

ETSU COE FRAMEWORK 5: Expanding the foundation for scholarly (research and creative activity) excellence and innovation in all disciplines.

EMPHASIS #1:

Align benchmark physical space resources to support a wide variety of research/creative activity/product efforts, equitably.

- Collaborative spaces for faculty and student research efforts
 - Explore moving communication out of basement and 5th floor.
- Informal gathering spaces
 - With software and hardware capabilities
- Lab spaces (to include mock and data/computer labs)
 - Investigate current usage of space
 - Benchmark actual space usage in building
- New building for University School
 - Close to Warf-Pickel
- Storage

EMPHASIS #2:

Allocate sufficient and significant monetary sources to prioritize scholarly research and creative activity as a precedential faculty, faculty/student endeavor.

- Resource Library
 - Allocate space adjacent to a designated research center in the college for housing relevant materials
- Technology purchases
 - Identify through faculty input relevant technology needs that are required to enhance productivity and output in research
- Intercollegiate sharing practices
- Institutes
 - Assess the strengths of faculty in terms of demonstrated performance in research and align them with priorities in research identified by the college to create virtual centers and institutes.
- Start-up, seed, Summer, and bridge funding
 - Determine funding sources (e.g. indirect cost recovery monies) as a source of revenue to provide stimulus funds
 - Summer funding
 - Faculty support fund
 - University School faculty to be included Student funding (also via University Advancement)

- Prioritize this as part of fund raising efforts through advancement and in addition build in student support monies (e.g., research assistantships) into grant proposals as a method for increasing student funding.
- Foundation
- Student funding (also via University Advancement)

EMPHASIS #3:

Engage faculty research/creative activity/production efforts by means of mindful and enlightened personnel practices.

- Incentive development/Distinct reward mechanisms
- Recognizing strengths/interests of faculty members
- Encourage alternative faculty foci (50/40/10, for example)
- Determine specific and clear performance dimensions and weighting
- Hold research series highlighting accomplishments
- Acknowledge research-based AND creative practices
 - Support, incentives, and resources shared across all levels of research and departments, including funded and non-funded research
- Ambassadors and mentors
- Flexible “time” spent in research arrangements
 - Tie to tenure and promotion guidelines
- Equity in allocation of graduate students

EMPHASIS #4:

Facilitate collaborative faculty and student research projects and associations across disciplines, university divisions/colleges and community outlets (LEAs).

- Intra/inter college relationship development
 - Faculty/students; grad/undergrad; university school/faculty; faculty/public school teachers
 - Create writing groups
 - Heavy student involvement in research practices
- Broad-based research approaches
 - Schools – student teaching venues
- University School opportunity/partnership enhancements
 - Newsletter
- Curricular and field-based student research practices/plans
 - Course credit
- IRB streamlining/relationship building
 - Blanket forms
- Development of communication channels
 - Place research news on web page

- Shared database
- Honors College as an example
- Development of specific undergraduate resource course

EMPHASIS #5

Adopt practices which serve as research/creative effort guidelines for both incoming and seasoned professionals.

- Consistent performance expectations (by hiring date)
 - Review outcomes on a consistent basis
- Pre-determined evaluations of workload realities
- Flexibility in workload practices and performance weighing
 - New schedules
 - Class substitutions
 - Break out of traditional higher education model – reframe as entrepreneurial College
- Careful attention to job descriptions
 - Mentoring for faculty and those working on terminal degree
- Sabbatical or workload reduction procedures
 - Administrative support
- Differential faculty loads
 - Value in all three work areas
- Research consulting