HELPING NEW FACULTY SUCCEED:
Best Practices for Supporting New Investigators

May 15, 2013
NORDP 5th Annual Conference
Austin, Texas

Ann Kratz, IUPUI
Susan Gomes, Harvard University
Linda Mason, Oklahoma State Regents
For Higher Education
Objectives of “Helping New Faculty Succeed”

• Attendees will expand their toolkit of strategies for helping new faculty succeed and will contribute to a dialogue about effective best practices

• By discussing resources that they consider are best in the field, attendees will build on a starter list of resources that is provided and add new ones
Framework for Discussion

- Strategies to **Stimulate** Proposal Development
- Strategies to **Support** Proposal Development
- Strategies to **Enhance** Proposal Competitiveness
- Resources and Tools
Strategies to **Stimulate** Proposal Development

1. Home-grown workshops
2. Visits by grant program officers
3. Awards newsletters
4. Collections of successful proposals
5. Departmental retreats
6. Mentor matchmaking
7. Research forums
8. Online tutorials
9. Serving on review panels
10. External workshop presentations
11. Others?
Strategies to Support Proposal Development

1. Editing assistance
2. Scientific review
3. Preparation of administrative components
4. Locating potential collaborators or reviewers
5. Involving librarians and information specialists in data management planning
6. Continuous training for research development professionals
7. Faculty salary support for proposal writing
8. Internal funding for pilot projects
9. Push information on funding opportunities directly to faculty
10. Enlist support of department/division chairs
11. Others?
Strategies to Enhance Proposal Competitiveness

1. Guided writing sessions
2. Mentoring by previous awardees
3. Peer review
4. External paid reviews
5. Language support
6. One-to-one coaching
7. Submitting proposals to appropriate sources
8. Well-defined Limited Submission processes
9. Identify areas of expertise and focus on those
10. Analyze proposal reviews and comments
11. Others?
Using the Nine “Golden Rules” to Succeed in Research and Scholarship© as the IUPUI Framework for Faculty Training

- Plan
- Form Partnerships
- Develop Skills

Ann Kratz
Office of the Vice Chancellor for Research
Indiana University – Purdue University Indianapolis
akratz@iupui.edu
http://research.iupui.edu/events/
©2011 Copyright The Trustees of Indiana University
Dr. Linda Mason
COORDINATOR FOR GRANT WRITING AND EXTERNAL FUNDING TECHNICAL ASSISTANCE
405-225-9786
lmason@osrhe.edu
www.okhighered.org/grant-opps/
IP 164.58.250.178
<table>
<thead>
<tr>
<th>Department</th>
<th>Connections</th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher Education</td>
<td>135 on 51 campuses</td>
</tr>
<tr>
<td>K-12</td>
<td>556</td>
</tr>
<tr>
<td>Career Technology Centers</td>
<td>74 on 56 campuses</td>
</tr>
<tr>
<td>Army National Guard</td>
<td>70</td>
</tr>
<tr>
<td>Courts</td>
<td>61</td>
</tr>
<tr>
<td>Hospitals (Gov’t/Private)</td>
<td>68</td>
</tr>
<tr>
<td>Law Enforcement</td>
<td>24</td>
</tr>
<tr>
<td>Libraries</td>
<td>105</td>
</tr>
<tr>
<td>Municipalities</td>
<td>29</td>
</tr>
<tr>
<td>Non-Profits</td>
<td>32</td>
</tr>
<tr>
<td>State Agencies</td>
<td>551</td>
</tr>
</tbody>
</table>
OK OneNet Network Infrastructure

42 Hub Sites Serving Thousands of Oklahomans!
Internet2 States

OneNet can connect to sites in these states
Austria (ACOnet) Belgium (BELnet) Croatia (CARnet) Czech Rep. (CESnet) Cyprus (Cynet) Denmark (UNI-C) Estonia (ESnet) Europe (GEANT) Finland (FUnet) France (RENATER) Germany (G-Win) Greece (GRnet) Hungary (HUNGARnet) Iceland (ISnet) Ireland (HEAnet) Israel (IUCC) Italy (GARR) Latvia (LATNET) Lithuania (LITNET) Luxembourg (RESTENA) Netherlands (SURFnet) Norway (UNINETT) Poland (PCSS) Portugal (FCCN) Romania (RNC) Russia (RIPN) Slovakia (SANET) Slovenia (ARNES) Spain (RedIris) Sweden (SUNET) Switzerland (SWITCH) United Kingdom (JANET) CERN Australia (AARNET) China (CERNET, CSTNET, NSFCNET) Hong Kong (HARINET) Japan (SINET, WIDE, IMNET, JGN) Korea (KOREN, KREONET2) Singapore (SingAREN) Philippines (PREGINET) Taiwan (TANET2) Thailand (UNINET, ThaiSARN) Argentina (RETINA) Brazil (RNP2/ANSP) Canada (CA*net) Chile (REUNA) Mexico (CUDI) United States (Abilene, vBNS) Venezuela (REACCIUN-2)
Workshops: 8 Weeks

- **Fall 2006 – 4 groups**
  - OSU, SWOSU, SOSU, ROSE, CONNORS
  - 2 hours each week for 8 weeks
  - 1st hour presentation
  - 2nd hour individual questions

- **Spring 2007 – 1 group**
  - OSU, SOSU, NWOSU
  - 2 hours each week for 8 weeks
  - 1st hour presentation
  - 2nd hour individual questions
Workshops: 8 Weeks
Workshops – Noon Brown Bag Lunch

- Weekly during fall and spring 3 yrs
- 1 hour 12 to 1:00 pm
- Short presentation + discussion
- Wide variety of grants topics
- Guest speakers
- Held in OKC and at various campuses
Workshops – Noon Brown Bag Lunch

- Distance participants – 1 to 35
- Streamed for access later

http://www.okhighered.org/grant-opps/
Workshops – Noon Brown Bag Lunch

- Participants in room + afar –
  - OKC
  - Woodward
  - Ada
  - Seminole
  - Norman
  - Langston
  - Wilburton
  - Enid
  - Tulsa
  - Tahlequah
  - Alva
  - Stillwater
  - Lawton
  - Miami
  - Weatherford
Noon Brown Bag Lunch
Short Consultation Meetings

- **CGR** - Council for Grantsmanship and Research Collaborative Grant Proposal – ECU, SWOSU, NSU, UCO, NWOSU & OSRHE
- **NWOSU** Graduate Council – Title III
- **SOSU** Faculty Members – NSF Proposal
- **NWOSU** NSF Grantwriting Workshop – Program Director from NSF in Washington DC
Short Consultation Meetings

CGR - Council on Grantsmanship and Research – Regional Universities
• NWOSU Enid + Alva + Woodward
• Langston University – Langston, Tulsa, OKC
• Society of Technical Communicators – OSU Stillwater, Tulsa Corporate Setting, Francis Tuttle Technical Center
Challenges

• Handout distribution
• Technician communication
• Technical difficulties
• Prior arrangements and registration
• Intermediary between me and the participants
Lessons Learned

- Label handouts consistently
- Keep a coded participant list
- Pray for good weather and strong cables
- Bring the local technician cookies (keep on his good side)
- Assign a distance contact representative
- Small group work
- Assign local prompter
OSRHE Summer Grant Writing Institute

- Initiated in 2005, annual event
- Modeled after CUR Grant Writing Institute
- Originally supported with $10,000 from EPSCoR
- 20 to 40 participants stay in OKC for 5 days
Cost efficiency ratio of state

$1:$984**

**This ratio represents the dollar impact in the state for every dollar invested in the Institute.

Reference: Dr. Stephen McKeever, Oklahoma Secretary of Science, 2011.
Participants

- **214** proposal writing participants in 6 years, 2005-2010
- 55% women; 45% men
- Ethnicity: 5% (2%) Hispanic, 6% (3.5%) African American, 7% (3.4%) Native American, 9% (5.2%) Asian, 73% (79.5%) Caucasian

(% = Full-Time Faculty OK, 2007)
27 higher education institutions (all OSU campuses are considered 1; all OU campuses are considered 1)

73% of all institutions in the state have participated

80% of public institutions have participated

**PhD:** OU, OSU

**Regional:** USAO, NWOSU, CU, ECU, LU, NSU, RSU, SEOSU, SWOSU, UCO

**2-year Colleges:** CSC, CNC, NOC, EOSC, NEOSM, OCCC, RCC, TCC

36% of private institutions have participated

SNU, SGU, OCU, TU, ORU
MENTORS FROM 17 INSTITUTIONS

- OSU, TU, OCU
- CU, ECU, LU, NSU, NWOSU, OPSU, OSU, SEOSU, SWOSU, UCO, USAO
- OCCC, RCC, TCC
FUNDING RANGE FROM $4,500 TO $4 million

• Federal Agencies:
  - DOD
  - NIH
  - US DOE
  - Nuclear Regulatory
  - NSF
  - Com
  - DOE
  - NEH

• 8 State Agencies
• 29 Foundations, Corporations and Professional Organizations
Amy Cerato, Ph.D., Associate Professor of Civil Engineering and Environmental Science, OU

July 12, 2009 - President Obama - 2008 Presidential Early Career Awards for Scientists and Engineers (PE-CASE)

$400,000 from NSF - "CAREER: The Role of Specific Surface Area and Cation Exchange Capacity in Understanding and Predicting Expansive Soil Behavior"

2005 Participant
Example

Brian Lamb, Ph.D., Associate Professor, Director of UCO Band

$4,500 for recording of UCO instrumentalists
2010 Participant
Budget

- Director
- Mentor lodging
- Food
- Printed materials, notebooks, nametags
- T-shirts, flash drives
- Space (0)
- Visiting speakers (local funders + Federal funders) (0)
- Mentors (0)
LINKS TO EXPLORE
Sample Workshops

Miner & Associates, Inc.
http://www.minerandassociates.com/workshops/

Grant Writers’ Seminars & Workshops LLC
http://www.grantcentral.com/workshops.html

Indiana University School of Medicine
http://faculty.medicine.iu.edu/offices/fd/resFac.html

University of Tennessee, Knoxville
http://research.utk.edu/training/

Oklahoma State Regents for Higher Education
http://www.okhighered.org/grant-opps/training-opps.shtml

Funding Trends and Priorities

Million Dollar List - Scaling Philanthropy
http://www.milliondollarlist.org/data

Federal Update

AAAS Budget Analysis
American Association for the Advancement of Science (AAAS) Research & Development Budget Analysis
Proposal Development

Brookhaven National Laboratory
http://www.bnl.gov/lifesciences/GrantWriting/GrantWriting-electronic_res.asp

The Research Assistant
http://www.theresearchassistant.com/index.asp

The Foundation Center—Grant Space
http://grantspace.org/Tools

University of Minnesota
http://www.research.umn.edu/forresearchers/resources.html

Dr. Karen’s Foolproof Grant Template
http://theprofessorisin.com/2011/07/05/dr-karens-foolproof-grant-template/
(You may share, but please credit Dr. Karen Kelsky of The Professor Is In http://theprofessorisin.com)

More Paper out the Door: Ten Inexpensive Ways to Stimulate Proposal Development
http://www.ncura.edu/content/news/rmr/docs/v18n1_Porter.pdf
Administrative Component Preparation

How to Find an Evaluator
http://www.eval.org/find_an_evaluator/evaluator_search.asp

Informal Education Resources including Evaluation Resources (CAISE)
http://informalcommons.org/

Data Management Plan Tool – Guidance and Resources for Your Data Management Plan
https://dmp.cdlib.org/

Broader Impacts Wizard – Tool to Develop your Broader Impacts Plan
http://coseenow.net/wizard/
General Resources

4researchers.org. Practical Advice from Working Researchers. Web-based resources to support researchers. Contributors include experts in a wide variety of fields who share advice and valuable knowledge about conducting research. http://www.4researchers.org/

Making the Right Moves: A Practical Guide to Scientific Management for Postdocs and New Faculty, second edition

and

Training Scientists to Make the Right Moves: A Practical Guide to Developing Programs in Scientific Management

These publications can help universities and professional societies develop their own programs in scientific management. Content is drawn from the experiences of HHMI and Burroughs Wellcome Fund (BWF) course organizers, representatives of the BWF-HHMI Partners in Scientific Management Program, and others with extensive experience in scientific management training. http://www.hhmi.org/resources/labmanagement/training.html
Agency Specific Resources

NIH - Strategy for Funding
http://www.niaid.nih.gov/researchfunding/grant/strategy/pages/1default.aspx

NIH Reporter – Awards Database
http://projectreporter.nih.gov/reporter.cfm?tab3=3

NIH - Office of Extramural Research
http://grants.nih.gov/podcasts/All_About_Grants/index.htm

NIH - Fogarty International Center
http://www.fic.nih.gov/funding/Pages/default.aspx

NSF CAREER Proposal Writing Tips – Essays by CAREER Award Winners
http://www.clarku.edu/offices/research/pdfs/nsfproposalwritingtips.pdf

NSF Find Funding
http://www.nsf.gov/funding/

NSF Award Statistics
http://dellweb.bfa.nsf.gov/