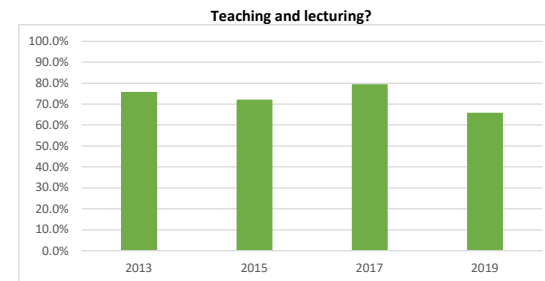
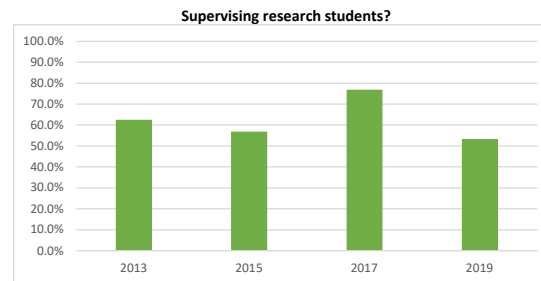
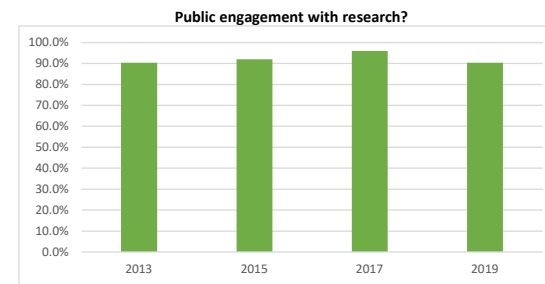
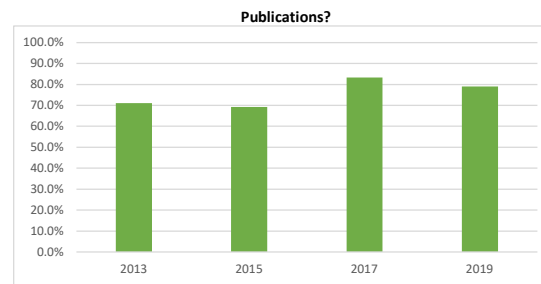
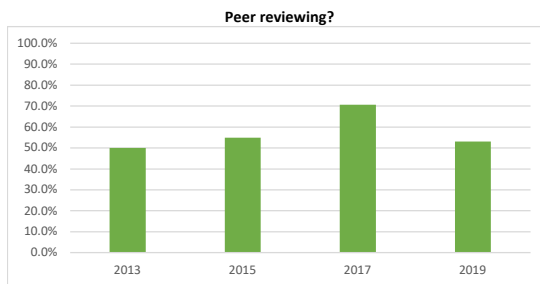
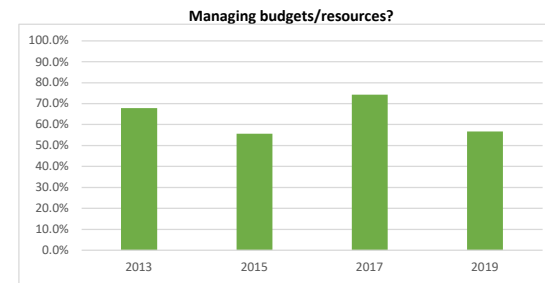
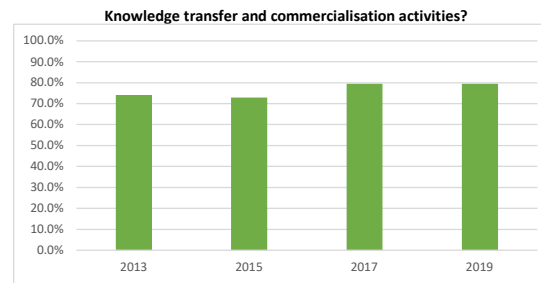
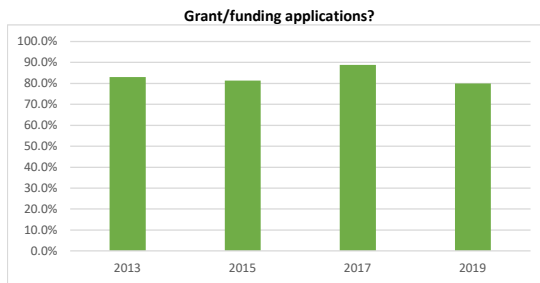


CROS Analysis - Section 2: Recognition and Value - Contributions as a Researcher

Question: To what extent do you agree that your institution both recognises and values the contributions that you make as a researcher to:

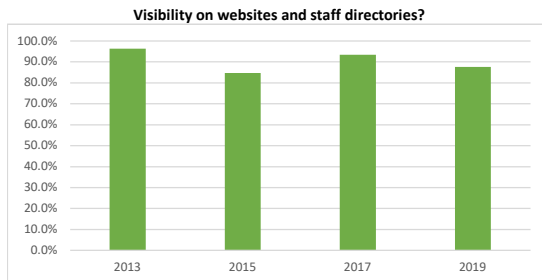
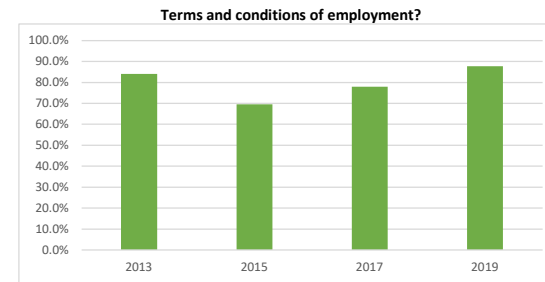
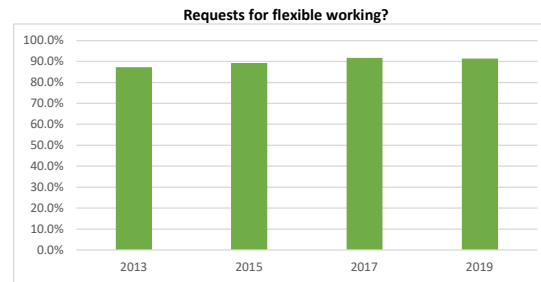
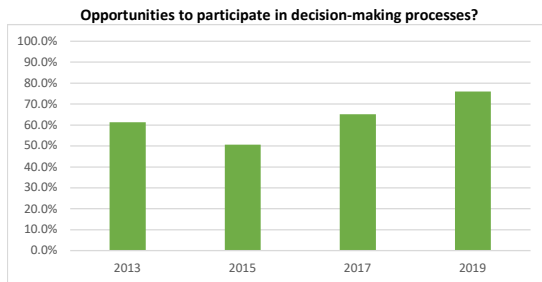
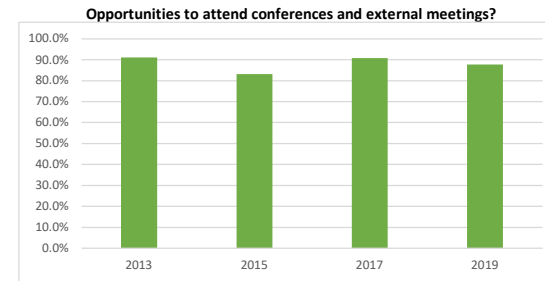
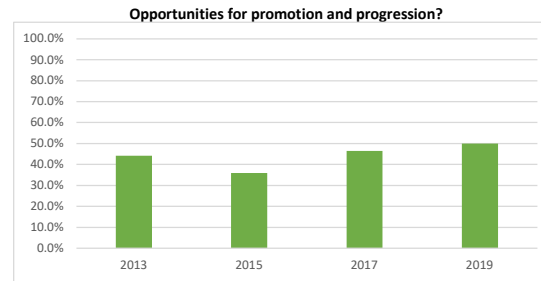
	Percentage Agree			
	2013	2015	2017	2019
Grant/funding applications?	82.9%	81.4%	88.7%	80.0%
Knowledge transfer and commercialisation activities?	74.2%	72.9%	79.5%	79.5%
Managing budgets/resources?	67.9%	55.6%	74.4%	56.8%
Peer reviewing?	50.0%	54.8%	70.6%	52.9%
Publications?	71.1%	69.2%	83.3%	79.0%
Public engagement with research?	90.4%	92.0%	95.9%	90.4%
Supervising/managing staff?	75.0%	63.6%	77.6%	62.3%
Supervising research students?	62.5%	56.9%	76.9%	53.3%
Teaching and lecturing?	75.9%	72.1%	79.6%	66.0%



CROS Analysis - Section 2: Recognition and Value - Treated Fairly as a Researcher

Question: To what extent do you agree that your institution treats you fairly as a researcher in comparison with other types of staff in relation to:

	Percentage Agree			
	2013	2015	2017	2019
Access to training and development opportunities?	92.6%	88.6%	98.7%	94.2%
Opportunities for promotion and progression?	44.2%	36.0%	46.6%	50.0%
Opportunities to attend conferences and external meetings?	91.1%	83.1%	90.8%	87.8%
Opportunities to participate in decision-making processes?	61.2%	50.6%	65.2%	76.0%
Requests for flexible working?	87.2%	89.2%	91.8%	91.4%
Terms and conditions of employment?	84.1%	69.6%	78.0%	87.7%
Visibility on websites and staff directories?	96.3%	84.7%	93.3%	87.5%

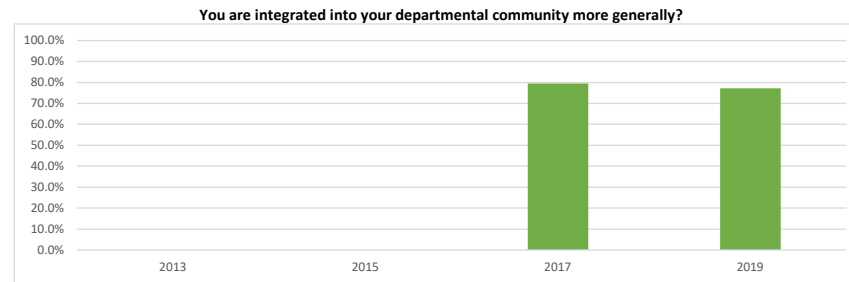
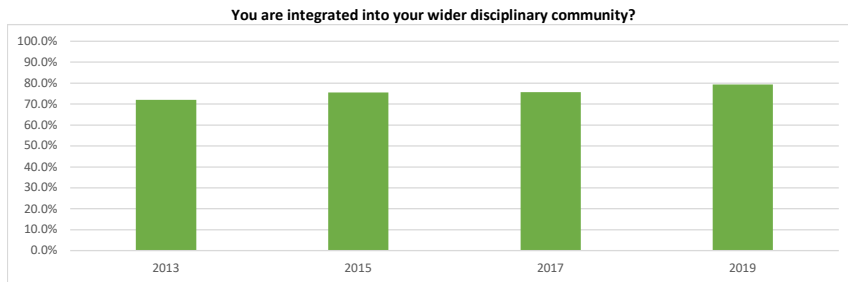
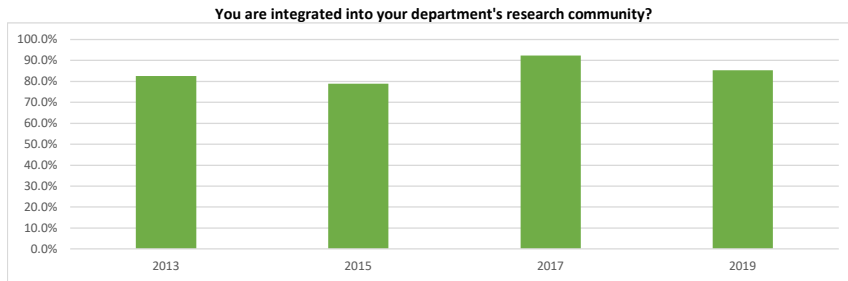


CROS Analysis - Section 2: Recognition and Value - Integration

Question: To what extent do you agree that:

	Percentage Agree			
	2013	2015	2017	2019
You are integrated into your department's research community?	82.5%	78.9%	92.3%	85.2%
You are integrated into your institution's research community?	66.7%	65.6%	67.9%	70.5%
You are integrated into your wider disciplinary community?	71.9%	75.6%	75.6%	79.3%
You are integrated into your departmental community more generally?			79.5%	77.3%

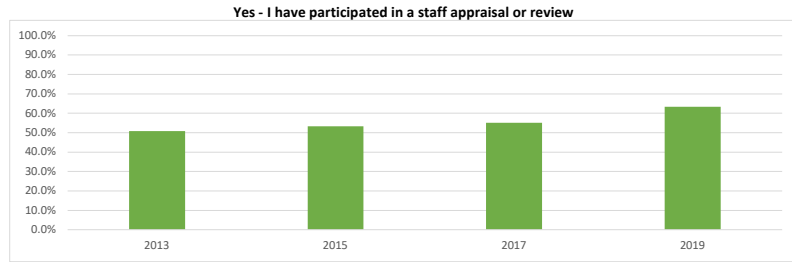
Note: The 'You are integrated into your department community more generally?' question was added from the 2017 onwards.



CROS Analysis - Section 2: Recognition and Value - Appraisal and Review

Question: Over the past two years (or since taking up your current position if that is more recent) have you participated in staff appraisal/review?

	2013	2015	2017	2019
Yes - I have participated in a staff appraisal or review	50.9%	53.3%	55.1%	63.3%
No - I have not participated in a staff appraisal or review?	49.1%	46.7%	44.9%	36.7%

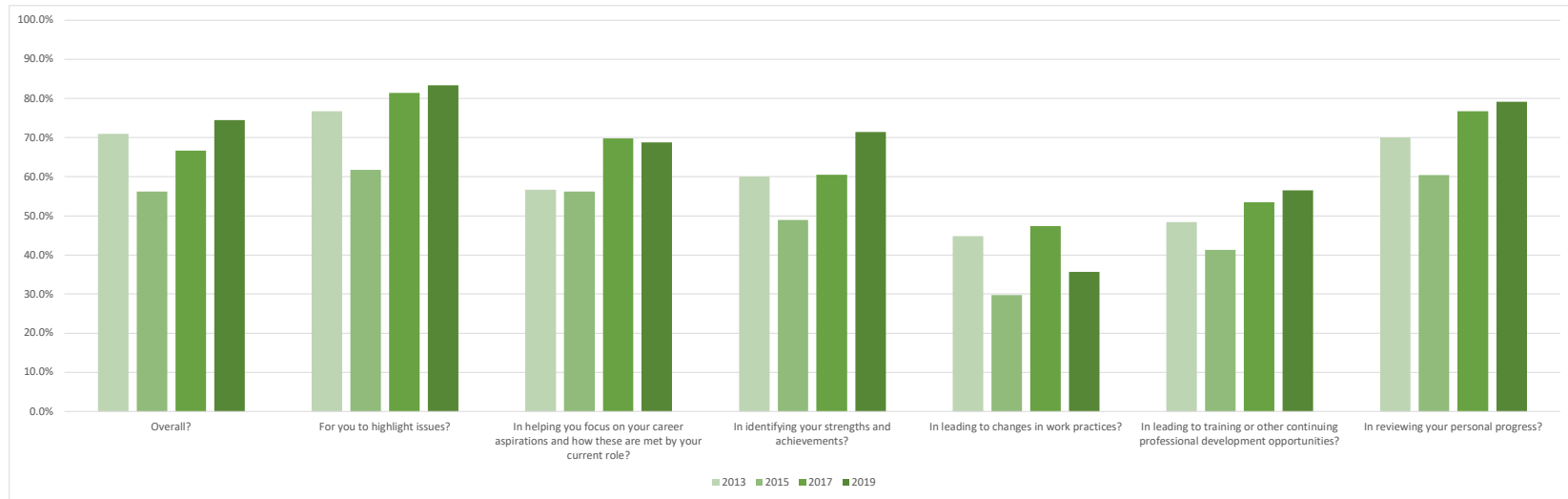


Question: You have not participated in appraisal because

	2013	2015	2017	2019
You are on probation	28.6%	9.5%	14.3%	9.1%
You've only recently been appointed	17.9%	11.9%	25.7%	39.4%
You haven't been invited to do so	46.4%	59.5%	51.4%	21.2%
You haven't arranged this yet	0.0%	14.3%	5.7%	21.2%
You are not eligible	0.0%	2.4%	0.0%	6.1%
Other	7.1%	2.4%	2.9%	3.0%

Question: How would you rate the usefulness of your institution's staff review/appraisal scheme?

	Percentage Useful			
	2013	2015	2017	2019
Overall?	71.0%	56.3%	66.7%	74.5%
For you to highlight issues?	76.7%	61.7%	81.4%	83.3%
In helping you focus on your career aspirations and how these are met by your current role?	56.7%	56.3%	69.8%	68.8%
In identifying your strengths and achievements?	60.0%	48.9%	60.5%	71.4%
In leading to changes in work practices?	44.8%	29.8%	47.4%	35.7%
In leading to training or other continuing professional development opportunities?	48.4%	41.3%	53.5%	56.5%
In reviewing your personal progress?	70.0%	60.4%	76.7%	79.2%

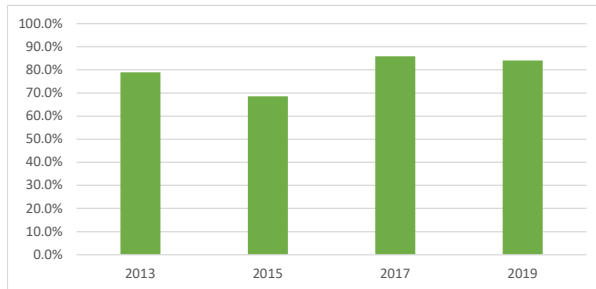


CROS Analysis - Section 4: Support and Career Development - Continuing Professional Development

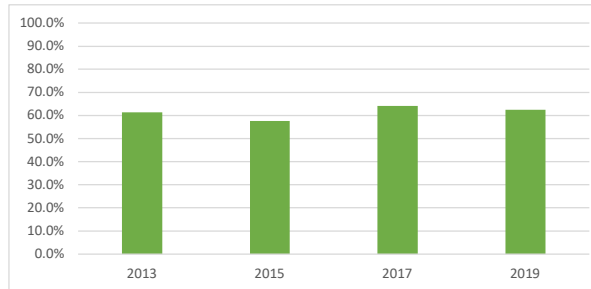
Question: In relation to your personal development to what extent do you agree that:

	Percentage Agree			
	2013	2015	2017	2019
You are encouraged to engage in personal and career development?	78.9%	68.5%	85.9%	84.1%
You have a clear career development plan?	61.4%	57.6%	64.1%	62.5%
You maintain a formal record of your continuing professional development activities?	57.9%	48.9%	60.3%	61.4%
You take ownership of your career development?	86.0%	84.8%	97.4%	95.3%
You use the Vitae Researcher Development Framework to support your continuing professional development activity?	12.3%	13.2%	19.2%	14.1%

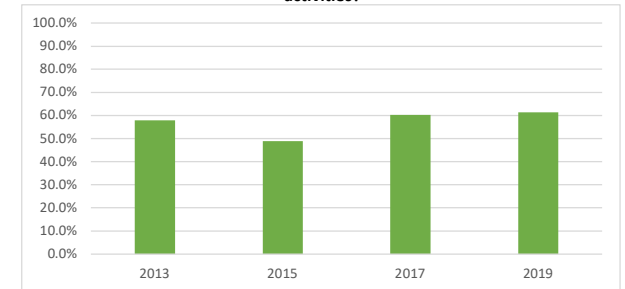
You are encouraged to engage in personal and career development?



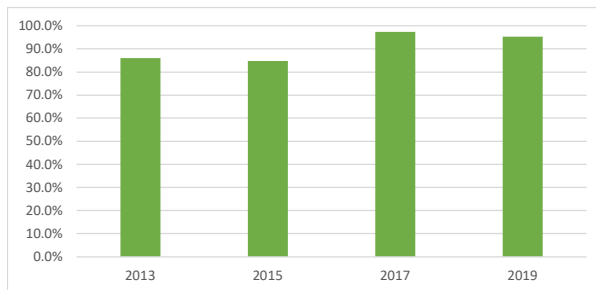
You have a clear career development plan?



You maintain a formal record of your continuing professional development activities?



You take ownership of your career development?



You use the Vitae Researcher Development Framework to support your continuing professional development activity?

