Committee on Research Meeting
Minutes May 11, 2021 10am

Attendance: Glen Whitehead; Yongjei Lee; Emily Skop; Melinda Hamilton; Dmytro Bozhko; Kathy Prue-Owens; Jessi Smith; Grant Clayton; Mary Hurless; Jessi Komrofske; Lynn Gates; Charles Zhou; Lynn Gates
Chairs of Workload Taskforce at 11am: Valerie Martin Conley & Rex Welshon
Minutes Prepared by: Lindsay Coppa
Motion to approve Minutes from 4.6.21 : Emily motion; Kathy Second – Edit to add Jessi Komrofske to attendees. Approved unanimously.

New COR Member: Lynn Gates – Kraemer Family Library Welcome

Discussion on R2 status and what the committee may want to consider moving forward.
- The R2 status of UCCS is determined by the number PhD students in research focused areas graduating. To maintain our status, we need to have 25 doctoral students graduating each year. UCCS currently has 5 PhD programs that qualify for this R2 status. Last year (2019/20) we had 29 students who graduated and the year before (2018/19) we had 26 students. Enrollment in our PhD programs is very good but support for those students needs to be evaluated and analyzed.
    - o May want to bring up for discussion next year. Look into tangible support for departments that want to create doctoral programs as well as the students in the programs themselves. This would mean the need for more TTF and funding for students in the programs.

Looking into subjects for COR to cover next year
- Core Strategy 1 – (Can be found on COR Teams Page)
- Based on this document, here are the "next" items to be considered.
    - o Increase University Investment in Research Faculty, Research, and Sponsored Program Support Significantly Above Growth and Inflation Margins
    - o Foster a Diverse Research Culture and Strengthen Infrastructure
    - o Significantly expand support for student research especially among underrepresented students
- How will the new BAM effect CRCW/UGRA?
    - o This committee should be considering this and give recommendations on how we think it would be best to move forward with these research centered programs.
    - o Jessi has been working with other support units about the concerns that there are about the RCM model. If needed, this committee might be a good option to look into those concerns and provide suggestions to upper cabinet.
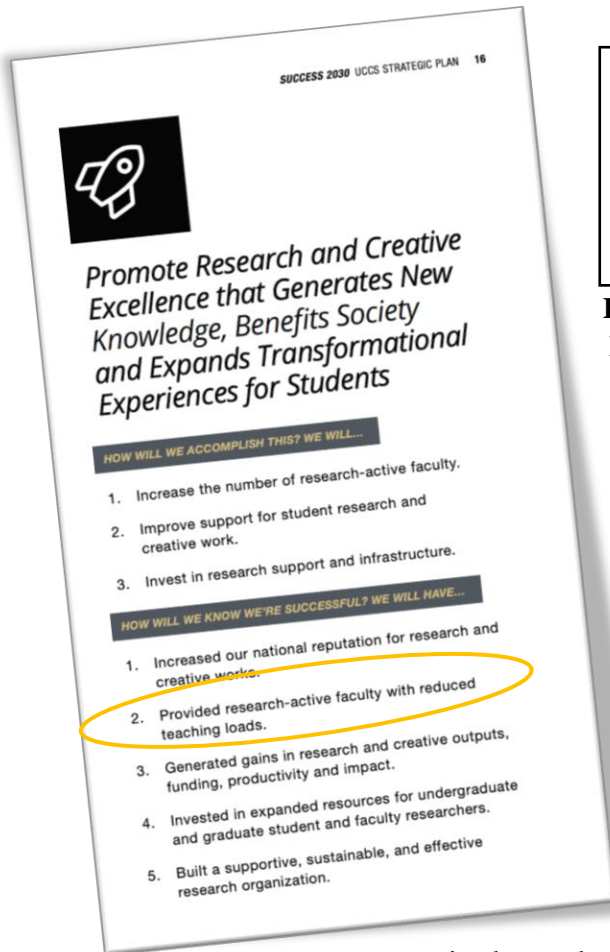
Chair of Committee on Research
- Glen has been the chair for the last 2 years and wanted to bring up the idea of appointing a new chair to the committee. Chair must be Tenure/Tenure Track faculty.
    - o Nominations for a chair should be sent to Glen

Research Workload Task Force – Valerie & Rex (see attached charge)
- The Research Workload Task Force was created to look into what is already being done as calculations for workload at the department/college level and provide options for a campus wide calculation. The RWTF will also be looking into the workload calculations that have been created at our CU sister schools as well as peer institutions. The taskforce will need to take into account the various differences that exist between disciplines.
  - The RWTF will tackle Measure #4 on the UCCS Core Strategy 1 document
- Want to make sure that both COR and the RWTF are not duplicating work.
  - COR has been looking into research policy, practice, shared governance, and evaluation.
  - There are multiple members of both committees who can help share information.
- The RWTF will be looking at a 2-2 workload as well as adding more faculty lines.
  - COR discussed the new BAM and how it may affect research. The RWTF should also consider the new model as it moves forward.
- It will be important to review the strategic plan
- COR has not investigated any economic impacts. WTF should look into this.
- The RWTF will meet again with COR at the beginning of the fall semester.

Research Workload Task Force 2021-2022

SUCCESS 2030 UCCS STRATEGIC PLAN   16

Promote Research and Creative Excellence that Generates New Knowledge, Benefits Society and Expands Transformational Experiences for Students

HOW WILL WE ACCOMPLISH THIS? WE WILL...

1. Increase the number of research-active faculty.
2. Improve support for student research and creative work.
3. Invest in research support and infrastructure.

HOW WILL WE KNOW WE'RE SUCCESSFUL? WE WILL HAVE...

1. Increased our national reputation for research and creative works.
2. Provided research-active faculty with reduced teaching loads.
3. Generated gains in research and creative outputs, funding, productivity and impact.
4. Invested in expanded resources for undergraduate and graduate student and faculty researchers.
5. Built a supportive, sustainable, and effective research organization.

Task Force Charge: Research and consider faculty workload options at UCCS and outline at least three viable action plans for review by Academic Affairs leadership and Cabinet

Background: The first initiative in the Research and Creative Excellence Core Strategy of the UCCS Strategic Plan 2030 - is to create the "Research Framework" that will set the foundation for successful implementation and sustainability of our research infrastructure. The Research Framework Steering Committee was assembled by the Cabinet in 2019 to set objectives and deliverables. To realize the goal of "**providing research active faculty with reduced teaching loads**" it is first necessary to assemble a key team of stakeholders who have the expertise, insights, and creative will to consider how – within current budget constraints - we realize our goal.

Group Tasks:

1. Review and evaluate current differential workload policies at UCCS and at other peer institutions
2. Identify at least three viable models that meet the strategic plan goal to provide research active faculty with more time for research.
3. Develop a plan for each of at least three options that outlines key issues, challenges, implementation strategies, and possible timelines.

Timeframe:
Work begins in May 2021 with the goal to complete the work by end of May 2022

Reports to:
Provost and the Committee on Research

Committee Chair Co-chairs: Rex Welshon and Valerie Martin Conley

In support of this effort, the Research Framework Steering Committee provides the following observations for consideration:

- Defining research active is within the department's expert purview. For example, a rolling three year average may be more indicative of research productivity than an annual determination. Newly hired faculty might be considered research active until they have at least three years of service for evaluation.

- There are many ways to document and identify differential workloads that provide faculty with more time for research.

- There are multiple pathways to support research active faculty workload, including but not limited to:
  - TA support
  - Fewer class preps
  - Paid undergraduate or graduate student research assistants
  - Summer research stipends
  - Increase campus grant support opportunities

- There are different categories of faculty who may require different strategies of support that could be rolled out in different phases:
  - New faculty hires - start-up packages
  - Pre-tenure faculty before their comprehensive review
  - Post-tenure faculty
  - Faculty who supervise master degree students
  - Faculty who supervise Ph.D. students

- Increase Instructor Lines to take over courses with more Tenure Track faculty offloads and lowering overall course loads over the next several years

- Challenges and unintended consequences must be considered, including:
  - Not undervaluing the important contributions of teaching and mentoring
  - Not exploiting non-tenure-track Instructors and Lecturers
  - Anticipating risks of identifying someone as research active vs not
  - Budget constraints
  - Accreditation issues if too high a percentage of classes are taught by faculty who are not tenured/tenure-track