

## **Committee on Research Minutes February 15, 2022**

**Attendance:** Glen Whitehead; Jessi Smith; Grant Clayton; Jessi Komrofske; Mary Hurless; Lynn Gates; Robert Dassanowsky; Kathy Prue-Owens; Melinda Hamilton; Charles Zhou;

**Absent:** Emily Skop (On Sabbatical) Yongjei Lee; Dmytro Bozhko;

**Minutes Prepared by:** Lindsay Coppa

### **Research Workload Task Force – Rex Welshon, Chair**

- As part of the strategic plan initiative, this taskforce is charged with coming up with three viable options to give faculty on campus more time for research.
- Over the past semester, members researched peer institutions and their workloads, had two listening sessions for faculty to give their thoughts, and sent out a survey to research faculty to get some more information
- This semester, we will be working on rough drafts of the three options for the committee to look at and fine-tune
- After we give our plans to the cabinet, they will be reviewing and deciding how to proceed.
- [Click Here to View Survey Reports](#)
  - Highlights from the report:
    - Office of Research needs more infrastructure to help support research
      - A campus statistician or stat center would be helpful
    - Teaching loads for pre-tenure should be considered so that they can work on grants
      - Have a rolling course release program across the years for faculty
    - Service requirements need to be decreased
    - Most common workload on campus is a 4-4-2 but it does vary
      - Time is actually going toward: classes, service, equipment maintenance,
    - Widespread, deeply felt, and profound dissatisfaction for time allocations and the lack of time to work on research.
    - Not enough uninterrupted time to work on research
    - Too much student mentoring
    - Conversion of on-line classes has been a large issue
    - Research culture across campus should improve to give uninterrupted time for research
    - Faculty members days are so disjointed and there is just not enough time to really get into research
    - We don't want to create a culture of research departments and non-research departments
    - Think about research activity – it might be the faculty that are meeting expectations or below that might need the extra time
  - Question: In engineering, we essentially do a 2-2 teaching load to new faculty with course buyouts. Have there been discussion on similar program workloads?

- We have discussed this. It is a wide practice across campus to offer incoming faculty a 2-2 load. What we have determined is that researchers want to move to a 2-2 load as soon as possible.
- Question: Evaluations are based on the supervisor and may vary depending on the supervisor. Will this be evaluated to see if there might be a different way to do evaluations or where they might fall in the system?
  - Using the evaluation “exceeds expectations” as a guideline was used in the survey but not necessarily going to be used going forward.
- Question: The service loads seem to be a really effecting time. Maybe look at revising service load while looking into 2-2 loads
  - Service at UCCS in many colleges is disproportionate compared to peer institutions. This is based on not enough tenured faculty on campus to take those service loads. Most of the professors on campus are made up of lecturers and instructors have a very low service load.
- Comment: Believe that ‘exceed expectations’ is not a great way to go about giving 2-2. Maybe not look at evaluations at all (as mentioned before). Would favor having new junior faculty get a 2-2 going forward. Maybe offer a service offload?
- Comment: For some departments, percentages of classes vs research vs service do not add up. There should be another look at the difference between instructors vs. faculty
- Comment: There is a large difference between the time needed for teaching or for research between classes, departments, or even between semesters. It is hard to put an umbrella policy that will work for each department/researcher. Budgets seem an issue to get what we might need to change loads.
  - There are some policies that are determined by Regents that we cannot change. It is hard to plan for budget changes that we get from the state and hard to be able to fund everything that we would like to see happen.
- Question: have there been conversations about 12-month faculty?
  - There have been very few discussions about this. There are very few 12-month faculty on campus but it is important to keep them in mind.
- COR would like to meet with Rex again to discuss this more

**TABLED: Strategic Action Item Document**

**TABLED: ADVANCE Project Crest Update – Jessi L. Smith**

**Meeting Ended: 4:03 PM**