Early Career Training for the Next Generation of Academic Leaders

Selena Connealy, PhD
September 13, 2019
Plan for Our Time Together

▸ NM EPSCoR Context
▸ Early Career Training
▸ Implications for N2N
EPSCoR
Established Program to Stimulate Competitive Research
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

- 8 New Faculty Hires
- 8 Post Docs
- ~140 people

- Outreach 10
- State Office 8
- Research Faculty 34
- Undergrad Students 30
- Grad Students 40
- Post Docs 8
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
Leader as Proposal Writer

- Proposal Planning
- Designing Broader Impacts
- Data Management Plan
Leader as Productivity & Stress Manager

- Time Management
- Goal Setting
- Prioritizing
Other Topics

- Entrepreneurship
- Ethics
- Career Planning
- Building and Maintaining a Lab Website
Future Plans

- 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