

MINUTES

National Organization of Research Development Professionals

Board of Directors Meeting

Tuesday, January 25, 2022

The mission of NORDP is to advance the global capacity for and impact of research by strengthening the practice and profession of research development.

- Roll Call – Joanna Downer

Present: Eva Allen, Melinda Boehm, Joanna Downer, Kimberly Eck, Faye Farmer, Jennifer Glass, Antje Harnisch,Carolynn Julien, Jill Jividen, Kim Littlefield, Lisa Lopez, Anne Maglia, Nathan Meier, Etta Ward

Absent: Paul Tuttle

- Call to Order – Jill Jividen – time: 2:33 pm ET
- Board Culture Anchor of the Month
 - January 2022 – Invite personal scrutiny and openness to change our personal and group dynamic (e.g., Posner’s 5 practices of exemplary leadership)

Board members remarked that this reminds them of characteristics such as leading with the heart and the value of the various Strengths Finder tools (e.g., Clifton and Gallup) in underscoring the benefit of a range of personal strengths, and also that it’s helpful to consider this culture anchor at and with leadership at different levels, for example local vs. organizational.

- Open floor for sharing related to DEIABJ (diversity, equity, inclusion, access, belonging, and justice)

Jill Jividen shared that she was glad to see that UMichigan was encouraging professors to excuse students from class to attend a DEI related conference hosted on campus. Etta Ward shared that she was named the community recipient for IUPUI of Indiana University’s Building Bridges Award, a recognition that was part of the institutions’ annual celebration of Martin Luther King, Jr., Day.

Consent Agenda

- Approval of draft Dec. 21 Board meeting minutes – Jill Jividen
- Financial Report (no report for November, pending audit) – Eva Allen
- Strategic Plan priority KRAs:
 - a. KRA 3.1 (RD101) – Joanna Downer
 - b. KRA 4.1 (Inclusive Excellence Plan) – Etta Ward

The specific request for the Climate Survey vendor sent to Eva; will be item on next Revenue and Finance agenda.

- c. KRA 3.4 (NORDP Certification) – Faye Farmer
- Committee Reports (links to reports below):
 - a. Member Services – Paul Tuttle, second liaison TBD; including PUI affinity group quarterly report
 - b. Mentoring – Faye Farmer,Carolynn Julien
 - c. Inclusive Excellence - Etta Ward, Jennifer Glass
 - d. NORD – Kimberly Eck (as IPP), Faye Farmer
 - e. Professional Development – Melinda Boehm
 - f. Revenue & Finance – Eva Allen
 - g. Governance – Joanna Downer
 - h. Communications Working Group – Antje Harnisch
 - i. Strategic Alliances – Anne Maglia
 - j. Nominating Committee – Nathan Meier, Lisa Lopez
 - k. Executive Conference Committee – Jill Jividen

Hyatt contract resolved in recent weeks to minimize the penalty payment (\$25,000) and have agreed to hold our conference there in 2024 but do not have to put money down for it. The ECC has been reconvened to discuss what to plan for the future regarding in-person, hybrid, and/or virtual events. They expect to present a proposal to the Board this spring for conference offerings that meet a range of organizational priorities.

1. Conference Planning Committee

Etta Ward moved to approve the consent agenda; Nathan Meier seconded. The motion PASSED.

General Announcements:

- Holly Falk-Krzesinski Award Nomination Process – Joanna Downer
 - Nominations roll forward for three years; any Board member can nominate. Nominations are kept confidential unless awarded. The Board convenes to discuss the nominations and vote to award; any Board member nominated is not invited to this meeting. Deadline is Mar 1. Email completed nomination form to Joanna. Discussion regarding eligibility/intent revealed differences in language describing the award in various places on the NORDP website. Past awardees are at <https://www.nordp.org/holly-j--falk-krzesinski-past-awardees>
- Goals Planning Update – Jill Jividen
 - Program planning team is taking request to the Professional Development Committee to create spectrum of year-round planning; Revenue and Finance Committee has discussed revenue generation possibilities and expects to have some proposals to present to the Board next month.

- Kudos for the Community Example - Carolynn Julien, Lisa Lopez, & Faye Farmer
 - Could do something like posts on Kudoboard.com all year long; can include video messages or individual posts with an image (e.g., meme) and text; examples were shown. Faye paid \$20 for a year-long account and NORDP can use it. Can save boards and start anew, so could do that month-by-month or for certain foci, such as Mentoring month, etc. Discussion points included – Looks good, need information about security, who can post, who can see.
- ACTION - Faye, Carolynn, and Lisa to continue investigating the platform and post their findings on Basecamp

Discussion Items (60 minutes)

- Follow-up to the Wisdom Share demonstration - Questions from the mentoring committee – Carolynn Julien
 - The Board members who were at the demonstration liked the product and are encouraged that thematic affinity groups or other could use it. Each group using it would have a designated administrator/editor, and so perhaps after training there won't be a significant need for centralized Mentoring Committee support.
- Creative Arts, Social Sciences, and Humanities (CASSH) Affinity Group proposal (as well as MSC members' responses) – Paul Tuttle

→ VOTE: Faye Farmer moved to approve the CASSH proposal; Jennifer Glass seconded. The motion PASSED.
- Certification Task Force report – Faye
 - Task Force did a thorough job on their initial report from focus groups of NORDP members regarding considerations regarding RD certification/credentialing; report was shared with Board through Basecamp. A second report on how other organizations have started up their accreditation – timelines, entities, demand, etc. – is expected at the end of Jan/Feb. Take home messages are that NORDP would need to engage a third-party to provide and manage any RD certification, which might be a great cost and would still require NORDP to provide the materials, programming, etc. If the Board feels it's appropriate to continue to move forward with fact-finding, it would be another 6-8 month process to identify a few scenarios for NORDP, and perhaps 2-3 years to actually get to an RD certification if things continue to point to it being something of value. Also need to know whether and when it would break even – is there enough pull from the membership for this as a service, for instance, and when would the cost of starting it up be recouped (break-even point). Another point of consideration is what institutional leaders think or know about NORDP and its value to RD professionals at their institution.

→ ACTION - Faye will take this discussion back to the task force, and will post the next report when it's available for discussion in Basecamp.
- For Profit Members and Board Service – Jill
 - From the Basecamp discussion since the last BOD meeting, the By-Laws should state who is eligible to run and who isn't, designate seats or limit seats if appropriate, and a separate policy should cover other aspects/intents if needed. Discussion points included --- do we have enough information for determining whether to open up eligibility and whether/what any limitations should be, as well as the potential risks (e.g., former leaders who created the current restriction

might be angry; members at for-profit companies who might run if they knew it was open to them might be angry if communication about eligibility isn't clear).

→ ACTION - Jill to lead task force to gather member input; task force will include Jennifer Glass, Nathan Meier, Anne Maglia, and Lisa Lopez.

- Request for exemption from letter requirement for Emeritus Member who has been retired from their institution for some time – Jill/Joanna
 - VOTE: Anne Maglia moved to approve; Etta Ward seconded. The motion PASSED.
- NORDP LEAD Thought Paper - Positioning NORDP for Growth – Carolyn Julien
 - The Board appreciated the thoughtful paper, whose authors include the new BOD members. Request to be sure the recommendation for “Start Here” and “Get Involved” buttons make it to the Communications Working Group (CWG) and website redesign group. Joanna suggested that we could use the initial Board budget request draft that included all Board activities as a way to evaluate whether the impact provided of NORDP and Board activities are worth the effort or resources required by/for those activities.
 - ACTION - Jill to take the Communications item to the CWG, and talk to the Executive Committee about how to use for strategic planning for the fall. All BOD members should think more about the paper's suggestions, and underline which quadrants of that matrix should be where volunteers, board, and/or staff should spend the bulk of their time.
- 2022 Board Retreat
 - Short discussion regarding comfort with in-person event for September for Strategic Planning for the next three years. Consensus was generally for either full in-person or full virtual, rather than attempting an intentionally hybrid event. Joanna asked when a commitment to format needs to be made, and Jill responded that the sooner the better. Antje offered to host at her institution outside of Boston (WPI); Melinda is taking a position at Northeastern effective Feb. 8, and so would also be in the area to aid planning. Anne Maglia is also in the area.
 - ACTION - Jill will set up a form to collect folks' preferences regarding in-person or virtual to make a final decision.

There being no further business, the meeting was adjourned at 4:31 pm ET.

Note: The next Board Meeting is scheduled for Tuesday, February 22, 2022, at 2:30 pm Eastern; 1:30 pm Central; 12:30 pm Mountain; 11:30 am Pacific.