



2023 Report of the CoS Research Faculty Advisory Council

summer 2023

RFAC Members

Biological Sciences



Caitlin Petro
RS



Adriana Lucia-Sanz
Postdoc

Earth & Atmospheric Sci.



Amanda Timmerman
RS

Chemistry & Biochemistry



Dustin Huard
RS



Suneesh Karunakaran
RS

Mathematics



Hannah Turner
Postdoc



Abeer Al Ahmadi
Postdoc

Physics



Edwin Chan
Postdoc

Psychology



Alex Burgoyne
RS



Estibaliz Herrera
Postdoc



Omar Zeid
Postdoc

CoS Research Faculty Advisory Council

Mission

Our mission as members of the GT College of Sciences' Research Faculty Advisory Council is to advocate for, support, and strengthen our community of research faculty.

Vision

We envision an inclusive community where all research faculty members are empowered, valued, recognized, and supported in their current and future endeavors.

What issues are most important to postdocs and research scientists?

3

Recent RFAC Accomplishment: Establishing Research Faculty Liaisons

Thanks to the Deans and Chairs for supporting this initiative!



Anna Pavlova
Physics



Alex Burgoyne
Psychology



Anna Österholm
Chemistry/Biochem



Ray Wang
EAS

4

4

CoS Research Faculty Questionnaire (2023)

Survey Questions

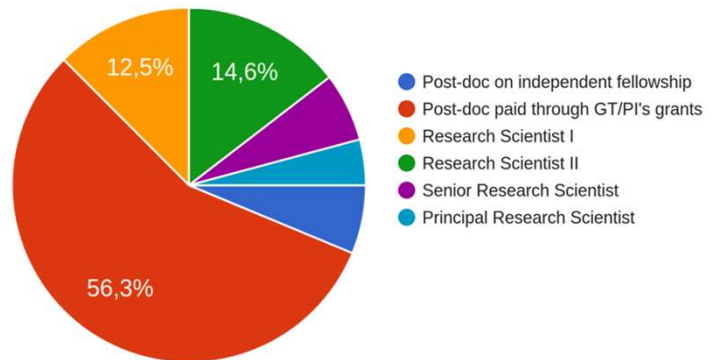
- Onboarding experience
- RF-PI relationship
- Administrative issues
- Awareness & use of resources
- Sense of community

Major Issues

- Hiring / Onboarding & career adv.
- RF vulnerability
- Lack of awareness of resources
- Lack of community

48 respondents

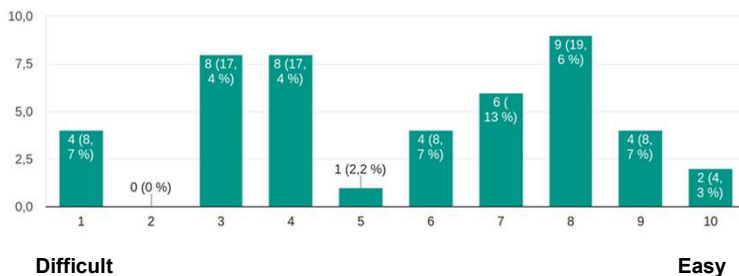
- > 50% have had their job for ≤ 1 years
- ~ 50% were non-U.S. citizens



5

Rate your onboarding process (n = 46)

Overall onboarding process rated 5.5/10 (**international RF rated: 4.7/10**)
 36% complained about the speed of onboarding.



Difficult

Easy

Individual complaints:

"generally feeling abandoned"

"delay payments getting visa"

"it was a nightmare"

Other larger complaints include:

- 34% Healthcare plans

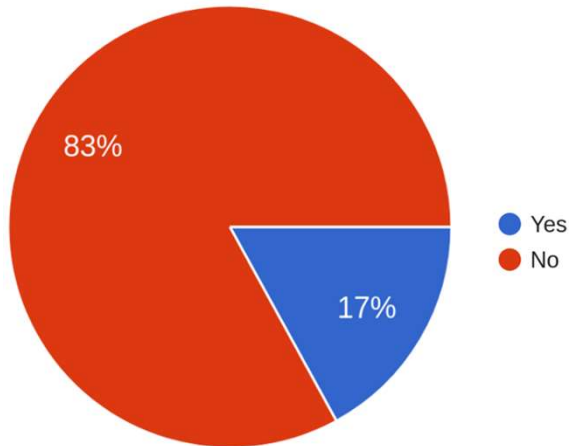
Specifically international RF issues:

- 34% Visa Issues
- 29% Community Integration
- 22% Moving

6

In the past three years, have you had issues relating to GTs policies that prohibited you from advancement or increase in pay? (n = 47)

1/5 of respondents had issues with increase in pay (18% less than last year)

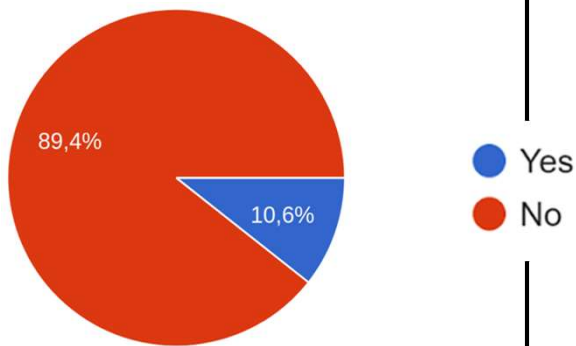


30% of respondents didn't receive a salary increase last year (n = 23).

- School wide restrictions on salaries, and ultimate decision on salary is upon the PI.
- Mechanisms for grant-based salary increases?
- Unlike some other universities, RFs at GT LOSE ALL benefits (including COLA increases) when awarded a fellowship.
- Related: "My PI seemed unaware of how pay escalations are implemented which suggests that GT is not providing sufficient information about escalation mechanisms"

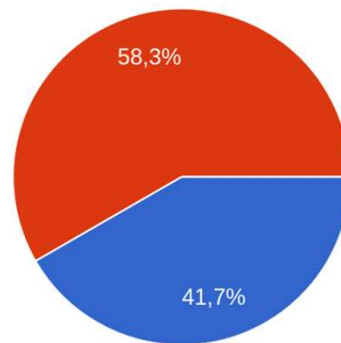
7

In the past year, has someone you know experienced unresolvable issues with a PI @ GT? (n = 47)



~10% have issues with a PI or have heard of people in that situation

Do you know who/where to go to go for help if you have a serious issue with your PI that you cannot resolve? (n = 48)

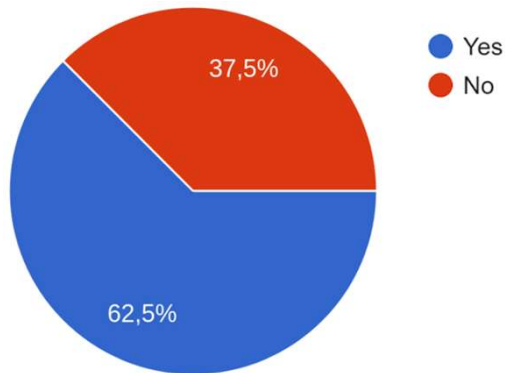


~60% people do not know how to resolve these conflicts (~20% less than last year)

8

Are you aware of the GT Faculty Handbook? (*n* = 48)

More than 1/3 of respondents don't know there is a GT Faculty Handbook.
(72% RS know about it, *n* = 18)

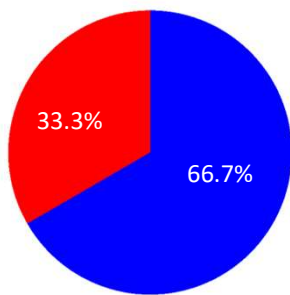


Among RS that referred to the GT Faculty Handbook, 100% found the information they were looking for

Up from 55.8% last year

9

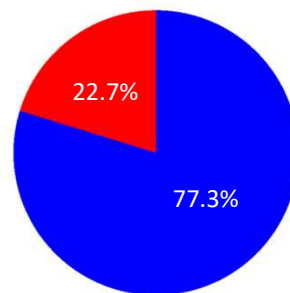
If you are a postdoc, have you used the Postdoctoral Services website? (*n* = 30)



Postdoctoral Services website was rated 6.7/10 on average (*n* = 30)
(significant, ~1.7 points higher than in 2022)

If applicable, have you used the International Students and Scholars Services website? (*n* = 22)

● Yes
● No

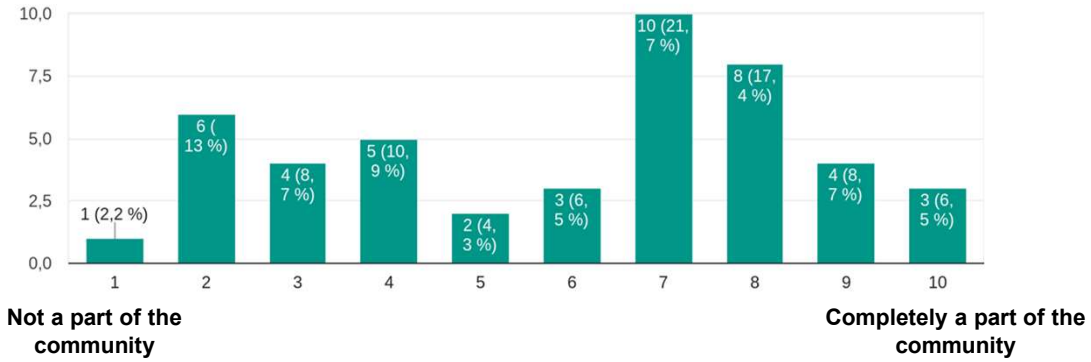


Rated 6.25/10 (*n* = 20)
(not significant, 0.45 points lower than in 2022)

10

In the past year, how much do you feel like you are a part of the College of Sciences community? (n = 46)

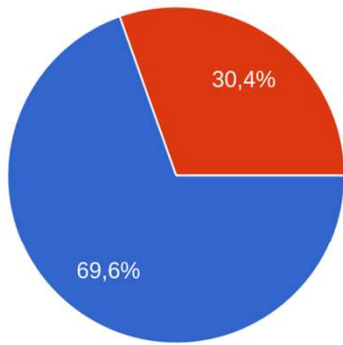
Sense of community average rating: 5.9/10 (increased by 0.5 points from 2022)



Non-significant improvement from last year
70% want networking events (i.e. mixers)

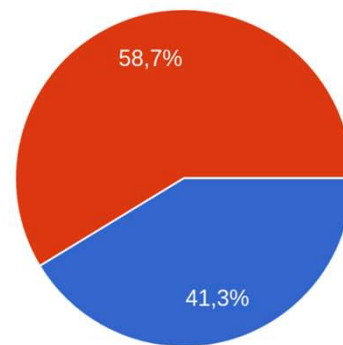
11

Are you invited to participate in regular meetings at the **CoS** level about topics relevant to your work or position in the **College**? (n = 46)



Down from 74.5% in 2022

Do you feel informed about decisions being made at the **College of Sciences** level? (n=46)



Down from 42.3% in 2022

~70% are invited to participate in regular meetings at the College of Sciences level about topics relevant to your work or position in the College (e.g.).

- CoS drop ins
- RFAC town halls
- C-PIES DEI
- Spring celebration

12

Improvements and Ongoing Challenges

Vulnerability



Percent of CoS RF who:	FY22	FY23	Δ%
Have or know someone who has experienced unresolvable issues with a PI at GT?	15%	11%	-4%
Know who/where to go for help if they have a serious issue with their PI that they cannot resolve?	21%	42%	+21%
Experience ongoing issues with the administration, their PI, or GT bureaucracy that inhibits their ability to do their job?	29%	8% ***	-21%

13

Improvements and Ongoing Challenges

Lack of Resources and Information



Percent of CoS RF who:	FY22	FY23	Δ%
Feel informed about decisions made at the School level	39%	40%	+1%
Are aware of the GT Faculty Handbook	56%	62.5%	+6.5%
Postdoctoral resource helpfulness rating			
Rate the Postdoctoral Services website https://postdocs.gatech.edu (on a scale of 1 to 10)	5.4	6.7	+1.3

14

Improvements and Ongoing Challenges

○ Lack of community



Percent of CoS RF invited to participate in regular meetings:	FY22	FY23	Δ%
At the <u>CoS level</u> about topics relevant to their work or position in the College?	75%	70%	-5%
At the <u>School level</u> about topics relevant to their work or position?	58%	56%	-2%
Benchmark community metric			
How much of a part of the College of Sciences community do you feel (on a scale of 1-10)?	5.4	5.9	+0.5

15

Contact Us

If you have any questions, comments, or suggestions, or if you would like to join the Research Faculty Advisory Council, please email us:

rsch-advisory-council@cos.gatech.edu

Website:

<https://rfac.cos.gatech.edu/>

16