

# Faculty Research Retreat

Update

January 8, 2007

# Retreat: Preliminary Information

- 215 individuals registered
- 165+ individuals present at the retreat for at least part of the day
- 152 Ballots completed as of 12/05/06
  - 107 Ballots completed at the retreat
  - 45 received post retreat (110 ballots mailed post-retreat)
- Formal evaluation (on retreat and planning process) to be sent to participants

**RESEARCH RETREAT  
OCTOBER 20, 2006**

**PRIORITIZATION/VOTING BALLOT**

NAME (print): \_\_\_\_\_

DATE: \_\_\_\_\_

You have 100 points. You may assign them among the recommendations below based upon what you think are most important or critical for the WFUSM research enterprise. You do not have to assign points to all recommendations. You can assign as many points to any item, as long as the total does not exceed 100. The total must equal 100. When assigning points, use only whole numbers. (Please write legibly).

<b>Recommendation</b>	<b>Points</b>
<b>Group 1: Collaboration at WFUSM and with WFU/Reynolda Campus</b>	
Research Tracking and Procedures <ul style="list-style-type: none"> <li>▪ Implement teleconferencing/broadcasting technology (videocast/podcast), file sharing, remote access.</li> <li>▪ Develop searchable website with information on faculty expertise, research area, publications and grants. Include campus map (improve inter/intranet).</li> <li>▪ Standardize forms and procedures for grant submission between campuses.</li> </ul>	
Develop Research Social Interactions <ul style="list-style-type: none"> <li>▪ 2-day off-campus faculty research retreat (presentations/posters).</li> <li>▪ Monthly programmatic breakfast sponsored by the Office of Research making sure that experts in program area are present.</li> <li>▪ Faculty Club and Faculty Meeting areas in each building and in new building plans.</li> <li>▪ Swing parking places/office spaces, better shuttle service, sidewalks, bike paths, light rail.</li> <li>▪ Unstructured social research faculty interactions (speed research dating).</li> </ul>	
Facilitate Clinicians Participating in Collaborative Research <ul style="list-style-type: none"> <li>▪ Create clinician-basic scientist pilot funding and expand intramural and cross campus pilot funding.</li> <li>▪ Create internal sabbatical programs for associate professors to develop research collaborations.</li> <li>▪ Create RVU (relative value unit) system for research time accounting for clinical faculty.</li> <li>▪ Develop more training grants.</li> </ul>	
Modify Promotion Guidelines and Foster Recognition and Appreciation of Collaboration by Chairs and Colleagues	
Cross Collaboration for Student Training: Fast Track, Scholarships, Cross-Campus Opportunities	

**Group 2: Faculty Recruitment and Retention**

Spend endowment funds to increase the number of endowed professorships and chairs and use this to recruit key basic and clinical faculty at the mid to senior level; immediately dedicate at least \$20 million to fulfill this recommendation.

Develop a structured method to protect faculty research time. In particular, chairs need to be held accountable for protecting research time for physician investigators.

Establish a centralized system for facilitating co-recruitment for spouse/partners, both cross campus and with area businesses.

Restructure and expand the current research reward system to better recognize faculty research productivity.

Establish an endowed research sabbatical program at the Bowman-Gray campus.

**Group 3: Administrative Infrastructure**

Dramatically improve web infrastructure: communication tools, informatics

Establish central recruitment and retention infrastructure, e.g. day care, trailing partners

Re-structure grants management process to improve responsiveness and efficiency

Evaluate indirect dollar allocation and incentives

Reveal system for space allocation and review

**Group 4: Basic, Clinical, Translation Research**

Searchable database to facilitate collaboration and communication

Fostering training opportunities

Translational pilot funds

Raise the value of team and collaborative science (recruitment, retention, promotion and gap funding)

Establish an institution-wide thematic symposium

**Group 5: National Trends/ Diversification of Research Portfolio**

**Fund endowed chairs and professorships specifically for the basic and translational sciences**

- a. Provide opportunity for faculty to contribute
- b. Establish a Faculty Advisory Committee to the Development Office – to support this effort and to better sell the products of the institution

<p><b>Institutional emphasis on exploring, supporting, and expanding our funding from industry and foundation sources, as well as federal non-NIH (e.g., DOD).</b></p> <p>a. Create a position for a scientist in OR to identify sources and promote the expertise and resources of the institution and to put together faculty teams to develop grant ideas.</p> <p>b. Bring in program managers from alternative funding sources to describe funding opportunities for faculty.</p>	
Develop faculty database to include: scientific expertise, funded grants, funding mechanisms, study sections.	
Indirect-cost recovery to provide funds to be deposited into R&D accounts/unrestricted funds for pilot studies, split between PI and chair.	
Develop a process to take advantage of non-traditional sources of funding (e.g. SBIR and STTR types of funding mechanisms)	
<b>Group 6: Graduate Programs and Post Doc Training</b>	
Improve and enhance quality of students recruited and accepted	
Establish an Office of Postdoctoral Services	
Create an Associate Dean of Graduate School dedicated to medical school programs	
Increase and improve the MD/PhD program	
Put more control of resources in the graduate school	
<b>Group 7: Programmatic Themes, Centers, Cores</b>	
Assign a faculty research committee the task of developing a list of areas of research strengths/ opportunities and enabling technologies annually (Membership incl. Reynolda; Va Tech, etc.)	
Prioritize list of research strengths and opportunities by faculty vote	
Renowned scientist (expertise in areas of research strengths identified by faculty committee) brought to WFUSM to advise, interact, and present quarterly	
Research workshops related to areas of research strengths and opportunities to facilitate collaboration	
Innovative research fund distributed by Faculty Research Committee	
<b>TOTAL</b>	<b>100</b>

# Top recommendations # 1 - 3 preliminary (based on the number of points)

## Recommendation

#1. Spend endowment funds to increase the number of endowed professorships and chairs and use this to recruit key basic and clinical faculty at the mid to senior level; immediately dedicate at least \$20 million to fulfill this recommendation.

**VOTES: 1,492**

#2. Research Tracking and Procedures

- Implement teleconferencing/broadcasting technology (videocast/podcast), file sharing, remote access.
- Develop searchable website with information on faculty expertise, research area, publications and grants. Include campus map (improve inter/intranet).
- Standardize forms and procedures for grant submission between campuses.

**VOTES: 827 + 686 (from other searchable database recommendations)  
=1,513**

#3. Dramatically improve web infrastructure: communication tools, informatics

**VOTES: 936**

# Top recommendations # 4 - 5: preliminary (based on the number of points)

## Recommendation

#4. Indirect-cost recovery to provide funds to be deposited into R&D accounts/unrestricted funds for pilot studies, split between PI and chair.

**VOTES: 898**

#5. Develop a structured method to protect faculty research time. In particular, chairs need to be held accountable for protecting research time for physician investigators.

**VOTES: 820**

# Top recommendations # 6 - 7 preliminary (based on the number of points)

## Recommendation

### #6. Develop Research Social Interactions

- 2-day off-campus faculty research retreat (presentations/posters).
- Monthly programmatic breakfast sponsored by the Office of Research making sure that experts in program area are present.
- Faculty Club and Faculty Meeting areas in each building and in new building plans.
- Swing parking places/office spaces, better shuttle service, sidewalks, bike paths, light rail.
- Unstructured social research faculty interactions (speed research dating).

**VOTES: 808**

### #7. Fund endowed chairs and professorships specifically for the basic and translational sciences

- a. Provide opportunity for faculty to contribute
- b. Establish a Faculty Advisory Committee to the Development Office – to support this effort and to better sell the products of the institution

**VOTES: 800**

# Top recommendations # 8 - 10: preliminary (based on the number of points)

## Recommendation

### #8. Facilitate Clinicians Participating in Collaborative Research

- Create clinician-basic scientist pilot funding and expand intramural and cross campus pilot funding.
- Create internal sabbatical programs for associate professors to develop research collaborations.
- Create RVU (relative value unit) system for research time accounting for clinical faculty.
- Develop more training grants.

**VOTES: 644**

### #9. Translational pilot funds

**VOTES: 640**

### #10. Raise the value of team and collaborative science (recruitment, retention, promotion and gap funding)

**VOTES: 627**

# Research Advisory Committee Approach

## Broad Themes/Areas

- Recruitment / Retention of Faculty
  - David Herrington
- Enhancing Collaborative Opportunities/Interactions
  - Barbara Nicklas
- Graduate Programs/Post Doc Training
  - Carol Milligan and Mike Nader
- Recommendations OR can implement w/o additional resources
  - OR Leadership
- Funding for pilot and translational studies
  - Hold
- Efforts to facilitate clinical investigators
  - Hold

# Ideas/Strategies moving forward

- Recommend/Develop implementation plans
  - Multi-pronged approach (time /cost)
    - Establish 'task forces' for recommendations that are more time intensive and/or require greater resources
    - Identify recommendations that are quickly achievable
    - Include individuals from the retreat working groups in the follow-up/implementation
- Communication
  - Hold a town hall meeting in Spring updating faculty
  - Regular updates in Pursuit, Deans Newsletter, Office of Research website, RAC website
- Establish some type of faculty annual meeting to discuss research enterprise
- Others