



Happening in SRO

You can find this “Happening in SRO” and all similar newsletters on the SRO Intranet Home Page, located at: <http://isr-wp.isr.umich.edu/srointranet/> under Recent News.

If you have items for the newsletter or if you would like to highlight an event, please let Ann Vernier or your unit director know.

SRO Holiday Potluck

The SRO Holiday potluck is scheduled for this coming Tuesday, December 11 in room 1340 ISR.

SRO will provide the main course. Be sure to sign up to bring side dishes, beverages and desserts!

[Click Here to Sign Up for Food and Help](#)



SRO Holiday Closure

SRO will be closed on Monday, December 24. If you are planning to work on December 24 and have not already made arrangements, please contact your supervisor. Note that Gina Cheung is the point of contact for SRO that day. Please enter vacation time in ET if you are taking the day off. December 25 and January 1 are UM Holidays and should be entered as holidays in your ET. December 26-28 and December 31 are Season Days, and should be entered as Holiday time in ET.

We hope you enjoy your upcoming break!

Our Work in the World

(Barb Ward, Nancy Gebler, Margaret Hudson)

The Moving to Opportunity (MTO) for Fair Housing project was a multi-faceted study designed to help the U.S. Department of Housing and Urban Development (HUD) understand the long-term behavioral effects of families moving out of high poverty neighborhoods into less disadvantaged areas. The MTO Demonstration began in the mid-1990s in five U.S. cities: Baltimore, Boston, Chicago, Los Angeles, and New York. Eligible low-income families with children were recruited from high-poverty public housing projects. A total of 4,497 families were enrolled across the five sites and randomly assigned to one of three study treatment groups. In 2002 the Interim Impacts Evaluation was conducted approximately five years after the program began.

The MTO Final Impacts Evaluation data collection was conducted by SRO from June 2008 to April 2010. MTO families were being contacted five or more years after their last contact with the MTO project. These families were largely non-white, headed by single females, highly mobile, and many did not own a land-based telephone line. Data collection included in-home survey interviews with adults and youth, math and English assessments with youth, physical measures and biomarker collection, neighborhood observations, and digital recording of interviews for both quality control and linguist analysis of data. Interviews were conducted with up to four persons per family. In total, 3,273 interviews with largely female heads of households (HOH) and 5,103 interviews with youths were completed, with balanced representativeness across treatment groups and high cooperation rates for all measures included in the survey process.

Several recent articles using the MTO data highlight the usefulness of this important project for policy makers, even long after the data collection ended. Evaluation of the data collected during the 2008 -2010 Final Evaluation demonstrated gains for families in health, mental health and other measures, but no real positive economic outcome for adults and teens who moved under the MTO program. Two researchers from Harvard (Raj Chetty, Nathaniel Hendren) along with Lawrence Katz (Harvard, National Bureau of Economic Research and the original principal investigator on MTO) recently used administrative data to re-assess the outcomes of the youngest MTO children – children who were not yet teens when the family moved. Their hypothesis was that it takes longer term exposure to see demonstrated change for children moving from areas with highly concentrated poverty to less-poor neighborhoods. Their new analysis provided very strong evidence for positive impacts from a program like MTO that seeks to move families with young children (younger than 13) out of areas with highly concentrated poverty. Children who were younger than 13 when the family moved saw increases in future annual income, increased marriage rates, and increased college attendance rates.

This Brookings Institution link provides an excellent one-page summary of the team's recent research on the younger MTO children, with key findings:

<http://www.brookings.edu/blog/social-mobility-memos/2015/05/06/sociologys-revenge-moving-to-opportunity-mto-revisited/>

Raj Chetty was recently interviewed on NPR's The Hidden Brain to discuss his research on what it takes to climb the economic ladder in America. The research using MTO data is discussed starting at 26 minutes.

<http://www.npr.org/2018/11/12/666993130/zipcode-destiny-the-persistent-power-of-place-and-education>

Updates on the ISR/SRC - IRB Liaison Team

(Heidi Guyer, Barb Ward)

As you may recall, our longstanding colleague Steve Pennell retired last January. Steve had filled the role of ISR/SRC-IRB liaison for over a decade and had worked at SRO as a survey director prior to that. Steve's IRB liaison position was not filled when he retired and discussions are still underway regarding the position and responsibilities. In order to continue to provide support to our projects and project teams, the SRC Assistant Director and SRO Director asked Barb Ward and Heidi Guyer to assist with some of Steve's previous responsibilities in January 2018. Additionally, HRS Research Scientist Amanda Sonnega was asked to take on IRB-related responsibilities as well, including replacing Steve Heeringa on the Health Sciences & Behavioral Sciences IRB Board. Now that a year has just about gone by, we wanted to provide a quick update to SRO on some of the accomplishments and activities over the past year. Barb and Heidi have consulted with numerous project teams on submissions of new IRB applications and in addressing questions project teams have received from the IRB. Some of the main topics have included IRB submissions for projects in which IRB approval is ceded to another institution, IRB requirements for studies classified as clinical trials- including under the new guidelines, and incorporating regulatory changes to consent forms on longitudinal studies. Additionally, the SRO IRB Liaison team has coordinated several informational sessions and webinars to both SRO and the wider SRC community. This has included sessions on upcoming changes to the Common Rule, the new definitions and regulatory requirements for clinical trials, and a PRIM&R (Public Responsibility in Medicine & Research) webinar on reporting study results to participants. Given the on-going need for IRB support to the broader SRC community, the SRC-IRB liaison group will expand to include others at SRO and SRC research staff as well. Barb and Heidi will continue to stay apprised of IRB related events on campus and also continue to be available for consultations as needed. Please do not hesitate to contact us!

SRO Interviewer Satisfaction Survey

(Grant Benson, Pete Batra, Heidi Guyer, Carlos Macuada, Andrea Sims, Ken Szmigiel)

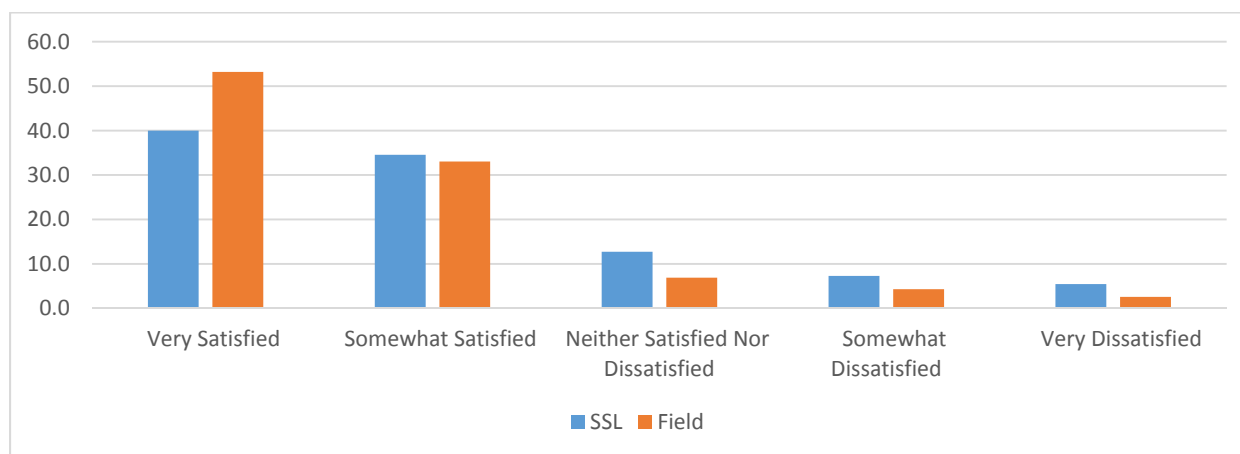
A key area of focus at SRO over the past year has been to better understand the factors related to interviewer attrition as well as interviewer motivation. Increased rates of interviewer attrition have led to higher project costs as well as potential decreases in response rates and negative effects on project timelines. Last spring, a team was formed to carry out focus groups and a survey of both SSL and field interviewers to collect data on the topics of employee satisfaction and engagement. The initial framework used to assess employee satisfaction was the Job Demands-Resources (JD-R) model (Bakker et al 2005; Bakker & Demerouti 2008; Korunka et al 2009). The JD-R model has identified 5 primary factors related to leaving a job: job demands, burnout, health complaints, resources and engagement. Focus groups were conducted last spring to determine whether other factors should be considered for our SSL and field interviewing staff. As such, questions on TL and PM support were added to the SRO Interviewer Satisfaction Survey. A short web survey (36 min on average) was sent to all interviewers in July 2018. The response rate was just below 50% overall but was higher among those who have worked at SRO for 10 years or more, those in higher pay bands, and among TLs/PMs.

A few key takeaways from the survey were:

- Overall, 84% of interviewers said that they were satisfied with their work at SRO and 68% said they were likely to continue working with SRO for the next year.
- Interviewers reported the top three sources of stress on the job to be interacting with R's who raise their voices or use threats or profanity, visiting households after dark and receiving conflicting instructions from different levels of management (TL, PC or PM).
- Close to one-third of interviewers (27%) report working another job in addition to the SRO employment.
- Most interviewers report that the work expectations are reasonable and they did not have difficulty meeting the schedule requirements.
- 70% reported that their TL was doing a very good job while over 90% reported that their TL had positive management characteristics such as treating people fairly, with respect, being accessible and listening to suggestions.

As shown in the chart, some differences were observed between SSL and field interviewers with field interviewers reporting higher levels of job satisfaction overall.

Satisfaction level (%) by work location



A second version of the on-line survey will be sent to all interviewers in the spring of 2019. In an effort to increase response rates, the survey will be somewhat shorter and interviewers will be reimbursed for the time spent completing the survey. Additionally, two versions of the survey will be developed- one for interviewers and one for team leaders- in order to address the different topics related to engagement and satisfaction among the two groups.

Expect more news on this important topic next summer!

Nancy Knows

(Nancy Bylica)

We were recently contacted by the UM recycle folks regarding our recycle bin outside ISR-Perry that was contaminated with Styrofoam. Recyclable Styrofoam needs to be kept separate from the mainstream recyclables. If anyone has large quantities of Styrofoam they can contact ISR facilities at isrfacilitiesandsupportservices@umich.edu.

They can supply the necessary bags and schedule a pick up once the bags are placed on the dock outside. In addition to this, empty boxes need to be broken down before putting them in the recycle bin outside or putting them next to recycle bins inside.

Thanks for your cooperation in making the UM recycle program an ongoing success.



Inclement Weather Guidelines

(ISR Director's Office)

(In keeping with the University's Emergency Reduction in Operations Standard Practice Guide ([SPG 201.27](#)) regarding severe weather or other emergency situations, ISR encourages all employees to make a reasonable effort to report to work as scheduled. ISR does recognize that employees are sometimes unable to get to work due to the impact of severe weather conditions. While you should make reasonable efforts to report to work, you should not jeopardize your safety in doing so. The ISR Inclement Weather Guidelines are designed to provide direction in managing unscheduled requests for time off due to severe weather or other emergencies, including directions for recording time for payroll purposes. The Guidelines can be accessed through the [ISR Intranet site](#) under ISR Policies and Managed Support Programs.

Thank you and let's all stay safe (and warm) this winter season!

Happy Holidays!



Happy Holidays to all of you. Your contributions and dedication to your colleagues and our work are greatly appreciated. Best wishes to you for a wonderful holiday season!

- SRO Admin