



Research Policies Committee

Minutes of January 21, 2021
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Present: Natalie Colabianchi, Robert Ploutz-Synder, MaryJo Banasik, Maddy Paxson, Irene St Charles, Vania Hinkovska-Galcheva, Allen Liu, Zenon Sommers, Teri Rosales, Jay Vornhagen, Nicholas Harris

Absent: Mimi Dalaly, Vitaliy Popov, Hafiz Malik, Marisa Conte

11:03 Chair Colabianchi called the meeting to order.

The minutes for December 10, 2020 were approved.

Colabianchi shared some slides. She updated the group about her visit to SACUA. The charges did not need to be approved by SACUA. The name change will need to be approved by Senate Assembly. Colabianchi shared the names of existing committees. SACUA Chair Conway pointed out that other VP committees have advisory in the title. Cunningham was supportive of this change.

There was a motion to accept the name change to Research Advisory Committee 11 in favor, zero against Teri, made the motion, Rob seconded the motion.

11:14 DEI implementation principles from the Office for Diversity, Equity and Inclusion (Dr. Teri Rosales)

Member Rosales gave an overview of DEI strategies and plan rationale, and strategic objectives.

Member Rosales reviewed the RPC charge concerning DEI. She discussed efforts that have already been made, including an ADVANCE survey on the effect of COVID-19 on U-M Faculty Life. She touched on U-M Data to understand Research inequities and to highlight work that has been done by Jason Owen Smith.

Member Rosales discussed policy changes, such as relaxing research spending restrictions, and she discussed RPC next steps including participation, barriers to participation, and advancement in the research pipeline.

UMOR has come out with a 5th year DEI plan that is aspirational in its efforts to address diversity in the units more broadly than just centrally.

What can the group be helping with?

- What is it about the pipeline and how might the committee help articulate the pipeline?



- An issue is the pandemic's effect of setting people back in their research. Can the committee contribute to this portion of the problem?

Member Rosales requested VP Cunningham's feedback. Dr. Tabbye Chavous is new to the team. UMOR paying attention to the broad enterprise, but there are 50 units. There are also individual unit plans – it is important that they include these plans.

Impacts have been felt differently across campus.

Many units are now allowing professional development expenses.

Junior faculty need to engage with their professional communities.

Child care and caregiving – the record has details on some of the resources that are available.

Family to family posting board came directly from faculty work on their committee.

Pipeline issues – post docs have an extension to the five year appointment – this is handled at the unit level. Rackham is offering some funding for childcare expenses.

Schools and units are thinking about junior faculty and protected time and how to manage the promotion process.

Silos can limit recommendations. There is a need to work in collaboration with units. UMOR works in an overarching way with units.

VP Cunningham indicated that the research analytics unit is helping to visualize silos in a large team as an enterprise as a whole – adding context.

Chair Colabianchi suggested looking at ODEI plans to see what aspects are related to research, and for committee members to challenge themselves to identify what is in the purview of UMOR. VP Cunningham noted that research within a school gets mixed between the missions – diversity as a whole is important, it's also important that the research community is diverse so that diverse questions can be asked in research. Look at it in terms of mission as we look at tracks and people.

The Provost's Office is hiring through cluster hires, and new grant opportunities are coming out around racial equity and diversity with a scholarship component.

Member Robert Ploutz-Snyder noted that underserved populations vary in multi-site clinical trials with underserved clinical populations -- each site had to identify its own underserved groups. Schools may have different underrepresented groups – should units identify what their underrepresented groups are? And then when data is collapsed should this be taken into consideration?

Member Rosales has looked across DEI plans to see where research falls. It is important to articulate research from the start. The resources that have been created for inclusive teaching could also be developed for research.

Chair Colabianchi suggested that there could be primers – what does diversity mean?

UMOR will be sharing some best practices on review of grants and panels – who is on teams? What is diversity of panels?

Member Rosales noted that diversity needs to be articulated as more than gender and race.



Maddie Paxon shared an article: [Roberts et al. 2020, Racial Inequality in Psychological Research](#)

VP Cunningham asked the committee to look at UMOR's final version of their DEI resource report.

Member Vornhagen noted that there is a significant lack of attention from transition from post doc to faculty – there is a drop off during the hiring process. He asserted that fellowship programs may help. Hiring practices can be reconsidered in terms of recruiting and retaining post docs. This should be thought of as a university-wide issue rather than unit-specific.

VP Cunningham referenced the hiring initiative from the Provost's Office which will set up communities of practice. Hiring does happen at the unit level – central can help create best practices and merit – and central can offer metrics.

VP Cunningham noted that new foundation pilot program will be rolled out so funding from foundations is not thought of as a financial loss.

12:00 Meeting adjourned.

Respectfully submitted by,

MaryJo Banasik
Faculty Senate Office