STARS Frequently Asked Questions

Who should attend this course?
This course is open to all early and mid-career tenure track faculty who have a clear commitment to a research career.

What are the incentives for participation?
- Future positioning for career achievement awards and large extramural grants.
- Enhanced personal growth, leadership skills and expanded support systems.
- Recognition at the 2022 Annual Research Conference and the Dean’s annual address.
- Audience of CFAES leadership and esteemed colleagues to present your Research Action Plan at program end.
- The benefit of a faculty coach to provide feedback during the development of your Research Action Plan.
- Internal recognition within the college (luncheon, plaque, social media, and web highlights).
- Full proposal support to submit your research goals for up to 2 years after completion of the program.
  - Once the participant has completed the program, they are encouraged to coordinate with Shannon Hollis.69 (Certified Strategic Doing Trainer and Research Administrator) to begin work on your Research Action Plan by applying the Strategic Doing Concept and Red-Team Review process. The goal is to move your ideas into the proposal development stage and engage in the red team review process to submit a well-designed competitive proposal.

How do I get nominated for this program?
Your Department Chair/Director must nominate you and their letter of nomination must accompany the application. If you are interested in participating in the course, contact your Chair/Director early in the application planning process to discuss your participation.

How many nominations are allowed per department?
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.

What should the nominating letter say?
At a minimum, the letter of nomination should include an expression of support for your career as a researcher as well as a statement supporting your commitment to attend the course. The stronger the letter, the better your chances are of being accepted. You might want to offer to draft the letter for your Chair.

To whom should the letter be addressed?
Nomination letters should be addressed to the CFAES Research Advisory Council (RAC). The letter of nomination must be uploaded with your application for your application to be considered.

What does the application entail?
The application process requires the following:
- 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/director
How much detail should I put into the reasons I should be selected for this course?
You are limited to 300 words; you should provide as much explanation as you can for why this course is important to your career development. Acceptance into the course is a competitive process and the more we know about you and your reasons for wanting to be a participant, the better your chances are.

How will I know if I have been selected or not?
Applications are due no later August 18, 2021, and applicants will be notified of their acceptance by August 25, 2021. The first sessions will begin in October 2021.

What if I do not get in?
If you are not accepted to the course this year you are encouraged to apply again next year.

This course looks great but with my busy schedule I may not make every session. Is this okay?
The course is designed to be taken in its entirety, with material building on prior content. In the application, you are asked to commit to attending the whole course and the nominating letter provided by your Chair should indicate commitment to complete attendance. Commitment by both you and your chair are important requirements for acceptance into the program.

While we understand there may be an unavoidable absence, we expect you to make every effort to attend all sessions as the discussion and activities are designed for your development and hinge on team interaction.

What does the program schedule look like?
All sessions held virtually; session recordings will be made available for those unable to attend. Participants will develop a Research Action Plan throughout the program in anticipation of their proposed project.

SCHEDULE
6-month program (October – March)
Majority of the 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 2021: 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 per week. In addition, participants will receive two individual sessions for further consultation.
- December 2021 – March 2022: Phase 2: Research Leadership Development Plan
  - 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 be assigned 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 your **Research Action Plan**.
• April – Introduction of the first cohort at the **Annual Research Conference**.