

RM ROADMAP

RM ROADMAP Survey Codebook

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HETFA Research Institute Ltd.

15 July 2024



RM-ROADMAP project has received funding from the European Union's Horizon Europe programme under grant agreement number 101058475.



RM Roadmap Survey Codebook

Project full title

“Creating Framework Conditions for Research Management to Strengthen the European Research Area”

Project acronym

RM Roadmap

Grant Agreement no.

101058475

RM ROADMAP Survey Codebook

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Reviewer(s):	
Dissemination level ¹ :	PU
Submission date:	15 July 2024
Start date of project:	September 1 st , 2022
Duration of the project:	36 months
Organisation name of lead contractor for this deliverable:	EARMA

¹This project has received funding from the European Union's Horizon Europe programme under grant agreement No 101058475

PU – Public (fully open, automatically posted online on the Project Result platforms);

SE – Sensitive (limited under the conditions of the Grant Agreement);

CO – EU classified : EU restricted, EU confidential, EU secret under Decision 2015/444.

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RM Roadmap Survey Codebook

1. Introduction

The RM Roadmap survey aims to get a comprehensive picture of the current situation of Research Managers (RMs) across Europe. In our understanding, the term RMs covers a wide range of experts at different professional levels bearing specific knowledge:

- to streamline/facilitate the planning, the development, management, administration, communication and valorisation of research and innovation,
- to ensure compliance with policy objectives, funding programme requirements, financial rules and legal regulations,
- to improve the efficiency and effectiveness of R&I projects/system, and/or
- to enhance the impact of R&I on the society.

This survey will support setting of further goals, namely, the formulation of recommendations:

- on an inclusive definition and terminology including RM professional categories;
- on an RM career development framework;
- on an RM skill and competence matrix; as well as
- on a future RM training scheme.

2. RM Roadmap

RM Roadmap will chart a course for the future of research management (RM) in Europe and a community to support its delivery. It will be conducted over 36 months and is funded to the amount of €1.5m by the European Commission Horizon Europe funding programme.

The overarching objective of RM Roadmap is to identify and adapt the research management capital base of the EU, including the widening countries, and emerging needs of its current and future research management workforce to improve the EU's competitiveness and sustain its economic performance.

RM Roadmap will allow existing European networks to connect on a smart community platform which will enable an unprecedented consultation process in research management. This co-creation process will gather the existing communities and expand upon them to reach two main objectives: to create and inform a bottom-up consensus on the future of RM in a roadmap, and to inform the community about existing training, networking, funding, and career mobility opportunities.

Eight partners are working together on this project: European Association of Research Managers and Administrators (Belgium); HETFA Research Institute (Hungary); Nova University Lisbon (Portugal); Association of European Science & Technology Transfer Professionals (Netherlands); Crowdhelix Limited (Ireland), The Cyprus Institute (Cyprus) and associated partners Janssen Pharmaceuticals (J&J) and Una Europa (Belgium).

The Intelligence WP involves mapping, characterizing and quantifying the research management community and producing a comprehensive assessment thereof for a more standardized profession and terminology as well as propose recommendations and guidelines. This work is led by HETFA.



RM Roadmap Survey Codebook

3. RM ROADMAP Survey Codebook

RM Roadmap Survey Codebook

Variable Name	Type	Width	Decimals	Label	Values	Missing	Measure
ID	Numeric	10	0	Response ID	None	None	Scale
Time_started	String	20	0	Time Started	None	None	Nominal
Time_finished	String	20	0	Date Submitted	None	None	Nominal
Status	String	20	0	Status	None	None	Nominal
Language	String	20	0	Language	None	None	Nominal
Consent1	Numeric	8	0	I have read and understand the information provided above.:Consent Statement If you have read and understood the information above, and are committed to take part in the research, please tick the boxes below.	None	None	Nominal
Consent2	Numeric	8	0	I am 18 or older.:Consent Statement If you have read and understood the information above, and are committed to take part in the research, please tick the boxes below.	None	None	Nominal
Consent3	Numeric	8	0	I consent to take part in this research.:Consent Statement If you have read and understood the information above, and are committed to take part in the research, please tick the boxes below.	None	None	Nominal
Q_2_Gender	Numeric	8	0	Please select your gender identification:	(1) Female (2) Male (3) Other (4) Prefer not to provide	None	Nominal
Q_3_Age	Numeric	8	0	Please indicate your age	None	None	Scale
Q_3_Agegroup	Numeric	8	0	Your agegroup	(1) under 24 (2) 25-34	None	Ordinal

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					(3) 35-44 (4) 55-64 (5) 65-74		
Q_4_cntry_wrk	String	22	0	In which country do you currently work?	() Prefer not to provide () Afghanistan () Albania () Algeria () Andorra () Angola () Antigua and Barbuda () Argentina () Armenia () Australia () Austria () Azerbaijan () Bahamas, The () Bahrain () Bangladesh () Barbados () Belarus () Belgium () Belize () Benin () Bermuda, () Bhutan () Bolivia () Bosnia and Herzegovina	None	Nominal



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					<ul style="list-style-type: none">() Botswana() Brazil() Brunei() Bulgaria() Burkina Faso() Burundi() Cambodia() Cameroon() Canada() Cape Verde() Central African Republic() Chad() Chile() China() Colombia() Comoros() Congo, Democratic Republic of the() Congo, Republic of the() Costa Rica() Cote d'Ivoire() Croatia() Cuba() Curacao() Cyprus() Czech Republic() Denmark		
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					<div><div></div><div>() Djibouti</div><div>() Dominica</div><div>() Dominican Republic</div><div>() East Timor (see Timor-Leste)</div><div>() Ecuador</div><div>() Egypt</div><div>() El Salvador</div><div>() Equatorial Guinea</div><div>() Eritrea</div><div>() Estonia</div><div>() Ethiopia</div><div>() Fiji</div><div>() Finland</div><div>() France</div><div>() Gabon</div><div>() Gambia, The</div><div>() Georgia</div><div>() Germany</div><div>() Ghana</div><div>() Greece</div><div>() Grenada</div><div>() Guatemala</div><div>() Guinea</div><div>() Guinea-Bissau</div><div>() Guyana</div><div>() Haiti</div></div>		
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					<input type="checkbox"/> Holy See <input type="checkbox"/> Honduras <input type="checkbox"/> Hong Kong <input type="checkbox"/> Hungary <input type="checkbox"/> Iceland <input type="checkbox"/> India <input type="checkbox"/> Indonesia <input type="checkbox"/> Iran <input type="checkbox"/> Iraq <input type="checkbox"/> Ireland <input type="checkbox"/> Israel <input type="checkbox"/> Italy <input type="checkbox"/> Jamaica <input type="checkbox"/> Japan <input type="checkbox"/> Jordan <input type="checkbox"/> Kazakhstan <input type="checkbox"/> Kenya <input type="checkbox"/> Kiribati <input type="checkbox"/> Kosovo <input type="checkbox"/> Kuwait <input type="checkbox"/> Kyrgyzstan <input type="checkbox"/> Laos <input type="checkbox"/> Latvia <input type="checkbox"/> Lebanon <input type="checkbox"/> Lesotho <input type="checkbox"/> Liberia <input type="checkbox"/> Libya		
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					<div><div></div><div>() Liechtenstein</div><div>() Lithuania</div><div>() Luxembourg</div><div>() Macau</div><div>() Macedonia</div><div>() Madagascar</div><div>() Malawi</div><div>() Malaysia</div><div>() Maldives</div><div>() Mali</div><div>() Malta</div><div>() Marshall Islands</div><div>() Mauritania</div><div>() Mauritius</div><div>() Mexico</div><div>() Micronesia</div><div>() Moldova</div><div>() Monaco</div><div>() Mongolia</div><div>() Montenegro</div><div>() Morocco</div><div>() Mozambique</div><div>() Myanmar</div><div>() Namibia</div><div>() Nauru</div><div>() Nepal</div><div>() Netherlands</div></div>		
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					<ul style="list-style-type: none">() Netherlands Antilles() New Zealand() Nicaragua() Niger() Nigeria() North Korea() Norway() Oman() Pakistan() Palau() Palestinian Territories() Panama() Papua New Guinea() Paraguay() Peru() Philippines() Poland() Portugal() Qatar() Romania() Russia() Rwanda() Saint Kitts and Nevis() Saint Lucia() Saint Vincent and the Grenadines() Samoa		
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					<ul style="list-style-type: none">() San Marino() Sao Tome and Principe() Saudi Arabia() Senegal() Serbia() Seychelles() Sierra Leone() Singapore() Slovakia() Slovenia() Solomon Islands() Somalia() South Africa() South Korea() South Sudan() Spain() Sri Lanka() Sudan() Suriname() Swaziland() Sweden() Switzerland() Syria() Taiwan() Tajikistan() Tanzania() Thailand		
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					<input type="checkbox"/> Timor-Leste <input type="checkbox"/> Togo <input type="checkbox"/> Tonga <input type="checkbox"/> Trinidad and Tobago <input type="checkbox"/> Tunisia <input type="checkbox"/> Turkey <input type="checkbox"/> Turkmenistan <input type="checkbox"/> Tuvalu <input type="checkbox"/> Uganda <input type="checkbox"/> Ukraine <input type="checkbox"/> United Arab Emirates <input type="checkbox"/> United Kingdom <input type="checkbox"/> United States <input type="checkbox"/> Uruguay <input type="checkbox"/> Uzbekistan <input type="checkbox"/> Vanuatu <input type="checkbox"/> Venezuela <input type="checkbox"/> Vietnam <input type="checkbox"/> Yemen <input type="checkbox"/> Zambia <input type="checkbox"/> Zimbabwe		
Q_4_cntry_group	Numeric	8	0	In which country do you currently work? GROUP	(1) Northern Europe: IC, NO, SE, DK, FI (2) Western Europe: DE, BE, NL, LU, UK, IE, AT, CH (3) Southern Europe: PT, ES, IT, MT, CY, EL, FR,	None	Nominal

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					<p>(4) Central and Eastern Europe: EE, LV, LT, PL, SK, CZ, HU, SI, RO, HR, BG</p> <p>(5) Non-EU countries: SRB, BiH, MK, MNE, AL, UA, MD, Kosovo, TR, AM, AZ, GE, BY</p> <p>(6) Outside Europe</p>		
Q_5_employment	Numeric	8	0	How would you define your current employment?	<p>(1) Full-time Research Manager</p> <p>(2) Part-time Research Manager</p> <p>(3) Full-time, combining Research Manager and research/academic role</p> <p>(4) Full-time, combining Research Manager and another (not research/academic) role</p> <p>(5) Part-time, combining Research Manager and research/academic role</p> <p>(6) Part-time, combining Research Manager and another (not research/academic) role</p> <p>(7) Self-employed</p> <p>(8) Retired</p>	None	Ordinal

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					(9) Currently not active in this role (10) Not sure, none of these options seem to fit my role. Please specify:		
Q_5_b_other	String	40	0	other	None	None	Nominal
Q_6_contract	Numeric	8	0	How would you characterize your current employment contract?	(1) Permanent (an open-ended contract of employment with no fixed end date other than retirement) (2) Fixed-term (there is a date where if nothing changes you will no longer be employed in your current position) (3) Secondment (after a fixed term "secondment"/project you will return to your previous position) (4) Other. Please provide details:	None	Ordinal
Q_6_b_other	String	90	0	other	None	None	Nominal
Q_7_a_wrk_week	Numeric	8	1	How many hours a week do you typically work on RM activities?	None	None	Scale
Q_7_b_wrk_off_lab	Numeric	8	1	Hours worked in the office/ laboratory/ etc	None	None	Scale

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Q_7_c_wrk_home	Numeric	8	1	Hours worked from home	None	None	Scale
Q_7_d_travel	Numeric	40	2	Hours spent by travelling and attending meeting abroad	None	None	Scale
Q_8_a	Numeric	8	0	If there is a difference between the total weekly working hours according to your contract and the total hours worked in practice, does your employer recognize and/or value this in some way?	(1) No, generally there is no difference (2) Yes, but it is not recognised or valued (3) Yes, the extra time is paid (4) Yes, this extra time can be converted to days off (5) Other, please explain:	None	Ordinal
Q_8_b	String	100	0	other	None	None	Nominal
Q_9_a_wrk_area_1	Numeric	8	0	RESEARCH STRATEGY AND POLICY DEVELOPMENT Please tick the areas you work in (you are asked to tick the main categories, even if you do not work in all the listed fields)	(0) Not Selected (1) Selected	None	Nominal
Q_9_b_wrk_area_2	Numeric	8	0	PROPOSAL DEVELOPMENT (PRE-AWARD) Please tick the areas you work in (you are asked to tick the main categories, even if you do not work in all the listed fields)	(0) Not Selected (1) Selected	None	Nominal
Q_9_c_wrk_area_3	Numeric	8	0	PROJECT SUPPORT (POST-AWARD) Please tick the areas you work in (you are asked to tick the main categories, even if you do not work in all the listed fields)	(0) Not Selected (1) Selected	None	Nominal
Q_9_d_wrk_area_4	Numeric	8	0	TRANSLATION OF RESULTS: SCIENCE COMMUNICATION Please tick the areas you work in	(0) Not Selected (1) Selected	None	Nominal

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				(you are asked to tick the main categories, even if you do not work in all the listed fields)			
Q_9_e_wrk_area_5	Numeric	8	0	TRANSLATION OF RESULTS: UPTAKE AND UTILISATION Please tick the areas you work in (you are asked to tick the main categories, even if you do not work in all the listed fields)	(0) Not Selected (1) Selected	None	Nominal
Q_9_f_wrk_area_6	Numeric	8	0	MANAGEMENT INFORMATION AND RELATED FUNCTIONS Please tick the areas you work in (you are asked to tick the main categories, even if you do not work in all the listed fields)	(0) Not Selected (1) Selected	None	Nominal
Q_9_g_wrk_area_7	Numeric	8	0	RESEARCH SUPPORT DELIVERY Please tick the areas you work in (you are asked to tick the main categories, even if you do not work in all the listed fields)	(0) Not Selected (1) Selected	None	Nominal
Q_9_h_wrk_area_8	Numeric	8	0	TRAINING, RESEARCHER DEVELOPMENT, POSTGRADUATE RESEARCHERS (PGR) Please tick the areas you work in (you are asked to tick the main categories, even if you do not work in all the listed fields)	(0) Not Selected (1) Selected	None	Nominal
Q_9_i_wrk_area_9	Numeric	8	0	RESEARCH ETHICS AND INTEGRITY Please tick the areas you work in (you are asked to tick the main categories, even if you do not work in all the listed fields)	(0) Not Selected (1) Selected	None	Nominal
Q_9_j_wrk_area_10	Numeric	8	0	INTERNATIONAL COLLABORATION, INSTITUTION BRANDING Please tick the areas you work in (you are asked to tick the main categories, even if you do not work in all the listed fields)	(0) Not Selected (1) Selected	None	Nominal

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Q_9_k_wrk_area_11	Numeric	8	0	COLLABORATION WITH INDUSTRY Please tick the areas you work in (you are asked to tick the main categories, even if you do not work in all the listed fields)	(0) Not Selected (1) Selected	None	Nominal
Q_9_l_wrk_area_12	Numeric	8	0	RESEARCH INFRASTRUCTURE MANAGEMENT Please tick the areas you work in (you are asked to tick the main categories, even if you do not work in all the listed fields)	(0) Not Selected (1) Selected	None	Nominal
Q_9_m_wrk_area_13	Numeric	8	0	RESEARCH DATA, RESEARCH INFORMATION, INTELLECTUAL PROPERTY MANAGEMENT Please tick the areas you work in (you are asked to tick the main categories, even if you do not work in all the listed fields)	(0) Not Selected (1) Selected	None	Nominal
Q_9_n_wrk_area_14	Numeric	8	0	RESEARCH FUNDING Please tick the areas you work in (you are asked to tick the main categories, even if you do not work in all the listed fields)	(0) Not Selected (1) Selected	None	Nominal
Q_9_count	Numeric	8	0	Q9 total count	None	0	Scale
Q_10_job_title	String	1000	0	What is your job title, according to your contract of employment? Please add the translation of your job title in English.	None	None	Nominal
Q_11_count	Numeric	8	2		None	None	Nominal
Q_11_a_umbrella_trm_1	Numeric	8	0	Professional on the Interface of Science -Umbrella term	(0) Not Selected (1) Selected	None	Nominal
Q_11_b_umbrella_trm_2	Numeric	8	0	Research Administrator -Umbrella term	(0) Not Selected (1) Selected	None	Nominal
Q_11_c_umbrella_trm_3	Numeric	8	0	Research Advisor -Umbrella term	(0) Not Selected (1) Selected	None	Nominal

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Q_11_d_umbrella_trm_4	Numeric	8	0	Research Consultant -Umbrella term	(0) Not Selected (1) Selected	None	Nominal
Q_11_e_umbrella_trm_5	Numeric	8	0	Research Management Expert -Umbrella term	(0) Not Selected (1) Selected	None	Nominal
Q_11_f_umbrella_trm_6	Numeric	8	0	Research Management and Support Professional - Umbrella term	(0) Not Selected (1) Selected	None	Nominal
Q_11_g_umbrella_trm_7	Numeric	8	0	Research Developer -Umbrella term	(0) Not Selected (1) Selected	None	Nominal
Q_11_h_umbrella_trm_8	Numeric	8	0	Research Enabler -Umbrella term	(0) Not Selected (1) Selected	None	Nominal
Q_11_i_umbrella_trm_9	Numeric	8	0	Research Facilitator -Umbrella term	(0) Not Selected (1) Selected	None	Nominal
Q_11_j_umbrella_trm_10	Numeric	8	0	Research Manager -Umbrella term	(0) Not Selected (1) Selected	None	Nominal
Q_11_k_umbrella_trm_11	Numeric	8	0	Research and Innovation Manager -Umbrella term	(0) Not Selected (1) Selected	None	Nominal
Q_11_l_umbrella_trm_12	Numeric	8	0	Research Manager and Administrator -Umbrella term	(0) Not Selected (1) Selected	None	Nominal
Q_11_m_umbrella_trm_13	Numeric	8	0	Research and Innovation Support Professional - Umbrella term	(0) Not Selected (1) Selected	None	Nominal
Q_11_n_umbrella_trm_14	Numeric	8	0	Research Support Professional -Umbrella term	(0) Not Selected (1) Selected	None	Nominal
Q_11_o_umbrella_trm_15	Numeric	8	0	Knowledge/Technology Management Professional - Umbrella term	(0) Not Selected (1) Selected	None	Nominal
Q_11_o_umbrella_tm_other	Numeric	2	0	other	None	None	Nominal

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Q_11_p_umbrella_trm_other	String	67	0	other	None	None	Nominal
Q_12_education	Numeric	8	0	Your current educational background: Please indicate the level of the academic qualification gained	(1) Left school with no formal qualifications / No additional qualifications (2) Left school/college with pre-degree qualifications (high school diploma/A level/...) (3) Associates Degree / Foundation Degree (4) Bachelor's degree (for example: BA, BSc, BS) (5) Master's degree (for example: MA, MS, MEng, MEd, MBA) (6) Doctorate degree (for example: PhD, EdD, DBA, DProf)	None	Ordinal
Q_13_edu_area	Numeric	8	0	Your current educational background: Please indicate the subject area of the academic qualification gained	(1) Natural and life sciences such as physics, chemistry, biology, and math (2) Medicine & Health Sciences (3) Engineering (including computing)	None	Ordinal

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					(4) Business (5) Social Science (6) Humanities (7) Arts (8) General/All (9) Other, please specify:		
Q_13_edu_area_other	String	100	0	other	None	None	Nominal
Q_14_edu_align	Numeric	8	0	Is your education background aligned to the subject area(s) that you support in?	(1) Yes - I support research in a subject area that I know about (by education or experience) (2) Partially – my education / experience is in a related area(s) (3) No - my education / experience is in an unrelated area(s) (4) Not Applicable – I cover the whole institution, not specific subject areas (5) Other, please specify:	None	Nominal
Q_14_edu_align_other	String	1	0	other	None	None	Nominal
Q_15_a_profession	Numeric	8	0	It was a profession I was interested in while studying	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree	None	Ordinal

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					(5) Strongly agree		
Q_15_b_profession_match	Numeric	8	0	It was a profession I felt my skills would be a good match for	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_15_c_temporar	Numeric	8	0	It was a temporary role... but I'm still in Research Management	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_15_d_friends_recom	Numeric	8	0	A colleague/friend encouraged me to get into the field	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_15_e_open	Numeric	8	0	A position was available, so I applied and got the job, even though I did not have any experience	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_15_f_academy_bckgrnd	Numeric	8	0	I was previously an academic/researcher and moved into Research Management	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_15_g_phd_bckgrnd	Numeric	8	0	I was previously an PhD Student and moved into	(1) Strongly disagree	None	Ordinal

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				Research Management	(2) Disagree (3) Neutral (4) Agree (5) Strongly agree		
Q_15_h_admin	Numeric	8	0	I was previously an administrator and moved into Research Management	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_15_i_home_office	Numeric	8	0	I was looking for a job without having to move house	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_15_j_uni_motive	Numeric	8	0	I wanted to work at this particular University/College/etc	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_15_k_industry_bckgrnd	Numeric	8	0	I was previously an industry professional and moved into Research Management	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_15_l_other	String	1000	0	other	None	None	Nominal
Q_16_a_pay	Numeric	8	0	It pays well	(1) Strongly disagree (2) Disagree	None	Ordinal

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					(3) Neutral (4) Agree (5) Strongly agree		
Q_16_b_excite	Numeric	8	0	The work is never boring or monotonous	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_16_c_advance	Numeric	8	0	I see the opportunity for personal advancement	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_16_d_no_other	Numeric	8	0	I haven't found better job opportunity yet	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_16_e_security	Numeric	8	0	Job security (long-term/permanent contract)	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_16_f_fun	Numeric	8	0	I enjoy the profession, it's fun	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree	None	Ordinal

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					(5) Strongly agree		
Q_16_g_sector_like	Numeric	8	0	I like working in the science / academic sector	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_16_h_challenge	Numeric	8	0	I like the challenges of this job	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_16_i_new	Numeric	8	0	It's a new profession and I like to help shape it	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_16_j_late	Numeric	8	0	Too late to change career now	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_16_k_team_centrist	Numeric	8	0	I like being part of a team	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_16_l_innovation	Numeric	8	0	I like supporting innovation, and the creation of new	(1) Strongly disagree	None	Ordinal

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				knowledge	(2) Disagree (3) Neutral (4) Agree (5) Strongly agree		
Q_16_m_networking	Numeric	8	0	I like networking and support others to find new connections	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_16_n_flexibility	Numeric	8	0	I have flexible work arrangements	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_16_o_wrklife_balance	Numeric	8	0	I can reconcile this job with my personal life (work life balance)	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_16_p_extra_rev	Numeric	8	0	I have the opportunity to earn extra revenue on top of my salary	(1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree	None	Ordinal
Q_16_other	String	508	0	Comments- Stayed	None	None	Nominal
Q_17_year_in_RM	Numeric	8	1	Approximately how many years in total have you been employed in Research Management? Please	None	None	Scale

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				insert the number.			
Q_17_year_in_RMA_cat	Numeric	8	0	Job history categories	(1) less than 5 (2) 5-9 (3) 10-19 (4) 20+	None	Ordinal
Q_18_a_network_lack	Numeric	8	0	Lack of professional network for support -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_b_knwldg_lack	Numeric	8	0	Lack of knowledge, expertise -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_c_trning_lack	Numeric	8	0	Lack of training -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_d_culture_lack	Numeric	8	0	Lack of understanding of culture in research -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_e_new_prof	Numeric	8	0	New profession in the institution -Challenge	(1) Not relevant at all (2) Not relevant	None	Ordinal

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					(3) Neutral (4) Relevant (5) Very relevant		
Q18_f_low_recog	Numeric	8	0	Low professional recognition -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q18_g_no_per_pos	Numeric	8	0	Not a permanent position -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_h_unclr_frmwrk	Numeric	8	0	Unclear career framework / job architecture at the institution -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_i_polic_lack	Numeric	8	0	Lack of institutional policies -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_j_stress	Numeric	8	0	Demanding/stressful environment -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant	None	Ordinal

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					(5) Very relevant		
Q_18_k_peer_support	Numeric	8	0	Lack of peers, peer support -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_l_monotony	Numeric	8	0	Monotonous tasks -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_m_prof_dev_lack	Numeric	8	0	Lack of opportunities for professional development - Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_n_low_salary	Numeric	8	0	Low salary -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_o_beyond_dscrptn	Numeric	8	0	Often asked to do things beyond your job description -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_p_flexitime	Numeric	8	0	Expectation to work outside normal hours -	(1) Not relevant at all	None	Ordinal

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				Challenge	(2) Not relevant (3) Neutral (4) Relevant (5) Very relevant		
Q_18_q_respect_lack	Numeric	8	0	Less respected by researchers -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_r_gatekeeper	Numeric	8	0	Seen as a gatekeeper not an enabler -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_s_identity_lack	Numeric	8	0	Lack of professional identity -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_t_job_security	Numeric	8	0	Low job security -Challenge	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Ordinal
Q_18_other	String	1000	0	Comments- Challenges	(1) Not relevant at all (2) Not relevant (3) Neutral	None	Nominal

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					(4) Relevant (5) Very relevant		
Q_19_a_inst_ladder	Numeric	8	0	Going through the institutional career ladder	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Nominal
Q_19_b_promotion	Numeric	8	0	Aspiring for promotion towards leadership	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Nominal
Q_19_c_job_change	Numeric	8	0	Changing job to another institution	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Nominal
Q_19_d_get_certif	Numeric	8	0	Getting a certification in the profession	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Nominal
Q_19_e_mobility	Numeric	8	0	Having a mobility experience	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Nominal

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Q_19_f_get_mentor	Numeric	8	0	Getting peer support / mentoring	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Nominal
Q_19_g_doctorate	Numeric	8	0	Accomplishing a doctorate	(1) Not relevant at all (2) Not relevant (3) Neutral (4) Relevant (5) Very relevant	None	Nominal
Q_19_other_	Numeric	8	0	Other	{8, Selected}...	None	Nominal
Q_19_other_text	String	993	0		None	None	Nominal
Q_20_a_oral	Numeric	8	0	Oral communication skills TRANSVERSAL SKILLS	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_b_written	Numeric	8	0	Written communication skills TRANSVERSAL SKILLS	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_c_inter_personal	Numeric	8	0	Interpersonal skills TRANSVERSAL SKILLS	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_d_intra_personal	Numeric	8	0	Intrapersonal skills TRANSVERSAL SKILLS	(1) Not needed at all (2) Not needed (3) Needed	0, 99	Ordinal

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					(4) Very much needed		
Q_20_e_solve_problem	Numeric	8	0	Problem solving TRANSVERSAL SKILLS	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_d_multi_tasking	Numeric	8	0	Multitasking TRANSVERSAL SKILLS	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_e_cult_diversity	Numeric	8	0	Cultural and diversity skills TRANSVERSAL SKILLS	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_f_flexibility	Numeric	8	0	Flexibility TRANSVERSAL SKILLS	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_g_assertive	Numeric	8	0	Assertiveness -TRANSVERSAL SKILLS	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_h_openness	Numeric	8	0	Openness TRANSVERSAL SKILLS	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_i_critical_think	Numeric	8	0	Critical thinking TRANSVERSAL SKILLS	(1) Not needed at all (2) Not needed	0, 99	Ordinal

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					(3) Needed (4) Very much needed		
Q_20_j_mot_pro_ini	Numeric	8	0	Self-motivation, proactiveness, initiation TRANSVERSAL SKILLS	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_a_oral_imp	Numeric	8	0	Oral communication skills - Important TRANSVERSAL SKILLS	(5) Important	0, 99	Ordinal
Q_20_b_written_imp	Numeric	8	0	Written communication skills- Important TRANSVERSAL SKILLS	(5) Important	0, 99	Ordinal
Q_20_d_intra_personal_imp	Numeric	8	0	Intrapersonal skills - Important TRANSVERSAL SKILLS	(5) Important	0, 99	Ordinal
Q_20_c_inter_personal_imp	Numeric	8	0	Interpersonal skills - Important TRANSVERSAL SKILLS	(5) Important	0, 99	Ordinal
Q_20_d_multitasking_imp	Numeric	8	0	Multitasking - Important TRANSVERSAL SKILLS	(5) Important	0, 99	Ordinal
Q_20_e_solve_problem_imp	Numeric	8	0	Problem solving - Important TRANSVERSAL SKILLS	(5) Important	0, 99	Ordinal
Q_20_e_cult_diversity_imp	Numeric	8	0	Cultural and diversity skills - Important TRANSVERSAL SKILLS	(5) Important	0, 99	Ordinal
Q_20_f_flexibility_imp	Numeric	8	0	Flexibility -ImportantTRANSVERSAL SKILLS	(5) Important	0, 99	Ordinal
Q_20_g_assertive_imp	Numeric	8	0	Assertiveness -Important TRANSVERSAL SKILLS	(5) Important	0, 99	Ordinal
Q_20_h_openness_imp	Numeric	8	0	Openness - Important TRANSVERSAL SKILLS	(5) Important	0, 99	Ordinal
Q_20_i_critical_think_imp	Numeric	8	0	Critical thinking - Important TRANSVERSAL SKILLS	(5) Important	0, 99	Ordinal
Q_20_j_mot_pro_ini_imp	Numeric	8	0	Self-motivation, proactiveness, initiation - Important	(5) Important	0, 99	Ordinal

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				TRANSVERSAL SKILLS			
Q_20_other	String	394	0		None	None	Nominal
Q_20_2_a_mediate	Numeric	8	0	Mediation	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_b_negotiate	Numeric	8	0	Negotiation	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_c_info_manage	Numeric	8	0	Information management	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_d_work_team	Numeric	8	0	Working in team	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_e_team_wrk	Numeric	8	0	Team work	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_f_team_build	Numeric	8	0	Team building	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_g_lead_decis	Numeric	8	0	Leadership, decision-making	(1) Not needed at all	0, 99	Ordinal

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					(2) Not needed (3) Needed (4) Very much needed		
Q_20_2_h_planning	Numeric	8	0	Planning, strategic thinking	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_i_creativity	Numeric	8	0	Creativity	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_j_effect	Numeric	8	0	Efficiency and effectiveness	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_k_reli_trust	Numeric	8	0	Reliability, trustfulness	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_l_stress_mana	Numeric	8	0	Stress management	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_m_time_mana	Numeric	8	0	Time management	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal

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Q_20_2_n_prior	Numeric	8	0	Prioritisation	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_o_diplomat	Numeric	8	0	Diplomatic skills	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_p_conflict_mana	Numeric	8	0	Conflict management	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_q_curios	Numeric	8	0	Curiosity	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_r_adapt	Numeric	8	0	Adaptability	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_s_resilience	Numeric	8	0	Resilience	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_2_a_mediate_imp	Numeric	8	0	Mediation - Important	(5) Important	0, 99	Ordinal
Q_20_2_b_negotiate_imp	Numeric	8	0	Negotiation - Important	(5) Important	0, 99	Nominal

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Q_20_2_c_info_manage_imp	Numeric	8	0	Information management - Important	(5) Important	0, 99	Nominal
Q_20_2_d_work_team_imp	Numeric	8	0	Working in team - Important	(5) Important	0, 99	Nominal
Q_20_2_e_team_wrk_imp	Numeric	8	0	Team work - Important	(5) Important	0, 99	Nominal
Q_20_2_f_team_build_imp	Numeric	8	0	Team building - Important	(5) Important	0, 99	Nominal
Q_20_2_g_lead_decis_imp	Numeric	8	0	Leadership, decision-making - Important	(5) Important	0, 99	Nominal
Q_20_2_h_planning_imp	Numeric	8	0	Planning, strategic thinking - Important	(5) Important	0, 99	Nominal
Q_20_2_i_creativity_imp	Numeric	8	0	Creativity - Important	(5) Important	0, 99	Nominal
Q_20_2_j_effect_imp	Numeric	8	0	Efficiency and effectiveness - Important	(5) Important	0, 99	Nominal
Q_20_2_k_reli_trust_imp	Numeric	8	0	Reliability, trustfulness - Important	(5) Important	0, 99	Nominal
Q_20_2_l_stress_manage_imp	Numeric	8	0	Stress management - Important	(5) Important	0, 99	Nominal
Q_20_2_m_time_manage_imp	Numeric	8	0	Time management - Important	(5) Important	0, 99	Nominal
Q_20_2_n_pror_imp	Numeric	8	0	Prioritisation - Important	(5) Important	0, 99	Nominal
Q_20_2_o_diplomat_imp	Numeric	8	0	Diplomatic skills - Important	(5) Important	0, 99	Nominal
Q_20_2_p_conflict_manage_imp	Numeric	8	0	Conflict management - Important	(5) Important	0, 99	Nominal
Q_20_2_q_curios_imp	Numeric	8	0	Curiosity - Important	(5) Important	0, 99	Nominal
Q_20_2_r_adapt_imp	Numeric	8	0	Adaptability - Important	(5) Important	0, 99	Nominal
Q_20_2_s_resilience_imp	Numeric	8	0	Resilience - Important	(5) Important	0, 99	Nominal
Q_20_2_other	String	592	0			None	Nominal

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Q_20_3_a_R_and_I	Numeric	8	0	Understand research and the R&I ecosystem	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_3_b_inst_govern	Numeric	8	0	Understanding institutional governance	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_3_c_knwld_of_rules	Numeric	8	0	Knowledge of rules and regulations of funders	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_3_d_ethics_integ	Numeric	8	0	Ethics, integrity	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_3_e_IT_skill	Numeric	8	0	IT skills	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_3_f_language	Numeric	8	0	Language skills	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_3_g_resour_mana	Numeric	8	0	Managing Resources	(1) Not needed at all (2) Not needed (3) Needed	0, 99	Ordinal

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Q_20_3_h_management	Numeric	8	0	Managment_skills	(4) Very much needed (1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Ordinal
Q_20_3_a_R_and_I_imp	Numeric	8	0	Understand research and the R&I ecosystem - Important	(5) Important	0, 99	Nominal
Q_20_3_b_inst_govern_imp	Numeric	8	0	Understanding institutional governance - Important	(5) Important	0, 99	Nominal
Q_20_3_c_knwldg_of_rules_imp	Numeric	8	0	Knowledge of rules and regulations of funders - Important	(5) Important	0, 99	Nominal
Q_20_3_d_ethics_integ_imp	Numeric	8	0	Ethics, integrity - Important	(5) Important	0, 99	Nominal
Q_20_3_e_IT_skill_imp	Numeric	8	0	IT skills - Important	(5) Important	0, 99	Nominal
Q_20_3_f_language_imp	Numeric	8	0	Language skills - Important	(5) Important	0, 99	Nominal
Q_20_3_g_resour_mana_imp	Numeric	8	0	Managing Resources - Important	(5) Important	0, 99	Nominal
Q_20_3_h_management_imp	Numeric	8	0	Managment_skills - Important	(5) Important	0, 99	Nominal
Q_20_3_i_network_imp	Numeric	8	0	Buliding and maintaining networks - Important	(5) Important	0, 99	Nominal
Q_20_3_j_admin_skill_imp	Numeric	8	0	Administrative skills - Important	(5) Important	0, 99	Nominal
Q_20_3_k_finance_skill_imp	Numeric	8	0	Financial skills - Important	(5) Important	0, 99	Nominal
Q_20_3_l_legal_reg_skill_imp	Numeric	8	0	Legal and regulatory skills - Important	(5) Important	0, 99	Nominal

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Q_20_3_m_politics_unders_imp	Numeric	8	0	Understanding politics and policy cycles - Important	(5) Important	0, 99	Nominal
Q_20_3_n_value_apprec_imp	Numeric	8	0	Appreciating values and understanding interests - Important	(5) Important	0, 99	Nominal
Q_20_3_o_inno_nurture_imp	Numeric	8	0	Nurturing innovation - Important	(5) Important	0, 99	Nominal
Q_20_3_q_stake_management_imp	Numeric	8	0	Stakeholder engagement and management - Important	(5) Important	0, 99	Nominal
Q_20_3_r_IP_strategy_imp	Numeric	8	0	Intellectual asset recognition, IP strategy - Important	(5) Important	0, 99	Nominal
Q_20_3_s_HEU_imp	Numeric	8	0	Cross-cutting issues in HEU - Important	(5) Important	0, 99	Nominal
Q_20_3_i_network	Numeric	8	0	Buliding and maintaining networks	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Nominal
Q_20_3_j_admin_skill	Numeric	8	0	Administrative skills	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Nominal
Q_20_3_k_finance_skill	Numeric	8	0	Financial skills	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Nominal
Q_20_3_l_legal_reg_skill	Numeric	8	0	Legal and regulatory skills	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Nominal

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Q_20_3_m_politics_unders	Numeric	8	0	Understanding politics and policy cycles	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Nominal
Q_20_3_n_value_apprec	Numeric	8	0	Appreciating values and understanding interests	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Nominal
Q_20_3_o_inno_nurture	Numeric	8	0	Nurturing innovation	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Nominal
Q_20_3_p_lobby	Numeric	8	0	Lobbying	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Nominal
Q_20_3_p_lobby_imp	Numeric	8	0	Lobbying - Important	{5, Important}...	0, 99	Nominal
Q_20_3_q_stake_mana	Numeric	8	0	Stakeholder engagement and management	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Nominal
Q_20_3_r_IP_strategy	Numeric	8	0	Intellectual asset recognition, IP strategy	(1) Not needed at all (2) Not needed (3) Needed (4) Very much needed	0, 99	Nominal
Q_20_3_s_HEU	Numeric	8	0	Cross-cutting issues in HEU	(1) Not needed at all (2) Not needed	0, 99	Nominal

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					(3) Needed (4) Very much needed		
Q_21b_mother_language	String	24	0	What is your mother tongue?	None	None	Nominal
Q_23_status	Numeric	7	0	Please indicate the status of your employer organisation	(1) Public (2) Non-profit private (3) Private (99) Not sure (5) Other, please specify:	None	Nominal
Q_23_other	String	148	0	Please indicate the status of your employer organisation	None	None	Nominal
Q_24_org_type	Numeric	8	0	Please indicate the type of your employer organisation	(1) University - Predominantly Undergraduate Institution / Primarily Teaching Institution (2) University - Research Active (3) University - Research Intensive (a “top tier” research university in my country) (4) College (5) Research Institute (6) Research Funder (governmental or non-governmental) (7) Private Company	9	Nominal

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					(8) Hospital (9) Charity / NGO (10) Other Government Department (11) Other, please specify: (99) Not sure		
Q_24_other	String	109	0	Please indicate the type of your employer organisation	None	None	Nominal
Q_25_org_part	Numeric	8	0	Which part of your organization do you work?	(1) Central office/service or department (e.g. Sponsored Projects Administration) (2) Non-central office/service department (e.g. Grants Office within an academic department/school/college) (3) Academic/research department (e.g. Department of Medicine / School of Social Work / Faculty of Humanities / servicing a number of PIs) possibly on your own (4) None of the above seem to fit my situation –	None	Nominal

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					please specify:		
Q_25_org_part_other	String	288	0	Which part of your organization do you work?	None	None	Nominal
Q_26_empl_num	Numeric	8	0	What is the approximate number of staff employed at your organization?	(1) 1-50 (2) 51-250 (3) 251-1000 (4) 1001-2000 (5) 2001-5000 (6) 5001-10000 (7) more than 10000	None	Ordinal
Q_27_a_training	Numeric	8	0	Training	(1) I never participated in (2) Less than one week (3) From 2-4 weeks (4) From 1-2 months (5) More than 3 months	None	Nominal
Q_27_b_mobility	Numeric	8	0	Mobility	(1) I never participated in (2) Less than one week (3) From 2-4 weeks (4) From 1-2 months (5) More than 3 months	None	Nominal
Q_27_c_network	Numeric	8	0	Networking	(1) I never participated in (2) Less than one week (3) From 2-4 weeks (4) From 1-2 months (5) More than 3 months	None	Nominal
Q_28_a_intense lnght	Numeric	8	0	Length: Intensive courses (less than 1 week)	(1) Not suited (2) Somewhat suited (3) Suited	None	Nominal

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					(4) Very much suited		
Q_28_b_short_lngth	Numeric	8	0	Length:Short-term courses (from 1 week to 6 months)	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_28_c_long_lngth	Numeric	8	0	Length: Long-term courses (more than 6 months)	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_28_d_lecture_mthd	Numeric	8	0	Method: Lectures/ Instructor-Led	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_28_e_hands_on_mtdh	Numeric	8	0	Method: Active Hands-on Participation	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_28_f_mentors_mtdh	Numeric	8	0	Method: Mentorship	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_28_g_shadow_mtdh	Numeric	8	0	Method: Job shadowing	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_28_h_self_pace_mtdh	Numeric	8	0	Method: Self-paced	(1) Not suited (2) Somewhat suited	None	Nominal

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					(3) Suited (4) Very much suited		
Q_28_i_online_ven	Numeric	8	0	Venue: Online	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_28_j_onsite_ven	Numeric	8	0	Venue: On-site	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_28_k_hybrid_ven	Numeric	8	0	Venue: Hybrid	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_28_l_prof_cert_cert	Numeric	8	0	Professional certified:What type of RM training format would be 3 for you to attend in the next 2 years?	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_28_m_accredit_cert	Numeric	8	0	Accredited (ECTS):What type of RM training format would be 3 for you to attend in the next 2 years?	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_28_n_no_cert_cert	Numeric	8	0	Non-certified (informal):What type of RM training format would be 3 for you to attend in the next 2 years?	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_29_a_tech_within	Numeric	8	0	Technical knowledge within your specific	(1) Selected	None	Nominal

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				professional tasks			
Q_29_b_tech_outside	Numeric	8	0	Technical knowledge outside your specific professional tasks	(2) Selected	None	Nominal
Q_29_c_tranf_skills	Numeric	8	0	Transferable skills (eg., conflict management, leadership)	(3) Selected	None	Nominal
Q_29_d_futur_tech	Numeric	8	0	Emergent/future technologies/areas (e.g. Artificial Intelligence)	(5) Selected	None	Nominal
Q_29_e_none	Numeric	8	0	None	(6) Selected	None	Nominal
Q_30_a_EARMA	String	50	0	EARMA - Certificate in Research Management (CRM)	(1) Selected	None	Nominal
Q_30_b_BA	String	50	0	Bachelor's degree in Research Management (academic programme)	(2) Selected	None	Nominal
Q_30_c_POSTGRAD	String	50	0	Postgraduation in Research Management (academic programme)	(3) Selected	None	Nominal
Q_30_d_MA	String	50	0	Masters in Research Management (academic programme)	(4) Selected	None	Nominal
Q_30_e_DR	String	50	0	Doctorate with an emphasis in Research Management (academic programme)	(5) Selected	None	Nominal
Q_30_f_CRA	String	50	0	ARMA-UK - Certificate in Research Administration (CRA)	(6) Selected	None	Nominal
Q_30_g_CRM	String	50	0	ARMA-UK - Certificate in Research Management (CRM)	(7) Selected	None	Nominal
Q_30_h_CLRM	String	50	0	ARMA-UK - Certificate in the Leadership of Research Management (CLRM)	(8) Selected	None	Nominal
Q_30_i_foRMAtion	String	50	0	foRMAtion certificate	(9) Selected	None	Nominal
Q_30_j_other	String	50	0	Other [Please give details, including: the provider, level of accreditation and webpage.]	(10) Selected	None	Nominal

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Q_30_k_NONE	String	50	0	NONE - I have no professional accreditation	(11) Selected		
Q_30_l_string_other	String	1000	0	Other [Please give details, including: the provider, level of accreditation and webpage.]	None	None	Nominal
Q_31_certif_recog	Numeric	8	0	If you have professional accreditation in Research Management, is this certification recognized by your employer?	(1) Yes, it was requested to get the job (2) Yes, it was valued when getting the job (3) Yes, it is valued in career progression (4) Yes, it is valued in other ways (5) Not sure (6) No	None	Scale
Q_32_a_attendace_lngth	Numeric	8	2	Event attendance (e.g. conference)	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_32_b_short_lngth	Numeric	8	2	Short-term (up to 1 week):	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_32_c_medium_lngth	Numeric	8	2	Medium-term (from 1 week to 1 month)	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_32_d_long_lngth	Numeric	8	2	Long-term (more than 1 month)	(1) Not suited (2) Somewhat suited	None	Nominal

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					(3) Suited (4) Very much suited		
Q_32_e_in_house	Numeric	8	2	In-house (within the same institution)	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_32_f_national	Numeric	8	2	National (between different institutions in the same country)	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_32_g_internat	Numeric	8	2	International (between different institutions of different countries)	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_32_h_intersector	Numeric	8	2	Intersectoral mobility (between academic and non-academic institutions)	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_33_i_attend_confer	Numeric	8	2	To attend an RM conference/event	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_33_j_part_RM_meet	Numeric	8	2	To participate in RM project meetings	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_33_k_part_org_act	Numeric	8	2	To participate in the organization of activities of RM	(1) Not suited	None	Nominal

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				professional associations	(2) Somewhat suited (3) Suited (4) Very much suited		
Q_33_l_part_local_event	Numeric	8	2	To participate in other local/ national RM events	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_33_m_part_inter_event	Numeric	8	2	To participate in other international RM events	(1) Not suited (2) Somewhat suited (3) Suited (4) Very much suited	None	Nominal
Q_34_funding_got	Numeric	8	0	Have you benefited from funding schemes, grants or programmes for engaging in any type of research management activities in the last 2 years?	(1) Yes (2) No	None	Nominal
Q_35_a_RM_event_att	Numeric	8	2	To attend a RM conference/event	(1) Not likely to apply (2) Somewhat likely to apply (3) Likely to apply (4) Definitely likely to apply	None	Nominal
Q_35_b_RM_event_org	Numeric	8	2	To organize a RM conference/event	(1) Not likely to apply (2) Somewhat likely to apply (3) Likely to apply (4) Definitely likely to apply	None	Nominal
Q_35_c_RM_training_att	Numeric	8	2	To go to RM training	(1) Not likely to apply	None	Nominal

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					(2) Somewhat likely to apply (3) Likely to apply (4) Definitely likely to apply		
Q_35_d_RM_training_org	Numeric	8	2	To organize RM training	(1) Not likely to apply (2) Somewhat likely to apply (3) Likely to apply (4) Definitely likely to apply	None	Nominal
Q_35_e_RM_mobil_part	Numeric	8	2	To participate in a RM mobility	(1) Not likely to apply (2) Somewhat likely to apply (3) Likely to apply (4) Definitely likely to apply	None	Nominal
Q_35_f_RM_mobil_org	Numeric	8	2	To organize RM mobility programmes	(1) Not likely to apply (2) Somewhat likely to apply (3) Likely to apply (4) Definitely likely to apply	None	Nominal
Q_35_g_cover_fee	Numeric	8	2	To cover the fees of RM networks/ professional associations	(1) Not likely to apply (2) Somewhat likely to apply (3) Likely to apply	None	Nominal

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					(4) Definitely likely to apply		
Q_35_h_RM_netw_run	Numeric	8	2	To run a RM network/ professional association	(1) Not likely to apply (2) Somewhat likely to apply (3) Likely to apply (4) Definitely likely to apply	None	Nominal
Q_35_i_RM_part	Numeric	8	2	To participate in a RM project	(1) Not likely to apply (2) Somewhat likely to apply (3) Likely to apply (4) Definitely likely to apply	None	Nominal
Q_36	Numeric	8	2	több száz változó	None	None	Nominal
Q_37_a_training	Numeric	8	0	Training	(1) Not sufficient (2) Barely sufficient (3) Sufficient (4) Very sufficient (5) Neutral	99	Nominal
Q_37_b_mobility	Numeric	8	0	Mobility	(1) Not sufficient (2) Barely sufficient (3) Sufficient (4) Very sufficient (5) Neutral	99	Nominal
Q_37_c_network	Numeric	8	0	Networking	(1) Not sufficient (2) Barely sufficient	99	Nominal

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					(3) Sufficient (4) Very sufficient (5) Neutral		
Q_37_d_funding	Numeric	8	0	Funding	(1) Not sufficient (2) Barely sufficient (3) Sufficient (4) Very sufficient (5) Neutral	99	Nominal
Q_38_a_inst_supp_train	Numeric	8	0	Training: Lack of institutional support	(1) Selected	None	Nominal
Q_38_b_fund_opport_train	Numeric	8	0	Training: Lack of funded opportunities	(2) Selected	None	Nominal
Q_38_c_knwldg_train	Numeric	8	0	Training: Lack of necessary knowledge/ skills	(3) Selected	None	Nominal
Q_38_d_interest_train	Numeric	8	0	Training: Lack of interest	(4) Selected	None	Nominal
Q_38_e_time_train	Numeric	8	0	Training: Lack of time	(5) Selected	None	Nominal
Q_38_f_contract_train	Numeric	8	0	Training: Legal and/or contractual limitations	(6) Selected	None	Nominal
Q_38_g_info_oppor_train	Numeric	8	0	Training: Lack of information about opportunities	(7) Selected	None	Nominal
Q_38_h_info_acces_train	Numeric	8	0	Training: Difficult access, the information is somewhat dispersed	(8) Selected	None	Nominal
Q_38_i_nr_oppor_train	Numeric	8	0	Training: Limited number of relevant opportunities	(9) Selected	None	Nominal
Q_38_j_career_progr_train	Numeric	8	0	Training: Limited impact in career progression	(10) Selected	None	Nominal
Q_38_a_inst_supp_mobi	Numeric	8	0	Mobility: Lack of institutional support	(1) Selected	None	Nominal
Q_38_b_fund_opport_mobi	Numeric	8	0	Mobility: Lack of funded opportunities	(2) Selected	None	Nominal
Q_38_c_knwldg_mobi	Numeric	8	0	Mobility: Lack of necessary knowledge/ skills	(3) Selected	None	Nominal
Q_38_d_interest_mobi	Numeric	8	0	Mobility: Lack of interest	(4) Selected	None	Nominal

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Q_38_e_time_mobi	Numeric	8	0	Mobility: Lack of time	(5) Selected	None	Nominal
Q_38_f_contract_mobi	Numeric	8	0	Mobility: Legal and/or contractual limitations	(6) Selected	None	Nominal
Q_38_g_info_oppor_mobi	Numeric	8	0	Mobility: Lack of information about opportunities	(7) Selected	None	Nominal
Q_38_h_info_acces_mobi	Numeric	8	0	Mobility: Difficult access, the information is somewhat dispersed	(8) Selected	None	Nominal
Q_38_i_nr_oppor_mobi	Numeric	8	0	Mobility: Limited number of relevant opportunities	(9) Selected	None	Nominal
Q_38_j_career_progr_mobi	Numeric	8	0	Mobility: Limited impact in career progression	(10) Selected	None	Nominal
Q_38_a_inst_supp_netw	Numeric	8	0	Networking: Lack of institutional support	(1) Selected	None	Nominal
Q_38_b_fund_opport_netw	Numeric	8	0	Networking: Lack of funded opportunities	(2) Selected	None	Nominal
Q_38_c_knwldg_netw	Numeric	8	0	Networking: Lack of necessary knowledge/ skills	(3) Selected	None	Nominal
Q_38_d_interest_netw	Numeric	8	0	Networking: Lack of interest	(4) Selected	None	Nominal
Q_38_e_time_netw	Numeric	8	0	Networking: Lack of time	(5) Selected	None	Nominal
Q_38_f_contract_netw	Numeric	8	0	Networking: Legal and/or contractual limitations	(6) Selected	None	Nominal
Q_38_g_info_oppor_netw	Numeric	8	0	Networking: Lack of information about opportunities	(7) Selected	None	Nominal
Q_38_h_info_acces_netw	Numeric	8	0	Networking: Difficult access, the information is somewhat dispersed	(8) Selected	None	Nominal
Q_38_i_nr_oppor_netw	Numeric	8	0	Networking: Limited number of relevant opportunities	(9) Selected	None	Nominal
Q_38_j_career_progr_netw	Numeric	8	0	Networking: Limited impact in career progression	(10) Selected	None	Nominal
Q_39_barrier_essay	String	999	0	If you have other type of obstacle or barrier, please elaborate, adding to each activity it applies (training,	None	None	Nominal

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				mobility and/or networking).			
Q_40_a_tra_netw_mobi	Numeric	8	0	An easy-to-navigate one-stop-shop displaying training, networking, mobility and funding opportunities would be an efficient way to get more equative access to RM career development opportunities across Europe	(1) Not useful (2) Somewhat useful (3) Useful (4) Very useful	None	Nominal
Q_40_b_degree	Numeric	8	0	Degrees provided by Higher Education Institutions (post-graduations, masters, MBA, PhD) in Research Management are necessary to provide foundational knowledge for professionals in this area	(1) Not useful (2) Somewhat useful (3) Useful (4) Very useful	None	Nominal
Q_40_c_course	Numeric	8	0	An increase in university courses in RM will provide awareness and recognition of the profession (post-graduations, masters, MBA, PhD)	(1) Not useful (2) Somewhat useful (3) Useful (4) Very useful	None	Nominal
Q_40_d_short_term_train	Numeric	8	0	Life-long training in the RM area should be encouraged and supported by short-term accredited training such as micro-credentials	(1) Not useful (2) Somewhat useful (3) Useful (4) Very useful	None	Nominal
Q_40_e_broad_train	Numeric	8	0	Broad spectrum training in RM is more important to enter the profession than specialized training courses.:How do you rate the following statements in terms of their usefulness and relevance as actions to be considered for the future?	(1) Not useful (2) Somewhat useful (3) Useful (4) Very useful	None	Nominal
Q_40_f_prof_certif_entr	Numeric	8	0	Professional certification should be a necessary prerequisite for career entry.:How do you rate the following statements in terms of their usefulness and relevance as actions to be considered for the	(1) Not useful (2) Somewhat useful (3) Useful (4) Very useful	None	Nominal

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				future?			
Q_40_g_prof_certif_prog_r	Numeric	8	0	Professional certification should be a necessary prerequisite for career progression	(1) Not useful (2) Somewhat useful (3) Useful (4) Very useful	None	Nominal
Q_40_h_int_mobi	Numeric	8	0	Medium and long-term international mobility schemes will foster the professionalization and circulation of Research Managers across Europe, and the competitiveness of R&I ecosystem	(1) Not useful (2) Somewhat useful (3) Useful (4) Very useful	None	Nominal
Q_40_i_mentor	Numeric	8	0	If an international scheme for mentoring of Research Managers would be available, I would enroll.	(1) Not useful (2) Somewhat useful (3) Useful (4) Very useful	None	Nominal
Q_40_j_nat_RM_prov_oppur	Numeric	8	0	National and local RM associations play a vital role in providing professional development opportunities, thus they need structural/ financial support.	(1) Not useful (2) Somewhat useful (3) Useful (4) Very useful	None	Nominal
Q_41_any_other_remark	String	1000	0	If you want to share any comments related to the questions or beyond, please free to elaborate	(1) Not useful (2) Somewhat useful (3) Useful (4) Very useful	None	Nominal
IammemberofACUCommonwealthWithwhichprofessionalorganizationsasso	Numeric	14	0	I am member of:ACU [Commonwealth]:With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a	(1) Selected	None	Nominal

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I have participated in activities or events of ACU Commonwealth With which	Numeric	46	0	I have participated in activities or events of: ACU [Commonwealth]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any	(1) Selected	None	Nominal
I am member of ARMA UK With which professional organizations/associations	Numeric	1	0	I am member of: ARMA [UK]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	(1) Selected	None	Nominal
I have participated in activities or events of ARMA UK With which profession	Numeric	1	0	I have participated in activities or events of: ARMA [UK]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that	(1) Selected	None	Nominal
I am member of ARMA NL Netherlands With which professional organizations	Numeric	1	0	I am member of: ARMA-NL [Netherlands]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had	(1) Selected	None	Nominal
I have participated in activities or events of ARMA NL Net	Numeric	1	0	I have participated in activities or events of: ARMA-NL [Netherlands]: With which professional	(1) Selected	None	Nominal

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herlandsWithwhic				organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and a			
I am member of ARMS Australia With which professional organizations associations	Numeric	1	0	I am member of: ARMS [Australia]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a me	(1) Selected	None	Nominal
I have participated in activities or events of ARMS Australia With which pro	Numeric	1	0	I have participated in activities or events of: ARMS [Australia]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any ot	(1) Selected	None	Nominal
I am member of AUA UK With which professional organizations associations ne	Numeric	1	0	I am member of: AUA [UK]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	(1) Selected	None	Nominal
I have participated in activities or events of AUA UK With which professiona	Numeric	1	0	I have participated in activities or events of: AUA [UK]: With which professional organizations/associations/networks are you affiliated? Indicate which	(1) Selected	None	Nominal

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				organizations/associations/networks you are normally a member of in the first column, and any others tha			
I am member of AURAM Austria With which professional organizations associations	Numeric	1	0	I am member of: AURAM [Austria]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a mem	(1) Selected	None	Nominal
I have participated in activities or events of AURAM Austria With which prof	Numeric	1	0	I have participated in activities or events of: AURAM [Austria]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any oth	(1) Selected	None	Nominal
I am member of AUTM USA With which professional organizations associations	Numeric	1	0	I am member of: AUTM [USA]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membersh	(1) Selected	None	Nominal
I have participated in activities or events of AUTM USA With which professio	Numeric	1	0	I have participated in activities or events of: AUTM [USA]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are	(1) Selected	None	Nominal

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				normally a member of in the first column, and any others t			
IammemberofBESTPRACEuropeWithwhichprofessionalorganizationsassoc	Numeric	1	0	I am member of: BESTPRAC [Europe]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a m	(1) Selected	None	Nominal
IhaveparticipatedinactivitiesoreventsofBESTPRACEuropeWithwhichpr	Numeric	1	0	I have participated in activities or events of: BESTPRAC [Europe]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any o	(1) Selected	None	Nominal
IammemberofBRAMABrazilWithwhichprofessionalorganizationsassociat	Numeric	1	0	I am member of: BRAMA [Brazil]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a memb	(1) Selected	None	Nominal
IhaveparticipatedinactivitiesoreventsofBRAMABrazilWithwhichprofe	Numeric	1	0	I have participated in activities or events of: BRAMA [Brazil]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any othe	(1) Selected	None	Nominal

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I am member of CabRIMA Caribbean With which professional organizations are you affiliated?	Numeric	8	2	I am member of: CabRIMA [Caribbean]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a	(1) Selected	None	Nominal
I have participated in activities or events of CabRIMA Caribbean With which	Numeric	1	0	I have participated in activities or events of: CabRIMA [Caribbean]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any	(1) Selected	None	Nominal
I am member of CARAACAAR was CAURA Canada With which professional organization are you affiliated?	Numeric	1	0	I am member of: CARA/ACAAR (was CAURA) [Canada]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also	(1) Selected	None	Nominal
I have participated in activities or events of CARAACAAR was CAURA Canada With which	Numeric	1	0	I have participated in activities or events of: CARA/ACAAR (was CAURA) [Canada]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any	(1) Selected	None	Nominal
I am member of CARIMA Central Africa With which professional organizations are you affiliated?	Numeric	8	2	I am member of: CARIMA [Central Africa]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also	(1) Selected	None	Nominal

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Professional organizations				are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have			
I have participated in activities or events of CARIMA Central Africa With which	Numeric	1	0	I have participated in activities or events of: CARIMA [Central Africa]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and	(1) Selected	None	Nominal
I am member of CASSSP China With which professional organizations/associations	Numeric	8	2	I am member of: CASSSP [China]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a memb	(1) Selected	None	Nominal
I have participated in activities or events of CASSSP China With which professional	Numeric	1	0	I have participated in activities or events of: CASSSP [China]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any othe	(1) Selected	None	Nominal
I am member of CLASP USA With which professional organizations/associations	Numeric	1	0	I am member of: CLASP [USA]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are	(1) Selected	None	Nominal

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				normally a member of in the first column, and any others that you also have had a members			
I have participated in activities or events of CLASP [USA]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others	Numeric	1	0	I have participated in activities or events of: CLASP [USA]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others	(1) Selected	None	Nominal
I am member of CZARMA [Czechia]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a me	Numeric	1	0	I am member of: CZARMA [Czechia]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a me	(1) Selected	None	Nominal
I have participated in activities or events of CZARMA [Czechia]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a me	Numeric	1	0	I have participated in activities or events of: CZARMA [Czechia]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a me	(1) Selected	None	Nominal
I am member of COGR [USA]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a me	Numeric	8	2	I am member of: COGR [USA]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a me	(1) Selected	None	Nominal

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I have participated in activities or events of COGR USA With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	Numeric	1	0	I have participated in activities or events of: COGR [USA]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	(1) Selected	None	Nominal
I am member of: DARMA [Denmark] With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	Numeric	1	0	I am member of: DARMA [Denmark]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	(1) Selected	None	Nominal
I have participated in activities or events of: DARMA [Denmark] With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	Numeric	1	0	I have participated in activities or events of: DARMA [Denmark]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	(1) Selected	None	Nominal
I am member of: EARIMA [Eastern Africa] With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	Numeric	1	0	I am member of: EARIMA [Eastern Africa]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	(1) Selected	None	Nominal

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I have participated in activities or events of: EARIMA [Eastern Africa]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and	Numeric	1	0	I have participated in activities or events of: EARIMA [Eastern Africa]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and	(1) Selected	None	Nominal
I am member of: EARMA [Europe]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a memb	Numeric	1	0	I am member of: EARMA [Europe]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a memb	(1) Selected	None	Nominal
I have participated in activities or events of: EARMA [Europe]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any othe	Numeric	1	0	I have participated in activities or events of: EARMA [Europe]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any othe	(1) Selected	None	Nominal
I am member of: FDP [USA]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membershi	Numeric	1	0	I am member of: FDP [USA]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membershi	(1) Selected	None	Nominal
I have participated in activities or events of: FDP [USA]: With which professional	Numeric	1	0	I have participated in activities or events of: FDP [USA]: With which professional	(1) Selected	None	Nominal

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whichprofession				organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others th			
I am member of Finn ARMA Finland With which professional organizations asso	Numeric	1	0	I am member of: Finn-ARMA [Finland]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a	(1) Selected	None	Nominal
I have participated in activities or events of Finn ARMA Finland With which p	Numeric	1	0	I have participated in activities or events of: Finn-ARMA [Finland]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any	(1) Selected	None	Nominal
I am member of FORTRAMA (was GARMA) Germany With which professional organization at	Numeric	1	0	I am member of: FORTRAMA (was GARMA) [Germany]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also	(1) Selected	None	Nominal
I have participated in activities or events of FORTRAMA (was GARMA) Germany Wi	Numeric	1	0	I have participated in activities or events of: FORTRAMA (was GARMA) [Germany]: With which professional organizations/associations/networks	(1) Selected	None	Nominal

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				are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column			
I am member of Ice-ARMA [Iceland]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a	Numeric	1	0	I am member of: Ice-ARMA [Iceland]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a	(1) Selected	None	Nominal
I have participated in activities or events of Ice-ARMA [Iceland]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a	Numeric	1	0	I have participated in activities or events of: Ice-ARMA [Iceland]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a	(1) Selected	None	Nominal
I am member of INORMS [Iceland]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a	Numeric	1	0	I am member of: INORMS [Iceland]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a	(1) Selected	None	Nominal
I have participated in activities or events of INORMS [Iceland]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a	Numeric	1	0	I have participated in activities or events of: INORMS [Iceland]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a	(1) Selected	None	Nominal

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				others that			
I am member of IRMI Indian Association With which professional organization	Numeric	8	2	I am member of: IRMI [Indian Association]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have	(1) Selected	None	Nominal
I have participated in activities or events of IRMI Indian Association With	Numeric	1	0	I have participated in activities or events of: IRMI [Indian Association]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, a	(1) Selected	None	Nominal
I am member of Italian informal network Italy With which professional organization	Numeric	1	0	I am member of: Italian (informal network) [Italy]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you	(1) Selected	None	Nominal
I have participated in activities or events of Italian informal network Ita	Numeric	1	0	I have participated in activities or events of: Italian (informal network) [Italy]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first	(1) Selected	None	Nominal

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I am member of KOSRIS II Slovenia With which professional organizations are you affiliated?	Numeric	1	0	I am member of: KOSRIS-II [Slovenia]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had	(1) Selected	None	Nominal
I have participated in activities or events of KOSRIS II Slovenia With which	Numeric	1	0	I have participated in activities or events of: KOSRIS-II [Slovenia]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had	(1) Selected	None	Nominal
I am member of KRAB Poland With which professional organizations are you affiliated?	Numeric	1	0	I am member of: KRAB [Poland]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had	(1) Selected	None	Nominal
I have participated in activities or events of KRAB Poland With which professional	Numeric	1	0	I have participated in activities or events of: KRAB [Poland]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had	(1) Selected	None	Nominal
I am member of NARMA Norway With which professional organizations are you affiliated?	Numeric	1	0	I am member of: NARMA [Norwegian]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had	(1) Selected	None	Nominal

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onalorganizationsassoc				are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a m			
Ihaveparticipatedinactiviti esoreventsofNARMANor wegianWithwhichpr	Numeric	1	0	I have participated in activities or events of:NARMA [Norwegian]:With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any o	(1) Selected	None	Nominal
IammemberofNCURAUSA Withwhichprofessionalor ganizationsassociation	Numeric	1	0	I am member of:NCURA [USA]:With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a members	(1) Selected	None	Nominal
Ihaveparticipatedinactiviti esoreventsofNCURAUSA Withwhichprofessi	Numeric	1	0	I have participated in activities or events of:NCURA [USA]:With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others	(1) Selected	None	Nominal
IammemberofNORDPUSA Withwhichprofessionalor ganizationsassociation	Numeric	1	0	I am member of:NORDP [USA]:With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are	(1) Selected	None	Nominal

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				normally a member of in the first column, and any others that you also have had a members			
I have participated in activities or events of: NORDP [USA]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others	Numeric	1	0	I have participated in activities or events of: NORDP [USA]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others	(1) Selected	None	Nominal
I am member of: PIC [Portugal]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a memb	Numeric	1	0	I am member of: PIC [Portugal]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a memb	(1) Selected	None	Nominal
I have participated in activities or events of: PIC [Portugal]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any othe	Numeric	1	0	I have participated in activities or events of: PIC [Portugal]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any othe	(1) Selected	None	Nominal
I am member of: Praxis Unico [UK]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any	Numeric	1	0	I am member of: Praxis Unico [UK]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any	(1) Selected	None	Nominal

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				others that you also have had a me			
I have participated in activities or events of Praxis Unico UK With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	Numeric	1	0	I have participated in activities or events of: Praxis Unico [UK]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	(1) Selected	None	Nominal
I am member of RMAN Japan With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	Numeric	1	0	I am member of: RMAN-J [Japan]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	(1) Selected	None	Nominal
I have participated in activities or events of RMAN Japan With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	Numeric	1	0	I have participated in activities or events of: RMAN-J [Japan]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	(1) Selected	None	Nominal
I am member of SARIMA Southern Africa With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	Numeric	1	0	I am member of: SARIMA [Southern Africa]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a membership	(1) Selected	None	Nominal

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				others that you also have			
I have participated in activities or events of SARIMA Southern Africa With which	Numeric	1	0	I have participated in activities or events of: SARIMA [Southern Africa]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and	(1) Selected	None	Nominal
I am member of SARMA Serbia With which professional organizations/associations	Numeric	1	0	I am member of: SARMA [Serbia]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have had a memb	(1) Selected	None	Nominal
I have participated in activities or events of SARMA Serbia With which professional	Numeric	1	0	I have participated in activities or events of: SARMA [Serbia]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any othe	(1) Selected	None	Nominal
I am member of SRA International USA With which professional organizations	Numeric	1	0	I am member of: SRA International [USA]: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have h	(1) Selected	None	Nominal
I have participated in activities or events of SRA	Numeric	1	0	I have participated in activities or events of: SRA	(1) Selected	None	Nominal

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esoreventsofSRAInternati onalUSAWithwh				International [USA]:With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and			
IammemberofSWARMAto belaunchSwedenWith whichprofessionalorganiz a	Numeric	1	0	I am member of:SWARMA (to be launched) [Sweden]:With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you al	(1) Selected	None	Nominal
Ihaveparticipatedinactiviti esoreventsofSWARMAto elaunchedSwedenW	Numeric	1	0	I have participated in activities or events of:SWARMA (to be launched) [Sweden]:With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first co	(1) Selected	None	Nominal
IammemberofWARIMAW esternAfricaWithwhichpr ofessionalorganizations	Numeric	8	2	I am member of:WARIMA [Western Africa]:With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that you also have h	(1) Selected	None	Nominal
Ihaveparticipatedinactiviti esoreventsofWARIMAWe	Numeric	1	0	I have participated in activities or events of:WARIMA [Western Africa]:With which professional	(1) Selected	None	Nominal

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sternAfricaWithwh				organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and			
I am member of I am not a member of any of the above: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that y	Numeric	1	0	I am member of: I am not a member of any of the above: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the first column, and any others that y	(1) Selected	None	Nominal
I have participated in activities or events of: I am not a member of any of the above: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the fir	Numeric	1	0	I have participated in activities or events of: I am not a member of any of the above: With which professional organizations/associations/networks are you affiliated? Indicate which organizations/associations/networks you are normally a member of in the fir	(1) Selected	None	Nominal



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RM-ROADMAP project has received funding from the European Union's Horizon Europe programme under grant agreement number 101058475.



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