BHI Reorganization

New Focus Area & Junior Faculty Working Groups

May 5, 2022
Goals of the Reorganization

• Engage Rutgers neuroscience faculty in BHI activities.
  ➢ Plenary seminars
  ➢ Symposia
  ➢ Planning workshops (grants, education/training, infrastructure needs, new centers, etc.)

• Promote collaborations to foster multi-PI, center, and institutional research.
  ➢ P50s
  ➢ T32’s
  ➢ Instrumentation grants

• Building a supportive and collaborative Rutgers neuroscience community
  ➢ Recruit URM and women faculty
  ➢ New faculty liaison
  ➢ Junior faculty mentoring
  ➢ Increase training opportunities
  ➢ Increase public outreach and education
  ➢ Recognize accomplishments of Rutgers neuroscience community
Working Group Membership (~ 20 faculty/group)

- Focus Area Working Groups (FAWGs).
  - FAWGs include research-active Rutgers neuroscience senior (Associate and above) faculty.
  - Each FAWG led by a Chair and Vice-Chair for a 3yr term. The Vice-Chair can rotate to Chair after the 3yr term.
  - A new Chair and Vice-Chair will be elected by members of the corresponding FAWG.
  - FAWG membership will be reviewed annually based upon research-related activities.
  - All senior BHI faculty recruits will become a member of one of the four FAWGs.
  - Membership in multiple FAWGs is not encouraged.
Working Group Membership (~ 20 faculty)

- Junior Faculty Working Group (JFWG).
  - Non-tenured, tenure-track Rutgers research-active, neuroscience faculty.
  - Similar 3yr terms and membership elections as for FAWGs.
  - JFWG membership will be reviewed annually based upon research-related activities.
  - All junior BHI faculty recruits will become a member of one of the four FAWGs.
  - Membership in multiple FAWGs is not encouraged.
FAWG Functions

➢ Each FAWG will have an annual support budget (described later)
➢ Each FAWG will meet 4+times/year.
  o grant planning or technical workshops
  o identification of infrastructure and equipment needs or faculty recruitment
  o Funds could be included in the annual FAWG budget for meals.
  o Meeting summary will be provided to BHI Director.
➢ Each FAWG will propose hosting up to 2 BHI Plenary seminar speakers per year. Speaker funds should be included in the annual budget.
➢ Each FAWG will nominate candidates for the keynote speaker at the annual BHI symposium.
➢ Each FAWG will select 1 PhD and 1 post-doc from FAWG labs to each receive a $500 BHI travel award. Funds for travel awards should be included in the annual budget.
➢ FAWG members will suggest Rutgers faculty (in particular junior/mid-level) for membership on external grant review committees or editorial boards.
➢ Participate in BHI faculty recruitment efforts within individual focus areas by identifying strong candidates, soliciting applications, interviewing candidates etc.
FAWG Functions (continued)

➢ FAWG members will participate in BHI philanthropic fund-raising as well as community outreach as part of BHI digital marketing campaign initiatives
  o provide scientific content via written descriptions or short video/audio recordings on relevant neuroscience topics
  o FAWG members should serve as BHI Ambassadors for the Annual Rutgers Giving Day.

➢ Each FAWG will nominate members for a BHI Awards Committee
  o To identify FAWG members to be nominated for external awards and prizes.

➢ The Chair and/or the Vice-chair of each FAWG will be ex-officio members of the BHI Executive Advisory Council, to provide a point-of-contact for their focus areas.
JFWG Functions

- Will have an annual support budget (described later)
- Meet 4+ times/year.
  - brief talks of active projects in member labs
  - grant planning or technical workshops
  - discussion of infrastructure and equipment needs.
  - funds included in the annual FAWG budget for meals.
  - meeting summary provided to BHI Director.
- Propose hosting up to 2 BHI Plenary seminar speakers per year. Speaker funds should be included in the annual budget.
- Nominate candidates for the keynote speaker at the annual BHI symposium.
- Select 1 PhD and 1 post-doc from JFWG labs to receive a $500 BHI travel award each. Funds for travel awards should be included in the annual budget.
- Participate in BHI faculty recruitment efforts by identifying strong candidates, soliciting applications, interviewing candidates etc.
Serve as a liaison for new junior BHI faculty recruits to help them transition into Rutgers Neuroscience community.

Participate in BHI philanthropic fund-raising as well as community outreach as part of BHI digital marketing campaign initiatives
  - provide scientific content via written descriptions or short video/audio recordings on relevant neuroscience topics
  - FAWG members should serve as BHI Ambassadors for the Annual Rutgers Giving Day.

JFWG will nominate members for a BHI Awards Committee
  - To identify JFWG members to be nominated for external awards and prizes.

The Chair and/or the Vice-chair of the JFWG will be ex-officio members of the BHI Executive Advisory Council, to provide a point-of-contact for the JFWG.
Budget Support for FAWGs & JFWG

• **Annual Budget for each group**
  ➢ Each group will receive up to $8,000 per fiscal year (July 1 – June 30).
  ➢ Groups must submit a proposed budget by January 1st each year to BHI.
  ➢ The budget categories for each working group could include-
    o seminar speaker funds.
    o food costs for internal meetings and workshops relevant to BHI mission.
    o BHI trainee travel awards (described above) to attend national or international conferences.

• **Chair and Vice-Chair support**
  ➢ Chair and vice-chair will receive, per FY, a $500 annual travel award for their trainees (they are excluded from the competitive travel awards).
  ➢ Chairs will receive an additional $1000, per FY, for research supplies/publication costs/recruitment ads, etc.
• Special Support
  ➢ Special, targeted pilot funding request for Center grant projects for members within each FAWG can be requested, also by Jan 1.
    o 2-page proposal that including the RFA targeted, proposed Specific Aims, plans for generation of pilot data (with timeline), Research Plan, names and biosketch of faculty involved and timeline for submission.
    o BHI will submit the FAWG pilot proposals, with a letter signed by all members of the FAWG, for strategic funding requests from the Chancellors of the relevant campuses.
Questions & Suggestions
Other ideas:

• Each FAWG will host a quarterly seminar for non-tenured junior faculty and post-docs from Rutgers within the focus area at which they can present their lab research, proposed grant projects or job talks.

• FAWG members will help BHI Director select nominees for limited submission institutional grants and/or for external and internal awards.