

**APAA Annual Meeting December 1, 2020**  
**Self-Study**  
**Breakout Room Share-outs**

1. Looking back, what have we done well that other systems should replicate?
  - Created “systemness” - internal infrastructure (leadership team, many meetings with EAB throughout the year, annual retreat in summer, etc.)
  - Leveraged the relationships, prior interactions, between institutions that exist
  - High level of commitment to the project (mindful thoughtful and passionate)
  - Created a sense of equity among institutions, allowing all voices to be heard
  - Kept postdocs well-being in mind (ex: another institution might be best for you)
  - Maryland is a good size for the collaboration (not an overwhelmingly large state, # of institutions manageable)
  - Started with a pilot of 5 in the alliance (though this comes with drawbacks, too)
  - Regional Comprehensive/PUI involvement - facilitates the ability for them to have postdocs! On the flip side, they provide trainings on teaching/experience of a PUI.
  - Included the self-study of Department Readiness and are considering the ways in which departments must be ready
  - Re-examined hiring practices to align with best practices for faculty hiring
  - Improvement in communication since the first Reverse Site Visit
  
2. What should we recommend others do differently/we should do differently moving forward?
  - Keeping our APAA team and EAB more informed/able to self-inform:
    - We have no common repository for EAB (or broader APAA team) to find files from the last time they engaged with the leadership team. Include a Top 10 things that are going on.
    - Senior personnel on campuses (ex: Bill LaCourse) would like to be kept informed of conversations with campus department chairs and postdocs.
    - Newsletter - Fellow achievements, upcoming PD, alumni of program, etc. Can also go up on website.
  - EAB would like to be invited to more events (to come at their convenience) so they can engage between scheduled meetings.
  - Being more aware of the invisible expectations that may fall on the fellows - being thoughtful about language in our expectations, how to prepare mentors to protect the fellows, safeguards to prevent them from being over-subscribed.
  - Involve the University System of Maryland more
  - Center the voices of the postdocs about their needs, be responsive to them as opposed to directing them
  - Department Chair buy in (has started) but we need to think about faculty buy in

- Be thoughtful about flow of money, change agent identification to help us make shifts within university/department
- Be more intentional about inviting the other institutions outside of alliance to our events so
- System wide presentation quarterly (Provosts)? Or with Deans? To help build systemness beyond the Alliance 5.
- Standardize data collection practices/tools/formats in advance/from the beginning
- Does USM have data that we could use? Be more mindful about collecting data across institutions (if it came from the system it might be more uniform - right now institutions collect it differently)
- Provide the fellows with more of a cohort experience with other URMs moving forward, create more activities for them to connect
- Schedule in time to write things up rather than waiting until we feel like we have something to say - we need to document at various steps of the process, we need to capture early naive perspective so we can show how it progresses over time. Vignettes or summaries that we produce as we go is sufficient, but something more than meeting minutes! (our EAB willing to review/act as future audience)
- Measure departmental readiness before postdoctoral placements (tricky) as well as after.

### 3. Sustainability post-grant

- Involve the University System of Maryland more
- Learn from California and Michigan where there are incentives by President of System or Provost of campus, respectively: funds help with the postdoc position and the faculty line once converted. This creates a desire to be creative and a competitiveness to be good enough as a department to get these fellows.