



# Ad Hoc Committee on Research Scientist Titles

Academic Staff Assembly Meeting

March 12<sup>th</sup>, 2018

Committee Members:

Dr. Shane Hubbard, Co-Chair, Dr. Megan Spurgeon, Co-Chair

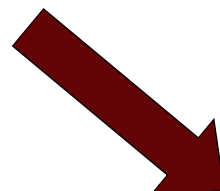
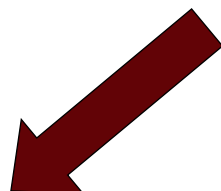
Dr. Jacquelyn Hank, Dr. Peter Hoonakker, Dr. Malia Jones, Dr. David Tobin



# Overview and Approach

**Committee Charge:** Evaluate titling practices for Ph.D.-level research scientists at peer universities and recommend updates to UW-Madison titling practices

**Focus on  
Research Professor title**



**EXTERNAL DATA**

**GOAL:** Compile data on peer research institutions regarding use and implementation of Research Professor title

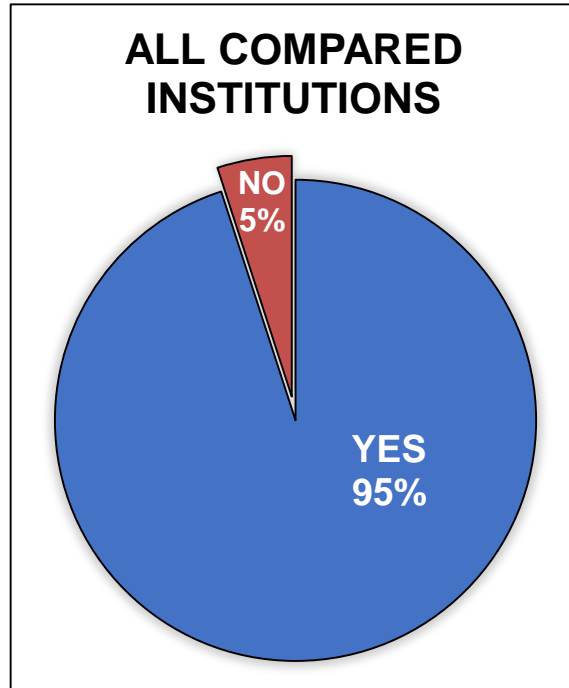
**INTERNAL DATA**

**GOAL:** Survey benefits/drawbacks of current titling practices and to gauge interest/impact of potential Research Professor title

# External Data: Selected Institutions for Review

BIG 10	Top Research	Official Peer
University of Michigan		University of California-Berkeley
University of Iowa	University of Washington	
University of Minnesota-Twin Cities	University of California-Los Angeles	
Rutgers University	Johns Hopkins University	University of Texas-Austin
Michigan State University	University of Pennsylvania	
University of Maryland-College Park	University of California-San Francisco	
University of Nebraska-Lincoln		
Northwestern University		
Penn State University		
Purdue University		
Ohio State University		
University of Illinois-UC		
Indiana University Bloomington		

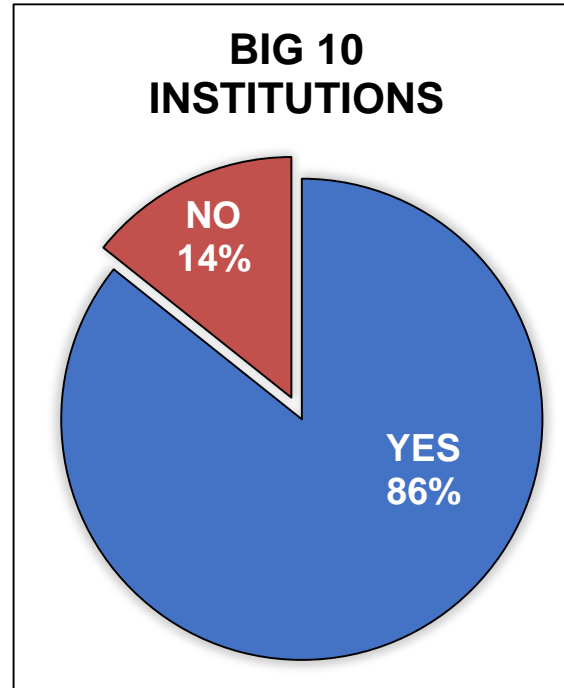
# Use of Research Professor Title at Selected Regional/Research Peer Institutions



**YES: 19/20**

**NO: 1/20**

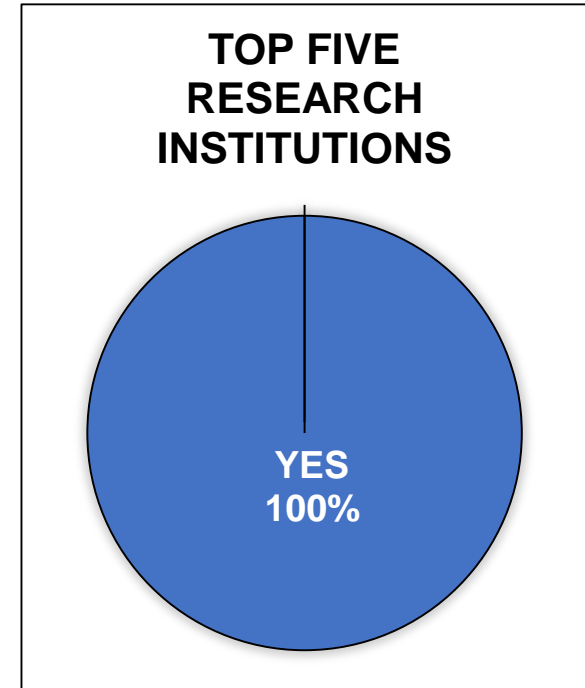
**(Indiana University)**



**YES: 12/14**

**NO: 2/14**

**(Indiana University and UW-Madison)**



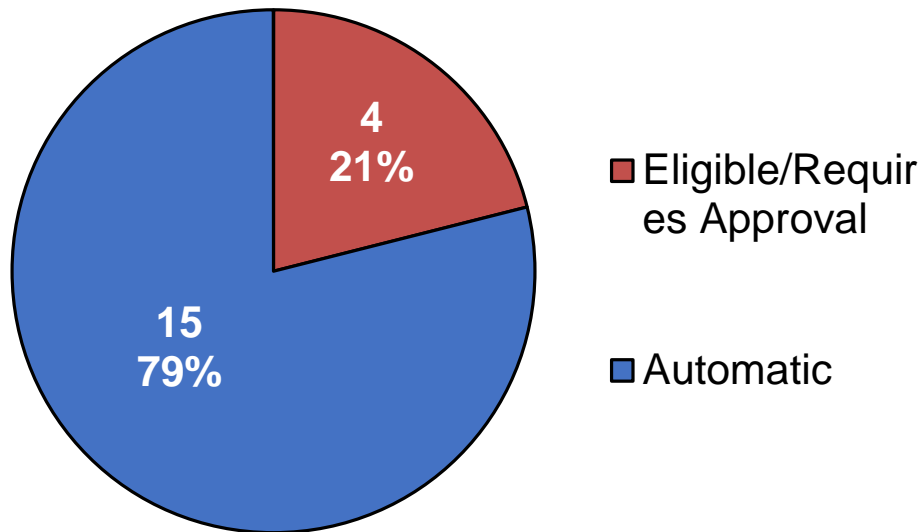
**YES: 5/5**

# Research Professor Policies at Peer Institutions

- At **ALL** compared institutions:
  - Research Professor track is separate from other Ph.D.-level research titles; criteria parallel tenure-track professors
  - Research Professors are **NOT eligible for tenure**
  - Research Professors are **considered Faculty**
- Institutional support for Research Professors:
  - Bridge Funding, Tuition Remission, Salary Support

# Research Professor Principal Investigator (PI) Policies

**PI Status Policy at Institutions  
with Research Professor Title**



- Majority (79%) grant **automatic** PI status for Research Professors at all title ranks
- BIG10 Schools:
  - 67% of BIG10 schools grant automatic PI status
- Top Research Schools:
  - 100% Top 5 Research schools grant automatic PI status

***UW-Madison lags far behind regional  
and research peers in implementing the  
Research Professor Title***

# Internal Review of UW-Madison Research Scientist Titles

- Current Ph.D.-level research scientist title tracks:
  - Researcher series (n=574)
  - Scientist series (n=659)
  - *Current Research Professor title is honorific (n=14)*

Title	Total number of people in title
Assistant Researcher	179 (31%)
Associate Researcher	186 (32%)
Researcher	199 (35%)
Distinguished Researcher	10 (2%)
<b>Total</b>	<b>574</b>
Title	Total number of people in title
Assistant Scientist	260 (39%)
Associate Scientist	191 (29%)
Senior Scientist	185 (28%)
Distinguished Scientist	23 (3%)
<b>Total</b>	<b>659</b>
<b>Grand Total</b>	<b>1233</b>
Current holders of Honorific Research Professor Title	14

FY2016-2017:  
\$131 million (12%) in grants awarded to academic staff PIs

—  
\$202 million (18%) awarded in grants to academic staff PIs, co-PIs, or co-Is



# Internal Interviews with UW-Madison Leadership at Research Centers/Institutes

Directors/Associate Directors (n=9)

- Targeted centers with multiple staff scientists and diverse study areas

Internal Review Major Findings:

- Believe that staff research scientists struggle to secure funding over their faculty 'peers'
- Most strongly support Research Professor title
- Agree title should come with automatic/blanket PI status
- Improve recruitment/retention of high-caliber scientists
- Provide career opportunities

# Recommendations for the Research Professor Title

- Introduction of a Research Professor title track (Assistant, Associate, No Prefix, Distinguished) that is distinct from preexisting Researcher and Scientist title series.
- Criteria for Research Professor appointment shall closely mirror the research responsibilities outlined for a tenure-track Professor at the corresponding rank.
- Research Professors receive automatic Principal Investigator status at all title ranks.
- Research Professors can serve as co-advisor (or principal advisor as policy allows) and supervise undergraduate/graduate students, postdoctoral research associates, and staff.
- Research Professors receive a minimum of 5 percent of their salary from the university general fund, are eligible to compete for intramural research funds, and are eligible for start-up, grant-writing, and bridge funding at the discretion of the unit.
- Research Professors are categorized as Academic Staff, but culturally integrated as Faculty within units per standard practices.

