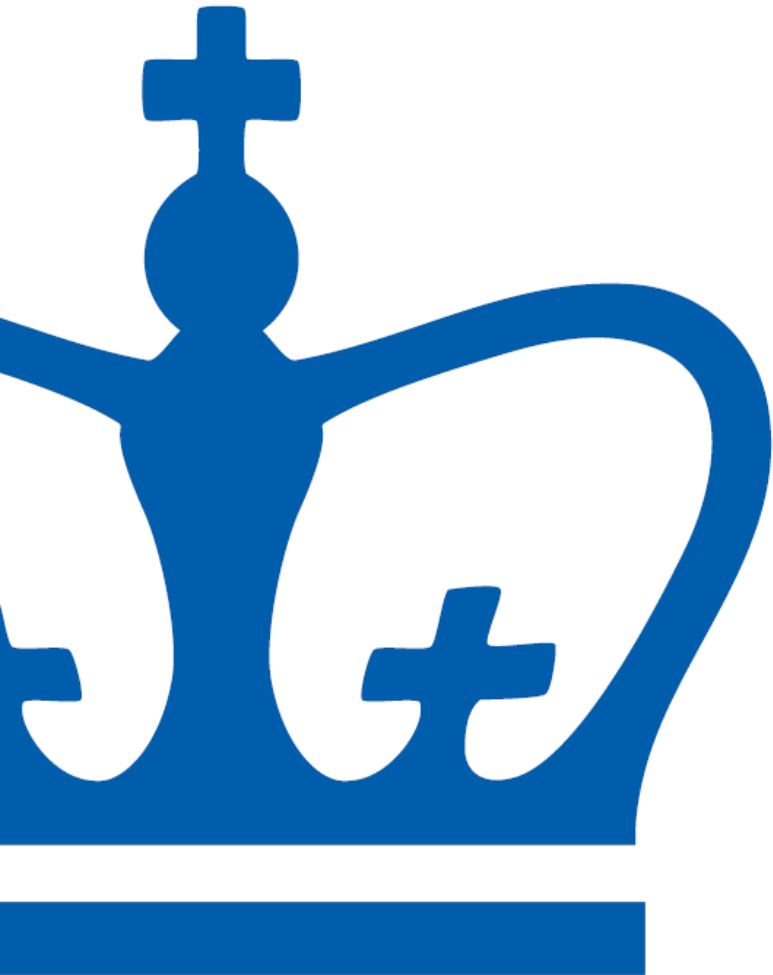


# Research Officers Committee (ROC)

## 15 Years of Effective Representation



Daniel Wolf Savin, Chair  
Stefaan Van Liefveringe, Vice Chair

September 28, 2018



# Overview

- University Senate
- 15 Years of ROC Accomplishments
- Research Officers Committee (ROC)
- Future Plans

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# The University Senate

Policy body addressing issues affecting more than one school.

Established by Trustees in 1969.

- Officers of Instruction: 63 senators
- Students: 24 senators
- Senior Administration: 9 senators
- **Research Officers (ROs): 6 senators**
- Officers of the Libraries: 2 senators
- Administrative Staff: 2 senators
- Alumni: 2 senators

# The Research Officers Committee (ROC)

Consists of all 6 senators plus 3 non-senators, selected to achieve balance among RO ranks and across campuses.

RO Senators are elected representatives for negotiations with the University Administration.

## *Trustee Approved Mandate*

**Considers all RO matters relating to terms and conditions of academic employment, including, but not limited to, promotion, leaves, retirement, academic freedom, academic advancement, benefits, housing, conduct and discipline, and other perquisites.**

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# ROC leadership provides:

- **Proven track record** of greatly improving the working conditions at Columbia for ROs.
- **Deep understanding** of the professional needs for academic careers.
- **Postdoc resources** to enable future success after their 2-3 years at Columbia.
- **Robust bargaining mechanism** for negotiating with the Administration.

# ROC leadership provides:

- **Year-round access** to the Administration, not just once every three years.
- **Extensive interactions** with Administration across Columbia, not solely with one person.
- **Works collaboratively** at all levels across the entire Administration.
- **Rapid response** when Federal or State regulations change.



# ROC leadership provides:

- **Successfully advocates** of numerous initiatives for ROs at Columbia.
- **Shapes new policies** that affect ROs at Columbia.
- **Prevents unilateral decisions** being made by the Administration.
- **Provides lasting improvements** in working conditions for ROs at Columbia.
- **Fifteen-year leadership** of effecting major changes in University policies.

# ROC Accomplishments for Postdocs

- Established:
  - Postdoctoral Researcher senate seat,
  - Office of Postdoctoral Affairs,
  - CU Postdoctoral Society (CUPS) & CU support.
- Annual constituent meetings through town halls.
- Increased minimum salary to NIH level (Year 0).
- Gained health care coverage for Postdoc Fellows.

# And for Associate Research Scientists/Scholars

- Increased minimum salary to NIH level (Year 5).
- Doubled # of University Senators representing Associate Research Scientists/Scholars (2 → 4).
- Developed Principal Investigator guidelines.
- Annual constituent meetings through town halls.

# ROC Accomplishments for all ROs and Others

- Revised annual recommended salary guidelines.
- Established equitable health care premiums.
- Implemented 3-month notice of non-renewal policy.
- Clarified federal effort reporting requirements.
- Shaped CU policy on research misconduct.
- Contributed to conflict of interest policy.
- Advised on update to the ARC financial tool.
- Completed two salary equity studies (2010, 2014).
- Advised on implementing study recommendations.

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# Research Officer Population

## **Professional ROs (814)**

- Qualifications and contributions to fields are equivalent to parallel faculty rank, includes:
  - Lamont Research Professors of various ranks
  - Senior Research Scientist/Scholar
  - Research Scientist/Scholar
  - Associate Research Scientist/Scholar

## **Staff Research Officers (438)**

- Heterogeneous group, includes:
  - Senior Staff Associate
  - Staff Associate

## **Postdoctoral Research Scientists/Scholars (818)**

## **Postdoctoral Research Fellows (206)**

# Current ROC membership

## Senators (6)

Manuel Buonanno, *Assoc. Res. Sci.*, Ctr. Radiological Res. (mb3591)

Nancy Lolocono, *Assoc. Res. Sci.*, Environ. Health Sciences (njl2)

Regina Martuscello, *Postdoc. Res. Sci.*, Pathology (rm3419)

Daniel Wolf Savin, *Senior Res. Sci.*, Astrophysics Lab (dws26)

Stefaan Van Liefferinge, *Assoc. Res. Sch.*, Art History (sv143)

Staff Research Officer senator

## Nonsenators (3)

Habib Borjian, *Assoc. Res. Sch.*, Ctr. for Iranian Studies (hb146)

Anna Cieslak, *Res. Sci.*, Medicine (aac2209)

Sylvia Trzaska, *Assoc. Res. Sci.*, CIESIN (sat2101)

## Staff

Jessica Raimi, *Program Officer*, University Senate (jr2568)

# ROC seats on other Senate committees

Alumni Relations (1)

Benefits Subcommittee (1)

Budget Review (1)

Campus Planning and Physical Development (1)

External Relations and Research Policy (2)

Honors and Prizes (1)

Housing Policy (1)

Information and Communications Technology (1)

Libraries and Digital Resources (1)

Rules of University Conduct (1)

Senate Structure and Operations (1)

Commission on the Status of Women (1)



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# ROC future plans

- Appointments
- Authorship
- Benefits
- Childcare
- Harassment
- Health & wellness
- Housing
- Mentoring
- PI misconduct
- Promotions
- Postdocs are employees
- Salaries & salary equity
- Teaching support
- Unwanted attention
- Visa support

# Questions

**Thank you for your attention.**