

Report

Title: CROS 2011 - up-date on progress

From: PDU

Date: 01 May 2013

Careers in Research Online Survey 2011 - up-date

In 2011, 34.3% of research staff responded to CROS, which was higher than the sector national average of 27.3% - and we sent a 'Thank you' to all of our respondents but if you missed it, we would like to thank you again.

The full 2011 report is available on request

The majority of respondents reported that the University was a 'supportive, encouraging and rewarding place to work', and we were, in line with the average sector responses in most areas.

Below are listed some of the issues Research staff reported in 2011 and what the University response has been since then:

You said -	We did - i.e. The University responded by -	We still plan to -
31% of respondents did not receive a job description or relevant information during the application process	HR was made aware of this problem. HR have reorganised their processes during 2011-12.	Monitor this situation and see how it compares with the 2013 CROS results.
You reported that the local Induction was useful, but 53% of respondents were not offered the University Induction.	We reviewed the whole Induction process. We created a self-help Induction Portal in SharePoint We introduced an ECR induction workshop in October 2012.	Improve our on-line resources for research staff. Review how the local induction process links to the organisational welcome.
Appraisal - only 52% had participated in an appraisal in the past 2 years.	This is clearly an area that needed working on. HR was made aware of the problem and Faculties have been asked to review this as part of the CDR WG*.	Currently there is an HR work stream looking at the whole PPDR process.
You asked for opportunities for promotion and progression, for getting involved in decision-making processes	HR made aware of this. Some Faculties have set up groups for Research staff.	Currently there is another HR work stream that is looking at promotion and progression. The CDR WG* will monitor the situation and advocate
You reported below sector	We drilled into the data but could	Faculties have been asked to look

average scores in the research culture and feeling integrated into the research culture.	find any noticeable reason for this and wondered if it reflected the structural changes that were taking place at the time.	at their cultures – we will continue to monitor this.
<p>Career Planning and CPD – on average you spent 1-5 days on CPD per annum.</p> <p>27% of respondents did not spend any time on career development in 2010-11 and 47% did not have a career plan.</p>	<p>We created the Working As A Researcher website.</p> <p>We introduced Career Planning for Research Staff workshops into the PDU programme.</p> <p>We organised the Career Development Conference in March 2013.</p>	We will improve the website and look for ways of offering more career coaching and planning opportunities.
<p>Equality & Diversity</p> <p>Some unfair treatment was reported around: pregnancy and maternity leave, and age.</p>	<p>A lot of work was carried out in the Faculties and across the University for Athena SWAN submissions.</p> <p>Support, advice and workshops were established for Level 5 and 6 women seeking promotion.</p> <p>The University Equality plan was drawn up – new network groups established for:</p> <ul style="list-style-type: none"> • Parents’ and Carers’ • BME <p>We held a Diversity conference April 2013.</p>	<p>We are reviewing policy for women returners.</p> <p>We are creating a Women in Academia website and are currently designing, with the Management School, a women into leadership programme.</p> <p>There are plans for an international staff café.</p>
<p>Compared with 2009, more 2011 respondents reported knowledge of The Concordat to Support the Career Development of Researchers and Vitae. But 74% had not heard of the HR Excellence in Research award (Southampton achieved this in 2012) and you wanted to know more about the REF</p>	<p>We considered this was moving in the right direction and continued to promote:</p> <ul style="list-style-type: none"> • Vitae • The Concordat to support the Career Development of Researchers • The Concordat on Public Engagement • The Concordat for Research Integrity • The HR Excellence in Research award • The REF – especially the environment section 	<p>Along with the CDR WG and UCU, we will continue to promote issues of significance and relevance to research staff.</p>

*CDR WG – The Career Development of Researchers Working Group