

Developing Your School's Research Mission

D3: Deep Dive Discussion

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Objectives

To discuss potential processes to develop your school's research vision, mission and goals



To outline the resources need to create an infrastructure to support success to achieve school's research goals



Criteria and process to implement evaluation of the ROI and faculty research productivity

2



Develop your school's research vision, mission and goals

- What is the research 'climate' at your university?
- Do you have a PhD? (clinical science, education science, etc.); DNP? (Implementation science)
- How many of your tenure track faculty are assistant pros versus ass and full?
- How many of your non tenure track faculty engage in grant writing? Scholarship?
- What are the major areas of expertise/scholarship of your faculty?

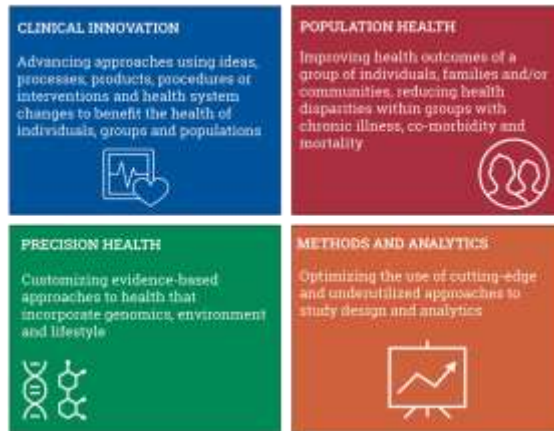
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Strategies To Develop Vision

- Have your own draft vision- where do you think the faculty are capable of going in research?
- Retreat with all faculty who are expected to engage in research for advancement. Use a facilitator to decrease one or two people dominating
- 1-3-5 year timeline
- Vision and goals for 1,3,5 years critical
- Conceptual dimensions

4

Duke School of Nursing Research Foci



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Resources need to create an infrastructure to support success

- What kind of people do you need to support research active faculty to seek and secure grants?
- How much funding are you able to redirect to indirect costs of research? Faculty research development?
- What university resources can you leverage?
- What other school will you partner with for 'inter' disciplinary teams?

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Research and Scholarship Support

Think

Development: think tanks, mock reviews, small seed grants, editorial support; protected time for grant development and above activities

Budget

Pre-award: budget, statistical core, biosketches and resources; submission according to guidelines & requirements

Award

Post award: hiring, training of staff, budget processing; workload balancing; IRB

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It's *all* about the people

- 'Hard skills' for director or AD
- 'Soft skills' for director or AD
- Nurse scientist or non-nurse?
- How much their time allocated to administration? Their own research?
- Support staff for pre-award, post award, regulation, biostats support

She has
Inner Resources.



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Leadership

50% administration

Must have own research grants; grant review group experience

Must have some managerial skills

Must be a people person to some extent

NOT center research support or conceptualization about school's foci around them

9

Evaluation of the ROI and faculty research productivity

- How much protected time is enough and too much? For how long?
- What role does expectations for productivity play?
- How often to evaluate productivity and at what level?
- Rewards/incentives/etc.



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1

Most schools provide course or two release for 2-3 years

2

Most provide seed grant money in hiring package or through CNR many opportunities on most campuses; professional organizations, etc.

3

Expectations of productivity for scholarship and grants and timeline essential

4

Reward structures must be clear

Return On Investment