

2030 Research Action Team Update

Faculty Senate, May 2023

Mark Harris, Vice Provost for Research
& Dean of the Graduate School

Kris O'Connor, Associate Vice Provost for Research

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
- Working groups met: Fall 2021 – Fall 2023
 - Team Objective: series of reports of recommendations for implementation
 - Reports posted on 2030 website: <https://uwm.edu/2030-action-team/teams/redesigning-the-research-infrastructure/>

Faculty Workforce Working Group

- Working Group: 13 people
 - Lead: Mark Harris
- Focus: Faculty work
- Work Plan
 - Values/Principles
 - Goals of revised workload policies
 - Review of selected (and contrasting) workload models
 - Develop recommendations
 - Report of Findings published in July 2022
- DEI component largely shifted to campus level
- Report discussed with various groups in Fall 2022
 - UC, Deans, Associate Deans, Chairs, RPAC

Faculty Workforce Working Group: Recommendations

A. Workload Practices

- Establish rank-based performance expectations for instruction, research & service
- Faculty time will be used differently across careers; assigned duties should reflect this
- Link annual assessments to performance related to assigned duties
- Link rewards and recognition to faculty performance

B. Campus Level

- Examine disaggregated workload data to identify biases and inequities, particularly regarding “hidden” work
- Develop policies, reforms, programs to address inequities and to track impact.
- Establish a working group to develop a better approach for faculty workload and compensation in CGS
- Work to increase UWM employees’ salaries.
- Assess faculty service obligations.
- Establish a systematic process (exit interviews) for learning why faculty and other employees leave UWM.

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)

Graduate Student Working Group

- Working Group: 9 people
 - Lead: Jason Puskar
- Focus: Recruitment and development of graduate students
- Issued two reports
 - Report of recommendations for graduate stipends
 - Report on professional development programs

Student Support Working Group: Stipends

1. Applaud commitment to provide annual cost-of-living adjustments or pay-plan increases for all assistants.
2. Raise all TA stipends to \$18,000.
3. If not possible in the short term, raise doctoral stipends to \$17,000 and master's to \$15,000.
4. Institute a campus-wide minimum TA stipend and allow higher stipends.
5. Give deans flexibility to use CGSA funds to increase stipends or for other investments that benefit graduate students.
6. Reduce the current three tiers of TA stipends (master's, doctoral, dissertator) to two tiers (master's, doctoral); eventually adopt a single uniform rate for all TAs.

Student Support Working Group: Development

1. Centralize Professional Development Communication & Coordination
2. Support program-level professional development with central resources
3. Pilot expanded I-Corps dissertation training
4. Embed professional development in the curriculum
5. Emphasize competency-based professional development
6. Integrate badging and non-credit microcredentials with professional development training
7. Train advisors and mentors

Other areas noted: Recruitment Fellowships, DEI, Mental Health Support, Social & Emotional support, Dissertation Completion Support

Student Support Working Group: Progress

- Stipends
 - Slight increase in TA stipends for Fall 2023
 - Extension of campus pay increases to graduate assistantships
- Professional Development
 - Graduate Student Wellness programming
 - Pilot 2021-22; expansion in 2022-23
 - Dissertation Completion Support Program pilot (2022-23)
 - Program Initiatives
 - Microcredentials
 - Prior Learning Assessments
 - Multi-Institutional Certificates
 - Faculty development programming including graduate student mentoring

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)

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
- Plan of Work
 - Developed list of guiding principles
 - Initiated NCURA peer review of research support (Spring)
 - Discussed UWM's current research infrastructure & needs
 - Report with specific recommendations: Spring 2023

Research Infrastructure: Major Recommendations

1. Improve research administration support at the local level
 - Requires how to administratively structure support; adequate funding
2. Conduct a campus-wide research equipment survey and identify potential core/shared facilities
 - Requires sustainable business plans; rethinking support of equipment array
3. Develop campus-level priorities for future research growth
 - Possible examples: strategic cluster hiring or launching grand research challenges
4. Build a stronger culture of support, diversity, and inclusion in research
 - Expanding the faculty mentoring program
 - Recognizing collaborative efforts in tenure and promotion
 - Creating greater equity in teaching and service obligations
5. Explore re-establishing a central fund in the Office of Research to support campus-level research initiatives and cost-sharing requirements for sponsored projects

Research Infrastructure Working Group: Membership

- Kris O'Connor (Office of Research, Kinesiology)
- AkkeNeel Talsma (Nursing)
- Andy Graettner (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)