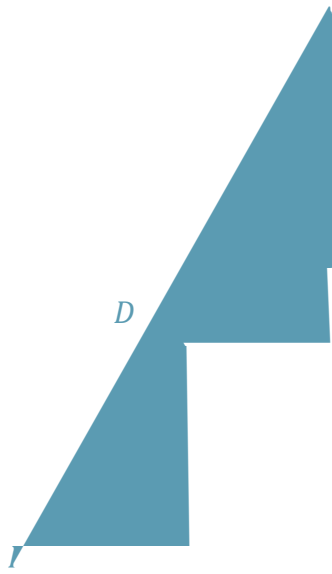


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Diane Wallman

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| Nicole Guenther Discenza | ENG | International Medieval Congress at the University of Leeds to further your monograph project on "Wonder and Curiosity in Anglo-Saxon England" |
| Ruiliang Pu              | GEO | IEEE International Geoscience and Remote Sensing Symposium (IGARSS 2016) in Beijing, China  |
| Sylvain Charbonnier      | GEO | Cities on Volcanoes 9 in Puerto Varas, Chile  |
| Thomas Juster            | GEO | Earth Educator's Rendezvous in Madison, Wisconsin   |
| Peter Funke              | GIA | ICA 2016 conference "Communicating with Power" in Fukuoka, Japan.   |
| Peter Funke              | GIA |   |

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## Policy Recommendations for Encouraging Development for Associate Professors for Successful Promotion to Full Professor

The College of Arts and Sciences (CAS) Faculty Development Committee has as one of its responsibilities providing advice related to faculty development and the encouragement of research, and has been invited to examine possible policy changes in relation to these topics. We have discussed a problem we think is especially important for the University as a whole, as well as for the CAS community, and which is now being discussed in such places as the Chronicle of Higher Education: the problem of stalled career progress among Associate Professors. We recognize that this is a known problem at USF and take that as a mandate for pursuing this report.

### *Research Support for Associate Professors*

In our opinion an ideal research support policy should enable and incentivize research productivity throughout the career of an individual.

The University has raised standards for tenure and promotion, and this has put a focus on tenure decisions. But the investment in assistant professors is wasted if professional development stalls after tenure, and especially in the crucial period immediately after tenure.

While new assistant professors require time to develop a research program, funds for research, and especially funds for travel, which is the means by which they establish connections within their professional community, many of these support mechanisms simply disappear after tenure. In all departments, administrative and service demands increase. In some departments teaching loads increase, and in all departments' opportunities for research assignments decrease. At the same time, new incentives that draw people away from research, such as Summer Teaching, become more attractive once the pressure of the tenure process is off. At this stage, newly tenured faculty members are thrown on their own financial resources to support their careers. Departmental travel

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salaries are replaced by graduate student summer salaries. This would be a win-win situation for faculty and graduate students. Alternatively or in addition to this program, create a program to offer RAs for summer work to be dedicated to Associate Professors.

Recommendation 6: Create a program to assure that research activity that results in publication is rewarded regardless of the rank of the Professor.

Recommendation 7: Reform the internal grant system to provide more predictable outcomes relevant

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departments are encouraged to use this policy, especially with regard to promoting the research agenda for gestating parents (for example, considering a higher research load and lower teaching load such that faculty may get work under review and motivate the publication process throughout the pregnancy process). Further, much research indicates that the care gap in our society (for