

May 21st, 2014

College of Forestry Research Support Faculty Committee meeting

Present: Camille Frietag, Scott Kolpak, Heather Roberts, Matt Konkler, Becky Fasth

Agenda

Introductions

Promotions to SFRA I and SFRA II

Advice from Lisa Ganio on increasing recognition of RSF

Info from Camille's visit from AAUP union rep

Overview of project areas (orientation, professional development, mentoring, social events)

Action items

Promotions

The new rank of SFRA II is available this year. We discussed the role of the committee in relation to the promotion process.

- We can ask those who are recently promoted to serve as mentors to candidates (not always necessary since recent recipients are often appointed to promotion subcommittees).
- If there is interest, we may arrange a meeting for current promotion candidates so we can answer questions and people can help each other with dossier preparation.
- We will recognize those who get promoted at our RSF lunch meeting following the promotion announcement.

The annual reviews are a good place to document criteria for promotion. This led to a side discussion about annual reviews.

- We noted that annual reviews are also necessary for merit-based raises, so we want to make sure that all RSF are getting annual reviews.
- We discussed the differences between departments in handling annual reviews. FES has a review form with questions to be answered prior to meeting with your supervisor, but WSE does not have a review form. We are not sure about FERM since there was no FERM representative present.

Advice from Lisa Ganio on increasing recognition of RSF

Lisa suggested showcasing the high level responsibilities of RSF by presenting at an FEC meeting in the Fall. Since the College and departments have had a lot of changes in administrative personnel, not all the administrators are familiar with the wide range of responsibilities of RSF. Lisa also suggested having at least one RSF attend faculty meetings, to increase our visibility and be present to engage in conversations about topics related to RSF.

Info from Camille's visit from AAUP union rep

Camille was visited by a union representative from the American Association of University Professors (AAUP). Apparently they also represent non-professorial faculty. They already unionized faculty at UO and want to unionize here. The RSF Committee will stay abreast of the effort to unionize and keep RSF informed.

Overview of project areas (orientation, professional development, mentoring, social events)

We outlined the current and past projects of the RSF committee and discussed where we want to focus our efforts.

- **Orientation:** We would like to revive this program but we will need to check with departments regularly to find out when new employees are hired.
- **Professional development:** We will submit a proposal to the Dean's investment fund for College funds to be set aside for professional development of RSF.
- **Mentoring:** Heather relayed information from the 'Rethinking mentoring' workshop she attended. The workshop proposed a structure for mentoring that puts less responsibility on the mentor and creates less dependency. The mentor helps you identify your needs and then connects you to people who can help you meet your needs. We are thinking about how to combine this with orientation, and possibly assigning each new employee a 'point-of-contact' when they arrive to help them adjust and navigate the university system.
- **Social events:** We decided not to revive this effort since it was seen as lower priority than the other areas.

Action items

- Obtain list of RSF from FES (Becky)
- Obtain list of RSF from WSE (Matt)
- Offer assistance with promotion process (Heather)
- Determine whether any RSF did not get an annual review this year (not yet assigned)
- Survey RSF for high-level responsibilities (not yet assigned)