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Faculty and P&A Affairs Involvement with Undergraduate Research Subcommittee Findings and Recommendations:

I. Info gathered from DCs, Dean

The Division Chairs and Dean were queried with respect to the evaluation and workload implications of the mentoring of undergraduate research activities. All the divisions include the mentoring of undergraduate research in a faculty member's teaching portfolio. In the Humanities and Social Science Divisions in order to achieve the higher performance ratings for teaching in their annual review, faculty are expected to be involved in mentoring undergraduate research activities. The Science and Math 7.12 document states, "Engaging undergraduates in research is highly valued," and if the research results in a student/faculty co-authored publication it can be included in the faculty's research portfolio. The Dean expressed support for the current practices of the academic divisions.

II. Survey Results and Reactions

The number of survey responses was lower than we had hoped: only 50 out of 298 faculty/P&A staff took the time to respond to the brief survey (which was made available for 3 weeks, with 3 reminders given). This in itself seems to indicate that most faculty don't feel that faculty involvement in UG research is a strong concern. The survey data, which was well-distributed amongst the four divisions, overall demonstrated mixed feelings on this topic: 57% felt it was an issue of concern, and 43% did not. Comments similarly ran the gamut from very strong feelings re lack of compensation for the additional work (noting that not all research grants provide for faculty compensation), to those who felt that their "compensation" came from the rewarding nature of the work itself. There were a number of comments concerning inequities in the distribution of this additional workload, with some respondents noting that the difficulty in involving students in their own research.

III. Recommendations

- Share survey results with the DCs, Dean, and Chancellor, so they are aware of some of the issues that were raised in the survey, as well as see where faculty appreciate their role in terms of the evaluation of this additional workload
- FacPaac could suggest to the Functions & Awards Committee that an award be established to recognize & reward exceptional service in the area of faculty involvement in undergraduate research/creative activity

- FacPaac will consider results from the Commission on Women workload survey to see if data sheds any more light on this topic (there is a specific question concerning faculty involvement in undergrad research on their survey)
- Recommend to Fac Dev that a session (or two) concerning *how* to involve students in faculty research/creative activity (especially without it being burdensome), and the benefits that can come with that, be offered in the near future (something like this has been offered in the past; it may be time to offer this again).
- Given that a more general concern with service workload was raised in a number of instances in the survey, FacPaac might consider taking on a broader assessment of service on campus in the 2017-18 academic year.