2030 Research Action Team Update

Faculty Senate, February 2022

Mark Harris, Vice Provost for Research

Jason Puskar, Interim Dean of the Graduate School

Kris O'Connor, Associate Vice Provost for Reserach

2030 Research Action Team

- Goal: align UWM's workforce and infrastructure to meet the future needs of the University

- Three working groups
  - Faculty Workforce Working Group
  - Graduate Student Working Group
  - Research Infrastructure Working Group

- Started meeting in September 2021
  - Team Objective: series of reports of recommendations for implementation
  - Biweekly or weekly meetings

Faculty Workforce Working Group

- Working Group: 13 people
  - Lead: Mark Harris
- Focus: Faculty work
- Work to date
  - Values/Principles
  - Goals of revised workload policies
  - Review of selected (and contrasting) workload models
  - Pulling apart concepts of workload, effort, performance, merit
- Spring goals
  - Develop a flexible framework or guidance document
  - Recommendations for revising campus policy
- DEI component largely shifted to campus level

Faculty Workforce Working Group: Membership

- Mark Harris (Office of Research, Geosciences)
- Krista Lisdahl (Psychology)
- Nick Fleisher (Linguistics)
- Elana Levine (English)
- Romila Singh (Business)
- Daad Saffarini (Biosciences)
- Jennifer Doering (Nursing)
- Ellyn Lem (English, General Studies)
- Robert Grame (Design & Visual Communication)
- Lingqian (Ivy) Hu (Architecture & Urban Planning)
- Nigel Rothfels (History, University Committee)
- Prasenjit Guptasarma (Physics)
- Wilkistar Otieno (Engineering)

Faculty Workforce Working Group: Values

- Balance consistency and flexibility
- Acknowledge and incorporate the full range of contributions (including "invisible work")
- Transparency
- Equity
- Policies need to be enforceable/implementable
- Accountability for performance
- Recognition for different contributions

Faculty Workforce Working Group: Goals

Goals for a revised workload policy

- Improve transparency and clarity

- Make visible the invisible work

- Recognize that forms of scholarship, disciplinary contexts and expectations vary

- Accommodate different talents and interests across an individual's career

- Assign work based on effort across the full range of teaching, research and service responsibilities/tasks

- Evaluate performance of work assignments

- Assess merit in relation to performance

- Framework/guidance applicable to all academic units

Goals for campus

- Faculty, Executive Committees and Divisional Committees need to assess how they recognize and value the breadth of scholarship and contributions.

- Examine workload data in a disaggregated manner to identify potential biases and inequities, and develop policies, reforms, programs to address identified inequalities

Graduate Student Working Group

- Working Group: 9 people
  - Lead: Jason Puskar
- Focus: Recruitment and development of graduate students
- Work to date
  - Report of recommendations for graduate stipends
  - Starting discussions on professional development programs
- Spring goals
  - Issue a report by end of spring semester recommending improved professional development offerings for graduate students.

Graduate Student Working Group: Membership

- Jason Puskar (Graduate School, English)
- Dietmar Wolfram (Information Studies)
- Craig Guilbault (Math, Graduate Faculty Committee)
- Brooke Slavens (Health Sciences, Engineering)
- Amanda Seligman (History)
- Jennifer Gutzman (Biological Sciences)
- Kris O'Connor (Office of Research, Kinesiology)
- Kent Redding (Journalism, Advertising & Media Studies, Sociology)
- Mo Zell (Architecture & Urban Planning)

Student Support Working Group: Stipends

Unanimously approved 6 major conclusions and recommendations:

1. Applaud the recent commitment to provide annual cost-of-living adjustments or pay-plan increases for all assistants. (Done)

2. Endorse GFC recommendation from Spring 2021 to raise all TA stipends to $18,000.

3. If that is impossible in the short term, recommend raising doctoral stipends to $17,000 and master's to $15,000 immediately.

Student Support Working Group: Stipends

4. Institute a campus-wide minimum TA stipend, rather than an absolute stipend that cannot be exceeded.

5. Grant deans additional but not unlimited flexibility to dedicate some CGSA funds to stipend increases, and to other investments in research infrastructure that benefit graduate students.

6. Reduce the current three tiers of TA stipends (master's, doctoral, dissertator) to two tiers (master's, doctoral). Eventually reduce all tiers to a single uniform rate for all TAs.

Research Infrastructure Working Group

- Working group: 10 people
  - Lead: Kris O'Connor
- Focus: Internal resources and policies, particularly to support campus research productivity and to develop collaborative and team-based research
- Work to date
  - Developed list of guiding principles
  - Initiated NCURA peer review of research support (Spring)
  - Starting discussions about UWM's current research infrastructure & needs
- Spring goals
  - Developing specific recommendations to achieve the guiding principles

Research Infrastructure Working Group: Membership

- Kris O'Connor (Office of Research, Kinesiology)
- AkkeNeel Talsma (Nursing)
- Andy Graettiner (Engineering)
- Joel Berkowitz (Jewish Center/English)
- John Reuter (Political Science)
- Kathleen Koch (Office of Research)
- Michelle Schoenecker (Office of Research)
- Ann Hanlon (Library)
- John Isbell (Geosciences)
- Robin Mello (Arts, Research Policy and Advisory Committee)
- Regular Guests: Kate Mollen and Jeremy Miner (Office of Sponsored Programs)

Research Infrastructure Guiding Principles

- Provide seamless grant administration support throughout the grant lifecycle for all PIs

- Minimize PI effort on non-direct research-related tasks

- Support resource sharing and a collaborative campus research culture

- Facilitate development of promising new lines of research and creative activities

- Provide faculty and staff with the resources they need to carry out their research at the highest levels of their fields

- Facilitate transparency and public awareness of UWM research and creative activities

- Support translational research, industry partnerships, and technology commercialization

- Support Diversity, Equity, and Inclusion throughout our research and creative activities

- Facilitate student engagement