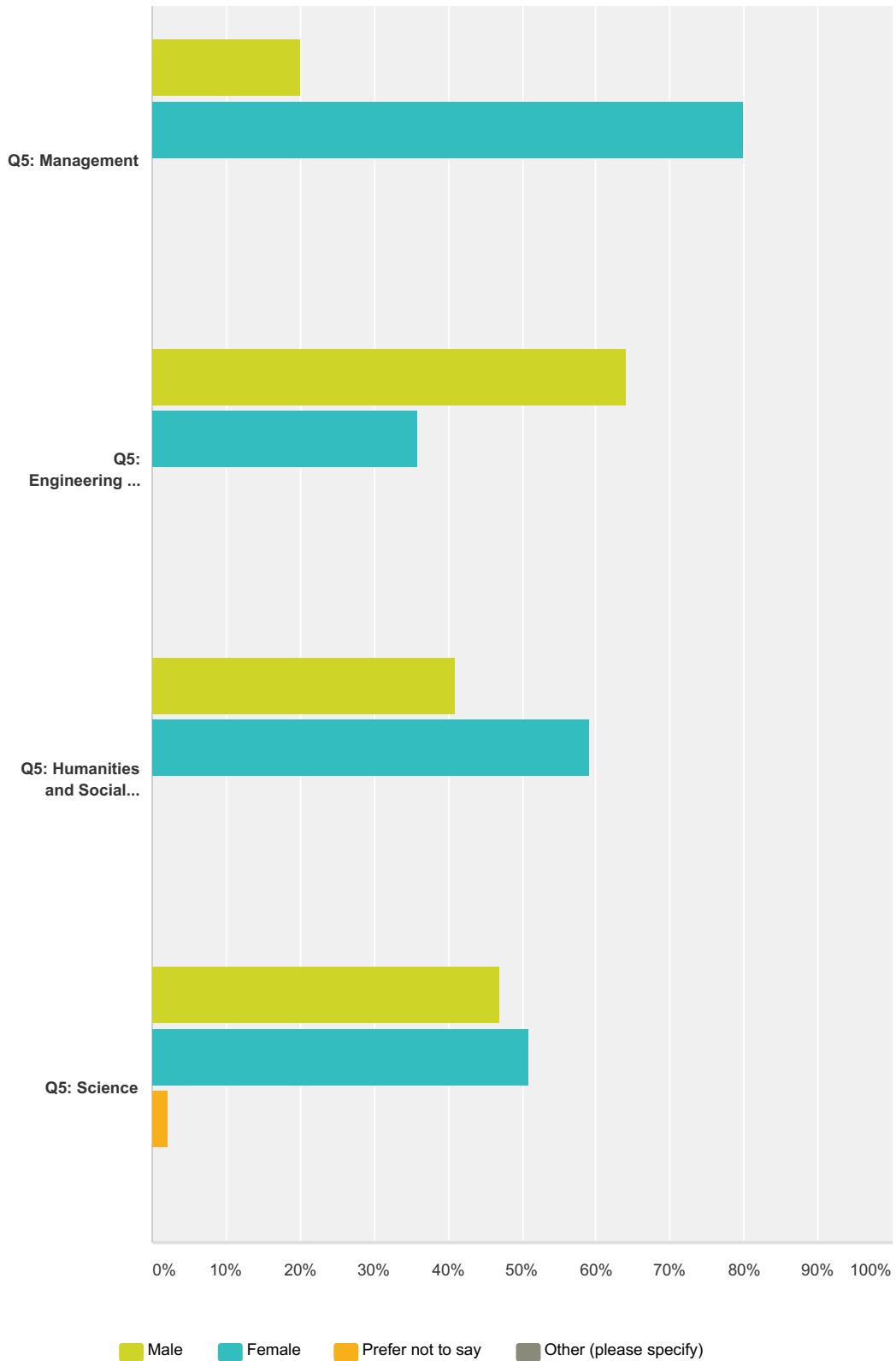


Q1 Do you identify as?

Answered: 101 Skipped: 0



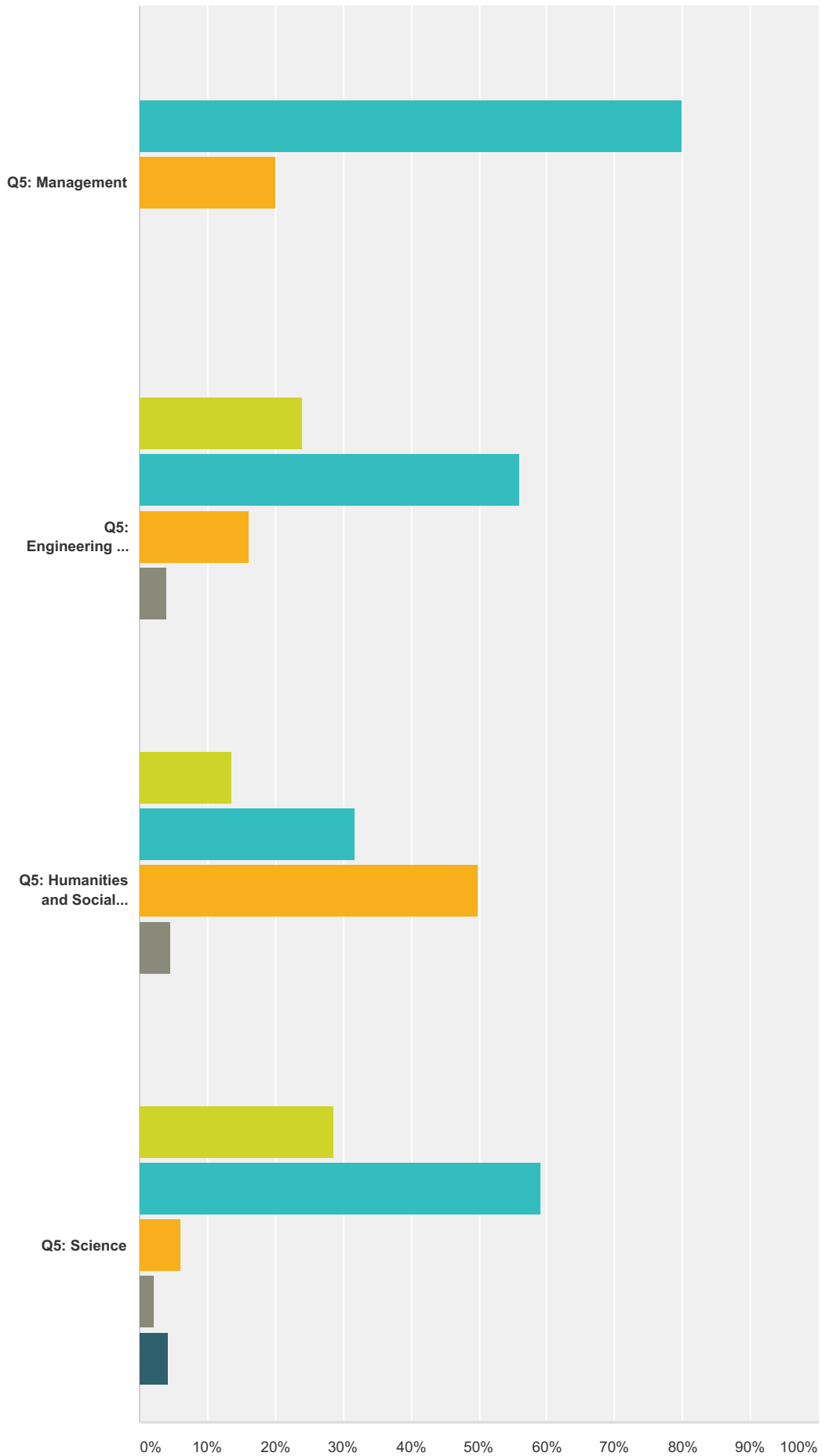
	Male	Female	Prefer not to say	Other (please specify)	Total
Q5: Management (A)	20.00% 1	80.00% 4	0.00% 0	0.00% 0	4.95% 5
Q5: Engineering and Design (B)	64.00% 16	36.00% 9	0.00% 0	0.00% 0	24.75% 25

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

Q5: Humanities and Social Sciences (C)	40.91% 9	59.09% 13	0.00% 0	0.00% 0	21.78% 22
Q5: Science (D)	46.94% 23	51.02% 25	2.04% 1	0.00% 0	48.51% 49
Total Respondents	49	51	1	0	101

Q2 What is your current role?

Answered: 101 Skipped: 0



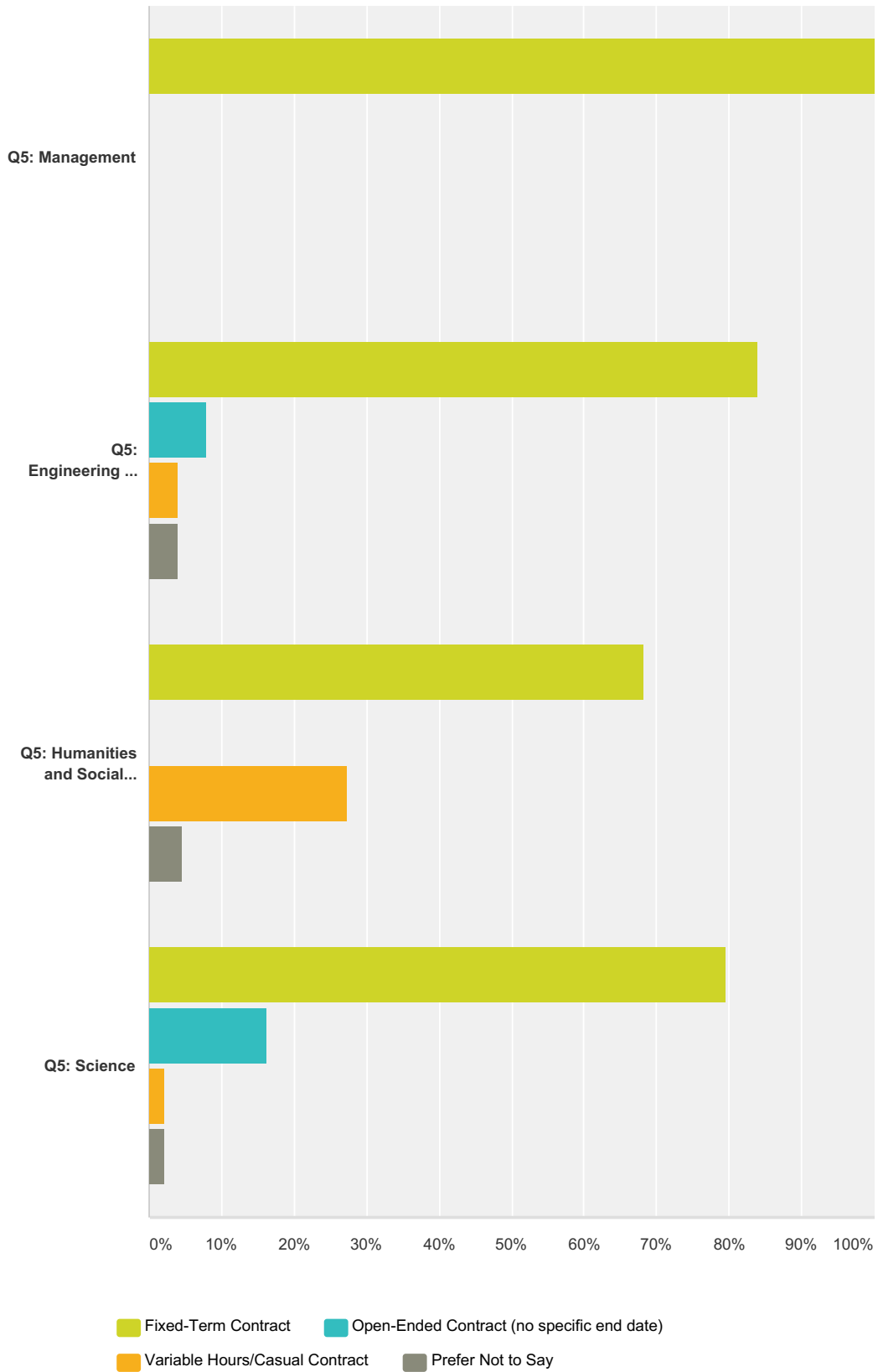
Research Fellows, Associates, Officers and Assistants - University Athena SWAN Survey

- Research Fellow/Prize Fellow (Grade 8)
- Research Officer/Associate/KTP Associate (Grade 7)
- Research Assistant (Grade 6)
- Prefer not to say
- Other (please specify)

	Research Fellow/Prize Fellow (Grade 8)	Research Officer/Associate/KTP Associate (Grade 7)	Research Assistant (Grade 6)	Prefer not to say	Other (please specify)	Total
Q5: Management (A)	0.00% 0	80.00% 4	20.00% 1	0.00% 0	0.00% 0	4.95% 5
Q5: Engineering and Design (B)	24.00% 6	56.00% 14	16.00% 4	4.00% 1	0.00% 0	24.75% 25
Q5: Humanities and Social Sciences (C)	13.64% 3	31.82% 7	50.00% 11	4.55% 1	0.00% 0	21.78% 22
Q5: Science (D)	28.57% 14	59.18% 29	6.12% 3	2.04% 1	4.08% 2	48.51% 49
Total Respondents	23	54	19	3	2	101

Q3 Are you on a

Answered: 101 Skipped: 0



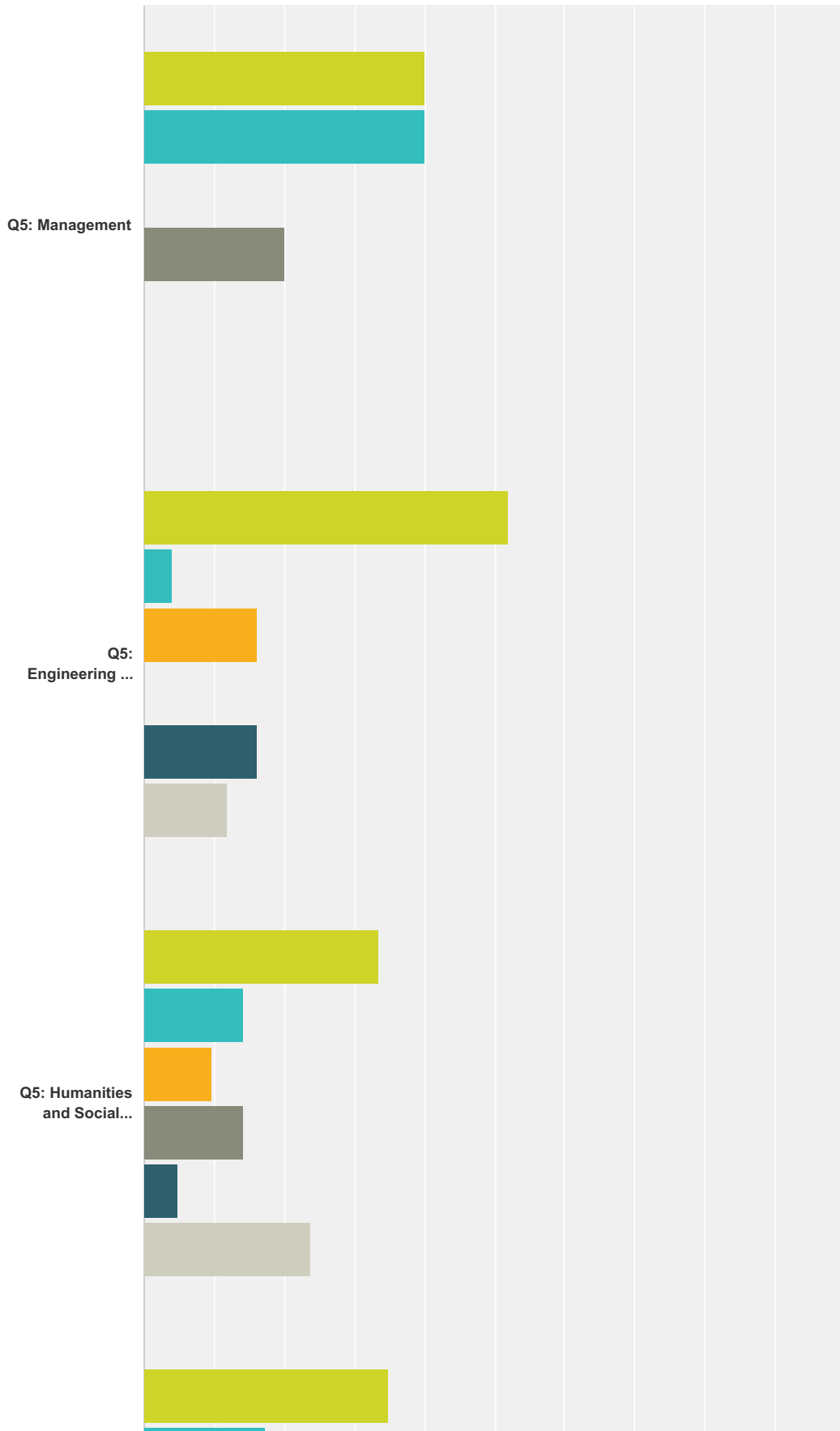
	Fixed-Term Contract	Open-Ended Contract (no specific end date)	Variable Hours/Casual Contract	Prefer Not to Say	Total
Q5: Management (A)	100.00% 5	0.00% 0	0.00% 0	0.00% 0	4.95% 5

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

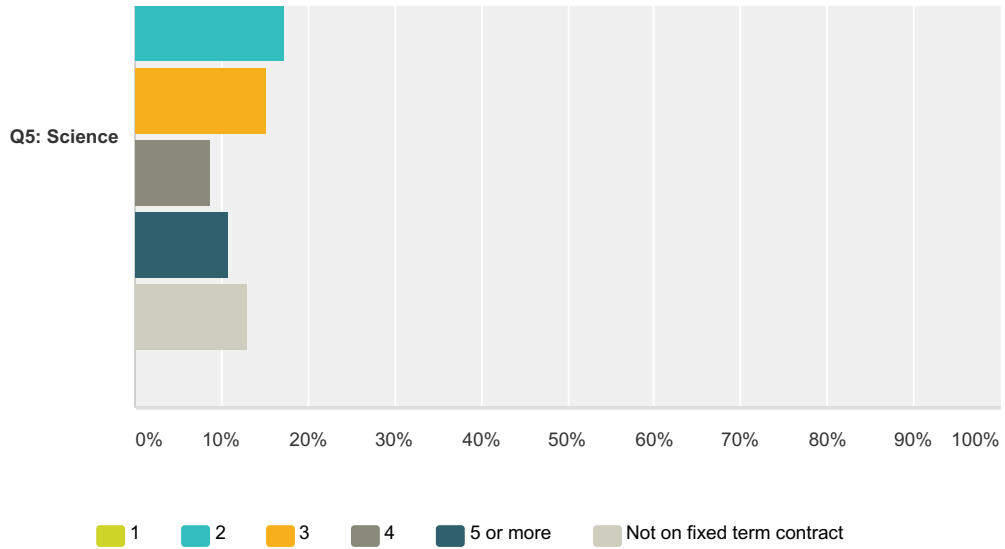
Q5: Engineering and Design (B)	84.00% 21	8.00% 2	4.00% 1	4.00% 1	24.75% 25
Q5: Humanities and Social Sciences (C)	68.18% 15	0.00% 0	27.27% 6	4.55% 1	21.78% 22
Q5: Science (D)	79.59% 39	16.33% 8	2.04% 1	2.04% 1	48.51% 49
Total Respondents	80	10	8	3	101

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



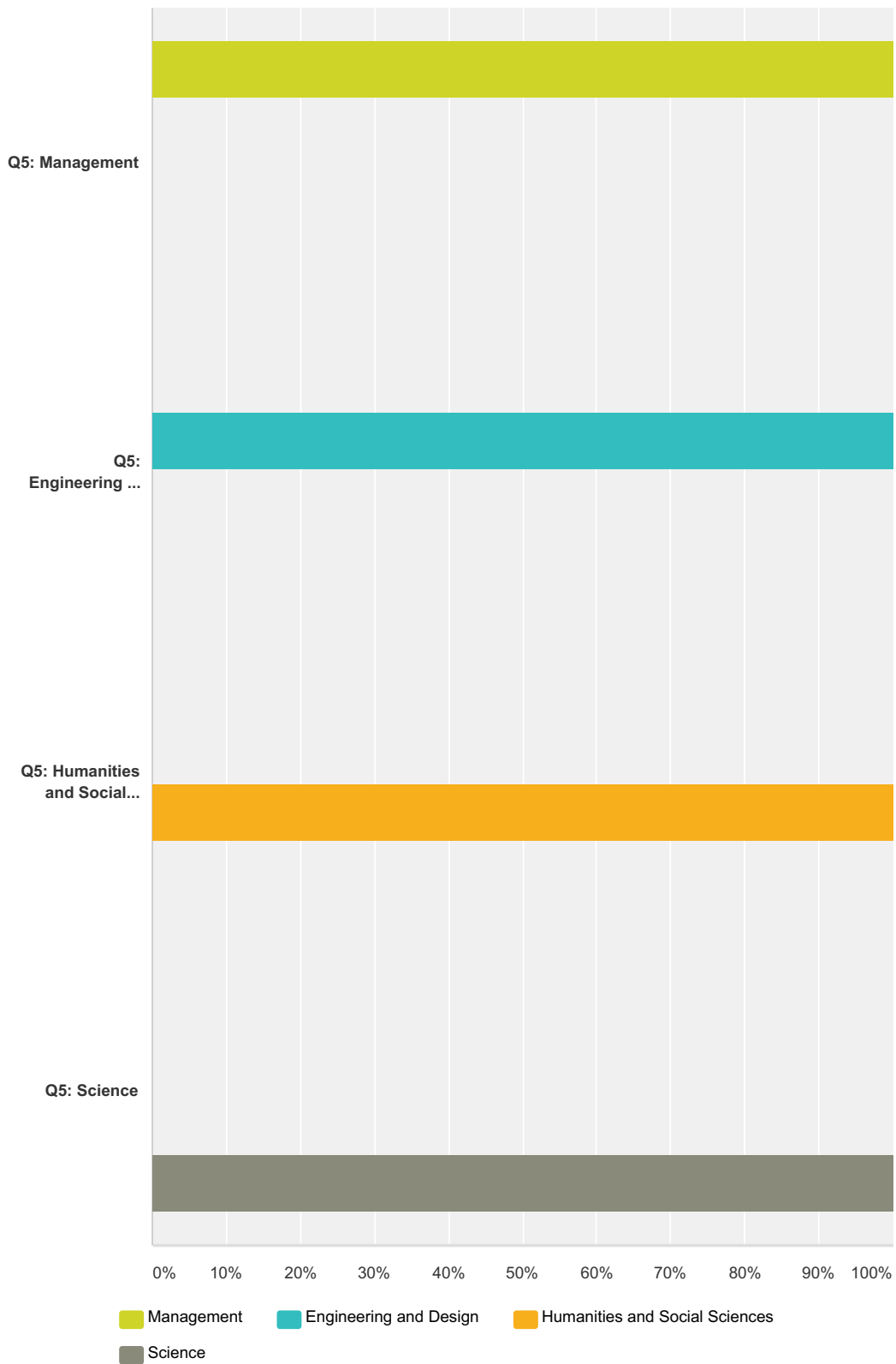
Research Fellows, Associates, Officers and Assistants - University Athena SWAN Survey



	1	2	3	4	5 or more	Not on fixed term contract	Total
Q5: Management (A)	40.00% 2	40.00% 2	0.00% 0	20.00% 1	0.00% 0	0.00% 0	5.15% 5
Q5: Engineering and Design (B)	52.00% 13	4.00% 1	16.00% 4	0.00% 0	16.00% 4	12.00% 3	25.77% 25
Q5: Humanities and Social Sciences (C)	33.33% 7	14.29% 3	9.52% 2	14.29% 3	4.76% 1	23.81% 5	21.65% 21
Q5: Science (D)	34.78% 16	17.39% 8	15.22% 7	8.70% 4	10.87% 5	13.04% 6	47.42% 46
Total Respondents	38	14	13	8	10	14	97

Q5 Which Faculty/School are you in?

Answered: 101 Skipped: 0



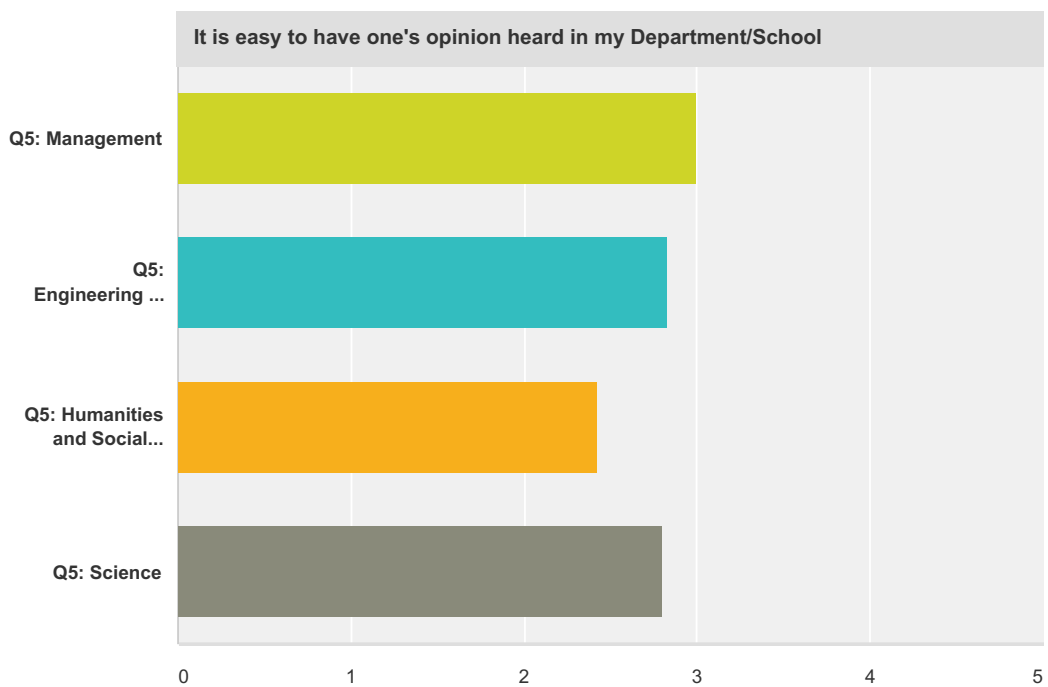
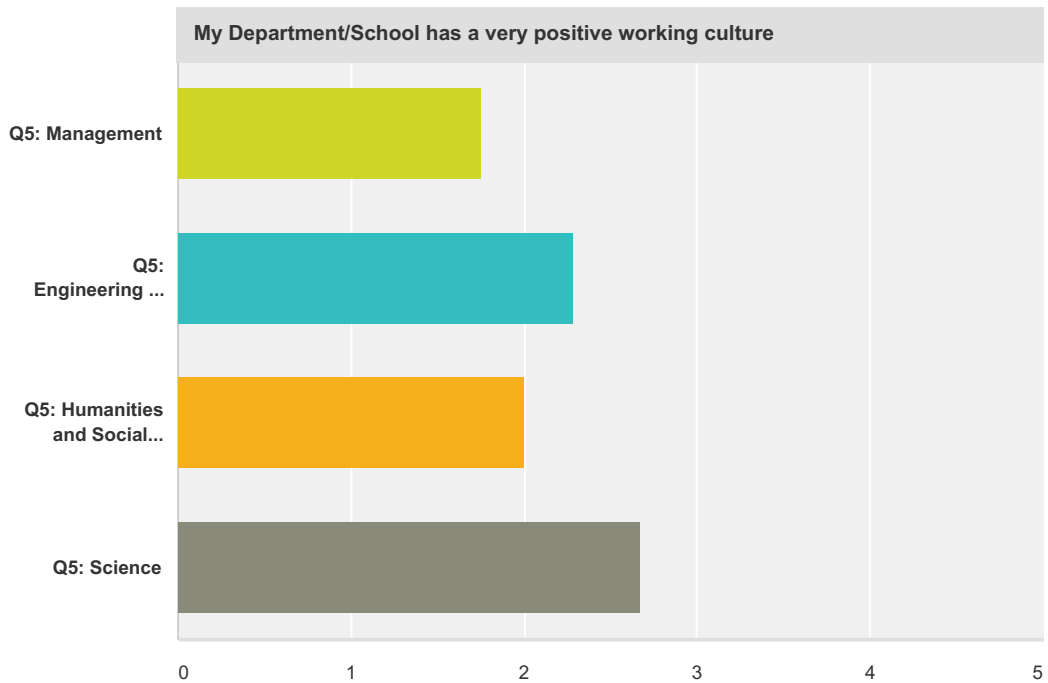
	Management	Engineering and Design	Humanities and Social Sciences	Science	Total
Q5: Management (A)	100.00% 5	0.00% 0	0.00% 0	0.00% 0	4.95% 5
Q5: Engineering and Design (B)	0.00% 0	100.00% 25	0.00% 0	0.00% 0	24.75% 25

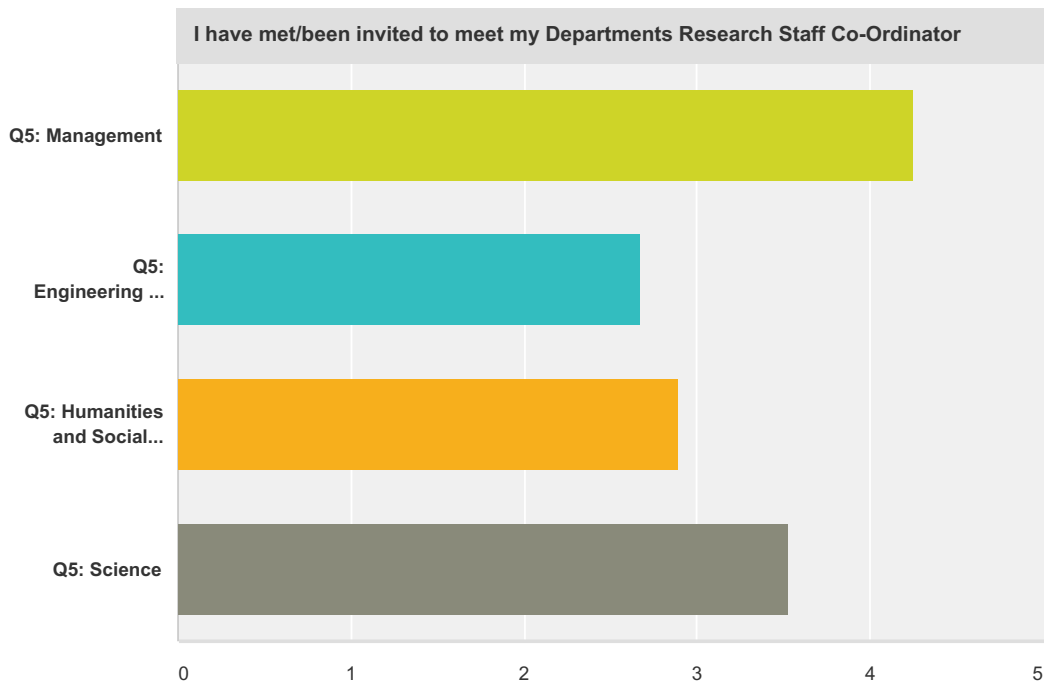
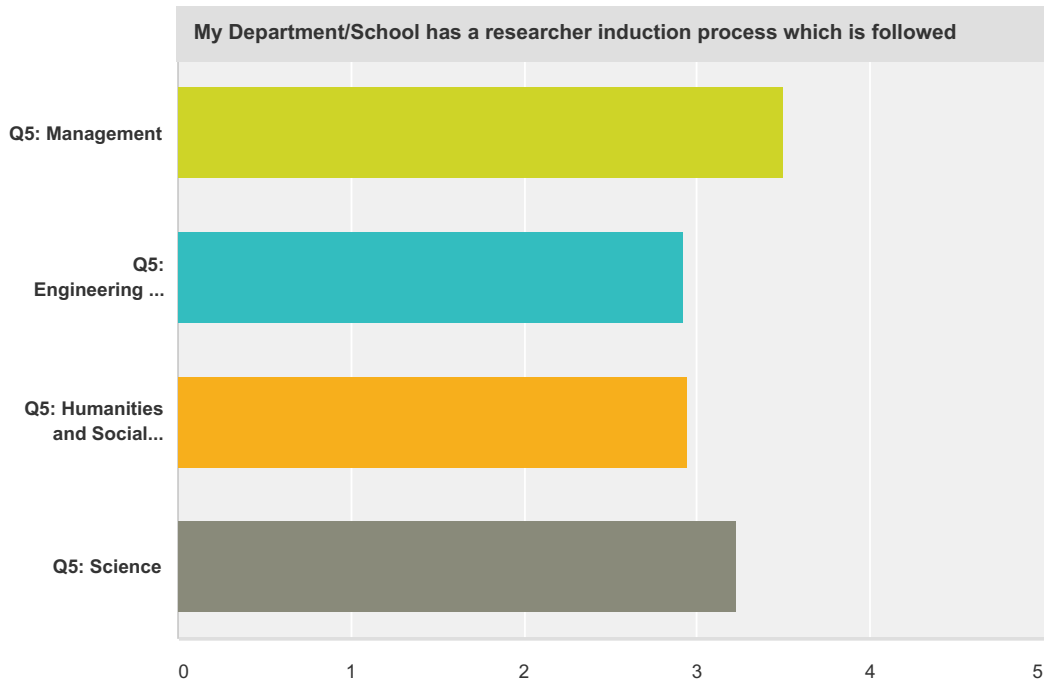
Research Fellows, Associates, Officers and Assistants - University Athena SWAN Survey

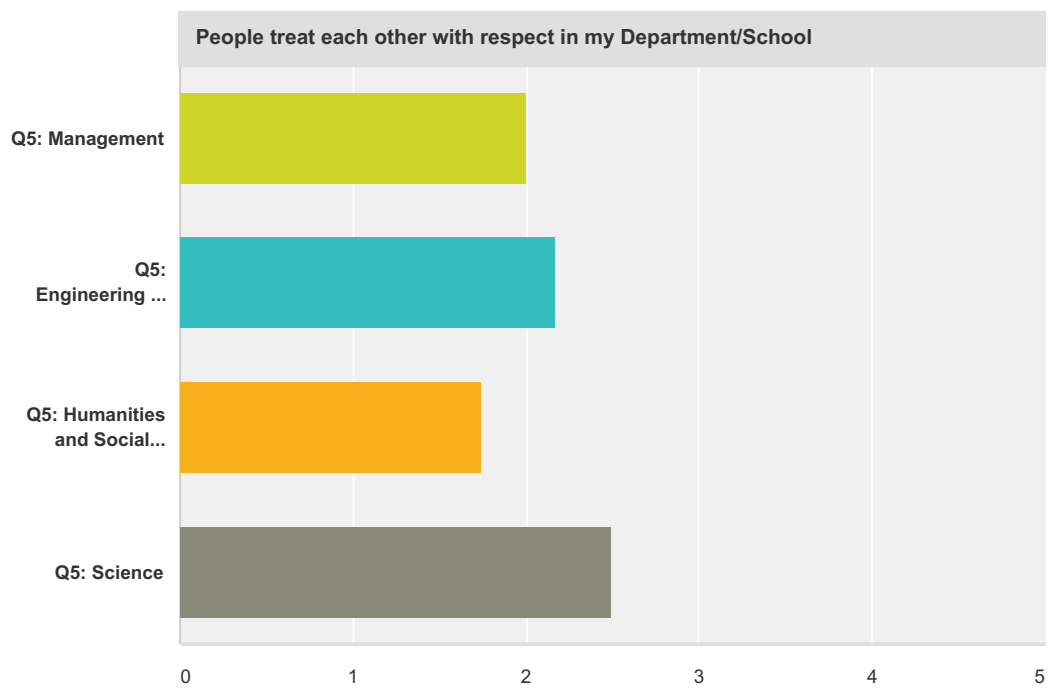
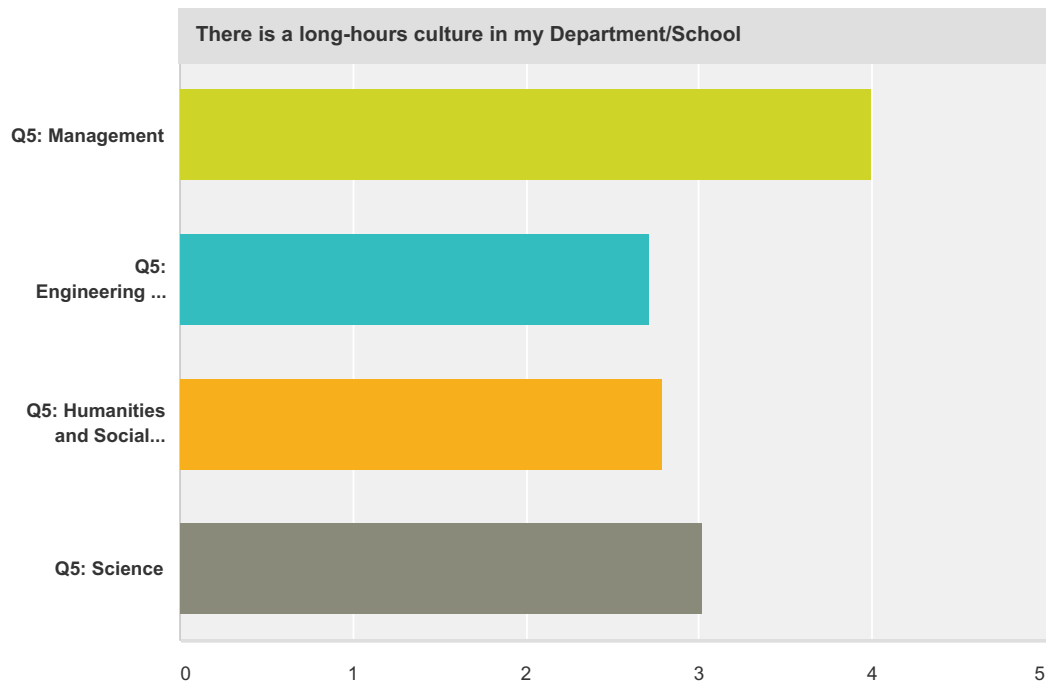
Q5: Humanities and Social Sciences (C)	0.00% 0	0.00% 0	100.00% 22	0.00% 0	21.78% 22
Q5: Science (D)	0.00% 0	0.00% 0	0.00% 0	100.00% 49	48.51% 49
Total Respondents	5	25	22	49	101

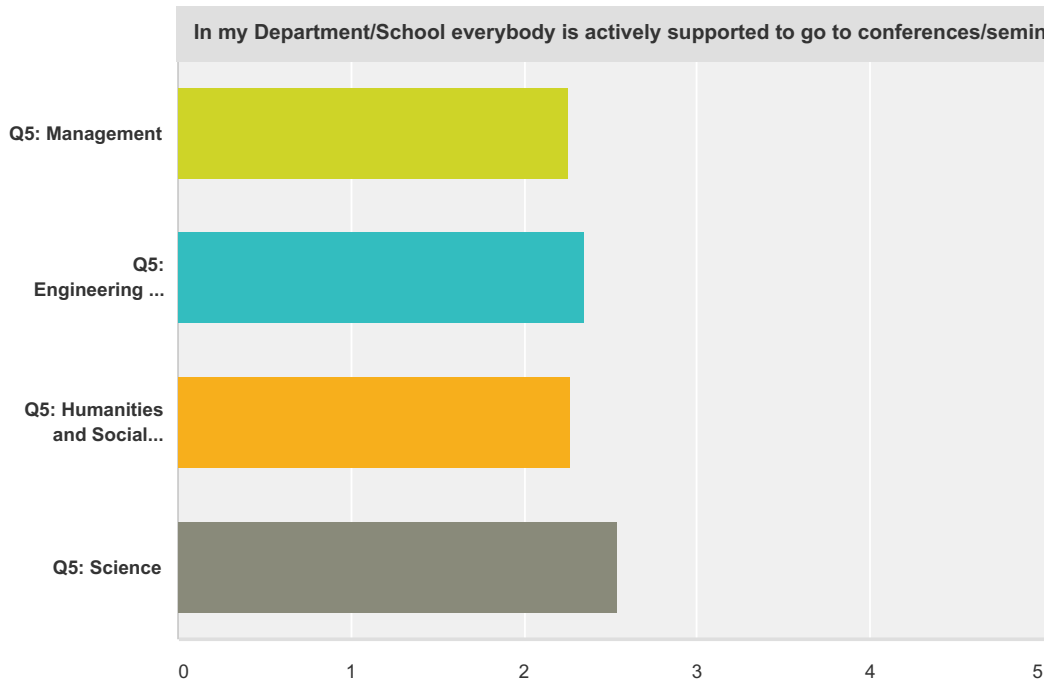
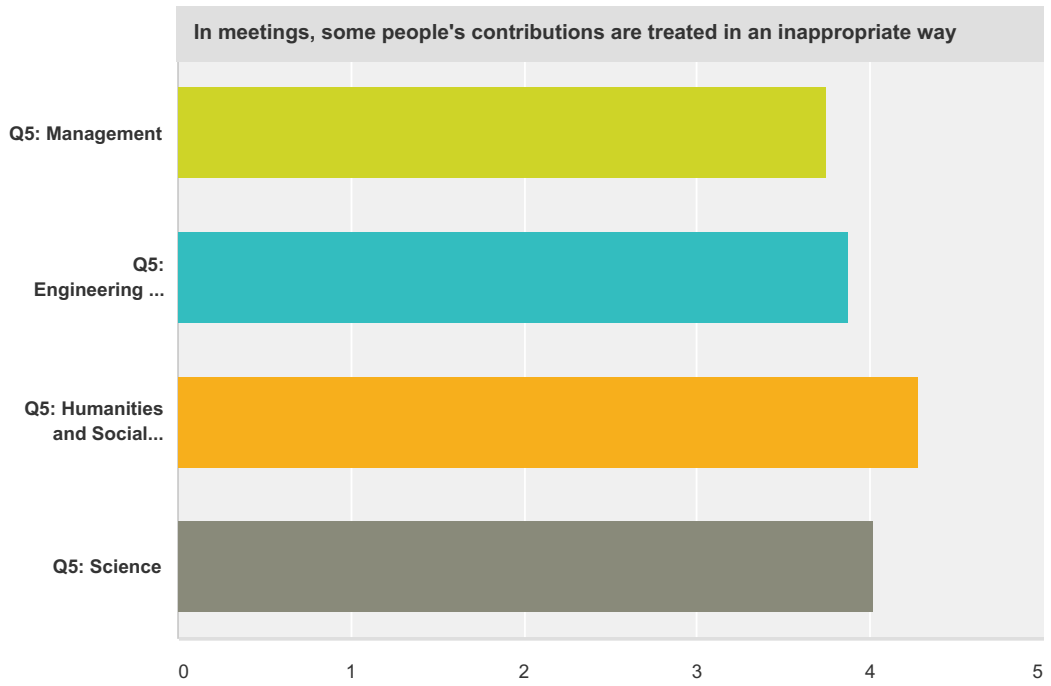
Q6 Please indicate how much you agree or disagree with the following statements by clicking on the relevant box in each question.

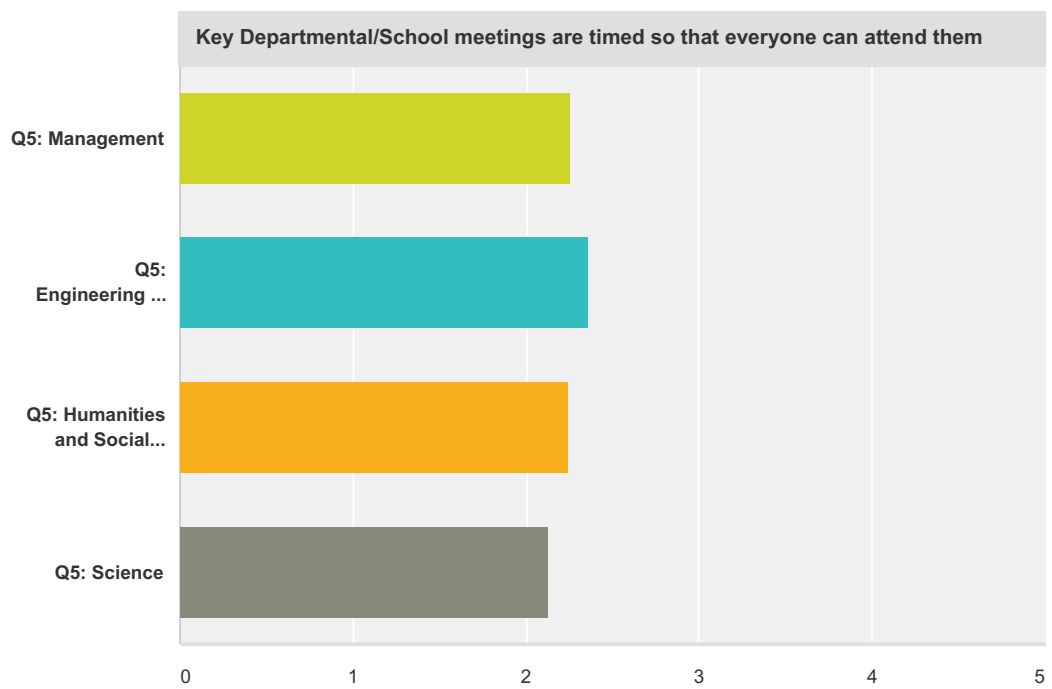
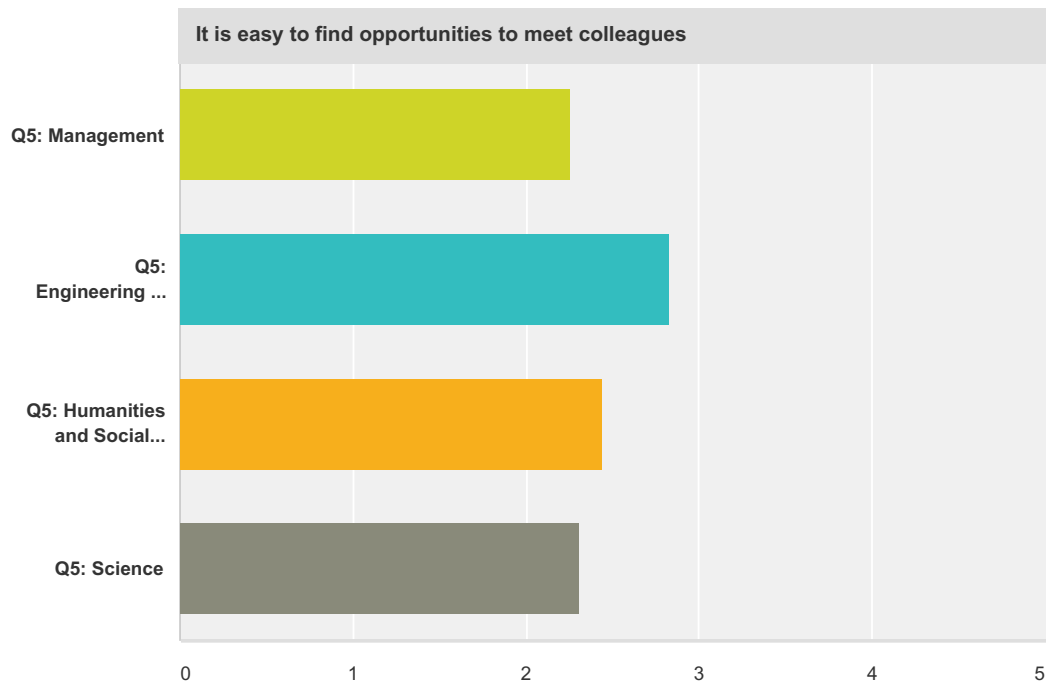
Answered: 93 Skipped: 8

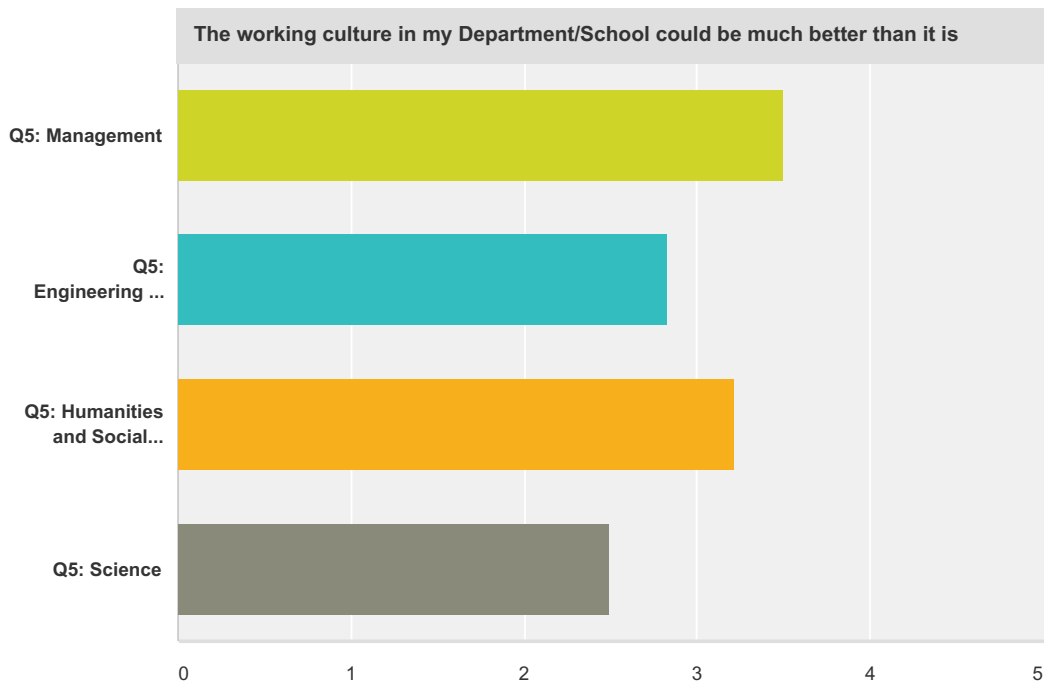
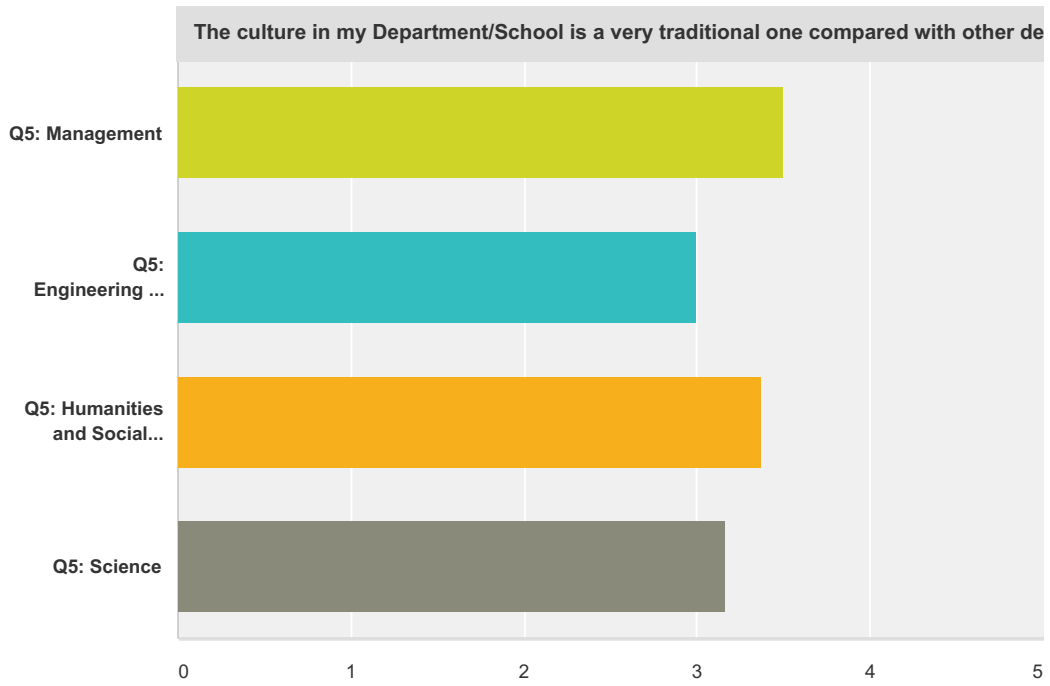




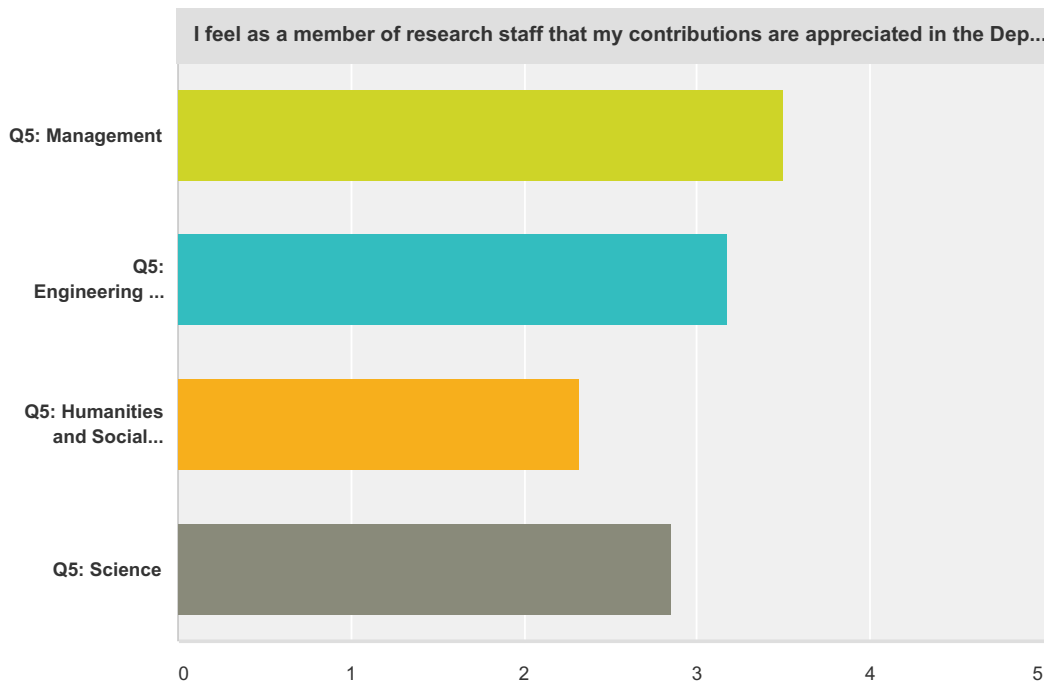
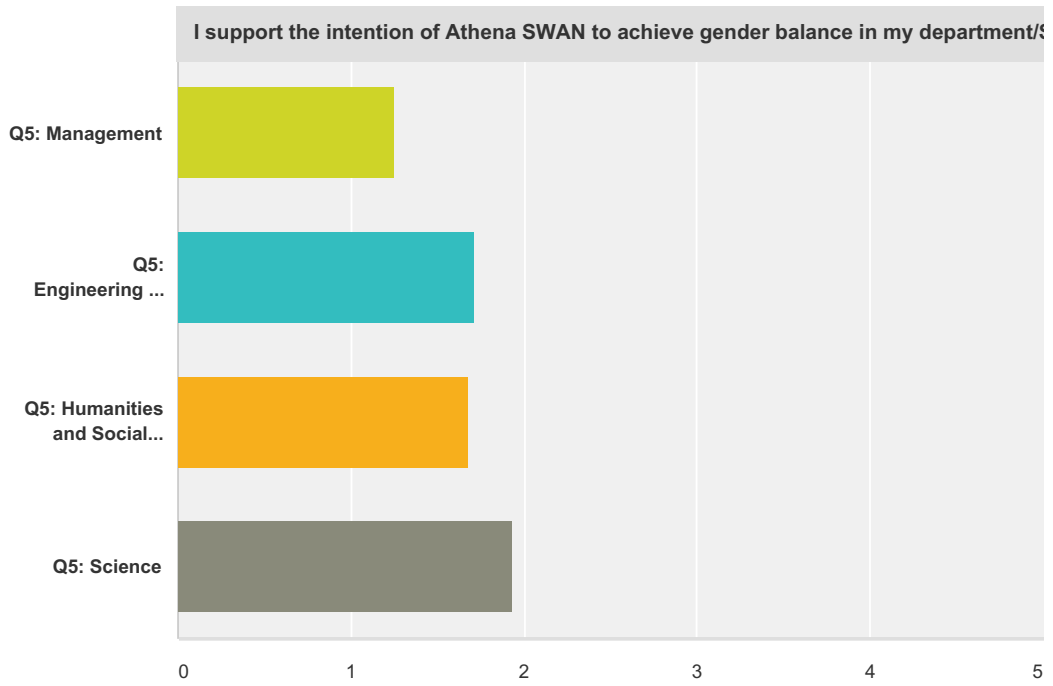




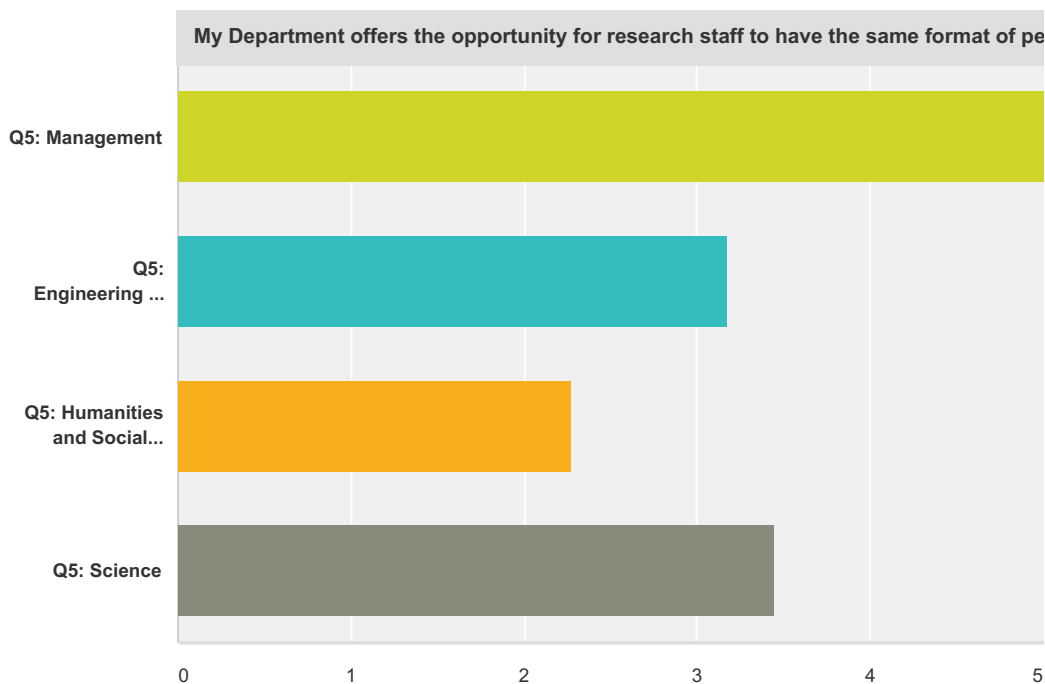




Research Fellows, Associates, Officers and Assistants - University Athena SWAN Survey



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



My Department/School has a very positive working culture								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	50.00% 2	25.00% 1	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4.30% 4	1.75
Q5: Engineering and Design (B)	20.83% 5	45.83% 11	20.83% 5	8.33% 2	4.17% 1	0.00% 0	25.81% 24	2.29
Q5: Humanities and Social Sciences (C)	26.32% 5	52.63% 10	15.79% 3	5.26% 1	0.00% 0	0.00% 0	20.43% 19	2.00
Q5: Science (D)	13.04% 6	39.13% 18	23.91% 11	15.22% 7	8.70% 4	0.00% 0	49.46% 46	2.67
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
Q5: Management (A)	0.00% 0	25.00% 1	50.00% 2	25.00% 1	0.00% 0	0.00% 0	4.30% 4	3.00
Q5: Engineering and Design (B)	8.33% 2	29.17% 7	37.50% 9	20.83% 5	4.17% 1	0.00% 0	25.81% 24	2.83
Q5: Humanities and Social Sciences (C)	21.05% 4	26.32% 5	42.11% 8	10.53% 2	0.00% 0	0.00% 0	20.43% 19	2.42
Q5: Science (D)	4.35% 2	34.78% 16	34.78% 16	19.57% 9	2.17% 1	4.35% 2	49.46% 46	2.80
My Department/School has a researcher induction process which is followed								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	25.00% 1	25.00% 1	25.00% 1	25.00% 1	0.00% 0	4.30% 4	3.50
Q5: Engineering and Design (B)	16.67% 4	25.00% 6	20.83% 5	25.00% 6	12.50% 3	0.00% 0	25.81% 24	2.92
Q5: Humanities and Social Sciences (C)	5.26% 1	31.58% 6	26.32% 5	26.32% 5	5.26% 1	5.26% 1	20.43% 19	2.94
Q5: Science (D)	4.35% 2	28.26% 13	21.74% 10	23.91% 11	17.39% 8	4.35% 2	49.46% 46	3.23

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

I have met/been invited to meet my Departments Research Staff Co-Ordinator								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	0.00% 0	0.00% 0	75.00% 3	25.00% 1	0.00% 0	4.30% 4	4.25
Q5: Engineering and Design (B)	16.67% 4	37.50% 9	20.83% 5	12.50% 3	12.50% 3	0.00% 0	25.81% 24	2.67
Q5: Humanities and Social Sciences (C)	10.53% 2	36.84% 7	15.79% 3	26.32% 5	10.53% 2	0.00% 0	20.43% 19	2.89
Q5: Science (D)	6.52% 3	19.57% 9	13.04% 6	32.61% 15	26.09% 12	2.17% 1	49.46% 46	3.53
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
Q5: Management (A)	0.00% 0	0.00% 0	0.00% 0	100.00% 4	0.00% 0	0.00% 0	4.30% 4	4.00
Q5: Engineering and Design (B)	8.33% 2	25.00% 6	54.17% 13	12.50% 3	0.00% 0	0.00% 0	25.81% 24	2.71
Q5: Humanities and Social Sciences (C)	15.79% 3	21.05% 4	31.58% 6	31.58% 6	0.00% 0	0.00% 0	20.43% 19	2.79
Q5: Science (D)	4.35% 2	21.74% 10	41.30% 19	23.91% 11	4.35% 2	4.35% 2	49.46% 46	3.02
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
Q5: Management (A)	0.00% 0	100.00% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.30% 4	2.00
Q5: Engineering and Design (B)	12.50% 3	58.33% 14	20.83% 5	4.17% 1	0.00% 0	4.17% 1	25.81% 24	2.17
Q5: Humanities and Social Sciences (C)	42.11% 8	42.11% 8	15.79% 3	0.00% 0	0.00% 0	0.00% 0	20.43% 19	1.74
Q5: Science (D)	17.39% 8	41.30% 19	23.91% 11	8.70% 4	8.70% 4	0.00% 0	49.46% 46	2.50
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
Q5: Management (A)	0.00% 0	0.00% 0	25.00% 1	75.00% 3	0.00% 0	0.00% 0	4.30% 4	3.75
Q5: Engineering and Design (B)	0.00% 0	4.17% 1	20.83% 5	54.17% 13	16.67% 4	4.17% 1	25.81% 24	3.87
Q5: Humanities and Social Sciences (C)	0.00% 0	5.26% 1	5.26% 1	42.11% 8	42.11% 8	5.26% 1	20.43% 19	4.28
Q5: Science (D)	2.17% 1	2.17% 1	10.87% 5	54.35% 25	23.91% 11	6.52% 3	49.46% 46	4.02
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
Q5: Management (A)	25.00% 1	25.00% 1	50.00% 2	0.00% 0	0.00% 0	0.00% 0	4.30% 4	2.25
Q5: Engineering and Design (B)	12.50% 3	50.00% 12	20.83% 5	12.50% 3	0.00% 0	4.17% 1	25.81% 24	2.35
Q5: Humanities and Social Sciences (C)	5.26% 1	68.42% 13	21.05% 4	5.26% 1	0.00% 0	0.00% 0	20.43% 19	2.26

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

Q5: Science (D)	10.87% 5	47.83% 22	26.09% 12	6.52% 3	8.70% 4	0.00% 0	49.46% 46	2.54
It is easy to find opportunities to meet colleagues								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	75.00% 3	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4.30% 4	2.25
Q5: Engineering and Design (B)	20.83% 5	20.83% 5	16.67% 4	29.17% 7	8.33% 2	4.17% 1	25.81% 24	2.83
Q5: Humanities and Social Sciences (C)	10.53% 2	36.84% 7	42.11% 8	5.26% 1	0.00% 0	5.26% 1	20.43% 19	2.44
Q5: Science (D)	15.22% 7	47.83% 22	26.09% 12	6.52% 3	2.17% 1	2.17% 1	49.46% 46	2.31
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
Q5: Management (A)	0.00% 0	75.00% 3	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4.30% 4	2.25
Q5: Engineering and Design (B)	8.33% 2	45.83% 11	33.33% 8	4.17% 1	0.00% 0	8.33% 2	25.81% 24	2.36
Q5: Humanities and Social Sciences (C)	10.53% 2	47.37% 9	31.58% 6	0.00% 0	0.00% 0	10.53% 2	20.43% 19	2.24
Q5: Science (D)	17.39% 8	52.17% 24	26.09% 12	2.17% 1	0.00% 0	2.17% 1	49.46% 46	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
Q5: Management (A)	0.00% 0	0.00% 0	50.00% 2	50.00% 2	0.00% 0	0.00% 0	4.30% 4	3.50
Q5: Engineering and Design (B)	0.00% 0	20.83% 5	50.00% 12	12.50% 3	4.17% 1	12.50% 3	25.81% 24	3.00
Q5: Humanities and Social Sciences (C)	0.00% 0	5.26% 1	57.89% 11	31.58% 6	5.26% 1	0.00% 0	20.43% 19	3.37
Q5: Science (D)	2.17% 1	8.70% 4	56.52% 26	23.91% 11	2.17% 1	6.52% 3	49.46% 46	3.16
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
Q5: Management (A)	0.00% 0	0.00% 0	50.00% 2	50.00% 2	0.00% 0	0.00% 0	4.30% 4	3.50
Q5: Engineering and Design (B)	16.67% 4	16.67% 4	37.50% 9	16.67% 4	8.33% 2	4.17% 1	25.81% 24	2.83
Q5: Humanities and Social Sciences (C)	0.00% 0	21.05% 4	47.37% 9	21.05% 4	10.53% 2	0.00% 0	20.43% 19	3.21
Q5: Science (D)	23.91% 11	30.43% 14	19.57% 9	23.91% 11	2.17% 1	0.00% 0	49.46% 46	2.50
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
Q5: Management (A)	75.00% 3	25.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.30% 4	1.25
Q5: Engineering and Design (B)	54.17% 13	29.17% 7	12.50% 3	0.00% 0	4.17% 1	0.00% 0	25.81% 24	1.71

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

Q5: Humanities and Social Sciences (C)	36.84% 7	57.89% 11	5.26% 1	0.00% 0	0.00% 0	0.00% 0	20.43% 19	1.68
Q5: Science (D)	47.83% 22	21.74% 10	19.57% 9	4.35% 2	4.35% 2	2.17% 1	49.46% 46	1.93

I feel as a member of research staff that my contributions are appreciated in the Department

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	0.00% 0	75.00% 3	0.00% 0	25.00% 1	0.00% 0	4.30% 4	3.50
Q5: Engineering and Design (B)	4.17% 1	29.17% 7	20.83% 5	29.17% 7	12.50% 3	4.17% 1	25.81% 24	3.17
Q5: Humanities and Social Sciences (C)	15.79% 3	42.11% 8	36.84% 7	5.26% 1	0.00% 0	0.00% 0	20.43% 19	2.32
Q5: Science (D)	6.52% 3	32.61% 15	41.30% 19	8.70% 4	10.87% 5	0.00% 0	49.46% 46	2.85

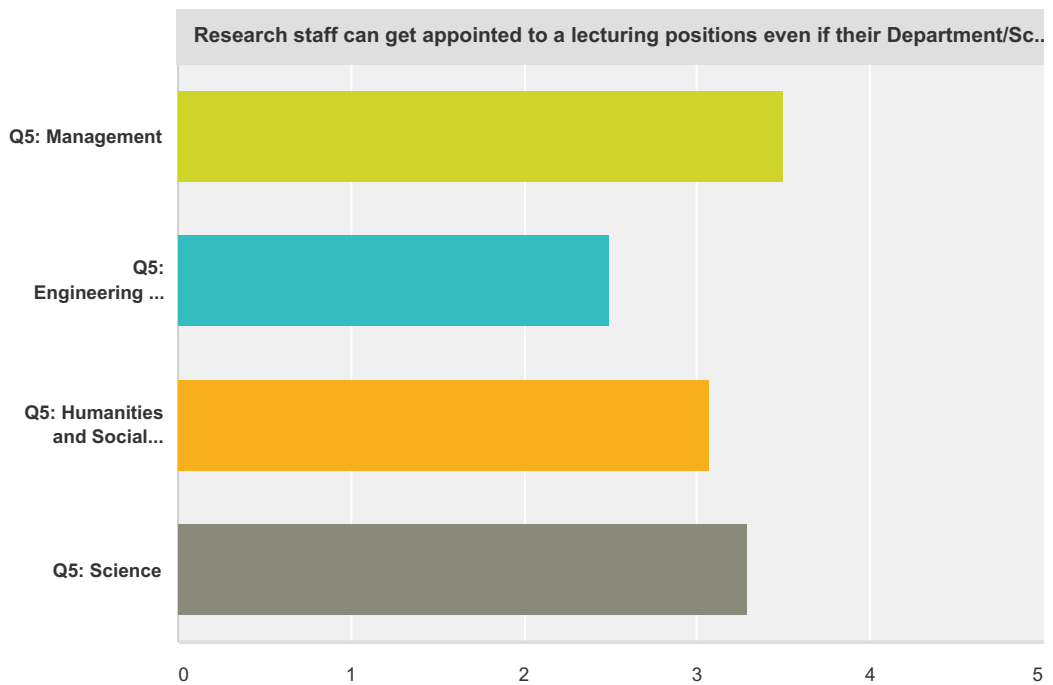
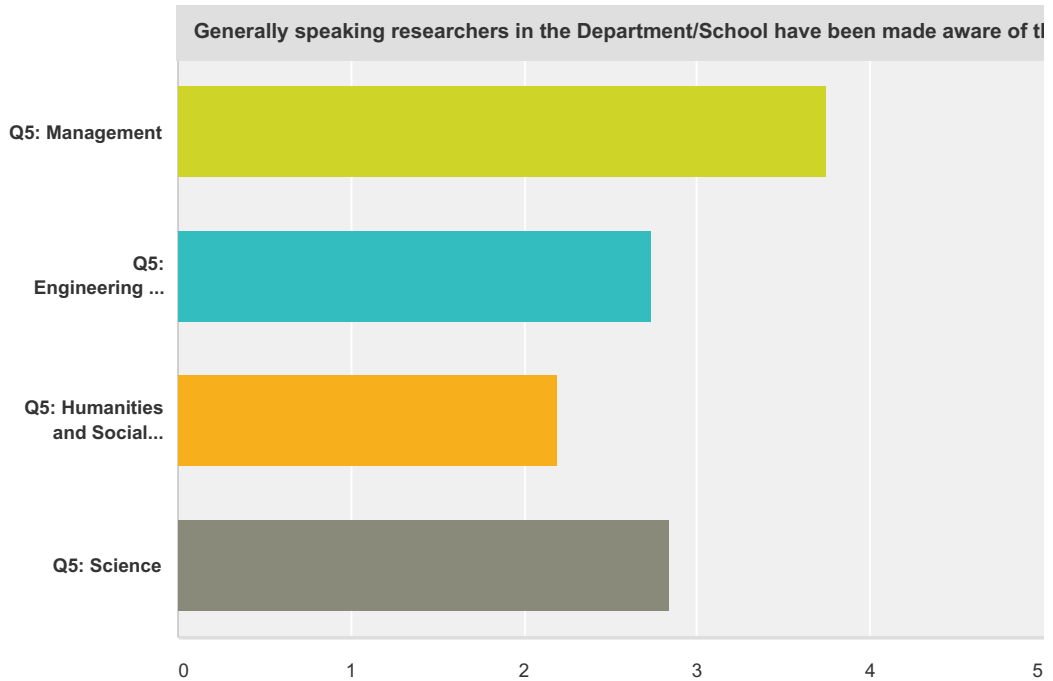
My Department offers the opportunity for research staff to have the same format of personal profile webpages as academic staff

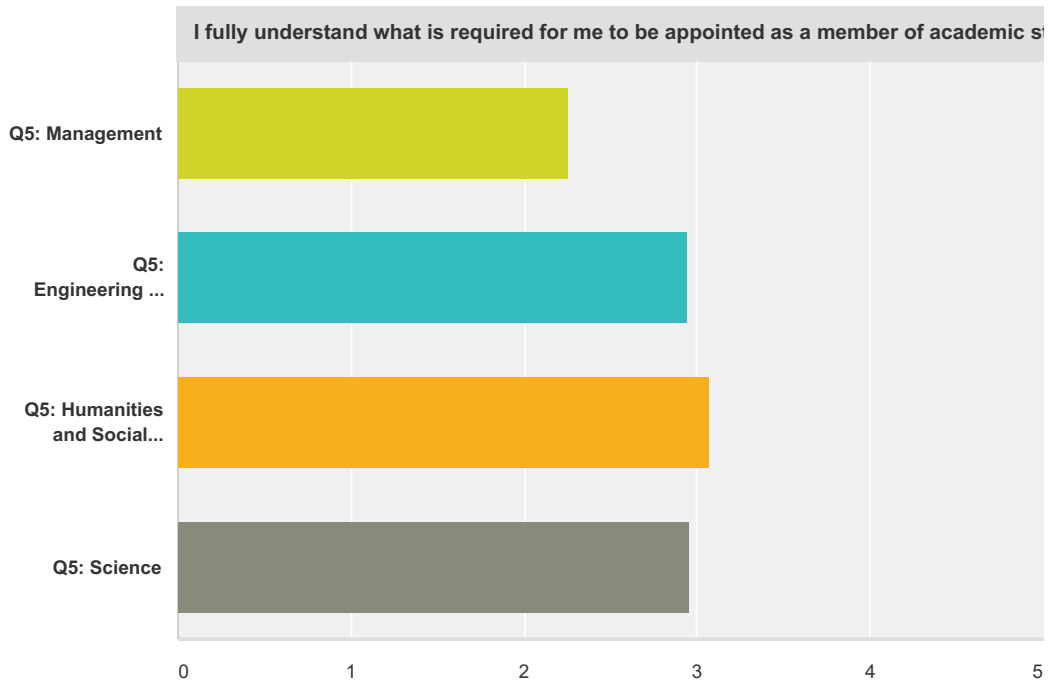
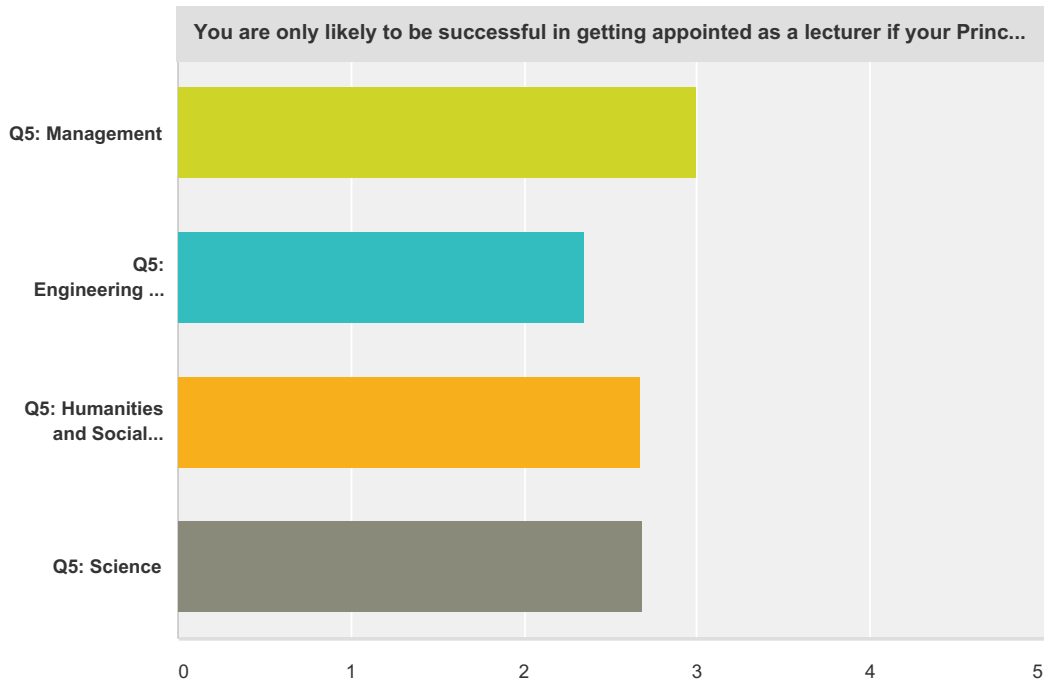
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 4	0.00% 0	4.30% 4	5.00
Q5: Engineering and Design (B)	8.33% 2	20.83% 5	20.83% 5	37.50% 9	8.33% 2	4.17% 1	25.81% 24	3.17
Q5: Humanities and Social Sciences (C)	31.58% 6	21.05% 4	31.58% 6	5.26% 1	5.26% 1	5.26% 1	20.43% 19	2.28
Q5: Science (D)	4.35% 2	19.57% 9	23.91% 11	21.74% 10	23.91% 11	6.52% 3	49.46% 46	3.44

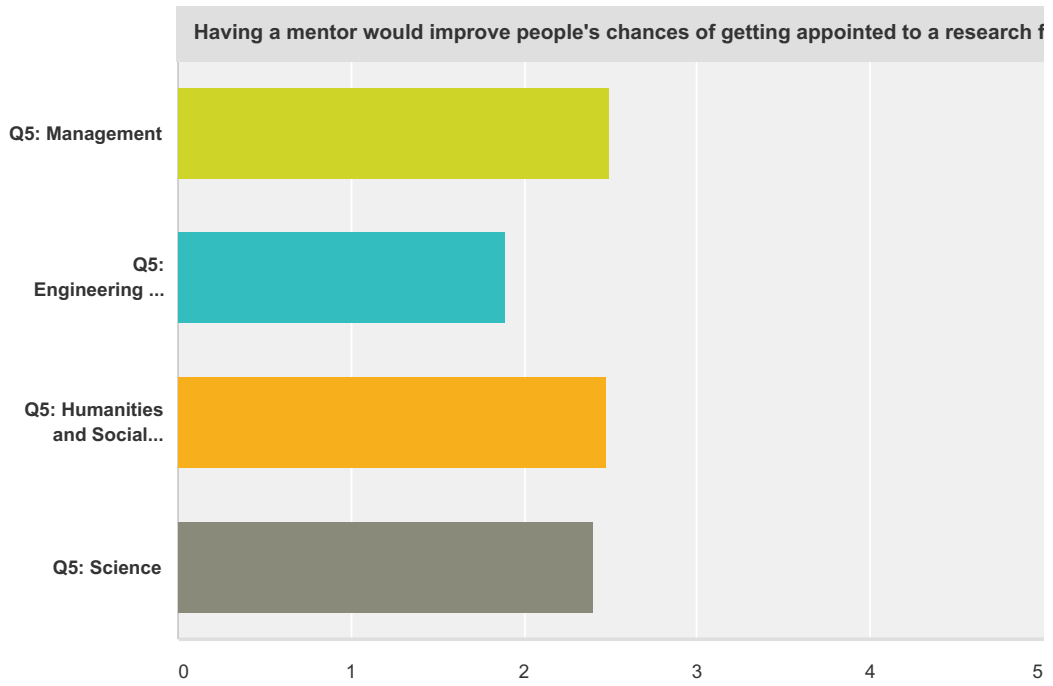
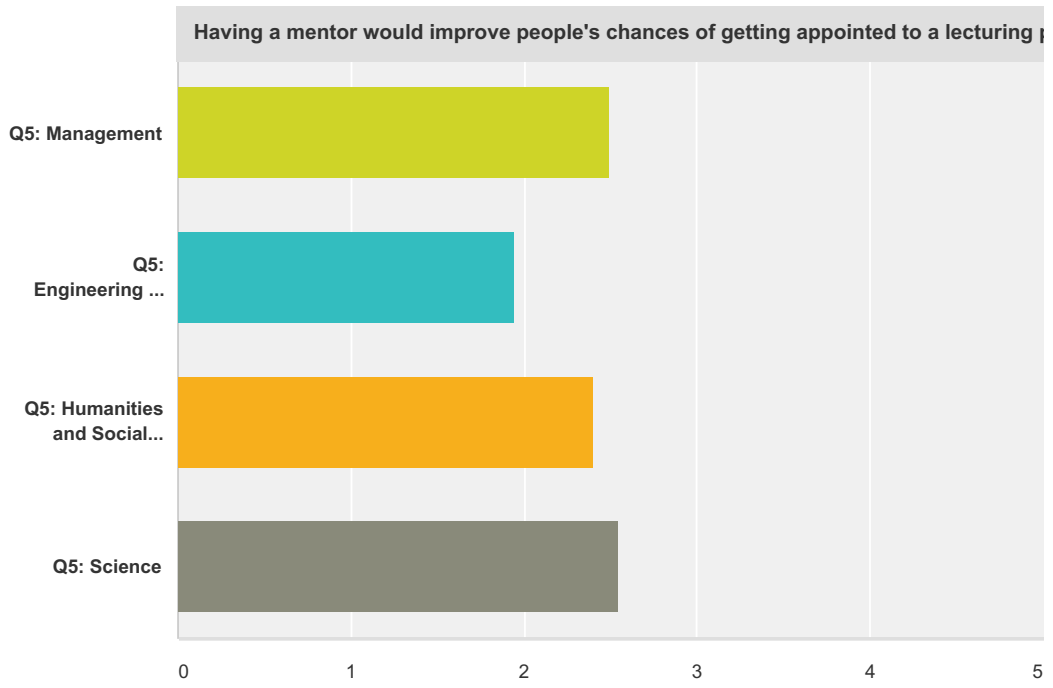
	Q5: Management	Q5: Engineering and Design	Q5: Humanities and Social Sciences	Q5: Science	Total
Are there any comments or caveats you would like to make relating to your responses above?	1	4	2	10	17

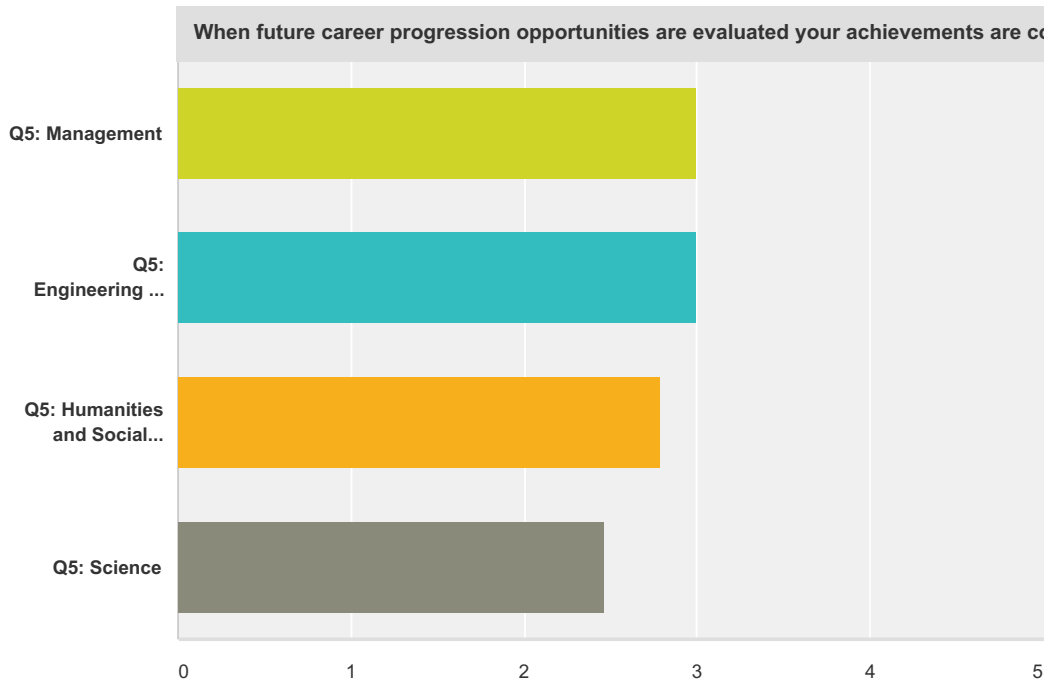
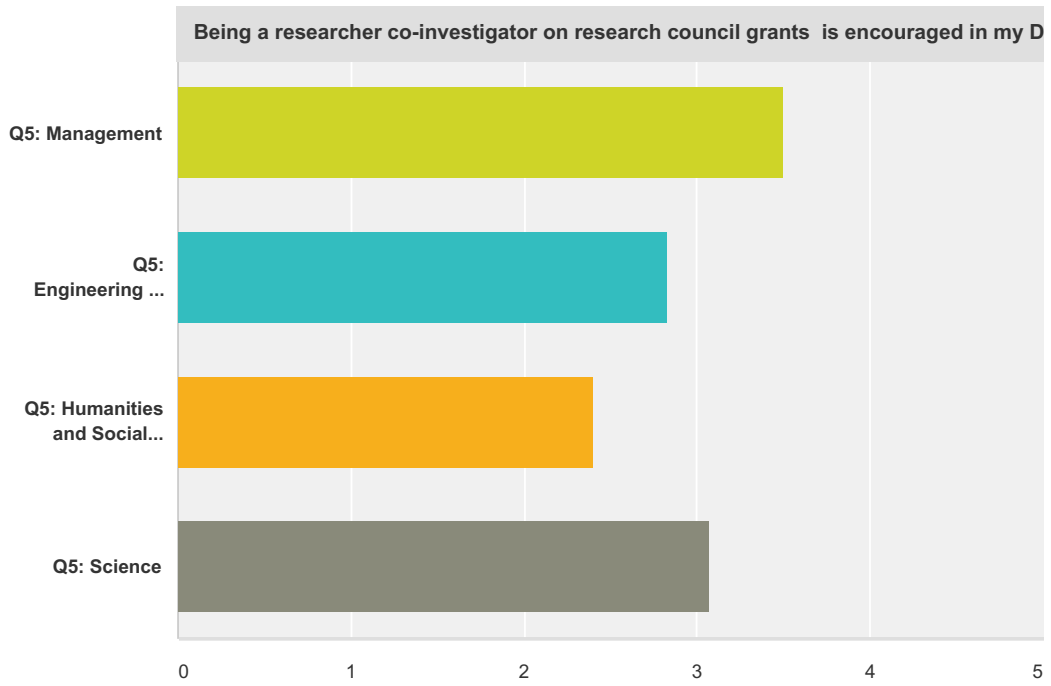
Q7 Please indicate how much you agree or disagree with the following statements by clicking on the relevant box in each question.

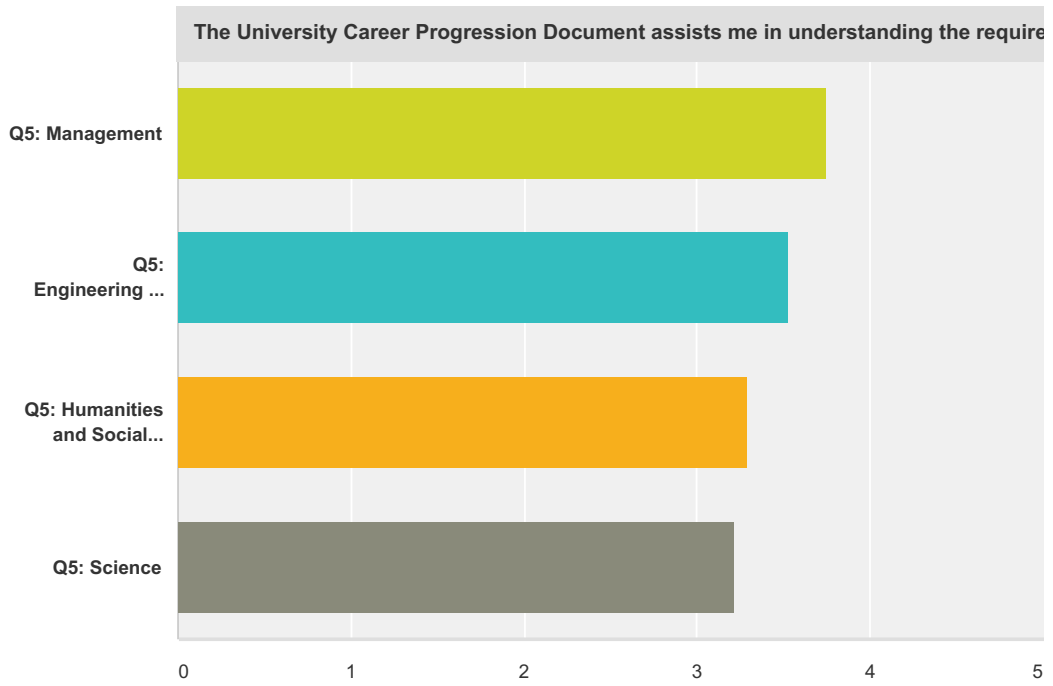
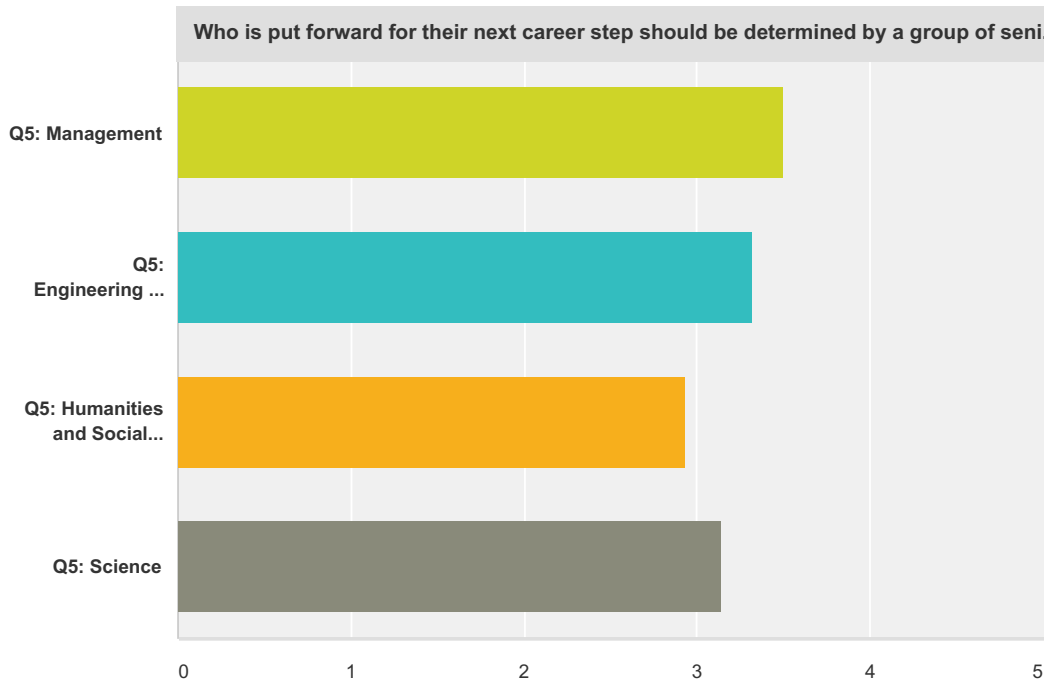
Answered: 82 Skipped: 19



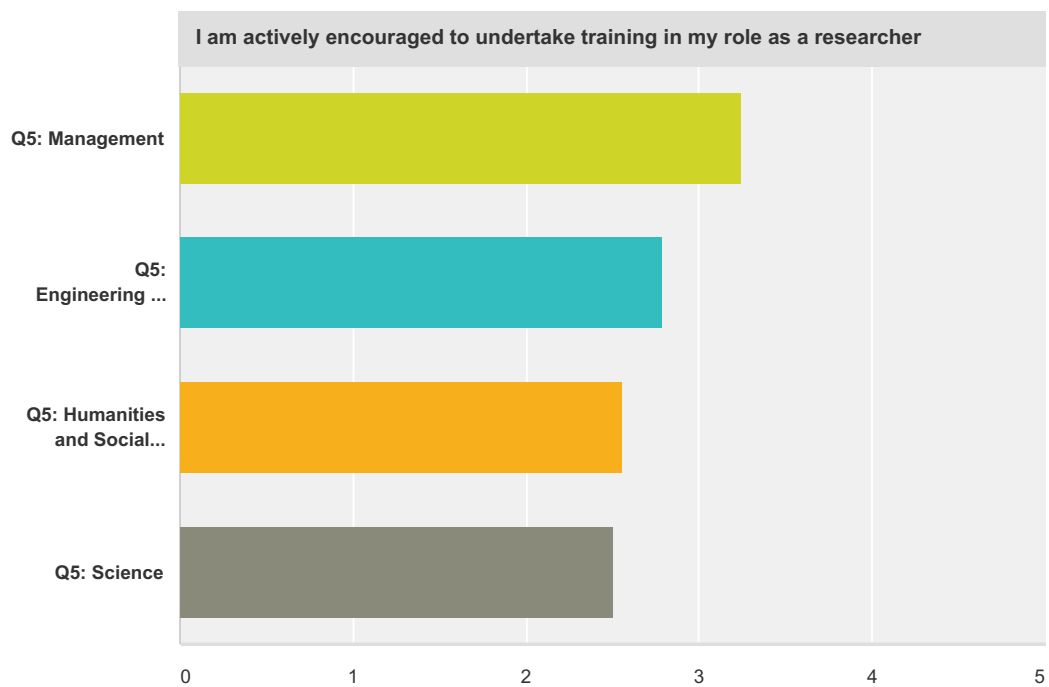
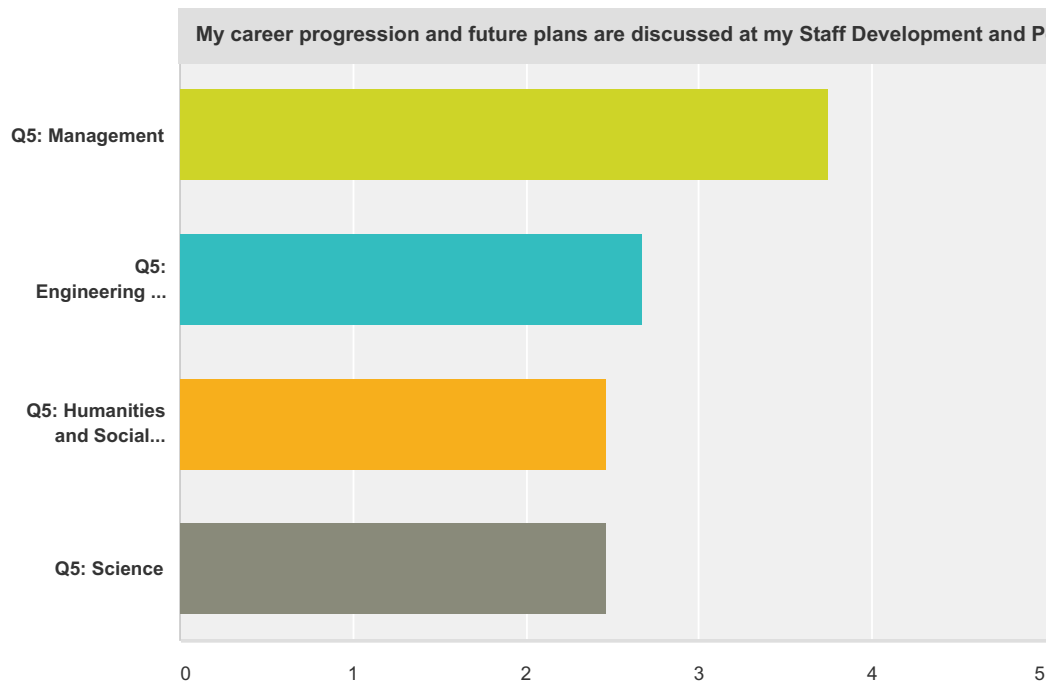








Research Fellows, Associates, Officers and Assistants - University Athena SWAN Survey



Generally speaking researchers in the Department/School have been made aware of the recent lectureship vacancies in my Department/School.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	25.00% 1	0.00% 0	50.00% 2	25.00% 1	0.00% 0	4.88% 4	3.75
Q5: Engineering and Design (B)	10.53% 2	42.11% 8	26.32% 5	5.26% 1	15.79% 3	0.00% 0	23.17% 19	2.74
Q5: Humanities and Social Sciences (C)	31.25% 5	31.25% 5	25.00% 4	12.50% 2	0.00% 0	0.00% 0	19.51% 16	2.19
Q5: Science (D)	4.65% 2	34.88% 15	25.58% 11	16.28% 7	6.98% 3	11.63% 5	52.44% 43	2.84

Research staff can get appointed to a lecturing positions even if their Department/School already has a lot of internal appointees.

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	25.00% 1	25.00% 1	25.00% 1	25.00% 1	0.00% 0	4.88% 4	3.50
Q5: Engineering and Design (B)	15.79% 3	26.32% 5	31.58% 6	5.26% 1	5.26% 1	15.79% 3	23.17% 19	2.50
Q5: Humanities and Social Sciences (C)	6.25% 1	6.25% 1	50.00% 8	25.00% 4	0.00% 0	12.50% 2	19.51% 16	3.07
Q5: Science (D)	2.33% 1	16.28% 7	37.21% 16	18.60% 8	13.95% 6	11.63% 5	52.44% 43	3.29

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	25.00% 1	50.00% 2	25.00% 1	0.00% 0	0.00% 0	4.88% 4	3.00
Q5: Engineering and Design (B)	21.05% 4	36.84% 7	15.79% 3	10.53% 2	5.26% 1	10.53% 2	23.17% 19	2.35
Q5: Humanities and Social Sciences (C)	12.50% 2	12.50% 2	62.50% 10	6.25% 1	0.00% 0	6.25% 1	19.51% 16	2.67
Q5: Science (D)	13.95% 6	27.91% 12	27.91% 12	9.30% 4	9.30% 4	11.63% 5	52.44% 43	2.68

I fully understand what is required for me to be appointed as a member of academic staff

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	25.00% 1	50.00% 2	0.00% 0	25.00% 1	0.00% 0	0.00% 0	4.88% 4	2.25
Q5: Engineering and Design (B)	5.56% 1	44.44% 8	5.56% 1	38.89% 7	5.56% 1	0.00% 0	21.95% 18	2.94
Q5: Humanities and Social Sciences (C)	6.25% 1	31.25% 5	12.50% 2	37.50% 6	6.25% 1	6.25% 1	19.51% 16	3.07
Q5: Science (D)	13.95% 6	25.58% 11	18.60% 8	30.23% 13	9.30% 4	2.33% 1	52.44% 43	2.95

Having a mentor would improve people's chances of getting appointed to a lecturing position

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	75.00% 3	0.00% 0	25.00% 1	0.00% 0	0.00% 0	4.88% 4	2.50
Q5: Engineering and Design (B)	31.58% 6	42.11% 8	15.79% 3	5.26% 1	0.00% 0	5.26% 1	23.17% 19	1.94
Q5: Humanities and Social Sciences (C)	6.25% 1	50.00% 8	31.25% 5	6.25% 1	0.00% 0	6.25% 1	19.51% 16	2.40
Q5: Science (D)	11.90% 5	38.10% 16	38.10% 16	7.14% 3	4.76% 2	0.00% 0	51.22% 42	2.55

Having a mentor would improve people's chances of getting appointed to a research fellow position

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	75.00% 3	0.00% 0	25.00% 1	0.00% 0	0.00% 0	4.88% 4	2.50
Q5: Engineering and Design (B)	31.58% 6	47.37% 9	10.53% 2	5.26% 1	0.00% 0	5.26% 1	23.17% 19	1.89
Q5: Humanities and Social Sciences (C)	6.25% 1	43.75% 7	37.50% 6	6.25% 1	0.00% 0	6.25% 1	19.51% 16	2.47

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

Q5: Science (D)	11.63% 5	46.51% 20	34.88% 15	4.65% 2	2.33% 1	0.00% 0	52.44% 43	2.40
Being a researcher co-investigator on research council grants is encouraged in my Department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	25.00% 1	25.00% 1	25.00% 1	25.00% 1	0.00% 0	4.88% 4	3.50
Q5: Engineering and Design (B)	10.53% 2	21.05% 4	42.11% 8	15.79% 3	5.26% 1	5.26% 1	23.17% 19	2.83
Q5: Humanities and Social Sciences (C)	18.75% 3	25.00% 4	43.75% 7	6.25% 1	0.00% 0	6.25% 1	19.51% 16	2.40
Q5: Science (D)	2.33% 1	30.23% 13	32.56% 14	18.60% 8	11.63% 5	4.65% 2	52.44% 43	3.07
When future career progression opportunities 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
Q5: Management (A)	0.00% 0	25.00% 1	50.00% 2	25.00% 1	0.00% 0	0.00% 0	4.88% 4	3.00
Q5: Engineering and Design (B)	15.79% 3	10.53% 2	36.84% 7	21.05% 4	10.53% 2	5.26% 1	23.17% 19	3.00
Q5: Humanities and Social Sciences (C)	6.25% 1	25.00% 4	43.75% 7	6.25% 1	6.25% 1	12.50% 2	19.51% 16	2.79
Q5: Science (D)	16.28% 7	25.58% 11	39.53% 17	9.30% 4	0.00% 0	9.30% 4	52.44% 43	2.46
Who is put forward for their next career step 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
Q5: Management (A)	0.00% 0	25.00% 1	25.00% 1	25.00% 1	25.00% 1	0.00% 0	4.88% 4	3.50
Q5: Engineering and Design (B)	5.26% 1	21.05% 4	26.32% 5	31.58% 6	15.79% 3	0.00% 0	23.17% 19	3.32
Q5: Humanities and Social Sciences (C)	18.75% 3	12.50% 2	18.75% 3	43.75% 7	0.00% 0	6.25% 1	19.51% 16	2.93
Q5: Science (D)	6.98% 3	20.93% 9	30.23% 13	30.23% 13	9.30% 4	2.33% 1	52.44% 43	3.14
The University Career Progression Document assists me in understanding the requirements for career progression								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	0.00% 0	50.00% 2	25.00% 1	25.00% 1	0.00% 0	4.88% 4	3.75
Q5: Engineering and Design (B)	0.00% 0	5.26% 1	42.11% 8	31.58% 6	10.53% 2	10.53% 2	23.17% 19	3.53
Q5: Humanities and Social Sciences (C)	0.00% 0	12.50% 2	43.75% 7	25.00% 4	6.25% 1	12.50% 2	19.51% 16	3.29
Q5: Science (D)	2.33% 1	16.28% 7	23.26% 10	32.56% 14	2.33% 1	23.26% 10	52.44% 43	3.21
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
Q5: Management (A)	0.00% 0	25.00% 1	0.00% 0	50.00% 2	25.00% 1	0.00% 0	4.88% 4	3.75
Q5: Engineering and Design (B)	15.79% 3	36.84% 7	21.05% 4	5.26% 1	15.79% 3	5.26% 1	23.17% 19	2.67

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

Q5: Humanities and Social Sciences (C)	12.50% 2	37.50% 6	18.75% 3	6.25% 1	6.25% 1	18.75% 3	19.51% 16	2.46
Q5: Science (D)	23.26% 10	34.88% 15	9.30% 4	13.95% 6	9.30% 4	9.30% 4	52.44% 43	2.46

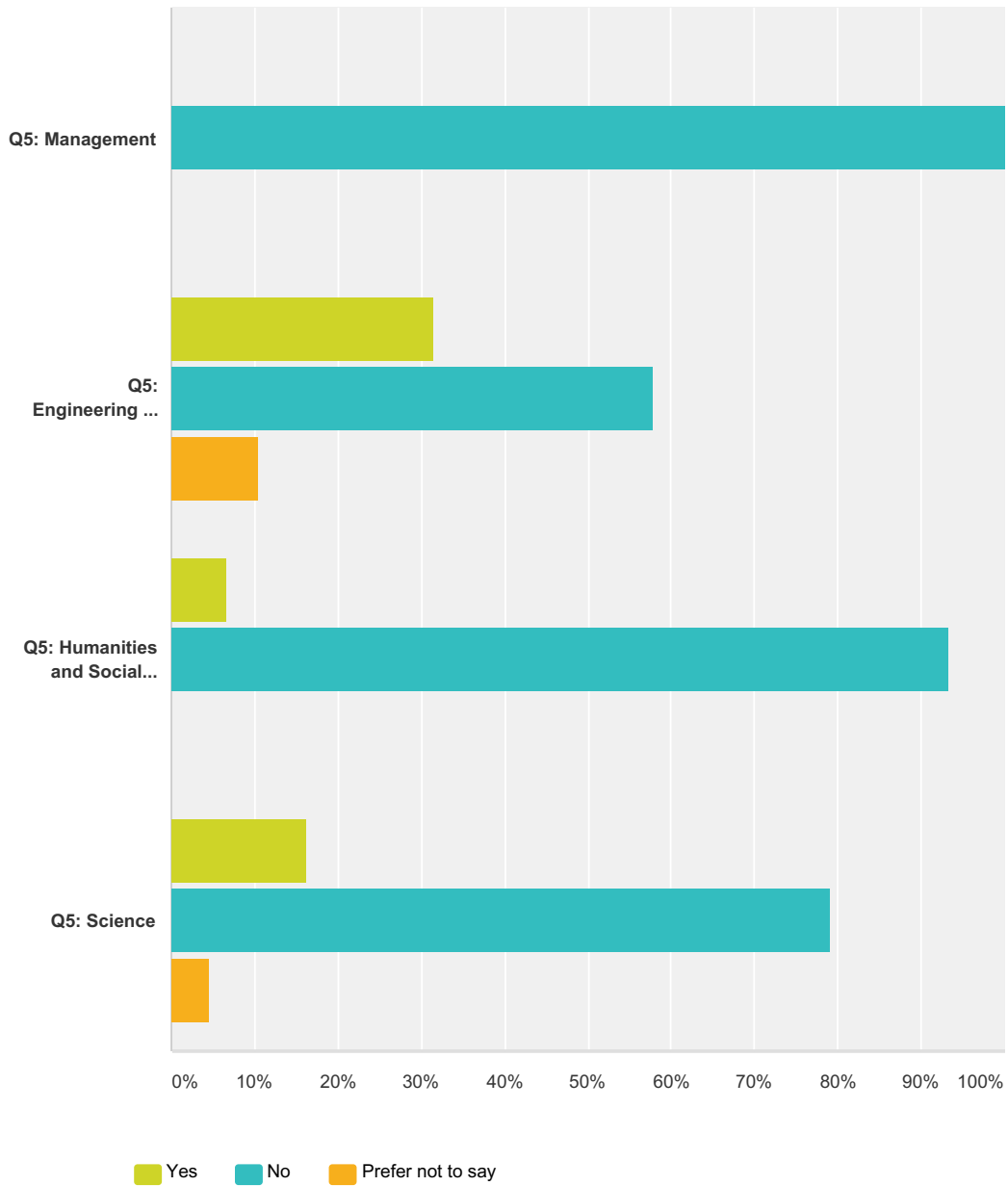
I am actively encouraged to undertake training in my role as a researcher

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	25.00% 1	50.00% 2	0.00% 0	25.00% 1	0.00% 0	4.88% 4	3.25
Q5: Engineering and Design (B)	21.05% 4	31.58% 6	10.53% 2	21.05% 4	15.79% 3	0.00% 0	23.17% 19	2.79
Q5: Humanities and Social Sciences (C)	12.50% 2	43.75% 7	25.00% 4	12.50% 2	6.25% 1	0.00% 0	19.51% 16	2.56
Q5: Science (D)	16.28% 7	39.53% 17	18.60% 8	16.28% 7	4.65% 2	4.65% 2	52.44% 43	2.51

	Q5: Management	Q5: Engineering and Design	Q5: Humanities and Social Sciences	Q5: Science	Total
Are there any comments or caveats you would like to make relating to participation and promotion practices?	0	7	3	11	21

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

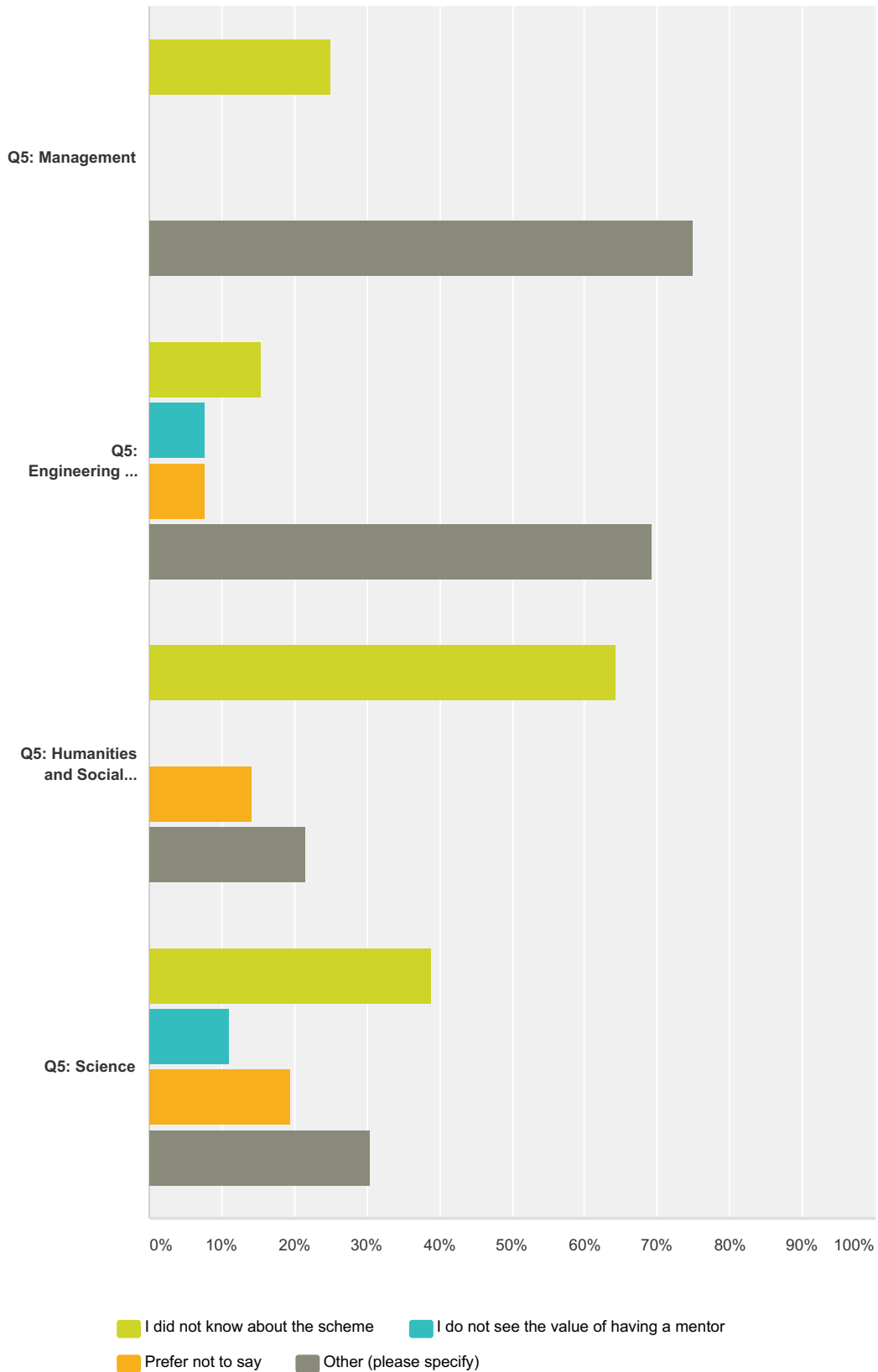
Answered: 81 Skipped: 20



	Yes	No	Prefer not to say	Total
Q5: Management (A)	0.00% 0	100.00% 4	0.00% 0	4.94% 4
Q5: Engineering and Design (B)	31.58% 6	57.89% 11	10.53% 2	23.46% 19
Q5: Humanities and Social Sciences (C)	6.67% 1	93.33% 14	0.00% 0	18.52% 15
Q5: Science (D)	16.28% 7	79.07% 34	4.65% 2	53.09% 43
Total Respondents	14	63	4	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

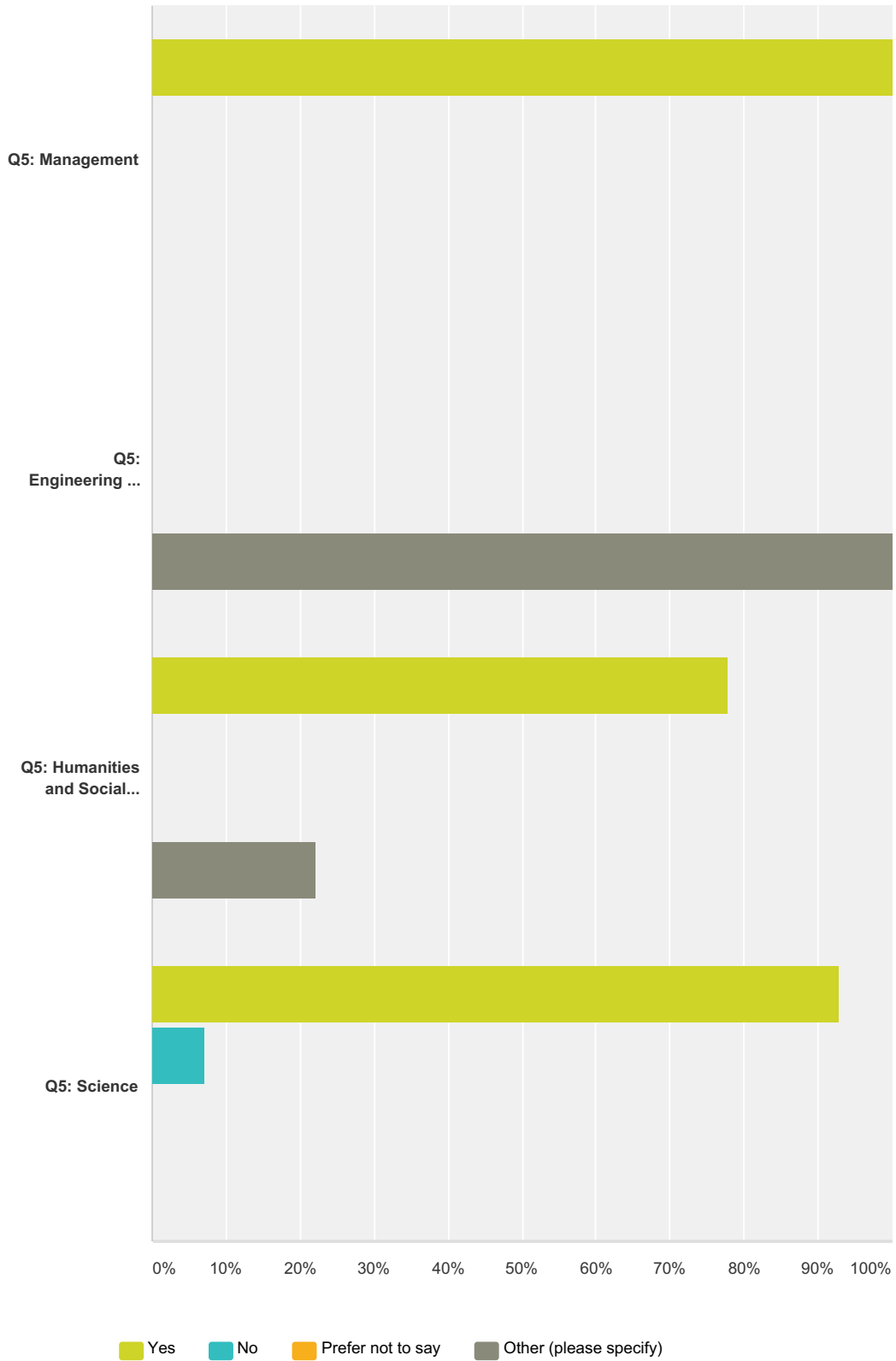


Research Fellows, Associates, Officers and Assistants - University Athena SWAN Survey

	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
Q5: Management (A)	25.00% 1	0.00% 0	0.00% 0	75.00% 3	5.97% 4
Q5: Engineering and Design (B)	15.38% 2	7.69% 1	7.69% 1	69.23% 9	19.40% 13
Q5: Humanities and Social Sciences (C)	64.29% 9	0.00% 0	14.29% 2	21.43% 3	20.90% 14
Q5: Science (D)	38.89% 14	11.11% 4	19.44% 7	30.56% 11	53.73% 36
Total Respondents	26	5	10	26	67

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

Answered: 26 Skipped: 75



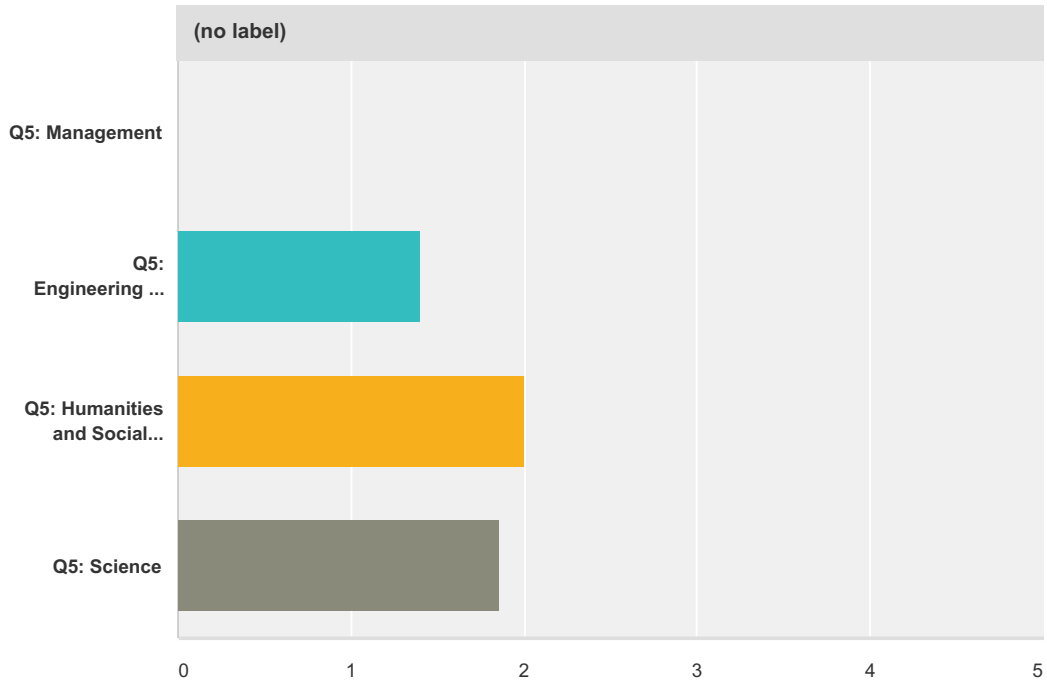
	Yes	No	Prefer not to say	Other (please specify)	Total
--	-----	----	-------------------	------------------------	-------

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

Q5: Management (A)	100.00% 1	0.00% 0	0.00% 0	0.00% 0	3.85% 1
Q5: Engineering and Design (B)	0.00% 0	0.00% 0	0.00% 0	100.00% 2	7.69% 2
Q5: Humanities and Social Sciences (C)	77.78% 7	0.00% 0	0.00% 0	22.22% 2	34.62% 9
Q5: Science (D)	92.86% 13	7.14% 1	0.00% 0	0.00% 0	53.85% 14
Total Respondents	21	1	0	4	26

Q11 The mentoring scheme has been of help to me

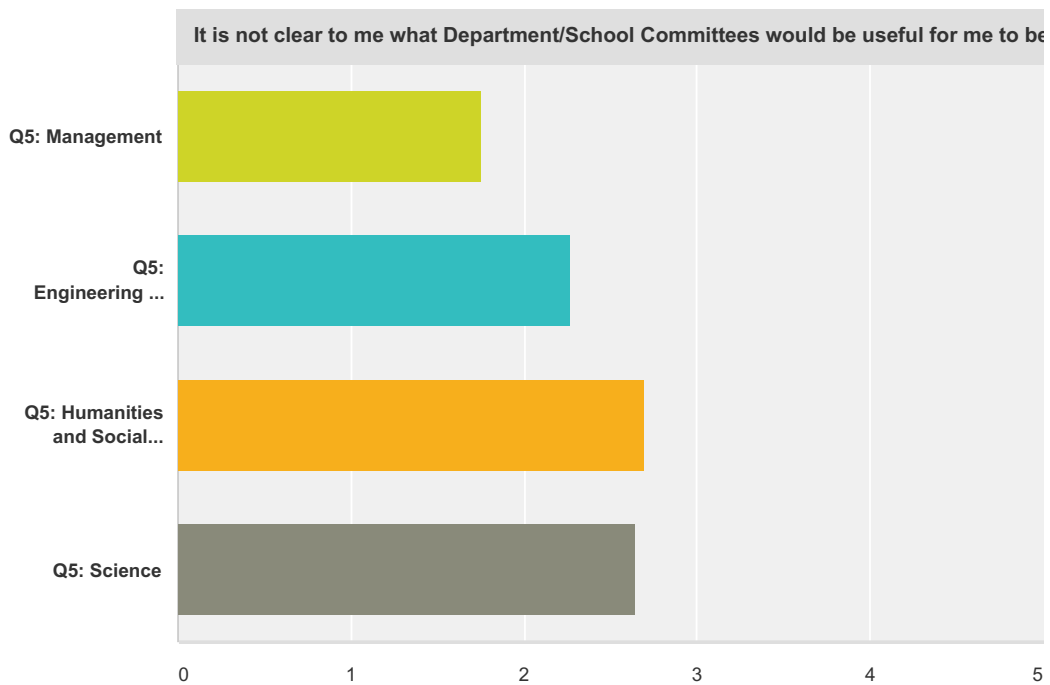
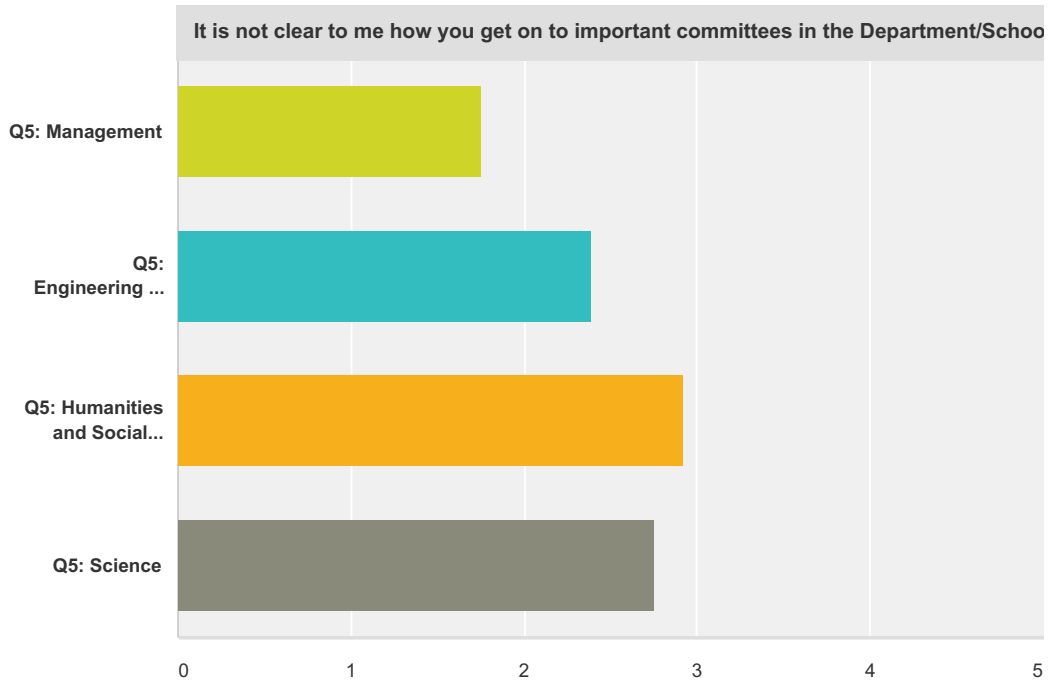
Answered: 14 Skipped: 87

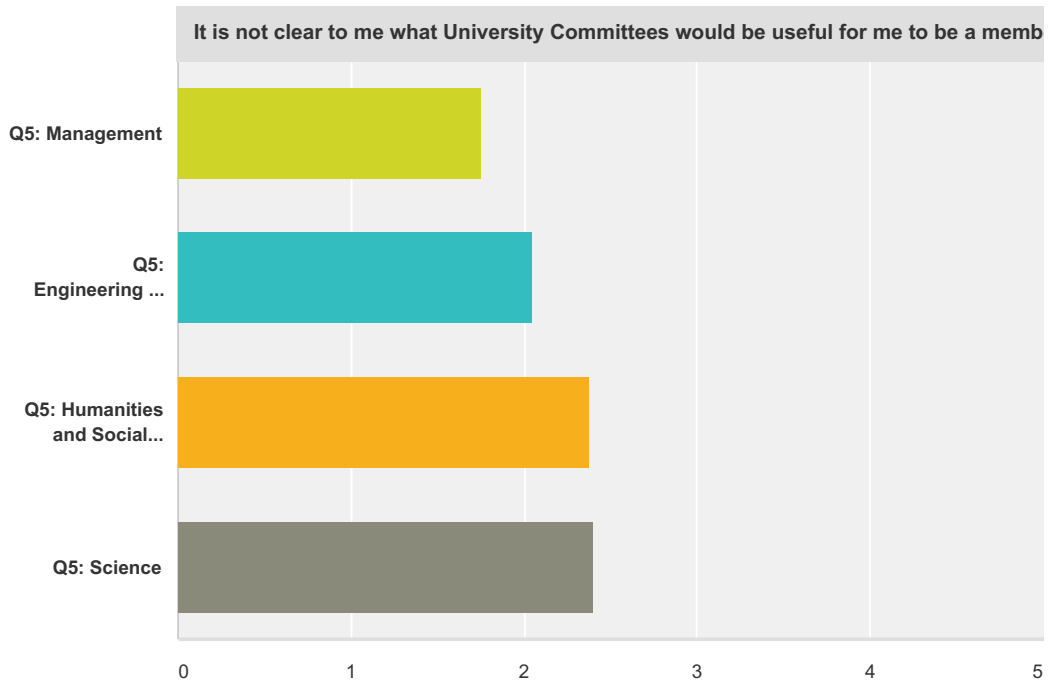
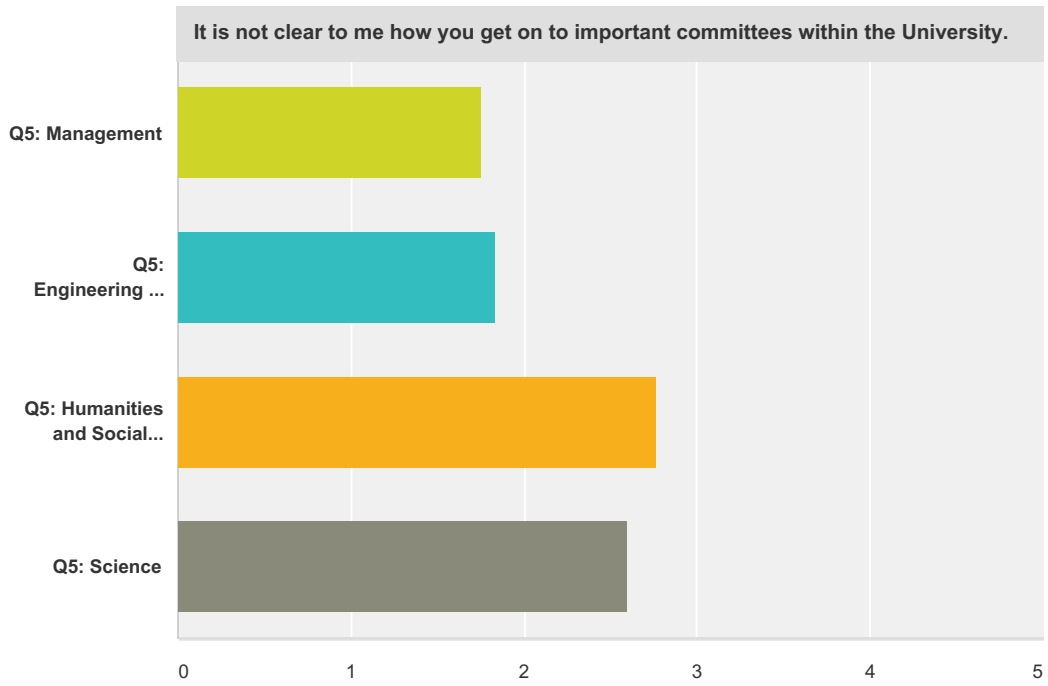


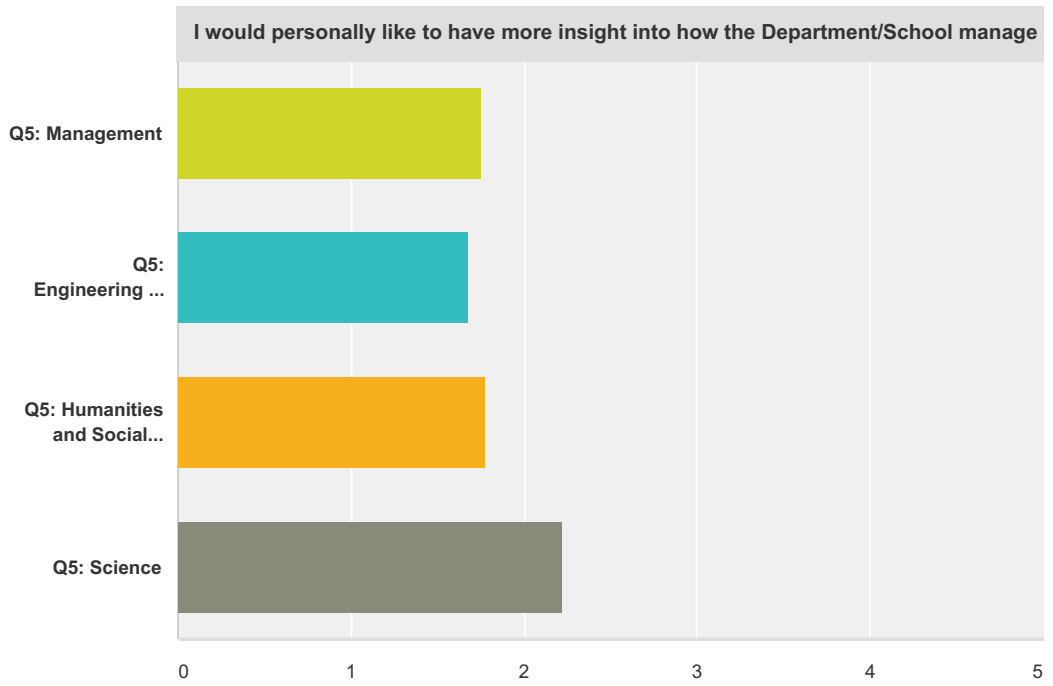
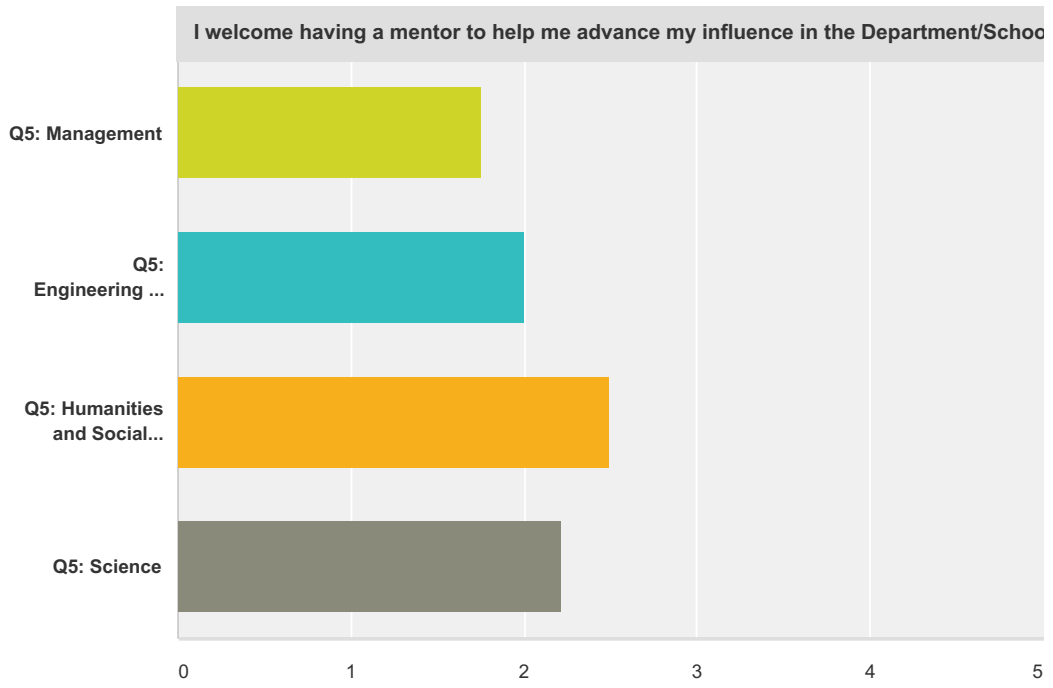
(no label)								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00
Q5: Engineering and Design (B)	50.00% 3	33.33% 2	0.00% 0	0.00% 0	0.00% 0	16.67% 1	42.86% 6	1.40
Q5: Humanities and Social Sciences (C)	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7.14% 1	2.00
Q5: Science (D)	42.86% 3	42.86% 3	0.00% 0	14.29% 1	0.00% 0	0.00% 0	50.00% 7	1.86

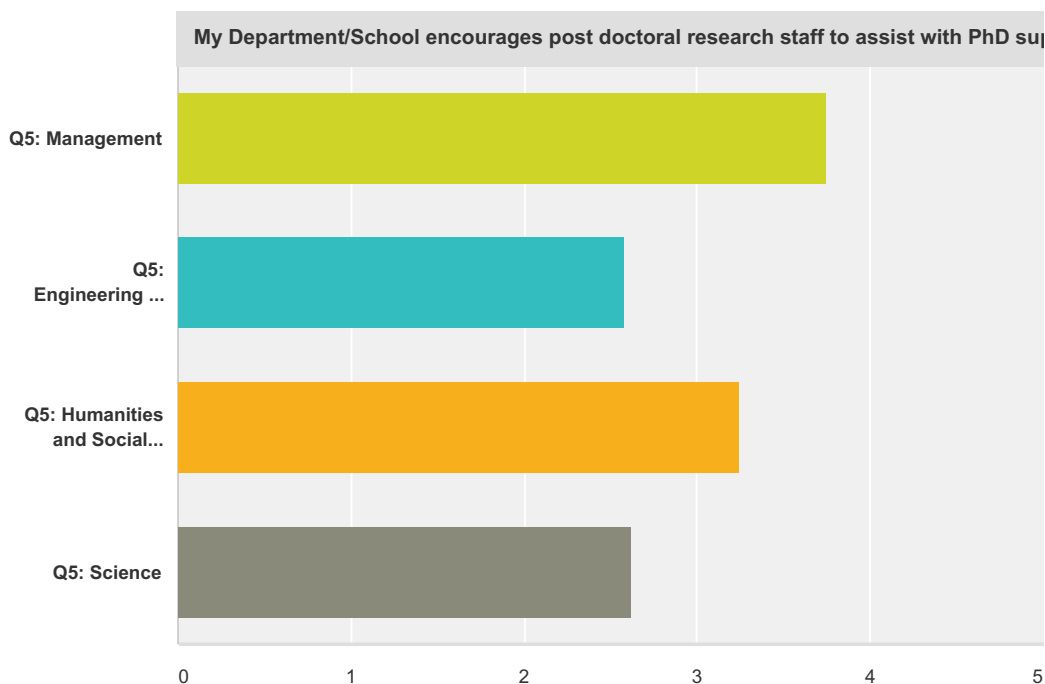
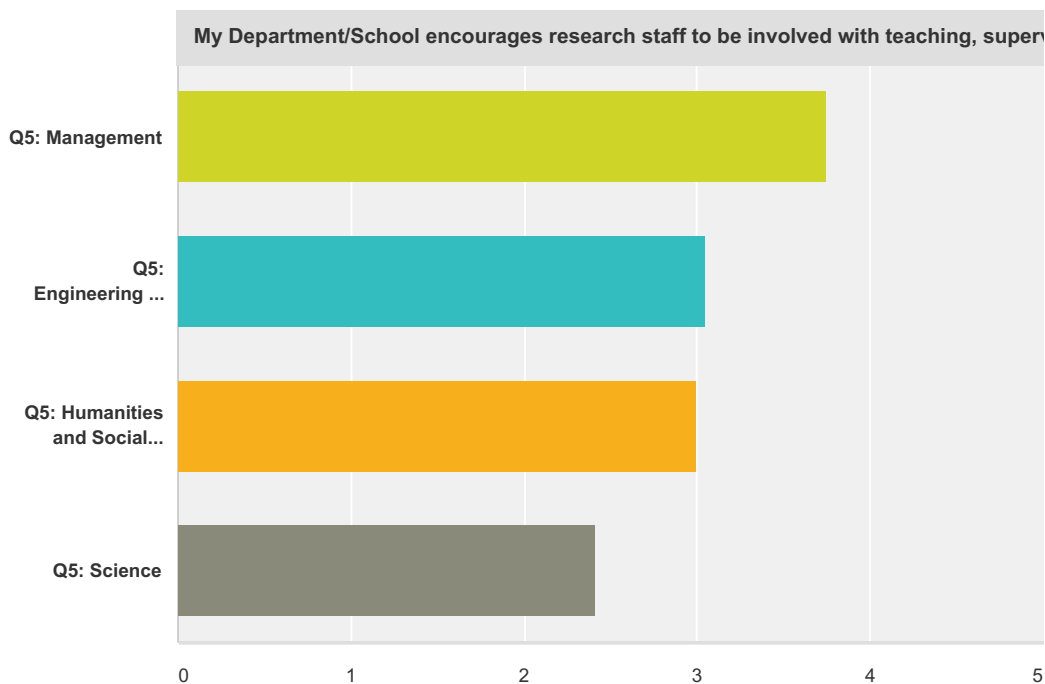
Q12 Please indicate how much you agree or disagree with the following statements by clicking on the relevant box in each question.

Answered: 78 Skipped: 23









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
Q5: Management (A)	25.00% 1	75.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.13% 4	1.75
Q5: Engineering and Design (B)	26.32% 5	31.58% 6	15.79% 3	15.79% 3	5.26% 1	5.26% 1	24.36% 19	2.39
Q5: Humanities and Social Sciences (C)	0.00% 0	38.46% 5	38.46% 5	15.38% 2	7.69% 1	0.00% 0	16.67% 13	2.92
Q5: Science (D)	7.14% 3	40.48% 17	26.19% 11	21.43% 9	4.76% 2	0.00% 0	53.85% 42	2.76

It is not clear to me what Department/School Committees would be useful for me to be a member of

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	25.00% 1	75.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.13% 4	1.75
Q5: Engineering and Design (B)	15.79% 3	57.89% 11	10.53% 2	15.79% 3	0.00% 0	0.00% 0	24.36% 19	2.26
Q5: Humanities and Social Sciences (C)	0.00% 0	53.85% 7	23.08% 3	23.08% 3	0.00% 0	0.00% 0	16.67% 13	2.69
Q5: Science (D)	9.52% 4	45.24% 19	21.43% 9	19.05% 8	4.76% 2	0.00% 0	53.85% 42	2.64

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
Q5: Management (A)	25.00% 1	75.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.13% 4	1.75
Q5: Engineering and Design (B)	21.05% 4	73.68% 14	5.26% 1	0.00% 0	0.00% 0	0.00% 0	24.36% 19	1.84
Q5: Humanities and Social Sciences (C)	7.69% 1	38.46% 5	23.08% 3	30.77% 4	0.00% 0	0.00% 0	16.67% 13	2.77
Q5: Science (D)	11.90% 5	47.62% 20	11.90% 5	26.19% 11	2.38% 1	0.00% 0	53.85% 42	2.60

It is not clear to me what University Committees would be useful for me to be a member of

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	25.00% 1	75.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.13% 4	1.75
Q5: Engineering and Design (B)	21.05% 4	63.16% 12	5.26% 1	10.53% 2	0.00% 0	0.00% 0	24.36% 19	2.05
Q5: Humanities and Social Sciences (C)	15.38% 2	46.15% 6	23.08% 3	15.38% 2	0.00% 0	0.00% 0	16.67% 13	2.38
Q5: Science (D)	11.90% 5	54.76% 23	16.67% 7	14.29% 6	2.38% 1	0.00% 0	53.85% 42	2.40

I welcome having a mentor to help me advance my influence in the Department/School/Institution

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	25.00% 1	75.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.13% 4	1.75
Q5: Engineering and Design (B)	42.11% 8	21.05% 4	21.05% 4	10.53% 2	0.00% 0	5.26% 1	24.36% 19	2.00
Q5: Humanities and Social Sciences (C)	0.00% 0	53.85% 7	30.77% 4	7.69% 1	0.00% 0	7.69% 1	16.67% 13	2.50
Q5: Science (D)	21.43% 9	35.71% 15	26.19% 11	7.14% 3	0.00% 0	9.52% 4	53.85% 42	2.21

I would personally like to have more insight into how the Department/School manage career progression for research staff

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	25.00% 1	75.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.13% 4	1.75
Q5: Engineering and Design (B)	42.11% 8	47.37% 9	10.53% 2	0.00% 0	0.00% 0	0.00% 0	24.36% 19	1.68
Q5: Humanities and Social Sciences (C)	30.77% 4	61.54% 8	7.69% 1	0.00% 0	0.00% 0	0.00% 0	16.67% 13	1.77
Q5: Science (D)	16.67% 7	54.76% 23	16.67% 7	7.14% 3	2.38% 1	2.38% 1	53.85% 42	2.22

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

My Department/School encourages research staff to be involved with teaching, supervising undergraduate projects etc.								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	0.00% 0	25.00% 1	75.00% 3	0.00% 0	0.00% 0	5.13% 4	3.75
Q5: Engineering and Design (B)	10.53% 2	21.05% 4	36.84% 7	15.79% 3	15.79% 3	0.00% 0	24.36% 19	3.05
Q5: Humanities and Social Sciences (C)	23.08% 3	0.00% 0	38.46% 5	30.77% 4	7.69% 1	0.00% 0	16.67% 13	3.00
Q5: Science (D)	11.90% 5	54.76% 23	16.67% 7	7.14% 3	7.14% 3	2.38% 1	53.85% 42	2.41
My Department/School encourages post doctoral research staff to assist with PhD supervision								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q5: Management (A)	0.00% 0	0.00% 0	25.00% 1	75.00% 3	0.00% 0	0.00% 0	5.13% 4	3.75
Q5: Engineering and Design (B)	10.53% 2	42.11% 8	26.32% 5	21.05% 4	0.00% 0	0.00% 0	24.36% 19	2.58
Q5: Humanities and Social Sciences (C)	0.00% 0	30.77% 4	23.08% 3	23.08% 3	15.38% 2	7.69% 1	16.67% 13	3.25
Q5: Science (D)	9.52% 4	42.86% 18	23.81% 10	7.14% 3	9.52% 4	7.14% 3	53.85% 42	2.62

Last Page