

Consent

Dear Colleague,

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.

On behalf of Trinity College, you are asked to devote 25-30 minutes to complete an online survey that will focus on career ambitions, experiences and perceptions of the academic working environment.

The results will be analyzed and used to determine where to target future 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

Individual results may be aggregated anonymously and research reported on aggregate results. The survey results will form part of a report for distribution throughout College. Only grouped data will be used, no individual will be identifiable in any report (or journal article). In keeping with standard professional practice, your data may be retained for 10 years, during which time only the investigators on this project will have access to them. The identity of you and all participants will be totally confidential.

Conflict of Interest

This INTEGER survey is being conducted by Professor Eileen Drew edrew@tcd.ie, Director of WiSER and Professor in the School of Computer Science & Statistics (ph. 896 3415). It is acknowledged that this represents a possible conflict of interest because Professor Drew works for the university where you are engaged. In respect of this acknowledgement I ask that you act with integrity if you take part and Professor Drew undertakes to do the same as the researcher.

This research has been approved by the School of Computer Science and Statistics Ethics Committee.

Declaration

I am 18 years or older and am competent to provide consent.

I have read, or had read to me, a document providing information about this research and this consent form. I have had the opportunity to ask questions and all my questions have been answered to my satisfaction and understand the description of the research that is being provided to me.

I agree that my data is used for scientific purposes and I have no objection that my data is published in scientific publications in a way that does not reveal my identity.

I understand that if I make illicit activities known, these will be reported to appropriate authorities.

I understand that I may stop electronic recordings at any time, and that I may at any time, even subsequent to my participation have such recordings destroyed (except in situations such as above).

I understand that, subject to the constraints above, no recordings will be replayed in any public forum or made available to any audience other than the current researchers/research team.

I freely and voluntarily agree to be part of this research study, though without prejudice to my legal and ethical rights.

I understand that I may refuse to answer any question and that I may withdraw at any time without penalty.

I understand that my participation is fully anonymous and that no personal details about me will be recorded.

I have received a copy of this agreement.

If you have any questions or concerns about completing the questionnaire or about bein

* 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

Section 1: CURRENT EMPLOYMENT STATUS

Each question is optional. Feel free to omit a response to any question: however I would be grateful if all questions are responded to.

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

CURRENT EMPLOYMENT STATUS (continued)

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

Teaching

Research (including postgraduate supervision)

Academic administration

Pastoral care (incl. College Tutor)

Consultancy

Other

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

Teaching

Research (including postgraduate supervision)

Academic administration

Pastoral care (incl. College Tutor)

Consultancy

Other

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?

1.5 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

Research (including postgraduate supervision)

Academic administration

Pastoral care (incl. College Tutor)

Consultancy

Other

1.6 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"/>

Section 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" value="1"/>
Salary level	<input type="text" value="2"/>
Interest in research	<input type="text" value="3"/>
Autonomy/self direction	<input type="text" value="1"/>
Intellectual challenge	<input type="text" value="2"/>
Flexible working arrangements	<input type="text" value="3"/>
Other	<input type="text" value="1"/>

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?

Section 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

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:

Section 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"/>

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

Section 5: BULLYING/HARASSMENT

5.1 In your current working environment, have you experienced or observed any of the following behaviours? [please select all that apply]

	Experienced	Observed	Neither
Sexual/sexist teasing, jokes, remarks or questions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pressure for dating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual/sexist letters, phone calls, emails	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leaning over, cornering, pinching, touching, unwanted physical contacts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pressure for sexual favours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stalking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical/sexual assault	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5.2 If you experienced any of these behaviours, did you seek advice/support* from any of the following in your institution?

	Yes	No
Colleague	<input type="radio"/>	<input type="radio"/>
Dignity and Respect Contact Person	<input type="radio"/>	<input type="radio"/>
HR staff	<input type="radio"/>	<input type="radio"/>
Union representative	<input type="radio"/>	<input type="radio"/>

Other (please specify)

If so, what effect did it have?

- Felt better
- Felt worse
- Behavior decreased
- Behavior stopped
- Behavior increased
- Made no difference
- N/A

* If you think you are victim of sexual harassment or other forms of violence, do not hesitate to speak to an HR officer, College Health Centre, Staff Employment Assistance Programme or a trade union representative.

BULLYING/HARASSMENT (continued)

5.3 In your current working environment, have you experienced or observed bullying ** from:

	Yes	No
Manager	<input type="radio"/>	<input type="radio"/>
Colleague	<input type="radio"/>	<input type="radio"/>
Student	<input type="radio"/>	<input type="radio"/>

5.4 If you experienced any of these behaviours, did you seek advice/support *** from any of the following in your institution?

	Yes	No
Colleague	<input type="radio"/>	<input type="radio"/>
Dignity and Respect Contact Person	<input type="radio"/>	<input type="radio"/>
HR staff	<input type="radio"/>	<input type="radio"/>
Union representative	<input type="radio"/>	<input type="radio"/>

Other (please specify)

If so, what effect did it have?

- Felt better
- Felt worse
- Behavior decreased
- Behavior stopped
- Behavior increased
- Made no difference
- N/A

** Bullying is repeated inappropriate behaviour, direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the place of work/study and/or in the course of employment, which could reasonably be regarded as undermining the individual's right to dignity and respect.

*** If you think you are victim of bullying, do not hesitate to speak to an HR officer, College Health Centre, Staff Employment Assistance Programme or a trade union representative.

Section 6: INTEGER PROJECT

6.1 Are you aware of, and/or have you taken part in, any activities, implemented by WiSER (Centre for Women in Science and Engineering Research)/INTEGER? (Please select each that apply)

	Aware of	Participated
Distinguished speaker Lectures	<input type="radio"/>	<input type="radio"/>
ERC Funding Seminar	<input type="radio"/>	<input type="radio"/>
Aurora Leadership	<input type="radio"/>	<input type="radio"/>
Mentoring support	<input type="radio"/>	<input type="radio"/>
Postdoc Career Clinic	<input type="radio"/>	<input type="radio"/>
Women Faculty Lunch	<input type="radio"/>	<input type="radio"/>
Fellowship information seminar	<input type="radio"/>	<input type="radio"/>
Demystifying promotion seminar	<input type="radio"/>	<input type="radio"/>
Unconscious bias sessions	<input type="radio"/>	<input type="radio"/>
Post caring leave sabbatical	<input type="radio"/>	<input type="radio"/>
Women in Film series	<input type="radio"/>	<input type="radio"/>

Other (please specify)

6.2 If you were not yet involved in WiSER/INTEGER measures would you consider becoming a member of such a team for the implementation of gender equality initiatives in the future?

- Yes
- No
- Not Sure

6.3 Would any of the following incentives influence your decision to be an active member of such a team? (Please select each that apply)

Recognition through workload adjustment

Count towards 'service to College' for promotion

Other, please elaborate

Section 7: DEMOGRAPHIC INFORMATION

7.1 What is your gender?

Female

Male

Other (please specify)

7.2 What is your age?

Under 30 years

30-39 years

40-49 years

50-59 years

Over 60 years

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

Yes

No

DEMOGRAPHIC INFORMATION (continued)

7.4 Is your partner/spouse currently employed?

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

7.5 Does your partner/spouse currently work in academia?

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

DEMOGRAPHIC INFORMATION (continued)

7.6 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"/>


7.7 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)

7.8 Which School do you currently work in?

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

A large, empty rectangular box with a thin black border, intended for the user to provide additional comments about the survey and its topics.

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!