

### **Early & Mid-Career Professors:**

- Provide mentorship opportunities for faculty to connect with other researchers
- Faculty of Graduate studies as a separate entity to assist with government lobbying, internal processes, program development, funding of graduate students, research engagement support and retention of faculty
- Dedicated research time for engaged faculty members is required for success
- Support staff for researchers and graduate programs is paramount to success and has been all but eliminated
- Administrative functions of research has been downloaded to researchers leaving little time for the actual research.
- Start-up funds/additional PD funds for new faculty to assist in supporting their research agenda at TRU- labs, disciplinary specific needs, ability to hire more research assistants, etc.
- When class has a certain number of students be allocated an upper level undergraduate student
- Library resources
- Continuity with leadership in the Faculty of Arts
- Contract related topics (collective agreement) and infrastructure support for research engagement and retention
- Small university strengths- maintain and enhance the community aspect
- Strong leadership with new president is key
- Identify department specific needs- not all departments need labs, some need class scheduling done differently, etc.
- Designated research time should be added to the collective agreement