

Initiative 1: Research Framework

Goal: Develop and implement an equitable framework for research policy, practice, shared governance, and evaluation

Overview: The campus will create and implement campus wide policies, practices, and evaluation metrics to clearly define, reward, and incentivize research and creative activity. We will align research-active faculty workload, appointments, promotion reviews, and reporting structures in a manner that increases the percent effort allocated for research activity that honors disciplinary variation. We will engage in regular policy and practice review to ensure accountability and bias-free implementation. We will use shared governance to advance and define the research agenda.

Key Measure of Success

- Continuation of the UCCS “High Research Activity” R2 designation.
- Established system of shared governance with all units connected: Department - College - Committee on Research - Faculty Assembly – Research Faculty Advisory Board – AVC-R -Provost - Chancellor’s Cabinet
- Trackable increase in undergraduate student research activity working with faculty
- Increase in numbers of new graduate programs considered
- Each department has stand-alone annual review criteria
- System to monitor and improve graduate student experiences working with their faculty mentors
- More tenure track faculty with a research active workload
- Research active faculty have more time for research
- Wider variety of research activity valued and rewarded at UCCS
- A culture of trust, respect, inclusion and belonging within research and creative spaces

Objective 1.1: Use shared governance to define, advance, and implement the research framework by creating a transparent, responsive, input process that informs all decision making.

Completed Deliverables:

- a. Created new Faculty Assembly standing “Committee on Research”.
- b. Created an organizational chart that outlines the leadership and key stakeholder structures for accountability and implementation.
- c. Ongoing: College Research Councils are charged with mission to oversee and create college level research policy, processes, and incentive programs. One member from each of these Councils serves on the campus Research-Faculty Advisory Board (R-FAB) that reports to the Associate Vice Chancellor for Research

Objective 1.2: The campus will create and implement campus wide policies, practices, and evaluation metrics to clearly define, reward, and incentivize research and creative activity.

Completed Deliverables:

- d. Aligned annual review documents with relevant Regent Law updates (all but College of Education)
- e. Expanded the role of the current Research-Faculty Advisory Board (which is chaired by the AVC-R) to include an explicit mission to:
 - i. Oversee and create campus level research policy, process, and incentive programs.
 - ii. Create a process to solicit and evaluate ideas for new centers that ideally involve cross-collaborations across colleges, schools and programs and demonstrate compelling new, innovative directions and external funding possibilities
- f. Created a new “undergraduate research” course number (9499) for each department with individual faculty sections and variable credit (0-3 hours). All units now have this new course number except for College of Education.
- g. Updated and made transparent process for colleges and campuses to propose new graduate programs <https://uccs.edu/provost/policies>
- h. On-going: The Graduate School conducts a biannual survey on graduate student needs, mentoring, and experiences to inform student and faculty-advisor development.

Objective 1.3: Faculty will have more time in their workload for research

In-Progress Deliverables:

- i. By 2030 the campus will have moved to a 2-2 load per academic year for all Tenure-Track Faculty following selected model outlined by the Workload Task Force
- j. By 2023 all new tenure and tenure track hires will have at most a 4 course teaching load per academic year prior to comprehensive review.
 - i. Colleges will continue to develop the role of Instructor positions as top-notch teaching talent including the creation of an additional level of promotion and increase in base salary
 - ii. Colleges, where necessary will reduce the number of lecture positions teaching core areas of a major curriculum
 - iii. In the absence of a College or Campus policy, Departments will create a unit level “workload” policy that defines post-tenure research active faculty with appropriate differentiated workload
- k. Tenure lines will be created currently lacking in primary areas of degree curriculum that partner with vital research areas of the field
- l. A new annual review process will be created or integrated into watermark that includes attention to aligning faculty member’s workload with policy, definitions, and expectations.

Action Steps

1. Research Workload Task Force, reporting to the Provost, will submit three viable options for consideration by end of May 2022.
 2. Cabinet will review the options and work with Faculty Assembly to implement
 3. Deans will include research impacts in any requests for new lines. The VCAF will consider research impacts when allocating new lines. Provost and VCAF will create process to approve hiring faculty in the RTF that includes research mission alignment.
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Objective 1.4: Ensure accountability and bias-free implementation of research related policies, incentives, and programs.

On-going Deliverables:

- m. Led by Project CREST, annual review documents and RPT documents are undergoing review to facilitate intersectional equity in research and creative metrics
- n. Led by Project CREST, research related awards and policies are undergoing review for improvement to ensure intersectional equity across all fields recognizing the wide variety of research approaches, activities, and funding level realities
- o. Led by Project CREST, UCCS is adapting evidence-based “RPT Bias Literacy” training for deans’ review committees and VC review committee. Sustainability planning with the VC DEI underway.
- p. Created and updates a new reference guide that compiles and shares information on bias and equity issues within research [See website](#)