Athena Swan at the institute

Are you aware of Athena Swan? (tick all that apply)
- Yes - at the Institute level (65) 80%
- Yes - at the University level (53) 65%
- No (-)
- Prefer not to answer (-)

I understand what Athena Swan is trying to achieve in my Institute
- Yes (76) 94%
- No (5) 6%
- Prefer not to answer (-)

Have you visited the Athena Swan webpage and seen the cycle of business, annual report, survey summaries?
- Yes (38) 47%
- No (43) 53%
- Prefer not to answer (-)
Service and Role Distribution

How long have you worked at the Rowett Institute?

- <1 year (4): 5%
- 1-3 years (6): 10%
- 4-6 years (10): 12%
- 7-10 years (11): 14%
- >10 years (47): 58%
- Prefer not to answer (1): 1%

What is your current role?

- Professional service support (admin, technical) (all grades): 19%
- Research assistant (grade 5): 12%
- Research assistant (grade 6): 16%
- Research Fellow (grade 6): 12%
- Research Fellow (grade 7): 9%
- Senior Research Fellow (grade 8): 7%
- Teaching assistant (grade 5): 7%
- Lecturer - Teaching and Research (grade 7): 4%
- Senior Lecturer - Teaching and Research (grade 8): 4%
- Reader (grade 8): 1%
- Professor (grade 9): 5%
- Prefer not to answer: 10%
Contract type and Grades

- Open-ended (no fixed end date): 84%
- Open-ended (funding/activity limited): 7%
- Fixed term: 4%
- Prefer not to answer: 5%

How long have you been in your current grade?

- < 1 year (5): 5%
- 1-3 years (16): 20%
- 4-5 years (12): 15%
- 6-10 years (24): 30%
- More than 10 years (22): 27%
- Prefer not to answer (2): 3%
Recognition of Activities

I am recognised for my contributions in (Research)

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>15</td>
<td>19%</td>
</tr>
<tr>
<td>Agree</td>
<td>30</td>
<td>37%</td>
</tr>
<tr>
<td>Neutral</td>
<td>17</td>
<td>21%</td>
</tr>
<tr>
<td>Disagree</td>
<td>8</td>
<td>10%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>5</td>
<td>6%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>5</td>
<td>6%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>1</td>
<td>1%</td>
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</tbody>
</table>

I am recognised for my contributions in (Administration (including internal committees))

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
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<td>6%</td>
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<tr>
<td>Agree</td>
<td>23</td>
<td>26%</td>
</tr>
<tr>
<td>Neutral</td>
<td>20</td>
<td>25%</td>
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<tr>
<td>Disagree</td>
<td>14</td>
<td>17%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>3</td>
<td>4%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>3</td>
<td>4%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>1</td>
<td>1%</td>
</tr>
</tbody>
</table>

I am recognised for my contributions in (Teaching)

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
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</tr>
<tr>
<td>Agree</td>
<td>15</td>
<td>19%</td>
</tr>
<tr>
<td>Neutral</td>
<td>19</td>
<td>24%</td>
</tr>
<tr>
<td>Disagree</td>
<td>10</td>
<td>12%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>4</td>
<td>5%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>29</td>
<td>36%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>2</td>
<td>3%</td>
</tr>
</tbody>
</table>

I am recognised for my contributions in (School outreach and widening access)

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>2</td>
<td>3%</td>
</tr>
<tr>
<td>Agree</td>
<td>7</td>
<td>9%</td>
</tr>
<tr>
<td>Neutral</td>
<td>19</td>
<td>24%</td>
</tr>
<tr>
<td>Disagree</td>
<td>5</td>
<td>6%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>3</td>
<td>4%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>44</td>
<td>54%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>1</td>
<td>1%</td>
</tr>
</tbody>
</table>
Recognition of Activities

I am recognised for my contributions in (Knowledge exchange, public engagement and work with stakeholders)

- Strongly agree (4): 5%
- Agree (16): 20%
- Neutral (25): 31%
- Disagree (7): 9%
- Strongly disagree (1): 1%
- Not applicable (27): 33%
- Prefer not to answer (1): 1%

I am recognised for my contributions in (Promoting equality and diversity)

- Strongly agree (2): 3%
- Agree (14): 17%
- Neutral (28): 35%
- Disagree (4): 5%
- Strongly disagree (3): 4%
- Not applicable (28): 35%
- Prefer not to answer (2): 3%

I am recognised for my contributions in (Pastoral care)

- Strongly agree (1): 1%
- Agree (18): 22%
- Neutral (25): 31%
- Disagree (3): 10%
- Strongly disagree (3): 4%
- Not applicable (25): 31%
- Prefer not to answer (1): 1%

I am recognised for my contributions in (Reviewing papers/grants)

- Strongly agree (1): 1%
- Agree (11): 14%
- Neutral (20): 25%
- Disagree (6): 7%
- Strongly disagree (6): 7%
- Not applicable (36): 44%
- Prefer not to answer (1): 1%
Recognition of Activities

I am recognised for my contributions in (Sitting on external committees)

- Strongly agree (1): 1%
- Agree (6): 7%
- Neutral (17): 21%
- Disagree (3): 4%
- Strongly disagree (1): 1%
- Not applicable (52): 64%
- Prefer not to answer (1): 1%

I am recognised for my contributions in (Influencing policy)

- Strongly agree (-): 1%
- Agree (9): 11%
- Neutral (17): 21%
- Disagree (2): 3%
- Strongly disagree (1): 1%
- Not applicable (54): 63%
- Prefer not to answer (1): 1%
Workload

I am happy with my workload
- Yes (60) 74%
- No (16) 20%
- Prefer not to answer (5) 6%

I feel under pressure to work long hours (tick all that apply)
- Yes - self-driven (27) 33%
- Yes - employer driven (11) 14%
- Neutral (18) 22%
- No (30) 37%
- Prefer not to answer (2) 3%

Are you content with how your workload is split over administration, research and teaching roles? (tick all that apply)
- Yes (35) 43%
- No - I have too much teaching/students supervision (7) 9%
- No - I have too much administration (7) 9%
- No - I have too much knowledge exchange (-) 1%
- No - I have too much research (1) 1%
- Neutral (12) 15%
- Not applicable (18) 22%
- Prefer not to answer (3) 4%
Flexible Working

The Rowett has a supportive attitude to flexible working?

- Strongly agree (20): 25%
- Agree (45): 56%
- Neutral (8): 10%
- Disagree (6): 7%
- Strongly disagree (2): 3%
- Don't know (-): 
- Prefer not to answer (-): 

Do you have a flexible working arrangement with your line manager?

- Yes (49): 61%
- No (26): 32%
- Prefer not to answer (6): 7%
Communication

**Are communications both to and from staff and the management team at the Rowett Institute effective?**
- Yes (34) 42%
- No (9) 11%
- Sometimes (38) 47%
- Prefer not to answer (-)

**Pre-COVID, were team/institute meeting held at times that make it possible for you to attend?**
- Yes - Always (36) 45%
- Sometimes - majority of meetings (30) 38%
- Sometimes - a few meetings (10) 13%
- No - never (-)
- Prefer not to answer (4) 5%

**The Rowett has a policy, that where possible administrative meetings should occur within core working hours (10am-4pm). Do you think this helps accommodate flexible working hours?**
- Yes - Strongly agree (18) 22%
- Yes - Agree (46) 57%
- Neutral (13) 16%
- No - Disagree (3) 4%
- No - Strongly disagree (-)
- Did not know this policy existed (1) 1%
- Prefer not to answer (-)

**Have meetings during the COVID pandemic been held regularly, using an appropriate forum, and at times that make it possible for you to attend?**
- Yes - Always (34) 42%
- Sometimes - majority of meetings (31) 38%
- Sometimes - a few meetings (12) 15%
- No - never (4) 5%
- Prefer not to answer (-)
Impact of COVID

What was the impact of closure of the building during lockdown on your research project(s)?

- No impact (6) 8%
- Some delay (9) 11%
- Moderate delay (18) 23%
- Significant delay (37) 47%
- Project termination (2) 3%
- Prefer not to answer (7) 9%

Did you have additional caring responsibilities during lockdown? (over and above answer to the previous caring responsibility question)

- Yes (29) 37%
- No (43) 61%
- Prefer not to answer (2) 3%

If you had additional caring responsibilities, did this impact your work?

- Yes (15) 25%
- No (36) 60%
- Prefer not to answer (9) 15%
Impact of COVID

As a result of the Covid pandemic, has your workload increased?

- Yes: 36 (44%)
- No: 38 (47%)
- Prefer not to answer: 7 (9%)

If yes, which aspects of the workload has increased? (tick all that apply)

- Teaching, including preparation of online delivery of course material: 20 (47%)
- Course administration including fielding questions from students: 7 (16%)
- PGR supervision: 10 (23%)
- General administration: 18 (42%)
- Project administration: 19 (44%)
- Prefer not to answer: 8 (19%)

As a result of the COVID pandemic, do you think this will have an impact on – (tick all that apply)

- Your publication output in the short to medium term: 31 (51%)
- Grant applications and their success: 21 (34%)
- Promotion prospects: 25 (41%)
- Prefer not to answer: 18 (30%)
Impact of COVID

Chart 1: Was the support available for Health and Well being
- Very good/Excellent (13): 17%
- Good (24): 30%
- OK (27): 34%
- Poor (8): 10%
- Very poor (-): 9%
- Prefer not to answer (7): 9%

Chart 2: Do you feel communication from management has been effective during the pandemic?
- (University management)
  - Very Good/Excellent (29): 36%
  - Good (31): 38%
  - OK (14): 17%
  - Poor (6): 7%
  - Very poor (-): 0%
  - Prefer not to answer (1): 1%

Chart 3: Do you feel communication from management has been effective during the pandemic?
- (Rowett Management)
  - Very Good/Excellent (16): 20%
  - Good (33): 41%
  - OK (19): 24%
  - Poor (7): 9%
  - Very poor (-): 4%
  - Prefer not to answer (3): 4%
Successes and achievements are celebrated in my Institute.

- Strongly agree (6) 7%
- Agree (34) 42%
- Neutral (33) 41%
- Disagree (5) 6%
- Strongly disagree (2) 3%
- Prefer not to answer (1) 1%

Are you aware that the Rowett Institute now has family leave advisors?

- Yes (60) 74%
- No (21) 26%
- Prefer not to answer (-)
I have a good understanding of the promotion process and the associated criteria:

<table>
<thead>
<tr>
<th>Agree (46)</th>
<th>Neutral (20)</th>
<th>Disagree (11)</th>
<th>Don't know (4)</th>
<th>Prefer not to answer (-)</th>
</tr>
</thead>
<tbody>
<tr>
<td>57%</td>
<td>25%</td>
<td>14%</td>
<td>5%</td>
<td>-</td>
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</tbody>
</table>

Do you require training on the promotion process?

<table>
<thead>
<tr>
<th>Yes (6)</th>
<th>No - already attended a training (19)</th>
<th>No - I do not require any training (31)</th>
<th>Neutral (23)</th>
<th>Prefer not to answer (2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>7%</td>
<td>24%</td>
<td>38%</td>
<td>28%</td>
<td>3%</td>
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</tbody>
</table>

I think the promotion process is transparent.

<table>
<thead>
<tr>
<th>Agree (16)</th>
<th>Neutral (34)</th>
<th>Disagree (18)</th>
<th>Don't know (10)</th>
<th>Prefer not to answer (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>20%</td>
<td>42%</td>
<td>22%</td>
<td>12%</td>
<td>4%</td>
</tr>
</tbody>
</table>

If you have applied within the last 5yrs, what is your experience with the promotion process at the Rowett?

<table>
<thead>
<tr>
<th>I applied and received good support in preparing the application (13)</th>
<th>16%</th>
</tr>
</thead>
<tbody>
<tr>
<td>I applied and received inadequate support in preparing the application (5)</td>
<td>6%</td>
</tr>
<tr>
<td>I applied but did not seek support for preparing for the application (1)</td>
<td>1%</td>
</tr>
<tr>
<td>I have not made an application for promotion (56)</td>
<td>69%</td>
</tr>
<tr>
<td>Prefer not to answer (6)</td>
<td>7%</td>
</tr>
</tbody>
</table>
### Promotion

**If you applied for promotion in the last 5 yrs, was the feedback after the application useful?**
- Yes (5) 26%
- Of some use (5) 26%
- No (8) 42%
- Prefer not to answer (1) 5%

**If you have applied for promotion, what motivated your decision? (I was encouraged to apply by my line manager/PI/institute Director)**
- Yes (12) 83%
- No (6) 32%
- Not applicable (1) 5%
- Prefer not to answer (1) 5%

**If you have applied for promotion, what motivated your decision? (My decision to apply was purely self-motivated)**
- Yes (12) 83%
- No (4) 21%
- Not applicable (3) 16%
- Prefer not to answer (1) 5%

**If you haven't put yourself forward for promotion in the last five years, what is the reason? (tick all that apply)**
- Lack of support (6) 14%
- Lack of information (6) 11%
- Lack of confidence (10) 18%
- I am working towards future promotion application (13) 23%
- Not applicable (25) 45%
- Prefer not to answer (4) 7%
Mentoring

Are you aware of the University mentoring scheme?
- Yes (75) 93%
- No (6) 7%
- Prefer not to answer (-)

Are you aware of the Rowett mentoring advisor who may help you to find a mentor?
- Yes (41) 51%
- No (38) 47%
- Prefer not to answer (2) 3%
Support Schemes

Are you aware of the University Grant Academy scheme to provide support for grant applications?

- Yes (49): 61%
- No (5): 6%
- Not applicable (26): 32%
- Prefer not to answer (1): 1%

Are you aware of the School of Medicine, Medical Sciences and Nutrition's policy for family support for scientific conferences?

- Yes (58): 72%
- No (22): 27%
- Prefer not to answer (1): 1%
Equality at the Institute

What is your perception of the equality of treatment in the Rowett Institute with respect to the following? (Promotion)

- Women are significantly disadvantaged (-) 15%
- Women are slightly disadvantaged (12) 72%
- No gender difference (58) 3%
- Men are slightly disadvantaged (2) 11%
- Men are significantly disadvantaged (-) 11%
- Prefer not to answer (9) 11%

What is your perception of the equality of treatment in the Rowett Institute with respect to the following? (Access to career development opportunities)

- Women are significantly disadvantaged (-) 7%
- Women are slightly disadvantaged (6) 82%
- No gender difference (66)
- Men are slightly disadvantaged (-)
- Men are significantly disadvantaged (-)
- Prefer not to answer (9) 11%

What is your perception of the equality of treatment in the Rowett Institute with respect to the following? (Laboratory and office space)

- Women are significantly disadvantaged (-) 3%
- Women are slightly disadvantaged (2) 88%
- No gender difference (71)
- Men are slightly disadvantaged (-)
- Men are significantly disadvantaged (1) 1%
- Prefer not to answer (7) 9%

What is your perception of the equality of treatment in the Rowett Institute with respect to the following? (Access to administrative support)

- Women are significantly disadvantaged (-)
- Women are slightly disadvantaged (2) 3%
- No gender difference (69) 86%
- Men are slightly disadvantaged (-)
- Men are significantly disadvantaged (1) 1%
- Prefer not to answer (8) 10%
Equality at the Institute

University management actively promotes a positive culture in relation to equality and diversity.

- Strongly agree (26): 32%
- Agree (36): 44%
- Neutral (10): 12%
- Disagree (2): 3%
- Strongly disagree (1): 1%
- Don't know (6): 7%
- Prefer not to answer (-)

Rowett Institute management actively promotes a positive culture in relation to equality and diversity.

- Strongly agree (20): 25%
- Agree (36): 44%
- Neutral (15): 20%
- Disagree (4): 5%
- Strongly disagree (-)
- Don't know (4): 5%
- Prefer not to answer (1): 1%
Athena Swan at the institute introduced an annual STEM seminar where female speakers give a research seminar followed by a short presentation on their career progression and how they have overcome barriers. Do you think this helps to improve the equality culture of the Institute? ('STEM = Science, Technology, Engineering and Maths')

- Yes - Strongly agree (10) 12%
- Yes - Agree (20) 25%
- Neutral (26) 32%
- No - Disagree (8) 10%
- No - Strongly disagree (-) 19%
- Did not attend (15) 19%
- Not applicable (1) 1%
- Prefer not to answer (1) 1%

Has the STEM seminar helped you think about your own career development?

- Yes (9) 14%
- No (43) 67%
- Prefer not to answer (12) 19%