

## College of Arts & Sciences

### Policy on Research Assignments for Tenure-Track Assistant Professors

Recognizing that the opportunity for a research assignment prior to tenure is valuable for faculty recruitment and retention and contributes to a faculty member's research productivity both prior to and immediately following tenure, the College of Arts & Sciences at UNC Greensboro expects to award qualified tenure-track faculty a one-semester research assignment before tenure. This policy is separate from the University's program of research assignments available to tenured faculty, details of which are on the Provost's web site.

This policy applies only to faculty with appointments as tenure-track Assistant Professors in the College of Arts & Sciences. It does not apply to non-tenure-track faculty, Associate Professors (whether hired with tenure or not), or Professors. Faculty receiving an initial appointment as Instructor become eligible under the terms of this policy only upon reappointment as Assistant Professor.

In the case of faculty with a joint appointment in another academic unit, the Dean of the College will consult with the Dean of the other unit to determine the applicability of this policy as part of planning for the search.

The research assignment will be granted in the academic year following approval of the faculty member's reappointment to a second probationary term by the Chancellor. Under exceptional circumstances, the department head may recommend to the Dean that the assignment be scheduled at a different time, in which case a compelling justification must be submitted in writing.

Faculty whose reappointment to a second probationary term is denied are not eligible for a research assignment.

Faculty must prepare a plan of work for the period of the assignment in consultation with their department head as part of preparing for the reappointment review. (Faculty with joint appointments should consult with both department heads.) The plan of work must be endorsed by the department head and sent to the Dean as part of the recommendation for reappointment.

Faculty must submit a brief report to their department head (with a copy to the Dean) within 60 days of completing the assignment, describing the work undertaken and the progress accomplished.

In the case of faculty who are hired with credit toward tenure on the basis of previous experience, the Dean will consult with the department head when the offer of employment is made to determine the date at which the faculty member will become eligible for a research assignment under this policy.

During the research assignment, the faculty member will be relieved of all teaching and service obligations. It is the faculty member's responsibility to notify the department head about any continuing obligations during the period of the assignment, such as supervision of student research projects, so that suitable arrangements can be made. As far as possible, the department is expected to make its own arrangements to cover the loss of the recipient's teaching and other departmental contributions during the period of the assignment.

As a condition of accepting a research assignment, the faculty member must agree to return to his or her position at UNCG for at least one full academic year after the end of the assignment.

Faculty who accept a research assignment under this policy must wait four years to be eligible for the University's program of research assignments for tenured faculty. That is, eight semesters must elapse between the end of a research assignment under this policy and the start of an assignment under the policy for tenured faculty.

Faculty who have been awarded a research assignment under this policy do not forfeit their right to request an off-campus assignment in a subsequent year (as described in the College's Policy on Off-Campus Assignments for Probationary Faculty), either before or after tenure. However, if a faculty member is granted an off-campus assignment to accept an externally funded fellowship or similar opportunity prior to reappointment, he or she will not also be granted a research assignment before tenure under this policy. Faculty requesting research or off-campus assignments prior to tenure must understand the need to establish a satisfactory record of teaching and service and should consult closely with their department head to ensure that accumulated assignments do not reduce the likelihood of a successful tenure application.

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Throughout this document, the term "research" includes all forms of research, scholarship, or creative activity as defined by department, College, and University policies pertaining to tenure and promotion.

In the case of faculty whose appointment is in an interdepartmental program, the program director has the responsibilities of a department head under this policy.

Approved, September 24, 2008