

Research Action Plan 2022

FROM THE OFFICE OF THE ASSOCIATE DEAN (GRADUATE PROGRAMS AND RESEARCH):

The Associate Dean of Graduate Programs and Research (ADGR) is tasked with developing graduate programming and enhancing the research culture and opportunities in the Faculty of Education at the University of Manitoba. This document outlines our faculty’s commitment to equity, diversity and inclusion; and then lists the priorities that will guide the research-related work of the ADGR over the 2022 calendar year. It is organized under five priority areas, each of which include corresponding objectives and action strategies. A review of the Research Action Plan will take place in December 2022 to determine progress in each of the areas outlined below and an accompanying report will be submitted to the faculty and the Office of the Dean. The results of this review will inform the development of a revised Research Action Plan for 2023.

Commitment to equity, diversity and inclusion

The Faculty of Education is committed to increasing equitable and inclusive participation in the research ecosystem, including on research teams, and to promoting the integration of considerations related to equity, diversity and inclusion (EDI) into research design and practices.

- **EDI in research practice (EDI-RP)** involves promoting diversity in team composition and trainee recruitment; fostering an equitable, inclusive and accessible research work environment for team members and trainees; and highlighting diversity and equity in mentoring, training and access to development opportunities.
- **EDI in research design (EDI-RD)** involves designing research so that it takes EDI into account through approaches such as [intersectionality](#), [gender-based analysis plus](#) (GBA+) anti-racist approaches, and disaggregated data collection and analysis that includes consideration of diversity and identity factors such as, but not limited to, age, culture, disability, education, ethnicity, gender expression and gender identity, immigration and newcomer status, Indigenous identity, language, neurodiversity, parental status/responsibility, place of origin, religion, race, sexual orientation, and socio-economic status.

[https://www.sshrc-crsh.gc.ca/funding-financement/apply-demande/guides/partnership_edi_guide-partenariats_guide_edi-eng.aspx]

1. ENHANCE THE CULTURE OF RESEARCH EXCELLENCE

Objective	Action Strategies
Identify our existing areas of research strength.	<ul style="list-style-type: none"> • Conduct institutional analysis, including a faculty-wide survey, to update our understanding of existing areas of research, external and internal funding, and to identify faculty interests, projects, and community partners. (Explore using JUMP as a means to do this and hosting an accompanying refresher workshop.)

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Actively pursue nominations for prestigious research chairs, including Canada Research Chairs (CRC) and Canada Excellence Research Chairs (CERC)	<ul style="list-style-type: none"> • Create a list of potential nominees for retention-based chairs (e.g. Tier 1 CRC and CERC) and explore the possibility of a nomination when a call is released. • Explore the possibility of advertising for recruitment-based chairs (e.g. Tier 2 CRC) when a call is released.
Track and celebrate research accomplishments	<ul style="list-style-type: none"> • Track and publish reports of research dollars from external funders • Highlight faculty publications on our website and in reporting • Feature graduate students' and researchers' publications in the research newsletter
Foster collaboration among faculty/university researchers.	<ul style="list-style-type: none"> • Communicate the results of the faculty-wide survey within and beyond the Faculty of Education (e.g. via the website) to promote collaboration around common research themes. • Host events within the faculty geared toward learning about others' research interests. • Connect faculty members who are working on similar topics or themes through the Office of the ADGR and the Research Facilitator.
Create opportunities for faculty members and graduate students to develop and share their research in a safe and supportive environment.	<ul style="list-style-type: none"> • Establish and maintain a termly Faculty of Education Research Lecture series in which faculty members, post-doctoral researchers, and graduate students can give a formal research talk to a university-wide audience. • Work with the EdGSA to raise the profile of the Graduate Student Research Symposium within the faculty and within the wider community.

2. PROVIDE OUTSTANDING FACULTY RESEARCH SUPPORT

Objective	Action Strategies
Support incoming faculty members in developing their research agendas.	<ul style="list-style-type: none"> • In collaboration with the Research Facilitator, meet individually with all incoming faculty to learn about their research and inform them of the various research supports that are available at UM. • Facilitate research planning for all incoming faculty members by supporting the development of a five-year research plan for the activation of start-up funds. • Have regular check-in meetings with new faculty to support the development of their research agendas. • In collaboration with the Department Heads, create and administer a formalized mentorship scheme that links up incoming faculty members with more senior members of the faculty.

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Support faculty in the development of innovative and impactful programs of research.	<ul style="list-style-type: none"> • Continue to provide faculty with support for the conceptualization and development of projects and funding applications. • Continue to provide financial support for the development of research programs through the Strategic Research Support Fund (SRSF) programs, particularly the Research Development Fund. • Conduct a review of the SRSF to ensure that it is meeting the research development needs of faculty members.
Create resources and professional development opportunities in emerging areas of importance.	<ul style="list-style-type: none"> • Collaborate with members of the Faculty of Education Dean’s Advisory Committee on Equity, Diversity, and Inclusion (EDI) to support faculty members in the incorporation of EDI into their research programs. • Collaborate with the Office of the Associate Dean (Indigenous Education) to educate faculty members in the principles of OCAP® (ownership, control, access, and possession) and to broaden their understanding of Indigenous research methodologies and the TCPS ethical protocols for research involving Indigenous communities. • Collaborate with the Education Librarian to support faculty members in the development of Data Management Plans (DMPs).
Improve the processes and supports for REB applications.	<ul style="list-style-type: none"> • Work with the Associate Vice President (Research) and the Office of Research Ethics and Compliance to enhance the processes and supports of REB applications, including advocating for increased staff and improved governance and training. • Work with the REB to develop and offer REB and RAS workshops for faculty and students with specific focuses on school-based research, community-based research and research with marginalized communities. • Develop exemplars and other tools to support REB applications.

3. INCREASE THE QUANTITY AND QUALITY OF EXTERNAL RESEARCH GRANT SUBMISSIONS

Objective	Action Strategies
Improve communication to ensure that all faculty members are aware of funding competitions and resources to support external grant applications.	<ul style="list-style-type: none"> • Create and maintain an improved Research Newsletter to be released three times annually ahead of the Fall, Winter, and Spring/Summer terms. • Develop and implement a shareable Outlook calendar that includes dates, deadlines, and instructions for submission for all faculty, UM, and external research grants. • Pursue targeted communication strategies to encourage individual faculty members to submit to specific funding opportunities.
Support the development of high-quality research grant applications.	<ul style="list-style-type: none"> • Increase the Research Facilitator’s time dedicated to our faculty from half time to full time. • Utilize the services of the Research Facilitator and the resources provided by ORS (including grant workshops and internal review panels) to provide comprehensive pre-award support to faculty members preparing grant applications.

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	<ul style="list-style-type: none"> • Develop grad student grant writing workshops and create a review process to support the development of grad student funding applications. • Revise and implement the Faculty of Education Grant Submission Guidelines to ensure that all applications submitted to ORS are complete and developed to a high standard.
Facilitate the submission of Faculty of Education-led team grants, including SSHRC partnership grants, NFRF grants, and CFI infrastructure grants.	<ul style="list-style-type: none"> • Identify and support existing collaborations in the Faculty of Education that have the potential to form the basis of large-scale team grants. • Encourage the submission of collaborative internal seed grants that have the potential to grow into team grant opportunities, including the University Collaborative Research Program (UCRP).

4. MOBILIZE FACULTY OF EDUCATION RESEARCH WITHIN AND BEYOND THE UM COMMUNITY

Objective	Action Strategies
Raise the profile of Faculty of Education research within and beyond the UM.	<ul style="list-style-type: none"> • Utilize faculty and university communications systems to recognize and celebrate the research achievements of faculty members and graduate students, including publications, research grants, and awards. • In conjunction with calls released by the Research Awards Administrator in the Office of the Vice President (Research and International), conduct periodic reviews of faculty member research for consideration of internal and external research awards. • Update the faculty research page and faculty member research profiles on the Faculty of Education website in order to attract graduate students, engage the community, and foster collaboration within and outside the UM.
Create opportunities to engage the broader community in Faculty of Education research.	<ul style="list-style-type: none"> • Utilize faculty communications systems to share the Faculty of Education research with alumni and donors with. • Encourage submissions to Strategic Research Support Fund programs to support knowledge mobilization initiatives, including the Event Sponsorship Fund, the Scholarly Works Fund, and the Community Engagement Fund. • Actively pursue knowledge mobilization initiatives that will bring Faculty of Education research into the community, including public lectures and panel discussion on issues on current events and issues of public importance.

5. CREATE A VIBRANT RESEARCH ENVIRONMENT FOR OUR GRADUATE STUDENTS

Objective	Action Strategies
<p>Create and maintain a culture of collaboration and inclusion, wherein graduate students are considered an integral part of our research community.</p>	<ul style="list-style-type: none"> • Invite M.Ed and Ph.D students to attend all research-related events in the faculty, including the Faculty of Education Research Lecture Series. • Implement inclusive practices at research-related events (e.g. reserving the first question of the Q and A for a student). • Reserve at least one session in the Faculty of Education Research Presentation Series per year for a graduate student or post-doctoral researcher. • Create opportunities for graduate students to share their research with the broader community. • Share announcements for defences more broadly. Highlight our grad students and their research on our website.
<p>Increase the quantity and quality of research training and professional development opportunities for undergraduate, M.Ed and Ph.D students.</p>	<ul style="list-style-type: none"> • Promote the ADGR Graduate Student Research Funds programs to ensure that graduate students are fully benefitting from the resources that are available to them. • Actively promote Faculty of Education researchers as prospective mentors for applicants to the UM Undergraduate Research Awards (URA) program. • Improve success rates in external (e.g. Tri-Agency) and internal UM funding opportunities to create research assistantships for undergraduate, M.Ed and Ph.D students. • Host annual workshops for M.Ed and Ph.D students applying to SSHRC graduate scholarships. • Host a visiting scholar to teach a graduate level Indigenous Methodologies in Research course. • Create a workshop series for faculty regarding graduate student support, including sessions and supports for hiring and training students as Research Assistants • Encourage and support applications for the Three Minute Thesis (3MT), the annual competition for graduate students in a thesis-based program.
<p>Collaborate with EdGSA to support their research-related initiatives.</p>	<ul style="list-style-type: none"> • Provide resources and opportunities to support research-related activities for the EDGSA. • Support the promotion and development of the EdGSA graduate research symposium.

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