Women Leaders in Research Administration

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Presenters

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Goals

1. For participants to glean advice from the experience of successful women research administrators and apply the concepts to their own careers.

2. For participants to challenge themselves to examine their own career priorities and create a plan for the future.

The Beginning

1. How have successful women leaders moved up in research administration?

2. What can we learn from these leaders for all stages of our careers?

3. What is the environment for women in research administration? Is there a glass ceiling?
Stages of Inquiry

1. Discussions with Women Leaders:
   • Society of Research Administrations Association (SRA) Southern-Midwest Section Meeting, Nashville, TN. 2017.
   • Society of Research Administrators International (SRAI) Annual Meeting, Vancouver, Canada, 2017
   • Florida Research Administration Conference (FRAC) Orlando, FL. 2018

2. Survey tool examining the state of the research administration environment

Career Trajectory: Presenter Thoughts

Talk about your career trajectory. Were your moves strategic or opportunistic? Did this change over time?
Career Trajectory

1. Take advantage of opportunities
2. Flexibility in setbacks
3. Strategic Planning

Mentorship: Ask the Audience

Do you have a mentor? (Audience poll question)

1. Yes
2. No
Mentorship: Presenter Thoughts

Please tell us why mentoring is important, focusing on an example in your own life?

Importance of Mentorship

1. Our panelists discussed the importance of mentors in their professional development

2. Mentors do not need to be women only

3. Some mentoring relationships happen organically; others require search and development

4. Observation
Mentorship: Preliminary Survey Results

Do you have a mentor?

- Yes: 30%
- No: 70%

If You Do Not Have A Mentor, Why Not?

1. Too old to have a mentor

2. I need to be a mentor
   - Does your mentor need to be older than you?
   - Can you have a mentor and be a mentor at the same time?

3. Lack of availability at my institution

4. Did not know this was a possibility
Mentorship: Where Do You Stand

1. If you do not have a mentor, why?

2. What are the obstacles to you finding and/or maintaining a mentor?

3. Is what you are currently doing working for you?

Glass Ceiling: Ask the Audience

Do you think there is a glass ceiling for women seeking to advance their career in research administration? *(Audience poll question)*

1. Yes

2. No
Glass Ceiling: Presenter Thoughts

Is there a glass ceiling for women who are seeking to advance their career in research administration?

Glass Ceiling: Preliminary Survey Results

- Strongly Disagree: 13%
- Disagree: 25%
- Neither Agree or Disagree: 22%
- Agree: 24%
- Strongly Agree: 16%

It is hard for a woman to get past the 'old boy's club' in my institution.

- Strongly Agree: 40%
- Agree: 38%
- Neither Agree or Disagree: 22%
- Disagree: 25%
- Strongly Disagree: 13%
Is There A Glass Ceiling In Research Administration?

It depends...

1. Institutional environment
2. Individual needs at a specific time in life
3. Lack of confidence in abilities
4. Lack of preparation

Money Matters: Presenter Thoughts

How do you ensure you are being paid fairly for your current position?
Money Matters: Preliminary Survey Results

What is your current annual salary?

- Over $175,000: 2%
- $150,001-$175,000: 2%
- $125,001-$150,000: 5%
- $100,001-$125,000: 12%
- $75,001-$100,000: 33%
- $50,001-$75,000: 44%
- $25,001-$50,000: 11%

Money Matters

Do men make more money than women in research administration?
1. Look up salaries at your institution or use GlassDoor.com
2. Women are often less likely to ask for more pay
3. Do not accept ongoing additional responsibilities without additional compensation.
4. Take a position that you can grow into and eventually make more money.
Education and Training: Ask a Woman Leader

How has your education and training impacted your career in research administration? (Video clip #1)

Jennifer Shambrook, PhD, CRA
Director, Contracts and Grants Office
Office of Research and Commercialization
University of Central Florida

Education: Preliminary Survey Results

What is your highest level of education?
Education and Training

1. Professional credentialing

**Research Administrators Certification Council (RACC)**
- Certified Research Administrator (CRA)
- Certified Financial Research Administrator (CFRA)
- Certified Pre-Award Research Administrator (CPRA)

**National Grants Management Association (NGMA)**
- Certified Grants Management Specialist (CGMS)

**Grant Professionals Association (GPA)**
- Grant Professionals Certification (GPC)

**Academic institutions**
- University of South Florida - CRA-USF/Basic and CRA-USF/Advanced
- Vanderbilt University - Vanderbilt Program in Research Administration Development Program (VPRAD)
- Duke University – Research Administration Academy (RAA)
  - Advanced Grant Management (AGM)
  - Research Administration Institute (RAI)
  - Federal Contracting Certificate (FCC)

Education and Training

2. Graduate degree/micro-credentialing programs

**Johns Hopkins University**
- Master of Science in Research Administration (MSRA) – 2 year online program

**University of Central Florida**
- Master of Research Administration (MRA) - 2 year cohort, online program

**Emmanuel College**
- Master of Science in Management: Research Administration (MSM) - 2 year, in person or online program

**City University of New York**
- Master of Science in Research Administration and Compliance – 2 year, online program

**Rush University**
- Master of Science in Research Administration (MSRA) - 2 year, online program
3. Professional Conferences

- **Society of Research Administrators International (SRAI)**
  - 12 certificates offered in research administration and management for hospitals, universities, nonprofits, and commercial institutions at section and annual meetings

- **National Council of University Research Administrators (NCURA)**
  - 10 certificates offered at annual meeting

- **Model Agreements & Guidelines International (MAGI)**
  - Clinical Research Contract Professional (CRCP) certification offered at biannual conference

4. Leadership Courses, Workshops, Literature

- **SRAI Research Leadership Intensive and Senior Executive Institute**
- **NCURA Senior Level Leadership Workshop**
- **SRAI Catalyst, Journal of Research Administration (JRA), NCURA Magazine, GPA Journal**
- **Books e.g. The Secret Thoughts of Successful Women by Valerie Young, EdD**
- **Harvard Business Review (HBR)**

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4. Development of next level knowledge, skills, and abilities (KSAs)

- Advanced knowledge of computer programs/applications e.g. Microsoft Excel and Powerpoint
- Budget planning
- Strategy/vision planning
- Supervisory experience
Personal Inventory

1. At this current point in my life, am I willing and able to devote time and resources to reach my career goals?

2. What do I want out of life vs. what do I want out of my career? Do the goals align?

3. Where do I want to be in 5 years? In 10 years?

Action Plan

- Difference between a dream and a goal
- Difference between a goal and an action plan
- Action plans require specificity, time limits, and adjustment
Conclusion

Let's retrace our steps:

• You have heard what it takes to become a woman leader.
• You have learned there are glass ceilings but it depends on the circumstances.
• You have learned the importance of mentoring.

What are you going to DO about it?

Q&A
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