



Test - Culture, Employment and Development in Academic Research Survey (CEDARS) 2020 - UoG

Culture, Employment and Development in Academic Research Survey (CEDARS) 2020

Welcome to the Culture, Employment and Development in Academic Research Survey (CEDARS) 2020. This new survey* gathers the views and experiences of researchers across the UK in the context of the revised Concordat to Support the Career Development of Researchers, which aims to create the best culture for researchers to thrive.

Your input and that of your colleagues is very important and highly valued, and we appreciate the contribution you are making by telling us about your views and experiences.

You can complete CEDARS if you conduct research and / or manage researchers. We are interested to hear from people who are employed primarily as a researcher, and also people who conduct research, but may only have a proportion, or none, of their working time allocated to research activities, for example, technicians or those on teach-only contracts, and postgraduate researchers.

Section 1 asks about your current position

Section 2 asks you to consider how you are valued and treated

Section 3 asks about your professional development as a researcher and manager of researchers

Section 4 asks you about the environment and culture in which you work

Section 5 asks some demographic questions about you

Your responses will be anonymous: you will not be identified or identifiable in any published results. All questions are optional except for those required to route you to questions pertinent to your experience and circumstances. It should only take about 20 minutes to complete the survey, but the information you provide will bring long-lasting benefit to you and your peers. **For your responses to be recorded you need to go through to the end of the survey and press the submit button.**

The results will be used to inform actions within the institution and the aggregated UK data by Vitae to understand researchers' experiences across the UK, and among research funders to achieve their obligations within the Concordat.

Thank you for taking the time to share your experience of being a researcher in the UK.

Please confirm that you consent for your responses to be processed by the institution. If you do not give this consent, your responses will not be included in any analysis. *
Required

I confirm

* CEDARS replaces both the Careers in Research Online Survey (CROS) and the Principal Investigators and Research Leaders Survey (PIRLS).

CEDARS is managed by Vitae, an international programme dedicated to supporting the professional and career development of researchers. www.vitae.ac.uk

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Section 1 – About your current position

This section asks about your employment conditions and how much time you spend on research.

Which of these best describes your current position? (If you are a staff member and undertaking a doctorate, please select the first option) * *Required*

- Employed within a university or research institute
- A doctoral researcher

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Are you currently studying? *Optional*

- Full-time?
- Part-time?

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Are you currently employed?

- Full-time
- Part-time
- On hourly basis

What is your nearest full time equivalent (FTE)

- 0.2
- 0.4
- 0.6
- 0.8

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What is the nature of your current contract? *Optional*

- Fixed-term
- Open-ended (can be known as 'permanent')
- Open-ended but limited by funding
- Not sure

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What is the total length of your contract?

- 6 months or less
- 7 - 12 months
- 13 – 24 months (1-2 years)
- 25 – 48 months (2-4 years)
- More than 4 years

How many fixed-term contracts, or contract extensions, have you had in total at your current institution?

- 1
- 2 or 3
- 4 or more

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Are you contracted to undertake research (i.e. perform it and/or manage those that do)?

- Yes
- No

What proportion of your contracted time is allocated to research?

- 1 - 20%
- 21 - 40%
- 41 - 60%
- 61 - 80%
- 81 -100%

What proportion of your working time, on average, do you actually spend on research?

- 0%
- 1 - 20%
- 21 - 40%
- 41 - 60%
- 61 - 80%
- 81 -100%

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With which of these job families does your main role align most closely?

- Teaching only (employed only to undertake teaching)
- Teaching and research (employed to undertake both teaching and research)
- Research only (primarily employed to undertake research only, although this may include limited teaching hours)
- Professional Services (professional and technical occupations; e.g. technician, researcher developer)

With which of these levels of researcher do you most closely identify?

- Undertaking your doctorate
- Above doctoral level, not yet fully independent, typically research staff, postdoctoral researcher, research fellow
- Established researcher, typically assistant professor, lecturer, senior research fellow
- Senior researcher, typically research group leader, research director, reader, full professor
- Not applicable

How many years in total have you been a researcher (excluding doctoral research)?

- Less than 1
- 1 to 2
- 2 to 4
- 5 to 10
- More than 10

Not applicable

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Section 2 - Recognition and value

This is your opportunity to consider whether you feel you are valued and treated fairly by your institution.

To what extent do you agree that your institution treats you fairly in relation to:

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
Access to training and development opportunities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for funding to attend conferences and external meetings?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to participate in decision-making processes (e.g. committees)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for promotion and progression?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary and benefits?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Requests for flexible working?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contracted workload?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Allocation of additional work beyond your contracted workload?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Research outputs expectations?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inclusion in the REF?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent does your institution value the contributions that you make to:

	Fully	Mostly	To some degree	Not at all	Don't know	Not applicable
Grant/funding applications?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peer reviewing and grant evaluation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Publications and other research outputs?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public/media dissemination?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge transfer activities (e.g. IP, commercialisation)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disciplinary, professional or sector bodies?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent does your institution value the contributions that you make to:

	Fully	Mostly	To some degree	Not at all	Don't know	Not applicable
Appraisal/review of staff?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing staff performance?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing researchers?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervising research students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching and lecturing?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

External examination (of research theses)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institutional policy and decision-making?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management and administration within the institution?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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To what extent do you agree with the following statements?

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
The promotion pathways and processes at my institution are clear to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My institution has equitable opportunities for career progression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotions at my institution are made on merit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My institution's redundancy processes are clear to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

Yes
 No

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To what extent do you agree that your recruitment, selection and appointment process was:

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
Fair?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inclusive?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transparent?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Merit-based?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

When you started with your current employer how useful did you find your induction...

	Very useful	Useful	Not very useful	Not at all useful	Not offered	Offered but not taken
At institution level?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At departmental/faculty/unit level?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Local to your current role?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

- Yes
- No

How useful did you find your staff review/appraisal?

- Very useful
- Useful
- Not very useful
- Not at all useful
- Not applicable
- Don't know

You have not participated in appraisal because:

- You are on probation
- You've only recently been appointed
- You haven't been invited to do so
- You haven't arranged this yet
- You are not eligible
- Other

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Are you currently a manager of researchers? * *Required*

Yes

No

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To what extent do you agree with the following statements? My immediate manager...

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
Clearly articulates their expectations of me with respect to my role and performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides constructive feedback on my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports me to develop my research identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports me in working towards promotion opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports me in my broader career aspirations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any additional comments you have about your employment circumstances

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How many researchers do you currently (line) manage?

- 0
- 1-2
- 3-4
- 5-9
- 10-14
- 15+
- Not applicable

How many doctoral researchers do you currently supervise?

- 0
- 1-2
- 3-4
- 5-9
- 10-14
- 15+
- Not applicable

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Please indicate how confident you are in your ability to:

	Fully confident	Confident	Not very confident	Not at all confident	Don't know	Not applicable
Use inclusive, equitable and transparent recruitment processes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Give guidance to researchers on institutional redeployment processes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Actively support your researchers in working towards their career aspirations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Manage appraisal/review processes effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide effective feedback to individual researchers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deal with poor performance of researchers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Acknowledge good performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Respond to any issues relating to health and wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respond to any issues relating to bullying and harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Manage requests for flexible working appropriately	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	I have done	I would like to	I have no interest in this
Conducting appraisals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leading a research group	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing staff performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruitment and selection	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervising doctoral researchers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equality, diversity and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mental health and wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any additional comments you have about employing and managing researchers



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Section 3 - Professional and career development

In this section we invite you to think about your continuing professional development.

By this we mean an on-going and reflective approach to improving your professional competencies and experiences through a variety of formal and informal activities that do not form a normal part of your job. Examples might include attending a training course or workshop, developing your leadership capabilities, workplace shadowing, participating in a mentoring scheme (as mentor or mentee), committee membership, participating in policy development, public engagement, or knowledge exchange activities.

To what extent do you agree that ...

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
Your manager / supervisor encourages you to engage in personal and career development activities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your manager / supervisor encourages you to consider a wide range of future career options beyond academia?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You are aware of the support your institution provides for your career and professional development?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

You have discussed your career options with a careers specialist?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You have a clear career development plan?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You maintain a formal record of your continuing professional development activities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You have time to develop your research identity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You have time to develop your leadership skills?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have a regular formal career development review with your manager / supervisor (separately or as part of your appraisal / performance review)? *Optional*

Yes
 No

How useful is the career development review with your manager?

Very useful
 Useful
 Not very useful
 Not at all useful
 Not applicable

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In which area do you aspire and expect to work in the long term? (Select one option in each column)

	I aspire to work in...	I expect to work in...
Academic career (teaching and/or research)	<input type="checkbox"/>	<input type="checkbox"/>
Other role in academia (e.g. professional services, including technical occupation)	<input type="checkbox"/>	<input type="checkbox"/>
Research career beyond academia	<input type="checkbox"/>	<input type="checkbox"/>
Self-employment/running your own business	<input type="checkbox"/>	<input type="checkbox"/>
Teaching career outside higher education	<input type="checkbox"/>	<input type="checkbox"/>
Other occupations	<input type="checkbox"/>	<input type="checkbox"/>
Don't know	<input type="checkbox"/>	<input type="checkbox"/>

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

	I have done this	I would like to do this	I have no interest in this
Career management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaboration and teamworking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication and dissemination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equality, diversity and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal motivation and effectiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Project management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Teaching or lecturing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mental health and wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interdisciplinary research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Open research (open publication and open data)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research methods	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What is your level of interest in engaging in the following aspects of the research system?

	I have done this	I would like to do this	I have no interest in this
Commercialisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge exchange	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public policy development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Citizen science or co-creation of research with society	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experience of other employment sectors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Secondment/placement in another employment sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation in institution policy and decision-making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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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?

- None
- Less than 1 day
- 1-2 day
- 3-4 days
- 5-9 days
- 10 days
- More than 10 days

Please provide any comments you have about the training and career development you have undertaken, or would like to undertake, including any barriers to participation.

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Section 4 – Environment and culture

This is your opportunity to consider the culture in your institution and your immediate research environment.

To what extent do you agree with the following statements in relation to equality and diversity?

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
I am familiar with my institution's mechanisms to report incidents of discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would feel comfortable reporting an incident of discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust that my institution will investigate any reported incident of discrimination fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust that my institution would take action if appropriate after such an investigation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think staff at my institution are treated fairly irrespective of any protected characteristics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent do you agree with the following statements in relation to bullying and harassment?

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
I am familiar with my institution's mechanisms to report bullying or harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would feel comfortable reporting an incident of bullying or harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust that my institution will investigate any reported incident of bullying and harassment fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust that my institution would take action if appropriate after such an investigation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Bullying and harassment is behaviour that makes someone feel intimidated or offended.

To what extent do you agree with the following statements in relation to research integrity?

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
I am familiar with my institution's mechanisms to report incidents of misconduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I would feel comfortable reporting any incidents of research misconduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust my institution to investigate any reported incidents of research misconduct fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust that my institution would take action if appropriate after such an investigation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In the last two years, at your institution, have you...

	Yes	No
Personally felt discriminated against whilst at work?	<input type="radio"/>	<input type="radio"/>
Reported any incidents of discrimination (to you or somebody else)?	<input type="radio"/>	<input type="radio"/>
Personally felt bullied or harassed?	<input type="radio"/>	<input type="radio"/>
Reported any incidents of bullying or harassment (to you or somebody else)?	<input type="radio"/>	<input type="radio"/>
Personally felt pressured into compromising your research standards or integrity?	<input type="radio"/>	<input type="radio"/>
Reported any incidents of research misconduct (by you or somebody else)?	<input type="radio"/>	<input type="radio"/>

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To what extent do you agree that...

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
You are appropriately recognised for your contributions to your institution?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your institution promotes the highest standards of research integrity and conduct?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your institution is committed to equality and diversity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your institution actively promotes the importance of good mental health and wellbeing of staff?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your working environment supports your mental health and wellbeing?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent do you agree that...

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
You have a good level of job satisfaction?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

You feel valued at work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your manager promotes a good work-life balance?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You feel included in your immediate research environment/group?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You take positive action to maintain your mental health and wellbeing?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How would you rate your knowledge and understanding of the following UK sector initiatives or frameworks?

	I have some understanding of this	I know this exists but I don't know the detail	I have never heard of this
Concordat to Support the Career Development of Researchers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concordat to Support Research Integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
European 'HR Excellence in Research' Award recognition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research Excellence Framework (REF)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any additional comments you have about the research environment and culture in which you work at your institution



Institution Specific Questions

University of Greenwich Faculty

Please select the relevant Faculty - School/Department *Optional*

If you selected Other, please specify:

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Section 5 – About you

These questions allow us to collect information on the profile of respondents and to understand any trends in results by different characteristics of respondents.

With which REF Unit of Assessment is your research most closely related?

- A1 Clinical Medicine
- A2 Public Health, Health Services and Primary Care
- A3 Allied Health Professions, Dentistry, Nursing and Pharmacy
- A4 Psychology, Psychiatry and Neuroscience
- A5 Biological Sciences
- A6 Agriculture, Veterinary and Food Science
- B7 Earth Systems and Environmental Sciences
- B8 Chemistry
- B9 Physics
- B10 Mathematical Sciences
- B11 Computer Science and Informatics
- B12 Engineering
- C13 Architecture, Built Environment and Planning
- C14 Geography and Environmental Studies and Archaeology
- C15 Archaeology
- C16 Economics and Econometrics
- C17 Business and Management Studies
- C18 Law
- C19 Politics and International Studies
- C20 Social Work and Social Policy
- C21 Sociology

- C22 Anthropology and Development Studies
- C23 Education
- C24 Sport and Exercise Sciences, Leisure and Tourism
- D25 Area Studies
- D26 Modern Languages and Linguistics
- D27 English Language and Literature
- D28 History
- D29 Classics
- D30 Philosophy
- D31 Theology and Religious Studies
- D32 Art and Design: History, Practice and Theory
- D33 Music, Drama, Dance, Performing Arts, Film and Screen Studies
- D34 Communication, Cultural and Media Studies, Library and Info Mgmt

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

- Charity (e.g. CRUK, Wellcome)
- European Union / European Commission funding
- International funding outside of the European Union
- National Institute for Health Research
- Self-funded
- UK academy or professional body (e.g. British Academy, Royal Society)
- UK government (including devolved administrations)
- UK industry
- UKRI Research Council (e.g AHRC, BBSRC)
- Your HE institution
- Other (please state)

If you selected Other, please specify:

Which Council is your main source of funding?

- AHRC
- BBSRC
- EPSRC
- ESRC
- MRC
- NERC
- STFC

Which charity is your main source of funding?

- British Heart Foundation
- Cancer Research UK
- Wellcome
- Other (please state)

If you selected Other, please specify:

Which academy or professional body is your main source of funding?

- Academy of Medical Sciences
- British Academy
- Royal Academy of Engineering
- Royal Society
- Other (please state)

If you selected Other, please specify:

How old are you?

- 25 and under
- 26 – 30
- 31 – 35
- 36 - 40
- 41 – 45
- 46 - 50
- 51 – 55
- 56 – 60
- 61 or older

What is your gender?

- Woman
- Man
- Non-binary
- Prefer not to say
- Not listed (specify if you wish)

Not listed (specify if you wish)

What is your sexual orientation?

- Asexual
- Bisexual
- Gay man
- Gay woman/lesbian
- Heterosexual/straight
- Queer
- Prefer not to say
- Not listed (specify if you wish)

Not listed (specify if you wish)

Do you have an impairment, health condition or learning difference that has a substantial or long-term impact on your ability to carry out your day-to-day activities? (select any that apply)

- No known impairment, health condition or learning difference
- A long-standing illness or health condition (e.g. cancer, HIV, diabetes, chronic heart disease, epilepsy)
- A mental health difficulty (e.g. depression, schizophrenia, anxiety disorder)
- A physical impairment or mobility issue (such as difficulty using your arms or needing a wheelchair or crutches)
- A social/communication impairment (such as a speech and language impairment, Asperger's syndrome or autistic spectrum disorder)
- A specific learning difficulty (such as dyslexia, dyspraxia or ADHD)
- Blindness or visual impairment not corrected by glasses
- Deafness or hearing impairment
- Prefer not to say

Not listed (specify if you wish)

Not listed (specify if you wish)

Do you have any caring responsibilities?

- None
- Primary carer of a child/children under 18 years
- Primary carer of a disabled child or children
- Primary carer or assistant for a disabled adult (18+ years)
- Primary carer or assistant for an older person or people (65+ years)
- Secondary carer (another person carries out the main caring role)
- Prefer not to say

What is your nationality? * *Required*

- UK/British national
- National of a European Union member state (not the UK)
- National of a country outside the European Union

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Which of the following best describes your ethnicity?

- White: English/Welsh/Scottish/Northern Irish/British
- White: Irish
- White: Gypsy or traveller
- Other White background
- Mixed White and Black Caribbean
- Mixed White and Black African
- Asian or Asian British - Pakistani
- Asian or Asian British - Bangladeshi
- Chinese
- Other Asian background
- Black or Black British - Caribbean
- Black or Black British - African
- Other Black background
- Prefer not to say
- Not listed (specify if you wish)

Not listed (specify if you wish)

Culture, Employment and Development in Academic Research Survey (CEDARS) 2020

What is your ethnicity?

Culture, Employment and Development in Academic Research Survey (CEDARS) 2020

Do you have any final comments?

Thank you

Your responses have been submitted. Your input is highly valued, and we appreciate the time you have taken to participate in the Culture, Employment and Development in Academic Research Survey.

Key for selection options

44 - Please select the relevant Faculty - School/Department

FES - Natural Resource Institute

FES - Medway School of Pharmacy

FES - Technical Support

FES - School of Science

FES - School of Engineering

FLAS - School of Law

FLAS - School of Design

FLAS - School of Computing & Mathematics

FLAS - School of Humanities & Social Sciences

FOB - Dept. of System Management & Strategy

FOB - Dept. of Marketing, Events & Tourism

FOB - Dept. of International Business & Economics

FOB - Dept. of Human Resources & Organisational Behaviour

FOB - Dept. of Accounting & Finance

FEH - School of Education

FEH - School of Health Sciences

FEH - School of Human Sciences

Other
