Recognition & Rewards Festival 2023

Workshop:
1.8 Recognising supporting roles: Survey results

Utrecht, The Netherlands, 20230413

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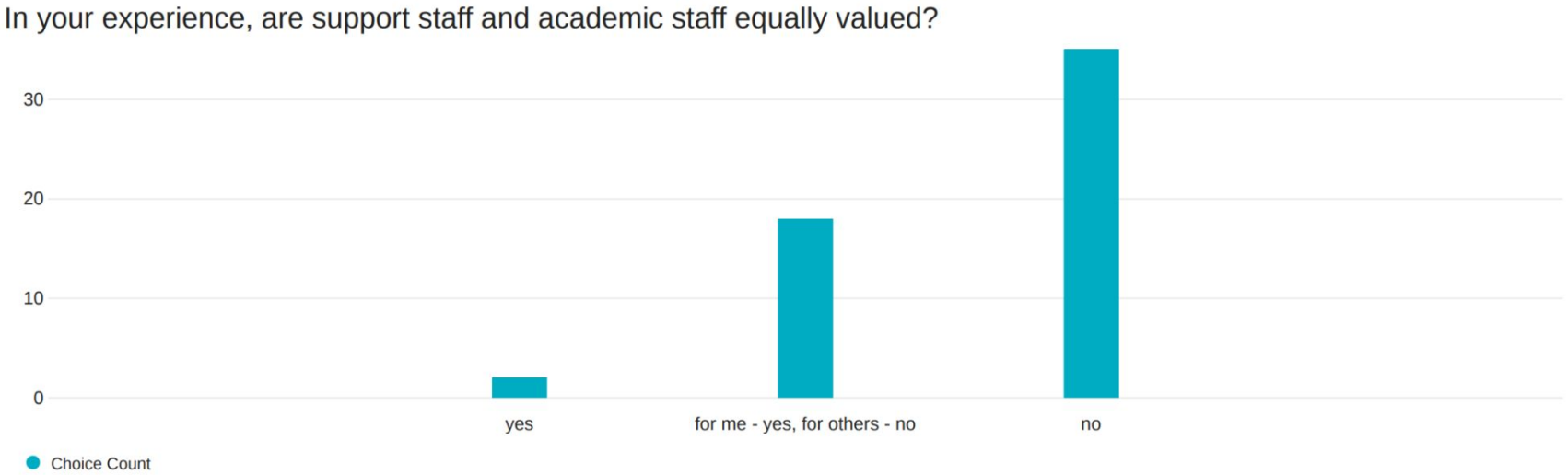
About the survey

- The survey was created almost from scratch by workshop participants at the 2023 Recognition & Rewards festival in Utrecht, The Netherlands 20230413.
- The survey was primarily an experiment to create an impromptu survey during a pressure cooker session and a means to discuss the topic focussing on what we do not yet know. The results should be interpreted with that in mind and also account for the fact that the sample of researchers and support staff at the festival and those with access to the RRview platform is a very skewed subset of all researchers and support staff.
- Creation took participants 50 minutes, organizers deduplicated, selected and implemented questions and answer categories in Qualtrics, which took another 40 minutes.
- The survey consisted of 10 closed questions and 1 open question and took less than 5 minutes to complete.
- Respondents were allowed to skip questions.
- The survey was open from 2-4 PM for respondents physically present at the festival (~200?).
- The survey was also open for another week at the (closed) R&R platform RRview.
- In total 64 responses were recorded, 55 of which at the festival itself and 9 afterwards.
- The questionnaire has this introduction: “How can the recognition and rewards movement be more inclusive of supporting roles in research? This survey aims to identify issues that support staff are confronted with in research institutions, and explore possible solutions.”
- The following slides contain graphical results for each question.

Question 1 (n=53)

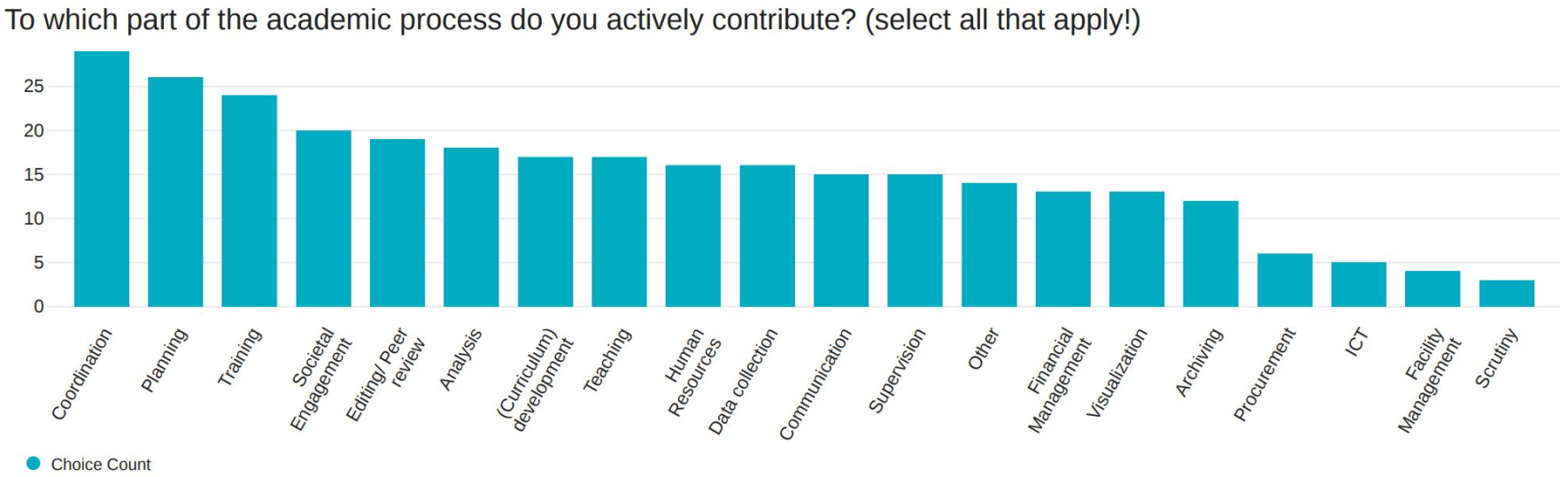


Question 2 (n=54)

ACADEMIC

SUPPORT

Question 3


To which part of the academic process do you actively contribute? (select all that apply!)
25
20
15
10
5
0
Coordination
Planning
Training
Societal Engagement
Editing/ Peer review
Analysis
(Curriculum) development
Teaching
Human Resources
Data collection
Communication
Supervision
Other
Financial Management
Visualization
Archiving
Procurement
ICT
Facility Management
Scrutiny
Choice Count

Question 4 (n=54)

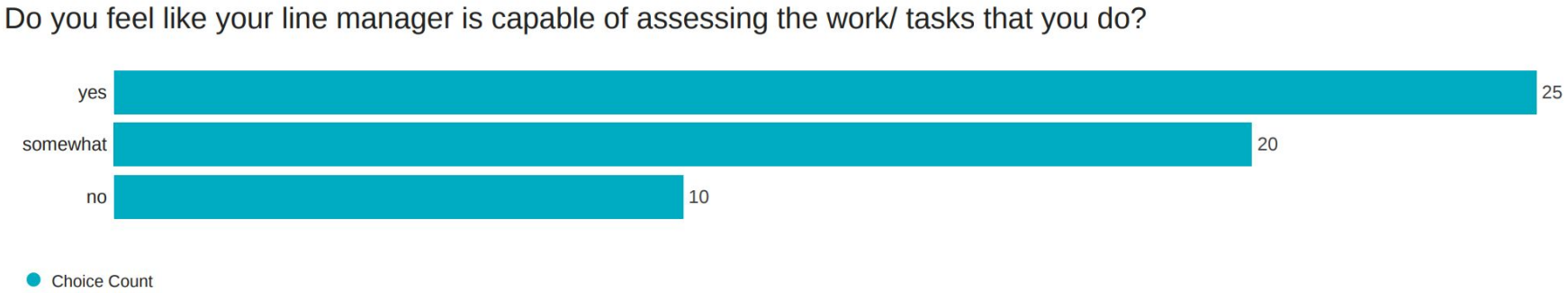
NOT AT ALL

TOTALLY

Question 5

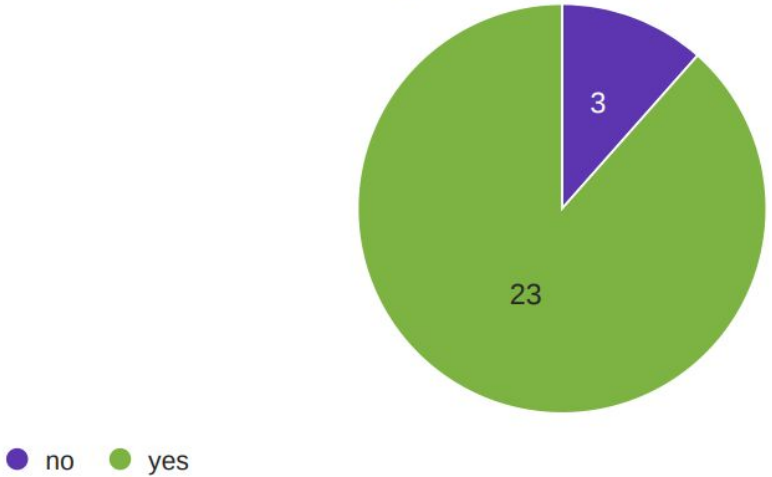
Do you experience obstacles in combining roles?

Question 6 (n=55)



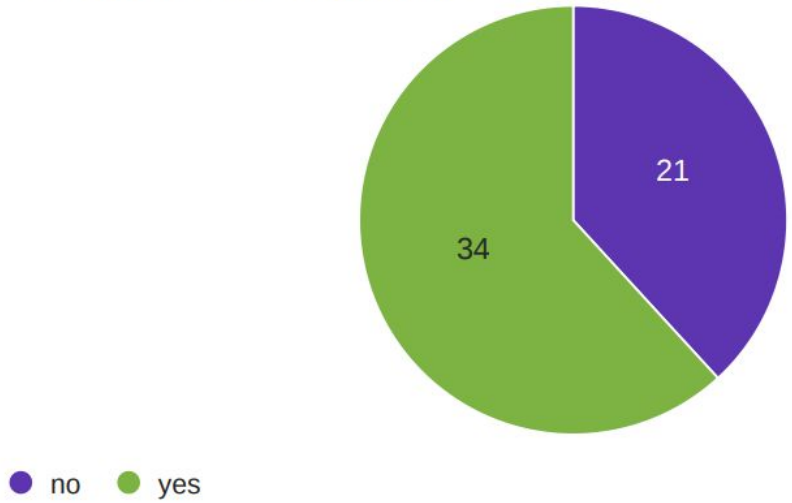
Question 7 (n=26)

If you moved from an academic to a support function, did you benefit from it in your development?



Question 8 (n=55)

Could a support staff member, in principle, be a PI (Principal Investigator)?



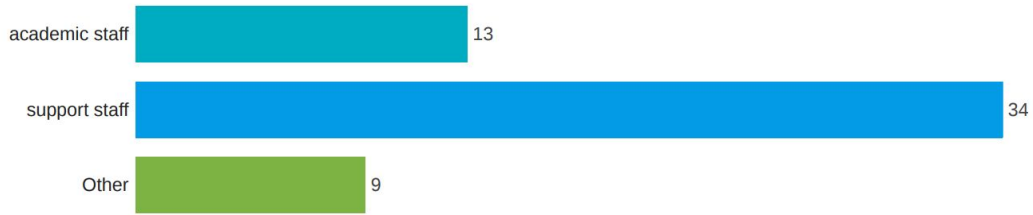
Question 9

What is the added value of working in a hybrid team (with both, academic and support staff)?

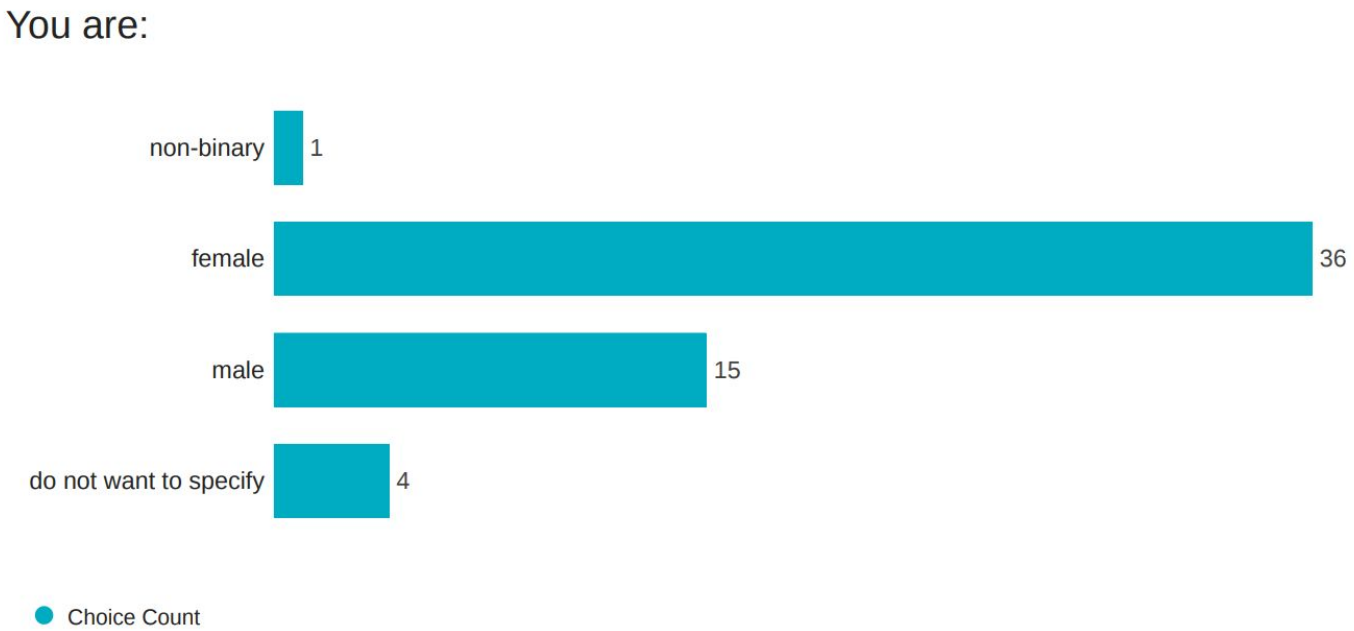
This could bring more complementaririty instead of all team members being from "kind of" the same background. It can bring alternative views and teams can rely and be supported by each others expertise.
all work is cross-functional, so how can you NOT work in a hybrid team? It is the only way to get the job done
diversity of skills and experiences
Multiple types of expertise can be used more efficiently
Complementarity of expertise and functions; provide meaning to support role
The ability to combine insights from both corners of the university (theoretical/conceptual and applied/functional), and also to challenge each others' thinking on certain practices and their underlying rationales (in my specific case, concerning research data management)
Skills mix
We need both disciplines for a well functioning research ecosystem I think. Personally I feel valued for the work I am doing as a support staffer. I very much indentify with that role and m happy I did not proceed an academic career. I enjoy working in the academic sector though. Feel privileged I sometimes have the opportunity to do a bit of research sometimes.
Everybody has distinct skills and experiences, interdisciplinarity in broad sense
Belonging
People with different needs, wants, and skills. Complementary
More efficiency, effect, impact
Support staff can be rewarded for their input and work in the projects
Increase in quality
Enrichment of perspectives
Diversity of skills
Better quality, expension of viewpoints and expertise
Broader view and expertise
Diversity of knowled and network
Broadening perspectives

Question 10 (n=56)

You are:



Other:

enabler
Mixed
Management
PhD student
Business owner
Funder
External support
Management

Question 11 (n=56)