Summary of Market Research Findings

Title:	**Careers in Research Online Survey (CROS) 2015** – Summary Report

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1. EXECUTIVE SUMMARY

1.1 Core findings

- As reported in 2013 the overall survey findings are again very positive with most results in line with, or ahead of both the Russell Group and sector norms.

- It is worth noting that response rates to CROS have fallen year on year since 2011 from 34% to 28% in this year's survey.

Recognition and Value

- Research staff at Southampton agree that their **contributions** in all areas are as recognised and valued as at other RG and sector Institutions.   It is ahead of the norms for Knowledge transfer/communication Grant/funding applications and Managing Budgets/resources.

- However, although in line with the norms less than 60% agree they are recognised and valued for Teaching and lecturing, Managing budgets and resources, supervising/managing staff and peer reviewing. Recognition for Supervising and managing staff has declined significantly since 2013 from 63% to 53%.

- The vast majority of staff continue to feel the University **treats them equally in comparison to other staff** in terms of access to training and development opportunities, requests for flexible working and opportunities to attend conferences and external meetings. Most feel equally treated for their terms and conditions of employment and visibility on websites and staff directories – however both of these have seen some decline in agreement at Southampton since 2011. That said these are all at parity or slightly ahead of the norms.

- Less than two thirds and less than half respectively feel they are treated fairly for opportunities to participate in decision making and opportunities for promotion and progression. Again these are all at parity or ahead of the norms but the comparatively lower levels of agreement suggest these may be areas for attention.

- As in previous years three quarters feel **integrated** in to their departments research community, two thirds in to their wider disciplinary community but only 58% feel integrated in to Southampton's research community. Yet again this is in line with the norms but may require some attention.

- There has been a steady increase in the number of **staff appraisals** from 52% in 2011 to 67% this year. This brings Southampton completely in line with the norms for the first time and shows good progress in this area. 70% remain of the opinion that their appraisal was useful overall, and Southampton significantly outperforms the RG and sector norms for all elements of the appraisal. That said, still only 43% felt their appraisal was useful in terms of leading to changes in work practices.

- Since 2013 there have been significant increases at Southampton in **knowledge and understanding of** REF, Athena Swann, RCUK Pathways to Impact and the European HR Excellence in Research award. Knowledge and understanding of the 3 Concordats have remained static, although **awareness** of the Concordat to

support the career development of researchers has increased significantly. Compared to the benchmarks more research staff at Southampton know about or understand all 3 Concordats.

- Response to the additional Institution question showed that nearly two-thirds of staff are aware of their **faculty concordat** to support the career development of researchers but only 1 in 4 had any understanding of what it is. One third had never heard of their faculty concordat.

Recruitment and Selection

- As in 2013 around 90% were provided with a written job description, details of the qualifications required and details of the specialist skills required. Still only around three quarters were given details of the transferable, personal or management skills required, and while these are all at approximate parity with both the RG and sector norms this could be an area for improvement.

- Three quarters of staff continue to be offered a local **induction** to their immediate role and most find it useful. More department/faculty inductions were offered this year (74% vs 63% in 2013) but 22% of all staff did not find it useful. The number of University inductions has increased year on year - 47% 2011, 62% 2013, to 73% in 2015.   However one in 4 of all staff did not find their University induction useful.

Support and Career Development

- There have been some disappointing trends in the area of support and career development. While the majority still feel they take ownership of their career development and that they are encouraged to engage in personal and career development, significantly fewer this year maintained a formal record of the CPD activities and fewer feel they have a clear career development plan. While these are at parity with the norms the trends are in the wrong direction. Use of the Vitae RDF however is significantly higher at Southampton than the norms (14% vs 10%)

- There has been a steady increase in the number of staff who have received some **training** since 2011 - now at 86%. This is largely due to a sharp increase in the number of staff who have had up to 2 days training. This now positions UoS alongside the norms.

- As in the last survey training continues to be concentrated on research skills and techniques and communication and dissemination. Again in line with 2013 there is strong and continued demand for training in other areas – namely career management (which has fallen since 2013) , personal effectiveness, teaching or lecturing, supervision of doctoral/masters students and collaboration and team working. Southampton is alongside the norms for this demand for more training.

- There has been a notable and significant increase in training in equality and diversity, ethical research conduct and public engagement at Southampton since 2013 with training in equality and diversity ahead of the RG and sector norms. There is strong and continued demand for training in leadership and management, research impact and knowledge exchange.

- New training areas measured in the survey this year identified that 1 in 4 research staff at Southampton has had mentor training and 1 in 5 interdisciplinary research training. These are higher than the norms and demand from others for both types of training is high.

- The most widely utilised areas of **professional development** remain presenting work at a conference orally and writing up for publication as a first author. This years survey shows more project planning /management and knowledge exchange compared to 2013.

- All other areas of professional development remain unchanged and some remain low and may require attention – most notably Mentoring/supporting other researchers, knowledge exchange, managing a budget and engaging with policy makers and end users where demand for further training is all around 50% or more. Research staff at Southampton are significantly less likely than the norms to have managed a budget or taught/lectured.

Equality and Diversity

- As in the previous survey the vast majority of research staff agree that the University of Southampton is committed to equality and diversity and most are satisfied with their work life balance. Just over 60% agree that UoS promotes better health and well-being at work. All of these measures are in line with the norms but this may be an area for attention..

- The majority continue to believe they are treated fairly in relation to access to training and development, day to day treatment, recruitment and selection, career progression/promotion, reward and participation in decision making. However while all of these are at parity with the norms it should be noted that agreement that research staff are treated fairly in all of these areas has decreased year on year since 2011 and the trends are moving in the wrong direction. This may merit further investigation.

- Staff at Southampton are significantly less likely to agree they are treated fairly with respect to pregnancy and maternity than the RG and sector norms. While they are at parity with the norms for all other equality and diversity measures – all 92% or more agree there is still some questions over fair treatment in relation to age (88% fair) and gender (81 fair%).

1.2   Areas for consideration and/or improvement

- More recognition and value for Teaching/lecturing, Managing budgets/resources, peer reviewing – and especially managing supervising/managing staff.

- Arrest the decline in equal treatment for terms and conditions of employment and visibility on websites/in directories

- * Improve opportunities to participate in decision making and opportunities for promotion and progression

- * Improve integration in to the Institutions wider research community
- * Improve the value of appraisals in terms of leading to changes in work practices
- * Ensure applicants receive details of the transferable, personal or management skills required for their role
- * Improve the usefulness or value of the Institution and Department/faculty inductions
- Improve formal CPD record keeping and career development planning
- Consider more available training in the career development areas of career management, personal effectiveness, teaching/lecturing, supervision of doctoral/masters students and collaboration and team working

- Offer more equality and diversity training in the areas of leadership and management, research impact knowledge exchange, mentor training and interdisciplinary research training.

- Address the falling perception that research staff are treated fairly in relation to access to training and development, day to day treatment, recruitment and selection, career progression/promotion, reward and participation in decision making.

- * Review the issues around equality and diversity in relation to age, gender and pregnancy/maternity
- Improve the promotion of better health and well being at work

- It is worth noting that all of the areas marked with an asterisk were highlighted as potential areas for consideration and improvement after the CROS survey in 2013. In order to improve in these areas before the next survey it may be worth conducting some qualitative research with this group to understand the issues and the concerns/barriers to progressing these areas in more detail.

2. BACKGROUND AND METHODOLOGY

2.1 Background

The Careers in Research Online Survey (CROS) is a biennial survey that gathers anonymous data about working conditions, career aspirations and career development opportunities for research staff and research leaders in UK higher education.

CROS is supported by Vitae, a UK organisation that champions the personal, professional and career development of doctoral researchers and research staff in Higher Education Institutes and Research Institutes.

This is the fourth time that the University of Southampton has participated in CROS, having also participated in 2009, 2011 and 2013.

2.2 Methodology

CROS is an online survey which contains a set of core questions which have been derived based on the previous CROS surveys and the principles of the *Concordat for the Careers Development of Researchers*. In addition to the core questions, institutions have the ability to add their own specific questions to the survey. This year Southampton added 2 additional questions to identify knowledge and understanding of faculty Concordats and the proportion of researchers on teaching only contracts.

This year's fieldwork period for CROS was 13th to 31st May. All eligible staff were sent an email inviting them to participate in the survey, with a number of reminder emails also being sent to maximise response rates.

Following the survey, institutions receive the results of their own questions, plus aggregated results for the sector. Benchmarking groups can also be set up between groups of organisations to allow anonymised data to be compared privately between institutions. The University of Southampton is a member of the Russell Group benchmark group. and the data throughout this report compares the performance of Southampton against both the Russell Group average and the sector average. The benchmarks groups include data from 20 RG Institutions (6014 respondents) and 73 Sector Institutions (8939 respondents).

2.3 Sample

While it is difficult to arrive at a common definition across every institution in the UK, the CROS Steering Group use the definition contained in the *Concordat for the Career Development of Researchers*:

'Researchers are broadly defined as individuals whose primary responsibility is to conduct research and who are employed for this purpose. It is recognised that this broad category of staffing covers a wide range of staff with different disciplinary backgrounds, levels of training, experience and responsibility, types of contract (fixed or open ended, full or part time), and different career expectations and intentions.'

At the University of Southampton, the sample was derived from two lists, one of all staff with 'Research' in the job title and the second of early career researchers). Any duplicates and inappropriate entries (e.g. 'Research Professor') were removed from these lists, leaving a sample population size of 930.

2.4 Response rates

The University of Southampton achieved a 28% response rate overall, compared to 31% in 2013 and 34% in 2011. This shows a steady decline in response to the survey year on year and some thought to boosting response rates in the next survey in 2017 should probably be given.

As the table below demonstrates, response rate across the Faculties varied from just 12% to 40%.

Faculty	Total sample	Responses	Percentage
Business & Law	26	3	12%
Engineering and the Environment	177	42	24%
Health Sciences	50	14	28%
Humanities	31	8	26%
Medicine	206	83	40%
Natural and Environmental Sciences	145	45	31%
Physical Science and Engineering	207	34	16%
Social and Human Science	88	32	36%
Totals	930	262	28%

Although different faculties have different total sample bases, proportional response rates this year were particularly down in FBL, HUMS and FHS. Compared to 2013 they were higher this year in FSHS.

	Response Rates		
	2011	2013	2015
University Total	34%	31%	28%
Business & Law	25%	22%	12%
Engineering and the Environment	23%	27%	24%
Health Sciences	47%	59%	28%
Humanities	44%	43%	26%
Medicine	39%	34%	40%
Natural & Environmental Sciences	30%	37%	31%
Physical Sciences & Engineering	26%	20%	16%
Social and Human Sciences	30%	25%	36%

2.5 Statistical reliability

It should be remembered that the sample of respondents is not the entire population of academic research staff. The figures presented in this report are therefore not exactly what they would be if we were to survey the entire population. However, by using the confidence interval we can predict that if the entire population had answered the survey, the answers would be within a certain percentage of the observed value (this is assuming that the sample is representative).

The table below illustrates the predicted ranges of variation from the observed percentage based on different proportions of the population answering a single response.

Confidence intervals for each proportion answering a single response on the UoS sample of 262 responses from a known universe of 930.

	C.I at 95%	C.I at 99%
10% or 90%	±3.1%	±4.1%
30% or 70%	±4.7%	±6.2%
50%	±5.1%	±6.8%

2.4 This report

This report highlights the key findings for the survey at a University level and compares the performance of Southampton against both the Russell Group average and the sector average. It also compares the trend data for Southampton and any changes in response to questions since 2011. Separate analyses and reports will be made available to each Faculty where base sizes are large enough.

Sample sizes on charts – many questions within the CROS survey are agree-disagree rating scales.   Data within these charts is presented for all those who answered each statement ie data excludes Don't know responses and those who did not answer. The sample bases on each chart show the total sample size. The footnotes show the numbers who gave a valid response at each statement for the 2015 Southampton sample.

3. RESPONDENT PROFILE 2015

- 23% of respondents have been a researcher less than 3 years, while 52% have been for more than 6 years.

- 44% have been at Southampton less than 3 years, 27% for more than 6 years

- 45% have only had one contract of employment as a researcher at Southampton

- 86% work full-time

- 87% are on fixed term contracts, and of those 62% are on contracts which last 1-3 years

- 79% are aged 26-40

- 53% are female

- 59% are British nationals, 24% are Nationals of another EU member State and 17% are Nationals of a country outside the EU

- 2% said they considered themselves disabled

4. KEY FINDINGS

This section details the key findings from CROS 2015, discussed under the following questionnaire headings:
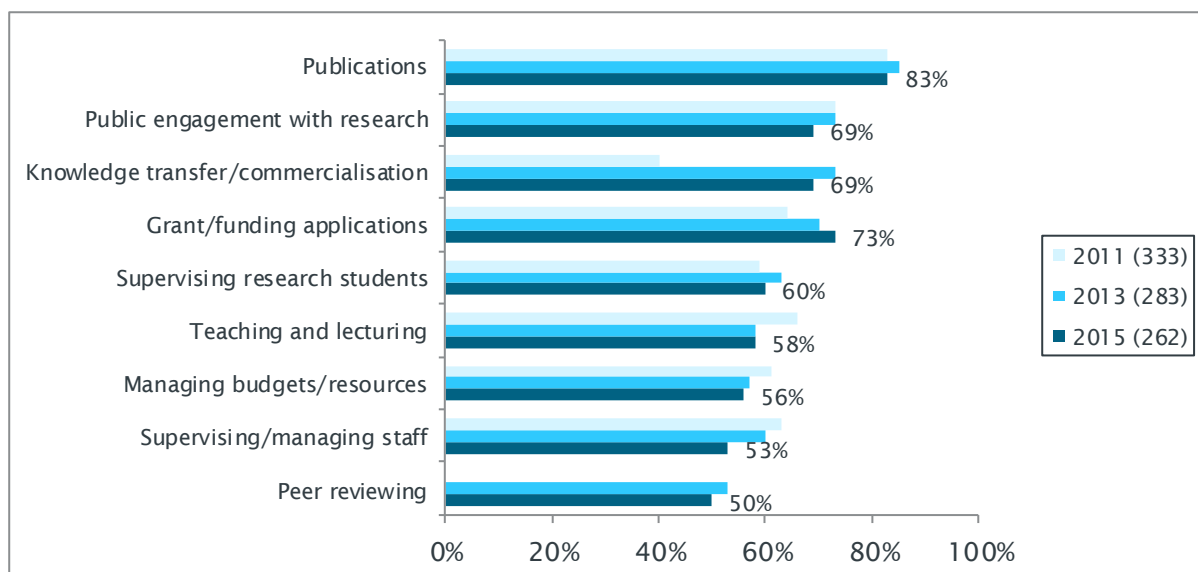
4.1 Recognition and value

4.2 Recruitment and selection

4.3 Support and career development

4.4 Equality and diversity

4.5 University of Southampton questions

4.1 Recognition and value

4.1.1 Recognition and value of the contribution you make

- Publications remains the area where most researchers feel their contribution is recognised and valued (83%)

- "Public engagement with research" and "Knowledge transfer and commercialisation activities" continue to be recognised and valued by the majority (69%), but are now slightly surpassed by "Grant/funding applications" which has increased year on year since 2011.

- There is slightly less agreement that "Teaching and lecturing", "Managing budgets and resources", "Supervising/managing staff" and "Peer reviewing" are recognised and valued (all 58% or less). These 4 areas were all identified as areas that lacked recognition and value 2 years ago and response has not changed. In fact recognition and value for "Supervising/managing staff" has consistently declined year on year from 63% in 2011 to 53% in 2015.

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

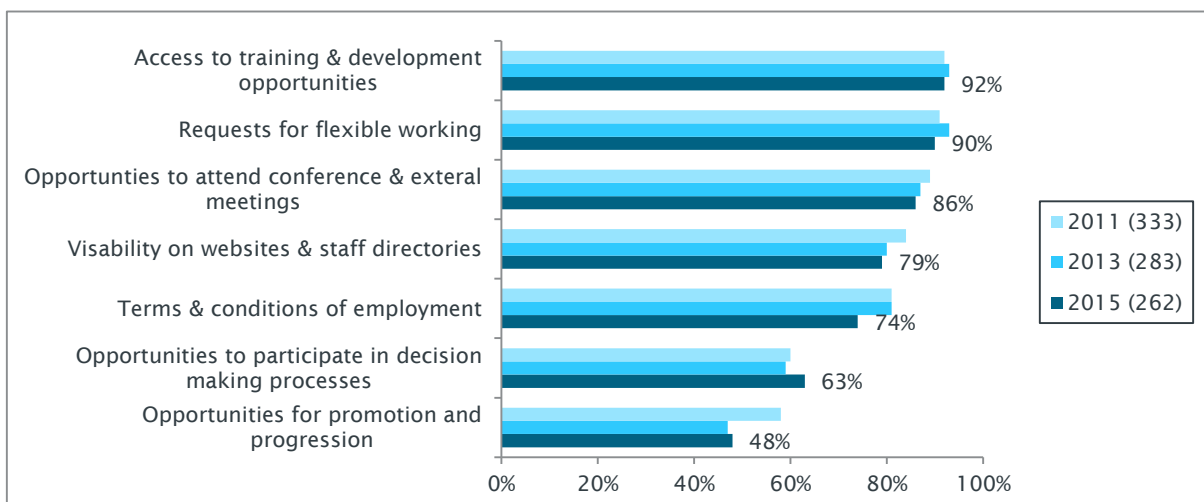Base: All who gave a response at each attribute – 2015 (144 – 255)
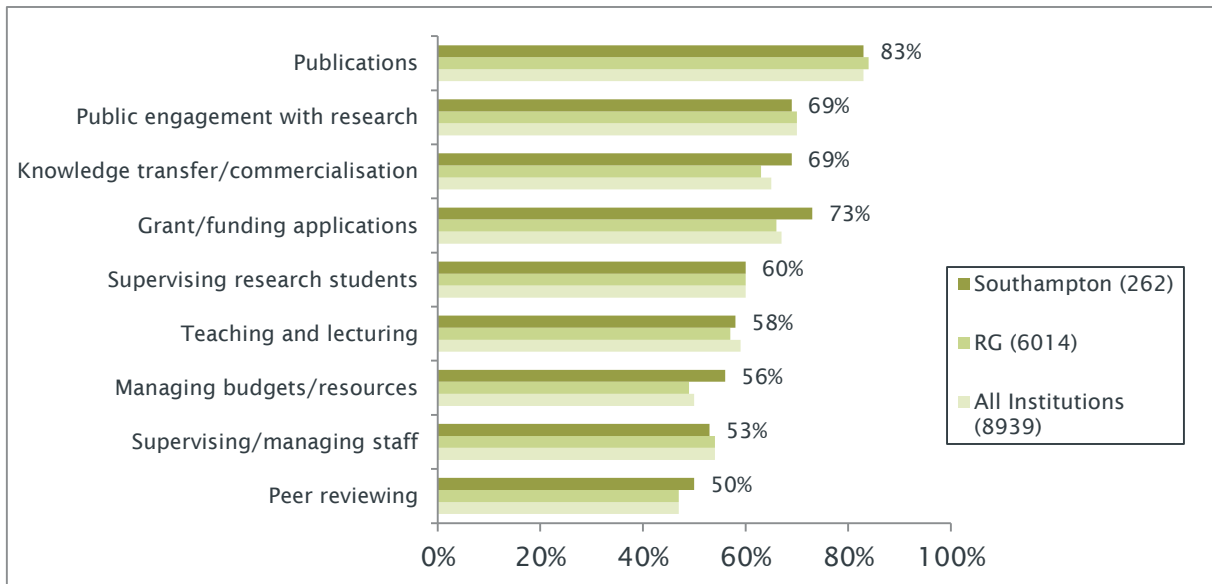
Base: All who gave a response at each attribute – 2015 (144 – 255)

- Compared to the RG and sector norms for recognition and value Southampton performs well and is at approximate parity for most areas. Southampton performs ahead of both RG and sector averages for "Knowledge transfer/commercialisation", Grant/funding applications and "Managing budgets/resources"

### 4.1.2 Treatment in comparison to other types of staff

- The vast majority of researchers continue to feel that the University treats them equally with other types of staff in relation to "Access to training and development opportunities", " Requests for flexible working" and "Opportunities to attend conferences and external meetings" – all c 90%.

- A smaller but still healthy majority feels equally treated in their "terms and conditions of employment" and "Visibility on websites and staff directories" – c 75%. However both of these have seen some decline in agreement since 2011 – particularly "Terms and conditions of employment" which has fallen 7% points from 81% to 74%.

- Less than two thirds agree that they are treated equally with other types of staff in terms of "Opportunities to participate in decision making processes" and less than half agree that they are treated equally in terms of "Opportunities for progression and promotion" (48%)

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

Base: All who gave a response at each attribute – 2015 (184 - 254)

- All measures of treatment in comparison to other staff perform at parity or slightly ahead of the RG and sector benchmarks.
- Even the 2 areas with lowest agreement and potential areas for concern for Southampton – namely participation in decision-making and opportunities for promotion and progression both slightly out-perform the benchmark norms.
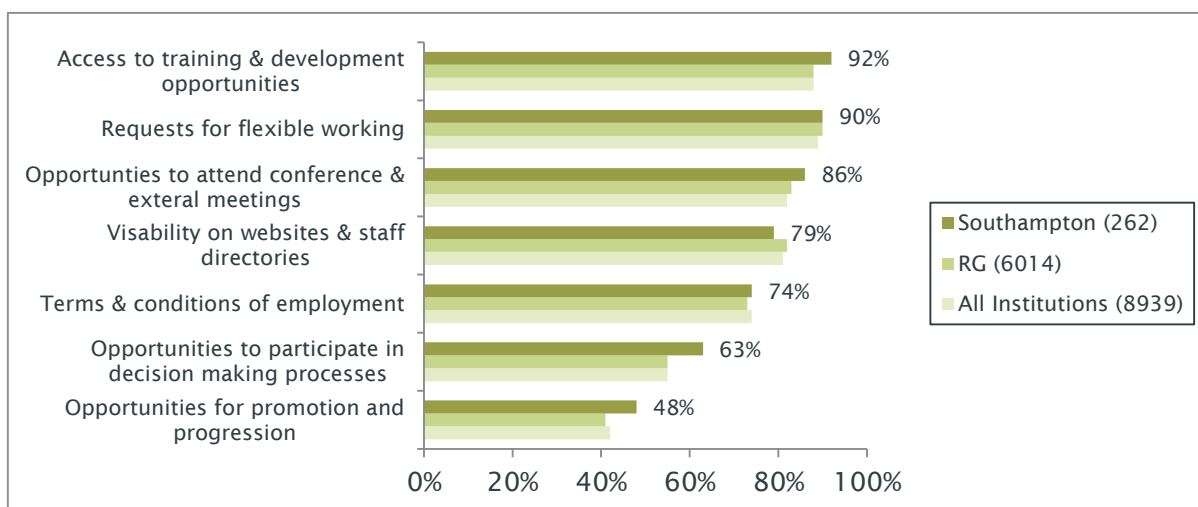

Base: All who gave a response at each attribute – 2015 (184 – 254)

4.1.3 Integration

- Over three-quarters of researchers continue to feel they are integrated in to their <u>departments</u> research community (77%), and two-thirds that they are integrated in to their <u>wider disciplinary</u> community (64%.) These are both at parity with the RG and sector norms.

- Only 58% of researchers feel they are integrated in to The Universities' research community – while this has only fallen marginally since 2013 and is on a par with both benchmarks it may be an area that merits some attention.

To what extent do you feel ..
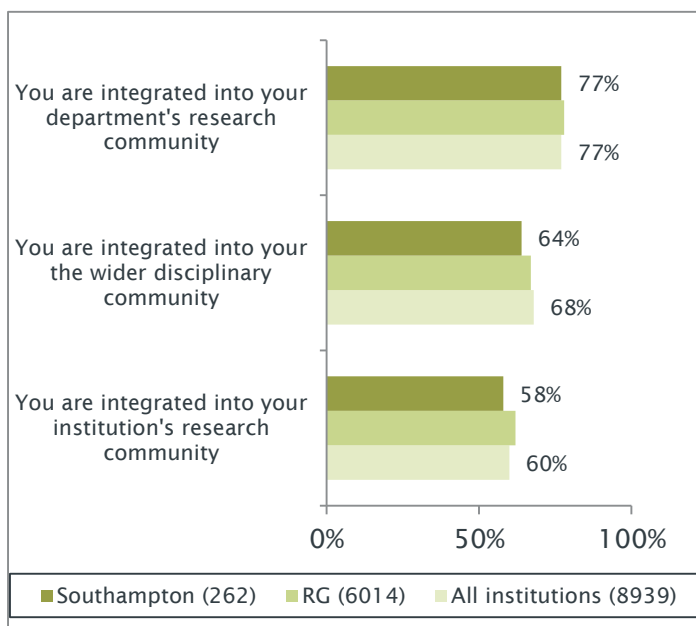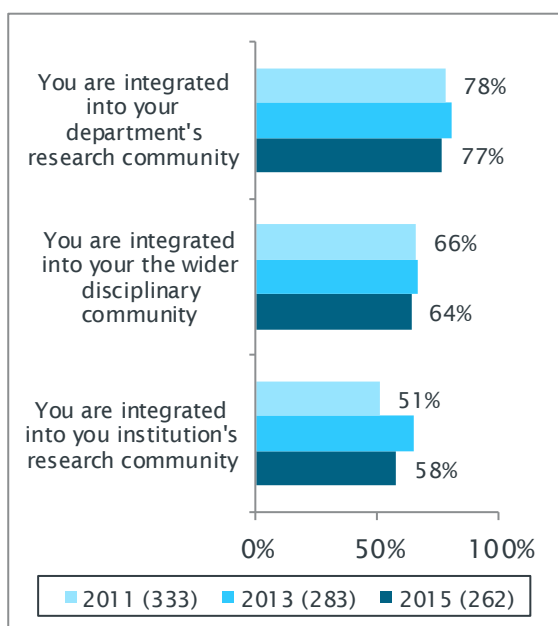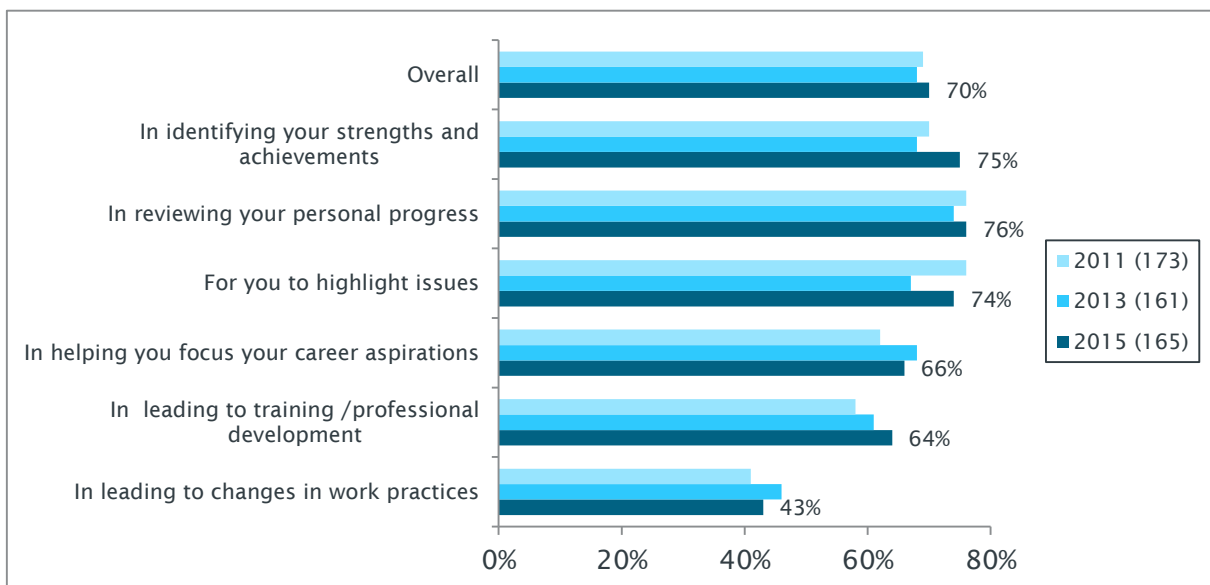
4.1.4　Staff appraisals

- There has been a steady increase in the number of researchers who have participated in a staff appraisal or review since 2011 which now sees Southampton in line with both the RG and sector norms.

Over the past 2 years (or since taking up your current position if that is more recent) have you participated in a staff appraisal/review?
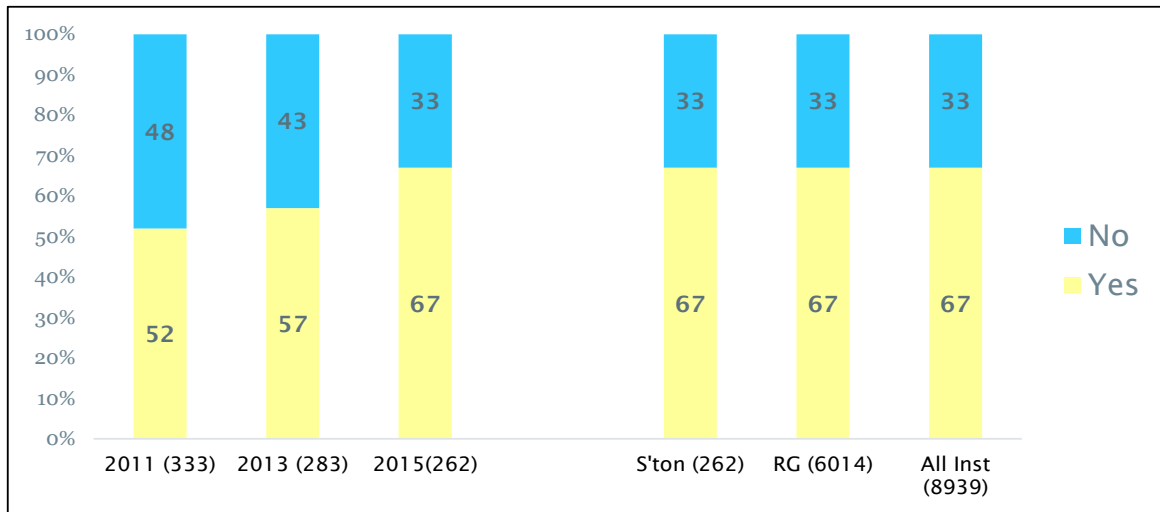
- The majority of those who have participated in a staff appraisal/review remain of the opinion that it was useful overall (70%)

- The most useful aspects of the appraisal continue to be "identifying strengths and achievements" – which has improved significantly since 2013 (68% - 78%), "reviewing personal progress" (76%) and for "highlighting issues" (74%).

- Around two-thirds feel their appraisal was useful in "helping to focus their career aspirations" and "leading to training/professional development" but still less than half feel their appraisal has led to changes in work practices. This has remained low since 2011 (around 41 – 46%)

If you have participated in your institution's staff review/appraisal scheme in the last two years, how would you rate your scheme's usefulness? Base: All who have had an appraisal/review

Base: All who have had an appraisal/review

- Compared to the RG and the sector research staff appraisals were rated very well at Southampton where all elements of the appraisal were rated as significantly more useful at Southampton than across the RG and sector norms.

4.1.5 Knowledge and understanding of UK initiatives relevant to research staff.
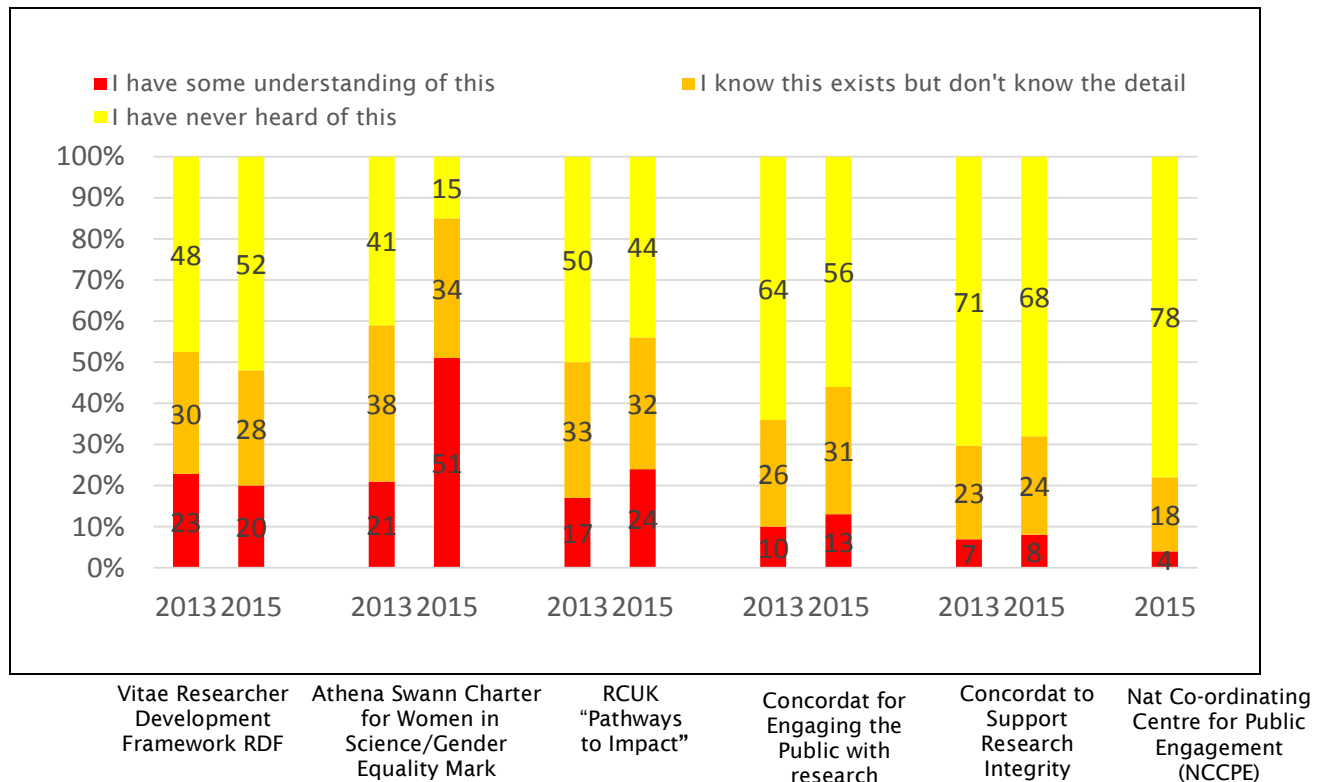
- Real understanding of some UK initiatives relevant to research staff at Southampton remains low. Four initiatives have been measured since 2011, and of these understanding of REF (formerly RAE/REF) has increased significantly and steadily from 48% to 65%. This has been effected by those who were aware of REF but didn't know the details converting to a better understanding. But still 10% of research staff at Southampton say they have never heard of REF.

- Understanding of Vitae and the Concordat to support the development of researchers have both remained static since 2013 while there has been a significant increase in understanding of the European HR Excellence in research award - albeit from a low starting point in 2011 from 3% to 7%.

How would you rate your knowledge and understanding of the following UK initiatives relevant to research staff? Base: all 2011 (333) 2013 (283) 2015 (262)
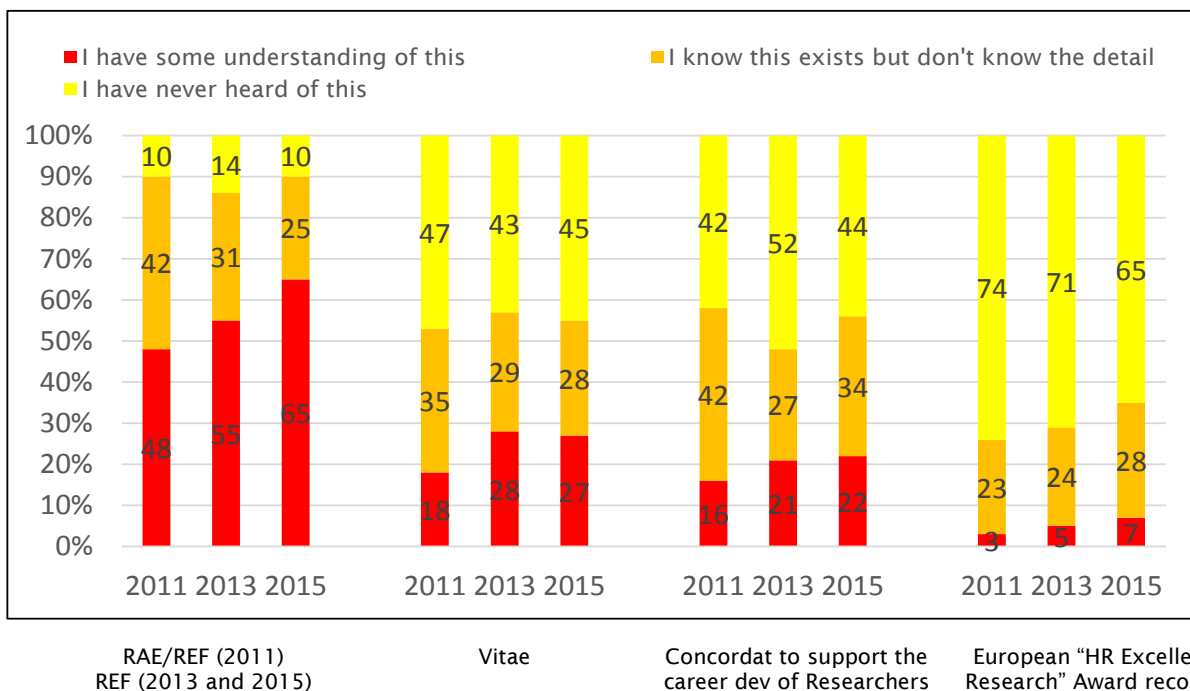
- Of the 5 initiatives measured since 2013 understanding of Athena Swann has increased dramatically and more than doubled from 21% to 51%, with a further third aware of it but lacking detail.
- Understanding of RCUK Pathways to Impact has also increased significantly since 2013 from 17% – 24%.
- Awareness and understanding of all other initiatives has remained fairly constant.
- Understanding of the newly measured initiative NCCPE is low at just 4%

How would you rate your knowledge and understanding of the following UK initiatives relevant to research staff? Base: all 2013 (283) 2015 (262)

- Compared to the RG and sector benchmarks, significantly more research staff at UoS know about or understand all three Concordats.

How would you rate your knowledge and understanding of the following UK initiatives relevant to research staff? Base: all 2011 (333) 2013 (283) 2015 (262)
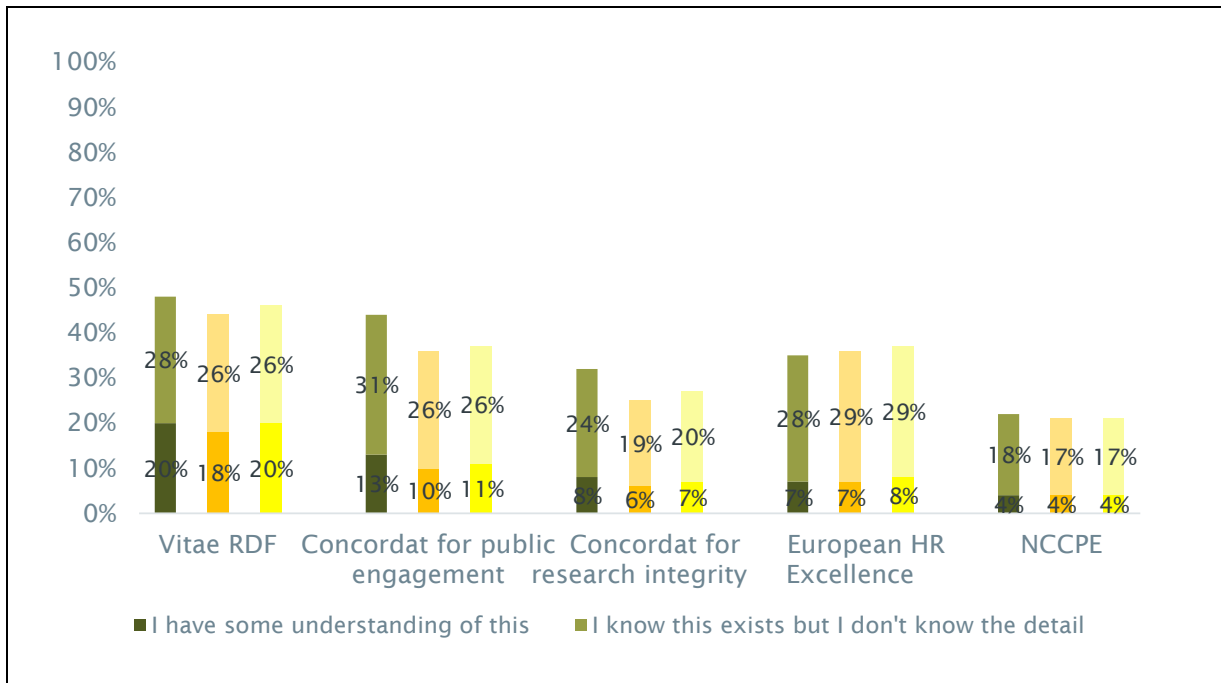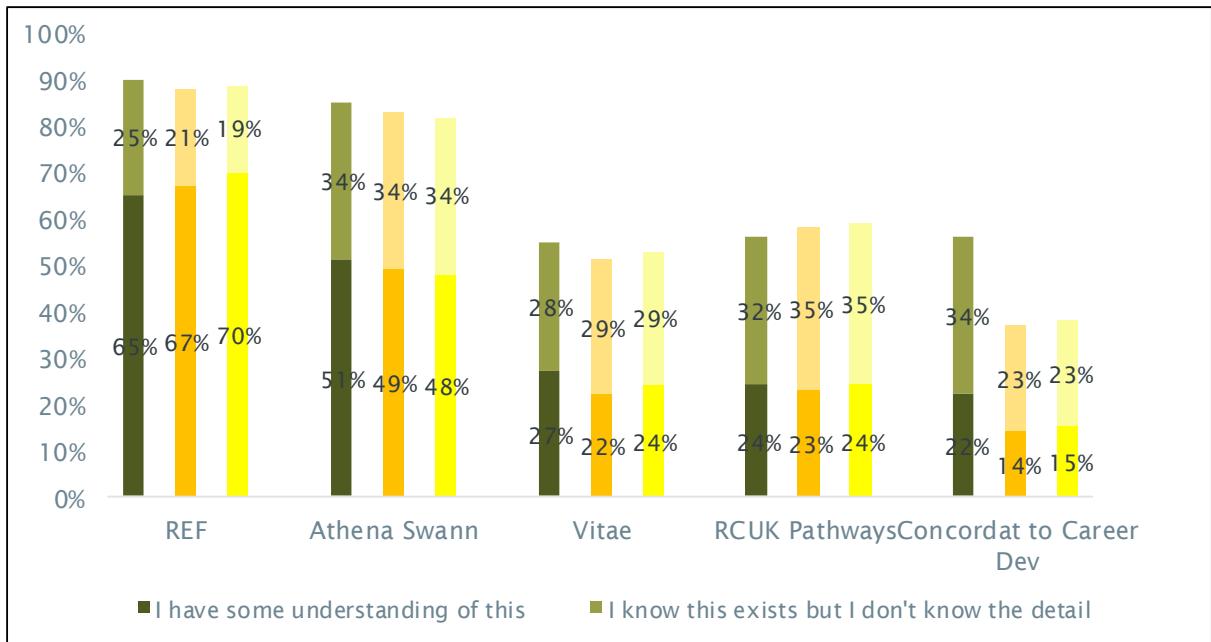
4.2 Recruitment and selection

- Slightly fewer research staff this year saw their position advertised compared to 2013 (43% vs 47%) while slightly more found out about their current post via word of mouth

- Compared to RG and sector norms research staff at Southampton were significantly more likely to be named on the grant (14% vs 6%).

How did you find out about your current post?
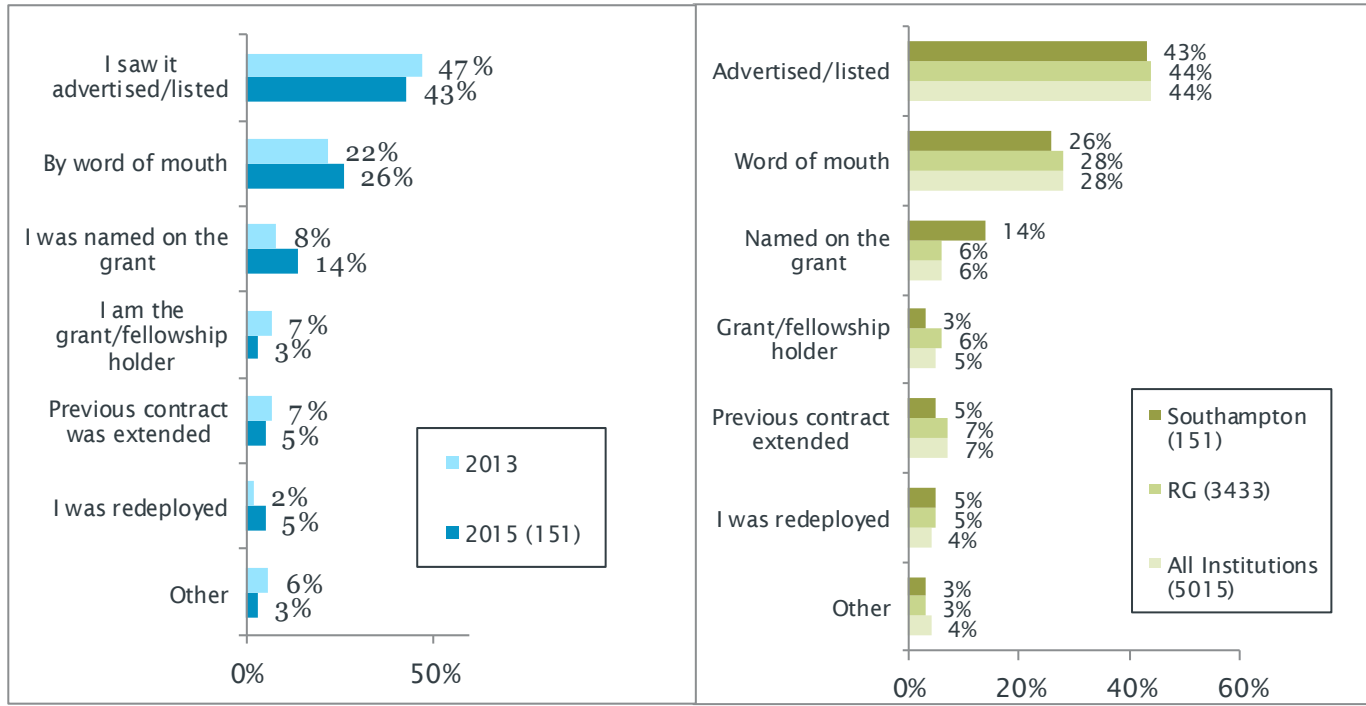
Base: All recruited to post in last 2 years

- As in 2013 around 90% were provided with a written job description, details of the qualifications required and details of the specialist skills required. Three quarters were given details of the transferable, personal or management skills required. These are all at parity with both the RG and sector norms.

4.2.1 Induction

- As in previous years three quarters of respondents were offered a local induction to their immediate role, with the majority finding this to be useful. This is at parity with the norms.

- Significantly more research staff were offered a department/faculty induction at Southampton this year (74%) compared to 60% in 2011 and 63% in 2013. While this compares well with the norms - both around two thirds, 1 in 5 did not find their Department/faculty induction useful.

- Similarly Southampton has increased the proportion of University inductions offered to research staff from 47% in 2011 to 73% in 2015. While this is also now on a par with the RG norm (69%) and sector norm (71%) 1 in 4 did not find it useful.

When you started with your current employer, how useful did you find the following? (Base: all recruited to post)

	Southampton Trends			2015 Benchmarks	
	2011 (319)	2013 (217)	2015 (151)	RG (3433)	All Inst (5015)
Local induction to your immediate role… Offered	76%	76%	78%	76%	76%
…was useful	53%	66%	66%	63%	63%
…was not useful	14%	7%	9%	11%	11%
…was not offered	27%	24%	22%	24%	24%
…was offered but not taken	6%	2%	4%	2%	2%
Departmental / Faculty induction… Offered	60%	62%	74%	68%	66%
…was useful	34%	44%	45%	44%	43%
…was not useful	17%	13%	22%	20%	19%
…was not offered	40%	38%	26%	32%	34%
…was offered but not taken	9%	6%	8%	5%	5%
University induction.. Offered	47%	62%	73%	69%	71%
…was useful	16%	31%	33%	31%	33%
…was not useful	20%	20%	24%	26%	26%
…was not offered	53%	38%	27%	31%	29%
…was offered but not taken	9%	11%	16%	11%	11%

4.3 Support and career development

4.3.1 Career development

- The majority of research staff continue feel that they take ownership of their career development (85%) and that they are encouraged to engage in personal and career development (76%)
- Significantly fewer this year claimed to maintain a formal record of their CPD activities - falling from 66% in 2011 to 57% this year, and fewer feel that they have a clear career development plan (54% to 47%).
- 14% still use the Vitae RDF.
- All of these levels are at parity with the norms except for Vitae RDF which is used significantly more at Southampton than at RG or sector institutions (14% vs 10%)

To what extent do you agree that ….
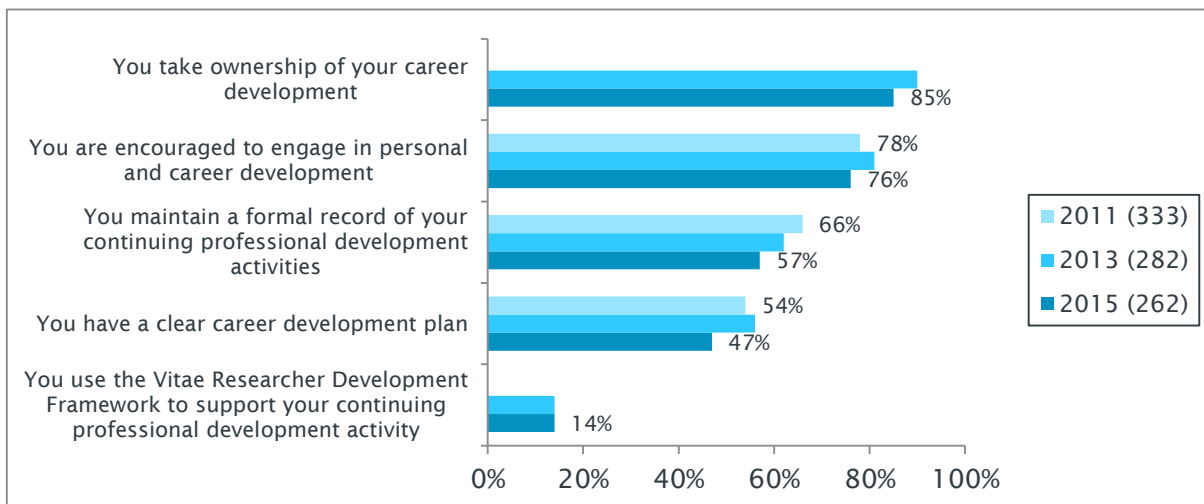
4.3.2 Training

- There has been a sharp fall since 2011 in the number of research staff who say they have had no training (27% to 14%). This has been accompanied by an increase this year in those who have had up to 2 days training. This increase now positions UoS alongside the RG and sector norms for number of days training.

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? Base (all)
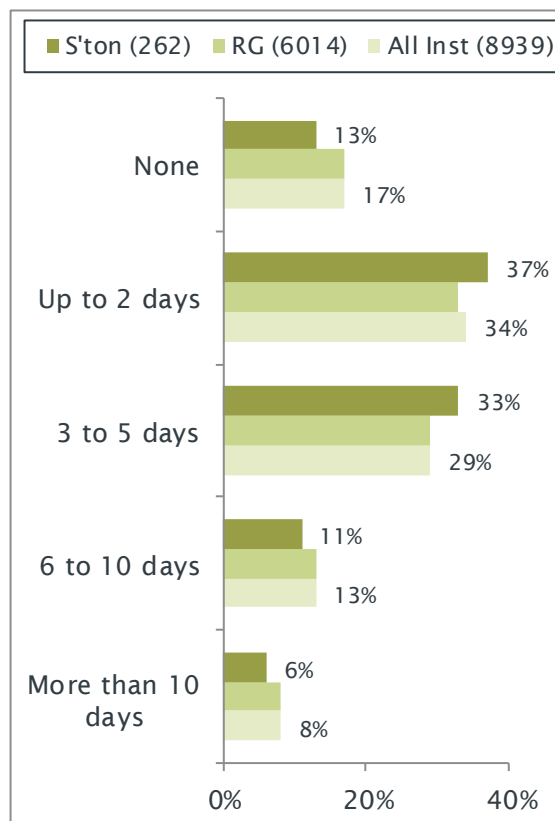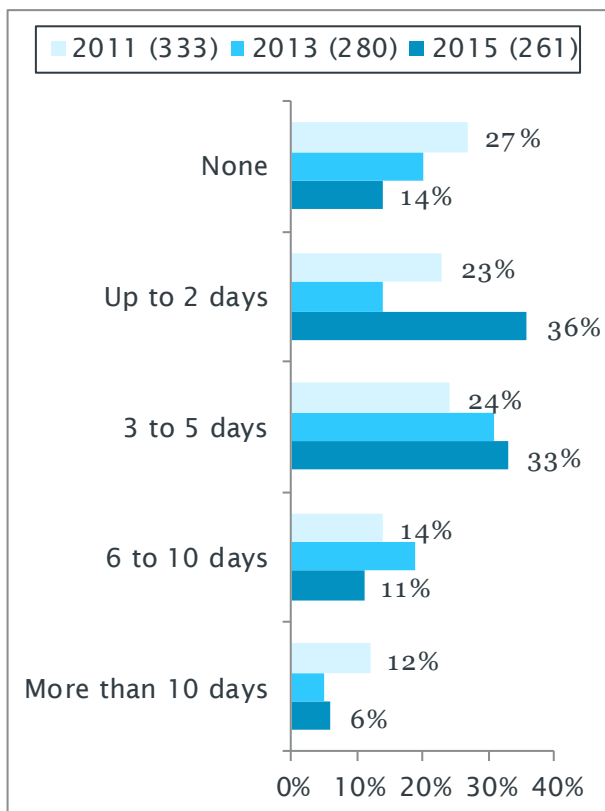
- While around 4 out of 10 research staff have undertaken training in Research skills and techniques, only around 1 in 3 to 1 in 4 have received training in any other areas. Demand for training however remains high with nearly half of all research staff or more interested in training in all of these areas. There is particular demand for career management training (62%) where fewer staff have received such training than in 2013 (16% vs 25%).

- Southampton performs at around parity with the RG and the sector in the number of research staff who have undertaken training in each of these CPD activities.

In which areas have you undertaken, or would you like to undertake, training and continued professional development activities? Base: all 2013 (282) 2015 (262)
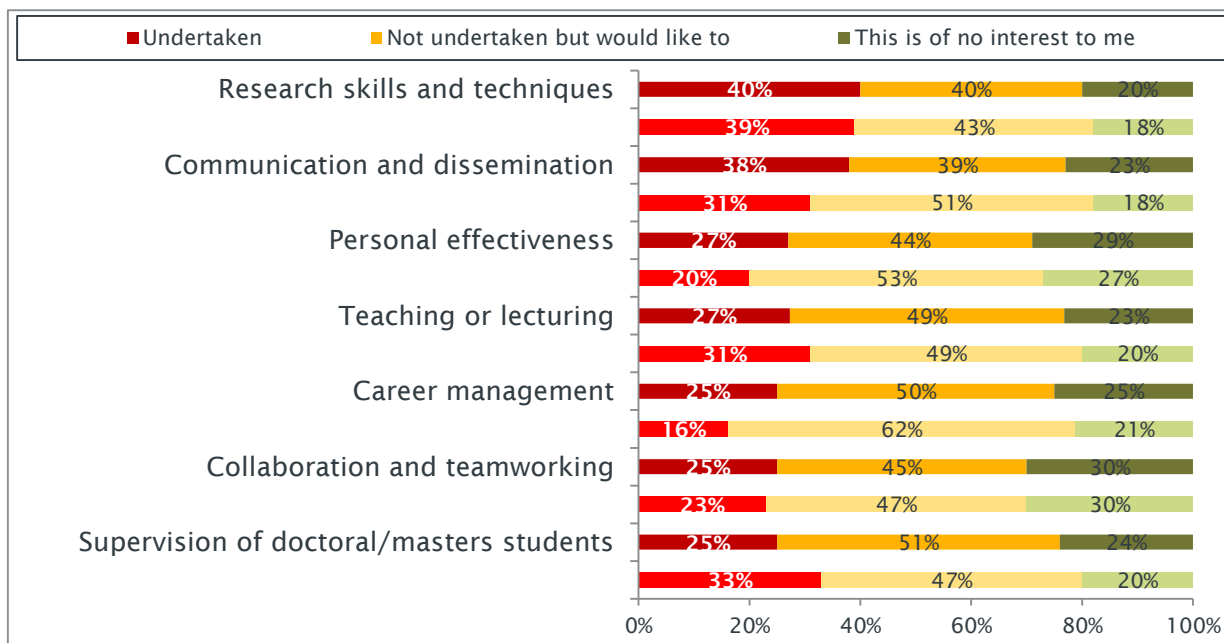
(Top bar for each statement is data from 2013. Second bar for each statement is data from 2015. Most measured areas were different in 2011 so not comparable.)

- Since 2013 Southampton has shown a significant increase in the number of staff who have received training in Equality and Diversity, - 24% to 41%, Ethical Research Conduct – 19% - 29% and Public Engagement – 18% - 26%. Levels of equality and diversity training at Southampton are ahead of both RG and sector norms (41% vs 34% and 37% respectively).

- Again there is a strong demand for training in most areas – particularly research impact (71%), knowledge exchange (63%), Leadership and management (55%) and Public engagement (54%)

- These are all at approximate parity with the benchmarks except for a higher demand at UoS for Research Impact training compared to the benchmarks.
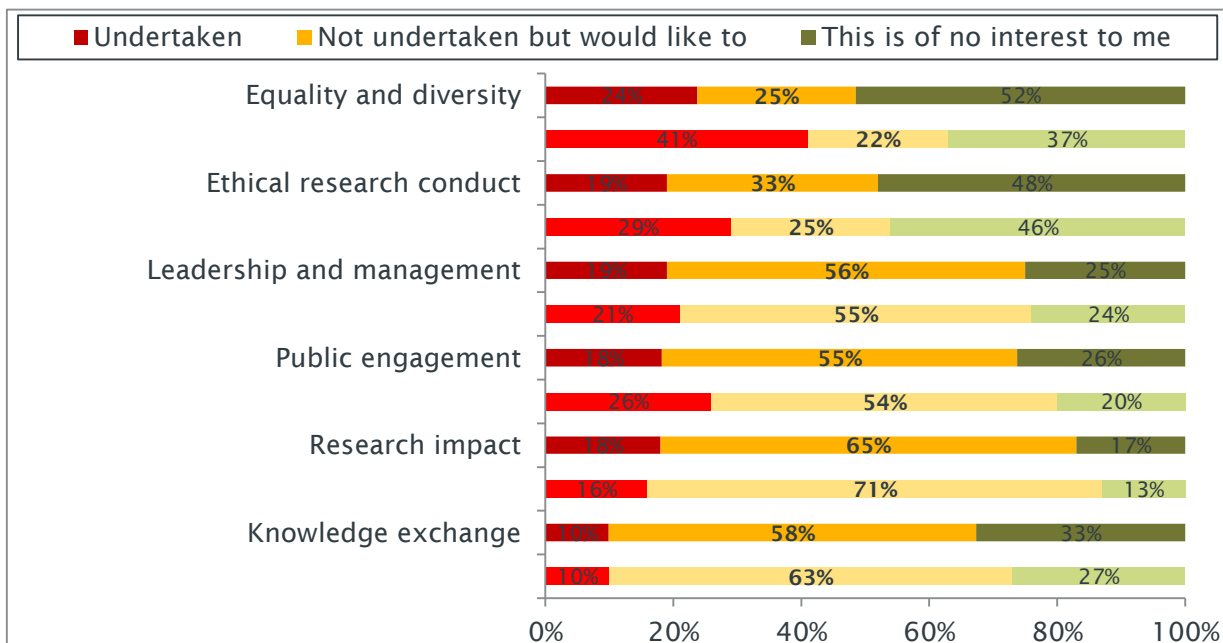
- Two new training areas were added to the survey this year where 1 in 4 have had mentor training and 1 in 5 have undertaken interdisciplinary research training at Southampton. Mentor training is significantly higher at Southampton than at other RG institutions (25% vs 20%). As at other sector and RG Institutions there is further demand for training in both of these activities at Southampton (47% and 56% respectively).

In which areas have you undertaken, or would you like to undertake, training and continued professional development activities? Base: all
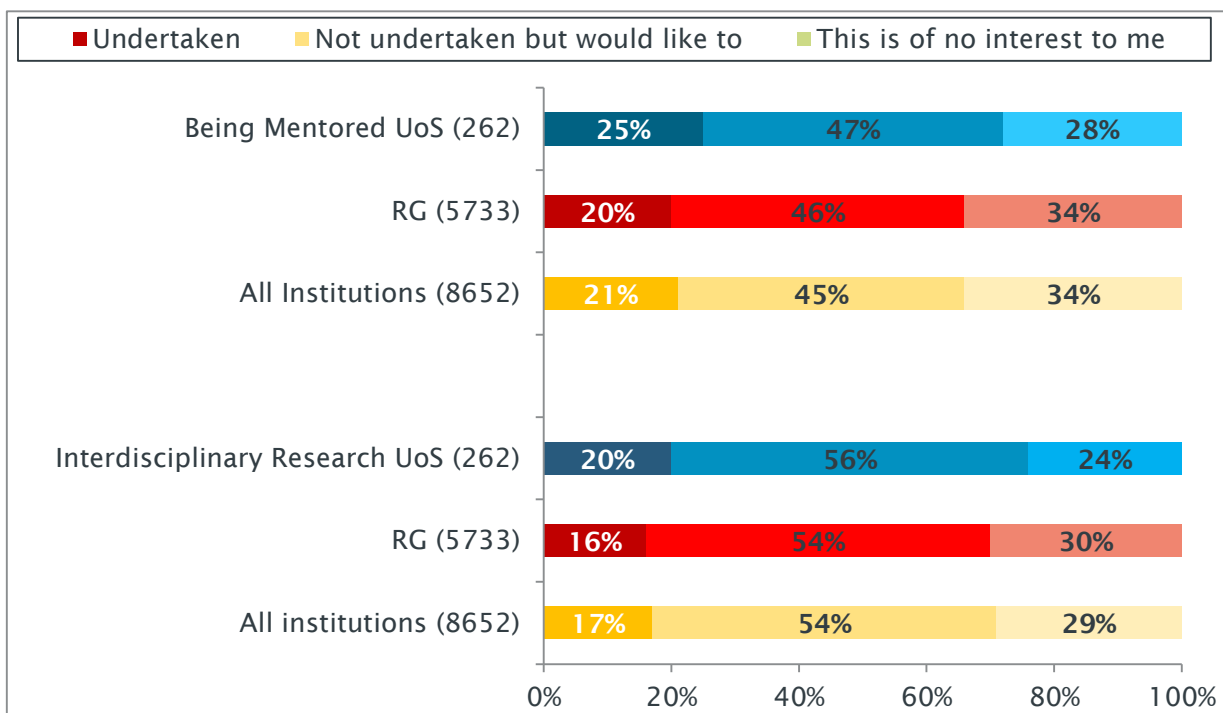
4.3.3 Career aspirations

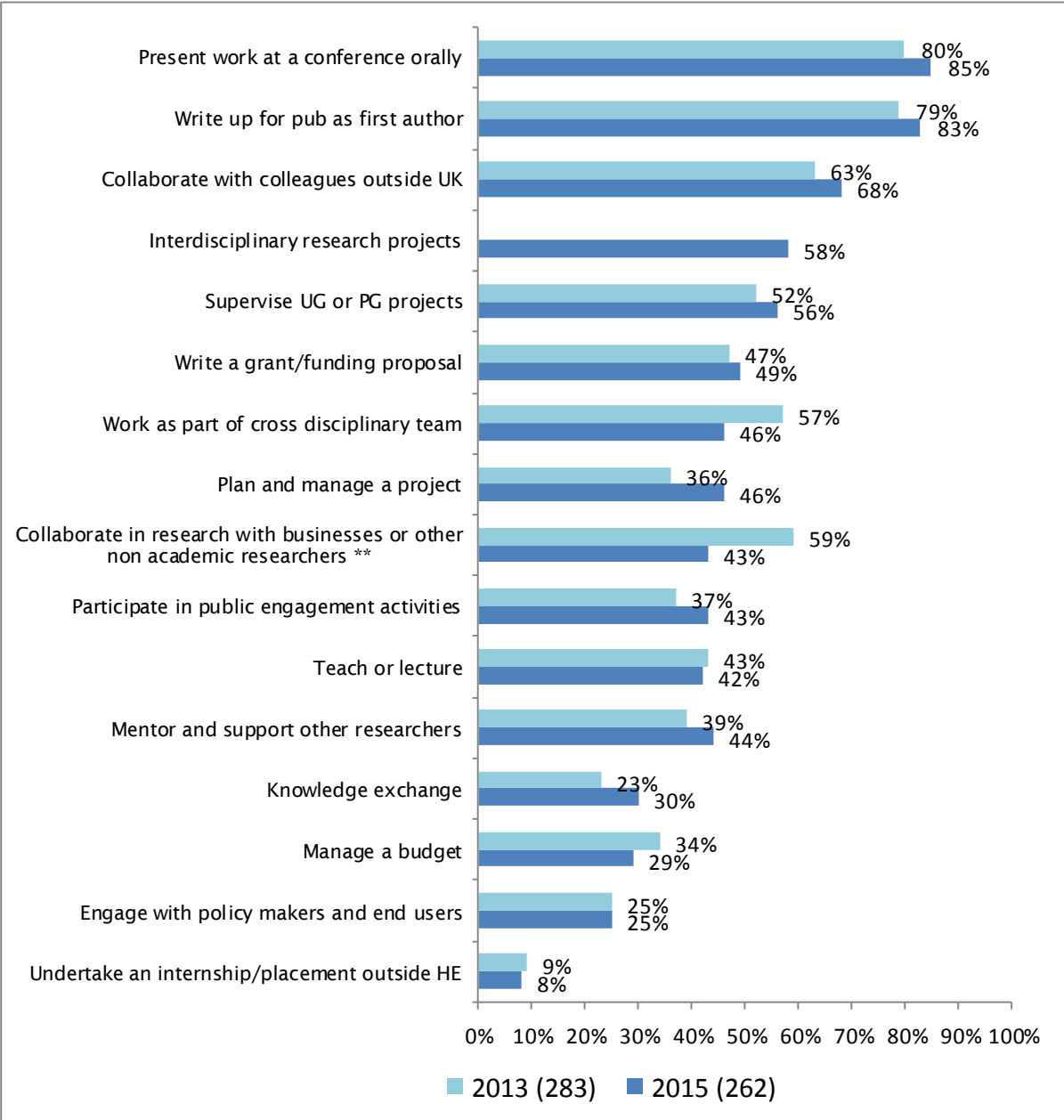- As in 2013, in the long term, the majority of respondents aspire to work in higher education, primarily involved in research and teaching (42%) or research alone (35%).

- Slightly fewer expect to work in those areas – primarily research and teaching (37%), research alone (25%).
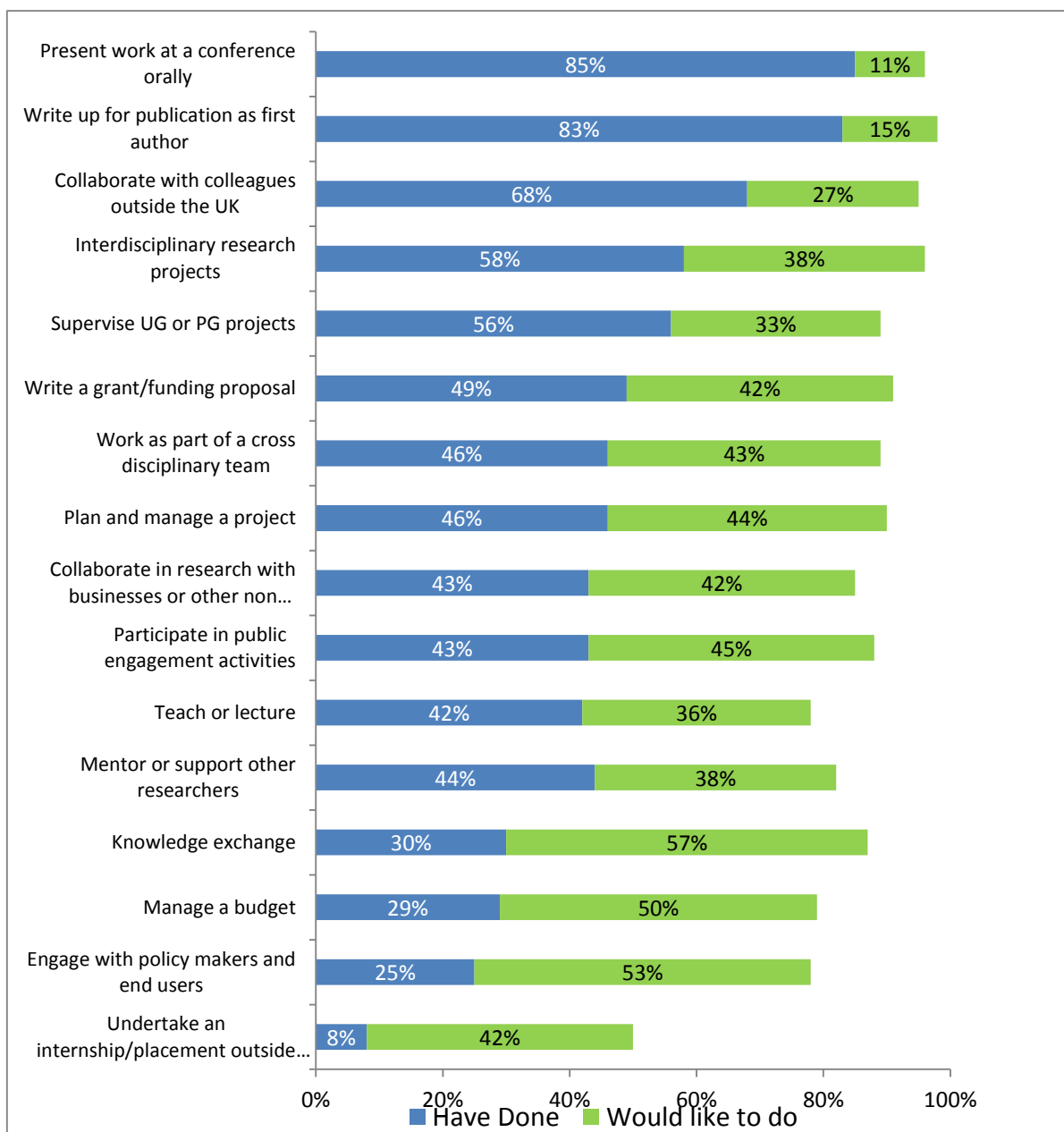
4.3.4 Professional Development

- Respondents were asked which professional development activities they have undertaken and which they would like to undertake in 4 different areas – namely: Working with others, Research and financial management, Engagement and impact, and Communication and dissemination.

- As in 2013 the 2 areas in which respondents have had the most experience were within Communication and dissemination, specifically "Presenting work at a conference orally" (85%) and "Writing up research for publication as a first author (83%). Almost all of those who had not yet done this said they would like to do so.

- As the first of the 2 charts below shows around half or more have collaborated with colleagues outside the UK, undertaken interdisciplinary research project, supervised UG or PG students, written a grant/funding proposal and worked as part of a cross disciplinary team. These are all broadly in line with the findings from 2013.

- There has been more Project planning and management (46% vs 36%) and knowledge exchange (30% vs 23%) and mentoring/support of other researchers (39% vs 44%) in 2015 but all other activities are broadly unchanged. Only around a third of research staff or less have exchanged knowledge (30%), engaged with policy makers and end users (25%) or undertaken an internship or placement outside HE (8%).

Which of the following have you done, (or would you like to do) as part of your current role?

Activity	2013 (283)	2015 (262)
Present work at a conference orally	80%	85%
Write up for pub as first author	79%	83%
Collaborate with colleagues outside UK	63%	68%
Interdisciplinary research projects		58%
Supervise UG or PG projects	52%	56%
Write a grant/funding proposal	47%	49%
Work as part of cross disciplinary team	57%	46%
Plan and manage a project	36%	46%
Collaborate in research with businesses or other non academic researchers **	59%	43%
Participate in public engagement activities	37%	43%
Teach or lecture	43%	42%
Mentor and support other researchers	39%	44%
Knowledge exchange	23%	30%
Manage a budget	34%	29%
Engage with policy makers and end users	25%	25%
Undertake an internship/placement outside HE	9%	8%

However as the chart below shows there is high demand from research staff for experience in most of these activities particularly Knowledge exchange (57%), and engaging with policy makers/end users (53%,) managing a budget (50%). These were the same areas of required experience identified in 2013.

Which of the following have you done, (or would you like to do) as part of your current role? (Base all (262) – 2015 data for Southampton

Activity	Have Done	Would like to do
Present work at a conference orally	85%	11%
Write up for publication as first author	83%	15%
Collaborate with colleagues outside the UK	68%	27%
Interdisciplinary research projects	58%	38%
Supervise UG or PG projects	56%	33%
Write a grant/funding proposal	49%	42%
Work as part of a cross disciplinary team	46%	43%
Plan and manage a project	46%	44%
Collaborate in research with businesses or other non…	43%	42%
Participate in public engagement activities	43%	45%
Teach or lecture	42%	36%
Mentor or support other researchers	44%	38%
Knowledge exchange	30%	57%
Manage a budget	29%	50%
Engage with policy makers and end users	25%	53%
Undertake an internship/placement outside…	8%	42%

Addition of "Interdisciplinary research project" statement may have affected response to "Work as part of a cross-disciplinary team" statement
** 2013 statement was "Collaborate in research with external organisations" – data not directly comparable year on year.
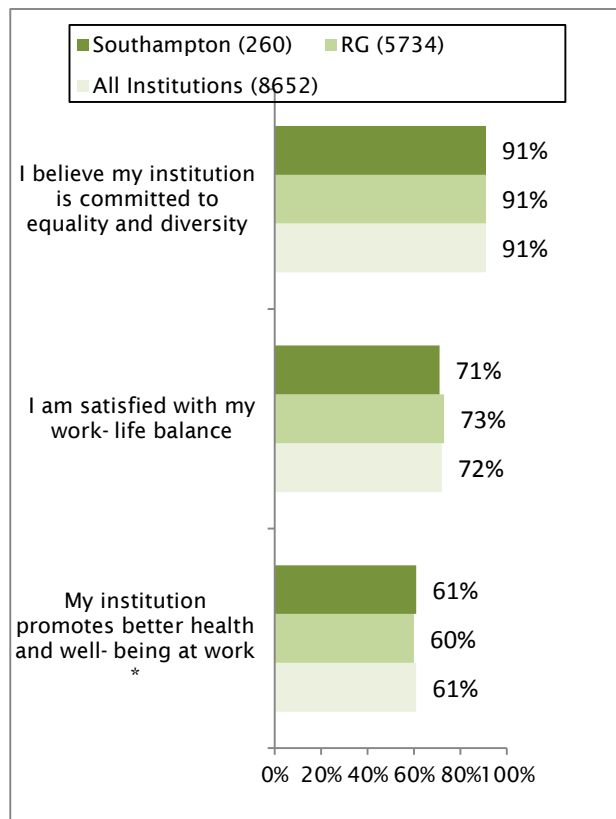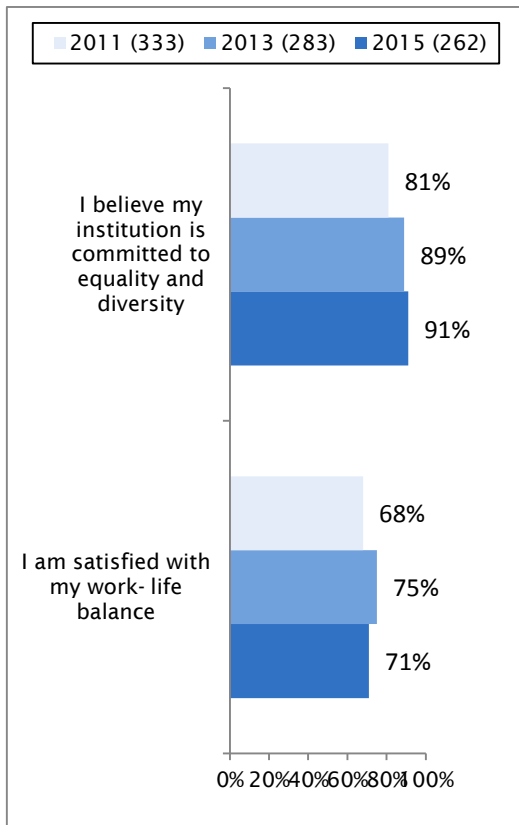Different statements used in 2011 so 2011 data not presented.

- Researchers at Southampton have the same experience as researchers at other RG institutions and the sector in many areas. Those at Southampton however are marginally less likely to have supervised UG or PG research projects, worked as part of a cross disciplinary team, written a grant/funding proposal, or planned and managed a project. None of these differences however are statistically significant.
- Those at Southampton are significantly less likely than the RG average to have managed a budget (29% vs 36%) or Taught or lectured (42% vs 49%).

- Although not statistically significant Southampton research staff are marginally more likely to have presented work at a conference orally (85% vs 80%) or written up research for publication as a first author (83% vs 79%).

	S'ton (260)	RG (3222)	All Inst (4782)
Working with others			
Collaborate with colleagues outside the UK	68	67	67
Interdisciplinary research projects	58	58	59
Supervise UG or PG research projects	56	60	59
Work as part of a cross-disciplinary team	46	52	52
Collaborate in research with businesses/other non academic research users	43	41	44
Mentor and support other researchers	35	39	39
Undertake an internship or placement outside HE	8	8	9

|	S'ton (260)	RG (3222)	All Inst (4782)
Research and Financial management			
Write a grant/funding proposal	49	53	54
Plan and manage a project	46	51	51
Manage a budget	29 **	36	38
Communication and dissemination			
Present work at a conference orally	85	80	81
Write up research for publication as first author	83	79	80
Engagement and impact			
Teach or lecture	42 **	49	52
Participate in public engagement activities	43	43	44
Engage with policy makers and end users	25	25	28
Knowledge exchange	30	30	32

4.4 Equality and diversity

- As in 2013 the vast majority of respondents (91%) agree that the University of Southampton is committed to equality and diversity. This has increased by 10% points since 2011 and is at absolute parity with the sector and RG averages (also both 91%).

- Just under three quarters (71%) are satisfied with their work-life balance. Again this is at parity with the norms (RG 75% and sector 68%). Satisfaction with the work-life balance at Southampton has fallen marginally since the last survey in 2013 (71% vs 75% but this is not significant.

- An additional statement was measured in this survey where 61% of Southampton respondents agreed that "My institution promotes better health and well-being at work". This is at parity with the norms.

Legend (left chart): 2011 (333), 2013 (283), 2015 (262)

Legend (right chart): Southampton (260), RG (5734), All Institutions (8652)

Left chart:

I believe my institution is committed to equality and diversity
- 81%
- 89%
- 91%

I am satisfied with my work-life balance
- 68%
- 75%
- 71%

Right chart:

I believe my institution is committed to equality and diversity
- 91%
- 91%
- 91%

I am satisfied with my work-life balance
- 71%
- 73%
- 72%

My institution promotes better health and well-being at work *
- 61%
- 60%
- 61%

4.4.1 Fair treatment of staff

- As in previous years the vast majority of staff continue to believe they are treated fairly in relation to access to training and development, day to day treatment and recruitment and selection – all 86% or more. The majority of three quarters or more also still believe they are treated fairly with respect to career progression/promotion, reward and participation in decision making.

- While these levels are all at parity with the RG and sector norms it is worth noting in the chart below that the Southampton trend responses are all consistently moving in the wrong direction – especially for career progression and promotion.

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

Legend: 2011 (333), 2013 (283), 2015 (262)

Access to training and development
- 96%
- 94%

Day to day treatment at work
- 95%
- 89%

Recruitment and selection
- 93%
- 87%

Career progression/promotion
- 82%
- 72%

Reward
- 82%
- 78%

Participation in decision making
- 81%
- 77%
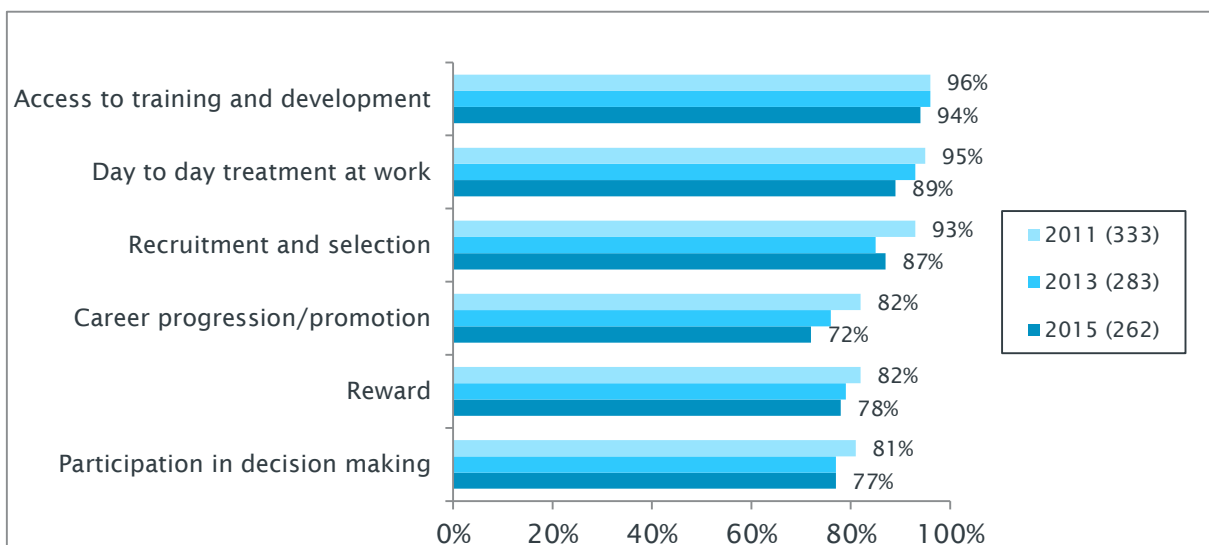
Base: All who gave a response to each attribute – Southampton (214 – 239)

- When asked whether overall researchers felt that that staff at Southampton are treated fairly, as in previous years they were almost unanimous in their agreement that staff were treated fairly irrespective of religion/belief, sexual orientation, gender identity, disability, ethnicity and nationality – all 92% or more.

- There was slightly less agreement (88%) that staff were treated fairly irrespective of their age, and even less (81%) and (80%) respectively in terms of gender and pregnancy/maternity. The fall in agreement by gender from 87% to 81% is statistically significant.

Overall, I think that staff at my institution are treated fairly irrespective of:
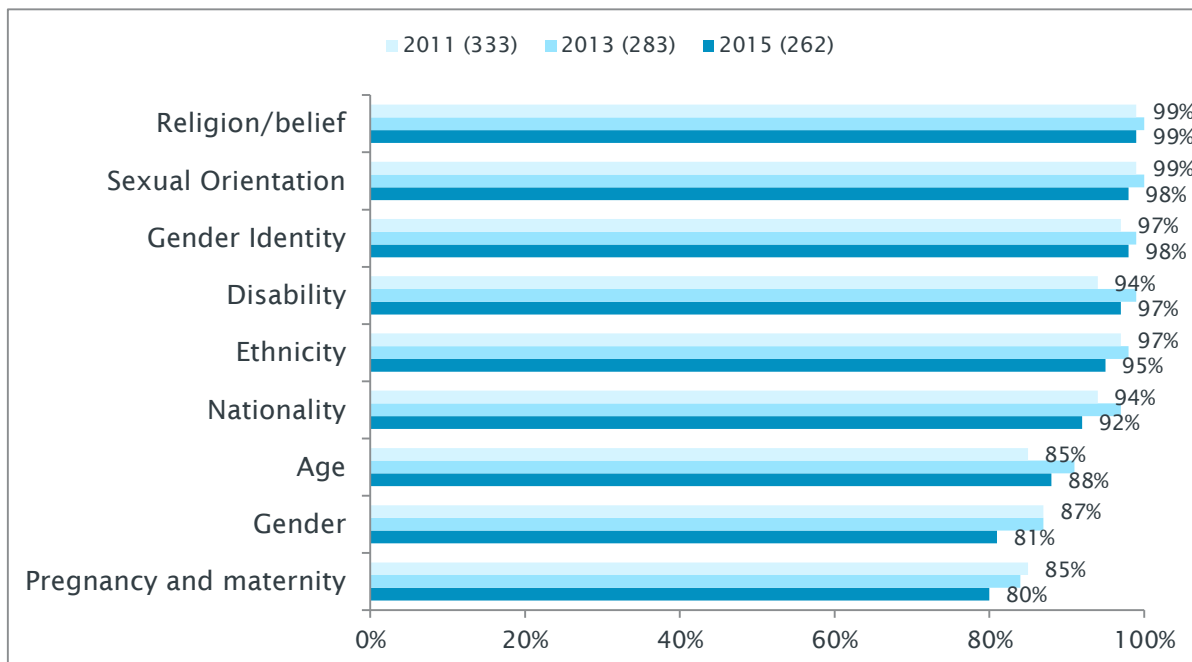
Base: All who gave a response to each attribute – Southampton (176 – 235)

- Responses from staff at Southampton are all at parity with the RG and sector norms with the exception of pregnancy and maternity where staff at Southampton are significantly less likely to agree that they are treated fairly (85% vs 80%)
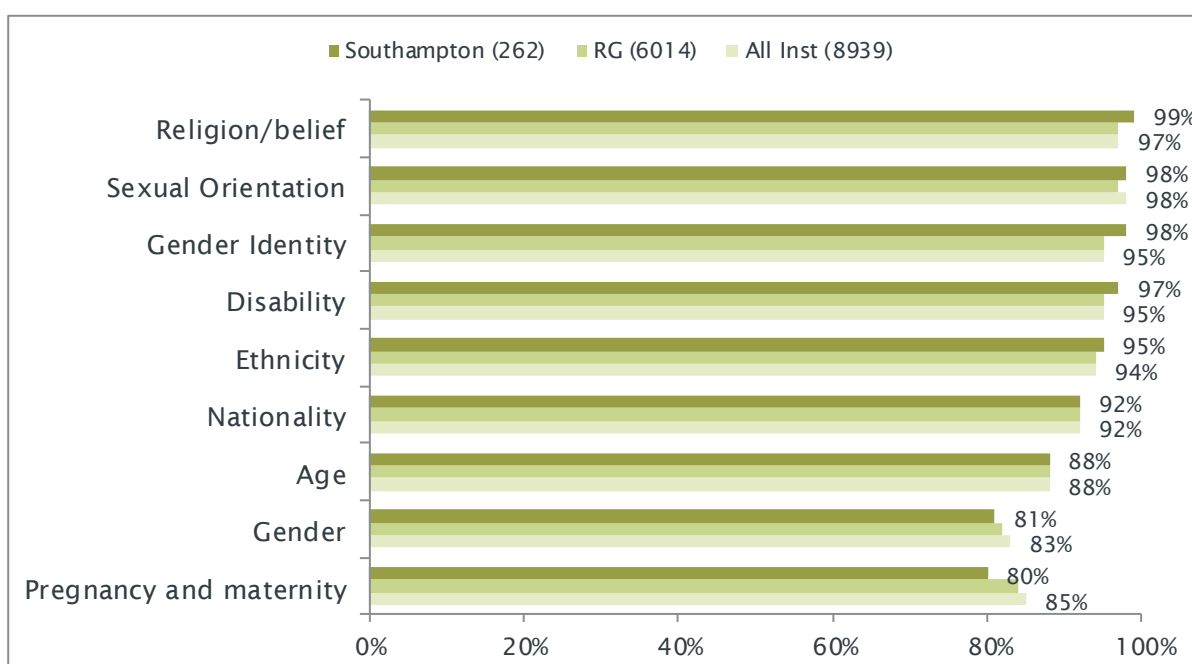
- When asked directly whether they had been discriminated against in their post 8% (1 in 12) research staff said they had. While this is at parity with the RG norm (10%) and the sector norm (10%) it is a significant increase in the level shown in 2013 (just 4%)

4.5 University of Southampton questions

4.5.1 Knowledge and understanding of faculty Concordats

- Nearly two thirds of staff were aware of their faculties Concordat to support the career development of researchers. Only 1 in 4 however said they had some understanding of what it was and the remainder were aware but lacked detail of what it is.

- One third said they had never heard of their faculty Concordat to support the career development of researchers

How would you rate your knowledge and understanding of your faculty's Concordat to support the career development of researchers? Base all (262)

- I have some understanding of this

- I know this exists but I don't know the details
- I have never heard of this
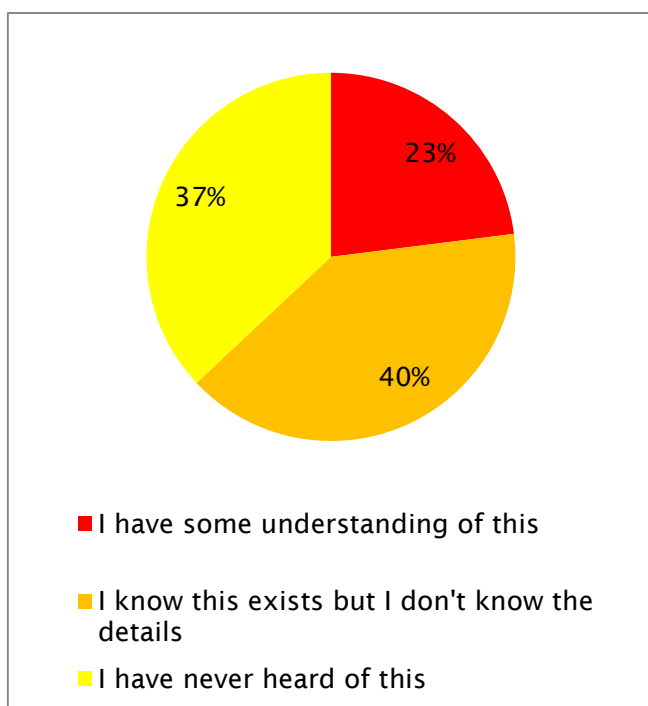
4.5.2 Contract of employment

- Virtually all (98%) said they were mainly employed in a teaching only contract.