

**Eberly College of Business and IT**  
**Research Alternate Workload (AWL) Policy – Effective Fall 2023**

**Preamble:** The reasons for the changes are manifold: a) to place more emphasis on the impact of

- b. The number of semesters of AWLs will be based on 3a to 3e.
  - c. If a faculty member is eligible for an AWL in a certain semester by virtue of multiple PRJs, she/he will still get only one AWL in that semester.
  - d. Faculty members with a consistent record of productivity who have a manuscript in review, but face ineligibility for an AWL in an occasional semester or more, can appeal to the dean for an extension of AWL.
5. The prolific and leading scholars in the College will receive additional incentives.
- a. The top 5 researchers in the college each year (Sept. 1 to Aug. 31 of the following year) based on the total points accrued in the Eberly College SA Classification will each be recognized by the College. The weights given to scholarship will be as follows:  
*A1 to A4 (70%), B to D (10%), and the h-index on Google Scholar (20%).*
6. Requirement of accurate and timely documentation on Sedona, including acceptance letters and manuscript copies, will be strictly enforced.
7. Faculty on partial leave will not be able to obtain Research AWLs.