

Total responses: 78

		10 highest scoring (%)	10 most improved		>5% above benchmark
		10 lowest scoring (%)	10 least improved		>5% below benchmark
	% institutional +ve response 2015	% institutional +ve response 2017	Change 2015-17 (% points)	National aggregated average +ve response 2017	Institutional/national difference 2017 (% points)
10. To what extent do you agree that your institution both recognises and values the contributions that you make to:					
10.1.a. Grant/funding applications?	43.5	61.1	17.6	49.8	11.3
10.2.a. Knowledge transfer and commercialisation activities?	38.0	44.9	6.9	41.7	3.2
10.3.a. Managing budgets/resources?	32.6	37.2	4.6	30.7	6.5
10.4.a. Peer reviewing?	37.0	46.2	9.2	32.8	13.4
10.5.a. Publications?	87.0	91	4.0	75.4	15.6
10.6.a. Public engagement with research?	48.9	58.5	9.6	55.4	3.1
10.7.a. Supervising/managing staff?	30.4	38.5	8.1	32.6	5.9
10.8.a. Supervising research students?	42.4	48.8	6.4	43.4	5.4
10.9.a. Teaching and lecturing?	47.8	50	2.2	37.4	12.6
11. 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:					
11.1.a. Access to training and development opportunities?	84.8	97.4	12.6	83.2	14.2
11.2.a. Opportunities to attend conferences and external meetings?	79.3	88.5	9.2	77.2	11.3
11.3.a. Opportunities to participate in decision-making processes (e.g. committees)?	44.6	55.1	10.5	48.4	6.7
11.4.a. Opportunities for promotion and progression?	29.3	34.6	5.3	34.2	0.4
11.5.a. Requests for flexible working?	71.7	71.8	0.1	70.1	1.7
11.6.a. Terms and conditions of employment (excluding any fixed-term nature of contract)?	47.8	59	11.2	55	4
11.7.a. Visibility on websites and staff directories?	77.2	89.8	12.6	73.1	16.7
12. To what extent do you agree that:					
12.1.a. You are integrated into your department's research community?	75.0	79.5	4.5	76.5	3
12.2.a. You are integrated into your departmental community more widely?	-	79.5	N/A	67.3	12.2
12.2.a. You are integrated into your institution's research community?	63.0	67	4.0	28	39
12.3.a. You are integrated into your wider disciplinary community?	71.7	75.7	4.0	65.2	10.5
13. Over the past two years (or since taking up your current position if that is more recent) have you participated in staff appraisal/review?	52.2	55.1	2.9		
14. You have not participated in appraisal because:			On probation (14.3), Recently appointed (25.7), Not invited to do so (51.4), haven't arranged it yet (5.7), Other (2.9)		
15. How would you rate the usefulness of your institution's staff review/appraisal scheme:					
15.1.a. Overall?	56.3	65.2	9.0	57.9	7.3
15.2.a. For you to highlight issues?	58.3	81.4	23.1	61.7	19.7
15.3.a. In helping you focus on your career aspirations and how these are met by your current role?	56.3	69.8	13.6	48.9	20.9
15.4.a. In identifying your strengths and achievements?	47.9	60.4	12.5	59.4	1
15.5.a. In leading to training or other continuing professional development opportunities?	37.5	53.5	16.0	38.2	15.3
15.6.a. In leading to changes in work practices?	29.2	41.3	12.1	32.1	9.2
15.7.a. In reviewing your personal progress?	50.0	78.8	28.8	63.8	15
16. How would you rate your knowledge and understanding of the following UK initiatives relevant to research staff?					
16.1.a. Athena Swan Gender Equality Charter Mark	69.6	94.8	25.2	89.7	5.1
16.10.a. Research Excellence Framework (REF)	88.0	92.3	4.3	91.6	0.7
16.11.a. Vitae	54.3	61.8	7.5	56.7	5.1
16.12.a. Vitae Researcher Development Framework (RDF)	42.4	52.6	10.2	40.4	12.2
16.2.a. Concordat for Engaging the Public with Research	31.5	43.6	12.1	42	1.6
16.3.1 Concordat on Open Research Data	-	50	N/A	49.3	0.7
16.4.a. Concordat to Support the Career Development of Researchers	32.6	47.4	14.8	41.3	6.1
16.5.a. Concordat to Support Research Integrity	21.7	32.1	10.4	32.7	-0.6
16.6.a. European 'HR Excellence in Research' Award recognition	38.0	44.8	6.8	40	4.8

16.7.a. National Co-ordinating Centre for Public Engagement (NCCPE)	9.8	20.8	11.0	23.9	-3.1					
16.8.a. ECU Race Equality Charter		29.5	29.5	30.9	-1.4					
16.9.a. RCUK 'Pathways to Impact'	57.6	74.4	16.8	64.6	9.8					
18. Have you been recruited into your current post in the last two years? (Answering Yes)	59.8	62.8	3.0	54	8.8					
20. During the application process, which of the following were you provided with? Yes (of those recruited in last 2 years)										
20.1.a. A written description summary of what the job entailed (job description)	85.5	91.8	6.3	98	-6.2					
20.2.a. Details of the qualifications required of the post-holder	89.1	89.8	0.7	97.6	-7.8					
20.3.a. Details of the specialist research skills required of the post-holder	89.1	87.8	-1.3	91.2	-3.4					
20.4.a. Details of the transferable/personal/management skills required of the post-holder	70.9	75.5	4.6	87.8	-12.3					
21. When you started with your current employer how useful did you find the following? Useful/Very										
21.1.a. Institutional-wide induction programmes	56.0	58.4	2.4	37.9	20.5					
21.2.a. Departmental/faculty/unit induction programme	71.4	43.8	-27.6	45.8	-2.0					
21.3.a. Local induction to your current role	90.0	62.5	-27.5	63.2	-0.7					
23. To what extent do you agree that:										
23.1.a. You are encouraged to engage in personal and career development?	68.5	85.9	17.4	76.3	9.6					
23.2.a. You take ownership of your career development?	84.8	95.4	10.6	88	7.4					
23.3.a. You have a clear career development plan?	58.7	63.1	4.4	53.7	9.4					
23.4.a. You maintain a formal record of your continuing professional development activities?	45.7	60.3	14.6	61.3	-1					
23.5.a. You use the Vitae Researcher Development Framework to support your continuing professional development activity?	13.0	19.2	6.2	11.8	7.4					
24. In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities?	2015 Undertaken %	2017 Undertaken %	Change 2015-17 (% points)	National aggregated average +ve response 2017	Institutional/national difference 2017 (% points)	Would like to %	Change 2015-17 (% points) (Would like to)	National aggregated average +ve response 2017	Institutional/national difference 2017 (% points)	
24.1.a. Career management	18.5	25.6	7.1	18.6	7.0	59.0	6.8	56.7	2.3	
24.10.a. Public engagement	17.4	17.9	0.5	25.0	-7.1	60.3	7.0	49.2	11.1	
24.11.a. Research impact	18.5	23.1	4.6	25.9	-2.8	64.1	3.2	57.6	6.5	
24.12.a. Research skills and techniques	29.3	35.9	6.6	43.6	-7.7	47.4	1.7	38.8	8.6	
24.13.a. Supervision of doctoral/masters students	23.9	23.1	-0.8	36.0	-12.9	51.3	-9.6	45.9	5.4	
24.14.a. Teaching or lecturing	34.8	29.5	-5.3	37.3	-7.8	51.3	8.9	41.5	9.8	
24.15.a. Being mentored	22.8	16.7	-6.1	23.5	-6.8	50.0	6.5	45.4	4.6	
24.2.a. Collaboration and teamworking	17.4	25.6	8.2	23.9	1.7	48.7	0.9	42.5	6.2	
24.3.a. Communication and dissemination	28.3	28.6	0.3	31.4	-2.8	53.2	13.0	44.7	8.5	
24.4.a. Equality and diversity	26.1	51.9	25.8	45.6	6.3	23.4	-0.5	20	3.4	
24.5.a. Ethical research conduct	10.9	21.8	10.9	34.8	-13.0	33.3	2.9	28.4	4.9	
24.6.a. Interdisciplinary research	12.0	10.3	-1.7	20.5	-10.2	61.5	5.0	53.5	8.0	
24.7.a. Knowledge exchange	15.2	15.8	0.6	17.5	-1.7	53.9	-1.5	54.2	-0.3	
24.8.a. Leadership and management	17.4	20.5	3.1	21.6	-1.1	52.6	-3.9	54	-1.4	
24.9.a. Personal effectiveness	17.4	16.7	-0.7	20.0	-3.3	62.8	13.9	50.4	12.4	
28. a) Working with others	2015 Undertaken %	2017 Undertaken %	Change 2015-17 (% points)	National aggregated average +ve response	Institutional/national difference 2017 (%)	Would like to %	Change 2015-17 (% points)	National aggregated average +ve response	Institutional/national difference 2017	
34 ir 28.a. Collaborate with colleagues outside the UK	85.9	73.1	-12.8	68.8	4.3	25.6	14.7	28	-2.4	
28.b. Collaborate in research with businesses or other non-academic research users	27.2	26.9	-0.3	47.7	-20.8	48.7	-4.6	37.6	11.1	
28.c. Interdisciplinary research projects	52.2	53.8	1.6	59.6	-5.8	39.7	-0.5	35.4	4.3	
28.d. Mentor and support other researchers	44.6	33.3	-11.3	41.7	-8.4	44.9	3.6	41.6	3.3	
35 ir 28.e. Supervise undergraduate or postgraduate research projects	59.8	55.1	-4.7	62.6	-7.5	38.5	7.0	28.4	10.1	
28.f. Undertake an internship/placement outside higher education research	10.9	10.3	-0.6	10.8	-0.5	37.2	-1.9	43.7	-6.5	
28.g. Work as part of a cross-disciplinary team	43.5	39.7	-3.8	52.6	-12.9	44.9	-2.9	40	4.9	
29. Research and financial management	2015 Undertaken %	2017 Undertaken %	Change 2015-17 (% points)	National aggregated average +ve response 2017	Institutional/national difference 2017 (% points)	Would like to %	Change 2015-17 (% points) (Would like to)	National aggregated average +ve response 2017	Institutional/national difference 2017 (% points)	
29.a. Manage a budget	42.4	24.4	-18.0	42.1	-17.7	51.3	-2.4	41.6	9.7	
29.b. Plan and manage a project	40.2	41.0	0.8	54.9	-13.9	48.7	3.5	38.9	9.8	
29.c. Write a grant/funding proposal	46.7	44.9	-0.5	57.4	-12.5	46.2	-2.7	36.7	9.5	
36 ir 30. Engagement and impact	2015 Undertaken %	2017 Undertaken %	Change 2015-17 (% points)	National aggregated average +ve response 2017	Institutional/national difference 2017 (% points)	Would like to %	Change 2015-17 (% points) (Would like to)	National aggregated average +ve response 2017	Institutional/national difference 2017 (% points)	
30.a. Engage with policymakers and end users	22.8	18.4	-4.4	33.4	-15.0	48.7	5.6	45.4	3.3	
30.b. Knowledge exchange	19.6	19.5	-0.1	35.9	-16.4	62.3	4.0	49.6	12.7	
30.c. Participate in public engagement activities	43.5	42.9	-0.6	50.2	-7.3	42.9	-5.9	34.7	8.2	
30.d. Teach or lecture	62.0	54.5	-7.5	59.2	-4.7	26	-5.3	26.6	-0.6	

31. Communication and dissemination	2015 Undertaken %	2017 Undertaken %	Change 2015-17 (% points)	National aggregated average +ve response 2017	Institutional/national difference 2017 (% points)	Would like to %	Change 2015-17 (% points) (Would like to)	National aggregated average +ve response 2017	Institutional/national difference 2017 (% points)
31.a. Present work at a conference orally	88.0	80.8	-7.2	84.3	-3.5	17.9	-5.9	13.1	4.8
31.b. Write up research for publication as first author	85.9	80.8	-5.1	81.2	-0.4	17.9	-3.8	17.6	0.3
34. Do you have current caring responsibilities e.g. for children or adults? (answering Yes)	31.5	26	-5.5	-	-				
34.a. If you answered yes, do you feel these caring responsibilities have a negative impact on your career? (answering No)	62.1	53.8	-8.3	-	-				
35. Do you have a positive working relationship with your PI/manager?	84.8	83.1	-1.7	-	-				
36. Do you have a positive working relationship with others in your research group?	87.0	92.3	5.3	-	-				
37. How would you describe your working hours?	64.1	60.3	-3.8	-	-				
38. Are you granted annual leave when you request it?	91.3	94.6	3.3	-	-				
41. I am aware who the research representative is in my school	60.9	47.4	-13.5	-	-				
42. I am aware of the funding opportunities for research staff offered by CAPOD	59.8	58.4	-1.4	-	-				
43. I am aware of the Research and Teaching Staff Forum at the University of St Andrews	46.7	46.2	-0.5	-	-				
44. I am aware of the Early Career Academic Mentoring Scheme, co-ordinated by CAPOD	73.9	75.6	1.7	-	-				
45. I am aware of the University's Health Working Lives programme	20.7	58.4	37.7	-	-				
45. I am aware that the Careers Centre offers support for research staff	63.0	-	-	-	-				
46. I am aware of the University's Equality Policy	42.4	90.7	48.3	-	-				
47. I am aware of the University's Good Research Practice Policy and Procedures		71.8	71.8	-	-				
48. I would value the opportunity to network with other research staff in my discipline	90.2	93.4	3.2	-	-				
49. I would value the opportunity to network with research staff in other disciplines.	87.0	81.6	-5.4	-	-				
52. Please indicate your level of agreement or disagreement with the following statements.									
52.1.a. I believe my institution is committed to equality and diversity	83.7	91.1	7.4	86.5	4.6				
52.2.a. I am satisfied with my work-life balance	80.4	76.9	-3.5	33.1	43.8				
52.3.a. My institution promotes better mental health and well-being at work	56.5	66.7	10.2	50.5	16.2				
53. 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:									
53.a. Access to training and development	87.0	92.3	5.3	82.8	9.5				
53.b. Career progression / promotion	65.2	70.5	5.3	57.1	13.4				
53.c. Day to day treatment at work	77.2	82.1	4.9	78.3	3.8				
53.d. Participation in decision making	59.8	68	8.2	59.5	8.5				
53.e. Recruitment and selection	66.3	73.1	6.8	65.7	7.4				
53.f. Reward	55.4	48.9	-6.5	51.9	-3				
54. Overall, I think that staff at my institution are treated fairly irrespective of their:									
54.1.a. Adoption and parental leave	82.6	66.7	-15.9	57	9.7				
54.10.a. Religion/belief	75.0	78.2	3.2	72.5	5.7				
54.11.a. Sexual orientation	71.7	73.4	1.7	71	2.4				
54.2.a. Age	82.6	75.4	-7.2	71.8	3.6				
54.3.a. Caring Responsibilities		65.4	65.4	58.9	6.5				
54.4.a. Disability	72.8	71.8	-1.0	69.4	2.4				
54.5.a. Ethnicity	77.2	82.1	4.9	73.7	8.4				
54.6.a. Gender	75.0	83.3	8.3	72.8	10.5				
54.7.a. Gender identity	66.3	73.1	6.8	62.2	10.9				
54.8.a. Nationality	78.3	85.5	7.2	77.3	8.2				
54.9.a. Pregnancy and maternity	70.7	63.7	-7.0	60.2	3.5				
55. Have you ever felt that you have been discriminated against in your post? (Answering No)	88.0	92.3	4.3	88.1	4.2				