



STRATEGIC PLAN 2023-2028

OFFICE OF RESEARCH & SPONSORED PROGRAMS

https://www.uog.edu/research/

Place-based Research with Local, Regional, and Global Relevance

(¬()A '	o be recognized as a world lass research institution.		2023	2024	2025	2026	2027	2028
OBJECTIVE	BENCHMARKS	PRIORITY	2	7	7	7	2	2
	Action 1: To update and maintain the UOG web directory Subject Matter Expertise (SME) and CV Anticipated Impact(s):	HIGH						
	Increased visibility, create collaborations							
	Action 2: Leverage our institutional capacity to ascertain local and regional needs.	HIGH						
To communicate our research capabilities and showcase our subject matter expertise.	Anticipated Impact(s): Doing relevant research that benefits community - needs-based research agenda.							
	Action 3: To facilitate collaboration within the convergence of research needs, researchers, and funding opportunities.	HIGH						
	Anticipated Impact(s): An increased in funded research tied directly to community needs.							

Talent Acquisition, Development, and Support

GOAL 1: To develop new graduate programs that will increase research capacity at UOG.		023	2024	025	026	2027	2028	
OBJECTIVE	BENCHMARKS	PRIORITY	2	2	7	7	7	2
1. To have a two-year Master's in Statistics & Data Science by Fall 2024 (cohorts of 8-10 or 10-15 students), which	Action 1: To continue to develop curriculum. Anticipated Impact(s): We will have a trained workforce to do analysis for research. To attract graduated students.	MEDIUM						
	Action 2: (To look into) Recruit more faculty into the Math and Computer Science programs. Anticipated Impact(s): Able to staff the program.	MEDIUM/ HIGH						
will also contribute to STEM workforce development at UOG and the region.	Action 3: Develop and perform a job market survey (like SENG and SOH-NA funding) Anticipated Impact(s): We will be able to recruit more effectively; we will know who needs our graduates.	MEDIUM/ HIGH						
	Action 4: Develop a policy that allows faculty to teach graduate-level courses, and have it count as part of their regular CFES load allocation	MEDIUM/ HIGH						
	Anticipated Impact(s): Will support graduate degree programs.							
To improve the recruitment and GOAL 2: retention of UOG employees			_			_		
$(\neg()A)$	retention of UOG employees.)23	024	025	026	027	028
$(\neg()A)$			2023	2024				2028
GOAL 2:	retention of UOG employees.		02	02	02	02	02	N
GOAL 2:	retention of UOG employees. BENCHMARKS Action 1: Research how other universities make it work and the costs. Anticipated impact(s): We will know what we have to do to make	PRIORITY	202	202	202	202	202	N

GOAL 3:	To have a flexible allocation of the faculty role that supports research.		2023	2024	2025	2026	2027	2028
OBJECTIVE	BENCHMARKS	PRIORITY	2	7	2	7	2	2
 To have a list of options that are financially 	Action 1: To investigate what other university research institutions are doing and how they are doing it (and covering teaching at the same time).	HIGH						
feasible for the allocation of faculties'	Anticipated Impact(s): To be able to have an informed conversation.							
time/role, which support research.	Action 2: To codify the list of options and present to decision-makers.	HIGH						
	Anticipated Impact(s): More faculty involved in research and increased job satisfaction.							
	Action 1: To compile a list of positions and identify / adopt draft job descriptions that need to be updated or added.	MEDIUM						
 To have updated job descriptions for UOG 	Anticipated Impact(s): Task and job title alignment.							
Research Employees for PTE positions.	Action 2: To embed the updated job descriptions in the UOG system, via the shared-governance process.	MEDIUM						
	Anticipated Impact(s): Strengthen the research eco-system.							

Infrastructure & Financial Support

GOAL 1:	To have additional and up-to- code workspaces.		2023	2024	025	026	2027	2028
OBJECTIVE	BENCHMARKS	PRIORITY	7	7	2	7	7	7
To know research	Action 1: To survey research faculty space issues. Anticipated Impact(s): Needs identified.	HIGH						
faculty needs for space by June 2023.	Action 2: Create prioritization criteria and prioritize the list by Dec 2023. Anticipated Impact(s): Informed decision-making.	HIGH						
	Action 3: To act on plan.	HIGH						
	Anticipated Impact(s): More efficient research. More options for faculty.							
GOAL 2:	To increase informatics and technology resinfrastructure so that world-class research conducted at UOG.		023	2024	2025	2026	2027	2028
OBJECTIVE	BENCHMARKS	PRIORITY	2	7	2	7	7	2
To have high quality security to conduct research on an ongoing basis.	Action 1: To update the recent EPSCOR IT assessment by December 2023. Anticipated impact(s): Knowing where to focus resources based on	HIGH						
	highest needs. Action 2: Act on plan. Anticipated impact(s): Stable and secure infrastructure to do high quality research work.	HIGH						
	Action 3: Once an assessment of existing software (e.g., statistical analysis software) on campus is conducted, to purchase software deemed high priority to support research needs. Anticipated impact(s): Increase research capacity and increase collaboration.	MEDIUM						
To increase research capability by improving	Action 1: Perform a needs assessment and identify who has what software. Anticipated impact(s): Prioritize, cost savings, and increased efficiency.	HIGH						
access to library resources and software.	Action 2: To develop a software directory and enhance OIT's website list of software. Anticipated impact(s): Cost savings, consolidation, and sharing of resources.	HIGH						

Operational Excellence

(3()ALT:	o provide the support to cquire and manage grants.		2023	2024	2025	2026	2027	2028
OBJECTIVE	BENCHMARKS	PRIORITY	2	7	7	7	7	2
	Action 1: To have a continuous grant writing training and coaching program. Anticipated Impact(s): More funding, more operational money, more impact.	HIGH						
1. To have a campus community that knows how to write competitive	Action 2: Develop a grant alert/newsletter for campus subscribers. Anticipated Impact(s): 100% of everyone who wants to know about available grants will be informed as soon as information is available.	HIGH						
grants, with an average campus-wide success rate of 30%.	Action 3: Standardize campus communications on grants, press releases, etc., but setting up a conversation/meeting with MarComm and other campus Scientific Communicators. Anticipated Impact(s): An increased in funded research tied directly to community needs.	MEDIUM						
	Action 4: Activate Time & Effort reporting in Cayuse. Anticipated Impact(s): Comply with accurate time and effort (T&E) reporting.	HIGH						

A Great Place to Work

To have a workplace that encourages professional development, has effective work environments, and is led by qualified, dedicated, passionate, caring, fair, and considerate professionals.		2023	2024	025	2026	2027	2028	
OBJECTIVE	BENCHMARKS	PRIORITY	2	7	7	7	7	2
1. To have leadership that is adept, agile, and ever improving.	Action 1: To work to establish a campus leadership development program by doing some research and reconnaissance on best practices and hosting conversations to get the idea off the ground and operational.	MEDIUM/ HIGH						
	Anticipated Impact(s): To have professionals that have the capability to progress and sustain the mission and goals of an unit/office.							
2. 100% of employees have Professional Development Plans (PDP) that are refreshed every year at the annual performance evaluation, starting June 1, 2023.	Action 1: Establish an on-going electronic calendar for Professional Development opportunities. Anticipated Impact(s): Employees are constantly evolving their skill set and that will lead to increased efficiency through additional proficiency.	HIGH						
3. To have a work environment that is always efficient,	Action 1: To have sufficient office space to accommodate all employees - perform a space assessment. Anticipated Impact(s): Employees work comfortably (meeting International Building Code standards for office space sizes) and in spaces that are in compliance with Health Insurance Portability and Accountability Act (HIPAA) rules and other data confidentially rules.	HIGH						
comfortable, and safe.	Action 2: To have infrastructure working and safe 100% of the time - do an assessment of current space for any issues. Anticipated Impact(s): Employees will be working in comfortable and safety working environments and that will lead to an increase in productivity.	HIGH						
	Action 3: Based on Action 1 and Action 2, develop a request for ORSP Infrastructure needs to submit to Senior Leadership. Anticipated Impact(s): Getting space needs met will allow for a safer, more productive, and more compliant work environment.	HIGH						

