



As a part of ORA's continued efforts to improve services and contributions to the research enterprise, we took a critical look at the allocation of our staff, their strengths, campus needs and how we can better position ORA to assist in meeting Mines' strategic goals. As a result of that analysis, effective July 1, we will make several restructuring changes as follows:

Ralph Brown's role will change from Director of ORA to the Director of Research Compliance and Industry Outreach. A critical area of research administration is the establishment and maintenance of robust compliance programs, specifically surrounding the areas of export control, conflict of interest, human subjects and research misconduct. We must also work towards improving our interactions with our industry partners by ensuring efficient and effective interactions. Ralph Brown's experience and knowledge of research compliance and contracting will provide the expertise required in these areas. We thank Ralph for his 10 years of leadership as the Director of ORA. During this time Mines doubled its research volume while remaining compliant with sponsor regulations.

Johanna Eagan will manage the operations as the Interim Director of ORA. Johanna has over 10 years in research administration with 5 years specifically at Mines. Currently, Johanna manages the Pre-Award Team, including Proposals, Contracts, and Research Data. Among her many successes, Johanna has led the campus through the implementation of Cayuse and the development of the All Funds Balance report. Johanna will begin to work closely with the Post Award Team, including Grant Administrators, Research Billing, Financial Compliance and Consortia Administration for a successful transition into her new role.

Debbie Rickaby will transition to be the Lead Grant Administrator. Debbie has been instrumental in assisting campus with their post award grant administration. She has worked with almost all departments and research centers and contributes a wealth of institutional knowledge; her problem solving skills and ability to resolve complex issues are invaluable to the Grant Administrator Team. In Debbie's new role, her focus will be mentoring the Grant Administrators and providing expertise to improve grant administrative processes and services for campus.

ORA has restructured duties of the **Post Award and Financial Manager** in order to manage financial and accounting functions. This position will be responsible for managing the entire Post Award Team as well as performing accounting functions such as consortia accounting, cash management, balance sheet reconciliation, indirect cost revenue projections and strategic management of the indirect cost rate. The revised position has been posted and we are in the final stages of the hiring process.

A **Financial Compliance Analyst** will be hired to be responsible for managing the day to day functions of consortia, cost share, sub-recipient monitoring, service center rate determinations, and small business subcontracting. This position is currently vacant and will be posted within the week.

As part of the transition plan, please note the following:

- ORA department assignments can be found on our webpage under [About > Proposal, Contract and Grant Assignments](#)
- If you are in the middle of working with an individual on a task or issue, please continue to do so. New tasks will be assigned to the new individual responsible for that function.
- A copy of the new organizational chart can be found on the website under [About > Organization Chart](#)