

**Pathway Goal:** Research, Scholarship, and Creative Activity  
**Action Item #** 1-6

**Report:** Year-End: May 2018

**Action Item Description:**

Establish incentive program for faculty excellence added to base salary and/or strategic merit pool allocation. Further develop the research seed funding and successful transition to funded grants. Identify barriers and develop plan for top tier faculty recruitment/retention and diversity.

**Submitted By:**

Name	Department
Ngai Pindell	Provost

**Working Group Members:**

Name	Department
Ngai Pindell	Provost
Nancy Rapoport	President's Office
Mary Croughan	Provost
Diane Chase	Provost

**Process and Timeline: Provide a brief summary of the year-long process for your working group.**

- Committee work completed.
- Ideas and plans have been floated.
- EVP&P approval and resources needed (number of awards and the amount of awards and duration).
- EVP&P to provide general guidelines.
- Each college will decide the evaluation and decision guidelines. External input should be considered in order to avoid bias perception.

**2017-18 Accomplishments.**

The working group did not meet on these Action Items. Instead, the Vice President for Research and Economic Development worked, with her Research Infrastructure Top Tier Committee, to help faculty to further develop seed funding and successful transition to funded grants. She will provide details on this work in her Year End Report.

The President convened a Task Force (chaired by Brent Hathaway and Gina Strebel) to examine compensation and the Task Force presented a draft proposal to deans in early May. The Task Force continues to receive feedback on the proposal.

UNLV purchased a membership in the National Center for Faculty Development and Diversity, an organization that provides development and mentoring opportunities for all faculty.

**SWOT Analysis: Determine the strengths, weakness, opportunities, and threats presented in the data.**

Strength(s)	The work is being done and we are moving forward, just not through work done by this subcommittee.
Weakness(es)	
Opportunity(ies)	The work is being done and we are moving forward, just not through work done by this subcommittee.
Threat(s)	

### 2018-19 recommendations and next steps

- What does the SWOT analysis reveal?
- What should the goals / activities be for the subcommittee?
- Who should be responsible?

This subcommittee should be eliminated and the work moved to other subcommittees because of changes in circumstances. Is there a Working Group or Action Plan focused on faculty recruitment and diversity? If so, that could pick up the work of Faculty Affairs, Faculty Excellence, and the Office of Diversity Initiatives.

**You may have reference material to attach to this report. Select from the list.**

No additional reference material

**OR**

Any material generated by this working group

**Additional information to include (optional).**

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**End of Report**