



AAS-UCSC National Osterbrock Leadership Program (NOLP)



- **Inception of UCSC Program (OLP)**
 - Initiated by bequest to Astron Dept from Osterbrock Family to support grad students.
 - Irene Osterbrock & Sandy Faber defined program focusing on leadership training for grad students; provide training and funds directly to selected Fellows in support of their careers.
 - Sandy consented to lead program w/i dept. Funds from endowment handled by UCSC Development Office.
- **Mission of OLP:** Empower young astronomers to become effective leaders. Provide training opportunities through educational activities, mentoring from experienced leaders, with activities requiring leadership conceived of and executed by the students themselves.
- **Context for OLP**
 - “Broaden the PhD away from its narrow focus on producing new faculty to provide advising, training, and internships that allow for a range of academic and extra-academic career options.”

*-Chief recommendation of report commissioned by Andrew Mellon Fdn: **'Reforming Doctoral Education 1990-2015'***

- **OLP Organizational Structure**

- Consists of Director S. Faber + Senior Fellows (faculty) + Fellows (selected grad students) + Mentors (external advisors; presently 4, ~7-10 desirable).

- Director* has final decision-making authority, including financial matters. For all matters seeks advice of everyone in OLP. Deals with UCSC Development Office.

- Senior Fellows* assist in dept management of OLP events. Set policy w/ Director and along with Director advise and mentor Fellows.

- Mentors* serve as OLP external advisors, offer services, lead workshops, mentor students.

- Fellows* arrange for and conduct many OLP events, interface with all dept grad students, also advise the Director on all aspects of OLP program---including selection of new Fellows.

- **OLP Activities**

- Mini-grant Projects: 12-month team efforts requiring mgt and leadership. All dept grad students can propose. Small budgets from endowment. Selection and oversight provided by Fellows, including budget approval and project reviews. PI's submit final reports to dept.

- Fellows travel to Baltimore/DC to participate as observers in annual HST TAC panels. Have private dinner with HST TAC Chair. In DC meet w/ Congressional, NSF, & AAAS staff. Hold interviews with ~20 local science+political leaders. Goal: *understand possibilities of astro PhD.*

- Workshops: Mandel Communications offers dept students workshops to improve presentation skills and communication in groups and with audiences.

- Osterbrock Pizza Lunches: hosted for entire dept, featuring campus leaders and visitors on topics related to professional development
- Annual OLP public lecture in Santa Cruz by distinguished science researchers/leaders
- Arrangement with California Council on Science and Technology to attend CCST meeting and meet CCST Science Fellows (in Sacramento)
- Fabers host annual dinner for Fellows, mentors, UCSC campus leaders, and donors that provides opportunity for Fellows to meet/discuss with leaders in informal setting

- **Assessment of OLP Experience by Fellows**

-“This has been life-changing”* “I never dreamed that I could do so many things with my PhD” “I am already headed in new directions thanks to this program”.

**Fellow awarded prestigious Mirzayan Sci/Tech Policy Fellowship at NAS for 3 months*

- **UCSC OLP Budget:** \$40 K annually (largely from return on endowment). For 5-6 active

Fellows annual cash outlays go to:

- cash award to 4-6 Fellows yearly (\$2K each) for education/professional expenses
- travel to Baltimore/DC for 5-6 Fellows for one week; airfare, room, meals, rental van
- food/refreshments for local events (pizza lunches, lectures, workshops)
- annual dinner for Fellows, senior Fellows, mentors, potential donors



Annual dinner Faber home



HST TAC panel



Rush Holt public lecture



Fellows dinner with HST TAC Chair

Baltimore-Washington 2017 and 2018



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- Based on the success of OLP----the key role of leadership in carrying out novel research----the absence of active training programs for grad students in U.S. universities----the enthusiastic response of OLP Fellows we proposed to AAS to collaborate w/ UCSC on expansion of OLP program to other U.S. astronomy graduate programs.
- From UCSC OLP experience we believe annual budget ~\$20K is realistic goal for departments if matching funds made available to enable annual \$40K program. Have succeeded in acquiring \$200K gift to AAS from Peter & Patricia Gruber Foundation. Need \$170K more to fully fund 5-6 nodes for pilot program for 4 yrs.
- Matching funds are to be given directly to nodes/departments; not used for overhead.
- Currently seeking additional funds but believe starting with partial pilot program to fund 2-3 nodes for 4 yrs worthwhile with current Gruber funding.
- AAS Board of Trustees has approved an NOLP structure proposed by Sandy & Bob based on successful experience with OLP.
- NOLP pilot program will commence in Jan 2021 after selection in Nov 2020 by committee appointed by AAS Board of Trustees of 2-3 nodes from proposals received by 1 Oct 2020.

NOLP Specifications

- **Activities:** should put leadership skills into practice. Nodes have freedom to create their own innovative program, but are asked to include participation in following two joint activities that serve as unifying events for NOLP, and will be arranged and managed for all nodes by UCSC OLP program:
 - Each NOLP Fellow will serve at least once as observer at a national policy planning or TAC meeting.
 - Nodes should send at least one, and preferably most, Fellow(s) each year to participate in half-day NOLP workshop organized at specific AAS meeting. Node program heads are also requested to participate in AAS workshop.
- **Node Requisites:**
 - Any U.S. PhD-granting graduate program in astronomy, or partnership of such programs, including graduate astronomy programs within a physics department are eligible to serve as an NOLP node.
 - A single faculty member should be designated as head of the program for the node.
 - The node must provide a letter of commitment from its parent organization(s) for the core funding required for the 4-yr pilot program. (Proposals with core funding commitments for only 2 yrs *may* be considered.)

- The node proposal must specify (1) a brief description of proposed activities, and (2) a projected annual budget and its relation to the activities for the duration of the pilot program.
- Nodes or partnerships with more than ~25 graduate students should aim to designate 4-6 graduate students as NOLP Fellows each year. Nodes with fewer students should aim for 2-4 NOLP Fellows annually.

- **Proposal to Be a Node**

- Programs with serious interest in proposing to be an NOLP node should attend to the information and guidelines established for NOLP on the AAS website: <https://aas.org/nolp>.

The screenshot shows the top navigation bar of the AAS website with links for Committees, Divisions, Sky & Telescope, News, Calendar, Directories, Join, and Log in. Below this is a secondary navigation bar with links for ABOUT, MEETINGS, ADVOCACY, PUBLISHING, the AAS logo, EDUCATION, CAREERS, DONATE, and SEARCH. A sub-navigation bar for the Education Committee lists links for Professional Development and Online Teaching Resources. The main content area features a date stamp '23 APRIL 2020' and a large heading 'The National Osterbrock Leadership Program' followed by a sub-heading 'Announcement of Opportunity'. The introductory text states: 'The AAS and the Department of Astronomy and Astrophysics at the University of California, Santa Cruz, are collaborating to expand UCSC's Donald and Irene Osterbrock Leadership Program (OLP) to additional universities and other institutions with astronomy graduate programs that wish to commit to the training of graduate students in science leadership.'

-Webpage has proposal info and instructions and links to cover page/form at AAS portal on OpenWater Awards website: <https://aas.org/openwater/nolp>. It requires a login.

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- Proposals can be free form, up to 2 pages, not counting budget and letter(s) of commitment.
- Should include a budget projection covering planned activities, with organization(s) letter(s) of commitment for core funding for pilot program.
- AAS matching funds will be awarded annually based on budget projection for upcoming year.
- AAS CFOO Kelly Clark has authority to approve distribution and expenditure of AAS matching funds.

NOLP web page:

<https://aas.org/nolp>

NOLP proposal form:

<https://aas.org/openwater/nolp>

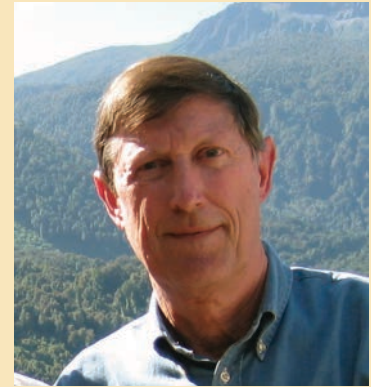
Questions?



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