



CoS Research Faculty 2022 Survey Report

September 22, 2022



RFAC Members

Biological Sciences



Adriana Lucia-Sanz
Postdoc



Jeremy Harris
Postdoc

Chemistry & Biochemistry



Jessica Bowman
Research Scientist



Anna Österholm
Research Scientist



Suneesh Karunakaran
Research Scientist

Mathematics



Austin Christian
Postdoc



Hannah Turner
Postdoc

Physics



Kavitha Arur
Postdoc

Psychology



Alex Burgoyne
Research Scientist

Earth & Atmospheric Sci.



Amanda Timmerman
Research Scientist

CoS Research Faculty Advisory Council

Mission

Our mission as members of the GT College of Sciences' Research Faculty Advisory Council is to advocate for, support, and strengthen our community of research faculty.

Vision

We envision an inclusive community where all research faculty members are empowered, valued, recognized, and supported in their current and future endeavors.

Each year, we ask: What issues are most important to postdocs and research scientists?

2022 CoS Research Faculty Questionnaire

Survey Questions

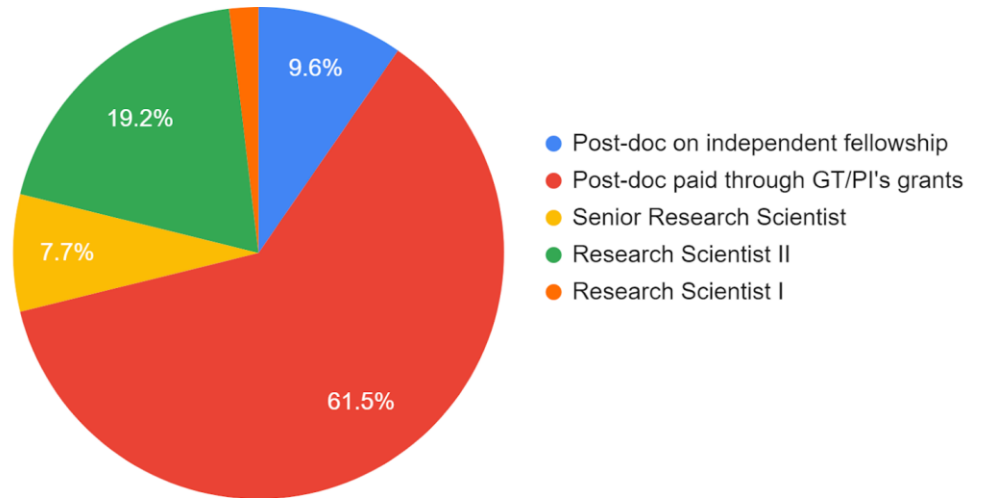
- Onboarding experience
- RF-PI relationship
- Administrative issues
- Awareness & use of resources
- Sense of community

Major Priorities

- Awareness of resources
- Sense of community
- RF vulnerability
- Hiring / Onboarding

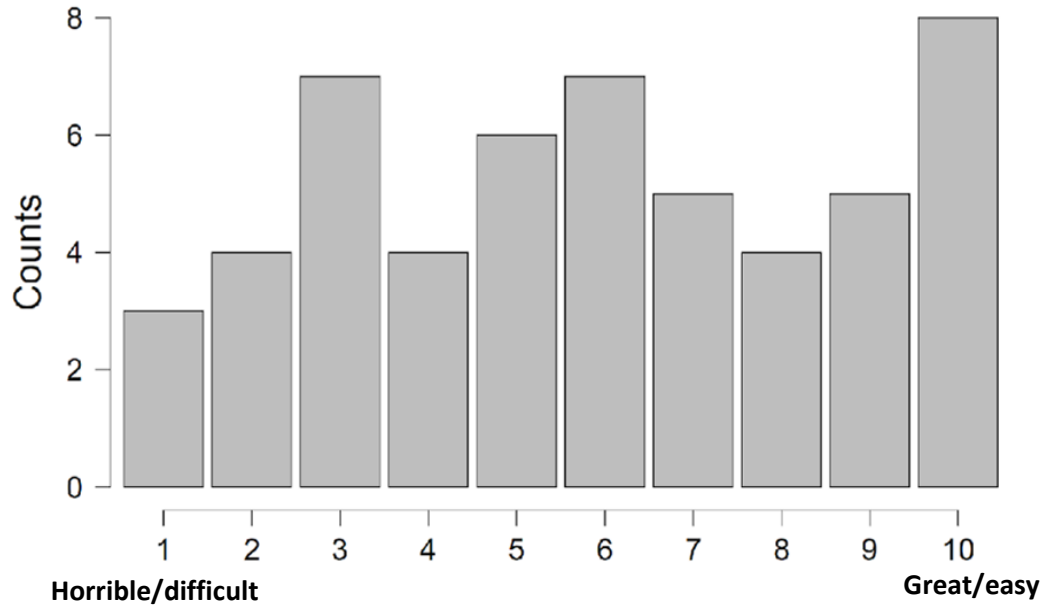
This year we had 53 respondents

More than 50% have had their job for less than 2 years
59% of respondents were U.S. citizens



Rate your onboarding process ($n = 53$)

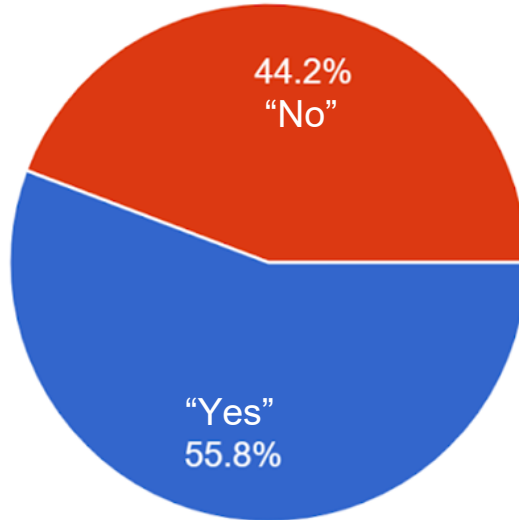
On average, the onboarding process was rated 5.9/10.
59% complained about the speed of onboarding.



Note: Ratings did not differ by citizenship status or by job title

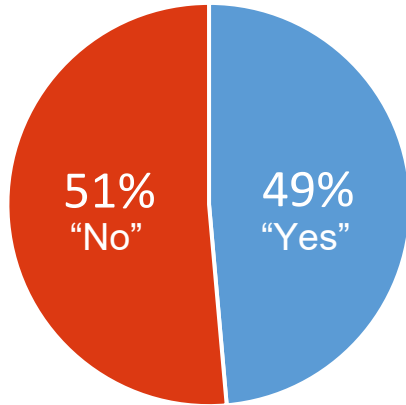
Are you aware of the GT Faculty Handbook? ($n = 52$)

Around half of respondents didn't know there was a GT Faculty Handbook.



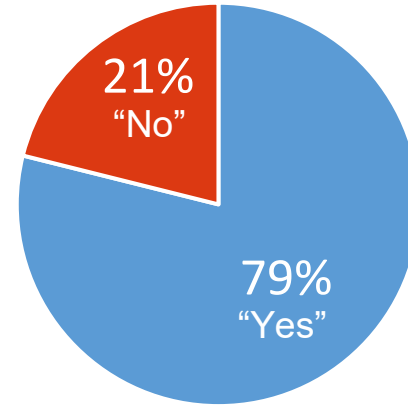
Among research scientists, more than half do not know where to find information about promotion.

Have you used the **Postdoctoral Services website**? (*n* = 37)



**Postdoctoral Services website
was rated 5.1/10**

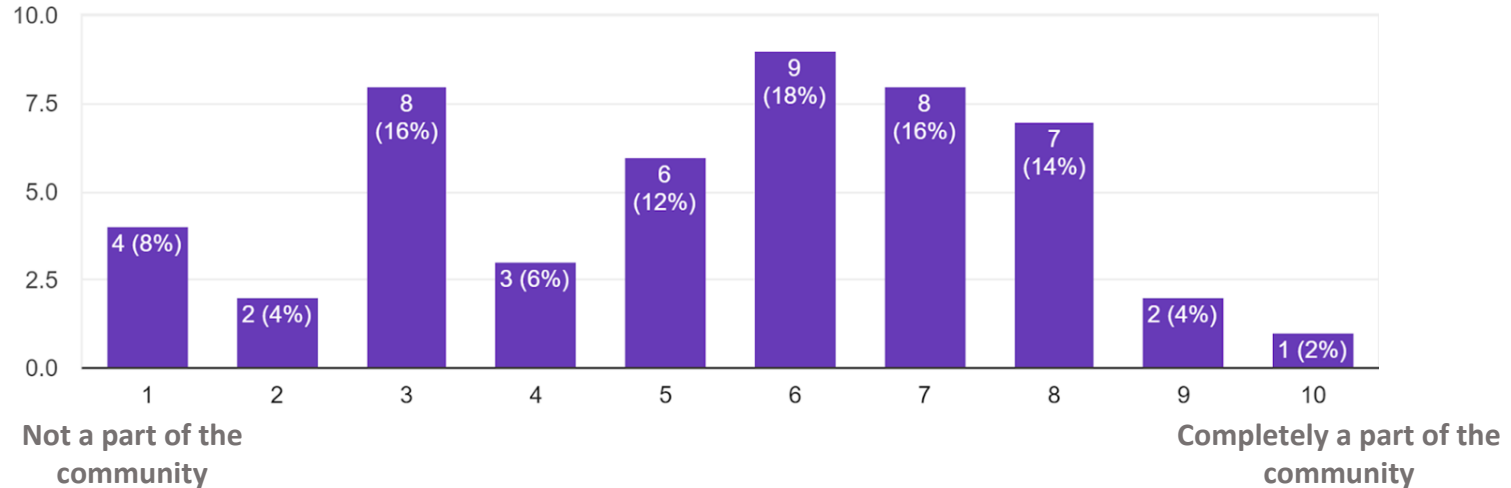
If applicable, have you used the **International Students and Scholars Services website**? (*n* = 19)



**International Students and Scholars Services
website was rated 6.7/10**

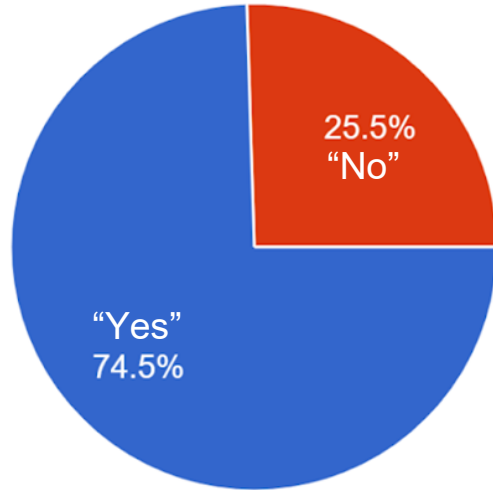
In the past year, how much do you feel like you are a part of the College of Sciences community? ($n = 50$)

Sense of community average rating: 5.4/10



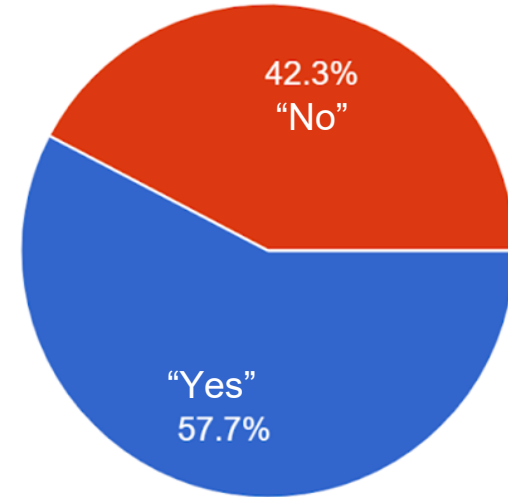
**80% responded that the pandemic had a notable effect on the lack of community.
70% want to see more social and networking events.**

Are you invited to participate in regular meetings at the **CoS level**? (n = 52)



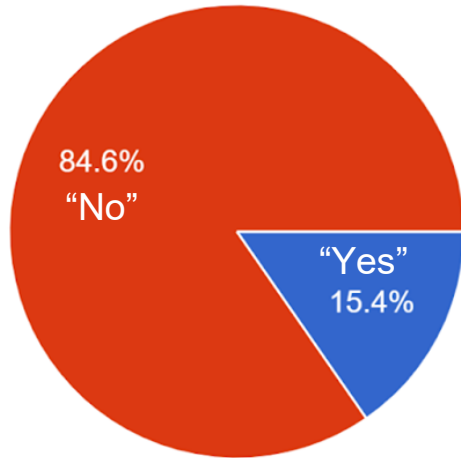
75% report being invited to attend CoS-level events.

Are you invited to participate in regular meetings at the **School level**? (n = 51)



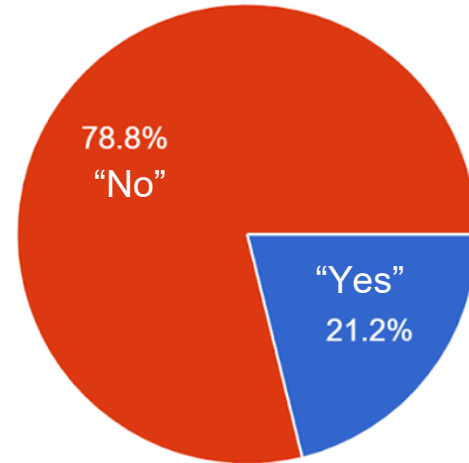
58% report being invited to school-level events.

In the past year, has someone you know experienced unresolvable issues with a PI?



15% have heard of people having unresolvable issues with a PI.

Do you know how to get help if you have a serious unresolvable issue with your PI?



The vast majority (79%) do not know what to do to resolve these conflicts.

Have you experienced ongoing issues that inhibit your ability to do your job? ($n = 52$)

29% had issues with either the administration, their PI, or GT bureaucracy, often related to support and hiring.

Summary statistics

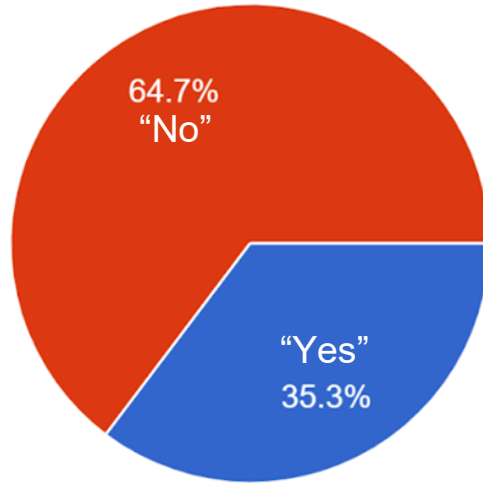
53% mentioned lack of support
47% experienced issues with hiring
20% had funding issues
13% highlighted healthcare issues

Specific examples

Transition to fellowship posed challenges
Unhelpful/insufficient admin support
Visa issues

In the past three years, have you had issues relating to GTs policies that prohibited you from advancement or increase in pay? ($n = 51$)

One third of respondents had issues preventing career advancement.



- 90% of issues were related to salary and raises.
- *"I have had the same salary for the last 5 years."**
- *"There is no policy that promotes annual raises."*
- Unlike some other universities, RF at GT lose benefits upon winning some outside grants.

**survey was sent out prior to COLA adjustment*

Improvements and Ongoing Challenges: Lack of Resources and Information

We can do more to move the needle.



Percent of CoS RF who:	FY21	FY22	Δ%
<u>Feel informed about decisions made at the School level</u>	34%	39%	5%
Are aware of the GT Faculty Handbook	53%	56%	3%
Postdoctoral resources helpfulness rating	FY21	FY22	Δ%
Rate the Postdoctoral Services website (1-10)	5.8	5.4	7%

Improvements and Ongoing Challenges: Lack of Community

CoS is moving in the right direction.



Sense of belonging community metric	FY21	FY22	Δ%
How much of a part of the College of Sciences community do you feel (1-10)?	4	5.4	35% (1.4)
Percent of CoS RF invited to participate in meetings:	FY21	FY22	Δ%
At the <u>CoS level</u> about topics relevant to their work or position in the College?	41%	75%	33%
At the <u>School level</u> about topics relevant to their work or position?	46%	58%	12%

Improvements and Ongoing Challenges: Vulnerability

**We need to increase our efforts
to protect research faculty.**



Percent of CoS RF who:	FY21	FY22	Δ%
Know who/where to go for help if they have a serious issue with their PI that they cannot resolve	27%	21%	-6%
Have or know someone who has experienced unresolvable issues with a PI at GT*	37%	15%*	-21%*
Experience ongoing issues with the administration, their PI, or GT bureaucracy that inhibits their ability to do their job	17%	29%	12%

*Note: This year's question asked "in the past year", whereas last time we asked "in the past three years"

Contact Us

**If you have any questions, comments or suggestions,
or if you would like to join the Research Faculty Advisory Council,
please email us :**

rsch-advisory-council@cos.gatech.edu

Website:

<https://rfac.cos.gatech.edu/>