## Research and Teaching Balance: How to Reward Superior Teaching and Continue to Grow Research Functions

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Recommendation	Anticipated Impact/Result	Action Steps
Goal: Develop a Strategic Plan for transition to implement recommendations for moving into a balanced teaching and research agenda. This plan must value, assess, and reward all missions of the university; address the welfare of all entities involved; provide flexibility; and be effectively communicated at all levels.  Goal: Build on existing strengths and recognize the contributions, past challenges and limitations, and intellectual capital that have		Consider development of strategic plan at AAR planning retreat this summer.
In research and scholarly activity:  1a. Establish permanent teaching load relief.  1b. Foster trans-college and interdisciplinary research/scholarship.  1c. Establish Centers of Excellence with strategic hires to strengthen existing structure and capitalize on collaborative opportunities.		Give further review at AAR retreat this summer.
In academics and teaching excellence:  2a. Develop multifaceted assessment paradigm to ensure excellence and to raise the esteem, recognition, and incentive for superior teaching and innovation.  2b. Revise PRT guidelines to capture expectations and criteria for excellence in teaching.  2c. Recognize teaching and effectiveness in promoting student learning, including activities outside of traditional classroom, through reward systems.  2d. Encourage and reward cross-disciplinary, team teaching, community engagement, and experiential learning strategies, as well as excellence in conventional teaching.  2e. Consider program accreditation and individual faculty certification/licensure requirements during transition to new paradigm.		Task Force co-chairs, Dr. Gloria Gibson and Dr. Carole Cramer, should be invited to address PRT Committee with more explanation of what they have in mind.

Changes at university level:	Address at strategic planning retreat for AAR.
3a. Reduce teaching loads to accommodate research and creative	
activity.	Need to consider impact of research on lower level
3b. Provide additional faculty or sufficient resources to hire adjunct	courses.
faculty to ensure that educational goals, teaching excellence, and	
creative productivity are fostered.	
3c. Revise promotion, tenure and retention guidelines to evaluate	
and reward faculty based on assigned duties as negotiated in the	
academic unit. Pre-tenure faculty must participate in teaching,	
research and service, and this must be effectively communicated at	
all levels.	
3d. Develop career ladder for instructors to promote teaching	
excellence among non-tenure-track personnel who are in daily	
contact with students.	
3e. Increase tangible/concrete rewards for excellence in all	
university missions, with emphasis on better salaries and	
reasonable merit raises.	
3f. Consider likely effects of proposed changes on student learning,	
cost and financial impact, academic freedom, shared governance,	
and faculty/staff morale.	
and racuity/starr morale.	
Changes at state level and beyond:	This has been accomplished through development
4a. Administration must pursue redefinition of ASU's role in	of a new Role and Scope Statement and adoption
Arkansas's higher education mission at the state level that reflects	by the Arkansas Higher Education Coordinating
increased contributions to research and graduate education, and	Board (see attachment).
supports new paradigm of balanced teaching and	Dualu (See attachinent).
research/scholarly activity.	
4b. Establish effective mechanisms for communicating our	
emerging paradigm in a way that highlights current productivity	
and future productivity-related interests.	