

May 2, 2013

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

Present: Peder Nelson, Travis Woolley, Heather Roberts, Camille Freitag, Scott Kolpak, Andrew Mershel, Michelle Day, Joyce Eberhart, Kristin Falk, Camille Freitag, Matthew Gregory, Connie Love, Keith Jayawickrama, Rob Pabst, Jim River, Thom Whittier, Chad Hanson, Brett Morrisette, Thomas Maness, Paul Doescher

Agenda

Discuss the importance of Annual performance reviews from the perspectives of RSF, Dean Maness and Paul Doescher.

Discussion

Paul:

- Relationship between RSF and supervisor should not only be top-down – annual reviews should include giving RSF an opportunity to critique their supervisors.
- Come to Paul if you are having any kind of difficulties with your supervisor. Paul will serve as mediator.

Thomas:

Thomas believes annual reviews should serve the following three purposes:

1. Gives supervisors the opportunity to explain their idea of good performance. Supervisors should also let their employees know how they define outstanding performance.
2. Gives employees the opportunity to explain where you're going (or would like to be going) in your career and what you want to learn.
3. Let employees know what they are doing well and what areas need improvement. You should walk away feeling that you were heard and you were honest (both employee and supervisor must be honest but not strident).

Thomas also mentioned his three tips for success:

1. Don't be anonymous. Get to know people in the college other than your supervisor, including the Department Head and Dean (they want to get to know you so they can support you).
2. If you're in a bad situation with your supervisor, talk to the Dean about it. He will follow-up to get the situation straightened out.
3. If you're place-bound (not willing to move), you're limiting your career potential.

Both Paul and Thomas agree that reviews should be done every year and supervisors need to be held accountable for conducting reviews for all of their employees.

Funding for Service and Professional Development for RSF

- We discussed creating a specific fund for RSF at the college level to be used for professional development of RSF (attending conferences and technical trainings, etc.). Paul and Thomas both expressed interest in this idea and mentioned that there is a large sum of College money (\$2M) that will be used for research and to invest in faculty. They will be deciding how to divvy up the money soon so we should submit a proposal for creating such a fund.
- We discussed the sticky situation of RSF where we are encouraged to get involved and attend department meetings and serve on committees, yet we have no funding set aside in our grants for these activities. The creation of a college-wide fund that could be used for service could help solve this conundrum. We'd need to define the scope of service; is it restricted to the CoF or OSU or could it include volunteering in professional societies such as the Ecological Society of America.
- There was a request for the college to put out a call for proposals if we do create a college-wide fund for RSF professional development and service so that everyone would have a chance to procure some funding (rather than just people who were aware of the fund).
- We discussed tying professional development funding to service, i.e. RSF receives money for professional development as a reward for providing service.

Annual Reviews

- What time period should the annual review cover? The forms list the calendar year but it makes more sense to use the fiscal year since the reviews are done in the Spring.
- There should be consistency in the review forms used across the departments (Paul and Thomas agreed).

Follow-up

Thomas suggested that we give him a list of the top 5 things we would like to focus on in regards to professional development, service and annual reviews. The RSF committee will create an initial list of topics we deem important and then ask other RSF to add additional topics to the list. Then the RSF committee will ask each RSF to vote on their top 5 topics and we'll pass along the 5 topics with the most votes to the Dean.