

RDM Staff and Student Survey 2014: Key Figures

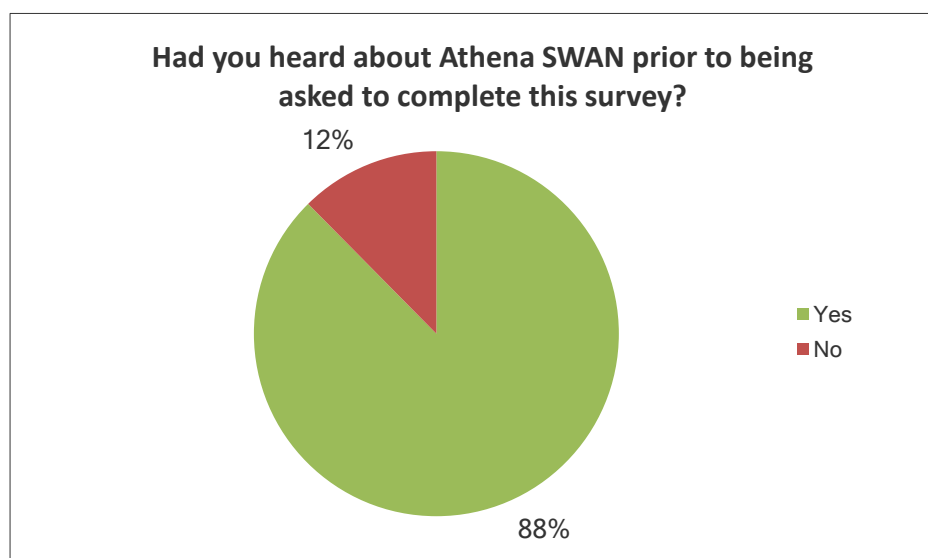
Response rate: varies across the survey due to question routing, so not every respondent got asked every question. Highest response rate (Q12) was 508 out of an estimated 716 survey recipients (70.9%). 410 respondents got to the end of the survey and answered the last question Q84 (57.3%), but a number of other respondents answered a significant proportion of the survey. All answers to every question are considered in this analysis.

Q1: Routing question

Q2-Q11 Questions for graduate students: 82 DPhil students responded to the survey. The data will be given to the graduate studies administrator for analysis at a later date.

Q12-Q14 Athena SWAN: 87.6% (445 out of 508) of respondents had heard of Athena SWAN. The percentage amongst graduate students was lower, with only 75.2% (58 out of 77) aware, while the percentage of staff aware was 89.8% (387 out of 431). *Out of the staff members who were not aware of Athena SWAN, 20 respondents were non-clinical research staff (grades 6, 7 & 8), 3 respondents were clinical research training fellows, 4 respondents were senior academics and 3 respondents were on University support grades.*

Sex was not a significant factor in how the respondents answered the question (chi-square test; p value 0.61).



Of respondents who had heard of AS:

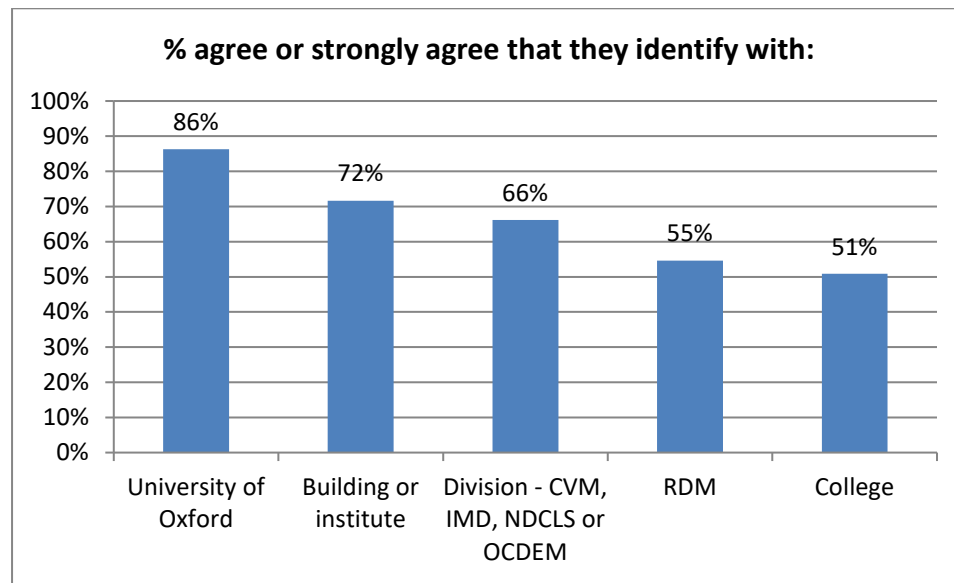
Q13: 69.5% had read the AS section of a newsletter > 47.6% had viewed the AS RDM webpage > 38.2% had read their division's AS Bronze application and action plan > 34.5% had viewed their division's AS webpage

Q14: 38.8% have participated in RDM Mentoring Scheme > 37.6% have attended Divisional Science Day > 34.3% have attended Career Development Talks > 32.2% have attended family friendly event in your division > 31.8% have attended Women in Science seminars > 6.1% (15 respondents) have

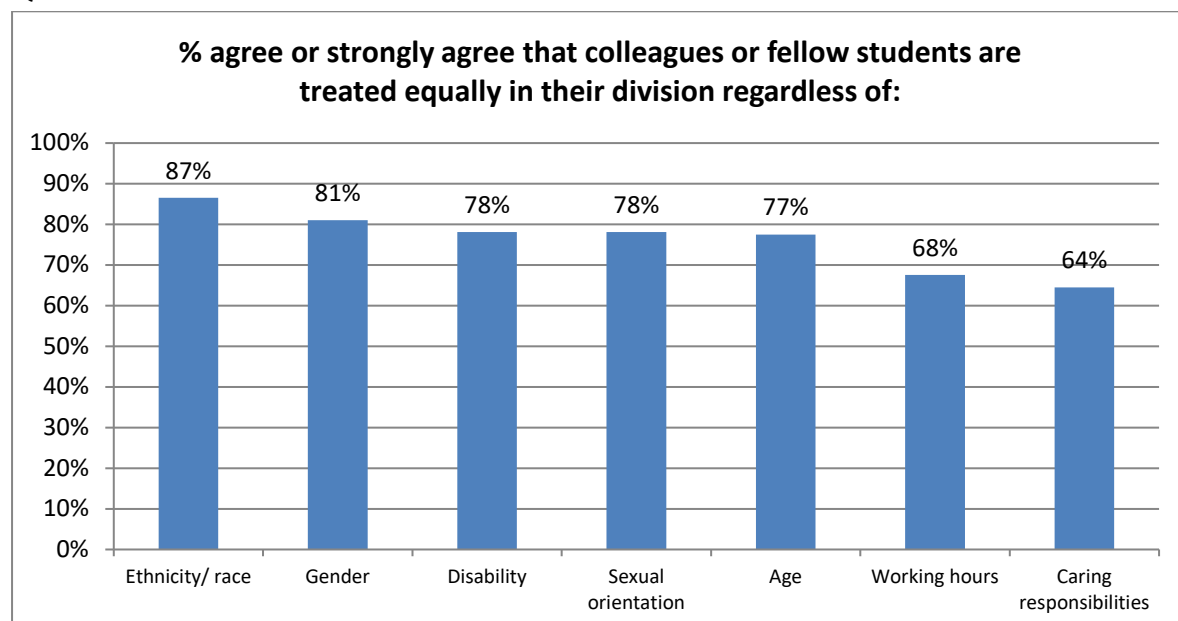
participated in OCDEM parenting group > 3.7% (9 respondents) have participated in NDCLS buddy scheme

Q15-Q19 Departmental culture: 66.1% (289 respondents) agreed or strongly agreed that they identify with their division and 54.6% (242 respondents) agreed or strongly agreed that they identify with RDM.

Q15



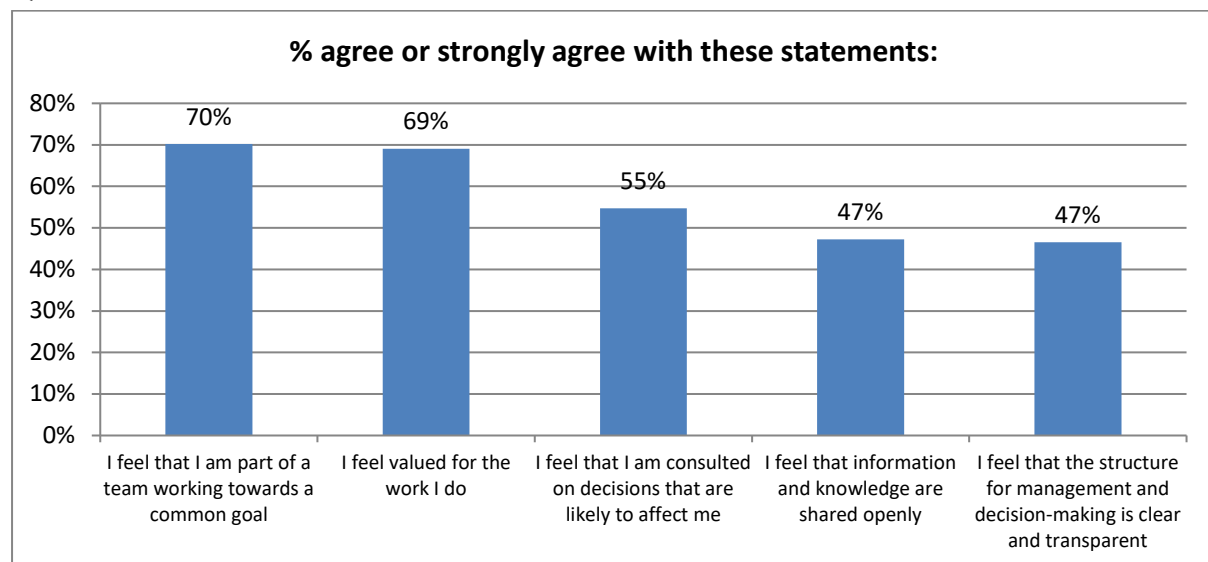
Q16



81% (367 out of 453) agree or strongly agree that colleagues or fellow students are treated equally in their division regardless of gender.

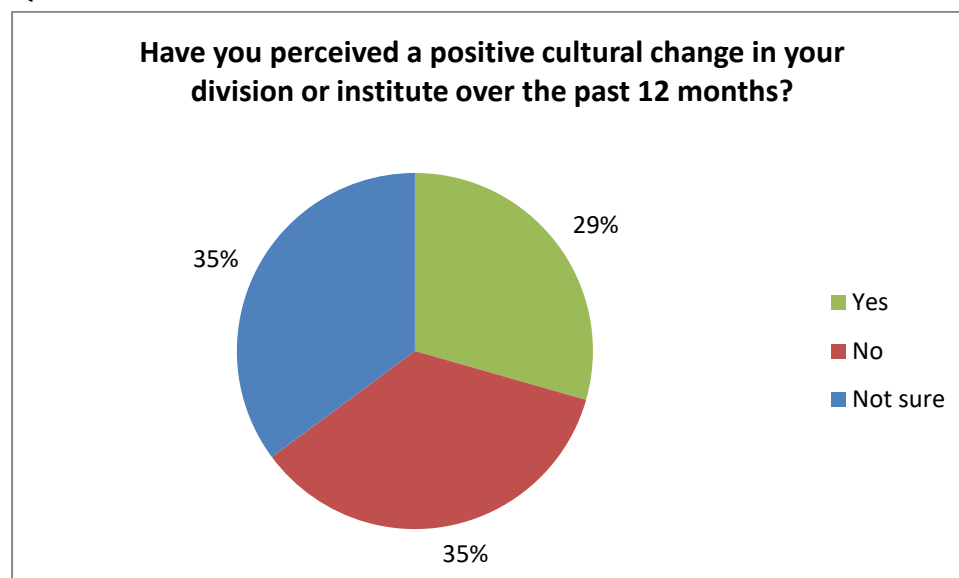
Sex was a significant factor in how the respondents answered for ethnicity/ race (chi-square test; p value 0.029), working hours (chi-square test; p value 0.0063) & caring responsibilities (chi-square test; p value 0.0066), but not for the other answers. Significantly fewer women than expected agreed with these statements.

Q17



Sex was not a significant factor in how the respondents answered to this question.

Q18

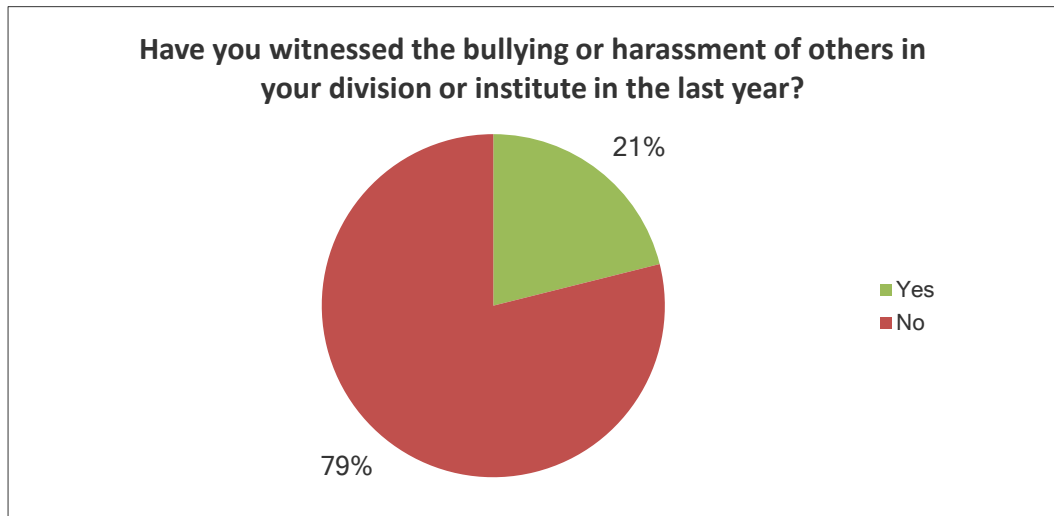


Note: Respondents who have only just joined within the last 12 months have been excluded (86 respondents). 29% (108 out 367) respondents have perceived a positive cultural change over the past 12 months.

Q19: Text comments on departmental culture

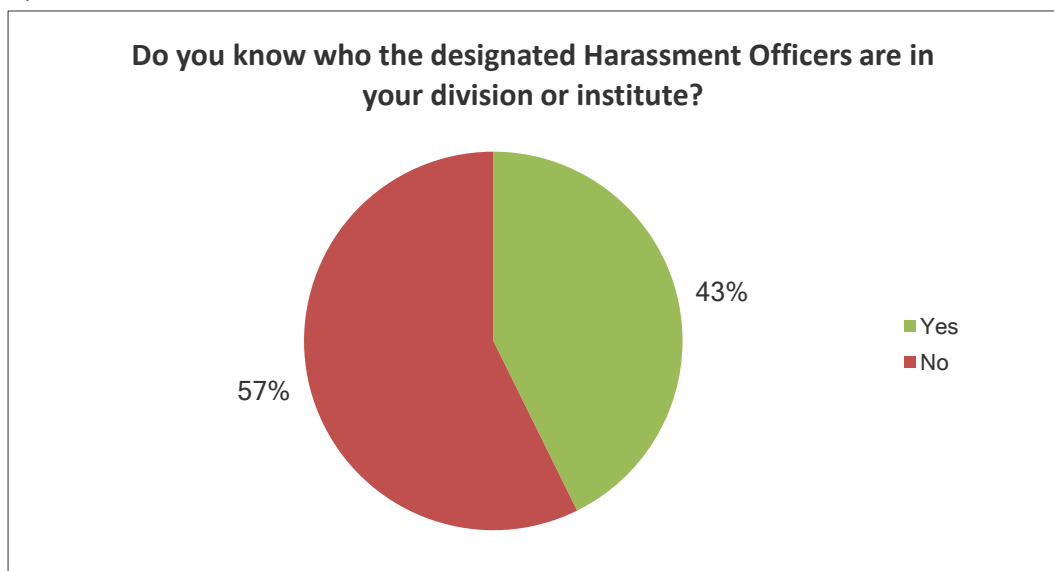
Q20-Q25 Bullying and Harassment:

Q20

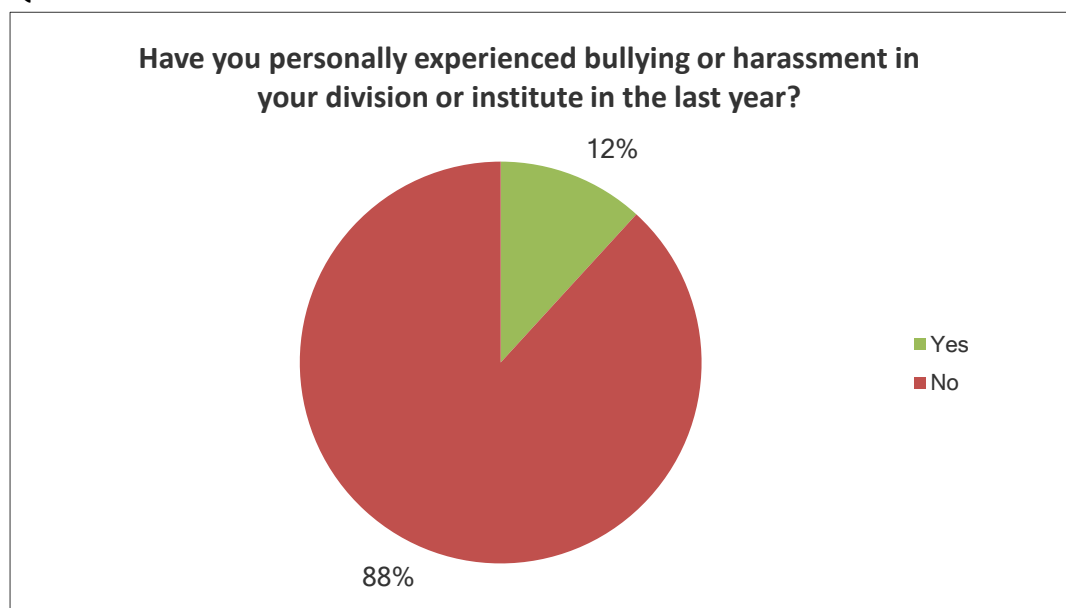


21.1% of respondents (95 out of 450) have witnessed the bullying or harassment of others. Sex was a significant factor in how the respondents answered, with significantly more women than expected answering 'yes' (chi-square test; p value 0.0067). Out of the respondents who have witnessed bullying, 84 were members of staff and 11 were students. 41 of these members of staff are non-clinical research (including 3 senior academics), 5 clinical research staff, 20 are non-research management/ support staff and the rest are other/prefer not to say.

Q21



Q22



11.8% of respondents (53 out of 450) have personally experienced bullying or harassment in the last year. Sex was a significant factor in how the respondents answered, with significantly more women than expected answering 'yes' (chi-square test; p value 0.0058). Out of the respondents who have personally experienced bullying, 47 are members of staff and 6 are students. 23 of these members of staff are non-clinical research (including 3 senior academics), 1 clinical academic, 11 are non-research management/ support staff and the rest are other/prefer not to say.

Q23

Out of the respondents who responded 'yes' to Q22, 38.5% (20) indicated that they received adequate support in dealing with the bullying or harassment and 61.5% (32) indicated that they did not receive adequate support.

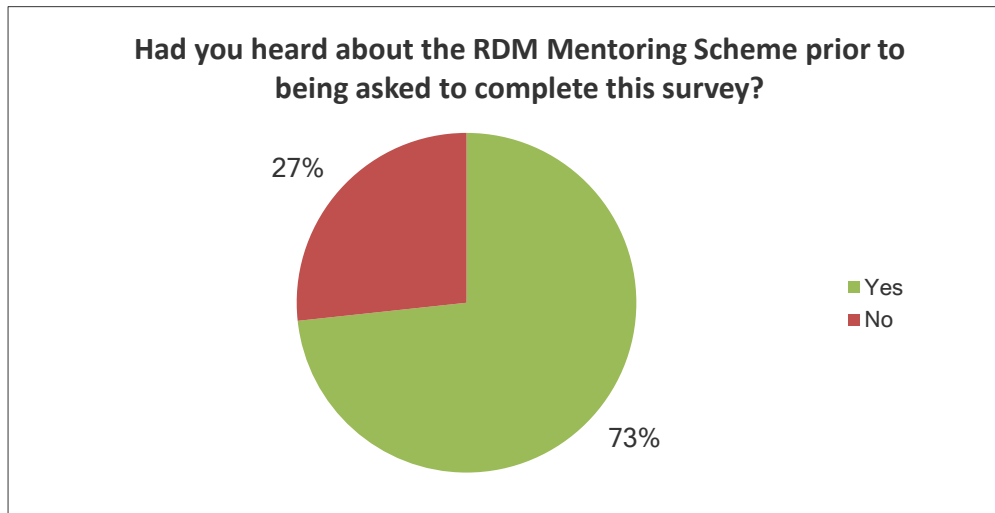
Q24: Where did these respondents obtain support?

38.5% (20) from a colleague > 34.6% (18) from someone external to the University (family/friends) > 25% (13) from line manager > 21.2% (13) from administrator or personnel team > 17.3% (9) from someone else within RDM > 7.7% (4) from a Harassment Officer in their division > 1.9% (1) from Central Personnel Services

Q25: Text comments on bullying and harassment

Q26-Q34 RDM Mentoring Scheme:

Q26: 73.3% (326 out of 445) of respondents had heard about the RDM Mentoring Scheme



Q27: Other mentoring/ career development schemes within the University

22 respondents have participated in Springboard, 6 in Navigator and 1 in Ad Feminam

Only the respondents who answered 'yes' in Q26 got asked Q28-Q34

Q28: 20% (65 out of 325) attended an RDM mentor training session

Q29: 26.8% (87 out of 325) of those who have heard of the RDM Mentoring Scheme have participated in it. 41 as a mentee, 34 as a mentor and 12 as a mentor and mentee.

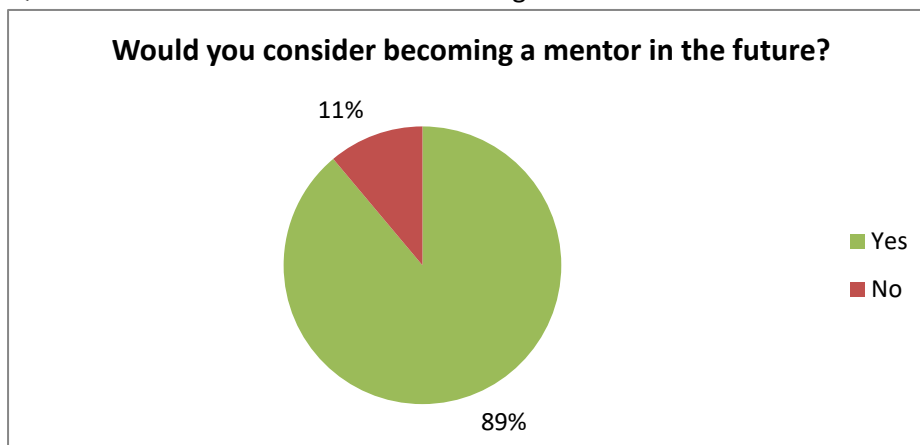
Q30: Mentees top 3 things that the RDM Mentoring Scheme helped them with

65.2% (30 out of 46) Career progression and planning

47.8% (22 out of 46) Professional development

21.7% (10 out of 46) Extending professional network

Q31: 32 mentees would consider becoming mentors in the future



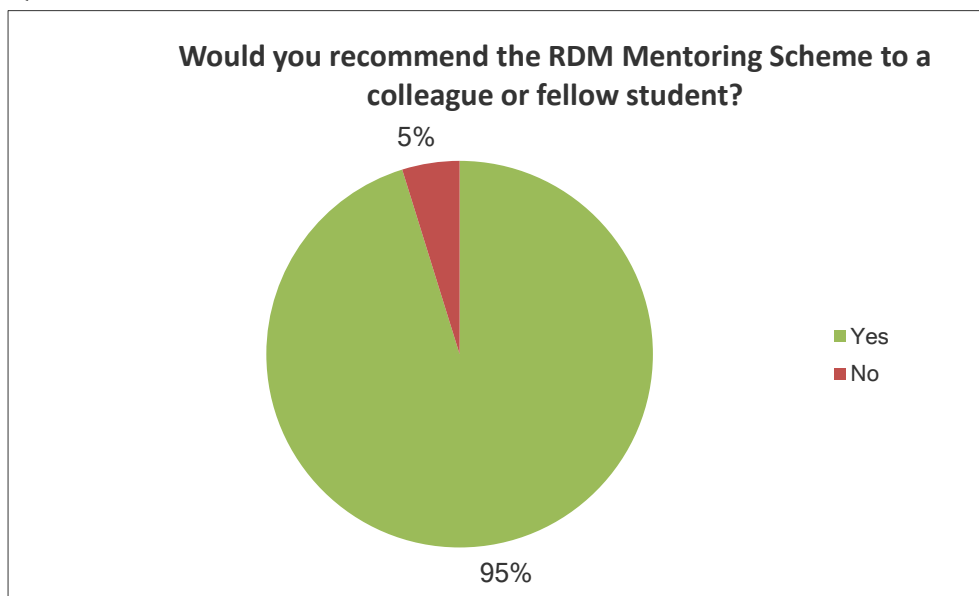
Q32: Mentors top 3 things that the RDM Mentoring Scheme has helped them with

80.9% Passing on skills to help the development of others

51.1% Reflecting on own practice

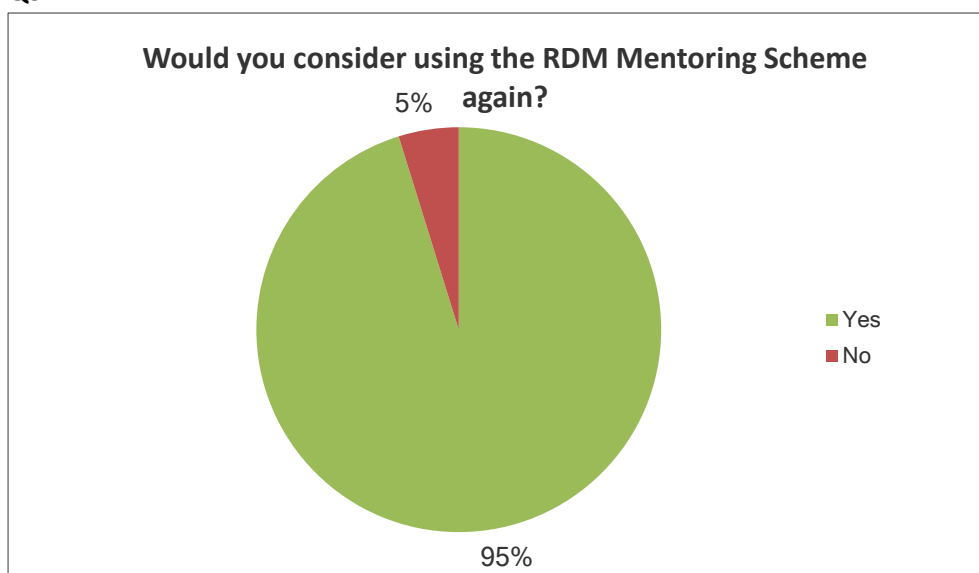
36.2% Being more positive about working or studying at RDM

Q33:



95.2% (79 out of 83) of those who have used the RDM Mentoring Scheme would recommend it to a colleague or fellow student

Q34:



95.2% (79 out of 83) of those who have used the RDM Mentoring Scheme would consider using it again

Q35-Q36: Better Communications

Q35: 70.6% (305 out of 432) of respondents agree or strongly agree that they feel well informed about news and information, while 22.5% (97 out of 432) of respondents agree or strongly agree that they feel overloaded with news and information not relevant or of interest to them. Satisfaction is highest with communications from the local division (67.8%), followed by RDM (61.3%), followed by the Medical Sciences Division (53.7%) and finally the University of Oxford (48.8%).

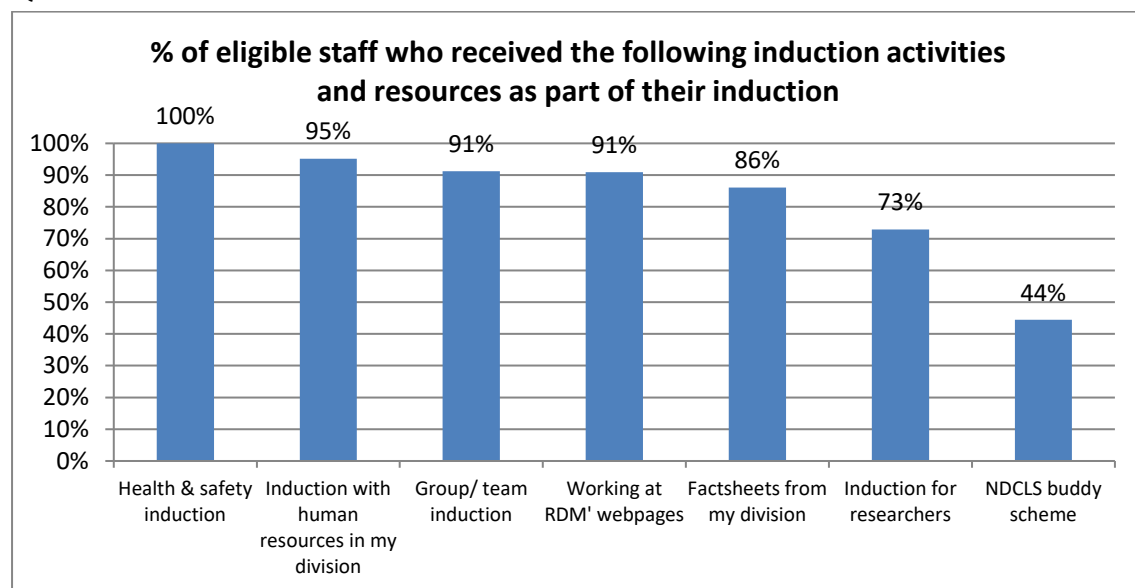
Q36: Comments on how communications could be improved.

Q37: Routing - questions Q38-Q40 only answered by staff who have joined in the last 12 months.

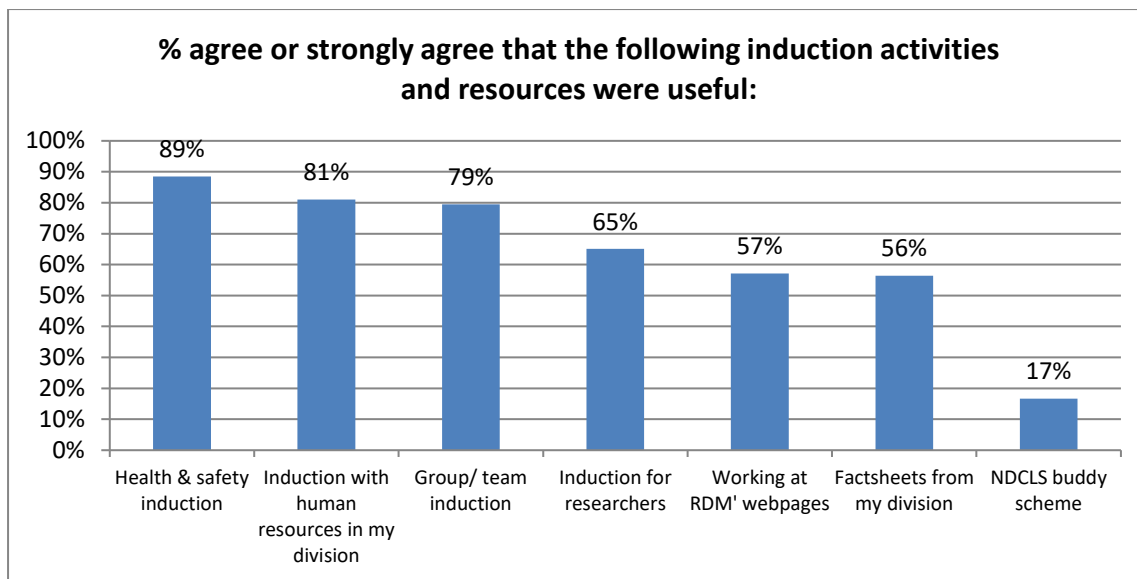
Q38-Q40: Induction

Q38: 97.8% (90 out of 92) of members of staff who joined in the last 12 months received an induction

Q39:



Note: These percentages are based on the respondents who received an induction. The 2% of new starters who did not receive an induction are not taken into account here. The percentages are also based on the numbers of respondents who are eligible for each type of induction (e.g. NDCLS buddy scheme percentage quoted above is only based on numbers of respondents who were eligible for the scheme in the first instance).

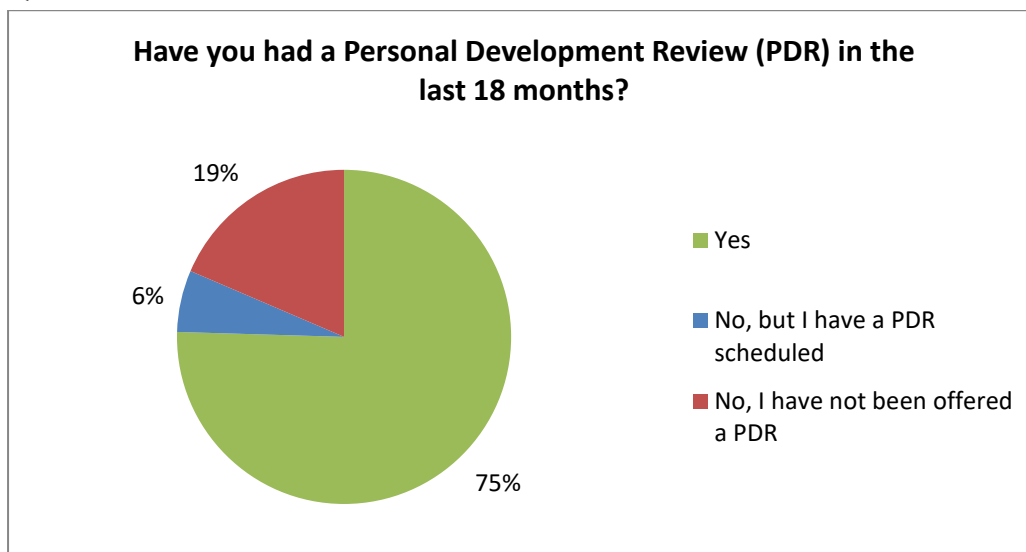


Note: These percentages are based on the numbers of respondents who received each type of induction activity or resource, not on the total numbers of respondents who received an induction.

Q40: Comments on how induction could be improved.

Q41-Q44: Personal Development Review

Q41

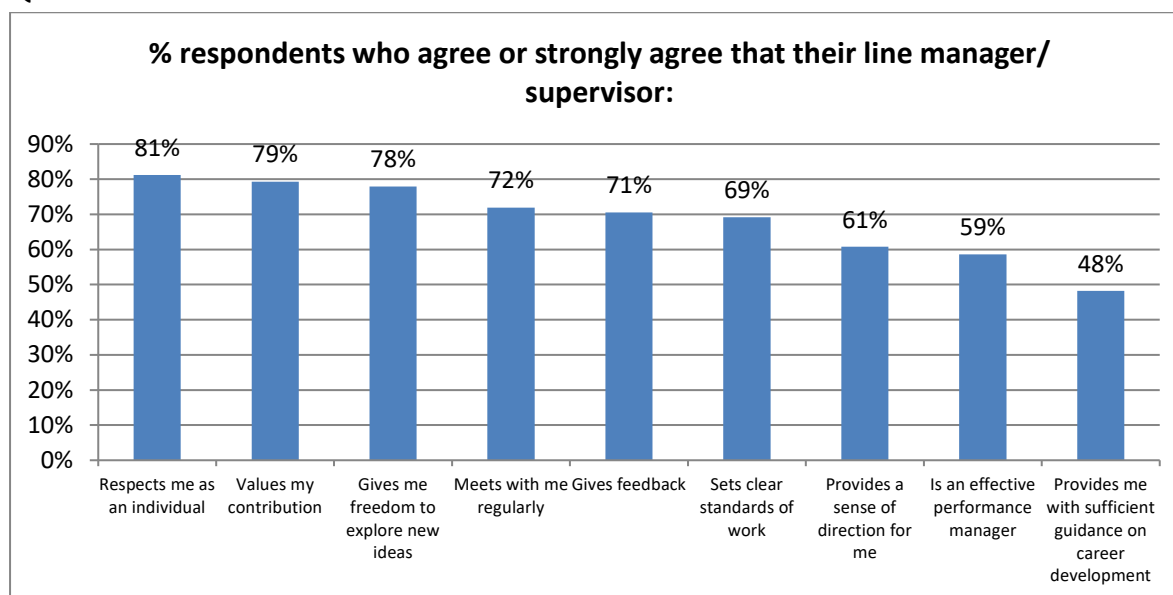


19% (59 out of 318) of respondents have not been offered a PDR.

Q42: 68.8% (165 out of 240) agree or strongly agree that they were satisfied with their PDR

Q43: Comments on how PDRs could be improved.

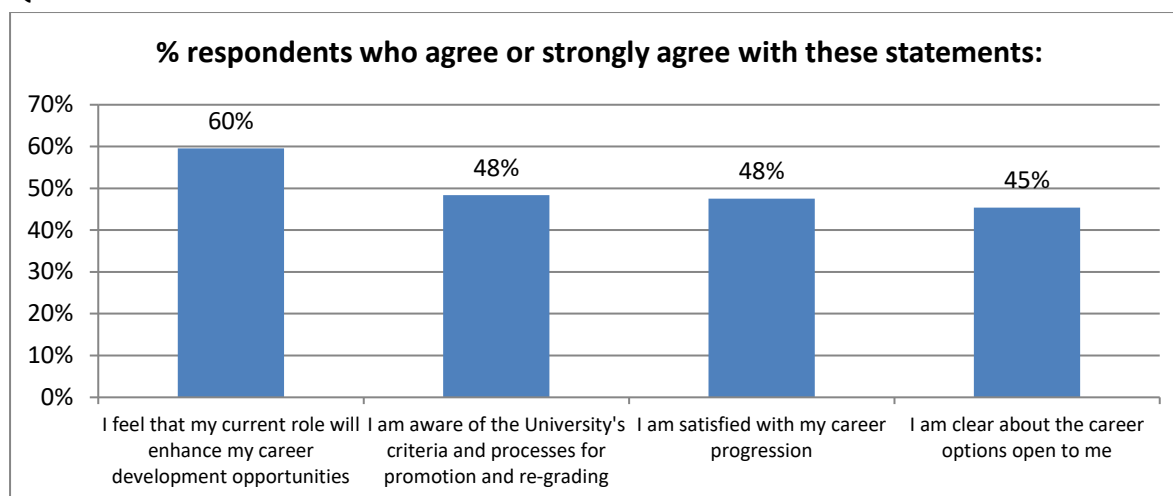
Q44



Only 48.2% (177 out of 367) of respondents agree or strongly agree that their line manager/ supervisor provides them with sufficient guidance on career development.

Q45-Q57 Career Development and Progression

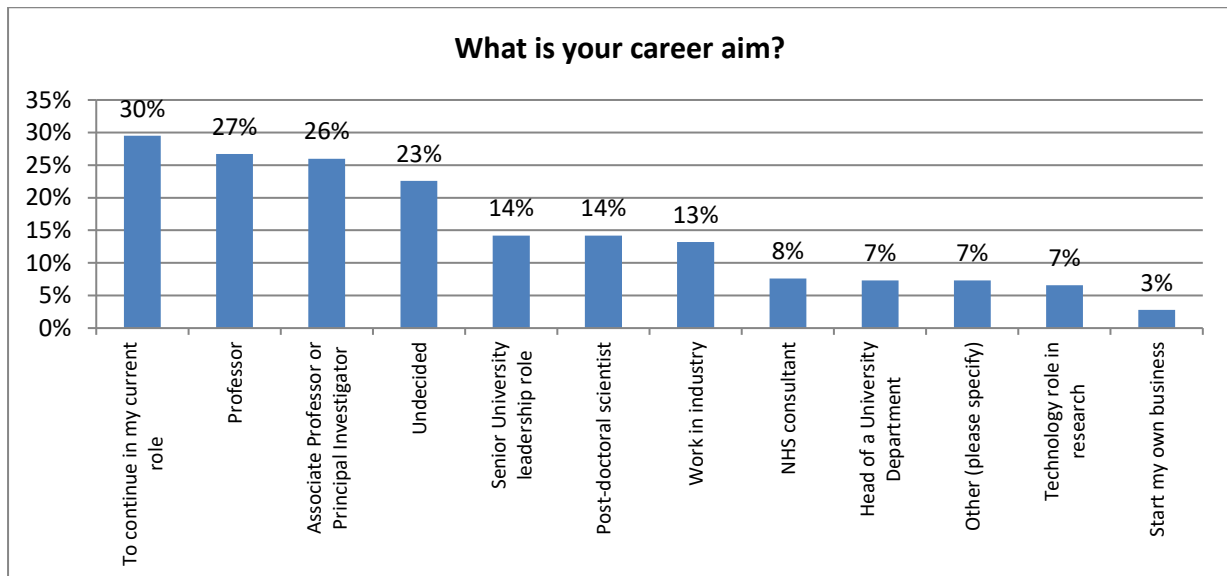
Q45



59.6% (218 out of 366) of respondents agree or strongly agree that their current role will enhance their career development opportunities, but only 45.4% (166 out of 366) agree or strongly agree that they are clear about the career options open to them.

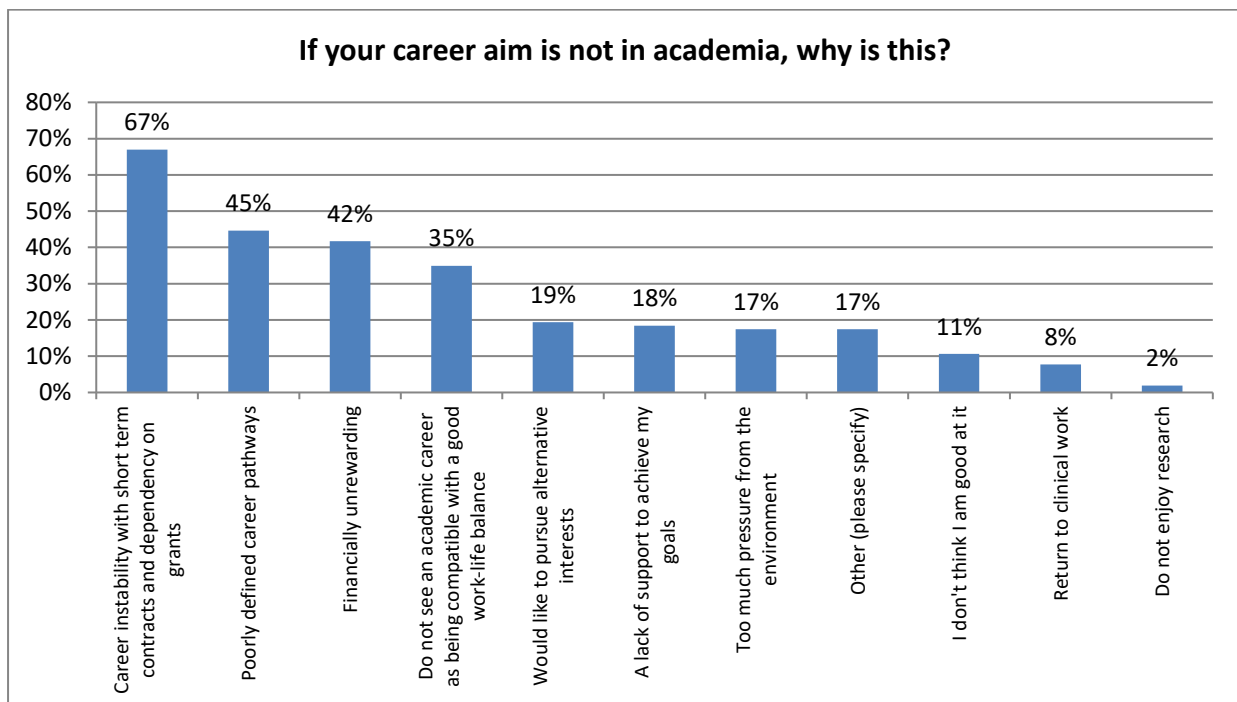
Q46: Routing question – **only research staff answered Q47-Q54**

Q47



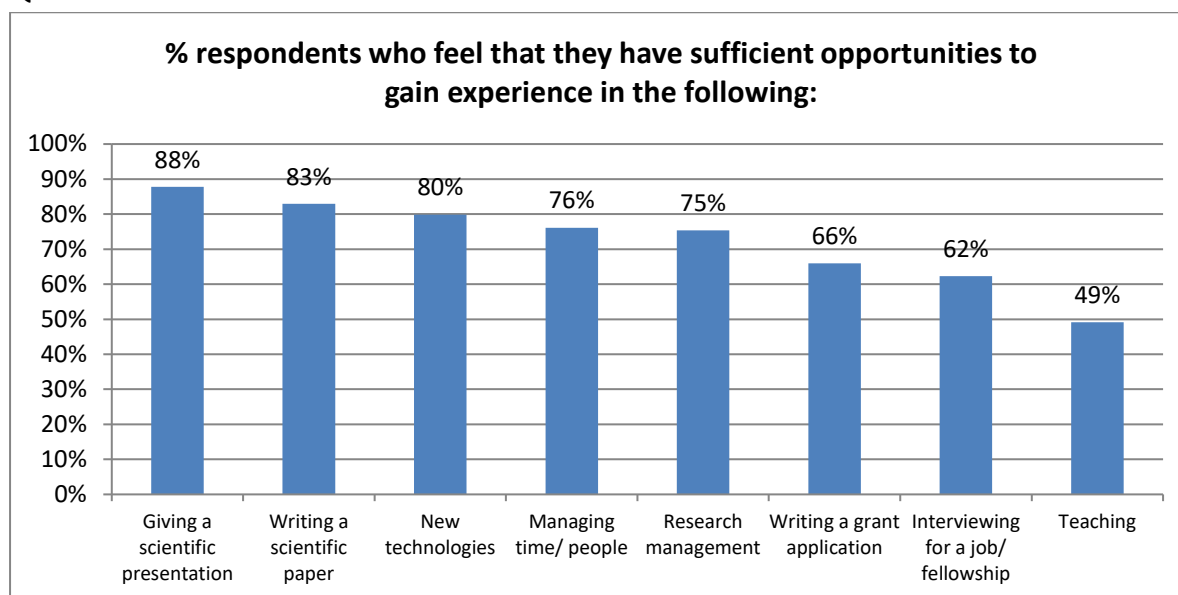
The career aim of 29.5% (85 out of 288) of respondents is to continue in their current role. Another 22.6% (65 out of 288) are undecided.

Q48



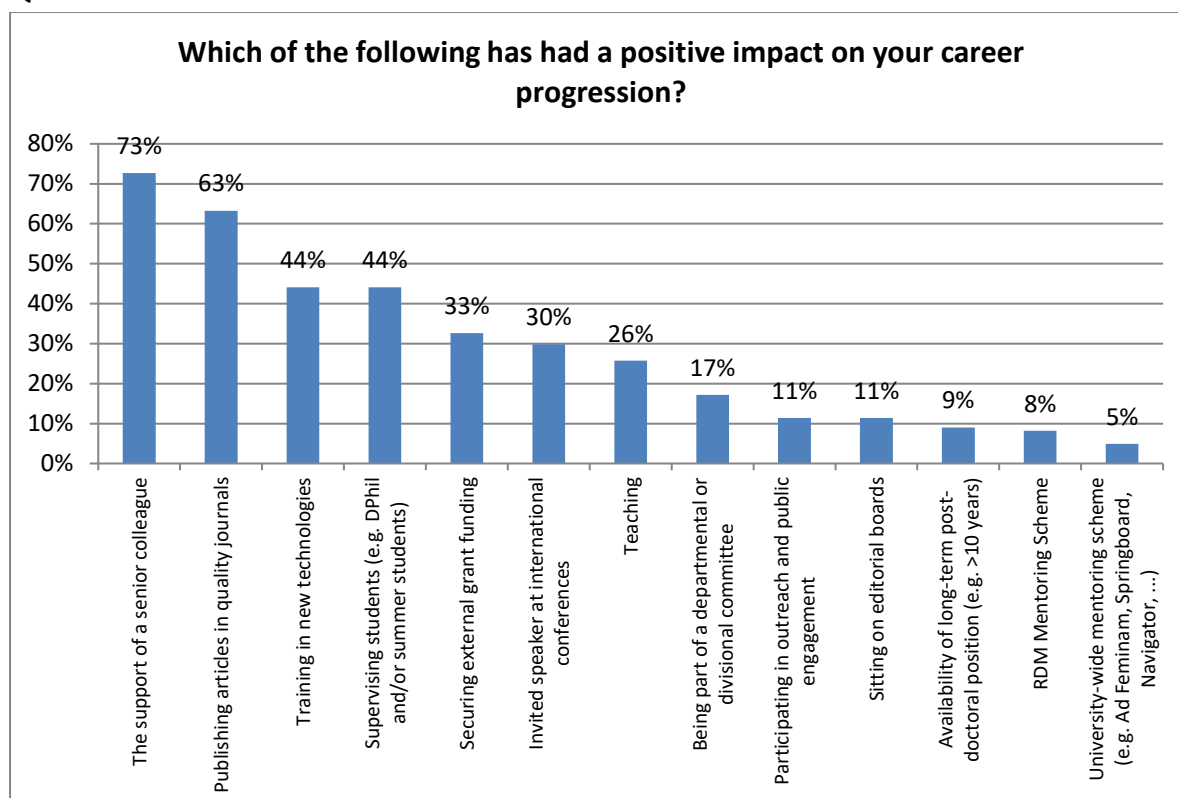
The top 3 reasons are: 67% (69 out of 103) career instability with short term contracts and dependency on grants, 44.7% (46 out of 103) poorly defined career pathways, and 41.7% (43 out of 103) financially unrewarding.

Q49



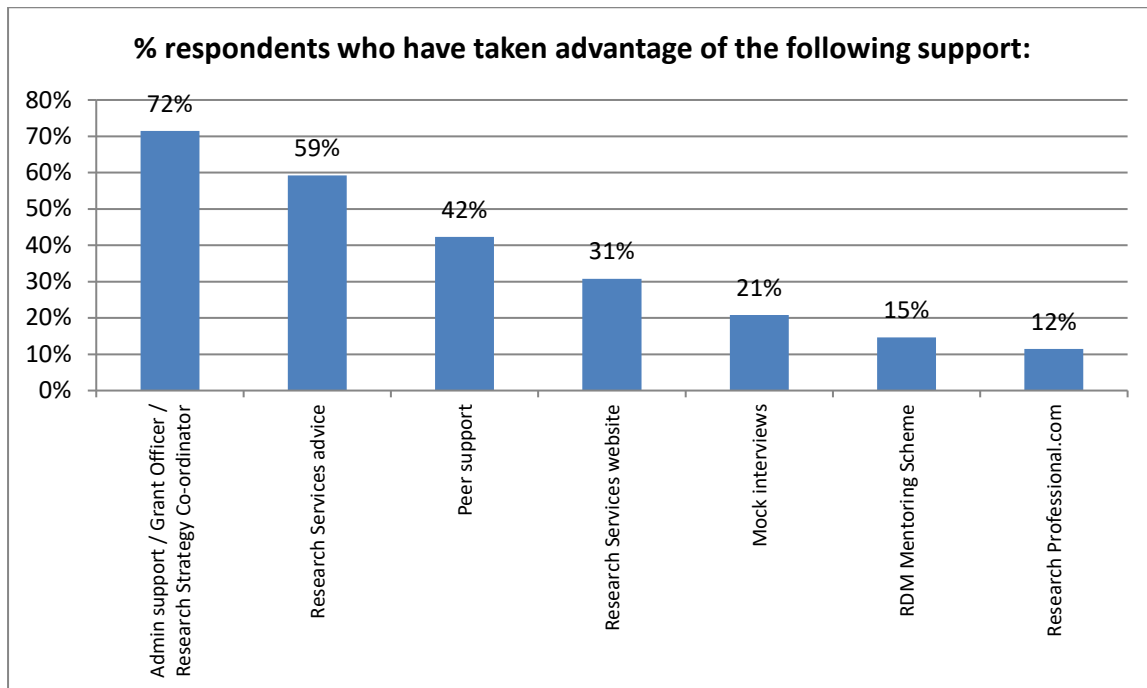
Sex was a significant factor in how the respondents answered ‘writing a grant application’, with significantly fewer women than expected answering that they have sufficient opportunities to gain experience in writing a grant application (chi-square test; p value $0.038 < 0.05$). Sex was not a significant factor for the other answers.

Q50



Q51: Routing question – Q52 to Q54 answered only by respondents who have previously applied or are thinking of applying for external grant funding.

Q52

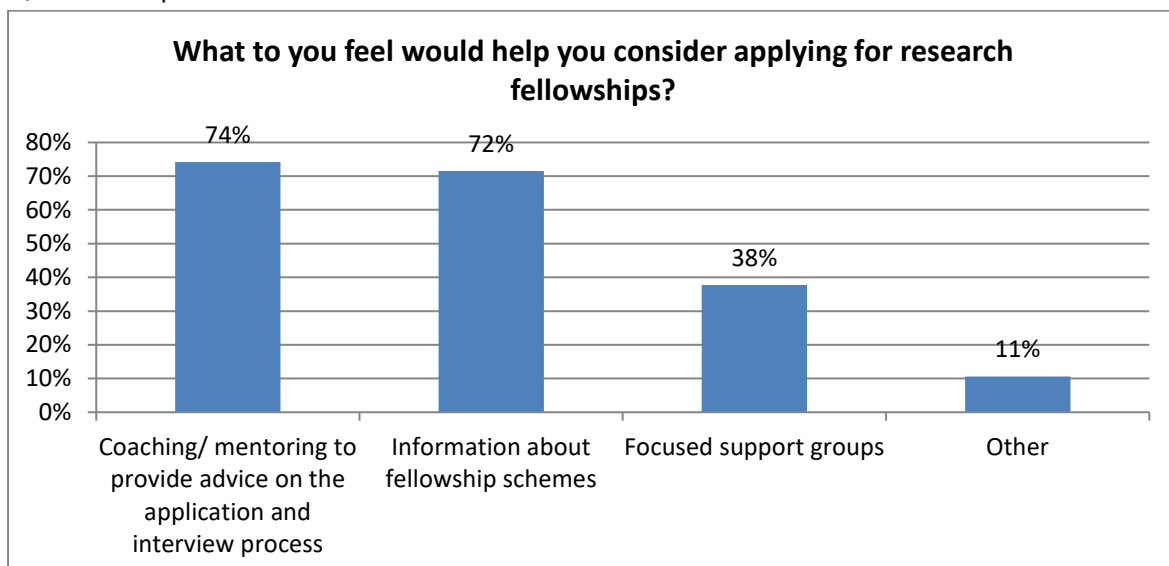


72% (93 out of 130) have had admin support, but only 12% (15 out of 130) have used Research Professional.com

Q53

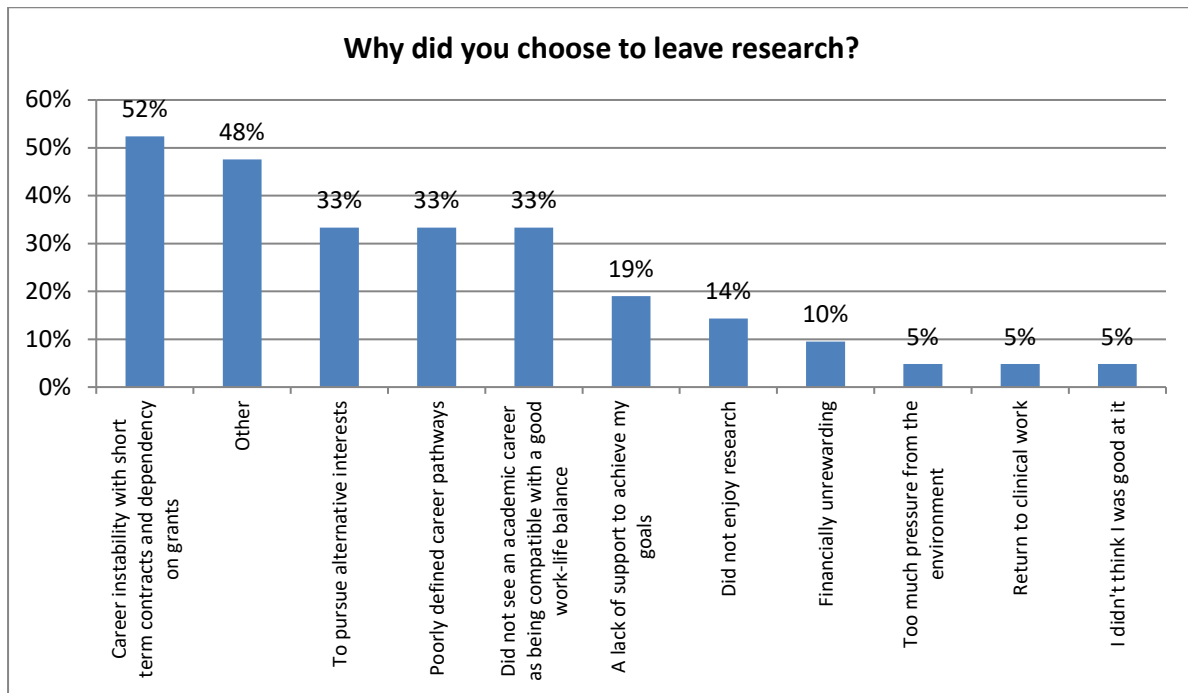
61.5% (67 out of 109) aware of opportunities for Junior Research Fellowships available to them.
57.9% (66 out of 114) aware of opportunities for Senior Research Fellowships available to them.

Q54: 151 respondents



Q55: Routing question – only staff who have previously worked in research but left answered Q56-Q57

Q56: 21 respondents



47.6% (10 out of 21) left research for other reasons. The comments provide more information, but these other reasons are quite varied (e.g. H&S concerns, working part-time, didn't want the responsibilities of a PI, ...).

Q57: Why did you opt to take a support role in academia? 21 respondents

47.6% Wished to work in a university

38.1% Saw an advertisement for a position relevant to their skills

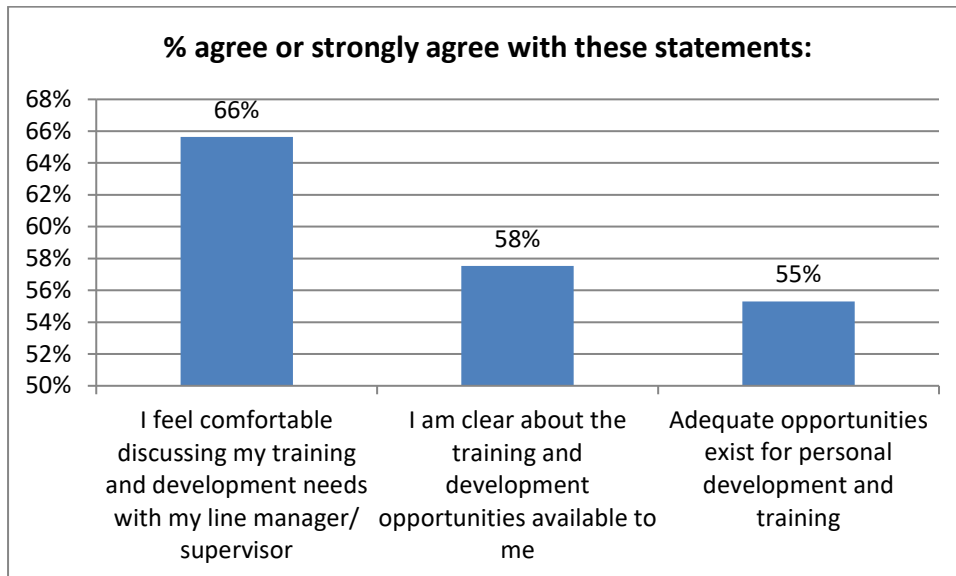
38.1% Want to support research without doing the experiments themselves

38.1% Because it provides greater career stability

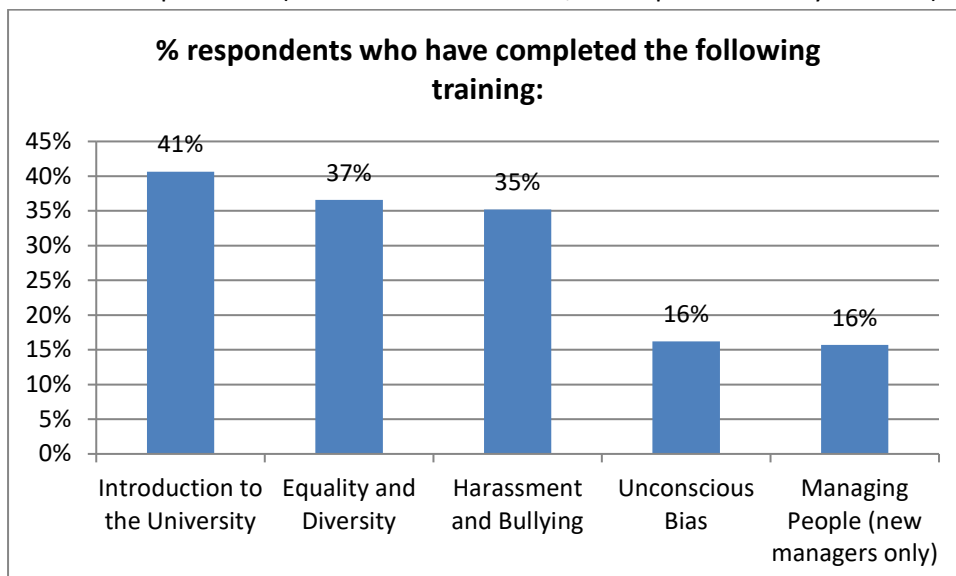
38.1% Because they wished to expand their skills and thought that a support role would open up more career options

Q58-Q59 Training

Q58: 358 respondents



Q59: 358 respondents (but the numbers of Yes/No respondents vary for each)



17 respondents have indicated the that Harassment and Bullying training is not applicable to them

41% (128 out of 315) – Introduction to the University

37% (124 out of 339) – Equality and Diversity

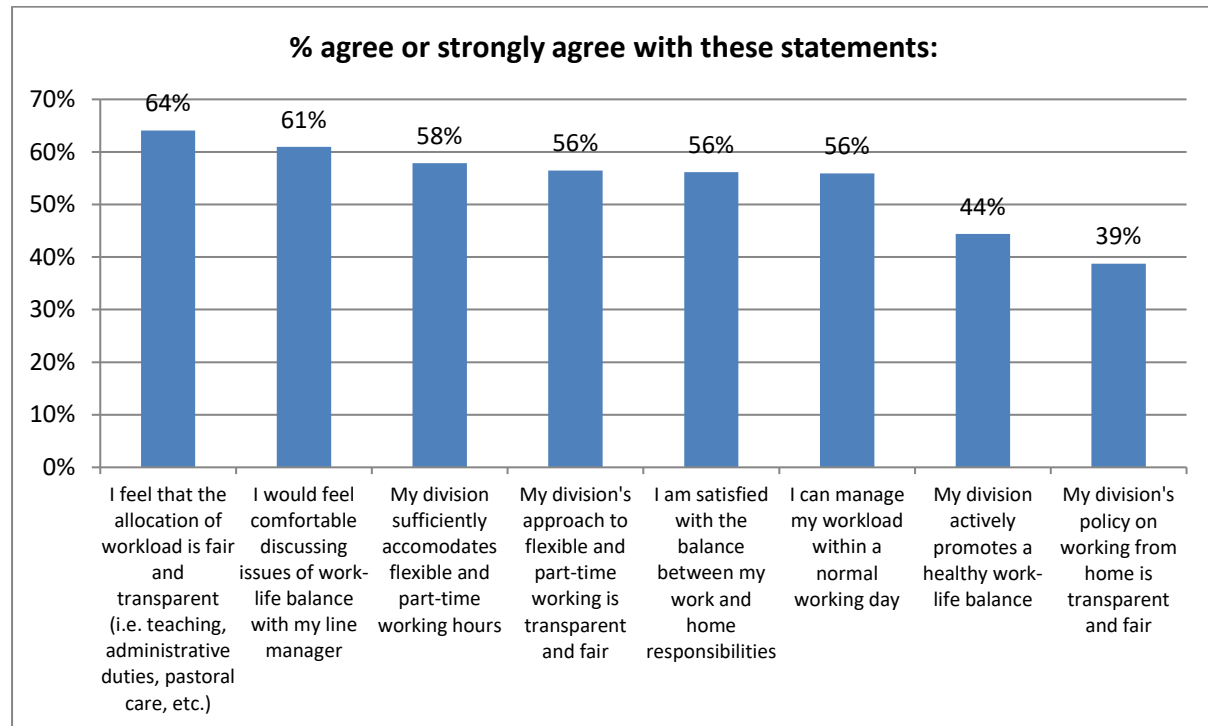
35% (120 out of 341) – Harassment and Bullying

16% (54 out of 333) – Unconscious Bias

16% (33 out of 210) – Managing People

Q60-Q62 Work-Life Balance

Q60: 356 respondents



Sex was not a significant factor for any of these statements (chi-square tests; all p values >0.05).

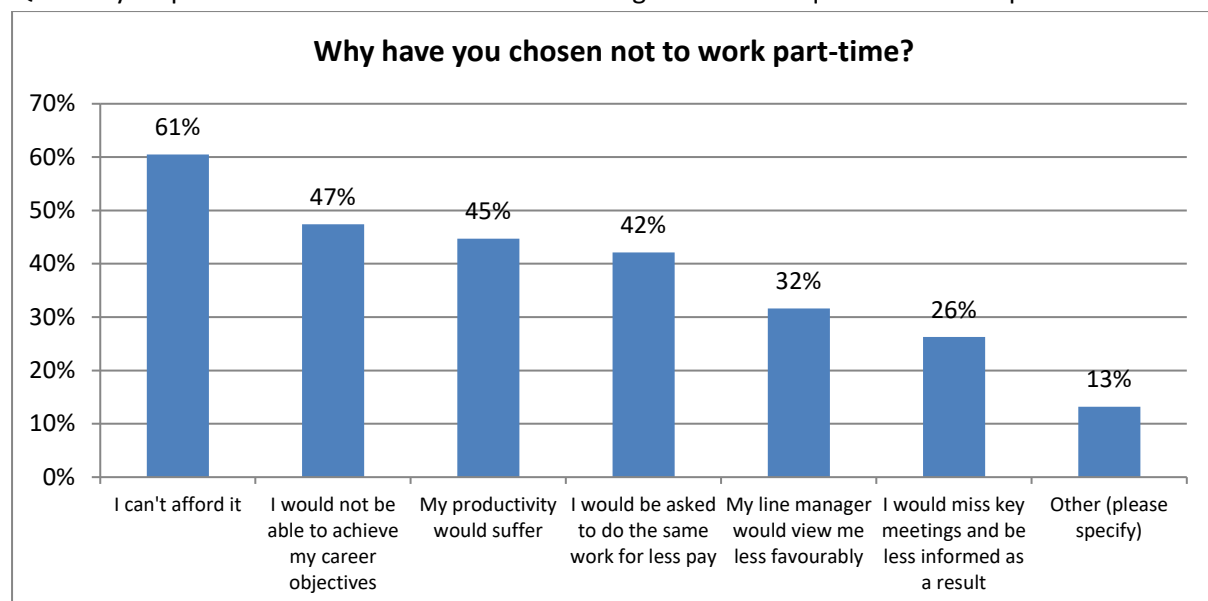
Q61: Routing question - 356 respondents

70.2% have never wished to work part-time

19.1% currently work part-time

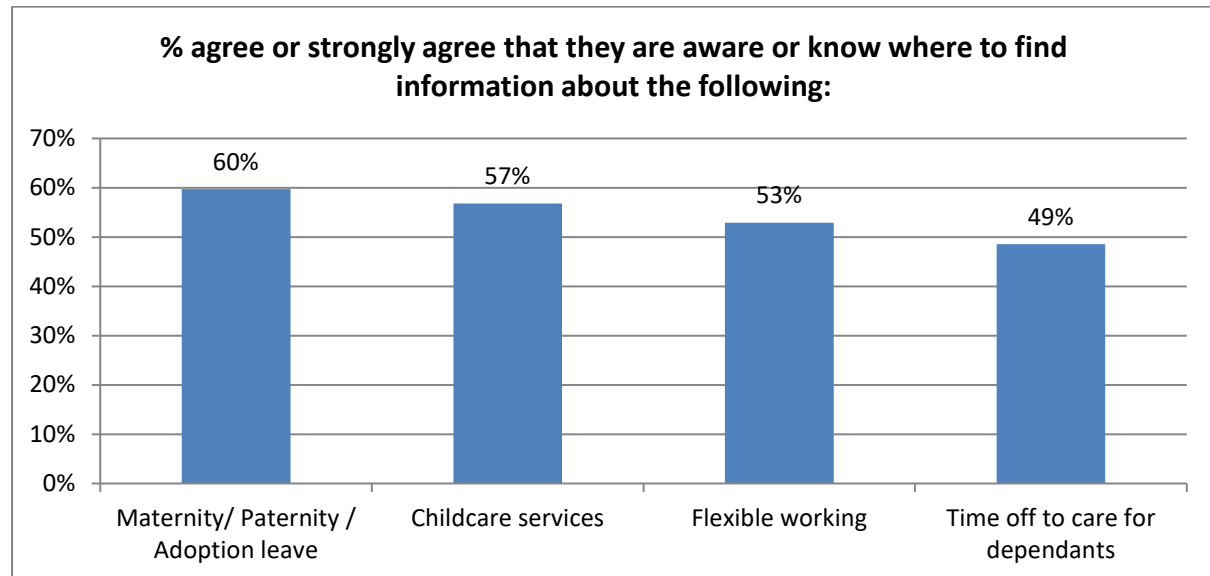
10.7% wish (or have wished in the past) that they could work part-time

Q62: only respondents who have answered 'wish...' got asked this question – 38 respondents



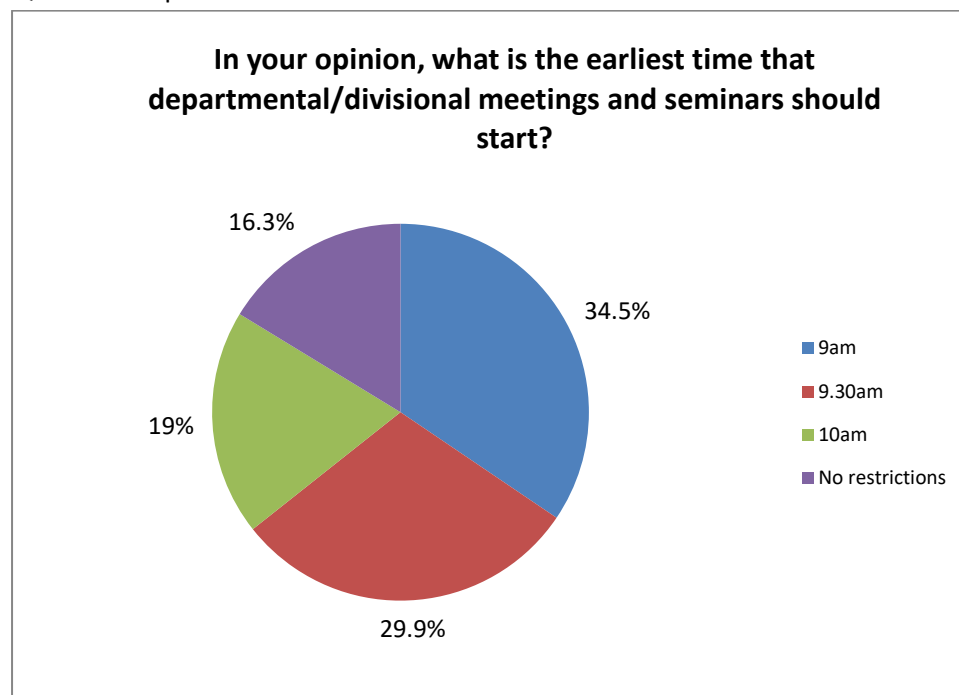
Q63-Q71 Family-Friendly Policies

Q63: 412 respondents

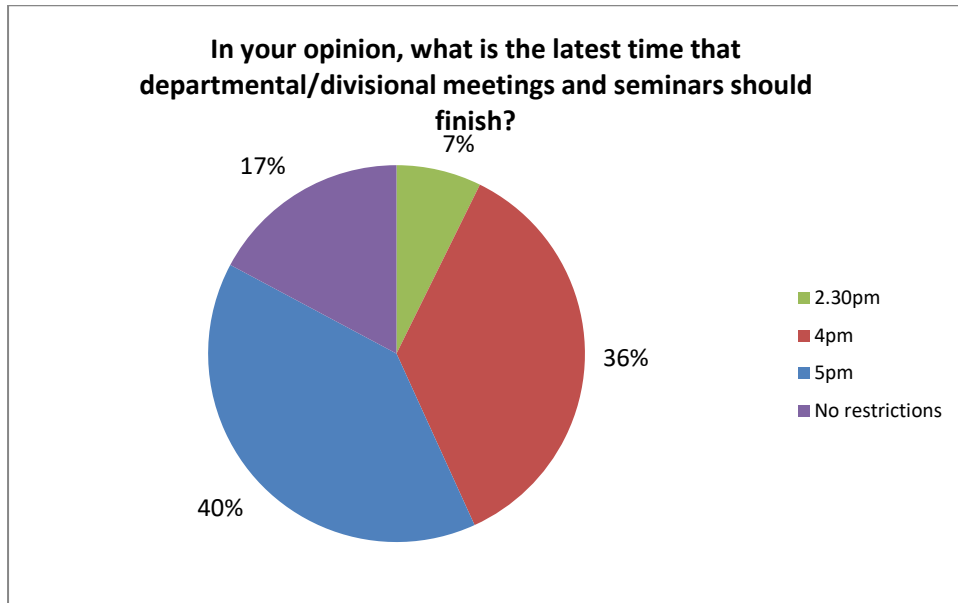


Sex was a significant factor in how the respondents answered, with significantly more women and fewer males than expected answering aware: maternity/paternity/adoption leave (chi-square test; p value $0.0007 < 0.01$), childcare services (chi-square test; p value $0.012 < 0.05$), flexible working (chi-square test; p value $0.019 < 0.05$), and time off to care for dependants (chi-square test; p value $0.0013 < 0.01$).

Q64: 412 respondents



Q65: 412 respondents



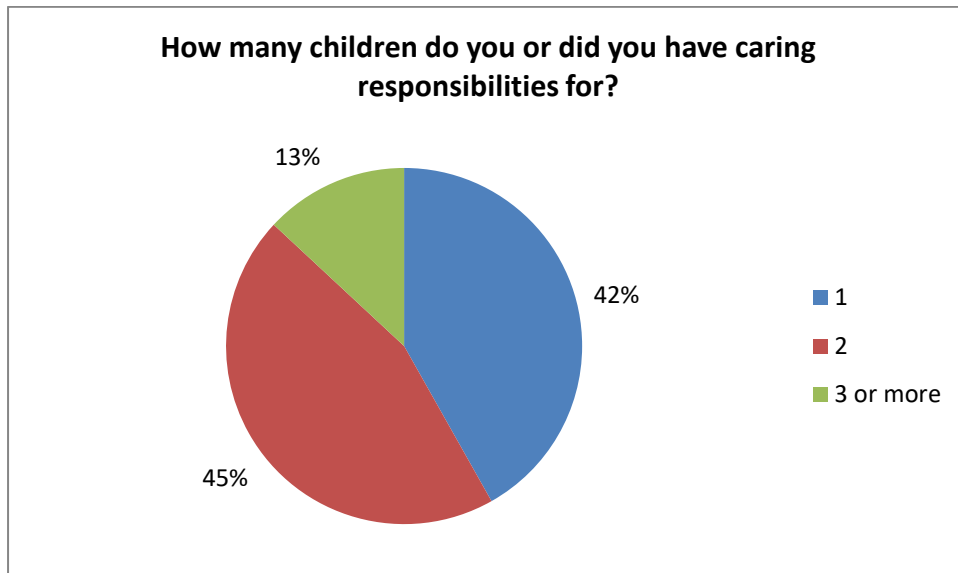
Q66: Routing question – Q67-71 only answered by those who have dependents or have had dependents in the last 5 years (172 respondents)

Q67: How many adults do you or did you have caring responsibility for?

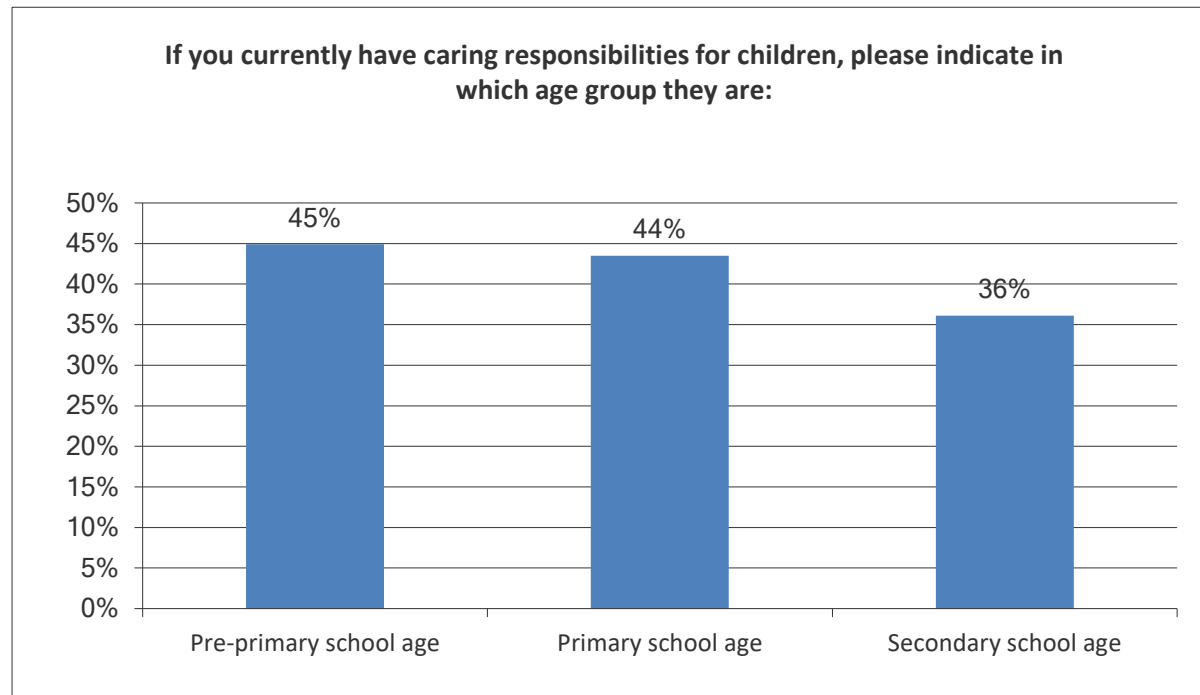
28 respondents indicated 1 adult

5 respondents indicated 2 adults

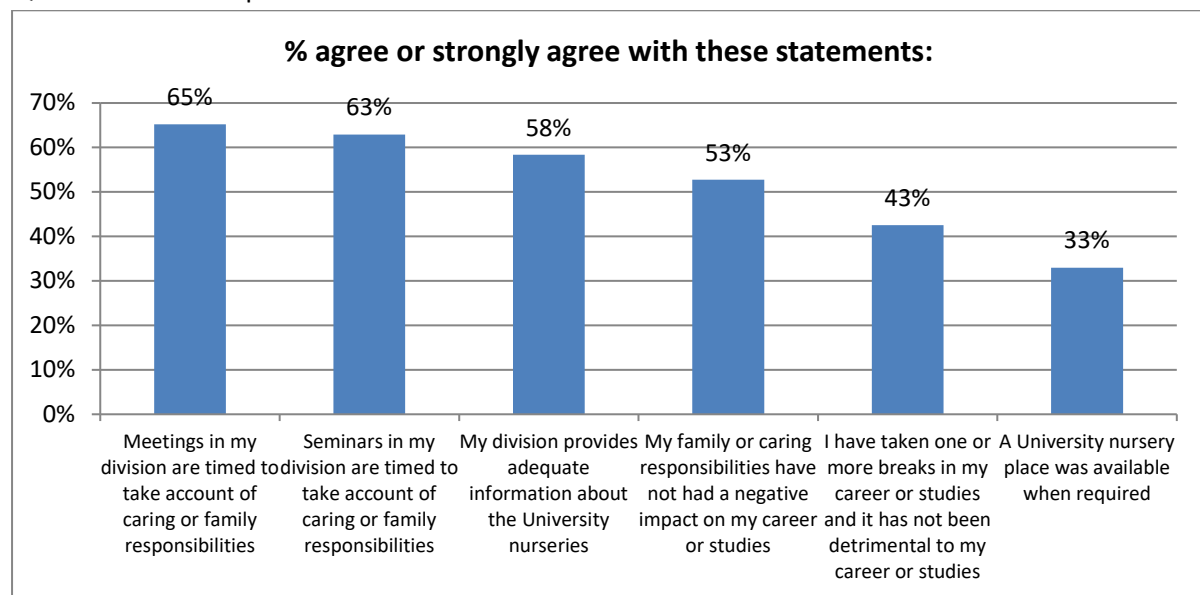
Q68: 153 respondents



Q69: 147 respondents

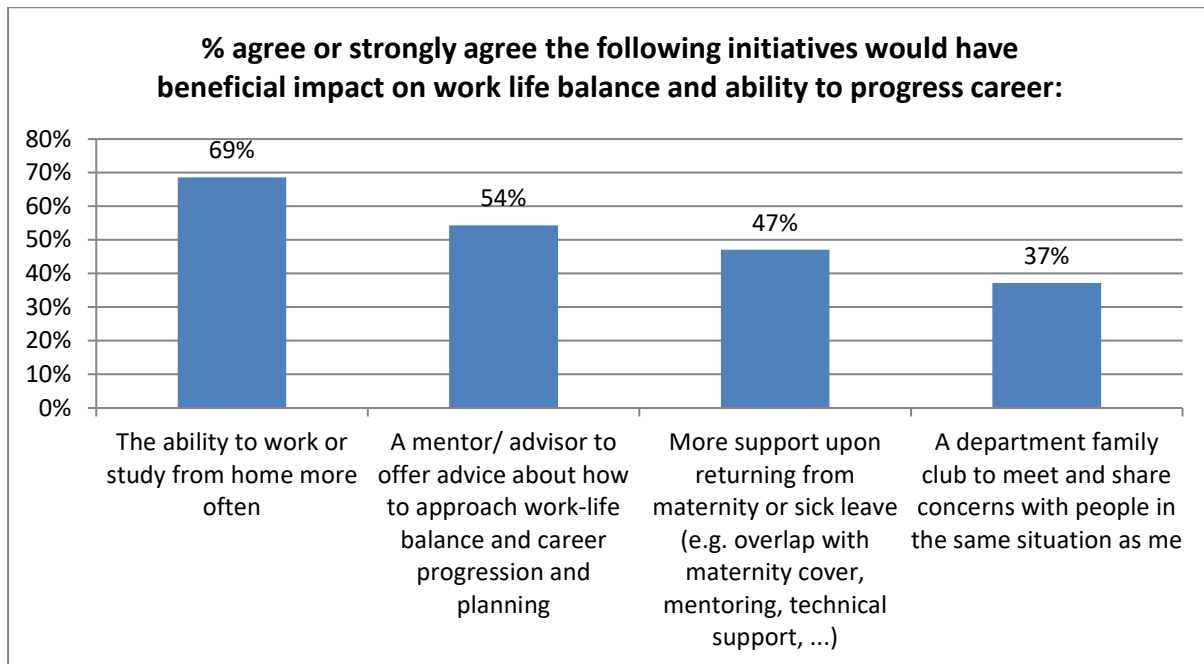


Q70: number of respondents varied for each statement



Sex was a significant factor in how the respondents answered 'Meetings in my division are timed to take account of caring or family responsibilities', but not for the other answers. Significantly more women and fewer males than expected agreed with this statement (chi-square test; p value $0.035 < 0.05$).

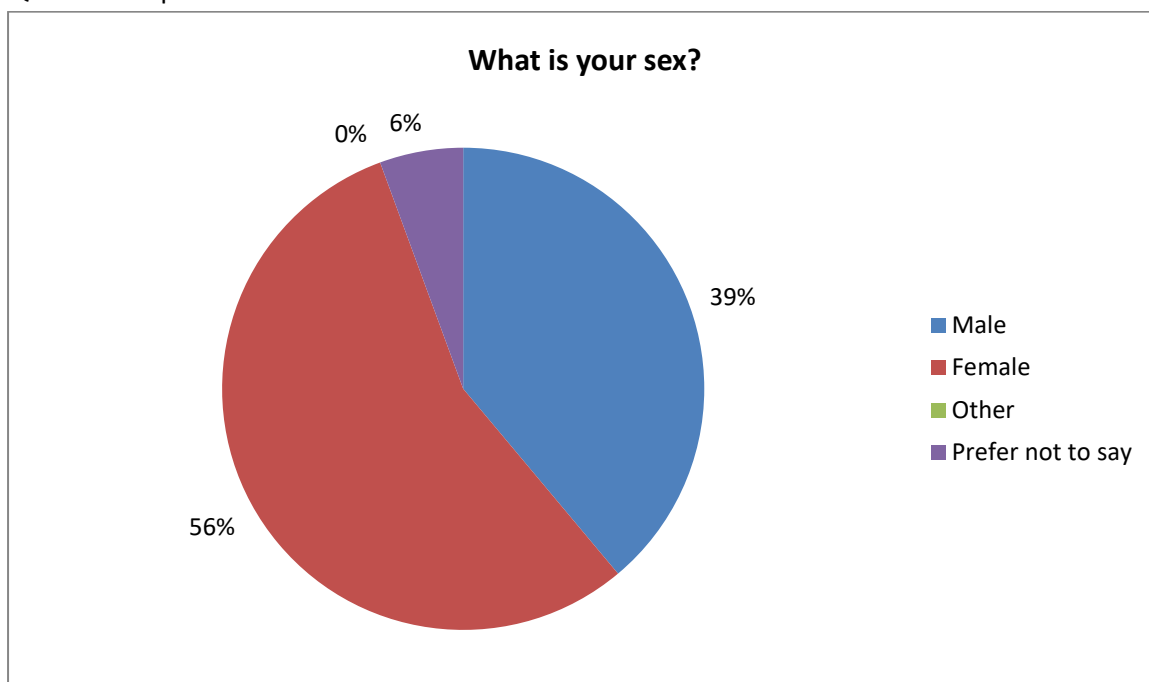
Q71: number of respondents varied for each statement



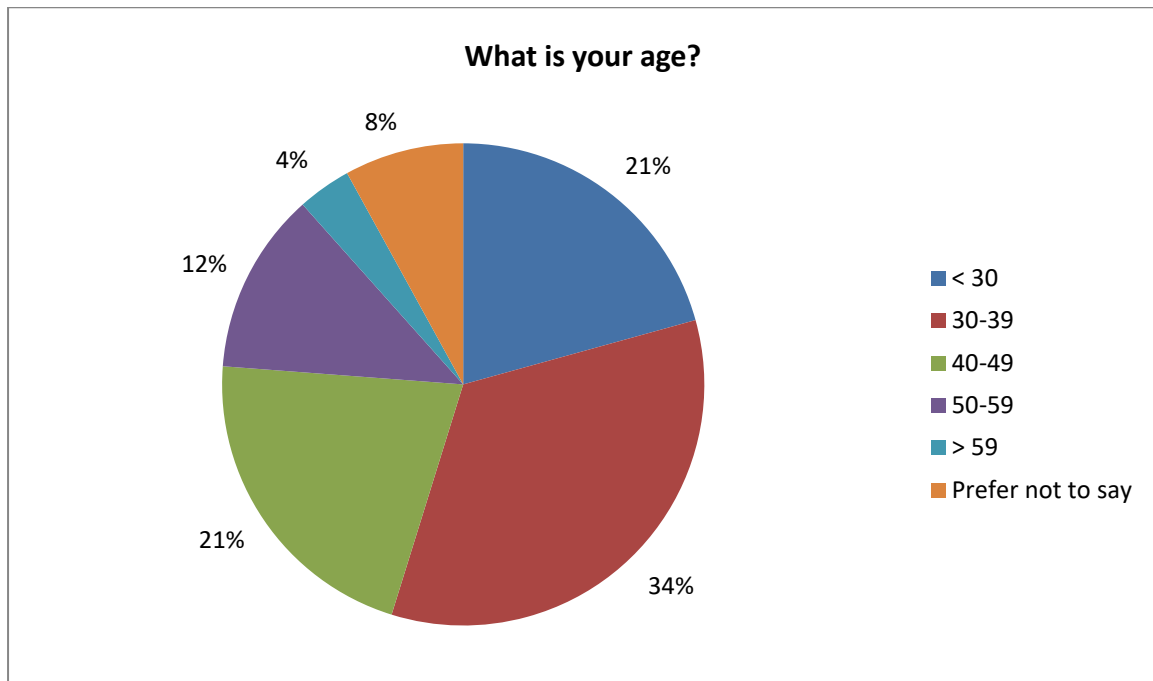
Sex was a significant factor in how the respondents answered 'A mentor/ advisor to offer advice about how to approach work-life balance and career progression and planning', but not for the other answers. Significantly more males and fewer females than expected agreed with this statement (chi-square test; p value $0.0028 < 0.01$).

Q72-Q81 About you

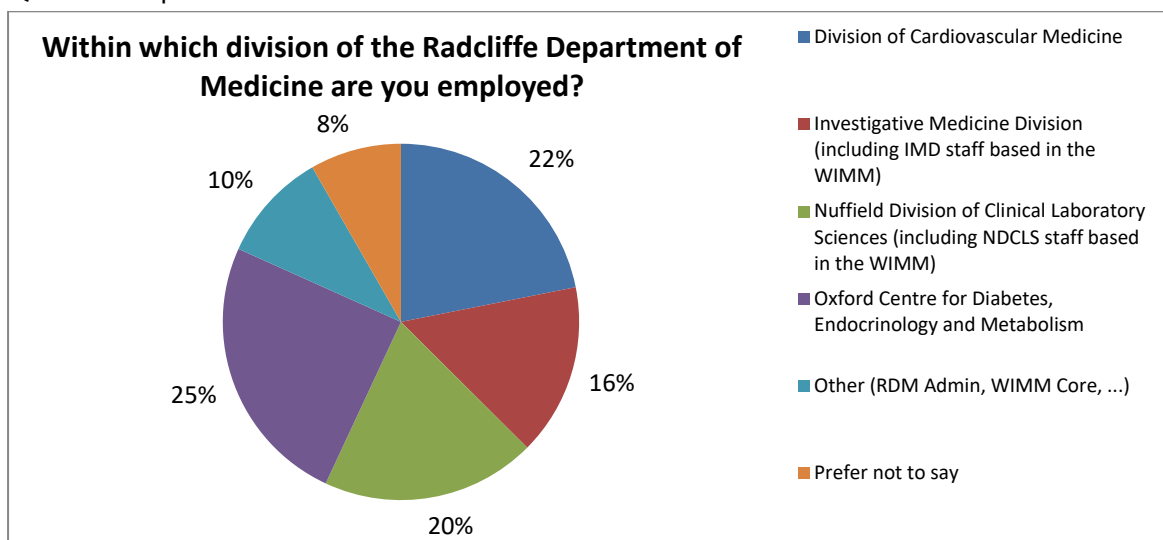
Q72: 411 respondents



Q73: 411 respondents



Q74: 411 respondents



Estimated response rate for each division, based on estimated staff and student numbers (CoreHR PERDEP01 staff in post report & all RDM students list provided by the graduate studies administrator). The NDCLS and IMD response rates are likely to be slight under-estimates, as it is likely that some WIMM respondents have selected 'other'.

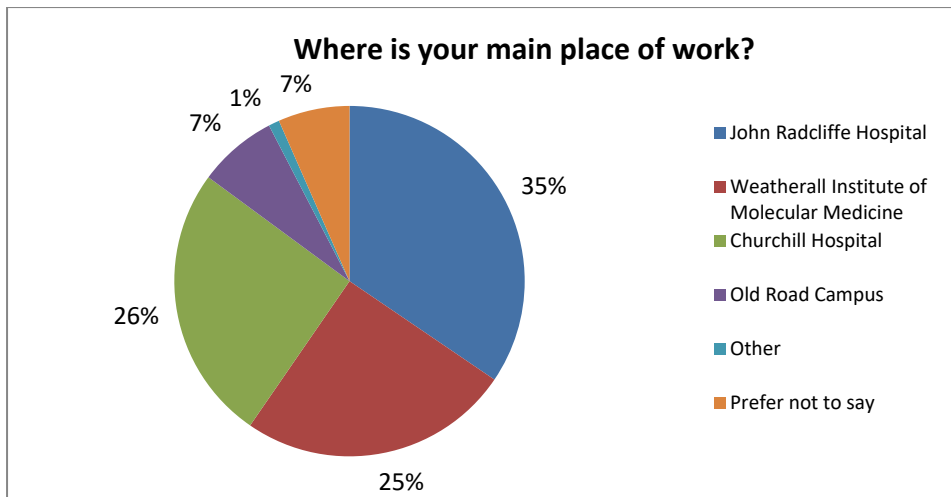
CVM: 57% (90 out 158)

IMD: 53% (64 out of 120)

NDCLS: 34% (80 out of 233)

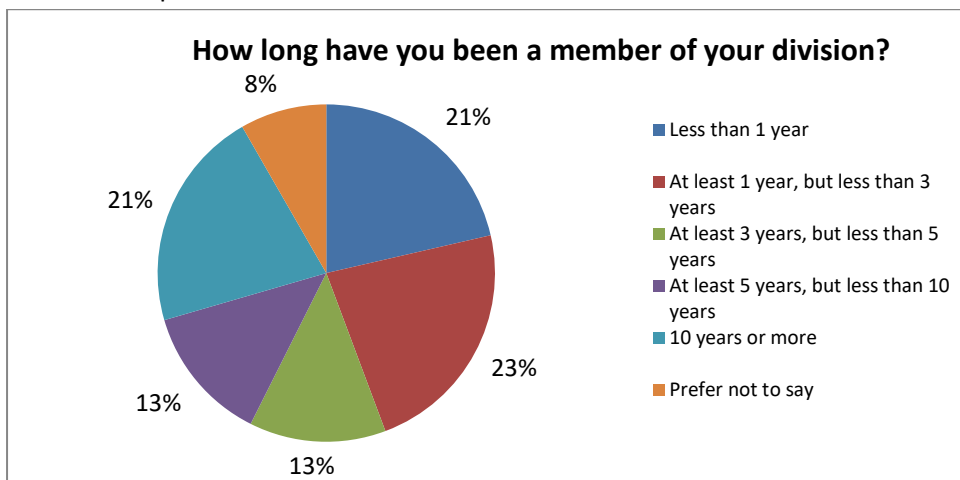
OCDEM: 85% (102 out of 122)

Q75: 411 respondents

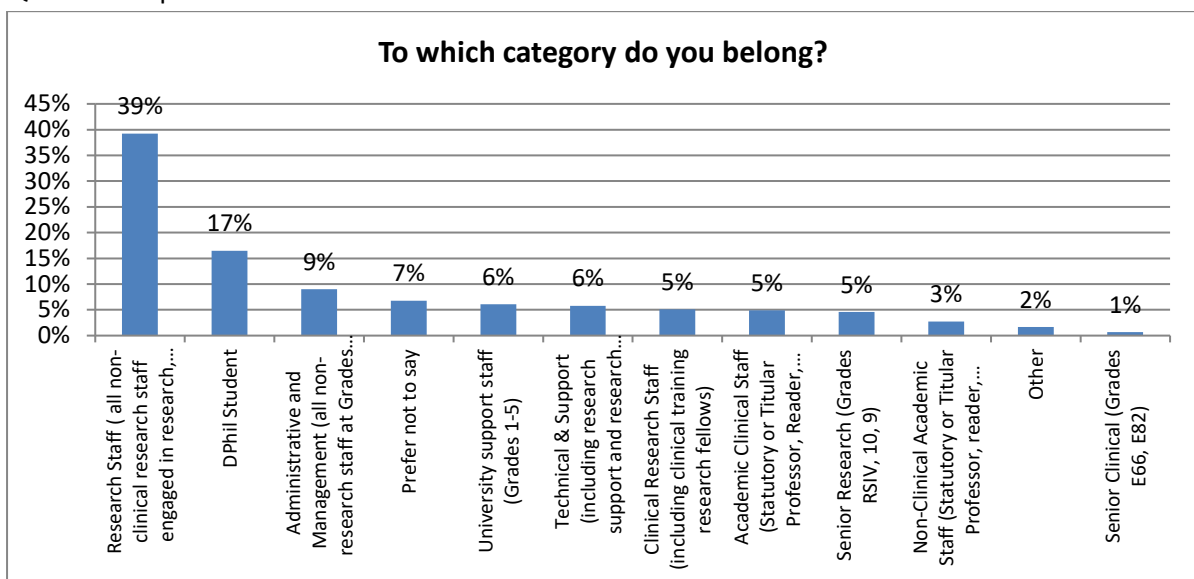


103 respondents from the WIMM

Q76: 411 respondents

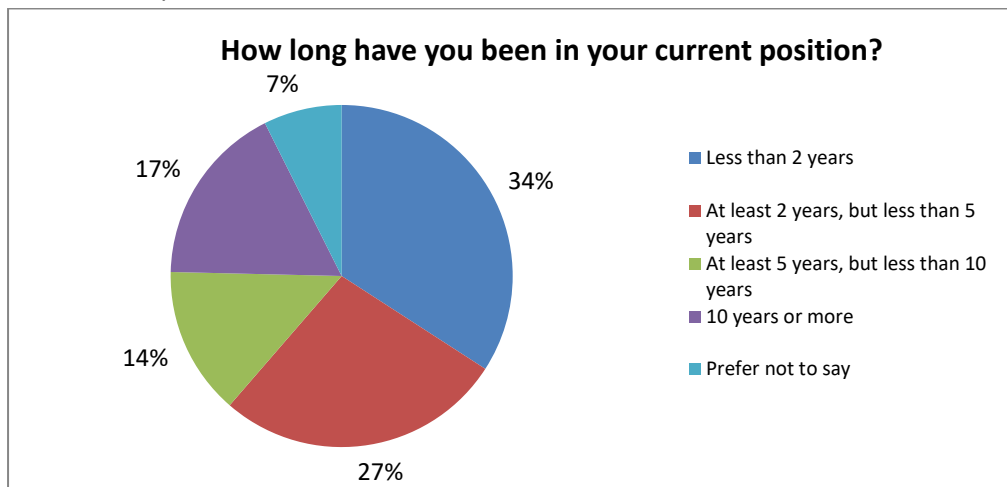


Q77: 411 respondents

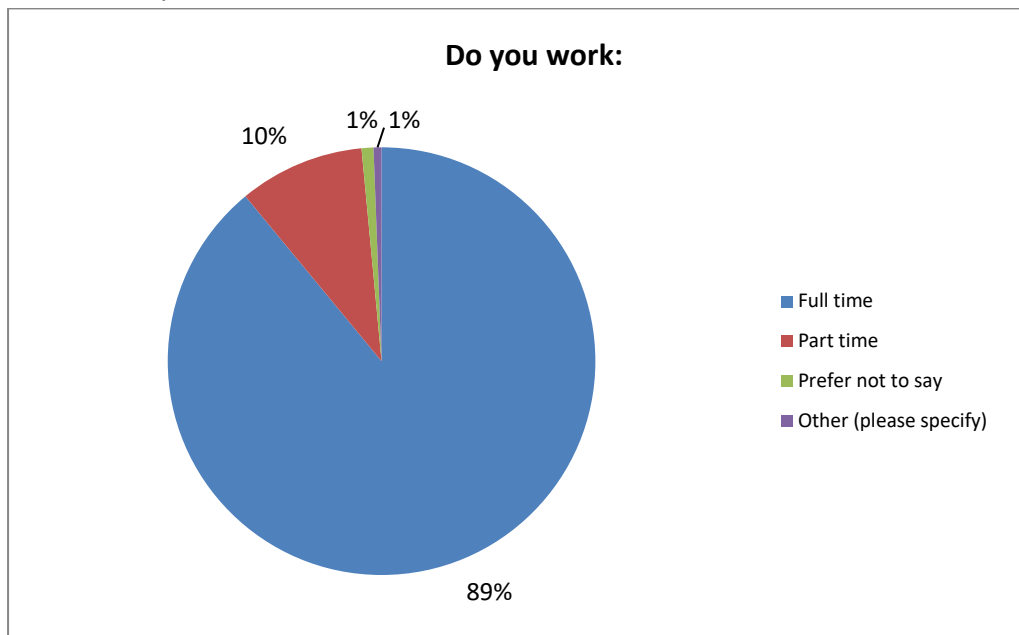


Q78: Routing question

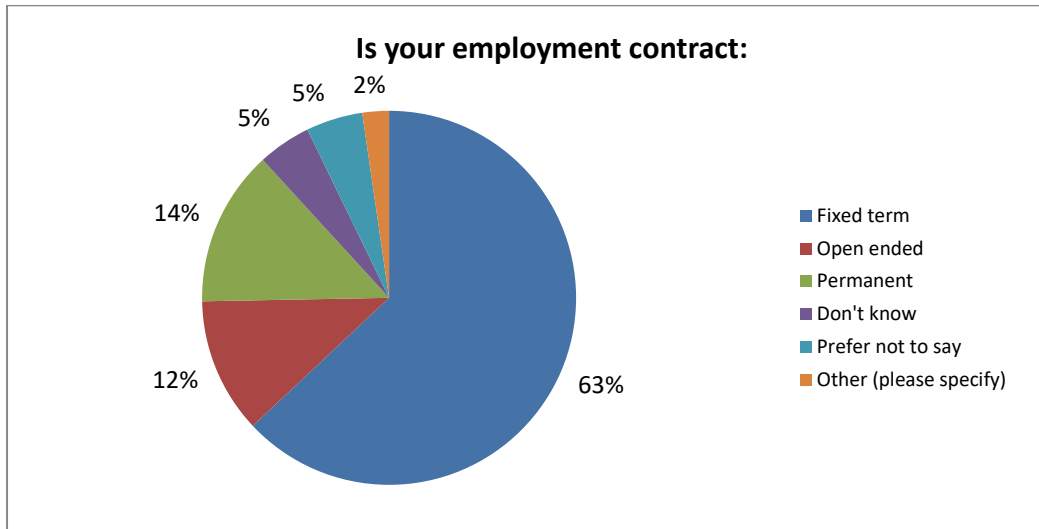
Q79: 349 respondents



Q80: 349 respondents



Q81: 349 respondents



Q82-Q84 Final Questions

Q82: Comments about RDM

Q83: Comments about RDM

Q84: 410 respondents

