

### Coding for Constraints

<b>Code</b>	<b>Definition</b>	<b>Freq</b>	<b>%</b>
<b>Time</b>			
T	Time--general		
T-Tch	Time—spent on teaching and/or advising / load		
T-Serv	Time—spent on University service, admin		
T-B	Time—spent on paperwork, forms, reporting, bureaucracy		
<b>Funding</b>			
F-Un	Funding from University, general (e.g., seed money, funding between grants, or summer research funding)		
F-GS	Funding for graduate students		
F-Eq	Funding for equipment, maint., facilities, infrastructure		
F-Tr	Funding for faculty travel		
F-Fac	Funding for faculty positions, filling vacant positions		
F-Ext	Funding from external sources		
F-O	Funding opportunities in the discipline		
F-Ind	Funding opportunities, collaboration with industry		
<b>Support</b>			
S-UA	Support from University administration / ORSP		
S-CA	Support from College or Unit Admin.		
S-peers	Support from peers within College or Unit		
S-staff	Support from staff in the College or Unite		
S-FO	Support in identifying funding opportunities		
S-Prop Prep	Support with proposal preparation (pre-award)		
S-Grant Admin	Support with grant admin., accounting (post-award)		
S-data	Support with research design or data analysis		
V-Unf	Valuing unfunded research that faculty conduct		
Bal	Providing balanced support to all disciplines on campus		
<b>Other</b>			
Equip Access	Access to equipment on campus		
Q-GS	Quality of graduate students		
Gen	Gender bias, uneven allocation of resources, assignments		
Opport-Fac	Increase opportunities for UM faculty to interact, collaborate		

### Coding for Supports

Code	Definition	Freq	%
<b>Time</b>			
T	Time—time available to do research		
<b>Funding</b>			
F-Un	Funding from University, general (e.g., seed money, funding between grants, or summer research funding)		
F-GS	Funding for graduate students		
F-Eq	Funding for equipment, maint., facilities, infrastructure		
F-Tr	Funding for faculty travel		
F-Ext	Funding from external sources (grants, foundation)		
F-Ind	Funding, support, collaboration with industry		
<b>Support</b>			
S-UA	Support from University administration / ORSP		
S-CA	Support from College or Unit Admin.		
S-peers	Support from peers within College or Unit		
S-peers ext	Support from peers outside the University		
S-ext orgs	Support from external professional organizations, conferences		
S-students	Support or interest from students		
S-staff	Support from staff in College or Unit		
S-FO	Support in identifying funding opportunities		
S-Prop Prep	Support with proposal preparation (pre-award)		
S-Grant Admin	Support with grant admin., management, accounting (post-award)		
<b>Other</b>			
Q-GS	Quality of graduate students		
L	Library resources, electronic access to scholarship		
T-R	Incorporating research into teaching		
Own	Own initiative / hard work		
Opport-fac	Opportunities for UM faculty to interact		

### Coding for Supports that are Needed, and Other Suggestions

Code	Definition	Freq	%
<b>Time</b>			
T	Time--general		
T-Tch	Time—reduce time spent on teaching and/or advising / load		
T-Serv	Time—reduce time spent on University service, admin		
T-B	Time—reduce time spent on paperwork, forms, reporting, bureaucracy		
<b>Funding</b>			
F-Un	Increase funding from University, general (e.g., seed money, funding between grants, or summer research funding)		
F-Ext	Increase funding from external sources (agencies, foundations)		
F-Ind	Increase funding, collaboration with industry		
F-GS	Increase funding for graduate students and TAs		
F-staff	Increase funding for staff and technical staff		
F-Eq	Increase funding for equipment, maint., facilities, infrastructure		
F-Tr	Increase funding for faculty travel		
F-Fac	Increase funding for faculty positions, filling vacant positions		
F-O	Increase funding opportunities in the discipline		
IDC rates	Reduce overhead rates on external funding		
IDC return	Return some IDC funding to units or PIs		
F-inc	Incentives to work harder, produce more grants		
<b>Support</b>			
S-UA	Increase support from University administration / ORSP		
S-CA	Increase support from College or Unit Admin.		
S-peers	Increase support from peers within College or Unit		
S-staff	Increase support from staff or technical staff		
S-FO	Increase support in identifying funding opportunities		
S-Prop Prep	Increase support with proposal preparation (pre-award)		
S-Grant Admin	Increase support with grant admin., accounting (post-award)		
S-data	Support with research design or data analysis		
Recog	Increase recognition of creative and scholarly work, accomplishments		
V-Unf	Valuing unfunded research that faculty conduct		
Bal	Providing balanced support to all disciplines on campus		
<b>Other</b>			
Q-GS	Improve quality of graduate students		
Expect	Raise expectations for faculty research campus wide		
Opport-Fac	Increase opportunities for UM faculty to interact, collaborate		