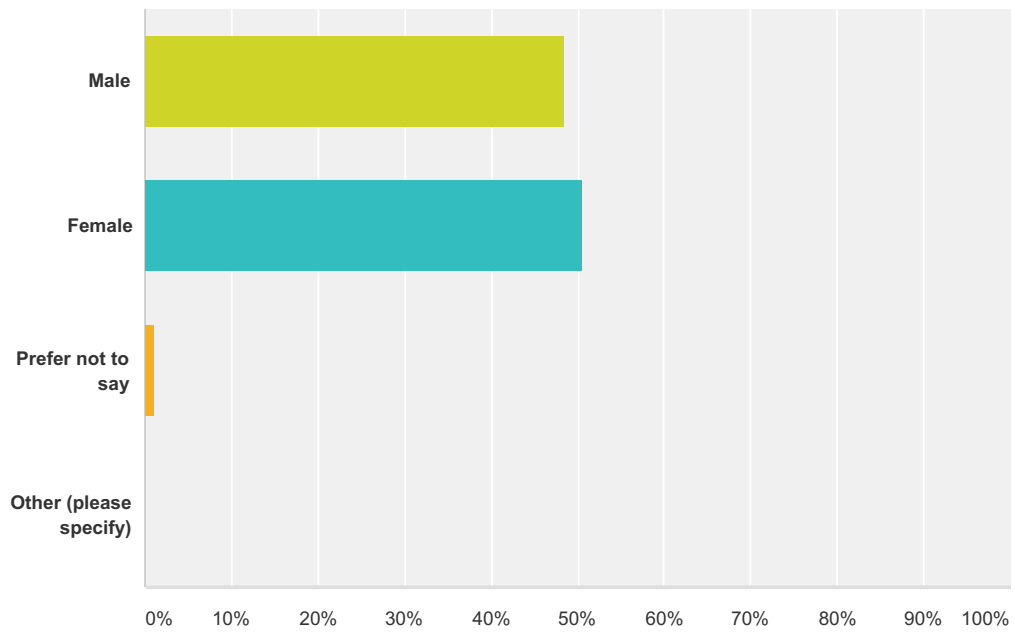


Q1 Do you identify as?

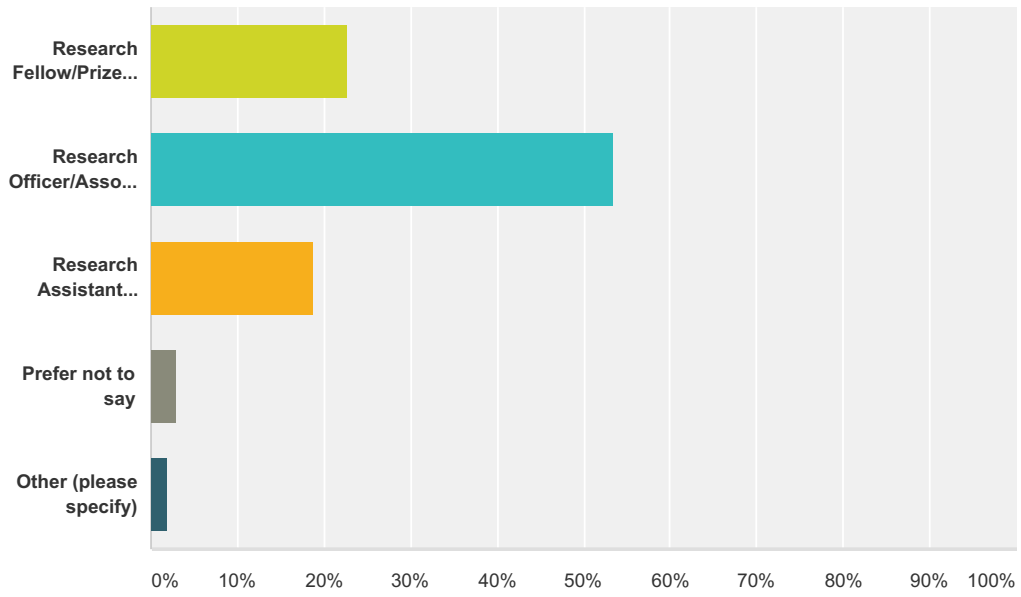
Answered: 101 Skipped: 0



Answer Choices	Responses
Male	48.51% 49
Female	50.50% 51
Prefer not to say	0.99% 1
Other (please specify)	0.00% 0
Total	101

Q2 What is your current role?

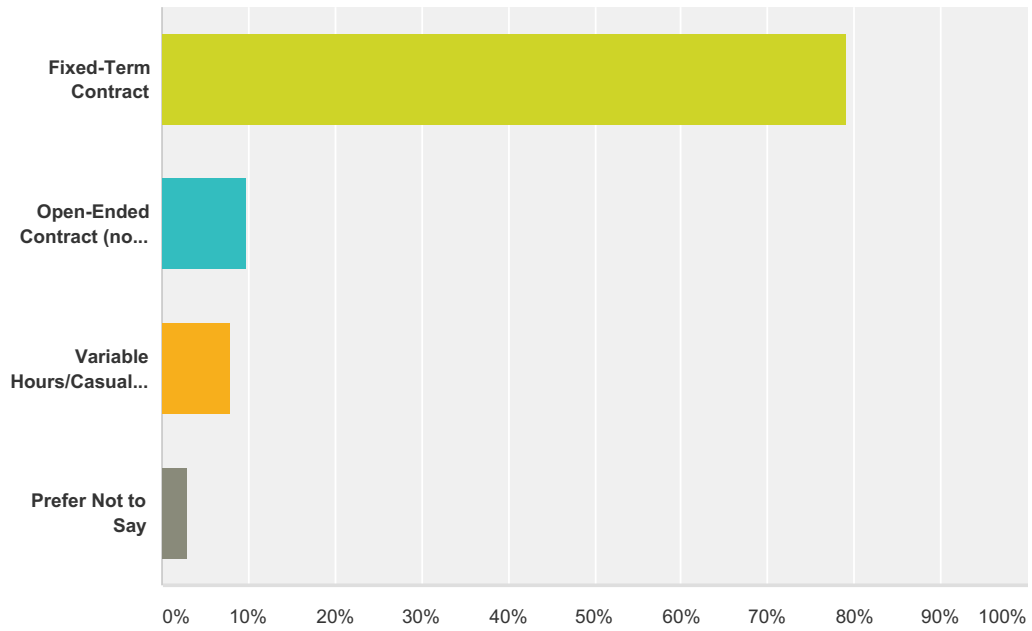
Answered: 101 Skipped: 0



Answer Choices	Responses	
Research Fellow/Prize Fellow (Grade 8)	22.77%	23
Research Officer/Associate/KTP Associate (Grade 7)	53.47%	54
Research Assistant (Grade 6)	18.81%	19
Prefer not to say	2.97%	3
Other (please specify)	1.98%	2
Total		101

Q3 Are you on a

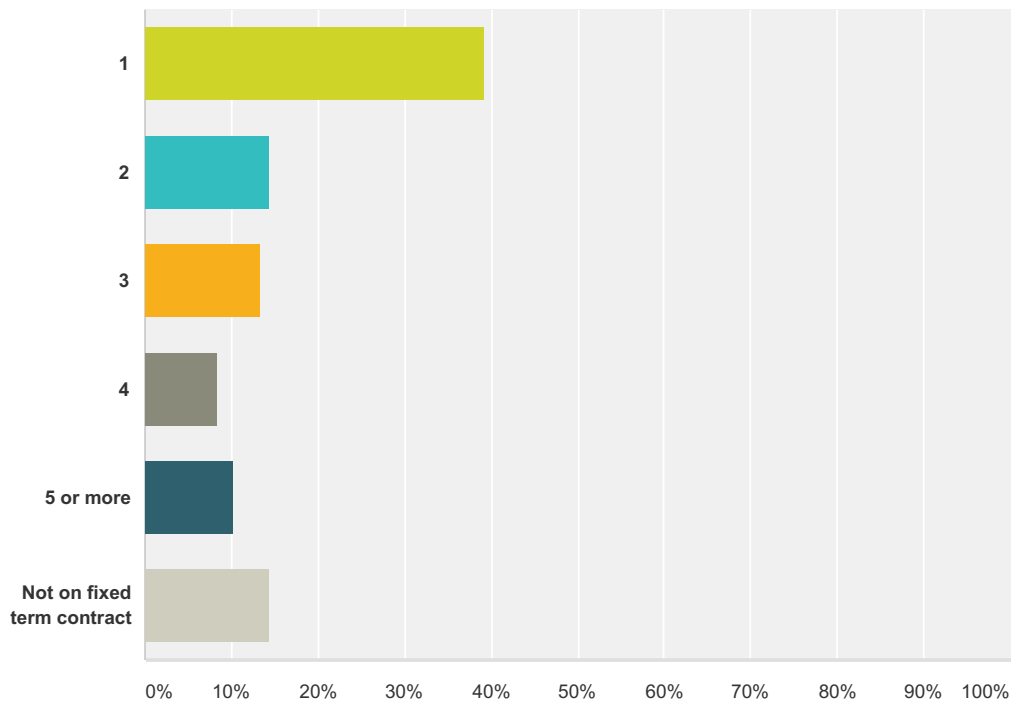
Answered: 101 Skipped: 0



Answer Choices	Responses
Fixed-Term Contract	79.21% 80
Open-Ended Contract (no specific end date)	9.90% 10
Variable Hours/Casual Contract	7.92% 8
Prefer Not to Say	2.97% 3
Total	101

Q4 If you are currently on a fixed term contract - how many have you been employed on at the University of Bath?

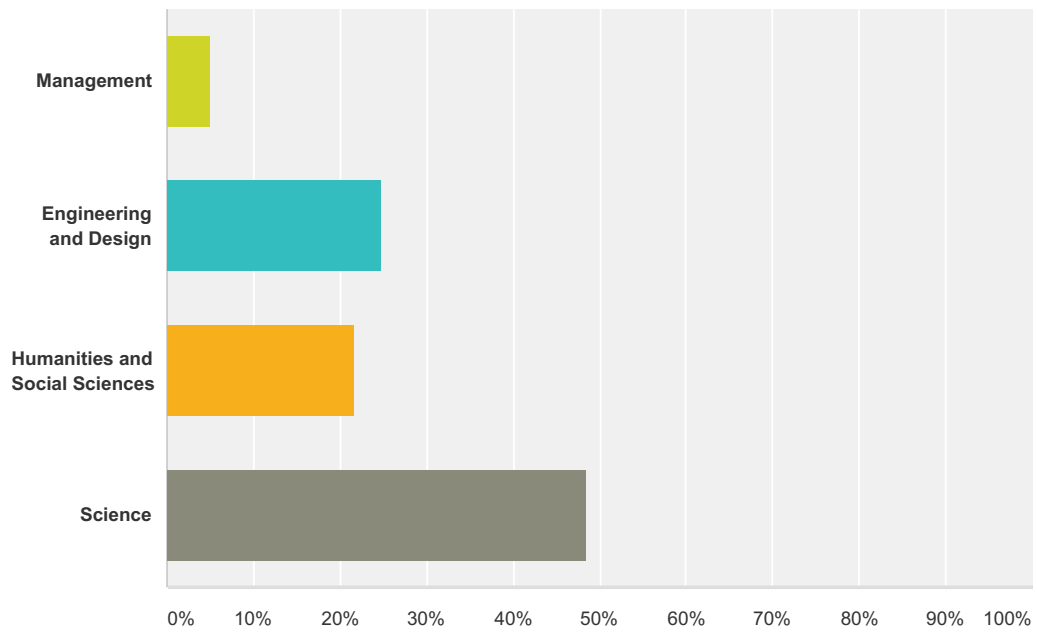
Answered: 97 Skipped: 4



Answer Choices	Responses
1	39.18% 38
2	14.43% 14
3	13.40% 13
4	8.25% 8
5 or more	10.31% 10
Not on fixed term contract	14.43% 14
Total	97

Q5 Which Faculty/School are you in?

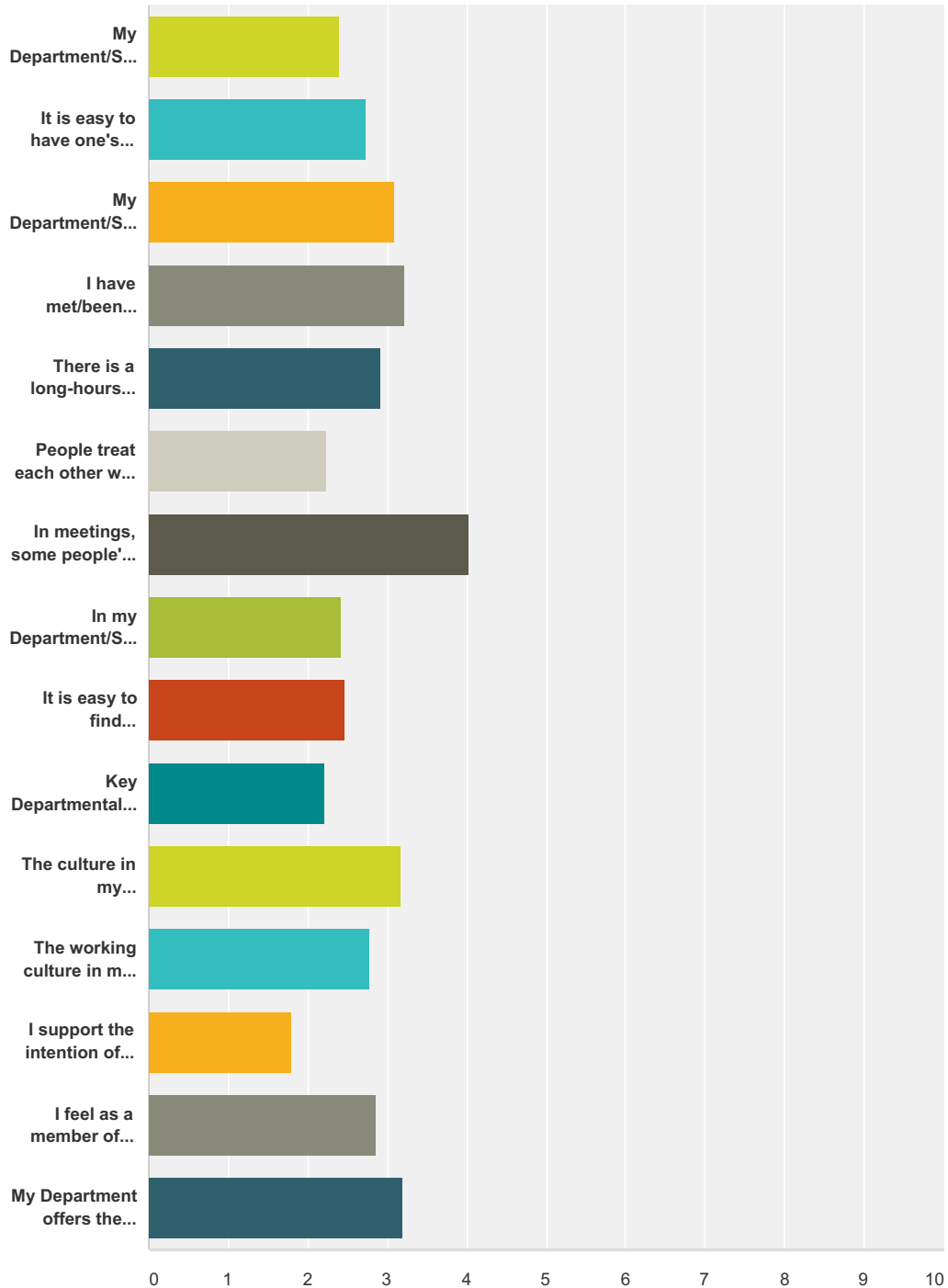
Answered: 101 Skipped: 0



Answer Choices	Responses
Management	4.95% 5
Engineering and Design	24.75% 25
Humanities and Social Sciences	21.78% 22
Science	48.51% 49
Total	101

Q6 Please indicate how much you agree or disagree with the following statements by clicking on the relevant box in each question.

Answered: 93 Skipped: 8



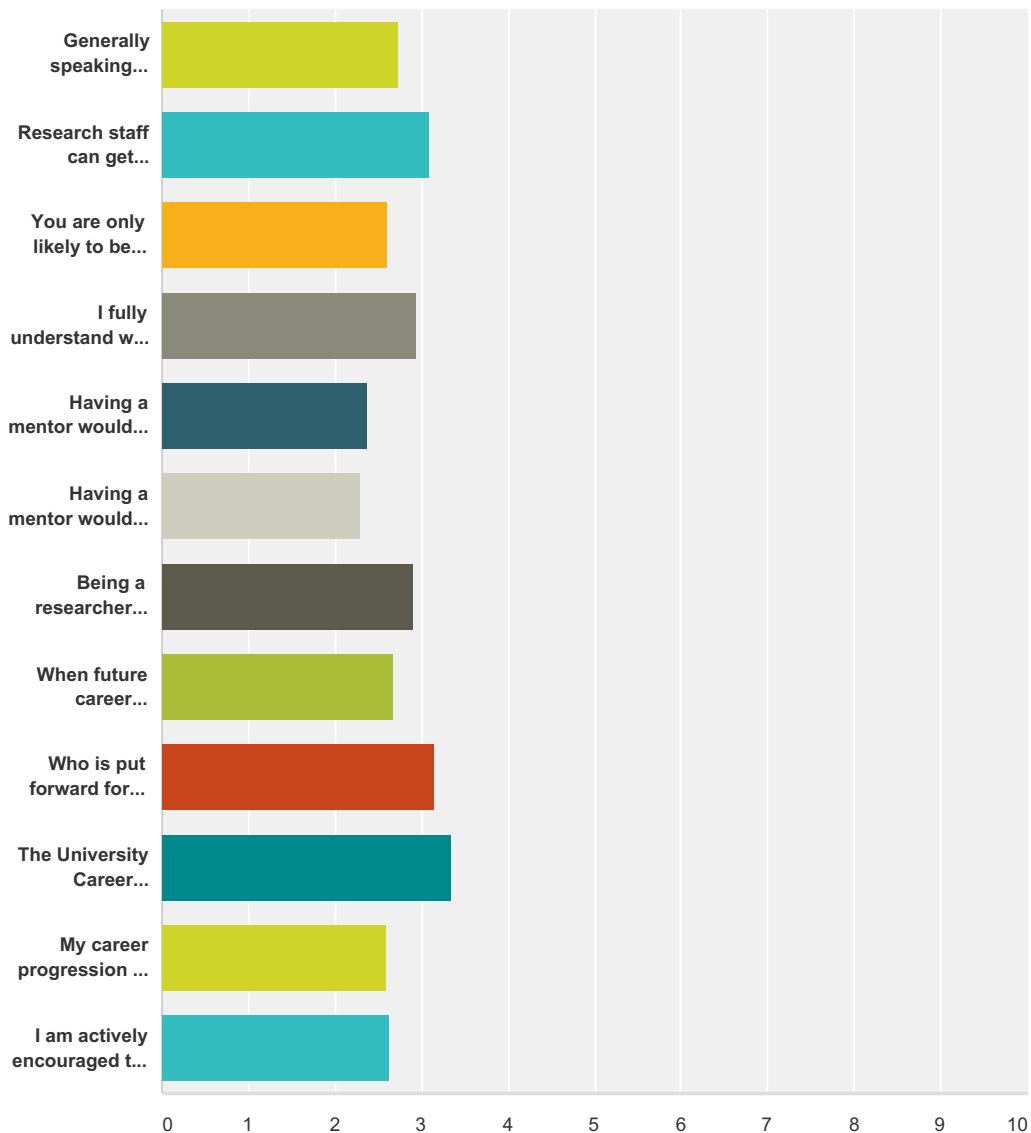
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
My Department/School has a very positive working culture	19.35% 18	43.01% 40	21.51% 20	10.75% 10	5.38% 5	0.00% 0	93	2.40

Research Fellows, Associates, Officers and Assistants - University Athena SWAN Survey

It is easy to have one's opinion heard in my Department/School	8.60% 8	31.18% 29	37.63% 35	18.28% 17	2.15% 2	2.15% 2	93	2.74
My Department/School has a researcher induction process which is followed	7.53% 7	27.96% 26	22.58% 21	24.73% 23	13.98% 13	3.23% 3	93	3.10
I have met/been invited to meet my Departments Research Staff Co-Ordinator	9.68% 9	26.88% 25	15.05% 14	27.96% 26	19.35% 18	1.08% 1	93	3.21
There is a long-hours culture in my Department/School	7.53% 7	21.51% 20	40.86% 38	25.81% 24	2.15% 2	2.15% 2	93	2.93
People treat each other with respect in my Department/School	20.43% 19	48.39% 45	20.43% 19	5.38% 5	4.30% 4	1.08% 1	93	2.24
In meetings, some people's contributions are treated in an inappropriate way	1.08% 1	3.23% 3	12.90% 12	52.69% 49	24.73% 23	5.38% 5	93	4.02
In my Department/School everybody is actively supported to go to conferences/seminars	10.75% 10	51.61% 48	24.73% 23	7.53% 7	4.30% 4	1.08% 1	93	2.42
It is easy to find opportunities to meet colleagues	15.05% 14	39.78% 37	26.88% 25	11.83% 11	3.23% 3	3.23% 3	93	2.47
Key Departmental/School meetings are timed so that everyone can attend them	12.90% 12	50.54% 47	29.03% 27	2.15% 2	0.00% 0	5.38% 5	93	2.22
The culture in my Department/School is a very traditional one compared with other departments in my discipline around the country	1.08% 1	10.75% 10	54.84% 51	23.66% 22	3.23% 3	6.45% 6	93	3.18
The working culture in my Department/School could be much better than it is	16.13% 15	23.66% 22	31.18% 29	22.58% 21	5.38% 5	1.08% 1	93	2.77
I support the intention of Athena SWAN to achieve gender balance in my department/School	48.39% 45	31.18% 29	13.98% 13	2.15% 2	3.23% 3	1.08% 1	93	1.79
I feel as a member of research staff that my contributions are appreciated in the Department	7.53% 7	32.26% 30	36.56% 34	12.90% 12	9.68% 9	1.08% 1	93	2.85
My Department offers the opportunity for research staff to have the same format of personal profile webpages as academic staff	10.75% 10	19.35% 18	23.66% 22	21.51% 20	19.35% 18	5.38% 5	93	3.20

Q7 Please indicate how much you agree or disagree with the following statements by clicking on the relevant box in each question.

Answered: 82 Skipped: 19



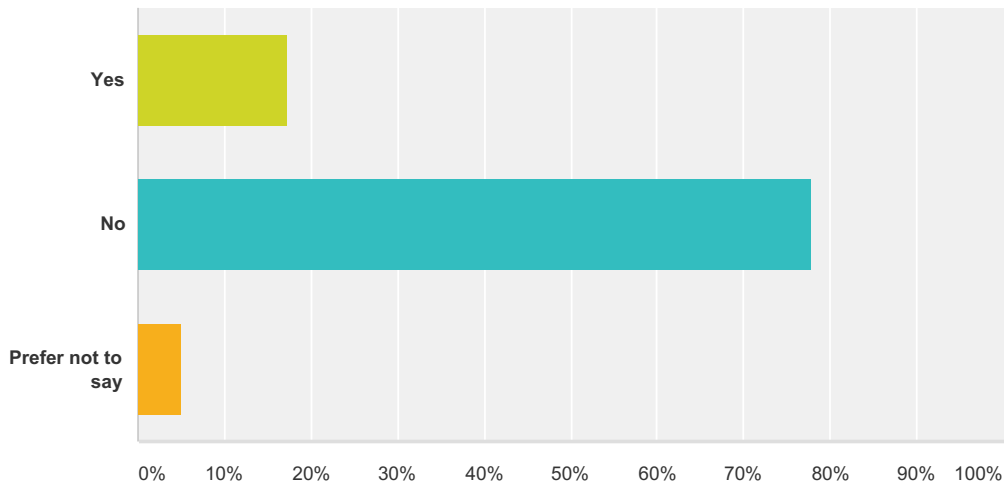
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Generally speaking researchers in the Department/School have been made aware of the recent lectureship vacancies in my Department/School.	10.98% 9	35.37% 29	24.39% 20	14.63% 12	8.54% 7	6.10% 5	82	2.73
Research staff can get appointed to a lecturing positions even if their Department/School already has a lot of internal appointees.	6.10% 5	17.07% 14	37.80% 31	17.07% 14	9.76% 8	12.20% 10	82	3.08
You are only likely to be successful in getting appointed as a lecturer if your Principal Investigator or other senior members in the Department/School actively invite you to apply	14.63% 12	26.83% 22	32.93% 27	9.76% 8	6.10% 5	9.76% 8	82	2.62

Research Fellows, Associates, Officers and Assistants - University Athena SWAN Survey

I fully understand what is required for me to be appointed as a member of academic staff	11.11% 9	32.10% 26	13.58% 11	33.33% 27	7.41% 6	2.47% 2	81	2.94
Having a mentor would improve people's chances of getting appointed to a lecturing position	14.81% 12	43.21% 35	29.63% 24	7.41% 6	2.47% 2	2.47% 2	81	2.38
Having a mentor would improve people's chances of getting appointed to a research fellow position	14.63% 12	47.56% 39	28.05% 23	6.10% 5	1.22% 1	2.44% 2	82	2.30
Being a researcher co-investigator on research council grants is encouraged in my Department/School	7.32% 6	26.83% 22	36.59% 30	15.85% 13	8.54% 7	4.88% 4	82	2.91
When future career progression opportunities are evaluated your achievements are compared with those of exceptional workaholics	13.41% 11	21.95% 18	40.24% 33	12.20% 10	3.66% 3	8.54% 7	82	2.68
Who is put forward for their next career step should be determined by a group of senior academics in my Department/School	8.54% 7	19.51% 16	26.83% 22	32.93% 27	9.76% 8	2.44% 2	82	3.16
The University Career Progression Document assists me in understanding the requirements for career progression	1.22% 1	12.20% 10	32.93% 27	30.49% 25	6.10% 5	17.07% 14	82	3.34
My career progression and future plans are discussed at my Staff Development and Performance Review.	18.29% 15	35.37% 29	13.41% 11	12.20% 10	10.98% 9	9.76% 8	82	2.58
I am actively encouraged to undertake training in my role as a researcher	15.85% 13	37.80% 31	19.51% 16	15.85% 13	8.54% 7	2.44% 2	82	2.63

Q8 Do you participate in the University's mentoring scheme?

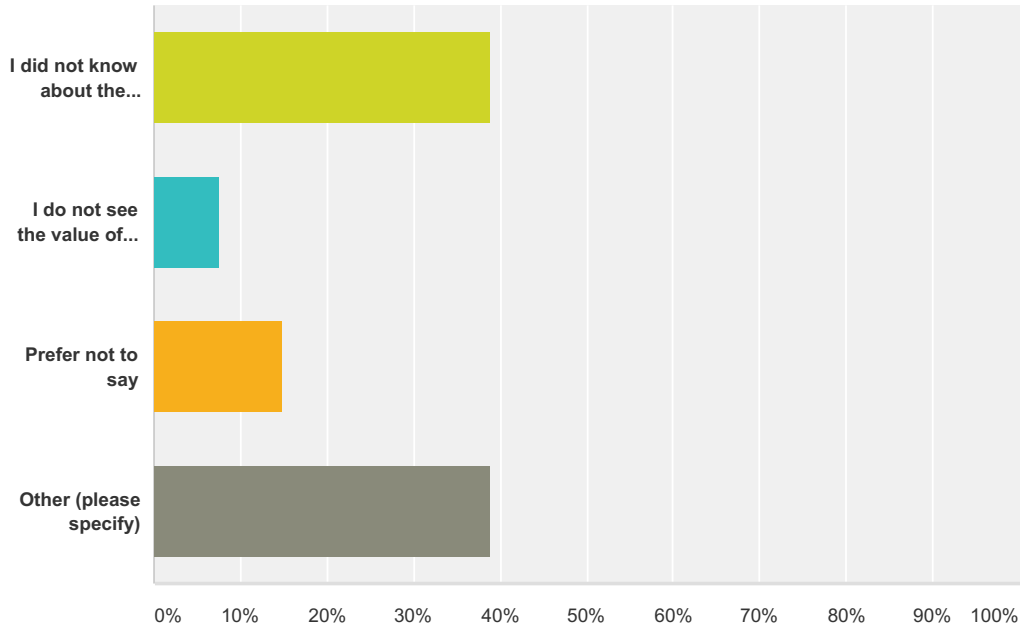
Answered: 81 Skipped: 20



Answer Choices	Responses	
Yes	17.28%	14
No	77.78%	63
Prefer not to say	4.94%	4
Total		81

Q9 You stated that you do not participate (or preferred not to say) in the University mentoring scheme. Please let us know your reasons

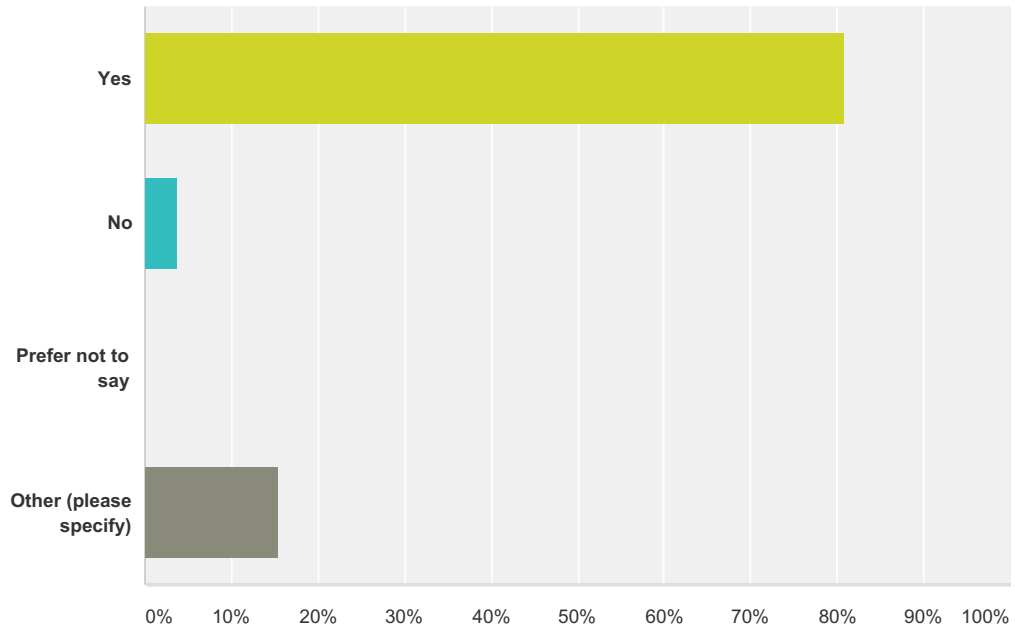
Answered: 67 Skipped: 34



Answer Choices	Responses
I did not know about the scheme	38.81% 26
I do not see the value of having a mentor	7.46% 5
Prefer not to say	14.93% 10
Other (please specify)	38.81% 26
Total	67

Q10 If you had known about the mentoring scheme - would you be interested in having or being a mentor?

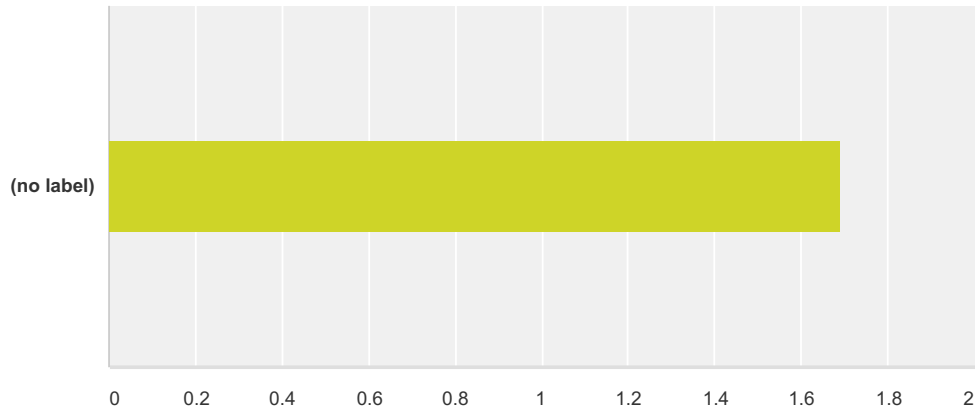
Answered: 26 Skipped: 75



Answer Choices	Responses	
Yes	80.77%	21
No	3.85%	1
Prefer not to say	0.00%	0
Other (please specify)	15.38%	4
Total		26

Q11 The mentoring scheme has been of help to me

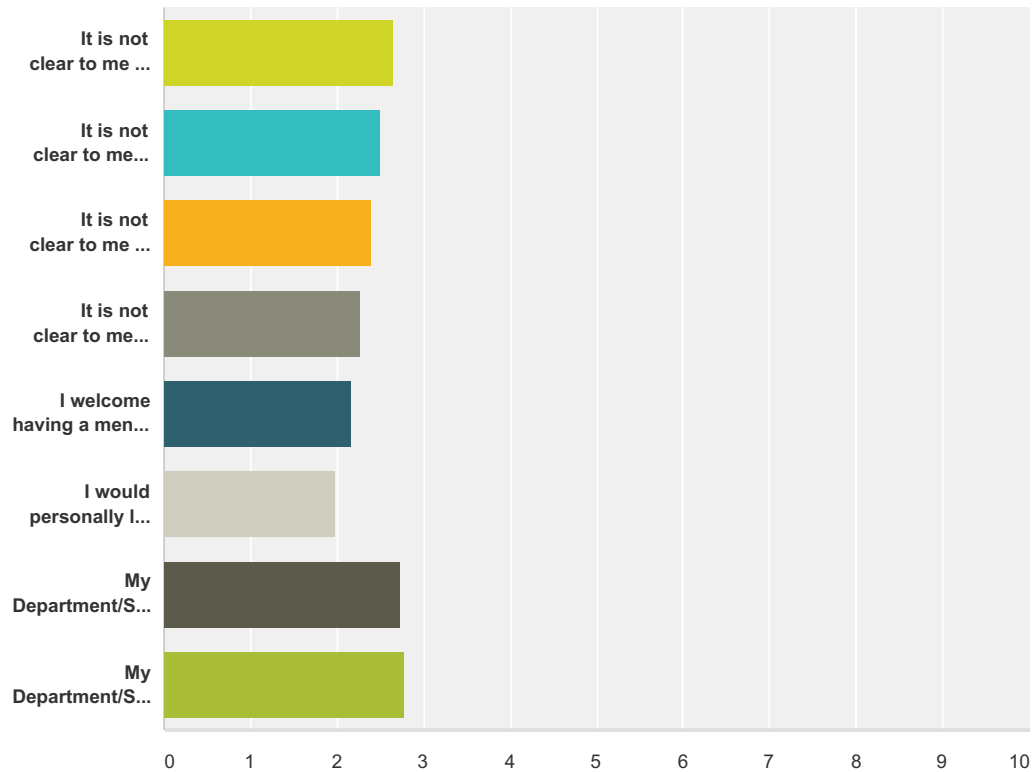
Answered: 14 Skipped: 87



	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
(no label)	42.86% 6	42.86% 6	0.00% 0	7.14% 1	0.00% 0	7.14% 1	14	1.69

Q12 Please indicate how much you agree or disagree with the following statements by clicking on the relevant box in each question.

Answered: 78 Skipped: 23



	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
It is not clear to me how you get on to important committees in the Department/School	11.54% 9	39.74% 31	24.36% 19	17.95% 14	5.13% 4	1.28% 1	78	2.65
It is not clear to me what Department/School Committees would be useful for me to be a member of	10.26% 8	51.28% 40	17.95% 14	17.95% 14	2.56% 2	0.00% 0	78	2.51
It is not clear to me how you get on to important committees within the University.	14.10% 11	53.85% 42	11.54% 9	19.23% 15	1.28% 1	0.00% 0	78	2.40
It is not clear to me what University Committees would be useful for me to be a member of	15.38% 12	56.41% 44	14.10% 11	12.82% 10	1.28% 1	0.00% 0	78	2.28
I welcome having a mentor to help me advance my influence in the Department/School/Institution	23.08% 18	37.18% 29	24.36% 19	7.69% 6	0.00% 0	7.69% 6	78	2.18
I would personally like to have more insight into how the Department/School manage career progression for research staff	25.64% 20	55.13% 43	12.82% 10	3.85% 3	1.28% 1	1.28% 1	78	1.99
My Department/School encourages research staff to be involved with teaching, supervising undergraduate projects etc.	12.82% 10	34.62% 27	25.64% 20	16.67% 13	8.97% 7	1.28% 1	78	2.74
My Department/School encourages post doctoral research staff to assist with PhD supervision	7.69% 6	38.46% 30	24.36% 19	16.67% 13	7.69% 6	5.13% 4	78	2.77

Q13 List up to three things that you believe contribute positively to the workplace culture in your Department/School for research staff (examples of areas you may want to consider are training and development, social space, social events). If you do not wish to comment please enter n/a.

Answered: 77 Skipped: 24

Answer Choices	Responses
Positive workplace culture 1	100.00% 77
Positive workplace culture 2	84.42% 65
Positive workplace culture 3	67.53% 52

Q14 List up to three actions which you believe would improve the workplace culture in your Department/School for research staff. If you have no actions please enter n/a.

Answered: 77 Skipped: 24

Answer Choices	Responses	
Cultural improvement action 1	100.00%	77
Cultural improvement action 2	77.92%	60
Cultural improvement action 3	66.23%	51

Q15 For the improvement actions you have listed above, what would you do to achieve your desired outcome? (Please provide some solutions for your ideas)

Answered: 63 Skipped: 38

Answer Choices	Responses	
Cultural improvement solution 1	100.00%	63
Cultural improvement solution 2	76.19%	48
Cultural improvement solution 3	61.90%	39

Q16 List up to three things that you believe contribute positively to the workplace culture for researchers which is outside of your specific Department/School (examples of areas you may want to consider are mentoring, professional development, learning and teaching support, social space, social events). If you do not wish to comment please enter n/a.

Answered: 77 Skipped: 24

Answer Choices	Responses
University positive workplace culture 1	100.00% 77
University positive workplace culture 2	66.23% 51
University positive workplace culture 3	59.74% 46

Q17 List up to three actions which you believe would improve the culture within the University for research staff. If you have no actions please enter n/a.

Answered: 77 Skipped: 24

Answer Choices	Responses	
University cultural improvement action 1	100.00%	77
University cultural improvement action 2	68.83%	53
University cultural improvement action 3	58.44%	45

Q18 For the improvement actions you have listed above, what would you do to achieve your desired outcome? (Please provide some of your thoughts which could provide solutions for your ideas)

Answered: 61 Skipped: 40

Answer Choices	Responses	
University cultural improvement solution 1	100.00%	61
University cultural improvement solution 2	68.85%	42
University cultural improvement solution 3	60.66%	37

Q19 Please list up to three things which you believe contribute positively in assisting research staff with childcare provision.

Answered: 65 Skipped: 36

Answer Choices	Responses	
Childcare positive contribution 1	100.00%	65
Childcare positive contribution 2	67.69%	44
Childcare positive contribution 3	58.46%	38

Q20 List up to three actions which you believe would improve the childcare provision at Department/School and/or University level.

Answered: 57 Skipped: 44

Answer Choices	Responses	
Childcare improvement action 1	100.00%	57
Childcare improvement action 2	64.91%	37
Childcare improvement action 3	59.65%	34

Q21 For the childcare improvement actions you have listed above, what would you do to achieve your desired outcome? (Please provide up to three solutions for your ideas)

Answered: 52 Skipped: 49

Answer Choices	Responses	
Childcare improvement solution 1	100.00%	52
Childcare improvement solution 2	61.54%	32
Childcare improvement solution 3	59.62%	31

Q22 List up to three things that you believe contribute positively to assisting staff in your Department/School with caring responsibilities (e.g. elderly partners/family members).

Answered: 55 Skipped: 46

Answer Choices	Responses	
Positive caring 1	100.00%	55
Positive caring 2	63.64%	35
Positive caring 3	58.18%	32

Q23 List up to three actions which you believe would improve the support for staff with caring responsibilities at Department/School and/or University level.

Answered: 49 Skipped: 52

Answer Choices	Responses	
Caring improvement action 1	100.00%	49
Caring improvement action 2	63.27%	31
Caring improvement action 3	61.22%	30

Q24 For the caring improvement actions you have listed above, what would you do to achieve your desired outcome? Please provide up to three solutions for your ideas.

Answered: 46 Skipped: 55

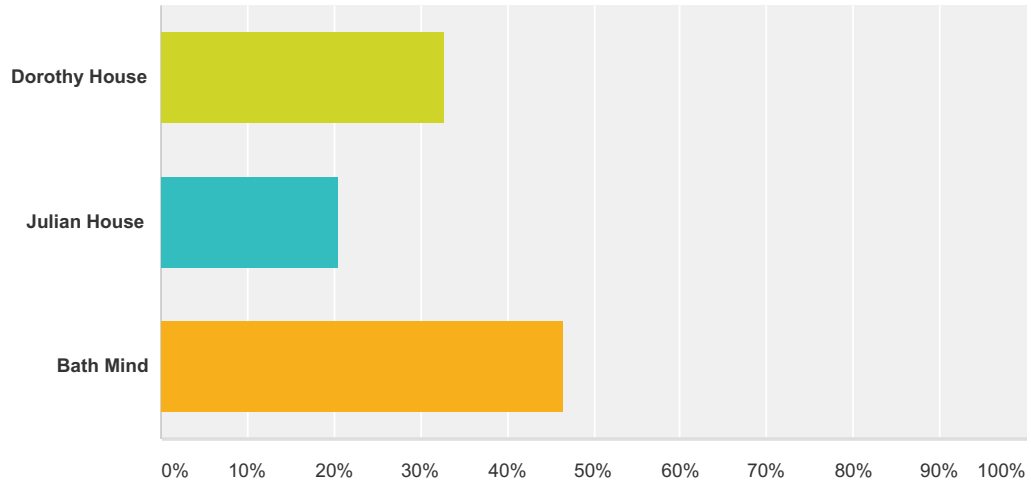
Answer Choices	Responses	
Caring improvement solution 1	100.00%	46
Caring improvement solution 2	65.22%	30
Caring improvement solution 3	63.04%	29

Q25 Final Question - If there is anything else that you would like to tell us about the climate and culture here at Bath please use this space

Answered: 31 Skipped: 70

Q26 Remember, for every survey submitted the University donates £1.00 to charity. Please choose between the following charities

Answered: 73 Skipped: 28



Answer Choices	Responses	
Dorothy House	32.88%	24
Julian House	20.55%	15
Bath Mind	46.58%	34
Total		73