

SRO All-Staff Meeting

Dec 7, 2022



Welcome



Today's Agenda

Business Meeting

- Welcome
- SRO Director Remarks
 - End-of-year report
 - Finance update
 - Your questions
- Welcome, New Colleagues

Holiday Celebration

- Brief announcements
- Lunch
- Team trivia contest
- Awards and closing



SRO Director Remarks

Stephanie Chardoul
she / her / hers

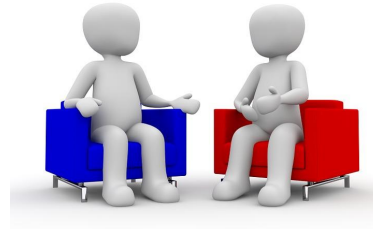


Year in Review

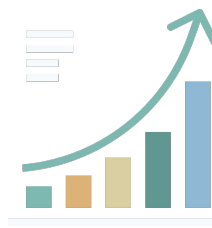
- Official “End of Year” report, assembled by SRO for SRO
- (Mainly) Reflects our fiscal year (July – June)
- Highlight current SRO status and some initiatives
 - Generally we don’t highlight projects
 - Not intended to be comprehensive
 - We welcome suggestions on what to include!
- Final version posted on SRO Intranet (Home Page)
 - Shared with key stakeholders in SRC/ISR



“A significant focus of FY2022 was our successful transition back to in-person data collection in the field, and other on-site activities in Ann Arbor.”



Facts & Comparisons



- SRO worked on **42 unique projects**. Seven of those projects had multiple funding mechanisms. Multiple funders are sometimes necessary given the total costs of some projects, but it adds a lot of complexity to cost monitoring.
- Volumes are on the way up again! We processed 2,348 interviewer expense reports (vs. 1,414 in FY21) and 618 travel advances (9 in FY21!).
- We processed \$249,115 in respondent payments (\$6,460 in FY21!).
- We reimbursed \$239,360 for mileage, which is 409,162 miles (\$5,039 in FY21!)
- A total of 161 new interviewers were hired in FY22. In 2021, we didn't hire any interviewers due to the hiring freeze.

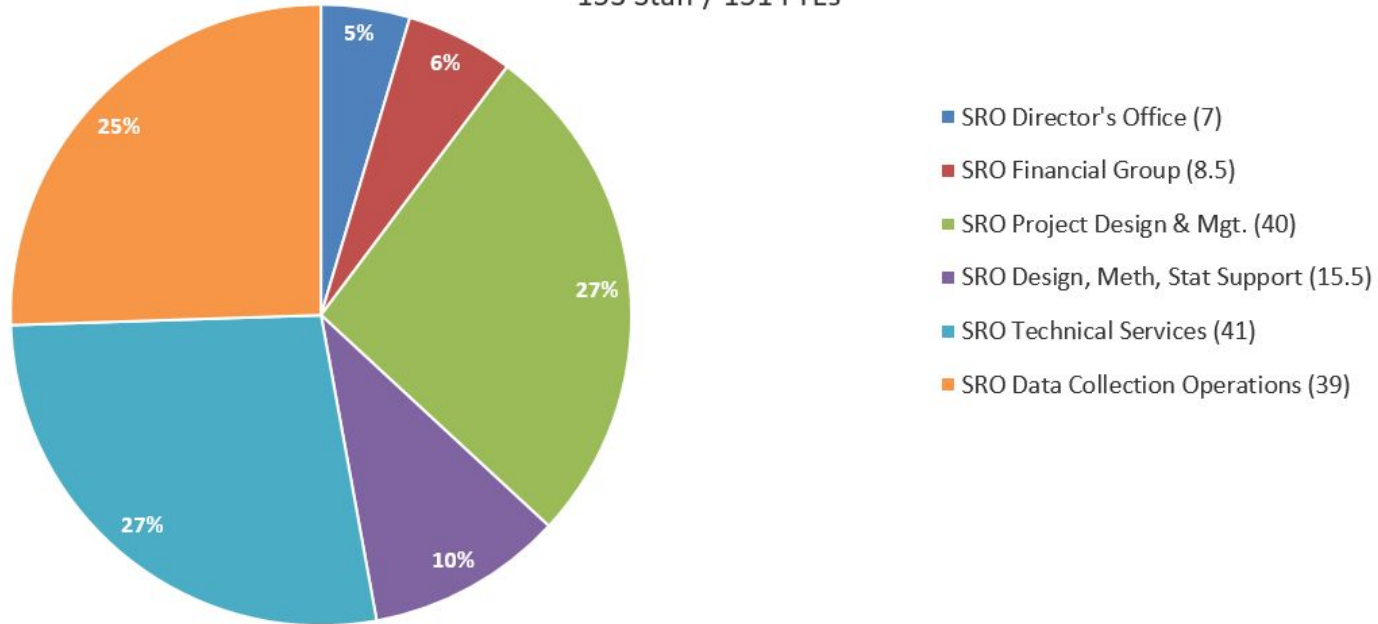


Interviewer Hours



Staff by Subunit

Survey Research Staff Appointments
153 Staff / 151 FTEs



Locations of Current SRO Interviewers



Legend

★ SSL Interviewers (n=81)

• Field Interviewers (n=330)

of field interviewers per state

0

1 - 10

11 - 30

31 - 39

0 125 250 500 Miles

Date: 9/7/2022



Resuming In-Person Training

- In-person trainings started in January 2022
 - MTF Winter Location (SSL)
 - HRS Field Leader training (Field)
- Full scale HRS training started in Feb 2022 with 135 interviewers, including 72 new hires
- On-going COVID compliance challenges
 - Travel
 - Monitoring and following up with COVID vaccination compliance prior to the full UM system being in place
 - Monitoring daily ResponsiBLUE testing compliance
 - Physical distancing and masking protocols



Resuming In-Person Data Collection

- Substantial hesitancy from interviewers, including new hires
 - Fewer on-staffers applied for projects than expected
- Overall, one- and three-month interviewer attrition rates were greater than in recent years
 - This was particularly true for Field new hires



Special Initiatives

- Finalized program in R (analysis software) to streamline creation of interactive segment maps for interviewers with an offline version when no internet coverage is available
- Developed an in-house auto scheduler for the SSL to cover project needs, make suitable interviewer assignments to projects, and “fairly” distribute assignments/shifts across interviewers
- Developed a new budgeting tool to automate the creation of budgets (with new functionality around multi-mode projects) from design notes



More Special Initiatives

- Created a Python Application Infrastructure for SRO and built 16 new applications or utilities to improve or simplify data management tasks, improve synchronization across SRO systems, and enable web form automation and automated scoring
- Created and successfully piloted a novel technical approach to remote, interviewer-administered, Woodcock-Johnson cognitive assessments using Blaise and Zoom-based video interviewing, screen sharing, and remote annotation capabilities
- Significant updates and improvements to SurveyTrak International and our Field User Management tool (FUM) to enable local (non-SRO) data manager and field supervisors to manage the massive scope of the India Human Development Project (~56,000 HH's, 24 instruments, 10 languages, 800+ unique interviewers)



Consultations

In FY22, SRO provided consultation in sampling design, questionnaire design, or data collection best practices to 68 research initiatives outside of SRO

- 47 for U-M departments or Michigan Medicine
- 9 for external colleges and universities
- 12 for various foundations, institutes, private companies



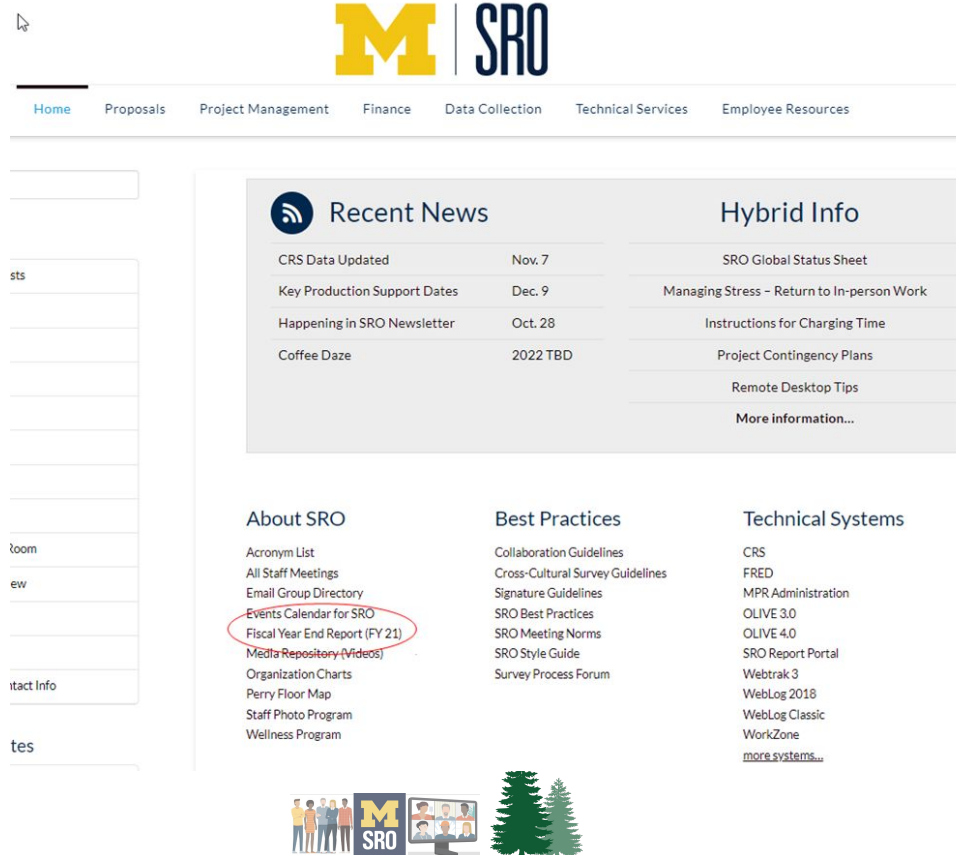
Support to our ISR/U-M Community

SRO provided assistance on the following initiatives:

- SRC Faculty Survey on SRC Mission/Values
- ISR DEI focus groups
- ISR Exit Interview (questionnaire review and analysis assistance)
- LSA Space Considerations survey
- Introduction to Questionnaire Design presentations
 - School of Education and School of Dentistry



Check out the full Report:



The screenshot shows the SRO website homepage. At the top is the SRO logo, consisting of a large yellow 'M' and the letters 'SRO' in blue. Below the logo is a navigation bar with links: Home, Proposals, Project Management, Finance, Data Collection, Technical Services, and Employee Resources. The main content area is divided into several sections. On the left is a sidebar with a search bar and a list of links. The central area features a 'Recent News' section with a table of updates, a 'Hybrid Info' section with a list of links, and three columns of links for 'About SRO', 'Best Practices', and 'Technical Systems'. At the bottom is a footer with a group of people, the SRO logo, and two evergreen trees.

Recent News

CRS Data Updated	Nov. 7
Key Production Support Dates	Dec. 9
Happening in SRO Newsletter	Oct. 28
Coffee Daze	2022 TBD

Hybrid Info

- SRO Global Status Sheet
- Managing Stress – Return to In-person Work
- Instructions for Charging Time
- Project Contingency Plans
- Remote Desktop Tips
- [More information...](#)

About SRO

- Acronym List
- All Staff Meetings
- Email Group Directory
- Events Calendar for SRO
- Fiscal Year End Report (FY 21)**
- Media Repository (Videos)
- Organization Charts
- Perry Floor Map
- Staff Photo Program
- Wellness Program

Best Practices

- Collaboration Guidelines
- Cross-Cultural Survey Guidelines
- Signature Guidelines
- SRO Best Practices
- SRO Meeting Norms
- SRO Style Guide
- Survey Process Forum

Technical Systems

- CRS
- FRED
- MPR Administration
- OLIVE 3.0
- OLIVE 4.0
- SRO Report Portal
- Webtrak 3
- WebLog 2018
- WebLog Classic
- WorkZone
- [more systems...](#)

Quick Project Notes: Current

- HRS22 (Panel and New Cohort); HCAP
- CARE
- Every Dollar Counts (EDC) Endline
- SCA22
- Baby's First Years (BFY)
- ECHO
- CRUSE-AFDHS (Crypto)
- MI CReSS
- MTF Panel
- STARRS-LS Wave 4
- International: IHDS & Nepal Intergenerational Influences



Quick Project Notes: Upcoming

- SCA23
- MTF Winter Location & Base Year
- PSID Core23
- DAWN (D-AMP & SRS)
- Daily Cannabis Use
- Black History Month Programming

International: PSID Puerto Rico; HART (Thailand HRS)



SRO Finance Update

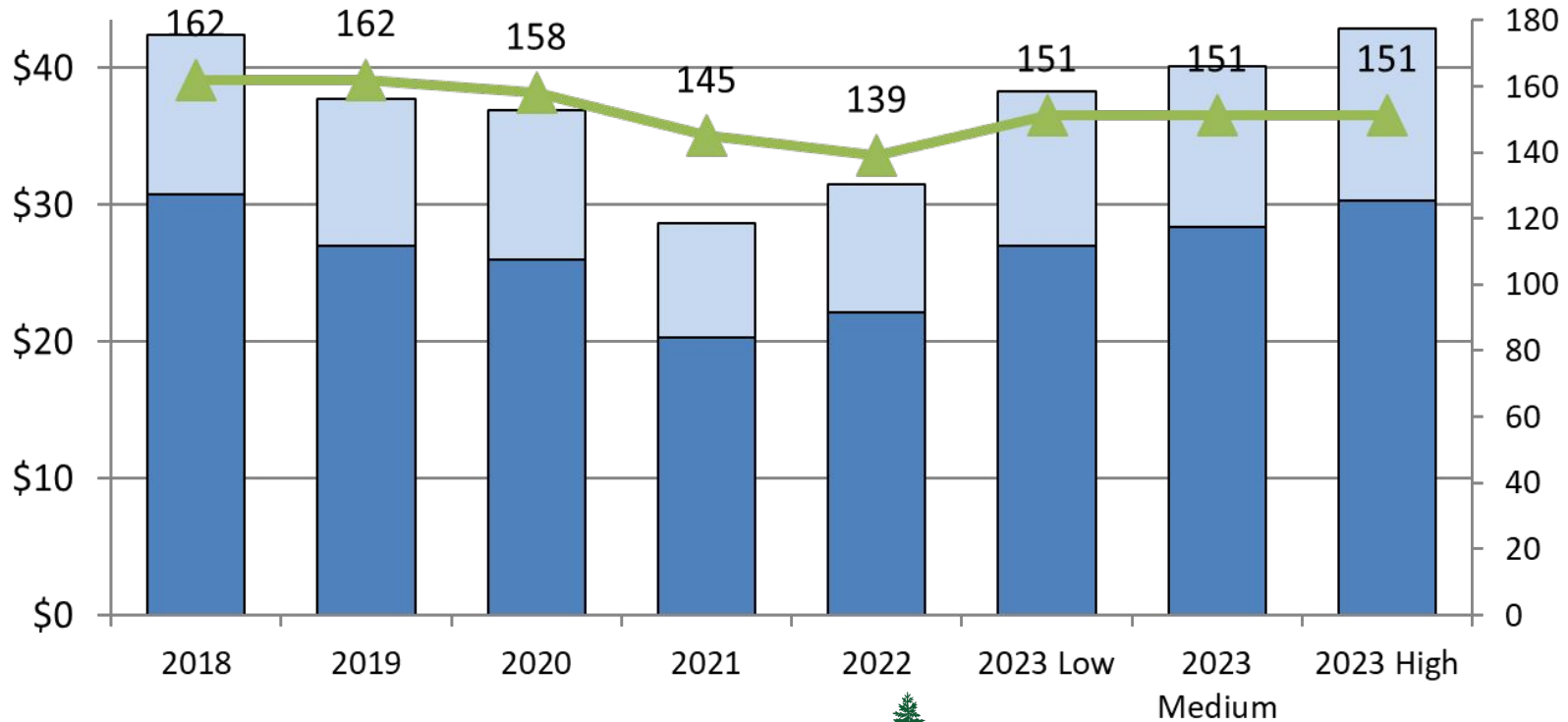


Fiscal Year 2022 Financial Summary

- We completed \$31.5M in total **sponsored** project work, generating \$9.3M in indirect cost recovery fees (IDC).
 - Represents a 10.9% *increase* in IDC volume compared with FY21. SRO generated a **very** high effective IDC rate of 41.9% in 2022, similar to the FY2021 IDC at 41.3%.
 - Completed \$7.6M less (19.4% less) in sponsored work than our “medium” estimate at the start of the fiscal year.
 - We had a \$4.5M overhead budget allocation and ended the year with an underrun of \$103K (2.3% underrun).



Sponsored Volume to Staff Counts



Current (FY23) Sponsored Revenue Projections

	Actuals	<u>Budget – Low</u>		<u>Budget – Med</u>		<u>Budget – High</u>	
	FY2022	FY2023	% var	FY2023	% var	FY2023	% var
Salary	15,513,589	18,689,624	18%	19,471,649	23%	20,781,252	31%
Non-Salary	6,656,029	8,340,739	25%	8,883,352	33%	9,530,459	43%
IDC	9,290,116	11,225,993	21%	11,803,784	27%	12,561,092	35%
Total	31,459,735	38,256,357	20%	40,158,785	26%	42,872,804	35%

SRO Sponsored Projects
Baseline FY 2023



FY23 Operating Budget

Department	FY 2022 Budget	FY 2023 Budget
Data Collection Operations	724,295	829,443
Director's Office	920,100	904,360
Financial Services	872,469	830,766
Project Design & Management	353,856	413,315
Design, Methods, and Statistical Support	756,508	922,487
Technical Services	539,288	614,249
Initiatives/Development Projects	317,674	249,000
Subtotal	4,484,189	4,763,621
SRO International Activities	-	257,076
Total	4,484,189	5,020,697



Questions?



Welcome!

New Colleagues

Nicole Kirgis

she / her / hers



Brendan Carroll

he / him / his

Help Desk Coordinator Associate
Technical Services Group

- EMU grad in cyber security
- I collect artwork: dragons & knights
- I read Greek, Roman, and Norse mythology
- I play video games with friends
- I also have a puppy!



Darnell Christian

he / him / his

Applications Programmer Associate
Technical Services Group



- I've written a full-length sci-fi novel that is in developmental editing right now
- I produce music via sampling
- I have created a web based musical game that is in development

Elany Clark

she / her / hers

Clinical Contact Program Specialist

SRO Director's Office

- I played classical piano for 12 years
- I moved here from Alabama in June so I'm getting ready for my first Michigan winter (and 5th time ever seeing snow!)
- I've had my artwork on display in a museum



Kristen Cross

she / her / hers

Survey Specialist Associate

Project Design & Management Group

- I have a passion for learning about child development
- I love to paint (flowers and abstracts) and tend to houseplants





Monica Cummings

she / her / hers

**Call Center Supervisor Intermediate
Data Collection Operations**

- Graduate of Ashford University
- I love to sew & create
- I have 21 sewing machines and a small fabric store in my home--(so to speak) LOL

Allen Day

he / him / his

Call Center Supervisor Intermediate
Data Collection Operations

- Originally from Dearborn Heights; living in Dexter since 1998
- Have worked in the SSL since 2010
- Have been playing piano for 20 years
- I'm an avid golfer





Heather Donnelly

she / her / hers

**Administrative Assistant Intermediate
Data Collection Operations**

- I love going to concerts; fave artists include Mac Miller and Frank Ocean
- I lived in Milwaukee, WI
- Enjoy traveling, going to festivals, and exploring new cities

Makenna Harrison

she / her / hers

Graduate Student Research Assistant

Design, Methodology & Statistical Support

- I recently moved to Ann Arbor from a small town in Northern California
- In my spare time, I enjoy reading, going on hikes, and playing pickleball





Ivanna Iavorska-Em

she / her / hers

Financial Analyst Intermediate

Financial Services Group

- I traveled by myself from Ukraine to the USA for college in 2008
- I enjoy traveling, cooking, and hiking
- I like to do embroidery and painting in my spare time

David Kellermeyer

he / him / his

Financial Analyst Intermediate

Financial Services Group

- I am from Perrysburg, Ohio
(I may or may not be a fan of Ohio State)
- Studied abroad in
Strasbourg France in
college
- I am an avid NFL fan





Johnny Lee

he / him / his

**Administrative Assistant Intermediate
Data Collection Operations**

- I'm a freelance portrait and event photographer
- I like kayaking
- I coach girls basketball at Pioneer HS
- I'm a huge fan of action and crime movies

Kelly Lieske

he / him / his

Applications Programmer Associate
Technical Services Group

- Worked for Michigan Medicine for 5 years
- I enjoy nature walks at the Metro Parks and the Arb
- I'm arcade game enthusiast and aspiring collector





Erin (EJ) McSpadden

he / him / his

Survey Specialist Senior

Project Design & Management Group

- I grew up in Buffalo; lived in Chicago and Delaware
- I'm a big Buffalo Bills and Sabres fan, through thick and thin (mostly thin)
- I enjoy walking, running, or biking the B 2 B trail



Fischer Meono

he / him / his

Help Desk Coordinator Associate
Technical Services Group

- I'm an avid Michigan sports fan
- I like to travel and go rock climbing
- I'm currently reading my way through the classics



Margaret (Maggie) O'Dell

she / her / hers

**Call Center Supervisor Intermediate
Data Collection Operations**

- Recently discovered the joy of podcasts: travel, health and non-partisan news
- Trip planning is a stress reliever. Next trip New Orleans
- Love White Elephant gift exchanges

Jude Perillo

he / him / his **or** they / them / theirs

Applications Programmer Analyst Intermediate
Technical Services Group

- I grew up just outside of Providence, Rhode Island
- I do the NYT Crossword daily and currently have a 90+ day streak
- I enjoy spending time reading random Wikipedia articles





Nahid Sultana

she / her / hers

Survey Specialist Associate

Project Design & Management Group

- After living in five different cities, our family decided to settle in Michigan
- I enjoy arts & crafts; DIY projects
- I love to travel. I would like to see the Pyramids of Giza

Cindy Tsao

she / her / hers

Financial Analyst Intermediate

Design, Methodology & Statistical Support

- I love to travel and have been to 19 countries
- My favorite animal is a squirrel!



More New Colleagues Coming Soon!

- In PMDG, two Survey Specialist Associates
 - Austin DeSpirito starts December 12
 - Mathew Luna starts January 3
- In PDMG, Survey Specialist Intermediate
 - Winter Freeman starts January 3
- In DMSS, Statistician Lead
 - Ji Qi starts January 3



Recruitment In-Progress

- Statistician Intermediate in DMSS
- Data Managers in TSG
- TSG Director



Thank you!

- Ashanti
- Ann
- Trivia: Ann, Vanessa, Gregg, Fischer, Ivanna, Margaret, Nahid, Kristen
- Frank and CMT

Reminder: Toys for Tots

- NEW toys for any age
- Drop off in boxes at Perry Reception
- Collection through December 16



Plan for Remainder of Meeting

- Lunch through 12:30
 - Compostable event
- Trivia!
 - Tables will be the trivia teams; 6 players per table.
 - One “Zoom Table” with Margaret’s Assistance
 - Prizes for the winning team
- Centerpiece raffle



LUNCH

Trivia Starts at 12:30!



TRIVIA



Rules

- Each table is a team. All Zoom participants form a single, additional, team.
- Each Thompson team has a packet:
 - 1 sheet to record the name of your team
 - 24 *answer* sheets, 8 for each of 3 rounds of questions
 - 24 *wager* sheets, 8 for each of 3 rounds of questions
 - Note: The remote Zoom team will answer and wager via private chat with Grant
- We will play 3 rounds of 8 questions each. We will display and read each question out loud, one at a time.
- For each answer, your team will choose the wager associated with your level of confidence. An 8 means you are very confident, a 1 means you are not at all confident in answering correctly. Each number can only be used once per round, so choose carefully.



More rules

- Once the question is read and displayed your team will have 90 seconds to:
 - Write your answer (neatly!) on the appropriate answer sheet.
 - Choose a wager sheet.
 - Place the two at the edge of your table.
 - NOTE: Our remote team will send a private chat to Grant Benson. Your chat should include the question #, answer, and wager. Grant will write them down on the appropriate answer sheet.
- Our helpers will pick up your sheets after each question and bring them to the scorers table.
- Once we've picked up all the sheets we will display the answer, followed quickly by the next question. (The game will move quickly!)



Scoring

- Our official scorers, Ivanna and Fischer, will be recording your answers and wagers on our scoring spreadsheet sheet while you continue on to the next question.
- Your official score for each question will be either:
 - 0 if you answer wrong
 - the value of your wager if you answer correctly
- The maximum total score for any round of 8 questions = 36 points.
(8+7+6+5+4+3+2+1)
- We will display the cumulative team scores and ranking after each round.
- A perfect score for all three rounds = 108 points.
- If there is a tie score after three rounds, remaining teams will answer one additional question, with a wager less than or equal to their current score.



The most important rules

- Do not shout out your answers!
- Use of electronic devices to look up answers is strictly prohibited! This is on the honor system, especially for remote participants.

Cheaters will be asked to tell a 5 minute story about the shame they felt the first time they were caught cheating as a child! :-)



Trivia

ROUND 1



Round 1

QUESTION 1:

What are the acronyms of the 5 centers at the Institute for Social Research (ISR)?



The answer is...



Round 1

QUESTION 1 - ANSWER

1. **CPS** - the Center for Political Studies
2. **ICPSR** - the Inter-university Consortium for Political and Social Research
3. **PSC** - the Population Studies Center
4. **RCGD** - the Research Center for Group Dynamics
5. **SRC** - the Survey Research Center



Round 1

QUESTION 2:

Which TV series is the following survey question from?



The answer is...



Round 1

QUESTION 2 - ANSWER

Parks and Recreation



Round 1

QUESTION 3:

At what building did Kennedy first propose his idea for what would become the Peace Corps?



The answer is...



Round 1

QUESTION 3 - ANSWER

The Michigan Union



Round 1

QUESTION 4:

What is the name of the artist famous for Ann Arbor's whimsical street art?



The answer is...



Round 1

QUESTION 4 - ANSWER

David Zinn



Round 1

QUESTION 5:

Name at least one of Ann Arbor's
founders



The answer is...



Round 1

QUESTION 5 - ANSWER

John Allen, Elisha Rumsey



Round 1

QUESTION 6:

Approximately how many movies (commercial enough to be listed in IMDB) have been filmed in Ann Arbor?

- A. Fewer than 50
- B. 50 - 199
- C. 200 - 349
- D. 350 or more



The answer is...



Round 1

QUESTION 6 - ANSWER

C. 200 - 349

278



Round 1

QUESTION 7:

What U-M superstition suggests that you'll fail your next bluebook final?



The answer is...



Round 1

QUESTION 7 - ANSWER

Stepping on the M in the Diag



Round 1

QUESTION 8:

The first album to claim all 10 spots on the billboard top 10 came out this year. Who is the album by and what is the album called?



The answer is...



Round 1

QUESTION 8 - ANSWER

Taylor Swift's Midnight



Trivia

ROUND 2



Round 2

QUESTION 1:

How many Administrative Assistants
currently work in DCO?



The answer is...



Round 2

QUESTION 1 - ANSWER

6

Mark Baker, Heather Donnelly, Johnny Lee, Tamara Lewis, Kris Wiggins, and Lindsay Wolodkin



Round 2

QUESTION 2:

What was decriminalized in Ann Arbor on Sept 21, 2020?



The answer is...



Round 2

QUESTION 2 - ANSWER

Psychedelic plants

These are also legal in three other U.S. cities: Denver, Oakland and Santa Cruz.



Round 2

QUESTION 3:

What does DACCD (“Dack-Dee”) stand for?



The answer is...



Round 3

QUESTION 3 - ANSWER

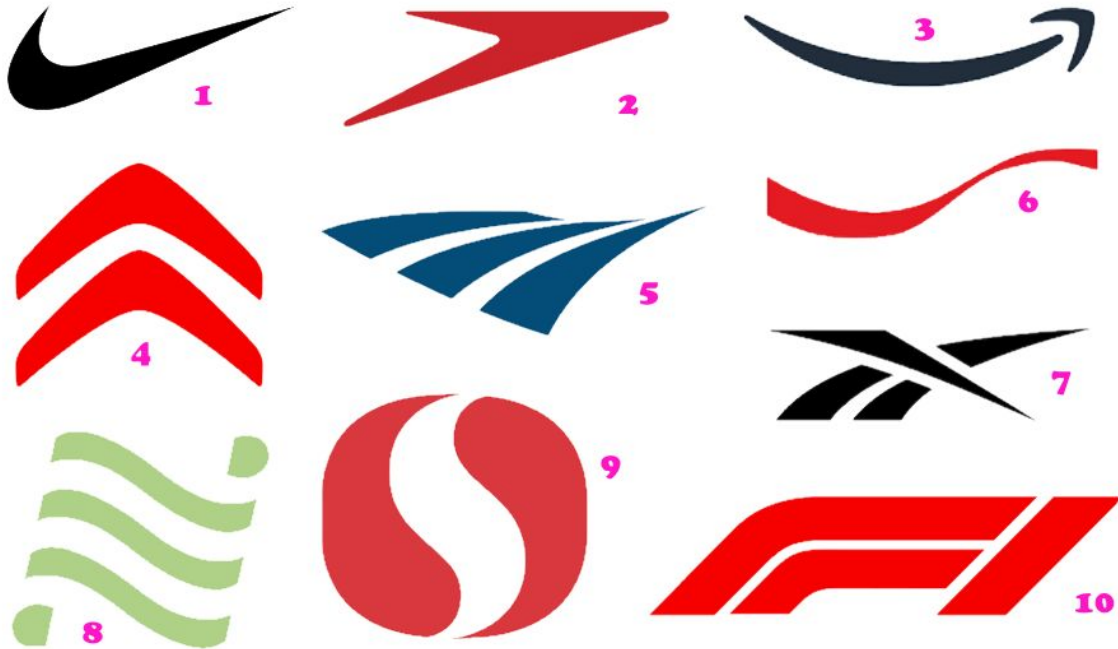
Director's Advisory Committee on Community and Diversity



Round 2

QUESTION 4:

Correctly identify the product or entity (currently or in the past) associated with (at least) 5 of these logos.



The answer is...



Round 2

QUESTION 4 - ANSWER

1. Nike
2. Speedo
3. Amazon
4. Citroen
5. Amtrak
6. Coca Cola
7. Reebok
8. National Car Rental
9. Safeway
10. Formula 1



Round 2

QUESTION 5:

What is the "toll-free line's" full new name?



The answer is...



Round 2

QUESTION 5 - ANSWER

The Respondent Connection Team (RCT)



Round 2

QUESTION 6:

What is this sculpture called?



The answer is...



Round 2

QUESTION 6 - ANSWER

Convergence



Round 2

QUESTION 7:

Santa Ono was the president of which two universities before the U-M?



The answer is...



Round 2

QUESTION 7 - ANSWER

The University of British Columbia and the University of Cincinnati



Round 2

QUESTION 8:

What is the oldest restaurant in Ann Arbor?



The answer is...



Round 2

QUESTION 8 - ANSWER

Metzger's Restaurant

This family owned and operated business has been in continuous operation since 1928!



Trivia

ROUND 3



Round 3

QUESTION 1:

The Michigan football team is the all time winningest program in the NCAA. Within 10 (wins), how many wins do they have?



The answer is...



Round 3

QUESTION 1 - ANSWER

989



Round 3

QUESTION 2:

What does the ICPSR stand for?



The answer is...



Round 3

QUESTION 2 - ANSWER

Inter-university Consortium for Political and Social Research



Round 3

QUESTION 3:

Who was the architect of this building?



The answer is...



Round 3

QUESTION 3 - ANSWER

Alden B. Dow



Round 3

QUESTION 4:

What mythical creatures make their homes in and just outside local Ann Arbor businesses and workplaces?



The answer is...



Round 3

QUESTION 4 - ANSWER

Fairies



Round 3

QUESTION 5:

Which “Saturday Night Live” cast member from the show’s inaugural 1975 season attended U-M?



The answer is...



Round 3

QUESTION 5 - ANSWER

Gilda Radner



Round 3

QUESTION 6:

Prior to becoming the Director of SRO, which of the following unit or subunit director positions has Stephanie Chardoul NOT held?

- A. Project Design and Management Group
- B. Technical Services Group
- C. Proposal Group
- D. Survey Services Lab



The answer is...



Round 3

QUESTION 6 - ANSWER

B. Technical Services Group



Round 3

QUESTION 7:

There are 19 group photographs in the hallway next to the SSL break room in Perry. 17 have dates on them. What is the year of the **earliest** labeled photo?

- A. 1946
- B. 1965
- C. 1975
- D. 1998



The answer is...



Round 3

QUESTION 7 - ANSWER

B. 1965



Round 3

QUESTION 8:

Correctly identify the country represented by (at least) 6 of these flags



The answer is...



Round 3

QUESTION 8 - ANSWER

1. Norway
2. Belgium
3. Madagascar
4. Scotland
5. Nigeria
6. Iceland
7. Monaco
8. Panama
9. France



Trivia

TIEBREAKER ROUND

(if necessary)



Tiebreaker

QUESTION:

Who banned Christmas in Britain in 1647?



The answer is...



Tiebreaker

QUESTION - ANSWER

Oliver Cromwell

(the original Grinch, or a man
after your own heart?)



Trivia and Raffle Winners



Closing

