
Approval of Possible Academic Staff Title: Research Professor

At its November 5, 2018, and March 5, 2019, meetings, the Faculty Senate discussed the use of the word “professor” in potential future Academic Staff titles. One of these titles, “Research Professor,” was originally proposed with only an “associate” and a “full” (“no”) prefix. Among the comments received at and after the November reading was a recommendation to include the “assistant” prefix on the “Research Professor” title. Because this was a significant change, the University Committee remanded the resolutions to the originating committee for further discussion. Some members of the originating committee continued to have reservations about the “assistant” prefix, and the committee provided their thoughts about the pros and cons of this title in the material included below.

Following the discussion at the March Senate meeting, the University Committee decided to add the “assistant” prefix to the title. The context and framing of that title has been recast in the resolution including a renewed caution that this title not be used as a substitute for, or put into competition with, tenure-track faculty positions. The University Committee recognizes that not all departments/schools/colleges may want to employ the “assistant” prefix, instead using the Senior Scientist title as the position from which an Associate Research Professor would be promoted. Whether it is used or not, the University Committee, the originating committee, and the Office of the Secretary of the Faculty reiterate that the distinction between a tenure-track Assistant Professor and an Assistant Research Professor must remain clear at all times and at no time should the Research Professor title, regardless of prefix, be used as a substitute for tenure-track faculty appointments.

Another change in this title series from its original presentation is that the position duties have been amended and added to. It is worth noting that the Senate only has direct purview over the use of the word “professor” in these academic staff titles. The Senate can only make recommendations about other details, such as specific job duties. The implementation of these titles will align with the implementation of all titles in scope for the Title and Total Compensation project. Senate action does not create any new titles.

WHEREAS the Faculty Senate passed a resolution in December 2001 that the word “professor” shall not be used in a title without prior approval of the title by the Faculty Senate (Faculty Document 1596);

WHEREAS the Faculty Senate approved the honorific title of “Associate Research Professor” and “Research Professor” in May 2001 (Faculty Document 1571);

WHEREAS current UW-Madison titles for academic staff directing research programs, Senior Scientist or Associate Scientist, do not reflect the qualifications and duties of these researchers, can connote lack of permanence, often lead to the perception that researchers are not qualified, and do not align with professional titles at peer institutions;

WHEREAS these disadvantages hinder UW-Madison’s ability to recruit and retain the most qualified individuals and hamper professional advancement;

WHEREAS a recent study found that the title “Research Professor” has much wider use today than in 2001 and is in common usage at the majority of our peer research institutions; thus creating the title should help UW-Madison remain competitive with peer institutions;

WHEREAS creating the title “Research Professor” will increase the ability of academic staff to secure competitive grants, increasing the overall extramural grand funding secured by UW-Madison; and

WHEREAS creating the title “Research Professor” will fill a need to formally recognize academic staff with independent research programs at UW-Madison;

WHEREAS the current description for Scientist title series would change and include the following responsibilities:

- *Organizes and conducts research projects and studies*
- *Writes grant proposals to procure external research funding (may serve as PI, co-PI or co-I)*

- *Publishes in scholarly publications, attends and presents professional conferences, etc.*
- *Possesses a Ph.D. or other terminal degree*

WHEREAS the Research Professor title would be granted to individuals with a PhD or other terminal degree and would include the following roles and responsibilities:

- *Primary responsibility for a research program including leadership of the scientific and technical aspects and compliance with all financial, ethical, and administrative aspects of the research including supervision of staff, students, and postdoctoral fellows;*
- *Formulates long-range research projects and programs;*
- *Publishes in peer-reviewed journals, book or chapter publications, presents at conferences, participates as an editor for a publication, and/or participates on panels;*
- *Participates in the peer-review process by reviewing journal manuscripts and grant proposals;*
- *Secures intramural and extramural funding through grants as PI to support salary and research program;*
- *Has established financial independence for a research program including salary (Associate Research Professor and Research Professor only);*

THEREFORE, BE IT RESOLVED that the Faculty Senate approves the creation of the payrolled titles “Assistant Research Professor,” “Associate Research Professor,” and “Research Professor” in this context;

BE IT FURTHER RESOLVED that the Faculty Senate strongly opposes the use of the “Research Professor” titles as a substitute for tenure-track faculty appointments and asks that policies and procedures be developed, with meaningful faculty and academic staff input, that define the distinctions in responsibilities, rights, and opportunities for research professors, tenure-track faculty, and academic staff scientists, in order to prevent competition between this new title and tenure-track faculty, especially at the “assistant level”;

BE IT FURTHER RESOLVED that these titles should hold Permanent PI status and otherwise include the same level of rights available to all academic staff under Academic Staff Policies and Procedures.



Research Professor (Title pending Faculty Senate approval)

J o b D e s c r i p t i o n

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JOB INFORMATION

Job Title:	Research Professor <i>(Title pending Faculty Senate approval)</i>
Job Group/Family	Teaching and Learning

JOB SUMMARY

Serves as a subject matter expert and primary investigator engaged in fundamental and/or applied scientific research within a specialized and designated field of study to expand principles and further the overall direction of the discipline. Each department must define the specific substantive criteria for level advancement, however, differences between successively higher title levels must reflect demonstrable differences in experience and knowledge gained, applied to the specific duties of the function.

TYPICAL RESPONSIBILITIES *(Other duties as assigned)*

1. Secures intramural and extramural funding through grants to establish financial independence for research program(s)
2. Formulates and directs research program scientific and technical processes, policies and procedures to ensure compliance with established financial, ethical and administrative requirements and standards
3. Develops and publishes research content in peer-reviewed publications, presents materials at conferences, participates as an editor for publications and/or participates in committees
4. Oversees the day-to-day operational activities of research program staff

Researcher I

J o b D e s c r i p t i o n

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JOB INFORMATION

Job Title:	Researcher I
Job Group/Family	Research
Job Sub-Group/Sub-Family	Research

JOB SUMMARY

Provides technical expertise to fundamental and/or applied scientific research under the direction of senior research personnel or faculty and analyzes problems in research, development, and applications to support the advancement of research.

TYPICAL RESPONSIBILITIES *(Other duties as assigned)*

1. Collects and analyzes basic research data, conducts experiments and interviews and documents results according to established policies and procedures.
2. Conducts literature reviews, prepares reports and materials and disseminates information to appropriate entities.
3. Trains individuals and groups on equipment operations, research protocols and techniques within a specialized laboratory or research area.
4. Assists with the development of research methodologies and procedures.
5. Identifies concerns, and recommends solutions to leadership.
6. Assists in developing of grant applications and proposals to secure research funding.

PHYSICAL DEMANDS

A detailed overview of physical demands is located in the appendix under the section for the Research job sub-group/sub- family.

Researcher II

Job Description

DRAFT – Export from JDXpert

JOB INFORMATION

Job Title:	Researcher II
Job Group/Family	Research
Job Sub-Group/Sub-Family	Research

JOB SUMMARY

Provides research expertise to fundamental and applied scientific research and solves problems in research, development, and applications to support the advancement of research.

TYPICAL RESPONSIBILITIES *(Other duties as assigned)*

1. Collects and analyzes increasingly complex research data, conducts experiments and interviews and documents results according to established policies and procedures.
2. Conducts literature reviews, prepares reports and materials, co-authors publications and disseminates information to appropriate entities.
3. Guides and trains individuals and groups on equipment operations, research protocols and techniques within a specialized laboratory or research area.
4. Develops and implements increasingly complex research methodologies, procedures and criteria.
5. Reviews and edits protocols to ensure accuracy, thoroughness and consistency.
6. Assists in developing grant applications and proposals to secure research funding.

PHYSICAL DEMANDS

A detailed overview of physical demands is located in the appendix under the section for the Research job sub-group/sub- family.

Researcher III
J o b D e s c r i p t i o n
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JOB INFORMATION

<i>Job Title:</i>	Researcher III
<i>Job Group/Family</i>	Research
<i>Job Sub-Group/Sub-Family</i>	Research

JOB SUMMARY

Provides research expertise to fundamental and applied scientific research and develops, designs, and conducts one or more moderately complex research projects to support the advancement of research.

TYPICAL RESPONSIBILITIES *(Other duties as assigned)*

1. Collects and analyzes complex research data, conducts experiments and interviews and documents results according to established policies and procedures.
2. Conducts literature reviews, prepares reports and materials, authors or co-authors publications and disseminates information to appropriate entities through various communication mediums.
3. Guides and trains individuals and groups on equipment operations, research protocols and techniques within a specialized laboratory or research area.
4. Develops and implements complex research projects, methodologies, procedures and criteria.
5. Reviews and evaluates results.
6. Writes and submits grant applications and proposals to secure research funding.
7. Provides operational guidance on day-to-day activities of unit or program staff and student workers.

PHYSICAL DEMANDS

A detailed overview of physical demands is located in the appendix under the section for the Research job sub-group/sub- family.

Researcher IV

Job Description

DRAFT – Export from JDXpert

JOB INFORMATION

Job Title:	Researcher IV
Job Group/Family	Research
Job Sub-Group/Sub-Family	Research

JOB SUMMARY

Provides research expertise to fundamental and applied scientific research and collaborates with other researchers on plans for research and the program, acting as expert in specialized area to contribute to knowledge and principles within a field, to support the advancement of research.

TYPICAL RESPONSIBILITIES *(Other duties as assigned)*

1. Develops strategic initiatives, methodologies and technical direction for a research program or project to ensure compliance with established research rules and regulations and to align with unit objectives.
2. Leads the collection and analysis of highly complex research data, conducts experiments and interviews and documents results according to established policies and procedures.
3. Authors publications, edits peer-reviewed publications and disseminates information to appropriate entities through various communication mediums.
4. Identifies grant opportunities, writes and submits grant applications and proposals and approves responses to secure research funding.
5. Serves as a subject matter expert and unit liaison among internal and external stakeholders providing information and representing the interests of the unit.
6. Provides operational guidance on day-to-day activities of unit or program staff and student workers.

PHYSICAL DEMANDS

A detailed overview of physical demands is located in the appendix under the section for the Research job sub-group/sub- family.

Scientist I

Job Description

DRAFT – Export from JDXpert

JOB INFORMATION

Job Title:	Scientist I
Job Group/Family	Research
Job Sub-Group/Sub-Family	Research

JOB SUMMARY

Identifies research problems, designs research methodologies, performs research, and helps to prepare the results for presentation to professional organizations or for scholarly publications to help advance research.

TYPICAL RESPONSIBILITIES *(Other duties as assigned)*

1. Assists with the identification of research problems and the development of basic research methodologies and procedures.
2. Collects and analyzes basic research data, conducts experiments and interviews and documents results according to established policies and procedures under general supervision and limited responsibility.
3. Conducts literature reviews, prepares reports and materials and disseminates information to appropriate entities.
4. Attends and assists with the facilitation of scholarly events and presentations in support of continued professional development and the dissemination of research information.
5. Assists in developing of grant applications and proposals to secure research funding.
6. Serves as a main point of contact and liaison with internal and external stakeholders, providing information and representing the interests of a specialized research area.

PHYSICAL DEMANDS

A detailed overview of physical demands is located in the appendix under the section for the Research job sub-group/sub- family.

Scientist II

J o b D e s c r i p t i o n

DRAFT – Export from JDXpert

JOB INFORMATION

<i>Job Title:</i>	Scientist II
<i>Job Group/Family</i>	Research
<i>Job Sub-Group/Sub-Family</i>	Research

JOB SUMMARY

Identifies research problems, designs research methodologies, performs; prepares and/or presents results for presentation to professional organizations or for scholarly publications to help advance research.

TYPICAL RESPONSIBILITIES *(Other duties as assigned)*

1. Assists with the identification of research problems and the development of complex research methodologies and procedures.
2. Collects and analyzes complex research data, conducts experiments and interviews and documents results according to established policies and procedures under general supervision.
3. Conducts literature reviews, prepares reports and materials and disseminates information to appropriate entities.
4. Attends and assists with the facilitation of scholarly events and presentations in support of continued professional development and the dissemination of research information.
5. Writes or assists in developing of grant applications and proposals to secure research funding.
6. Supervises the day-to-day activities of a research unit as needed.
7. Serves as a unit subject matter expert and liaison with internal and external stakeholders, providing advanced level information and representing the interests of a specialized research area.

PHYSICAL DEMANDS

A detailed overview of physical demands is located in the appendix under the section for the Research job sub-group/sub-family.

Scientist III
J o b D e s c r i p t i o n
DRAFT – Export from JDXpert

JOB INFORMATION

Job Title:	Scientist III
Job Group/Family	Research
Job Sub-Group/Sub-Family	Research

JOB SUMMARY

Identifies research problems, designs research methodologies, performs, and supervises research; prepares and presents results for presentation to professional organizations or for scholarly publications. This individual may supervise staff.

TYPICAL RESPONSIBILITIES *(Other duties as assigned)*

1. Identifies research problems and develops highly complex research methodologies and procedures.
2. Collects and analyzes highly complex research data, conducts experiments and interviews and documents results according to established policies and procedures independently.
3. Conducts literature reviews, prepares reports and materials and disseminates information to appropriate entities.
4. Attends and assists with the facilitation of scholarly events and presentations in support of continued professional development and the dissemination of research information.
5. Identifies grant opportunities and grant applications and proposals to secure research funding.
6. Supervises the day-to-day activities of a research unit and staff and resolves routine personnel issues.
7. Serves as an institutional subject matter expert and liaison with key internal and external stakeholders, providing expert level information and representing the interests of a specialized research area.

PHYSICAL DEMANDS

A detailed overview of physical demands is located in the appendix under the section for the Research job sub-group/sub- family.

Pros/Cons to Changing “Professorial Titles”

<i>No change to current titles</i>		<i>Research Professor title with Associate, Full ranks only</i>		<i>Research Professor title with Assistant, Associate, Full ranks</i>	
PROS	CONS	PROS	CONS	PROS	CONS
<ul style="list-style-type: none"> • Avoid disruption to current titling scheme • No perceived incursion on tenure 	<ul style="list-style-type: none"> • Decreases ability to retain and recruit research talent • Decreases ability of academic staff to secure grant funding due to titles not understood by funding agencies/reviewers • Fewer career options for PhD-level scientists and researchers 	<ul style="list-style-type: none"> • Reduces direct competition for S/C funding with Asst. tenure track professors • Research Prof will acquire independent funding prior to hire • Recognizes the work of research academic staff fully supporting themselves and a research project(s) • Increases ability of senior academic staff to secure grants by using titles commonly used by peers 	<ul style="list-style-type: none"> • Not competitive with peer institutions in recruiting talent • Potential for stagnation in Scientist track • Lost grant funding from junior scientists due to a title not understood by funding agencies 	<ul style="list-style-type: none"> • Provides entry level position for PhD-level scientists and additional career “track” for those interested in research • Increases ability to retain and recruit research talent • Increases ability of academic staff to secure grants by using titles commonly used by peers • Recognizes the work of research academic staff fully supporting themselves and a research project(s) 	<ul style="list-style-type: none"> • May create direct competition with tenure-track Asst. Professors for resources • S/C may have to provide resources for Asst. Research Professors prior to procuring extramural funds • Blurs distinction between faculty & staff researchers

FAQs for Professor Titles (Teaching Professor, Research Professor and Professor of Practice)

1. What would the Faculty Senate be approving?

The Faculty Senate is considering approving the use of the word “Professor” in three new titles “Teaching Professor,” “Professor of Practice,” and “Research Professor”. Faculty Policies and Procedures (FPP) 1.03 indicates that the creation of formal modified professorial titles requires approval by the university faculty. The Faculty Senate is not approving the job duties that accompany the job titles.

2. Why is the Faculty Senate being asked to consider these titles?

These titles might increase our competitiveness in the national research environment and bring us into parity with our peers. Would these titles replace any existing titles? These titles would not replace existing titles. However, all titles are currently under review for the Title and Total Compensation Project so some titles may change depending on the outcome of that project.

3. Do departments have to use these new titles?

Use of these titles would be at the discretion of the hiring department and like any other position would require approval by the school/college.

4. When is it appropriate for these titles to be used?

It is appropriate to use these titles when an employee will be performing the job duties associated with the titles. It is not appropriate to use these titles to increase the salary of an academic staff member who does not perform the job duties.

5. What type of job security would these titles have?

These titles (except for Professor of Practice) would maintain the same type of job security as existing academic staff titles (in most cases a one-year renewable appointment). The Professor of Practice title is meant to be a short-term appointment and in many cases would be set up as a terminal appointment.

6. How many current academic staff would switch to these new titles?

There are small number of academic staff who would become Professor of Practice. Based on grants where academic staff serve as PIs or Co-PIs, there are approximately 35-50 academic staff who may qualify for the research professor title. Based on the amount of time full-time instructors and faculty associates have been on campus, there are approximately XXX academic staff who may qualify for the teaching professor title.

7. How many of our peer institutions use these titles?

A 2014 scan of peer universities revealed that many peers have this title including UC-Berkeley, Indiana, Michigan State, Northwestern, Ohio State, Penn State, Purdue, and Michigan. All Big Ten institutions except for Indiana University currently have a Research Professor title. Many Big Ten peers also have the Teaching Professor title including Illinois, Northwestern, Minnesota, Nebraska, Michigan State and Penn State.

8. How are these positions different than faculty positions?

These positions do not have tenure like faculty positions. Employees in these positions can be laid off or non-renewed like other academic staff. These positions have duties which reside in one area either teaching or research. Professors of Practice may do some research and teaching depending on their expertise, but as mentioned have appointments of a limited amount of time.

9. How are these positions similar to clinical or CHS professor positions?

Clinical and CHS professors are also academic staff so the same principles and policies would apply to the new professor titles.

10. What degrees are required are for these positions?

The teaching and research professor titles require the highest degree in the field (typically Ph.D.). The Professor of Practice does not require a particular degree as it is intended to be used as a title for well-known professionals to hold short term appointments at UW-Madison.

11. What levels are available with the titles?

Professor of Practice has one level. Teaching Professor and Research Professor are being proposed with three levels: Assistant, Associate, and “no prefix,” which is often referred to as “full.” Research Professor was originally proposed at Associate and “Full” levels only, but the Assistant level was added after the March Senate reading for the April Senate vote. [*The Q&A originally included with the April Senate materials still had the old information about two levels for the Research Professor title.*]

12. What is the promotional process for the titles?

Much like current lecturers, faculty associates, researchers and scientists, individual departments, schools and colleges may create promotional criteria that they apply to all individuals in the same title. (Please note that procedures for promotions may change with the implementation of the Title and Total Compensation Project)

13. What protections will prevent Research Professors from being exploited?

Letters of appointments should be specific and clear about what the expectations of the position are. Mentoring committees may be set up to give new Research Professors the advice and assistance they need to succeed in the position including helping the employee work through these types of issues.

Research Specific

1. Would the research professor title allow for PI status?

The Research Professor title would come with blanket PI status to allow individuals in these titles to apply for grants to support their salaries and research programs. It is expected that many of these individuals would apply for and be granted Permanent PI status.

2. Can research professors advise/mentor trainees and serve on thesis committees?

Currently, Academic staff are able to serve on thesis committees for graduate students. They are also able to serve as a co-advisor/major professor for graduate students. This would also be true of research professors.

3. Are departments required to provide startup funds and/or laboratory space to Research Professors?

Any startup funds or laboratory space for a Research Professor should be specified in the offer letter. There is no requirement to provide either of these items, but it is required that the employee be given the tools to operate an independent research program.

4. Can Research Professors be incorporated into an existing laboratory program?

Research Professors may report to a faculty member who has comparable research interests rather than a department chair. It may benefit the Research Professor to be in close contact with a faculty member for mentoring, funding collaboration, etc. It is important though that the Research Professor have an independent research program.

The Ad Hoc Committee on Research Scientist Titles Report: Executive Summary

Introduction

The University of Wisconsin-Madison is a top academic research institution and continues to foster a strong research environment. Research scientists, and particularly those with terminal degrees, are vital components of this success. However, an evolving research landscape necessitates a re-evaluation of our current titling practices for Ph.D.-level research scientists at UW-Madison. Therefore, The Academic Staff Executive Committee charged the Ad Hoc Committee on Research Scientist Titles to review research scientist titling practices internally and at peer universities.

Our committee collectively agreed to focus on the Research Professor title, including its use, relationship to other Ph.D.-level research titles, and associated policies. We not only sought to understand whether and how peer institutions use the Research Professor title, but also how its implementation might affect the research mission of UW-Madison. In the following report, we present these findings and our resulting policy recommendations, which are provided in brief below.

Main Findings

- In our review, 19 out of peer 20 institutions (95%) have the Research Professor title, which is:
 - Distinct title series from other Ph.D.-level research scientists
 - Categorized as non-tenure track faculty at all institutions
 - 80% grant automatic Principal Investigator status to Research Professors

UW-Madison lags far behind our regional and research peers in introducing and implementing the Research Professor title.

- In our interviews across the UW-Madison campus with leadership within 10 units that employ research scientists we found:
 - In 8 of the interviews, the respondent believed it is more difficult for research scientists to acquire funding compared to faculty.
 - In 9 of the responses, the interviewee was in support of a Research Professor position on the UW-Madison campus
 - In 8 of the interviews, the person believed a Research Professor position would be helpful in the recruitment and retention of research scientists and address career opportunity issues.
 - All of the respondents believed the Research Professor position should have more than temporary PI status (i.e. automatic or blanket).

The leadership on the UW-Madison campus at several units that employ research scientists believes a research professor title would enhance the research mission on campus.

Summary of Notable Policy Recommendations

In order to remain competitive with our peers, maximize the potential of the nearly 700 current Ph.D.-level staff scientists, foster recruitment of new world-class research talent, and ultimately strengthen the research enterprise at the University of Wisconsin-Madison, we unanimously recommend the following changes to the current titling practice for Ph.D.-level research scientists at UW-Madison

1. Introduction of a Research Professor title track (Assistant, Associate, No Prefix, Distinguished) that is distinct from preexisting Researcher and Scientist title series.

2. Criteria for Research Professor appointment shall closely mirror the research responsibilities outlined for a tenure-track Professor at the corresponding rank.
3. Research Professors receive automatic Principal Investigator status at all title ranks.
4. Research Professors can serve as co-advisor (or principal advisor as policy allows) and supervise undergraduate/graduate students, postdoctoral research associates, and staff.
5. 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.
6. Research Professors are categorized as Academic Staff, but culturally integrated as Faculty within units per standard practices.
7. Along with implementation of the Research Professor title track, we also recommend the following amendments to existing research scientist titles:
 - a. Researcher:
 - i. No change in title description
 - ii. Current [no prefix] level is replaced with the Senior level (Assistant, Associate, Senior, and Distinguished)
 - b. Scientist:
 - i. Title series is no longer intended to parallel the faculty tenure-track
 - ii. New language to distinguish Scientists from Research Professors regarding the level of independence
 - iii. Principal Investigator status still requires approval for Scientists (no change from current policy)