

Against this background, research administration is challenged by a competitive job market and current tools and processes

As the institution continues to grow its research portfolio, challenges across hiring, staffing, technology, and business process within research administration may impact UK's ability to meet its mission and future research aspirations.

Competitive Higher Education Job Market



Across higher education and research administration, institutions are facing challenges in recruiting staff due to competitive salaries, opportunities for remote work, and changing workforce demands.

Increased Turnover in Research Administration



In addition to facing a tight job market, UK experiences turnover in its central offices and campus units. Possible contributing factors include salary, culture, workloads, remote work policies, opportunities internally or externally for career advancement.

Lack of Research Administration System Integration



Research administration at UK is supported by 30+ research administration systems and shadow systems across the institution. Systems often lack integration and given age and capabilities, impact quality of data and reporting for research administrators and research faculty.

Duplicative and Manual Processes



Pre- and post-award research administration processes are often duplicative and require significant manual data entry for administrators, limiting overall efficiency and ability to effectively meet strategic goals and missions.