

## SHORT TERM SCIENTIFIC MISSION (STSM) – SCIENTIFIC REPORT

The STSM applicant submits this report for approval to the STSM coordinator

**Action number: CA15137**

**STSM title: Preparation of survey on evaluation and career (WG1),**

**STSM start and end date: 24/09/2018 to 07/10/2018**

**Grantee name: Karolina Lendák-Kabók**

### PURPOSE OF THE STSM/

After the first STSM carried out for the Special Interest Group (SIG) at the University Paris Est-Créteil with the goal to analyse qualitative interviews conducted within the SIG ECI with regard to [topic of analysis], a draft version of a questionnaire for ECI's was built, which is designed to complement the cross-European qualitative research conducted within the SIG group. The questionnaire was based on the major "hypothesis" emerging from the STSM's analysis of the interviews. The aforementioned draft questionnaire was a good basis towards a final version of the questionnaire, therefore an STSM at FORS in Lausanne was conceptualized and a call was made by Dr. Michael Ochsner, a senior researcher, whose expertise in this field was to guide the finalization of the questionnaire. The questionnaire development at FORS was driven by expanding the questions to include findings of the other groups analysing the qualitative interviews and the potential future analyses with the quantitative data in cooperation with the host and the STSM grantee. During the STSM at FORS, the first task was to finalize the development of a standardized questionnaire, i.e. to create a short and concise version of the draft questionnaire built during the first SIG STSM in Paris. The finalized questionnaire was to be very focused on evaluation and career development among ECI's in Europe. The second task of the proposed STSM was the development of a concept for the fieldwork for the international survey that is planned to be conducted after the STSM. The fieldwork plan was an issue which could not be solved during the short SIG meetings as it required more time. The main issues were how to get the addresses, which disciplines to include, whether there is a need for a translation of the questionnaire, how to make pretests and cognitive tests of the questions etc. In this sense, the main result of this STSM will be a concise methodological plan for the survey. FORS, in line with the above-mentioned task, provided expert knowledge on questionnaire development and survey design (question formulation, scale development, translation, sampling, fieldwork management, web-survey programming and management). Developing the draft questionnaire further and finalizing it was a pragmatic step and also a priority for the grantee and the host in order to close this research-cycle.

### DESCRIPTION OF WORK CARRIED OUT DURING THE STSMS

During the first day of the STSM, the grantee was introduced to FORS infrastructure (Software's

for survey development) and discussed the goal of the questionnaire. The next step was a meeting with Michèle Ernst Staehli, from FORS, with whom standards and best practices of questionnaire translation and question formulation were discussed. Later, the question selection, i.e. the topics, were discussed with the STSM host based on the research questions. The formulation of the questions followed, which was achieved in an iterative process of discussion. Some questions were shortened, made more clear and close-ended answers were added. After a first version of the questionnaire was finalized, the questionnaire was entered into the specially designed program for questionnaires at FORS by the host facilitating developing, testing and archiving questionnaires. The STSM host then filled in the questionnaire in order to estimate the time necessary to complete the survey and to clarify questions which seemed to need some introduction or extra explanation. In the next step, the sampling strategy was discussed in an iterative process including practical test of feasibility, with a main focus on the disciplines which had to be chosen, potential number of respondents and the number of universities and research institution per country. The host and the STSM grantee agreed upon a random sampling method as the technique for gathering data. The STSM grantee set up an Excel, in which the main data of the potential respondents are entered and the STSM grantee started collecting test data (with an emphasis on the emails of the potential respondents). The Excel file will be presented to other SIG members who will follow the same procedure and fill in their data in the same way. In the end, cognitive tests and quantitative pretests are to follow with SIG members and with FORS experts.

#### **DESCRIPTION OF THE MAIN RESULTS OBTAINED**

The draft questionnaire, which was built during the first SIG ECI STSM was refined, redesigned and prepared for testing. The questionnaire now contains 54 questions, divided into seven main topics, namely: Socio - demographic information, PhD period, Career development, Funding, Publication strategy, Peer review and Societal impact. The next step will be to make pretests and cognitive tests of the questions. The second part of the STSM was dedicated to solving the problem of how to field the questionnaire. The results of this second part of the STSM were the discussion and preparation of the sampling strategy. First, the disciplines were defined, then the number of email addresses per country, the list of universities/research institutions per country and the population (potential respondents) were determined. The following selection of disciplines was considered the most adequate for the endeavour: History, Sociology, Law and/or Economics (depending on the size of the University), English language and literature and a small discipline (e.g. Comparative literature, Art history, Minority language, Gender studies etc.). The number of persons should be around 130 to 150 per country (for the small disciplines, 5-10 people will be enough). Random selection of one or two universities per country will be carried out – this is crucial for the analysis. It was discussed that, if for a person, there is no email available, the person should be listed anyway as it is important for calculating the response rate. When it comes to the potential respondents, all faculty who are doing research but have no full professorship (or the equivalent in research institutions like academies of science: Senior researcher) are to be listed (i.e., we are looking for Teaching assistants, Junior Research Fellows, Assistant/Junior Professors, Associate Professor,s Research Fellows etc.). When filling in the Excel with a potential respondents list, there should not be a strong emphasis on when the person defended her or his PhD, they will share this information when filling in the questionnaire. The survey will not be a survey only of ECIs but will include a control group of experienced researchers in dependent positions (and ECIs in more stable positions like associate professors). For the sampling, an Excel was prepared with the main information needed for the questionnaire to be fielded, with an example of the University of Novi Sad, Serbia.

**FUTURE COLLABORATIONS (if applicable)**

The first step for the STSM grantee and the host will be to present the STSM results on the next ENRESSH meeting in Copenhagen with clear instructions for the SIG members who are willing to participate on the sampling and email collections of potential respondents of the questionnaire. After the collection of the emails of the potential respondents, the STSM grantee and the host will monitor and report about the results (i.e. number of filled in questionnaires) on the next ENRESSH meeting in March 2019. The STSM grantee and the Host will continue to work on the data collection and on the data analysis, which will result in a joint publication, approximately by the end of 2019.