

September 30, 2014

SENATE RESEARCH OFFICERS COMMITTEE (ROC)

2013-2014 ACADEMIC YEAR FINAL REPORT

Here we provide brief summaries of the highest priority issues that the ROC discussed during the past year.

Salary equity study: In Feb 2014, the ROC was pleased to receive the latest Salary Study of Officers of Research by the Office of the Provost. This study was initiated in Fall 2012 as a follow-up to the previous study, released in May 2010. The earlier study found a number of statistically significant differentials in pay by gender and race/ethnicity and made recommends for addressing this issue. Unfortunately the follow-up study found almost exactly the same pay differentials. Provost John H. Coatsworth has proposed additional studies into the classification of Officers of Research to better understand this issue.

Postdoctoral researcher issues: The ROC continues to be concerned about a range of issues for postdocs. For example, Postdoctoral Research Fellows (PDRFs) must cover their own health costs from their fellowships, some of which do not include funds for such costs. PDRFs are the cream of the next generation of researchers and bring about \$14 million each year to the university in research funds. We should be trying to attract as many as possible to Columbia. Moreover, they should not be effectively penalized by choosing to bring their fellowship to Columbia. Many of our peer institutions already provide such support. For Columbia to remain competitive in attracting PDRFs, we should match what our sister schools already do.

ARC: Though there have been improvements to the tool Accounts and Reporting at Columbia (ARC), the system continues to be cumbersome and burdensome to use. The ROC and the Information and Communications Technology Committee met jointly to discuss these issues with Ron Forino, (Director, Enterprise Business Intelligence Solutions), Paul Reedy (Assistant VP, Finance Service Management, CUIT), Kate Sheeran (Executive Director, Finance Human Resources), Ingrid Cole (Lead Business Intelligence Analyst, CUIT), and Rich Hall (Senior Director, Budget and Business Intelligence, CUIT).

Meetings with university administrators:

- Ron Forino, Director, Enterprise Business Intelligence Solutions; Paul Reedy, Assistant VP, Finance Service Management, CUIT; Kate Sheeran, Executive Director, Finance Human Resources; Ingrid Cole, Lead Business Intelligence Analyst, CUIT; and Rich Hall, Senior Director, Budget and Business Intelligence, CUIT (20 Sep 2013).

- Orin Herskowitz, VP of Intellectual Property and Technology Transfer; Executive Director, Columbia Technology Ventures (03 Dec 2014).
- Troy Eggers, Vice Provost for Administration and Planning (25 Mar 2014).
- Stephen Rittenberg, Vice Provost (22 Apr 2014).
- Geraldine Mc Allister, Senate Director (17 Jun 2014).
- Rory Flinn, Director, Office of Postdoctoral Affairs (15 Jul 2014).

Some issues for the coming year:

- Salary equity
- Benefits
- Termination policy
- Mentorship/performance evaluation
- Housing
- Postdoctoral researcher issues
- Professional research officer issues
- Indirect costs
- Effort reporting
- Authorship

Respectfully,

University Senate Research Officers Committee (2013-2014)

Daniel Wolf Savin, Chair, *Senior Research Scientist*, Astrophysics Laboratory

Mercy Davidson, *Senior Research Scientist*, Radiation Oncology

Hatim Diab, *Senior Staff Associate*, SEAS Center for Computer Learning Systems

Cevat Eriskan, *Associate Research Scientist*, Tissue Engineering and Regenerative
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Ioannis Michailidis, *Associate Research Scientist*, Biological Sciences

Angela D. Nelson, *Senior Staff Associate*, Medicine

Mariangels de Planell Sagner, *Postdoctoral Research Fellow*, Medicine

Owen Rambow, *Research Scientist*, Center for Computational Learning Systems

Chaim Schramm, *Associate Research Scientist*, Biochemistry and Molecular Biophysics