

**Minutes from:**

**Research Affairs Committee meeting, November 8, 2022 (Zoom)**

In attendance: Ben Kravitz (Co-chair), Sally Letsinger (Co-chair), Brea Perry (OVPR), Ashley Clark, Wen Qi, Karen Rogers, Ethan Fridmanski, Jillian Kinzie, Seth Freedman, Dan Tracey, Amungul Hydyrova

Guest: Eliza Pavalko, Vice Provost for Faculty and Academic Affairs

Committee files (meeting minutes and other relevant documents) are stored in a Microsoft Teams folder with a very long path – this one is shortened: <https://tinyurl.com/t9nxu572>

November 8, 2022 1:00pm – 2:15pm

1. Approved the minutes from October 11, 2022 BFC RAC meeting.
2. Vice Provost Perry gave an update on the current status of the UA-level research reorganization (also known as the research realignment or consolidation). At this stage (still in flux), the budgets of OVPR (Bloomington) and OVCR (Indianapolis) have not been merged and integrated into the VPR budget, and no decisions on allocating those funds for internal programs have been made. Vice Provost Perry is participating in the strategic planning process (IUB 2030) in multiple subcommittees related to the “Transformative Research and Creativity” pillar. A list of subcommittees related to each of the strategic planning pillars can be found here: <https://iub2030.indiana.edu/committees/working-groups/index.html>

Vice Provost Perry responded to questions from the full committee:

- a) The BFC Task Force on Research Reorganization submitted their report on the proposed research consolidation by VPR (see: <https://bfc.indiana.edu/meetings/2022-2023/circulars/Report-on-Proposed-Research-Consolidation-by-VPR.pdf>) to the Provost. The report outlined concerns and called for a pause on the initiative. Vice Provost Perry reported that she had sought clarification on the current status and had not yet received any (at the time of the meeting). The group noted the fluidity of the process to date, and everyone expected shifting conditions for a while longer.
  - b) The regional campuses have not been included in the discussions or reorganization plans to date. Therefore, the current discussions on the regional campuses regarding reassignment of faculty teaching loads linked to metrics of “research productivity” and research releases (“capacity model” – see <https://www.iuk.edu/academic-affairs/academic-resources/capacity-model.html>) are unrelated to the VPR/IUB/IUI research restructuring process.
3. Wen Qi provided an overview of the most recent (2019) COACHE faculty satisfaction survey and provided information from the report related to faculty retention issues (and suggestions on how to query the data for additional insights). She provided links to the data, and also to two presentations with compiled information related to faculty retention (see below).

One of the presentations was directly related to faculty retention. The report data on retention issues included so-called “push/pull” factors, such as noted on this figure:

## "Push" factors

- **Social/political climate of region \***
- **Potential for work-life balance \***
- **Employment opportunity for spouse/partner \***
- Salary
- Potential intellectual growth
- Department or institutional reputation

## Factors behind retention

- **Collegiality of department \*\***
- **Proximity to family \*\***
- **Cost of Living \*\***
- Salary
- Potential for work-life balance
- Quality and quantity of research infrastructure
- Department or institutional reputation

Links from Wen's presentation:

COACHE dashboard (only faculty have access): <https://tableau.bi.iu.edu/#/site/prd/workbooks/10804>

Report to the BFC on the COACHE 2019 results (public):

<https://vpfaa.indiana.edu/doc/COACHE%202019%20Overview%203.21.pdf>

Presentation on faculty satisfaction, climate, and retention (public):

[https://vpfaa.indiana.edu/doc/deans.exit.retention.presentation\\_6.10.21.pdf](https://vpfaa.indiana.edu/doc/deans.exit.retention.presentation_6.10.21.pdf)

4. Vice Provost for Faculty and Academic Affairs (VPFAA) Eliza Pavalko joined the meeting at 1:45 pm to discuss resources and possible strategies related to parental leave of NTT research faculty. Please refer to the minutes of the October 11, 2022, BFC RAC meeting for background on this topic.

VPFAA Pavalko noted that all full-time academic appointees have the same (HR) benefits. If the benefit is part of the university benefits package, it should be allowable in external funding award budgets. When discussing the specific issue of the impact of parental leave to research project work (timelines, productivity, replacement personnel), she noted that the same issues would be encountered with other types of allowable leave, such as medical leave (up to 15 weeks) or FMLA absences.

In the whole-group discussion, different examples experienced by different labs were provided. The question was raised, "Is this an area where there should be some sort of internal funding?" It was noted that there are (or were) other internal programs through the OVPR to provide stop-gap or supplementary funds to bridge gaps between external and internal funding, including (temporary) funds for NTT research faculty salaries in some cases. One committee member noted – in conjunction with the earlier discussion on faculty recruiting and retention – that having an internal funding program to cover parental leave by research faculty to keep a research project on track, on time, and meeting deliverables would be a wonderful recruiting and retention tool and would likely bolster the comfort with which researchers of child-bearing age would be inclined to join (and stay at) Indiana University.

It was resolved (by consensus, no formal vote) that the BFC RAC would research and author a memo to OVPR and VPFAA proposing an internal funding program to support financial issues that arise owing to parental leave that could impact external research budgets and timelines. We shall investigate peer (or aspirational) institutions in an effort to find a model or template; if there are no existing examples of such programs or policies, we will outline how Indiana University could establish itself as a leader on this topic.

5. Other discussion included the recent announcement that VPR Fred Cate would be leaving his position as of June 30, 2022, and the BFC Executive Committee (ExComm) is soliciting nominations for the review committee for the new VPR. Comments in the full-committee discussion suggested that external candidates might be chosen; this is not likely to be an internal search.

Sally updated the committee that she had inquired (to BFC ExComm) about whether there were policy constraints on the rank allowed to serve as a Vice President or Vice Provost, as most searches specify full professors (tenure-track). In the case of research administration, many research faculty at the top rung of the career ladder (Senior Scientists) would have appropriate research and leadership experience to serve in those capacities. ExComm said they would investigate that possibility.

The committee members discussed their experience with, and observations of, recent high-level administrative searches and the desire for truly open and objective searches to find ideal candidates (versus selection of seemingly pre-determined candidates with a search process intended for optics or to fulfill legal equal-opportunity search requirements). In response to a request from ExComm for nominees, the RAC decided to proceed along two paths, in parallel:

- a) Identify characteristics and criteria that the IUB research community would like to have in a leader. Identify potential candidates, both inside and outside of the IU system, if possible.
- b) Start to assemble a statement of objection from the RAC to hollow or disingenuous leadership searches, attempting to articulate the erosion of trust, lack of buy-in, and withdrawal of faculty engagement that is resulting/could result from the exclusion of true faculty participation in choosing a leadership team. Identify the appropriate recipient(s) of such a statement.

6. Adjourn. The meeting was adjourned at 2:15pm.

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BFC Research Affairs Committee 2022-2023  
Ben Kravitz, Co-chair  
Sally Letsinger, Co-chair (2021-2022 RAC Chair)  
Brea Perry, Vice Provost for Research  
Ashley Clark  
Wen Qi  
Ethan Fridmanski  
Karen Rogers  
Jillian Kinzie  
Seth Freedman  
Dan Tracey  
Undergrad student rep: Amangul Hydyrova  
Grad student rep: TBD

Link to Microsoft Teams folder for RAC documents:  
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