

September 27, 2012

College of Forestry Research Support Faculty Committee meeting

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

Brainstorm session about RSF role in CoF

- Continue to organize a seminar series every other year to highlight work done by RSF in CoF.
- Get other faculty to recognize RSF as a career path in itself, not just a stepping stone until RSF get their PhDs.
- RSF should have advancement opportunities and get recognized through increases in responsibilities as well as salary (Senior II level proposed to Faculty Senate, but minutes from the meeting are not available so we don't know the outcome).
- RSF would like to have money set aside for professional development to facilitate our engagement with the larger community. Professional faculty and some graduate students get funded to attend and present at conferences but some RSF do not receive funding.
- The role of service is unclear for RSF, not explicitly stated in job descriptions like prof. faculty yet seems expected especially when considered for promotion. Service seems to be expected but is not paid for by the departments or the college. Many RSF spend significant amounts of time mentoring undergraduate and graduate students even though salaries are paid using grant money for specific projects. Some supervisors are more willing than others to allow RSF to mentor students.
- RSF are already writing grants but don't get properly recognized since they are not allowed to be Principle Investigators (PI). Other colleges and nonprofits allow RSF-ranks to be PI on grants – will RSF in the Senior II rank be allowed to be PI?

RSF committee goals

- Provide better orientation for new RSF. Assign a mentor to new RSF (Senior FRA or RA) upon arrival and arrange for initial meeting with mentor. After that leave it up to new RSF to contact their mentor as needed.
- Improve communication between committee and the people we represent to be more responsive to peoples' needs and concerns.
- Encourage RSF to put pictures and info on their department websites and provide links to employee profiles on dept. website from RSF website.

Action items

- RSF committee should meet with the Dean and Department Heads once a year to go over the committee's goals and activities for the year.
- Introduce our committee to Dean Maness and ask for budget for 3 RSF lunch meetings per year (one each quarter except summer).
- Organize RSF lunch meeting in October to discuss the 2 questions from the CoF all-college meeting about how we want to shape the future of CoF.
- Hold monthly RSF meetings open to all RSF and advertise in CoF today.
- Travis will meet with Penny and try to figure out a system to get updated email lists for RSF in all three departments.
- Camille will ask Nathalie how to obtain small amounts of money to support lunch meetings.
- Camille will ask Faculty Senate about the outcome of the new RSF rank.
- Plan for March meeting about Annual reviews. Invite someone from HR to give advice on how to get your supervisor to do the review and make it useful.