University of St Andrews PIRLS Survey 2017

Showing 152 of 152 responses
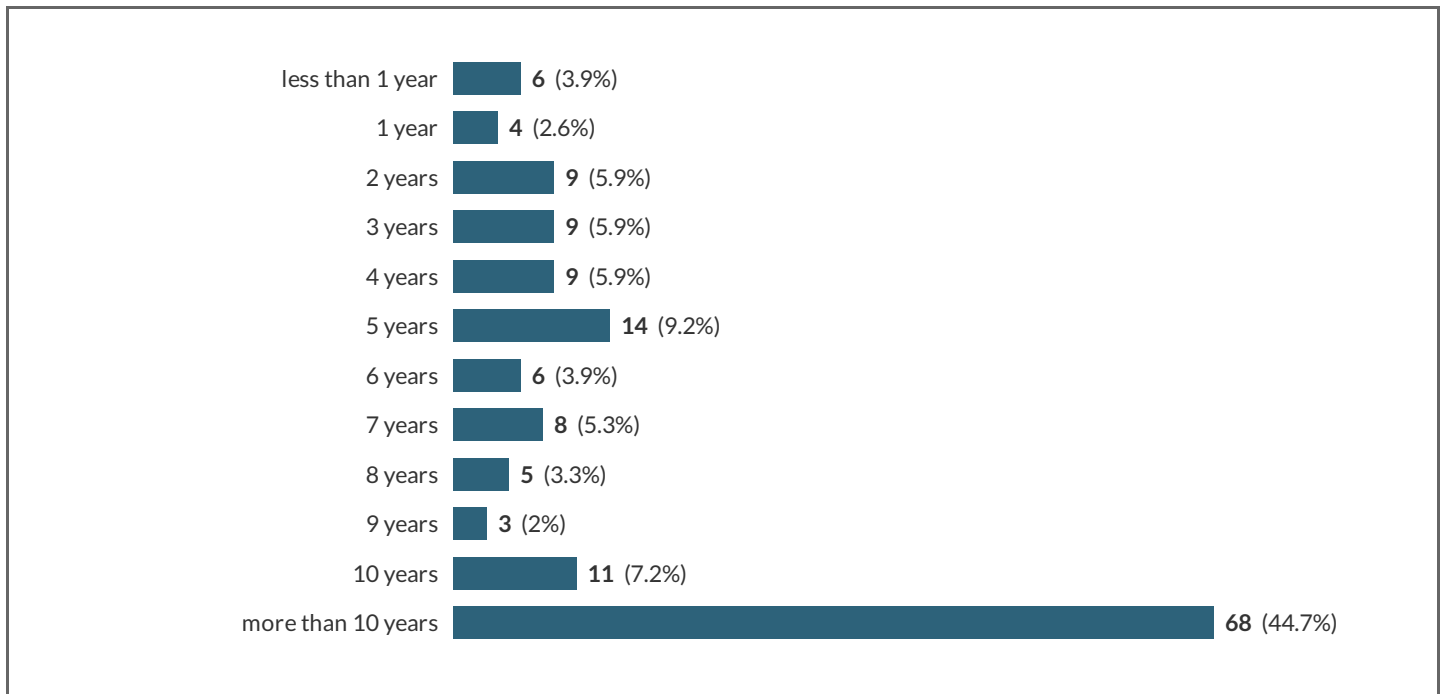
Showing **all** responses

Showing **all** questions
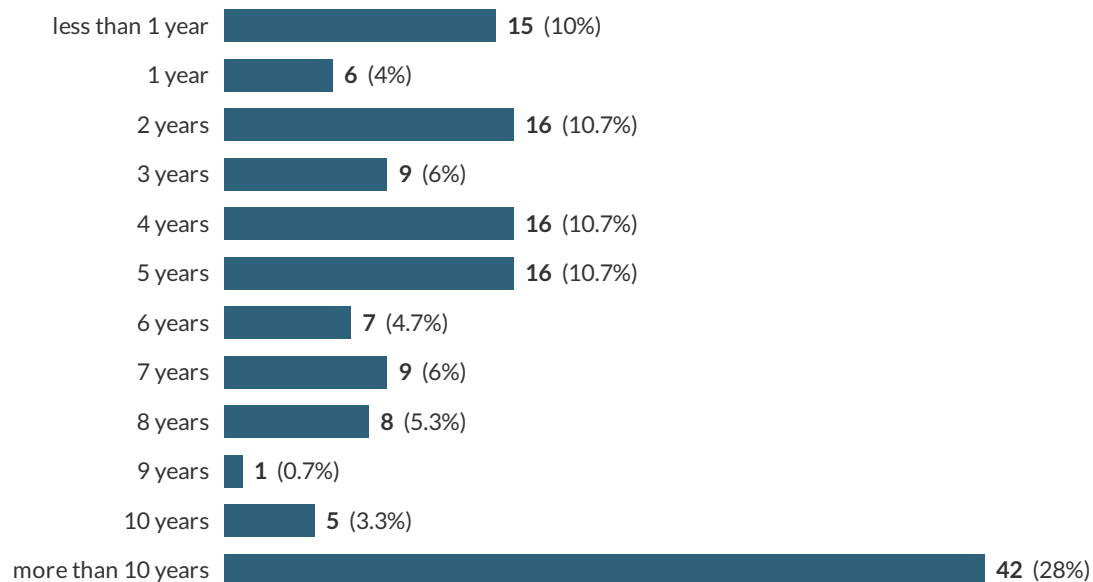
Response rate: 23%

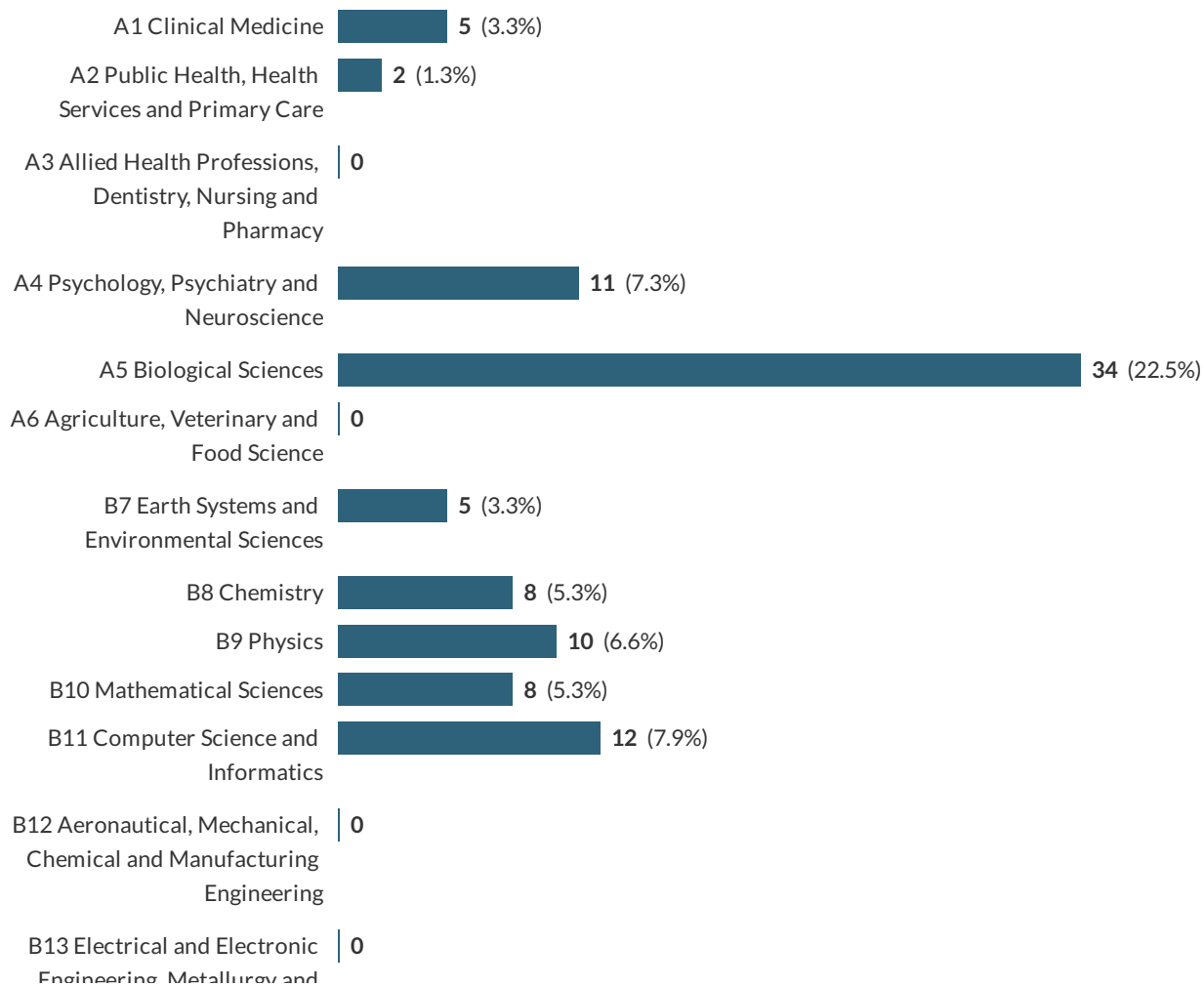## Section A - Your experience as a principal investigator/research leader.

1 How long have you been a PI/research leader?

Response	Count
less than 1 year	6 (3.9%)
1 year	4 (2.6%)
2 years	9 (5.9%)
3 years	9 (5.9%)
4 years	9 (5.9%)
5 years	14 (9.2%)
6 years	6 (3.9%)
7 years	8 (5.3%)
8 years	5 (3.3%)
9 years	3 (2%)
10 years	11 (7.2%)
more than 10 years	68 (44.7%)

2 How long have you been a PI/research leader in your current institution?

less than 1 year	**15** (10%)
1 year	**6** (4%)
2 years	**16** (10.7%)
3 years	**9** (6%)
4 years	**16** (10.7%)
5 years	**16** (10.7%)
6 years	**7** (4.7%)
7 years	**9** (6%)
8 years	**8** (5.3%)
9 years	**1** (0.7%)
10 years	**5** (3.3%)
more than 10 years	**42** (28%)

3 What is your main subject specialism?

A1 Clinical Medicine	**5** (3.3%)
A2 Public Health, Health Services and Primary Care	**2** (1.3%)
A3 Allied Health Professions, Dentistry, Nursing and Pharmacy	**0**
A4 Psychology, Psychiatry and Neuroscience	**11** (7.3%)
A5 Biological Sciences	**34** (22.5%)
A6 Agriculture, Veterinary and Food Science	**0**
B7 Earth Systems and Environmental Sciences	**5** (3.3%)
B8 Chemistry	**8** (5.3%)
B9 Physics	**10** (6.6%)
B10 Mathematical Sciences	**8** (5.3%)
B11 Computer Science and Informatics	**12** (7.9%)
B12 Aeronautical, Mechanical, Chemical and Manufacturing Engineering	**0**
B13 Electrical and Electronic Engineering, Metallurgy and	**0**

Engineering, Metallurgy and Materials

B14 Civil and Construction Engineering | **0**

B15 General Engineering | **0**

C16 Architecture, Built Environment and Planning | **0**

C17 Geography, Environmental Studies and Archaeology | **6** (4%)

C18 Economics and Econometrics | **4** (2.6%)

C19 Business and Management Studies | **8** (5.3%)

C20 Law | **0**

C21 Politics and International Studies | **2** (1.3%)

C22 Social Work and Social Policy | **0**

C23 Sociology | **0**

C24 Anthropology and Development Studies | **2** (1.3%)

C25 Education | **0**

C26 Sport and Exercise Sciences, Leisure and Tourism | **0**

D27 Area Studies | **0**

D28 Modern Languages and Linguistics | **8** (5.3%)

D29 English Language and Literature | **2** (1.3%)

D30 History | **13** (8.6%)

D31 Classics | **3** (2%)

D32 Philosophy | **0**

D33 Theology and Religious Studies | **3** (2%)

D34 Art and Design: History, Practice and Theory | **4** (2.6%)

D35 Music, Drama, Dance and Performing Arts | **1** (0.7%)

D36 Communication, Cultural and Media Studies, Library and Information Management | **0**

4 For how many people are you responsible?

4.1 Academic staff

4.1.a Academic staff - Please select one response per row

Response	Count	Percentage
None	89	(74.8%)
1	8	(6.7%)
2-3	3	(2.5%)
4-6	8	(6.7%)
7-10	1	(0.8%)
11-20	2	(1.7%)
>20	8	(6.7%)

4.2 Postgraduate research students

4.2.a Postgraduate research students - Please select one response per row

Response	Count	Percentage
None	13	(8.8%)
1	25	(17%)
2-3	66	(44.9%)
4-6	33	(22.4%)
7-10	5	(3.4%)
11-20	2	(1.4%)
>20	3	(2%)

4.3 Research staff

4.3.a Research staff - Please select one response per row

None	**46** (36.5%)
1	**36** (28.6%)
2-3	**27** (21.4%)
4-6	**9** (7.1%)
7-10	**5** (4%)
11-20	**1** (0.8%)
>20	**2** (1.6%)

4.4 Technical support staff

4.4.a Technical support staff - Please select one response per row

None	**72** (67.3%)
1	**23** (21.5%)
2-3	**8** (7.5%)
4-6	**3** (2.8%)
7-10	**0**
11-20	**1** (0.9%)
>20	**0**
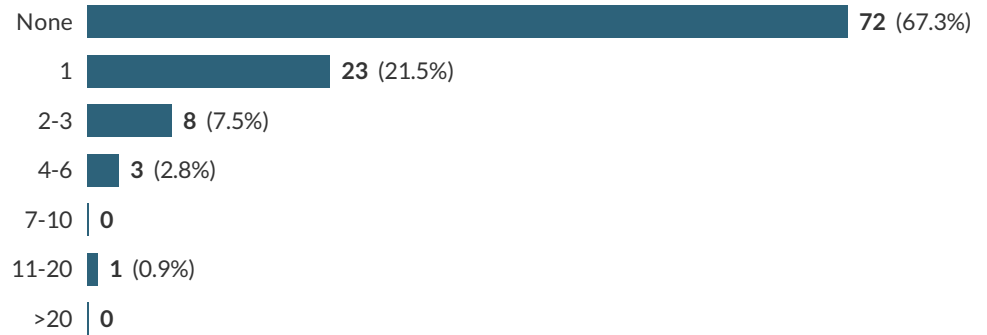
4.5 Administrative support staff

4.5.a Administrative support staff - Please select one response per row

None	**73** (72.3%)
1	**16** (15.8%)
2-3	**5** (5%)
4-6	**6** (5.9%)
7-10	**1** (1%)
11-20	**0**
>20	**0**
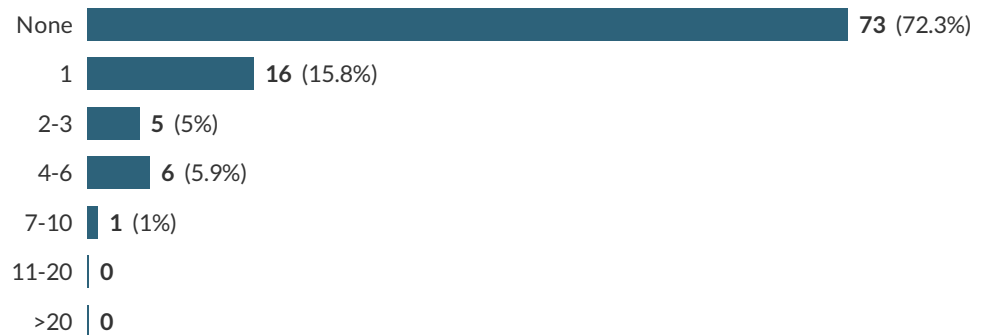
Section B - Recognition and value.

5 a) Research activity

5.1 Academic collaborations (including interdisciplinary and international)

5.1.a Academic collaborations (including interdisciplinary and international) - My institution recognises and values the contribution I make to:

Agree strongly	**50** (33.1%)
Agree	**80** (53%)
Disagree	**14** (9.3%)
Disagree strongly	**4** (2.6%)
N/A	**3** (2%)
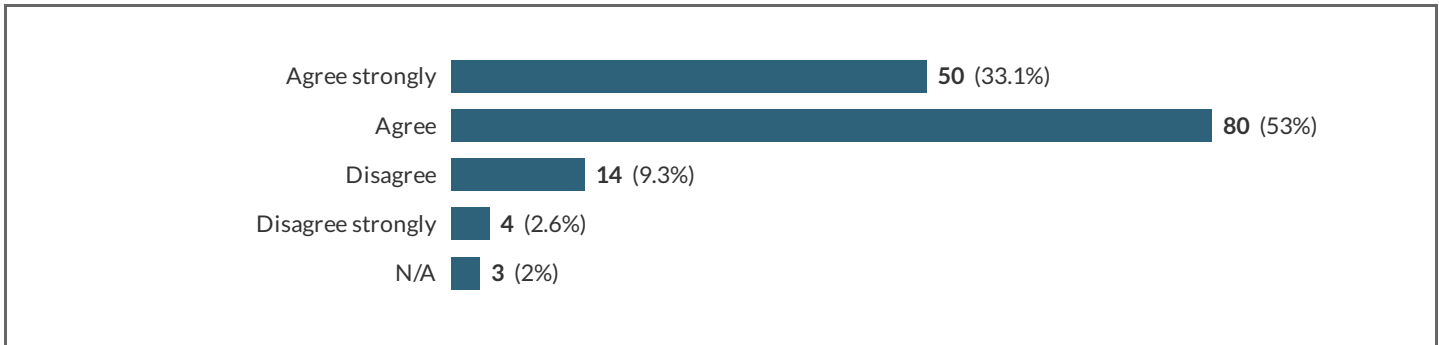
5.1.b Academic collaborations (including interdisciplinary and international) - I think this activity is very important in being a successful PI/research leader:

Agree strongly	**108** (71.5%)
Agree	**39** (25.8%)
Disagree	**4** (2.6%)
Disagree strongly	**0**
N/A	**0**
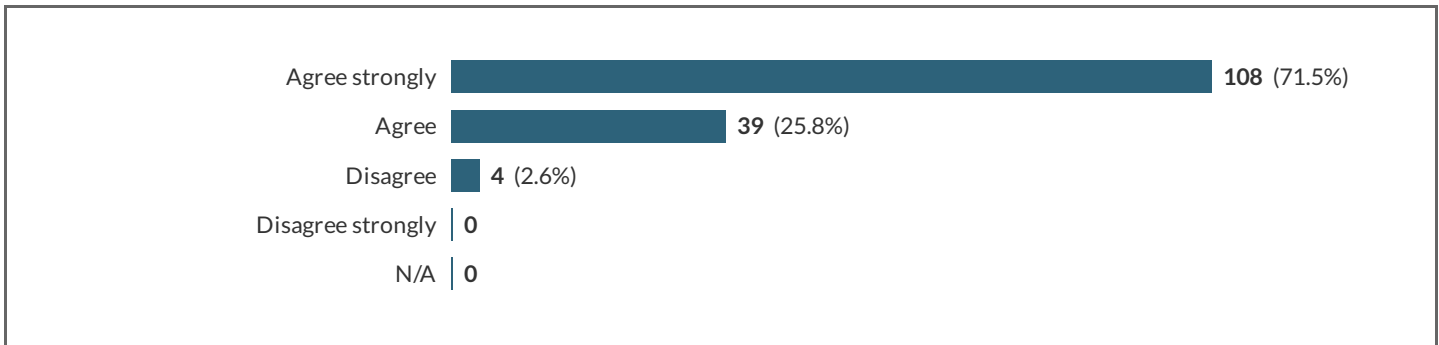
5.2 Advancing your research area

5.2.a Advancing your research area - My institution recognises and values the contribution I make to:

Agree strongly	**55** (36.9%)
Agree	**77** (51.7%)
Disagree	**12** (8.1%)
Disagree strongly	**4** (2.7%)
N/A	**1** (0.7%)
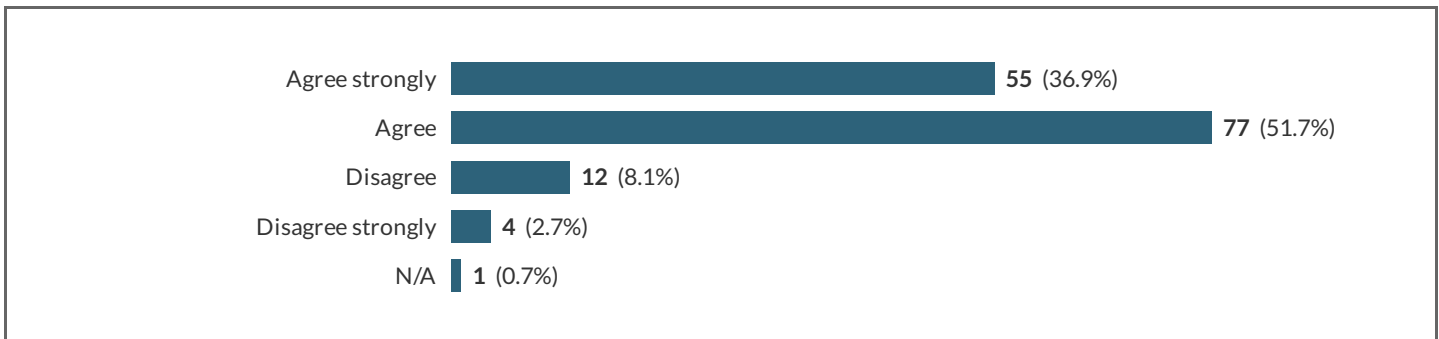
5.2.b Advancing your research area - I think this activity is very important in being a successful PI/research leader:

Agree strongly **120** (80%)
Agree **28** (18.7%)
Disagree **1** (0.7%)
Disagree strongly **0**
N/A **1** (0.7%)
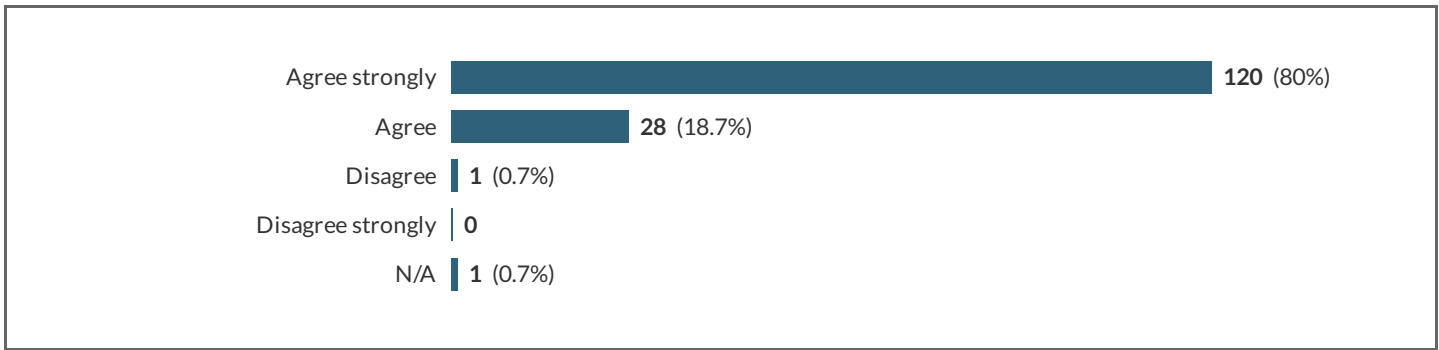
5.3 Collaborations outside HE (with other sectors, research users)

5.3.a Collaborations outside HE (with other sectors, research users) - My institution recognises and values the contribution I make to:

Agree strongly **40** (26.3%)
Agree **73** (48%)
Disagree **13** (8.6%)
Disagree strongly **3** (2%)
N/A **23** (15.1%)
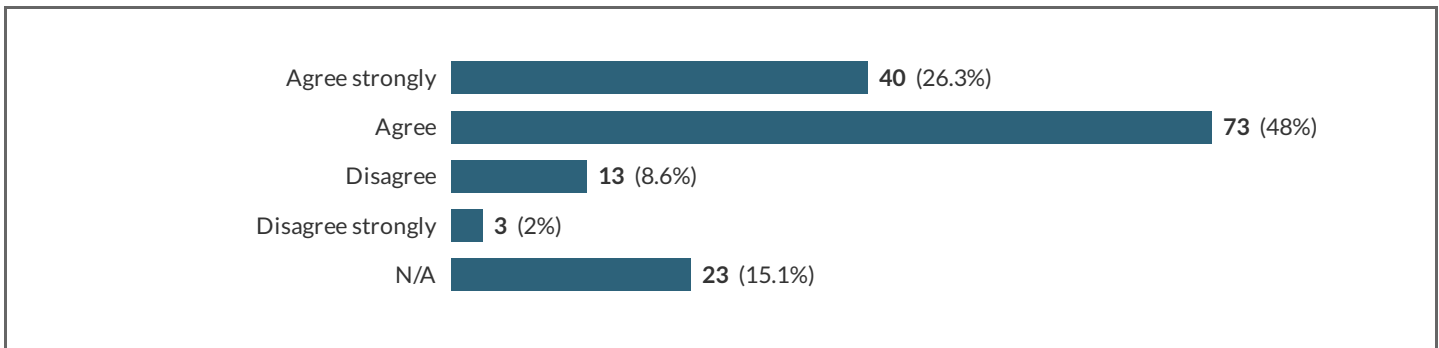
5.3.b Collaborations outside HE (with other sectors, research users) - I think this activity is very important in being a successful PI/research leader:

Agree strongly **51** (33.8%)
Agree **65** (43%)
Disagree **23** (15.2%)
Disagree strongly **2** (1.3%)
N/A **10** (6.6%)
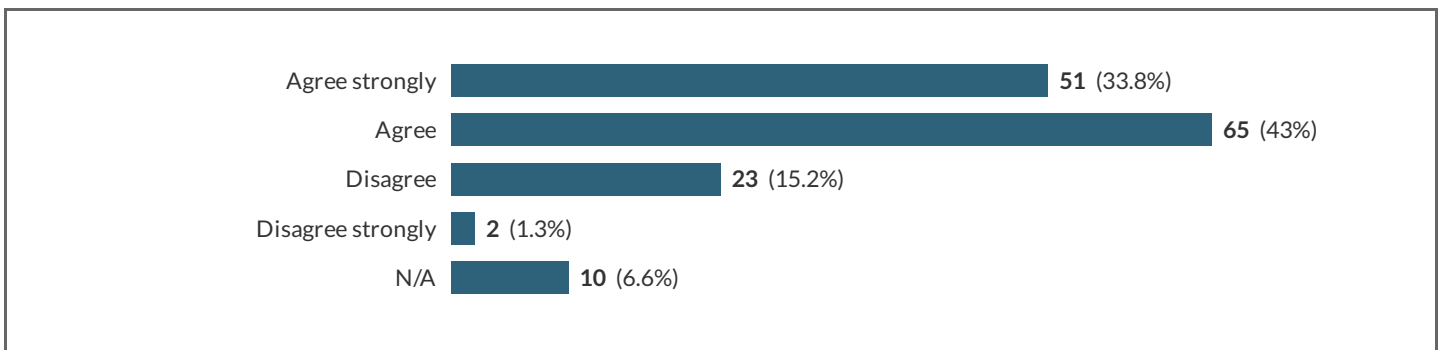
5.4 Good research conduct (ethics, intellectual property, etc)

5.4.a Good research conduct (ethics, intellectual property, etc) - My institution recognises and values the contribution I make to:

Agree strongly	49 (32.2%)
Agree	78 (51.3%)
Disagree	13 (8.6%)
Disagree strongly	3 (2%)
N/A	9 (5.9%)
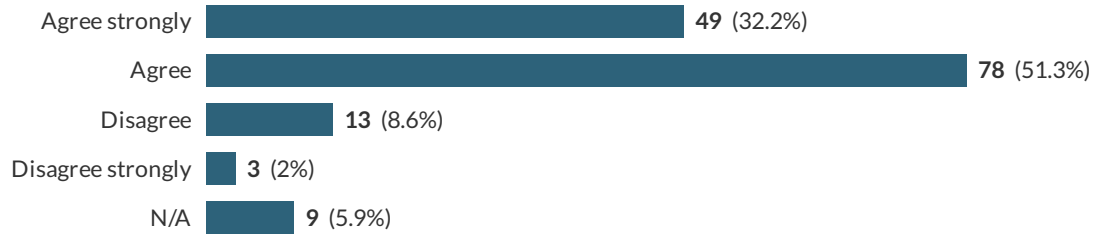
5.4.b Good research conduct (ethics, intellectual property, etc) - I think this activity is very important in being a successful PI/research leader:

Agree strongly	90 (59.6%)
Agree	59 (39.1%)
Disagree	1 (0.7%)
Disagree strongly	0
N/A	1 (0.7%)

5.5 Research outputs, including publications

5.5.a Research outputs, including publications - My institution recognises and values the contribution I make to:

Agree strongly	96 (63.2%)
Agree	46 (30.3%)
Disagree	5 (3.3%)
Disagree strongly	4 (2.6%)
N/A	1 (0.7%)
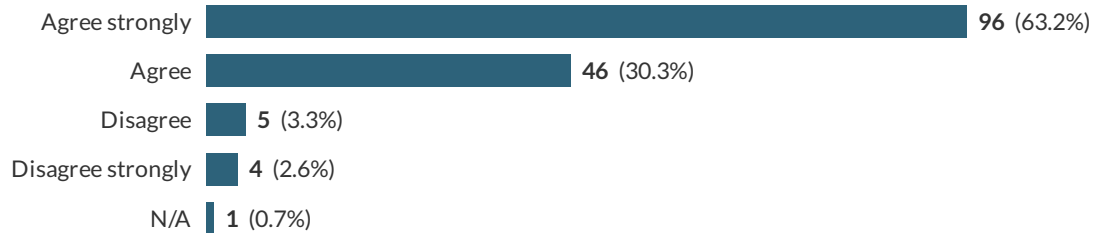
5.5.b Research outputs, including publications - I think this activity is very important in being a successful PI/research leader:

Agree strongly		**115** (76.2%)
Agree		**35** (23.2%)
Disagree		**0**
Disagree strongly		**0**
N/A		**1** (0.7%)
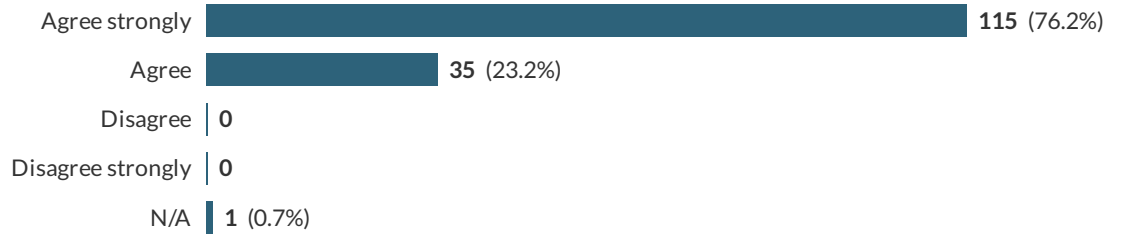
5.6 Securing research funding

5.6.a Securing research funding - My institution recognises and values the contribution I make to:

Agree strongly		**90** (59.6%)
Agree		**50** (33.1%)
Disagree		**7** (4.6%)
Disagree strongly		**2** (1.3%)
N/A		**2** (1.3%)
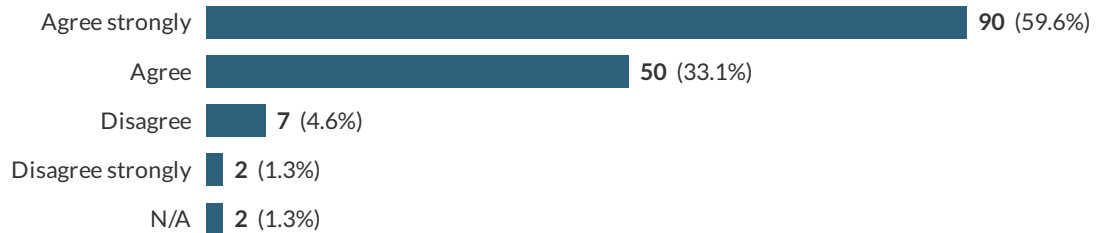
5.6.b Securing research funding - I think this activity is very important in being a successful PI/research leader:

Agree strongly		**75** (49.7%)
Agree		**65** (43%)
Disagree		**8** (5.3%)
Disagree strongly		**2** (1.3%)
N/A		**1** (0.7%)

6 b) Inspiring/leading other researchers

6.1 Building a research group

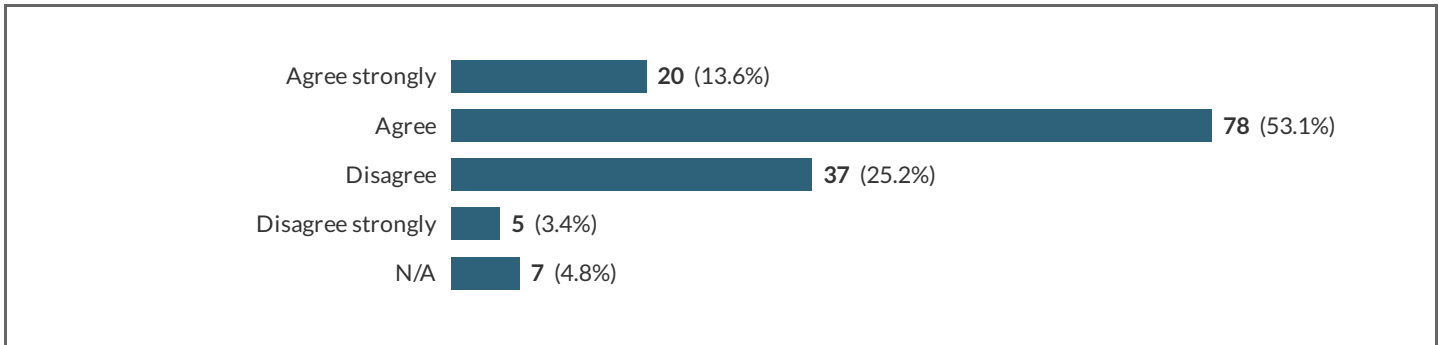### 6.1.a Building a research group - My institution recognises and values the contribution I make to:

Agree strongly	28 (18.8%)
Agree	87 (58.4%)
Disagree	22 (14.8%)
Disagree strongly	2 (1.3%)
N/A	10 (6.7%)

6.1.b Building a research group - I think this activity is very important in being a successful PI/research leader:

Agree strongly	85 (57.4%)
Agree	51 (34.5%)
Disagree	6 (4.1%)
Disagree strongly	0
N/A	6 (4.1%)
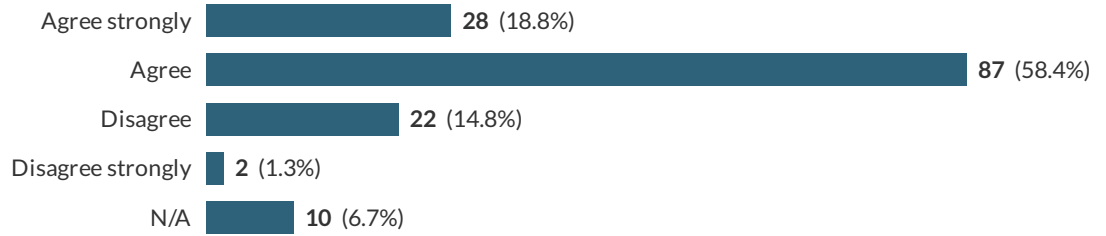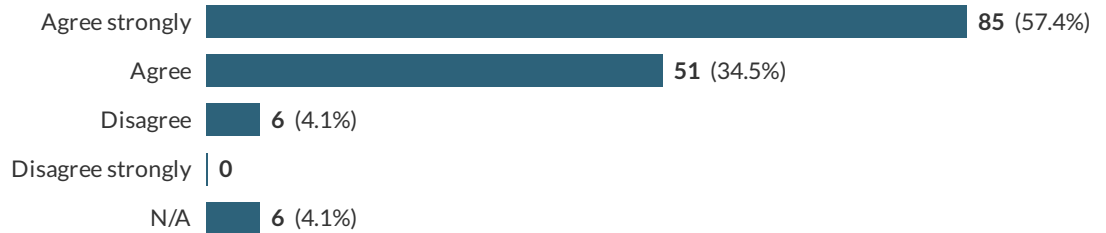
6.2 Leading a research group

6.2.a Leading a research group - My institution recognises and values the contribution I make to:
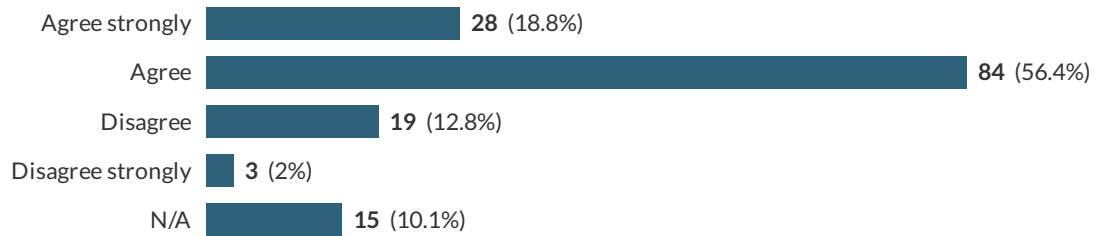
Agree strongly	28 (18.8%)
Agree	84 (56.4%)
Disagree	19 (12.8%)
Disagree strongly	3 (2%)
N/A	15 (10.1%)

6.2.b Leading a research group - I think this activity is very important in being a successful PI/research leader:

Agree strongly	78 (53.4%)
Agree	52 (35.6%)
Disagree	8 (5.5%)
Disagree strongly	0
N/A	8 (5.5%)

6.3 Motivating individuals

6.3.a Motivating individuals - My institution recognises and values the contribution I make to:

Response	Count	Percentage
Agree strongly	20	(13.6%)
Agree	78	(53.1%)
Disagree	37	(25.2%)
Disagree strongly	5	(3.4%)
N/A	7	(4.8%)

6.3.b Motivating individuals - I think this activity is very important in being a successful PI/research leader:

Response	Count	Percentage
Agree strongly	96	(65.3%)
Agree	47	(32%)
Disagree	3	(2%)
Disagree strongly	0	
N/A	1	(0.7%)
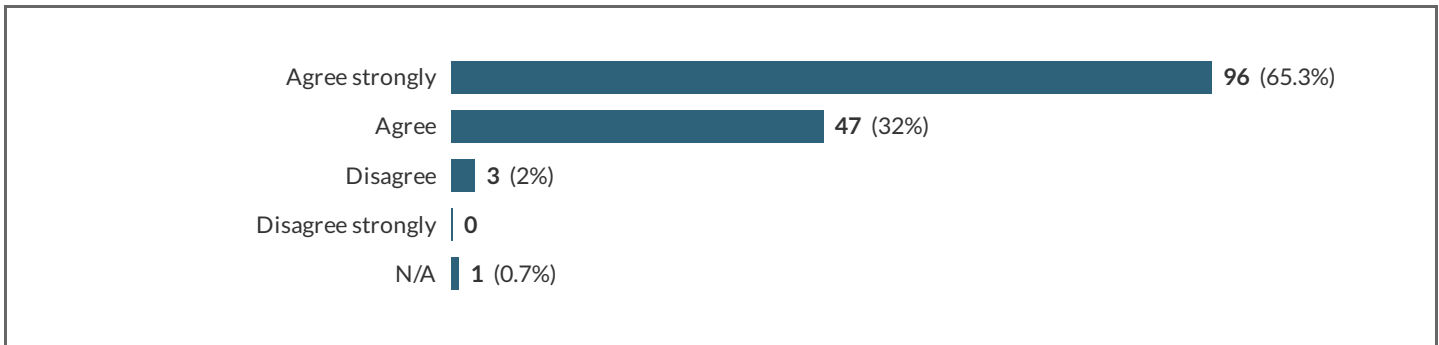
6.4 Providing career development advice to others on careers inside higher education

6.4.a Providing career development advice to others on careers inside higher education - My institution recognises and values the contribution I make to:
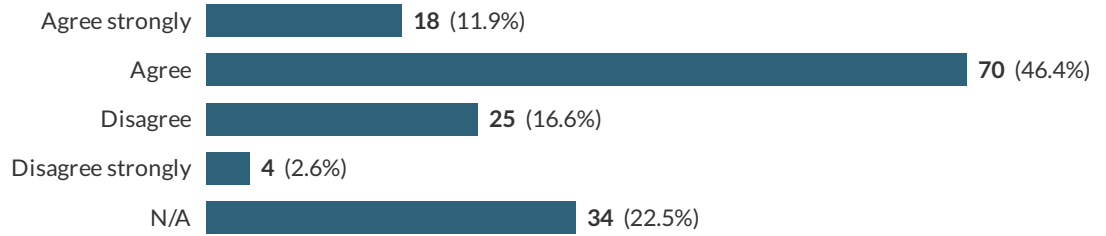
Response	Count	Percentage
Agree strongly	21	(14.2%)
Agree	75	(50.7%)
Disagree	34	(23%)
Disagree strongly	6	(4.1%)
N/A	12	(8.1%)

6.4.b Providing career development advice to others on careers inside higher education - I think this activity is very important in being a successful PI/research leader:
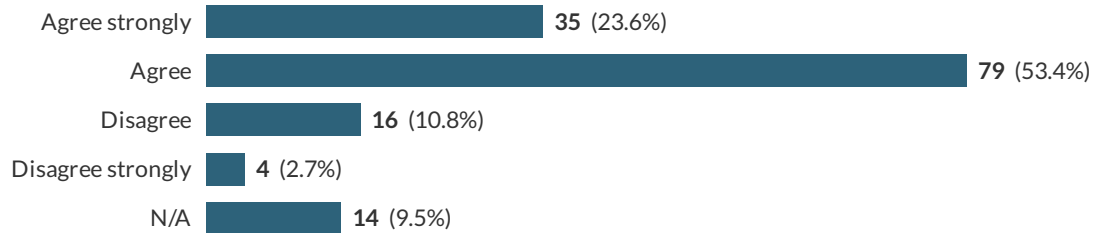
Agree strongly **57** (38.8%)

Agree **77** (52.4%)

Disagree **7** (4.8%)

Disagree strongly **1** (0.7%)

N/A **5** (3.4%)
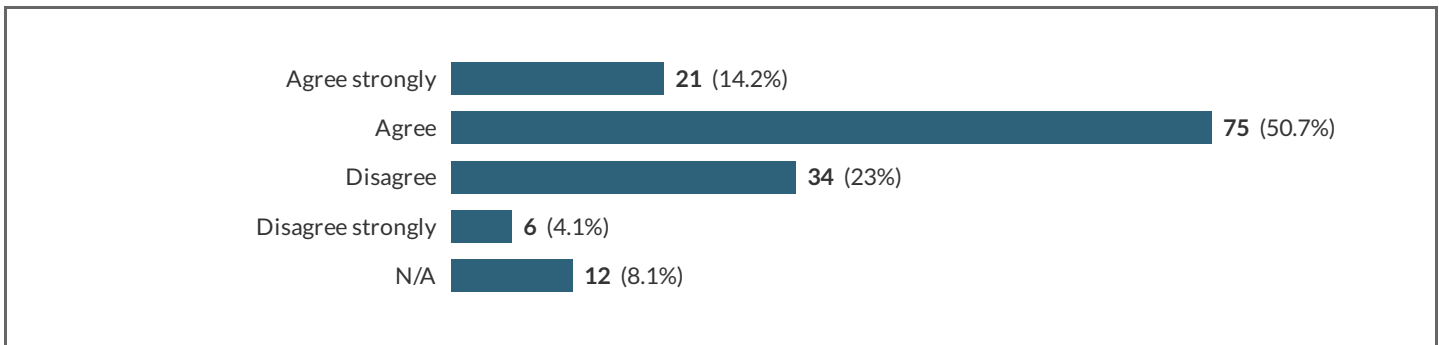
6.5 Providing career development advice to others on careers outside higher education

6.5.a Providing career development advice to others on careers outside higher education - My institution recognises and values the contribution I make to:

Agree strongly **10** (6.8%)

Agree **54** (36.5%)

Disagree **43** (29.1%)

Disagree strongly **7** (4.7%)

N/A **34** (23%)

6.5.b Providing career development advice to others on careers outside higher education - I think this activity is very important in being a successful PI/research leader:

Agree strongly **27** (18.4%)

Agree **66** (44.9%)

Disagree **33** (22.4%)

Disagree strongly **1** (0.7%)

N/A **20** (13.6%)
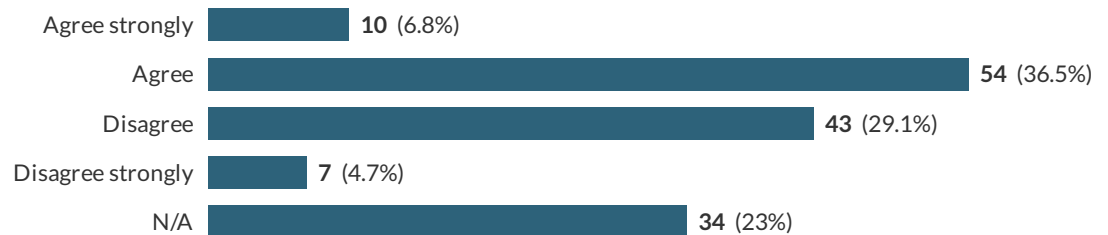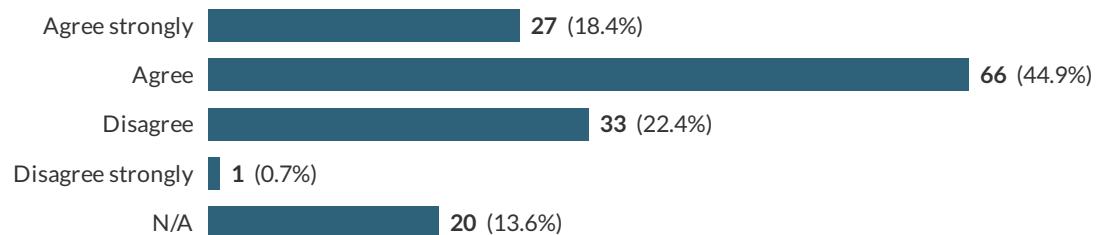
7 c) Management activity

7.1 Appraisal/review of staff

7.1.a Appraisal/review of staff - My institution recognises and values the contribution I make to:

Agree strongly   **18** (11.9%)

Agree   **70** (46.4%)

Disagree   **25** (16.6%)

Disagree strongly   **4** (2.6%)

N/A   **34** (22.5%)

Appraisal/review of staff - I think this activity is very important in being a successful PI/research leader:

Agree strongly   **35** (23.6%)

Agree   **79** (53.4%)

Disagree   **16** (10.8%)

Disagree strongly   **4** (2.7%)

N/A   **14** (9.5%)

Budget/finance management

Budget/finance management - My institution recognises and values the contribution I make to:

Agree strongly   **16** (10.8%)

Agree   **57** (38.5%)

Disagree   **39** (26.4%)

Disagree strongly   **6** (4.1%)

N/A   **30** (20.3%)
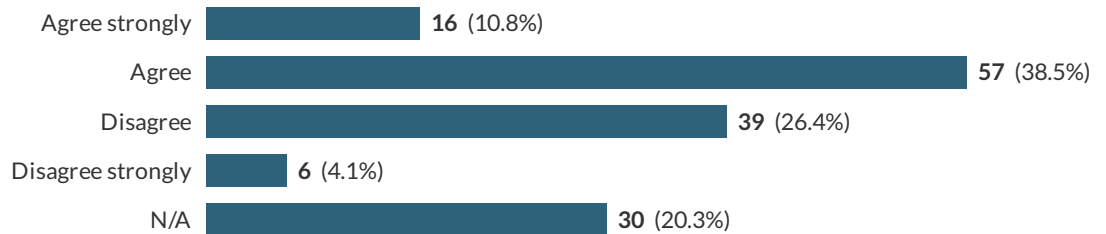
Budget/finance management - I think this activity is very important in being a successful PI/research leader:

Agree strongly   **36** (24.5%)

Agree   **83** (56.5%)

Disagree   **17** (11.6%)

Disagree strongly   **0**

N/A   **11** (7.5%)
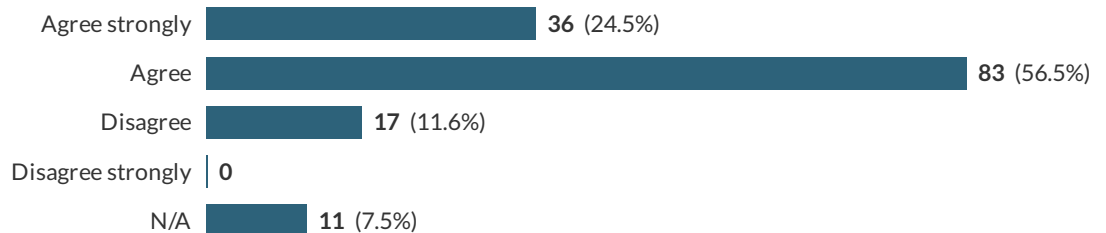
7.3   Developing research staff

7.3.a   Developing research staff - My institution recognises and values the contribution I make to:

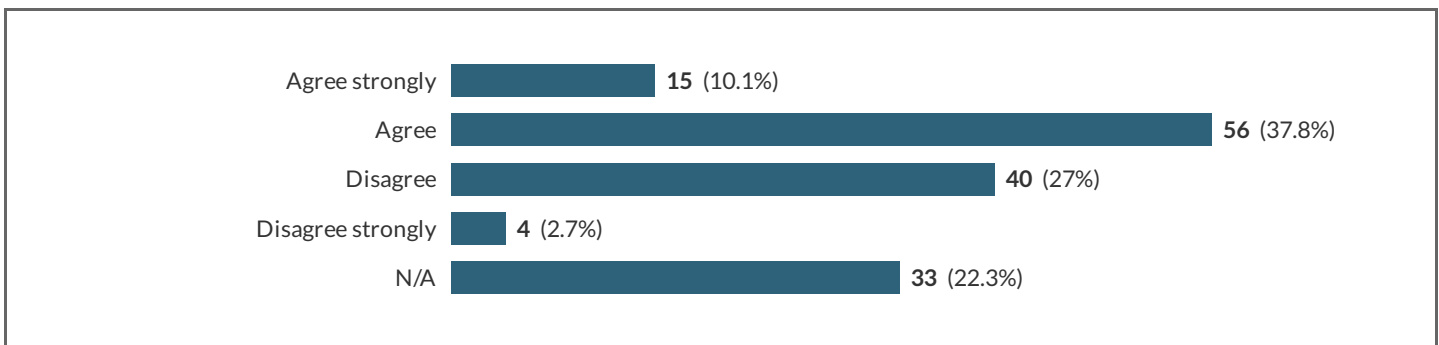|	
Agree strongly	**17** (11.5%)
Agree	**76** (51.4%)
Disagree	**33** (22.3%)
Disagree strongly	**4** (2.7%)
N/A	**18** (12.2%)
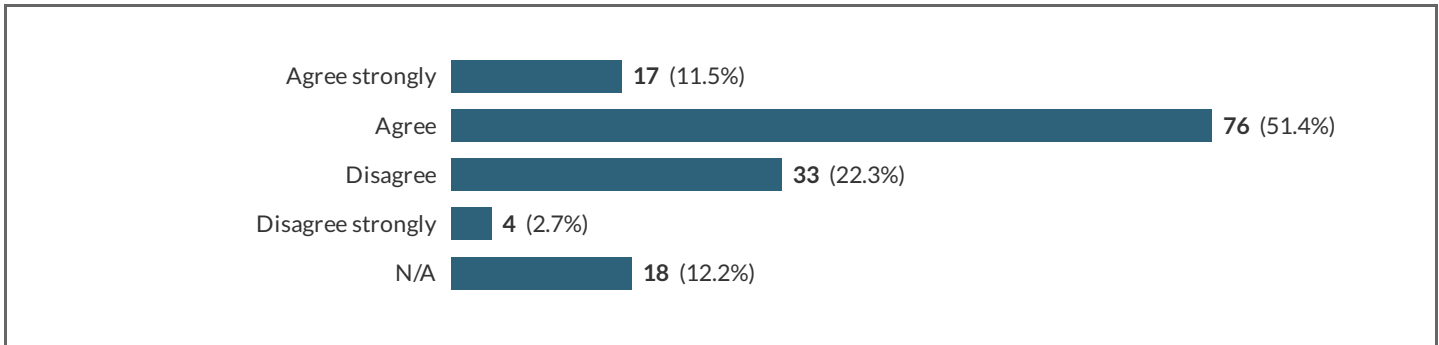
7.3.b   Developing research staff - I think this activity is very important in being a successful PI/research leader:
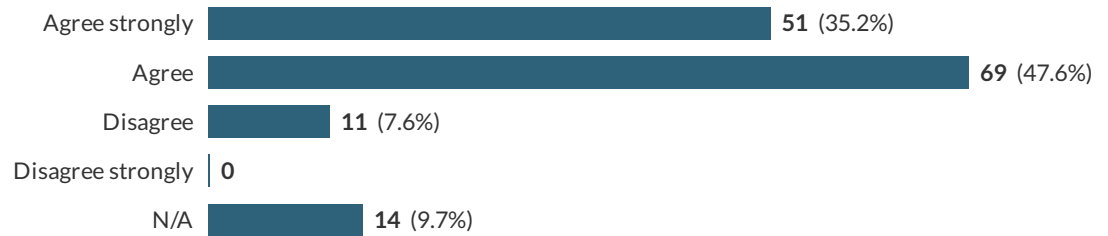
Agree strongly	**77** (52.4%)
Agree	**59** (40.1%)
Disagree	**3** (2%)
Disagree strongly	**0**
N/A	**8** (5.4%)
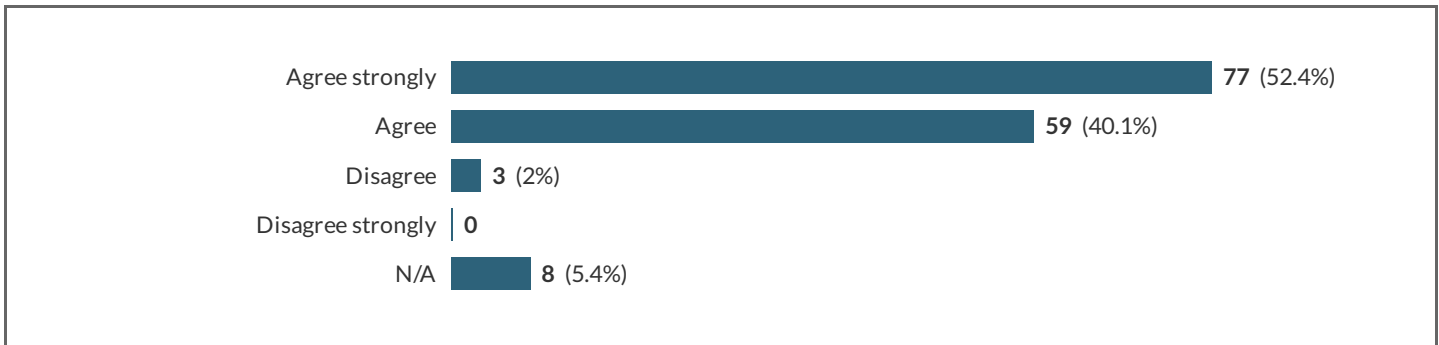
7.4   Managing research staff performance

7.4.a   Managing research staff performance - My institution recognises and values the contribution I make to:

Agree strongly	**15** (10.1%)
Agree	**56** (37.8%)
Disagree	**40** (27%)
Disagree strongly	**4** (2.7%)
N/A	**33** (22.3%)

7.4.b   Managing research staff performance - I think this activity is very important in being a successful PI/research leader:

Agree strongly ▮ **51** (35.2%)
Agree ▮ **69** (47.6%)
Disagree ▮ **11** (7.6%)
Disagree strongly | **0**
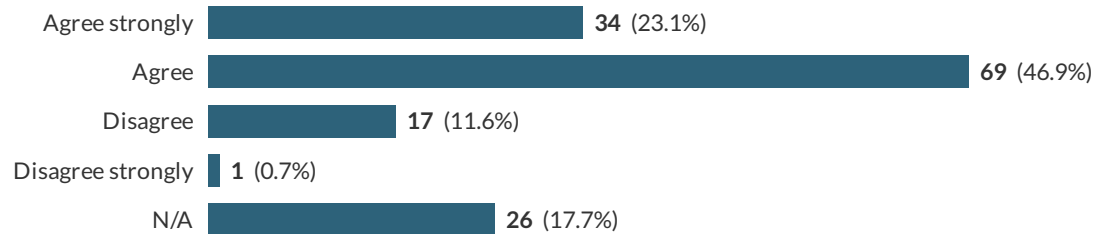N/A ▮ **14** (9.7%)

7.5 Managing/supervising other staff

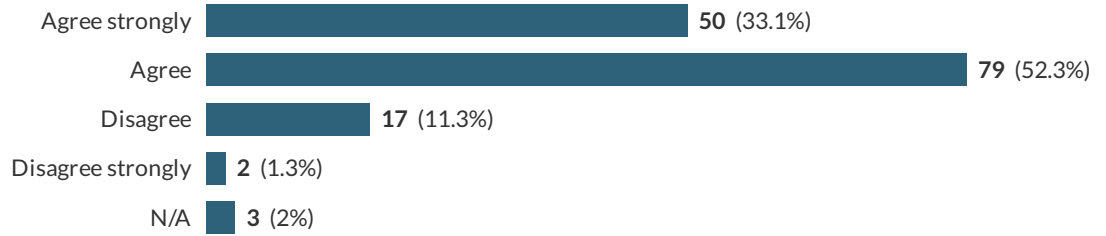**7.5.a** Managing/supervising other staff - My institution recognises and values the contribution I make to:

Agree strongly ▮ **10** (6.7%)
Agree ▮ **59** (39.6%)
Disagree ▮ **26** (17.4%)
Disagree strongly ▮ **4** (2.7%)
N/A ▮ **50** (33.6%)
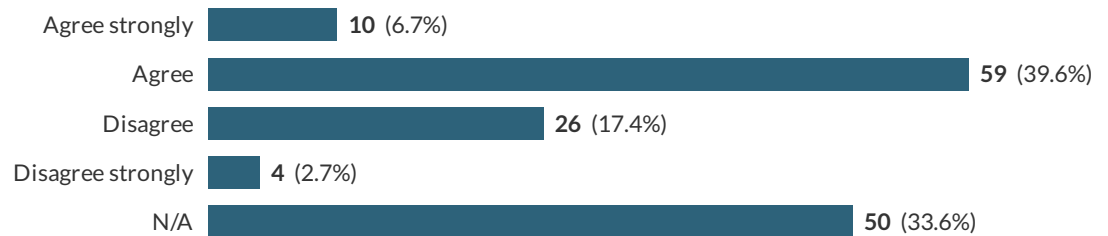
7.5.b Managing/supervising other staff - I think this activity is very important in being a successful PI/research leader:

Agree strongly ▮ **34** (23.1%)
Agree ▮ **69** (46.9%)
Disagree ▮ **17** (11.6%)
Disagree strongly ▮ **1** (0.7%)
N/A ▮ **26** (17.7%)

7.6 Supervising research students

7.6.a Supervising research students - My institution recognises and values the contribution I make to:

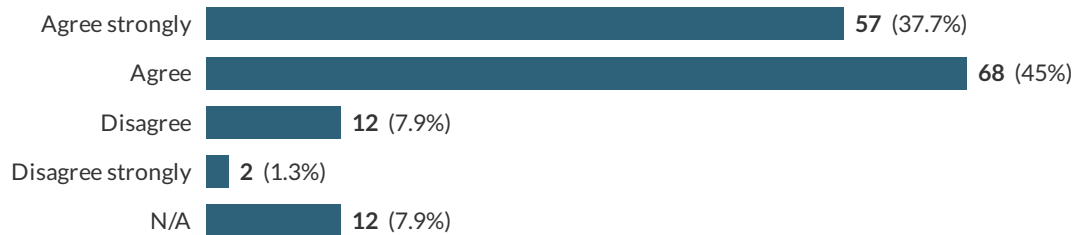|	
Agree strongly	**50** (33.1%)
Agree	**79** (52.3%)
Disagree	**17** (11.3%)
Disagree strongly	**2** (1.3%)
N/A	**3** (2%)

7.6.b Supervising research students - I think this activity is very important in being a successful PI/research leader:

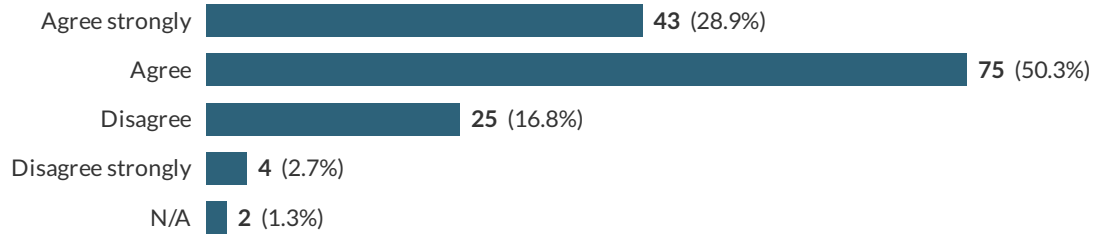|	
Agree strongly	**103** (69.1%)
Agree	**42** (28.2%)
Disagree	**2** (1.3%)
Disagree strongly	**0**
N/A	**2** (1.3%)
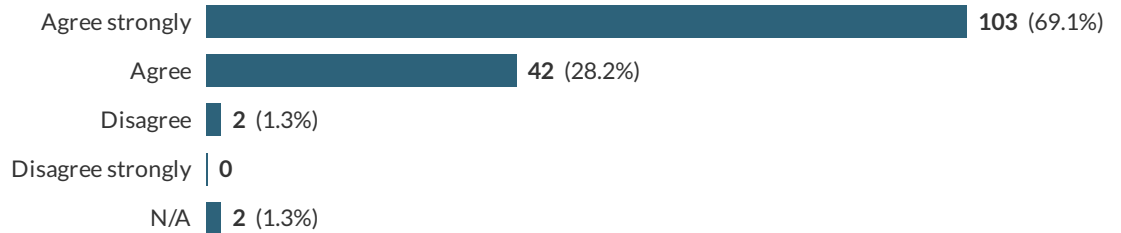
8 d) Engagement and impact

8.1 Demonstrating the impact of research

8.1.a Demonstrating the impact of research - My institution recognises and values the contribution I make to:
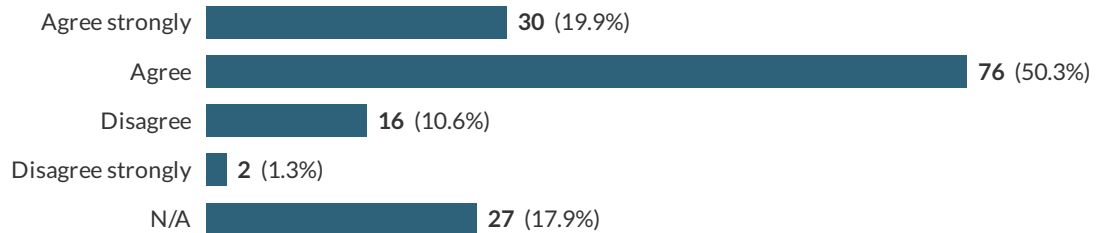
Agree strongly	**57** (37.7%)
Agree	**68** (45%)
Disagree	**12** (7.9%)
Disagree strongly	**2** (1.3%)
N/A	**12** (7.9%)

8.1.b Demonstrating the impact of research - I think this activity is very important in being a successful PI/research leader:

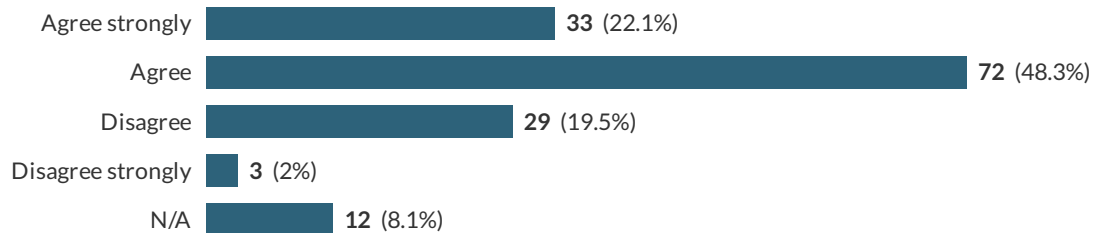|	
Agree strongly	**43** (28.9%)
Agree	**75** (50.3%)
Disagree	**25** (16.8%)
Disagree strongly	**4** (2.7%)
N/A	**2** (1.3%)

8.2 Knowledge exchange (through collaborative training, people exchange, commercialisation and development)

8.2.a Knowledge exchange (through collaborative training, people exchange, commercialisation and development) - My institution recognises and values the contribution I make to:
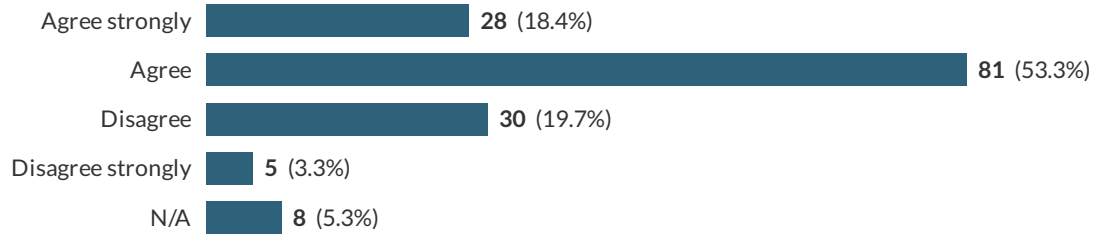
Agree strongly	**30** (19.9%)
Agree	**76** (50.3%)
Disagree	**16** (10.6%)
Disagree strongly	**2** (1.3%)
N/A	**27** (17.9%)

8.2.b Knowledge exchange (through collaborative training, people exchange, commercialisation and development) - I think this activity is very important in being a successful PI/research leader:
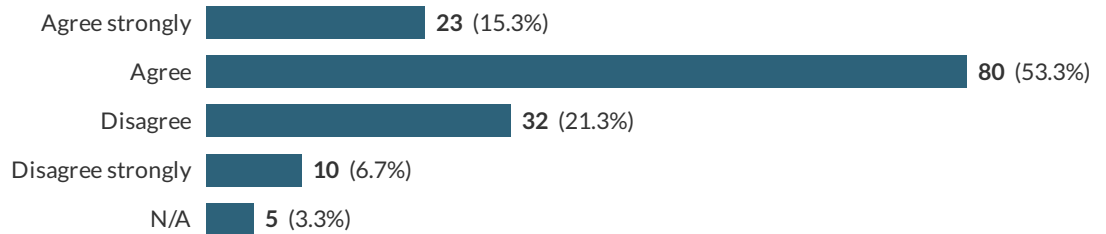
Agree strongly	**33** (22.1%)
Agree	**72** (48.3%)
Disagree	**29** (19.5%)
Disagree strongly	**3** (2%)
N/A	**12** (8.1%)

8.3 Management and administration within the institution

8.3.a Management and administration within the institution - My institution recognises and values the contribution I make to:
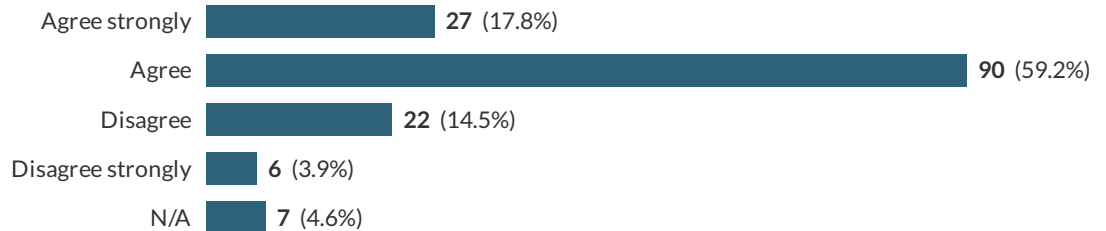
Agree strongly — **28** (18.4%)

Agree — **81** (53.3%)

Disagree — **30** (19.7%)

Disagree strongly — **5** (3.3%)

N/A — **8** (5.3%)

8.3.b Management and administration within the institution - I think this activity is very important in being a successful PI/research leader:

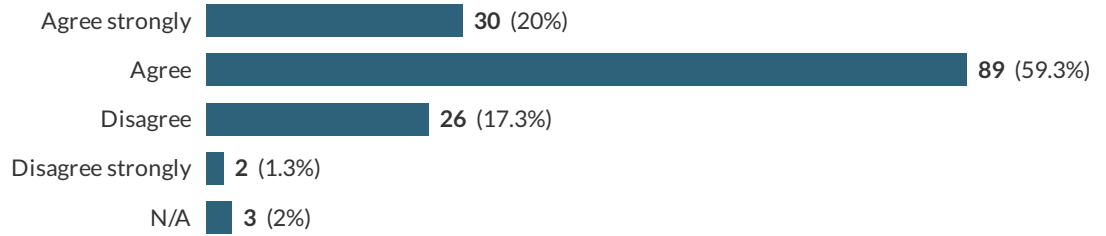Agree strongly — **23** (15.3%)

Agree — **80** (53.3%)

Disagree — **32** (21.3%)

Disagree strongly — **10** (6.7%)

N/A — **5** (3.3%)

8.4 Public engagement and outreach activities

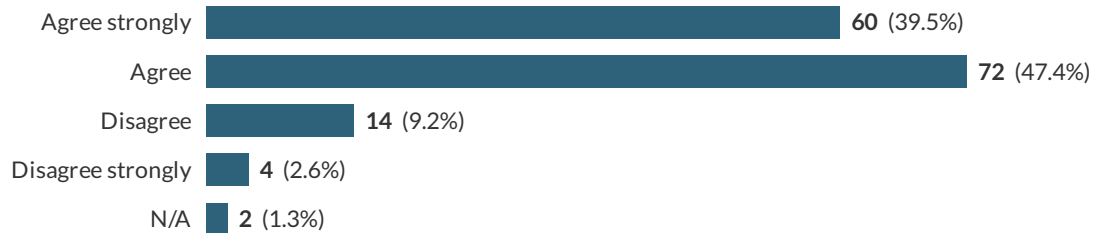**8.4.a** Public engagement and outreach activities - My institution recognises and values the contribution I make to:

Agree strongly — **27** (17.8%)

Agree — **90** (59.2%)

Disagree — **22** (14.5%)

Disagree strongly — **6** (3.9%)

N/A — **7** (4.6%)

8.4.b Public engagement and outreach activities - I think this activity is very important in being a successful PI/research leader:

Agree strongly **30** (20%)
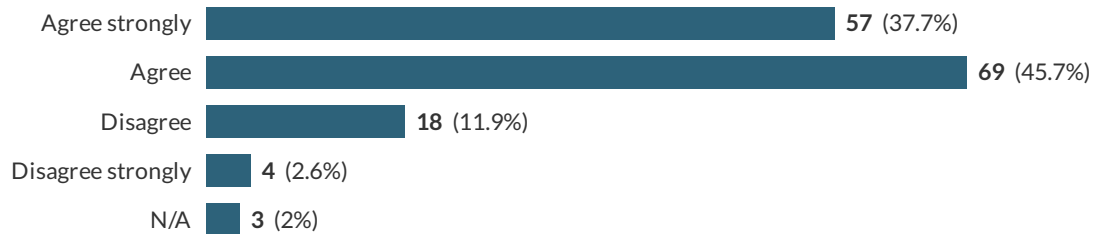
Agree **89** (59.3%)

Disagree **26** (17.3%)

Disagree strongly **2** (1.3%)

N/A **3** (2%)

8.5 Teaching and lecturing

8.5.a Teaching and lecturing - My institution recognises and values the contribution I make to:

Agree strongly **60** (39.5%)

Agree **72** (47.4%)

Disagree **14** (9.2%)

Disagree strongly **4** (2.6%)

N/A **2** (1.3%)

8.5.b Teaching and lecturing - I think this activity is very important in being a successful PI/research leader:

Agree strongly **57** (37.7%)

Agree **69** (45.7%)

Disagree **18** (11.9%)
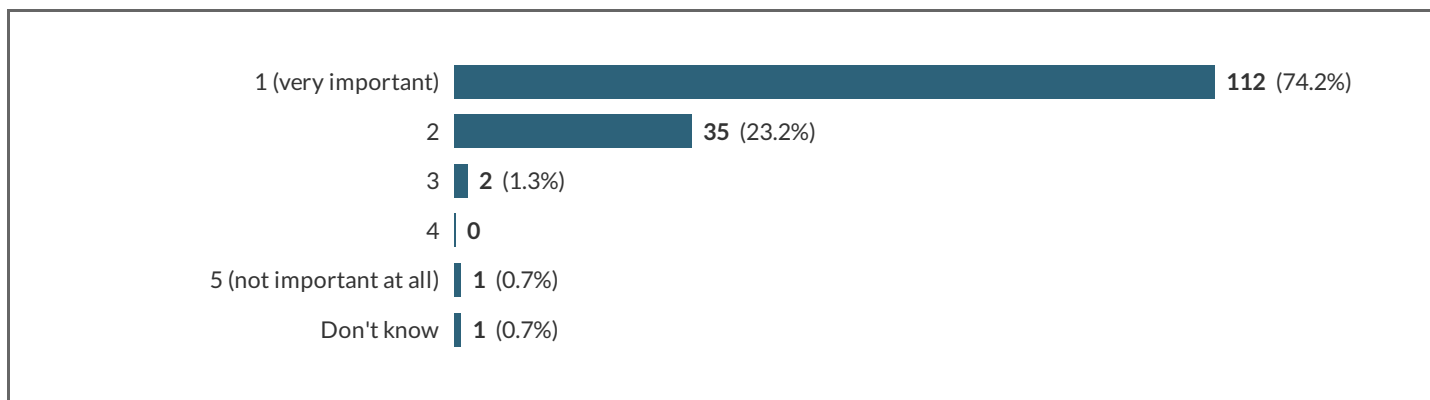
Disagree strongly **4** (2.6%)

N/A **3** (2%)

9 Please provide any comments about the importance of research-related activities and how your contributions are recognised and valued by your institution.

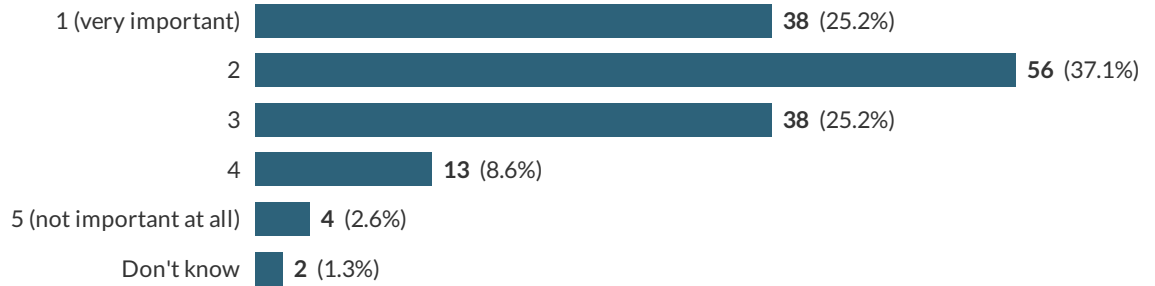|	
I am a DoPGR; as such, many of the questions / topics are not particularly applicable (as I am not in charge of a 'research group' as such)	275753-275745-23159345
Poor leadership in the School of Biology has greatly undermined research	275753-275745-23158933
Contributions to teaching are low-status. This is just wrong.	275753-275745-23162925
I have answered "Disagree strongly" to all but one of these questions, because my institution does nothing to recognise or value my contributions in these areas, besides an email every semester thanking us for our contribution. If the university truly values these things, then they could recognise our contribution where it matters, in our salaries.	275753-275745-23163428
I do feel that generally my research-related activities are recognised and valued. What I feel is not valued and in some way credited is what it means to shape and build an international career, networks, international profile. Coming from a non-UK background I have often felt that non-UK publishing methods, e.g. in different languages, translations of publications, publications outside strictly REF criteria, are not valued and credited within our internal career structures, in spite of our international outlook and ambitions.	275753-275745-23164168

Section C - What makes a good research leader?

10 How important do you consider the following statements to be in the behaviours of an excellent research leader?

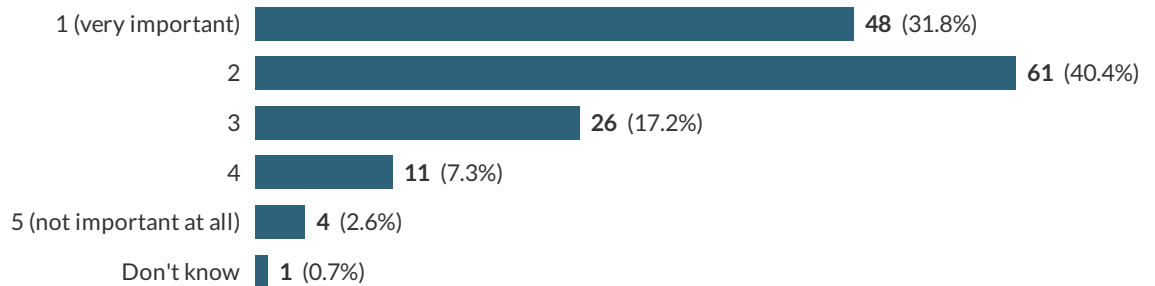**10.1** Advances significantly the discipline/research area

1 (very important)	**112** (74.2%)
2	**35** (23.2%)
3	**2** (1.3%)
4	**0**
5 (not important at all)	**1** (0.7%)
Don't know	**1** (0.7%)

10.2 Appreciates and demonstrates the impact of research

1 (very important)	**38** (25.2%)
2	**56** (37.1%)
3	**38** (25.2%)
4	**13** (8.6%)
5 (not important at all)	**4** (2.6%)
Don't know	**2** (1.3%)

10.3 Creates opportunities and nurtures researchers' careers

1 (very important)	**81** (53.6%)
2	**59** (39.1%)
3	**7** (4.6%)
4	**2** (1.3%)
5 (not important at all)	**2** (1.3%)
Don't know	**0**

10.4 Engages in income generation and advises and supports applications led by others

1 (very important)	**48** (31.8%)
2	**61** (40.4%)
3	**26** (17.2%)
4	**11** (7.3%)
5 (not important at all)	**4** (2.6%)
Don't know	**1** (0.7%)

10.5 Exemplifies the highest standards of research integrity and conduct

1 (very important)	**123** (81.5%)
2	**24** (15.9%)
3	**2** (1.3%)
4	**0**
5 (not important at all)	**1** (0.7%)
Don't know	**1** (0.7%)
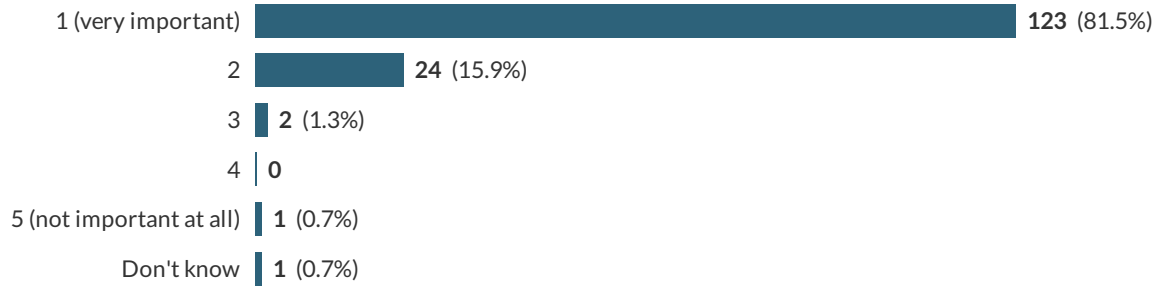
10.6 Influences, leads and manages researchers and groups using a range of leadership styles effectively

1 (very important)	**61** (40.4%)
2	**65** (43%)
3	**18** (11.9%)
4	**4** (2.6%)
5 (not important at all)	**2** (1.3%)
Don't know	**1** (0.7%)
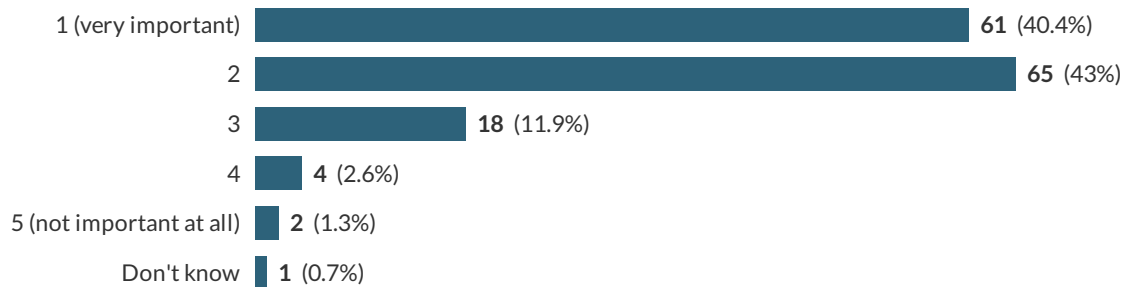
10.7 Models exemplary continuing professional development behaviour to inspire others

1 (very important)	**61** (40.4%)
2	**56** (37.1%)
3	**22** (14.6%)
4	**7** (4.6%)
5 (not important at all)	**3** (2%)
Don't know	**2** (1.3%)
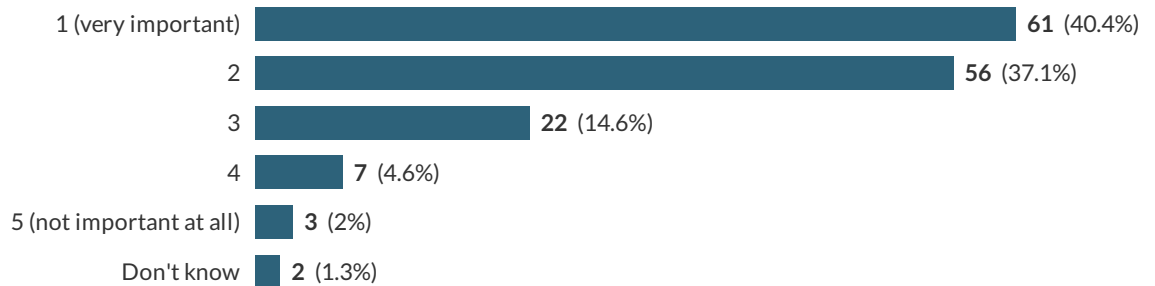
11 Please use the dropdown lists to indicate your level of confidence in relation to the following aspects of leading researchers, and where you would benefit from more support/training/development. If you don't do one of these activities then please select 'not applicable (N/A)'.

11.1 Conducting appraisals

11.1.a Conducting appraisals - How confident are you? (4 = fully confident, 1 = not at all confident)

4	41 (27.3%)
3	63 (42%)
2	19 (12.7%)
1	6 (4%)
N/A	21 (14%)
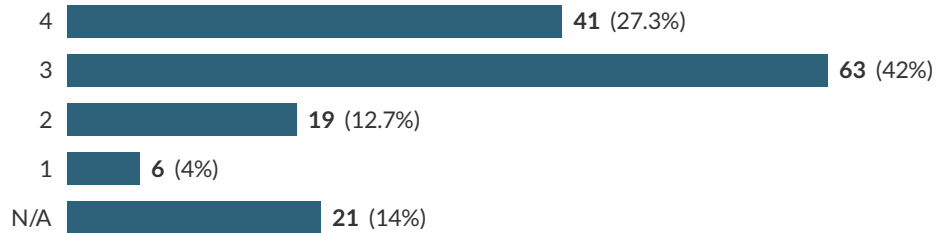
11.1.b Conducting appraisals - Would you benefit from more support/training/development?

No - I don't need additional development	78 (57.8%)
Yes - I would benefit from further development	57 (42.2%)

11.2 Leading your people/group

**11.2.a** Leading your people/group - How confident are you? (4 = fully confident, 1 = not at all confident)

4	51 (34.5%)
3	67 (45.3%)
2	18 (12.2%)
1	2 (1.4%)
N/A	10 (6.8%)
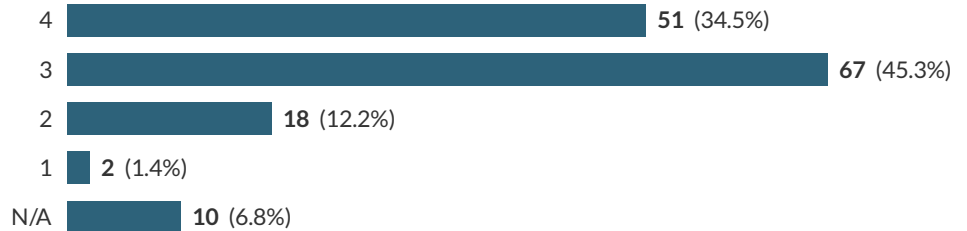
11.2.b Leading your people/group - Would you benefit from more support/training/development?

| No - I don't need additional development	81 (58.7%)
Yes - I would benefit from further development	57 (41.3%)

11.3 Managing group/project finances

**11.3.a** Managing group/project finances - How confident are you? (4 = fully confident, 1 = not at all confident)

4	**36** (24.2%)
3	**62** (41.6%)
2	**27** (18.1%)
1	**8** (5.4%)
N/A	**16** (10.7%)
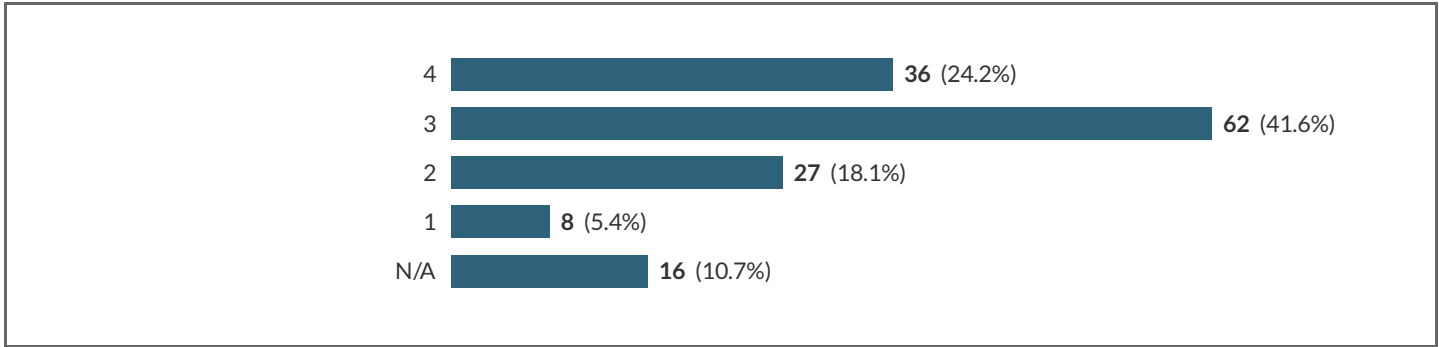
11.3.b Managing group/project finances - Would you benefit from more support/training/development?

|	
No - I don't need additional development	**71** (51.1%)
Yes - I would benefit from further development	**68** (48.9%)
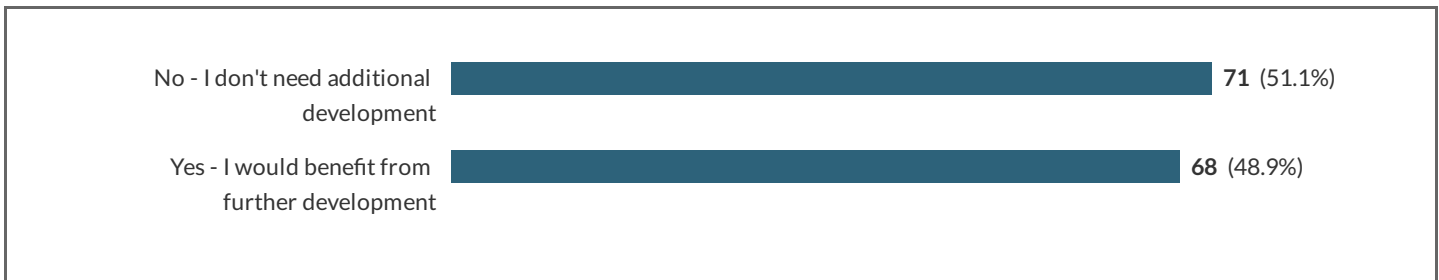
11.4 Managing staff performance

**11.4.a** Managing staff performance - How confident are you? (4 = fully confident, 1 = not at all confident)

4	**27** (18%)
3	**68** (45.3%)
2	**32** (21.3%)
1	**5** (3.3%)
N/A	**18** (12%)
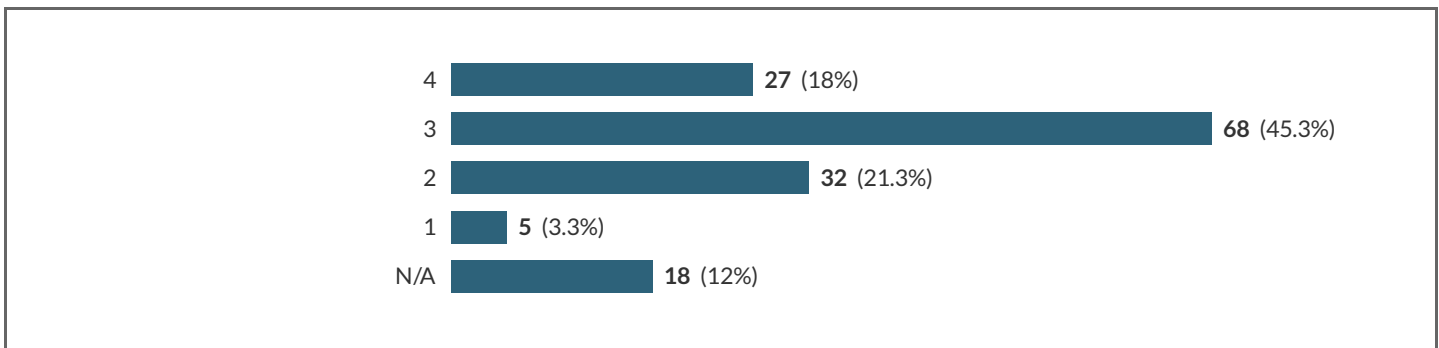
11.4.b Managing staff performance - Would you benefit from more support/training/development?

|	
No - I don't need additional development	**65** (47.4%)
Yes - I would benefit from further development	**72** (52.6%)
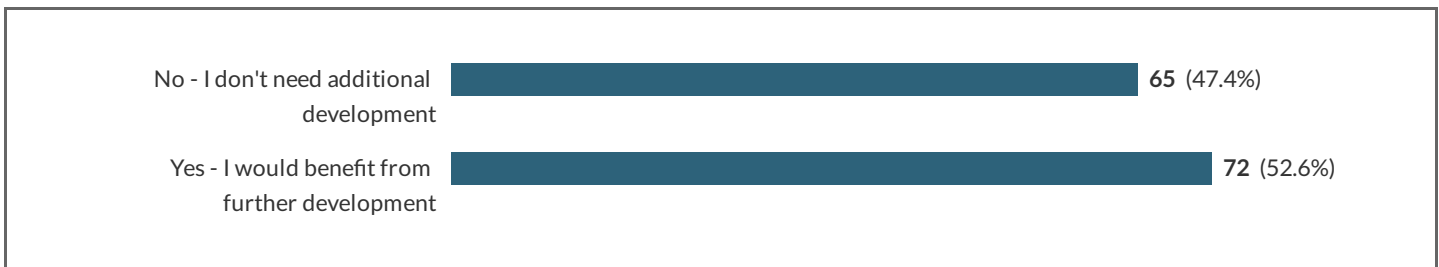
11.5 Motivating individuals

**11.5.a** Motivating individuals - How confident are you? (4 = fully confident, 1 = not at all confident)

4	**51** (34%)
3	**79** (52.7%)
2	**13** (8.7%)
1	**5** (3.3%)
N/A	**2** (1.3%)
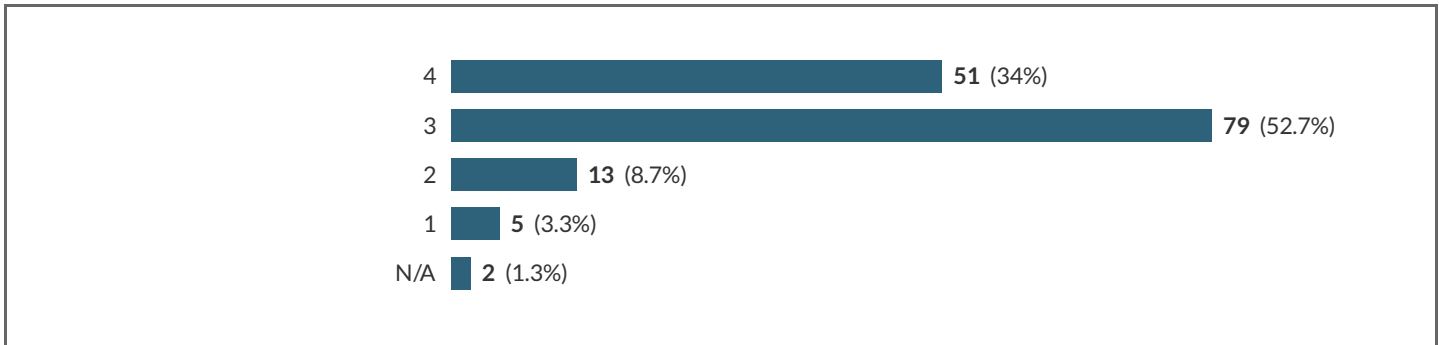
11.5.b Motivating individuals - Would you benefit from more support/training/development?

No - I don't need additional development	**84** (59.6%)
Yes - I would benefit from further development	**57** (40.4%)
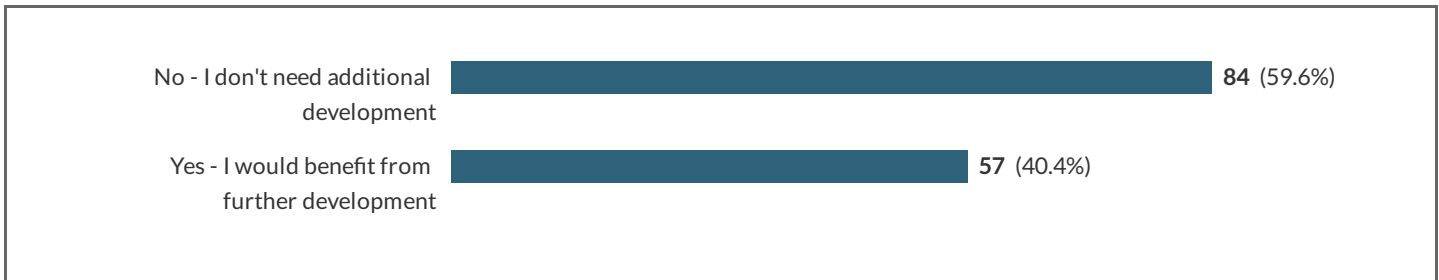
11.6 Personal effectiveness (time management, etc)

11.6.a Personal effectiveness (time management, etc) - How confident are you? (4 = fully confident, 1 = not at all confident)

4	**50** (33.3%)
3	**68** (45.3%)
2	**23** (15.3%)
1	**7** (4.7%)
N/A	**2** (1.3%)
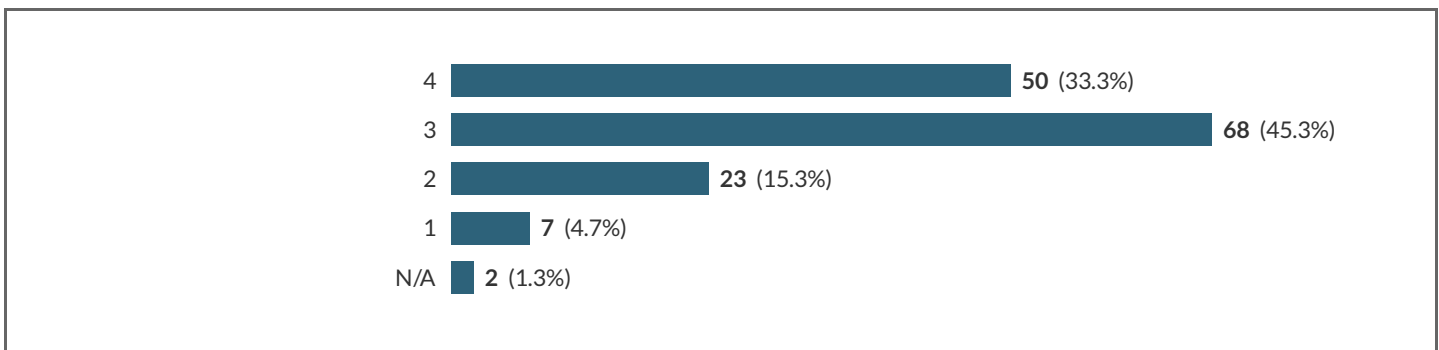
11.6.b Personal effectiveness (time management, etc) - Would you benefit from more support/training/development?

No - I don't need additional development **92** (64.8%)

Yes - I would benefit from further development **50** (35.2%)

11.7 Providing research staff with advice on the range of career opportunities

11.7.a Providing research staff with advice on the range of career opportunities - How confident are you? (4 = fully confident, 1 = not at all confident)

4 **43** (28.7%)

3 **59** (39.3%)

2 **34** (22.7%)

1 **4** (2.7%)

N/A **10** (6.7%)
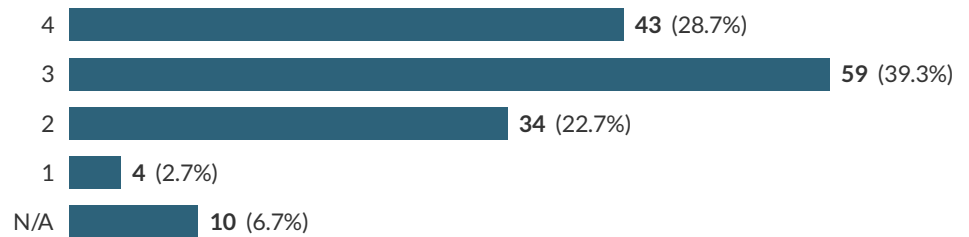
11.7.b Providing research staff with advice on the range of career opportunities - Would you benefit from more support/training/development?

No - I don't need additional development **87** (63%)

Yes - I would benefit from further development **51** (37%)

11.8 Recruiting and selecting group members

11.8.a Recruiting and selecting group members - How confident are you? (4 = fully confident, 1 = not at all confident)

4 **51** (34.2%)

3 **64** (43%)

2 **18** (12.1%)

1 **3** (2%)

N/A **13** (8.7%)
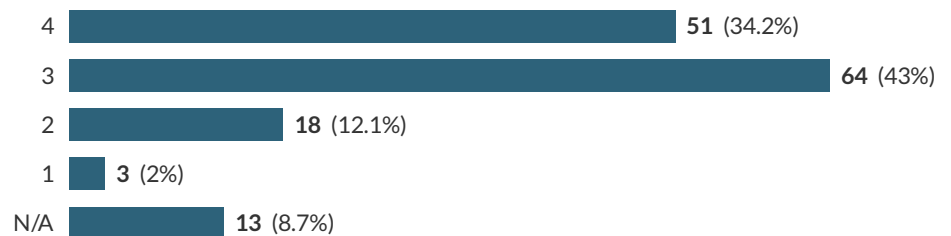
11.8.b Recruiting and selecting group members - Would you benefit from more support/training/development?

No - I don't need additional development **101** (73.2%)

Yes - I would benefit from further development **37** (26.8%)
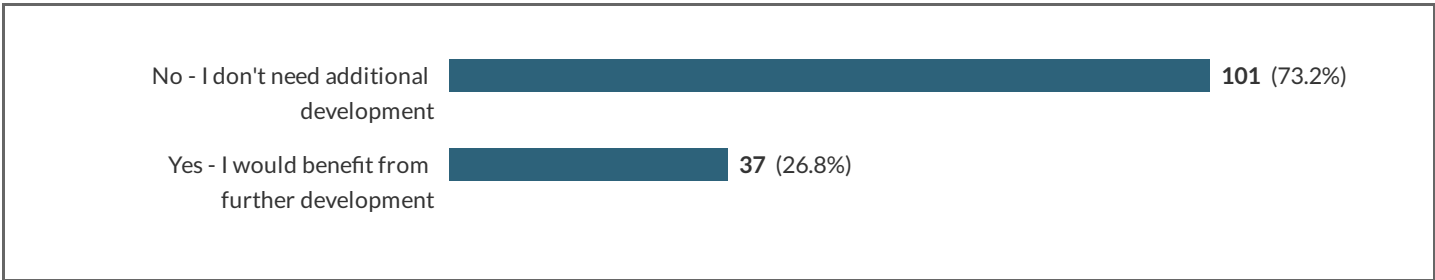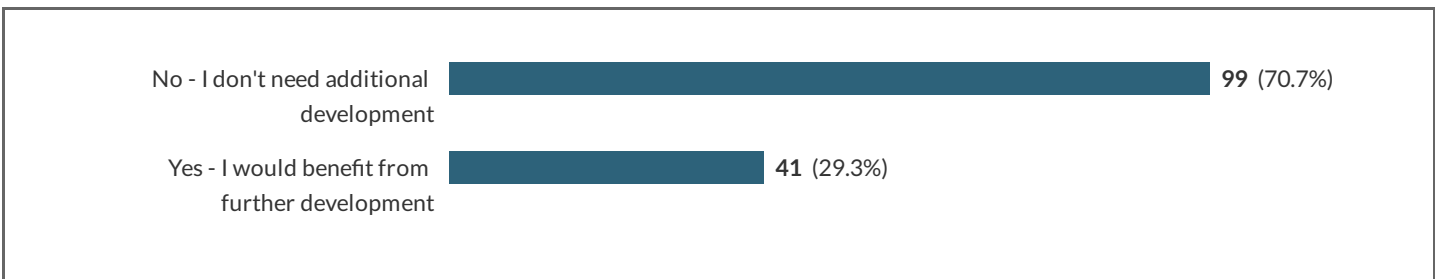
11.9 Supervising research students

11.9.a Supervising research students - How confident are you? (4 = fully confident, 1 = not at all confident)

4 **83** (55.7%)

3 **57** (38.3%)

2 **6** (4%)

1 **0**

N/A **3** (2%)
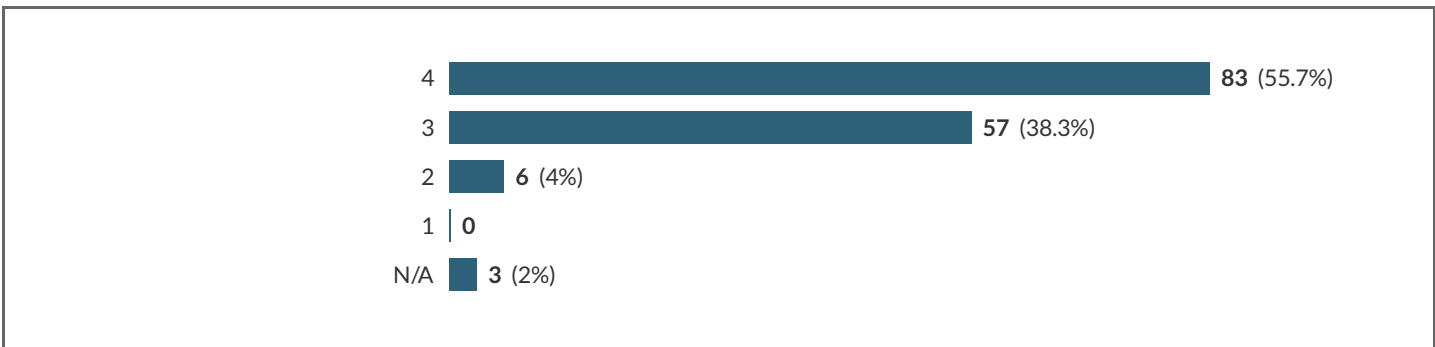
11.9.b Supervising research students - Would you benefit from more support/training/development?

No - I don't need additional development **99** (70.7%)

Yes - I would benefit from further development **41** (29.3%)

12 Please provide any comments about good research leadership or any aspect of training, support or other development activities.

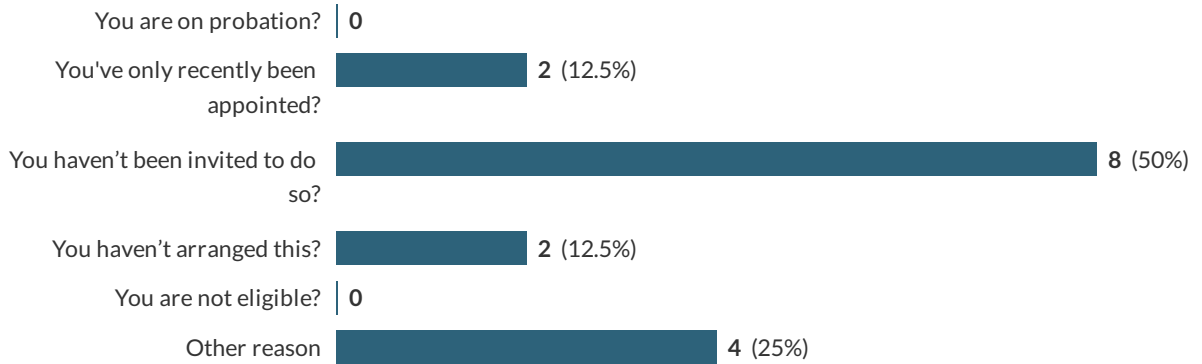| Showing 5 of 16 responses	
The importance of peer support and advice/help from colleagues is not mentioned yet in your survey.	275753-275745-23162925
Serious engagement with the professional welfare of students and PDRAs is poor in some of my colleagues.	275753-275745-23167215
Because of the rather discipline-specific nature of many aspects of team management, I feel that for these topics a well-implemented mentoring scheme is often a better option than University- or even Faculty-level training courses.	275753-275745-23172775
I think the questions in the first part of section C are daft and are not going to give anyone any significant piece of information. Re the second set of questions: I have never taken a course run by a non-academic that provided anything of any use to me as an academic. I've largely learned from wonderful colleagues when I was much younger. That was all I needed, and having the experience of management and dealing with problems that arose.	275753-275745-23159137
Development support has to be good to be worthwhile. This is difficult as successful practitioners can struggle to articulate the reasons for their success in a way that is generally meaningful to others; training 'experts' can lack the credence of having done it for themselves.	275753-275745-23228860

Section D - How your institution supports you as a principal investigator/research leader.

13 Have you been appraised/reviewed in the past two years?
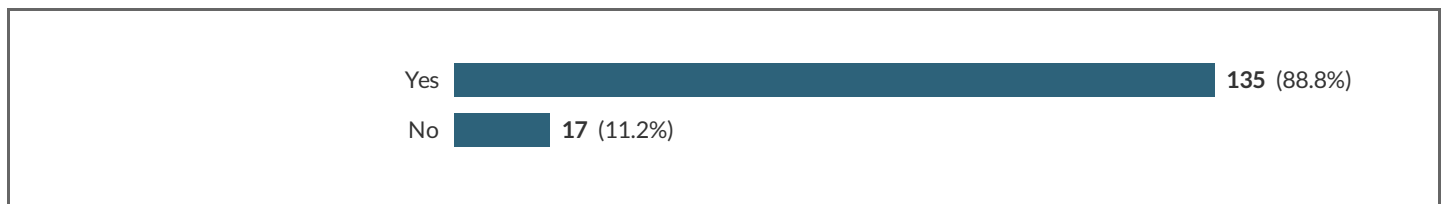
Yes **135** (88.8%)
No **17** (11.2%)

Section D - How your institution supports you as a principal investigator/research leader.

14 You have not participated in appraisal because:

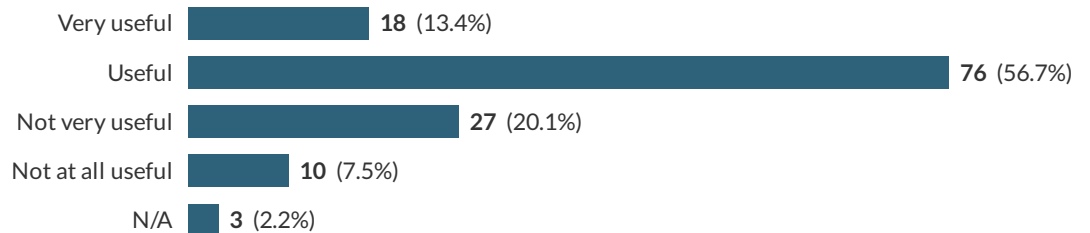|	
You are on probation?	0
You've only recently been appointed?	2 (12.5%)
You haven't been invited to do so?	8 (50%)
You haven't arranged this?	2 (12.5%)
You are not eligible?	0
Other reason	4 (25%)

Section D - How your institution supports you as a principal investigator/research leader.

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

15.1 Overall?

15.1.a Overall? - Please select...

Very useful	18 (13.4%)
Useful	76 (56.7%)
Not very useful	27 (20.1%)
Not at all useful	10 (7.5%)
N/A	3 (2.2%)

15.2 For highlighting issues?

15.2.a For highlighting issues? - Please select...

|	
Very useful	18 (13.3%)
Useful	80 (59.3%)
Not very useful	23 (17%)
Not at all useful	10 (7.4%)
N/A	4 (3%)
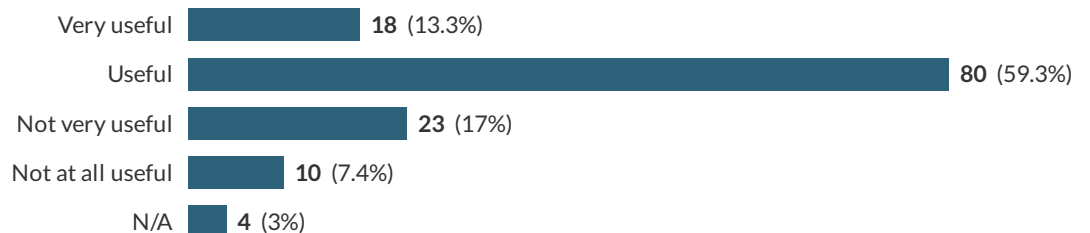
15.3   In identifying your strengths and achievements?

15.3.a   In identifying your strengths and achievements? - Please select...

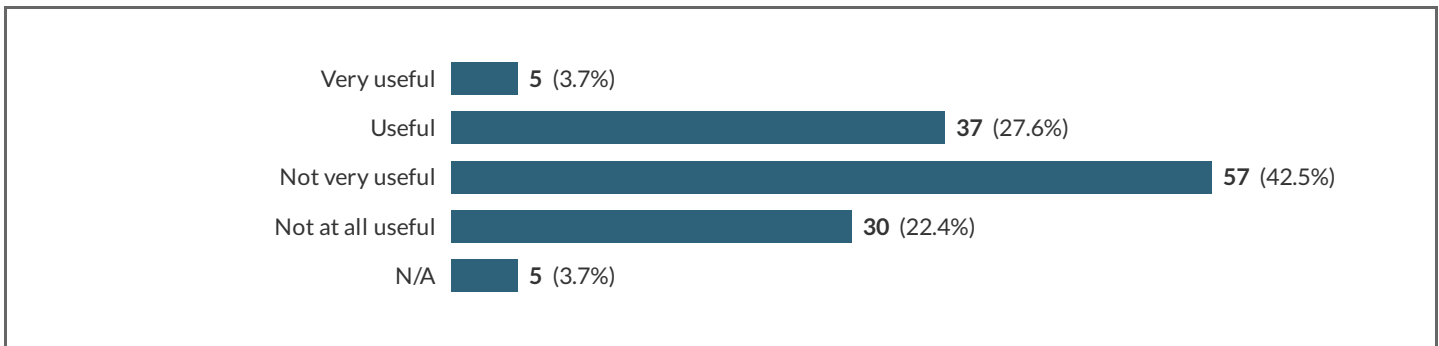|	
Very useful	18 (13.3%)
Useful	60 (44.4%)
Not very useful	38 (28.1%)
Not at all useful	18 (13.3%)
N/A	1 (0.7%)
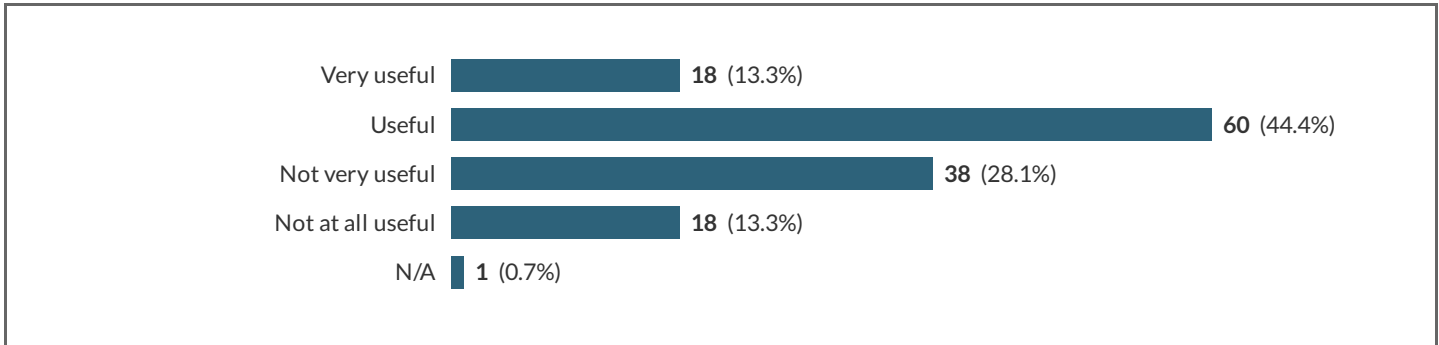
15.4   In leading to training or other continuing professional development opportunities?

15.4.a   In leading to training or other continuing professional development opportunities? - Please select...

Very useful	5 (3.7%)
Useful	45 (33.3%)
Not very useful	55 (40.7%)
Not at all useful	26 (19.3%)
N/A	4 (3%)
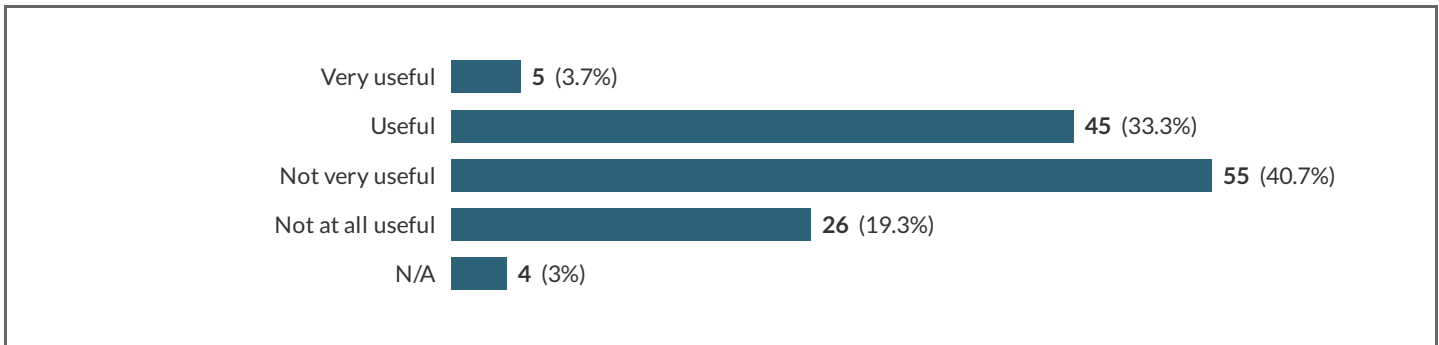
15.5   In leading to changes in work practices?

15.5.a   In leading to changes in work practices? - Please select...

|	
Very useful	5 (3.7%)
Useful	37 (27.6%)
Not very useful	57 (42.5%)
Not at all useful	30 (22.4%)
N/A	5 (3.7%)

15.6   In helping you focus on your career aspirations and how these are met by your current role?

15.6.a In helping you focus on your career aspirations and how these are met by your current role? - Please select...

Very useful	17 (12.6%)
Useful	57 (42.2%)
Not very useful	37 (27.4%)
Not at all useful	19 (14.1%)
N/A	5 (3.7%)
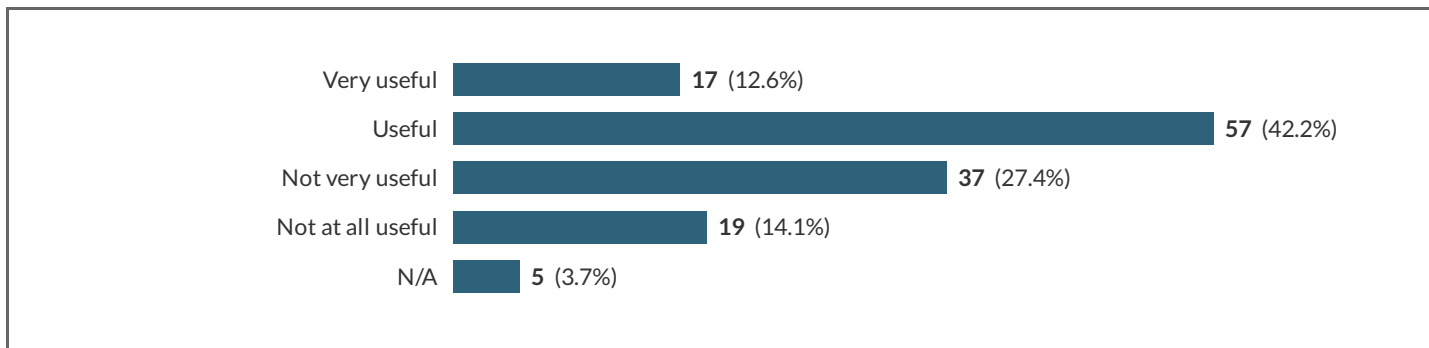
15.7 In reviewing your personal progress?

15.7.a In reviewing your personal progress? - Please select...
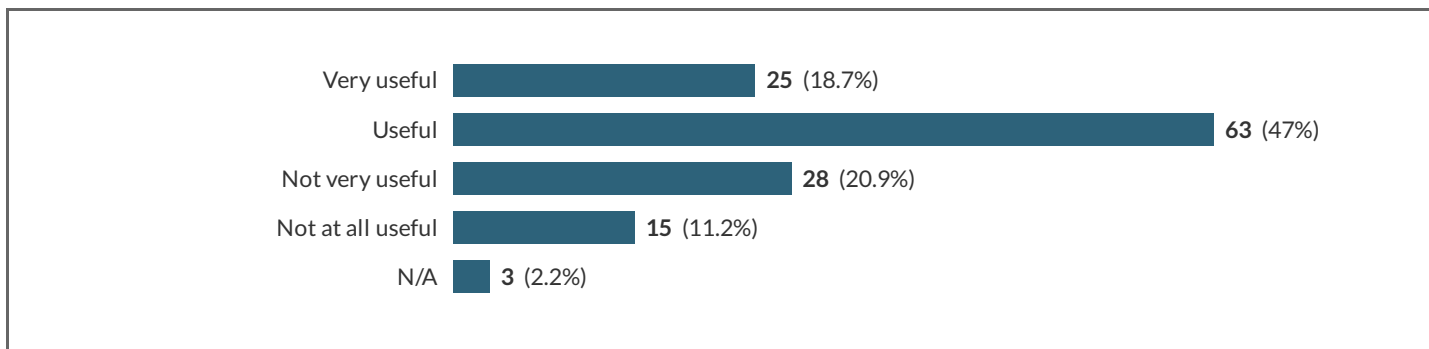
Very useful	25 (18.7%)
Useful	63 (47%)
Not very useful	28 (20.9%)
Not at all useful	15 (11.2%)
N/A	3 (2.2%)

Section D – How your institution supports you as a principal investigator/research leader.

16 During the past 12 months (or since taking up your current position if that is more recent) approximately how many days have you spent on training and other continuing professional development activities?

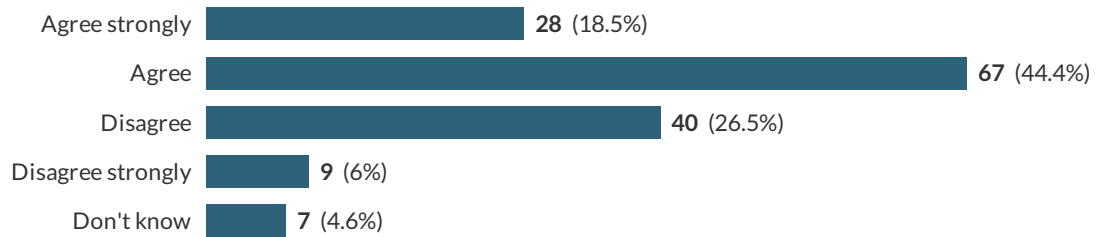|	
None	**28** (22%)
Less than 1 day	**9** (7.1%)
1 day	**14** (11%)
2 days	**25** (19.7%)
3 days	**21** (16.5%)
4 days	**7** (5.5%)
5 days	**5** (3.9%)
6 days	**2** (1.6%)
7 days	**4** (3.1%)
8 days	**0**
9 days	**0**
10 days	**1** (0.8%)
More than 10 days	**11** (8.7%)
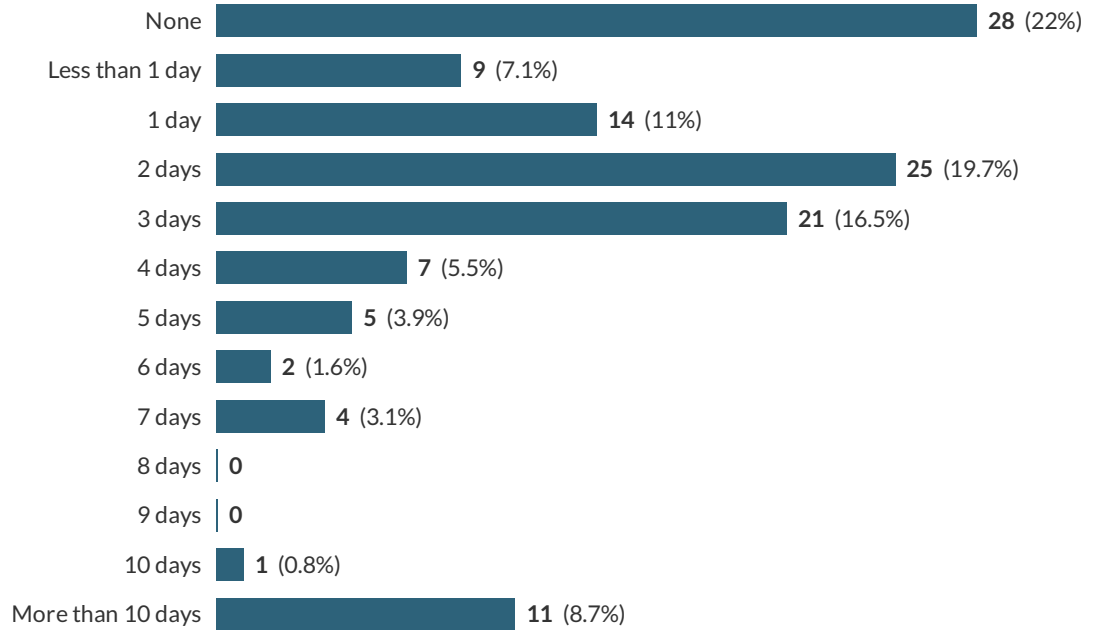
17   Please indicate your level of agreement or disagreement with the following statements.

17.1   I am appropriately rewarded for my contributions to the institution

17.1.a   I am appropriately rewarded for my contributions to the institution - Please select...

Agree strongly	**28** (18.5%)
Agree	**67** (44.4%)
Disagree	**40** (26.5%)
Disagree strongly	**9** (6%)
Don't know	**7** (4.6%)

17.2   I am satisfied with my work-life balance

17.2.a   I am satisfied with my work-life balance - Please select...

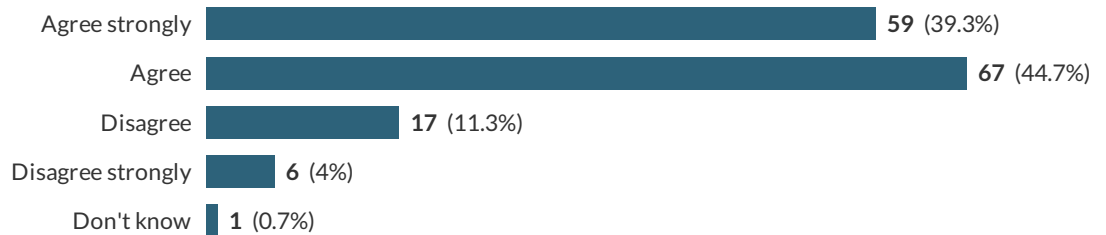|	
Agree strongly	**15** (10%)
Agree	**73** (48.7%)
Disagree	**42** (28%)
Disagree strongly	**18** (12%)
Don't know	**2** (1.3%)
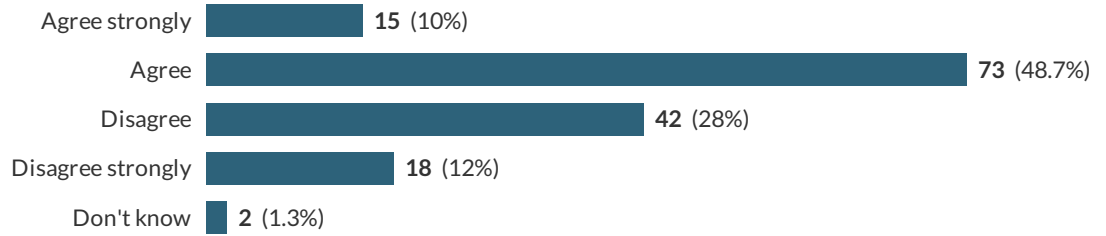
17.3 I believe I am well led by institutional senior management

17.3.a I believe I am well led by institutional senior management - Please select...

Agree strongly	**34** (22.5%)
Agree	**74** (49%)
Disagree	**28** (18.5%)
Disagree strongly	**10** (6.6%)
Don't know	**5** (3.3%)
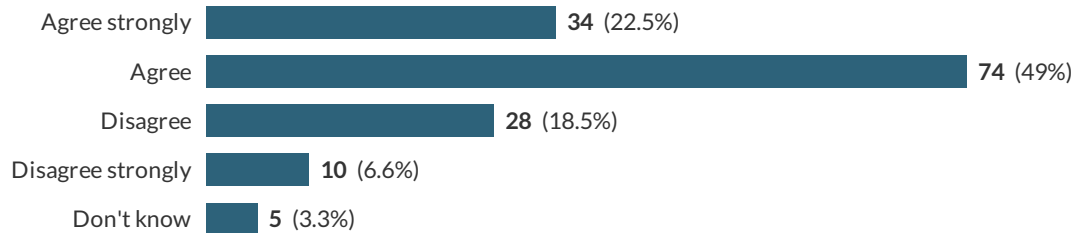
17.4 I feel integrated within the institution

17.4.a I feel integrated within the institution - Please select...

Agree strongly	**59** (39.3%)
Agree	**67** (44.7%)
Disagree	**17** (11.3%)
Disagree strongly	**6** (4%)
Don't know	**1** (0.7%)

17.5 I have a good level of job satisfaction

17.5.a I have a good level of job satisfaction - Please select...

Agree strongly	57 (37.7%)
Agree	81 (53.6%)
Disagree	10 (6.6%)
Disagree strongly	3 (2%)
Don't know	0

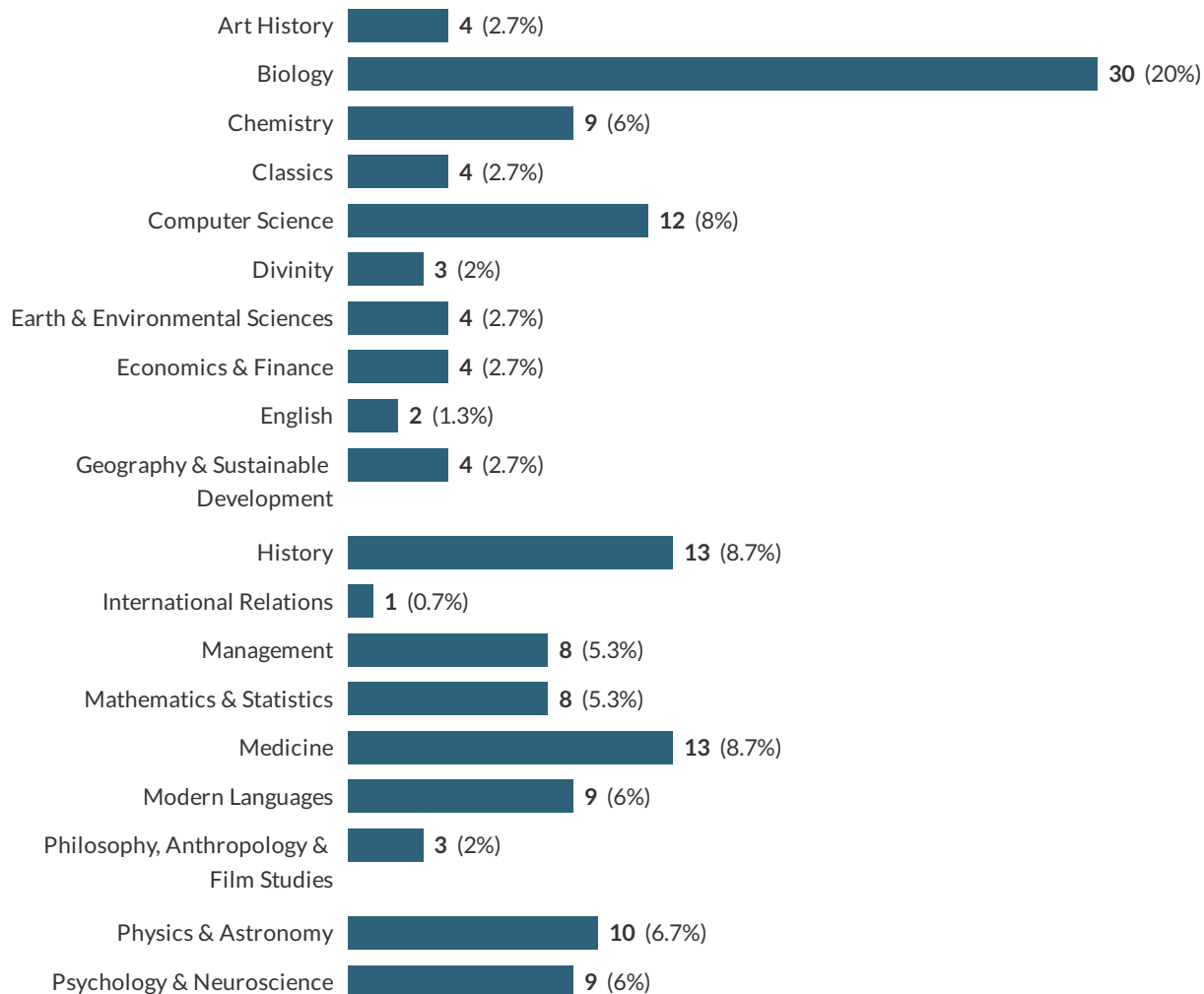**17.6** I understand how my research activities are aligned with my institution's strategic priorities

17.6.a I understand how my research activities are aligned with my institution's strategic priorities - Please select...

Agree strongly	37 (24.5%)
Agree	68 (45%)
Disagree	29 (19.2%)
Disagree strongly	7 (4.6%)
Don't know	10 (6.6%)
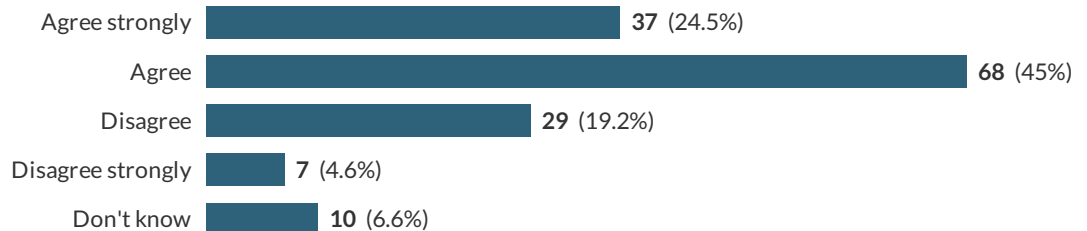
18 Please provide any comments about review, appraisal and engagement.

Showing 5 of 22 responses	
There has been no salary review process in place for several years.	275753-275745-23158628
Senior management at St Andrews are uniformly arrogant and obnoxious, self-serving and incompetent. I never met so many desperate, empty and vile people in my life before coming here.	275753-275745-23158933
It's not clear that the university has -- or indeed should have -- institutional research priorities.	275753-275745-23160428
I am extremely overworked and stressed and have raised this now 2 years in a row at appraisals. Promised action/support has not been forthcoming. This is lamentable.	275753-275745-23162925
Institution senior management is good. Immediate line management/head of school is not so this means there is limited opportunity/encouragement to engage in the institution beyond the school	275753-275745-23163207

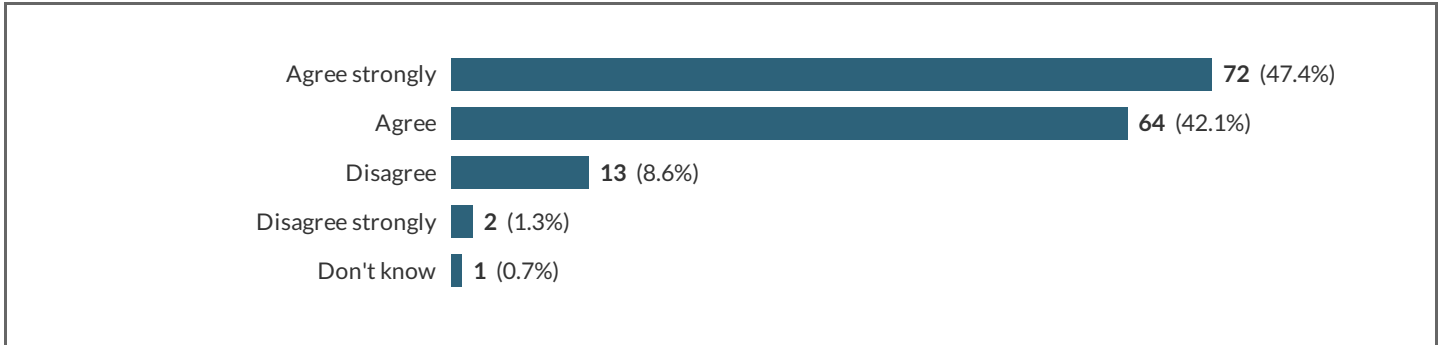**19** Please indicate which School you work in:

Art History	4 (2.7%)
Biology	30 (20%)
Chemistry	9 (6%)
Classics	4 (2.7%)
Computer Science	12 (8%)
Divinity	3 (2%)
Earth & Environmental Sciences	4 (2.7%)
Economics & Finance	4 (2.7%)
English	2 (1.3%)
Geography & Sustainable Development	4 (2.7%)
History	13 (8.7%)
International Relations	1 (0.7%)
Management	8 (5.3%)
Mathematics & Statistics	8 (5.3%)
Medicine	13 (8.7%)
Modern Languages	9 (6%)
Philosophy, Anthropology & Film Studies	3 (2%)
Physics & Astronomy	10 (6.7%)
Psychology & Neuroscience	9 (6%)

20 Token

Showing 5 of 152 responses	
f6c808973ac64b19893ab5c6d90e588e	275753-275745-23158628
faea5e54cfca4d658b162db083e12a54	275753-275745-23158579
fd4045bda98b400aba149f7f8b326a6e	275753-275745-23159155
88726af3bbb3417e99133803685d9253	275753-275745-23159056
b77cba4f5e904e28af024dc8ae2b7751	275753-275745-23158995

Section E - Equality and diversity.

21   Please indicate your level of agreement or disagreement with the following statement:
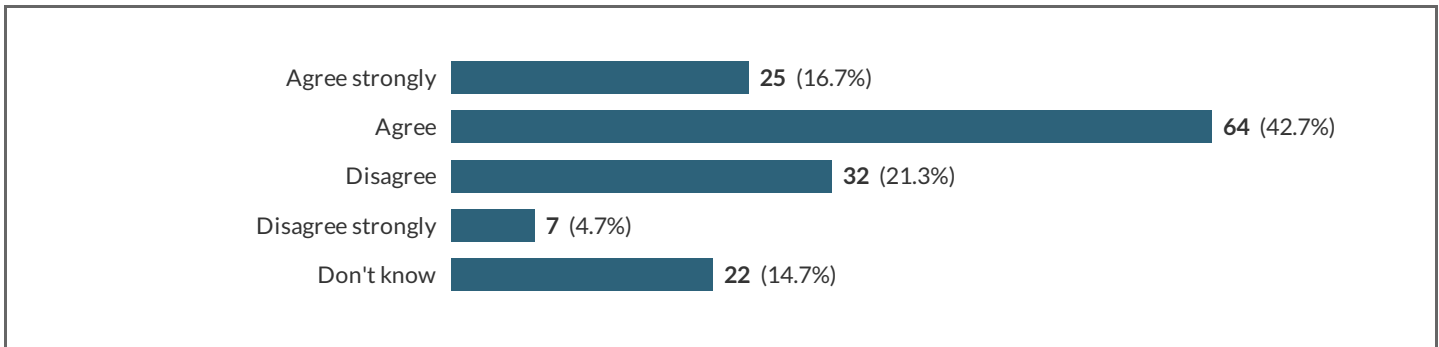
21.1   I believe my institution is committed to equality and diversity

21.1.a   I believe my institution is committed to equality and diversity

Agree strongly	**72** (47.4%)
Agree	**64** (42.1%)
Disagree	**13** (8.6%)
Disagree strongly	**2** (1.3%)
Don't know	**1** (0.7%)

21.2   My institution promotes better mental health and well-being at work

21.2.a   My institution promotes better mental health and well-being at work

Agree strongly	**25** (16.7%)
Agree	**64** (42.7%)
Disagree	**32** (21.3%)
Disagree strongly	**7** (4.7%)
Don't know	**22** (14.7%)

22   Overall, I think that staff at my institution are treated fairly, regardless of ethnic background, gender, gender identity, religion or belief, sexual orientation, disability or age with regard to:
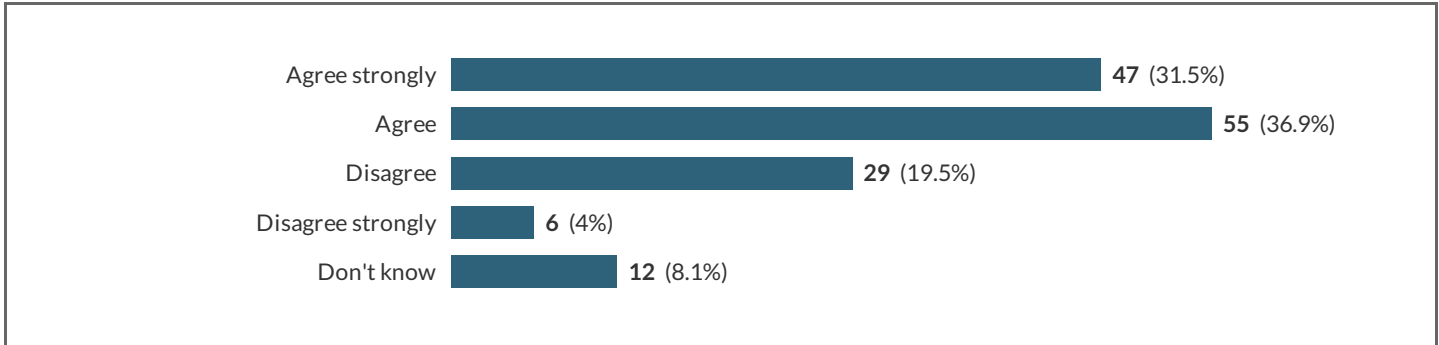
22.1   Recruitment and selection
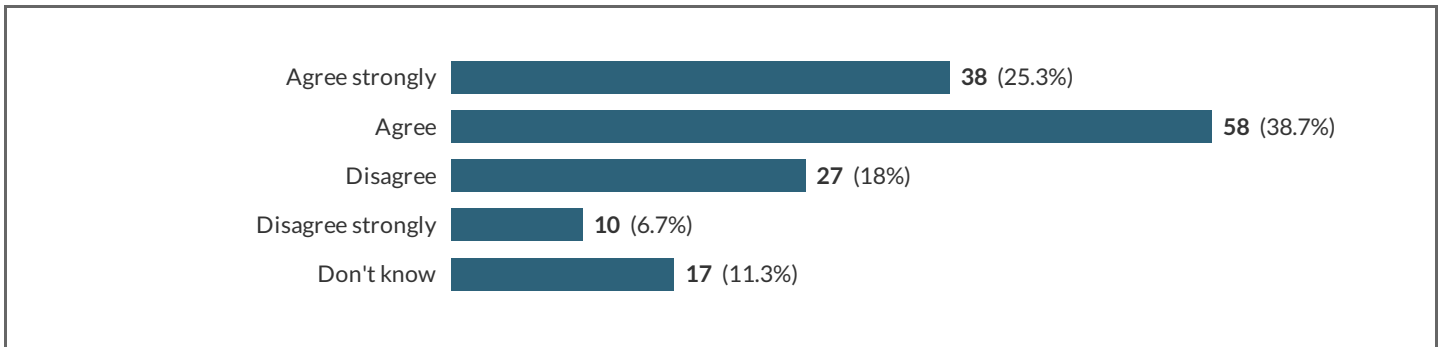
22.1.a   Recruitment and selection

Agree strongly	**63** (42%)
Agree	**65** (43.3%)
Disagree	**10** (6.7%)
Disagree strongly	**3** (2%)
Don't know	**9** (6%)
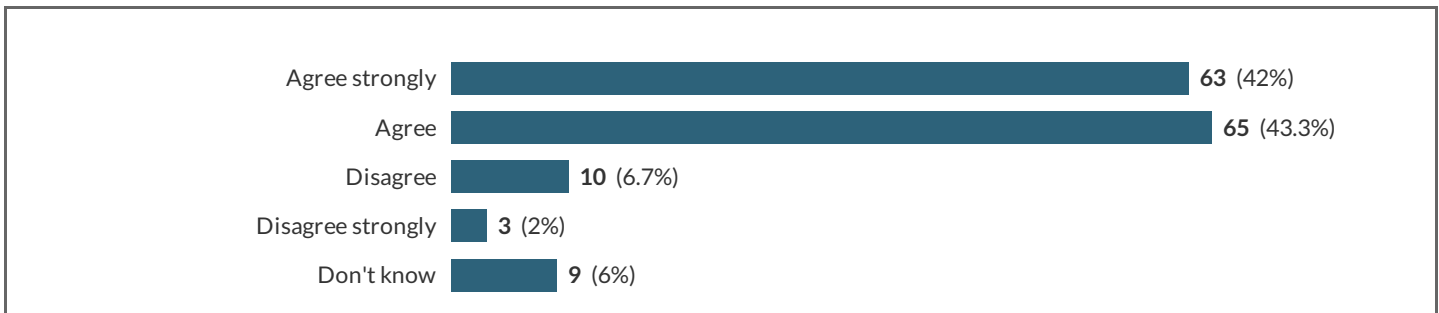
22.2 Career progression / promotion

22.2.a Career progression / promotion

Agree strongly	**47** (31.5%)
Agree	**55** (36.9%)
Disagree	**29** (19.5%)
Disagree strongly	**6** (4%)
Don't know	**12** (8.1%)

22.3 Reward

22.3.a Reward

Agree strongly	**38** (25.3%)
Agree	**58** (38.7%)
Disagree	**27** (18%)
Disagree strongly	**10** (6.7%)
Don't know	**17** (11.3%)

22.4 Day to day treatment at work

22.4.a Day to day treatment at work

Agree strongly	**50** (33.3%)
Agree	**73** (48.7%)
Disagree	**15** (10%)
Disagree strongly	**3** (2%)
Don't know	**9** (6%)
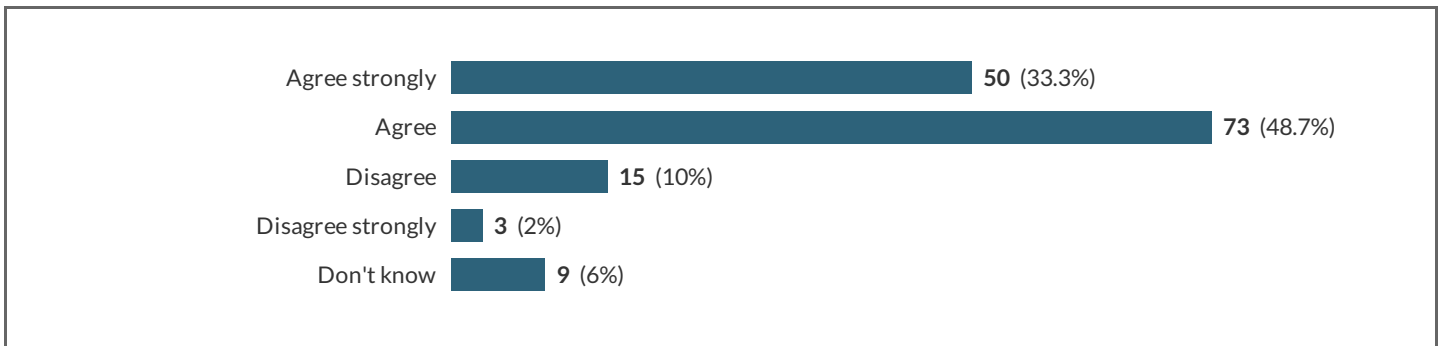
22.5 Access to training and development

22.5.a Access to training and development

Response	Count (Percentage)
Agree strongly	69 (46%)
Agree	66 (44%)
Disagree	2 (1.3%)
Disagree strongly	0
Don't know	13 (8.7%)
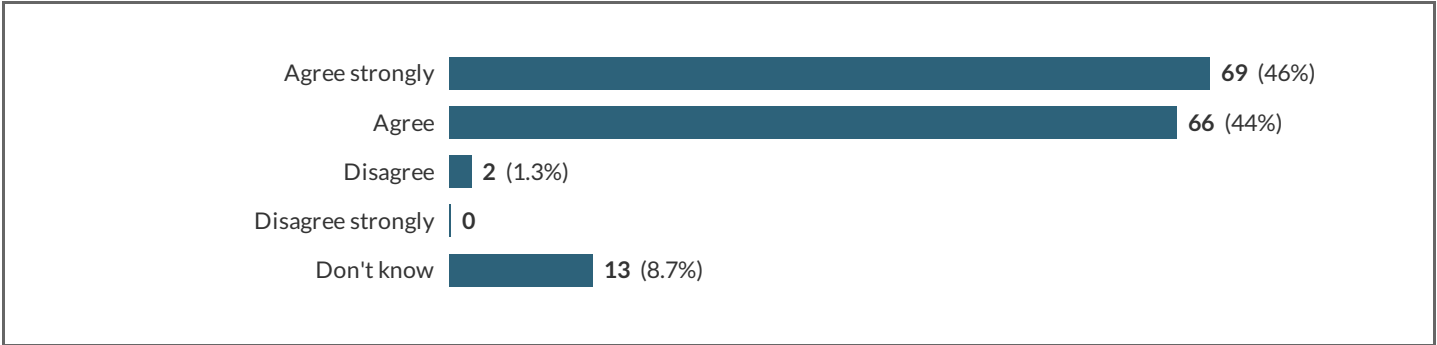
22.6 Participation in decision making

22.6.a Participation in decision making

Response	Count (Percentage)
Agree strongly	41 (27.3%)
Agree	68 (45.3%)
Disagree	21 (14%)
Disagree strongly	9 (6%)
Don't know	11 (7.3%)
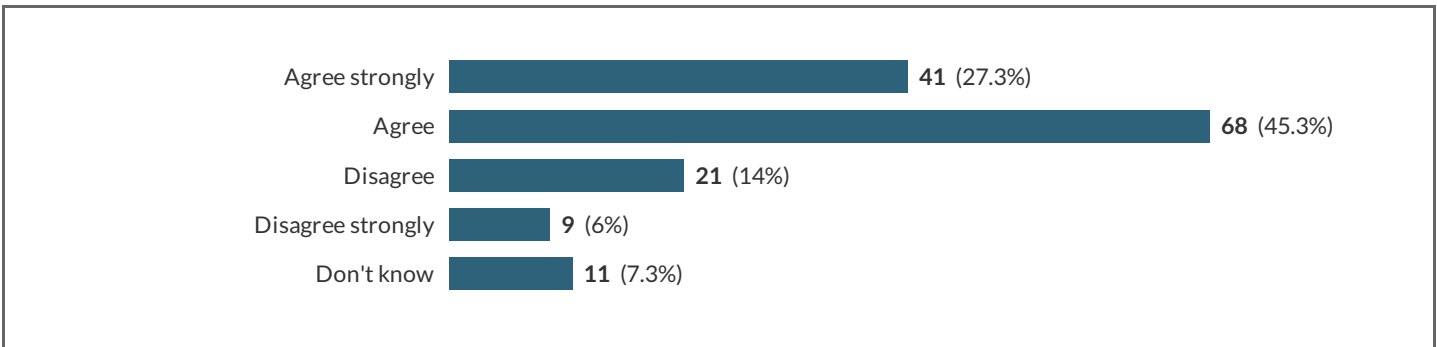
23 Overall, I think that staff at my institution are treated fairly irrespective of:

23.1 Adoption and parental leave

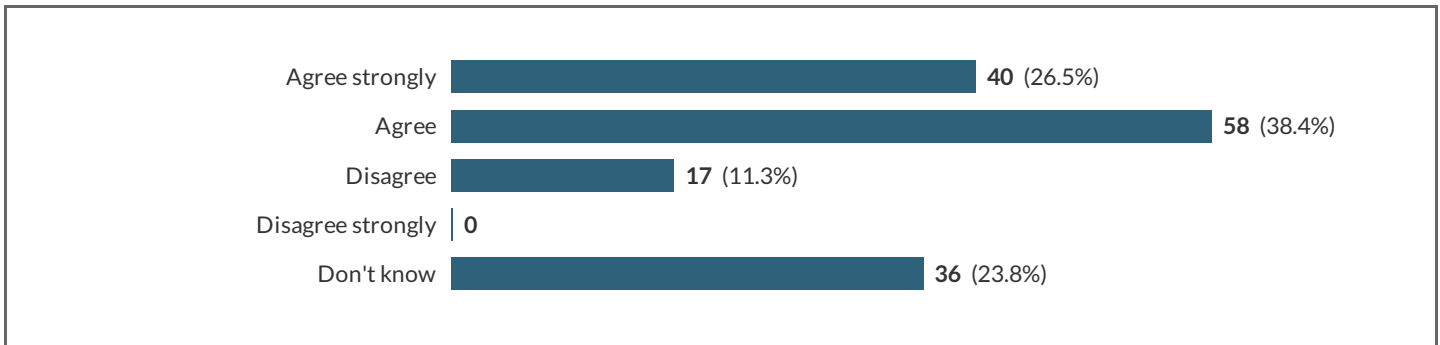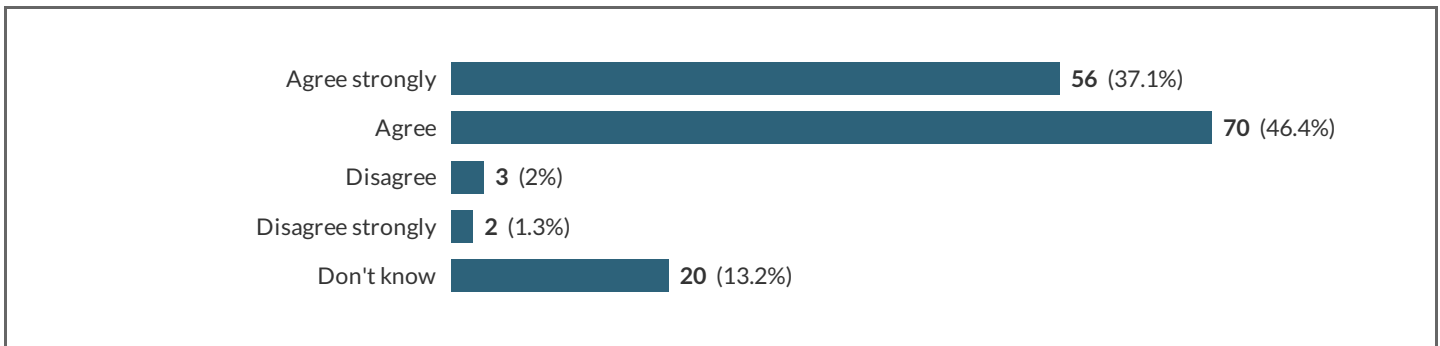### 23.1.a Adoption and parental leave

Response	Count (Percentage)
Agree strongly	46 (30.5%)
Agree	57 (37.7%)
Disagree	10 (6.6%)
Disagree strongly	0
Don't know	38 (25.2%)

23.2   Age

23.2.a   Age

Agree strongly	**52** (34.7%)
Agree	**72** (48%)
Disagree	**10** (6.7%)
Disagree strongly	**5** (3.3%)
Don't know	**11** (7.3%)
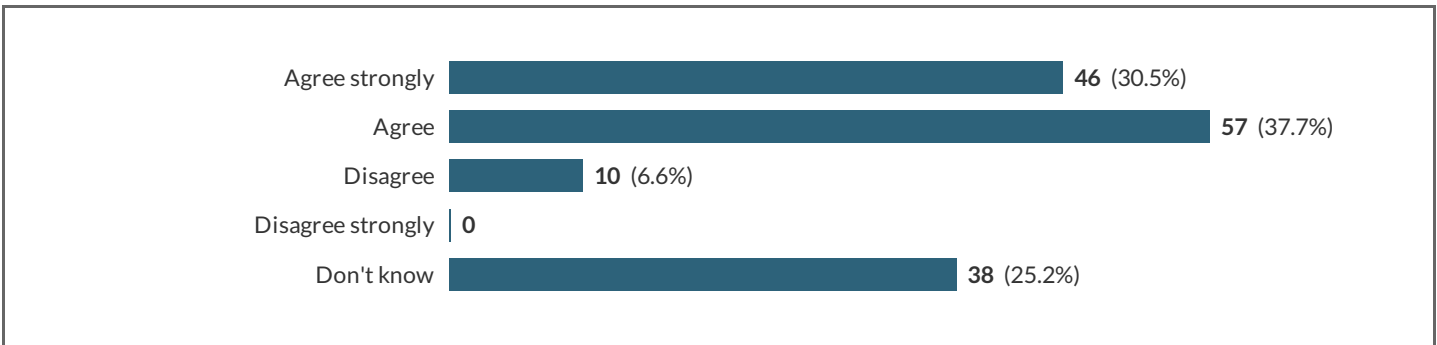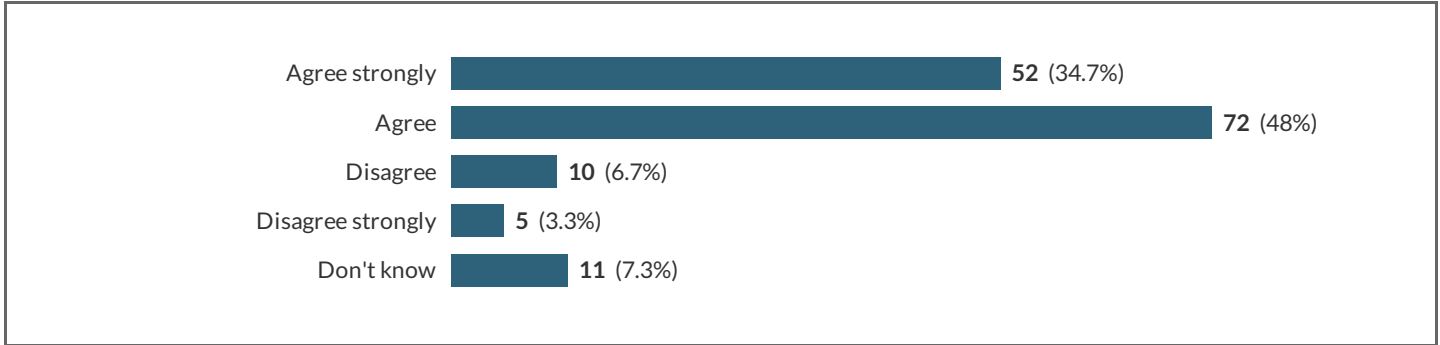
23.3   Caring responsibilities

23.3.a   Caring responsibilities

Agree strongly	**40** (26.5%)
Agree	**58** (38.4%)
Disagree	**17** (11.3%)
Disagree strongly	**0**
Don't know	**36** (23.8%)

23.4   Ethnicity

23.4.a   Ethnicity

Agree strongly	**56** (37.1%)
Agree	**70** (46.4%)
Disagree	**3** (2%)
Disagree strongly	**2** (1.3%)
Don't know	**20** (13.2%)

23.5   Disability

23.5.a Disability

Agree strongly — **46** (30.5%)
Agree — **60** (39.7%)
Disagree — **9** (6%)
Disagree strongly — **3** (2%)
Don't know — **33** (21.9%)

23.6 Gender

23.6.a Gender

Agree strongly — **52** (34.4%)
Agree — **61** (40.4%)
Disagree — **20** (13.2%)
Disagree strongly — **6** (4%)
Don't know — **12** (7.9%)
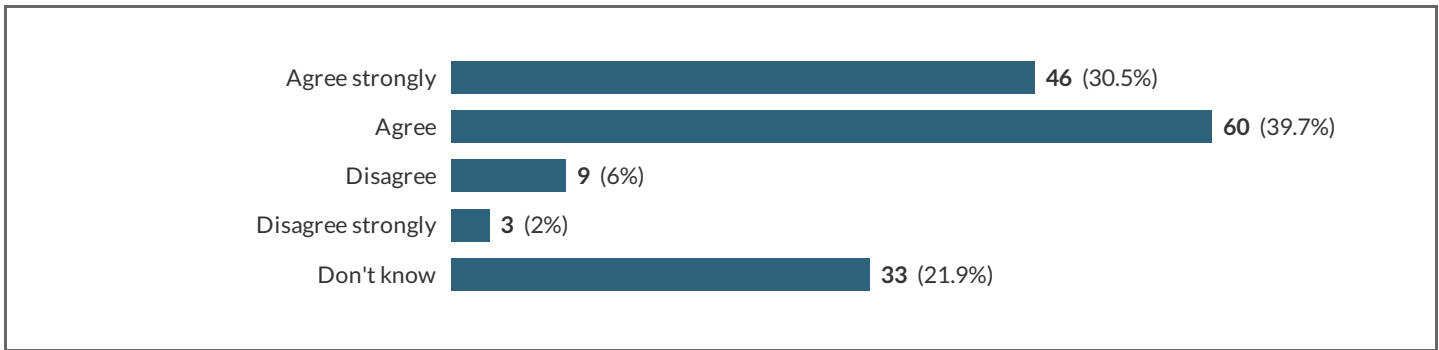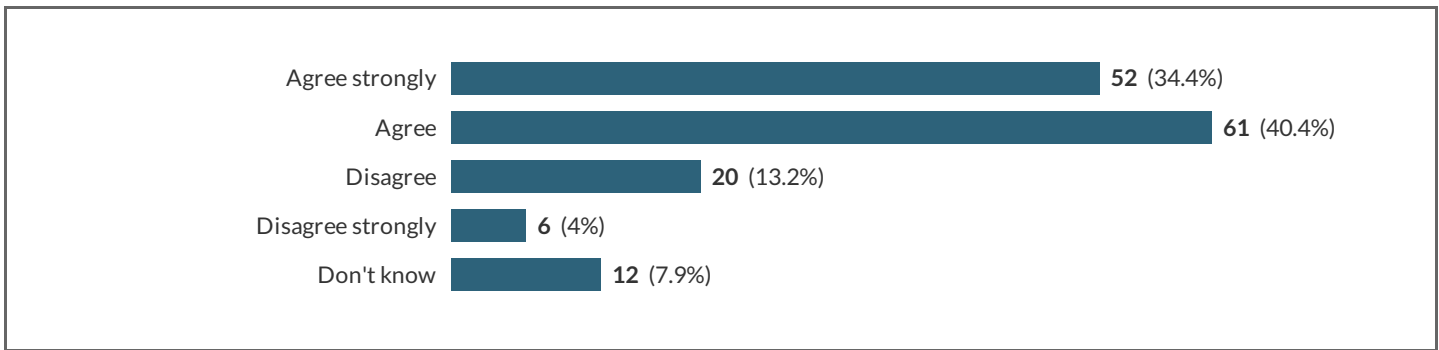
23.7 Gender identity

23.7.a Gender identity

Agree strongly — **42** (27.8%)
Agree — **44** (29.1%)
Disagree — **5** (3.3%)
Disagree strongly — **2** (1.3%)
Don't know — **58** (38.4%)
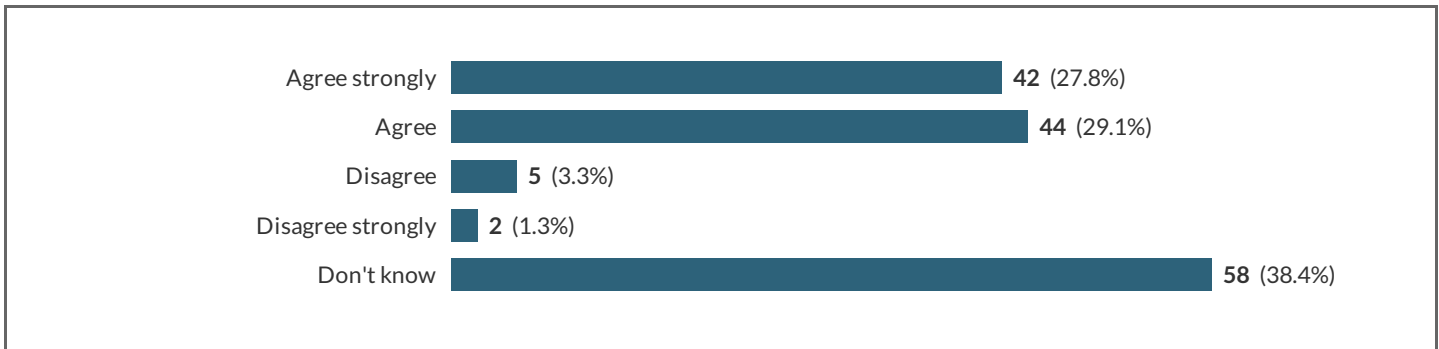
23.8 Nationality

23.8.a Nationality

Agree strongly	71 (47%)
Agree	62 (41.1%)
Disagree	5 (3.3%)
Disagree strongly	1 (0.7%)
Don't know	12 (7.9%)
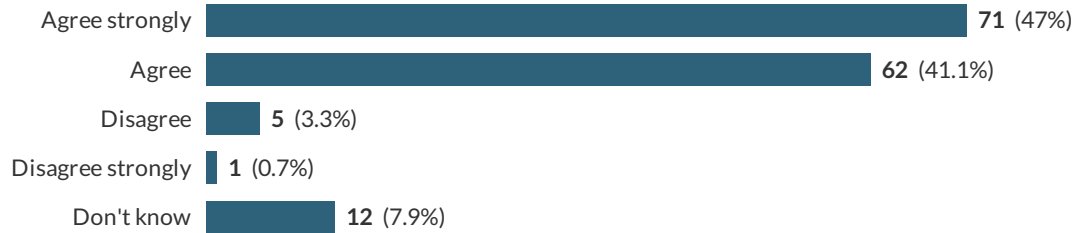
23.9 Pregnancy and maternity

23.9.a Pregnancy and maternity

Agree strongly	45 (30%)
Agree	62 (41.3%)
Disagree	16 (10.7%)
Disagree strongly	0
Don't know	27 (18%)
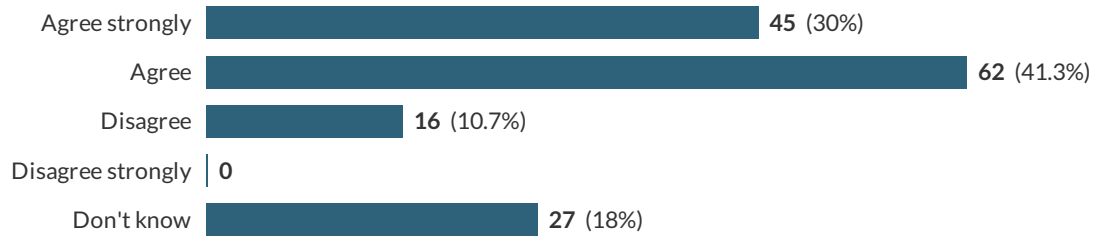
23.10 Religion/belief

23.10.a Religion/belief

Agree strongly	54 (35.8%)
Agree	57 (37.7%)
Disagree	4 (2.6%)
Disagree strongly	1 (0.7%)
Don't know	35 (23.2%)

23.11 Sexual orientation

23.11.a Sexual orientation

Agree strongly **57** (37.7%)

Agree **55** (36.4%)

Disagree **2** (1.3%)

Disagree strongly **0**

Don't know **37** (24.5%)

24 Have you felt unfairly discriminated against in your current post?

Yes **17** (11.6%)

No **130** (88.4%)

24.a If yes, please explain in what way you felt discriminated against?
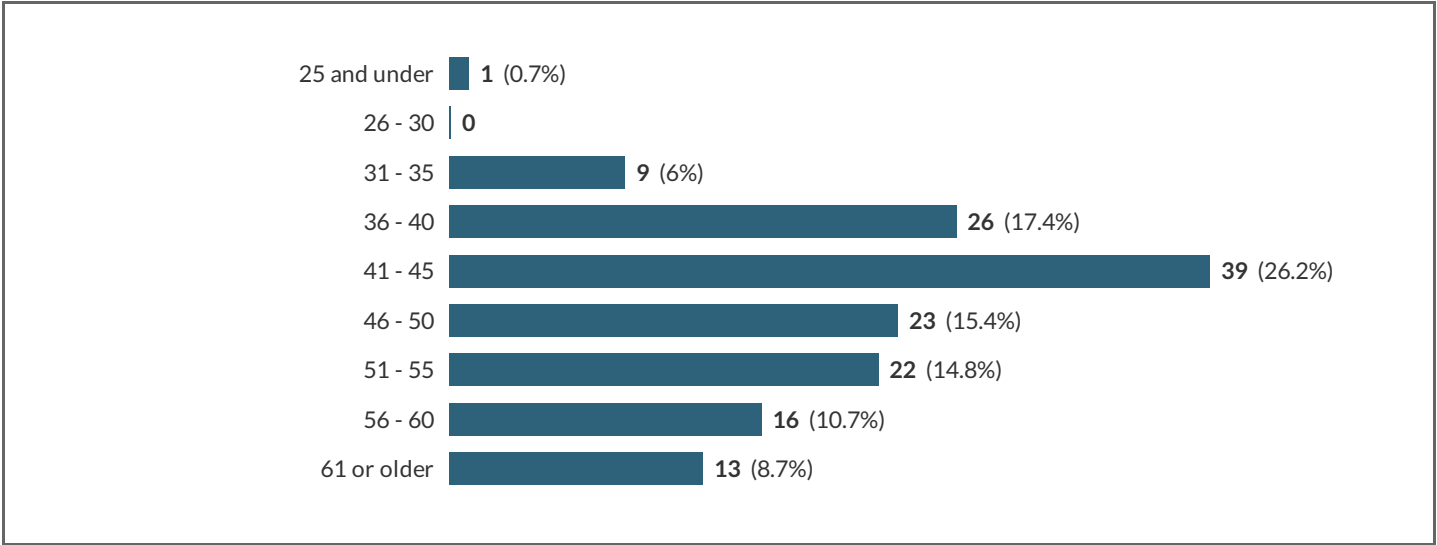
Showing 5 of 16 responses	
The university is anti-white, anti-male, anti-religious	275753-275745-23158933
I do a great job, and have done consistently, but am suspicious that I earn quite a lot less than others at my level.	275753-275745-23160145
Age. As a late entrant to academia, a number of funding streams are explicitly closed to me. This issue is not st Andrews but broader (e.g. funding bodies)	275753-275745-23162925
Returning from maternity leave - limited support and only when I asked for it. Should be routine to provide it. Also in requests for flexible working - university's own procedures not followed but I didn't want to cause a fuss...	275753-275745-23163207
Second class space, no technical or PhD support when I started - men continue to get it.	275753-275745-23167215

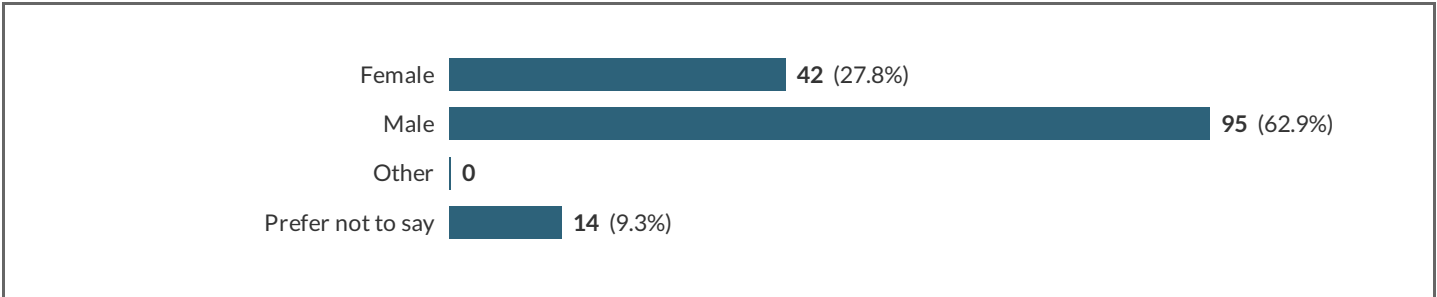**25** Please provide any additional comments you have about aspects of diversity and equality.

Most of the unacceptable discriminatory behaviour we face comes from students. We need more training on how to deal with this.	275753-275745-23159668
Promotion and access to resources are biased in favour of women. The active promotion of women to senior positions, in some cases with laughable track records, is a disgrace.	275753-275745-23158933
The only unfairness I can perceive is in regard to people's inability to attend certain events or perform certain functions because of other responsibilities -- which is the hardest kind of inequality to address, in my opinion	275753-275745-23160428
We generally don't recruit from a broad range of socioeconomic backgrounds or ethnicities - poor people don't make it this far up the ladder.	275753-275745-23162925
I think the university has generally has good policies but it all comes down to how they are applied. In my case - poorly applied by a HoS who gives lip service to equality and diversity. Precedents for some members of staff are not given to all (e.g. in the case of flexible working).	275753-275745-23163207

Section F - About you.

26 What is your age?

25 and under	**1** (0.7%)
26 - 30	**0**
31 - 35	**9** (6%)
36 - 40	**26** (17.4%)
41 - 45	**39** (26.2%)
46 - 50	**23** (15.4%)
51 - 55	**22** (14.8%)
56 - 60	**16** (10.7%)
61 or older	**13** (8.7%)

27 What is your sex?

Female	**42** (27.8%)
Male	**95** (62.9%)
Other	**0**
Prefer not to say	**14** (9.3%)

28 Is your gender identity the same as the gender you were assigned at birth?

Yes	**141** (94.6%)
No	**0**
Prefer not to say	**8** (5.4%)
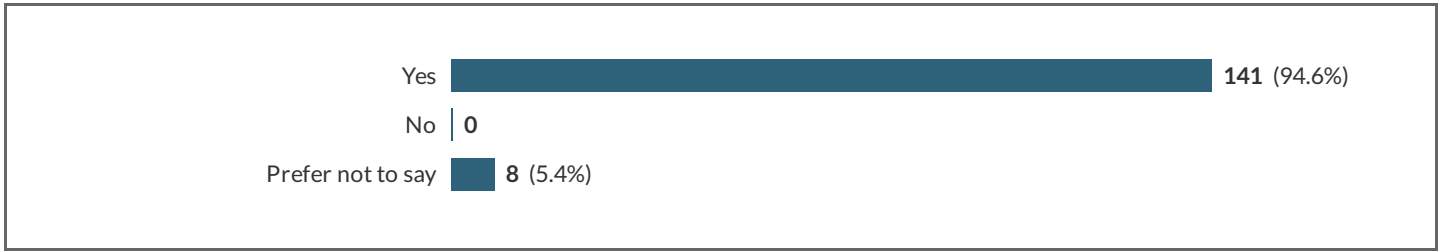
28.a Information about gender identity is considered sensitive personal data under the Data Protection Act. We want to make sure that we have permission to store this data for the purposes of monitoring and advancing equality and diversity in higher education. Please indicate if you give us permission to store this information and use it in this way.
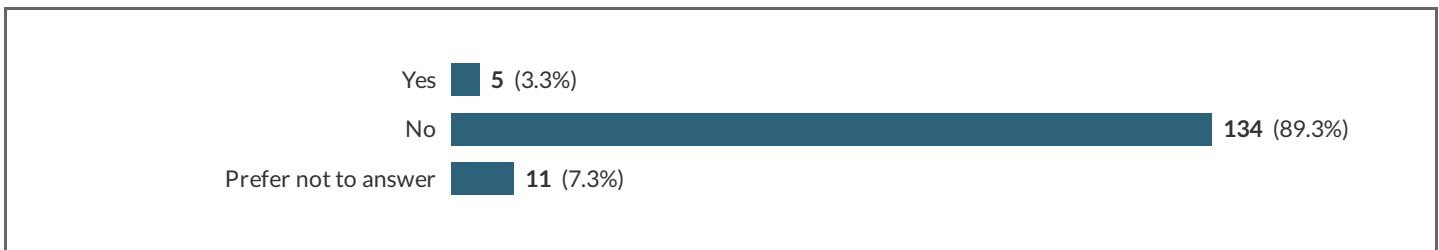
Yes	**124** (89.9%)
No	**14** (10.1%)
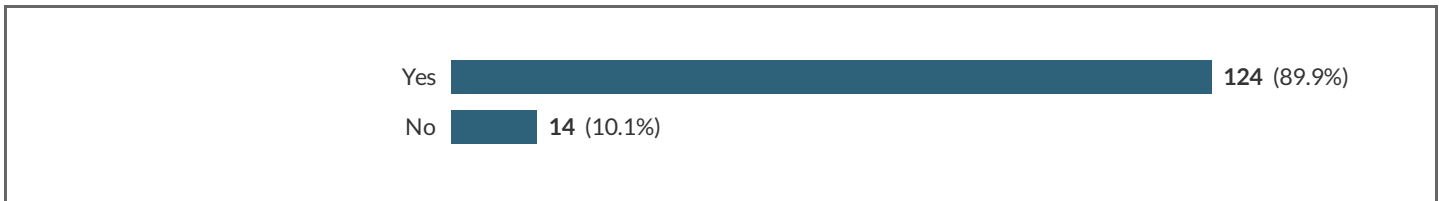
29 What is your sexual orientation?

Bisexual	**3** (2%)
Gay man	**2** (1.3%)
Gay woman/lesbian	**0**
Heterosexual	**121** (80.1%)
Other	**1** (0.7%)
Prefer not to say	**24** (15.9%)
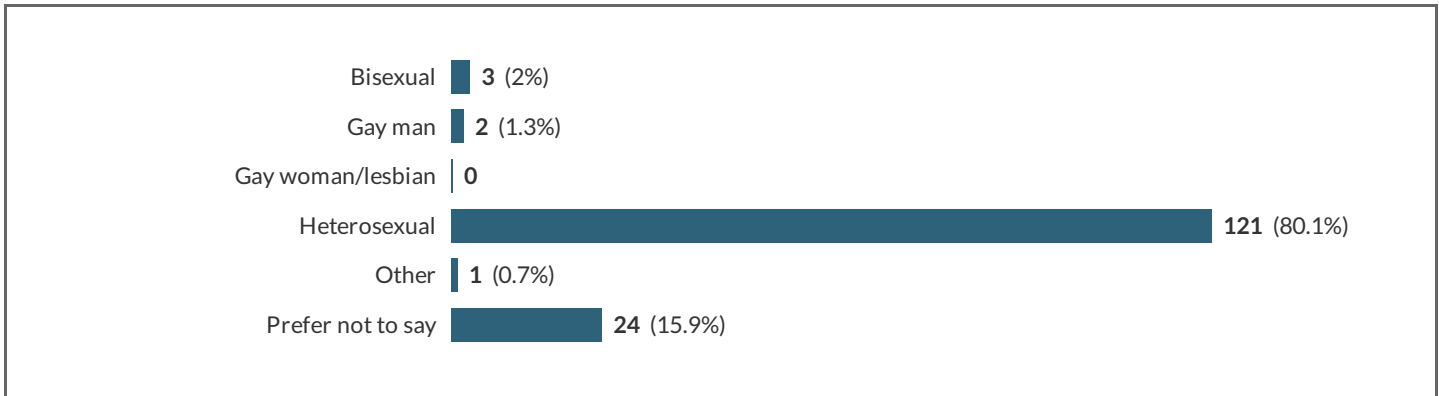
30 Do you consider yourself disabled?

Yes	**5** (3.3%)
No	**134** (89.3%)
Prefer not to answer	**11** (7.3%)

31 What is your religion?

No religion	94 (62.3%)
Buddhist	0
Christian	32 (21.2%)
Hindu	1 (0.7%)
Jewish	1 (0.7%)
Muslim	0
Sikh	0
Spiritual	0
Other religion or belief	0
Prefer not to say	23 (15.2%)
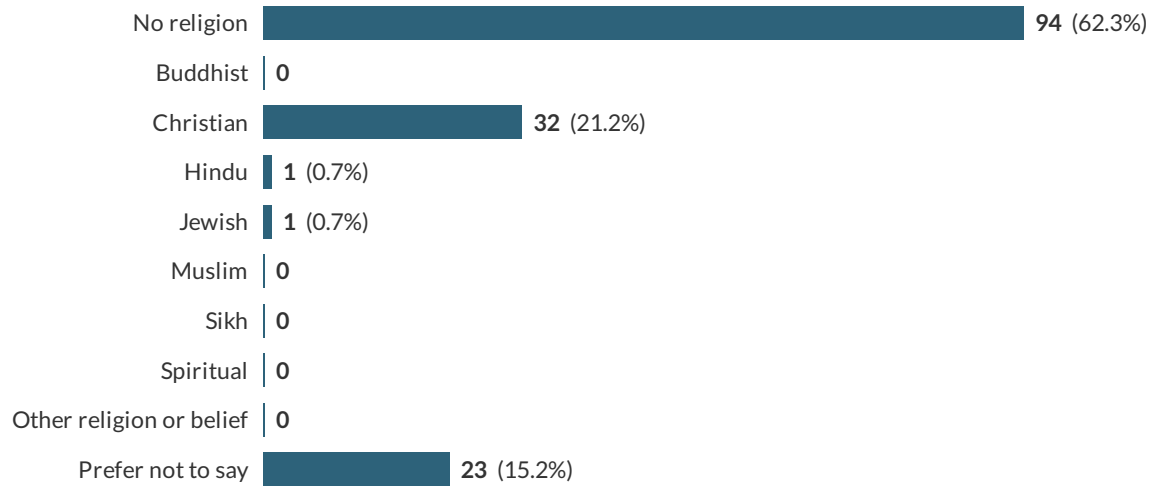
32 What is your nationality?

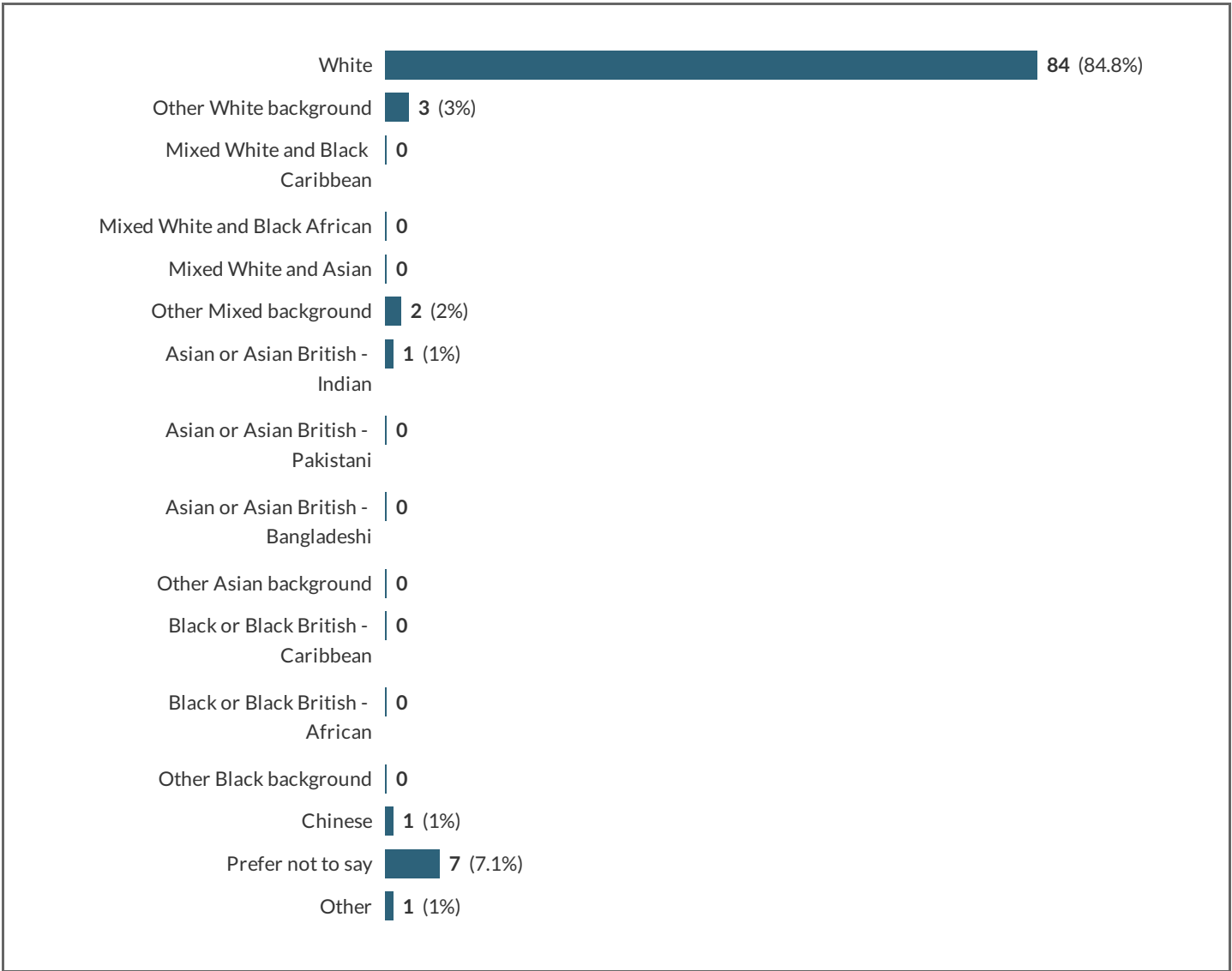|	
UK/British national	101 (66.4%)
National of another European Union member state (not the UK)	36 (23.7%)
National of a country outside of the European Union	15 (9.9%)
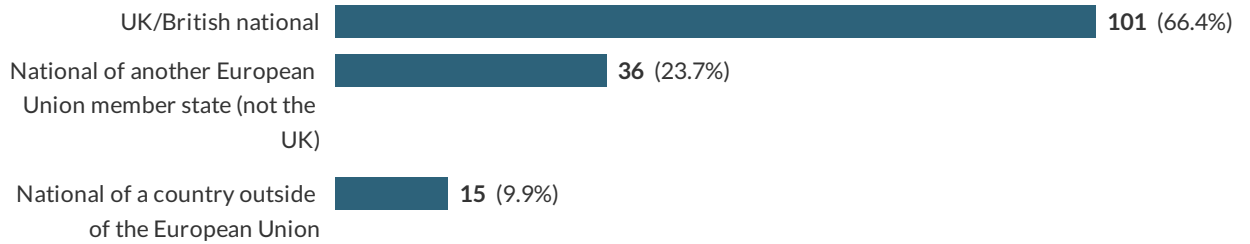
Section F - About you.

33 As a UK/British national, how would you classify your ethnic group and cultural background?

White	84 (84.8%)
Other White background	3 (3%)
Mixed White and Black Caribbean	0
Mixed White and Black African	0
Mixed White and Asian	0
Other Mixed background	2 (2%)
Asian or Asian British - Indian	1 (1%)
Asian or Asian British - Pakistani	0
Asian or Asian British - Bangladeshi	0
Other Asian background	0
Black or Black British - Caribbean	0
Black or Black British - African	0
Other Black background	0
Chinese	1 (1%)
Prefer not to say	7 (7.1%)
Other	1 (1%)

34 Please provide any final, additional comments.

Showing 5 of 15 responses

The options did not provide 'neutral' options; only agree / disagree / NA	275753-275745-23158995
University management has embraced 'diversity', in all its ugly forms, at the cost of supporting scholarship based on merit	275753-275745-23158933
This is a great place to work with great people doing fantastic research. However, current promotion procedure is too box-ticking. It emphasises contributions but not the quality of those contributions (e.g. good lecturers who care about students vs those who seek to minimise what they are asked for at every turn). And it does not sufficiently reward collaborative/nurturing aspects of teaching or research. This could be improved - maybe look to industry, where performance in given role is often considered crucial in review.	275753-275745-23162925
As before, my main issue is with how policies are implemented/enacted by immediate line managers, not necessarily by the institution	275753-275745-23163207
Thank you for this, I hope it proves to be somewhat useful.	275753-275745-23164168