ACADEMIC PROFESSIONAL INVESTIGATION TIME SURVEY

Report by the Research and Publication Committee

Presented to the Faculty/APs by Jennifer Hain Teper Past chair, RPC

February 11, 2015

QUICK HISTORY

- Several inquiries in 2012 and 2013 by APs wanting to lead RPC funded research

- Executive Committee tasked RPC to report on need for research support in summer 2013

- Survey on use of *Investigation Time* sent to all APs in November 2013
  - Survey sent to all 66 APs (current total for the time)
  - 18 responses collected, 27% response rate

INVESTIGATION TIME

- Guidelines for AP *Investigation Time* laid out by EC in 2011 http://www.library.illinois.edu/administration/human/resources/investigationtime.html

- Nutshell:

  The goal of Investigation Time is different than that of faculty research, and unlike faculty research, it is not a requirement for retention. Investigation Time is intended to support Academic Professionals' efforts to further their professional expertise through training, to initiate a project that might or might not result in a practical application to their unit or the overall library organization, or through research. Further, the Investigation Time guideline specifies that the amount of time someone devotes to this effort can range between 5-10%, and it needs to be determined in consultation with the individual's supervisor.

SURVEY RESULTS

Question 1: Have you or do you presently carry out *Investigation Time* (as defined by the Guidelines for Investigation Time as part of your appointment?

I have used Investigation Time in the past, but I am not currently using it.	11%
I am currently using Investigation Time for the first time.	17%
I have used Investigation Time in the past, and I am currently using it.	39%
I have not used Investigation Time in the past, nor do I currently	28%

SURVEY RESULTS

Question 2: Do you plan to or would you like to carry out investigation time, as defined above, in the future?

Yes	83%
No	6%
Not applicable	6%

Question 3: Do you or will you use investigation time for research with a goal of publication or presentation (or in other ways adding to the broader knowledge of the profession?)

I have either published or made a conference presentation based on my Investigation Time research, and I intend to do so in the future.	39%
I have not published or made a conference presentation based on my Investigation Time research, but I intend to do so in the future.	28%
I have not published or made a conference presentation based on my Investigation Time research, and I do not intend to do so in the future.	17%
Not applicable	11%

SURVEY RESULTS

Question 4: What sources of research support and funding do you have now, or have you obtained in the past 5 years? (open ended response, 12 responses)

- **Academic Professional Development Fund (Campus) (4) 33%**
- My Library unit/department/supervisor (3) 25%
- Federal Grant Funding (2) 17%
- Library Innovation Grant (1) 8%

Question 5: Does your research require support beyond the resources available to you in your professional role?

Yes	67%
No	11%
Not applicable	17%

SURVEY RESULTS

Question 6: If yes, what types of additional support do you require to carry out research that result in publication and/or presentations at professional conferences?

Travel funding	**44%**
Additional released time beyond the "up to 10%" Investigation time	**44%**
Training in research approaches	**44%**
Materials/Technology	**39%**
Funding for staff to help carry out research	**28%**
Not applicable	**17%**
Other • Increased staffing in the unit to cover work I won't be able to perform while investigating. • Mentoring from or partnering with faculty or others already engaged in research projects • Money for training above what I am currently allocated. • Information on publications or helpful resources to newbies	4 responses

SURVEY RESULTS

Question 7: What would that added resource(s) enable you to do?

(Many of the responses to this question actually belied more of a need for professional development than research support, though the lines between the two are often blurred (open-ended response, 11 responses)

- **Attend conferences (4) 36%**
- **Professional development/workshop attendance (4) 36%**
- Generally be more productive with research/publishing/grants/standards output (3) 27%
- Travel to other venues for in-person research (2) 18%
- Staff support for release time (2) 18%
- Publication assistance (editing, etc) (1) 9%
- Staff support for research assistance (1) 9%
- Printing handouts/poster s (1) 9%

SURVEY RESULTS

Question 8: Any additional comments or thoughts you would like to add for our consideration? (open ended response, 10 responses)

- Appreciation for having travel and research support (3) 30%
- Unclear what investigation time is and how to use it (3) 30%
- Need for research resources (website or other) (2) 20%
- Need for training on statistics/data mining (1) 10%
- Need more professional development support, not research for publication (1) 10%
- Need funds to purchase study materials and pay for certification exams (1) 10%
- Would like research to be more integrated into daily work (1) 10%
- Need more than 10% allocation (1) 10%

RECOMMENDATIONS ADOPTED

Recommendation

- Either within or outside of RPC oversight, money should be allocated to fund applications for investigation time projects in need of external funding - we recommend a startup allocation of funds to pilot this initiative successfully. If RPC is selected to administer this, we suggest that an AP be added to the RPC membership.

Status

- Funds allocated on an as-needed basis for FY15 and administered by the RPC. AP membership has been added to the committee (currently Henry Hébert)

RECOMMENDATIONS ADOPTED

Recommendation

- Add a statement regarding investigation time on all new AP job descriptions. Suggested language is as follows, "Academic Professional employees are encouraged to use "investigation time" to pursue areas of interest, whether or not directly in support of an immediate program need, in accordance with the University Library's policy on Investigation Time for Academic Professional Employees <http://www.library.illinois.edu/administration/human/resources/investigationtime.html>. Some investigations originating in this manner may evolve into regular work assignments or production activities."

Status

- Statement added to all current AP positions posted for hire.

RECOMMENDATIONS ADOPTED

Recommendation:

- Encourage mentoring relationships, partnerships, and networking between APs and/or between APs and faculty by exploring the creation of separate group or further integrating APs into an existing research support group.

Status:

- APs currently encouraged to join writing groups, but no explicit mentoring program has been established.

RECOMMENDATIONS ADOPTED

Recommendation

- Create a webpage for resources for APs in the Library, pointing them to the Guidelines for Investigation Time, the Academic Professional Development Fund, and other resources specifically directed at APs. This could be linked off of the RPC webpage and updated by the committee.

Status

- Many resources available on RPC website open to APs, but no AP specific website or resources have been created

DISCUSSION

- How might we better inform AP's of the existence of investigation time?

- Are there other recommendations for support of AP led research?

- Others?

Current RPC membership
- Atoma Batoma, Chair
- Tim Cole
- Kirstin Dougan
- Henry Hebert
- Lisa Hinchliffe
- Qiang Jin
- Beth Sandore Namachchivaya, *ex officio*
- Dan Tracy, *ex officio*
- Beth Woodard, *ex officio*