

Faculty Council End of the Year Report

Committee: Research

Chair of Committee: Joshua Shaw (HSS)

Committee Members: Justyna Skorma (BUS), Ying Cao (BUS), Ihab Ragi (ENG), Yabin Liao (ENG), Liyong Sun (ENG), John Rossi (HSS), Darren Williams (SCI), Bruce Wittermshaus (SCI)

Meeting Dates: 9/30/20, 10/21/20, 12/2/20, 2/26/21, 4/16/21.

Charges: (Include the status/progress of each charge)

Charge 1 (standing charge): Review sabbatical leave applications and recommend individuals for sabbaticals.

- Progress with charge: The committee reviewed 7 sabbatical leave applications in the fall. Our rankings and recommendations were sent to the Associate Dean for Research and Graduate Affairs.
- Was the charge completed? **Yes**

Charge 2 (standing charge): Review nominations and select recipients for Council of Fellows Faculty Research Awards and Faculty Outreach Award.

- Progress with charge: The committee reviewed the nominations for the Faculty Research and Faculty Outreach Awards and selected the recipients for the awards.
- Was the charge completed? **Yes**

Charge 3 (standing charge?): Review the nominations for the 2020-2021 Undergraduate Research Award.

- Progress with charge: The committee reviewed the nominations for the Undergraduate Research Award and selected the recipient for the award.
- Was the charge completed? **Yes**
- Other relevant information/discussion: Prior to 2019-2020, this was not one of the committee's standing charge. It now appears to be a standing charge.

Charge 4 (non-standing charge): Prepare recommendations for removing barriers to research productivity.

- Progress with charge: Previously, the committee and the Associate Dean for Research and Graduate Affairs had held listening sessions in the spring of 2020 to obtain faculty input into the perceived barriers to research productivity. These sessions were titled "Research and Creative Activities Forums" and were held on February 26 and 27 (1.5 hours each). This year, the committee was asked to review this feedback and to prepare recommendations based on it.

- Was the charge completed? *Yes*
- Other relevant information/discussion: The committee plans to share its recommendations with the Associate Dean for Research and Graduate Affairs after the spring semester has ended.

Suggested Charge(s) For Next Year:

1. *Implement some (?) research productivity recommendations.* The committee will be sharing its recommendations for removing barriers to research productivity (see Charge #4) at the start of the summer session. Based on the Dean's input, next year's committee may be asked to implement or to investigate some of these recommendations.

2. *Reconsider the Council of Fellows awards.* Several committee members raised a concern toward the end of the year about the Council of Fellows awards in research and outreach. The concern, roughly, is that Behrend has too many "winner takes all" reward systems. Only one award is given in each category. Each school can only nominate one candidate. Each school's candidate is also generally the *da facto* recipient of that school's research award.

The committee worries that this system alienates most faculty and reinforces the perception that Behrend lacks a "culture of research" because only a small number of faculty receive recognition for their research accomplishments. The committee included suggestions for how to improve the situation in its report on removing barriers to research productivity (see Charge #4). However, next year's committee may want to investigate this issue further.