DATE: November 6th, 2020

TIME OF MEETING: 12:00pm to 1:30pm

Held via teleconference/videoconference/virtually as Teams Live Meeting

In Attendance: Mark Harris, James Peoples, Kim Lacking Quinn, Jennifer Gutzman, Nigel Rothfels, Andrew Graettinger, Kathleen Koch, AkkeNeel Talsma, Prasenjit Guptasarma and Ana Gonzalez

1. Call to Order (12:00pm) – Mark

2. Announcements
    a. Kathy and Mark will update on campus roughly every two weeks
    b. Kathy and Mark will be meeting with Chancellor Mone and Provosts Britz
        i. Main point will be timeline and expectations

3. Automatic Consent
    a. Approval of the minutes of the Oct. 29th, 2020 meeting

4. Discussion of ideas for advancing UWM's research activities and mission.
    a. Overall Issues
        i.   Biggest issues are Collaborative/Team Research and Time/Workforce
        ii. Need to open to "moonshots"
        iii. Consider recommendations in terms of budget and anticipated benefits
    b. Collaboration/Team Research
        i.   Collaborations on and beyond our campus
        ii. Will need cultural openness to support and value this work
        iii. IDEA: develop collaborations (CTSI COVID approach)
            1. Focus on thematic areas that cross-cut units
            2. Examples
                a. Water/environment
                b. Health/biomedical
                c. Social/Behavioral
        iv. IDEA: Merge at some level with other institutions (MCW, MSOE)
            1. Maximum: outright merger (may not be possible)
            2. Minumum: open up research to be barrier-free, transparent for research
        v.   IDEA: Regional alliance across the community
            1. Structure around community needs
    c. Research Time and Workforce
        i.   General
            1. Need to get more time to conduct research/scholarship

    2. Need to recognize that contributions will vary and some faculty will need time for specific research tasks
     a. Forms of scholarship will vary
    3. Various strategies in how to assemble and use a workforce
   ii. IDEA: Develop a work assignment policy that is flexible
    1. Needs to include minimum teaching, research and service
    2. Specifies benchmarks for adjustments; metrics may vary among disciplines but based upon their view of excellence
    3. Some faculty will teach more and some less in a given year depending upon other activities
    4. Set overall department-level goals subject to dean oversight
   iii. IDEA: Strengthen post-tenure review to allow meaningful evaluation of past and future contributions, and associated develop strategies
   iv. IDEA: Institute a procedure for reporting of research activity, regardless of whether needed for salary adjustments
   v. IDEA: Reduce the service load for faculty and staff
    1. May need to combine committees or streamline processes
   vi. IDEA: Use Teaching and Research Professor titles
    1. Part of a plan to recruit and develop academic staff
    2. Expect and reward performance
  d. Other notes
   i. Research development needs to be a campus project: BRIDGE
    1. Building Research Infrastructure: Design/Growth/Engagement
   ii. Space
    1. Need shared space for collaborative work
    2. Duration may vary: up to 1-2 years
   iii. Equipment
    1. Move most equipment into shared facilities
     a. Not under the control of one faculty member
     b. Potential for more efficient staffing
     c. User fees generally cover repairs and replacements but this is not the entire cost of facility

5. Team's Plans
  a. Meeting schedule: weekly except for Thanksgiving week
  b. Move through key topics with invited guests

6. Reminder: Next meeting is Nov 13, 2020 at **12-1:30pm**

Note: New documents in the "Files" section of the Research Sub-Teams site:
- Past Research Reports folder
  - 2016 Critical Research Investments for UWM: some thoughts on research metrics
- Research Wk Gp document folder
  - 2030 Research 2020-11-06 Topic Lis: plan for Nov-Dec meetings discussed in meeting
  - Meeting topics: actual list – subject to change
  - 2030 Research Recommendations: start of a running list of ideas as they come up

- - Conceptual Map of Recommendations: MTH idea for discussion at our next meeting
- Meeting agendas and minutes
  - 2020-11-06 Meeting
    - Draft minutes
  - 2020-11-13 Meeting
    - Agenda