

Short-term Recommendations			
A. Review the application of NIU Policies & Procedures	Response	Responsible unit	Timeline
a) Description: The Provost should initiate a review of the application of NIU policies and procedures to ensure they are applied consistently in line with the union contract and the law.	<ul style="list-style-type: none"> • Provide education to chairs about how to apply policies regarding tenure and promotion and faculty leave. • Create clear guidelines for faculty on who to consult when policy not being followed. Create path for untenured faculty 	EVPP VPFA	Fall 2022
Review and audit of the T&P Policies and Procedures			
B. Description: The Provost should ask Deans to initiate a review across campus of how T&P documents hinder Transdisciplinary (as well as multi and inter disciplinary) research. Considerations should be given to how departments might support the strengths of different faculty (e.g., teaching vs research), and how the policies and procedures value the differential types of contributions from various faculty provided to the University.	<ul style="list-style-type: none"> • Develop an inventory to guide review of policies – perhaps IMPACT framework as model • Identify best practices in relation to inventory • Create incentive for change 	VPFA Deans Departments	End of year, 2022-2023
Standardize and centralize current Joint Appointments			
C. Description: The Provost centralize the current joint appointments, including standardizing the process, designating a central home for each one, and streamlining the reporting and communication channels. One recommendation would be to designate a central location under the VP of Academic Affairs. In the long-term, the central location might be a center (see below).	<ul style="list-style-type: none"> • Create standard process for MOUs for joint appointments and socialize with departments • Conduct conversations on this recommendation to define what it would mean to centralize joint appointments. • Work in alignment with FS-SJC 	EVPP FS-SJC	Fall 2022

Provide critical Resources: Time and Funding			
D. Description: As faculty need additional access to resources (e.g., money and space), RIPS, along with the help of the Provost and the Deans, should review their policies with regards to grants, course release time, external & internal funding, in order to provide the necessary resources to conduct TD research.	<p>Assess resource needs for TD research, with particular attention to ERIs.</p> <p>Assess support for TD research that is outside of ERIs.</p> <p>Develop policy recommendations to provide resources for TD research</p> <p>Implement Policy recommendations</p>	EVPP VPRIPS/RIAC	<p>Summer 2022</p> <p>Fall 2022, Spring 2023</p> <p>FY 2024</p>
Review the policies with regards to grant funding and use of space			
E. Description: The sponsored programs administration (SPA) should review their policies around how funding is reported out and how departments are getting credit. Additionally, SPA should review their policies and procedures around access to lab space is.	<p>Review and develop policies on research funding credit and lab space allocation through responsible parties (Deans in particular)</p> <p>Implement policy updates</p>	EVPP/Deans VPRIPS/RIAC	<p>Fall 2022</p> <p>ASAP</p>
Medium Term			
<u>Review Capacity and Expectations around Research and Teaching.</u>			
A. Description: To develop policies and practices (included hiring) which support a consistent and achievable balance of research and teaching expectations and capacity.	<p>Pursue this in alignment with review of tenure, promotion and evaluation processes and procedures and multi-year budget planning</p>	EVPP	Ongoing
For future hiring, consider cluster hires (over joint appointments)			
B. Description: To support TD research around a specific theme (e.g., climate change, STEM, or AI), the provost should consider cluster hiring.	<p>Possible strategies to consider: .</p> <ul style="list-style-type: none"> • Central allocation of lines • Central funding for sets of hires • Perhaps integrate into long term hiring plans with Deans with coordination with RIPS to ensure startup funds are available 	EVPP/VPRIPS	CY2022-2025?

Structural changes to enhance cross-campus communication and collaboration			
C. Description: Faculty need an academic Tinder-like platform (only half-joking), which could be created among the current faculty to facilitate dialogue and encourage ID/MD/TD communication and collaborations. While we are not yet out of the pandemic, we are at least in a place where some faculty could connect physically, or have a hybrid meet ups which would support this work.	Consider mechanisms that would enable cross-disciplinary dialogue on research topics. Example is STEM ideation session. Solicit input on potential venues and mechanism for collaboration	VPRIPS/RIAC/ MarComm	Summer 2022-Fall 2022 FY2024
Providing additional resources and opportunities for faculty: Faculty Development Opportunities			
D. Description: Additional resources, such as opportunities for professional development, may be provided to support faculty interests in the areas of TD/MD/ID research. Given the time and resource constraints which already exists for faculty, this should be OPTIONAL for faculty.	Consider additional professional development opportunities (conference funding, grant writing workshops, leadership development, etc.) RIPS is already moving in this direction but will not be in place until FY24 at the earliest because of resource constraints.	EVPP/VPRIPS	Ongoing
Long-term: Center (Infrastructure) for Transdisciplinary Research			
Recommendation: Select one or two faculty to explore and lead the efforts on launching a center. Below are some options that we have discussed, based on experience and best practices. More research is needed to determine which model, or a hybrid of the two, would be most effective in the NIU environment.	Initiate conversations to determine which model is best suited for NIU through Council of Deans, research advisory committee (RIAC): <ul style="list-style-type: none"> • Interdisciplinary homes for faculty: new department, college, university. • Center for TD research that would support TD research with focus that evolves over time • Consortium model 	VPR/EVPP Deans/faculty	

<p><u>Interdisciplinary homes for faculty.</u> Similar to many of our current Centers but includes homes for joint faculty. Should include joint appointment policy, clear interdisciplinary emphasis and expectations for service and teaching, and clear description of the merit and P&T review process. Might include a PhD degree and programming with Interdisciplinary Studies. Similar models at: Ball State and Berkeley. Would be responsible for managing the ID/MD/TD communication and collaboration across campus.</p>			
<p><u>Center for Wicked Problems.</u> Focus on certain wicked topics at any given time (e.g., Climate Change, AI). Focus would shift based on interest and relevance of topics to faculty. Open to anyone across campus to collaborate, develop and deliver TD priorities (similar to University of Washington model). Would be responsible for managing the ID/MD/TD communication and collaboration across campus.</p>			
<p><u>Center as a Consortium.</u> Similar to the CREATE center currently at NIU. Funded by endowment from foundation.</p>			