NORDP Year in Review
2019-2020
Introductions

NORDP President
Karen “Fletch” Fletcher
Appalachian State University

NORDP Vice President/President-Elect
Kimberly Eck
University of Tennessee Knoxville

Jill Jividen
Jenna McGuire
Eva Allen
Nathan Meier
Michael Thompson
Laura Nakoneczny
Rachel Dresbeck
Gretchen Kiser
Kimberly Eck
Alicia Knoedler
Kim Littlefield
Jennifer Lyon Gardner
Jeri Hansen
Mary Beth Curtin
Amy Carroll
Kellie Dyslin
Jaclyn Shaw
Kim Patten
Jocelyn Webber
Huguette Albrecht
Lisa Correa
Sarah Messbauer
Jan Abramson
Kari Whittenberger-Keith

Member Services Committee
Mentoring Committee
Professional Development Committee
Committee on Inclusive Excellence
NORD

Everyone who submitted proposals to speak, lead roundtables, and/or present posters
Agenda

- A-Year-in-Review - President, Karen Fletcher & Vice President/President Elect, Kimberly Eck
- A report on the organization's fiscal health - Treasurer, Jeri Hansen
- Outgoing Board members and Board nominations - Vice President/President Elect, Kimberly Eck
- Year-in-Review and a look ahead to 2020-2021
  - Inclusive Excellence - Co-chair, Gretchen Kiser
  - Member Services - Co-chair, Kay Tindle
  - Mentoring - Co-chair, Kathy Partlow
  - New Opportunities for Research Development (NORD) - Chair, Kimberly Littlefield
  - Professional Development - Co-chair, Josh Roney
  - Strategic Alliances - Co-chair Peggy Sundermeyer
  - Nominating Committee - Chair, Kim Patten
- Conference Update - Conference co-chair, Jill Jividen
What did NORDP do in 2019-2020?
NORDP Mission Statement

The mission of NORDP is to advance the global capacity for and impact of research by strengthening the practice and profession of research development.
NORDP Growth 2009 - 2020

# NORDP Members at Start of RD Conference
# RD Conference Registrants at Start of RD Conference

- June 2009: University of MD (64), Chicago, IL (16)
- May 2011: Newport Beach, CA (330)
- May 2012: Alexandria, VA (295)
- May 2013: Austin, TX (313)
- May 2014: Portland, OR (356)
- April 2015: Bethesda, MD (414)
- May 2016: Orlando, FL (471)
- May 2017: Broomfield, CO (826)
- May 2018: Arlington, VA (923)
- April 2019: Providence, RI (922)
- May 2020: (Conference Cancelled due to Pandemic)
Strategic Plan
Member Services Survey Launched

Member polls and Board Surveys Launched

Association Management Company presented Member Satisfaction Survey Results to NORDP Board

NORDP Board Retreat
Review of all Member Input and Strategic Plan Creation

Strategic Plan Rollout to all NORDP membership
Survey took place between Jan. 4 – Feb 25, 2019 and was managed by FirstPoint Management Resources

326 total respondents (more than 1/3 of NORDP’s membership!)

Survey contained 28 questions (most of them open-ended) with input from all NORDP Committees (this was a qualitative vs. scientific study)
The Perceived “Value” of NORDP Programs and Activities

5 is ranked “Very Valuable”
Perceived “Quality” of NORDP Programs

4.68

Very Poor

Very Good!
Do NORDP Programs Meet Your Needs?
What about all the open-ended responses?
For instance, what can NORDP improve?

• “More online communications and information exchanges among members.”
• “Communication - letting members know what is going on and how to get involved”
• “Increased number of "contacts" throughout the year, whether through webinars, or taking some of the programs such as RD Fundamentals to each of the regions, so that more people can be exposed to RD as a field/career and learn how to develop effective programs for their faculty.”
• “Offering a research development 101”
• “Helping members define career pathways and help research leaders understand those pathways to identify the skills and experiences needed to move research enterprises forward.”
• “I would be interested in being more involved and volunteering, but I do not know where to start.”
Next Steps:

• Even more data was gathered. There were a total of four surveys and polls done to collect the data, including surveys to reveal thoughts of current and former Board members. Non-Members were also polled to measure general awareness of NORDP.

• SWOT observations were created from the data. Improvement areas were noted, and organizational weaknesses were identified. Given the very strong showing of strengths in the member survey, addressing weaknesses became the focus of the strategic plan.
The NORDP Board met September 24-25, 2019 at University of Texas, Austin

Grouped the 183 distinct ideas regarding wants/needs/priorities into 7 Key Result Areas (KRA)

The 7 KRAs developed then formed the Strategic Plan; a document to direct and govern NORDP’s priorities for the next 3 years.
Created a 3-Year Strategic Plan

- KRA Governance
- KRA Communications
- KRA Career and Professional Development
- KRA Diversity, Inclusion, and Equity
- KRA Advancing the Field of RD
- KRA Membership
- KRA External Relations
And because RD people are ambitious....
Other Highlights 2019-20

- Board Memos started going out each month (starting in March 2020)

- Approved Affiliated Medical Centers Affinity Group and PUI Affinity Group

- Joined The World Congress of the International Network of Research Management Societies (INORMS)

- 2020 Salary Survey

- Started revamping website: Homepage, Contact page for Board of Directors, added Calendar of events

- Created a COVID-19 resource webpage

- TEASER: RD101, virtual experience

- TEASER: New awards to honor more NORDP members’ extraordinary efforts

- TEASER: Leadership Engagement and Development (LEAD) program
Thank you!

Four Board Members’ 4-year terms ending
Development and implementation of a policy to recognize and support Regional and Thematic Affinity Groups.

As Member Services Committee chairperson, spearheaded vigorous campaign to recruit new and retain more NORDP members. From 2017 to 2020, NORDP membership grew by 50%, from 700 to nearly 1100 Active Members in February of 2020.

As a member of the Revenue & Finance Committee, helped to provide an improved framework for financial stewardship of NORDP funds.

Led a Memberclicks database streamlining project for the past two years to improve the member/user experience (while protecting member data) and provide relevant and accessible data for the Board’s strategic planning and implementation purposes. Project slated to be completed by June 30.

Thank you, Kathy Cataneo
Thank you, Dave Stone

Served two Board terms (First term by appointment; elected to a second term)
NORDP President 2014

Joined the Board to represent the kind of hybrid RD - faculty development approach that he saw going on at regional institutions and smaller schools.

Advocated for the specific board seats that ensure representation from PUIs, regional institutions, and minority serving institutions.

In 2014, developed New Opportunities for Research Development (NORD) which advocates that RD does not simply exist as a profession, but also as a field of study, inviting its practitioners to research what we do and how we do it, and other disciplines to study where we fit and how we contribute to the research and scientific landscapes. It is an opportunity for us to provide literature that we can interpret for RD needs and build on as RD practice grows and changes in response to changes in the world of funded research.

Developed the NORD/InfoReady grant program to begin to seed research in RD.

Dave Stone, Oakland University
Thank you, Kari Whittenberger-Keith

Guided the restructuring of EPPD (Event Planning & Professional Development) into the Professional Development Committee, the Mentoring Committee, and the Preconference Workshop Committee

Shepherded the transition from webex to Zoom for professional development activities, including webinars

Co-chaired the conference in 2018 and 2019, including integration of experimental formats

Spearheading RD101 - a virtual experience

2019 Holly Falk-Krzesinski Service awardee
Thank you, Karen “Fletch” Fletcher

Served as Secretary, 2017-2018; Vice President/President Elect, 2018-2019; President, 2019-2020

Led Strategic Plan during Board Retreat 2019
Led Strategic Plan implementation to members 2019-20

Increased communication and visibility
   -   Monthly Board Memos

Increased Board Member education
   -   Initiated, with 2018-19 President, Karen Eck, New Member Board Orientation
   -   All Board members responsible for completing Board Source’s Non-Profit Board Education Certificate

Increased efforts to recognize those who have contributed to NORDP’s growth
   -   New Awards task force > New Awards
   -   Board of Directors’ contact website revision
Vote - Four Board Seats to fill, 2020-2024

- One seat is designated for an eligible NORDP member affiliated with either a Minority-Serving Institution (MSI) and/or a Regional Institution
- One seat is designated for an eligible NORDP member affiliated from a Primarily Undergraduate Institution (PUI)
- Two seats are open to eligible NORDP members from any type of institution or region (at-large)

First virtual NORDP Candidate Forum, Thursday, May 21 at 2:30pm EDT/11:30am PDT.
Ballots will be emailed to active members immediately after the Forum. Can’t attend the Forum live? We’ll record it and post it on the Member Updates page online. Voting closes on June 11, 2020.
Financial Report
FY19 Revenue
(Oct 1, 2018 - Sept 30, 2019)

- Annual Conference: 53%
- Membership Dues & Donations: 28%
- Sponsorship: 10%
- PEERD: 6%
- Regional Meetings: 2%
- NORD: 1%
FY19 Expenditures
(Oct 1, 2018 - Sept 30, 2019)

Annual Conference 64%
Operations & Administrative 26%
PEERD 4%
Committees 4%
NORD 1%
Regional Meetings 1%
A look ahead to 2020-2021
NORDP Board Officers 2020

President
Kimberly Eck, University of Tennessee Knoxville

Vice President/President Elect
Jill Jividen, University of Michigan

Treasurer
Jennifer Lyon Gardner, University of Texas at Austin

Secretary
Jeri Hansen, Utah State University

Immediate Past President
Karen Fletcher, Appalachian State University
What to look forward to....

- KRA updates regularly on website

- Monthly Board memos

- Conference Programming, virtually
  - RD 101

- Leadership Engagement and Development Program (LEAD)

- Committee Recruitment meetings
Committee Reports
Committee on Inclusive Excellence (CIE)
Committee on Inclusive Excellence (CIE) - Highlights 2019-20

- Recruitment of new committee members: CIE grew from 8 to 18 members
- Recruit new Co-Chair: John Barfield has agreed to serve as co-chair
- MSC launched an outreach campaign in partnership with CIE to recruit new members from underrepresented populations and MSI, HBCUs, etc.
- Defined a medium-term training strategy that includes: annual Board and NORDP leadership in-person training; development and delivery of a set of webinars, facilitated discussions, and vetted learning and policy resources to the membership at large.
- Defined a medium-term plan to provide networking and affinity group support to encourage an overall welcoming environment, engagement, and inclusion, including via a mentoring program specifically for ‘diversity’ conference attendee awardees (partner w/ MC), deliberate programming around diversity at the annual conference to include affinity round tables, networking dinners, and diversity-focused presentation content: Inclusion of preferred pronouns on conference badges ‘adopted’ (partner w/ Conference Committee); Partnership with AAAS Societies Consortium on Prevention of Sexual Harassment in STEMM – source for vetted Sexual Harassment policy models and resources for NORDP and NORDP members
Committee on Inclusive Excellence (CIE) - Highlights 2019-20

• KRA 4. Diversity, Inclusion and Equity
  • **Goal**: We are a welcoming community that values excellence through diversity, inclusion and equity broadly considered (defined to include demographic, education, institution type, employer, etc.)
  • **4.1** Create a plan toward inclusive excellence throughout the organization.
    (Champion = Etta Ward) Plan Year: 1

  **Achievement**: Drafted an Interim Plan modelled in large part of the Previous Priority Areas: committee infrastructure, diversity training, events/activities to foster community
Committee on Inclusive Excellence (CIE) - Goals 2020-21

• KRA 4. Diversity, Inclusion and Equity

• **Goal:** We are a welcoming community that values excellence through diversity, inclusion and equity broadly considered (defined to include demographic, education, institution type, employer, etc.)

• **4.1.a** Conduct baseline climate survey (Plan Year: 2)

• **4.2** Build internal capacity to foster and sustain a culture of inclusive excellence through training and programming (Plan Year: 2)

• **4.3** Define explicit structures for intentional access to opportunities within NORDP (Plan Year: 2)
Member Services Committee
Member Services Committee - Highlights 2019-20

1. Two new member categories – Emeritus & Trainee
2. Development of topical affinity groups – PUI & Academic Medical Centers
3. Five regional conferences last year, with 5 planned for the future
4. MSI Recruitment subcommittee launch of the HBCU Pilot Program
**Member Services Committee - Goals for 2020-21**

1. Formalize collection and analysis of feedback from members and implement strategies to address feedback (KRA 6.1 & 6.2)
2. Contribute to the diversification of NORDP’s leadership by facilitating the recruitment of diverse volunteers to NORDP’s committees (KRA 4)
3. Provide a quarterly New Member Welcome webinar (KRA 6.3)
4. Review NORDP’s activities, services & resources to ensure accessibility for all members (KRA 6.3)
Mentoring Committee
Mentoring Committee - Highlights 2019-20

NORDP MISSION

DIVERSITY, INCLUSION, and EQUITY
CAREER and PROFESSIONAL DEVELOPMENT
MEMBERSHIP
BOARD and GOVERNANCE
ADVANCE the FIELD of RD
EXTERNAL RELATIONS
COMMUNICATIONS

MENTOR-MENTEE PAIRS
- 66 pairs/46 mentors/110 total
- >10% NORDP membership
- New resources
- Mentor Training

PEER MENTORING GROUPS
- 3 on-going/3 new
- 65 members
- Framework
- New resources

COMMITTEE COMPOSITION
- 22 members
- 4 standing teams, 1 special projects team
- 3 co-chairs
- 7 liaisons to other committees/affinity groups

COMMUNICATIONS
- 8 blog posts: 4 highlighting partnerships outside NORDP
- UNM Mentoring Institute Conference
- 1 peer-reviewed publication

#NORDPMentoringMatters    #PayItForward    #ICARE
Mentoring Committee

“make connections and expand my mentoring network”

“person-to-person feedback”

“reciprocal sharing and learning across different organizations”

“think about challenges from another perspective outside of the organization”

“valuable, reciprocated professional relationships”

“resources available on NORDP website, including the OnBoarding Packet”

#NORDPMentoringMatters     #PayItForward     #ICARE
New Opportunities for Research (NORD)
InfoReady/NORD Grant
• 5 cycles have been administered; began Spring 2018, most recent cycle, Spring 2020
• Operationalized as bi-annual (Spring and Fall) funding opportunities
• Awards are sponsored by InfoReady Review and NORDP; award amounts range from $1500-$2500
• In total 23 applications have been received and 8 awards have been made; 2020 Cycle 1 funding decisions are pending
• $14,255 awarded in total thus far
• 2018 - $6,000; 2019 - $8,255; 2020 - pending
• NORD Committee/Reviewers: Dave Stone, Michael Spires, Gretchen Kiser, Rachel Dresbeck, Kellie Dyslin, Kim Littlefield
New Opportunities for Research (NORD) - Goals 2020-21

• Ensure timely funding opportunity *and* award announcements

• Disseminate project results; emphasize impact on research development as a disciplinary field
Nominating Committee - Highlights 2019-20

- Expanded the composition of the NomCom to include representation from all regions except Northeast and Southeast (maxed our committee membership at ten with a max of two/region)
- Conducted outreach to all current region reps and co-reps, committee chairs and co-chairs, rising star awardees, immediate past board members, and current board members
- Transitioned NomCom efforts online, including the Candidate’s Forum (which will be recorded and made available to the membership unable to attend)
Professional Development Committee
Professional Development Committee - Highlights 2019-20

- Attendance. 10 NORDP webinars since the last annual meeting, with positive feedback and registration numbers continuing to trend high! There were 831 people registered for just the past 3 NORDP webinars.

- Content. Webinar Planning & Outreach WG successfully recruited speakers from 20+ institutions/organizations to share on topics ranging from funding programs, mentoring, RD careers, collaboration, resources, and best practices.

- NROAD. The NORDP resource to help RD offices create internship and/or onboarding program, NROAD, launched at the NORDP conference in 2019, is now available for download on the NORDP website. So far, 122 NORDP members have downloaded the resource and several are in various stages of developing training/internship programs. We are creating additional resources and hope to be able to host them on a learning management system hosted by MemberClicks.
Professional Development Committee - Goals 2020-21

- More variety in content: Conference, non-conference, highly interactive, and non-webinar offerings throughout the year, and ensuring we provide content for RD professionals at various career stages.

- Enhancing the information on past and future PD content through improved delivery, tagging, searching, and archival.
Strategic Alliances Committee
KRA 7.1: Cultivate selected sponsors who partner with NORDP beyond conference

- COVID-19 and its effects on the conference prompted formation of working group to reimagine sponsorships
- WG has begun to interview sponsors to understand their needs in this new environment
- this will be primary focus for next year
SAC – Raising the visibility of NORDP

KRA 7.2: Clarify and communicate the Strategic Alliances Committee’s strategy including criteria for forming external partnership to ensure transparency

• a report detailing the strategy has been prepared
• a SAC Liaison is NOT the same as a Strategic Alliance
• communicating the criteria and the ongoing work of SA is another focus for next year

Did you **HUDDLE** this year? A SAC idea that blossomed; 12 in 12 months before Covid-19 ended non-essential travel

2) NPA -> inter-cmt working group -> N-ROAD -> Prof Dev’l Cmt requested by 70+ members

3) International Working Group

BoD approved application to join INORMS; 2 papers accepted at INORMS Congress in Hiroshima – postponed until May, 2021.
Thank you, Committee Members
Conference 2020 Update & Conference 2021

Virtual NORDP 2020

2020 Virtual Poster Session:
July 30, 3-5 pm ET, hosted by KnowInnovation

Co-chairs NORDP Conference 2021
- Jill Jividen, University of Michigan
- Katie Howard, Appalachian State University

NORDP 2021: May 3-5, Hyatt Regency Crystal City, Arlington, VA
How can you get involved today?

- Vote for your new Board Members
- Committee Recruitment meetings in July
- Look for ways to get involved in KRAs
- Sign up for the NORDP News blog
  - Join the conversation on
    - Twitter
    - LinkedIn
Thank you!

The Business Meeting slides will be available on the nordp.org website in a few days.

Additional comments or questions? Contact president@nordp.org

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