Research & Innovation Services | UNIVERSITY OF BATH

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2021 Key Findings

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Background

- **CEDARS is the Culture, Employment and Development of Academic Researchers Survey.** Its question set maps against the revised Concordat to Support the Career Development of Researchers (2019) and it replaces the Careers in Research Online Survey (CROS) and Principal Investigators and Research Leaders Survey (PIRLS).

- **CEDARS ran at University of Bath between 1st and 31st May 2021.** This survey was targeted at research staff and managers of researchers *via* direct email communication from PVC(R) to all in the E&R job family, *Research Staff News* to all research staff, and through Faculty newsletters and local email communications.

- **Respondents self-identified their research career stage** which was used to create the two main comparator groupings within this analysis (postgraduate researchers and 'other' respondents were excluded):

  - **Research staff** (Above doctoral level, not yet fully independent, typically research staff, postdoctoral researcher, research fellow*): 66 respondents (21% of research staff)*

  - **Other academic staff** (Established researcher, typically assistant professor, lecturer, senior research fellow; and Senior researcher, typically research group leader, research director, reader, full professor): *142 respondents (19% of all other academic staff); 121 respondents had formal responsibility for managing researchers (58% of all managers of researchers)*

- This analysis provides a snapshot of the views and experiences of research staff and their managers at University of Bath

Key findings at a glance

Profile of respondents

Employment of researchers

Management of researchers

Professional and career development

Environment and culture

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Key Findings at a glance

- **Environment and Culture**
  - Over two-thirds of researchers have **good job satisfaction**; however, only half of all researchers feel valued for their contributions to the University
  - Most managers of researchers agree that they are recognised for their contributions to funding and other research outputs; however, **large majority do not feel recognised for their contributions to peer reviewing and grant evaluation**
  - Most researchers are confident that the **university is committed to EDI, research integrity, and fairly investigating bullying and harassment**; however, over a third are not familiar with the mechanisms to report discrimination, misconduct, or bully and harassment.
  - Less than 10% of research staff have **felt pressured to compromise their research standards and integrity;** two-thirds feel comfortable reporting any incidents

- **Employment**
  - 83% research staff **have fixed term contracts,** two-thirds of whom have had 2 or more contracts or extensions at University of Bath
  - Most research staff report being **well managed**
  - Large majority of managers of researchers provide effective feedback and acknowledge good performance; however, nearly half are not confident in **dealing with poor performance**
  - Research staff much less **likely to participate in appraisal**, but more likely to find it useful
  - Half of research staff do not think they are treated fairly with respect to **promotion and progression**

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Key Findings at a glance

- **Professional and career development**
  - 43% of research staff aspire to work in academia; **30% expect to achieve this**
  - 12% aspire to work in a research career beyond academia, **with 24% expecting to achieve this**
  - Only 10% of research staff have spent **10 or more days on professional development**; less than one-third have a clear career development plan
  - Three-quarters of research staff do not have a **regular formal career development review** with their manager; however, a large majority of managers actively support their researchers in working towards their career aspirations
  - Over half of research staff want to engage in wider activities, such as **knowledge exchange, citizen science, public engagement, and policy and decision making**
  - Over half of research staff would **like experience of other employment sectors**, including the opportunity for secondment or placement
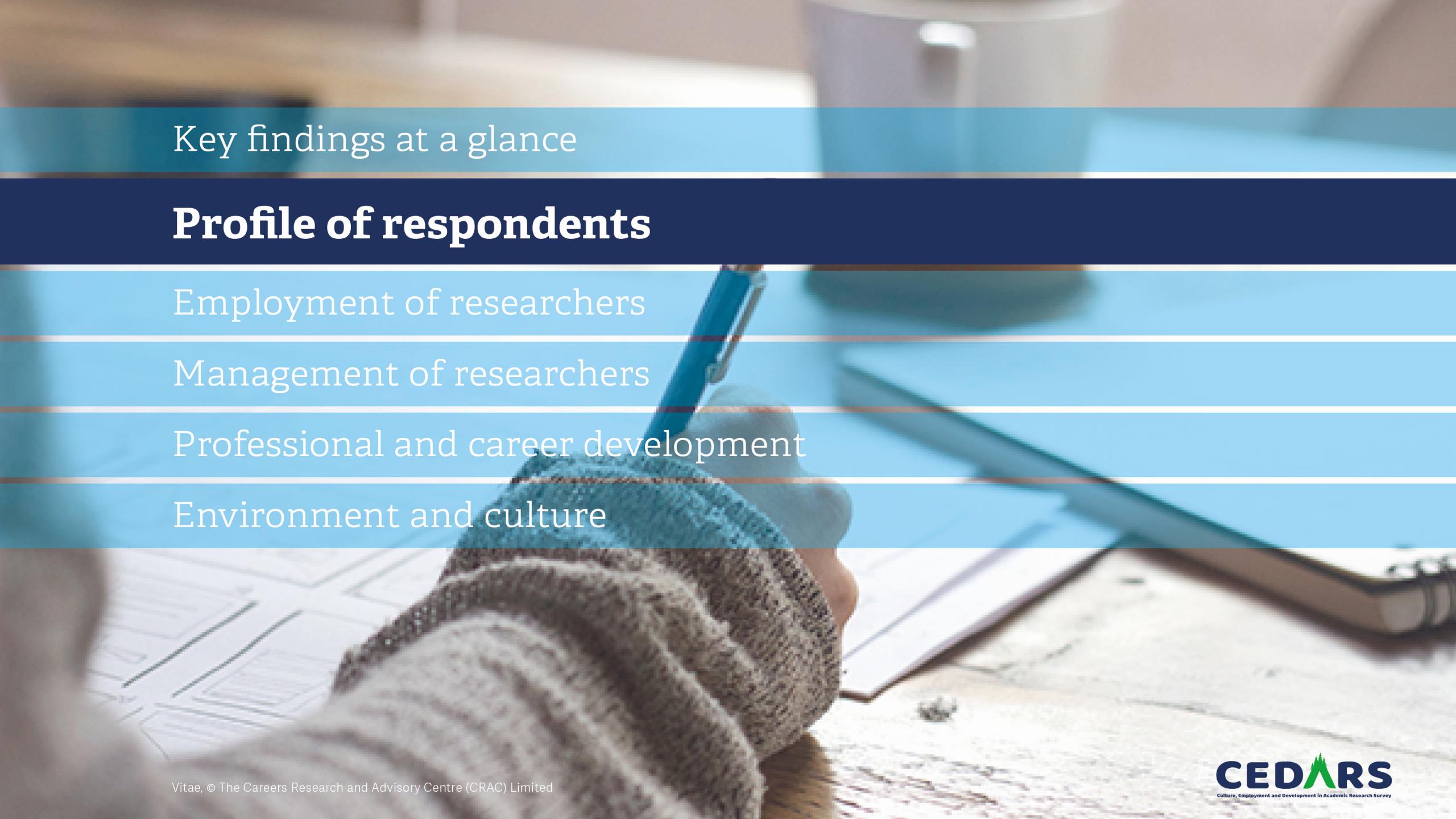
Key findings at a glance

Profile of respondents

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Profile of respondents

33%
Research Staff

32%
Established Researcher

35%
Senior Researcher

Research Staff

36% Female

55% Male

1% Non-binary

Other Academic Staff

31% Female

56% Male

1% Non-binary
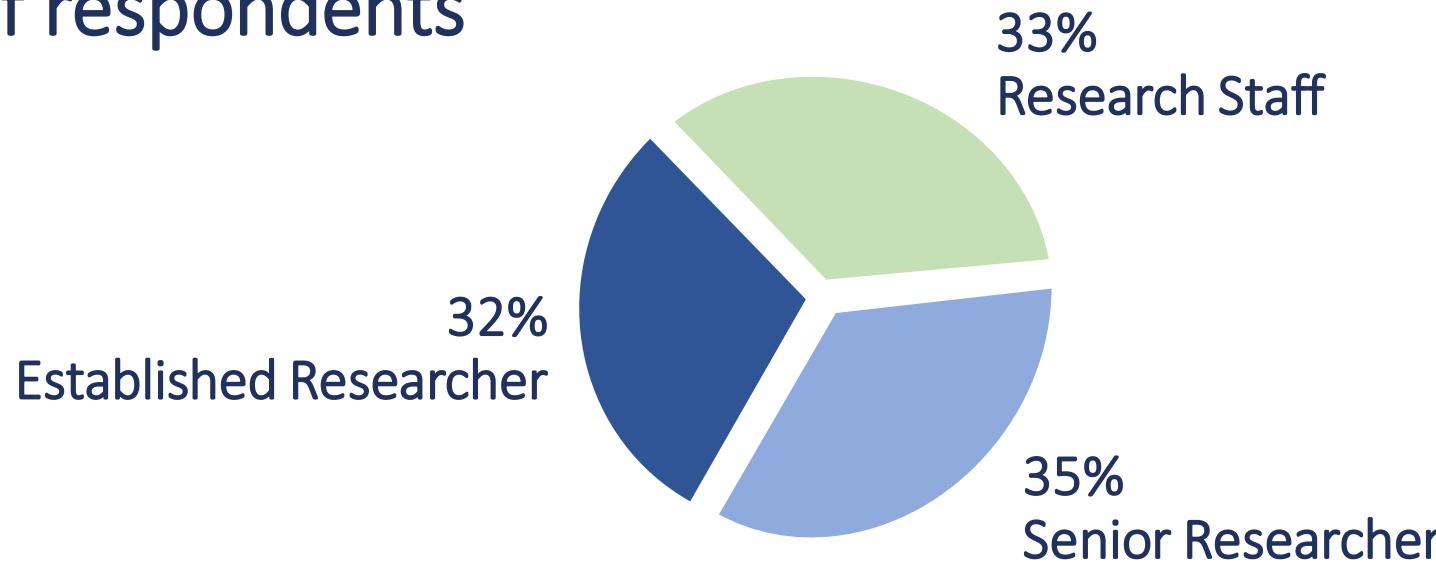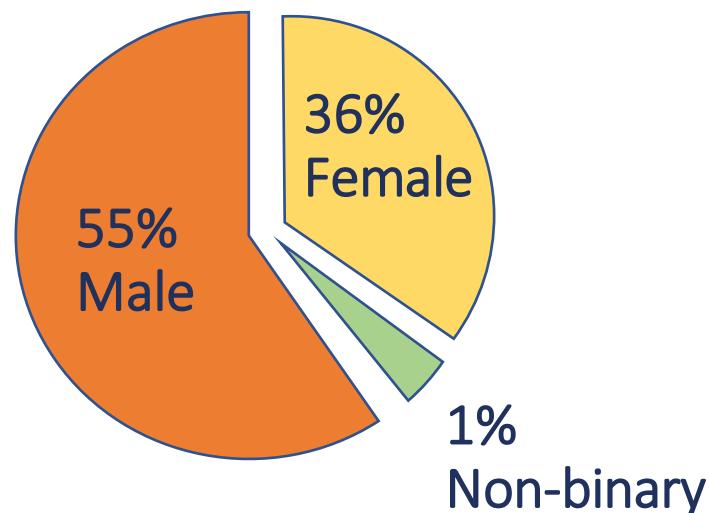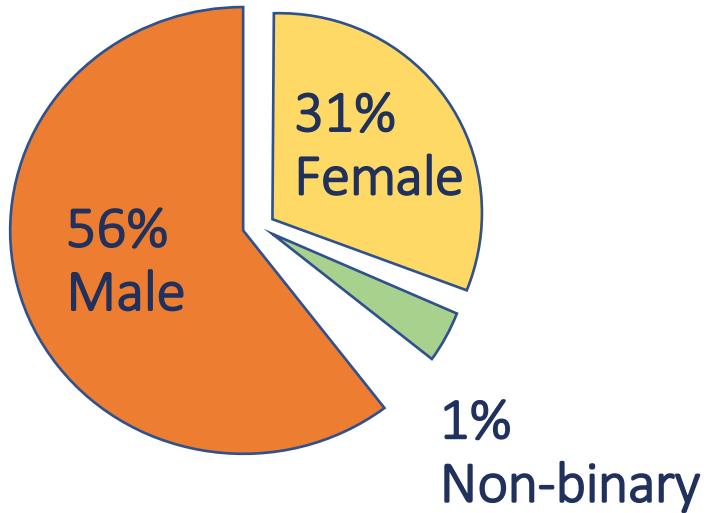
Caring responsibilities: 52% with caring responsibilities

Disability: 24% disclosed an impairment or health condition

Ethnicity*: 80% describe their ethnicity as White British or other White background

Nationality: 59% are UK/British nationals; 22% are EU nationals, 12% are non-EU nationals

*No analysis of ethnicity data was undertaken due to low numbers. Gendered data will be reported separately

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Employment circumstances

83% of research staff on fixed term contract

2% of other academic staff on fixed term contract

Research Staff

6% on fixed term contracts of <6 months

12% employed part-time

46% have had two or more fixed term contracts or extensions at University of Bath

37% have been a researcher for >5 years (excluding doctoral research)
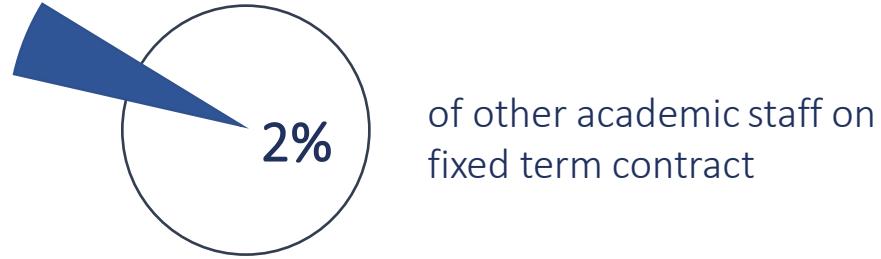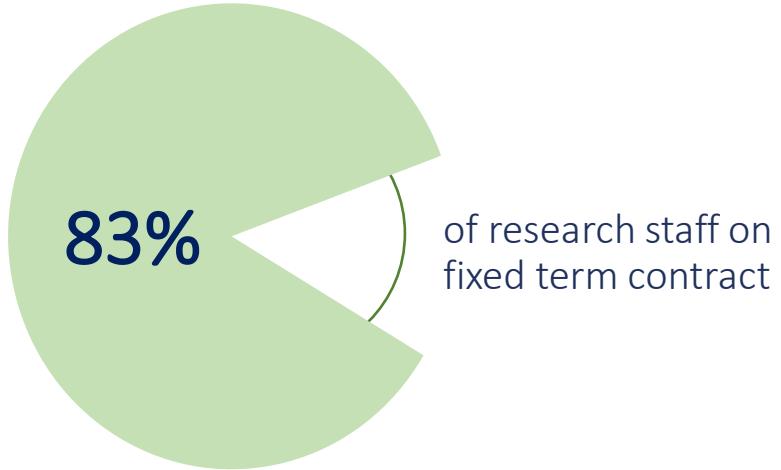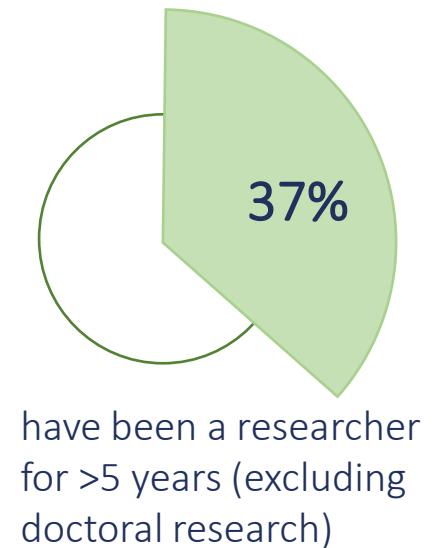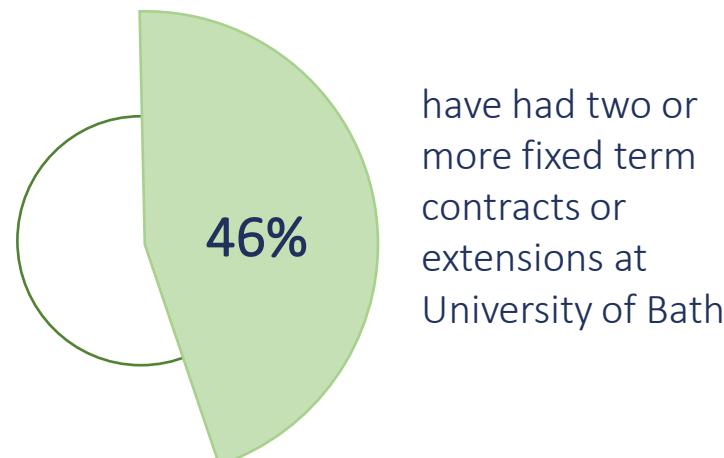
Research staff are less likely to believe that **promotion and progression** processes are fair

The promotion pathways and processes at my institution are clear to me

My institution has equitable opportunities for career progression

Promotions at my institution are made on merit

My institution's redundancy processes are clear to me

Research Staff / Other Academic Staff

- Agree strongly
- Agree
- Disagree
- Disagree strongly
- Don't know
- Not applicable

% RESPONDENTS

Around half of all researchers **feel valued** for their contributions to the University

I am appropriately recognised for contributions to institution:

RS
- Don't know 15%
- Agree strongly 8%
- Disagree strongly 8%
- Agree 39%
- Disagree 30%

OAS
- Disagree strongly 19%
- Don't know 4%
- Agree strongly 12%
- Agree 35%
- Disagree 30%
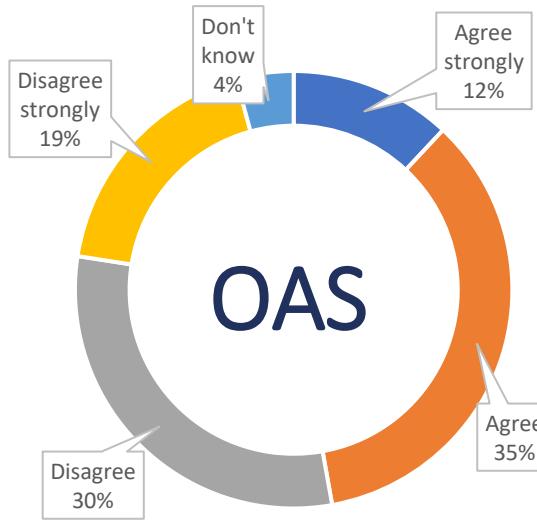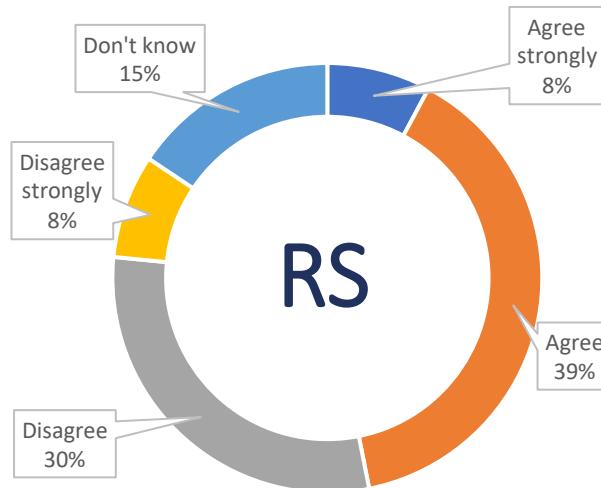
RS = research staff
OAS = other academic staff (senior/established researchers)

Proportion of researchers disagreeing or not knowing that their contributions are valued in relation to:
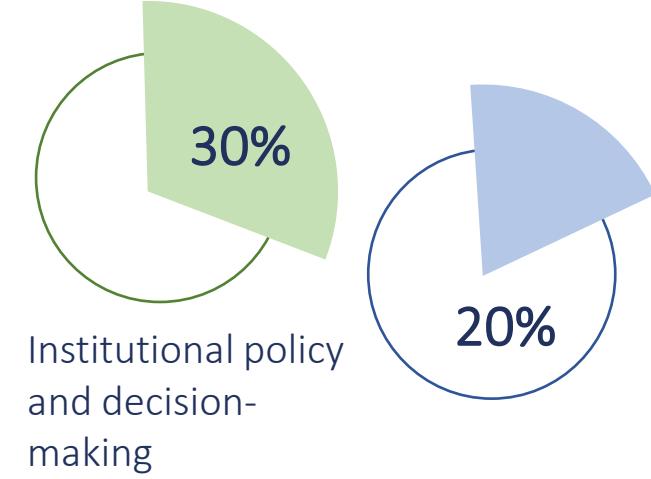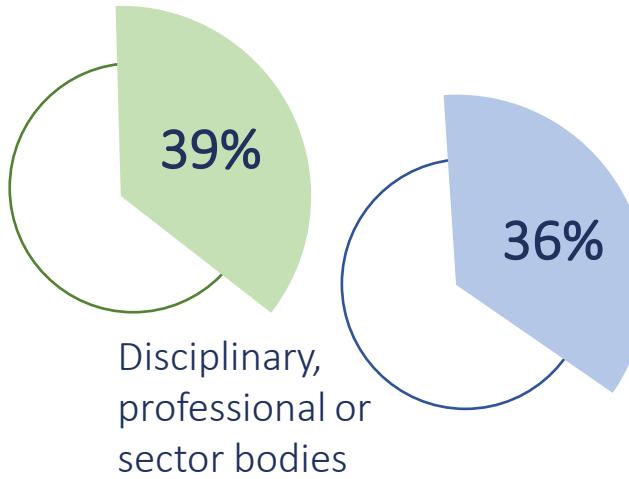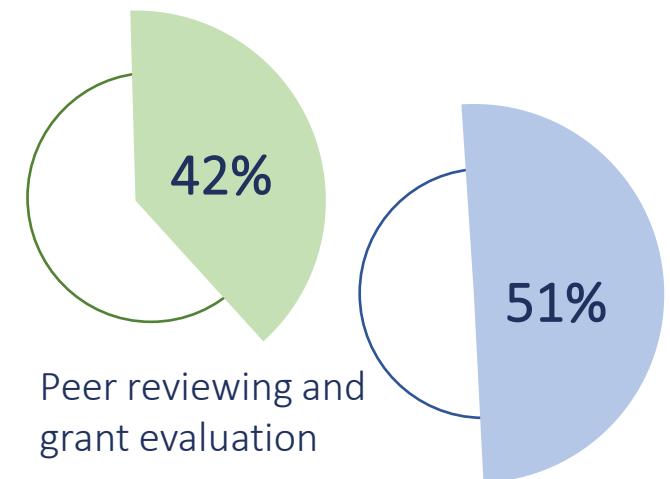
42% / 51% — Peer reviewing and grant evaluation

39% / 36% — Disciplinary, professional or sector bodies

30% / 20% — Institutional policy and decision-making

- Research Staff
- Other Academic Staff

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Culture, Employment and Development in Academic Research Survey

Nearly half of managers of researchers **are not confident in dealing with poor performance**
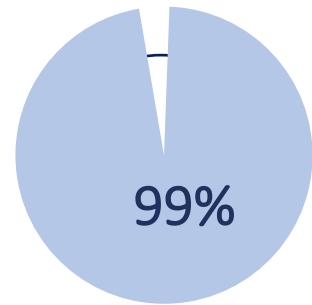
**99%** of managers are confident in acknowledging good performance
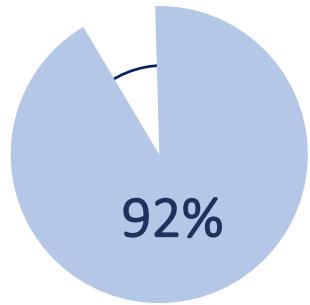
92% of managers are confident providing effective feedback to individuals
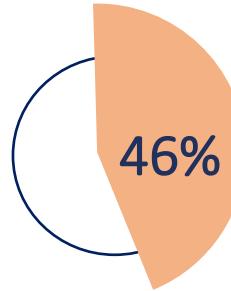
46% of managers are <u>not</u> confident in dealing with poor performance
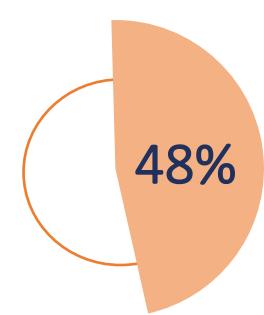
**48%** of managers are <u>not</u> confident giving guidance on redeployment processes

Half would like training in **leading a research group (50%)**
Over a third would like training in **managing staff performance (39%)**
A third would like training in **mental health and wellbeing (33%)**

Manager demographics:
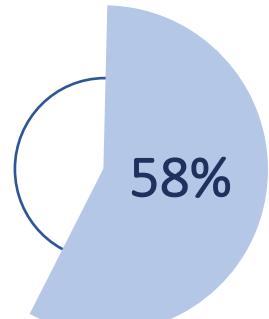
**58%** of respondents are responsible for managing other researchers
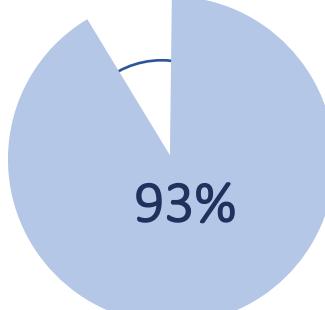
**93%** managers are on teaching and research contracts
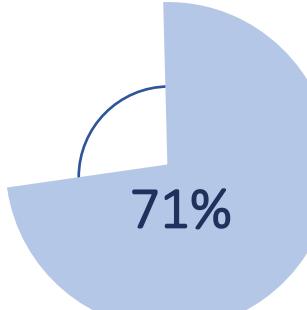
71% managers have 10 or more years' research experience
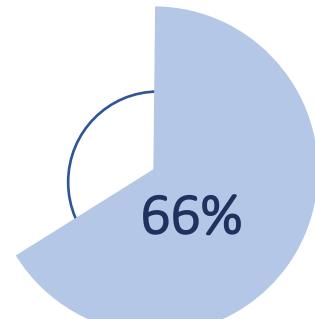
66% manage 3 or more research staff or doctoral students

Most research staff report being **well-managed**

My manager:

Agree strongly
Agree
Disagree
Disagree strongly
Don't know
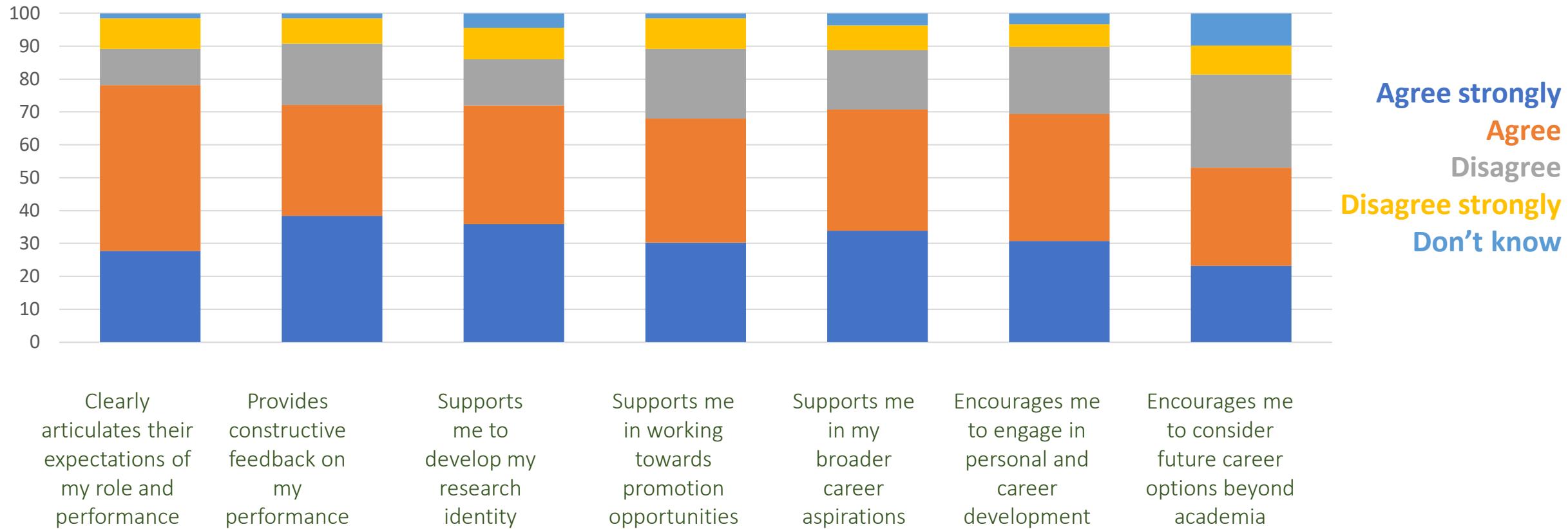
A quarter have a formal career development review with their manager **(25%)**
Over three-quarters find these useful **(78%)**

Key findings at a glance

Profile of respondents

Employment of researchers

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**Professional and career development**

Environment and culture

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43% research staff aspire to an academic career …
… 30% expect to achieve this

12% aspire to research career beyond academic
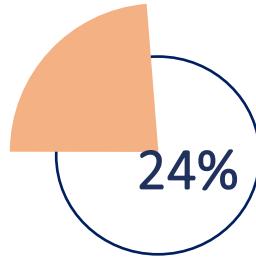
**24%** expect a research career beyond academia
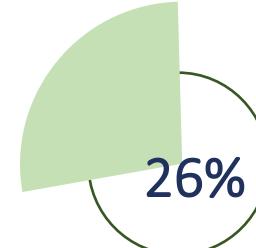
**26%** have a clear career development plan
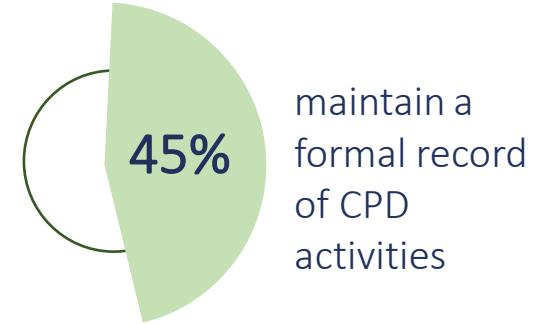
45% maintain a formal record of CPD activities

Impact of COVID-19:
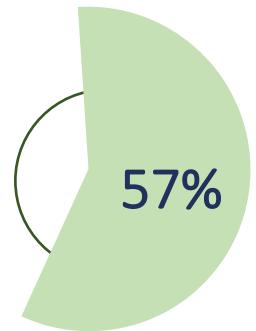
57% feel that COVID-19 has impacted their confidence in short-term career prospects
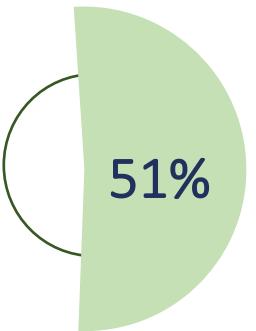
51% feel that COVID-19 has impacted their confidence in long-term career prospects

Only 11% of research staff have spent 10 or more days on **training** or **professional development activities**
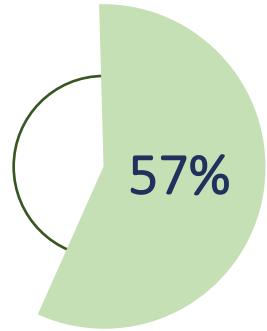
57% aware of the career and professional development support at Bath

... but only half (52%) have spent 3 or more days of CPD in the last 12 months*

| **Two-thirds would like training in:**	**Half would like training in:**
• Career management • Leadership • Managing others	• Interdisciplinary research • Open research (open publication and open data)

*some research staff expressed that COVID-19 had a significant on their ability to take time for CPD

Research staff are interested in **wider engagement** within the research system …

… they would like to get involved in:
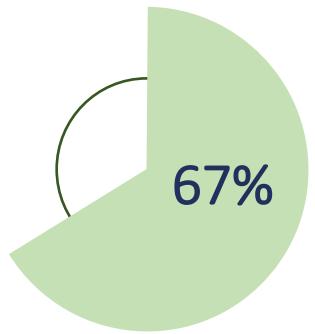
67% Knowledge exchange
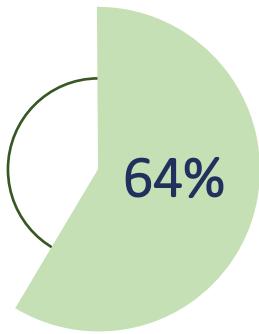
64% Public engagement
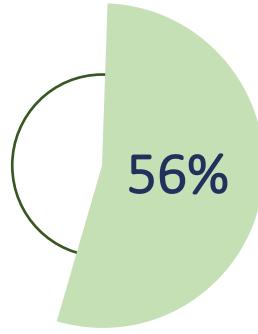
56% Citizen science
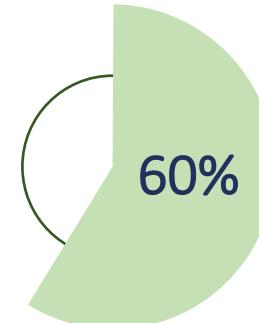
60% Institution policy and decision-making

Careers beyond academia:
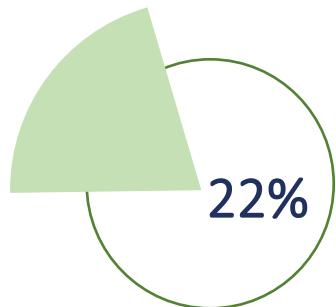
22% have had experience of other sectors
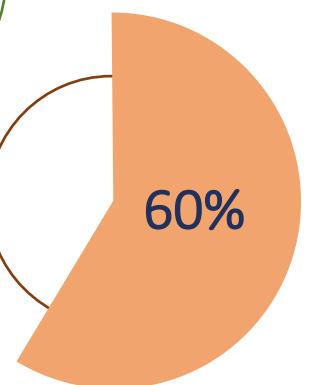
60% would like to experience other sectors
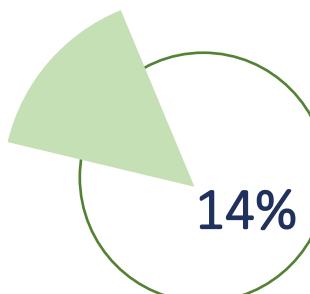
14% have had a placement/ secondment
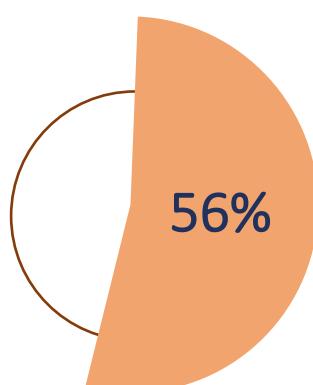
56% would like to have a placement/ secondment

Key findings at a glance

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All researchers have good levels of **job satisfaction ...**
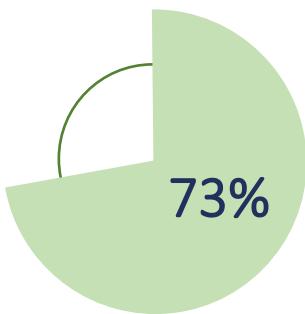
73% of research staff have good level of job satisfaction
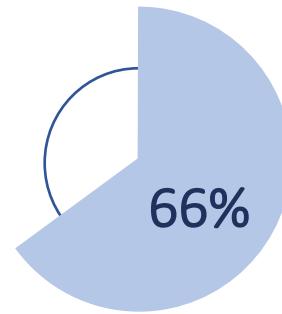
66% of other academic staff have a good level of job satisfaction

Research staff views on their working environment:

Bar chart with vertical axis categories and horizontal axis labeled "% Research Staff who Agree/Agree strongly":

- Your working environment supports your mental health and wellbeing?
- You take positive action to maintain your mental health and wellbeing?
- You feel included in your immediate research environment/group?
- Your manager promotes a good work-life balance?
- You feel valued at work?
- You have a good level of job satisfaction?
- Your institution actively promotes the importance of good mental health and wellbeing of staff?
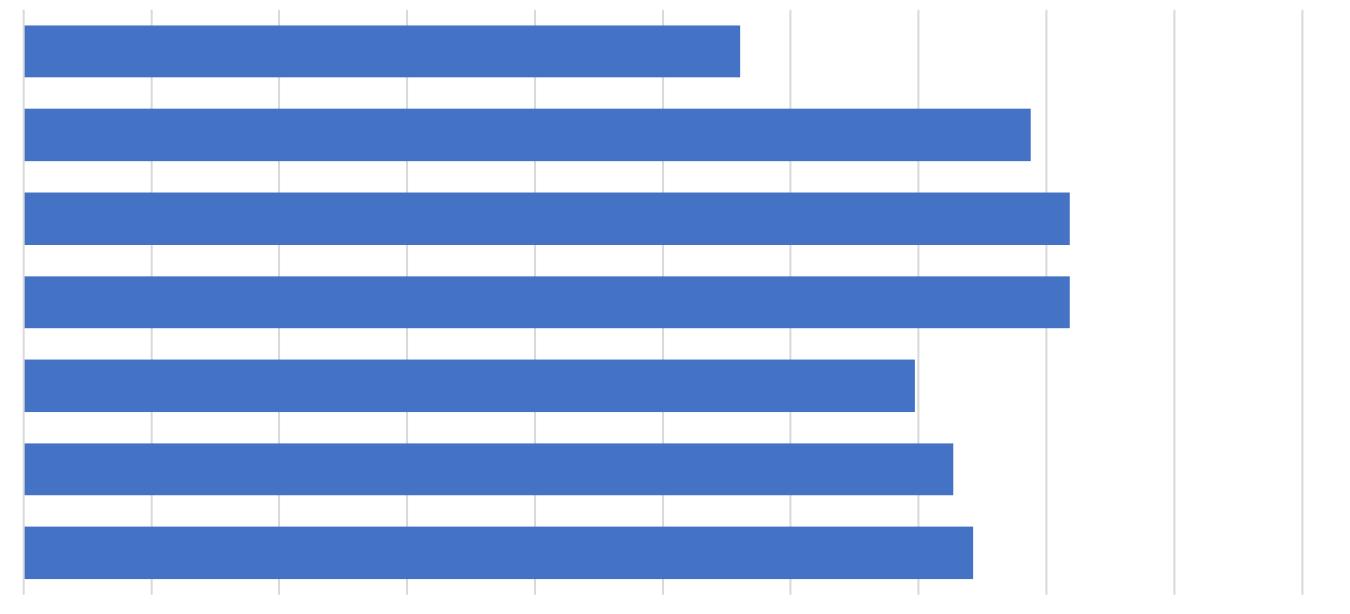
Horizontal axis: 0.0 10.0 20.0 30.0 40.0 50.0 60.0 70.0 80.0 90.0 100.0

% Research Staff who Agree/Agree strongly

All researchers believe that Bath is committed to **equality**, **diversity**, and **integrity** …

… but only half of research staff are familiar with reporting processes
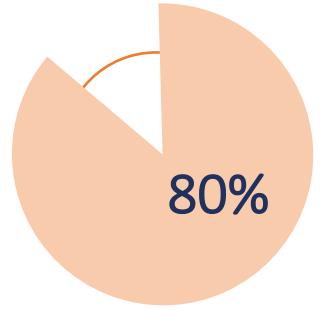
80% My institution promotes the highest standards or research integrity
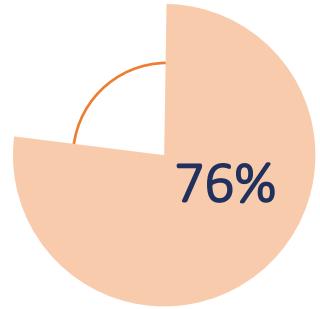
76% My institution is committed to equality and diversity
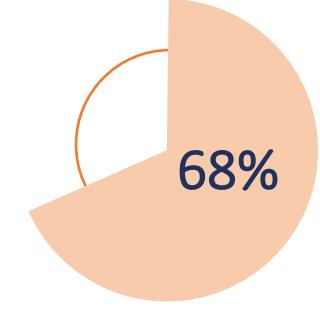
68% I trust my institution to investigate any reported incident of bullying & harassment

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I am familiar with my institution's mechanisms to report:
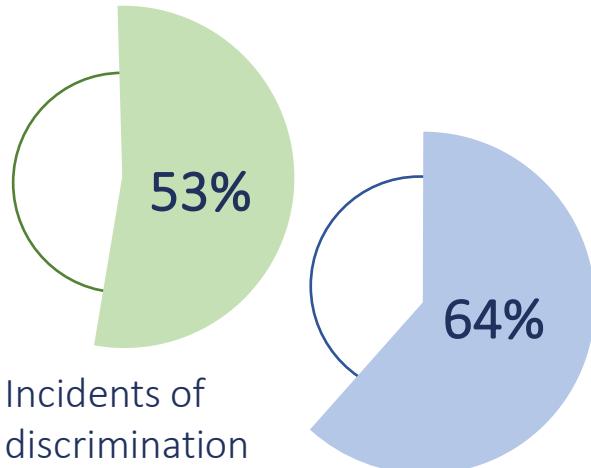
53% / **64%** Incidents of discrimination

53% / **63%** Bullying & harassment
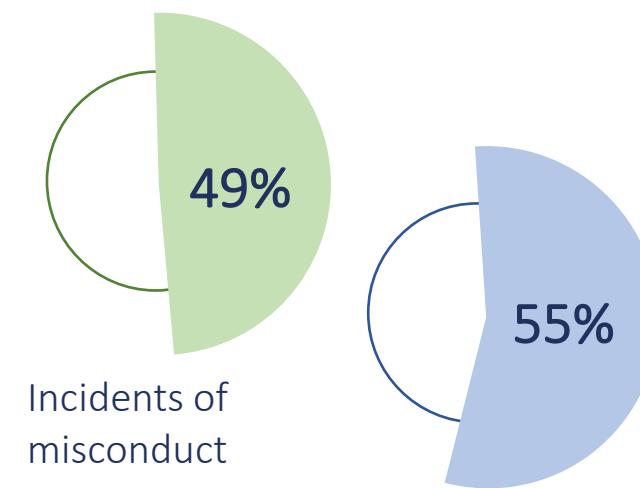
49% / **55%** Incidents of misconduct

- Research Staff
- Other Academic Staff