

May 24, 2012

College of Forestry Research Support Faculty Committee meeting

Present: Camille Freitag, Travis Woolley, Peder Nelson, Heather Roberts, Scott Kolpak

Election of RSF Officers:

Chair: Peder Nelson

Vice-chair: Heather Roberts

RSF committee open seats

We talked about getting a RSF Committee member from the rank of Professional Faculty, since the RSF committee represents that rank but has never had a member. We will try to recruit a Professional Faculty member to the committee. We also decided that five members should be enough to adequately represent RSF from the three departments, so it is not necessary to always have seven committee members.

Senior II for FRA, RA

Camille will check the Faculty Senate minutes to find out the outcome of the vote to create a new promotion level for Instructors, Faculty Research Assistants and Research Associates. If it was approved, the RSF committee will look into whether the new promotion level allows for new responsibilities, such as the ability to be a principal investigator (PI) on a grant. The committee will push for allowing those that reach the Senior II rank to be PIs on grants, since it would empower RSF to secure their own funding.

Promotion for Professional Faculty

It was brought to our attention that the University is also considering updating the compensation program for Professional Faculty. The committee will track progress on this initiative and report back to the RSF community.

http://oregonstate.edu/admin/hr/job_category/

New employee orientation

Scott has agreed to send our orientation materials to new RSF employees. He will work with the office managers to make sure he gets notification when new RSF are hired.

FTE marketplace

We discussed ways to better promote the FTE marketplace. People from both sides (RSF looking for FTE and Professors looking to hire RSF short term) have expressed interest in the FTE marketplace, but there has been very little activity. We decided to mention the marketplace occasionally at department and college meetings and put up flyers in the Forestry Sciences Lab to reach the Forest Service PIs that might need temporary help. We also discussed the idea of making the marketplace a two-way service, by adding a section where PIs can post position descriptions. We just need to make sure the positions are temporary in nature so we don't violate any university hiring policies.

<http://rsf.forestry.oregonstate.edu/fte-marketplace>

Post-doc Scholars

There was some confusion over whether the RSF committee represents this rank, and whether any of the three departments currently have any post-doc scholars. The committee will look into this issue further. We are concerned that post-doc scholars may be taken advantage of since they do not receive any benefits.

Student hiring

We plan to host a workshop or develop some written materials with guidance on finding students to hire for temporary work (such as seasonal field work).

Annual reviews

The committee will ask RSF about the usefulness of their annual reviews this year, in anticipation of holding a workshop next year to help employees get the most out of the annual review process. RSF's careers matter and the review process should help identify opportunities to advance RSF careers.

Mentoring/promotion

We would like to increase the amount of mentoring available to RSF, especially in regards to the promotion process. We will ask the departments for a list of RSF who have been promoted within the last few years and ask them if they are willing to mentor RSF who are going up for promotion.