



OFFICE OF RESEARCH & SPONSORED PROGRAMS

Newsletter

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Promising Scholars Recognized with McCrone Awards

Three distinguished faculty members have been selected as recipients of the 2022 McCrone Promising Faculty Scholars Award. Thank you for all who joined us in congratulating Dr. Sara Sterner (Department of Education), Dr. Tani Sebros (Department of Politics) and Dr. Ho Yi Wan (Department of Wildlife)!

Each faculty member was selected for exhibiting potential in their specific field, and received \$1,500 to assist their program of creative activity, scholarship, or research.

The Alistair & Judith McCrone Graduate Fellowship Award went to Danial Nayeri, who is enrolled in the Wildlife Graduate Program. Danial was selected for demonstrating potential to succeed in his chosen field, and will have \$3,000 applied to their tuition for the upcoming academic year.

All of this year's recipients were honored at a reception held in April where they delivered short presentations of their research. Thanks to those who were able to join us in person! If you would like to read more about our Award winners, [click here](#).



Pictured left to right: Dr. Tani Sebros, Dr. Sara Sterner, Dr. Ho Yi Wan, and Danial Nayeri.

Research Development & Pre-Award Corner

Are you interested in
obtaining grant
funding?

SPF is available to
assist you at each step
along the way. If you
are looking for
funding sources,
please see our
resources for finding
funding available on
our [website](#).

[Our Pre-Award Specialists](#)

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Meet Our New Pre-Award Specialists

The Office of Research Pre-Award Office gained two new Pre-Award Specialists, Kaz Wegmuller and Jocelyne Takatsuno!

Prior to joining SPF, Kaz worked as a research administrator at the University of California, Santa Cruz, for ten years. During his time there he specialized in biomedical grants and worked closely with researchers in the Departments of Biology, Chemistry, and Biochemistry. Kaz earned his B.A. in Anthropology at the University of California, Berkeley. He is also a licensed acupuncturist and herbalist, martial artist, woodcarver, knifemaker, and nature lover.



Jocelyne comes to SPF with over fifteen years of experience as a humanitarian aid and development worker in communities affected by war and natural disasters. She joins us with ample experience in pre and post-award along with implementation and evaluation. Engaging and empowering local communities is at the center of her work, which has led her around the world. Jocelyne received a B.A. in International Relations from Mount Holyoke College and an M.S. in Foreign Service from Georgetown University.



NEW Role: Research Development Lead

Erika Wright has moved into the Pre-Award Office's newly created Research Development Lead position. Erika's role will continue to support proposal development, as well as assist faculty in developing their personal research plans. Some of her upcoming projects include events to help improve cross-campus collaboration, proposal development workshops, facilitated panel discussions, and mentorship programming.

Most excitingly, in this position, Erika will seek to increase relationships with new foundations, corporations, and other funding agencies to help find match funds, seed funding, or new sources of funding for ongoing programs. If you have something that sounds like a fit you can contact Erika Wright at emw7@humboldt.edu

Meet Our New Post-Award Grant Analysts

Our Post-Award team is growing! Join us in sending well wishes to Sam Caudill who has transitioned to her new role with SPF as the Executive Support Coordinator and welcoming the new Post-Award Grant Analysts Pauline Neira and Christiana Gomez Frye.

Pauline joins the Post-Award team after working for our local community non-profits for the past six years. Pauline earned her B.A. in Business Administration from Cal Poly Humboldt, with an accounting emphasis. She has a passion for inspiring an environment of equity, sustainability, and growth. Her professional style places an emphasis on attention to detail and effective communication. When she isn't working, you might find her hiking, paddling a kayak, or catching some sun on the coast.



Christiana started working at Cal Poly Humboldt in 2016 for the Center for International Programs and later moved into a Department Coordinator role. Prior to moving to Humboldt, she lived in New York for eight years, where she worked in community outreach and nonprofit management. After receiving her B.A. in Anthropology from Oregon State University, she served in Honduras as a Peace Corps volunteer, creating sustainable farming projects. She loves dogs, adventure, and to travel.



Important Note About Release Time

Faculty release time (aka salaries reimbursed or buyout) is an approved workload assignment that releases faculty members from a portion of their regular assignment, in order to engage in research, scholarship, or creative activities. This release typically provides reimbursement to the university for the replacement of the employee's time. The cost of replacement is either set at a fixed replacement rate (vacant rate) or at the actual replacement cost (actual salary and benefits of the employee). Release time can be awarded to a faculty member by external funding agencies (grants/contracts) or internal funding (provided directly by a department or their college).

When an employee receives release time from an SPF grant or contract, the award reimburses the actual replacement cost. The 'Request for Release Time Form' is typically completed at the time of the grant proposal, as a part of the Institutional Routing process. This form defines the amount of workload release (in WTU), the cost associated with the release and obtains the appropriate approvals. There may be instances when agreed upon release time needs to be revised and even added after the grant has been awarded. In these instances, it is critically important that the PI contact their SPF Post-Award Grant Analyst **as soon as possible** to complete a new Request for Release Time Form and a Post-Award Modification. Both forms must be completed before the first day of the semester. SPF will not reimburse your department for release time that has not been confirmed before the first day of each semester.

Post-Award Corner

Our focus for Post-Award grants management encompasses three areas: training, monitoring, and reporting. Post-Award services provide support to your project throughout the life span of your grant.

[Our Post-Award Grant Analysts](#)

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Cal Poly Humboldt's 9th Annual ideaFest: A Showcase of Research & Creative Projects



The Office of Research & Sponsored Programs, Marketing & Communications, and the Cal Poly Humboldt Library would like to thank the students, faculty, staff & community members that attended the [9th Annual ideaFest symposium!](#)

This exciting event was the first in-person symposium since 2019! ideaFest is an opportunity for the campus to showcase their research & creative works, highlighting the academic excellence of Cal Poly Humboldt. For one afternoon, more than 200 presenters and performers showcased everything from poster presentations to live performances and digital exhibits. The ideaFest research symposium took place in the Cal Poly Humboldt Library on Friday, May 6th, 2022.

Participants also have the option to publish their poster online in Cal Poly Humboldt Digital Commons or be included in the next issue of Cal Poly Humboldt ideaFest, an [annual journal](#) for student research.

To view the list of 'Presenters & Abstracts' for this year's ideaFest, you can [click here](#). We hope you can join us next year for our milestone event!



CSU Student Research Competition: Cal Poly Humboldt Wins Big!

Cal Poly Humboldt students took home three second-place awards at the 36th Annual California State University Student Research Competition held virtually at San Francisco State this year.

- Natalie Pedicino won second place for a graduate student in the Biological Sciences category. Pedicino, a recent graduate in Biological Sciences, won for her project: *“Characterizing the relationship of Lgl1 and Akt in migration of neural stem and progenitor cells.”* She was advised by Biological Sciences professor, Amy Sprowles.
- Eli Baginski, Skye Choi and Eden Marquez, graduate students in Kinesiology and Recreation Administration, won second place for their project: *“Normative Values of College-Aged Men and Women for the 1.5-mile Test on a Treadmill for Cardiorespiratory Fitness.”* They were advised by Kinesiology and Recreation Administration professor, Young Sub Kwon.
- Carrie Tully, a recent graduate in Environment and Community, won second place for a graduate student for her project: *“Working Towards Land Return in Goukdi’n: A History of Genocide, and a Future of Healing.”* She was advised by Native American Studies professor, Cutcha Risling Baldy.

In total, ten students represented Humboldt at this annual statewide competition, which involved over 200 outstanding student researchers from the 23 CSU campuses who competed for research awards in discipline-based categories. The other students who competed in the 36th Annual CSU Student Research Competition were:

Emily Jackson, Undergraduate in Biological Sciences

“Mapping the invasion of a non-native spikemoss, Selaginella kraussiana, in a redwood forest of northern California”

Faculty advisor: Erik Jules, Chair in Biological Sciences

Taylor Jones and Jeremy Nichols, Undergraduates in Child Development

“Father Socialization in Sikh Immigrant Families towards Ethno-Religious Identity Formation in Their Sons”

Faculty advisor: Meenal Rana, Associate Professor, Child Development

Jesse Mendez, Undergraduate in Physics and Astronomy

“Measuring the Magnetic Moment of a Torsion Pendulum”

Faculty advisor: Charles Hoyle, Professor, Physics and Astronomy

Eden Marquez and Skye Choi, Graduates in Kinesiology and Recreation Administration

“A Preliminary Study for the Development of Free Weight Back Squat Muscular Fitness Normative Data for Adults Aged 19-29 years”

Faculty advisor: Young Sub Kwon, Associate Professor, Kinesiology and Recreation Administration

Eli Allen, Graduate in Biological Sciences

“Polyphyly within Abronia villosa: untangling the evolutionary history of a rare California plant and its allies”

Faculty advisor: Oscar Vargas, Assistant Professor in Botany

Internally Funded Competition Winners

Incentives Program

The Sponsored Programs Foundation's Incentives Committee met and considered the proposals submitted by faculty to the SPF Faculty Research Incentives Program 2022-2023. The SPF Incentives Committee awarded the following 6 faculty members a total of \$12,114 in assigned time and \$16,000 in summer salary for a total Incentives Award of \$28,114 this academic year. Recipients of Awards are to use their assigned time/summer salary to develop full proposals to external funding agencies or organizations that will further Cal Poly Humboldt's strategic goals and objectives.

| | | | |
|---------------------|-----------------------|--------------------|---------|
| ✚ Allison Bronson | Biological Sciences | Fall 2022 (2 WTU) | \$4,038 |
| ✚ Gordon Ulmer | Anthropology | Fall 2022 (4 WTU) | \$8,076 |
| ✚ Deepti Chatti | Environmental Studies | Summer Salary 2022 | \$4,000 |
| ✚ Kamila Larripa | Mathematics | Summer Salary 2022 | \$4,000 |
| ✚ Bori Mazzag | Mathematics | Summer Salary 2022 | \$4,000 |
| ✚ Rebecca Robertson | Anthropology | Summer Salary 2022 | \$4,000 |

If you were not funded this year, we want to encourage you to re-apply for the next round of Incentives! Your Pre-Award Specialist is available to provide feedback on how to make your incentives proposal more competitive. Another call for applications should be distributed in fall 2022.

Research & Creative Projects for Equity and Justice Pilot Program

A new pilot program, funded by the Sponsored Programs Foundation (SPF) & the HSU Foundation (ADV), aimed to support research and scholarship that would benefit historically marginalized communities with a focus on black, indigenous, and other people of color (BIPOC). The Research and Creative Projects for Equity and Justice review committee awarded the following 4 faculty members a total of \$85,051 this year:

| | | | |
|---|--|----|---------------|
| ✚ Dr. John-Pascal Berrill, Forestry & Wildland Resources | | \$ | 17,784 |
| <i>Proposal: "Engaging with local tribes to foster equitable forest ecosystem co-management"</i> | | | |
| ✚ Rose Francia, TRiO Talent Search, Enrollment Management | | \$ | 20,000 |
| <i>Proposal: "2022 Summer Algebra Institute"</i> | | | |
| ✚ Dr. Barbara Clucas, Wildlife Management | | \$ | 26,042 |
| <i>Proposal: "Undamming the Klamath River: Opportunities for Native American Student Research on Bat Diversity"</i> | | | |
| ✚ Dr. Pamela Bowers, Social Work | | \$ | 21,225 |
| <i>Proposal: "Expanding Education around Compliance, Sovereignty, and Family Preservation Rights with the Indian Child Welfare Act: A Rural Virtual Simulation Project"</i> | | | |

Dr. Amber Gaffney

Social Psychology

PI Spotlight

Dr. Amber M. Gaffney is a social and political psychologist whose research focuses on political leader rhetoric, collective action and protest, and change driven by extremists.

Her work has taken her to several protests and demonstrations, led her into deep dives of conspiracy theorists, and focuses on the appeal of populist rhetoric. In 2016, along with her colleagues and some Cal Poly Humboldt students, she travelled to Cleveland, OH and Philadelphia, PA to collect data on populist movements protesting and demonstrating at the Republican National Convention and Democratic National Convention. Recently, Dr. Gaffney co-authored a paper that details the tantamount role of identity leadership and political identities in the January 6, 2021 insurrection which you can [find here](#).

Using the transcript from former President Trump's January 6th speech and the events leading up to the insurrection, the team of scholars provides a dual agency model of the event. This work stresses the importance of considering such acts of violence not as "mob or herd mentality" but as calculated actions enacted on behalf of an important identity – one the collective feels was unfairly aggrieved. Put simply: President Trump and his followers, together, stormed the Capitol (even if he was not actually present at the Capitol during the insurrection).

This work appeared in some of the Congressional hearings surrounding the insurrection and in consultations in some of the trials of insurrectionists who were charged for their actions.

Dr. Gaffney, her students, and collaborators are working on several other projects that detail the nature of changing identities. For example, with her collaborator Lily Syfers and Cal Poly Humboldt students Benny Anjeweirden and Sophie Timin, she is examining the threat of identity discontinuity surrounding the transition from HSU to Cal Poly Humboldt, both for the campus and the community at large.

In addition, Dr. Gaffney is currently collaborating with Cal Poly Humboldt Professor of Communication, Joshua Frye to co-author a multi-disciplinary book on political polarization, public communication and the "rhetorical presidency" in which they combine and share knowledge from a communication and a social identity perspective.



What is the Social Identity Lab (SI Lab)?

The Cal Poly Humboldt Social Identity Lab (SI Lab) researches the social identity and self-categorization processes which underlie social and political attitudes and behavior. We examine a range of intra and intergroup processes involved in social influence and intergroup relations, including minority influence, extremism, trends toward populism, and support for non-traditional and even authoritarian leadership. To learn more [click here](#).

Front Office Corner

Our Front Office staff acts as the first point of contact to assist faculty, staff, and students.

We strive to offer excellent customer support to direct you in whichever services you may be seeking from our office.

[Our Front Office Staff](#)

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KRONOS Trainings On-Demand

Sponsored Programs Foundation in coordination with Human Resources created a series of self-paced training videos to assist you in navigating KRONOS-UKG, our payroll and HR system. You can now access any of the following trainings by logging in through CSU Learn:

- [All HR Actions](#)
- [HR Actions Overview](#)
- [Hire a Brand New Employee](#)
- [Hire an Existing SPF Employee](#)
- [Add/Remove Multiple Projects](#)
- [Pay Rate Change](#)
- [Time Base or Category](#)
- [Separate an Employee](#)



It is imperative that all PIs and/or hiring managers (aka Timekeepers) participate in some form of training, either using the links above or by scheduling a live training session with one of our staff. Please reach out to Binta Wright at bnw107@humboldt.edu to request additional training opportunities. We understand there are still questions as users continue to learn this new system. Please continue to provide feedback as we refine this process to make it the best we can for you & your employees.

SPF Benefit Rates - Effective July 1, 2022

[Click Here](#) for the new employer-paid benefit and tax rates for fiscal year 2022/2023. The overall premiums for health insurance increased by 8.5% and the dental premiums went up 3.5%. However, the percentages for Worker's Compensation, and Unemployment Insurance have decreased which will offset some of these increases (you will see the percentage totals for non-medical coverage have actually decreased). Vision insurance premiums remain the same.

FlexCash (a cash in lieu of benefits program) will again be offered to employees who have coverage outside SPF at the rate of \$128/month to waive medical coverage and \$12/month to waive dental coverage. We will also continue to offer employees the following voluntary, employee-paid plans: Critical Illness, Accident Insurance, and Hospital Indemnity.

SPF Open Enrollment will run from **May 23rd - June 17th** this year, with all changes to be effective July 1, 2022. Benefit eligible employees will be receiving separate notifications regarding Open Enrollment through [EaseCentral](#) shortly.

Please note, the minimum wage for student pay rates is \$15.00 per hour for the period of July 1 – December 31, 2022. Effective January 1, 2023, the minimum wage in *anticipated to increase* to \$15.50 per hour. The rate for workers' compensation has reduced to .74%. Please continue to underscore the importance of safety practices to your employees, and provide appropriate training when necessary in order to minimize the risk of a work-related injury or illness. If you have any questions, please contact Ariel Aaron, Cal Poly Humboldt Benefits Manager at Ariel.Aaron@humboldt.edu.

Let's Talk About Audits: Common Red Flags

Sponsored Programs Foundation is subject to various audits to ensure compliance and maintain good stewardship of funds. When auditors come to inspect SPF, they use various methods to test our compliance. It is common for auditors to review items that are viewed as “red flags.” These red-flag items are not automatically wrong or non-compliant but are of heightened concern for various reasons. Here are some common red flags and the auditor's rationale for why they may be concerning...

Buying supplies or equipment in the last 90 days of an award:

Grant funding is provided for goods and services to be used during the period of performance of the award. If supplies are being purchased at the end of the award's period of performance, it calls into question whether they are actually being used to accomplish the goals of the project. Funders want to ensure that they receive the benefits from the money they provide. If it's necessary to restock supplies that have been used during an award, it is best to do immediately and not near the end of the period of performance.

Cost Transfers:

Accuracy and timeliness are important components of accounting, so the closer a cost transfer is done from the original transaction, the better. Cost transfers are an area that already draws auditor scrutiny. The following factors can bring additional auditor scrutiny:

- If the transfer is more than 90 days from the original transaction
- If the transfer is at the end of the project period
- If the transfer is between two sponsored awards (versus a discretionary trust)

Unjustified Noncompetitive (aka sole source) Procurement:

Non-competitive procurements should only be used under limited circumstances such as a public emergency or when there is only one source that provides the product or service. In a non-emergency situation, this is effectively saying that for the specified product or service, no competitor exists. Since the marketplace is full of competition and few monopolies exist, noncompetitive procurements should be used rarely. To access SPF's Justification for Noncompetitive Procurement Form [click here](#).

Compliance Corner

The primary objective of the SPF Compliance Office is to provide information, training, and internal controls that are needed to meet the laws, rules, and policies governing sponsored research at Cal Poly Humboldt.

[Our Compliance Office](#)

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What is a Check 5?

The Check 5 procedure is an internal “mini audit” conducted by SPF. Every month a total of 15 active grants from the portfolio of our five Grant Analysts are randomly selected at random to make sure that 1) All expenditures in OBI are reviewed for accuracy in CSU Buy, to ensure that the charges match the backup documentation on file; 2) Payroll charges are individually examined between OBI, Kronos, and signature cards for accuracy and to verify that the timesheets have been approved by an authorized signer; 3) All progress and financial reports have been filed and are accessible, in accordance to the reporting timeline in the fully executed award; and 4) Attributes from the fully executed award, no-cost extensions, budget modifications, insurance certificates, IRB, and IACUC are verified for accuracy in PeopleSoft



The Office of Research wants to congratulate all of our PI's and their amazing Staff on their many accomplishments and notable awards this year.

We are here to remind you...
You've got this! And we've got you!

Be well & be safe everyone.



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