

March 2022 Town Hall Notes for Web

The March 31, 2022 Town Hall was online only but with on campus food distribution.

Updates from RFAC

Awards updates

The Ad hoc awards committee completed their selections and awardees have been notified by the Dean's Office. Awardees will be honored at the 2022 CoS Spring Sciences Celebration.

Important note: There were many VERY STRONG applicants. Please apply again next year if you were not recognized.

2022 Climate Survey for CoS RF

The 2022 survey will help us understand whether the climate in CoS is improving for RF.

A link to the survey was provided in the chat. Survey topics include:

- Onboarding experience (e.g., visa, healthcare, childcare, etc.)
- Knowledge about paths to promotion
- Conflicts with PIs, administrators, or GT bureaucracy
- Community belonging (esp. in light of the pandemic)
- Knowledge of resources (e.g., faculty handbook, postdoctoral services website, international students website)
- Suggestions for issues the RFAC should address in future work

Conversation with Dean Cadonati, Associate Dean for Research in the College of Sciences Dean's Office

Dean Cadonati is a professor in the School of Physics and has been a CoS Associate Dean for Research since July of 2021.

Role: The liaison from the community to the chairs and deans.

Follow the strategic plan: Excellence and Inclusion (reasons to create the RFAC). All of these councils are related to Dean Cadonati as liaison (interacts with RFAC to come up to proposals, interfaces with the Dean).

Creating community: Increasing engagements among postdocs and RF within the CoS.

Salary raises:

Postdoc salaries. First steps have been taken by Jana Stone (Director of postdoctoral office) to unify the minimum salary and increase the minimum salary to \$49k. The ultimate goal is to standardize with NIH salaries.

COLA. \$5000 raise for living costs from the state. Federal grants are not part of this salary increase, but the increase will need to be covered on grants. The provost office is involved. COLA is already available for employees funded by the state but it is not clear at this point if those on external grants will be eligible.

Q&A with Dean Cadonati:

1. When do the raises start? Next payroll for those payed by GT. There is a concern of new postdocs being hired in 2023 creating a disparity between new and old postdocs.
2. Market equity adjustment would affect the RF? Next semester? RF and research scientists were included in the study but postdocs weren't. The provost office is doing the same study for postdocs. Advocacy through the council channeling this, equity team know that the postdoc should be included.
3. New "Committee RF development associate plus" (other offices: faculty affairs, provost office, GTRI?) Bring together best practices: standardize evaluations (training faculty), provide professional development and promotion.
4. Similarities between postdocs and research scientist. Workshops for promotion exist already, who is evaluating, not only PIs. Institute level committee at COE.
5. Inclusivity on parental leave policies. GT only gives 12 weeks of unpaid parental leave. Parental policies for gender equality. That conversation has begun for

graduate student parental leave, the next is for postdocs. Each position type has a different office taking care of that (e.g., postdocs the person is Jenna, for Faculty is Faculty Affairs). People are asking their family doctors for a disability leave (is the same as sick leave? then days are accumulated for time of employment)

6. Land acknowledgement. Recognize the original workers of this place. IDEI matters. There is not a normalized signature.
7. The college of Biosci and Biomedical engineering sponsor awards for childcare https://gatech.co1.qualtrics.com/jfe/form/SV_3kOIQT8Wu90Ne8m. This is just a pilot program. The idea is to extend it to other schools.
8. RF vulnerability upon conflict with the supervisor is especially important (i.e., they are the first point of contact for career development and evaluations). The need for RF Liaisons was discussed at the meeting with the chairs of the CoS last Feb 2022. Deciding the responsibilities of this person, required resources, an individual for each school dedicated to it. There are no rules for that. Contacts in school as a point of contact. Need to figure out with the Chairs. First, select a point of contact for each school that has some kind of training. Second, hire a specific person to do the job.
9. Liaisons, point of contact for onboarding, some RF postdocs are not classified as postdocs...not receiving emails...etc. The schools are the starting point to get access to GT resources. Mailing lists, need include postdocs from the affiliate list.
10. Contract start and end date. Postdoc office within the HR? Formal Letters.
11. Do the evaluations justify a raise or are only sent to HR? They are not related to promotions. Each promotion has a specific report to fill.
12. Transparency of the salary survey. How do RF know if they are fairly compensated? Once the study is completed the Dean would make that suggestion to the Equity team. Transparency from GA government: <https://open.ga.gov/openga/sta>