

Track: Predominantly Undergraduate Institutions

**FACULTY ASSISTANCE:
WHAT SERVICES AND
INCENTIVES ARE NEEDED?**

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THE PRESENTER

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ABOUT THIS SESSION

GOALS:

- To explore faculty expectations for Research Administrators
- To ascertain faculty wants/needs
- To identify barriers to sponsored research
- To create incentives for motivating faculty

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THE PUI

- Primary focus on teaching & education
- Research secondary (or is it???)
- Little fish in a big funding pond
- Limited resources
- Lack of understanding the role of the research administrator

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DO YOU KNOW WHAT YOUR FACULTY WANT/EXPECT FROM YOU?



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FACULTY EXPECTATIONS

I'll tell you what I want, what I really, really want

- Time
- Money
- Support/assistance
- Money
- Knowledge
- Money
- Recognition
- Did I mention "Money?"

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FACULTY EXPECTATIONS CONT.



- Courtesy
- Professionalism
- Honesty
- Money
- and other silly things

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BUT WHAT DO FACULTY REALLY NEED?

- Time to....
- Support
- Institutional resources
- Recognition
- Courtesy/Professionalism/Honesty
- Contact with other professionals
- Education ???
- and in some instances, money

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PERCEIVED & REPORTED “BARRIERS”

- Lack of time/heavy teaching loads
- Lack of institutional resources
- Inadequate equipment & facilities
- Lack of administrative support
- No reward systems

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PERCEIVED & REPORTED "BARRIERS"

- Lack of graduate students
- Difficulty in attracting/retaining high quality faculty/students
- Limited contact with other professionals in their fields
- Bureaucratic infrastructure (i.e., too much red tape)

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CREATING "INCENTIVES"

- Develop a research assistant pool
- Share or allocate laboratory space
- Cost-share equipment
- Identify mentors & collaborators
- Teach grant-writing skills
- Implement a merit system
- Reduce teaching loads
- Provide support/education whenever possible

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CREATING "INCENTIVES" CONT.

- Encourage release time
- Give recognition in campus-wide publications
- Return F&A (directly or indirectly)
- Help identify targeted funding sources
- Aid in proposal preparation
- Educate, educate, educate

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HOW TO EFFECT CHANGE?

- RA as "Change Agent"
- Promote undergraduate research
- Market what you're selling, then support it
- Get faculty talking
- Encourage resource sharing
- Identify incentives and share your ideas

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SHARE YOUR IDEAS....



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