NETWORKS OF POST-DOCTORAL RESEARCHERS

Barcelona
June 9th 2016
RESEARCH QUESTIONS

1. What kind of individuals and groups do individuals incorporate in their communities?

   Role of individuals

2. Role of past experiences

3. To what extent did individuals report (lack of) effortful behavior in creating their networks?

   Negotiation

   Future career aspirations
CONCEPTS

• Networks: Relationships with non-/academic communities

• Agency (lack of): Strategies, effortful thoughts and actions that influence the extent of the networks of an individual

• Career: Past and future career prospects. Special attention to networks to achieve career goals
METHOD

Data gathered from 11 UK-based post-doctoral researchers (Dec 15 – May 16)

• Survey
• Interview
  - Network Plot (NP)

• Initial qualitative analysis with descriptive statistics
DATA ANALYSIS

First round of coding
• 8 codes

Second round of coding
• Sub-codes of Networking
  - Also applied in Work Environment
• Sub-codes of Agency related to Networking
DATA ANALYSIS RQ1
(sub-codes of Networking)

- Non-academic relationships
- Academic individuals
- Informal acad. groups
- Formal acad. groups
- Acad. Organizations
- Jurisdictional units
- Scientific community

We distinguish
- inter-/national
- Initiated in the past/current activity
- active/non-active
- own/other institutions
DATA ANALYSIS RQ2
(sub-codes of Agency in Networking)

- Positive agency
- Lack of agency

We distinguish past and present agency from future agency.
## DATA ANALYSIS

### Cameos

- **Interview**
  - Connections
  - Explanation of network
  - Work environment
  - Agency
  - Career
  - Number of each type of network (with NP)

- **Survey**
  - Community
  - Co-authored works
PRELIMINARY CONCLUSIONS

General patterns

• Connections are not extensive
• No clear pattern of increases in individuals’ connections as they gain experience
PRELIMINARY RESULTS

• Mostly not international relations

National and international relations

- Total international relations
- Total national relations

#relations #participants
PRELIMINARY RESULTS

• More presence of groups and organizations than individuals
PRELIMINARY RESULTS

- Academic organizations are usually present in a strong way

![Bar chart showing relations at the own institution vs. external. The x-axis represents Total own insti acad indiv and Total other insti acad indiv, the y-axis represents the number of relations and participants.]
PROBLEMS / LIMITATIONS

Sub-codes of agency

• Many possible kinds of sub-codes (e.g., degrees of freedom, reasons, ways, network relations)

• Need of simple and comprehensive sub-codes
PROBLEMS / LIMITATIONS

Sub-codes of networking
• Changes of affiliation of individuals
• Classifying inter-/national according to nationality or affiliation
FUTURE ANALYSES

• Relationship with PhD supervisor in relation with the individual’s networks
• Workplace relationships
• Future career & networks
• Agency (lack of) creating networks
YOUR QUESTIONS AND OUR QUESTIONS

• What do you feel you need to know more about?
• What have we overlooked?
• Do you have suggestions for the data analysis?
• What challenges haven’t we named?
<table>
<thead>
<tr>
<th>Cameo</th>
<th>Interview: connections</th>
<th>Interview: explanation</th>
<th>Survey: community</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Name, yr in degree/post degree, age, Field</strong></td>
<td>This text focused on the type and range of individuals/groups commented on (including any characterization), beginning institutionally and moving out to national and then international. References to past relationships were noted as appropriate. This represents the answers to research question 1.</td>
<td>This text includes any general explanations about the overall nature of the network, e.g., origins, purposes</td>
<td>This text summarizes the survey items: a) collaborations and b) community, reporting supervisor separately from group. I used the words related to the numbers in reporting their response: 1: not at all, 2: rarely, 3: infrequently, 4: sometimes, 5: relatively frequently, 6: often, 7: very often. So if most of the responses were 5 and 6 I would say quite frequently.</td>
</tr>
<tr>
<td>Brief career description (from before phd if available); Any characterization of career situation; Statement re relation to research; Statement re role of personal related to work</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Interview: work environment</th>
<th>Interview: agency</th>
<th>Interview: career</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>This text describes the work environment of the participant as well as the relationship with supervisor/manager</td>
<td>This text explains the (lack of) agency of the participant in relation to his/her community and networks</td>
<td>This text summarizes the career aspirations of the participant.</td>
<td>Here we can include anything that does not fit in the other cells. We can also use it to write ideas that we would like to share with each other.</td>
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</tbody>
</table>

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<thead>
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<th>Number of networks and relative size (S, M, L, XL)</th>
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