

## **COLLEGE OF BUSINESS FELLOWSHIP PROGRAM<sup>1</sup>**

### **September 2016**

The Fellowship Program was established in 2004 and is funded through the generosity of College of Business donors. Fellowship awards honor faculty for outstanding performance and achievement and are representative of the College's commitment to pursuing excellence.

The College's Fellowship Program includes three types of awards:

1. Research fellowships honor significant and sustained research-related achievements.
2. Teaching fellowships honor significant academic achievements related to instruction.
3. Faculty fellowships honor a sustained record of teaching, research, and service contributions.

As of Fall 2016, subject to the availability of funds, fellowships will be awarded for a three year period.<sup>2</sup> While fellowships may be renewed for a second, three year term, fellowship holders should recognize that: (1) fellowships typically end as donor funds are exhausted; (2) donors may request that fellowship funds are shifted to another focal area; and (3) sustained high levels of achievement/performance do not guarantee renewal. Thus, fellowships have a start and end date that will be specified in award letters.<sup>3</sup>

In addition to receiving a fellowship title, holders of fellowships typically receive a non-permanent base salary adjustment. Fellowship holders may also receive a stipend to support their research efforts.

The appointment letter will specify any particular expectations that come with an individual fellowship, but in general, the primary expectation will be continuation of an outstanding level of performance.

### **Criteria**

1. Research fellowships are typically awarded to tenured faculty members (at the associate professor or professor rank); however, they may also be awarded to Assistant Professors. Research productivity is the primary basis for these awards, with achievements including a record of publishing in elite business journals.

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<sup>1</sup> Note that this document does not address Daniel's Ethics Fellowships, which are unique in incentivizing business ethics instructional activity. Department-funded Fellowships are also distinct from this program and addressed elsewhere.

<sup>2</sup> As of Fall 2016, staggered terms may be created by past years of fellowship possession (prior to Fall 2016) counting as part of the fellowship holder's term. In all instances, fellowship holders will be made aware of the beginning and ending points of the term.

<sup>3</sup> While a three year term is being established as a norm, ongoing possession of a fellowship during a three year term is subject to annual review. Thus, continuation of a fellowship is contingent on at least satisfactory performance across all areas of job responsibility (e.g., teaching, research, and service). Less than satisfactory performance will result in the fellowship being revoked.

2. Teaching fellowships may be awarded to a regular or special appointment faculty member. These fellowships are normally awarded to a faculty member who has established a sustained record of excellent teaching-related contributions while at CSU. Achievements include excellence in the classroom as well as innovative and contemporary contributions to business education.
3. Faculty fellowships are typically awarded to tenured faculty members (at the associate professor or professor rank). These fellowships are awarded to faculty who have established a track record of exemplary contributions across teaching, research, and service. Thus, these fellowships are designed to award overall high levels of performance as a well-rounded and highly engaged academic/scholar.

Collegiality and citizenship will also be considered in awarding all fellowships. Citizenship is defined as recognizing the duties and responsibilities that come with being a member of the College/University community and meeting those duties and responsibilities in an effective manner. A collegial faculty member is a supportive team player who attempts to create a working atmosphere with colleagues, students and staff that is characterized by mutual respect and helpfulness.

There is no attempt to distribute fellowships equally across departments. Rather, every attempt will be made to ensure that the most deserving faculty members in the College are recognized, regardless of their discipline. It is noteworthy, however, that some fellowships are Department specific or specified within an offer letter (as detailed below).

## **Process**

As of Fall 2016, College of Business Fellowships include three supported by accounting firms and only available for accounting faculty, two finance specific fellowships supported by banks, and four additional fellowships that are not tied to a particular department. A fellowship was included in one offer letter (L. Shore); this fellowship includes a title and expense account.<sup>4</sup>

The Dean of the College will issue a call for nominees from the Administrative Committee (AdCom), which is comprised of the Chairs of the five departments and the Associate Deans. All nominations will be reviewed by the members of the Administrative Committee. Both the historic record and the current level of performance of all nominees will be considered. Selections will be made by the Administrative Committee as a whole, generally by consensus. In the absence of consensus, selections will be made by the Dean. Consistent with the development and budget cycle, fellowships will be awarded on or around August 15.

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<sup>4</sup> Following adoption of this document, this sentence was corrected for accuracy.