RAAAP is a happy fish

RAAAP is a happy fish, who has just enjoyed a meal

RAAAP is a happy fish, who has just enjoyed a meal, and ...

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RAAAP

• Research Administrators At A Party
  – Or perhaps
• Research Administration as a Profession
• RAAAP Survey 2016
  – 2,691 (11 associations) responses
  – data available
• RAAAP-2 [INORMS] Survey 2019
  – 20 associations

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#EARMA2019
Advisory Group

• PI – Simon Kerridge
• Director, Research Services, University of Kent (UK)
• Co-PI – Stephanie Scott
• Director, Policy and Research Development, Columbia University (US)

• Advisory Group:
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• Jan Andersen, Senior Executive Advisor, TUD; past president EARMA (DK)
• Janice Besch, Managing Director, Alzheimer's Australia NHMRC; President, ARMS (AU)
• Cindy Kiel, EAVC for Research at UC Davis; President, SRA International, (US)
• Susi Poli, University of Bologna (IT); WHEN editor (UK); former EARMA Board Member (IT)
• Deborah Zornes, Director, Research Services, Royal Roads University; President, CARA (CA)
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- Col - Patrice Ajai-Ajabe, Programme Officer, (UK) [ACU]
- Col - Tiina Berg, University of Helsinki, Finland [Finn-ARMA]
- Col - Cindy Kiel, EAVC for Research at UC Davis; (US) [SRA International]
- Stephanie Scott, Director, Policy and Research Development, Columbia University (US) [NCURA]
- Deborah Zornes, Director, Research Services, Royal Roads University; [CARA]

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Survey

• On-line Questionnaire [using Qualtrics]

• Section A: About your role
• Section B: Skills
• Section C: Demographics

• All together, 222 data points

https://figshare.com/articles/RAAAP_Questionnaire/5278114
Who we asked

• We contacted most INORMS associations
  • And some others, trying to get good international coverage

• All agreed to take part!
Who responded?

• 2,691 individuals
Years as an RMA by Region

- Most experience in the USA
Joined because of profession

- Not many even knew about RMA
Like a challenge

• The work is challenging...
• ... and working with faculty... ;-)
Qualification by Region

- Overall around 2/3rds have a Masters’ or Doctorate
Qualification & Cert by Level

- Leaders tend to be more qualified
- Academically ... and Professionally
Gender by Region

• Predominantly Female... in most regions
Gender by Level

- An RMA “glass ceiling”

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Hard v Soft Skills

- Technical skills are important
- But soft skills even more so!

Hard Skills

Soft Skills

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Want the data?

- [https://raaapworldwide.wordpress.com/](https://raaapworldwide.wordpress.com/)
- **Analyse to your hearts’ content...**
- [http://dx.doi.org/10.6084/m9.figshare.5930257](http://dx.doi.org/10.6084/m9.figshare.5930257)

DOI:10.6084/m9.figshare.5930257
What’s next

• Defining the profession (RAAAP)
• Identifying the profession (RAAAP)
• Progressing the profession (RSSF)
• Developing the profession (RSSF)

• Combining RAAAP and RSSF
What is the Research Support Staff Framework
The RSSF

• It’s on a WiKi and contains
  – learning material links
  – Tasks
  – Skills
  – Competences
The RSSF revisited

– Very very complicated
– Many many sleepless nights
– Like a 5 jigsaw puzzles in one that are missing pieces.
What stays

• The RSSF building blocks.
• The RSSF has been used!!
• Work done in bestprac
4 essential cornerstones in the RSSF revisited

1. Identifiability
2. Simplicity
3. Usability
4. sensibility
Cornerstone 1  Identifiability

• Who are you? professional, roles, drive, ambition, minion
• Is your function recognizable?
• If you don’t how do you expect that your director will?
Cornerstone Simplicity

• If you cannot draw it you cannot understand it
  (*Rudy Kor, project management Guru in the Netherlands*)

• If you cannot understand it you will not use it
Cornerstone 3 usability

- **Identifiablity** and **simplicity** essential for usability and some good old logical thinking
- Facilitate use by working backwards from use to model.
- Use can be, learning, assessment, recognition etc.
Cornerstone 4 sensibility

• Logic and you should feel that this fits like a glove.
How?

• Use the CANmed model
  – Canadian model used in Medical schools
  – Model fits all doctors in different fields
  – Service oriented
  – Simple and based on life long learning and assessment.
What are the CANmeds

- Developed by Royal College of Physicians and Surgeons of Canada
  - Each role has its own skills, used for learning reflection and assessment
  - Easy fit and simple
Different roles in RSSF

- expert
- communicator
- collaborator
- leader
- campainer
- scholar

research support
professional
Role Expert

A research support expert integrates all the other roles of the RSSF applying knowledge, skills and professional values. The expert is client oriented and safeguards the interests of the organization. He/she is knowledgeable and competent to perform the specific job tasks assigned.

- **Key concepts**
- Self-aware of the limits of expertise
- Working in a team
- Skillful
- Setting high standard for quality
- Assertive timely follow-up
- Able to prioritize
- Expertise (combination of the knowledge and skills)
- duty to support
Role Campaigner

Research support professionals contribute to the professionalization of their organization and facilitate excellent research. They understand the needs and speak on behalf of clients to obtain their needs. Thereby support the mobilization of resources to effect chance. They advocate their role within the research chain in a diplomatic way.

• **Key concepts**
• Adaptive practices to respond to needs of clients or requirements of funders
• Campaign in partnerships with stakeholders, funders and researchers to increase inclusiveness and impact
• Continuous quality improvement
• Noncompliance prevention
• Promotion of funding atmosphere
• Funding system literacy
• Funding promotion
What else do we need.

- Skills! Matching project managers and research administrators.
- IPMA model for certification from the 90s
  - Use skills for understanding and remove the whole certification
  - Well developed and used globally
summary

• Model based on simplicity, usability, identifiability and sensibility.

• Combination of CANmeds and skills and competences

• Buildingblocks of RSSF used for this upgrade
– Next RAAAP survey on its way
– RSSF framework further developed for professionalization