



# **Research Professionals Conference**

*Tuesday, June 18, 2019  
Cooper Hall - School of Nursing*

# *Sponsors*

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College of Agricultural and Life Sciences

College of Engineering

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Office of Human Resources\*

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School of Nursing\*

School of Pharmacy\*

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\*Providing monetary support for the conference

## **Research Professionals Conference Committee Members**

These campus staff partners were instrumental in shaping this year's program. Please help us in thanking them for their invaluable time and insight!

Andrea Schiefelbein, Christy Davidson, Debra Rugowski, Heather Daniels, Isabelle Girard, Kyle Hanson, Lynn Freeman, Nancy Kujak-Ford, Nicci Schmidt, and Sarah Oakley



**Learning and  
Talent Development**

OFFICE OF HUMAN RESOURCES

UNIVERSITY OF WISCONSIN-MADISON

# Keynote Address

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## Citizen Science Gives Science Public Meaning

*Jessica Ross and Susan Carpenter*

Room 1121 (Auditorium)

**Jessica Ross** is the Citizen Science Coordinator at the UW Arboretum. Her academic background is in biological sciences (BS, Northwestern University) and botany, ecology, and conservation (MS, Northwestern University). Her work experience includes ecological research and data processing, laboratory management, ecological restoration, and science outreach and mentoring. She currently works to develop and support citizen science monitoring programs for dragonflies, monarch butterflies, fungi, birds, and water quality.

**Susan Carpenter** is a Senior Outreach Specialist at the Wisconsin Native Plant Garden at UW Arboretum. Her academic background is in biology (BS, Stanford University), botany/plant ecology (MS, UW–Madison) and C&I/science education (MS, UW–Madison). Her work experience includes environmental and outdoor education, science curriculum design, teacher professional development, studying teaching and learning in elementary classrooms, native plant gardening, bumble bee monitoring and conservation in southern Wisconsin, ecological restoration, and extensive outreach for public and professional audiences.

# Overview of Events

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Time	Event
8:00 a.m.–9:00 a.m.	Registration, Breakfast & Networking
9:00 a.m.–9:30 a.m.	Keynote Address
9:30 a.m.–9:45 a.m.	Break
9:45 a.m.–10:45 a.m.	Concurrent Sessions
10:45 a.m.–11:00 a.m.	Break
11:00 a.m.–12:00 p.m.	Concurrent Sessions
12:00 p.m.–1:00 p.m.	Lunch, Resource Fair & Roundtable Discussions
1:00 p.m.–2:00 p.m.	Concurrent Sessions
2:00 p.m.–2:15 p.m.	Break
2:15 p.m.–3:15 p.m.	Concurrent Sessions

# Session Description & Speaker's Bio

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9:45 am

## **Onboarding in Research: Panel Perspectives from Engineering, Mindfulness, and Cancer Research**

*Jackie Bastyr Cooper, Jane Lambert, Dan Metzger, and Cheri A. Pasch*

*Facilitated by: Nicci Schmidt*

Room 1121 (Auditorium)

Effective onboarding is critically important in academic research environments. High quality onboarding practices integrate new talent almost seamlessly. Panelists will share their best practices and highlight important resources applicable to a diverse range of research settings. Special emphasis will be given to onboarding students and matters that ensure safety.

**Jackie Cooper** is a laboratory manager in Environmental Engineering. She has nearly 20 years of experience. Her responsibilities include many different safety considerations: instrumentation protocol development, chemical hygiene plans, biosafety protocols, and BSL2-level safety training. She trains all new students (undergrad, grad, post-doc) and coordinates anything that involves the use of the environmental engineering lab spaces. She received her BS in Chemistry, Molecular Biology & Biochemistry at UW–Madison. Previously, Jackie worked as a chemist in a hazardous waste testing lab for an environmental consulting firm, a product manager in sales & marketing for an analytical instrument manufacturer, and a research scientist at UW Hospital in the Urology department.

**Jane Lambert** coordinates student and trainee onboarding for the Center for Healthy Minds. A large group of undergraduate research-credit students and student hourlies, approximately 30-75 students, participate each semester. Jane also administers an NIH predoctoral/postdoctoral training grant in Emotion Research. Jane received her BA and MA from UW–Madison. Her work history includes 25 years of coordinating UW graduate and postdoctoral training programs in the biological and social sciences.

**Dan Metzger** is the Information Services Support Manager at the Wisconsin Energy Institute (WEI). He studied Computer Science at UW–Madison and has been working in Information Technology since 2002. Dan provides tools to support campus research and business services, and addresses the challenges of gathering and distilling requirements from different groups. He worked with WEI leadership, the building manager, human resources and business services teams to expand a project to cover most aspects of onboarding and offboarding at the WEI. Previously, Dan worked at the DoIT Helpdesk, the WiscMail team, and the Fundus Photograph Reading Center with the School of Medicine and Public Health.

**Cheri Pasch** has worked in cancer biology research at the UW School of Medicine and Public Health since she graduated from UW–Madison with a Bachelor of Science degree in Molecular Biology in 1996. She has worked for three faculty over the past 22+ years, all in the realm of cancer biology. Cheri serves as a laboratory research technician and laboratory manager. She supports both bench science (e.g., cell culture, mouse genetics and clinical trial research) and research administration (e.g., lab startup, grant management, day-to-day lab management). Cheri leads onboarding processes for all types of staff, including undergraduate students, technicians, and doctoral trainees.

# *Session Description & Speaker's Bio*

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9:45 am

## **Leveling Up Your Research Data Management Skills**

*Cameron Cook and Tobin Magle*

Room 1227 (Classroom)

As the research landscape continues to produce more data, practices become increasingly computational, and expectations of sharing, re-usability, and reproducibility become more prevalent, research data management has become an ever increasingly popular topic. Consequently, this session will introduce research data management best practices, as well as focus on critical areas such as documentation, sharing, and minimum standards for reproducibility. Attendees will complete a self-assessment and identify ways to level up their data management practices!

**Cameron Cook** is the Digital Curation Coordinator and Chair of Research Data Services at the UW–Madison, where she also received her MLIS in 2016. Her role focuses on providing support and strategy around research data management, data sharing and preservation, digital scholarship, and open research. She also manages the university's institutional repository, MINDS@UW.

**Tobin Magle** is the Science and Engineering Data and Information Specialist at Steenbock Memorial Library. She trained as a research scientist in molecular parasitology, earning a PhD from UW–Madison in 2011 and completing postdoctoral training at Loyola University Chicago. Tobin has been doing research support in academic libraries since 2014, specializing in research data management, documentation, and workflows, including automating data cleaning and analysis using the R programming language.

## **Title and Total Compensation Project**

*Shana Ullsvik and Diane Blaskowski*

Room 1231 (Classroom)

The Title and Total Compensation (TTC) Project aims to modernize compensation and benefit offerings in UW–Madison and the UW System. The goal of the project is to update the total compensation (pay and benefits) programs for UW employees to be more in-tune with the market and competitive with our peers. Come learn about the Title and Total Compensation Project and what's ahead.

**Shana Ullsvik** is the Title and Total Compensation Manager for UW–Madison.

**Diane Blaskowski** is the Director of Talent Rewards for UW–Madison's Office of Human Resources.

# *Session Description & Speaker's Bio*

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**9:45 am**

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## **Giving and Receiving Feedback**

*Theresa Kim*

Room 1321 (Classroom)

This workshop is designed to help participants learn to provide quality and effective feedback at any time. Whether feedback is formal or informal, provided to employees, peers or someone else, there are ways that it can be structured to be effective and lasting. Join us in this interactive workshop where we will learn and apply a 5-step process to effectively deliver a message so that people understand it and make changes that may be needed.

**Theresa Kim, ACC, PLCC** is a facilitator and consultant with UW–Madison's Office of Human Resources in Learning and Talent Development. With a background in education, she began working with adult learners over 15 years ago. Her experience includes a wide variety of public speaking, course design and coaching.

# Session Description & Speaker's Bio

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11:00 am

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## **We Are All Science Communicators**

*Kelly Tyrrell, Eric Hamilton, and Kaine Korzekwa*  
Room 1121 (Auditorium)

Communicating science to broad audiences is perhaps more important than ever. It has sweeping impacts on society, and yet, science can sometimes get lost in all the noise. The role of communicating science is all of ours to share. Hear from three professional science communicators who are also trained scientists about what you can do to effectively communicate science, better work with media, and embrace your role as an ambassador of science.

**Kelly April Tyrrell** is a science writer for University Communications, covering everything from anthropology to zoology. She writes stories for the UW–Madison news site, campus magazines and more, and is always on the lookout for science outreach opportunities. With Eric and another colleague, she organizes a monthly public event called Science on Tap-Madison. She has been a scientist, a journalist and now a university science writer. Kelly earned a Masters degree in cellular and molecular biology from UW–Madison. She bridged from bench to newsroom in 2011 as an AAAS Mass Media Fellow at the Chicago Tribune.

**Eric Hamilton** is a science writer for University Communications, where he writes stories about research across campus for outlets like InsideUW and On Wisconsin, and to share with other journalists. Before coming to UW–Madison, he earned a PhD in plant biology and was the 2015 AAAS Mass Media Fellow at the Milwaukee Journal Sentinel.

**Kaine Korzekwa** is a Texas native with Bachelor's degrees in biology and journalism and a Master's in life sciences communication. He is currently the marketing specialist for the Department of Biochemistry on campus, where he manages all aspects of communication and donor relations. He writes features and press releases on science in the department, manages social media accounts, and communicates with alumni and donors to advance the department's priorities.

## **Reflections on a Research Career: From Bench Top Science to Research Administration**

*Donna Cole*  
Room 1227 (Classroom)

My career trajectory was anything but linear. I will discuss the career and life choices that I made along the way and share some nuggets of wisdom that folks can reflect on as they design their own paths.

**Donna Cole** has been an administrator on the UW–Madison campus for the last twenty years. Before that, she was a research specialist and biologist for about 15 years. She graduated from college with a Bachelor in Science degree in animal science.

# Session Description & Speaker's Bio

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11:00 am

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## **Managing Research Funding: The Basics**

*Sandy Fowler and John Varda*  
Room 1231 (Classroom)

This session provides an overview of the need-to-know basics of managing sponsored project funding at UW–Madison.

**Sandy Fowler** loves grant management and loves to share what she knows about it. Sandy started with UW–Madison in 1997 as a program assistant for University Housing. In 1999, she moved to the Department of Forest Ecology and Management and became a financial specialist. She was managing grants and not even knowing it. Her time in the department prepped her for a move to the CALS Research Division in 2006. There she spent a solid two years reviewing salary and non-salary cost transfers and assisting RSP and CALS departments with sponsored project closeouts. Her post award role moved to CALS Business Services where she now serves as an assistant dean providing guidance on cost share, effort, grant closeout, travel, and purchasing questions.

**John Varda** has been the manager of RSP's Nonfederal Post-Award Team since March 2016. His team of accountants manage the 133 awards for campus. With 25 years of experience at UW–Madison at the departmental, divisional, and central level, John has insight into UW policies and procedures from multiple points of view. John is active in RSP's RED (Research Education Development) program, helping to create and co-present the post-award overview course. He also has experience with formal process improvement as a participant and leader of APR teams from 2010-2013.

## **Understanding and Engaging in Productive Conflict**

*Lindsay Falkowski*  
Room 1321 (Classroom)

Employees who learn to engage in productive conflict enjoy stronger relationships and more professional success. That said, managing conflict is never easy. There are always two sides to a conflict, and a variety of emotions to navigate. Come explore what conflict is, the emotions that accompany it, and how we can begin to engage in productive conflict. This session is for anyone seeking to develop skills and strategies for effectively managing interpersonal conflicts and tensions.

**Lindsay Falkowski** is the Thrive@UW Program Manager and Facilitator in the Office of Learning and Talent Development. Lindsay loves helping UW staff discover and build upon their strengths. In previous professional roles, Lindsay experienced the challenges and rewards of building trustful relationships, and saw the positive impact of productive conflict. She holds a BS in Education from UW–Madison and an MA in Education from Edgewood College. Prior to teaching at UW, she taught K-12 students, led professional development and mentored new employees in K-12 education.



# Session Description & Speaker's Bio

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1:00 pm

## **Career Conversations: What They Are and How to Have Them**

*Christopher East*

Room 1121 (Auditorium)

Career conversations come up around the dinner table or with good friends, but they hardly ever happen with your manager. Why is that? Maybe the manager feels they cannot meet the employees' expectations, or the employee does not know how to initiate the conversation. Sounds a little like an 8th grade dance, doesn't it? Career conversations can and should be initiated early and often with your manager. Join us in this interactive session where we introduce strategies to adopt as you discuss your professional goals with your manager during formal performance discussions or informal development conversations. Participants will have the opportunity to view and practice conversations during this session. Do not sit on the sidelines; be the person who grabs a partner and starts to dance.

**Christopher East** currently serves as the Organizational Career Development Specialist with Learning and Talent Development in the Office of Human Resources. His work focuses on creating and enhancing career development programs and training for all UW–Madison employees and managers. He has an undergraduate degree in communications and an MS in higher education.

## **Enhancing Employee Engagement, Innovation and Performance by Leading Inclusively**

*Binnu Palta Hill*

Room 1227 (Classroom)

Our world is becoming more diverse in every aspect: over 50% of millennials identify as multi-racial; there are four generations in the workplace today; and more than 11 million adults in the U.S. identify as part of the LGBTQ community. Greater diversity in the workforce leads to greater possibilities for solving problems through innovation. Research shows that organizations that are able to work collectively to innovate are led by inclusive leaders. Inclusion is the catalyst for employee engagement and performance. Inclusive leaders set the tone for a culture where every employee feels a sense of belonging and pride in the organization. Consequently, both employees and the organization experience competitive advantage among each of their peers. In this session, we will explore 1) what it means to be an inclusive leader, 2) the specific traits associated with inclusive leadership, and 3) the impact of inclusive leadership on employees and the organization as a whole.

**Binnu Palta Hill, MBA**, serves as the Assistant Dean for Diversity and Inclusion at the Wisconsin School of Business (WSB). Prior to joining WSB in 2006, she spent over ten years in the UW System teaching, consulting, and designing programming that enhances inclusion by leveraging strategic leadership and organizational cultural dexterity. Her expertise includes skill building for leaders and their teams in open communication and conflict resolution by developing a shared vocabulary. A distinguishing factor in her approach is the combination of academic research and lived experience to dissect core issues related to diversity. This approach is apparent in the Diversity Lunch and Learn Series she founded in 2010. In May 2015, Ms. Hill represented WSB at the White House as Wisconsin became one of the first business schools to commit to best practices for increasing opportunities in business for women. Ms. Hill is frequently invited to speak at higher education conferences and by firms in the corporate sector. Ms. Hill is the recipient of the 2017 UW–Madison Outstanding Woman of Color award and the 2018 Wisconsin Alumni Association Leadership Award.

# *Session Description & Speaker's Bio*

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1:00 pm

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## **A Guide to Health Sciences IRBs Submissions**

*Jacob Rome*

Room 1231 (Classroom)

Learn about the regulatory requirements for conducting human subject research at the UW–Madison and the submission process for projects requiring review by the Health Sciences IRB. The session will focus on how to effectively submit an application to the IRB and how IRB staff can help facilitate approval before and after you submit.

**Jake Rome** is a Staff Reviewer in the Health Sciences IRBs Office where he has worked for 5 years. Jake reviews initial applications and changes of protocol for both the Health Sciences IRB and the Minimal Risk IRB, with a focus on projects from anesthesiology, kinesiology, and the VA. He specializes in FDA-regulated research and oversees the HS IRBs Beginners Workshop and staff reviewer training.

## **Giving and Receiving Feedback**

*Theresa Kim*

Room 1321 (Classroom)

This workshop is designed to help participants learn to provide quality and effective feedback at any time. Whether feedback is formal or informal, provided to employees, peers or someone else, there are ways that it can be structured to be effective and lasting. Join us in this interactive workshop where we will learn and apply a 5-step process to effectively deliver a message so that people understand it and make changes that may be needed.

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# *Session Description & Speaker's Bio*

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2:15 pm

## **Thriving at Work: Finding Purpose by Aligning What Matters Most**

*Sara Arscott*

Room 1121 (Auditorium)

Have you ever stopped to consider your personal “Why” at work? Did you know that having a sense of purpose can not only make work more meaningful, but also make work more fun and you happier? Research demonstrates that when we have a strong sense of purpose in life, both personally and professionally, we are healthier and happier. In this workshop, we will explore the science of purpose, along with steps that you can take to identify your core values, develop a purpose statement, and align yourself with what matters most to find greater fulfillment.

**Dr. Sara Arscott** is the Research and Education Coordinator for the UW Integrative Health Program in the Department of Family Medicine and Community Health. Dr. Arscott earned her Master’s and Doctorate degrees in Nutritional Sciences from UW–Madison where her research focused on optimizing nutrition through food-based approaches. Her research experience includes international work in Zambia, Africa, and clinical research management for a Wisconsin-based dietary supplement company. In her current role, Dr. Arscott coordinates and co-develops innovative educational curriculum and programs for one of the best-known Integrative Health departments in the world. Integrative health is patient-centered, focuses on what matters most to individuals, and makes use of all appropriate therapeutic approaches to help achieve optimal health and healing. This resonates with Sara as a registered yoga teacher and wellness coach. Sara loves helping people compassionately connect to their authentic self, excavate greater meaning in life, and find courage to thrive.

## **Grants for Research**

*Brenda Egan and Ellen Jacks*

Room 1227 (Classroom)

Are you looking for funding for your research? Do you know (or need a refresher on) how the UW manages grants? If so, please come to learn about the grants landscape, the award lifecycle via the Office of Research and Sponsored Programs, and a demonstration on a good funding database. Feel free to bring a laptop or other device to follow along with the demonstration.

**Brenda Egan** is a Managing Officer for Research and Sponsored Programs. She is the Manager of the Proposal and Administrative Team. She had over 20 years experience working with research investigators and their lab personnel at the Department and Dean’s level before arriving at RSP in 2011.

**Ellen Jacks** (she/her/hers) is the Grants and Public Services Librarian at Memorial Library (UW–Madison) where she manages the Grants Information Collection and is the Grants Coordinator for the Libraries. Ellen has her Masters in Music in Ethnomusicology (2005) and a Masters in Library Science in 2011 (both from UW–Madison). She has taught Introduction to Information Literacy and Research at Bryant & Stratton College in Milwaukee. She also worked for and volunteered with the board of directors for the Four Lakes Traditional Music Collective.

# *Session Description & Speaker's Bio*

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2:15 pm

## **Developing Effective Research Mentoring Relationships**

*Amber Smith*

Room 1231 (Classroom)

Effective mentor-mentee relationships can make the difference between a mutually beneficial working relationship and one that's draining for the mentor and discouraging for the mentee. Through case studies, we will consider how experience, expertise, and power dynamics influence research group working relationships. Participants will identify strategies they can incorporate to strengthen their mentor-mentee relationships.

**Amber R. Smith** is the Associate Director of the Wisconsin Institute for Science Education and Community Engagement (WISCIENCE) at the University of Wisconsin–Madison. She earned her B.S. in Biology from Carroll College and her Ph.D. in Plant Breeding Plant Genetics from the University of Wisconsin–Madison. In her current role as Director of Mentor and Mentee Training, Dr. Smith supports undergraduates to find and succeed in research opportunities through a series of professional development seminars and workshops using the Entering Research curriculum. Additionally, she directs two summer undergraduate research programs at UW–Madison that broaden access to research for underrepresented students. Dr. Smith offers mentor training opportunities for graduate students, postdoctoral fellows, staff, and faculty mentors using the Entering Mentoring curriculum to promote culturally aware mentoring practices. Dr. Smith is certified as a Master Facilitator and Master Consultant through the National Research Mentoring Network.

## **Negotiate To Get What You Need**

*Lynn Freeman*

Room 1321 (Classroom)

We've all experienced trying to get something (like support, resources, or permission) we need or want. It can be frustrating, and make us feel like we aren't being heard, or that our ideas aren't valued. Ultimately, in the organizations we are part of, it can also mean really good ideas for improvement don't get implemented. Understanding authority versus power, influence, and the basics of successful negotiation can help you be successful to solve problems, and get the support, resources and permission you need to thrive in your work.

During **Lynn Freeman's** 25+ year career in higher education, Lynn has had the privilege to be in roles centered around her passion: to help people discover, learn and grow. She has worked with undergraduate and graduate students, faculty and staff at Stanford University, Penn State University, Washington State University, and the University of Wisconsin. In 2015, Lynn decided to use her experience and passion in a new way: working to help employees discover, learn and grow, and came to UW–Madison. Lynn is the Director of Talent Development, and is responsible for the Office of Learning & Talent Development (LTD) and the Office of Human Resource Communities of Practice (HR CoP). Talent Development provides low- and no-cost professional and career development opportunities for all employees of UW–Madison.

# Lunchtime Activities

**12:00 pm–1:00 pm**

During the lunch break, conference attendees will have the opportunity to speak with campus resources at the resource fair, along with participating in roundtable discussions. Roundtable topics (see below) and questions for discussion will be in room 1321.

## **Resource Fair** (Enroth Hall)

### **Academic Staff Governance**

*Heather Daniels, Jake Smith and Sophia Calzavara*

### **Lab Management Community of Practice**

*Sharon Blohowiak, Carey Hannan, Kyle Hanson and Nicci Schmidt*

### **Learning and Talent Development**

*Nancy Kujak-Ford*

### **Library Data Services**

*Trisha Adamus and Michael Layde*

### **Office of Campus Research Cores**

*Isabelle Girard*

### **Office of Research & Sponsored Programs**

*Brenda Egan, Dorothy Johnson and John Varda*

### **Office of Research Compliance - Human Research Protection & Post-Approval Monitoring Program**

*Travis Doran and Emily Putman-Buehler*

### **Office of Research Compliance - Stem Cell Research Oversight and Responsible Conduct of Research**

*Heather McFadden*

### **Research Animal Resources Center**

*Melissa Hunsley*

### **Title and Total Compensation Project**

*Shana Ullsvik and Diane Blaskowski*

### **UW-Madison Public Access Service**

*Ryan Schryver and Brennan Porter*

## **Lunch Buffet Menu**

- Mixed greens with avocado ranch (on side, not GF)
- Salsa verde fire-braised chicken (both GF)
- Taco beef (not GF)
- Black beans (GF)
- Cilantro lime rice (GF)
- Flour tortillas (not GF)
- Shredded cheddar, lettuce, tomato, and onion (GF)
- Corn tortilla chips (GF, but made in non-GF fryer)
- Salsa and sour cream (both GF)
- Sugar cookies (will have GF cookies by request day of)
- Cold beverages

## **Roundtable Discussion Topics** (Room 1321)

- Career development
- Communicating with supervisors
- Community building
- Empowering others
- Engagement, inclusion & diversity
- Environment of well-being
- Laboratory and/or budget management
- Networking
- Relationship building
- Setting goals
- Student management
- Work/life balance

# *Notes*

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# Schedule

8:00 a.m.–9:00 a.m.	<b>Registration, Breakfast &amp; Networking</b> Atrium			
9:00 a.m.–9:30 a.m.	<b>Keynote Address</b> Citizen Science Gives Science Public Meaning Jessica Ross and Susan Carpenter Room 1121 (Auditorium)			
9:30 a.m.–9:45 a.m.	<b>Break</b>			
	<b>Room 1121 Auditorium</b>	<b>Room 1227 Classroom</b>	<b>Room 1231 Classroom</b>	<b>Room 1321 Classroom</b>
9:45 a.m.–10:45 a.m.	Onboarding in Research: Panel Perspectives from Engineering, Mindfulness, and Cancer Research <i>Jackie Bastyr Cooper, Jane Lambert, Dan Metzger, Cheri Pasch, and Nicci Schmidt</i>	<b>B</b> Leveling Up Your Research Data Management Skills <i>Cameron Cook and Tobin Magle</i>	Title and Total Compensation Project <i>Shana Ullsvik and Diane Blaskowski</i>	Giving and Receiving Feedback <i>Theresa Kim</i>
10:45 a.m.–11:00 a.m.	<b>Break</b>			
11:00 a.m.–12:00 p.m.	We Are All Science Communicators <i>Kelly Tyrrell, Eric Hamilton, and Kaine Korzekwa</i>	Reflections on a Research Career: From Bench Top Science to Research Administration <i>Donna Cole</i>	<b>B</b> Managing Research Funding: The Basics <i>Sandy Fowler and John Varda</i>	Understanding and Engaging in Productive Conflict <i>Lindsay Falkowski</i>
12:00 p.m.–1:00 p.m.	<b>Lunch (Atrium), Resource Fair (Enroth Hall) &amp; Roundtable Discussions (Room 1321)</b>			
1:00 p.m.–2:00 p.m.	Career Conversations: What They Are and How to Have Them <i>Christopher East</i>	Enhancing Employee Engagement, Innovation and Performance by Leading Inclusively <i>Binnu Palta Hill</i>	<b>I</b> A Guide to Health Sciences IRBs Submissions <i>Jacob Rome</i>	Giving and Receiving Feedback <i>Theresa Kim</i>
2:00 p.m.–2:15 p.m.	<b>Break</b>			
2:15 p.m.–3:15 p.m.	Thriving at Work: Finding Purpose by Aligning What Matters Most <i>Sara Arscott</i>	<b>B</b> Grants for Research <i>Brenda Egan and Ellen Jacks</i>	Developing Effective Research Mentoring Relationships <i>Amber Smith</i>	Negotiate To Get What You Need <i>Lynn Freeman</i>

B Basic Resources/Tools  
   Career Development  
   Personal Skill Development  
   Communication  
I Intermediate Resources/Tools