

**MEETING MINUTES AND AGENDA**  
UNIVERSITY OF WISCONSIN-Milwaukee  
2030 Implementation Team – Research Group

DATE: November 13<sup>th</sup>, 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, Robin Mello and Ana Gonzalez

1. Call to Order (11:58pm) – Mark
2. Announcements
  - a. Chancellor and Provost firm, they will not move timeline and expectations. Report is due in late January 2021
3. Automatic Consent
  - a. Approval of the minutes of the Nov. 6th, 2020 meeting
    - i. Modify d.III.c. to “User fees generally cover repairs and replacements, but this is not the entire cost of facility”
4. Discussion of ideas for advancing UWM’s research activities and mission
  - a. Future meetings and invited guests
    - i. Friday, Nov. 20<sup>th</sup> at 12-1:30
      1. Topic: Working with external partners
        - a. Guests: Jennifer Abele, Lisa Berger
    - ii. Friday, Dec. 4<sup>th</sup> at 12-1:30
      1. Topic: Entrepreneurship and Innovation
        - a. Guests: Jessica Silvaggi, Brian Thompson
    - iii. Friday, Dec. 11<sup>th</sup> at 12-1:30
      1. Topic: Developing Collaborative Research
        - a. Guests: Scott Gronert, Kari Whittenberger-Keith, Michelle Schoenecker
    - vi. Thursday, Dec. 17<sup>th</sup> at 3-4:30
      1. Topic: UWM’s Research Workforce
        - a. Guests: Scott Gronert, Dev Venugopalan
  - b. Ideas about the structure of group’s report, e.g.
    - i. Narrative section that details recommendations, rationale and anticipated outcomes
    - ii. Tabular summary of implementation actions
      1. Arrange actions by theme
      2. For each action, articulate a sequence of steps, the estimated timing, who will lead the effort, and the other groups or individuals who will need to be involved
    - iii. Will need to include ideas regarding
      1. Resources
      2. Critical decision points (for example, approval steps) and options
  - c. Critical Issues for UWM’s Research (continuation of last time)
    - i. Allocation of research time is relatively unstructured and lacks clear guidelines
      1. Essentially under control of Executive Committee through assignment of teaching and service duties.

- ii. **IDEA:** Options for addressing how research time is allocated
  - 1. Center with course releases or buyouts; potential issue of center director control of joint appointments (“fiefdoms”)
  - 2. Dept-like body that allocates research time; could be set up with essentially joint appointments; less control by one individual
  - 3. Annual competition (DIG, ARC) for collection of course releases not controlled by a dean
  - 4. Criteria for automatic release of time based on specific goals and outcomes; triggers will vary by discipline; incentives
  - 5. Question for all of these: To what extent do they need to be funded?
    - a. Potential need is to support alternative instruction.
    - b. Can this be managed at a department?
- iii. **IDEA:** Another approach
  - 1. Ask researchers: What do you need to improve your research program/increase your research productivity?
  - 2. Evaluate these needs; need to consider review process; potentially use external review
- iv. Underlying Issue: resistance to differential work assignments
  - 1. EC and/or dean
  - 2. P&P sentence gives the EC the right to determine workload
    - a. **IDEA:** should this be changed?
- v. **IDEA:** set up a “matrix” approach
  - 1. Cross-cut formal structure to identify researchers with similar research interests.
  - 2. Post-tenure, faculty may be more able to “float” into these more
  - 3. Link up to some small grant support for groupings; help free up time
- vi. Faculty Development – Recruiting and Retaining Great Faculty
  - 1. Ask people what makes people stay at UWM
    - a. What do they need?
    - b. Consider variations between senior and junior faculty
  - 2. Interview departing faculty
  - 3. **IDEA:** survey departing and retained faculty to get information on these two groups and their needs

5. Reminder: Next meeting is Nov 20th, 2020 at 12-1:30pm  
 Discussing - Conducting of Research Working with external partners