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Recruiting, Training, and Retaining Contracting Talent

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Developing, Retaining and Recruiting Contracting Talent

UIDPVirtual

March 26 @ 9am EST

Developing, Retaining and Recruiting Contracting Talent

Today's Agenda

- **The big picture**
- **Best practices in developing contracting talent**
- **Best practices in retaining contracting talent**
- **Best practices in recruiting contracting talent**
- **What can the UIDP do to help?**



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Developing, Retaining and Recruiting Contracting Talent

The Big Picture

Major considerations in organizations' contracting operations affecting personnel strategies

- Organizations are diversifying their relationships as well as their agreement portfolios
- More unconventional collaborations, more cross-sector work, more international work, more high-risk work?
- In the U-I space, contract management looks increasingly like relationship management; customer service skills, soft skills, creativity important
- Contracting talent is scarce (anecdotal evidence within the UIDP is that there may be a national shortage of this talent); it's important to a research-intensive organization's well-being and competitiveness to develop, retain and recruit contracting talent
- Other considerations?



Developing, Retaining and Recruiting Contracting Talent

The Big Picture

Models for structuring and staffing contracting operations in organizations

- Intentional models are important; what kinds of contracting personnel does your model develop? are those the kinds of contracting personnel you want and need? are the individuals in your model successful? is turnover higher or lower than other parts of the organization?
- Centralized vs. decentralized models
- Generalist vs. specialist models
- Federal vs. industry models
- Department constituency vs. expertise-centric models
- Other models?



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Best practices in developing contracting talent

- How do individuals in your organization gain exposure to agreements and contracting? What does your pipeline or “farm system” look like?
- How does your organization recognize contracting skill?
- About how long does it take for a new contracting staff member to work relatively autonomously (a year)? Or gain signature authority (longer)?
- Do you have an onboarding program for contracting personnel? Who maintains this?
- What national organizations (in addition to UIDP) do you recommend to contracting personnel?
- What credentials do you recommend contracting personnel pursue?
- How do you develop soft skills and emotional intelligence in contracting staff?
- Other practices?



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Best practices in retaining contracting talent

- How do you ensure contracting personnel in your organization gain exposure in new academic disciplines/industry sectors/emerging best practices?
- How do you gauge “success” in your contracting personnel and function (quantitatively, qualitatively)?
- Is contracting specifically represented in senior and leadership positions in your organization?
- Is the person to whom contracting personnel report recognized as a strong manager?
- How does your organization respond to mistakes that were made in contracting?
- Is there opportunity for contracting personnel to co-locate with important partners (i.e., tech transfer, academic units)?
- Flexible schedules/work from home
- Other practices?



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Best practices in recruiting contracting talent

- How can you maintain/sustain a hire-from-within orientation?
- How long does it typically take your organization to fill contracting positions?
- What are some key elements in job descriptions for contracting personnel? Are there particular degrees or credentials that your organization looks for?
- Where do you post jobs?
- Other practices?



Developing,
Retaining and
Recruiting
Contracting
Talent
Wrap Up

What can the UIDP do to help?

- Existing UIDP resources: Contract Accords (recently updated), Contracting Forum (held every two years)
- What resources do you wish you had?
- Follow-on activities after today's session?



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Member
Webinar

WEDNESDAY,

APRIL 8, 2020

12 to 1 p.m. EDT



Jim Bray
Northwestern
University
Moderator



How Companies Approach Academic Research Engagement in these Disruptive Times

Join us to learn how our industry members, in diverse sectors, are evaluating and reframing their current approaches to academic collaborations.

Panelists



Gaylene Anderson
Boehringer Ingelheim
Pharmaceuticals, Inc



Kent Foster
Microsoft



Austin Kozman
PepsiCo



NEXT SESSION

11 a.m.

The Changing Geography of Transdisciplinary Research



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