ASPIRATION 2027

HUMAN AND SOCIAL DEVELOPMENT
STRATEGIC RESEARCH PLAN

University of Victoria

WHERE WE ARE

The faculty of Human and Social Development is home to globally recognized researchers and scholars who have been honoured for their career achievements by the Royal Society of Canada and received a myriad of awards, medals and fellowships from national, international and local organizations. Our faculty are leading innovative research that impacts diverse sectors including: public policy, public health and health services, information science, child and social services and Indigenous governance. Our history of research excellence is grounded in an appreciation for diverse knowledge systems, interdisciplinary approaches and leading-edge methodologies that address the most pressing social, political and health challenges of our time. Our scholars work closely with international, national and local research partners and guide community-engaged and community-led research that prioritizes Indigenous ways of knowing, decolonization and cultural resurgence.

HSD is home to the HSD Research Support Centre (RSC), the only administrative research support unit of its kind on campus. Working closely with the Associate Dean Research, RSC staff members (Assistant to the ADR, Administrative Officer, Research Coordinator, and RSC Administrative Assistant) provide comprehensive pre- and post-grant support as well as facilitate the development and implementation of faculty-wide research-related initiatives.

Territory acknowledgement
We acknowledge and respect the lək̓ʷəŋən peoples on whose traditional territory the University of Victoria stands, and the Songhees, Esquimalt and W̱SÁNEĆ peoples whose historical relationships with the land continue to this day.

HSD RESEARCH GRANT ACTIVITIES (2017-2021)

Between 2017 and 2021, HSD had 95 research-stream faculty members, 85% of whom submitted a total of 486 research grant applications, with a five-year total awarded of almost 18 million dollars. Over that time, the overall success rate for applications submitted was 60% and our research-stream faculty members have received funding from international organizations like ARTICNET, the Swedish Research Council, Craig Neilsen Foundation and the European Commission as well as national, regional and local awards from the Canadian Institutes of Health Research (~50% of total funding), the Social Sciences and Humanities Research Council (13% of total funding), Government (e.g. Public Health Agency of Canada, Canadian Border Services Agency, BC Ministry of Children and Family Development, BC Health Authorities, City of Vancouver), other Canadian sources (e.g. Vancouver Foundation, Michael Smith Health Research BC, MITACS, Canadian Blood Service, Victoria Foundation), and UVic internal sources (e.g. UVic Internal Research and Creative Projects Grant, HSD Internal Research Grant). The value of grants ranged from $25,000 or under (57% of the number of grants held), $25,001-$100,000 (25%), $100,001-$500,000 (14%), and $500,000+ (4%).

HSD RESEARCH IMPACT (2017-2021)

- 81 research-stream faculty submitted 486 research grant applications
- Grant submissions totaled almost 18 million dollars
- Overall success rate for grant applications was 60%

photo by Joshua Ngenda

PREPARING FOR THE HSD STRATEGIC RESEARCH PLAN

Preparation for the HSD Strategic Research Plan (SRP) began in early 2021, with a review of the existing HSD Strategic Plan as well as the UVic Strategic Research Plan framework. Our Administrative Officer and Research Coordinator created a comprehensive report of HSD grant application activity and research account activity over the past 5 years. Data in these reports were broken down by year, by career stage, by grant size and by funding source (see Appendix 1 for a selection of the statistics compiled). This information has been very useful in presenting our evolving HSD research environment and where supports might be best positioned.

In order to fully inform the "who, what, where and when" of our HSD SRP, the Research Support Centre staff and the Associate Dean Research took an evidenced-informed approach, using data gathered from multiple sources. During the fall of 2021, we conducted a survey involving HSD faculty, graduate students and post- doctoral fellow to determine research priorities, how we measure research success, as well as what HSD can do to better support, facilitate and highlight research successes and partnerships. We also asked about the extent of engagement with and specific supports pursued through the HSD Research Support Centre. Finally, we reviewed notes from meetings with HSD Schools, and with School Directors as well as research-related findings from a SWOT analysis undertaken by each School in 2021.

The results of this inquiry have been incorporated into the overall HSD Strategic Plan, facilitated by Impact Plus Incorporated, and used in the formulation of this HSD Research Aspiration 2027 document.

In order to fully inform the "who, what, where and when" of our HSD SRP, the Research Support Centre staff and the Associate Dean Research took an evidenced-informed approach, using data gathered from multiple sources.

HSD RESEARCH ASPIRATIONS

Real world impact/uptake by key decision makers (i.e., communities, government, organizations, industry)

Enhanced justice, equity, decolonization and Indigenization

Expanded and diversified research funding

Diverse and broad knowledge dissemination and mobilization

Diverse and extensive research partnerships

Meaningful community- and student-engaged research

Achievement through Actions

We have identified a number of actions, outcomes and potential implementation strategies involving HSD leadership, Schools, faculty and research trainees (graduate students and post-doctoral fellows). (See Appendix 2)

Embedded within this strategic research plan are the cross-cutting themes of Equity, Diversity and Inclusion (EDI) and partnerships.

EMBEDDED EQUITY, DIVERSITY AND INCLUSION

Outcomes

- HSD is known across the campus and externally for embedding anti-racism, equity, diversity and inclusion, decolonization, Indigenization, accessibility and sustainability in research practices
- HSD researchers meaningfully engage with equity-deserving communities to meet their needs
- HSD research activities and initiatives contribute to UVic's EDI Plan

Actions

- Embed EDI in research processes and activities to build and support diverse research communities
- Create dedicated supports for early career researchers, post-doctoral fellows and individuals from equity-deserving communities
- Increase the profile of researchers from equity-deserving communities through awards and recognitions
- Create and support research mentorship opportunities for research trainees and early career researchers from equity-deserving communities

We are a welcoming, convening space where researchers of diverse identities, experiences and ideas feel included and supported.

PARTNERSHIPS

Outcomes

- HSD researchers have access to potential research partners
- HSD researchers engage in partner-engaged integrated and end-of-grant knowledge dissemination and mobilization
- Increased number of national and international research partnerships that are led by HSD researchers

We are well known for extensive and diverse research partnerships.

Actions

- Organize networking events with industry, government and community to facilitate partnership engagement and create new linkages
- Incentivizing research partnerships
- Document faculty and trainee research partnerships
- Create dedicated support programs for researchers and trainees to engage in partner-engaged knowledge dissemination and mobilization

HSD FACULTY

Outcomes
- We invest in early career researchers to enhance the capacity of the next generation
- We support mid-career researchers to strengthen and expand their contributions and impact
- We attract top talent from across Canada and around the world
- We support faculty research through infrastructure as well as administrative, technological and human resources

We have a culture of recognizing and celebrating our researchers and research excellence in all of its forms.

Actions
- Increase support for early career researchers
- Based on input from mid-career researchers, identify initiatives to support faculty to expand their contributions and impact
- Create stronger research linkages between Schools and UVic research entities
- Identify ways to recognize and reward research impacts that go beyond traditional metrics
- Organize/participate in networking events to share research conducted across HSD
- Incentivize interdisciplinary collaboration and raise the profile of our impact
- Increase our capacity to communicate research successes and strengths in real time to broad audiences

HSD RESEARCH TRAINEES
(Master's and Doctoral Students; Post-doctoral Fellows)

Outcomes

- Our research trainees have opportunities for meaningful research experiences
- We attract high quality research trainees
- Our research trainees act as peer mentors across HSD
- We offer research trainees capacity development opportunities across diverse domains

We invest in research trainees to enhance the capacity of the next generation.
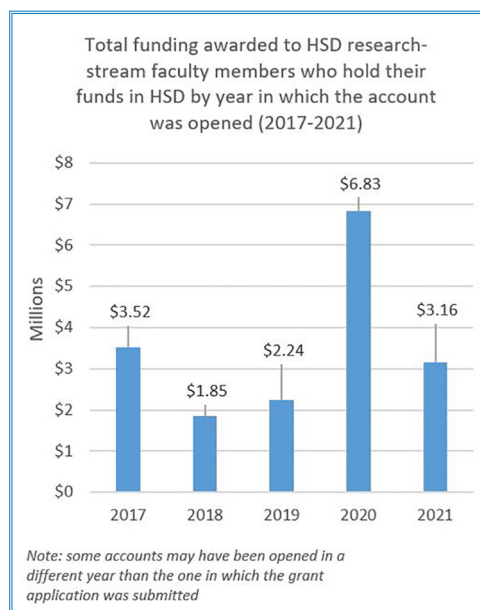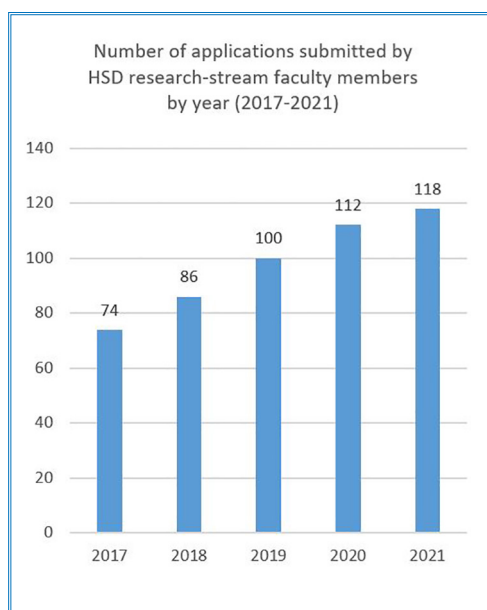
Actions

- Engage research trainees in development and implementation of strategies
- Create mentorship opportunities across trainee stages
- Increase support and capacity development for research trainees
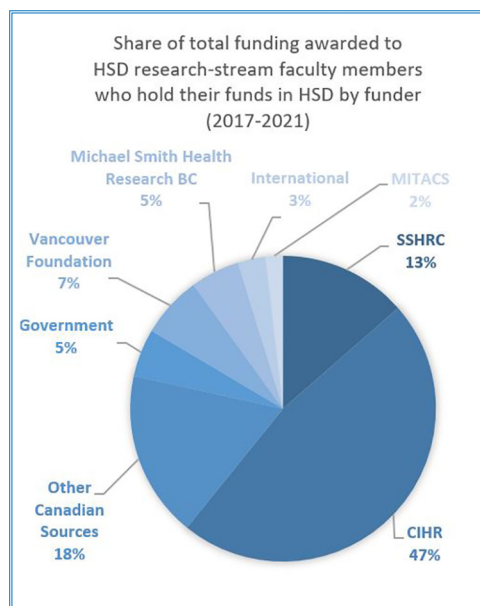- Create stronger research linkages among trainees and with faculty

APPENDICES

APPENDIX 1: Selection of HSD pre- and post-grant activity data

Number of applications submitted by HSD research-stream faculty members by year (2017-2021)

- 2017: 74
- 2018: 86
- 2019: 100
- 2020: 112
- 2021: 118

Total funding awarded to HSD research-stream faculty members who hold their funds in HSD by year in which the account was opened (2017-2021)

- 2017: $3.52
- 2018: $1.85
- 2019: $2.24
- 2020: $6.83
- 2021: $3.16

(Millions)

Note: some accounts may have been opened in a different year than the one in which the grant application was submitted

Note: These figures represent a selection of pre- and post-grant activity data compiled by the HSD Research Support Centre.

Share of total funding awarded to HSD research-stream faculty members who hold their funds in HSD by funder (2017-2021)

- Michael Smith Health Research BC 5%
- International 3%
- MITACS 2%
- SSHRC 13%
- CIHR 47%
- Other Canadian Sources 18%
- Government 5%
- Vancouver Foundation 7%

APPENDICES

APPENDIX 2: Potential Implementation Strategies

A. For Faculty Members

1. ADR/RSC Initiatives
- Internal Funding: seed grants, proposal development, collaboration, Knowledge Translation
- Compile and post roster of Research Assistants (RAs)
- Faculty training on:
  - how to manage RAs and supervise student research
  - managing multiple grants/delegation
  - budgets
  - community based research
  - scaling up research/grants
- Funding for PhDs and PDFs
- Purchase software
- Research updates, speaker's series, videos
- Community based forums, HSD research conference, HSD podcast series, social media, digi-casters
- Training for supervisors to better support students

2. Leadership Team Initiatives
- Monthly meetings and annual forum for the Leadership Team to discuss and share wise practices on:
  - teaching release policy
  - defining 40/40/20 workload
  - decolonizing metrics of success
  - encouraging collaboration
  - Increase funding for the HSD Research Centre
  - collaboration with other faculties

3. Cross-Faculty Initiatives
- Forums to share wise practices in connecting research to teaching
- Inter-disciplinary research courses co-taught across Schools
- Cross faculty retreats/exchanges
- Internal networking events/team building activities

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APPENDIX 2: Potential Implementation Strategies

B. For Research Trainees

1. Networking
- Networking with other students, junior and senior scholar
- Peer mentoring opportunities
- Forums for distance students
- Networking with research groups and centres
- Research trainee conference

2. Capacity Development
- Preparing for RA work
- Peer review
- Grant writing
- Thesis writing
- How to approach/network with established researchers/scholars
- How to create peer networks
- Writing circles
- Templates for framing research, steps, timelines
- INTD research course with multiple discipline exposure

3. Trainee Support
- Specific support for BIPOC research trainees
- Opportunities for trainees to present at HSD conferences, speak in undergraduate classes
- Space for collaboration
- Internal funding:
    - RA funding, post-doc fellowships, research expense award
    - Implement minimum funding policy/include in Tri-Council grant
- Internal communication:
    - Trainee funding opportunities
    - Social media on student work
    - Profile students on website

4. Research Trainee Leadership
- Symposia, speaker series
- Trainee podcasts
- Regular platforms for students to share their work
- Trainee-led HSD events, UVic events, external events
- Land-based learning