

The logo features the text "NORDP" in a large, white, sans-serif font. The letter "O" is replaced by a stylized globe with a network of lines and dots. To the right of the globe, the year "2021" is displayed in a white, rounded rectangular box. The background is a dark blue field with a complex network of glowing lines and dots, suggesting a global or digital theme.

# NORDP

2021

Building Research Leadership Capacity:  
Opportunities, Issues, and Approaches

# Welcome!



**Jeff Agnoli**  
The Ohio State  
University



**M. S. (Peg) AtKisson**  
AtKisson Training  
Group

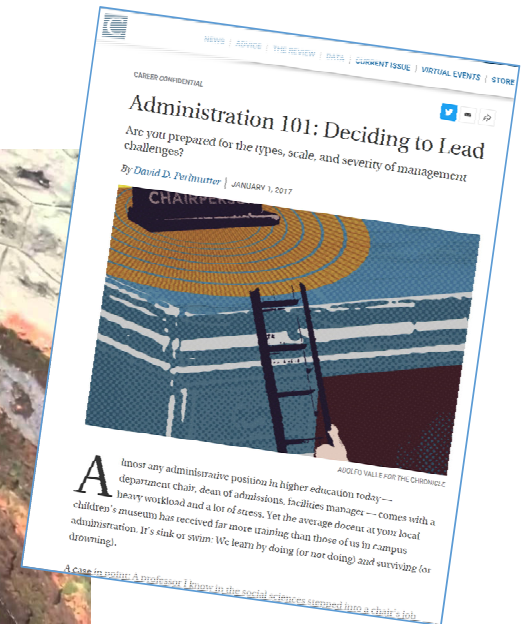
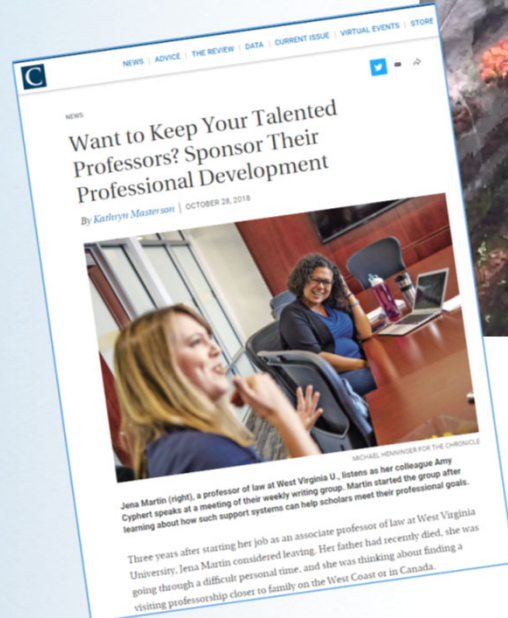


**Nathan Meier**  
University of  
Nebraska-Lincoln

# Agenda

- Setting the stage
- Hearing from you
- Sharing our models
- Comparing our approaches
- Hearing from you again
- Reflecting, sharing considerations
- Q&A

# Setting The Stage





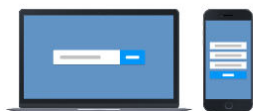
# Hearing From You

🖥️ Respond at **Pollev.com/nathanmeier388**

📱 Text **NATHANMEIER388** to **22333** once to join, then text your message

## What are the skills and abilities we want our research leaders to have?

### Join by Web



- 1 Go to **Pollev.com**
- 2 Enter **NATHANMEIER388**
- 3 Respond to activity

### Join by Text



- 1 Text **NATHANMEIER388** to **22333**
- 2 Text in your message

# Sharing Our Models

- Research Leadership Development (ATG)
- Research Leaders Program (UNL)
- Growing Research Opportunities Academy (OSU)

# Research Leaders Program

Nathan Meier  
Assistant Vice Chancellor for Research  
University of Nebraska-Lincoln

May 5, 2021



***IN OUR GRIT, OUR GLORY™***



GOAL



***Propel emerging research leaders – those individuals with the interest, vision and motivation – to take their research programs to a higher, more collaborative level.***



## Five day-long sessions plus graduation

- **Leading with strengths**
- **Strategic leadership, goal setting**
- **Effective communication**
- **Design thinking, innovation**
- **Team science research, diversity, excellence**
- **Team management**
- **Conflict resolution/negotiation**



**Eligible faculty are:**

- Tenure-track, research *associate professors* in or beyond their second year at the associate level
- Tenure-track or research *full professors*



## NOMINATION/APPLICATION PROCESS

- **All faculty and administrators may nominate**
- **Faculty may apply directly**
  - **Statement of interest, vision and readiness**
  - **Letter of support**
  - **Full CV or resume**





## REVIEW CRITERIA

- **Past record as an individual investigator or small team member, future potential**
- **Connection between applicant's vision and level of program readiness**
- **Alignment among applicant's research vision and external funding opportunities**



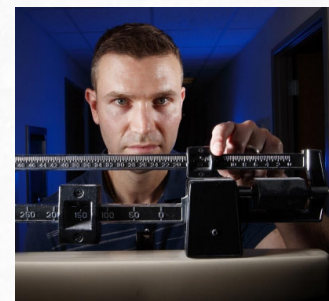
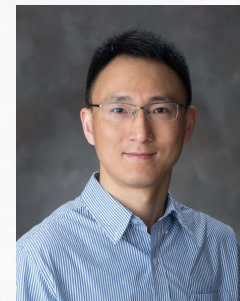
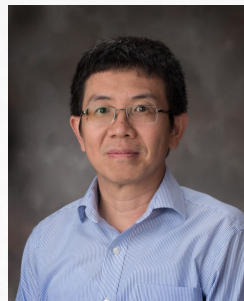
## SELECTION PROCESS

- **Co-review by ORED and applicants' academic units**
- **Cross-walk rankings, negotiate acceptances**
- **Redirect those applicants not selected**





## INAUGURAL COHORT







## GRADUATION



**Happy holidays and thank you for the RLP. I am already putting aspects of what I have learned there into practice. The other day in a working meeting for our NRT, a senior faculty member actually complimented my leadership skills! – *Associate Professor, School of Biological Sciences***





**This experience was really inspiring and transformative. I feel like I have concrete steps to take my program of research and lab to a new level. The other thing that this opportunity has afforded me is to build more confidence in myself and to gain insight on things I didn't really have a lot of awareness about before, which is something critical to leadership. – Associate Professor, Department of Educational Psychology**





## PAYOFFS

*[Faculty X]*, a chemical biologist, will continue to serve as Associate Director. *[Faculty X]* is listed as multi-PI (MPI) and will be groomed to eventually serve as center Director. A terrific plan is in place for mentoring of *[Faculty X]* by *[Faculty Y]*. He has been successful in obtaining both NIH and NSF funding relevant to the theme of the center. *[Faculty X]* has mentored over 50 students, postdocs, and faculty. *[Faculty X]* is taking a leadership program at UNL to prepare him for future leadership opportunities. – *NIH Summary Statement*

## FUTURE DIRECTIONS

- **Leverage peer mentoring groups to sustain professional growth and community**
- **Explicitly incentivize participation**
- **Lead with personal growth plan details?**



# Sharing Our Models

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# Hearing From You Again

What challenges to developing research leadership capacity do you anticipate on your campus?

# Thank You!



- Jeff: [agnoli.1@osu.edu](mailto:agnoli.1@osu.edu)
- Peg: [peg@atkissontraininggroup.com](mailto:peg@atkissontraininggroup.com)
- Nathan: [nlm@unl.edu](mailto:nlm@unl.edu)