Scholarship Workload Guidelines

Presentation to NTID Faculty Council

NTID Policy on Tenure and Promotion

- Tenure-track faculty are required to demonstrate excellence in the pursuit of scholarship and professional activities in accordance with both the RIT definition of scholarship and the individual candidate's annual expectations. The expectation is that scholarship will be peer reviewed and disseminated.

NTID Policy on Tenure and Promotion

- For the purpose of tenure consideration, the major elements of endeavor related to scholarship and professional activities may include one or more of the following:

  a) primary or joint authorship of **articles** in professional journals, books, book chapters or other peer-reviewed publications

  b) **creation of work** shown in international, national, state, or regional galleries, museums and public display areas and/or demonstration of participation in other related artistic endeavors at an equivalent level

  c) **presentation of papers**, workshops and other training activities at state, national or international professional society meetings

  d) primary or joint **authorship, direction, design, or performance** in **theatre production**

  e) **receipt or award of grants which support scholarship**

Defining Scholarship

- **Creative work** – something new is generated
  - A patent is new intellectual property
  - An art installation or a play are new creative works
  - Journal articles and book chapters
- **Peer reviewed** – our peers check our work to determine its quality
  - Different levels of peer review
  - Editorial review < blind review < double-blind review
- **Publicly disseminated** – scholarly work is made available to the public
  - "Research" may not be publicly disseminated due to sponsor restrictions, or because of non-disclosure agreements (NDAs)
  - Scholarship and research are not synonymous

Scholarly Activities

- **Direct**
  - Writing journal articles or book chapters
  - Editing books
  - Preparing conference presentations
  - Preparing patent applications
  - Creating works of art
  - Rehearsing and staging performances

- **Indirect**
  - Writing grant applications
  - Reading literature
  - Annotating bibliographies
  - Supervising research staff and students
  - Managing awards
  - Attending conferences
  - Thinking (!)
  - Conducting peer review

Scholarship is Competitive and Iterative

- Grants/articles are rarely funded/published first time
  - Significant time also required to revise and resubmit
- NIH "pay lines" are usually around 10% -- the top 10% of scored proposals get funded
  - Scored proposals are the top 50% -> the top 10% of the top 50% get funded
  - The Top 5% (1 in 20)
  - Do we reward submitting competitive proposals that do not get funded?
  - If not, the workload may not represent a worthwhile investment of time for faculty
- Applications to "high impact" journals are less likely to be accepted first time, leading to greater likelihood of revision
  - Do we reward faculty based upon impact and prestige of journal?
  - If not, then disincentivizes high impact research

Path Forward

- Scholarship workload guidelines will have a significant impact on how NTID faculty conduct research
- Disparate disciplines make a "one size fits all" solution unworkable
- Need to consider the distinction between "direct" and "indirect" activities (see Teaching and Tutoring workload guidelines)
- Likely to be as complex as teaching and tutoring
- Scholarship Workload Guidelines Task Force
  - Representation from across departments and faculty-led research centers
  - Regular meetings
  - Report back to AVPAA in time for guidelines to be effective for Fall 2025 (???)

Questions and Discussion