UK Project GATeWAY: GRANTS ADMINISTRATION TRANSFORMATION AS THE WAY FORWARD

The implementation's priorities are intrinsically tied to the University's Strategic Plan.

UK PROJECT GATeWAY OPPORTUNITIES

Opportunity 1: Structure

Develop an organizational structure with new job architectures, business processes, appropriate staffing and compensation levels which support growth while providing pathways for career advancement.

Opportunity 2: Services

Create a collaborative shared service model for local grants administration, using successful grants administration structures developed in large colleges as a road map. Includes development of a funding strategy for collaboratives.

Opportunity 3: Technology

Prepare and implement a research technology and systems roadmap for research administration. Explore Robotic Process Automation (RPA) Opportunities.

UNIVERSITY OF KENTUCKY'S STRATEGIC OBJECTIVES

Putting Students First

Taking Care of our People

Inspiring Ingenuity

Ensuring Greater Trust, Transparency and Accountability

Bringing Together Many People; One Community

Opportunity 1: Structure

Develop an organizational structure with new job architectures, business processes, appropriate staffing and compensation levels which support growth while providing pathways for career advancement.

1a	**Realign Central Research Administration Functions and Responsibilities**	Realign certain research administration responsibilities within central research administration organizations (i.e., Office of Sponsored Projects Administration and Research Financial Services).
1b	**Implement a Formal Job Architecture for All Key Research Administration Positions**	Consider implementing a new job design approach for research administration, which includes the development of a new job architecture framework, defining job leveling and job titling standards, and the process of standardizing and harmonizing jobs across the research administration enterprise.
1c	**Reevaluate Staffing Levels Across Research Administration Functions**	Implement a new research administration staffing plan in order to provide adequate staffing levels in support of all key research administration functions.
1e	**Implement Highlighted Business Process Improvements**	Implement highlighted improvement opportunities and initiatives stemming from the Business Process Maturity Workshops across targeted research administration sub-processes to increase standardization, efficiency, and use of technology.

Opportunity 2: Services

Create a collaborative shared service model for local grants administration, using successful grants administration structures developed in large colleges as a road map. Includes development of a funding strategy for collaborative stand up.

2	**Reimagine Local Research Administration Support[1]**	The University of Kentucky should build on its foundational local research administration support structure and further develop roles to provide standardized and consistent support for research faculty in all colleges.

SHARED SERVICES IS THE GATEWAY TO:

- Uniform and standardized services to researchers across the institution

- Sufficient support of research growth across the enterprise

- Embedded local research administration support to assure compliance, allow for career growth opportunities

- Equitable competition between units for staff

- Transparent resourcing and cost savings

- Exceptional research administration support (standardized assistance, improved access to subject matter experts) to increase grant activity

- Improved interactions between central and local grants administration units, increased access to training, sharing of information, continuing education opportunities, and coverage to allow for greater work life balance of staff

1. Includes defining a strategy for equitably funding collaboratives

Opportunity 3: Technology

Prepare and implement a research technology and systems roadmap for research administration. Explore Robotic Process Automation (RPA) Opportunities.

3a	**Prepare and Implement a Research Technology and Systems Roadmap**	Prepare a research technology and systems roadmap to plan for efficient and scalable technology-enabled research administration that automates processes and increases information transparency for the research enterprise.
3b	**Explore Robotic and Intelligent Automation (RIA) Opportunities**	Explore Robotic Process Automation (RPA) opportunities for highlighted research administration processes to enable increased service to research faculty and more efficient data capture, reducing human error resulting from manual and time-consuming data entry.