

Yale

Senior Associate Provost for Research Compliance and Regulatory Affairs

Reporting to the Vice Provost for Research, the Senior Associate Provost for Research Compliance and Regulatory Affairs (SrAP-RCRA) will lead key areas within university research administration, including offices responsible for managing the operational and compliance functions related to export controls, research integrity and security, human research protection, use of animals in research, and conflict of commitment and conflict of interest. As a key leader in the Office of the Vice Provost for Research, this inaugural role will develop strategies to bolster the effectiveness, transparency, and efficiency of a broad array of regulatory affairs, compliance, and research operations.

Position

With overall responsibility for managing the services needed to support faculty research across the university related to compliance and regulatory affairs, the SrAP-RCRA will manage Yale's rapidly expanding regulatory and compliance portfolio with a strong focus on faculty service, transparency, and efficiency. An essential aspect of the role will be establishing a strong partnership with the Senior Associate Provost for Sponsored Projects (SrAP-SP). The two Senior Associate Provosts will serve as the key leaders working closely with the Vice Provost for Research to ensure the overall operational and compliance effectiveness of the research administration infrastructure.

As a new role within the Office of the Vice Provost for Research, the SrAP-RCRA will directly oversee five offices encompassing approximately 60 staff with a total annual budget of greater than \$10 million in FY25:

- [Office of Animal Research Support](#)
- [Human Research Protection Program](#)
- [Conflict of Interest Office](#)
- [Export Controls](#)
- [Research Integrity and Security Office](#)

The SrAP-RCRA will support the unit leaders in deepening their professional growth and expertise, including building collaborations across domains to enhance team engagement. Additionally, the SrAP-RCRA and the SrAP-SP will jointly oversee two offices that support all of research administration: the [Office of Research Enterprise Operations](#), which provides data analytics and operational support; and the [Office of Research Compliance](#), which is responsible for Yale's research compliance program and oversees the development of training modules, ensuring alignment with the university's audit, risk, and compliance framework.

The SrAP-RCRA will serve as the Institutional Official (IO) for the animal care and use program and the human research protection program, and work in partnership with the Institutional Animal Care and Use Committee and the University's Institutional Review Boards. Additionally, the SrAP-RCRA

will serve as a strategic administrative partner for the Yale School of Medicine and the Yale Cancer Center and their rapidly expanding clinical trials programs.

Research at Yale

Led by Vice Provost for Research [Michael \(Mike\) Crair, PhD](#), the [Research at Yale](#) team in the Office of the Provost encourages and supports Yale research, innovative interdisciplinary scholarship, and groundbreaking discoveries, which are expanding human knowledge and helping to improve the human condition. The Research at Yale team partners with Yale's administration and schools to advance the university's research mission and support over \$1.3B in FY23 research and development expenditures.

A critical mission of the Vice Provost for Research and the research team in the Office of the Provost is to identify and ease practical impediments to interdisciplinary research, to ensure best practices for education, training, and guidance to promote the responsible conduct of research and to ensure compliance in all areas of research administration across Yale University.

An overview of Yale's research administration can be found [here](#).

Expectations and Competencies

The SrAP-RCRA will work in collaboration with university leadership, central offices, schools, and departments to manage risks and maintain compliance with regulations associated with the research enterprise. Ensuring proactive, responsive, transparent, efficient, ethical, and compliant research practices are implemented across the institution, this role will develop and implement policies, manage cross-functional processes, and provide expert guidance to researchers and administrators with a customer-oriented, continuous improvement, data driven mindset that will foster a culture of compliance and service to the community. Specifically, the SrAP-RCRA is charged with:

- Making a significant contribution to research at Yale through the execution of robust processes and services that are notable for excellent customer service, transparency, and responsiveness and for excellent training and professional development of staff.
- Working with staff to regularly develop, update, and communicate policies and procedures to ensure best practices in compliance as necessitated by federal and sponsor regulations.
- Promoting and enhancing a culture of regulatory awareness and compliance through training, ensuring the provision of regular training sessions, workshops and support to/for faculty, researchers, administrators, staff, and other stakeholders.
- Serving as the primary contact with the federal regulatory offices and as signatory on official communications. Represent the institution in regulatory and industry discussions related to research compliance, keeping abreast of developments in relevant laws and best practices.
- Functioning as a key resource for faculty and staff, offering guidance on complex research matters.
- Ensures the monitoring and reviewing of concerns related to research security raised by federal sponsors.

- Encouraging and maintaining a culture of regulatory awareness and research compliance centered on fundamental ethical principles with a reasonable and balanced practical focus on education and guidance.
- Developing and maintaining a sensible and effective risk-based approach to compliance with the regulations, policies, and laws that govern research activities.
- With data-driven analytic methods, developing ways to integrate compliance functions into operations and business processes to achieve transparency, efficiency, reduce risks and improve compliance while minimizing administrative burden for faculty and staff.
- Guiding direct reports in establishing relevant performance metrics for their units and collaborating with the Office for Research Enterprise Operations in the development of supporting analytical tools and reports.
- Providing effective partnership and collaboration with peer functions including the Office of Sponsored Projects and the Sponsored Projects Finance Administration teams.
- Working closely with the Office of General Counsel, Office of Institutional Compliance & Enterprise Risk Management, Dean's Offices, and other key stakeholders.

Qualifications

Candidates must have a bachelor's degree and 10 or more years of experience in a senior role in research administration, compliance, export controls, research integrity, human research protection, and/or conflict of interest. An advanced degree, including a JD, MD, PhD, is preferred. Research experience is a plus.

In addition, the successful candidate will bring a majority of the following qualities to the role:

- Extensive knowledge of the laws, regulations, and policies related to research compliance such as protection of human research participants, animal welfare, conflict of interest, intellectual property, research integrity and security. Demonstrated ability to manage confidential information and sensitive situations.
- Demonstrated analytical and operational management expertise and knowledge of the research administration offices and related work processes.
- Proven experience in policy development, program management and overseeing sensitive regulatory and compliance issues.
- Excellent interpersonal, management, writing, verbal communication, and organizational skills, both in the leadership and problem-solving space.
- Effective human resource management skills, including demonstrated success supervising staff and identifying and engaging resources in a complex, decentralized environment, the ability to interact effectively in a diverse community, and a demonstrated record of career development for high-potential staff members.
- The ability to balance operational demands with strategic vision, ensuring both compliance and support for research innovation.
- Extensive experience leading business-process improvement and proven skills as a change agent with the ability to lead significant and meaningful change in a large, complex organization.
- Familiarity with electronic research administration and compliance systems, with a focus on driving process improvement with a data-driven analytic mindset.

- An extensive record of effective budget and financial management in a research environment.

To Apply

[Yale University](#) has retained [Opus Partners](#) to support this recruitment. [Katie Dean](#), Partner, [Ann K. Adams, JD](#), Associate Partner, and [Thomas Lapierre](#), Senior Associate are leading the search. Confidential inquiries, applications, and nominations should be submitted by email to Thomas at thomas.lapierre@opuspartners.net. The search process will unfold with the greatest possible attention to candidate confidentiality. Required application materials include a resume and cover letter.

The University is committed to basing judgments concerning the admission, education, and employment of individuals upon their qualifications and abilities and affirmatively seeks to attract to its faculty, staff, and student body qualified persons of diverse backgrounds. In accordance with this policy and as delineated by federal and Connecticut law, Yale does not discriminate in admissions, educational programs, or employment against any individual on account of that individual's sex, sexual orientation, gender identity or expression, race, color, national or ethnic origin, religion, age, disability, status as a special disabled veteran, veteran of the Vietnam era or other covered veteran.

University policy is committed to affirmative action under law in employment of women, minority group members, individuals with disabilities, special disabled veterans, veterans of the Vietnam era, and other covered veterans.