Research Administrators' Network Meeting

AGENDA

February 28, 2023
2:00-3:30 p.m.
Zoom Webinar

Welcome & Introductions

Cathy Liebowitz, RAAC Communications Subcommittee
Danielle Smith, Guest Emcee

Demystifying the Certified Research Administrator (CRA) Designation Panel Presentation

Danielle Smith, Moderator
Corinna Burghardt, Stephanie Blackmore, Fred Paffhausen, Nick Prieur - Panelists

Updates

RAAC DEI Workgroup – Chris DeVries, RAAC Project Manager
Information and Technology Services - Carolyn Pappas, Program Manager, ITS
Sponsored Programs - Debbie Talley, Director, Sponsored Programs
Office of Research & Sponsored Projects - Andrea Anderson, Assoc. Director, ORSP

Closing Remarks

RAN schedule for the rest of this Calendar Year:
http://orsp.umich.edu/ran

Ideas for a future meeting?
Contact ran-plans@umich.edu

Brought to you by the Research Administration Advisory Council (RAAC) Communications Subcommittee.

Welcome to RAN!

February 28, 2023
Research Administrators' Network (RAN) Meeting

Welcome!

RAAC Communications Subcommittee

- Jodi Caviani (Social Work)
- Kara Cristian (LSA)
- Constance Colthorp (ORSP/Spon Progs)
- Cindy Dames (ORSP)
- Lori Deromedi (UMOR)
- Kathy Devereux (UMOR)
- Chris DeVries (ORSP/Spon Progs)
- Dan Green (LSA)
- Prentiss Laich (Spon Progs)
- Melissa Li (Med School)
- Cathy Liebowitz (ISR)
- Amy Lingle (Engineering)
- Daniela Marchelletta (ORSP)
- Sarena Nuttall (Engineering)
- Becky O'Brien (UMSI)
- Thomas Paluchniak (ORSP)
- Sally Sivrais (Med School)
- Ashley Tyler (Spon Progs/OCA)

Meeting Notes & Details

- This event is being recorded. The presentation and slides will be posted to the RAN webpage.
- Zoom webinar - watch mode. Chat is disabled.
- You can submit questions via the Q&A function.
- Live captioning is turned on (you can disable this using your settings).
- We acknowledge that the University of Michigan is located on the territory of the Anishinaabe people.

Our Agenda

What we have planned for you today

- **Presentations:**
  - De-mystifying the CRA Process - A Panel Discussion
  - RAAC Update
- **Updates:**
  - ORSP, Sponsored Programs, ITS

“Education is our passport to the future, for tomorrow belongs to the people who prepare for it today.”

~ Malcolm X

RA Community Kudos

Shout out! to all the more than 100 volunteers who make RAAC a reality.

Thank you to all of the members of:

RAAC-Executive Committee

RAAC Committee-At-Large

RAAC Communications, Metrics, Process, and Training Subcommittees

RAAC DEI Workgroup

Coming Soon

- **Virtual Networking Sessions**
  - We will have a session with representatives from Sponsored Programs on **Wednesday, March 15, 2023 from 9:30–10:30 a.m.** More information is forthcoming.
  - We are planning a session with representatives from ORSP in April 2023 (final date TBD)
- **More 21 Questions with RA community members**
- **May RAN**

Quick Poll – Certified Research Administrator (CRA)

This poll is anonymous.

Please tell us about your familiarity with the Certified Research Administrator (CRA) designation (select all that apply):

1. I have obtained my CRA and my certification is active.
2. I have obtained my CRA but my certification has lapsed.
3. I am planning to sit for the CRA exam in the next 12 months.
4. I am interested in learning more about the CRA.
5. I have no intention of pursuing my CRA at this time.

Our Emcee - Danielle Smith, B.S., CRA

- Director for Research Administration, Life Sciences Institute
- 23+ years in research administration
- RAAC and SSCRAG member; Co-creator of U-M's aiM Higher CRA Study Program
- Active member of NCURA and SRAI
- Avid nature photographer and writer

Guest Emcee Remarks

February 28, 2023
RAN Meeting
Danielle Smith / Director of LSI Research Administration

Background of the RACC and CRA Designation

- The Research Administrators Certification Council (RACC) was formed in 1993.
- RACC is comprised of active certified research administrators from a variety of institutions who volunteer to improve the RA profession and to help other RAs become more proficient in the RA field.
- The designation of CRA means that an individual has met the eligibility requirements of the RACC, and through experience and testing, proves that they have the fundamental knowledge necessary to be a professional research administrator.
- Achieved through an exam which is based on the "Body of Knowledge" and covers the entire spectrum of research administration.

CRA Exam – Eligibility Requirements

- Bachelor's or advanced degree, and 3 years of professional RA experience;

  OR

- Associate's degree and 5 years of professional RA experience;

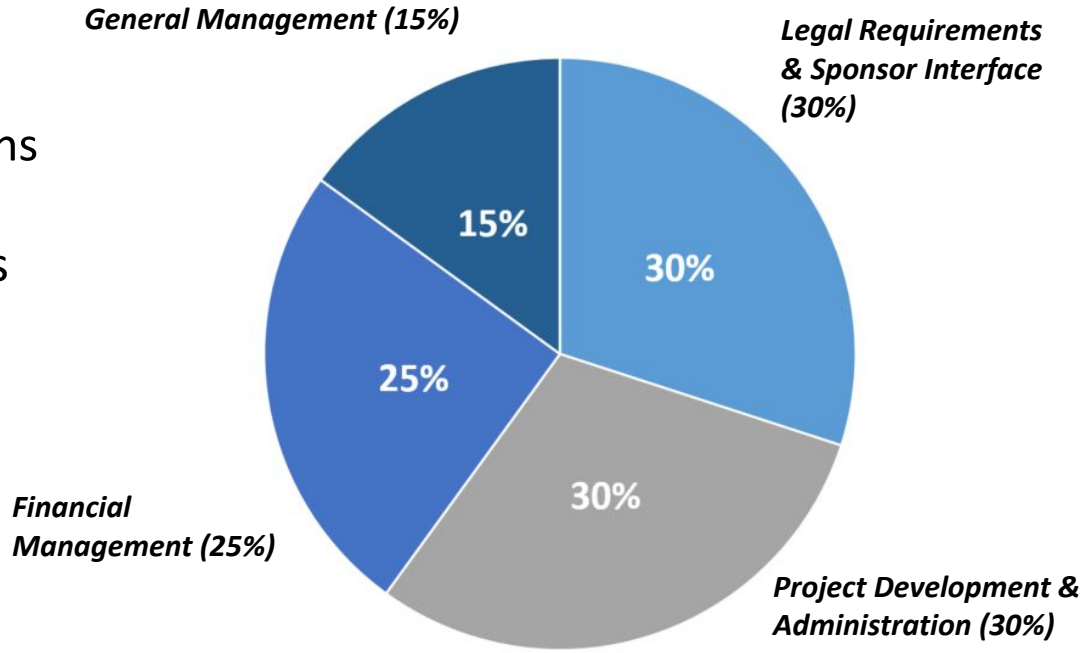
  OR

- No degree and 6 years of professional RA experience (requires special waiver).

- Professional experience must be in research administration or sponsored programs administration either in a sponsoring or recipient organization or the equivalent in a self-funded organization.

CRA Exam – Details

- 250 Multiple Choice Questions
- Revolving Pool of Questions
- Total testing time of 4 hours



Pie chart showing the breakdown of the testing categories on the exam.

De-mystifying the Certified Research Administrator (CRA) Designation

February 28, 2023
RAN Meeting
Panel Presentation

Today’s Panelists

Stephanie Blackmore
Research Administrator Lead
LSA

Corinna Burghardt
Research Administrator Senior
LSA

Fred Paffhausen
Financial Intermediate Manager
Medical School

Nick Prieur
Research Administration Senior Manager
ISR

Maintaining CRA Credentials

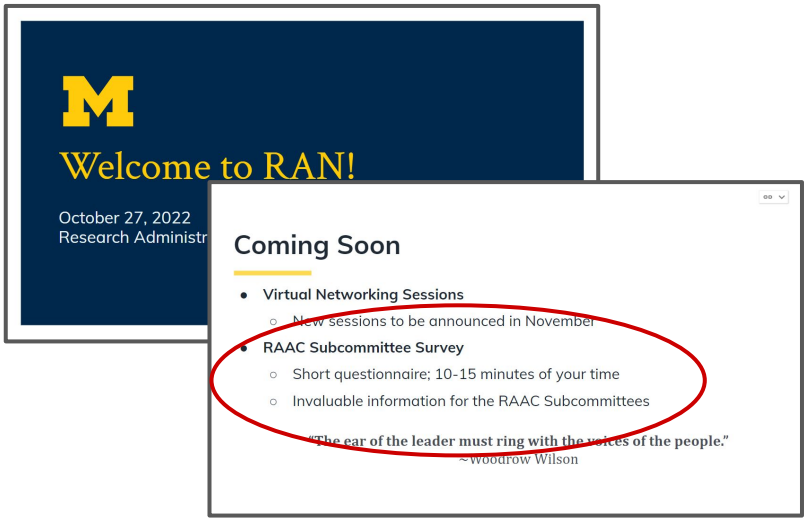
- Recertification is required and there are different paths to get there.
- You can retake the exam or submit a recertification application with a detailed transcript of your contact hours (professional development or research activities). Cost is $195.
- If you’re a current CRA, the 5-year term applies for your current recertification (80 contact hours);
- After that, every 3 years (42 contact hours).

Word cloud created by Melissa Li: Use one word to describe what the CRA means to you.

RAAC Update

February 28, 2023
RAN Meeting
Chris DeVries / Project Manager, RAAC

RAAC Survey



Screenshot of slides from October 2022 RAN meeting.

- We mentioned the survey in the October 2022 RAN Meeting.
- Survey was open for four weeks during November and December 2022
- Thanks those who submitted one of the 98 responses!
- The subcommittees are reviewing and prioritizing the results.

RAAC DEI Workgroup

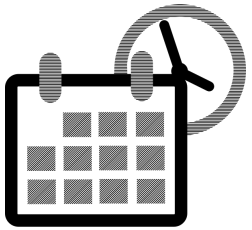
RAAC DIVERSITY, EQUITY & INCLUSION WORKGROUP

- Sent a newsletter showcasing Black History Month events and resources.
- Partnered with Sponsored Programs to host a Current Events Water Cooler Session.
- Reminder to check in with your colleagues and teams – current events impact all of us in different ways.

RAAC Chairs Update

- The RAAC Chairs began meeting monthly in 2022 to share information and look for ways to collaborate.
- We are currently looking for ways to improve the membership and succession processes within the RAAC.

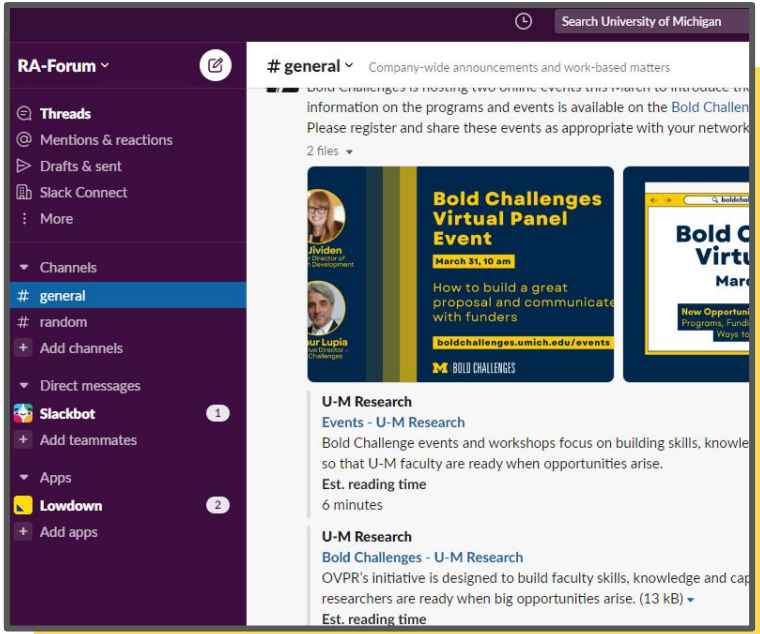
Upcoming RAAC Events



- **March 15, 2023 from 9:30–10:30 a.m.** – *RAAC Communications Virtual Networking Session*
  - Welcoming guests from Sponsored Programs; submit questions on the Jamboard – https://jamboard.google.com/d/1L6xjA0l9KT1h4uPz6UaEuMAVKWKyxOUurf9Uw_tHPoQ/edit?usp=sharing
- **April 5, 2023** – *Applications due for Navigate: Uniform Guidance Cost Principles*
  - 2-Day Virtual Instructor Led Course – April 18 and 25, 2023 from 8:30 a.m.–12:30 p.m.
- **TBD – April 2022** – *RAAC Communications Virtual Networking Session*
  - Welcoming guests from ORSP.
- **May 17, 2023 from 2:00–3:30 p.m.** – May Research Administrators' Network (RAN) Meeting

Don’t forget to join us on Slack!

- We continue to grow the RA Forum on Slack.
- Announcements, job postings, sharing resources and best practices, getting to know other RAs, and more!
- um-orsp-ra-forum.slack.com



Screenshot of a post from the RA Forum on Slack.

ITS Update

February 28, 2023
Research Administrators' Network (RAN) Meeting
Carolyn Pappas / Program Manager, ITS

eRPM Release Highlights

eResearch Proposal Management (eRPM) Version 6.9 - February 27, 2023

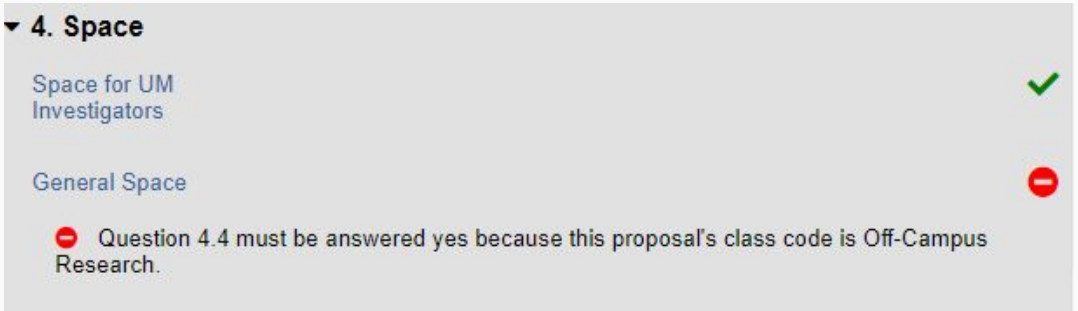
- Proposal Approval Form (PAF) changes related to the new NSF Policy for off-campus research
- Automatic compliance checking of M-Inform Disclosures
- Improved emails sent to Project Team for Compliance Holds
- Updated list of PI job codes
- Award/Award Change Request (ACR): “Mod/ACR” tab updates to display documents
- SF424: Update congressional districts and cognizant official name

eRPM: NSF Policy changes to PAF

- Updates to support the NSF Policy on Safe and Inclusive Working Environment for Off-Campus and Off-Site Research
  - Ties questions 1.8 (Class Code) and 4.4 (Off-Campus work). If class code is off-campus, you must answer 4.4 as “Yes”.

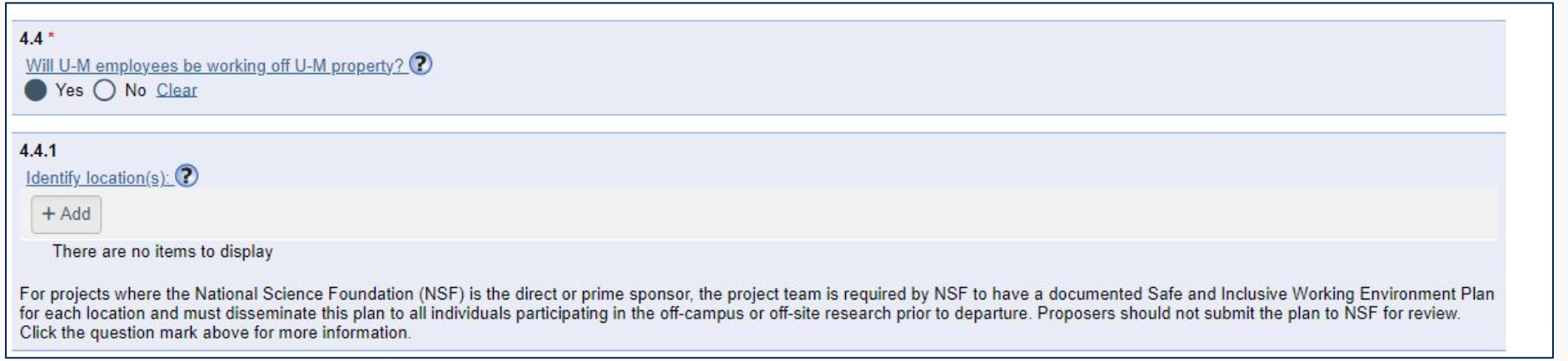
If Proposal Type/Class Code is Off-Campus:

Validation rule to ensure “Will U-M employees be working off U-M property is “Yes”:



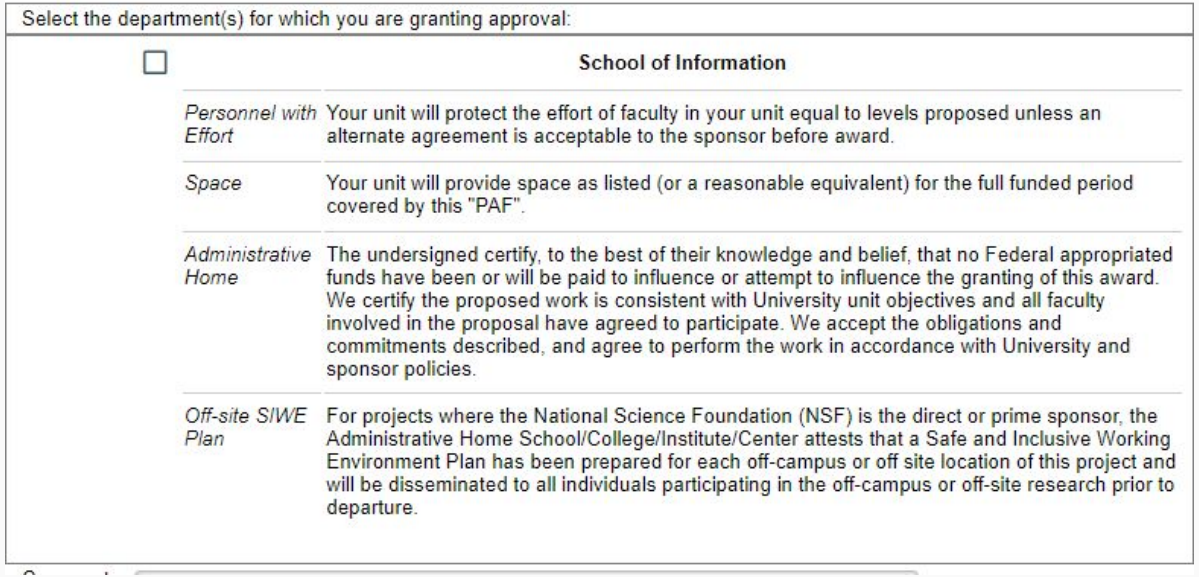
eRPM: NSF Policy changes to PAF

- Updates to support the NSF Policy on Safe and Inclusive Working Environment
  - If Question **4.4 Will U-M employees be working off U-M property?** is “Yes”, the subsequent question **4.4.1 Identify location(s)** will display new text reminding project teams to have a documented plan for each identified location.



eRPM: NSF Policy changes to PAF

- Updates to support the NSF Policy on Safe and Inclusive Working Environment
  - Unit Approvers for the Administrative home department chain will see the new text if the PAF was answered “Yes” for Q4.4 (employees working off U-M property)

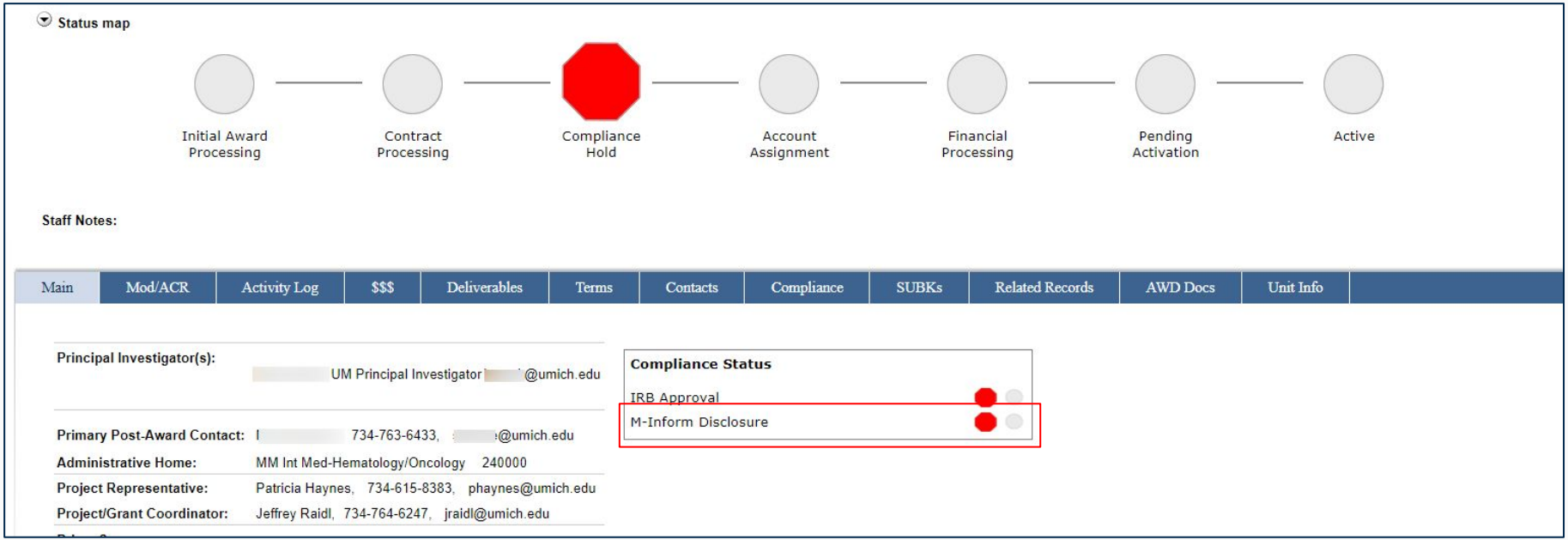


Select the department(s) for which you are granting approval:

☐	School of Information	
	Personnel with Effort	Your unit will protect the effort of faculty in your unit equal to levels proposed unless an alternate agreement is acceptable to the sponsor before award.
	Space	Your unit will provide space as listed (or a reasonable equivalent) for the full funded period covered by this "PAF".
	Administrative Home	The undersigned certify, to the best of their knowledge and belief, that no Federal appropriated funds have been or will be paid to influence or attempt to influence the granting of this award. We certify the proposed work is consistent with University unit objectives and all faculty involved in the proposal have agreed to participate. We accept the obligations and commitments described, and agree to perform the work in accordance with University and sponsor policies.
	Off-site SIWE Plan	For projects where the National Science Foundation (NSF) is the direct or prime sponsor, the Administrative Home School/College/Institute/Center attests that a Safe and Inclusive Working Environment Plan has been prepared for each off-campus or off site location of this project and will be disseminated to all individuals participating in the off-campus or off-site research prior to departure.

eRPM: M-Inform Disclosures

- M-Inform Disclosures for UM Investigators will be checked in eRPM
  - Award/Mod will go on **Compliance Hold** if all disclosures are not valid
  - New **Compliance** tab on Award Change Request/Mod workspace



eRPM: M-Inform Disclosures & Emails

- Improved the email notifications sent to Project Teams when a project goes on a Compliance Hold
  - Provides clearer instructions
  - Includes details about what factor is on hold and the reason for it

Action May Be Required: Award Modification moved to Compliance Hold AWD020817-MOD001 (Was) Inbox ×

eresearch@umich.edu
to me

Action may be required. Please do not reply to this message.

A Compliance Hold has been placed on the Award referenced below due to one or more outstanding regulatory requirements. Funding will not be released until the compliance items indicated in the Award have been satisfied. The reason for the Compliance Hold is listed below.

- Not all investigators have a current disclosure on file in M-Inform. Review the Compliance tab of the record to determine who needs to disclose.

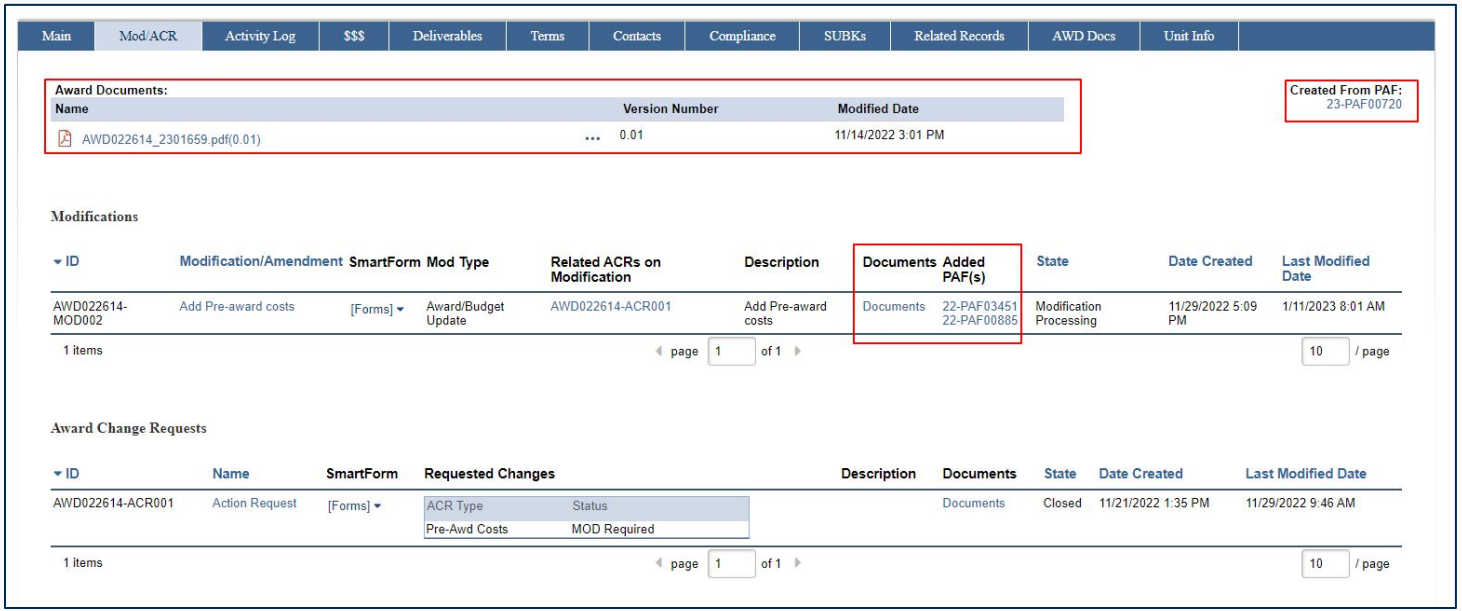
Regulatory Office Contacts (See Program Contacts for IRB,COI,etc)
Environmental Health & Safety Contacts (e.g., Radiation Safety, etc)
Job Aid: Compliance Status and Holds

eRPM: Job Codes for PIs

- Updated list of Job Codes for PIs table
  - PIs whose eRPM appointment is one of the new LEO GLAM Library, Archivist, and Curator job codes will not require a justification and approval by the department.
    - https://hr.umich.edu/working-u-m/my-employment/academic-human-resources/librarians-archivists-curators
  - PIs whose eRPM appointment is their Emeritus/a job codes will require a justification and approval by the department.

eRPM: Award Mod/ACR Tab Updates

- Added new fields to **Mod/ACR** tab to assist in locating documents that are associated with Modifications or Award Change Requests
  - Links to original Award Documents, Created From PAF, and Documents



Sponsored Programs Update

February 28, 2023
Research Administrators' Network (RAN) Meeting
Debbie Talley, Director, Finance-Sponsored Programs

Reports and
More Reports!

Thank
YOU!

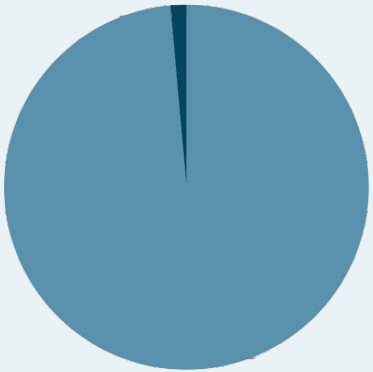
Peak Season Statistics

98.56%

of Reports Completed!

Reports to Complete Goal: 2,368

Reports Completed: 2,334



Spring Cleaning!

Teamwork makes the DREAMWORK!

Closeouts - we need your help

Current Active: 1,618

Current Late: 603

Partnership and collaboration go a long way.
There is almost nothing we can't accomplish together!

Audit update

- Uniform Guidance

Equipment Inventory

- Inventory was retaken last Fall
- Still a number of assets not accounted for
- Property Control is working with units to locate all assets
- A reminder about the Navigate eLearning module – Monitoring Capital Equipment: RA Best Practices

https://maislinc.umich.edu/Core/pillarRedirect?relyingParty=LM&url=core%2Factivitydetails%2FViewActivityDetails%3FActivityId%3D70623%26UserMode%3D0

Personnel updates

New reporting accountants

- Katie Cronshagen
- David Lee
- Eliott West
- Melissa Wright (returning)

Katie Cronshagen

David Lee

Eliott West

Melissa Wright

Thank you!

ORSP Update

February 28, 2023
Research Administrators' Network (RAN) Meeting
Andrea Anderson, Associate Director/Acting Director, ORSP

Agency Updates

Marie Maynard Daly: The first black woman to earn a Ph.D. in chemistry in the United States. Dr. Daly made significant contributions to our understanding of how the diet affects health and was the first to identify a relationship between cholesterol and clogged arteries.

Photo Credit:
Queens College Silhouette Yearbook, Public domain, via Wikimedia Commons

NSF - Safe and Inclusive Working Environment

- **NSF Proposal Additions for Safe and Inclusive Working Environment**
  - Requires proposers to have a plan to create and maintain a Safe and Inclusive Working Environment for projects that include off-campus/off-site research.
    - For proposals due on or after January 30, 2023.
    - Several solicitations from BIO and GEO now require submission of this plan.
    - For other NSF Directorates: The PI and project team need not submit the plan to NSF for review in the proposal, but they must create it.
    - Please use ORSP's Safe and Inclusive Work Environment(s) Plan template.
    - See orsp.umich.edu/nsf-safe-inclusive-off-campus-off-site-research.

NIH - Data Management & Sharing Policy Updates - DMS Plans

National Institutes of Health

- **NIH DMS Plan Oversight**
  - PI and other study personnel will provide in most cases
  - If help is needed, consider these resources:
    - OVPR Research Data Stewardship page - NIH DMSP resources
    - U-M Library - Research Guides - Research Data Management
    - U-M Navigate Webinar - NIH Data Management & Sharing Policy (Nov 1, 2022)
    - DMS Plan Format Page (Word doc) provided by NIH
    - DMPTool - https://dmptool.org/

NIH - Data Management & Sharing Policy Updates - Budget Resources

National Institutes of Health

- **Budgeting and Cost Resources**
  - Use for research budgets for the new DMS policy activities.
  - See NIH FAQs
  - ORSP's website will maintain links to these FAQs on these pages:
    - Budget & Cost Resources
    - Working with NIH
    - Data Sharing Resources & Policies

NIH Requires Behavioral Codes of Conduct for Award Recipients

National Institutes of Health

- Institutional level requirement, sharing for awareness
- Relevant SPGs (listed on ORSP website)

- U-M SPG 201.89 - Discrimination and Harassment
- U-M SPG 605.01 - Safety, Health, and Environmental Policy
- U-M SPG 201.97 - Supervisor Employee Relationships
- U-M SPG 406.01 - Student Counseling Services
- U-M SPG 601.89 - Policy on Sexual and Gender-Based Misconduct
- U-M SPG 201.35 - Non-Discrimination
- U-M SPG 601.90 - Protection from Retaliation
- U-M SPG 201.96 - Professional Standards for Faculty
- U-M SPG 201.14 - Employee Assistance Programs – Faculty and Staff Counseling & Consultation Office & the Michigan Medicine Office of Counseling and Workplace Resilience
- U-M SPG 601.16 - Electronic Access to Potentially Offensive Materials
- U-M SPG 601.22-1 - Employee-Student Relationships
- U-M SPG 201.12 - Discipline

Other NIH Updates

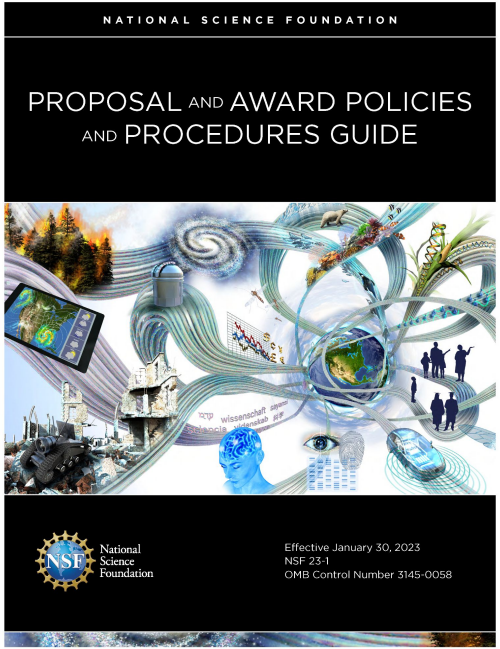
- NIH formally announced salary cap for Executive Level II at **$212,100** – an $8,400 increase, effective January 1, 2023. See NOT 23-056.

- View more on the ORSP website and in The RAP newsletter

Sponsor Updates - NSF

- **Revised formats for:**
  - Biosketches
  - Current and Pending (Other) Support

- Consistent with new Proposal and Award Policies and Procedures Guide (PAPPG)



On the Home Front

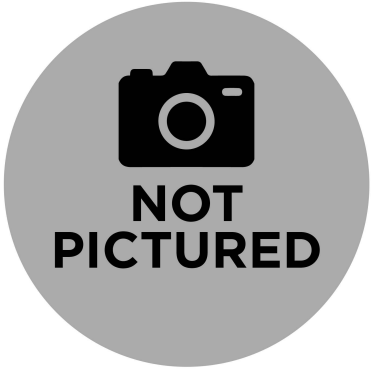
Photo Credit: © Corey Seeman, Univ. of Mich. Squirrels, Flickr

Shandra White

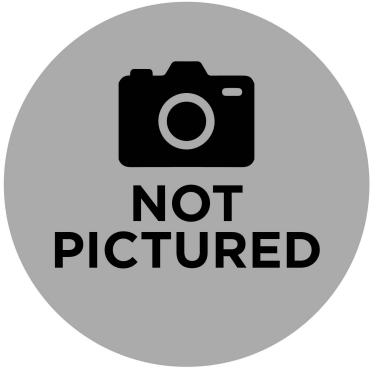
- 15 years of leadership in sponsored research, grants and contracts administration
- Assistant Vice president for Sponsored Research at Northwestern University
- Director of Sponsored Projects and Research Enhancement at George Washington University
- Starts Monday, April 10

Shandra White will begin role as Assistant Vice President for Research and Sponsored Projects on April 10, 2023

Welcome New Staff!



Taylor Guinn
Assistant Project Representative
Private Sponsors Team



Sara Sanders
Assistant Project Representative
Government Sponsors Team

Other Staff Updates - Departures/Hiring

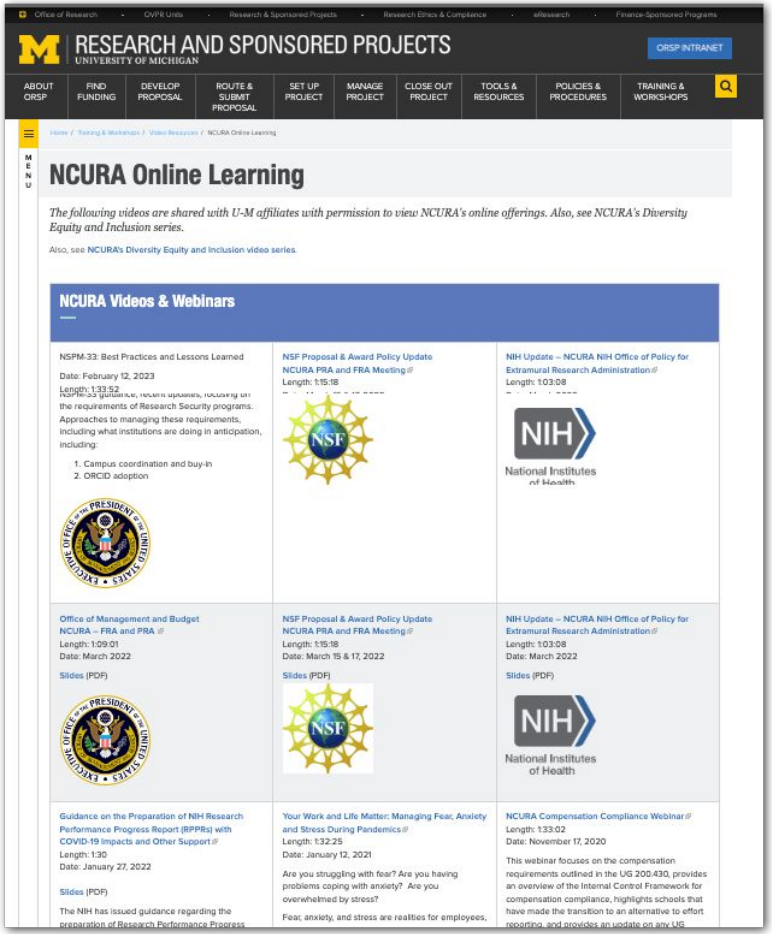
- Departures/Retirements
  - Manny Pierce
  - Tony Nielsen
- Hiring
  - New Posting: 1 Support Staff position
  - Finalizing hiring for 3 PRs (2 new positions and 1 replacement)
  - Search underway for Assistant Managing Project Rep. - Private Team

OVPR Awards

- Nominations for OVPR Research Staff Awards due today February 28
- Eleven awards to recognize staff
- Additional awards for faculty
- Awardees receive a personal honorarium of $1,000 and an award
- See research.umich.edu

NCURA Webinars

- Did you know that ORSP hosts some of NCURA's video content?
- Requires U-M Login
- See presentations from Agencies and other great professional development offerings:
    - http://orsp.umich.edu/ncura



Congressional District Changes

- 2020 Census led to Michigan losing a congressional seat.
- U-M home districts changed.
- Details on ORSP's Frequently Required Proposal Data page.
- eRPM updated the SF424 form (thought it was editable)

- **UM-Ann Arbor** is located in **MI-006** Rep. Debbie Dingell (*was MI-012*)
- **UM-Dearborn** is located in **MI-012** (Rep. Rashida Tlaib)
- **UM-Flint** is located in **MI-008** (Rep. Dan Kildee) (*was MI-05*)

OVPR Research Data Stewardship Initiative

- Hear from faculty experts across a range of disciplines at U-M on:
    - research data sharing practices
    - value of data stewardship
    - best practices for how to structure research programs or scholarship
- Register at https://research.umich.edu/research-data-stewardship/

RESEARCH DATA STEWARDSHIP INITIATIVE
UNIVERSITY OF MICHIGAN

Guest Emcee Remarks

February 28, 2023
RAN Meeting
Danielle Smith / Director of LSI Research Administration

Closing Remarks

February 28, 2023
RAN Meeting

Quick Poll – RAN Meeting Relevance

This poll is anonymous.

Please tell us how relevant you found today's meeting content, on a 5-point scale:

1. Not relevant
2. Slightly relevant
3. Moderately relevant
4. Relevant, or
5. Highly relevant

Thank You for Attending RAN!

Thank you to our Emcee, panelists and presenters, the RAAC Communications subcommittee, and to you for joining us today.

Stay connected on the Research Administrators' Forum on Slack, and Virtual Networking sessions.

RAN 2023! Next RAN meeting is scheduled for May 17 - save the date!

"Find the good. It's all around you.
Find it, showcase it, and you'll start believing in it."
~Jesse Owens

Professional Development Updates

February 28, 2023
Research Administrators' Network (RAN) Meeting

National Council of University Research Administrators (NCURA)

NCURA
Supporting Research...*together*™
National Council of University Research Administrators

NCURA Region IV

- Spring Meeting is April 30 – May 3, 2023 in Sioux Falls, SD.
- **Registration is open** through March 15 and **there are many U-M presenters**!

Visit ncuraregioniv.com for more information

NCURA National

- Financial Research Administration (FRA) and Pre-Award Research Administration (PRA) Conferences will be held in March 2023.

Go to ncura.edu for more information

Society of Research Administrators International (SRAI)

- **Michigan Chapter Meeting**
  - April 28, 2023 at Michigan State
  - Registration is now open: https://www.srainternational.org/michiganchapter/chapter-meeting/chapter-registration

- **Michigan Chapter Chat**
  - Planning for a **mid-March (date TBD)** session on the NIH Data Management & Sharing policy.
  - More details will be shared soon.

National Organization of Research Development Professionals (NORDP)

National Organization of
Research Development Professionals

NORDP National Meeting

- 15th Annual NORDP Conference
  - May 7-10, 2023 in Arlington, VA.
  - Registration is now open: https://nordp.memberclicks.net/nordp23crystalcity#!/

Go to nordpnews.org or nordp.org for more information

Additional Announcements

February 28, 2023
Research Administrators' Network (RAN) Meeting

Navigate Training Information

Navigate: Uniform Guidance Cost Principles

Two-day Virtual Instructor-Led Course
April 18 and 25, 2023
8:30 am - 12:30 pm

Register to attend by Wednesday, April 5, 2023.

UNIFORM GUIDANCE
NAVIGATING RESEARCH ADMINISTRATION AT THE UNIVERSITY OF MICHIGAN

Additional Training Resources

- Navigate *E*-ssentials eLearning Modules available anytime.
- Access the Navigate Video Resources page to view recordings of previous webinars, lunch & learn sessions and more.

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aiM Higher Study Group

- aiM Higher is the U-M study group for the Certified Research Administrator (CRA) exam.
- The cohort will consist of 8 CRA-moderated sessions before each exam period (Spring and Fall 2023).
- Participants will have the opportunity to view sample quizzes and participate in Q&A sessions with current CRAs.

Forming the Spring 2023 cohort now!

- Registration is open and applications will be accepted until the sessions begin on March 3, 2023.
- Contact aimhigher@umich.edu for more information or visit https://orsp.umich.edu/tools-resources/navigate/aim-higher-cra-study-group

aiM Higher

Kudos and Thanks!

February 28, 2023
Research Administrators' Network (RAN) Meeting

Thanks to all who served on RAAC in 2022!

RAAC Communications:

- Cathy Liebowitz – ISR (*Chair*)
- Jodi Caviani – Social Work
- Constance Colthorp – ORSP
- Kara Cristian – LSA
- Lori Deromedi – OVPR
- Kathy Devereux – OVPR
- Prentiss Laich – Sponsored Programs
- Melissa Li – Medical School
- Amy Lingle – Engineering
- Daniella Marchelletta – ORSP
- Sarena Nuttall – Engineering
- Becky O'Brien – Information
- Thomas Paluchniak – ORSP
- Sally Sivrais – Medical School
- Ashley Tyler – Sponsored Programs

RAAC Metrics:

- Jennifer Huntington – ISR (*Chair*)
- Chris Allan – ISR
- Steve Beach – LSA
- John Cristiano – U-M Dearborn
- Laura Dickey – ORSP
- Stephanie Hensel – Education
- Adam Mall – Sponsored Programs
- Melissa Milligan – LSA
- Vasu Ramani – ITS
- Mike Randolph – ITS
- Rachael Lee – Engineering
- Susan Sica – Medical School
- Polly Simms – ORSP
- Beth Wenner – ORSP
- Rick Wintergerst – Engineering

Thanks to all who served on RAAC in 2022!

RAAC Process:

- Anne Thomson – LSA (*Chair*)
- Karen Alameddine – ORSP
- Andrea Anderson – ORSP
- Beth Brant – Medical School
- Kerri Cross – ISR
- Maryclaire Ellis – Ford School of Public Policy
- Teresa Herrick – SEAS
- Melissa Karby – OVPR
- Joe Johnson – ORSP
- Lynn Kujawa – Engineering
- Tony Nielsen – ORSP
- Heather Offhaus – Medical School
- Carolyn Pappas – ITS
- Amanda Simon – Sponsored Programs
- Pat Turnbull – U-M Dearborn
- Bryan VanSickle – Sponsored Programs
- Rick Wintergerst – Engineering

RAAC Training:

- Patrick Lagua – Dentistry (*Chair*)
- Kellie Buss – ORSP
- Amy Brooks – Engineering
- Betsy Brouhard – Medical School
- Kate Chie – ORSP
- Lori Deromedi – OVPR
- Raquel de Paula Silvius – Navigate
- Lyn Fyfe – Navigate
- Jeanne Haney – Sponsored Programs
- Holly McCamant – LSA
- Jessica Mirelez – Medical School
- Susan Powell – Engineering
- Nick Prieur – ISR
- Pat Turnbull – U-M Dearborn
- Corene Weiland – LSA

Thanks to all who served on RAAC in 2022!

RAAC DEI Workgroup:

- Andrea Anderson – ORSP
- Kristie Beckon – Sponsored Programs
- Linda Chadwick – ORSP
- Constance Colthorp – ORSP
- Molly Dahlgren – Medical School
- Chris DeVries – RAAC
- Jennifer Huntington – ISR
- Melissa Li – Medical School
- Cathy Liebowitz – ISR
- Jennifer Martin – *In Memoriam*
- Becky O'Brien – Information
- Ayana Richardson – OVPR

RAAC Executive Committee:

- Andrea Anderson – ORSP (Co-*chair*)
- Debbie Talley – Sponsored Programs (Co-*chair*)
- Kerri Cross – ISR
- Cathy Handyside – ITS
- Jennifer Huntington – ISR
- Teresa Herrick – SEAS
- Melissa Karby – OVPR
- Lisa Kiel – ORSP
- Heather Kraus – LSA
- Patrick Lagua – Dentistry
- Cathy Liebowitz – ISR
- Heather Offhaus – Medical School
- Lauren Orleman – SPH
- Carolyn Pappas – ITS
- Bryan VanSickle – Sponsored Programs
- Rick Wintergerst – Engineering

Thanks to all who served on RAAC in 2022!

RAAC Committee-at-Large:

- Andrea Anderson – ORSP (Co-*chair*)
- Debbie Talley – Sponsored Programs (Co-*chair*)
- Steve Beach – LSA
- Kristie Beckon – Sponsored Programs
- Beth Brant – Medical
- Cheri Brooks – ISR
- Jodi Caviani – Social Work
- Linda Chadwick – ORSP
- Constance Colthorp – ORSP
- Cindy Dames – ORSP
- Jackie Dani – U-M Dearborn
- Lauren Danridge – ACUO
- Kathy Devereux – OVPR
- Joanne DeVore – U-M Flint
- Vickie Earl – Business
- Pete Gerard – Sponsored Programs
- Bill Greer – ACUO
- Lori Deromedi – OVPR

RAAC Committee-at-Large:

- Julie Haynes – Public Policy
- Amalie Helms – U-M Flint
- Stephanie Hensel – Education
- Teresa Herrick – Environment and Sustainability
- Laura Kaminski – Public Policy
- Karen Kirchner – Nursing
- Mahendra Kumar – Art & Design
- Patrick Lagua – Dentistry
- Mindy LaRocca – Public Health
- Jennifer Linzmeier – Dentistry
- Maureen Martin – Foundation Relations
- Charlie Mattison – ISR
- Janet Mitchell – Pharmacy
- Becky O'Brien – Information
- Lauren Orleman – Public Health
- Mary Locey – ITS
- Carolyn Pappas – ITS
- Bryce Pilz – Innovation Partnerships
- Susan Powell – Engineering

RAAC Committee-at-Large:

- Kate Remus – Innovation Partnerships
- Anna Schork – Life Sciences Institute
- Jane Sierra – Medical
- Angie Skellie – OVPR
- Danielle Smith – Life Sciences Institute
- Maggie Swift – Innovation Partnerships
- Debbie
- Michelle Terrell – Music, Theatre & Dance
- Sheree Temple – Pharmacy
- Anne Thomson – LSA
- Lauren Tingwall – Education
- Elizabeth Tropiano –Kinesiology
- Pat Turnbull – U-M Dearborn
- Bryan VanSickle – Sponsored Programs
- Rick Wintergerst – Engineering