

Careers in Research Online Survey (CROS) 2019 Findings

Student & Market Insight

October 2019

BACKGROUND

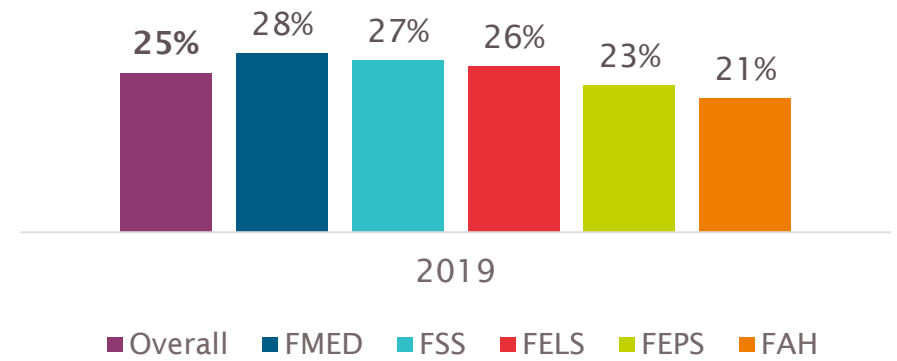
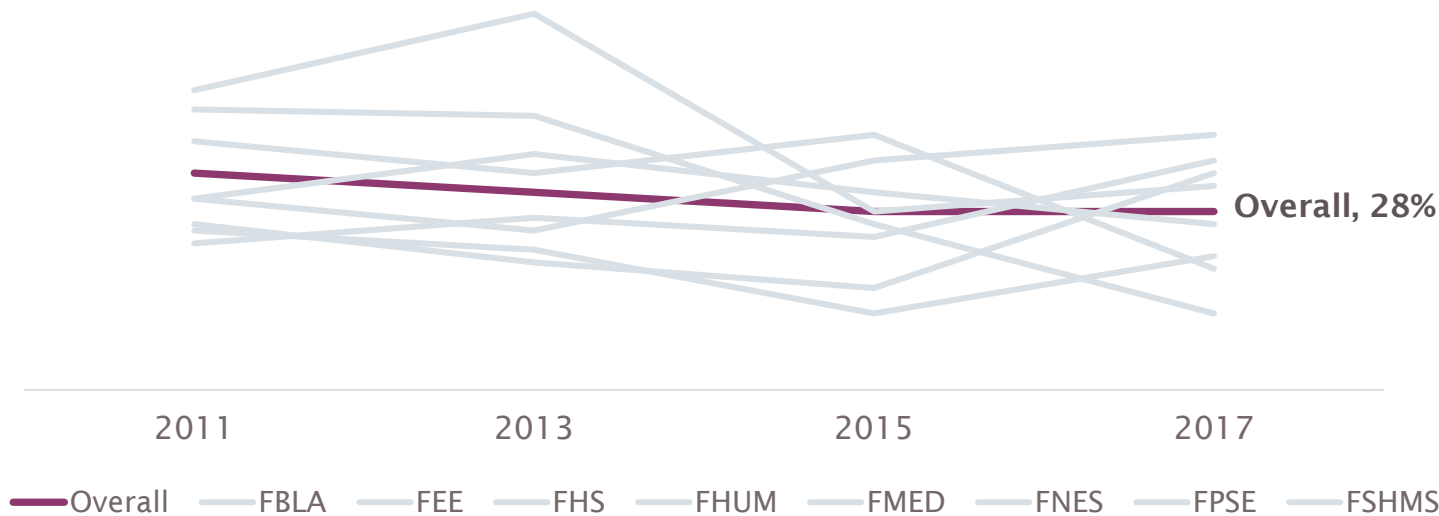
- The Careers in Research Online Survey (CROS) is a biennial survey that gathers anonymous data about working conditions, career aspirations and career development opportunities for research staff and research leaders in UK higher education
- CROS is supported by Vitae - a UK organisation that champions the personal, professional and careers development of doctoral researchers and research staff in Higher Education Institutes and Research Institutes
- The survey is hosted on the Bristol Online Survey (BOS) tool, which provides a secure web environment for the design, delivery and analysis of online surveys
- University of Southampton has participated in CROS since 2009.

METHODOLOGY

- Online survey containing a set of core questions devised based on the previous CROS surveys and the principles of the Concordat for the Career Development of Researchers
- Sample included all staff with 'Research' in the job title and early career researchers. Any duplicates and inappropriate entries (e.g. 'Research Professor') were removed from these lists, leaving a sample population size of 878
- Email sent to all eligible staff members asking them to take part in the survey, with a number of reminders emails sent during the fieldwork period
- Fieldwork took place in May 2019.

RESPONSE RATES

- Overall response rate this year is 25% which has declined slightly since 2017



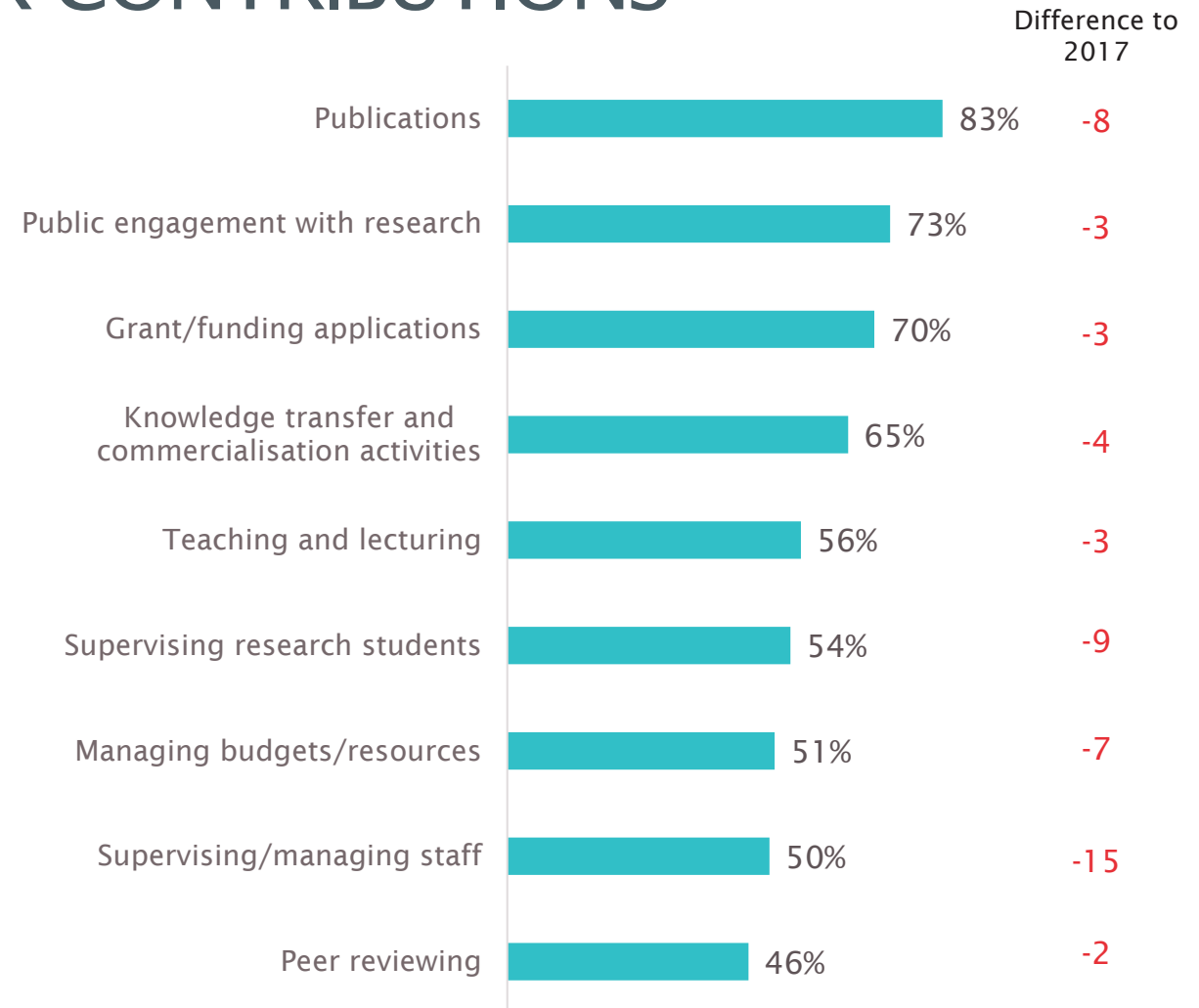
STRUCTURE

- Recognition & Awareness
- Recruitment & Selection
- Professional Development
- Equality & Diversity
- Next steps...

Recognition & Awareness

ALL AREAS HAVE DECLINED FOR HOW RESEARCHERS FEEL THE UNIVERSITY VALUES THEIR CONTRIBUTIONS

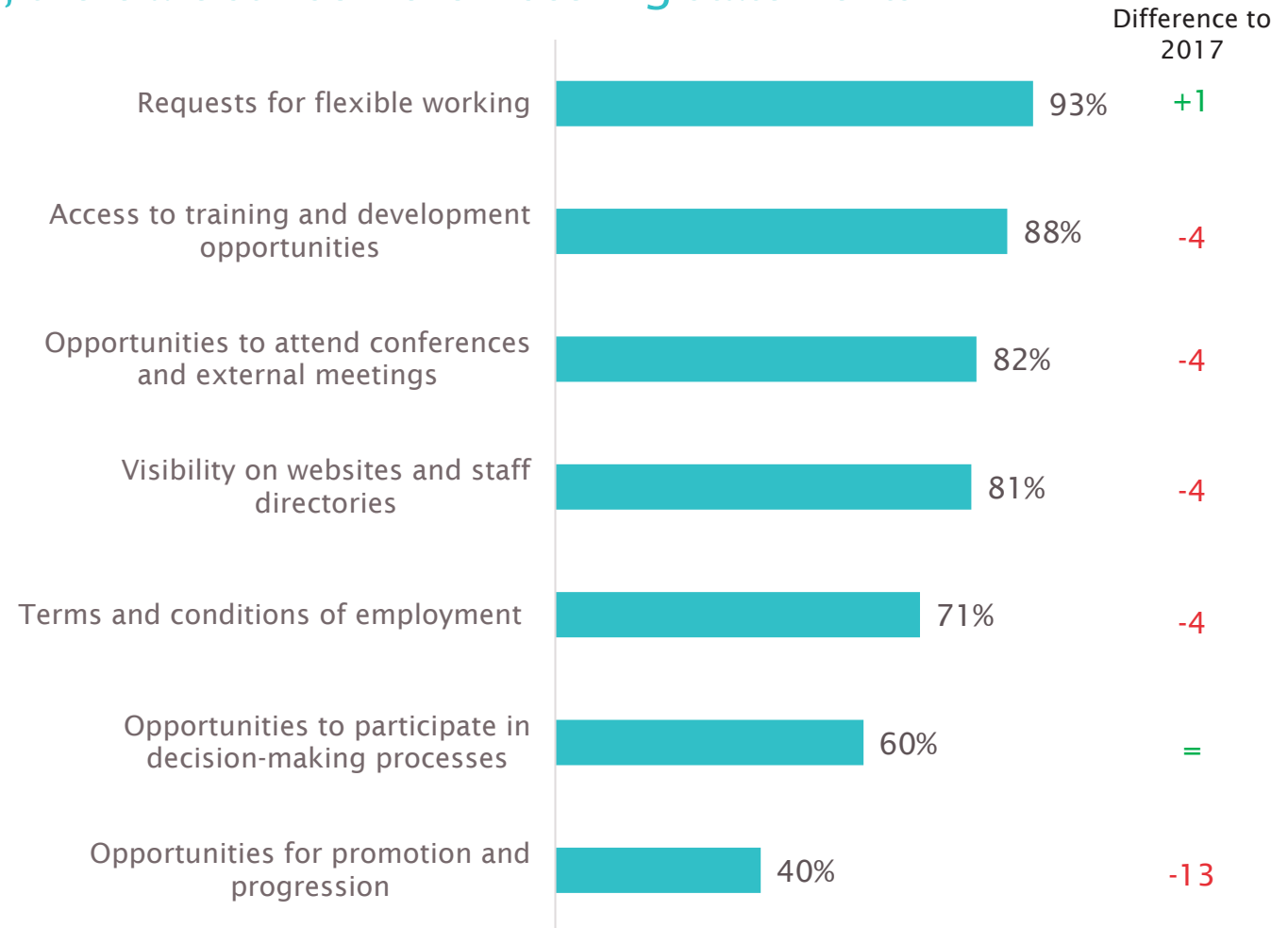
- The most significant drops being for publications, supervising research students, managing budgets/resources and supervising/managing staff
- However, UoS is in line or ahead of the Russell Group for the majority of statements



PROMOTION AND PROGRESSION OPPORTUNITIES ARE LOW AND HAVE DECREASED 13 PPTS SINCE 2017

Despite some high scores for flexible working, there are still some low scoring statements

- All statements are rated higher than the Russell Group



LOW SCORES FOR INTEGRATION WITHIN WIDER COMMUNITIES

This has decreased since 2017 and still remains lower than the RG

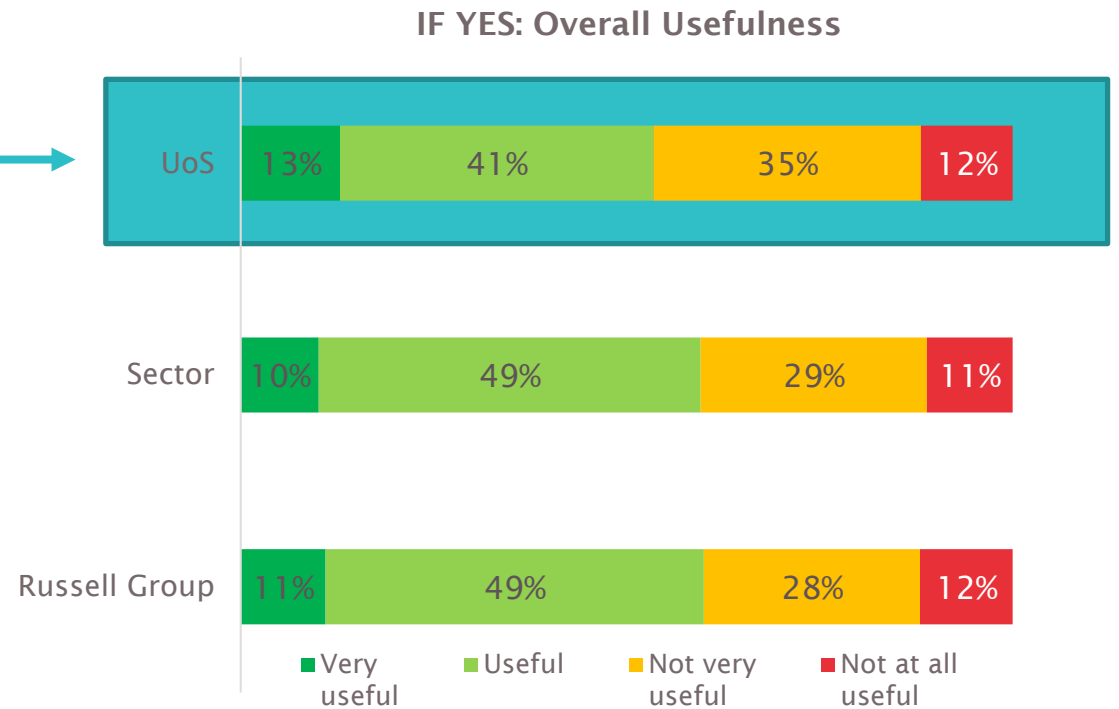


THE MAJORITY HAVE TAKEN PART IN AN APPRAISAL

This has remained stable since 2017

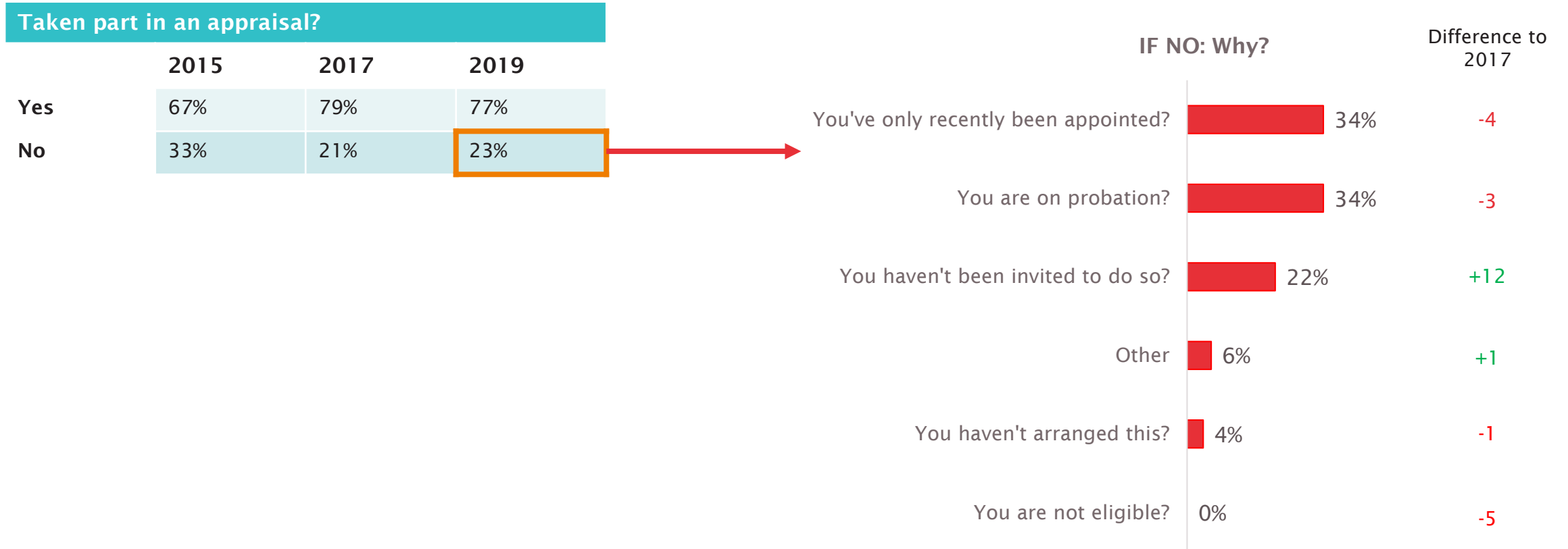
Taken part in an appraisal?			
	2015	2017	2019
Yes	67%	79%	77%
No	33%	21%	23%

- Usefulness is rated slightly lower than both the Russell Group and sector averages



OF THOSE WHO HAVE NOT HAD AN APPRAISAL, MORE THAN 1 IN 5 SAY THIS IS DUE TO NOT BEING INVITED

This has increased 12 PPTS since 2017

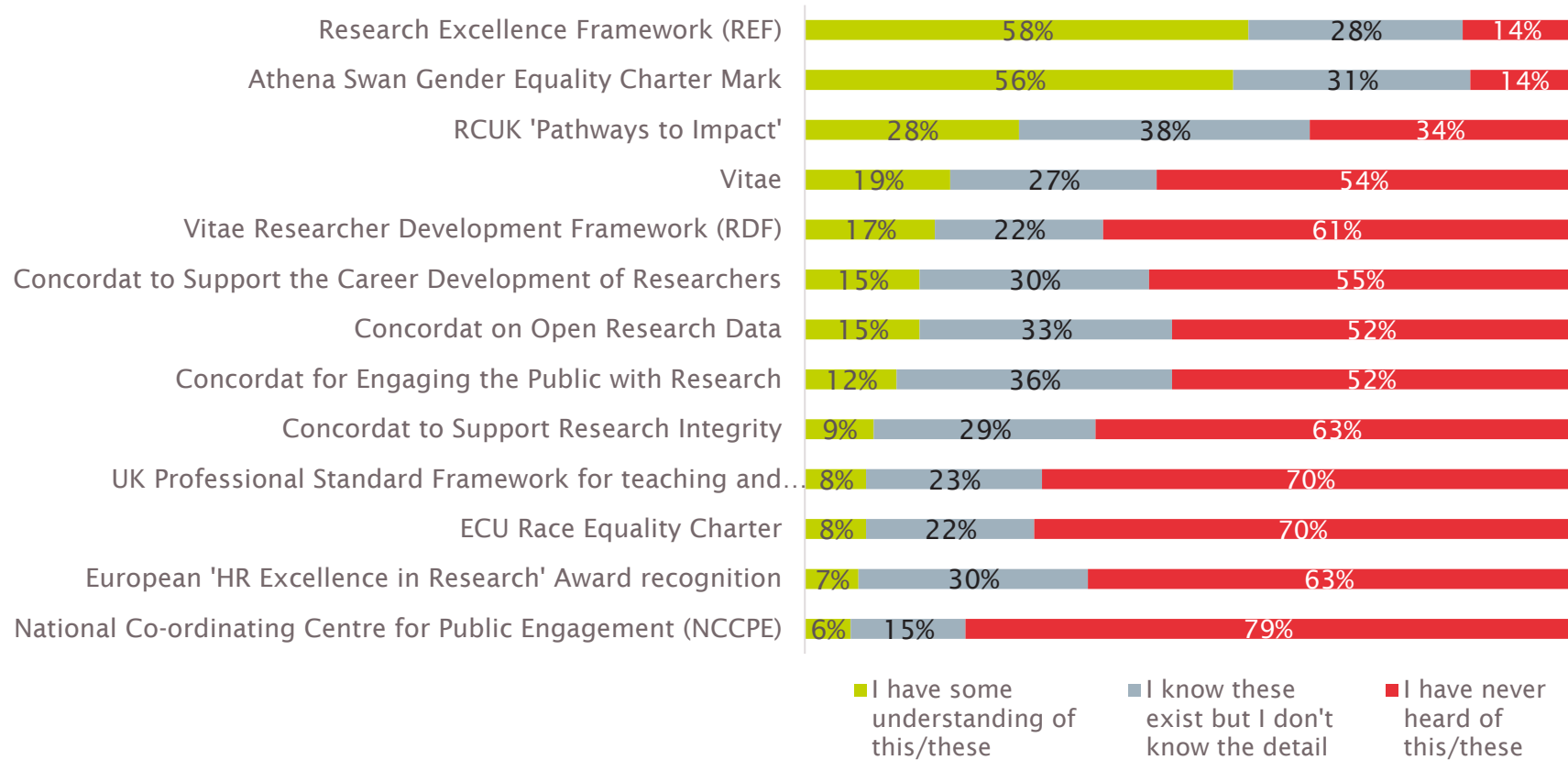


APPRAISALS ARE NO LONGER HAVING AS MUCH OF AN IMPACT ON CHANGING WORK PRACTICES

Instead they are most useful in identifying strengths and weaknesses



RESEARCHERS ARE AWARE OF REF AND THE ATHENA SWAN GENDER EQUALITY CHARTER MARK



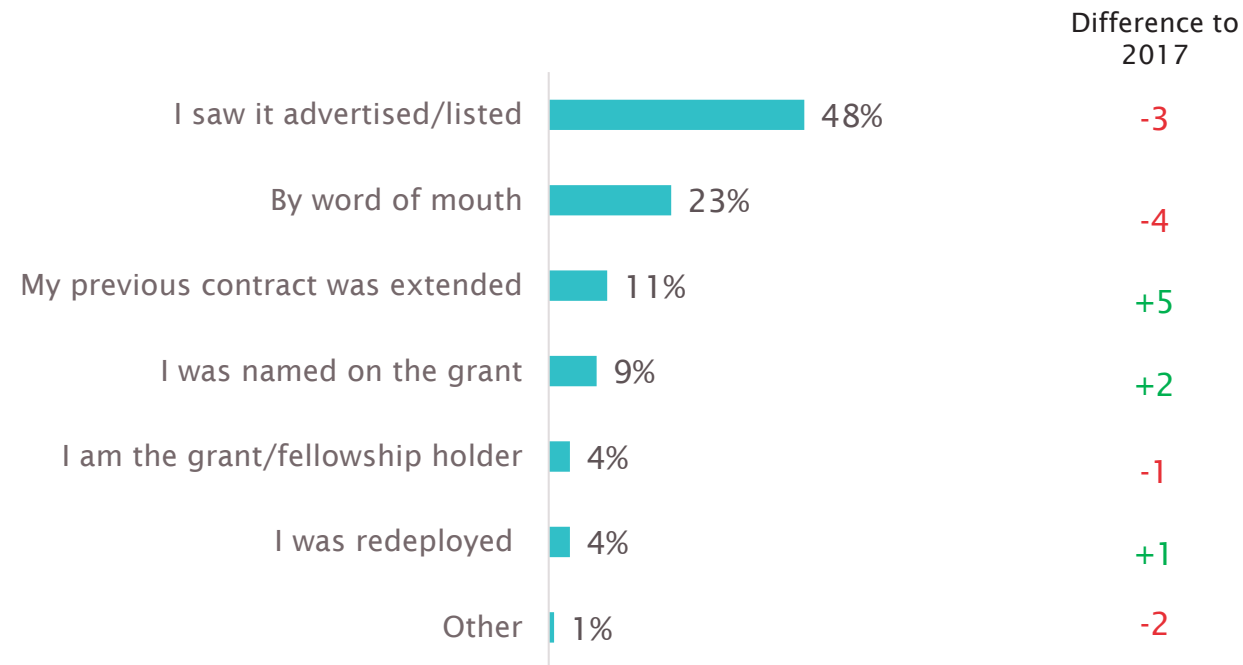
RECOGNITION & AWARENESS SUMMARY

- All areas have declined for how researchers feel their contributions are valued, especially for supervising/managing staff which has dropped 15 PPTS since 2017
- In addition opportunities for promotion and progression has also experienced a large drop of 13 PPTS since 2017
- Some low scores again for integration with other departments
- Slightly less researchers are having appraisals than previous years, partly because they are not being invited to do so, but those who have taken part are rating them less useful than the rest of the Russell Group and the sector
 - Appraisals are no longer as useful for changing work practice but instead are used to identify strengths and weaknesses

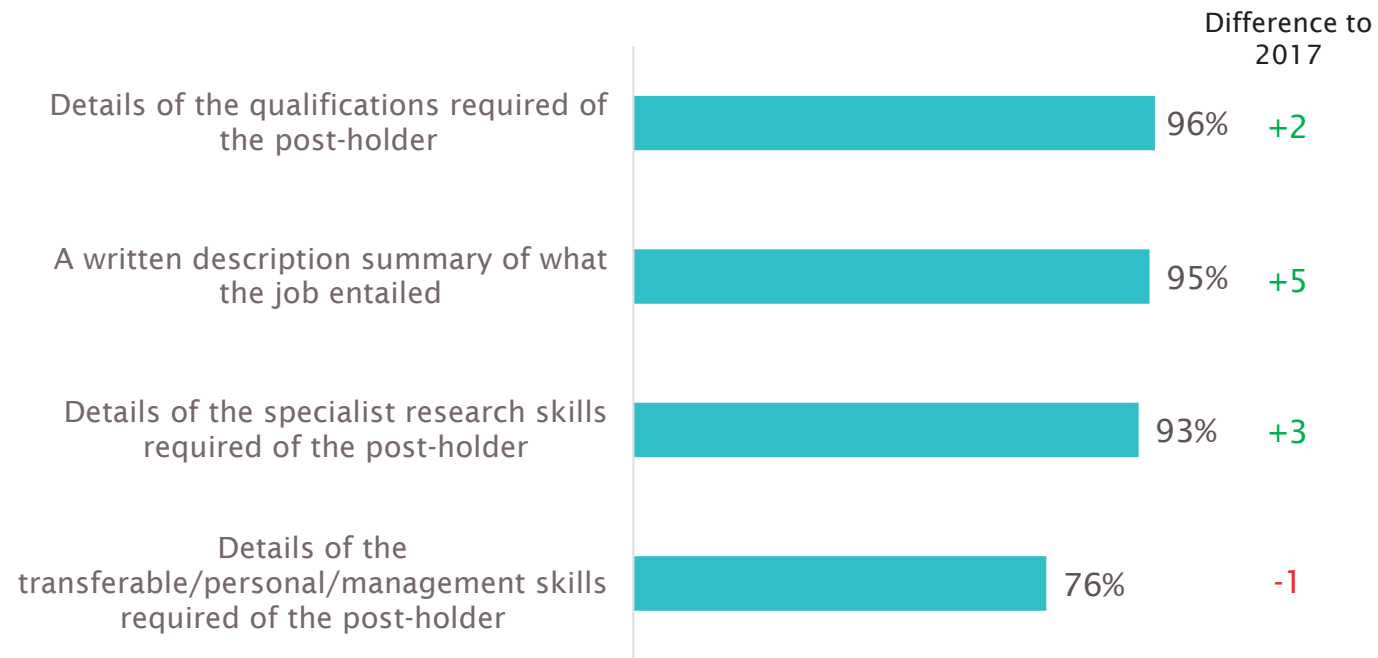
Recruitment & Selection

THE MAJORITY FOUND THEIR CURRENT POST BY SEEING IT ADVERTISED/LISTED OR BY WORD OF MOUTH

Proportions are very similar to the sector and to the rest of the Russell Group

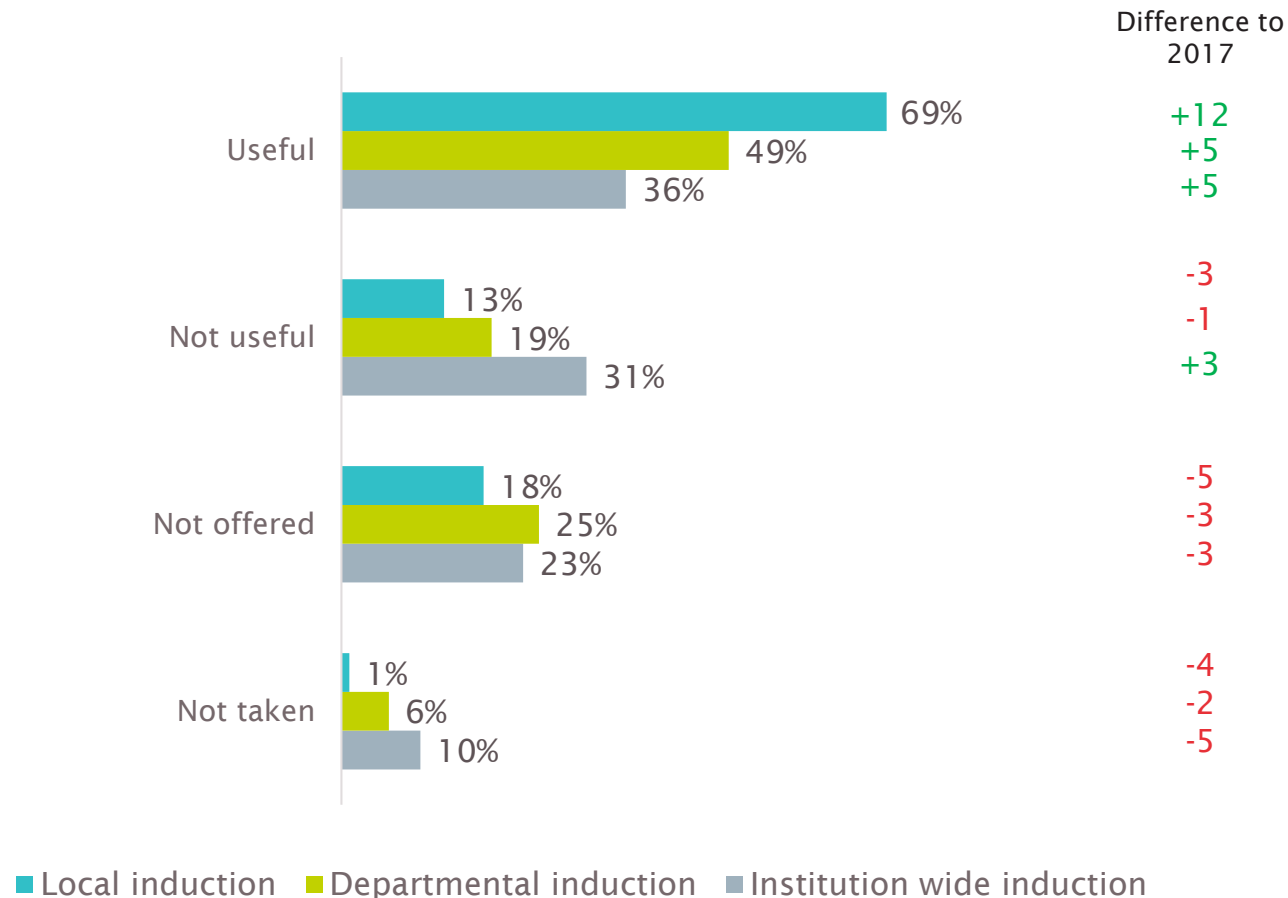


ROOM FOR IMPROVEMENT TO DISPLAY TRANSFERABLE/ PERSONAL/MANAGEMENT SKILLS DURING APPLICATION



INDUCTIONS ARE BEING RATED MORE USEFUL THAN 2017

Local inductions are rated the most useful, followed by departmental, while institution wide inductions are rated the least useful



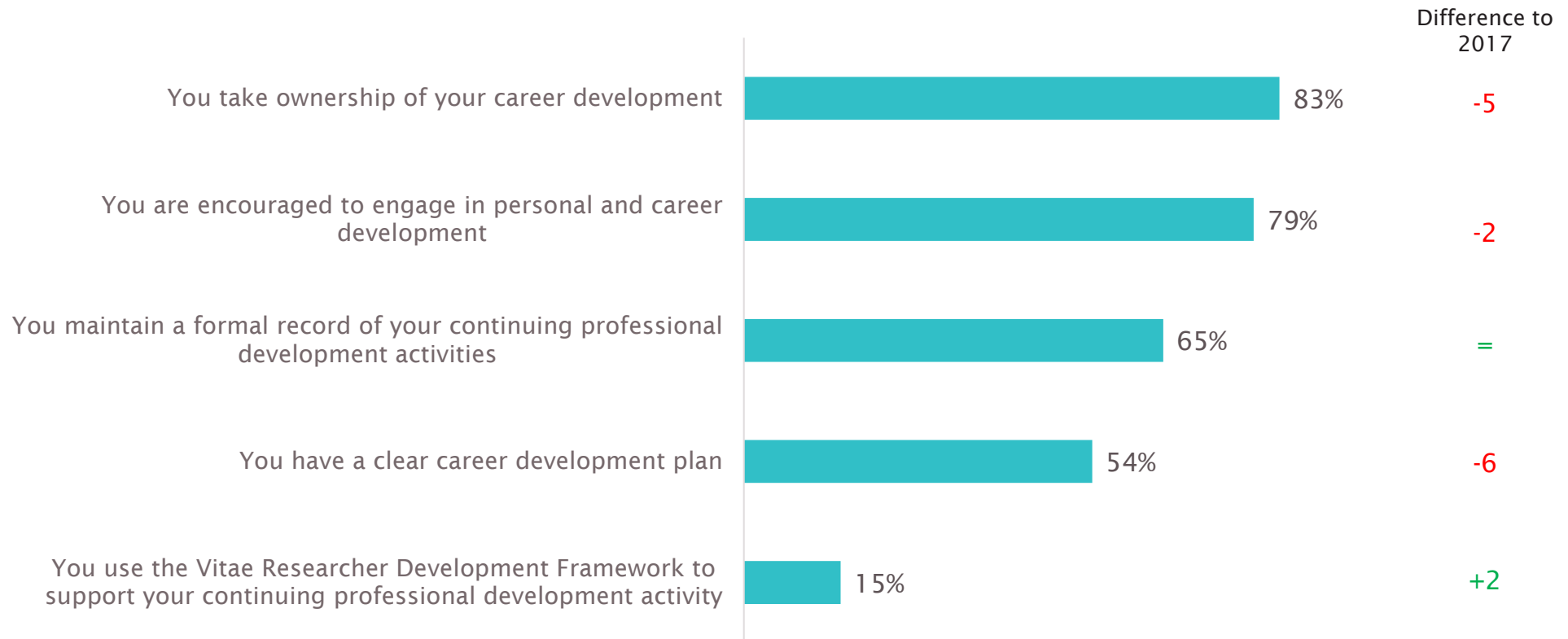
RECRUITMENT & SELECTION SUMMARY

- The majority are finding their positions by adverts/listings and word of mouth, although more are having their contracts extended and being named on the grant since 2017
- Provision of details of the transferable/personal/management skills required during the application process remains low
- Inductions are rated more useful now compared with 2017.

Professional Development

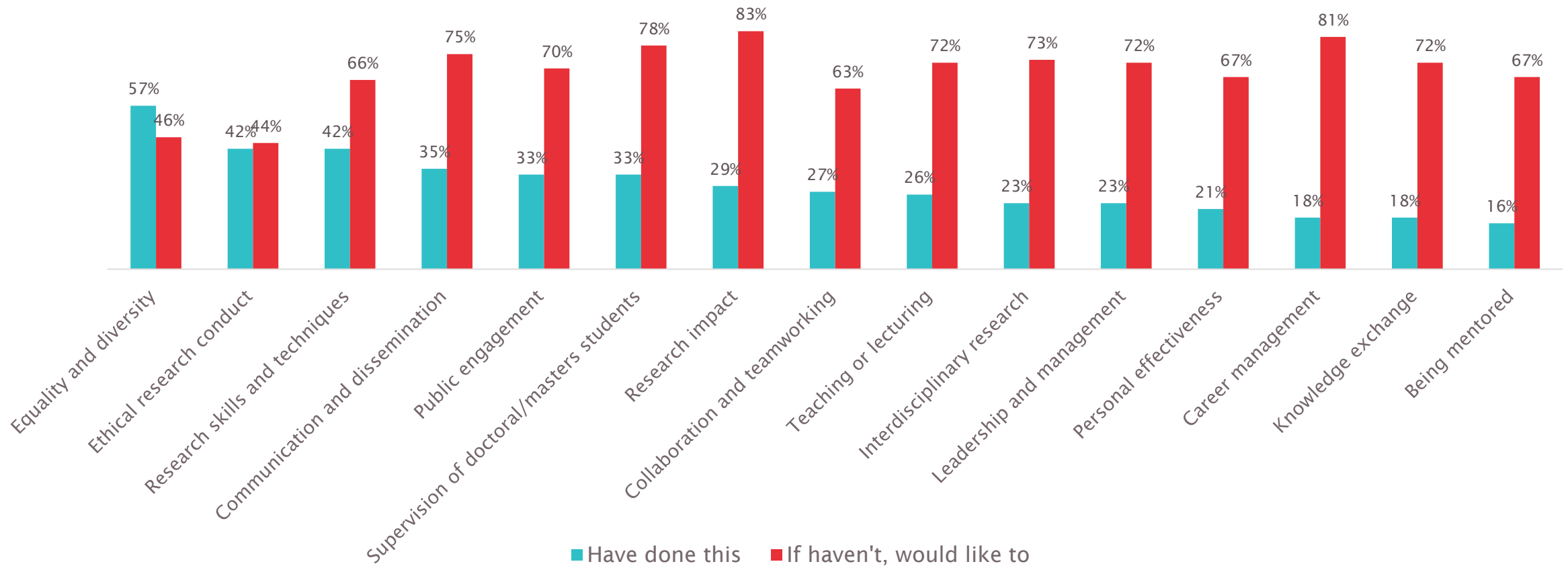
DECLINES IN CAREER DEVELOPMENT

Southampton are now behind RG on taking ownership of career development plans, despite this being the highest rated metric



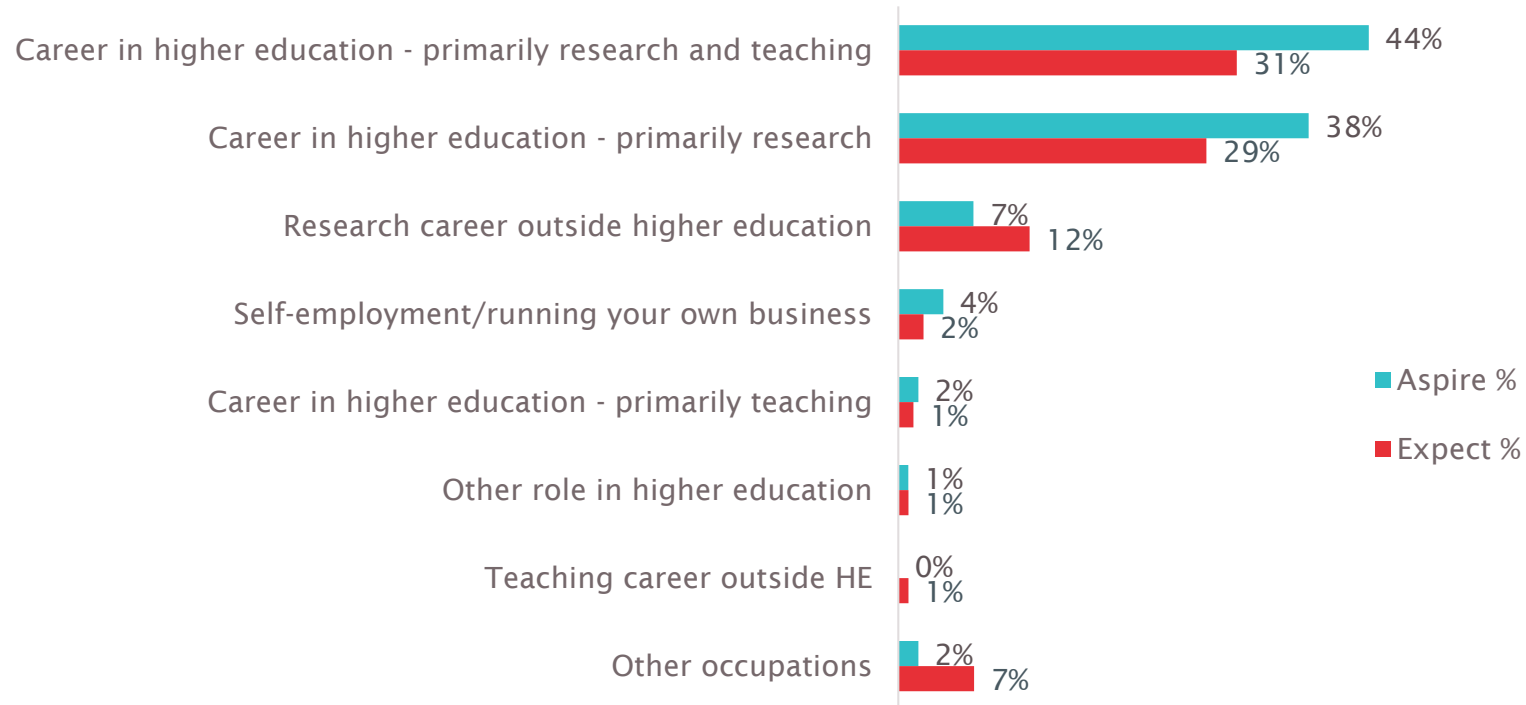
TRAINING TAKE-UP IS QUITE LOW

Researchers are keen to undertake training, with most interest on research impact and career management



SIMILAR EXPECTATIONS OF FUTURE CAREERS AS ASPIRATIONS

- Most popular careers (top 3) have not changed since 2017 for both aspire and expect

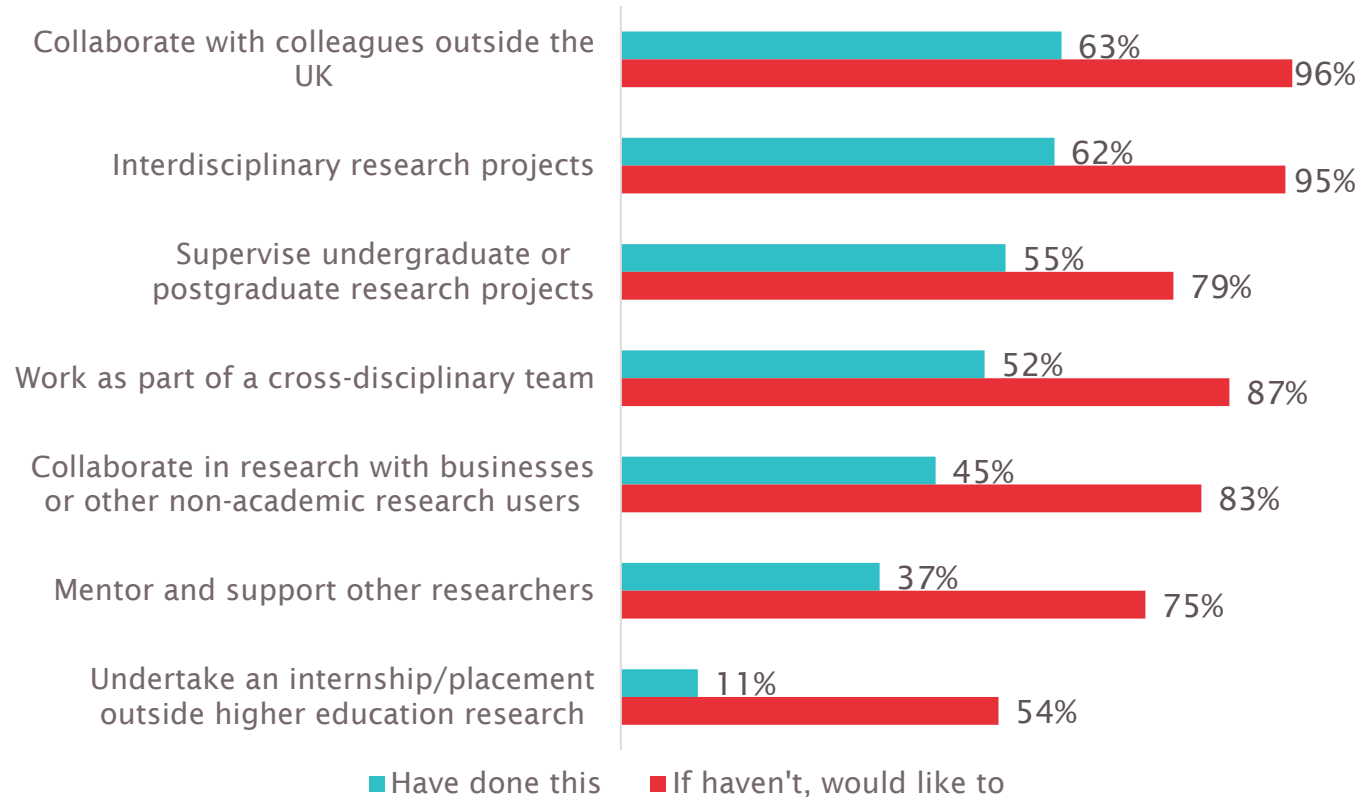


RESEARCHERS ARE KEEN TO WORK WITH OTHERS

But there is still a long way to go to meet this expectation. Researchers are especially keen collaborate with colleagues outside the UK and take part in interdisciplinary research projects

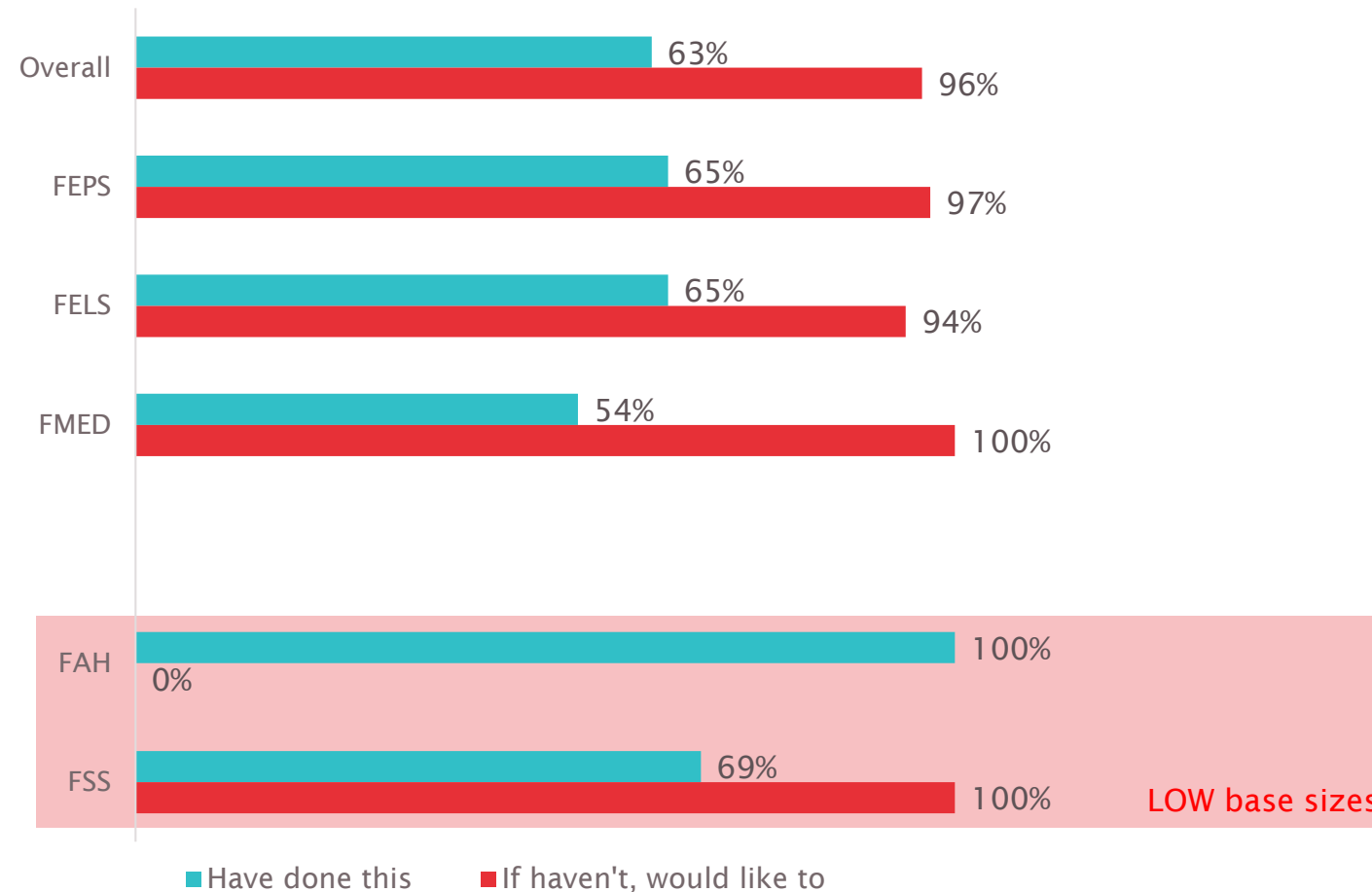
Comparison of % undertaken to % interest:

Working with others



RESEARCHERS FROM ALL FACULTIES ARE KEEN TO COLLABORATE WITH COLLEAGUES OUTSIDE THE UK

Fewer researchers have already done this in FMED than other faculties

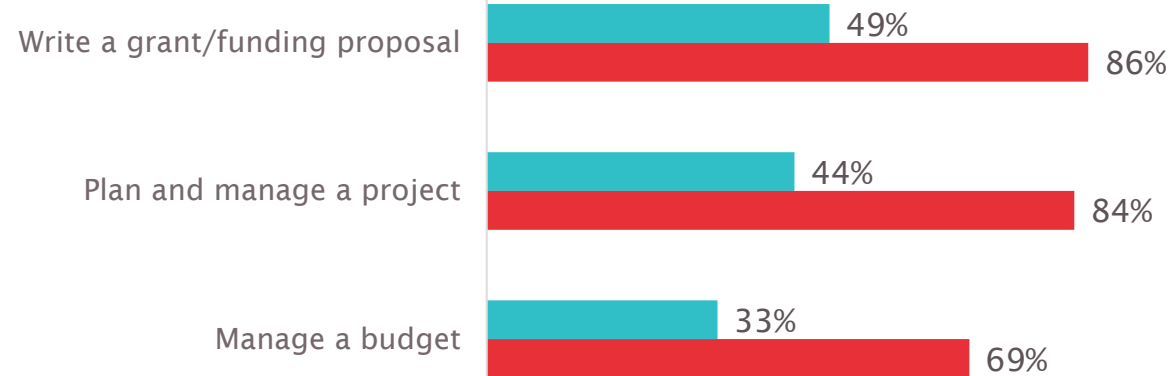


"Which of the following have you done, or would you like to do as part of your current research activities?" By overall and at faculty level

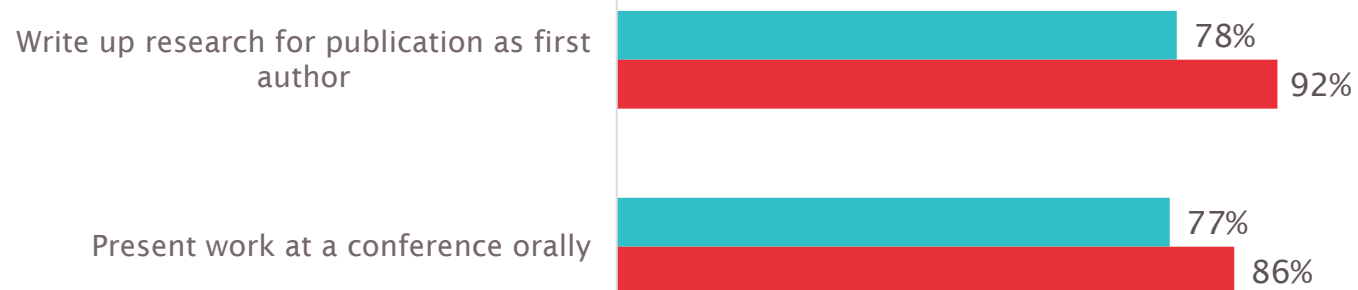
LARGE NUMBER OF RESEARCHERS COMMUNICATING THEIR WORK, WHILE THOSE WHO HAVEN'T ARE VERY KEEN TO

Comparison of % undertaken to % interest:

Research and Financial Management



Communication and Dissemination

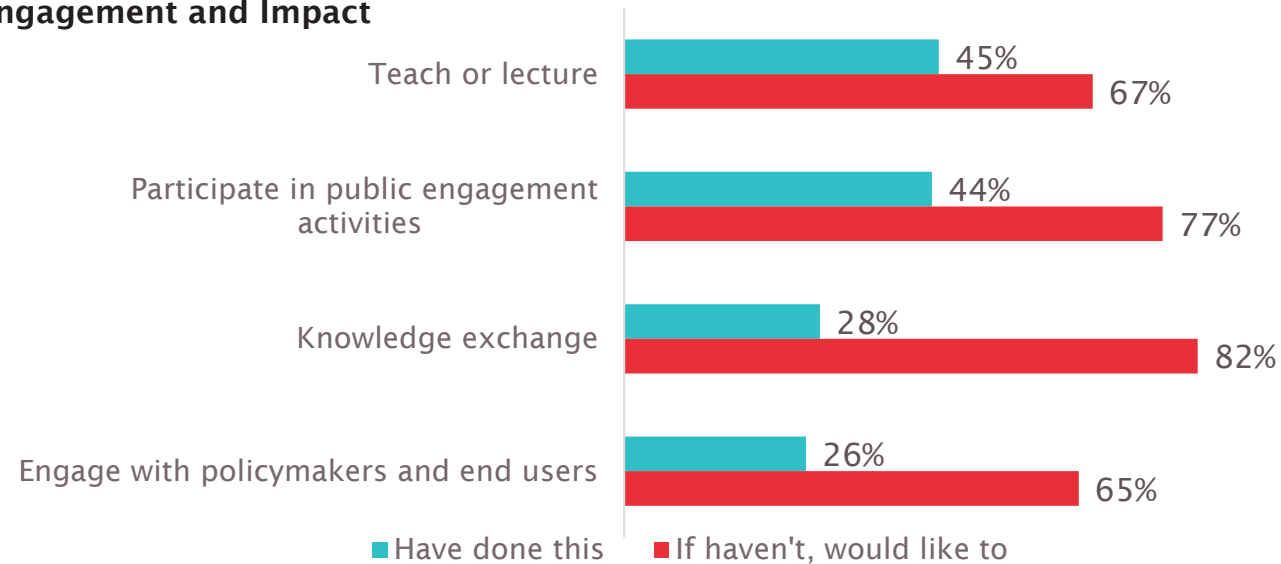


■ Have done this ■ If haven't, would like to

EXPOSURE TO ENGAGEMENT AND IMPACT ACTIVITIES IS RELATIVELY LOW

However researchers are interested in being involved

**Comparison of % undertaken to % interest:
Engagement and Impact**

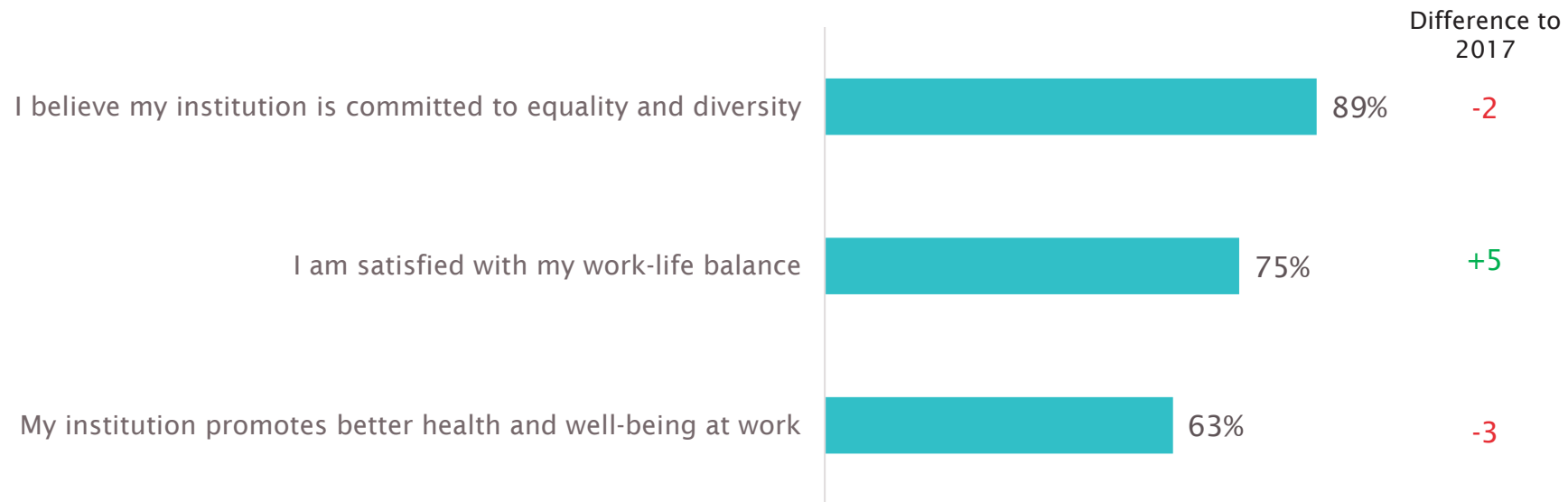


PROFESSIONAL DEVELOPMENT SUMMARY

- Equality and diversity is the most common type of training amongst researchers (although decreasing 2 PPTS since 2017). Researchers are most keen to undertake research impact and career management training
- Most aspire and expect to have a career in higher education
- Researchers are very keen to collaborate with colleagues outside of the UK, take part in interdisciplinary research projects and publish their research.

Equality & Diversity

9/10 RESEARCHERS BELIEVE SOUTHAMPTON IS COMMITTED TO EQUALITY AND DIVERSITY

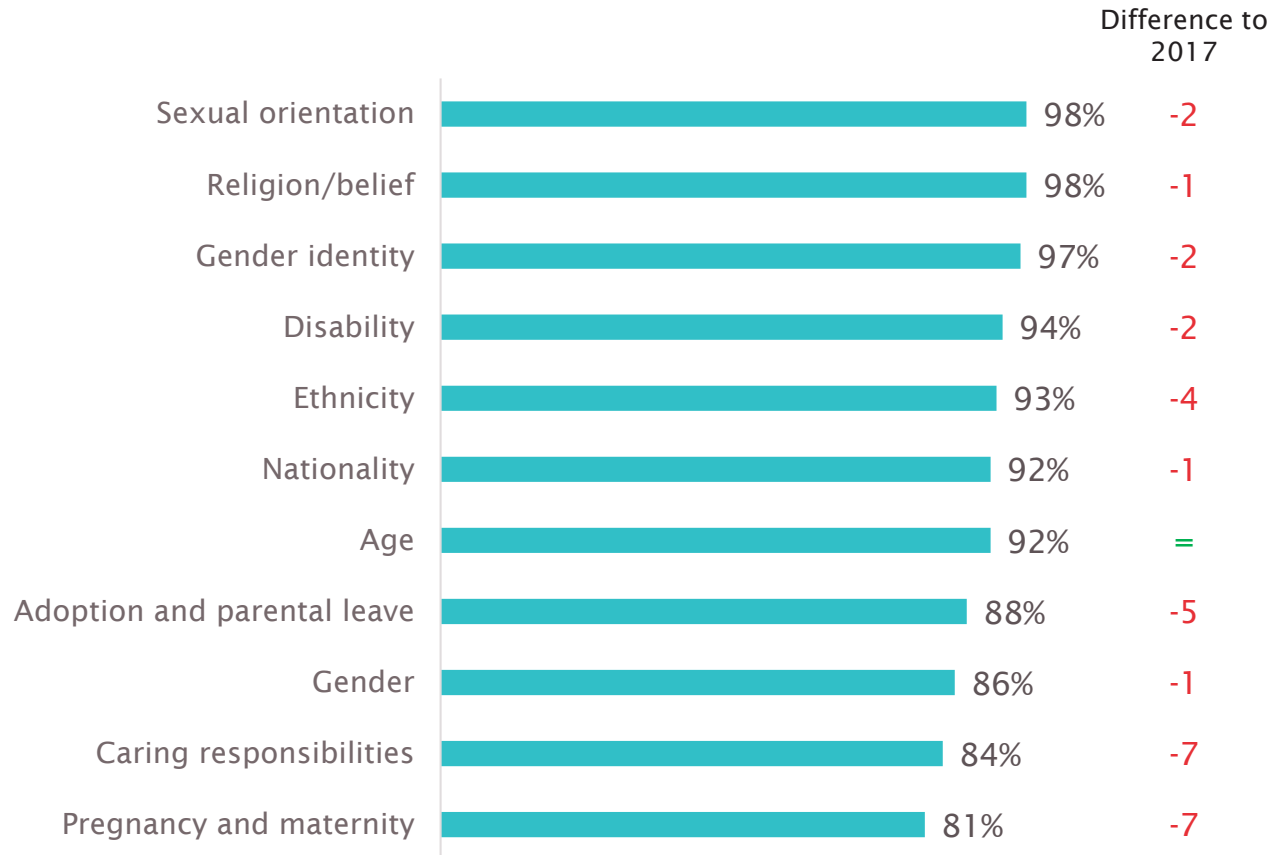


THERE HAS BEEN A DROP SINCE 2017 TO PERCEIVED FAIRNESS IN RELATION TO ALL WORK ELEMENTS



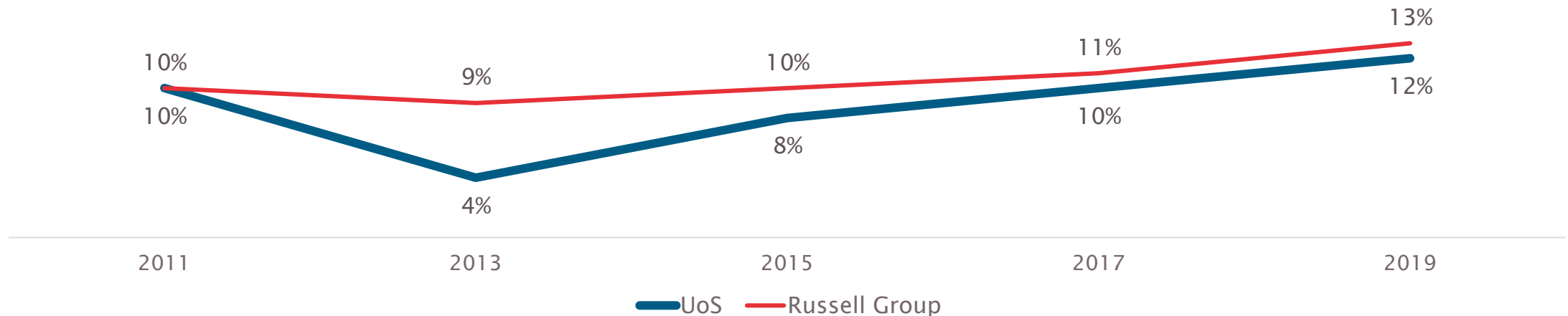
VERY GOOD SCORES FOR MANY ASPECTS OF FAIRNESS

However still room to improve in terms of gender, caring responsibilities, pregnancy and maternity



SOUTHAMPTON HAS SLIGHTLY LOWER INSTANCES OF DISCRIMINATION THAN THE REST OF THE RUSSELL GROUP

- This gap has narrowed since 2013, and levels of discrimination have been creeping up. Care should be taken to ensure this does not increase any further



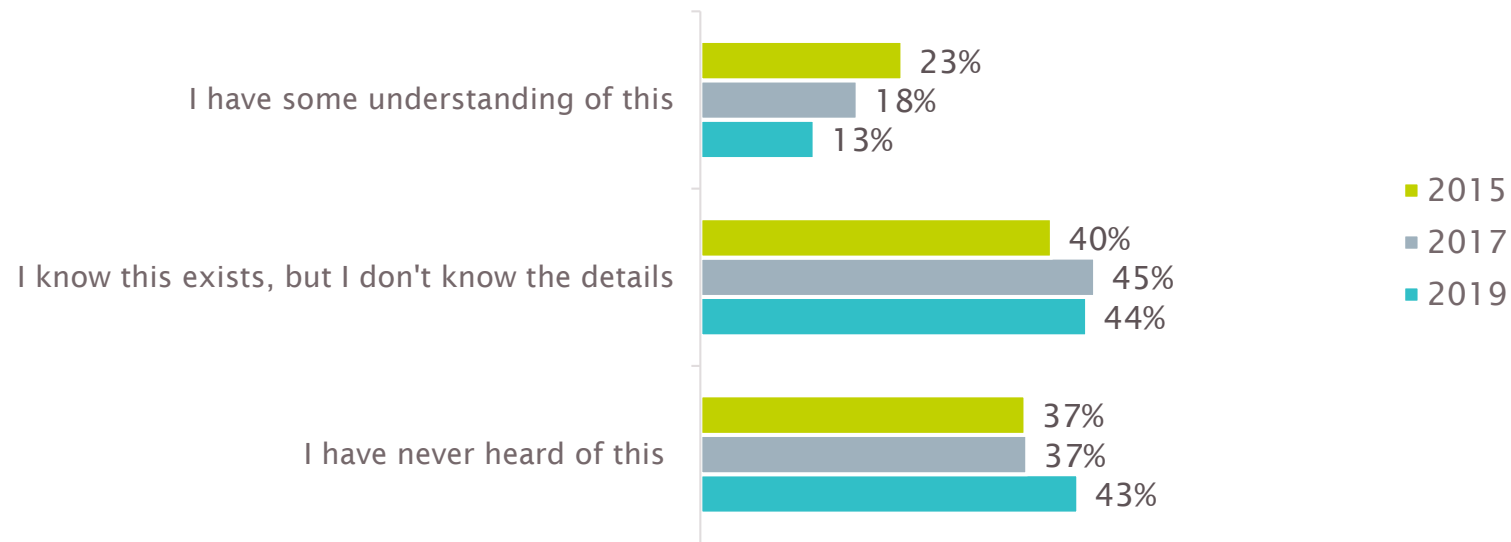
EQUALITY & DIVERSITY SUMMARY

- The majority believe that Southampton is committed to equality and diversity however just over 1 in 10 still report feeling discriminated against
- There has been a drop in all aspects of perceived fairness since 2017
- Although still very good scores for fair treatment in terms of sexual orientation, religion/belief and gender identity however caring responsibilities and pregnancy and maternity are still lagging behind and have declined since 2017.

Southampton Specific Questions

LESS UNDERSTANDING OF THE CONCORDAT THAN IN 2017

How would you rate your knowledge and understanding of your Faculty's Action Plan to implement the Concordat to Support the Career Development of Researchers?



Please note:
Question wording change for 2019, previously
“How would you rate your knowledge and understanding of your Faculty’s Concordat to Support the Career Development of Researchers/Early Career Action Plan?”

YOUR QUESTIONS