



2024 SRAI SO/NE
SECTION MEETING
HILTON HEAD, SC
MAY 7 - 10

Directors Forum: Building Resilience through Succession Planning

Cindy Hope | Associate Vice President for Research Administration | Georgia Institute of Technology
LyKheng Huot | Interim Sr. Director | Center Business Operations | Seattle Children's Research Institute
Susan Wyatt Sedwick | Senior Consulting Specialist | Attain Partners

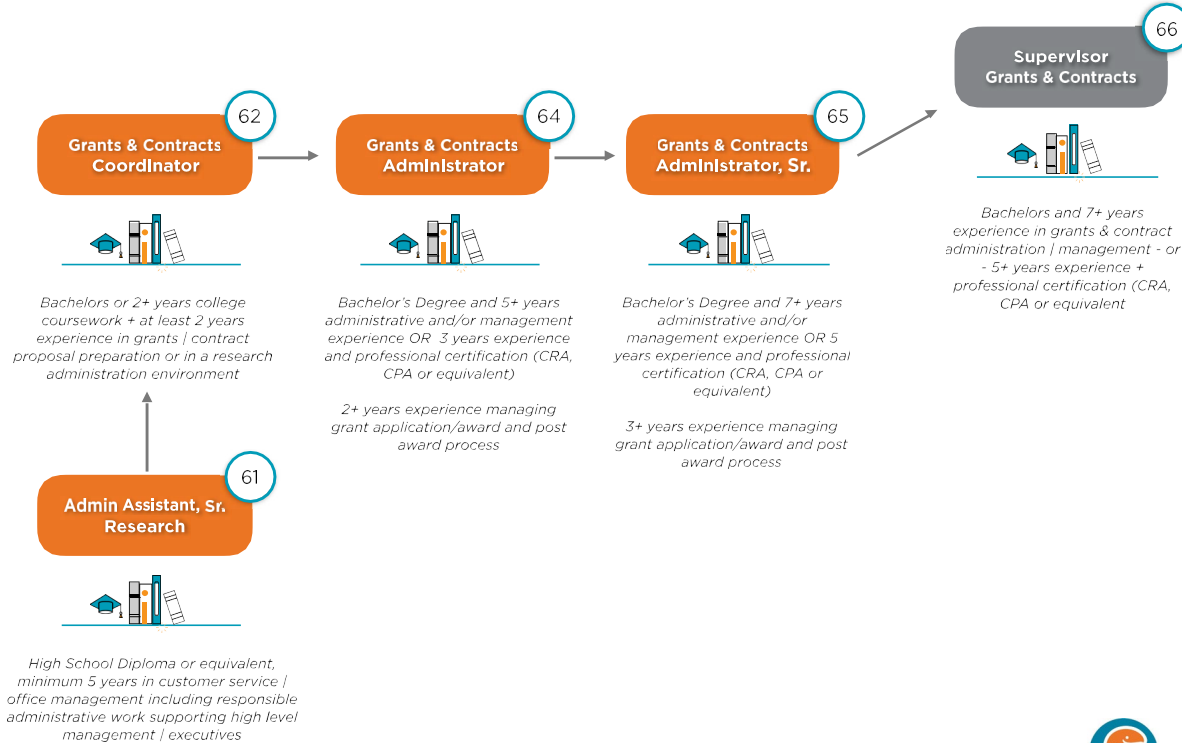


Building a Professional Pipeline

Career Ladder Using CRA Certification

Grants and Contract Specialist	Sr. Grants and Contract Specialist	Team Leader
<p><u>Proposed Pay Increase</u> (whichever is highest)</p> <ul style="list-style-type: none"> - Current annual starting pay for or - \$3,000/increase to base 	<p><u>Proposed Pay Increase</u> (whichever is highest)</p> <ul style="list-style-type: none"> - Current annual starting pay or - \$3,000/increase to base 	<p><u>Proposed Pay Increase</u></p> <ul style="list-style-type: none"> - \$3,000/increase to base
<p>Criteria for auto advancement consideration:</p> <ul style="list-style-type: none"> • 3yrs in the job code • overall performance <u>eval</u> better than satisfactory for prior two evaluation periods • obtained CRA certification <p>If 5 <u>yrs</u> service are obtained in the job code, all other qualifying requirements above continue to be met and the individual has not received auto advancement in the prior two fiscal years, promote to Sr. Grants and Contracts Specialist at the Proposed Pay Increase listed for that job code.</p>	<p>Criteria for auto advancement consideration:</p> <ul style="list-style-type: none"> • 3yrs in the job code • overall performance <u>eval</u> better than satisfactory for prior two evaluation periods • obtained CRA certification (if not previously held before entering job code) 	<p>Criteria for auto advancement consideration:</p> <ul style="list-style-type: none"> • 6yrs in the job code • overall performance <u>eval</u> better than satisfactory for prior two evaluation periods • - have demonstrated over past two <u>yrs</u> an increased responsibility including participation in programming initiatives as a lead or primary business support person, participate in a lead role for parts of the annual financial report production, etc. • have not received auto advancement in the prior two fiscal years • Masters Degree in Research Administration

Grants and Contracts Administrator





Georgia Tech

**Office of
Sponsored Programs**

Cynthia (Cindy) Hope
Associate Vice President for Research Administration

Executive Assistant:
Marcia Scott

**Corporate & International
Contracting /
Exchange Agreements /
Subawards & Consulting
Agreements**

Kevin Wozniak
Executive Director

Executive Assistant:
Morganne Norwood

**Corporate & International
Contracting**

Sophia Herbert-Peterson
Director

Jarrett Ellis
Associate Director

**Exchange Agreements
(NDAs, MTAs, DUAs)**

Kendall Crosby
Associate Director

**Sponsored Program
Subawards &
Consulting Agreements**

Steve Pilcher
Manager

**Government & Not-For-Profit
Contracting for GTRI**

Roberta Burke
Director

**Department of Defense
Awards for GTRI**

Diane Barney
Manager

**Federal, Industry Under Federal
Prime, and Not-For-Profit Awards
for GTRI**

Teri Hansen
Manager

**Government & Not-For-Profit
Contracting for
Academic Units (RI)**

Vacant
Director

Engineering & IRIs

Scott Niles
Manager

Sciences & Liberal Arts

Vannessa Daniels
Manager

**Computing, Design,
Business, & Other RI**

Lakita Brooks
Manager

Federal Contracting

Ashley Smith
Manager

**OSP Finance, Closeout
& Small Business
Plans**

Bruce Henry
Director

Closeout

Rochelle Barry
Manager

Small Business Plans

Michael Little
SBP Administrator

**Enterprise Systems &
Administrative Support**

Chris D'Urbano
Director

Research Enterprise Systems

Kadean Khan
Manager

Administrative Support

James Lowe
Manager

**Research Education,
Outreach &
Strategic Support**

Deanna Hendrickson
Director

Research Education
Lee Broxton
Manager

IT, Facilities & Security

Nick Perez
Director

Keith Robinson
Associate Director

Human Resources

William (Rex) Welch
Director

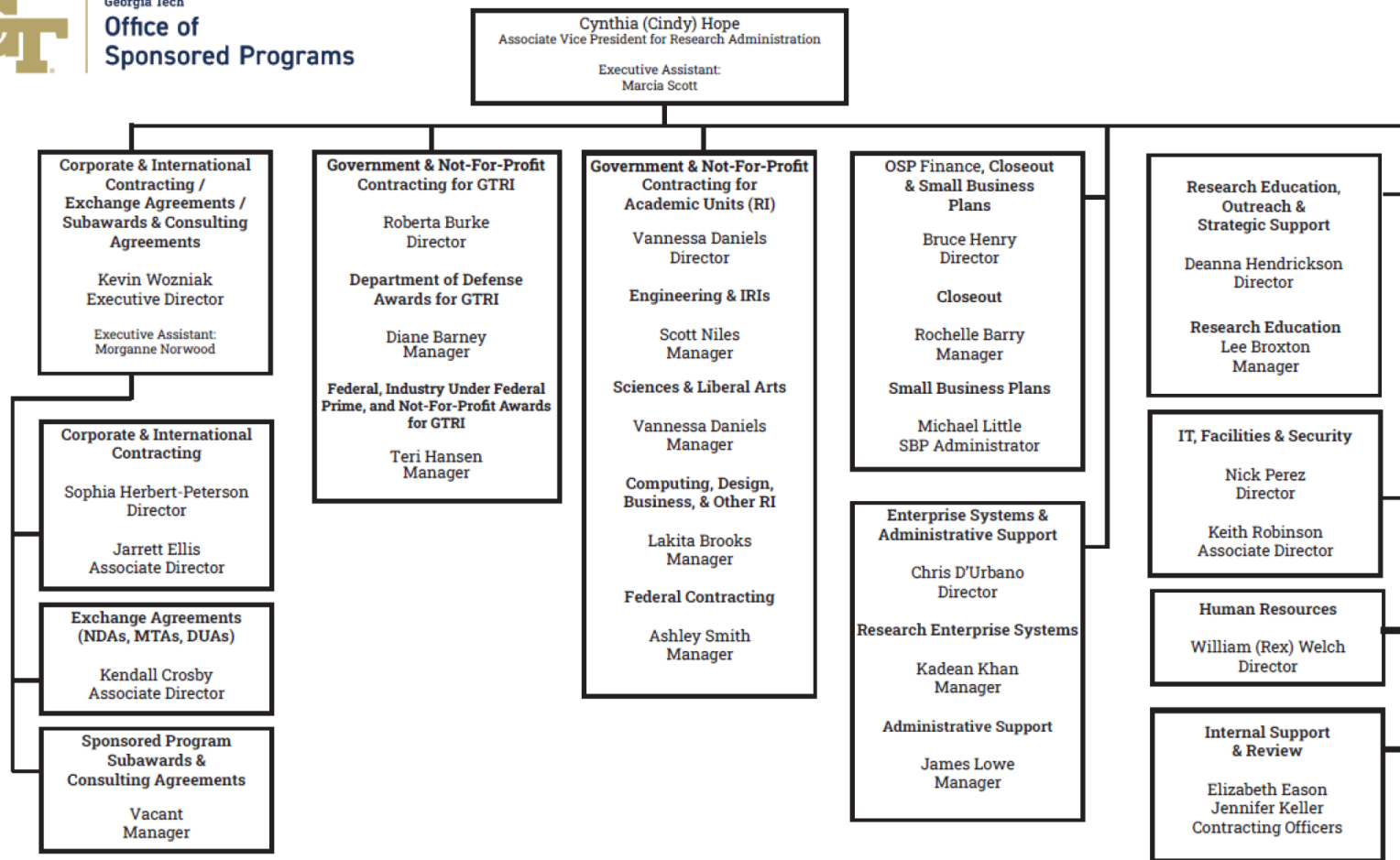
**Internal Support
& Review**

Elizabeth Eason
Contracting Officer



Georgia Tech

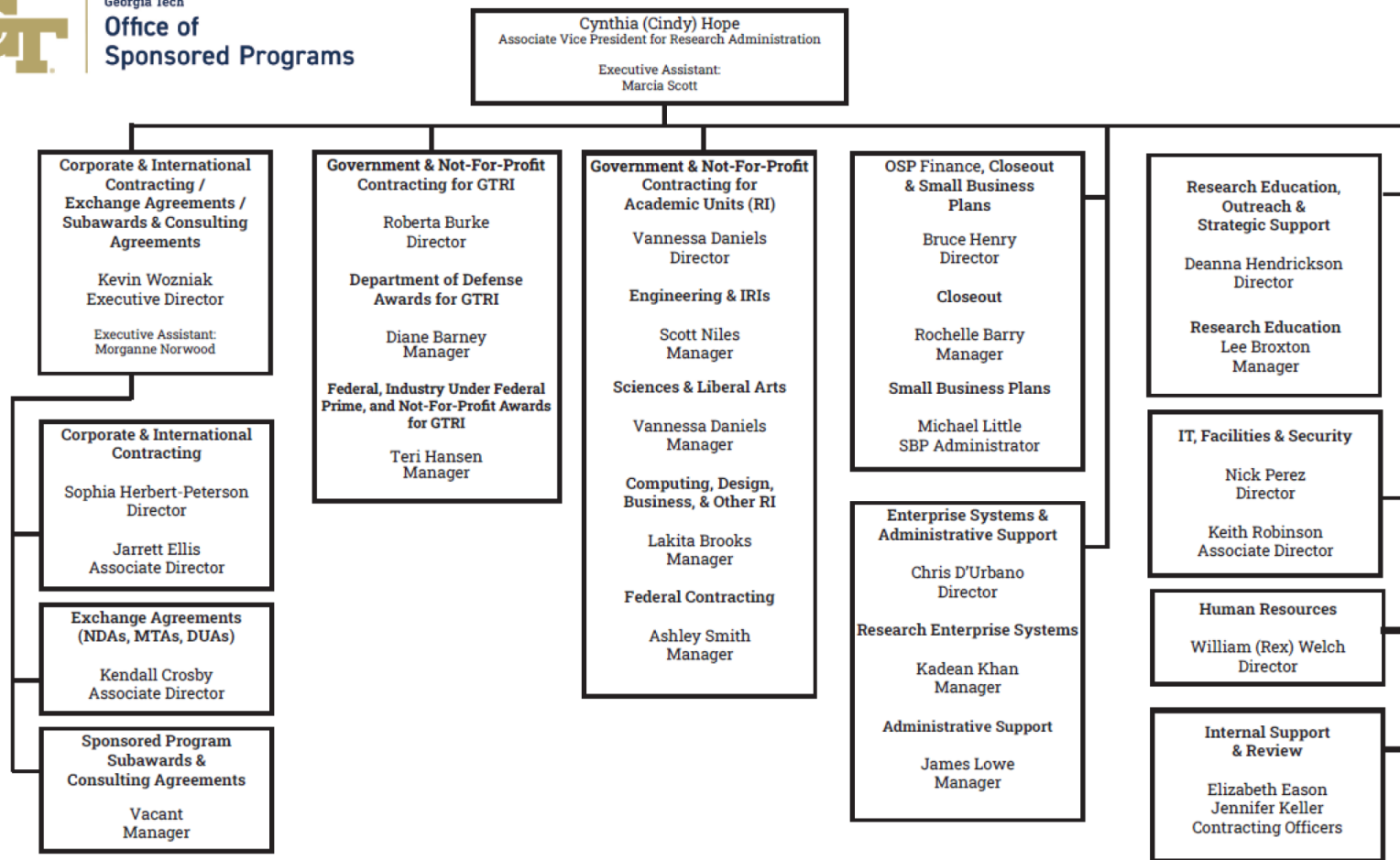
Office of Sponsored Programs





Georgia Tech

Office of Sponsored Programs





Questions

Cindy Hope

Cindy.Hope@osp.gatech.edu

LyKheng Huot

Lykheng.Huot@seattlechildrens.org

Susan Wyatt Sedwick

Ssedwick.ctr@attainpartners.com