

2015 TA Institute Navigating the Currents of Change



Session Date/ Time: March 27, 10:00 am

Session Title: Core Funding: Different Ways to Slice the Pie

Note Taker's Name: Tanisha

General Discussion:

This topic has been an area of discussion for some time. The facilitators recall the topic coming up during the UCEDD new director's orientation. A targeted TA was also developed around this topic. This discussion will help to address the targeted TA and assisting the network. The intent of the targeted TA is to form a workgroup to help develop a survey that can be distributed to the network. AUUCD will summarize and share strategies with the entire network based on the result of the survey. This session is a part of the conversation to define strategies, ideas, etc.

Discussion on different models for slicing the pie/ what's working/ what's not working:

1. Everyone is diversified with at least 2 different funding sources which equals stability.
2. Working to try to shift dollars to invest in development. Don't see how to expand and build capacity otherwise.
3. Has expanded development and cross project work, collaboration.
4. Monies wiggle back and forth, fluid but stable.
5. Core funding supports - Administration, Development, Activities and core function.
6. Buy out 5% about of everyone's time from the core to invest in development activities that relate to areas they need to focus on and not just be tied to a project.
7. Emergency hires – recruiting retired people, individuals with disabilities, just a diverse group of people wanting to work 18 hours a week or less, not a competitive process for University. Nice way to invest in staff that can bring in an area of expertise to grow in, mentor, train.
8. Diversifying funds was and is very challenging. All personnel was on core funding. No other grants or monies.
9. Hired new staff that are focused on the areas where they want to grow and develop.
10. Hired temporary part-time people, not as much hoops to go through.
11. How many Directors are required to bring in their entire salary? No salary from core grant.

12. How to focus on leadership piece?
13. Have an HR department in the UCEDD, marketing, development, foundation person. Have most people on 2 funding sources but thinking it may be better to even have people on 3 or 4 funding sources. Advantage of spreading – more visible.
14. UCEDD and LEND funding supports staff activities. Constant tension. How can we support all activities? Trouble with project work because salaries are not covered by the core. Clinicians need time to do research.
15. How to sustain and grow and determine areas in which to grow?
16. University is downsizing. More responsibilities placed on remaining staff.
17. Core funding is mostly focused on salary and administrative costs. Hoping to grow marketing, communications and social media but need money to do that.
18. Creative ideas in terms of reorganizing?
19. Shift thinking! People are doing things because it is the way they have always been done. It can be labor intensive to get people to look at their process and the outcomes. Model is not sustainable and needs to shift to be economical and more efficient. Participating in all meetings and training staff.
20. Philosophy – UCEDD staff is involved and responsible for bringing in their money. Invest heavily in infrastructure. Only 2 staff have doctorate degree. Have to provide lots of technical support to PIs when they get a new grant.
21. Can hire full-time temporary folks for up to a year, no benefits, no hassle.
22. To get quality persons not necessarily degreed persons, learned to develop a system to keep themselves going. Everyone has to be responsible in assisting in grant writing. Everyone has to be involved. Required. Culture of developing proposals and contracts. Talk about in the interview process. Host 3 grant training sessions per year by core staff.
23. On most occasions, any portion of director or associate director salary placed on core funds is bought out. Bridge. Assign staff/activity to other tasks in the grant related to a goal.
24. Constant chess game. People are on multiple grants. Depending on grant, you have to ask to add someone and tie into activities. Bridge.
25. Different ways to do this. Clear and consistent with faculty and staff. Constant shifting of FTE. People willing to do research not necessarily in their field, but pitching in where they could. Some like the additional experience, others don't. In some economies this model is not enticing and folks move on, where in some jobs are scarce and people stick around.
26. Only 2 PhD on staff. Lots of folks hired are retirees.

27. Indirect costs and salary reimbursements help cover folks in between contracts without doing lots of changes through HR. Float money.
28. Support associate directors, administrative manager, grants management specialist, disability media specialist. Grant assistant. Travel, budget for CAC, interdisciplinary trainees.
29. Review other UCEDD proposals during the UCEDD competitions. Review how they construct things. Different ways budgets are sliced.
30. Small percent of director salary covered on core. Fluid quarterly.
31. Staff - no one is more than 40% on the core.
32. Cross referencing. Getting out of the silos. Struggle balancing peoples times and ensuring that if they are on the core they are actually contributing to the core.
33. Had to reduce people's time on the core.
34. Very few people on only one grant. Very hard to cover in order to keep benefits for that person when that grant ends. Though also difficult to have someone on 6-8 funding sources. Have to have a balance; maybe 3.
35. Director is not funded on core. Associate director funded.
36. Need to write other people (i.e communications) into grants.
37. Fund and oversee a minor. Pay for adjunct instructors to teach the course. No return from tuition. Moving to try to not pay for adjunct instructors.
38. Core covers core function directors; no more than 25%, which is cutting down. Everyone is encouraged to assume 25% is not available.
39. Administrative Manager paid for by core.
40. Admin staff and communications/advocacy staff paid on core.
41. University has some resources that you can take advantage of. May sacrifice time and have to communicate their interpretations of things but if you don't have someone to do it and that is available to you – trained, high class, professional work. Looking to put some things back on the university as things are getting tight.
 - Communications, IT/ server, fiscal support, grants management, print and design
42. Put agreement in charter of what expectations are for the Director and Associate Director – tenure tract, tenure eligible, 1 class per year, advising, faculty meetings, etc
43. Salary Survey by AUCD is very helpful.
44. Use core funds to build infrastructure, leverage funds. Some stipulations on what you are not supposed to spend core dollars on but that can be difficult for smaller centers.

Other Suggestions/ Comments for Survey:

UCEDD Resource Center

A project of AUCD, in partnership with AIDD, to strengthen and support the network of UCEDDs

- What do you spend your core money on?
- How often does it change?
- How are people funding communications/event planning/publications folks?
- What does your contract say you do? (as a Director?)
- Asking questions such as how much of your core grant is designated to ... Activities? Administration? Etc. could be very difficult. Not very easy to really break that up. Budget versus money spent is different. Numbers change over time, within a year.
- Direct support of core activities?
- Not sure that a survey is the best tool to capture these conversations.

Next Steps:

Core funding workgroup call scheduled for 4/2/2015. Contact Tanisha if interested in joining.