Global Faculty Engagement through Seed Grants and Other Incentive Programs

- Elizabeth Langridge-Noti, University of California, Davis
- Jamie McGowan, University of Tennessee, Knoxville
- Richard Nader, Long Island University
- Portia Williams, Teachers College, Columbia University
Our Perspectives
## Setting the Stage: overview

<table>
<thead>
<tr>
<th>Institution</th>
<th>Award Range</th>
<th>Eligibility</th>
<th>Expectations</th>
<th>ROI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers College</td>
<td>$3,000-$10,000</td>
<td>All full-time faculty</td>
<td>• Aligns with institutional strategies and goals</td>
<td>Innovation; interdisciplinary collaboration; expanded international engagement; external funding</td>
</tr>
<tr>
<td>Columbia</td>
<td>External grants – no limit</td>
<td></td>
<td>• Collaborative across faculty</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Sustainable beyond seed funds</td>
<td></td>
</tr>
<tr>
<td>Long Island University</td>
<td>$5,000-$15,000</td>
<td>All Faculty, Emphasis on early career</td>
<td>Not: • fundable by external sources • a past expense • otherwise covered by department/college</td>
<td>Research/external funding or impact made possible only with international partner</td>
</tr>
<tr>
<td>UC Davis</td>
<td>$7,500-$15,000</td>
<td>Full-time active faculty. Incl. tenure-track/tenured plus Federation</td>
<td>• Early stages of research • Pursuit of external funds • Curricular development and/or community outreach</td>
<td>Facilitating int’l partnerships; building research capacity; supporting interdisciplinary work on campus; funding</td>
</tr>
<tr>
<td>UT Knoxville</td>
<td>$5,000 - $25,000</td>
<td>Tenure-track or tenured faculty</td>
<td>• Research (not conference presentations) • Pursuit of external funds • Other possible outcomes (publications, workshops, student engagement, etc..)</td>
<td>Building int’l research capacity; funding</td>
</tr>
</tbody>
</table>
Strategic focus to strengthen engagement & partnerships

• True partnerships
• Institutional Strengths and Focus—creating depth and breadth
• Geographic focus—consider where you are already
Lessons & Recommendations on Strategic Focus

• Define what your Seed Grant is for and what it is not for
• Define your expectation of success
• Create an equitable selection process
Strategies for getting buy-in: on campus

Who will be your best partner(s)?

• **UC Davis**: Deans of Schools & Colleges; Offices of Research; Diversity, Equity and Inclusion, and Sustainability

• **University of Tennessee, Knoxville**: Office of Research & Engagement and the international agriculture office

• **Long Island University**: one office - Research & International

• **Teachers College** (Columbia Univ) - Provost's Office offers supplemental support on a competitive basis.
Strategies for getting buy-in: On Campus

- Financial Contributions/Matches
- International Office manages the competition
- Panel review includes campus stakeholders
Strategies for getting buy-in: Off Campus

- International Partners: finding the best partnering institutions
- Broad Thematic Connections (SDGs / Global Challenges)
- Faculty as champions / drivers
- Embassies / Ministries of Education
- Consortia
Lessons & Recommendations on Partnering

• Consider current international partners
• Leverage university partners
• Align common goals and shared commitments
• Build on successes of the first round
• Allow flexibility with awardees and partners
• Align applications and expectations with award amount
Expanding Seed Grants Through External Funding

• U.S. – Iraq Higher Education Partnership Program (HEPP) through IREX
• Central Asia University Partnerships Program (UniCEN)
• Institute of Higher Education (IIE)
Benefits of External Seed Grants

- More investment, fewer risks
- Additional support for internal awards
- Expanded partnership opportunities
- ROI for International Office
Potential Challenges with External Seed Grants

1. Limited internal capacity
2. Different administrative processes
3. Meeting external, not internal goals
Institutional Collaboration

- Grants office or sponsored programs
- Export control
- Legal office
- Student liability and risk management
- Academic departments
Lessons & Recommendations on Institutional Needs

• Cast a wide net
• Match strategic goals and existing strengths
• Ensure faculty AND staff capacity
• Develop plan and processes to track data
Post-Covid Questions & Recommendations

• What has changed?
  • What travel we consider necessary
  • Data on and perceptions of equity and inclusivity
  • What we expect for foundational work
  • Group dynamics—what is ready for funding
Q&A

Elizabeth Langridge-Noti
University of California, Davis
elangridge@ucdavis.edu

Jamie McGowan
University of Tennessee, Knoxville
jmcgowan10@utk.edu

Rick Nader
Long Island University
rick.nader@liu.edu

Portia Williams
Teachers College, Columbia University
pwilliams@tc.columbia.edu