

TIPS AND TOOLS FOR CREATING A GRANTS CULTURE

Below are suggestions to help your institution enhance a grants culture among faculty. McAllister & Quinn encourages you to implement as many of these as possible.

- **Provide a portion of the indirect cost payments to the faculty who have written the awarded application.** Faculty could spend this funding on conferences, equipment, and other professional development activities.
- **Issue (in writing) an institutional course release or buyout policy.**
- **Include grant activeness as a component (not requirement) of faculty evaluations.** Faculty should be rewarded for submitting proposals for extramural funding.
- **Include grant activeness as a component (not requirement) for promotion and tenure.**
- **Include grant activeness as an important prerequisite during the interview process for potential faculty.** For instance, ask the candidate to talk about their extramural activity and emphasize the expectation that they should be grants active in this position. If the candidate has an active grant, ask them if they can bring the award with them to the new position.
- **Give recognition where recognition is due.** Examples include the President, Provost or a department chair sending out a thank you email to faculty for taking the time to apply for a grant or a congratulatory email if a faculty has received an award; issuing a press release when the faculty is awarded a grant and posting the announcement on the institution's website.
- **Host grants workshops for faculty.** Examples of workshop topics include effective writing practices, prospecting for funding opportunities, applying for specific funding through federal agencies and/or foundations, inviting a program officer to share information related to funding opportunities, etc. Having an institution's President or Provosts present will help with attendance and indicate the importance of grants. Don't forget to include food!
- **Encourage faculty to serve as federal panel reviewers.** This will allow them to gain insight into the federal review process, as well as gain an in depth look into ideas that are innovative, cutting edge in their field or a related field.
- **Make the grant writing process as easy as possible for faculty.** Examples include keeping an updated database of biosketches, encouraging your Institutional Research faculty to be customer friendly, posting up-to-date student demographics securely on your website, featuring faculty research on the campus website, having service learning students help write submissions to save time, etc.
- **Make undergraduate research a priority in the strategic plan.** By promoting undergraduate research, you will promote faculty research.