

Academic Plan Subcommittee on Research

Proposed 3-5 Year Objectives

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- 1) To enhance the research climate for faculty, fully implement the flexibility provided by the university's workload policy. Full implementation will be evidenced by demonstration of the following in each college:
 - utilization of differentiated workload
 - faculty goal-setting that is directly related to workload
 - evaluation (annual and comprehensive) that is tied to workload
 - rewards that are tied to evaluation
- 2) Increase the level of engagement of faculty and staff in grant-writing as evidenced by an:
 - increase in the number of faculty and staff submitting grant proposals
 - increase in the number of grant proposals submitted
 - increase in the success ratio (number of funded grant proposals divided by the number of submitted grant proposals) of grant proposal submissions
 - increase in the amount of extramural grant funds brought in by the university annually
- 3) Promote undergraduate and graduate student research and creative scholarly activity throughout the University as evidenced by:
 - ensuring that students in all academic programs have the opportunity to engage in mentored independent research and creative scholarly activity.
 - adding explicit mention of mentoring independent student research and creative scholarly activity in Board Policy Manual 2-3-901(2) performance guidelines
 - making available University awards to acknowledge exemplary mentoring of student research by faculty and exceptional engagement in research by students.
- 4) Increase the University's engagement in interdisciplinary research across the campus as evidenced by:
 - an increase in the production of scholarly work (books, articles, performances, grant proposals, professional presentations, and the like) that is the result of contributors from different disciplines
 - establishing and supporting through focused investment interdisciplinary research interest groups
 - an increase in student enrollment in research-based courses that promote interdisciplinary scholarship (e.g., common research courses that serve majors from multiple programs, Schools, and/or Colleges)
 - an increase in visibility of and enrollment in the Honors program, McNair Scholars program, and other programs that foster undergraduate student involvement in research
- 5) Increase the communication and recognition of research and creative scholarly activity by faculty, staff, and students as evidenced by:

- an increase in the number of Student Research Days and other events to honor student research and creative scholarly activity
 - an increase in the number of campus events to honor faculty and staff research and creative scholarly activity
 - publicizing our faculty, staff, and student research and creative scholarly activity through website, media, and community contact (citizens and their representatives)
- 6) Increase recruitment and retention of both promising and established scholars, as evidenced by adoption of the following strategies:
- Hiring practices designed to attract and retain productive scholars: competitive salaries, tenure track positions, adequate start up packages
 - Establishing endowed professorships
 - Providing adequate technical support for research activities
 - Provide opportunities to all faculty and staff for professional development in the areas of research and creative scholarly activities (for example, workshops and programs led by campus and/or off-campus experts; new faculty mentoring program in support of scholarly endeavors, etc.)