

Social & Behavioral Strategy Session at UND

Objectives/Goals

- Reduce youth suicide rates by 75%
- Sustained viability of rural communities and schools
- Telemedicine System
- College readiness of regional high school graduates will increase to around 60%
- Facilitate aging in place with access to high quality services
- 80% of North Dakota Communities will adopt a wellness plan
- Set standard for transitioning soldiers back to school
- Leader in multi-cultural research
- Center of Excellence in American Indian Research
- Communities/citizens will look to UND to meet their research needs
- Environmental health will receive same focus as Economic Development
- All North Dakota schools will meet standards for high performance
- Flood mitigation/prevention research
- Greater focus on prevention instead of alleviation
- Northern Plains Research Center, focused on study of region as a “place”
- Center for Economic and Social Engagement
- 90% of faculty happy with work environment
- Legislature has a clear idea of what we do, and how to support research activity at UND
- Statewide plan to deal with climate change
- Research, teaching and practice integrated and informing each other
- UND Public Wellness “goes West”- more centers and research focused on western North Dakota
- Leader in geospatial technology
- Regional reduction in death/injury by accident, especially among youth
- Provide rehab services for farmers, ranchers
- Move more research off campus

UND known for...

- Focus on job creation
- Social justice training for psychologists
- Promoting the well-being of North Dakotans
- American Indian education
- Reducing health disparities
- Increasing access to and availability of quality K-12 education
- Place based research
- Interdisciplinary collaboration
- Technology enabled rural health care access
- Research impact on legislative law making
- Increased collaborative research

Strengths/Assets

- UND is still hiring, not contracting like other institutions
- Interdisciplinary Research
- Connection to community
- Rural Health has strong connection to Native American community
- Strong cultural focus in faculty, high cultural awareness
- International alcoholism research partnerships
- Access to high risk populations (diabetes, alcoholism)
- “Clean Slate”- located in an underexplored area, waiting to be researched more thoroughly
- Strong faculty work ethic
- Wide variety of programs, schools
- Potential to make use of partnerships with state agencies, organizations
- Increasing number of graduates staying in the area or interested in returning
- Faculty mentoring program
- Good electronic resources (networking, broadband)
- Telemedicine capability- enables rural outreach and research
- State “like the Galapagos Islands”- most population here was born here- not much in and out
- Department of Homeland Security investing in new telecom resources in the region which may enable new research opportunities
- Source of professionals for rural communities
- Ability to explore niches, do the kind of research one wants to do (freedom in research)
- Interdepartmental collaboration
- Well positioned to conduct obesity research
- Strong social justice focus
- Social Science Research Institute (SSRI) has strength and experience in labor research
- Easy to make connections across the state
- Research on military deployment issues has led to strong military sector connections
- Nursing Behavioral Research center (focus on interdisciplinary work)
- Center for Rural Education and Communities
- Research in human interactions, relations, and advanced mapping
- Opportunity to help state find solutions to challenges brought about by rapid economic change
- Marginally ahead of the curve in implementing distance education
- Need to focus on research and its relationship to teaching, tenure, and other parts of the educational process

Barriers/Challenges

- “Siloing”- not always aware of possibilities, opportunities to work with other parts of the university community (lack of information exchange, sharing)
- Interdisciplinary research is a challenge due to workloads, existing structures for crediting research (Primary Investigator, tenure issues)
- Red tape, lack of resources in some administrative departments
- Lack of research facilitation services, assistance in setting up interdisciplinary work
- There is a need for more research assistance services, such as grants specialists, contracting, and guidance in budgeting
- Mixed Messages- the university gives conflicting indications on the balance to be struck between teaching, research, and community service. The administration’s focus is unclear
- Too much paperwork
- Lack of clarity about rewards
- University short staffed in both faculty and support staff
- Acute Mission Confusion
- Focus on research which can draw large amounts of money and resources leads to other good research being ignored or overlooked
- Faculty exhaustion- faculty are stretched thin trying to meet many competing demands on their time and talent, and find expectations overwhelming

Ranking Action Items

Collaboration

- Develop ways for colleges to share credits and resources
- Allow shared ownership (multiple departments) of new programs
- Encourage departments to recognize and give credit to research published in any peer-reviewed journal – especially interdisciplinary journals **(6 points)**
- More resources for GRAs – increase faculty ability to deal with workload, focus on collaboration
- Co-advisors for graduate programs – interdisciplinary
- For Master’s thesis, add outside department member to thesis committee
- More faculty appointments that cross departmental lines
- Collaborative courses
- Research days, conferences, to get researchers from different disciplines together
- Research team meetings – brief on opportunities, projects
- Electronic research database – proposed projects, way for potential collaborations to find out about projects, matchmaking **(9 points)**
- Make use of Rural Assistance Center resources
- Development office focused on finding, listing potential funding sources
- Database listing faculty and their areas of research interest/activity that is searchable **(14 points)**
- Listing of what research related travel is taking place (particularly in-state)
- Faculty resource group – members focused on providing research support
- Great Plains Research Consortium – UND should join

Institutional Structures and Governance

- More horizontal decision making (coordination between deans) **((1 point)**
- Transparency **(2 points)**
- Communication and representation for faculty
- What constitutes a “center”?
- University service structures should be better aligned with faculty schedules **(1 point)**
- Mandatory sharing of schedules between VP offices
- Qualitative research representation in VPR & ED office (and public scholarship) **(23 points)**
- Lack of additional staffing with increased administrative load at department level (unfunded mandates)
- More help with publicity (esp. Bismarck) and community “how does what we do matter to you”? **(2 points)**
- Optimize functioning of OIR
- Annual reports (can they be made better?)
- Minimize duplicate reports **(2 points)**
- More meaningful use of flexible faculty roles
- Caution with journal impact factors
- More recognition of public scholarship (review mechanisms) **(13 points)**
- More IT support

- Services slowdown in summer (e.g. library)
- Don't erode research time with more service (protected blocks of time) **(16 points)**
- Recognize faculty talent better (hidden gems)
- Value non-funded (or lower funded) research more **(9 points)**
- Value mentoring more (faculty) **(1 point)**
- Value multi-author research more **(1 point)**
- Track student outcome better **(1 point)**

Faculty Development and Recruitment

- Startup package to mid career research-intensive faculty – recruitment and retention, not just for equipment **(2 points)**
- Invest more money in graduate research assistantships **(7 points)**
- Time, research assistants, software
- Money for outreach to rural communities and relationship building **(6 points)**
- Funding for building new connections **(1 point)**
- More orientation training for new faculty re: research and grant writing , culture building, academic acculturation and socialization, collegiality and survival skills **(3 points)**
- Add social and behavioral to research office **(21 points)**
- Systematic support for relationship building **(1 point)**
- Career partner support
- Extension of tenure clock (7 to 10 years) (disassociation of tenure to promotion) would encourage collaboration **(8 points)**
- Building reward structure for potential mentors of faculty **(1 point)**
- Reinvigorate sabbatical system at UND at 100% / 6 months, 80%/12 month **(20 points)**
- Bring in more than 1 or 2 candidates for interview
- Money for recruitment
- Money for student recruitment
- Money...
- Respect for flexible contracts

Mechanisms for Collaboration

- Use faculty research day to promote collaboration, come up with ideas for partnerships **(7 points)**
- Identify key research focus areas, hold meetings where interested researchers can meet **(13 points)**
- Electronic system for grant proposal development
- More resources to build, enhance communications between researchers
- Grant support staff, specialists **(8 points)**
- Allow/promote dedicated time for collaboration/research

Infrastructure

- Need comprehensive/integrated center for social/behavioral sciences with lecture halls, office and lab space **(25 points)**

- Need change in financial planning (bonds...)
- Servers, advanced telecomm, more office space
- Geospatial center
- UND not paying attention to where “change” is happening as it relates to space – needs to be adjusted (more office space)
- Northern Great Plains Research **(9 points)**
- Need integrated transportation solution (as part of NGP) – test pilot on UND **(6 points)**
- Enhanced core technology (i.e. telecom, offices) for building, communications, labs, - too bound to the past need to look at new tech solutions **(1 point)**
- Space (offices, lab space for social sciences) need to be reallocated or adjusted
- Money come from teaching/credit hours, how do you charge lab fees in social and behavioral sciences?
- Too many fiefdoms, too many plans – need coordinated approach as it relates to use of space **(1 point)**
- Keyless entrance systems **(1 point)**
- Need to look at cost/benefits in addressing facilities and related infrastructure

Highest ranked issues and opportunities

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- Add social and behavioral to research office **(21 points)**
- Reinvigorate sabbatical system at UND at 100%/6 months, 80%/12 month **(20 points)**
- Don’t erode research time with more service (protected blocks of time) **(16 points)**
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