



University of Massachusetts Amherst

Search for Assistant Vice Chancellor for Research Compliance The University of Massachusetts Amherst Amherst, Massachusetts

SEARCH SUMMARY

The University of Massachusetts Amherst ("UMass Amherst" or "UMass"), the state's land-grant and flagship university of the University of Massachusetts System, seeks a knowledgeable, experienced, and service-minded individual to serve as the next Assistant Vice Chancellor for Research Compliance (AVCRC). The AVCRC will have the opportunity to work with a strong team, collaborative researchers, and campus officials in developing and implementing research compliance protocols to ensure that research projects adhere to prevailing regulations and best practices.

UMass Amherst serves approximately 32,000 students (24,000 undergraduate and 7,800 graduate students) in 11 schools and colleges, taught by over 1,400 faculty with 1,084 tenure-track faculty. Federal, state and private sourced sponsored research projects are lead by more than 800 faculty with expenditures of more than \$240 million. It enrolls more first-year students from Massachusetts than the Commonwealth's top eight private universities combined. UMass Amherst has nearly 300,000 alumni worldwide, the majority of whom live and work in the state. They provide the essential workforce for the booming Massachusetts economy.

The Assistant Vice Chancellor for Research Compliance (AVCRC) is a member of the Vice Chancellor for Research and Engagement (VCRE) leadership team, reporting to the Vice Chancellor for Research and Engagement, and directs multiple units focused on research compliance. They are responsible for working with UMass Amherst research community members to establish and maintain an effective research compliance program and coordinate research compliance activities. The AVCRC should be a service-minded leader who will thoughtfully plan for the continued growth of the research enterprise, facilitate the sharing of information and knowledge amongst members, and develop protocols that balance efficiency and effective compliance.

The University is in the heart of the Pioneer Valley, offering a rich cultural environment in a rural setting close to major urban centers. It is among the largest employers in the region and the engine of the local economy. With its elevated national profile, the University is a magnet for talented faculty, increasing state funding, and an increasingly competitive student body. UMass Amherst seeks an AVCRC that will embrace its ethic of kindness and generosity, public mission, commitment to social justice, and ambition for enhanced academic and research eminence.

Isaacson, Miller, the national executive search firm, has been retained to assist the search committee and UMass Amherst in this recruitment. Confidential applications, inquiries, and nominations should be directed to the search firm as indicated at the end of this document.

THE UNIVERSITY OF MASSACHUSETTS

The University of Massachusetts is the public university system and the only public research system in the Commonwealth of Massachusetts. The system encompasses four comprehensive undergraduate and graduate campuses (Amherst, Boston, Dartmouth, and Lowell), a world-class medical school (Chan Medical School), and the state's only public law school (UMass Law School).

The University of Massachusetts is governed by a 22-member Board of Trustees that represents various public interests on a non-partisan basis. The Governor appoints seventeen members of the board, and five members are UMass students elected by the student body on each of the campuses. The Board of Trustees plays an essential role in directing strategy and overseeing the financial and strategic direction of the UMass system. It functions as a legislative body dealing mainly with general policies governing the University. The Board is not an administrative or management board.

THE UNIVERSITY OF MASSACHUSETTS AMHERST

Founded in 1863, UMass Amherst was initially established as Massachusetts Agricultural College under the Federal Morrill Land-Grant Colleges Act. Today, with its 11 colleges and schools, it is the flagship and the largest of the five campuses of the statewide University of Massachusetts system.

UMass Amherst serves its community, its state, and the nation. It is estimated that the University's impact on the Massachusetts economy is \$2.5 billion. UMass Amherst is constantly identifying new ways to prepare students for lives as citizens and leaders in the state: in the past five years alone, the University has launched new degree programs in biomedical engineering, data analytics and computational social science, finance, informatics, interdisciplinary studies, managerial economics, materials science and engineering, public policy, and veterinary technology, in anticipation of or in response to the needs of the state and society.

Public service is at the core of UMass Amherst's purpose; so, too, is a commitment to social change and social justice. The University is home to the papers and memoirs of W.E.B. DuBois, as well as the papers

of Horace Mann Bond, Daniel Ellsberg, and Kenneth R. Feinberg, and hundreds of other collections documenting the lives and work of innovators, activists, political figures, and spiritual leaders. In 2020, the Association for the Advancement of Sustainability in Higher Education ranked the University seventh among U.S. doctorate-granting institutions in recognition of its commitment to achieving a more just, healthy, and sustainable world. In 2022, the University unveiled [UMass Carbon Zero](#), an ambitious vision to limit the dangers of climate change and power its 1,500-acre campus with 100 percent renewable energy by 2032.

The University is located in the historic Pioneer Valley of western Massachusetts, about an hour from the scenic Berkshires, two hours from Boston, and three hours from New York City. The campus includes more than 13 million square feet of buildings. The University's transformational investment of \$1.8 billion in facilities during the past decade has created a revitalized learning and living environment. This decade of renewal has focused on new and renovated facilities, including classroom and learning buildings, administrative offices, research laboratories including core facilities, a student union, athletics facilities, and many other impressive projects. The current [Capital Plan](#) calls for \$1.86 billion to be spent between FY22 and FY26 to refurbish existing buildings and invest in new facilities.

In 2018, UMass Amherst acquired a secondary instructional and residential site (the former Mount Ida College), eight miles from Boston, Massachusetts, as a center for student experiential learning and professional development. The goal is to facilitate connections between UMass Amherst and the Greater Boston region, thereby amplifying UMass Amherst's impact in the Commonwealth.

ROLE OF ASSISTANT VICE CHANCELLOR FOR RESEARCH COMPLIANCE

The Assistant Vice Chancellor for Research Compliance (AVCRC) is a member of the Vice Chancellor for Research and Engagement (VCRE) leadership team and directs multiple units within the research compliance area. The AVCRC provides overall leadership and oversight of the areas reporting to them, including Conflicts of Interest (COI), Research Safety and Security, Research Integrity, Export Controls, Human Subjects (IRB), Institutional Animal Care and Use Committee (IACUC), Institutional Biosafety Committee (IBC), and Animal Care Services (ACS). They are responsible for the day-to-day administrative operations of the research compliance enterprise for coordinating and integrating these programs to ensure that they are responsive to the overall research needs of the faculty, students, and staff engaged in research on campus. The AVCRC is responsible for helping move complex issues to resolution, often by consulting with multiple units within the organization and across campus while relying on best practices and complying with state and national policies and laws. The AVCRC provides strategic management and administrative leadership, policy direction, and oversight for research compliance and is endowed with the authority to act on behalf of campus leadership for compliance matters.

The AVCRC should have considerable experience with all aspects of research compliance, including the execution of data use agreements, material transfer agreements, export control, research integrity, research safety and security, research regulations (human and animal), conflicts of interest, and cost-

share agreements, among others. The AVCRC will serve as a resource for campus committees and staff within the Office of Research Compliance that monitor and oversee state and federally-regulated research activities and the faculty, staff, and students engaged in university research.

Essential functions:

- As a member of the VCRE leadership team, contributes to the strategic long-term planning of the executive area, including staffing and budget; develops and proposes policy and guidance on behalf of the campus research endeavor; provides guidance and direction to administrative staff, faculty, and students regarding research compliance and administrative issues.
- Assists in moving complex issues to resolution by working with key stakeholders to determine concerns, provide guidance, bridge understanding, and reach conclusions. Stakeholders include members of the VCRE's organization, the institution at large, as well as state and national entities. Provides counsel to leaders in Schools and Colleges, including deans, associate deans for research, assistant/assistant deans for administration and finance, and others on research compliance-related issues.
- Develops institutional policies, procedures, guidelines, and programs that enable the conduct of research while ensuring compliance with regulatory requirements. Provides support and education to leadership and faculty regarding research compliance requirements.
- Ensures campus adherence to high ethics, integrity, and responsibility standards within the research endeavor.
- Executes data use agreements, material transfer agreements, and other compliance agreements that require input, analysis, and review across multiple offices and departments.
- Continuous review of federal, state, and local laws to inform campus constituents of new requirements and changes. Suggests and implements measures to adopt and execute these requirements in a way that allows for forward progress.
- Identifies and supports mechanisms for continued professional development and maintenance of knowledge standards for direct reports in research compliance offices.

Leadership Opportunities and Challenges

The success of the next AVCRC will be determined by how well they meet the following opportunities and challenges:

Serve as a service-oriented leader, developing a thoughtful roadmap for growth

The AVCRC must be a strong relationship builder to engage closely, collaborate with partners, and bring a considerable knowledge base across a diverse system of research activity and research compliance matters to effectively educate researchers and campus officials on the correct course of action. The AVCRC must be a service-oriented leader who can work with all relevant stakeholders and devise appropriate

and effective policies to keep research projects in line with current research compliance guidelines and regulations. As the research enterprise at UMass Amherst continues to grow, this leader will outline a strategic growth strategy while prioritizing providing exceptional service to the research community.

Facilitate the sharing of information and best practices among community members

The AVCRC will stay ahead of changing regulations, and research needs at the institutional and national levels. This cutting-edge knowledge will allow them to proactively identify opportunities for comprehensive training and outreach across the research community at UMass Amherst. This should include all community members participating in research, including faculty, staff, graduate students, and undergraduate students.

They will maintain and steward relevant federal assurances, accreditations, and the professional certifications and qualifications necessary in their staff ranks to oversee these complex regulatory needs. Navigating sensitivities and building relationships across the campus and with research compliance leadership members at the other campuses within the University of Massachusetts system, the AVCRC will develop and implement initiatives to prevent, detect, and respond appropriately to research compliance risks while recommending tools and approaches necessary to encourage research compliance proactively.

Develop protocols and systems that reduce burdens while maintaining a high sense of accountability

The AVCRC will work collaboratively with campus stakeholders to develop protocols and systems to mitigate compliance risks. These collaborations will aim to help address and rectify risks in a timely and compliant fashion without adding additional administrative burden on the UMass research community whenever possible. This will involve thoughtful staff planning, training, and delegation within the team to ensure processes run efficiently and transparently. The AVCRC will identify research compliance risks within units, alert research leaders to those risks, and guide strategies to minimize them.

Qualifications, Experience, and Expertise

The ideal candidate will have most, if not all, of the following qualifications and experiences:

- Master's degree in business administration, public administration, law, or related field.
- Ten years of experience in a leadership role in higher education research compliance or research administration.
- Broad understanding of the requirements of federal and state regulatory agencies with oversight authority for research activities (e.g., OMB, ORI, NIH OBA, NIH OLAW, USDA, and BIS).

- Proven leadership and supervisory skills and experience. Excellent communication and interpersonal skills and the ability to effectively communicate with people at all levels of the organization.
- Proven ability to form partnerships with faculty and staff to accomplish objectives.
- Well-developed analytical and problem-solving skills. Ability to understand a range of technical information regarding research activities and to integrate that information with regulatory or policy requirements to appropriately advise and support campus faculty and staff engaged in research.
- High level of competency with systems applications and databases.
- A commitment to professional development and the ability to travel to national and regional meetings for training, updates, networking, and presentations.
- Professional certification (e.g., Certified Research Administrator, Certified IRB Professional, and Export Compliance Professional Certification) is preferred.
- Due to export control compliance reasons, candidates for this position must be a US Person, as defined in 22 C.F.R. 120.62.

TO APPLY

The University of Massachusetts Amherst has engaged Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications should be directed electronically and in confidence to:

Rebecca Kennedy, Partner (she/her)
Melissa DePretto Behan, Senior Associate (she/her)
Elizabeth Arvanitis, Search Coordinator (she/her)
Isaacson, Miller

<https://www.imsearch.com/open-searches/university-massachusetts-amherst/assistant-vice-chancellor-research-compliance>

UMass Amherst is committed to a policy of equal opportunity without regard to race, color, religion, gender, gender identity or expression, age, sexual orientation, national origin, ancestry, disability, military status, or genetic information in employment, admission to and participation in academic programs, activities, and services, and the selection of vendors who provide services or products to the University. To fulfill that policy, UMass Amherst is further committed to a program of affirmative action to eliminate or mitigate artificial barriers and to increase opportunities for the recruitment and advancement of qualified minorities, women, persons with disabilities, and covered veterans. It is the policy of the UMass Amherst to comply with the applicable federal and state statutes, rules, and regulations concerning equal opportunity and affirmative action.