Overview

- The Problem
- The Research
- Pathway to Research Administration (PTRA)
- End Goal
- Questions
THE PROBLEM

Service Demand
Campus Shared Services
Research Administrators

Shrinking Operating Budget

Turnovers
Retirement

Campus Shared Services Research Administrators
THE RESEARCH
CSS RA Retirement Metric (as of April 2016)

- 7% of CSS RAs will highly likely to retire soon
- up to 50% of CSS RAs are eligible for retirement and may retire in the next 5 years

Sustainable Workforce Ratio: 1 to 1.33

Source: CalAnswers. Staff Retirement Metrics. April 2016
Likelihood of Retiring

Source: CalAnswers. Staff Retirement Metrics. April 2016
DEMAND

$ SALARY $
THE SOLUTION
Who are we recruiting?

- New graduates
- Pursuing career in non-profits
- “Generation Z”
- Brand Loyalty
Cost-Benefits: Savings vs. Years of Service

RA 2
- Initial Costs By Year 1
  - Recruitment: $13,250
  - Starting Salary: $53,000
  - Benefits: $24,380
- TOTAL: $90,630

PTRA
- Initial Costs By Year 1
  - Internship: $20,100
  - Starting Salary: $50,000
  - Benefits: $27,422
- TOTAL: $97,522

Graph shows savings and costs over years of service.
Program Timeline

Phase 1
- RAPDP
- In-class training & simulations
- RA Buddy
- Sponsor exploration
- Team-building

MONTH 1

Phase 2
- 1st Subject Matter Presentation
- Team-building
- Midpoint Reflection

MONTH 2 - 3

Phase 3
- Low-level transactions
- 2nd Subject Matter Presentation
- Team-building
- Final Reflection

MONTH 4 - 6

Complete
Measures of Success

- Retention of interns
- Satisfaction of the internship experience
- Readiness as Research Administrators
END GOAL
**RECRUITMENT**

- Recruitment within UCB and outside
- Occasional recruitment from UCs

**RETENTION**

- Outside opportunities

**TRAINING & DEVELOPMENT**

- Outside Opportunities
- Promotion
- Retirement

**INSTITUTIONAL KNOWLEDGE**

- PTRA (RA 1)
- RA 2
- RA 3
- RA 4
Project Page

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QUESTIONS