

Advancing Bold, Impactful Research and Creative Activity - DRAFT

The specifics identified below are derived from the strategic planning consultation process. They may in some cases be more detailed than what can be included in the institutional plan and are provided here to provide greater clarity and context about intended directions. Some key areas of focus will be included in the final draft.

The development of the more detailed Research Strategic Plan, intended to align with the institutional strategic plan, is set to begin in the first quarter of 2023/24.

Nurturing and supporting an engaged and inclusive culture of research, scholarship, and creative activity

- Elevate the status and reputation of research, scholarship and creative activity on campus, within the community and across Canada
- Ensure the institution explicitly recognizes and increasingly engages with inclusive definitions of research, scholarship and creative activity, acknowledging and valuing diverse methodologies, approaches, and knowledge traditions
- Establish metrics and invest in data collection that reflect diverse disciplinary practices as well as institutional efficiency and success in supporting research, scholarship, and creative activity, and use those data to recognize performance, address problems, and incentivize productivity
- Proactively support the growth and development of researchers from historically marginalized communities and explicitly recognize the various forms of knowledge mobilization and translation that are considered meritorious in the varied forms research, scholarship, and creative activity
- Pursue institutional engagement with the Dimensions Charter and the Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education
- Support the development of community-engaged research opportunities and mechanisms
- Implement a research communication strategy that recognizes and celebrates success based on a recognition of the various forms and outcomes of research, scholarship and creative activity on campus

Streamlining processes and developing transparent policies and partnerships that enable research, scholarship, and creative activity

- Adopt a consultative, user-based approach that engages with researchers and academic leaders in the continuous improvement of research services
- Support and enhance services that support an active and engaged culture of research, scholarship and creative activity across campus
- Support academic units to find innovative solutions to enhance research, scholarship and

- creative activity, and provide appropriate and equitable support for faculty, staff and students
- Develop integrated government relations strategies to engage all levels of government with Windsor's research strengths and opportunities
- Create opportunities for research-focused faculty and staff positions in collaboration with community, industry and Indigenous partners

Supporting and enhancing research, scholarship and creative activity through strategic and transparent investments and improvements

- Ensure that the space supporting research, scholarship and creative activity is equitably distributed and appropriate to, and of the quality required for, effective and competitive practice
- Strategically invest in faculty and staff to enhance the reputation of research, scholarship, and creative activity at the University of Windsor and in support of community and regional transformation
- Support and recognize faculty through the establishment of competitive internal and external research chairs
- Develop compelling cases for support of research, scholarship and creative activity to increase investments in facilities, student support and research chairs
- Enhance support and mentorship opportunities for early-career faculty, and provide transition support for mid-career to grow, rebuild or redirect their research, scholarship and creative activity

Inspiring and enabling collaborative and interdisciplinary research, scholarship, and creative activity

- Lead campus-wide consultations to identify opportunities for innovative and interdisciplinary research, and provide the appropriate support for institutional proposals and investments
- Strategically incentivize interdisciplinary and collaborative practice by enhancing opportunities for collision, social engagement, and knowledge sharing, and through the creation of on-campus social spaces for staff, faculty, and students
- Support the development of strategic community, provincial, national, and international collaborations and partnerships that enhance the reputation of our research, scholarship and creative practice
- Increase support for and incentive mutually beneficial community- and industry-engaged partnerships

Enhancing support and expanding opportunities for graduate and undergraduate participation in discovery through research, scholarship, and creative activity Leverage existing strengths in undergraduate research through expertise sharing, celebrating student success, support for knowledge translational/mobilization, and through the creation of scalable opportunities for paid and for-credit student participation.

- Support and expand support and training for graduate student participation in interdisciplinary and community-engaged research, scholarship, and creative activity
- Provide support to academic units and faculty to increase the number and diversity of opportunities for undergraduate and graduate students to participate in research, scholarship, and creative activity

- Ensure that opportunities for student participation in research, scholarship and creative activity is accessible and is supported through appropriate accommodations

Ensuring that Truth and Reconciliation is considered in research, scholarship, and creative activity

- Support the development of strong cross-campus understanding of Indigenous research methods, traditional ways of knowing, and appropriate and respectful engagement with Indigenous communities
- Integrate recognition of traditional ways of knowing and Indigenous research methods into performance review and promotion and tenure criteria for all AAUs
- Establish an Indigenous Research Council to support authentic and cultivated relationships with Indigenous communities and support consultative processes for the identification of community-driven research needs