

RSF Professional Development Fund

College of Forestry Research Support Faculty Committee

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2015 recap

Date	Action
February	Heather Roberts presented to FEC the various roles of RSF and challenges of long-term RSF
Spring	RSF Committee led discussions between RSF and members of FEC; sent survey to RSF to rank needs
Summer	RSF Committee developed and submitted proposal to FEC to create a Professional Development fund for RSF
September	FEC discussed RSF proposal
October	RSF Committee revised proposal; created evaluation and reporting forms
November	FEC discussed revised proposal; Dean Maness accepted the proposal

Administrative Support

- Top-down expectation of support for professional development of all faculty
- Create a college-wide fund to supplement supervisor support of professional development of RSF

Professional Development Plans

Objective:

Provide direction for professional development



Continuous Professional Development (CPD) Cycle

Professional Development Plans

Example format

- Describe in general where you would like to be career-wise in 5-10 years
- List a few specific goals
- List some actions to help reach each goal

Professional Development Plans

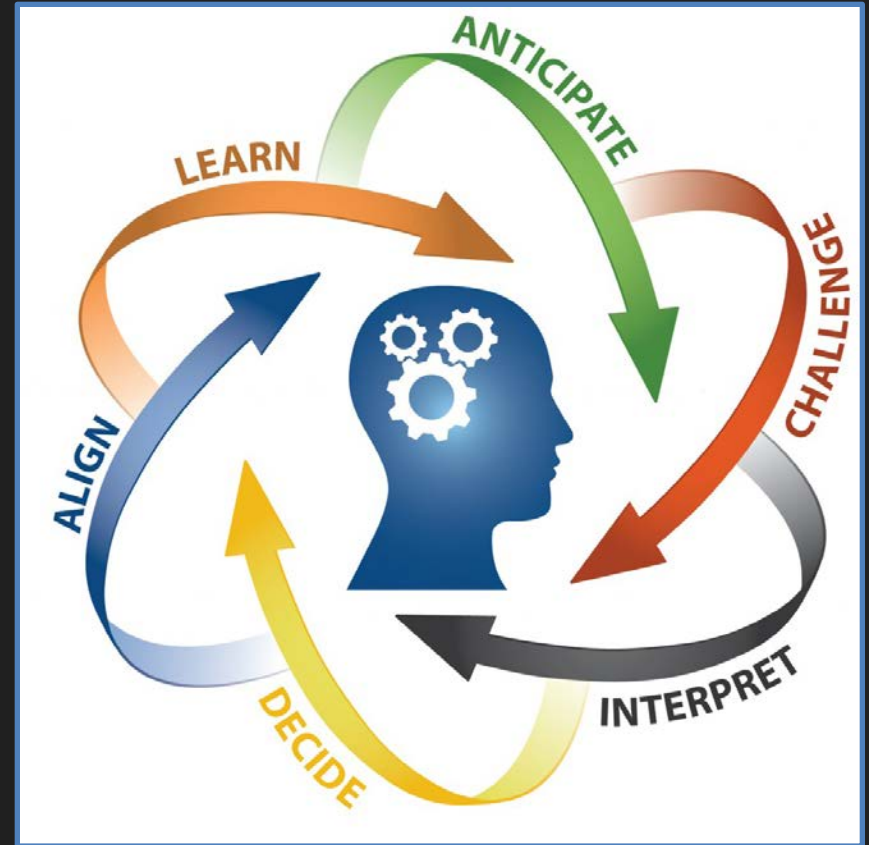
Questions to get started:

- What do I want to learn?
- Who do I want to connect with?
- What do I want to create?

Professional Development Fund

Purpose

To support professional development of non-tenure-track research faculty whose primary function is to support CoF's research mission



Who's eligible?

- Faculty Research Assistants (and SFRA I, SFRA II)
- Research Professional Faculty
- Research Associates (except those on postdoc appts.)

Who's not eligible?

All postdoc appointments:

- Postdoctoral scholars
- Postdoctoral fellows
- Research Associates (postdoc)

Goals

- Support CoF's ability to be at the forefront of new forestry research by promoting the knowledge, skills, and abilities of RSF
- Promote collaboration between RSF and other forestry professionals within and outside CoF
- Improve CoF's ability to recruit talented faculty and students by having more RSF with advanced skills and abilities available for support

Goals

- Increase recruitment and retention of highly skilled RSF by creating a workplace that values RSF professional development
- Promote equity and inclusion by increasing access to professional development opportunities for RSF

Fund details

- \$20,000 allocated annually by CoF
- Grants up to \$2000 each awarded to RSF
- Individuals may receive at most one award per year
- Applications will be accepted twice a year; in Spring and Fall
- A Selection Committee comprised of Steve Tesch (Chair), Mark Harmon and three RSF who will rank applications according to evaluation criteria to distribute funds

Fund details

Types of Professional Development Opportunities

- Attend/present at conferences
- Participate in wide variety of workshops and trainings (for development of soft skills as well as technical skills, and learning about emerging technologies)
- Networking opportunities

Fund details

Funds may be used for:

- Registration fees
- Transportation
- Lodging
- Miscellaneous expenses

Funds may NOT be used for:

- Salary

Application Process

- Twice a year, the RSF Committee will send an email call for applications.
- Applications will be accepted via a form on the RSF Committee's website at:
<http://rsf.forestry.oregonstate.edu/application-form>

Selection Criteria

- How clear is the connection to the applicant's professional development plan?
- How clear is the connection to the goals of the RSF professional development fund?
- How long has the applicant been employed in the CoF?
- When did the applicant last attend a professional development activity?
- When did the applicant last receive an award from this fund?

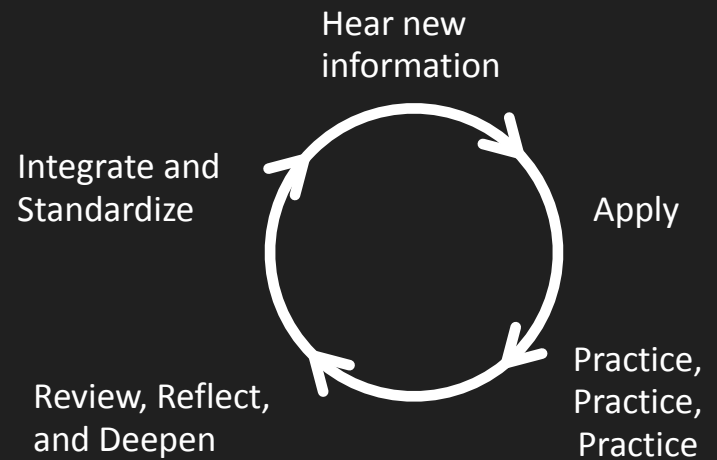
Fund distribution

- The selection committee will grant awards to applicants in order of their rankings on the evaluation form, until they run out of qualified applicants or funds
- Awardees will be given instructions for how to claim expenses and are responsible for not exceeding amount awarded

Reporting

- So that we can gauge the success of this program, awardees are asked to submit a report describing the outcome of the activity
- RSF are required to submit a report for any prior awards to become eligible to receive another award

The Learning Cycle



Source:
Kristen Magis, Ph.D.
Trainer/Organizational Development Consultant
hr.oregonstate.edu/training

2016-17 Timeline

Date	Action
Jan. 15- 31	applications accepted for first round of fund distribution
February	Selection Committee evaluates applications and announces who gets awarded funds
March 2016 – June 2017	Funds allocated for FY16 may be spent
May 2016	First call for applications for FY17
November 2016	Second call for applications for FY17

Questions?