

ORED Strategic Planning Process Meeting
Agriculture, Forestry and Vet. Med.
July 25, 2007

What do we need to do so that MSU will be classified as a Carnegie Research University – Very High Research Activity?

- MSU has most elements, but could use some improvement in the specific areas rated by Carnegie.

Assets in place:

- Start up funding for new faculty has improved.
- We have increased starting salaries for faculty – this helps to recruit better people
- Core research facilities are good.
- MSU has great, friendly people

Barriers to overcome:

- Infrastructure
 - MSU is smaller than most of the peer institutions, so our infrastructure may not be as strong (i.e., S & E Research Staff only 49, very low comparatively). Ag research typically needs a lot of staff.
 - Our technological capabilities need to be updated in many areas.
- Faculty
 - We need to hire impressive faculty
 - With existing publication records
 - From prestigious universities
 - We need to have higher expectations for existing faculty
 - Promotion & tenure guidelines need to be specific
 - Look at the process used to rank journals in each area
 - Productivity needs to be rewarded (i.e., merit raises, bonuses for grants, pubs)
 - Post tenure review policy needs to be implemented consistently
 - We need to do whatever is necessary to retain high-quality faculty
 - Teaching & research appointments need to be fairly evaluated. In some departments perhaps we could look at using instructors to teach more classes and allow more research time for faculty.
 - Fine tune the existing faculty mentoring program and encourage informal mentoring with senior faculty.
- Post docs
 - Some departments choose to use resources for things other than post-docs. Post docs can be very research productive.
- Graduate students
 - We should focus on PhD students (not necessarily master's level students). PhD students can be very research productive.

- Focus on quality, not quantity of graduate students
 - We need higher stipends for graduate students
- Productivity for post docs, PhD students and faculty should be measured by # of publications, # of grant proposals written, and funding dollars. Productivity should be rewarded for all.
- Undergraduate students
 - Actively recruit high-quality undergrads.
- Staff
 - We need more staff, not necessarily paid on soft money.
 - We need more *qualified* staff.
 - We need less staff turnover. For example, SPA staff has changed frequently.
 - Get rid of the “Good Old Boy” system in staff hires
- We need to use our soft money more strategically. There needs to be accountability for using the money to produce research.
- The MAFES internal review process is a good concept, but sometimes does not implement well (may slow down publications, or offer little valuable feedback).
- In the classrooms, our curricula need to be research-based
- Increase collaboration with other departments, other universities, and internationally
- Promote collaboration with industry.