Welcome!

Research Track Faculty Symposium

May 28, 2024
<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>12:00-12:30</td>
<td>Arrive, Lunch</td>
</tr>
<tr>
<td>12:30-12:40</td>
<td>Welcome Remarks</td>
</tr>
</tbody>
</table>
| 12:40-1:10 | Keynote Address (virtual): Management training for faculty: A new institutional responsibility  
Dr. Carl M. Cohen |
| 1:10-1:30  | Lightning Talks Part 1: Resources Available through the OVPR           |
| 1:30-2:20  | Professional Development Workshops (parallel sessions)                  |
| 2:20-2:40  | Break                                                                   |
| 2:40-3:00  | Lightning Talks Part 2: Resources Available through the OVPR           |
| 3:00-3:30  | Promotion Q&A                                                           |
| 3:30-4:15  | Career Pathways Panel                                                  |
| 4:15-5:00  | Closing / Reception / Peer Mentoring Program Kickoff                   |
Keynote Address

Management training for faculty: A new institutional responsibility

Dr. Carl M. Cohen, PhD

President of Science Management Associates, Co-author of *Lab Dynamics: Management and Leadership Skills for Scientists*
Lightning Talks Part 1: Resources Available through OVPR
Research Development
Opportunities, Services, and Resources

Adrianna Trusiak
Assistant Director for Proposal Management, OVPR

atrusiak@umich.edu
Office of Research Development (ORD)

- Catalyze interdisciplinary collaborations
- Increase investigators’ competitiveness in pursuing extramural research funding
- Support for “pre-pre-award” stage of the research lifecycle

Request a consultation
RD-support@umich.edu

Research Blueprint
U-M Research Development
Proposal and Team Development

- Facilitation and strategic planning
  - Support teams as they develop a research ideas, management plans, etc.
- Critical support for large, complex proposals
- Proposal management
  - Timelines/task lists
  - Coordination of team members & partners
  - Overseeing shared writing files
  - Drafting & collecting documents (e.g., letters, supporting documents)
  - Graphics services (6 weeks notice)
- Peer review (pink teams, red teams)
- Editing reviewing final drafts for clarity, consistency, organization, logic, formatting, grammar, sentence structure, etc.
ORD Resources

- **Roadmap for Large-Scale Proposals**
- **Recorded webinars & slides**
  - Grantsmanship 101 Series: Planning Competitive Proposals, Understanding Funders, Understanding Review Processes
  - Information sessions for specific funding opps
  - Finding funding workshops
- **UMOR Proposal Library** (direct Dropbox link)
- **Research Blueprint newsletter** limited submissions, internal & external funding, strategies for pursuing funding, events & workshops
Research Commons Website Demo - researchcommons.umich.edu

Jill Jividen

Executive Director of Research Development, OVPR
Bold Challenges

Kelsey Ebbs

Assistant Director, Bold Challenges, OVPR

klucinda@umich.edu

https://boldchallenges.umich.edu
Our Goals

★ Position U-M as leaders for solving societal challenges
★ Create new opportunities for interdisciplinary collaborations
★ Increase number of interdisciplinary teams ready for external funding
★ Increase U-M’s competitiveness for complex large-scale externally funded research opportunities
Pollination Events
- Topic or Opportunity based facilitated workshops
- networking, finding collaborators and resources, and forming new teams
- [https://boldchallenges.umich.edu/events/](https://boldchallenges.umich.edu/events/)

Boost Program
- For early-stage multi-school teams interested in large-scale grants in 2 - 5 years
- 5-month commitment; support for team development, communication, and strategic planning
- $75,000 per team and Research Development staff support
- Annual Cycle; May application and Fall participation

Accelerate Program
- For advanced multi-school teams developing a large-scale proposal in 6 months - 2 years
- Provides consulting for team and proposal development
- Up to $250,000 per team and Research Development staff support
- Rolling deadline; [Request a Consultation](#)
Research Foundation Partnerships

Laura Williams

Director, Research Foundation Partnerships Office, OVPR

laurajw@umich.edu
How we work to increase U-M’s capacity with foundations

Create and implement **strategic outreach plans** to emerging megafunders with refined messaging that articulates the impact of Michigan’s high-priority research initiatives.

Drive **dialogue between U-M faculty leaders and foundations/advisors** with a goal of collaboratively aligning research and funder goals.

**Develop guidance and coordinate internally** across development Foundation Relations, OVPR and unit research administration, Innovation Partnerships and other support staff to provide holistic support to faculty groups for these unique opportunities.

**Reduce hurdles for faculty** in the process of approaching foundations and proposing ideas, such as bottlenecks in internal processes and structural disincentives.
Professional Development Workshops
Break
Lightning Talks Part 2: Resources Available through OVPR
The Office of Public Engagement and Research Impacts

Elyse Aurbach

Director, Public Engagement and Research Impacts, OVPR
Our vision:

every scholar who desires to translate their research for meaningful societal benefit

has the opportunities, tools, resources and skills to do so ethically, equitably and effectively
Faculty Support & Services

- Host **workshop** and **professional development** opportunities
- Support impact **planning and articulation** in funding proposals
- Connect researchers with >200 units supporting different forms of engagement across U-M
- Provide frameworks and workshops for **planning for research impact**
- Develop **research-based resources and tools** advancing the field, learning, and partnership support
President's Awards for Public Engagement

https://research.umich.edu/public-engagement-research-impacts/
Research Catalyst & Innovation Program: Anti-Racism Grants

Geoffrey Thün

Associate Vice President for Research – Social Sciences, Humanities, and the Arts
OVPR Anti-Racism Grant program in partnership with the Provost’s Anti-Racism Initiative (2021-2023) and the NCID aims to catalyze innovative research and scholarship efforts that will advance knowledge and understanding around complex societal racial inequalities that can inform actions to achieve equity and justice.

**Level 1 Grant Awards**

- 5 grants (expected range $25K-50K) for up to 15-month duration.
  - New additions to existing projects that allow for enhanced methodological rigor, precision and/or nuance
  - Seed grant projects for multidisciplinary groups

**Level 2 Grant Awards**

- 2 grants (up to $100K) for up to 24-month duration.
  - A combination of novel research/scholarship and translation/engagement efforts
  - Larger scale research projects using multiple methods or mixed methods approaches
  - Projects by already established collaborative teams for “next level” research/scholarly projects
Research Catalyst & Innovation Program: Arts Initiative

Geoffrey Thün

Associate Vice President for Research – Social Sciences, Humanities, and the Arts
OVPR in partnership with the Arts Initiative created the ARIA program in Fall of 2023. The program will support projects centered in the arts that ask creative questions and move toward new ideas and knowledges; invite new forms of collaboration and interaction both within and beyond the arts; and that imagine new approaches to problems and ideas in the arts and society. Applications are particularly encouraged from interdisciplinary research teams structured to provide mutual benefit to those in the arts and in other research sectors, and from individuals working in creative practice to imagine new horizons of artistic possibility.

**ARIA Program**

Approximately 15–20 grants will be awarded each academic. Individual faculty applying for projects are eligible for up to $25,000, and research teams are eligible for up to $50,000. Projects will be funded for periods of up to two years.

Program Goal is to create nationally significant arts research and arts integrative research projects.

**CLab**

- The one-week summer laboratory program will also contribute to the building of arts research cohorts among a wide variety of faculty. ($1500 stipend) / 12-15 faculty)
Research Cores

Evan Keller
Director of Research Cores Office

researchcoresoffice@umich.edu

Program Manager: Mariah Gavin
U-M Research Cores

OVPR: Research Cores Office

139+ Research Cores

Across 62 Buildings

Lab Based: 84 have approved recharge rates / 19 unidentified recharge rates / 2 do not use a recharge

Non-Lab Based: Academic IT Core, ARC, Bioinformatics cores, CEDER, CSCAR, IHPI, Clinical cores, CHCR, Mixed Methods Program, Applied Systems Biology Core, SOCR...

Shop/Studio: Biomedical Research Stores, LSA Scientific Instrument Shop, Chemistry Electronics Shop, Chemistry Glass Shop, Machine Shop, Metals Lab, Woodshop

Research Resource: Library Visualization Services, Michigan Flora Online, Multicultural Study of Trauma Recovery
Michigan Research Cores Website

Find a core facility to help with your research.

Search by services, equipment, locations, service categories

Service Categories

- Animal Research
- Cell-Based Research
- Data Tools & Analysis
- Education & Training
- Engineering
- Human Research
- Chemical, Material, & Protein Characterization
- Gene Sequencing, Expression & Analysis
- Histology, Pathology & Tissue
- Imaging
- Informatics, Statistics & Computation
- Molecular Biology

https://cores.research.umich.edu

101 Research Cores Listed
A Quarterly Newsletter

- Research Core Spotlight
- News
- Events
- Updates on services & equipment
- Share your research and how our cores have helped!

Don’t forget to acknowledge research cores and equipment grants in all publications!
Deep Blue Repository and Research Data Services Team

Joanna Thielen

Lead Data Curation Specialist, Deep Blue Repository & Research Data Services (DBRRDS) Team

deeplblue@umich.edu

U-M’s institutional and data repositories: deeplblue.lib.umich.edu
Deep Blue Documents & Deep Blue Data

Human readable content → articles, books, chapters, presentations, posters, theses, etc.

Machine readable content → (Finalized) raw or processed data - code, media, etc.
The Deep Blues...

- Are **free to use**
- Have **actual librarians (!)** to help you deposit your items
- Are indexed by **Google** and other search engines
- Assign every item a permanent, unique identifier (a **DOI**)
- Meet many **publisher & funding agency requirements** for public sharing of research results

Questions? Contact deepblue@umich.edu
Promotion Q+A
# Research Faculty Across Campus, by Unit

<table>
<thead>
<tr>
<th>Unit</th>
<th>Total</th>
<th>Research Investigators</th>
<th>Research Scientists</th>
<th>Research Professors</th>
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<tr>
<td>Medical School</td>
<td>371</td>
<td>113</td>
<td>132</td>
<td>126</td>
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<tr>
<td>College of Engineering</td>
<td>115</td>
<td>8</td>
<td>95</td>
<td>12</td>
</tr>
<tr>
<td>Institute for Social Research</td>
<td>73</td>
<td>15</td>
<td>17</td>
<td>41</td>
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<tr>
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<td>16</td>
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<tr>
<td>School of Public Health</td>
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<td>17</td>
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<tr>
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<td>College of Pharmacy</td>
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<td>4</td>
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<tr>
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<tr>
<td>School of Education</td>
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<td>School of Dentistry</td>
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<td>2</td>
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</table>
## Research Scientists Across Campus, by Unit

<table>
<thead>
<tr>
<th>Unit</th>
<th>Total</th>
<th>Assistant</th>
<th>Associate</th>
<th>Full</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical School</td>
<td>132</td>
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<td>72</td>
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<td>58</td>
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Research Track – Promotion Pathways

Research Investigator

Assistant Research Scientist*

Associate Research Scientist

Research Scientist

Research Assistant Professor*

Research Associate Professor

Research Professor

Staff Scientist
Research Investigator

- Resource commitment minimum of 1 year of funding
- Time limited appointment criteria can be used (year to year evaluation)
- Time-in-Rank: minimum of 2, maximum of 4 years
- After 3 years a decision to advance into Scientist or Professor track must be made
- Offer letter required at the time of appointment, Memorandum of Understanding also utilized by some units
# Research Scientist Track

<table>
<thead>
<tr>
<th>Rank</th>
<th>Activity and requirements</th>
<th>Time-in-rank</th>
</tr>
</thead>
</table>
| Assistant Research Scientist | • Potential for scholarly development, possibly as part of a larger research program  
• Record of peer-reviewed publications (some)  
• Participation in relevant academic or professional meetings  
• Independence not required or planned for (funding)  
• Plan for supporting role  
• Service and Teaching: None required                                      | 6 years*     |
| Associate Research Scientist | • Strong local & growing national scholarly reputation on the basis of research productivity and contributions over several years, possibly as part of a larger research program  
• Record of peer-reviewed publications (continuing, some as lead)  
• Participation in relevant academic or professional meetings  
• Independence not required or planned for (funding)  
• Plan for supporting role  
• Service: Some internal, Teaching: None required                                   | No Limit     |
| Research Scientist | • Strong national and international scholarly reputation on the basis of sustained research productivity and contributions  
• Substantial record of peer-reviewed publications  
• Significant, sustained participation in relevant academic or professional meetings  
• A record of independent scholarship and funding (modest)  
• Service: Significant internal, some external, Teaching: None required                                                        | No Limit     |
# Research Professor Track

<table>
<thead>
<tr>
<th>Rank</th>
<th>Activity and requirements</th>
<th>Time-in-rank</th>
</tr>
</thead>
</table>
| Research Assistant Professor | • Peer-reviewed publications  
• Potential for funding (extramural)  
• Teaching (non-didactic)  
• Participation in professional meetings  
• No service | Commensurate w/ TT |
| Research Associate Professor | • Independent Funding  
• Independence in scholarship  
• Teaching (non-didactic), mentoring  
• Strong local/national visibility  
• Service – Internal and some external | No Limit |
| Research Professor | • Sustained independent funding  
• Senior authorship  
• Teaching (non-didactic), mentoring  
• Sustained National / International visibility  
• Service – Organizational and external | No Limit |
Time in Rank

• Maximum
  • Research investigator – 4y
  • Research assistant scientist – 6y
  • Research assistant professor – 6y or 7y (unit dependent, Medical School – 7y)

• Extensions
  • Childbirth
  • Dependent care
  • Covid, if applicable, and person was hired by 2019-2020
  • Other reasons approved by OVPR (and provost)
Steps to Promotion: Faculty Member Responsibilities

• CV
  • Update with all pertinent info
  • Document everything
• Talking Points
• Research Portfolio
• Educator’s portfolio (EP), if applicable
  • Teaching narrative
  • Teaching evaluations (or other documentation of teaching and mentoring)
• 5 key papers with bibliographic notes – work done since appointed at Michigan or since last promotion
Research Track Faculty Promotion Workflow

1. Departmental Promotions Committees recommend faculty for promotion: March-April
2. Assembly of promotion package: September (or earlier) - January
3. S/C level review: February
4. Package submission to central campus (Feb 14)
Research Track Faculty Promotion Workflow: Research Professor Track

1. Package to provost's office (Feb 14)
2. Independent review by 2 reviewers (Office of the Provost & OVPR)
3. Report to Regents at May meeting
4. Promotion takes effect at beginning of fall term

February | March-April | May | Fall term
Research Track Faculty Promotion

Workflow: Research Scientist Track

- Package due to OVPR (Feb 14)
- OVPR committee review, VPR approval
- Report to individual S/C Dean and individual faculty member
- Promotion takes effect at beginning of fall term

February | March-April | May | Fall term
Faculty Panel: Career Pathways
Faculty Panel: Career Pathways

Kathleen (Kathy) Klinich
DEI Lead, UMTRI
Research Scientist
Biosciences

Ananda Sen
Lee A Green Collegiate Research Professor
Department of Family Medicine
Department of Biostatistics

Jing Liu
Executive Director, MIDAS
Assistant Research Scientist
Institute for Data Science

Philip Veliz
Research Associate Professor
Applied Biostatistics Laboratory
School of Nursing

Moderated by Trachette Jackson
Associate Vice President for Research –
Diversity, Equity and Inclusion Initiatives
Thank You!