

Michigan State University College of Nursing Guidelines for Research Support for Tenure System Faculty

Purpose: The College of Nursing (CON) research strategic goals and performance indicators are explicit in the expectation that tenure system faculty will develop a funded research program that develops and matures over time. The specific expectations are that tenure system faculty will submit grant proposals and receive grant funding to support their research and that they will disseminate findings in regional, national and international peer reviewed publications and presentations. The CON is committed to support faculty in these efforts through a variety of mechanisms across an individual's career. CON support includes:

1. A Nursing Research Center (NRC) that provides pre- and post-award support for both tenured and tenure system faculty members. Pre-award support includes a Specific Aims evaluation, editing support, external and internal grant reviews, electronic grant submission assistance. Post-award support includes assistance with budget management, purchasing, and annual Research Quality Assurance/Data Safety Monitoring Board (RQA/DSMB) for "R" level or "R" level-like awards.
2. New tenure system faculty receive a start-up package that includes contributed time (see below) for research across the probationary period, a research semester without teaching, an external and an internal research mentor, support for pilot studies, funding for summer effort for development of their research program, as well as access to all the services of the NRC.
3. Tenured faculty members receive contributed research time (see below) as well as access to all the services of the NRC.

In addition to existing support for research it is believed that a plan aimed at maximizing the growth of research in the CON would be helpful to recognize the success of research productive investigators. Such a plan is consistent with our benchmark universities in the CIC (Committee on Institutional Cooperation). The plan is seen as part of the overall research infrastructure that includes yearly evaluations, clear expectations for external grant productivity and institutional support for grant related activities.

CON Contributed Research Time:

- a) Tenured faculty members who have unfunded research programs receive 20% contributed time as long as they make continued progress related to their program of research, e.g., peer reviewed data-based publication(s), grant submission(s), pilot testing. Tenured faculty members who are PIs of a funded "R" level or "R" level-like award providing full indirects (maximum indirects allowed by sponsor) and support for a portion of their salary will automatically receive 10% CON contributed time. They may negotiate for an additional 10% contributed time with the Associate Dean for Research. The request for additional contributed time must be in writing and include a description of how the funds are to be used, a detailed timeline and measurable outcomes. The decision for granting the request for the additional contributed time will be based on the quality of the request and the needs of the college.
- b) Tenure system faculty members who have not received tenure receive 30% contributed time while in the tenure system. Tenure system faculty members who have not received tenure and who are PIs of a funded research grant will continue to receive the 30% contributed time in addition to any portion of their salary supported by the funded research grant.
- c) Total funded research effort plus contributed effort may not exceed 65% of a faculty member's effort.

PI Share of F&A: It is recommended that 5% of the F&A earned on a PI's grant and received by the CON be designated for the PI upon receipt of funding for a second RO1 or RO1-like grant. The funds will be released to the PI based on the university approved expenditure schedule. The funds must be spent by the PI on research related activities according to the policies and procedures of the college and the university. Investigators are encouraged to spend the funds in a timely fashion and for the purpose of positioning the investigator to attract additional research support. Unspent funds usually will not carry-forward from year to year and will revert to the CON unspent at the point of a faculty member's departure from the university.

Approved by CON Administrative Team – 3/19/10

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