GOAL 8

Cultivate an environment that sustains and extends quality research, scholarship, and creative work.

<table>
<thead>
<tr>
<th>Actions</th>
<th>Measurable Outcomes</th>
<th>Responsible Area</th>
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| 1. Develop and maintain the infrastructure that supports the growth of research and scholarship | • Expand research support staff.  
• Optimize the use of space available to support research and creative work. | • AA, AF |
| 2. Build a culture that values and celebrates achievements in research and creative works | • Increase participation in Mountain Lion Research Day and increase recognition of achievements at the annual research celebration.  
• Establish an annual celebration of creative work. | • AA |
| 3. Establish funded research and scholarship targets on an annual basis | • Specific, increased targets for each college annually | • AA |
| 4. Support and reward entrepreneurial activity that facilitates research, innovation, and outreach | • Campus and college policies will specify rewards and recognition for tech transfer, transitional research and creative work that has an external impact. | • AA |
| 5. Support the integration of faculty research, scholarship and creative work into UCCS' teaching mission | • Increase undergraduate research in all departments and colleges.  
• Increased funding for graduate research assistantships. | • AA |
| 6. Use the Faculty Responsibility Statement to articulate research and teaching loads for active research faculty and expect commensurate output in quality and quantity of research, scholarship, and creative works | • Increased numbers of faculty with differentiated workloads focused on research. | • AA |
| 7. Hire research faculty to support campus priorities | • Increased numbers of research faculty positions | • AA |
Goal 8 Comments

“Good goal.”

“Good ideas worth focusing on.”

“A definite plus and total support on expanding research support staff. Very exciting.”

“Expand research support staff should be a major priority to include OSP.”

“Agree that a fair compensation model is needed – too many faculty requesting extra money for what should be part of their duties and salary.”

“With research and professors be careful of how much emphasis is put on graduate research vs. undergraduate research. There needs to be a balance. When professors are required to do too much research and publish they start having TA’s teach labs etc. and become very hands off.”

“Bridge successful R&D with venture and capitalist for business development job creation.”

“#5 refers to support for faculty research however the outcomes are student focused.”

“Research and scholarship define a university! Yes on this goal!”

“Regarding targets for funding, I want to reinforce that this is dependent upon adequate infrastructural support in each college and target should not be determined without considering that support.”

“Research on campus in very important and should be continued.”

“Building more partnerships with local business is a good thing. Research partners could bring in more revenue.”

“Involve more students in research as much as possible. Continue to write their employment into the grants.”

“I believe scholarships should be emphasized more in the measurable outcomes.”

“Increasing graduate funding is imperative to growing grad programs and enrollment.”

“Research, scholarship, and creativity are critical to growth.”

“Best one! Yes!”

“Ensure research support is there for pedagogical analysis as well as research in a field.”

“How about combing goals 6 and 8 (respective points 6 and 7) to re-articulate differentiated teaching loads focused on coaching AND participation in committee.”

“I like this goal! I’d like to see us develop a stronger mentoring process (or system or culture) to help junior faculty gain confidence. Often the research/scholarship/grant arena seems like an elite club that’s hard to get into.”
“Great goal: Cultivate sustainability for scholarship. Create sustain scholarship for Early Childhood Education. This would provide a need of students with children in affording quality childcare in pursuing their career goals.”

“Thank you. This looks fantastic. It would be a great idea to include an action statement that focuses on the support of research equipment and instrumentation and facilities.”

“Can we incorporate research opportunities on campus with the internship database in the career center for students to use as an additional resource for students to find different research groups?”

“Research is critical (with undergraduate and graduate students). We need a healthy structure (both in research and in teaching).”

“Students need to be involved in this through grants as well. Very exciting.”

“Very well thought out and exciting!”

“Research is very important and needs to expand. It should also act to include more students as researchers.”

“More endowments for the academic side.”

“Faculty should be involved in the planning process and the outcomes should reflect their role.”

“Consider the children at the Family Development Center and their creative learning needs: we NEED more science and math and UPDATED technology to support their growth and development (a camera and photo printer in each classroom for proper documentation of their creative results). Scholarships for staff training in NAEYC accredited education math and science materials for infants, toddlers, and preschool ages as a start.”

“Increasing targets for research is, in general, a good idea. However this may not be in the best interest of the colleges if they have other priorities. There still needs to be a focus on quality research, not just going after more money.”

“Yes! Fulfilling goals like this helps drive the interest that generates grants and enrollment that can help drive the other goals. Do good research, pair it with great marketing and watch the interest roll in.”

“It would help to audit workloads so you know if progress is made.”

“Support sport research with USDC.”

“The gallery should be considered an essential part of the action of integrating creative work into UCCS’ mission. GOCA can and should be a teaching resource for faculty integrated programming with faculty involvement.”

“Great goals for research – just need a way to inform support offices of the research so we can help share that with the students.”
“Include opportunities for NTTF- we are passionate about our areas of study and have much to offer.”

“Create more opportunities for undergraduate research. It’s a huge draw for recruiting to merit students because other universities don’t do this as well as we do.”

“Agree.”

“I hope research support staff means or includes statisticians who support faculty and grad students.”

“Very important.”

“I am not sure if this is part of Goal 8, but I feel that especially new/young scholars need to have a strong support system to help them in their first years, getting the help for experienced faculty, to understand what is expected of them and how to get there.”

“I love #8!”

“I hope the research support staff will include support for statistical analysis.”

“Why isn’t the library mentioned? We have research staff underutilized.”