

Speed Learning and Small Table Discussions

NSF CC* and CICI PI Workshop

Tues. September 24, 2019 from 2:15pm - 3:15pm.

<https://www.thequilt.net/public-event/2019-nsf-campus-cyberinfrastructure-and-cybersecurity-innovation-for-cyberinfrastructure-pi-workshop-agenda/>

Topic: Workforce Development - Finding and Hiring the Right CI Resources

Facilitators: Jim Basney (University of Illinois) and Thomas Hauser (University of Colorado)

Short URL: <https://go.illinois.edu/speedlearning>

Top 3 Takeaways

(a grand challenge, a common thread and/or an agreed upon strategy or solution)

1. Conduct “stay interviews” to understand what keeps staff satisfied with their current positions.
2. Support remote work / telecommuting.
3. For recruiting/retaining CI workforce, establish a CI (research IT) work culture/environment that’s different from “24/7” enterprise IT on campus. Focus on work/life balance. No pager duty.

Questions

- Where are the critical CI workforce shortages - Researcher or System or Software/Data or Sponsor/Stakeholder facing roles?
 - (for reference: CARC CI Professionalization Job Families and Career Guide:
<https://docs.google.com/document/d/1ojv19fVKE3A4bdFjdJjMB0XvXwnpxaav7g6ruBrKqsc/edit>)
- What are the critical hiring challenges?
- What do you do to get a diverse hiring pool?
- Which workforce development methods are effective?
- What are the next steps?

Notes

<https://drive.google.com/file/d/127wobNvHnxEX2iMR6PgLHFwCrQaUGcjM/view?usp=sharing>