

Committee on Faculty Scholarship, Research, and Professional Development

Minutes

Date: April 16, 2002

Time: 8:30 AM - 10:00 AM

Place: Horvitz Building, Labonte Board Room

Present: Nathan Azrin (CPS), Ronald Chenail (Academic Affairs), Cleveland Clarke (FGSEHS), Mary Collins (FGSEHS), Laurie Dringus (GSCIS), Gary Gershman (FAR), Marianne Janssen (HPD/CAH), Ed Keith (OSC/IRB), David Loshin (HPD/OPT), Appu Rathinavelu (HPD/COP), Kimberly Shaw (FAM. CTR.), Keith Sherwood (HPD/CDM), Mahmood Shivji (OSC), Barbara Sterry (OGC), and Hamdesa Tusso (GSHSS)

Guest: Ray Ferrero, Jr. (President)

Absent: Elizabeth Brennan (UNS), *Bill Hardigan (HPD/COP), J. Preston Jones (HUIZENGA), *Billie Jo Kaufman (LAW), Leonard Levy (HPD/COM), Ed Lieblein (GSCIS), Fred Lippman (HPD/Exec. Offices), Peggy Loewy Wellisch (Student Financial Services), *Andres Malave (HPD/COP), Harvey Mayrovitz (HPD/CMS), Joel Munson (I/A), and *Josephine Shallo-Hoffman (HPD/OPT)

* Emailed to report scheduling conflict

Committee Charge: The purpose of the Committee on Faculty Scholarship, Research, and Professional Development is to assist with the development of goals and expectations for scholarship and research and to define the policies and procedures needed to support these activities in a high-quality manner.

- **Welcome and Introduction:**

Ray Ferrero, Jr., Guest

- **Approval of Minutes from March 20, 2002**

The minutes were approved unanimously without revisions.

Dr. Chenail reported that the minutes from this year's committee meetings had been posted on the committee web site at

<http://www.nova.edu/cwis/vpaa/facres/facresmins.html>.

- **President's Faculty Scholarship Awards Update**

Dr. Chenail reported on the latest figures regarding submissions for the President's Faculty Scholarship Awards and distributed a memo showing a three-year comparison (1999-2000, 2000-2001, and 2001-2002) for the awards:

	Total Submissions	Total Faculty	Total Centers
1999-2000	21	42	13
2000-2001	28	51	10
2001-2002	36	86	13

	Total Awards	Total Faculty	Total Centers
1999-2000	9	22	9
2000-2001	10	21	10
2001-2002	TBD	TBD	

In discussing the awards, Dr. Rathinavelu suggested that the funding for the awards begin before July 1 since many faculty members with nine and a half month contracts focus on their research activities from June to August. He pointed out that with the awards' funding not becoming available until July 1, this severely affects the faculty members' efforts to take advantage of the pre-July time. Dr. Chenail said he would speak with personnel from the Office of Financial Operations to see if a change can be made with the awards restricted accounts and report back to the committee at their next meeting.

Dr. Azrin suggested the committee make exemplary proposals available to prospective submitters for the awards. Ms. Sterry shared that such a practice was proposed, but couldn't be done in the past years since there had been changes to the proposal formats. The committee members agreed that exemplary proposals would be made available for future years of the competition. Committee members also agreed to review the promotion and PR process of the awards so as to maximize faculty awareness of the awards.

Committee members also discussed potential changes that may need to be made with the awarding of bonus points for collaboration based upon this year's submissions. Some proposals featured cross-center collaboration between faculty and students and collaboration between NSU faculty and faculty from other universities. Under the current guidelines, neither type of

collaboration would be eligible for the bonus points.

- **Sub-committee on Best Practices and Benchmarking: Graduate Student Scholarship Program**

Dr. Keith presented the committee's proposal entitled, "Rationale for Establishment of a Scholarship Fund and Tuition Waivers for Graduate Students." He stated having graduate students to support faculty research is a major part of the infrastructure needed to improve our scholarship and research production.

Dr. Keith discussed how funding approved by the NSU Board of Trustees had been instrumental in building the President's Faculty Scholarship Awards (PFSA) into one of the most successful university programs and that a similar financial allocation had also been important for the building of undergraduate scholarships at NSU. In the proposal, a similar appropriations strategy was suggested for the funding of scholarships for graduate students.

President Ferrero started his comments by stating that he was gratified with the success the PFSA program and the work the committee has done in the process. He also stated we should examine where the program is headed. He asked if the number of awards was sufficient and if the dollar amounts were adequate to support faculty research? He also noted that with the limited funds available, that we work to maximize utilization. Committee members shared that the number and size of the awards had been discussed and that question would be reviewed again this year after the awards are made for 2002-2003. With three years of the awards completed, patterns may be easier to discern and recommendations could be made.

President Ferrero was not sure that funds currently devoted to the support of the PFSA and the undergraduate scholarships could be stretched to fund the proposed graduate scholarships too. To explore this possibility he asked what would be a meaningful scholarship for graduate students: \$1000, \$25,000, or something in between? Depending on the answer, a principle of \$500,000 would only yield \$25,000 per year. The university would also need to decide who would get the scholarship(s) and would the scholarship be a multi-year award. Committee members offered that \$5000 would be an adequate figure for such scholarships.

President Ferrero suggested that an inventory should be conducted through which it could be determined what, if anything, was currently being done in the academic centers when it came to graduate student scholarships and tuition waivers for graduate students. The president stated he was aware of the Chancellor's Awards in the Health Professions Division, but was not sure of what was being done in the other centers. Dr. Chenail was given the assignment of collecting that information.

President Ferrero shared the plans in development for increasing scholarships for NSU undergraduates by leveraging outside funds such as the State of Florida's Bright Futures and Florida Residents Access Grants (FRAG) programs

along with the use of dollars from organizations like the Rotary, Boys and Girls Clubs, and the Urban League. He wondered if something similar could be done with graduate student scholarships.

In discussing the tuition waivers further, the president stated that currently \$5 million dollars per year is used towards employee tuition waivers. It was discussed that some of these monies could be allocated for graduate student waivers.

Dr. Rathinavelu discussed plans in the College of Pharmacy to build a doctoral program. The number of graduate students needed to support four doctoral faculty members would be eight. Such a structure could lead to an increase in funding from research proposals. The president suggested that any school looking to develop such a system would need to build such resources into their budgets.

Dr. Shivji said since full scholarships (stipend and tuition) might be beyond the financial ability of the university or specific centers at this time, perhaps the initial focus of the scholarships could be in the form of "tuition waiver" scholarships. These waivers would be awarded very selectively to attract top-quality graduate students with strong credentials and interests in research. If NSU had these types of incentives, then we could attract a different group of students who are not currently coming to NSU. In this scenario, the cost to the university would be relatively small (i.e., no loss of tuition) since these students generally don't come to NSU anyway, being recruited to other universities by better financial offers (i.e., scholarships typically involving both stipends and tuition waivers). Moreover, with the industry norm (at least in science disciplines) of universities waiving the tuition for the best qualified graduate students, grant proposals from NSU had a considerably reduced competitive ability when tuition was included in the grant application budget.

Dr. Shivji said the process could initially work by sharing resources that is the extramural grants held by faculty would provide the stipends, and the university would provide the tuition waivers. Provision of stipends to the prospective students from extramural grants could be considered as a match for the university's contribution of the tuition waiver. The provision of tuition waivers could also provide faculty with an incentive to seek more extramural funds for conducting research. In this scenario, there could be three tracks: one for start-up projects to help NSU faculty write new grant proposals, one for NSU faculty who currently have funding, and one for attracting new faculty with funding to come to NSU. He also said accountability should be built into the tuition waiver program. For example, faculty mentors who had received tuition waivers to attract top quality graduate students would then be accountable for the students producing high quality research that was published in peer-reviewed journals at the end of their graduate studies. Exact details of this accountability for the university's investment (tuition waiver) could be worked out.

Dr. Shivji also pointed out that attracting top quality graduate students was an important investment vehicle for increasing research quality and quantity at NSU, which in turn had direct ramifications for attracting more extramural grants, enhancing the academic reputation of the university and producing a

pool of alumni who were likely to be successful in their future careers, and therefore donor potential. These goals could be achieved at relatively little cost to the university. It was also discussed how federal funds such as College Work-Study dollars could be used. Dr. Chenail will meet with Hunter Peak to discuss the possibilities.

Lastly, there was a question about the support provided to graduate students by teaching assistantships in the Farquhar Center's undergraduate science courses. Dr. Shivji reported that the current pay scales are \$8.50-11.00 per hour (depending on experience), with 20 hours per week maximum allowed. Given industry standards, he said, this amount is very low. He shared that when he was a Master's graduate student at the University of California Santa Barbara in 1982, the TA pay scale was \$15.00 per hour for a 20 hour maximum per week. He acknowledged that NSU's TAs do not have the same level of responsibilities that TAs do in more traditional schools; however, the pay currently offered is too little for it to be an "attractant" for high caliber graduate students.

The committee members would work on addressing some of the questions raised during the meeting. Dr. Chenail will begin to collect the information on tuition waivers and graduate student scholarships university-wide. President Ferrero will be invited back to an upcoming meeting to review the committee's progress and to discuss the matter further.

- **Research Day: Due to a lack of time, this item was not discussed at the April meeting. The following is a report from the sub-committee.**

Dr. Chenail, Ms. Sterry, and Professor Kaufman met on April 8, 2002 to discuss the proposed Research Day. It was suggested that the first Research Day be held in January 2003. It was hoped that the university could bring in an outside speaker who could address an issue in research that would attract members from other universities as well as the local press. Dr. Chenail would contact Leslie Thornton at Patton Boggs to help with the process of identifying potential speakers.

For the format of the proposed Research Day, the subcommittee suggested the following:

8:30 - 9:00	Registration, Research Poster Sessions, and Breakfast
9:00 - 10:30	Workshop Session 1
10:30 - 10:45	Break
10:45 - 12:00	Workshop Session 2
12:00 - 12:30	Lunch
12:30 - 1:30	Outside Speaker
1:30 - 2:00	Registration
2:00 - 3:30	Workshop Session 3
3:30 - 3:45	Break
3:45 - 5:00	Workshop Session 4
5:00 - 6:00	Reception and Research Poster Session

The workshop sessions could be in the areas of software, grants and funding, getting started in research, preparing publications and presentations, and research methods. Workshops could be repeated in the morning and afternoon sessions. There could be a call for proposals. We could also have a display area with information available from Grants and Contracts and the Library as well as materials on the PFSA's. The subcommittee will meet again on May 7, 2002 to update these proposed plans and will make a presentation to the committee at the May 22 meeting.

- **Other Items of Discussion**

- a. Undergraduate Student Research Symposium 2002

- Dr. Chenail announced that the Farquhar Center for Undergraduate Studies would sponsor the first Undergraduate Student Research Symposium on April 19, 2002. A flyer for the symposium was distributed.

- b. Florida International University's Knowledge Management Lab (kmLAB): Due to a lack of time, this item was not discussed at the April meeting. The following is an FYI. The item will be discussed at the May meeting of the Committee.

- NSU has been contacted by Florida International University's Knowledge Management Lab (kmLAB) to participate in a new initiative that will help to promote researchers at NSU through a new data base. Ms. Sterry will present more on the opportunity at the May meeting of the committee.

- **Next Meeting: Wednesday, May 22, 2002:**

- **Adjournment**

With no further business, the meeting was adjourned at 10:20 AM