OSU Faculty Council Research Committee.

Oct. 3rd, 2023 Meeting Agenda (2-3 pm) and minutes.

Members. Amanda Harrist, Christian Bach, Gopan Krishnan, Kenneth Bartels, Liz McCullagh, Smita Mohanty, and Wouter Hoff

Top Level Outcomes and * Action * Items:

- Post-doc hiring process could be improved. A "Best Practices" document could be helpful for all involved parties. * Gopan to reach out to HR *
- Transparency on the internal down selection process for limited submissions (e.g., NSF MRI) would be helpful for PIs.
- Discussion on allocation of university overhead and whether it would be beneficial to add transparency.
- Research committee to down-select to a few focus topics for this term.

Agenda and Minutes:

1. Postdoc recruitment: how can we simplify the process and help the Faculty better to recruit the most competitive candidate in a timely manner? Faster process time, PI tailored recruitment ad. and visa language inputs, and faster paperwork of approval signatures.
   -Hiring challenges
   -Advertisement by the school
   -Template letter limiting the PI's vision and inputs tailored for the PI's specific research objectives of the project for which the postdoc is being hired.
   -Job description solely by the PI
   -One-year limit of the first offer, not more, not making it a competitive offer in view of the duration of the offer
   -Visa side—Legal requirements
   -Facilitating the Visa process from the project perspective
   -Visa language, how to make it more encouraging to the prospective candidate
   -Processing delay across the pipeline of signatures
   -PI not timely informed to see the progress of the paperwork---Time delay and potentially losing the candidate
   -How fast can we streamline the process---About two weeks after finalizing the candidate, offering stage?
   -More Faculty inputs and keeping in the loop of paperwork progress
   -A huge list of Approvals involved; how can we improve the timeline of the process?
   -"**Best Practices document"** to guide the postdoc hiring process (Gopan will reach out to the HR staff)
   -Reaching out to our HR is the first starting point, do we have any **Best Practices document for hiring postdocs? Qs to HR: Are the hiring document and visa wordings not customizable?**
   Link from HR for faculty hiring: https://hr.okstate.edu/site-files/equal-opportunity/fac-search-screen-comm-best-practices.pdf (thanks to Chris), does this cover the research environment of faculty doing related research at OSU?

2. Choosing two compelling/priority items from Dr. Wouter Hoff's list of comprehensive suggestions from each category of our committee's foci areas.

-How can OSU come up with identifying the next most needed instrumentation and infrastructure? has been in the past the PI initiated, for example, finding the 30% match, etc., with a lot of effort all from the PI, how can the VPR support matching the 30% in the MRI proposals and any similar other grant types that will release the burden off of the lead PI of the project, and devote that efforts into the grant proposal.

-Current practice of OSU ranking the internal proposals to select the institutional one: What are the current policies and procedures prioritizing the top application or two for the institutional ranking? Can the institute take the 30% matching fund responsibility, say, for an MRI grant and other similar ones? Or is it at the discretion of the VPR's office? Again, here, "What are the best practices already in place or going forward?"

-Some IDC discussions----how distributed, etc. discussions, college and dept. dependency of % allocations and use of those funds.

3. Will discuss during the next meeting: Publication fees and library