Develop and Implement a Transparent and Equitable Policy for Research Space Allocation in the College of Medicine

Dana McTigue, PhD

Collaborators: Kaitlyn Vitek, MBA, Leah Pyter, PhD, Peter Mohler, PhD, Evan Harker, MBA
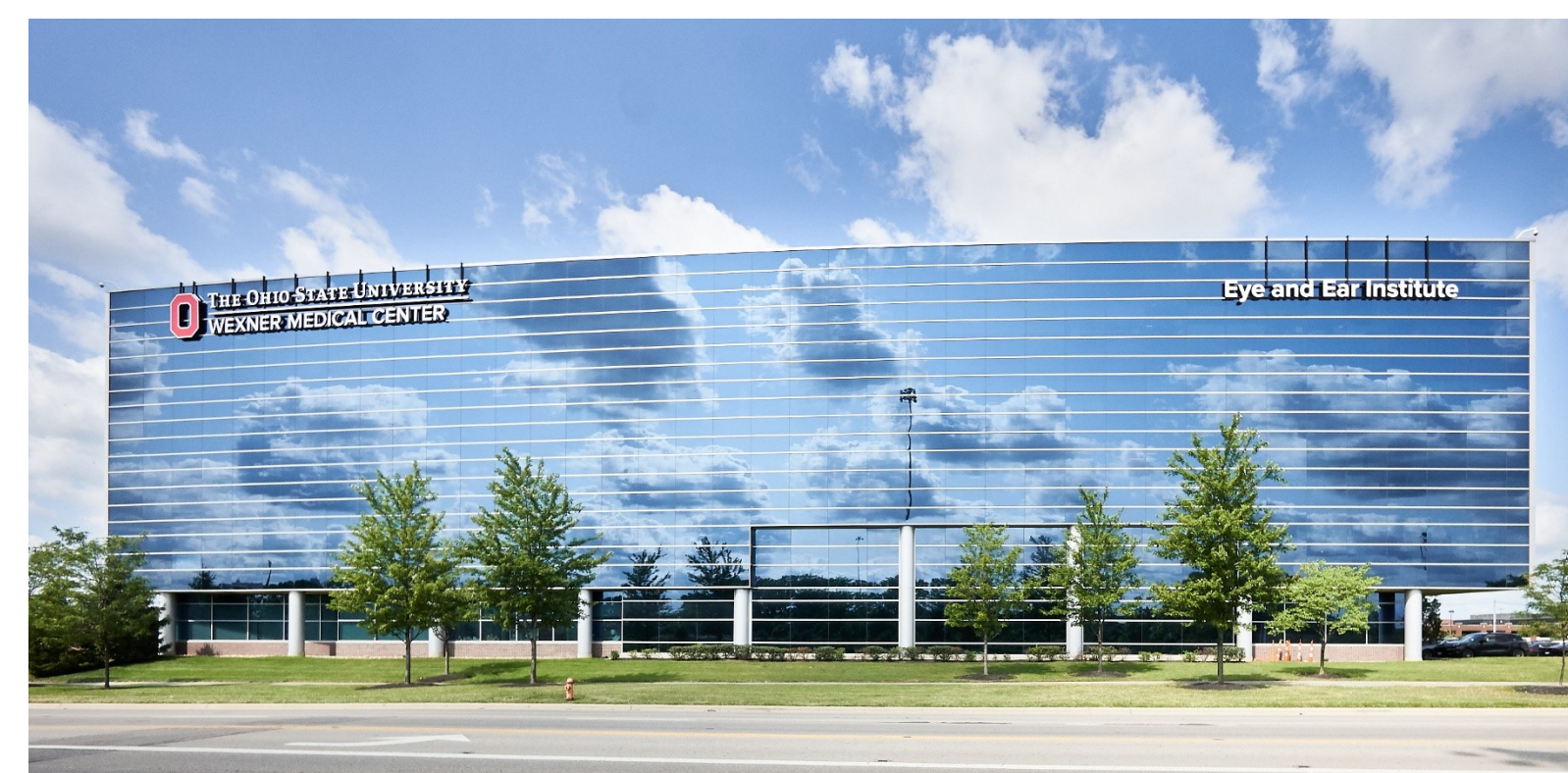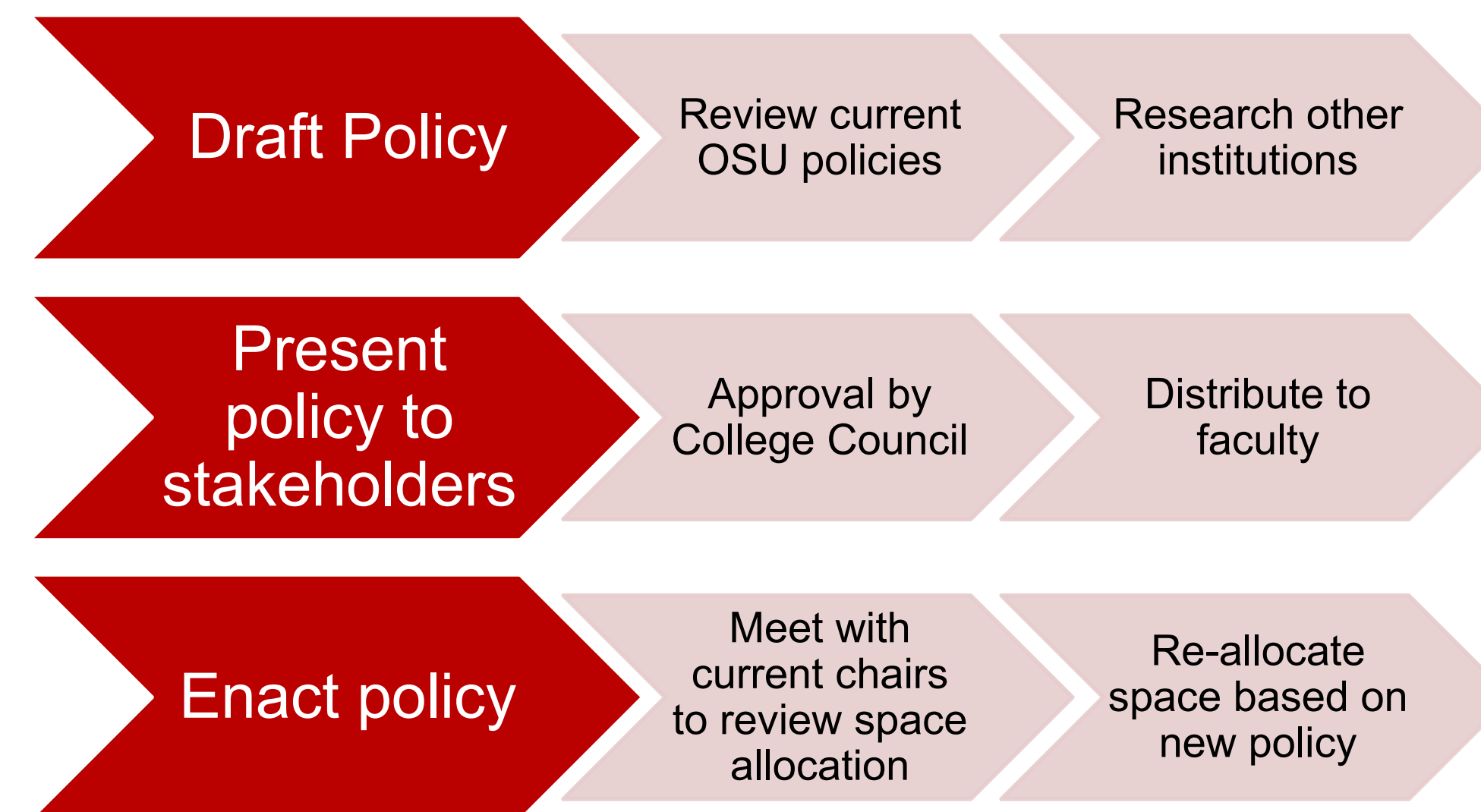
THE OHIO STATE UNIVERSITY
WEXNER MEDICAL CENTER

BACKGROUND

- OSU College of Medicine is rapidly expanding its research faculty
- Research space is in high demand
- Lack of a space allocation policy for COM research faculty has led to:
  - inequitable space distribution
  - struggles with allotting space to new faculty
  - non-strategic space use

GOALs of this project:

- Develop a transparent and equitable policy for assigning and evaluating research space
- Evaluate faculty research space and adjust allocation as needed

APPROACH

| Draft Policy | Review current OSU policies | Research other institutions |

| Present policy to stakeholders | Approval by College Council | Distribute to faculty |

| Enact policy | Meet with current chairs to review space allocation | Re-allocate space based on new policy |

OUTCOMES

- Research Space Committee formed with broad faculty representation
- Drafted a policy: Space assigned based on a 3-year rolling average of external funding
- Presented to college leadership
- Presented to College Council → approved
- Currently reviewing all research space assignments & meeting with Chairs
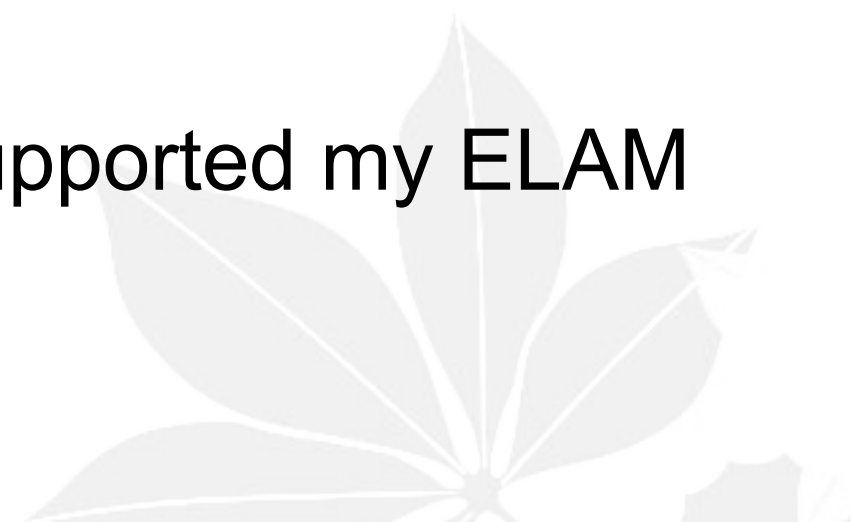- Will recommend changes as needed & report findings to the Dean

ACKNOWLEDGMENTS

ABSTRACT: 2022 ELAM Institutional Action Project

Project Title: Develop and Implement a Transparent and Equitable Policy for Research Space Allocation in the College of Medicine

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Topic Category: Research

Background, Significance of project: The College of Medicine (COM) is actively expanding its research faculty in all departments and research space is in high demand. Currently, no strategy or policy exists for space assignment, nor a process for organized assessment of space distribution. This lack of a concrete policy allows inequitable space distribution, impedes strategic space use, and prevents aligning research space with the COM Strategic Plan of growing our research portfolio.

Purpose/Objectives: The purpose of this project is to update the current online space database and develop space-related metrics for real time assessment. In addition, a clear space policy, based on these metrics will be created and applied across all research faculty.

Methods/Approaches/Evaluation strategy:

- develop a Research Space committee with broad faculty representation (completed)
- review space policies at OSU and other institutions (completed)
- draft a policy based on reasonable funding and building metrics (completed)
- present policy to key stakeholders for feedback (completed)
- present to College Council for approval (completed)
- distribute policy to COM faculty (completed)
- reviewing current space allocations (in progress)
- meet with each chair to discuss faculty space metrics (in progress)
- create final report for the Dean (in progress)

Outcomes/Results: A newly developed Research Space committee drafted a policy in which space is assigned based on a 3-year rolling average of external funding. The plan was presented to college leadership across multiple meetings, including all department chairs and institute directors; feedback from these sessions was incorporated into the policy. The final version of the policy was presented to College Council and approved. The policy was posted to the COM Office of Research website and a link distributed to all COM faculty. Faculty were surveyed to obtain accurate current space assignment data and, based on metrics approved in the policy, the committee reviewed all research space assignments. After this, the committee sent a report to each department chair that categorized their faculty as above, at, or below the metric. The committee will meet with each department chair this spring to discuss current space metrics and a plan will be developed for adjusting space distribution for faculty who are substantially below space metrics.

Discussion/Conclusion with Statement of Impact/Potential Impact: To date the policy has been favorably received by faculty as it provides clear expectations and transparent guidance on space allocation. We are in the process of data review and scheduling department chair meetings. At the conclusion of these meetings, we expect to have up-to-date data for all COM research space. This will allow us to determine areas of opportunity for aligning space usage with the COM Strategic Plan, enhancing efficiency of space use, and ensuring equitable distribution of research space.