Facilitating Scholarship Success through a Collaborative Faculty Group

Camille Payne, Judy Hold, & Rachel Myers

Kennesaw State University
Objectives:
Upon completion of this session, the learner will be able to:

1. Describe the process for establishing a collaborative faculty group for meeting scholarship expectations in a college or university setting.

2. Discuss the benefits of a collaborative faculty group in meeting individual and university scholarship goals.
The purpose of this presentation is to describe the development and benefits of a collaborative faculty group for the purpose of facilitating scholarship goals and expectations.
The Scholarship Problem

• Faculty often struggle with meeting university requirements for research and scholarship endeavors
• Balancing role expectations for teaching, service and scholarship can seem overwhelming
• Advancing nursing through the development of new and applied knowledge is vital for growth of nursing as a profession
Barriers

- Inexperience
- Lack of scholar mentors
- Time constraints
- Workload issues (e.g., teaching and meeting demands)
- Anxiety and fear of failing
- Lack of colleagueship
- Lack of resources & support
Solution: Collaborative Groups

• Faculty in some institutions have attempted to address this gap by forming collaborative groups which have been found to help increase scholarly productivity.

• A review of the literature, however, revealed this strategy to be underutilized.
Our Group:

• The three of us were all new to the University, and in tenure track positions
  – Found many of the described barriers were impacting our ability to be productive
  – Like our students, we found that often competing priorities kept us from clearly focusing on research and scholarship
  – And so...
WOGS was born

• **Work** Group for **S**cholarship
  – Began meeting weekly and setting goals
    • Sometimes our goals were simple: *Write one paragraph for the Introduction*
    • Discussed our strategies and successes, struggles, and failures for the previous week
  – Met by email or phone, when we were not able to meet in person
3-4-14

Rachel ~ more literature
4 Mar ~ 31st ~ goal chart
3/11 ~ rough draft of methodology section

Juday ~ working on chapter ~ April 1
~ work Wed afternoon ~ 3 hrs
Fri noon ~ up till 2
Wknd ~ 4 hrs @ Sat/Sun
~ abstract & PP ~

Gannile ~ finish by next week
Abstract ~ ASBTH ~ WELA

4/3-11 2 submitted

4 hrs with write

note to me: nice day
and 1 day
and 1 day
and 1 day
and 1 day
and 1 day
and 1 day
and 1 day
10 weeks in

- Assessed our progress and decided we needed to be more aggressive
  - Set up the poster so that we could visualize our individual and collective successes
  - Committed to blocks of time weekly to work together
  - Set up financial penalties
    - $1 for working toward weekly goals, but failing to meet those goals
    - $5 for failure to make any progress

- From that point, we assessed every 10 weeks
<table>
<thead>
<tr>
<th></th>
<th>CAMILLE</th>
<th>JUDY</th>
<th>RACHEL</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASBH Presentation</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>SENSE Presented</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ALG Grant</td>
<td>✓</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>ALG Grant</td>
<td>✓</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Article Submitted</td>
<td>✓</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>1st Ty. Care</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2015-4</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NLM Grant-Subm</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BrB Art. Submitted</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASBH Presentation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Subm. CETL grant</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2015-4</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manuscript/Subm</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Poster in DC</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ALG Grant</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chapter Subm/1st Writing Paper</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Artic Pub Mindfulness</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Incentive
Failure to achieve goals...
Over the 1st year...

Each of our projected research paths for our tenure/promotion journeys were different

- While our goals were not specifically to work together on specific projects, there were opportunities to do so
We’d like to share

- Productivity
- Morale
- Comradery
- Scholarship
- Sense of Achievement & Confidence
Summary of Success: *Rachel*

- Manuscripts Under Review
  - Journals: 2
  - Chapters: 1
- Publications
  - Journals: 3
  - Chapters: 1
- Grants
  - Applied: 1
  - Funded: 1
- Presentations
  - Podium: 4
  - Poster: 1
Summary of Success: Judy

- Manuscripts Under Review
  - Journals: 1
- Publications
  - Journals: 3
  - Chapters: 1
- Grants
  - Applied: 2
  - Funded: 1
- Presentations
  - Podium: 8
  - Poster: 1
Summary of Success: Camille

• Manuscripts Under Review
  – Journals: 5
• Publications
  – Journals: 5
• Grants
  – Applied: 3
  – Funded: 2
• Presentations
  – Podium: 5
  – Poster: 5
Recommendations:

• Find a small group, even if you have to find someone at a neighboring university, or from another department

• Set specific goals, short term and long term (using tenure or promotion as the guide; or your own goals)
  – What do you need to achieve in that time frame?

• Celebrate your successes
Thank you!

lpayne3@kennesaw.edu
rmyers23@kennesaw.edu
jhold@kennesaw.edu