

University of St Andrews PIRLS 2019

Showing 358 of 358 responses

Showing **all** responses

Hiding **25** questions

Containing responses from **2** surveys - [view survey details](#)

Section A - Your experience as a principal investigator/research leader.

1 How long have you been a PI/research leader?

Option	Your survey (204 responses)		Comparison (152 responses)		Total (356 responses)	
	Raw	%	Raw	%	Raw	%
less than 1 year	8	3.92%	6	3.95%	14	3.93%
1 year	4	1.96%	4	2.63%	8	2.25%
2 years	10	4.90%	9	5.92%	19	5.34%
3 years	9	4.41%	9	5.92%	18	5.06%
4 years	8	3.92%	9	5.92%	17	4.78%
5 years	16	7.84%	14	9.21%	30	8.43%
6 years	15	7.35%	6	3.95%	21	5.90%
7 years	7	3.43%	8	5.26%	15	4.21%
8 years	7	3.43%	5	3.29%	12	3.37%
9 years	5	2.45%	3	1.97%	8	2.25%
10 years	12	5.88%	11	7.24%	23	6.46%
more than 10 years	103	50.49%	68	44.74%	171	48.03%

2 How long have you been a PI/research leader in your current institution?

Option	Your survey (201 responses)		Comparison (150 responses)		Total (351 responses)	
	Raw	%	Raw	%	Raw	%

less than 1 year	12	5.97%	15	10.00%	27	7.69%
1 year	10	4.98%	6	4.00%	16	4.56%
2 years	15	7.46%	16	10.67%	31	8.83%
3 years	14	6.97%	9	6.00%	23	6.55%
4 years	15	7.46%	16	10.67%	31	8.83%
5 years	17	8.46%	16	10.67%	33	9.40%
6 years	20	9.95%	7	4.67%	27	7.69%
7 years	8	3.98%	9	6.00%	17	4.84%
8 years	9	4.48%	8	5.33%	17	4.84%
9 years	3	1.49%	1	0.67%	4	1.14%
10 years	8	3.98%	5	3.33%	13	3.70%
more than 10 years	70	34.83%	42	28.00%	112	31.91%

3 What is your main subject specialism?

Option	Your survey (206 responses)		Comparison (151 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
A1 Clinical Medicine	1	0.49%	5	3.31%	6	1.68%
A2 Public Health, Health Services and Primary Care	3	1.46%	2	1.32%	5	1.40%
A3 Allied Health Professions, Dentistry, Nursing and Pharmacy	0	0.00%	0	0.00%	0	0.00%
A4 Psychology, Psychiatry and Neuroscience	12	5.83%	11	7.28%	23	6.44%
A5 Biological Sciences	38	18.45%	34	22.52%	72	20.17%
A6 Agriculture, Veterinary and Food Science	0	0.00%	0	0.00%	0	0.00%
B7 Earth Systems and Environmental Sciences	9	4.37%	5	3.31%	14	3.92%
B8 Chemistry	14	6.80%	8	5.30%	22	6.16%
B9 Physics	18	8.74%	10	6.62%	28	7.84%
B10 Mathematical Sciences	13	6.31%	8	5.30%	21	5.88%
B11 Computer Science and Informatics	10	4.85%	12	7.95%	22	6.16%
B12 Aeronautical, Mechanical, Chemical and Manufacturing Engineering	0	0.00%	0	0.00%	0	0.00%

B13 Electrical and Electronic Engineering, Metallurgy and Materials	0	0.00%	0	0.00%	0	0.00%
B14 Civil and Construction Engineering	0	0.00%	0	0.00%	0	0.00%
B15 General Engineering	0	0.00%	0	0.00%	0	0.00%
C16 Architecture, Built Environment and Planning	0	0.00%	0	0.00%	0	0.00%
C17 Geography, Environmental Studies and Archaeology	9	4.37%	6	3.97%	15	4.20%
C18 Economics and Econometrics	5	2.43%	4	2.65%	9	2.52%
C19 Business and Management Studies	9	4.37%	8	5.30%	17	4.76%
C20 Law	0	0.00%	0	0.00%	0	0.00%
C21 Politics and International Studies	12	5.83%	2	1.32%	14	3.92%
C22 Social Work and Social Policy	0	0.00%	0	0.00%	0	0.00%
C23 Sociology	0	0.00%	0	0.00%	0	0.00%
C24 Anthropology and Development Studies	6	2.91%	2	1.32%	8	2.24%
C25 Education	1	0.49%	0	0.00%	1	0.28%
C26 Sport and Exercise Sciences, Leisure and Tourism	0	0.00%	0	0.00%	0	0.00%
D27 Area Studies	0	0.00%	0	0.00%	0	0.00%
D28 Modern Languages and Linguistics	9	4.37%	8	5.30%	17	4.76%
D29 English Language and Literature	5	2.43%	2	1.32%	7	1.96%
D30 History	10	4.85%	13	8.61%	23	6.44%
D31 Classics	7	3.40%	3	1.99%	10	2.80%
D32 Philosophy	1	0.49%	0	0.00%	1	0.28%
D33 Theology and Religious Studies	5	2.43%	3	1.99%	8	2.24%
D34 Art and Design: History, Practice and Theory	6	2.91%	4	2.65%	10	2.80%
D35 Music, Drama, Dance and Performing Arts	2	0.97%	1	0.66%	3	0.84%
D36 Communication, Cultural and Media Studies, Library and Information Management	1	0.49%	0	0.00%	1	0.28%

4 For how many people are you responsible?

4.1 Academic staff

4.1.a Academic staff - Please select one response per row

Option	Your survey (162 responses)		Comparison (119 responses)		Total (281 responses)	
	Raw	%	Raw	%	Raw	%
None	122	75.31%	89	74.79%	211	75.09%
1	13	8.02%	8	6.72%	21	7.47%
2-3	9	5.56%	3	2.52%	12	4.27%
4-6	3	1.85%	8	6.72%	11	3.91%
7-10	4	2.47%	1	0.84%	5	1.78%
11-20	2	1.23%	2	1.68%	4	1.42%
>20	9	5.56%	8	6.72%	17	6.05%

4.2 Postgraduate research students

4.2.a Postgraduate research students - Please select one response per row

Option	Your survey (191 responses)		Comparison (147 responses)		Total (338 responses)	
	Raw	%	Raw	%	Raw	%
None	20	10.47%	13	8.84%	33	9.76%
1	26	13.61%	25	17.01%	51	15.09%
2-3	70	36.65%	66	44.90%	136	40.24%
4-6	60	31.41%	33	22.45%	93	27.51%
7-10	5	2.62%	5	3.40%	10	2.96%
11-20	3	1.57%	2	1.36%	5	1.48%
>20	7	3.66%	3	2.04%	10	2.96%

4.3 Research staff

4.3.a Research staff - Please select one response per row

Option	Your survey (171 responses)		Comparison (126 responses)		Total (297 responses)	
	Raw	%	Raw	%	Raw	%
None	65	38.01%	46	36.51%	111	37.37%
1	43	25.15%	36	28.57%	79	26.60%

2-3	39	22.81%	27	21.43%	66	22.22%
4-6	13	7.60%	9	7.14%	22	7.41%
7-10	6	3.51%	5	3.97%	11	3.70%
11-20	2	1.17%	1	0.79%	3	1.01%
>20	3	1.75%	2	1.59%	5	1.68%

4.4 Technical support staff

4.4.a Technical support staff - Please select one response per row

Option	Your survey (136 responses)		Comparison (107 responses)		Total (243 responses)	
	Raw	%	Raw	%	Raw	%
None	106	77.94%	72	67.29%	178	73.25%
1	19	13.97%	23	21.50%	42	17.28%
2-3	5	3.68%	8	7.48%	13	5.35%
4-6	3	2.21%	3	2.80%	6	2.47%
7-10	1	0.74%	0	0.00%	1	0.41%
11-20	1	0.74%	1	0.93%	2	0.82%
>20	1	0.74%	0	0.00%	1	0.41%

4.5 Administrative support staff

4.5.a Administrative support staff - Please select one response per row

Option	Your survey (136 responses)		Comparison (101 responses)		Total (237 responses)	
	Raw	%	Raw	%	Raw	%
None	112	82.35%	73	72.28%	185	78.06%
1	9	6.62%	16	15.84%	25	10.55%
2-3	7	5.15%	5	4.95%	12	5.06%
4-6	7	5.15%	6	5.94%	13	5.49%
7-10	0	0.00%	1	0.99%	1	0.42%
11-20	0	0.00%	0	0.00%	0	0.00%
>20	1	0.74%	0	0.00%	1	0.42%

Section B - Recognition and value.

5 a) Research activity

5.1 Academic collaborations (including interdisciplinary and international)

5.1.a Academic collaborations (including interdisciplinary and international) - My institution recognises and values the contribution I make to:

Option	Your survey (206 responses)		Comparison (151 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	58	28.16%	50	33.11%	108	30.25%
Agree	119	57.77%	80	52.98%	199	55.74%
Disagree	24	11.65%	14	9.27%	38	10.64%
Disagree strongly	5	2.43%	4	2.65%	9	2.52%
N/A	0	0.00%	3	1.99%	3	0.84%

5.1.b Academic collaborations (including interdisciplinary and international) - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (205 responses)		Comparison (151 responses)		Total (356 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	156	76.10%	108	71.52%	264	74.16%
Agree	45	21.95%	39	25.83%	84	23.60%
Disagree	3	1.46%	4	2.65%	7	1.97%
Disagree strongly	0	0.00%	0	0.00%	0	0.00%
N/A	1	0.49%	0	0.00%	1	0.28%

5.2 Advancing your research area

5.2.a Advancing your research area - My institution recognises and values the contribution I make to:

Option	Your survey (205 responses)		Comparison (149 responses)		Total (354 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	51	24.88%	55	36.91%	106	29.94%
Agree	124	60.49%	77	51.68%	201	56.78%
Disagree	26	12.68%	12	8.05%	38	10.73%
Disagree strongly	3	1.46%	4	2.68%	7	1.98%
N/A	1	0.49%	1	0.67%	2	0.56%

5.2.b Advancing your research area - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (206 responses)		Comparison (150 responses)		Total (356 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	158	76.70%	120	80.00%	278	78.09%
Agree	48	23.30%	28	18.67%	76	21.35%
Disagree	0	0.00%	1	0.67%	1	0.28%
Disagree strongly	0	0.00%	0	0.00%	0	0.00%
N/A	0	0.00%	1	0.67%	1	0.28%

5.3 Collaborations outside HE (with other sectors, research users)

5.3.a Collaborations outside HE (with other sectors, research users) - My institution recognises and values the contribution I make to:

Option	Your survey (205 responses)		Comparison (152 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	38	18.54%	40	26.32%	78	21.85%
Agree	116	56.59%	73	48.03%	189	52.94%
Disagree	22	10.73%	13	8.55%	35	9.80%
Disagree strongly	2	0.98%	3	1.97%	5	1.40%

N/A	27	13.17%	23	15.13%	50	14.01%
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5.3.b Collaborations outside HE (with other sectors, research users) - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (204 responses)		Comparison (151 responses)		Total (355 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	71	34.80%	51	33.77%	122	34.37%
Agree	94	46.08%	65	43.05%	159	44.79%
Disagree	25	12.25%	23	15.23%	48	13.52%
Disagree strongly	1	0.49%	2	1.32%	3	0.85%
N/A	13	6.37%	10	6.62%	23	6.48%

5.4 Good research conduct (ethics, intellectual property, etc)

5.4.a Good research conduct (ethics, intellectual property, etc) - My institution recognises and values the contribution I make to:

Option	Your survey (205 responses)		Comparison (152 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	67	32.68%	49	32.24%	116	32.49%
Agree	107	52.20%	78	51.32%	185	51.82%
Disagree	17	8.29%	13	8.55%	30	8.40%
Disagree strongly	3	1.46%	3	1.97%	6	1.68%
N/A	11	5.37%	9	5.92%	20	5.60%

5.4.b Good research conduct (ethics, intellectual property, etc) - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (204 responses)		Comparison (151 responses)		Total (355 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	132	64.71%	90	59.60%	222	62.54%

Agree	67	32.84%	59	39.07%	126	35.49%
Disagree	2	0.98%	1	0.66%	3	0.85%
Disagree strongly	0	0.00%	0	0.00%	0	0.00%
N/A	3	1.47%	1	0.66%	4	1.13%

5.5 Research outputs, including publications

5.5.a Research outputs, including publications - My institution recognises and values the contribution I make to:

Option	Your survey (206 responses)		Comparison (152 responses)		Total (358 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	108	52.43%	96	63.16%	204	56.98%
Agree	85	41.26%	46	30.26%	131	36.59%
Disagree	9	4.37%	5	3.29%	14	3.91%
Disagree strongly	2	0.97%	4	2.63%	6	1.68%
N/A	2	0.97%	1	0.66%	3	0.84%

5.5.b Research outputs, including publications - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (205 responses)		Comparison (151 responses)		Total (356 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	160	78.05%	115	76.16%	275	77.25%
Agree	44	21.46%	35	23.18%	79	22.19%
Disagree	0	0.00%	0	0.00%	0	0.00%
Disagree strongly	0	0.00%	0	0.00%	0	0.00%
N/A	1	0.49%	1	0.66%	2	0.56%

5.6 Securing research funding

5.6.a Securing research funding - My institution recognises and values the contribution I make to:

Option	Your survey (206 responses)		Comparison (151 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	92	44.66%	90	59.60%	182	50.98%
Agree	91	44.17%	50	33.11%	141	39.50%
Disagree	11	5.34%	7	4.64%	18	5.04%
Disagree strongly	2	0.97%	2	1.32%	4	1.12%
N/A	10	4.85%	2	1.32%	12	3.36%

5.6.b Securing research funding - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (205 responses)		Comparison (151 responses)		Total (356 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	104	50.73%	75	49.67%	179	50.28%
Agree	80	39.02%	65	43.05%	145	40.73%
Disagree	15	7.32%	8	5.30%	23	6.46%
Disagree strongly	2	0.98%	2	1.32%	4	1.12%
N/A	4	1.95%	1	0.66%	5	1.40%

6 b) Inspiring/leading other researchers

6.1 Building a research group

6.1.a Building a research group - My institution recognises and values the contribution I make to:

Option	Your survey (206 responses)		Comparison (149 responses)		Total (355 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	30	14.56%	28	18.79%	58	16.34%
Agree	107	51.94%	87	58.39%	194	54.65%

Disagree	37	17.96%	22	14.77%	59	16.62%
Disagree strongly	5	2.43%	2	1.34%	7	1.97%
N/A	27	13.11%	10	6.71%	37	10.42%

6.1.b Building a research group - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (204 responses)		Comparison (148 responses)		Total (352 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	117	57.35%	85	57.43%	202	57.39%
Agree	63	30.88%	51	34.46%	114	32.39%
Disagree	14	6.86%	6	4.05%	20	5.68%
Disagree strongly	0	0.00%	0	0.00%	0	0.00%
N/A	10	4.90%	6	4.05%	16	4.55%

6.2 Leading a research group

6.2.a Leading a research group - My institution recognises and values the contribution I make to:

Option	Your survey (205 responses)		Comparison (149 responses)		Total (354 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	27	13.17%	28	18.79%	55	15.54%
Agree	115	56.10%	84	56.38%	199	56.21%
Disagree	29	14.15%	19	12.75%	48	13.56%
Disagree strongly	6	2.93%	3	2.01%	9	2.54%
N/A	28	13.66%	15	10.07%	43	12.15%

6.2.b Leading a research group - I think this activity is very important in being a successful PI/research leader:

	Your survey (203 responses)	Comparison (146 responses)	Total (349 responses)

Option	Raw	%	Raw	%	Raw	%
Agree strongly	112	55.17%	78	53.42%	190	54.44%
Agree	67	33.00%	52	35.62%	119	34.10%
Disagree	12	5.91%	8	5.48%	20	5.73%
Disagree strongly	0	0.00%	0	0.00%	0	0.00%
N/A	12	5.91%	8	5.48%	20	5.73%

6.3 Motivating individuals

6.3.a Motivating individuals - My institution recognises and values the contribution I make to:

Option	Your survey (194 responses)		Comparison (147 responses)		Total (341 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	25	12.89%	20	13.61%	45	13.20%
Agree	102	52.58%	78	53.06%	180	52.79%
Disagree	55	28.35%	37	25.17%	92	26.98%
Disagree strongly	5	2.58%	5	3.40%	10	2.93%
N/A	7	3.61%	7	4.76%	14	4.11%

6.3.b Motivating individuals - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (194 responses)		Comparison (147 responses)		Total (341 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	118	60.82%	96	65.31%	214	62.76%
Agree	71	36.60%	47	31.97%	118	34.60%
Disagree	3	1.55%	3	2.04%	6	1.76%
Disagree strongly	0	0.00%	0	0.00%	0	0.00%
N/A	2	1.03%	1	0.68%	3	0.88%

6.4 Providing career development advice to others on careers inside higher education

6.4.a Providing career development advice to others on careers inside higher education - My institution recognises and values the contribution I make to:

Option	Your survey (205 responses)		Comparison (148 responses)		Total (353 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	24	11.71%	21	14.19%	45	12.75%
Agree	105	51.22%	75	50.68%	180	50.99%
Disagree	59	28.78%	34	22.97%	93	26.35%
Disagree strongly	5	2.44%	6	4.05%	11	3.12%
N/A	12	5.85%	12	8.11%	24	6.80%

6.4.b Providing career development advice to others on careers inside higher education - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (206 responses)		Comparison (147 responses)		Total (353 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	90	43.69%	57	38.78%	147	41.64%
Agree	100	48.54%	77	52.38%	177	50.14%
Disagree	8	3.88%	7	4.76%	15	4.25%
Disagree strongly	0	0.00%	1	0.68%	1	0.28%
N/A	8	3.88%	5	3.40%	13	3.68%

6.5 Providing career development advice to others on careers outside higher education

6.5.a Providing career development advice to others on careers outside higher education - My institution recognises and values the contribution I make to:

Option	Your survey (206 responses)		Comparison (148 responses)		Total (354 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	8	3.88%	10	6.76%	18	5.08%

Agree	77	37.38%	54	36.49%	131	37.01%
Disagree	74	35.92%	43	29.05%	117	33.05%
Disagree strongly	8	3.88%	7	4.73%	15	4.24%
N/A	39	18.93%	34	22.97%	73	20.62%

6.5.b Providing career development advice to others on careers outside higher education - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (206 responses)		Comparison (147 responses)		Total (353 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	46	22.33%	27	18.37%	73	20.68%
Agree	99	48.06%	66	44.90%	165	46.74%
Disagree	32	15.53%	33	22.45%	65	18.41%
Disagree strongly	4	1.94%	1	0.68%	5	1.42%
N/A	25	12.14%	20	13.61%	45	12.75%

7 c) Management activity

7.1 Appraisal/review of staff

7.1.a Appraisal/review of staff - My institution recognises and values the contribution I make to:

Option	Your survey (206 responses)		Comparison (151 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	15	7.28%	18	11.92%	33	9.24%
Agree	89	43.20%	70	46.36%	159	44.54%
Disagree	47	22.82%	25	16.56%	72	20.17%
Disagree strongly	1	0.49%	4	2.65%	5	1.40%
N/A	54	26.21%	34	22.52%	88	24.65%

7.1.b Appraisal/review of staff - I think this activity is very important in being a successful PI/research

leader:

Option	Your survey (205 responses)		Comparison (148 responses)		Total (353 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	55	26.83%	35	23.65%	90	25.50%
Agree	113	55.12%	79	53.38%	192	54.39%
Disagree	15	7.32%	16	10.81%	31	8.78%
Disagree strongly	0	0.00%	4	2.70%	4	1.13%
N/A	22	10.73%	14	9.46%	36	10.20%

7.2 Budget/finance management

7.2.a Budget/finance management - My institution recognises and values the contribution I make to:

Option	Your survey (205 responses)		Comparison (148 responses)		Total (353 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	9	4.39%	16	10.81%	25	7.08%
Agree	86	41.95%	57	38.51%	143	40.51%
Disagree	58	28.29%	39	26.35%	97	27.48%
Disagree strongly	10	4.88%	6	4.05%	16	4.53%
N/A	42	20.49%	30	20.27%	72	20.40%

7.2.b Budget/finance management - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (202 responses)		Comparison (147 responses)		Total (349 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	53	26.24%	36	24.49%	89	25.50%
Agree	114	56.44%	83	56.46%	197	56.45%
Disagree	19	9.41%	17	11.56%	36	10.32%
Disagree strongly	0	0.00%	0	0.00%	0	0.00%

N/A	16	7.92%	11	7.48%	27	7.74%
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7.3 Developing research staff

7.3.a Developing research staff - My institution recognises and values the contribution I make to:

Option	Your survey (202 responses)		Comparison (148 responses)		Total (350 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	16	7.92%	17	11.49%	33	9.43%
Agree	92	45.54%	76	51.35%	168	48.00%
Disagree	49	24.26%	33	22.30%	82	23.43%
Disagree strongly	7	3.47%	4	2.70%	11	3.14%
N/A	38	18.81%	18	12.16%	56	16.00%

7.3.b Developing research staff - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (204 responses)		Comparison (147 responses)		Total (351 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	106	51.96%	77	52.38%	183	52.14%
Agree	78	38.24%	59	40.14%	137	39.03%
Disagree	4	1.96%	3	2.04%	7	1.99%
Disagree strongly	0	0.00%	0	0.00%	0	0.00%
N/A	16	7.84%	8	5.44%	24	6.84%

7.4 Managing research staff performance

7.4.a Managing research staff performance - My institution recognises and values the contribution I make to:

Option	Your survey (206 responses)		Comparison (148 responses)		Total (354 responses)	
	Raw	%	Raw	%	Raw	%

Agree strongly	9	4.37%	15	10.14%	24	6.78%
Agree	94	45.63%	56	37.84%	150	42.37%
Disagree	46	22.33%	40	27.03%	86	24.29%
Disagree strongly	9	4.37%	4	2.70%	13	3.67%
N/A	48	23.30%	33	22.30%	81	22.88%

7.4.b Managing research staff performance - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (205 responses)		Comparison (145 responses)		Total (350 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	76	37.07%	51	35.17%	127	36.29%
Agree	100	48.78%	69	47.59%	169	48.29%
Disagree	9	4.39%	11	7.59%	20	5.71%
Disagree strongly	0	0.00%	0	0.00%	0	0.00%
N/A	20	9.76%	14	9.66%	34	9.71%

7.5 Managing/supervising other staff

7.5.a Managing/supervising other staff - My institution recognises and values the contribution I make to:

Option	Your survey (206 responses)		Comparison (149 responses)		Total (355 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	9	4.37%	10	6.71%	19	5.35%
Agree	87	42.23%	59	39.60%	146	41.13%
Disagree	48	23.30%	26	17.45%	74	20.85%
Disagree strongly	4	1.94%	4	2.68%	8	2.25%
N/A	58	28.16%	50	33.56%	108	30.42%

7.5.b Managing/supervising other staff - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (204 responses)		Comparison (147 responses)		Total (351 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	50	24.51%	34	23.13%	84	23.93%
Agree	100	49.02%	69	46.94%	169	48.15%
Disagree	19	9.31%	17	11.56%	36	10.26%
Disagree strongly	1	0.49%	1	0.68%	2	0.57%
N/A	34	16.67%	26	17.69%	60	17.09%

7.6 Supervising research students

7.6.a Supervising research students - My institution recognises and values the contribution I make to:

Option	Your survey (206 responses)		Comparison (151 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	57	27.67%	50	33.11%	107	29.97%
Agree	118	57.28%	79	52.32%	197	55.18%
Disagree	16	7.77%	17	11.26%	33	9.24%
Disagree strongly	5	2.43%	2	1.32%	7	1.96%
N/A	10	4.85%	3	1.99%	13	3.64%

7.6.b Supervising research students - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (205 responses)		Comparison (149 responses)		Total (354 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	141	68.78%	103	69.13%	244	68.93%
Agree	56	27.32%	42	28.19%	98	27.68%
Disagree	5	2.44%	2	1.34%	7	1.98%
Disagree strongly	0	0.00%	0	0.00%	0	0.00%

N/A	3	1.46%	2	1.34%	5	1.41%
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8 d) Engagement and impact

8.1 Demonstrating the impact of research

8.1.a Demonstrating the impact of research - My institution recognises and values the contribution I make to:

Option	Your survey (204 responses)		Comparison (151 responses)		Total (355 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	64	31.37%	57	37.75%	121	34.08%
Agree	99	48.53%	68	45.03%	167	47.04%
Disagree	20	9.80%	12	7.95%	32	9.01%
Disagree strongly	5	2.45%	2	1.32%	7	1.97%
N/A	16	7.84%	12	7.95%	28	7.89%

8.1.b Demonstrating the impact of research - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (204 responses)		Comparison (149 responses)		Total (353 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	70	34.31%	43	28.86%	113	32.01%
Agree	101	49.51%	75	50.34%	176	49.86%
Disagree	26	12.75%	25	16.78%	51	14.45%
Disagree strongly	5	2.45%	4	2.68%	9	2.55%
N/A	2	0.98%	2	1.34%	4	1.13%

8.2 Knowledge exchange (through collaborative training, people exchange, commercialisation and development)

8.2.a Knowledge exchange (through collaborative training, people exchange, commercialisation and development) - My institution recognises and values the contribution I make to:

Option	Your survey (204 responses)		Comparison (151 responses)		Total (355 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	41	20.10%	30	19.87%	71	20.00%
Agree	102	50.00%	76	50.33%	178	50.14%
Disagree	25	12.25%	16	10.60%	41	11.55%
Disagree strongly	5	2.45%	2	1.32%	7	1.97%
N/A	31	15.20%	27	17.88%	58	16.34%

8.2.b Knowledge exchange (through collaborative training, people exchange, commercialisation and development) - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (204 responses)		Comparison (149 responses)		Total (353 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	51	25.00%	33	22.15%	84	23.80%
Agree	102	50.00%	72	48.32%	174	49.29%
Disagree	33	16.18%	29	19.46%	62	17.56%
Disagree strongly	4	1.96%	3	2.01%	7	1.98%
N/A	14	6.86%	12	8.05%	26	7.37%

8.3 Management and administration within the institution

8.3.a Management and administration within the institution - My institution recognises and values the contribution I make to:

Option	Your survey (205 responses)		Comparison (152 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	25	12.20%	28	18.42%	53	14.85%
Agree	114	55.61%	81	53.29%	195	54.62%
Disagree	44	21.46%	30	19.74%	74	20.73%
Disagree strongly	8	3.90%	5	3.29%	13	3.64%

N/A	14	6.83%	8	5.26%	22	6.16%
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8.3.b Management and administration within the institution - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (205 responses)		Comparison (150 responses)		Total (355 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	40	19.51%	23	15.33%	63	17.75%
Agree	97	47.32%	80	53.33%	177	49.86%
Disagree	51	24.88%	32	21.33%	83	23.38%
Disagree strongly	12	5.85%	10	6.67%	22	6.20%
N/A	5	2.44%	5	3.33%	10	2.82%

8.4 Public engagement and outreach activities

8.4.a Public engagement and outreach activities - My institution recognises and values the contribution I make to:

Option	Your survey (204 responses)		Comparison (152 responses)		Total (356 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	36	17.65%	27	17.76%	63	17.70%
Agree	107	52.45%	90	59.21%	197	55.34%
Disagree	33	16.18%	22	14.47%	55	15.45%
Disagree strongly	9	4.41%	6	3.95%	15	4.21%
N/A	19	9.31%	7	4.61%	26	7.30%

8.4.b Public engagement and outreach activities - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (204 responses)		Comparison (150 responses)		Total (354 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	63	30.88%	30	20.00%	93	26.22%

Agree strongly	02	30.59%	30	20.00%	92	23.99%
Agree	107	52.45%	89	59.33%	196	55.37%
Disagree	26	12.75%	26	17.33%	52	14.69%
Disagree strongly	5	2.45%	2	1.33%	7	1.98%
N/A	4	1.96%	3	2.00%	7	1.98%

8.5 Teaching and lecturing

8.5.a Teaching and lecturing - My institution recognises and values the contribution I make to:

Option	Your survey (206 responses)		Comparison (152 responses)		Total (358 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	71	34.47%	60	39.47%	131	36.59%
Agree	106	51.46%	72	47.37%	178	49.72%
Disagree	23	11.17%	14	9.21%	37	10.34%
Disagree strongly	5	2.43%	4	2.63%	9	2.51%
N/A	1	0.49%	2	1.32%	3	0.84%

8.5.b Teaching and lecturing - I think this activity is very important in being a successful PI/research leader:

Option	Your survey (206 responses)		Comparison (151 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	85	41.26%	57	37.75%	142	39.78%
Agree	86	41.75%	69	45.70%	155	43.42%
Disagree	28	13.59%	18	11.92%	46	12.89%
Disagree strongly	4	1.94%	4	2.65%	8	2.24%
N/A	3	1.46%	3	1.99%	6	1.68%

Section C - What makes a good research leader?

10 How important do you consider the following statements to be in the behaviours of an excellent research leader?

10.1 Advances significantly the discipline/research area

Option	Your survey (206 responses)		Comparison (151 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
1 (very important)	159	77.18%	112	74.17%	271	75.91%
2	42	20.39%	35	23.18%	77	21.57%
3	5	2.43%	2	1.32%	7	1.96%
4	0	0.00%	0	0.00%	0	0.00%
5 (not important at all)	0	0.00%	1	0.66%	1	0.28%
Don't know	0	0.00%	1	0.66%	1	0.28%

10.2 Appreciates and demonstrates the impact of research

Option	Your survey (206 responses)		Comparison (151 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
1 (very important)	51	24.76%	38	25.17%	89	24.93%
2	89	43.20%	56	37.09%	145	40.62%
3	46	22.33%	38	25.17%	84	23.53%
4	14	6.80%	13	8.61%	27	7.56%
5 (not important at all)	6	2.91%	4	2.65%	10	2.80%
Don't know	0	0.00%	2	1.32%	2	0.56%

10.3 Creates opportunities and nurtures researchers' careers

Option	Your survey (206 responses)		Comparison (151 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
1 (very important)	134	65.05%	81	53.64%	215	60.22%
2	61	29.61%	59	39.07%	120	33.61%

3	10	4.85%	7	4.64%	17	4.76%
4	1	0.49%	2	1.32%	3	0.84%
5 (not important at all)	0	0.00%	2	1.32%	2	0.56%
Don't know	0	0.00%	0	0.00%	0	0.00%

10.4 Engages in income generation and advises and supports applications led by others

Option	Your survey (206 responses)		Comparison (151 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
1 (very important)	68	33.01%	48	31.79%	116	32.49%
2	78	37.86%	61	40.40%	139	38.94%
3	42	20.39%	26	17.22%	68	19.05%
4	15	7.28%	11	7.28%	26	7.28%
5 (not important at all)	3	1.46%	4	2.65%	7	1.96%
Don't know	0	0.00%	1	0.66%	1	0.28%

10.5 Exemplifies the highest standards of research integrity and conduct

Option	Your survey (206 responses)		Comparison (151 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
1 (very important)	170	82.52%	123	81.46%	293	82.07%
2	32	15.53%	24	15.89%	56	15.69%
3	4	1.94%	2	1.32%	6	1.68%
4	0	0.00%	0	0.00%	0	0.00%
5 (not important at all)	0	0.00%	1	0.66%	1	0.28%
Don't know	0	0.00%	1	0.66%	1	0.28%

10.6 Influences, leads and manages researchers and groups using a range of leadership styles effectively

Option	Your survey (206 responses)		Comparison (151 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
1 (very important)	98	47.57%	61	40.40%	159	44.54%
2	68	33.01%	65	43.05%	133	37.25%
3	31	15.05%	18	11.92%	49	13.73%
4	7	3.40%	4	2.65%	11	3.08%
5 (not important at all)	2	0.97%	2	1.32%	4	1.12%
Don't know	0	0.00%	1	0.66%	1	0.28%

10.7 Models exemplary continuing professional development behaviour to inspire others

Option	Your survey (205 responses)		Comparison (151 responses)		Total (356 responses)	
	Raw	%	Raw	%	Raw	%
1 (very important)	84	40.98%	61	40.40%	145	40.73%
2	76	37.07%	56	37.09%	132	37.08%
3	31	15.12%	22	14.57%	53	14.89%
4	6	2.93%	7	4.64%	13	3.65%
5 (not important at all)	7	3.41%	3	1.99%	10	2.81%
Don't know	1	0.49%	2	1.32%	3	0.84%

11 Please use the dropdown lists to indicate your level of confidence in relation to the following aspects of leading researchers, and where you would benefit from more support/training/development. If you don't do one of these activities then please select 'not applicable (N/A)'.

11.1 Conducting appraisals

11.1.a Conducting appraisals - How confident are you? (4 = fully confident, 1 = not at all confident)

Option	Your survey (202 responses)		Comparison (150 responses)		Total (352 responses)	
	Raw	%	Raw	%	Raw	%
4	62	30.69%	41	27.33%	103	29.26%

3	83	41.09%	63	42.00%	146	41.48%
2	23	11.39%	19	12.67%	42	11.93%
1	9	4.46%	6	4.00%	15	4.26%
N/A	25	12.38%	21	14.00%	46	13.07%

11.1.b Conducting appraisals - Would you benefit from more support/training/development?

Option	Your survey (191 responses)		Comparison (135 responses)		Total (326 responses)	
	Raw	%	Raw	%	Raw	%
No - I don't need additional development	112	58.64%	78	57.78%	190	58.28%
Yes - I would benefit from further development	79	41.36%	57	42.22%	136	41.72%

11.2 Leading your people/group

11.2.a Leading your people/group - How confident are you? (4 = fully confident, 1 = not at all confident)

Option	Your survey (201 responses)		Comparison (148 responses)		Total (349 responses)	
	Raw	%	Raw	%	Raw	%
4	69	34.33%	51	34.46%	120	34.38%
3	99	49.25%	67	45.27%	166	47.56%
2	18	8.96%	18	12.16%	36	10.32%
1	4	1.99%	2	1.35%	6	1.72%
N/A	11	5.47%	10	6.76%	21	6.02%

11.2.b Leading your people/group - Would you benefit from more support/training/development?

Option	Your survey (190 responses)		Comparison (138 responses)		Total (328 responses)	
	Raw	%	Raw	%	Raw	%
No - I don't need additional development	114	60.00%	81	58.70%	195	59.45%
Yes - I would benefit from further development	76	40.00%	57	41.30%	133	40.55%

11.3 Managing group/project finances

11.3.a Managing group/project finances - How confident are you? (4 = fully confident, 1 = not at all confident)

Option	Your survey (201 responses)		Comparison (149 responses)		Total (350 responses)	
	Raw	%	Raw	%	Raw	%
4	47	23.38%	36	24.16%	83	23.71%
3	79	39.30%	62	41.61%	141	40.29%
2	43	21.39%	27	18.12%	70	20.00%
1	18	8.96%	8	5.37%	26	7.43%
N/A	14	6.97%	16	10.74%	30	8.57%

11.3.b Managing group/project finances - Would you benefit from more support/training/development?

Option	Your survey (189 responses)		Comparison (139 responses)		Total (328 responses)	
	Raw	%	Raw	%	Raw	%
No - I don't need additional development	98	51.85%	71	51.08%	169	51.52%
Yes - I would benefit from further development	91	48.15%	68	48.92%	159	48.48%

11.4 Managing staff performance

11.4.a Managing staff performance - How confident are you? (4 = fully confident, 1 = not at all confident)

Option	Your survey (200 responses)		Comparison (150 responses)		Total (350 responses)	
	Raw	%	Raw	%	Raw	%
4	30	15.00%	27	18.00%	57	16.29%
3	95	47.50%	68	45.33%	163	46.57%
2	41	20.50%	32	21.33%	73	20.86%
1	7	3.50%	5	3.33%	12	3.43%
N/A	27	13.50%	18	12.00%	45	12.86%

11.4.b Managing staff performance - Would you benefit from more support/training/development?

Option	Your survey (185 responses)		Comparison (137 responses)		Total (322 responses)	
	Raw	%	Raw	%	Raw	%
No - I don't need additional development	90	48.65%	65	47.45%	155	48.14%
Yes - I would benefit from further development	95	51.35%	72	52.55%	167	51.86%

11.5 Motivating individuals

11.5.a Motivating individuals - How confident are you? (4 = fully confident, 1 = not at all confident)

Option	Your survey (202 responses)		Comparison (150 responses)		Total (352 responses)	
	Raw	%	Raw	%	Raw	%
4	77	38.12%	51	34.00%	128	36.36%
3	92	45.54%	79	52.67%	171	48.58%
2	25	12.38%	13	8.67%	38	10.80%
1	3	1.49%	5	3.33%	8	2.27%
N/A	5	2.48%	2	1.33%	7	1.99%

11.5.b Motivating individuals - Would you benefit from more support/training/development?

Option	Your survey (192 responses)		Comparison (141 responses)		Total (333 responses)	
	Raw	%	Raw	%	Raw	%
No - I don't need additional development	127	66.15%	84	59.57%	211	63.36%
Yes - I would benefit from further development	65	33.85%	57	40.43%	122	36.64%

11.6 Personal effectiveness (time management, etc)

11.6.a Personal effectiveness (time management, etc) - How confident are you? (4 = fully confident, 1 = not at all confident)

Option	Your survey (202 responses)		Comparison (150 responses)		Total (352 responses)	
	Raw	%	Raw	%	Raw	%
4	73	36.14%	50	33.33%	123	34.94%
3	78	38.61%	68	45.33%	146	41.48%
2	40	19.80%	23	15.33%	63	17.90%
1	9	4.46%	7	4.67%	16	4.55%
N/A	2	0.99%	2	1.33%	4	1.14%

11.6.b Personal effectiveness (time management, etc) - Would you benefit from more support/training/development?

Option	Your survey (194 responses)		Comparison (142 responses)		Total (336 responses)	
	Raw	%	Raw	%	Raw	%
No - I don't need additional development	129	66.49%	92	64.79%	221	65.77%
Yes - I would benefit from further development	65	33.51%	50	35.21%	115	34.23%

11.7 Providing research staff with advice on the range of career opportunities

11.7.a Providing research staff with advice on the range of career opportunities - How confident are you? (4 = fully confident, 1 = not at all confident)

Option	Your survey (202 responses)		Comparison (150 responses)		Total (352 responses)	
	Raw	%	Raw	%	Raw	%
4	50	24.75%	43	28.67%	93	26.42%
3	83	41.09%	59	39.33%	142	40.34%
2	47	23.27%	34	22.67%	81	23.01%
1	8	3.96%	4	2.67%	12	3.41%
N/A	14	6.93%	10	6.67%	24	6.82%

11.7.b Providing research staff with advice on the range of career opportunities - Would you benefit from more support/training/development?

Option	Your survey (189 responses)		Comparison (138 responses)		Total (327 responses)	
	Raw	%	Raw	%	Raw	%
No - I don't need additional development	128	67.72%	87	63.04%	215	65.75%
Yes - I would benefit from further development	61	32.28%	51	36.96%	112	34.25%

11.8 Recruiting and selecting group members

11.8.a Recruiting and selecting group members - How confident are you? (4 = fully confident, 1 = not at all confident)

Option	Your survey (202 responses)		Comparison (149 responses)		Total (351 responses)	
	Raw	%	Raw	%	Raw	%
4	69	34.16%	51	34.23%	120	34.19%
3	96	47.52%	64	42.95%	160	45.58%
2	18	8.91%	18	12.08%	36	10.26%
1	5	2.48%	3	2.01%	8	2.28%
N/A	14	6.93%	13	8.72%	27	7.69%

11.8.b Recruiting and selecting group members - Would you benefit from more support/training/development?

Option	Your survey (189 responses)		Comparison (138 responses)		Total (327 responses)	
	Raw	%	Raw	%	Raw	%
No - I don't need additional development	135	71.43%	101	73.19%	236	72.17%
Yes - I would benefit from further development	54	28.57%	37	26.81%	91	27.83%

11.9 Supervising research students

11.9.a Supervising research students - How confident are you? (4 = fully confident, 1 = not at all confident)

Option	Your survey (201 responses)		Comparison (149 responses)		Total (350 responses)	
	Raw	%	Raw	%	Raw	%
4	123	61.19%	83	55.70%	206	58.86%
3	68	33.83%	57	38.26%	125	35.71%
2	5	2.49%	6	4.03%	11	3.14%
1	0	0.00%	0	0.00%	0	0.00%
N/A	5	2.49%	3	2.01%	8	2.29%

11.9.b Supervising research students - Would you benefit from more support/training/development?

Option	Your survey (195 responses)		Comparison (140 responses)		Total (335 responses)	
	Raw	%	Raw	%	Raw	%
No - I don't need additional development	147	75.38%	99	70.71%	246	73.43%
Yes - I would benefit from further development	48	24.62%	41	29.29%	89	26.57%

Section D - How your institution supports you as a principal investigator/research leader.

13 Have you been appraised/reviewed in the past two years?

Option	Your survey (206 responses)		Comparison (152 responses)		Total (358 responses)	
	Raw	%	Raw	%	Raw	%
Yes	188	91.26%	135	88.82%	323	90.22%
No	18	8.74%	17	11.18%	35	9.78%

Section D - How your institution supports you as a principal investigator/research leader.

14 You have not participated in appraisal because:

Option	Your survey (18 responses)		Comparison (16 responses)		Total (34 responses)	
	Raw	%	Raw	%	Raw	%
You are on probation?	1	5.56%	0	0.00%	1	2.94%
You've only recently been appointed?	7	38.89%	2	12.50%	9	26.47%
You haven't been invited to do so?	4	22.22%	8	50.00%	12	35.29%
You haven't arranged this?	4	22.22%	2	12.50%	6	17.65%
You are not eligible?	0	0.00%	0	0.00%	0	0.00%
Other reason	2	11.11%	4	25.00%	6	17.65%

Section D - How your institution supports you as a principal investigator/research leader.

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

15.1 Overall?

15.1.a Overall? - Please select...

Option	Your survey (187 responses)		Comparison (134 responses)		Total (321 responses)	
	Raw	%	Raw	%	Raw	%
Very useful	18	9.63%	18	13.43%	36	11.21%
Useful	108	57.75%	76	56.72%	184	57.32%
Not very useful	50	26.74%	27	20.15%	77	23.99%
Not at all useful	10	5.35%	10	7.46%	20	6.23%
N/A	1	0.53%	3	2.24%	4	1.25%

15.2 For highlighting issues?

15.2.a For highlighting issues? - Please select...

Option	Your survey (188 responses)		Comparison (135 responses)		Total (323 responses)	
	Raw	%	Raw	%	Raw	%

Very useful	23	12.23%	18	13.33%	41	12.69%
Useful	107	56.91%	80	59.26%	187	57.89%
Not very useful	46	24.47%	23	17.04%	69	21.36%
Not at all useful	6	3.19%	10	7.41%	16	4.95%
N/A	6	3.19%	4	2.96%	10	3.10%

15.3 In identifying your strengths and achievements?

15.3.a In identifying your strengths and achievements? - Please select...

Option	Your survey (188 responses)		Comparison (135 responses)		Total (323 responses)	
	Raw	%	Raw	%	Raw	%
Very useful	18	9.57%	18	13.33%	36	11.15%
Useful	90	47.87%	60	44.44%	150	46.44%
Not very useful	60	31.91%	38	28.15%	98	30.34%
Not at all useful	19	10.11%	18	13.33%	37	11.46%
N/A	1	0.53%	1	0.74%	2	0.62%

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

15.4.a In leading to training or other continuing professional development opportunities? - Please select...

Option	Your survey (188 responses)		Comparison (135 responses)		Total (323 responses)	
	Raw	%	Raw	%	Raw	%
Very useful	8	4.26%	5	3.70%	13	4.02%
Useful	43	22.87%	45	33.33%	88	27.24%
Not very useful	97	51.60%	55	40.74%	152	47.06%
Not at all useful	32	17.02%	26	19.26%	58	17.96%
N/A	8	4.26%	4	2.96%	12	3.72%

15.5 In leading to changes in work practices?

15.5.a In leading to changes in work practices? - Please select...

Option	Your survey (188 responses)		Comparison (134 responses)		Total (322 responses)	
	Raw	%	Raw	%	Raw	%
Very useful	4	2.13%	5	3.73%	9	2.80%
Useful	46	24.47%	37	27.61%	83	25.78%
Not very useful	83	44.15%	57	42.54%	140	43.48%
Not at all useful	45	23.94%	30	22.39%	75	23.29%
N/A	10	5.32%	5	3.73%	15	4.66%

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

15.6.a In helping you focus on your career aspirations and how these are met by your current role? - Please select...

Option	Your survey (188 responses)		Comparison (135 responses)		Total (323 responses)	
	Raw	%	Raw	%	Raw	%
Very useful	16	8.51%	17	12.59%	33	10.22%
Useful	85	45.21%	57	42.22%	142	43.96%
Not very useful	55	29.26%	37	27.41%	92	28.48%
Not at all useful	25	13.30%	19	14.07%	44	13.62%
N/A	7	3.72%	5	3.70%	12	3.72%

15.7 In reviewing your personal progress?

15.7.a In reviewing your personal progress? - Please select...

Option	Your survey (188 responses)		Comparison (134 responses)		Total (322 responses)	
	Raw	%	Raw	%	Raw	%
Very useful	30	15.96%	25	18.66%	55	17.08%
Useful	96	51.06%	63	47.01%	159	49.38%
Not very useful	47	25.00%	28	20.90%	75	23.29%
Not at all useful	12	6.38%	15	11.19%	27	8.39%
N/A	3	1.60%	3	2.24%	6	1.86%

Section D – How your institution supports you as a principal investigator/research leader.

- 16** 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?

Option	Your survey (187 responses)		Comparison (127 responses)		Total (314 responses)	
	Raw	%	Raw	%	Raw	%
None	22	11.76%	28	22.05%	50	15.92%
Less than 1 day	26	13.90%	9	7.09%	35	11.15%
1 day	28	14.97%	14	11.02%	42	13.38%
2 days	38	20.32%	25	19.69%	63	20.06%
3 days	24	12.83%	21	16.54%	45	14.33%
4 days	12	6.42%	7	5.51%	19	6.05%
5 days	18	9.63%	5	3.94%	23	7.32%
6 days	2	1.07%	2	1.57%	4	1.27%
7 days	5	2.67%	4	3.15%	9	2.87%
8 days	1	0.53%	0	0.00%	1	0.32%
9 days	1	0.53%	0	0.00%	1	0.32%
10 days	3	1.60%	1	0.79%	4	1.27%
More than 10 days	7	3.74%	11	8.66%	18	5.73%

- 17** Please indicate your level of agreement or disagreement with the following statements.

17.1 I am appropriately rewarded for my contributions to the institution

17.1.a I am appropriately rewarded for my contributions to the institution - Please select...

Option	Your survey (206 responses)		Comparison (151 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	29	14.08%	28	18.54%	57	15.97%
Agree	97	47.09%	67	44.37%	164	45.94%
Disagree	53	25.73%	40	26.49%	93	26.05%

Disagree strongly	16	7.77%	9	5.96%	25	7.00%
Don't know	11	5.34%	7	4.64%	18	5.04%

17.2 I am satisfied with my work-life balance

17.2.a I am satisfied with my work-life balance - Please select...

Option	Your survey (206 responses)		Comparison (150 responses)		Total (356 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	27	13.11%	15	10.00%	42	11.80%
Agree	87	42.23%	73	48.67%	160	44.94%
Disagree	57	27.67%	42	28.00%	99	27.81%
Disagree strongly	33	16.02%	18	12.00%	51	14.33%
Don't know	2	0.97%	2	1.33%	4	1.12%

17.3 I believe I am well led by institutional senior management

17.3.a I believe I am well led by institutional senior management - Please select...

Option	Your survey (205 responses)		Comparison (151 responses)		Total (356 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	24	11.71%	34	22.52%	58	16.29%
Agree	102	49.76%	74	49.01%	176	49.44%
Disagree	45	21.95%	28	18.54%	73	20.51%
Disagree strongly	21	10.24%	10	6.62%	31	8.71%
Don't know	13	6.34%	5	3.31%	18	5.06%

17.4 I feel integrated within the institution

17.4.a I feel integrated within the institution - Please select...

Option	Your survey (206 responses)		Comparison (150 responses)		Total (356 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	48	23.30%	59	39.33%	107	30.06%
Agree	119	57.77%	67	44.67%	186	52.25%
Disagree	25	12.14%	17	11.33%	42	11.80%
Disagree strongly	12	5.83%	6	4.00%	18	5.06%
Don't know	2	0.97%	1	0.67%	3	0.84%

17.5 I have a good level of job satisfaction

17.5.a I have a good level of job satisfaction - Please select...

Option	Your survey (206 responses)		Comparison (151 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	49	23.79%	57	37.75%	106	29.69%
Agree	126	61.17%	81	53.64%	207	57.98%
Disagree	24	11.65%	10	6.62%	34	9.52%
Disagree strongly	7	3.40%	3	1.99%	10	2.80%
Don't know	0	0.00%	0	0.00%	0	0.00%

17.6 I understand how my research activities are aligned with my institution's strategic priorities

17.6.a I understand how my research activities are aligned with my institution's strategic priorities - Please select...

Option	Your survey (206 responses)		Comparison (151 responses)		Total (357 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	45	21.84%	37	24.50%	82	22.97%
Agree	95	46.12%	68	45.03%	163	45.66%
Disagree	43	20.87%	29	19.21%	72	20.17%

Disagree strongly	14	6.80%	7	4.64%	21	5.88%
Don't know	9	4.37%	10	6.62%	19	5.32%

Section E - Equality and diversity.

39 Please indicate your level of agreement or disagreement with the following statement:

39.1 I believe my institution is committed to equality and diversity

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

Option	Your survey (206 responses)		Comparison (152 responses)		Total (358 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	78	37.86%	72	47.37%	150	41.90%
Agree	95	46.12%	64	42.11%	159	44.41%
Disagree	18	8.74%	13	8.55%	31	8.66%
Disagree strongly	8	3.88%	2	1.32%	10	2.79%
Don't know	7	3.40%	1	0.66%	8	2.23%

39.2 My institution promotes better mental health and well-being at work

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

Option	Your survey (206 responses)		Comparison (150 responses)		Total (356 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	21	10.19%	25	16.67%	46	12.92%
Agree	100	48.54%	64	42.67%	164	46.07%
Disagree	49	23.79%	32	21.33%	81	22.75%
Disagree strongly	14	6.80%	7	4.67%	21	5.90%
Don't know	22	10.68%	22	14.67%	44	12.36%

40 Overall, I think that staff at my institution are treated fairly, regardless of ethnic background, gender, gender identity, religion or belief, sexual orientation, disability or age with regard to:

40.1 Recruitment and selection

40.1.a Recruitment and selection

Option	Your survey (206 responses)		Comparison (150 responses)		Total (356 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	77	37.38%	63	42.00%	140	39.33%
Agree	97	47.09%	65	43.33%	162	45.51%
Disagree	16	7.77%	10	6.67%	26	7.30%
Disagree strongly	9	4.37%	3	2.00%	12	3.37%
Don't know	7	3.40%	9	6.00%	16	4.49%

40.2 Career progression / promotion

40.2.a Career progression / promotion

Option	Your survey (206 responses)		Comparison (149 responses)		Total (355 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	58	28.16%	47	31.54%	105	29.58%
Agree	86	41.75%	55	36.91%	141	39.72%
Disagree	35	16.99%	29	19.46%	64	18.03%
Disagree strongly	12	5.83%	6	4.03%	18	5.07%
Don't know	15	7.28%	12	8.05%	27	7.61%

40.3 Reward

40.3.a Reward

	Your survey (205 responses)	Comparison (150 responses)	Total (355 responses)

Option	Raw	%	Raw	%	Raw	%
Agree strongly	48	23.41%	38	25.33%	86	24.23%
Agree	81	39.51%	58	38.67%	139	39.15%
Disagree	35	17.07%	27	18.00%	62	17.46%
Disagree strongly	15	7.32%	10	6.67%	25	7.04%
Don't know	26	12.68%	17	11.33%	43	12.11%

40.4 Day to day treatment at work

40.4.a Day to day treatment at work

Option	Your survey (205 responses)		Comparison (150 responses)		Total (355 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	66	32.20%	50	33.33%	116	32.68%
Agree	109	53.17%	73	48.67%	182	51.27%
Disagree	19	9.27%	15	10.00%	34	9.58%
Disagree strongly	5	2.44%	3	2.00%	8	2.25%
Don't know	6	2.93%	9	6.00%	15	4.23%

40.5 Access to training and development

40.5.a Access to training and development

Option	Your survey (205 responses)		Comparison (150 responses)		Total (355 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	92	44.88%	69	46.00%	161	45.35%
Agree	97	47.32%	66	44.00%	163	45.92%
Disagree	2	0.98%	2	1.33%	4	1.13%
Disagree strongly	3	1.46%	0	0.00%	3	0.85%
Don't know	11	5.37%	13	8.67%	24	6.76%

40.6 Participation in decision making

40.6.a Participation in decision making

Option	Your survey (205 responses)		Comparison (150 responses)		Total (355 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	63	30.73%	41	27.33%	104	29.30%
Agree	86	41.95%	68	45.33%	154	43.38%
Disagree	35	17.07%	21	14.00%	56	15.77%
Disagree strongly	10	4.88%	9	6.00%	19	5.35%
Don't know	11	5.37%	11	7.33%	22	6.20%

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

41.1 Adoption and parental leave

41.1.a Adoption and parental leave

Option	Your survey (201 responses)		Comparison (151 responses)		Total (352 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	68	33.83%	46	30.46%	114	32.39%
Agree	79	39.30%	57	37.75%	136	38.64%
Disagree	16	7.96%	10	6.62%	26	7.39%
Disagree strongly	5	2.49%	0	0.00%	5	1.42%
Don't know	33	16.42%	38	25.17%	71	20.17%

41.2 Age

41.2.a Age

Option	Your survey (201 responses)		Comparison (150 responses)		Total (351 responses)	
	Raw	%	Raw	%	Raw	%

Agree strongly	57	28.36%	52	34.67%	109	31.05%
Agree	99	49.25%	72	48.00%	171	48.72%
Disagree	22	10.95%	10	6.67%	32	9.12%
Disagree strongly	3	1.49%	5	3.33%	8	2.28%
Don't know	20	9.95%	11	7.33%	31	8.83%

41.3 Caring responsibilities

41.3.a Caring responsibilities

Option	Your survey (202 responses)		Comparison (151 responses)		Total (353 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	52	25.74%	40	26.49%	92	26.06%
Agree	87	43.07%	58	38.41%	145	41.08%
Disagree	33	16.34%	17	11.26%	50	14.16%
Disagree strongly	2	0.99%	0	0.00%	2	0.57%
Don't know	28	13.86%	36	23.84%	64	18.13%

41.4 Ethnicity

41.4.a Ethnicity

Option	Your survey (202 responses)		Comparison (151 responses)		Total (353 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	70	34.65%	56	37.09%	126	35.69%
Agree	87	43.07%	70	46.36%	157	44.48%
Disagree	11	5.45%	3	1.99%	14	3.97%
Disagree strongly	5	2.48%	2	1.32%	7	1.98%
Don't know	29	14.36%	20	13.25%	49	13.88%

41.5 Disability

41.5.a Disability

Option	Your survey (202 responses)		Comparison (151 responses)		Total (353 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	59	29.21%	46	30.46%	105	29.75%
Agree	90	44.55%	60	39.74%	150	42.49%
Disagree	11	5.45%	9	5.96%	20	5.67%
Disagree strongly	3	1.49%	3	1.99%	6	1.70%
Don't know	39	19.31%	33	21.85%	72	20.40%

41.6 Gender

41.6.a Gender

Option	Your survey (202 responses)		Comparison (151 responses)		Total (353 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	60	29.70%	52	34.44%	112	31.73%
Agree	96	47.52%	61	40.40%	157	44.48%
Disagree	24	11.88%	20	13.25%	44	12.46%
Disagree strongly	7	3.47%	6	3.97%	13	3.68%
Don't know	15	7.43%	12	7.95%	27	7.65%

41.7 Gender identity

41.7.a Gender identity

Option	Your survey (202 responses)		Comparison (151 responses)		Total (353 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	57	28.22%	42	27.81%	99	28.05%

Agree	75	37.13%	44	29.14%	119	33.71%
Disagree	7	3.47%	5	3.31%	12	3.40%
Disagree strongly	4	1.98%	2	1.32%	6	1.70%
Don't know	59	29.21%	58	38.41%	117	33.14%

41.8 Nationality

41.8.a Nationality

Option	Your survey (201 responses)		Comparison (151 responses)		Total (352 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	71	35.32%	71	47.02%	142	40.34%
Agree	103	51.24%	62	41.06%	165	46.88%
Disagree	8	3.98%	5	3.31%	13	3.69%
Disagree strongly	3	1.49%	1	0.66%	4	1.14%
Don't know	16	7.96%	12	7.95%	28	7.95%

41.9 Pregnancy and maternity

41.9.a Pregnancy and maternity

Option	Your survey (202 responses)		Comparison (150 responses)		Total (352 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	63	31.19%	45	30.00%	108	30.68%
Agree	84	41.58%	62	41.33%	146	41.48%
Disagree	21	10.40%	16	10.67%	37	10.51%
Disagree strongly	5	2.48%	0	0.00%	5	1.42%
Don't know	29	14.36%	27	18.00%	56	15.91%

41.10 Religion/belief

41.10.a Religion/belief

Option	Your survey (202 responses)		Comparison (151 responses)		Total (353 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	63	31.19%	54	35.76%	117	33.14%
Agree	93	46.04%	57	37.75%	150	42.49%
Disagree	6	2.97%	4	2.65%	10	2.83%
Disagree strongly	2	0.99%	1	0.66%	3	0.85%
Don't know	38	18.81%	35	23.18%	73	20.68%

41.11 Sexual orientation

41.11.a Sexual orientation

Option	Your survey (201 responses)		Comparison (151 responses)		Total (352 responses)	
	Raw	%	Raw	%	Raw	%
Agree strongly	64	31.84%	57	37.75%	121	34.38%
Agree	89	44.28%	55	36.42%	144	40.91%
Disagree	4	1.99%	2	1.32%	6	1.70%
Disagree strongly	2	1.00%	0	0.00%	2	0.57%
Don't know	42	20.90%	37	24.50%	79	22.44%

42 Have you felt unfairly discriminated against in your current post?

Option	Your survey (204 responses)		Comparison (147 responses)		Total (351 responses)	
	Raw	%	Raw	%	Raw	%
Yes	34	16.67%	17	11.56%	51	14.53%
No	170	83.33%	130	88.44%	300	85.47%

44 What is your age?

Option	Your survey (199 responses)		Comparison (149 responses)		Total (348 responses)	
	Raw	%	Raw	%	Raw	%
25 and under	0	0.00%	1	0.67%	1	0.29%
26 - 30	1	0.50%	0	0.00%	1	0.29%
31 - 35	16	8.04%	9	6.04%	25	7.18%
36 - 40	27	13.57%	26	17.45%	53	15.23%
41 - 45	34	17.09%	39	26.17%	73	20.98%
46 - 50	40	20.10%	23	15.44%	63	18.10%
51 - 55	40	20.10%	22	14.77%	62	17.82%
56 - 60	19	9.55%	16	10.74%	35	10.06%
61 or older	22	11.06%	13	8.72%	35	10.06%

45 What is your sex?

Option	Your survey (199 responses)		Comparison (151 responses)		Total (350 responses)	
	Raw	%	Raw	%	Raw	%
Female	54	27.14%	42	27.81%	96	27.43%
Male	117	58.79%	95	62.91%	212	60.57%
Other	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	28	14.07%	14	9.27%	42	12.00%

46 Is your gender identity the same as the gender you were assigned at birth?

Option	Your survey (203 responses)		Comparison (149 responses)		Total (352 responses)	
	Raw	%	Raw	%	Raw	%
Yes	180	88.67%	141	94.63%	321	91.19%
No	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	23	11.33%	8	5.37%	31	8.81%

47 What is your sexual orientation?

Option	Your survey (201 responses)		Comparison (151 responses)		Total (352 responses)	
	Raw	%	Raw	%	Raw	%
Bisexual	6	2.99%	3	1.99%	9	2.56%
Gay man	2	1.00%	2	1.32%	4	1.14%
Gay woman/lesbian	1	0.50%	0	0.00%	1	0.28%
Heterosexual	157	78.11%	121	80.13%	278	78.98%
Other	0	0.00%	1	0.66%	1	0.28%
Prefer not to say	35	17.41%	24	15.89%	59	16.76%

48 Do you consider yourself disabled?

Option	Your survey (202 responses)		Comparison (150 responses)		Total (352 responses)	
	Raw	%	Raw	%	Raw	%
Yes	3	1.49%	5	3.33%	8	2.27%
No	178	88.12%	134	89.33%	312	88.64%
Prefer not to answer	21	10.40%	11	7.33%	32	9.09%

49 What is your religion?

Option	Your survey (202 responses)		Comparison (151 responses)		Total (353 responses)	
	Raw	%	Raw	%	Raw	%
No religion	116	57.43%	94	62.25%	210	59.49%
Buddhist	2	0.99%	0	0.00%	2	0.57%
Christian	44	21.78%	32	21.19%	76	21.53%
Hindu	2	0.99%	1	0.66%	3	0.85%
Jewish	1	0.50%	1	0.66%	2	0.57%
Muslim	0	0.00%	0	0.00%	0	0.00%
Sikh	0	0.00%	0	0.00%	0	0.00%
Spiritual	0	0.00%	0	0.00%	0	0.00%

Other religion or belief	3	1.49%	0	0.00%	3	0.85%
Prefer not to say	34	16.83%	23	15.23%	57	16.15%

50 What is your nationality?

Option	Your survey (206 responses)		Comparison (152 responses)		Total (358 responses)	
	Raw	%	Raw	%	Raw	%
UK/British national	141	68.45%	101	66.45%	242	67.60%
National of another European Union member state (not the UK)	42	20.39%	36	23.68%	78	21.79%
National of a country outside of the European Union	23	11.17%	15	9.87%	38	10.61%

Section F - About you.

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

Option	Your survey (138 responses)		Comparison (99 responses)		Total (237 responses)	
	Raw	%	Raw	%	Raw	%
White	112	81.16%	84	84.85%	196	82.70%
Other White background	4	2.90%	3	3.03%	7	2.95%
Mixed White and Black Caribbean	0	0.00%	0	0.00%	0	0.00%
Mixed White and Black African	0	0.00%	0	0.00%	0	0.00%
Mixed White and Asian	2	1.45%	0	0.00%	2	0.84%
Other Mixed background	2	1.45%	2	2.02%	4	1.69%
Asian or Asian British - Indian	3	2.17%	1	1.01%	4	1.69%
Asian or Asian British - Pakistani	0	0.00%	0	0.00%	0	0.00%
Asian or Asian British - Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Other Asian background	0	0.00%	0	0.00%	0	0.00%

Black or Black British - Caribbean	0	0.00%	0	0.00%	0	0.00%
Black or Black British - African	0	0.00%	0	0.00%	0	0.00%
Other Black background	0	0.00%	0	0.00%	0	0.00%
Chinese	1	0.72%	1	1.01%	2	0.84%
Prefer not to say	13	9.42%	7	7.07%	20	8.44%
Other	1	0.72%	1	1.01%	2	0.84%