Outline of Breakout room discussion points

Research
Outline from Room 1
COVID-19 necessitated cross-training of key personnel should continue in the future

Shortened time loop for communication among research partners is a positive

Need more investment in rural areas for broadband to facilitate better connectivity with producers

Grant office efficiencies and reduced time to prepare/submit grants was a positive

Efforts to enhance facility security and managing workplace efforts should be continued

1. During the pandemic, In the area of Research, what did you do differently than you had before 2020 that made you able to accomplish your goals?

Responses
Research came to a grinding halt—ultimately moved to an online, density within labs, allowed waivers/exemptions for essential work (who got to define essential?), criteria for prioritizing research, safety guidelines (e.g., schedules, rotations, masks, distancing, etc.), slow at first but resumed over time. Creative ways to do research and solicitation for solutions.

- **ensured safety, travel protocols, CON OPS**
- lab shift work (3 shifts)
- **clinical labs had to keep working - rigorous towards protection, treated everyone as a clinical employee**
- increased biosecurity
- **did a HACCP review**
- doubled vehicles
- had to resurrect an old lab due to fed restrictions

Shift focus to publications and grant writing; several institutions had an increase in grants and publications

Tenure extension

Mentoring of graduate students; scientific writing hubs online

2. During the pandemic, In this area of Research, what new things worked better than old things to allow you to accomplish its goals?

Responses:

- People are in problem-solving mode, improved shared governance, more altruistic
- Move to off-campus and remote work – change in culture (with guardrails)
- Staff want to have flexibility and some opportunity for remote/hybrid schedules
- Research productivity went up for males and down for women (multiple roles)
- Graduate students experienced role stress and mental health (training and support for MH)
- Many feel safe on campus versus other settings…
- **expanded research base due to covid funding for special programs for critically important areas**
- **use of phone apps to monitor research lab equipment**
- using zoom meetings to accomplish goals, realized efficiencies
- **'scrums' - quick and dirty updates**
- collaborating across institutions via zoom, etc
- **teams can work in flexible ways and still be very productive, realized we can do things differently than in the past**
- **creating scientific writing hubs**

Expanded partnerships especially research projects that emerged because of COVID; example state-level partnerships

Lab techniques captured by video now rather than just descriptions in a lab notebook or photo archives

3. From pandemic future forward, in the area of Research, what new ideas do you have to make this more efficient and effective?

Responses:

- How do we change structures and focus on mental health and wellness? Tools learned about can be used to address mental health
- Use of scanners, tools to keep track of things, international collaborations
- Protocols, resources, and tools to increase efficiency and effectiveness
- Storage space and supply chain efficiencies
- Lab personnel sought to increase literature base and technology skills, used data more efficiently and effectively
- Use of digital technologies and data sets, data mining, data base searches

- **on individual basis, allow working remotely, best benefit of institution, people and equipment - new ideas**
- carrying the idea of diversity across all platforms
- brought a lot of opportunities and ability to honor opportunities
- **recognized the burden of balancing family and work life**
    - **parents, children, spouse**
- **work flexibility in all hours of the day**
- **managing security of workplaces, labs, etc**

Jamie shared Light speed projects - accelerated development and review of new technology to reduce timelines

Re-evaluated meeting schedule - what needs to be accomplished in-person, by Zoom, or through email

Expanded collaboration beyond department and institution to extend to multi-state and even global