



SOCIETY OF
RESEARCH
ADMINISTRATORS
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The Importance of Showing Up: Relationship-Building at Small Institutions

Speakers:

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You and Your PIs



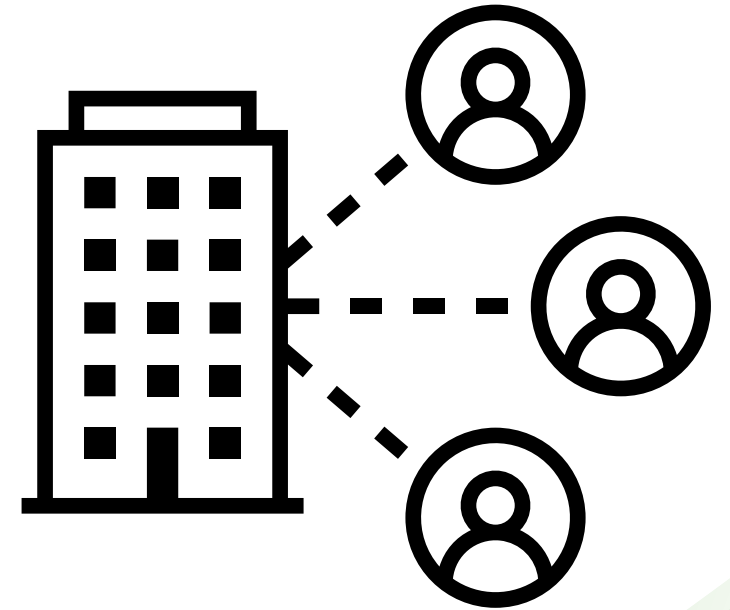
What are the Challenges?

- Physically-Distanced
- Focally-Distanced
- Preferentially-Distanced

We are pursuing the same outcome; how do we center on this narrative?

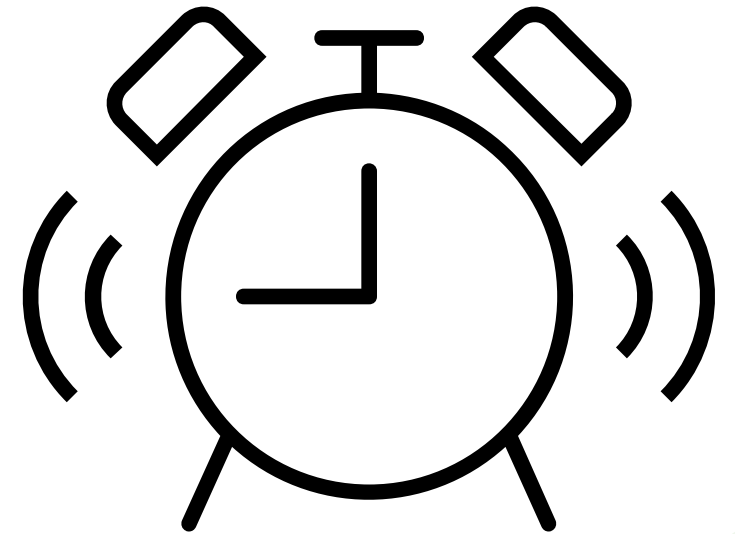
Physically-Distanced

- Schedules
- Offices/Buildings
- Rarely meeting face-to-face



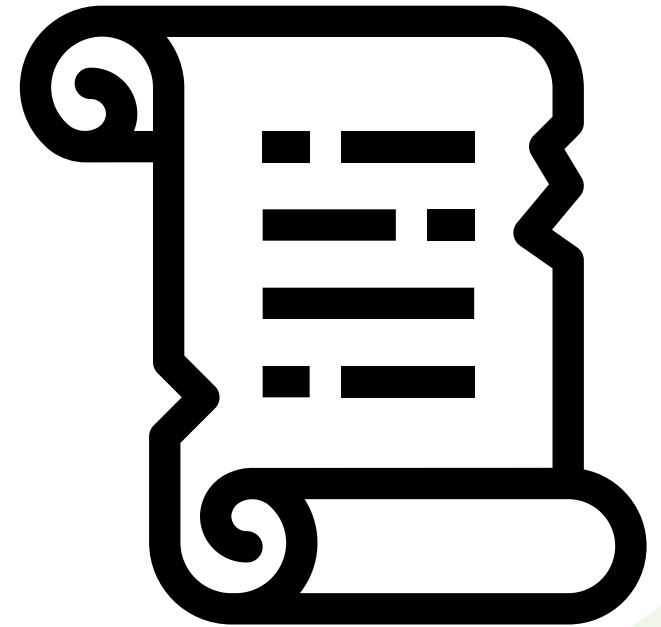
Focally-Distanced

- Focused on very different jobs
- Different timelines/sense of urgency
- Focus on technical proposal aspects rather than administrative details
- Behind-the-scenes may be chaos for each in a different way



Preferentially-Distanced

- High-level vs detailed meetings
- “Reading between the lines” vs documented information
- Simple, verbal conversations vs detailed emails
- Working during business hours vs after hours



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How can RAs bridge these divides?

Action: Meet with PIs on their turf

Effect: This demonstrates your interest in their research and shows you care about them as people and professionals. This instills the idea that you are on the same team.

How can RAs bridge these divides?

Action: Make an effort to connect at your institution.

Effect: This builds your network, fosters trust, and connects you to new faculty and resources.

How can RAs bridge these divides?

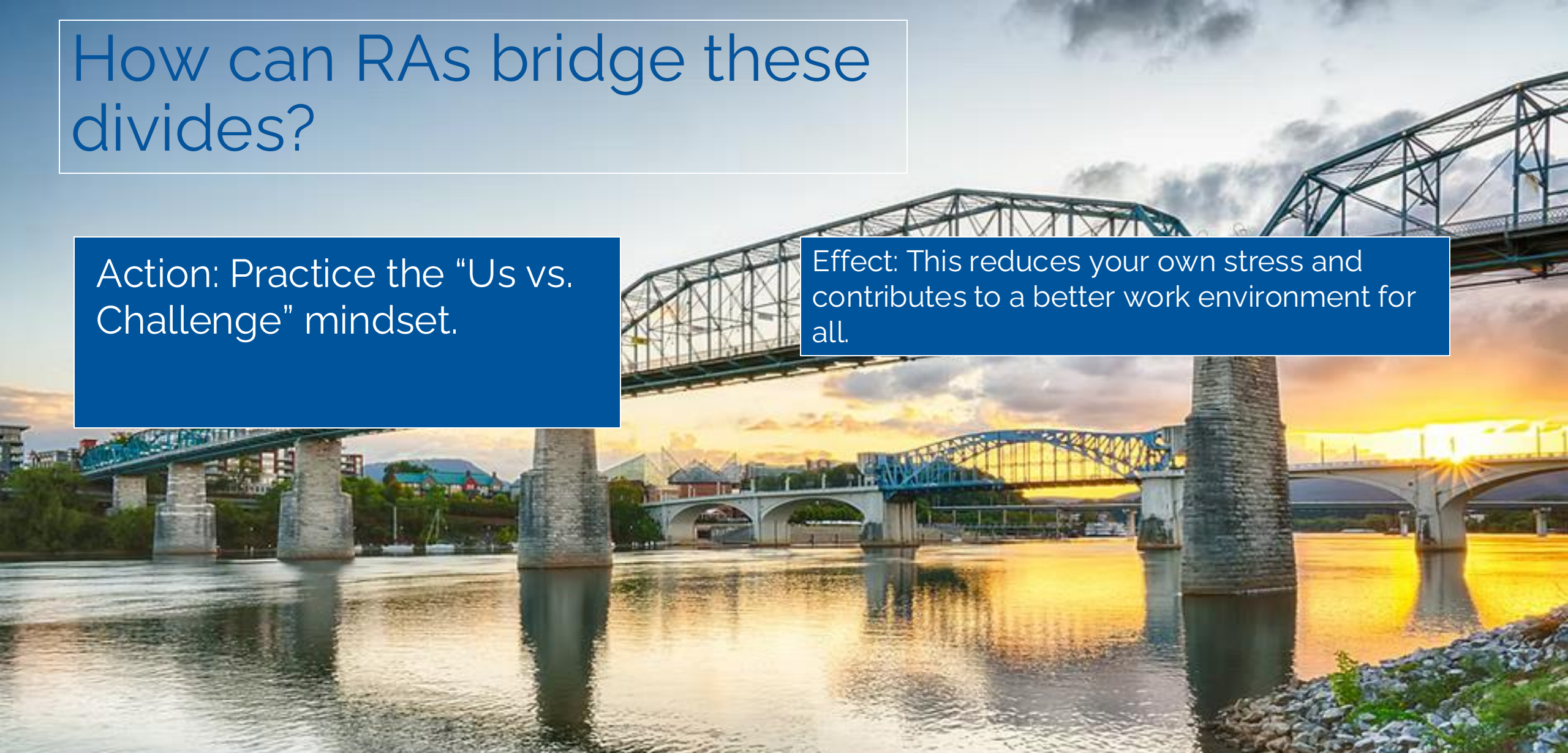
Action: Connect with grad students.

Effect: This provides a potential pipeline of research personnel with experience.

How can RAs bridge these divides?

Action: Practice the “Us vs. Challenge” mindset.

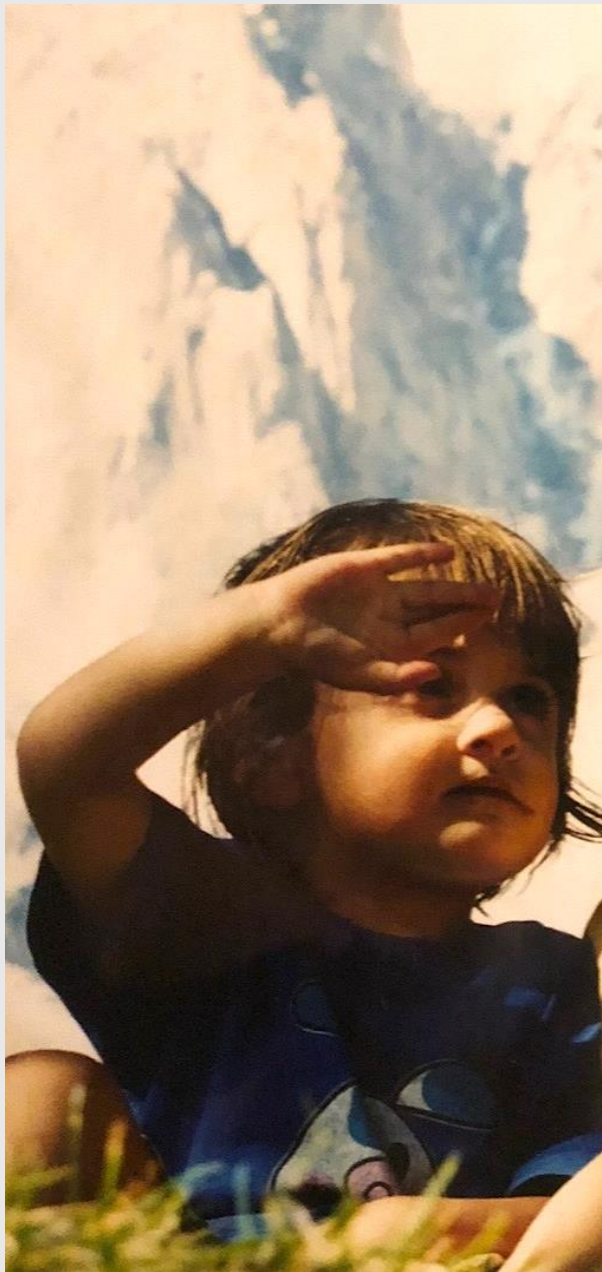
Effect: This reduces your own stress and contributes to a better work environment for all.



What I've done and how it's going

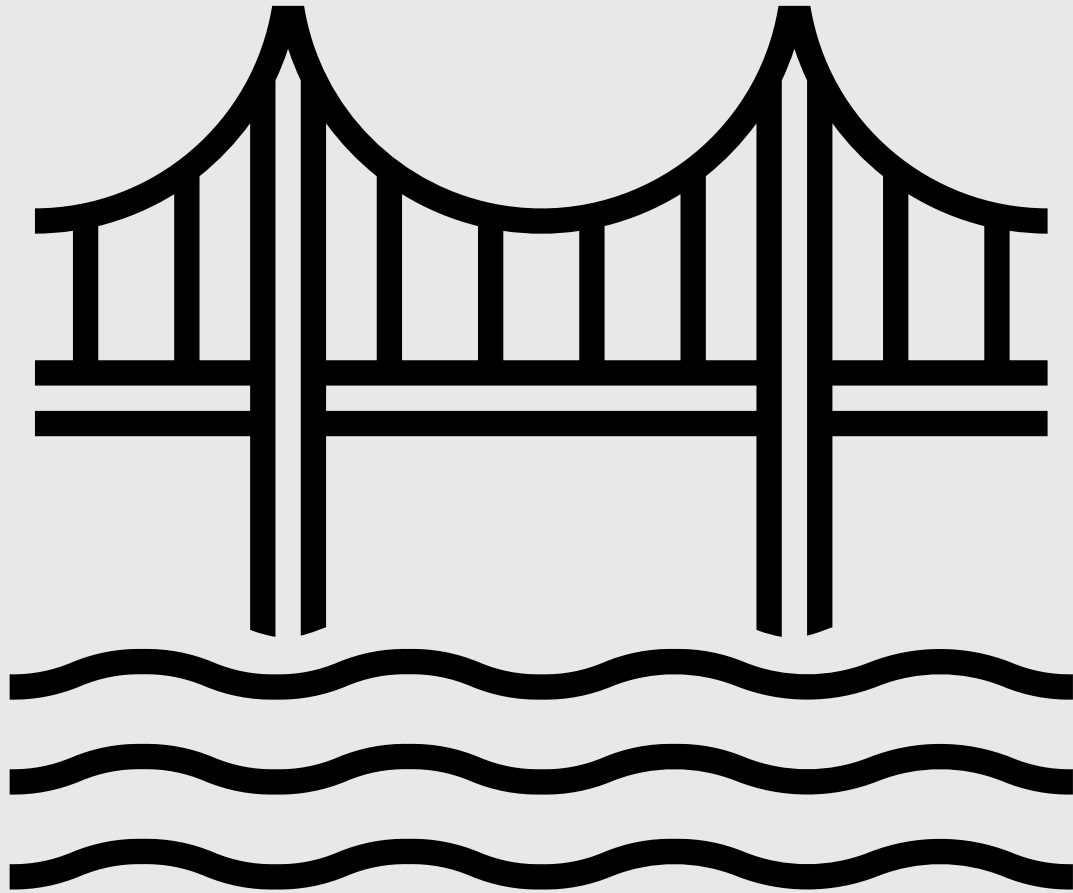
- Toured facilities
- Attended lectures
- Led department-specific workshops
- Regular meetings with staff
- Offered Zoom meetings
- Was hired as an adjunct





What I've done and how it's going

- Asked/learned preferred method communication
- Led team trainings
- Kept up with individual PI/team wins
- Supported teamwork & negotiation
- Created tailored material
- Gained confidence and proved trustworthiness
- Got “more involved”



Group Discussion

How can you and your group bridge the gap?



Thank you!

- Follow up with us!
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