

Research Incentive Program for CBA Tenured Faculty

Faculty Council Approved on 05/21/2017

1. Background of Offering Research Incentives

When earned, CBA tenured faculty have been awarded Assigned Time for their contributions to research and scholarly activities, as evidenced in their RSCA proposals. In addition, much of the tenured faculty's valuable research time is consumed by 12 units of teaching load per semester, and service expectations which increase after tenure appointment.

The Fall 2016, AACSB Table 15-1 (Faculty Sufficiency and Qualification Summary) reports all benchmark research ratios $[(SA+PA+SP) / (SA+PA+SP+IP+O)]$ for the CBA undergraduate program, three MBA programs and two MS programs. The findings indicate some tenured faculty are on the verge of losing their SA status prior to the next AACSB review in 2019. Thus, our office proposes this research incentive to encourage CBA tenured faculty to continuously engage in research and scholarly activities. This incentive is strictly applied to tenured faculty who have journal publications in Types I through V from January 2017 onward.

2. Important Highlights Included in This Proposal

- 1) The research incentive funding is independent from RSCA funding.
- 2) The research incentive is only applicable for tenured faculty.
- 3) For faculty who will be awarded tenure between 2017-2019, when a faculty is awarded tenure, credit is only given for publications on or after June 1st of the tenured year. For example, for a faculty who becomes tenured in 2017, then any journal publications on or past June 1, 2017 will count towards this incentive award.
- 4) The research incentive is only applied to journals published in Types I through V (defined by CBA Accreditation Office) from January 2017 onward. Conditional acceptance of a manuscript will not be considered. The publication will only count when it is officially accepted for publication.
- 5) Journal publications will receive different credits based on the journals' classifications. When a total of 3 credits is accumulated, the faculty will earn one assigned time. This research incentive award is limited to one assigned time per semester.
- 6) Faculty can take RSCA and this research incentive award in the same semester.

Journal Type	Credit
Type I	3
Type II	2
Type III	1.5
Type IV	1
Type V	1

- 7) If a co-author is also a CBA tenured faculty, each faculty will be awarded the same amount of credits.
- 8) The credit scale per journal type will be re-evaluated by the Accreditation Office in 2019. Thus, there is a possibility of having a new revised credit scale from 2019 onward.
- 9) Any accrued credits will not expire unless the faculty redeem such credits for assigned time.
- 10) The research incentive will be implemented as long as the funding permits, and it may be amended or withdrawn at any time as deemed necessary by the Accreditation Office or the Dean.