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| HDE RESEARCH CAPACITY BUILDING PLAN 2008-09 | HDE RESEARCH CAPACITY BUILDING PLAN 2009-10 |
| Strengthening faculty hiring At this point, the greatest impact we can have on the research capacity in the college would be in the hiring of new faculty with a proven research record and a strong research background. | Strengthening faculty hiring |
| Activities: <ul style="list-style-type: none"> • Begin tracking research records of new hires to demonstrate the level of expertise we are adding to the college. • Include the Associate Dean in the interview process to emphasize both supports and expectations for research. • Make national searches a priority to get a stronger pool of researchers • Place a stronger emphasis on early progress in research outcomes for PTE review and retention of faculty (we may want to review past situations—have we had faculty who have not published by the third year who have gone on to be strong research contributors?) | Activities: <ul style="list-style-type: none"> Assess progress on strengthening faculty hiring Require portfolios with copies of publications for applicants. |
| Strengthening faculty research skills | Strengthening faculty research skills |
| Activities: <ul style="list-style-type: none"> • Create a faculty research support team of experienced researchers willing to give feedback on research ideas, articles, grant proposals, etc. and have a reward system for participants. • create a list of suggestions for finding mentors • Direct grant RFPs to specific faculty based on interest • Encourage participation in grant writing trainings • Create files of background materials that might be useful for developing grants and learning how to write them. This could include a file of successful proposals, regional demographics, references for and examples of research methods, etc. • Emphasize opportunities for faculty | Activities: <ul style="list-style-type: none"> Assess progress on strengthening faculty research skills Hire an outside person to review grants (would need to be able to give quick turn-around). |

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| developmental leave for building research capacity | |
| Providing time and support for faculty to be productive | Providing time and support for faculty to be productive |
| <p>Activities:</p> <ul style="list-style-type: none"> • Demonstrate a significant reduction in service loads • Review committee size and work to reduce #s where possible—Does every unit need to be represented on every College committee? • Evaluate research support funds (formerly buyouts) used in the College and look at success and opportunities for improved use of these funds. • Continue current level of graduate student support • Reconsider hiring a grant coordinator/developer for the College • Develop a list of adjuncts who could cover in case of buyout. • Have a list of what College grad assistants have done to support research so faculty can see the type of help they can access. • Ensure adequate space for graduate research assistants. | <p>Activities:</p> <p>Assess progress on providing time and support for faculty to be productive</p> |
| Rewards should reflect the emphasis on research and grants | Rewards should reflect the emphasis on research and grants |
| <p>Activities:</p> <ul style="list-style-type: none"> • Fully implement a merit plan based on research outcomes rather than process for those with research appointments • Consider a travel award for a researcher of the year from each unit. • Recognize graduate student advisors (Graduate Advisor of the Year Award) who help graduate students have successful research outcomes (publications). | <p>Activities:</p> <p>Assess progress on having rewards reflect the emphasis on research and grants</p> |

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| <ul style="list-style-type: none"> •Market supports available to get people to use them. | |
| <p>Connect graduate programs more closely to research programs</p> | <p>Connect graduate programs more closely to research programs</p> |
| <p>Activities:</p> <ul style="list-style-type: none"> • Develop a specific plan to connect graduate programs more strongly to research programs. We need to include ideas on implementation. <request more information on research interests in grad applications; utilize faculty research as points of discussion in courses and have students engages in activities related to faculty research> • Expand the use of an article format for dissertations • Review Masters options regarding whether they should be thesis or non-thesis options. •Consider published works/presentations as an option for the comprehensive exam. • Increase research outcomes for doctoral students by reviewing required coursework, including comprehensive exam options that require published work, and developing more research assistantships in units •Work with new college advisors to make this program successful. This will contribute to faculty time and to directing students into research involvement early on. | <p>Activities:</p> <p>Assess the progress on connecting graduate programs more closely to research programs</p> |
| <p>Make College research more visible</p> | <p>Make College research more visible</p> |
| <p>Activities:</p> <ul style="list-style-type: none"> • Add a section on the College website for student research successes • Continue HDE Research Day • Continue to support efforts to build connections with state agencies and state and national legislators | <p>Activities:</p> <p>Assess the progress on making the College research more visible</p> |