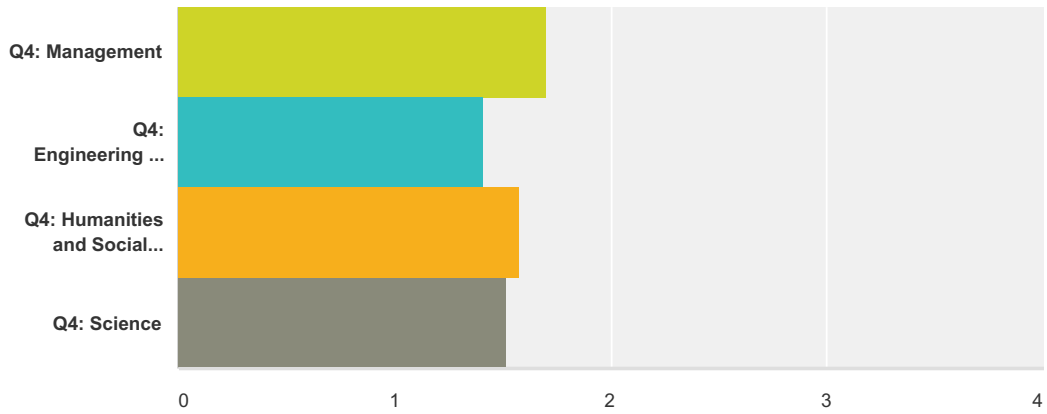


Q1 Do you identify as?

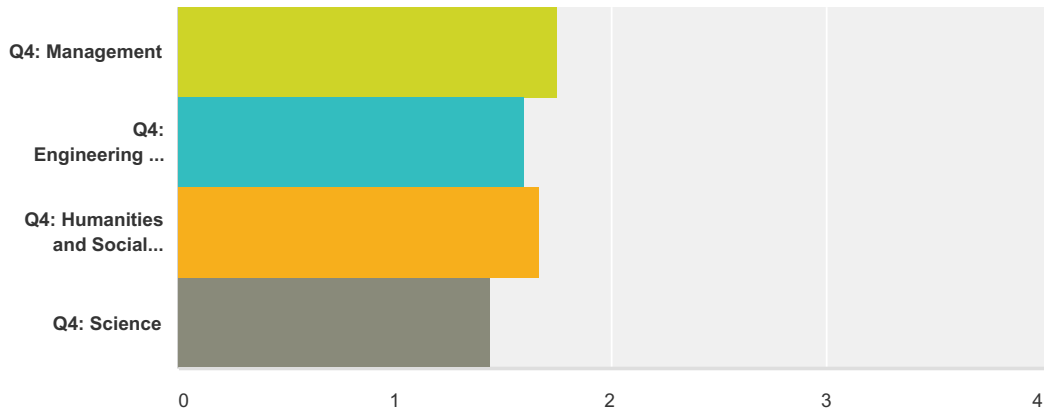
Answered: 384 Skipped: 0



	Male	Female	Prefer not to say	Other (please specify)	Total
Q4: Management	43.86% 25	43.86% 25	10.53% 6	1.75% 1	14.84% 57
Q4: Engineering and Design	65.75% 48	27.40% 20	6.85% 5	0.00% 0	19.01% 73
Q4: Humanities and Social Sciences	42.75% 56	56.49% 74	0.76% 1	0.00% 0	34.11% 131
Q4: Science	56.10% 69	36.59% 45	6.50% 8	0.81% 1	32.03% 123
Total Respondents	198	164	20	2	384

Q2 What is your current role?

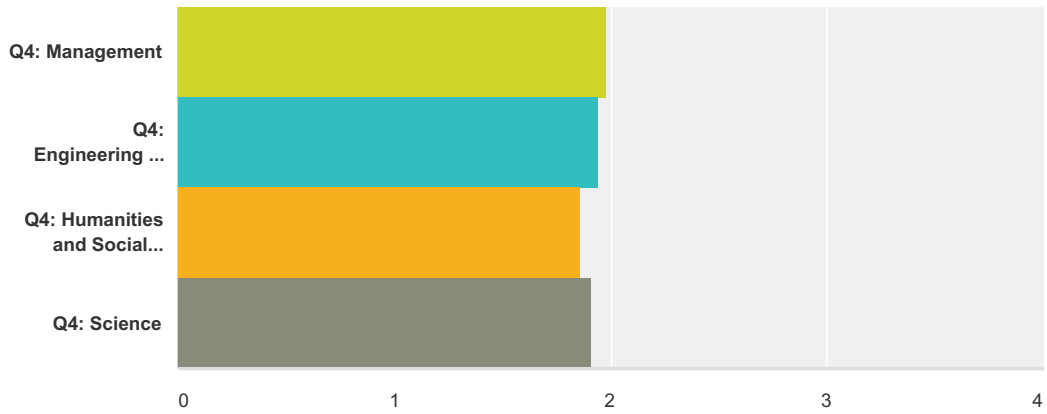
Answered: 384 Skipped: 0



	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)	Total
Q4: Management	52.63% 30	29.82% 17	7.02% 4	10.53% 6	14.84% 57
Q4: Engineering and Design	49.32% 36	42.47% 31	6.85% 5	1.37% 1	19.01% 73
Q4: Humanities and Social Sciences	41.98% 55	53.44% 70	0.00% 0	4.58% 6	34.11% 131
Q4: Science	62.60% 77	32.52% 40	2.44% 3	2.44% 3	32.03% 123
Total Respondents	198	158	12	16	384

Q3 Are you on a

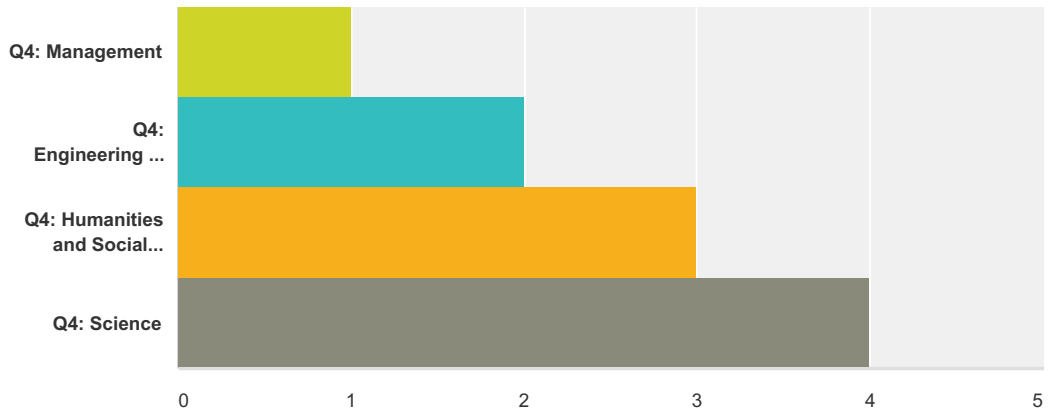
Answered: 384 Skipped: 0



	Fixed Term Contract	Open-ended Contract (no end date)	Variable Hours/Casual Contract	Prefer not to say	Total
Q4: Management	12.28% 7	82.46% 47	0.00% 0	5.26% 3	14.84% 57
Q4: Engineering and Design	10.96% 8	86.30% 63	0.00% 0	2.74% 2	19.01% 73
Q4: Humanities and Social Sciences	18.32% 24	79.39% 104	0.00% 0	2.29% 3	34.11% 131
Q4: Science	12.20% 15	86.18% 106	0.00% 0	1.63% 2	32.03% 123
Total Respondents	54	320	0	10	384

Q4 Which Faculty/School are you in?

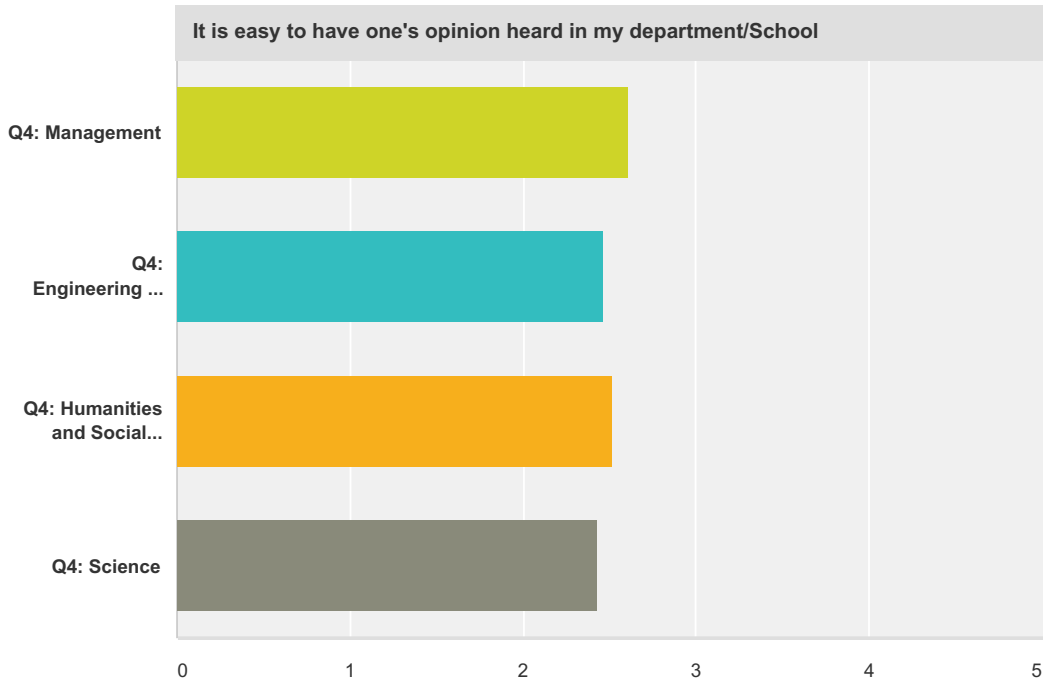
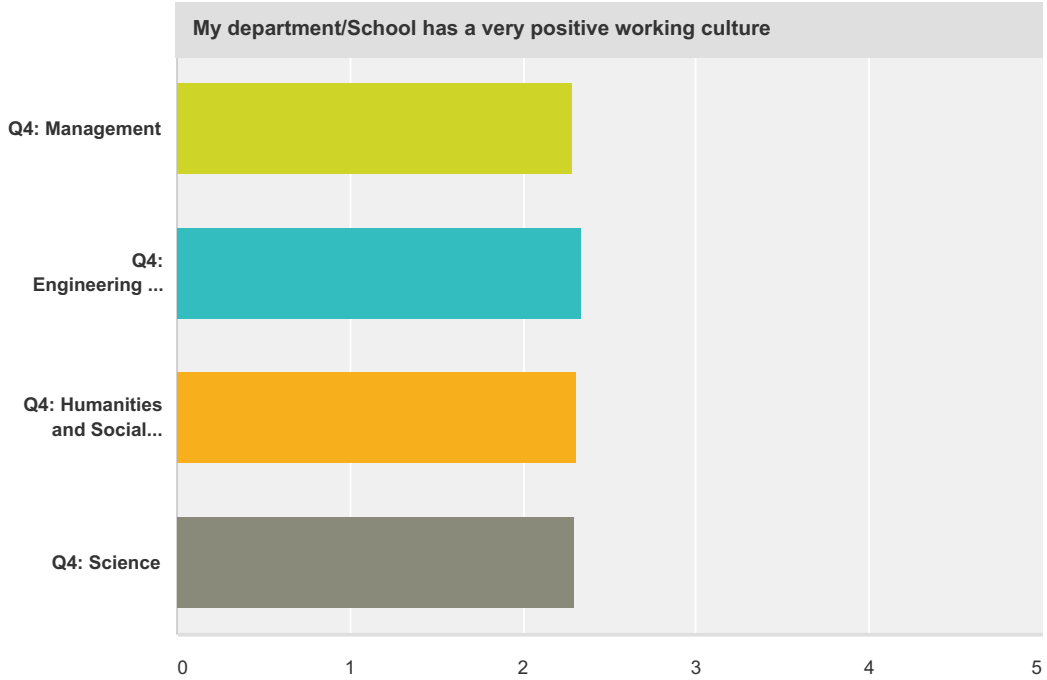
Answered: 384 Skipped: 0



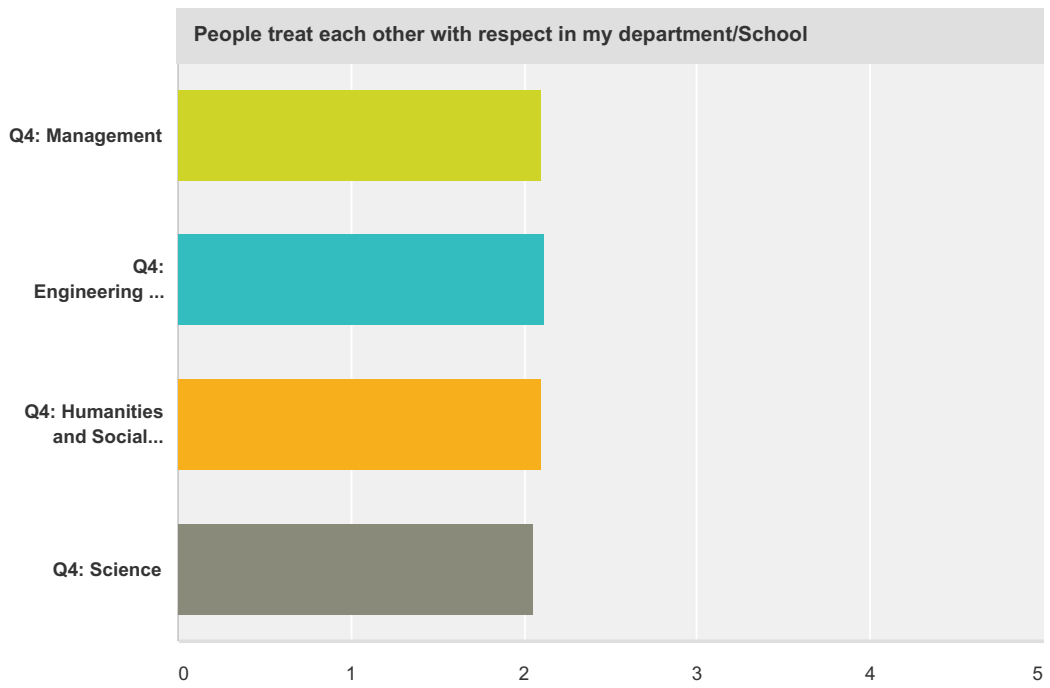
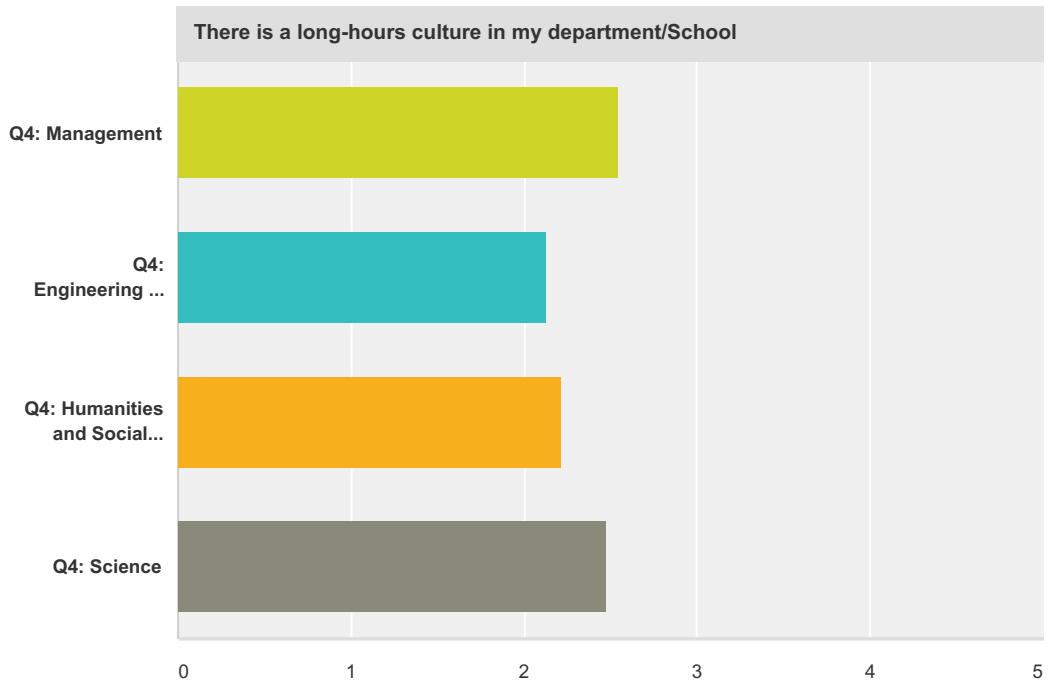
	Management	Engineering and Design	Humanities and Social Sciences	Science	Total
Q4: Management	100.00% 57	0.00% 0	0.00% 0	0.00% 0	14.84% 57
Q4: Engineering and Design	0.00% 0	100.00% 73	0.00% 0	0.00% 0	19.01% 73
Q4: Humanities and Social Sciences	0.00% 0	0.00% 0	100.00% 131	0.00% 0	34.11% 131
Q4: Science	0.00% 0	0.00% 0	0.00% 0	100.00% 123	32.03% 123
Total Respondents	57	73	131	123	384

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

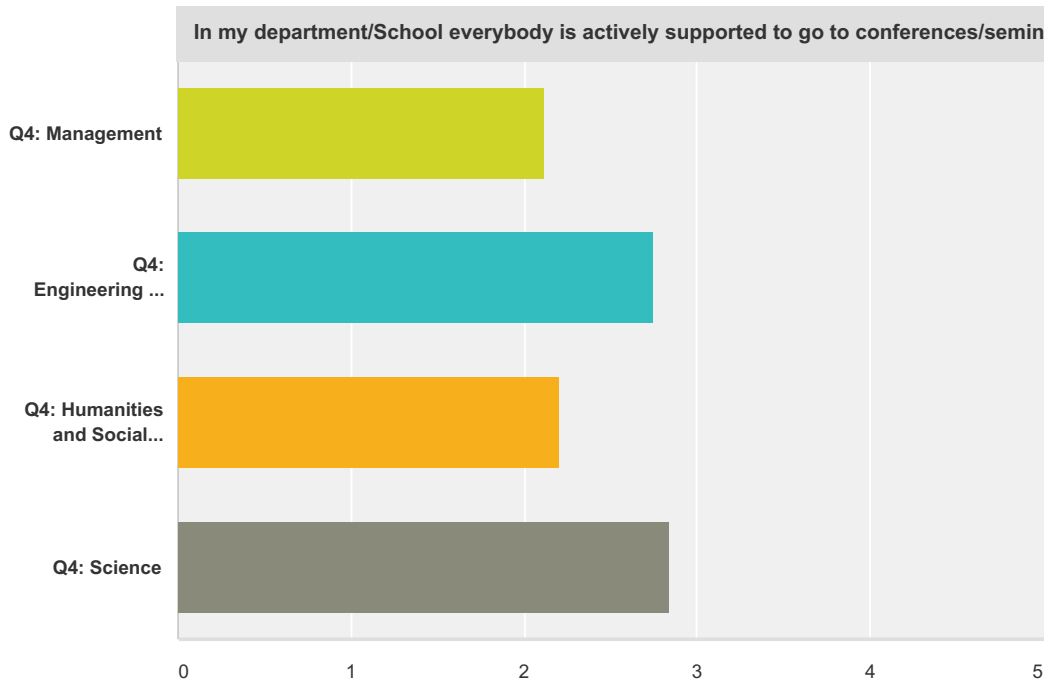
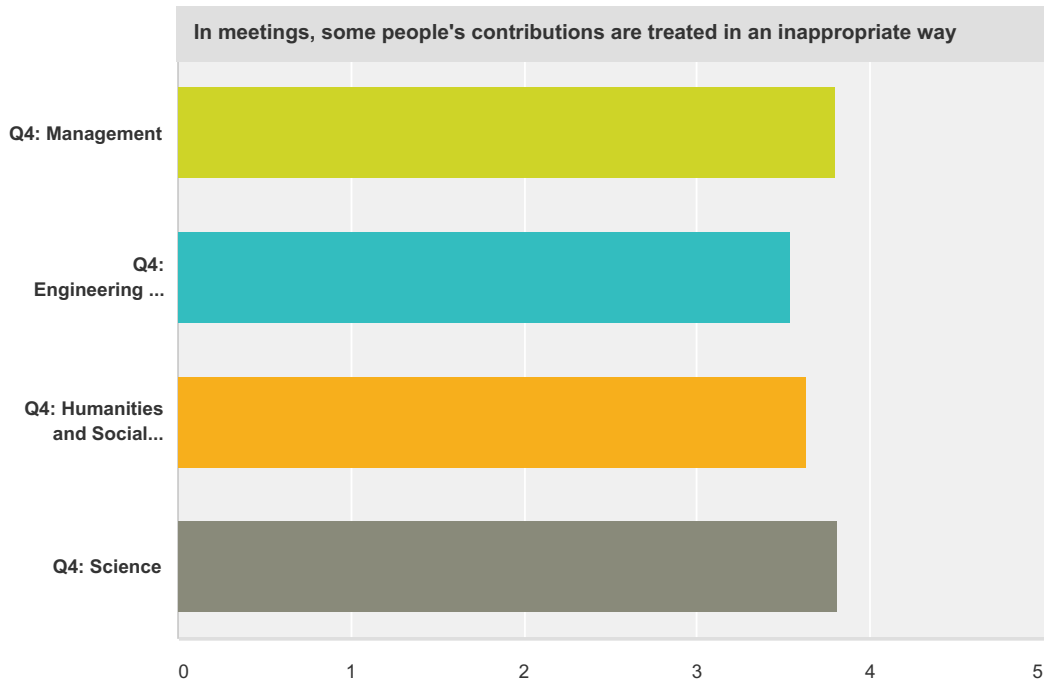
Answered: 359 Skipped: 25



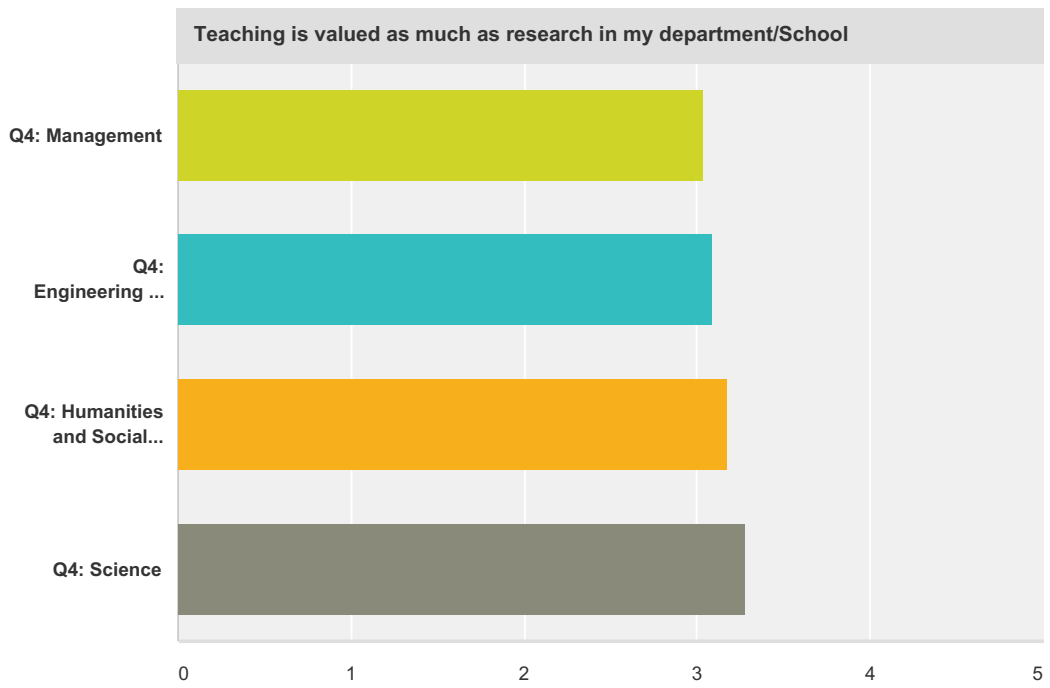
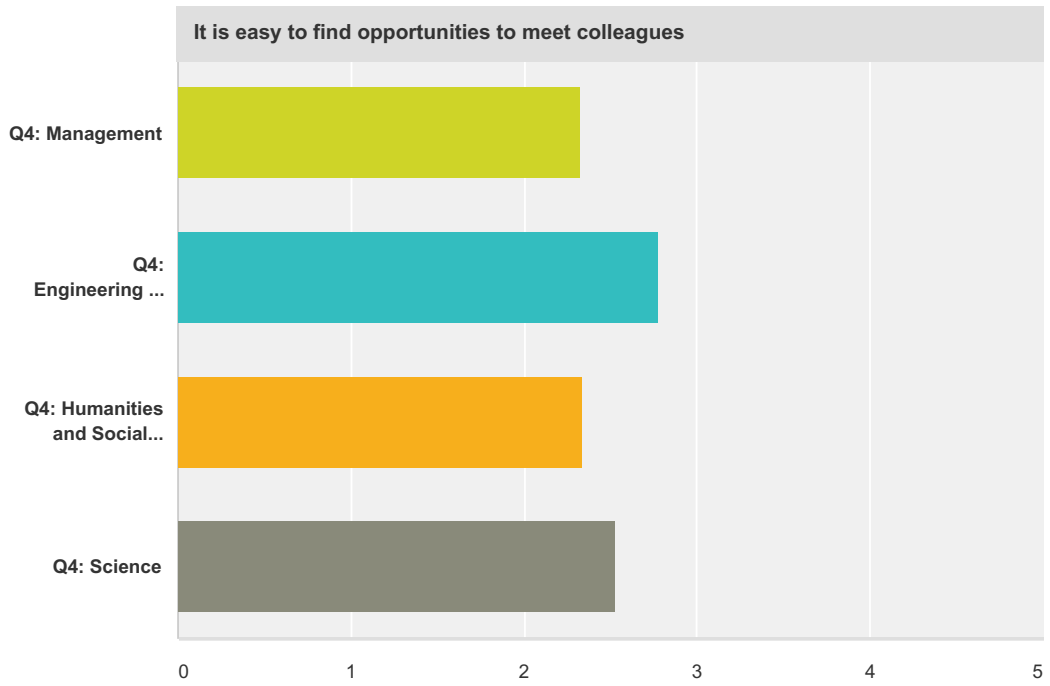
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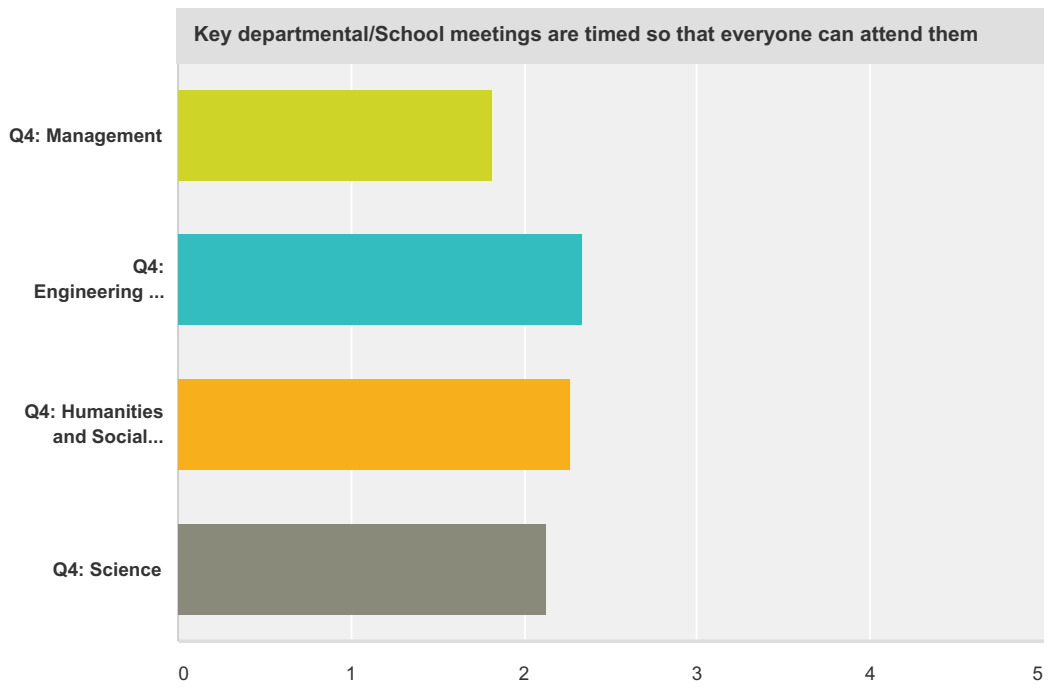
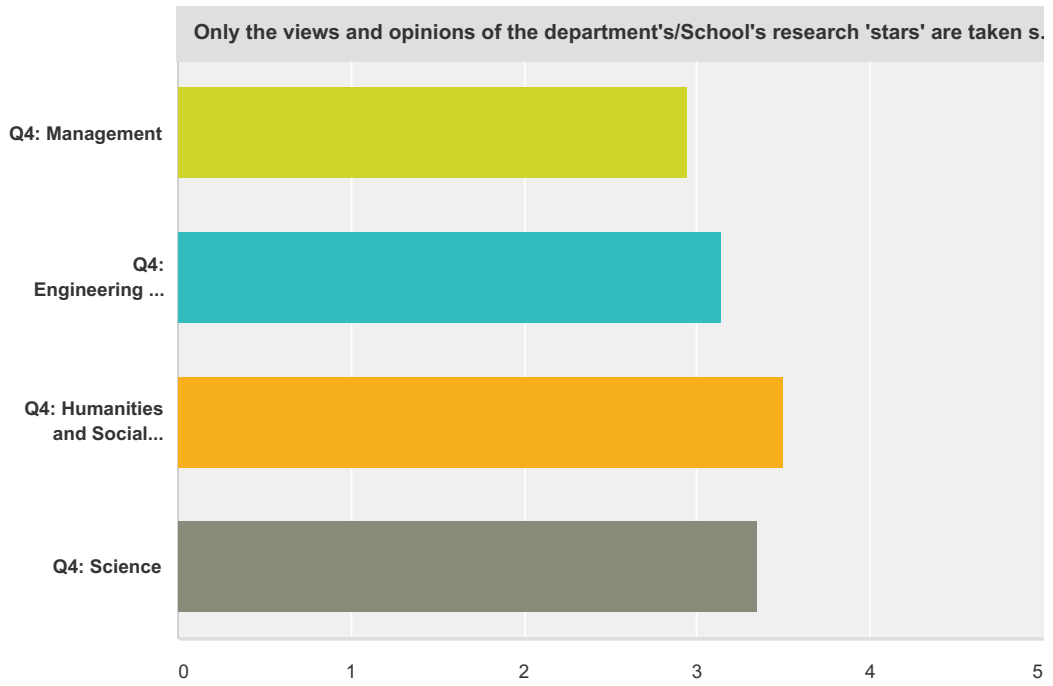
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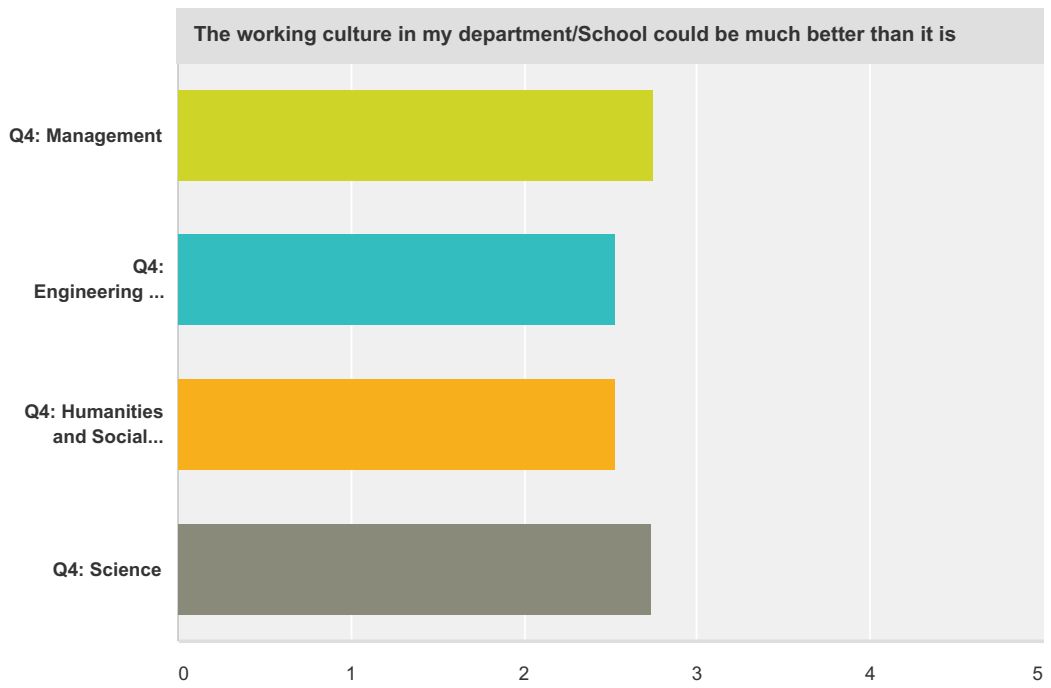
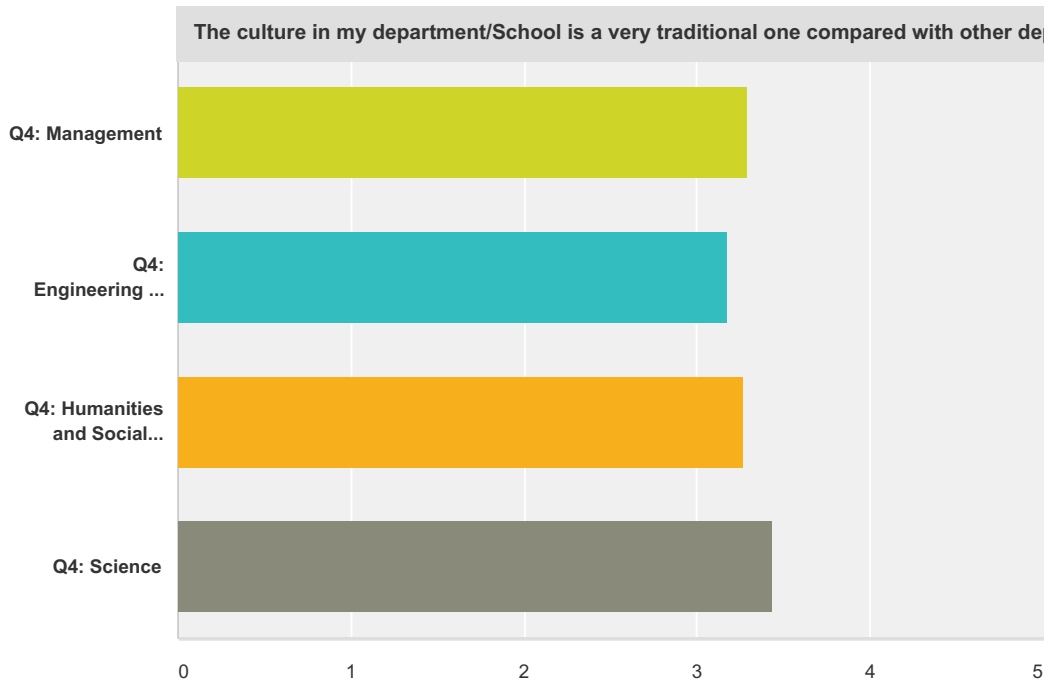
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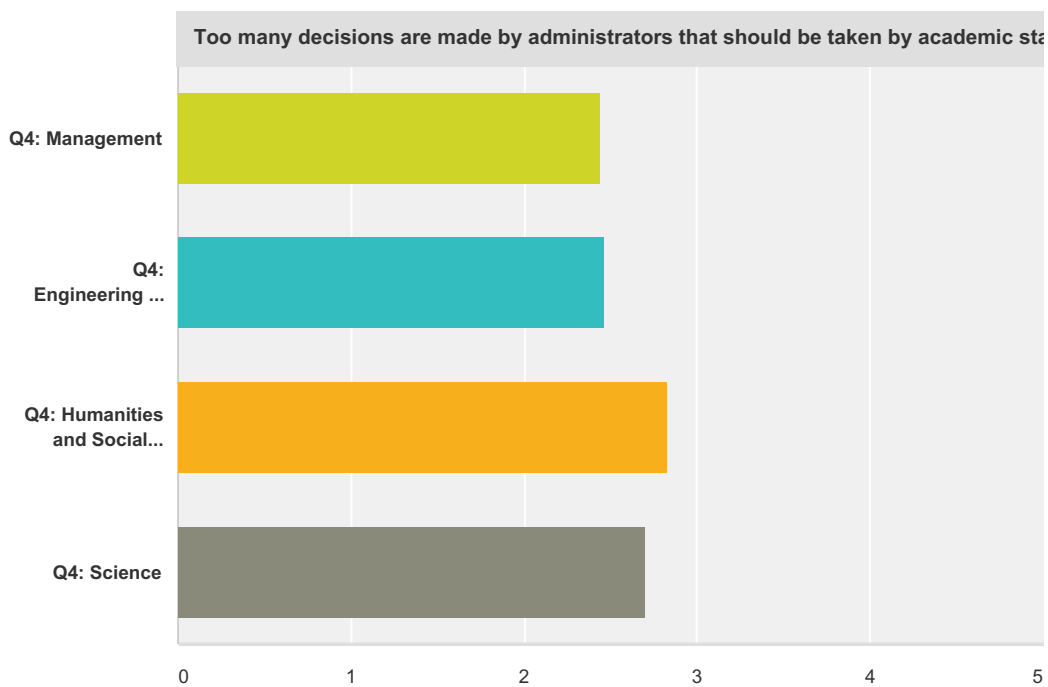
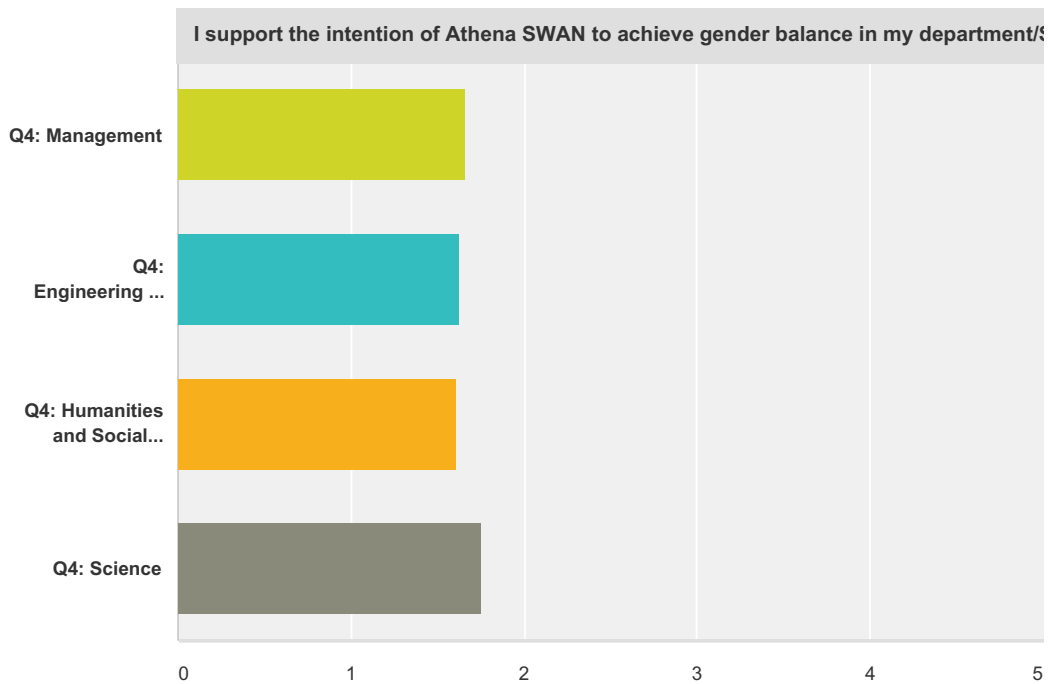
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My department/School has a very positive working culture									
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average	
Q4: Management	29.41% 15	39.22% 20	9.80% 5	15.69% 8	5.88% 3	0.00% 0	14.21% 51	2.29	
Q4: Engineering and Design	15.71% 11	48.57% 34	22.86% 16	11.43% 8	1.43% 1	0.00% 0	19.50% 70	2.34	
Q4: Humanities and Social Sciences	20.17% 24	45.38% 54	21.01% 25	10.08% 12	3.36% 4	0.00% 0	33.15% 119	2.31	
Q4: Science	20.51% 24	48.72% 57	16.24% 19	9.40% 11	5.13% 6	0.00% 0	32.59% 117	2.30	

It is easy to have one's opinion heard in my department/School

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	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q4: Management	19.61% 10	37.25% 19	17.65% 9	13.73% 7	11.76% 6	0.00% 0	14.21% 51	2.61
Q4: Engineering and Design	12.86% 9	51.43% 36	15.71% 11	17.14% 12	2.86% 2	0.00% 0	19.50% 70	2.46
Q4: Humanities and Social Sciences	14.17% 17	47.50% 57	15.83% 19	17.50% 21	5.00% 6	0.00% 0	33.43% 120	2.52
Q4: Science	14.53% 17	51.28% 60	18.80% 22	7.69% 9	7.69% 9	0.00% 0	32.59% 117	2.43
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
Q4: Management	23.53% 12	31.37% 16	15.69% 8	25.49% 13	3.92% 2	0.00% 0	14.21% 51	2.55
Q4: Engineering and Design	32.86% 23	32.86% 23	24.29% 17	8.57% 6	1.43% 1	0.00% 0	19.50% 70	2.13
Q4: Humanities and Social Sciences	25.00% 30	40.83% 49	23.33% 28	10.00% 12	0.83% 1	0.00% 0	33.43% 120	2.21
Q4: Science	20.34% 24	36.44% 43	22.03% 26	18.64% 22	2.54% 3	0.00% 0	32.87% 118	2.47
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
Q4: Management	25.49% 13	49.02% 25	17.65% 9	5.88% 3	1.96% 1	0.00% 0	14.21% 51	2.10
Q4: Engineering and Design	24.64% 17	46.38% 32	21.74% 15	7.25% 5	0.00% 0	0.00% 0	19.22% 69	2.12
Q4: Humanities and Social Sciences	20.00% 24	58.33% 70	15.00% 18	5.00% 6	1.67% 2	0.00% 0	33.43% 120	2.10
Q4: Science	28.81% 34	49.15% 58	12.71% 15	5.93% 7	3.39% 4	0.00% 0	32.87% 118	2.06
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
Q4: Management	5.88% 3	11.76% 6	13.73% 7	31.37% 16	35.29% 18	1.96% 1	14.21% 51	3.80
Q4: Engineering and Design	2.86% 2	17.14% 12	25.71% 18	31.43% 22	22.86% 16	0.00% 0	19.50% 70	3.54
Q4: Humanities and Social Sciences	4.20% 5	15.13% 18	15.13% 18	42.02% 50	21.85% 26	1.68% 2	33.15% 119	3.63
Q4: Science	4.24% 5	8.47% 10	16.95% 20	42.37% 50	27.97% 33	0.00% 0	32.87% 118	3.81
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
Q4: Management	33.33% 17	31.37% 16	23.53% 12	7.84% 4	1.96% 1	1.96% 1	14.21% 51	2.12
Q4: Engineering and Design	15.71% 11	27.14% 19	28.57% 20	20.00% 14	7.14% 5	1.43% 1	19.50% 70	2.75
Q4: Humanities and Social Sciences	24.17% 29	49.17% 59	10.83% 13	11.67% 14	3.33% 4	0.83% 1	33.43% 120	2.20
Q4: Science	11.11% 13	35.90% 42	17.95% 21	25.64% 30	8.55% 10	0.85% 1	32.59% 117	2.84

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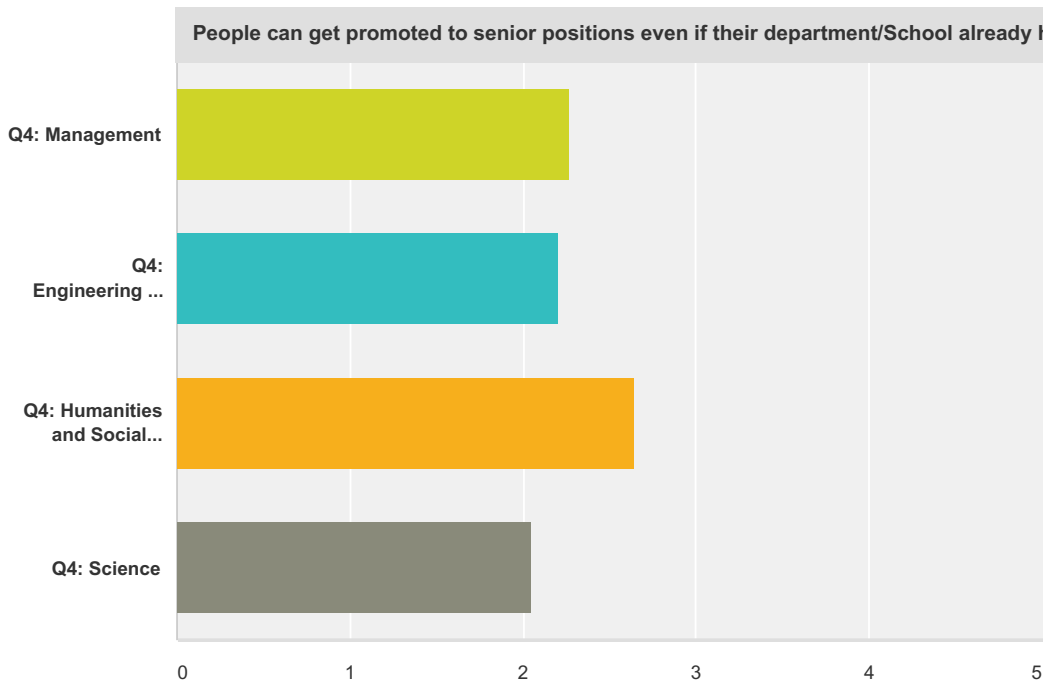
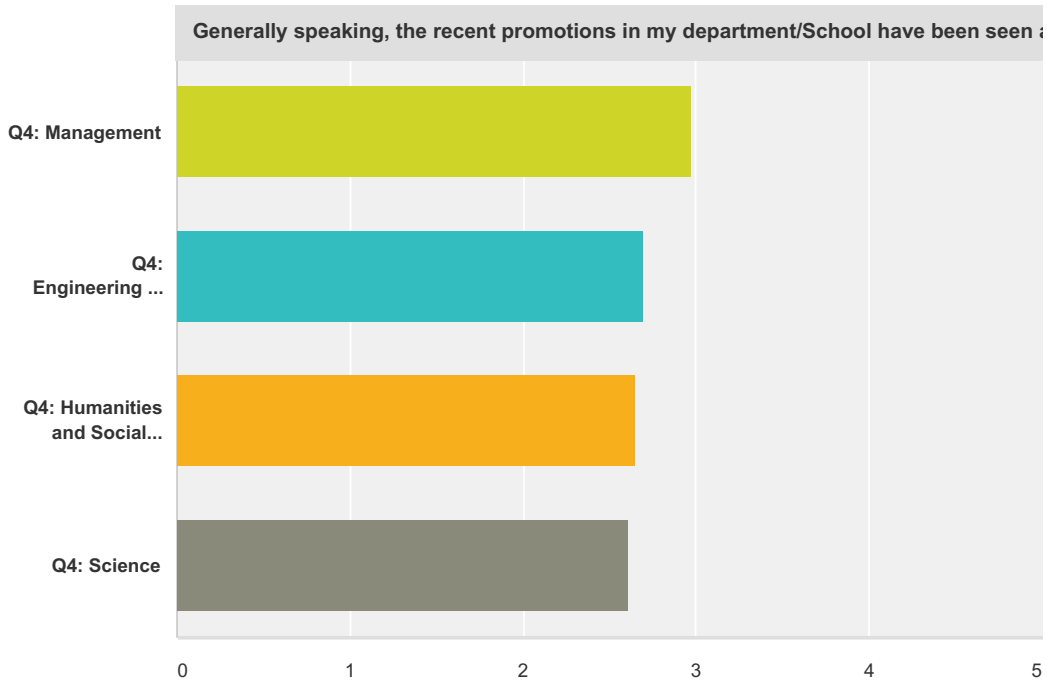
It is easy to find opportunities to meet colleagues								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q4: Management	25.49% 13	33.33% 17	23.53% 12	17.65% 9	0.00% 0	0.00% 0	14.21% 51	2.33
Q4: Engineering and Design	11.43% 8	35.71% 25	20.00% 14	25.71% 18	5.71% 4	1.43% 1	19.50% 70	2.78
Q4: Humanities and Social Sciences	18.33% 22	50.83% 61	12.50% 15	15.00% 18	3.33% 4	0.00% 0	33.43% 120	2.34
Q4: Science	17.95% 21	42.74% 50	16.24% 19	14.53% 17	8.55% 10	0.00% 0	32.59% 117	2.53
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
Q4: Management	17.65% 9	23.53% 12	13.73% 7	23.53% 12	19.61% 10	1.96% 1	14.21% 51	3.04
Q4: Engineering and Design	8.57% 6	31.43% 22	17.14% 12	22.86% 16	17.14% 12	2.86% 2	19.50% 70	3.09
Q4: Humanities and Social Sciences	10.83% 13	27.50% 33	15.00% 18	25.83% 31	20.00% 24	0.83% 1	33.43% 120	3.17
Q4: Science	8.55% 10	20.51% 24	26.50% 31	22.22% 26	21.37% 25	0.85% 1	32.59% 117	3.28
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
Q4: Management	17.65% 9	23.53% 12	17.65% 9	25.49% 13	13.73% 7	1.96% 1	14.21% 51	2.94
Q4: Engineering and Design	11.43% 8	21.43% 15	20.00% 14	32.86% 23	12.86% 9	1.43% 1	19.50% 70	3.14
Q4: Humanities and Social Sciences	5.93% 7	15.25% 18	20.34% 24	36.44% 43	19.49% 23	2.54% 3	32.87% 118	3.50
Q4: Science	7.63% 9	17.80% 21	22.03% 26	33.90% 40	16.95% 20	1.69% 2	32.87% 118	3.35
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
Q4: Management	39.22% 20	41.18% 21	17.65% 9	1.96% 1	0.00% 0	0.00% 0	14.21% 51	1.82
Q4: Engineering and Design	15.71% 11	50.00% 35	17.14% 12	11.43% 8	2.86% 2	2.86% 2	19.50% 70	2.34
Q4: Humanities and Social Sciences	19.33% 23	47.90% 57	22.69% 27	6.72% 8	3.36% 4	0.00% 0	33.15% 119	2.27
Q4: Science	22.03% 26	56.78% 67	10.17% 12	8.47% 10	2.54% 3	0.00% 0	32.87% 118	2.13
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
Q4: Management	3.92% 2	9.80% 5	45.10% 23	25.49% 13	9.80% 5	5.88% 3	14.21% 51	3.29
Q4: Engineering and Design	8.57% 6	18.57% 13	28.57% 20	20.00% 14	15.71% 11	8.57% 6	19.50% 70	3.17
Q4: Humanities and Social Sciences	5.88% 7	11.76% 14	37.82% 45	25.21% 30	11.76% 14	7.56% 9	33.15% 119	3.27

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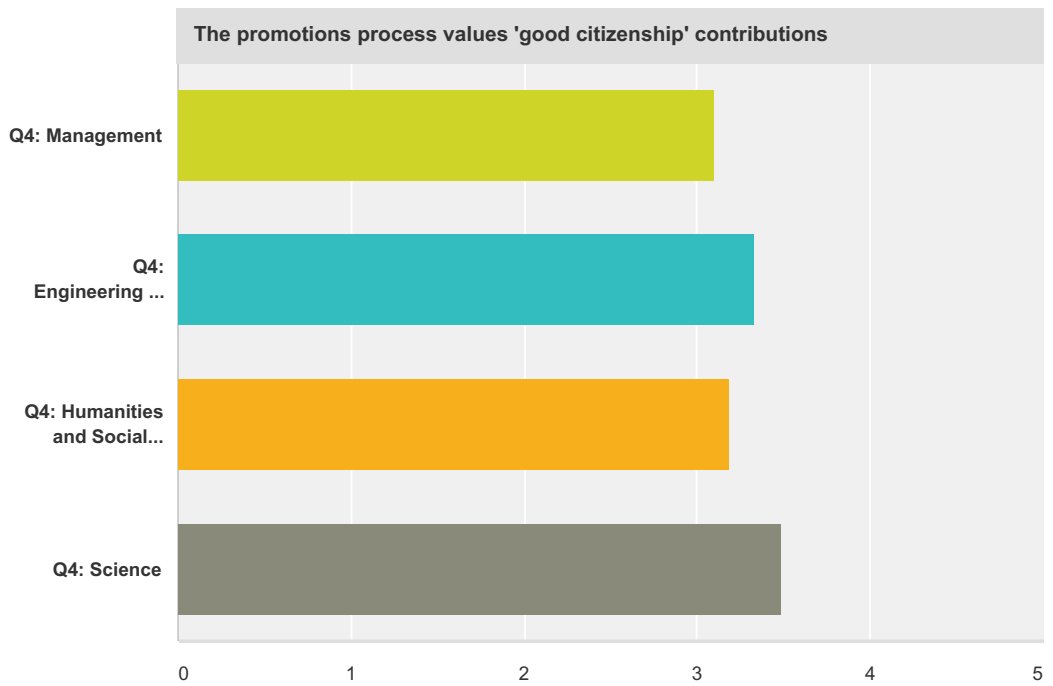
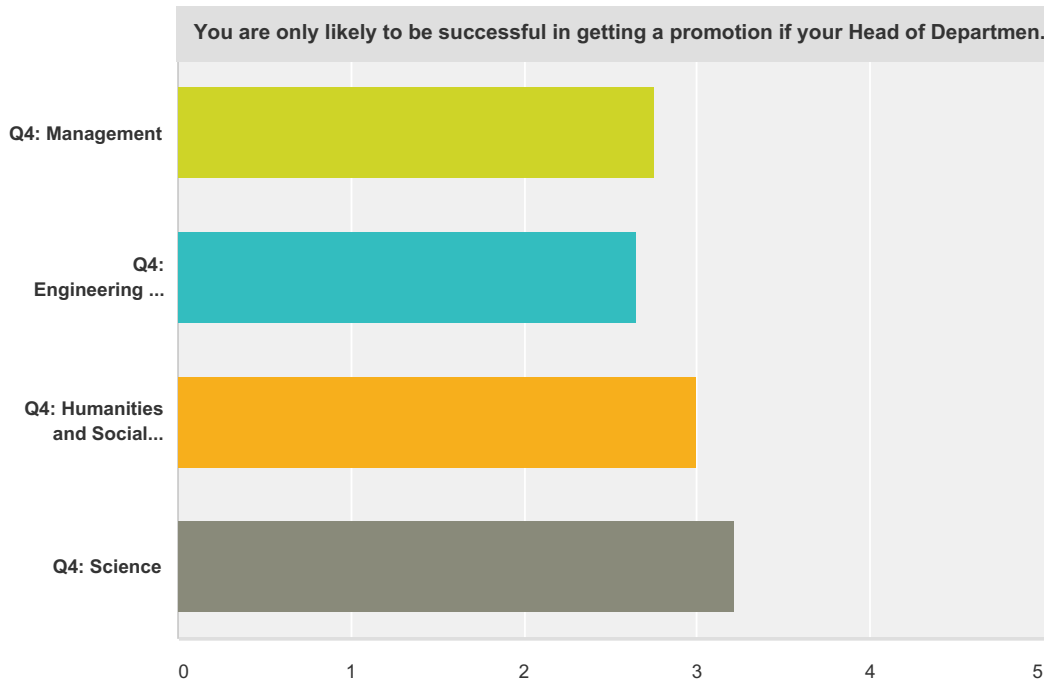
Q4: Science	4.31% 5	10.34% 12	31.90% 37	32.76% 38	12.93% 15	7.76% 9	32.31% 116	3.43
The working culture in my department/School could be much better than it is								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q4: Management	15.69% 8	31.37% 16	19.61% 10	29.41% 15	3.92% 2	0.00% 0	14.21% 51	2.75
Q4: Engineering and Design	25.71% 18	27.14% 19	20.00% 14	22.86% 16	4.29% 3	0.00% 0	19.50% 70	2.53
Q4: Humanities and Social Sciences	21.85% 26	36.13% 43	16.81% 20	17.65% 21	7.56% 9	0.00% 0	33.15% 119	2.53
Q4: Science	17.80% 21	27.97% 33	25.42% 30	21.19% 25	7.63% 9	0.00% 0	32.87% 118	2.73
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
Q4: Management	50.98% 26	33.33% 17	9.80% 5	3.92% 2	0.00% 0	1.96% 1	14.21% 51	1.66
Q4: Engineering and Design	55.71% 39	31.43% 22	8.57% 6	2.86% 2	1.43% 1	0.00% 0	19.50% 70	1.63
Q4: Humanities and Social Sciences	62.18% 74	22.69% 27	8.40% 10	5.04% 6	1.68% 2	0.00% 0	33.15% 119	1.61
Q4: Science	51.69% 61	30.51% 36	11.02% 13	1.69% 2	4.24% 5	0.85% 1	32.87% 118	1.75
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
Q4: Management	25.49% 13	31.37% 16	19.61% 10	15.69% 8	5.88% 3	1.96% 1	14.21% 51	2.44
Q4: Engineering and Design	28.57% 20	18.57% 13	35.71% 25	12.86% 9	4.29% 3	0.00% 0	19.50% 70	2.46
Q4: Humanities and Social Sciences	17.80% 21	24.58% 29	26.27% 31	16.10% 19	13.56% 16	1.69% 2	32.87% 118	2.83
Q4: Science	23.08% 27	20.51% 24	26.50% 31	18.80% 22	9.40% 11	1.71% 2	32.59% 117	2.70
	Q4: Management	Q4: Engineering and Design	Q4: Humanities and Social Sciences	Q4: Science	Total			
Are there any comments or caveats you would like to make relating to your responses above?	10	12	23	27	72			

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

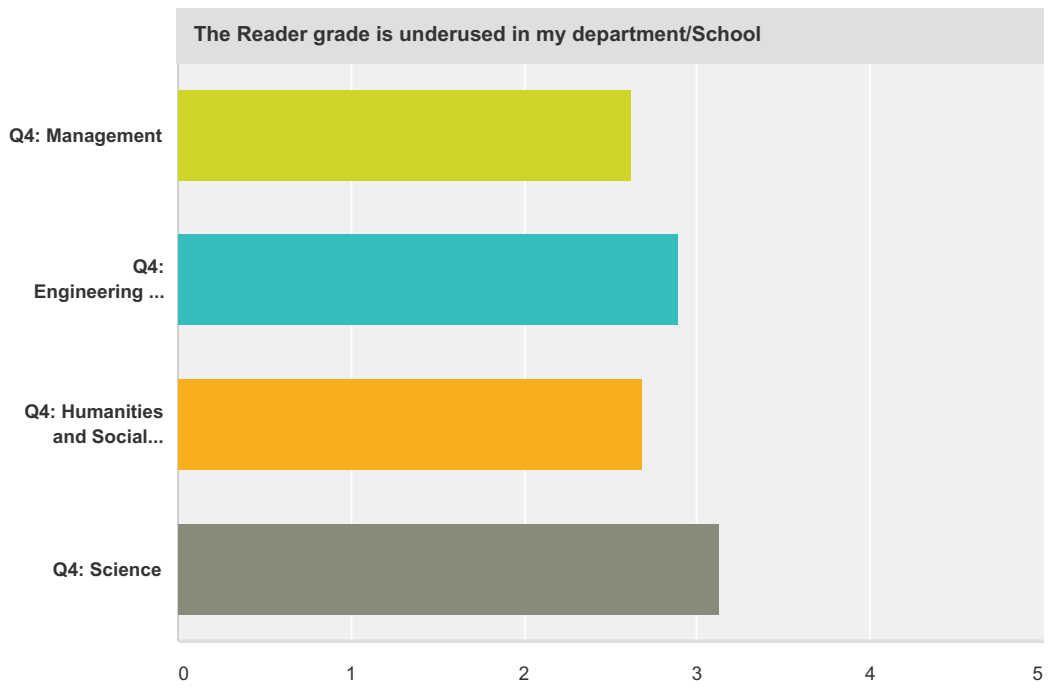
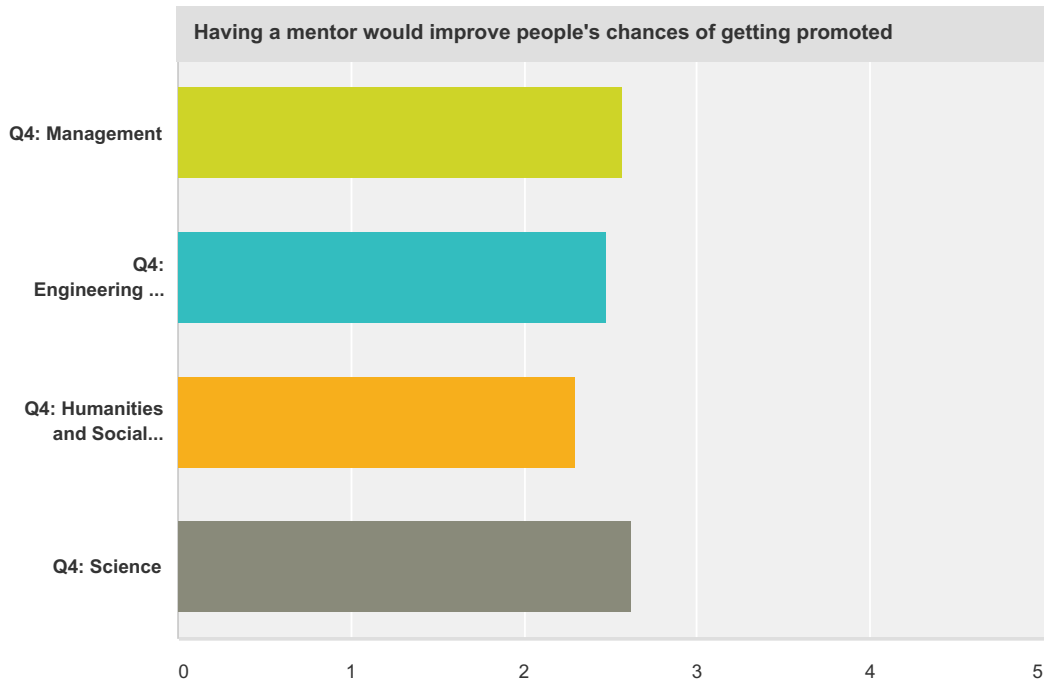
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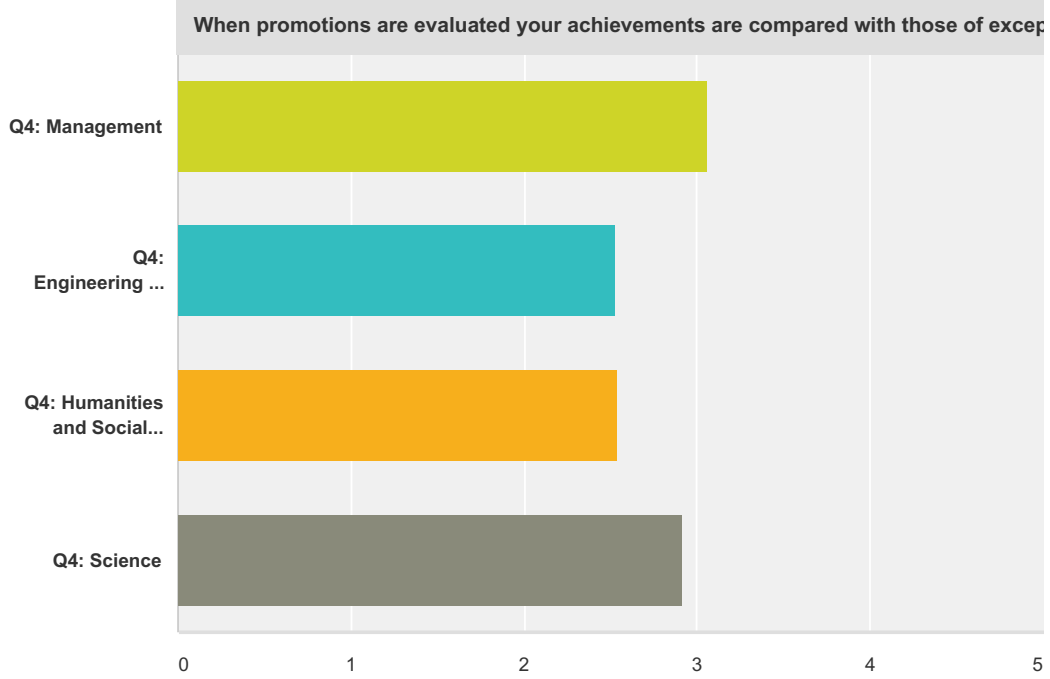
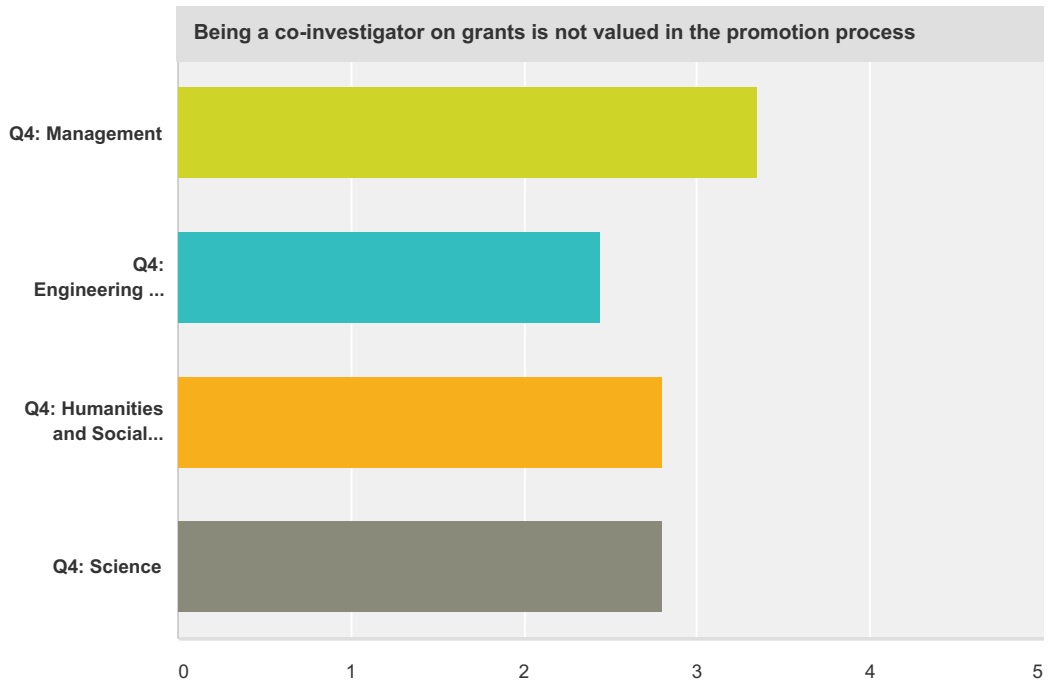
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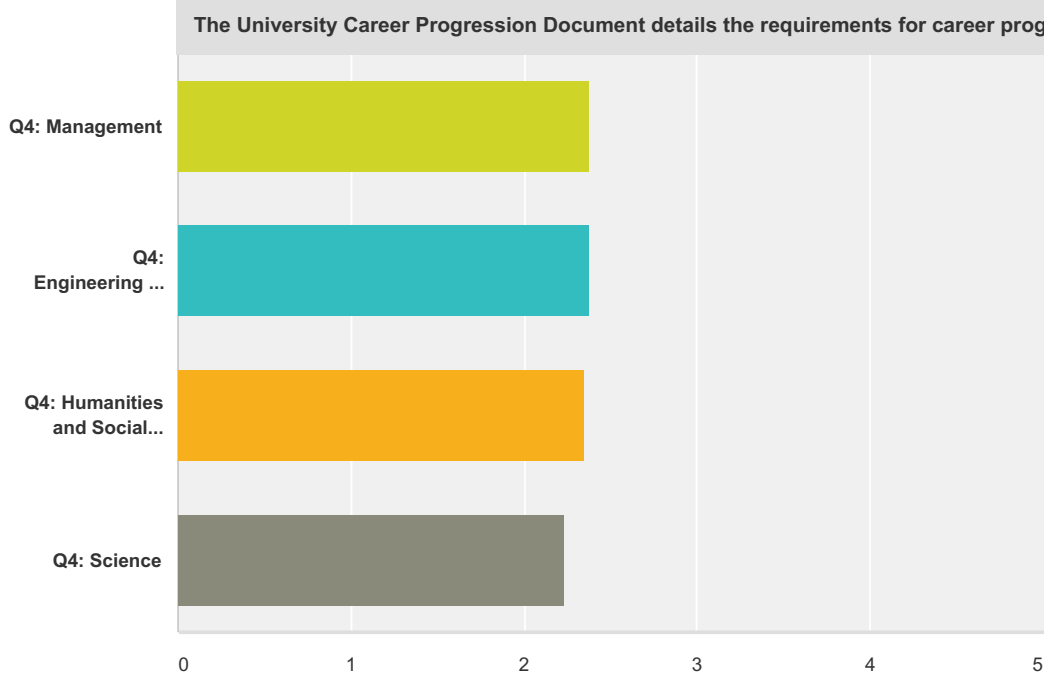
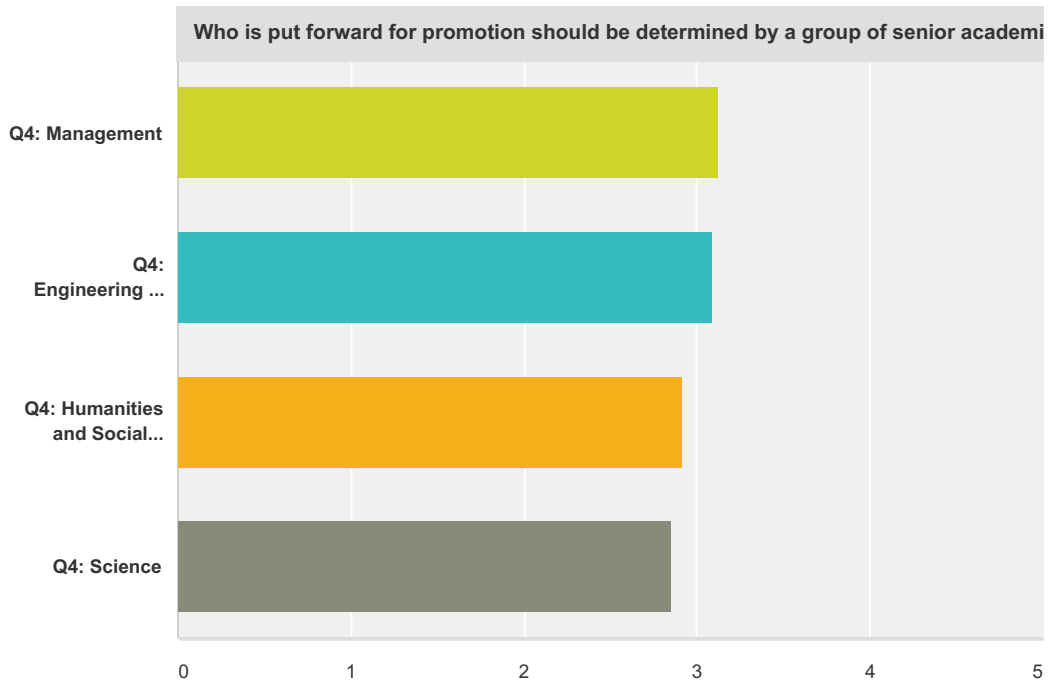
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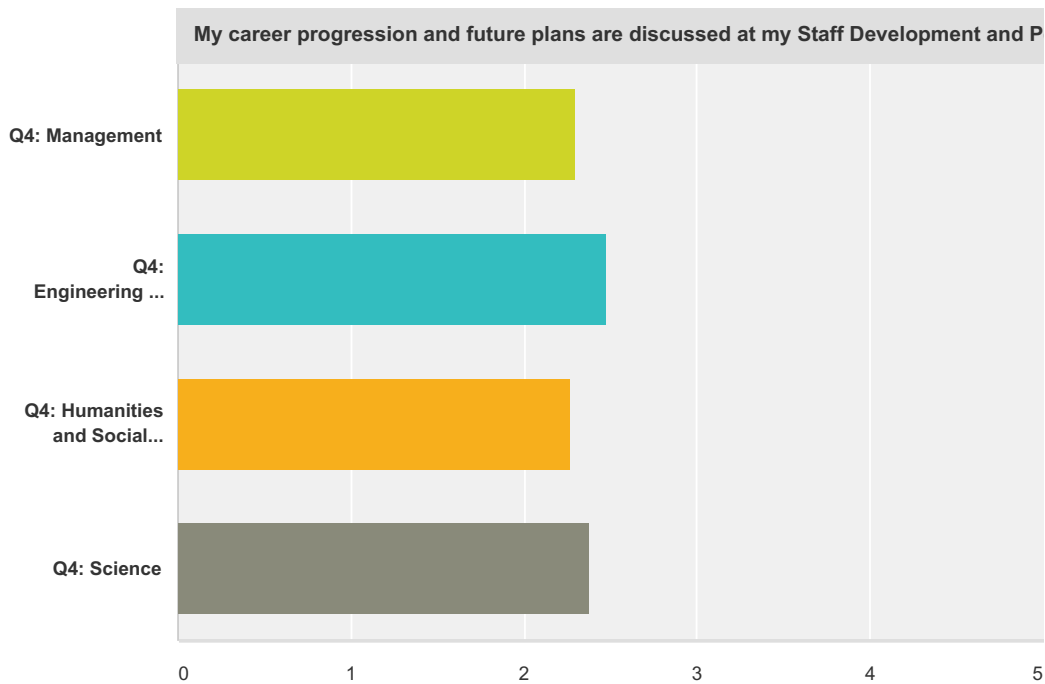
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Generally speaking, the recent promotions in my department/School have been seen as fair and appropriate								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q4: Management	3.92% 2	39.22% 20	21.57% 11	13.73% 7	15.69% 8	5.88% 3	14.45% 51	2.98
Q4: Engineering and Design	8.82% 6	44.12% 30	26.47% 18	7.35% 5	11.76% 8	1.47% 1	19.26% 68	2.69
Q4: Humanities and Social Sciences	11.11% 13	35.04% 41	29.06% 34	12.82% 15	5.98% 7	5.98% 7	33.14% 117	2.65
Q4: Science	14.66% 17	40.52% 47	18.97% 22	17.24% 20	6.90% 8	1.72% 2	32.86% 116	2.61
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
Q4: Management	17.65% 9	41.18% 21	27.45% 14	7.84% 4	0.00% 0	5.88% 3	14.45% 51	2.27
Q4: Engineering and Design	17.65% 12	45.59% 31	29.41% 20	1.47% 1	1.47% 1	4.41% 3	19.26% 68	2.20
Q4: Humanities and Social Sciences	10.26% 12	29.06% 34	42.74% 50	10.26% 12	2.56% 3	5.13% 6	33.14% 117	2.64
Q4: Science	21.55% 25	50.86% 59	18.97% 22	3.45% 4	0.00% 0	5.17% 6	32.86% 116	2.05
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
Q4: Management	11.76% 6	25.49% 13	37.25% 19	17.65% 9	3.92% 2	3.92% 2	14.45% 51	2.76
Q4: Engineering and Design	16.18% 11	25.00% 17	30.88% 21	16.18% 11	4.41% 3	7.35% 5	19.26% 68	2.65
Q4: Humanities and Social Sciences	5.13% 6	20.51% 24	41.03% 48	22.22% 26	4.27% 5	6.84% 8	33.14% 117	3.00
Q4: Science	5.17% 6	13.79% 16	39.66% 46	25.00% 29	9.48% 11	6.90% 8	32.86% 116	3.21

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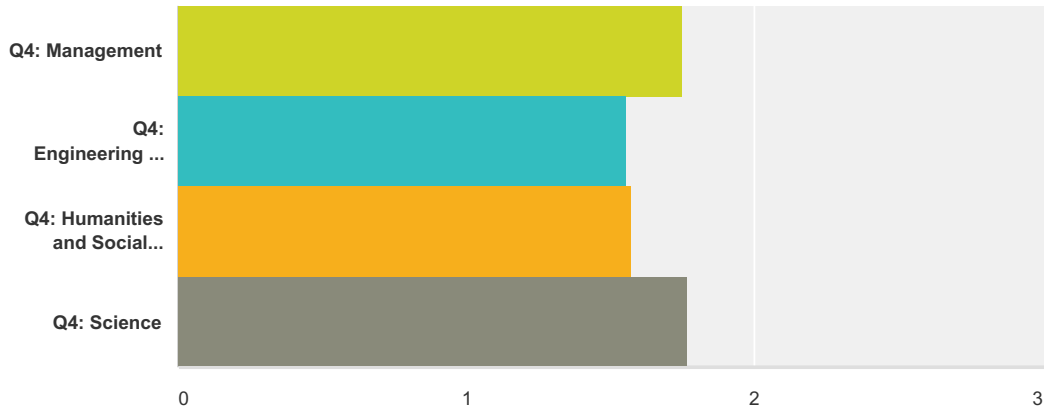
The promotions process values 'good citizenship' contributions								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q4: Management	3.92% 2	35.29% 18	19.61% 10	21.57% 11	15.69% 8	3.92% 2	14.45% 51	3.10
Q4: Engineering and Design	2.94% 2	16.18% 11	33.82% 23	26.47% 18	13.24% 9	7.35% 5	19.26% 68	3.33
Q4: Humanities and Social Sciences	3.42% 4	23.93% 28	31.62% 37	22.22% 26	12.82% 15	5.98% 7	33.14% 117	3.18
Q4: Science	3.45% 4	17.24% 20	27.59% 32	19.83% 23	25.00% 29	6.90% 8	32.86% 116	3.49
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
Q4: Management	13.73% 7	39.22% 20	23.53% 12	13.73% 7	5.88% 3	3.92% 2	14.45% 51	2.57
Q4: Engineering and Design	10.29% 7	44.12% 30	33.82% 23	4.41% 3	4.41% 3	2.94% 2	19.26% 68	2.47
Q4: Humanities and Social Sciences	17.95% 21	41.88% 49	31.62% 37	5.13% 6	1.71% 2	1.71% 2	33.14% 117	2.30
Q4: Science	7.76% 9	37.93% 44	33.62% 39	11.21% 13	3.45% 4	6.03% 7	32.86% 116	2.62
The Reader grade is underused in my department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q4: Management	7.84% 4	27.45% 14	50.98% 26	3.92% 2	1.96% 1	7.84% 4	14.45% 51	2.62
Q4: Engineering and Design	4.41% 3	23.53% 16	47.06% 32	16.18% 11	2.94% 2	5.88% 4	19.26% 68	2.89
Q4: Humanities and Social Sciences	12.82% 15	30.77% 36	34.19% 40	11.97% 14	6.84% 8	3.42% 4	33.14% 117	2.68
Q4: Science	6.90% 8	17.24% 20	33.62% 39	27.59% 32	7.76% 9	6.90% 8	32.86% 116	3.13
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
Q4: Management	2.00% 1	8.00% 4	42.00% 21	26.00% 13	8.00% 4	14.00% 7	14.16% 50	3.35
Q4: Engineering and Design	22.06% 15	23.53% 16	30.88% 21	13.24% 9	1.47% 1	8.82% 6	19.26% 68	2.44
Q4: Humanities and Social Sciences	15.38% 18	17.95% 21	38.46% 45	12.82% 15	8.55% 10	6.84% 8	33.14% 117	2.80
Q4: Science	12.93% 15	18.97% 22	34.48% 40	19.83% 23	3.45% 4	10.34% 12	32.86% 116	2.80
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
Q4: Management	9.80% 5	17.65% 9	37.25% 19	15.69% 8	13.73% 7	5.88% 3	14.45% 51	3.06
Q4: Engineering and Design	20.59% 14	23.53% 16	35.29% 24	16.18% 11	1.47% 1	2.94% 2	19.26% 68	2.53
Q4: Humanities and Social Sciences	16.24% 19	25.64% 30	41.03% 48	9.40% 11	2.56% 3	5.13% 6	33.14% 117	2.54

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Q4: Science	10.43% 12	19.13% 22	34.78% 40	18.26% 21	6.96% 8	10.43% 12	32.58% 115	2.91
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
Q4: Management	5.88% 3	27.45% 14	29.41% 15	19.61% 10	15.69% 8	1.96% 1	14.45% 51	3.12
Q4: Engineering and Design	5.88% 4	26.47% 18	32.35% 22	17.65% 12	14.71% 10	2.94% 2	19.26% 68	3.09
Q4: Humanities and Social Sciences	11.11% 13	23.93% 28	35.04% 41	15.38% 18	11.11% 13	3.42% 4	33.14% 117	2.91
Q4: Science	10.43% 12	30.43% 35	25.22% 29	22.61% 26	6.96% 8	4.35% 5	32.58% 115	2.85
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
Q4: Management	19.61% 10	35.29% 18	23.53% 12	9.80% 5	3.92% 2	7.84% 4	14.45% 51	2.38
Q4: Engineering and Design	11.76% 8	51.47% 35	25.00% 17	2.94% 2	5.88% 4	2.94% 2	19.26% 68	2.38
Q4: Humanities and Social Sciences	8.62% 10	52.59% 61	28.45% 33	4.31% 5	1.72% 2	4.31% 5	32.86% 116	2.35
Q4: Science	21.93% 25	43.86% 50	20.18% 23	5.26% 6	4.39% 5	4.39% 5	32.29% 114	2.23
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
Q4: Management	23.53% 12	41.18% 21	9.80% 5	11.76% 6	5.88% 3	7.84% 4	14.45% 51	2.30
Q4: Engineering and Design	8.82% 6	48.53% 33	17.65% 12	7.35% 5	5.88% 4	11.76% 8	19.26% 68	2.47
Q4: Humanities and Social Sciences	22.22% 26	45.30% 53	14.53% 17	9.40% 11	5.13% 6	3.42% 4	33.14% 117	2.27
Q4: Science	15.52% 18	46.55% 54	10.34% 12	10.34% 12	6.03% 7	11.21% 13	32.86% 116	2.38
	Q4: Management	Q4: Engineering and Design	Q4: Humanities and Social Sciences	Q4: Science	Total			
Are there any comments or caveats you would like to make relating to participation and promotion practices?	10	14	29	35	88			

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

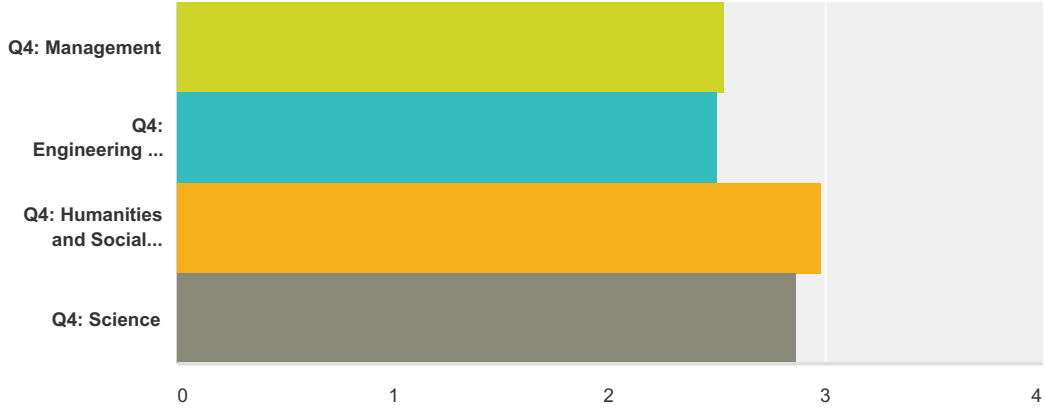
Answered: 351 Skipped: 33



	Yes	No	Prefer not to say	Total
Q4: Management	31.37% 16	62.75% 32	5.88% 3	14.53% 51
Q4: Engineering and Design	53.73% 36	37.31% 25	8.96% 6	19.09% 67
Q4: Humanities and Social Sciences	49.14% 57	44.83% 52	6.03% 7	33.05% 116
Q4: Science	32.48% 38	58.12% 68	9.40% 11	33.33% 117
Total Respondents	147	177	27	351

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

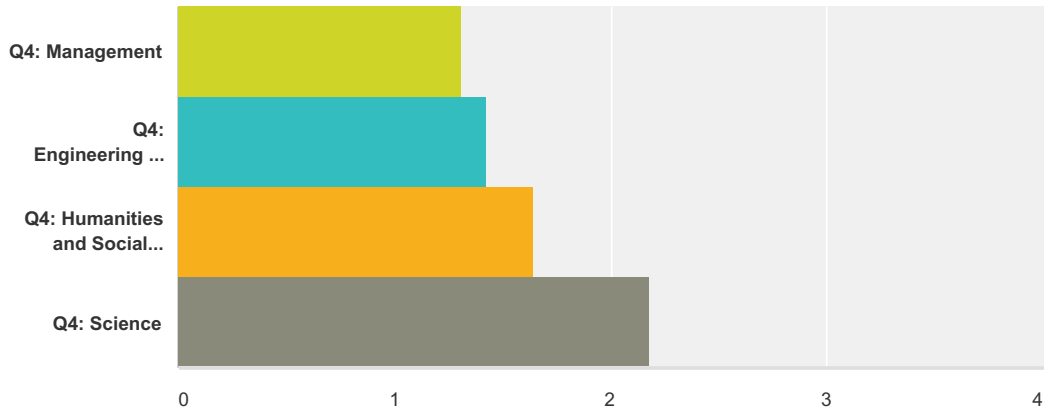
Answered: 205 Skipped: 179



	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
Q4: Management	38.89% 14	8.33% 3	13.89% 5	38.89% 14	17.56% 36
Q4: Engineering and Design	23.33% 7	26.67% 8	26.67% 8	23.33% 7	14.63% 30
Q4: Humanities and Social Sciences	26.67% 16	6.67% 4	8.33% 5	58.33% 35	29.27% 60
Q4: Science	21.52% 17	15.19% 12	18.99% 15	44.30% 35	38.54% 79
Total Respondents	54	27	33	91	205

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

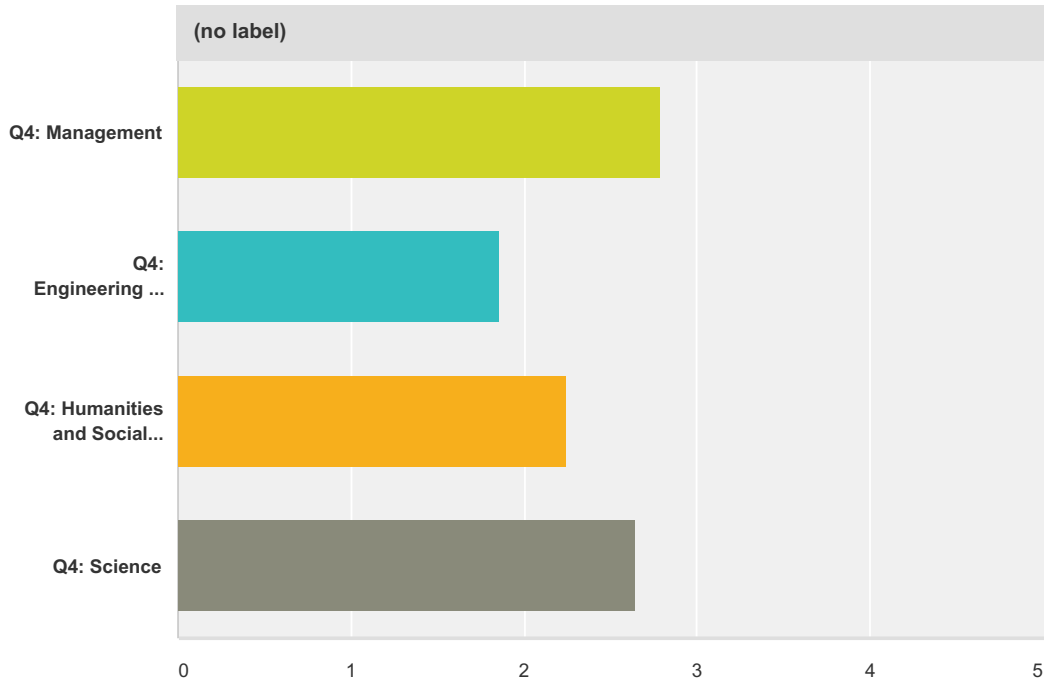
Answered: 54 Skipped: 330



	Yes	No	Prefer not to say	Other (please specify)	Total
Q4: Management	76.92% 10	15.38% 2	7.69% 1	0.00% 0	24.07% 13
Q4: Engineering and Design	85.71% 6	0.00% 0	0.00% 0	14.29% 1	12.96% 7
Q4: Humanities and Social Sciences	70.59% 12	5.88% 1	11.76% 2	11.76% 2	31.48% 17
Q4: Science	35.29% 6	23.53% 4	29.41% 5	11.76% 2	31.48% 17
Total Respondents	34	7	8	5	54

Q10 The mentoring scheme has been of help to me

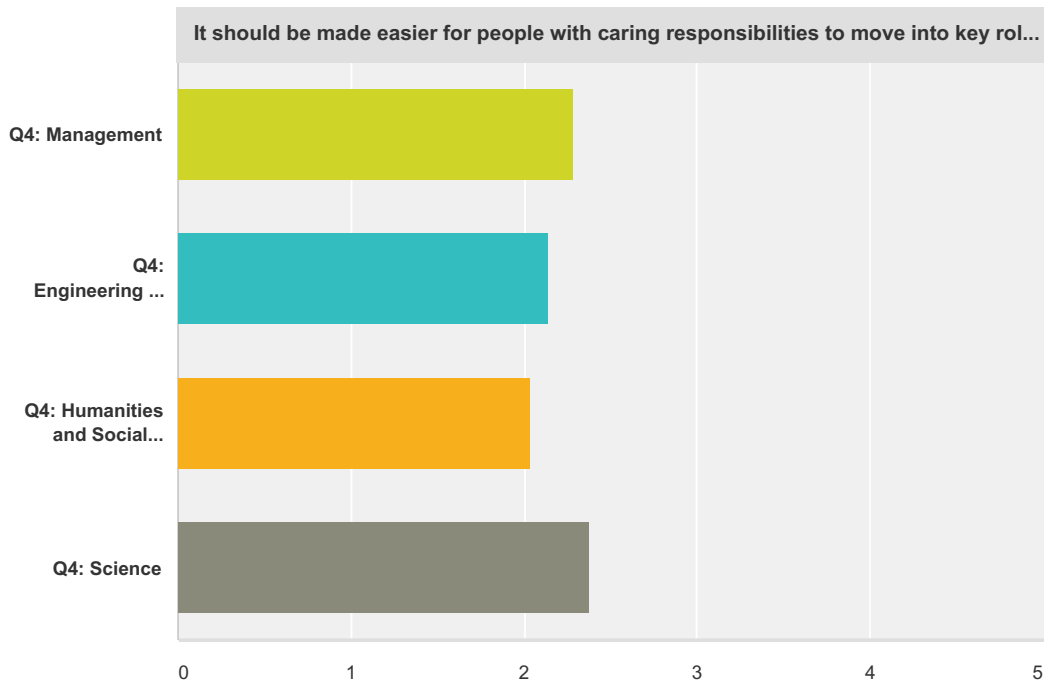
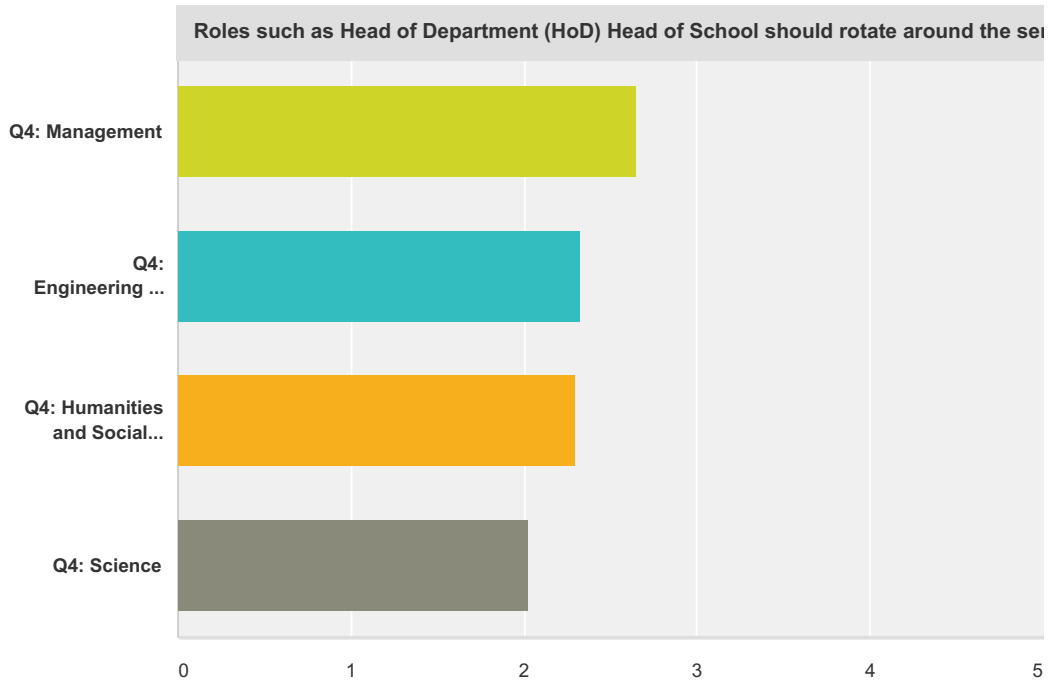
Answered: 148 Skipped: 236



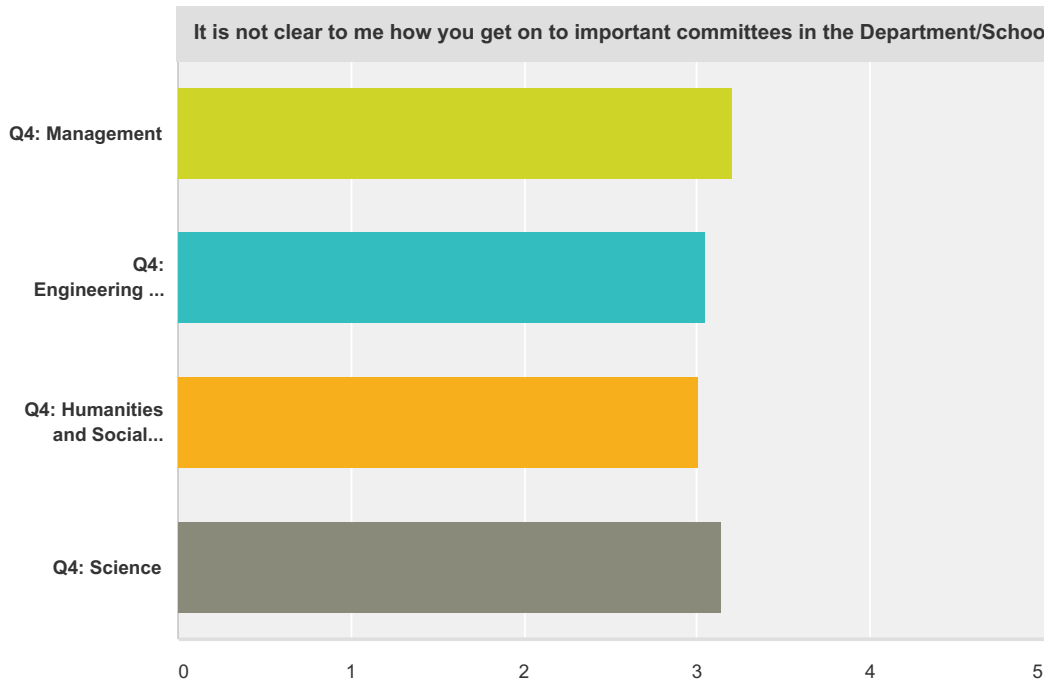
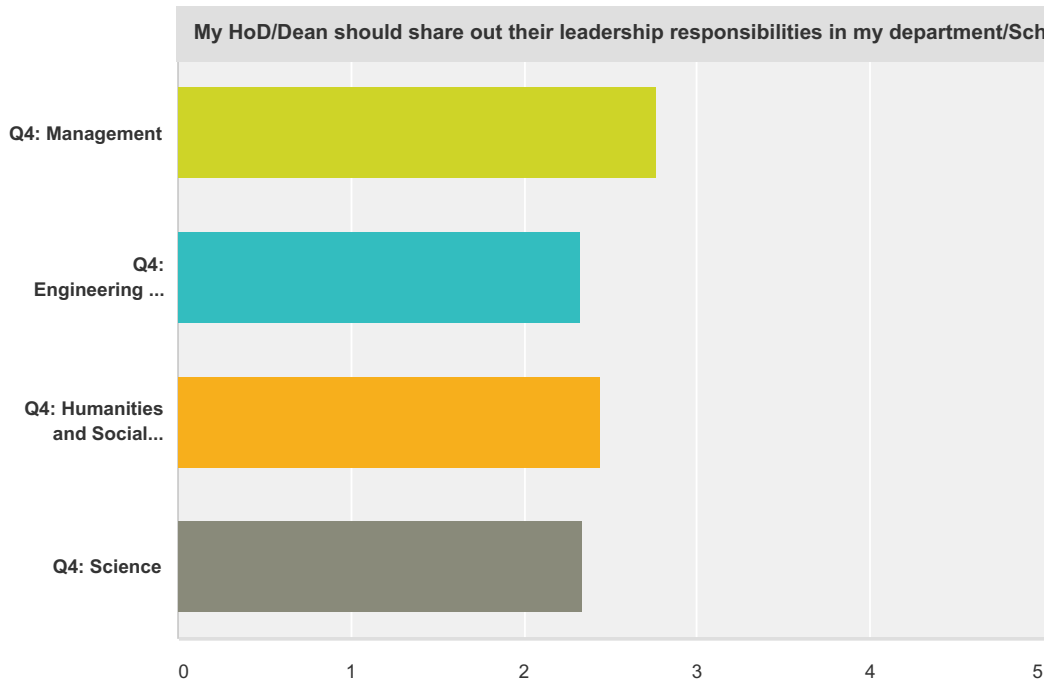
(no label)								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q4: Management	5.88% 1	29.41% 5	35.29% 6	0.00% 0	11.76% 2	17.65% 3	11.49% 17	2.79
Q4: Engineering and Design	30.56% 11	50.00% 18	16.67% 6	0.00% 0	0.00% 0	2.78% 1	24.32% 36	1.86
Q4: Humanities and Social Sciences	26.32% 15	36.84% 21	24.56% 14	1.75% 1	7.02% 4	3.51% 2	38.51% 57	2.24
Q4: Science	7.89% 3	36.84% 14	34.21% 13	13.16% 5	2.63% 1	5.26% 2	25.68% 38	2.64

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

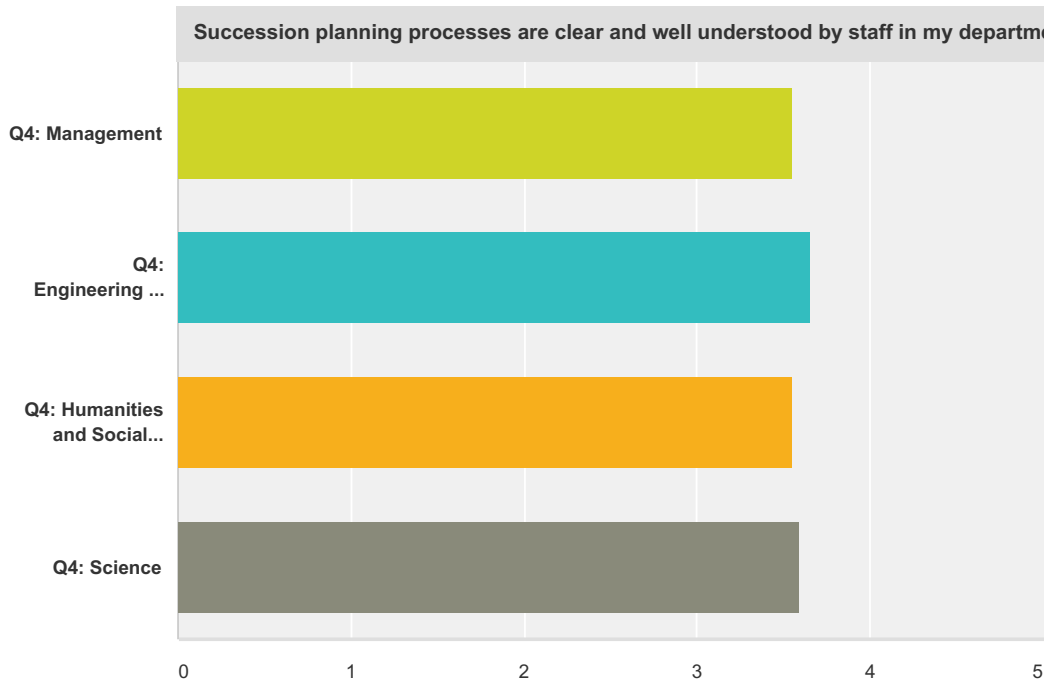
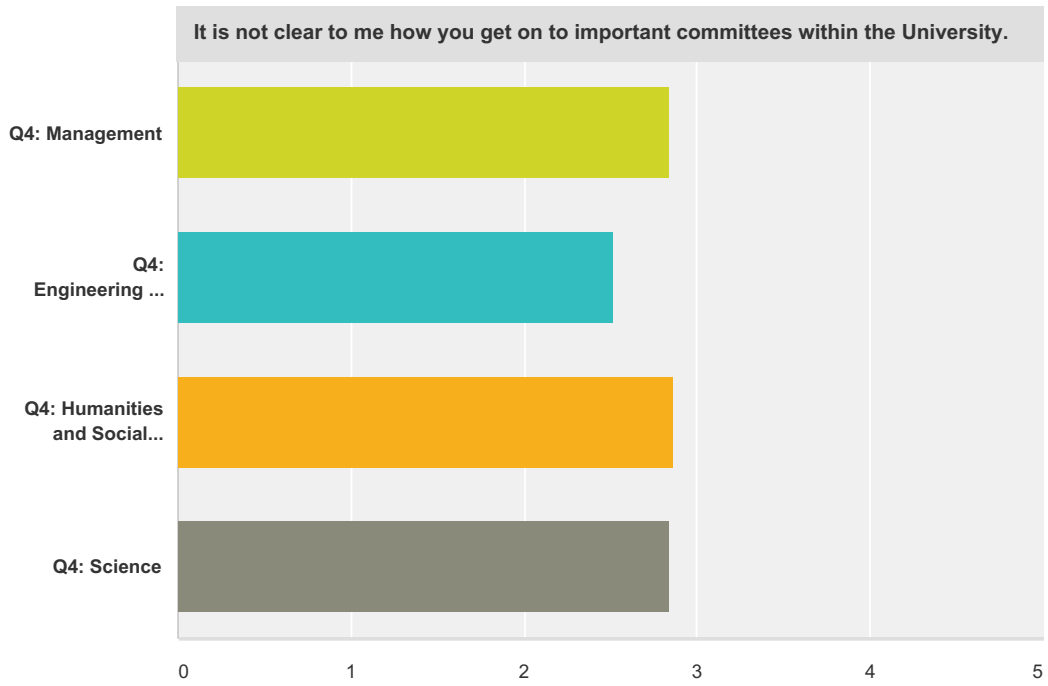
Answered: 348 Skipped: 36



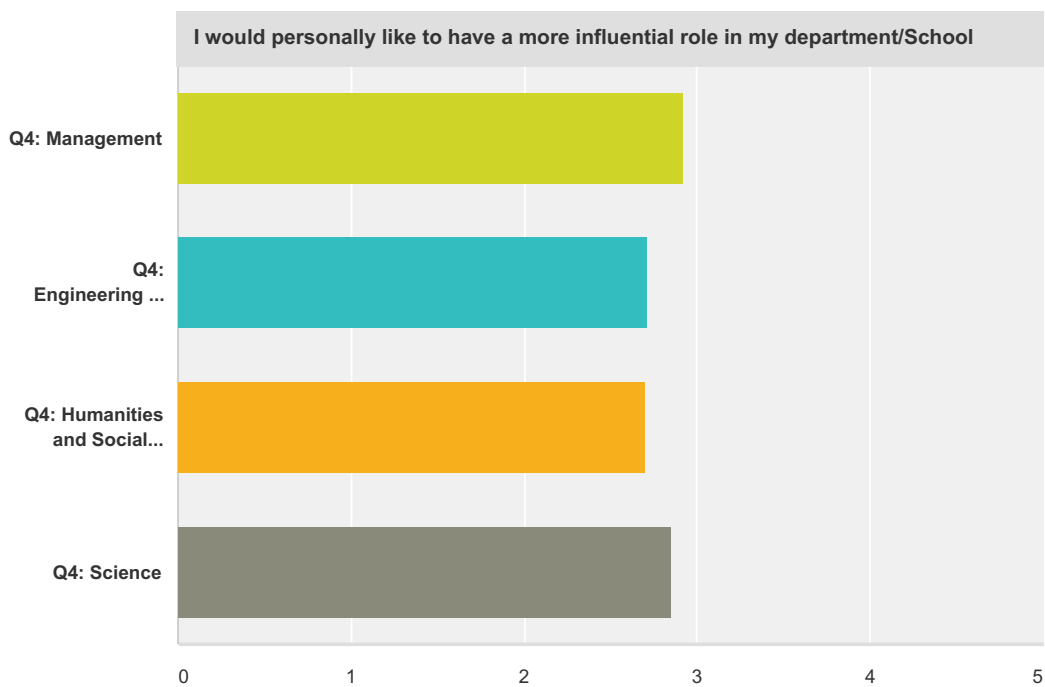
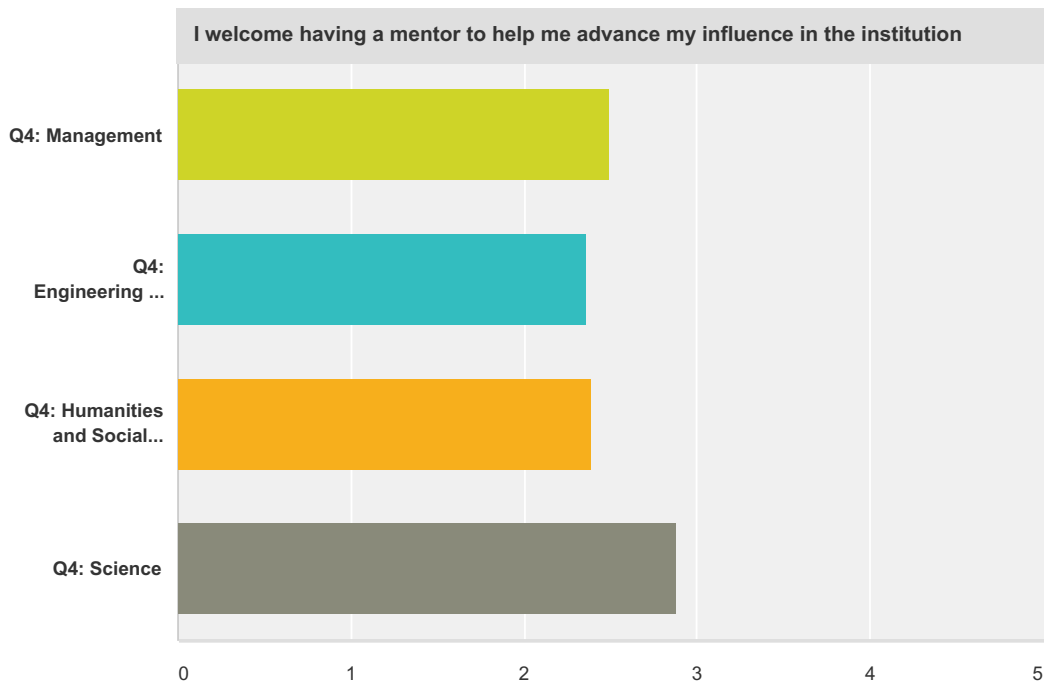
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Roles such as Head of Department (HoD) Head of School should rotate around the senior staff in the department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q4: Management	9.80% 5	43.14% 22	27.45% 14	11.76% 6	7.84% 4	0.00% 0	14.66% 51	2.65
Q4: Engineering and Design	18.46% 12	47.69% 31	15.38% 10	15.38% 10	1.54% 1	1.54% 1	18.68% 65	2.33
Q4: Humanities and Social Sciences	18.26% 21	47.83% 55	22.61% 26	7.83% 9	3.48% 4	0.00% 0	33.05% 115	2.30
Q4: Science	36.21% 42	37.93% 44	13.79% 16	8.62% 10	2.59% 3	0.86% 1	33.33% 116	2.03

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.)

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	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q4: Management	13.73% 7	45.10% 23	35.29% 18	0.00% 0	1.96% 1	3.92% 2	14.66% 51	2.29
Q4: Engineering and Design	26.15% 17	40.00% 26	26.15% 17	4.62% 3	1.54% 1	1.54% 1	18.68% 65	2.14
Q4: Humanities and Social Sciences	32.17% 37	38.26% 44	20.00% 23	4.35% 5	2.61% 3	2.61% 3	33.05% 115	2.04
Q4: Science	17.54% 20	42.98% 49	26.32% 30	3.51% 4	7.02% 8	2.63% 3	32.76% 114	2.38
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
Q4: Management	7.84% 4	27.45% 14	41.18% 21	9.80% 5	5.88% 3	7.84% 4	14.66% 51	2.77
Q4: Engineering and Design	18.46% 12	40.00% 26	30.77% 20	7.69% 5	1.54% 1	1.54% 1	18.68% 65	2.33
Q4: Humanities and Social Sciences	11.30% 13	46.09% 53	28.70% 33	8.70% 10	2.61% 3	2.61% 3	33.05% 115	2.44
Q4: Science	15.52% 18	40.52% 47	35.34% 41	6.90% 8	0.00% 0	1.72% 2	33.33% 116	2.34
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
Q4: Management	7.84% 4	27.45% 14	13.73% 7	39.22% 20	11.76% 6	0.00% 0	14.66% 51	3.20
Q4: Engineering and Design	9.23% 6	27.69% 18	23.08% 15	26.15% 17	12.31% 8	1.54% 1	18.68% 65	3.05
Q4: Humanities and Social Sciences	12.28% 14	26.32% 30	20.18% 23	27.19% 31	12.28% 14	1.75% 2	32.76% 114	3.01
Q4: Science	9.73% 11	24.78% 28	23.01% 26	22.12% 25	17.70% 20	2.65% 3	32.47% 113	3.14
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
Q4: Management	7.84% 4	35.29% 18	29.41% 15	19.61% 10	7.84% 4	0.00% 0	14.66% 51	2.84
Q4: Engineering and Design	15.38% 10	47.69% 31	12.31% 8	18.46% 12	6.15% 4	0.00% 0	18.68% 65	2.52
Q4: Humanities and Social Sciences	13.27% 15	30.97% 35	17.70% 20	28.32% 32	7.96% 9	1.77% 2	32.47% 113	2.86
Q4: Science	13.91% 16	31.30% 36	20.87% 24	19.13% 22	12.17% 14	2.61% 3	33.05% 115	2.84
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
Q4: Management	1.96% 1	7.84% 4	39.22% 20	35.29% 18	15.69% 8	0.00% 0	14.66% 51	3.55
Q4: Engineering and Design	1.54% 1	13.85% 9	27.69% 18	27.69% 18	26.15% 17	3.08% 2	18.68% 65	3.65
Q4: Humanities and Social Sciences	1.74% 2	11.30% 13	33.04% 38	33.91% 39	17.39% 20	2.61% 3	33.05% 115	3.55
Q4: Science	2.61% 3	14.78% 17	20.87% 24	37.39% 43	19.13% 22	5.22% 6	33.05% 115	3.59

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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
Q4: Management	13.73% 7	39.22% 20	11.76% 6	5.88% 3	9.80% 5	19.61% 10	14.66% 51	2.49
Q4: Engineering and Design	16.92% 11	32.31% 21	33.85% 22	3.08% 2	3.08% 2	10.77% 7	18.68% 65	2.36
Q4: Humanities and Social Sciences	14.78% 17	36.52% 42	29.57% 34	6.09% 7	2.61% 3	10.43% 12	33.05% 115	2.39
Q4: Science	9.48% 11	18.97% 22	31.03% 36	9.48% 11	9.48% 11	21.55% 25	33.33% 116	2.88
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
Q4: Management	1.96% 1	31.37% 16	41.18% 21	15.69% 8	5.88% 3	3.92% 2	14.66% 51	2.92
Q4: Engineering and Design	12.31% 8	33.85% 22	30.77% 20	16.92% 11	6.15% 4	0.00% 0	18.68% 65	2.71
Q4: Humanities and Social Sciences	9.57% 11	28.70% 33	41.74% 48	16.52% 19	0.87% 1	2.61% 3	33.05% 115	2.70
Q4: Science	8.62% 10	22.41% 26	42.24% 49	17.24% 20	4.31% 5	5.17% 6	33.33% 116	2.85

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