

Pathway Goal: Research, Scholarship, and Creative Activity
Action Item # 2-4

Report: Year-End: May 2018

Action Item Description:

Establish benchmarks and policies for post-doc and research faculty that allow for research growth.

Submitted By:

Name	Department
Valarie Burke	Graduate College

Working Group Members:

Name	Department
Valarie Burke	Graduate College
Katelyn DiBenedetto	Graduate College
Martin Schiller	Sponsored Programs
Larry Hamilton	Human Resources
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Javon Johnson	College of Liberal Arts – African American Studies
Alexis Billings	Current UNLV Post-Doc
Joel Snyder	College of Liberal Arts – Psychology

Process and Timeline: Provide a brief summary of the year-long process for your working group.

- Implement report recommendations from last year.
- Align best practice recommendations from the National Postdoctoral Assoc. To practices at UNLV.
- Establish Postdoc Advisory Board.
- Report on Postdoc metrics.
- Further collaborate with VPRED and DRI on additional competitive and collaborative postdocs.

Describe what has been accomplished so far this year.

New:

- Committee membership changed - we lost a few members and gained a few members
- Created a Faculty Postdoc Advisory Board comprised of faculty that are currently working with postdocs. The goals of the group include: creating boilerplate language for grants, working on grants, suggest funding for postdocs, ways to increase postdoc hiring on campus, etc.
- Co-hosted a successful Graduate Faculty and Postdoc Mixer in September with DRI.

Continuing:

- Onboarding postdocs with a welcome package, frequently communicating with postdocs via their email group, hosting second Graduate Faculty and Postdoc Mixer event in March 2018.
- Membership in National Postdoctoral Affairs Association.
- We are trying to get every current postdoc to complete our climate survey; will report results in spring semester. We resent invitations for the survey and included an incentive. After each postdoc completes the survey a Coffee Bean coffee voucher will be delivered.
- Alignment of NPA recommendations and UNLV practices re: postdocs.
- Collection and reporting of postdoc metrics & data.

Identify next steps.

- Create and send out Graduate Faculty and Postdoc Mixer invite for March 2018.
- Schedule first meeting with Faculty Advisory Board in January or February 2018.
- Collect information and submit for GSS (Survey of Graduate Students and Post-doctorates in Science and Engineering) and report metrics.
- Alignment between NPA recommendations on postdoc policies & practices & UNLV postdoc policies & practices.

What will your final product be at the end of the year? Such as, what metrics which will be used to assess your progress/achievement, will a report be generated, etc?

- Report of suggestions from the Faculty Advisory Board.
- Report on postdoc climate survey results.
- GSS (Survey of Graduate Students and Post-doctorates in Science and Engineering) data and report on annual postdoc metrics.
- Report on policy recommendations.

You may have reference material to attach to this report. Select from the list.

- No additional reference material
OR
 Any material generated by this working group (if completed at this time)

Additional information to include (optional).

- Put together proposed budget and plan for Non-Research Faculty.
- Need to revisit draft of postdoc diversity program.
- Create and implement exit survey for leaving postdocs.
- Create a repository of successful proposals obtaining postdoc funding.
- Need to communicate more with faculty regarding postdocs.
- Host more postdoc events.
- Funding for postdocs.
- Awards, scholarships, travel grants for postdocs.
- Next steps with postdoc climate survey.
- Look into hosting National Postdoctoral Association future Annual Conference @ UNLV.
- Encourage UNLV postdocs to get more involved with the National Association.

End of Mid-Year Report
Remainder of the report will be completed in May.

Year-End

This portion is to be completed in May.

2017-18 Accomplishments.

- Set-up postdoc advisor email group.
- After Workday implementation, worked with HR to continue postdoc tracking and onboarding.
- Created in-house survey to accurately submit data for GSS (Survey of Graduate Students and Postdoctorates in Science and Engineering) for Carnegie Classification.
- Re-opened Climate Survey and added incentive for survey completion.
- Created and hosted first meeting for postdoc faculty advisory board.
- Co-hosted fall postdoc & graduate faculty mixer with DRI @ DRI in fall 2017.
- Co-hosted spring postdoc & graduate faculty mixer with DRI @ UNLV in spring 2018. In response to assessment feedback, we included a postdoc showcase where two postdocs presented their research at the beginning of the event.
- Awareness of UNLV's Office of Postdoctoral Affairs, as demonstrated by people increasingly contacting the office with questions and requesting meetings.

SWOT Analysis: Determine the strengths, weakness, opportunities, and threats presented in the data.

Strength(s)	<ol style="list-style-type: none"> 1. Support from Graduate College Dean Kate Korgan i.e. time and funding provided for postdoc events 2. Creation of faculty advisory board. We are currently reviewing NPA (National Postdoctoral Association) Recommendations for Postdoctoral Policies and Practices.
Weakness(es)	<ol style="list-style-type: none"> 1. Involvement from postdocs and faculty advisors. Postdocs tell us they want professional development, events, and a community, but then don't respond to surveys or attend events.
Opportunity(ies)	<ol style="list-style-type: none"> 1. Climate survey will provide data to enhance UNLV postdoc experience. 2. Hiring a Graduate College Postdoctoral Scholar to assist with the Office of Postdoctoral Affairs. 3. Hosting the National Postdoc Conference at UNLV. 4. Applying for grants. 5. Increasing the number of postdocs at UNLV. 6. Designated postdoc space in the Graduate College new building, summer 2019.
Threat(s)	<ol style="list-style-type: none"> 1. Growing an office, community, opportunities, etc. without a budget. 2. Faculty advisory board shared that they don't necessarily want/encourage their postdocs to attend events/opportunities when they could be working. They want to work with me to identify workshops and events that they would want their postdocs to attend. 3. Time. We have great ideas, items we want to work on, it's just finding the time in the day.

2018-19 recommendations and next steps

- **What does the SWOT analysis reveal?**
- **What should the goals / activities be for the subcommittee?**
- **Who should be responsible?**

- Create an exit survey for when postdocs depart.
- Increase response rate for climate survey and then analyze data.
- Implement tracking to ensure postdocs are meeting the Board of Regents requirement: “5. The duration of Postdoctoral Fellow appointment will, in most cases, be one year or two, and may not exceed five years.”
- Establish boilerplate language for grants.
- Create a repository of successful proposals obtaining postdoc funding.
- Create Postdoctoral Diversity Program.
- Network and get involved with the National Postdoctoral Association (i.e. perhaps obtain funding from UNLV to attend the national conference).
- Establish tracking system for non-faculty researchers (NFRs).
- Management of NFRs (possibly collaborate with VP of Research & Economic Development).

You may have reference material to attach to this report. Select from the list.

No additional reference material

OR

Any material generated by this working group

Additional information to include (optional).

End of Report
