

Investment
vs gain
ratio

Consistent
timing, differing
intensity of
input required
across
researchers

Interdisciplinarity
creates both
avenues for
collaboration and
restriction for it
too

Onboarding
them to the
"dark side"

More top-down
coordinated support
at the university-
level for everyone? In
practice is this an on-
boarding practice
when researchers
start?

Planning on
time, the
researcher
reach out quite
late usually.

The main
challenge is
to get
people to
show up.

the easiest way to
attract attention to
external funding is
to target academics
who need to build a
track record to get
to tenure

What are the main challenges
in attracting researchers and
reaching out to them on pre-
award support? Are the
challenges different for
different groups of
researchers and/or different
funding types?

Individual
support vs
group trainings
(depends on
the level of
researcher)

Lack of knowledge of RS
for new researchers
incoming to the
university - they have
different levels of
knowledge, some will
follow certain calls, some
will follow others - we
need to focus on the
junior researchers

Orienteering for
especially junior
researchers from
abroad who
might not know
the system

It is challenging
to increase the
participation to
info events and
trainings.

Early-career
researchers are more
eager to participate,
but at the same time
senior researchers
need to be aware of
instrument-specific
rules..

sharing the
information
about pre-
award
support

There's always new
researchers that need
more funding, but if
everyone knew about us
we would be (even
more) overrun, so how
much do we want to
encourage this?

Differences between
the researchers in how
they know about us -
this depends on who
are the people in the
faculties, how much
have they used
preaward or applied
for their own money

Because applying to HE/
ERC/AKA is extremely
laborious people try to
avoid doing it if at all
possible. A lot of people
feel pressurised into doing
these kind of applications
or do it because they need
funding for their own
research group

Online trainings
are more popular,
but participation
is passive (maybe
participants are
multitasking sth
else similarly)

There's a lack of
interaction /
communication generally
between researchers vs
research support side -
we exist in our own
bubbles, better
networking, more (in-
person) interaction is
needed

start with leading researchers

Often seniors / PIs have more support or connection with Preaward (e.g. tenure track meetings setup)

Peer support or peer training = a researchers who has the grant tells for applicants about experiences of applying

How much is our responsibility? Is it us, is it HR, is it the researchers themselves to make themselves visible? How should this be integrated in orienteering - ie more coordinated support / info support esp for juniors needed

HR depts at the respective faculties don't have standardised practices of onboarding / introductions for new staff, junior and international staff are particularly at risk of this

Top-down is more structured and matured, bottom-up needs more hand-holding

Scout for interested PhDs/ those that are involved in proposal building activities

Show them the moneyyy

New career options that are not leading to post-docs/ tenure track

Highlight the incremental value of experience

information package courses helping researchers to understand how to apply

How to best reach out to and activate early-career researchers including post-doc researchers and PhD researchers? How about more senior researchers?

Do you target different researcher groups separately? What are the pros and cons of targeted support forms?

Postdocs is a very undersupported - group, usually no schools or programmes with own funding, or targeted courses, postdoc associations are usually self-made/ supported. Could go to unit meetings and give general presentations, send targeted emails to targeted mailing lists, maybe faculty-specific help is needed

Targeted strategic support for funding instruments that allow for longer term contracts for postdocs

We need to give different support to different researches, in part based on their career stage, but we have at best just an embryonic attempt to support early career especially

Research specialists work very well and get to know the individuals in the dept well, or at least for certain levels

Offering boost funding to attract researchers early helps.

Using external speakers can increase interest

How to engage and inform the faculty and university leaders on the benefits and the need for engaging researchers in pre-award support? What has worked for you and what hasn't?

Finances is the main driver, external sources are a known place to find this

We should do this more - meeting with deans and vice-deans, there are certain themes that come up and discussions are good

Hierarchy is super transparent, up to a high level - everyone knows everyone, but maybe I don't need a direct channel to the president

the increase of funding for the organisation

Worked: data management, reporting

Meetings with deans and vice deans annually to talk about successes and challenges - they are responsive and receptive to this

Do we need them? / They are already quite aware

We go to management and PI meetings

Building from basic funding to more academic/business research directions

At the campus and unit level it works,

evaluations and questionnaires

Motivation is the hardest part