Blueprint for Growth: The SRAI Professional Development Framework Journey
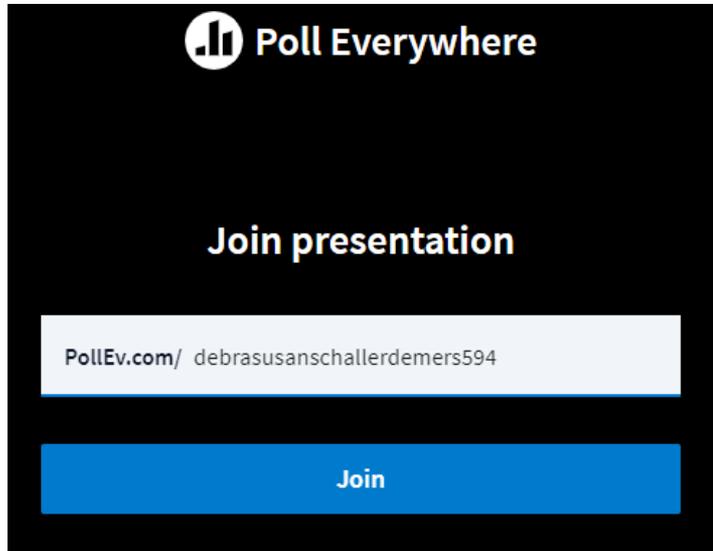
SRAI Framework Task Force

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SRAI Annual Meeting – Chicago - October 28, 2024

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Send **debrasusanschallerdemers594** and your answers to: **22333**

Session Objectives

Objective 1:
Understand purpose and components of the Framework.

Objective 2:
Learn strategies for curriculum alignment and adaptability.

Objective 3:
Explore approaches to anticipate and navigate future trends.

The Need for a Tailored Framework

Rationale:

- **Evolving staffing landscape – recruitment, retention, job satisfaction**
- **Need for map and capacity building with rapid influx of new professionals**
- **Aligned programming to support skill development**

Obstacles:

- **Challenges in One Size Fits All: limitations of generic frameworks**
- **Specificity vs. Complexity: The balance needed in customizing the framework.**

Core Components for Framework

- **Essential Elements and Core Components:**

  - **Wide Audience Applicability**

  - **Framework vs Body of Knowledge**

  - **Career Pathway Map?**

- **Cross-Cutting Skills and Specializations:**

  - **Highlighting Core Competencies**

  - **Specialization Challenges**

Phase 1: Scoping & Mapping

Initial Steps: Outline the preliminary steps taken in the project scoping phase.

Key Stakeholders: Identify who is involved and their roles.

Research Management Units:	Duties:
OSP/SPO/RSO	Proposal Dev, Grant review & submission, award set-up
Grant Accounting/Finance	Accounting, Accts Receivable, Pymnt processing, Audit,
Research Compliance	Regulatory and financial requirement enforcement/QT
General Counsel	Clinical trial negotiation, Reg Coordination, Mng trials and monitoring
Internal Audit	Direct pre-and post-award support to Colleges, Institutes and Large Depts
Clinical Trials	Direct support of PI's and Team portfolios
Shared Services Units	Research review committee meeting and office administration
Department Administration	Research misconduct inverstigations
Technology Transfer	RCR training and logistics

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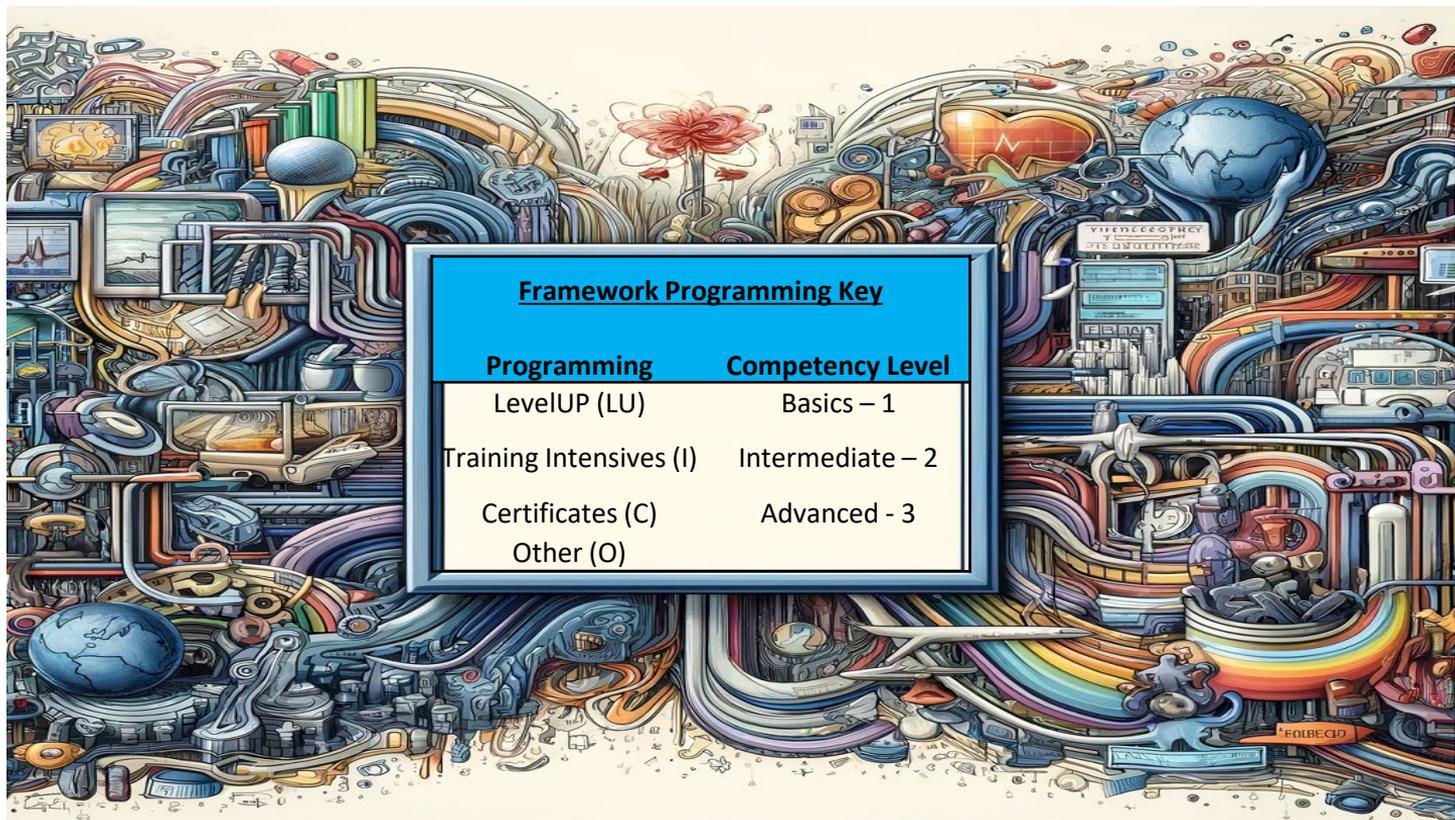| OSP/SPO/RSO	Duties	Life Cycle Area	Core Competencies
Grants Management Specialist I,II,III	Proposal Identification, Development, Review, and Submission	Pre-award, Post-non-financial	Fed Regs, Budgeting, Proposal Development, Compliance, Reporting

Phase 1: Scoping & Mapping Pathways

Life Cycle		
Pre-award	**Research Compliance**	**Post-award**
Identifying funding opportunities LU-1 I-1; I-2	Sponsor Regulations and Requirements LU-1 I-1; I-2	Award Set-up LU-1 I-1; I-2 C-1
Research proposal development LU-1 I-1; I-2	Research Integrity LU-1, LU-2 I-1; I-2	Award Management LU-1 I-1; I-2 C-1
Proposal review & submission LU-1 I-1; I-2	HRPP/IRB LU-1 I-1; I-2	Award Reporting LU-1 I-1; I-2 C-1
Award review, negotiation, and acceptance LU-1, LU-2 I-1; I-2	IACUC LU-1 I-1; I-2	Award Closeout LU-1 I-1; I-2 C-1
Reporting LU-1, LU-2 I-1; I-2	IBC LU-1 I-1; I-2	Effort reporting LU-1; LU-2 I-1; I-2
Subawards LU-1 I-1; I-2	Research security and export controls LU-1 I-1; I-2	Subrecipient monitoring LU-1 I-1; I-2

Process Overview:
How developmental pathways are determined.

Criteria for Pathways:
What considerations are made to ensure they are clear and relevant.

Aligning Educational Curriculum

Framework Programming Key

Programming	Competency Level
LevelUP (LU)	Basics – 1
Training Intensives (I)	Intermediate – 2
Certificates (C)	Advanced - 3
Other (O)	

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Aligning Educational Curriculum

- **Current vs. Future Needs:**
  Discussion on how the curriculum is aligned with both current and future demands of the profession.

- **Adaptability:**
  Methods to keep the curriculum flexible to respond to changes.
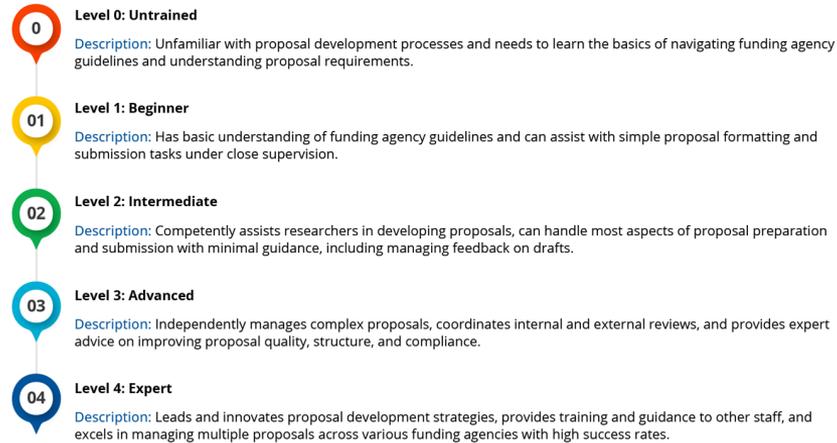
Ensuring Framework Utilization

[SRAI Professional Development Framework (srainternational.org)](srainternational.org)

Ensuring Framework Utilization

Proposal Development

Overall Description: Proposal development involves crafting detailed and persuasive documents that outline the aims, methods, and significance of a research project to secure funding from external sources, all while adhering to sponsor requirements.

Growth Pathway

0   **Level 0: Untrained**

Description: Unfamiliar with proposal development processes and needs to learn the basics of navigating funding agency guidelines and understanding proposal requirements.

01   **Level 1: Beginner**

Description: Has basic understanding of funding agency guidelines and can assist with simple proposal formatting and submission tasks under close supervision.

02   **Level 2: Intermediate**

Description: Competently assists researchers in developing proposals, can handle most aspects of proposal preparation and submission with minimal guidance, including managing feedback on drafts.

03   **Level 3: Advanced**

Description: Independently manages complex proposals, coordinates internal and external reviews, and provides expert advice on improving proposal quality, structure, and compliance.

04   **Level 4: Expert**

Description: Leads and innovates proposal development strategies, provides training and guidance to other staff, and excels in managing multiple proposals across various funding agencies with high success rates.

Programming/Curriculum:

LevelUP: **Proposal Development; Pre-Award; NIH R Series mGuide; NSF Research Proposal mGuide**
Training Intensives: **Basics of Research Administration; Pre-Award Fundamentals; Building a Basic Budget**
Conferences: **Virtual Research Administration Conference; Section Meetings; SRAI Annual Meeting**
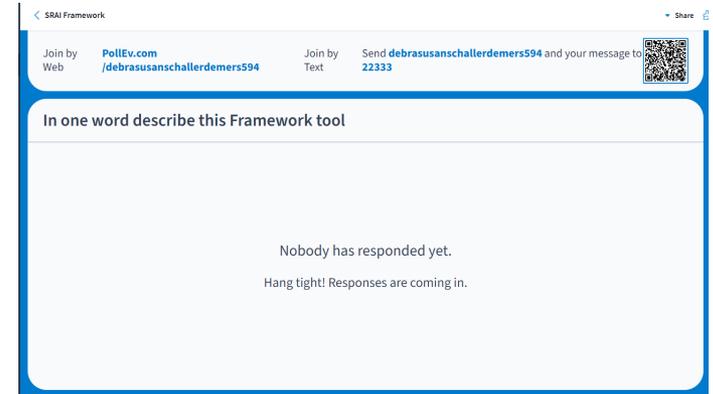
Anticipating Future Trends

- **Strategy Overview:**

  How future trends and changes are anticipated.

- **Tools and Techniques:**

  Tools or methods used to forecast and adapt to these trends.

Using the Framework

- **In one word describe this Framework tool**

- **How do you envision using this tool to help guide your personal professional/career development?**

- **How do you think your institution might use this tool?**

Questions?

Acknowledgments:
Special thanks to **Marcia Landen** for her work creating competency descriptions.