

Scholarship Workload Reallocation Program

In support of Nova Southeastern University's mission to advance scholarship, the objective of the Scholarship Workload Reallocation Program is to provide a consistent avenue of support for faculty interested in an increased focus on scholarship and submissions for external research funding. The goals of this program are to: 1) better align the College of Psychology with NSU's identity as a High Research Activity (R2) institution; 2) support faculty development in scholarship; and 3) enhance research opportunities to the College of Psychology students.

The Scholarship Workload Reallocation Program consists of course load reduction(s) with the following requirements:

One Course Reduction Per Fiscal Year

Publications **AND/OR** grant submissions (at a funding level of at least \$20,000 per submission) totaling at least four products over four fiscal years.

Two Course Reductions Per Fiscal Year

If the faculty member is *NOT* currently funded by an external grant (at a funding level of at least \$50,000): Publications **AND** grant submissions (at a funding level of at least \$50,000 per submission) totaling at least four grant submissions and four publications over four fiscal years.

If the faculty member is *currently* funded by an external grant (at a funding level of at least \$50,000): Publications **AND/OR** grant submissions (at a funding level of at least \$50,000 per submission) totaling at least eight products over four fiscal years. This **MUST** include at least two grant submissions to work toward continued external funding.

The following guidelines apply to both course reduction levels:

- The publications must be original research, for which the faculty member served as the senior author, in high quality peer-reviewed journals (impact factor of at least 2.0).
- All grant proposals must be submitted to an external agency, with the faculty member serving as the principal investigator or co-principal investigator on the project.
- For grants over \$100,000, a single resubmission of an unfunded project previously submitted to the same or different funding agency may count towards the grant submission requirement. Additional resubmissions of an unfunded project do not satisfy the grant submission requirement. Below is an example:
 - Year 1: Submission of a grant entitled "XXXX" to NSF.
 - Year 2: Resubmission of the unfunded grant "XXXX" to NSF.
 - Year 3: Submission of a new grant entitled "YYYY" to NIH.
 - Year 4: Resubmission of the unfunded grant "YYYY" to NIH.

Eligibility

Full-time faculty holding an academic rank in the College of Psychology are eligible for the Scholarship Workload Reallocation Program. For the two-course reduction, faculty must have a demonstrated history of developing and maintaining active, productive, and potentially fundable lines of research, as evidenced by a history of consistent publication of empirical research within a single, or a few closely related areas of specialization.

Application

Faculty wishing to request for a reallocation of workload must contact the department chair. The likelihood of faculty success on the load reallocation program and the department teaching needs will be taken into consideration in the chair's evaluation of a request. All requests must be made and approved by November 1st to begin the program in the following Fall.

Program Review

- A review of faculty progress toward reaching the criteria for maintaining membership in the Scholarship Workload Reallocation Program will be included as a part of the annual faculty evaluations, with the Chair providing the faculty member with an assessment of whether they are in line with this policy.
- If the requirements are not met while on the Scholarship Workload Reallocation Program, the faculty member has up to one fiscal year to remediate the missed requirements.
- If at any time before the end of the faculty member's second year on the Scholarship Workload Reallocation Program, the faculty member determines they are not making sufficient progress toward the criteria, or no longer wishes to pursue high level scholarship, the faculty member may request a return to a regular load at no penalty.
- Faculty who have been granted a workload reallocation and who do not demonstrate substantial progress toward meeting the requirements for publication and/or grant application submission for 4 consecutive years, after consultation with the chair, may be terminated from the program. Additionally, the faculty member may be assigned additional teaching responsibilities in the subsequent 2 years. The additional teaching load will be based on the faculty member's progress while on the Scholarship Workload Reallocation Program.
- A faculty member who wishes to reapply to the Scholarship Workload Reallocation Program after an early termination from the program must remediate the missed requirements prior to being reconsidered for the program.

Faculty on the Scholarship Workload Reallocation Program will maintain their annual status on the program indefinitely until they opt out of the program or if they fail to meet the program requirements.