

## Members

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## Recommendations

### 1. Increase faculty and staff time for research and creative activity (RCA) efforts.

Action plans include: **A.** Implement differential workload strategies. **B.** Increase the number of funded graduate students. **C.** Increase teaching resources for faculty. **D.** Move to semesters. **E.** Improve research administrative support services to faculty and staff in the areas of project coordination, grant writing, proposal preparation, and grant/contract management. **F.** Hire professionals to conduct student academic advising.

### 2. Pursue targeted growth strategies and commensurate support to increase RCA efforts.

Action plans include: **A.** Invest in existing academic and research strengths. **B.** Invest in centers and institutes to capitalize on their demonstrated successes. **C.** Increase human resources through targeted faculty and staff hires. **D.** Invest in new research initiatives. **E.** Increase recruitment of graduate and undergraduate students focused on RCA. **F.** Establish equitable system for startup of new initiatives, including the provision of bridge funding.

### 3. Develop policies that support the facilitation of RCA and enhance national prominence.

Action plans include: **A.** Maintain current indirect cost (IDC) returns to principal investigators and centers/institutes. **B.** Refine the promotion and tenure guidelines to reflect the importance of RCA. **C.** Establish policies that promote interdisciplinary RCA. **D.** Increase IDC returns to colleges and departments from University share of IDC. **E.** Realign annual merit reviews to foster increased RCA. **F.** Establish incentives that foster increased RCA.

### 4. Improve and expand facilities for RCA.

Action plans include: **A.** Provide quality space and facilities for RCA. **B.** Develop and support core multiuser facilities. **C.** Develop and implement a space-load policy that reflects the emphasis of RCA. **D.** Facilitate partnerships to optimize off-campus space and facilities.

### 5. Improve processes and procedures of RCA support functions.

Action plans include: **A.** Improve performance of Grants and Contract Accounting (GCA), the Office of Research and Sponsored Programs (ORSP), and the Technology Transfer Office (TTO). **B.** VP-Research Office should provide assistance to all academic units. **C.** VP-Research staffing must meet anticipated growth in RCA. **D.** Optimize RCA support units for customer service. **E.** Define a new employment structure for research-oriented hires.

## Accomplishments

### • Time for RCA is being increased.

- Faculty Senate is working on a workload policy.
- Graduate Studies has proposed increased recruitment and support of graduate students.

### • RCA growth strategies are targeted.

- The Graduate Education and Research Board (GERB) program has been announced and the first round is currently in process.
  - Major Program Initiative is focused on interdisciplinary research.
  - "Mini-GERBs" are focused on program enhancement and future growth.

### • Policies that support RCA are being established.

- The provost has convened a task force that will make recommendations about how to allocate funds to increase faculty salaries to improve our standing in relationship to our peer Institutions.
- Human Resources has instituted a new "Research" employment category that will facilitate the hiring of externally funded research positions.

### • Improved and expanded RCA facilities are planned.

- Construction of the Integrated Learning and Research Facility is planned for 2007-08.
- State capital improvement funds for renovation of Clippinger Laboratory, the Porter Hall addition, and Alden Library are secured and design plans for the College of Communication expansion initiated.

### • Improvement of RCA support functions is under way.

- Proposals submitted to increase staffing in Grants and Contract Accounting, the Office of Research and Sponsored Programs (ORSP), and Research Compliance will improve RCA support.
- The search process for the vice president for research position and Technology Transfer Office director position have been initiated.

## The Future

To meet the president's goal of increasing external funding to \$100 million:

- Proposals to increase internal-award funding have been submitted.
- Efforts to seek funding to renovate, expand, and build additional research space are ongoing.
- The Council for Research, Scholarship, and Creative Activity, in collaboration with Faculty Senate and the colleges, is examining implementation team recommendations that are related to research in order to determine possible strategies for implementation.
- Institute and center directors are now meeting on a regular basis to discuss existing and proposed policies and procedures that will affect research.

