

>>>>> **Mini Guide**

BUILDING INSTITUTIONAL RESEARCH CAPACITY THROUGH RESEARCH & FACULTY DEVELOPMENT

Introduction

A high-performing research enterprise requires more than strong investigators, it requires strategic infrastructure, coordinated support, and an institutional culture that enables faculty to thrive.

Research Development (RD) and Faculty Development (FD) together function as the engine that drives research productivity, competitiveness, and long-term sustainability.



What Research Development Provides

RD strengthens the institution's ability to win external funding by:

- Connecting investigators with aligned funding opportunities
- Supporting proposal development (editing, red-teaming, templates)
- Facilitating team science and strategic collaborations
- Providing intelligence on sponsor priorities and funding trends
- Identifying emerging opportunities, risks, and competitive gaps

RD is institution-facing, building systems, tools, and strategic capacity.



What Faculty Development Provides

FD supports individual researchers by:

- Building essential skills (grant writing, compliance, budgeting)
- Improving grant competitiveness through coaching and mentoring
- Offering training, workshops, writing groups, and consultations
- Enhancing satisfaction, retention, and academic career progression

FD is people-focused, equipping faculty with the competencies they need to succeed.



Why Integration Is Essential

When RD and FD operate together, institutions benefit from:

- Stronger, more competitive proposals
- Greater research productivity and collaboration
- A cohesive research culture that supports early-career scholars
- More efficient administrative processes
- Better alignment between faculty needs and institutional strategy

This integration accelerates institutional growth and improves funding success rates.



What Effective Research and Faculty Development Support Includes

High-performing offices now provide:

- Project management for large and complex grants
- Boilerplate documents, templates, and review structures
- Grant writing workshops focused on writing effectiveness
- Red-team reviews to strengthen competitiveness

Institutions that offer coordinated proposal development support consistently achieve higher success rates.

>>>> **What Leaders Should Prioritize**

To build institutional research capacity, leaders should focus on:

- Integrated RD–FD structures that work as a single ecosystem
- Data-driven strategic intelligence to guide institutional planning
- Expanded proposal development services, especially for early-career faculty
- Formal mentorship programs with measurable outcomes
- Writing accountability and research productivity programs
- Pilot funding mechanisms that generate preliminary data

These investments create a sustainable pipeline of competitive investigators.

Research excellence doesn't happen by chance, it is designed, supported, and strategically cultivated.

Integrating Research Development and Faculty Development is the most effective way to strengthen competitiveness, elevate faculty success, and build long-term institutional research capacity.