CAPITA

CROS Questions
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Delivering quality survey,
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Capita's Employer of Choice Model

Quality

Advocacy

Employer of choice

Engagement

Feeling Valued

The University of Manchester
CROS Questions Frequency Data
Staff Survey 2019

July 2019

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The University of Manchester Internal Use Only

CAPITA

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CROS Section 1: Recognition and Value

		2019		**2017**	

To what extent do you agree that The University of Manchester both recognises and values the contribution that you make to:

(S1-1) Grant funding applications?

	2019		2017	
Agree Strongly	108	11%	122	12%
Agree	260	26%	357	35%
Disagree	168	17%	147	14%
Disagree Strongly	82	8%	91	9%
Don't Know/Not Applicable	398	39%	317	31%
Total:	**1016**		**1034**	

(S1-2) Knowledge transfer and commercialisation activities?

	2019		2017	
Agree Strongly	78	8%	73	7%
Agree	271	27%	314	31%
Disagree	127	13%	130	13%
Disagree Strongly	53	5%	55	5%
Don't Know/Not Applicable	481	48%	448	44%
Total:	**1010**		**1020**	

(S1-3) Managing budgets/resources?

	2019		2017	
Agree Strongly	45	4%	55	5%
Agree	224	22%	243	24%
Disagree	181	18%	195	19%
Disagree Strongly	57	6%	64	6%
Don't Know/Not Applicable	495	49%	460	45%
Total:	**1002**		**1017**	

(S1-4) Peer reviewing?

	2019		2017	
Agree Strongly	51	5%	68	7%
Agree	211	21%	280	27%
Disagree	263	26%	246	24%
Disagree Strongly	112	11%	122	12%
Don't Know/Not Applicable	370	37%	312	30%
Total:	**1007**		**1028**	

(S1-5) Publications?

	2019		2017	
Agree Strongly	204	20%	253	24%
Agree	463	45%	508	49%
Disagree	130	13%	123	12%
Disagree Strongly	40	4%	40	4%
Don't Know/Not Applicable	183	18%	115	11%
Total:	**1020**		**1039**	

(S1-6) Public engagement?

	2019		2017	
Agree Strongly	113	11%	114	11%
Agree	408	40%	446	44%
Disagree	183	18%	154	15%
Disagree Strongly	42	4%	56	5%
Don't Know/Not Applicable	262	26%	253	25%
Total:	**1008**		**1023**	

Prepared by Capita Surveys and Research
Percentages may not add up to 100% due to rounding
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CROS Section 1: Recognition and Value

		2019		2017	

To what extent do you agree that The University of Manchester both recognises and values the contribution that you make to:

(S1-7) Supervising/managing staff?

		2019		2017	
Agree Strongly		51	5%	62	6%
Agree		224	22%	249	25%
Disagree		153	15%	166	16%
Disagree Strongly		56	6%	60	6%
Don't Know/Not Applicable		514	52%	475	47%
	Total:	**998**		**1012**	

(S1-8) Supervising research students?

Agree Strongly		70	7%	79	8%
Agree		299	30%	337	33%
Disagree		202	20%	232	23%
Disagree Strongly		95	9%	97	9%
Don't Know/Not Applicable		345	34%	278	27%
	Total:	**1011**		**1023**	

(S1-9) Teaching and lecturing?

Agree Strongly		52	5%	76	7%
Agree		207	21%	256	25%
Disagree		136	14%	156	15%
Disagree Strongly		61	6%	53	5%
Don't Know/Not Applicable		544	54%	475	47%
	Total:	**1000**		**1016**	

To what extent do you agree that The University of Manchester treats you (as a member of research staff) equally with other types of staff in relation to:

(S1-10) Opportunities to participate in decision-making processes (e.g. committees)?

Agree Strongly		81	8%	80	8%
Agree		368	36%	428	40%
Disagree		201	20%	232	22%
Disagree Strongly		89	9%	85	8%
Don't Know/Not Applicable		286	28%	234	22%
	Total:	**1025**		**1059**	

(S1-11) Requests for flexible working?

Agree Strongly		210	20%	200	19%
Agree		431	42%	476	45%
Disagree		46	4%	57	5%
Disagree Strongly		26	3%	20	2%
Don't Know/Not Applicable		314	31%	302	29%
	Total:	**1027**		**1055**	

S1-12   Do you agree that you are integrated into your local (Research Group/ School) research community?

Agree Strongly		258	25%	284	27%
Agree		568	55%	548	52%
Disagree		171	16%	194	18%
Disagree Strongly		40	4%	36	3%
	Total:	**1037**		**1062**	

CROS Section 1: Recognition and Value

		2019		**2017**	

S1-13   *Do you agree that you are integrated into the University's research community?*

		2019		2017	
	Agree Strongly	92	9%	115	11%
	Agree	496	48%	502	48%
	Disagree	374	36%	375	36%
	Disagree Strongly	68	7%	55	5%
	Total:	**1030**		**1047**	

S1-14   *Do you agree that you are integrated into your wider disciplinary community?*

	Agree Strongly	116	12%	142	14%
	Agree	488	49%	519	50%
	Disagree	333	33%	333	32%
	Disagree Strongly	67	7%	52	5%
	Total:	**1004**		**1046**	

How would you rate your knowledge and understanding of the following UK initiatives relevant to research staff?

(S1-15)   Athena SWAN Gender Equality Charter Mark

	I have never heard of this	154	15%	171	16%
	I have some understanding of this/these	425	41%	427	41%
	I know these exist but I don't know the detail	450	44%	442	43%
	Total:	**1029**		**1040**	

(S1-16)   Athena SWAN Charter for Women in Science

	I have never heard of this	154	15%	154	15%
	I have some understanding of this/these	410	40%	430	41%
	I know these exist but I don't know the detail	460	45%	457	44%
	Total:	**1024**		**1041**	

(S1-17)   Concordat for Engaging the Public with Research

	I have never heard of this	494	49%	588	57%
	I have some understanding of this/these	187	18%	146	14%
	I know these exist but I don't know the detail	337	33%	302	29%
	Total:	**1018**		**1036**	

(S1-18)   Concordat to Support the Career Development of Researchers

	I have never heard of this	512	50%	590	57%
	I have some understanding of this/these	206	20%	156	15%
	I know these exist but I don't know the detail	300	29%	285	28%
	Total:	**1018**		**1031**	

(S1-19)   Concordat to Support Research Integrity

	I have never heard of this	498	49%	630	61%
	I have some understanding of this/these	205	20%	122	12%
	I know these exist but I don't know the detail	316	31%	273	27%
	Total:	**1019**		**1025**	

(S1-20)   European `HR Excellence in Research' Award recognition

	I have never heard of this	570	56%	567	55%
	I have some understanding of this/these	125	12%	124	12%
	I know these exist but I don't know the detail	329	32%	336	33%
	Total:	**1024**		**1027**	

CROS Section 1: Recognition and Value

		2019		2017	

How would you rate your knowledge and understanding of the following UK initiatives relevant to research staff?

(S1-21) Research Excellence Framework (REF)

	2019		2017	
I have never heard of this	146	14%	149	14%
I have some understanding of this/these	584	57%	634	61%
I know these exist but I don't know the detail	296	29%	258	25%
Total:	**1026**		**1041**	

(S1-22) Race Equality Charter Mark

	2019		2017	
I have never heard of this	514	50%	623	60%
I have some understanding of this/these	148	15%	114	11%
I know these exist but I don't know the detail	358	35%	295	29%
Total:	**1020**		**1032**	

CROS Section 2: Your Early Days in Post

		2019		**2017**	

When you started with the University, how useful did you find the following?

(S2-1)   Institutional-wide induction programmes

		2019		2017	
Very useful		73	7%	85	8%
Useful		303	30%	291	28%
Not very useful		237	23%	196	19%
Not at all useful		49	5%	46	4%
Offered but not Taken		67	7%	54	5%
Not Offered		287	28%	374	36%
	Total:	**1016**		**1046**	

(S2-2)   Research Group/School/Faculty induction programme

		2019		2017	
Very useful		139	14%	129	12%
Useful		411	40%	383	37%
Not very useful		141	14%	131	13%
Not at all useful		28	3%	34	3%
Offered but not Taken		34	3%	31	3%
Not Offered		272	27%	337	32%
	Total:	**1025**		**1045**	

(S2-3)   Local induction to your role

		2019		2017	
Very useful		278	27%	285	27%
Useful		470	46%	470	45%
Not very useful		85	8%	79	8%
Not at all useful		30	3%	12	1%
Offered but not Taken		7	1%	8	1%
Not Offered		154	15%	196	19%
	Total:	**1024**		**1050**	

CROS Section 3: Support and Career Development

		2019		2017	
S3-1	***Do you agree you are encouraged to engage in personal and career development?***				
	Agree Strongly	267	26%	223	21%
	Agree	540	52%	535	50%
	Disagree	191	18%	238	22%
	Disagree Strongly	43	4%	70	7%
	Total:	**1041**		**1066**	
S3-2	***Do you agree you have a clear career development plan?***				
	Agree Strongly	146	14%	156	15%
	Agree	437	42%	377	35%
	Disagree	333	32%	402	38%
	Disagree Strongly	128	12%	128	12%
	Total:	**1044**		**1063**	

S3-3 ***During the past 12 months (or since taking up your current position if that is more recent) approximately how many days have you spent on training and other continuing professional development activities?***

		2019		2017	
	None	197	19%	258	24%
	1 day	118	11%	126	12%
	2 days	147	14%	141	13%
	3 days	130	12%	103	10%
	4 days	80	8%	59	6%
	5 days	118	11%	109	10%
	6 days	41	4%	35	3%
	7 days	57	5%	64	6%
	8 days	27	3%	26	2%
	9 days	9	1%	17	2%
	10 days	41	4%	42	4%
	More than 10 days	82	8%	85	8%
	Total:	**1047**		**1065**	

		2019		2017	
S3-4	***I aspire to work in HE in 5 years' time***				
	Yes	765	79%	803	83%
	No	198	21%	164	17%
	Total:	**963**		**967**	
S3-5	***I expect to work in HE long term***				
	Yes	629	65%	700	71%
	No	335	35%	287	29%
	Total:	**964**		**987**	

Which of the following have you done, or would like to do, as part of your current role?

(S3-6)   Collaborate with colleagues outside the UK

	2019		2017	
I currently have no interest in this	51	5%	34	3%
I have done this	615	59%	666	63%
I would like to do this	369	36%	357	34%
Total:	**1035**		**1057**	

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CROS Section 3: Support and Career Development

		2019		2017	

Which of the following have you done, or would like to do, as part of your current role?

(S3-7) *Collaborate in research with business*

	2019		2017	
I currently have no interest in this	245	24%	252	24%
I have done this	326	32%	369	35%
I would like to do this	452	44%	428	41%
Total:	**1023**		**1049**	

(S3-8) *Mentor and support other researchers*

I currently have no interest in this	149	14%	130	12%
I have done this	426	41%	499	48%
I would like to do this	454	44%	420	40%
Total:	**1029**		**1049**	

(S3-9) *Supervise undergraduate or postgraduate research projects*

I currently have no interest in this	154	15%	109	10%
I have done this	567	55%	610	58%
I would like to do this	303	30%	331	32%
Total:	**1024**		**1050**	

(S3-10) *Undertake an internship/placement outside higher education research*

I currently have no interest in this	506	50%	523	50%
I have done this	75	7%	66	6%
I would like to do this	437	43%	453	43%
Total:	**1018**		**1042**	

(S3-11) *Work as part of a cross-disciplinary team*

I currently have no interest in this	73	7%	63	6%
I have done this	566	55%	593	56%
I would like to do this	389	38%	394	38%
Total:	**1028**		**1050**	

(S3-12) *Manage a budget*

I currently have no interest in this	269	26%	260	25%
I have done this	329	32%	326	31%
I would like to do this	434	42%	461	44%
Total:	**1032**		**1047**	

(S3-13) *Plan and manage a project*

I currently have no interest in this	106	10%	75	7%
I have done this	490	48%	522	50%
I would like to do this	435	42%	457	43%
Total:	**1031**		**1054**	

(S3-14) *Write a grant/funding proposal*

I currently have no interest in this	170	16%	117	11%
I have done this	429	42%	482	46%
I would like to do this	434	42%	458	43%
Total:	**1033**		**1057**	

(S3-15) *Engage with policymakers and end users*

I currently have no interest in this	312	31%	300	29%
I have done this	268	26%	254	25%
I would like to do this	436	43%	471	46%
Total:	**1016**		**1025**	

CROS Section 3: Support and Career Development

		2019		2017	

Which of the following have you done, or would like to do, as part of your current role?

(S3-16)	*Knowledge exchange*				
	I currently have no interest in this	134	13%	121	12%
	I have done this	382	38%	378	37%
	I would like to do this	498	49%	529	51%
	Total:	**1014**		**1028**	
(S3-17)	*Participate in public engagement activities*				
	I currently have no interest in this	188	18%	194	19%
	I have done this	517	51%	531	51%
	I would like to do this	316	31%	317	30%
	Total:	**1021**		**1042**	
(S3-18)	*Teaching or lecture*				
	I currently have no interest in this	262	26%	228	22%
	I have done this	382	38%	420	40%
	I would like to do this	373	37%	393	38%
	Total:	**1017**		**1041**	
(S3-19)	*Present work at a conference orally*				
	I currently have no interest in this	90	9%	61	6%
	I have done this	760	73%	794	75%
	I would like to do this	195	19%	208	20%
	Total:	**1045**		**1063**	
(S3-20)	*Write up research for publication as first author*				
	I currently have no interest in this	78	7%	42	4%
	I have done this	697	67%	775	73%
	I would like to do this	270	26%	245	23%
	Total:	**1045**		**1062**	