

Finding the Filter: Addressing issues in communicating change to faculty and staff.

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Brief History of Research at TAMIU

Institutional History

- 40 years ago, 4 courses per semester with 4 preps
- Duties like committee work to build the school
- 20 years ago, Scholar of the Year (0 – refereed)
- 15 years ago, new campus and independence with the mission
- 10 years ago, the first hires hearing about developing research

Recently

- *5 years ago, Research Track & Teaching Track fails, Internal University Research Grant Program is implemented*
- *Now – Start up funds and reduced teaching loads for new hires. Outstanding attendance at seminars (Coelho, Martinez, Morrison, La Veist, & Howard).*
- *A few scores lead to a fired up group of people*
- *Visit from the System Chancellor*

Challenges

- Value & Ranking in the PPE's
- “old” & “new” generations
- Finding the “bridging faculty” to “filter” the information
- How do you find the filter?
- Grants working groups (inclusive or exclusive)?
- Campus Organizations and Honor Societies to show value.
- Politics of in-groups and out-groups
- The realities of starting a research agenda 20 years post Ph.D.

Solutions

- Facilitate making connections and partnerships with local partners
 - Brings in consultants and speakers for self-selection
 - Don't "write off" the "old" faculty.
 - The filter is an independent outsider.
- The filter has support from the grants office.
 - The filter has no evaluative power.
 - Group development may surprise you.
 - Let external reviewer comments shape the development of projects.