




# Vision 20/20 UPDATE

## Academic Programs, Research Growth, Faculty Excellence and Rewards and Public Service

Overall Status







Goal:

Develop a rewards system to promote, recognize and enhance faculty excellence.

Strategy:

Develop and implement a Faculty Service and Research Awards by Spring 2015.

### Recent Key Accomplishments

WVSU hired an external consultant to assist faculty in researching, writing and securing grants, as well as with workshops for seeking and increasing extramural funds. The University is now increasing efforts to offer these services through its OSP, instead. Discussions about a mechanism for incentivize faculty participation in research and outreach activities continue among faculty and administrators.

### Upcoming Events

Activity 1a: Focused endeavors aimed at increasing faculty involvement in research/creative works and public service of those faculty members who are not engaged in these mission areas, are underway through inclusion of technology products such as grant seeking and data collection (databases) software.  
Activity 1b: Establish an incentive or rewards program to recognize exemplary service in Research and Public Service missions University wide.

### Emerging Issues

Internal: Most research activities, especially those supported through external funding, are conducted within the RPS and the College of Natural Sciences and Mathematics. More participation from the other colleges is important. There is still a need to better document academic outreach/service activities which largely go unnoticed and unrecognized External: WVSU continues making strides to gain recognition as a research University within the State.

### Solutions

- Encourage and reward participation in research and/or service, as a complement of teaching activities.
- Implement a reward system that is appropriate and sustainable for the University
- Better document University-wide research and service through the use of databases and software products.

### Upcoming Deliverable/Milestones

Item	Due Date	Status	Progress	Comments
Assess the needs and opportunities for the awards program	<input type="text" value="03/31/2015"/>	<input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>	<input type="text" value="70"/> %	McAllister & Quinn partially assisted in assessing the needs with research faculty. This assessment will be continued by the OSP, with assistance of the OSP committee.
Explore and devise with the Academic Affairs unit a faculty reward system	<input type="text" value="06/30/2016"/>	<input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>	<input type="text" value="50"/> %	Ongoing discussions between RPS and the Provost Office about faculty reward system.
Implement reward system	<input type="text" value="06/30/2017"/>	<input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>	<input type="text" value="10"/> %	This system has not yet fully implemented and is still in progress.
	<input type="text"/>	<input checked="" type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="text"/>	