

NDC Faculty Research Expectations Policy

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1 POLICY OBJECTIVE

This policy provides guidance for expected faculty research load at the college to enhance research activities and promote a research culture in the organization.

2 NDC RESEARCH

The college has a strategy for the support of credible peer-reviewed academic research and scholarly activity, in keeping with its mission and developed with input from faculty and other constituencies, and publicizes this strategy in appropriate documents.

The college requires faculty members to conduct credible academic research and write peer reviewed publications, including articles in academic or policy journals, book chapters, monographs or books published by reputable publishers, etc., that develop faculty members' ability to become effective educators in support of the College mission and to maintain a research agenda that can facilitate promotion through the academic ranks. The research activities listed below represent the minimum research effort of 30% of the total workload apportionment per year:

- producing academic peer-reviewed publications, including articles in academic or policy journals, book chapters, monographs or books published by reputable publishers;
- conducting scholarly research in support of curriculum development or publication;
- presenting academic papers at credible academic conferences in order to test publicly the ideas and hypotheses that will go into published research;
- contributing to the NDC annual journal *National Defense: Strategic Annual Journal*;
- contributing to UAE journals such as *Nation Shield*;
- contributing to NDC Partner organizations' publications.

3 NDC RESEARCH EXPECTATIONS

The main priority in NDC Research is to reflect, shape and advance areas of strategic value to the UAE, and that supports UAE national interests. The faculty research output recognized under the NDC faculty research workload is the contributions developed by faculty using College time and resources in support of the College needs. The faculty research output using personal time and resources outside the College, while respecting the laws of the UAE, is not covered in this section.

The minimum expected research output to be produced by faculty with terminal degrees during the academic year (AY) include the following:

1. Peer-reviewed scholarly article or equivalent (minimum of 1 product every academic year):
This is a peer-reviewed journal article, published, or accepted for publication, in a credible field-leading academic periodical or journal and ordinarily will not be published in a military service periodical or magazine.

Note: this peer-reviewed piece can be an article (ordinarily over 5,000 words in length), a book chapter in a scholarly book with a reputable publisher, an edited volume, or a monograph. Faculty must choose publication topics within and across disciplines that serve the NDC, and its mission.

2. NDC annual journal National Defense: Strategic Annual Journal or UAE journal article submission (minimum 1 article every academic year): minimum of 1,200 words.
3. UAE journal article submission, such as Nation Shield (minimum of 1 article every 2 academic years): minimum of 3000 words.
4. Directed Research: Any other faculty research tasked by the Research Department.

Note: it is acknowledged that activities 2-4 will ordinarily not add to the faculty member’s portfolio of research as understood within the field as “scholarship”. Yet it counts as research for the purposes of allocating tasks and establishing workloads and meeting professional responsibilities in terms of annual evaluations.

All of the aforementioned research activity will count as research output, but whether the research activity is co-authored or single-authored will determine the weighting given to the faculty member. For example, a co-authored journal article will count towards the faculty member’s accomplishments as 0.5 (50%) of an article; a tri-authored article will count as 0.33 (33%) of an article.

Responsibility for the research output in activities 1-4 is described in the following table:

	Research Activity	NDC Dean	NDC Faculty	SRW	EW	PW	NDC Commandant
1	Annual peer-reviewed Publication	A / R	R	C	C	I	I
2	NDC Journal article	R	R	A/ R	C	I	C / I
3	UAE Journal article	R	R	A / R	C	I	I
4	Directed Research	R	R	A / R	C	I	C / I

(SRW: Studies and Research Wing, EW: Education Wing, PW: Planning Wing, A: Accountable, C: Consulted, I: Informed, R: Responsible)

4 DOCUMENTATION AND COLLECTION OF RESEARCH

Faculty research accomplishments are periodically collected by the Research Department. Each faculty member is responsible for documenting his/her research output in support of the College needs. Upon the publication of the research, faculty will inform the Research Department by email. The email should include a proper citation of the published work, and the reference statement mentioning the faculty affiliation with the National Defense College, UAE.

5 FACULTY DISCLAIMER STATEMENT

All faculty's external publications must include a disclaimer that the speaker or writer is not expressing any views on behalf of the National Defense College. The content of the disclaimer must include the following statement: *The opinions expressed in this article are those of the author and do not reflect the views of the National Defense College, or the United Arab Emirates government.*

6 GHQ CLEARANCE

Faculty might be required to obtain clearance from the GHQ for publications, as per the Academic Freedom Policy.

7 OWNERSHIP OF COPYRIGHT

The NDC claims ownership of the copyright of the research and scholarly work if the activity was a directed work, specifically ordered, created in connection with the administration of the college, sponsored or contracted by the College, or within the scope of the employee's responsibilities. In addition, the NDC owns the copyright of academic works such as syllabi and other course materials even if such work were not incorporated in a course. The format of the course material does not determine its copyright status, whether the work involve audio, visual recordings or online presentations.

The Faculty claims ownership of the copyright of research and scholarly work if the activity was not a directed work, specifically ordered, created in connection with the administration of the College, or sponsored or contracted by the College, and was not carried using the college's resources, time, and funds. The only requirement on the faculty's owned research output is to abide the UAE laws and to cite affiliation with NDC.