Research & Scholarship Council
Year End Report
2015 - 2016
(DRAFT)

Membership:

Jorge Arevalo	College of Business
Annette Baron	Adjunct Faculty, College of Business
David Gilley	College of Science & Health
Lucia McMahon	College of HSS
Lily Prince	College of Arts & Communication
Pamela Theus	Library, Co-Chair
Lisa Warner	College of Education, Co-Chair
	Professional Staff *
Martin Williams	Administrative Liaison

* No representative for Fall 2015-Spring 2016

A brief summary of the Council's progress toward fulfilling each of the Senate charges follows. Details can be found in the Council's approved minutes submitted to the Faculty Senate Executive Committee.

SUMMARY OF CHARGES AND PROGRESS

Charges for 2015-2016:

1. Disseminate and foster discussion of results and recommendations from 2015 Survey of Faculty Needs for RSCE in academic units across campus (university, college, and department levels). Long-term goal is for academic units to make changes in policies and/or programs to support faculty needs for RSCE consistent with their missions in light of the survey results and recommendations.

During the summer of 2015 (after the final report for 2014-2015 was completed, therefore recorded as part of this year's Council proceedings), Council members Arevalo and Gilley presented a summary of the survey findings from the university-wide portion of the survey to the Dean's Council. Following this, they met with Provost Sandmann and Associate Provost Hahn to discuss changes that could be implemented to address issues revealed by the survey results. Two documents are attached to this report concerning these meetings: 1) a summary of university level recommendations presented by the R&S Council, and 2) Provost Sandmann's summary of issues for follow-up following these meetings. The issues

in these documents remain to be addressed by the R&S Council, as the Council's attention was demanded by several other issues this year.

Regarding College-specific survey results, each college representative of the R&S Council reported the results of the faculty survey to their respective colleges (CoE 5/12/15, CHSS 8/5/15, CCOB 11/19/15, CoSH 2/4/16,. There was discussion about the results in general as well as discussion of the responses about the individual colleges. The goal of these sessions was to increase awareness of the survey results and encourage dialogue within colleges and departments about faculty needs with regard to research and scholarship.

2. Participate and contribute to the efforts of Developing a Culture of Research and Research Funding Initiative being conducted by Group I&I, Inc. in collaboration with the OSP.

Members of the R&S Council met 11/23/15 with Group i&i representatives to follow up on issues not covered by the survey results (about which Council representatives had previously met with Group i&i). R&S Council members also participated in an online survey as requested by Group i&i. The Group i&i report was received in April 2016, and will be discussed next year in the RSCE Council.

3. Continue to improve the development and effectiveness of our new R&S Week which is intended to extend the promotion of faculty RSCE and the collaboration with other campus groups involved in student-faculty RSCE.

This year, research, scholarship and creative activities took place throughout the month of April. The name EXPLORATIONS will be used as the umbrella branding for all events that pertain to student and/or faculty research activities. This year, activities included:

1. 10th Annual Undergraduate Research Symposium – April 9th
2. Honors Week Student Research Presentations – April 21st – 22nd
3. UPS Computer Information Technology Distinguished Lecture – April 13th
4. Mathematical Association of America-NJ Garden State Undergraduate Mathematics Conference – April 16th
5. David & Lorraine Cheng Library Authors Reception/Office of Sponsored Programs Award Recipient Recognition – April 19th
6. Poster Sessions – April 21st – 22nd
7. College Sponsored Presentations – April 19th – 21st
8. Advancing Research Conference – April 22nd

Overall, the College Sponsored Presentations and the Poster Sessions were well attended. Next year, the Council will continue to work with Deans to encourage stronger college leadership in support of Explorations.

This was the first conference sponsored by the RSCE Council and OSP. The event took place on Friday, April 22nd and boasted attendance of 45. The keynote luncheon speaker, Dr. Jeffrey Osborn, from TCNJ, spoke on Building and Sustaining an Institutional Culture of

Undergraduate Research, Scholarship, and Creative Activity: Strategies for Faculty and Institutions. The Office of Sponsored Programs provided a link requesting feedback about the conference, and Council members will distribute to their peers.

4. Work with the Library to continue to educate faculty about the issues related to open-access publication, including considerations for promotion decisions, funding models for article processing fees, and adoption of a university open-access policy.

Under the auspices of the Provost's Office, David Gilley, RSCE Council member, collaborated with Library representatives Dean Owusu-Ansah and Richard Kearney to develop guidelines and procedures for distributing funds allocated for article processing fees for publication in open access journals.

Applications for this pilot program, announced 10/27/15, did not result in spending of all allocated funds. This is to be expected of a pilot program given that the eligibility for the program (a manuscript accepted in a valid open-access journal) requires significant long-term planning and preparation on the part of authors. The R&S Council also believes that this was partially the result of parameters of the program not taking into account the details of the publication process. We recommend that the Council seeks feedback from colleagues n~~N~~ext year, and provides the Provost's Office with specific recommendations for revising the application and award process, as well as ~~continuing education~~continuing education on the issues and marketing of the program.

5. "Work with department chairs to determine if there has been a change in procedure for applying for independent studies and whether there have been changes in the number of independent studies awarded"

The R&S Council sent a draft information request to the Senate Executive Committee on 11/4/15, received feedback on 1/6/16, requested information from all chairs via an email sent 2/29/16, and submitted a summary report and recommendations from the information gathered to the Senate Executive Committee on 4/18/16. The report was also shared for purposes of discussion with all Chairpersons, from whom the information was requested. The RSCE Council will request that discussion about the issue be included as an agenda item at a Senate meeting during the 2016/2017 academic year.

Standing Charges:

1. Promote faculty, librarian, professional staff, and adjunct faculty scholarship; identify, on an ongoing basis, current and anticipated faculty, librarian, professional staff and adjunct faculty needs with regard to scholarship and research and recommend strategies designed to meet those needs.

This year the Council co-sponsored with the Provost's Office a demonstration of Digital Measures software. The package is intended to facilitate recording and storing faculty activities in the areas of research, scholarship, and creative expression. The information would be available to be used as needed for the many campus wide reports that require such information to be submitted, regardless of format.

2. Support the continued efforts to build academic research networks on and beyond the William Paterson campus

The shift to recognize and include all activities that promote research, scholarship and creative expression among the WPU community is an important step toward building a campus wide research network. The Advancing Research conference also began a move toward networking beyond our campus.

3. Review, yearly and as needed, the policies, procedures, and guidelines for each of the following:
  a) Institutional Review Board for the Protection of Human Subjects
  b) Scientific and Academic Fraud and Misconduct

  No review of the above mentioned policies was deemed necessary this year, as this has been done relatively recently.

Recommended Charges for FY17:

1. Review and discuss the Group i&i report, and propose recommendations to the Faculty Senate Executive Board.

2. Present the Independent Study Report to the Faculty Senate for discussion and recommendations.

   Provide the Provost's Office with specific recommendations, based upion faculty feedback, for revising the application and award process for the Open Access Publishing Pilot Program.
3. Work with Provost's Office to ensure implementation of outcomes from Survey of Faculty Needs for Research, and work with Deans to address college-specific survey recommendations.

Submitted by,
Pamela Theus, Co-Chair, Library
Lisa Warner, Co-Chair, College of Education
May 2016

Addendum 1: University Level Recommendations Summary (8/3/15; author: R&S Council)
"non-financial" = recommendation does not necessarily involve increased funding
"structural" = recommendation involves changes to existing RSCE ecosystem (not just enhancements)
"dialogue" = recommendation relies on dialogue with faculty before implementing
"discipline-specific" = solutions will need to be tailored to fit college/department needs

	Appendix Data Source (figure)	Recommendation (quoted from report text)	non-financial	structural	dialogue	discipline-specific
1	1.1	University RSCE-support programs other than ART (i.e., RTI, SURP, and Career Development) are poorly known, especially among untenured faculty, and thus need increased promotion.	X		X	
2	1.2	Dissatisfaction with application procedures for university RSCE-support programs other than ART (i.e., RTI, SURP, and Career Development) suggests the need to review application procedures for these programs.	X		X	
3	1.3,1.4	Relative unimportance of the SURP program despite the institution's focus on undergraduate students suggests a need to consider how this program can be made more useful to faculty RSCE.			X	X
4	1.5	Competing service duties were the top limitation to scholarly productivity, suggesting a need to review and rebalance incentives for service versus RSCE.		X		
5	1.5	Fragmented time was considered a top limitation of scholarly productivity, suggesting a need for added flexibility in ART and concentrated teaching schedules for active scholars.	X	X	X	X
6	1.5	Limitations on scholarly productivity imposed by lack of support for summer RSCE and travel suggest the need for equitable and transparent systems for distributing support for these important activities.				
6b	1.5	…programs that create incentives for faculty-student summer RSCE and travel to present products of these efforts would have high benefit-to-cost ratios and seem worthy of investment.				
6c	1.5	Other barriers, such as availability of student assistants, facilities, equipment, and supplies appear to be mostly discipline specific as reflected in differences among the Colleges. For these barriers in particular, college-level support is needed, ideally by well-known, competitive programs that make clear to faculty the rewards of successful RSCE.		X		X
7	1.6	Most faculty disagree that WPU is meeting any of the elements of the university's strategic plan related to RSCE, suggesting structural issues that require policy changes and redirection of		X		

	Appendix Data Source (figure)	Recommendation (quoted from report text)	non-financial	structural	dialogue	discipline-specific
		resources, but are unlikely to be solved with restricted one-time spending.				
7b	1.6	Further assessment of attitudes and experiences of untenured faculty, a vital population for RSCE, might help assess progress toward strategic goals	X		X	
8	1.7	Faculty rated summer RSCE as key for improving their production of recognized scholarly products, suggesting a need for mechanisms to support summer RSCE by active faculty scholars.				X
9	1.7	Student involvement in faculty RSCE was considered least important for production of recognized scholarly products, suggesting potential tradeoffs between research productivity and student involvement that should be considered in policies that incentivize faculty RSCE productivity.	X	X	X	X
9.5	1.8	These results together present a picture of summer as an opportunity for RSCE at WPU that is not being taken full advantage of. Support targeting untenured faculty and encouraging student involvement would provide significant positive impacts on the culture of scholarship at WPU. Mechanisms of support could include competitive grants for summer research "release time", designated RSCE courses that allowed faculty to mentor groups of students in faculty RSCE activities (somewhat like a group internship), or summer grants for graduate students to pursue thesis work under a faculty mentor.				X
10	1.9	Faculty considered all categories of support (teaching-load credit, student scholarships, publicity, and supplies) as very important for increasing undergraduate involvement in faculty RSCE, suggesting a need for programs to provide support in each of these areas.				
10b	1.9,1.10	While the amount and quality of mentoring will ultimately be driven by curricular decisions at the department level and constrained by finances, institutional initiatives such as graduation honors for students completing theses and recognition of student theses as valid ART products, could encourage creative solutions by signaling the importance of student mentoring.	X			X

	Appendix Data Source (figure)	Recommendation (quoted from report text)	non-financial	structural	dialogue	discipline-specific
10c	1.9,1.10	Competitive scholarships for students engaging in RSCE and increased publicity to recognize faculty-student RSCE would send similar signals and foster a climate of scholarship for relatively little expense.				
11	Open responses	Some faculty expressed concern about lack of clear messages from university leadership about the relative importance of RSCE, suggesting that increased dialog between faculty and administrators about RSCE is necessary.	X		X	
12	Open responses	Some faculty expressed concern that lack of ability to specialize in teaching, research, or service prevents career flexibility that impairs strategic advantages in research, suggesting that a less-rigid incentive system be considered.	X	X		

Addendum 2: Summary of issues discussed Summer 2015 (8/5/16; Author: Warren Sandmann)

Research and Scholarship Survey Follow-up

1) Try to develop an orientation session/workshop for "new" faculty (starting 3rd year and newer) on research support. R&S Council will develop and run; Provost Office and OSP will support (and buy lunch/breakfast as needed).
2) Provost Office will work to clean up and organize information on RSCE support (this is what I am aware of for mow: http://cms.wpunj.edu/faculty-and-staff/teaching_research_grants.dot)

Future discussion: Topics for R&S Council for 2015-16

- How can we better integrate students into RSCE? Strategic Plan emphasizes student involvement; survey shows faculty agree it is important for mission but it is not necessarily a priority for scholarly productivity
- Can we find ways to use existing resources in a way to decrease the "fragmentation" of time allotted for RSCE? Is it possible to rethink ART to provide more time in summer rather than academic year? To rethink ART to provide one semester block time rather than spread out over year or two years? Offer "condensed" teaching schedules?
- How do we better recognize RSCE and let faculty know what RSCE means at WP?
- How can we better support summer RSCE opportunities?
- Can we streamline the application and award process for RSCE support