

## Coggin High-Impact Research Recognition Program

UNF has a stated goal of significantly increasing its overall research standing. How this is done will vary across the university, but the best way for the Coggin College of Business to improve its research reputation is to increase the frequency at which faculty publish in high-impact academic journals. The competition to get into the best academic business journals is fierce, and the time and energy that one must invest into a top-tier publication is significant. The purpose of the Coggin High-Impact Research Recognition Program (CHIRRP) is to incentivize faculty to make that investment. This program is being funded from the Coggin Dean's Distinguished Professorship account, and not from state-appropriations, faculty professional development funds, or other sources.

Under the CHIRRP, any Coggin College faculty member who gets a paper accepted in a high-impact journal (defined below) will be allowed to select one of three recognition grants: a course release to be taken during a fall or spring term<sup>1</sup>, a \$5,000 spending account, or a \$5,000 summer research grant. A few key points about the program:

- There is no limit to the number of times a faculty member may receive one of these CHIRRP grants.
- Faculty members may “bank” course releases to accrue enough to create a semester with no teaching responsibilities.
- There is no time limit on spending account funds. They can be saved across academic years. The Dean's office will maintain the official balance and will track expenditures. Note that state/university purchasing and travel rules will still apply.
- Co-authored papers will be treated as if each author were independent, i.e. each Coggin co-author will receive the full award.
- The recognition grant will be made when the paper is officially and finally accepted for publication. Revise and resubmits and conditional acceptances will not count until the paper is fully accepted or appears in print.
- The award will only be made for papers that are original research papers. Case studies, pedagogical papers, and service papers will not be eligible.
- If the faculty member elects to take the summer research grant, they should be aware that it will be considered income and both taxes and fringe benefits will be deducted from the grant amount.

For the purposes of the CHIRRP, a “high-impact” academic journal is one whose reputation and quality clearly improves the research reputation of the College. To eliminate ambiguity as to which journals qualify, the program will use the qualification process outlined below.

- Any journal that is rated as an A\* on the Australian Business Dean Council (ABDC) list will automatically qualify.
- The journals that are rated as “A” on the ABDC list vary widely in quality, with some journals that meet the intent of this program and some that do not. There are also specialized or non-

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<sup>1</sup> Faculty intending to take their grant as a course release should check with their department chair to confirm departmental course coverage needs can be met for the semester in which the release will be taken.

business journals that clearly would be appropriate to be included but that do not appear on the ABDC list (for example, something like *Nature*, or the *Journal of the American Statistical Association*.) For journals that fall into these categories, the program will use a pre-approval process to eliminate uncertainty.

Before submitting a paper to a journal that the faculty member wishes to be eligible for the program, the faculty member submits a short written review of the journal to their department chair that makes the case for why the journal should be considered a “high-impact” journal, despite it not being on the ABDC “A\*” list. The department chair will in turn bring the request to the College Executive Committee, which will review the request and determine whether to include the journal in the program. Typically, these journals should have one or more of the attributes listed below.

- An impact factor that is consistent with high-impact journals in that field.
- Appearing on another reputable external list as a “top-tier” journal (like those that are used on Harzing.com, the Financial Times, the UT Dallas list, etc.)
- Clear external evidence that it is one of the “best” journals in the relevant discipline.
- Other external evidence that the journal is similar to those that are part of the program.

There will be a running list available to all faculty members of all journals that have been approved and are eligible for CHIRRP. Once a journal has been approved for the program, any faculty member may submit to that journal without having to go through the pre-approval process. In the very rare case where the circumstances of a journal change such that it is no longer appropriate to be included, the College Executive Committee will inform the faculty of this (and papers already submitted to that journal would continue to be treated as appearing in a high-impact journal.)

- Generally, journals that are rated as B or C on the ABDC list will not be eligible for this program.
- The process above envisions that faculty members will know before they submit to a journal whether it is eligible for this program or not. Generally, faculty members cannot request that a journal be considered for the program after they have submitted their paper to it. There is, however, no intent for journals to which faculty have submitted papers (but that have not yet been accepted for publication) before the start of this program to be excluded. As a result, the college will allow journals at which faculty have papers under review prior to October 31, 2020 to be considered for this program. If the journal is not on the ABDC A\* list, the faculty member should begin the process of submitting a request for the journal to be considered as soon as possible.
- CHIRRP is forward-looking, and the college cannot make retro-active recognition grants for papers that have already been accepted for publication or that have already appeared in print.

Note that the use of the ABDC list and the pre-approval process is only for the purposes of the CHIRRP. This purpose of this program is to incentivize, not evaluate, research. For the faculty annual evaluation process as well as the promotion and tenure process, the Collective Bargaining Agreement (CBA) is the defining document and this program does not change that. The program also is not intended to create a list of the “only” acceptable outlets for faculty publication. There are many journals in which Coggin College faculty will continue to publish that are appropriate outlets for research but which will not meet the criteria for this program.