

Services:

- Post docs
 - Finding the right hiring process, develop some proper policy- have a guideline on how to bring post docs in, need to be proactive rather than reactive
 - Extraordinary accelerator for a university like TRU in research, important aspect of developing a university

- Onboarding
 - There is no notice that comes out saying a contract is going to end- what system do we put in place to flag that
 - Using volunteering as a stepping stone
 - Difficult to decide if they (faculty) want to do onboarding training because they might only use the system once a year
 - Someone in each faculty that knows the systems inside and out and are able to assist members within that faculty
 - Admin assistants and div 1's need to have the training as well- find out where certain support should live and provide appropriate training

- Dedicated research account is really helpful, helps the accountant be knowledgeable
- Clarification of process- ties directly with HR
- Institution needs to make a conscientious commitment to supporting research
- Need subject matter experts- some kind of integrated support, efficiency
- Needs to be embraced as a shared opportunity for continued development
- Sense of integrated responsibility for supporting research activity