Submitted abstract

Title: Credit where credit is due: Acknowledging the true breadth of roles and skills that comprise research

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Abstract:

The Scientific Reform Movement has highlighted the need for large research teams with diverse skills. This has supported the growth of professional team infrastructure roles (TIRs) such as technicians, project managers, data managers, community managers, research software engineers and research facilitators.

 While there is increased awareness of the need to evaluate *individual* researchers and their contributions holistically, the evaluation of the larger *teams* that facilitate research outputs is overlooked and there is no clear framework to understand the impact or return on investment of well performing TIRs. Without meaningful recognition of these contributions, we risk reinforcing the conceptual and practical division between researchers and TIRs. This may act as a catalyst for the movement of TIRs into industry, where team infrastructure is more embedded and explicitly rewarded.

This contribution will explore the evolution of specialist TIRs and the status of these positions in various settings. We will propose ways to meaningfully recognise TIR contributions, and highlight opportunities for development in TIR rewards. Acknowledging the contributions of all research roles in this way will help decrease academic brain (and skill) drain, and facilitate the development of collaborative research ecosystems which are well-positioned to address the most complex research challenges.