Strategic Plan Research Profile Subcommittee: 1-15-16, 3:00-4:15 pm

Members Present: Beate Schmittmann, Kan Wang, Amy Andreotti, Julia Badenhope, Lora-Leigh Chrystal, Nathan Davis, Harrison Inefuku, Michael Kimber, Wolfgang Kliemann, Cathy Kling, Brooke Langlitz (replaced Lisa Leiden), Balaji Narasimhan, Adam Schwartz, and Jim Reecy (infrastructure committee liaison)

Absent: Misty Spencer and Qijing Zhang

Beate announced that Lisa Leiden is no longer in ORR, and that Brooke Langlitz, Director of the Office of Research Integrity, has replaced her on this subcommittee.

Co-chairs Beate and Kan met yesterday with Reginald Stewart, the new Vice President for Diversity and Inclusion. Dr. Stewart is meeting with all the subcommittee chairs to find a common thread to enhance the overall diversity across campus.

Two subcommittees gave reports:

1) Faculty Hiring (Kimber, Schmittmann, Schwartz). Michael Kimber provided a summary of the faculty hiring report. Included below are summary points and additional discussion points:
   - Faculty searches should be more proactive in generating a pool of candidates.
   - High impact hires have been a priority, but has retention been an issue? It might be helpful to see statistics on retaining productive faculty.
   - It may be important to create teams when new faculty arrive.
   - Need to improve vertical communication of hiring objectives via administration. Are hires driven by expediency rather than strategic oversight?
   - Several would like to see a strong attempt to hire young, up-and-coming faculty. And, perhaps hire these younger faculty in groups. This would most likely require collaboration from several colleges.
   - ISU needs to take advantage of the great family environment in Ames to raise kids.
   - Tie the hiring with research initiatives

2) Graduate student recruiting (Andreotti, Chrystal, Badenhope). Julia Badenhope summarized their report. She noted that an email from Dave Holger indicated the importance of focusing on the strategic rather than the tactical level of recruiting high quality grad students.
   - Transparent communication is critical among all the divisions of recruiting. Possibly develop something similar to the Grants Hub that would allow the expertise of staff to pull together information/resources for faculty in recruiting.
   - ISU could be more attractive if diversity is dealt with more aggressively on campus. Students will leave if they don’t feel welcome.
   - Create more opportunities at the graduate level for supporting visionary research programs. When the level of federal dollars decreases, so do graduate students.
   - Faculty and departments need to be more aggressive at recruiting. Perhaps target peer institutions and visit them.
• Continue and support federal funding on REU to recruit quality and underrepresented students for graduate school.
• Encourage the creation of new graduate program to attract students.

Action Items:

Each subgroup should develop a one-page report by noon next Friday, January 22. The report should have an introductory paragraph, a list of major goals (if possible, add a list of objectives/tactics to each goal), and two to three metrics by which to measure success. Send these reports to Gaye and she will distribute to everyone.

The next meeting is Monday, January 25 at 4 pm in 302 Catt Hall.