



- e. Challenges in recruiting and retaining faculty in STEM fields, including low stipends.
- f. Recruiters are looking to expand into new markets and are considering online open houses and team meetings as a way to reach potential candidates.
- g. Strategies discussed for recruiting PhD students, including targeting specific research areas, and reaching out to potential students directly.
- h. Institutions are discussing how to recruit and hire international students despite challenges.
- i. Discussed creating a proposal to fund graduate education, recruitment initiatives, and strategies for securing funding for graduate student research fellowships.

**4. Update on IDRA application review.**

- a. The peer review process will begin shortly and there was a discussion of the need for external reviewers.
- b. Three reviewers will review each proposal, one who is in the subject matter area, one who is not, and one who is in the middle.
- c. Any faculty on a proposal cannot be a reviewer on any of the proposals, and anyone with a conflict is to let Richard Heller know as soon as possible.
- d. Reviewers will be invited to attend the April 15<sup>th</sup> Research Council meeting for discussion.
- e. Associate Deans for Research have been invited to review proposals.

**5. Update on the Carry Forward Investment Proposal**

- a. David Simmons met with upper administration regarding the carry forward, and there was a sense that their opinion was favorable.

**6. Other Business**