Overview

After submitting our Program Planning Report in June 2015, the Psychology Department was informed by the Research Foundation that it would be receiving a 92% reduction in the Facilities and Administration (F&A) allocations derived from its sources of external funding (i.e., reimbursements of indirect costs, or “indirects”) from the previous year: $244,697 in FY2014 - 2015 to $20,514 in FY2015 - 2016 (see Figure 1). The F&A generated by the department’s NASA cooperative grant was unchanged (in excess of 3 million dollars in both FY2014 - 2015 and FY2015 – 2016), but a recent general decrease in F&A revenue across the university resulted in less available indirect fund returns for the Research Foundation to disburse, which in turn resulted in dramatically less allocation than usual for the psychology department (and others) this year (see Appendix A: FAQ question 4 and Figure 2). Our department has a long and successful history of investing these funds to support our faculty’s research and scholarship activities (i.e., RSCA). The results, as shown in Appendix B, have been strong scholarly output and numerous high-impact practices for our faculty (e.g., research publications, grant application submissions, conference presentations) and students (research experience, research mentoring, conference presentations). Although we do not expect our future allocations to remain this low, should similar circumstances arise in the future, it will directly impact our ability to successfully support faculty RSCA and, ultimately, scholarly productivity. This addendum describes in detail how RSCA has been supported in our department in the past and how the amount of reduction we have experienced is projected to impact future department RSCA and our originally submitted Action Plan.
Figure 1. Psychology F&A Allocations FY2012 - 16.

Figure 2. SJSU F&A Revenue Trends
From [http://www.sjsu.edu/research/docs/FAQ%20Research%20Foundation%208-10-2015.pdf](http://www.sjsu.edu/research/docs/FAQ%20Research%20Foundation%208-10-2015.pdf)
Also see Appendix A
External Grants Are a Major Source of Departmental RSCA Funding

Over 30 years, Dr. Kevin Jordan, one of our faculty members, developed a strong collaborative relationship with research scientists working at NASA Ames Research Center (ARC). In that time, he brought in nearly $200 million in external funding to SJSU. Dr. Jordan’s most recent cooperative agreement with NASA was funded for $73 million between 2011 through 2016. Dr. Jordan recently retired, but he transitioned his position to another of our faculty, Dr. Sean Laraway. Dr. Laraway is preparing to submit a proposal for another collaborative agreement to continue this line of funding beyond 2016.

Historically, the indirect cost reimbursements from this collaboration has supported department faculty and student RSCA, and the result has been strong record of scholarship as well as providing numerous opportunities for student mentorship and research experiences. It is beyond the scope of this addendum to detail the ways in which the department’s indirect cost reimbursements are processed by the Research Foundation, but we have included an Office of Research FAQ which describes the procedures (see Appendix A).

The essential points for this addendum are that (a) after the Research Foundation has covered essential and mandatory operating costs and service fees, “The remaining reimbursement is transferred to the academic units to be reinvested in support of RSCA”, and (b) under the current distribution model (“surplus/loss model”) the remaining revenue is approximately disbursed as ⅓ for the Principal Investigator, ⅓ for the PI’s department(s), and ⅓ for the college “in proportion to the amount of total F&A revenue generated by that entity that exceeds their prorated share of RF costs.” (see FAQ, Questions 1 & 2 for additional details).

Practically speaking, for our department the indirect reimbursements used to fund RSCA were $200,000 - $300,000 in each fiscal year between 2012 - 2015 (see Figure 1), mostly due to the magnitude of our department’s cooperative agreements with NASA.

Departmental RSCA Initiatives Supported by F&A Allocations Between 2009 - 2014.

The department has a long and successful history of investing these funds to support our faculty’s RSCA, and the productivity has been substantial. The Psychology Research Committee (PRC), composed of faculty who receive F&A funding through their external grants and cooperative agreements and the department chair, oversees the distribution of funds and programs meant to support faculty RSCA. The amount of indirect funds used from year-to-year varies upon specific needs, but as an example, in FY2014-15, the PRC authorized $193,784 in RSCA related investments. Examples of investments include:

- Capital improvements to existing (and inadequate) research space in DMH (e.g., renovating rooms to be appropriate for data collection and analysis, manuscript writing, and research meetings).
- Supporting pre-tenure faculty in developing their research programs
  - Research start-up funds
  - Academic year release time for all probationary faculty to develop their research programs (.20 course release for each semester until tenure)
- Continuing support for all faculty in the development of their research programs, ultimately as a means to create a foundation for successful external grant funding
  - Competitive release time awards for tenured faculty
- Summer research salary
- Travel awards for conference presentations
- Acquisition of research equipment
- Honoraria for submitting grants to external (non-SJSU) agencies
- Awards for receiving extramural funding
- Supplementing faculty recruitment costs
- Supporting faculty and student research experiences (travel grants)

**Faculty RSCA 2009 - 2014 Productivity**

As stated in the PPR, the “psychology faculty are active and productive scholars who provide numerous opportunities for students to develop their analytical skills through participation in these scholarly activities. In the last 5 years T/TT faculty have published 6 books, 18 chapters, 57 peer-reviewed articles, and 20 professional articles. During this period faculty have been involved in over 230 presentations given at international, national, regional, and local professional conferences. Faculty have also sought both external and internal grants to support their scholarship.” Examples of non-NASA grants, awards, and partnerships include the Blue Shield Foundation, the Department of Education, the National Cancer Institute, the National Center for PTSD, and Google, among others.

Also, as noted in the PPR, “Mentoring in the context of scholarly pursuits is an important aspect of what faculty provide, and this is reflected in the degree to which students serve as co-authors and co-presenters. Faculty oversee many labs and research projects representing a broad array psychological science. Over 350 students have served as research assistants in the last 5 years. In terms of faculty publications, 45 students were listed as co-authors (primarily on peer-review articles). In terms of professional presentations, over 200 students were listed as co-authors or co-presenters. Faculty have also supported efforts to diversify representation in academia by serving as mentors for 27 McNair Scholars and Minority Access to Research Careers (MARC) participants (primarily the former).” **Appendix B** lists faculty publications, presentations, and funded grants, and highlights those projects that involved student-co-authors.

**Impact of Reduced Indirect Allocation**

We are grappling with two different indirect funding issues, one with immediate impact on our department, and the other having potentially long-term impact:

**Issue 1.** As noted earlier, we experienced a precipitous reduction in our F&A allocation this year. As shown in Figure 1, we received between $200,000 - 300,000 in each fiscal year between 2012 - 2015. This year, FY2015-2016, we are set to receive only $20,515, a 92% reduction in funding despite consistent revenue generated by our department.

The reasons for this decline are complex and are detailed in the FAQ, but it is salient to note that the decline in the F&A allocation to the department is not due to a decline in the F&A revenue generated by the NASA cooperative agreement. As shown in **FAQ question 4** and Figure 2, the F&A revenue generated by the NASA cooperative agreement has risen since FY2011, and in FY2015-2016 exceeded $3,000,000. However, a recent general decrease in external funding across the university resulted in less available indirect fund returns for the
Research Foundation to disburse, which in turn resulted in dramatically less allocation than usual for the psychology department (and others) this year (see Appendix A: FAQ question 4).

Fortunately, due to prudent fiscal management by the department, for this year we are able to meet the majority of RSCA funding we had already committed to prior to learning about the reduction. However, if our F&A allocations remain near the current level of $20,515, our department will exhaust its reserve funds, and our ability to support faculty research by the end of FY2016-17. We do not expect that the allocation will remain this low in future years, but the consequences of this reduction are severe enough for the department that we must account for this possibility.

**Issue 2.** As noted in FAQ: "Question 10. Will the ⅓ distribution model change?”, there are a series of questions surrounding the F&A distribution model going forward, and “The OR will be seeking broad collaboration and input on this plan so that all stakeholders can participate in this decision.”

There have been no changes to the distribution model, but program planning is a future-oriented endeavor. In this case, the potential implications for our department are significant. Therefore, we felt it fiscally prudent to make plans for a possible outcome in which the Psychology department receives significantly less funding than it has historically and to include our best projections of the broad impact on our program if this occurs in an Addendum.

**Projected Impact on Faculty RSCA**

Without department support, it will be extremely difficult for faculty to maintain the level of scholarly productivity described earlier. For example, release time for faculty to conduct research and incentives to conduct research and/or write grant proposals in the summer will be severely curtailed. There will also be much less funding for students and faculty to travel to conferences, among other harmful effects of a reduced level of funding. These effects will be particularly felt by our pre-tenure faculty, who need the time and resources afforded by our F&A allocations that fund course releases, start-up funds, and so forth. Finally, a reduction in scholarly activity resulting from reduced F&A allocations to our department from our faculty’s grants and cooperative agreements will also directly result in fewer mentorship and skill acquisition opportunities for students.

**Projected Impact on Program Planning Action Plan**

There are a few specific plans mentioned in our Program Planning Report that will need to be revisited, put on hold, or abandoned.

**5-Year Hiring Plan.** A major selling point of our program to potential faculty was the level of research support we were able to offer new hires. It should be noted that the Provost has committed to covering the start-up costs ($71,000) of the two faculty we recruited in Spring 2015. The department normally covers these costs through its F&A allocations, but we would have been unable to meet those commitments after being informed of the steep reductions in Summer 2015. However, in the long-term, in the absence of the type of support we offered in the past, we expect it will be more difficult to attract highly qualified candidates.
**Diversifying extramural funding.** We had originally planned to build on our strong scholarly track record by focusing more intently on providing support and incentives for grant writing (e.g., offer course releases, hiring a grant writer, provide incentives for grant submission, develop a systematic grant-writing program). However, any such efforts will need to be postponed or abandoned until we understand the full impact of the current reductions in F&A allocations and any other proposed permanent changes (if any) in the allocation model for distributing F&A funds to the department.

**Research space allocation and improvements.** As noted in the report, the research spaces in DMH have been inadequate to meet the department’s needs. The department has devoted substantial amounts of its F&A allocations to renovating rooms for research activities (e.g., rooms in DMH and HGH using funds in excess of $30,000). Although more needs to be done, the department will not be able to initiate any infrastructure improvements.

**Appendices**

Appendix A. Office of Research FAQ

Appendix B. Psychology Faculty Research and Scholarship Production, Fall 2009 – Fall 2014
Questions and Answers – Research Foundation

Question 1. What are indirect costs reimbursements and how are they determined?

Indirect costs are also referred to as F&A (Facilities and Administration) or overhead costs. These F&A reimbursements are paid by sponsors to the institution to support general operating expenses and costs incurred by both San José State University (SJSU) and the Research Foundation (RF) in support of sponsored programs that are not readily identified with a single project. F&A costs include expenses related to accounting, human resources, and compliance, which at SJSU are incurred by the RF, as well as expenses related to facilities usage, utilities, or library services, which at SJSU are incurred by the University.

The federal government approves F&A rates by analyzing SJSU and RF costs. F&A rates differ for research grants and training grants as well as for on-campus and off-campus sponsored programs because their costs to the institution vary. F&A rates are reviewed and approved every four to five years by the U.S. Department of Health and Human Services (DHHS) for educational institutions.

The DHHS F&A rate is the only rate that is determined by an SJSU-specific cost analysis. This rate best represents the real indirect costs of sponsored programs. However, some sponsoring agencies and organizations establish limits as to what indirect cost rates they will pay. This results in activities that do not cover their full costs. Therefore, when SJSU accepts a grant award at an F&A rate lower than the DHHS rate, it is effectively an agreement by SJSU to provide the support services at a reduced cost to the sponsor, effectively constituting a cost match decision by SJSU.

Question 2. What is the current distribution model for grant-related reimbursements of indirect (F&A) costs?

The F&A funds paid by sponsors are used to cover RF central office services operating costs, plus mandatory university services fees paid to SJSU. The remaining reimbursement is transferred to the academic units to be reinvested in support of RSCA (Research, Scholarship and Creative Activity). Historically this reinvestment has gone to the principal investigators (PIs), departments, and colleges that generated the grants.

The mechanism for this reinvestment has been for the RF Board of Directors to distribute the F&A revenue in excess of its costs using what has been referred to as a “surplus/loss model.” In this model, the revenue is distributed approximately 1/3 to principal investigators, 1/3 to departments, and 1/3 to colleges in proportion to the amount of total F&A revenue generated by that entity that exceeds their prorated share of RF costs. The principal investigator portion is calculated first, then the department portion, and finally the college portion. The “surplus/loss” model uses net F&A which is the total revenue generated minus the prorated costs of all grants in the portfolio at each level (principal investigator, department or college). As a result, some principal investigators, departments and colleges that generate large amounts of grant funding, even with many at full F&A rate, receive little or no F&A distribution because they also have low F&A rate grants in their portfolios.

Question 3. How was this model determined?

The basic 1/3, 1/3, 1/3 model was adopted in the 1990s by the RF Board of Directors. Board Resolution 149 in 1998 codified the model with fixed costs of RF covered first. Of the remaining funds, 20% was allocated by the RF Board of Directors for the Library and other programs, and 80% of the reinvestment going to the academic units with the 1/3 allocation. The model was modified and refined over the years,
but since 2008 only those principal investigators, departments and colleges who covered the RF costs were eligible for distributions. As stated in (Question 2): “The “surplus/loss” model uses net F&A which is the total revenue generated minus the prorated costs of all grants in the portfolio at each level (principal investigator, department or college). As a result, some principal investigators, departments and colleges that generate large amounts of grant funding, even with many at full F&A rate, receive little or no F&A distribution because they also have low F&A rate grants in their portfolios.”

Question 4. Please explain why the amount distributed to colleges, departments, and principal investigators has decreased.

The total F&A revenues for the 2014-15 year went down sharply. Therefore, the available F&A after costs are down as well. The reasons for the reduced F&A revenues in 2014-15 are principally:

a. Lower overall awards, especially main campus (see Chart below) [see: SJSU Research Foundation Award and Proposal Statistics at http://www.sjsu.edu/researchfoundation/osp/awpropstats/index.html].
   In 2013-14, SJSU received 331 awards for $60.6 million, whereas in 2014-15, SJSU received 282 awards for $42.0 million;

b. Lower expenditures of existing awards [note that SJSU only receives F&A reimbursement when award funds are spent, not when they are awarded]; and

c. Low F&A rate awards [relative to the DHHS established rate].

Question 5. Is SJSU the only CSU experiencing such a decrease in awards?

As one example, San Diego State University Research Foundation (SDSU RF) indicated challenges as well, though they experienced the decline a year earlier than SJSU.


The revenues generated from F&A recoveries (Facilities and Administrative costs or indirect costs) had a steep decline over a 5 year period. SDSU RF notes that revenues correlate to the decline in number of active SDSU research faculty. SDSU RF anticipates that “as the federal budget improves and efforts to
recruit more active researchers to SDSU continue, proposal submission, award, F&A and expenditure rates will increase.”

Question 6. Given that RF costs have increased, but reimbursements to colleges, departments, and principal investigators have decreased, what is being done to lower expenses in the Foundation?

Although the costs of the RF have increased slightly this year over last, over the past three years expenses were artificially low because of staff vacancies. Nevertheless, the new Executive Director is aggressively evaluating the costs at the RF and seeking to improve efficiency at the RF. The RF has kick-started a portfolio of process improvement projects, bandwidth permitting, to enhance customer service and operational efficiencies. Also, the RF is judiciously deferring filling several open positions based on urgency of need and work overload.

As an operational efficiency comparative, San Diego State University Research Foundation has a larger operation with more employees supporting more revenues. But in a per FTE comparison, each SJSU RF Central Office employee supports about 29% more revenues than an SDSU RF employee.

Question 7. What do you see as solutions to this problem and what are the Research Foundation goals and plans for this coming year?

The problem of decreased F&A recovery has multi-faceted underlying causes, therefore the solution will also be multi-faceted.

The first and most important issue is to ascertain and reverse the reason for lower grant awards. Preliminary analysis suggests that a significant factor may be demographic changes at the University, some resulting from decreased hiring of tenure-track faculty during the recent recession. To the extent that faculty demographics is the principal cause, the solution is robust hiring of additional tenure-track faculty, which has begun under the current Provost. The Provost has also invested substantially (approximately $2.2 million over 2 years) in supporting and stimulating RSCA activity. Much of this investment is being strategically invested centrally and by colleges to provide incentives for RSCA activity, including grant proposal submissions, as well as to provide professional development opportunities for faculty and staff. These activities include a Grants Academy and a variety of workshops as well as a variety of college-specific programs that will enable our current and new faculty to more effectively compete for extramural resources.

Another aspect of the low overall F&A revenue is the number of low F&A rate grants we are awarded. The Office of Research will engage the campus community in a dialog this fall about how best to balance the need for the direct benefits that these grants provide while acknowledging the administrative costs that are not covered by the grant F&A rate. Should a new model be developed to fully recover costs? If so, who should pay for it?
While the SJSU RF continues to aggressively evaluate its operational efficiencies, they are also working with the Office of Research (including the new Associate Dean of Research), the Center for Faculty Development, and a centrally offered, intensive Grants Academy in Spring 2016 to support increased proposal activity to drive the critical revenues side of the equation.

Question 8. Did the RF fail to recover approved indirect costs?

The RF recovers all indirect costs possible. It is correct to say that some grants were proposed by the University that paid lower than DHHS-approved F&A rates. The decision to accept those grants, if awarded, is part of the proposal approval process. Therefore, the decision is a joint one made by a number of campus community members, including the principal investigator (usually faculty), the chair of the department, the dean of the college, the VP for Finance, and the AVP for Research, acting on behalf of the President and Provost. It is correct to say that the RF recovered 100% of the F&A costs approved by these campus authorities during proposal routing. However, note that F&A revenue is collected at the time of award spending, not at the time of award.

Question 9. Why are some departments/principal investigators continuing to receive F&A allocations and others not? Is there a moratorium on F&A distributions?

All principal investigators, departments, and colleges received their share of the distribution in accordance with the distribution model that has been in place since 2008 in February 2015. The amount of F&A revenue is down (as explained in the answers to Questions 1, 2, and 3) and the total distributions are down.

There is no moratorium on F&A distribution. In recent years the F&A distribution to departments has occurred twice per year, in February and August. A predictive model has been used to try to make the February distribution approximately 60% of the anticipated total distribution for the financial year. The remaining funds are distributed in August, after the actual F&A revenue is known.

There have been challenges with the predictive model this year because of lower than anticipated award activity and lower than anticipated award spending. In the 2014-15 year, the February distribution occurred as usual, with a predicted 60% of the total distribution for the year. By May, it became apparent that the predictions were overly optimistic for the main campus. Nevertheless, a
distribution of the remainder, of about $82 thousand (bringing the total to campus to $378 thousand for the 2014-15 year), is planned for August using the existing formula. In addition, some additional resources will be given to the NASA-Human Factors program to ensure its ongoing viability and to the College of Social Sciences as it adjusts to the limited allocations in fiscal year 2014-15 due to the shortfall of F&A revenue by the campus.

Question 10. Will the 1/3 distribution formula change?

In order to determine whether the distribution formula will change, we as a campus must answer some key questions:

- How do we decide whether to submit grants with low F&A rates?
- If we do receive them, who pays the difference in F&A costs?
- How do we ensure that F&A is used to invest in RSCA activity?
- Are there mechanisms to ensure resources are available to respond to RSCA needs?
- How do we invest in and recognize principal investigators for their activities?

The OR will be seeking broad collaboration and input on this plan so that all stakeholders can participate in this decision.

Question 11. Will the RF and University stop supporting training grants that cap indirect costs at 8%?

No. It must be noted that the training grants bring in significant direct benefits that are responsive to SJSU’s mission and the grants supplement the activities supported by the general fund. See Question 10, about questions on how to pay for administrative costs of these grants.

Question 12. Why are the costs of low F&A awards covered by the awards that bring in higher F&A rates?

This is inherent in the historical distribution formulas used since the 1990s and reflects the direct value expected from these grant activities. (See Questions 1, 2, and 3.) Whether this should change or not is a matter for the University community to discuss. (See Questions 10 and 11.)

Question 13. Is the RF “bankrupt”?

The RF is not bankrupt. It currently fully supports its sponsored programs operating expenses from its share of F&A revenue and distributes the remainder to the University.

Question 14. What steps are being taken to improve customer service issues with RF staff?

RF management continues to be actively engaged in process of evaluating customer service processes, and has recently kick-started a portfolio of process improvement projects to enhance customer service and operational efficiencies.

Question 15. What is the plan to increase the F&A revenues available to invest in the campus?

RF management and SJSU administration are actively discussing ways that SJSU can reduce the costs incurred by RF so that more F&A revenues can be redistributed to spur RSCA. The Office of Research and RF are also exploring ways to increase the overall portfolio of full F&A grants and to assure efficient operations at RF. See Questions 6 and 7.
Glossary of Terms and Abbreviations

DHHS – Department of Health and Human Services, a federal agency

F&A rates – Facilities and Administrative rates that are SJSU-specific and approved by the Department of Health and Human Services.

MLML – Moss Landing Marine Laboratories

NASA-Human Factors – National Aeronautics and Space Administration-Human Factors

net F&A – is the total grant portfolio of the principal investigator, department or college level minus all expenses. For example, in a department that has a mix of full F&A grants and low F&A grants, the full F&A revenues have to cover the expenses not covered by the low F&A revenue grants. The resulting net F&A would be less than would be expected in a department with a grant portfolio consisting of only full F&A grants.

OR – Office of Research (Formed from the Office of Graduate Studies and Research in Oct 2014 when Graduate Studies was split off and merged with Undergraduate Studies to create the Graduate and Undergraduate Programs Office.)

Office of Sponsored Programs – Office within SJSU Research Foundation that handles grants and contracts for SJSU, including pre- and post-award requirements such as financials, audits, and compliance issues (human subjects, financial conflict of interest, responsible conduct of research, etcetera.).

PI – principal investigator, may also have co-PIs. Creates proposals to granting agencies.

RF – SJSU Research Foundation, an auxiliary of San José State University and a 501(c3) organization.

RSCA – Research, Scholarship and Creative Activity

SDSU RF – San Diego State University Research Foundation

Sponsored Programs – Grants or contracts that are funded from an external agency (may be federal, state, county, municipal government agencies, corporations or foundations) that have “deliverables” associated with the funding.
## Appendix B

**Psychology Faculty Research and Scholarship Production, Fall 2009 – Fall 2014**

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Names in bold = student co-authors

Publications

**Books**


**Book Chapters**


Peer-Reviewed Articles


Feist, G.J. (2013). The psychology of scientific thought and behaviour. *The Psychologist, 26*, 864-867. (cover story article)


**Technical Reports**


Chancellor-Freeland, C. Anand, S., & Hosoda, M. (2014). Third Grade Readiness Executive Summary


**Other**


Feist, G.J. (2009). The psychology of Simonton’s science. *Perspectives on Psychological Science, 4*, 460-461.  **Invited Commentary**

Feist, G.J. (2009). The psychology of Simonton’s science. *Perspectives on Psychological Science, 4*, 460-461.  **Invited Commentary**


Lotus, L. & Still, J. D. (accepted). Re-designing warning messages to encourage BYOD policy adherence. *Proceedings of the 17th International Conference on Human-Computer Interaction*


Presentations

**Invited Address**

Feist, G.J. (2012, April 21). The mental health and illness of creative scientists. Invited keynote address at Western Undergraduate Research Conference, St. Mary’s College, Moraga, CA.

Feist, G.J. (2011, March 24). We’re All Different: What is Personality? Talk at Great Sessions. San Jose State University. San Jose, CA.


Feist, G.J. (2014, April 3). Creativity and Mental Health. Invited Keynote Address, Psi Chi Honors Banquet, San Jose State University, San Jose, CA.


Gregg, J., Ferreia, N., & Gillanders, D. (June, 2011) Using ACT in Health Contexts. Address at the Association for Contextual Behavioral Sciences World Conference, Parma, Italy.


Rogers, R. Going the Distance With Online Education. Invited speaker. SJSU Academic Senate Retreat: Shaping SJSUs Future, January 2015.


Rogers, R. Transitioning from Faculty Member to Department Chair (2014). Invited panelist. Office of Faculty Affairs, San José State University.

Rogers, R. MOOCs in Higher Education (2014). Invited presenter the iTeach Global summer institute. This partnership with Mercantec University, Denmark, is designed to improve
instruction through international collaboration. *College of Education, San José State University*

Rogers, R. Using MOOCs to Flip the Way We Teach (2013). Invited panelist discussing the impact of MOOCs on Faculty and Teaching at the *Rise of the MOOCs: Foreshadowing the Coming Transformation of Higher Education? Midwestern Higher Education Compact Annual Policy Summit*, Omaha, NE.

Rogers, R. MOOCs at SJSU: Development and Future (2013). Co-presenter discussing SJSUs experiment with edX materials and joint course construction with *Udacity, Campus Technology*, Boston, MA.


Rogers, R. ACE/Sloan Post-tenure Faculty Renewal Retreat (2009, 2014). Facilitator/Panelist, Center for Faculty Development, San José State University

**Professional Paper & Poster Presentations**


Alarid, B. (student), Demers, A. & Klaw, E. (2013, April). *Assessing the concerns of female veterans on college campuses*. Poster presentation conducted at the annual meeting of the Western Psychological Association, Reno, NV.


Alshafie, G. & Gregg, J.A. (2013) Does worldview impact experiential avoidance in social situations? A pilot examination of the effect of values on this relationship Poster to be presented at the Association for Contextual Behavioral Sciences World Conference, Sydney, Australia

patient. Poster to be presented at the Association for Contextual Behavioral Sciences World Conference, Washington, DC
Alshafie, G., Palma, A., Mejia-Munoz, E., Ramos, B. & Gregg, J. (June 2014) Acceptance and Commitment Therapy for Distressed Cancer Patients. Poster presented at the Association for Contextual Behavioral Sciences World Conference, Minneapolis, MN

**Alvarez, S., Buyno, B., Ptaschinski, E., & Gregg, J. (June 2010). Mediating Role Of Experiential Avoidance In Relationship Between Distress And Quality Of Life In Cancer Patients**
Poster presented at the Association for Contextual Behavioral Sciences World Conference, Reno, NV.

**Anderson, K. R., Callaghan, G. M., Nadeau, S. E. & Gregg, J. A. (2010, April). The relationship between gender, body image disturbance, and experiential acceptance.** Poster presented at the 90th annual meeting of the Western Psychological Association; Cancun, Mexico.


Buyno, B., Ptaschinski, E., & Gregg, J. (April, 2010). Acceptance as A Mediator Between Cancer Distress And Meaningful Living. Poster presented at Western Psychological Association Meeting, Cancun, Mexico.


Callaghan, G. M. (June, 2014). Contextual Behavioral Interventions: Using Principle-Driven Case Conceptualizations to Develop Affective and Interpersonal Skills for Clients (Chair and panel member). Panel presented at the Association for Contextual Behavioral Science 14th Annual World Convention, Minneapolis, MN.


Clifton, V., Williamson, I., Alexander, D. & Oyamot, C. (February, 2014). Correlates between the Five-Factor Model (FFM) and a traditional Chinese medical model of personality. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.


Dahl, J., Gregg, J. A., & Lillis, J (July, 2012) Acceptance and Values in Behavioral Medicine Workshop to be presented at the Association for Contextual Behavioral Sciences World Conference, Washington, DC


Duenas, J. & Callaghan, G. M. (2010, April). Interpersonal and intrapersonal factors impacting body image disturbance and disorders. Poster presented at the 90th annual meeting of the Western Psychological Association; Cancun, Mexico.


Hall, T. A., Laraway, S., & Sncerski, S. (2010, April). *Placebo effects on working memory*. Poster presented at the Western Psychological Association Convention, Cancun, MX.


Hosoda, M. (2014, May). The effect of Arab accent on promotion decisions Poster presented for the annual meeting of Society for Industrial and Organizational Psychology, Honolulu, HI.

Hosoda, M., & Raynolds, D. (2012). The influence of the accent of a hypothetical teacher on passage comprehension and evaluation. Poster presented at the meeting of Immigration Symposium, Silicon Valley Center for Global Studies, San José State University, San Jose, CA.


Jones, T. & Gregg, J.A. (2012) Do Social Psychology constructs such as Need for Cognitive Closure have utility in treatment component matching in ACT? Poster to be presented at the Association for Contextual Behavioral Sciences World Conference, Washington, DC


Klaw, E., Alarid, B. R, & Cooper, M. (students) (2010, February). *Developing peer leaders against intimate violence: SAVE (Students Against Violence Everywhere)*. Presentation conducted at the annual meeting of the Association for Women in Psychology, Portland, OR.


Louie, W., Ramos, B., Preza, J., & Gregg, J.A. (2012) Impact of Values Clarification task on cortisol stress responding. Poster to be presented at the Association for Contextual Behavioral Sciences World Conference, Washington, DC.


Poster presented at the annual meeting of the Western Psychological Association, Reno, NV.


Ramos, B. & Gregg, J.A. (2013) Religious Coping and Experiential Avoidance in Social Anxiety Disorder Poster to be presented at the Association for Contextual Behavioral Sciences World Conference, Sydney, Australia


Rich, V., James, K., & Gregg, J. (June 2010). Does Values Clarification Impact Cortisol Stress Responding? Poster presented at the Association for Contextual Behavioral Sciences World Conference, Reno, NV.


Williams, H. (student), Rattan, N. & Klaw, E. (2009, April). Participatory action research of attitudes and behavior at a non-profit organization. Poster presented at the annual meeting of the Western Psychological Association, Portland, OR.


Wong, L. & Callaghan, G. M. (2010, April). Ethnicity, acceptance-based coping, and body image problems. Poster presented at the 90th annual meeting of the Western Psychological Association; Cancun, Mexico.


Grants, Awards, and Contracts

Summary of Internal Grants Funded (Department, College, University)

- Psychology Research Committee (PRC) grants and resource support

See addendum for description of support offered and total expenditures for FY2014 – 2015.

- College of Social Science, University, and CSU RSCA Awards Summary

<table>
<thead>
<tr>
<th>Number of Awards</th>
<th>Award Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>CoSS Travel Grants</td>
</tr>
<tr>
<td>7</td>
<td>CoSS RSCA Awards</td>
</tr>
<tr>
<td>13</td>
<td>SJSU RSCA (University Planning Council Reconfiguring Faculty Load to Support Student Success, eCampus Office of Quality Assurance)</td>
</tr>
<tr>
<td>2</td>
<td>CSU RSCA (Promising Course Redesign Grant, STEM Squared Sub-grant, Learn &amp; Serve America/CSU)</td>
</tr>
</tbody>
</table>
Summary of Funded External Grants, Awards, and Professional Consultations

- Non-NASA Grants and Awards

**Note:** Did not list funding amount as not all of these grants and awards were routed through the SJSU Research Foundation (so they did not contribute to department indirects)

<table>
<thead>
<tr>
<th>Time Frame</th>
<th>Funding Agency</th>
<th>Project Role/Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010 - current</td>
<td>Blue Shield Foundation</td>
<td>Co-Investigator, <em>Professional Training for Serving Student Veterans</em></td>
</tr>
<tr>
<td>2009 - current</td>
<td>Blue Shield Foundation</td>
<td>Co-Investigator, <em>Exploring Intimate Partner Relationship Issues among Veterans and Their Partners on College Campuses in California</em></td>
</tr>
<tr>
<td>2009 - 2013</td>
<td>Department of Education</td>
<td>Consultant (grant preparation, project evaluation, and statistical analysis), East San Jose Teaching American History Grant</td>
</tr>
<tr>
<td>2009 - current</td>
<td>federal grant</td>
<td>Project Director, <em>AmeriCorps Bridging Borders Grant</em>, San Jose State University</td>
</tr>
<tr>
<td>2011</td>
<td>Google Research Award</td>
<td>Co-Investigator. <em>Examining the Role of Personality in Usage, Experiences, and Attitudes About Social Networking Environments</em></td>
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<tr>
<td>2011</td>
<td>Health Services Research and Development Grant</td>
<td>Co-Investigator. <em>Examining the diagnostic and clinical utility of the PTSD Checklist</em>. Veterans Health Administration</td>
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<tr>
<td>SU09</td>
<td>Kaiser Permanente Essential Services Grant</td>
<td>Project to distribute food and to assess mental health at food distribution sites</td>
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<tr>
<td>2014</td>
<td>Lockheed Martin Corporation</td>
<td>Project Director, <em>Veterans Embracing Transition (VET) Project</em></td>
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<tr>
<td>F14</td>
<td>Motorola contract</td>
<td><em>Optimizing the User Experience of Device Customization</em></td>
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<tr>
<td>2009 - 2011</td>
<td>National Cancer Institute Grant # CA144751</td>
<td>Principal Investigator, <em>Impact of Acceptance and Commitment Therapy on Salivary Cortisol in Breast Cancer</em></td>
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<tr>
<td>2013 - present</td>
<td>National Center for PTSD</td>
<td>Principal Investigator, <em>Start Moving Forward: A preliminary evaluation of an online problem solving course</em></td>
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<tr>
<td>F11</td>
<td>San Joaquin Valley Workforce Funders Collaborative</td>
<td>Project to develop cultural competency training</td>
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<tr>
<td>F10</td>
<td>San Joaquin Valley Workforce Funders Collaborative</td>
<td>Project to develop cultural competency training</td>
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<td>Time Frame</td>
<td>Funding Agency</td>
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<tr>
<td>---------------</td>
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<tr>
<td>2011 - present</td>
<td>VA funded pilot program to provide clinical and outreach services to student veterans</td>
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<td></td>
<td>Program Director. VA VITAL program at San José State University</td>
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<tr>
<td>2008-2009</td>
<td>Veterans Health Administration, Employee Education Innovation Gran</td>
<td></td>
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</tbody>
</table>
|               | Principal Investigator. Management of PTSD in primary Care: A tool kit for
### NASA Cooperative Agreements and Subcontracts, PI Kevin Jordan

<table>
<thead>
<tr>
<th>Funding Period</th>
<th>Funding Source</th>
<th>Project Title</th>
<th>Amount</th>
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<tr>
<td>2008 - 2013</td>
<td>NASA Cooperative Agreement NNX08AI34A</td>
<td>Flight Control and Autonomous Flight Systems Research</td>
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<td>2008 - 2011</td>
<td>NASA Cooperative Agreement NNX08AX13A</td>
<td>Crew Factors and Team Performance II</td>
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<td>Modeling and Simulation of Human Performance II</td>
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<td>2008 - 2010</td>
<td>Subcontract from Perot Systems prime contract with NASA Ames, NNA08AF13C</td>
<td>Flight Deck and Airspace Operations II</td>
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<td>2009</td>
<td>Subcontract from Aptima, Inc. prime contract with NASA Ames, NNX09CC12P</td>
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<td>Flight Deck and Airspace Operations III</td>
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<td>Subcontract from Aptima, Inc. prime contract with NASA Ames, NNX10CA04C</td>
<td>Use-driven Testbed for Evaluating Systems and Technologies</td>
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<td>2011</td>
<td>Subcontract from Aptima, Inc. prime contract with NASA Ames, NNX11CD12P</td>
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<td>Flight Deck and Airspace Operations V</td>
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<td>NASA Cooperative Agreement NNX12AB08A</td>
<td>Human Systems Integration Research (full award amount is $82,832,134).</td>
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<td>2013 - 2016</td>
<td>NASA Cooperative Agreement NNX13AI30AA</td>
<td>Autonomous Flight, Future Vertical Lift Systems, and Human System Integration (full award amount is $5,120,860)</td>
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<td></td>
<td>TOTAL</td>
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