



**Maximus Higher Education**

**Coaching Your Faculty  
to Research Victories**

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**maximus**

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## Introductions

- ❑ 30 years in Higher Education
- ❑ Research Development, Research Administration, Faculty Development, Grant Writing, Finance, IT & Telecom
- ❑ Held memberships in NSPAA, NORDP, NCURA, SRA
- ❑ PI and Project Director for NASA MUREP Aerospace Academy and Project Director for NSF AGEF grant

# Maximus Higher Education Practice

## Organization and structure

- Established in 1985
- Headquartered in Northbrook, IL, with multiple satellite offices across the country

## Consulting services

- F&A proposal assistance, Space Survey, Negotiations
- Fringe benefit rate proposals
- Reviews of service/recharge centers
- Moveable and Fixed Asset Inventory
- Building Componentization

## Sponsored Programs:

- Bus Process and Organizational Reviews
- Pre- and Post-Award Assistance (Interim Staffing)
- Uniform Guidance Compliance Review

## Software Solutions

- Comprehensive Rate Information System (CRIS®) used by 250 institutions (90 of top 100)
- WebSpace® — Space Inventory and Survey System – used by over 70 institutions
- Effort Reporting System®

38+

Years of Experience

30

Full-time consulting and IT staff

250+

Colleges and universities served

# Maximus Sponsored Programs Services

- Policies and Procedure Compliance Review (identify risks)
- Policy and Procedures Update (update existing policies and SOPs and create new ones where needed)
- Organizational Review and Change Management (review of the structure, goal alignment, technology, staffing levels, staff training, and business processes)
- Interim Staffing (we provide resources to assist with all facets of Pre and Post Award operations i.e. proposal development, award management, billing/invoicing, project closeout, reporting, financial management, etc.)
- Effort Reporting Compliance and Solution
- Live Training (via Zoom) Solutions for Research and Sponsored Programs
- Tech Transfer and Patents, Export Control, IRB, IACUC Review (review of organization, staffing, policies, and procedures)
- Indirect Cost Rate Proposal Preparation and Negotiations

# Why Do We NEED Research??



Research funds (both direct and indirect spending) grow and strengthen the University



Our graduates/faculty research/intellectual property (our output) is who we are to the outside world (Prestige)



Employment/Research opportunities for students (In their major)



Improved faculty instruction and a deepened student learning experience



Potential for extra pay for faculty members



Commercialization of inventions and intellectual property (IP)

# As a Sponsored Research Professional Who Are YOU to Your Faculty?



- The person who pushes the button
- A safe space to discuss all things research
- Budget guru
- Siri for researchers (A resource)
- Quality control / Killer of dreams
- Advocate
- Strategist
- Therapist
- Coach

# Coaching Faculty Even Though You're Not Faculty



**Your advocacy can change the research environment**



**Your perch is unique on a college campus (You see things from 50k ft. and from the ground level)**



**You've seen hundreds or thousands of proposals and a multitude of rejections (Perspective)**



**You know how much time and work go into a good proposal**



**Educating faculty on what is allowable and unallowable in research projects**

# Why Do Faculty Need to Perform Research?

**The potential to benefit society and contribute to the achievement of specific, desired societal outcomes...oh, and that tenure thing.**





# No Time for Research

- Too many classes
- No release time
- I have too many committee assignments
- No TIME to do research
- I need a graduate assistant
- Our lab doesn't have \_\_\_\_\_



# Understand the Research Motivators of Faculty

- Salary
- Tenure
- Respect of Colleagues / Prestige
- Purely in it for the research
- Stay on top of the latest techniques
- To improve my lab / my students
- Speaking opportunities
- Developing intellectual property





## Understand the Tenure and Promotion (T&P) Policies at Your Institution

Knowing what goes into faculty receiving tenure can shed light on whether those policies are a motivating factor or not as it relates to research

Junior faculty members should be aware of the weight of publications and funded research in determining T&P and the importance of starting early

If research is not a factor in moving up to full professor, you have to be willing to ask why and challenge the status quo

Research offices are often left out of T&P discussions; but if our campuses are serious about growing research and indirect cost dollars, we must review potential culture shifting changes needed to get us there

# Faculty Members Need to Be Heard by Administration



- Be an active listener
- Ask questions to gain clarity
- Take notes and provide feedback to demonstrate that you heard and processed what was said
- If there are actions that can be taken to assist the faculty member, let the faculty member know what those are and assure them you're willing to follow up and give them space to offer solutions as well
- Be empathetic; but again, focused on solutions

# Assess Your Research Culture and Productivity

- Are faculty at your institution performing research often?
- When faculty get tenure at your institution, does research effort stop?
- Are your faculty collaborative with each other? With other institutions?
- How is research trending at your college/university?

Up/Down/Flat

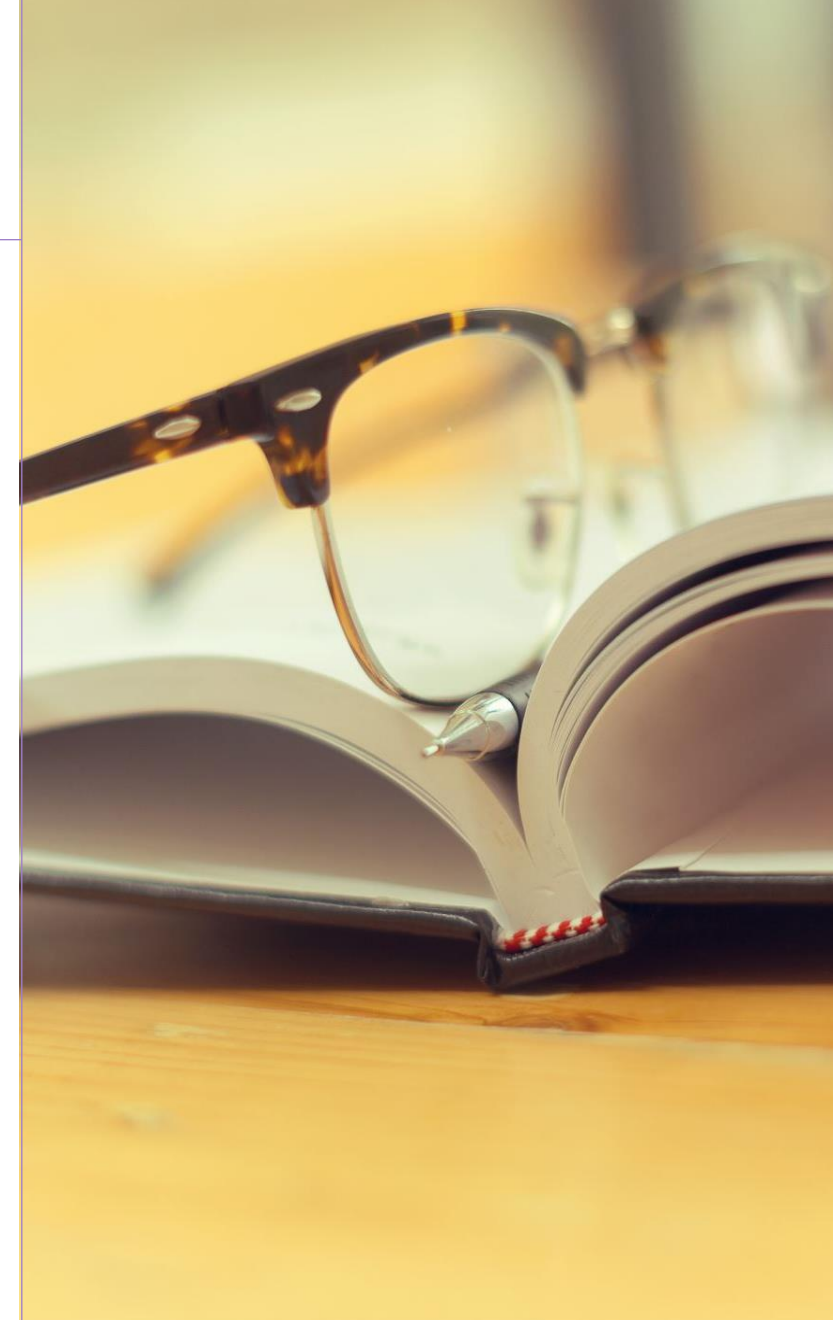
# What Can You Do to Improve the Environment?

- Business process review
- Advocate for research faculty release time
- Review your website
- Review and update your policies and procedures
- Train, train, train your faculty
- Gap analysis

# Designing the Project/Program

**It is important to ask investigators these questions:**

- Is your research novel or innovative? How?
- Will the project/program be impactful? How?
- How will the project be shared/disseminated? Dissemination Plan.
- Does the budget/budget narrative flow with the overall narrative?
- Did you research the prior work in the area you're looking to investigate?
- How will this project/program be evaluated? What does success look like? Think about this up front.
- Why you? Why this project/program over others? The narrative and the statement of need must be very persuasive documents.



# Grants Checklist

- ✓ Abstract/Statement of Need
- ✓ Project Narrative and Methods
- ✓ Project Timeline
- ✓ Budget/Budget Narrative
- ✓ Biographical Sketch
- ✓ Current and Pending
- ✓ Project Evaluation
- ✓ Letter of Support from VP of Research or President depending on proposal size or RFP requirement





# Contact Information

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