Some Notes on Research at UWM

Associate Dean Retreat
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Overview

• Research Framework
• Research Infrastructure Needs
• Graduate Assistant Stipends
• Metrics and Assessment
• Projects
• Indirect (F&A) Costs
**Inputs**

- **People**
  - Faculty & Scientists
  - Research Staff
  - Post-docs
  - Graduate Students: RAs
  - Undergrad. Students
  - Collaborators

- **Funding**
  - Research & Public Service
  - External: Federal & Non-Federal
  - Internal: GPR & Indirects

- **Resources**
  - Facilities
  - S/C support
  - Internal Support Programs
  - Partners
  - Library
  - UITS

**Outputs**

- **Scholarship**
  - Publications, Creative Works & Performances
  - Citations

- **Students**
  - PhD
  - Thesis MS/MA
  - Undergraduates

- **Commercialization**
  - Patents, Licenses
  - Startups

- **Community**
  - Joint projects
  - Partnerships

**Institutional Supports**

- OSP, Compliance, HR, Travel, Purchasing, UWM-Research Foundation, etc.
Top Research Investments Needed at UWM

Series of planning exercises identify critical needs:

• Graduate Student Stipends
• Expansion of Collaborative and Interdisciplinary Research
• Internal Programs
  – Collaborative Work, Focal Areas, Proposal Development
• Library and IT
• Shared Facilities
• Campus Business Processes
• Hiring Flexibility for Project Staff
• Assessment and Metrics
Graduate Assistantship Stipends

• Past work
  – Subject of multiple studies; last in 2012
  – Top priority in several research plans; last in Febr. 2016

• Recommendations
  – Raise stipends to be competitive nationally
  – Simplify appointment structure (11 titles)
  – Clarify PA vs RA definition
  – Make compensation even across appointments (8 stipend rates)
Graduate Assistant Proposal
2012 study

• Define TA, RA and PA
• Adopt base compensation level: $15k (9-mo, 50%). (Equals national average)
• Disciplinary toppers to reflect competition (using $2k steps) (Data: national survey)
• Additional funding for recruiting exceptional students (10-15% of stipend pool)
• Treat tuition equally across appointments
Graduate Assistant Stipends

• Progress to date
  – Definitions for TA, RA and PA adopted
  – RA stipends adjusted to $15k, $17k, $19k
  – TA stipends increased $692k (Fall 2016)

• Next steps
  – Bring all TA stipends to $15k: $460k
  – Establish toppers with reconfigured CGFA: $290k
  – Clarify use of PA
Open Questions

• Tuition for graduate assistants
  – RA and PA: extend base tuition model to internal
  – TA: probably forego this
  – Redistribute as tuition income using budget model

• PA positions
  – Three basic “types” of PA
    • Hourly work
    • RA in hiding
    • PA as defined
  – How should these evolve?
Assessment and Metrics

• Increasing Interest in Metrics
  – National, State and Regents
  – Internal tracking of progress
  – Evaluate results of investments

• UWM interest is
  – Reflect the institution’s aspirations and goals
  – Track research progress
  – Framework for evaluating investments

• Research-related metrics are a curious mix
  – Most widely used metric is funding
  – Inputs and Outputs used
Metrics & Ranking

• Four primary areas
  – Research Funding (federal, non-federal, internal)
  – People: combo of RA, post-docs, faculty, scientists
  – PhDs granted (STEM or across all fields)
  – Publications and/or citations

• Other metrics tend to be peripheral and favor “oldies”

• UWM does quite well on those that favor outcomes. These tend to be international rankings
  – Two have us at #331, #332 in the world based on publications and citations
  – R1 Carnegie is based on PhD, external funding, post-docs
Possible Research Metrics for UWM

• Proposed metrics to reflect UWM’s aspirations
  – Funding: Research and Public Service
  – Number of Faculty, Scientists, Post-docs, RAs
  – Number of PhDs awarded
  – Number of Undergraduates doing research
  – Publications, Creative works, Performances, etc.
  – Citations
  – Faculty Awards & National Academy Memberships
  – Patents, Licenses, Startups
  – Community Engagements

• Framework for Assessment
Office of Research

• Direct report to Provost
• Started in 2013
• Roles
  – Office of Sponsored Programs
    • Proposal Development
    • Pre-award and Post-award
    • Compliance
  – Internal Programs (RGI, RACAS, A&H Travel)
  – Office of Undergraduate Research
  – Research Policies and Procedures
Office of Research Projects

• Various Research P&P
  – Effort Reporting, C-O-I/OAR, Data Security, Contract Close-out (all in progress); others coming

• Development of Collaborative Research Teams

• Administration of Shared Research Facilities and Equipment

• Review of Research Centers & Institutes

• Business Infrastructure for Research (new)
  – Including Roles & Responsibilities
  – Evaluation of Training and Support for units/PIs
Indirect (F&A) Costs

• Set by negotiation with Federal Office
• Reimburse (most of the) indirect costs of research
  – Facility
  – Administration (capped)
• Rates: research, public service, off-campus
• Must be used for all projects
  – Exception: foundations with published rates
• Adjusted every 3-4 years
Campus Indirect pool

Federal (Fund 144)
- PI and S/C 31%
  - PI: 10%
  - S/C/Dept: 21%
- Graduate Students 28%
  - CGSF: 23%
  - RA Tuition: 5%
- Chancellor’s Initiatives 11%
  - Campus Initiatives: 7%
  - UWM Research Found: 4%

Non-Federal (Fund 133)
- Office of Research 10%
  - Grant match/Bridge: 8%
  - Bad Debt: 2%
- Support Units 6%
  - Acad Aff: 3%
  - Library: 2%
  - UITS: 1%
- Campus, Unit-wide 13%
  - 12 unit-wide bills

Graduate Student Fellowships

FY 2014 Data
We need your help...

• Ongoing efforts to improve our research environment require campus participation

• Various opportunities...
  – Projects that need input and perspectives of research community in planning and design phases
  – Implementation phase requires clear communications and responsiveness
  – Ongoing need to align program evolution with shifting research needs of faculty and campus
  – Assessment phase requires some expertise in research oversight
Questions? Comments?