

# UCEDD Directors Meeting Discussion Breakout Notes Form

Topic: Strategies for enticing university faculty to affiliate with the UCEDD

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Important takeaways from discussion:

1. Recurring Themes:

- Make explicit (quantify, as appropriate) the benefit to faculty. What does the UCEDD have to offer? (e.g., pre/post award grant support—grant administration, non-department workspace for faculty and students, connection to colleagues across network, publication support, research infrastructure, research/ service opportunities toward tenure). Answer the question, “What’s in it for me?”
  - Affiliations provide good experience, but can get in the way of tenure for younger faculty.
  - Faculty sometime feel the need to achieve individual success. This is often perpetuated in university departments. The UCEDD is much more collaborative—team focused. In other words, contingencies and expectations are different between UCEDDs and departments. Departments reward individualistic pursuits; UCEDDs tend to create communities of shared expertise. It is easier to create community around the UCEDD than around departmental work. Sharing creates mutual respect.
  - Feature department faculty on UCEDD website, invite to all parties, give them opportunities to present to the advisory council, get students involved, consistently recognize affiliated faculty as part of full UCEDD faculty.
  - UCEDDs have data; faculty have specific skill sets. What are the mutual benefits? How do we make matches between UCEDD opportunities and faculty needs/skills?
  - Get on faculty/administration hiring committees.
  - Develop friendships across campus.
2. Is there a process for beginning and ending faculty affiliates? This should be defined and agreed upon in advance.
  3. Consider using the entire institutional faculty as a potential talent pool. Choose UCEDD partners from among the best of university faculty. UCEDD initiatives follow a “joint venture” strategy.
  4. UCEDDs might consider ways to clearly promote/market their expertise and benefits to the campus community. RECRUIT for specific expertise based on current and anticipated contracts/ grants.
  5. Some institutions have joint appointment agreements. UMKC has a model that might be of interest to the group.
  6. A concern is how university service is paid for. Including grant-funded staff on university service committees, etc. may not be appropriate for most federally funded grants/contracts. Can the university pay for part of this time? Is this part of a joint appointment agreement?
  7. Hire a graduate assistant on each UCEDD grant. Department faculty becomes the advisor, but works with the UCEDD staff to accomplish the grant tasks.
  8. Consider backing away from teaching courses in departments. It requires a huge amount of time, but is rarely covered fully. Sometimes a department doesn’t cover the cost at all—the instructor time is simply “donated” to a department and may be funded by contracts/grants. If possible, find ways to get tuition reimbursement for courses UCEDD faculty teach.
  9. A course buy out typically costs .20 FTE. Departments should be willing to pay the same amount for UCEDD staff to teach a course. Recoup the real costs.
  10. Consider a time-limited staff swap between departments and the UCEDD. Follow the VRBO (vacation rental home) model.
  11. Entice department faculty to use the UCEDD as an administrative cost center for UCEDD-only grants.

12. If departments become upset about IDC running through the UCEDD, negotiate a way for the department to get a small IDC payback, even if they don't do any work. Good relationships are more important than having all the IDCs.
13. Find a way to split tenure track funding across several faculty (if allowable). Get departments to fund a small part of salary with the rest through contracts/grants.
14. Encourage departments to build faculty contracts around partial "tenure" coverage—no more all or nothing tenure. Guarantee only a partial "hard" salary, expect the rest to come from grants.
15. Use "hard" salary as match so it can't be touched by others. Obligate tenure track funds as match.
16. Provide faculty opportunities to exchange time with other UCEDDs. Share, when possible.

#### UCEDD guidelines

- NONE DISCUSSED

#### Technical assistance needs identified:

- NONE DISCUSSED