



# Research Strategic Plan 2018-2022

## Research Vision

To be recognized as an academic institution with a firm commitment in promoting clinical and translational scientific discoveries and innovation with special emphasis on the diverse health issues affecting the community, minority health, and health disparities. We aim to increase our research profile and capacity in areas where interdisciplinary and collaborative contributions can lead to major advances and have an impact on improving community health.

## Research Mission

To contribute to the improvement of community health and health equity through leadership and scholarly productivity, integrating research with education and service.

## Research Strategic Plan

This plan is the overarching document that outlines the Institution's direction towards increasing research productivity.

## Goals:

1. To build and sustain a productive research culture.
2. To develop and foster a research environment.
3. To enhance and enable access to research infrastructure.
4. To increase productivity through interdisciplinary and collaborative research.



## **Benchmarks for Success**

San Juan Bautista School of Medicine will create a Research Center to be responsible for facilitating, monitoring and evaluating the outcomes that will determine the successful implementation of its Research Strategic Plan.

The evaluation of each goal will include key performance indicators such as:

### **Goal 1. To build and sustain a productive research culture.**

- Presentations at local and national meetings
- Submissions of manuscripts for peer-review publication
- Publications in peer-review journals
- Participation in workshops and training
- Appointments in review boards or peer-review journals

### **Goal 2. To develop and foster a research environment by**

- Developing an institutional Pilot Projects Program
- Submission of external competitive grants
- Approval of external competitive grants

### **Goal 3. To enhance and enable access to research infrastructure through**

- Institutional funding to support the acquisition of new technology
- Agreements with other academic local and national institutions
- Submission of infrastructure and capacity grants

### **Goal 4. To increase productivity through interdisciplinary and collaborative research by fostering**

- Collaborative research agreements
- Interdisciplinary and collaborative research projects
- Joint peer-review publications



## **Strategies and Activities:**

Each of the four goals has two strategies that have been designed to accomplish the benchmarks for measuring the achievement of the outcomes. Consonant with the institution's vision, mission, and goals, each of the strategies has three distinctive activities. These activities will support the San Juan Bautista School of Medicine strategic objective of having a qualified Faculty with the scholarly productivity characteristic of an institution of higher learning.

### **Goal 1: To build and sustain a productive research culture.**

San Juan Bautista School of Medicine is committed to develop a productive research culture that will continue to support our faculty in building a research workforce that will advance the institution's agenda in promoting clinical and translational scientific discoveries and innovation.

#### **Strategy 1.1: Recruit, retain, recognize and reward research productivity**

- 1.1.1 Increase the recruitment of faculty in the research track (up to 60% of protected time for research), focusing on complementing and building research priority areas.
- 1.1.2 Enhance faculty recognition and awards that showcase and reward outstanding research performance and leadership.
- 1.1.3 Reward faculty research productivity with incentives such as assignment of time for research, travel funds for presentation, and opportunity for training.

#### **Strategy 1.2: Build capacity with initiatives that promote research competency, leadership and collaboration**

- 1.2.1 Increase mentoring and targeted interventions that will attract students to work with faculty in research projects of common interest.
- 1.2.2 Continue to organize activities such as Interdisciplinary Research Symposium, faculty research seminar programs, and networking events.
- 1.2.3 Offer professional development programs and coaching to assist faculty in scientific writing.



**Goal 2. To develop and foster a research environment.**

San Juan Bautista School of Medicine is committed to develop a productive research environment that will support our faculty in obtaining the external funding that will advance the institution's commitment to integrate research, education and service.

**Strategy 2.1: Encourage a team approach towards research**

- 2.1.1 Offer support for competitive research pilot projects.
- 2.1.2 Expand the list of qualified faculty to serve as mentors through training and networking.
- 2.1.3 Promote the formation of faculty/student teams to co-author collaborative work.

**Strategy 2.2: Provide services that are tailored to the individual's research needs**

- 2.2.1 Carry out an annual survey to assess faculty research needs
- 2.2.2 Offer research development activities in grantsmanship
- 2.2.3 Provide individual coaching in the development of research proposals

**Goal 3: To enhance and enable access to research infrastructure**

San Juan Bautista School of Medicine is committed to address the faculty needs for the proper equipment, research tools, administrative systems and staff infrastructure to support its growing research portfolio.

**Strategy 3.1: Target investments towards key infrastructure and agile research support system**

- 3.1.1 Develop access agreements with other institutions in relation to animal, clinical, and large infrastructures to allow our researchers access to their facilities.
- 3.1.2 Maintain an Office of Sponsored Research that will provide assistance for pre and post awards, information on funding opportunities and monitoring the processes.
- 3.1.3 Convene meetings of the Research Committee to oversee the development and implementation of the Research Strategic Plan including budget allocations.



**Strategy 3.2: Provide high level coordination, governance and support for research infrastructure**

- 3.2.1 Submit research infrastructure and capacity grants.
- 3.2.2 Maintain an Institutional Review Board (IRB) that oversees and approves the conduct of research by faculty and students of projects involving human subjects.
- 3.2.3 Expand the collaboration with the SJBSM Clinical Trials Unit

**Goal 4. To increase productivity through interdisciplinary and collaborative research.**

San Juan Bautista School of Medicine is committed to support research collaboration across disciplines, between universities and with the public and private sector as an integral part of its research agenda.

**Strategy 4.1: Promote collaborations through internal processes and policies**

- 4.1.1 Provide Incentives, support and recognition for collaborations among faculty from different disciplines and departments within the institution.
- 4.1.2 Facilitate the process for students and junior researchers to be involved in interdisciplinary, collaborative research.
- 4.1.3 Increase formalized adjunct appointments.

**Strategy 4.2: Increase research productivity through research collaborations**

- 4.2.1 Formalize research collaborative agreements with other local and national academic institutions to support faculty scholarly productivity.
- 4.2.2 Become member of public or private organizations or groups with an agenda to advance research.
- 4.2.3 Provide financial support for joint activities that promote research collaboration and increase scholarly productivity.