Forum 3
February 10, 2017
Summary of Table Conversations and Group Recommendations

Attendees: Angie Yoo; Kabba Colley; Leslie Nubler; Yalan Xing; Marianne Sullivan; Pradeep Patnaik; Annamarie Klose Hrubes; David Snyder; Carrie Hong; Pixy Ferris; Holly Seplocha; Patricia Baxter; Leo-Felix Jurado; He Zhang; Jennifer Owlett; Betty Kollia; Jay Foley; Barbara Andrews; Steve Betts; Klive Oh; David Gilley; Martin Williams; Christine Bravo; Maureen Peters; Russell Mallery; Amanda Duggan; Toufic Hakim; Kathy Weiner; and Stephen Hahn

Actionable Suggestions (prioritized in the following order):
1) Flexibility in distribution of credits for teaching and research
   a. banking of ART credits
   b. assigning regular credits
2) Overhaul of conference and RSCE funds (i.e. travel, field research, supplies, etc.) – availability of funds and process for reimbursement/ Increase transparency of application, availability, and funding process of programs; include a point of contact
3) Expand summer research support for travel & students to university wide standard & ensure career development funding
4) Expand the definition of "Active Scholarship" to include grant writing and submission, as well as student mentoring and recruitment (Boyer Report)
5) Additional automatic ART time for new faculty (throughout the non-tenure time)
6) Provide incentives for both faculty and students when students are involved in research
7) Use the digital repository as a publicity tool to showcase the output of RSCE activity*
8) There is a need for a RSCE webpage which houses institutional resources, detailing resources available for faculty (including mentorship), and increasing transparency in funding distribution, especially with travel.*
9) Create research and teaching mentoring program*

*Internal resource/outside promotion

Table 1:   Stewardship – Improve the coordination and stewardship of research across the University.

1. Compensation of time

2. The university's identity is evolving and is not as articulated as it is in others – shift leaning toward research, the human potential is wonderful (how can we change our identity leading toward a research culture?)

3. Teaching University

4. Need to create bridges between teaching, research, service, engaging students into research

5. Continue with 2 years of ART and consider expanding it; also consider connecting it to Summer Funding. – (Discussion about application process)

6. Look into online work/life balance workshops (NCFDD.org)

7. Students present their research at conferences, but there are challenges and hurdles regarding the funding or reimbursement process – (the coordination of traveling funding process could be improved or more streamlined)

8. Administrative help is needed for the coordination of the this process for students too

9. Wish we could fund more students. A more centralized process to allow include students is needed. (Summer Research Funding process could be improved)

10. Encourage or incentive for students to attend Explorations.

11. Time for more discussion within each department

12. Expand funding through colleges and better co-ordination for dissemination of research support.

Table 1 Recommendations

Recommendations
 1. Need to create bridges between teaching, research, service, and engaging students into research
 2. Continue with 2 years of ART and consider expanding it; also consider connecting it to Summer Funding. – (application process)
 3. Encourage/support Students to present their research at conferences – (the coordination of traveling funding process could be improved or more streamlined)
 4. Expand funding through colleges and better co-ordination for dissemination of research support.
 5. Look into online work/life balance workshops (NCFDD.org)

Actionable Items
   1. Banking ART credits (flexibility of bulking the ART credits into one semester or the summer, etc.)
   2. Increase and/or facilitate support for Summer Research
   3. University wide - travel assistance point of contact

Table 2:   Focus on Faculty – Be more attentive to research needs of junior faculty.

Challenges Faculty and Junior Faculty may face:

-Lack of time to do research/fractured time: professors have to break up research to work around teaching schedule. A lack of dedicated blocks of time prevent professors from doing competitive research year-round.

-There's no clear mentorship process for junior faculty to get help from senior faculty

-Writing grant proposals is not being considered as important, or scholarly, as getting work published deters junior faculty from searching for funding for research.

-There's no expanded orientation process to get new faculty acclimated to university resources or expectations for research

-Funding resources from the university are not made clear to faculty from the beginning

General Recommendations:

-Writing grant proposals should be rewarded more

-Faculty should have more flexibility in using free credit-time, possibly be able to bank credits for future semesters to allow more time for research

-Get new and junior faculty involved in forums and workshops on campus early on to create more understanding of funds

***-A webpage for faculty to see where university funds are available from, how much is available, and for what

***-More funding for professors to travel to conferences and workshops, more transparency about how much each department receives for travel

-Easier application process and process organization for university funding

-Get faculty involved more with underclassmen and freshmen students to get students involved with research earlier on and to create more rapport between faculty students to prepare them better and create a stronger research environment, and pay more attention to the research interests of students

-Expose freshmen to research across the campus and get them involved in basic ways to increase interest and participation later on in their college careers

Table 2 Recommendations

Recommendations:
-**TIME: Faculty should have more flexibility in how they use ART hours. They should be able to consolidate and bank them for future semesters.**
-Departments should have more concrete mentorship programs, specifically for research, between senior and junior faculty. With institutional support and mentorship counting as service.
-Grant writing and submission should be considered as active scholarship.
-**RESOURCES: There needs to be a webpage housing institutional resources, detailing resources available for faculty (including mentorship), and increasing transparency in funding distribution, especially with travel.**
-More recruitment of students for faculty research through introductory seminars to expose students to professor's research, to get students more involved in research from the beginning of their college career.
-**ACTIVE SCHOLARSHIP: Expand the definition of Active Scholarship to include grant writing and submission, as well as student mentoring and recruitment.**

Actionable Items:
-**TIME: Faculty should have more flexibility in how they use ART hours. They should be able to consolidate and bank them for future semesters.**
-**RESOURCES: There is a need for a webpage housing institutional resources, detailing resources available for faculty (including mentorship), and increasing transparency in funding distribution, especially with travel.**
-**ACTIVE SCHOLARSHIP: Expand the definition of Active Scholarship to include grant writing and submission, as well as student mentoring and recruitment.**

Table 3: Funding – Work strategically to strengthen the culture of research funding.

External & Internal funding

Internal funding utilization- ART & RTI, unsure if there is limits on funding, is there a formal program (depends on college)

Career development is not always available to staff

Issues with RTI- Money comes from department and provost, should explain how many money is distributed. Staff

Should be aware of caps and similar programs.

Each department may have different limitations for budgets,

Issues with applying for money only to receive very small sums of money, under $100

Junior faculty is not aware of good places to get money

CFR is only available to science and health

Difficulty receiving release time for managing grants

How many have utilized these services out of 5 participants:

ART- 5

RTI- 4

SURP replaced by SCRECP- 3 (advised students)

Career Development- 3

Summer fund is available at college level, should possibly expand to university level
Should extend summer funds to graduate assistants.

People are unaware of resources on William Paterson website for research

Open Access Publication- cap of 800 per award

Junior faculty need better mentors to receive outside funding
Focus shifts from research to leadership, when trying to achieve tenure

Tenured professors were not given money to travel

PI's have to use time over the summer and use time to work with graduate assistant

University expects faculty to take time on other tasks (councils & advisement)

Opportunities for improvement:

Selection process should be transparent
Receive larger sums of money

Table 3 Recommendations
Recommendations: -Need summer college level funding to expand to university level. -Maintenance of career development fund & specify the max & min amount. -Increase transparency in allocation & limitations on resources. Clear information in terms of obtaining complimentary support for specific needs (summer, publications, students ,etc). -Increase understanding of importance of raising funds for research. -Increase automatic ART from 2 years to entire tenure period.

Actionable items:
1) **Flexibility & expansion of ART**
2) **Expand summer research support for travel & students to university wide standard & ensure career development funding**
3) *Increase transparency of application, availability, and funding process of programs*

Table 4: Environment – Endeavor to make the WP work environment more hospitable for research.

New faculty – create a package for new faculty; fragmented time was an issue in the beginning (weeks and months); some faculty further in their career may not be able to handle a bigger amount of teaching load and manage research the following semester (2 courses one semester – better split)

Not enough hours in a row to produce work in a studio; not enough consistent long term time; not sure if the request was for days and lighter teaching per day but it was more about the bigger schedule and the number of courses

Other schools have three semesters teaching one semester not teaching

Can't have a research environment with a 12 credit teaching load each semester (for the full academic year); think about the number of credits for a teaching load

Research clusters in departments or across departments; group of faculty who having overlapping interests – have the Dean give money to the group to explore and discuss their topics; remove the silos even within the department; helps to have a group of scholars work together to lead to grants and publications

Hire with the hope that people will interact

Digital repository which will let students, faculty, and staff to deposit their work; would have a place to put research or provide a link to something that was stored somewhere else; ties into the open access plan; would include both published and unpublished (has to be original works); open educational resources; will help faculty to know where to keep their work (i.e. conference presentations, etc.); the Library is invested in protecting the stuff; showing what the institution is creating in one central space (reduces the silos); benefit for the community – have an in house database for looking at a problem and kind find potential collaborators;

Hosting open access journals: Some institutions host their own journals which could help the overall environment (but not all internal Colleges will support the project financially); it's possible but it's depending on cost, storage space, and organization

The art department is working on archiving student work but not yet faculty

Software: Certain statistical software is available; the University should provide more funding for faculty or groups of faculty who want to explore a particular research software (statistics support group that has frequent meetings; agree that they should be able to test different support than what's currently available even as a pilot or limited use basis); need a clear structure for the process as well

Travel funds are weak; confusing process on how to obtain – streamlined and updated; lengthy time for approval in some cases; some faculty pay out of pocket; administrative process is a hassle; inconsistent amounts amongst departments and/or Colleges (in some cases, grant funds help to support the travel costs); lengthy process reimbursement of costs that are paid out of pocket

Publication costs are also concern

Student involvement with research – varies by College; in some Colleges or departments, there is no or little incentive or ability to work with students; no encouragement; in others there are specific courses but funding may be limited; students are not always encouraged to participate early in research

Reduce the number of credits/semester; flexibility of how a faculty member divides their time

Also consider implementing a research or teaching track)

Can the digital repository be used for broadcasting the information that is listed in order to disseminate what is going on?

Table 4 Recommendations

Recommendations:
- There is agreement with previous recommendations for a better split of faculty time in terms of teaching and research
- A digital repository is important and can help faculty access other works for their own research and to find collaborators; also consider the option to host open access journals through the institution
- There should be a process for new software (i.e. statistical products) to be reviewed and tested
- Travel funds are inconsistent amongst departments/Colleges; lengthy process for approval beforehand and then for reimbursement afterwards
- There are also concerns with publication funds being sufficient or available in a timely manner, if at all.
- Inconsistent involvement of students in research amongst Colleges or departments; additional funding via ART for those who want to work with students

Actionable Items
1) Flexibility in distribution of credits for teaching and research
2) Provide incentives for both faculty and students when students are involved in research
3) Use the digital repository as a publicity tool to showcase the output of activity
4) Overhaul of conference and RSCE funds (i.e. travel, field research, supplies, etc.) – availability of funds and process for reimbursement

Wrap-Up Comments

- There should also be recognition for service of tenured faculty who handle larger service responsibilities than the junior faculty
- Multiple attendees at the forum mentioned they would take the information back to their departments and inform their colleagues that there are proactive conversations taking place and encourage them to provide feedback