

# Research careers in times of crisis and new managerialism

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## SUMMARY

The 'new managerial' demands, such as internationalization, accountability of research indicators and mobility, have been extended across research institutions in Europe. **We compare Spanish public universities and research centres that entail diverse models of excellence and managerial practices, in the context of economic crisis, to observe vertical segregation.**

## RELEVANCE

**Neoliberal practices and austerity policy in academia stir handicaps to researchers in early and intermediate stages.** Despite they have enough objective merits, they suffer lack of promotion opportunities because of cutbacks. These practices interfere with personal issues and careers of men and women researchers, creating more pressures and intersecting with gender scripts.

## AIMS & OBJECTIVES

- To analyse **pressure and instability in workplaces affecting research careers.**
- We compare two environments where excellence and economic issues are modelling diverse culture.
- We examine **impact of precariousness** in men and women careers, as well as the **access of women to leadership positions.**

## METHODS

- We conducted **six case studies** in life sciences, STEM and humanities **at three research centres and three universities.**
- **Multilevel design based on qualitative methodology.**

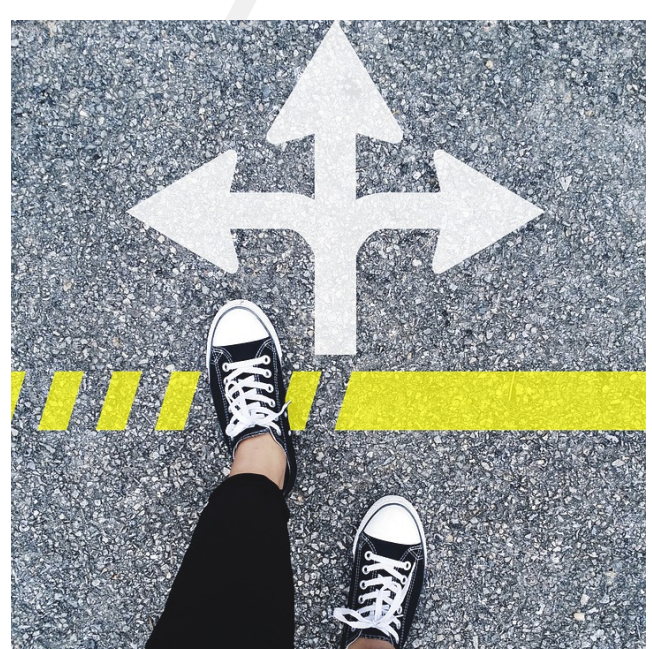
1) Analysis of **web discourses and legal regulations regarding hiring and promotion processes** of each institution.

2) **8-10 interviews (a total of 58) in each case study of men and women researchers** in every stage of their career (different positions from postdoc to full professor/group leader). We explore life trajectories regarding professional and personal main events.

3) **Focus group interview** with senior researchers who had participated on selection processes.

## RESULTS

- **High pressure regarding intensive mobility and global competition impacts on the researchers' lives** searching succesively for grants and professional appointments.
- **Lack of resources due to austerity policies affects both academia and research centres,** particularly in the enlargement of leadership positions.
- Some **women express rejection** to apply for group leader or full professor positions because of **competitiveness and dealing with bureaucracy instead of research.**
- In order to fight insecurity, some women are shifting research careers to **technicians where they find more stable positions.**
- In university, **researchers are trapped by assistant positions** doing teaching, with few opportunities for doing research.
- **Planning personal and professional issues together is still a complicated hardship for women** having to manage mobility, research teams' formation, instability, care of family and self-care.



## CONCLUSIONS

- There is a **great number of researchers in temporary jobs, doing science in precarious situations and nearly null possibilities of promotion in the last years.**
- **Hard competitiveness intersects with gender roles dispelling women from leadership positions** as well as remaining hostile environments.

### Recommendations:

- **We need gender and human resources policies to secure and foster stabilization of research careers,** to find a space for doing research instead of fill out a group of indicators.
- In addition, **strategies for leaderships are needed, oriented to attract more women** into the highest positions.