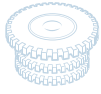




# COMPETENCY MODEL OVERVIEW



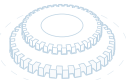
## HUMAN RESOURCES

Personnel Categories • Salary Cap and Limits • Effort Fundamentals • Graduate Student Compensation • Onboarding/Departure Process • Personnel Related Expenses



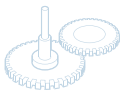
## FINANCIALS

Cost Principles • F&A Rate, Budget Projections • Reporting • Cost Accounting Standards (CAS) Exemptions • Human Subjects Payments (HSP) • Internal Service Providers • External Collaborators and Service Providers • Travel • Special Cost Categories • Program Income • Sponsor Financial Reporting & Invoicing • Monitoring Awards



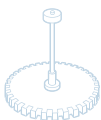
## COMPLIANCE

Human Subjects • Animal Subjects • Safety • Export Controls • International Activities • Outside Activities • Conflicts of Interest • Clinical Research • Open Records, Data Management • IT Security and Data Privacy • Intellectual Property • Space Allocation • Asset Management • Record Retention



## PROFESSIONAL

Diversity of Approach • Inquisitive • Fundamental Skills • Resourceful • Accountable • Positive Attitude • Growth Mindset • Service-minded • Communication Skills • Empathy • Counseling skills • Project/Time Management Skills



## GRANTSMANSHIP

Determine Appropriate Funding Streams and Instruments • Stay Up to Date on Regulations • Guidelines and Procedures • Find Funding Opportunities • Interpret Solicitations • Assist in the Proposal Process • Award Initiation • Award Management

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