

The Association for Research Managers and Administrators (ARMA) Survey on Research Culture 2020

Introduction

What is Research Culture?

Research culture encompasses the behaviours, values, expectations, attitudes and norms of our research communities [Royal Society]. These include factors, both visible and invisible, which impact on and include what is valued, what is researched and how it is shared. It's a complex ecosystem that incorporates a wide range of interconnected areas such as open research, equality, diversity and inclusion, and career development. Research culture is an all-encompassing term for an ecosystem involving different research stakeholders from higher education such as researchers and professional services staff, to funders, government, publishers, and the public.

Why this survey, why now?

Surveys on research culture have predominantly explored the researchers' perspectives and are being used to inform how organisations can best respond to the vast array of new challenges we face in the fast-changing research landscape. We know that the research ecosystem is large and involves a lot of stakeholders and, as the national membership body for Research Managers and Administrators (RMAs), we are keen to explore RMAs' experiences to better support the profession's needs. This is the first ever survey to focus on the experiences of those who support, manage and design many of the policies, processes and strategies that inform research culture. We aim to ensure parity of esteem in experience and insights of the RMA community as we collectively shape the future of research.

Who should complete it?

Anyone who works in a role supporting research management and administration. This can be anyone of any level of seniority working in an administrative/technical research support/management capacity. Everyone's views and experiences are welcome. You don't need to be an ARMA member.

What does it involve and how long it will take?

This survey covers a range of areas which have been asked in comparable surveys, for consistency. Some of the questions will ask you about personal or sensitive

topics but you have no obligation to answer. It should take no more than 15 minutes to complete and will take the following structure to ensure the most comprehensive range of perspectives:

1. General info of respondents
2. Career experiences
3. Leadership
4. Behavioural experiences
5. Wellbeing
6. Equality, Diversity and Inclusion (EDI) at work
7. Awareness of guidance/concordats
8. Responsibilities
9. What factors impact research culture?
10. What is the impact of research culture?
11. How ARMA can help
12. Equality monitoring of respondents

How the data will be used?

The results will be only be available to a small number of ARMA staff and any identifiable information will be anonymised during data processing so not to be included in any project outcomes or any material produced.

What will the outcomes be?

The results will be used to inform activity across the ARMA organisation, which includes training and development of RMA staff, as well as the production of freely available content for the sector such as reports and guides designed to collectively create the best research culture for RMA staff to thrive and help contribute to culture change.

Consent

By progressing with the survey, you are confirming consent to have your responses processed by ARMA.

Survey closes Friday 25th September 2020



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General Information

1. Are you a member of the Association for Research Managers and Administrators (ARMA)?

- ☐ Yes
- ☐ No
- ☐ Don't know

2. What type of organisation do you work in?

- ☐ Higher Education (HE)
- ☐ Non-University Research Institute
- ☐ Industry (also known as Private Sector)
- ☐ Government
- ☐ Other (please specify if you wish)
- ☐ Charity
- ☐ NHS
- ☐ Prefer not to say

3. Where, roughly, are you based? (we'd like to map the geographical spread of respondents)

4. What area of Research Management and Administration (RMA) do you work in?

Tick all that apply

- | | |
|--|---|
| ☐ Contracts/Legal/Patents | ☐ Integrity |
| ☐ Pre-award & costings | ☐ Research Finance |
| ☐ Research Policy | ☐ Post-Award Management |
| ☐ Research Strategy | ☐ Public Engagement |
| ☐ Impact | ☐ Doctoral Schools & PGR support |
| ☐ Business Development/Enterprise | ☐ Research systems and management information |
| ☐ Funding Development | ☐ NHS Research |
| ☐ Researcher Development | ☐ Executive/Admin/Personal Assistant Support |
| ☐ Library | ☐ Patient/Public Involvement in research |
| ☐ Data Services (Open Data/Access) | ☐ Clinical Trial Coordination |
| ☐ Research Excellence Framework (REF) | ☐ Technical support (IT/Laboratory/Events) |
| ☐ Knowledge Exchange Framework (KEF) | ☐ Blended role of researcher/investment/strategy/project/p manager |
| ☐ Research Governance and ethics | ☐ Prefer not to say |
| ☐ Other (please specify if you wish) | |

5. If you support a specific discipline/subject please indicate it here. If you prefer not to say, please leave blank.

6. How long have you worked in a Research Management and Administration (RMA) role?

- ☐ Less than 1 year
- ☐ 1-3 years
- ☐ 3-8 years
- ☐ 8 years +

7. What level of seniority is your role? The closest equivalent

- | | |
|---|--|
| ☐ Assistant Administrator | ☐ Manager |
| ☐ Administrator | ☐ Assistant Director |
| ☐ Officer | ☐ Director |
| ☐ Assistant Manager | |

8. Are you currently employed?

- ☐ Full-time
- ☐ Part-time
- ☐ On an hourly basis

9. What is the nature of your contract?

- ☐ Fixed-term
- ☐ Open ended (also known as 'permanent')
- ☐ Not sure

10. If you hold another role alongside/outside of your main position at your organisation, what best describes it? (tick all that apply)

- | | |
|--|--|
| ☐ Equality, Diversity and Inclusion (EDI) role | ☐ Technician role |
| ☐ Mentoring related role | ☐ Charity role |
| ☐ Union role (e.g. case worker) | ☐ External agency role (e.g. ARMA, Technicians Make it Happen, KTN) |
| ☐ Wellbeing role (e.g. Mental Health First Aider) | ☐ N/A |
| ☐ Academic role | ☐ Prefer not to say |
| ☐ Other (please specify if you wish) | |

11. If you hold another role, what is the nature of this or how is it recognised?

- | | |
|---|---|
| ☐ Formal (reflected in JD/contract) | ☐ N/A |
| ☐ Informal (not in JD but asked to do the work and paid for it) | ☐ Prefer not to say |
| ☐ Voluntary | |
| ☐ Other (please specify if you wish) | |

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Career Experiences

12. What **three words** would you use to describe your current local research culture? (e.g. in your team/department/organisation)

13. Please comment if you wish

14. What **three words** would you use to describe the ideal research culture?

15. Please comment if you wish

16. Career Experience

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
I am satisfied with my career prospects in RMA	☐	☐	☐	☐	☐	☐
I am aware of a range of different career options (inside/outside of RMA) that could utilise my skills	☐	☐	☐	☐	☐	☐

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
I have skill development/professional development options available to me	☐	☐	☐	☐	☐	☐
Creativity in all its forms is welcomed within my working environment	☐	☐	☐	☐	☐	☐
I feel my skills, knowledge and experience are valued in my role	☐	☐	☐	☐	☐	☐
I feel my contributions are visible and appropriately credited in my working environment	☐	☐	☐	☐	☐	☐
I have fair access to funding to attend conferences and external meetings	☐	☐	☐	☐	☐	☐
I have fair opportunities to participate in decision making processes (e.g. committees)	☐	☐	☐	☐	☐	☐
I am paid fairly for my level of work	☐	☐	☐	☐	☐	☐
I have access to opportunities for promotion and progression	☐	☐	☐	☐	☐	☐
My contracted workload is manageable	☐	☐	☐	☐	☐	☐
Additional work is discussed with me and is fairly assigned among the team	☐	☐	☐	☐	☐	☐
I am supported to have a healthy work-life balance	☐	☐	☐	☐	☐	☐

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Leadership

17. Leadership Experiences

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
Leaders communicate clear expectations regarding behaviours and/or culture in my working environment	☐	☐	☐	☐	☐	☐
I am satisfied with the way my institution/workplace handles performance issues, inappropriate behaviours, or integrity concerns	☐	☐	☐	☐	☐	☐
I feel that good management and leadership is recognised at my workplace	☐	☐	☐	☐	☐	☐
I have the confidence and skills to manage a diverse team	☐	☐	☐	☐	☐	☐
I have the confidence and skills to support others with their professional development	☐	☐	☐	☐	☐	☐

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
I have received training on managing people	☐	☐	☐	☐	☐	☐
I enjoy managing people	☐	☐	☐	☐	☐	☐
Collegiality is recognised in my workplace	☐	☐	☐	☐	☐	☐
Leadership and line management support and recognise diverse career pathways	☐	☐	☐	☐	☐	☐

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Behavioural Experiences

18. Have you witnessed or experienced bullying/harassment/discrimination? (tick all that apply)

- ☐ Witnessed
- ☐ Experienced
- ☐ Both
- ☐ None

19. Has this been at a current or previous organisation?

- ☐ Current
- ☐ Previous
- ☐ Both
- ☐ Prefer not to say

20. Thinking about when you have **witnessed** bullying/harassment/discrimination, have the perpetrators been? (tick all that apply)

- | | |
|--|---|
| ☐ Supervisor/Senior Manager | ☐ Other Junior Colleague |
| ☐ Other Senior Colleague | ☐ Prefer not to say |
| ☐ A Peer | |
| ☐ Other (please specify, if you wish) | |

21. In these instance(s), has the perpetrator been?

- | | |
|--|--|
| ☐ Administration/Professional Services Staff | ☐ Member from different stakeholder group - eg funder/publisher/governing body |
| ☐ Academic/Researcher Staff | |
| ☐ Member of Public | ☐ Prefer not to say |
| ☐ Member of Partnership Organisation | ☐ Don't know |
| ☐ Other (please specify, if you wish) | |

22. Thinking about when you have experienced bullying/harassment/discrimination, have the perpetrators been? (tick all that apply)

- | | |
|--|---|
| ☐ Supervisor/Senior Manager | ☐ Other Junior Colleague |
| ☐ Other Senior Colleague | ☐ Prefer not to say |
| ☐ A Peer | |
| ☐ Other (please specify, if you wish) | |

23. In these instance(s), has the perpetrator been?

- | | |
|--|---|
| ☐ Administration/Professional Services Staff | ☐ Member from different stakeholder group - eg funder/publisher/governing body/higher education |
| ☐ Academic/Researcher Staff | |
| ☐ Member of Public | ☐ Prefer not to say |
| ☐ Member of Partnership Organisation | ☐ Don't know |
| ☐ Other (please specify, if you wish) | |

24. Where you have witnessed/experienced bullying/harassment/discrimination was this related to a protected characteristic? (tick all that apply)

☐ Gender/Gender identity (inc. non-binary/trans)

☐ Disability

☐ Race/Ethnicity

☐ Religion

☐ Age

☐ Prefer not to say

☐ Nationality

☐ Don't know

☐ Sexual orientation

☐ Other (please specify, if you wish)

25. Are there any other characteristics not listed above that you have experienced or witnessed people being prejudiced against? Eg accent/education/clothing/perceived domestic situation

26. Have you experienced [microaggressions](#) in the workplace (Microaggression: a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalised group such as a racial or ethnic minority).

☐ Yes

☐ No

☐ Not sure

☐ Prefer not to say

27. If you have reported an incident or raised a complaint (informal or formal), how satisfied were you with how it was handled by your workplace?

☐ Very satisfied

☐ Very dissatisfied

☐ Satisfied

☐ Prefer not to say

☐ Neutral

☐ N/A

☐ Dissatisfied

28. What would prevent you from reporting incidents at work? (tick all that apply)

☐ Fear of reprisal

☐ N/A

☐ Negative impact on career

☐ Prefer not to say

☐ No action will be taken by organisation

☐ Other (please specify, if you wish)

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Wellbeing

29. Have you ever sought or received professional help for depression or anxiety during your RMA career? (tick all that apply)

- ☐ Yes, I have/am receiving help
 ☐ No, I do not/have not required help
- ☐ Yes, I have sought help but yet to receive it
 ☐ Prefer not to say
- ☐ No, but I would/would have liked to have received help

30. Work Wellbeing Experience

	Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree	N/A
Wellbeing is supported and promoted at my institution/workplace	☐	☐	☐	☐	☐	☐
My institution/workplace wellbeing support/initiatives are appropriate for my needs	☐	☐	☐	☐	☐	☐

Please use this section to add comments if you wish:



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Equality, Diversity and Inclusion (EDI) at work

31. Equality Diversity & Inclusion at Work

	Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree	N/A
My institution/workplace is committed to promoting diversity, equality and inclusion	☐	☐	☐	☐	☐	☐
I have witnessed successful diversity and inclusion initiatives in action within my work environment	☐	☐	☐	☐	☐	☐
I have experienced successful diversity and inclusion initiatives in action within my work environment	☐	☐	☐	☐	☐	☐
Action is taken in my workplace to remove barriers and provide support for underrepresented groups	☐	☐	☐	☐	☐	☐
My work environment reflects the diversity within society	☐	☐	☐	☐	☐	☐

Please use this section to add comments if you wish:

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Awareness of guidance/concordats

32. Awareness of guidance/concordats

	I have a good understanding of this	I am aware of this but don't know the detail	I have not heard of this	N/A
Researcher Development Concordat	☐	☐	☐	☐
Concordat to support Research Integrity	☐	☐	☐	☐
Concordat for Engaging the Public with Research	☐	☐	☐	☐
Concordat on Open Research Data	☐	☐	☐	☐
San Francisco Declaration on Research Assessment (DORA)	☐	☐	☐	☐
Concordat for the advancement of Knowledge Exchange in Higher Education	☐	☐	☐	☐
Concordat on Openness on Animal Research in UK	☐	☐	☐	☐
Open Access principles	☐	☐	☐	☐
ORCID	☐	☐	☐	☐

	I have a good understanding of this	I am aware of this but don't know the detail	I have not heard of this	N/A
My organisation's process for ethics review	☐	☐	☐	☐
My organisation's process for reporting research misconduct	☐	☐	☐	☐
My organisation's policy or code on research integrity	☐	☐	☐	☐
My organisation's code on contributorship	☐	☐	☐	☐
My organisation's reporting avenues for concerns/complaints	☐	☐	☐	☐
My organisation's report and support system for concerns or complaints	☐	☐	☐	☐
My organisation's Equality, Diversity and Inclusion policies	☐	☐	☐	☐
My organisation's Values and Behaviours framework	☐	☐	☐	☐

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Responsibilities

33. Who is responsible for research culture?

	Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree
Only researchers are affected by research culture	☐	☐	☐	☐	☐
Only researchers are responsible for changing research culture	☐	☐	☐	☐	☐
Only organisation leaders are responsible for changing research culture	☐	☐	☐	☐	☐
Everyone benefits from and is affected by research culture	☐	☐	☐	☐	☐
Everyone is responsible for changing research culture	☐	☐	☐	☐	☐

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What factors impact Research Culture?

34. What kind of impact do you feel the following have on research culture?

	Very Positive	Positive	Neither Positive or Negative	Negative	Very Negative	N/A
Publishing Model/Publishers	☐	☐	☐	☐	☐	☐
Funding Model/Funders	☐	☐	☐	☐	☐	☐
Research Leadership	☐	☐	☐	☐	☐	☐
Contributorship (naming etiquette on funding applications, papers or any output/IP)	☐	☐	☐	☐	☐	☐
Precarious contracts (also known as short term/fixed term)	☐	☐	☐	☐	☐	☐
Research integrity	☐	☐	☐	☐	☐	☐
Equality, Diversity and Inclusion (EDI)	☐	☐	☐	☐	☐	☐
Open Research	☐	☐	☐	☐	☐	☐
Bullying and Harassment	☐	☐	☐	☐	☐	☐

	Very Positive	Positive	Neither Positive or Negative	Negative	Very Negative	N/A
-isms and phobias (eg. Racism, Sexism, Homophobia, Transphobia...)	☐	☐	☐	☐	☐	☐
Skill development	☐	☐	☐	☐	☐	☐
Career options	☐	☐	☐	☐	☐	☐
Excessive paperwork and administrative processes	☐	☐	☐	☐	☐	☐
Invisible work (unsuccessful applications/ papers, volunteer roles etc.)	☐	☐	☐	☐	☐	☐

If you would like to add any comments, or suggest another, then please do so here:

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What is the impact of research culture?

35. What kind of impact has the current research culture got on...

	Very Positive	Positive	Neutral/No Impact	Negative	Very Negative	Don't Know	N/A
The quality of research?	☐	☐	☐	☐	☐	☐	☐
The individuals working in it?	☐	☐	☐	☐	☐	☐	☐
The public?	☐	☐	☐	☐	☐	☐	☐
The quality of your work?	☐	☐	☐	☐	☐	☐	☐

Please use this section to add comments if you wish:

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Role of Association of Research Managers and Administrators (ARMA)

36. What can ARMA do to improve working/research culture for RMAs? (tick all that apply)

- ☐ Lobby for change
- ☐ Provide more sector-leading training
- ☐ Provide more wellbeing training
- ☐ Provide training for research leadership
- ☐ Other (please specify, if you wish)

37. Do you have anything to add relating to your experience of research culture that has not been covered by this survey?

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Equality Monitoring

**THIS SECTION AND THE QUESTIONS WHICH FOLLOW WILL BE USED FOR
EQUALITY MONITORING ONLY.**

THE RESPONSES WILL NOT FORM PART OF THE STUDY.

THESE QUESTIONS ARE NOT REQUIRED TO BE ANSWERED.

38. What is your year of birth?

39. What is your gender?

- ☐ Man
- ☐ Non-binary
- ☐ Woman
- ☐ Prefer not to say
- ☐ Other (please specify if you wish)

40. Is your gender the same as assigned at birth?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

41. What is your nationality?

- ☐ UK/British National
- ☐ National of another European Union member state (not the UK)
- ☐ National of a country outside the European Union

42. What is your ethnic group?

- | | |
|--|---|
| ☐ Bangladeshi or Bangladeshi British | ☐ Mixed or multiple ethnic background (specify, if you wish): |
| ☐ Chinese or Chinese British | |
| ☐ Indian or Indian British | ☐ White English, Scottish, Welsh, Northern Irish or British |
| ☐ Pakistani or Pakistani British | ☐ White Irish |
| ☐ Other Asian background (specify, if you wish): | ☐ White Gypsy or Traveller |
| ☐ African or African British | ☐ White Polish |
| ☐ Caribbean or Caribbean British | ☐ Other White background (specify, if you wish): |
| ☐ Other Black background (specify, if you wish): | ☐ Prefer not to say |
| ☐ Other (please specify if you wish) | |

43. Do you have an impairment, health condition or [learning difference](#) that has a substantial or long term impact on your ability to carry out day to day activities? (tick all that apply)

- | | |
|---|---|
| ☐ A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy | ☐ Blind or have a visual impairment uncorrected by glasses |
| ☐ A mental health difficulty, such as depression, schizophrenia or anxiety disorder | ☐ D/deaf or have a hearing impairment |
| ☐ A physical impairment or mobility issues, such as difficulty using your arms or using a wheelchair or crutches | ☐ No known impairment, health condition or learning difference |
| ☐ A social/communication impairment such as a speech and language impairment or Asperger's syndrome/other autistic spectrum disorder | ☐ Prefer not to say |
| ☐ A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D | |
| ☐ An impairment, health condition or learning difference that is not listed above (specify, if you wish) | |

44. Do you have any caring responsibilities? (tick all that apply)

- ☐ None
- ☐ Primary carer of a child or children (under 18 years)
- ☐ Primary carer of a disabled child or children
- ☐ Primary carer or assistant for a disabled adult (18 years and over)
- ☐ Primary carer or assistant for an older person or people (65 years and over)
- ☐ Secondary carer (another person carries out main caring role)
- ☐ Prefer not to say
- ☐ Other (please specify, if you wish)

45. What is your sexual orientation?

- ☐ Asexual
- ☐ Bi/bisexual
- ☐ Gay man
- ☐ Gay woman/lesbian
- ☐ Other (please specify, if you wish)
- ☐ Heterosexual/straight
- ☐ Queer
- ☐ Prefer not to say

46. Are you currently?

- ☐ Cohabiting
- ☐ Divorced or civil partnership dissolved
- ☐ In a civil partnership
- ☐ Married
- ☐ Separated (but still legally married or in a civil partnership)
- ☐ Single (never married or never in a civil partnership)
- ☐ Widowed or a surviving partner from a civil partnership
- ☐ Prefer not to say

47. What is the highest level of education you have completed?

48. Do you have a religion or belief?

- | | |
|---|---|
| ☐ Bahá'í | ☐ Muslim |
| ☐ Buddhist | ☐ No religion |
| ☐ Christian | ☐ Sikh |
| ☐ Hindu | ☐ Spiritual |
| ☐ Jain | ☐ Prefer not to say |
| ☐ Jewish | |
| ☐ Any other religion or belief (specify, if you wish) | |



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Thank You

Thank you for taking the time to share your experiences and perspectives.

**Best Wishes
ARMA**