

# June 2022 Town Hall Notes For Web

The June 02, 2022 Town Hall was a meet and greet with Dean Lozier, held in person only. It began with food distribution and informal networking time.

## Comments from individual RF members as collected by individual RFAC members:

- An effort parallel to CoS's RFAC has just begun at the 'research institute' level. The "RI Plus" RS/RF Council represents research institutes such as IBB and GTRI. A member of the RI Plus RF leadership suggested that the two councils coordinate. RFAC offered to schedule a meeting with RI Plus RFAC, principally to share the results of our climate survey.

## CoS RFAC gave an overview of RFAC initiatives and highlights from the spring climate survey, including:

- RFAC's overarching goal:
  - Gathering information on RF concerns to prioritize and develop initiatives aimed at improving RF outcomes, working with admins to accomplish these goals.
- Accomplishments and ongoing initiatives:
  - Onboarding resources developed by RFAC
  - Collaboration with CoS to install RF Liaisons
  - New RF Awards celebrated this year
  - Town Halls and Slack channel for community building
- Survey issues identified:
  - Lack of community (continuing concern)
  - Onboarding: speed, healthcare, visa issues, and retirement issues.
  - Lack of conflict resolution resources (continuing concern which Dean Lozier addressed)
    - Note this [conflict resolution document](#) on [postdoctoral services](#) ([link to website](#))
  - Response rate is up ~30% this year compared to last year, which is a great success.

## Q&A with Dean Lozier, College of Sciences Dean and Betsy Middleton and John Clark Sutherland Chair

- Q. What is included in the Dean's vision for RF career development?
  - Mentoring. In the past, the PI has been responsible for moving RF through the ladder, but this has not been the best model due to inconsistencies between PIs. This responsibility is moving to school Chairs.
  - Cost of Living (COL) Increases. All grants that go in are now required to include COL increases in their budgets.
- Q. What can be done regarding merit pool distribution?
  - Merit could be distributed (at the discretion of the School chairs) using ring fence pools, where tenure track, research faculty and admins each have separate merit pools.
- Q. On the topic of information and resources.
  - One RF member would like RFAC to prepare a roadmap so that we know which office or person we should go to for specific issues.
    - The Dean indicated that she can advocate for us and provide funding for initiatives we want to execute.
- Q. Regarding annual reviews and the promotion process
  - Are annual reviews considered when RF are evaluated for promotion? They seem to be separate and not considered.
    - The Dean indicated that someone should be reading annual evaluations.
  - Some universities use a point system for promotion, which is more transparent.
    - The Dean Lozier suggests that RFAC talk about the point system.
- Q. Comment from an RF member about promotion process
  - The RF member has been involved in promotion decision process for many years. Other RFs should make sure they:
    - are hired as RS II if have a PhD.
    - don't work as a ghost professor (should be getting credit for their work)
    - read the faculty handbook.
  - The Dean's followup suggested:
    - If someone is hired at the wrong level, it can be fixed.
    - There are also ghost graduate student advisors. RS should be getting credit for their work.

- Q. What is the status of RF Liaisons?
  - The Dean's response suggested that they are looking at local ombudsman with expertise in conflict resolution.