

## Suggested changes to Ch 10: postdoc supervision

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The goal of these suggested changes to Ch 10 are

1. Provide clarity as to who can supervise postdocs
2. Define who the PI and postdoc work with, if they develop an action plan for performance management.

### Supervision

The current handbook is restrictive. It states postdocs should work “under the supervision of a faculty mentor”. I know that this restriction has not been implemented.

- We considered replacing “faculty” with “graduate faculty” and assisting non-graduate faculty members e.g. in Ames Lab, to become graduate faculty members. I received negative feedback from senior scientists in both extension and Ames Lab not happy that they would be reviewed by university faculty before being able to supervise postdocs.
- What has emerged through discussions with Ames Lab and extension is replacing “faculty” with a defined list. This is comparable to the solution that the Vice President for Research has for who can be PI on an ISU grant. Note, as of 4/17/18 Ames Lab leadership is still reviewing this.

Specifically the suggestion is to replace

Old 10.2 – Appointment “This appointment is viewed as a temporary position, typically of two or three years duration, with the primary purpose of engaging the Postdoctoral Scholar in substantial research or scholarship under the supervision of a faculty mentor and publication of the results of his/her scholarship during the time of the appointment.”

New: 10.2 – Appointment “This appointment is viewed as a temporary position, typically of two or three years duration, with the primary purpose of engaging the Postdoctoral Scholar in substantial research or scholarship under the supervision of a ~~faculty~~ mentor and publication of the results of his/her scholarship during the time of the appointment. **The postdoc PI/supervisor must be a member of the graduate faculty, or an Ames Lab or ISU Extension scientist (P37 or above)”**

Note, this is the P37 level is also used by VPR <https://www.vpresearch.iastate.edu/principal-investigator-eligibility-guidelines/>

### Performance management

Given that supervisors might not be in academic departments, we need to define who the PI and postdoc work with, if they develop an action plan for performance management. The suggestion is to replace “Department Chair” with “**unit director/department chair for the PI**”. This occurs several places in 10.3 - 10.6.

Old: 10.3 - Performance Management: “A copy of the completed Action Plan shall be sent to the respective Department Chair and to the Graduate College Dean.”

New: 10.3 - Performance Management: “A copy of the completed Action Plan shall be sent to the **unit director/department chair for the PI** ~~respective Department Chair~~ and to the Graduate College Dean.”

Old: 10.4.2 “A Postdoctoral Scholar who has committed misconduct may be dismissed by the PI/Supervisor upon a formal investigation and with approval of the Graduate College Dean. The PI/Supervisor shall notify the Department Chair and contact the Graduate College to begin the process as soon as the alleged misconduct is reported or becomes known. As used herein, misconduct may include, but is not limited to, research misconduct, acts of violence or threats of violence, harassing or discriminatory conduct, sexual harassment, theft, conviction of criminal acts, plagiarism, and other behavior or conduct of a serious nature. After the alleged misconduct is investigated and a request for dismissal is approved, the PI/Supervisor shall provide a written Notice of Dismissal to the Postdoctoral Scholar (with a copy provided to the Department Chair, the College Dean, and the Graduate College Dean).”

New: 10.4.2 “A Postdoctoral Scholar who has committed misconduct may be dismissed by the PI/Supervisor upon a formal investigation and with approval of the Graduate College Dean. The PI/Supervisor shall notify the **unit director/department chair for the PI** ~~the Department Chair~~ and contact the Graduate College to begin the process as soon as the alleged misconduct is reported or becomes known. As used herein, misconduct may include, but is not limited to, research misconduct, acts of violence or threats of violence, harassing or discriminatory conduct, sexual harassment, theft, conviction of criminal acts, plagiarism, and other behavior or conduct of a serious nature. After the alleged misconduct is investigated and a request for dismissal is approved, the PI/Supervisor shall provide a written Notice of Dismissal to the Postdoctoral Scholar (with a copy provided to the **unit director/department chair for the PI** ~~the Department Chair~~, the College Dean, and the Graduate College Dean).”

#### 10.6 Three places

Old “...will make a decision and inform all parties involved, including the Postdoctoral Scholar, Department Chair, Dean, and the faculty PI/Supervisor.

New “...will make a decision and inform all parties involved, including the Postdoctoral Scholar, **unit director/department chair for the PI** ~~Department Chair~~, Dean, and the faculty PI/Supervisor.