The Faculty Senate Committee on Research:

2015 Faculty Research Survey

March 30, 2016

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Chair, Faculty Senate Committee on Research

Background

Based on data from CWRU 2010 & 2014 Faculty Climate Surveys:

1. Satisfaction about "research" was low among faculty, lower than parking

2. More dissatisfaction about research support compared to peer institutions

Background

Satisfaction with Facilities, Resources, and Support
2010 Faculty Climate Survey

Category	
Library Resources	
Office Space	
Teaching Responsibilities	
Computer Resources	
Classroom Space	
Availability of Nearby Parking	
Technical and Research Staff	
Quality of Graduate Students	
Computing Support Staff	
Clerical and Administrative Staff	
Lab/Research Space	
Committee and Administrative Responsibilities	
Salary	
Time Available for Scholarly Work	
Access to Teaching Assistants	
Start-up Funds	
Support for Securing Grants	
Other Resources to Support Research	

Legend: ■ Satisfied ■ Neutral ■ Dissatisfied

Background

- "FSRC Faculty Research Survey" (Faculty Senate Committee on Research & Office of Research Administration)
  - Thanks to: Josh Terchek (Associate Director, Institutional Research Office) Julia Knopes (Graduate Student / Anthropology)

- Objectives of the survey:
  1. Assess faculty satisfaction with research support services
  2. Identify priorities for improving research support
  3. Collect open-ended responses

- Outcomes:
  - Identify specific areas for improvement
  - Make recommendations
  - Establish a monitoring framework

Background

Method:

- Email announcement sent to all faculty w/ link to on-line survey April 30, 2015. (Survey closed May 21, 2015.)
- Implemented in Qualtrics

- N=393

- Low "response rate" 11% (N=3384)
- Potential selection bias (faculty doing more research)
- The survey primarily asked about grant funded research processes / services

2015 Faculty Research Survey

Quantitative Data
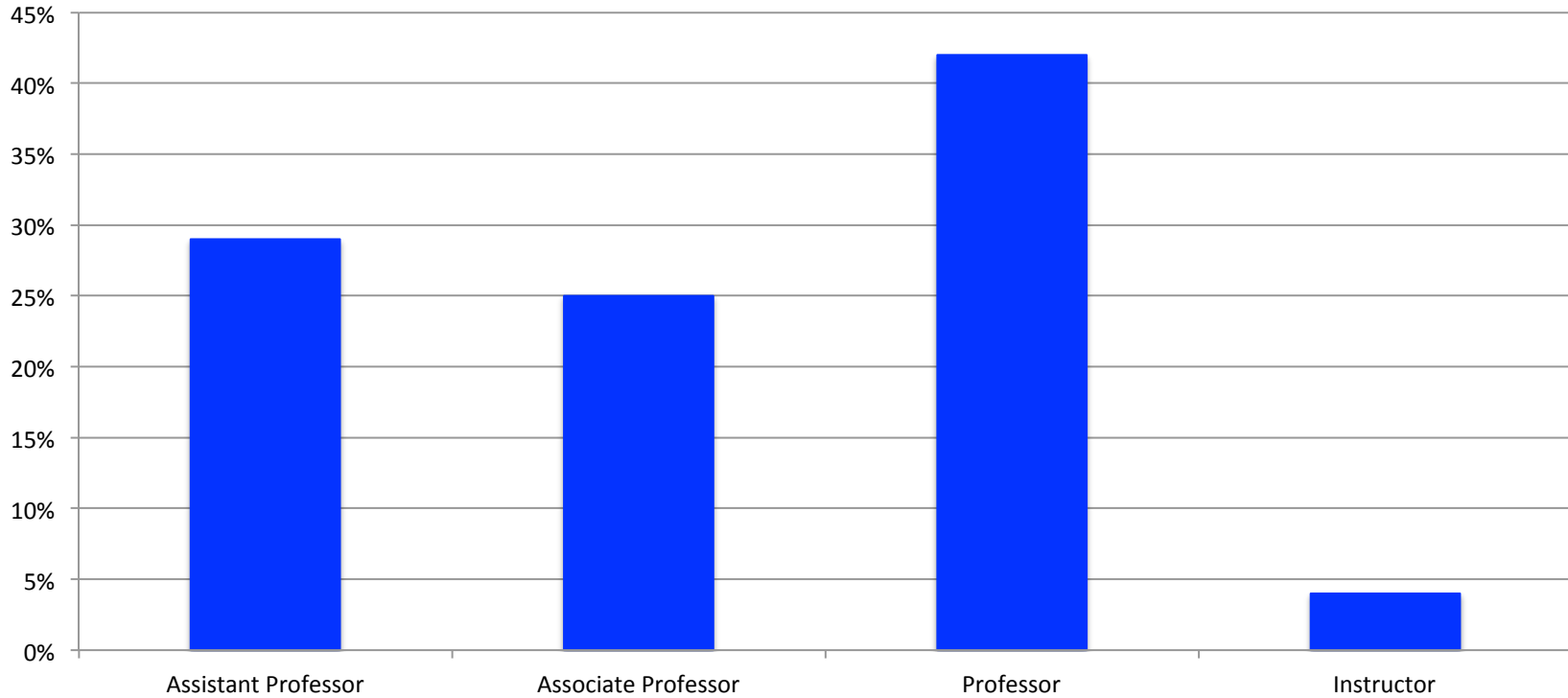
Sample

Primary faculty appointment at CWRU

	N	%
Case School of Engineering	28	7
College of Arts and Sciences*	105	27
Frances Payne Bolton School of Nursing	23	6
Jack, Joseph, and Morton Mandel School of Applied Social Sciences	10	3
School of Dental Medicine	15	4
School of Law	7	2
School of Medicine**	172	45
Weatherhead School of Management	17	5
Total	N=377	

* CAS divided by Social Sciences, Arts & Humanities, & Physics / Natural Sciences
** SOM divided by Basic Science & Clinical Medicine
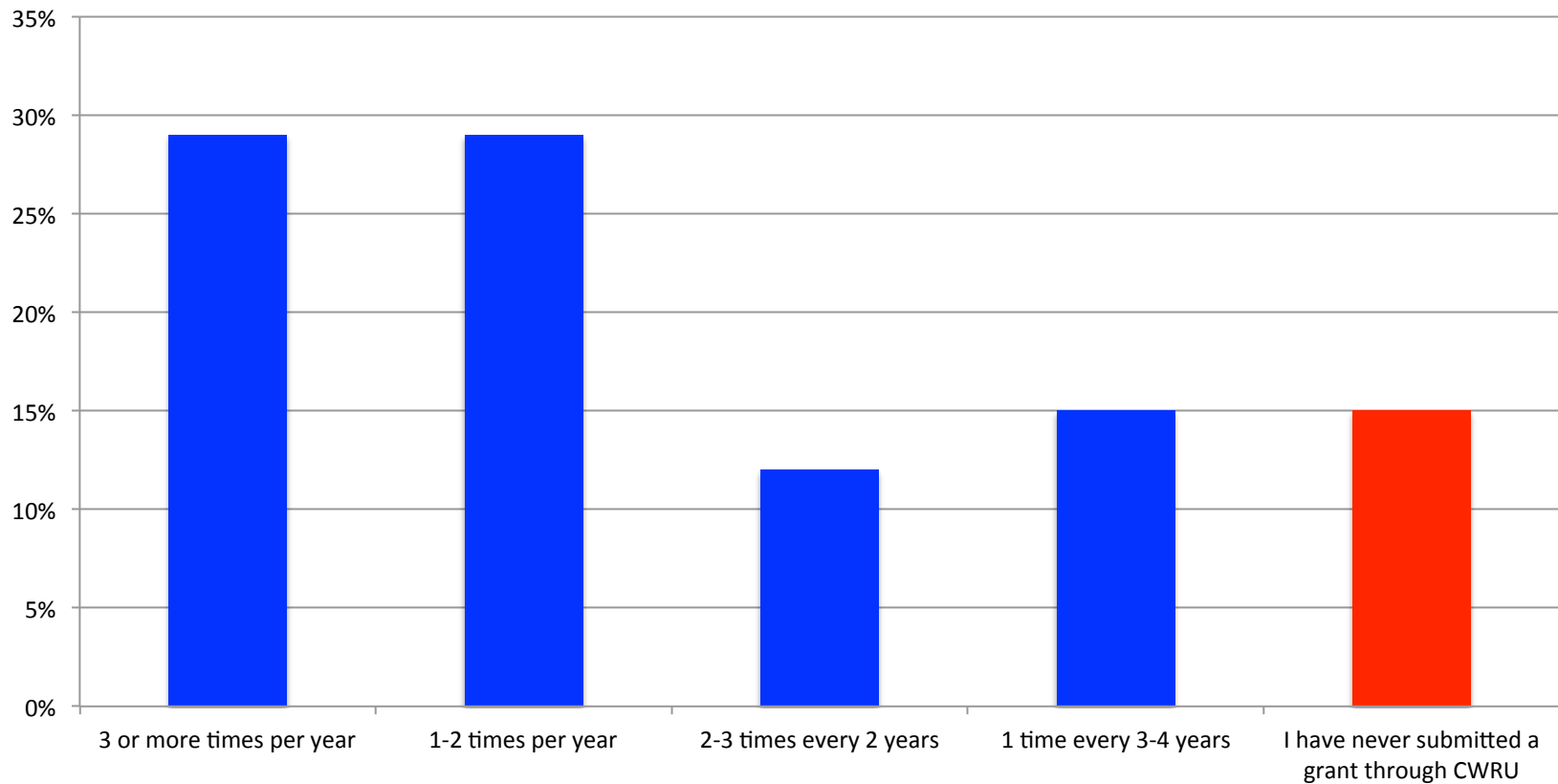
Sample

Faculty rank/position

Bar chart titled "Faculty rank/position" (y-axis 0%–45%):
- Assistant Professor: ~29%
- Associate Professor: ~25%
- Professor: ~42%
- Instructor: ~4%

- 54% Tenured
- 23% "Clinical faculty"
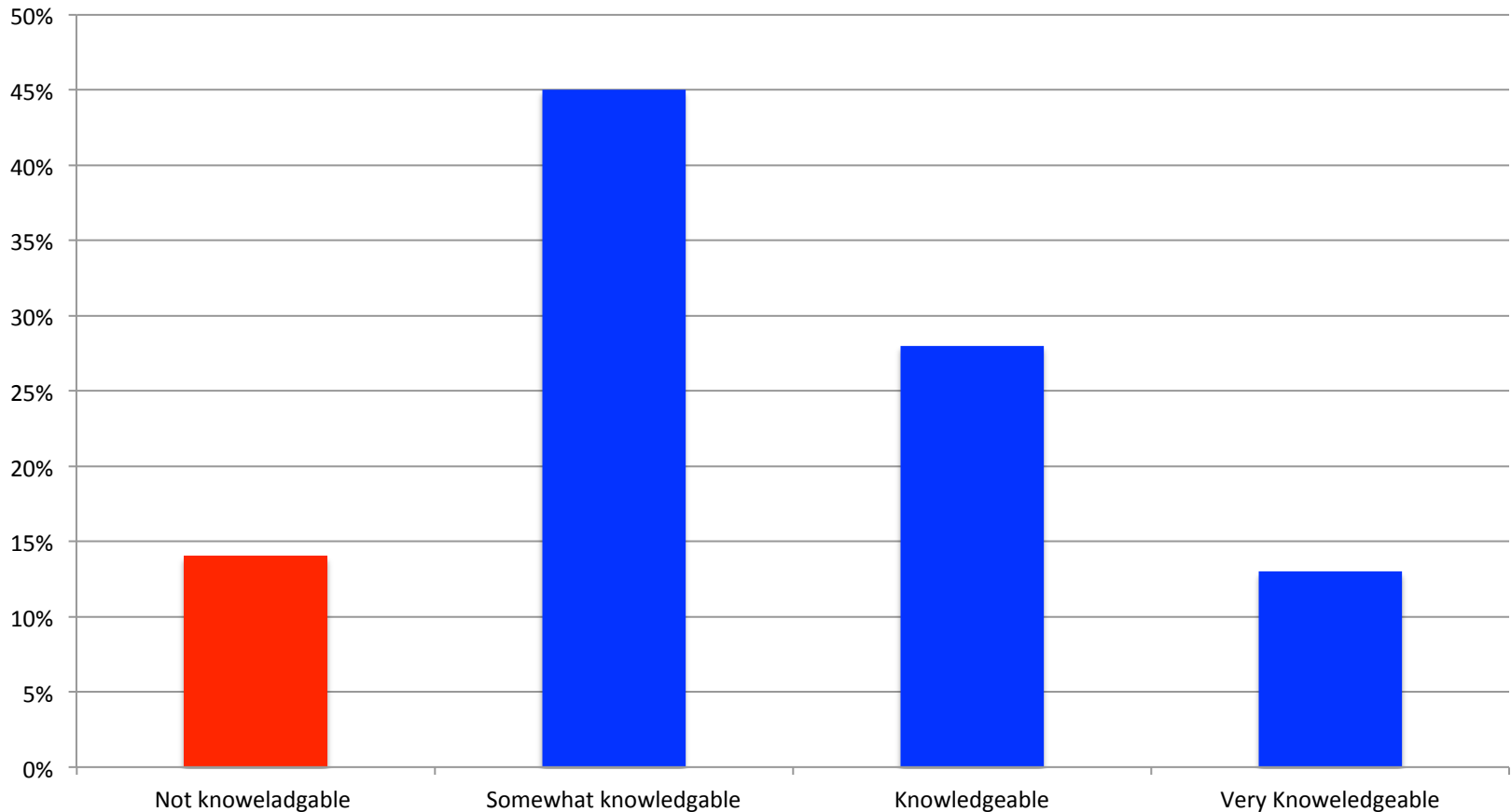- 91% Main campus

N=375

Sample

How frequently do you submit grants?

N=373

Sample

How would you rate your knowledge about services?

N=351

How satisfied are you with assistance for <u>pre-award activities</u>

Question	Dissatisfied	Satisfied	Not important / NA
Identifying Federal/State grant opportunities	30.32%	52.91%	16.77%
Identifying foundation support opportunities	43.22%	42.58%	14.19%
Identifying industry support opportunities	47.25%	19.74%	33.01%
Understanding sponsor / agency guidelines	28.89%	52.27%	17.90%
IRB submission / review processes	32.69%	35.60%	31.71
Negotiating contracts	34.09%	22.08%	43.83%
Proposal writing	42.37%	31.72%	25.89%
Preparing proposal budgets	37.42%	46.45%	16.13%
Submitting proposals	33.87%	52.58%	13.55%
Keeping up-to-date on research news and sponsor guidelines / policies	24.19%	59.47%	16.34%

N=310-306

➡ = More satisfied (+10%)

How satisfied are you with assistance
for <u>pre-award activities</u>

Question	Dissatisfied	Satisfied	Not important / NA
Identifying Federal/State grant opportunities	30.32%	52.91%	16.77%
Identifying foundation support opportunities	43.22%	42.58%	14.19%
Identifying industry support opportunities	47.25%	19.74%	33.01%
Understanding sponsor / agency guidelines	28.89%	52.27%	17.90%
IRB submission / review processes	32.69%	35.60%	31.71
Negotiating contracts	34.09%	22.08%	43.83%
Proposal writing	42.37%	31.72%	25.89%
Preparing proposal budgets	37.42%	46.45%	16.13%
Submitting proposals	33.87%	52.58%	13.55%
Keeping up-to-date on research news and sponsor guidelines / policies	24.19%	59.47%	16.34%

N=310-306

➡ = More dissatisfied (+10%)

How satisfied are you with assistance for <u>pre-award activities</u>

Sorted by "satisfied"

	Activity	Dissatisfied	Satisfied	Not important / NA
More Satisfied	Keeping up-to-date on research news and sponsor guidelines / policies	24.19%	59.47%	16.34%
	Identifying Federal/State grant opportunities	30.32%	52.91%	16.77%
	Submitting proposals	33.87%	52.58%	13.55%
	Understanding sponsor / agency guidelines	28.89%	52.27%	17.90%
	Preparing proposal budgets	37.42%	46.45%	16.13%
	IRB submission / review processes	32.69%	35.60%	31.71
	Identifying foundation support opportunities	43.22%	42.58%	14.19%
More Dissatisfied	Proposal writing	42.37%	31.72%	25.89%
	Negotiating contracts	34.09%	22.08%	43.83%
	Identifying industry support opportunities	47.25%	19.74%	33.01%

N=310-306

Which 3 pre-award activities if improved would most benefit your research agenda?

Activity	Number of mentions
Identifying foundation support opportunities	128
Proposal writing	105
Submitting proposals	88
Preparing proposal budgets	82
Identifying Federal/State grant opportunities	81
Identifying industry support opportunities	72
IRB submission / review processes	57
Negotiating contracts	49
Keeping up-to-date on research news and sponsor guidelines / policies	38
Understanding sponsor / agency guidelines	37

How satisfied are you with assistance for <u>post-award activities</u>

Activity	Dissatisfied	Satisfied	Not important / NA
Setting up research account(s) (a.k.a. "speedtypes")	21.83%	54.93%	23.24%
IRB submission / review processes	27.04%	31.32%	41.63%
IACUC submission/review processes	13.26%	17.57%	69.18%
IBC submission/review processes	8.36%	17.09%	74.55%
Monitoring research accounts	42.30%	34.41%	23.30%
Hiring research staff	38.16%	26.50%	35.33%
Evaluating research staff	25.45%	35.13%	39.43%
Payment and invoicing issues	40.78%	34.76%	24.46%
Establishing and managing sub-awards	23.74%	29.14%	47.12%
Purchasing research equipment	30.00%	36.79%	33.22%
Setting up/managing IT services for research	29.43%	31.92%	38.65%
Project reporting	23.14%	50.89%	25.98%
Project closeout activities	20.51%	47.48%	32.02%

N=275-280

➡ = More satisfied (+10%)

How satisfied are you with assistance for <u>post-award activities</u>

Activity	Dissatisfied	Satisfied	Not important / NA
Setting up research account(s) (a.k.a. "speedtypes")	21.83%	54.93%	23.24%
IRB submission / review processes	27.04%	31.32%	41.63%
IACUC submission/review processes	13.26%	17.57%	69.18%
IBC submission/review processes	8.36%	17.09%	74.55%
→ Monitoring research accounts	42.30%	34.41%	23.30%
→ Hiring research staff	38.16%	26.50%	35.33%
Evaluating research staff	25.45%	35.13%	39.43%
→ Payment and invoicing issues	40.78%	34.76%	24.46%
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Project reporting	23.14%	50.89%	25.98%
Project closeout activities	20.51%	47.48%	32.02%

N=275-280

➡ = More dissatisfied (+10%)

How satisfied are you with assistance for <u>post-award activities</u>

Sorted by "satisfied"

More Satisfied

More Dissatisfied

Activity	Dissatisfied	Satisfied	Not important / NA
Setting up research account(s) (a.k.a. "speedtypes")	21.83%	54.93%	23.24%
Project reporting	23.14%	50.89%	25.98%
Project closeout activities	20.51%	47.48%	32.02%
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Hiring research staff	38.16%	26.50%	35.33%
Payment and invoicing issues	40.78%	34.76%	24.46%
Monitoring research accounts	42.30%	34.41%	23.30%

*two activities "IACUC submission/review processes" & "IBC submission/review processes" are not included as +70% of faculty reported them as "not important / NA." Both also garnered more satisfaction than dissatisfaction.

N=275-280

Which <u>3 post-award activities</u> if improved would most benefit your research agenda?

Activity	Number of mentions
Monitoring research accounts	102
Hiring research staff	85
Payment and invoicing issues	71
IRB submission / review processes	53
Project reporting	52
Setting up/managing IT services for research	41
Setting up research account(s) (a.k.a. "speedtypes")	40
Purchasing research equipment	37
Establishing and managing sub-awards	24
Project closeout activities	23
Evaluating research staff	18
IACUC submission/review processes	16
IBC submission/review processes	6

In general, how satisfied are you with assistance provided by the university in the following

Activity	Dissatisfied	Satisfied
Help finding funding opportunities	54.58%	45.42%
Training on how to write a grant	52.21%	47.79%
Grant writing support	70.00%	30.00%
Regulatory Committee support (IRB, IACUC, IBC, etc.)	50.84%	49.15%
Financial Accounting / Budget support	60.32%	39.68%
Human Resources (for research)	57.38%	42.62%
Purchasing/Procurement	51.44%	48.56%
Lab/research space	36.40%	63.59%
Mentorship from senior faculty	40.08%	59.92%
Bridge funding	70.09%	29.92%
Startup, seed, or pilot project funding	64.23%	35.78%

N=262-224

➡ = More satisfied (+10%)

In general, how satisfied are you with assistance provided by the university in the following

Activity	Dissatisfied	Satisfied
Help finding funding opportunities	54.58%	45.42%
Training on how to write a grant	52.21%	47.79%
Grant writing support	70.00%	30.00%
Regulatory Committee support (IRB, IACUC, IBC, etc.)	50.84%	49.15%
Financial Accounting / Budget support	60.32%	39.68%
Human Resources (for research)	57.38%	42.62%
Purchasing/Procurement	51.44%	48.56%
Lab/research space	36.40%	63.59%
Mentorship from senior faculty	40.08%	59.92%
Bridge funding	70.09%	29.92%
Startup, seed, or pilot project funding	64.23%	35.78%

N=262-224

➡ = More dissatisfied (+10%)

In general, how satisfied are you with assistance provided by the university in the following

Sorted, >50%

Activity	Dissatisfied
Bridge funding	70.09%
Grant writing support	70.00%
Startup, seed, or pilot project funding	64.23%
Financial Accounting / Budget support	60.32%
Human Resources (for research)	57.38%
Help finding funding opportunities	54.58%
Training on how to write a grant	52.21%
Purchasing/Procurement	51.44%

How satisfied are you with the current assistance you receive in…

Question	Dissatisfied	Satisfied
Pre-award support from your department	41.45%	58.55%
Post-award support from your department	39.54%	60.46%
Pre-award support from School / Management center / College	53.55%	46.46%
Post-award support from School / Management Center / College	53.06%	46.94%
Pre-award support from Central / SOM	58.85%	41.15%
Post-award support from Central / SOM	58.72%	41.28%

N=263-235
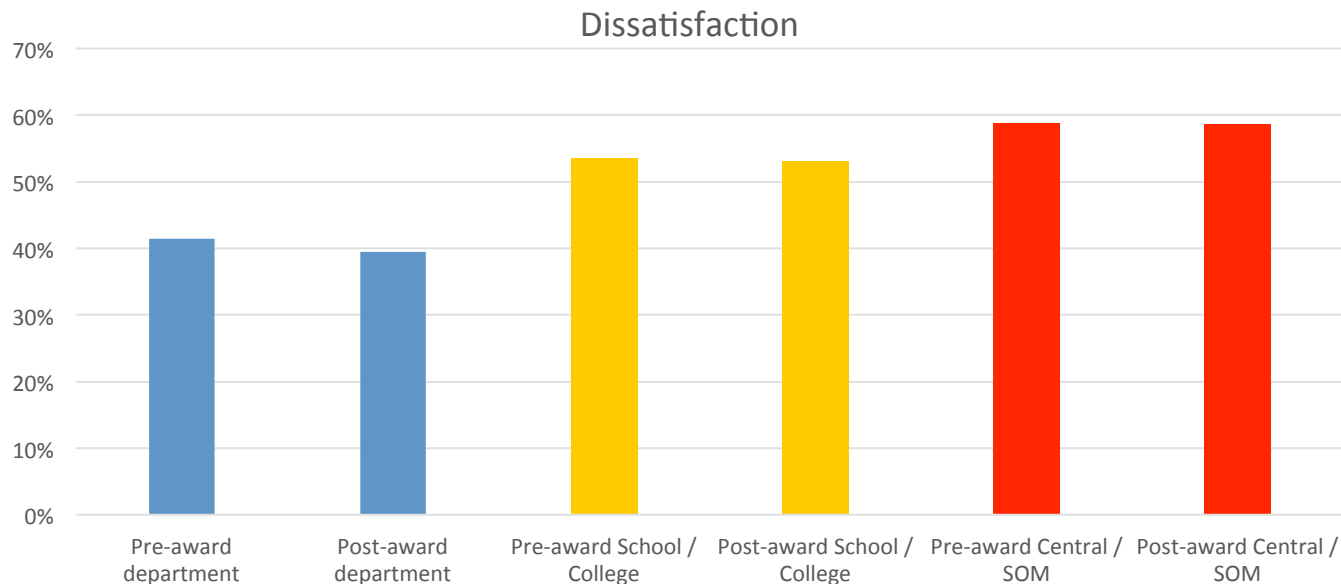
2015 Faculty Research Survey

Qualitative Data

Summary

The Faculty Research Survey asked two open-ended questions...
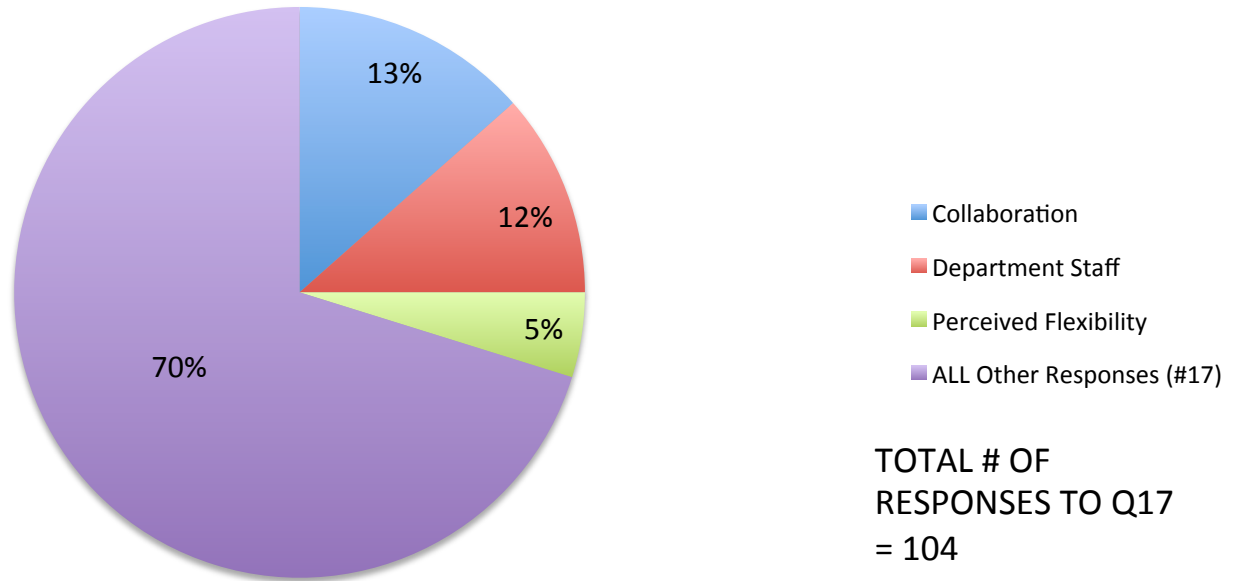
Q.17 What does CWRU do well?

Q.18 What can CWRU improve?

Summary

- Data was thematically coded and numerically accounted using NVivo software

- Responses are listed in three categories:
    1. What CWRU Does Well
    2. Points Without a (Single) Consensus
    3. What CWRU Can Improve

What CWRU Does Well

What CWRU Does Well:
Overall Breakdown of (Positive) Responses: Q #17

Legend:
- Collaboration
- Department Staff
- Perceived Flexibility
- ALL Other Responses (#17)

13%
12%
5%
70%

TOTAL # OF
RESPONSES TO Q17
= 104

What CWRU Does Well: Collaboration

- "CWRU is a very collaborative environment."
- "Good academic environment with wonderful colleagues."
- "There are many capable scientists at the university for me to collaborate with."

What CWRU Does Well: Department Staff

- "Departmental support for creating budgets and submitting proposals is fantastic."

- "Friendly and overall efficient staff in our department."

- "The people in my department are very good but extraordinarily overworked and overwhelmed."

# *What CWRU Does Well: Perceived Flexibility*

- "Allows me to determine my own budgets for research travel and book purchases."

- "You have freedom."

Points Without Consensus

Points with No (Single) Consensus		
	Positive Comments	**Negative** Comments
Facilities/Equipment	9	7
Software	10	4
Funding Emails*	6	4
College/School Level Staff	2	7

* There were 10 comments total on funding emails. All 10 were positive and said the regularity of emails was helpful: however, 4 also noted the funding reported was too focused on STEM opportunities or were irrelevant to non-"hard" science fields.

What CWRU Can Improve
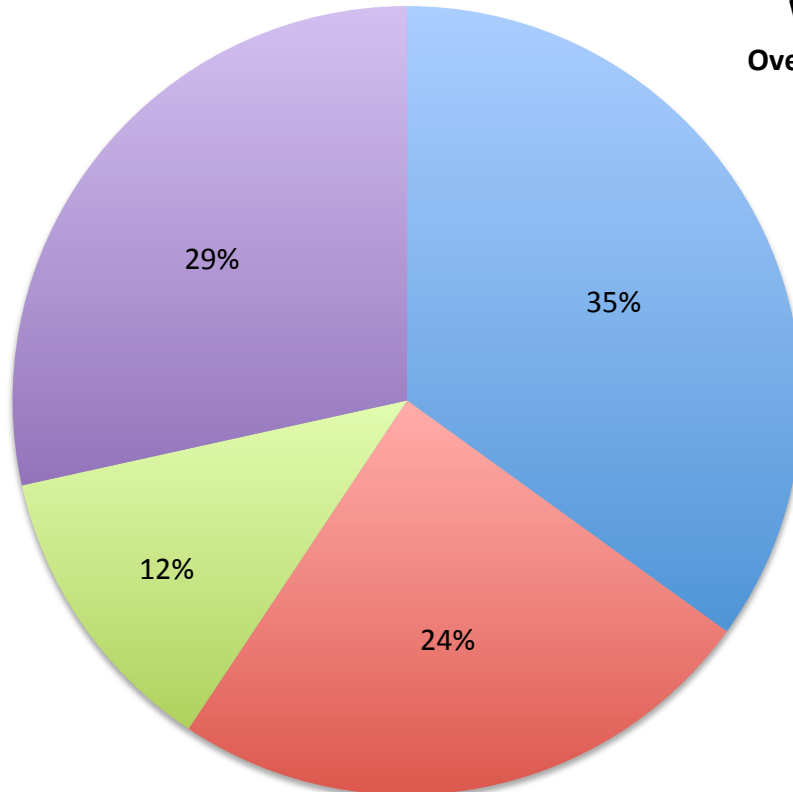
What CWRU Can Improve On:
Overall Breakdown of (Negative) Responses: Q #18

- University Staff
- Internal Funding
- Grant Writing Support
- ALL Other Responses (#18)

TOTAL # OF
RESPONSES TO Q18
= 123

What CWRU Can Improve: University Staff

- "University staff" concerns included comments on both pre-award and post-award administration

- University staff included a mixture of comments about 4 groups:
  - ORA
  - IRB*
  - HR
  - Purchasing

What CWRU Can Improve: Internal Funding

There were 41 specific comments on the following 7 topics:

1. (Internal) Seed/Pilot Funding: 14 comments
2. Other/Misc. Funding: 10 comments
3. Bridge Funding: 7 comments
4. Small Discretionary Funding: 4 comments
5. Travel Funding: 4 comments

What CWRU Can Improve: Grant Writing Support

- "It would be great to have a professional editing/writing service for grant proposals."

- "Establish a system for faculty mentorship on grant writing."

- "The lack of a proactive infrastructure that facilitates grant development and submission in the social/behavioral sciences is a factor in losing quality faculty to other institutions."

Conclusions

Pre-award

- Dissatisfaction:
    1. Grant writing support
    2. Identifying foundation support opportunities

- For improvement:
    1. Identifying foundation support opportunities
    2. Proposal writing
    3. Submitting proposals

Post-award

- Dissatisfaction:
    1. Monitoring accounts
    2. Payment & invoicing

- For improvement:
    1. Monitoring research accounts
    2. Hiring research staff
    3. Payment & invoicing

In general

- Dissatisfaction:
    1. Bridge funding
    2. Grant writing support
    3. Startup, seed, or pilot project funding

What CWRU does well:
1. Collaboration
2. Department staff
3. Flexibility

What can CWRU improve:
1. University staff (ORA, IRB, HR, Purchasing)
2. Internal funding
3. Grant writing support

Future

- Improve survey (e.g., stratified sampling, improve response rate, ask better questions, include non-STEM items)

- Utilize survey as an outcome measure to evaluate CWRU research support services