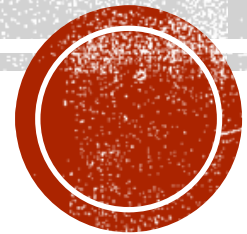


VERMONT RESEARCH ADMIN WORKFORCE

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RESEARCH ADMINISTRATION AT UVM

- Research administration is a Profession
 - Professional services versus administrative support
- Centralized organizational model
 - Pre-award
 - Award acceptance and setup
 - Financial reporting
 - Post-award
 - Cash management
 - Audit
- Fully remote workforce, local and non-local



SUCCESSSES

- Centralized model
 - Consistency of processes
 - Equity in level and quality of services across participating units
 - Staff support: training, supervision, away coverage
- Research admin systems
 - Well developed
 - Strong technical support structure
- Remote workforce
 - Increased applicant pool
 - Flexibility when staff move out of state
- Commitment to professional development and work-life balance



CHALLENGES

- Job titles and descriptions do not match complexity
- Staff close to retirement age
- Compensation
 - Compete on national level
 - Staff union contract limitations/restrictions
- Remote unit within a non-remote organization
 - Internal policies
 - Novel budget needs
 - Space issues
 - Unique onboarding and training environment



RECENT TRENDS

- Job market is softening
 - Four months to hire new staff
- Faculty-to-administrator crossover
- New RA training pipeline programs
- Remote model is permanent and widely accepted
- Young professionals require different motivational strategies
- Customers today
 - Principal Investigators
 - Sponsors
 - Staff

