

# Research Computing Advisory Committee

Minutes July 25, 2022 (taken by Erik Deumens)

**Present:** Paul Avery, Chris Barnes, Erik Deumens, Tajuana Chisholm, Gail Keenan, Guillaume Labilloy, Bill Hogan, Damon Lamb, Lauren McIntyre, Alberto Riva, Plato Smith, Jack Stenner, Laurie Taylor, Bruce Vogel

## Updates

- **HITRUST certification of HiPerGator**
  - o Frazier & Deeter has started the work. They gave a workshop to explain the process to everyone involved and everyone interested.
  - o Then a scoping session was held, and an initial set of evidence was submitted to them.
  - o Next is a set of 3 days where F&D will be on site to meet with people for interviews about the processed and procedures, which is a very efficient way to capture a lot of technical evidence.
- **UFIT Research Computing staff changes**
  - o Three searches were posted until July 7. No valid candidates were found. We will repost with some tuning of the posting text.
  - o Another staff member has chosen to leave RC for ISO. His position will also be posted.
  - o We did hire a set of good students and interns during the summer and they are doing good work, to take care of some long-neglected tasks.
  - o This will impact the ability of RC to perform all the work that needs to be done.

## Discussion

- A lively discussion ensued about the need for more support staff for research computing. with the number of open positions.
- The current IT market makes it hard to find talented people. Many good people are hired away with doubling of salary and, because of fully remote work, without the need to move their families.
- UFIT has an intern program that has helped getting really good students. Some may stay for a while, but experience (e.g. Chris Barnes and Bill Hogan reporting) shows that to be of limited length.
- Not every staff member likes to be a mentor and is good at it.
- RCAC members point out that RC staff have to many tasks and are called away by other priorities too often. Then they cannot deliver within timelines committed to. It also makes the positions stressful. That makes people leave and makes hiring replacements harder than it already is in this market.
- Laurie reports that at the libraries the introduction of service owners has helped. In enterprise IT that does work well, but the research world has very short timelines so that it does not work as well.
- The committee recommends setting
  - o clear expectations around activities for researchers.

- define RC staff roles clearly so that they know what their job is and they are not called away by other activities. (NOTE: That requires many more people than RC is likely to be allowed to hire.)
- reallocate staff from enterprise side to research side.
  - There is a matter of training, but it could be good for some simpler tasks.

Next meeting will be on September 19, 2022 from 1:30 – 2:20 pm. Note the time change to 1:30 pm. The meeting will be Zoom only.