

Research Administration Advisory Council (RAAC)

Committee-at-Large

Tuesday, June 16, 2020, 3:00 – 4:30 pm

Zoom Meeting

MINUTES

Attendees:

Chris Allan – ISR	Chris DeVries – RAAC	Charlie Mattison – ISR
Andrea Anderson – ORSP	Linda Forsyth – Engineering	Jan Mitchell – Pharmacy
Steve Beach – LSA	Cathy Handyside – ITS	David Mulder – ORSP/Sponsored Programs
Kristie Beckon – Sponsored Programs	Stephanie Hensel – Education	Becky O'Brien – Information
Julia Behnfeldt – UMOR	Teresa Herrick – SEAS	Stacy Orban – SSC
Beth Brant – Medical School	Jennifer Huntington – Ross School	Carolyn Pappas – ITS
Cheri Brooks – ISR	Mike Imperiale – UMOR	
Judy Carrillo – Medical School	Laura Kaminski – Ford School	Craig Reynolds – ORSP
Linda Chadwick – LSA	Melissa Karby – Dentistry	Jane Sierra – Medical School
Constance Colthorp – ORSP/Sponsored Programs	Karen Kirchner – Nursing	Danielle Smith – LSI
John Cristiano – U-M Dearborn	Heather Kraus – LSA	Ken Sylvester – U-M Flint
Kerri Cross – ISR	Patrick Lagua – Dentistry	Debbie Talley – Sponsored Programs
Cindy Dames – ORSP	Mindy LaRocca – SPH	Pat Turnbull – U-M Dearborn
Lori Deromedi – UMOR	Cathy Liebowitz – ISR	Bryan VanSickle – Sponsored Programs
Kathy Devereux – UMOR	Mary Locey – ITS	Rick Wintergerst – Engineering

1. **Welcome** (*Debbie Talley*)

Debbie called the meeting to order at 3:00 p.m.

2. **Presentation:** RCRS Module Update (*Mike Imperiale*)

Attachment #1

Mike Imperiale gave an update on changes for training and tracking Responsible Conduct of Research and Scholarship (RCRS). The changes are the result of the 2017 audit. The changes include:

- Updated material in the RCRS Course. There will be one course that replaces the three existing courses. The new course meets all federal agency requirements.
- Anyone who is involved in research and scholarship will have to take the new on-line course starting 8/1/20.
- In-person training will be a requirement for two situations: Rackham PhD students that have RCRS training as a requirement for the advancement to candidacy, and individuals who are funded on certain types of NIH training and career development grants. In-person training will be conducted by the individual schools and colleges.

Starting on August 1, 2020:

- Automated identification of, and emails to, individuals with relevant HR job code who are required to take the training.
- Real time tracking of completion of the online course.
- Completion data from the online course will also be incorporated into the new Tableau dashboard for leadership and unit RCRS coordinators to keep track of those that have completed the course.
- Automated identification of relevant new hires after 8/1/20 and email notice to complete the online course.

The course will be released and available to take on August 1, 2020. Individuals should complete online PEERRS-RCRS training by the end of 2020. Fall 2020 students should register for in-person training virtual RCR courses via MyLink.

Pat asked if individuals who are currently certified under the three old courses will need to take the new RCRS course. Mike responded that yes, they will.

Patrick asked if individuals whose PEERRS certifications are still up to date for the 3 modules need to retake the new course on 8/1. Mike responded that as of August 1 everyone will need to take the new course.

Kathy asked if grant administrators should take the course. Mike answered that, while not required of research administrators, the course would be valuable for them to take.

Pat asked how the certifications will it be tracked? Mike responded that the online course will automatically be tracked via MyLINC. In-person courses will be listed in instructor led courses in coordination through Mike's office and the college. College and units will need to provide a list of those completing the in-person course and will update records once a year.

Patrick asked if awards will be held at ORSP as of 8/1/20 if this new module is not completed. Mike answered that no, people will have until the end of the year to complete training.

Melissa mentioned that the current process we have to track PhD students is convoluted. With the new tracking system, will it do away from tracking through the student system that we currently use today? Mike is hoping the new tracking system will replace that. However, his team will make sure everything is working as intended before retiring this system.

Kathy asked if there is an FAQ page. Mike answered that they are finalizing it now and there will be an FAQ along with an email to go out with new requirements.

Reach out to UMOR.RCRS@umich.edu can forward questions.

3. **Presentation:** RAAC Communications Subcommittee Update (*Cathy Liebowitz*) Attachment #2

Membership Updates:

RAAC Communications added the following members since the last update:

- Daniela Marchelletta (ORSP)
- Dan Green (LSA)
- Eric Ward (ORSP)
- Tasha Garwood (Medical School)

The committee is still looking for a couple representatives from the Medical School Basic Science departments, and small schools and colleges.

Accomplishments since November 19, 2019:

RAN Meetings: We completed two meetings – one in February 2020; the other in May 2020.

- February 25, 2020 Meeting:
Emcee: Cathy Seay-Ostrowski
Topics:
 - General Data Protection Regulation and IRB
 - Research CommonsAttendance:
 - 99 in person
 - 124 remote
 - 74 YouTube views.

- May 20, 2020 RAN Meeting: First virtual meeting.
Emcee: Terri Maxwell
Special Guest Speaker: Rebecca Cunningham
Topics:
 - Export Controls
 - COVID-19 UpdatesAttendance:
 - 439 unique participants
 - 75 YouTube views (so far)

The RAAC Communications subcommittee solicits feedback from the RAN audience occasionally. These have taken the form of general audience surveys, targeted audience surveys (e.g., those who registered for the RAN meeting but did not attend), and topic surveys. The topic survey after the October 2019 meeting led to the inclusion of the Export Controls presentation in May. We did not conduct a survey after the February 2020 meeting. Results from the May 2020 meeting survey are still coming in, but they look promising.

- May 2020 survey - 50 respondents so far
 - 90% rated the event excellent or very good.
 - 50% of respondents came for the COVID-19 updates; 46% for general training/professional development; 42% for central office updates; 42% for Terri Maxwell!
 - 94% liked the new “virtual” format.

Other Updates:

The Communications subcommittee provided feedback and input on various topics such as:

- Fly America Team emails that are sent when additional information or documentation is needed.
- Working on the Faculty Digest website tied to Glossary Terms.
- Deadline Policy – Limited and Full checklists.
- Compliance PR Hold system-generated email.
- New Subrecipient Commitment Form.
- Research Tools and Biomaterial Sharing.

In Progress:

- October 27, 2020 RAN Meeting.

- Communications for other RAAC groups.
- Webpage Review:
 - Comparing five (5) websites for consistent messaging.
 - Completed review of Cost Share/Award pages.
- Up Next: Route and Submit webpage.

Peer-to-Peer Sharing Forum:

We previously looked into Google Groups and had our student intern look into this as well. He suggested Piazza as a potential platform. Our student has moved on and we are looking to continue with what was in progress. Craig asked how long before we see the Peer-to-Peer Sharing Forum, as he is eager to see the results. Cathy responded that we do not have a time frame for release, but will explore platform options soon.

Debbie congratulated the whole RAAC Communications team on the first virtual RAN meeting.

4. **Presentation:** COI Update (*Lori Deromedi*)

Attachment #3

As of July 1, 2020, the new COI in Research Policy will be implemented. The major change is the scope of who will be required to disclose. It has expanded outside activity to all investigators listed on a PAF or Award for sponsored research:

- U-M Principal Investigator
- U-M Sponsor Principal Investigator
- Participating Investigator with Specified Effort
- Participating Investigator without Specified Effort
- Other Non-faculty Investigators.

Communication Plan:

June 5 - 8, 2020: To COI Unit contacts & Research Associate Deans (RADs)

- New discloser list
- Resources
- Forward to disclosers

June 22, 2020: To new Disclosers

- Orientation to Policy & System
- Resources

June 22, 2020: To COI Unit Contacts & RADS.

- M-Inform system changes
- Resources
- Forward to disclosers

July, 2020: To all Disclosers

- Outside activity disclosure period start
- Resources

Resources:

- Outside Activity Disclosure to Date:
 - Includes description of what to disclose and not to disclose. Replicated in M-Inform in the training to discloser. Good understanding of what is expected.
- Disclosure & COI Training:

- Standard resource posted on COI website. Shows what is seen on Page 1 of M-Inform.
- Show questions of what will be asked for the discloser to answer.
- M-Inform 6.0 Upgrade Overview of Changes:
 - Resource for existing disclosers in your unit.
 - Provides the new landing page (Action Center). Will list all the roles/actions/statuses in the system.

Patrick asked if students who are sponsor PIs will need to disclose now as well. Lori answered that yes, they will need to login to M-Inform just as other investigators are required. Cathy added that while it is true that students can access the system, they should wait until after July 1, 2020 to do so. If they disclose before July 1, they will have to disclose again after July 1 for the new fiscal year.

David asked if the materials Lori shared today will be available. Lori responded that yes, the COI Policy, Criteria for Disclosure, and M-Inform sample document are available now on the Outside Interest Disclosure web page that is part of the COI website on UMOR. The ITS page is available through the ITS Resource Center and the communications will provide links to the resources.

5. **ORSP Update** (*Craig Reynolds*)

Personnel Updates: New hires include:

- Sabrina Wilson – Administrative Assistant. Will start on June 29; replacing Sue Murphy
- Amanda Reel – Assistant Project Representative-Government Sponsors Team. Has already started; replaces Terri Maxwell
- Ivana Tullet – Assistant Project Representative focusing on Data Use Agreements. Has started and replaced Maggie Swift.
- Linda Chadwick – new Assistant Director. Will start on June 29.

COVID-19

We had to back-track our request to PIs in response to changes from NIH's policy guidance regarding notifying NIH about foreign components, research delays, or charging the salaries of idle employees. NIH clarified that all of these situations may be handled through an upcoming RPPR as opposed to a separate notification to NIH. A stranded post-doc or grad student outside the U.S. does not constitute a foreign component.

- OMB is going to extend Memo 20-17 (Flexibilities Memo for charging idle salaries, etc.) which expires tomorrow. Craig has heard OMB is going to extend but still waiting for confirmation and will clarify as soon as we know more.
- NIH RFA / PA deadlines: Mike Lauer said it is the institution's discretion to extend deadlines up to 2 weeks late with explanation.

NIH Area Program - In effect June 25, 2020

Flint and Dearborn campuses are using separate DUNS numbers for applications that require it. This does not change their legal status, but enables Flint and Dearborn to apply to certain types of programs that are restricted to undergraduate and emerging institutions. It also creates limited submissions opportunities.

Please note that if you are working with Flint or Dearborn on a project, you will not be required to have a subcontract in place. There may be some administrative details to work out the kinks for multiple DUNS numbers used by U-M. 90% of the impact is on Flint and Dearborn.

International Engagement:

- There will be a new question on Foreign Components in the PAF on June 29, 2020 with links within the help text that goes to a separate web page.
- Due to the recent Executive Order or Presidential Proclamation prohibiting the entry of grad students or post docs from China affiliated with Chinese government military programs, we are in a holding pattern until we get clarity on which institutions, and if the order will have an impact on current students that are home in China or future admissions.
- Craig is working on a recommendation to Rebecca Cunningham for an International Review Committee on international activities.

Patrick asked for clarification on the disclosure requirements on the RPPR. Should we disclose idle salaries for only the ramp-down that just concluded, or only for those employees who are still idle going forward. Craig responded that both need to be disclosed.

6. **ITS Update** (*Carolyn Pappas*)

- The next system release will be implemented on June 29, 2020. Details are on the [RAN slides](#).
- A RAPid went out yesterday regarding the pilot for generating the PDF to preview your application exactly as it would appear in the eRA Commons after submission to grants.gov. ITS is looking for feedback on this so they can determine how to proceed.

7. **Sponsored Programs Update** (*Debbie Talley*)

- We are in the beginning stages of the annual Single Audit. We are currently working on the items that were selected for testing Last week Bryan sent out a list to those who were selected. After the Fall they will come back to do the remainder of the audit.
- Year End activity related to Sponsored Programs needs to be in by June 30, 2020 (Journal entries, etc.).

8. **RAAC and DEI** (*Craig Reynolds/Debbie Talley*)

Attachment #4

Chris presented data showing the demographic makeup by ethnicity for the following groups – RAAC committee membership; Navigate graduates; U-M personnel in the Research Administration Jobcode Series; U-M Ann Arbor Staff; and, the southeast Michigan region. The data indicate that RAAC is not close to meeting the demographics of the pools from which we could draw RAAC members and where the university might draw research administrators.

Chris let the group know that he does not assign blame or responsibility for the numbers to anyone in particular, but feels that we are all in a position to help change the situation. Chris is not experienced in matters related to DEI, except for having a passion for helping create change where he is able. He welcomes anyone who might be interested in helping with this. He feels that small incremental changes can make a difference over time. Chris would like to get feedback from the group on how to improve on diversity into the RAAC communities. How do we know we are making progress? How do we engage with experts to help us with this? Those are some of the questions he has at this point.

Craig believes the numbers indicate a call for action. We would like to generate a task force for ideas to affect positive change. DEI is not just about these demographics. Karen Kirchner, Becky O'Brien along with others are interested in working with Chris. Chris will put together what the Task Force will look like, and is looking for ideas from the group.

Chris mentioned there was a webinar on DEI last week put on by Rackham. One of the panel participants was Angie Stewart who is part of Organizational Learning in HR and heads up the DEI initiative. Chris will reach out to April for resources (training, etc.) we can use.

9. **Closing and Future Meetings** (*Debbie Talley*)

There will be no July or August meeting for RAAC CAL. Our next meeting will be on Tuesday, September 15. TBD on location but probably will be a Zoom meeting.

RAAC Committee-At-Large Meeting Dates

- *No July meeting*
- *No August meeting*
- Tuesday, September 15, 2020, 3:00 – 4:30 pm, Location TBD (RAAC Metrics Subcommittee Update)

Executive Committee Meetings

- Tuesday, July 14, 2020
- *No August meeting*
- Tuesday, September 8, 2020



RCRS Training & Tracking Initiative – UMOR/OVPR Response to Audit Findings



U-M Responsible Conduct of Research and Scholarship (RCRS) Updates

UMOR/OVPR is enhancing RCRS training and tracking as of August 1, 2020:

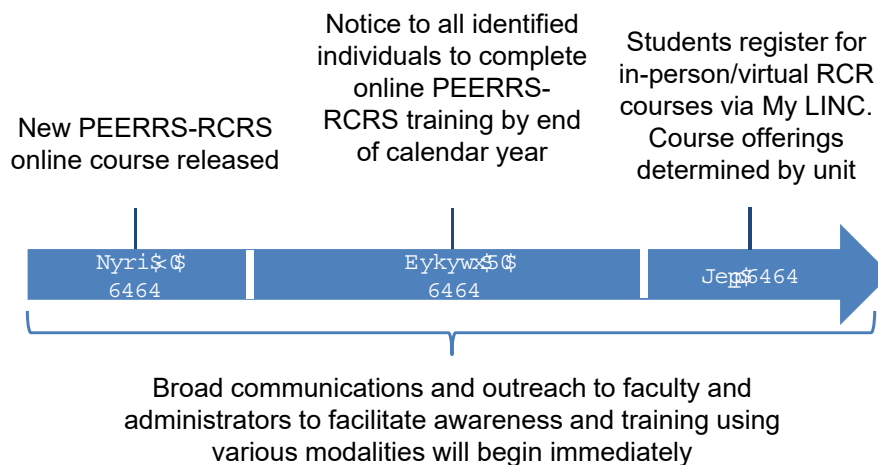
- Response to a need to update training content and correct deficiencies noted in 2017 audit
- Completion and release of a new PEERRS-RCRS course that encompasses all RCRS components and meets federal agency requirements (course released June 8, 2020)
- Expansion of requirement to complete this course to *all* individuals engaged in research and scholarship (faculty, postdocs/fellows, students, and staff)
- Establishment of a new tracking mechanism to monitor the completion of in-person RCRS training (required for all Rackham Ph.D. students and NIH trainees)

PEERRS-RCRS Implementation

New RCRS training initiative to go live on **August 1, 2020**:

- Automated identification of, and email to, individuals with relevant HR job codes
- Real time tracking of completion of online course
- Completion data from online course will also be incorporated into new Tableau dashboard for leadership and unit RCRS coordinators
- Automated identification of relevant new hires after 8/1/2020 and notice to complete online course

Implementation Timeline



Research Administration Advisory Council Communications Subcommittee

Update to RAAC CAL
June 16, 2020



Communication Subcommittee Charge



The RAAC Communications Subcommittee seeks to:

- **Identify and assess the communication methods** currently used at U-M for research administration
- Once identified, **work to develop improved systems** that support robust, consistent and effective communications within the research administration community
- **Recommend best practices** by topic, purpose, and/or method
- **Facilitate and foster communications to and among research administrators by conducting the quarterly** Research Administrators Network (RAN) meetings

Communication Subcommittee Members



- Kathy Austin, Engineering
- **Daniela Marchelletta, ORSP**
- Constance Colthorp, ORSP and Sponsored Programs
- Cindy Dames, ORSP
- Lori Deromedi, UMOR Compliance
- Chris DeVries, ORSP and Sponsored Programs
- **Tasha Garwood, Medical School**
- **Dan Green, LSA**
- Cathy Liebowitz (Chair), ISR
- Becky O'Brien, School of Information
- **Eric Ward, ORSP**
- Tina Wells, UMTRI
- Lisa Wintergerst, Sponsored Programs

New member since last update in November 2019.

Tasha Garwood rotates on; Brenda Phillips rotated off previously.

Dan Green rotates on; Sheri Cranson rotates off.

Daniella Marchelletta rotates on; Kellie Buss rotates off.

Eric Ward rotates on; Maggie Swift rotates off.

Still Need:

Basic Science Medical School representative

Possibly additional voices from Small Schools and Colleges

Accomplishments Since November 19, 2019



- RAN Meetings Hosted:
 - February 25, 2020
 - May 20, 2020 - virtual
- Upcoming RAN Meetings
 - October 27, 2020
- Surveys from Oct 2019, May 2020
- Communications Feedback



Research Administrators' Network (RAN) Meetings - Tuesday, February 25, 2020



- Topics:**
- General Data Protection Regulation
 - Policy Overview
 - IRB Implications
 - Research Commons

Attendees: 99 in-person, 124 remote

Emcee: Cathy Seay-Ostrowski

YouTube: 74 subsequent views thus far

Agenda and presentations on the RAN webpage:

<http://orsp.umich.edu/ran>

Research Administrators' Network (RAN) Meetings

Established in partnership with unit administrators to support Research Administrators at U-M, the Research Administrators' Network (RAN) meetings are meant to provide continuing education in the area of research administration and provide opportunities for unit administrators to interact with each other and leaders in central administration.

Upcoming 2019
RAN Meetings:

Date: Thursday,
May 23, 2019

Time: 2:00 p.m. -
3:30 p.m.

3:30 p.m. - 5:00 p.m. (Office of
Research Staff Recognition Awards)

Location: Michigan League Ballroom



Photo by Sue Kelch

ACCESS RAN LIVE STREAM DURING THE MEETING

To view the Live Stream on the day of the event, go to
<http://orsp.umich.edu/ran-meeting-live-stream>.

ACCESS RAN WEBCASTS AFTER MEETING

Some of our RAN meetings are available by webcast. If you would like to experience RAN after the meeting, please visit the Meeting Packet for that meeting, available below under **References and Resources**. If available, the links to the video links will appear within each Agenda.

Research Administrators' Network (RAN) Meetings - Wednesday, May 20, 2020



- Topics:**
- Theme: Resilience
 - Export Controls Presentation
 - COVID-19 Updates

Attendees: 439 Participants!

Emcee: Terri Maxwell

YouTube: 75 subsequent views thus far

Agenda and presentations on the RAN webpage:

<http://orsp.umich.edu/ran>

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Post-RAN Meeting Surveys

Post-Meeting Survey Types on Rotation:

- General Audience - Feedback on RAN meeting
- Targeted Survey - RAs who registered, but did not attend (in person at least)
- Topics - Ranking and solicitation of topic ideas for future meetings

Updates:

- October, 2019 - topic survey
- February, 2020 - no survey
- May, 2020 - general audience survey, seek feedback on virtual meeting



Post-RAN Meeting Survey: October 2019

October 2019 Topic Survey:

- Asked respondents to assign interest level (high, medium, or low) to ten pre-selected topics identified by the subcommittee
 - Topic suggestions for both featured presentations and brief, “meet the office” presentations
- Asked respondents to submit other topics not on the pre-selected list
- 22 respondents
 - Featured presentations – high interest in: international engagements; cost transfer guidelines; property/equipment; and, **export controls**
 - Meet the office – high interest in: UMOR; ORCR; Office of Federal Relations



Post-RAN Meeting Survey: May 2020

May 2020 General Audience Survey [*Preliminary Results*]:

- Asked about reasons for attending, meeting organization and content relevance, as well as comparing Zoom format to traditional, in-person meetings.
- 50 respondents
 - Observations:
 - 90% of respondents rated the event "Excellent" or "Very Good."
 - 50% of respondents came for the COVID-19 updates; 46% for general training/professional development; 42% for central office updates; **42% for Terri Maxwell!**
 - 94% of respondents like the new format either better or the same as the traditional format.



Communications Feedback

Provided Feedback and Potential Questions on:

- RAPid Communications on a variety of topics
- Fly America Team communications when additional information or documentation needed
- Faculty Digest tie to Glossary Terms
- Deadline Policy - Limited and Full Review Checklist
- Compliance/PR Hold system-generated email
- New Subrecipient Commitment Form
- Research Tools & Biomaterial Sharing

In Progress:



- RAN Meeting Planning -
 - October 27, 2020
- Additional Communications Input Opportunities
- Web page review and feedback
- Informal peer-to-peer sharing for the RA community



Webpage Review and Feedback



Currently Working On:

- Manage Project landing page and sub pages
 - Landing page has been updated
 - Touches on the organization of **47 underlying pages/sections** (ex: F&A, PEERRS, UFAs)
 - Currently **unifying content** with Glossary, Navigate, and upcoming Faculty Digest for a **consistent messaging** and resources

Up Next:

- Route & Submit landing page

Done!

- Cost Share, Subaward, Extended Leave, HSIP



Informal Peer-to-Peer Sharing Forum



Fill the communication toolset gap for **informal community sharing**.

Current Status:

- Exploring alternate platforms (e.g. Piazza)
- Subcommittee is testing functionality of Google Groups

Next Steps:

- Assess alternate platforms
- Contact volunteers
- Test categorizing topics and sorting with new features
- Load initial content (e.g. budget templates)



Questions?





COI Policy & M-Inform Changes – An Update

RAAC Committee-at-Large
06/16/20

1

COI for July Reminders:

1. New "COI in Research" policy expanded outside activity to **all investigators** listed on a PAF or AWD for **sponsored research**:
 - U-M Principal Investigator
 - U-M Sponsor Principal Investigator
 - Participating Investigator with Specified Effort
 - Participating Investigator without Specified Effort
 - Other Non-Faculty Investigator
2. New policy and outside activity disclosure begins **July 1, 2020**.

Planned Communications:

June 5 - 8	June 15 -22	June 22	July 1
COI Unit Contacts & RADs <ul style="list-style-type: none">• New discloser list• Resources• Forward to disclosers	New Disclosers <ul style="list-style-type: none">• Orientation to Policy & System• Resources	COI Unit Contacts & RADs <ul style="list-style-type: none">• M-Inform system changes• Resources• Forward to disclosers	All Disclosers <ul style="list-style-type: none">• Outside Activity Disclosure Period start• Resources

New & Updated Resources To Date:

1. [Outside Activity Disclosure Guidance](#) – lists what to disclose / not disclose
2. [M-Inform Disclosure Questions \(Sample\)](#) – shows you what M-Inform will look like and displays all questions/sub-questions
3. [“COI in Research” Policy](#) – new rules!

All resources can be found on the [Conflicts of Interest website](#).

RAAC and DEI

RAAC Committee-at-Large Meeting

June 16, 2020



RAAC Demographics



CURRENT RAAC MEMBERSHIP

(as of 6/12/2020)

Ethnicity	Count	Percentage
American Indian/Alaskan Native	1	0.99%
Asian	3	2.97%
Black/African American	3	2.97%
Hispanic/Latino	6	5.94%
White, Not of Hispanic Origin	88	87.13%
Total	101	100.00%

Sex	Count	Percentage
Female	72	71.29%
Male	29	28.71%
Total	101	100.00%

Source: RAAC/Navigate Database

CURRENT RAAC MEMBERSHIP

(as of 6/12/2020)

Ethnicity	Count		Percentage	
	Female	Male	Female	Male
American Indian/Alaskan Native		1	0.00%	0.99%
Asian		3	0.00%	2.97%
Black/African American	3		2.97%	0.00%
Hispanic/Latino	3	3	2.97%	2.97%
White, Not of Hispanic Origin	66	22	65.35%	21.78%
Total	72	29	71.29%	28.71%

Source: RAAC/Navigate Database

Navigate Graduate Demographics



NAVIGATE COURSE GRADUATES

(as of 6/12/2020)

Ethnicity	Count	Percentage
Asian	37	6.75%
Black/African American	30	5.47%
Hispanic/Latino	20	3.65%
Not Indicated	4	0.73%
Two or More Races	10	1.82%
White, Not of Hispanic Origin	447	81.57%
Total	548	100.00%

Sex	Count	Percentage
Female	464	84.67%
Male	84	15.33%
Total	548	100.00%

Source: RAAC/Navigate Database

NAVIGATE COURSE GRADUATES

(as of 6/12/2020)

Ethnicity	Count		Percentage	
	Female	Male	Female	Male
Asian	33	4	6.02%	0.73%
Black/African American	28	2	5.11%	0.36%
Hispanic/Latino	16	4	2.92%	0.73%
Not Indicated	4		0.73%	0.00%
Two or More Races	9	1	1.64%	0.18%
White, Not of Hispanic Origin	374	73	68.25%	13.32%
Total	464	84	84.67%	15.33%

Source: RAAC/Navigate Database

Research Administration Jobcode Demographics



CURRENT APPOINTMENTS IN RESEARCH ADMINISTRATION JOB CODE SERIES

(as of 6/12/2020)

Ethnicity	Count	Percentage
American Indian/Alaskan Native	1	0.21%
Asian	24	5.15%
Black/African American	24	5.15%
Hispanic/Latino	15	3.22%
White, Not of Hispanic Origin	392	84.12%
Not Indicated	3	0.64%
Two or More Races	7	1.50%
Total	466	100.00%

Sex	Count	Percentage
Female	378	81.12%
Male	88	18.88%
Total	466	100.00%

Source: U-M Data Warehouse

Research Administration Jobcode Demographics



CURRENT APPOINTMENTS IN RESEARCH ADMINISTRATION JOB CODE SERIES

(as of 6/12/2020)

Source: U-M Data Warehouse

103882 - Research Administration Asst

Ethnicity	Count		Percentage	
	Female	Male	Female	Male
Asian	1		7.14%	0.00%
Black/African American	3		21.43%	0.00%
Hispanic/Latino	1		7.14%	0.00%
White, Not of Hispanic Origin	9	5	64.29%	100.00%
Total	14	5	100.00%	100.00%

103883 - Research Administration Assoc

Ethnicity	Count		Percentage	
	Female	Male	Female	Male
Asian	5		17.24%	0.00%
Black/African American	2	1	6.90%	4.35%
Hispanic/Latino	2		6.90%	0.00%
Two or More Races		2	0.00%	8.70%
White, Not of Hispanic Origin	20	20	68.97%	86.96%
Total	29	23	100.00%	100.00%

103884 - Research Administrator Inter

Ethnicity	Count		Percentage	
	Female	Male	Female	Male
Asian	4	1	4.17%	5.26%
Black/African American	6	1	6.25%	5.26%
Hispanic/Latino	6		6.25%	0.00%
Two or More Races	3		3.13%	0.00%
White, Not of Hispanic Origin	77	17	80.21%	89.47%
Total	96	19	100.00%	100.00%

103885 - Research Administrator Sr

Ethnicity	Count		Percentage	
	Female	Male	Female	Male
Asian	8		6.30%	0.00%
Black/African American	5		3.94%	0.00%
Hispanic/Latino	1	1	0.79%	5.56%
Not Indicated	1		0.79%	0.00%
Two or More Races	1		0.79%	0.00%
White, Not of Hispanic Origin	111	17	87.40%	94.44%
Total	127	18	100.00%	100.00%

Research Administration Jobcode Demographics



CURRENT APPOINTMENTS IN RESEARCH ADMINISTRATION JOB CODE SERIES

(as of 6/12/2020)

Source: U-M Data Warehouse

103886 - Research Administrator Ld

Ethnicity	Count		Percentage	
	Female	Male	Female	Male
Asian	3	1	5.56%	8.33%
Black/African American	2		3.70%	0.00%
Hispanic/Latino	2		3.70%	0.00%
Not Indicated	1		1.85%	0.00%
Two or More Races	1		1.85%	0.00%
White, Not of Hispanic Origin	45	11	83.33%	91.67%
Total	54	12	100.00%	100.00%

103887 - Research Administration Supvr

Ethnicity	Count		Percentage	
	Female	Male	Female	Male
Asian		1	0.00%	33.33%
Black/African American	1		16.67%	0.00%
White, Not of Hispanic Origin	5	2	83.33%	66.67%
Total	6	3	100.00%	100.00%

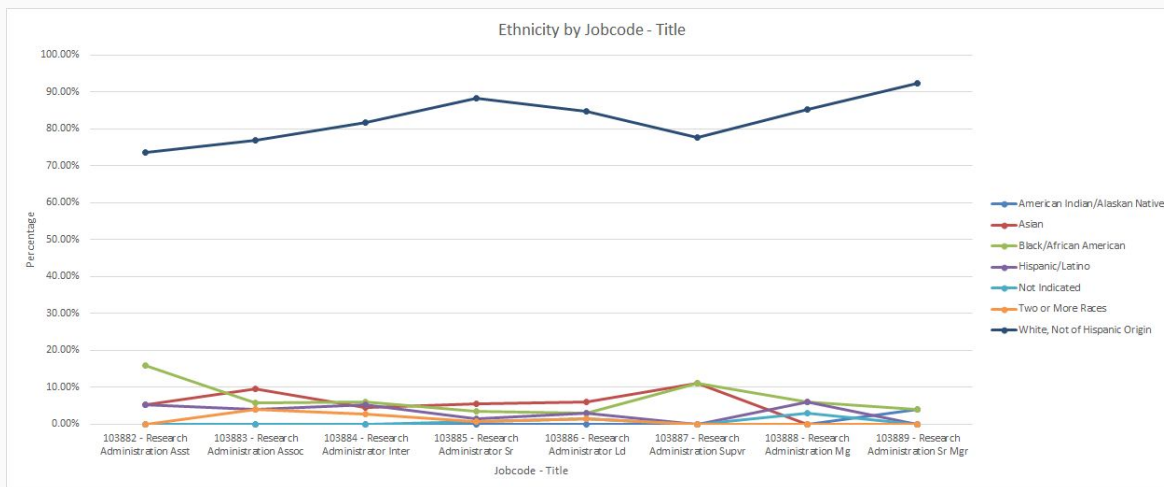
103888 - Research Administration Mg

Ethnicity	Count		Percentage	
	Female	Male	Female	Male
Asian	2		6.45%	0.00%
Black/African American	1	1	3.23%	33.33%
Hispanic/Latino	1		3.23%	0.00%
White, Not of Hispanic Origin	27	2	87.10%	66.67%
Total	31	3	100.00%	100.00%

103889 - Research Administration Sr Mgr

Ethnicity	Count		Percentage	
	Female	Male	Female	Male
Asian		1	0.00%	20.00%
Black/African American	1		4.76%	0.00%
White, Not of Hispanic Origin	20	4	95.24%	80.00%
Total	21	5	100.00%	100.00%

Research Administration Jobcode Demographics



U-M Ann Arbor Demographics



UNIVERSITY OF MICHIGAN – ANN ARBOR (INCLUDING HOSPITALS)

Ethnicity	Count	Percentage
American Indian/Alaskan Native	74	0.21%
Asian	1,978	5.49%
Black/African American	3,850	10.69%
Hispanic/Latino	1,227	3.41%
White, Not of Hispanic Origin	27,135	75.35%
Native Hawaiian/Pacific Islander	32	0.09%
Two or More	796	2.21%
Unknown	516	1.43%
International	405	1.12%
Total	36,013	100.00%
Sex	Count	Percentage
Female	25,597	71.08%
Male	10,416	28.92%
Total	36,013	100.00%

Source: Office of Budget and Planning, Faculty and Staff Headcount, 2019 Update (p. 23).

SE Michigan Demographics



SOUTHEAST MICHIGAN* DEMOGRAPHICS

Ethnicity	Count	Percentage
Asian	168,092	3.6%
Black	1,018,089	21.6%
Hispanic	182,970	3.9%
White, Not of Hispanic Origin	3,223,281	68.5%
Multi-Racial	92,100	2.0%
Other	20,211	0.4%
Total	4,704,743	100.00%

Source: Southeast Michigan Council of Governments (SEMCOG) Community Profile, using the 2010 US Census Data.

*Includes the following counties in Southeast Michigan: Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, and Wayne.

Comparative Demographics



COMPARATIVE DEMOGRAPHICS

Ethnicity	RAAC	Navigate	RA Jobcodes	U-M Ann Arbor	SE Michigan
American Indian/Alaskan Native	0.99%		0.21%	0.21%	
Asian	2.97%	6.75%	5.15%	5.49%	3.60%
Black/African American	2.97%	5.47%	5.15%	10.69%	21.60%
Hispanic/Latino	5.94%	3.65%	3.22%	3.41%	3.90%
White, Not of Hispanic Origin	87.13%	81.57%	84.12%	75.35%	68.50%
Native Hawaiian/Pacific Islander				0.09%	
Two or More		1.82%	1.50%	2.21%	2.00%
Unknown		0.73%	0.64%	1.43%	
International				1.12%	
Other					0.40%
Total	100.00%	100.00%	100.00%	100.00%	100.00%