



## Research Advisory Committee Meeting Agenda

November 14, 2021, 11 – 12 p.m.

Zoom

Minutes taken by Hui Deng

### MINUTES

1. **MIDAS symposium:** Yulia Sevryugina reminded everyone of the MIDAS symposium on Monday and Tuesday and encouraged engagement
2. **Minutes of the last meeting approved.**
3. **Opioid epidemic**

- **Cunningham: Introduction**
- **Brummet presentation:** Overview of the opioid epidemic and UM's current research portfolio on opioid research
- **Bohnert presentation:** Opioid Institute, why, planning, expected outcome
- **Discussions:**

Cunningham: input from this committee?

Mesa: How to measure success? How such big initiatives take place or come to the RAC and central administration's attention?

Cunningham: office oversees needs and opportunities, in schools and across schools; grassroots ways such as large grants opportunities where the office provides support and coordination; federal government relations person who informs the office where the government funding is going, such as for this initiative, where there is federal and also state funding coming.

Bohnert on how to measure: engage current research portfolio, recruit new faculty, new grants and manuscripts, impacts of these.

Brummett: grants that are new collaborations, create communities that make use of federal resources that come along, coordinate with other midwest universities, support work with the state and support both community and our academic mission.

Cunningham: our office is involved in cross-department/college/university efforts.

Tiba: Target engagement to attract funding?

Brummett: we partner with state agencies and DEA, 19 different communities across the state, multiple federal funding agencies. It is a huge topic. Support areas with strong research activities. Support where we can broaden the impact on the communities. Could do more on evaluating outcomes and seeking more opportunities. Goal is to create communities and look for cross-cutting opportunities.

Cunningham: Partnership impact. Really good relationships with CDC, help draft guidelines and pull off large efforts. Hope to use the institute to speed up the research and



quick transition to the partnerships

Cunningham: Link to send feedback in chat.

- **In Chats:**

Robert Ploutz-Snyder, Echo the value of capturing Team science data--quantifying how we have faculty working from multiple schools/centers/departments. This could position UM extremely well.

Vilma Mesa, In terms of outcomes: perhaps surveying affected communities to know what would see as great impact and deliver on that?

Amy Bohnert, Vilma- we will have a community core and board. I love the idea of having an early meeting with them on what they want our outcome metrics to include!

Robert Ploutz-Snyder to Everyone 11:23 AM

Is there a way for us to link pubs from UM faculty on the web page--further evidence that we are Leaders here?? I'm thinking about someone in the state or fed gov looking at the web page and seeing that we produce outcomes...

From Rebecca Cunningham to Everyone 11:26 AM

<https://opioids.umich.edu>

Robert Ploutz-Snyder, Also... I advocate considering to add this link to our resources for family area on the web page... <https://www.dea.gov/onepill>

Rebecca Cunningham,

<https://opioids.umich.edu/publications/u-m-experts-publications/>

#### 4. **Research scientists promotion process: confusion and lack of clearness.**

- **Brad Orr:**

- Introduction. Physics background complements well with Cunningham's medical school background.
- Presentation: Overview of research faculty statistics: where they are, different tracks, promotion and review processes, criteria for promotion as linked below..  
<https://research.umich.edu/wp-content/uploads/2022/10/Research-Faculty-Track-Promotion-Criteria-2022.pdf>

- **Discussions:**

Snyder, per the Provost's review team last academic year, that the arm's length letter requirement for the RP track was relaxed to allow non-arm length letters as well-- per the Team Science focus.

Cunningham, not to replace arm-length letters, can obtain additional arm-length letters

Qi, what are the advantages/disadvantages of different tracks: research scientists vs professors.



Cunningham/Orr, we can be clear what these tracks are and they are unlikely to change in the near future. It's important to clarify what is needed for promotion and being successful for these tracks.

Qi: research scientist track appears a career suicide as people stay in the track for a long time without becoming competitive for their career stage. Also confusion in the community where many universities don't have such tracks or have different definitions.

Cunningham, the track is used differently across different schools. There is movement between the tracks. They are meant to be distinct profiles. Some schools are stricter than university requirements, such as the engineering school.

Mesa, thought there was concern of lack of transparency, but this discussion clarified things.

Cunningham, the criteria and other information are publicly available and we will always be happy to answer questions.

Qi, this is helpful. Between the two tracks, it appears one loses the possibility to transfer from scientist track to research track after associate level.

Orr, it's OK to switch any time. Promotion and track-change don't need to be in sync. Promotions are for the benefit of the employee for their career development, extensions are available where needed, and we want to help the employee to be successful with where they want to go.

Cunningham, echoed Orr's points that promotion is for the benefit of the employee for their career development

Qi, didn't have clear information on asking for extensions on promotion.

Cunningham, extension is rare and needs to be justified, typically for 1-2 years and one-time.

Orr, will decide on if extensions make sense case by case.

Snyder, takes time for people to get oriented that there are two tracks, but there are movements between tracks to allow better fits for each employee.

Qi, people work hard to meet the criteria and think they can switch track or get promotion, but based on my experience, one has to wait for many years before one can switch track. It was unclear on the website.

Cunningham, one can switch when another track is better fit. There isn't a natural/automatic progression to switch tracks. One needs to compare to the criteria.

Qi, this is helpful, and will help to clarify on the website, and better inform the departments.

- **In Chat:** multiple comments that the discussion was helpful.

**Meeting Adjourned at 12:09pm**