

Recommendations from the Taskforce on University Research Rank: *Potential for Transitioning to R1*

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TASKFORCE MEMBERS

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- Robin Coger, Dean, College of Engineering.
- Clay Gloster, Vice Provost for Graduate Research and Dean of the Graduate College
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- Eric Muth, Vice Chancellor for Research and Economic Development
- Robert Pompey, Vice Chancellor for Business and Finance
- George Robinson, Chair, Department of Psychology
- Keith Schimmel, College of Science and Technology
- Tonya Smith-Jackson, Senior Vice Provost for Academic Affair



Items considered by the Carnegie Foundation for classification of research ranking

Carnegie Categories

Research Expenditures: STEM *vs.* Non-STEM

Research Staff

Doctoral Degrees Awarded: STEM *vs.* Humanities *vs.* Social Sciences *vs.* Other

Tenured and tenure-track faculty (*who will dedicate considerable time to research*)

Review Cycles for Carnegie Classifications





PRIORITY I.

Develop a comprehensive plan and strategy to increase state and federal investments in our institution to support various aspects of the R2 to R1 initiative
(including: support for doctoral education, faculty, research staff, infrastructure).



I. Vision: *Believing the Why!*

RECOMMENDED RESEARCH VISION

North Carolina Agricultural and Technical State University will join the top 4.5% universities in the United States and be recognized as a R1 institution by the Carnegie Foundation and the top research institution amongst historically black colleges and universities.

Timeline: Begin on July 1, 2021. To reach this vision will take a minimum of 6 years.
Accountability: Cabinet Members, Deans, Board of Trustees



II. Doctoral Degree Strategy: RECOMMENDATIONS

- Increase the number and diversity of doctoral degrees conferred annually.
- Develop a strategic university plan toward increasing the number of doctoral programs for the university.
- Increase the number of doctoral programs in the social sciences. Areas with potential for growth include health psychology, applied economics and a nursing practitioner doctoral program.
- Dedicate **NEW** funds to increase the number of doctoral graduate teaching and research assistantships and fellowships.
- Establish fundraising strategies for fellowships for doctoral education and training.

Timeline: Begin July 1, 2021 and increase the numbers annually.

Accountability: Graduate College and Academic Deans



III. Increasing Faculty (tenured and tenure track) and Research Staff **RECOMMENDATIONS**

- Develop a new hiring sequence for faculty. The search process must begin early and be completed in a timely fashion to ensure that competitive candidates are sought and recruited.
- Strategic recruitment and retention of tenured and tenure-track faculty
- Comprehensive salary analysis should be conducted and acted upon to align the university's compensation approach with R1 institutions.
- **NEW** funds will need to be dedicated to faculty who will focus on strengthening the doctoral education of the university.
- Establish a new hiring sequence for Research Staff (*including postdoctoral fellows*)
- **NEW** funds will need to be dedicated to postdoctoral fellowships

Timeline: Begin July 1, 2021 and increase the numbers annually.

Accountability: HR, Academic Affairs, DORED and the Office of Business and Finance



IV. Research Expenditures **RECOMMENDATIONS**

OSPIE/Business and Finance along with DORED, will need to work with the Academic Deans to discuss how departments/colleges can better account for funds used annually for Research. The 2020-21 expenditures must be accurately captured for submission to the upcoming HERD survey.

Funds will vary from department to department but at a minimum will include:

- Research assistantships
- Travel for research
- Funds for equipment
- Funds for start-up costs

Timeline: This process needs to begin in May 2021 to capture expenditures for 2020-21.

Accountability: Deans, Office of Business and Finance/OSPIE, DORED



V. Infrastructural Planning **RECOMMENDATIONS**

The leadership teams within Academic Affairs, Business and Finance, DORED, HR and Advancement will need to work diligently on addressing some of the challenges related to helping the departments strengthen their research goals.

These challenges include:

- Start-up funds:
- Laboratory space
- Funding for DORED to have sufficient trained research officers to support each department
- Workload policy to allow faculty to train doctoral students and accelerate research
- Improve policies and procedures to allow departments to easily provide faculty with course buy-out/Release time to focus on research and doctoral student training.
- Make the process for re-assignment of duties easy to acquire and focused on faculty using the time to enhance their research skills so they can bring new expertise to the university.
- Examine the historical budget model to ensure that investments follow revenue.

Timeline: 2021-2022

Accountability: Academic Affairs – Business & Finance – DORED – Human Resources – Advancement



PRIORITY II

INVESTMENTS

1. Invest in doctoral students with the goal of increasing research and faculty productivity.
2. Invest in research support staff that help the faculty increase research grant submissions and management of grants to support increasing the expenditures.
3. Incentive performance of faculty and programs that exemplify the qualities of research activity to align with those of similar stature and discipline at R1 institutions. This incentive should not deter the productivity of non-research productive faculty or programs whose work meets other missions of the university.