

HAGAN E. WALKER, PhD

605 Grove Rd. Greenville, SC 29605 • (864) 455-1120 • hagan.walker@prismahealth.org

BRIEF BIOGRAPHY

Hagan Walker, PhD, MBA, serves as the Director of the Office of Sponsored Programs for Prisma Health with over 13 years of experience in research administration. In this role she supports a diverse population of team members in the successful pursuit and management of extramural funding. Hagan is a well-rounded research administration professional with experience in pre-award, post-award, compliance, audit, training and education, and leadership during mergers/acquisitions, systems development and implementation, and special projects. Hagan furthers the mission of NCURA through current service as a Traveling Faculty member and Contributing Editor to NCURA Magazine and in sharing her knowledge over the years through NCURA volunteer positions, educational presentations, and scholarly publications.

PROFESSIONAL EXPERIENCE

Prisma Health

Director of Sponsored Programs

Greenville, SC
March 2022 – Present

- Provide leadership and daily operational management to all aspects of Sponsored Programs team, which includes pre- and post-award administration of extramural sponsored programs.
- Serve as primary point of contact for internal and external stakeholders including sponsors, health system leadership, academic partners, faculty and staff, and research support services teams.
- Establish team mission, vision, and goals including strategic planning and implementation.
- Work closely with research leadership and services teams, and corporate services teams to design processes around centralization and shared resources ensuring consistency and efficiency.
- Maintain expert knowledge of and ensure compliance with federal, state, local, and institutional guidelines, and regulations for extramurally sponsored programs.
- Identify and develop institution-wide policy and procedures to improve compliance and programmatic and fiscal integrity of sponsored programs.
- Evaluate financial and accounting management for Prisma Health extramurally sponsored programs and update to ensure optimization.
- Provide grant and sponsored program management training and sponsor and regulatory agency updates and information to investigations, grants administrators, financial analysts, department chairs, and research leadership.

Clemson University, Office of Sponsored Programs

Director, Prisma Health Office of Sponsored Programs

Clemson, SC
December 2013 – March 2022

- Led efforts to build research capacity at health system and to foster a culture of research through education programs and events, connecting collaborators, and facilitating extramural awards.
- Managed pre- and post-award staff including grant administrators, grant coordinators, and financial team, overseeing office operations and workflow.
- Designed, implemented, and maintained proposal submission, award negotiation, and post-award grant management systems including both Lawson and Workday grants management modules.
- Oversaw fiscal management of \$120 million grants portfolio as well as internal Transformative Research Seed Grant program and Research Incentive Fund program.
- Led all health system researchers, program coordinators, principal investigators, and research staff in best practices related to sponsored program management.
- Managed reporting for sponsors and other entities to ensure sponsored programs compliance; Develop reporting for internal and external audiences to capture the accomplishments and improvements in all aspects of sponsored activities.
- Aligned health system and Health Sciences Center initiatives with researcher interests and potential funding sources to expand the research portfolio of the institutions.
- Worked collaboratively with internal and external constituents including vice presidents, chairs, academic vice chairs, academic partner research directors, chief academic/scientific/medical officers, in the development and implementation of goals and objectives.

- Created strategic plan, policies, and procedures for sponsored programs administration to leverage existing infrastructure and identify opportunities for future growth and expansion of research at the academic health center.

Clemson University

Clemson, SC

Adjunct Instructor

August 2018 – December 2018; August 2019 – December 2019

- Educated doctoral students on Grantsmanship including the grants life cycle, finding funding opportunities, understand request for proposal guidelines, drafting an NIH research strategy, and serving as a peer reviewer.

Clemson University, Public Service and Agriculture

Clemson, SC

Research Analyst and Reporting Coordinator

September 2013 – December 2013

- Served as main conduit for collecting, collaborating, and disseminating performance metrics.
- Prepared and submitted the annual USDA Work Plan and SC Budget and Control Board Report
- Completed Office of Assessment report for Experiment Station /Archbold Research Center
- Assisted in the development of metrics to demonstrate the economic impact of PSA on SC

Clemson University, Grant Support Services

Clemson, SC

Grants Coordinator II

August 2012 – August 2013

- Contributed to the missions of CAFLS and PSA and overarching goal of Clemson University to increase research by ensuring successful submission of grants.
- Managed multiple projects simultaneously and submitted on time, complete applications.
- Ensured the creation of well-organized, thought out, complete proposals.
- Coordinated submissions by multiple parties from various department and/or institutions.
- Created/reviewed project budgets; Ensured allowability, allocability, and reasonableness.

EDUCATION**Clemson University**, Eugene T. Moore School of Education

Clemson, SC

Doctor of Philosophy, Educational Leadership for Higher Education

August 2019

Clemson University, College of Agriculture, Forestry and Life Sciences

Clemson, SC

Master of Science in Biological Sciences

December 2014

Augusta State University, James M. Hull College of Business

Augusta, GA

Master of Business Administration

May 2011

Bachelor of Business Administration in Management

July 2008

SERVICE**Service to Profession****National Council of University Research Administrators***Member, Region 3*

March 2013 – Present

Traveling Workshop Faculty, Financial Research Administration

January 2024 – Present

NCURA Magazine, Contributing Editor

December 2021 - Present

Sponsorship Committee, Co-Coordinator, Region III

August 2021– July 2022

Program Committee, Pre-Award, Region III

May 2018 – May 2019

Honors and Award Committee, Coordinator, Region III

August 2015 – May 2018

Volunteer Committee, Coordinator, Region III

August 2013 – August 2015

Fundraising Committee, Region III

March 2013 – August 2013

Regionally Elected Board Member Nominee – Hagan Walker

Personal Leadership Statement

As an advocate for research administration, I am invested in advancing the goals of the National Council of University Research Administrators (NCURA). My interest in the position of regionally elected board member is seated in a desire to deepen my engagement with NCURA and to connect the activities and decisions at the national level to the membership of Region III. With over 13 years of experience in the field, I understand the challenges facing research administrators and see the regionally elected board member position as an opportunity to contribute to overcoming barriers and moving forward together in a way that strengthens NCURA and Region III.

Leadership Experiences

Throughout my professional career, I have gained valuable experience and insights, which I will bring to the position of regionally elected board member. My academic preparation in educational leadership focused on higher education including governance structures, policy development and diversity initiatives. Through my current role, I have led multiple facets of the research enterprise including pre-award and post-award operations, training and education programs, compliance, conflicts of interest, audit and internal funding initiatives so have a solid understanding of the various constituents of NCURA. My experience in developing and implementing strategic plans will allow me to contribute meaningfully to the board discussions and decisions. Over the years I have held positions for NCURA including service to Region III on the fundraising committee, volunteer committee where I served as the coordinator, honors and awards committee where I also served as coordinator, sponsorship committee, and program committee. At the national level, I serve as a Contributing Editor to NCURA Magazine, as a Traveling Workshop Faculty member for the Financial Research Administration track, and have contributed through volunteering, presentations, publications, online educational sessions, and a podcast.

Leadership Philosophy

My leadership philosophy centers on providing service to others in an inclusive, transparent manner with the goal of creating a high achieving operation. This is best accomplished through recognizing the value individuals bring and empowering them to realize their full potential. I seek to meet team members where they are and create meaningful connections to their work and to create an environment where feedback is both given and received so we can develop the best processes. Creating connections between organizational decisions and the impact on daily operations is key to creating trust and aligning goals and actions. If elected to this position, I would bring this servant leadership mindset to further the mission of NCURA in building a diverse, collegial, and respected global community of professionals.

Leadership Objectives

If elected as a board member, my primary objectives will be to enhance the organization's strategic vision, promote best practices in research administration with a focus on the coming role of AI, continued efforts around diversity and inclusion, expanding resources groups with one potentially focused on Workday, and in strengthening our national and international collaborations. My dedication to research administration, coupled with my leadership experience and commitment to excellence, will enable me to make a positive impact.

Thank you for the opportunity to be considered for the position of regionally elected board member.

Regionally Elected Board Member Nominee – Hagan Walker Diversity, Equity, and Inclusion Statement

To me one of the greatest strengths of NCURA is that while we are all research administrators, we come together through NCURA as individuals bringing together our diverse perspectives, experiences, and skills to further our personal knowledge, professional development, and the field of research administration. In applying for the role of regionally elected board member, I recognize an opportunity to contribute to furthering NCURA's commitment to building a maintaining a diverse membership and culture of inclusion. Having a professional organization where we can come together equitably has impactful ripple effects through our institutions extending out to the people we serve.

Personal Meaning of DEI

Diversity, equity, and inclusion are our set of values in creating a culture where people from all walks of life can come together in a safe space with access to the same opportunities and with the goal of reaching our full potential. In coming together as research administrators through NCURA, we are afforded the opportunity to be with people who speak our same language, understand what we do in our day-to-day jobs, and know the value of the phrase 'it depends.' NCURA values ensuring this space is accessible to all persons by not only encouraging but establishing practices to ensure equitable access.

Personal Position and Experience with DEI

My DEI position centers in my personal leadership philosophy and in my professional work. I passionately believe in the value of meeting someone where they are and in providing the opportunity for voices to be heard. Within our research administration team, we have sought to bring on team members from varying backgrounds, age ranges, and skill levels and work to create an inclusive environment where all perspectives are welcome and encouraged and where we work to build up everyone according to their own professional development goals. I have personally seen the disheartening effects of a less than inclusive environment when team members have experienced microaggressions and felt singled out and I have worked to educate to prevent such occurrences in future. This was so very impactful to me as I deeply care for my team and do all I can to ensure their success and well-being. I also see the importance of maintaining an empowered and diverse workforce as having a direct impact on the research we support. Front line research coordinators have relayed that potential participants do not believe the research we facilitate is meant for them and so they choose not to consent and engage in our studies. Diversity in research is imperative so that the results are not skewed, and the findings are representative of the broader community the research impacts.

Initiatives for NCURA

If elected to the role of regional board member, I would work to further NCURA's commitment to diversity, equity, and inclusion. Great accomplishments have been realized to date and we can expand those efforts through the continuation of focused initiatives. I would enter this role with a learning mindset open to understand the current initiatives and identified goals. I would explore opportunities in developing training programs for our members to engage in continuous learning on DEI topics, in building resource groups for specific groups of members that may need targeted support, in reviewing policies and practices to ensure equity and in getting feedback from membership.

I welcome the opportunity to contribute to this area in ways I have not before, and I am committed to fostering a diverse, equitable, and inclusive community.

Thank you for the opportunity to be considered for the position of regionally elected board member.