



Emory University Faculty Council Meeting Minutes
October 18, 2022
3:00-5:00 p.m.

Attendees: Alicia DeNicola, Grace Goh, Francesca Gaiba, Richard Castillo, Pearl Dowe, Roberto Franzosi, Nitika Gupta, Tim Holbrook, Octavian Ioachimescu, Ursula Kelly, Benn Konsynski, Ashima Lal, Ulemu Luhanga, Babak Mahmoudi, Joy McDougall, Carlos Moreno, Kamina Pinder, Florian Pohl, Reza Saadein, Aryeh Stein, Kate Yeager, Holly York

Excused Absences: Elena Pesavento, Noelle McAfee, George Shepherd

Unexcused Absences: Erin Bonning,

I. Welcome and Approval of Consent Agenda, *Alicia DeNicola, Faculty Council Chair*

Dr. Kamina Pinder moved to approve the consent agenda; Dr. Benn Konsynski seconded the motion. The motion carried.

II. Grant Specialist Support Guest Speaker, *Francesca Gaiba, IPR Research Professional, Institute for Policy Research, Northwestern University*

Dr. DeNicola introduced Dr. Francesca Gaiba, Senior Director of Operations and Outreach for Northwestern University's Institute for Policy Research (IPR).

Dr. Gaiba explained the structure of IPR and the role of various experts that she works with, including the expertise and support that they offer both in the pre- and post-award stages. Listen to her talk [here](#), or read the full transcript [here](#).

Locating the grant research administration as close as possible to the actual research department is best, since pre- and post- award specialties are discipline-specific. But this is often not feasible, especially when it comes to hiring a large staff. Best example: School of Nursing in University of Illinois in Chicago (UIC). Phenomenal mentoring and peer-reviewing program, no grant was submitted without going through multiple rounds of internal reviewing. Fillable and prefilled forms with step-by-step instructions, shared database of successful proposals, recorded workshops available on demand, internal seed funding for pilot projects. Investment in the grant support system has paid off for IPR, with a 60% increase in proposed funding over 9 years, from 50 proposals totaling \$30M in 2012 to 66 proposals totaling \$48M, and a 50% increase in awarded funding, from 56 awards totaling \$8M in 2012 to 63 awards totaling \$12M in 2021.

Questions and comments from the floor:

1. Would you go through the grant process from the beginning when faculty come to you for help?
 - a. They would begin by taking a Grants 101 workshop, offered every semester to explain basic terms used in the grant world. We start with the assumption that nobody knew anything. We gave them a questionnaire: what is their research, what do they need, etc. Then we do a preliminary funding search in our grant database, then mentor them on right fit, budget considerations and restrictions, application materials, etc.



2. Back in my day, there was nothing in Emory College to help; I gave up trying to apply for grants. Unlike my time in Michigan, where they had a well-oiled machine, with 2 grants specialists in each department. Do we have pre-award coaching/counseling/shepherding?
 - a. We have Dr. Kimberly Eck, CFDE training, RAS, ORD, robust infrastructure, but what we need is the front end of identifying appropriate grants,
 - b. Even basic help on how much to pay an undergrad vs a graduate student, etc.
3. We have no idea what the existing infrastructure is; we have no idea what to even ask for.
 - a. Siloing of information is a big problem
 - b. Maybe we need more exposure during New Faculty Orientation, but specific to disciplines
4. We should try an apprenticeship model with extended grants from the beginning, not always start alone and reinventing the wheel for every individual. Have teams of different levels, senior prof, junior prof, postdoc, grad student write a grant together from beginning to end.
5. Emory's Nursing School and Winship Cancer Institute has a good internal program that could serve as a model for the rest of Emory
6. Mechanics of uploading forms, advice in terms of which grant is appropriate for the research,
7. Mentorship is such a luck of the draw, how to formalize this process? Implement a guaranteed review from 3 senior mentors for every grant application?
8. Recruit people who have been on grant review panels, people who have won grants, all have different expertise and perspectives to offer. But where to find them?

III. Discussion: *Faculty Council role in advising support for new research FTE; Where do we go from here?*

Should we have a listening session with Deb Bruner for input from Faculty Council for their new hire? What was her vision? Bring someone in to connect the silos, kind of a switchboard operator. We could ask faculty what they want, but we don't always give a clear answer. What do we already have on the ground, centrally but also internally in different schools? RAS is constantly short-staffed and has a huge turnover—nothing one person can fix. Please leave feedback [here](#).

IV. Executive Session

V. Adjournment

The meeting was adjourned at 4:30pm.