

● **Enhancing Individual Career Development and Institutional Capacity in Research Development: Strategies and Programs**

Research organizations worldwide have increased investment in Research Development (RD) expertise as a part of the Research and Innovation Management (RIM) landscape. Rising demand for competitive proposal development, enhancement of collaboration and team science, and strategic research advancement created a need for both individual upskilling, mentorship and institutional capacity building. This panel discussion will highlight innovative professional development programs created by the National Organization of Research Development Professionals (NORDP) to enhance networking and share effective practices for the growing field of RD professionals in higher education. These programs were created primarily by dedicated peer-volunteer committees and revised and improved with little corporate infrastructure or paid staff time.

Discussion will focus on 1) the structured framework of the NORDP Mentoring Program for one-on-one and peer group mentoring, 2) the Program for External Evaluation of Research Development (PEERD) for institutional capacity building and 3) the NORDP Resource for Organizing and ADapting a Training Program (N-ROAD) aimed at recruitment and onboarding of individuals interested in RD careers. Specific examples, case studies and resources will be shared. Panelists will relay their personal and institutional insights of the impact of these programs on the RD/RIM ecosystem in the United States. A major focus is to engage international colleagues and associations in thinking about how to adapt strategies and programs to enhance individual professional development as well as catalyze collaborations, partnership and emerging research efforts at their institutions.

Presenters:

- **Dr Karen Eck, Old Dominion University (United States)**
Karen Eck, PhD, is Assistant Vice President for Research at Old Dominion University in Norfolk, Virginia, USA. She served on the NORDP Board of Directors from 2015-2019, as President in 2018-2019, and currently represents NORDP on the INORMS Council. She serves as a PEERD Expert, consulting individually and in teams for colleges and universities seeking institutional assessment of RD programs, best practices and capacity building. In 2021, she was honored with a NORDP Fellow designation recognizing her sustained contributions to NORDP and the practice and field of research development.
 - **Ms Emily Kotay, the University of Arizona (United States)**
Emily Kotay is the Assistant Director of International Research within the University of Arizona's Research Development Services office. Emily supports faculty's international research collaborations through proposal development support, partnership development, and establishing institutional strategy for international research. Emily was recently selected to participate in the Fulbright International Education Administrators seminar in Germany. She also served in the U.S. Peace Corps in Ukraine, where she taught English and conducted youth development and community engagement projects. Emily holds a Master of Public Administration from the University of Kansas, and a Bachelor of Arts from Mount Holyoke College in cultural anthropology.
 - **Dr Jessica Venable, Thorn Run Partners (United States)**
Jessica Venable, PhD, has more than 25 years' experience in education policy, science funding policy, research enterprise planning, and research development. At Thorn Run Partners, Jessica co-leads the Grant Enterprise Growth Strategy Practice to assist clients in increasing funding base to support research, scholarship, innovation, teaching, and community engagement. Jessica also leads the Grantsmanship Initiative, coaching grant writers to self-discover solutions to proposal development, while challenging conventional thinking about research funding that create barriers across cultures and institutions. She has been a member of NORDP since 2011, a NORDP mentor since 2013, and was selected as a PEERD expert in 2020.
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