

# Faculty Leadership Internship Program

## Faculty Leadership Development

Talent development at all levels is important to the ongoing success of any organization. As part of developing talent and leadership within the MSU research enterprise, ORED offers scores of seminars and workshops throughout the year. The ORED Faculty Leadership Development Program (FLDP) has long been a flagship professional development opportunity helping faculty learn new skills and develop as faculty leaders in research administration.

As a follow-on to the FLDP, ORED is pleased to announce a new initiative. The ORED Faculty Leadership Internship Program (FLIP) will be piloted this year. This is a 6-month program providing faculty an in-depth, first-hand experience that broadens and deepens understanding of the university research enterprise.

## General Program Structure

Participants will spend time diving into details of how research administration operates. The program will foster a deeper understanding for the responsibilities and contributions in the Office of Sponsored Projects, Office of Research Compliance and Security, Office of Research Development, Office of Technology Management, and Office of Lab Animal Resources. Participants will gain an appreciation for university level research integrity responsibilities, national research ranking systems, university contributions to economic development, and oversight of the Thad Cochran Research, Technology and Economic Development Park. Participants will spend time working and learning with directors in each of these areas as well as attend ORED leadership and director meetings and other events. Participants will also gain in-depth knowledge of capabilities and strengths across our colleges and research centers. Participants will be encouraged to offer input and suggestions for improving effectiveness, efficiencies, and in identifying new opportunities.

## Project Assignments

Participants will select a project from the following list or define another project of personal interest and of strategic university value. Possible projects include:

- Developing a comprehensive framework of best practices advancing diversity and inclusion within the research enterprise.
- Identifying new methods for strengthening interdisciplinary research, including factors such as institutional support structures, team leadership, development, and management
- Developing a strategy positioning MSU for future and emerging research opportunities, including identifying those opportunities on the horizon of science and technology

- Developing and advancing undergraduate research initiatives
- Other projects defined by applicant

### **Selection Process**

- Complete the application packet. The packet should include
  - Letter stating why the applicant is interested in this program describing how they think the experience will support their career goals. The letter should also select a project topic from above or describe another project of interest.
    - Letter should be no more than 2 pages (1-inch margins, single spaced, 12 pt font). Letter should also note the dates of past participation in the ORED FLDP or other university leadership development program completion.
  - Support letters from Department Head and Dean approving the time away from current responsibilities and their support for your participation in this program.
  - Abbreviated CV highlighting leadership, administrative, and grant experiences. No more than 5 pages.

### **Program Criteria**

- Applicant should have past participation in the ORED FLDP or other university leadership development program either at MSU or elsewhere.
- Applicant should hold the rank of associate or full professor.
- ORED will fund a 50%, 5-month buyout of the applicant's current salary and add a \$5,000 salary stipend for participation. Applicant should be relieved for 50% time of normal duties. The 5-month period is flexible on start-stop within a 6-month period of time.
- Application cycle for the FY23 school year:
- July – December 2022: Applications due by end of day March 1, 2022.

Please direct questions to Julie Jordan, [Julie.jordan@research.msstate.edu](mailto:Julie.jordan@research.msstate.edu).

**Submit completed application packet by the deadline at: <https://msstate.infoready4.com>**