

1



2

## OBJECTIVES

- ▶ Identify various stakeholders in the effort reporting process
- ▶ Discuss effort reporting with those stakeholders
- ▶ Translate the effort reporting process for faculty in a practical way

## VARIOUS STAKEHOLDERS

- ▶ Federal Government      *Set federal guidance*
- ▶ Core offices                *Provide institutional guidance*
- ▶ Unit leaders                *Set the tone*
- ▶ Faculty members         *Execute the research*
- ▶ Effort Coordinators       *Guide the process*

## VARIOUS STAKEHOLDERS

- ▶ Federal Government      Set federal guidance
- ▶ **Core offices**      *Provide institutional guidance*
- ▶ **Unit leaders**      *Set the tone*
- ▶ **Faculty members**      *Execute the research*
- ▶ Effort Coordinators      Guide the process

CXUF

5

## CORE OFFICES



- ▶ **Instructional Activity**
  - ▶ Office of Institutional Planning & Research (OIPR)
- ▶ **Research/Other Sponsored Activities**
  - ▶ Cost Analysis

CXUF

6

## CORE OFFICE CONVERSATIONS

- ▶ What guidance and resources are available?
  - Have I read and understood the guidance?
- ▶ Are they responsive?
  - Am I asking questions? Am I responsive?
- ▶ What support can they offer for local processes?
  - Am I doing my part to encourage compliance?

CXUF

7

## UNIT LEADERS

- ▶ Set tone & priorities
- ▶ Allocate local resources
- ▶ Decide who does what



CXUF

8

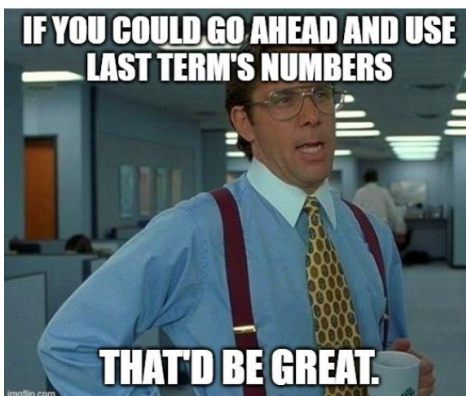
## UNIT LEADER CONVERSATIONS

- ▶ What is the current culture in my unit?
  - How do I contribute to or resist that?
- ▶ Is my unit leader supportive?
  - Have I provided evidence of the importance?
- ▶ How much emphasis does my leader put on training? Compliance? Research?
  - Am I advocating on behalf of myself, my colleagues, and the organization?
- ▶ Who are the effort coordinators in my unit?
  - Am I connecting with the right people?


 CXUF

9

## FACULTY



- ▶ Focused on their research
- ▶ Publish or perish? More like avoid bureaucracy or perish!
- ▶ Our ultimate partners


 CXUF

10

## FACULTY CONVERSATIONS

- ▶ Meet in person
- ▶ List all activities
- ▶ Average hours per activity
- ▶ Fractions = percentages

11

## AVERAGE HOURS → PERCENTAGE WORKSHEET:

	Hours	%
<b>Instructional Activity</b>		
Course 1	12	20%
Course 2	7	12%
Other Instructional Activity	2	3%
<b>Research/Other Sponsored Activities</b>		
Department Funded Research	5	8%
Project A	15	25%
Project B	6	10%
Project C	6	10%
<b>Administration and Services</b>		
Service	4	7%
University / College / Department Administration		
University Governance	2	3%
<b>Other</b>		
Advising		0%
<b>Total Hours / Percent</b>	<b>59</b>	<b>100%</b>
NOTE: this file is intended for calculation purposes only, discard after use.		

12

## FACULTY CONVERSATIONS

▶ Why are we doing this?

- So that we can satisfy auditors.

▶ Someone has always just filled in the numbers for me.

- This is the cycle we're trying to break.

▶ This is so subjective!

- That's ok!

▶ I work more than 100%

- Your denominator is just bigger.

CXUF

13



**WE SHIFTED OUR CULTURE,  
NOW WHAT?**

CXUF

14



## Poll: Rate this session

- Excellent
- Good
- Neutral
- Needs Improvement

**CXUF**

15

**THANK YOU**

**UF** Human Resources  
UNIVERSITY of FLORIDA

**CXUF**  
CONNECTED BY UF

16