

April 14<sup>th</sup>, 2014

**College of Forestry**  
**Research Support Faculty meeting**  
(Lunch meeting for all RSF)

Present: Heather Roberts, Camille Freitag, Scott Kolpak, Brett Morrissette, Jed Cappellazzi, Keith Jayawickrama, Matt Konkler, Chad Hansen, Andrew Bluhm, Matt Gregory, Kristen Falk, Frank Schnekenburger, Connie Love, Kelly Vining, Kori Ault, Becky Fasth, Keith Olsen, Christine Olsen

**Agenda**

Discuss progress and next steps for RSF committee's current objectives and recruit new members.

- OSU-AAUP university-wide survey of Non-Tenure Track Faculty
- Establishing criteria for promotion to Senior FRA II
- Proposal to create a professional development fund for RSF
- Strengthen relationships with administrators
- Revitalization of RSF committee programs for mentoring, orientation and networking
- Expectations for committee members
- Open discussion

**OSU-AAUP university-wide survey of Non-Tenure Track Faculty**

Camille reported on the presentation of results of a survey of over 1200 Non-Tenure-Track (Professional, Research and Instructional) Faculty administered by OSU-AAUP/Faculty Senate survey. The results show a lack of job stability and opportunities for advancement as the main concerns of NTT faculty. One recommendation was for the formation of a university-wide standing committee for non-tenure track issues, which has been approved by President Ray.

**Recommendations**

- Focus on addressing NTT faculty issues.
- Include NTT faculty members in routine meetings and planning efforts
- Increase job security, especially for long-term NTT faculty members
- Develop standard practices for writing position descriptions
- Strive towards equity in pay based on workload and qualifications
- Reward seniority
- Facilitate promotion of NTT faculty members by increasing institutional support
  - At the unit level, institute annual reviews and provide support in dossier preparation
  - At the college level, develop mechanisms to ensure that NTT faculty members are considered for promotion in a timely manner
- Develop a progressive career path for NTT faculty members

The RSF committee will track this university initiative and explore possibilities for providing further input and collaboration. The full survey results are available here:

<http://oregonstate.edu/senate/agen/2014/0313/NTT%20Survey.pdf>

### **Establishing criteria for promotion to Senior FRA II**

Before Senior FRA's (now SFRA I) can be promoted to the new rank of SFRA II, the college must establish criteria for the new rank. The RSF committee brought this issue to the attention of the Dean's office via Steve Tesch, notifying them that out of 16 SFRA I's in the college, 10 are already eligible for promotion to SFRA II. Steve informed the Dean and department heads that these criteria would need to be established Spring term, and Thomas charged the College P&T committee with the task of drafting criteria for promotion to SFRA II, to be reviewed by FEC. The RSF committee is assisting by compiling information about other college's progress towards developing criteria. The committee will continue to track and report progress on establishment of promotion criteria.

### **Proposal to create a professional development fund for RSF**

Last Spring the RSF committee asked Thomas and Paul Doescher (then acting DH for FES) how to increase professional development opportunities for RSF, recognizing that some RSF are much more supported than others in the realm of professional development. Thomas suggesting submitting a proposal to the Dean's investment fund to set aside some college-level money to support professional development for RSF (e.g. attending conferences and technical trainings). We also discussed funding for service (e.g. serving on a committee) as a way to increase RSF participation in activities that benefit the dept., college or university but are outside the scope of the grants that many RSF are supported by. The RSF committee will develop a proposal and seek input from the RSF community to refine the proposal. We're not sure when the proposal will be submitted since it would fall into the Research and/or Diversity initiatives, which are the 2 of 5 initiatives that will be included in the second set of RFP's.

### **Strengthen relationships with administrators**

We seek to develop better integration between the RSF committee and the department and college administration. We plan to work with the business office to get notification of arrivals of new employees so we can assist with orientation. We also aim to increase recognition by the department heads and college administration of the value of providing professional development opportunities to RSF, to ensure these opportunities exist for all Forestry RSF.

### **Revitalization of RSF committee programs for mentoring, orientation and networking**

The committee would like to revive some programs that have not been actively maintained due to time constraints. We recognize that we will have a higher chance for success if we are able to secure some funding from the college for rebuilding and expanding these programs.

### **Expectations for committee members**

- One year term
- Meet once a month for an hour
- 2-5 hours/month for committee work

### **Open discussion**

- It was suggested that the committee review professional development standards for academic institutions as a baseline for comparison against CoF initiatives.
- The idea for the establishment of ad-hoc committee members was floated as a way to reduce the burden on official members and get involvement from more RSF.
- Several people requested advocating for more notice to be given prior to FTE reduction or job termination. Currently 2 weeks are required for job ending and no notice is required for FTE reduction.
- It was requested that the committee track and participate in the CoF space allocation policy.
- We discussed ways to increase usage of the FTE marketplace, by adding a link from the HR website and encouraging faculty to look for qualified RSF with available FTE before hiring temps.

The RSF committee will discuss the issues raised during the open discussion at the next committee meeting.