

EETD GROUP LEADER WORKSHOP

Addressing Resource Needs

March 12, 2009

Noon-2pm

Room 90-3122

Raw Notes

- Hiring needs/projections~99 Division-wide

			<u>Total</u>
Staff	11 +	22 Contr	33
	18		18
			27
			<u>20</u>
	<u>57</u>	<u>22</u>	99
	staff	contractor	

- EETD Funding (Programmatic/R&D – not incl. Bldg. 90 renovations)
 - Funding \$57 mil '08
 - \$60-65 mil '09 before stimulus
 - Stimulus \$14 mil almost certain, \$20 mil possible

	<u>New Funding (\$M)</u>	<u>Certain</u>	<u>Almost Certain</u>	<u>Maybe</u>
↑ Federal ↓	1. Stimulus (09)			
	a. FEMP		1.0	Other Fed Agys
	b. EERE/BT			
	Windows		9.0	
	Cool Roofs		0.6	
	Other			waiting to hear about ^(63=\$58M)
	c. EERE/OWIP		0.2	our other proposals (2/26/09)*
	d. OE/PSA -grid stimulus		8-10	
	-tech asst – states		1-2	
	e. Vehicle Technologies			7
↑ State? ↓	CEC?			

<u>2009+</u>	<u>Certain</u>	<u>Almost Certain</u>	<u>Maybe</u>
Veh. Technologies		5.0	
EERE		2	
DOE/NPBA			1
CEC		12	
		0.4	
DRRC		0.5	

- Guidance on mix of staff? No lab guidance; per AM, useful to reach to campus for more students and postdocs; this model works in some research areas and not others
- Need core people although also interested in students. The dilemma is short term money. How to attract good people and then convert to Career?
- Top heavy without more managers. Need more program managers and midlevel professional staff
- Also succession issues—internally develop leaders and hire new leaders
- UCB hurt – opportunity to engage faculty – summer salaries
- Hope most stimulus hires are VR or V faculty &– also faculty and students on stipend
- Campus starving – can hire faculty @ 5.7 months/year – campus gives back 2.7 months funding to faculty to hire students
- Use term appt.
- More of a DC presence
- Bimodal demographic distribution means short on mid-career – use stimulus as best way to test waters and get best people.

Division Goals and Direction

Recapture leadership in EE

-broader focused research

Block funding

Integration

Quality of life

Attract and grow new stars – plan for this

3 times larger than now in 10 years

2 times larger

50% in house

50% out

More students/postdocs

More tech innovation – Silicon Valley

A building

Div of teams with umbrella funding

Look at national needs

Cross divisions

CA as deployment path

Short-term v. long-term staffing issues

DC presence

Program managers & admin

support - increase scientific productivity

Core staff (3-5-7 yr)

Engage campus folks – may be laid off

Post doc/students

Succession process

Stimulus -VR – ties to industry

- faculty and students

- faculty percent time here?

- term appt. scientist

Change ratio admin/researchers

Staffing Needs/Strategies

Term Scientists vs. Postdocs

Laboratory technician support

Admin supp – technical and admin and funding relationships

Program Development team to look outside and industrial

Technical writing

New skills training for staff, incl. those who are transitioning

Strengthen division with Strategic hires

1. Information technology – Buildings
2. Materials – Electrochemistry
3. Tech innovators – widgets & systems
4. Economics

Strategy: Silicon Valley recruitment

Subcontract mgmt. } centrally handled

Resume screening } program manager staff

Training vs. mentoring

Reporting for stimulus: CEC, etc. – Lab or Division-wide

Repopulate base staff

Bring in VR w/own money

Attracting people to come here

- ↑ equipment

- program mgrs.

- Specialists e.g. tech writers

Infrastructure

-Distribute work offsite

-New bldg. needed – 4-5 years

-6K sq. ft. Bldg. 62

Recruitment

-Seminars

-Targeted topic workshops

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Agenda

GOALS

1. Develop collective understanding of what we expect in funding and program changes in short term (stimulus) and longer-term
2. Identify approaches to meeting resource needs in short term (stimulus) and longer-term
3. Develop action plan and timetable for addressing resource needs

SCHEDULE (Lunch will be provided)

12 noon Welcome and goals for the meeting – Arun Majumdar

12:10 – 1:10 Addressing current/changing program and funding environments

- What do we know about expected new levels of funding from stimulus and other appropriations? (Marcy, all)
- What is our current staffing profile, incl classifications and employment type? (Kim)
- What is the broad context and vision for bringing in new resources? (Group Discussion)
 - Division goals and direction
 - Addressing stimulus v. longer-term
 - Gearing up for short-term pulse; relationship to longer-term direction
 - Types and levels of scientific staff we need to bring on
 - Training and advancement of new and existing staff
 - Program management and administrative support
 - Saying 'no'?
- What staffing strategies should we consider? (Group Discussion)
 - New hires (incl shared new hires), promotions, contractors
 - New disciplines, term v. career, postdocs, internal candidates, other partnering arrangements, e.g. with UCB, diversity
- How can we address space and other infrastructure challenges associated with staff increases? New ways to structure work?

1:10 to 1:40 – Resource and Hiring Needs (Job Clearinghouse Exercise –matching resources with needs)

- Who is currently looking to hire?
- Who has jobs currently posted?
- What types of positions are people looking for?
- What are current strategies for hiring? New pathways?
- Who has staff available for work?
- Swapping, posting resumes of potential interest to others

1:40 to 2:00 – Next steps, timetable, assigned responsibilities