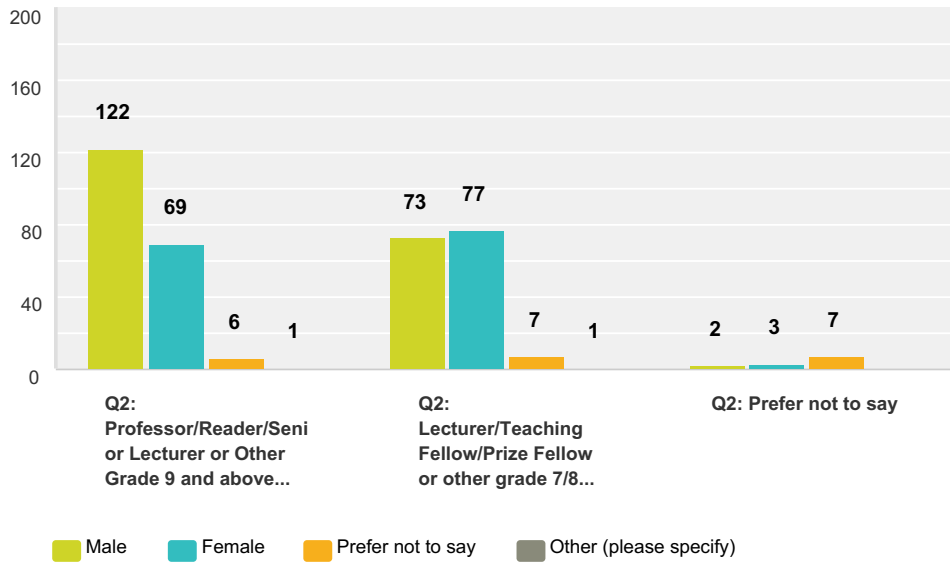


Q1 Are you Male/Female/Prefer Not to Say

Academic responses by role/grade

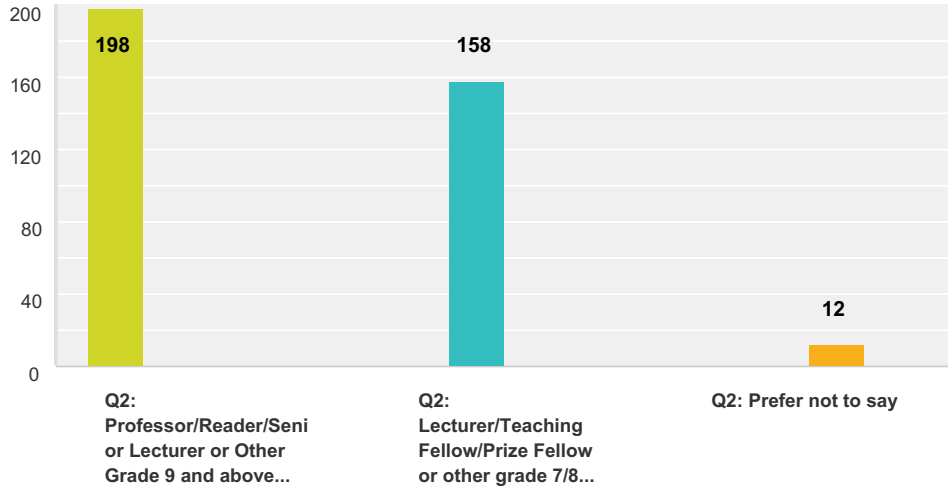
Answered: 368 Skipped: 0



	Male	Female	Prefer not to say	Other (please specify)	Total
Q2: Professor/Reader/Seni or Lecturer or Other Grade 9 and above roles	61.62% 122	34.85% 69	3.03% 6	0.51% 1	53.80% 198
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	46.20% 73	48.73% 77	4.43% 7	0.63% 1	42.93% 158
Q2: Prefer not to say	16.67% 2	25.00% 3	58.33% 7	0.00% 0	3.26% 12
Total Respondents	197	149	20	2	368

Q2 What is your current role/grade?

Answered: 368 Skipped: 0

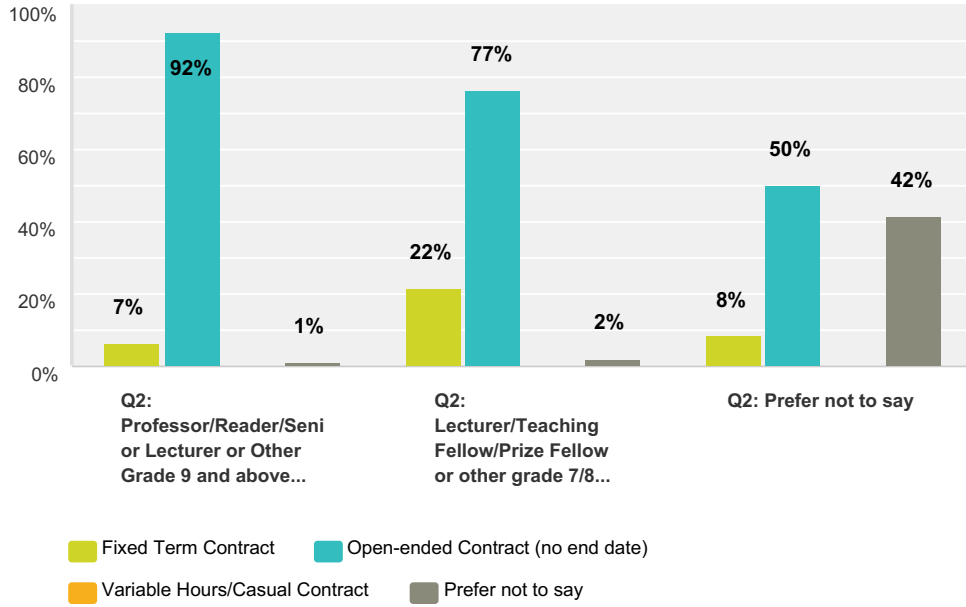


- Professor/Reader/Senior Lecturer or Other Grade 9 and above roles
- Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role
- Prefer not to say
- Other (please specify)

	Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	Prefer not to say	Other (please specify)	Total
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	100% 198	0% 0	0% 0	0% 0	54% 198
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	0% 0	100% 158	0% 0	0% 0	43% 158
Q2: Prefer not to say	0% 0	0% 0	100% 12	0% 0	3% 12
Total Respondents	198	158	12	0	368

Q3 What type of contract are you on?

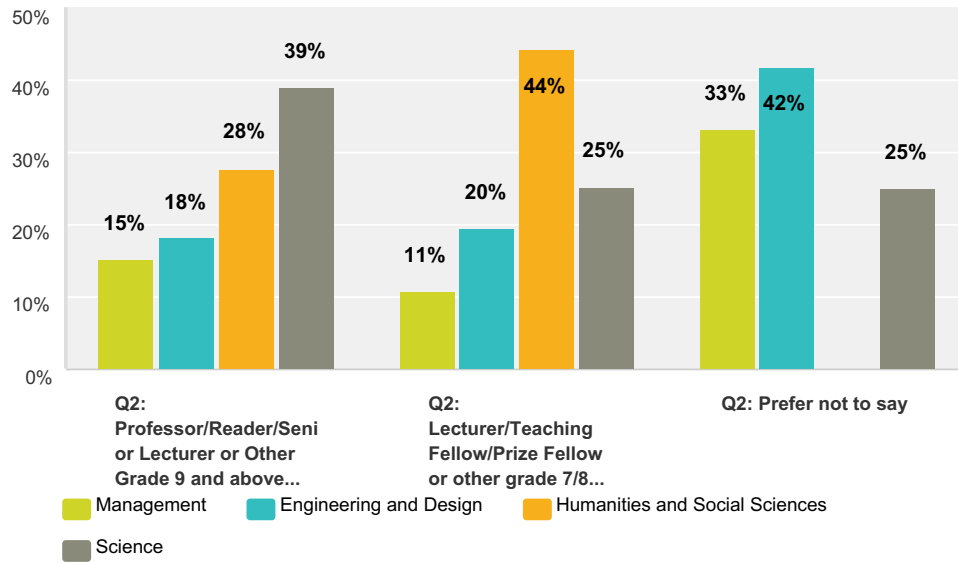
Answered: 368 Skipped: 0



	Fixed Term Contract	Open-ended Contract (no end date)	Variable Hours/Casual Contract	Prefer not to say	Total
Q2: Professor/Reader/Seni or Lecturer or Other Grade 9 and above roles	7% 13	92% 183	0% 0	1% 2	54% 198
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	22% 34	77% 121	0% 0	2% 3	43% 158
Q2: Prefer not to say	8% 1	50% 6	0% 0	42% 5	3% 12
Total Respondents	48	310	0	10	368

Q4 Which Faculty/School are you in?

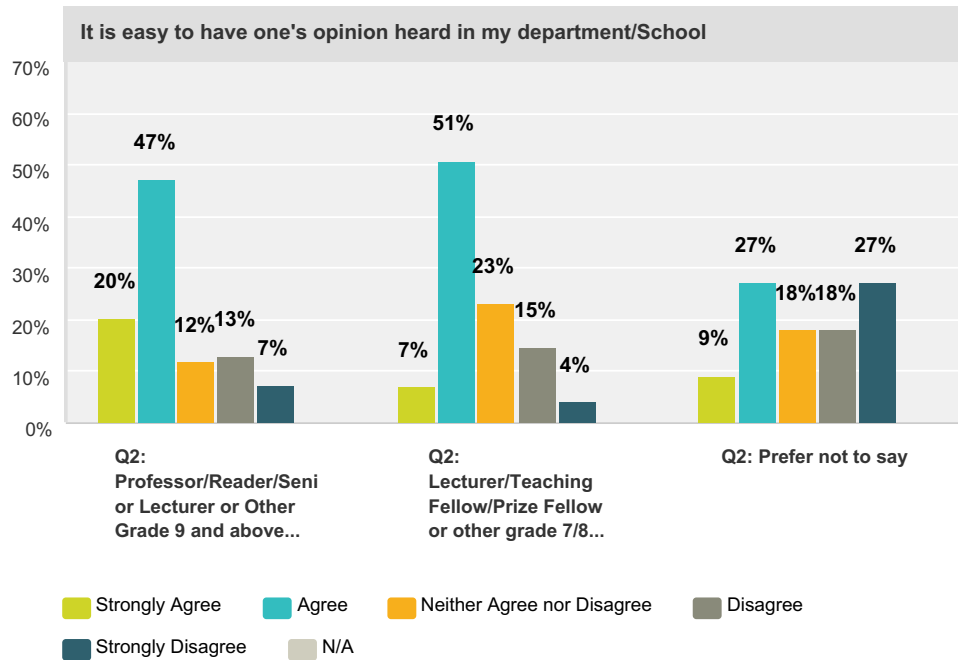
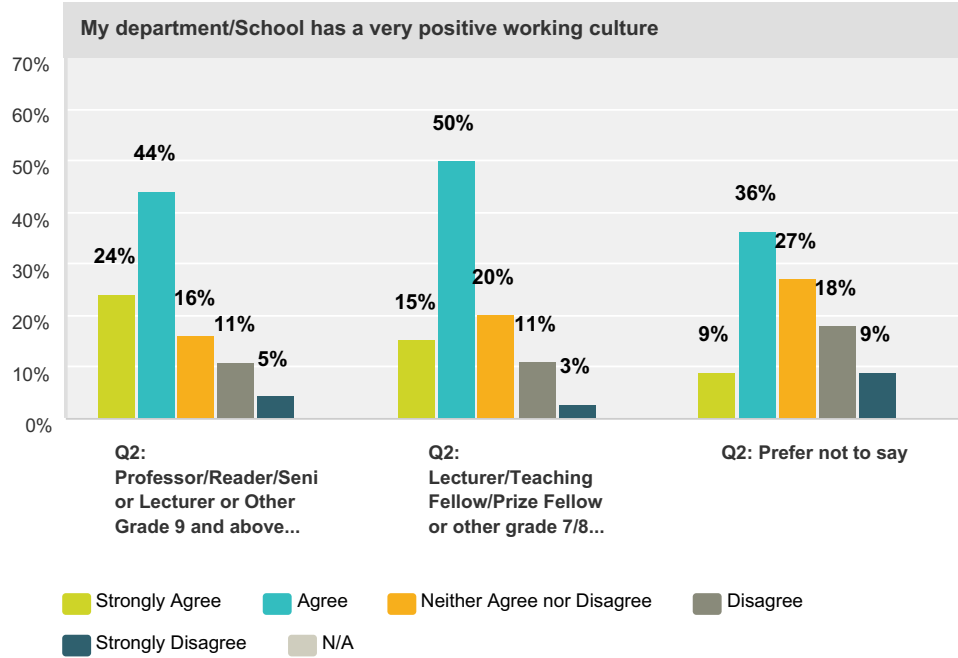
Answered: 368 Skipped: 0



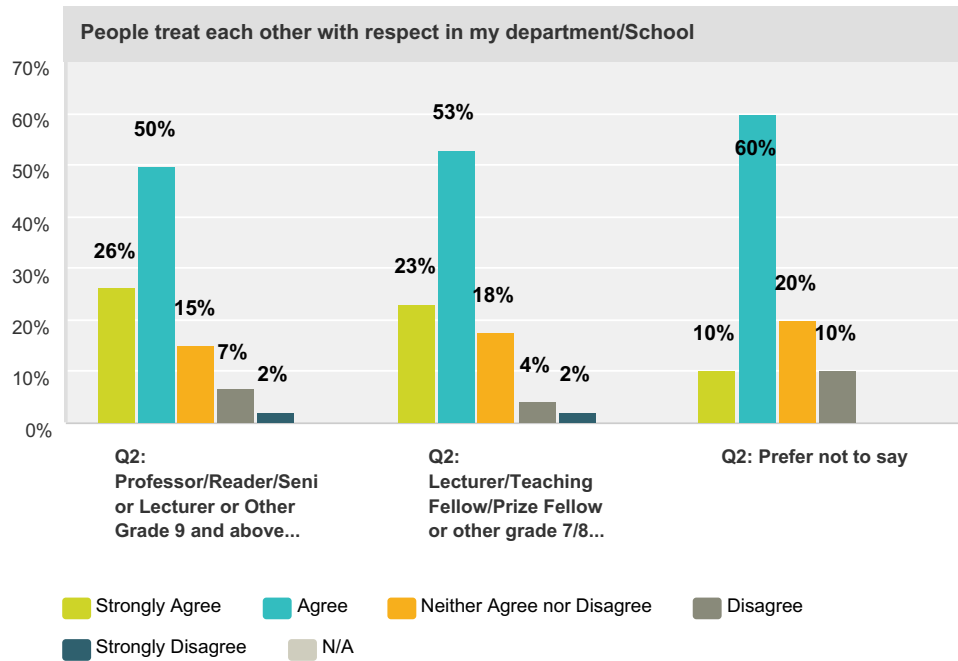
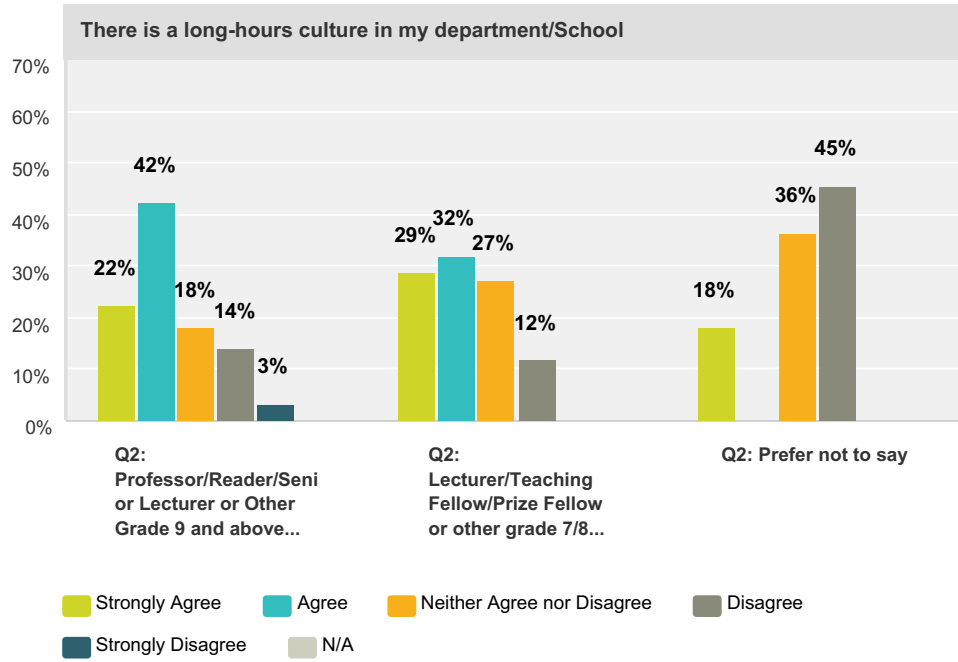
	Management	Engineering and Design	Humanities and Social Sciences	Science	Total
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	15% 30	18% 36	28% 55	39% 77	54% 198
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	11% 17	20% 31	44% 70	25% 40	43% 158
Q2: Prefer not to say	33% 4	42% 5	0% 0	25% 3	3% 12
Total Respondents	51	72	125	120	368

Q5 Please indicate how much you agree or disagree with the following statements by clicking on the relevant box in each question.

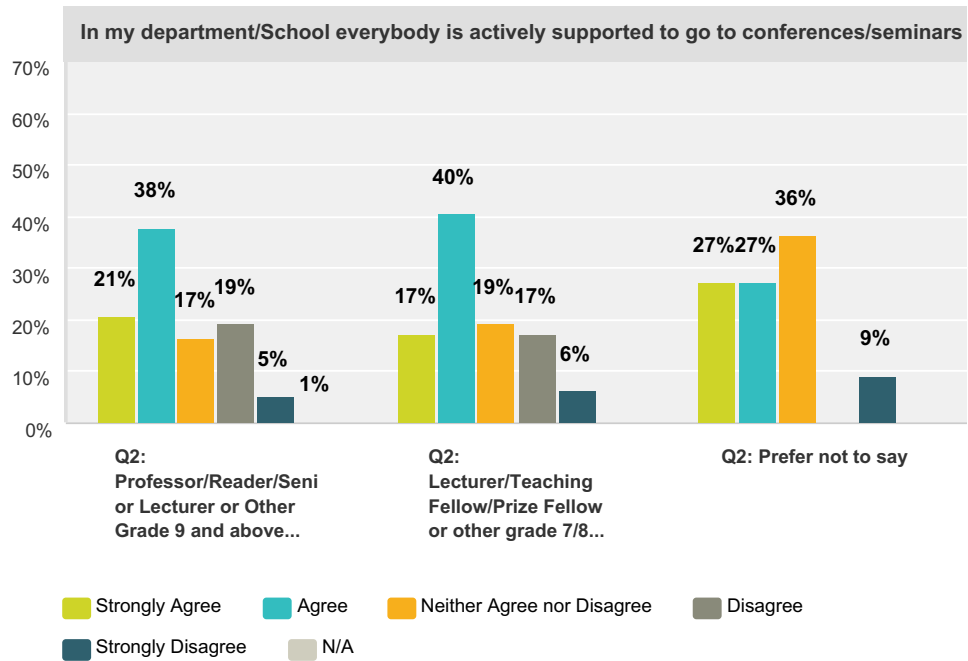
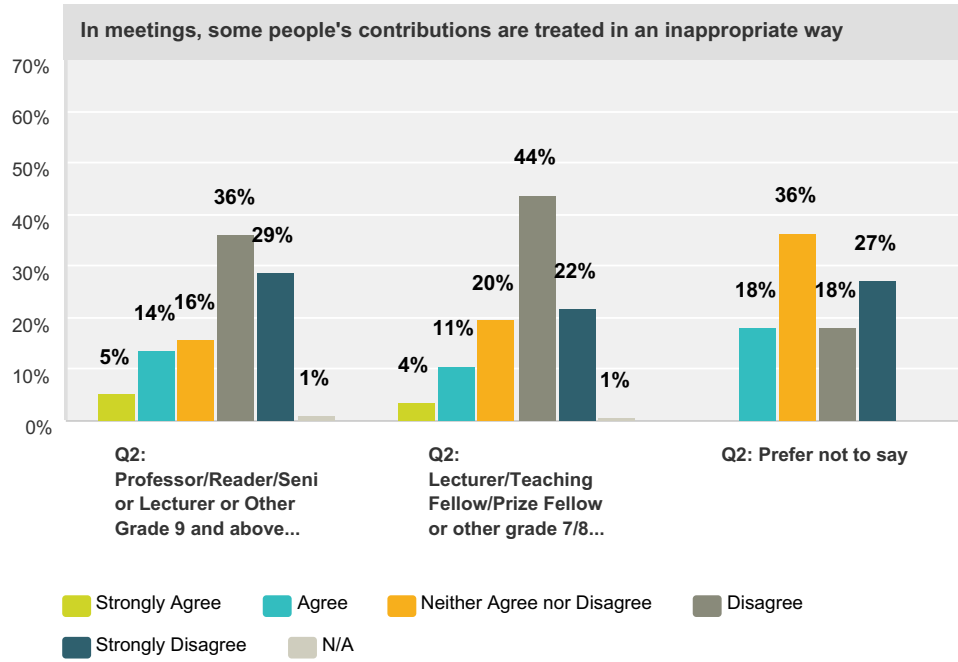
Answered: 346 Skipped: 22



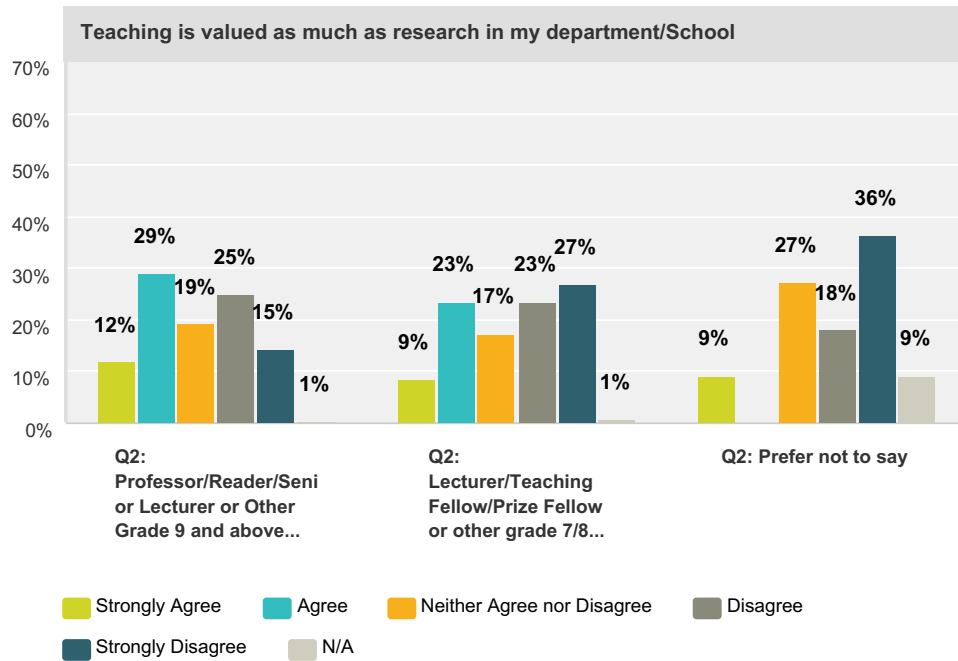
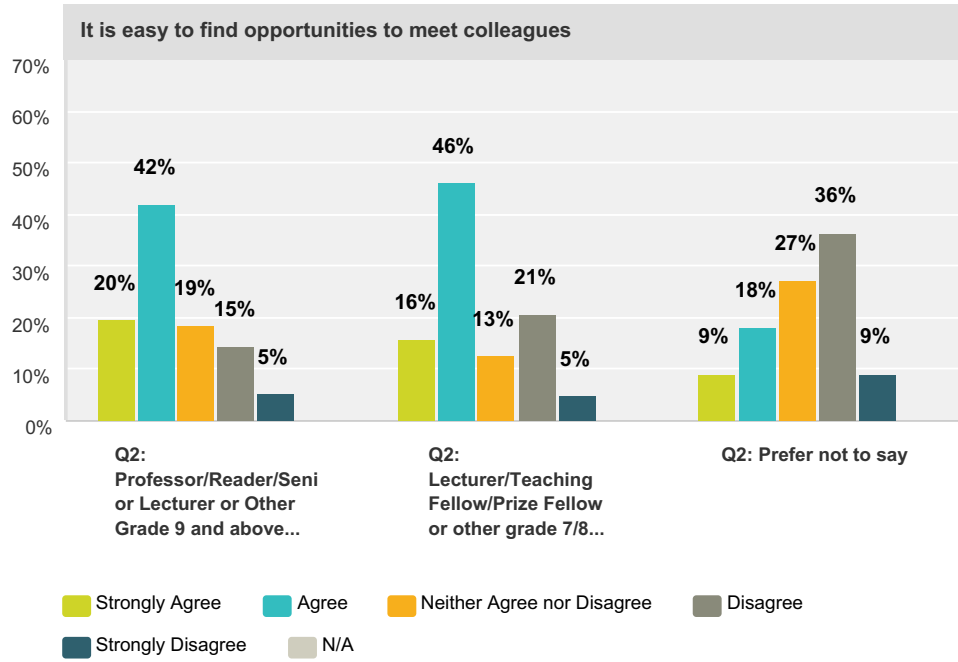
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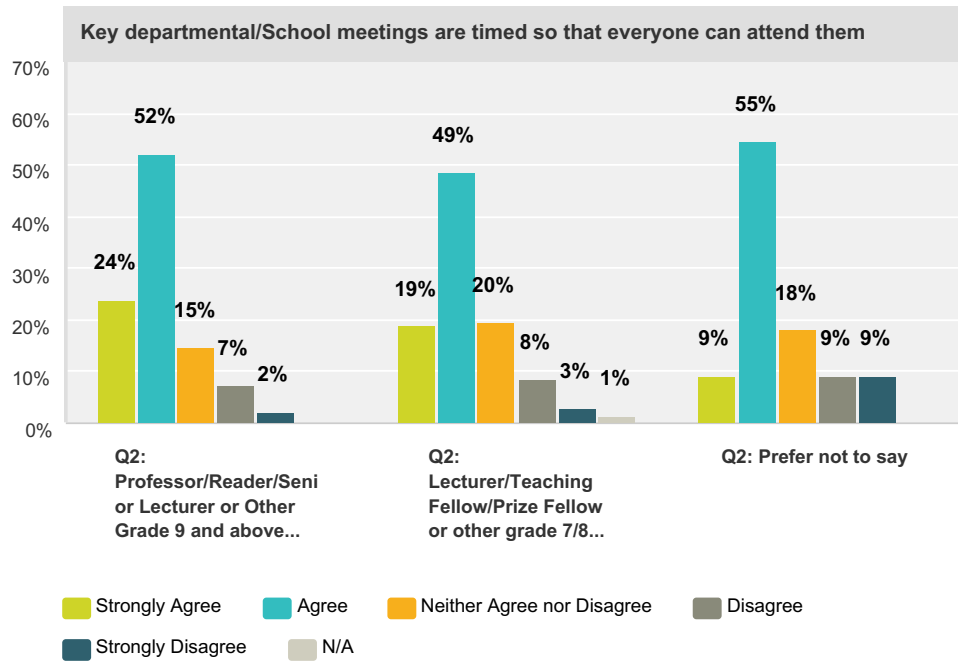
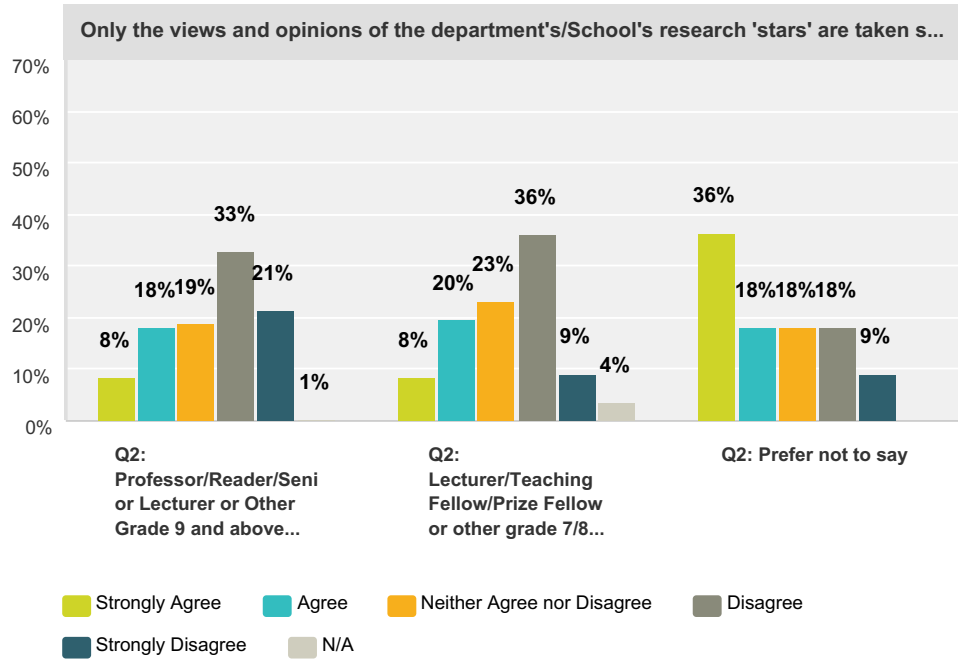
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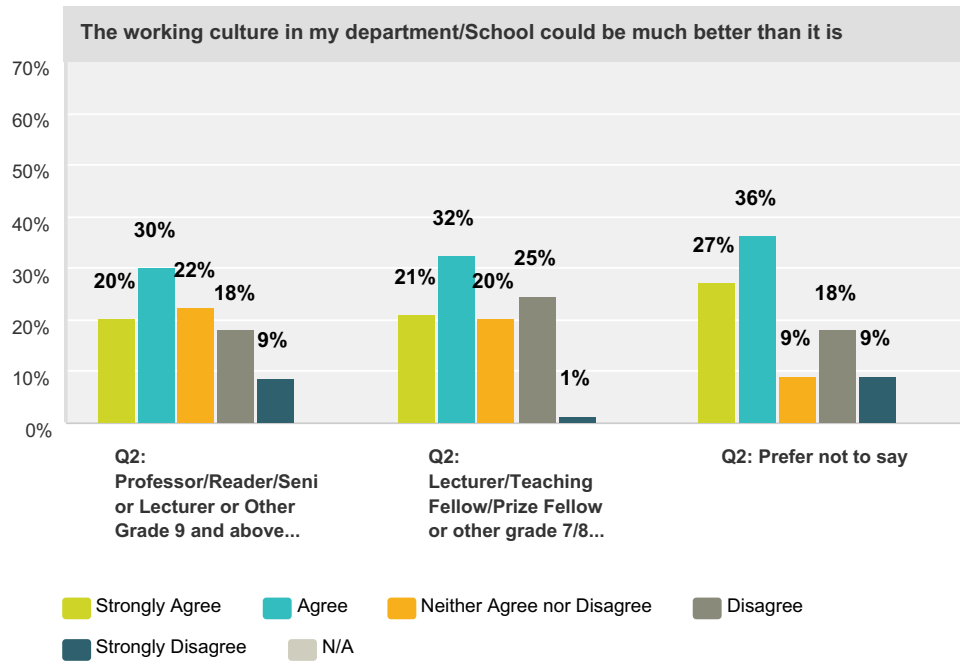
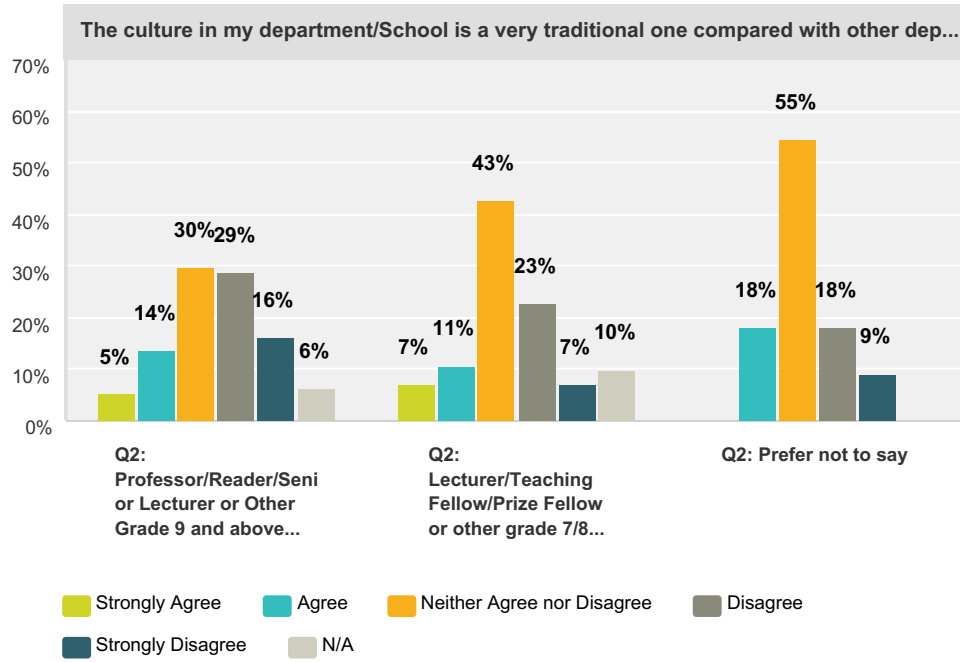
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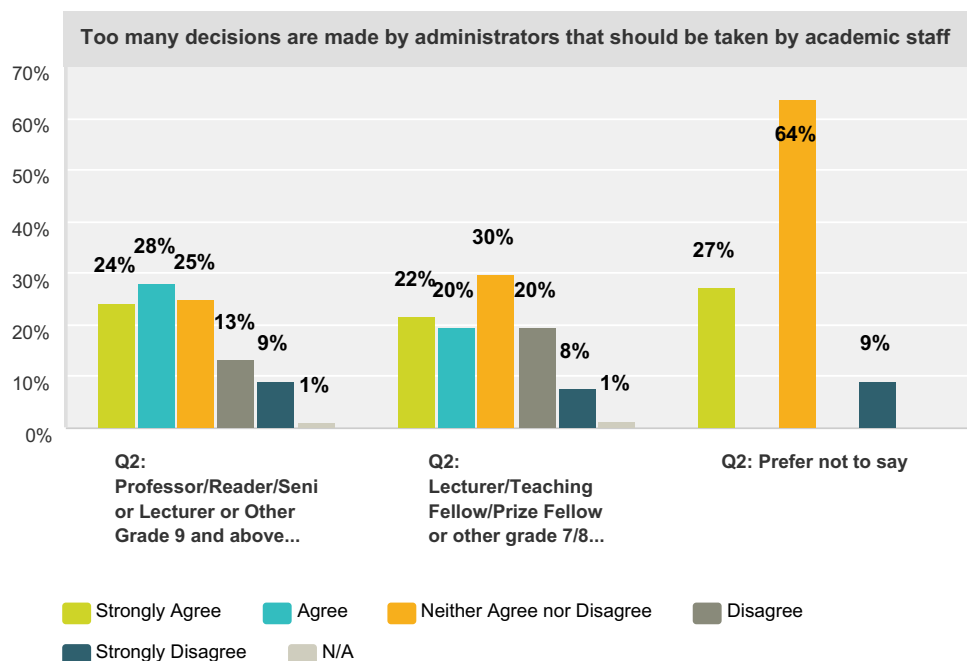
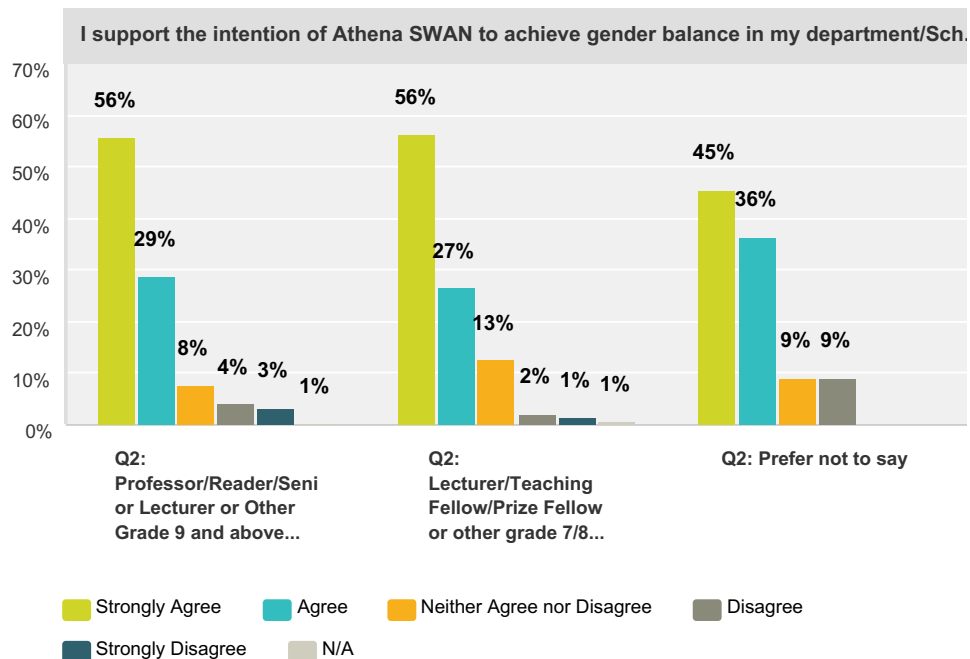
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My department/School has a very positive working culture								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	24% 46	44% 84	16% 31	11% 21	5% 9	0% 0	55% 191	2.28
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	15% 22	50% 71	20% 29	11% 16	3% 4	0% 0	41% 142	2.36
Q2: Prefer not to say	9% 1	36% 4	27% 3	18% 2	9% 1	0% 0	3% 11	2.82
It is easy to have one's opinion heard in my department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	20% 39	47% 91	12% 23	13% 25	7% 14	0% 0	55% 192	2.40
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	7% 10	51% 72	23% 33	15% 21	4% 6	0% 0	41% 142	2.58

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Q2: Prefer not to say	9% 1	27% 3	18% 2	18% 2	27% 3	0% 0	3% 11	3.27
There is a long-hours culture in my department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	22% 43	42% 82	18% 35	14% 27	3% 6	0% 0	56% 193	2.33
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	29% 41	32% 45	27% 39	12% 17	0% 0	0% 0	41% 142	2.23
Q2: Prefer not to say	18% 2	0% 0	36% 4	45% 5	0% 0	0% 0	3% 11	3.09
People treat each other with respect in my department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	26% 51	50% 96	15% 29	7% 13	2% 4	0% 0	56% 193	2.08
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	23% 33	53% 75	18% 25	4% 6	2% 3	0% 0	41% 142	2.09
Q2: Prefer not to say	10% 1	60% 6	20% 2	10% 1	0% 0	0% 0	3% 10	2.30
In meetings, some people's contributions are treated in an inappropriate way								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	5% 10	14% 26	16% 30	36% 69	29% 55	1% 2	55% 192	3.70
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	4% 5	11% 15	20% 28	44% 62	22% 31	1% 1	41% 142	3.70
Q2: Prefer not to say	0% 0	18% 2	36% 4	18% 2	27% 3	0% 0	3% 11	3.55
In my department/School everybody is actively supported to go to conferences/seminars								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	21% 40	38% 73	17% 32	19% 37	5% 10	1% 1	56% 193	2.50
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	17% 24	40% 57	19% 27	17% 24	6% 9	0% 0	41% 141	2.55
Q2: Prefer not to say	27% 3	27% 3	36% 4	0% 0	9% 1	0% 0	3% 11	2.36
It is easy to find opportunities to meet colleagues								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	20% 38	42% 81	19% 36	15% 28	5% 10	0% 0	56% 193	2.44
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	16% 22	46% 65	13% 18	21% 29	5% 7	0% 0	41% 141	2.53
Q2: Prefer not to say	9% 1	18% 2	27% 3	36% 4	9% 1	0% 0	3% 11	3.18
Teaching is valued as much as research in my department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	12% 23	29% 56	19% 37	25% 48	15% 28	1% 1	56% 193	3.01
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	9% 12	23% 33	17% 24	23% 33	27% 38	1% 1	41% 141	3.37

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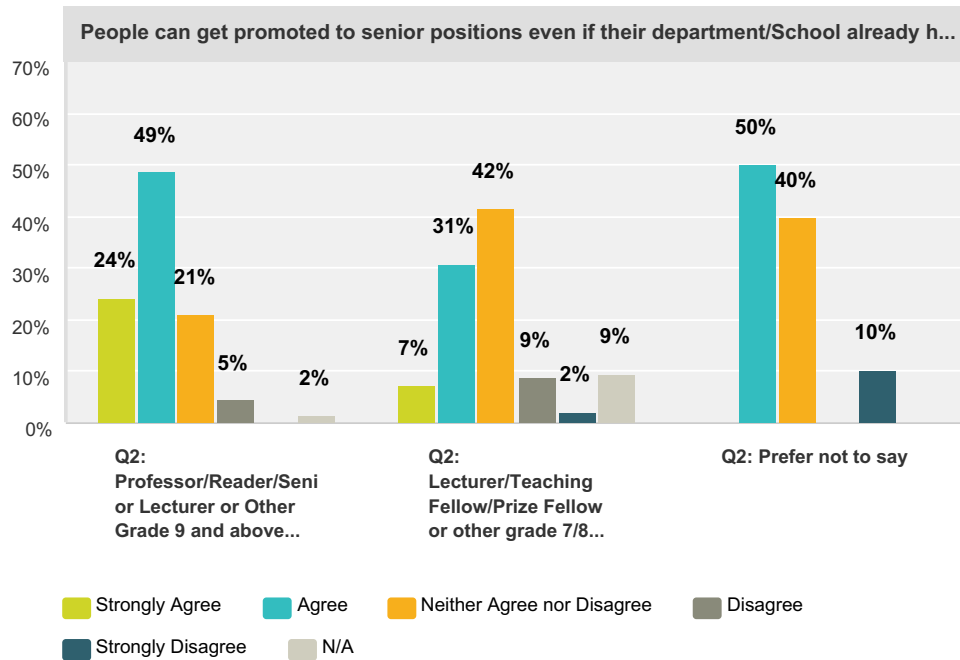
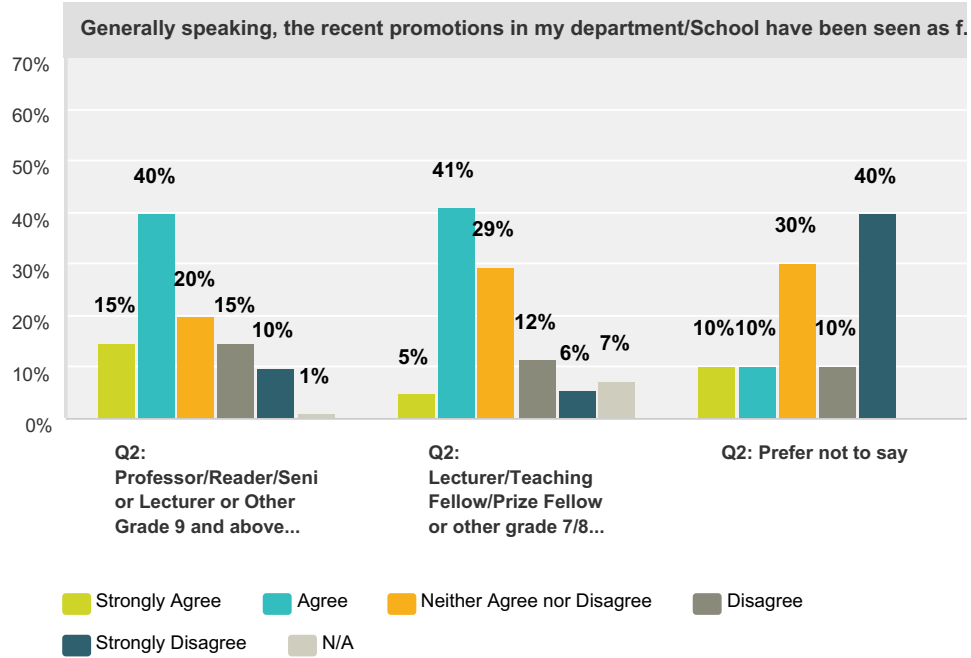
Q2: Prefer not to say	9% 1	0% 0	27% 3	18% 2	36% 4	9% 1	3% 11	3.80
Only the views and opinions of the department's/School's research 'stars' are taken seriously								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	8% 16	18% 35	19% 36	33% 63	21% 41	1% 1	55% 192	3.41
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	8% 12	20% 28	23% 33	36% 51	9% 13	4% 5	41% 142	3.18
Q2: Prefer not to say	36% 4	18% 2	18% 2	18% 2	9% 1	0% 0	3% 11	2.45
Key departmental/School meetings are timed so that everyone can attend them								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	24% 46	52% 100	15% 28	7% 14	2% 4	0% 0	55% 192	2.11
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	19% 27	49% 69	20% 28	8% 12	3% 4	1% 2	41% 142	2.26
Q2: Prefer not to say	9% 1	55% 6	18% 2	9% 1	9% 1	0% 0	3% 11	2.55
The culture in my department/School is a very traditional one compared with other departments in my discipline around the country								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	5% 10	14% 26	30% 57	29% 55	16% 31	6% 12	55% 191	3.40
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	7% 10	11% 15	43% 60	23% 32	7% 10	10% 14	41% 141	3.13
Q2: Prefer not to say	0% 0	18% 2	55% 6	18% 2	9% 1	0% 0	3% 11	3.18
The working culture in my department/School could be much better than it is								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	20% 39	30% 58	22% 43	18% 35	9% 17	0% 0	55% 192	2.65
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	21% 30	32% 46	20% 29	25% 35	1% 2	0% 0	41% 142	2.53
Q2: Prefer not to say	27% 3	36% 4	9% 1	18% 2	9% 1	0% 0	3% 11	2.45
I support the intention of Athena SWAN to achieve gender balance in my department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	56% 107	29% 55	8% 15	4% 8	3% 6	1% 1	55% 192	1.70
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	56% 80	27% 38	13% 18	2% 3	1% 2	1% 1	41% 142	1.65
Q2: Prefer not to say	45% 5	36% 4	9% 1	9% 1	0% 0	0% 0	3% 11	1.82
Too many decisions are made by administrators that should be taken by academic staff								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	24% 46	28% 53	25% 47	13% 25	9% 17	1% 2	55% 190	2.54
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	22% 31	20% 28	30% 42	20% 28	8% 11	1% 2	41% 142	2.71

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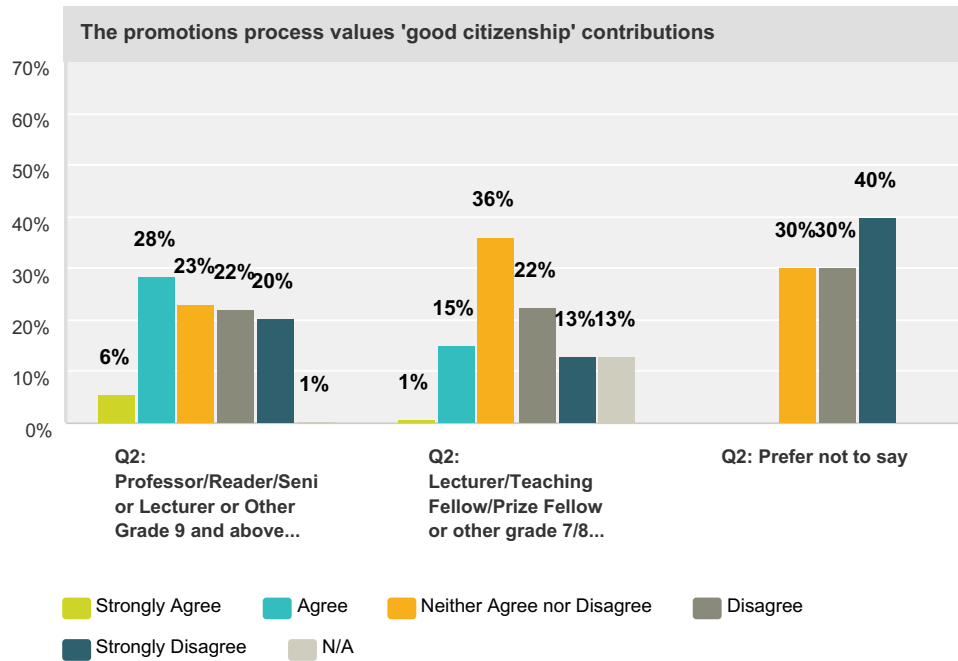
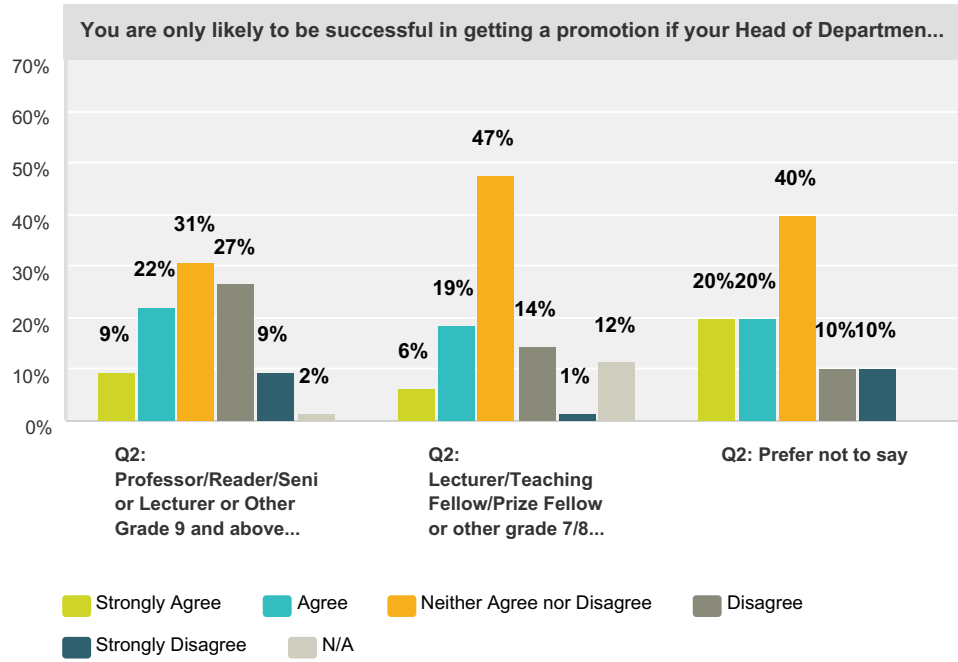
Q2: Prefer not to say	27% 3	0% 0	64% 7	0% 0	9% 1	0% 0	3% 11	2.64
	Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role		Q2: Prefer not to say	Total			
Are there any comments or caveats you would like to make relating to your responses above?	49	19		2	70			

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

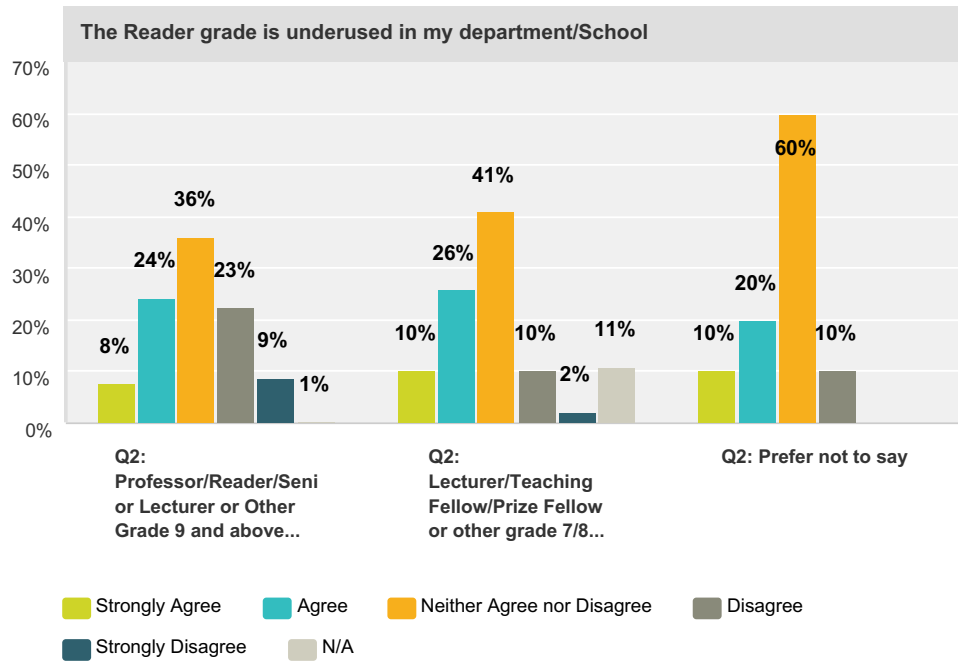
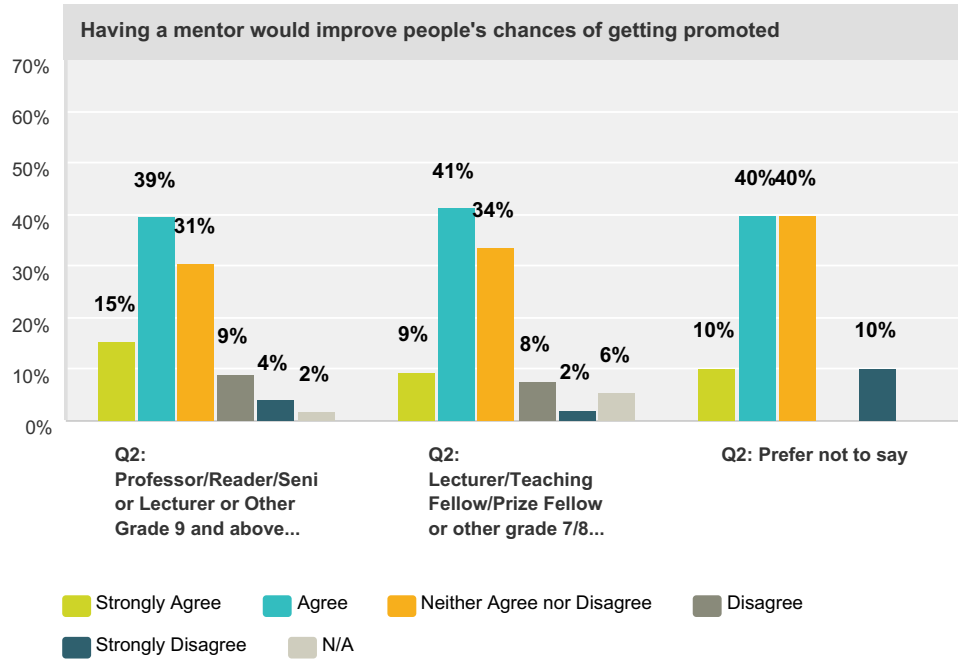
Answered: 341 Skipped: 27



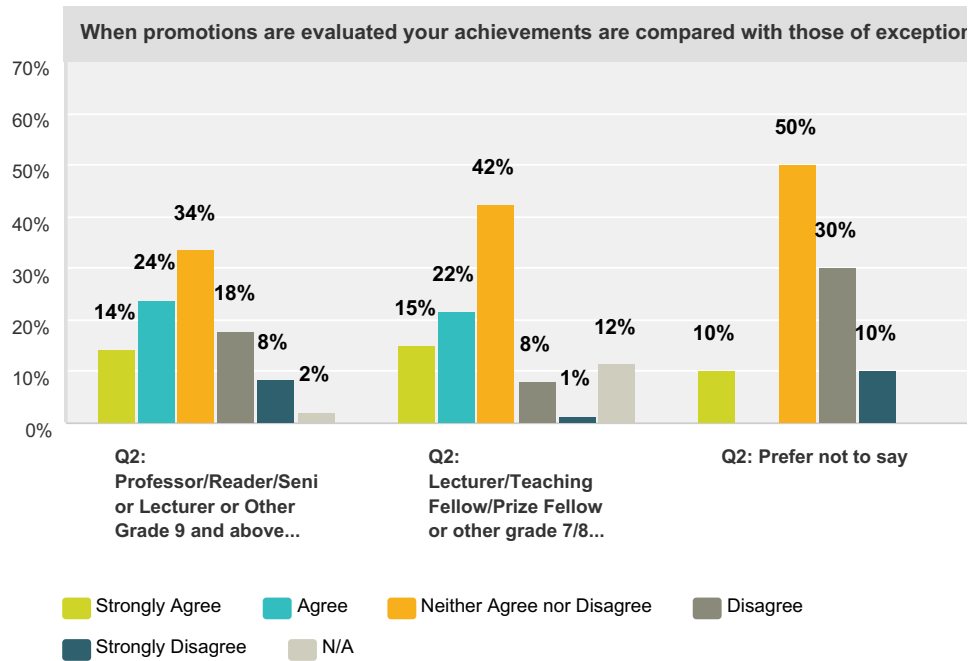
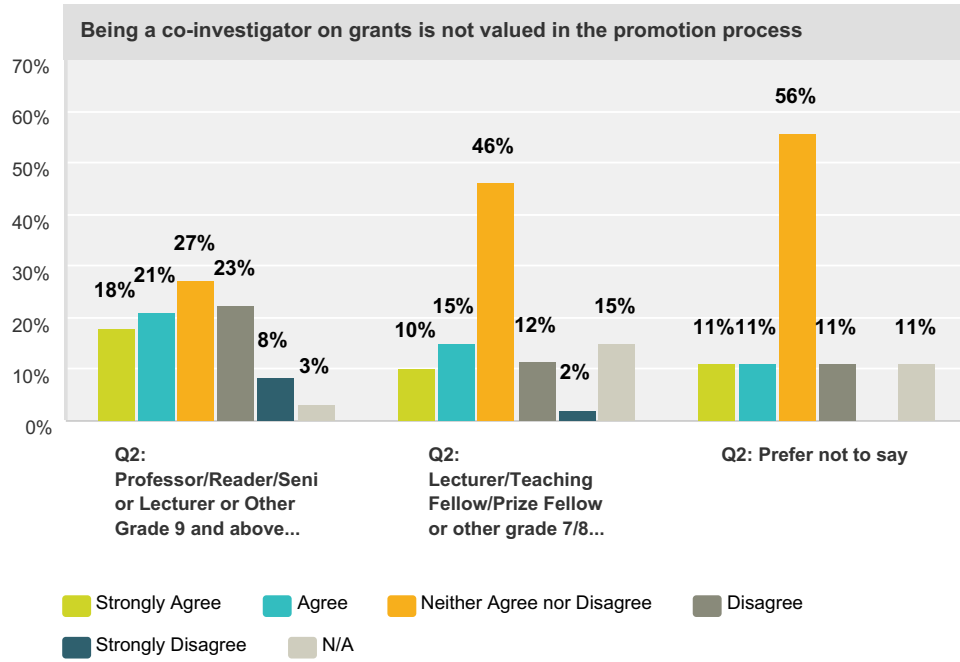
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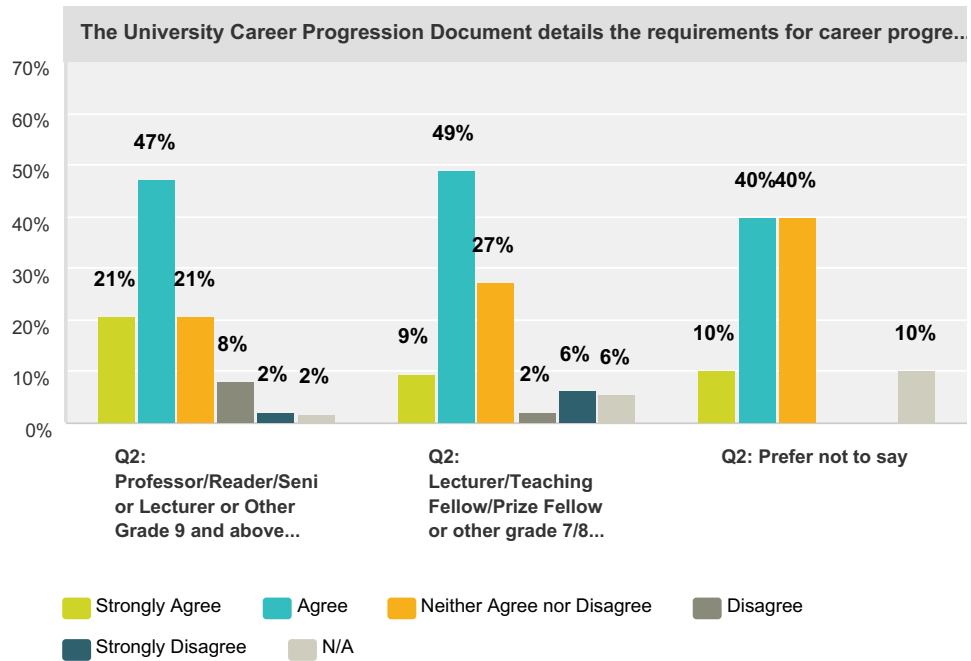
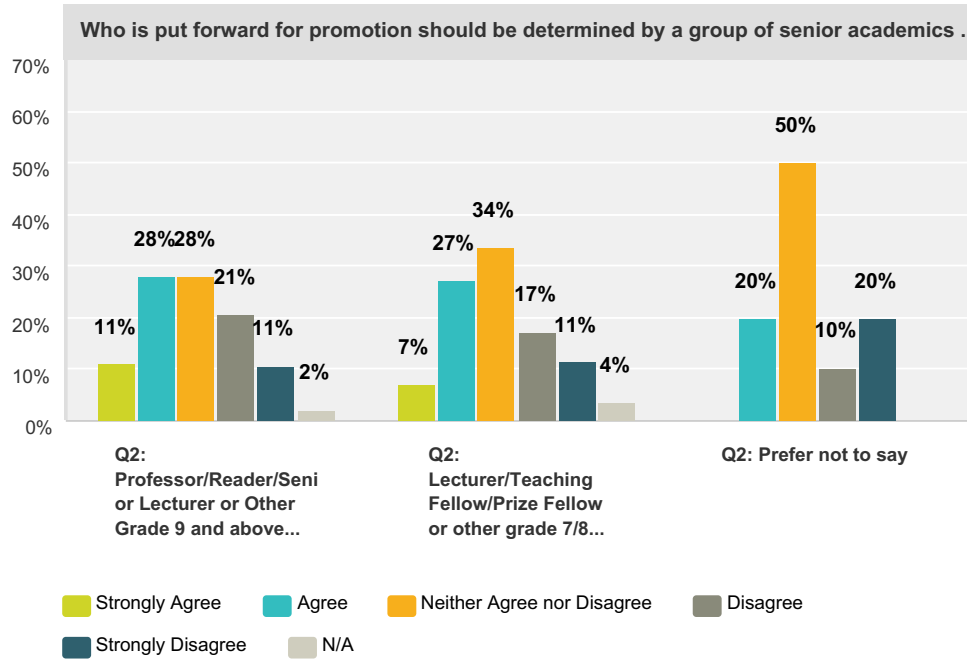
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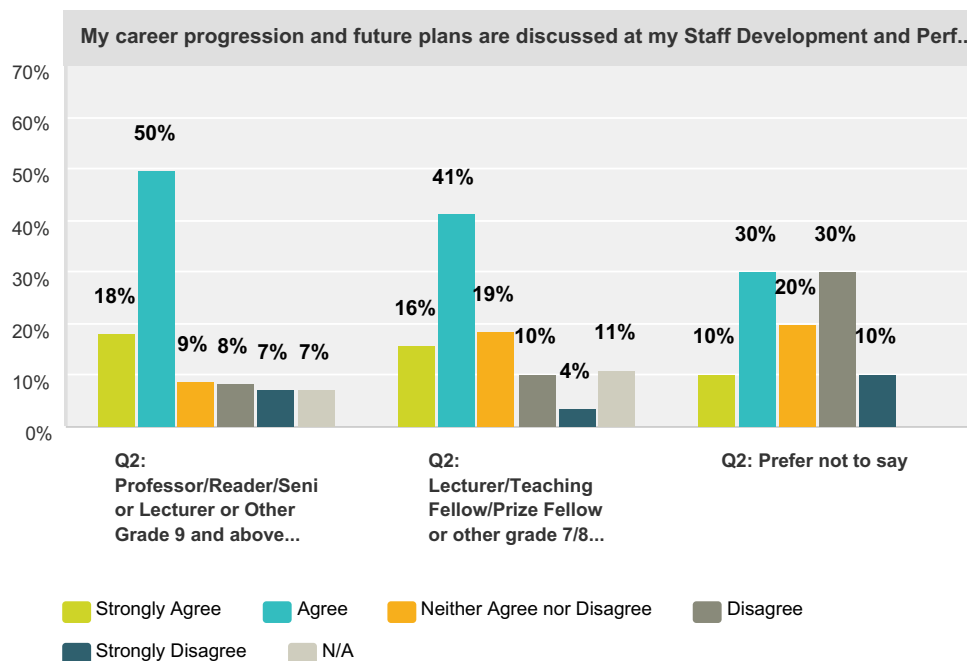
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Generally speaking, the recent promotions in my department/School have been seen as fair and appropriate								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	15% 28	40% 76	20% 38	15% 28	10% 19	1% 2	56% 191	2.65
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	5% 7	41% 57	29% 41	12% 16	6% 8	7% 10	41% 139	2.70
Q2: Prefer not to say	10% 1	10% 1	30% 3	10% 1	40% 4	0% 0	3% 10	3.60
People can get promoted to senior positions even if their department/School already has a lot of senior staff								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	24% 46	49% 93	21% 40	5% 9	0% 0	2% 3	56% 191	2.06
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	7% 10	31% 43	42% 58	9% 12	2% 3	9% 13	41% 139	2.64
Q2: Prefer not to say	0% 0	50% 5	40% 4	0% 0	10% 1	0% 0	3% 10	2.70
You are only likely to be successful in getting a promotion if your Head of Department (HoD) or Dean actively invites you to apply								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	9% 18	22% 42	31% 59	27% 51	9% 18	2% 3	56% 191	3.05
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	6% 9	19% 26	47% 66	14% 20	1% 2	12% 16	41% 139	2.84
Q2: Prefer not to say	20% 2	20% 2	40% 4	10% 1	10% 1	0% 0	3% 10	2.70
The promotions process values 'good citizenship' contributions								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	6% 11	28% 54	23% 44	22% 42	20% 39	1% 1	56% 191	3.23
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	1% 1	15% 21	36% 50	22% 31	13% 18	13% 18	41% 139	3.36

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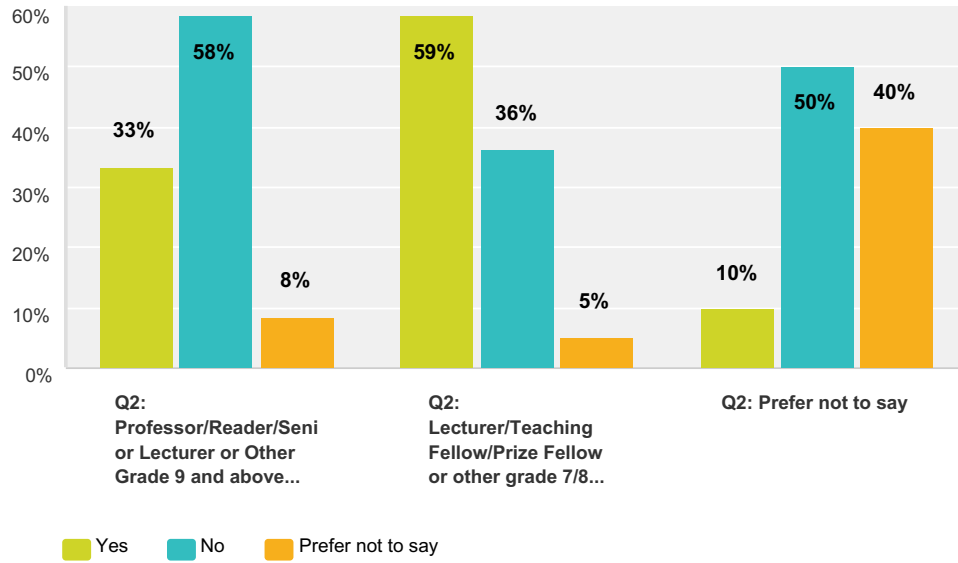
Q2: Prefer not to say	0%	0%	30%	30%	40%	0%	3%	4.10
	0	0	3	3	4	0	10	
Having a mentor would improve people's chances of getting promoted								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	15%	39%	31%	9%	4%	2%	56%	2.47
	29	75	58	17	8	3	190	
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	9%	41%	34%	8%	2%	6%	41%	2.49
	13	58	47	11	3	8	140	
Q2: Prefer not to say	10%	40%	40%	0%	10%	0%	3%	2.60
	1	4	4	0	1	0	10	
The Reader grade is underused in my department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	8%	24%	36%	23%	9%	1%	56%	3.01
	15	46	69	43	17	1	191	
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	10%	26%	41%	10%	2%	11%	41%	2.65
	14	36	57	14	3	15	139	
Q2: Prefer not to say	10%	20%	60%	10%	0%	0%	3%	2.70
	1	2	6	1	0	0	10	
Being a co-investigator on grants is not valued in the promotion process								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	18%	21%	27%	23%	8%	3%	56%	2.82
	34	40	52	43	16	6	191	
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	10%	15%	46%	12%	2%	15%	41%	2.77
	14	21	64	16	3	21	139	
Q2: Prefer not to say	11%	11%	56%	11%	0%	11%	3%	2.75
	1	1	5	1	0	1	9	
When promotions are evaluated your achievements are compared with those of exceptional workaholics								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	14%	24%	34%	18%	8%	2%	56%	2.82
	27	45	64	34	16	4	190	
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	15%	22%	42%	8%	1%	12%	41%	2.54
	21	30	59	11	2	16	139	
Q2: Prefer not to say	10%	0%	50%	30%	10%	0%	3%	3.30
	1	0	5	3	1	0	10	
Who is put forward for promotion should be determined by a group of senior academics in my department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	11%	28%	28%	21%	11%	2%	56%	2.91
	21	53	53	39	20	4	190	
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	7%	27%	34%	17%	11%	4%	41%	2.99
	10	38	47	24	16	5	140	
Q2: Prefer not to say	0%	20%	50%	10%	20%	0%	3%	3.30
	0	2	5	1	2	0	10	
The University Career Progression Document details the requirements for career progression								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	21%	47%	21%	8%	2%	2%	55%	2.23
	39	89	39	15	4	3	189	
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	9%	49%	27%	2%	6%	6%	41%	2.44
	13	68	38	3	9	8	139	

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Q2: Prefer not to say	10% 1	40% 4	40% 4	0% 0	0% 0	10% 1	3% 10	2.33
My career progression and future plans are discussed at my Staff Development and Performance Review.								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	18% 35	50% 95	9% 17	8% 16	7% 14	7% 14	56% 191	2.32
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	16% 22	41% 58	19% 26	10% 14	4% 5	11% 15	41% 140	2.38
Q2: Prefer not to say	10% 1	30% 3	20% 2	30% 3	10% 1	0% 0	3% 10	3.00
	Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles		Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role		Q2: Prefer not to say		Total	
Are there any comments or caveats you would like to make relating to participation and promotion practices?	55		27		4		86	

Q7 Do you participate in the University's mentoring scheme?

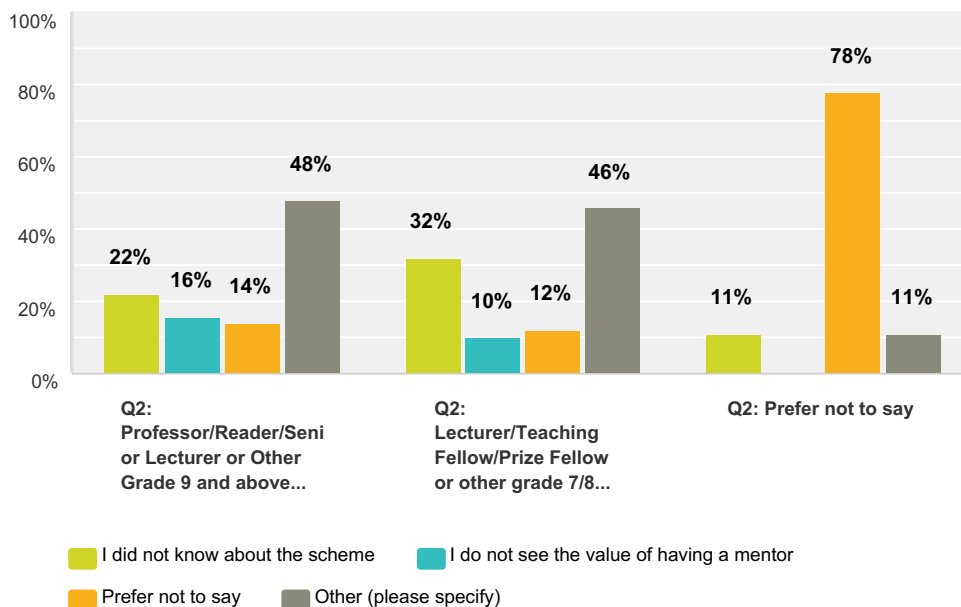
Answered: 340 Skipped: 28



	Yes	No	Prefer not to say	Total
Q2: Professor/Reader/Seni or Lecturer or Other Grade 9 and above roles	33% 63	58% 111	8% 16	56% 190
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	59% 82	36% 51	5% 7	41% 140
Q2: Prefer not to say	10% 1	50% 5	40% 4	3% 10
Total Respondents	146	167	27	340

Q8 You stated that you do not participate (or preferred not to say) in the University mentoring scheme. Please let us know your reasons

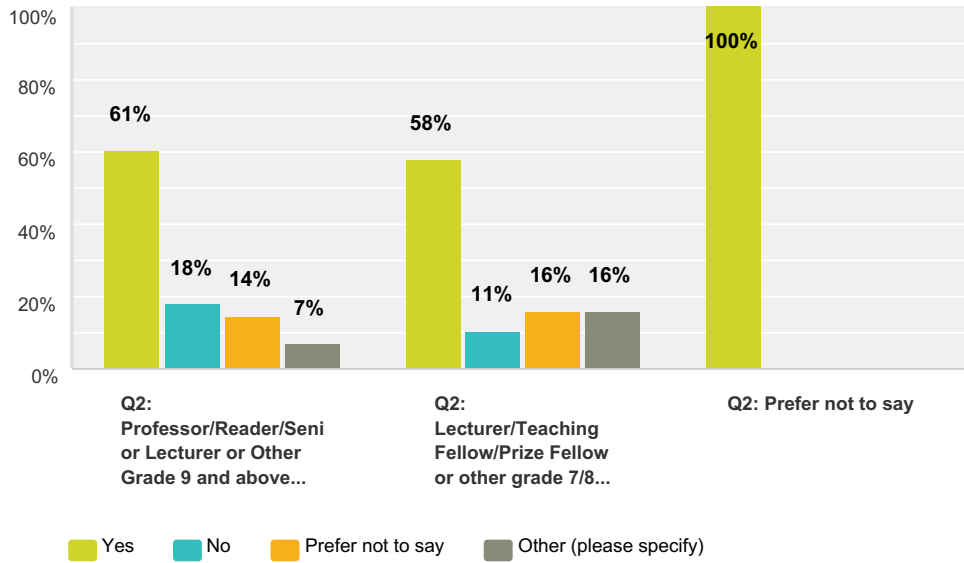
Answered: 195 Skipped: 173



	I did not know about the scheme	I do not see the value of having a mentor	Prefer not to say	Other (please specify)	Total
Q2: Professor/Reader/Seni or Lecturer or Other Grade 9 and above roles	22% 28	16% 20	14% 18	48% 61	65% 127
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	32% 19	10% 6	12% 7	46% 27	30% 59
Q2: Prefer not to say	11% 1	0% 0	78% 7	11% 1	5% 9
Total Respondents	48	26	32	89	195

Q9 If you had known about the mentoring scheme - would you be interested in having or being a mentor?

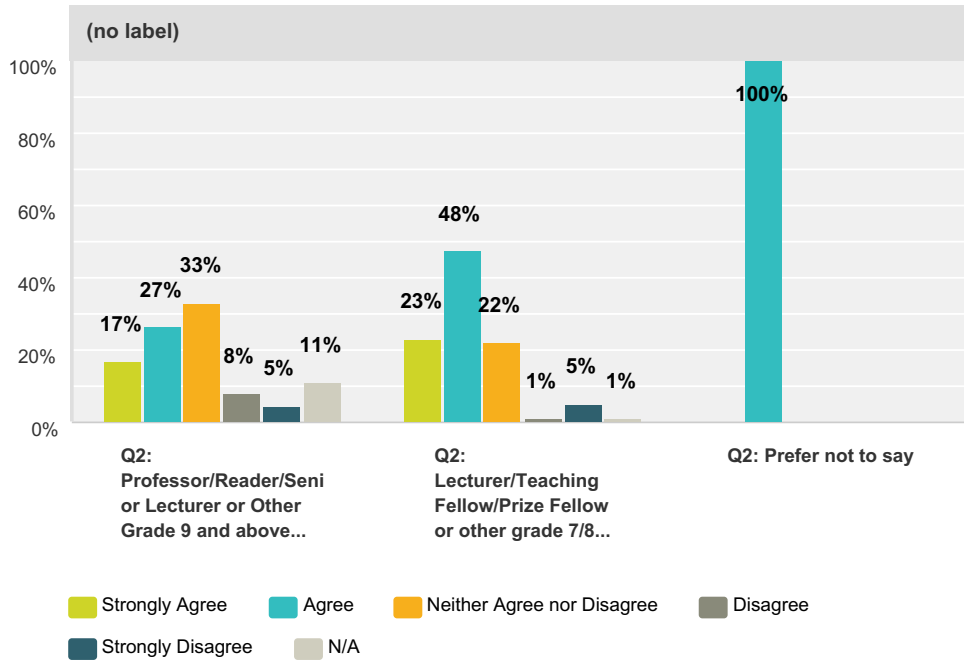
Answered: 48 Skipped: 320



	Yes	No	Prefer not to say	Other (please specify)	Total
Q2: Professor/Reader/Seni or Lecturer or Other Grade 9 and above roles	61% 17	18% 5	14% 4	7% 2	58% 28
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	58% 11	11% 2	16% 3	16% 3	40% 19
Q2: Prefer not to say	100% 1	0% 0	0% 0	0% 0	2% 1
Total Respondents	29	7	7	5	48

Q10 The mentoring scheme has been of help to me

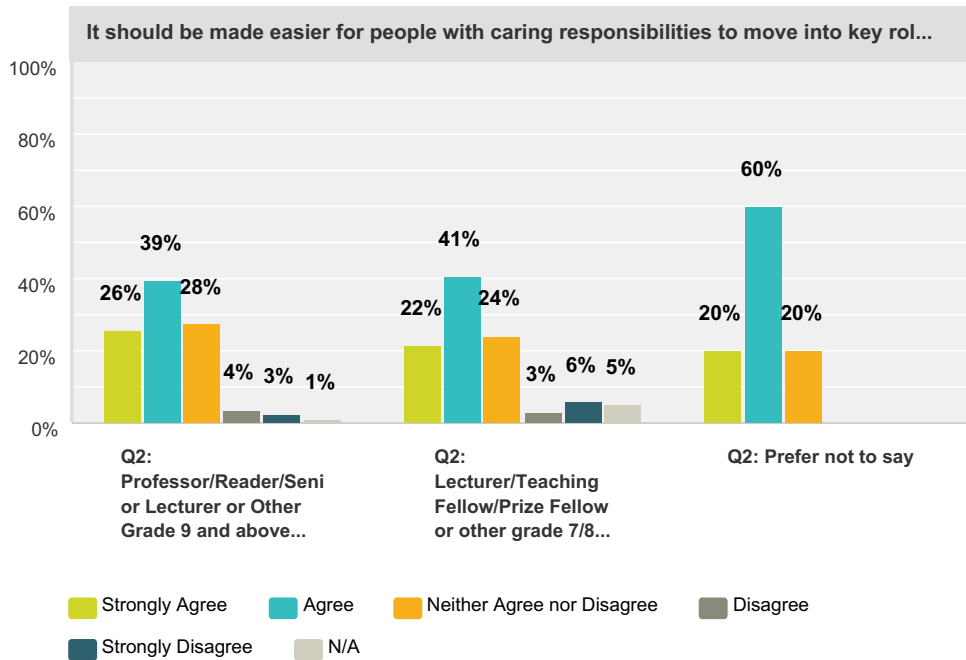
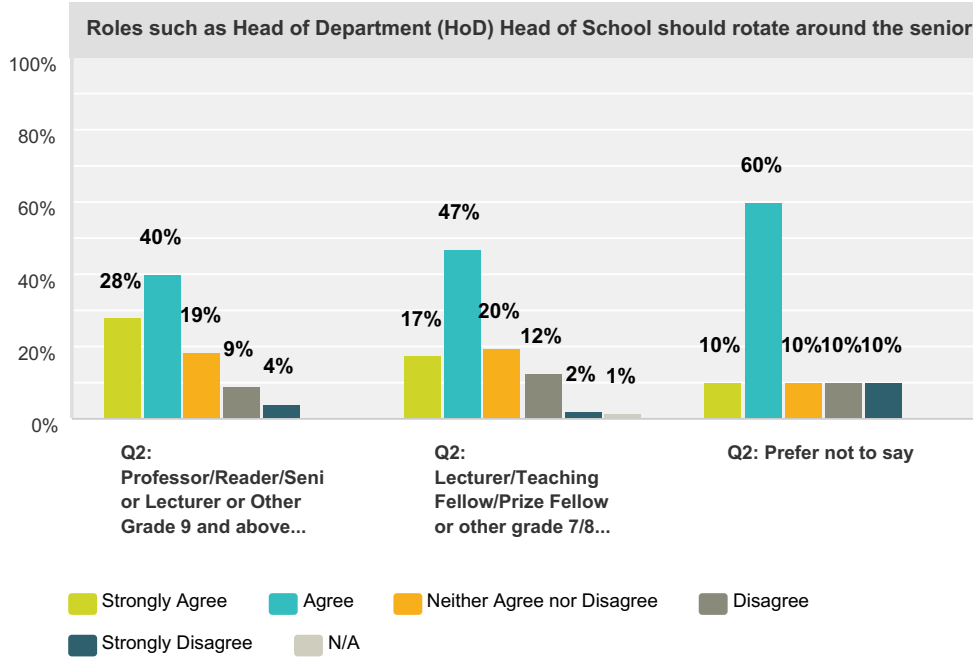
Answered: 147 Skipped: 221



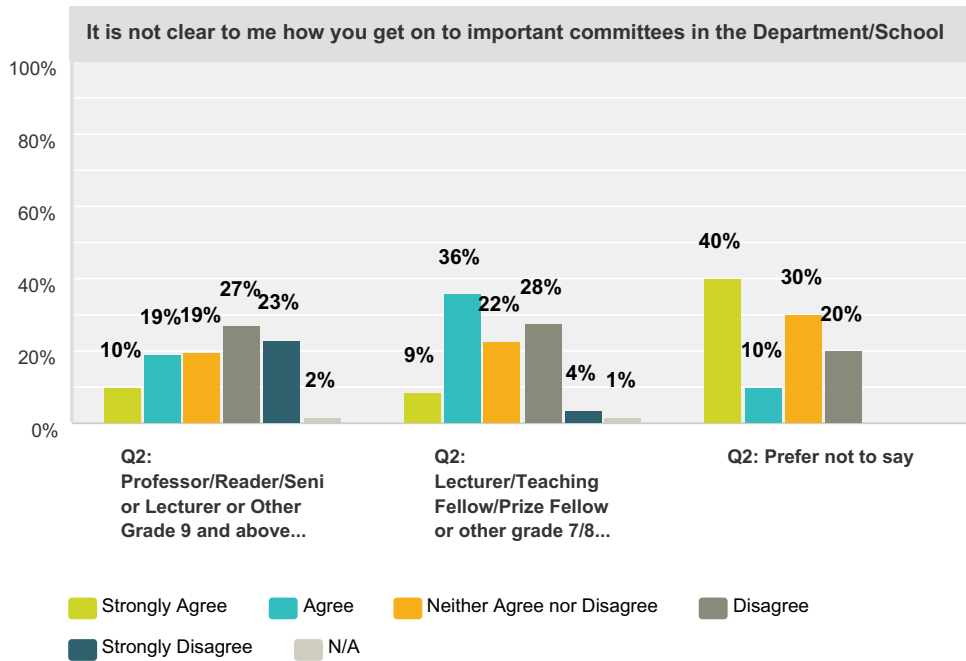
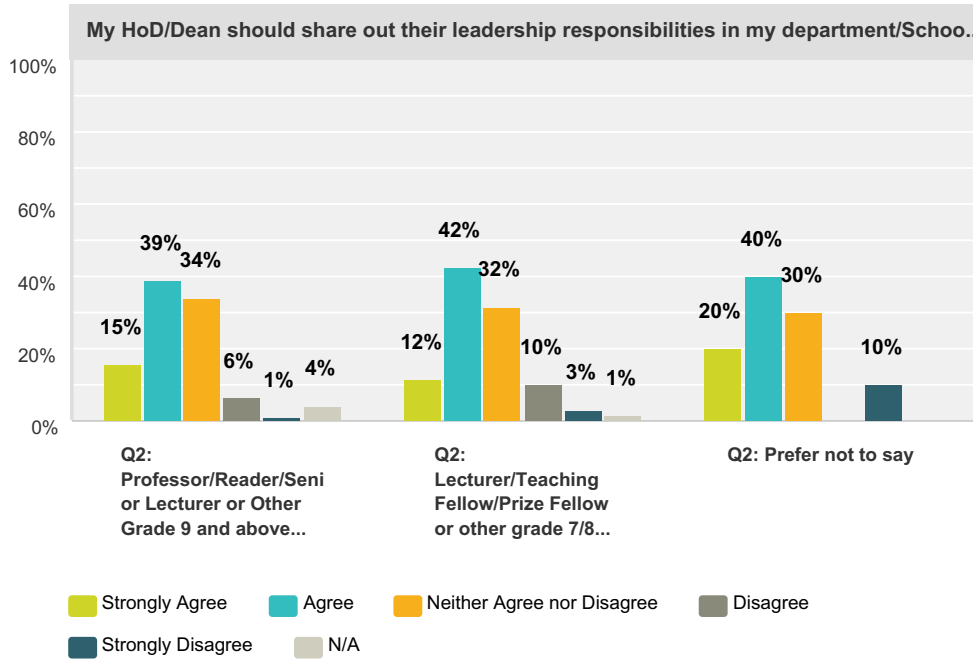
(no label)								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Seni or Lecturer or Other Grade 9 and above roles	17% 11	27% 17	33% 21	8% 5	5% 3	11% 7	44% 64	2.51
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	23% 19	48% 39	22% 18	1% 1	5% 4	1% 1	56% 82	2.16
Q2: Prefer not to say	0% 0	100% 1	0% 0	0% 0	0% 0	0% 0	1% 1	2.00

Q11 Please indicate how much you agree or disagree with the following statements by clicking on the relevant box in each question.

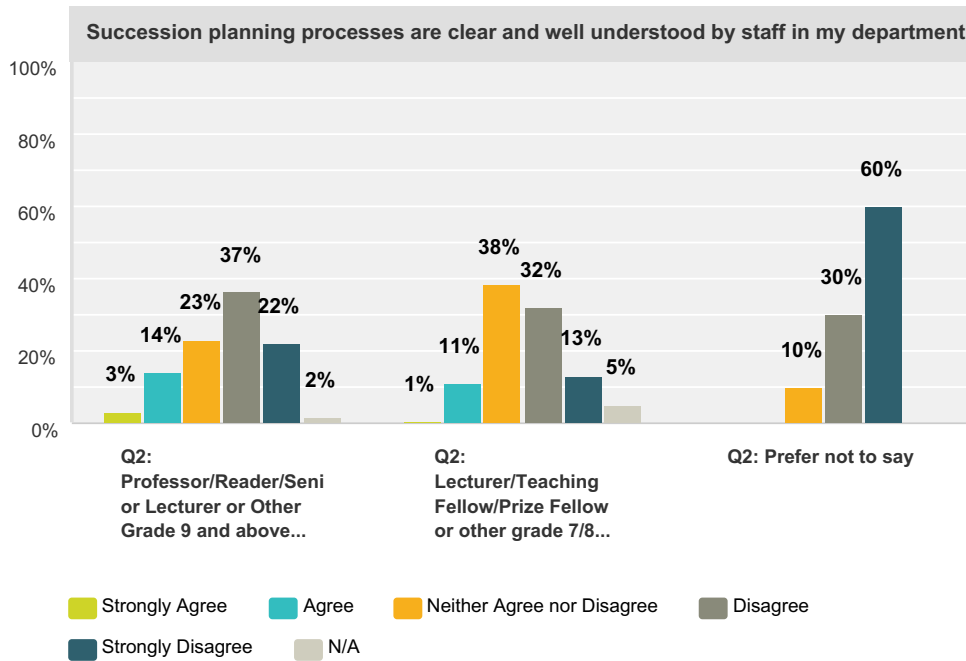
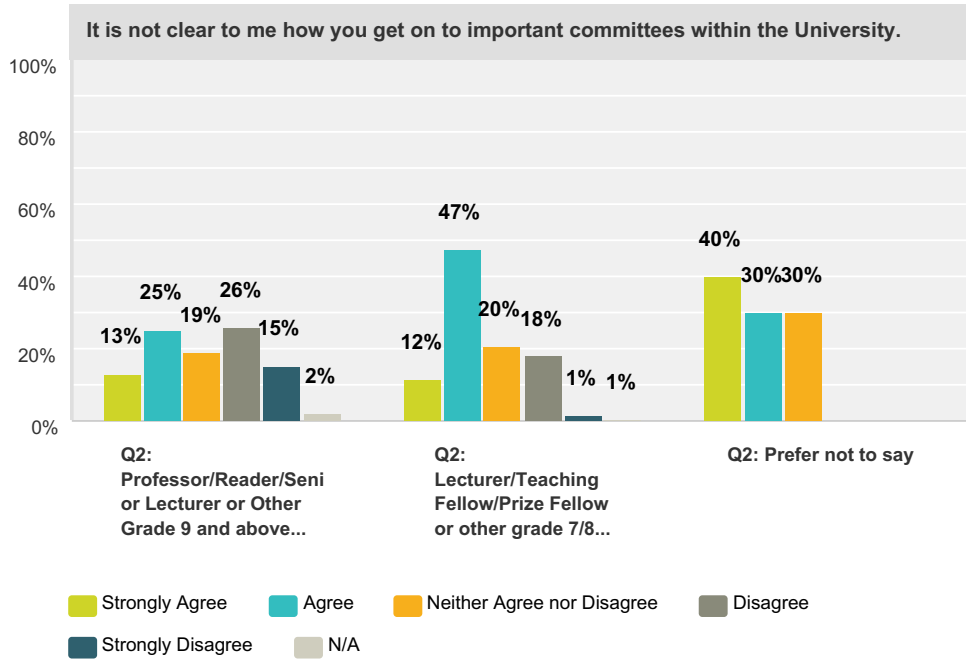
Answered: 338 Skipped: 30



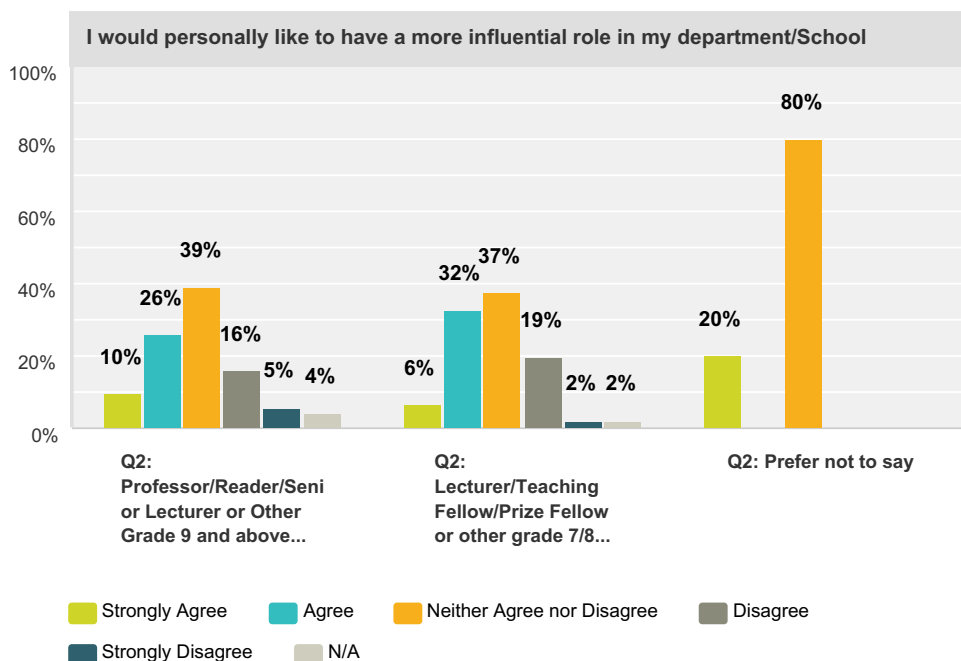
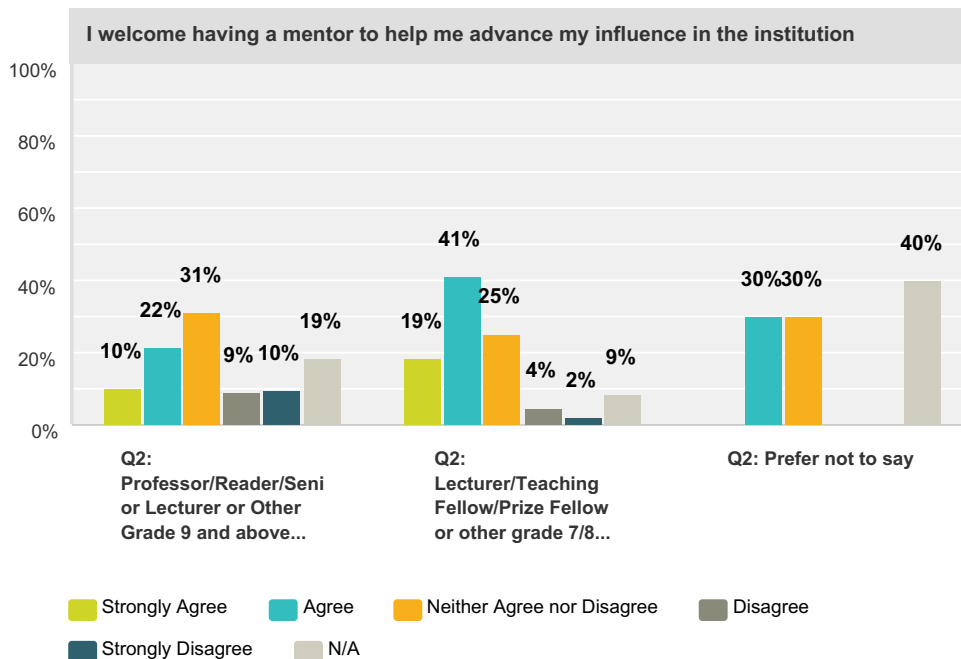
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Roles such as Head of Department (HoD) Head of School should rotate around the senior staff in the department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Seni or Lecturer or Other Grade 9 and above roles	28% 53	40% 76	19% 35	9% 17	4% 8	0% 0	56% 189	2.21
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	17% 24	47% 65	20% 27	12% 17	2% 3	1% 2	41% 138	2.34
Q2: Prefer not to say	10% 1	60% 6	10% 1	10% 1	10% 1	0% 0	3% 10	2.50
It should be made easier for people with caring responsibilities to move into key roles (e.g. HoD, Dean, Associate Dean, Director of Studies, Director of Teaching etc.)								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Seni or Lecturer or Other Grade 9 and above roles	26% 48	39% 74	28% 52	4% 7	3% 5	1% 2	56% 188	2.18

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Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	22% 30	41% 56	24% 33	3% 4	6% 8	5% 7	41% 138	2.27
Q2: Prefer not to say	20% 2	60% 6	20% 2	0% 0	0% 0	0% 0	3% 10	2.00

My HoD/Dean should share out their leadership responsibilities in my department/School

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	15% 29	39% 74	34% 64	6% 12	1% 2	4% 8	56% 189	2.36
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	12% 16	42% 59	32% 44	10% 14	3% 4	1% 2	41% 139	2.50
Q2: Prefer not to say	20% 2	40% 4	30% 3	0% 0	10% 1	0% 0	3% 10	2.40

It is not clear to me how you get on to important committees in the Department/School

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	10% 19	19% 35	19% 36	27% 50	23% 43	2% 3	55% 186	3.34
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	9% 12	36% 50	22% 31	28% 38	4% 5	1% 2	41% 138	2.81
Q2: Prefer not to say	40% 4	10% 1	30% 3	20% 2	0% 0	0% 0	3% 10	2.30

It is not clear to me how you get on to important committees within the University.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	13% 24	25% 47	19% 36	26% 49	15% 28	2% 4	56% 188	3.05
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	12% 16	47% 65	20% 28	18% 25	1% 2	1% 1	41% 137	2.50
Q2: Prefer not to say	40% 4	30% 3	30% 3	0% 0	0% 0	0% 0	3% 10	1.90

Succession planning processes are clear and well understood by staff in my department/School

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	3% 6	14% 26	23% 43	37% 69	22% 42	2% 3	56% 189	3.62
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	1% 1	11% 15	38% 53	32% 44	13% 18	5% 7	41% 138	3.48
Q2: Prefer not to say	0% 0	0% 0	10% 1	30% 3	60% 6	0% 0	3% 10	4.50

I welcome having a mentor to help me advance my influence in the institution

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	10% 19	22% 41	31% 59	9% 17	10% 18	19% 35	56% 189	2.83
Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	19% 26	41% 57	25% 35	4% 6	2% 3	9% 12	41% 139	2.24
Q2: Prefer not to say	0% 0	30% 3	30% 3	0% 0	0% 0	40% 4	3% 10	2.50

I would personally like to have a more influential role in my department/School

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q2: Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	10% 18	26% 49	39% 74	16% 30	5% 10	4% 8	56% 189	2.81

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Q2: Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	6% 9	32% 45	37% 52	19% 27	2% 3	2% 3	41% 139	2.78
Q2: Prefer not to say	20% 2	0% 0	80% 8	0% 0	0% 0	0% 0	3% 10	2.60

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