



**Title: W204 Research Administrators - There's a message in the music!**

**Wednesday, May 7, 2025/ 10:45AM – 11:45 AM**

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# Dancing is Optional

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# Overview

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- Music and work culture share a dynamic relationship, influencing the way individuals and teams navigate their professional environment. As a universal language, music transcends boundaries, fostering a sense of unity and motivation. Work-life can be stressful. We can ease our stress levels by learning to laugh and not take our perceived stressors seriously. In this session, we will walk you through the life of a Research Administrator/Manager through songs. So come along and clap your hands.
- Learning Objectives:
  - Problem-solving - it's pretty easy when you put it to music.
  - Time management - is it that important? Can it wait? I wrote a song about it!

# Remember a few years back?



“The future is bright!” – *Gloria Greene, SRAI President*  
We anticipated the 2020s would be full of good things.

# Ball of Confusion!

# Navigating Executive Orders & DOGE Priorities without Burnout

## Trump Signs Order to Break Up Education Department

### NOTICE OF COURT ORDER

You are hereby advised that a temporary restraining order  
*York et al. v. Trump*, No. 25-cv-39-JJM-PAS (D.R.I.), EC  
receiving this Notice pursuant to the Court's directive that  
Defendants and agencies and their employees, contractor  
2025, at 9 a.m." A copy of the Court's Order is attached.

Judge issues preliminary injunction blocking Trump cuts to  
NIH research overhead payments

\* Ruling suggests plaintiffs are likely to succeed in overturning 15% cap on indirect costs

On Wednesday, March 5, 2025, a Federal Court issued a preliminary injunction  
prohibiting certain actions related to Executive Orders 14187 and 14168, which is  
effective immediately. You can review the court's order and the Executive Orders  
at [https://nsf.gov-resources.nsf.gov/files/Washington-v-Trump-  
NoticeOfCourtOrder-3-5-2025.pdf](https://nsf.gov-resources.nsf.gov/files/Washington-v-Trump-NoticeOfCourtOrder-3-5-2025.pdf).

WESTERN DISTRICT OF WASHINGTON  
AT SEATTLE

The Order prevents NSF employees from withholding federal funding because a  
health care entity or health professional provides gender-affirming care.

GTON et al.,  
Plaintiffs,

CASE NO. 2:25-cv-00244-LK

ORDER GRANTING IN PART AND  
DENYING IN PART MOTION FOR  
PRELIMINARY INJUNCTION

\* \* \* \* \*

DONALD J. TRUMP et al.,  
Defendants.

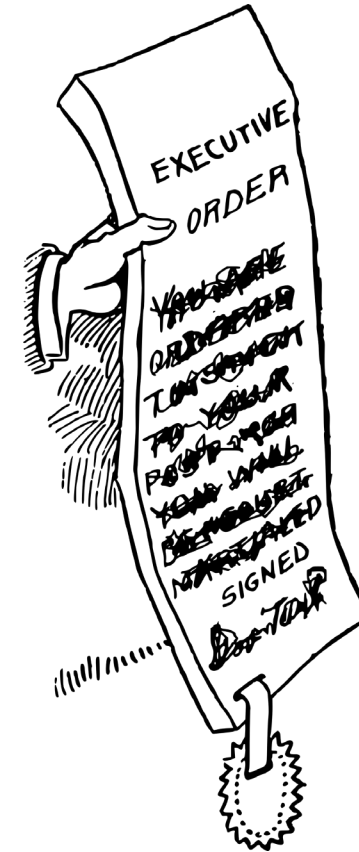
EO 14224 Designating English  
as the Official Language of the  
United States

# Stop The World, I Want to Get-Off!!

- An overwhelming number of executive orders
- Termination of research and critical infrastructure support
- Rejection of new, innovative, and timely research projects
- Reduction in the federal workforce and programs that support our research infrastructure
- Student visa terminations
- And the list goes on and on and on.....

So, how do we help move things forward and expand our research programs when we don't know what tomorrow will bring?

We start with what's in front of us.



Right Here, Right Now!



# Project Management, Ethics & Compliance and Misconduct

## **Build a successful research team:**

- Build a dynamic team that supports your research program goals and needs.
- Consider various scenarios that foster relationships with a robust range of stakeholders.

## **Develop an adaptable research project plan:**

- Break down projects into smaller, manageable tasks and milestones for your team.
- Routinely monitor project progress against your research plan.
- Schedule routine calls and meetings to review progress.
- Facilitate necessary adjustments as new federal guidelines arise to sustain project momentum.

**Develop a strong fiscal research management plan:**

- Create realistic project budgets and analyze potential fiscal impacts caused by new and ever-changing policies.
- Track fiscal performance and identify areas of concern to ensure that resources are used efficiently and appropriately.
- Consider the priorities of the stakeholders in your financial decision-making.
- Consider seeking fiscal resources from non-government stakeholders to help achieve your research goals.

**Identify, assess, and mitigate potential research risk:**

- Understand political, economic, and regulatory changes that could impact your research infrastructure.
- Have a mitigation plan in place to combat potential risks and executive orders.
- Hire consultants who specialize in political risk management.
- Strengthen ties with industry and foundation partners and government agencies to stay informed and build trust.

# Workload Management in an Era of Expanding Regulations



You Can't Always Get What you  
Want!

# Research Ethics and Compliance

**Ensure ethical research involves adhering to regulations and best practices:**

- Understand and adhere to complex, ever-changing regulations (IRB, FDA, OIG etc.).
- Ensure research integrity and data quality.
- Manage ethical concerns related to participant recruitment and informed consent.

**Effectively manage research compliance programs:**

- Written Policies and Procedures
- Compliance Leadership and Oversight Training and Education
- Open Communication/Disclosures (Hotline)
- Enforcing Standards
- Risk Assessment and Auditing/Monitoring
- Prompt Response



# Work-life Balance in a 24/7 Compliance Culture



# Resilience

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# How can we practice patience and tolerance ?

- Active listening
- “Grace and space” (a Gina original)
- Build your capacity for tolerance
- Exercise patience





You Got To Know When To Hold 'Em  
When to Fold 'Em

# Research Misconduct

**Address research misconduct and reduce the risk to research integrity:**

- Understand your institution's misconduct policies and procedures.
- Contact your institution's Research Integrity Officer (RIO) to discuss your concerns.
- If unsure, contact the U.S. Office of Research Integrity (ORI) with questions and concerns.



# Can You Feel the Love Tonight?

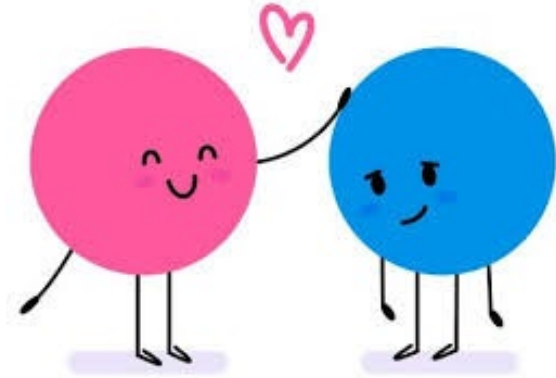
# Don't despair - we are all in this together !

- During the tough times, “togetherness” can be the glue that binds us all.
- Strengthen bonds
- Sense of belonging
- Motivation



# Empathy and Understanding – the same thing?

- Empathy is the ability to emotionally connect
  - *Active empathy*
  - *Cognitive empathy*
- Understanding is recognizing what someone is going through
  - *Understanding is more about thinking and reasoning than feeling*



# Happy Days Are Here Again

# How can we make the best of tough times?

- Learn from the tough times – growth opportunity
- Focus on what you can control
- Seek your community (your SRAI network!)
- Embrace the challenge



Clairee was right!



But she  
borrowed this  
one from  
someone else.





# Summary of Today's Discussion

## **As they say, the show must go on in the world of Research Administration!**

- We have faced numerous unpredictable and unwavering challenges.
  - One gigantic "Ball of Confusion"
- We have remained steadfast, sharp, and kept moving forward
- We must continue to build and enrich our research portfolios

## **Never forget...**

- It takes empathy and understanding
- We are in this together!
- Give one another a bit of Grace
- Lean on one another during these challenging times.

**YOU MATTER, YOU ARE AMAZING, AND TOGETHER WE WILL WEATHER THIS STORM!**

**We hope you enjoyed today's session as much as we enjoyed spending this time with you!**



# PLAYLIST

- *Twilight Zone – Introduction*
- *There's a message in our Music: The O'Jays*
- *Right Here, Right Now: (Van Halen)*
- *You can't always get what you want (The Rolling Stones)*
- *The Gambler (Kenny Rogers)*
- *Feelings: Morris Albert*
- *Can You Feel the Love Tonight: Disney's The Lion King*
- *Happy Days are Here Again: Ben Selvin*
- *Respect: Aretha Franklin*
- *Ball of Confusion: The Temptations*
- *They Not Like Us (Instrumental) Kendrick Lamar*
- *Stronger: Kelly Clarkson*
- *Survivor: Destiny Child*
- *All I Do: Stevie Wonder*



**Thank You**