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 fun
  - University School faculty to be included Student funding (also via University Advancement)
Prioritize this as part of fundraising 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