

Creativity, Discovery, and Innovation: Meeting Notes – May 24, 2022

Agenda Item	Discussion
Strategic Planning Updates	<ul style="list-style-type: none">• Focus Groups: May 16 and May 19<ul style="list-style-type: none">○ May 16: examined many of the same questions that we have been asking this group. Some intersecting themes have come up: UND taking leadership in creativity, discovery, and innovation (CDI) and the promotion of our scholarly work. Demonstrate thought leadership in our fields.○ Graduate students see CDI as an opportunity to shine but need resources. Strong feeling UND does a good job at engaging graduate students in research for both on campus and distance students.○ Importance of interdisciplinary and collaborative work was a major theme.○ Ways for education and industry to do better about how we interact at different levels.○ May 19: Primarily focused on resources. If collaboration and cross-disciplinary work are hallmarks of our plan, how will we reflect this in our contracts and put procedures in place that support this? How are we encouraged to work outside the institution as well (industry, community, other universities).○ We need more support staff and a way to rethink some of the bureaucratic structures in place. How can we free people up to do more of the research and creative work and get students involved?<ul style="list-style-type: none">▪ We must be specific about what ‘support’ looks like. Is this just managing paperwork? Many ways to offer ‘support’ but we need to find specific ways that time and resources can be freed up to help.○ More faculty self-governance in decisions. Combination of soft metrics and quantitative metrics to evaluate progress○ Faculty governance- some decisions may not be popular with faculty but are needed to move the university forward. How do you include the faculty but also accomplish the things that are needed to advance? Role of administrators.○ Need to have a conversation about how these collaborations are valued. If my college doesn’t assign value to publications outside of my discipline, I am less incentivized. To collaborate we need to make sure output of that collaboration is valued. We will not do this if the incentives are not there.○ Promotion and Tenure needs to reflect the importance of collaboration when it comes to creativity, discovery, and innovation work. Need to look at barriers in departments that don’t encourage collaboration.○ We need to think about this strategic plan as a living document. In creating recommendations, be cautious of a ‘check list’ approach. If this is truly a living document, how do we create goals and objectives that are visionary and encourage us to operate as a community to move forward.○ Ultimately, we need to measure things to make sure that we are making progress.○ Surprised some faculty feel collaboration is not encouraged. My experience is the opposite. Under the MIRA model the incentives come from the college. So, the college needs to incentivize faculty to step across the disciplinary boundaries.○ Lots of interdisciplinary work in Open Access journals. Materials cited more frequently. Way to increase reach of research.○ Anything in our current records that can capture our interconnectedness? Digital Records is customizable- so we can adjust things if it is not working. Has ways for faculty to add items on creativity, discovery, and innovation (such as the Grand Challenges). Goal is for this to be public facing and people can search the breadth of our faculty research. No way right now to see interdisciplinary or creative work, but this can be added to it if we want to.• Strategic Planning Workgroups: Progress and Overlap<ul style="list-style-type: none">○ Met with the other strategic planning workgroup chairs to give an update on our progress. From this conversation two questions emerged that we felt we needed to bring back to this group for this conversation (see questions to consider). This is still a very fluid conversation- we wanted to spend a little more time to talk about these topics.

<p>Questions to Consider</p>	<ul style="list-style-type: none"> • How do we increase the pipeline of students being exposed and involved in research particularly when it comes to students of underrepresented backgrounds? How do we increase the diversity of those engaged in discovery and creative activities? <ul style="list-style-type: none"> ○ Undergraduates more difficult to include into the research elements. We need to prep undergraduates to be involved in research in the long term. See how different colleges are doing this work. ○ Think about what we mean when we say, ‘student research’ (1.) Students collaborating with faculty on research (2). Students doing research themselves (presented at an undergraduate conference). If you are thinking about research with faculty there are a lot of challenges. Research takes a long time - interested students must have longevity in that program to work on this. Not all colleges have PhD students, even masters students might be inappropriate to include because they may not be around as long. In terms of incentivizing students to do research - UND can offer more opportunities to showcase this work at national undergraduate conferences. ○ Students do not learn how to do research on their own. The more opportunities we give students to do or open-ended problem solving helps builds these skills. ○ Discipline specific: engineering involves students in research as part of program. ○ Allows us to think about research and creative activity outside what is in published articles. Music, art, English students, etc. involved in creative work. Presenting this work and other forms of creative expression are important outputs for our students to keep in mind. ○ Publications is one avenue to demonstrate CDI, but other avenues should be elevated to even playing field because there are other ways developmentally that can get them to that level. ○ Majority of our students are international- we want to increase our pipeline into graduate school for these students. ○ When I think about underrepresented groups, citizenship is what I first think about. ○ How do we increase the diversity of people engaged in creativity, discovery, and innovative work? <ul style="list-style-type: none"> ○ Financial incentives: in some disciplines, graduates get paid \$100k to work or they can go to grad school. Many international students choose to go to grad school and do research because that want opportunities to stay here in this country. Domestic students are more included to start working in industry right away. ○ In engineering we think of increasing the numbers of women. At the graduate level, women represent a larger proportion of our students. ○ If we were to think about diversity and defining what this looks like in our disciplines it will look different for each of us. How might we view this diversity as part of what we do in our disciplines? ○ In Business School, the students and faculty we do not reflect the general population. We are very male dominated. In terms of metrics, we need see how those participating in research reflects the population from that discipline. In terms of ethnic diversity, we live in a state that is not ethnically diverse to begin with, so we need to look at success as reflecting the population you are drawing students from. In terms of research inclusiveness does it reflect the discipline? ○ One of main reasons for DEI is to increase the perspectives- a diversity of thought and ideas. ○ I work in an industry where it is very dependent on where you are located. If you are in west Texas, it is much easier to get people from different backgrounds but in Williston, ND this is harder. All you can do is reduce barriers to diversity. You cannot create diversity. Instead of ‘creating diversity’ we need to focus on reducing barriers and recruiting/retaining people who are shaping research. ○ Need to create an environment where opportunities are available to everyone. Online program is very diverse, but those people will normally go to work in those communities. ○ Brings us full circle in increasing interdisciplinary work. If your department is dominated by a certain group then how can you work with other departments or institutions, or industry, to bring in different backgrounds and ideas? Need to actively seek diversity of thought. Diverse perspectives exist when you look to other disciplines. Limited in our diversity in ND, but can we work with people outside state to expand our reach, reputation, and scholarly work?
<p>Next Steps</p>	<ul style="list-style-type: none"> • Coffee Chats with Strategic Planning working groups: pulling in chairs of the other workgroups to see where some of these cross connections are. Email Chairs if you want to be a part of the coffee chats <ul style="list-style-type: none"> ○ Collaboration and Engagement & UND Climate and Culture

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| | <ul style="list-style-type: none">○ Student Success through Academic Excellence and Student Success Beyond the Classroom○ Valuing and Supporting Employees and Fostering Equity and Inclusive Excellence● June 7: Interim Vice President of Research John Mihelich<ul style="list-style-type: none">○ Please email Chairs if you have specific questions for John Mihelich● June 21: Themes and Subgroups |
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In attendance – Patrick Henry, Vamegh Rasouli, Amy Whitney, Ryan Adams, Sandy Braathen, Paul Korus, Michael Mann, Nuri Oncel, Scott Sandberg, Shawnda Schroeder, Robert Stupnisky, Chi Ming Tan, Stephanie Walker, Bailey Bubach, Casey Ozaki, Anna Clark, Amanda Moske

Next Meeting: June 7 9:00 am (Ina Mae Rude Boardroom or Zoom)