

Research Administration Survey

Administered 2023

Responses by Region and Institution Type

	Region I	Region II	Region III	Region IV	Region V	Region VI	Region VII	Region VIII	TOTAL
Private college univ	19	17	8	31	10	8	3	1	97
Public college/univ	4	15	37	82	21	25	24	5	213
HSBU	0	1	0	0	0	1	0	0	2
Community college	0	2	0	0	0	1	1	0	4
PUI	3	1	1	2	1	3	2	1	14
Hospital	3	2	2	1	2	0	0	0	10
Other *	2	3	2	9	3	4	2	0	25
TOTAL	31	41	50	125	37	42	32	7	365

*(medical schools/centers, non-profit research organization, private research institute, research foundation)

Demographics: Job Level

Current Job Level	N
Hourly	29
Entry-level	69
Supervisor	43
Manager	141
Executive Leadership	78
	360

Demographics: Position

RA Position Structure	N
Pre-Award	75
Post-Award	53
Both Pre and Post Award	136
Finance/Controller Office	9
Compliance/Regulatory	11
Department	43
Other*	44

*(contracts, all of these, combination of 2 or 3, executive leadership, central, R&D, subawards, training)

Demographics: Length of time in RA

How long have you been in RA	N
0-5 years	101
5-10 years	62
10-15 years	72
15-20 years	49
20 or more years	87

Survey Questions

	N=371	YES	NO
Would you be willing to promote the RA profession on your campus?		258	112
Does your institution currently have an internship program in place (student/staff)?		107	261
Would you be willing to describe your RA experience?		308	63

Region and Responses to Recruitment and Internship Programs

N= 371	Region I		Region II		Region III		Region IV		Region V		Region VI		Region VII		Region VIII		Total	
Respondents N (5 missing)	31		41		50		125		37		43		32		7		N=366	
Are you or your institution actively providing information, promoting, or recruiting into the research administration profession?	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
	9	22	23	18	26	24	60	63	16	21	26	17	14	17	3	4	177	186
Does your institution currently have an internship program (staff or student in place)	7	24	12	29	10	40	38	85	10	27	15	28	12	20	3	4	107	257

Institution Type and Responses to Recruitment and Internship Programs

	Private College/Univ		Public College/Univ		HSBU		Community College		PUI		Hospital		Other*	
Are you or your institution actively providing information, promoting, or recruiting into the research administration profession?	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
	46	52	114	99	1	1	1	3	4	10	4	6	10	16
Does your institution currently have an internship program (staff or student in place)	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
	28	69	61	153	1	1	1	3	6	8	4	6	6	20

*(medical schools/centers, non-profit research organization, private research institute, research foundation)

How Should NCURA help promote the RA Profession

- Include a space on NCURA web-site where members can post positions
- Advertise the profession (high schools, social media, job boards)
- Develop more formal education opportunities at colleges and universities, BA program in the field
- Host internships, scholarships, training programs
- Information booths and tables at career fairs across the nation (regions could assist with this); virtual fairs
- Write articles for higher education publications (Inside Higher Education, The Chronicle, professional journals etc.)
- Create a short document summarizing the RA profession, career opportunities, degrees suited for RA work – career path document
- Create an active NCURA LinkedIn profile (also include information on Handshake)
- Create a common curriculum that promotes the skill sets for RA positions
- NCURA web-site that links to degree programs in RA, NIH/research compliance trainings, study groups
- Create some basic information that targets upper admin at PUI's that explains the profession
- Create a “free’ certificate program that covers the basics (what is research, what are grants, why do they matter, common components of grants/spon. Programs). Would assist those who are hiring for the profession
- NCURA rep attend conferences for upper administration and discuss the basics and the profession

How Should NCURA help promote the RA Profession

- Highlight and share the positive aspects of RA: life long learning; no day is the same; creatively solving problems; career progression
- Host webinars highlighting the profession and types of jobs available (gear toward specific disciplines to highlight the skills and share with undergraduate programs)
- Model a template for promoting the profession after the NASP Exposure Project [https://www.nasponline.org/resources-and-publications/resources-and-podcasts/diversity-and-social-justice/cultural-responsiveness/multicultural-affairs-committee/nasp-exposure-project-\(nasp-ep\)](https://www.nasponline.org/resources-and-publications/resources-and-podcasts/diversity-and-social-justice/cultural-responsiveness/multicultural-affairs-committee/nasp-exposure-project-(nasp-ep))
- Stop referring to the profession as RA (it implies office manager – better branding is needed)
- More willingness to take applicants with zero experience in RA and observe more closely their applicable skills

How are you or your institution providing information, promoting, or recruiting into the RA profession?

- Cohort training program, attending recruitment events
- Internship and apprenticeship programs
- Recruitment program (especially entry level positions)
- Advertising
- Teaching a grant writing class to MPA who are promoting the profession
- Robust student employment experience
- Developing non-faculty post-doc training track
- Regularly present to campus about the profession
- Discuss the profession with those who have the skills set and looking for a job
- Meet monthly with an institutional “community of practice” group

How are you or your institution providing information, promoting, or recruiting into the RA profession?

- Explaining to others the skills set that is translatable
- Recruit work study/interns to engage in RA work
- College students shadowing staff
- Put together a document summarizing the profession and published on dept. website
- Met with offices on campus to promote the profession (career services and graduate studies)
- Hiring summer scholars (HS and college students) to work in the office and introduce them to the RA profession
- HR hired a specific recruiter for RA
- Sharing job postings with others who might be a good fit for the profession (not internal necessary)
- Would like to start an internal training or internship program

How are you or your institution providing information, promoting, or recruiting into the RA profession?

- Internal information sessions
- Nine month, term-limited entry level appts providing a broad foundation for RA before moving into permanent positions
 - Succession planning, progressively moving new hires to more responsibility
- Offer internal training courses to assist RA's learning their job
- Job boards, social media
- NSF GRANTED grant to promote the profession
- Working with local colleges and universities to recruit and build the RA pipeline
- Pool program to recruit and train new RA's
- Broadened the minimum qualifications to open up the profession to lower-level
- Undergraduate student co-ops to introduce them to the work and eventually recruit them
- Hire GA's