

Research Council Minutes

February 5, 2025

4:00pm – 5:00pm

President's Conference Room

VOTING:

Alison Harmon
Mary Miles
Mary Cloninger/Robert Walker
Ron June
Brent Peyton/Robin Gerlach
Molly Secor Turner
Brian Gillespie/Maritza Espina
Doralyn Rossmann
Michael Reidy
Stephanie McCalla/Anja Kunze
Darin Boss

Sreekala Bajwa
Anna Tuttle
Nicole Tuss
Blake Wiedenheft
Jeff Heys
Jean Korth
Michaela Johnson
Lenny Triem
Andrew Vernooy

NON-VOTING:

Deborah Haynes
Steve Swinford/Michael Ouert
Terry Leist
Robert Mokwa/Durward Sobek
Sandra Sward
Ryan Knutson/
Coltran Hophan-Nichols
Becca Belou
Kirk Lubick
Liz Shanahan
Amanda Haab

Research Council February 5, 2025

- Approval of November 2024 Minutes- Dean Sreekala Bajwa moved to approve, Dr. Jeff Heys seconded. The minutes were approved unanimously.
- DISCUSSION: President's Executive Orders; Funding Pauses Q&A
 - Guidance given to continue working on active grants, delay non-essential expenses, and prioritize people.
 - NIH program staff cannot travel to meetings, impacting interactions with PIs.
 - NIH staff can reply to emails but cannot send unsolicited emails.
 - Internal Grant process and IRD distribution will be paused.
 - PIs need to make a judgement call on what the priorities are.
 - Ensure that the tuition for a graduate is paid and address any issues preventing payment.
 - Be efficient and compliant with the requirements of your grant.
 - Be supportive and share positive messages with new faculty about adapting to the evolving funding landscape.
 - Communicate promptly and strategize to take care of students and employees at MSU.
 - Delay on non-essential hiring and future travel on IDC funds.
 - Review new hiring case by case. Talk to your HRBP.
 - Summer research stipends or grants from the Undergraduate Research Program are good. However, non-essential travel for music students is on hold right now.

- **DISCUSSION: Working successfully with Human Resources on research hires (Jeanette Grey-Gilbert and others)**
 - The hiring process at MSU is designed to ensure equal opportunity and adhere to state rules.
 - The search process can be expedited, depending on position and how long department and hiring authorities take to run the search.
 - HR considers various factors when determining salary recommendations, including external and internal comparators.
 - Decisions of salary increases for grant-funded positions are driven by state rules and market analysis. A policy allows for a maximum 7% increase in grant-funded positions; the exception would be if the position is changing and the responsibilities are changing, it will be a promotion
 - More Communication with HRBP about hiring and sharing salary information is helpful.

- **Other announcements**
 - Amanda Haab shared information about the Undergraduate Research Journal's, "Curiositas". Submission due February 28th.
 - Congratulations to Sharon Neufeldt and Brittany Fasy for winning Presidential Early Career Awards for Scientists and Engineers.
 - Accepting nominations for Everyday Heros now for the Research Celebration on April 21st.

RESEARCH EVENTS:

994-Journeys Presentations for 2025:

- Sara Mast- Tuesday, March 4, 4pm in SUB 233