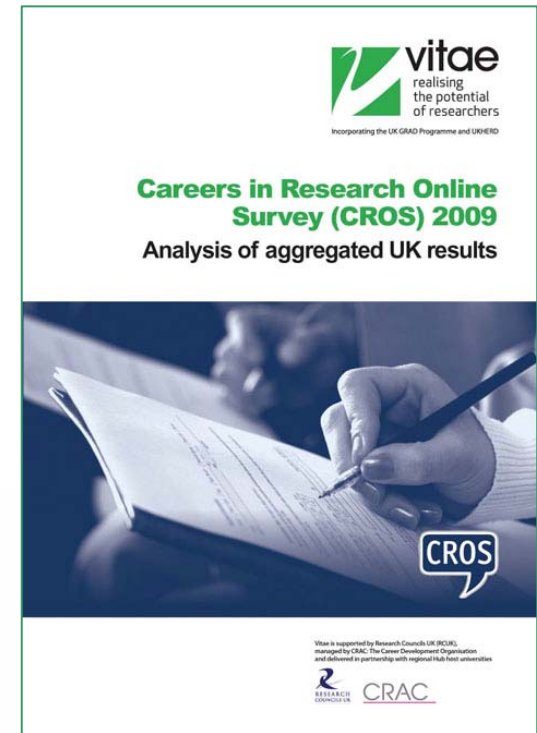




# Aggregate national results of CROS 2009

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## Session aims and outcomes

- ✔ Provide an overview of the aggregate responses of research staff to the national CROS survey earlier this year.
- ✔ Raise awareness of availability of national/local data
- ✔ Explore how institutions are using the data and opportunities for research staff to get involved



## Structure of session

1. Background to CROS and the 2009 survey
2. CROS 2009 results and analysis:
  - The “representativeness” of CROS 2009
  - Engaging with your institution
  - Your career as a researcher
3. Key observations and themes



## Background to CROS

- ✔ CROS is a web-based survey designed to gather anonymously the views of research staff in UK HEIs
- ✔ Originally developed through a project funded by HEFCE, SHEFC and the DTI/OST
- ✔ First survey was run in 2002 and repeated annually through to 2006
  - Participation is open to all HEIs and 53 HEIs have participated in at least one year



## Background to CROS

- New core question set was developed for the 2009 survey reflecting the principles of the Concordat:
  - 1. Recruitment and selection (questions 1-6)
  - 2. Recognition and value (questions 7-12)
  - 3. Support and career development (questions 13-29)
  - 4. Equality and diversity (questions 30-34)
  - 5. About you (questions 35-46)
  
- Revised survey was subject to sector input and review; trialled with research staff from range of institutions

# CROS 2009



## Participation and response rate

	CROS 2009	CROS 2005	CROS 2002
Completed questionnaires & response rate	5908 * = 21%	3446 = 23%	2964 = 24%
Population sampled	28165	c.15000	c.12500
Participating HEIs	51	24	17
<i>Russell Group</i>	16 / 20	10	6
<i>94 Group</i>	12 / 18	7	2
<i>Other</i>	23	7	9
Respondents			
<i>Russell Group</i>	71%		
<i>94 Group</i>	15%		
<i>Other</i>	14%		



## Response sample demographics

	CROS 2009	HESA 07/08
Age	<30: 23% 30-44: 61% 45+: 16%	30 & under: 34% 31-45: 51% > 45: 14%
Gender	female: 55%	46%
Status	part-time: 13%	16%
Nationality	UK: 65% Other EU: 18% Non-EU: 17%	(?)

## “Representativeness”?

- ❑ Respondent proportions by HEI type roughly match knowledge from HESA data
  - Russell Group: 71% (64% from HESA)
  - 94 Group: 15% (14%)
- ❑ Correlation with known demographic parameters
- ❑ Subject of study? (problematic categories?)
- ❑ Response rate and large sample size produce high statistical validity



## 4 minute discussion

- ❑ Did your institution participate in CROS 2009?
- ❑ Did you complete the survey?
- ❑ What were your motivations?
- ❑ What are your expectations of the overall picture?



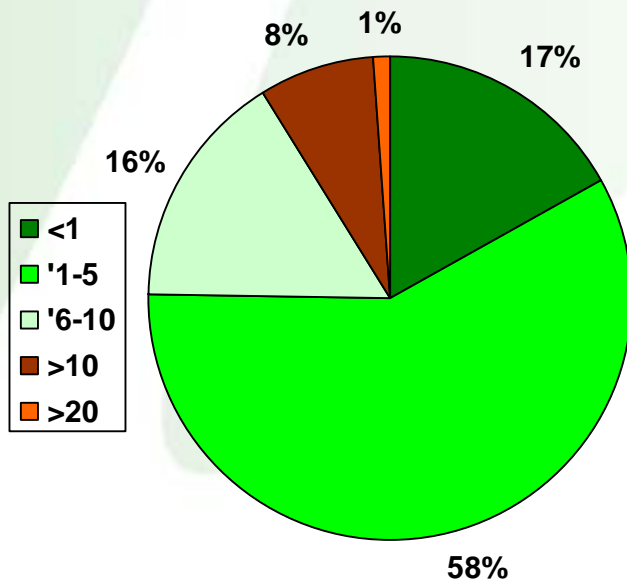


## Engaging with your institution

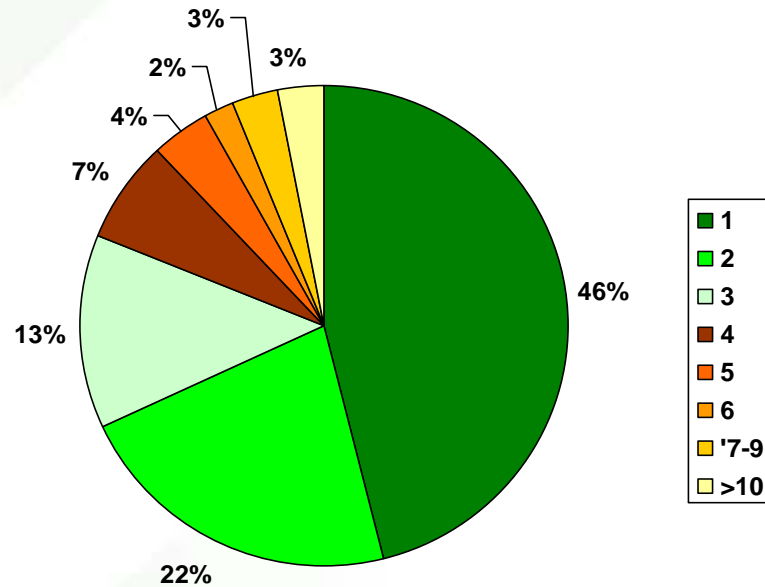
- ✔ Employment
- ✔ Appraisal and review
- ✔ Attitude/perceptions
- ✔ Training and development

## Employment with current HEI

Years of service (N=5808)



No. of contracts (N=5673)



12% have had 5+ contracts  
(30% of >45yrs)

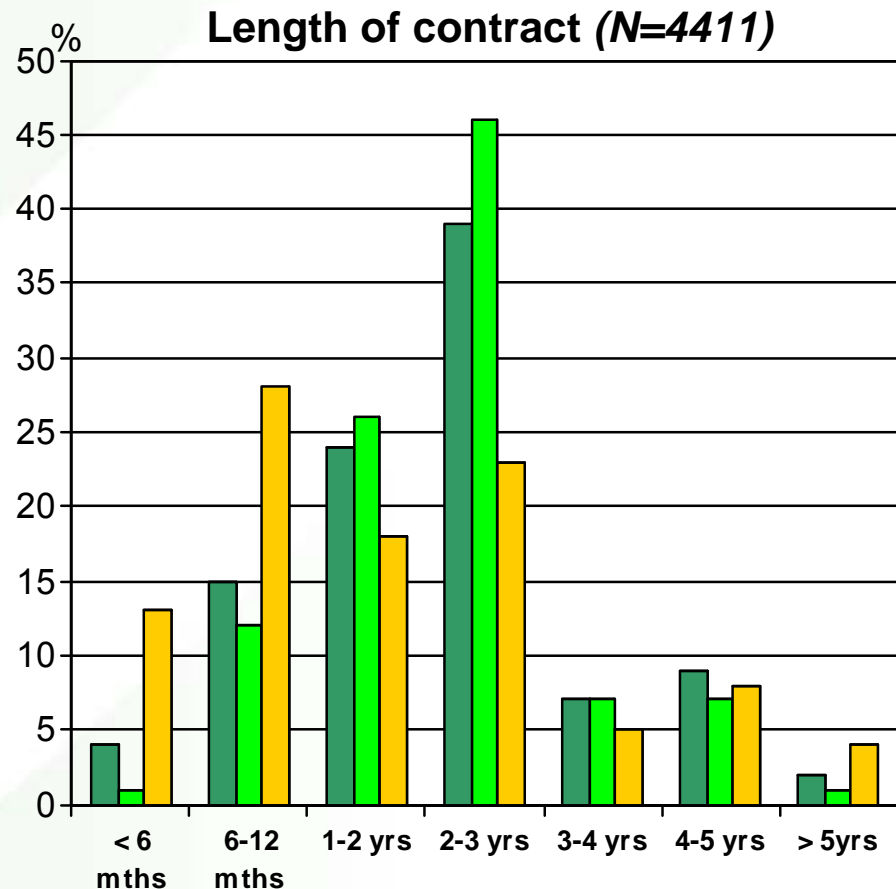
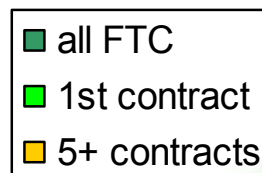
## Current terms of employment

82% have fixed term contracts  
(96% of <30yrs; 58% >45yrs;  
37% of those >10yrs with HEI)

*NB. 9% did not respond on  
nature of contract*

40% of those with 5+ contracts  
at HEI have  $\leq 12$  mth contract;

13% are part-time  
(18% of females)



## The appraisal/review process

50% had appraisal in last 2 yrs [cf. 32% in CROS 2002]

Higher if open-ended (69%), older or with longer contract/service; lower for young and non-UK origin

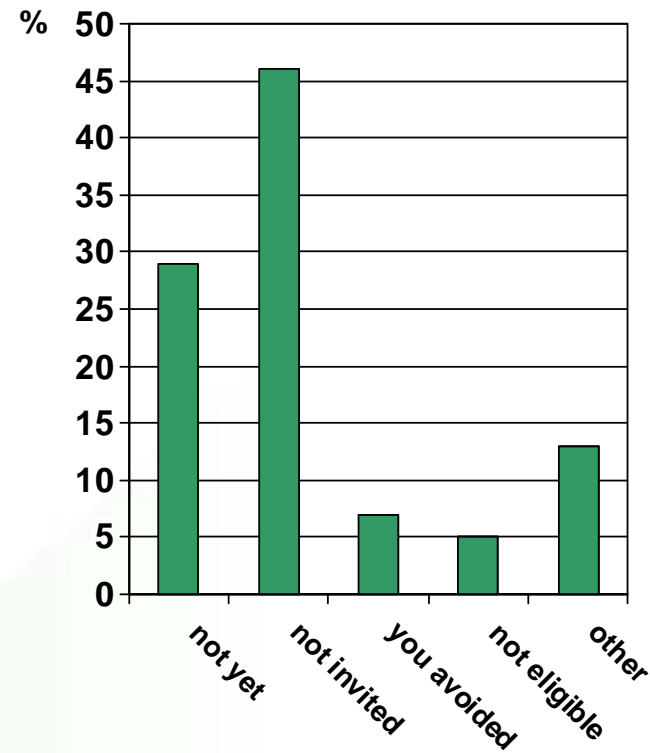
62% found it useful

52% useful for career development [50%]

32% led to changed work practices [31%]

NB. 23% appear not to have been invited to appraisal/review

If no appraisal, why not? (N=2819)



## Attitudes and perceptions ("To what extent do you agree that...?")

	% Agree / strongly	% Disagree / strongly	N
Inst'l research culture stimulates your work	74 (78)	26 [36]	5793
You feel integrated into dept research community	71 (76)	29 [34]	5790
...integrated into inst'l research community	53 (61)	48 [57]	5775
... into wider disciplinary community	65 (72)	36 [43]	5746

Most positive: international (x), those with career plan

Least positive: those with 5+ contracts at current HEI [y]

## Attitudes: institution as employer

	% Agree / strongly	% Disagree / strongly	% Don't know	N
HEI treats staff fairly irrespective of gender	88	14	<i>n/a</i>	5660
... fairly irrespective of age	87	13	<i>n/a</i>	5621
... fairly with regard to progression	81	20	<i>n/a</i>	5650
Treats you equally with lecturing staff in relation to visibility	64	25	12	5796
... in relation to access to training/development	76	11	14	5763
... in relation to opportunities for promotion or progression	23	51	27	5739

## Recognition and value

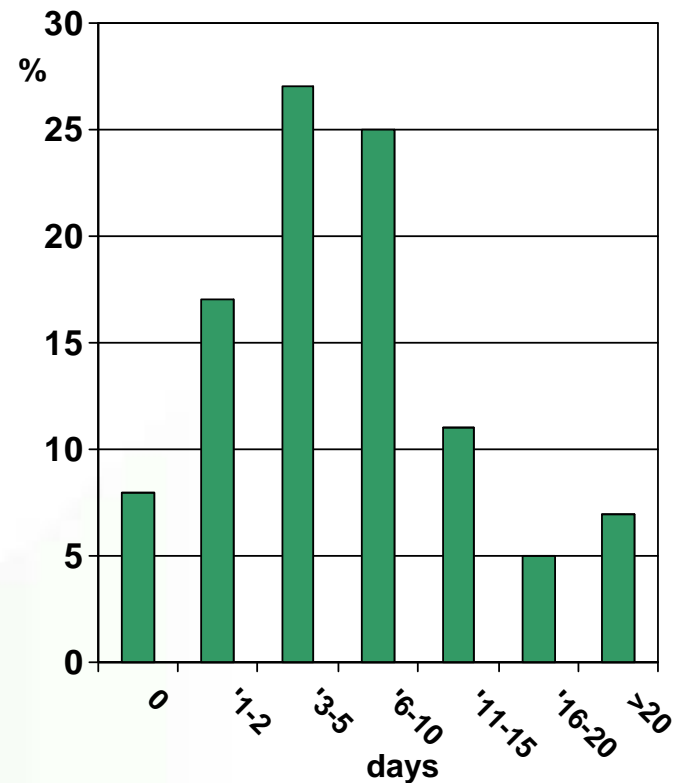
<i>Is your contribution to ... recognised?</i>	% Agree / strongly	% Disagree / strongly	% don't know	N
Achieving HEI research strategy	53	26	21	5782
Publication output	69	18	10	5769
Managing staff	28	31	16	5779
Supervising students	42	28	10	5778
Teaching and lecturing	33	26	11	5768

## Professional development and training

75% have discussed training/career needs with manager in last 12 mths; 14% with careers advisor [6% in CROS 2006]; 23% with staff developer etc.

72% participated in institutional training activities [50% in CROS 2006]; 47% in external activities

No. of CPD days / yr (N=5732)



**CROS 2009**

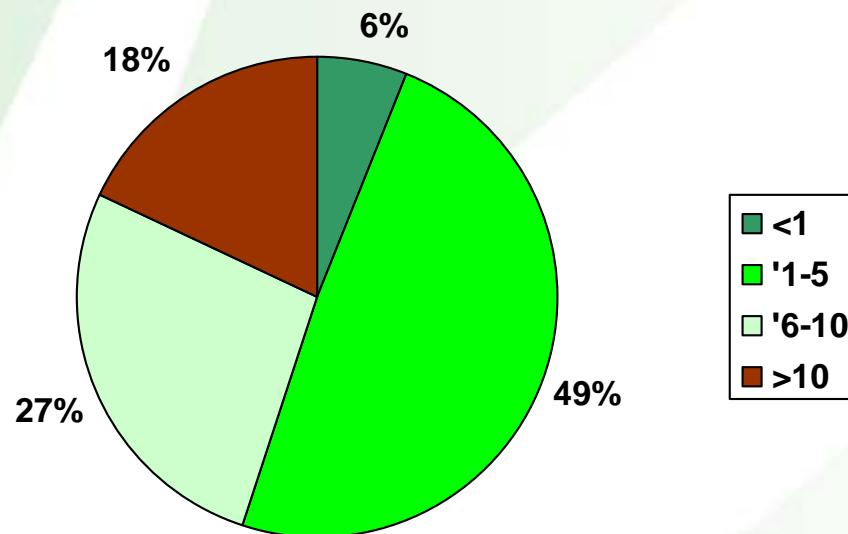


# Your career as a researcher

- ▣ Progression
- ▣ Career intentions and development
- ▣ Wellbeing

## Length of research career

Years as researcher ( $N=5808$ )



37% have worked in more than one UK HEI

15% in Europe, 18% elsewhere

80% have a PhD (86% males, 74% females)

## Career aspirations

>64% do seem to want to be in HE research now!

In 5 years:

52% aspire to a “combined” HE career

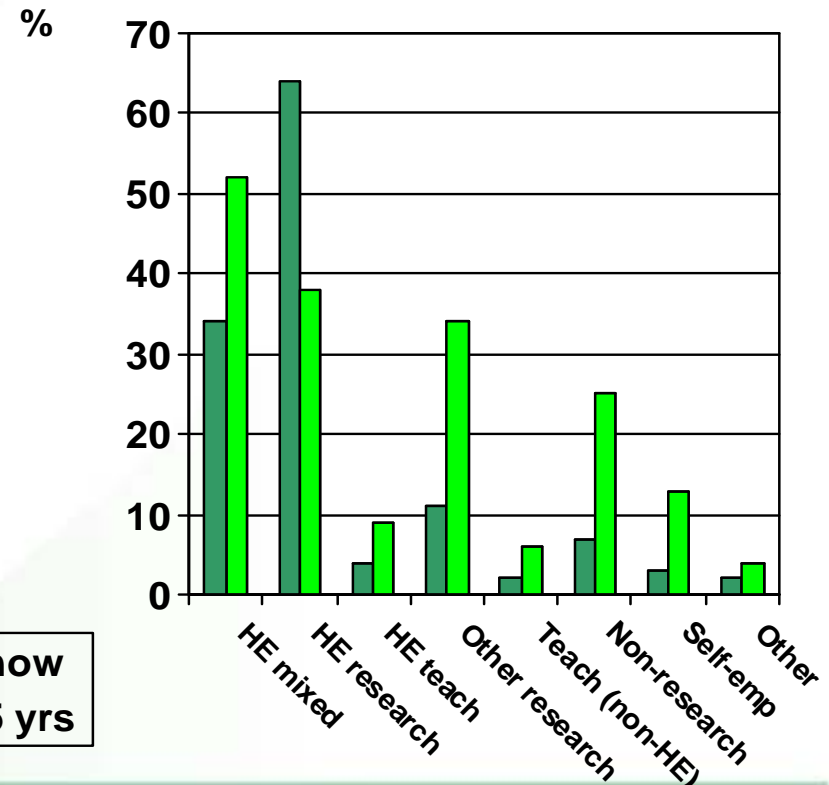
38% want to stay in HE research

c.25% want a non-research career

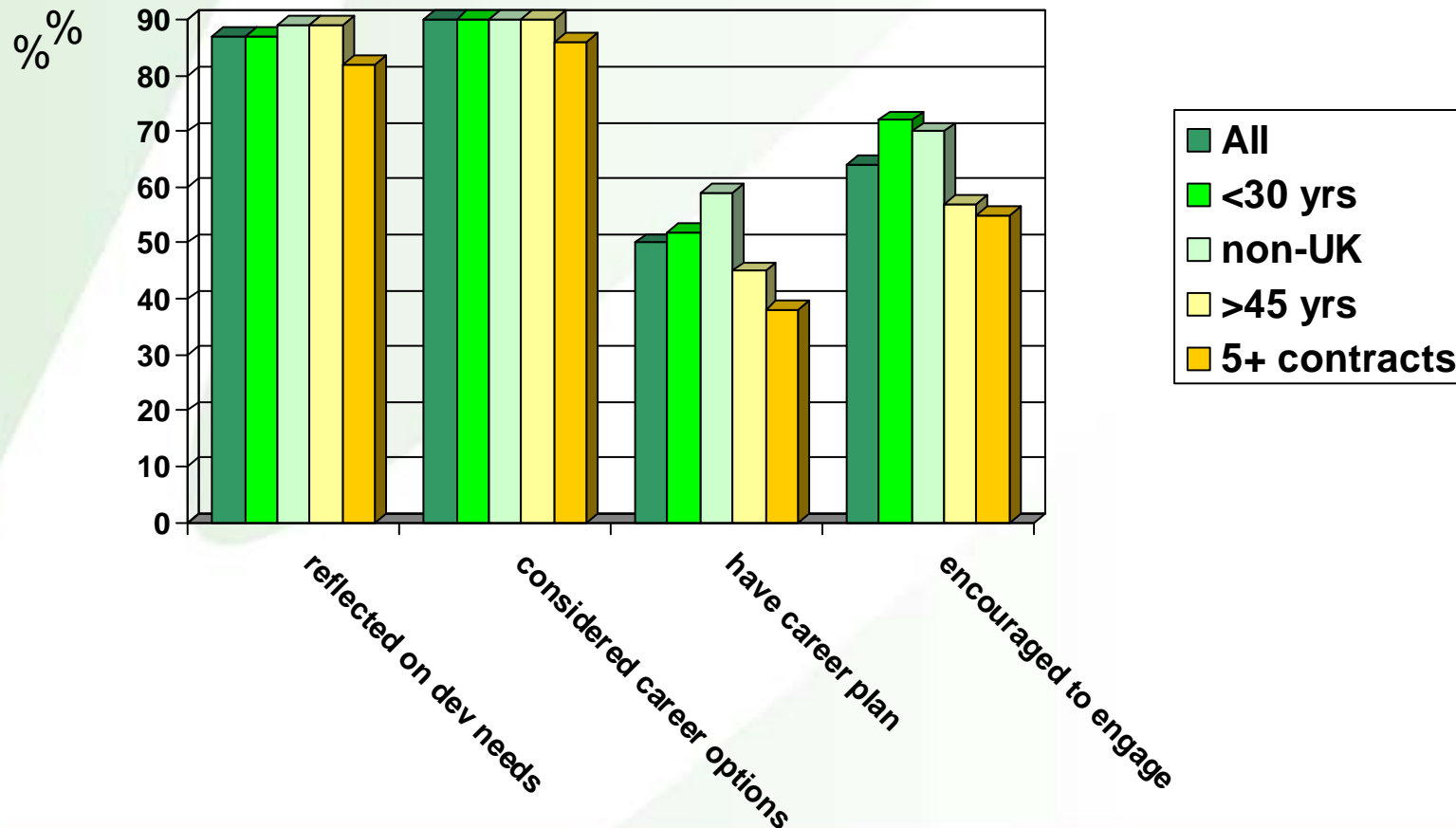
13% aspire to self-employment

International staff are most keen on an HE career

Career aspirations now and in 5 yrs  
(N=5908)



## Career development actions



## Consulting others about career development

	% Have	% Would	% Would not	<i>N</i>
PI / line manager	40	45	12	5654
Careers adviser	13	38	45	5592

72% want IAG on job applications and careers inside HE

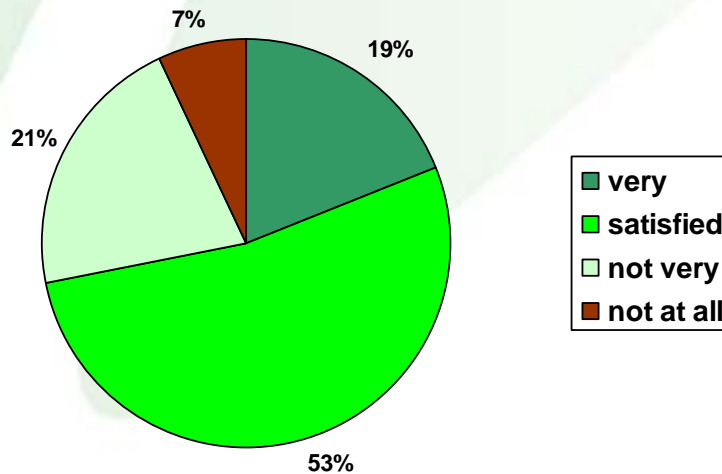
48% want IAG on careers outside academia



## Knowledge of national initiatives

	% Good understanding	% Partial / know exists	% Never heard	<i>N</i>
Concordat	7	50	42	5782
RAE	22	67	10	5778

### Satisfaction with work-life balance (N = 5741)

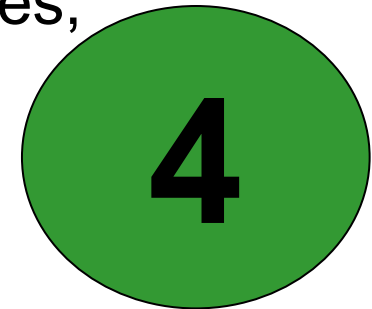


*NB. Contrast with corporate studies where <50% satisfied*



## 4 minute discussion

- ✔ Do you recognise the picture, personally/locally?
- ✔ What might you use locally and how?
- ✔ What do you think are the key themes, nationally?



## Some (of our) key observations

- ✔ Not all about fixed-term v. open-ended contract (?)
- ✔ Most significant factors:
  - security in career or career “ownership”
  - those with 5+ contracts at an HEI
- ✔ 90% feel HEI is committed to equality & diversity
- ✔ Most enjoy jobs and feel valued for research, but less so for other contributions
- ✔ Most want training/development, and believe it is available, but many just haven't got around to it!