Panel Members
Marie Boudreau (Business), Regina Smith (OVPR), Cory Johnson (Education), Rebecca Terns (A&S), Nadia Kellam (CAES), Tyler Henry (Business), Fazel Khan (Law), Harald Scherm (CAES), John Maltese (SPIA), Mike Roden (A&S) and Mirisa Pagnatarro (Business).

Panel Composition
The panel consisted of 10 faculty from diverse departments and with variable experience levels at UGA. The discussions were moderated by Dr. Regina Smith, Associate Vice President for Research.

Panel Approach
The panel focused on developing new approaches to enhance research engagement among junior, mid-level and senior faculty.

Recommendations

Creation of a Research Academy
The panel recommends the formation of a Research Academy which will mirror the Teaching Academy at UGA but would have open membership. The objectives of this academy would be to increase communication between research disciplines and to provide a venue where successful researchers could provide guidance to other faculty and especially to junior faculty. Specific mechanisms or functions to achieve these goals could include:

- Creation of a Seminar Series in which successful grant writers provide instruction in grant writing
- Creation of a Research Supper Club where UGA researchers present their research to UGA colleagues
- Creation of Research Writing Retreats modeled on those of the College of Education where faculty focus on writing in a quiet environment removed from campus.
- Creation of a Research Mentoring Award which mirrors UGA teaching awards. The need for more mentoring of junior faculty was a theme that was repeated many times during the discussions.
- Create Faculty Learning Communities developed around research themes
- Create a Faculty Club as a site for research discussions and cross-pollination of ideas.
Adequate Funding of Administrative Person and Systems

Grant officers in OVPR and departmental grant facilitators are absolutely critical to successful grant writing, and the panel’s perception was that insufficient resources are devoted to recruiting and retaining these key personnel. Integrated e-research administration systems such as S2S and IRB facilitate grant writing and deserve strong support.

Mentoring

Mentoring of junior faculty by successful senior faculty is not currently adequate but mentoring could increase the success of junior faculty in grant writing and publication. One way to encourage mentoring at early stages of faculty careers is to recommend identification of a senior faculty mentor as a means to make a grant more competitive in internal grant programs such as Junior Faculty Research Grants. Grants with identified mentors could receive additional funding as a consequence.

Recommendations Relevant to Junior Faculty

Junior faculty should be encouraged to develop collaborations across disciplines. SEGUE grants currently require collaboration between disciplines, and internal grants programs such as Junior Faculty Research Grants could enhance interdisciplinary collaboration by making grants that have such collaboration more competitive. Junior faculty need time to develop research programs but the university provides too little “shelter” to junior faculty. Reduced teaching loads for a year following positive 3rd year reviews should become routine in all departments. There is too little interaction between Associate Research Deans and junior faculty. Associate Research Deans should work more visibly and directly with junior faculty and act to encourage mentoring by senior faculty.

Recommendation Relevant to Mid-Level and Senior Faculty

A robust internal grants program for mid-level and senior faculty would be most helpful. This program should target high risk projects and new initiatives. Interdisciplinary programs should be particularly encouraged. These grants could lead to externally funded programs with a high payoff for UGA. The Study in a Second Discipline Program is a highly successful program that allows mid-level and senior faculty time to develop new research areas which are cross-discipline. More slots for this program are an urgent need. Mid-level and senior faculty should be encouraged by department heads to take leaves – such time off from teaching responsibilities can lead to renewed vigor in research programs and new research directions.

Recommendations Relevant to All Faculty

Mentoring and interdisciplinary research are key aspects to future research success of all faculty. Faculty Activity Reports should capture mentoring efforts (numbers, who and how) and collaboration efforts outside the discipline. The Research Magazine should spotlight research themes and highlight relevant activities across campus.