



2024 SRAI SO/NE  
SECTION MEETING  
HILTON HEAD, SC  
MAY 7 - 10

# **Set Sail! NAVIGATING THE DEEP WATERS OF PROFESSIONAL DEVELOPMENT FOR RESEARCH ADMINISTRATORS**

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# LEARNING OBJECTIVES

- 1) *Identifying a need:* Think critically about the professional development opportunities currently offered at your institution.
- 2) *Creating Opportunity:* Dive deep into developing new professional development programs for research administrators at your institutions.



# INTRODUCTION

Research Administrators are the sails on the research boat that guide the submission and acceptance of federal, state, and private funding. Without these individuals, the boat could be at risk of having to navigate unknown waters.



# IDENTIFYING A NEED

Critically Think about the following:

1. What professional development options are offered at your institutions?
2. What employee-level issues are you trying to address with your professional development?
3. What are the barriers preventing professional development from being available on your campus?



What professional development options are offered at your institutions?

What employee-level issues are you trying to address with your professional development?



# What employee-level issues are you trying to address with your professional development?

- Retention
- Regular budgetary mistakes
- Miscommunication
- Complicated Relationships
- Lack of engagement

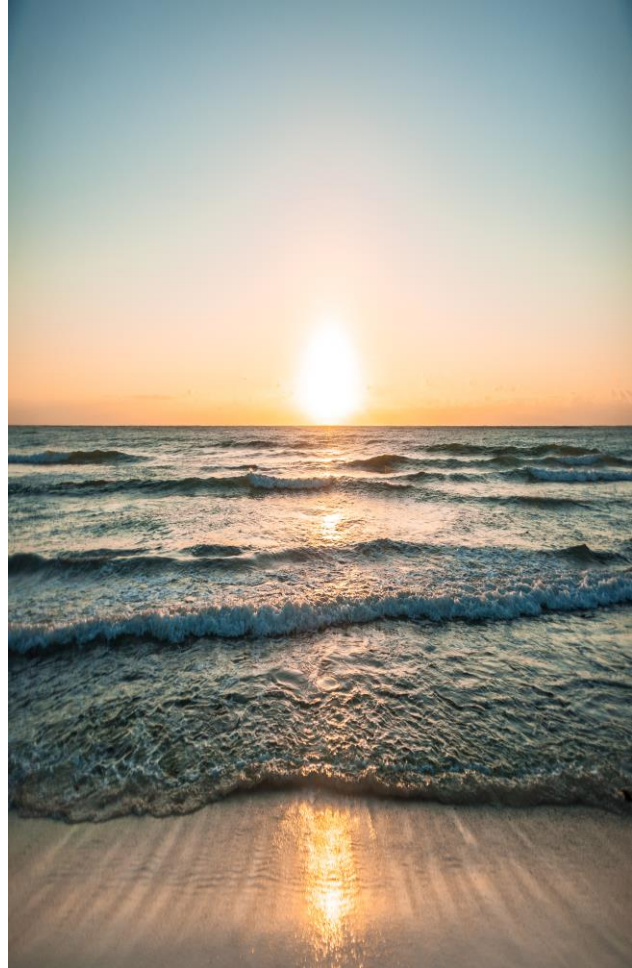
Sometimes institutional professional development is more about building relationships than training.

What are the barriers preventing professional development from being available on your campus?



# What are the barriers preventing professional development from being available on your campus?

- Budget Constraints
- Time
- Complicated Relationships



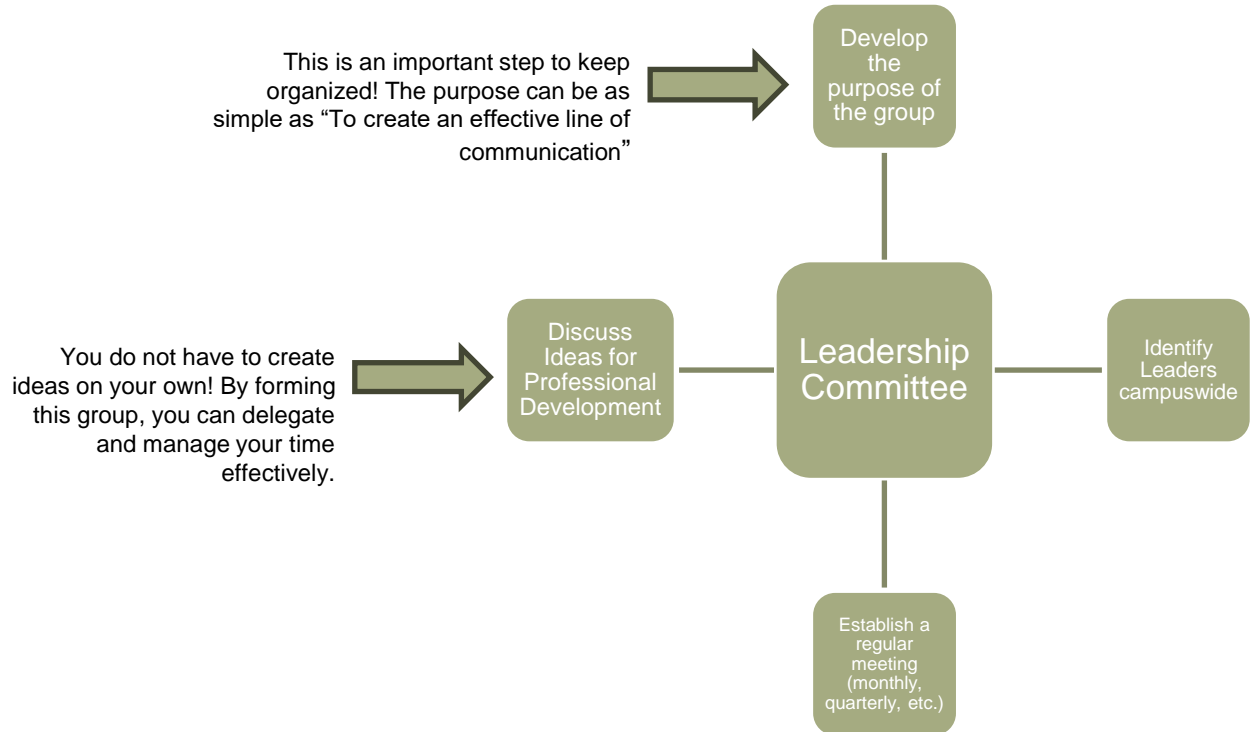
# CREATING OPPORTUNITY

Professional development that is *institutional-specific* is a great way to bring together campus stakeholders.

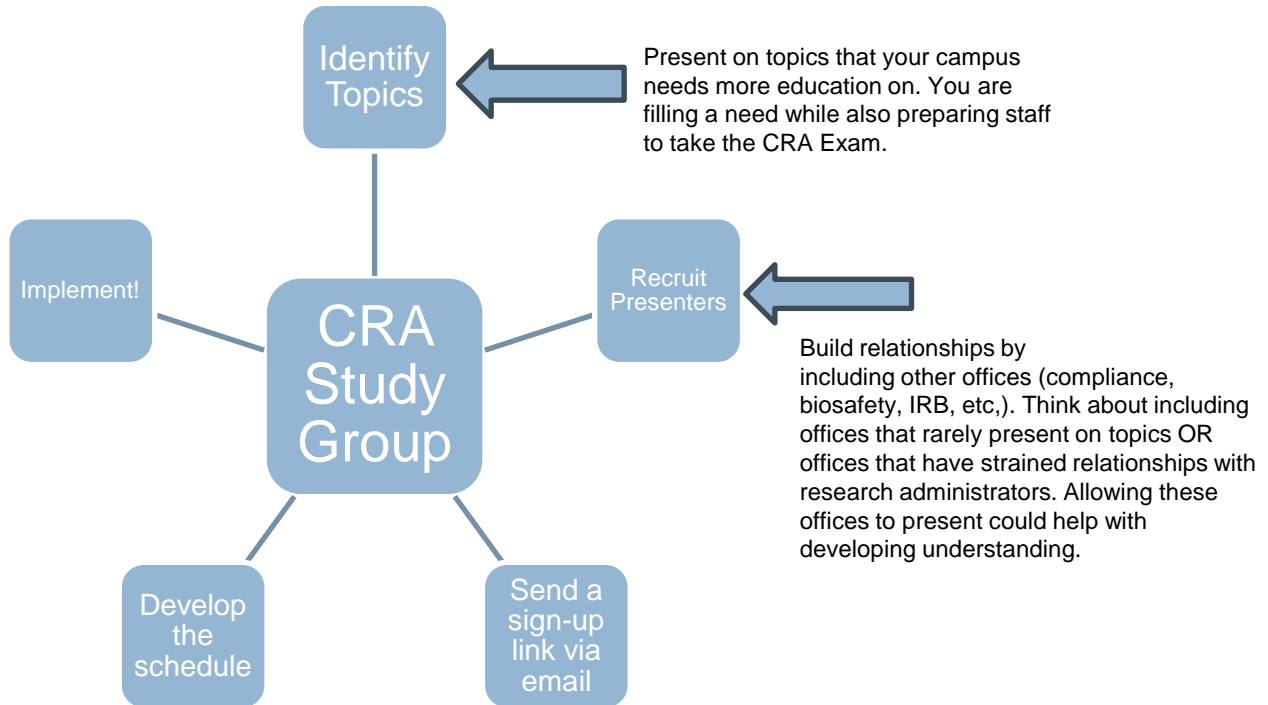
1. Create a Leadership Committee
2. Create a CRA study group
3. Create an institutional specific certificate
4. Create an internal conference

All four are examples of initiatives created in one year at Oklahoma State University. It is possible to deliver cost-effective initiatives quickly!

# Leadership Committee



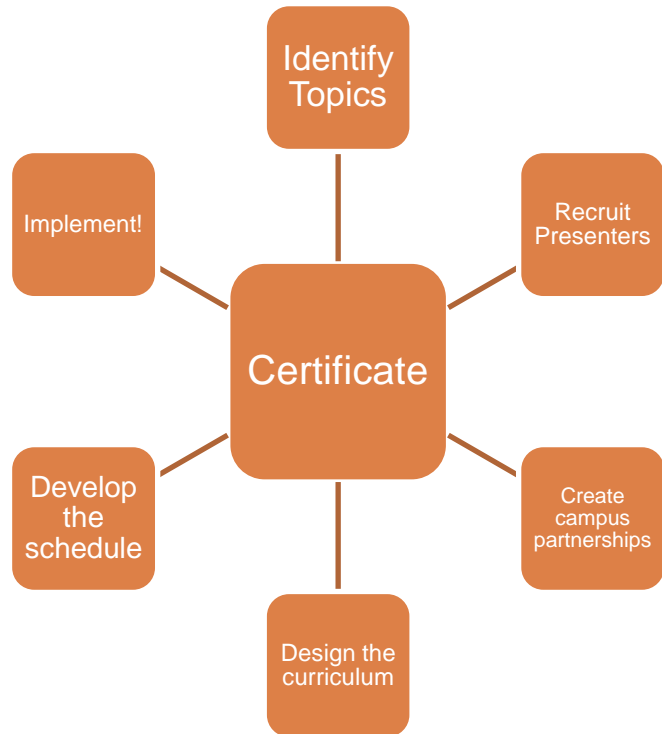
# CRA Study Group



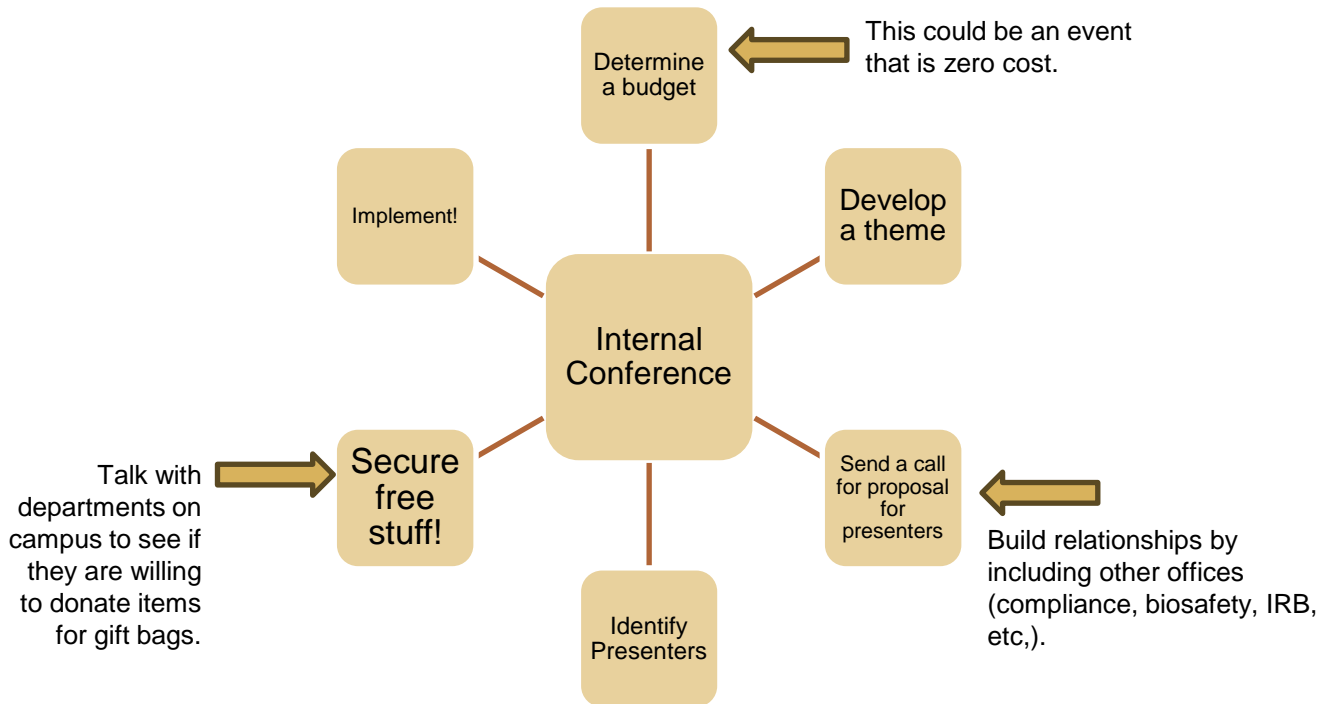
# Institutional Specific Certificate

## Key Considerations:

- Determine the level of information: basic, intermediate, advanced OR if the certificate should be centrally focused on a certain topic
- Don't be afraid to ask others to be involved in the development or implementation of the certificate
- See if your Human Resources Department would like to identify the certificate as an official program for professional development on your campus



# Internal Conference



# Four Ideas to Create a Robust Professional Development Program for Research Administrators at Your Institution



# Are you ready to set sail?

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