

# Careers in Research Online Survey (CROS) 2017 Findings

Rosie Sears  
Institutional Research

August 2017

- 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 careers development of doctoral researchers and research staff in Higher Education Institutes and Research Institutes.
- The survey is hosted on the Bristol Online Survey (BOS) tool, which provides a secure web environment for the design, delivery and analysis of online surveys.
- University of Southampton has participated in CROS since 2009.

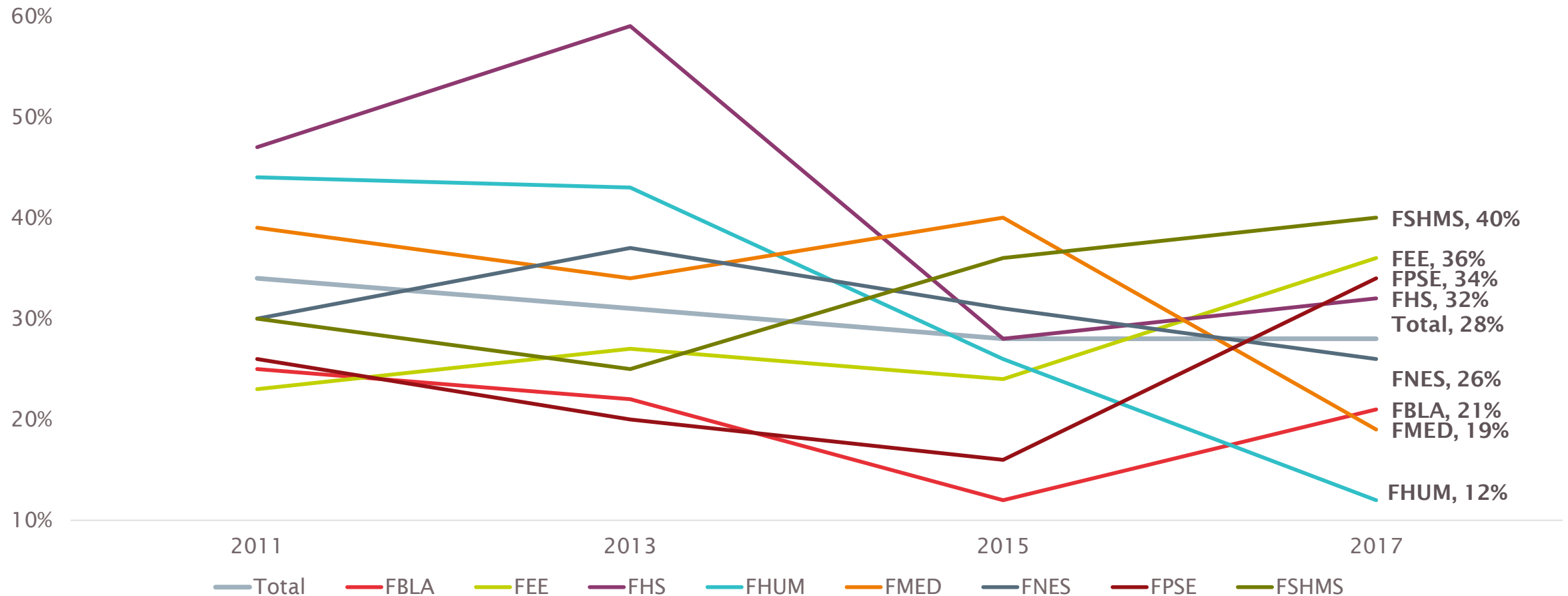
- Online survey containing a set of core questions devised based on the previous CROS surveys and the principles of the Concordat for the Career Development of Researchers.
- Institutions are also able to add their own specific questions.
- Institutions receive the results of their own questions, plus aggregate results of the national dataset.
- Benchmarking clubs can be set up between groups of institutions (e.g. Russell Group) allowing anonymised data to be compared privately between institutions.
- Email sent to all eligible staff members asking them to take part in the survey, with a number of reminders emails sent during the fieldwork period.
- Fieldwork took place between 8th to the 18th July 2017

- Analysis has been undertaken to highlight the most relevant and useful findings.
- Changes from 2015 are shown next to charts in red or green to denote change (lower or higher than 2015 respectively).
- Differences to the Russell Group/sector/2015 have also been flagged where significant (z test, 95% confidence).
- Analysis has been carried out at an institutional level as base sizes are too small to provide robust Faculty level findings.

- 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 998.
- Benchmarks groups this year – 15 RG institutions (4,015 responses) and 69 Sector Institutions (7,411 responses.)

# Response Rates

- Overall response rate this year is **28%** which is the same as 2015
- FHUM continues on a downward trend to 12% while FSHMS has improved this year to have the highest response rate of 40%



# Response Rates

2019/2020  
CROSS SURVEY

- Below is the breakdown of the population and response rate by Faculty. We have also identified the number of 'Other' researchers, such as Teaching Fellows (TF).

	Total population invited to CROS	Type	Completed Response	Final Response Rate
FBLA	34	28 TF	7	21%
FEE	143	5 TF	51	36%
FHS	84	9 TF 7 Mixed 23 other	27	32%
FHUM	68	11 Postdocs	8	12%
FMED	238	17 TF	45	19%
FNES	142	5 TF	37	26%
FPSE	178	1 TF	61	34%
FSHMS	111	15 TF	44	40%
<b>Total population</b>	<b>998</b>		<b>280</b>	<b>28%</b>

# Executive Summary

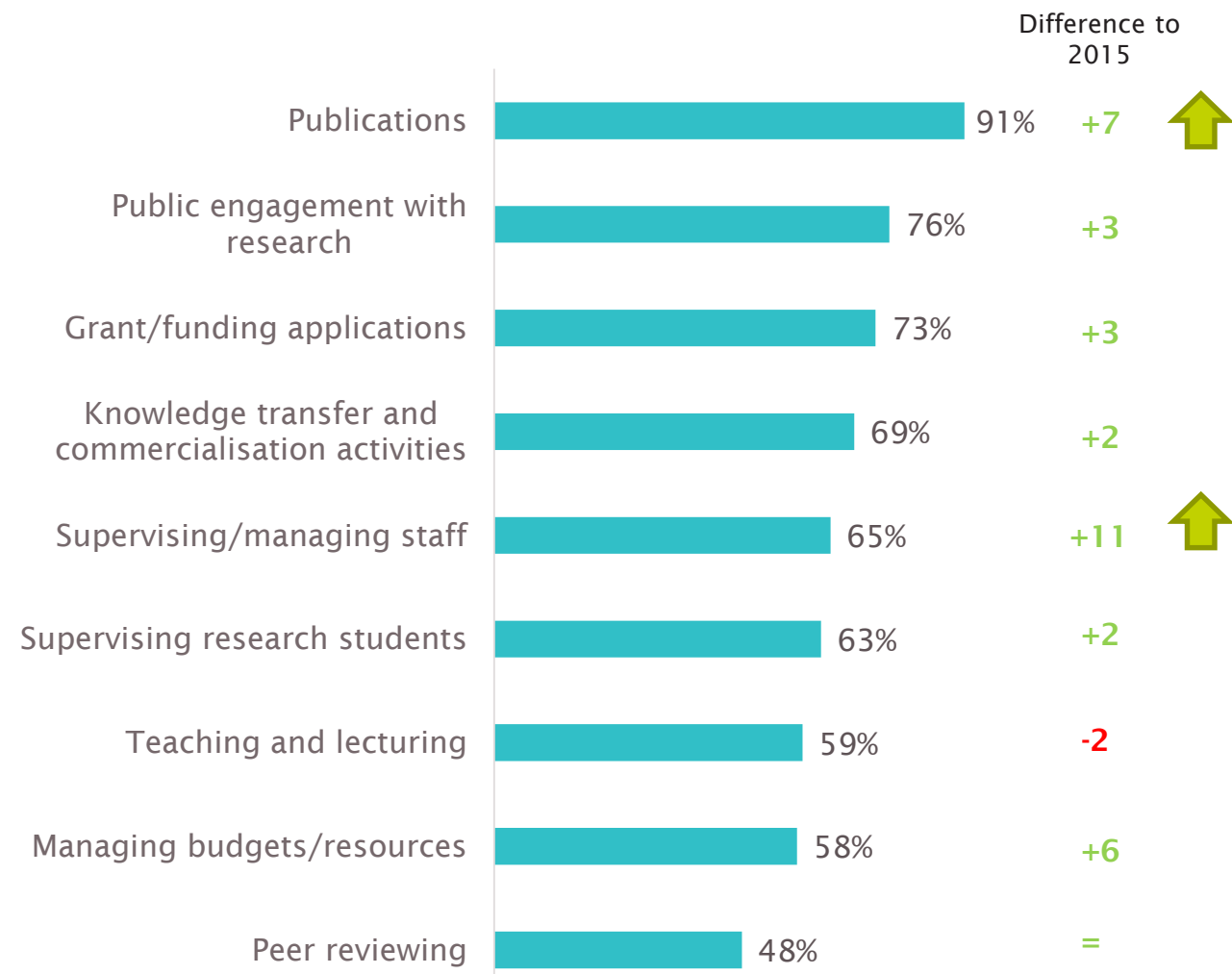


- Some excellent improvements to recognition of contributions although researchers do not always feel that their contributions to peer reviews and teaching and lecturing are recognised
- Integration within own research departments is generally good, however researchers feel less integrated with the wider communities
- Inductions are seen to be less useful than in 2015. Fewer local and departmental inductions are being offered now than in 2015
- Southampton is outperforming the rest of the Russell Group for career development plans
- The vast majority have undertaken some training in the last year. 88% have had equality and diversity training since 2015. Although the majority believe Southampton is committed to equality and diversity, 1 in 10 still report being discriminated against
- There is high demand for the majority of types of training measured; interest in Research Impact and Teaching/Lecturing is particularly high
- There are still improvements required to ensure fair treatment in terms of gender and pregnancy/maternity leave

# Recognition & Awareness

# Some excellent improvements for how researchers feel the University values their contributions

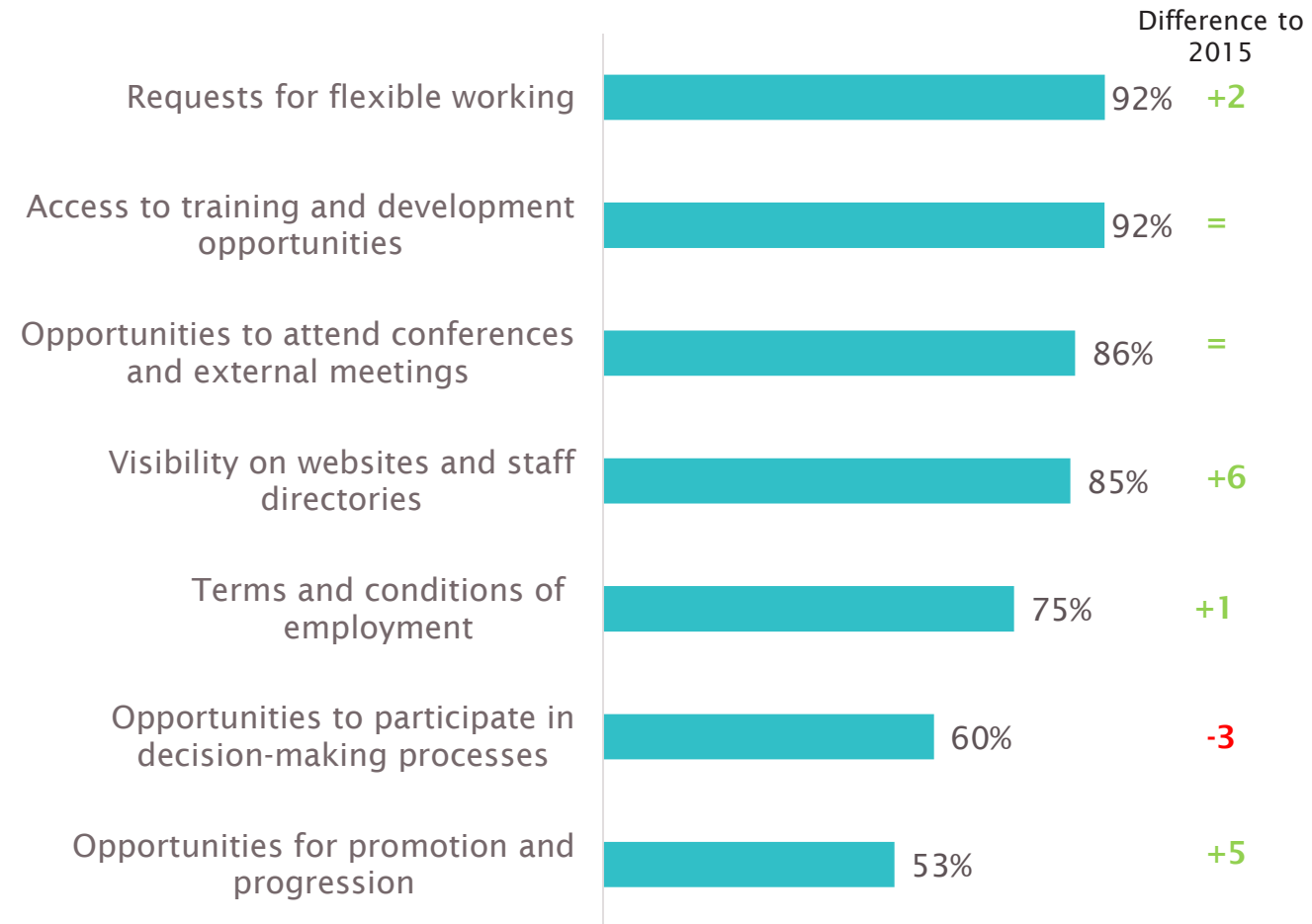
- All statements measuring how the institution values researchers contributions have a more positive rating (Agree/Agree strongly) than the rest of the Russell Group
- Most measures have improved since 2015, with an exceptional 11 pp increase for Supervising/Managing staff
- Peer reviewing remains low with less than half of respondents agreeing that their contributions to this area of their role are valued
- Although managing budgets/resources is low, this has improved since 2015
- Teaching and lecturing has decreased slightly since 2015 and has been decreasing since 2011.



\*Significant differences to 2015 denoted by arrow - z test, 95% confidence

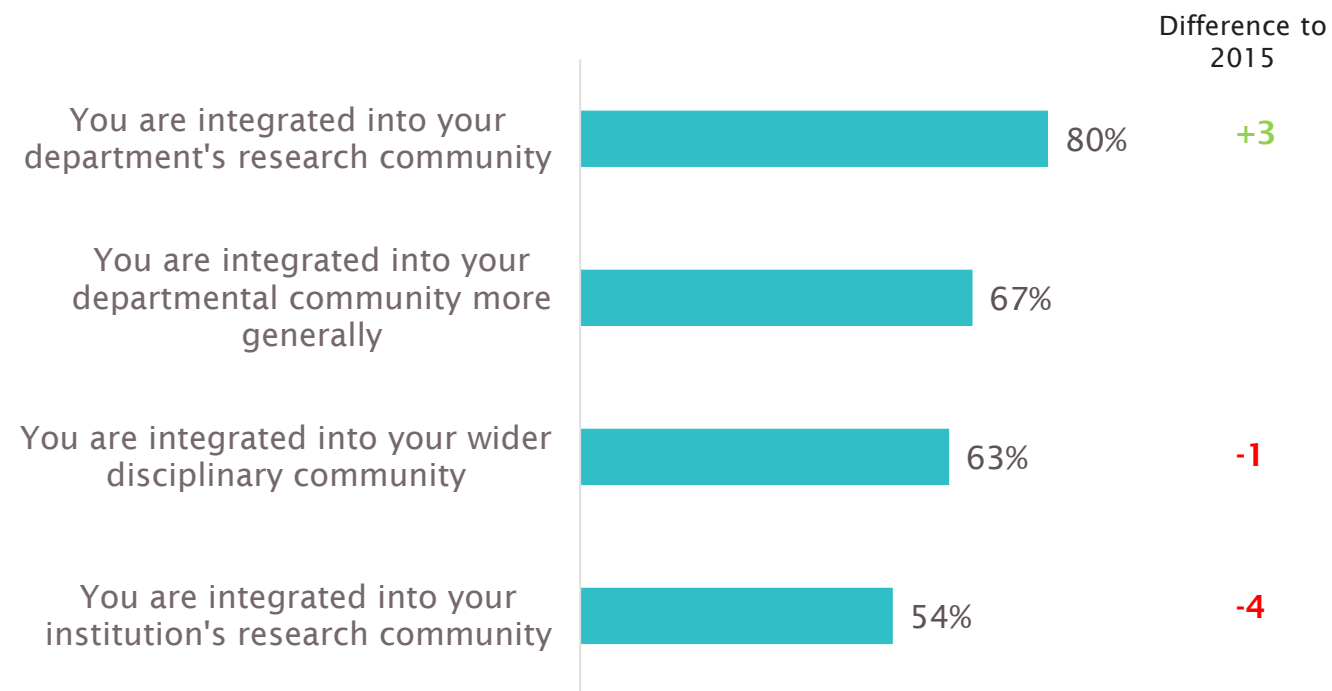
# Improvements needed for equal opportunities for promotion/progression and participation in decision making

- All statements measuring how the institution treats researchers equally in terms of various opportunities are rated higher than the rest of the Russell Group
- Relatively high scores across the board with excellent scores for flexible working and training and development opportunities however there has been a decrease in researchers feeling that they are treated equally in relation to participating in decision making processes
- Opportunities for promotion and progression remains low however has improved on the 2015 and 2013 scores

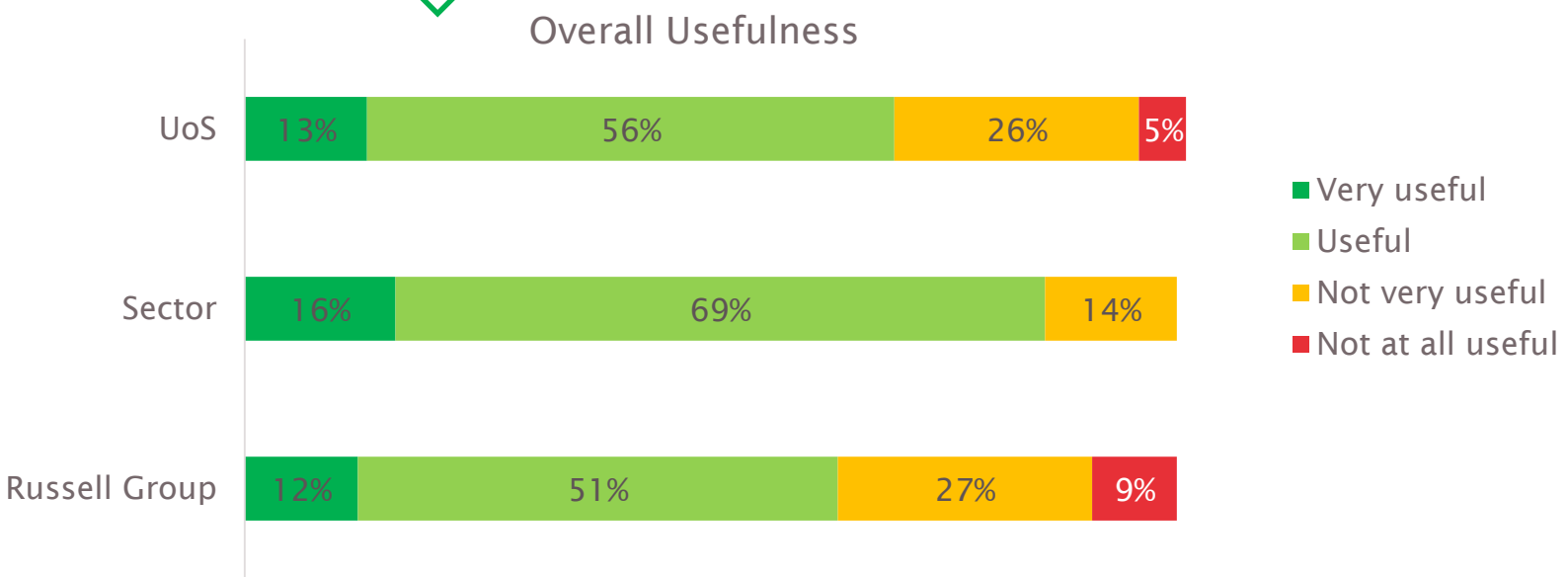
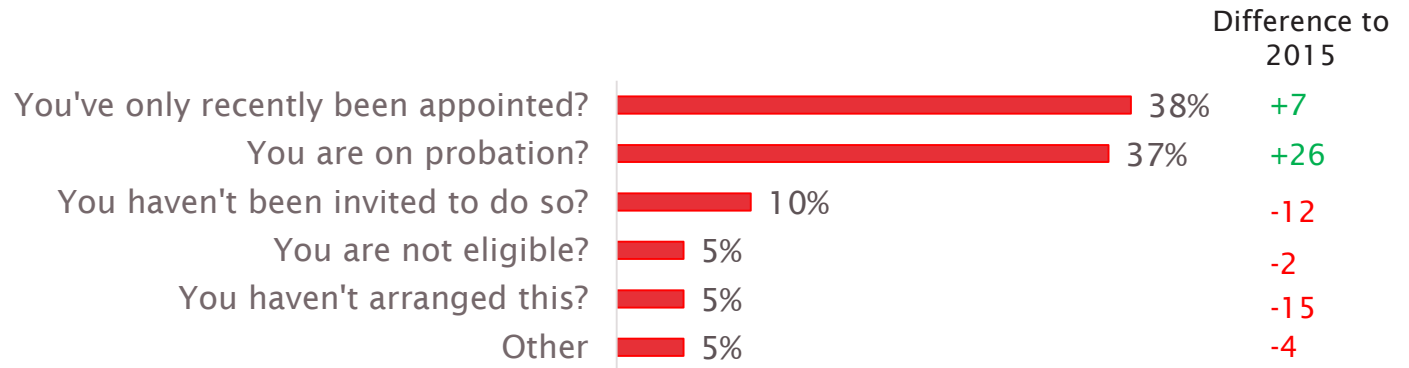
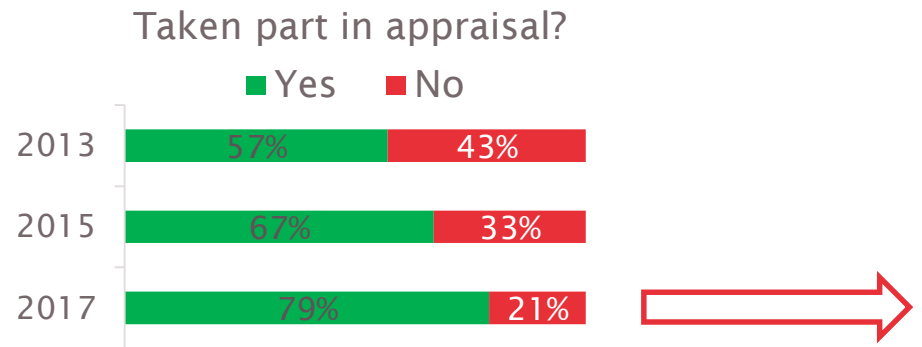


# Some low scores for integration with the wider communities

- Although researchers feel integrated into their departments research community, scores are much lower for feeling integrated into the overall department, the wider community and the whole research community at Southampton
- Scores for feeling integrating into the institution's research community have decreased since 2015 and are lower than the rest of the Russell Group



# Overall, appraisals are rated higher for usefulness than other Russell Group universities, however not as useful as the sector average

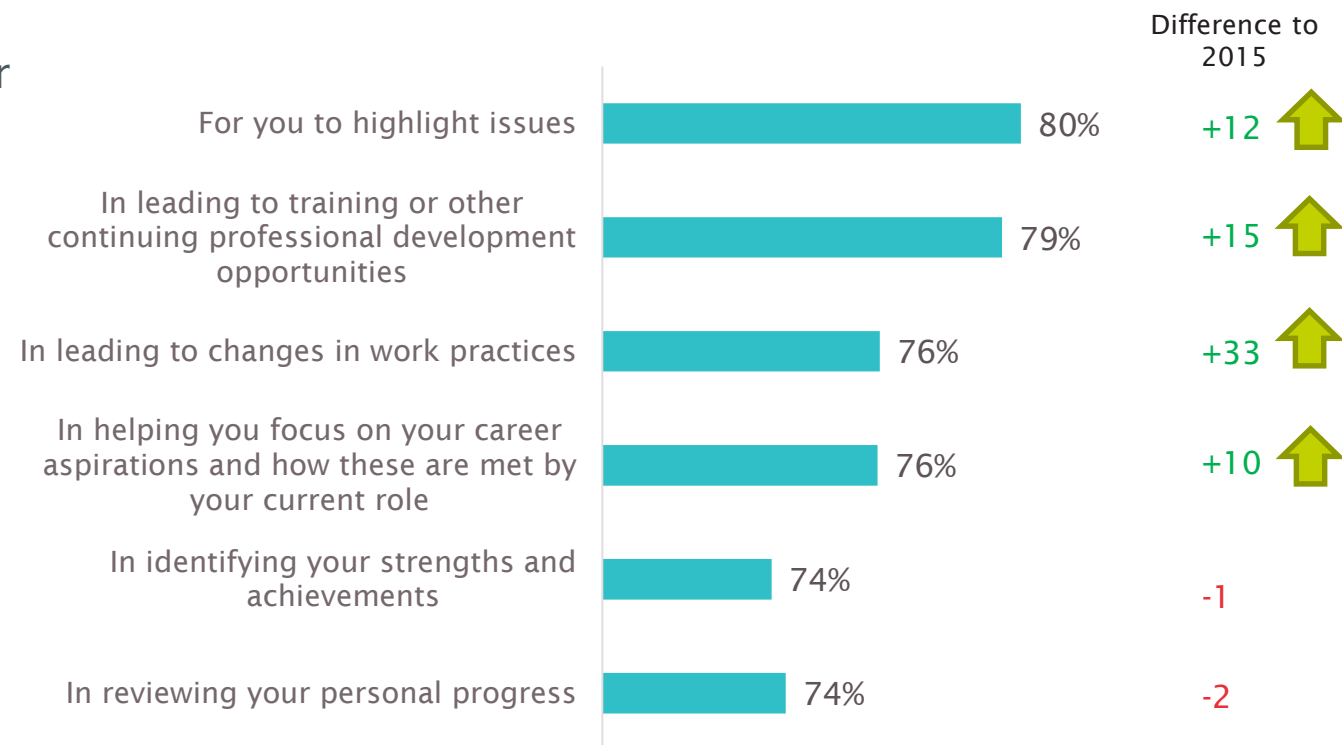


- Majority of researchers have taken part in an appraisal. This has increased year on year.
  - Of those that have not, only 10% of these state that they have **not been invited** to do so. This is **lower than last year** which shows an improvement.
- Over 2/3 of those having appraisals rate them as **useful/very useful** overall.
  - This is higher than the Russell Group average however lower than the sector average

“Over the past two years (or since taking up your current position if that is more recent) have you participated in staff appraisal/review”  
 “If no, is this because...”  
 “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...”

# Appraisals are having an impact on changing work practices however some room to improve on reviewing the previous year

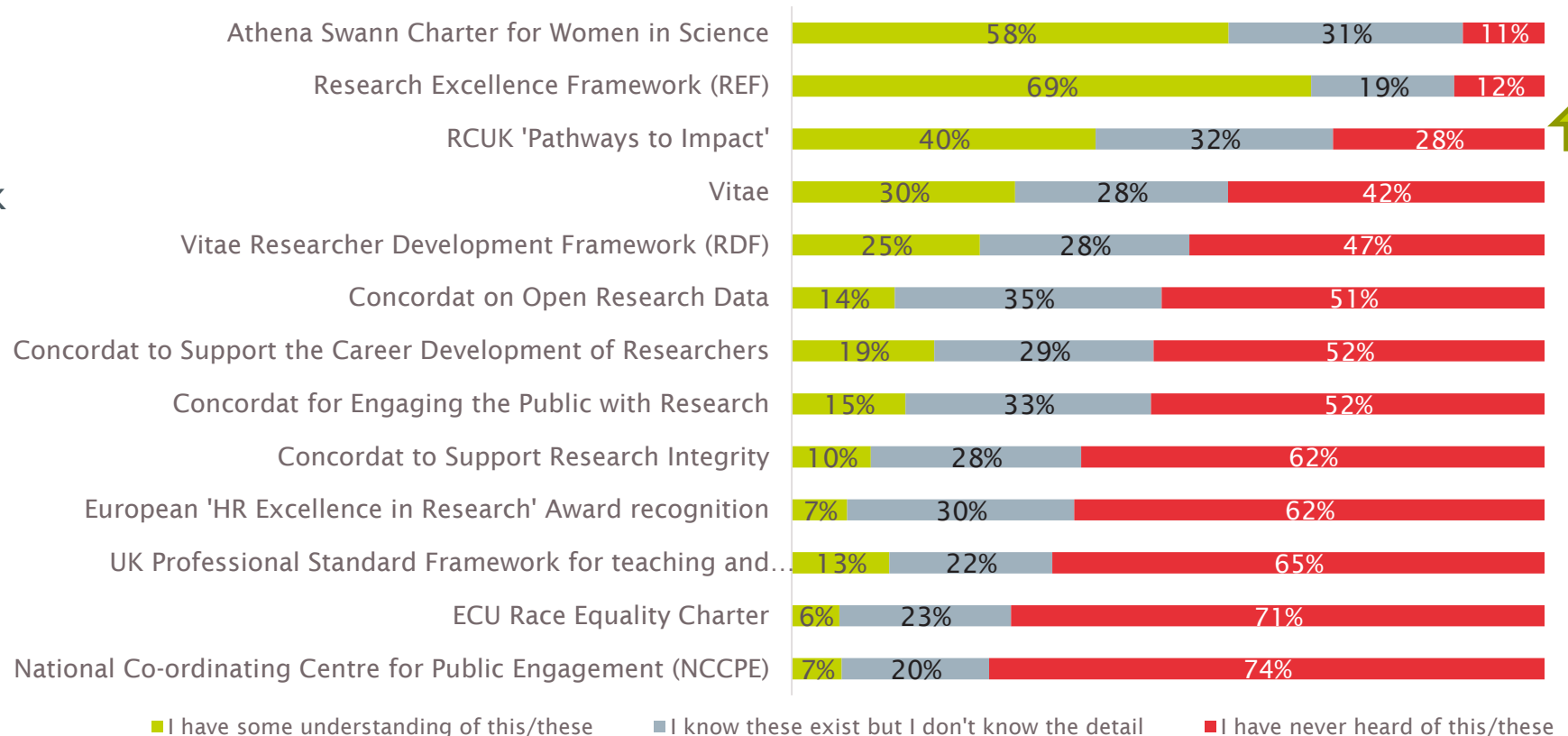
- Some excellent improvements to appraisals this year
  - This includes a 33pp increase in how useful appraisals are for leading to changes in work practices. Southampton are now rated higher than the sector and other Russell Group universities for this
- Identifying strengths and achievements and reviewing personal progress have decreased since 2015 and are both below the Russell Group and sector. Although appraisals are having an impact on looking forward in terms of career aspirations and leading to training, looking back over achievements and reviewing the past year should not be neglected.



\*Significant differences to 2015 denoted by arrow – z test, 95% confidence

# Significantly more researchers are aware of the RCUK 'Pathways to Impact' initiative this year compared with 2015 and the sector

- Athena Swann has the highest awareness of all the research initiatives
- Research Excellence Framework has a very high level of awareness and has had for the last 4 surveys.
- Awareness of RCUK 'Pathways to Impact' has increased significantly since 2015 and has significantly higher awareness than the sector and rest of the Russell Group



\*Significant differences to 2015 denoted by arrow - z test, 95% confidence



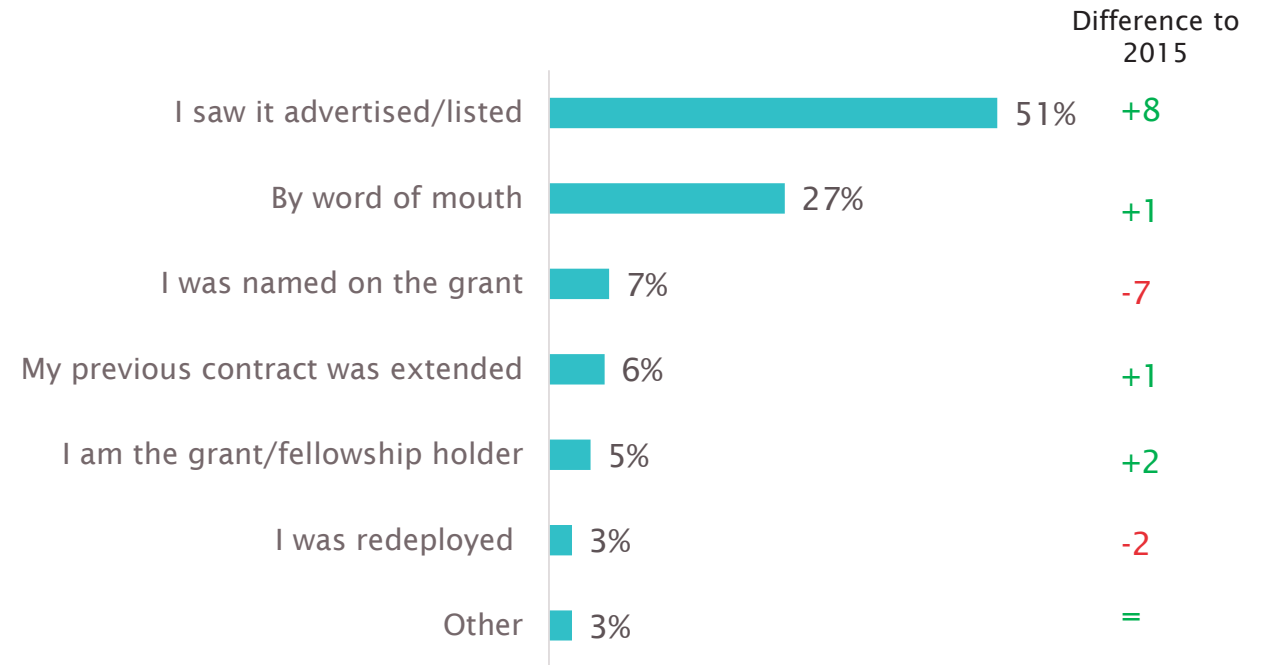
# Recognition & Awareness Summary

- Some very good improvements made to how researchers feel their contributions are valued for many areas of their role however more could be done to give researchers more recognition for peer reviews and teaching and lecturing
  - Although this has improved for managing budgets/resources, it is still low so more improvements can still be made in this area
- There has been a decrease since 2015 in researchers feeling that they are treated equally in relation to participating in decision making processes and opportunities for promotion and progression
- Researchers generally feel integrated within their own research department however do not feel integrated with the wider communities
- Some improvements have been made to appraisals – where researchers have not had one, this is less likely to be because they have not been invited as was the case in previous years. Overall appraisals are rated as higher than other Russell Group universities and scores are high for being useful for highlighting issues and making changes, however there is room to improve on how useful they are for reviewing progress and achievements
- Wide variation in awareness of various research initiatives. Very high awareness for Athena Swann Charter for Women in Science and the Research Excellence Framework, while awareness of the RCUK ‘Pathway to Impact’ initiative has significantly increased since 2015

# Recruitment & Selection

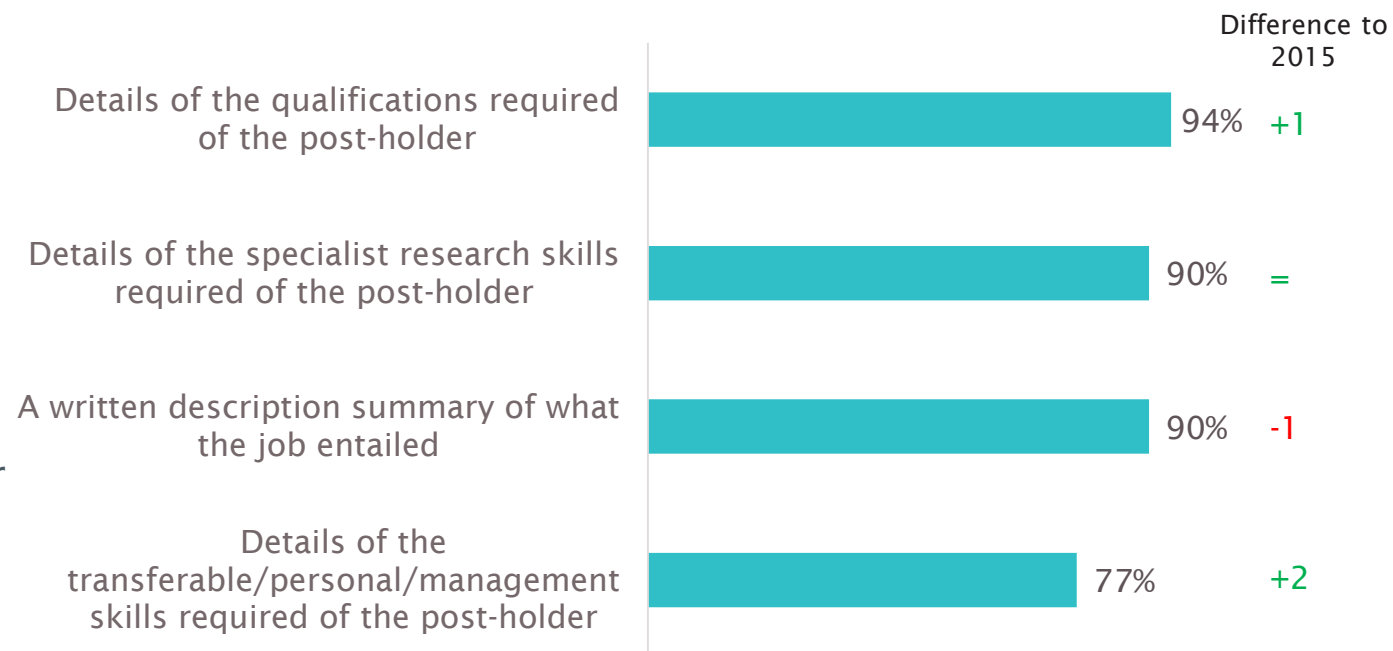
# Slight shift from researchers being named on the grant to researchers finding their position from an advert

- Majority found their current post by seeing it advertised/listed. This has increased slightly since 2015.
- A decrease in those being named on the grant brings the proportion back in line with 2013
- Proportions are very similar to the sector and to the rest of the Russell Group, although only slightly lower for some metrics



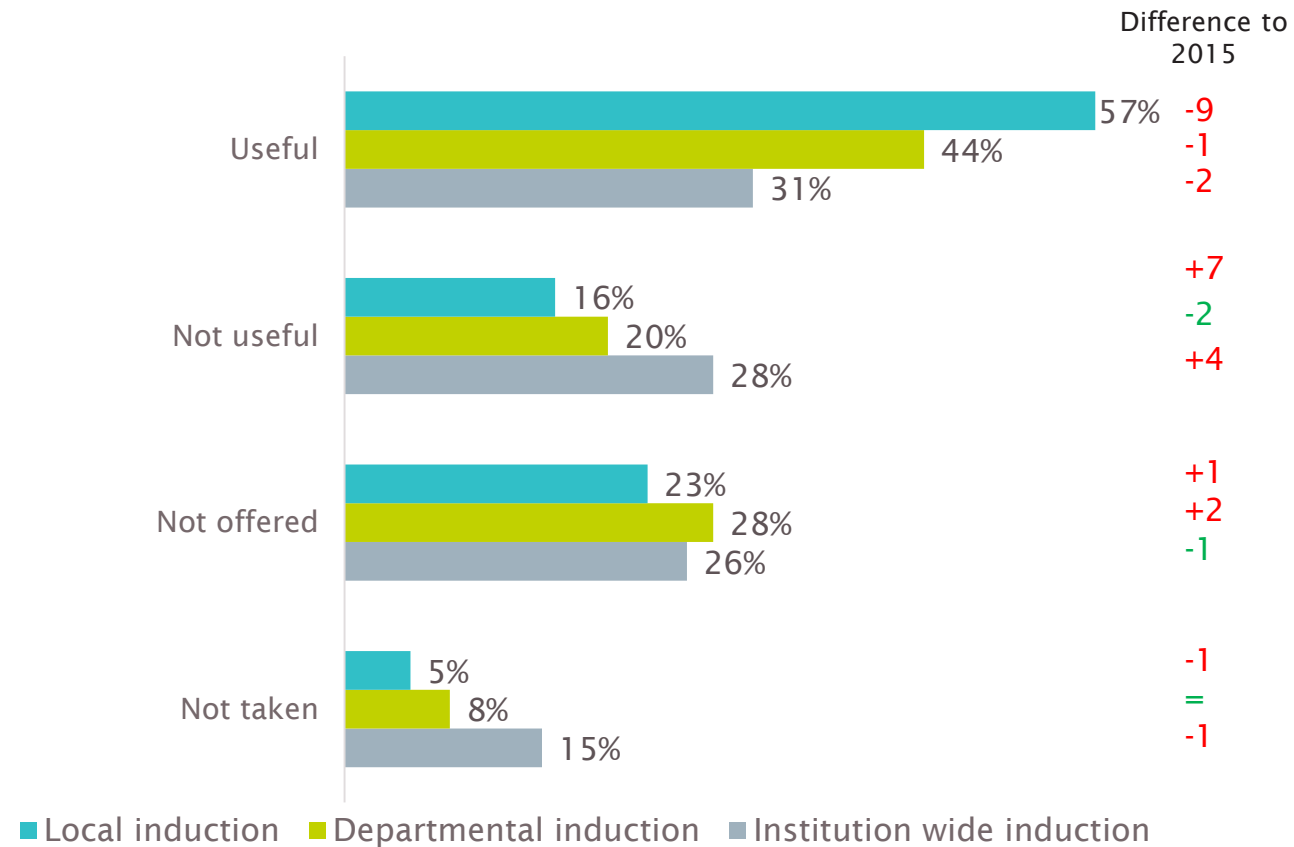
# Room for improvement to display details of transferable/personal/management skills during application

- Figures are similar to the sector and Russell Group results
- Large proportion of researchers were given details of the qualifications required, specialist research skills required and a job description
- Details of the skills required of the position holder has increased slightly since 2015 however still remains low
  - This should be an area to focus on to give more information during the application process



# Inductions are being rated less useful than 2015

- Local inductions are rated the most useful, followed by departmental, while institution wide inductions are rated the least useful
  - Similarly, local inductions are least likely to be declined, while institution wide inductions are most likely
- Overall performing lower than in 2015, this is especially the case for local inductions where usefulness has decreased and the number being offered has decreased however these changes are not statistically significant
- Between 23-28% were not offered each type of induction. Although this is in line with the sector and other Russell Group universities, consider if this can be improved as this would help new researchers integrate into their new roles and department



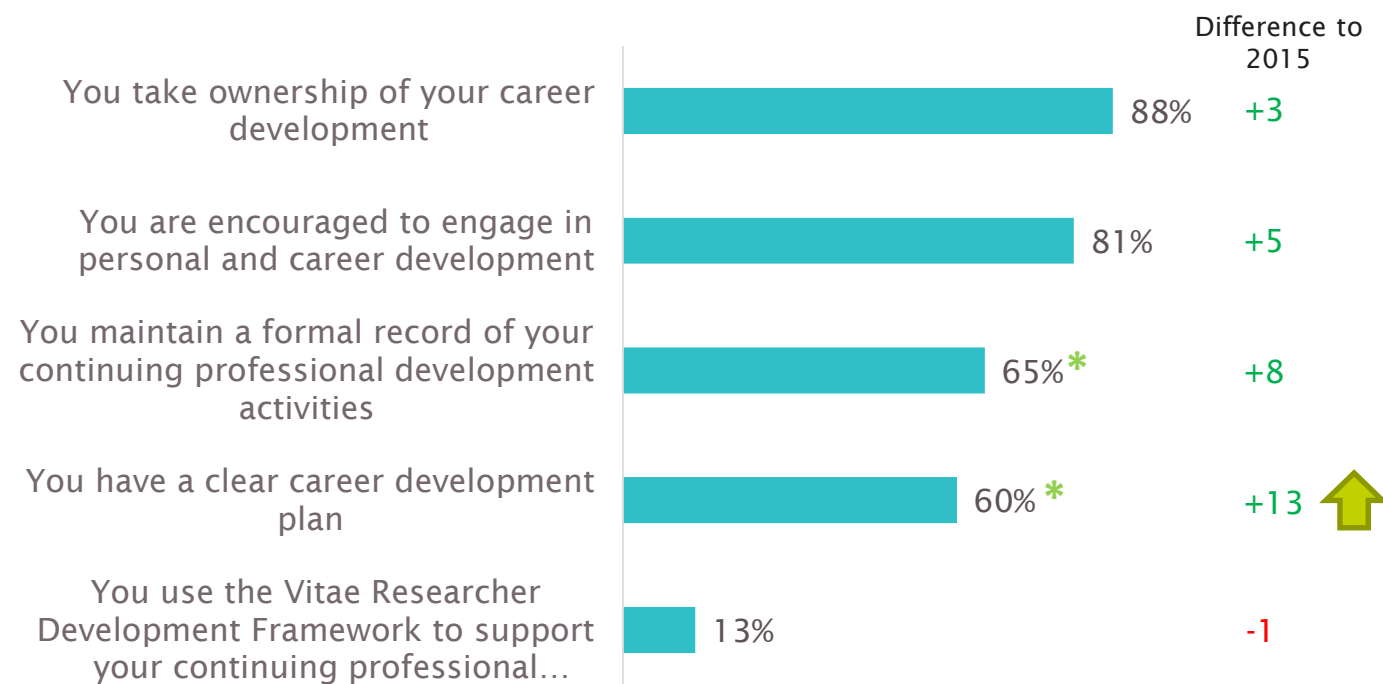
# Recruitment & Selection Summary

- Overall very small differences between University of Southampton and the rest of the sector and Russell Group for all metrics for recruitment and selection
- More researchers are finding their positions by adverts/listings than in 2015. There has been a slight decrease in researchers being named on the grant
- Although slightly more researchers are being given details of the transferable/personal/management skills required during the application process since 2015 this does however remain low.
- Inductions are rated less useful now compared with 2015. A large amount 23-28% are not being offered inductions. This has slightly increased since 2015 for local and departmental.

# Professional Development

# Excellent improvements to career development with Southampton outperforming the rest of the Russell Group for development plans

- Improvements have been made to career development since 2015.
- Southampton is now performing significantly better than the rest of the Russell Group for maintaining a formal record of development and having a clear development plan
- Use of the Vitae Researcher Development Framework remains low although it is still in line with the sector and the rest of the Russell Group



\*Significant differences to 2015 denoted by arrow - z test, 95% confidence

\* = Significantly higher than Russell Group



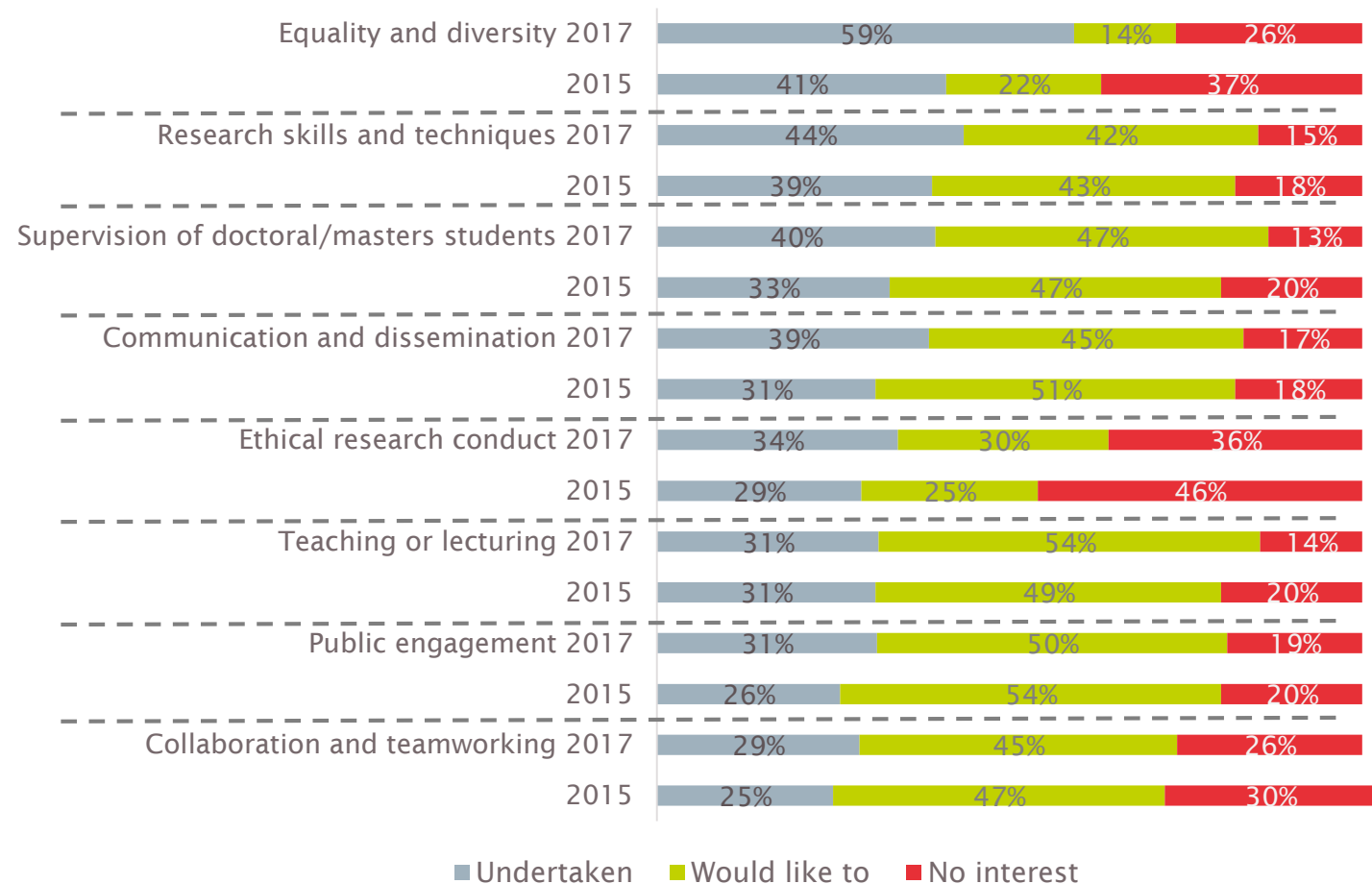
# Researchers are most keen to undertake training on research impact

- Overall, the proportions of those undertaking each type of training are relatively low
- Equality and diversity is the most common type of training that researchers have undertaken
  - Of those who have not yet had training in this, interest is low (35%)
- Researchers are keen to supervise doctoral/masters students and teach
- Researchers are keen for training in research impact. This is currently low (28% have had training in this so far) so could be an area to focus on
- There was high interest in many other types of training which have not yet been undertaken by many



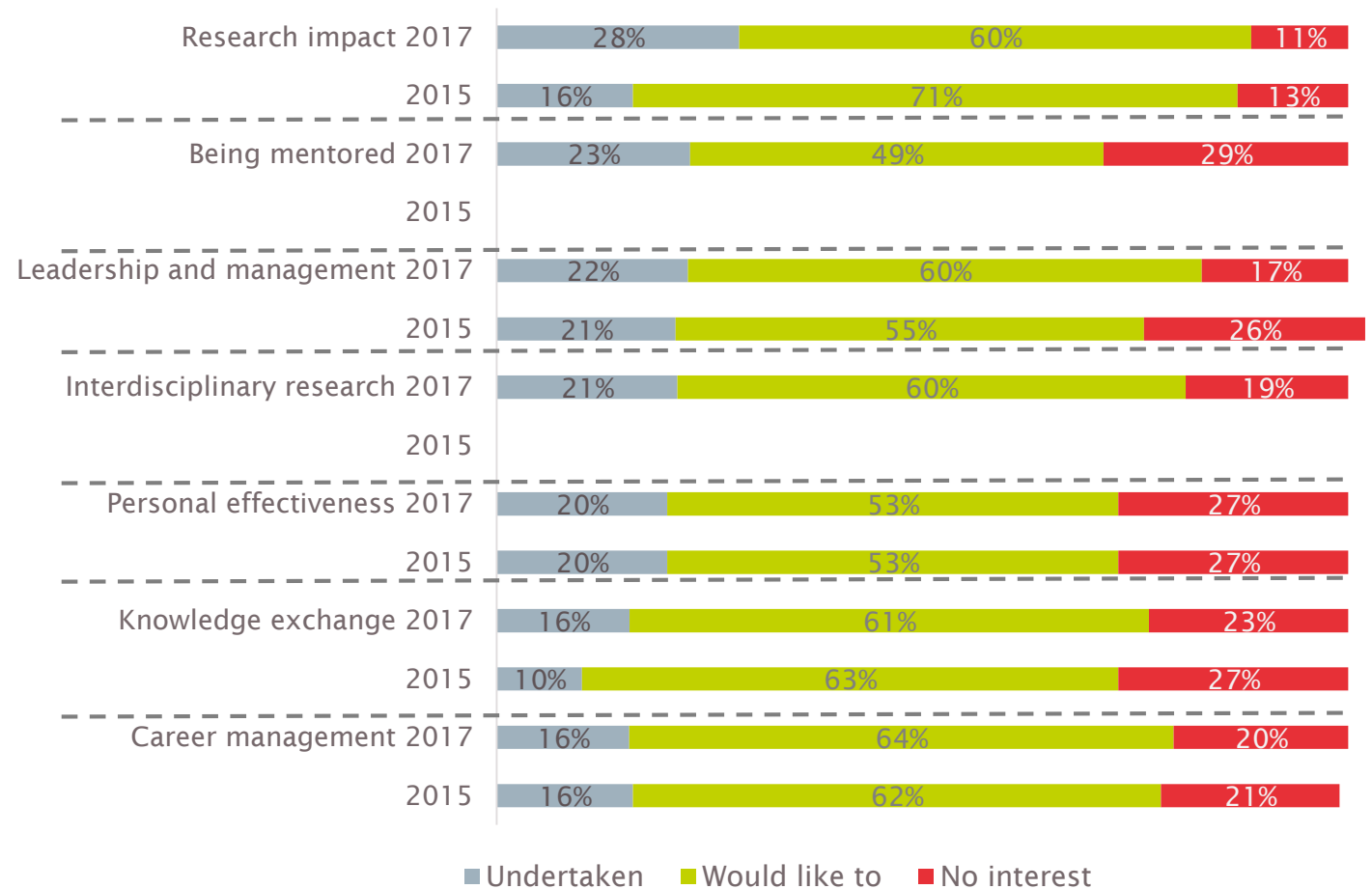
# Equality and diversity training has increased since 2015

- There has been an increase in researchers having training related to equality and diversity since 2015
- More researchers are interested in having training around ethical conduct than in 2015
- Over half would like to have some training in teaching or lecturing



# There is high demand for research impact training so the increase in researchers undertaking this should be continued

- More researchers have had training on research impact than in 2015
  - As shown earlier, there is high interest in this area of training so this increase in training should continue



# Similar expectations of future careers as aspirations

- Very similar distribution of careers for what researchers are aspiring to and what they expect to do.
  - One exception to this is that fewer expect to be self employed/running their own business than are aspiring to this
- Most popular careers (top 3) have not changed since 2015 for both aspire and expect. Fewer aspire to be self-employed now than in 2015. Fewer are expecting another role in HE than 2015.

Career	Aspire %	Rank	Expect %	Rank	2015 Aspire Rank	2015 Expect Rank
Career in higher education - primarily research and teaching	47% *	1	42% *	1	1	1
Career in higher education - primarily research	28% *	2	22%	2	2	2
Research career outside higher education	8%	3	12%	3	3	3
Other occupations	5%	4	7%	4	5	4
Self-employment/running your own business	3%	5	2%	6	4	7
Career in higher education - primarily teaching	2%	6	3%	5	=8	6
Other role in higher education	1%	7	1%	7	6	5
Teaching career outside HE	0%	8	0%	8	=8	8

\* = Significantly higher than Russell Group

\* = Significantly lower than Russell Group

"In which area do you aspire and expect to work in the long term?" Base: 285

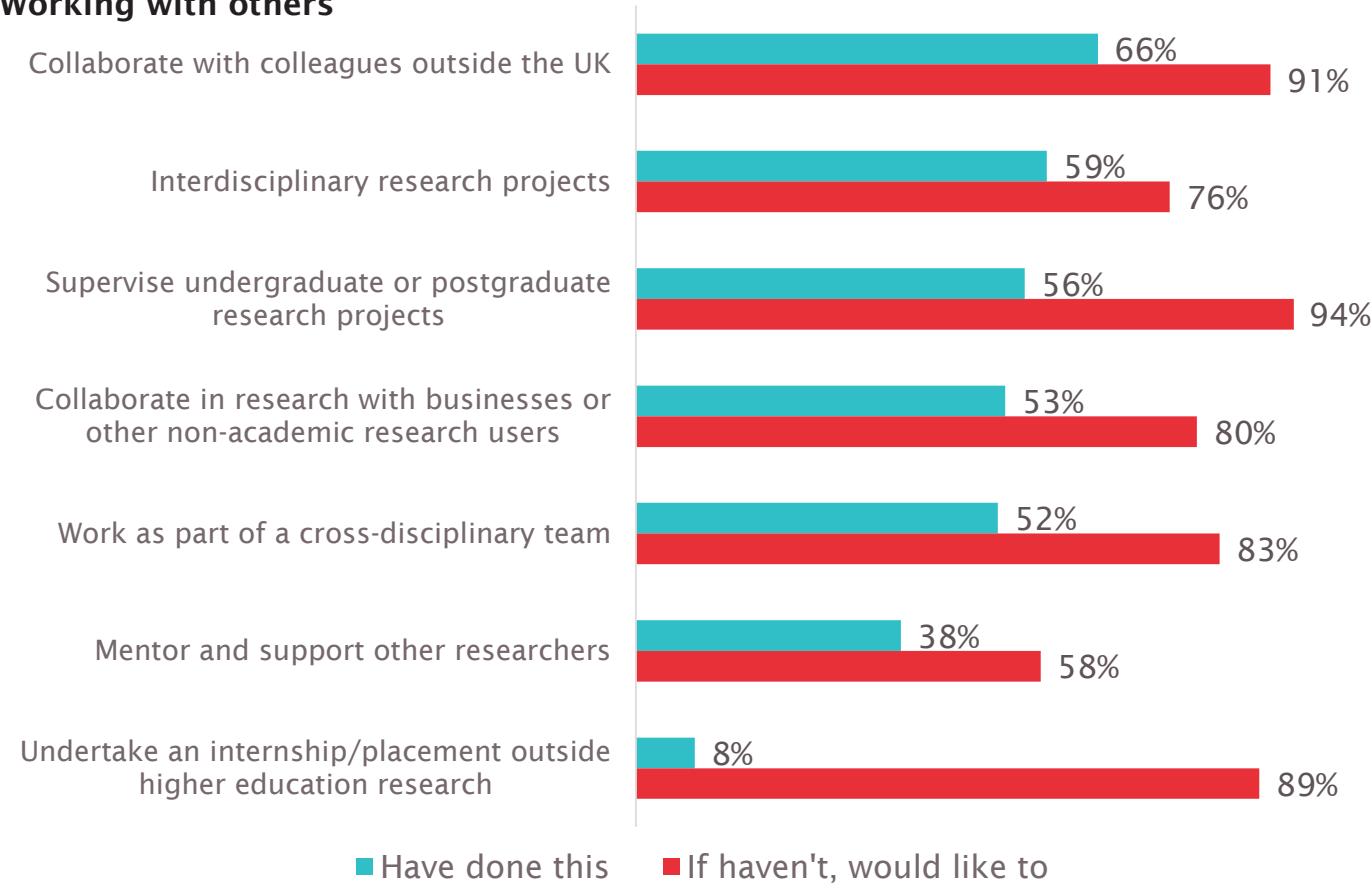
Figures for 2015 in appendix

# Researchers are especially keen to collaborate with colleagues outside the UK and supervise research projects.

- Very few (8%) have undertaken an internship/placements outside of HE research, however the vast majority who haven't, would like to have the opportunity to
- Two thirds of researchers have collaborated with colleagues outside of the UK however most of those who have not yet would like to
- Researchers are also keen to supervise undergraduate/postgraduate research projects

## Comparison of % undertaken to % interest:

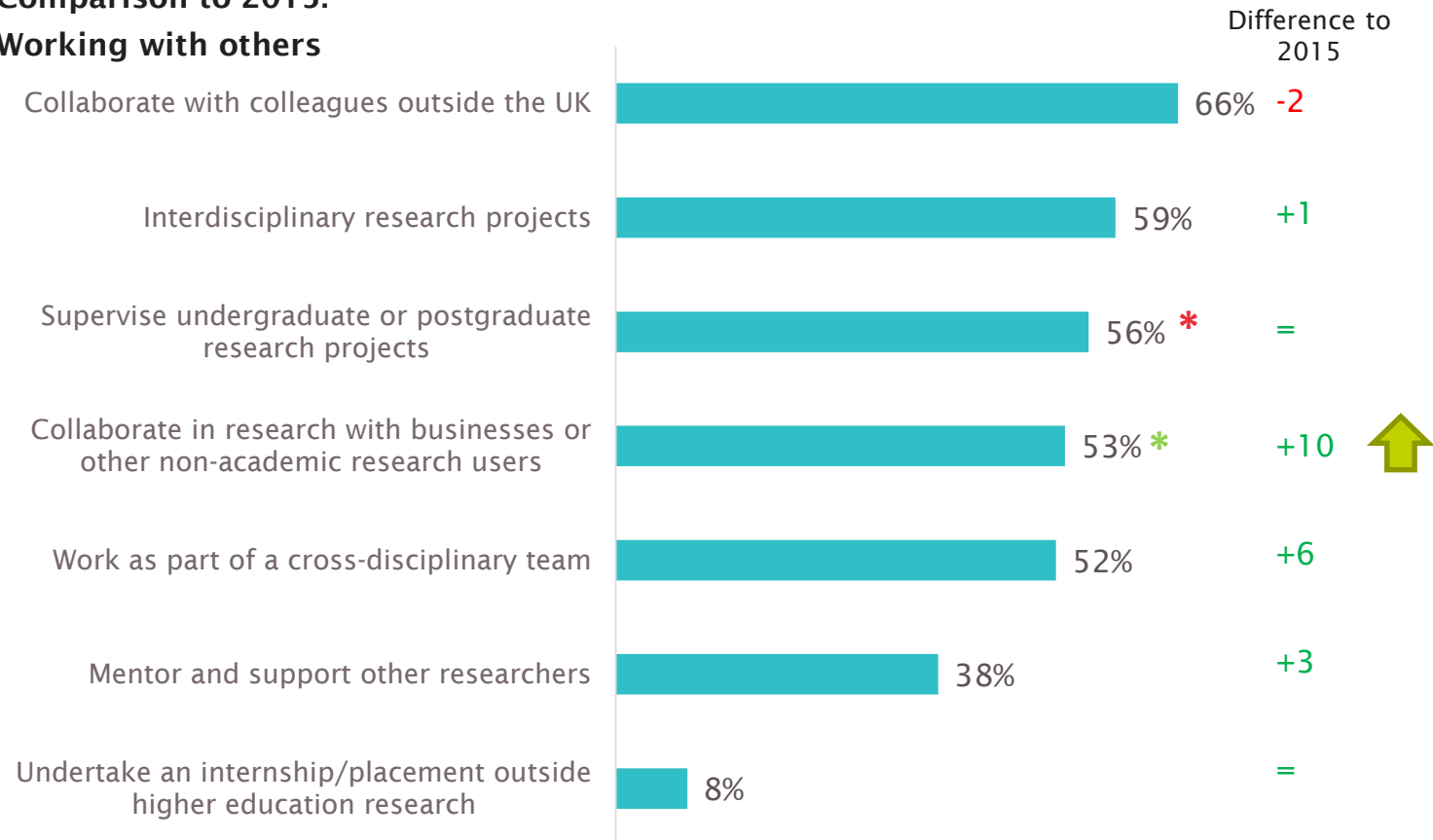
### Working with others



# Significant increase in collaboration with businesses and non-academic research users since 2015

- There has been some increases in researchers working with others since 2015
  - Significant increase in those collaborating with businesses or non-academic research users
  - 6pp increase in those working as part of a cross-disciplinary team
- These are both areas that over 80% of the remaining researchers (who have not yet done this) are interested in so these improvements should be continued

## Comparison to 2015: Working with others



\*Significant differences to 2015 denoted by arrow - z test, 95% confidence

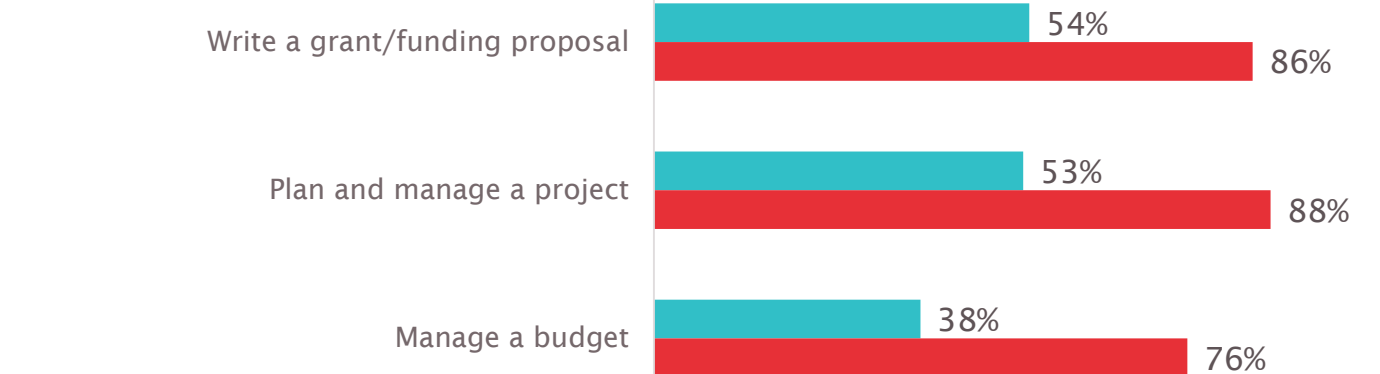
\* = Significantly higher than Russell Group

\* = Significantly lower than Russell Group

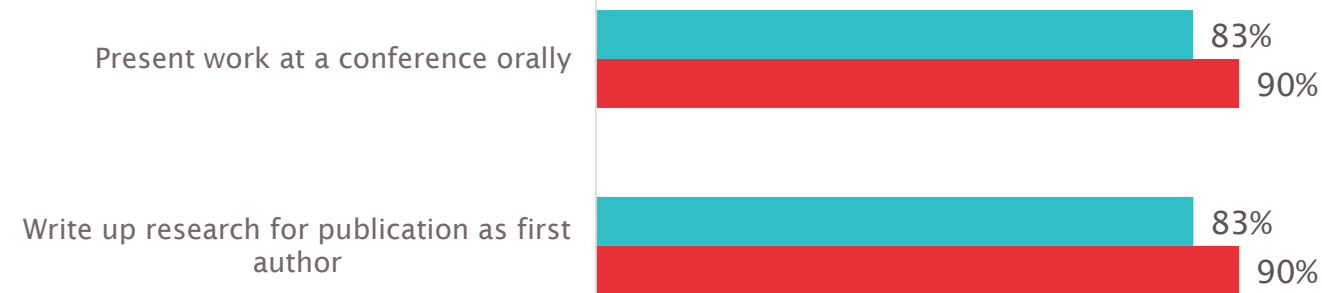
# Large number of researchers communicating their work, while those who haven't yet are very keen to

- A high proportion of researchers have had opportunity to communicate their work and almost all of those who haven't yet, would like to in the future
- Fewer researchers have had experience in research and financial management tasks such as managing budgets, project management and writing grants/proposals. Those that haven't yet done these are keen to get involved.

## Comparison of % undertaken to % interest: Research and Financial Management



## Communication and Dissemination



■ Have done this ■ If haven't, would like to

# Since 2015, researchers have got more involved in research and financial management

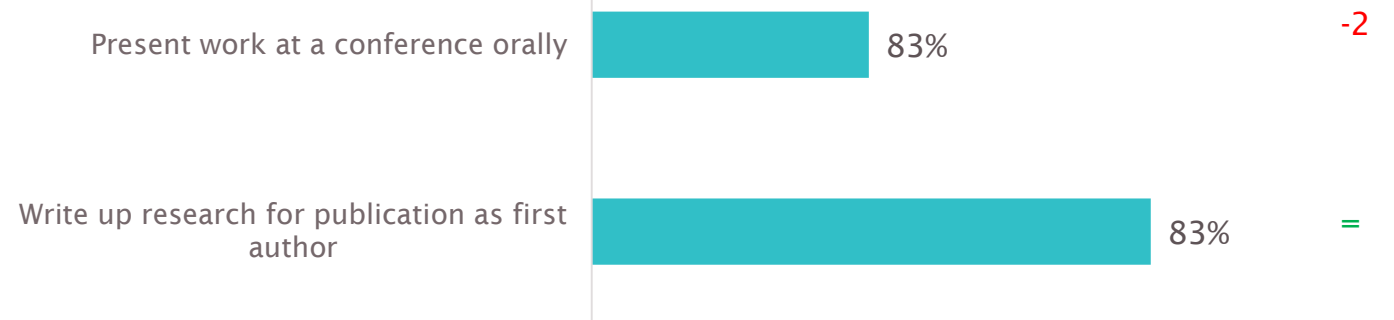
- More researchers are involved in research and financial management this year than in 2015
- There has been little change in the proportion of those presenting work at conferences and writing up research as first author

## Comparison to 2015:

### Research and Financial Management



### Communication and Dissemination



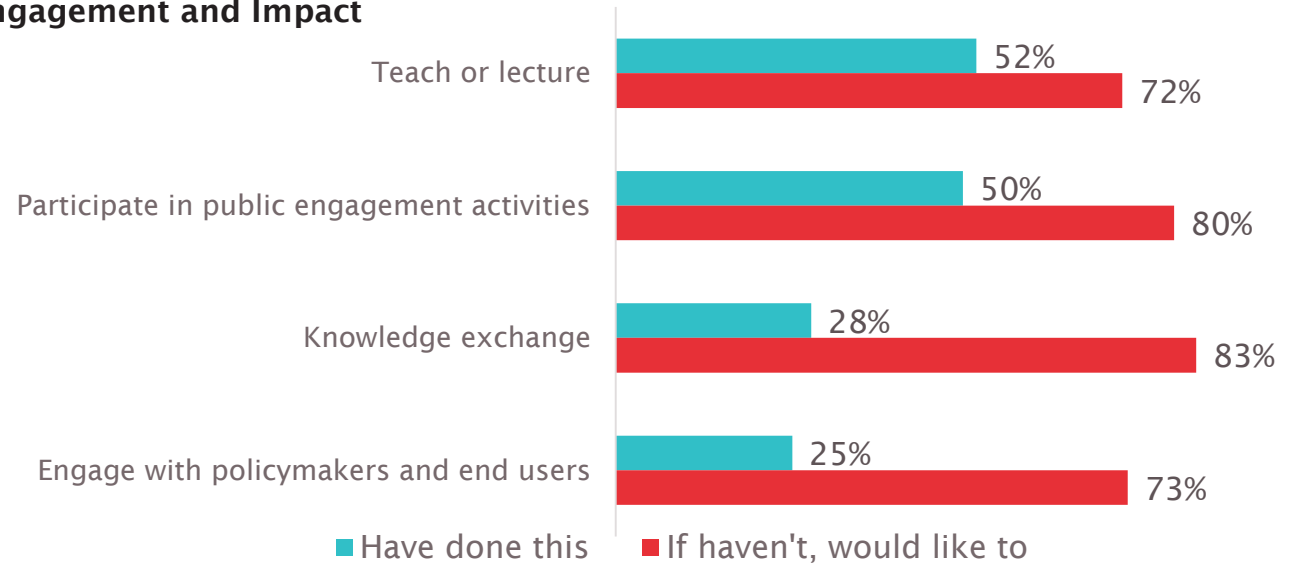
\*Significant differences to 2015 denoted by arrow – z test, 95% confidence



# Exposure to engagement and impact activities is relatively low however researchers are interested in being involved

- There was relatively low experience of researchers being involved in engagement and impact metrics
- Around half have taught/lectured and participated in public engagement activities
- There is high interest in being involved in all areas of engagement and impact

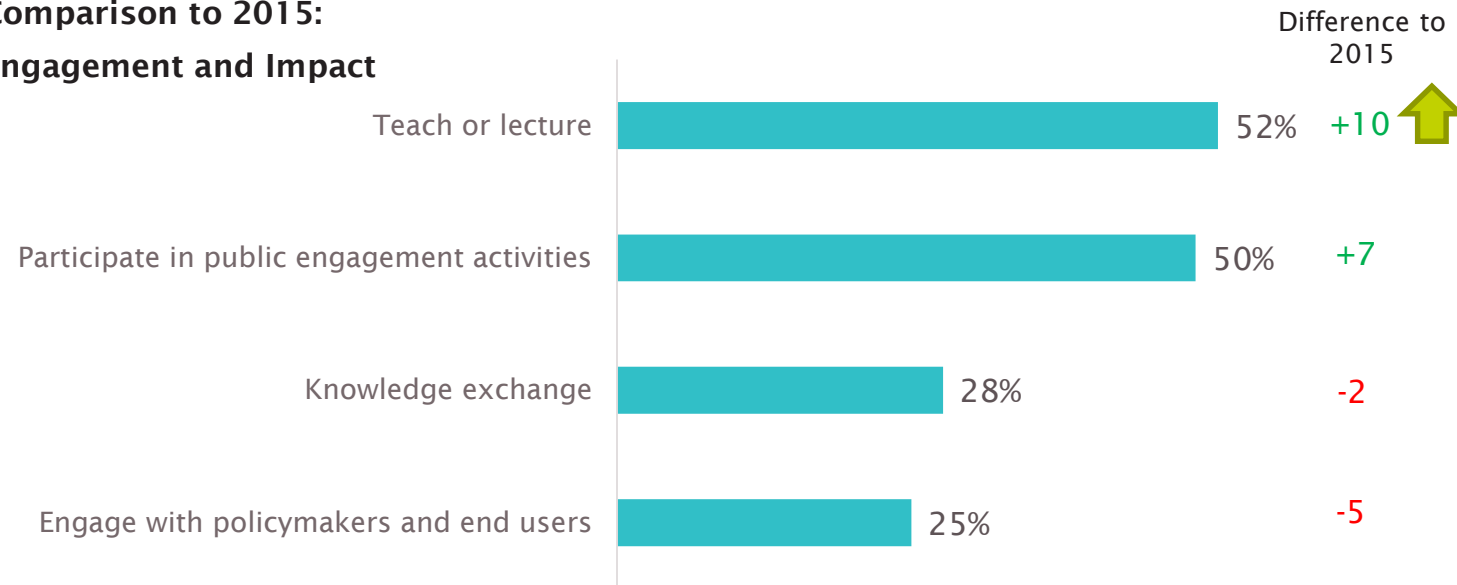
## Comparison of % undertaken to % interest: Engagement and Impact



# Significant increase in researchers teaching and lecturing since 2015

- Although researchers' experiences of teaching and lecturing and participating in public engagement activities are relatively low, these have improved since 2015. Given the interest in these, improvements should continue in these areas
- Knowledge exchange and engaging with policymakers and end-users are very low and have decreased since 2015. Although figures are comparable to the rest of the Russell Group, there is a desire from researchers to take part in these so an improvement here could set Southampton apart from other institutions

## Comparison to 2015: Engagement and Impact



\*Significant differences to 2015 denoted by arrow - z test, 95% confidence

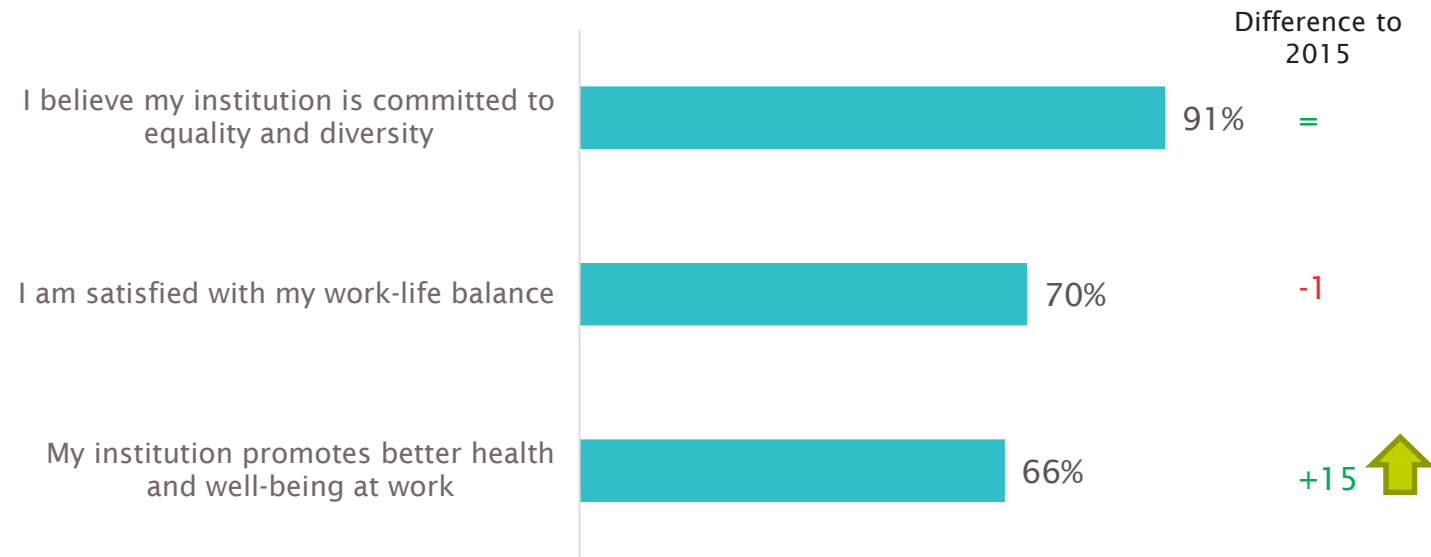
# Professional Development Summary

- Southampton is outperforming the rest of the Russell Group for career development plans.
- More researchers have undertaken equality and diversity training since 2015.
- Most researchers (88%) have had some training in the last year.
- No change in the most common career aspirations and expectations since 2015. Fewer are aspiring to be self-employed than in 2015. Even fewer expect to be self-employed in the future.
- Large number of researchers have had the opportunity to communicate their research either at conferences or for publication. The majority of those that have not yet, would like to do so in the future.
- Significantly more researchers have collaborated with businesses/non-academic researchers than the rest of the Russell Group. This has increased for Southampton since 2015, however there is still more room for improvement as 80% of those who have not yet done so would like to.
- Very few have experience of an internship/placement outside of HE research, however 89% of those who have not would be interested in this.
- There has been some increases in engagement and impact activities since 2015 however these are still low across the board.

# Equality & Diversity

# 9/10 researchers believe Southampton is committed to equality and diversity

- The majority believes that Southampton is committed to equality and diversity.
- There has been excellent improvement to promoting better health and well-being since 2015 however there is still room for further improvement



\*Significant differences to 2015 denoted by arrow - z test, 95% confidence

# Ensure that staff are treated fairly in terms of rewards

- Some improvements have been made since 2015 to fair day-to-day treatment at work and career progression. Southampton is now performing significantly better than the Russell Group on this metric.
- There has been a drop since 2015 to the perceived fairness of rewards

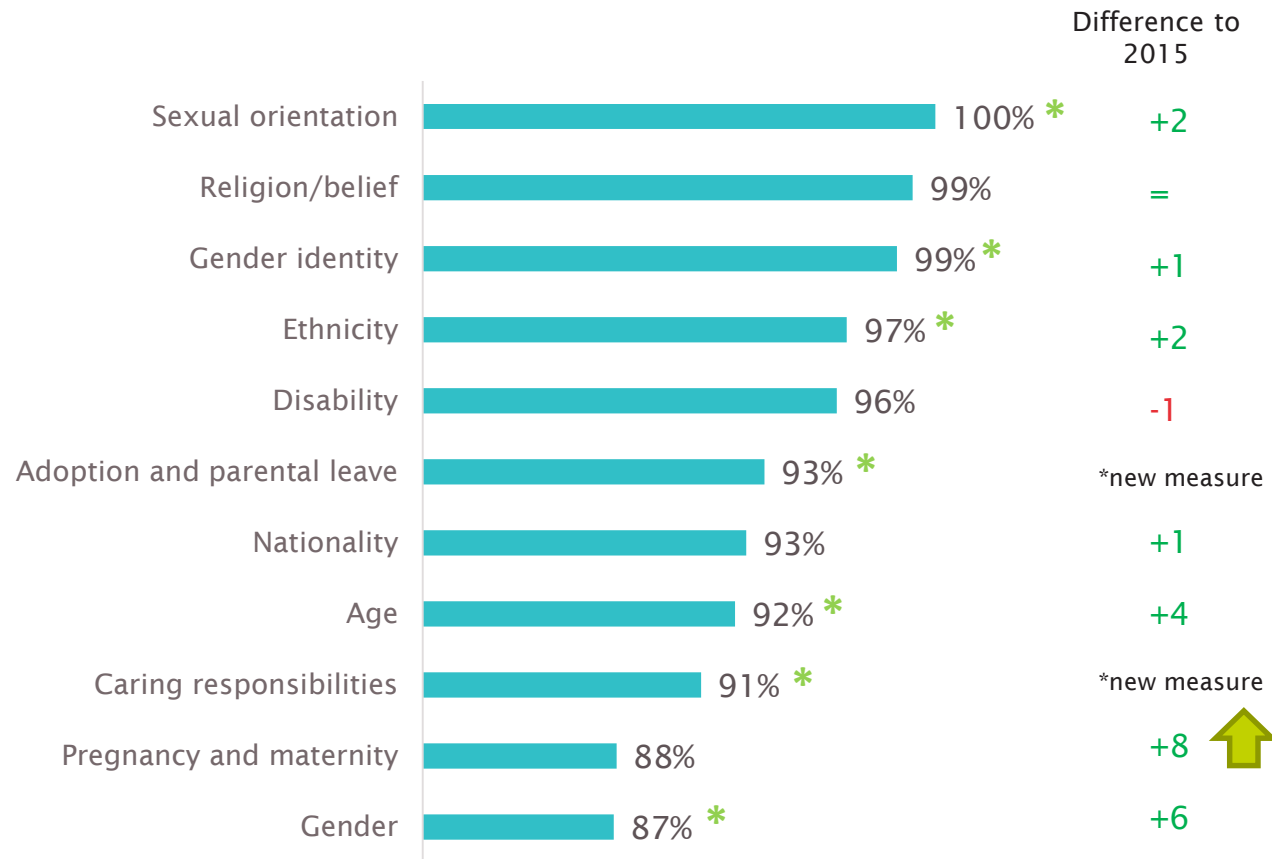


\*Significant differences to 2015 denoted by arrow - z test, 95% confidence

\* = Significantly higher than Russell Group

# Some very good scores however still room to improve on fair treatment in terms of gender and pregnancy and maternity

- Southampton is performing very well, and is above the Russell Group for many aspects of fairness
- Some good improvements to fairness in terms of pregnancy and maternity and gender however these still remain lower and so should be a priority area for improvement

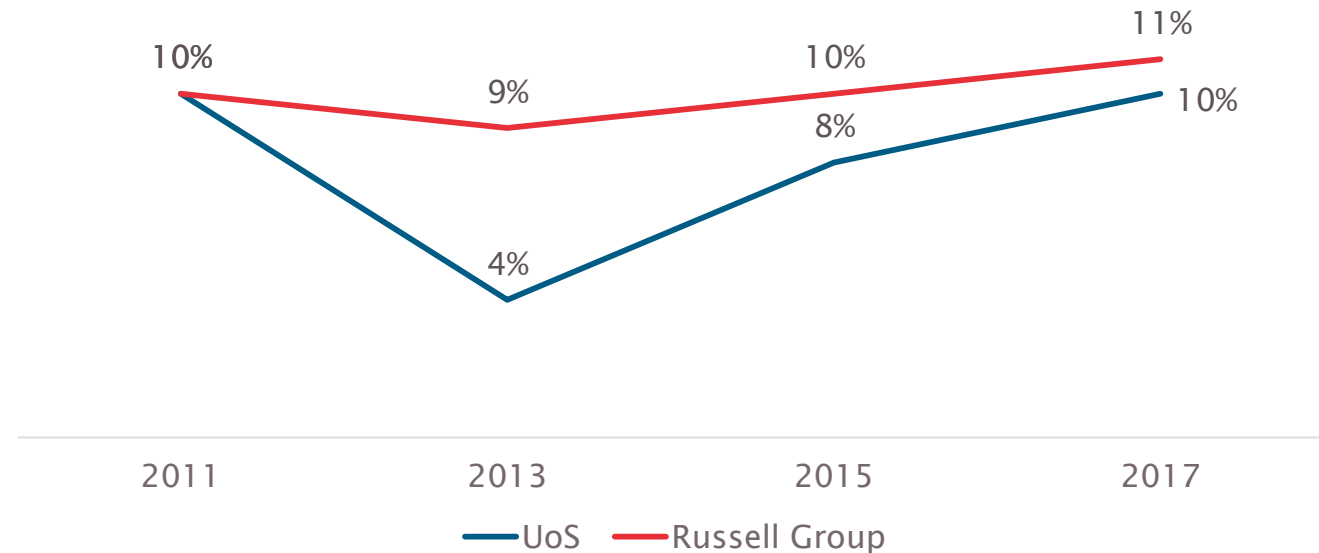


\*Significant differences to 2015 denoted by arrow - z test, 95% confidence

\* = Significantly higher than Russell Group

# Southampton has lower instances of discrimination than the rest of the Russell Group

- Southampton has slightly lower instances of discrimination than the rest of the Russell Group
- This gap has narrowed since 2013, and so care should be taken to ensure that discrimination does not creep up. Particular areas to monitor would be gender and pregnancy and maternity as per the previous slide





# Equality & Diversity Summary

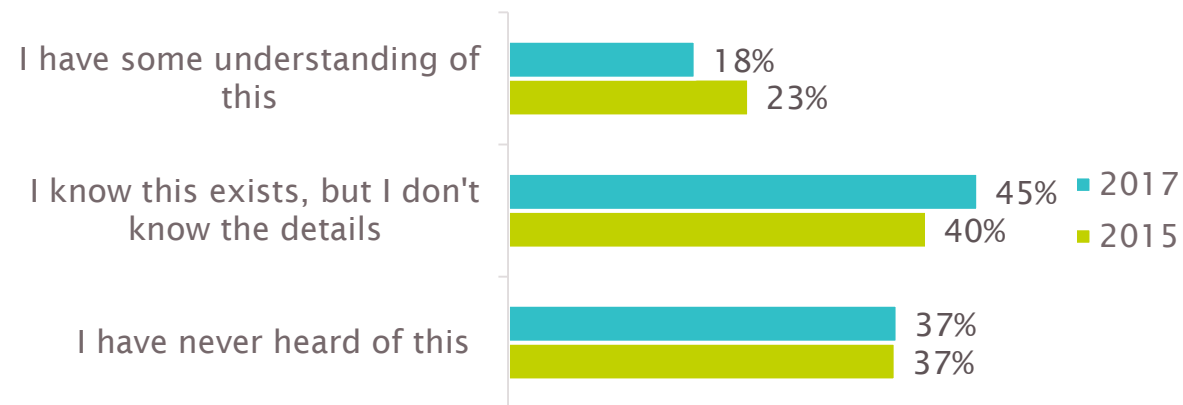
- Majority believe that Southampton is committed to equality and diversity however 1 in 10 still report feeling discriminated against
- There has been a drop in the perceived fairness of rewards since 2015.
- Very good scores for fair treatment in terms of sexual orientation, religion and gender identity however gender and pregnancy and maternity are still lagging behind and should be the focus for improvements.
- Significant increase since 2015 for researchers agreeing that Southampton promotes better health and well-being at work

# Southampton Specific Questions

# Less understanding of the Concordat than in 2015

- Slight decrease in understanding of the Concordat since 2015 as there has been a shift from researchers having some understanding of this to those only knowing it exists
- Little change to the proportion of those employed on a teaching only contract as this has increased very slightly since 2015. Researchers are still overwhelmingly mostly not on a teaching only contract

How would you rate your knowledge and understanding of your Faculty's Concordat to Support the Career Development of Early Researchers/Early Career Action Plan?



Are you mainly employed in a teaching only contract?



# Next Steps

# Recommendations

- **Recognition & Awareness**
  - Aim to give more recognition for peer reviews and teaching and lecturing
  - Promote integration with wider university communities outside of own department
  - Ensure appraisals are used to review progress and achievements as well as looking forward in terms of training and future aspirations
- **Recruitment & Selection**
  - To help new starters integrate into the university community, ensure inductions are offered
  - Investigate how inductions have changed since 2015 as these are now being rated as less useful.
- **Professional Development**
  - Offer more opportunities for researchers to communicate their research, collaborate with businesses/non-academic researchers and complete internships/placements outside of the HE sector
- **Equality & Diversity**
  - Focus on improving fair treatment in terms of gender and pregnancy/maternity leave
  - Ensure rewards are distributed fairly. Increase transparency to reassure researchers that this process is fair

# Appendix

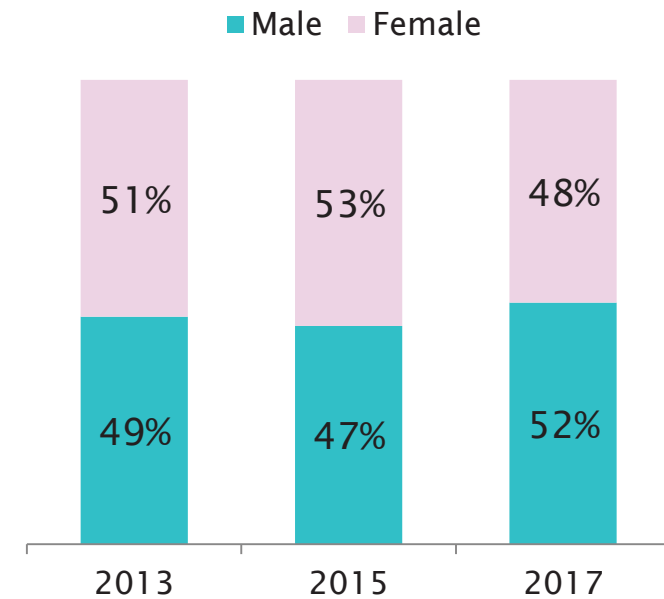
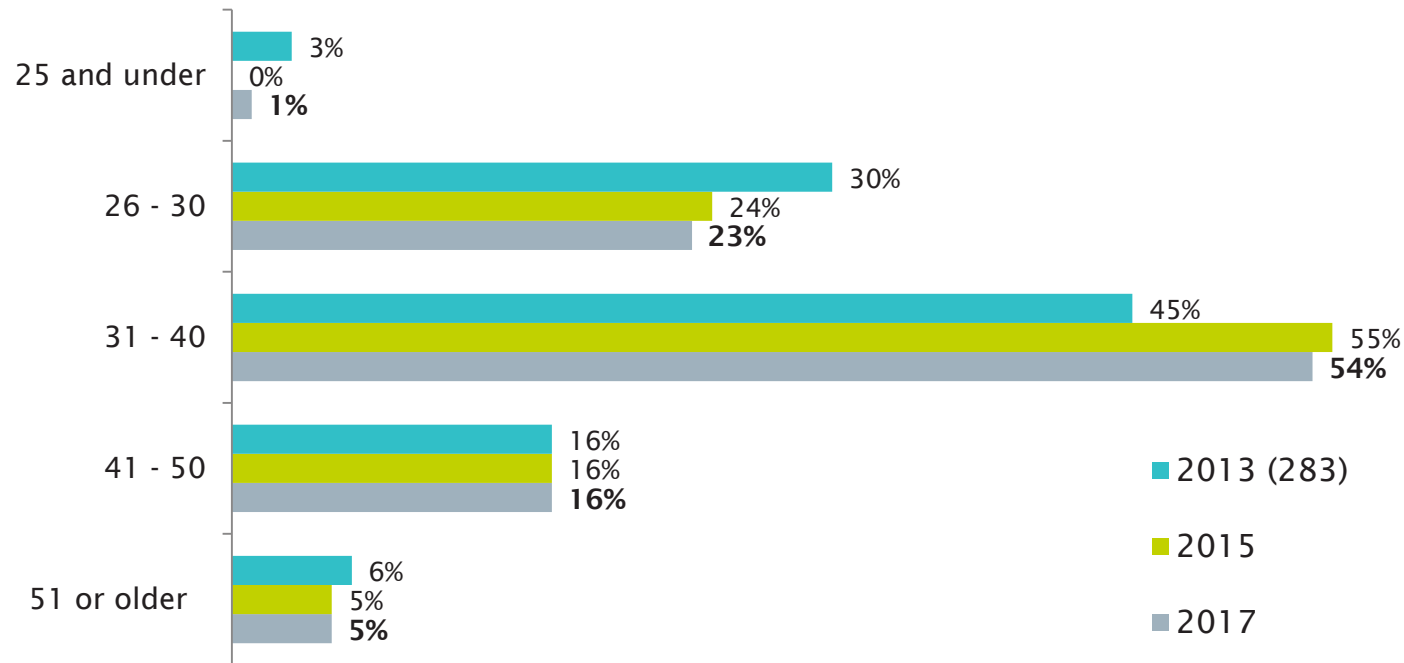
# Demographics

## ➤ Responses by Academic Unit

Faculty	2017
Business and Law and Art – Southampton Law School	0%
Business and Law and Art – Southampton Business School	2%
Business and Law and Art – Winchester School of Art	0%
Engineering and the Environment – Aeronautics, Astronautics & Computational Engineering	2%
Engineering and the Environment – Civil, Maritime and Environmental Engineering and Science	5%
Engineering and the Environment - Engineering Sciences	6%
Engineering and the Environment - Institute of Sound and Vibration Research	4%
Health Sciences – Centre for Innovation and Leadership	9%
Health Sciences – Professional Practice in Health Sciences	1%
Humanities – Archaeology	0%
Humanities – English	0%
Humanities – Film	0%
Humanities – History	0%
Humanities – Modern Languages	1%
Humanities – Music	0%
Humanities - Philosophy	1%
Medicine – Cancer Sciences	6%
Medicine – Clinical and Experimental Sciences	4%
Medicine – Human Development and Health	4%
Medicine – Primary Care and Population Sciences	2%
Medicine – Medical Education	0%
Natural and Environmental Sciences - Biological Sciences	3%
Natural and Environmental Sciences - Chemistry	5%
Natural and Environmental Sciences – Ocean and Earth Science	5%
Physical Sciences and Engineering - Electronics and Computer Science	9%
Physical Sciences and Engineering - Optoelectronics Research Centre	6%
Physical Sciences and Engineering - Physics and Astronomy	6%
Physical Sciences and Engineering – The Web Science Institute	0%
Physical Sciences and Engineering – The Zepler Institute	0%
Social, Human Sciences and Mathematical Sciences – Southampton Education School	1%
Social, Human Sciences and Mathematical Sciences – Geography and Environment	4%
Social, Human Sciences and Mathematical Sciences – Mathematical Sciences	0%
Social, Human Sciences and Mathematical Sciences - Psychology	5%
Social, Human Sciences and Mathematical Sciences - Social Sciences	5%
Social, Human Sciences and Mathematical Sciences - Southampton Statistical Science Research Institute	1%
Other	2%

## Age & Gender

- Overall gender and age remain relatively static year on year.
- Over half of respondents are between 31 and 40 years old. This is a similar age distribution to the sector and rest of the Russell Group
- There are slightly more males than females this year; lower proportion of females than both the sector (56% female) and Russell Group (58% female).





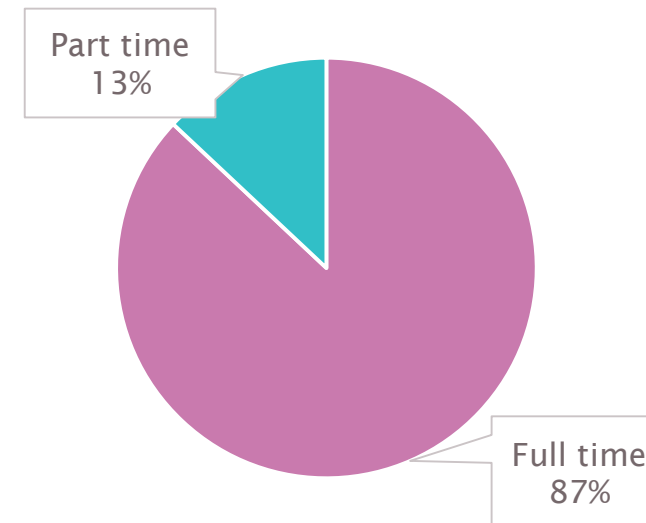
## Nationality & Working Hours

- Over half of respondents are from outside the UK. This year, we have had more respondents from outside the EU than previous years whereas the proportion from the EU has remained relatively static.
- Southampton has a higher proportion of those from outside that EU compared with the rest of the sector (14%) and a similar amount from inside the EU as the rest of the sector.
- Vast majority are working full time. This remains in line with previous years and the rest of the sector.

	2013 (283)	2015 (262)	2017 (287)
British National	63%	60%	49%
National of other EU member State	19%	24%	26%
National of country outside the EU	19%	17%	25%

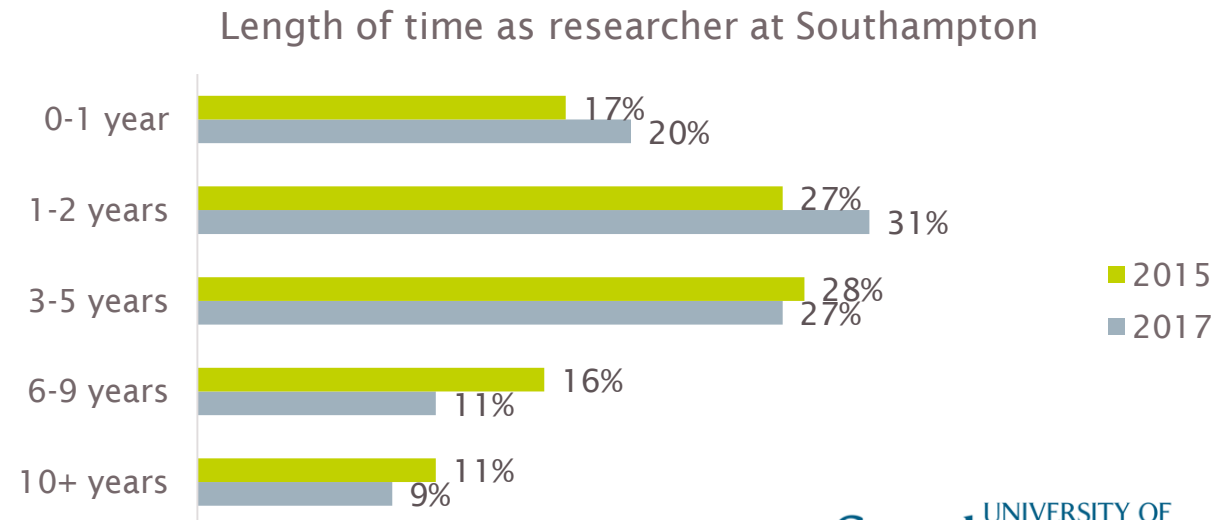
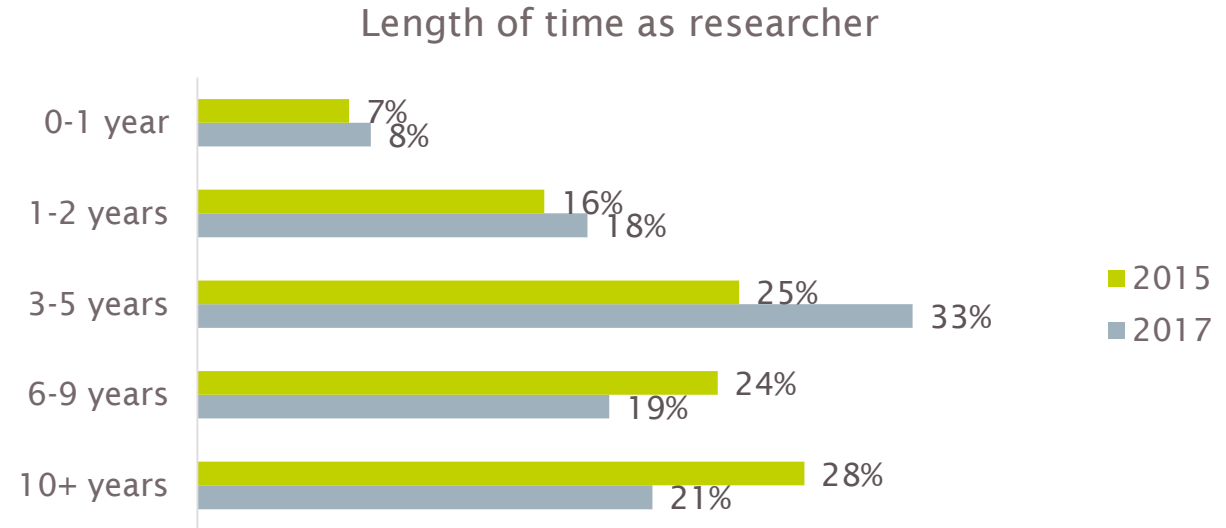


85% of these classify themselves as 'White'



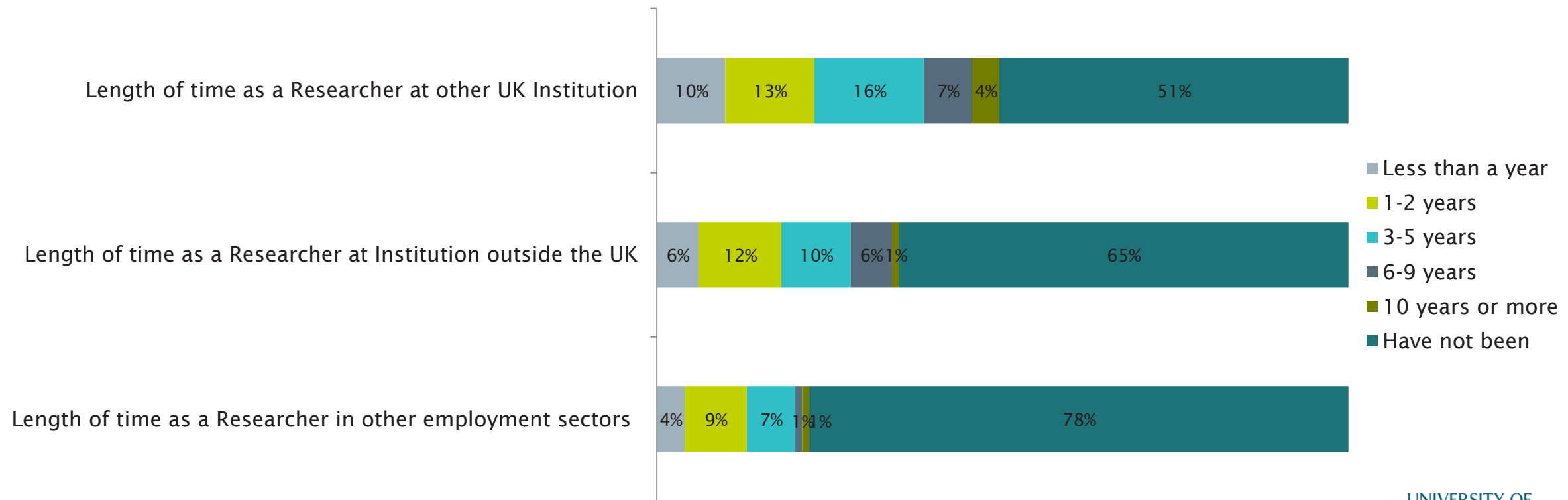
## Time spent as Researcher

- Majority of researchers have been in research between 3 and 5 years, while the majority have been researching at Southampton for 1-2 years
- Fewer have been researchers over 6 years than in 2015 indicating that the overall research population is slightly less experienced than it was in 2015



## Time spent as Researcher

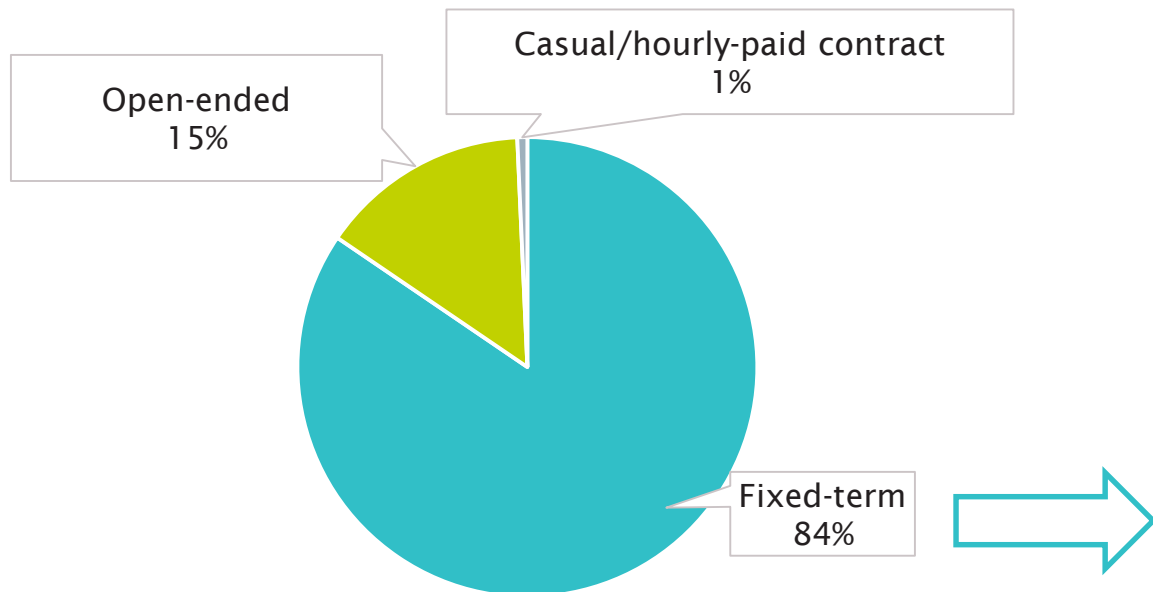
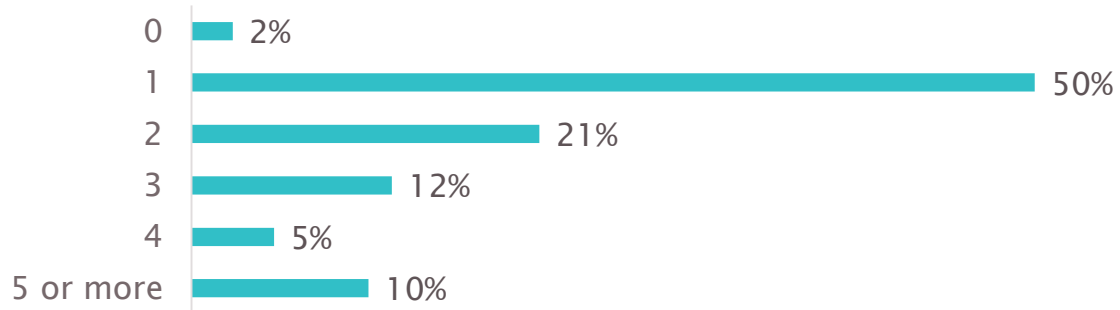
- Approximately half have been a researcher at another UK institution, while 1/3 have been a researcher at an institution outside the UK. Approximately 1 in 5 have been a researcher in another sector.
- Of those that have been a researcher elsewhere, very few were there for longer than 10 years



Time as researcher at other UK institution, n=286. Time as researcher outside UK, n=286. Time as researcher in other sector, n=285

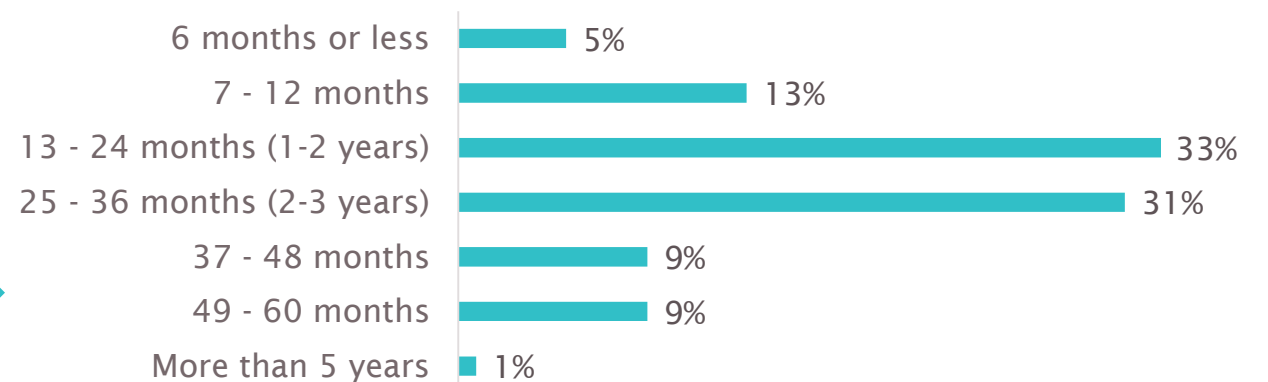
### Contracts

How many contracts during time at Southampton?



- Half have had one contract for the whole time they have been at Southampton
  - 2% have not had any contracts
- Majority are on fixed term contracts. The most common lengths of these are between 1 and 3 years long

Length of contract



How many individual contracts of employment as a researcher have you had with your current institution? n=287. What is the nature of your current contract? n=286. If fixed term, what is the total length of your contract? n=240

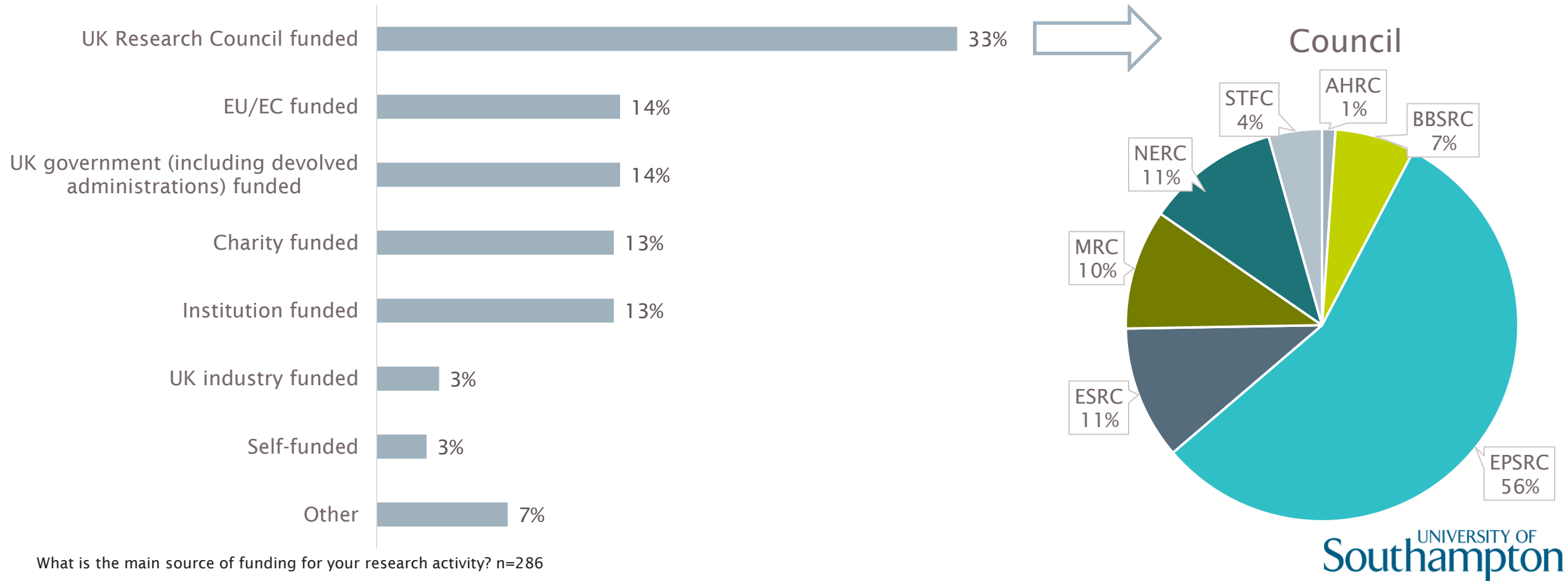
## Faculty

- Largest decrease in responses this year are from Medicine and Natural & Environmental Sciences while the largest increase is seen in Physical Sciences & Engineering and Engineering & The Environment
- Business and Law and Humanities make up a very small percentage of respondents

Faculty	2011 (333)	2013 (283)	2015 (262)	2017 (285)
Business and Law	1%	1%	1%	2%
Engineering & The Environment	10%	15%	16%	18%
Humanities	4%	3%	3%	3%
Health Sciences	7%	8%	5%	9%
Medicine	28%	24%	28%	16%
Natural & Environmental Sciences	14%	20%	17%	13%
Physical Sciences & Engineering	17%	14%	13%	21%
Social & Human Sciences	11%	11%	13%	15%
Not specified	8%	3%	4%	2%

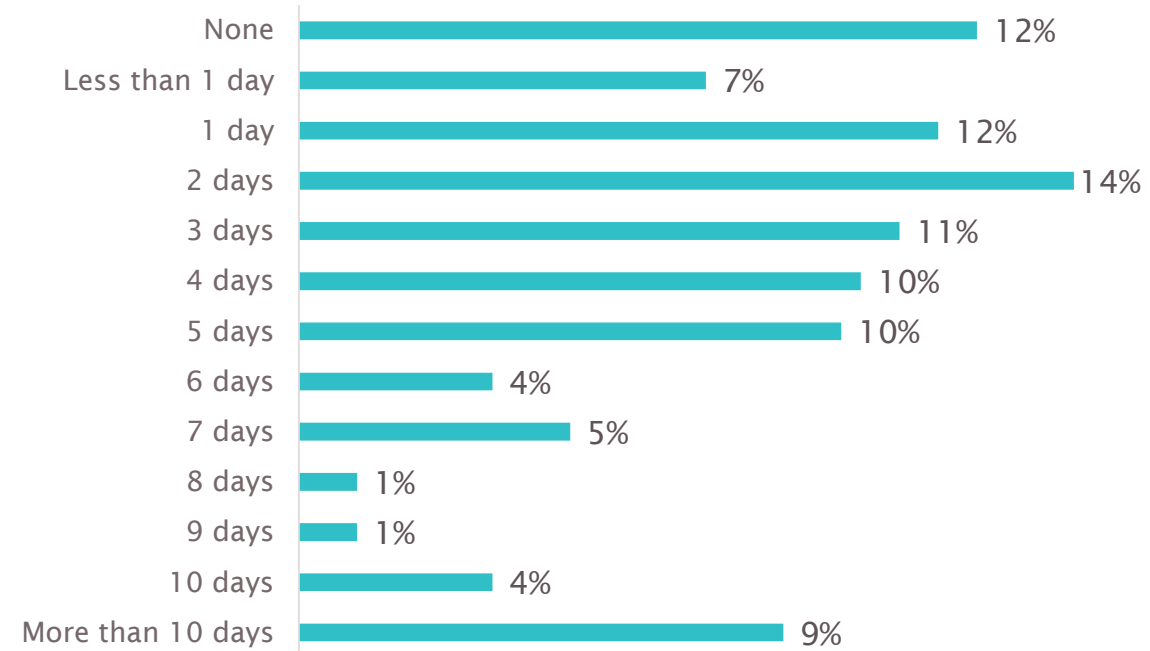
## Funding

- 1/3 of researchers are funded by the UK research council – the breakdown of the councils are shown in the pie chart. Over half of these are from the EPSRC.



# Majority have had some training within the last year

- Most researchers have had some training in the last year (88%)
- Most of these have had between 1 and 5 days training
- Almost 1 in 10 have had more than 10 days training in the last year which is excellent



# Similar expectations of future careers as aspirations

- Very similar distribution of careers for what researchers are aspiring to and what they expect to do.
  - One exception to this is that fewer expect to be self-employed/running their own business than are aspiring to this
- Most popular 3 careers have not changed since 2015 for both aspire and expect. Fewer aspire to be self-employed now than in 2015. Fewer are expecting another role in HE than 2015.

Career	Aspire %	Rank	Expect %	Rank	2015 Aspire	2015 Expect
Career in higher education - primarily research and teaching	47% *	1	42% *	1	42%	37%
Career in higher education - primarily research	28% *	2	22%	2	35%	25%
Research career outside higher education	8%	3	12%	3	8%	9%
Other occupations	5%	4	7%	4	3%	8%
Self-employment/running your own business	3%	5	2%	6	4%	1%
Career in higher education - primarily teaching	2%	6	3%	5	0%	2%
Other role in higher education	1%	7	1%	7	2%	3%
Teaching career outside HE	0%	8	0%	8	0%	0%

\* = Significantly higher than Russell Group

\* = Significantly lower than Russell Group

"In which area do you aspire and expect to work in the long term?" Base: 285