**Research Enhancement Plan Chart**

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| **Academic Year** | **Research Enhancement Activity** |
| **Year 1**  1st Semester | 1. Complete New Faculty Orientation (Year 1 or 2) 2. Attend REP overview session to be familiarized with its components and expectations. 3. Meet with your Department Chair and mentor to discuss your research agenda, review RPT expectations for research, and identify potential collaborators, including organizations and community partners. 4. Work with your mentor, Department Chair, and/or Associate Dean for Research to identify potential collaborators 5. Attend information session on internal (i.e., SoTL or FRG) or external (early career award) competitions |
| 2nd Semester | 1. Seek feedback on a manuscript or your research agenda from your mentor or other colleague. 2. Schedule an appointment to meet with the College’s Proposal Specialist to get acquainted with this person, learn more about his/her role, and discuss areas of research interest and potential funding opportunities. 3. Disseminate your research at a conference (semester 1 or 2). 4. Meet with your mentor and/or Department Chair to discuss your annual performance review. |
| **Year 1**  **Progress Review** | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Faculty Member Signature  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Mentor Signature  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Department Chair Signature |
| **Year 2**  1st Semester | 1. Design and Implement your Personalized Professional Development Plan (PPDP). 2. Schedule a meeting with or attend a session offered by a representative of the Research Development Office to learn about its proposal development support services. 3. Discuss with mentor and/or Department Chair various organizations on campus that support research (e.g., Urban Education Collaborative); 4. Apply for an internal (e.g., FRG, SoTL) or external (e.g., early career) award after seeking feedback from your mentor, Department Chair, or Associate Dean (Year 2 or 3). 5. Disseminate your research at a conference (semester 1 or 2). |
| 2nd Semester | 1. Attend a Pivot or Faculty Insight workshop to identify funding opportunities. 2. Attend a grant proposal development workshop. 3. Seek feedback on a manuscript or your research agenda from your mentor or other colleague. 4. Meet with your mentor and/or Department Chair to discuss your annual performance review and your plan to promote continued research contributions and productivity. 5. Share draft of your research narrative and exemplar publications with your mentor or the Associate Dean of Research in preparation for your reappointment review. |
| **Year 2**  **Progress Review** | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Faculty Member Signature  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Mentor Signature  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Department Chair Signature |
| **Year 3**  **Reappointment** | 1. Design and Implement 2nd annual PPDP. 2. Have multiple manuscripts in various stages of development to promote continued research contributions and productivity. 3. Attend an internal or external grant development and/or research methodology workshop. 4. Pursue opportunities to collaborate on a proposal for external funding. 5. Present your research at a conference. 6. Implement plan developed in Year 2 to promote continued research contributions and productivity; 7. Seek feedback on a manuscript or your research agenda from your mentor or other colleague. 8. Meet with your mentor and/or Department Chair to discuss your reappointment review and annual performance review. |
| **Year 3**  **Progress Review** | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Faculty Member Signature  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Mentor Signature  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Department Chair Signature |
| **Year 4** | 1. Design and Implement your 3rd annual PPDP. Note. With the support of your Department Chair, pre-tenure faculty who are successfully re-appointed at the end of Year 3 may opt out of completing the PPDP. 2. Attend a grant development and/or research methodology workshop. 3. Serve as a PI or Co-PI on a proposal for external funding (Year 4 or 5). 4. Disseminate your research at a conference. 5. Meet with your mentor and/or Department Chair to discuss your annual performance review. |
| **Year 4**  **Progress Review** | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Faculty Member Signature  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Mentor Signature  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Department Chair Signature |
| **Year Five** | 1. Serve as a PI or Co-PI on a proposal for external funding (Year 4 or 5) 2. Disseminate your research at a conference; 3. Share a draft of your research narrative and exemplar publications for your promotion review with your mentor or Associate Dean for feedback |
| **Year 5**  **Progress Review** | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Faculty Member Signature  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Mentor Signature  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Department Chair Signature |

Note. While all REP activities outlined above are intended to be completed by the end of Year 5, there is some flexibility in the order in which they may be completed. For example, tenure-eligible faculty may choose to attend a grant development workshop in Year 1, and some may feel ready to serve as a PI or Co-PI on a proposal for an external award prior to Years 4 and 5. Further, tenure-eligible faculty may wish to participate in a variety of other professional development activities to enhance their research skills (see examples below). Faculty wishing to complete any of these activities in lieu of professional development activities described above are recommended to first consult with their Department Chair and mentor to discuss the appropriateness and benefit of the substitution. Finally, tenure-eligible faculty who come to UNC Charlotte with prior experience at another post-secondary institution in a similar role, are encouraged to work with their Department Chair and mentor to tailor the REP to meet their specific needs. It may be recommended, for example, that a new tenure-eligible faculty at UNC Charlotte with significant post-secondary experience at another institution begin the REP at the Year 2 or 3 stage, or that some of the suggested activities above are less relevant and beneficial than others and be removed from his/her customized plan.

* Serve as a manuscript reviewer for a journal in your field
* Serve as a proposal reviewer or member of a research special interest group (SIG) for a professional association in your field
* Serve on the Faculty Research Grants Committee (<https://facultygovernance.charlotte.edu/fc-committees>) or as a peer reviewer for a funding agency (e.g., NSF or DoEd)
* Apply to the Faculty Research Mentoring program: <https://education.charlotte.edu/resources/faculty-resources/faculty-handbook/faculty-research-mentoring-program>
* Apply to complete the Summer Catalyst Program
* Apply to the Complex, Large, or Interdisciplinary Proposal Preparation (CLIPP) program for enhanced proposal submission support
* Apply for a research fellowship or early career award