

# *MOVING THE RESEARCH AGENDA FORWARD: DEVELOPING YOUR FACULTY*

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# Overview and Format

- Interactive with discussion
- Briefly present 6 topics
- 5-7 minutes perspective and experience
- Preliminary discussion and questions
- Overall discussion for remaining 15 minutes of session

# Topics

- Our context – Our pathways
- Developing a Strategic Research Plan for the Institution
- Gaining credibility in the eyes of faculty
- Understanding faculty strengths and needs
- Supportive Research Environment for Professional Development
- Enhancing research through effective partnerships
- Balancing significant demands

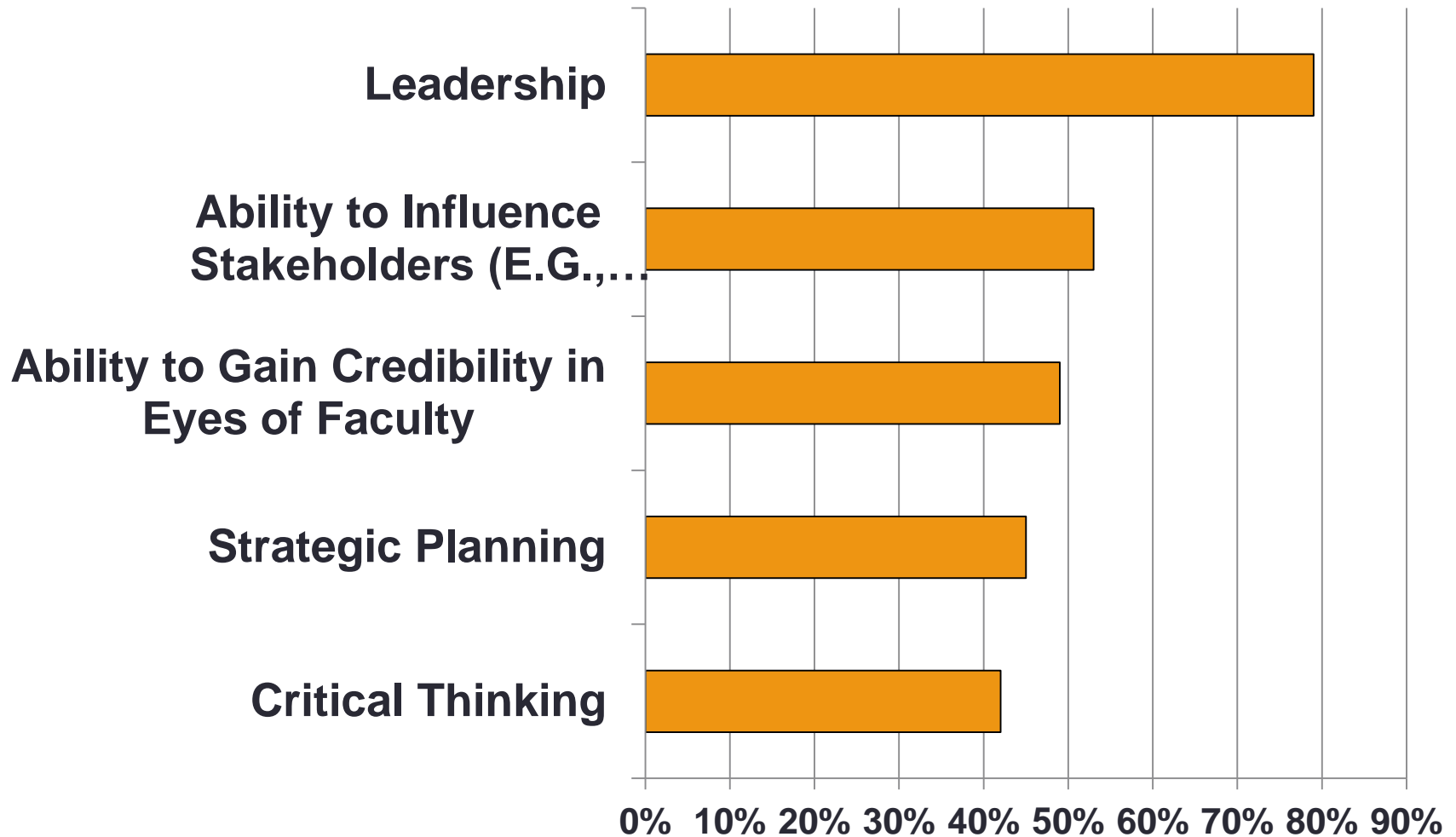
# Our context – Our pathways

Vimal Chaitanya - Vice President for Research, New Mexico State University

G. Dale Wesson – Vice President for Research and Economic Development, University of Maryland Eastern Shore

Alicia Knoedler – Associate Vice President for Research and Director of the Center for Research Program Development and Enrichment, University of Oklahoma

# Most Important VPR/VCR Skills



# DEVELOPING A STRATEGIC RESEARCH PLAN FOR THE INSTITUTION

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*Vimal*

# A Critical Planning and Investment Tool

- A 3-5 year plan that is revised as the research environment (internal and external) changes
- Involves stakeholders at all levels of the institution—central and college administration, faculty, staff, and students
- Delineates the framework for fostering research, research education and training, and economic development
- Provides a roadmap to achieve goals and objectives
- Helps with making decisions on allocating resources
- Defines performance measures that help identify what strategies are working to improve performance

# SWOT Analysis

- Systematic analysis of research activity and key internal (strengths and weaknesses) and external factors (opportunities and threats)
- Helps determine
  - Research productivity, including core and emerging areas of strength
  - Areas for improvement such as needed infrastructure, partnership with industry, streamlining of processes, or faculty incentives
  - Identification of strategic opportunities, including interdisciplinary and multi-institutional efforts
  - Challenges and issues as a result of funding trends and competition



# GAINING CREDIBILITY IN THE EYES OF FACULTY

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*Dale*

# Gaining credibility in the eyes of faculty

- Review Major Research Areas within each College
  - Meet with Deans
  - Meet with individual research faculty
  - Listen
    - Existing challenges
    - Opportunities for collaboration (internal and external)
- University Research Committee
  - Listen

# Gaining credibility in the eyes of faculty

- Determine Reward Structure
  - Return of IDC
  - Acknowledgment of successful researchers
    - University Publications
    - Annual Report
- Proposal Development
  - Consider Liberal Arts Faculty

# UNDERSTANDING FACULTY STRENGTHS AND NEEDS

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*Alicia*

# SUPPORTIVE RESEARCH ENVIRONMENT FOR PROFESSIONAL DEVELOPMENT

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*Vimal*

## Resources for Faculty Professional Development

Working in coordination and cooperation with the Provost, college deans, and department heads,

- Ensure junior faculty have the mentorship they need to succeed and grow in research
- Provide workshops, grant clubs, and principal investigator training to help them with sponsor and institutional requirements
- Invest in core research facilities and multi-user instrumentation through a planned, institutional effort
- Develop a formal process for course release to faculty awarded large grants or preparing large center proposals
- Provide bridge funding to sustain productive research
- Support and provide resources for prestigious research programs that grow faculty careers

## Resources for Faculty Professional Development

- Provide seed funding to jumpstart promising research
- Build and promote interdisciplinary research teams that can engage in complex and challenging programs
- Streamline research administration processes to facilitate conduct of research, including
  - IRB and IACUC
  - Pre-award and Post-award functions
  - Provide project management training and support

# Recognition and Reward

- Nominate faculty to professional panels and committees at the national and international level
- Organize research rallies to recognize faculty that have won prestigious grants
- Host millionaire reception and awards
- Institute an incentive fund for motivating faculty to write more proposals
- Provide a percentage of salary savings from course buyout to the PI and Co-PIs as a “bonus”
- Provide permanent salary increments based on research productivity



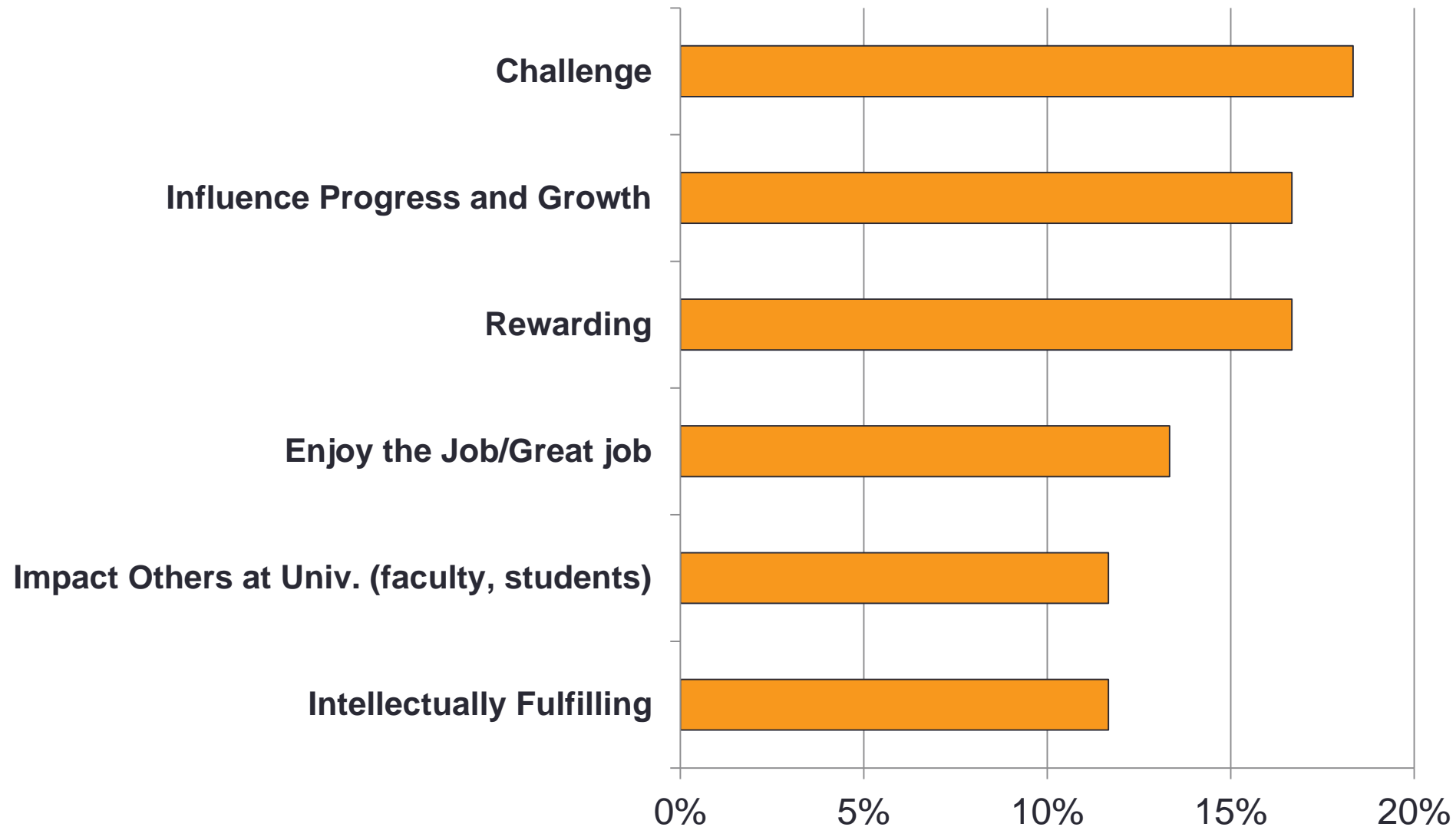


# ENHANCING RESEARCH THROUGH EFFECTIVE PARTNERSHIPS

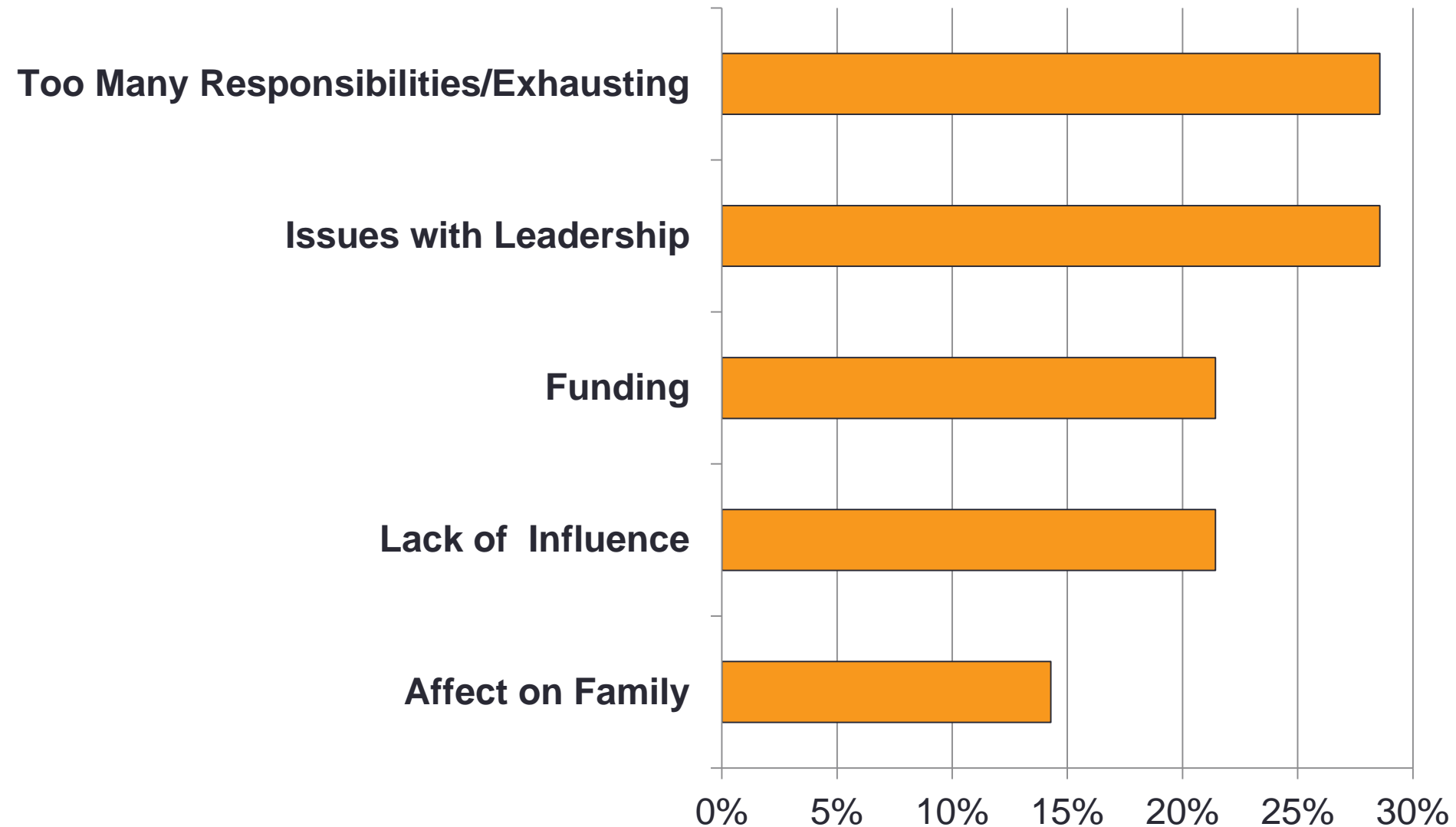
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*Alicia*

# Why VPRs would accept position if offered it today (N=60) (open-ended)



# Why VPRs would NOT accept position if offered it today (N=14)



# BALANCING SIGNIFICANT DEMANDS

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*Dale*

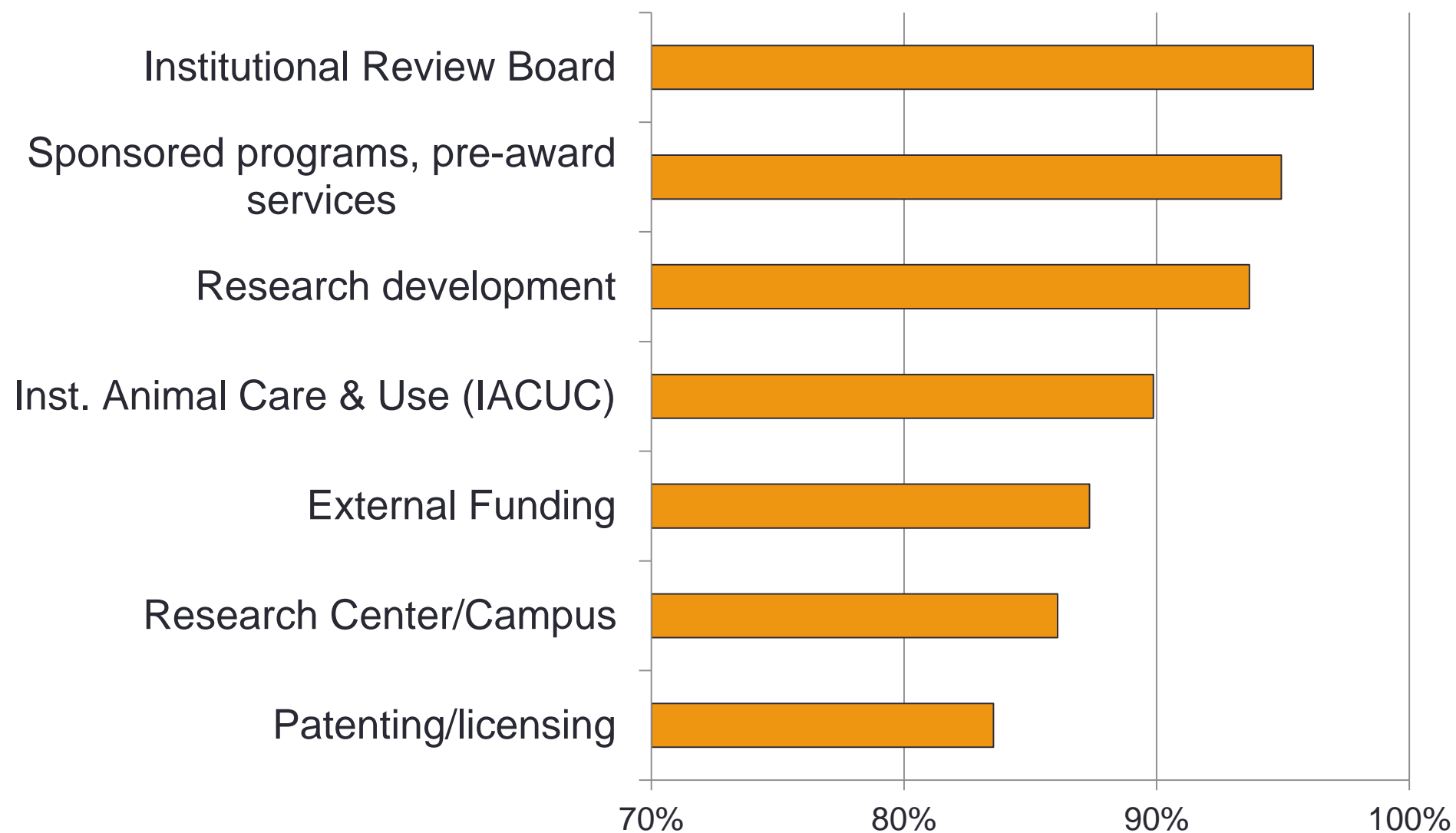
# Balancing significant demands

- Demands
  - Strategic planning and implementation
    - Meeting w/ Committees, Deans, faculty
  - Office of Sponsored Programs
  - Grant Administration
  - Office of Technology Transfer
  - Funding Agencies
  - Research Foundation Administration
  - Economic Development
    - Local and State Stakeholders

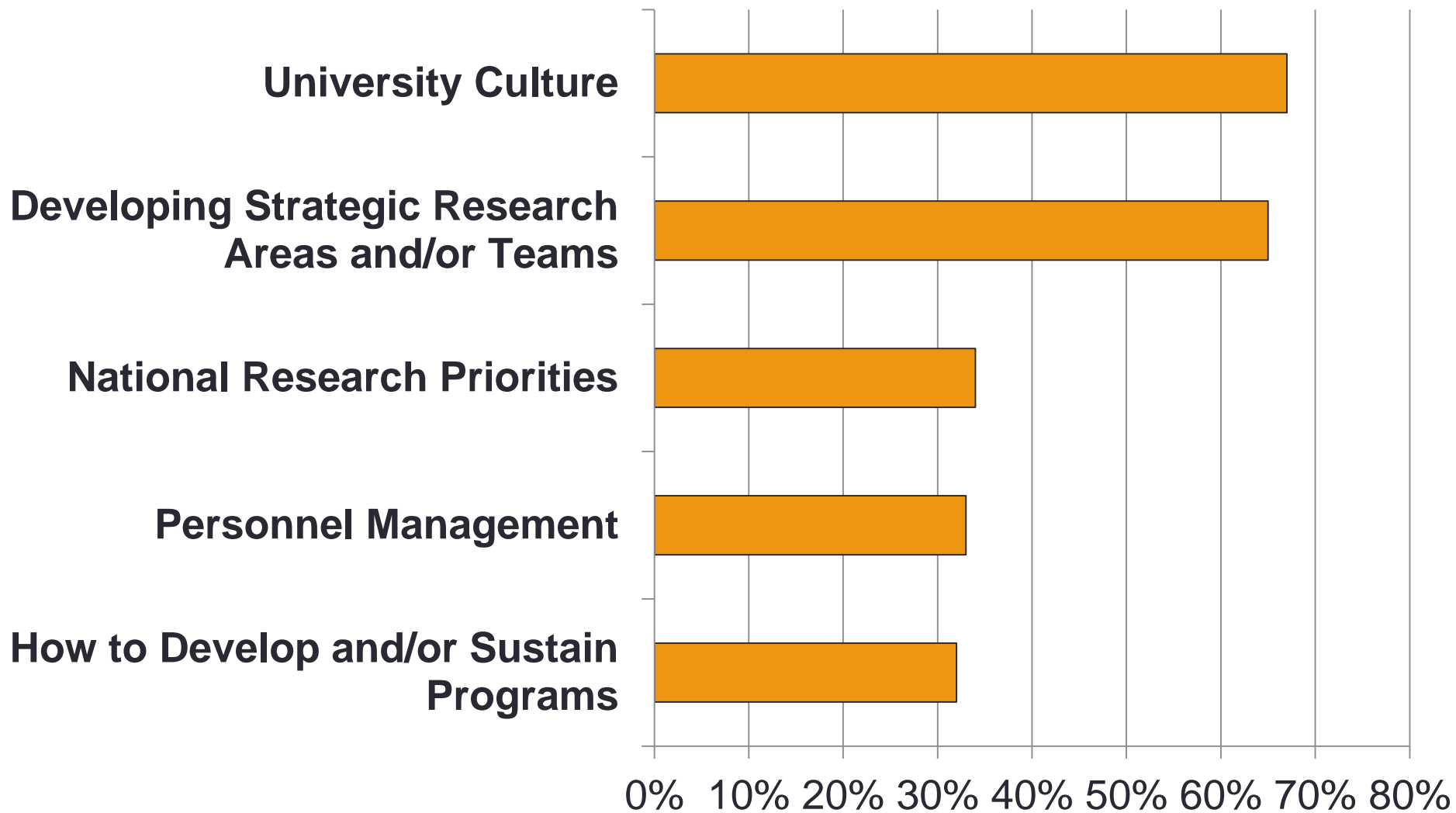
# DISCUSSION

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# Most Common VPR Responsibilities

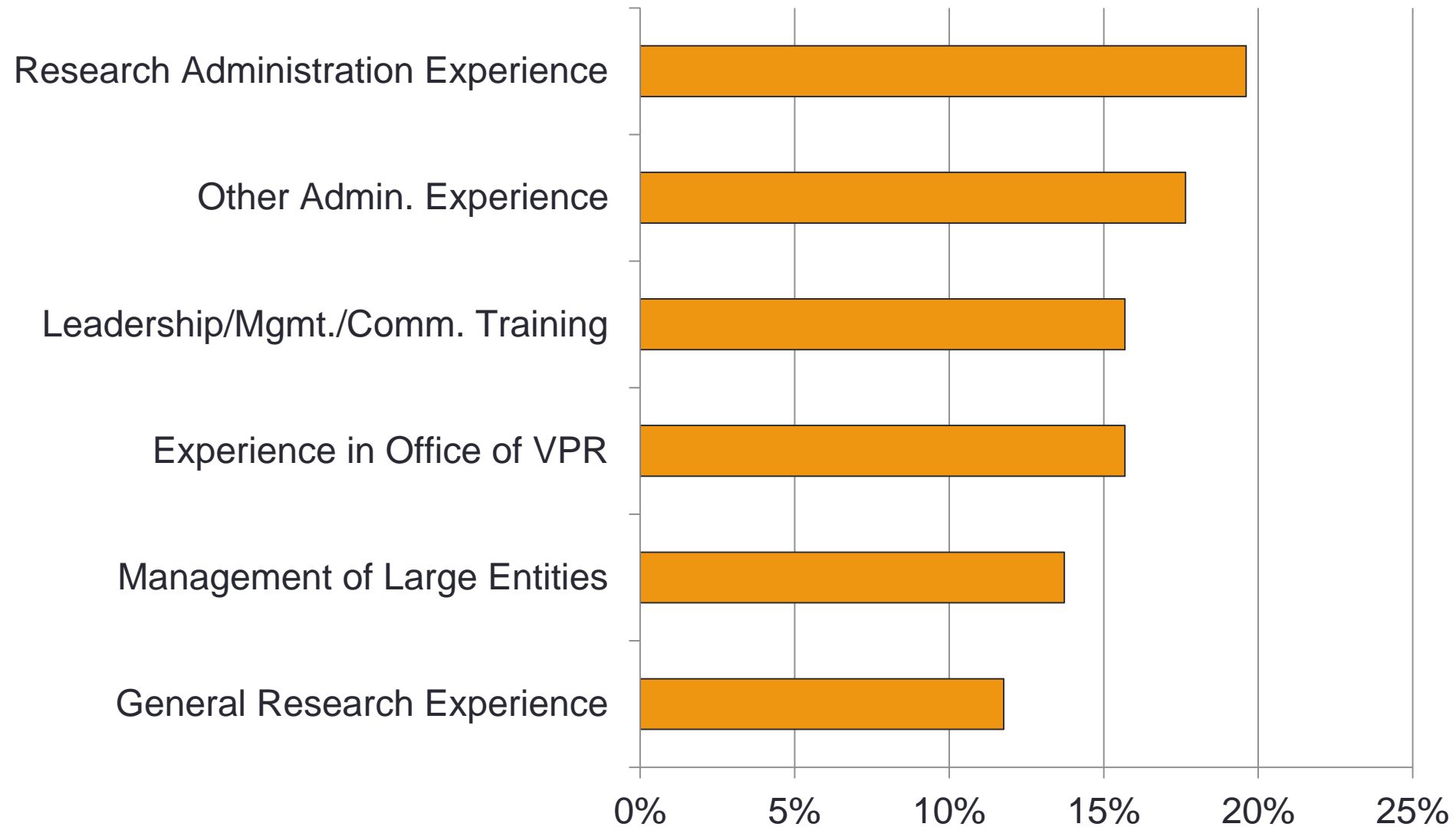


# Most Important Knowledge





# Top Ways to Prepare Future VPRs (open-ended)



# Greatest Current Challenges of Position

