

Bringing NORDP Home: Building a Community of Research Development Professionals

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Institutional Context



7,701 Faculty

**2.8M square feet of
lab space for
research and training**

Research Dollars (FY 2016)



**\$1.39B
Research
Expenditures**

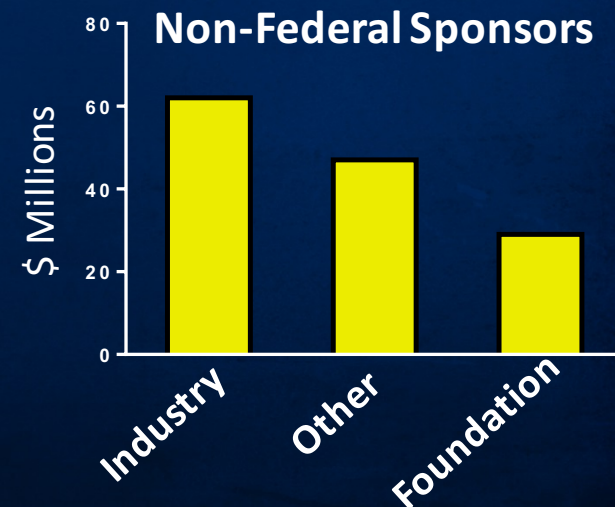
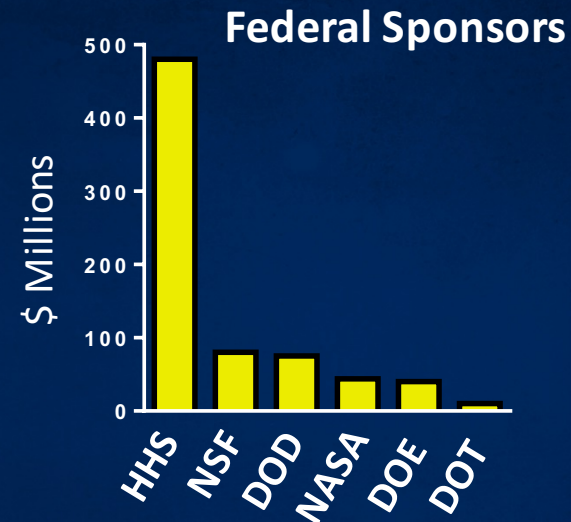
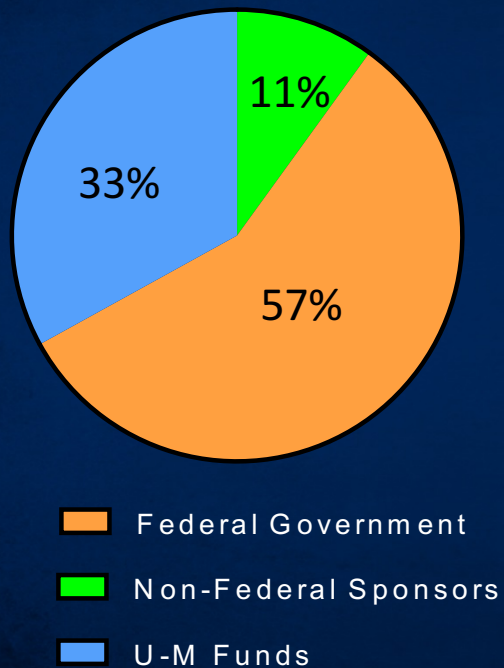


**5,255 Research
Submissions: \$4.3B**

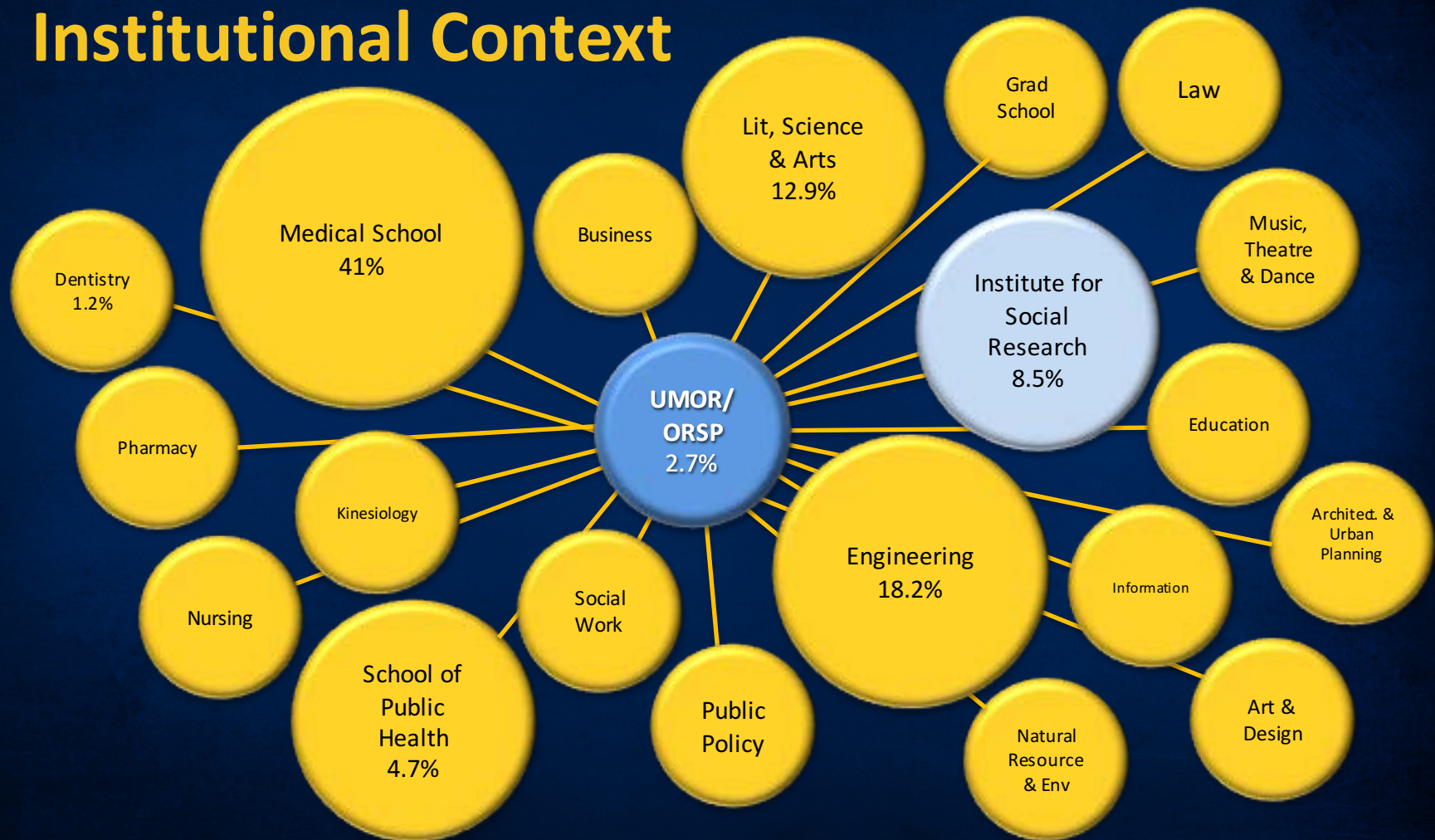


**2,070 Research
Awards: \$1B**

Major Research Sponsors



Institutional Context



Institutional Context

DRDA



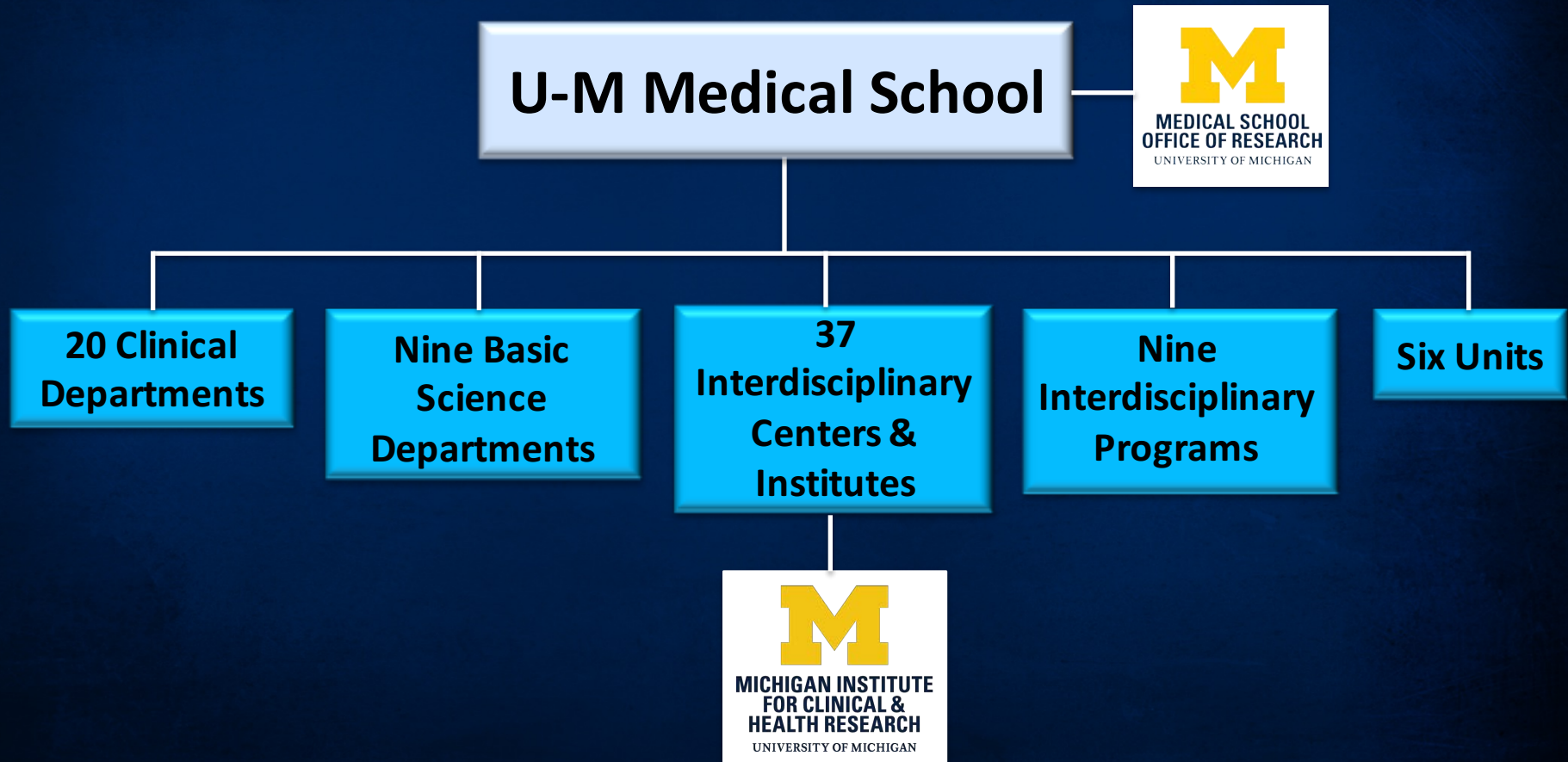
ORSP

Department of
Research Development &
Administration

Office of Research &
Sponsored Projects

RAAC = Research Administration Advisory Council

Institutional Context





Fund

- Grant development support (Research Development Core)
- Pilot grant funding



Connect

- Communities Engagement
- Study Participant Recruitment



Educate

- Support through K and T awards
- Master's and Certificate Programs
- > 100 workshops and seminars



Support

- Clinical Research Unit
- Clinical Trials Office
- Biostatistics
- Database Development
- Study Monitoring
- Regulatory Support
- Informatics Tools

MICHR
*Enable and Enhance
Clinical &
Translational
Research*

UMMS Office of Research

Maintaining investigator-focused infrastructure,
facilitating and diversifying avenues for funding,
streamlining research processes

- Research Development Support
- Grant Review & Analysis
- Biomedical Research Core Facilities (12 cores)
- Biorepository
- Data Office for Clinical & Translational Research
- Calendar Review & Analysis
- IRBMED
- Innovation & Business Development
- Unit for Laboratory Animal Medicine



Mobilizing RD Professionals at U-M



*It all began with a dinner at the
2014 NORDP conference.....*

Building an RD Community

Research Development Group Goals

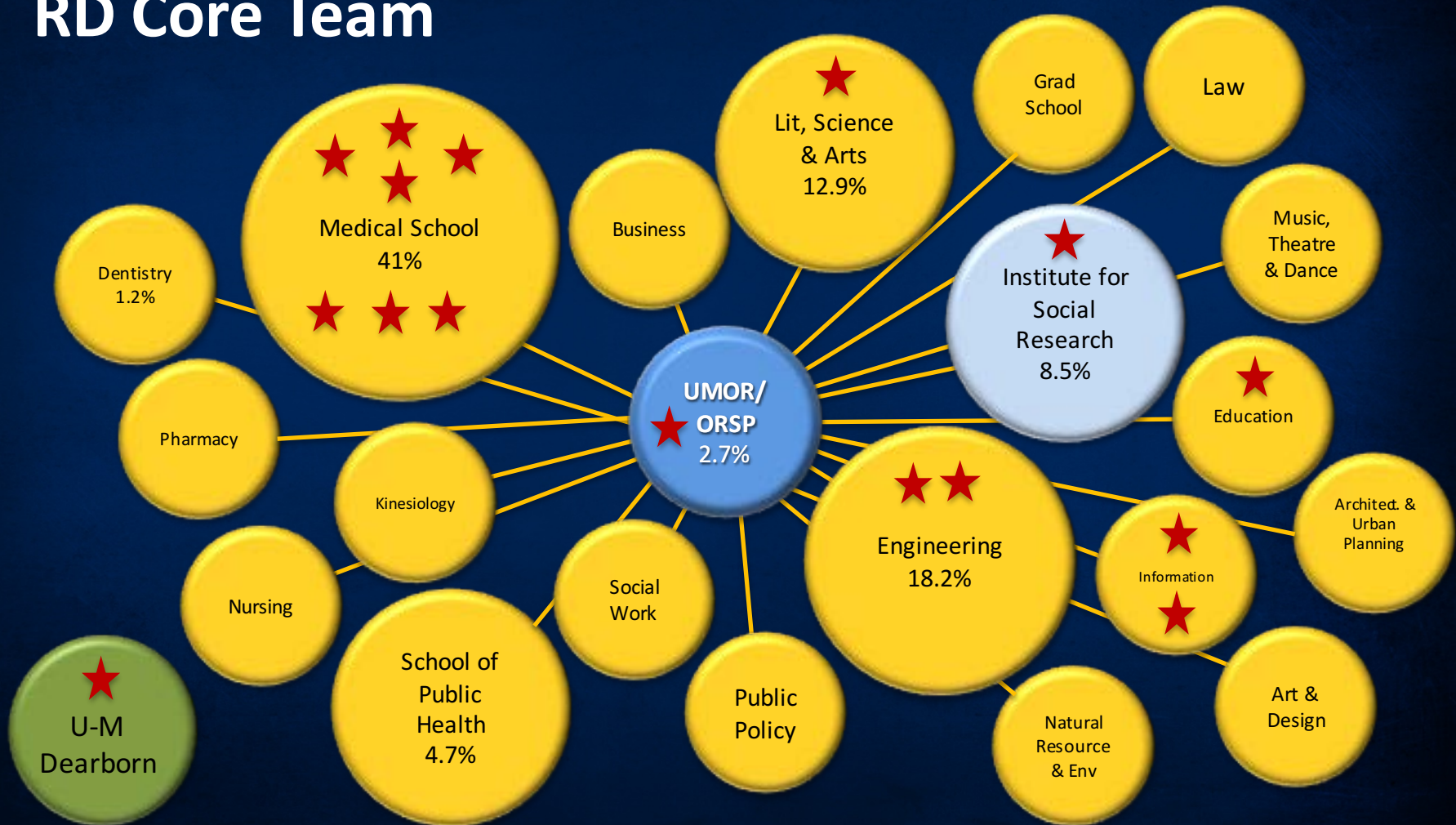
- Share best practices and resources; inspire big ideas; identify strategic and collaborative opportunities towards:
 - Increasing the quantity and quality of proposals submitted by faculty
 - Fostering faculty research and career success
 - Promoting interdisciplinary collaboration
 - Bringing exposure to RD resources and efforts

Building an RD Community

Research Development Core Team

- Sixteen members, representing 12 schools/units
- Bimonthly meetings:
 - Share school/unit updates and project developments
 - Discuss campus-wide activities and gaps
 - Plan conferences/workshops for the **larger** RD community at U-M

RD Core Team



Mobilizing RD Professionals at U-M

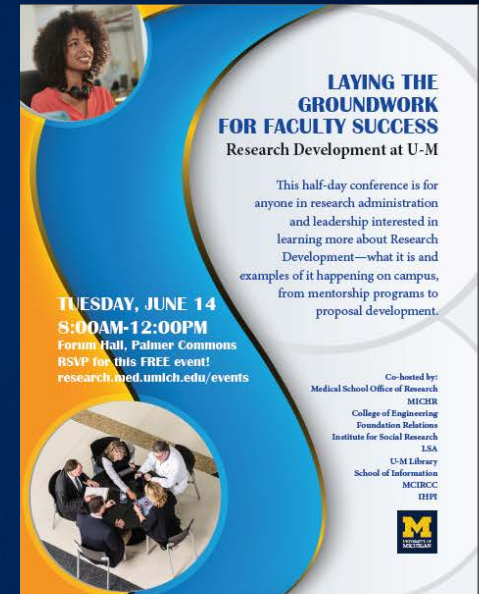


*Engaging and empowering an even
broader community of RD
professionals and administrators
across U-M*

Mini-NORDP Conference

“Research Development at UM: Laying the Groundwork for Faculty Success”

- Free half-day conference, June 2016
- Audience: RD professionals, research administration & leadership
- Goals:
 - introduce campus to RD as an emerging field and potential career path;
 - provide examples of RD in practice;
 - inspire creative problem-solving;
 - networking with likeminded professionals



A True Grassroots Effort



Co-hosted by 10 RD Core Team schools/units



Internal communication channels: in-person presentations, newsletters, twitter, facebook, listservs, webpages



With the exception of one faculty speaker, all presenters were RD Core Team members

Mini-NORDP Conference Agenda

8:00 am	Registration, Breakfast, Networking
8:30 am	What is Research Development?
9:00 am	Models for Mentoring
9:45 am	Faculty Perspective/Impact
10:00 am	Networking Break
10:15 am	Proposal Review Strategies
10:55 am	Multidisciplinary Collaboration
11:20 am	Wrap Up: Growing the RD Community
11:35 am	Q&A

Mini-NORDP Conference Outcomes & Evaluation

- ❑ 52 attendees from 33 U-M schools/departments/units
 - ❑ Diversity in composition of attendees: Directors of Research Administration, Grant & Contracts Specialists, Research Process Coordinators, Project Managers, Informationists, Chief Dept Administrators, etc.

Are you interested in joining the U-M Research Development Group email list? If so, please leave you name and email address below.

- ❑ 40+ attendees expressed interest in joining our RD email
- ❑ To date, we have more than 100 'interested individuals' on our RD email list

Mini-NORDP Conference Outcomes & Evaluation

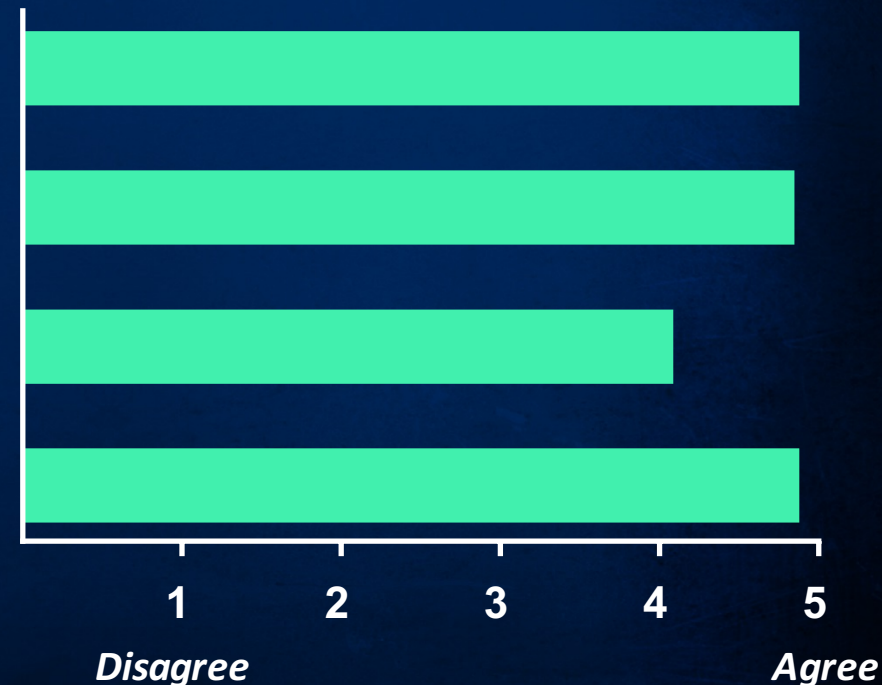
❖ 34 attendees completed evaluations

I have a better understanding of what Research Development means

I learned about career options in Research Development

I learned about Research Development resources that I will share with faculty I support

I would like to see future conferences about Research Development offered at U-M



Evaluation Comments

This was very useful. I'm glad to see UM people who are involved in this. Please do more of these.

Will take notes from conference to Chief for discussion @ faculty meeting.

It was great to hear all the different resources for faculty.

High quality presentations! Valuable content. I think the content will leave participants with ideas about whom to contact for help. The content also provides models for participants to emulate (i.e., creating mentoring programs). Great conference! Next year I think it would be great to have a panel with library representatives about ways we partner/support in Research Development.

I thought this conference was incredibly informative and inspiring. I hope to bring more Research Development into my department and seek out more professional development and career opportunities in research development.

I would like to see a comprehensive inventory of who is providing which RD support or other resources at UM.

I'm interested in trying to find ways to use discussion here today to my school to improve outcomes.

Mini-conference was well organized and informational.

Mobilizing RD Professionals at U-M



*Maintaining momentum and
revisiting mini-NORDP conference
evaluation comments*

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Resources and Services for Research Success: Funding, Data Planning and Public Access

- Free two-hour library resources workshop and networking event, Dec 2016
- Audience: RD professionals and research administrators
- Panelists: librarians and informationists
- Goals:
 - educate about resources available for finding funding, developing data management plans and ensuring publication compliance;
 - provide opportunity for small group networking;
 - discuss challenges in RD and ideas for overcoming them;

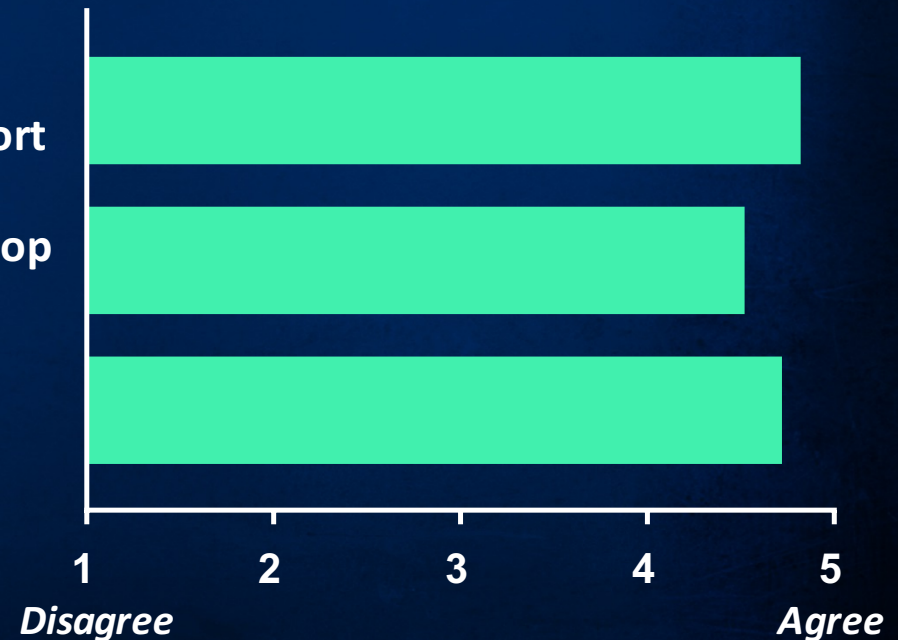
Library Resources Workshop Outcomes and Evaluation

- 38 attendees from 25 different schools/units

I learned about Research Development resources that I will share with faculty I support

I found the networking portion of the workshop valuable

I would like to see future workshops about Research Development offered at U-M



Library Resources Workshop Comments

I would like to have learned more about the roles of research development professionals, like how you work with faculty. I am fairly new and unfamiliar with the field.

It would be helpful to develop pre-award best practices.

We should consider ways to assist faculty with how to appropriately use funds following award.

Is there anyone actively scanning the funding universe; who are they and how do we use them as resources?

Need a better means of communication and sharing of information and templates.

Need more time for networking.

Options for us to connect as a larger group beyond in-person meetings is desirable (eg, video conferencing, etc).

Research Development Listserv

- Moderated listserv created in February 2017
- Includes RD Core Team and more than 100 U-M staff who have expressed interest in RD activities and communication
- Goal: facilitate discussion about best practices, resources, or events; post information and literature about the field; and announce relevant opportunities and activities

On the Horizon

I would like to see a comprehensive inventory of who is providing which RD support or other resources at UM.

Comment from the 2016 Mini-NORDP conference and a sentiment shared by many

Considerations

- ☐ Who will lead collection and compilation of resources?
- ☐ Where will the information live?
- ☐ Who will update the information?
- ☐ Could we engage the larger RD group in this effort?
- ☐ How could we effectively use this resource in faculty onboarding?

Strategies to Mobilize RD Activities



*The 2016 Mini-NORDP Conference
was a success – Let's do it again!!!*

Research Development at U-M

Proactive Strategies to Foster Faculty Success



Tuesday, June 13



Michigan Union,
Pendleton Room



7:30 AM - 12:30 PM



Breakfast Provided

7:30 AM Registration & Breakfast

8:00 AM Keynote: David A. Stone, Ph.D., Associate Vice President for Research,
Oakland University; former president, NORDP

Panel A

9:10 AM Getting Started in RD

10:10 AM Onboarding New Faculty

11:10 AM Public Engagement for
Broader Impacts

Panel B

9:10 AM Details of Data Management Planning

10:10 AM Helping Faculty Communicate the Value
& Impact of Research

11:10 AM Planning for Large-Scale
Proposals

Co-hosted by

Medical School Office of Research
U-M Office of Research
MICHR

College of Engineering
Foundation Relations
Institute for Social Research

LSA
U-M Dearborn
School of Information

More Information and Registration

research.med.umich.edu/events



Highlights

- David Stone serving as the keynote speaker
- RD Core Team members organizing panels and recruiting 'outside' U-M staff and faculty speakers

Two tracks—beginner & advanced

7:30: breakfast & registration

8-9 am: Keynote David Stone, PhD

Panel A

9:10 Getting Started in RD
10:10 Onboarding New Faculty
11:10 Public Engagement for
Broader Impacts

Panel B

Details of Data Management
Helping Faculty Communicate
Large-Scale Proposals

Strategies to Mobilize RD Activities



*Understanding the RD landscape:
Collaboration and avoiding
duplication of services*

Example: MICHHR & the U-M Medical School Office of Research *Foundational Services*

Research Development Core (RDC)

Mission

To help you
translate good
ideas into funded
science

*Free pre-award
services*

Guidance

- Study design
- Specific Aims
- Hypotheses
- Biostatistics
- Resubmission strategy
- Career direction
- Collaborators
- Grant editing

Funding Sources

- NIH
- Other Fed Sponsors
- Foundation
- Industry
- Internal Funding

RDC Grant Consultation and Editing

Investigators meet with:

- Faculty with NIH study section experience
- Biostatisticians
- MICHHR program experts/additional experts across U-M
- MICHHR staff experienced in grant development



When close to submission:

- Grant editing to improve logic, flow and clarity of ideas; identify red flags; ensure adherence to guidelines; correct grammatical errors

UMMS Proposal Development Workshops and Services

- Workshops
 - Writing Winning Grant Proposals from the Reviewer's Perspective (half day, 2-3 times/yr or "on demand")
 - Understanding the New NIH Rigor & Reproducibility Standards (new, as needed)
 - Communications Series ("Don't Blind Them with Science: Writing in Plain Language")
- One-on-one (proposal editing, finding funding)
- Large-scale proposal management

**Example: MICHHR & the U-M
Medical School Office of Research
*Mentored/Large-Scale Grant
Programs & Workshops***

MICHR K Writing Workshop

- Three part series designed to assist K writers with preparing strong applications
- Focus on candidate background, career development plan and research strategy
- Blended learning: videos, in person presentations and small break out groups
- Receive feedback from faculty with NIH study section experience, grant experts, and peers
- Since 2009, > 200 participants

Educate



UMMS Mentored Research Academy

R01 Boot Camp

- Junior faculty mentoring program started in 2013 to help early investigators get first big NIH project grants
- Mentees split into teams of 3-4, coached by a senior faculty mentor (who has strong funding track records)
- Internal and external subject matter experts engaged for reviews
- Mentees get guidance on aims/methodology, proposal writing, choosing study sections, & NIH policies (e.g., how to contact POs, etc.)
- First 3 cohorts (127 mentees) have brought in \$74.4M in new research funding that they attribute to the experience (32 new R01s, 47 pending)



K Writing Workshop expansion

Interest from Institute for Healthcare Policy & Innovation (IHPI) in creating a K Writing Workshop

- Why not just expand MICHHR's workshop?
- 2015 → added two new mentors and 10 K writers from IHPI

R01 Boot Camp expansion

Interest from other schools

Benefits of interdisciplinary networking/collaboration

- 2014-15 → added mentees from Nursing, IHPI
- 2016 → added mentees from Pharmacy, MCDB, Dentistry
- IHPI includes SPH, Kinesiology, UMSI

Example: U-M Library Finding Funding Resources

U-M Library Portal



- Research Funding & Grants Guide: a central, campus-wide web portal for funding resources, grant-writing training and events, and more
- Research Funding Consultation: a personalized, expert funding and grant search consultation service for U-M research faculty & staff
- funding.research.umich.edu

Gaps and Challenges

University-Wide

- Correlating investment in RD with outcomes and impact
- Thinking “institutionally” rather than in silos
- Creating awareness of RD activities, particularly at the faculty and leadership levels

RD Community

- The broader collective:
 - Connecting on a consistent basis
 - Engaging in specific projects/activities
 - Ensuring workshops/conferences meet the needs of those with diverse roles/responsibilities



Lessons Learned

- ❖ Do not reinvent the wheel
 - What RD activities are occurring across your campus?
 - Leverage established programs/resources/tools
 - Identify channels to share your own work
- ❖ Small networks can still foster silos; think campus-wide
- ❖ There are likely a lot more people working in RD than you think!

Questions?

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