University of Toledo College of Nursing  
Statement on Scholarly and Research Activity of CON Faculty

**Purpose:** The purposes of this statement are 1) to distinguish and define scholarly and research activity as relates to the role of faculty in the College of Nursing (CON), 2) to state the broad standards for scholarly and research activity expected of CON faculty members, and 3) to provide examples that illuminate these definitions. This statement is intended to supplement other documents in which the role and expectations of CON faculty are delineated.

**Scholarly Activity**  
**Definition.** Scholarly activity consists of intellectual work that:
- results in the production or application of knowledge,
- advances and extends the discipline of nursing, and
- is documented/disseminated to the professional community.

**Standards.** Scholarly activity of some type is expected of all faculty members on an on-going basis. The amount and type of scholarly work expected of each faculty member varies over time and in relation to the faculty member’s rank, track (tenure-track, clinical, etc. as exists in the College), teaching load, and other assigned responsibilities. Such is negotiated periodically between the faculty member and relevant administrator(s) of the CON, generally in relation to setting of one’s teaching load and/or during one’s annual evaluation. Materials prepared for use in the fulfillment of teaching duties, while scholarly in character, do not fulfill expectations for scholarly activity as they address a separate aspect of the University’s tripartite mission.

**Examples.** The following are examples of documented or disseminated scholarly activity. The list is not exhaustive; each item on the list may or may not be applicable to or appropriate for every faculty member.

- Original data-based, theoretical, clinical, policy- or teaching-related articles submitted to and/or published in refereed journals
- Scholarly texts or chapters therein, as author or editor
- Refereed oral conference presentation or poster presentation and related abstracts
- Evidence-based practice protocols adopted for application in a specific clinical context
- Audio-visual or other media (e.g., web-based material) that has undergone peer review and is intended for professional consumption
- Grant applications submitted for peer review to internal or external funding sources for research, demonstration projects, and/or training programs

**Research Activity**  
**Definition.** Research activity is a subset of scholarly activity limited to intellectual work that is scientific in nature and results in the production of new knowledge. Like all scholarly work it advances and extends the discipline of nursing and is documented/disseminated to the professional community.

**Standards.** At this time in CON history, opportunity for research activity is open to tenure-track faculty. Research activity is expected of a select group of such faculty who are allocated research time (FTE) in lieu of a portion of a full teaching load. Such allocations are made in
accord with current applicable CON policies as approved by the CON governance and administrative processes and as budgetary considerations allow.

The amount and type of research activity expected of tenure track faculty varies over time and in relation to the faculty member’s teaching load, other assigned responsibilities, and maturity of their research program. Such is negotiated periodically between the faculty member and relevant administrator(s) of the CON, generally in relation to setting of one’s teaching load and/or during one’s annual evaluation. For tenure track faculty with allocated research FTE, the Associate Dean for Research will negotiate a specific contract delineating individualized goals and products to be accomplished during a designated period of time.

Samples. When seeking allocated research FTE, faculty should consider the following when proposing goals and products, 1) the scientific and clinical significance of the long-term overarching goal of their research program; 2) the appeal of this goal to potential funders; 3) the strength of their own base of prior research, scholarly activity; clinical and other expertise relevant to the overarching goal; 4) gaps in knowledge, skills, or expertise necessary to fill in reaching the overarching goal; and 5) the specific gap addressed by the work proposed. The following are sample goals and products that may be appropriate to propose in seeking allocated research FTE. The list is not exhaustive.

Sample Goals and Products

- To develop and submit a proposal for internal funding that will:
  - generate pilot data on a new intervention to support a proposal for external funding;
  - test a new measure, data collection protocol, or statistical method;
  - demonstrate existence of a collaborative relationship with an expert essential to achieving the long-term research goal; and/or
  - extend experience to a new population or setting, consistent with the long-term goal.

- To develop and submit a small proposal for initial external funding that will:
  - generate pilot data on a new intervention to support a proposal for external funding;
  - test a new measure, data collection protocol, or statistical method;
  - demonstrate existence of a collaborative relationship with an expert essential to achieving the long-term research goal; and/or
  - extend experience to a new population or setting, consistent with the long-term goal.

- To conduct analysis of existing data to support development and submission a proposal for external funding.

- To develop a proposal for major external funding based on completed prior research, including submission of new or incomplete manuscripts from such work.

It is also desirable for tenure-track faculty to fulfill expectations for scholarly activity by engaging in research activity. In particular, preliminary work that would better position one for seeking dedicated research FTE would be advantageous. Preparation and submission of manuscripts such as from prior work or existing data, integrative literature reviews, and theory or concept development papers are encouraged. Consultation and support can be sought from the Associate Dean for Research.