

## R1 Committee Core Strategies

December 8, 2025

| R1 COMMITTEE RECOMMENDED STRATEGIES  | IMPLEMENTATION PLANNING  |
|--|--------------------------|
| <i>Cultural/Policy Change</i>  |                          |
| 1. Include process improvement as a continuing component and survey faculty researchers for areas of targeted improvement.   | D-2030                   |
| 2. Simplification should be the goal of all administrative staff and policies  | RAISE                    |
| 3. Wide-spread adoption of a customer service-based mentality by support staff & administrators including rapid attention to items in approval queues, tracking necessary paperwork, & feedback to researchers.  | RAISE                    |
| 4. Department chairs and Deans should strive to improve departmental research culture by retaining, promoting, and hiring faculty who embrace a culture of high research expectations.   | D-2030                   |
| <i>Increase Competitiveness in Retaining and Recruiting Outstanding Faculty</i>  |                          |
| 1. Increase salary levels in research intensive departments to 50% of peer average as soon as possible.  | D-2030                   |
| 2. Encourage and financially support Deans and Department Chairs to offer aggressive retention offers especially for faculty in the top 25% of extramurally funded researchers.  | D-2030                   |
| 3. Reassigned/teaching release time should be awarded only on promise of high research productivity (publication, grantsmanship). Deans should establish clear guidelines that should serve as an objective and transparent assessment of teaching release time. | D-2030                   |
| <i>Increase Research PhD Production at USA</i>   |                          |
| 1. Ensure forecasted PhD graduation rates are achieved and where possible, decrease time to defense/graduation in existing programs.   | Graduate Council, D-2030 |
| 2. Increase self-supported or co-operative PhD students  | Graduate Council, D-2030 |
| 3. Prioritize investment in existing research PhD programs with current additional capacity.   | Graduate Council, D-2030 |
| 4. Prioritize investment in programs where University funding can expect its investment to be highly leveraged by extramural funding sources at high ratios (1:2 to 1:4)   | Graduate Council, D-2030 |

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| 5. Increase funding for PhD assistantships as a mechanism to increase course (lab) coverage.                              | Graduate Council, D-2030 |
| 6. Identify high performing MS research programs without current PhD programs for priority development.                   | Graduate Council, D-2030 |
| 7. Identify programs that complement USA strategic investments.   | Graduate Council, D-2030 |
| <i>Increase Research Awards and Expenditures at USA</i>   |                          |
| 1. Improve the record keeping and expense reporting of internal funds used for research expenditures.                     | RAISE                    |
| 2. Increase complete spending on externally funded grants and contracts.  | RAISE                    |
| 3. Encourage additional NTT Research Assistant, Associate and Full Professors.  | D-2030                   |
| 4. Facilitate and support the establishment of research centers and institutes.   | D-2030                   |
| 5. Provide post-award support for faculty.  | RAISE                    |
| 6. Provide financial incentives for successful faculty members through some level of indirect return to the PI.           | D-2030                   |
| 7. Create Associate Dean for Research positions in each of the Colleges and Schools.                                      | D-2030                   |
| 8. Increase resources and support for faculty seeking external funding for research, academic innovation and scholarship. | D-2030                   |
| 9. Recruit additional tenure and non-tenure track faculty positions in critical and emerging technologies.                | D-2030                   |
| 10. Invest in upgrading research facilities, equipment, and technology infrastructure.                                    | D-2030                   |