

Workshop/Breakout: New Faculty Mentoring for Research Funding Success

ASEE ERC session date and time: Monday, March 6, 2017, 3:15-5:15 PM

Report out

What are 2-3 critically important support activities for ensuring funding success for new faculty for your table group? How should activities be facilitated at an institution (e.g. in department, school/college, centrally etc.)?

Group	Full-time tenure-line faculty in College/School of Engineering		Activity	Facilitation
	Avg.	Range		
Table 1	80	60-95	Take faculty to DC in an organized visit to NSF etc. and speak to program officers	Facilitated at the college level
			Reduced teaching load and/or a one semester sabbatical	Facilitated at the college level
			Associate Dean and Dean meet with untenured faculty a couple of times per semester	Facilitated at the college level
Table 2	182	45-340	Proposal development workshops and consultants, particularly for CAREER awards	Facilitated with money from the vice provost for research or college. Expertise obtained externally and from University and college
			Program manager visits	Facilitated with money from the department and college
			Start up packages, insurance/bridge funding & seed funding	Facilitated with money obtained from all levels
Table 3	119	100-140	Proposal writing and a writer	Facilitated by hiring a dedicated person to work on writing
			Connecting with senior faculty	Facilitated by matchmaking
			Internal reviewers serving as a review panel for proposals	Facilitated by the associate dean for research
Table 4	238	200-300	Incentives + Mentoring <ul style="list-style-type: none"> - Red teaming - Proposal quality. CAREER and young investigator program workshops Individual workshops	Facilitated at the department, college and institutional levels
			Seed money to grow interdisciplinary research	Facilitated at the department, college and institutional levels
			Research blitz/Lightning talks. Center showcase	Facilitated at the department, college and institutional levels

Table 5	244	73-400	NSF CAREER workshop. (Red team review/ Panelists insights/Senior faculty review and triage)	Facilitated at the college and university level to balance issues
			Visits to funding agencies <ul style="list-style-type: none"> - Organized visits - Prepare the faculty before they go 	Facilitated by the department and college and the vice provost for research
			Workshops <ul style="list-style-type: none"> - big ideas workshop - College research workshop (bringing people from the outside) 	Facilitated by the college and the vice provost for research
Table 6	75	50-100	Mentorship – model successful strategies and advising. Time management – short-term versus long-term	Facilitated in their own discipline, internal and external Facilitated across disciplines and internal/external
			Make resources accessible, visible, available, and provide training in using them - for example identifying funding opportunities, research administration tools, and proposal development	Facilitated at the department, college and university levels. Completed through orientations, workshops, one on one training, boot camps
			Facilitating collaboration - networking events, seed grants, etc.	Facilitated at all levels, internal and external.
Table 7	116	100-140	Proposal writing, preparation, and submission assistance (technical, administrative)	Facilitated by proposal writing workshops and boot camps. Internal “red team” proposal reviews
			Fostering networking with federal and state program managers and industrial funding sponsors	Facilitated by sponsored and organized trips to Washington DC and leveraging senior faculty contacts
			Integrating new faculty members into the system by internally marketing research strengths and interests	Facilitated by faculty "baseball cards" highlighting strengths and interests
Table 8	124	75-150	Agency preparation visits. <ul style="list-style-type: none"> - Write paper - Prepare intro slide - Prepare pitch - Prepare for actual visit 	Facilitated at the college level. Central support for lobbyist and funds for trips
			Understand the mindset of the customer. Pre-and post proposal submission	
			Lightning talks to form connections and collaborations across campus	Facilitated at the university and college level

Table 9	165	150-200	"Tech talks". 2 to 5 minute presentations by young faculty; "speed dating" event with food and drinks to encourage new collaborative relationships. Critical success factor: childcare provided for after hours events	Facilitated at the college and school level
			Work-life balance. Workshops for faculty on time management and work-life balance. These have been conducted by consultants or senior faculty	Facilitated at the college and school level
			Ideation facilitation. University or college representatives work with faculty to develop one or two page documents to describe their research program interests. This helps them develop their elevator speech, provides a document for agencies, and helps share research interests across the academy	Facilitated at the college and school level
Table 10	65	35-100	Cohort goes to program officers after receiving training on the best ways to talk with program officer	Facilitated at the college and/or university level
			Intentional mentoring <ul style="list-style-type: none"> - Mentors write proposal with junior faculty - Share best practices (There is NSF research on this practice) 	Facilitated at the college level
			Incorporate English and art/graphics students or consultants to support writing and graphics	Facilitated at the college level