

Welcome!

Research Track Faculty Symposium

May 28, 2024



Today's Schedule

Time	Session
12:00-12:30	Arrive, Lunch
12:30-12:40	Welcome Remarks
12:40-1:10	Keynote Address (virtual): Management training for faculty: A new institutional responsibility <i>Dr. Carl M. Cohen</i>
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*



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Lightning Talks Part 1: Resources Available through OVPR

Research Development

Opportunities, Services, and Resources

Adrianna Trusiak

Assistant Director for Proposal Management, OVPR

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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

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<https://boldchallenges.umich.edu>



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M | BOLD CHALLENGES

Kelsey Ebbs

Assistant Director, Bold Challenges

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<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/>

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

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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



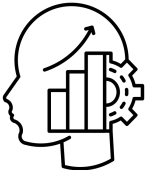
PUBLIC ENGAGEMENT & RESEARCH IMPACTS

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



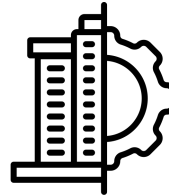
Host **workshop** and **professional development** opportunities



Connect researchers with >200 units supporting different forms of engagement across U-M



Support impact **planning** and **articulation** in funding proposals



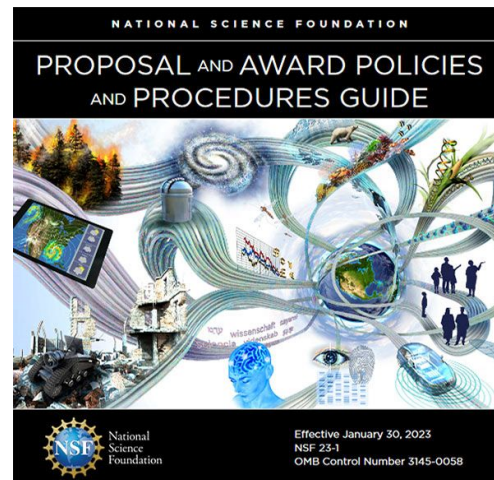
Provide frameworks and workshops for **planning for research impact**



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

ANTI RACISM GRANT PROGRAM

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

ARTS RESEARCH: INCUBATION AND ACCELERATION

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

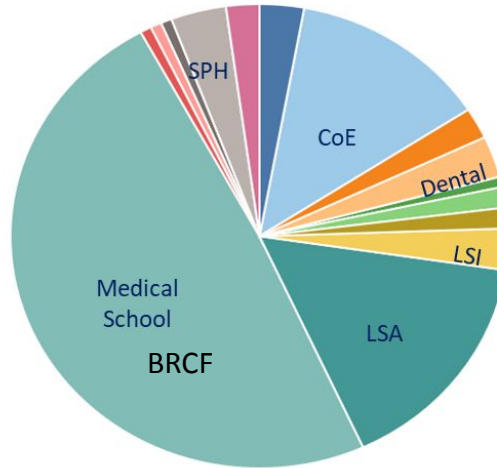


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OVPR: Research Cores Office

139+ Research Cores

Across 62 Buildings



School

- Central Campus (4)
- Dental School (4)
- School of Kinesiology (2)
- Medical School (68)
- School of Education (1)
- College of Engineering (18)
- IHPI (1)
- LSI (4)
- School of Nursing (1)
- School of Public Health (5)
- College of Pharmacy (3)
- ISR (2)
- LSA (22)
- Ross School of Business (1)
- Taubman College (3)

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



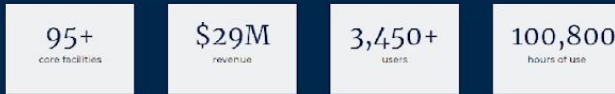
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RESEARCH CORES BY THE NUMBERS

- NEWS & EVENTS
 - WHO WE ARE
 - FOCUS AREAS
 - RESOURCES
- M MICHIGAN RESEARCH CORES**

U-M Research Cores by the Numbers



**Note: These numbers are an underrepresentation of the full impact of U-M Research Cores and only reflect data pulled from 2022 for the 50 Cores that use MiCores.*

News

- Director of OVP, CORES
- Cores Central Use Report



Events

- Nexus Lunch & Learn
hosted by BRCE Flux
[Dynamics Core](#) 5/17/24
12:00-1:00pm [RSVP](#)



At The Core

A Quarterly Newsletter

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



Sign up today!

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

deepblue@umich.edu

U-M's institutional and data repositories: *deepblue.lib.umich.edu*



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Deep Blue Documents & Deep Blue Data

The screenshot shows the 'Deep Blue Documents' page. At the top left is the 'M LIBRARY DEEP BLUE DOCUMENTS' logo and a 'Log in' link. A search bar is on the left. Below it is a sidebar with filters for 'Communities & Collections', 'Titles', 'Authors', 'Subjects', 'Date', 'Log in', 'Author', 'Topic', 'Subtopic', 'Date Issued', and 'Peer reviewed'. The main content area has a heading 'Deep Blue Documents' and a paragraph: 'Deep Blue provides access to the work that makes the University of Michigan a leader in research, teaching, and creativity. To find work by U-M authors, browse or search the contents of Deep Blue, then link to what you find using a URL that will always work (available to all). To deposit your work, please [contact us](#) (available to U-M faculty and staff).' Below this are three article listings with titles, authors, dates, and file size icons.

The screenshot shows the 'Deep Blue Data' page. At the top left is the 'M LIBRARY Deep Blue Data' logo and links for 'About', 'Help', 'Contact', and 'Log in'. A search bar is on the left. The main content area has a heading 'Deep Blue Data' and a paragraph: 'Deep Blue Data is a repository offered by the University of Michigan Library that provides access and preservation services for digital research data that were developed or used in the support of research activities at U-M.' Below this are two buttons: 'Browse' and 'Deposit Your Work'. The bottom section is titled 'Featured Works' and contains three items, each with a cube icon, a title, a 'Deposited by:' field, and a 'Keywords:' field.

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

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

The Deep Blues...

Questions? Contact
deepblue@umich.edu

- 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

Promotion Q+A

Research Faculty Across Campus, by Unit

Unit	Total	Research Investigators	Research Scientists	Research Professors
Medical School	371	113	132	126
College of Engineering	115	8	95	12
Institute for Social Research	73	15	17	41
Life Sciences Institute	39	10	13	16
School of Public Health	32	4	11	17
College of Lit, Science & Arts	26	1	20	5
College of Pharmacy	9	1	4	4
School for Environ and Sustain	9	0	8	1
School of Education	7	3	3	1
School of Dentistry	6	2	4	0



Research Scientists Across Campus, by Unit

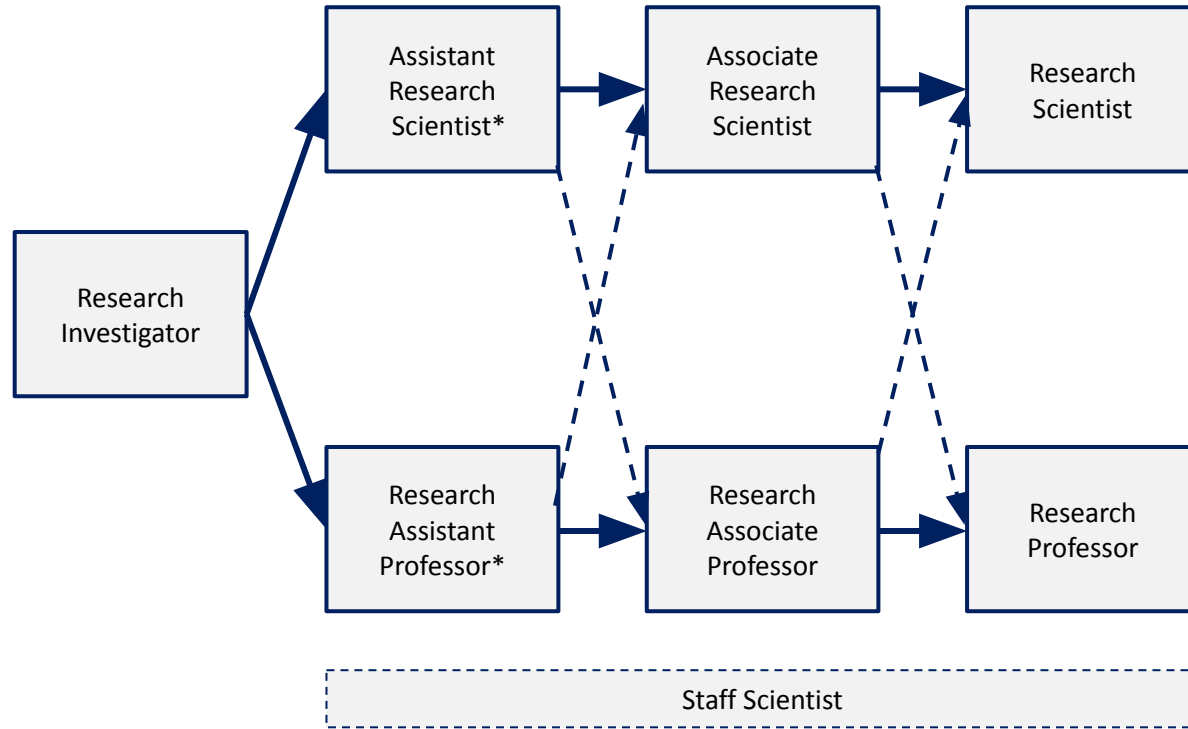
Unit	Total	Assistant	Associate	Full
Medical School	132	53	72	7
College of Engineering	95	58	30	7
College of Lit, Science & Arts	20	8	5	7
Institute for Social Research	17	10	6	1
Life Sciences Institute	13	7	6	0
School of Public Health	11	5	4	2
School for Environ and Sustain	8	6	1	1
College of Pharmacy	4	2	1	1
School of Dentistry	4	2	2	0
School of Education	3	1	2	0



Research Professors Across Campus, by Unit

Unit	Total	Assistant	Associate	Full
Medical School	126	79	22	25
Institute for Social Research	41	9	9	23
School of Public Health	17	9	4	4
Life Sciences Institute	16	3	4	9
College of Engineering	12	0	2	10
College of Lit, Science & Arts	5	0	1	4
School of Nursing	5	3	1	1
College of Pharmacy	4	2	1	1
School for Environ and Sustain	1	0	0	1
School of Education	1	0	0	1

Research Track – Promotion Pathways



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

Rank	Activity and requirements	Time-in-rank
Assistant Research Scientist	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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

Rank	Activity and requirements	Time-in-rank
Research Assistant Professor	<ul style="list-style-type: none">• Peer-reviewed publications• Potential for funding (extramural)• Teaching (non-didactic)• Participation in professional meetings• No service	Commensurate w/ TT
Research Associate Professor	<ul style="list-style-type: none">• Independent Funding• Independence in scholarship• Teaching (non-didactic), mentoring• Strong local/national visibility• Service – Internal and some external	No Limit
Research Professor	<ul style="list-style-type: none">• 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)

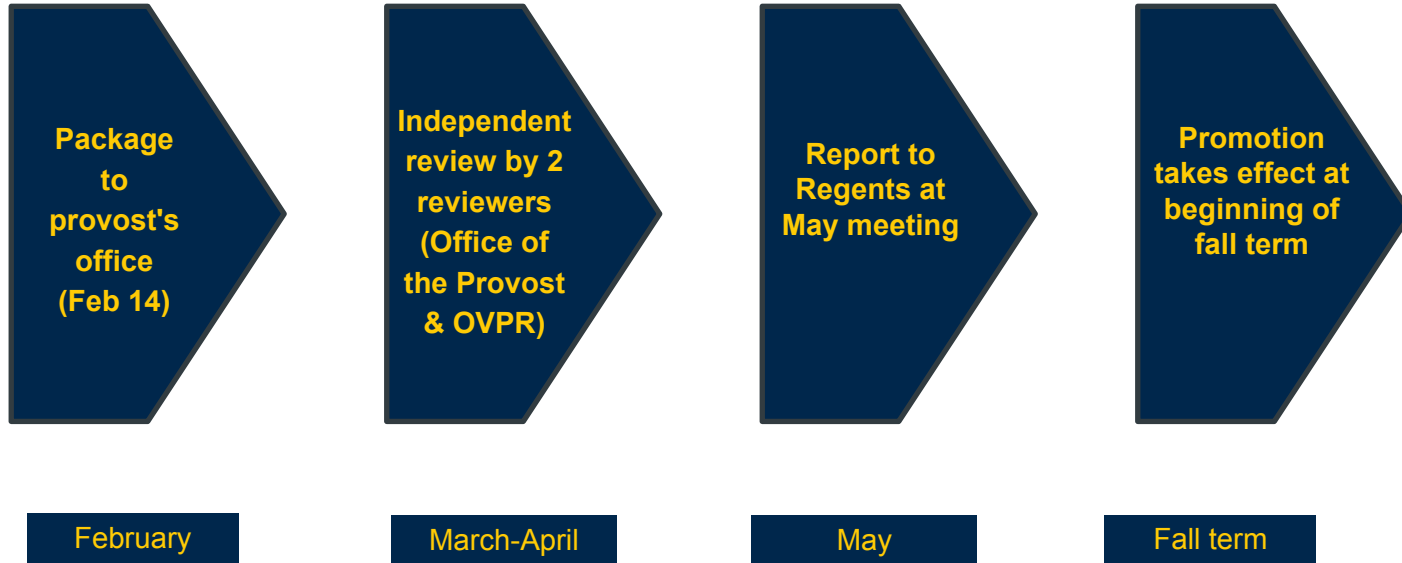
Steps to Promotion: Faculty Member Responsibilities

- 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

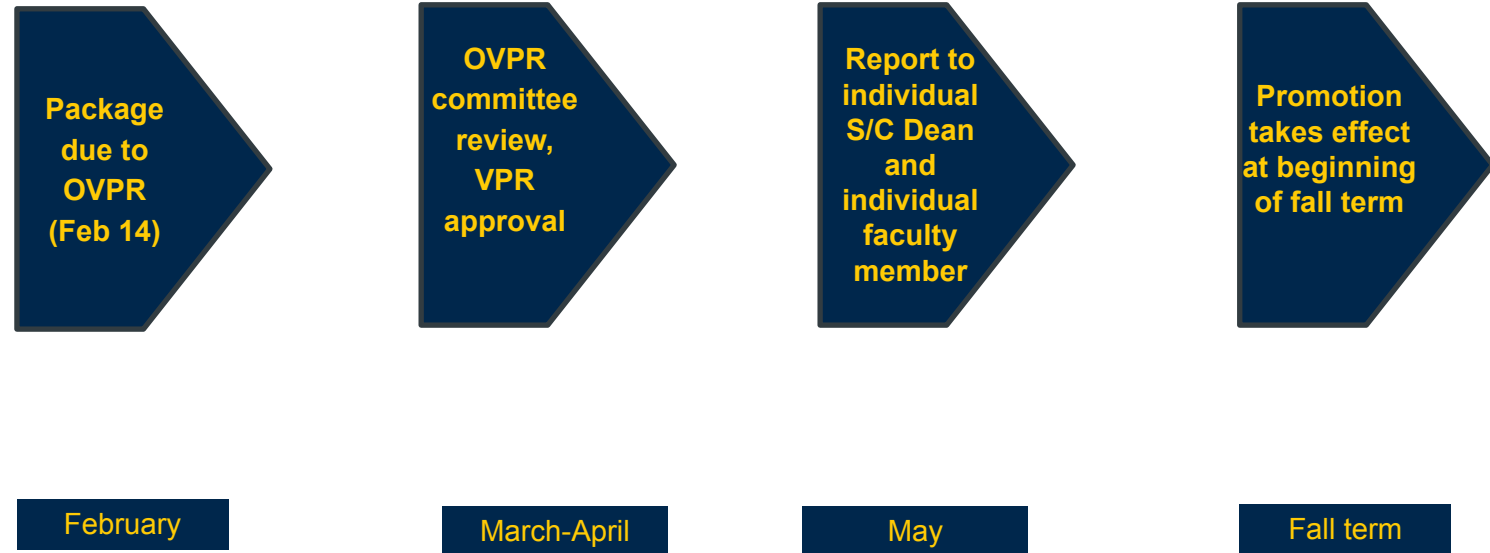
Research Track Faculty Promotion Workflow



Research Track Faculty Promotion Workflow: Research Professor Track



Research Track Faculty Promotion Workflow: Research Scientist Track



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!



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