

UTH San Antonio School of Nursing Guiding Principles for Distribution of Faculty Effort

Assumptions/Overview:

- 1)** These Distribution of Effort (DOE) guidelines identify expectations and opportunities for SON Faculty members at UT Health San Antonio. Faculty contributions are essential to SON mission success. Within each of the guidelines, “all Faculty” is defined as those members with positions of 1.0 FTE.
- 2)** All mission pillars (teaching, practice, and scholarship/service) are valued.
- 3)** All Faculty will attend and actively participate, as per the bylaws, on at least one School of Nursing or University governance committee. Service is a commitment to the success of the School of Nursing.
- 4)** Service activities of all faculty members are to be merged with the scholarship mission of the school; service within the school/university is considered an expectation and a contribution to the community and nationally; no additional protected time will be provided for service activities over those already provided for scholarship.
- 5)** Distribution of Effort is based on a formula where a full-time faculty effort will not be more than 45 WLU (approximately 15WLU Fall; 15 WLU Spring; 15 WLU Summer). **(See below for how protected time has been revised and calculated).**

Teaching Mission:

- 1)** All Faculty will participate in the teaching mission of the School of Nursing, examples include:
 - Primary instructor for didactic or clinical course
 - Co–instructor for didactic or clinical course
 - Chair for DNP student project in the implementation year prior to graduation.
 - Chair (Major Advisor) or member of PhD student Dissertation committee
 - Precepting students while providing patient care in the clinical setting
 - Teaching in Clinical Simulation Innovation Center
 - Guest Lectures
- 2)** All Faculty will post each semester on Canvas or Starfish how they will be available to communicate and engage with their students.
- 3)** All faculty members are expected to mentor students. Faculty who chair PhD dissertation committees will receive 1 WLC for a maximum of 3 semesters to account for this workload. Faculty who chair DNP projects will receive 1 WLC (one semester).

Practice Mission:

- 1) All APRN faculty members will be credentialed for practice.

Scholarship Mission:

- 1) All faculty will contribute and actively participate in the scholarship mission. This can be achieved through working as individuals or in teams. Examples include all types of scholarship as per Boyer:
 - a. **Teaching**
 - Publish peer-reviewed papers in scholarly journals related to teaching
 - Publish peer-reviewed books or chapters in books related to teaching
 - Submit internal or external applications for funding to support teaching innovations
 - Advancing learning theory through classroom research
 - Development of innovative teaching materials/strategies
 - Production of videos for instruction
 - Publication of teaching materials
 - Development of new or substantially revised courses, curricula
 - b. **Integration**
 - Synthesize of information across disciplines that is disseminated widely
 - Interprofessional activities that are disseminated widely
 - Preparing and publishing a comprehensive literature review
 - Writing a textbook for use in multiple disciplines
 - Delivering professional development workshops
 - c. **Application**
 - Service activities that involve rigor and application of disciplinary expertise
 - Translation between academics and practitioners in the field to put application of knowledge to work in the world
 - Discovering ways that new knowledge can be used to solve problems
 - Identification of new intellectual problems that arise out of the act of application
 - Development of centers for study or service
 - Serving as an external consultant
 - d. **Discovery**
 - Submit applications for internal and/or external funding for research
 - Publish peer-reviewed papers in scholarly journals related to research
 - Publish peer-reviewed books or chapters in books related to research
 - Submit abstracts for peer review and provide presentations at local, regional, national or international conferences

- Work toward obtaining a National/ International reputation as an expert in an area
- 2) Faculty members holding Research Track Positions are expected to obtain 75% funding to support the continuation of their position.
 - 3) All faculty will receive 20% protected time for pursuit of scholarship and service. Scholarship efforts will be evaluated annually for productivity. Additional protected time may be negotiated. As noted above service to the School of Nursing, is an important role of every faculty member.
 - 4) Tenure-track faculty will receive an additional 20% of protected time (for total of 40% when added to item #3) to support scholarship/research however, as noted above efforts will be evaluated annually for productivity and allocation could change. Additional protected time may be negotiated such as when the faculty member receives funding for research without salary support within the award.
 - 5) Tenure-track or tenured faculty scholarship productivity need to be focused on research and dissemination through scholarship.
 - 6) Protected time during the first year of hire will be 20% and is to be used for faculty development/scholarship (service to the School of Nursing is not required in the first year of hire). Each new faculty member will have a faculty development plan that is individualized to support their growth in excellence. A mentor will be assigned for year one. Thereafter a mentorship contract will be fostered for the new faculty member with another faculty member of their choosing to further their growth and ability to meet the missions of the School of Nursing.
 - 7) All Faculty with sponsored program funding which includes salary support greater than or equal to 50%, will *not* automatically receive the protected time for scholarship from the School of Nursing as noted above. At that point in time, protected time must be negotiated based on productivity. Protected time is an investment by the School of Nursing in a faculty member's research and scholarship trajectory development and at some point, in time it is the expectation that faculty members will be funding their own research and scholarship endeavors.

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