

Research Administrators' Network Meeting

AGENDA

May 18, 2022

2:00-3:45 p.m.

Zoom Webinar

Welcome & Introductions [2:00-2:10]

Melissa Li, RAAC Communications Subcommittee Member

Grace Wu, Managing Director, Taubman Institute, Guest Emcee

Innovation Partnerships Overview and Resources [2:10-2:20]

Maggie Swift, Associate Director, Corporate Research Alliances, Innovation Partnerships

John Corthell, Industry Relations Manager, Innovation Partnerships

Hit the Ground Running [2:20-3:15]

Sarah Lampson, Executive Director, Canadian Association of Research Administrators (CARA)

Katie Porter, Director, Research Administration, Hamilton Health Sciences

Updates [3:15-3:40]

Sponsored Programs - Debbie Talley, Director, Sponsored Programs [3:15-3:22]

Office of Research & Sponsored Projects - Andrea Anderson, Assoc. Director, ORSP [3:22-3:29]

Information and Technology Services - Carolyn Pappas, ERP Business Systems Analyst Lead, ITS [3:29-3:35]

RAAC DEI Workgroup – Chris DeVries, RAAC Project Manager [3:35-3:40]

Closing Remarks [3:40-3:45]

RAN schedule for the rest of this Calendar Year:

<http://orsp.umich.edu/ran>

Ideas for a future meeting?

Contact ran-plans@umich.edu

Brought to you by the Research Administration Advisory Council (RAAC) Communications Subcommittee.



Welcome to RAN!

May 18, 2022

Research Administrators' Network (RAN) Meeting

Welcome!

RAAC Communications Subcommittee

- Jodi Caviani (Social Work)
- Kara Christian (LSA)
- Constance Colthorp (ORSP/Spon Progs)
- Cindy Dames (ORSP)
- Lori Deromedi (UMOR)
- Kathy Devereux (UMOR)
- Chris DeVries (ORSP/Spon Progs)
- Dan Green (LSA)
- Prentiss Laich (Spon Progs)
- Melissa Li (Med School)
- Cathy Liebowitz (ISR)
- Amy Lingle (Engineering)
- Daniela Marchelletta (ORSP)
- Sarena Nuttall (Engineering)
- Becky O'Brien (UMSI)
- Thomas Paluchniak (ORSP)
- Sally Sivrais (Med School)
- Ashley Tyler (Spon Progs/OCA)

Meeting Notes & Details

- This event is being recorded. The presentation and slides will be posted to the RAN webpage.
- Zoom webinar - watch mode. Chat is disabled.
- You can submit questions via the Q&A function.
- Live captioning is turned on (you can disable this using your settings).
- We acknowledge that the University of Michigan is located on the territory of the Anishinaabe people.

Our Agenda

What we have planned for you today

- **Presentations:**
 - Innovation Partnerships
 - Hit the Ground Running for Research Administrators
- **Updates:**
 - ORSP, Sponsored Programs, ITS, and DEI

“The best way to find yourself is to lose yourself in the service of others.”
~ Mahatma Ghandi

Community Kudos

- SRAI Midwest Section President-Elect - **Melissa Karby**
- NCURA Region IV Board Chair-Elect - **Julie Olivero**
- RAAC Communications Subcommittee 21 Questions Participants - **Sally Sivrais** in April 2022, and **Carolyn Pappas** (forthcoming)

OVPR Research 2022 Staff Awards

- Research Staff Leadership Recognition Award - **Grace Wu**
- Research Study Coordinator/Manager Staff Recognition Award - **Brittany Ross**
- Research Associate/Assistant/Technician Recognition Award - **Chris Fry**
- Research Data Management and Analysis Staff Recognition Award - **Patrick Bowman**
- Research Staff Support Recognition Award - **Kaitlin Brinson**
- Research Cores/Facilities Staff Recognition Award - **Jorge Barreda**
- Research Administration Recognition Award - **Sue Kelch**
- Outstanding New Research Administration Recognition Award - **Maryclaire Ellis**
- Research Staff Safeguard Recognition Award - **Sheryl Flanagan**
- OVPR Exceptional Staff Recognition Award - **Bryce Pilz**

Our Emcee - Grace Wu, Medical School

- Managing Director, A. Alfred Taubman Medical Research Institute, overseeing finance, research administration, human resources, and development
- 20+ years at U-M, with various units over time
- Member: Women of Color Task Force Executive Team, WCTF Juneteenth Planning Committee, U-M Asian Pacific Islander Desi American Staff Group, Staff of Color Coalition
- Wife, mother of three human and two canine children, and six time marathoner!





Guest Emcee

May 18, 2022

RAN Meeting

Grace Wu, Managing Director, Taubman Institute





INNOVATION PARTNERSHIPS

UNIVERSITY OF MICHIGAN

RAN MEETING

May, 2022

***IT'S OUR JOB TO MAKE SURE THAT EVERY U-M RESEARCH DISCOVERY
HAS AN OPPORTUNITY TO CHANGE THE WORLD***

Our Teams



Alliances

- Grow corporate-sponsored research opportunities
- Faculty-facing negotiation support
- Research alliance management



Licensing

- Invention Disclosure intake
- IP protection and commercialization
- License agreement negotiation



Ventures

- Commercialization strategy
- Business mentorship
- Connections to entrepreneurial talent
- Venture Capital funding

Our Teams



Alliances

- Grow corporate-sponsored research opportunities
- Faculty-facing negotiation support
- Research alliance management



Licensing

- Invention Disclosure intake
- IP protection and commercialization
- License agreement negotiation



Ventures

- Commercialization strategy
- Business mentorship
- Connections to entrepreneurial talent
- Venture Capital funding

Our Teams



Alliances

- Grow corporate-sponsored research opportunities
- Faculty-facing negotiation support
- Research alliance management



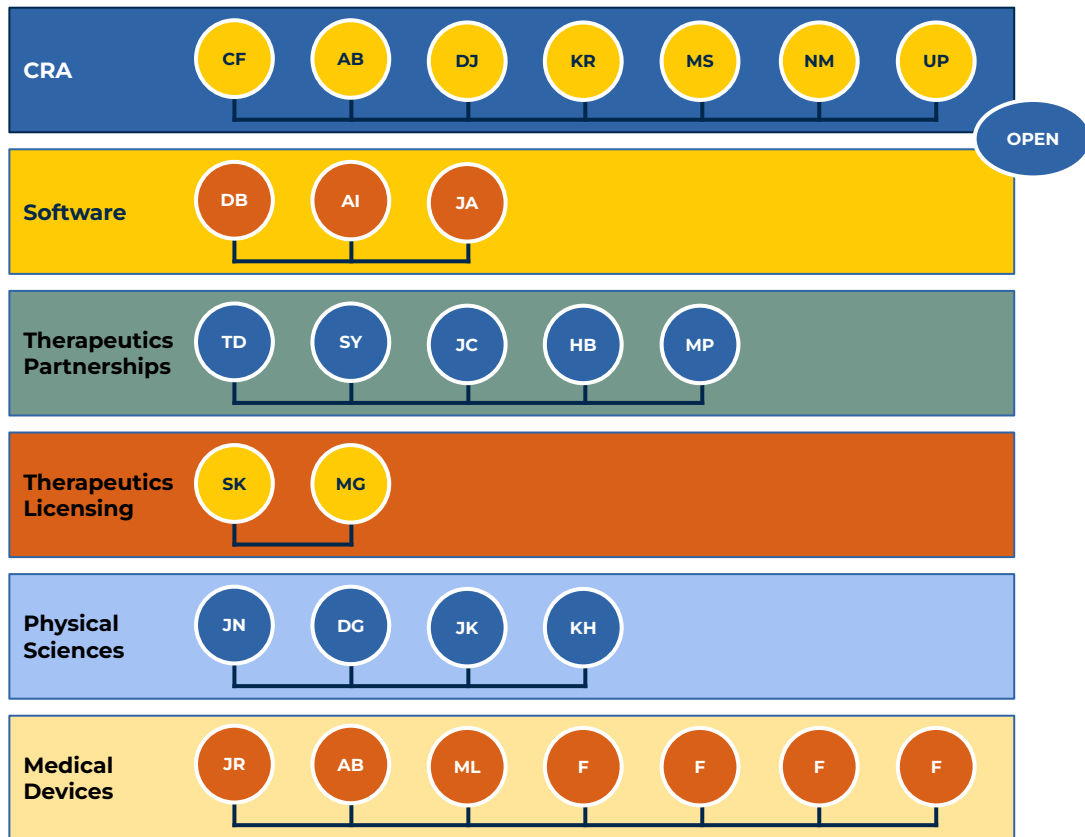
Licensing

- Invention Disclosure intake
- IP protection and commercialization
- License agreement negotiation



Ventures

- Commercialization strategy
- Business mentorship
- Connections to entrepreneurial talent
- Venture Capital funding



Meet the MTA Team (MichiganMTA@umich.edu)



John Corthell

Industry Relations
Manager Sr.
For-Profit MTAs
Sponsored Research
Agreements (IP)
Research Tools
corthell@umich.edu



**Monica
Pinkston**

Not-For-Profit MTAs
Addgene
mpinksto@umich.edu



Hilary Bond

Industry Relations
Manager
For-Profit MTAs
Sponsored Research
Agreements (IP)
Research Tools
hcbond@umich.edu



Material Transfer Agreements (MTAs)

- One of the most common ways you may interact with our office is by routing an UFA request in eRPM for an incoming or outgoing Material Transfer Agreement with a biorepository, another university, or an industry partner.
- In a typical year, Innovation Partnerships handles over 1200 MTAs, including many UBMTA contracts
- These agreements can often be executed quickly if the UFA includes thorough information and prompt routing.
- Nothing has changed in terms of who to contact for an UFA



Invention Disclosures

- Please submit your Invention at the Innovation Partnerships website, early and often.
- Invention Reports should be filed, even if you do not wish to commercialize the technology or if it is at an early stage, for compliance purposes.
- If you have a non-human dataset that has industry applications, we can also help.
- Invention Reports fall into four categories:
 - 1) Invention (patentable) report
 - 2) Creative Works Report
 - 3) Research Tools or BioMaterials Report
 - 4) Software/Digital Report

502

INVENTION DISCLOSURES

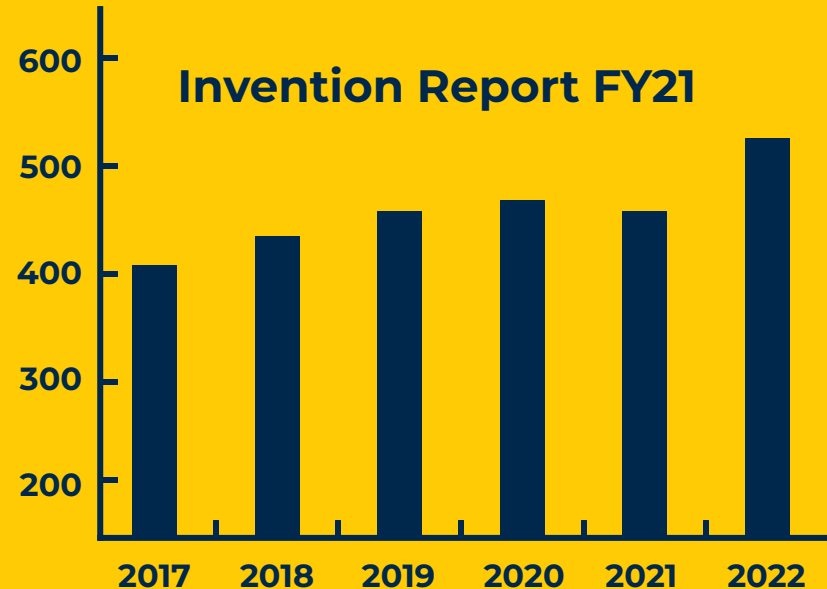
205	Medical School	7	School of Nursing
205	Michigan Engineering	5	SEAS (School for Environment and Sustainability)
58	LSA (College of Literature, Science and the Arts)	4	Ross School of Business
27	College of Pharmacy	4	School of Information (UMSI)
16	School of Dentistry	3	SOE (School of Education)
12	Life Sciences Institute	2	Taubman College of Architecture and Urban Planning
12	U-M Dearborn	2	Michigan Law
9	School of Public Health	1	School of Kinesiology

Subtotal of invention by college is higher than the overall total due to interdisciplinary collaboration involving multiple colleges giving rise to a single invention.



502

Invention Disclosures



Our Teams



Alliances

- Grow corporate-sponsored research opportunities
- Faculty-facing negotiation support
- Research alliance management



Licensing

- Invention Disclosure intake
- IP protection and commercialization
- License agreement negotiation



Ventures

- Commercialization strategy
- Business mentorship
- Connections to entrepreneurial talent
- Venture Capital funding

Corporate Research Alliances team blends faculty and industry support



Corporate Research Support

Faculty-centric development
of sponsored research projects

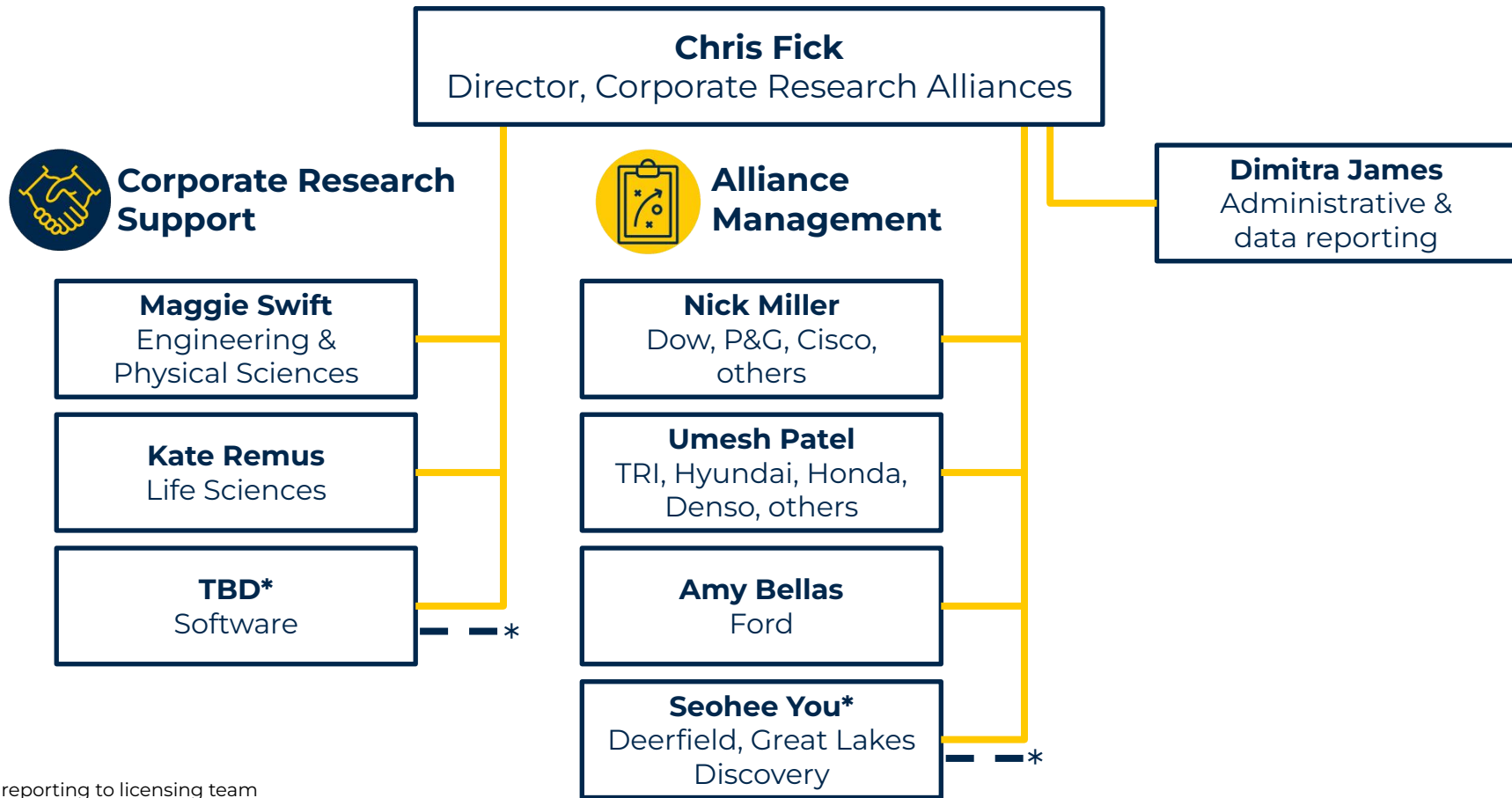
External business development to
create new research
alliance opportunities



Alliance Management

Grow and sustain existing relationships with
companies sponsoring research at UM

Provide concierge service for companies
seeking to sponsor research at UM



When to contact CRA for Research Administrators:

- If a faculty member:
 - is in early discussions with a potential industry sponsor;
 - requires a terms sheet for sponsor discussions;
 - Anticipates unusual IP or business terms would be appropriate with a particular industry sponsor;
 - is seeking an engagement with an industry research sponsor;
 - is expanding an industry sponsor relationship into a master or alliance;
 - Wants to negotiate up front IP terms or is interested in the Certainty at Michigan program; or
 - is planning an ERC, IUCRC, STC, or other large scale center proposal including industry.



M | INNOVATION PARTNERSHIPS
UNIVERSITY OF MICHIGAN

Connect with us

We are here to assist faculty exploring corporate-sponsored research relationships at any stage in the process, from early ideation to negotiation of IP, licensing, and business terms through agreement execution



Guest Emcee

May 18, 2022

RAN Meeting

Grace Wu, Managing Director, Taubman Institute





Sarah Lampson
Executive Director
Canadian Association of Research Administrators



Katie Porter
Director of Research Administration
Hamilton Health Sciences

Second Edition



STEER YOUR CAREER:

A Research Administrator's
Manual for Mapping Success

Sarah Lampson and Katie Porter

The A-Z Guide to Research Contract Review



Sarah Lampson

Katie Porter



Hit the Ground Running

May 18, 2022

RAN Meeting

Sarah Lampson, Executive Director, Canadian Association of
Research Administrators (CARA)

Katie Porter, Director of Research Administration, Hamilton
Health Sciences Corporation

HIT THE GROUND RUNNING: TIPS FOR THE EARLY CAREER RESEARCH ADMINISTRATOR



WEBINAR GOALS

- lead early career research administrators in distinguishing between excelling in current roles and excelling in their careers
- teach you strategies to measure, and increase your achievements
- help you identify ways to promote and market yourself using your professional association membership and other resources

POLLING QUESTION #1

- Which professional associations are you a member of?
- National Council of University Research Administrators (NCURA)
- Society of Research Administrators International (SRAI)
- National Organization of Research Development Professionals (NORDP)

POLLING QUESTION #2

- How active are you in your professional association?
- Very, I love volunteering, publishing and nominating my peers for awards
- A bit active, I attend events online or in person at least once annually
- Not active



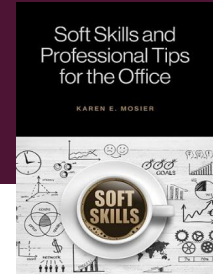
STEP 1: INCREASE YOUR ACHIEVEMENTS



DEFINE AND PURSUE EXCELLENCE

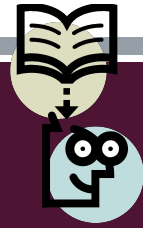
- Reflect on what excellence in your particular role would look like to you, your supervisor, your institution, your customers (both internal and external) and your peers, and then set specific and measurable goals to achieve that excellence.

ROLE SPECIFIC SKILLS



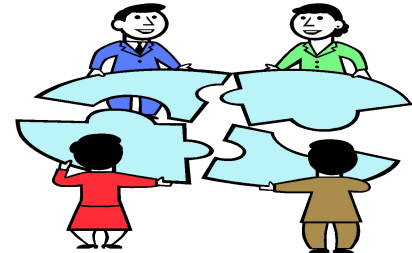
- Familiarize yourself with institutional research policies and administrative procedures. There are policies on everything from intellectual property to indirect costs to authorized institutional signatories, which are important pieces in the research framework.
- Pursue education specific to research administrations such research administration and research management certificates or masters degrees
- Attend webinars (live and on demand options).
- Leverage special interest groups in your association to connect with counterparts in the field for ongoing discussions about your particular roles and issues that commonly affect you and your type of institution
- Use the directory to reach out to peers





KNOWLEDGE OF THE FIELD

- LinkedIn, Twitter, your institution's librarian
- Read magazines, journals and books on research administration, the clinical trials industry, and research ethics
- Professional associations (libraries, publications)
- Learn more about specific industries
- Mergers, competitors, pharmaceutical, medical device, engineering or biotechnology issues
- Ask your colleagues, fellow professional association members and mentors to share information they come across



BE AN EXPERT ON RESEARCH AT YOUR INSTITUTION

- Read your researchers' biographies, articles, abstracts, webpages and CVs.
- If you have expertise in a particular academic area, read the theses of the investigators in both that area and closely related areas.
- Read your researchers' grant applications. Many include a lay summary you will understand.
- When you have a chance to get away from your desk, take the opportunity to meet face to face.



FOCUS ON CUSTOMER SERVICE

- When you have a chance to get away from your desk, take the opportunity to meet face to face
- When implementing new processes in your office ask “who is this helping?” and “will this hinder our customers?”
- Think bridges, not hurdles
- Get organized!
- Be reliable



CONNECT WITH A MENTOR OR SEVERAL

- What are you looking for?
 - general career advice
 - an expert in a particular aspect of your job
 - insight on developing certain skills beyond your current role but necessary for advancement
 - someone to provide feedback, help setting goals or
 - someone to help you network and raise your professional profile



HOW A MENTOR HELPED ME

- Providing me with access to workshops at her institution
- Sharing information on webinars to broaden my expertise
- Forwarding articles and recommending other readings
- Advising me of conferences
- Widening my professional network by introducing me to external researchers and senior administrators I would not normally meet
- Assessing my abilities and helping me identify goals
- Attending a webinar I co-lead and providing me with positive, constructive feedback
- Urging me to think in a longer term way about current aims and accomplishments
- Critiquing my resume
- Being willing to assist me by providing a professional reference

POLLING QUESTION #3

- Do you have a mentor with whom you are not in a direct reporting relationship?
- Yes
- No

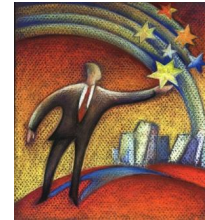


STEP 2: FOCUS ON THE BIG PICTURE



TRAIN YOUR BRAIN – CULTIVATE A GROWTH MINDSET

- Chose an area to further develop, such as where your main interests or strengths lie or where you most need to improve.
- Break down a big goal into smaller specific and measurable steps and set timelines to achieve them.
- Invest consistent effort toward the goals
- Keep a record of your efforts and future goals and review your achievements every six months.
- Compare your achievements to peers in your field



CULTIVATE A GROWTH MINDSET

- Find out what skills and attributes you will need to advance.
- Talk to your supervisor and other senior staff.
- Look at job descriptions of different roles internally and externally, and pinpoint what you can do now to build that skill set.
- Is there anything you can achieve now that would be considered an indicator of a key competency for promotion?



CULTIVATE A GROWTH MINDSET

- Assume a leadership role:
 - offer to chair a meeting or committee
 - take charge of a project
 - volunteer to introduce a guest speaker
 - write an article or blog post
 - co-present a webinar
 - publish a poster
 - volunteer with your professional association



CULTIVATE A GROWTH MINDSET

- Participate in a mentoring program to help you expand your ideas and goals and ask your mentor to coach you on your journey.
- Enlist a partner or team. Find an ambitious peer for mutual support and encouragement.
- Leave your comfort zone on a regular basis.
- Continuous bursts of energy will propel you forward quickly. With this practice, your comfort zone will be re-defined to encompass a much wider area.

■ Cross-train!

- Shadow a colleague in a different role for a day to gain an appreciation of other processes.
- Look into temporary jobs in different areas of research administration, especially at other organizations, and ask your supervisor if you could take a temporary leave to broaden your skills.

HOW A GROWTH MINDSET HELPED ME

One thing led to another...

an article for NCURA Magazine, then several more



a book on research administration then another on research contracts and a study guide



An article in the Journal of Research Administration



Speaking invitations, requests to co-author other articles



Established city wide group for clinical contract administrators



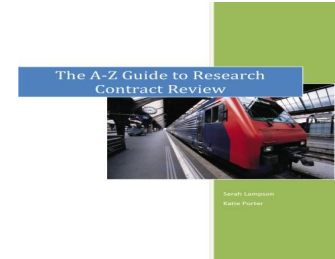
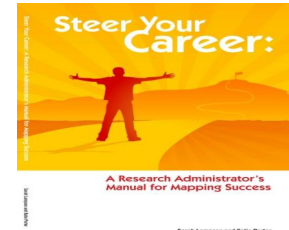
Founded national mentoring program




Hired as course developer and faculty at Mohawk College



Richer network and therefore career, new opportunities professionally



- 
- Keep an open mind about advancement.
 - Seize opportunities that come up!
- 



STEP 3: MARKET YOURSELF



RAISE YOUR PROFILE

Expand your network

- keep in touch with former colleagues
- participate on committees internally and externally
- show up in person
- ask for introductions
- write online book reviews under your real name



AWARDS

- What formal recognition is available at your institution?
- What recognition is available externally?
- The easiest way to be nominated
- Nomination is worth noting on your CV and LinkedIn profile



POLLING QUESTION #4

- Have you ever nominated anyone for an award?
- Yes, outside of work
- Yes, myself
- Yes, for a professional award
- No

EMBRACE SOCIAL MEDIA TO EXPAND YOUR NETWORK

Use social media to:

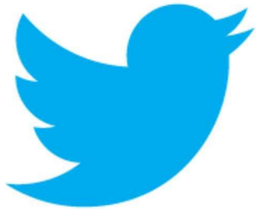
- Expand your knowledge
- Build a strong network of support
- Share best practices
- Find a job or recruit an employee
- Enhance your professional reputation



EMBRACE SOCIAL MEDIA!

- Go ahead and Google yourself!
- Engage in online discussions on LinkedIn and Twitter and relevant blogs
- Use a good-quality, professional profile photograph

More than you get



LINKEDIN

Use this platform to build your network & share your successes:

- Your colleagues
- Your counterparts at other institutions
 - People you have worked with
 - People you have met at conferences
 - Fellow members of professional associations
- Make sure you join groups like the Research Administrators Network and other groups specific to your role
- Ask past and present colleagues, managers, customers, external counterparts, classmates for references
- Update on a regular basis
- Keep your profile readable and concise by removing older accomplishments as you add your most recent achievements
- Focus on one role per profile
- Include award nominations



POLLING QUESTION #5

- Are you active on social media?
- Yes, on both Twitter and LinkedIn professionally
- Yes, on LinkedIn
- Yes, on Twitter for personal things
- Yes, on Twitter for professional topics
- No

PLAN YOUR OWN SUCCESSION

- Talk to your supervisor
- Talk to your peers (internal & external)
- Look ahead
- There's lots to learn!
- Share your achievements – they are evidence of your passion, success, ambition and promotion readiness!
- Use the compensation surveys to have a solid understanding of your compensation in context



THANK YOU

- Please ask us a question!



Guest Emcee

May 18, 2022

RAN Meeting

Grace Wu, Managing Director, Taubman Institute





Sponsored Programs Update

February 22, 2022

Research Administrators' Network (RAN) Meeting

Debbie Talley, Director, Finance-Sponsored Programs

Audits



- UG audit update
 - FY21 completed
 - FY22 testing to begin in July

Equipment Inventory



- Resolved old asset issues
- Radio frequency identification (RFID) tags applied
- Baseline Equipment inventory
- retake beginning in July

GSA Effort Reporting

- Links to the U-M HR videos explaining the Reporting Process for Spring/Summer and Fall effort reporting
 - For GSAs Needing to Certify Effort for Fall Term 2022:
<https://myumi.ch/n8G8y>
 - For GSAs Needing to Certify Effort for both Spring/Summer and Fall Term 2022:
<https://myumi.ch/Nmbmr>

Closeouts

Current Active: 938

Current Late: 370

*Partnership and collaboration go a long way.
There is almost nothing we can't accomplish together!*

Personnel updates

- New Customer Service

- Jeff Raidl (*not pictured*)

- New reporting accountants

- Samiha Chowdhury (*not pictured*)
- Sophie Gerhard (*not pictured*)
- Brad Hovermale
- Jacob Neldon
- Syeda Quader (*not pictured*)
- Sam Sisk (moved from our UG team to Reporting_

- New Interns

- Drew Pedersen
- Jack Plowman



Brad Hovermale



Jacob Neldon



Drew Pedersen



Jack Plowman



Sam Sisk



ORSP Update

May 18, 2022

Research Administrators' Network (RAN) Meeting

Andrea Anderson, Associate Director, ORSP

Agency Updates



Dr. Bernadine Healy served as the first female Director of the National Institutes of Health from 1991 to 1993. During her tenure she launched the NIH Women's Health Initiative, a long term study involving 150,000+ women to research the causes, prevention, and cures of diseases that affect women. During her later tenure as president of the American Heart Association she started pioneering research on women's heart disease, which was previously commonly thought of as a "man's" disease.

- Source: NIH

Sponsor Updates

- **Build America, Buy America**
- **NIH**
 - NIH Salary Cap Increased to \$203,700, confirmed 2/2022, effective 1/2/2022
 - NRSA Stipend Levels Released and Corrected
 - RPPR Budget Forms Updates - In Progress before June 22
- **NSF**
 - Use Research.gov Now - FastLane to Retire in January 2023
 - New Table for Biosketch and Current and Pending Support -
 - New Postdoctoral Fellowship Proposal Type and Proposal Features in Research.gov - <https://orsp.umich.edu/announcements>

Webinar Resources on Agency Updates

- **NCURA - March 2022 PRA and FRA Meeting**

- Webinar updates from OMB, NSF, NIH
- View at orsp.umich.edu/ncura (requires your U-M password)



- **NSF Policy Office Webinar Series**

- Current and Pending Support (available now)
- Subrecipient Monitoring (coming soon)
- Visit nsfpolicyoutreach.com/resource-center/



On the Home Front



Photo Credit: © Corey Seeman,
Univ. of Mich. Squirrels, [Flickr](#)

Welcome New Staff!



Zach Brady
Administrative Assistant Assoc



Priscilla Pinchem
Administrative Assistant Assoc



Jake Young
Assistant Project Representative

Promotions and Role Changes



Laura Dickey
Manager of Business
Intelligence and Analytics



Rey Martell
Senior Project
Representative



Eric Ward
Assistant Managing PR
Private Sponsors, Data
Use Agreements Team



Sabrina Wilson
Administrative Assistant
Intermediate

ORSP Org Chart Roll-ups - Project Representatives

8,019

Proposals
reviewed and
submitted through
ORSP in FY2021

2,698

Awards
processed
through ORSP in
FY2021

1,938

Unfunded
Agreements
executed by
ORSP in FY2021
(nondisclosure,
data use, etc.)

ORSP Org Chart Roll-ups - Government Team



Karen Alameddine,
Managing Project Representative
Government Sponsors Team



Ryan Lankton, Assistant Managing PR

Ryan's Team includes:

- Kellie Buss
- Patrick Case
- Reynaldo Martell
- Becca Timmermans
- Karen Sampson
- Jake Young



Daniella Marchelletta, Assistant Managing PR

Daniella's Team includes:

- Tracey Larkin
- Christy Bohensky
- Amanda Reel
- Lizzie Howard
- Erin Kingsley

ORSP Org Chart Roll-ups - Private Team



Patrick Woods,
Managing PR
Private Sponsors Team



Emily Baxter, Asst Managing PR, Blue Team

Emily's Team includes:

- [Jeffrey Longe](#)
- [Kate Chie](#)
- [Raymond Cluckey](#)
- [Caitlin Jost](#)
- [Emmanuel Pierce](#)



Lark Haunert, Asst Managing PR, Clinical Trials

Lark's Team includes:

- [Debra Dill](#)
- [Patricia Haynes](#)
- [Mike McAllister](#)
- [Beth Wenner](#)



Anthony Nielsen, Asst Managing PR, Maize Team

Tony's Team includes:

- [Julie Olivero](#)
- [Dan Garber](#)
- [Arielle Javarinis](#)
- [Joseph Johnson](#)
- [Thomas Paluchniak](#)



Eric Ward, Asst Managing PR, DUA Team

Eric's Team includes:

- [Michael Hudson](#)
- TBD (replacing Hilary Bond)
- TBD

Reminders and News

- **At Risk Submissions are up**
- **Recruiting Updates**
 - Recruiting for 2 PR positions and a Business Intelligence Analyst position
- **Reporting and data requests**
 - orsp.umich.edu/data-resources
- **Get eRPM Access *before* requesting an eRA Commons ID**

Thank you!



ITS Update

May 18, 2022

Research Administrators' Network (RAN) Meeting

Carolyn Pappas / ERP Business Systems Supervisor, ITS

Summary eRPM Changes

- Updates to Sign Activity for Principal Investigators on UFAs and SUBKs
- Updating text for the office name change: Innovation Partnerships
- Updating text for intellectual property questions on PAF & UFA
- Update PAF pages with newer code:
 - UM Cost Sharing
 - Project Personnel Details

Mid-JULY 2022 Release Date

eRPM Future project

- UFA Amendments - a system process to update the UFA record once it is active.
- Early exploration....More to come in future meetings!



RAAC DEI Workgroup Update

May 18, 2022

RAN Meeting

Chris DeVries, RAAC Project Manager

Membership

Andrea Anderson
(ORSP)

Kristie Beckon
(Sponsored Programs)

Linda Chadwick
(ORSP)

Ali Curry
(UROP student)

Molly Dahlgren
(Medical School)

Chris DeVries
(RAAC)

Jennifer Huntington
(Ross School)

Melissa Li
(Medical School)

Cathy Liebowitz
(ISR)

Jennifer Martin
(ISR)

Becky O'Brien
(School of Information)

Ayana Richardson
(UMOR)

Mission

Mission:

- Develop, foster, and guide a diverse and inclusive research environment at the University of Michigan.



Updates

Since the last RAN meeting, we:

- Conducted three dialogue sessions, focused on confirmation and perception biases.
- Gathered data from those sessions, both in-session and post-session.
- Assisted Ali Curry in finalizing her UROP poster presentation at the Spring Symposium.

Unconscious Bias Dialogue Sessions

- Conducted three separate pilot sessions
 - All sessions used the same pre-work and grounding material and resources.
 - Session content focused on Confirmation and Perception Bias.
- Sessions provided an opportunity for both small and large group dialogue.
- Participants were given post-session resources for further exploration.
- The RAAC DEI Workgroup made adjustments across the three sessions to accommodate feedback.

Looking Forward

In the coming weeks and months:

- We will analyze the data from our dialogue sessions and discuss lessons learned.
- We will share with the research community what will come next in terms of events and programming.

We're always looking for help!

If you have colleagues who would be interested in joining the RAAC DEI Workgroup, please contact Chris DeVries (cdevrie@umich.edu) for more information.





Guest Emcee

May 18, 2022

RAN Meeting

Grace Wu, Managing Director, Taubman Institute





Closing Remarks

May 18, 2022

Research Administrators' Network (RAN) Meeting

Virtual Networking Opportunities

RAAC Communications subcommittee is pleased to announce plans for a series of informal virtual networking events over the summer.

Tentative schedule and topics:

- June 15, 2022 “Explore RA Careers”
- July 14, 2022 “RAAC - Who, What, Why, How?”
- August 12, 2022 “RA Professional Associations”

Look for more information coming soon - details will also be posted to RA Forum on Slack

Quick Poll –

This poll is anonymous. Please select one response for each question.

- Please indicate your interest in the Virtual Networking sessions, on a scale from 1-5 - 1 not interested at all, 2 slightly interested, 3 moderately interested, 4 very interested, or 5 extremely interested - where can I sign up?
- Please tell us how relevant you found today's meeting content, again on a 5-point scale - 1 not relevant, 2 slightly relevant, 3 moderately relevant, 4 relevant, or 5 highly relevant, I will use this information right away.

Navigate & Professional Development

Navigate - Explore the website <https://orsp.umich.edu/training-workshops>

NCURA - 64th Annual Meeting in DC August 7-10, 2022. Visit NCURA website <https://www.ncura.edu/>

NORDP - The 15th Annual NORDP Conference will be in-person in Alexandria, VA, May 7-11, 2023 For more information, see <https://www.nordp.org/nordp>

SRAI - Michigan SRA Chapter meeting will be August 12, 2022 at Western Michigan University. Annual SRAI meeting in Las Vegas, November 2-4, 2022. Visit <https://www.srainternational.org/home>

Thank You for Attending RAN

Thank you to our Emcee, presenters, the RAAC Communications subcommittee, and to you for joining us today.

Stay connected on the Research Administrators' Forum on Slack, and the Virtual Networking sessions this summer.

Share your thoughts by sending feedback to ran-plans@umich.edu

RAN 2022! Next RAN meeting is scheduled for October 27 - save the date!