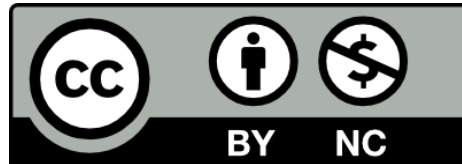


TEXAS NEXUS RESEARCH PRESENTATIONS



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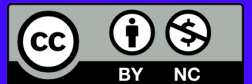
Texas Nexus Research

CONNECT – COLLABORATE – CONTRIBUTE

Build and Broaden: Bridging Critical Research Collaborations for Faculty Success in Texas MSIs

National Science Foundation Award #2036909

This workshop will be recorded.



Protocols

Recordings:

- Available upon request via email

Confidentiality:

- Application, Homework, and Workshops: Using the norms of social science research which include de-identifying data

Speaker and Dialogue Guidelines:

- Mute on entry.
- Use chat box for questions and comments.
- Breakout rooms will be used today.
- If you need a break, feel free to take one during the webinar.

This workshop will be recorded.

Today's Agenda

“Strategies for Career Success and Promotion”

- 1. Introduction:** Dr. Jennifer Epley Sanders (5 minutes)
- 2. Guest Speaker:** Dr. Larisa Ford, M.P.A. (10 minutes)
 - Collaborations
- 3. Synergistic Stories for Grants, P&T, and Careers:** Dr. Colleen Fitzgerald (10 minutes)
 - Responses and Considerations: Dr. Michael Ramirez and Dr. Jennifer Epley Sanders (10 minutes)
- 4. Breakout Rooms:** Everyone (20-25 minutes)
 - a. Promotion and Tenure : Facilitators – Dr. Sarah El Sayed and Dr. Elisabeth Krimbill*
 - b. Promotion to Full : Facilitator – Dr. Michael Ramirez*
 - c. Collaborations: Facilitator – Dr. Colleen Fitzgerald*
 - d. Framing Grant Submissions/Awards to Count for T&P: Facilitator – Dr. Jennifer Epley Sanders*
- 5. Final Comments, Survey, and Upcoming Plans:** Dr. Michael Ramirez (10 minutes)

This workshop is being recorded.



Collaborations

Dr. Larisa Ford, M.P.A
Research Development Officer
Texas A&M University – Corpus Christi

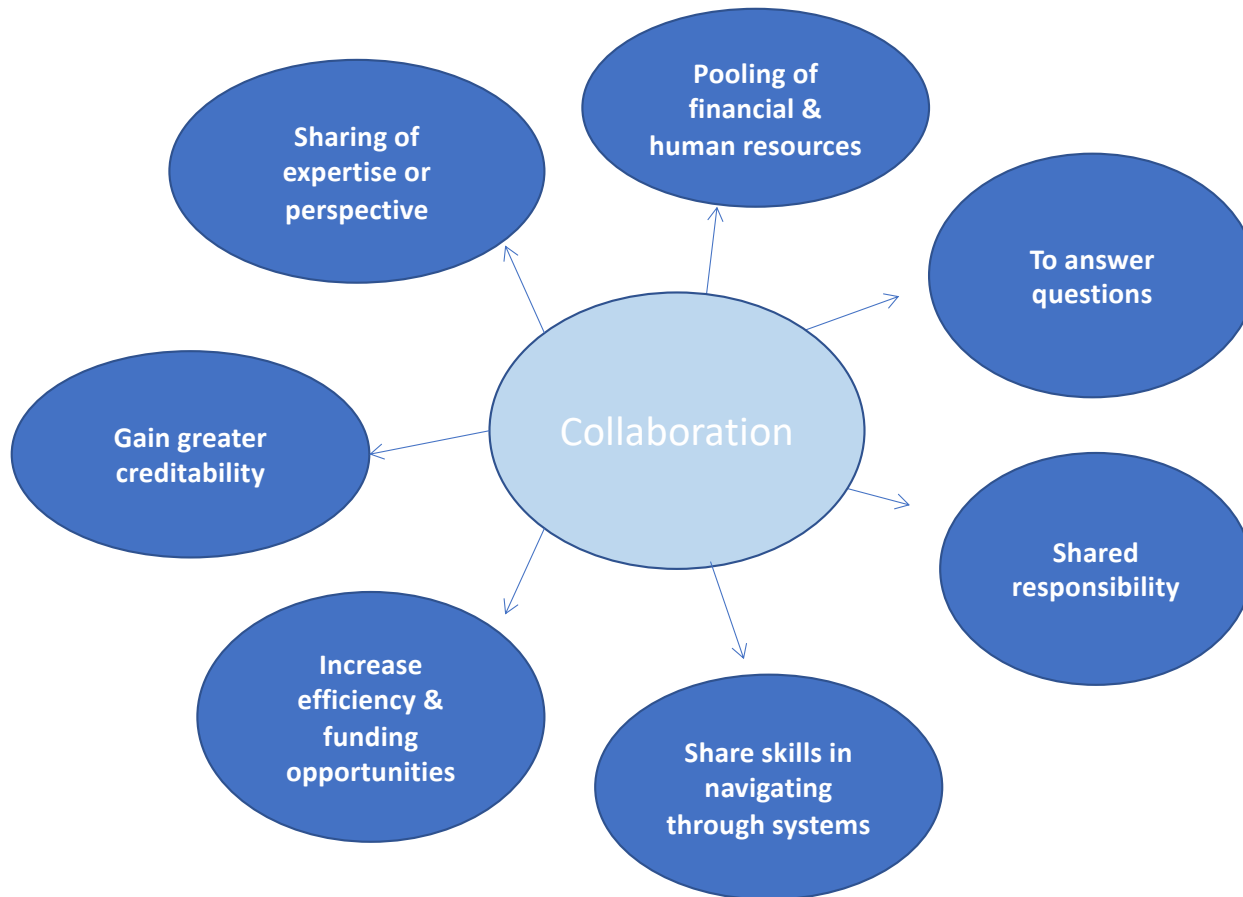




Thinking about Collaboration

Larisa Ford, PhD, MPA

Why Collaborate?



But, there can be problems...

Potential issues:

- **Approaches to credit and responsibility sharing (generosity)**
- **Collaborator who doesn't want to share data or reagents**
- **Disagreements over when to publish or how to handle IP**
- **Collaborator who is slow or doesn't follow through**
- **Differences in standards of proof (or perfectionism)**
- **Differences in research style or culture (e.g. industry)**

Effective Team Structures

Has **observable processes** in action when the team is working and meeting.

Has **defined roles and responsibilities** for members

Uses **protocols to help guide group work** and provide a consistent framework.

Has an **identified facilitator**, as well as secondary facilitators, who keep the team focused on the goals.

Meetings have a start and end time, as well as an agenda.

Everyone **understands how decisions will be made.**

Engages **regularly in reflection** on the content and process of team meetings and celebrates progress.

1. **Great teams are committed to the vision and to achieving extraordinary results.** “On great teams, individual goals are set aside for the benefit of the team.”
2. **They share accountability for the results.** “When teams have an unbelievably high bar they’re trying to reach as a team, the barriers between individuals seem to fall, and they act more as business owners, as opposed to functional leaders.”
3. **Their communication is transparent.** “Do we communicate frequently and informally...? Do we have access to the information we need to do our jobs more effectively?”
4. **They resolve conflict constructively** and have clarity on decision-making roles.
5. **They have mutual respect for each other and strong camaraderie.** “Central to having a strong team is building a climate of trust

Alone we can do
so little
...together we can
do so much

Helen Keller





Synergistic Stories

Dr. Colleen Fitzgerald



Flashback from March B2 Workshop: **Adding Synergistic Activities to CVs**

Consider what is on your CV (and the different CVs you will use for different contexts).

Synergistic activities might have a home on your CV. They illustrate research, teaching, service, outreach, engagement...ACTIVITY!

They help tell **your story** as an academic, in addition to your publications and presentations.

Think of your CV as a living document, to be updated as you have new activities and accomplishments.

Lessons about Research

Research is the **common coin** of the academic realm.

Research is **portable**. It is valued somewhere even if it seems your institution is not valuing it.

Be proactive and credential yourself: move synergistic activities into peer-reviewed journal articles or formal roles or even CV categories.

What you value doing may not be what your institution values. If it is portable, it can go with you to a place that does.

Having (Developing) a Strategy

1. Is your CV successfully telling your story as an academic, beyond research?

2. Is your CV telling your story of successes – but you do not know it?

Consider the benefit when your synergistic contributions align with your research.

Ensure your CV demonstrates your credentials beyond research, in your synergistic contributions like outreach, community engagement, administrative work or leadership.

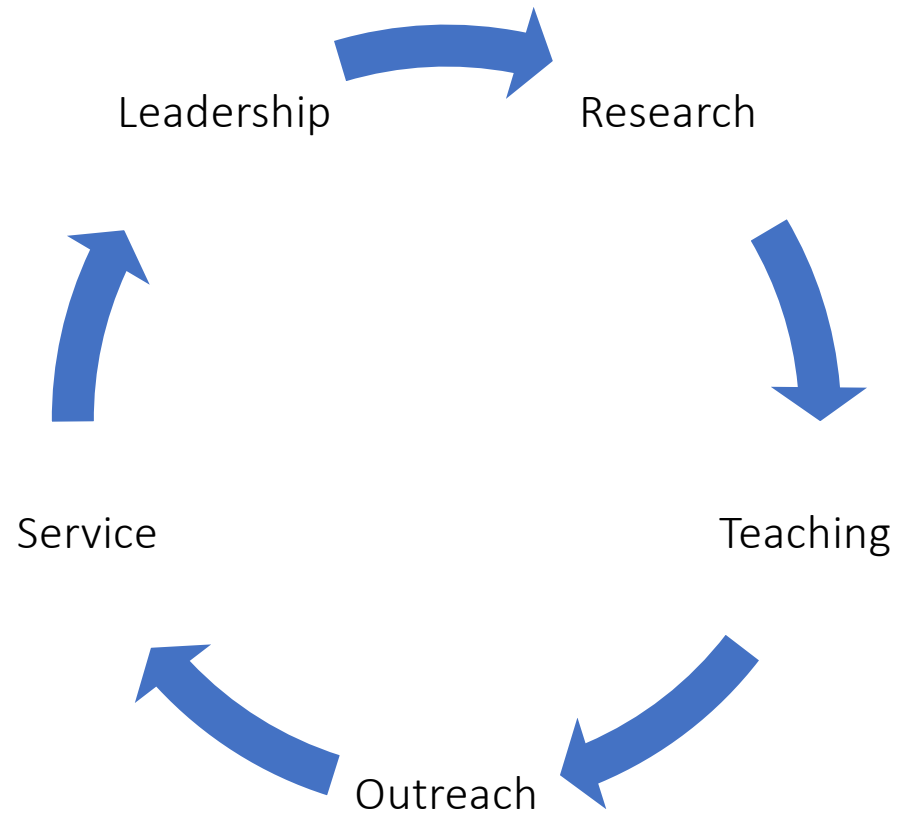
Advice for Career Advancement

We build careers that reflect ourselves and our values.

When you engage in intensive efforts that illustrate your values and skills, make sure they are on your CV.

What is the relationship between your teaching, research, service, and outreach? Do they – can they? – feed into each other?

Modeling Careers: A Feedback Loop



Collaboration isn't just about research.

- ❖ What's your place in the "ecosystem?"
- ❖ Who helps see your value and contribution?
- ❖ Collaborators help share the labor, making your contribution possible.
- ❖ Collaborators can **see** you, your value and your unique strengths and contributions.

Institutional Considerations

- ❖ Good collaborators may give you the validation your institution cannot or will not.
- ❖ Your place in the "ecosystem" may be clear to you but not valued by your home institution.
- ❖ What is in your toolkit and can travel with you?
- ❖ Understand your institution. But also understand what is portable.
- ❖ We do all this work which has underlying it a belief that it will payoff. (Will it? Stay tuned.)



Responses and Considerations

Dr. Epley Sanders and Dr. Ramirez





Breakout Rooms:

1/a. Promotion and Tenure : Facilitators – Dr. Sarah El Sayed and Dr. Elisabeth Krimbill

2/b. Promotion to Full : Facilitator – Dr. Michael Ramirez

3/c. Collaborations: Facilitator – Dr. Colleen Fitzgerald

4/d. Framing Grant Submissions/Awards to Count for T&P: Facilitator – Dr. Jennifer Epley Sanders

All Participants





Final Comments, Survey, and Upcoming Plans

Dr. Michael Ramirez



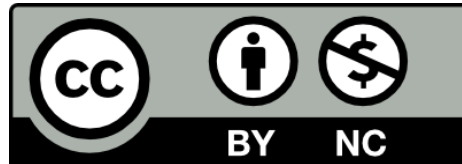


Additional Q&A

Feel free to email texasnexusresearch@gmail.com.



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