

WESTERN KENTUCKY UNIVERSITY

A Ten Percent Plan  
for Research and Creative Activity

History

WKU evolved as a teaching institution. In the early seventies a portion of faculty load time was specified for "research and public service." This allocation was (is)  $\approx$  3%. Present emphasis is to increase WKU's research profile.

Rationale

In order to facilitate current research plans, the university should adopt a formal plan. Many researchers (from now on this usage will include 'creative activity') insist that the key element for productive research is TIME. Lack of time for research (when pursued) results in faculty burn-out, frustration, and an inability to compete with other universities either for federal funds or scholarly publication.

Proposal

- A) That WKU set a minimum load time allocation of 10% for research.
- B) That this be allocated on the following basis:  
50% load reduction for  $\approx$  100 faculty members who wish to pursue productive research (assuming 500 full-time faculty).
- C) That the assignment be formal and for a multi-year continuous period.
- D) That faculty who accept such an assignment be required to demonstrate productivity by evidence of successful research accomplishments.

Some Aspects of the Plan

- A) Not all faculty would be required to pursue research.
- B) Faculty morale may improve.
- C) Productive research faculty may remain at WKU.
- D) University visibility as a scholarly institution may increase.
- E) Faculty who do not choose to apply for research assignments will not be required to pursue such activity.
- F) Faculty who do apply will be required to demonstrate ability and produce results.

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Of course all of the above is meant to begin a discussion. The hope is it will not get bogged down by minutiae.