

Andrew Young School of Policy Studies

Synergy Guidelines

April 2006

“Synergy” is a set of behaviors or activities that enhance the quality and capacities of the School, as well as the productivity and success of colleagues and others associated with it. These are over and above the normal and traditional departmental and school service expectations of the faculty. The general notion is: What did you do to make others better off with no personal gain to you?

Some such activities are compensated (grant funding) but generate externalities (e.g., course release, indirect and graduate student monies that benefit the general good), and some are not. We should be sure to differentiate between these.

Specific examples of synergistic contributions could include, but are not limited to, the following:

- Senior faculty co-authorships with junior faculty (and graduate students) that result in refereed publications and conference papers that significantly advance the career development of the junior faculty member.
- Attracting external funding that covers more than the principal investigator's summer compensation and/or course buyouts, such as compensation for other faculty and/or graduate student assistants.
- Attracting funding for GRAs that work for other faculty.
- Providing access or contacts for other members of the faculty that result in professional development opportunities, funded research projects, and other benefits for others.
- Reviewing and otherwise contributing to the quality and publication potential of manuscripts of others that do not involve co-authorships.
- Being regularly available to colleagues and students at other than scheduled office hours and class times.
- Regular and frequent attendance at guest speaker seminars and similar events.
- Consistent and effective participation in job interviews and candidate presentations in all program areas of the school.

- Assuming intellectual leadership responsibilities in areas of research, instruction, or service that benefit other faculty, students, or AYSPS constituencies.
- Effective collaboration with the research centers of the Andrew Young School, when appropriate opportunities for such collaboration are present.
- Assisting colleagues, PTIs, and GTAs with course development and instructional activities, including such things as serving as a mentor on instructional issues and techniques, giving guest lectures when asked, and the like.