



RESEARCH CHALLENGE COMMITTEE
October 21, 2010

Present: Anton Komar, Barsanjit Mazumder, Joanne Goodell, Joanne Belovich, Nigamanth Sridhar, William Wilson, Ziona Austrian, Jerzy Sawicki,

Absent/Excused: Maria Krasniansky, Mark Tebeau, Tim Long

Guests: Crystal Weyman

1. The Agenda was approved as submitted.
2. The Minutes of August 31, 2010 were approved as written.
3. Update on Issues - Jerzy Sawicki
 - a. Dr. Sawicki reviewed the agenda and informed members that he has been receiving many emails about the external funding issues and guidelines. Some involve miscommunication, which will be clarified.
 - b. Ziona Austrian spoke on non-faculty driven research in the Urban College
 - i. Urban has federally funded centers, which provide networking opportunities
 - ii. This research is totally supported by federal funds.
 - iii. In Urban 94% of research is non-faculty research and 6% is faculty driven.
 - iv. A proposal is before the Research Challenge Committee to provide for research faculty positions that are not tenure-track. Many other schools have these positions and staff are hired only for these positions. Risk is low since the University does not pay the salaries.
 - v. Dr. Sawicki has asked Dr. Austrian for an (approximate) 2-page proposal to the university on this matter, including what other comparable universities have in place.
 - c. Teaching labs/teaching loads – Anton Komar & Barsan Mazumder
 - i. Teaching loads and course releases are not uniform throughout colleges.
 - ii. The existing policy seems to be set up *against* research
 - iii. Supervising students in labs is teaching; the current policy does not give faculty credit for this. The course release policy, in general, was discussed.
 - iv. Based on Dr. Walker’s original intent for this Committee to address issues and implement changes within certain departments and areas, Dr. Sawicki is asking for a written 2-3 page proposal before the December meeting (Dec. 7). The proposal should be a formal written presentation that includes specific information on the amount of time spent with students, spent in labs, etc.

- d. Dr. Sawicki will email the two requested proposals to committee members for their comments, once the proposals are received.

4. Sub-Committees' Reports and Discussion

- a. Faculty summer salary calculations – Barsan Mazumder
 - i. There was discussion of the current 33.3% versus the previous 34.7% calculation. The 33.3% is based on 3/9 of the 9-month salary policy currently in place with CSU and Human Resources.
 - ii. Dr. Mazumder feels the amount should be based on hours worked, which is how salary is listed on paychecks.
 - iii. Craig Zullig feels basing on hours is incorrect since faculty are paid as a 9-month salary per academic year.
 - iv. Other Ohio universities pay higher percentages.
 - v. For the December meeting, Dr. Sawicki requests more information on how other state schools are interpreting salary and how they justify higher payments for summer salary calculations.
- b. Graduate Tuition Surcharge – Joanne Belovich
 - i. Committee members discussed the payment of student stipends & tuition in grant research.
 - ii. If the grant pays the stipend, tuition is 'waived.' Who is really paying the tuition for the student?
 - iii. A policy is needed for cost share payments for all colleges. Some have been automatic approvals per prior agreements with the Graduate College Dean.
 - iv. Implementation of this policy will need to be worked out with the University administration.
- c. Compensation Policy for Post-docs & Research Associates (grant-funded positions)
 - i. Human Resources puts restrictions on the amount of payment 'allowed' for post-doctoral students and research associates working on grant research.
 - ii. The faculty member often wants to pay at a higher rate than HR will allow. These employees are in the University union, so HR imposes union and University restrictions. In fact there are NIH *minimums* advertised and should be followed.
 - iii. If it is felt that these employees should **not** be union members, nor bound by union/HR restrictions.
 - iv. The University needs to separate hard and soft monies.
 - v. Following a lively discussion, Dr. Sawicki suggests a meeting be called with Maria Krasniansky (Committee members and HR employee) to discuss this issue and possible changes.

Because of the lateness of the hour, Dr. Sawicki interrupted further discussion and ended the meeting. Issues on the Agenda not covered will be discussed at a later time.

The next meeting is Tuesday, December 7, 3:00 p.m. in the Parker Hannifin Conference Room #200.

The meeting was adjourned at 5:20 p.m.