Reflection on balance among teaching, research, and service

Summary of a meeting on
April 28, 2008
3:30pm
S103A

Hosted by the
Joint Chapter of the Education Society/Society for Social Implications of Technology (SSIT)

Western PR Section of IEEE
People

- Miguel Figueroa
- Eduardo Juan
- Baldomero Llorens
- Efrain O’Neill
- Rogelio Palomera
- Nayda Santiago
- Miguel Velez
Goal

- Develop philosophical principles to update and include details in the 2003 plan of the department.
- Develop principles to deal with our balancing act and the realities of being an educator (in the broader sense of the word) at UPRM.
Questions

- How should we deal with the various constraints with regards to teaching and research and service?
- Challenges: Our (in)ability of reaching a balance among our various responsibilities as educators.
- What does education mean to us?
  - We refer to teaching as education. Education is a broader term.
- How to best allocate scarce resources to achieve and support our duties?
- We've reached saturation in our Department, due in part to space and lack of resources.
Questions

• An area to pay attention within faculty involvement is Faculty morale.

• New Faculty
  • Do they have identified persons to look up as examples and help for their careers? Are they willing to be part of the work needed to deal with our resource limitations?
  • Different alternatives are developed so that we can all better cope with the shortcomings of the system.

• Where to go from our present condition?
Discussion: Balance

- Perception on what is education
- Philosophy for education
- Balance
- Broader sense of Service
  - Committees
  - Proposals for labs
  - Professional Services
  - Editor – Journal
  - Proposal Evaluator
Discussion: Research

- Problems
  - Administrative structure for research
  - Administrative office – paperwork
  - Graduate school
  - Promote initiatives
  - Funding
- Funding? We do not have enough funding.
- PhD Program
  - Infrastructure
  - Needed to develop in-depth research with PhD Students
Discussion: Research

- Can UPRM provide new faculty support for one student and travel money plus Release Time?
- Buy release time – associated to proposals
  - Papers? Who does actual research?
- Satisfied with number of classes?
- Success metrics centered in proposals funding and not in quality research.
- Extremes
  - Not publishing and not bringing money.
- Culture – Can we achieve a research culture?
Discussion: Professors

- New faculty
  - Create tracks
- Tracks (Service, Education, Research)
  - Metrics
- What should the “ideal” profile of an ECE professor be?
  - What type of faculty do we want?
  - Different profiles for different career stages
- Evaluation of tenured professors
  - Responsibilities
Discussion: Professors

- Evaluation documents
- Metrics for evaluation
  - Measurable
  - Deliverables
- Participation in committees means trouble
Discussion: Strategic Plan

• Is there a strategic plan?
• 2003 Plan (Jose L. Cruz presentation)
  • Long-range
  • Need to align to X para la Decada, ABET
• What should a strategic plan include?
  • Vision, Mission, Action plan
  • We need a 5-year scope to deal with immediate needs and constraints
• No recall of information
  • No “Systemic” Memory in our Dept, College
• Effective mechanism
• Need commitment from Department’s administration in supporting directions discussed and suggested
SWOT Analysis

- Need a SWOT analysis for Department
  - Strengths: Competent, commitment
  - Weaknesses
  - Opportunities
  - Threats: Stagnant
- Aspects of Strengths, Weaknesses, Opportunities, and Threats analysis
  - Research
  - Service
  - Education
  - Leadership