
ASSET

Athena Survey of Science Engineering and Technology

For Research Institutes

These statements about Data Protection and Confidentiality were displayed at the start of the survey.

Data Protection

All data collected in this survey will be held anonymously and securely.

Survey results and feedback will be reviewed within this institution and aggregate responses will be shared with other participating institutions.

Confidentiality

Organisations have the means to download and store their own survey results for further analysis. However, to ensure complete protection of anonymity for any free-text answers, these responses are presented as stand-alone lists and are not included in the download of quantitative responses that is available, thus preventing them being linked to any other data.

Notes about the Athena Research Institutes' Survey Data

This online survey was developed in conjunction with the University of East Anglia as part of the Athena Project and was distributed in 2004 by Research Councils to staff in their Research Institutes. Many of the questions are the same as those in the Athena Higher Education Survey.

2,444 valid responses were received.

All qualitative responses have been removed in compliance with the confidentiality statement given to respondents. In some cases, qualitative responses had been categorised as part of the survey analysis, and the main categories have been included with the data set. Data from questions 1 to 3 has also been excluded as this gave information about respondents' place of work and department.

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University of East Anglia

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Section 1: Your current job

- 1 In which Research Centre/Institute do you work?
- 2 If you work at xxx, which department do you work in?
- 3 If your Research Centre/Institute is part of the yyy, which unit/site/department do you work in?

Responses from Questions 1-3 have been excluded from the data set

- 4 **What is your current level?** **(check More Info Box 1 for definitions)**

Research Director
Principal scientist
Senior scientist / team or project manager
Scientist
Other

Note: Short response options were used in the interests of visual clarity. Fuller descriptions that covered the different grade definitions were available by clicking on a 'More Information' box and respondents were directed to do so. This information is presented at the end of this document.

- 5 **How many years have you been at this level?**
<1,1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,>20 years

- 6 **Is your contract.....**
Full time
Part time
If part time, what proportion?
Half time (50%)
Less than 50%
More than 50%

- 7 **How would you describe your employment contract?**
Permanent / Indefinite / open ended
Fixed term / short term / contract
Honorary/ unpaid / emeritus
Casual / hourly paid
Visiting scientist
Other

Work History

Section 2: Employers and career breaks

(check More Info Box 2 for definitions)

- 8 How many years in total have you worked.....
- (a) For your current employer?
<1,1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,>20 years
- (b) In Higher Education?
0,<1,1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,>20 years
- (c) In industry?
0,<1,1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,>20 years
- (d) In SET in other public sector employment?
0,1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,>20 years
- 9 If you have previously worked in Industry or Higher Education (excluding any employment while studying), what contributed to your choice to work in Research Centres/Institutes? [optional]
(Select all that apply)
- Academic freedom
 - Better childcare facilities
 - Better facilities/ funding for research
 - Better pay
 - Better prospects for career progression
 - Better work/life balance
 - Better working conditions
 - Did not want to teach
 - Equality of opportunity in Research Centres/Institutes
 - Experience good for CV / portfolio
 - Higher pace of work
 - Inequality of opportunity in HE
 - Inequality of opportunity in Industry
 - Less travel
 - Lower pace of work
 - More flexible hours
 - More resources
 - More security
 - More travel
 - Relocation due to partner's job
 - Research area
 - Unable to find a lecturing appointment in HE
 - Wanted permanent contract
 - Other
- 10 (a) What was the composition of the selection panel for your current post?
- All female
 - Mostly female
 - All male
 - Mostly male
 - Roughly even
 - Don't know / can't remember
 - Not interviewed
- (b) How long ago was this?
<1,1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,>20 years
- 11 Since your first appointment in SET professional employment, have you taken any career breaks (including maternity leave)?
- Yes
 - No
- If yes,
- (a) When you took your career break(s), who were you working for?

(Select all that apply)

- Your current employer
- Another employer – in HE
- Another employer – in a Research Centre/Institute
- Another employer – in industry
- Another employer – other public sector

(b) How long in total were the career breaks?

- < 6 months
- 6-12 months
- 13-18 months
- 19-24 months
- 2 to 3 years
- 4 to 5 years
- > 5 years

12 Since your first appointment in SET professional employment, have you had any periods of part time working?

- Yes
- No

If yes

(a) When you were working part time who were you working for? [optional]

(Select all that apply)

- Your current employer
- Another employer – in HE
- Another employer – in a Research Centre/Institute
- Another employer – in industry
- Another employer – other public sector

(b) How long in total did/have you worked part time? [optional]

- < 6 months
- 6-12 months
- 13-18 months
- 19-24 months
- 2 to 3 years
- 4 to 5 years
- > 5 years

13 If you have had any career breaks, did you experience any difficulties in returning to work? [optional]

- Yes
- No

14 Do you think any of the following would help the transition back to work in research after a career break? [optional]

(Select all that apply)

- Contact/keeping in touch with department while away
- Peer networks
- Mentoring
- Part time working initially, building up to full time
- Shorter hours
- Flexible working
- Childcare
- Training
- Other

Work History - progression

The questions in this section aim to give us to a clear impression of the collective career paths of respondents.

We would like you to answer the questions in this section that relate to each of the levels that you have worked at in research centres/institutes, as well as those relating to your current level.

Section 3: First jobs

- 15 At what level was your **FIRST** job in a research centre/institute?
(check More Info Box 1 for definitions)

Research Director
Principal scientist
Senior scientist / team or project manager
Scientist
Other

- 16 How many applications did you make for your **FIRST** post in a research centre/institute? *[optional]*
1, 2, 3, 4, 5, 6 or more, don't remember

Section 4: Years at each level

If you have had periods of working part time, please answer in actual years, not full time equivalents

[MORE INFO BOX 1 was available against each of questions 17-27 to remind respondents of the definitions of each level]

- 17 How many years have you worked (or did you work) at “scientist” level?
[optional] 0,1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,>20 years
- 18 How many years have you worked (or did you work) at “senior scientist” level?
[optional] 0,1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,>20 years
- 19 How many years have you worked (or did you work) at “principal scientist” level?
[optional] 0,1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,>20 years
- 20 How many years have you worked at “research director” level?
[optional] 0,1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,>20 years

Section 5: Progression

- 21 How did you obtain your first job at “principal scientist” level? *[optional]*
Promotion
Internal application to advertised job
External application to advertised job
Other
N/A
- 22 How did you obtain your first job at “research director” level? *[optional]*
Promotion
Internal application to advertised job
External application to advertised job
Other
N/A

23 Have you ever been invited or encouraged to apply for a post at “principal scientist” level? *[optional]*
 Yes
 No

24 Have you ever been invited or encouraged to apply for a post at “research director” level? *[optional]*
 Yes
 No

Section 6: Moving

25 Did you move employer to get your first “senior scientist” post? *[optional]*
 Yes
 No
 N/A

26 Did you move employer to gain your first “principal scientist” post? *[optional]*
 Yes
 No
 N/A

27 Did you move employer to gain your first “research director” post? *[optional]*
 Yes
 No
 N/A

Current appointment - what do you do?

Section 7: What you do within your department, your research centre/institute and external professional activities

- 28** Since working in research centres/institutes, which of the following positions do you hold (or have you held)
(Select all that apply)
- Head of Research Centre/Institute
 - Deputy Head of Research Centre/Institute
 - Head of a Division within Research Centre/Institute
 - Deputy Head of Division within your Research Centre/Institute
 - Director of postgraduate studies
 - Other senior management post
 - None of the above
- 29** Since working in research centres/institutes, which of the following responsibilities do you hold (or have you held)
(Select all that apply)
- Arranging seminar/research series
 - Chair of departmental meetings
 - Chair of promotion panel
 - Chair of selection panel
 - Centre/council representative at specialist meetings
 - Contract negotiation
 - Due diligence activities
 - External client customer consultancy
 - External research collaboration
 - Council representative on government bodies
 - Leader of collaborative research group
 - Line manager
 - Member of European Commission expert groups
 - Project management
 - Risk assessments
 - Safety responsibilities/management
 - Selected to manage special projects outside usual area of work
 - Sign offs, e.g. reports, designs, specifications
 - Staff supervision and training
 - Student supervision
 - None of the above
- 30** Since working in research centres/institutes which of the following committees are you (or have you been) a member of?
(Select all that apply)
- Council (either your own one or working across other research councils)
 - Finance/planning/resources committee
 - Promotion committee
 - Research committee
 - None of the above
- 31** In the last three years, have you taken part in any appointments committees for 'science' staff?
- | | | | |
|------------|--|-----|----|
| (a) | for your own area | Yes | No |
| (b) | for other areas in your research centre/institute | Yes | No |
| (c) | externally | Yes | No |

- 32 Are you currently a member of any committees within your research centre/institute?**
 Yes
 No
- If Yes**
- (a) Are any of the committees (within your Research Centre/Institute) of which you are a member...[optional]**
 (i) all female? Yes No
 (ii) all male? Yes No
 (iii) mixed? Yes No
- (b) Are the committees that you are a member of held in 'normal working time'? [optional]**
 Yes
 Mainly yes
 Half and half
 Mainly no
 No
- 33 Are you a member / fellow of a relevant professional organisation?**
 Yes
 No
- 34 What is the highest level of membership that you have held within this/these organisation(s)? [optional]**
 Associate/affiliate
 Member
 Fellow
- 35 And what participation do you have? [optional]**
(Select all that apply)
 President/Chair or Vice President/Vice Chair/Treasurer/Other Senior Officer
 Council/Board Member
 Special interest group/committee
 Member of conference programme committee
 Member of editorial board
 Attending meetings
 Presenting papers
 Other
- 36 Is chartered status available through any of the professional organisations to which you belong? [optional]**
 Yes
 No
 Not applicable
- (a) If yes, do you have chartered status? [optional]**
 Yes
 No
- 37 In the last 3 years, have you been invited to contribute at a national or international conference as [optional]**
(Select all that apply)
 Keynote-plenary speaker
 Specialist/break out session speaker
 Sessional chair
 None of these
- 38 In the last three years how many conferences have you attended? [optional]**
 0,1,2,3,4,5,6,7,8,9,10,>10

- 39 Are you Editor of an academic journal? [optional]**
 Yes
 Have been in the past
 No
- 40 Are you on the editorial board of an academic journal? [optional]**
 Yes
 Have been in the past
 No
- 41 Are you, or have you been [optional]**
- | | | | |
|-----|---|-----|----|
| (a) | A Research Council Member? | Yes | No |
| (b) | A member of a Research Council Committee? | Yes | No |
| (c) | A member of a grant giving panel? | Yes | No |
| (d) | An assessor for a Research Council? | Yes | No |
| (e) | An EU evaluator? | Yes | No |
| (f) | A non-executive director of a public company? | Yes | No |
| (g) | A trustee/governor/member of a public body? | Yes | No |
- 42 Do you undertake professional consultancy work? [optional]**
 Yes
 Have done in the past
 No
- 43 Do you undertake professional “representative” duties, e.g. as a member of a national/government committee? [optional]**
 Yes
 Have done in the past
 No
- 44 Are you a member of [optional]**
- | | | | |
|-----|--------------------------------------|-----|----|
| (a) | A departmental research group? | Yes | No |
| (b) | An interdisciplinary research group? | Yes | No |
| (c) | An international research group? | Yes | No |

Aspirations, Expectations and Progression

Section 8: Aspirations

- 45 Which of the following within research centres/institutes do you hope to achieve during your career? *[optional]* [\(check More Info Box 1 for definitions\)](#)
(Select all that apply)

Satisfied with current level
"Senior scientist" level
"Principal scientist" level
"Research Director level"

- 46 Do you have ambitions to be *[optional]*

(a) Head of a research centre?	Yes	No
(b) Head of a research division?	Yes	No
(c) Head of a research group?	Yes	No
(d) Member of senior management?	Yes	No

- 47 Where do your aspirations lie? *[optional]*

(a) In Higher Education	Yes	Possibly	No	Don't know
(b) In Research Centres/Institutes	Yes	Possibly	No	Don't know
(c) In industry	Yes	Possibly	No	Don't know
(d) In SET policy/management	Yes	Possibly	No	Don't know
(e) Running own business	Yes	Possibly	No	Don't know
(f) Doing something completely different	Yes	Possibly	No	Don't know

- 48 Would you like to continue your career in your current research centre/institute? *[optional]*

Yes
No
Undecided

Please write in any particular reasons why or why not_____

Section 9: Expectations and Progression

- 49 What will help you progress in your career? *[optional]*
(Select all that apply)

Appraisal / staff review / performance review
Career development of others
Communication skills
Financial management experience
Flexibility
Leadership skills
Management/supervisory skills
Mentoring
Mobility
Negotiating skills
Personal development
Problem solving skills
Research performance
Specialist skills
Other, please specify_____

- 50 Which of the following areas of career development are available to you at your Research centre? *[optional]*

- (a) Formal mentoring scheme
Available

- Unavailable
Don't know
- (ai) **If available, have you participated in this?**
Yes
No
- (a ii) **If Yes, how useful was it?**
Not at all useful
Not very useful
Useful
Very useful
- (b) **Personal development training**
Available
Unavailable
Don't know
- (bi) **If available, have you taken any of this type of training?**
Yes
No
- (bii) **If Yes, how useful was it?**
Not at all useful
Not very useful
Useful
Very useful
- (c) **Management or supervisory skills training**
Available
Unavailable
Don't know
- (ci) **If available, have you taken any of this type of training?**
Yes
No
- (cii) **If Yes, how useful was it?**
Not at all useful
Not very useful
Useful
Very useful
- (d) **Communication skills training (eg negotiation)**
Available
Unavailable
Don't know
- (di) **If available, have you taken any of this type of training?**
Yes
No
- (dii) **If Yes, how useful was it?**
Not at all useful
Not very useful
Useful
Very useful
- 51 **Have your aspirations and expectations changed since you first started work in a research?**
Yes, changed a lot
Yes, some change
No change
- If Yes, please explain [optional]**
- 52 **Do you know what the criteria are for promotion in your research centre/institute?**
Yes, good knowledge of the criteria
Yes, Fairly good knowledge of the criteria
Yes, Some knowledge of the criteria

No knowledge of the criteria

53 Do you know the procedure for promotion within your research centre/institute?

Yes, good knowledge of the procedure
 Yes, Fairly good knowledge of the procedure
 Yes, Some knowledge of the procedure
 No knowledge of the procedure

54 Which of the following are the MOST IMPORTANT in contributing to successful career progression within research centres/institutes?

(Select all that apply)

[\(check More Info Box 3 for definitions\)](#)

Assessor for grant giving bodies
 Attracting new PhD students
 Chair of division committees
 Client/customer consultancy
 Collaborative working – across/within research centre
 Collaborative working – externally
 Conference attendance
 Conference keynote-plenary speaker
 Coordination of research projects
 Course director/leader/coordinator
 Editor of academic journal
 External examiner
 Initiating and contributing to new projects/programmes
 International experience
 Meeting targets/delivering on time
 Member of Council
 Member of cross council committee
 Member of editorial board of academic journal
 Membership of a national/government committee
 Membership of appointments committees
 Membership of division committees
 Membership of finance/planning/resource committees
 Membership of industry / standards board
 Networking outside the research centre
 Networking within research centre
 Obtaining external research funding
 Participating in the periodic scientific evaluation of your research centre/institute
 Patenting
 Professional consultancy work
 Project management experience
 Raising profile of research centre in media
 Refereeing
 Research publications
 Working on high profile/successful/ projects/programmes/ research
 Other
If you selected Other, please specify_____

Section 10: Perceptions

55 How do you view the travel requirements of your current job?

Acceptable
 Too much
 Too little

56 If you find the travel requirements onerous, which (if any) of the following would be MOST IMPORTANT in making the travel requirements easier? [optional]

Ability to take partner
 Ability to work from home immediately before and after travel
 Additional care costs contribution / cover

Adequate notice of required travel
 Compensatory leave allocation for long periods away from home
 Established 'No go' periods for travelling, e.g. school holidays / own leave periods
 Established minimum period at home between periods of travel
 Information about (or Transparency on) travel commitments of colleagues
 Involvement in the planning of travel commitments
 Regular pattern of travel, rather than ad hoc
 Support/cover by colleagues during absence
 Other

57 How do you view the approach of your research centre/institute to the "work/life balance"? [optional]

Good
 Adequate
 Poor

58 Which of the following are the MOST IMPORTANT contributors to a good "work/life balance"? [optional]

Ability to buy additional leave with salary sacrifice
 Awareness of issue being shown by senior management
 Being able to ask for time off at short notice within leave allocation, without need to give reasons
 Flexibility in hours/days worked/ work pattern
 Home working
 Important meetings/activities on a regular pattern to allow planning
 Meetings finishing on time, especially those at the end of the day
 More notice of important meetings
 More support from colleagues
 Take up of existing work-life provision by senior managers
 Other

59 Which do you have access to or are in operation in your current research centre/institute? [optional]

(Select all that apply)

Ability to buy additional leave with salary sacrifice
 Awareness of issue being shown by senior management
 Being able to ask for time off at short notice within leave allocation, without need to give reasons
 Flexibility in hours/days worked/ work pattern
 Home working
 Important meetings/activities on a regular pattern to allow planning
 Meetings finishing on time, especially those at the end of the day
 More notice of important meetings
 More support from colleagues
 Take up of existing work-life provision by senior managers
 Other

60 How strongly do you agree or disagree with the following statements? [optional]

- (a) Senior colleagues are supportive
- (b) My line manager is supportive
- (c) My research contribution to the research centre/institute is valued
- (d) My administrative contribution to the research centre/institute is valued
- (e) I feel socially integrated within my research centre/institute
- (f) I have the opportunity to participate in important research centre/institute committees, meetings and projects
- (g) I am encouraged to undertake activities which will contribute to my career development
- (h) Successes in my working life are celebrated by my research centre/institute
- (i) My research centre/institute places value on external professional activities

Response options for 60(a) to 60(i)
 Agree strongly

Agree
Neither agree or disagree
Disagree
Disagree strongly
Not applicable

- 61 What is your perception of the equality of treatment in your research centre with respect to the following:** [please skip this question if working in a single sex department]

[optional]

- (a) **Promotion**
- (b) **Salary**
- (c) **Access to career development and training opportunities**
- (d) **Visibility to senior management**
- (e) **Access to funds**
- (f) **Office space**
- (g) **Laboratory space**
- (h) **Administrative/office support**
- (i) **Sabbatical leave**

Response options for 61(a) to 61(i)

Women significantly disadvantaged
Women slightly disadvantaged
No difference
Men slightly disadvantaged
Men significantly disadvantaged
No opinion/Don't know

- 62 What have been the significant factors that have most helped your career?** *[optional]*

- 63 What, if any, organisational/cultural barriers do you see to progression within your research centre/institute?** *[optional]*

Section 11: About You

64 What is your gender?

Male

Female

65 What is your age? *[optional]*

<26, 26-30, 31-35, 36-40, 41-45, 46-50, 51-55, 56-60, 61-65, 66+ yrs

66 What qualifications do you have? *[optional]*

(Select all that apply)

HND

1st degree

Masters

MBA

PhD

Other/professional

67 What is the subject area of your highest degree/qualification? *[optional]*

Agriculture and Forestry

Anatomy and Physiology

Architecture and Building

Bio sciences

Biotechnology

Chemical Engineering

Chemistry

Civil Engineering

Dentistry

Earth, Marine and Environmental Sciences

Electronic and Electrical Engineering

General Engineering

General Sciences

Health and Community Studies

Information Technology and Systems Sciences

Mathematics and Statistics

Mechanical, Aero and Production Engineering

Medicine

Mineral, Metallurgy and Materials Engineering

Minerals technology

Nursing and Paramedical Studies

Operational research

Pharmacology, Toxicology and Pharmacy

Physics

Psychology and Behavioral Sciences

Technologies

Veterinary Science

Other

If you selected Other, please specify _____

Note: This list contained the main JACS code headings plus a selection of what were considered to be the most common subsidiary subjects. Many respondents filled in the 'other' option enabling more detailed coding to be completed.

68 What age were you when you obtained your PhD? *[optional]*

Do not have a PhD

<26 yrs

26-30 yrs
 31-35 yrs
 36-40 yrs
 41-45 yrs
 46-50 yrs
 51-55 yrs
 56-60 yrs
 61-65 yrs
 66+ yrs

- 69 What is your annual gross salary? [optional]**
 [If you work part time, please enter the full time equivalent]
 £20,000 or less
 £21-£24,000
 £25-£30,000
 £31-£35,000
 £36-£40,000
 £41-£45,000
 £46-£50,000
 £51-£55,000
 £56-£60,000
 £61-£65,000
 £66-£70,000
 £71-£75,000
 £76-£80,000
 £81-£85,000
 £86-£90,000
 £91-£95,000
 £96-£100,000
 £101-£120,000
 £121-£140,000
 £141-£160,000
 >£160,000
- 70 Do you have children under the age of 6? [optional]**
 Yes
 No
- 71 Do you have children aged between 6 and 16? [optional]**
 Yes
 No
- 72 Do you have children aged over 16? [optional]**
 Yes
 No
- 73 How would you classify your ethnicity? [optional]**
standard list used
- 74 Please select a country to describe your nationality [optional]**
standard list used
Grouped
 UK
 EU
 North America
 Australia or New Zealand
 Rest of World
- 75 Do you have any form of disability [optional]**
 No disability
standard list
 undisclosed

76 Do you have any care responsibilities for: *[optional]*

- | | |
|-----------------------|--|
| (a) A dependent child | Yes, I am the main carer
Yes, I share the caring responsibilities
No |
| (b) A parent | Yes, I am the main carer
Yes, I share the caring responsibilities
No |
| (c) A partner | Yes, I am the main carer
Yes, I share the caring responsibilities
No |

77 How likely is it that you will want or need to work flexible hours due to care responsibilities before you retire or leave SET research employment? *[optional]*

- Very likely
Possible
Unlikely
Don't Know

Thank you for completing this survey

Additional Variables Included in the Research Institutes Data Set

- Individual identifier
- Name of participating Research Council
- Worked in sectors other than Research Institutes - created from responses to question

MORE INFO BOX 1

Note: to avoid confusion between the interpretation of the short word descriptions of position, the following definitions are used throughout the survey

"Research Director"

Scientist or engineer who directs others and is responsible for the strategic planning/policy for wide area. Will manage significant budgets, resources and facilities. Will typically head up a research centre or research division.

Band/grade equivalents:

BBSRC – Bands 1/2, relating to Institute Director / Head of Division

CCLRC – Bands 1/2

MRC – Bands 1, relating to either Directors of Research centres and/or Heads of Divisions

NERC – Bands 1/2

"Principal scientist"

Scientist or engineer who leads and is responsible for a specific research programme. Will typically manage staff, facilities, service function, resources, budget for own area / a number of different programmes or service functions.

Band/grade and job category equivalents:

BBSRS – Bands 3/4, relating to 'Principle Investigator/Group Leader'

CCLRC - Bands 3 or IM2

MRC - Bands 2 relating to Programme Leader, Programme leader Track (formerly called Career track)

NERC – Bands 3/4

"Senior scientist / team or project manager"

Scientist or engineer with responsibility for discrete projects within larger team/programme of research. May be responsible for more junior staff. Also includes senior support staff such as managers of research functions.

Band/grade and job category equivalents:

BBSRC – Bands 5, relating to Senior Research Scientist/Equivalent Support positions

CCLRC – Bands 4

MRC – Bands 3, relating to Senior Investigator Scientist and equivalent senior Research Support positions

NERC – Bands 4/5

"Scientist"

Typically a scientist or engineer in early post-doctoral position. Manages their own activity, normally as part of a team. Reports to a senior scientist or other first line supervisor. May be in equivalent research support position

Band/grade and job category equivalents

BBSRC – Bands 6/7, relating to Postdoctoral / Research Scientist / Research Assistant and equivalent Research support position

CCLRC – Bands 5/6

MRC – Bands 4/5, relating to Investigator scientist, Career development fellow / Research Associate and equivalent research project support / research assistant role

NERC – Bands 6/7

MORE INFO BOX 2

For the purposes of this survey 'SET' includes Science, Engineering, Technology and Medicine and associated disciplines

'In Higher Education' = all periods of teaching and/or research at Higher Education Institutions (HEIs), excluding that undertaken while studying

MORE INFO BOX 3

"Participating in the periodic scientific evaluation of your research centre" refers to Research Council review of scientific quality in their respective centres/units or institutes. For MRC this exercise is referred to as the quinquennial (QQR) review. For BBSRC this is referred to as the Institute Assessment Exercise (IAE) and occurs every 4 years.