

# OVPR RESEARCH TOWN HALL

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Vice Provost for Research  
Thursday, September 30, 2021

# Overview

**Welcome Back**

**A Year in Review / Highlights**

**DEIJ – NIH FIRST Proposal Update**

**Operational Updates**

- Research Safety
- Human Subjects Research
- Return to In-Office Work Plans

**Announcements**

**VPR Transition**

# Tufts Researchers Make a Difference in Our Communities


## The Boston Globe

How should schools keep students safe this year?  
Here's what the experts recommend

By Felicia Gans Globe Staff, Updated September 17, 2021, 3:41 p.m.



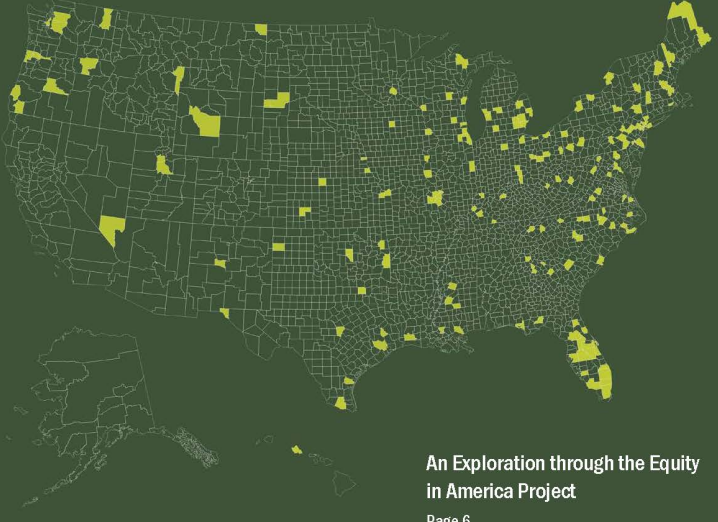
A student listened to a teacher as he calls off names for each new classroom in the seventh and eighth grade community meeting on the first day of school at the Academy of the Pacific Rim Charter Public School on Aug. 30. JESSICA RINALDI/GLOBE STAFF

**BREAKTHROUGH** 2021 Issue 

The Flagship Undergraduate Research Journal at Tufts University

Tufts Economist's Research on Geographic Information Systems  
Page 11

Physics and Astronomy Professor showcases New Instrument for Mapping Galaxies  
Page 13



An Exploration through the Equity in America Project  
Page 6

# Forbes

## Growing Voters: An Opportunity For The Nation, For All Of Us

**civic nation** Sarah Andes Brand Contributor  
Civic Nation BRANDVOICE | Paid Program  
Leadership

Abby Kiesa Brand Contributor  
Civic Nation BRANDVOICE | Paid Program  
Leadership

# FY22 Notable Achievements

**Integrated Approaches to Enhance Sustainability, Resiliency and Robustness in US Agri-Food Systems: Enabling Cellular Agriculture with Cross-Disciplinary Approaches** *(SOE & Friedman School)*



**Wave Energy Technology Assessment for Optimal Grid Integration and Blue Economy Advancement** *(SOE)*



**Feed the Future (FtF) Innovation Lab for Food Systems for Nutrition** *(Friedman School)*



**Facility Upgrade for the New England Regional Biosafety Laboratory** *(Cummings School)*



**Novel Food-based Approach for Prevention of Age-Associated Cognitive Decline in Older Adults with Obesity** *(HNRCA)*

**Rational Drug Regimen Optimization for Tuberculosis** *(TUSM)*



# Start-up & Accelerator Highlights

## Tufts Start-ups

- SeaDeep - monitoring and inspection systems for sustainable offshore aquaculture
- Cellens Labs - development of advanced imaging capabilities for diagnosing cancer



## Tufts Launchpad Accelerator

- Five new commercialization projects related to clean water, energy efficiency, vaccine development, cancer diagnosis and Lyme disease

# DEIJ NIH FIRST PROPOSAL UPDATE

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**NIH Faculty Institutional Recruitment for Sustainable Transformation  
(FIRST)**

# Tufts FIRST Program – NIH Review

- What is being built upon & what will the future look like?
- What is new about the current plan and what are the alternatives if it does not work?
- *We have examples of programing but how can we be more strategic in developing a sustainable plan.*

Infrastructure

- How will the team be developed and managed?
- What is the strategy to mentor next team of leaders for sustainability?
- *While Genco and Sackey have the expertise to lead the program need to demonstrate Institutional commitment to succession.*

Leadership

- What innovative conceptual models or theories will guide our work that can be shared with others?
- What is innovative & strategic about the implementation of operational aspects of the program?
- *Leadership development could be innovative for Tufts.*

Innovation

- Can we demonstrate feasibility for size of cohort and sustainability plan?
- Can we better develop a Retention Plan?
- *Find a balance between ability to implement the plan and resources to recruit.*

Recruitment & Retention

# Postdoc-to-Faculty Pipeline Program

- Internal award system for exceptional URM postdocs interested in becoming faculty at Tufts
- Increased opportunities for postdocs to build their own research program while working in a Tufts laboratory
  - Includes funds for project development and workshops/meetings
  - Awardees will be assigned a mentoring committee (similar to graduate students)
  - Grant submission expected in year 3 and 4
  - Student mentoring and teaching responsibilities in years 3 and 4
- Annual review of all participants will evaluate progress and determine if postdocs continue
- The expectation is that those who complete the program WILL be hired as faculty

Year 1:	10%
Year 2:	20%
Year 3:	40%
Year 4:	50%



# Input from Deans, Research Council and Executive Administrative Deans

- Work with other Boston Schools to network – spousal hires both recruitment and retention
- Central housing pilot – recruitment
- Central joint school hires – recruitment and retention
- Central fund to support retention
- Leadership training

# Tufts FIRST Program – Current Action Plan

## C-Change Survey

- Fall 2021

## Recruitment and Retention

- Strategic Centralized Program
  - Realign resources
  - Tufts specific DEIJ and Antiracism Initiative
  - LEAD Scholars Program
  - Current school recruitment
  - Post-Doc pipeline program

# OPERATIONAL UPDATES

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# Biosafety Office

## Staffing Vacancies

- Action plan
- Prioritization of Biosafety Activities
- Additional resources

## COVID 19 Updates

- Lab Cleaning
- Other

# Human Subjects Research

- Vaccination Policy
- Human Subjects Research Recruitment Service

# Return to In-Office Work Plans

- Implementing a hybrid work model as of January 1<sup>st</sup> with a minimum of 2 days of in-office work for all non-essential staff
- Relocating former EHS staff from Posner Hall to 75 Kneeland Street
- Will continue to utilize Zoom for major stakeholder meetings

# ANNOUNCEMENTS

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# Tufts Springboard – New and Improved

## Funding Structure:

- Tier 1: Funding up to \$100K
- Tier 2: Funding up to \$35K
- Tier 3: Funding up to \$15K

## Award Duration:

- Tier 1 & International projects: 2 years with check-ins
- Tier 2 & 3: 1 year with check-ins

## Submission Due Dates:

- Research & Scholarship Program: Friday, October 29, 2021
- Educational/Curricular Program: Tuesday, January 18, 2022



**SAVE**  
*the*  
**DATE**

## **2021 Virtual Tufts Initiative on Substance Use and Addiction Symposium**

**Friday, October 29, 2021**

# VPR TRANSITION

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# VPR Transition Next Steps

## VPR Replacement

- Engaging Isaacson, Miller to conduct an external search
- Internal candidates will be encouraged to apply
- Search Committee
- Open forums/listening sessions and targeted discussions with key stakeholders

## Provost Office Organizational Assessment

- Working Group – Academic, research, and administrative vision
- Engaging Huron to conduct an external review
- Focus groups and interviews
- Timeline

### VPR Search Open Forums:

- Faculty Open Forum:  
Tuesday, October 12<sup>th</sup>,  
4PM
- General Open Forum:  
Friday, October 15<sup>th</sup>, 2PM

# Open Discussion