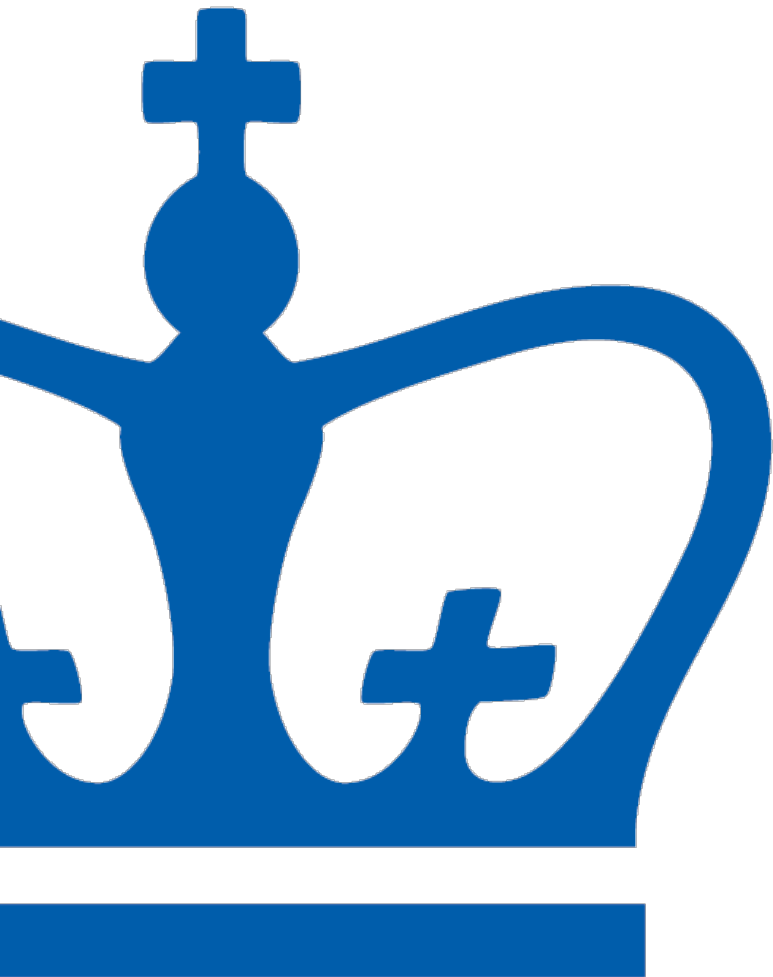


Research Officers Committee Town Hall Meeting

Daniel W. Savin (dws26), Chair



senate.columbia.edu

Overview

- Ombuds Office and other resources
- University Senate
- Research Officers population (ROs)
- Recent ROC accomplishments
- Open issues

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Ombuds Office (ombuds.columbia.edu)

A confidential place for students, faculty and staff to:

- Develop strategies
- Explore options
- Discover resources
- Manage communication

Contact info for University Ombuds Officer:

- Joan C. Waters
- 212-854-1234
- ombuds@columbia.edu

Other Resources

Office of Work Life

- Carol Hoffman, Director
- worklife@columbia.edu
- worklife.columbia.edu

Vice Provost for Faculty Affairs

- Chris Brown
- clb2140@columbia.edu
- www.columbia.edu/cu/vpaa

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The University Senate

Policy body that addresses issues affecting more than one school. Established by Trustees in 1969.

- Officers of Instruction (full time): 3,806 (63 senators)
- Students: 29,870 (24 senators +1 student observer)
- Officers of Administration (Administration): (9 senators)
- **Officers of Research: 2,555 (6 senators)**
- Officers of the Libraries: 150 (2 senators)
- Administrative Staff: 6,504 (2 senators)
- Alumni: 320,000 (2 senators)

The Research Officers Committee (ROC)

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

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.

Current ROC membership

Senators

Kunal Chaudhary, *Postdoc. Res. Sci.*, Radiation Oncology (kc2849)

Nancy Lolocono, *Assoc. Res. Sci.*, Environ. Health Sciences (nj12)

Smaranda Muresan, *Res. Sci.*, CCLS (sm761)

Angela Nelson, *Senior Staff Assoc.*, Nephrology (adn2006)

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

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

Nonsenators

Aditya Dutta, *Assoc. Res. Sci.*, Irving Cancer Ctr. (ad2927)

Dagmar Riedel, *Assoc. Res. Sch.*, Ctr. for Iranian Studies (dar2111)

Chaim Schramm, *Assoc. Res. Sci.*, Biochem. & Mol. Biophys. (cs3037)

Staff

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

ROC meetings

- Monthly meetings.
- Discussions are confidential.
- Next meeting Tue 19 Jan 2016.
- 407 Low Library.
- 4:15 – 6:00 PM.
- Guests: Vice Provost and EVP for Research.

ROC seats on other Senate committees

Alumni Relations (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 (1)

Structure and Operations (1)

Commission on the Status of Women (1)

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Research Officer population

Professional ROs (854 as of June 2015)

- Qualifications and contributions to fields are equivalent to parallel faculty rank, including:
 - Lamont Research Professor Ranks
 - Senior Research Scientist/Scholar
 - Research Scientist/Scholar
 - Associate Research Scientist/Scholar

Staff Research Officers (626 as of June 2014)

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

Postdoctoral Research Scientists/Scholars (765 as of March 2015)

Postdoctoral Research Fellows (310 as of March 2015)

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ROC accomplishments

Associate Research Scientists/Scholars Salary

- Postdoc term at CU is limited to 5 years.
- Many then promoted to Associate Research Scientist (ARS).
- ARS salary was less than NIH 5th year postdoc.
- ROC recommended setting minimum to NIH.
- Provost's Office accepted recommendation.
- \$1,025 increase in minimum salary.

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ROC concerns: Salary equity study

Salary equity study

- 2010 study found statistically significant pay differences by gender and race/ethnicity.
- Differences of up to 10% identified (~\$5,000).
- Recommendations proved ineffectual.
- 2014 study found same pay differentials.

We are working with the Provost's Office to address these issues.

ROC concerns: Effort reporting

Effort reporting

- Time spent writing grant applications cannot be charged to sponsored sources of support.
- Non-sponsored sources needed.
- Many faculty and department administrators are still not aware of this.
- Some PROs feel they receive insufficient non-sponsored support for grant writing.

ROC concerns: Part-time benefits

Part-time benefits

- Do not currently exist for ROs.
- Would provide PIs with necessary flexibility.
- Funding not always sufficient for full-time RO positions.
- People go to where the benefits are.
- Part-time benefits would enable PIs to retain critical RO knowledge and experience at CU.

ROC concerns: Other issues

- Appointments.
- Authorship.
- Benefits.
- Maternity leave.
- Mentoring.
- Professorial titles.
- Teaching support.
- Termination policy.

Thank you for your attention.

Senators

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