



Research Development

Results from and Opportunities through a
NORDP Approved Study



Major Research Questions

- What is research development?
- What do people in research development do (job responsibilities)?
- What education, experience, knowledge, aptitudes, and skills are needed to be a research development professional?
- How do the answers to these questions vary by time, location, and institution?



NORDP List Serve Position Descriptions

Analysis and Results



Background on Data Set

- Informal pre-cursor to “NORDP” ~2006
- Holly J. Falk-Krzesinski and NORDP Board of Directors collected
- Not originally intended to be a source for research
- What can this tell us about research development?



Overview

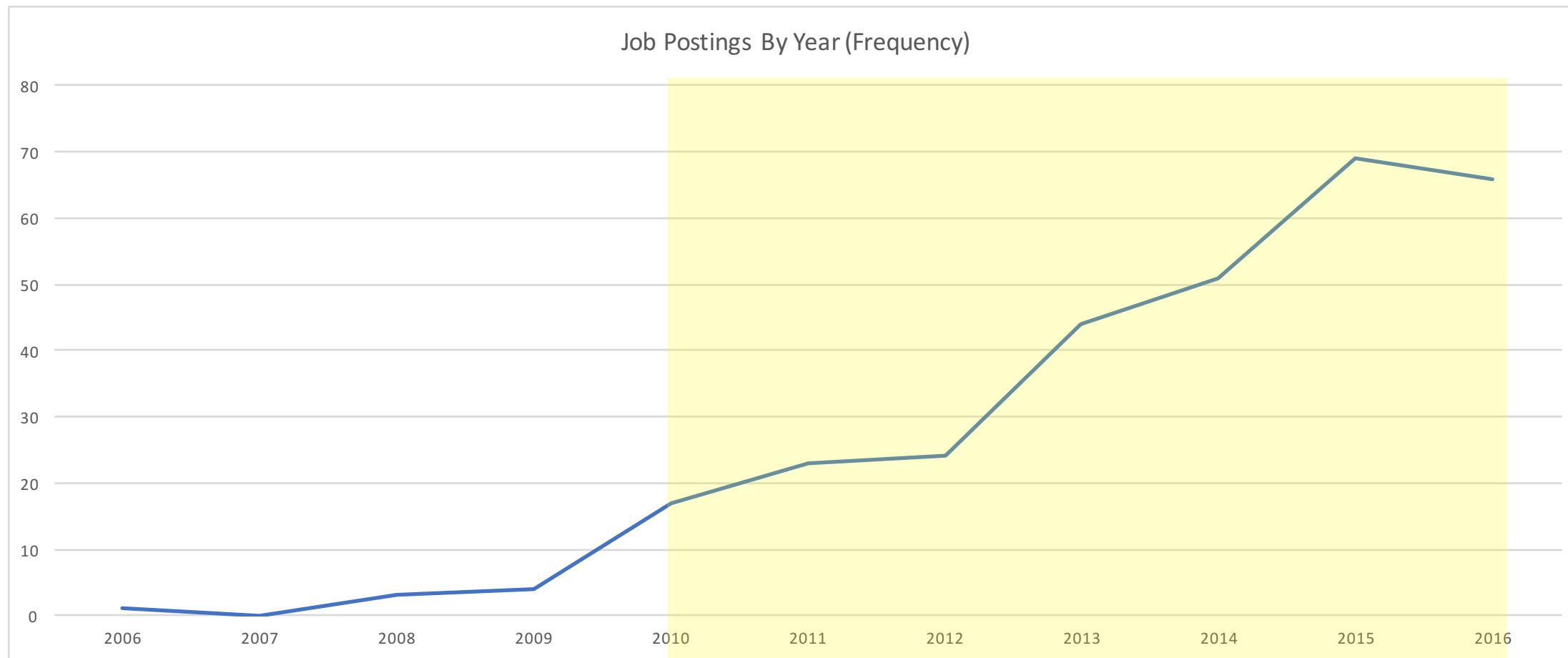
Indicator	Value
Total PDs	442
Time	2006-2016
Unique Institutions	187
By Year?*	302

*68% of position descriptions can be identified by year



Overview

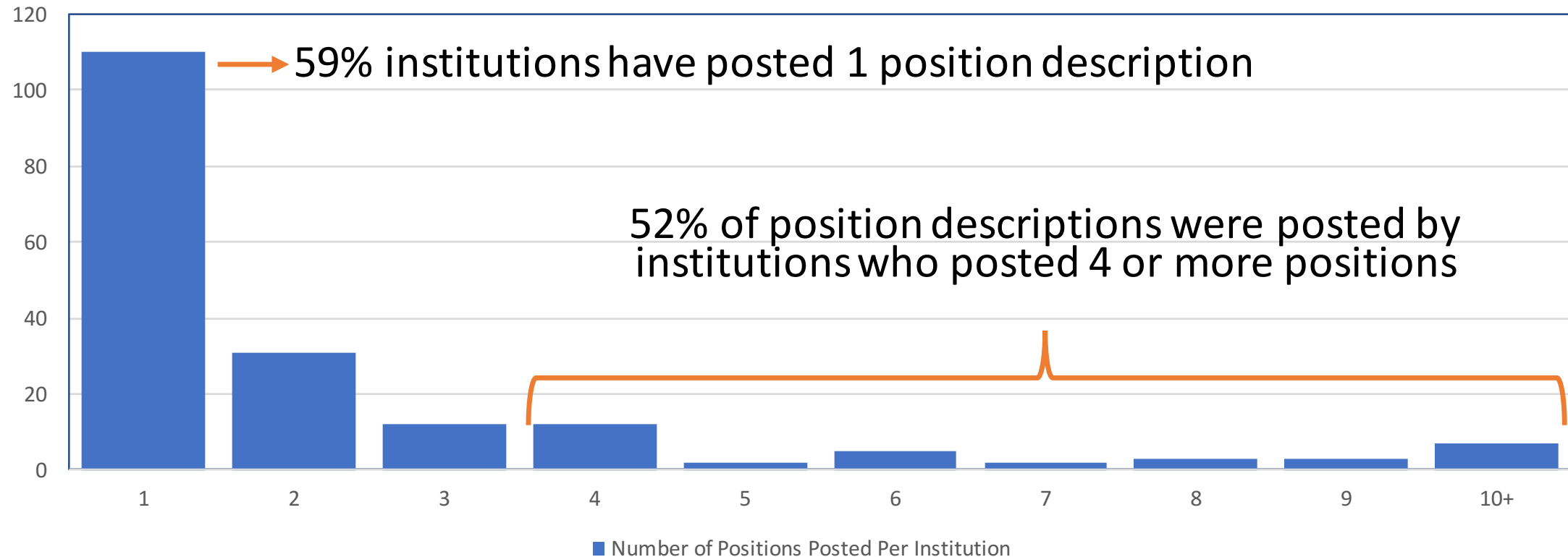
*When we talk about trends over time, we will only include PD's that have a known post date between 2010-2016 (n=294)





Institutions

Number of Positions Posted Per Institution





Institutions

Institution	# PDs
North Carolina State University	13
Duke University	12
Northwestern University	12
University of California Irvine	12
University of Illinois at Urbana-Champaign	12
Texas Tech University	10
University of California Santa Barbara	10
Texas A&M University	9
University of Arizona	9
University of Massachusetts Amherst	9
Brown University	8
University of California San Francisco	8
University of Tennessee Knoxville	8

Institution	#PDs
Harvard University	7
Iowa State University	7
Arizona State University	6
Memorial Sloan Kettering Cancer Center	6
Northeastern University	6
University of California Merced	6
University of Chicago	6
University of California Davis	5
University of Colorado	5

Frequent postings come from R1 or
Equivalent Institutions



Position Title

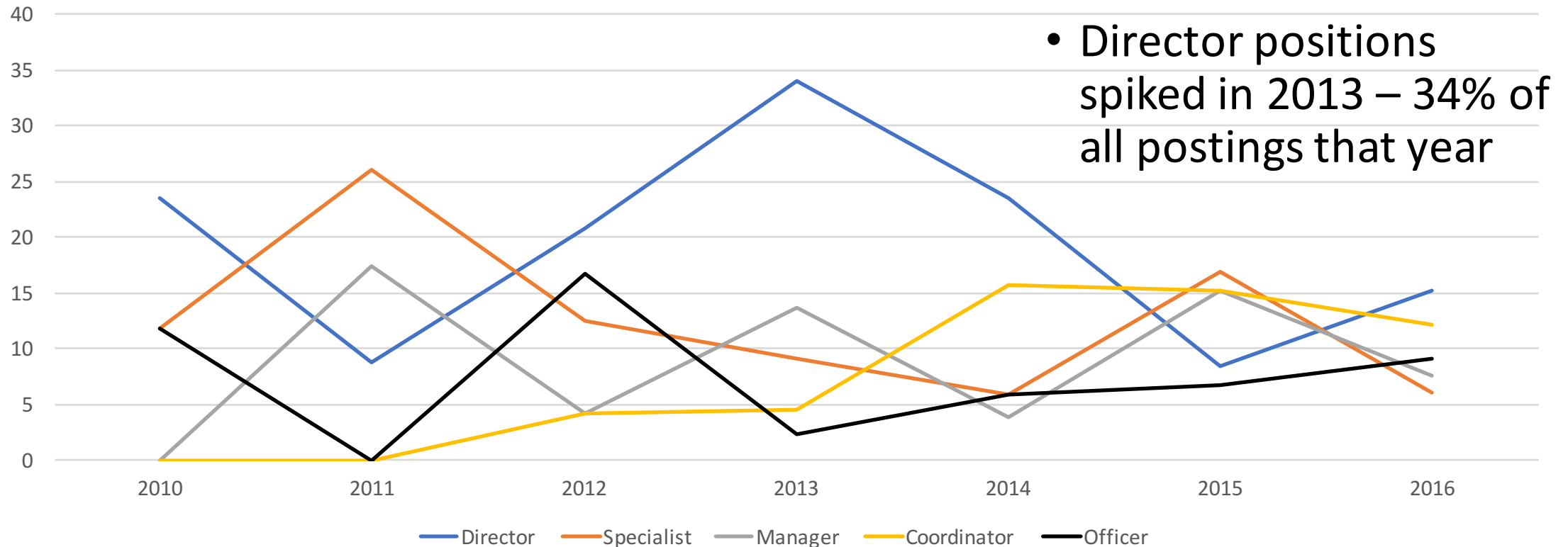
- 44 unique nouns were used in titles
- 80% of the position descriptions posted used one of these 13 titles
- Director and Manager are the most common titles (27%)

Title (Nouns)	# PDs	%
Director	80	18%
Manager	40	9%
Coordinator	35	8%
Specialist	32	7%
Officer	30	7%
Associate Director	27	6%
Associate	22	5%
Grant Writer	22	5%
Administrator	17	4%
Associate Vice President	13	3%
Analyst	12	3%
Assistant Director	12	3%
Proposal Developer	10	2%



Position Title

Position Title As Percentage of Position Descriptions Posted By Year





Education

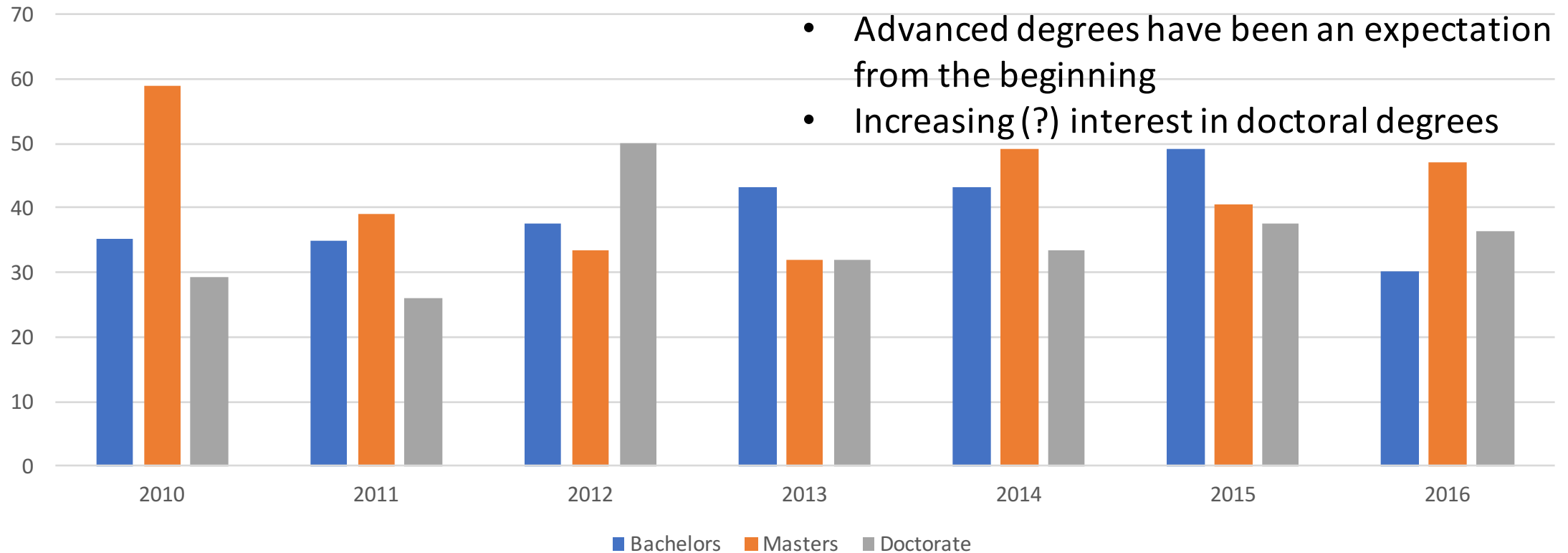
- PDs can have more than one educational requirement
- Degrees beyond a bachelor typical
- Referencing a preferred degree common (e.g. “Masters degree required, PhD preferred”)

Education Requirement	# PDs	%
Bachelors	117	40%
Masters	178	40%
Doctorate	146	33%
Preferred degree referenced	140	32%



Education

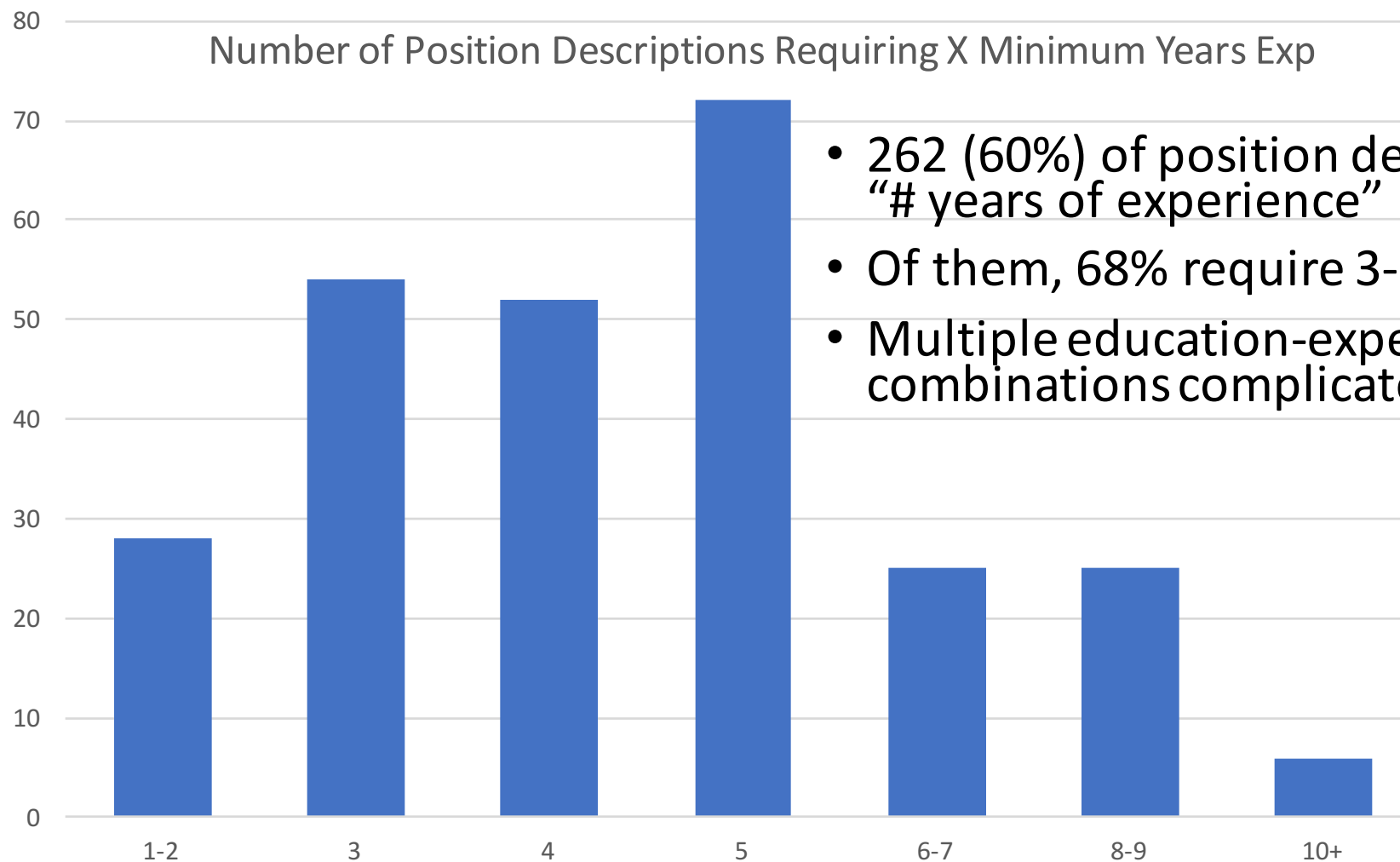
Education Requirement As Percentage of Positions Descriptions Posted By Year



- Advanced degrees have been an expectation from the beginning
- Increasing (?) interest in doctoral degrees



Minimum Years of Experience



- 262 (60%) of position descriptions require “# years of experience”
- Of them, 68% require 3-5 years min.
- Multiple education-experience combinations complicate analysis



Minimum Years of Experience

- On average, Director positions require more years of experience than others
- Administrator, Specialist, Officer, Manager, and Associate all on average require 4 to 4.5 years of experience

Position Title	Avg. Min. Years
Coordinator	3.44
Grant Writer	3.50
Administrator	4.00
Specialist	4.07
Officer	4.11
Manager	4.31
Associate	4.31
Associate Director	4.88
Director	5.65



Discussion – 5 min



Responsibilities – “Funding Opportunities”

- How to best assess the responsibilities in positions descriptions?
- Looked at frequently used terms
- Focused on one term – “funding opportunities” as example
- Use of “funding opportunities” focused on finding and disseminating



Responsibilities – “Funding Opportunities”

Job announcements with the phrase “funding opportunities” (FO)

Job Title	Title Freq.	FO Noted	% w/ FO Resp.
Director	80	41	51%
Manager	40	15	38%
Coordinator	35	18	52%
Specialist	32	30	94%
Officer	30	12	40%
Associate Director	27	12	44%
Wghd Avg of Above	244	128	<u>52%</u>



Responsibilities – “Funding Opportunities”

- The activity of identifying (or similar word) funding opportunities appears across all titles.
- The activities of identifying and disseminating appears across all titles.
- We expected these to be an entry-level tasks, but found them at all levels.
- Possibility of some specialization taking place but the first round data won't support deeper analysis.



Discussion – 5 min



Responsibilities – Funding Opportunities ?s

- Could similarities in responsibilities across job titles be due to the limited number of research development personnel at institutions?
- Is locating potential funders a “critical mission” in research development which is why it occurs across job title categories?
- How do job titles translate into a hierarchy? For example, is “Coordinator” or “Officer” considered entry-level?
- How do job titles translate into a career trajectory?



Terminology: “Research Development”



1. “Research development” uses extracted
2. Uses classified (50), grouped, and labeled (8 below)
3. Categorical labels with subordinate ideas organized

Outcome: Research development conceived of as being distinct, organized, person- and knowledge-based, interactive, targeted, and measurable.



Terminology: “Research Development”

Sample Applications

1. Use when describing the profession.
2. Organizational structure for material representing research development activity like in a job description.
3. Initial steps toward a conceptual framework of what research development is, what it involves, who participates, various approaches, tools, and best-practices, etc.



Discussion – 5 min



Terminology: “Proposal Development”



1. “Proposal development” uses extracted
2. Uses classified (48), grouped, and labeled (9 below)
3. Categorical labels with subordinate ideas organized

Outcome/Conclusions:

1. Proposal development is believed to be a commonly understood concept
2. Application in description and organization of ideas is similar to RD
3. Key categories - distinct and accepted, experience-based, known competencies, assistive, process planning/managing, patterned, developed tools, interactive, can be challenging



Next Steps – Ongoing Survey

- Why we are conducting a survey?
- What do we plan to do with the survey information?
- How can you help?



Discussion – 5 min



Discussion – Next Steps

- Clarifications? Reactions?
- What analysis would you like to see come from this and/or the survey?
- What reports or other products would be the most useful?
- How else could these results be used?



Thank you

- Michael Preuss, Ed. D.
Hanover Research
mpreuss@hanoverresearch.com
- Kimberly Eck, MPH, PhD
University of Tennessee, Knoxville
keck@utk.edu
- Mary Fechner, PhD
University of Massachusetts, Amherst
mfechner@research.umass.edu



UMass Amherst



Multiple Sources of Data

- Complete:
 - Analyzed the NORDP list serve position description database
- Planned
 - Collect and analyze responses to survey of NORDP (spring/summer 2017)
 - Collect and analyze focus group discussion (summer/fall 2017)
 - Collect additional feedback from NORDP membership (early 2018)



Multiple Analysis Techniques

- NORDP list serve position description database
 - Primarily univariate
 - Some qualitative analysis
 - No statistical tests for significance over time
- Upcoming surveys of NORDP members
 - Univariate and bivariate analyses
 - Statistical tests for significance
 - Qualitative analyses
- Focus group
 - Qualitative and thematic analyses