

Strategic Planning and Reporting

Unit Name: Vice President for Research Office

Date: Spring 2023

Goal #1: Understand existing and long-term VPR staff climate and DEIS understanding and implement strategies to improve to ensure staff retention and staff skills in serving diverse researchers			
Benchmarks/Best Practices (where possible):			
Projected Outcomes from Baseline:		Timeline:	Actual Outcomes:
1. Increased VPR staff understanding of DEIS issues and best practices		Fall 2023	
2. VPR staff climate impact assessment by comparing the follow-up university climate survey results for VPR staff with the baseline university climate survey results for staff with a goal of improvement of 5% in positive responses over the baseline		Fall 2026	
Action Items:			Timeline:
1. Partner with OVPDI to identify and share DEIS training resources (publications, webinars, workshops) and make available to VPR staff (such as via Academic Impressions)			Fall 2023
2. Constitute permanent VPR DEIS committee to coordinate carrying out the strategic plan that reports to the VPR			Spring 2023
3. Baseline university wide climate survey of MTU staff, faculty, students that includes of VPR staff repeated every three years			Fall 2023
4. Present summary of data from climate survey to staff, brief report of findings to website			Spring 2024
5. Identify opportunities for improvement			Spring 2024
6. Identify and implement action items VPR-wide and for each VPR Office (SOO, SP, I&C, RI, RD)			Fall 2025
7. Create a VPR staff mechanism for initial, internal discussion of DEIS-related concerns, talk with EOC & Title IX office about idea for VPR staff DEIS liaison, identify individual, identify training			Summer 2023
Notes:			

Goal #2: Enhance capacity to assist researchers with the integration of strong DEIS components into their proposals through the dissemination of best practices and sharing of resources			
Benchmark/Best Practices (where possible):			
Projected Outcomes from Baseline:		Timeline:	Actual Outcomes:
1. Increased researcher capacity to write successful proposals with strong DEIS components		Spring 2024	
2. Increased number of research proposals to external sponsors with strong DEIS sections		Fall 2025	
Action Items:			Timeline:
1. Develop and add DEIS and research section to main VPR website			Spring 2024
2. Add DEIS resources and links to the Revised Research Development (RD) Toolkit, making them more readily accessible to research teams			Spring 2024
3. Plan and execute at least one DEIS-centric session of the VPR research series to increase awareness of best practices			Spring 2023, annually thereafter
5. Take extra steps to communicate funding opportunities to MTU URM researcher listservs (for instance, the women faculty list). Identify DEIS-focused funding opportunities and share them with potentially interested departments or listservs (such as OVPDI, Provost's Office).			Fall 2024
6. Develop, periodically update, and feature on VPR webpage a research-related DEIS dashboard (Parallel to the ADVANCE AMP-UP reporting)			Fall 2024
7. Implement strategies to ensure that review of internal awards, such as REF, are conducted in objective manner free from bias			Fall 2025
Notes:			