

INTEGER 2011: INTEGER Survey of Academic and Research Staff in

Consent

You are invited to participate in the INTEGER survey of academic and research (including postdoc) staff. The objective of this survey is to examine career ambitions, experiences and perceptions of the working environment as part of the INTEGER FP7-funded project activities. The survey draws upon the Athena Survey of Science, Engineering and Technology (ASSET) conducted across UK universities (in 2003, 2006, and 2010) and on surveys developed from funding from the National Science Foundation ADVANCE Program.

The results will be analyzed and used to determine where to target action most effectively within College and the Faculty of Engineering, Mathematics and Science. Your input to this research is critically important and your co-operation much appreciated.

All responses will be treated in total confidence.

Data Protection and Confidentiality

- For the purpose of the INTEGER project it would be appreciated if all questions are completed, but each question remains optional. Please feel free to omit a response to any question or withdraw from the survey at any time.
- All information collected through this online survey will remain completely anonymous and will not be traceable to any respondent. High level encryption and password protection will be deployed on the data collected in the course of this research to ensure that no data regulations are breached.
- In the extremely unlikely event that illicit activity is reported during the study, the researchers will be obliged to report it to appropriate authorities.
- Please do not name third parties in any open text field of the questionnaire. Any such replies will be anonymised.
- All data collected by this survey will be held securely and destroyed as soon as it is no longer required for the purpose of this study. Access to the data will be confined to the INTEGER team who will be responsible for the subsequent analysis.

If you have any questions or concerns about completing the questionnaire or about being in this study, you may contact the Centre for Women in Science & Engineering Research (WiSER), wiser@tcd.ie, tel: 01 896 3508

*Would you like to proceed with the INTEGER survey?

- Yes, I wish to proceed to the INTEGER survey
- No, I do not wish to proceed to the INTEGER survey

1 Current Employment Status

1.1 What is your current grade?

- Chair/Professor (formerly Professor)
- Professor (formerly Associate Professor)
- Associate Professor (formerly Senior Lecturer)
- Assistant Professor (formerly Lecturer)
- Research Fellow
- Senior Research Fellow
- Other (please specify)

1.2 What year were you appointed to your first academic position in TCD?

1.3 What age were you when appointed to this academic position in TCD?

- Under 30
- 30-39
- 40-49
- 50-59
- over 60 years

2 Current Employment Status (continued)

1.4 Which Faculty do you currently work in (if interdisciplinary, please select the two most relevant)?

- Arts, Humanities and Social Sciences
- Engineering, Mathematics and Science
- Health Sciences

Other (please specify)

1.5 Which School do you currently work in?

1.6 What percentage of your working time do you currently spend in each of the following areas? (Your answer should total 100%)

Teaching	<input type="text"/>
Research (including postgraduate supervision)	<input type="text"/>
Academic administration	<input type="text"/>
Pastoral care (incl. College Tutor)	<input type="text"/>
Consultancy	<input type="text"/>
Other	<input type="text"/>

What percentage of your working time would you like to spend in each of the following areas? (Your answer should total 100%)

Teaching	<input type="text"/>
Research (including postgraduate supervision)	<input type="text"/>
Academic administration	<input type="text"/>
Pastoral care (incl. College Tutor)	<input type="text"/>
Consultancy	<input type="text"/>
Other	<input type="text"/>

If you would like to spend more time working on specific areas, what prevents you from doing so and what do you think would facilitate you?

INTEGER 2011: INTEGER Survey of Academic and Research Staff in

1.7 To achieve promotion, what percentage of your working time do you think you need to spend in each of the following areas? (Your answer should total 100%)

Teaching	<input type="text"/>
Research (including postgraduate supervision)	<input type="text"/>
Academic administration	<input type="text"/>
Pastoral care (incl. College Tutor)	<input type="text"/>
Consultancy	<input type="text"/>
Other	<input type="text"/>

1.8 Which of the following academic tasks do you currently engage in?

	Yes	No
Publish one or more peer reviewed journal article (or equivalent) per annum	<input type="radio"/>	<input type="radio"/>
Apply for external research funding (if required)	<input type="radio"/>	<input type="radio"/>
Supervise Masters by research students	<input type="radio"/>	<input type="radio"/>
Supervise PhD students	<input type="radio"/>	<input type="radio"/>
Present/chair at conferences	<input type="radio"/>	<input type="radio"/>

2 Career History and Aspirations

2.1 What factors influenced you to enter academia?

(Please select 3 ranked by order of importance from 1 to 3, where 1 = Most important)

	Rank
Permanent position	<input type="text"/>
Salary level	<input type="text"/>
Interest in research	<input type="text"/>
Autonomy/self direction	<input type="text"/>
Intellectual challenge	<input type="text"/>
Flexible working arrangements	<input type="text"/>
Other	<input type="text"/>

Other (please specify)

2.2 Do you feel that you have achieved your career ambitions in terms of grade attainment?

- Yes
 No

If YES, how? If NO, why?

2.3 Would you be interested in being a:

	Yes	No	Don't know	Already have been
College Officer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty Dean	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Head of School	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please give the reason(s) for your answer(s)?

2.4 Do you expect to achieve a senior management position (e.g. College Officer, Faculty Dean, Head of School)?

- Yes
- No
- Don't know
- Already have been

Please give the reason(s) for your answer?

2.5 Have you ever served on a College Committee? (Please select all that apply)

- Chair
- Member
- Never served

2.6 Which of the following Committees have you served on, if any? (Please select all that apply)

- Recruitment - Selection Committees for academic appointments
- Promotion and Review Committees
- Audit Committee
- Estates Committee
- Finance Committee
- Heads of Schools Committee
- Human Resources Committee
- Library and Information Policy Committee
- Student Services Committee
- Graduate Studies Committee
- International Committee
- Research Committee
- Undergraduate Studies Committee
- Coiste Na Gaeilge
- Equality Committee
- Quality Committee
- College Safety Committee
- Departmental Management Board
- Faculty Board
- Other (please specify)

In what way(s), if any, did committee membership benefit your career in TCD?

2.7 Have you applied for an academic promotion (excluding merit bar) within Trinity College?

- Yes
- No

If yes,

How many times did you apply?

How many times were you successful?

2.8 What would encourage you to apply for promotion?

2.9 What would discourage you from applying for promotion?

2.10 Have you ever applied for Fellowship?

Yes

No

If yes,

How many times?

Were you successful?

Yes

No

If no, what was your reason(s) for not applying?

2.11 What has helped your career progression in TCD?

2.12 What has impeded your career progression in TCD?

3 Work-life Balance

3.1 What is your understanding of work-life balance?

3.2 How satisfied are you with the current balance between your professional and personal life?

- Very satisfied
- Satisfied
- Neither satisfied/dissatisfied
- Dissatisfied
- Very dissatisfied

If relevant, what do you think would help you achieve a better work-life balance?

3.3 Have you ever availed of any of the following flexible working arrangements in your academic career in TCD? (Please select all that apply)

- Career break
- Sabbatical
- Other unpaid leave
- Part-time working
- Job share
- Term-time working
- Other (please specify)

3.4 Would you like to avail of any of the following flexible working arrangements in your academic career? (Please select all that apply)

- Career break
- Sabbatical
- Other unpaid leave
- Part-time working
- Job share
- Term-time working
- Other (please specify)

3.5 Do you regularly work from home?

- Yes
- No

If you regularly work from home, how often do you do so?

- Evenings and/or weekends only
- One to several days per month
- Half a day to one day a week
- Several days a week
- Other (please specify)

3.6 How many hours on average do you work per week?

Hours per week

3.7 Do you tend to work weekends/evenings in addition to normal working hours?

- Yes
- No

If yes, why?

3.8 How frequently do you travel for work purposes (for an overnight stay or longer) e.g. for meetings/conferences?

- Never
- 1 or 2 times per year
- 3 or 4 times per year
- 5-9 times per year
- 10-12 times per year
- >12 times per year
- Fortnightly
- Weekly

3 Work-life Balance (continued)

3.9 Have you taken any family related leave while working in Trinity College?

- Yes
- No

If yes, please select all that apply and indicate how many leaves you have taken:

	How many?
Maternity Leave	<input type="text"/>
Paternity Leave	<input type="text"/>
Adoption Leave	<input type="text"/>
Parental Leave	<input type="text"/>
Leave for other caring responsibilities	<input type="text"/>

3.10 Did you experience any difficulties in returning to work in Trinity College after this/these leave(s)?

- No
- Yes

If YES, please elaborate

3.11 What support(s), if any, did you receive from College during and after your family related leave(s)? (please tick all that apply)

- Clear information about your rights and responsibilities during or prior to break
- 'Keep in touch' opportunities during break
- Provision for continuation of research, publication and/or funding applications during break
- Option of flexible working options after break
- Reduced teaching or service responsibilities (to allow you to focus on research, publications and/or funding applications) after break
- Other (please specify)

3.12 Please comment on what support you would find helpful when taking family related leave:

INTEGER 2011: INTEGER Survey of Academic and Research Staff in

4 Department/School or Research Unit Environment

4.1 Please indicate your level of agreement with each of the following statements concerning conditions in your School by checking the following boxes:

	Strongly agree	Agree	Disagree	Strongly disagree	Not applicable/no views
I constantly feel under scrutiny by my colleagues in my School	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel able to put forward my opinions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my contribution to the School is valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not feel able to express my preferences in relation to my research interests and career choices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues always seek my opinions on research ideas and problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I do not 'fit in' easily within my School	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have access to suitable role models	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work harder than my colleagues do, in order to be perceived as a legitimate scholar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I seldom have the opportunity to participate in important committees/meetings/projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have received encouragement from senior colleagues to apply for a promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am reluctant to bring up issues that concern me for fear that it will affect my career/promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are many unwritten rules concerning how one is expected to interact with colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4.2 Please rate the culture of your School against the following criteria.

	Strongly agree	Agree	Disagree	Strongly disagree
Friendly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaborative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supportive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cooperative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inclusive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-sexist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diverse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respectful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transparent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

INTEGER 2011: INTEGER Survey of Academic and Research Staff in

4.3 How satisfied are you with the following dimensions of your working environment?

	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied
Opportunities to collaborate with other (non)faculty members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Degree of social interaction with members of my School	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Levels of funding for my research or creative efforts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current salary in comparison with the salaries of my colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to attract students to work with me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sense of being valued for my teaching by members of my School/	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sense of being valued for my research, scholarship, or creativity by members of my School	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4.4 Please describe the management style & practices in your School

5 Demographic Information

5.1 What is your sex?

- Female
- Male

5.2 What is your age?

- Under 30 years
- 30-39 years
- 40-49 years
- 50-59 years
- Over 60 years

5.3 Do you have a partner (same or opposite sex) or spouse?

- Yes
- No

5 Demographic Information (continued)

5.4 Is your partner/spouse currently employed?

- Yes - full-time
- Yes - part-time
- No

5.5 Does your partner/spouse currently work in academia?

- Yes – same/related discipline
- Yes – other discipline
- No – works outside academia

5 Demographic Information (continued)

5.6 Do you have caring responsibilities for dependent children and/or adults?

- Yes
- No

If YES, please select all that apply and indicate how many dependent children and/or adults you care for:

	How many?
Yes – children aged under 6	<input type="text"/>
Yes – children aged between 6-18	<input type="text"/>
Yes – dependent young adults living at home	<input type="text"/>
Yes - adult dependants (e.g. partner, parents)	<input type="text"/>

5.7 If you have any additional comments about this survey and/or the topics covered, please add them here

You have reached the end of this survey

You can choose not to submit this form. Simply exit without pressing the 'Done' button. If you do so, all the information you put in will be deleted.

Many thanks for your time!