



**Recommendations of the
Research Advisory Committee on:**

***Organization, Administration
and Governance of Research
at the James H. Quillen
College of Medicine***



**I. Create the office of the Associate
Dean for Research (ADR)**

II. Create research centers

III. Merge of basic science departments

I. The Office of the Associate Dean for Research (ADR)

Committed to significantly enhance the sustainability and future growth of the research enterprise at the COM

1. Mentor faculty researchers
2. Facilitate collaborations within the COM and external to the COM (Health Sciences, Academic campus, MSHA, VA, other universities)
3. Facilitate translational research
4. Collaborate with other COM leaders in research efforts
5. Increase research infrastructure oversight and management to ensure effectiveness of centers, core facilities, and research equipment and space
6. Annually evaluate COM research activity, COM centers and their directors
7. Manage research information and effectively communicate this information to the COM, ETSU, and public

II. Research Centers at the COM

ters:

- a multidisciplinary approach to research
- collaborative work around central research theme
- sharing of ideas, research, and core resources
- leadership by experienced center directors
- regular meetings to share ideas and findings
- collective advancement of knowledge in research area
- synergism in outcomes, not addition
- faculty/staff development related to central research theme
- communication of findings and progress
- successful funding of grant applications
- outreach

Identify and establish research centers

Minimum criteria for initially establishing centers

2. Define center missions and goals
3. Define center membership
4. Engage ETSU faculty outside of the COM
5. Center directorship
 - a. Experienced leaders
 - b. Report to ADR regarding center administrative efforts
 - c. Collaborative leadership with all chairs; responsible for research component of academic performance evaluation of all center faculty

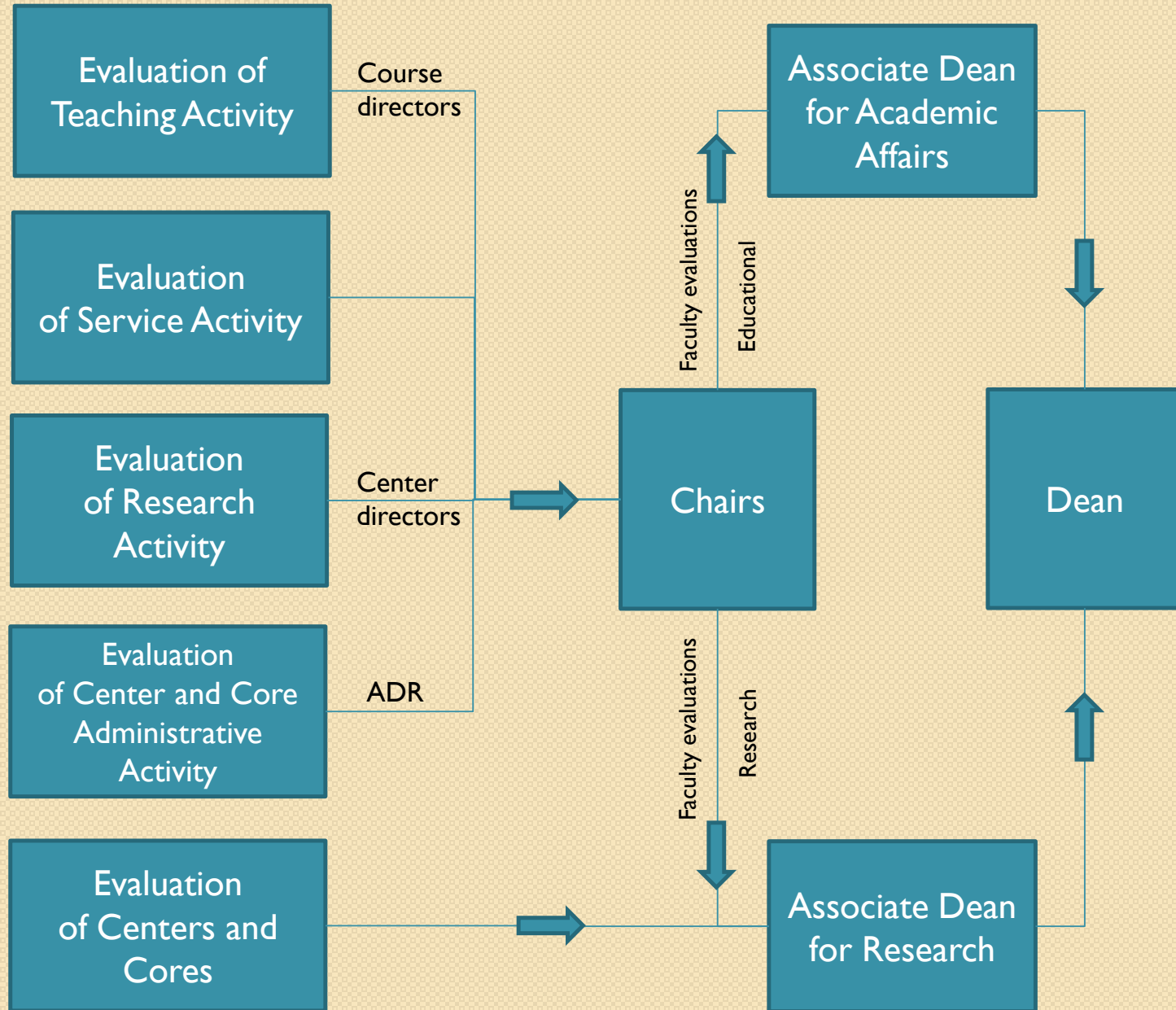
Identify and establish research centers (continued)

6. BMS graduate program concentrations (for Ph.D.)
in disciplines unchanged, at least initially
7. Annually evaluated
 - process for new center establishment
 - process for handling failing centers
8. Provision for financial and human resources

III. Merger of Basic Science Departments

1. Merge basic science departments into the Department of Biomedical Sciences
2. Reorganize and streamline department services
 - a. Administrative core of secretarial assistance, IT, and finance
 - b. Professional/Academic Career Development core
 - Teaching and service mentorship
 - Annual evaluation/performance management
 - Promotion/tenure
 - c. Teaching core
 - Medical student education – no changes recommended
 - Graduate student education – no changes recommended
 - note: Course directors will provide evaluation of teaching faculty for given course
 - Department chair to evaluate medical student courses and course directors annually

Evaluation Flow Diagram



Reorganization Proposal Requires Collaborative Leadership

