



## Scholarly Activity Policy

Freshart recognises the value of research and scholarly activity in supporting academic excellence, and aims to promote and sustain scholarly activity that is consistent with the Centre's mission and strategic objectives. This policy outlines those forms of scholarly activity that the Centre's will aim to support and provides guidelines governing these activities.

### **Purposes:**

Scholarly activity at Freshart aims to the following intended outcomes:

1. Further develop the range of Art and Design programmes as appropriate to consolidate the centre as a leading institution in the education sector offering maximum internal and external progression opportunities.
2. To develop and implement suitable progression strategies,
3. To provide a high quality, differentiated higher education experience appropriate for the learners
4. To provide support for continuing professional development
5. To offer opportunities to enhance and assure the quality of learning and teaching

### **Scholarly activity:**

Freshart aims to support scholarly activity that is congruent with the College's strategic objectives, enhances the quality and reputation of its educational programs, and furthers the educational experiences of students.

Freshart College encourages academic staff to be research active to maintain the currency of knowledge and inform teaching practices and approaches. This policy facilitates and encourages internal and external partnerships and industry collaborations.

Scholarly activity is taken to cover any or all of the following:

- Keeping up-to-date with your subject at a HE level
- Curriculum development that involves research
- Consultancy to industry and other agencies
- Industrial secondments or work shadowing
- Research and Publications

- Practitioner/Applied Research
- Personal Development – action, research and reading
- Staff development events within college
- External conferences and workshops linked to any of the above
- Scholarly reviews of the current state of knowledge or teaching in a field that contribute to course development
- Leadership of advanced professional development activities (through, for example, presentations on the current state of knowledge, practice, contributions to professional journals)
- Involvement in relevant activities of scholarly academic societies, editorial roles or peer review

### **Guidelines Specific to Scholarly activity**

The guidelines below are intended to assist members of staff in completing their request for scholarly activity. Where possible all scholarly activity should undertake to meet the guidelines below to ensure a fair and consistent approach to scholarly activity.

1. All scholarly activity undertaken will adhere to the highest ethical and procedural standards and be in accordance with the relevant College policies and guidelines
2. All scholarly activities associated with the College will need appropriate College approval prior to commencement
3. All cases of Scholarly activity will be considered on their own merit
4. Scholarly activity may be done by an individual alone or could be done in collaboration with other academic staff members within the institution or with senior students. Where possible Scholarly activity should have a collaborative partner employed at a HEI.
5. Scholarly activity is focused on quality learning and teaching to ensure a nexus between research and teaching. Although a proportion of Freshart College academic staff may engage with theoretical and applied research in their disciplines, all academic staff members will conduct scholarly activities to continuously improve learning and teaching.

### **Planning for Scholarly Activities**

1. Scholarly activities of academic staff are discussed at academic staff meetings to help academics identify opportunities for scholarly activities, and share the outcomes of these activities.
2. The plan is agreed upon and progress will be tracked and discussed in the staff member's annual performance review.
3. The Academic Board presents an annual summary of scholarly activities to the Board of Directors.

**The Administrative Committee and the Quality Assurance Committee will:**

- a. Be responsible for implementation of this policy together with the HR Manager;
- b. Will be responsible for monitoring, supporting, and approving professional development activities for academic staff;
- c. Encourage staff to undertake scholarly activities and monitor those activities;
- d. Encourage staff to share new knowledge with colleagues, students and the public;
- e. Enable scholarly activities by encouraging collaboration, monitoring staff workloads and ensuring staff can be released to undertake activities;
- f. Promote academic freedom and intellectual inquiry and recognise excellence in learning and teaching; and
- g. Disseminate information to promote scholarly activity, including research opportunities and opportunities to develop scholarly papers and publications.

**Funding of Scholarly Activity**

Freashart College will allocate an amount in its annual budget to support scholarly activity and professional development for all academic staff. Funding shall include facilitating attendance and approved staff absences.

***This policy will be reviewed every 12 months by the Principal of College***