

Current research environment

- a. Decreased federal funding
- b. Increased funding going to “big science”
- c. Talent drain
- d. 42% of faculty time is spent on non-research related admin
- e. **Yet increased public scrutiny over administration costs**

Solutions: Ingredients to consider the work force needs of the future

- a. “Me vs. We”: A transdisciplinary approach and rewarding the collective
- b. Supporting and Growing Research Talent: We need to prepare a workforce that meets our collective upcoming needs
- c. Thinking Outside of the Box: New ways to conduct the “business of research” through public/private partnerships, economically viable outcomes and products
- d. Rebalance research workforce composition: review supply and demand

Future needs & changing demographics

- a. Gender Gap: Where do women in STEM areas and pay policies stand? (NYTimes article)
- b. Achievement Gap: K-12 programs in Minnesota
- c. Talent Gap: Lower numbers and interest in becoming a faculty member
- d. HR Hiring Paradigms: Recognizing the research talent pool may not fit into current HR acquisition models
- e. New toolsets and competencies necessary to handle “big data”

Strategic questions to consider

- a. How do we relieve admin burden and still be fiscally responsible?
- b. Where do we, or can we, streamline systems and resources?
- c. Are we doing enough in our K-12 programs to produce future breakthroughs?
- d. Are we hiring the right people through the right hiring process?
- e. Do we need a robust informatics initiative?