Research Policies Committee

Minutes of February 19, 2021
Circulated: March 19, 2021
Approved: March 19, 2021

Present: Natalie Colabianchi, Maddy Paxson, Irene St Charles, Vania Hinkovska-Galcheva, Allen Liu, Zenon Sommers, Teri Rosales, Jay Vornhagen, Marisa Conte, Mimi Dalaly, Elizabeth Devlin

Absent: Vitaliy Popov, Hafiz Malik, Robert Ploutz-Synder, Nicholas Harris, Kate Eaton

11:32 Chair Colabianchi called the meeting to order.

The minutes for January 21, 2021 were modified and approved by committee.

Discussion: Review charges and committee objectives prior to end of the semester.
1. Committee modified charges and now has four:
2. **Charge one:** Provide input for continuing plans for research operations COVID-19 environment.
   a. Activities to date:
      i. Dr. Cunningham visited to the committee to provide an overview of research ramp up.
      ii. Dr. Cunningham solicited feedback from the committee on some specific issues.
      iii. Action items were generated that would address some research issues and these action items were completed.
      iv. Issues addressed as they would arise, and Chair Colabianchi requested feedback from the committee on the charge.
         - Undergraduates employed as temporary employees that were paid through grants were terminated due to COVID-19 pause in employment. Upon return to campus they were requested to reapply for their jobs. The issue would be best addressed by changing the algorithm.
         - Chair Colabianchi will follow up.
3. **Charge Two:** Examine the impact of reduced research operations and reduced research opportunities on research practices and outcomes (e.g. Research priorities, research expenditures, indirect cost recovery, inequities in research).
   a. Activities to date:
      i. Met with Dr. Jason Owen-Smith, Professor of Sociology, Professor of Organizational Studies, College of Literature, Science, and the Arts, Executive Director of Research Analytics
      ii. Dr. Owen-Smith gave a presentation to the committee "Using data to understand research inequities".
      iii. Dr. Owen-Smith requested committee feedback.
      iv. Committee Charge Two discussion:
         - Reduced operations are impacting undergraduates ability to collect data and gain research experience, and in turn help PI's with data collection.
         - Undergraduates are unable to complete the data collection remotely because of the sensitivity of the data, they were required to conduct their work under direct supervision, and they lack the credentials to get into buildings without supervisors onsite.

FACULTY SENATE
SENATE ASSEMBLY
UNIVERSITY OF MICHIGAN

6052 Fleming Administration Building
503 Thompson Street
Ann Arbor, MI 48109-1340

- Recommendation: Reassess the policy for having students directly supervised. Policy could be modified to make allowances for COVID reduced operations. Controls can be put in place to mitigate the risk to sensitive data, such as supervisor student audits. Virtual tools such as zoom or discord are available to create a virtual space for supervision of undergrads.

4. **Charge Four:** To engage with internal university structures (e.g. Library IACUC, IRBS) that support research across all three campuses to addresses challenges as needed as time allows.
   a. Activities to date:
      i. Fielded email from faculty member (former RPC Chair) who was experience research challenge at Dearborn.
      ii. Offered to meet with her to understand issues and determine whether involvement of RPC would be appropriate.
      iii. Invited Public Engagement representative to talk to committee (March).
      iv. Committee Charge Four discussion:
         - Chair Colabianchi requested questions or feedback the committee would like to address with the Public Engagement representatives in March.
         - Committee had questions about who is responsible for extramural fundraising. There appears to be shift from public funding to be more reliant on the donorship model for funding continuity and very unclear how that is going to manifest and how it's going to impact researchers.
         - What degree are the researchers responsible for getting the funding?

5. **Charge Three:** Support the development and implementation of recommendations for DEI informed policies and practices in research in partnership with other organizations on our campuses to address disparities, particularly as exacerbated by the Covid 19 pandemic.
   a. Activities to date:
      i. Reviewed Advance report
      ii. Slides created by UMOR on COVID inequities and research disparities
      iii. Dr. Rosales (Office of Diversity, Equity and inclusion) gave overview of DEI efforts
      iv. Tabbye Chavous (confirmed) and Huda Akil invited to April meeting to give update on committee to address inequities induced or exacerbated by Covid 19.
         - Chair Colabianchi requested feedback on what committee would like to achieve prior to the end of the semester.
         - Committee decided to create an end of year report with committee recommendations based on a synthesis of committee meetings and activities throughout the year. Draft report to be created at the April meeting to allow for team collaboration and contributions.

6. **Teri Rosales, slide presentation:**
   a. DEI informed Research Development practices.
   b. There has been discussion about cluster hiring, which would be an opportunity to make recommendations to innovate and improve the existing research resources and support that are listed on the university website.
   c. Opportunity to create a hub for research development that brings together all the different places and spaces where different research support is available.
   d. Continuous learning models and resources and support that have been developed by the Center for Academic Innovation and the Center for Research on Learning for Teaching in the last few years there are ways that they have developed continuous learning courses that are

FACULTY SENATE
SENATE ASSEMBLY
UNIVERSITY OF MICHIGAN

6052 Fleming Administration Building
503 Thompson Street
Ann Arbor, MI 48109-1340

applicable to research development and support that UMOR can offer.

e. Use of non-tenure track appointments that are specifically research focus, closer vetting and filtering of that data is in order, in order to understand how the hiring and promotion is going on in those tracks.

f. The import to promote research on par with teaching and scholarship with DEI focus.

g. Greater partnership with U-M units to cultivate RD w/ Parity: Two ways UMOR can be more an umbrella that can provide outreach and support for research appointments and connect all of the researchers in the different units to resources in order to become successful.

   i. Next steps: Teri Rosales has a database and can run a query and see what plans have been created around research.

   ii. Create a Hub where researchers can find the resources and support all in one place.

   iii. Faculty Development website where you can see all the workshops, seminars, webinars, and international conferences. The HUB would be useful for posting the availability of these workshops for faculty to also share with their students.

Committee Next Steps: Chair Colabianchi and Teri Rosales will analyze these points and report back to the committee.

12:31 Meeting adjourned.

Respectfully submitted by,

Elizabeth Devlin
Faculty Senate Office

Links to faculty external learning resources:
https://faculty.medicine.umich.edu/
https://odei.umich.edu/national-center-for-faculty-dev-and-diversity/
https://research.medicine.umich.edu/education-training/research-faculty-development-wizard