

## University of Wisconsin – Madison Interviews on Research/Scientist Titles

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6	Interviewees	

***Hi, I am [Name] and I am a scientist. I am member of the UW-Madison ad hoc committee on Research Science Titles. I would like to ask you some questions about the scientists in your Center/Institution. Before, we start can I ask you some questions about you and your center/institute?***

1. What is the name of the center and what is the research that is being done in the center?
2. What is your role in the research center?
  - Director, project manager, etc.
3. How many people work at the center?
  - Estimate
4. How many of these employees are:
  - Researchers
    - Do you have the whole continuum of researchers (assistant researcher, associate researcher, and senior researcher)?
  - Scientists
    - Do you have the whole continuum of Scientists (assistant scientists, associate scientists and senior scientists)?
    - Does any of your scientist have the Distinguished Title?
    - Does any of your scientists have the honorific title of Research Professor?
  - Faculty
    - Do you have all types of faculty (assistant, associate and full professor)?

***The next questions are about career development of research scientists***

5. Do you have any problems with recruitment or retention of research scientists? If yes, can you tell me some more about it?
6. Do your research scientist ever complain about lack of career advancement possibilities in your research center? If, yes what are the major issues according to you?
  - Lack of recognitions, lack of career possibilities, job insecurity, etc.
7. How do your scientist get a promotion (e.g. from associate to senior scientist)?
8. How do you scientists get a raise (e.g. is linked to title promotion)
9. Are your research scientists involved in grant writing?

- If yes, do they have supporting functions in grant writing (they help in writing the grant, that is help with literature search, help designing experiments, thinks about (statistical) analyses, etc., but the PI on the grant is the research center director or faculty) or they write their own grants (and are the PI on the PI on the grant)
10. Do some of your research scientist have temporary or permanent PI status?
  11. Do scientists in your institution get the time/money to write a research proposal on which they are the PI? If yes, can you explain how that works?
  12. Do you have the feeling that it is more difficult for scientist to obtain grant money than for faculty? If yes, please explain
  13. Do you have money to bridge scientists' salaries when they are in between research projects (gap funding)?
  14. How do your scientists pay for grant writing? (e.g., is there a separate fund for grant writing or is it expected each person writes grants on the time of existing grants or on their own time)
- The last questions are about the title Research Professor. The title research professor could help to address some of the issues that we discussed. The idea is that adding the title of research professor can help with recruitment and retention (many other Big 10 Universities currently already have this title), career opportunities (it would mean an extra opportunity for promotion and the title of professor, which in turn could help with grant writing, PI status, etc.).*
15. What do you in general think of this?
  16. Do you think it would help with recruitment and/or retention? (yes/no)
  17. Do you think it would address some of the career opportunity issues of scientists? (yes/no)
  18. Do you think that the title of research professor should come with permanent PI status? (yes/no)
  19. To better support scientists to set up their own line of research (and in the process adding research money and overhead to UW), to write grant proposal, and to support research over time, people have suggested that the title of research professor should come with (limited) tenure. What do you think of that idea?
  20. Currently there are two lines of thought with regard to the title of research professor. In the first line, the title is added to the existing series of scientist (assistant, associate, senior scientist, research professor). Then second line of thought is to create a separate "track (assistant, associate and full research professor). What are your thoughts?
  21. Do you have any other thoughts about the title of research professor?

22. Do you have any questions for me?

Thank you for your time!