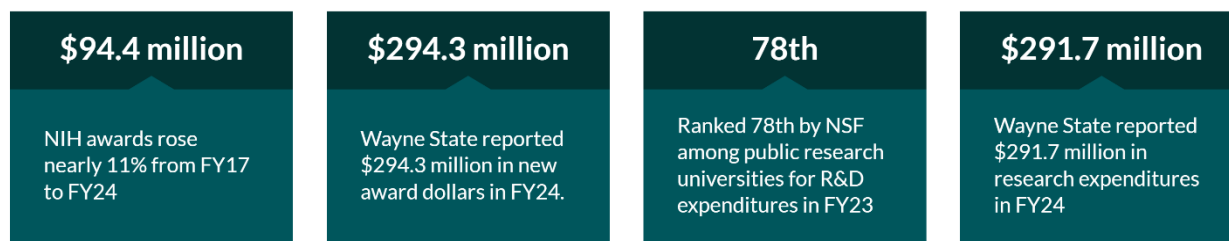


Assistant Vice President for Research Integrity

[Wayne State University](#), Michigan's premier urban research institution, located in the heart of Detroit, seeks an Assistant Vice President for Research Integrity (AVP-RI) who is forward-thinking, passionate about elevating research integrity standards across a thriving academic enterprise, transforming current practices through automation and collaboration while building trust and leading an energized team.

Wayne State University (WSU) is Michigan's only urban public research university and holds the Carnegie Foundation's highest rankings for both research intensiveness and community engagement. It has world-class research programs in biomedical and life sciences, engineering, social sciences, education, law, and humanities.



Office of the Division of Research & Innovation

The Research & Innovation office provides research services for sponsored program administration, technology commercialization, research integrity, and proposal development/preparation; access to internal funding opportunities; and hosts a wide-variety of research-focused seminars and trainings.

Research & Innovation at Wayne State University has made incredible strides during the past decade, including nearly doubling the total extramural sponsored project funding. Research expenditures have followed this upward trend as well and have increased by 17% from 2023 with a total of \$291.7 million recently reported for FY2024.

Wayne State University is a member of the Research Universities For Michigan (RU4M), an alliance of Michigan's four largest research institutions that includes the University of Michigan, Michigan State University, and Michigan Technological University. The RU4M's objective is to play a key role in creating a vibrant Michigan economy that leverages the intellectual capital and working proactively to attract the knowledge economy businesses that can feed new enterprise, educate the workforce and plant the seeds for the new industries of tomorrow.

The Research & Innovation team are committed to ensuring that Wayne State University becomes a world leader in discovery and knowledge application. Their mission is to increase strategic integrative research and nurture the broad ecosystem for scholarly inquiry, discovery, creativity, and knowledge application by leveraging Wayne State's academic strengths, community engagement mission, and urban location. The research ecosystem is a key driver for economic growth, for the

revitalization of Detroit, and for addressing real-world challenges in a rapidly evolving urban environment.

The best indicators of success are recognized scholarship, research productivity, and the transfer of knowledge to students and the community. Multiple indicators of accomplishment are evaluated against national norms and an internal commitment to continuous improvements.

Research Integrity oversees Wayne State University's research ethics and safety for all the university's research efforts.

Research Ethics & Environmental Safety

- [Institutional Review Board](#)
- [Institutional Animal Care and Use Committee](#)
- [Conflict of Interest](#)
- [Export Control](#)
- [Research Misconduct](#)
- [Stem Cell Research Oversight Committee](#)
- [Office of Environmental Health and Safety](#)
- [Foreign Influence](#)

Innovation in ACTION

\$2.75B

in economic impact

241

businesses on campus through
WSU's TechTown

\$294M

in annual research and
development expenditures

The Role: Assistant Vice President for Research Integrity

Reporting to the University's [Vice President for Research & Innovation](#), the Assistant Vice President for Research Integrity is responsible for establishing, implementing, maintaining, and overseeing Wayne State University's research integrity program, which ensures compliance with all requirements related to research misconduct, responsible conduct of research (RCR), human and animal research protections, conflict of interest, export controls, and research security. Additionally, the Assistant Vice President oversees the Office of Environmental Health and Safety, which supports Wayne State's mission of excellence in research, teaching and community service. This position also ensures policies are current and align with applicable requirements.

The Assistant Vice President serves as a strategic leader who develops innovative approaches to promote a culture of compliance across the university's research enterprise, directs, plans, and controls the day-to-day, strategic management of the unit. This position directs, hires, trains and

evaluates management, professional and support staff as well as directs the development and administration of the departmental budget and authorizes the expenditure of funds.

Specific responsibilities of the AVP-RI position include:

- Execute an innovative strategy to promote a culture of compliance.
- Stay informed regarding local, state, and federal compliance laws, regulations, issues and updates that impact higher education. Must be forward-thinking and proactive in approach to regulatory changes and their impact on university-wide research programs.
- Oversee the development and updating of compliance policies and procedures as may be needed to remain in alignment with current regulatory requirements.
- Investigate and respond to claims of research misconduct. Coordinate with the Office of Counsel, Dean's Offices, and federal sponsors as required.
- Provide oversight to subject matter experts and manage processes and policies related to financial conflict of interest, foreign influence, export controls, and research security strategy compliance.
- Oversee the following offices and compliance functions: Research Misconduct; Conflict of Interest; Export Controls; Institutional Review Board (IRB); Institutional Animal Care and Use Committee (IACUC); Division of Animal Laboratory Resources (DLAR); Office of Environmental Health and Safety (OEHS).
- Provide oversight and strategic direction for these critical research support functions. Serve as the Institutional Official (IO) for the human research protection program and the animal research program. Serve as the University's Research Integrity Officer (RIO).
- Engage proactively with faculty to build culture of compliance - Provide education and updates on research compliance topics to investigators, students, and other interested parties. Develop and promote enhanced programs for responsible conduct of research (RCR) training.
- Serve as the Institutional Official (IO) for the human research protection program and the animal research program. Serve as the University's Research Integrity Officer (RIO).
- Investigate and respond to claims of research misconduct. Coordinate with the Office of Counsel, deans offices, and federal sponsors as required.
- Service/membership on national and international professional organizations - Actively engage in professional organizations focused on research integrity, serve on internal and external committees, and bring best practices back to the University.

Knowledge, Skills, Abilities, and Qualifications

Wayne State University seeks a committed, talented, and experienced professional with a deep understanding of the academic mission who will bring high-level, strategic analysis skills and proactive leadership abilities to the position.

The AVP-RI must be a highly visible member of the University community and continuously engaged with University stakeholders, communicating and demonstrating commitment to being a collaborative partner with departments and divisions across the institution.

The AVP-RI will collaborate with colleagues in other units of the Division of Research & Innovation and in other administrative areas of the university.

The ideal candidate will bring many if not all of the following competencies and qualifications:

- The successful candidate must have a bachelor's degree with an advanced degree preferred
- At least seven years' prior management experience required.
- Viable candidates will have at least 7-10 years of experience in higher education research compliance, responsible conduct of research, and conflict of interest.
- Demonstrated leadership skills and ability to foster transparent and collaborative work relationships among a diverse set of stakeholders
- Experience convening and coordinating committees and working groups
- Excellent communication and organizational skills, with close attention to details
- Risk Management: Skills in risk assessment and risk mitigation related to research integrity.
- A current and in-depth understanding of federal policies and the regulatory environment governing the conduct of academic research across core research compliance areas (e.g., human subject research protections, animal research, recombinant DNA/biosafety, export controls, conflict of interest, dual use research, clinical and FDA processes, research security, etc.)
- Ability to develop and deliver compliance training programs, particularly RCR related training.
- Experience in managing research misconduct policies and processes preferred
- Organizational Leadership - Displays willingness to make decisions; relates work tasks to key organizational objectives/vision; exhibits sound and accurate judgment; prepares and supports those affected by change.
- Communication skills - exemplary written and verbal communication skills; strong customer service skills.
- Planning/Organizational Skills - prioritizes and plans work activities for a large team. Develops strategies to achieve organizational goals; manages project team activities; adapts to changing conditions and priorities.
- Team Building - develops subordinates' skills and- encourages growth; Includes staff in planning, decision making, and process Improvement; encourages sense of positive affiliation among staff members.

Wayne State University

Founded in 1868, WSU has remained committed to educational opportunity, research, and community enrichment. It serves a critical role in Michigan's higher education landscape. Just as the city of Detroit is undergoing a renaissance, the University itself is in a time of significant transformation, strengthening its ability to serve students from Michigan and around the world and to contribute to the renaissance of one of America's great cities.

As an anchor institution in Detroit, Wayne State has an established leadership role in the ongoing [revival and revitalization of the City](#). It is one of the City's largest employers, with a nearly \$2.75 billion annual economic impact.

The campus, located in the cultural center and historic district in the heart of Detroit's midtown neighborhood, Wayne State encompasses approximately 200 acres. Wayne State enrolls nearly 24,000 students, making it the third largest among Michigan's 15 public universities. Along with the other R1s in the state, Michigan State University, the University of Michigan, and Michigan Technological University, it forms the [Research Universities for Michigan](#). The institution boasts the most diverse student body among Michigan's public universities, with students from nearly every U.S. state and 79 countries. Wayne State University embraces its urban research mission by providing access and opportunity to a top-tier, R1 college experience for students of all backgrounds. This commitment has made Wayne State a national leader in social mobility, ranked as Top Tier by the think tank *Third Way*. This commitment also helps nurture the next generation of professionals who will use their education to advance social and economic prosperity for all threads of society to help meet the needs of the Detroit metro and the State of Michigan.

Wayne State University is Detroit's seventh-largest employer, with more than 7,600 regular employees and more than 2,000 student employees. Wayne State has 2,701 faculty members — 1,729 of whom are full-time — and nearly 5,000 staff members. Wayne State University has more than 300,000 alumni throughout the country, with about 75% living and working in Michigan.

In January 2022, the Wayne State Board of Governors approved the University's 2022-27 strategic plan, [Our Moment in Time](#). This plan reaffirms WSU's core mission, builds upon its highly successful 2016-21 strategic plan, focuses on key elements of scholarship and engagement, and incorporates lessons learned from the pandemic. In keeping with the heart of everything the University does, *Our Moment in Time* prioritizes student success and the impactful engagement with the city of Detroit and surrounding communities, as well as academic excellence, research that tackles real-world problems, interdisciplinary collaboration, and more. The plan focuses on WSU's long-term vision and goals in the following key areas: research and discovery; teaching, learning and student success; outreach and engagement; diversity, equity, and inclusion; and financial sustainability and operational excellence. For more information about WSU, visit www.wayne.edu.

To Apply

Wayne State University has retained [Opus Partners](#) to support this recruitment. Kenna Boyd, Partner, Ann Adams, Partner, and Marisea Rivera, Senior Associate, are leading the search. Inquiries, applications, and nominations should go to marisea.rivera@opuspartners.net. The search process will unfold with the greatest possible attention to candidate confidentiality. Required application materials include a resume and cover letter that addresses the responsibilities and qualifications of the role.

Wayne State University provides equal employment opportunities to all employees and applicants for employment without regard to race, color, sex, national origin, religion, age, sexual orientation, familial status, marital status, height, weight, disability, veteran status, or any other characteristic protected by applicable law. The university welcomes applications from persons with disabilities and veterans. Wayne State is an equal opportunity employer.

University policy requires certain persons who are offered employment to undergo a background check, including a criminal history check, before beginning employment at Wayne State University.

Prior to an offer of employment, the university will inform applicants if a background check is required.