

Research Administration as a Choice of Career?

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Background

- More project-based financing of research
- More multidisciplinary research
- More foreign funding
- More strategic funding
- More complex organisations

↪ Growing demands on our profession...

Purpose of the project

- Learn more about characteristics, backgrounds and perceptions of people working in research administration
- How can DARMA contribute?
- Two means
 - Interviews
 - Survey

Presentation outline

1. Survey
2. Interviews
3. Discussion and perspectives for DARMA

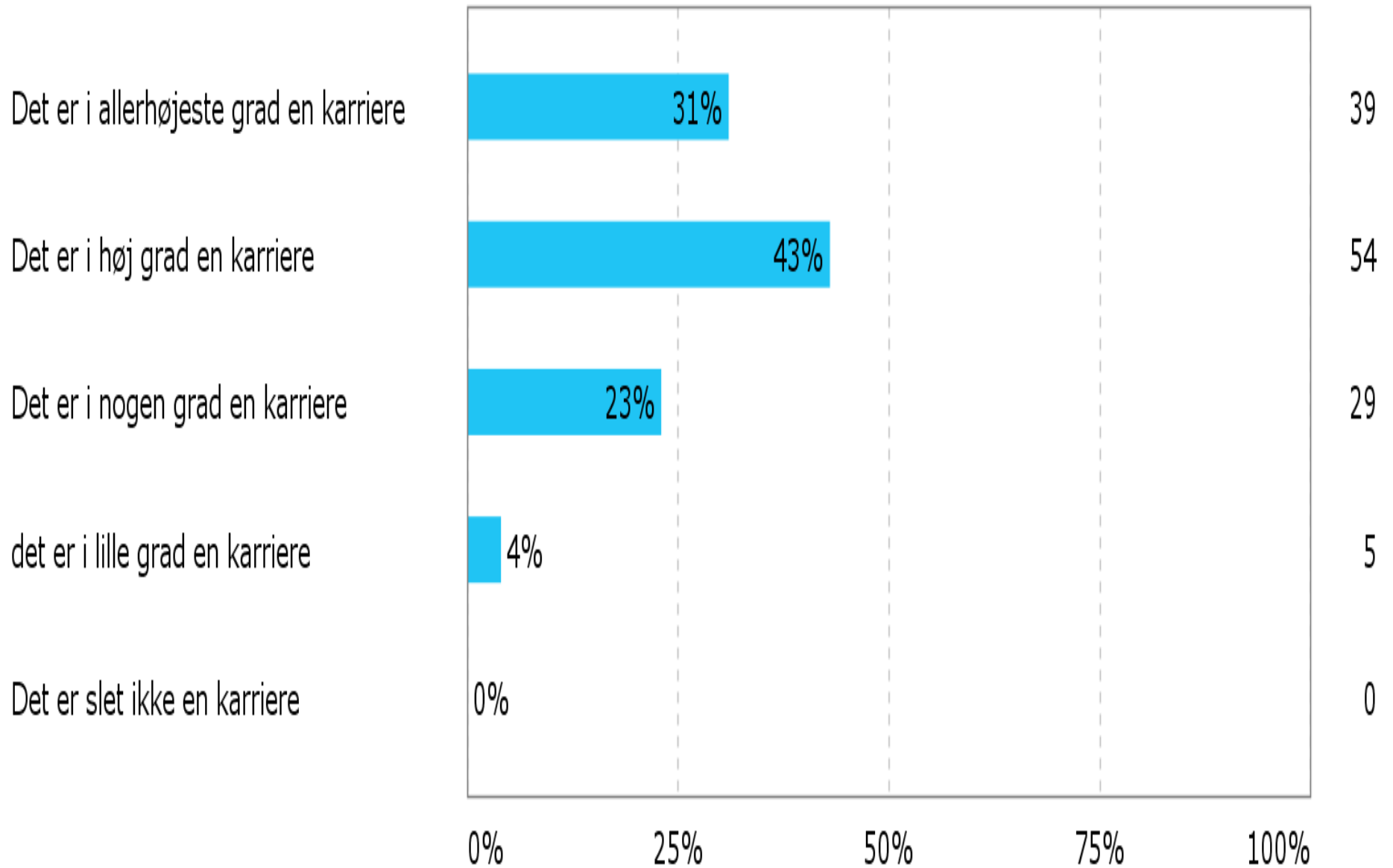
Mapping of DARMA's members

69% responded to the survey

*A survey about who we are
and what we want*

Research administration is a career

- 97% - it is most definitely a career, it is a career or it is somewhat a career
- 0% - it is not a career



DARMA has dedicated members

- Do you intend to stay in research administration/management for the foreseeable future
- or is it more short-term opportunity or transition to another career?

DARMA has dedicated members

- 100% - I'm pretty certain I am here for the long term; I am here for the foreseeable future but probably not for the rest of my career; I am here for now but very open to change directions
- 0% - This is definitely just a short term opportunity before moving to something else; I want to work with anything else but this

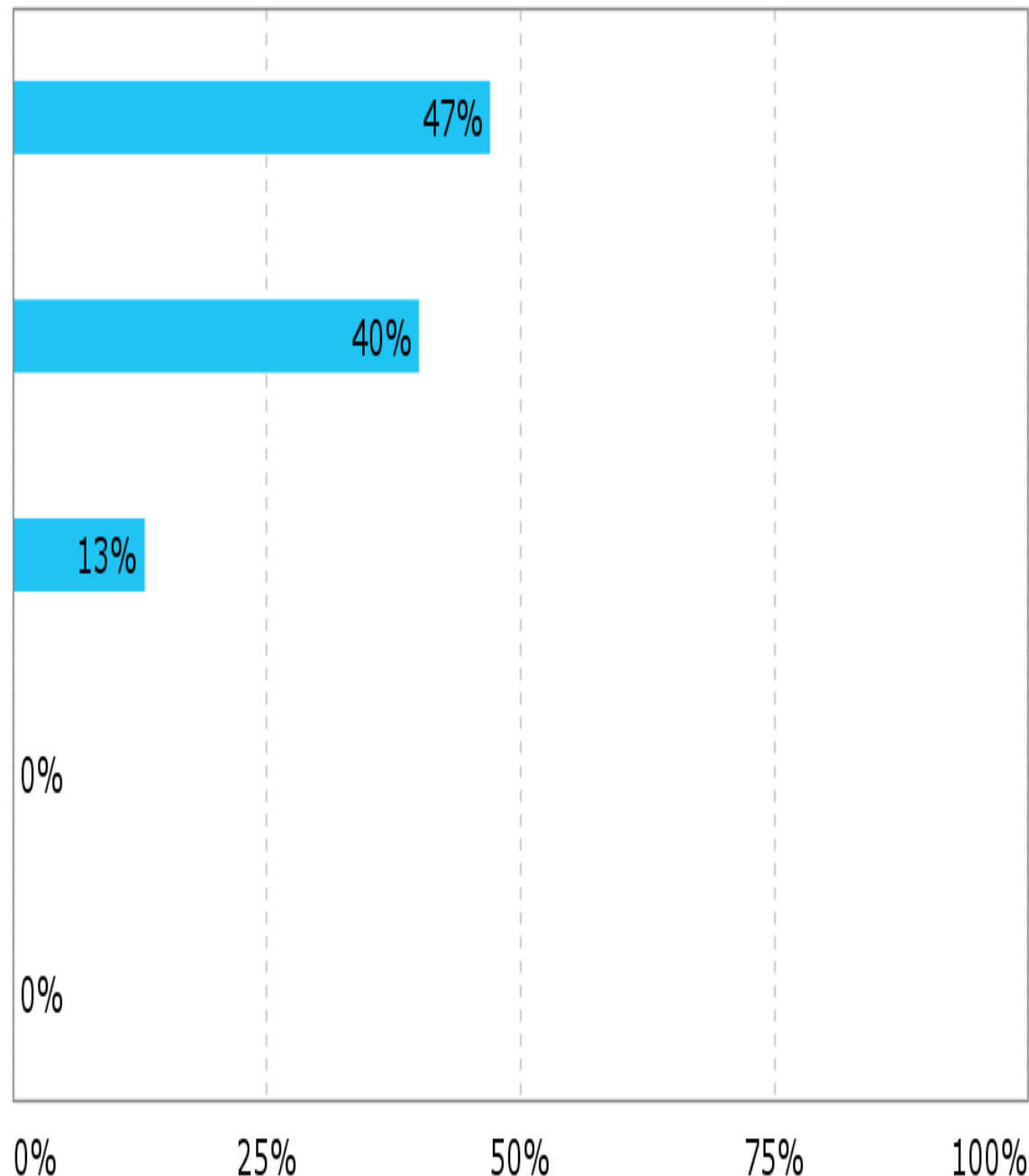
Jeg er overbevist om, at jeg vil arbejde inden for feltet i lang tid

Jeg forventer at arbejde inden for feltet i en overskuelig fremtid, men ikke resten af mit liv

Jeg arbejder her lige nu, men er meget åben for at skifte spor

Det her er helt bestemt kun et arbejde i kort tid indtil jeg finder noget andet

Jeg ønsker at lave alt andet end det her

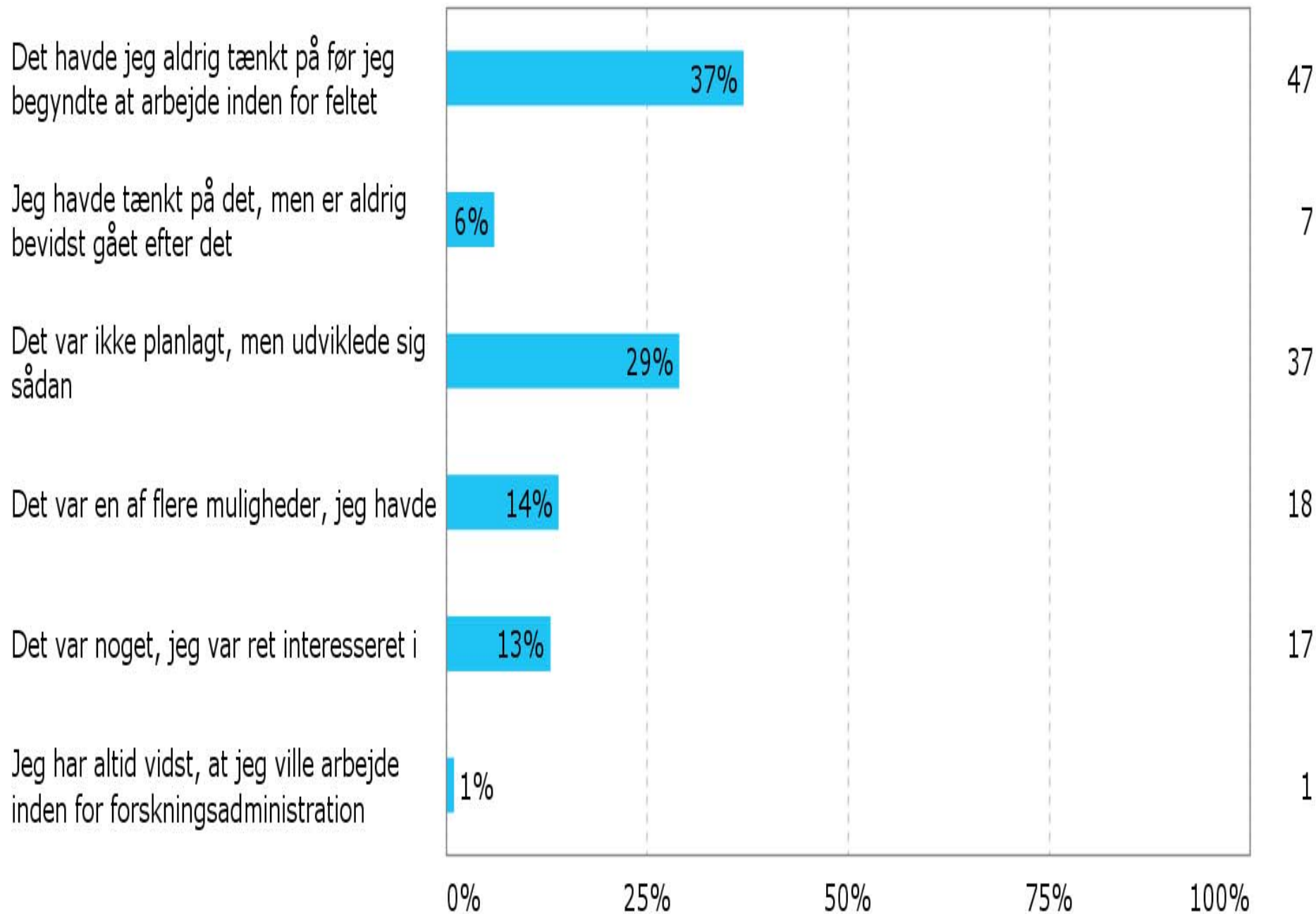


Most members knew little about research administration, when they started their first job in the field

- 69 % knew absolutely nothing or very little
- 8% knew a lot or quite a bit

Most members did not plan to become a research administrator

- 66% never planned to become a research administrator

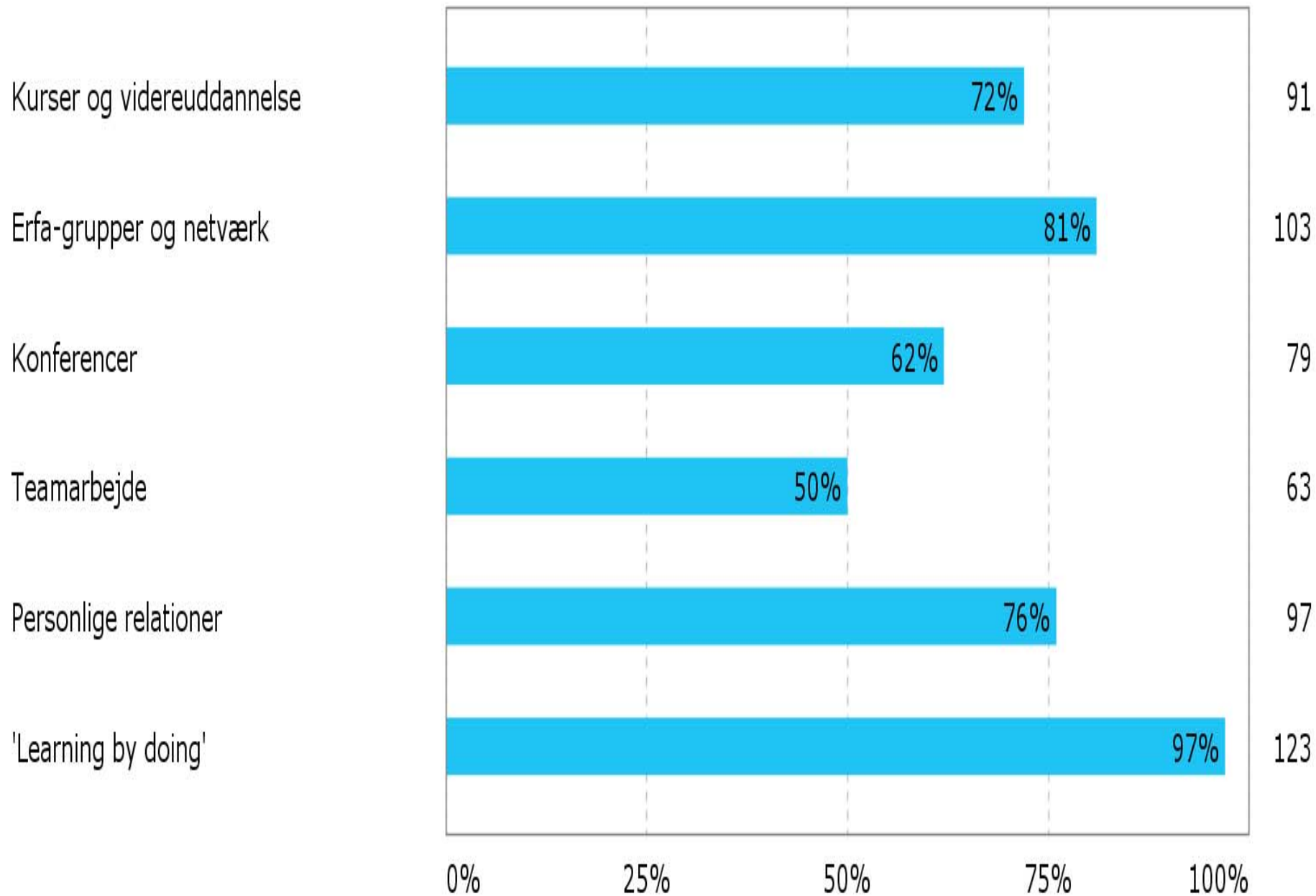


Members develop skills at work and through talking to each other

What have you found most helpful to your acquiring new skills at work?

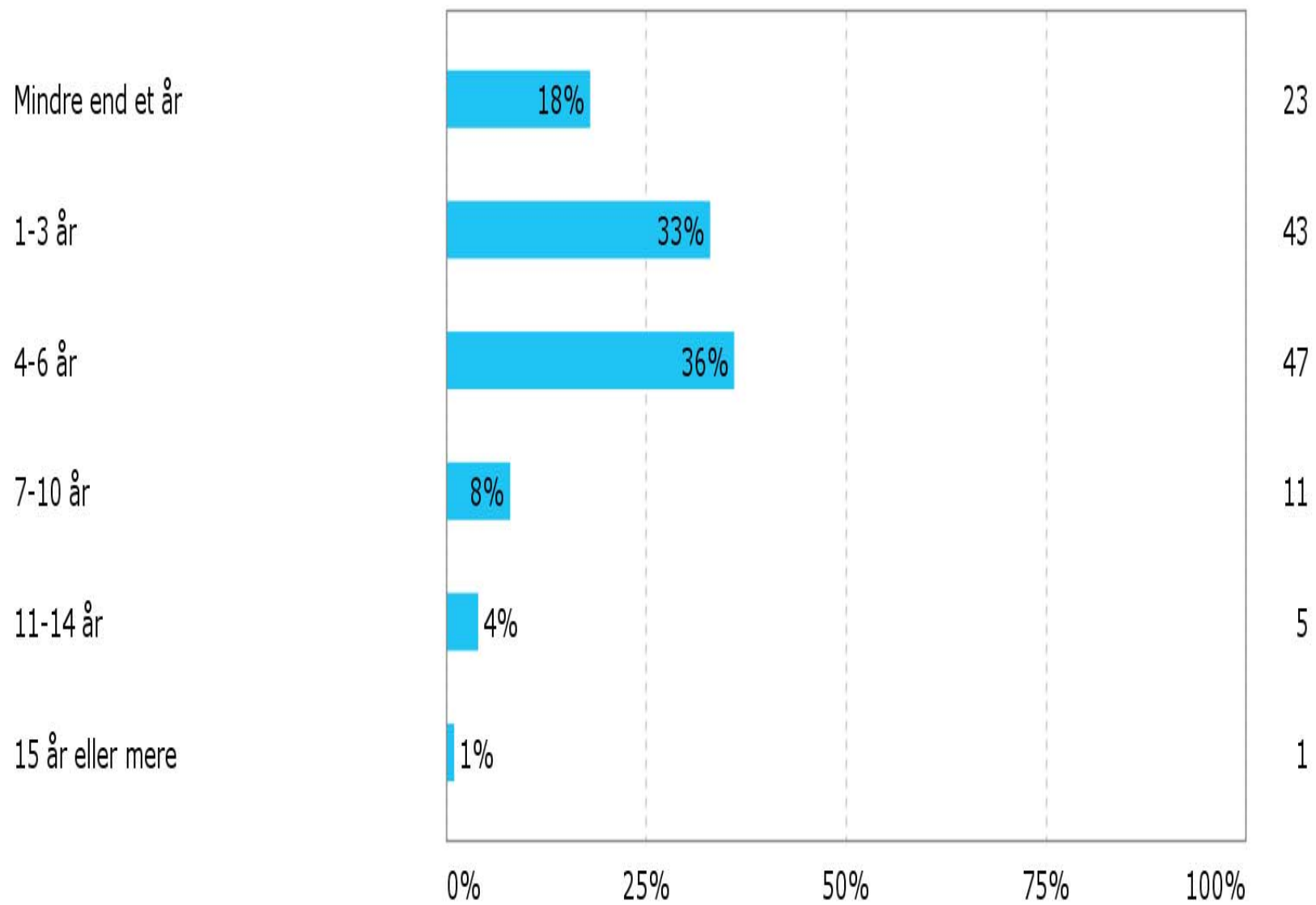
97% - Learning by doing

81% - Networks



But DARMA's members are on the move

- 87% have worked less than 6 years in their current position



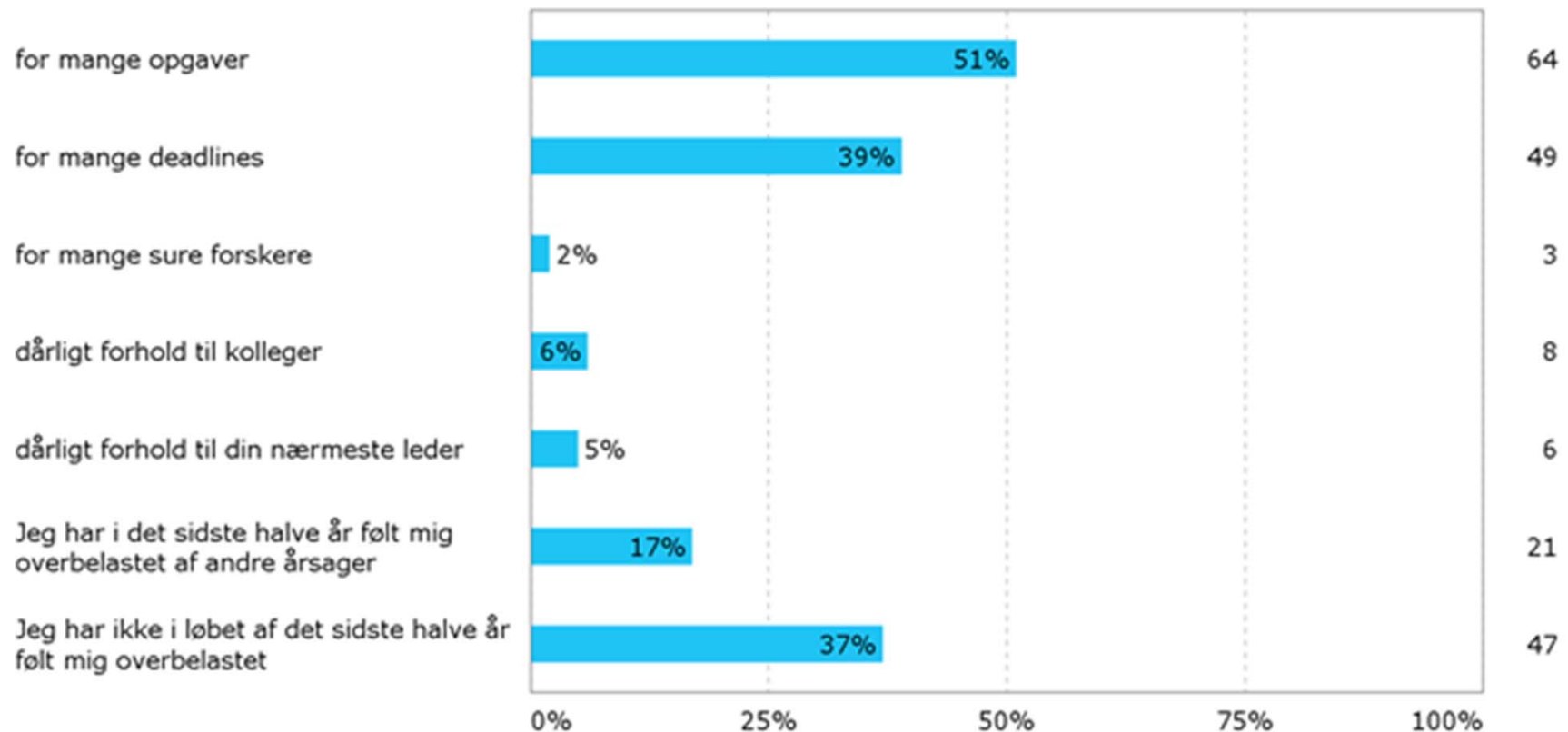
DARMA's members consider themselves experienced

- 96% - consider themselves very experienced/skilled or consider they have some skills, but have quite a bit to learn yet.
- 5% - feel new within the field

High demand, low control

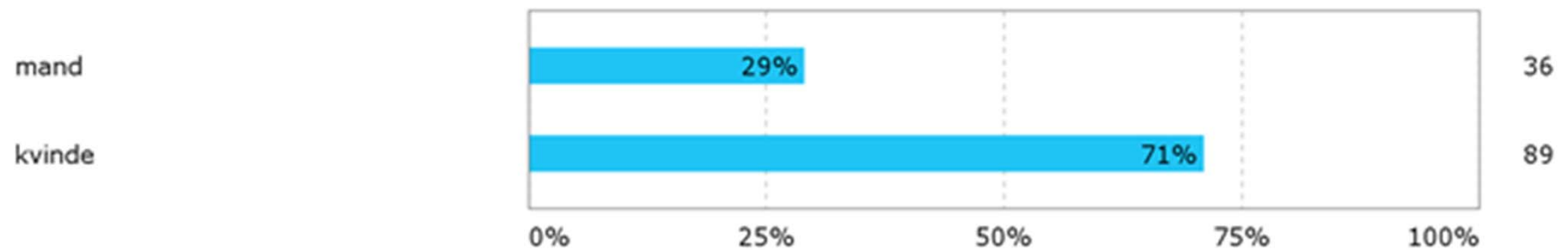
- During the last six months:
- 63% have felt overworked because of too much work and/or too many deadlines
- Only a few are overworked because of bad relations to people around them

Members are overworked because..

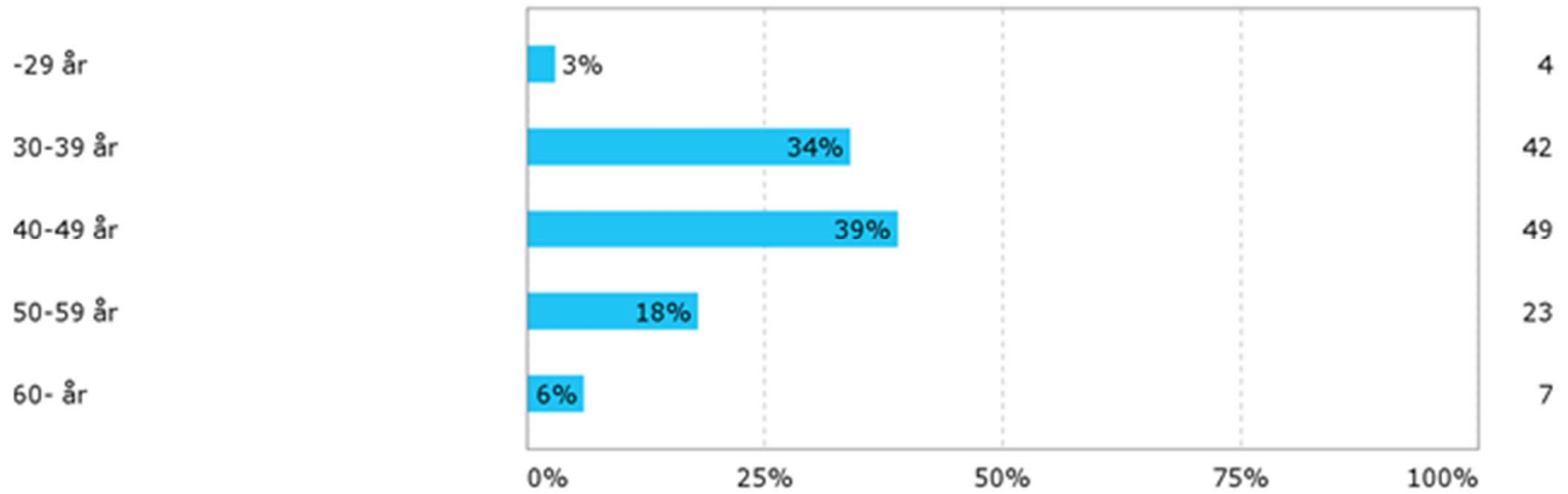


Who are DARMA's members?

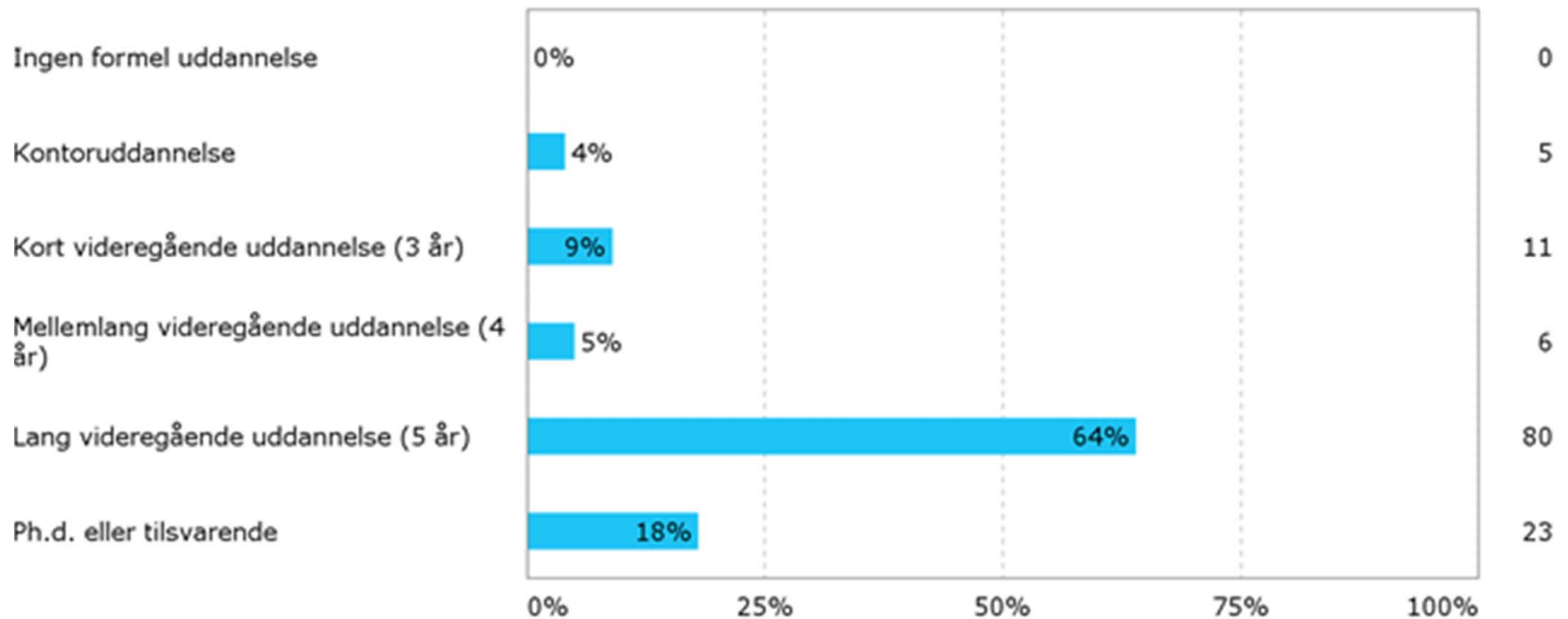
- Gender



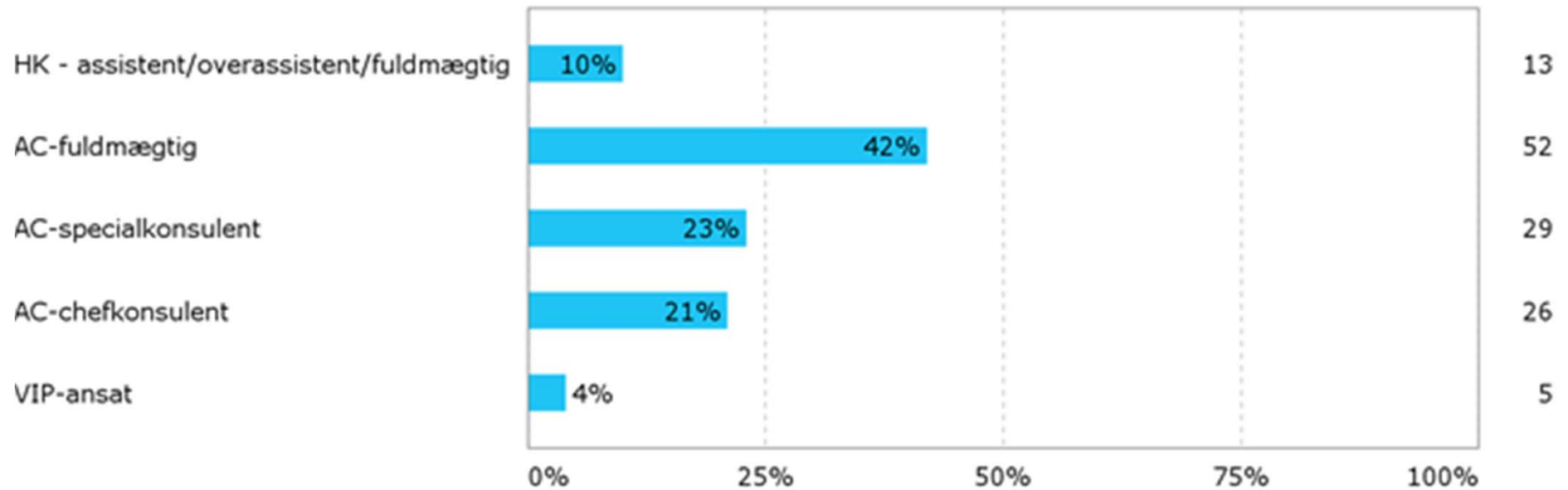
Age



Educational backgrounds



Job titles



Points to take with us

- We learn from doing the work and from each other
- We are highly educated
- We are dedicated and want to stay in the field
- Everybody wants to develop on the job
- We are overworked because of tasks and deadlines, not because of people around us

PART II

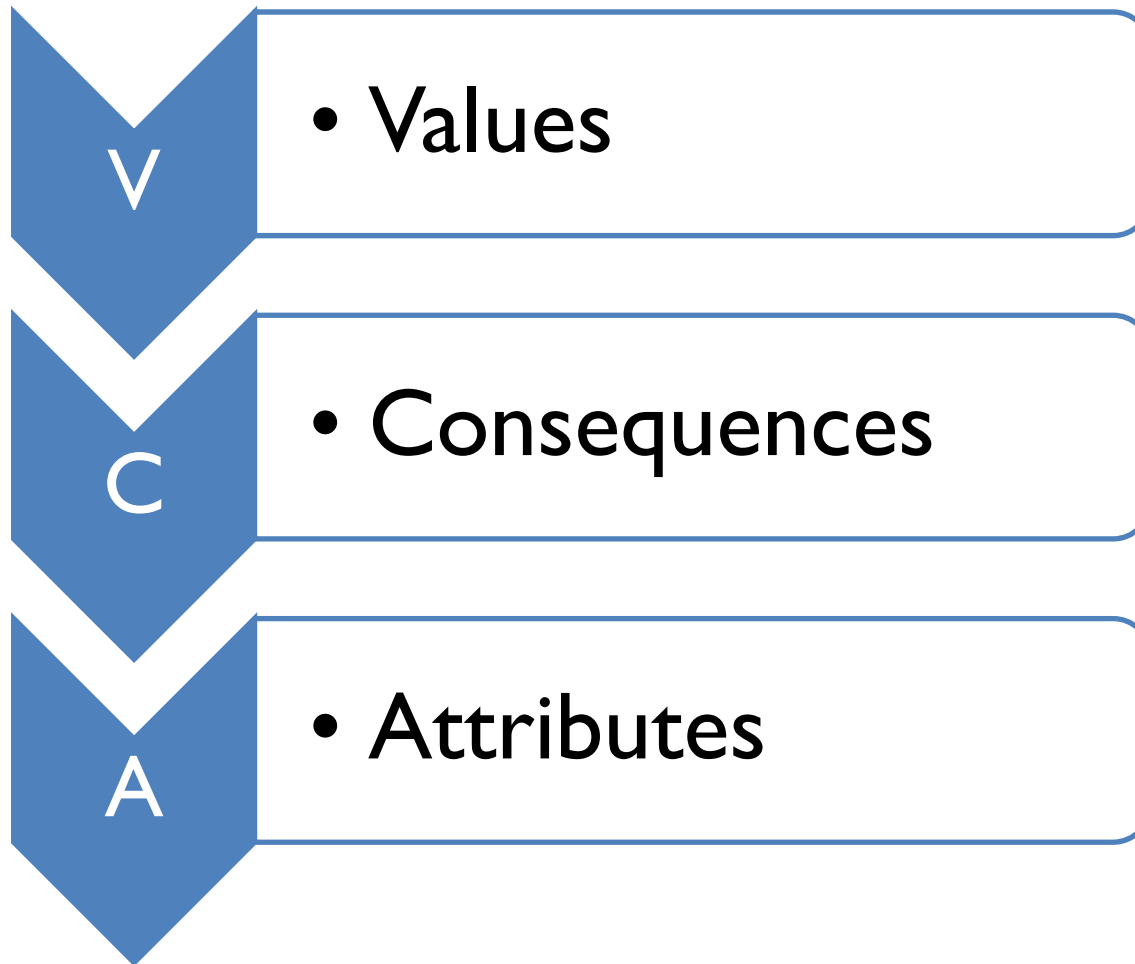
”We’re one, but we’re not the same”!



How do research administrators experience their jobs, really?

- 10 semi-structured interviews
 - pre/post
 - male/female
 - central/local
 - experienced/less experience

Values as drivers of behaviour



Example

Self-respect



Harmony with nature



Better for environment



No pesticides



Organically produced



Green label

**Danskere er
dårlige
fiskespisere**

**MINNA & GUNNAR'S
VINTER-FAVORITTER**



 2 gange om ugen

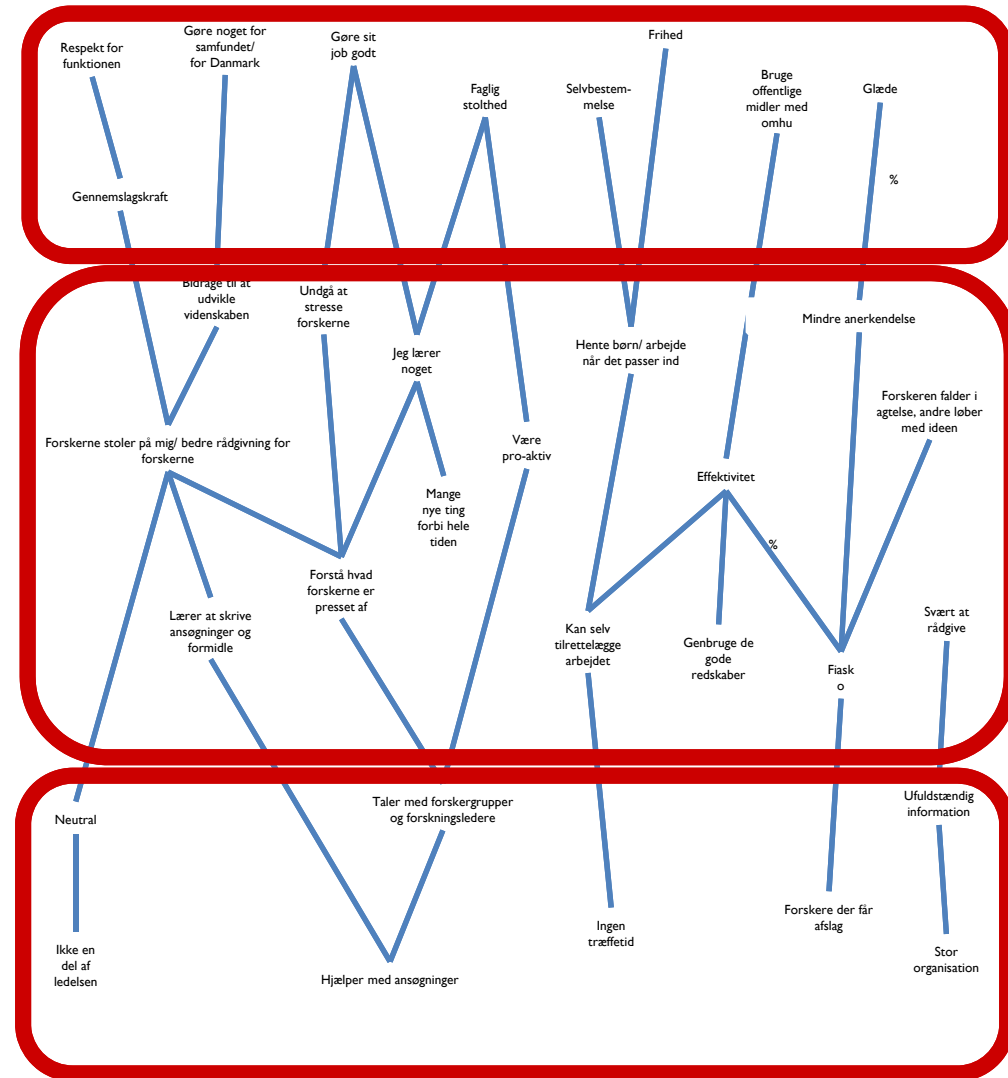


Making sense of the charts

Values

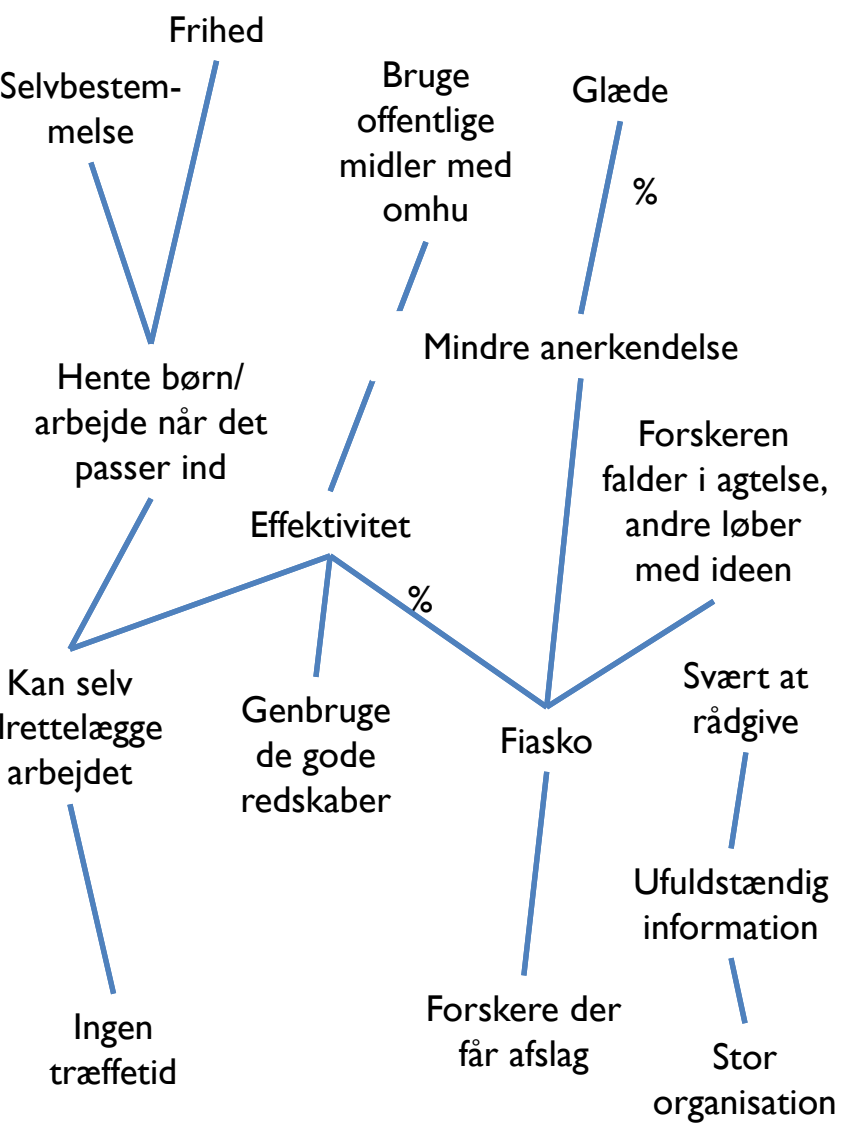
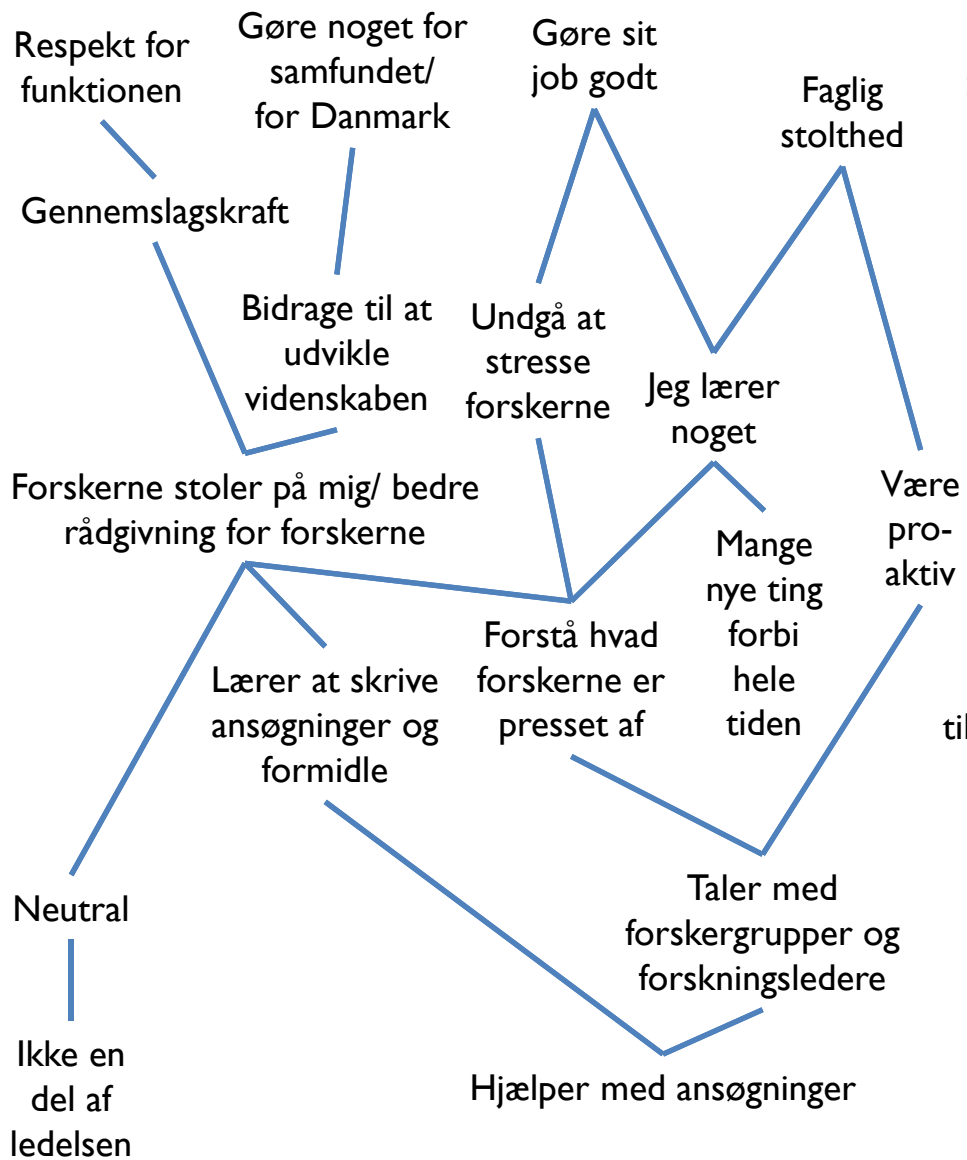
Consequences

Attributes



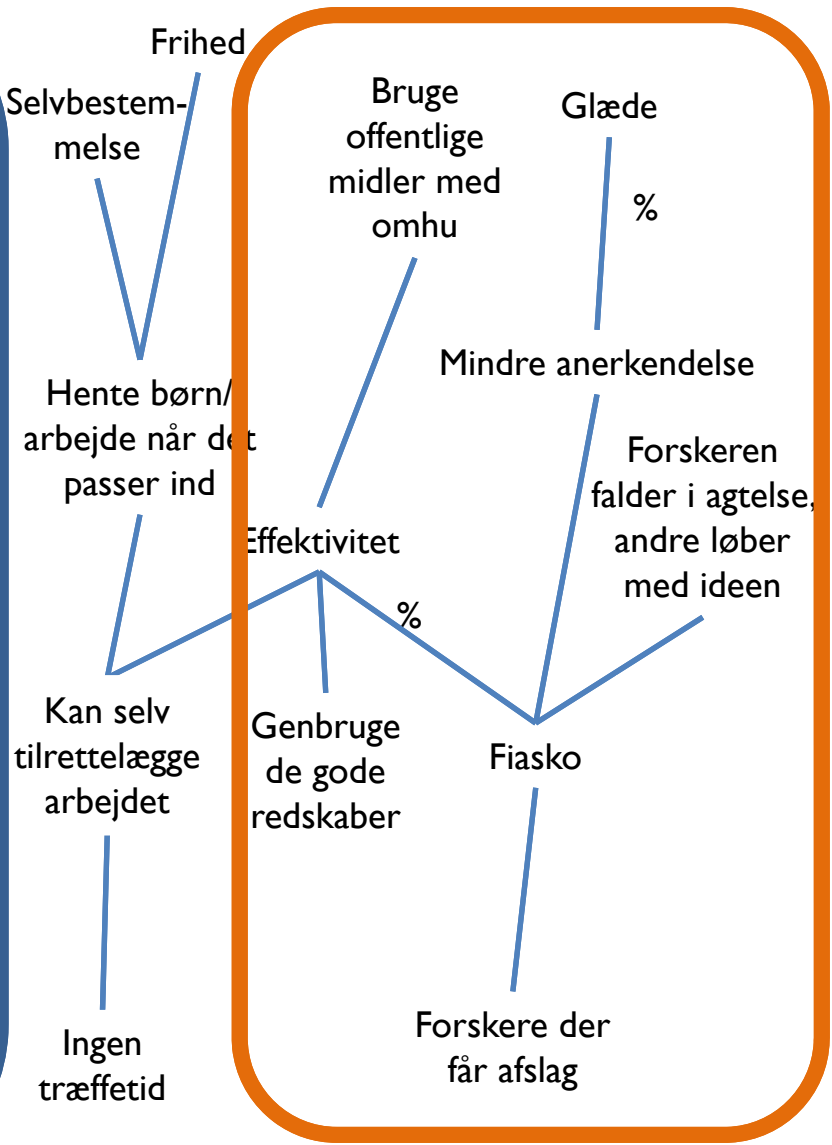
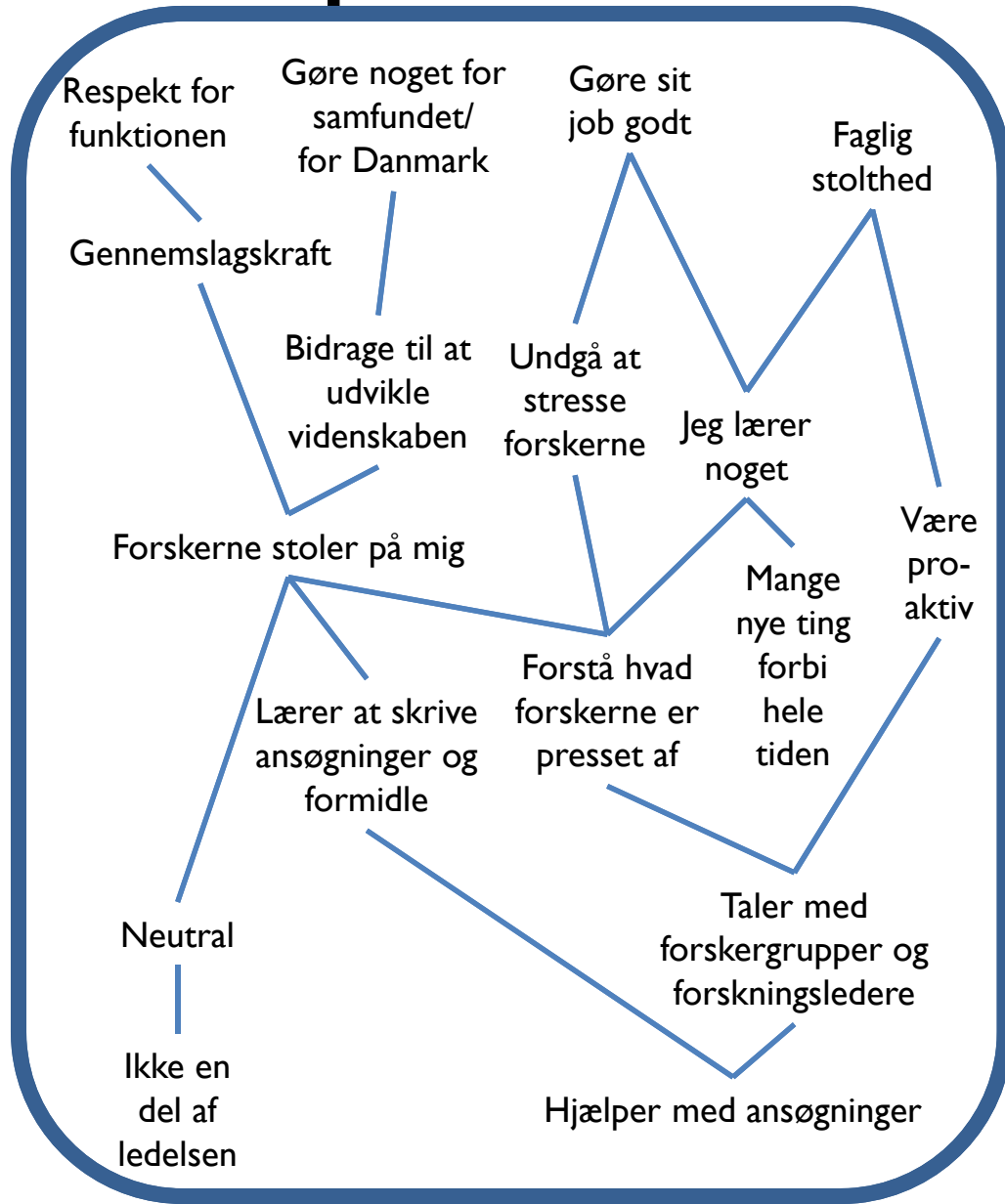
Example I

Meaningful job...

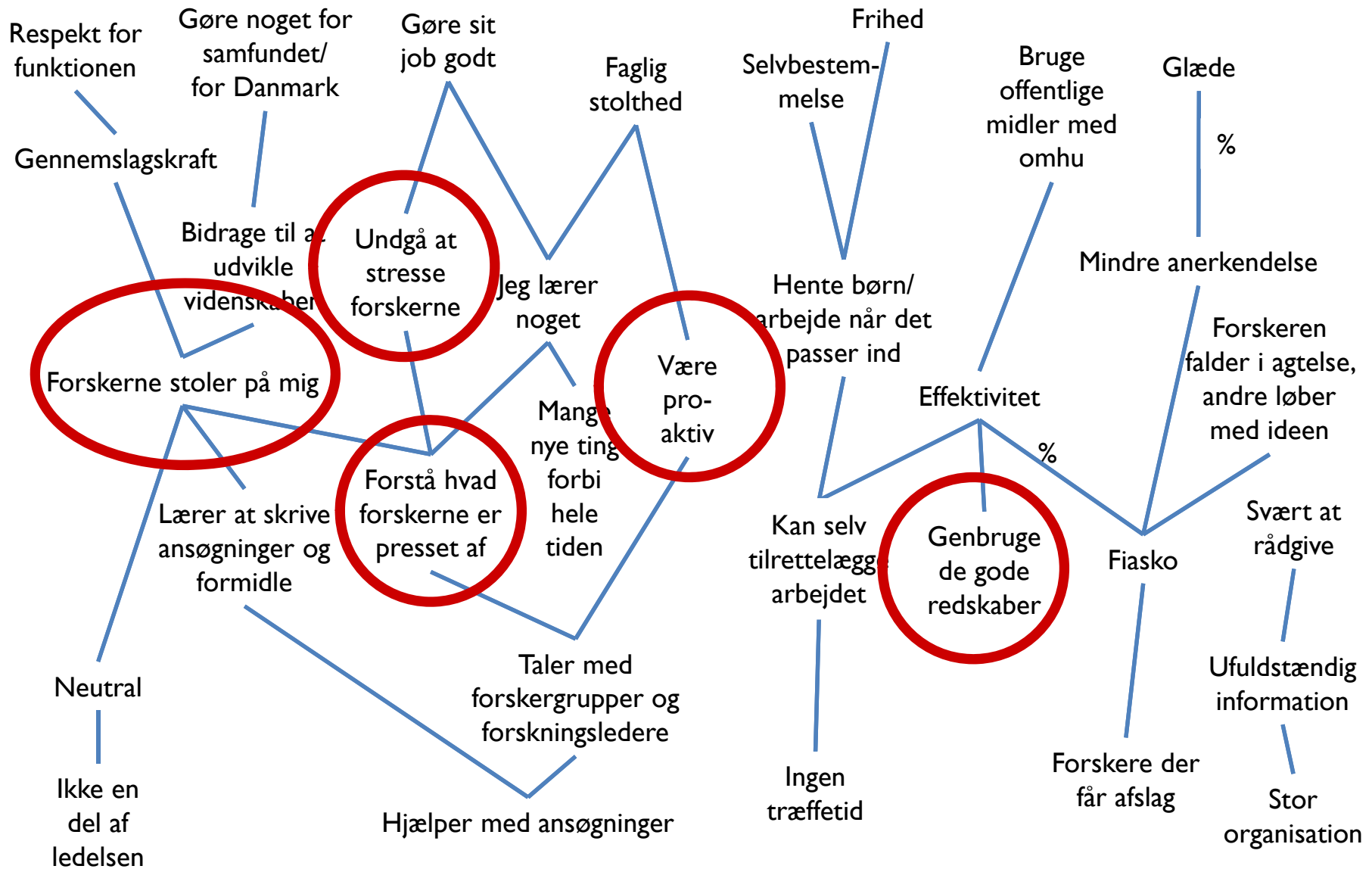


Example I

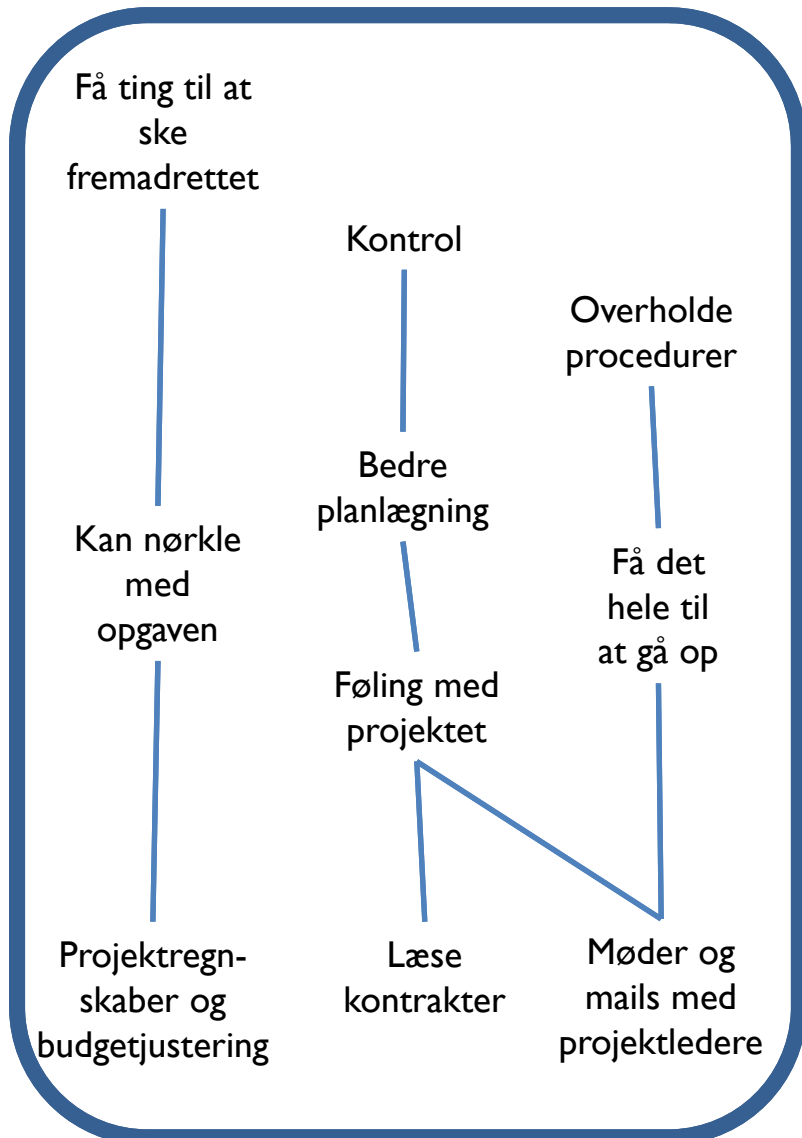
... Fighting to perform



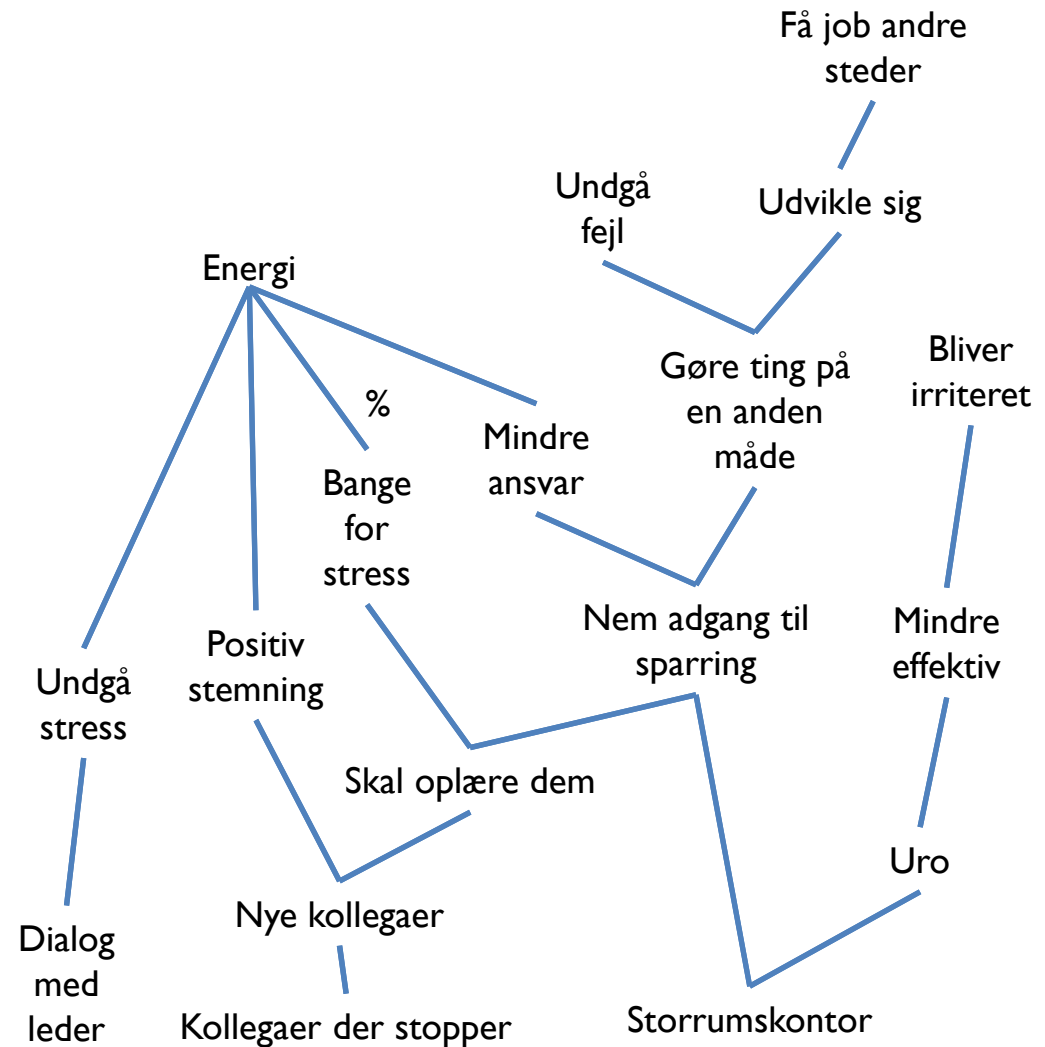
Example I



Example 2

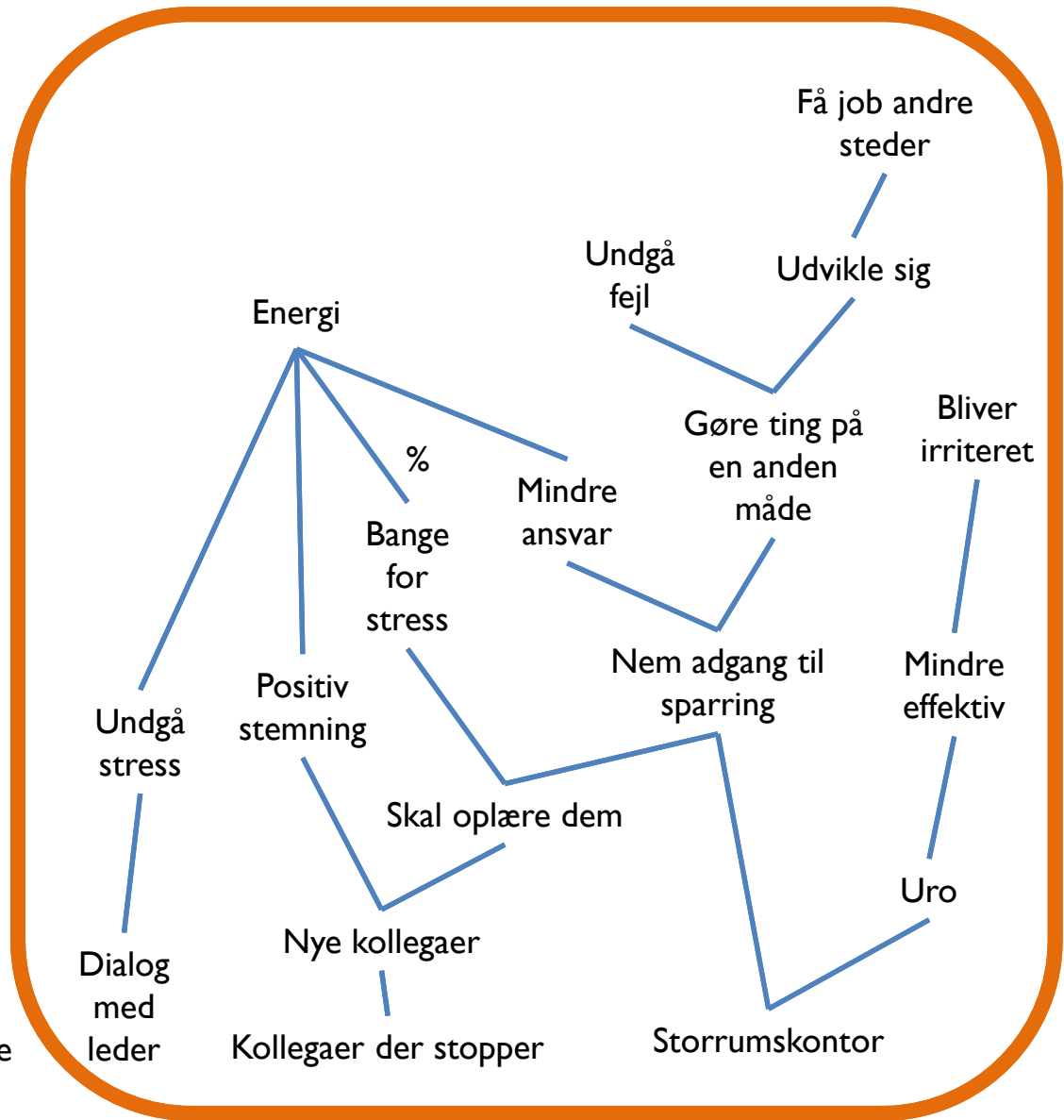
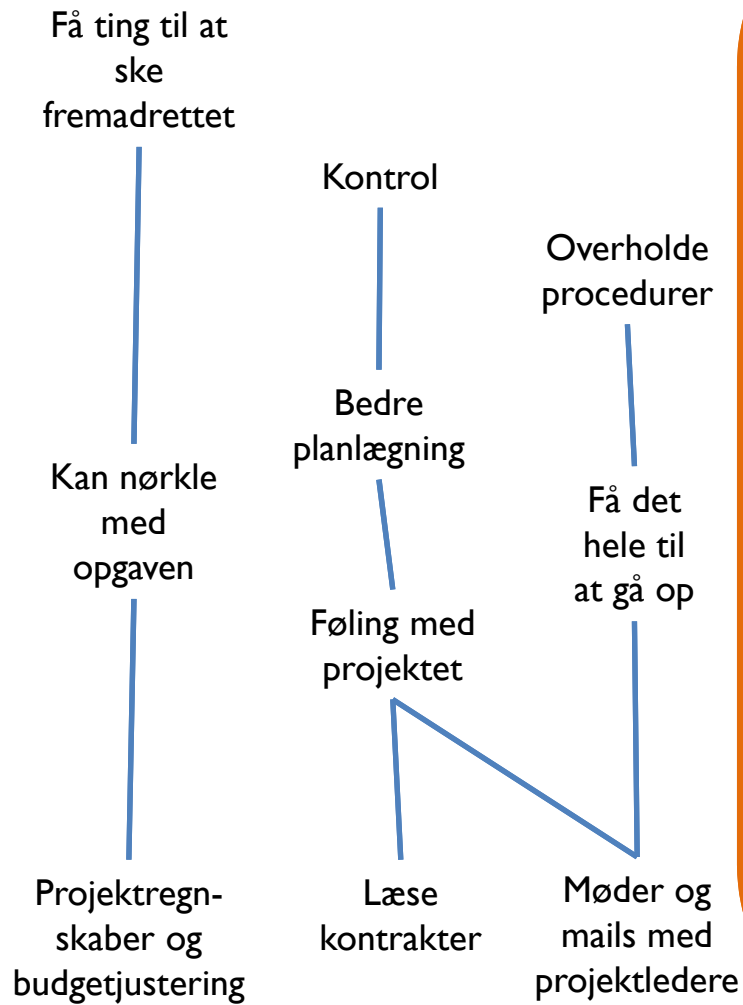


Devoted to tasks...

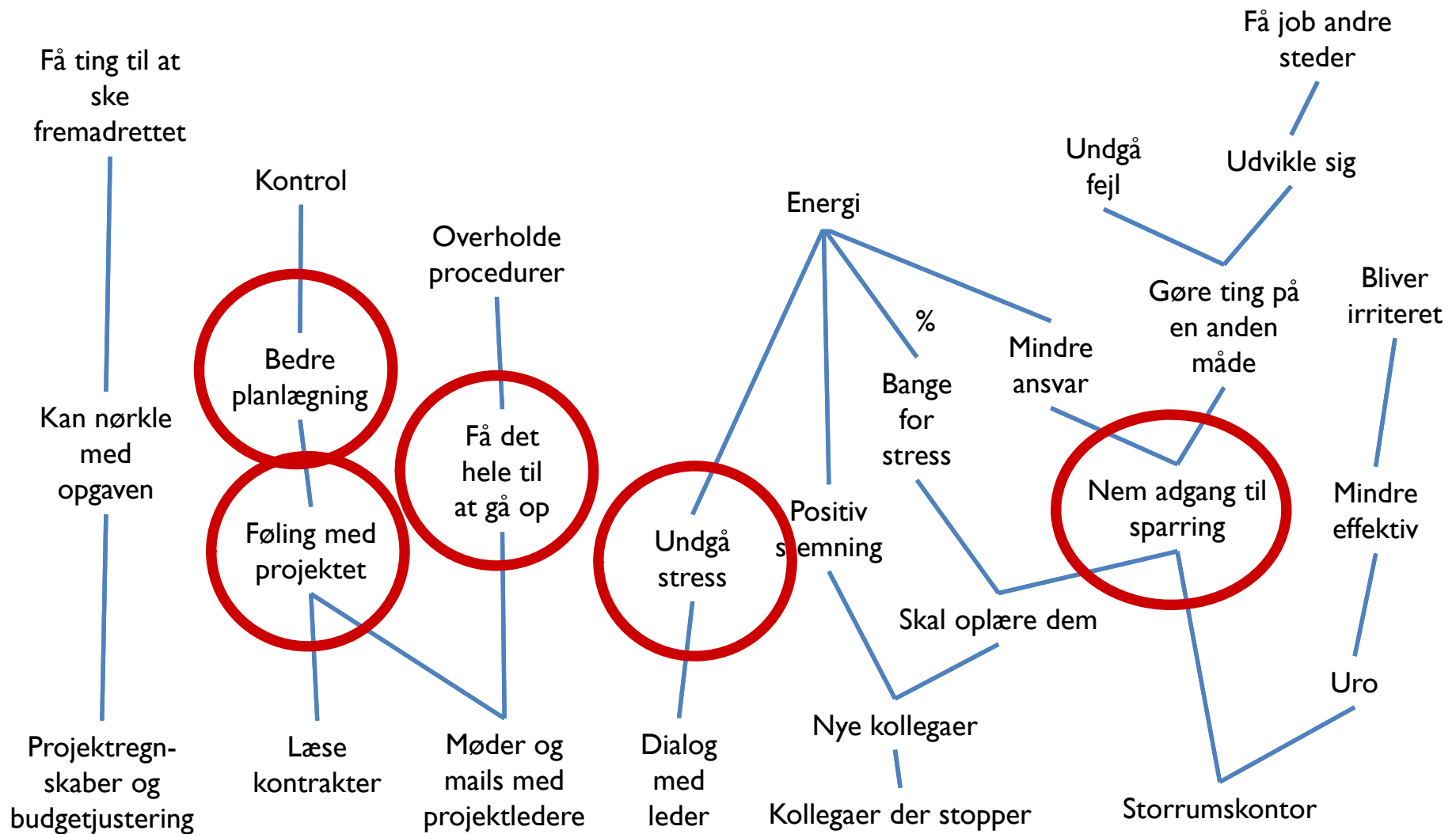


Example 2

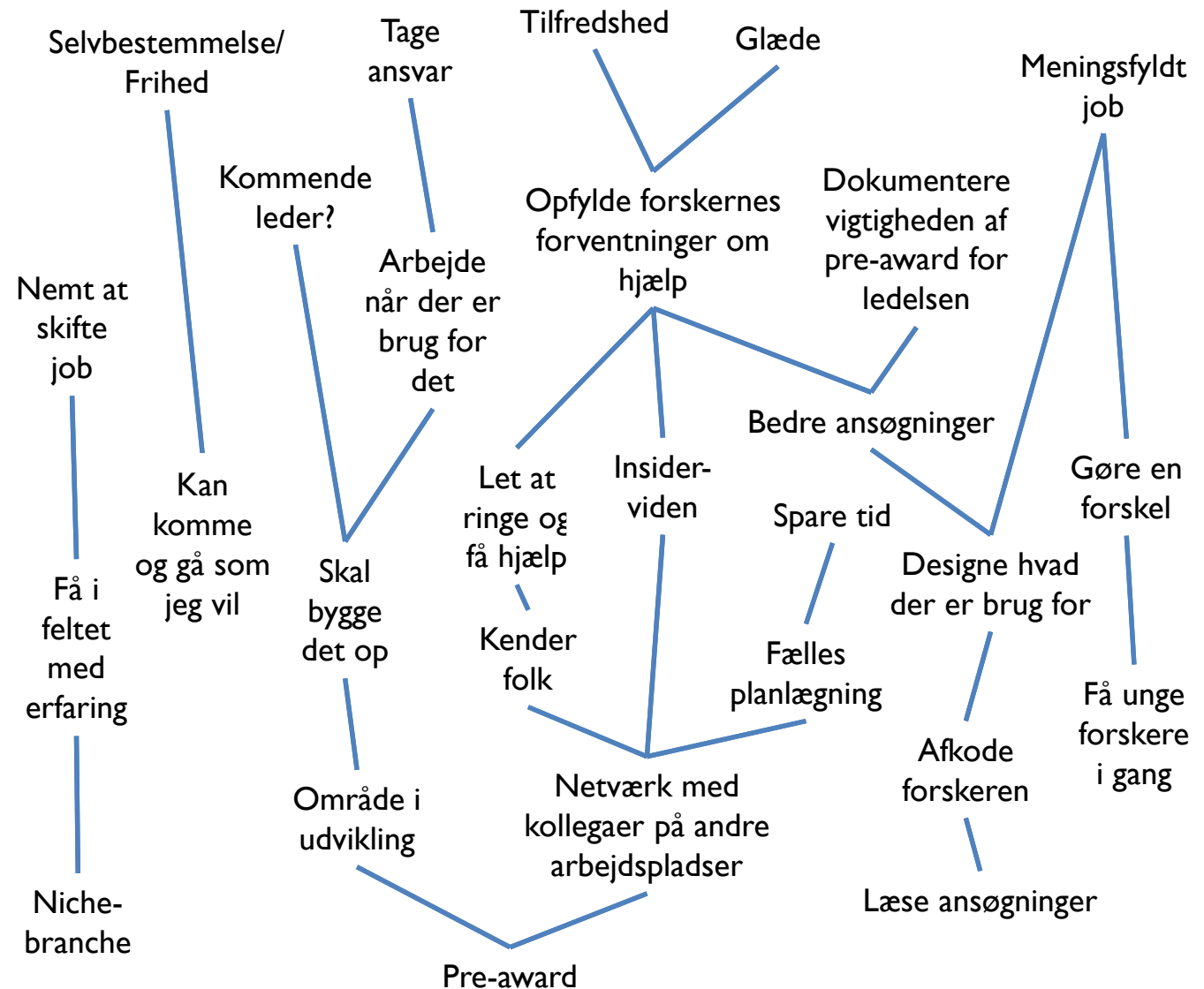
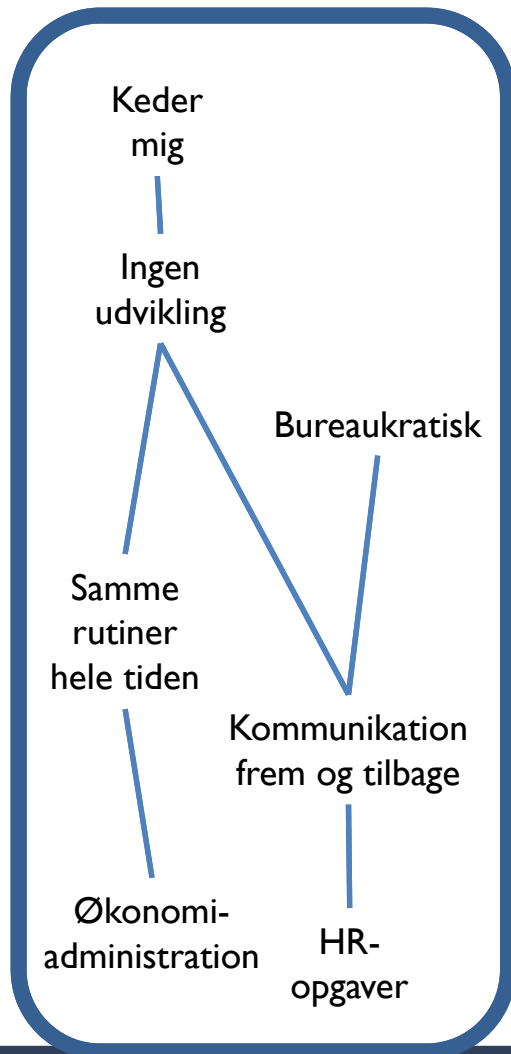
...Frustrated by frame



Example 2

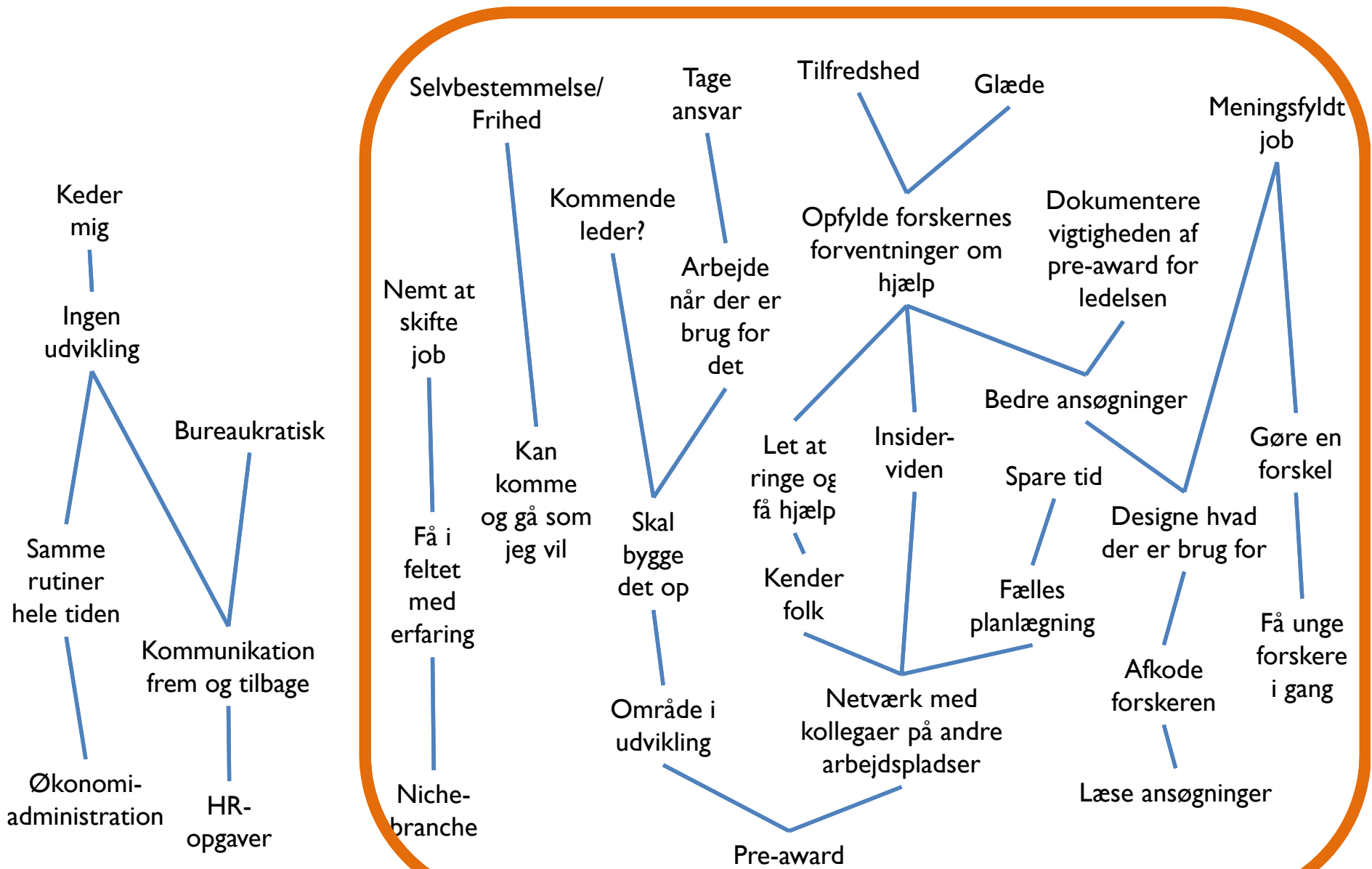


Example 3: Bored by administrative tasks...

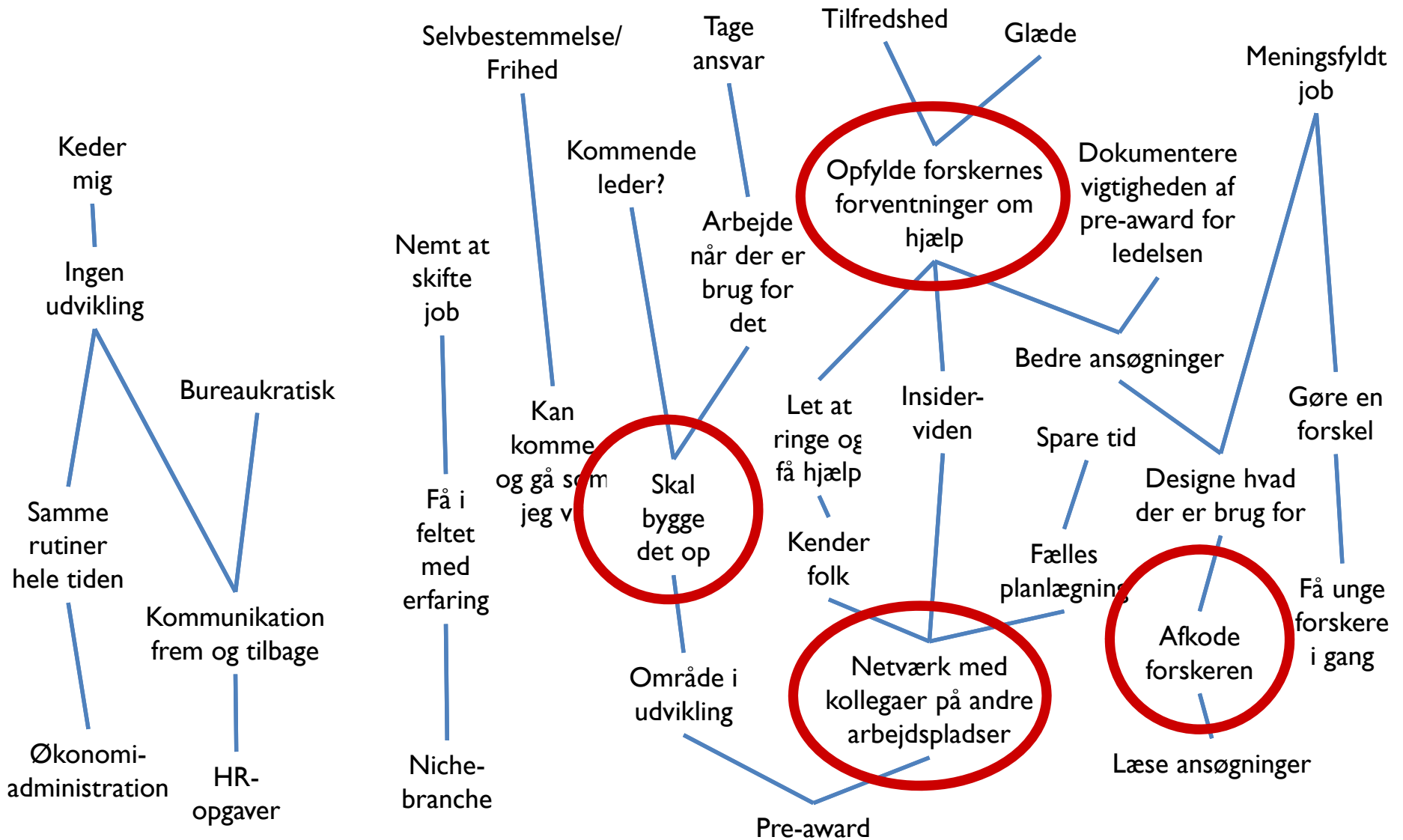


Example 3:

... World of opportunities



Example 3



No conclusions but...

- Everyone wants to do a good job
- Everyone needs development potential
- Pre-award functions seem more closely related to realisation of values
- Personal competences and network crucial to success!

Summary

- We are dedicated with high work morals
- We want to work in this field also in the future, but we like change

Where do we go from here?

- What can we learn from these findings?
- How do we remain dedicated members who need DARMA?
- How do we develop our field for the benefit of all of us?

Who is DARMA for and who should DARMA represent?

- *”I have given up on DARMA – it is only pre award”*
- *”I work at a hospital ward. DARMA has nothing for me.”*
- *”Focus on the variety of tasks, members are doing, not only pre award and post award”*

Suggestions for DARMA

- Sub-groups with different themes: pre award, post award, hospitals, scientific fields, contracts, IPR, etc.
- Webportal with administrative assistance
- Collaboration with DJØF/other unions about education for research administrators
- Mentor organisation, networking and sharing tools, hands on courses

Open discussion

- What can we learn from these findings?
- How do we remain dedicated members who need DARMA?
- How do we develop our field for the benefit of all of us?