Members Present: John Beard, Ralph Byington, Claudia McCollough, Emma Savage-Davis, Charmaine Tomczyk, Deborah Vrooman, and Rob Young

Members Absent: Paul Gayes, Edward Jadallah, Var Limpasuvan, Gary Loftus, Wink Prince, Mike Roberts, Cheryl Ward

1. Approval of Minutes from March 28, 2011: Approved

2. Review of URC Graduate Student Research Incentive guidelines and goals:
   Differences in the research focus and funding needs of various graduate programs were discussed. Funding needs are related to currently available funding in each program. The committee determined that in order to provide the best graduate student research incentives, we need more information about the program goals and existing funding for the various CCU graduate programs. Deborah Vrooman will obtain that information from the program coordinators.

3. Fostering discussions about teaching work load and expectations of faculty:
   Discussions concluded that specific guidelines relating research productivity to teaching load are not clearly defined and the URC has limited influence, but fostering a research culture among faculty may be promoted by:
   a. Active top-down promotion (from chairs/deans to individual faculty) of research productivity, with discussion of research expectations and the connection between research activity and load/promotion, and
   b. Discussion between chairs/deans and faculty regarding annual research goals and expectations