

Faculty/School Report

Careers in Research Online Survey 2017



July 2017

PN: 8152

Contents

Background	3
Survey content and coverage	3
Response rates	4
Presentation of results	4
Part A - Results Charts.....	6
Part B - Faculty comparison tables	20
Faculty comparison - by individual question.....	20
Part C - School comparison tables	30
School comparison - by individual question	30
Part D - School and Faculty Quartile position tables	39
Part E - About your research career	40
Part F - About you (demographics)	42

Careers in Research Online Survey (CROS) 2017 - UCL

Background

UCL participated in the Careers in Research Online Survey (CROS) 2017, which is managed by Vitae (an international programme dedicated to supporting the professional and career development of researchers - www.vitae.ac.uk).¹

CROS is designed for staff who are primarily employed to conduct research, and the results will be analysed within employing Universities (such as UCL) and nationally (see the benchmark data presented throughout) and used by institutions and research funding bodies to understand researcher careers and to inform actions within the institution, the sector, and among research funders.

CROS is run in parallel to the Principal Investigators and Research Leaders Survey (PIRLS) which asks about experiences of leading research in the UK (for those who are principally responsible for setting the intellectual direction of research and personally responsible for the management of research staff and/or the supervision of postgraduate researchers).

Survey responses are anonymous and the questionnaire promises that individuals will not be identified or identifiable. All questions were optional except for those required to route participant to questions pertinent to their experience and circumstances.

Survey content and coverage

The CROS questionnaire was divided into 6 sections:

- 1 – About your research career
- 2 – Recognition and Value
- 3 – Recruitment and Selection (for those recruited into post within last two years)
- 4 – Support and Career Development
- 5 – Equality and Diversity
- 6 – About you.

¹ Vitae is supported by Research Councils UK (RCUK), is managed by The Careers Research and Advisory Centre (CRAC) Limited and delivered in partnership with regional Hub host universities

Response rates

In 2017, UCL had 2615 staff primarily employed to conduct research and who were therefore eligible to participate in CROS. A total of 368 staff submitted responses, which equates to a 14% response rate.

As a general guide, it is calculated that the results for UCL in 2017 are within +/- 4% (the 95% confidence interval), for each question. The confidence interval guide for 2015 (with 670 participants) was +/- 3%. This means when considering improvements and deteriorations between the years there would need to be a change of at least 7 percentage points in response for most questions.

Presentation of results

This report presents a summary of the results for the whole of UCL's CROS participants.

In tables and charts, percentages are calculated from raw counts using the adjusted base excluding participants indicating 'Not applicable' where these response options were available on the questionnaire. Don't know responses and included in the base for percentages.

The combined positive parentage is calculated (from raw counts) for the total of pairs of response options listed below:

Agree strongly / Agree
Very useful / Useful

Part A – Results Charts

Presents the UCL-wide findings in frequency chart format: scale-based responses are shown as 'stacked' bar charts with a colour key above. Each section displays questions in appropriate groups in chart format with percentages. It should be noted the sum of the total responses throughout this report may not be exactly equal to 100% due to rounding.

After each chart (to the right) the base count (n) is shown for 2017, along with the 'positive percentage' for 2017, the positive percentage for 2015, and the +/- difference in percentage points. Further columns show the detailed distribution of responses given in 2015. The same colour key as the chart (with abbreviated labelling) is shown above columns of data from the previous survey.

Part B - Faculty comparison tables

Comparison tables are provided with columns for each Faculty by individual questions (green shaded).

Each table shows the question text and:

- 2017 Russell Group benchmark

- UCL 2017 positive percentage

- UCL 2015 positive percentage

- +/- difference in percentage points between 2015 and 2017 positive percentages

- Each individual Faculty's positive percentage (subject to a minimum response threshold of 10).

Part C - School comparison tables

Comparison tables are provided with columns for each School by individual questions (green shaded).

Each table shows the question text and:

- 2017 Russell Group benchmark

- UCL 2017 positive percentage

- UCL 2015 positive percentage

- +/- difference in percentage points between 2015 and 2017 positive percentages

- Each individual School's positive percentage (subject to a minimum response threshold of 10).

Part D - School and Faculty Quartile position tables

A table summarising the quartile position (Top / Upper / Lower / Bottom) for Schools and Faculties by broad topic.

Part E - About your research career

Simple bar charts present the responses to 'Section 1 – About your research career', providing a profile of survey participants in terms of their career as a researcher in higher education and their current employment (excluding any time studying for a doctorate, unless it was undertaken whilst being employed as a researcher).

Part F - About you

Simple bar charts present the responses to 'Section 6 – About you', providing a profile of survey participants in terms of their personal demographics.

PART A – Survey Results Charts

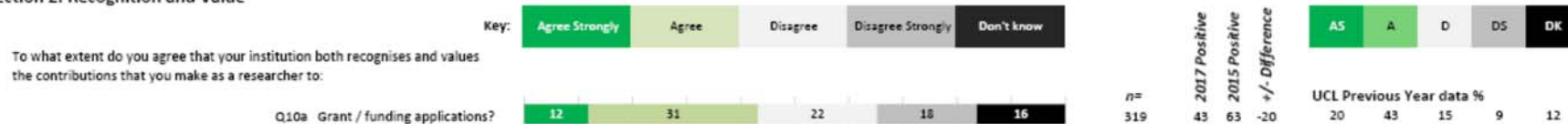
A presentation of the survey results in chart format in the same order as the questionnaire for ease of reference. All the main results charts (for scale response questions) are structured in a similar way:

- Question:** The text of the question that was asked.
- Response chart:** The percentage of participants who selected each response option for each question, rounded to the nearest whole percentage, is presented in a stacked bar chart. It is important to look at this detailed breakdown, not just the percentage of positive responses, when interpreting the survey results. Note that the rounding percentages occasionally results in the total percentage not adding up to exactly 100%.
- n= :** The number of valid responses that were received for the question.
- Combined positive responses (2017 and 2015) :** The total percentage of positive responses that were received for each question in 2017. Where a question is positively phrased the 'Positive' heading shows the total of 'Agree/Tend to agree' or 'Yes' responses, conversely where the question is negatively phrased the 'Positive' heading shows the 'Disagree/Tend to disagree' or 'No' responses.

To ensure the figures are accurate, rounding is applied at the last stage of the calculation and is rounded to the nearest percentage point. This may mean the total positive percentage displayed can be up to 1% different from simply adding together the two positive percentages.

- +/- Difference:** The change in the percentage of positive responses to this question since the 2015 survey. This data may be presented as a positive (+) or negative (-) percentage according to whether the overall percentage of positive responses was higher or lower than in 2015.
- UCL Previous year data % :** Rounded percentage of participants who selected each response option in 2015 (data is directly comparable to the chart for 2017). Colour key is shown in summary as heading for each column of data.

Section 2: Recognition and Value



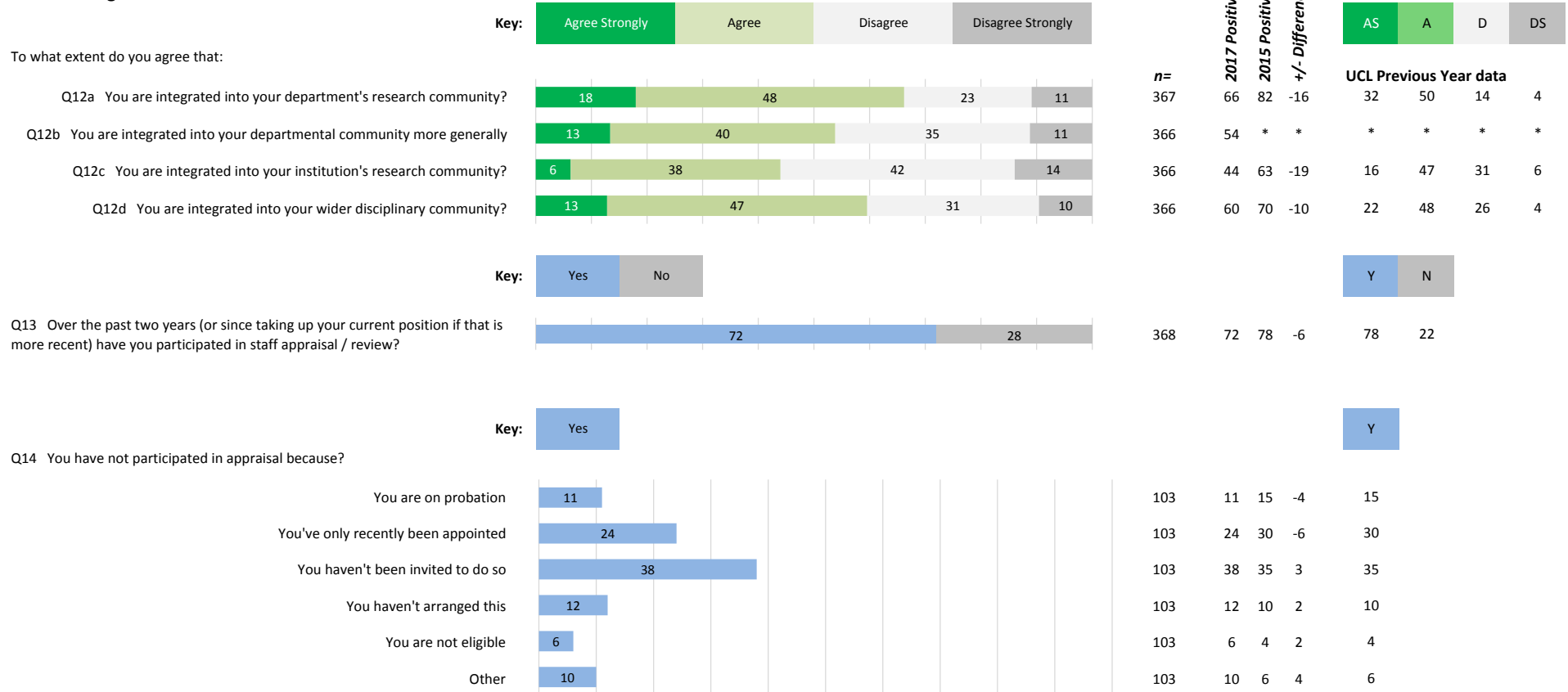
UCL Full breakdown of all responses with previous year comparison

Section 2: Recognition and Value



UCL Full breakdown of all responses with previous year comparison

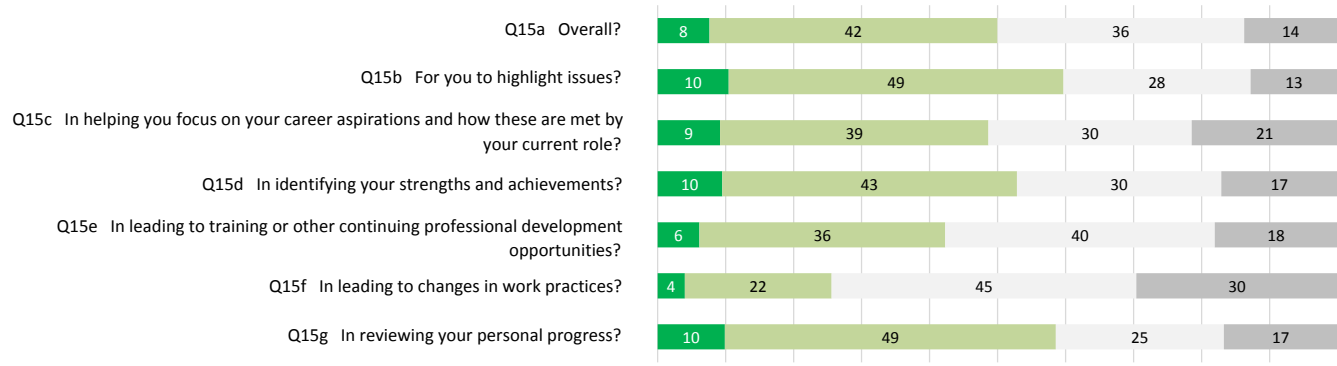
Section 2: Recognition and Value



UCL Full breakdown of all responses with previous year comparison

Section 2: Recognition and Value

[If you have participated in your institution's staff review / appraisal scheme in the last two years] How would you rate this scheme's usefulness:



n=	2017 Positive	2015 Positive	+/- Difference	UCL Previous Year data			
				VU	U	NVU	NAAU
262	50	61	-11	12	49	29	11
258	60	67	-7	15	52	23	10
261	49	58	-9	16	42	29	13
263	53	63	-10	13	50	25	12
260	42	55	-13	12	43	30	16
250	26	34	-8	6	28	46	20
263	59	66	-7	18	48	24	10

UCL Full breakdown of all responses with previous year comparison

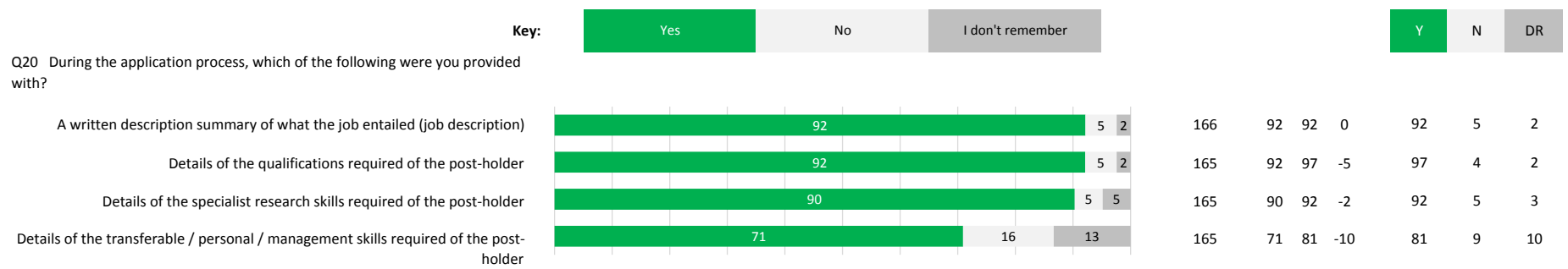
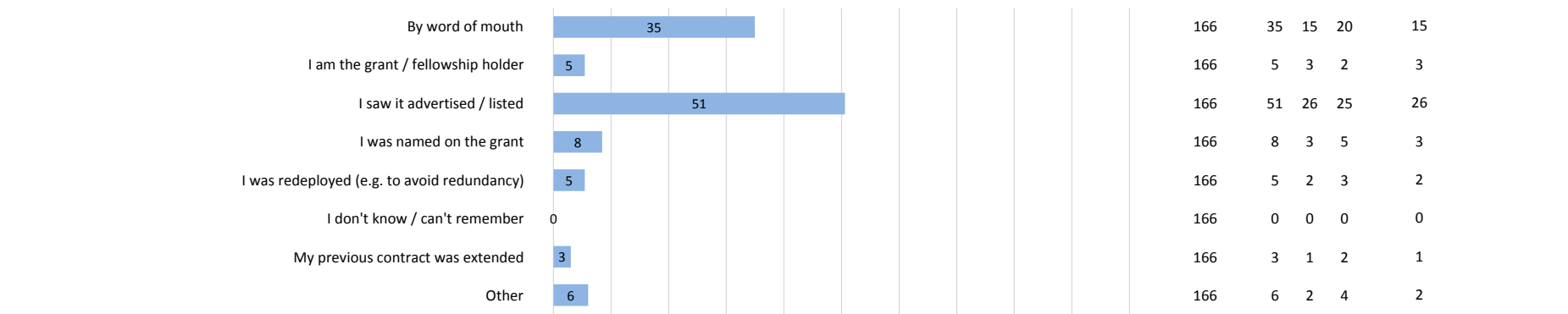
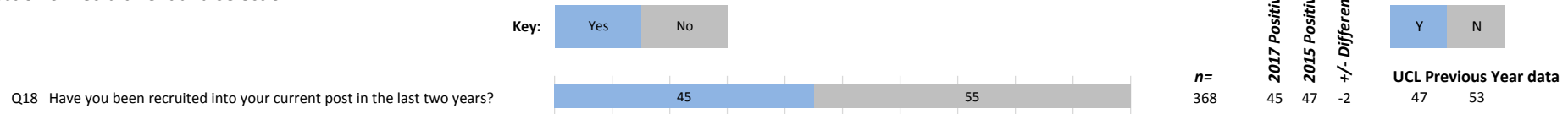
Section 2: Recognition and Value

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



UCL Full breakdown of all responses with previous year comparison

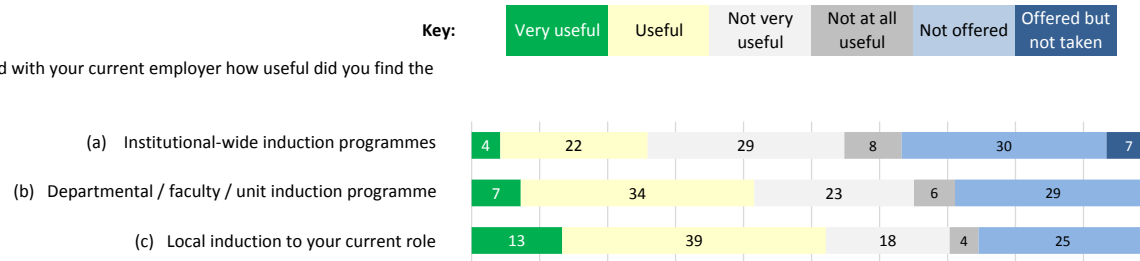
Section 3: Recruitment and Selection



UCL Full breakdown of all responses with previous year comparison

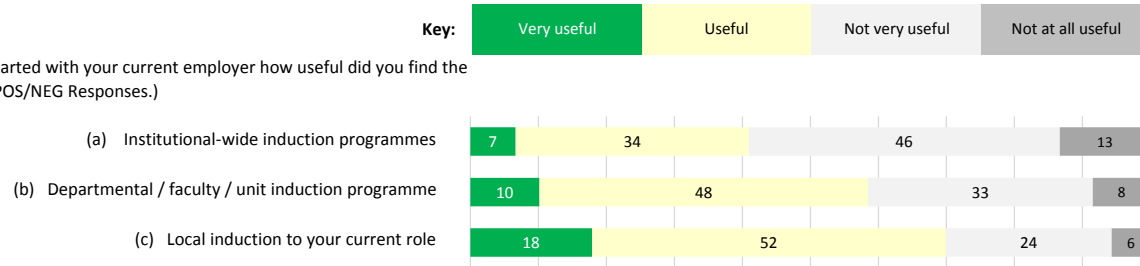
Section 3: Recruitment and Selection

Q21 When you started with your current employer how useful did you find the following?



n=	2017 Positive	2015 Positive	+/- Difference	VU	U	NVU	NAAU	NO	OBNT
166	26	30	-4	5	25	25	9	31	5
166	42	44	-2	7	37	21	5	27	3
165	52	65	-13	18	47	11	2	22	1

Q21 When you started with your current employer how useful did you find the following? (Only POS/NEG Responses.)

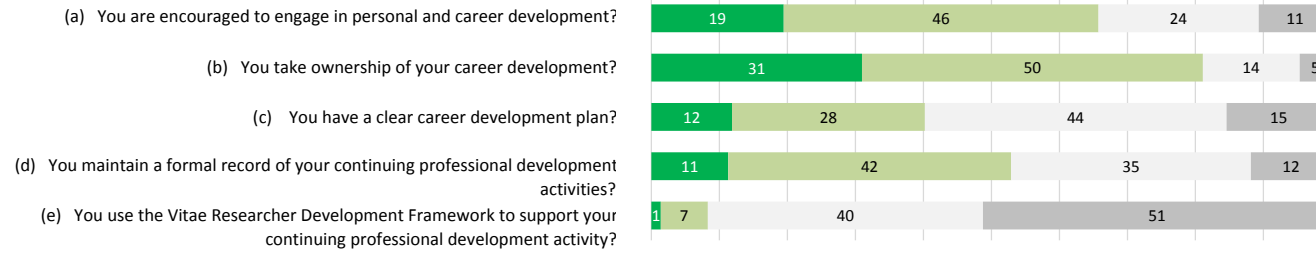


n=	2017 Positive	2015 Positive	+/- Difference	VU	U	NVU	NAAU
166	41	47	-6	8	39	39	13
166	58	63	-5	10	53	30	7
165	70	83	-13	23	60	14	2

UCL Full breakdown of all responses with previous year comparison

Section 4 - Support and Career Development

Q23 To what extent do you agree that:



n=	2017 Positive	2015 Positive	+/- Difference	UCL Previous Year data			
				AS	A	D	DS
365	66	76	-10	24	52	19	4
365	81	90	-9	38	52	8	2
363	40	53	-13	15	38	38	10
363	53	56	-3	13	43	36	8
361	8	6	2	1	5	41	52

UCL Full breakdown of all responses with previous year comparison

Section 4 - Support and Career Development

Q24 In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities?

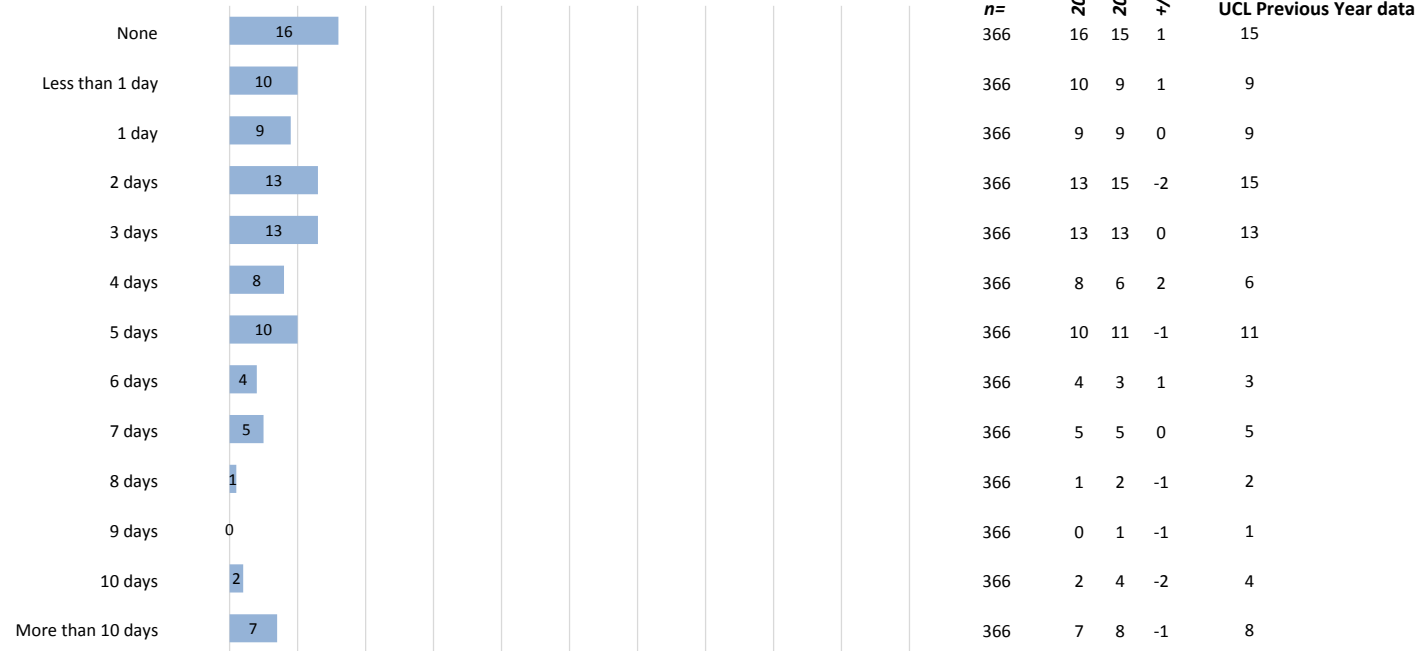


UCL Full breakdown of all responses with previous year comparison

Section 4 - Support and Career Development

Q25 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?

Key: Yes

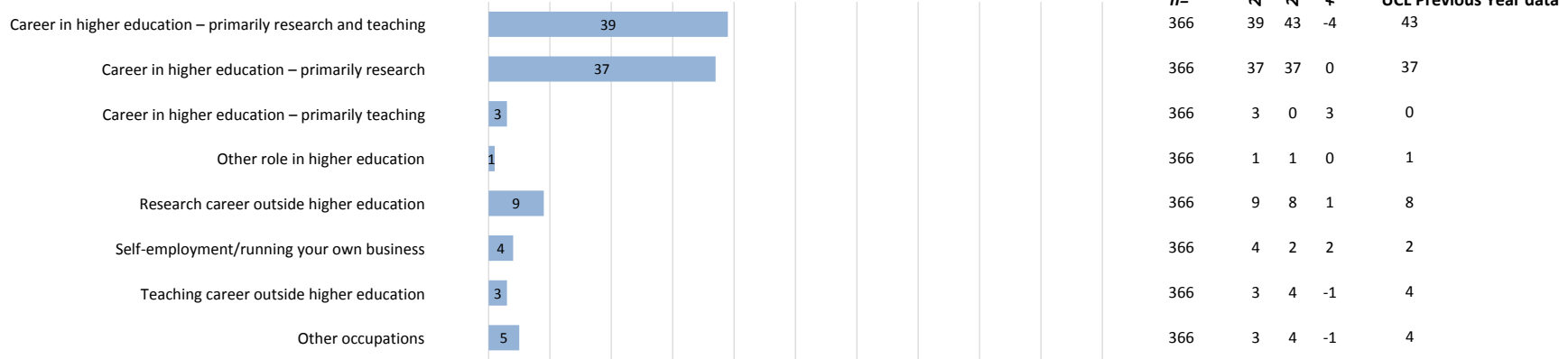


UCL Full breakdown of all responses with previous year comparison

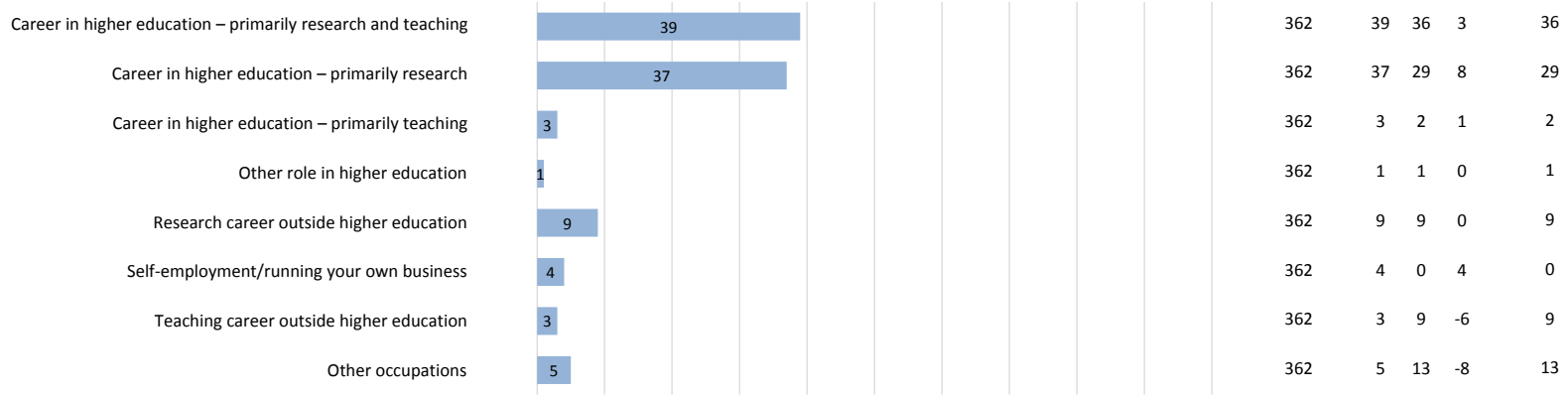
Section 4 - Support and Career Development

Q27a In which area do you aspire to work in the long term?

Key: Yes



Q27b In which area do you expect to work in the long term?



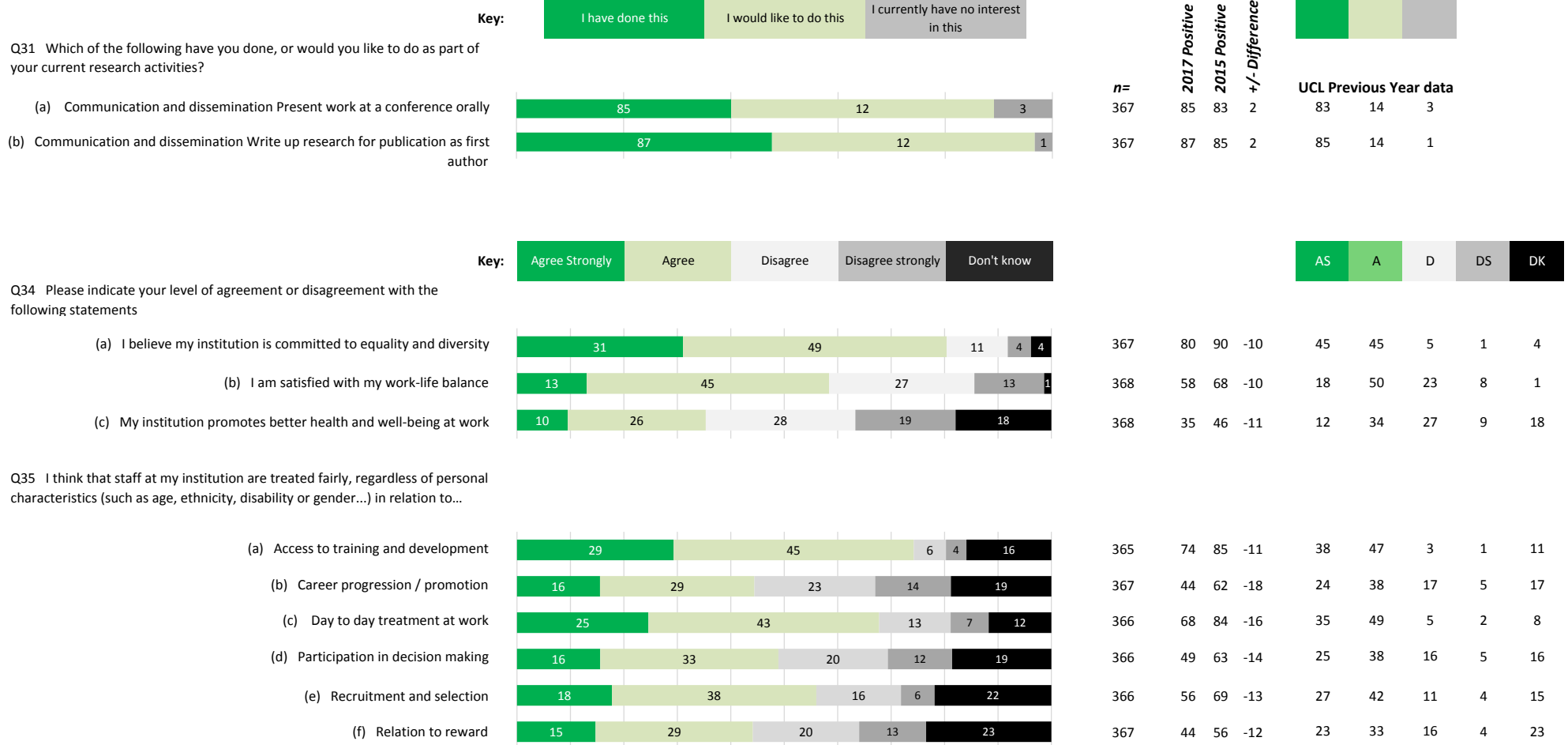
UCL Full breakdown of all responses with previous year comparison

Section 4 - Support and Career Development



UCL Full breakdown of all responses with previous year comparison

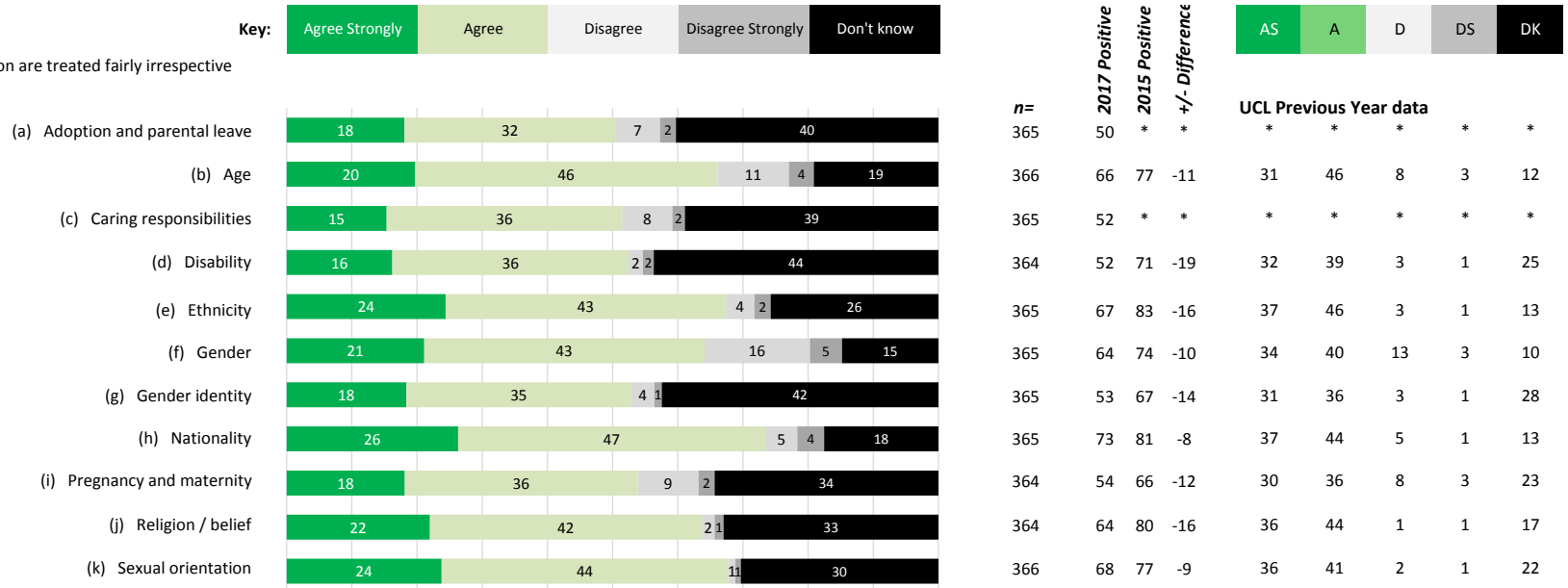
Section 5 - Equality and Diversity



UCL Full breakdown of all responses with previous year comparison

Section 5 - Equality and Diversity

Q36 Overall, I think that staff at my institution are treated fairly irrespective of...



Q37 Have you ever felt that you have been discriminated against in your post?




UCL Faculty comparison tables by individual question


For each question, participants were asked to what extent they agreed or disagreed (on a four-point scale) with statements. The table shows the combined 'positive percentage' for the group of participants in that column (all UCL, or a specific Faculty).

The colour code indicates the range of values for a question (row in the table) given by participants in each Faculty, from the highest (dark green) to the lowest (dark grey) for each statement. Lighter shades of green or grey show 'distance' from the mid-point (UCL average) which is coloured white. Where a Faculty had fewer than 10 responses, data is suppressed to maintain participant anonymity.

For example in Q10a 'Grant / funding applications', the highest score of 63% and a lowest of 24%, while the UCL average was 43%.

Highest value: 

Midpoint: 

Lowest value: 


Section	Question	Russell Group Benchmark	UCL 2017	UCL 2015	+/- Difference	Faculty											
						10	53	59	<10	55	37	26	69	19	17	<10	19
						Faculty of Arts & Humanities	Faculty of Brain Sciences	Faculty of Engineering Science	Faculty of Laws	Faculty of Life Sciences	Faculty of Maths & Physical Sciences	Faculty of Medical Sciences	Faculty of Pop Health Sciences	Faculty of S&HS	Faculty of the Built Environment	Professional Services	UCL Institute of Education
Section 2: Recognition and Value	Q10a To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Grant / funding applications?	59%	43%	63%	-20%	63%	52%	40%		41%	45%	48%	40%	50%	54%		24%
	Q10b To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Knowledge transfer and commercialisation activities?	50%	36%	51%	-15%	44%	45%	36%		27%	40%	32%	29%	63%	41%		18%
	Q10c To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Managing budgets / resources?	39%	23%	39%	-16%	43%	29%	33%		18%	23%	30%	14%	27%	15%		19%
	Q10d To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Peer reviewing?	37%	26%	39%	-13%	22%	18%	31%		29%	17%	27%	29%	29%	31%		32%
	Q10e To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Publications?	79%	71%	79%	-8%	100%	77%	67%		74%	69%	80%	65%	63%	76%		68%
	Q10f To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Public engagement with research?	63%	50%	60%	-10%	38%	53%	48%		52%	40%	52%	54%	58%	56%		44%
	Q10g To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Supervising / managing staff?	47%	32%	48%	-16%	17%	39%	36%		37%	30%	36%	26%	25%	25%		13%
	Q10h To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Supervising research students?	54%	42%	58%	-16%	71%	44%	42%		42%	52%	39%	37%	27%	40%		50%
	Q10i To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Teaching and lecturing?	51%	42%	55%	-13%	75%	42%	33%		32%	52%	42%	43%	46%	56%		50%


UCL Faculty comparison tables by individual question


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						10	53	59	<10	55	37	26	69	19	17	<10	19
						Faculty of Arts & Humanities	Faculty of Brain Sciences	Faculty of Engineering Science	Faculty of Laws	Faculty of Life Sciences	Faculty of Maths & Physical Sciences	Faculty of Medical Sciences	Faculty of Pop Health Sciences	Faculty of S&HS	Faculty of the Built Environment	Professional Services	UCL Institute of Education
Section 2: Recognition and Value (Continued 1)	Q11 To what extent do you agree that your institution treats you fairly (as a researcher) in comparison with other types of staff in relation to: Access to training and development opportunities?	86%	79%	85%	-6%	90%	85%	80%		76%	86%	81%	77%	84%	82%		58%
	Q11 To what extent do you agree that your institution treats you fairly (as a researcher) in comparison with other types of staff in relation to: Opportunities to attend conferences and external meetings?	80%	74%	77%	-3%	80%	87%	81%		71%	69%	77%	68%	68%	76%		63%
	Q11 To what extent do you agree that your institution treats you fairly (as a researcher) in comparison with other types of staff in relation to: Opportunities to participate in decision-making processes (e.g. committees)?	52%	36%	51%	-15%	56%	31%	34%		41%	32%	42%	43%	22%	29%		42%
	Q11 To what extent do you agree that your institution treats you fairly (as a researcher) in comparison with other types of staff in relation to: Opportunities for promotion and progression?	34%	22%	42%	-20%	50%	23%	24%		23%	23%	19%	22%	26%	18%		5%
	Q11 To what extent do you agree that your institution treats you fairly (as a researcher) in comparison with other types of staff in relation to: Requests for flexible working?	78%	76%	77%	-1%	89%	67%	79%		76%	71%	61%	86%	83%	71%		76%
	Q11 To what extent do you agree that your institution treats you fairly (as a researcher) in comparison with other types of staff in relation to: Terms and conditions of employment (excluding any fixed-term nature of contract)?	61%	48%	59%	-11%	78%	52%	49%		40%	42%	42%	51%	61%	44%		42%
	Q11 To what extent do you agree that your institution treats you fairly (as a researcher) in comparison with other types of staff in relation to: Visibility on websites and staff directories?	75%	67%	77%	-10%	80%	63%	76%		63%	67%	52%	59%	84%	71%		84%
	Q12a To what extent do you agree that: You are integrated into your department's research community	78%	66%	82%	-16%	70%	70%	71%		62%	72%	73%	64%	58%	65%		58%
	Q12b To what extent do you agree that: You are integrated into your departmental community more generally	68%	54%	*	*	70%	58%	46%		45%	61%	65%	50%	68%	71%		47%
	Q12c To what extent do you agree that: You are integrated into your institution's research community?	59%	44%	63%	-19%	80%	55%	54%		44%	31%	42%	31%	47%	53%		37%
	Q12d To what extent do you agree that: You are integrated into your wider disciplinary community?	63%	60%	70%	-10%	90%	49%	64%		58%	69%	46%	53%	79%	35%		79%

UCL Faculty comparison tables by individual question


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Section 2: Recognition and Value (Continued 2)	Q13 Over the past two years (or since taking up your current position if that is more recent) have you participated in staff appraisal / review?	71%	72%	78%	-6%	80%	60%	64%		78%	76%	69%	83%	68%	76%		63%
	Q15a [If you have participated in your institution's staff review / appraisal scheme in the last two years] How would you rate this scheme's usefulness: Overall?	65%	50%	60%	-10%	63%	47%	46%		35%	43%	61%	59%	85%	54%		36%
	Q15b [If you have participated in your institution's staff review / appraisal scheme in the last two years] How would you rate this scheme's usefulness: For you to highlight issues?	68%	60%	67%	-7%	88%	50%	59%		52%	67%	44%	64%	77%	54%		64%
	Q15c [If you have participated in your institution's staff review / appraisal scheme in the last two years] How would you rate this scheme's usefulness: In helping you focus on your career aspirations and how these are met by your current role?	64%	49%	58%	-9%	88%	47%	45%		42%	42%	56%	50%	69%	38%		55%
	Q15d [If you have participated in your institution's staff review / appraisal scheme in the last two years] How would you rate this scheme's usefulness: In identifying your strengths and achievements?	66%	53%	63%	-10%	88%	47%	53%		40%	46%	61%	61%	62%	46%		64%
	Q15e [If you have participated in your institution's staff review / appraisal scheme in the last two years] How would you rate this scheme's usefulness: In leading to training or other continuing professional development opportunities?	56%	42%	55%	-13%	38%	47%	39%		40%	38%	61%	52%	31%	8%		45%
	Q15f [If you have participated in your institution's staff review / appraisal scheme in the last two years] How would you rate this scheme's usefulness: In leading to changes in work practices?	33%	26%	34%	-8%	38%	30%	32%		31%	16%	39%	25%	8%	0%		9%
	Q15g [If you have participated in your institution's staff review / appraisal scheme in the last two years] How would you rate this scheme's usefulness: In reviewing your personal progress?	74%	59%	66%	-7%	75%	56%	55%		53%	50%	72%	64%	77%	46%		55%
	Q16a How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Athena Swan Gender Equality Charter Mark	57%	60%	53%	7%	10%	75%	61%		51%	51%	65%	75%	58%	53%		32%
	Q16b How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Concordat for Engaging the Public with Research	13%	8%	10%	-2%	0%	15%	5%		7%	11%	8%	9%	5%	6%		11%
	Q16c How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Concordat on Open Research Data	16%	12%	*	*	0%	19%	8%		15%	14%	12%	7%	5%	18%		17%
	Q16d How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Concordat to Support the Career Development of Researchers	15%	13%	12%	1%	0%	15%	8%		18%	11%	15%	12%	11%	6%		16%

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Section 2: Recognition and Value (Continued 3)	Q16e How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Concordat to Support Research Integrity	7%	7%	7%	0%	0%	15%	3%		13%	3%	8%	10%	0%	0%		0%
	Q16f How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? European 'HR Excellence in Research' Award recognition	8%	4%	7%	-3%	0%	9%	5%		4%	5%	8%	3%	0%	0%		0%
	Q16g How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? National Co-ordinating Centre for Public Engagement (NCCPE)	5%	4%	4%	0%	10%	4%	3%		0%	5%	4%	3%	5%	6%		21%
	Q16h How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? ECU Race Equality Charter	7%	7%	*	*	10%	6%	5%		2%	8%	4%	6%	5%	12%		16%
	Q16i How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? RCUK 'Pathways to Impact'	27%	23%	23%	0%	30%	25%	19%		13%	27%	15%	21%	37%	47%		32%
	Q16j How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Research Excellence Framework (REF)	66%	68%	68%	0%	90%	70%	64%		44%	57%	73%	77%	68%	88%		95%
	Q16k How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Vitae	24%	22%	18%	4%	40%	25%	14%		15%	14%	31%	26%	11%	35%		42%
	Q16l How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Vitae Researcher Development Framework (RDF)	20%	18%	12%	6%	50%	19%	7%		7%	8%	23%	28%	5%	18%		53%
	Q16m How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? UK Professional Standard Framework for teaching and supporting learning	10%	12%	*	*	30%	9%	3%		5%	14%	27%	10%	21%	12%		21%

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Section 3: Recruitment and Selection	Q18 Have you been recruited into your current post in the last two years?	57%	45%	47%	-2%	20%	55%	46%		40%	35%	54%	39%	63%	53%		58%
	Q19 How did you find out about your current post? By word of mouth	27%	35%	15%	20%	50%	28%	48%		27%	23%	43%	33%	25%	44%		45%
	Q19 How did you find out about your current post? I am the grant / fellowship holder	6%	5%	3%	2%	50%	3%	0%		5%	8%	7%	11%	8%	0%		0%
	Q19 How did you find out about your current post? I saw it advertised / listed	45%	51%	26%	25%	50%	55%	56%		45%	69%	43%	41%	33%	56%		64%
	Q19 How did you find out about your current post? I was named on the grant	7%	8%	3%	5%	0%	17%	4%		14%	0%	7%	0%	25%	11%		0%
	Q19 How did you find out about your current post? I was redeployed (e.g. to avoid redundancy)	4%	5%	2%	3%	0%	3%	11%		5%	0%	7%	7%	0%	11%		0%
	Q19 How did you find out about your current post? I don't know / can't remember	0%	0%	0%	0%	0%	0%	0%		0%	0%	0%	0%	0%	0%		0%
	Q19 How did you find out about your current post? My previous contract was extended	7%	3%	1%	2%	0%	3%	4%		9%	0%	0%	4%	0%	0%		0%
	Q19 How did you find out about your current post? Other	3%	6%	2%	4%	0%	3%	0%		9%	0%	7%	11%	8%	0%		18%
	Q20 During the application process, which of the following were you provided with? A written description summary of what the job entailed (job description)	92%	92%	92%	0%	50%	93%	100%		91%	100%	93%	85%	83%	100%		91%
	Q20 During the application process, which of the following were you provided with? Details of the qualifications required of the post-holder	92%	92%	94%	-2%	50%	90%	96%		91%	100%	100%	85%	92%	100%		91%
	Q20 During the application process, which of the following were you provided with? Details of the specialist research skills required of the post-holder	90%	90%	92%	-2%	50%	90%	96%		86%	100%	86%	85%	92%	100%		91%
	Q20 During the application process, which of the following were you provided with? Details of the transferable / personal / management skills required of the post-holder	76%	71%	81%	-10%	0%	79%	70%		77%	69%	64%	63%	75%	100%		55%
	Q21a When you started with your current employer how useful did you find the following? Institutional-wide induction programmes	37%	26%	30%	-4%	0%	28%	33%		18%	15%	7%	41%	42%	22%		9%
	Q21b When you started with your current employer how useful did you find the following? Departmental / faculty / unit induction programme	49%	42%	44%	-2%	0%	45%	48%		55%	54%	21%	37%	42%	22%		36%
	Q21c When you started with your current employer how useful did you find the following? Local induction to your current role	64%	52%	65%	-13%	50%	59%	67%		57%	62%	43%	52%	33%	22%		36%

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Section 4: Support and Career Development	Q23a To what extent do you agree that: You are encouraged to engage in personal and career development?	77%	66%	76%	-10%	100%	69%	58%		62%	62%	81%	72%	58%	53%		68%
	Q23b To what extent do you agree that: You take ownership of your career development?	88%	81%	90%	-9%	100%	87%	61%		89%	76%	88%	85%	89%	76%		84%
	Q23c To what extent do you agree that: You have a clear career development plan?	52%	40%	53%	-13%	80%	37%	33%		47%	35%	42%	37%	47%	35%		53%
	Q23d To what extent do you agree that: You maintain a formal record of your continuing professional development activities?	58%	53%	56%	-3%	70%	41%	38%		55%	41%	65%	75%	53%	29%		74%
	Q23e To what extent do you agree that: You use the Vitae Researcher Development Framework to support your continuing professional development activity?	11%	8%	6%	2%	20%	6%	8%		13%	3%	8%	9%	11%	0%		11%
	Q24a In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Career management	20%	19%	20%	-1%	0%	28%	19%		13%	17%	12%	24%	11%	19%		22%
	Q24b In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Collaboration and teamworking	23%	20%	20%	0%	10%	25%	19%		13%	11%	23%	24%	33%	19%		21%
	Q24c In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Communication and dissemination	31%	27%	30%	-3%	10%	34%	22%		18%	18%	40%	34%	28%	25%		32%
	Q24d In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Equality and diversity	42%	40%	45%	-5%	60%	51%	34%		22%	25%	31%	58%	26%	31%		79%
	Q24e In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Ethical research conduct	30%	31%	33%	-2%	30%	43%	24%		13%	9%	36%	46%	16%	44%		53%
	Q24f In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Interdisciplinary research	18%	15%	*	*	0%	17%	22%		6%	6%	12%	13%	32%	20%		16%
	Q24g In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Knowledge exchange	15%	14%	12%	2%	0%	13%	22%		6%	12%	15%	13%	16%	29%		11%
	Q24h In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Leadership and management	21%	22%	20%	2%	20%	17%	15%		20%	17%	15%	39%	21%	29%		16%

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Section 4: Support and Career Development (Continued 1)	Q24i In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Personal effectiveness	19%	19%	19%	0%	22%	19%	15%		13%	23%	19%	28%	22%	19%		16%
	Q24j In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Public engagement	26%	22%	21%	1%	30%	29%	19%		7%	9%	19%	33%	22%	19%		32%
	Q24k In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Research impact	21%	16%	13%	3%	10%	9%	19%		9%	8%	23%	21%	0%	24%		37%
	Q24l In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Research skills and techniques	42%	43%	41%	2%	30%	53%	34%		25%	25%	50%	60%	42%	50%		68%
	Q24m In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Supervision of doctoral / masters students	32%	41%	40%	1%	50%	48%	36%		31%	33%	42%	52%	22%	25%		63%
	Q24n In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Teaching or lecturing	32%	35%	34%	1%	50%	43%	25%		24%	22%	46%	45%	44%	25%		32%
	Q24o In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Being mentored	21%	21%	23%	-2%	30%	33%	22%		25%	8%	15%	16%	28%	6%		32%
	Q28a Which of the following have you done, or would you like to do as part of your current research activities? Working with others Collaborate with colleagues outside the UK	68%	71%	72%	-1%	70%	66%	69%		74%	84%	54%	68%	89%	71%		74%
	Q28b Which of the following have you done, or would you like to do as part of your current research activities? Working with others Collaborate in research with businesses or other non-academic research users	43%	42%	42%	0%	50%	36%	53%		9%	33%	50%	51%	67%	65%		53%
	Q28c Which of the following have you done, or would you like to do as part of your current research activities? Working with others Interdisciplinary research projects	57%	60%	65%	-5%	50%	40%	73%		44%	59%	50%	72%	74%	82%		47%
	Q28d Which of the following have you done, or would you like to do as part of your current research activities? Working with others Mentor and support other researchers	40%	43%	45%	-2%	10%	48%	38%		36%	49%	42%	45%	58%	41%		42%

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Section 4: Support and Career Development (Continued 2)	Q28e Which of the following have you done, or would you like to do as part of your current research activities? Working with others Supervise undergraduate or postgraduate research projects	61%	67%	67%	0%	70%	72%	61%		82%	73%	65%	60%	53%	59%		58%
	Q28f Which of the following have you done, or would you like to do as part of your current research activities? Working with others Undertake an internship / placement outside higher education research	10%	12%	8%	4%	0%	21%	19%		5%	6%	8%	10%	11%	18%		16%
	Q28g Which of the following have you done, or would you like to do as part of your current research activities? Working with others Work as part of a cross-disciplinary team	51%	51%	*	*	50%	38%	63%		42%	35%	42%	65%	58%	76%		47%
	Q29a Which of the following have you done, or would you like to do as part of your current research activities? Research and financial management Manage a budget	40%	39%	41%	-2%	60%	38%	27%		29%	53%	46%	40%	58%	47%		28%
	Q29b Which of the following have you done, or would you like to do as part of your current research activities? Research and financial management Plan and manage a project	53%	51%	56%	-5%	60%	53%	36%		49%	49%	64%	51%	74%	59%		39%
	Q29c Which of the following have you done, or would you like to do as part of your current research activities? Research and financial management Write a grant / funding proposal	54%	59%	60%	-1%	60%	68%	46%		60%	68%	48%	62%	68%	50%		44%
	Q30a Which of the following have you done, or would you like to do as part of your current research activities? Engagement and impact Engage with policymakers and end users	28%	28%	29%	-1%	20%	17%	29%		11%	17%	12%	43%	26%	88%		53%
	Q30b Which of the following have you done, or would you like to do as part of your current research activities? Engagement and impact Knowledge exchange	31%	32%	33%	-1%	40%	20%	34%		28%	25%	15%	35%	53%	50%		42%
	Q30c Which of the following have you done, or would you like to do as part of your current research activities? Engagement and impact Participate in public engagement activities	50%	46%	46%	0%	60%	51%	46%		31%	36%	46%	41%	68%	65%		53%
	Q30d Which of the following have you done, or would you like to do as part of your current research activities? Engagement and impact Teach or lecture	52%	60%	59%	1%	90%	57%	53%		44%	56%	54%	74%	84%	50%		63%
	Q31a Which of the following have you done, or would you like to do as part of your current research activities? Communication and dissemination Present work at a conference orally	83%	85%	83%	2%	100%	70%	83%		80%	92%	81%	88%	100%	88%		100%
	Q31b Which of the following have you done, or would you like to do as part of your current research activities? Communication and dissemination Write up research for publication as first author	80%	87%	85%	2%	100%	83%	83%		87%	95%	65%	87%	100%	100%		89%

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Section 5: Equality and Diversity	Q34a Please indicate your level of agreement or disagreement with the following statements I believe my institution is committed to equality and diversity	87%	80%	90%	-10%	100%	77%	88%		80%	73%	81%	82%	79%	76%		68%
	Q34b Please indicate your level of agreement or disagreement with the following statements I am satisfied with my work-life balance	70%	58%	68%	-10%	70%	64%	64%		62%	68%	65%	43%	47%	71%		42%
	Q34c Please indicate your level of agreement or disagreement with the following statements My institution promotes better health and well-being at work	52%	35%	46%	-11%	30%	34%	37%		38%	32%	46%	35%	47%	24%		26%
	Q35a I think that staff at my institution are treated fairly, regardless of personal characteristics (such as age, ethnicity, disability or gender...) in relation to access to training and development	84%	74%	86%	-12%	90%	75%	76%		76%	69%	88%	72%	79%	82%		47%
	Q35b I think that staff at my institution are treated fairly, regardless of personal characteristics (such as age, ethnicity, disability or gender...) in relation to career progression / promotion	58%	44%	62%	-18%	60%	45%	51%		44%	41%	50%	42%	42%	53%		26%
	Q35c I think that staff at my institution are treated fairly, regardless of personal characteristics (such as age, ethnicity, disability or gender...) in relation to day to day treatment at work	80%	68%	85%	-17%	70%	68%	68%		78%	72%	73%	65%	74%	59%		47%
	Q35d I think that staff at my institution are treated fairly, regardless of personal characteristics (such as age, ethnicity, disability or gender...) in relation to participation in decision making	61%	49%	63%	-14%	60%	45%	51%		52%	47%	54%	49%	47%	76%		21%
	Q35e I think that staff at my institution are treated fairly, regardless of personal characteristics (such as age, ethnicity, disability or gender...) in relation to recruitment and selection	65%	56%	70%	-14%	70%	64%	56%		50%	51%	62%	62%	58%	59%		32%
	Q35f I think that staff at my institution are treated fairly, regardless of personal characteristics (such as age, ethnicity, disability or gender...) in relation to reward	51%	44%	56%	-12%	60%	45%	46%		41%	51%	46%	48%	47%	35%		21%

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Section 5: Equality and Diversity (Continued)	Q36a Overall, I think that staff at my institution are treated fairly irrespective of adoption and parental leave	56%	50%	*	*	70%	49%	53%		53%	53%	58%	49%	53%	47%		32%
	Q36b Overall, I think that staff at my institution are treated fairly irrespective of age	71%	66%	77%	-11%	90%	70%	69%		67%	64%	73%	66%	63%	71%		32%
	Q36c Overall, I think that staff at my institution are treated fairly irrespective of caring responsibilities	58%	52%	*	*	50%	51%	53%		51%	50%	54%	54%	63%	53%		32%
	Q36d Overall, I think that staff at my institution are treated fairly irrespective of disability	62%	52%	71%	-19%	50%	45%	59%		62%	50%	54%	55%	58%	41%		26%
	Q36e Overall, I think that staff at my institution are treated fairly irrespective of ethnicity	73%	67%	83%	-16%	60%	68%	68%		76%	72%	77%	66%	58%	65%		42%
	Q36f Overall, I think that staff at my institution are treated fairly irrespective of gender	73%	64%	74%	-10%	70%	68%	59%		75%	64%	54%	69%	58%	65%		42%
	Q36g Overall, I think that staff at my institution are treated fairly irrespective of gender identity	61%	53%	67%	-14%	60%	47%	59%		62%	47%	50%	54%	63%	47%		26%
	Q36h Overall, I think that staff at my institution are treated fairly irrespective of nationality	78%	73%	81%	-8%	89%	79%	73%		82%	73%	77%	69%	74%	71%		47%
	Q36i Overall, I think that staff at my institution are treated fairly irrespective of pregnancy and maternity	59%	54%	66%	-12%	60%	55%	51%		61%	61%	54%	60%	47%	53%		16%
	Q36j Overall, I think that staff at my institution are treated fairly irrespective of religion / belief	73%	64%	81%	-17%	70%	71%	58%		71%	61%	69%	71%	58%	65%		21%
	Q36k Overall, I think that staff at my institution are treated fairly irrespective of sexual orientation	71%	68%	76%	-8%	70%	75%	66%		84%	64%	58%	71%	63%	65%		32%
	Q37 Have you ever felt that you have been discriminated against in your post?	11%	16%	10%	6%	10%	16%	17%		11%	8%	19%	17%	11%	24%		21%

UCL School comparison tables by individual question

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Section 2: Recognition and Value	Q10a To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Grant / funding applications?	59%	43%	63%	-20%		24%	45%	44%	48%
	Q10b To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Knowledge transfer and commercialisation activities?	50%	36%	51%	-15%		18%	33%	38%	55%
	Q10c To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Managing budgets / resources?	39%	23%	39%	-16%		19%	21%	27%	30%
	Q10d To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Peer reviewing?	37%	26%	39%	-13%		32%	26%	27%	24%
	Q10e To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Publications?	79%	71%	79%	-8%		68%	72%	69%	71%
	Q10f To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Public engagement with research?	63%	50%	60%	-10%		44%	53%	47%	47%
	Q10g To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Supervising / managing staff?	47%	32%	48%	-16%		13%	34%	32%	21%
	Q10h To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Supervising research students?	54%	42%	58%	-16%		50%	40%	45%	38%
	Q10i To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to: Teaching and lecturing?	51%	42%	55%	-13%		50%	40%	43%	50%
	Q11 To what extent do you agree that your institution treats you fairly (as a researcher) in comparison with other types of staff in relation to: Access to training and development opportunities?	86%	79%	85%	-6%		58%	79%	82%	78%
	Q11 To what extent do you agree that your institution treats you fairly (as a researcher) in comparison with other types of staff in relation to: Opportunities to attend conferences and external meetings?	80%	74%	77%	-3%		63%	75%	76%	72%
	Q11 To what extent do you agree that your institution treats you fairly (as a researcher) in comparison with other types of staff in relation to: Opportunities to participate in decision-making processes (e.g. committees)?	52%	36%	51%	-15%		42%	39%	33%	30%
	Q11 To what extent do you agree that your institution treats you fairly (as a researcher) in comparison with other types of staff in relation to: Opportunities for promotion and progression?	34%	22%	42%	-20%		5%	22%	23%	34%
	Q11 To what extent do you agree that your institution treats you fairly (as a researcher) in comparison with other types of staff in relation to: Requests for flexible working?	78%	76%	77%	-1%		76%	75%	75%	86%
	Q11 To what extent do you agree that your institution treats you fairly (as a researcher) in comparison with other types of staff in relation to: Terms and conditions of employment (excluding any fixed-term nature of contract)?	61%	48%	59%	-11%		42%	47%	46%	63%
Q11 To what extent do you agree that your institution treats you fairly (as a researcher) in comparison with other types of staff in relation to: Visibility on websites and staff directories?	75%	67%	77%	-10%		84%	60%	72%	78%	

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Section 2: Recognition and Value (Continued 1)	Q12a To what extent do you agree that: You are integrated into your department's research community?	78%	66%	82%	-16%		58%	66%	71%	59%
	Q12b To what extent do you agree that: You are integrated into your departmental community more generally	68%	54%	*	*		47%	53%	54%	63%
	Q12c To what extent do you agree that: You are integrated into your institution's research community?	59%	44%	63%	-19%		37%	42%	46%	53%
	Q12d To what extent do you agree that: You are integrated into your wider disciplinary community?	63%	60%	70%	-10%		79%	52%	62%	84%
	Q13 Over the past two years (or since taking up your current position if that is more recent) have you participated in staff appraisal / review?	71%	72%	78%	-6%		63%	74%	70%	72%
	Q15a [If you have participated in your institution's staff review / appraisal scheme in the last two years] How would you rate this scheme's usefulness: Overall?	65%	50%	60%	-10%		36%	50%	46%	74%
	Q15b [If you have participated in your institution's staff review / appraisal scheme in the last two years] How would you rate this scheme's usefulness: For you to highlight issues?	68%	60%	67%	-7%		64%	55%	61%	78%
	Q15c [If you have participated in your institution's staff review / appraisal scheme in the last two years] How would you rate this scheme's usefulness: In helping you focus on your career aspirations and how these are met by your current role?	64%	49%	58%	-9%		55%	48%	43%	74%
	Q15d [If you have participated in your institution's staff review / appraisal scheme in the last two years] How would you rate this scheme's usefulness: In identifying your strengths and achievements?	66%	53%	63%	-10%		64%	52%	49%	70%
	Q15e [If you have participated in your institution's staff review / appraisal scheme in the last two years] How would you rate this scheme's usefulness: In leading to training or other continuing professional development opportunities?	56%	42%	55%	-13%		45%	49%	34%	30%
	Q15f [If you have participated in your institution's staff review / appraisal scheme in the last two years] How would you rate this scheme's usefulness: In leading to changes in work practices?	33%	26%	34%	-8%		9%	30%	22%	18%
	Q15g [If you have participated in your institution's staff review / appraisal scheme in the last two years] How would you rate this scheme's usefulness: In reviewing your personal progress?	74%	59%	66%	-7%		55%	60%	52%	74%

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Section 2: Recognition and Value (Continued 2)	Q16a How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Athena Swan Gender Equality Charter Mark	57%	60%	53%	7%		32%	67%	57%	41%
	Q16b How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Concordat for Engaging the Public with Research	13%	8%	10%	-2%		11%	10%	7%	3%
	Q16c How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Concordat on Open Research Data	16%	12%	*	*		17%	13%	12%	6%
	Q16d How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Concordat to Support the Career Development of Researchers	15%	13%	12%	1%		16%	15%	9%	9%
	Q16e How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Concordat to Support Research Integrity	7%	7%	7%	0%		0%	12%	3%	0%
	Q16f How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? European 'HR Excellence in Research' Award recognition	8%	4%	7%	-3%		0%	5%	4%	0%
	Q16g How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? National Co-ordinating Centre for Public Engagement (NCCPE)	5%	4%	4%	0%		21%	2%	4%	6%
	Q16h How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? ECU Race Equality Charter	7%	7%	*	*		16%	4%	7%	13%
	Q16i How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? RCUK 'Pathways to Impact'	27%	23%	23%	0%		32%	19%	26%	38%
	Q16j How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Research Excellence Framework (REF)	66%	68%	68%	0%		95%	66%	65%	78%
	Q16k How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Vitae	24%	22%	18%	4%		42%	23%	17%	19%
	Q16l How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? Vitae Researcher Development Framework (RDF)	20%	18%	12%	6%		53%	19%	9%	19%
	Q16m How would you rate your knowledge and understanding of the following UK initiatives relevant to staff engaged in research? UK Professional Standard Framework for teaching and supporting learning	10%	12%	*	*		21%	11%	8%	25%

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Section 3: Recruitment and Selection	Q18 Have you been recruited into your current post in the last two years?	57%	45%	47%	-2%		58%	45%	43%	44%
	Q19 How did you find out about your current post? By word of mouth	27%	35%	15%	20%		45%	32%	41%	29%
	Q19 How did you find out about your current post? I am the grant / fellowship holder	6%	5%	3%	2%		0%	7%	2%	14%
	Q19 How did you find out about your current post? I saw it advertised / listed	45%	51%	26%	25%		64%	47%	59%	36%
	Q19 How did you find out about your current post? I was named on the grant	7%	8%	3%	5%		0%	10%	4%	21%
	Q19 How did you find out about your current post? I was redeployed (e.g. to avoid redundancy)	4%	5%	2%	3%		0%	5%	8%	0%
	Q19 How did you find out about your current post? I don't know / can't remember	0%	0%	0%	0%		0%	0%	0%	0%
	Q19 How did you find out about your current post? My previous contract was extended	7%	3%	1%	2%		0%	4%	2%	0%
	Q19 How did you find out about your current post? Other	3%	6%	2%	4%		18%	8%	0%	7%
	Q20 During the application process, which of the following were you provided with? A written description summary of what the job entailed (job description)	92%	92%	92%	0%		91%	90%	100%	79%
	Q20 During the application process, which of the following were you provided with? Details of the qualifications required of the post-holder	92%	92%	94%	-2%		91%	90%	98%	86%
	Q20 During the application process, which of the following were you provided with? Details of the specialist research skills required of the post-holder	90%	90%	92%	-2%		91%	87%	98%	86%
	Q20 During the application process, which of the following were you provided with? Details of the transferable / personal / management skills required of the post-holder	76%	71%	81%	-10%		55%	72%	75%	64%
	Q21a When you started with your current employer how useful did you find the following? Institutional-wide induction programmes	37%	26%	30%	-4%		9%	26%	27%	36%
	Q21b When you started with your current employer how useful did you find the following? Departmental / faculty / unit induction programme	49%	42%	44%	-2%		36%	41%	45%	36%
	Q21c When you started with your current employer how useful did you find the following? Local induction to your current role	64%	52%	65%	-13%		36%	54%	57%	36%

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Section 4: Support and Career Development	Q23a To what extent do you agree that: You are encouraged to engage in personal and career development?	77%	66%	76%	-10%		68%	70%	58%	69%
	Q23b To what extent do you agree that: You take ownership of your career development?	88%	81%	90%	-9%		84%	87%	68%	88%
	Q23c To what extent do you agree that: You have a clear career development plan?	52%	40%	53%	-13%		53%	41%	34%	53%
	Q23d To what extent do you agree that: You maintain a formal record of your continuing professional development activities?	58%	53%	56%	-3%		74%	59%	38%	53%
	Q23e To what extent do you agree that: You use the Vitae Researcher Development Framework to support your continuing professional development activity?	11%	8%	6%	2%		11%	9%	5%	13%
	Q24a In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Career management	20%	19%	20%	-1%		22%	20%	18%	7%
	Q24b In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Collaboration and teamworking	23%	20%	20%	0%		21%	21%	16%	26%
	Q24c In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Communication and dissemination	31%	27%	30%	-3%		32%	31%	21%	20%
	Q24d In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Equality and diversity	42%	40%	45%	-5%		79%	43%	31%	38%
	Q24e In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Ethical research conduct	30%	31%	33%	-2%		53%	35%	22%	23%
	Q24f In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Interdisciplinary research	18%	15%	*	*		16%	12%	17%	23%
	Q24g In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Knowledge exchange	15%	14%	12%	2%		11%	12%	20%	13%
	Q24h In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Leadership and management	21%	22%	20%	2%		16%	25%	18%	19%
	Q24i In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Personal effectiveness	19%	19%	19%	0%		16%	21%	18%	20%
Q24j In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Public engagement	26%	22%	21%	1%		32%	23%	15%	27%	


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Section 4: Support and Career Development (Continued 1)	Q24k In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Research impact	21%	16%	13%	3%		37%	15%	16%	6%
	Q24l In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Research skills and techniques	42%	43%	41%	2%		68%	47%	33%	38%
	Q24m In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Supervision of doctoral / masters students	32%	41%	40%	1%		63%	44%	33%	32%
	Q24n In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Teaching or lecturing	32%	35%	34%	1%		32%	39%	24%	45%
	Q24o In which areas have you undertaken, or would you like to undertake, training and other continuing professional development activities? Being mentored	21%	21%	23%	-2%		32%	23%	15%	26%
	Q28a Which of the following have you done, or would you like to do as part of your current research activities? Working with others Collaborate with colleagues outside the UK	68%	71%	72%	-1%		74%	67%	74%	84%
	Q28b Which of the following have you done, or would you like to do as part of your current research activities? Working with others Collaborate in research with businesses or other non-academic research users	43%	42%	42%	0%		53%	36%	48%	58%
	Q28c Which of the following have you done, or would you like to do as part of your current research activities? Working with others Interdisciplinary research projects	57%	60%	65%	-5%		47%	53%	70%	69%
	Q28d Which of the following have you done, or would you like to do as part of your current research activities? Working with others Mentor and support other researchers	40%	43%	45%	-2%		42%	43%	42%	45%
	Q28e Which of the following have you done, or would you like to do as part of your current research activities? Working with others Supervise undergraduate or postgraduate research projects	61%	67%	67%	0%		58%	70%	65%	63%
	Q28f Which of the following have you done, or would you like to do as part of your current research activities? Working with others Undertake an internship / placement outside higher education research	10%	12%	8%	4%		16%	11%	14%	6%
	Q28g Which of the following have you done, or would you like to do as part of your current research activities? Working with others Work as part of a cross-disciplinary team	51%	51%	*	*		47%	49%	56%	55%

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Section 4: Support and Career Development (Continued 2)	Q29a Which of the following have you done, or would you like to do as part of your current research activities? Research and financial management Manage a budget	40%	39%	41%	-2%		28%	37%	38%	56%
	Q29b Which of the following have you done, or would you like to do as part of your current research activities? Research and financial management Plan and manage a project	53%	51%	56%	-5%		39%	53%	43%	69%
	Q29c Which of the following have you done, or would you like to do as part of your current research activities? Research and financial management Write a grant / funding proposal	54%	59%	60%	-1%		44%	61%	54%	69%
	Q30a Which of the following have you done, or would you like to do as part of your current research activities? Engagement and impact Engage with policymakers and end users	28%	28%	29%	-1%		53%	24%	34%	26%
	Q30b Which of the following have you done, or would you like to do as part of your current research activities? Engagement and impact Knowledge exchange	31%	32%	33%	-1%		42%	27%	33%	52%
	Q30c Which of the following have you done, or would you like to do as part of your current research activities? Engagement and impact Participate in public engagement activities	50%	46%	46%	0%		53%	42%	46%	69%
	Q30d Which of the following have you done, or would you like to do as part of your current research activities? Engagement and impact Teach or lecture	52%	60%	59%	1%		63%	59%	53%	88%
	Q31a Which of the following have you done, or would you like to do as part of your current research activities? Communication and dissemination Present work at a conference orally	83%	85%	83%	2%		100%	80%	87%	100%
	Q31b Which of the following have you done, or would you like to do as part of your current research activities? Communication and dissemination Write up research for publication as first author	80%	87%	85%	2%		89%	83%	89%	100%

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Section 5: Equality and Diversity	Q34a Please indicate your level of agreement or disagreement with the following statements I believe my institution is committed to equality and diversity	87%	80%	90%	-10%		68%	80%	81%	84%
	Q34b Please indicate your level of agreement or disagreement with the following statements I am satisfied with my work-life balance	70%	58%	68%	-10%		42%	57%	66%	50%
	Q34c Please indicate your level of agreement or disagreement with the following statements My institution promotes better health and well-being at work	52%	35%	46%	-11%		26%	37%	34%	38%
	Q35a I think that staff at my institution are treated fairly, regardless of personal characteristics (such as age, ethnicity, disability or gender...) in relation to access to training and development	84%	74%	86%	-12%		47%	76%	75%	78%
	Q35b I think that staff at my institution are treated fairly, regardless of personal characteristics (such as age, ethnicity, disability or gender...) in relation to career progression / promotion	58%	44%	62%	-18%		26%	45%	48%	44%
	Q35c I think that staff at my institution are treated fairly, regardless of personal characteristics (such as age, ethnicity, disability or gender...) in relation to day to day treatment at work	80%	68%	85%	-17%		47%	70%	68%	66%
	Q35d I think that staff at my institution are treated fairly, regardless of personal characteristics (such as age, ethnicity, disability or gender...) in relation to participation in decision making	61%	49%	63%	-14%		21%	50%	54%	47%
	Q35e I think that staff at my institution are treated fairly, regardless of personal characteristics (such as age, ethnicity, disability or gender...) in relation to recruitment and selection	65%	56%	70%	-14%		32%	59%	55%	56%
Q35f I think that staff at my institution are treated fairly, regardless of personal characteristics (such as age, ethnicity, disability or gender...) in relation to reward	51%	44%	56%	-12%		21%	45%	46%	47%	

UCL School comparison tables by individual question

For each question, participants were asked to what extent they agreed or disagreed (on a four-point scale) with statements. The table shows the combined 'positive percentage' for the group of participants in that column (all UCL, or a specific School).

The colour code indicates the range of values for a question (row in the table) given by participants in each School, from the highest (dark green) to the lowest (dark grey) for each statement. Lighter shades of green or grey show 'distance' from the mid-point (UCL average) which is coloured white. Where a School had fewer than 10 responses, data is suppressed to maintain participant anonymity.

For example in Q10a 'Grant / funding applications', the highest score of 48% and a lowest of 24%, while the UCL average was 43%.

Highest value: 

Midpoint: 

Lowest value: 

Section	Question	Russell Group Benchmark	UCL 2017	UCL 2015	+/- Difference	School				
						<10	19	203	113	32
Section 5: Equality and Diversity (Continued)	Q36a Overall, I think that staff at my institution are treated fairly irrespective of adoption and parental leave	56%	50%	*	*		32%	51%	52%	55%
	Q36b Overall, I think that staff at my institution are treated fairly irrespective of age	71%	66%	77%	-11%		32%	68%	68%	66%
	Q36c Overall, I think that staff at my institution are treated fairly irrespective of caring responsibilities	58%	52%	*	*		32%	52%	52%	55%
	Q36d Overall, I think that staff at my institution are treated fairly irrespective of disability	62%	52%	71%	-19%		26%	54%	54%	52%
	Q36e Overall, I think that staff at my institution are treated fairly irrespective of ethnicity	73%	67%	83%	-16%		42%	71%	69%	55%
	Q36f Overall, I think that staff at my institution are treated fairly irrespective of gender	73%	64%	74%	-10%		42%	68%	62%	58%
	Q36g Overall, I think that staff at my institution are treated fairly irrespective of gender identity	61%	53%	67%	-14%		26%	54%	54%	58%
	Q36h Overall, I think that staff at my institution are treated fairly irrespective of nationality	78%	73%	81%	-8%		47%	76%	73%	77%
	Q36i Overall, I think that staff at my institution are treated fairly irrespective of pregnancy and maternity	59%	54%	66%	-12%		16%	58%	54%	48%
	Q36j Overall, I think that staff at my institution are treated fairly irrespective of religion / belief	73%	64%	81%	-17%		21%	71%	60%	58%
	Q36k Overall, I think that staff at my institution are treated fairly irrespective of sexual orientation	71%	68%	76%	-8%		32%	74%	65%	59%
	Q37 Have you ever felt that you have been discriminated against in your post?	11%	16%	10%	6%		21%	15%	15%	16%

UCL School quartile position

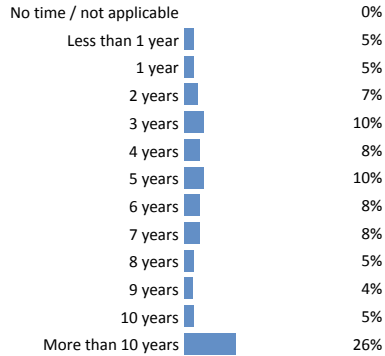
Calculations are based on the summed average of the responses to the listed question groups.

Top Quartile	8	4	5	0	2	2	1	8	5	7			3	0	2	9
Upper Quartile	2	4	0		3	4	4	7	1	3			4	5	4	1
Lower Quartile	2	4	3		2	2	1	3	5	3			2	3	5	4
Bottom Quartile	2	2	6		9	6	7	3	0	3			5	6	3	0

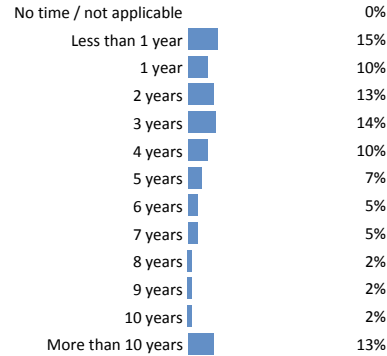
Section	Question (abbreviated)	Faculty											School					
		10	53	59	3	55	37	26	69	19	17	<10	19	1	19	203	113	32
		Faculty of Arts & Humanities	Faculty of Brain Sciences	Faculty of Engineering Science	Faculty of Laws	Faculty of Life Sciences	Faculty of Maths & Physical Sciences	Faculty of Medical Sciences	Faculty of Pop Health Sciences	Faculty of S&HS	Faculty of the Built Environment	Professional Services	UCL Institute of Education	Professional Services	School of Education	School of Life & Medical Sciences	UCL BEAMS	UCL SLASH
Recognition and Value	Q10a-i Extent to which UCL both recognises and values the contribution that you make as a researcher	1	1	3		4	3	2	4	2	1		4		4	3	2	1
	Q11_1 to Q11_7 Extent to which UCL treats fairly as a researcher in comparison with other types of staff	1	2	1		4	4	4	2	1	3		4		4	3	2	1
	Q12a-d Extent to which you feel integrated into the department/UCL's research community etc	1	2	1		4	2	3	4	1	3		4		3	4	2	1
	Q16a-m Self-assessed depth of knowledge and understanding of the listed UK initiatives relevant to staff engaged in research	3	1	4		4	4	2	2	3	1		1		1	2	4	3
Recruitment and Selection	Q21a-c Usefulness of induction programmes (for staff recruited in the last two years)	4	1	1		2	1	4	2	3	4	3		4	2	1	3	
Support and Career Development	Q23a-e Extent to which aspect of career development were encouraged	1	3	4		2	4	1	2	3	4	1		1	3	4	2	
	Q24a-o Training and other CPD activities undertaken	3	1	4		4	4	2	1	3	2	1		1	2	4	3	
	Q28a-g Collaboration within current research activities	4	3	1		4	2	4	2	1	1	3		3	4	2	1	
	Q29a-c Financial management activities within current research activities	1	2	4		4	1	2	3	1	3	4		4	2	3	1	
	Q30a-d Engagement and impact as part of current research activities	2	3	3		4	4	4	2	1	1	1		2	4	3	1	
	Q31a-b Communication and dissemination as part of current research activities	1	4	4		3	2	4	3	1	2	1		2	4	3	1	
Equality and Diversity	Q34a-c Agreement that UCL is committed to E&D/work-life balance/ health & well-being	2	3	3		4	4	4	2	1	1	1		2	4	3	1	
	Q35a-f Agreement that UCL treats staff fairly in specific situations regardless of Protected Characteristics	1	4	4		3	2	4	3	1	2	1		2	4	3	1	
	Q36a-k Agreement that UCL treats staff fairly irrespective of specific Protected Characteristics	1	2	1		2	3	1	4	3	4	4		4	2	1	3	

About your research career

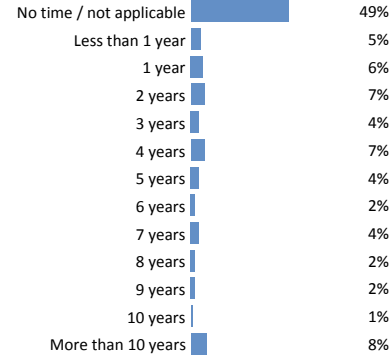
Q1(i) How long have you been a researcher?



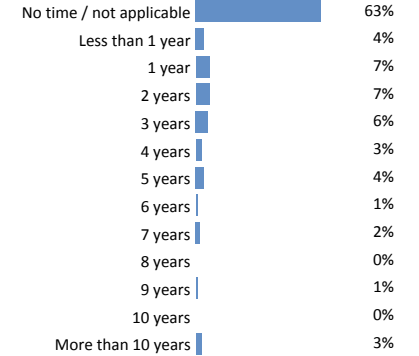
Q1(ii) How long have you been a researcher at this institution?



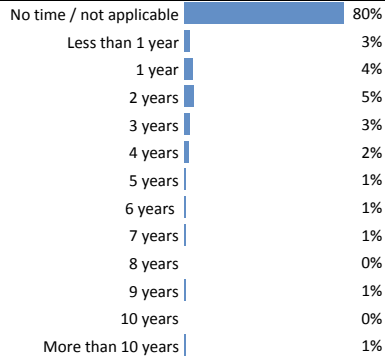
Q1(iii) How long have you been a researcher at other higher education or research institutions in the UK?



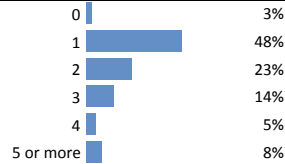
Q1(iv) How long have you been a researcher at other higher education or research institutions outside the UK?



Q1(v) How long have you been a researcher in other employment sectors?



Q2 How many individual contracts of employment as a researcher have you had with your current institution?



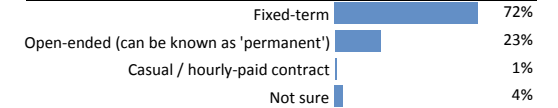
Q5 What is the total length of your fixed-term contract?



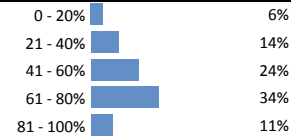
Q3 Are you currently employed?



Q4 What is the nature of your current contract?

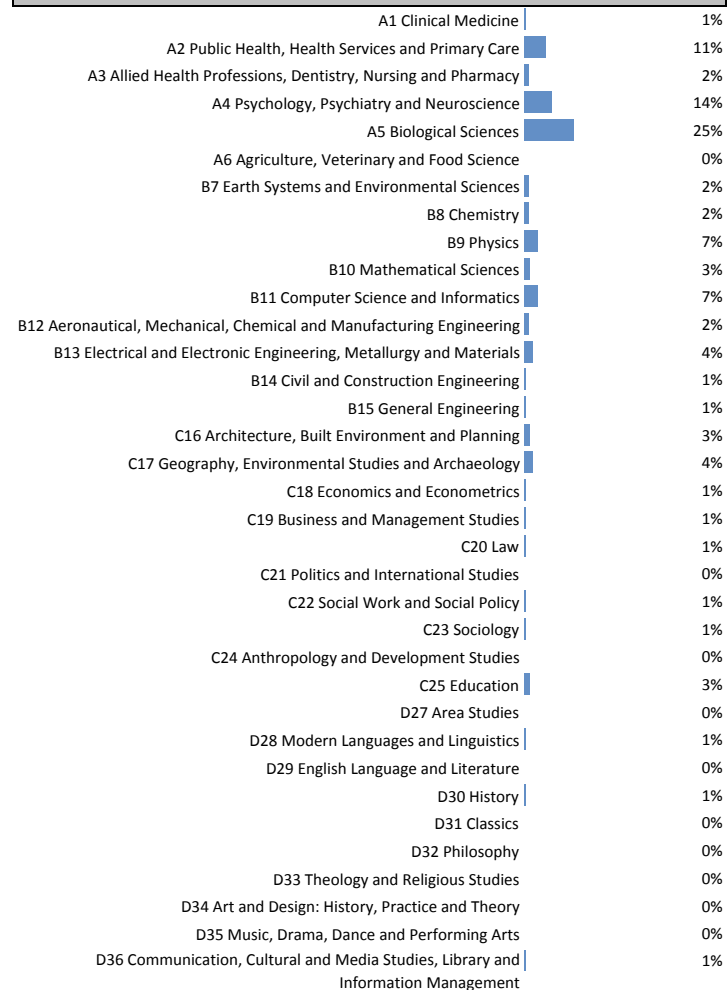


Q6 What percentage of your contracted time is allocated to research?



About your research career

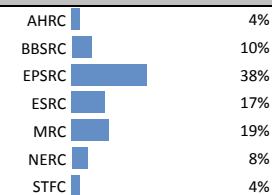
Q7 What is your main subject specialism (current contract)?



Q8 What is the main source of funding for your research activity?



Q9 Which Research Council is your main source of funding?



Personal demographics

