



A Roadmap for Strategic Growth: BYU's journey to expand faculty research capacity

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Reduce Administrative Burden

1 College Resource Brokers

BYU incentivized the hiring of college-level research development staff. Staff act as a liaison between the university-level research administration offices and individual faculty members, thus providing faculty with easy access to university resources. The college-level staff form the Research Development Coordinating Council (RDCC). RDCC team members act as individual resources brokers and provide support to address unique administrative pain points within each of their colleges.

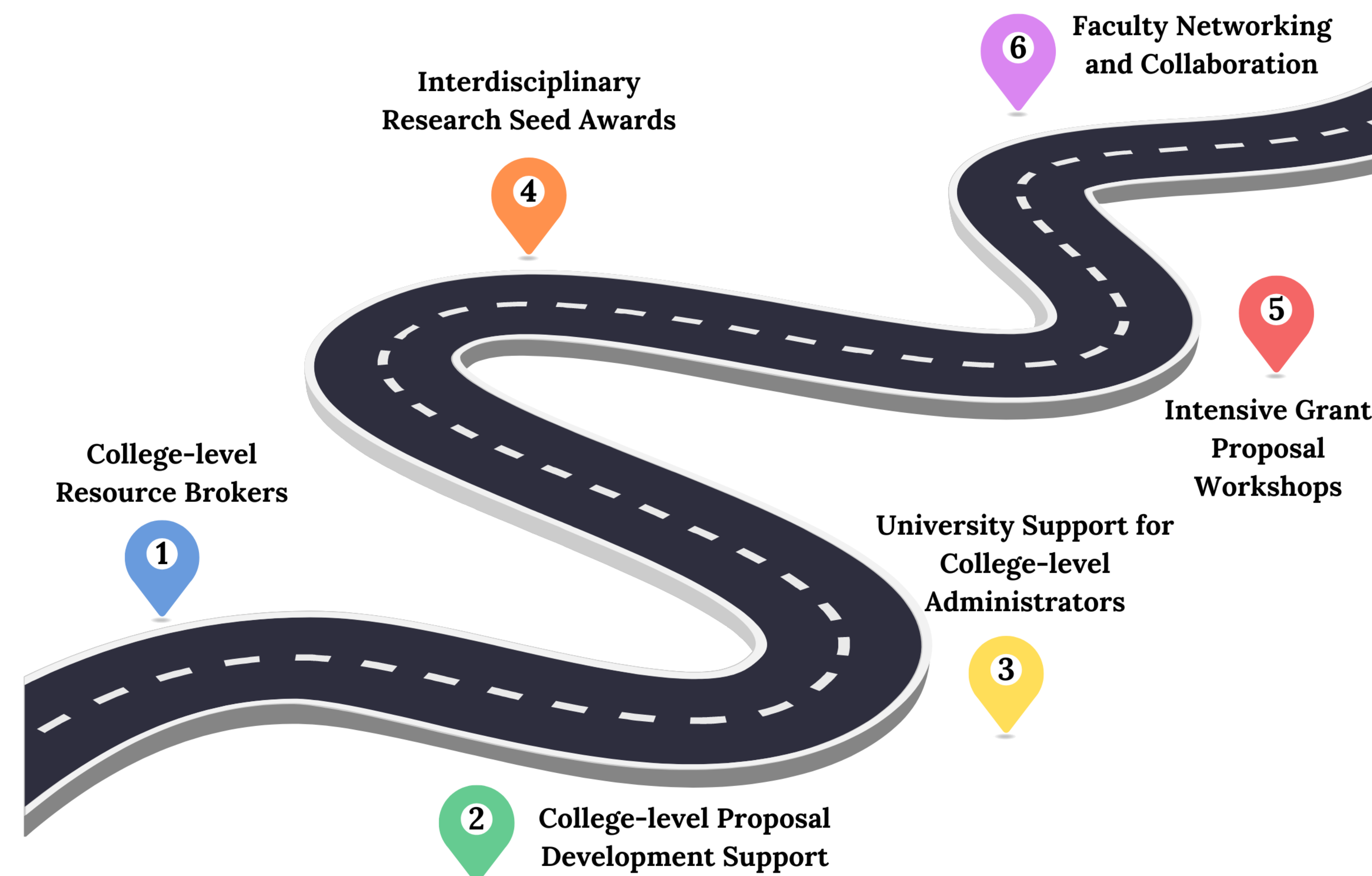
"After nearly 3 years of pursuing an NIH R01, I finally received notice of award today.... The Research Development Office provided so much support to me through the grant writing programs your office runs. Thank you!"
—Public Health faculty

2 College Proposal Development Support

In-college staff are cross trained and provide faculty support from finding funding opportunities, developing successful proposals, aligning proposals with funder priorities, and managing proposal submission and approvals in the university's grant management software. Staff provide customized support based on faculty needs ensuring well aligned, timely and compliant proposal submissions.

3 University Support for College Administrators

BYU not only provides incentives for the hiring of college-level staff but also provides customized onboarding assistance, ongoing professional development opportunities, and networking forums for staff at biweekly Research Development Coordinating Council meetings. The university office facilitates informal mentoring between its office and the college-level staff.



Expand Faculty Capacity

4 Interdisciplinary Research Seed Awards

The Research Development Coordinating Council oversees university-wide seed funding grants designed to help faculty develop interdisciplinary collaborations and produce preliminary data needed to launch large-scale funded research projects.

"The funding has let us get a large NIH award as well as a signed license agreement.... We have plans for more proposals and development. We are very grateful for the support from the Interdisciplinary Research Origination Awards."
—Mechanical Engineering faculty

5 Grant Writing Workshops

Collaboration with the university-level faculty services office, RDCC hosts intensive grant writing workshops. Faculty receive monetary incentives for participating in the workshops and for subsequently submitting a proposal.

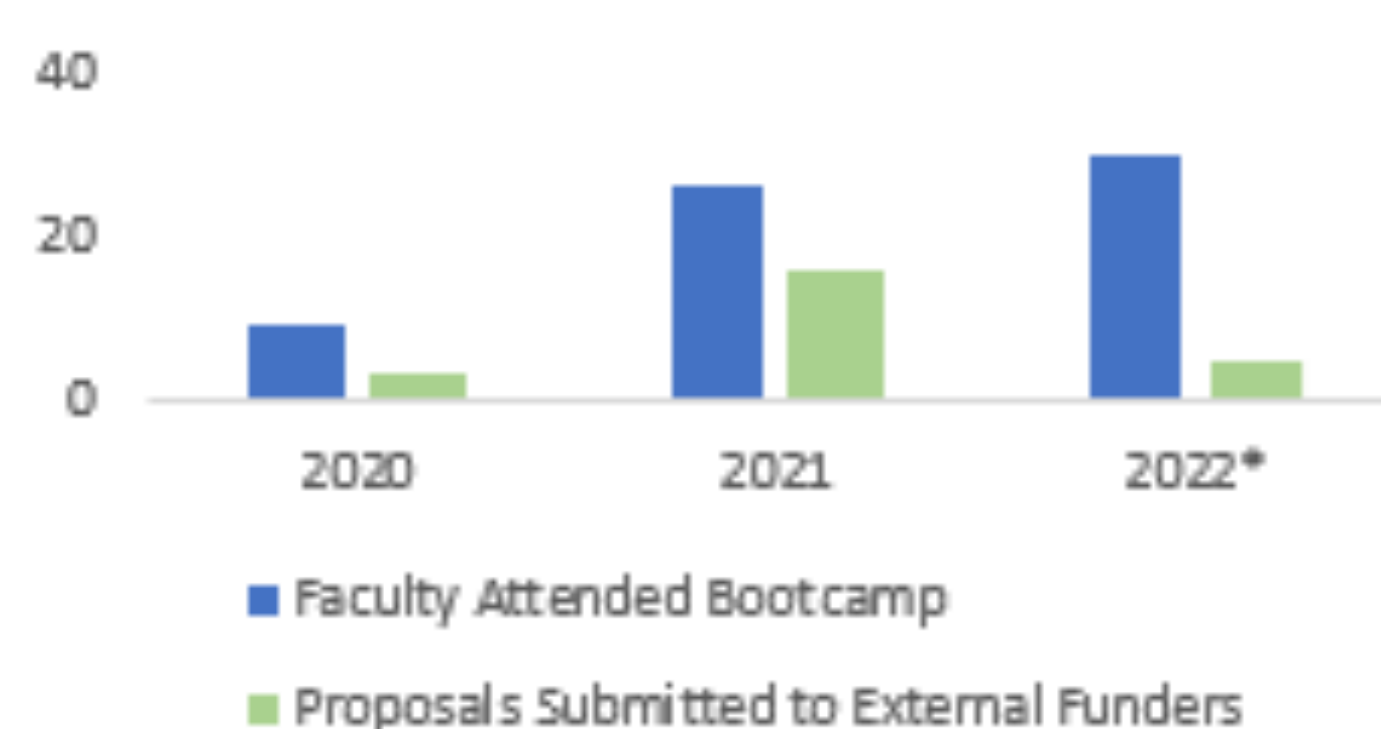
6 Research Networking Event

"Faculty Research Networking Event" is an opportunity for faculty across campus to identify potential research collaborations and gain exposure to research activities occurring across different disciplines. At the event, each faculty member has three-minutes to present current research interests, resources, and collaborations that they are seeking.

"Having many colleges represented in one room meant that there was a great opportunity to connect with multiple people across disciplines."
—Social Work faculty

BYU's Research Development Outcomes

Grant Writing Bootcamp



9 College RD Staff

497 Proposals submitted in 2021

"I found the Research Networking Event useful as a new faculty member because I was able to meet new people."

Change in NSF proposal success rate between 2015- 2021

21% - 60%

37.5%

2021 NIH proposal success rate

"Our team is so grateful for this wonderful program, and the Research Development Office's excellent logistical support."
—Biology faculty

Continuing the Journey

Research Development Office and the Research Development Coordinating Council were established in 2020. While the growth of both offices has been substantial, both university and college-level staff are experiencing growing pains related to developing programming, establishing metrics for evaluating programming and working to create best practices for alleviating administrative burden and expanding faculty research capacity. Top lessons learned:

- Identify pain points in faculty seeking and receiving funding
- Use pain points as a starting point to design programming
- Evaluate and adapt programming and supports to meet ongoing needs

Ways in which the university Research Development Office and college-level administrators may address pain points may be to hire undergraduate students to help perform low-level administrative tasks; hire another full-time person at the university-level for program evaluation and expansion; and create other types of seed grant mechanisms that enable faculty to streamline research efforts.