Careers in Research Online Survey 2009

University of Nottingham: summary

The Nottingham survey was originally open between May and July 2009. Invitations to participate were sent to 1000 research staff both individually and via Heads of Schools and PIs. A £2 charity donation to either Water Aid, Save the Children or the Students’ Union Karnival fund was offered for all completed surveys as an incentive to participate.

In total 211 responses were received giving a response rate of 21.1%. Nationally 51 institutions participated in CROS 2009 (including 16 of the 20 Russell Group members) and the average response rate was 21%. For CROS 2009 a new core question set was developed which reflects the principles of the Concordat to Support the Career Development of Researchers. The survey was structured into 5 sections: recruitment and selection; recognition and value, support and career development, equality and diversity, bio- and other data. The sample size and response rate mean that the 95% confidence interval for the CROS survey is +/-6%. Therefore only differences between the Nottingham and national/Russell Group (RG) datasets which are of this magnitude have been highlighted.

i. Recruitment and selection.

- The most frequent ways that research staff found out about their current role was through jobs.ac.uk (35% cf 22% RG) and word of mouth (35%). Only 8% of UoN research staff were named on a grant (cf. 13% of RG).
- 36% of respondents had been provided with details of the transferable/personal/management skills required of the post-holder during compared with 25% of RG.
- Only 63% of respondents had been offered an induction to their role and of these 37% found it useful (cf. 43% nationally). 68% considered that they had not been offered a cross-institutional induction. As a result there are a number of elements of induction where Nottingham research staff responses are significantly below the national figure:
  - 68% of Nottingham respondents consider that they were not offered a cross-institutional induction programme (cf. 60%).
  - 57% did not receive a copy of the University Research Strategy (cf. 48%).
  - 34% did not receive information regarding their rights and responsibilities (cf. 28%).
  - 34% did not receive information about training and development opportunities (cf. 23%).

ii. Recognition and value

- 88% of UoN respondents had participated in appraisal/performance review over the past 12 months compared to 41% of Russell Group and 50% of the national respondents. Overall 64% of Nottingham respondents reported that they had a good understanding of process. This is significantly higher than either the national (37%) or Russell Group (32%) figure.
- Performance review appears most useful for reviewing personal progress (61%), highlighting issues (52%) and identifying strengths and achievements. It is least
useful for leading to training and development (36%) finding solutions to problems (27%) and leading to changes in work practices (19%).

- Compared to the national data, Nottingham respondents consider that they are treated less fairly in terms of opportunities to
  - attend conferences (65% cf. 74% nationally)
  - access to training and development opportunities (64% cf. 76% nationally, 73% RG).
- Nottingham respondents also consider that their contributions to supervising students, teaching and lecturing, informal mentoring and public engagement are less valued and recognised than researchers at other institutions.
- 69% of UoN respondents feel integrated into their department’s research community, but only 53% feel part of the institutional research community. These figures are in line with those found nationally.

### iii. Career Development

- 87% of UoN respondents agree that they have reflected upon their development needs which is in line with the national data.
- The most popular long term career aspirations are: research and teaching in higher education and research in higher education with 50% of Nottingham respondents aspiring to a career which combines research and teaching in higher education. This is below the national figure of 58%.
  - Respondents would find information, advice and guidance on job application process in academic and careers inside academia the most helpful of all options offered.
- Respondents were asked in which areas they had, or would like to, undertake training and development. The most popular area at Nottingham and nationally was career management (57% of respondents said they would like to do this), followed by leadership and management (49%) and knowledge transfer and outreach (47%). The least popular area was teamworking (30%) which reflects the national findings.
- Fewer UoN researchers have collaborated with colleagues outside the UK (53% cf. 65% RG) and 37% would like to do this.
- 45% have collaborated with industry which is significantly higher than the 33% RG figures.
- 50% (cf 41% RG) of respondents would like to undertake a placement in another section and 59% (cf 49% RG) in another institution.
- Only 28% of respondents have applied for a fellowship (cf 37% RG) and 45% would like to do this.

### iv. Equality and Diversity

- 88% of respondents agree that the University is committed to equality and diversity and this is in line with the Russell Group and national findings.
- However 9.8% report having being discriminated against in their current post.