

Showing 92 of 92 responses

Showing **all** responses

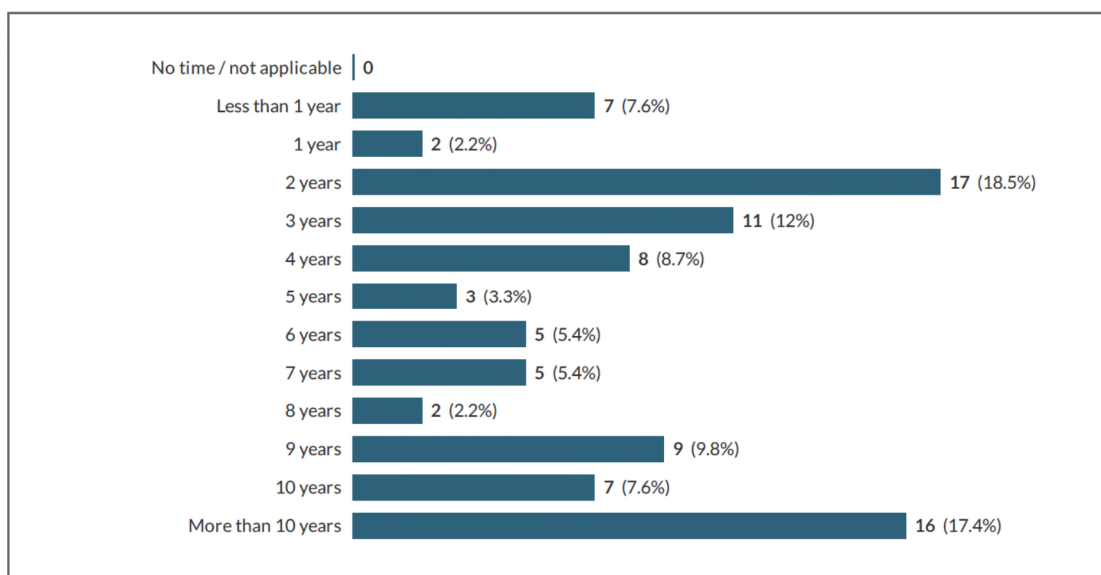
Showing **all** questions

Section 1 - About your research career.

1 Excluding any period of doctoral study:

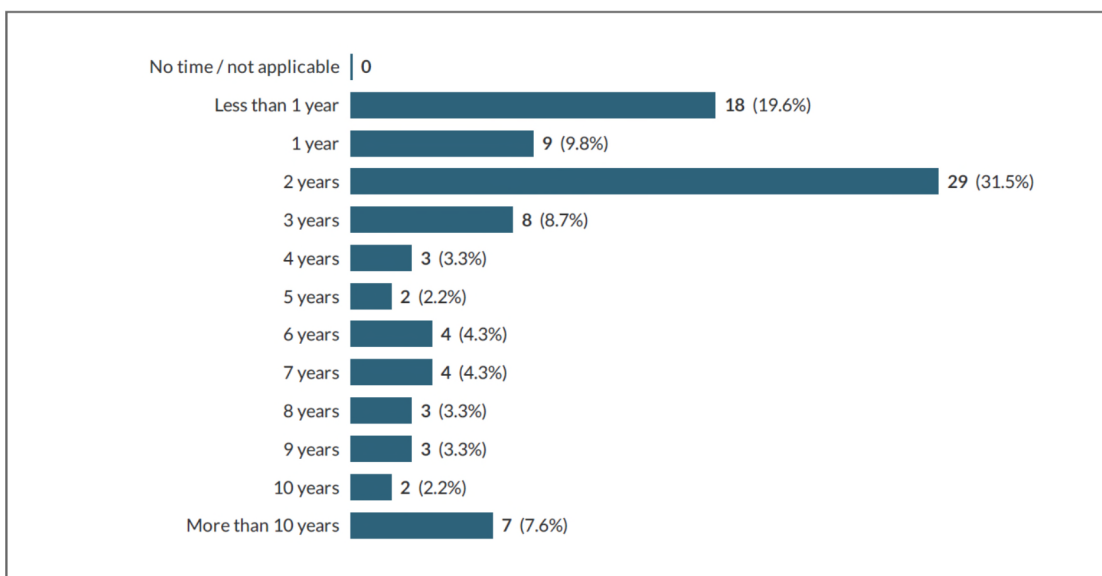
1.1 How long have you been a researcher?

1.1.a How long have you been a researcher?



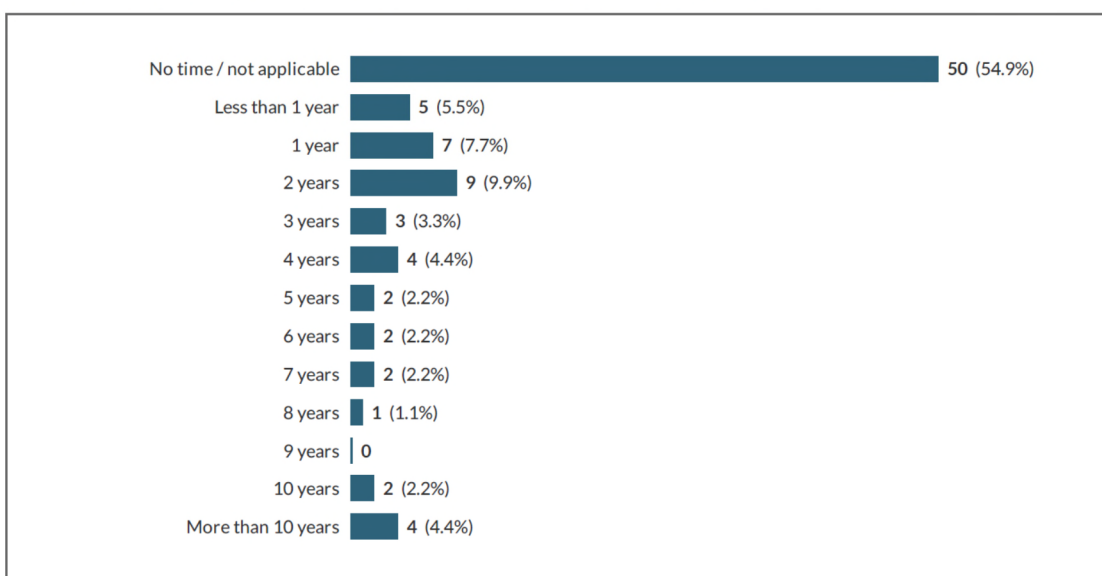
1.2 How long have you been a researcher at this institution?

1.2.a How long have you been a researcher at this institution?



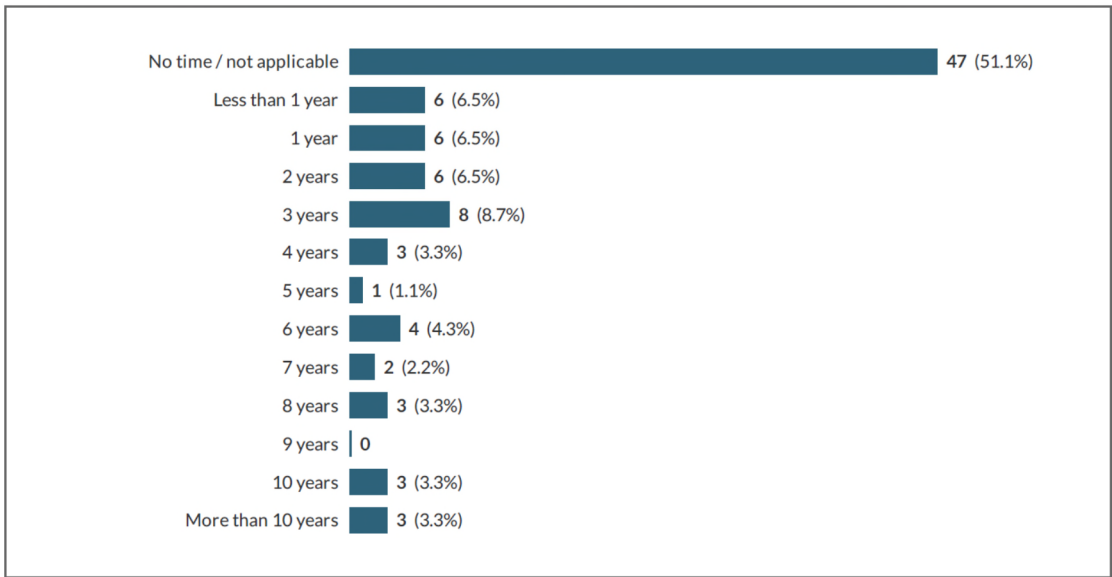
1.3 How long have you been a researcher at other higher education or research institutions in the UK?

1.3.a How long have you been a researcher at other higher education or research institutions in the UK?



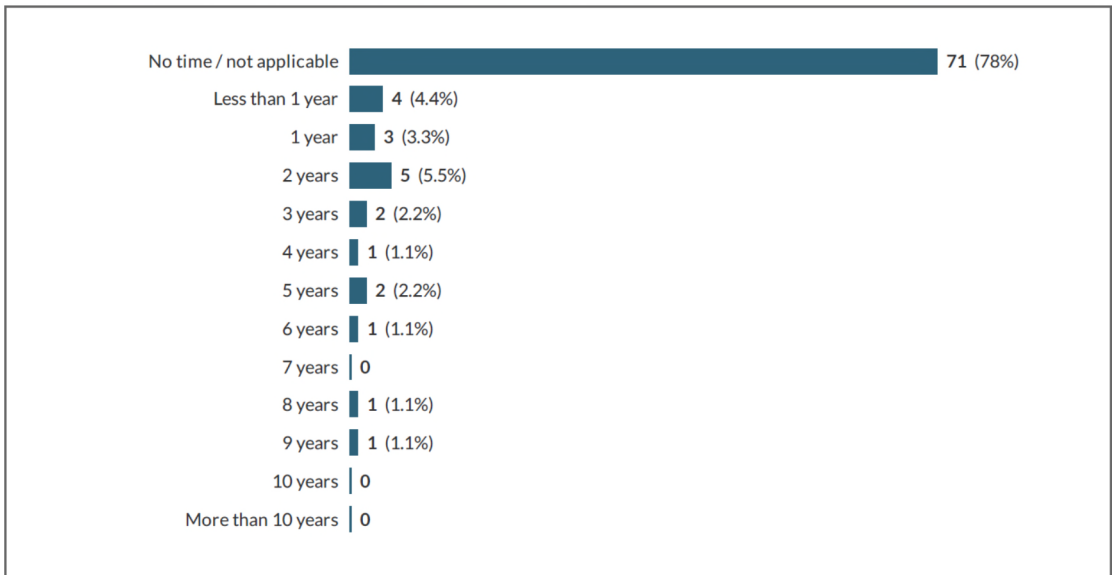
1.4 How long have you been a researcher at other higher education or research institutions outside the UK?

1.4.a How long have you been a researcher at other higher education or research institutions outside the UK?

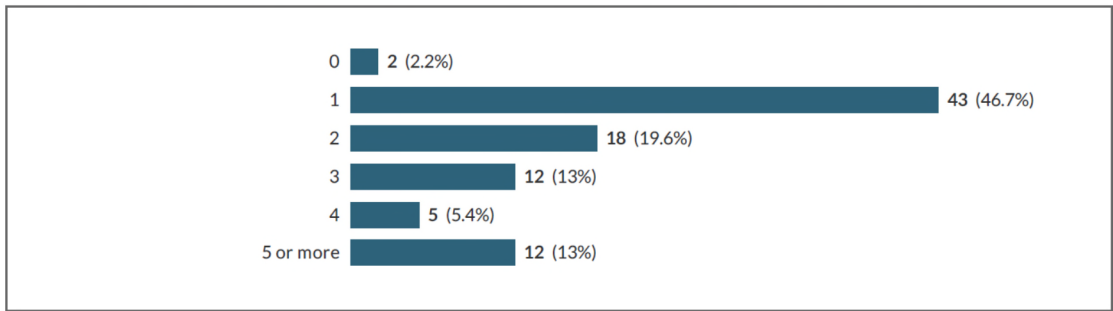


1.5 How long have you been a researcher in other employment sectors?

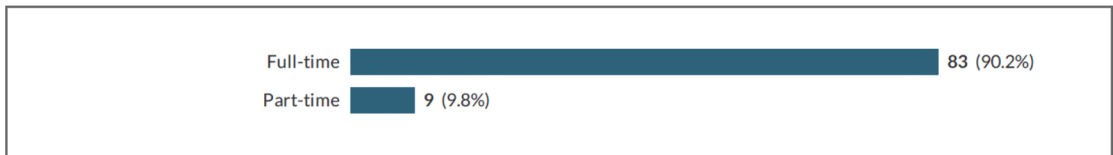
1.5.a How long have you been a researcher in other employment sectors?



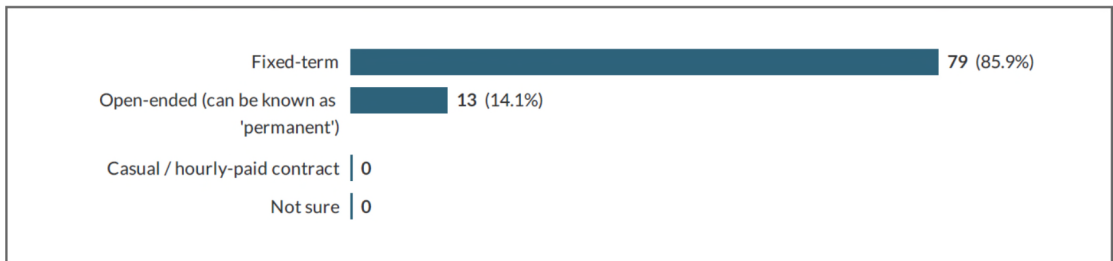
2 How many individual contracts of employment as a researcher have you had with your current institution?



3 Are you currently employed?

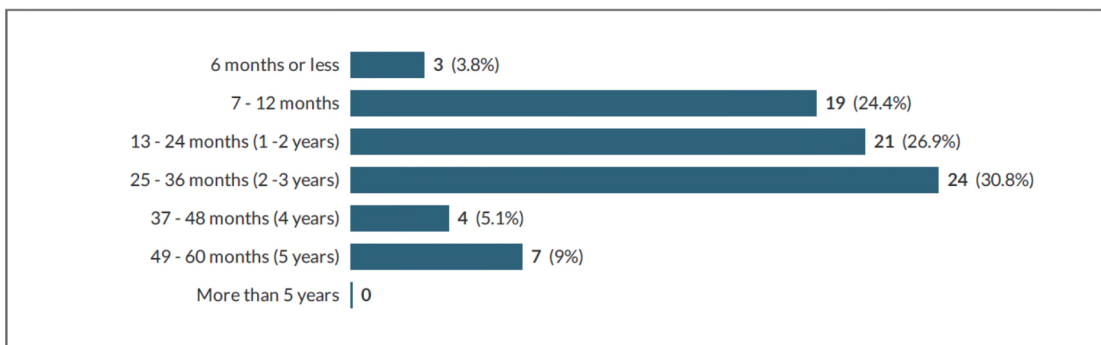


4 What is the nature of your current contract?



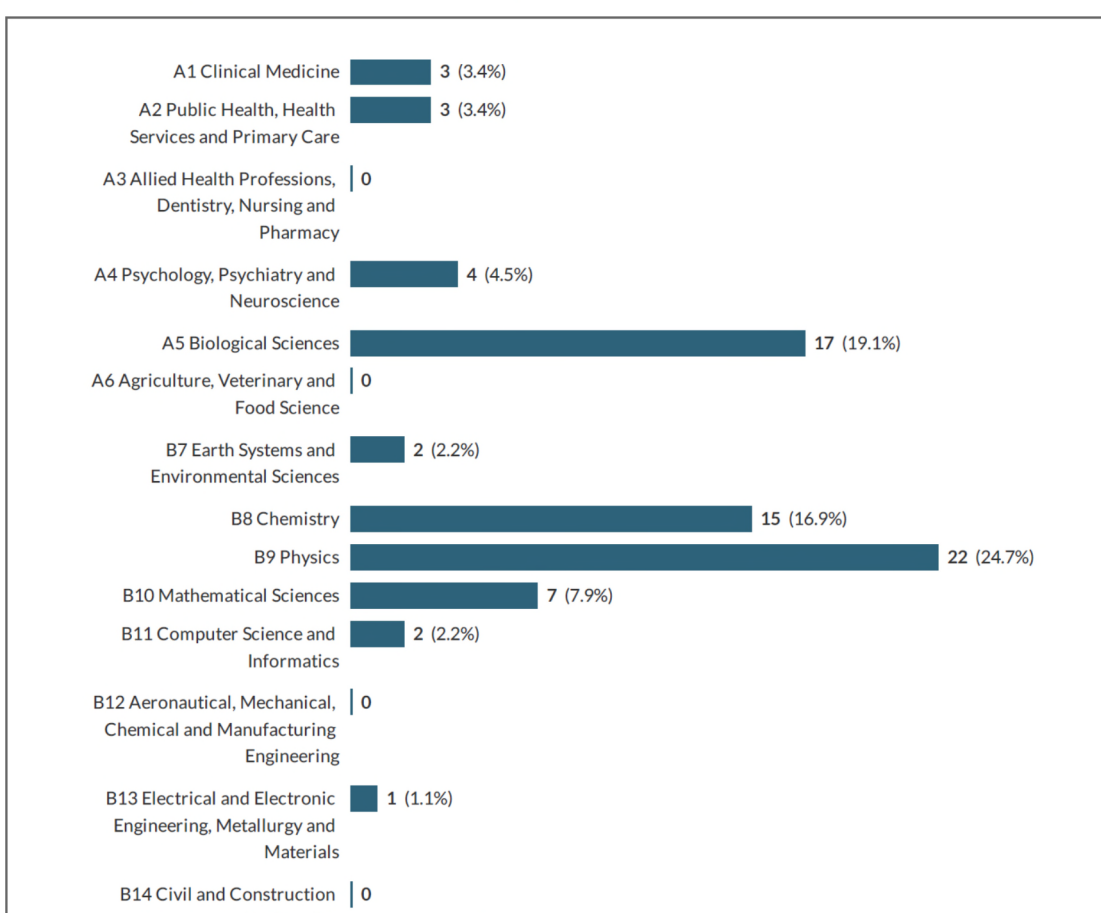
Section 1 - About your research career.

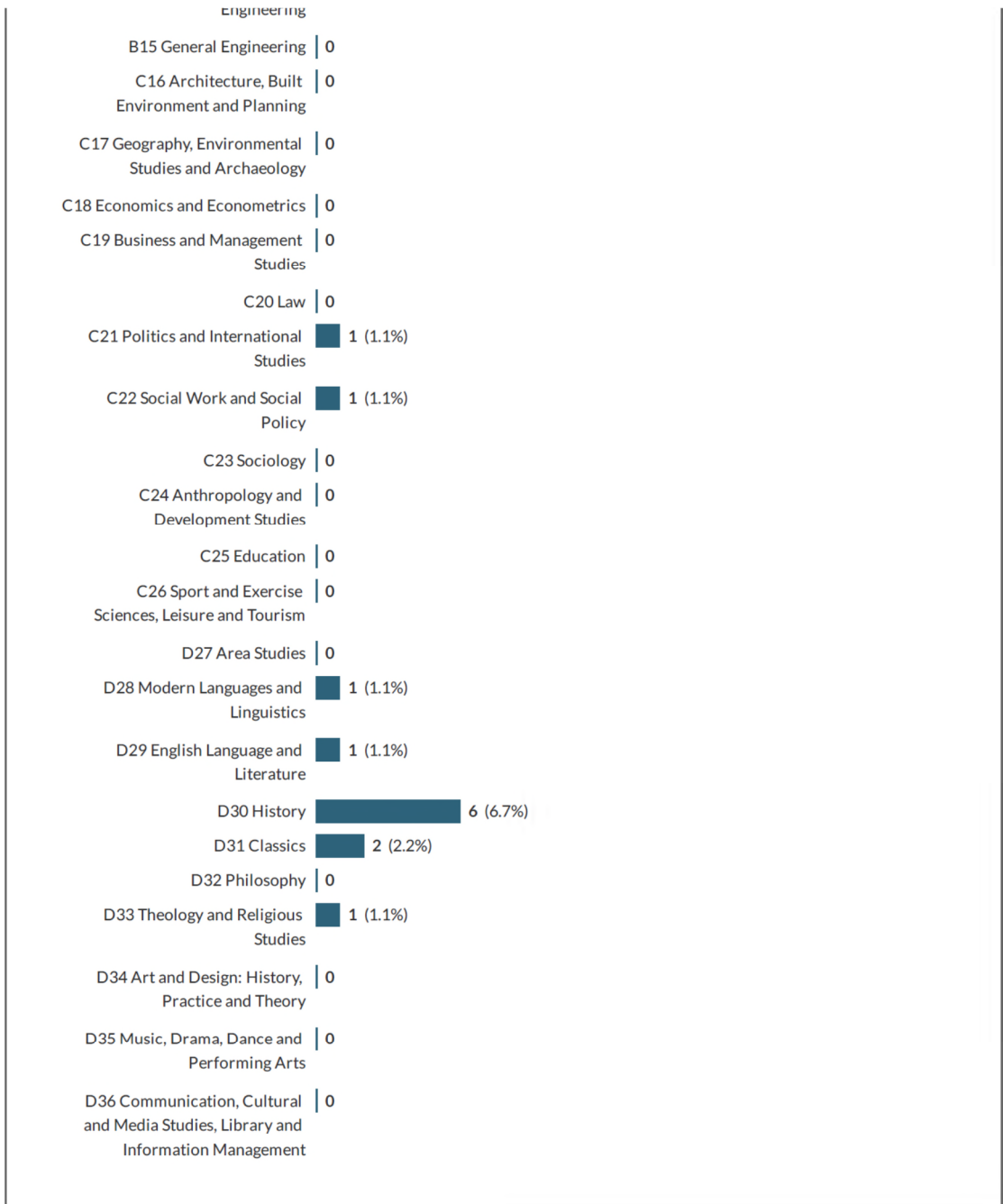
5 What is the total length of your fixed-term contract?



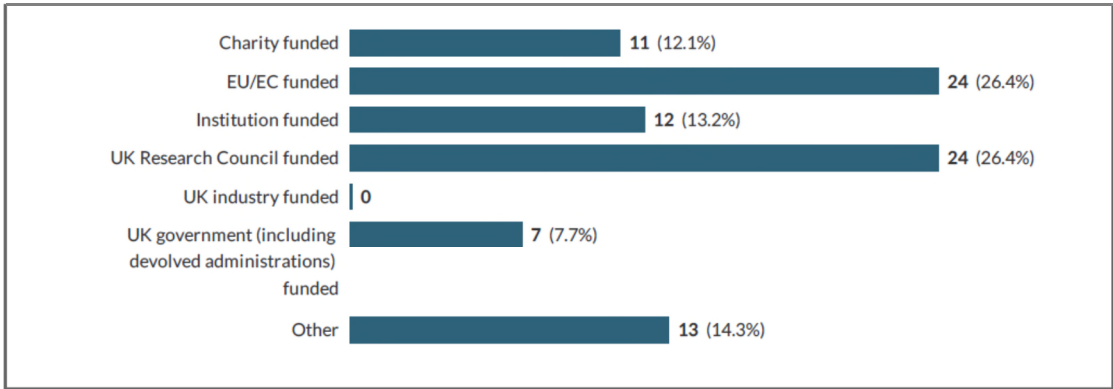
Section 1 - About your research career.

6 What is your main subject specialism (current contract)?





7 What is the main source of funding for your research activity?

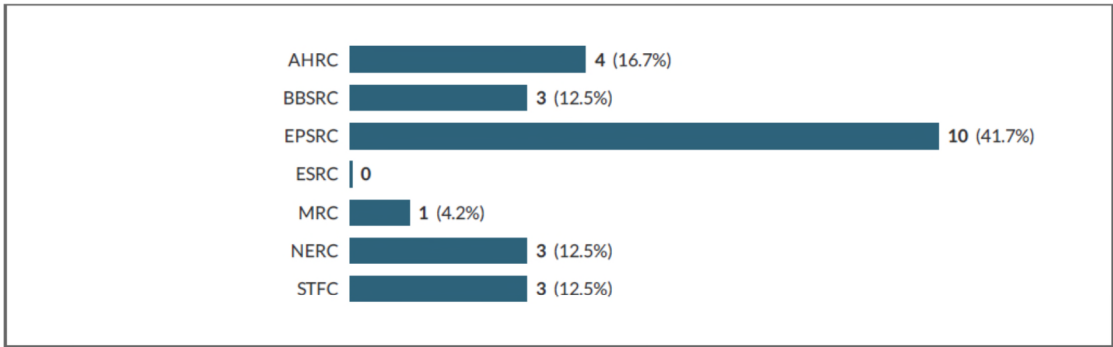


7.a If you selected Other, please specify:

- This information can be obtained from the author

Section 1 - About your research career.

8 Which Research Council is your main source of funding?

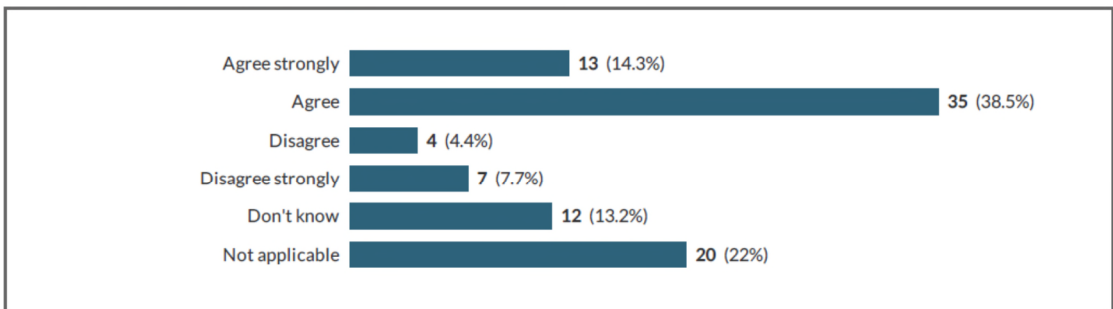


Section 2 - Recognition and value.

9 To what extent do you agree that your institution both recognises and values the contributions that you make to:

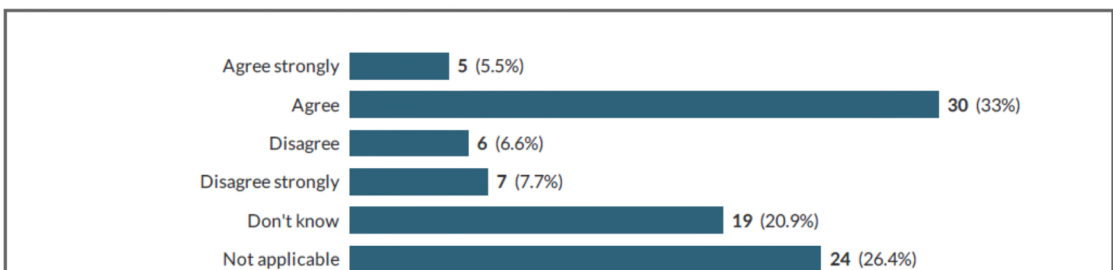
9.1 Grant/funding applications?

9.1.a Grant/funding applications?



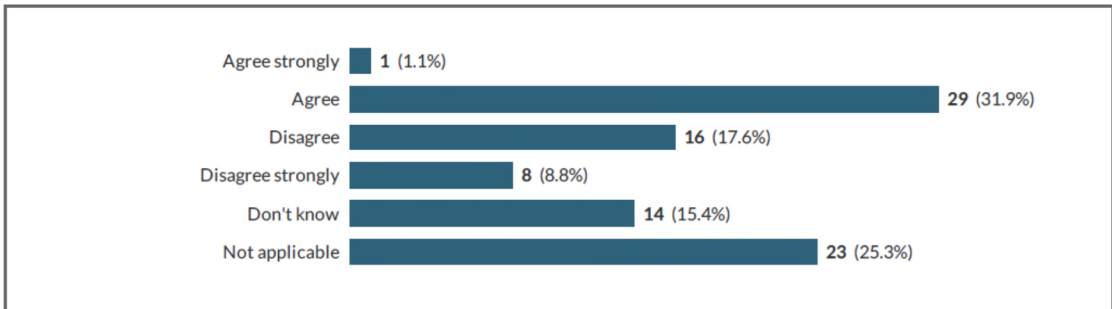
9.2 Knowledge transfer and commercialisation activities?

9.2.a Knowledge transfer and commercialisation activities?



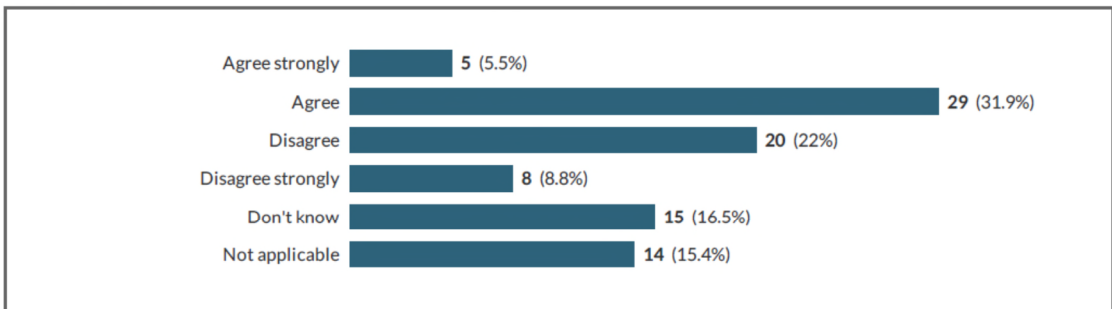
9.3 Managing budgets/resources?

9.3.a Managing budgets/resources?



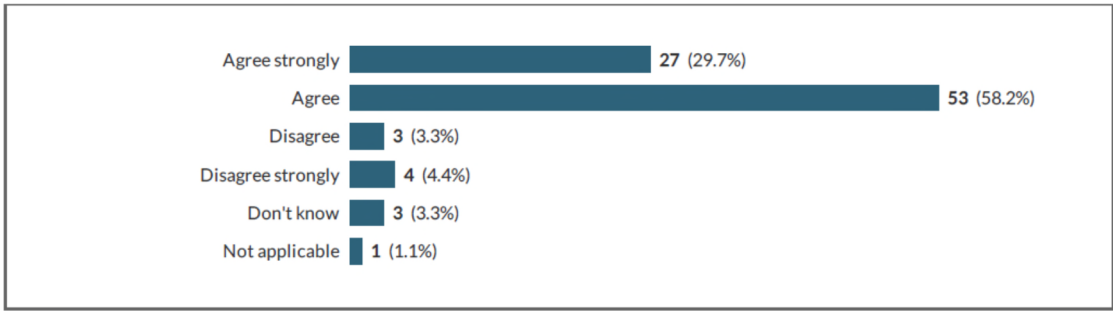
9.4 Peer reviewing?

9.4.a Peer reviewing?



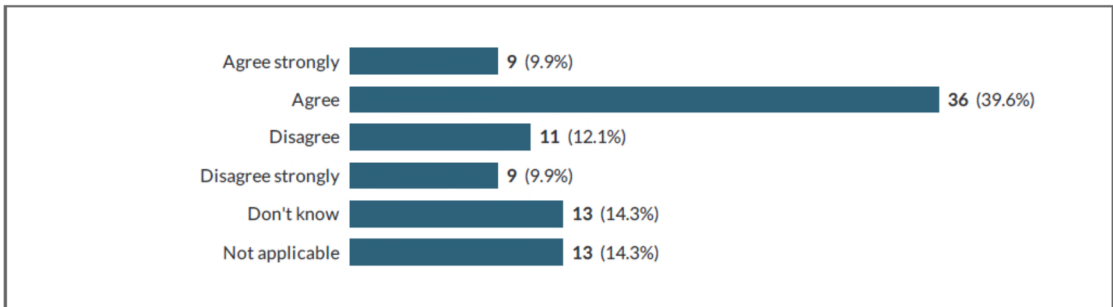
9.5 Publications?

9.5.a Publications?



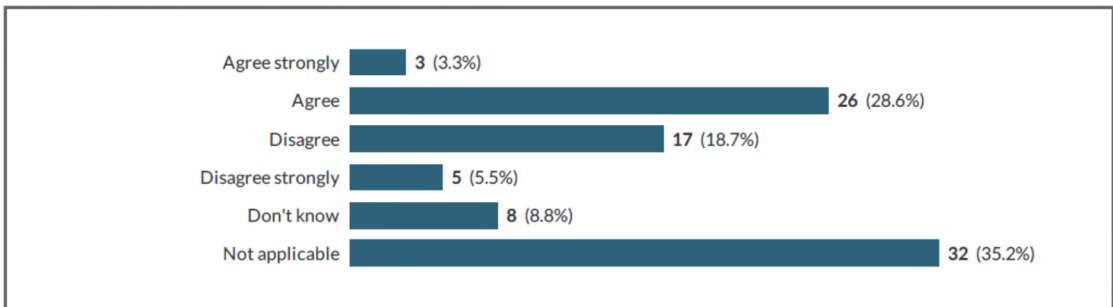
9.6 Public engagement with research?

9.6.a Public engagement with research?



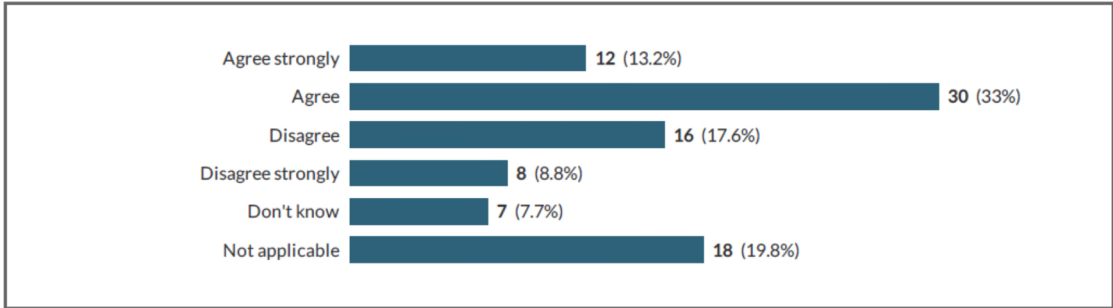
9.7 Supervising/managing staff?

9.7.a Supervising/managing staff?



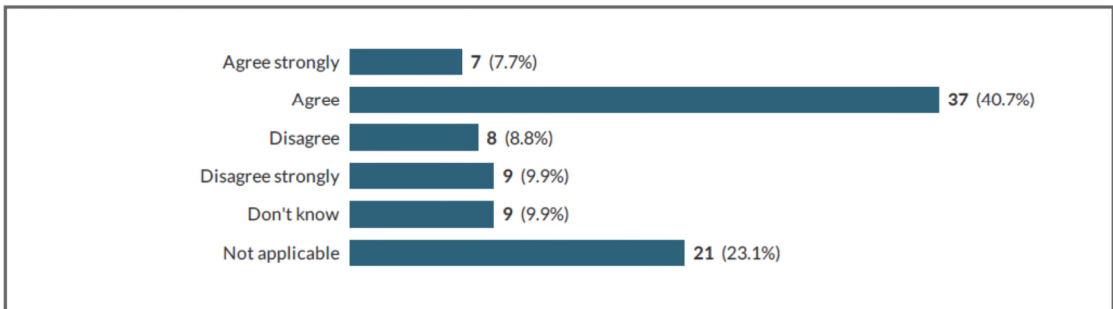
9.8 Supervising research students?

9.8.a Supervising research students?



9.9 Teaching and lecturing?

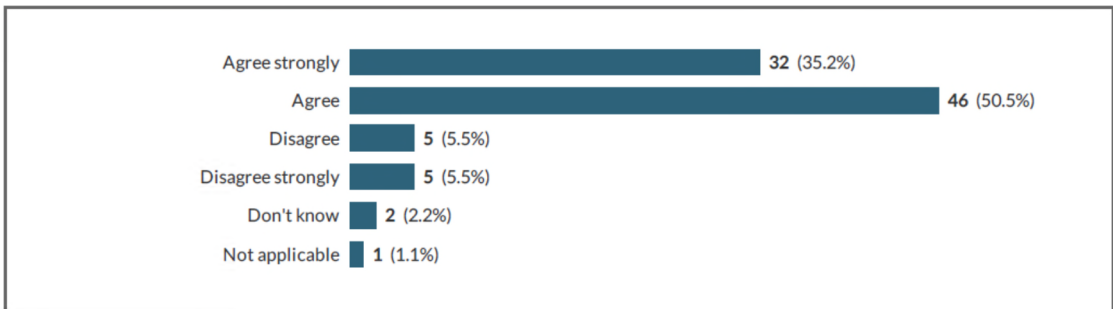
9.9.a Teaching and lecturing?



10 To what extent do you agree that your institution treats you (as a member of research staff) equally with other types of staff in relation to:

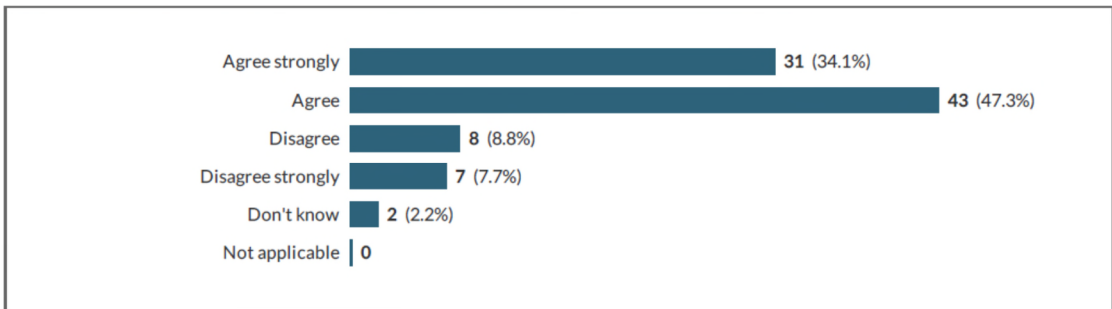
10.1 Access to training and development opportunities?

10.1.a Access to training and development opportunities?



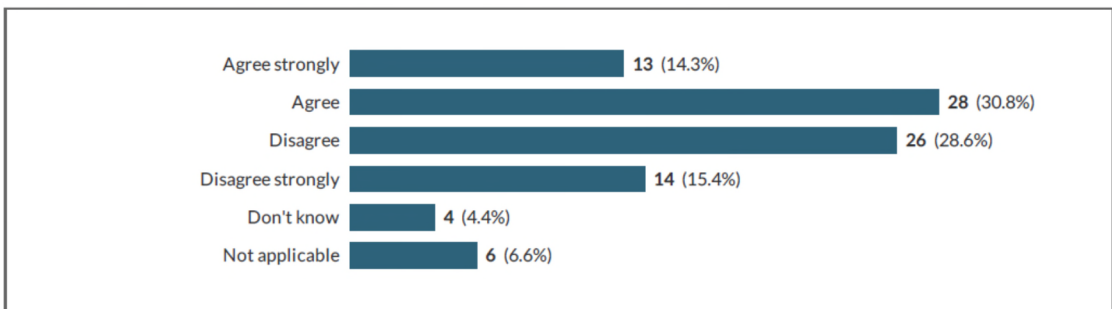
10.2 Opportunities to attend conferences and external meetings?

10.2.a Opportunities to attend conferences and external meetings?



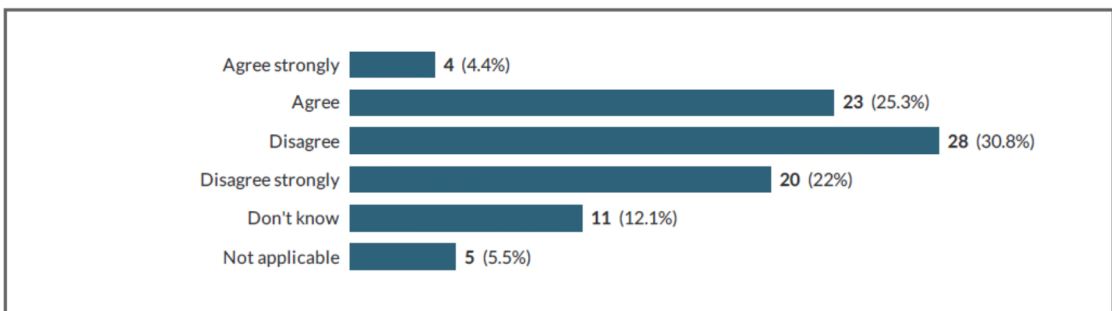
10.3 Opportunities to participate in decision-making processes (e.g. committees)?

10.3.a Opportunities to participate in decision-making processes (e.g. committees)?



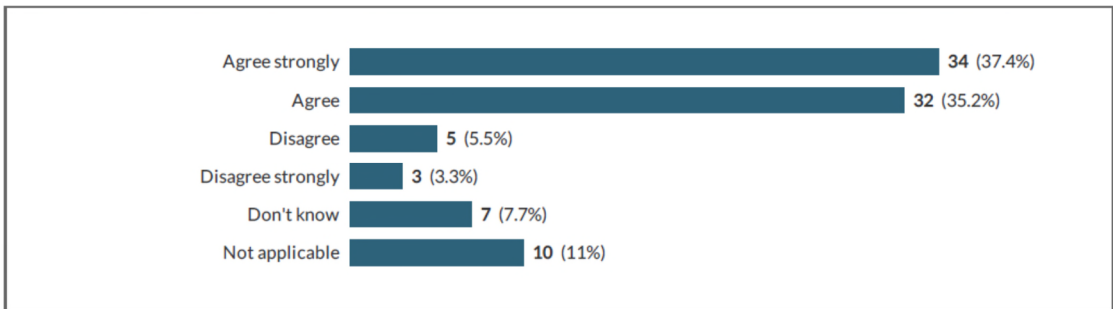
10.4 Opportunities for promotion and progression?

10.4.a Opportunities for promotion and progression?



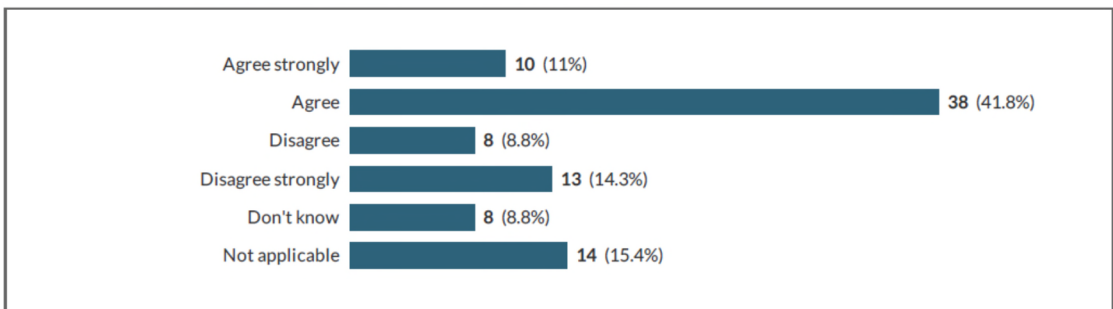
10.5 Requests for flexible working?

10.5.a Requests for flexible working?



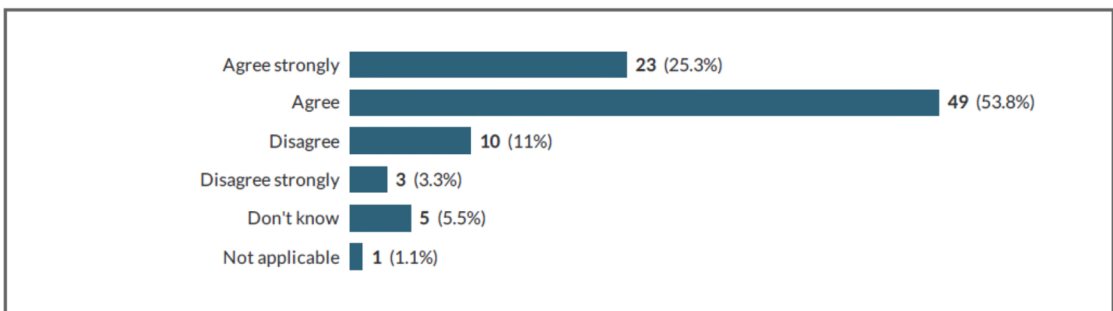
10.6 Terms and conditions of employment (excluding any fixed-term nature of contract)?

10.6.a Terms and conditions of employment (excluding any fixed-term nature of contract)?



10.7 Visibility on websites and staff directories?

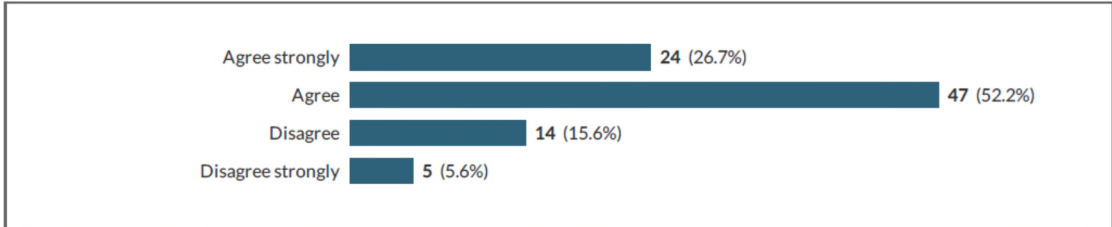
10.7.a Visibility on websites and staff directories?



11 To what extent do you agree that:

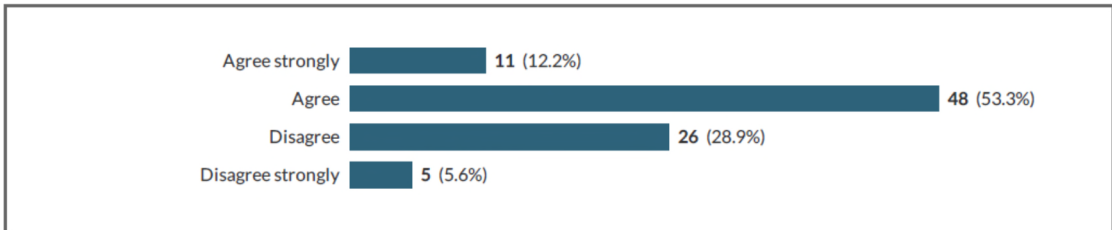
11.1 You are integrated into your department's research community?

11.1.a You are integrated into your department's research community?



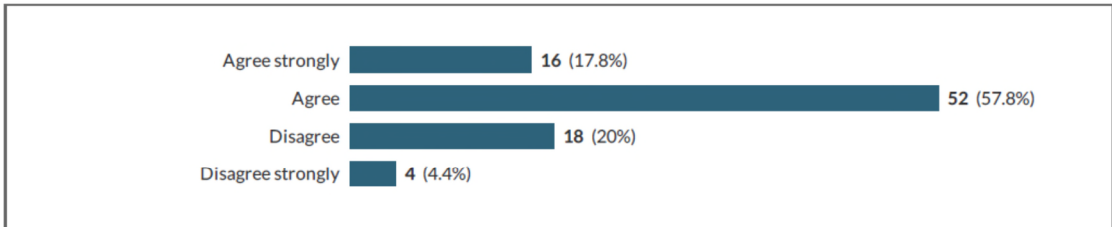
11.2 You are integrated into your institution's research community?

11.2.a You are integrated into your institution's research community?

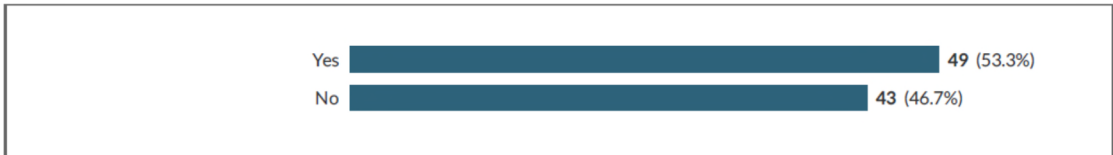


11.3 You are integrated into your wider disciplinary community?

11.3.a You are integrated into your wider disciplinary community?

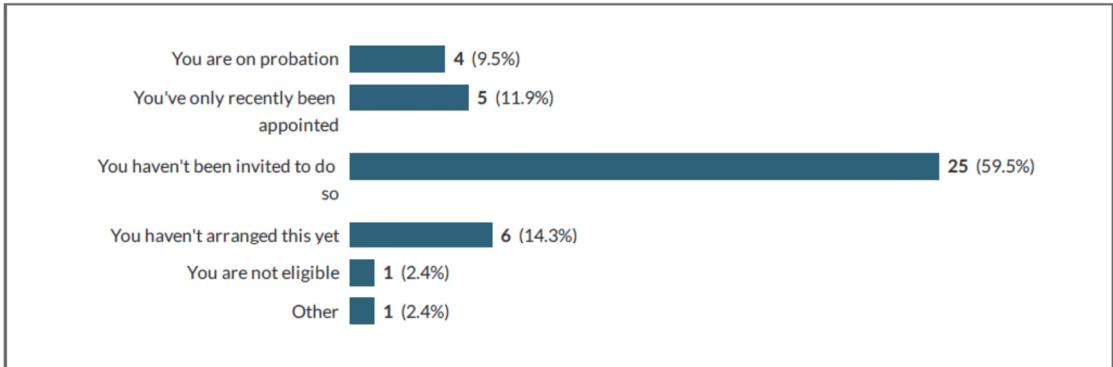


12 Over the past two years (or since taking up your current position if that is more recent) have you participated in staff appraisal/review?



Section 2 - Recognition and value.

13 You have not participated in appraisal because:

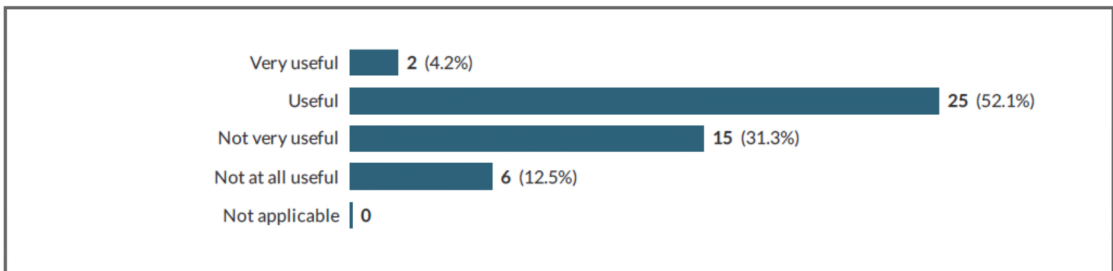


Section 2 - Recognition and value.

14 How would you rate the usefulness of your institution's staff review/appraisal scheme:

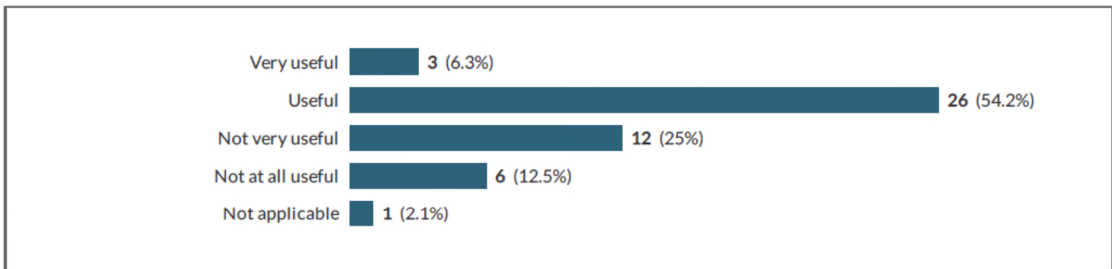
14.1 Overall?

14.1.a Overall?



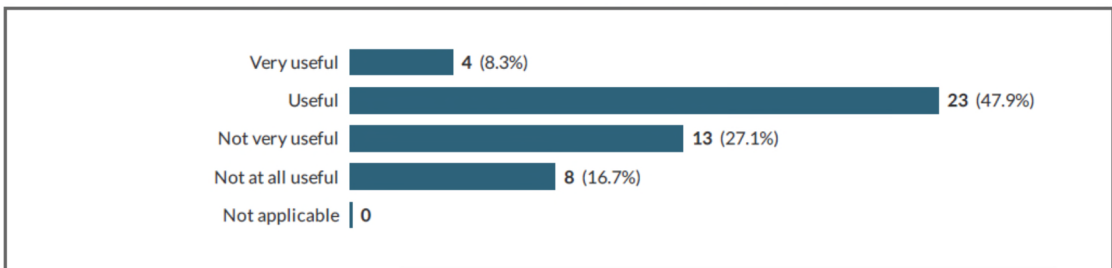
14.2 For you to highlight issues?

14.2.a For you to highlight issues?



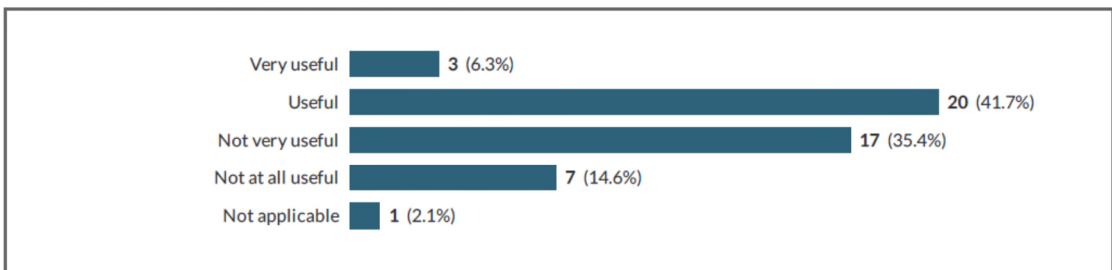
14.3 In helping you focus on your career aspirations and how these are met by your current role?

14.3.a In helping you focus on your career aspirations and how these are met by your current role?



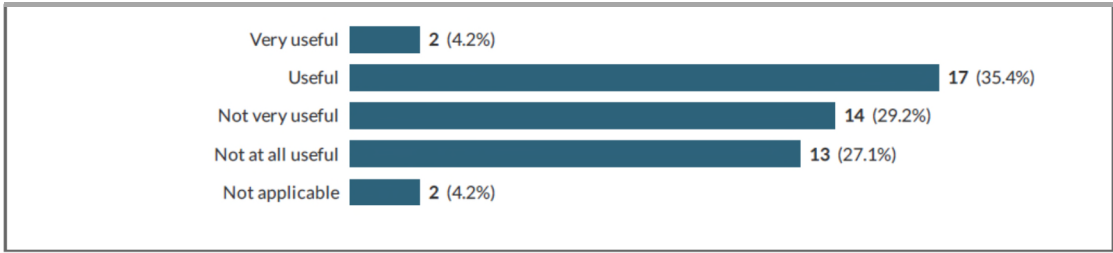
14.4 In identifying your strengths and achievements?

14.4.a In identifying your strengths and achievements?



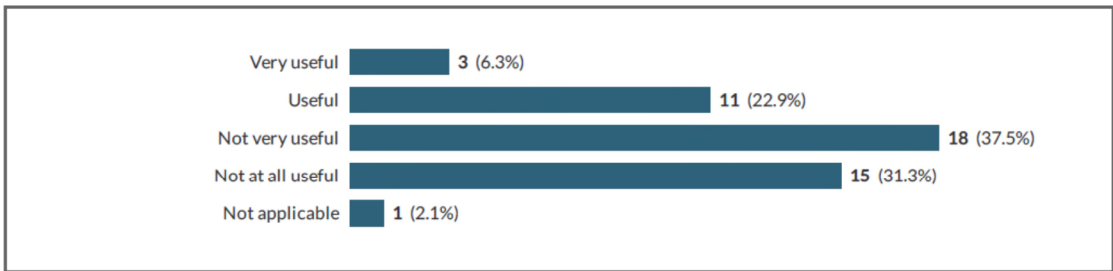
14.5 In leading to training or other continuing professional development opportunities?

14.5.a In leading to training or other continuing professional development opportunities?



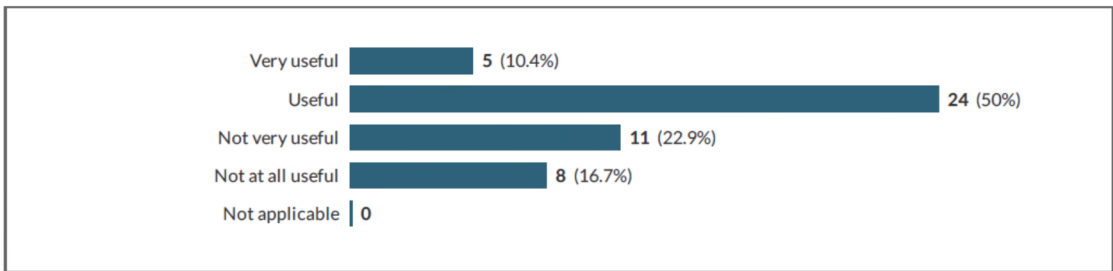
14.6 In leading to changes in work practices?

14.6.a In leading to changes in work practices?



14.7 In reviewing your personal progress?

14.7.a In reviewing your personal progress?

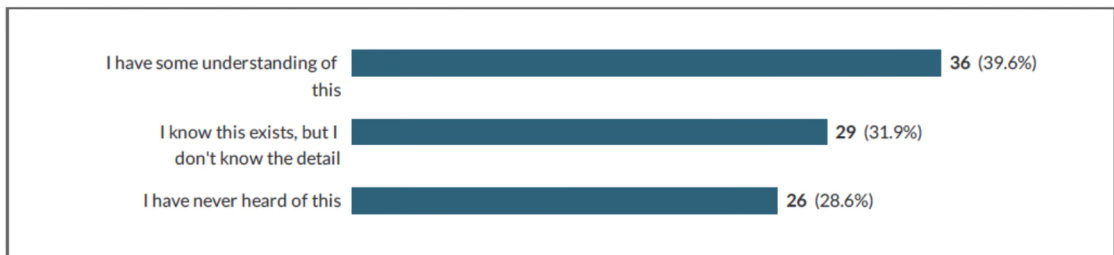


Section 2 - Recognition and value.

15 How would you rate your knowledge and understanding of the following UK initiatives relevant to research staff?

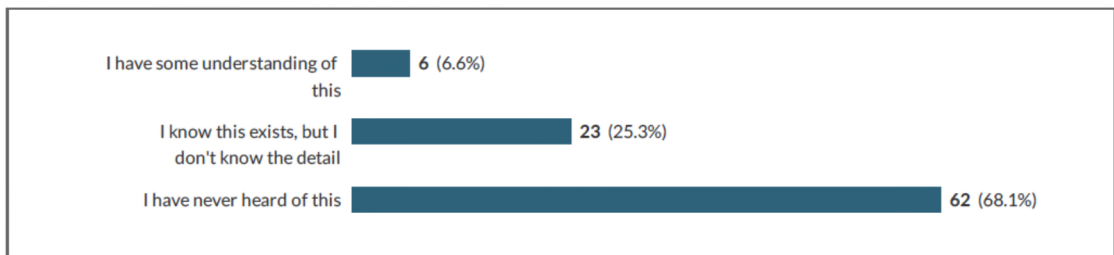
15.1 Athena Swan Gender Equality Charter Mark

15.1.a Athena Swan Gender Equality Charter Mark



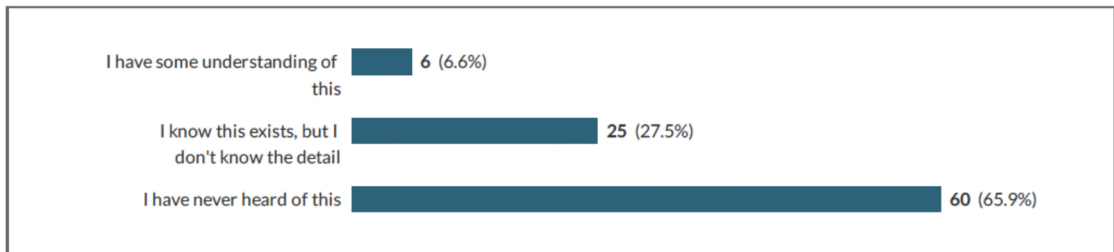
15.2 Concordat for Engaging the Public with Research

15.2.a Concordat for Engaging the Public with Research



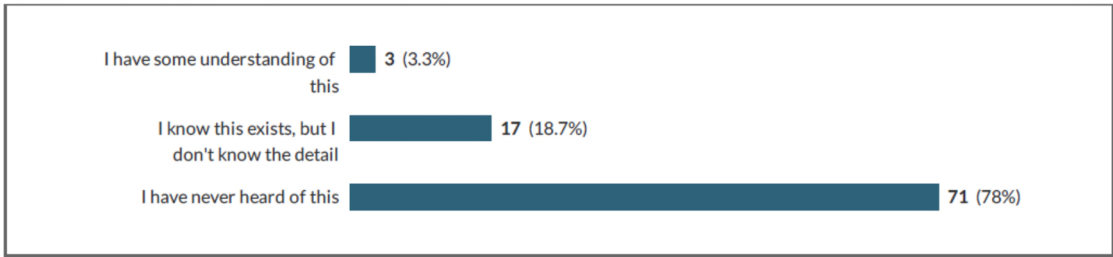
15.3 Concordat to Support the Career Development of Researchers

15.3.a Concordat to Support the Career Development of Researchers



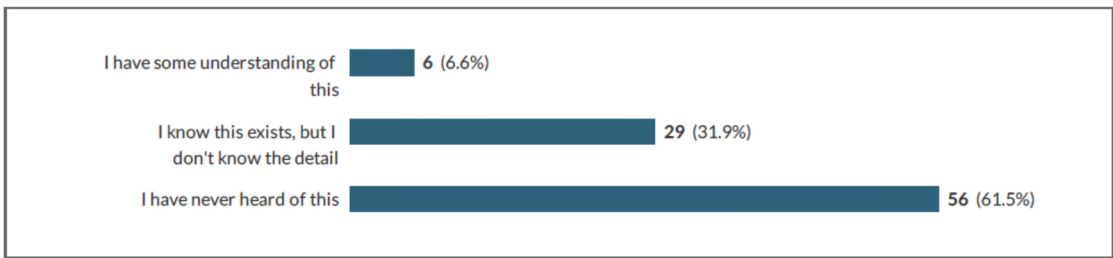
15.4 Concordat to Support Research Integrity

15.4.a Concordat to Support Research Integrity



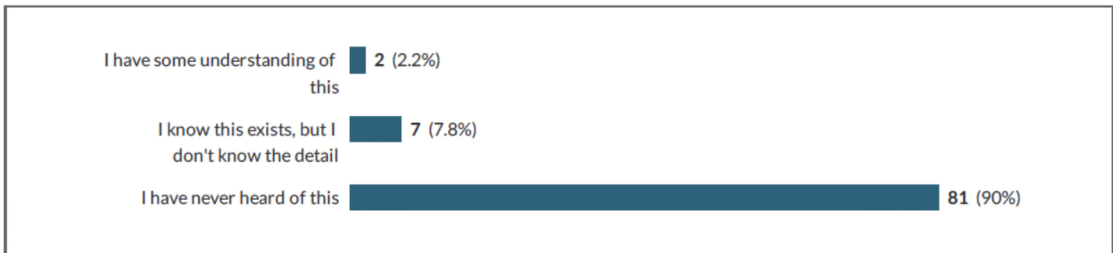
15.5 European 'HR Excellence in Research' Award recognition

15.5.a European 'HR Excellence in Research' Award recognition



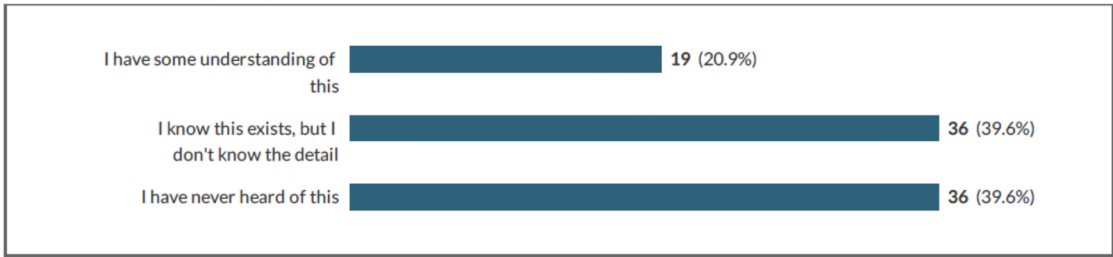
15.6 National Co-ordinating Centre for Public Engagement (NCCPE)

15.6.a National Co-ordinating Centre for Public Engagement (NCCPE)



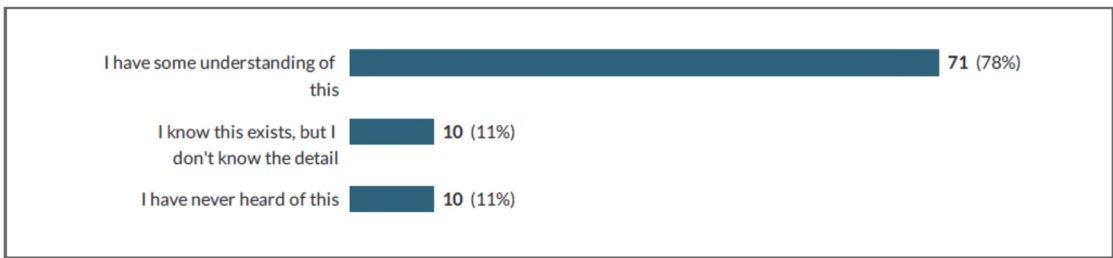
15.7 RCUK 'Pathways to Impact'

15.7.a RCUK 'Pathways to Impact'



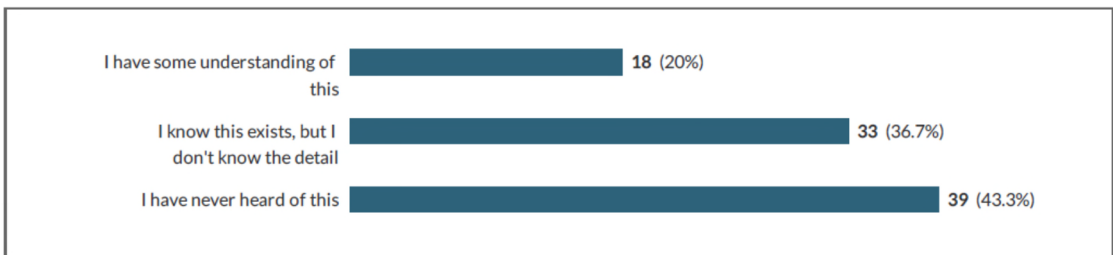
15.8 Research Excellence Framework (REF)

15.8.a Research Excellence Framework (REF)



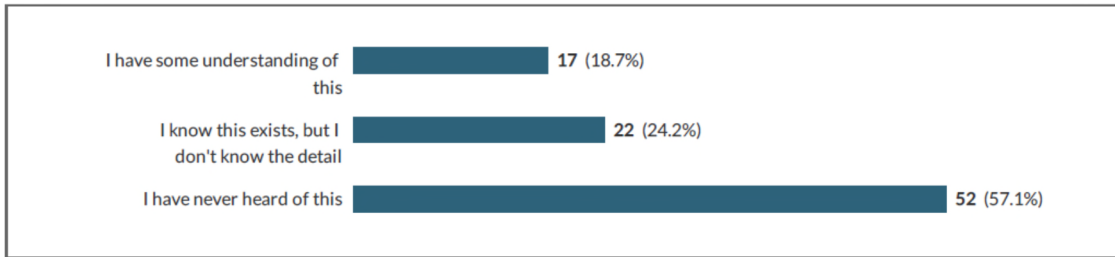
15.9 Vitae

15.9.a Vitae



15.10 Vitae Researcher Development Framework (RDF)

15.10.a Vitae Researcher Development Framework (RDF)



16 Please provide any additional comments on how you are recognised and valued by your institution, what more it could do to recognise and value your contributions, and your knowledge about research staff initiatives.

- This information can be obtained from the author

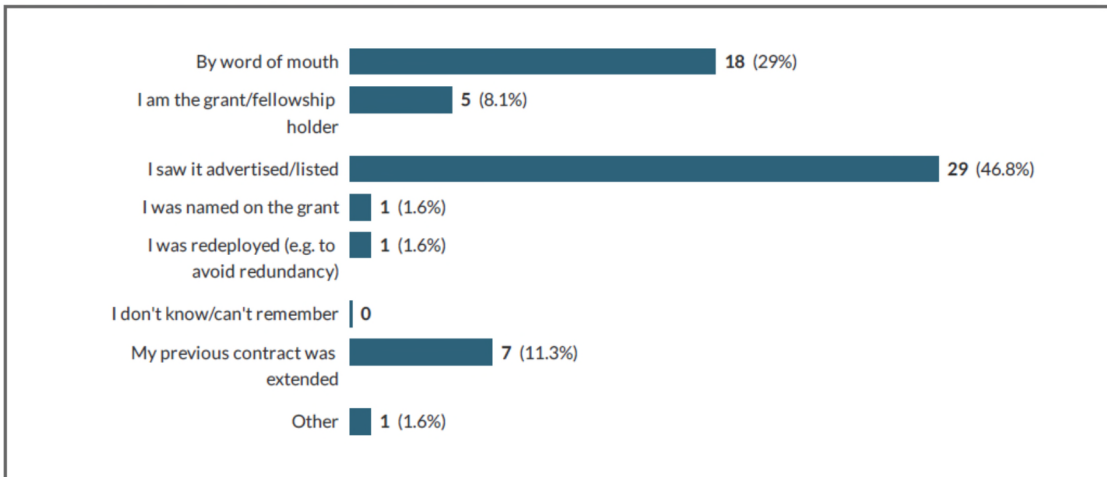
Section 3 - Recruitment and selection.

17 Have you been recruited into your current post in the last two years?



Section 3 - Recruitment and selection.

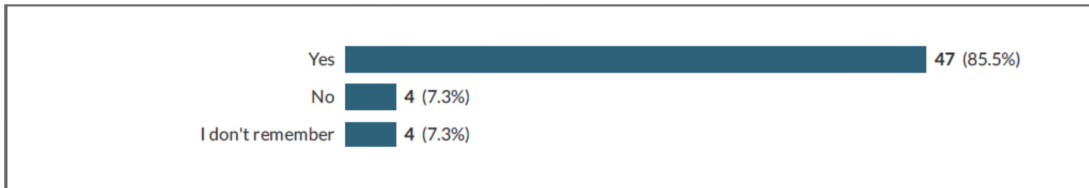
18 How did you find out about your current post?



19 During the application process, which of the following were you provided with?

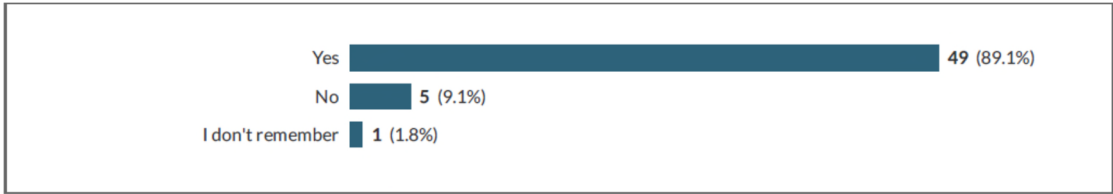
19.1 A written description summary of what the job entailed (job description)

19.1.a A written description summary of what the job entailed (job description)



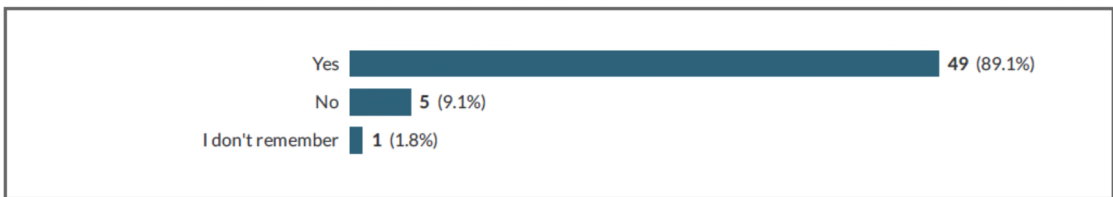
19.2 Details of the qualifications required of the post-holder

19.2.a Details of the qualifications required of the post-holder



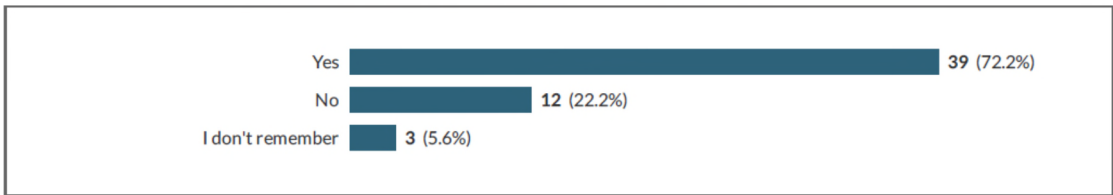
19.3 Details of the specialist research skills required of the post-holder

19.3.a Details of the specialist research skills required of the post-holder



19.4 Details of the transferable/personal/management skills required of the post-holder

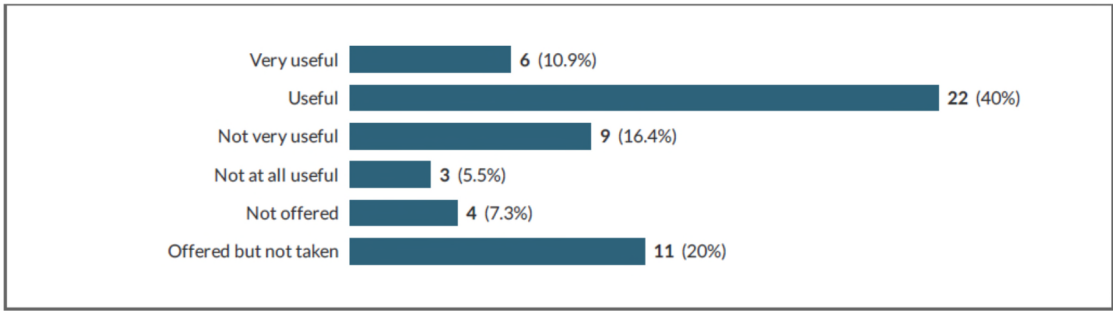
19.4.a Details of the transferable/personal/management skills required of the post-holder



20 When you started with your current employer how useful did you find the following?

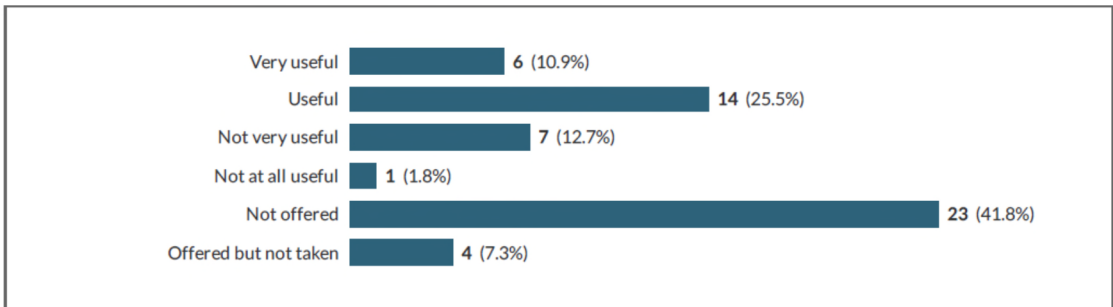
20.1 Institutional-wide induction programmes

20.1.a Institutional-wide induction programmes



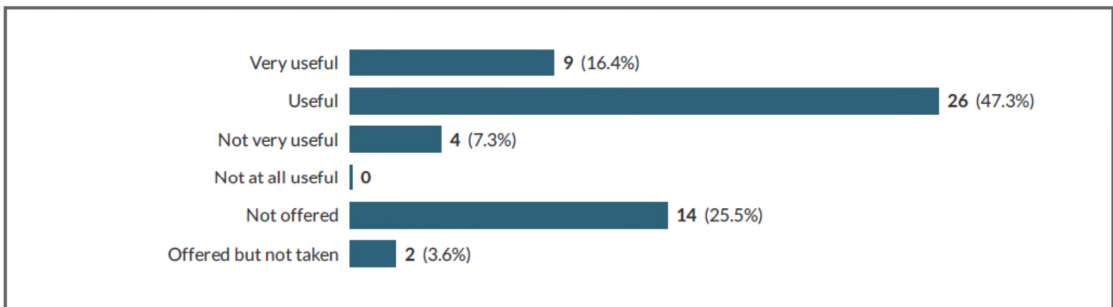
20.2 Departmental/faculty/unit induction programme

20.2.a Departmental/faculty/unit induction programme



20.3 Local induction to your current role

20.3.a Local induction to your current role



21 Please provide any additional comments on your experience of being appointed and inducted into your current post.

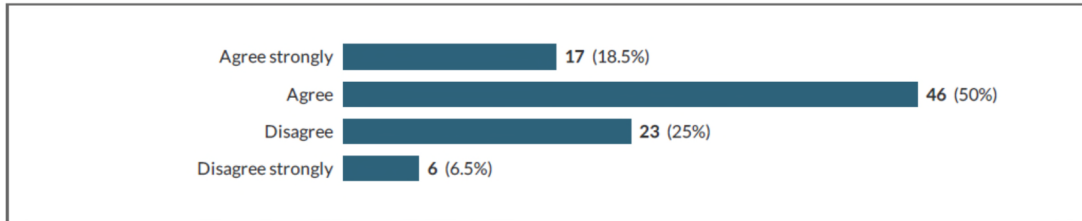
- This information can be obtained from the author

Section 4 - Support and career development.

22 To what extent do you agree that:

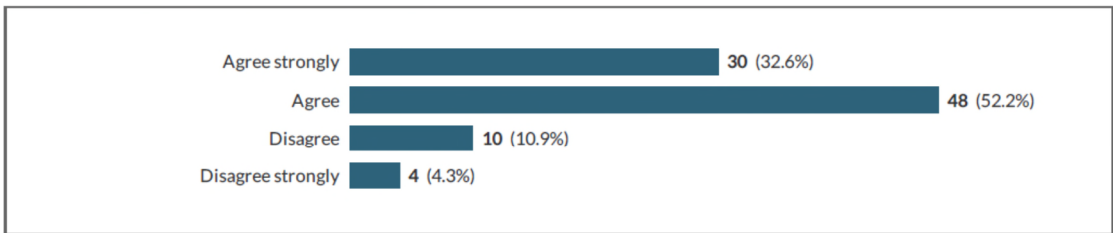
22.1 You are encouraged to engage in personal and career development?

22.1.a You are encouraged to engage in personal and career development?



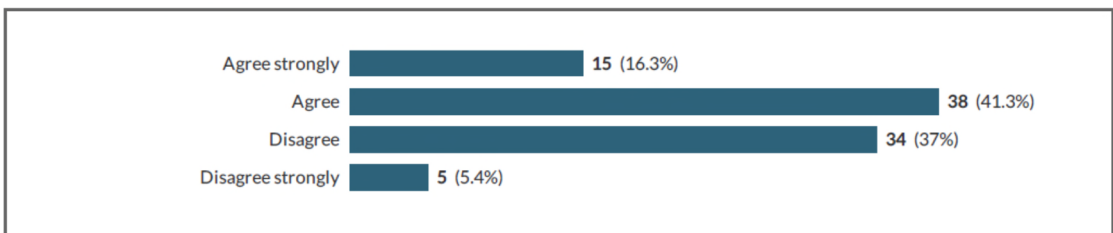
22.2 You take ownership of your career development?

22.2.a You take ownership of your career development?



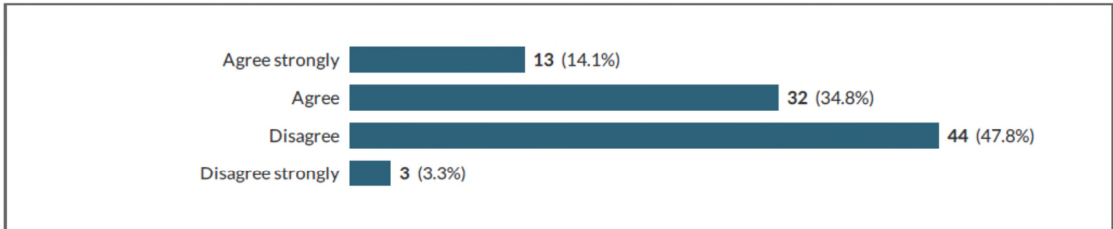
22.3 You have a clear career development plan?

22.3.a You have a clear career development plan?



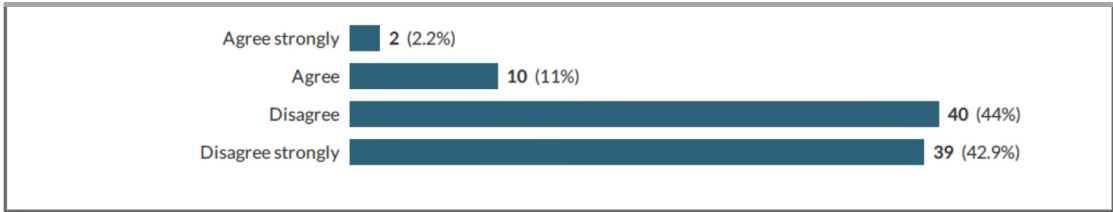
22.4 You maintain a formal record of your continuing professional development activities?

22.4.a You maintain a formal record of your continuing professional development activities?



22.5 You use the Vitae Researcher Development Framework to support your continuing professional development activity?

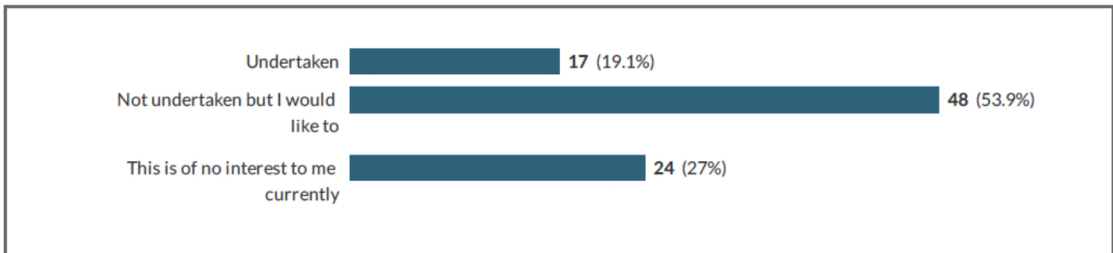
22.5.a You use the Vitae Researcher Development Framework to support your continuing professional development activity?



23 In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities?

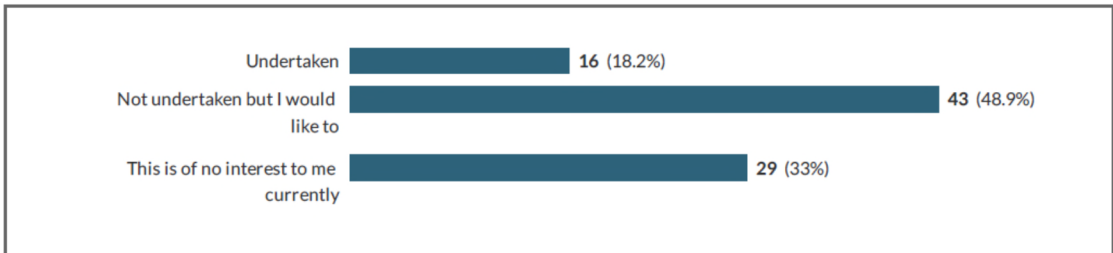
23.1 Career management

23.1.a Career management



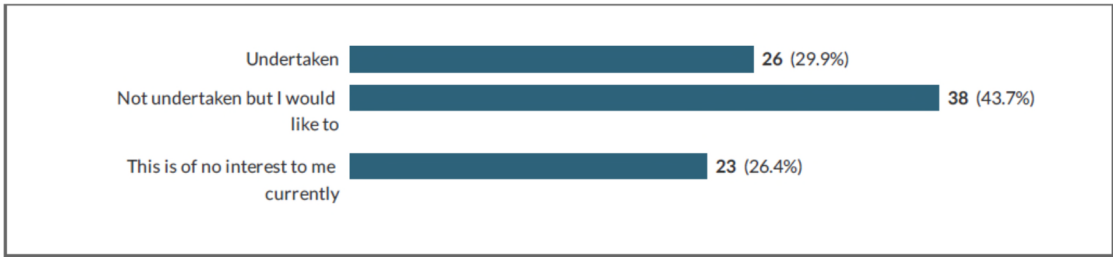
23.2 Collaboration and teamworking

23.2.a Collaboration and teamworking



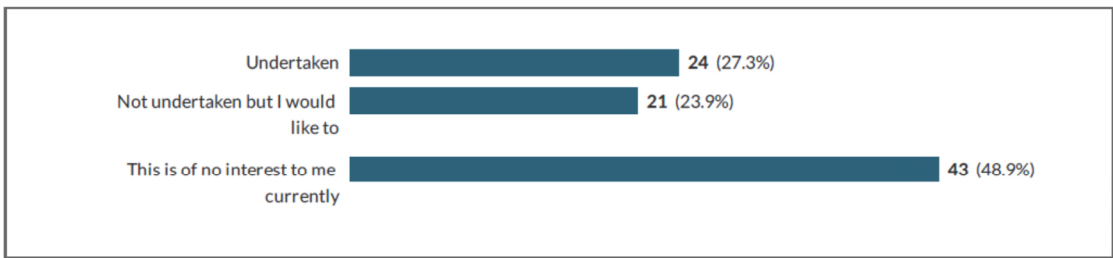
23.3 Communication and dissemination

23.3.a Communication and dissemination



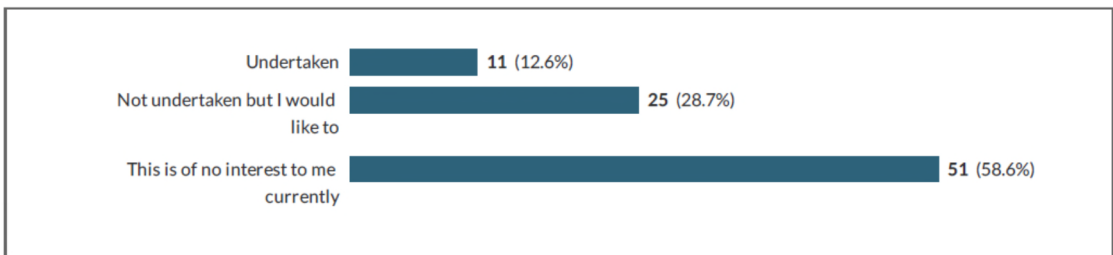
23.4 Equality and diversity

23.4.a Equality and diversity



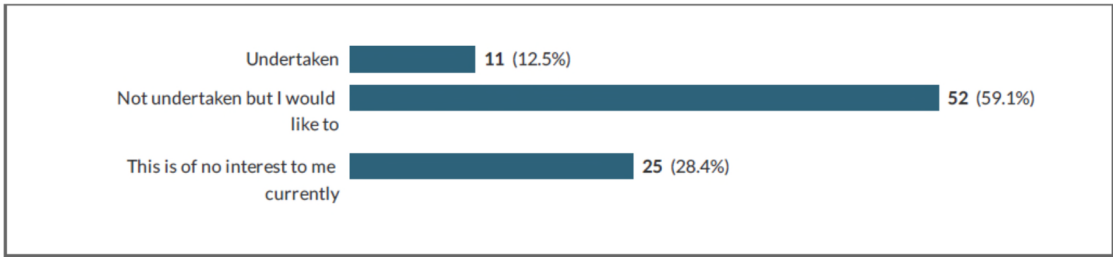
23.5 Ethical research conduct

23.5.a Ethical research conduct



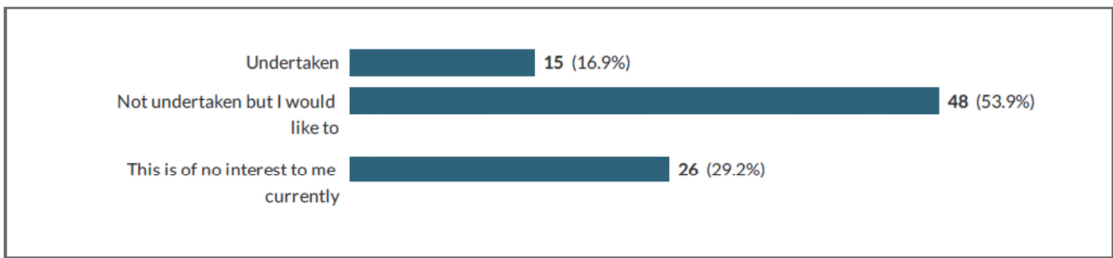
23.6 Interdisciplinary research

23.6.a Interdisciplinary research



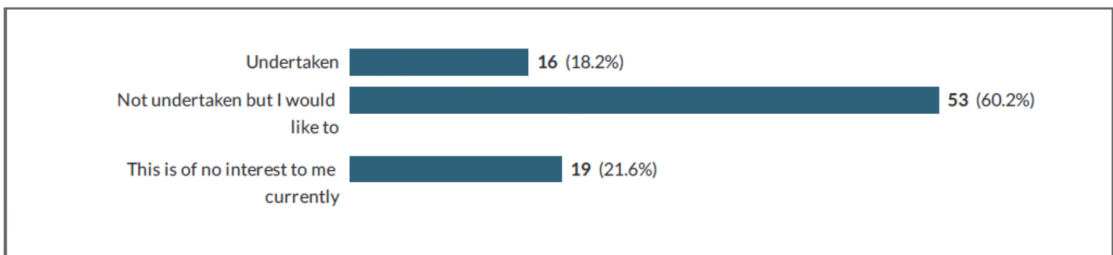
23.7 Knowledge exchange

23.7.a Knowledge exchange



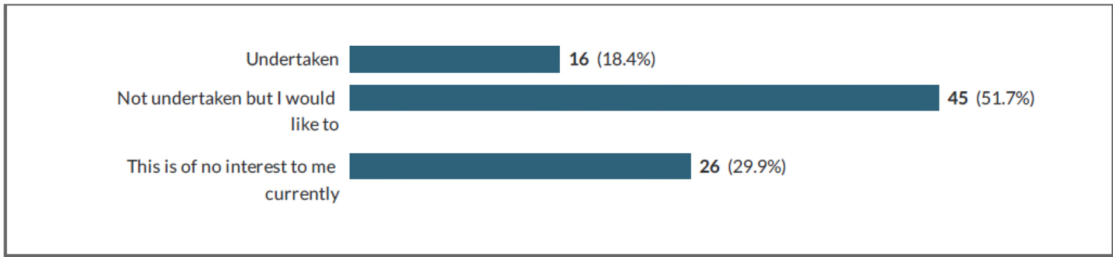
23.8 Leadership and management

23.8.a Leadership and management



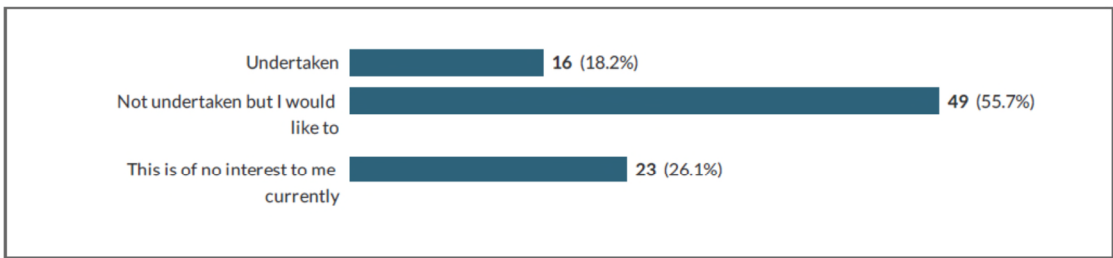
23.9 Personal effectiveness

23.9.a Personal effectiveness



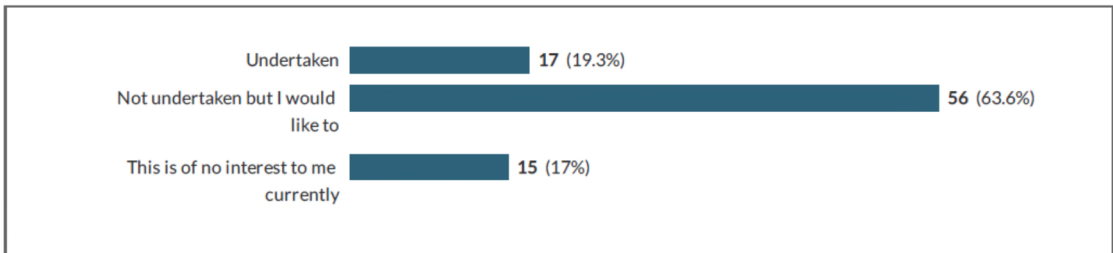
23.10 Public engagement

23.10.a Public engagement



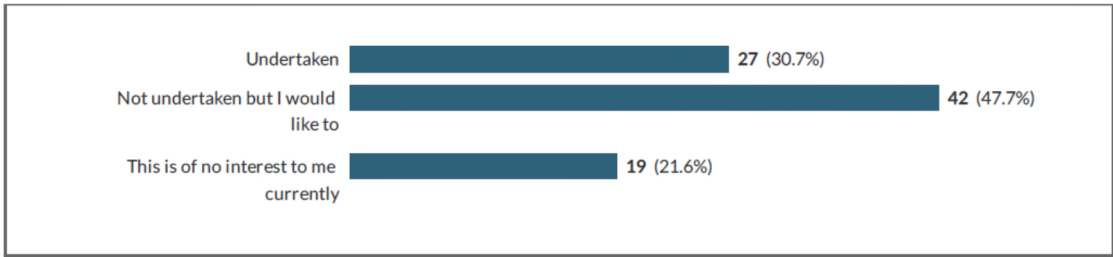
23.11 Research impact

23.11.a Research impact



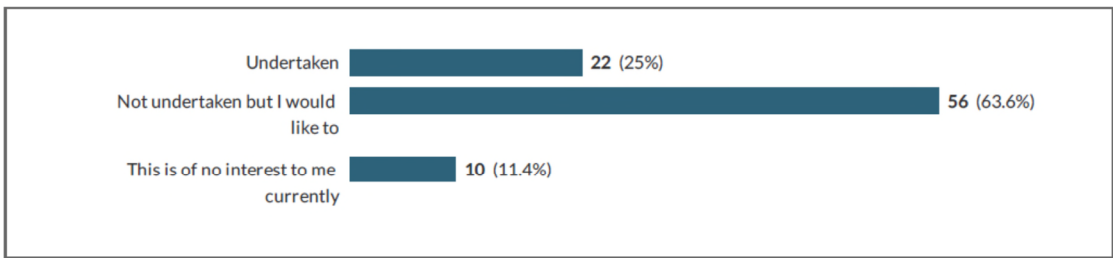
23.12 Research skills and techniques

23.12.a Research skills and techniques



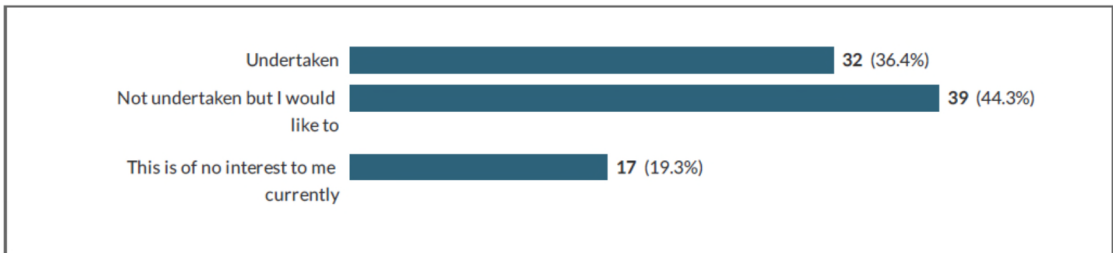
23.13 Supervision of doctoral/masters students

23.13.a Supervision of doctoral/masters students



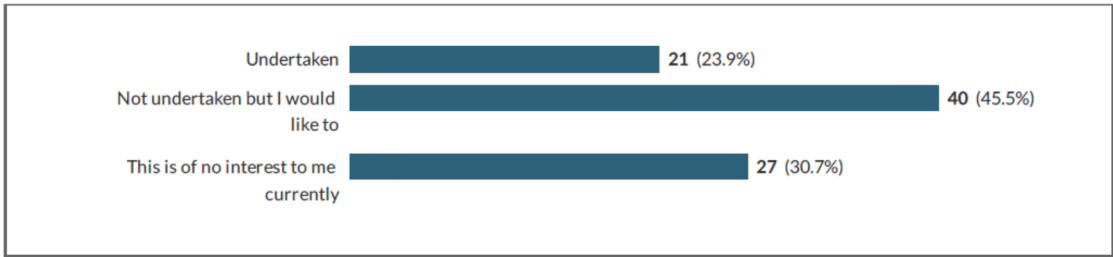
23.14 Teaching or lecturing

23.14.a Teaching or lecturing

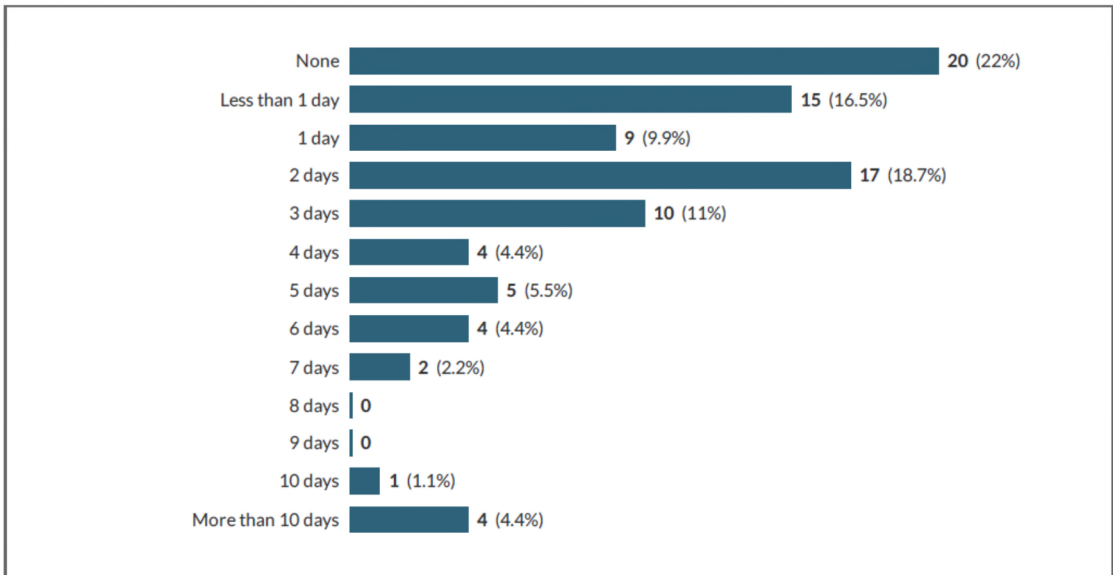


23.15 Being mentored

23.15.a Being mentored



24 During the past 12 months (or since taking up your current position if that is more recent) approximately how many days have you spent on training and other continuing professional development activities?



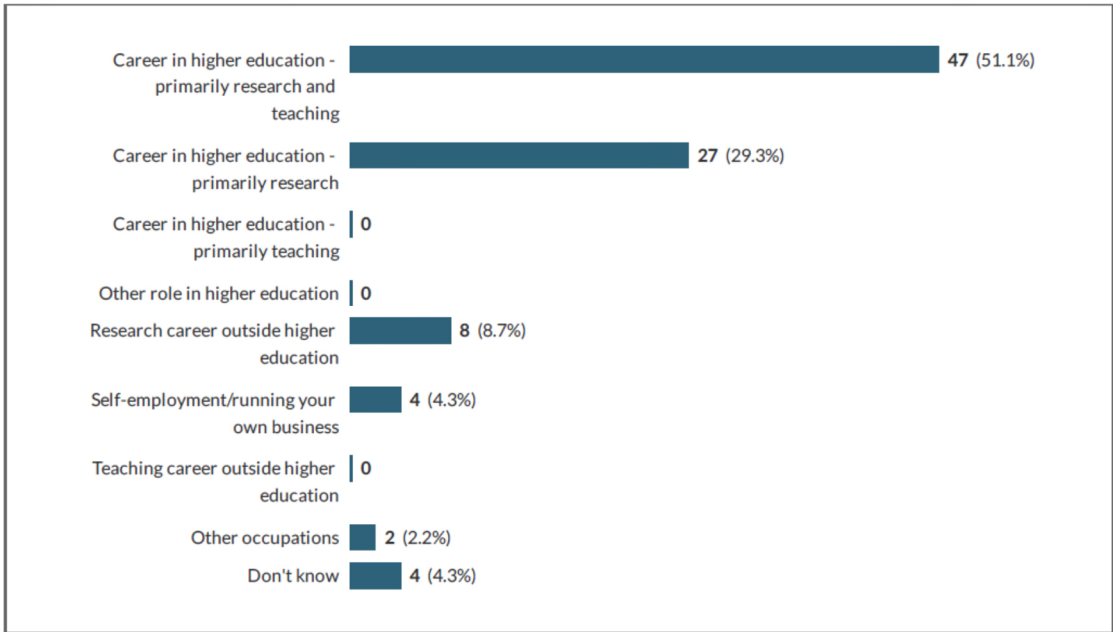
25 In what other areas would you like to undertake training or other continuing professional development activity?

- This information can be obtained from the author

26 In which area do you aspire and expect to work in the long term?

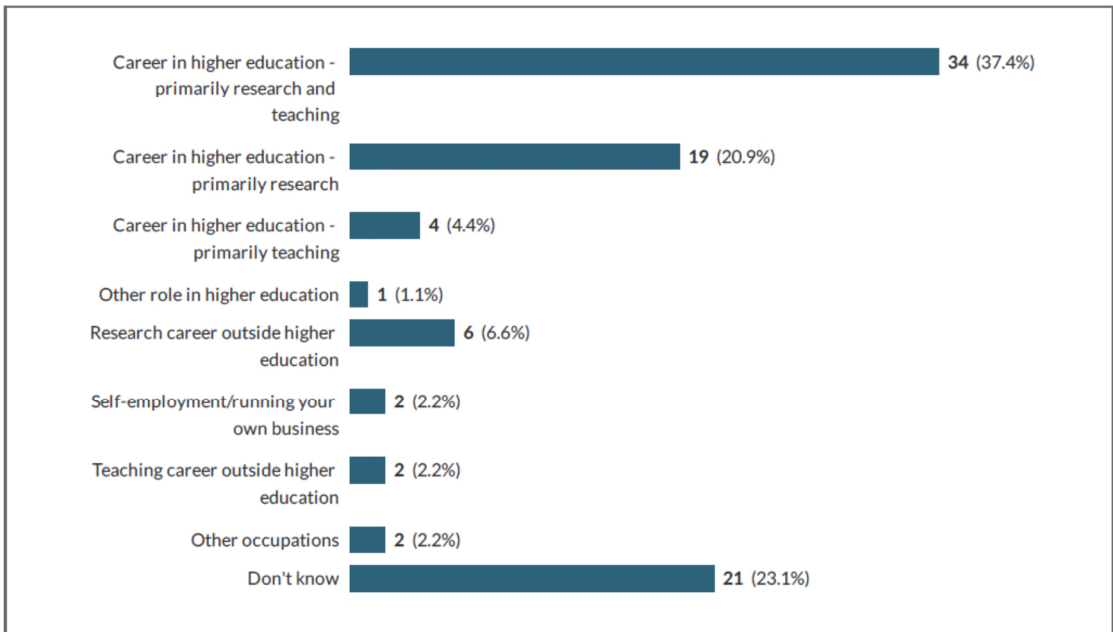
26.1 I aspire to work in...

26.1.a I aspire to work in...



26.2 I expect to work in...

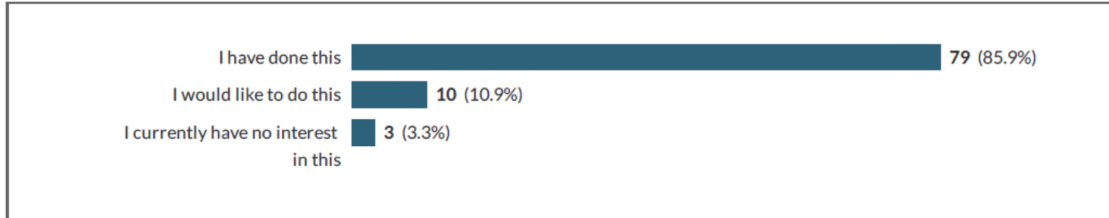
26.2.a I expect to work in...



27 a) Working with others

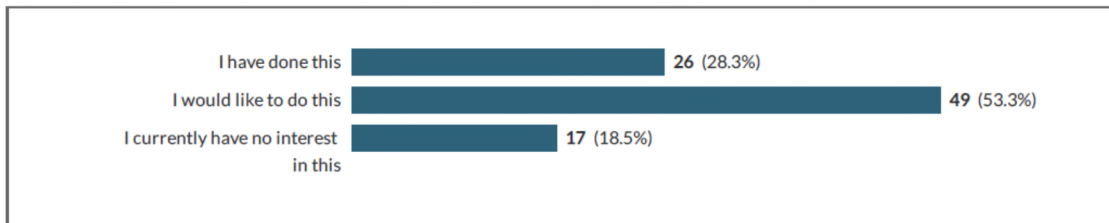
27.1 Collaborate with colleagues outside the UK

27.1.a Collaborate with colleagues outside the UK



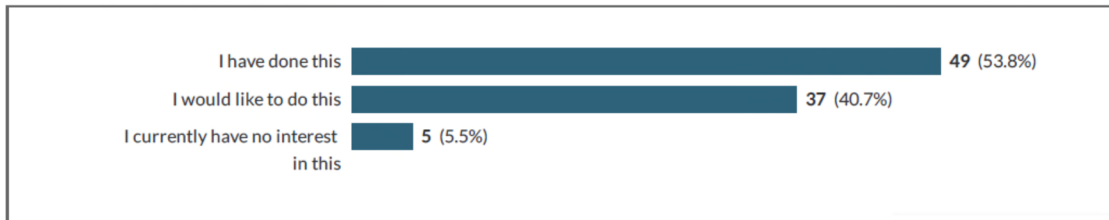
27.2 Collaborate in research with businesses or other non-academic research users

27.2.a Collaborate in research with businesses or other non-academic research users



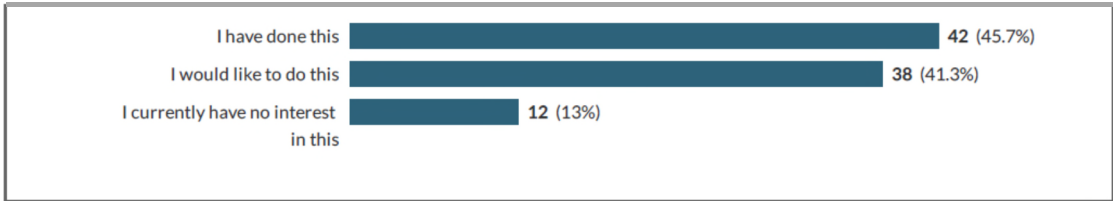
27.3 Interdisciplinary research projects

27.3.a Interdisciplinary research projects



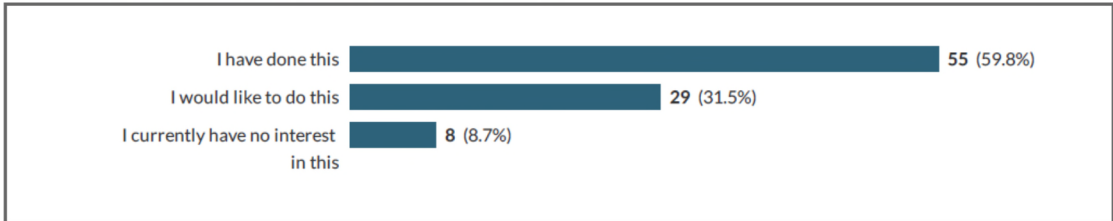
27.4 Mentor and support other researchers

27.4.a Mentor and support other researchers



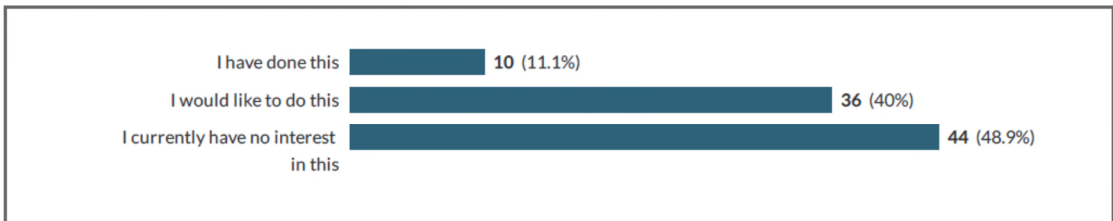
27.5 Supervise undergraduate or postgraduate research projects

27.5.a Supervise undergraduate or postgraduate research projects



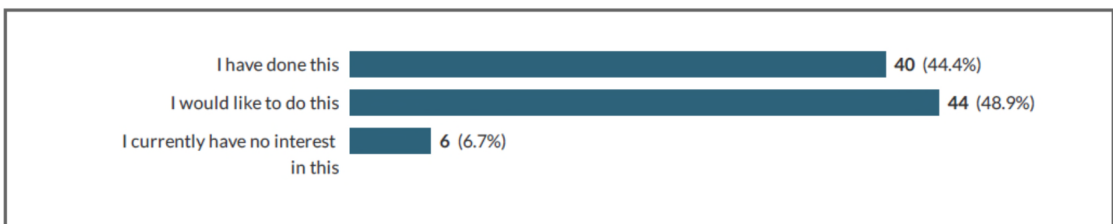
27.6 Undertake an internship/placement outside higher education research

27.6.a Undertake an internship/placement outside higher education research



27.7 Work as part of a cross-disciplinary team

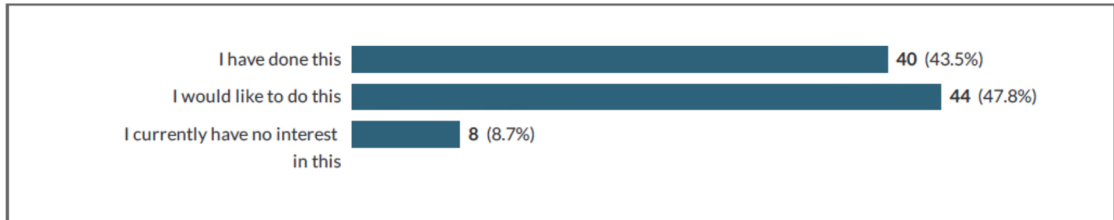
27.7.a Work as part of a cross-disciplinary team



28 b) Research and financial management

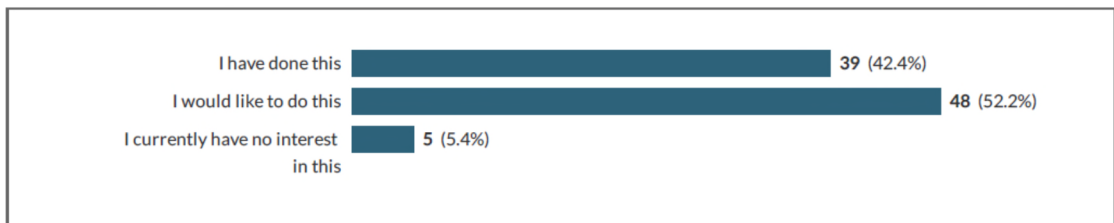
28.1 Manage a budget

28.1.a Manage a budget



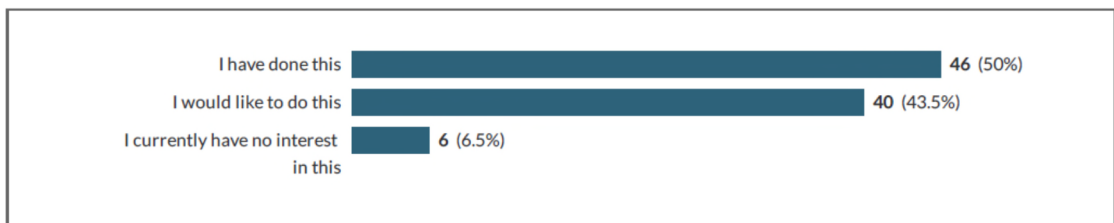
28.2 Plan and manage a project

28.2.a Plan and manage a project



28.3 Write a grant/funding proposal

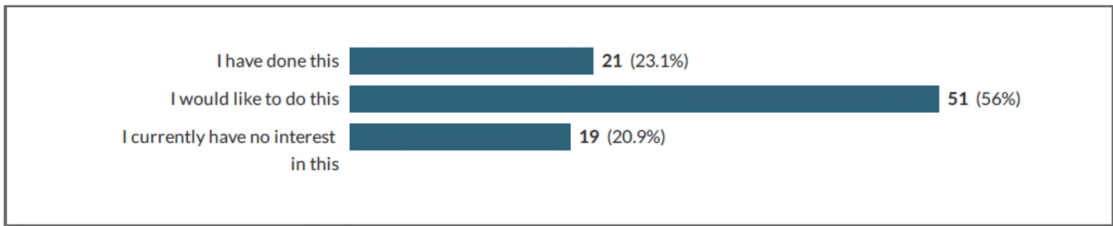
28.3.a Write a grant/funding proposal



29 c) Engagement and impact

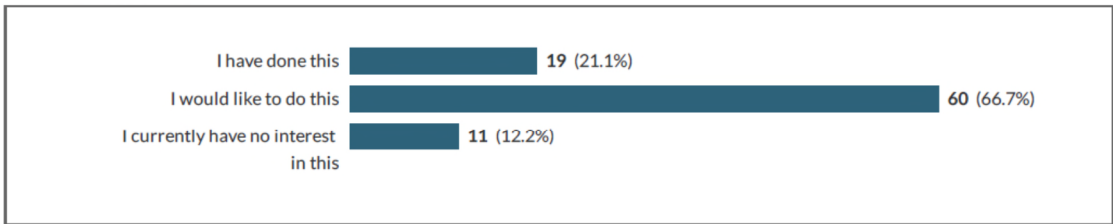
29.1 Engage with policymakers and end users

29.1.a Engage with policymakers and end users



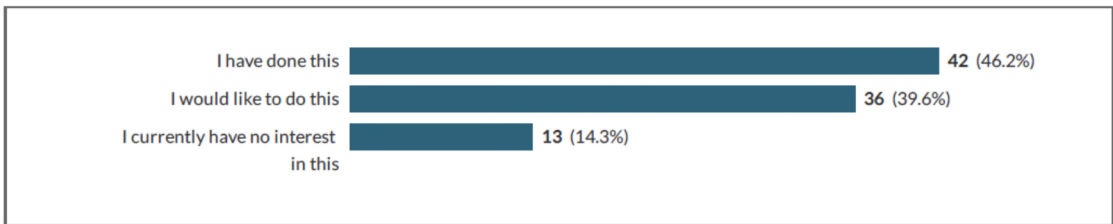
29.2 Knowledge exchange

29.2.a Knowledge exchange



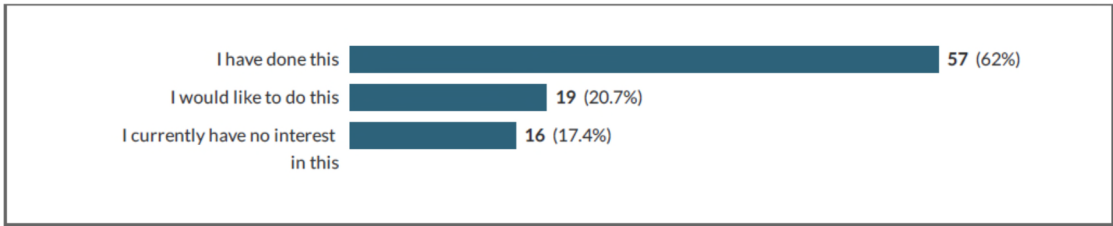
29.3 Participate in public engagement activities

29.3.a Participate in public engagement activities



29.4 Teach or lecture

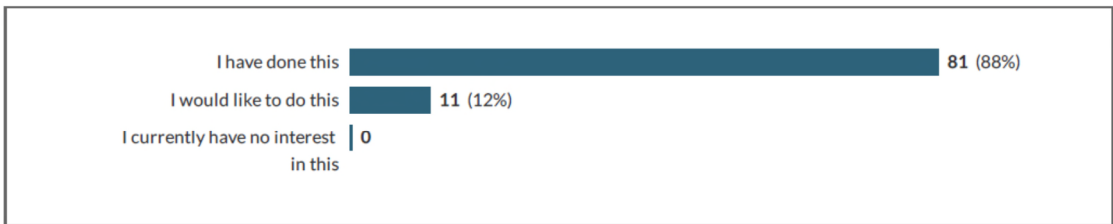
29.4.a Teach or lecture



30 d) Communication and dissemination

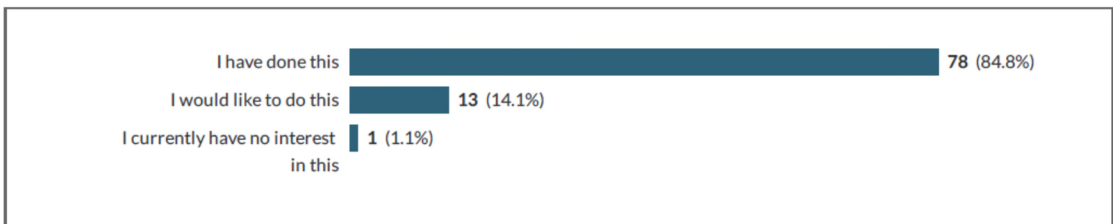
30.1 Present work at a conference orally

30.1.a Present work at a conference orally



30.2 Write up research for publication as first author

30.2.a Write up research for publication as first author



31 Please provide any comments you have about the training and career development you have undertaken.

- This information can be obtained from the author

32 Please provide any comments you have about the training and career development you would like to have the opportunity to undertake, and any barriers to your participation.

- This information can be obtained from the author

33 Do you have current caring responsibilities e.g. for children or adults?



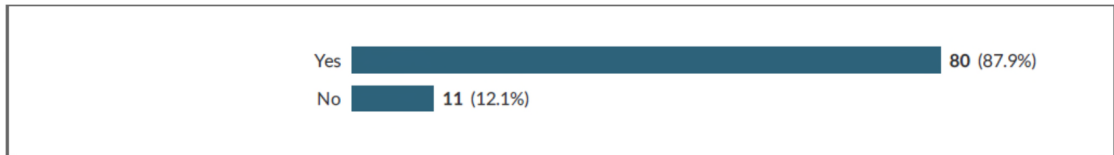
33.a If you answered yes, do you feel these caring responsibilities have a negative impact on your career?



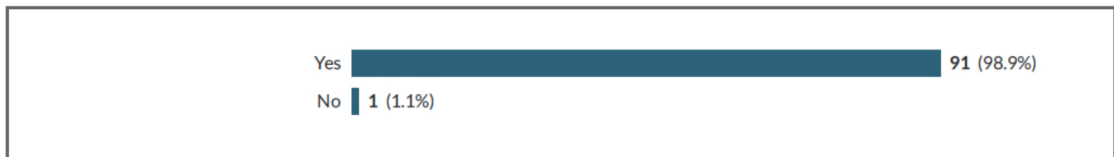
33.b Please add any other comments regarding caring responsibilities

- This information can be obtained from the author

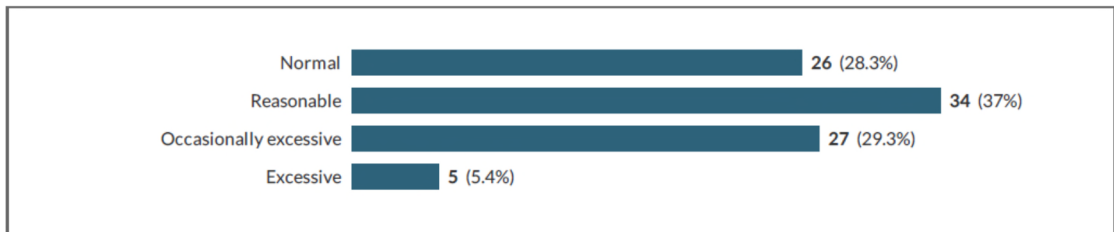
34 Do you have a positive working relationship with your PI/manager?



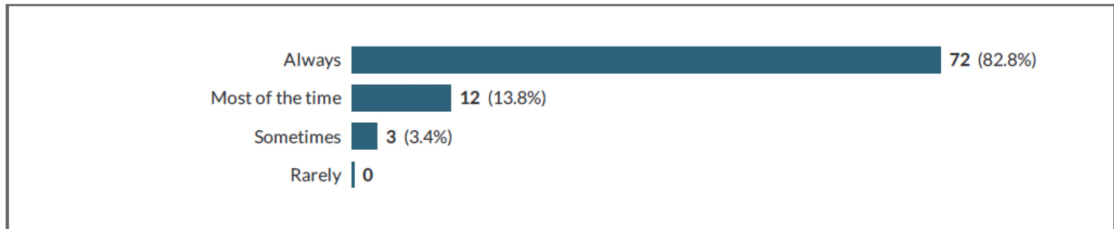
35 Do you have a positive working relationship with others in your research group?



36 How would you describe your working hours?



37 Are you granted annual leave when you request it?



38 Please add any comments on the above questions.

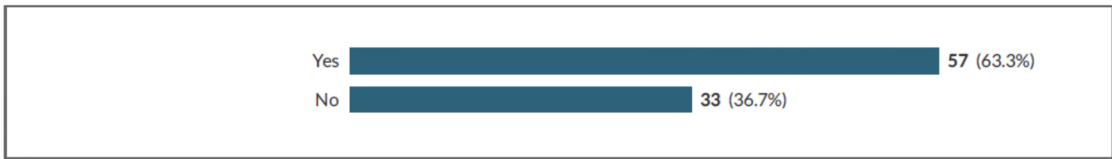
- This information can be obtained from the author

39 I am aware who the research representative is in my school.

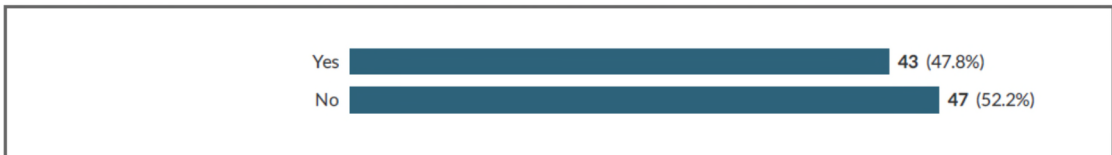


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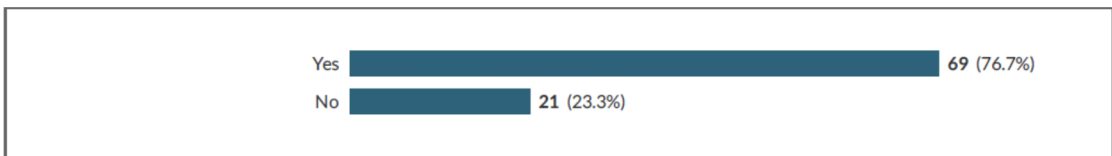
40 I am aware of the funding opportunities for research staff offered by CAPOD



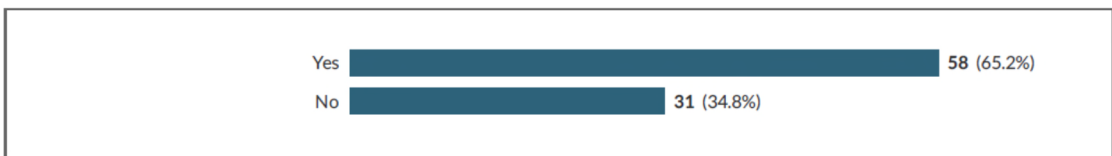
41 I am aware of the Research and Teaching Staff Forum at the University of St Andrews



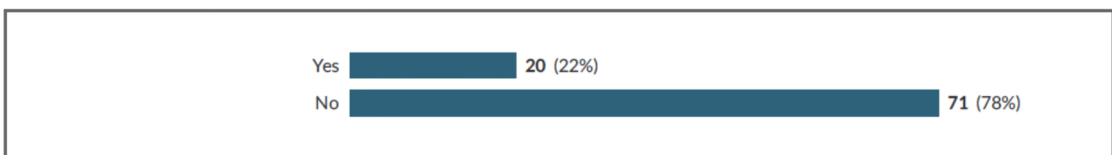
42 I am aware of the Early Career Academic Mentoring Scheme, co-ordinated by CAPOD



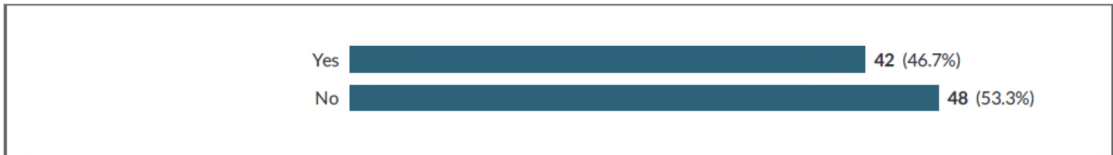
43 I am aware that the Careers Centre offers support for research staff.



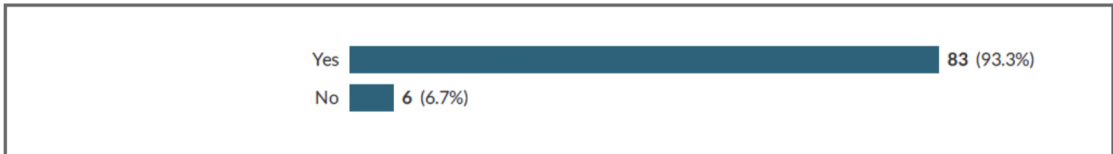
44 I am aware of the University's Health Working Lives programme.



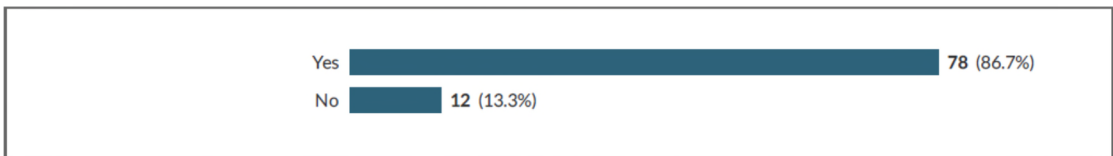
45 I am aware of the Race Equality Charter



46 I would value the opportunity to network with other research staff in my discipline



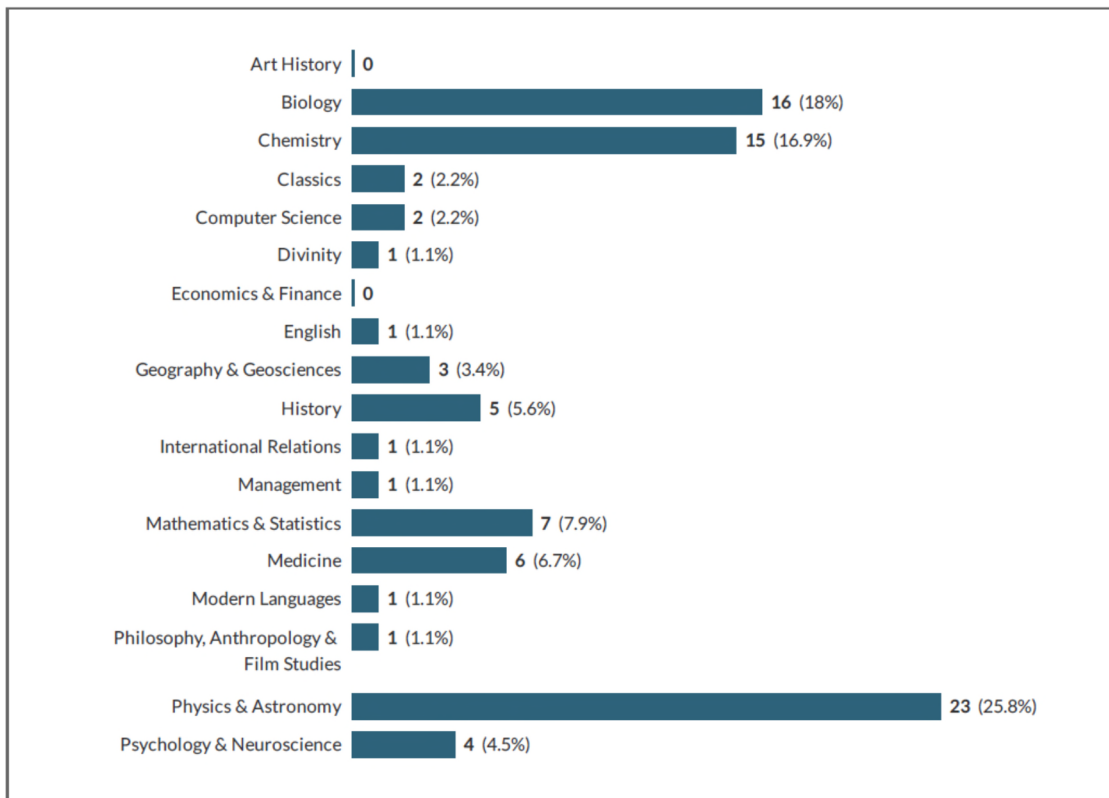
47 I would value the opportunity to network with research staff in other disciplines.



48 What gaps do you think currently exist in the professional and career development provision for research staff at St Andrews?

- This information can be obtained from the author

49 Please indicate which School you work in?

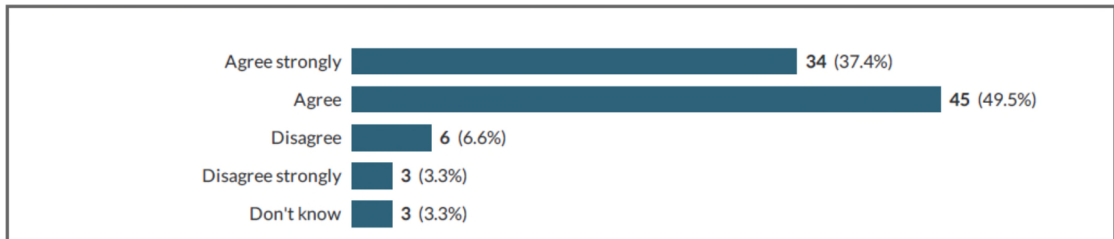


Section 5 - Equality and diversity.

50 Please indicate your level of agreement or disagreement with the following statements.

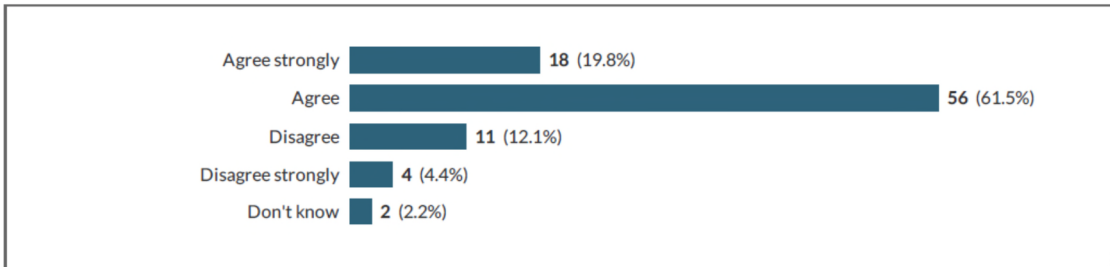
50.1 I believe my institution is committed to equality and diversity

50.1.a I believe my institution is committed to equality and diversity



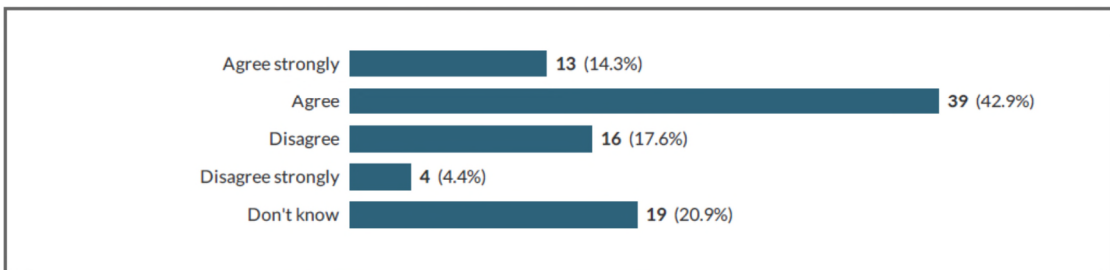
50.2 I am satisfied with my work-life balance

50.2.a I am satisfied with my work-life balance



50.3 My institution promotes better health and well-being at work

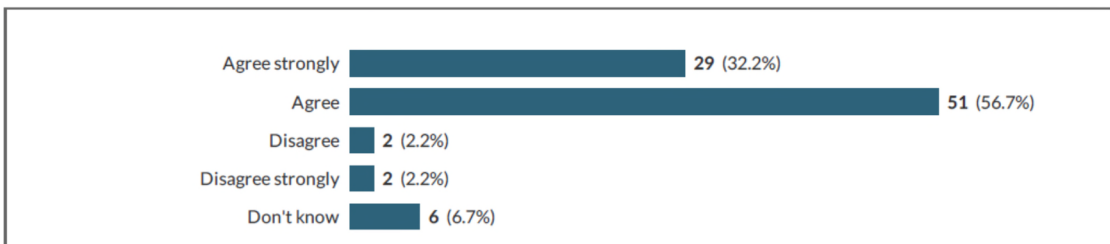
50.3.a My institution promotes better health and well-being at work



51 I think that staff at my institution are treated fairly, regardless of personal characteristics such as age, ethnicity, disability, gender or gender identify, in relation to:

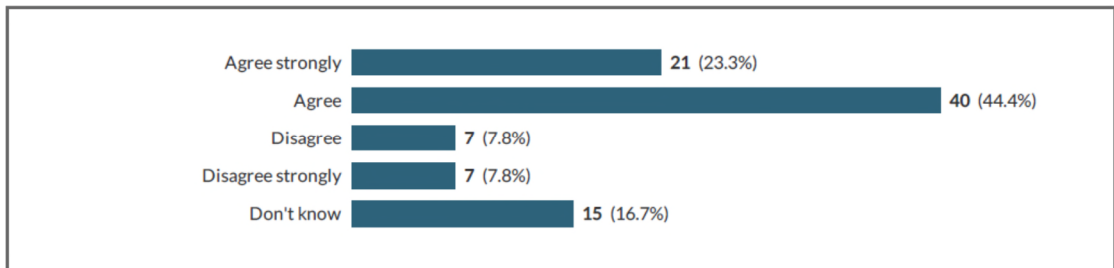
51.1 Access to training and development

51.1.a Access to training and development



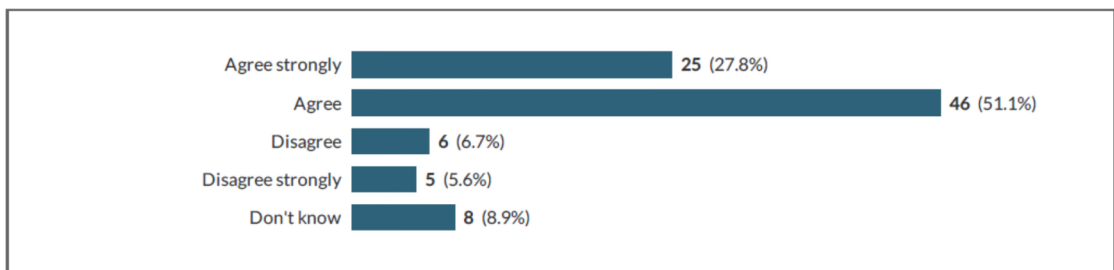
51.2 Career progression / promotion

51.2.a Career progression / promotion



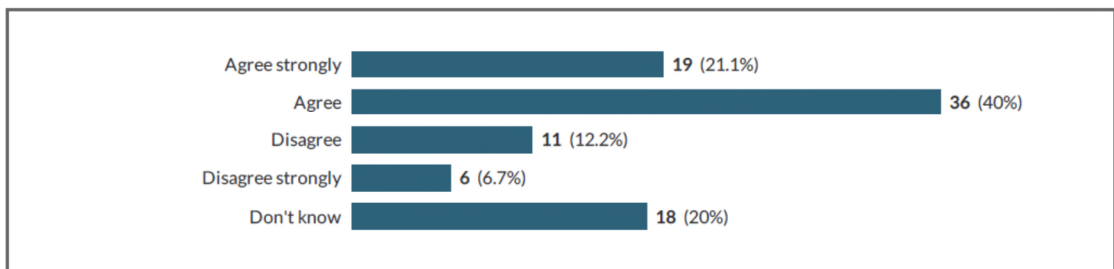
51.3 Day to day treatment at work

51.3.a Day to day treatment at work



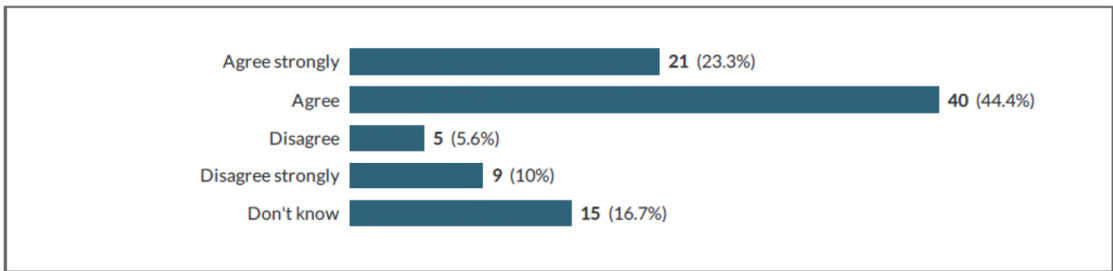
51.4 Participation in decision making

51.4.a Participation in decision making



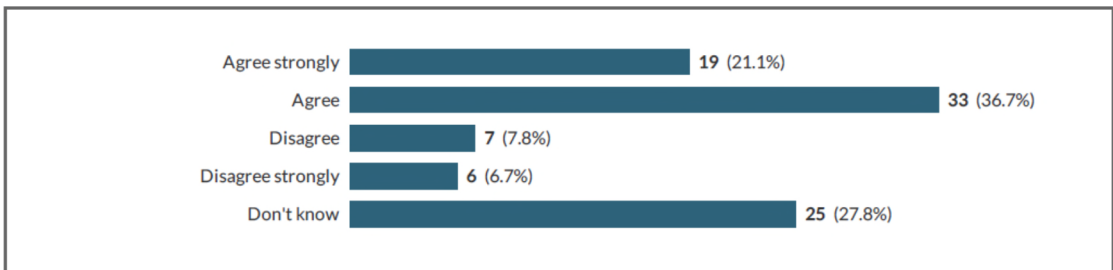
51.5 Recruitment and selection

51.5.a Recruitment and selection



51.6 Reward

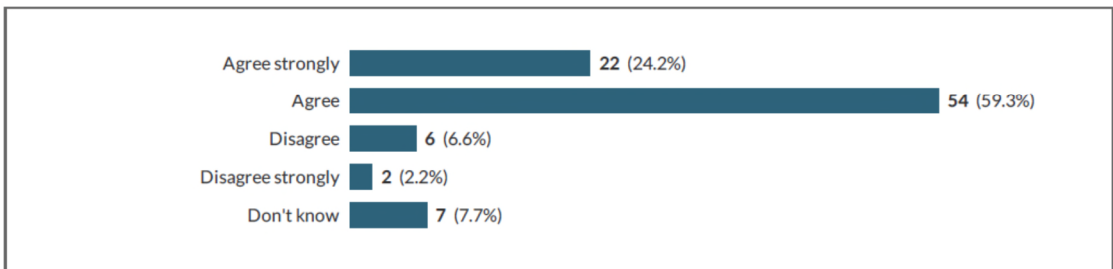
51.6.a Reward



52 Overall, I think that staff at my institution are treated fairly irrespective of their:

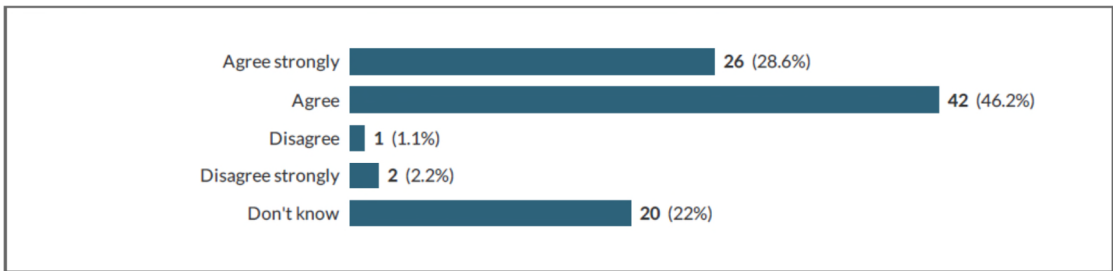
52.1 Age

52.1.a Age



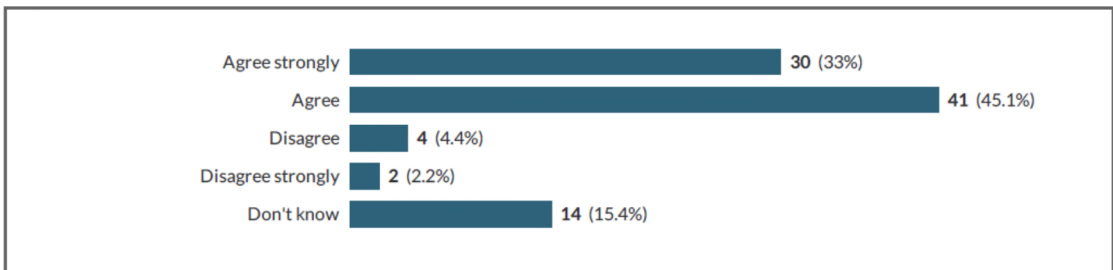
52.2 Disability

52.2.a Disability



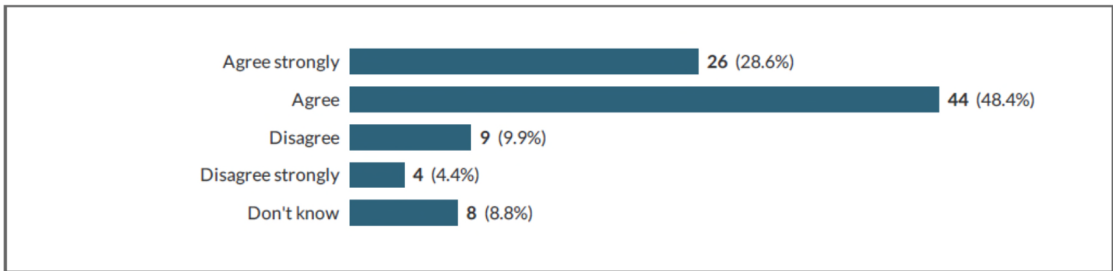
52.3 Ethnicity

52.3.a Ethnicity



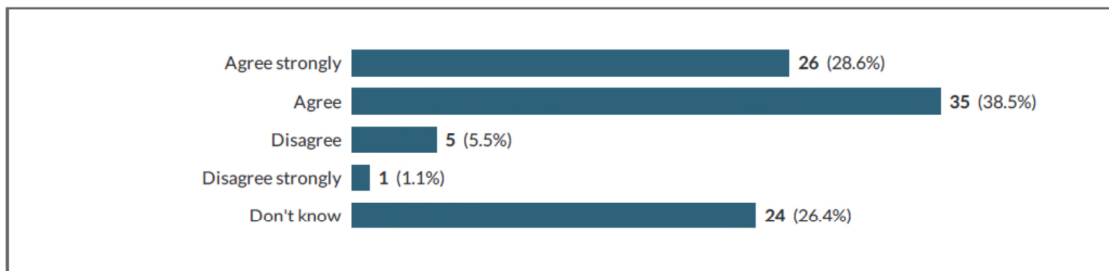
52.4 Gender

52.4.a Gender



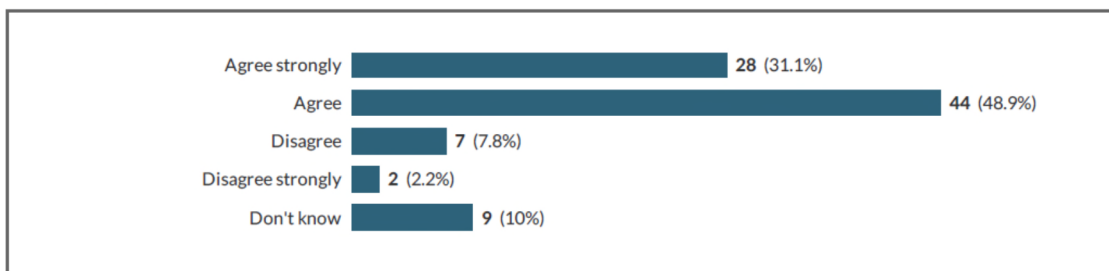
52.5 Gender identity

52.5.a Gender identity



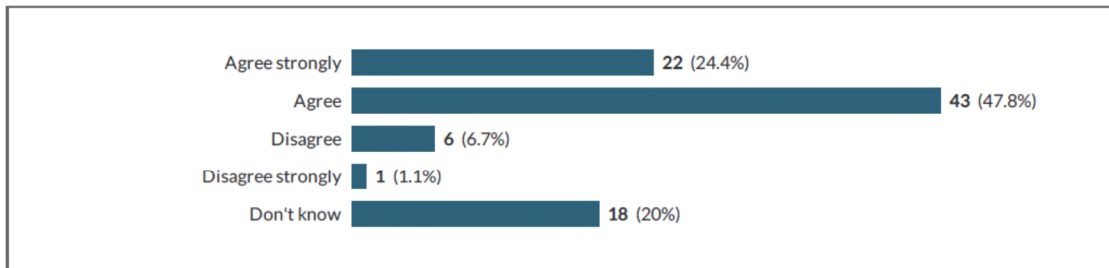
52.6 Nationality

52.6.a Nationality



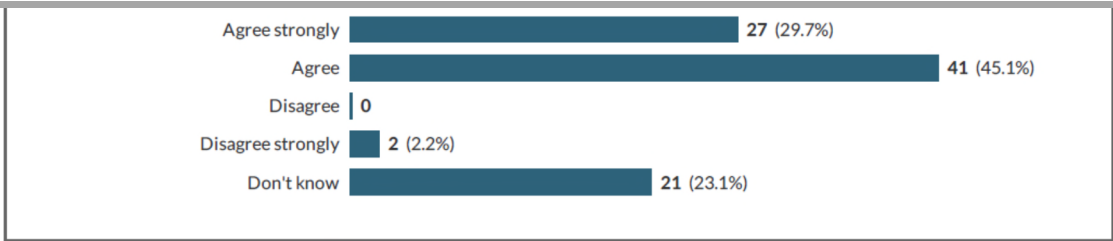
52.7 Pregnancy and maternity

52.7.a Pregnancy and maternity



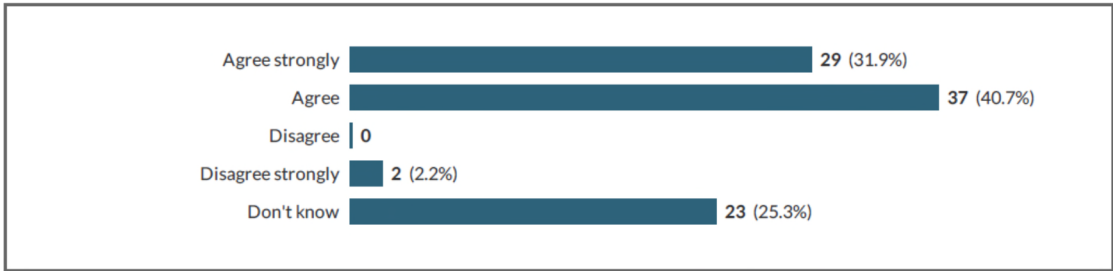
52.8 Religion/belief

52.8.a Religion/belief

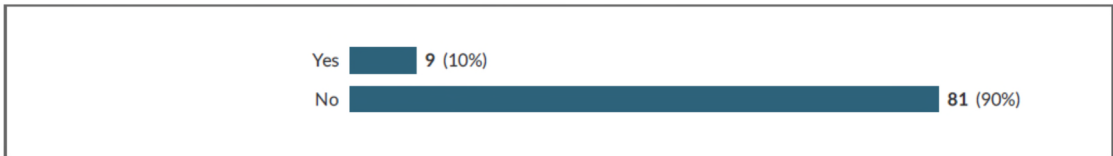


52.9 Sexual orientation

52.9.a Sexual orientation



53 Have you ever felt that you have been discriminated against in your post?



53.a If YES, please explain in what way you were discriminated against.

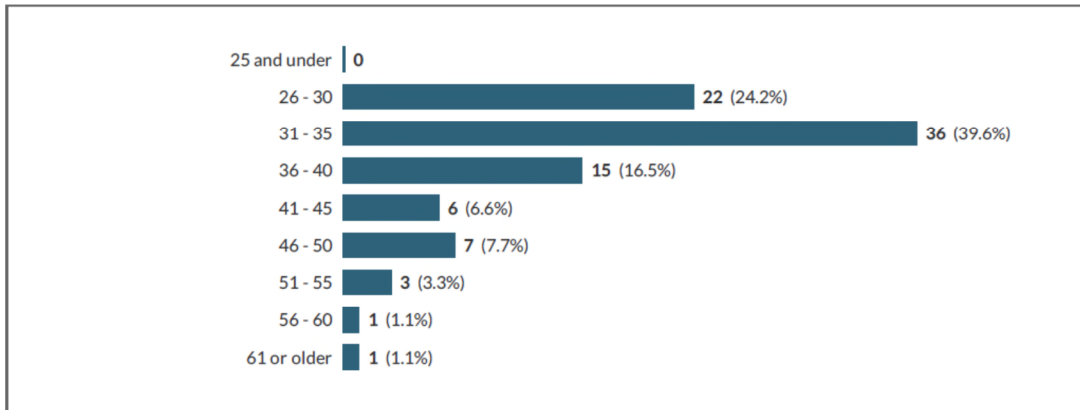
- This information can be obtained from the author

54 Please provide any additional comments you have about diversity and equality.

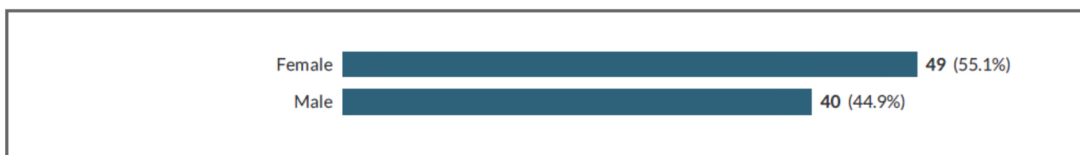
- This information can be obtained from the author

Section 6 - About you.

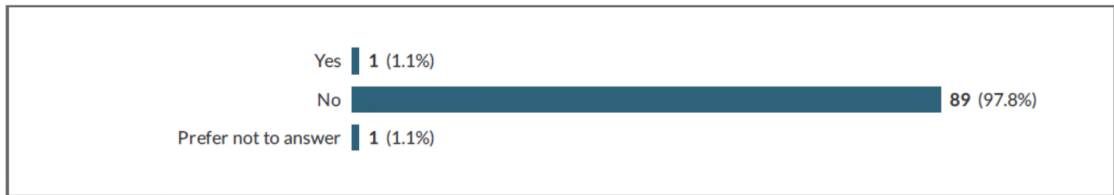
55 What is your age?



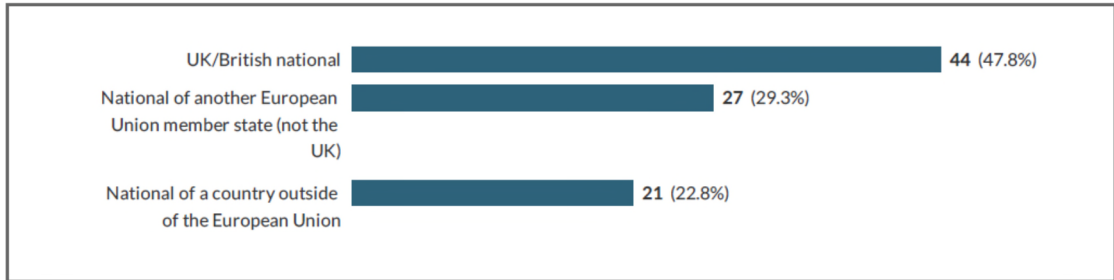
56 What is your gender?



57 Do you consider yourself disabled?

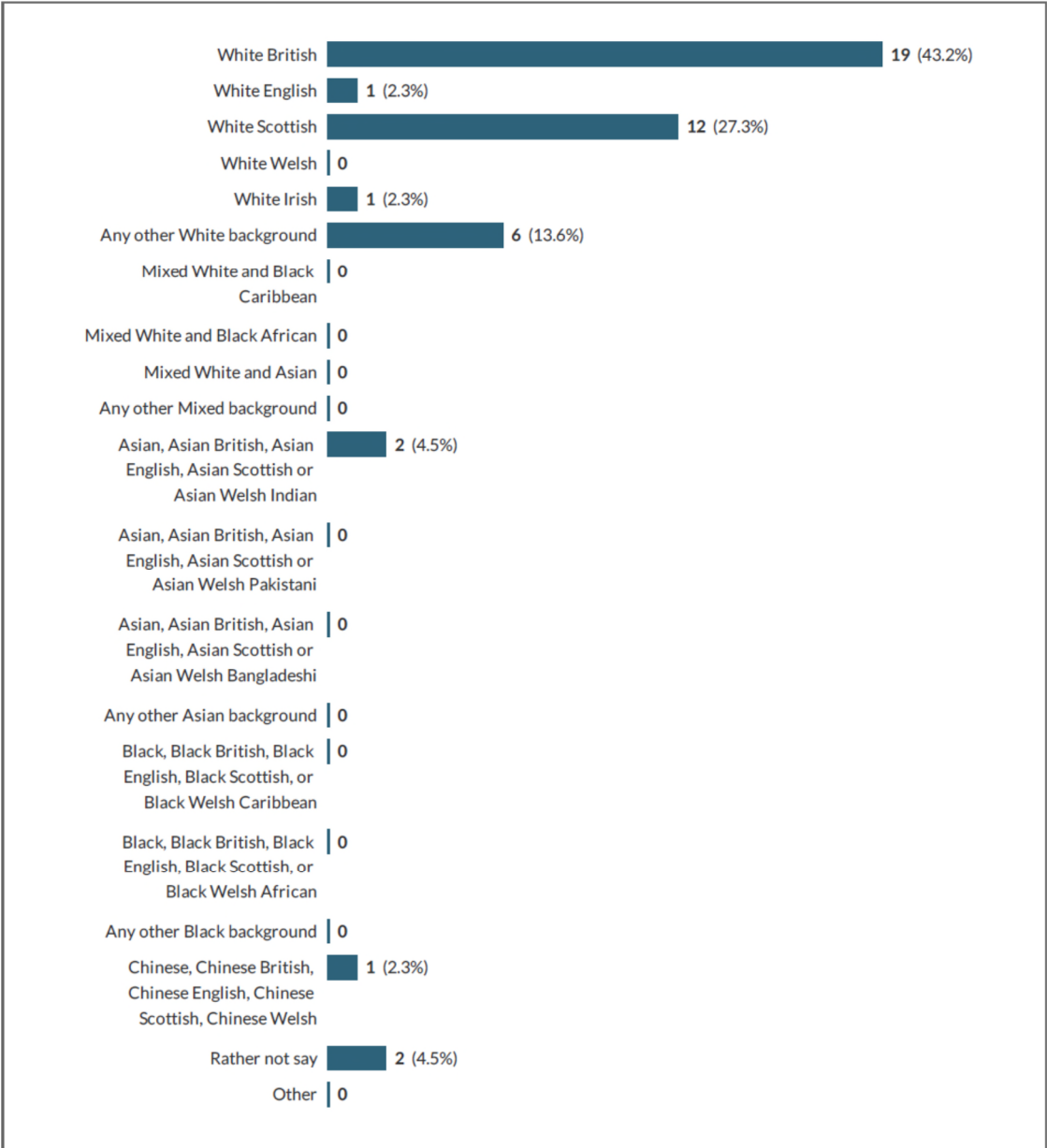


58 What is your nationality?



Section 6 - About you.

59 As a UK/British national, how would you classify your ethnic group and cultural background?



60 Please provide any final, additional comments.

- This information can be obtained from the author