

Guidelines for Use of Research Professor titles University of Wisconsin-Milwaukee

A. Introduction

The 2021 revision of titles within the University of Wisconsin System includes Research Professor titles. This document provides the general framework for the use of these titles at UWM, outlines the duties and criteria for appointments into these positions, and describes the processes for reviews and promotions for these positions.

The Research Professor titles are for positions focused on research. Individuals are expected to excel as evidenced by leadership of research teams, scholarship that has national/international impact, pursuit of extramural funding (at an appropriate level), and compliance with all financial, ethical and administrative research practices.

Independent research must comprise the majority of Research Professors' activities, and it is expected that these will be supported by internal or external funding. Research Professors are expected to provide leadership for research projects. They may be used to develop specific research programs within the institution. These expectations distinguish the Research Professor track from other titles series, such as Scientist and Research titles, who are not required to lead or obtain significant funding to support their research program.

Research Professors (all titles) must have an earned research doctorate (PhD) or other terminal degree in their field.

B. Coverage

Employees appointed or promoted into the Research Professor titles are academic staff. Therefore, the UWM Academic Staff Policies and Procedures apply to these appointments. Research Professors (all levels) are represented by the academic staff governance and have representation in the Academic Staff Senate with the governance rights afforded them through Wisconsin State Statutes 36.09 (4m).

C. Duties

- Research Professors are expected to conduct high-quality, productive, and impactful research programs.
- Research Professors are expected to seek and maintain independent research funding as principal investigators (PI), and/or co-principal investigators (Co-PI) on research proposal submissions/ awards. These appointments come with pre-approved PI status.
- May not be assigned regular classroom teaching responsibilities, although may participate through lectures, seminars, workshops or short-term activities. These may not exceed 25% on an annual basis.

- Research Professors are not required to perform service activities unrelated to research, but may participate on research-related committees, compliance committees, and research advisory committees. This is to allow them to focus on research activities.
- Research Professors may provide mentoring for graduate students, serve on graduate committees, and serve as co-advisors for graduate students.

D. Appointments

- Research Professors appointments are made using standard campus and unit HR policies for appointing Academic Staff.
- Research Professor (all levels) appointments may be initiated for individual candidates by (a) the Department (or equivalent) Executive Committees where such positions are housed in such units, or (b) the supervisor where such positions are housed in units led by directors (or equivalent) or centrally in a college or division.
- Research Professor track employees may enter at the Assistant Research Professor level, or any other level consistent with their experience and credentials.
- If Research Professors appointments are on a fixed term basis, they may be renewable and/or for multiple years.
- A clock for promotion through the title series will not be prescribed. Employees may progress from Assistant to Associate to Full at a pace commensurate with their goals, achievements, and particular unit metrics. Promotional salary increases will be consistent with campus guidelines.
- Assistant or Associate Research Professors may remain in those ranks indefinitely, as appropriate for a given employee.

E. Mentoring Committee

A departmental mentoring committee shall be established for Assistant Research Professor during their first semester of appointment. It may continue or be dissolved upon promotion to Associate Research Professor, based on a given school/college policy for academic staff positions with indefinite status. The function of the mentoring committee is to encourage the professional development of the Research Professor, to suggest resources when needed to further research aims, to assist in removing barriers when they are encountered, to advocate for the Research Professor when needed, and to ensure that reasonable progress is made in their emerging research careers. A mentoring committee chair should be designated as determined by the Department or comparable unit. The mentoring committee may include members from outside the School/College/Department who have appropriate subject matter knowledge.

The mentoring committee is responsible for ensuring, guiding, and evaluating progress of the Assistant Research Professor. Mentoring should be distinct from performance evaluation.

F. Performance Review, Reappointment and Promotion

- Performance reviews, reappointment and promotions within the Research Professor titles will follow UWM HR practices and Academic Staff Policies and Procedures.
- Performance Reviews will be performed by the Department Executive Committee. The criteria for review are outlined in section C (Duties) and G (Review Criteria).
- Research Professors at the Assistant or Associate levels may put themselves forward for promotion with consultation with their mentoring committee or Department Chair.
- The Department Executive Committee will review and evaluate promotional requests. If approved, the promotions are sent to the Dean for a decision.
- Promotion is not required to remain in an appointment.

G. Appointment Criteria for Research Professor titles

Assistant Research Professors should demonstrate the following:

1. An impressive emerging record of research products, and evidence of successful management and completion of stated objectives of previous research.
2. Strong potential for scholarly development.
3. Strong potential for continued acquisition of extramural funding as PI or Co-PI [MPI].
4. A productive academic record of peer-reviewed publications as primary and/or senior author.
5. Evidence of participation in relevant academic or professional meetings.

Associate Research Professors and Research Professors should demonstrate the following:

1. An impressive, sustained record of impactful research products.
2. National or international recognition within the candidate's discipline.
3. Scholarly independence as evidenced by being a principal investigator or similar recognition in research projects.
4. A strong and productive academic record of peer-reviewed publications as primary and/or senior author.
5. Evidence of participation and leadership in relevant academic or professional meetings and societies.
6. Strong history of leadership in sustained extramurally funded research.
 - a. Associate Research Professors need to have a record of sustained external funding for at least 50% of their research program.
 - b. Research Professors need to have a record of sustained external funding for at least 50% of their research program and 25% of their salary.