

4 WAYS TO SUPPORT FACULTY-LED HIGHER EDUCATION GRANTS



INTRODUCTION

With more higher education institutions including grant-funded research in their strategic plans, interest in expanding grantseeking capacity is growing. But building an institutional infrastructure for grantseeking is not enough. Colleges and universities must also cultivate individuals' research expertise and nurture teams to deepen grant capabilities.

COMMON BARRIERS TO GRANT FUNDING

Higher education leaders often focus on building grant capacity at the organizational level but overlook the importance of building a successful funding support team. Many times, research grant responsibilities are delegated to faculty or staff who are overworked, unprepared for the grantseeking process, or missing critical resources to be successful. As a result, institutions miss opportunities to maximize their research program capabilities.



ACCELERATE FACULTY GRANTSEEKING SUCCESS

Use this guide to learn about four winning strategies to empower faculty to manage successful federal, state, or private research grants at your institution:

1. Design a Long-Term Strategy
2. Cultivate the Right Team and Partners
3. Allocate Appropriate Resources
4. Manage Competing Priorities

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DESIGN A LONG-TERM STRATEGY



BARRIER:

Lack of Strong Institutional Support

Grantseeking success or failure is, in part, affected by how much a college or university facilitates research, assists with publication fees, provides facilities and resources, and establishes faculty promotion and tenure procedures.

SOLUTION:

Connect Grantseeking Goals to Your Overall Institutional Strategy

Grantseeking should be a purposeful and targeted process that advances an institution's strategic mission, vision, and values. Mapping out an institution-wide research funding strategy is key to helping faculty members align and advance their individual grantseeking pursuits.

- Include research grantseeking activities and goals in your institution's strategic plans.
- Identify clear research funding goals, roles, resources, good-fit funding sources, and accountability plans.
- Look to peer institutions that have had exceptional success with grant funding and consider if any of their practices may apply to your institution.
- If internal grant-writing resources are limited, consider partnering with a third party that has grant development and training expertise to develop faculty skills over time.

TAKE ACTION: Assess Your Institution's Grant Capabilities

To enhance your institution's long-term planning, Hanover recommends you assess your college or university's internal resources, infrastructure, and programs to support grantseeking.

Gather feedback from faculty and staff engaged in research and/or research administration about their perceptions of your institution's grants capabilities. This data will provide a roadmap for improving your grant activity over time.



ASSESSMENT QUESTIONS

An internal grant capabilities assessment should include questions about:

Institutional
commitment

Faculty
and staff
prioritization

Current
policies,
procedures,
and practices

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CULTIVATE THE RIGHT TEAM AND PARTNERS



BARRIER:

Lack of Faculty Expertise

Some faculty and staff may be unfamiliar with funding and proposal processes or don't have appropriate experience with the proposed work or outreach to develop collaborative partnerships.

SOLUTION:

Combine Skillsets and Nurture Capacity

Rather than rely on one or two individuals to carry the grantseeking load, identify a funding support team with the right balance of expertise, availability, and resources.

- Set realistic expectations for how faculty should balance their time between teaching, scholarship, and grantseeking, and work with them to assess where tasks can be delegated.
- Ensure early career faculty have access to appropriate grant training, mentorship, and professional development support to develop their research careers and affiliations.
- Increase faculty and staff collaboration and outreach by fostering and building partnerships within and across organizations, especially ones that are more established or better resourced.

TAKE ACTION: Set the Stage for Effective Collaborations

Collaborating with internal or external partners can be a useful way to extend your institution's capabilities and increase your chances of grant success. But how do you ensure a collaboration will be successful and sustainable?

COLLABORATION TIPS

Follow these best practices to build stronger connections with partners:



Develop more collaborative approaches to grant-funded research with guidance from our webinar, **Building Strong Grant Collaborations**.



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ALLOCATE APPROPRIATE RESOURCES

BARRIER:

Research Dissemination Challenges

An institution's research enterprise and funding success is ultimately tied to faculty's record of publication and presentations, the relevance of their research, and the timeliness of publications.

SOLUTION:

Identify Gaps and Prioritize Faculty Support Needs

To establish a solid foundation for research dissemination and implementation, it's important to provide institutional support for faculty to publish research, present findings, and pursue funding opportunities.

Ensure faculty members are set up for success with appropriate access to:

- Facilities
- Equipment
- Financial incentives
- Non-monetary supports

TAKE ACTION: Incentivize Faculty Grantseeking

Many institutions use a variety of financial incentives and non-monetary support methods to facilitate grantseeking among faculty members. Choose the methods that work best for your institution and faculty.



TYPES OF INCENTIVES

These are the most common types of incentives that colleges and universities provide to faculty:

Top Financial Incentives



Top Non-Monetary Supports



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MANAGE COMPETING PRIORITIES



BARRIER: Time Limitations

Balancing teaching, research, and grantseeking can be overwhelming for faculty. In addition to the time it takes to develop a grant proposal, faculty will encounter a significant time burden when navigating the pathways of sponsored research, including conducting research, presenting, publishing, managing copyrights and patents, and coordinating the editing and peer-review process.

SOLUTION: Implement Policies and Procedures Specific to Research and Funding

To ensure faculty understand how grant-related endeavors may impact their own time commitments and career development, establish formal policies and procedures that address:

- Grantseeking protocols
- Training
- Teaching load
- Tenure
- Support and/or incentives

TAKE ACTION: Foster a Culture of Grantseeking

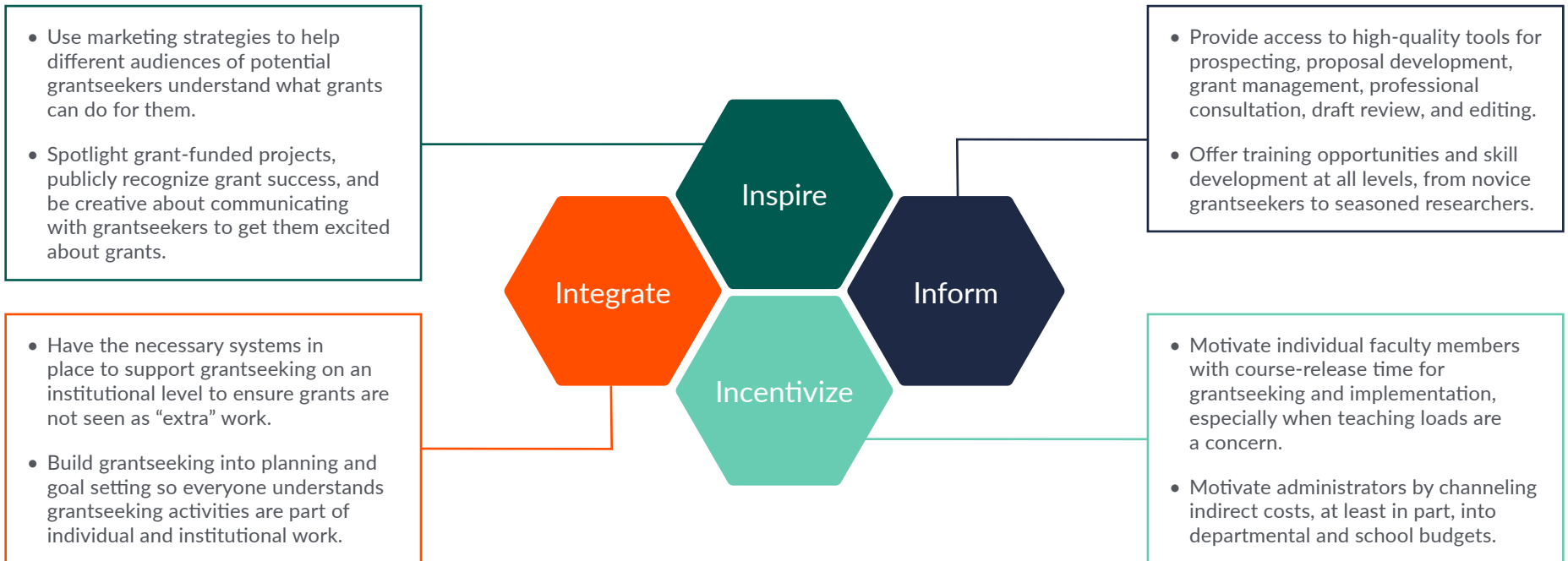
Ultimately, if your institution has a research funding strategy that includes training, resources, and policies for faculty and staff, a strong culture of grantseeking will emerge. Employees will be motivated to seek grants because they will understand how the process works and what support is available to them.

Find out how Hanover's Grants Learning Center can give your faculty a competitive edge with targeted, flexible training.



THE FOUR "INS" OF BUILDING A GRANTSEEKING CULTURE

Encourage grantseeking on your campus by pursuing the following principles:





ABOUT HANOVER RESEARCH

Hanover helps higher education institutions address their greatest challenges through comprehensive insights, meaningful analysis, and actionable recommendations. Using a broad array of best-practice research methodologies, we help higher education leaders make informed decisions, identify opportunities, and heighten their effectiveness.

OUR BENEFITS



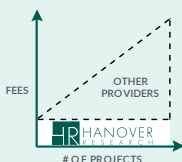
EXPERT
200+ analysts with advanced multiple methodology research expertise



FLEXIBLE
Ongoing custom research agenda adapts with organizations' needs



DEDICATED
Exclusive account and research teams ensure strategic partnership



EFFICIENT
Annual, fixed-fee model shares costs and benefits

OUR HIGHER EDUCATION SOLUTIONS

ENROLLMENT MANAGEMENT

Optimize your entire enrollment funnel from enhancing prospective student recruitment to maximizing applicants and matriculants.

ACADEMIC PROGRAMMING

Build a standout academic program portfolio based on student preference and employer demand.

STUDENT SUCCESS

Increase retention and maximize student engagement from start date to graduation.

OPERATIONS & FINANCE

Obtain comprehensive insights to run an efficient, financially sustainable institution.

ADVANCEMENT

Identify right-fit donors and maximize giving from your key stakeholders.

MARKETING

Understand your institution's value proposition—and communicate it through messaging that resonates.

GRANTS

Targeted guidance to bolster the quality, volume, and success rates of your grant applications.

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Headquarters

4401 Wilson Blvd.
9th Floor
Arlington, VA 22203
(202) 559-0050

