

April 28, 2022

Research & Innovation Forum



UNIVERSITY of HOUSTON | RESEARCH

Welcome

Claudia Neuhauser, Ph.D.

Associate Vice President for Research

Announcements

Claudia Neuhauser, Ph.D.

Associate Vice President for Research

Today's Agenda

Keck Center for Quantitative Biomedical Sciences Training — Gulf Coast Consortia

Jim Briggs, Professor, Biology and Biochemistry, and NSM
Associate Dean for Faculty Affairs

Hiring Postdocs

LaTasha Stoker, Senior Human Resources Business Partner

Research Space Survey: The Final Frontier

Cris Milligan, Assistant Vice President, Research
Administration

Purpose & Benefits Statement: Who Benefits and for What Purpose?

David Schultz, Assistant Vice President for Sponsored
Research Administration

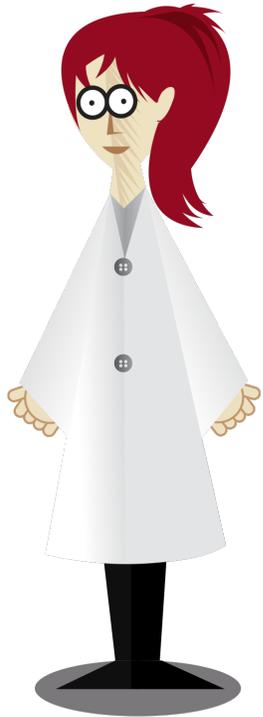
Keck Center for Quantitative Biomedical Sciences Training — Gulf Coast Consortia

Jim Briggs

Professor, Biology and Biochemistry, and
NSM Associate Dean for Faculty Affairs



Gulf Coast Consortia



Gulf Coast Consortia

Quantitative Biomedical Sciences
Biology – Medicine – Quantitative Sciences

A collaboration of basic and translational scientists, researchers, clinicians and students in the quantitative biomedical sciences who help advance the Houston area's scientific progress through participation in

- joint training and research programs
- utilization of shared equipment and core facilities,
- and the exchange of scientific knowledge.

GCC is a collaborative network of seven traditionally competing and neighboring academic institutions:

1. Rice University
2. Baylor College of Medicine
3. University of Houston,
4. UT Health Science Center at Houston
5. MD Anderson Cancer Center,
6. UT Medical Branch at Galveston,
7. Institute of Biosciences & Technology of TAMU

Focus Areas

GCC encourages researchers to focus on the more unique, cutting edge, and interdisciplinary areas of biomedical science, such as biomedical informatics, gene-environment interactions

Biosciences

- Biophysics
- Genetics
- Structural Biology
- Computational Biology
- Bioengineering
- Systems Biology
- Bioinformatics
- Environmental Health

Medicine

- Immunology
- Drug Discovery/Delivery
- Cancer Research
- Medical Informatics
- Regenerative Medicine
- Pain Research
- Antimicrobial Resistance

Quantitative Sciences

- Data Science
- Mathematics
- Chemistry
- Biomedical Informatics
- Statistics
- Engineering
- Imaging

Training



Train a new generation of scientists (predoctoral and postdoctoral) at the intersection of the biological sciences with the quantitative sciences (Keck Center for Training):

- Antimicrobial Resistance – postdocs only (NIH)
- Biomedical Informatics and Data Science – predocs and postdocs (NIH)
- Cancer Therapeutics Training Program – postdocs only (CPRIT)
- Interdisciplinary Pharmacology (NIH) – predocs only (NIH)
- Molecular Basis of Infectious Diseases – predocs only (NIH)
- Molecular Biophysics – predocs only
- Precision Environmental Health (Genes=Environment-Data Science) – predocs and postdocs (NIH)

Provide networking and cross-institutional opportunities

- Course registration across institutions
- Weekly biomedical seminars and networking – Fridays at 4:00
- Innovation and Diversity in Biomedical Science seminars
- Keck Annual Research Conference, each Fall, showcasing research of predocs and postdocs
- Research mentor training workshops for faculty and postdocs
- Career and professional development seminars and workshops for predocs and postdocs
- Rigor and Reproducibility seminars

Research

Faculty come together around a common interest, establish a working vision and engage a broader community

Research consortia and clusters catalyze cross-institutional research

- Antimicrobial Resistance
- Artificial Intelligence in Healthcare
- Cellular and Molecular Biophysics
- Innovative Drug Discovery and Development
- Immunology
- Mental Health
- Regenerative Medicine
- Single Cell Omics
- Theoretical and Computational Neuroscience
- Translational Imaging
- Translational Pain Research

Junior Faculty Initiative – provides resources, networking opportunities and support



Equipment and Core Facilities



- Shared core facilities for researchers at GCC member institutions
- Resources are leveraged to enhance training and research grant proposals and demonstrate and enhance the unique collaborative engagement of GCC institutions
- Each institution designates its own cores

For more information and to access designated cores:
<https://www.gulfcoastconsortia.org/shared-cores/>

Funding



John S. Dunn Foundation Collaborative Research Award Program

- New collaborative, inter-disciplinary projects in quantitative biomedical sciences
- Open to tenured faculty at all GCC member institutions
- PI and co-PI must be from different GCC institutions
- Each institution conducts an internal competition and submits its top three teams, which in turn submit full applications
- Three research teams are selected each year in a competitive review
- Seed grants of \$100,000 per research team for a 2-year period
- 2023 Program will open in March 2023

For more information:

<https://www.gulfcoastconsortia.org/home/research/funding-opportunities/>

Events

To engage researchers across the entire Texas Medical Center

To highlight the outstanding biomedical research in our community and enhance opportunities for collaboration and funding

- 3rd Annual GCC Innovative Drug Discovery and Development Conference, **May 3-4**
- Virtual AI in Healthcare Symposium, **May 18**
- Rigor and Reproducibility Workshop, **May 24**
- 32nd Keck Annual Research Conference and Poster Session, Friday, Oct. 21: In person
- More 2022 events to come
- Join the GCCNews listserv for weekly notifications of events: send request to dmk2@rice.edu.
- Most events are free with registration

MAY

3

Get Involved



GCC Location

Bioscience Research Collaborative, Suite 160
6500 Main Street (Main at University)

<https://www.gulfcoastconsortia.org/>

GCC Opportunities

- Training support for predocs/postdoc
- Research collaborations around a common interest
- Shared core facilities
- Seed grant funding
- Many ongoing events to network / build community

Karen Ethun – general information
Executive Director
kethun@rice.edu

Melissa Glueck – training
Program Director, Keck Center Training
glueck@rice.edu

Suzanne Tomlinson, PhD, MBA –
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Director, Research Consortia and
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Dawn Koob – join GCCNews list serve
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Autumn Marsden, PhD – seed grant
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Hiring Postdocs

LaTasha Stoker

Senior Human Resources Business Partner



Postdocs



Postdocs are an integral part of the University of Houston particularly within the research community. They bring a perspective and commitment to specific fields of study that enhance the research work done here at the University.

Postdocs gain an opportunity for further training in a specific field of study, benefit from working with an expert in that particular field and are provided additional exposure for individuals planning research careers in academia, government or industry.

Hiring Postdocs

So...why is the way that we hire and manage Postdocs important?



- Connecting Potential with Opportunity
- We are “Tier One”
- Hiring experience sets the tone (good or bad)
- Effective Performance Management is essential
- Maintain the highest levels of innovation and creativity

Hiring Options



HR – Talent Acquisition (Taleo) OR HR – Human Resources Management System

- Contingent upon the following:
 - Results of Criminal Background Investigation
 - No Debt being owed to the University of Houston System
 - Verification of Degree Completion
 - Completion of all hiring documents

Beyond Initial Hire:

- Career Ladder Promotions
- Job Postings/Career Advancement
- Job Reclassification

Policies



Applicable Policies

- SAMs – Systems Administrative Memorandums
- MAPPs – Manual of Administrative Policies and Procedures

Performance Management

- E-Performance and Merit
- Coaching, Counseling and Discipline
- Performance Development Plan

Policies



Discipline & Dismissal

Informal

- 1:1 Meetings with Supervisor w/follow up email
- Letter of Expectations

Formal

- Written Reprimand
- Final Reprimand
- Termination

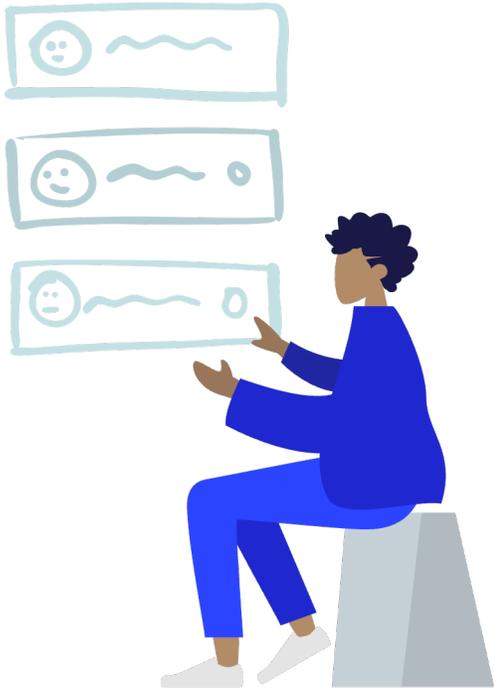
Termination

A typical assignment will end on the scheduled termination date.

The University may also terminate the fellow's employment prior to the end of the assignment under any of the following conditions:

- Termination at the direction of the funding agency.
- Termination due to loss of position funding.
- Termination for poor job performance.
- Termination for violation of law or University of Houston policy.

Takeaways



- Highly recommend hiring through Taleo
- Monthly Paid and Benefits Eligible
- SAMs and MAPPs policies are applicable unless otherwise noted in the policy
- Standard Offer/Agreement is for one year; may be extended
- Terminations prior to end of assignment may be due to:
 - Probationary (performance, attendance, misconduct)
 - At the direction of the funding agency
 - Loss of position funding
 - Poor job performance after probationary period
 - Violation of law or University of Houston Policy

Resources & Contacts



HR – Talent Acquisition

<https://www.uh.edu/human-resources/talent-acquisition/>

Talent Acquisition

- Nikki Duncan, Recruitment Manager
713-743-7278 nduncan@central.uh.edu

MAPP and SAM policies <https://www.uh.edu/human-resources/policies/>

Performance Management/Employee Relations

- LaTasha Stoker, Sr. Human Resources Business Partner
713-743-1109 lrstoker@central.uh.edu

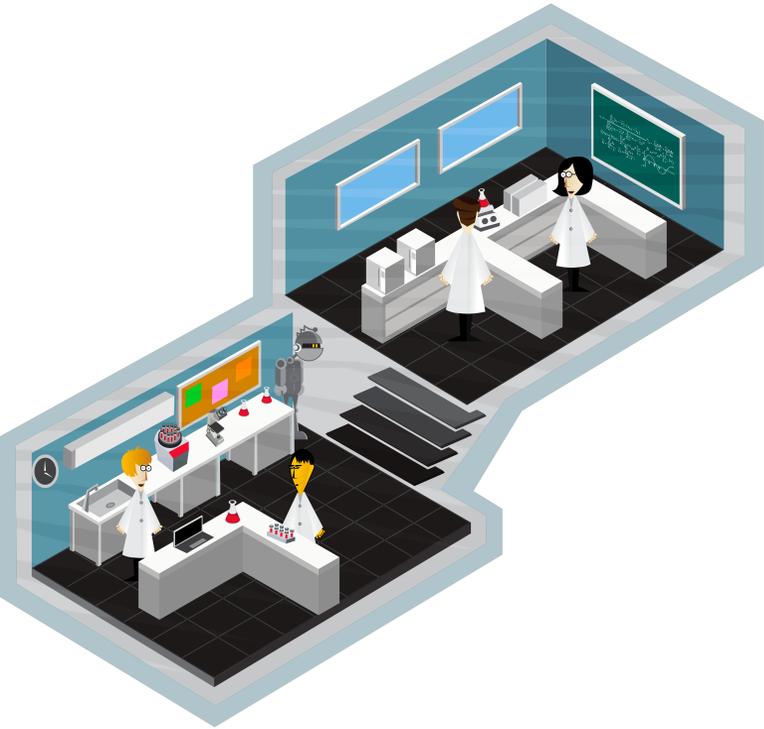
Research Space Survey: The Final Frontier

Cris Milligan

Assistant Vice President,
Research Administration



WHAT and WHY

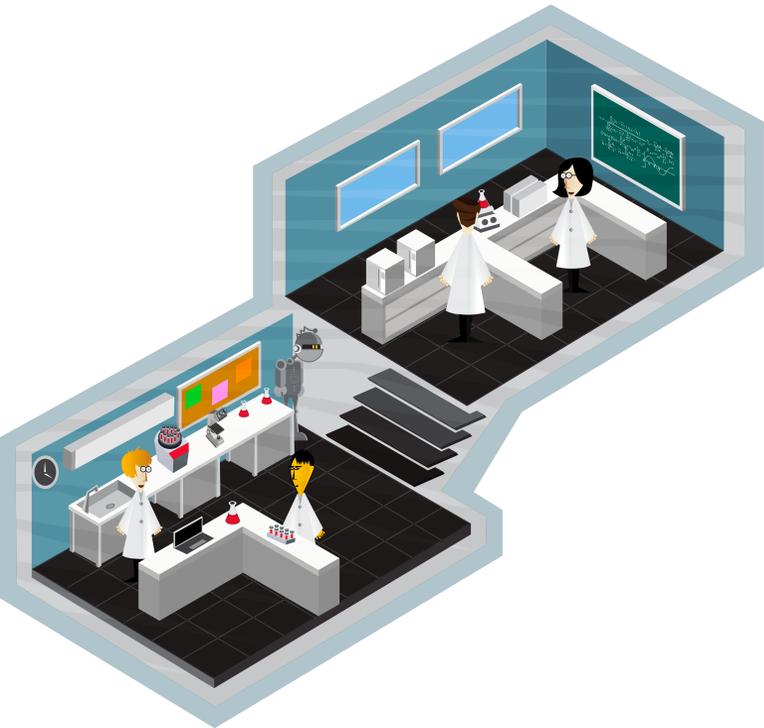


The UH Space Survey

What is it and why is it important to research?

- Annual survey based on the fiscal year (September 1 – August 31) activity
- Incorporates all of the University of Houston and UH System facilities, including the Technology Bridge and Texas Medical Center space
- Assigns institutional space into functional categories
- Identifies where sponsored research activity is taking place
- Critical component of the Facilities and Administrative (F&A) rate proposal

WHO

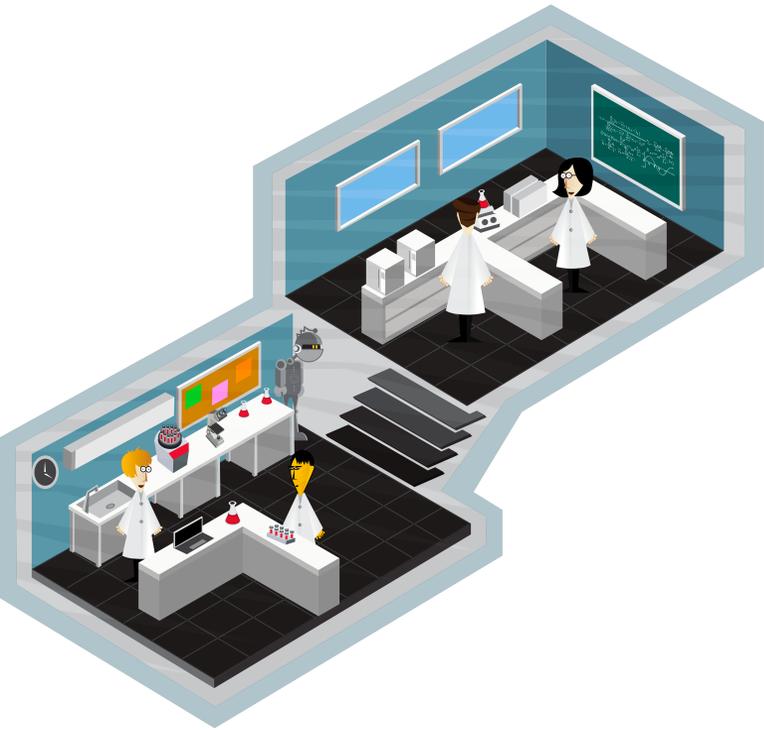


The Space Survey is managed by **Facilities Planning and Construction**.

Each college or division has an appointed **Space Administrator** who has both oversight and responsibility for the college or division space reporting.

Space Administrators may choose to designate a **Space Representative** at the department level who is knowledgeable about the space assignment and use.

HOW



Information collected/validated

- Space Use – How is the space used?
 - Office, lab, classroom, mechanical space, etc.
- Function – What type of activity occurs in the space
 - Research, instruction, public service, academic support, etc.
- Department Assignment
- Research Activity
 - Who are the occupants?
 - Which sponsored projects are being performed within this space?
 - What other research activity is conducted?
 - Internally funded projects
 - Faculty startup activities
 - Internal Awards

HOW



How is the information used?

The data collected to provide information to various university constituents for analysis and internal and external reporting in the following areas:

- Space management
- Strategic planning initiatives
- Calculation of UH's F&A rate
- State and federal reporting requirements
- Capital projects

WHERE



Where can I learn more about the UH Space Survey?

For more detailed information related to the UH Space Survey please visit:

- <https://www.uh.edu/facilities-planning-construction/campus-resources/space-survey/>

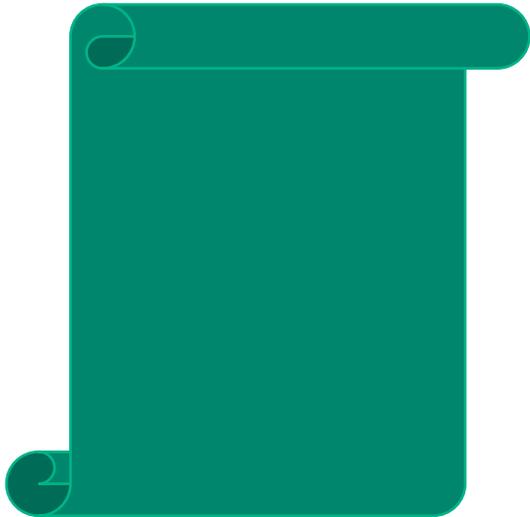
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Uniform Guidance



2 CFR 200.1 “Allocation”

- Allocation means the process of assigning a cost, or a group of costs, to one or more cost objective(s), in reasonable proportion to the **benefit** provided or other equitable relationship.

2 CFR 200. 405 Allocable costs.

- Any cost allocable to a particular Federal award... may not be charged to other Federal awards to overcome fund deficiencies, to avoid restrictions imposed by Federal statutes, regulations, or terms and conditions of the Federal awards, or for other reasons.
- Direct cost allocation principles: If a cost benefits two or more projects or activities... the cost must be allocated to the projects based on the proportional benefit.

Specific Grant Purpose



What is the specific purpose for the cost?

pur·pose

/'pərpəs/

noun

the reason for which something is done or created or for which something exists.

"the purpose of the meeting is to appoint a trustee"

e.g., present at a conference, materials needed for lab experiment, core charges to analyze samples, etc.

Specific Grant Purpose



What is the specific benefit to the grant?

ben·e·fit

/'benəfit/

noun

an advantage or profit gained from something.

"enjoy the benefits of being a member"

e.g., costs necessary to complete SoW for Dr. X's NSF Award, participant support costs for REU students recruited to attend summer workshop, dissemination of research results directly related to NIH project, etc.

Good Examples

P/B: Purchase of Nikon microscope and supporting components for CPRIT funded research in the lab. It will be used to analyze tissue samples for disease diagnosis as well as building infrared imaging systems by coupling multiple light sources with detection schemes. Pertains to Year 4 goals and fulfills UH Tier 1 Goals and Objectives.



Why was this expense originally charged to the cost center from which it is now being transferred?

Salary effort was assigned to project 0000001. The project expired but was issued an extension for December. There was a lapse between the end of the project and the extension funding disbursement which caused part of the salary to default to the College suspense cost center. This also happened in March, when the project again received an extension but also resulted in a lapse of funding and a subsequent default of part of the salary to the College suspense cost center.

How will this expense benefit the project to which you propose to move it?

The research student's salary effort was continually directed to project 0000001. Their role was to assist in the animal studies as specific in the project. They were involved in transporting, handling, injecting, sampling and monitoring of animals.

Poor Examples



P/B: Installation of TH212 heat box and elements previously purchased for Dr. X's lab.

P/B: Permission fee for publishing a book to disseminate UH Research. This adheres to UH Tier One goals and objectives.

Actual NSF Audit Findings:

Expense Description: Purchase registration for Dr. Faculty to attend a workshop on 1-1-2021 to 01-3-2021. Allows the professor to stay up to date in the knowledge of their field.

Expense Description: P/B: Purchase of flammable storage cabinet to be used for organizing materials safely as recommended by EHS during lab inspection. Pertains to UH Tier 1 Goals and Objectives.

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