

UT Health San Antonio School of Nursing Guiding Principles for Faculty Distribution of Effort

Assumptions/Overview:

Distribution of Effort (DOE) guidelines establish expectations and opportunities for full-time 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.

- 1)** Distribution of Effort is based on a formula where the **TARGET** for a full-time faculty is 45 WLU (approximately 15 WLU Fall; 15 WLU Spring; 15 WLU Summer). To stay in range of the DOE target, individual faculty workloads may be plus or minus 3 WLUs from this target. **See below for how faculty time is calculated, also see the DOE table on last page.** Please note that assignments exceeding the range may be requested/negotiated to lighten efforts in other semesters.
- 2)** Part-time Faculty member assignments are negotiated and may vary from what is outlined below. Changes in assignment are made on a case-by-case basis. Requests for change in assignment need to be made as soon as a part-

- f. The activity has significance or impact

Scholarship is work that is public, **peer reviewed** and available in a platform that others may build on. Faculty take a scholarly approach when they systematically, critique, design, implement, assess, redesign

decrease (increased time for Teaching) for those not pursuing or being productive in scholarly activities.

Additional Research Productivity protected time can be earned by clinical faculty who make a request for change in DOE and have a plan to submit for NIH funding.

- f. 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.
- 4) Faculty who Chair PhD dissertation committees will receive

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