

**Antje Harnisch, Ph.D., M.P.A.**  
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## EXPERIENCE

### **Worcester Polytechnic University, 2015 - present**

#### **Assistant Vice Provost for Research, January 2019 – present**

- Helped with recruiting and hiring of multiple research development positions; worked closely with and mentored most recent hire; facilitated delineating roles and responsibilities between OSP and RSI
- Implemented/managed an innovative interdisciplinary seed grant program (TRIADs); collaborated with marketing and IT to create a research expertise database and portal for team creation and proposal submission
- Helped organize internal symposium to showcase WPI's research (ReDI) in 2019 and 2021
- Collaborated closely with Marketing on website content and strategy for research
- Facilitated the creation of several new service centers (PracticePoint; LEAP)
- Collaborated with General Counsel's Office on research-related policies as well as COVID-related policies and procedures for research continuity
- Developed research metrics, compiled benchmark information, and provided analyses to facilitate strategic planning for research and technology commercialization
- Created guidelines for the establishments of centers and institutes and have participated in the review and approval of several centers
- Active in strategic institutional corporate engagement effort (with Advancement, Career Development, and Corporate Education)

#### **Director, Office of Sponsored Programs, April 2015 – Dec. 2018**

- Recruited and hired for a number of open and new positions and reorganized the unit for improved workflow and customer service; improved working relationships and collaboration within the office
- Selected and implemented electronic system for proposal and award tracking, repository of related documents, Humans Subjects protocol submission, review and approval, and all campus Conflict of Interest Disclosure process
- Managed limited submissions process
- Coordinated and participated in faculty training workshops
- Enhanced web presence and procedures
- Worked with external consultant to create Service Center policy and procedure
- Helped set up a research development office (RSI)

## University of Connecticut, 2000 - 2015

### Office of the Vice President for Research, Sponsored Program Services

#### *Interim Director*, 2012 - 2015

- **Management.** Provided leadership to four major service units (Pre- and Post-Award, Contracts, Effort-Reporting, Cash-Management) and two smaller compliance areas (Export Control and Financial Conflict of Interest) with a total of 35+ staff. Headed multiple recruitment efforts/searches.
- **Leadership in Pre- and Post-Award Integration.** At the request of the Provost, participated in reviewing OSP structure and operations; took the lead in analysis and recommendations for new organizational structure.
- **Contracts, Intellectual Property, Public Private Partnerships.** Lead/collaborator in complex negotiations of Master Agreements with large private companies (e.g., Northeast Utilities) and a Facilities Agreement for the new UConn/ Pratt & Whitney Additive Manufacturing Facility. Active member on the Public Private Partnership Committee.
- **Financial Conflict of Interest.** Took the lead in implementing new PHS Financial Conflict of Interest in Research (FCOIR) regulations; drafted new policy, procedures, guidelines and forms and presented on the new regulations, policy, and procedure to affected departments.
- **Training and Outreach.** Took the lead in initiating and developing now regularly occurring workshops for new faculty at Storrs and regional campuses (orientation sessions and budget development and grants management workshops); continued to coordinate and provide training for departmental grants staff in the context of the Research Administrators' Working Group. Continued to contribute to University-wide compliance training.

#### **Assistant Director, Pre-Award and Contract Services**, July 2007 - May 2012

- **Supervision/Management.** Led a staff of 10 in Pre-Award and Contract Services; participated in recruitment efforts/searches; trained and mentored contract and pre-award specialists; evaluated staff and resolved personnel issues.
- **Pre-Award.** Reviewed and approved all proposals submitted on behalf of UConn; served as resource to UConn faculty and staff on proposal-related issues and concerns and assisted them in the interpretation of guidelines and regulations as well as appropriate F&A rates; provided guidance to Pre-Award staff on sponsor requirements, terms and conditions, and interpretation of UConn internal policies; drafted proposal approval policy.
- **Contracts.** Provided training, mentoring, and guidance to new contract services specialist and contracts assistant in the review and negotiation of research contracts and the issuance of subawards and consulting agreements; negotiated complex contracts (e.g., master agreements with Pratt & Whitney, General Electric, and Comcast).
- **Training.** Participated in/led multiple OSP and University-wide training efforts, e.g., pre-award and contracts workshops for new engineering faculty; mandatory fiscal compliance training for all faculty and staff involved with grants; and staff training in the context of the Fiscal and Administrative Institute for Training.

**Manager, Contracts Services**, November 2002 - June 2007

- **Supervision/Management.** Hired, trained, and mentored Contracts Assistant and successfully dealt with performance issues; closely supervised issuance of subawards and consulting agreements.
- **Contracts.** Negotiated contracts, subcontracts, intellectual property agreements, clinical trial agreements, non-disclosure and material transfer agreements with industrial sponsors that included resolving complex IP, publication, export control, and data ownership issues.

**Grants and Contracts Specialist II**, June 2001 - October 2002

- Independent review and negotiation of research contracts and take-over of the unit after retirement of the Associate Director for Contract Services in February 2002.

**Intern in Contract Services**, Aug. 2000 - May 2001

- Introduction to Research Administration, particularly contract review and negotiation under the guidance of the Associate Director for Contract Services.

**Department of Modern and Classical Languages**, University of Connecticut  
*Lecturer*, 1999 - 2000

**The College of Wooster**, Wooster, OH  
*Visiting Assistant Professor of German*, 1993-1998

**Bates College**, Lewiston, ME  
*Visiting Assistant Professor of German*, 1992-1993

**EDUCATION**

**M.P.A.**, 2001, University of Connecticut  
(Coursework in administrative theory and behavior, budgeting and finance, personnel, administrative law, policy analysis and quantitative methods; concentration: educational administration and leadership)

**Ph.D.** (German), 1992, University of Wisconsin

**M.A.** (German and English), 1988, University of Constance, Germany