



Early Career Training for the Next Generation of Academic Leaders



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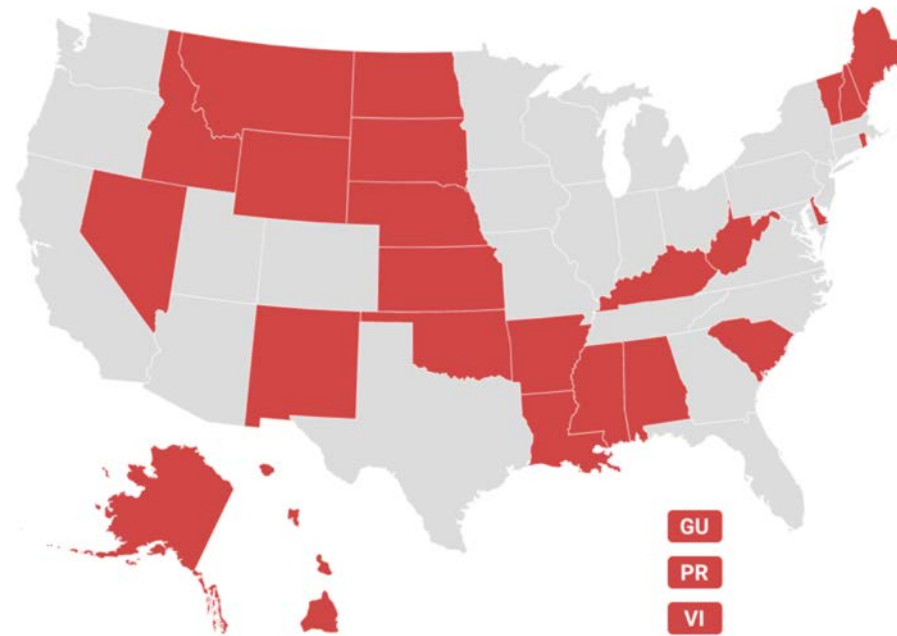
Plan for Our Time Together

- ▶ NM EPSCoR Context
- ▶ Early Career Training
- ▶ Implications for N2N



EPSCoR

**Established Program to Stimulate
Competitive Research**





NM EPSCoR

- ▶ NM EPSCoR
 - ▶ Increase the state's scientific research capacity
- ▶ NM SMART Grid Center
 - ▶ 5 years
 - ▶ \$20 million NSF; \$4 million state
 - ▶ Enable the development of a modern, secure, and sustainable electric grid supported by a diverse next generation workforce.

NM SMART Grid Center

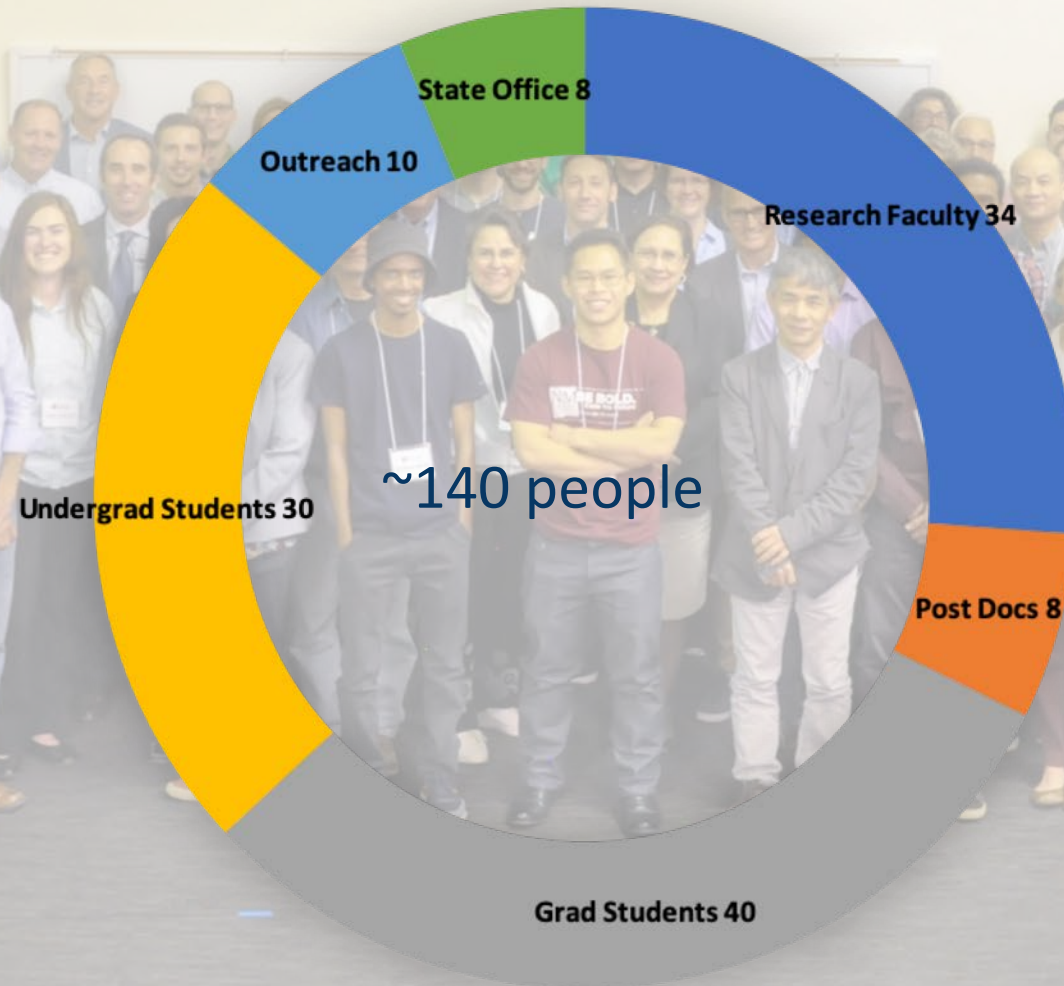
- ▶ Funded Partners
 - ▶ Research Institutions: UNM, NMSU, NMT
 - ▶ Community College: SFCC
 - ▶ Informal Education Partner: Explora
- ▶ Collaborators



NM SMART Grid Center



NM SMART Grid Center



8 New Faculty Hires
8 Post Docs



Early Career Leadership Training

- ▶ **Goal** Provide professional skills training for NM SMART Grid Center team members and other NM researchers
- ▶ **Logistics**
 - ▶ 3-day residential program
 - ▶ 20-24 participants (post docs and early career faculty)
 - ▶ 10 instructors

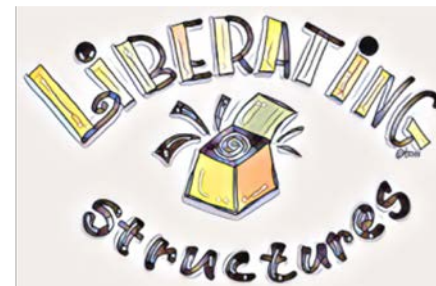


Early Career Leadership Training

- ▶ Professional Skills
- ▶ *Not* Tenure and Promotion
- ▶ *Not* Science Research Skills
 - Technical Tools
 - Research Methods
 - Publication

Leader as Facilitator

- ▶ How to structure an agenda & run a meeting
- ▶ Ensuring that all are heard
- ▶ Strategies for brainstorming, prioritizing, decision-making





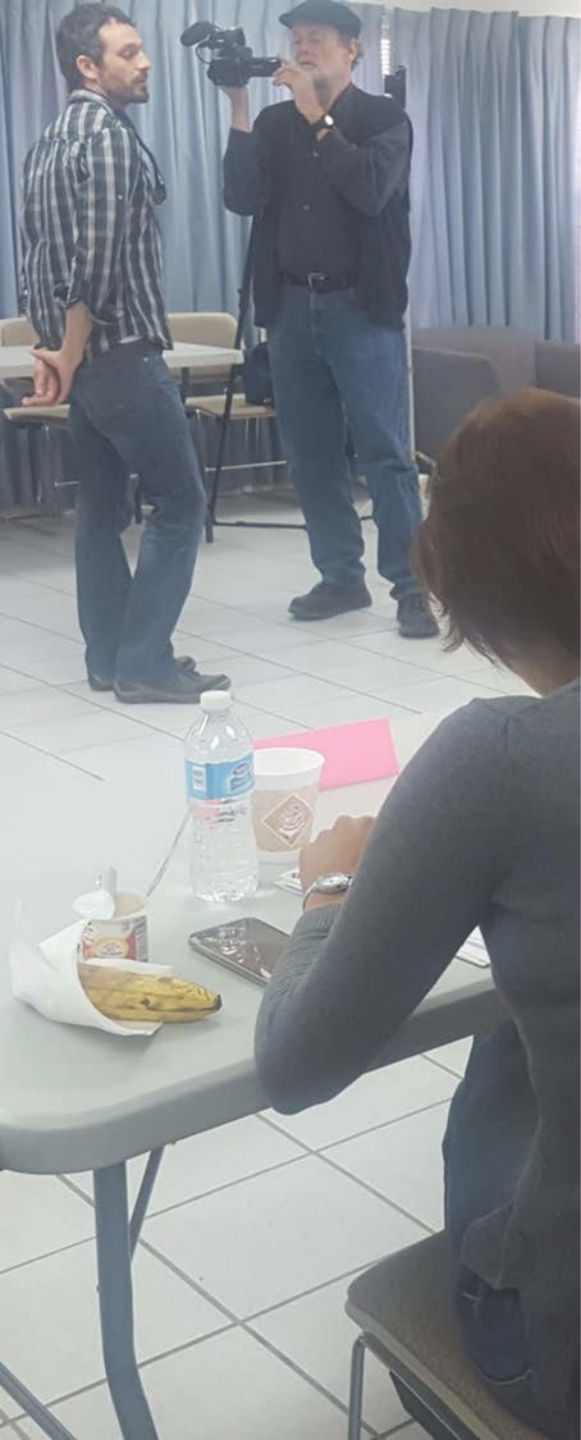
Leader as Teacher

- ▶ Course Design
- ▶ Undergraduate Research
- ▶ Flipped Classroom
- ▶ Technology, e.g. 'clickers'



Leader as Mentor

- ▶ Principles of Mentoring
- ▶ Mentoring Diverse Students



Leader as Communicator

- ▶ Media Training
- ▶ Spark Talks
- ▶ Science Communication Fellows with Explora

Mid-scale Research Infrastru

PROGRAM SOLICITATION
NSF 19-537



National Science Foundation

Preliminary Proposal Due Date(s) (*required*) (du

February 19, 2019

Full Proposal Deadline(s) (due by 5 p.m. submitte

May 20, 2019

By invitation only.

IMPORTANT INFORMATION AND REVISI

Preliminary proposals must be submitted by an Aut date indicated. Full proposal submission is by invite

Please consult NSF's [Large Facilities Manual \(LFM\)](#) [Facilities Guide \(MFG\)](#) for definitions of terms used Plan. Note that Project Execution Plans should be : not require all of the elements described in the LFN

Any proposal submitted in response to this solicitat revised *NSF Proposal & Award Policies & Procedu* proposals submitted, or due, on or after January 2E

SUMMARY OF PROGRAM REQUIREMENTS

General Information

Program Title:

Mid-scale Research Infrastructure-1 (Mid-sc

Synopsis of Program:

Leader as Proposal Writer

- ▶ Proposal Planning
- ▶ Designing Broader Impacts
- ▶ Data Management Plan

A close-up photograph of a red tomato-shaped kitchen timer. The timer has a white dial with numbers and a small window showing the time. The tomato is bright red and has a green stem with leaves. The background is a plain, light-colored surface.

Leader as Productivity & Stress Manager

- ▶ Time Management
- ▶ Goal Setting
- ▶ Prioritizing



Other Topics

- ▶ Entrepreneurship
- ▶ Ethics
- ▶ Career Planning
- ▶ Building and Maintaining a Lab Website

Future Plans

SMART Grid Center

Orientation

> SMART GRID CENTER ORIENTATION



Next

- ▶ Team Science & Center Management Training for Mid-Career Faculty
- ▶ Training for Teams
- ▶ Onboarding



N2N Reflections

- ▶ Consider needs of network and needs of individuals
- ▶ Leverage other training opportunities
- ▶ Formal mentoring plans