

Strategic Plan Meeting – Junior Faculty March 8, 2019

Attendance 9 faculty members

Vision Statement:

- Vision needs to be more outward focused
- Vision needs to be more aspirational – what do we want to be
- Agree that we need to build on our strength as a FAS
- Diversity of disciplines is too vague

Strategic Priorities:

Support Our People:

- How to support faculty, staff and students is not just about wellness, it is also about supporting their success
- Faculty recruitment – need to focus on spousal employment
- Faculty retention
- Support for early career researchers to help them navigate funding opportunities, set-up the labs etc
- Teaching load is too heavy to get research off the ground

Research:

- We should have a 6th priority focused on Knowledge Translation and how we go about doing this
- Worried about U 15 status and Queen's position in the U-15 – what metrics do we need to be focused on? What's the strategy to stay within the U-15?
- Teaching vs research roles – invest in teaching only positions – allows researchers to focus on research
- Protected research time for Jr faculty
- Re-examine how the budget model support research production not just teaching
- Promote junior research, build their profile
- Hiring faculty in strategic areas – clusters across a variety of disciplines to build competitive strengths

Promote Exchange of Ideas:

- Provide opportunities to bring faculty members together from various disciplines – get them in a room together to share ideas, learn from each other and network
- Put money into interdisciplinary grants that motivate faculty members within queen's to collaborate on research project – internal dollars for internal collaboration
- Create an organic environment to bring people together “new investigators program” – finance it bring in funding agencies to discuss how to do things, networking

opportunities, very practical sessions that help Jr faculty navigate the waters all within the 1st 5 years

Student Experience:

- Need international students at the grad level – need to make it happen
- INTL students will also bring diversity and experiences
- Introduce a science communication course that teaches students how to translate their research to the public, policy makers, CEO, the media etc – mandatory for all students
- Introduce credits for professional development or experiential learning courses for grad students that they seek out on their own
- Look at the Libera program (sp) good example of support for Jr faculty members to help launch them