The CFAES STARS Program (Strategic Alignment for Research Success) is a new initiative to identify and develop the next generation of research leaders among early and mid-career tenure track faculty within the College of Food, Agricultural and Environmental Sciences.

GOALS AND OBJECTIVES
The goal of the STARS Program is to propel emerging research leaders – those individuals with the interest, vision, and motivation – to take their research programs to a higher and more collaborative level. The program will provide participants with the information, skills, and connections they need to assemble and lead large-scale teams in the pursuit of major extramural funding.

The objectives of the STARS Program are for participants to:

- Facilitate the development of skills and a record of accomplishments to be competitive for major grants.
- Develop the skills necessary to effectively build and manage large teams and projects.
- Produce actionable roadmaps to pursue major external funding.
- Network with colleagues, university leaders, and public/private partners who can help advocate for and support the development of large, innovative, and impactful research programs.

COURSE FORMAT AND TOOLS
This 6-month leadership program will consist of individual and group exercises as well as lectures and group discussions designed for early and mid-career faculty. Leadership experts from both inside and outside OSU will provide course content.

The STARS Program’s content will focus on the fundamentals of management and innovative topics that high-impact research leaders need to know such as strategic leadership, goal setting, team science, building partnerships, impactful outcomes, leading large multidisciplinary research teams, design thinking, and more. Sessions will rely heavily on experiential learning and participant engagement.

The development of a research action plan is a key element of the program. Participants will be coached one-on-one to develop a plan aimed at strengthening their research activities. They will also have the opportunity to connect with established research leaders.

Another major benefit of the STARS Program are the networking opportunities that will be available to participants. Coffee and Convergence will be the monthly networking group of the cohort to discuss related research interests with the goal of fostering collaboration among participants from diverse disciplines. These interactions may yield new, collaborative connections to further accelerate our researchers’ careers.

SELECTION PROCESS
The Department Chair/Director will nominate faculty utilizing a department approved process and submit a letter of nomination. Each department can submit up to two nominations with nominees being from different ranks (one early and one mid-career). Twelve nominees will be selected for the first STARS Cohort, with a
target minimum of one participant per academic department. Nomination letters should be addressed to the CFAES Research Advisory Council (RAC).

**What does the application require?**
The application consists of the following details, please visit the FAQs for additional questions related to the application.

- Contact information
- A brief personal statement explaining why you should be selected for the course (300 words)
- A statement on your future research goals (500 words)
- Your 2-page CV, plus 5 years of publications
- A letter of nomination from your department chair or supervisor

Applications are due August 18, 2021, and applicants will be notified of their acceptance by August 25, 2021. The program will run from October 2021 – March 2022.

**SCHEDULE**

*6-month program (October – March)*

Majority of sessions will be Virtual

*Cohort 1 = 12 participants*

- September 30th: Kick-off event hosted by the Associate Dean for Research and Graduate Education.

- October – November: **Phase 1: Research Leadership Development Program**
  - The program is designed for early and mid-career faculty to develop tools and approaches to support the establishment and long-term success of their research enterprise. The eight interactive sessions draw on proven principles for entrepreneurs and small business owners, framed for academia. Session 1 starts with defining the pillars that support a successful research career (sourced from the participants, including publication, collaboration, and of course, politics) and Session 8 culminates in a draft five-year plan to strengthen the pillars.
  - The first 8 weeks will be provided by The AtKisson Training Group and require a 1-hour group session each week. In addition, each participant will receive two individual sessions for further consultation.

- December – March: **Phase 2: Research Leadership Development Program**
  - One session will be provided each month and will have 2-4 hours of content. These sessions will provide resources to further refine your Research Action Plan. Each participant will work with a **faculty coach** to provide feedback on their Research Action Plan.

- **Coffee and Convergence** – Monthly virtual networking group of the cohort facilitated by the Office for Research and Graduate Education to discuss related research interests with the goal of fostering collaboration among participants from diverse disciplines.

- March – Presentation to the CFAES senior leaders on their **Research Action Plan**.

- April – Introduction of the first cohort at the **Annual Research Conference**.