

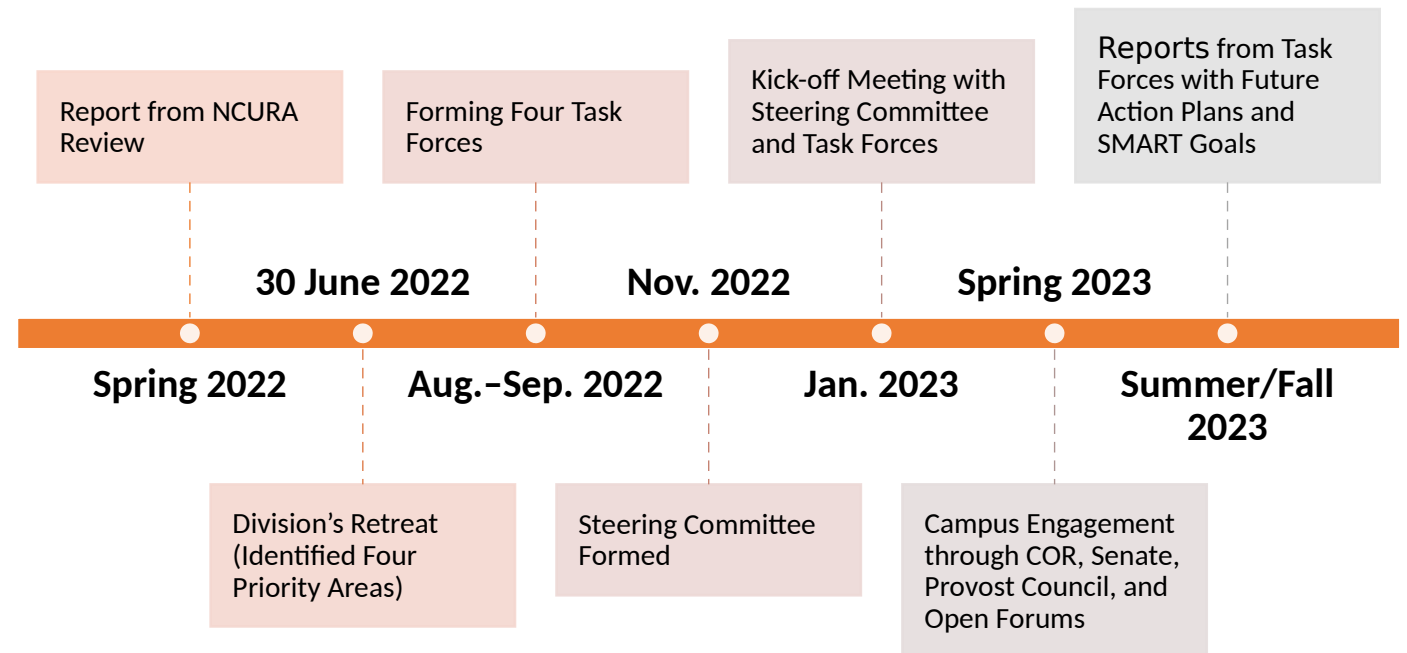
# Transforming DFRED to Advance Research Excellence 2.0

Four Priority Areas in Research  
Administration Infrastructure

# Transforming to Advance Research Excellence

Incentivize	Incentivize interdisciplinary research networks and collaborations across the humanities, social sciences and physical and life sciences, mathematics, and engineering.
Build	Build cutting-edge infrastructure in support of the interdisciplinary research enterprise.
Provide	Provide institutional support for scholarly work
Grow	Grow research and scholarship in areas at the forefront of science, engineering, and technology.
Implement	Implement novel strategies, and best practices to incentivize as well as retain diverse research active individuals and research administrative support staff.

# Background and Timeline





# Task Force 1: Faculty Outreach and Engagement

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- **Co-Chairs:**

- Satyendra Kumar, Associate VP for Research
- David Hochfelder, Associate Professor and Director, Public History Program, Department of History

- **Division Staff:**

- Erin Bell, Maria Pidgeon, Pete Gonczlik, Christine McCrary, and Tianning Huang

- **Members from the University Community:**

- Won Namgoong, Associate Dean for Research and Interim Chair, Department of Computer Science, CEAS
- Nick Bassill, Research Scientist, Atmospheric Sciences Research Center
- DeeDee Bennet-Gayle, Associate Professor, Emergency Management and Homeland Security, CEHC
- Melissa Tracy, Associate Professor, School of Public Health



# Task Force 1: Faculty Outreach and Engagement

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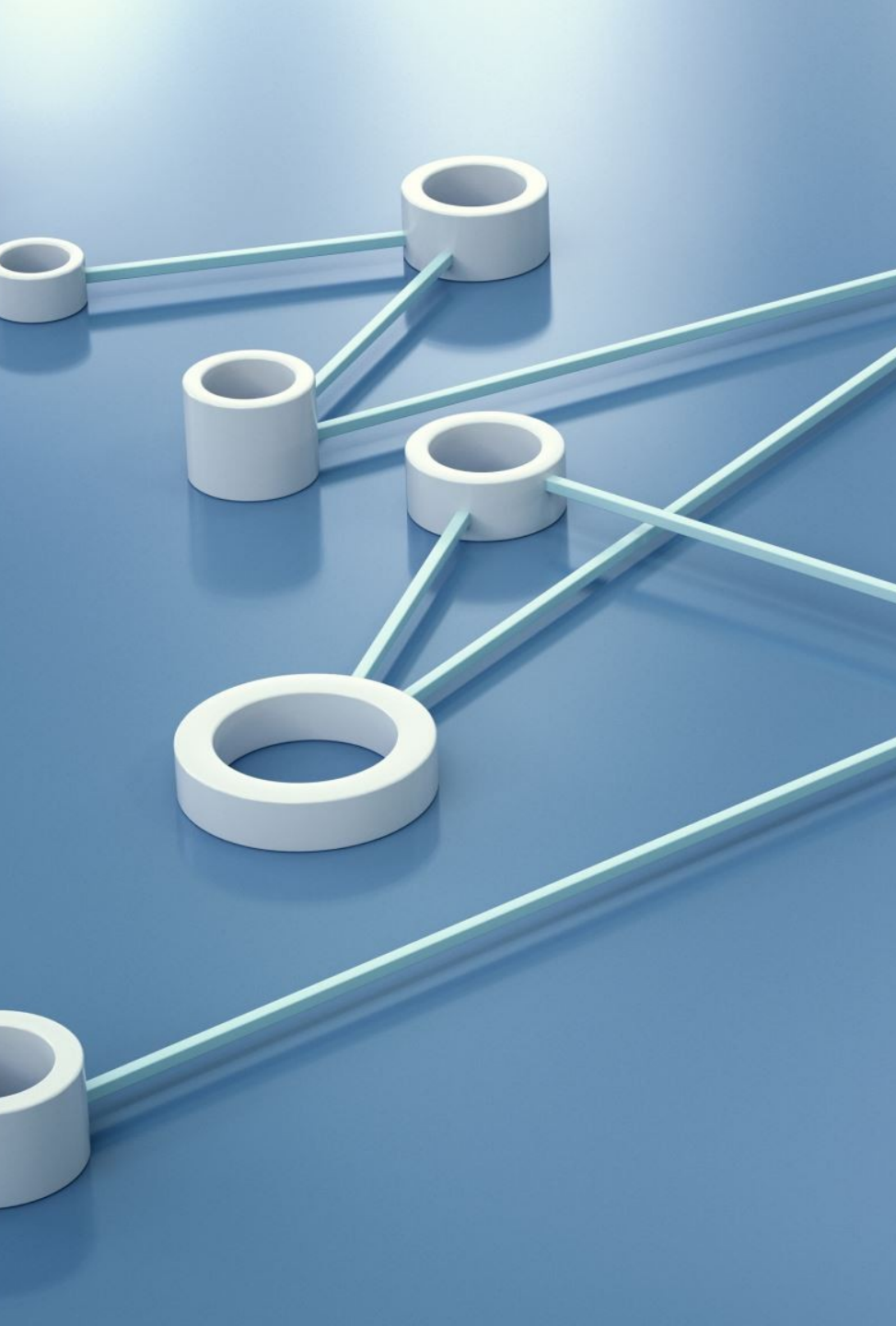
- Top Priorities
  - Bidirectional communication between SPA staff & faculty - develop rational internal timelines and policies.
  - Incentivize Research and Scholarship - Engage Faculty and the Council on Research
  - Best communication practices for the services/infrastructure offered by the Division
  - Mentoring researchers in obtaining grants and post-award requirements
  - Promoting and Affecting Faculty Research Excellence



# Task Force 1: Faculty Outreach and Engagement

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- The work we have done...
  - Discussed and tentatively defined the five top challenges and what they encompass.
  - Identified action items to focus on and deliverables in order to meet the challenges.
  - Set tentative dates to complete the action items.
- The work we will do...
  - Communicate the top challenges to faculty scholars and researchers, to seek their input
  - Prepare a comprehensive list of issues to address, identify possible pathways to meet the challenges.
  - Seek input from the Council on Research on the approaches and policies related to the challenges.
  - Seek input from Associate Deans of Research, Institute and Center directors' representatives.
  - Work with the Division staff, the provost's office, and the dean for graduate studies to develop implementation plan.



# Task Force 2: Digital Transformation

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## •Co-Chairs:

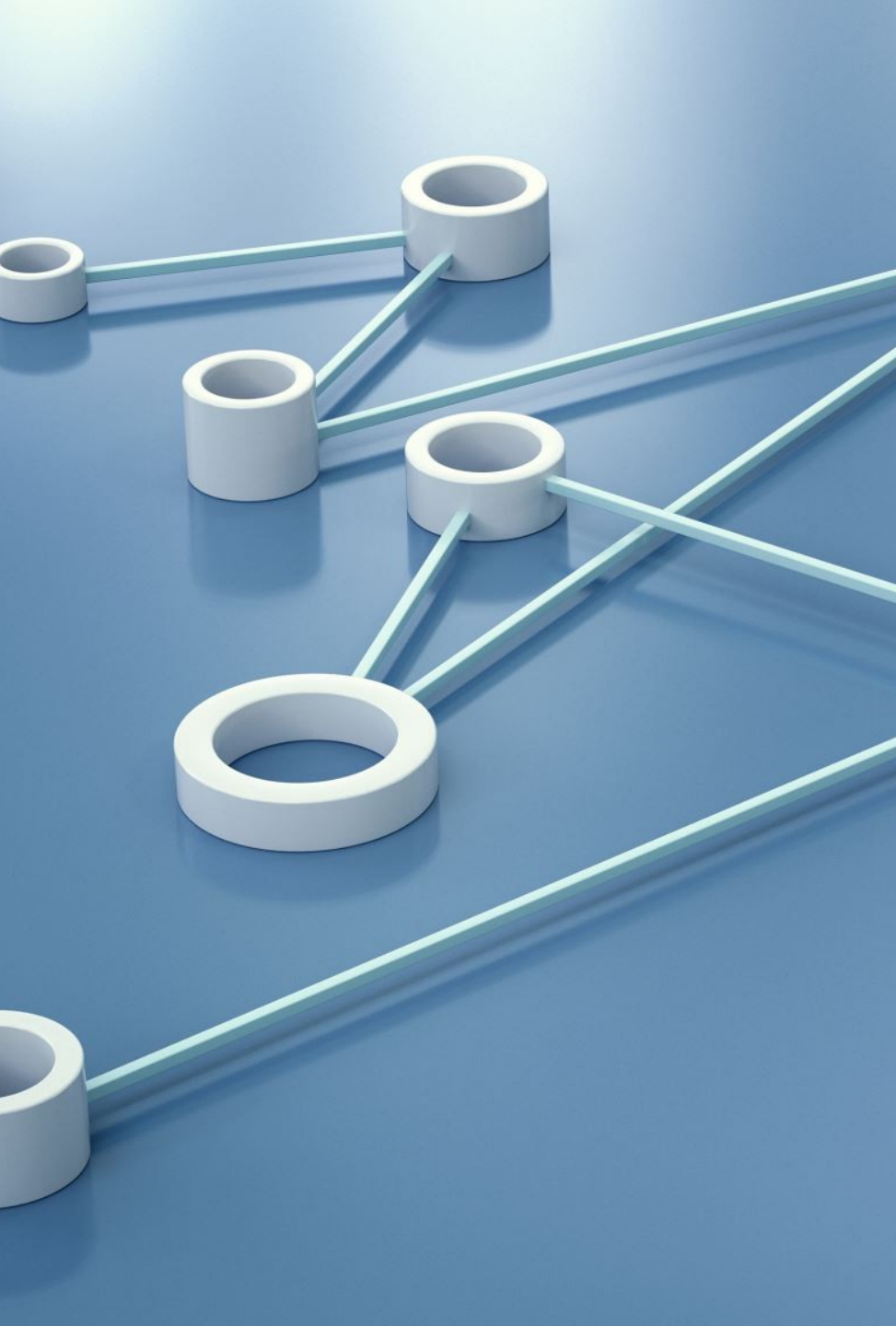
- Tianning Huang, Director of Strategic Initiatives, Data, Assessment, and Technology
- Spencer Bruce, Research Technology Manager, ITS

## •Division Staff:

- Theresa A Pardo, Satyendra Kumar, Terrell Rabb, Lauren A Cole, Todd A Remkus

## •Members from the University Community:

- Ramon Gil-Garcia, Director of the Center for Technology in Government
- Barbara J Zampella, Research Facilitator, Atmospheric & Environmental Sciences
- June A Mastan, Director of the Professional Development Program

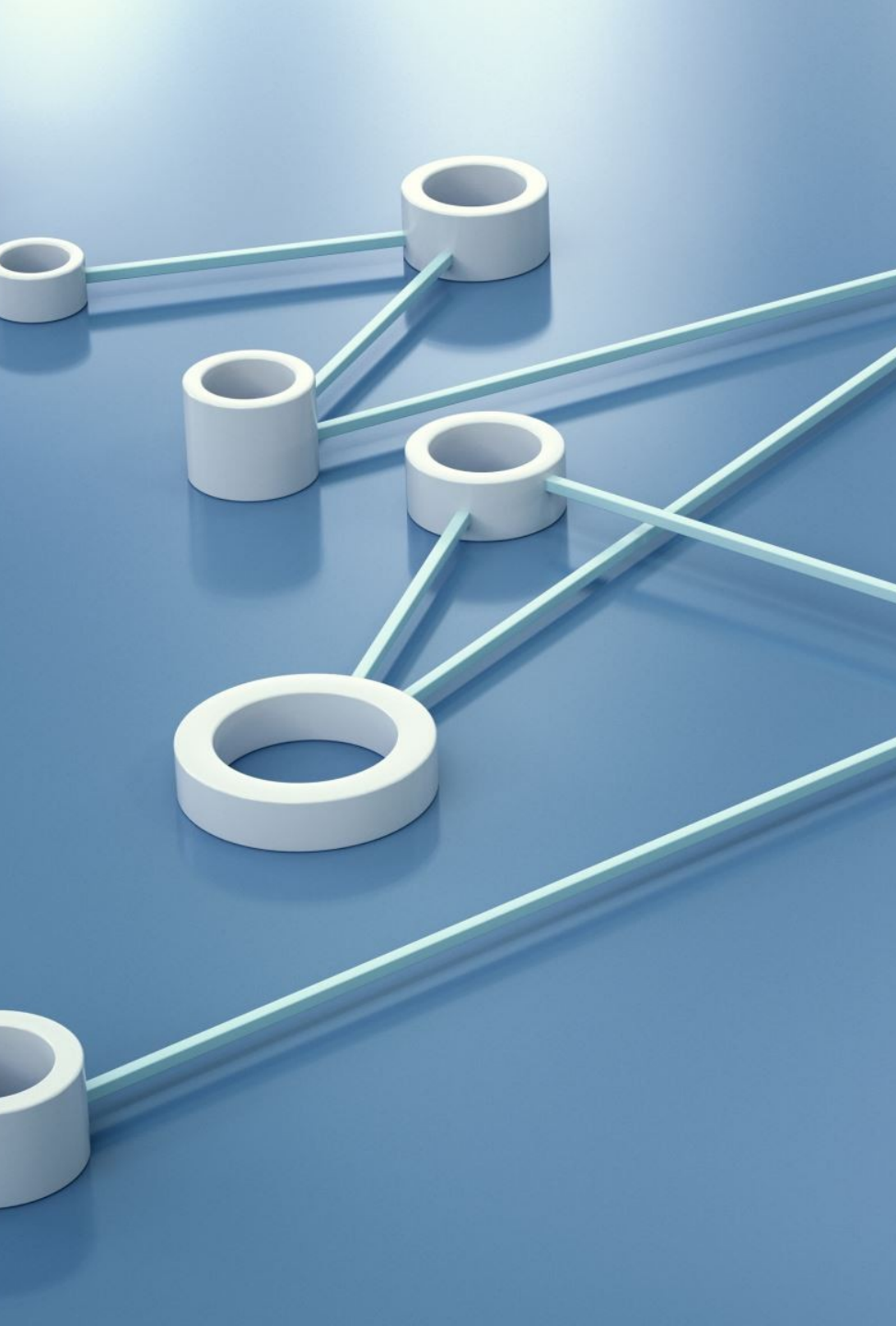


# Task Force 2: Digital Transformation

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- **Top Priorities**
  - Reconfigure and automate manual processes
  - Improve the use of existing systems and integrate with new technologies
  - Website Content and Structure reform for more transparent, efficient, and effective user experience





# Task Force 2: Digital Transformation

- The work we have done...
  - Worked to identify key redesign elements required for process improvements that can help inform technology options considered for new investments.
  - Identified existing challenges for both our customers and administrators in the current systems
- The work we will do...
  - Working with ITS on several projects to identify University-wide solutions to form creation, workflow and approval, an improved onboarding system for research HR, and digital signature software.
  - Communicating with RF central on issues related to PACS, Digital Purchasing Systems, and Travel reimbursements.
  - Working to develop a Research Policy Procedure Library with relevant offices



# Task Force 3: Processes

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## Co-Chairs

- **Gary Ackerman**, Associate Professor
- **Terrell Rabb**, Interim Director Research Protections

## Members

- **Christine McCrary**, Director Sponsored Programs Pre-Award
- **Jerold Gauriloff**, Director Sponsored Programs Post-Award
- **Erin Bell**, Professor and Interim Assistant VPRED
- **Paula Kaloyeros**, Assistant VPRED
- **Thomas Begley**, Professor
- **Lauren Cole**, Director RF Human Resources
- **Thecla Philip**, Office of VPRED Sr Assoc Finance and Administration
- **Theresa Pardo**, Associate VPRED
- **Maria Pidgeon**, Director of Community and Economic



# Task Force 3: Processes

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- Top Priorities
  - Our mission is to prioritize changes to institutional processes that will strengthen UAlbany's research, scholarship, and creative pursuits.
  - The goal of the workgroup is put in place processes that are understandable to researchers and administrators and that may be carried out consistently as institutional personnel change overtime.



# Task Force 3: Processes

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- The work we have done...
  - Compiled list of division process and Identified automation opportunities
  - Established cross-campus working groups on Data security and Data Use Agreement processing; Conflict of Interest Disclosure Management; Export Controls; and Biosafety
- The work we will do...
  - Updating campus guidance for conducting research and clarifying procedures for obtaining approvals
  - Streamlining information collection and improving cross-office communication



# Task Force 4: Employee Engagement & Development in Research Administration

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## Co-Chairs:

- **Lauren Cole**, Director of Research Foundation Human Resources (RFHR)
- **Paula Kaloyeros**, Assistant Vice President for Sponsored Programs Administration, Deputy Operations Manager

## Members:

- **Charlene Cox**, Accounts Payable Supervisor
- **Peter Gonczlik**, Director, Office for Innovation Development and Commercialization
- **Thecla Philip**, Senior Associate for Finance & Administration, Office of the Vice President for Research & Economic Development
- **Todd Remkus**, Manager of Account Establishment & Maintenance
- **Ashley Turski**, Administrative Assistant II, Office of the VP for Research & Economic Development



# Task Force 4: Employee Engagement & Development in Research Administration

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- **Top Priorities**

- Address employee retention within Research Administration.
- Enhance recruitment resources and efforts.
- Implement Performance Management for all Research Administrative staff.
- Implement new methods for engagement for all units of Research Administration on a regular basis.



# Task Force 4: Employee Engagement & Development (EED) in Research Administration

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- **The work we have done...**

- RFHR is conducting an ongoing equity analysis.
- Implementing Career Advancement Opportunities for RF Employees within Research Administration.
- RFHR provided guidance on required Performance Management for all RF staff working in Research Administration.
- RFHR has been and will continue to conduct exit interviews.
- To improve engagement, the DFRED hosted annual events for the Division staff.

- **The work we will do...**

- Develop an Engagement Survey for RF employees working within Research Administration.
- Identify development opportunities for staff.
- Review of Administration personnel to identify where more support is needed.
- Look for ways to improve work life balance and become an employer of choice.
- RFHR to enhance recruitment resources.

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## Join us at the upcoming roundtables!

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- **Three State of Research Administration (SRA) Campus Roundtables** this spring:
  - **Uptown Campus:** 2:30 to 4 p.m.  
Wednesday, March 29, 2023, in the  
Campus Center Boardroom
  - **Downtown Campus:** 9:30 to 11 a.m.  
Friday, March 31, 2023, in the Milne  
200 Fossieck Room
  - **Health Sciences Campus:** 10:30 a.m.  
to noon Tuesday, April 4, 2023, in the  
George Education Center (GEC)  
Auditorium

# State of Research Administration (SRA) Campus Roundtables





IDEAS Portal



Thank  
you!

*For more  
information, please  
visit:*

<https://www.albany.edu/research-economic-development-transformation>