University of Louisiana at Monroe  
Research Council  
Minutes  

November 13, 2008  
Room 420, ULM Library  

Meeting Began ca. 3:15 p.m.  

Members Present  

Girish Shah (Chair)  Russ Minton  
Stephen Fox  Joe McGahan  
Carl Kogut  Keith Jackson  
Janet Haedicke  René Hearns  

Members Not Present  

Belinda Morgan  Ann Findley (excused, teaching lab class)  
Ivona Jukic  Florencetta Gibson  
Don Smith  Ken Clow  

The minutes of the previous meeting were approved (JH proposed motion, RM seconded)  

The following discussion was held:  

GS opened the meeting to discussion of the first agenda item, namely: how to enhance research while dealing with teaching load.  

RM commented that his department (Biology) had submitted a “workflow document” that recommended a nine hour teaching load for tenure-track faculty, though currently most of the Biology faculty have a twelve hour load. CK added that faculty in the College of Business had also discussed teaching load, though he did not know of a submitted workflow document. He informed the council that the standard semester teaching load in Business is nine hours.  

JM proposed that a significant number of tenured ULM faculty were not doing research, and that many of those were no longer interested in doing so. RH suggested that the teaching load of faculty not producing research could be increased relative to that of research productive faculty. She added that faculty release time for funded grants could be implemented with additional hiring of adjunct or instructor faculty. She also referred to a points-based system for acknowledging various aspects of research productivity that was operating at Cleveland State University while she worked there. RM informed the council that currently faculty receive no credit for supervising undergraduate research,
rather the Department Head does (at least in Arts and Sciences). CK indicated that a
model for rewarding teaching might also be developed, and added that ULM is
traditionally a “teaching first” institution. KJ acknowledged as much but added that
research feeds teaching, and will enhance teaching at an institution. JM pointed out that
our charge as a council was to focus on research and that we perhaps should consider
how to reward research. RM added that one measure of departmental status vis B vis
research might be the availability of a research course for undergraduates, and added that
he knew of such a course in both Biology and Chemistry departments. RH indicated that
greater Research and Scholarship is going to be expected in the UL system as part of an
ongoing national paradigm shift and that ULM must adjust. She added that the talent at
ULM in the form of endowed chairs and other research funded faculty existed already
and that it could help ULM achieve the “100% improvement in research within the next 5
years” criterion stated in its strategic plan. JM added that different colleges evaluate
research and scholarship differently, and that we should actually ask the Deans of the
colleges to define research and scholarship to the council, as well as to the faculty in
general.

SF stated his belief that one way the ULM administration could demonstrate support of
research would be through tenure and promotion policies that demand greater research
productivity from faculty. In short, new hires should have no doubt that research
produced at ULM (in the form of published work, submitted grant proposals,
presentations at conferences, etc.) is expected for tenure. CK stated that such
expectations are already in place; JH countered that the Deans are sending mixed
messages about that. RH added that in some colleges research is not considered possible
or is at best an afterthought because of current heavy demands of teaching and service.

Next Meeting

GS recommended that another meeting be scheduled this semester to make up for the fact
we did not meet in September, and thereby maintain a monthly meeting average. RM
suggested 12/3/08, the Wednesday of Finals week, as a possible date since all faculty
should be free of scheduled exams on that day. CK announced that he would be grading
on that day, and could not therefore attend. Ultimately, no obvious agreement was
reached as to when the next meeting would occur.

Meeting adjourned ca. 4:15 p.m.

Stephen Fox,
Member, Research Council