

## **Committee on Research Minutes September 20, 2021**

**Attendance:** Glen Whitehead; Yongjei Lee; Dmytro Bozhko; Jessi Smith; Grant Clayton; Jessi Komrofske; Mary Hurless; Lynn Gates; Robert Dassanowsky; Kathy Prue-Owens;

**Absent:** Melinda Hamilton; Charles Zhou; Emily Skop (On Sabbatical)

**Minutes Prepared by:** Lindsay Coppa

### **Introductions and welcome**

- Hope everyone had a good summer and enjoyed some time away!
- Welcome to Robert to the Committee on Research

### **Committee Chair – call for nominations**

Glen is now the Co-Director of the music department in addition to his many other roles on campus and will be stepping down from this committee. The chair will report from this committee to the Faculty Assembly. As the first year of this committee being an official part of Faculty Assembly, there is some room to figure out the best way to report what is happening to FA.

- According to our by-laws, this committee must be chaired by a faculty member
- By-laws also state that there will be a past chair and a current chair
- A range of options were discussed for the chair position
- Grant Clayton is nominated as Current Chair. Lynn Gates Seconds. Approved by unanimous consent

Grant will proceed as Current Chair while Glen will move into a Past Chair position.

### **ADVANCE Project Crest – Jessi**

<https://research.uccs.edu/advanceprojectcrest>

- Project CREST is a campus wide initiative funded by NSF to better ensure an inclusive and equitable research community. There is a shocking lack of women and POC tenured professors on campus. Project CREST will provide tools, resources, and process for strategic planning to give all of our faculty the opportunity to be heard. The first phase is addressing the fact that each unit on campus has a separate annual review evaluation criteria. We will be unveiling a tool kit to help chairs with the annual review evaluation process that utilizes practices created by the WVU Dialogues to add strategic planning with high levels of faculty involvement. We will be sending out this tool kit directly to chairs as well as the faculty/staff listservs. Next semester, the team plans to work on RPT criteria for Tenure Track faculty. We will start with TT faculty and then move to include other faculty.
- Other areas that we will be looking into is the current awards and process that may need to be removed. There are currently no POC or women Distinguished Professors on campus. We will be reaching out to this committee to get feedback and suggestions on current awards and processes.
- The new Research Development Coordinator position will be hired to give support for the research experience and give a resource for researchers to learn more about the process and provide more training and opportunities to provide support.

- QUESTION: If we want more diverse faculty, won't we need to replace people or add more positions so that we can hire diversly?
  - How do we be more diverse if we aren't able to add more positions? The short answer is that we are not ready to go and hire new faculty. This team is working on making changes that will help diverse faculty feel supported and want to come to UCCS to work. Right now the diverse audience may be small but in the long run, we hope to shift culture to be a destination campus. In the long run, we hope that this is a place that people want to work.
- COMMENT: This work is directly related to campus initiatives. One thing that comes to mind is how childcare fits into this.
  - Childcare is a great examples of the intersectionality with what we are doing with CREST. There is a survey going out now through Faculty Assembly. Yes; we are trying to treat people as humans and what takes away from research is being with your children while they are quarantined.
- QUESTION: Are you looking into moral?
  - Short answer is no – our project is meant to compliment and connect to research life. However research culture is being looked into by the Research Workload Taskforce which we can reach out to often and ask for updates.

#### **Discussion:**

Now that we're here, what is the role of the COR committee in relation to faculty assembly, the R-FAB, the colleges and units COR members represent?

- Think the committee should answer questions about the implementation of the strategic plan and its impact on research. We should ask for opinions and suggestions from faculty. For example, how does the new BAM effect research on campus? Be a bridge between the Administration and Researchers on campus.
- Many universities are opening new programs which leads to new students. Providing resources/support for areas that may want to implement a new program. How we can make researcher's lives easier?
- Do we want to talk to Chuck/Venkat about the strategic plan for this committee? Do we want to bring this up at FA as an agenda item to get feedback? Yes
- Why don't we have a PhD program for nursing? See this committee as a place to have those conversations. Look into where are their opportunities? Is there an appropriate way that this committee can look into research areas/needs that may be stuck or need support? Guiding and directing with helping colleges/departments with this program in a way that is professional and not stepping on toes. Build a conversation about what this committee can/should do in regards to these research focused programs.
- Listen to others about the process for creating classes/programs and how it works in the system.
- What if we ask chairs to submit 3 research related questions/concerns that they have and then discuss what our committee can do to solve common problems that may come up. This is something that we can continue to look into.

**Meeting Ended: 1:12pm**