Accelerating New Faculty Funding Success

Engineering Research Office has engaged about 40 new assistant professors in last five years. Our goals for these faculty hires are:

• Accelerate date to first major award
• Secure external funding from at least two agencies
• Support pursuit of appropriate early career awards
Engineering Research Office

• Associate Dean for Research and Facilities
  – Bill Dunne, wdunne@utk.edu

• Research Director
  – Jada Huskey, jhuskey4@utk.edu

• Research Coordinators
  – Missy McDonald, mjm@utk.edu
  – Ken Carter, kcarte7@utk.edu
  – Will Helmrath, helmrath@utk.edu

• Research and Proposal Development Coordinator
  – Harry Richards, harry@utk.edu

Standing, l to r: K. Carter, W. Dunne, W. Helmrath;
seated, l to r: H. Richards, J. Huskey, M. McDonald
Proposal Support (4-person team)
- ERO staff handles administrative requirements and “red tape” of proposal submission so faculty can focus on technical writing.

Proposal Development (1 person)
- Staff partners with faculty to develop research agendas, prepare a strategic funding plan, articulate research and proposal narratives, and approach funding agencies.

Tools for connecting with faculty include TCE’s ERO services brochure (also used for recruiting when interviewing faculty candidates), a web presence, and most importantly, personal engagement.
ERO “Meet and Greet”:

- Engage incoming professors at college’s new faculty event
- **Visit each individually during first semester on campus**
- Schedule follow-up meetings with ORE’s Research Development lead (intended to grow into series of meetings/interactions)
- Meet with department heads to discuss new faculty progress (we are facilitators, they are evaluators — we team with them)
- Follow-up in years 2 and 3 — review plans and progress
## ERO Service “Pitches”

### “The Carrot” – Greater Success

<table>
<thead>
<tr>
<th>Sponsor</th>
<th>Success rate with ERO</th>
<th>Success rate without ERO</th>
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<tbody>
<tr>
<td>NSF</td>
<td>25%</td>
<td>13%</td>
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<tr>
<td>DoE</td>
<td>24%</td>
<td>34%</td>
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<tr>
<td>DoD</td>
<td>31%</td>
<td>21%</td>
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<tr>
<td>NIH</td>
<td>17%</td>
<td>0%</td>
</tr>
<tr>
<td>Private</td>
<td>47%</td>
<td>0%</td>
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<tr>
<td>NASA</td>
<td>33%</td>
<td>29%</td>
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Success rates for T/TT Faculty during FY11–FY17 for proposals submitted **within first 3 years** of hire date.

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**“The Stick” – Hard Work!**

- Review RFP for agency requirements
- Create timelines and templates
- Develop cost share budgets
- Facilitate cost share arrangements
- Assist with non-technical sections:
  - Organizational overview
  - Institutional data acquisition
  - Past performance
  - General IP language
  - Broader impacts
- Coordinate subrecipient documentation
- Copyedit for clarity
- Review narrative for compliance issues (e.g., export control, biohazards)
- Format docs to comply with requirements and for cohesive presentation
- Complete agency-required forms, including FastLane, Grants.gov
- Facilitate Cayuse process
- Interface with Office of Research & Engagement (ORE) and Office of Sponsored Programs (OSP)
ERO Partners to Assist Faculty Success

- Faculty member
- Department Head
- Associate Dean for Faculty Affairs
- ORE – DoD Portfolio Manager & DoD “Business Development” Officer
- ORE – Research Development Team – early career proposal support staff
- TCE Office of Diversity Programs (broader impacts)
- Provost’s Office – undergraduate research (broader impacts)
<table>
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<th>NSF &amp; DARPA YFA</th>
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<td>DoE Early Career</td>
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Three additional NSF Career Awards and one DARPA YFA transferred to another University (three due to spousal/partner accommodations)