

San Diego State University
Research Foundation



Annual Report
Fiscal Year 2019-20

Cover photo "Semibalanus Barnacles at Sunset"

Barnacles and algae wait for the rising tide to submerge them as night falls at 4pm in January, in Sitka, Alaska

Principal investigator: Dr. Luke Miller, biology

Photo courtesy of Dr. Miller

Dr. Luke Miller is an assistant professor of ecology and member of SDSU's Coastal and Marine Institute. His research focuses on ecophysiology and biomechanics, particularly examining the effects of thermal stress, climate change, and species interactions in rocky intertidal communities. Much of his research has focused on northeastern Pacific rocky intertidal habitats from California to Alaska, but he has also worked on New England rocky shore communities, on Antarctic scallops, and in kelp forests and estuary habitats. Dr. Miller's research is supported by the National Science Foundation.

<https://lab.lukemiller.org/>

SDSU Research Foundation

Annual Report

Fiscal Year 2019-20

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**SDSU Research Foundation
Annual Report
Fiscal Year 2019-20**

INTRODUCTION

The SDSU Research Foundation management team is pleased to present this report highlighting fiscal year 2019-20 activities and accomplishments.

First, our congratulations go to the SDSU faculty and staff who received 758 awards and \$144.4 million to support their research in Fiscal Year 2019-20 – just a slight decrease from the \$148.5 million received in the previous year. Their continued success during a worldwide pandemic, virtual instruction, childcare and family responsibilities and a challenging federal budget environment is remarkable. We are proud to support their work.

This report is organized into these sections:

- I. Board of Directors and Management
- II. Mission/Values Statement
- III. COVID-19
- IV. Financial Results/Significant Transactions
- V. Other Milestones
- VI. By the Numbers
- VII. Service (Research Support, Initiatives, University Partnerships, Facilities)
- VIII. Staff Engagement and Training
- IX. Diversity, Equity, and Inclusion
- X. Our Students
- XI. Staff Awards/In Memoriam

I. BOARD OF DIRECTORS AND MANAGEMENT

Incorporated in 1943, SDSU Research Foundation is an auxiliary organization of San Diego State University. Authorized by California’s Education Code and governed by a board composed of SDSU administration, faculty, a student representative and community members, the research foundation exists to serve and support SDSU.

The management team guides the organization and is led by Associate Vice President and CEO Michèle Goetz, Associate Executive Directors of Finance and Operations (Leslie Levinson) and Information Systems (Rachel Raynoha), and Human Resources Director Deb Naylor. The team works closely with SDSU’s Vice President for Research and Innovation (Interim Hala Madanat) and Vice President for Business and Financial Affairs (Interim Agnes Wong Nickerson), and guides the efforts of a dedicated staff who seek to facilitate the work of SDSU researchers.



The Senior Management Team

Top: Michèle Goetz (Associate Vice President/CEO) and Rachel Raynoha (Associate Executive Director for Information Systems)

Bottom: Leslie Levinson (Chief Financial Officer/Associate Executive Director for Finance & Operations), and Deb Naylon (Director of Human Resources)

Board of Directors

The board of directors is the governing body of the research foundation and is responsible for establishing policies and guiding the research foundation in achieving its objectives. SDSU's president serves as president of the board and is responsible for ensuring that research foundation policies and functions conform to the policies of The California State University board of trustees and San Diego State University.

Board composition

Five ex-officio directors: the President, the Provost, the VP for Research and Innovation, the VP for Business & Financial Affairs, and the Associated Students President; four SDSU faculty members recommended by the University Senate and elected for four-year terms; and eight individuals, five of whom are "public" members from the community, nominated by the president and elected for three-year terms.

The FY 2019-20 board was composed of these members: five ex-officio, seven faculty, and five community directors.



SAN DIEGO STATE
UNIVERSITY
Research Foundation

FY 2019-20 Board of Directors

Board Officers

Dr. Adela de la Torre
President
President, SDSU

Dr. Stephen Welter
Vice President
VP for Research, SDSU

Ms. Agnes Wong Nickerson
Treasurer
VP for Business and Financial
Affairs, SDSU

Dr. Karen Emmorey
Secretary
Distinguished Professor of
Speech, Language and
Hearing Sciences, SDSU

Ms. Michèle Goetz
Associate Secretary-
Treasurer
AVP/CEO, SDSU Research
Foundation

Board Members

Dr. Guadalupe X. Ayala
Professor of Public Health,
SDSU

Mr. William Brack
Retired, Self-Employed
Financial Consultant

Ms. Vickie Capps
Certified Public Accountant

Ms. Joan Coppentrath
Retired, Financial Executive

Dr. Craig Hauser
Vice President, Scientific
Resources
Sanford Burnham Prebys
Medical Discovery Institute

Dr. Natalie Mladenov
Associate Professor
and William E. Leonhard, Jr.
Chair, Civil, Construction,
and Environmental
Engineering

Dr. Salvador Hector Ochoa
Provost and Senior Vice
President, SDSU

Mr. Christian Onwuka
President, Associated
Students, SDSU

Mr. David Page
Corporate Director of
Finance
San Diego Zoo Global

Dr. Randolph Philipp
Professor, School of Teacher
Education

Dr. Jennifer Thomas
Professor of Psychology,
SDSU

Dr. Ming-Hsiang Tsou
Professor of Geography,
SDSU

Dr. Robert Zeller
Professor of Biology, SDSU

Board Updates

Board members participate in various ways including reviewing policies; serving on the audit, and finance and investment committees; reviewing and approving the annual budget and the mid-year update; ensuring proper financial controls are in place; authorizing the selection of the independent audit firm; ensuring investment policies are followed; and ensuring compliance with laws and regulations.



September 23, 2019 board meeting



CFO Leslie Levinson presents the budget

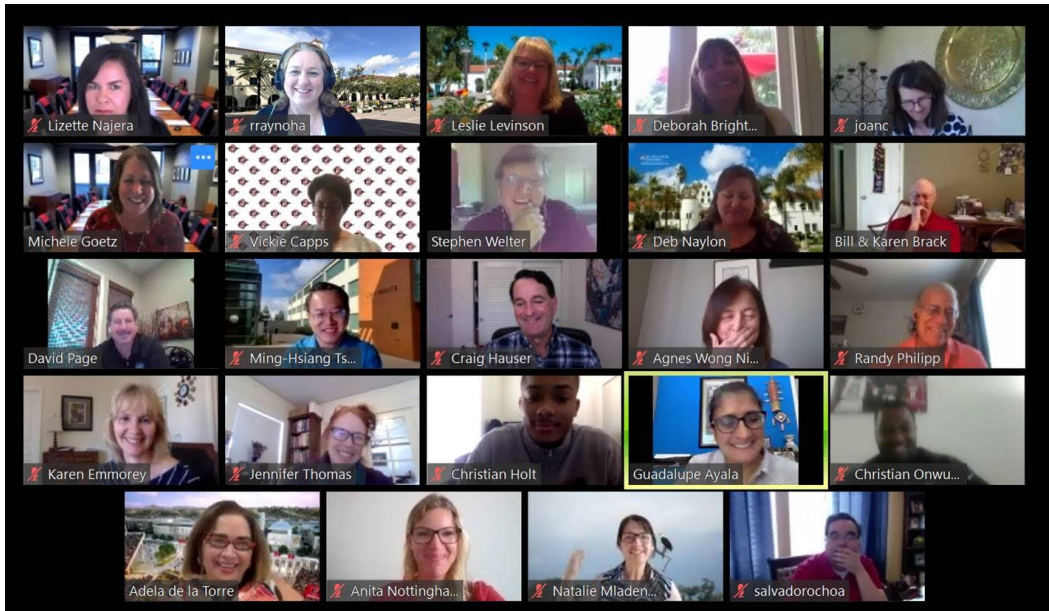


AS President Christian Onwuka



Grant Thornton LLP auditor Matt Spagnuolo

First virtual board meeting, May 8, 2020



Thank you for your service!



Christian Onwuka

AS President served on the board during the academic year 2019-20.



Stephen Welter

Dr. Welter served as vice president of the board from 2011 until September 1, 2020.

Welcome to our new Vice President for Research and Innovation!



HALA MADANAT, INTERIM VICE PRESIDENT

Term: Ex Officio effective September 1, 2020

Dr. Madanat is a distinguished professor of health promotion and behavioral science. Her research addresses health disparities through community engagement.

From 2016 to 2020, Dr. Madanat served as the Director of SDSU's School of Public Health. During her tenure, research funding at the school increased 50 percent and its U.S. News ranking rose to No. 23 nationally.

She is a core investigator of SDSU's Institute for Behavioral and Community Health and serves as the lead principal investigator on the \$12 million SDSU/UCSD Cancer Center Partnership, funded by the National Cancer Institute. She has led the evaluation of several National Institutes of Health-funded grants and published nearly 90 peer-reviewed publications, book chapters, and books.

Dr. Madanat is currently leading a \$3 million contact tracing program funded by the County of San Diego Health and Human Services Agency aimed at enhancing support in underserved communities and curbing the spread of the novel coronavirus. She is the recipient of multiple honors and awards including the SDSU Distinguished Faculty Award for Outstanding Contributions to the University.

Dr. Madanat holds a BS in biological sciences from the University of Jordan, an MS in community health sciences, and a Ph.D. in sociology with a minor in public health from Brigham Young University in Utah. Her diverse education provides a unique lens by which she approaches public health.

Welcome new board members

Natalie Mladenov



Dr. Mladenov joined the board in September of 2019. Dr. Mladenov is an associate professor and the William E. Leonhard Jr. Chair in the department of Civil, Construction, and Environmental Engineering.

David Page



We welcomed David Page, Corporate Director of Finance for San Diego Zoo Global, to the board in September of 2019. David serves as the Audit Committee Chair.

II. Mission/Values Statement

As part of our organizational priorities, we reviewed and clarified our vision and values to emphasize service, collaboration, innovation, diversity and integrity.

Mission

To support and further the research, education and community service objectives of San Diego State University.

Vision

To foster a culture of creativity and collaboration with integrity and respect for individuals that results in the delivery of superior service to support the university's strategic aspirations.

Values

SERVICE

We are....

- a service organization that strives to provide superior support to the university community to achieve SDSU's goals.
- committed to being professionally competent by setting high standards and working hard to achieve results.
- continually seeking to improve our skills and capabilities by valuing education and professional development.

COLLABORATION

We seek to ...

- actively engage with our stakeholders and employees to identify issues and design solutions.
- build strong relationships grounded in trust, openness and inclusion.
- achieve the best results by taking pride in the accomplishments of our colleagues.

INNOVATION

We work towards...

- inspired solutions to improve and adapt to emerging opportunities and challenges.
- creative ways to streamline and enhance our delivery of services through resourceful and proactive problem solving.
- strategic use of technology and reduction of obstacles.

DIVERSITY

We promote...

- a culture of respect and acceptance of others.
- diversity of thought and perspectives.
- an appreciation for differences in backgrounds, styles, beliefs and experiences.

INTEGRITY

We are committed to...

- act with the highest ethical standards, with honesty, integrity and transparency.
- provide consistent and accurate information.
- value and respect all individuals.

III. COVID-19

The Coronavirus pandemic caused unprecedented disruption and the stay-at-home order required us to relocate our entire operation to telework with no notice. A remote environment presented some challenges, but research foundation staff adjusted quickly and successfully transitioned to teleworking. All staff, with the exception of facilities crew members, began teleworking on March 16, 2020. Systems were automated (conversion to electronic processing was done within four days), researchers deemed essential continued their work, and agencies implemented flexible guidelines by offering, for example, no-cost extensions. Some agencies pivoted and offered COVID-19 funding opportunities.

The examples below highlight how our employees creatively continued their mission of service and adapted to the pandemic world.

- Created MyRF Document Processing Module to accept online documents, forms, and payments.
- Ordered additional laptops and transitioned nearly all central staff to VPN and laptops.
- Shifted signatures to AdobeSign.
- Personal Protective Equipment (PPE) was purchased for researchers repopulating their labs.
- Implemented and managed COVID-19-related administrative leave policy.
- With the exception of a handful of FedEx proposals, the 448 proposals submitted between March 16 and June 30 were done so electronically.
- Of the 36 COVID-19 related proposals submitted, nine awards were received totaling \$3,556,847. Researchers continue to respond to new opportunities as they are issued.
- A new COVID-19 Researchers List of 126 researchers was created to identify SDSU faculty with expertise related to the pandemic.
- Joined with the research advancement team to co-host a series of Acting, Coping, and Thinking (ACT) workshops to address the new COVID-19 environment.
- Established remote hiring, onboarding and new employee orientation procedures.
- Updated FSA benefits to allow employees to change their 2020 elections and extend the 2019 claims submission period to 12/31/20.
- Established wellness initiatives to assist employees manage in a virtual setting.
- Prepared a license template to comply with the Association of University Technology Managers COVID-19 Licensing Guidelines to make important faculty technologies addressing COVID-19 easily available to those who need them.
- Home office supplies, computer equipment and masks were distributed to central staff.
- Equipment including laptops and monitors, was delivered to employees to facilitate their transition to remote working.
- Modified planning, design, and set-ups to allow facilities staff on-site physically moving items while project staff remotely advise item placement.
- Crew staff have been “working-outside-the-box” and taking on more contracted and construction services tasks, such as painting, electrical and HVAC projects and repairs, especially when our regular service providers are impacted by the pandemic. Utilizing our in-house and on-site crew where possible helps mitigate contracted services expenses.

IV. Financial Results/Significant Transactions

Financial Results

Grant Funding. Despite a time of uncertainty with the federal budget and the effects of a global pandemic, SDSU faculty and staff received \$144.4 million in awards – an impressive achievement. This was just short of the \$148.5 million received the previous year. The amount of F&A awarded increased \$1.8M (7.1%) and 1,251 proposals were submitted - a record number. These proposals were submitted to more than 300 different sponsors; 758 awards were received by 307 principal investigators.

Funding included significant increases from two major federal agencies that support our researchers. The National Science Foundation (NSF) awarded a record \$15.7 million to SDSU — an increase of 69.4% and \$6.4 million over the previous year's awards. The National Institutes of Health (NIH) awarded \$31.9 million, up by 10% over the previous year, for a total of 89 awards, a 33% increase over the previous year.

Twenty-three grants of \$1 million or more were received, including thirteen at \$2 million or higher. The largest grant received was a \$6,989,018 award from the State of California for the Women, Infants and Children program. The largest research grants came from the National Center on Minority Health and Health Disparities for the SDSU HealthLINK Center for Transdisciplinary Health Disparities (\$3.5 million), and from NSF for the SDSU Noyce Mathematics and Science Master Teaching Fellowship Program (\$3 million). Several SDSU faculty pivoted to focus on COVID-19 related projects, including a \$3 million contact tracing program in San Diego County. More than three hundred different sponsors supported SDSU researchers, including those from the federal government, state and local agencies, industry, private foundations, and associations.

Budget. Despite the challenges facing our researchers, commercial tenants, and sponsoring agencies, we were not only able to balance the 2020-21 budget but were able to add a modest amount to the reserves.

The 2020-21 budget was presented to the board of directors in May 2020 with the caveat that it would be reviewed again in September 2020. This has allowed management time to assess impacts on our business and employees due to COVID-19 and teleworking.

The budget was developed with these *priorities* in mind:

- Our ongoing mission to serve SDSU and support SDSU researchers
- Continued investment in and support of research priorities
- Focus on streamlining processes and creating efficiencies
- Strategic investments in staff and systems to enhance service and protect the research infrastructure
- Careful use of reserves to bridge short term impacts of COVID-19.

As productive as our researchers continue to be, with the ongoing pandemic, federal uncertainty due to November elections, and no vaccine in sight, we are anticipating a potential:

- drop in F&A revenues
- drop in facilities rents
- decrease in investment income
- decrease in self-support fees.

These actions have been taken to address potential impacts:

- No compensation increases are budgeted for the coming year
- A 25% reduction in all travel and professional development costs was included in the original budget presentation; subsequently, the majority of travel was eliminated for FY 2020-21.
- An additional \$500,000 contingency for potential COVID-19 cost disallowances
- Use of up to \$3,350,100 from reserves if needed to fund revenue contingencies.

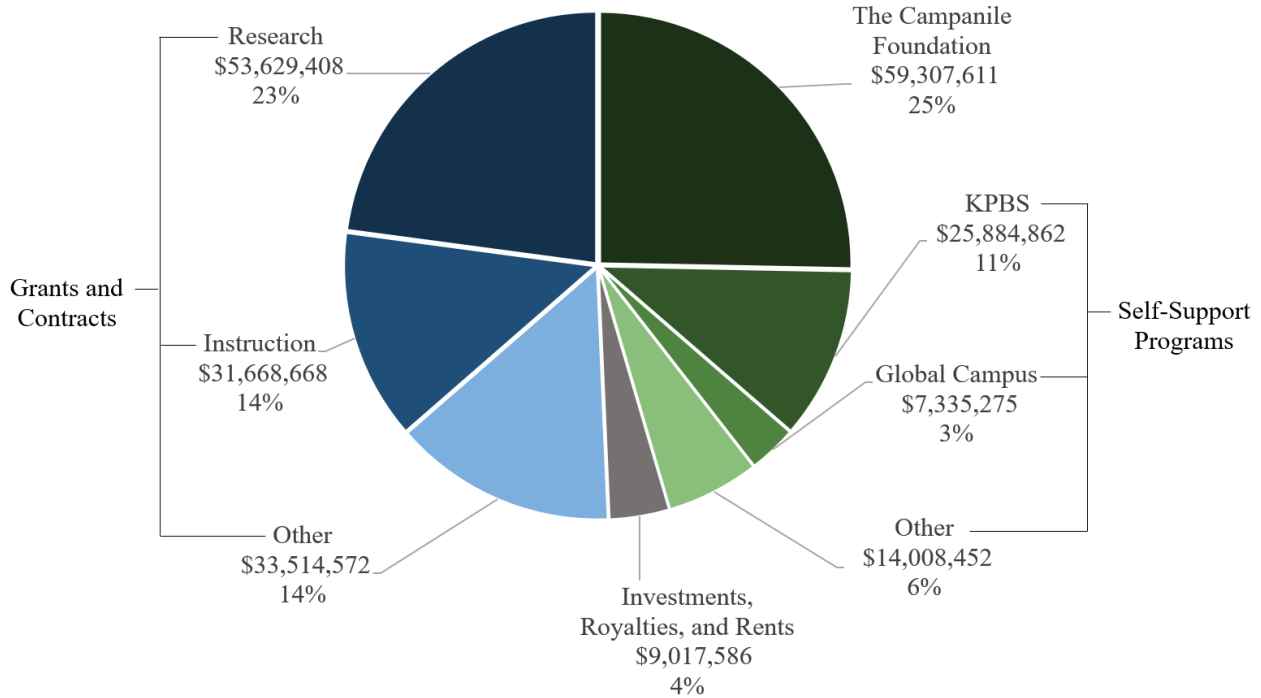
On the positive side:

- We continue to fund all existing research allocations.
- The first two months of 2020-21 show steady proposal submissions and awards received.
- There are 47 new faculty members who have joined SDSU during the Fall of COVID, many of whom are active researchers.
- SDSU's Strategic Plan is moving forward and includes specific goals to increase the research profile of the university and movement to an R1 institution.
- A comprehensive research repopulation strategy was developed in compliance with federal, state and county health orders. In June, 200 researchers and approximately 800 project employees returned to their labs.
- Total federal funding (including pass-through) increased from 68% to 79%.
- Proposals from GREW faculty continue at a steady pace, with 248 proposals submitted in FY 2019-20. This fellowship program, facilitated by the research advancement team, is in its seventh year of supporting new faculty in the development of their research programs.

Revenue administered last year totaled **\$234.4** million from these sources: sponsored programs, investments/royalties/rents, self-support programs including KPBS and College of Extended Studies, and The Campanile Foundation. Sponsored programs revenue decreased from \$121.5 million in FY 2018-19 to \$118.8 million in 2019-20, a decrease of \$ 2.7 million or 2.2%.

Revenue Administered FY 2019-20

Total \$234,366,434



Significant Transactions

KPBS continued its capital campaign during FY 2019-20 with an increased goal of \$80 million. The present value of new pledge receivables recorded with SDSU Research Foundation were \$2.1 million and \$8.6 million for FY 2020 and FY 2019, respectively. Cash receipts related to the KPBS capital campaign pledges were \$5.6 million and \$5.2 million for FY 2020 and FY 2019, respectively. To date KPBS has raised \$37.6 million in realized cash gifts and pledges and \$31.4 million in contingent (unrealized) pledges to SDSU and SDSU Research Foundation.

SDSU HealthLINK Center. SDSU received its largest-ever NIH grant in FY 2018-19 - a \$20 million, five-year award to support health disparities research and infrastructure. SDSURF invested \$224,000 in FY 2019-20 to build out 7,000 square feet of administrative space to support this important program. See facilities section for details.

SDSU HealthLINK Endowment. We have received four installments of a five-year, \$10 million commitment from the National Institute on Minority Health and Health Disparities. The endowment has earned a total of \$717,005, including \$242,009 earned in FY 2019-20. It is intended to help improve the research IT infrastructure for minority health and health disparities research at SDSU. The fifth and final installment will be received in FY 2020-21.

Earnings. Investment income increased as a result of higher cash balances than projected and implementation of a revised strategy for investing short-term cash on hand.

Montezuma Housing Project. This student housing project is under construction and on track to open in August 2021. This ground lease also creates additional housing for SDSU students and will create additional revenue once housing is complete.

City Heights Properties. The sale and master lease back of these properties provided liquidity and cash flow during the COVID-19 pandemic and maintained space security for researchers.

V. Other Milestones

Retirement Plan. The board of directors approved the amendment of the SDSURF Defined Contribution 403(b) Retirement Plan to adopt certain provisions of the Coronavirus Aid, Relief, and Economic Security (CARES) Act to allow COVID-19 related distributions, loan availability, deferment of loan repayments and a temporary waiver of Required Minimum Distributions

F&A Rate. The Federal government approved a one-year extension for the F&A rate proposal, which moved the base year from which the F&A rate proposal is derived, from FY 2020-21 to FY 2021-22.

Remote Payments. Processed payroll and accounts payable payments entirely remotely with 97% of payments for payroll utilizing secure direct deposit and 68% of vendor payments using electronic payments.

KPBS. Collaborated with KPBS leadership and SAG-AFTRA union representatives to extend the collective bargaining agreement for one-year due to the COVID-19 pandemic.

Aztec Shops. Management agreed to defer principal payments on a loan to fellow university auxiliary Aztec Shops, converting to interest-only payments for the 2020-21 fiscal year.

Protection of Financial Data. Two-factor authentication was initiated for all bank users to increase security, as was a workflow for wires that ensures banking details are protected. The majority of formerly paper-drive processes were automated to facilitate and protect financial data.

Energy Champion!

Each year, we submit our energy use data to the City of San Diego. Last year, we were required to benchmark buildings over 50,000 square feet. The City of San Diego recognized us as a 2020 Energy Champion! We continue to seek opportunities to save money and energy across all our facilities.

VI. By the Numbers

SDSU RESEARCH FOUNDATION FY 2018, 2019, & 2020 VOLUME INDICATORS

The following indicators compare the last three fiscal years and are intended to provide perspective on business volume.

VOLUME INDICATORS		FY 2018	FY 2019	FY 2020
Business	Total Annual Revenue	\$234,525,820	\$229,332,840	\$234,366,434
Volume Indicators	Total Grant & Contract Expenditures	\$118,936,321	\$121,460,755	\$118,812,647
	Number of Proposals Submitted	1,219	1,199	1,251
	Dollar Volume of Proposals Submitted	\$215,660,150	\$246,319,758	\$234,139,028
	Number of Awards Received	756	786	758
	Grants/Contracts Award Dollars	\$135,033,451	\$148,494,798	\$144,427,675
	Number of Active Grant/Contract Funds	891	941	998
	Number of Active Project Directors/ Principal Investigators	285	312	307
	Campus and Community Programs Total Revenue	\$47,274,519	\$45,074,429	\$43,751,313
	Number of Active Self-Support Funds	303	299	314
	Number of Sub-Contracts	177	142	144
	Number of Invoices Processed	39,247	36,674	30,817
	Number of P-Card Transactions	24,261	25,031	22,757
	Number of Facilities Work Orders	4,110	4,666	4,333
	Number of Purchase Orders	6,021	5,682	4,255
	Number of Disclosures	42	20	40
	Number of Licenses	10	8	7
	Number of Copyrights	10	6	6
	Number of Inventions ^{*(a)}	32	14	29
	Number of Software Disclosures	-	-	5
Employment Indicators	Number of Central Staff Employees (FTE) ^{*(b)}	155	151	159
	Number of Paychecks Issued	44,397	43,849	43,498
	Number of SDSURF Employees at year-end	2,178	2,153	1,826
	Number of SDSURF Employees Paid in the Calendar Year	3,343	3,334	3,362
	Number of New Hires	1,061	1,356	1220
Real Property Indicators	Properties Owned, Managed and Maintained (buildings and parking lots)	31	31	28 ^{*(c)}
	Gross Square Footage	695,463	695,463	688,029
	Properties Leased	31	29	27
	Rentable Square Footage	81,579	69,540	190,832 ^{*(d)}
	Approx. Acreage of Field Stations Owned	1,060	1,060	1,060
	Estimated Value of Owned Properties	\$95,671,000	\$96,151,000	\$84,296,000 ^{*(c)}

^{*(a)} Previously Number of Patents

^{*(b)} as a calculation of annual payroll hours worked

^{*(c)} Reflects sale and lease back of City Heights property and demolition of three Montezuma properties

^{*(d)} Leased back City Heights property

The following charts highlight proposal/award/expenditure activity. Kudos to SDSU faculty and staff who were successful in their efforts, despite a challenging federal budget year.

Chart A

Proposal/Award/Facilities & Administrative (F&A) Cost Comparison

FY 2019-20 and FY 2018-19

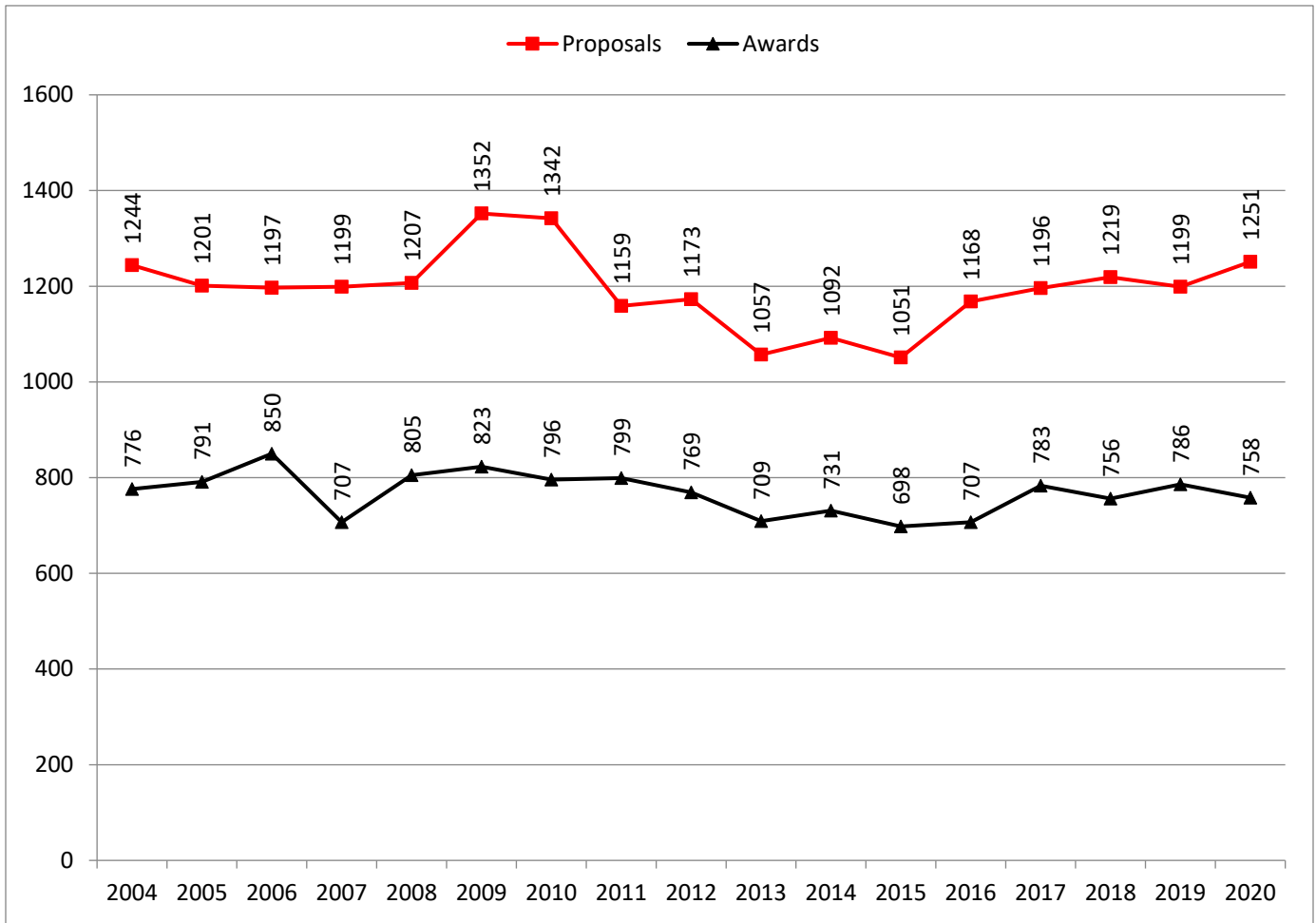
Proposals

	Fiscal Year 2019-20	Fiscal Year 2018-19	DIFFERENCE BETWEEN FISCAL YEARS
Proposals Submitted	1,251	1,199	52
Total Amount Proposed	\$234,139,028	\$246,315,308	-\$12,176,280
F&A Amount Proposed	\$47,314,726	\$48,232,118	-\$917,392
Proposed FA (%)	25.3%	24.3%	

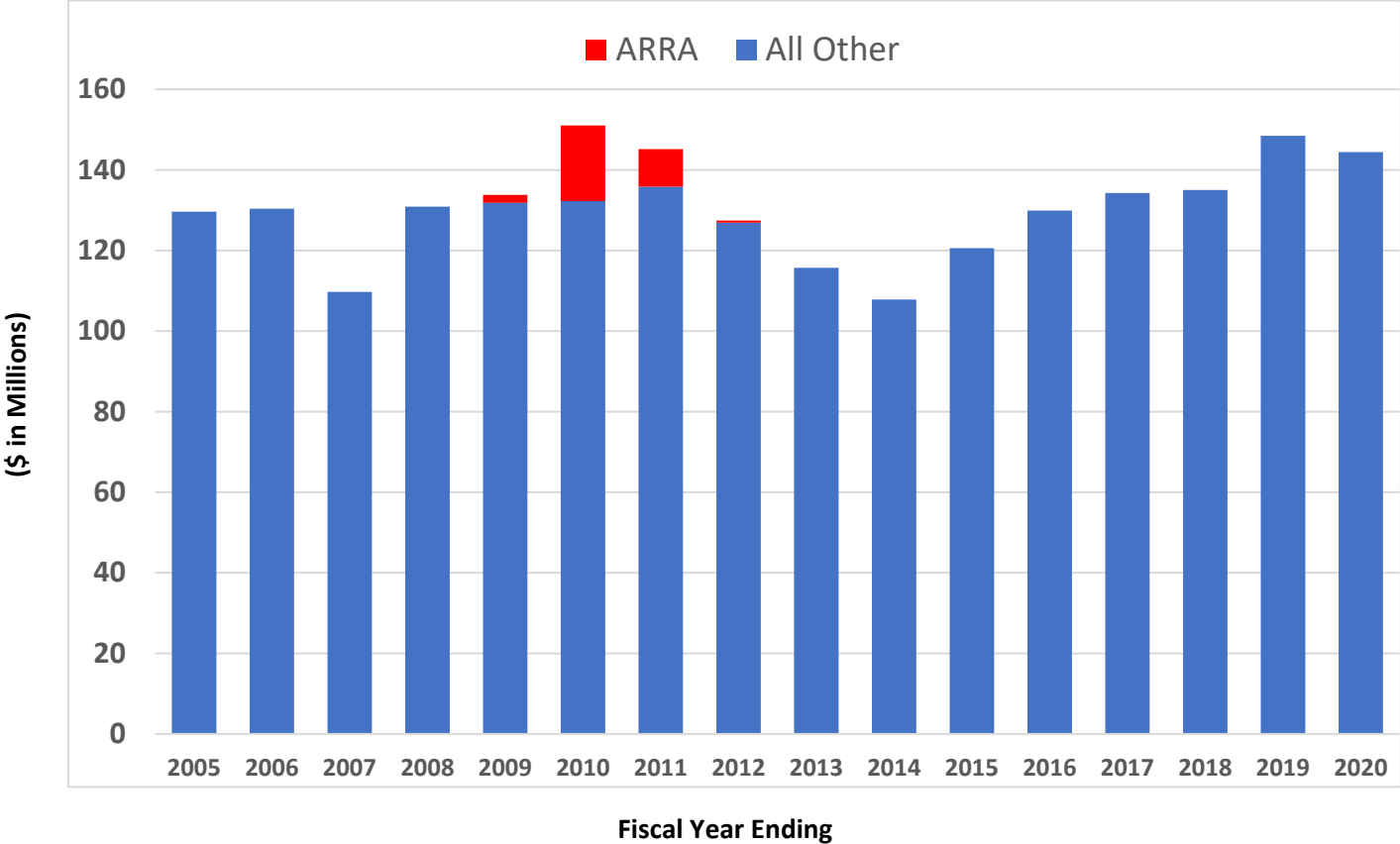
Awards Received

	Fiscal Year 2019-20	Fiscal Year 2018-19	DIFFERENCE BETWEEN FISCAL YEARS
Number of Awards	758	786	-28
Total Amount Awarded	\$144,427,675	\$148,494,798	-\$4,067,123
F&A Amount Awarded	\$26,876,543	\$25,104,667	\$1,771,876
FA (%)	22.8%	17%	

Number of Proposals and Awards



Dollar Amount of Awards



*American Recovery and Reinvestment Act of 2009

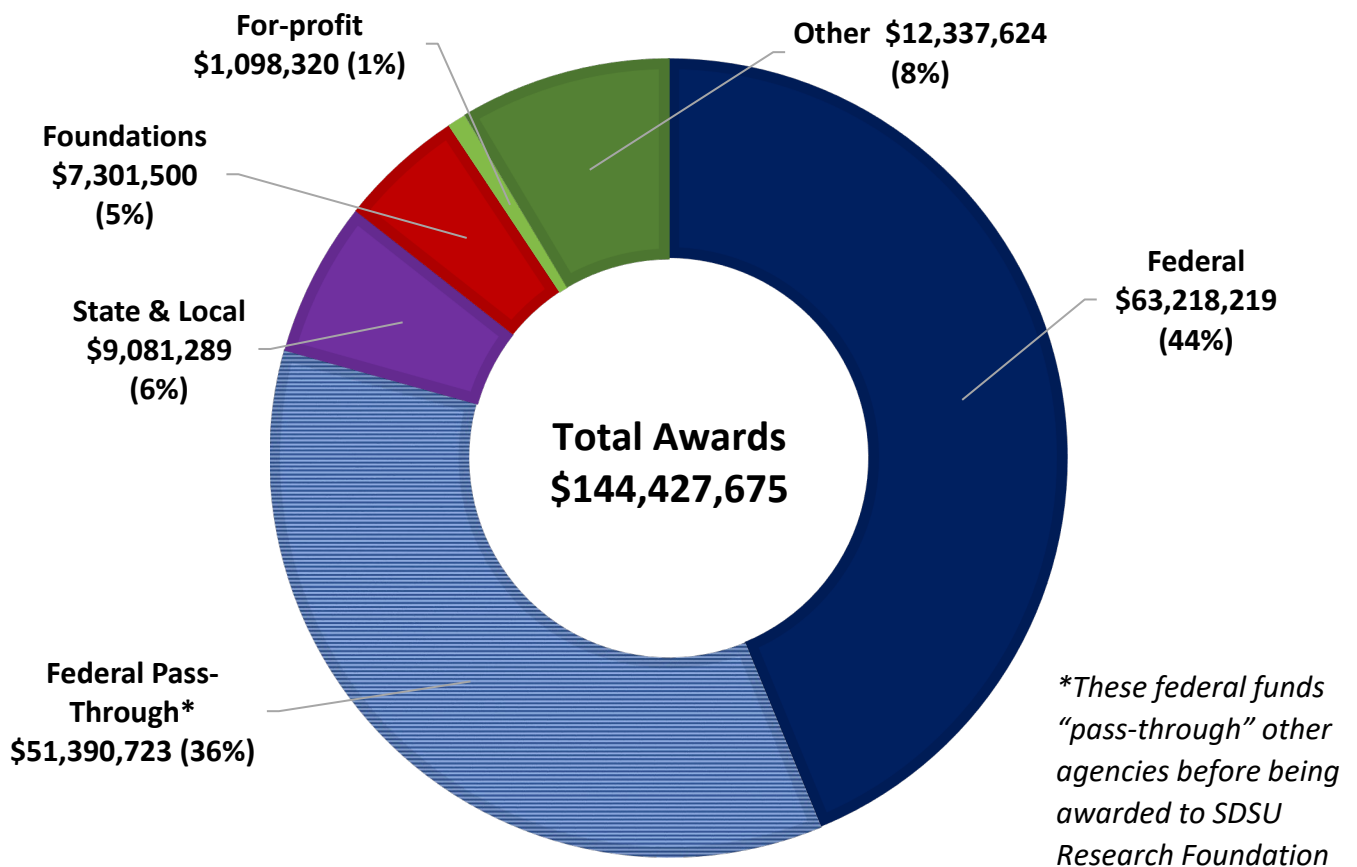
*Awards Received on Behalf of
San Diego State University
FY 2019-2020*

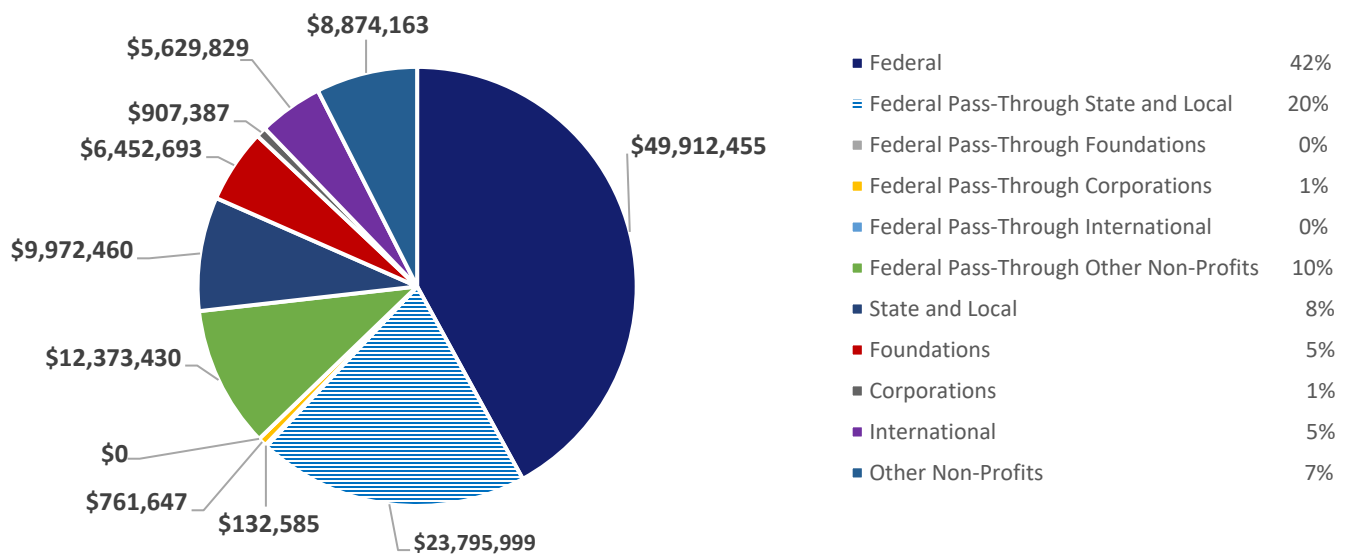
	<i>Total Number of Awards</i>	<i>Percentage of Awards</i>	<i>PI/Co-PI Total Award Amount</i>	<i>Percentage of Total Award Amount</i>	<i>PI/Co-PI Total F&A Amount</i>	<i>Percentage of Total F&A Amount</i>	<i>Number of Awarded PI/Co PIs</i>	<i>Percentage of Awarded PI/Co PIs</i>
<i>Business & Financial Affairs</i>	1	0.13%	\$200,000.00	0.14%	\$9,524.00	0.04%	1	0.33%
<i>College of Arts & Letters</i>	49	6.46%	\$6,562,656.75	4.54%	\$1,643,377.39	6.11%	22	7.17%
<i>College of Education</i>	114	15.04%	\$20,314,191.16	14.07%	\$1,981,909.70	7.37%	41	13.36%
<i>College of Engineering</i>	69	9.10%	\$7,881,791.00	5.46%	\$1,940,278.90	7.22%	41	13.36%
<i>College of Hlth & Hum Serv</i>	148	19.53%	\$47,110,174.39	32.62%	\$8,362,453.49	31.11%	58	18.89%
<i>College of PSFA</i>	12	1.58%	\$1,438,733.75	1.00%	\$202,394.25	0.75%	10	3.26%
<i>College of Sciences</i>	250	32.98%	\$47,735,328.11	33.05%	\$11,995,235.60	44.63%	114	37.13%
<i>Fowler College of Business</i>	7	0.92%	\$555,332.59	0.38%	\$72,220.92	0.27%	5	1.63%
<i>Georgia Campus</i>	1	0.13%	\$2,693,000.00	1.86%	\$0.00	0.00%	1	0.33%
<i>KPBS - Grant Funds</i>	15	1.98%	\$4,797,373.00	3.32%	\$78,591.00	0.29%	2	0.65%
<i>Office of the President</i>	1	0.13%	\$515,782.00	0.36%	\$0.00	0.00%	2	0.65%
<i>SDSU Imperial Valley</i>	9	1.19%	\$1,791,585.00	1.24%	\$202,952.00	0.76%	1	0.33%
<i>SDSU Global Campus</i>	27	3.56%	\$762,814.00	0.53%	\$43,179.00	0.16%	1	0.33%
<i>VP Academic Affairs</i>	7	0.92%	\$209,564.50	0.15%	\$46,753.50	0.17%	2	0.65%
<i>VP Grad/Research Affairs</i>	42	5.54%	\$1,328,569.00	0.92%	\$234,933.00	0.87%	2	0.65%
<i>VP Student Affairs</i>	6	0.79%	\$530,779.75	0.37%	\$62,740.25	0.23%	4	1.30%
TOTAL	758	100.00%	\$144,427,675	100.00%	\$26,876,543	100.00%	307	100.00%

*Proposals Submitted on Behalf of
San Diego State University
FY 2019-2020*

	<i>Total Number Submitted</i>	<i>Percentage of Submissions</i>	<i>PI/Co-PI Total Submitted</i>	<i>Percentage of Total Submitted</i>	<i>PI/Co-PI Total F&A Amount</i>	<i>Percentage of F&A Submitted</i>	<i>Number of PIs Submitting</i>	<i>Percentage of PIs Submitting</i>
<i>Business & Financial Affairs</i>	1	0%	\$200,000	0%	\$9,524	0%	1	0%
<i>College of Arts & Letters</i>	77	6%	\$7,952,573	3%	\$1,775,164	4%	44	10%
<i>College of Education</i>	126	10%	\$24,157,750	10%	\$2,212,933	5%	48	11%
<i>College of Engineering</i>	162	13%	\$27,157,463	12%	\$5,420,774	11%	59	13%
<i>College of Hlth & Hum Serv</i>	226	18%	\$56,623,391	24%	\$11,344,047	24%	74	17%
<i>College of PSFA</i>	22	2%	\$3,348,579	1%	\$591,715	1%	16	4%
<i>College of Sciences</i>	504	40%	\$97,276,424	42%	\$24,759,527	52%	172	39%
<i>Fowler College of Business</i>	12	1%	\$1,034,068	0%	\$229,201	0%	7	2%
<i>Georgia Campus</i>	1	0%	\$2,693,000	1%	\$0	0%	1	0%
<i>KPBS - Grant Funds</i>	18	1%	\$5,893,665	3%	\$19,815	0%	2	0%
<i>Office of the President</i>	1	0%	\$515,782	0%	\$0	0%	2	0%
<i>SDSU Global Campus</i>	26	2%	\$832,324	0%	\$47,113	0%	1	0%
<i>SDSU Imperial Valley</i>	12	1%	\$2,181,460	1%	\$230,532	0%	5	1%
<i>VP Academic Affairs</i>	13	1%	\$831,999	0%	\$71,777	0%	6	1%
<i>VP Grad/Research Affairs</i>	43	3%	\$2,389,730	1%	\$455,117	1%	3	1%
<i>VP Student Affairs</i>	8	1%	\$1,050,820	0%	\$147,486	0%	4	1%
TOTAL:	1251	100%	\$234,139,028	100%	\$47,314,726	100%	445	100%

Awards by Sponsor Type FY 2019-20

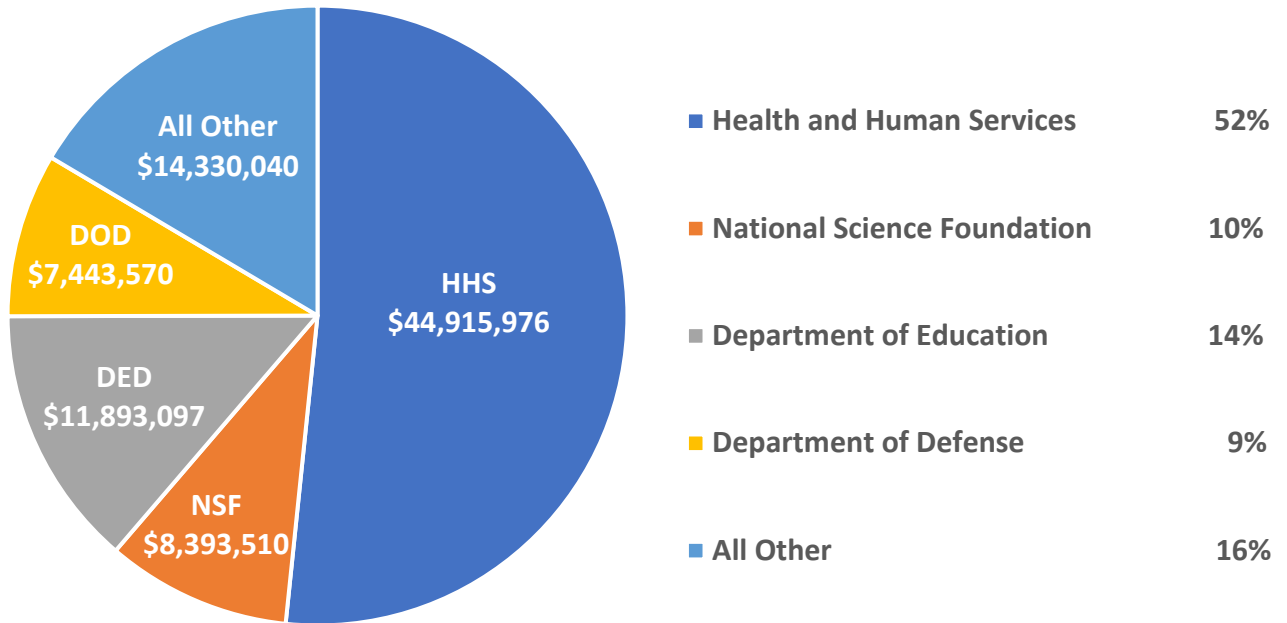




Federal	\$49,912,455	State and Local	\$9,972,460
Federal Pass-Through State and Local	\$23,795,999	Foundations	\$6,452,693
Federal Pass-Through Foundations	\$132,585	Corporations	\$907,387
Federal Pass-Through Corporations	\$761,647	International	\$5,629,829
Federal Pass-Through International	\$0	Other Non-Profits	\$8,874,163
Federal Pass-Through Other Non-Profits	\$12,373,430	Total Non-Federal:	\$31,836,532
Total Federal and Federal Pass-Through:	\$86,976,193	GRAND TOTAL:	\$118,812,647

Federal and Federal Pass-through Expenditures By Agency FY2019-20

Total Federal and Federal Pass-Through = \$86,976,193



Sponsored Program Expenditures - Detailed Comparison

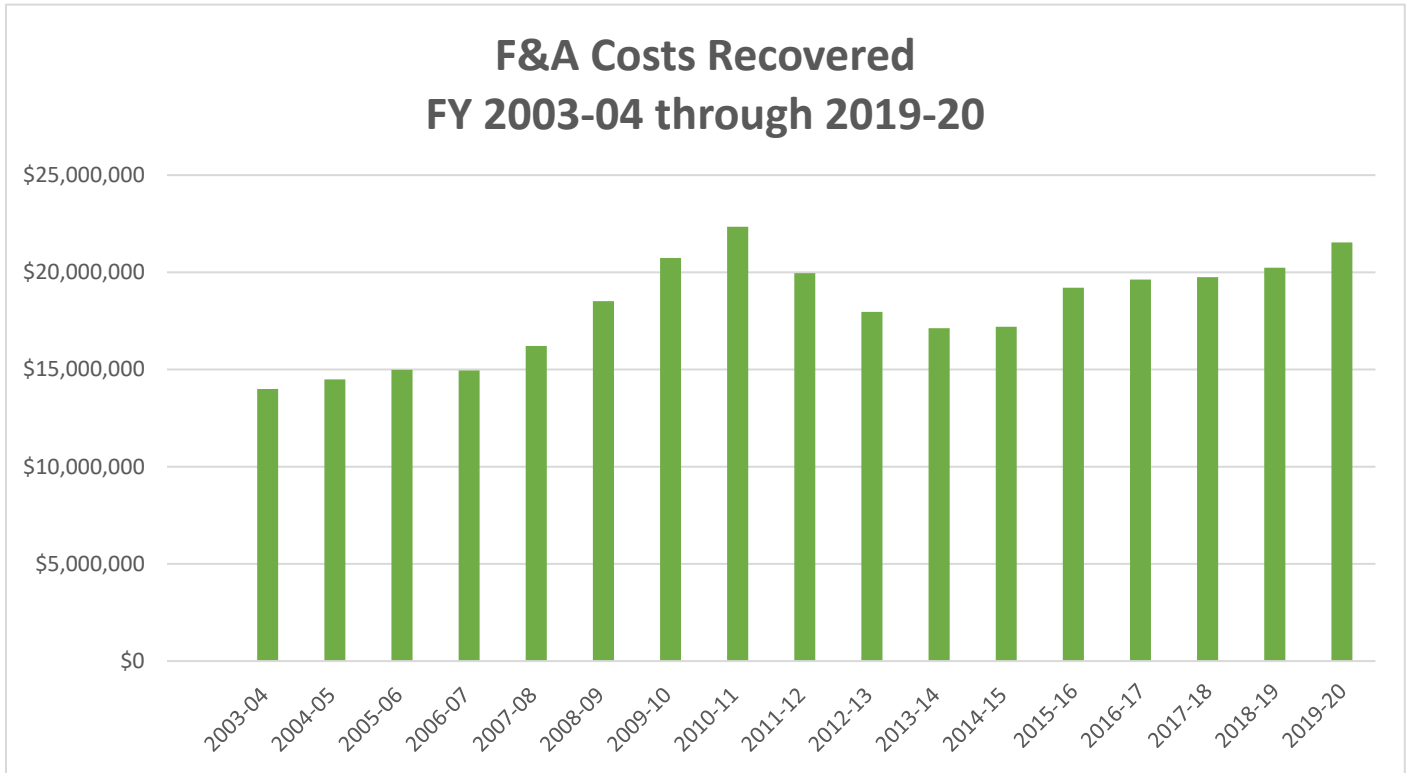
			<u>CHANGE</u>	
	Actual Fiscal Year 2019-20	Actual Fiscal Year 2018-19	\$ Increase (Decrease)	% Increase (Decrease)
	TOTAL	TOTAL		
Salaries	45,865,886	42,201,489	3,664,397	8.68%
Benefits	13,354,696	12,606,236	748,460	5.94%
Other Direct	18,244,452	19,150,114	-905,662	(4.73%)
Total MTDC	77,465,034	73,957,839	3,507,195	4.74%
Equipment	2,009,037	2,549,028	-539,991	-21.18%
Student Support	5,469,828	6,514,085	-1,044,257	-16.03%
Subagreements	9,059,428	10,415,659	-1,356,231	-13.02%
Other *	3,273,583	5,785,713	-2,512,130	-43.42%
Total Other Costs	19,811,876	25,264,485	-5,452,609	-21.58%
Total Direct	97,276,911	99,222,325	-1,945,414	(1.96%)
F&A Costs	21,535,737	20,238,430	1,297,307	6.41%
Total Costs	118,812,647	119,460,755	-648,108	(0.54%)
F&A Costs/MTDC	27.80%	27.36%		

*Space rental costs, transfers, and other miscellaneous accounts

Sponsored Program Expenditures and F&A Effective Cost Recovery Rates

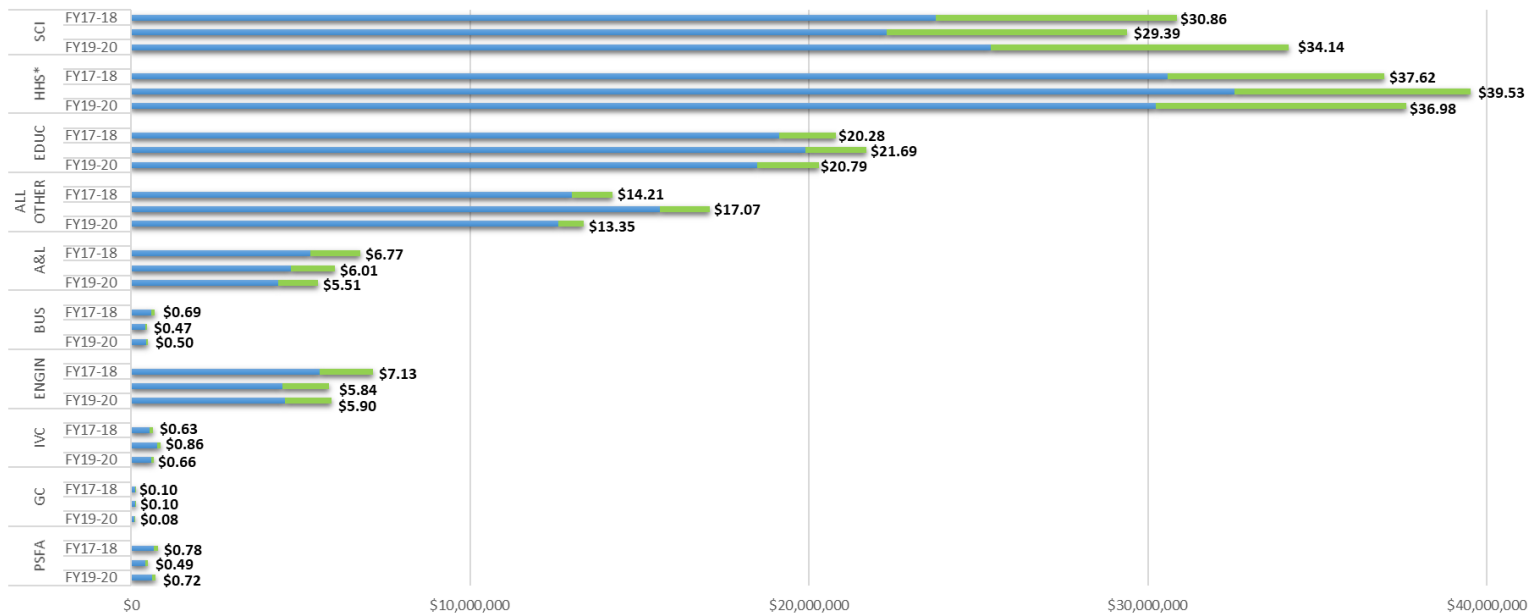
Fiscal Year	Total Costs	TDC	F&A Costs	F&A Rate	
				Negotiated Rate/	Effective Rate
2002-03	125,105,523	109,463,032	15,642,491	51.00%	14.29%
2003-04	106,726,820	92,731,585	13,995,235	51.00%	15.09%
2004-05	115,229,540	100,736,023	14,493,517	50.00%	14.39%
2005-06	109,470,605	94,483,798	14,986,807	50.00%	15.86%
2006-07	105,405,951	90,452,927	14,953,024	49.50%	16.53%
2007-08	109,539,095	93,330,064	16,209,031	49.50%	17.37%
2008-09	119,238,251	100,717,735	18,520,516	49.50%	18.39%
2009-10	126,100,292	105,364,687	20,735,605	49.50%	19.68%
2010-11	135,239,456	112,891,751	22,347,705	49.50%	19.80%
2011-12	122,853,501	102,895,929	19,957,572	49.50%	19.40%
2012-13	108,364,049	90,400,260	17,963,789	49.50%	19.87%
2013-14	106,609,049	89,480,112	17,128,937	49.50%	19.14%
2014-15	106,339,954	89,139,068	17,200,886	50.00%	19.30%
2015-16*	115,912,239	96,704,049	19,208,190	50.00%	19.86%
2016-17*	117,285,492	97,653,732	19,631,760	50.00%	20.10%
2017-18*	118,936,321	99,184,461	19,751,861	50.50%	20.37%
2018-19*	121,460,756	101,222,325	20,238,430	50.50%	20.40%
2019-20	118,812,647	97,276,910	21,535,737	50.50%	22.14%

*Includes NIH Endowment Funds



Total Sponsored Program Expenditures by College

FY 2017-18 = \$118,936,321; FY 2018-19 = \$121,460,756; FY 2019-20 = \$118,812,647



A&L = Arts and Letters BUS = Fowler College of Business EDUC = Education ENGIN = Engineering	GC = Global Campus HHS = Health and Human Services IVC = Imperial Valley Campus PSFA = Professional Studies and Fine Arts	SCI = Sciences ALL OTHER = Academic Affairs, Foundation Projects, Graduate Research Affairs, KPBS, Republic of Georgia Campus, SDSU Business & Financial Affairs, and Student Affairs
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*Includes NIH Endowment Funds

VII. SERVICE (RESEARCH SUPPORT, INITIATIVES, UNIVERSITY PARTNERSHIPS, FACILITIES)

Research Support

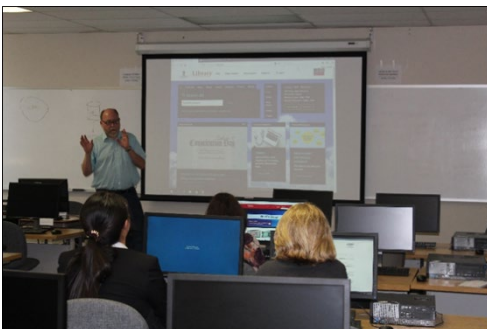
RSF Distribution. Research Support Funds (RSF) are allocated to colleges, principal investigators and the vice president for research and innovation to support new or existing university initiatives. RSF is provided to projects generating F&A at the full federally-negotiated rate for on-campus research or higher. Last year, \$3.3 million was allocated to support new proposal development and ongoing externally funded programs.

New faculty. SDSURF staff continued to work closely with new faculty, participating in the university's new faculty orientation program and acquainting them with the grant-related services and support we provide. As of June 30, 2020, 18 of the 50 new faculty members who joined SDSU in 2019-20 had submitted 81 proposals valued at \$12 million. Seven new faculty members received 30 awards totaling more than \$5.1 million (\$1,120,732 in F&A).

Funding searches. The grant information coordinator conducted 23 funding searches for individual faculty last year. These faculty came from seven different colleges and their research topics ranged from big data to opioid abuse to music lab development and artificial intelligence development.

Faculty recruitments. The directors of sponsored research development and grant information/communications once again participated in several university searches, meeting with candidates under recruitment for the 2020-21 academic year. This process allows potential new faculty hires to understand the service and support they would receive as members of the SDSU research community.

Training. Eleven workshops and webinars were held last year. Two new workshops were developed in Spring of 2020 (Solutions to Cybersecurity & HR Basics). Unfortunately, these and the Understanding Cost Sharing sessions were canceled due to COVID-19. In FY20, we planned to pre-record recurring workshops and host them online where they can be easily accessed at any time. The Budget Basics workshop was recorded prior to the pandemic. The new process helped prepare us to present all workshops virtually in 2020-21.



Wil Weston presented a Pivoting to Success workshop on September 17, 2019

Zena Hovda discussing Export Controls at her November 6, 2019 workshop.



Tommy Martindale (left) and Kyle Welch hosted a Technology Transfer and Intellectual Property workshop on October 16, 2019.

Service Initiatives

MyRF was launched in 2018-19 to replace PI Profile and provide principal investigators, staff, and all levels of administration direct access to individualized, detailed financial data, processes and workflows associated with SDSU Research Foundation funds. Last year saw the information systems team making continued enhancements, particularly to address the ad hoc reporting needs of campus units. All users have greater flexibility in querying and accessing information. MyRF was a critical tool used to facilitate automation and information access during the move to teleworking.

Metabim Facilities Management System. This system was fully implemented last year, modernizing and updating the management and tracking of research foundation-owned properties and improving shared access to data with the university.

Electronic HR Files. Transitioned all legacy paper-based personnel files to our document management system streamlining access and maintenance and freeing up physical storage space for alternative uses.

Retirement Planning. Implemented an auto enrollment process for all eligible employees and a 2:1 match to incentivize employee participation in retirement planning. As of June 30, 98% of eligible employees are participating in the match program and 71.5% of employees that are not eligible for the matching program are making voluntary contributions.

Customer Service Feedback Survey. Created a survey which is linked in each employee's email signature. In nine months, 267 responses were received, 256 of which indicated satisfaction with services and provided positive feedback regarding interactions with SDSURF personnel.

Global Campus. Partnered with SDSU Global Campus and SDSU to streamline cash receipt processing and merchant account reconciliations.

The Campanile Foundation. Developed a process for TCF to extract data from MyRF and combine data from the new advance system to generate donor reports. Also automated nightly alumni feed processes and developed a dashboard for staff to review and fix errors.

University Partnerships/Collaborations

SDSU Research Foundation staff work with their university colleagues to further SDSU's mission and to address goals and challenges. Examples of these partnerships follow.

College Avenue Compact. Worked with the university and Price Philanthropies to negotiate a restructured agreement for this important program.

Research Advancement. A new collaborative team was developed with representatives from grant information, sponsored research development and research advancement. This group meets twice weekly to review upcoming proposals and opportunities.

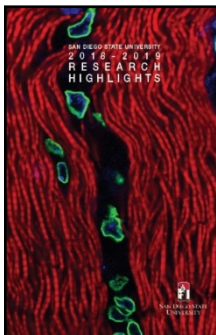
IT Upgrades. The research foundation and SDSU IT collaborated to analyze the aging IT infrastructure at our properties as an effort to address connectivity concerns by our projects. Based on this analysis, we teamed with SDSU IT to upgrade the fiber optic cable and IT switchgear equipment at 6475 Alvarado Road, as a test case to determine if these improvements resolve the connectivity issues. We are currently monitoring the system and have scheduled similar upgrades to the remainder of buildings at the Alvarado Research and Professional Center.

HSI Tracking. A new report was created to track proposals submitted to and awards received from programs related to SDSU's status as a Hispanic Serving Institution. A spreadsheet of HSI funding opportunities is also maintained and shared with campus colleagues.

IT Structure. Worked closely with IT colleagues across campus to solve problems and identify opportunities for shared and enhanced service to our researchers.

Data Security Agreements. Established a working group with research foundation, graduate and research affairs and our Chief Information Officer to develop and document processes for data privacy agreement review and approval making it easier for faculty to obtain executed documents.

Outreach/relationship Building. Management met with new deans, and other new administrators including the new Senate chair and the new Associated Students leadership. The AVP/ED made a presentation to the President's Council describing the research foundation's history and the value our organization provides as an auxiliary to SDSU.



2018-19 Research Highlights. This publication was prepared in collaboration with the Vice President for Research and spotlights some of the important research conducted at SDSU.

Holiday Project. Each year, research foundation staff identify an organization to support at the holidays. This past year we collaborated with the SDSU Celebrating Aztec Faculty and Staff Committee and sent holiday greetings to service members and youth served by [Voices for Children](#). This San Diego-based organization works to transform the lives of foster youth. Staff also had the opportunity to support a book drive benefitting the children aided by Voices for Children.



FACILITIES PLANNING AND MANAGEMENT

CAPITAL IMPROVEMENTS

Air Handler Replacement

Continuing with our energy management efforts, the last remaining 30-plus year-old air handler unit at 6386 Alvarado Court was replaced, providing the building with a more reliable and efficient system, and allowing for future utility savings.



6386 Alvarado Court (Roof) – New air handler #3

Access Controls

To align with current access control technology, approximately 55 proximity card readers were replaced with new "Tap" readers on all research foundation-owned buildings. This upgrade allows us to utilize the Smart Red ID cards that are now issued by SDSU as access cards for our properties, reducing overall materials costs. These replacements were all performed in-house rather than outsourcing the project.

Exterior Improvements

As our buildings age we look at ways to prevent damage, ensure efficient maintenance and increase accessibility to meet Americans with Disabilities Act (ADA) standards. Exterior improvements made this year include the following:

At 9245 Sky Park Court, we have taken steps to prevent potential water damage to the building as well as increase its energy efficiency by resealing all exterior windows. In an ongoing effort to improve our appearance, we have also painted the faded banding that wraps around the building.

For safety reasons and for the preservation of our parking area, we have removed several invasive trees that were creating concerns at our properties. We hope to replace some of these with new trees that are drought tolerant and have non-invasive root systems. Facilities Planning and Management has taken precautionary steps to have our landscaping evaluated on a quarterly basis to prevent the possibility of future damage.



9245 Sky Park Court (Front Exterior)

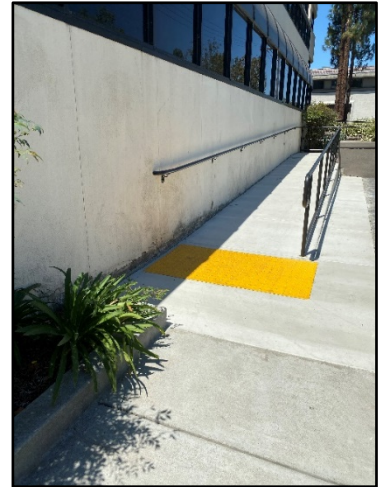
Facilities Planning and Management continues to improve accessibility at all our buildings. For example, the existing ramp at 6386 Alvarado Court was removed and replaced to ensure ADA compliance.



6386 Alvarado Court (Exterior ADA ramp) – During Construction



6386 Alvarado Court (Exterior ADA ramp) – After



6386 Alvarado Court (Exterior ADA ramp) – After

Paving Projects

At 9245 Sky Park, we removed and replaced approximately 52,000 square feet of asphalt that had become eroded and destroyed by tree roots. We added one additional ADA parking space while also repairing the five existing ADA spaces. Each ADA space has a new ADA parking sign.



Cast Iron Repairs and Improvements

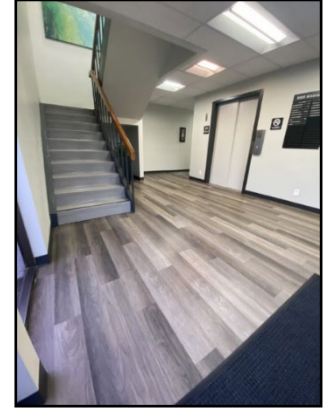
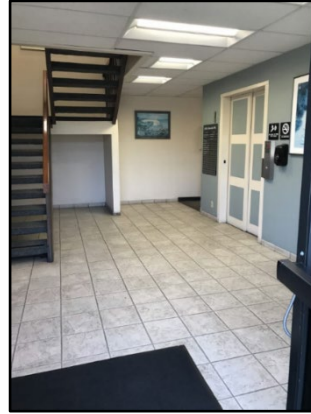
Over time, older cast iron pipes tend to corrode, compromising their structural integrity and causing leaks. We repaired and replaced certain sections of piping in our buildings at 6367 and 6386 Alvarado Court, minimizing future issues.

Common Area Improvements

The facilities team continues to update, refresh and modernize our buildings. These modernizations typically also include upgrades to more efficient materials for energy savings and cost effectiveness of maintenance. Improvements this year included common area enhancements at 6475 Alvarado Road, 6505 Alvarado Road, 6495 Alvarado Road, 6330 Alvarado Court, 6363 Alvarado Court and 6367 Alvarado Court. Additional areas have been identified and improvements will be implemented in future years.



6505 Alvarado Road (Restrooms) – After:
Includes new LED lighting, low flow toilets,
baby changing tables in both restrooms and
sensor faucets.



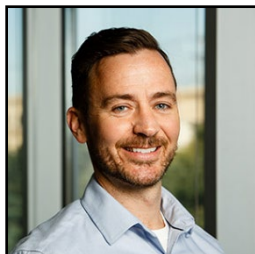
6495 Alvarado Road (Common
Area) – Before & after

LEASE NEGOTIATIONS

Facilities Planning and Management staff executed 37 new and renewed leased agreements with a projected total of \$8,798,000 gross income over their terms. That equates to a 28% increase over the gross income received the previous year. The total projected lease value for new tenants is \$651,000. We were fortunate to have a low vacancy rate, with the majority of leases being renewals for existing tenants.

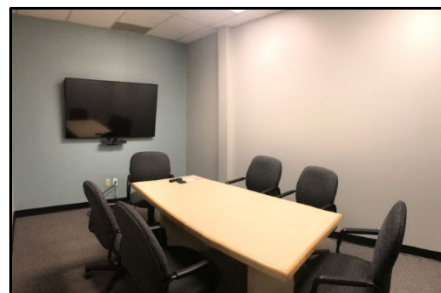
RESEARCH LABS AND OFFICES

Our facilities team works with principal investigators to identify space for their projects and manages any required construction/modifications. Examples of improvements made in the 2019-20 fiscal year follow.



Dr. Keith Horvath

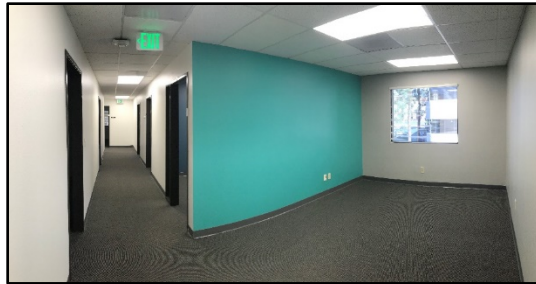
The Department of Psychology welcomed Dr. Keith Horvath in August 2019 as an Associate Professor. Dr. Horvath’s primary area of research is to develop mHealth (mobile health) HIV prevention and treatment interventions for sexual and gender minority persons. In June 2019, facilities started planning for his arrival and completed his office in July 2019 located at 6363 Alvarado Court, Suite 250, which includes multiple offices, participant interview rooms and a small video conferencing room. Welcome Dr. Horvath!!



6363 Alvarado Court (Dr. Horvath’s
Conference Room)

Sponsored Research Administration (SRA)

In an effort to provide consecutive space for our researchers, we relocated our central staff SRA Alvarado Team from 6330 Alvarado Court to 6367 Alvarado Court. We also relocated our Alvarado mailroom and built out a new, larger conference room to be shared by principal investigators and SRA staff. This renovation also included new LED lighting, low flow and metered fixtures and HVAC improvements for energy and water savings.



6367 Alvarado Court, Suite 300 – After Construction



SDSU HealthLINK Internal Advisory Committee

Dr. Guadalupe X. Ayala and Dr. Kristen Wells

SDSU HealthLINK continues to help build the infrastructure needed to support population health and health disparities research. Last year we completed renovations at 6475 Alvarado Road, Suites 104, 105, 109, and 233, which included a Clinical Research Center, Wet Lab, Physiology Lab, and Tech Hub designed to SDSU HealthLINK Center's specifications. This space was designed to allow SDSU researchers and their partners to work collaboratively and interact with research participants in an accessible location.

We continued our efforts this year to provide the SDSU HealthLINK program with space for their administrative team, as well as collaborative conference rooms. This renovation took place at 6330 Alvarado Court, which is located just a couple of buildings away from the HealthLINK Research Center. This new space includes several offices, one break room and kitchenette area, and large and medium conference rooms. Construction was completed at the end of February 2020.



New DEXA machine located in the HealthLINK Physio Lab



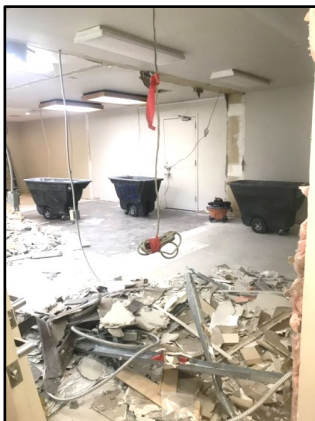
Break room/kitchenette



Dr. Faramarz Valafar

In January Dr. Valafar and his team expanded into the suite adjacent to his existing office, located at 6367 Alvarado Court, adding 1,112 square feet, for a total of 2,181 s.f. Facilities began planning this expansion in October 2019, which included two additional offices, a break room, restroom, a collaboration space, and a large conference room. This renovation also included new LED lighting, low flow and metered fixtures and HVAC improvements for energy and water savings.

Dr. Valafar studies the genetic (including dark genetic matter), epigenetic, metagenomic bases for treatment failure in infectious diseases. His primary project focuses on tuberculosis (TB), which recently surpassed HIV/AIDS as the infectious disease causing the highest mortality. Recently, they have also pivoted to SARS-CoV-2 research, focusing on diagnostics, molecular contact tracing, and prognostics of the disease.



6367 Alvarado Court, Suite 206 Expansion – During Construction



Dr. Valafar's New Suite (6367 Alvarado Court, Suite 206) -



Dr. Joseph F. Johnson, Jr.

Under the direction of Dr. Joseph F. Johnson Jr., the National Center for Urban School Transformation (NCUST) helps urban school districts transform their schools into places where students achieve academic proficiency, evidence a love of learning, and graduate well prepared to succeed in post-secondary education, the workplace, and their communities. NCUST recently relocated from on-campus space to our building at 9245 Sky Park Court, Suite 120. Facilities began planning this tenant improvement in March 2020 and completed the renovation in June 2020, which included a more open concept to accommodate a reception area and collaboration space for meetings. They officially moved locations at the beginning of July, and we are happy to welcome them to our Sky Park building.

VIII. Staff Engagement and Training

PI Lecture Series

The PI Lecture Series continued in FY 2019-20 and remains a positive mechanism for educating staff about the PIs we support and building strong PI/staff partnerships. Six principal investigators presented lectures about their work to research foundation staff. Three lectures were cancelled in Spring 2020 due to COVID-19.



Top row:

Dr. Carrie House (biology) and sponsored programs coordinator Laura Gardiner

Michele Goetz welcomes the audience

Dr. Matthew Weingarten (geology) and grant specialist Tim Miller

Row 2:

Grant specialist Frank Sweeney, development specialist Carolyn Fell and Dr. Doug Stow (geography)

A captive audience

Development specialist Sarah Harper and Dr. Sarah Reith (child and family development)

Row 3:

Grant specialist Derek Le, Dr. Matt Verbyla (civil, construction and environmental engineering) and development specialist Jerry Webber

Rachel Raynoha welcomes the audience

Grant specialist Lisa Shadron, Dr. Eyal Oren (public health) and sponsored development coordinator Alma Flores

Visit a Project. This program continues to provide another way of bringing RF staff and researchers together. Small groups of staff visit the labs of SDSU researchers to learn more about the work they are supporting. Thirty-two research foundation staff visited three labs last year in the College of Health & Human Services and College of Sciences.

Dr. Christal Sohl, Chemistry



Dr. Kari Sant, Public Health



Dr. Jing Gu, Chemistry



Professional Engagement. Many SDSU Research Foundation staff volunteer their time with professional organizations related to their disciplines. These activities provide beneficial educational training and networking opportunities that enhance their ability to serve SDSU researchers.

CEO **Michèle Goetz** continues to serve as the CSU system representative on the Council on Governmental Relations (COGR) and to lend her expertise to the CSU Auxiliary Organizations Association (AOA), including as a member of the AOA Past President Council. Michele is also a member of the National Council of University Research Administrators (NCURA) and the Society of Research Administrators International (SRAI). An Aztec for Life, Michele represents SDSU Research Foundation on the SDSU President's Strategic Planning Committee, the university's Emergency Operations Committee, Revenue Generation Tiger Team and the University Research Council.

Our CFO, **Leslie Levinson**, serves on the SDSU President's Budget Advisory Committee, The Campanile Foundation's Finance & Investment Committee, the SDSU Gift Acceptance Committee, SDSU Mission Valley Finance and Housing Committees, is a mentor in the Aztec Mentor Program and an Aztec for Life. She is a member of the AOA Past President Council. Leslie also serves on the board and is board chair of Walden Family Services, and is on the board of the Lamden School of Accountancy in SDSU's Fowler College of Business, and a member of the California State Board of Accountancy and the American Institute of Certified Public Accountants.

HR director **Deb Naylon** represents the research foundation on the SDSU Equity Council, chairs the SDSURF IDEA Committee, and serves as a member of the University Repopulation Tiger Team and Auxiliary Services Team. She is a Society for Human Resource Management (SHRM) Mentor for the student SHRM organization's mentoring event.

Rachel Raynoha, Associate Executive Director of Information Systems is currently serving as Chair of the Auxiliary Organizations Association (AOA) Information Technology Committee Chair and represents the research foundation on the SDSU IT Governance Steering Committee.

Victoria Kern, director of accounting and reporting is a member of the American Institute of Certified Public Accountants. She is a mentor in the Aztec Mentor Program, an Aztec for Life and a member of the Fieldstone Leadership Network San Diego. She also serves as secretary and board member of Home Instruction for Parents of Preschool Youngsters (HIPPI USA).

Director of sponsored program administration **Renee Lechner** is a member of the National Council of University Research Administrators (NCURA), serves as a member of the Auxiliary Research Administration Committee, and represents the research foundation at the Council on Governmental Relations meetings.

Teresa Loren, controller and finance director, is a member of the University Copyrights and Patents Committee, the Auxiliary Shared Services working group, and the AOA Executive and Long-Range Planning Committees.

Jennie Amison, director of sponsored research development, is a Distinguished Faculty member of the Society of Research Administrators International and serves as co-chair for their Basics of Research Administration Committee and as co-content manager for the Introduction to Research Administration and Management Certificate Committee. She is also a member of the AOA Research Administration Committee.

Sandra Nordahl is a Certified Research Administrator and member of The Society of Industrial Security Professionals. She is a Distinguished Faculty Member of the Society of Research Administrators (SRA) International. Sandra is also a member of the Editorial Board of The Journal of Research Administration, and serves on the Education and Professional Development Committee and the Research Law Working Group of SRA International.

Nadia Campbell, MPH, associate director of sponsored research administration, is a member of the National Council of University Research Administrators and of the American Public Health Association.

Jennifer Sneed, associate director of sponsored research administration, is a member of the Society of Research Administrators International and serves as the Vice Chair of the CSU Auxiliary Organizations Association Research Administration Committee.

Our staff also work closely with their university colleagues on joint projects and programs and serve on university committees and teams. These include the University Research Council; Institutional Animal Care and Use Committee, Explore SDSU; Institute on Biosafety Committee; Equity Council; Campus Communicators Group; Aztecs Rock Hunger: Campus Development Committee; University Copyrights and Patent; IT Governance Steering Committee and Data Center, Core Systems, Security and IT for Research Working Groups.

Focus on Training

Last year's training efforts again emphasized safety, health, and communication. Topics included implicit bias/microaggression, Social Security and Medicare, Mindful Meditation, Financial Wellness, and a virtual relaxation exercise class.

The HR team designed a new wellness logo and created a wellness tagline for its training communications.



Building a Foundation for Good Health

IX. Diversity, Equity, and Inclusion

SDSU Research Foundation promotes a culture of respect and acceptance of others, diversity of thought and perspectives, and an appreciation for differences in backgrounds, styles, beliefs and experiences.

We are an equal opportunity employer and provide equal opportunity in employment for all qualified persons. SDSU Research Foundation will take affirmative action to ensure that qualified minorities, females, individuals with disabilities, and protected veterans are introduced into the workforce, encouraged to apply for promotion, and considered as promotional opportunities arise.

To further our diversity initiatives and to respond to the University Senate's call for all units to engage in diversity and inclusion planning, the research foundation created the IDEA Committee. The committee is comprised of all employee categories and departments and will continue to support diversity initiatives, coordinate diversity and inclusion activities, and support the development and implementation of diversity plans within our organization.

Its mission is:

To foster an **Inclusive and Diverse** working environment in order to implement **Equity and Acceptance** of all individuals within our organization.

Last year, management purchased a table at the Martin Luther King Luncheon and invited staff to participate.



From left: Victoria Young, Nyamal Chuol, Melanie Patton, Otto Delacruz, Hilary Tavolazzi, Erika Herrera, Sadie Osborne and Michèle Goetz

Staff created a Day of the Dead altar to place photos and memorabilia to honor their deceased loved ones on Dia de los Muertos



In December 2019, an Around the World Dessert Bar was set-up for staff to share cultural family desserts

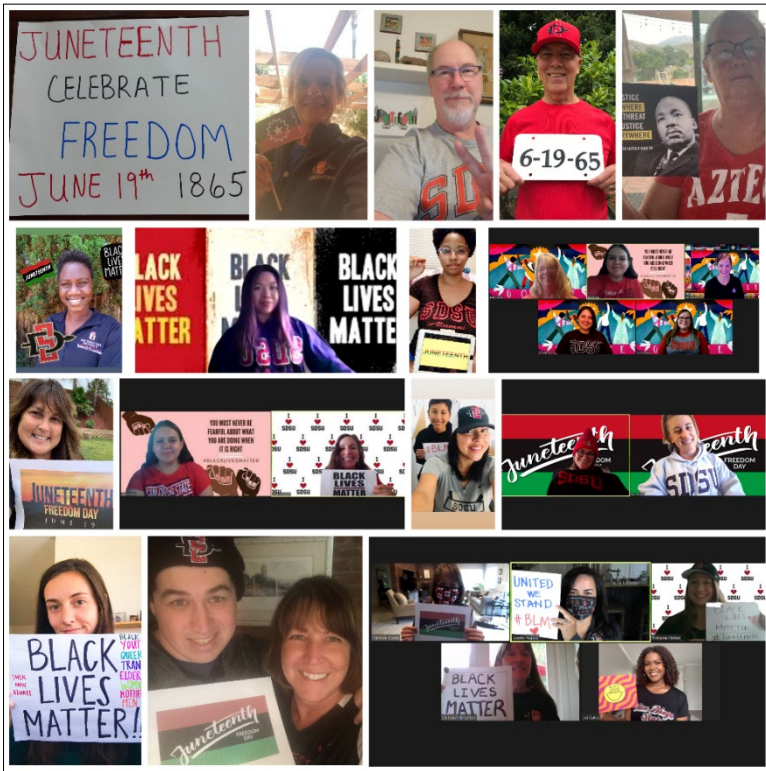




Participants in the Black History Month BINGO won a Soul Food Luncheon

Staff wore green and participated in a self-care activity for Mental Health Awareness Month





RF staff recognized and celebrated Juneteenth. Also called Freedom Day, June 19, 1865 was the day the last of those wrongly enslaved, those in the confederate state of Texas, received official word that their physical bondage was eradicated. Juneteenth is not just a day of independence but the beginning of reclaiming humanity, and the right to live free for Black Americans.



LGBT Pride Month occurs in the United States to commemorate the Stonewall riots, which occurred at the end of June 1969. As a result, many pride events are held during this month to recognize the impact LGBT people have had in the world.

New Central Staff Employees

These women started their new positions after the COVID-19 stay-at-home order! They successfully transitioned into their new roles undergoing training and mentorship all while teleworking.



*Chrissy Carr,
grant supervisor, SRA*



*Yukie Golden,
accounting technician, payroll*



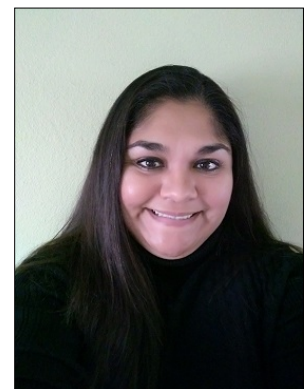
*Sydney Johnson,
development specialist, SRD*

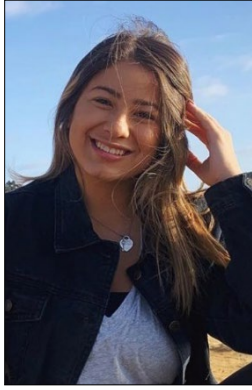
X. OUR STUDENTS!

SDSU students play an important role in the day-to-day operations of the research foundation. They provide significant contributions to all areas of our organization while learning skills that will benefit them in the future. We are fortunate to have these undergraduates on our staff to assist us and to remind us of the important academic mission we support

Accounts Payable

Sylvia Alvarado graduated in May of 2020 with a Business Administration degree and a minor in Women's Studies. She assisted the PCard administrator and reviewed monthly PCard receipt packets for compliance to policies and for proper receipts. During year-end, she keyed invoices into Banner for the AP Service Associates.





Justine Carrillo is a senior studying psychology with the minor in math. She will be graduating in May of 2021. She assists the AP Services Associates with preparing payment authorizations, keying invoices into banner and MyRF for payment. During the busy fiscal year end processing time, Justine keyed the most invoices into the system, allowing time for the AP Service Associate to perform other tasks necessary to pay individuals and vendors. Justine plans to enroll in graduate school and hopes to find a job in her field of interest. Justine likes to dance, go shopping, binge watch Netflix, and watch baseball games.

Miguel Mejia is a senior studying Business Administration with a focus in Accounting. He will be graduating in May of 2021. He assists the PCard Administrator with the review of the PCard packets for compliance to policy. He has also assisted the Payment Services Manager with 2019 tax reporting and has worked with finance on an internal audit. After graduating, Miguel is planning a trip to Mexico City to visit the pyramids at Teotihuacan and the Frida Kahlo Museum. Miguel likes to go to the gym, hang out with friends, and take photos of San Diego with his vintage film camera from the 1980's.



Erin Register graduated from SDSU in May 2020 with a BA in Economics and a minor in MIS. She is currently enrolled in the master's program at SDSU and is pursuing a Master of Science in Information Systems and is expected to graduate in 2022. She assists the AP Services Associates with preparing payment authorizations, keying invoices into banner and MyRF for payment, and has worked with the department's administrative assistance on several projects. Erin worked full-time during the summer and help tremendously with year-end processing. She is planning to join the Air Force as an officer after graduating in 2022 and she loves to travel and eat.

Executive Office

Mario Anguiano joined SDSURF in February 2020. A graduate student in public administration, Mario supported the Executive Office (EO) and Grant Information & Communications teams with various office tasks such as filing, organizing the EO file room, and event preparation. Mario transitioned to Risk Management at the beginning of teleworking in March 2020. He helped with a variety of tasks, such as compiling data on critical business processes and essential personnel to inform the research foundation's initial response to the COVID-19 pandemic, and tracked and published public health updates for research foundation management. Mario also assisted the Risk Manager with important research on items related to FEMA funding for pandemic-related expenditures. Mario's experience working in political offices and conducting research for his studies were very helpful.

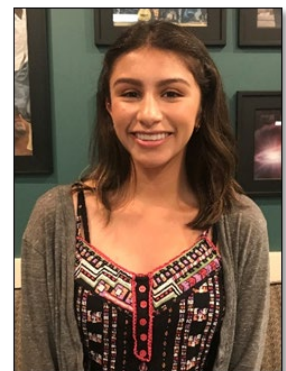


Facilities Management



Alex Lisk is currently a junior pursuing his degree in history. He performed duties in a laborer position in our SDSURF Facilities Department assisting with multiple maintenance-related work orders and several high-profile moving projects. His performance has made a positive impact within the facilities department.

Natalie Nicole Muñoz is a junior studying Food and Nutrition. Natalie joined us in May 2019 and has been a wonderful addition to the Facilities team, easily settling into her various duties at the front desk while quickly learning our new FIS work order system and ensuring work orders are properly processed and tracked.

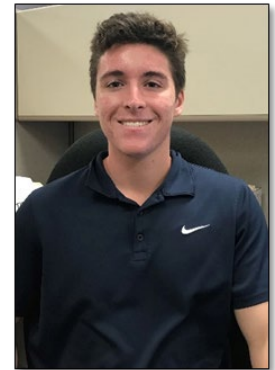




Paulina Viramontes is currently a junior majoring in International Business with an emphasis in Spanish and Latin America and minoring in Leadership Development. Paulina joined our team in January 2020 and has seamlessly integrated herself into Facilities' fast-paced environment, quickly learning our Facilities Information System software to assist with all work order requests. She also monitors and manages our vehicle fleet and reviews all security reports, advising us of any issues that arise on our properties. During the pandemic, she has made a significant and positive impact in assisting the organization with the delivery of mail, packages and other official documents throughout campus as well as to the homes of staff.

Financial Management

Joseph Robles was a senior studying finance and graduated in May of 2020. He regularly worked in Banner to setup and pay invoices for the department. His duties entailed sending out reminder emails for unpaid invoices, setting up financial reports to be scanned, and other administrative tasks.



Alex Williams is a senior pursuing her degree in Accounting. In the finance department, she successfully juggles multiple tasks from preparing invoices, working in Banner, and communicating regularly with the facilities department to ensure that leases, rent, and abatements are up to date between both departments. After graduation, she plans on working for a Big 4 Public Accounting Firm and auditing for the government and public sector.

Human Resources

Kelly Huynh is a senior studying Business Management with a specialization in Human Resource Management. In the Human Resource department, she assists the recruiting and transactions teams with various projects, such as maintaining employee personnel files, documenting processes, and participating in career fairs. Both her attention to detail and willingness to pitch in has made Kelly an asset to our department.

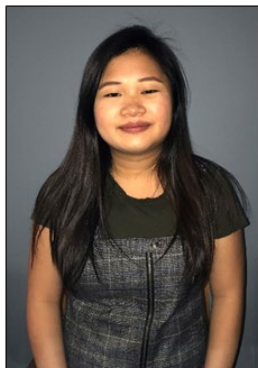


Information Systems



Keelan Gloria is a Computer Engineering major. Keelan's smiling face can be seen at the Help Desk busily supporting end users with all their technical issues, printer problems, workstation and laptop configurations, desktop support, and any other computer needs.

Mark Park is a Computer Science major. On the Help Desk, Mark answers incoming inquiries by phone, email, or in-person, ensuring issues are documented and responded to, and provides friendly, competent support to end users.



Rebecca Quach is starting her second year in Information Systems. She performs a wide variety of support tasks including a high volume of data entry, scanning and tagging fixed assets purchased with SDSURF funds. Rebecca is in her senior year and will graduate with a degree in criminal justice with a double minor in psychology and sociology.

Sponsored Research Administration

Jenna Garcia graduated in May of 2020 with her Bachelor of Science in Public Health. Jenna assisted the Sponsored Research Administration department as a member of the Technician Team and assisted at two of our locations: The Gateway Center and the Alvarado module. Being detail oriented, she handled filing all sponsor email notices, the final steps in our overall fund closeout process, and the on-campus mail runs. She was also responsible for processing all incoming mail and assisted Grant Specialists with other administrative tasks. Jenna plans to stay in San Diego to continue her education and earn a Master's in Health Administration and Management.



Thank you to these additional students who helped us for a period of time during the 2019-20 year: Jasmin Villa, Human Resources; Danielle Carey, Financial Management; Tyler Carr, Accounts Payable; Cedric Myles Josafat, Information Systems.

XI. Staff Awards

Congratulations to our dedicated staff whose experience and longevity make them valued partners in supporting SDSU research.

2019 Staff Awardees



Top row: Jeremiah Gordy – Facilities Planning & Management, Kyle Welch – Transfer Technology Office, Dulce Loo – Accounts Payable

Row 2: Christine Wong – Finance, Marlo Martinez – Sponsored Research Administration, Adrienne Van De Wiele – Human Resources

Row 3: Kim Ruff – Sponsored Research Administration, Kim Miranda – Sponsored Research Administration, Sara Perez - Facilities Planning & Management

Row 4: Ignacio Barragan – Information Systems, John Borchert – Finance, Sharon Bartolo – Human Resources

Not pictured: Erika Solis (5 years), Raynard Camello (10 years), Sommay Kongmalay (25 years), Rachel Lancaster (35 years)

L.O.V.E. Initiative. This initiative was launched to recognize employees “Living Our Values Every day.” Research foundation staff nominated their peers for outstanding service. Congratulations to the following employees for demonstrating our values of service, collaboration, innovation, diversity and integrity!



Top row:
Rick Sims – Facilities Planning & Management
Brian Rector – Human Resources
Julie Alsbrooks – Sponsored Research Administration
Oscar Valladares – Facilities Planning & Management

Row 2:
Warren Sneed – Facilities Planning & Management
Ricky Fan – Information Systems
Pete Delaney – Information Systems

Row 3:
Lillian Parra – Facilities Planning & Management
Derek Wilton – Facilities Planning & Management
Charla Mullen – Purchasing
Pascheline Peter – Sponsored Research Administration

Retirees! Congratulations to our valuable team members who retired in 2019-20.



Jo Boulter
 Sponsored Research Development



Joanne Jahn
 Information Systems

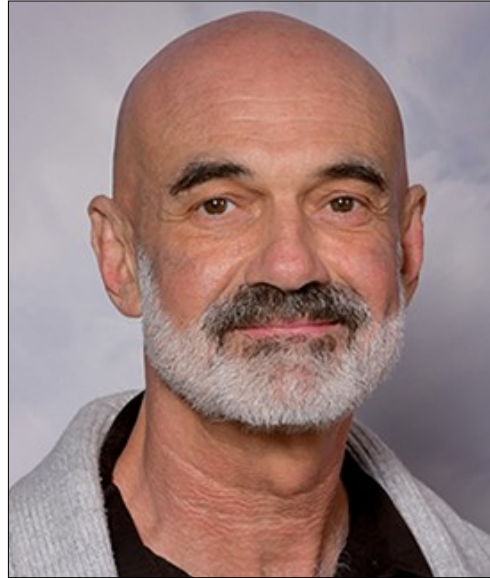
IN MEMORIAM



Denise Carroll

1958-2020

SDSU Research Foundation
Purchasing Manager



Roland Wolkowicz

April 26, 1962 – April 26, 2020

SDSU Professor, Biologist and
Principal Investigator



SAN DIEGO STATE
UNIVERSITY

Research Foundation

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