Research Administrators' Network (RAN) Meeting
September 25, 2024
Agenda and Information

<u>Agenda</u>:
- ➢ **Welcome & Introductions**
- ➢ **Sponsored Programs Update**
- ➢ **UHR Talent Acquisition**
- ➢ **Guest Remarks**
    - ○ Arthur Lupia (OVPR), Patricia Wittkopp (LSA), Kate Cagney (ISR)
- ➢ **Research Security Office**
- ➢ **RAAC/Other Updates**
- ➢ **ORSP Update**
- ➢ **Closing Remarks**
- ➢ **Lunch and Networking**

<u>THANK YOU</u> to those who have generously supported today's meeting!
- ➢ **Institute for Social Research Director's Office**
- ➢ **Institute for Social Research Survey Research Center**
- ➢ **Medical School - Department of Internal Medicine**
- ➢ **Medical School - Department of Internal Medicine - Cardiology**
- ➢ **Medical School - Department of Pediatrics**
- ➢ **Medical School - Grants Services & Analysis**
- ➢ **Office of Research and Sponsored Projects**
- ➢ **Sponsored Programs**
- ➢ **Ben Jorns, PhD**
- ➢ **Brahmajee Nallamothu, MD**
- ➢ **Anthony Rosenzweig, MD & Frankel Institute for Heart and Brain Health**

(Please see the reverse side for closed caption and Community Kudos information.)

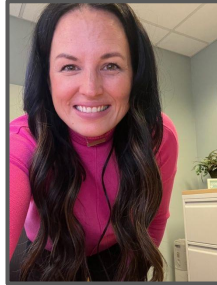# Welcome to RAN and Happy Research Administrator Day!

September 25, 2024
Research Administrators' Network (RAN) Meeting

Welcome on behalf of the RAAC Communications Subcommittee!

Christy Bohensky
(ORSP)

Jodi Caviani
(Social Work)

Kara Cristian
(LSA)

Lori Deromedi
(OVPR)

Kathy Devereux
(OVPR)

Chris DeVries
(RAAC)

Sam Gibbons
(ORSP)

Welcome on behalf of the RAAC Communications Subcommittee!

Jim Jarvis
(Medical School)

Cathy Liebowitz
(ISR)

Amy Lingle
(Engineering)

Sarena Nuttall
(Engineering)

Thomas Paluchniak
(ORSP)

Becky Youmans DeMoss
(Medical School)

Additional Members
Not Pictured:
- Constance Colthorp
- Amy Franklin
- Prentiss Laich
- Becky O'Brien

Welcome to our Remote Attendees – Happy Research Administrator Day!

September 25, 2024
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Housekeeping Items

- We are livestreaming the event and a recording will be available soon after.
- For those attending in person, we will have a door prize drawing, so please submit your entries before 1:00 pm.

- RAAC Communications will be sending a post-meeting survey.
- As always, if you have any feedback or suggestions, please email ran-plans@umich.edu.

Guest Emcee Remarks

September 25, 2024
Research Administrators' Network (RAN) Meeting
David Mulder / Assistant Director, Regulatory Affairs, Medical School
Cathy Seay-Ostrowski / Director of Administration and Center
   Administrator, ISR

Sponsored Programs Update

September 25, 2024
Research Administrators' Network (RAN) Meeting
Debbie Talley / Assistant Vice President for Finance – Sponsored Programs

FY24 Uniform Guidance Audit

- R&D is included this year
- Testing is in progress

UG revisions

- Working group meeting and will share updates as they are rolled out
- Waiting for Federal guidance on implementation plan
- Continue to use current thresholds for budgeting

Financial Status Reports

**2,033 reports due
by December 31**

We need your help.

Review and return reports as soon as possible.

Keep track of your reports coming due.

Roughly 1,634 to go

Personnel Updates

- New Reporting area staff
  - Debbie Chamberlain
  - Scott Stanfill
- Staff promotion
  - Ashley Tyler - promoted to Research Administrator Lead
- Staff retiring
  - Laura Coddington

Meet TA - Your Partners for Hiring Talented Staff

- Housed in University Human Resources and supporting the Ann Arbor Campus (collaborate with Mich Med TA)

- Leadership and functional expertise for hiring in today's challenging market

- Strategies, practices and tools that focus on inclusive, skills-based hiring

- Creating hiring strategies for your specific role/need

M | TALENT ACQUISITION

DEI 2.0 Campuswide Action Item

The shared objective of Talent Acquisition is to expand in a way that accommodates the high demand for inclusive recruiting strategies, practices, and tools. By developing the skill sets of unit hiring teams in critical areas—e.g., skills-based practices, behavior-based interviewing, bias disruption, on-boarding and standardized recruiting processes—we will cultivate best hiring practices that prioritize diversity (broadly defined), equity and inclusion. During implementation of the Talent Acquisition strategic plan, accountability will be ensured through periodic reports on progress and impact.

TALENT ACQUISITION

Benefits of Talent Acquisition Approach

- Aligned with DEI goals

- Leading equitable, consistent processes that value holistic skillsets candidates can bring - all while reducing bias

- Shortening the time to hire and reduce hiring costs

- Positive hiring team and candidate experience

- Accelerated time to proficiency and quality of hire

Three Areas of Focus

- **Self-guided Resources for Hiring Departments**

- **Consulting and Training**

- **Full-cycle Recruiting for Critical Business Needs**

Self-guided Hiring Process

Blue panels provide step-by-step guidance for hiring
myumi.ch/RpZy5

Resources and Guidance

Please use and share these resources with colleagues in your area who have responsibility for hiring faculty or staff. If you have questions or concerns during any phase of the hiring process, contact your human resources representative.

- Workforce Planning
- Developing Job Postings and Job Descriptions
- Sourcing for Talent
- Developing a Resume Screening Process

SCAN ME

M | TALENT ACQUISITION

Three Area of Focus:
One - Online Resources for Hiring Departments

- Comprehensive guide to recruiting strategies and inclusive practices

- All of the pieces of the recruiting process and associated tools to help with successful hiring

- Bias mitigation techniques

- For use when talent acquisition resources have reached capacity

TALENT ACQUISITION

Three Areas of Focus:
Two - Consulting and Training

- Campus-wide upskilling
  - [TA bootcamp](#)
  - Virtual reality interview training (email acz@umich.edu)
  - *Coming soon* TA 201

- Unit-specific or function-specific training needs
  - TA bootcamp or components

- Process improvement initiatives

M | TALENT ACQUISITION

Three Areas of Focus:
Three - Full-cycle Recruiting for Critical Business Needs*

IDENTIFY SKILLS YOUR WORKPLACE NEEDS → CRAFT JOB POSTING → SEARCH FOR TALENT → SCREEN AND INTERVIEW CANDIDATES → USE DATA TO MAKE DECISIONS → MAKE THE OFFER → COMPLETE PRE-EMPLOYMENT CHECKS → ONBOARD

*All levels/all job types. Does not include temp hiring. Spot support is available as well.

M | TALENT ACQUISITION

Talent Acquisition & Research Administration

The challenge we are addressing through partnership with RA groups, ORSP and RA teams in units:
(1) increasing the # of qualified applicants for RA roles (2) standardizing processes and RA-specific tools for hiring teams (3) upskilling hiring teams (4) RA-focused TA Specialist

Identify Candidates

1

- Active outreach via LinkedIn, Indeed, NCURA and HigherEdJobs (26,000 emails, open rate 30%, CTR 9%)
- Consistently speaking with potential candidates to understand their needs and interests
- RA focused tab on U-M Linkedin page to engage interested candidates
- Identified 500 previous applicants; added to pipeline database

Connect Candidates to Job Postings

2

- Candidate pipeline database used to connect candidates with openings
- Active outreach for TA-supported openings (full cycle or spot support)
- Communication to hiring managers when recruited candidates apply

Collaborate w/ Hiring Managers

3

- Obtain sliver/bronze medalist candidates info from Hiring team for inclusion in our resume database
- Dedicated recruiter supporting openings from start to finish

FY 25 and Future

4

- Continued and new partnerships with local colleges, universities, community colleges that have aligned programs
- Targeted marketing and advertising efforts
- Continued development of candidate pipeline
- Advocacy for and participation in info sessions

To connect with us, please email talent.acquisition@umich.edu

Questions and Contact

talent.acquisition@umich.edu

Angela Benke, Director of Talent Acquisition acz@umich.edu
Cordell Miller, TA Specialist corellm@umich.edu

For Development recruiting, please contact dev.careers@umich.edu. For Michigan Medicine, please contact talentteam@umich.edu.

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Guest Emcee Remarks

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Cathy Seay-Ostrowski / Director of Administration and Center
   Administrator, ISR

Turnaround Document – the "TAD"

An original PAF (on paper!)

VPRI Remarks

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Arthur Lupia, PhD / Interim Vice President for Research and
  Innovation

Research Landscape

- The College of Literature, Science and the Arts is composed of three divisions - Humanities, Social Sciences and Natural Sciences
  - Proposal budget submissions range from $700 to $15M- each equally impactful to the PI submitting it
  - Research spans from digital accessibility to microplastics
- LSA has third largest volume of research across colleges at the University of Michigan- LSA's volume of research for FY24 was $244M

Natural Sciences 58.4%

Social Sciences 26.4%

UG Ed & Dean's Office 2.7%

Humanities 12.5%
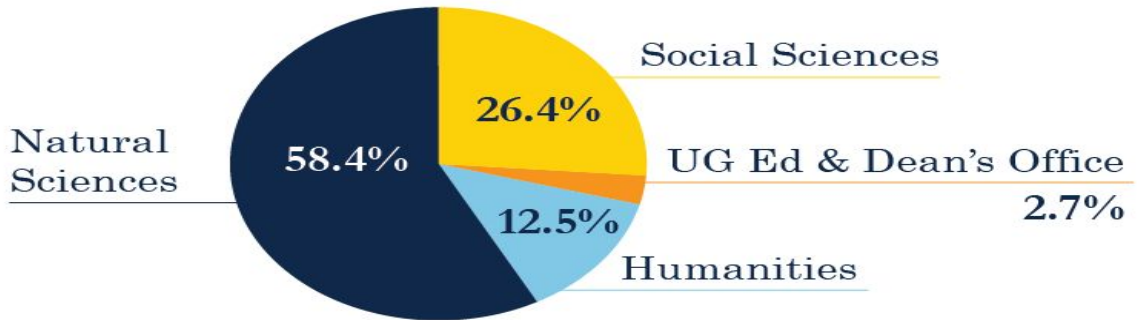
Proposal Submissions- 141 Unique Sponsors

Proposals by Direct Sponsor (Last 13 Months)
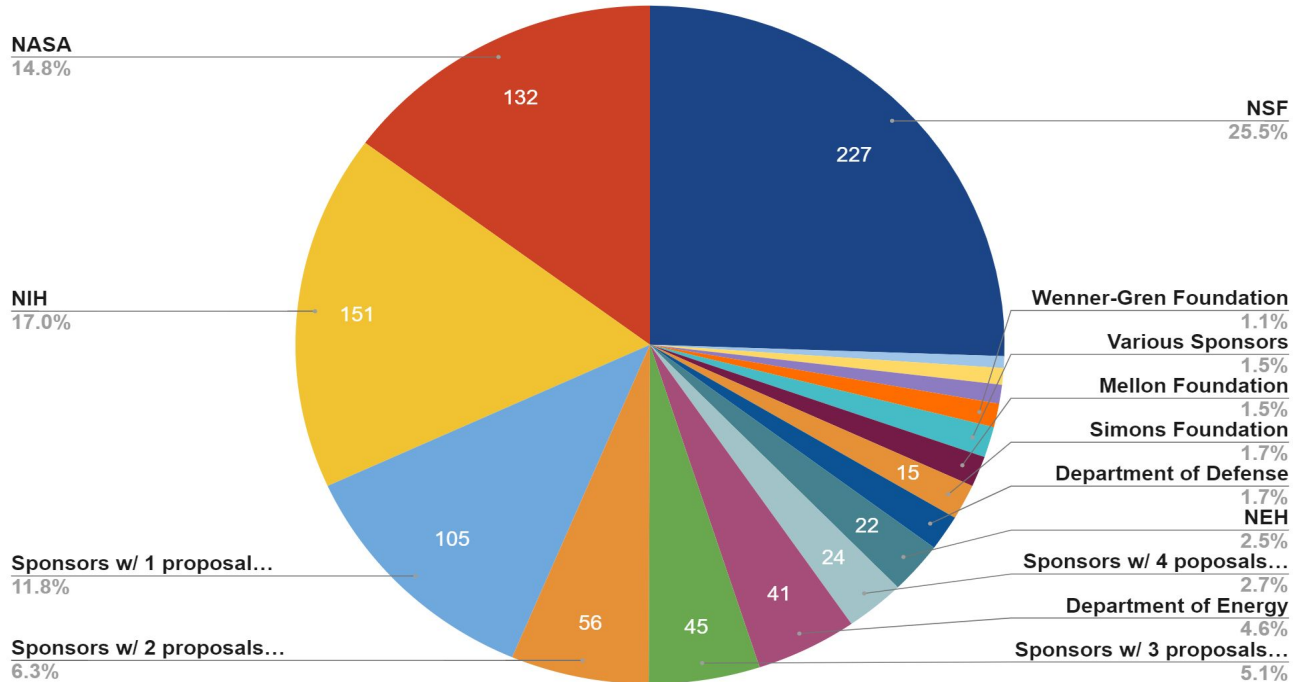
Research Highlights: understanding the past

The World's Oldest Preserved Fish Brain (We Think)

☰
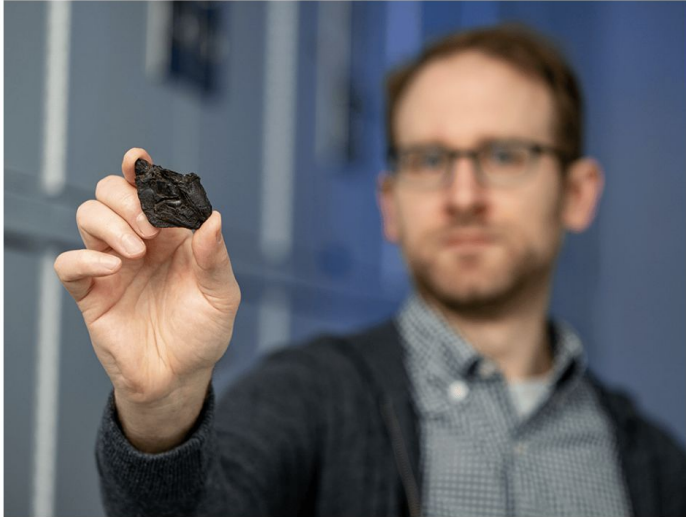
This seemingly mundane artifact found in a coal mine in 19th century Great Britain would become important, Prof. Matt Friedman realized, after discovering that it could unlock clues about brain evolution in a group of fishes that existed more than 250 million years before dinosaurs became extinct. *Photo by Eric Bronson/Michigan Photography*

The accidental discovery of a 319-million-year-old fish brain highlights the beauty of curiosity-driven research and the importance of museum collections.

Research Highlights: understanding **the** present

Reality Check

M | LSA COMMUNICATION & MEDIA
UNIVERSITY OF MICHIGAN
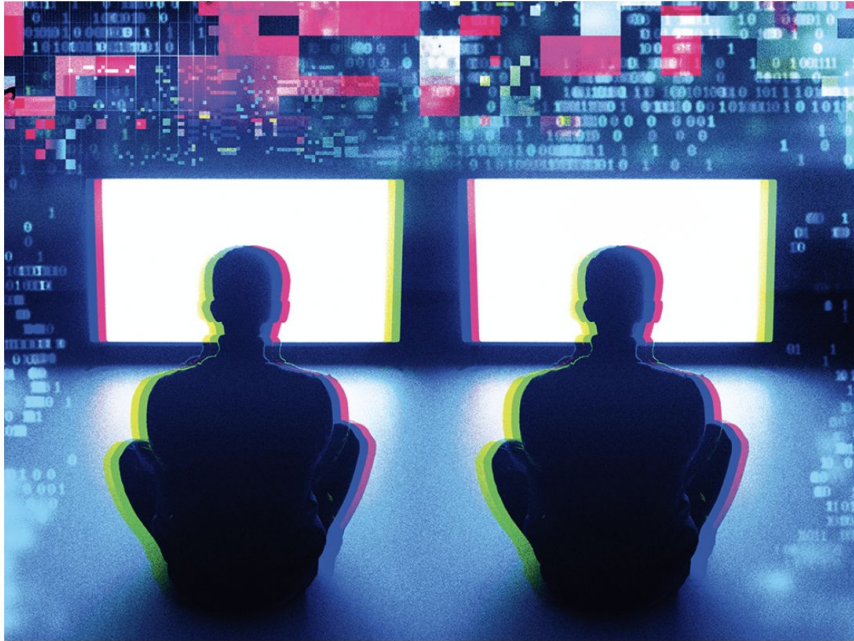
Professors in communication and media are helping us understand how our media consumption shapes our views on, and understanding of, the world around us.

Research Highlights: understanding the present

LSA Professor D. André Green wants to understand how monarchs migrate to the same places in Mexico every year and how this migration is changing with climate change.

Research Highlights: helping shape the **future**

Can We Really Teach Machines to Smell?
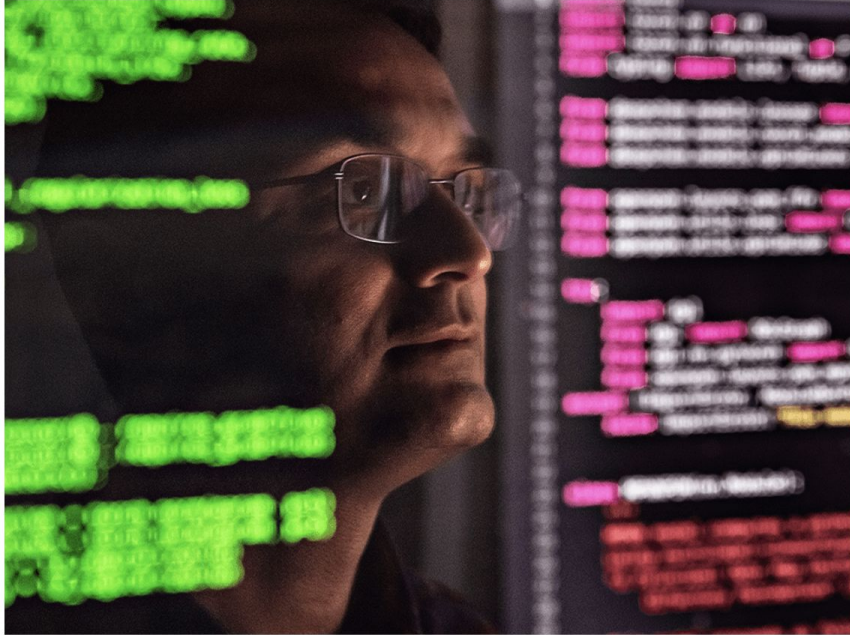
Statistics Prof. Ambuj Tewari reviews computer code. *Photo by Leisa Thompson Photography*

A statistics professor and his students are exploring the rapidly developing field of artificial intelligence with a new spin on humans' oldest sense.

Machine olfaction is a field spanning statistics, chemistry, computer science, and engineering.

Supporting people

The work that YOU do…

makes everything else possible.

Reminder, Reminders, and More Reminders

Subject: URGENT

DO NOT USE EMAIL TO REPLY TO THIS MESSAGE. RESPOND VIA THE eRESEARCH WORKSPACE ONLY.

The following comments have been posted for the Award referenced below.

Comments: Submission Required by 8/30/2024 - This project ended over a year ago on 7/31/2023 and the Project Outcomes Report remains delinquent in Research.gov. It is ultimately the department's responsibility to ensure completion and timely submission of this report which was due to NSF by 11/29/2023.

NSF has been sending emails every two weeks to get the report submitted and ORSP has reached out numerous times with no response.

RA's play a critical role in research at the University of Michigan.

Happy National Research Administrators Day!

ISR Director Message

Michigan Medicine Message

Guest Emcee Remarks

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   Administrator, ISR

Research Security Update

Research Administrators' Network (RAN) Meeting

Lisa Nichols, Ph.D., Executive Director, Research Security

September 25, 2024

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U.S. Initiatives to Foster Transparency and Mitigate Risk

- Federal-wide ("common") disclosure forms

- U.S. research funding agency proposal risk reviews and mitigation plans

- Research security program requirements

- The SECURE Center and Analytics

Federal-wide "Common" Disclosure Forms

Implementation of federal-wide ("common") disclosure forms

National Security Presidential Memorandum-33 (NSPM-33) – Jan. 2021
- "Agencies shall standardize disclosure processes, definitions, and forms across funding agencies to the extent practicable"

Final current and pending support and biosketch forms published – Nov. 2023
- NSF implemented May 20, 2024, in SciENcv
- NASA to implement on October 1, 2024
- NIH and DOE to implement May 25, 2025, NIH in SciENcv
- DoD to implement, date unknown

Common forms undergo OSTP/OIRA review if agency variation. No variation, BUT…
- NSF: Separate requirement for synergistic activities, formerly part of the biosketch
- NIH: Biosketch supplement to include personal statement, contributions to science, honors

Senior personnel certify that they are not participating in a malign foreign talent program

What is a Malign Foreign Talent Recruitment Program?

CHIPS and Science Act Prohibition (Sec. 10632)
- Requires Federal research agencies to establish policies to prohibit awards to individuals party to a "malign foreign talent recruitment program," subject to certain existing laws.

"any program, position, or activity that includes compensation in the form of cash or certain in-kind compensations in exchange for:

1. engaging in the **unauthorized transfer of U.S. intellectual property**, *materials, data products, or other nonpublic information to the government of a foreign country or foreign entity*;

2. required to recruit trainees or researchers to enroll in a program, position, or activity;

3. **establishing a lab or company, accepting a faculty position; or undertaking any other employment or appointment in a foreign country or with a foreign entity if activities are in violation of the standard terms and conditions** of a federal R&D award;

4. Unable to terminate the contract/agreement except in extraordinary circumstances;

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What is a Malign Foreign Talent Recruitment Program?

5**. limited in the capacity to carry out a research and development award or required to engage in work that would result in substantial overlap or duplication of federally funded work**;

6. being **required to apply for and successfully receive funding from the sponsoring government's funding agencies** with the sponsoring foreign organization as the recipient;

7. being required **to omit acknowledgement of the [U.S.] recipient institution** with which the individual is affiliated, or the federal research agency sponsoring the research and development award, contrary to the institutional policies or standard terms and conditions of the federal research and development award;

8**.** being **required to not disclose** to the federal research agency or employing institution the participation of such individual in such program, position, or activity;

9**. having a [undisclosed] conflict of interest or conflict of commitment** contrary to the standard terms and conditions of the federal research and development award."

What is a Malign Foreign Talent Recruitment Program?

(B) a program that is sponsored by—

  (i) **a foreign country of concern or an entity based in a foreign country of concern, whether or not directly sponsored by the foreign country of concern** (FCOC); [China, North Korea, Russia, Iran, or any other country determined to be a FCOC by the Department of State.]

  (ii) an academic institution on the list developed under section 1286(c)(8) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (10 U.S.C. 2358 note; Public Law 115-232); or

  (iii) a foreign talent recruitment program on the list developed under section 1286(c)(9) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (10 U.S.C. 2358 note; Public Law 115-232)."

  [Lists referenced in items B.(ii) and (iii) are available in Part 3 of the DoD document *Countering Unwanted Foreign Influence in Department-funded Research at Institutions of Higher Education*]

CHIPS and Science Act: Prohibition on Malign FTRPs

- Directs the White House to develop guidelines for research funding agencies that:
  - Prohibit R&D awards to senior/key personnel participating in *malign* FTRPs
  - Requires recipient institutions to prohibit these individuals from working on projects supported by R&D awards.

- DoD *Countering Unwanted Foreign Influence in DoD funded Research at Institutions of Higher Education*
  - Includes a *Policy on Risk-based Security Reviews of Fundamental Research* and *Decision Matrix*. Per the matrix:
    - **DoD prohibits dept. funding after August 9, 2024, if proposing institution does not have a malign FTRP policy/prohibition in place**

U-M Prohibition on Malign FTRPs

University of Michigan Policy Prohibiting Participation in Malign Foreign Talent Recruitment Programs

<u>Policy</u>

In accordance with federal requirements, the University of Michigan [U-M] prohibits participation in malign foreign talent recruitment programs. Per the <u>CHIPS and Science Act of 2022</u>, the term ''malign foreign talent recruitment program'' means:

"(A) any program, position, or activity that includes compensation in the form of cash, in-kind compensation, including research funding, promised future compensation, complimentary foreign travel, things of non de minimis value, honorific titles, career advancement opportunities, or other types of remuneration or consideration directly provided by a foreign country at any level (national, provincial, or local) or their designee, or an entity based in, funded by, or affiliated with a foreign country, whether or not directly sponsored by the foreign country, to the targeted individual, whether directly or indirectly stated in the arrangement, contract, or other documentation at issue, in exchange for the individual—

Research Funding Agency Risk Reviews and Mitigation

Research Security Proposal Risk Reviews and Mitigation

DoD, DOE, NSF, and NIH have risk review processes/matrices in place

Table 1: Decision Matrix to Inform Fundamental Research Proposal Mitigation Decisions

Factors for Assessing a Covered Individual's Associations, Affiliations, Collaborations, Funding, and the Policies of the Proposing Institution that Employs the Covered Individual

Factor 1: Foreign Talent Recruitment Programs	Factor 2: Funding Sources	Factor 3: Patents	Factor 4: Entity Lists

NSF TRUST

Trusted Research Using Safeguards and Transparency

Rating	Factor 1: Foreign Talent Recruitment Program[4,5]	Factor 2: Foreign Funding[6,7]	Factor 3: Affiliation with Foreign Institutions or Entities[6,8]
Mitigation measures required. **Contact recipient institution for more information.**	Indicators of active (ongoing) participation in a malign foreign talent recruitment program (MFTRP) meeting any of the criteria in Sec. 10638(4)(A)(i)-(ix) of the CHIPS and Science Act of 2022. [Note: this factor/rating is automatically disqualifying]	Indicators of undisclosed or incompletely disclosed active (ongoing) funding from a Foreign Country of Concern (FCOC) or an FCOC-connected entity	Indicators of an undisclosed or incompletely disclosed active (ongoing) affiliation with an institution or entity located in or connected to a Foreign Country of Concern (FCOC).

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Research Security Proposal Risk Reviews and Mitigation

What are agencies looking at/concerned about?

- Active participation in a malign foreign talent recruitment program is prohibited. Past participation can be a risk factor. Some agencies also look at current/past participation in a FTRP/affiliations as a risk.
- Foreign funding from countries of concern (DoD), or undisclosed funding from any foreign country (NIH)
- Foreign patents resulting from research funded by the USG (DoD)
- Engagement with entities on U.S. watchlists. This is a particular concern for DoD and DOE, and NSF where it involves certain critical technologies.

  - Researchers should conduct/request restricted party screening for any potential international activity and consult with export controls and research security if the other party   is on a U.S. restricted list. This includes minor engagement that could lead to co-authorship.
- Undisclosed affiliations in FCOCs (NIH – higher-risk) or other foreign countries (lower-risk)

Look-backs range from 2-10 years (I recently heard 19 years for one PI/institution – DOE)

Research Security Proposal Risk Reviews and Mitigation

Increased transparency – disclose what you're doing and provide associated contracts, <u>but:</u>

- The agency may deem some foreign engagements too risky and deny funding
  - Perceived high-risk can range from co-authorship on fundamental research articles with foreign country of concern entities that are not on U.S. watchlists (Army only) to those on U.S. lists or foreign funding (DoD and at least to some extent DOE).
  - Technology can be a factor (deemed critical)
  - The Army and DOE are the most conservative

<u>Risk Mitigation</u>:
- Research security training;
- Prior notification of international travel;
- Notification of project-related outreach from a foreign operative;
- Removal of a PI or co-PI from an award;
- Additional disclosure and certification

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Research Security Proposal Risk Reviews and Mitigation

By 2022, China became the largest collaborator with the United States, with 24% of internationally coauthored U.S. articles having a Chinese coauthor, a slight decline from 26% in 2020.

Source: https://ncses.nsf.gov/pubs/nsb202333/international-collaboration-and-citations

Research Security Program Requirements

Final Research Security Program (RSP) Guidelines

THE WHITE HOUSE

JULY 09, 2024

White House Office of Science and Technology Policy Releases Guidelines for Research Security Programs at Covered Institutions

OSTP ▸ NEWS & UPDATES ▸ REPORTS AND DOCUMENTS

Today, the White House Office of Science and Technology Policy issued guidelines to federal research agencies on research security programs at

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Final RSP Guidelines

Cybersecurity

- Implement a cybersecurity program **one year** after publication of the final NIST cybersecurity resource (IR 8481: Cybersecurity for Research)

Foreign Travel Security

- Implement federal foreign travel security training to covered individuals (CI) within **1 year of availability** and at least every 6 yrs.

- Organizational record of CI international travel when agency determines security risks warrant travel reporting for an R&D award

Research Security Training

- Implement research security training; certify CI completion

- Option A: NSF training modules

- Option B: Non-federal training that covers: (1) Improper transfer of USG-supported R&D; (2) importance of International research & talent

Export Control (EC) Training

- Provide EC training to CI working with controlled technology

- Option A: Govt. training (BIS, DDTC)

- Option B: Non-fed training with U.S. EC and compliance requirements & processes for reviewing foreign sponsors, collaborators, and partnerships

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Final RSP Guidelines – Implementation Timeline

Assumes minimum windows for agency and institutional implementation

Jan. 2027 is a possible end point

July 9, 2024

OSTP releases Guidelines for Research Security Programs at Covered Institutions to heads of federal agencies.

January 8, 2025

Within 6 months of the date of OSTP Guidelines, federal agencies shall submit to OSTP & OMB plans for updating their policies to address the Guidelines in their research security program standards.

January 2025-July 2025

Federal agencies shall implement their updated policies no later than 6 months after finalized plans are submitted to OSTP & OMB.

January 2025-July 2026

Covered institutions shall have no more than 18 months after the effective date of agency plans to implement their requirements.

SECURE (Safeguarding the Entire Community in the U.S. Research Environment) Center and Analytics

SECURE Center and Analytics

NSF-backed SECURE Center will support research security, international collaboration

July 24, 2024

Five-year $67 million investment led by the University of Washington

Five regional centers:

- Northeast - Northeastern University
- Southeast - Emory University
- Midwest - University of Missouri
- Southwest - The University of Texas at San Antonio and Texas A&M University
- West - University of Washington

Mississippi State University

University of Michigan

Stanford University's Hoover Institution

Collage of Charleston

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SECURE Center and Analytics

Entire Community:

- Researchers
- Research Administrators
- Research funding Agencies
- IHEs (R1, R2, R3, ERI, MSI, HBCU)
- Small & medium businesses
- Non-profit research institutions
- Higher ed associations, societies
- Others

Community centered approach: the community owns the problems and solutions

SECURE Center and Analytics

- The **research community co-creates** what it wants and needs to foster international research collaborations while ensuring and enhancing security at its institutions. **Together we define the problems, design the solutions, and make them happen.**

- Building together fosters collaborative decision-making.

- One of the things we will co-create is a shared virtual environment (SVE) that enables us to collaborate, deliver solutions, and share information.

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U-M International Engagement Website Updated

- Assessing and Managing International Collaborations in Research
- Federal-wide Research Security Efforts
- Federal Agency-specific Research Security Activities, Policies, and Requirements
- Disclosure: Transparent Reporting of International Affiliations and Support
- International Travel and with Technology
- FAQs

Questions?

RAAC Updates

September 25, 2024
Research Administrators' Network (RAN) Meeting
Chris DeVries / Project Manager, RAAC

Next Virtual Networking Session

- Our next Virtual Networking session, hosting the **ORSP Pre-Award Team** will be held at a date and time TBD in **October 2024**.

- More information, including a calendar invitation and link to submit questions ahead of the session is forthcoming.

Research Administration Mentoring Program (RAMP↑)
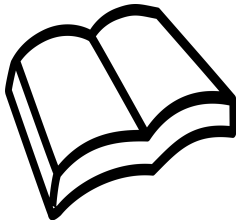
- Completed our 8th RAMP↑ cohort in July 2024 and thank you to all of our mentors and mentees.

- Currently working to assemble our 9th RAMP↑ cohort – looking to identify a few more potential mentors.

- Planning to begin the 9th cohort in **October 2024**.

RAMP↑ 8th Cohort Evaluation Results

How committed do you feel your mentee / mentor was to the mentoring relationship?
(1 - Not Committed; 5 - Very Committed)

Mentors (n = 14): 0%, 15%, 0%, 39%, 46%

Mentees (n = 13): 0%, 7%, 7%, 86%

Legend: 1, 2, 3, 4, 5
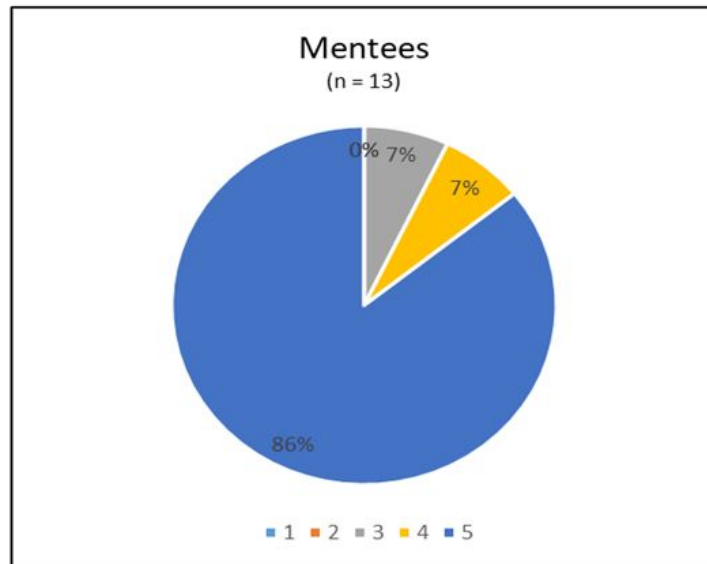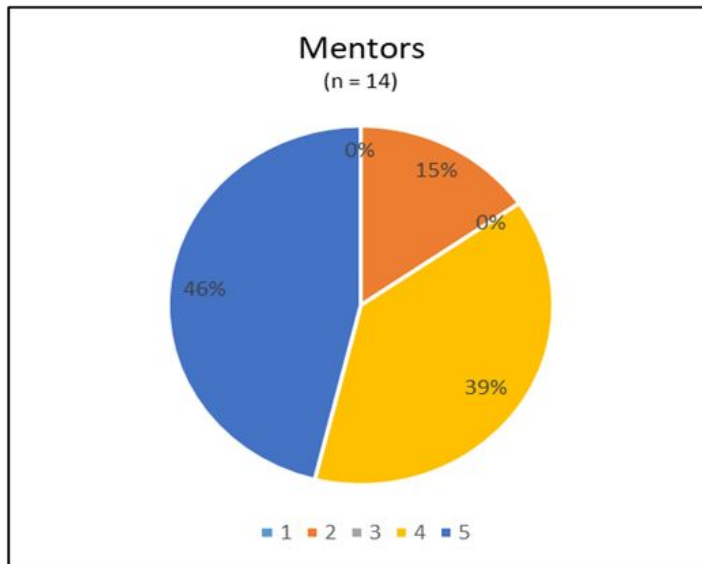
RAMP↑ 8th Cohort Evaluation Results

(Mentees) Did the mentoring relationship help you feel as though you will succeed in your job as a research administrator?
(n = 14)

0%

100%
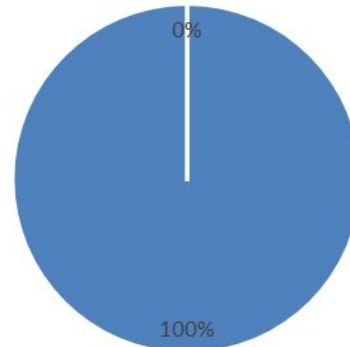
■ Yes ■ No

RAMP↑ 8th Cohort Evaluation Results

Specific comments from mentees:

- "Great experience to connect with other RAs and feel a part of a community"
- "I found the RAMP program to be extremely beneficial. It really helped me understand research administration better and how it fits within U of M."
- "Excellent program for a new employee to get their bearings."

RAMP↑ 8th Cohort Evaluation Results

Specific comments from mentors:

- "The RAMP program is extremely important to not only gain RA knowledge but build contacts in the field. "
- "I think it's a good way to connect with others at Michigan. We're so decentralized. It's good to learn about how other departments are structured."
- "I found it to be a very productive experience for both me and my mentee."

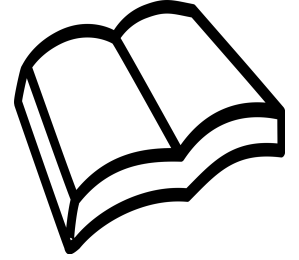# Thanks to the 8th RAMP↑ Cohort!

Mentees:

- Christy Allen – SPH
- Rose Branstrom – SPH
- Lisa Fields – Engineering
- Ivanna Iavorska-Em – ISR
- Kaley James – SPH
- Ariona Kalaj – Medical School
- David Kellermeyer – ISR
- Forest Li – Michigan Radio
- Jennifer Melms – Engineering
- Yvonna Olds – Engineering
- Christy Orlando – Medical School
- Ingra Stimach – Engineering
- Philip Stranyak – ISR

Mentors:

- Kelly Belcher – Medical School
- Kellie Buss – ORSP
- Kerri Cross – ISR
- Maryclaire Ellis – Ford School
- Donelle Goerlitz – Medical School
- Sam Gibbons – Medical School
- Dennis Guttman – Engineering
- Ruth Halsey – Medical School
- Patrick Lagua – Dentistry
- Jessica Mirelez – Medical School
- Nancy Oeffner – ISR
- Fred Paffhausen – Medical School
- Danielle Smith – Life Sciences Institute

Thanks to the 8th RAMP↑ Cohort!

Group Mentoring for Emerging RAs Mentees:

- Sandra Crump – College of Pharmacy
- Ethan Farrelly – UMMA
- Ellen Han – OVPR
- Lisa Carey – Graham Sustainability Institute
- Abby Cervantes – ISR
- Shawna Matzinger – SPH

Group Mentoring for Emerging RAs Mentors:

- Anne Diment – Sponsored Programs – OCA
- Alfreda Fleming – Medical School
- Jacqui Grisdale – Medical School
- Kristen Hug – Medical School
- Ute Lowery – ORSP
- Alan Phlipot – Medical School
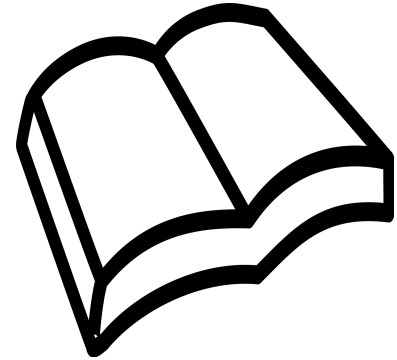
RAMP↑ RESEARCH ADMINISTRATION MENTORING PROGRAM

NAVIGATING RESEARCH ADMINISTRATION AT THE UNIVERSITY OF MICHIGAN

M-Reports Modernization Project
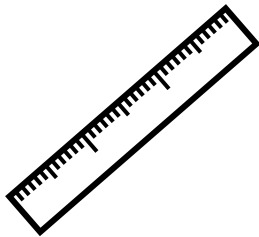
- ITS has been addressing feedback received on the modernized Project Budget Status Report they demonstrated in April 2024.

- They will continue testing and feedback through the Fall and anticipate deployment in Winter 2025.

M-Reports Modernization Project
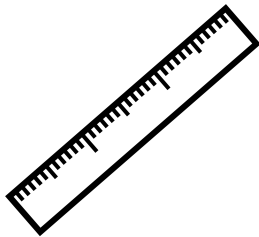
- More information will be sent through the RAAC Executive Committee, RAAC Committee-at-Large, and RAAC M-Reports Modernization Workgroup.

- ITS is exploring ways to engage faculty with the redesigned reports.

A HUGE Thank You to ALL current RAAC members!

RAAC Executive Committee

- Shandra White
- Debbie Talley
- Andrea Anderson
- Kerri Cross
- Teresa Herrick
- Melissa Karby
- Heather Kraus
- Melissa Milligan

- Heather Offhaus
- Lauren Orleman
- Carolyn Pappas
- Nick Prieur
- Anne Thompson
- Bryan VanSickle
- Rick Wintergerst
- Becky Youmans-DeMoss

RAAC Committee-at-Large

- Karen Alameddine
- Emily Baxter
- Steve Beach
- Kristie Beckon
- Cheri Brooks
- Jodi Caviani
- Constance Colthorp
- Jackie Dani
- Joanne DeVore
- Lori Deromedi
- Kathy Devereux
- Brooke Dougherty Reyes

- Vickie Earl
- Peter Gerard
- Bill Greer
- Stephanie Hensel
- Teresa Herrick
- Kirby Jewell
- Laura Kaminski
- Jennifer Klimowicz
- Patrick Lagua
- Jennifer Linzmeier
- Mary Locey
- Charles Mattison

- Rhonda McCammon
- Becky O'Brien
- Julie Olivero
- Stacy Orban
- Lauren Orleman
- Carolyn Pappas
- Lisa Parker
- Susan Powell
- Kate Remus
- Anna Schork
- Jane Sierra
- Angie Skellie

- Danielle Smith
- Maggie Swift
- Debbie Talley
- Sheree Temple
- Michelle Terrell
- Anne Thomson
- Elizabeth Tropiano
- Pat Turnbull
- Bryan VanSickle
- Corene Weiland
- Rick Wintergerst

RAAC Communications Subcommittee

- Becky Youmans Demoss (Chair)
- Christy Bohensky
- Jodi Caviani
- Constance Colthorp
- Kara Cristian
- Lori Deromedi
- Kathy Devereux
- Amy Franklin
- Sam Gibbons

- Jim Jarvis
- Prentiss Laich
- Cathy Liebowitz
- Amy Lingle
- Sarena Nuttall
- Becky O'Brien
- Thomas Paluchniak
- Melissa Vaquera

RAAC Metrics Subcommittee
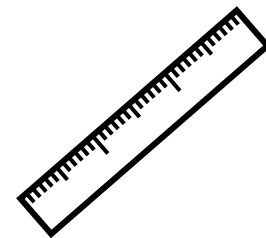
- Melissa Milligan (Chair)
- Chris Allan
- Steve Beach
- John Cristiano
- Laura Dickey
- Tricia Haynes
- Stephanie Hensel
- Jennifer Huntington
- Rachael Lee
- Adam Mall
- Rey Martell
- Dan Mitchell
- Lauren Orleman
- Susan Powell
- Vasu Ramani
- Susan Sica
- Polly Simms

RAAC Process Subcommittee
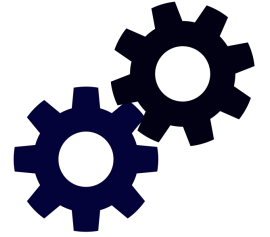
- Anne Thomson (Chair)
- Karen Alameddine
- Emily Baxter
- Kerri Cross
- Brooke Dougherty Reyes
- Maryclaire Ellis
- Teresa Herrick
- Tonia Jackson
- Melissa Karby

- Lynn Kujawa
- Dean Michalak
- Heather Offhaus
- Carolyn Pappas
- Mike Randolph
- Pat Turnbull
- Bryan VanSickle
- Rick Wintergerst

RAAC Training Subcommittee
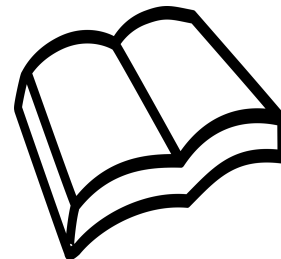
- Nick Prieur (Chair)
- Melissa Li (Co-Chair)
- Mindy Alguire
- Amy Brooks
- Betsy Brouhard
- Gretchen Cai
- Aaron Campbell
- Kate Chie
- Lori Deromedi
- Kristen Hug
- Lia Floreno

- Lyn Fyfe
- Cathy Howell
- Kirby Jewell
- Patrick Lagua
- Jonah Lee
- Susan Powell
- Amanda Reel
- Raquel Silvius
- Pat Turnbull
- Corene Weiland

Other Updates

September 25, 2024
Research Administrators' Network (RAN) Meeting
Chris DeVries / Project Manager, RAAC

NIH Data Sharing – 20 months In

- Overall UM DMSPs are going in successfully

- Small number of Just in Time alterations requested
  - Element 1: Study Specific: Sufficient Details of data type and volume
  - General: Use language that maps onto the standard requirements
  - Element 4: Confirmation that data will be shared timely (no later than publication or end of grant)
  - Element 6: Confirmation of monitoring (annually)

- Stay Tuned:
  - RPPRs in October will start seeking DMSP information
  - Navigate 12/12 @ 11 a.m. will cover these and other useful information about DMSPs

![fisher scientific — part of Thermo Fisher Scientific]

New Contract

- Procurement conducted a competitive bid for lab supplies with input from a broad group of researchers and other staff.

- First award is a sole primary award to Fisher.
  - Significant **additional savings** compared to previous pricing
  - **Free standard ground shipping** including Life Technologies items ordered through Fisher
  - Expansion of dedicated customer service team to **three site specialists**
  - **Free white glove delivery** on equipment
  - **Free returns**
  - **Expansion** of Dock Management and Lab Services program

FINANCE
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NEXT IN CLASS

SoA Changes

- As part of the new contract, we have restructured the business process to eliminate separate credits to federally funded grants / contracts being applied from every Fisher invoice/voucher.

- Targeting 10/1/24 for the change to take effect.

- In place of separate credits we negotiated improved pricing which took effect January 1st, 2024.

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NEXT IN CLASS

Questions?

- 🌐 **[Procurement Optimization Webpage](#)**

- ➤ **[Procurement Services Webpage](#)**

- ✉ Email **[Procurement Services](#)**

- 📰 Subscribe to our **[newsletter](#)**

FINANCE
PROCUREMENT SERVICES
UNIVERSITY OF MICHIGAN

NEXT IN CLASS

ORSP Updates

September 25, 2024
Research Administrators' Network (RAN) Meeting
Andrea Anderson / Executive Director, ORSP

Uniform Guidance Update

- Updates to be implemented in October by the funding agencies

- U-M leadership forming work group to review changes & plan for implementation

- Changes that will impact budgeting
    - 15% de minimis rate

- More details to come

UG
2 CFR 200

NIH Update

NIH Grants Policy Update

NIH-hosted webinar on Oct. 17, 2024, at 1pm. An invaluable opportunity to stay informed on the latest policy news.

Automated Email Seeking Just-in-Time Information

Will retire on October 1

NIH Loan Repayment Program
Application Cycle Open Sept. 1 to Nov. 21

Applicants are required to work with ORSP on some elements of this application process. Work with Amanda Reel from our office. Amanda serves as is the Institutional Business Official (IBO) to list on LRP Applications.

NIH
National Institutes of Health

NSF Updates

NSF has archived its Award Terms and Conditions and is Implementing Revised 2 CFR .

Hosted a Webinar on Sept. 12 and more to come in this series.

See:

https://new.nsf.gov/events/webinar-revision-nsf-award-terms-conditions-implementing

Preventing sponsor rejections of no-cost extension (NCE) requests

- ORSP received a notification from NASA stating they are now rejecting all late no-cost extension (NCE) requests.

- **Best practice:** Regardless of sponsor, submit NCE requests 30 days before the project period end date.
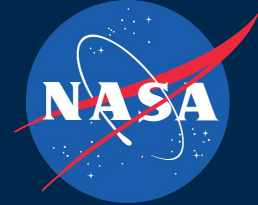
Reminder of Prohibitions on Password Sharing

Northern District Ohio shared that Cleveland Clinic Foundation (CCF) will pay a **$7.6 million settlement** for allegations that CCF:

- Did not disclose current and ongoing financial research support in a Principal Investigator's federal grant applications and reports to the NIH.

- Investigator shared password and had another individual complete their disclosures, violating NIH policy.

M | RESEARCH AND SPONSORED PROJECTS
UNIVERSITY OF MICHIGAN

On the Home Front

- System Updates and Tip
    - PAF 1.2
    - New Pre-Award Address
    - CLM Update
  - ORSP Staffing Updates
    - Org Chart
  - Realignment Roadmap and Implementation Plan

Systems Updates and Tips

- PAF 1.2
- Pre-Award address

Request Action on PAF

- June updates to Request Action on PAF - Action Request Types

- Reminder: Turndown requests now handled through Request Action.

- Data Integrity and Reporting

Project Team Request ORSP Action

Select the appropriate check box for this request. Then, where applicable, respond to any sub-questions.
Enter comments in the text box to indicate what ORSP action is required when "Other" is selected, or to provide additional detail for any request.
Add documents (required if a sponsor deadline is entered - must provide a document showing the sponsor deadline entered).
If you wish to send an email to others on the project team, select recipients below (optional).
The PAF will show up in ORSP's inbox, so it is not necessary to email them.
Click OK to send to ORSP for processing.
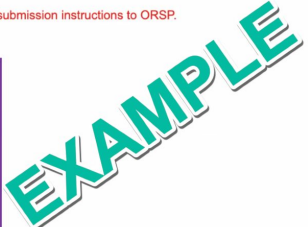Click CANCEL to cancel this activity and close this window.

Do not use this activity to indicate finalization of proposal documents or communicate submission instructions to ORSP.

* Is there a Sponsor Deadline for this request? ○ Yes ○ No Clear

Select Pre-Award Action Request Type(s):
- [ ] Pre-Submission Request (e.g. send PAF back for changes)
- [ ] Resubmit and/or Withdraw Proposal (Provide details in the comment box below)
- [ ] Send Information to Sponsor (after Proposal Submission)
- [ ] Process Award Document
- [ ] Turn Down Request
- [ ] Other

Comments:

EXAMPLE

Select Pre-Award Action Request Type(s):
- [ ] Pre-Submission Request (e.g. send PAF back for changes)
- [ ] Resubmit and/or Withdraw Proposal (Provide details in the comment box below)
- [ ] Send Information to Sponsor (after Proposal Submission)
- [ ] Process Award Document
- [ ] Turn Down Request
- [ ] Other

Comments:

Pre-Award Email Address for Inquiries *Prior* to Proposals arriving at ORSP

Examples of when to use this email address:

- before the Proposal arrives at ORSP

- to request guidance on completing PAFs for Proposals (not for Contracts or Subsequent PAFs)

- for questions on interpretation of sponsor guidelines

- to check if U-M has an institutional account in a new sponsor system

▶ orsp-pre-award@umich.edu

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UNIVERSITY OF MICHIGAN
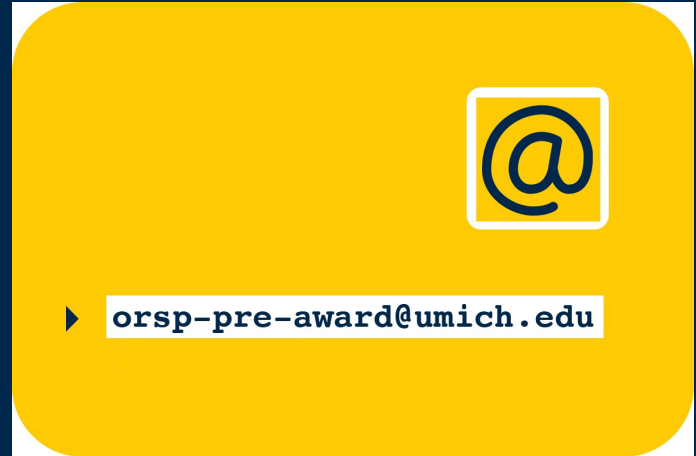
Contract LifeCycle Management (CLM) Update

September Focus Groups complete

> Thank you for your valuable feedback through this process!

Go Live end of October

Targeting Integration with eRPM early 2025

UFA Cleanup - 23k records closed

RESEARCH AND SPONSORED PROJECTS
UNIVERSITY OF MICHIGAN

ORSP STAFFING UPDATES

Sam Gibbons
Associate Director, Pre-Award   (June 24)

Natalie Lopez
Administrative Assistant Senior (June 24)

Joseph Fraley
Policy & Planning Analyst   (July 2)

Eric Ward
Assistant Director, Unfunded Agreements (July 15)

Daniela Marchelletta
Associate Director, Award Management (Sept. 9)

Ana Causo
Assistant Director, Clinical Trials (Sept. 3.)

Kellie Buss
Manager, Award Management (Sept. 16)

Amanda Reel
Manager, Award Management (Sept. 16)

Kate Chie
Manager, Pre-Award (Sept. 18)

Christy Bohensky,
Lead Sponsored Project Officer, Award Management (Sept. 23)

RESEARCH AND SPONSORED PROJECTS
UNIVERSITY OF MICHIGAN

ORSP Realignment Roadmap

	FY24 Q2	FY24 Q3	FY24 Q4	FY25 Q1	FY25 Q2	FY25 Q3
Pre Award Team		First cohort	Leadership hired		Final cohort	
Award Management Team			Leadership hired	Staff placed	Launched	
Contracts Team			Leadership hired	Staff placed	Launched	
Coordinators Team				Leadership hired	Fully staffed	Launched
CLM System		Select & Implement System		Launch system	Integrate with eRPM	
Ops Support	Develop Training			Facilitate Training		
eResearch	Build out & Launch system enhancements					

Guest Emcee Remarks

September 25, 2024
Research Administrators' Network (RAN) Meeting
David Mulder / Assistant Director, Regulatory Affairs, Medical School
Cathy Seay-Ostrowski / Director of Administration and Center
   Administrator, ISR

OG/NG/All-G Networking! Start the Convo!

- Where do you work and how long? What type of role do you have in research administration?
- Do you like what you do? What is your favorite part of your job?
- What is most interesting about your job? Most challenging?

- What would you say is best to move upward in this role across the university?
- How do you manage your workload and still maintain work-life balance?
- What do you wish the UM would do to better support your career?

NATIONAL RESEARCH ADMINISTRATION DAY
COMMUNITY KUDOS

A **HUGE** THANK YOU OUR GENEROUS SPONSORS:

★ **Institute for Social Research Director's Office**

★ **Institute for Social Research Survey Research Center**

★ **Medical School - Department of Internal Medicine**

★ **Medical School - Department of Internal Medicine - Cardiology**

★ **Medical School - Department of Pediatrics**

★ **Medical School - Grants Services & Analysis**

★ **Office of Research and Sponsored Projects**

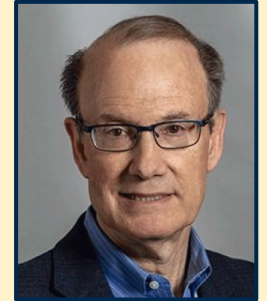★ **Sponsored Programs**
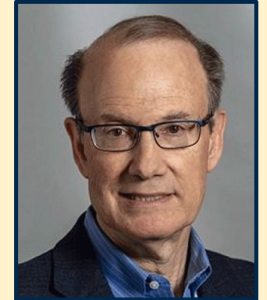
September 25, 2024

Thank you!

Ben Jorns, PhD

Brahmajee
Nallamothu, MD

Anthony Rosenzweig, MD
& Frankel Institute for
Heart and Brain Health

M | **RESEARCH ADMINISTRATION
ADVISORY COUNCIL (RAAC)**

Thank You and Happy Research Administrator Day!

September 25, 2024
Research Administrators' Network (RAN) Meeting

NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **the Anesthesiology Research Administrator Team**: "Our team is so supportive, and we work well together, happy to work with this group!
–*Kelly Weiseman*

Kudos to **Gregory Young**: "For being an awesome team lead."
–*Julia Levin*

Kudos to **Kara Cristian**: "Thanks for you work serving on the RAAC Communications committee and helping to organize this event!"
–*Anne Thomson*

Kudos to **EHBO and HHBO – LSA Finance**: "I am continously in awe of all the hard work the research administrators in EHBO and HHBO do every single day. They meet their challenges head on, come to work everyday with a positive attitude, and work collaboratively as a team to face any challenges that arise. I am so thankful to be a part of such a great group research administrators! I would not want to do this job without them :)"
–*Missy Denny*

Kudos to **Melissa Milligan** for "empathy in leadership."
–*Anonymous*

September 25, 2024

RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **Joanne DeVore**: "Joanne has graciously taken on mentoring me in UM Research Admin tasks since I started in January. She meets with me monthly to help walk me through issues I'm having and I'm so grateful for the time she dedicates to helping me improve my understanding! She is kind and patient and an awesome teacher!
–*Anonymous*

Kudos to the **Medical School Grants Office** for "explementary service. cannot thank you enough for your fabulous services--in every area and with every crazy inquiry we may have."
–*Janet Quaine*

Kudos to **Sabrina Garber**: "We are so excited to have you on our team! You are already becoming an excellent research administrator!"
–*Melissa Wallace*

Kudos to **Jana Deatrick**: "Jana is an unsung hero in my eyes. Jana brings many years of experience to the job, is thoughtful and kind, and delivers when the chips are down. Jana is a pleasure to work with and brings good cheer and positivity with her even when the pressure is high. Jana is a true Research Administration professional. Glad we're in this together, Jana!"
–*Cathy Liebowitz*

September 25, 2024

RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **Dhammika and Shaina, Department of Human Genetics Research Admins**: "To an incredible group of brilliant, fun, and hard working research administrators! I can't think of a better team to work with!
–*Ruth Halsey*

Kudos to **Pat Turnbull** for "outstanding & supportive supervisor of the UM-Dearborn Office of Research.Pat has helped me realize research administration as a career path and has been extremely supportive, patient, and generous in her sharing of expertise/knowledge in the field!
–*Rebecca Wren*

Kudos to **Christy Bohensky, Kara Cristian, Amy Franklin**: "Exceptional effort, action, and input on the RAAC Communications subcommittee working groups to update content and flow on various web pages."
–*Constance Colthorp*

September 25, 2024

RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **Charlie Mattison**: "Thank you for all your help from all of us in the admin core, always happily addressing our inquiries, and handling the various challenges with such patience, professionalism, and kindness."
–*Melissa Wallace*

Kudos to **Susan Vandersluis**:
"Susan is a reliable and hard working RA. Without her thoroughness I would be lost when in came to our faculty's collaborated GSRA support"
–*Holly McCamant*

Kudos to **Chris DeVries and Melissa Li**:
"Thank you for providing a positive and rewarding opportunity for learning and sharing knowledge through the RAMP↑ Group Mentoring program."
–*Ute Lowery*

Kudos to the **LSA Finance RBO Team**: "I want to give kudos to the LSA Finance RBO Team for their exceptional teamwork, positivity, and dedication this past year (and always!). I am so proud to be a part of this great team!
–*Jessie Presley*

September 25, 2024

RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **The Health and Retirement Study (HRS) Research Administration Team**: "The HRS is a large and complex project with many moving parts, and this incredibly skilled team of RAs does an excellent job managing the overall operations of the project on a day-in, day-out basis. The RAs are all positive all the time, despite daily challenges that would drive lesser folks to drink. =) I hope that they can be recognized for their incredible efforts to make a positive impact on such a large and influential project."
–*Brady West*

Kudos to **Cathy Robinson**: "Cathy is a dream to work with on every proposal. I appreciate all she does to handle the process so I can focus on the science. She was especially helpful and flexible this year in managing a collaborative proposal with a tricky external collaborator."
–*Libby Hemphill*

Kudos to **Holly Neilson**: "Excellent budget support and navigating eResearch."
–*Anonymous*

September 25, 2024

RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY
COMMUNITY KUDOS

"Kudos to my team – the Pediatric Research Office (PRO)!

Over the past 5 years, the Department of Pediatrics' extramural funded dollar levels have increased over 40%. The number of submissions increased by 14% from 2023 to 2024, and by over 93% since 2011 when the PRO was established. Each individual on this team brings a unique set of skills that allows this team of 8.7 to provide services to the Department of Pediatrics faculty above and beyond typical pre-award support. For example...

- **Kaitlyn Marshall**, Research Administrator Supervisor, in addition to being the MTA, DUA, and CDA office expert, leads the Pediatric Research Symposium event planning committee. This allows us to participate in celebrating our faculty's research results - it's like hosting a holiday event for research.
- **Nancy VanderKuyl**, Research Administrator Senior, actually enjoys dealing with all things publications. She is the office expert in SciENCv, eRA Commons, RPPRs, OS pages, Bios, and T-32s. Nancy also co-leads our team in the ACTIVE U program and starts each staff meeting with a brief chair exercise segment.
- **Alfreda Fleming**, Research Administrator Senior, has a background in both pre and post award, as well as providing research administration support to Research Centers within the university. She has quickly become the voice of expertise for the Pediatrics CHEAR Center faculty. Alfreda also took it upon herself to initiate and lead monthly DEI team group discussions.

I am truly grateful and feel very blessed to have each of these people in my life and on my team."
–*Becky Youmans DeMoss, MBA, CRA*

RESEARCH ADMINISTRATION
ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY
COMMUNITY KUDOS

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- **Steffenie Merillat**, Research Administrator Senior, has a mind for data. She has developed inter-office databases that enhance the office's ability to manage and monitor workflows and support data requests from department leadership. She also helps lead the office webpage development and maintenance, a tool the team has become reliant on to add efficiencies to the workflow.
- **Evan Clark**, Research Administrator Senior, eagerly accepted the challenge to dive into the world of IRB and committed himself to learning the ins and outs well enough to help guide newer faculty with their IRB-related questions. Evan possesses technical knowledge that aids the team with modifying tools to make them more effective and tamper-proof.
- **Cathy Mizgerd**, Research Administrator Intermediate, enthusiastically took over the Department of Pediatrics Intramural Funding Program which requires significant time commitment twice a year. Cathy's superb writing skills enhance the content and clarity of the funding announcements that go out biannually. Cathy also co-leads our team in the ACTIVE U program.

I am truly grateful and feel very blessed to have each of these people in my life and on my team."

–*Becky Youmans DeMoss, MBA, CRA*

**RESEARCH ADMINISTRATION
ADVISORY COUNCIL (RAAC)**

NATIONAL RESEARCH ADMINISTRATOR DAY
COMMUNITY KUDOS

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- **Akeiya Woods**, Research Administration Associate, joined the PRO with absolutely no previous research administration knowledge. Now she is responsible for generating all OS pages for the department and reviewing and editing all faculty biosketches. She is also Kaitlyn's right hand during the planning of the Pediatric Research Symposium.
- **Teri Behnke**, Administration Specialist Senior Health, makes up part of the .7 FTE devoted to the PRO. She provides expert reviews of all grants that come to the department's eRPM inbox. With her vast experience in many U-M segments - procurement, fellowships, calendaring, to name a few - Teri regularly provides guidance on matters that fall outside the scope of every day pre-award management.
- **Jackie Torres**, Research Administrator Emeritus, also makes up part of the .7 FTE devoted to PRO. She has over 20 years of experience in the Department of Pediatrics. There is no replacement for her historical perspective and knowledge of the research faculty. Information that could take hours of investigation to compile is at the team's disposal in a matter of minutes. We are fortunate that she didn't stay in retirement for long.

I am truly grateful and feel very blessed to have each of these people in my life and on my team."
–*Becky Youmans DeMoss, MBA, CRA*

September 25, 2024

**RESEARCH ADMINISTRATION
ADVISORY COUNCIL (RAAC)**

NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **Darleen Poisson**: "The professionalism and expertise of Darleen Poisson is unmatched. She has been my partner on so many grant and contract proposal submissions over so many years. She never drops the ball and always make the application better. Our research program has grown and flourishes under her leadership. She deserves our deepest thanks!"
–*Amy Pienta*

Kudos to **Nancy Oeffner**: "Nancy is a tireless advocate for Research Administrators, especially those new to the field. Nancy is willing to speak up and explore new ways of making the RA role easier and more efficient. Nancy's grace under pressure, good humor, and plain old fashioned know-how all make her an excellent colleague. "
–*Cathy Liebowitz*

September 25, 2024

RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **Aneesa Buageila**: "Aneesa is amazing and awesome. I do not know what I would do without her day-in and day-out. She is 100% reliable, 100% competent, 100% everything good you'd want in a Research Administrator. I feel very fortunate she's been part of our team for many years already, and hopefully many more to come! Aneesa, you are simply the best!
–*Cathy Liebowitz*

Kudos to **Frank Kaelin**: "I live in CA. Frank has solved many minor/some major computer problems I have encountered with calm good cheer."
–*Bob Willis*

Kudos to **Melissa Wallace**: "Excellent leadership, training, and resilience! Thank you, Melissa, for all that you do to help run the ISR Administrative Core Research Administrative function -- you are a top notch RA and ISR is lucky to have you!"
–*Cathy Seay-Ostrowski*

September 25, 2024

RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY
COMMUNITY KUDOS

Kudos to the **LSA Research Office**: "We want to express my sincerest thanks to the LSA Research Office for their dedication and unwavering support of all of our research proposals. Your unwavering hard work and dedication is appreciated beyond words. We truly appreciate all of the guidance and support you provide us day in and day out. You all are the backbone of our success with proposals and we deeply appreciate all of you."
–CBBO

Kudos to the **Cardiology Pre-Award Team**: "They stepped in when faculty needed extra support and helped each other submit a multicenter proposal that required an extreme level of detail and commitment. They worked day and night to meet all deadlines and submit the grants on time with very little turnaround time. I am so thankful for such an amazing, hardworking team!"
–Sarena Nuttall

September 25, 2024

RESEARCH ADMINISTRATION
ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **Jodi Caviani**: "Jodi - thank you for all your hard work co-teaching several Navigate training courses with me. There is no way they would be successful without your hard work, your dedication, and your relentless energy for Research Administration!"
–Nick Prieur

Kudos to **Cathy Liebowitz**: "Thank you, Cathy, for keeping the HRS moving along so smoothly during very busy and complicated time! We appreciate all you do for the HRS team! Thanks again!"
–Ken Langa

Kudos to **Dawn Curry**: "Dawn recently jumped in to help process a few agreements with multiple external entities in a way that continues to demonstrate her dedication to ORSP and our research community as a whole. She demonstrated attention to detail, clear communication, and good understanding of the timeliness of the work needing to be done. I'm always happy when I get to work with Dawn and can truly count on her when I need a helping hand!"
–Eric Ward

September 25, 2024

RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **Chris DeVries**: "Exemplary Customer Service. Since I first met Chris as the manager of the newly minted HSIP office manager, Chris has shown a commitment to a high level of customer service. I frequently say the HSIP office is a example of excellent customer service at the University of Michigan. I believe Chris started that tradition during his tenure with the HSIP team. In my interactions with Chris in his current role of RAAC Project Manager I have experienced the same level of Customer Service. Chris connects well with others, demonstrates he is listening my mirroring responses back, and all around showing empathy and compassion in his role. My most recent interactions have been through RAMP↑ where these skills shined during our Group Mentoring Sessions. Kudos to a job well done."
–*Jacqui Grisdale*

Kudos to **Sarah Smith**: "Sarah has been welcoming and an amazing, expert resource about every RA issue I have encountered, and there have been so many!"
–*Anonymous*

Kudos to **Holly Neilson**: "Holly's post-award support is invaluable. She's helping us manage multiple project budgets with overlapping staff, and I appreciate her flexibility in projecting budgets and creating different ways to view and understand the expenditures."
–*Libby Hemphill*

September 25, 2024

M | **RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)**

NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **Charlie Mattison**: "Charlie is ICPSR's "go to" person whenever our small research administration team needs extra help, and he is always ready to help. We are so grateful to him, as these are almost always high pressure, maybe-feel-like crisis moments, and he is helpful, calm, and great to work with."
–Maggie Levenstein

Kudos to **LSA Research Administrators**: "I want to express my heartfelt gratitude to each Research Administrator in LSA for the exceptional work you've been doing. Without a doubt, you are the best team I could ask for, and I feel incredibly fortunate to work with such a talented and dedicated group. Thank you for all your hard work and dedication!"
–Heather Kraus

Kudos to **The Dearborn Campus Office of Research RA Staff**: "During a time of significant increase in both submissions and awards, this team is also weathering the storm of transition. They have stepped up to meet the demands that come along with not only the growth in volume we are experiencing, but also an organizational structure change in how pre- and post-award are being managed for the campus under this small service unit."
–Pat Turnbull

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COMMUNITY KUDOS

Kudos to **Marlie Bartow**:
"Marlie has been an across-campus colleague for many years now. Since we first met, Marlie has provided kindness and support, and shared her good humor and expertise. She is a pleasure to work with - you'll always leave with a smile! Marlie - I appreciate you!"
–*Cathy Liebowitz*

Kudos to **LSA Finance – CBBO**: "Sending my deepest gratitude for the incredible hard work and unwavering dedication the LSA Finance - CBBO team consistently demonstrates in supporting their faculty members. Your commitment to excellence and their tireless efforts do not go unnoticed. Every day, you bring a collaborative, passionate spirit that makes our team a great success and joy to be apart of. Thank you for going above and beyond in all that you do. Your contributions are truly invaluable, and I am deeply appreciative of each and every one of you."
–*Nicole Dyer*

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RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY
COMMUNITY KUDOS

Kudos to **Heather Kraus**: "Sending a heartfelt thanks to Heather Kraus for your incredible support and dedication to our business offices. Your hard work and commitment play an essential role in the smooth functioning and success of our offices. Your consistent efforts and unwavering support help us to achieve the high standards we strive for every day. Thank you for everything you do. You make a world of difference for all of us!"
–*CBBO*

Kudos to **Nick Prieur, Lauren Tingwall, and Charlie Mattison**: "Even with full time "day jobs", agreeing to review proposals for the Dean's office during several vacations over the past few months. Knowing reviews were in good hands, allowed me to really enjoy my vacations."
–*Kerri Cross*

Kudos to **Jill Miller, Amy Holihan, and Helen Xu**: "I want to take today of all days, to recognize the incredible work of my RA team. Their unwavering dedication to excellence, coupled with the supportive and collaborative spirit they bring to every challenge is inspiring. They not only meet the highest standards of professionalism but also do so with a warmth and friendliness that makes working together a joy."
–*Danielle Smith*

September 25, 2024

M | **RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)**

NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **<u>Chris DeVries</u>**: "Chris provides behind-the-scenes (and sometimes in front of the scenes) support for the entire RA Community at U-M in his role as RAAC Program Manager. His passion for people, his organizational and project management skills, and his overarching dedication to the field of Research Administration drive him to excellence on a daily basis. Without Chris, Research Administration at U-M would look very different. I truly appreciate his dedication and willingness to do what's needed to make Research Administration at U-M the best it can be."
–Cathy Liebowitz

Kudos to **<u>Darleen Poisson</u>**: "Darleen goes above and beyond, supporting ICPSR research projects, every day. She is knowledgeable, careful, and thorough in all the many (many!) different grants, cooperative agreements, and contracts for which she does pre and post award support. Don't ever ask her to do something on the evenings or weekends, thinking she'll wait till the next workday. It will be done long before then. Short deadlines? She's on it. She works collaboratively, training up her junior staff, and sitting side by side with PIs to help them understand proposal requirements. She's amazing, and we are grateful to have her at ICPSR."
–Maggie Levenstein

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RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **Xinyan Mitchell**: "Xinyan - What a great RA you have been for the team! We would not be able to do this without you! Thank you for your excellent skills, service, massive workload handing, and leadership! You are so, so appreciated!"
–*Cathy Seay-Ostrowski*

Kudos to **Steve Beach and Ben Friedline**: "Ben and Steve in the LSA Research Office are exceptionally skilled at their positions and whenever I need help getting something through with a tight timeline or in an unusual situation, they are always helpful and gracious with making it happen."
–*Kara Cristian*

Kudos to **Amanda Donovan**: "In your career, you will only meet one or two people that truly "get you" and are there with steadfast support, assistance, advice and laughs. I am proud everyday to work with Amanda as a colleague and friend. In my opinion, she is without peer in everything she does and the assistance she provides to me, our programs, our faculty and our Center. Amanda, you're the best!"
–*Nick Prieur*

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RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to the **LSA Finance WHBO Research Administrators**: "Your hard work, efficiency, and teamwork make a huge difference in keeping everything running smoothly in WHBO. Thanks for handling all the nitty-gritty details, navigating the paperwork maze, and always being there to support our faculty and students. You all are amazing and I appreciate all you do! Keep up the fantastic work!"
–*Melissa Milligan*

Kudos to **Holly Neilson**: "I'd like to express much gratitude to Holly Neilson for always being such a positive, optimistic presence in the office. She is always willing to take on challenges and has shown a willingness to learn and adapt to support our varied research proposal efforts. On top of that, she has taken on the role of ICPSR's MHealthy Champion with gusto. Thank you, Holly!
–*Anonymous*

Kudos to **Cathy Liebowitz**: "Since 1995 Cathy has been my go-to person. She efficiently and cheerfully handles every question/problem that I present."
–*Bob Willis*

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M | RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **Chris DeVries, Raquel de Paula Silvius, Lyn Fyfe, Laura Coddington, and Gretchen Cai**: "To the five of you - I don't think that anyone on all our RAAC committees or training programs at the University of Michigan realize how hard you all work towards RA success. You all are steadfast with your support, willing to jump in and always help, are calm during the chaos and most importantly - a dream to work with. Specifically, for RAAC Training, any of our success is directly tied to you and all you do to help the team realize our goals. Thank you!"
–*Nick Prieur*

Kudos to **Darleen Poisson**: "Darleen is critical to the success of projects at ICPSR. I very much appreciate her extensive knowledge about award administration, stellar attention to detail, and proactive problem solving abilities. Plus she is a good friend to talk to. Darleen deserves all the kudoes there are to give."
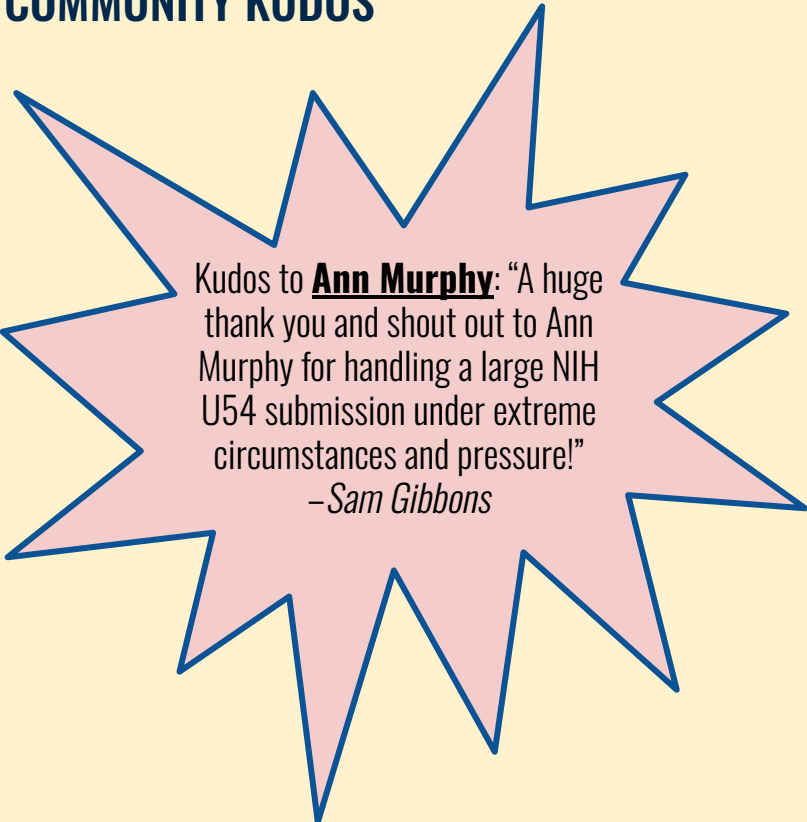–*Allyson Flaster*

Kudos to **EHBO and HHBO – LSA Finance**: "I am continously in awe of all the hard work the research administrators in EHBO and HHBO do every single day. They meet their challenges head on, come to work everyday with a positive attitude, and work collaboratively as a team to face any challenges that arise. I am so thankful to be a part of such a great group research administrators! I would not want to do this job without them :)"
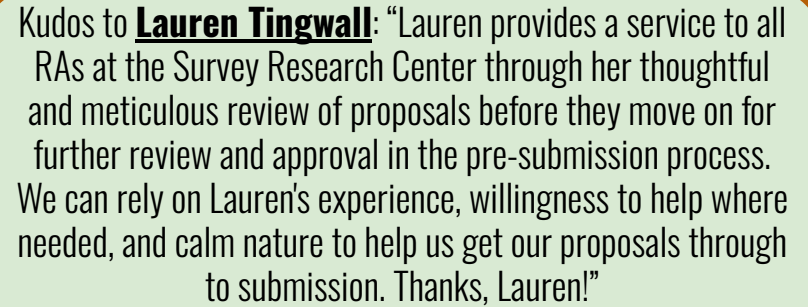–*Missy Denny*

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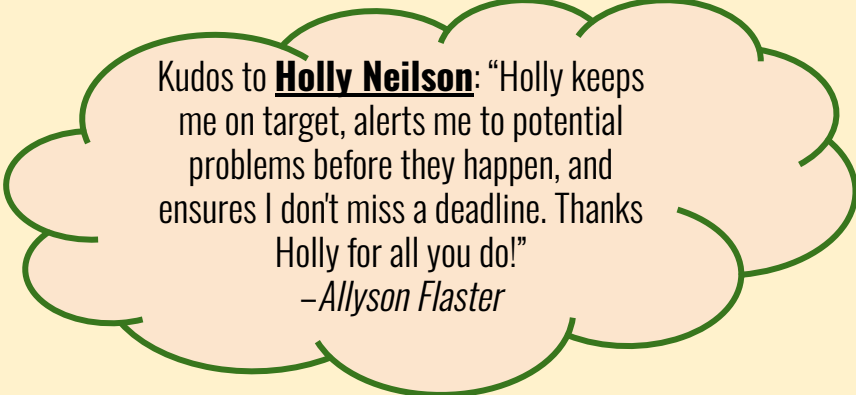
NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **All ISR Research Administrators**: "We'd like to recognize the outstanding work of our Research Administrators at ISR. Not only do they handle the complex process of preparing budgets and meeting sponsor and internal deadlines, but they do it all with a positive attitude and a spirit of collaboration that makes all the difference. Their dedication and teamwork are a driving force behind our collective success, and we're truly grateful for their contributions to ISR and the University as a whole."
–ISR Research Administration

Kudos to **Darleen Poisson**: Darleen is exceptional at paying attention to detail and managing complex grants. The peace of mind that comes with working with Darleen is immeasurable. I know that when I ask her a question, she will think it through and, more often that not, identify things I didn't even know I should ask about. Darleen does so much work behind the scenes that we are not even aware of. She deserves to be recognized for the excellence and sanity she brings to our work lives. She helps us be successful!
–Anonymous

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NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **RAAC Subcommittee Chairs (Past, Present, Future)**: "RAAC Subcommittee Chairs are working leaders, who volunteer to take on issues of importance to all of the U-M Research Administration Community. Each bringing a new perspective, sets of tools, and expertise to the table to help ensure we are the best Research Administrators we can be. Being a Subcommittee Chair is self-less and generous - I applaud and thank you all."
–*Cathy Liebowitz*

Kudos to **Aneesa Buageila**: "Thank you, Aneesa, for all your incredible work on the HRS and HCAP projects! We could not function without you, and we really appreciate all you do for the HRS and HCAP teams! Thanks again!"
–*Ken Langa*

Kudos to **Beth Murray**: "I'm always thankful for Beth Murray and her amazing review of PAFs. You're a rockstar Beth!"
–*Sam Gibbons*

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COMMUNITY KUDOS

Kudos to the **RA Team for the Survey Methodology Program**: "I would like to give kudos to **Nancy Oeffner, April Miller, Sally Hojnacki, and Betty Agyei** for their tireless efforts to manage the research projects of the faculty in the Survey Methodology Program (SMP) and also their students in the Program in Survey and Data Science. The SMP is quite busy in its proposal generating efforts, and this small but mighty team does an incredible job of keeping everything straight and on time. They are also a true pleasure to work with. Great job all!"
–Brady West

Kudos to **Darleen Poisson**: "Outstanding support of the research process."
–Anonymous

Kudos to **Erin Kingsley**: "Thank you Erin Kingsley for holding down the ORSP Pre-Award team. We're lucky to have you!"
–Sam Gibbons

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RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)

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Kudos to **Cheri Brooks**: "Cherie is quiet, capable, competent, and kind. Cherie always steps up to help others. Cherie is easy to work with, organized, and accessible. She's an excellent colleague, and I'm grateful for the opportunity to work with her over the years."
–*Cathy Liebowitz*

Kudos to **Aneesa Buageila**: "Aneesa is the smartest, most dedicated research administrator I have ever worked with. We were both pretty new to the funded research enterprise when we first started working together twenty years ago. I am incredibly grateful to her for her support of ISR and U-M -- and me. She is always on top of everything, not just proposals but broader project management, including procurement and HR. She is a joy to have as a colleague."
–*Maggie Levenstein*

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COMMUNITY KUDOS

Kudos to **Catherine Liebowitz, Nancy Oeffner, Jana Deatrick, Melissa Karby**: "There are times in your career where you find your "tribe" and everyday I find myself lucky that I get to work with these four women on my research administration journey. From mentoring to support to teaching to overall "being there" when I need anything, they are always a constant support system, no matter when or the personal cost to their limited time. I'm lucky to consider them colleagues and friends."
–Nick Prieur

Kudos to **Laura Kaminski and Kirby Jewell**: "Laura and Kirby, it is a privilege to work with such a dedicated team who strives for excellence in their individual work with faculty while also supporting the collective research mission of the Ford School. We are a small but mighty team!
–Maryclaire Ellis

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Kudos to **Loree O'Jack**: "Loree has systemically and tirelessly worked to stream line Research Administration activities in our department (MM Psychiatry) since the start of her Research Administration career in Psychiatry. We have a large and diverse portfolio of faculty, research staff, and Research Administrators. This is not an easy task! There are too many examples to share in such a short space. Bravo to work well done!"
–*Jacqui Grisdale*

Kudos to **Nick Prieur**: "Nick is extremely knowledgeable across the spectrum of Research Administration. He is always willing to lend a helping hand, listen to challenges, provide useful advice and support. He is the epitome of a great Research Administrator. He is organized, driven to excel, and a wonderful human being. Plus, he's almost always up for a cuppa! It is a joy to work with you, Nick."
–*Cathy Liebowitz*

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RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY COMMUNITY KUDOS

Kudos to **the RAAC Communications Subcommittee**: "As a recent Chair of this subcommittee, I cannot say enough about the professionals who volunteer to make up this group. Everyone, somehow, brings their 'A Game' to the subcommittee, no matter what is going on in other areas of their lives. Each and every one contributes cheerfully, respectfully, and makes the work of the subcommittee light. I am glad and proud to know all who I have served with on the subcommittee. You all are the best."
–*Cathy Liebowitz*

Kudos to **Karen Sampson**: "Thank you for being a great partner! Your engagement in working through complex issues together, quick action, and reliability make a big difference, and it's appreciated."
–*Anonymous*

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RESEARCH ADMINISTRATION ADVISORY COUNCIL (RAAC)

NATIONAL RESEARCH ADMINISTRATOR DAY
COMMUNITY KUDOS

Kudos to **all RAAC members (past, present, and future)**: "Your knowledge, dedication, willingness to volunteer to make things better, and collegiality are unmatched. Without you all, U-M's research enterprise would not be nearly as successful as it is. Without your consistency, motivation, and collaborative spirit, we would not be able to achieve all of the amazing accomplishments that have come out of RAAC over the past 13 years. You all have my sincere and heartfelt gratitude because without you all, the RAAC is only a good idea. Thank you for all you do!"
–*Chris DeVries*

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**RESEARCH ADMINISTRATION
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