



# New Faculty Go to Washington: Procedures, Policies and Impact

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National Organization of Research Development Professionals

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# Presentation agenda

1. Genesis of the first new faculty D.C. trip
2. Description and evaluation of the pilot project in 2013
3. 2014 and 2015 D.C. visits
4. Formative evaluation and impact study
5. Findings
6. Conclusions and recommendations



# 2013 The First D.C. trip



# Description and Evaluation of Pilot

- Organized by 3 Research Associate Deans (ENG, AG, ED)
- 25 untenured faculty from 3 colleges, 1 senior faculty from AG, the ORSP development director and a ENG RAD staff
- RADs, participating faculty, and ORSP were pleased with outcomes of the trip
- Increased knowledge, confidence, and planned behavior related to external funding



# 2013 DC Trip

## College of Education Faculty



# Planning and Logistics





## Long-term Objectives:

1. Increased number of proposals submitted
2. Increased number of successful proposals
3. Increased \$ amount of funding
4. Increased engagement as reviewers and site visitors
5. Increased cross-campus collaboration



# Formative Evaluation

- Debriefing
- 1-month post survey

# Survey data from first trip

- 90% attending at least one briefing and 100% of those found them helpful/very helpful
- All found the materials provided to be useful
- 80% rated the large group dinner as very positive
- 75% reported more knowledge about the funding process; 90% better understood the funding agencies; 95% were more aware of funding opportunities
- Survey responses showed more confidence and knowledge about developing proposals

# Some Quotes - #1

- “While sharing ideas with program officers, it helped me to solidify, refine and validate my research agenda. I saw ways that I can get funding to further my research.”
- “I have ideas for research but it really hit home that the grant needs to address the agency’s priorities.”
- “The program officers are like colleagues who want to help get good ideas funded.”



## #2: April, 2014

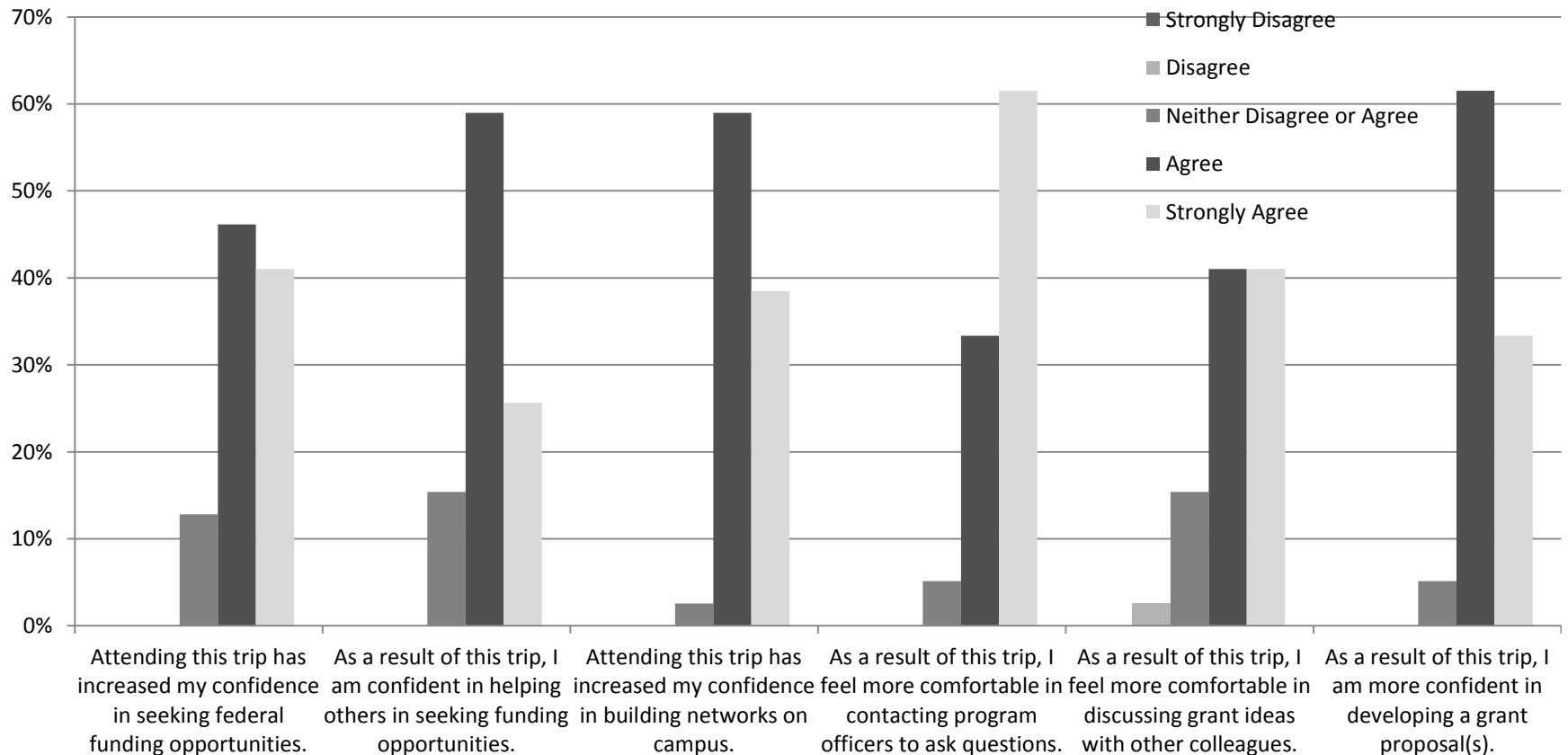


- 44 untenured faculty; 6 senior faculty; 2 ORSP staff
- 8 colleges

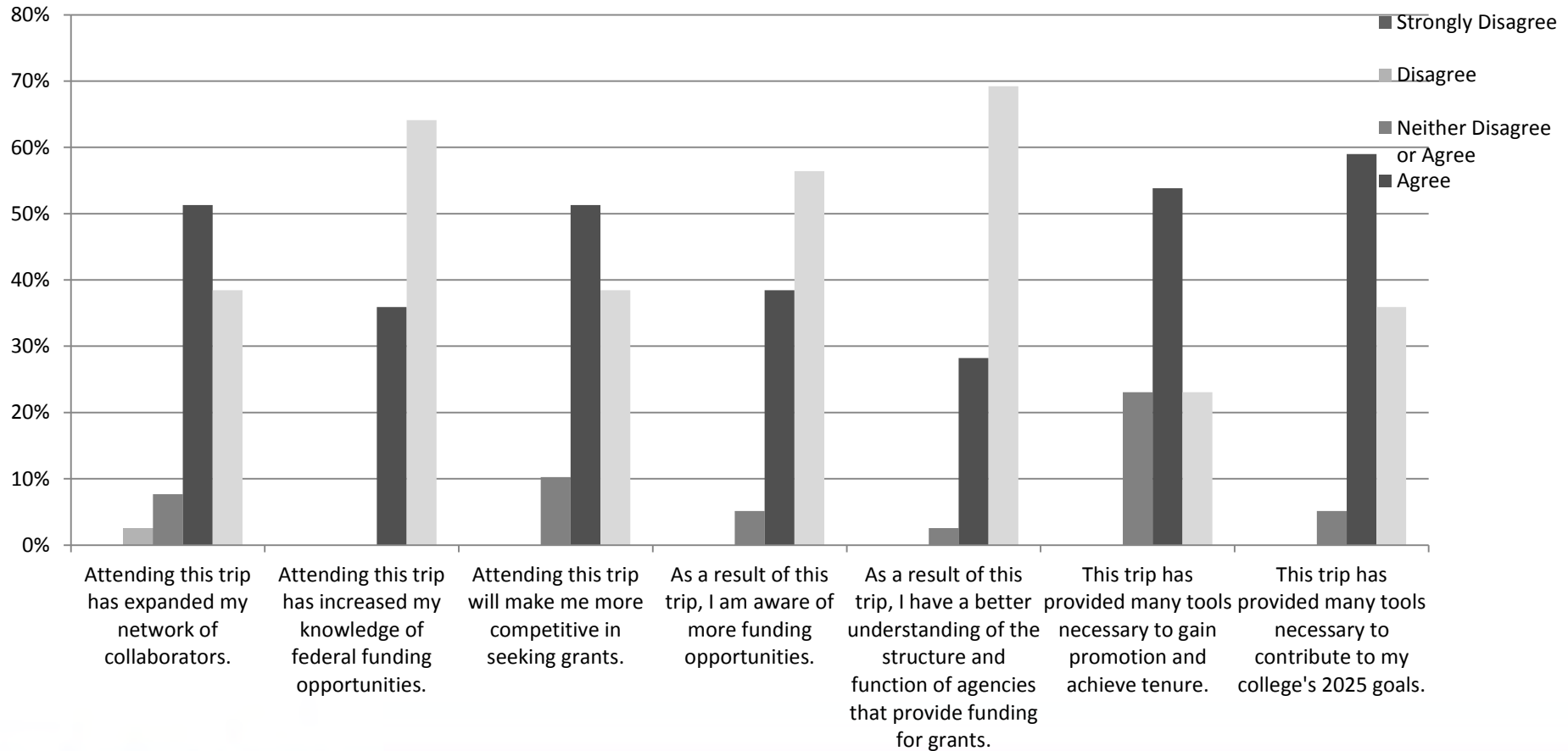
## #3: April, 2015

- 34 untenured faculty; 10 senior faculty; 2 ORSP staff
- 10 colleges; 3 campuses; 1 school; the library

# Confidence Ratings – Group #2

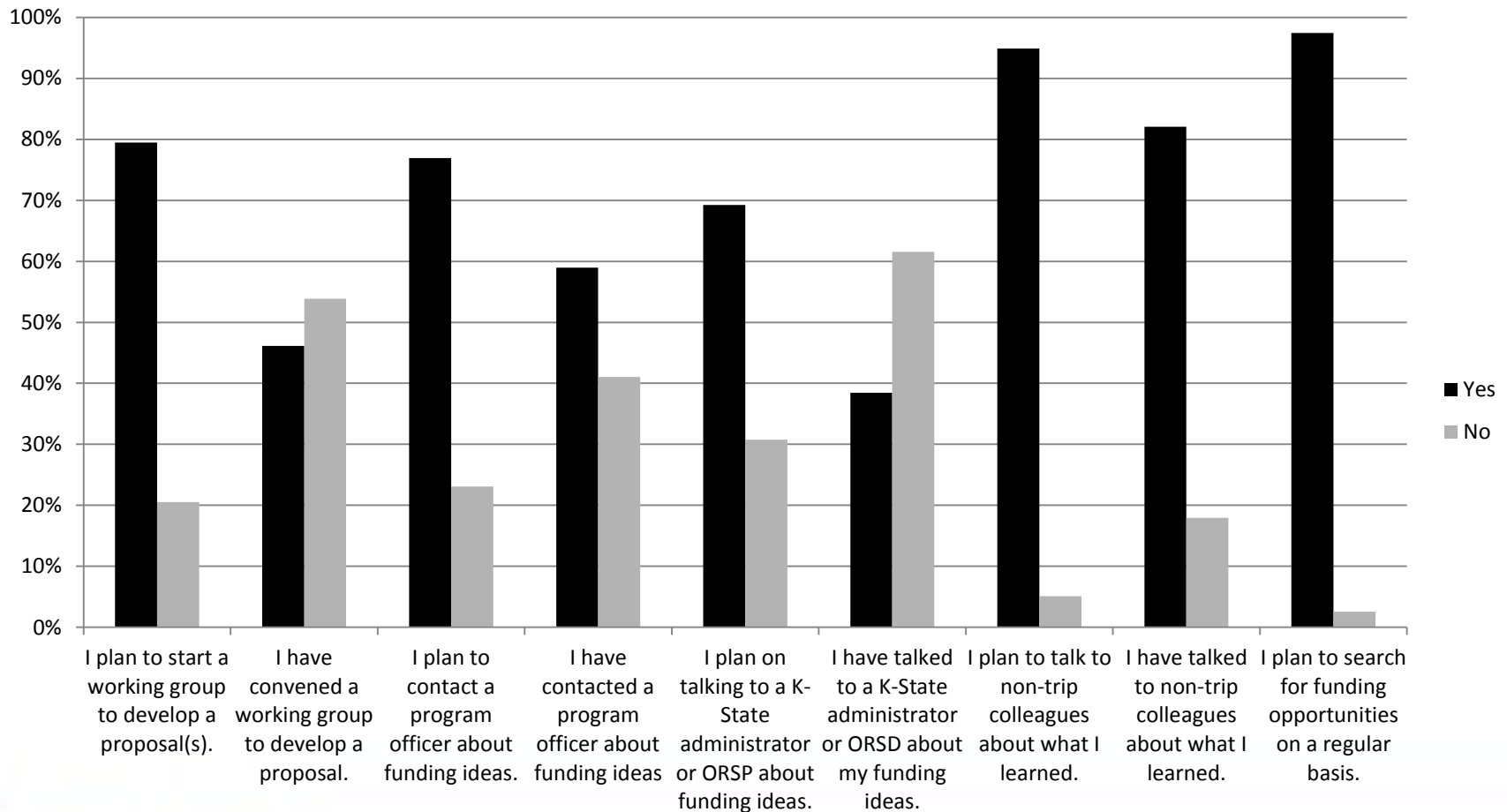


# Knowledge Ratings – Group #2





# Planned Actions - Group #2



## Quote from Group #2

“I really appreciated going on this trip with other colleges for the opportunity to meet and discover collaboration opportunities with faculty I would likely not have otherwise. I would suggest keeping this mix of colleges for next year - to me, it was definitely worth the additional logistics, as hectic as it was for everyone organizing the trip (I was, by the way, very impressed with the level of organization given the size of our group!).”

# Procedures

- Organized through Associate Deans Council and ORSP
- Steering committee planning
- Online DC trip site
- Solicitation / nomination of untenured faculty
- Briefings
- Coordination of travel and hotel
- Assigned work for untenured faculty
- Visit agenda
- Debriefing
- Evaluation



# Briefings



# DC '14 Briefing #2

March 10 and March 12

- Update on arrangements and logistics  
Ernie Minton, Noel Schulz, Linda Thurston
- Understanding NSF – tips from Beth Montelone,  
Associate Dean, A & S
- How to talk to Program Officers – Linda Thurston
- “elevator speech” practice with feedback

# DC '14 Briefing #3

March 31 and April 3

- Introductions.
- What is EPSCoR and why you need to know about it – Mary Lou Marino, OSRP
- Talking with our legislative delegation and their aides – Sue Peterson, Office of Governmental Relations
- Update on arrangements and logistics  
Ernie Minton, Noel Schulz, Linda Thurston



# Materials Provided

- Suggested reading list re NSF
- Restaurants in the area
- Directions to sites and Metro maps, Apps
- Understanding NSF
- How to talk to program officers
- What to wear
- Names and bios of fellow trippers
- Trip agendas

# Trip Calendar Overview - 2014

1. 6:30 April 8 - Buffet Dinner at the Holiday Inn.
2. Morning, April 9, NSF. Signing in at NSF – we will go in shifts.
3. Meetings in Stafford II and Director's Board Room.
4. 1:00 – Introduction to EHR Directorate OR
5. 1:00 – USDA group
6. Wed afternoon - Other meetings with SBE, ENG, and EHR
7. Reception on Capitol Hill
8. Thursday – individual or small group meetings: DRL, ENG

# Post-trip Debriefing

Intros and go around about best part of trip

Finalizing logistics – financials and thank you notes/emails

General Impressions of the Trip; Outcomes to date

One item to improve

Federal Funding Agency Interaction Feedback

- NSF • USDA • NIH • suggested other agencies?

Small Group Discussions (break up in groups of 3 – 4 folks)

- Discussion what was the biggest surprise/lesson learned from the trip.
- What are two to three short term goals for the summer where you will use the information from the trip?

Large Group Discussion on items above

Discussion: Next steps for this group

Any other questions or comments?

**REMINDER – DC 2014 Trip Celebration – 4:30-6:00 pm, May 12, K-State President's Residence**

# Comments from the post-trip briefings

## Best part:

- Meeting others from KSU and networking
- Meeting program officers face to face; finding out what they are passionate about;
- The visit to NSF;
- Getting to know colleagues;
- The taxi ride to the airport – put together a pre-proposal;
- The opportunity to put a face with a name on solicitations or a website;
- Getting to know who to call for collaboration on campus;
- The organized structure of the trip forced us to really think about our own research and potential funding avenues;
- Getting opportunity to serve on a panel;
- Learning how to navigate agencies beyond the abstract

# More debriefing comments

- Repeating the elevator speech / practicing before we left

## What was the biggest surprise?

- Understanding flexibility about funding across directorates
- Surprised that funding rate was so low
- Surprised that NSF personnel were so open with their comments
- More opportunities in education than expected
- Found areas of funding that were surprising
- How easy it is to talk with program directors





# The impact study

- Design
- Measures
- Methods

# Findings for Trip #1

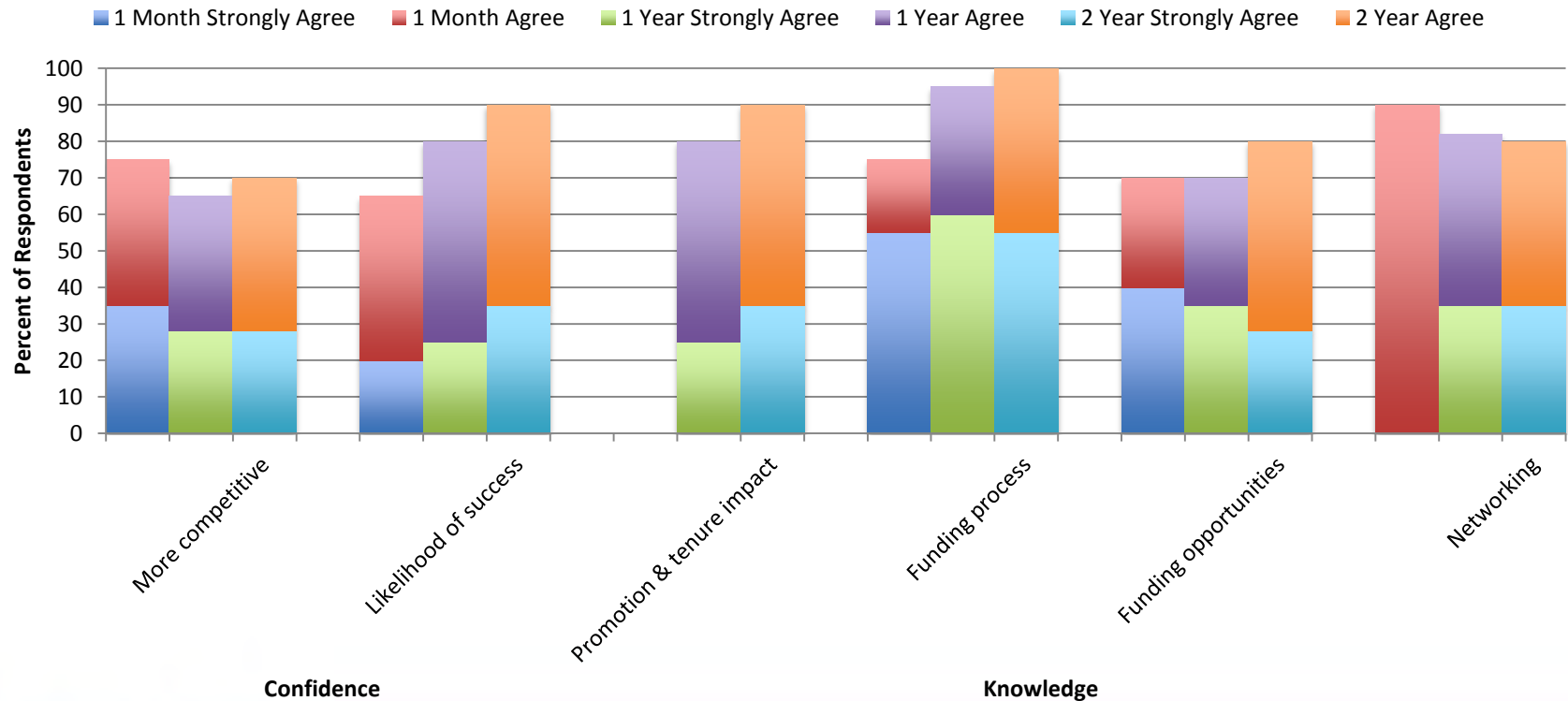
- 1 month follow-up
- 1 year follow-up
- 2 year follow-up
- Tables and graphs with comparing all 3 surveys

# Group 1: Productivity and Planned/Accomplished Actions

	1 month	1 year	2 year
<b>Participant Productivity</b>			
Proposals submitted	65%	85%	81%
Proposals funded	15%	20	
Program officer contacts	70%	65%	73%
Review panels	25%	33%	27%
<b>Planned and Accomplished Actions</b>			
Develop collaborative proposal	70%	39%	64%
Develop collaborative research		67%	27%
Continue meeting	85	71%	55%
Shared information	70%	92%	82%
Contact P.O.	75%	65%	73%

# Group 1

## Ratings for Confidence and Knowledge Across Three Years



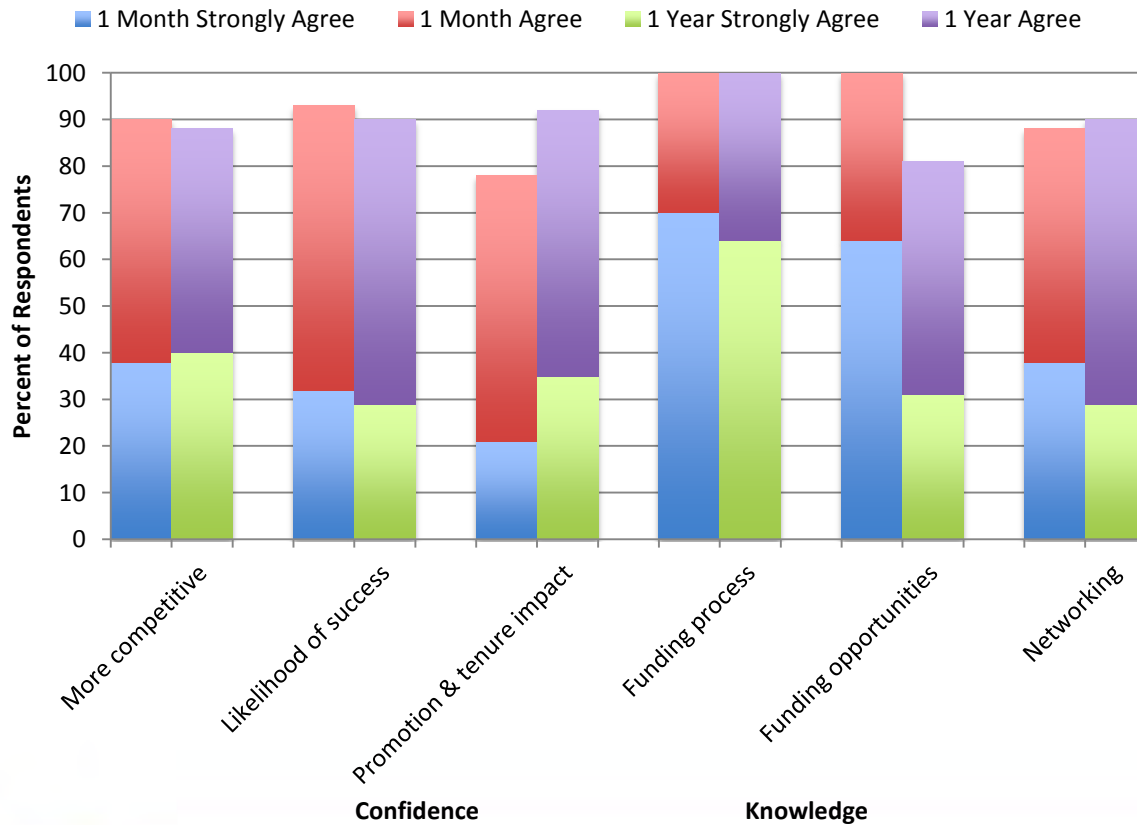
# Group 1: Productivity and Planned/Accomplished Actions

	1 month	1 year
<b>Participant Productivity</b>		
Proposals submitted	68%	55%
Proposals funded	24%	
Program officer contacts	34%	62%
Review panels	13%	27%
<b>Planned and Accomplished Actions</b>		
Develop collaborative proposal	80%	50%
Develop collaborative research	n/a	42%
Continue meeting	n/a	78%
Shared information	95%	92%
Contact P.O.	78%	72%



# Group 2

## Ratings for Confidence and Knowledge Across Two Years



# Theme #1 – Program Officers

- “...sitting across the table from program officers and hearing them speak candidly about the issues they face and were passionate about provided information and experience I could not have obtained elsewhere.”
- “Finding that program officers and reviewers are researchers just like me”
- “Now my attitude toward the whole process has completely changed. I am looking forward to submitting proposals and in a few years I would like to become a rotating program officer”.

# Theme #2 – K-State Colleagues

- “I was able to connect to a colleague outside of my college with whom I had never met. We are now talking about a joint proposal and collaboration which probably would not have happened had we not met or participated in the NSF agency visit.”
- “...provided a really informal way of interacting with other K-State faculty”.
- “As a new faculty member, I have not had many opportunities to make new friends here in Manhattan, but this trip allowed me to forge new friendships and develop new collaborations. Having improved social relationships help with my satisfaction at KState and ensures that I’ll be happy here for along tie (as well as increase my likelihood to obtain extramural funding)”.

# Theme #3 – Developing Proposals

- “It takes just as long to write a million dollar grant as it does a \$50K grant!”
- “I feel confident in applying to diverse funding opportunities and I can easily establish a team of K-State people behind an idea that unify all faculty into a common objective.”

# Summary and recommendations

- 96% of survey respondents agreed or strongly agreed that new faculty trips to D.C. should be continued for new hires
- In general, participants reported significant increases in confidence, knowledge and enthusiasm for seeking external funding for their research. These increases maintained over time.



# Have Long-term Objectives Been Met?

1. Increased number of proposals submitted; YES
2. Increased number of successful proposals; YES
3. Increased \$ amount of funding; YES
4. Increased engagement as reviewers and site visitors; YES
5. Increased cross-campus collaboration. YES

# Discussion and questions

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