

*From the*  
**Director's Desk**

Newsletter for the  
Owens Institute for  
Behavioral Research

*Happy Spring*



Hi Everyone:

As my last installment of comments for the OIBR newsletter, I want to express my sincere gratitude for the OIBR staff and Executive Committee for their dedication and commitment to the Institute. The Institute has grown leaps and bounds since 2013: a 270% increase in affiliated faculty, a 21% increase in new funding, and a 24% increase in annual incoming grant dollars. We have also submitted 470 grants during this time and 49 faculty have participated in our highly successful Grant Development Program. A foundational I-O psychology article by Ben Schneider discusses how “the people make the place” and that certainly could not be more true for OIBR. I will miss serving the university in the role as Director, but look forward to seeing you all at OIBR events and am excited for a new chapter of impactful programming and support for faculty across campus.

Hope to see you at our Gathering at the Garden on May 4 from 4-6pm! It will be a great way to wrap up the year.

Have a wonderful summer!

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Owens Institute for  
Behavioral Research  
UNIVERSITY OF GEORGIA



**SPOTLIGHT**  
**DR. LILLIAN T. EBY, PH.D.**  
**DIRECTOR, OIBR**  
**PROFESSOR, PSYCHOLOGY**

**Dr. Eby will be stepping down as Director of the Institute in August so we caught up with her for a little Q&A before she goes.**

*Interviewed by Andrea Horsman*

***How long have you been the director of the Owens Institute?***

I was selected as Director in 2013 and my journey began at the start of fall semester.

***What brought you to the decision of being the next director of the Institute?***

Funny story. Steve Beach was thinking about stepping down and tried to talk me into putting my name in the ring. I resisted for months and then one day he asked “Ok, I know you don’t want to be Director, but if I were hit by a bus would you do it?” To which I responded, “Well...if you were literally hit by a bus, then yes...”. That opened the door and the rest is history!

***Why did you want to lead OIBR?***

Two of the main goals that I discussed in my interview for the position were increasing OIBR’s reach on campus and better integrating health sciences at the Institute. I had also had a great experience with pre- and post-award support with my own grants at OIBR, so I wanted to further strengthen and streamline the services we offer faculty. Ironically, in one of my Ph.D. seminars a team of students also did an organizational assessment of OIBR as an applied class project, so I had a good idea of the many strengths and areas of opportunity at the Institute. I used this information to set my leadership agenda when assuming the role as Director.

***What have been the most significant changes during your tenure?***

There have been a lot of changes at OIBR since 2013. I am most proud of our efforts to improve service delivery by providing seamless “one-stop-shopping” for grant support and hiring excellent customer-focused staff. We have also increased our faculty reach substantially, with a 270% increase in faculty affiliates, a 21% increase in new funding, and a 24% increase in annual incoming grant dollars since 2013. I also think we are now well-known for hosting great social and networking events and we have increased these offerings substantially over the years.

# SPOTLIGHT Cont.

## *What was your happiest experience at the institute?*

There are so many it's hard to pick just one. Some of my happiest experiences at the Institute have been at the annual meetings. I know it sounds corny, but I love these events and showing off everyone's hard work. Another really happy experience was being able to successfully negotiate with the university to retain Paula McIntyre. We really weren't sure what we were going to do without Paula and she had already resigned. Being able to keep her expertise at UGA was a huge win for everyone!

## *What has been the best thing and worst thing directing the institute?*

The best thing about being Director has been the new relationships that I have developed across campus. It's hard to say what has been the worst, but losing key staff over the years has been really difficult and challenging. But, each time we have rebuilt and improved, which was the silver lining. Also, as OIBR has become increasingly visible on campus the amount of university service can be pretty overwhelming at times (but being asked to serve means that we are highly respected on campus, which is obviously a good thing).

## *If you had the power to change something or implement something new for OIBR's future, what would that be?*

I would love to see a grant development program for mid-career faculty as well as initiatives to support under-represented minority scholars in science.

## *What is the most valuable lesson you have learned as director?*

I will never forget when the former Assistant Director said to me (less than 3 months into the role), "You know, Lillian, Rome was not built in a day." Okay, maybe not in a day...but you can do a lot in 9 years if you set your mind to it!

## *Can you describe your term in one word?*

Rollercoaster.

## *Was it a tough decision to step down?*

That is a hard question. I knew that I had to remove something from my professional plate given too many irons in the fire. The directorship was really the only option. So in that respect, the decision was not hard. However, after making the decision I did have some moments of sadness and emptiness, as OIBR has been such a huge part of my professional experience at UGA. I know that the Institute will continue to thrive and that new leadership will bring us to new heights!

## *What will you miss most about OIBR? Why?*

Definitely my staff and being able to work with junior faculty from across campus. I do a lot of informal mentoring and problem-solving for faculty, and this is one of the most fulfilling roles that I play at the Institute.

## *Did you ever work with/have interactions with Bill Owens? Tell me something that you would have liked to tell him.*

I never met Bill Owens. However, as a fellow Industrial-Organizational Psychologist, I know his legacy both at the Institute and within Division 14 of the American Psychological Association (where he served as President from 1969-1970). I would love to tell him just how ahead of the times he was in his interdisciplinary thinking and thank him for making faculty mentoring such an important part of the Institute.

## *What do you think Bill Owens would say about the institute as it is today?*

I hope he would be proud. I also hope he could see that his legacy of mentoring and developing faculty talent from within the ranks of existing UGA faculty lives on.

## *What changes do you believe could benefit OIBR going forward?*

One of the challenges the new Director will face is figuring out how to successfully engage with faculty. Our annual meeting is always a huge success, but other events are often poorly attended. I know the faculty affiliates want to network and connect, but figuring out how to do this successfully will require changes in how we approach programming at the Institute. Another change that could be really invigorating is creating an external advisory board to help guide decision-making and increase connections with other institutions and funders.

## *Any advice for the next director?*

Buckle your seatbelt!

## *Any regrets?*

Of course there are regrets – some big and some small. It definitely took me awhile to learn that being an administrator required me to dial down my sometimes too honest feedback to the administration about the challenges faculty face. I had a few "hand slapping" moments from David Lee about this early on (and totally justified). But David never harbored any grudges, even when I was (admittedly) too critical of SPA. I really respected him for that and he turned out to be one of our biggest advocates.

## *What's next for you?*

I am really looking forward to going back to Psychology and spending more time with my students. I have plenty of things to keep me busy and want to spend more time with initiatives at the Journal of Applied Psychology (where I am the Editor-in-Chief) and do more of my own research. I have NO additional administrative aspirations at UGA...I am one and done!

# DISTINGUISHED SCHOLARS, AFFILIATES & GDPS

## Distinguished Scholar and Affiliate Kudos.....



**Dr. Lillian Eby** (Psychology) has been awarded title of Distinguished Research Professor.  
[Read more.](#)



**Dr. Rebecca Matthew** (Social Work) has been named 2022 Meigs Distinguished Teaching Professor.  
[Read more.](#)



**Dr. Jennifer Gay** (Health Promotion & Behavior) is a recipient of the 2022 Creative Teaching Award.  
[Read more.](#)



**Dr. Don Nelson** (Anthropology) has received the Team Impact Award for his participation in TEAM RISE - Resilient Infrastructure for Sustainability and Equity.  
[Read more.](#)



**Dr. Jeremy Gibbs** (Social Work) has received the 2022 First-Year Odyssey Teaching Award.  
[Read more.](#)



**Dr. Sarah Shannon** (Sociology) was named 2022 Meigs Distinguished Teaching Professor.  
[Read more.](#)



**Dr. Vanessa Gonlin** (Sociology) has received the UGA NAACP 2022 Mary McLeod Bethune Educator Award for her "Hairism & Colorism in Communities of Color" class.



**Dr. Julie Stanton** (Cellular Biology) has been selected for the Russell Award for Excellence in Undergraduate Teaching.  
[Read more.](#)



**Dr. Man Kit (Karlo) Lei** (Sociology) has received the 2022 Charles B. Knapp Early Career Scholar Award.  
[Read more.](#)



**Dr. Greg Strauss** (Psychology) has received the 2022 Creative Research Medal.  
[Read more.](#)

# DISTINGUISHED SCHOLARS, AFFILIATES & GDPS

More congratulations to these OIBR Distinguished Scholars and Affiliates on their recent faculty promotions:

## Promoted to PROFESSOR



Dr. Nathan Carter  
Psychology



Dr. Cheryl Fields-Smith  
Educational Theory and  
Practice



Dr. Theodore Kopcha  
Career & Information  
Studies



Dr. Anne Shaffer  
Psychology



Dr. Henry Young  
Clinical & Administrative  
Pharmacy

## Promoted to ASSOCIATE PROFESSOR



Dr. Ewan Cobran  
Clinical & Administrative  
Pharmacy



Dr. Mankit (Karlo) Lei  
Sociology



Dr. Jiaying Liu  
Communication Studies



Dr. Geoffrey Sheagley  
Political Science

## Promoted to PUBLIC SERVICE ASSOCIATE



Dr. Karen DeMeester  
Carl Vinson Institute  
of Government

# FUNDING NEWS

**Our Distinguished Scholars and Affiliates have been very busy with new research projects funded since last fall.**



Dr. [Grace Ahn](#) (Advertising and Public Relations), Distinguished Scholar, received a subaward from Emory University/National Institute of Environmental Health Sciences for her multi-PI project entitled, "CHARTER: (Center for) Children's Health Assessment and Research Translation and combating Environmental Racism" in the amount of \$1,130,325. The Center for Children's Health Assessment, Research Translation, and Combating Environmental Racism (CHARTER) will develop effective strategies to translate research findings of importance to children's environmental health to relevant stakeholders in the community, academia, and healthcare. The CHARTER will work with community partners to develop communication products that can be used to improve children's health. Project period: 12/13/2021-11/30/2026.



Dr. [Brett Clementz](#) (Psychology), Distinguished Scholar, received a R21 award from NIH for his project entitled, "Identification of distributed neural sources of the auditory steady-state response in psychosis biotypes," in the amount of \$415,250. This project will use multi-modal neuroimaging to examine specific types of psychosis cases (psychosis biotypes) to identify neural deviations that are specifically related to psychosis and its unique clinical and neurobiological manifestations. Project period: 1/1/2022-12/31/2023.



Dr. [Catie O'Neal](#) (Human Development and Family Science), Distinguished Scholar, received a subcontract award from Auburn University/USDA-NIFA for her project titled, "Military REACH: Mobilizing Research to Support Military Family Readiness," in the amount of \$92,950. This project will provide Department of Defense stakeholders with timely, high-quality research reports allowing decisions to be informed by valuable, cutting-edge military family research. Project period: 9/1/2021-8/31/2023.



Dr. [Sarah Shannon](#) (Sociology), Affiliate, received a subaward from University of Washington/Arnold Ventures entitled, "Monetary Sanctions Collective: Understanding the Broader Reach and Burden of Monetary Sanctions," in the amount of \$282,431. This project will assess and analyze data on monetary sanctions merged with Census data to look at neighborhood-level legal financial obligations (LFOs) & effects; LFO systems of justice across the urban- suburban-rural continuum; and state/local governing & budgetary processes re: LFO revenue-generation. Project period: 10/1/2021-9/30/2024.

## FUNDING NEWS Cont.



Dr. Kristen Shockley (Psychology), Distinguished Scholar, received an award from Oslo Metropolitan University/Research Council of Norway entitled, "Crossing and Managing Boundaries between Work and Non-Work - Co-creating Healthy Teleworking (CROSSBOW)" in the amount of \$33,961. This project proposes an interdisciplinary approach to examine teleworking involving both employees, managers and safety- and union representatives, analyzing the individual and organizational level, as well as laws, regulations and the industrial representatives mediating the relationship between these levels. Project period: 12/13/2021-11/30/2022.



Dr. Larry Sweet (Psychology) and Dr. Assaf Oshri (Human Development and Family Science), Distinguished Scholars, are mentoring a graduate student, **Landry Huffman**, who received a fellowship award (F31) from NIH entitled, "Dimensional Adversity and Neural Vulnerabilities for Substance Use Among Rural and Non-Rural Adolescents" in the amount of \$80,174. This project aims to determine the role of threatening and depriving experiences in development of neurocognitive function underlying substance use risk among adolescents. Project period: 3/1/2022-2/28/2024.



# POLICY, REGULATIONS & COMPLIANCE



## National Institutes of Health:

- **Salary Cap:** On February 10, 2022, NIH issued updated guidance ([NOT-OD-22-076](#)) providing information regarding the salary limitation for grant and cooperative agreements. Effective January 2, 2022, the updated salary limitation for Executive Level II is \$203,700 for a calendar-year appointment.
- **Other Support:** As you know, NIH recently updated their Other Support template and instructions for JIT and reporting procedures due on or after January 25, 2022. NIH continues to update their FAQs, with their most recent found here: [New and Updated Other Support FAQs](#).
- **Data Sharing:** NIH will launch a new NIH Scientific Data Sharing website in anticipation of the new [Data Management and Sharing \(DMS\) Policy](#) going into effect January 25, 2023. The website will be live in April, but you can see a [sneak peek here](#).
- **Application Completeness:** Do you wonder if NIH really checks for all those detailed requirements after submission? They do! This [webpage](#) explains what is done to make sure an application is complete and compliant.



## National Science Foundation:

- **New Directorate:** NSF has established a new Directorate for Technology, Innovation and Partnerships (TIP), which is the first in more than 30 years. Per NSF's Director, "TIP will be a critical first step to accelerate the development of new technologies and products that improve Americans' way of life, grow the economy and create new jobs, and strengthen and sustain U.S. competitiveness for decades to come." Learn more about TIP and sign up for their newsletter at their [website](#).
- **Research.gov:** NSF will now start requiring the use of Research.gov for the preparation and submission of proposals in response to [program descriptions](#). As a reminder, FastLane is targeted to be removed as a submission option from all funding opportunities by December 31, 2022.

## Other Updates:



- **PI and Co-PI/Co-I Eligibility update:** SPA has updated the PI/Co-PI/Co-I Eligibility Policy, which you can find posted on their [website](#). The policy is more detailed and includes 3 "exceptional circumstances" to ensure that anyone can be eligible if they meet the sponsor and UGA's criteria. These include (1) Fellowship/Career Development Awards, (2) Pending Appointments for New Regular Full-Time Faculty, and (3) Case-by-Case. The policy outlines the procedures to be taken if any of the exceptions apply.
- **Escalation Factor & Salary increases:** In building grant budgets, SPA recommends:
  - A) to incorporate ALL anticipated direct and indirect costs needed to perform the work
  - B) Base proposed costs on good faith estimates
  - C) Escalate all budgetary categories by 3% annually, unless prohibited by the sponsor
  - D) Include anticipated \$5,000 cost of living increase in salaries for full-time benefits eligible State of Georgia employees.





The Georgia Clinical & Translational Science Alliance (Georgia CTSA) is an inter-institutional magnet that concentrates basic, translational, and clinical research investigators, community clinicians, professional societies, and industry collaborators in dynamic clinical and translational research projects. **Emory, Morehouse, Georgia Tech, and UGA** form the **Georgia CTSA**. This partnership, a strategic multi- institutional alliance, offers compelling, unique, and synergistic advantages to researchers and community members statewide. The Georgia CTSA leverages their complementary strengths to accelerate clinical and translational education, research, and community engagement to impact health in Georgia and beyond.

There are many excellent resources on the Georgia CTSA website, including a Team Science Toolkit. This toolkit provides resources, guides, and connections that will provide insight and help you explore the translational impact of your research. Check it out!

#### Georgia CTSA Opportunities:

8th Annual Health Services Research Day. A symposium and networking opportunity where researchers across Georgia will learn about ongoing quality, effectiveness, and value-based research activities.

**Wednesday, May 4, 2022 | 8:00am - 3:00pm**

Emory School of Medicine Building, Auditorium 110

For more information, visit <http://bit.ly/HSRDay>.



COSSA is an advocate for the research community, educating policy makers on the need for federal funding for research in the social and behavioral sciences. To read their bi-monthly update click [here](#).

The President's FY2023 budget request for Social and Behavioral Science offers some great news regarding funding for social and behavioral science in many areas of high relevance to those affiliated with OIBR which includes requests for NIH, NSF and many other large funders. Read COSSA's budget analysis [here](#).

COSSA released its annual **College and University Rankings for Federal Social and Behavioral Science R&D**, which highlight the top university recipients of research dollars in the social and behavioral sciences. Check out their [website](#) to see where UGA ranks. (The 2022 rankings reflect spending from 2020 - the most current available data.)

# INSTITUTE NEWS & EVENTS

## OIBR Policy Reminder

The Institute welcomes all Affiliates (new and existing) and Distinguished Scholars to use our pre-award services to submit proposals of all types. However, we will no longer accept industry contracts unless the Principal Investigator has an active grant(s) already managed by OIBR. We do not accept transfers from other colleges or departments or outside the university.

Anyone wishing to use OIBR services needs to give us at least one-month advance notice (no matter how small the proposal) of the intention to pursue a specific funding opportunity. In addition, all submission materials must be finalized 3 business days in advance of the proposal deadline. In some circumstances, a proposal must be submitted by UGA's central SPA office. In these cases, your OIBR DLSA may require that all submission materials be finalized up to 7 days in advance of the deadline for SPA to conduct their review and submission.

Please note that, if you notify the pre-award staff with less than a month notice, we may be unable to assist with the submission. This decision will be based primarily on our submission queue at the time of notice and the specifics of the funding opportunity.

For additional information or questions, contact [Kim Cherewick](#) or [Roberta Cooper](#).



## We're Hiring

We are currently hiring for a Grants Manager position. More details [here](#). If you know anyone that might be interested, please direct them to the link or have them contact [Kim Cherewick](#) at [ksilvis@uga.edu](mailto:ksilvis@uga.edu).



Are you on Twitter?

Be sure to follow us [@OIBR\\_UGA](#)

# INSTITUTE NEWS & EVENTS

## Upcoming Event



As part of the mission for OIBR, we strive to provide beneficial networking opportunities for interdisciplinary collaboration, and we hope that you enjoy our events. We realize it is sometimes hard to take time from your busy day to attend an event. We do our best to ensure our events are well worth your time, and if you ask attendees, you will find the feedback is consistently positive! If you have any networking or event ideas, please feel free to share them with [Andrea Horsman](#), OIBR Outreach and Communications Manager.

## Have something to share?

Do you have an interesting project that you are working on? Did you recently publish your work? Did you receive an award? Let us help promote you and your research. We love sharing the accomplishments and successes of our faculty! Please contact Andrea Horsman with anything that you would like to share.