

Research Challenge Committee

March 11, 2013 Meeting Minutes **APPROVED**

Attendees:

Jerzy Sawicki, Chair
Conor M^cLennan, Ex-Officio Member
Joseph Han, Ex-Officio Member

Ziona Austrian	Barsanjit Mazumder
Jesse Drucker	Antonie van den Bogert
Anton Komar	William Wilson

Absent/Excused:

Tim Long	Nigamanth Sridhar
Justin Perry	Mark Tebeau

Guests:

Craig Zullig, Director, OSPR
Jean McCafferty, Senior Compensation Analyst Human Resources

1. Approval of the Agenda for the March 11, 2013 Meeting
Approved and seconded as written.
2. Approval of the Minutes of the February 12, 2013 Meeting
Approved and seconded as written.
3. Updates
 - a. Graduate Tuition Surcharge
 - The Chair distributed to RCC members a final version of the memo to the Provost.
 - A meeting with the Provost has been scheduled to discuss the memo.
 - Calculations show that a reduction in the surcharge will result in \$740,000 in savings, which allows the hiring of 30 new GAs.
 - b. OSPR Updates
As of March 1, the Internal Prior Approval Form (IPAF) for Advance Account, Re-Budget, and No-Cost Extension requests has been added to the OSPR website.
4. Impact of Sequestration on CSU and our Policies
 - Because we do not have large amounts of federal funding, we are not as affected by this as other universities, but everyone will be affected to some degree.
 - All federal funding agencies are affected by budget reductions and have been making reductions, including:
 - A 10% reduction for all grants awarded by the NIH since October 2012.
 - Delays in the release of new awards and grants recommended for funding.
 - Delays and reductions in the issuing of requests for grant proposals.

- Grants awarded in the next fiscal year will be reduced to 90%.
- NSF plans to award 1,000 fewer grants next year.

5. Hiring Technicians on Grant-Funded Positions

- Jesse Drucker invited Jean McCafferty from Human Resources to this meeting to discuss the following issues.
- The 10% decrease in funded awards (see above) has brought out issues with the lay-off process for soft-funded and grant-funded positions . This is an issue because there is a lengthy process requiring many signatures to lay off an employee. Currently there are no provisions for soft money positions.
- Requiring multiple signatures when laying off employees provides justification and protection from legal ramifications. Non-union positions have the same procedure for layoffs.
- HR is in the process of changing procedures and simplifying the hiring process. Employees being laid off can be put into other positions, as long as said employee is immediately qualified to do that job. If the employee is not qualified, then the employee would be laid off.
- Non-unionized positions can be set up but with different names than the unionized positions. A collective bargaining agreement must be negotiated with the union before changing any wording.
- HR can create a Power Point presentation combined with pertinent information from the Professional Personnel policies on the HR website clearly outlining the process and have that presentation added to the OSPR website.
- A problem still exists with how to clearly define these positions; the definitions must be unified across the board. Jesse Drucker suggested that a subcommittee of stakeholders from the Office of Research, faculty, and HR assemble to discuss the issues/procedures. The Chair will assemble a subcommittee with one representative from each college and contact HR to schedule a meeting for the subcommittee.

6. New Business

No new business was discussed.

Meeting adjourned at 10:45 a.m.