Women in Science (WiSci) survey

Female and male academic staff

September 2008
The WiSci project

- WiSci = Women in Science
- Project initiated by Professor David Day, Dean of the Faculty of Science
- Launched 8 August 2008 by the Vice-Chancellor, Dr Michael Spence

Project team

- Penny Oxford, Learning Advisor, Learning Solutions
- Melissa Stone, HR Advisor, SydneyPeople
- Cindy Wilkinson, Director Academic Administration, Faculties of Science
Steering committee

- Dr. Elaine Baker, Principal Research Fellow, School of Geosciences
- Dr. Dieter Hochuli, Senior Lecturer, School of Biological Sciences
- Associate Professor Kate Jolliffe, Deputy HOS, School of Chemistry
- Associate Professor Robyn McConchie, Director of RIAP
- Professor Robyn Overall, HOS, School of Biological Sciences
- Dr Louise Sharpe, Clinical Research Director, School of Psychology
- Associate Professor Rosanne Taylor, ProDean, Faculty of Veterinary Science
Project objectives

- Identify some of the obstacles that prevent women achieving senior roles in the sciences
- To encourage more women into senior academic roles within the Faculties of Sciences
- To support more women to achieve satisfying and productive careers in science
Project steps

Stage 1: May - December 2008
- Surveyed full and part time academics in Sciences who are permanent or on contract (excluding casual).
- Following up with focus groups.
- Prepare report.
- Developed and launched WiSci website.

Stage 2: January – May 2009
- Survey general staff in Sciences, particularly technical/laboratory staff.
- Follow up with focus groups, prepare report, update website.

Stage 3: June – September 2009
- Survey all PhD and Postdoctoral Fellows in Sciences.
- Follow-up with focus groups, prepare report, update the WiSci website.
Academic staff survey

- August 2008: online survey sent to 822 female and male academic staff in:
  - Faculty of Science
  - Faculty of Veterinary Science
  - Faculty of Agriculture, Food and Natural Resources
  - School of Medical Science
- 184 responses (22.4% response rate)
Survey respondents – who?

- 119 female respondents and 65 male respondents
Survey respondents – where?

- Vet Science 20.10%
- Agriculture 8.20%
- Biology 12.50%
- Chemistry 6.50%
- Geosciences 6.00%
- Math & Stats 5.40%
- Hist & Phil 1.10%
- MMB 13.00%
- Med Sc 14.10%
- Physics 6.00%
- Psych 4.90%
- Other 2.20%
Survey respondents – which levels?

Female academic staff - levels

Male academic staff - levels
Survey respondents – comparison of levels
Survey respondents – time at the University

Female academic staff - time

- Less than 1 year: 2.50%
- 1 - 3 years: 21.00%
- 3 - 5 years: 12.60%
- 5 - 10 years: 26.10%
- 10 - 15 years: 16.00%
- 15 - 20 years: 10.90%
- 20+ years: 10.90%

Male academic staff - time

- Less than 1 year: 4.60%
- 1 - 3 years: 10.80%
- 3 - 5 years: 13.80%
- 5 - 10 years: 20.00%
- 10 - 15 years: 20.00%
- 15 - 20 years: 23.10%
Survey respondents – roles

Female staff - role

- Teaching and Research: 51.80%
- Research only: 42.00%
- Other: 9.80%

Male staff - role

- Teaching and Research: 73.80%
- Research only: 23.10%
- Other: 4.60%
Female respondents – roles (comparison)
Male respondents – roles (comparison)
Survey responses
Q7. When did you last receive an external research grant?

**Female academic staff - grants**
- No grant yet: 33.00%
- Last three years: 51.80%
- Last five years: 4.50%
- 5+ years ago: 10.70%

**Male academic staff - grants**
- No grant yet: 16.90%
- Last three years: 69.20%
- Last five years: 7.70%
- 5+ years ago: 6.20%
Q8. Have you participated in the Special Studies Program (SSP / Sabbatical)?

SSP - Female staff
- Yes, more than five years ago, 9.80%
- Yes, within the last five years, 3.60%
- Yes, within the last three years, 5.40%
- No, 81.30%

SSP - Male staff
- Yes, more than five years ago, 21.50%
- Yes, within the last five years, 13.80%
- Yes, within the last three years, 7.70%
- No, 56.90%
Q9. Do you have primary care responsibilities?

Primary care - female academic staff

- No: 67.60%
- child / children < 5: 10.80%
- child / children 5 - 12: 14.40%
- child / children 13 - 18: 11.70%
- other primary care: 5.40%

Primary care - male academic staff

- No: 81.50%
- child / children < 5: 6.20%
- child / children 5 - 12: 6.20%
- child / children 13 - 18: 7.70%
- other primary care: 1.50%
Q10. Do you have shared care responsibilities?

Female academic staff - shared care

- No: 72.10%
- Yes, child / children < 5: 6.30%
- Yes, child / children 5 - 12: 10.80%
- Yes, child / children 13 - 18: 11.70%
- Yes, other: 7.20%

Male academic staff - shared care

- No: 38.50%
- Yes, child / children < 5: 18.50%
- Yes, child / children 5 - 12: 18.50%
- Yes, child / children 13 - 18: 24.60%
- Yes, other: 6.20%
Q 11a. Our management provides a clear sense of direction

11a. Female academic staff

- Disagree, 10.30%
- Tend to disagree, 24.30%
- ?, 16.80%
- Tend to agree, 35.50%
- Agree, 13.10%

11a. Male academic staff

- Disagree, 4.80%
- Tend to disagree, 22.60%
- ?, 22.60%
- Tend to agree, 29.00%
- Agree, 21.00%
Q11b. Morale in my team is generally high

11b. Female academic staff

- Agree, 22.40%
- Tend to agree, 31.80%
- Tend to disagree, 21.50%
- Disagree, 7.50%
- ?, 16.80%

11b. Male academic staff

- Agree, 29.00%
- Tend to agree, 40.30%
- Tend to disagree, 19.40%
- Disagree, 3.20%
- ?, 8.10%
Q11c. The decisions management makes concerning staff are usually fair

11c. Female academic staff

- Disagree, 6.50%
- Tend to disagree, 16.80%
- ?, 26.20%
- Tend to agree, 35.50%
- Agree, 15.00%

11c. Male academic staff

- Disagree, 1.60%
- Tend to disagree, 9.70%
- ?, 29.00%
- Tend to agree, 40.30%
- Agree, 19.40%
Q11d. I feel like a valued member of my school / unit

11d. Female academic staff

- Agree, 29.00%
- Tend to agree, 38.30%
- Tend to disagree, 13.10%
- Disagree, 10.30%
- ?, 9.30%

11d. Male academic staff

- Agree, 45.20%
- Tend to agree, 30.60%
- Tend to disagree, 6.50%
- Disagree, 3.20%
- ?, 14.50%
Q11e. I feel like a valued member of my faculty

11e. Female academic staff

- Agree, 21.50%
- Tend to agree, 28.00%
- Tend to disagree, 15.90%
- ?, 27.10%
- Disagree, 7.50%

11e. Male academic staff

- Agree, 33.90%
- Tend to agree, 27.40%
- Tend to disagree, 9.70%
- ?, 19.40%
- Disagree, 9.70%
Q11f. I feel like a valued member of the University community

11f. Female academic staff

- Agree, 11.20%
- Tend to agree, 33.60%
- Tend to disagree, 16.80%
- Disagree, 8.40%
- ?, 29.90%

11f. Male academic staff

- Agree, 24.20%
- Tend to agree, 29.00%
- Tend to disagree, 17.70%
- Disagree, 6.50%
- ?, 22.60%
Q12a. Most of the time it is safe to speak up

12a. Female academic staff
- Agree, 52.30%
- Tend to agree, 29.90%
- Tend to disagree, 6.50%
- Disagree, 6.50%
- ?, 4.70%

12a. Male academic staff
- Agree, 61.30%
- Tend to agree, 24.20%
- Tend to disagree, 0.00%
- Disagree, 3.20%
- ?, 11.30%
Q12b. Little effort is made to get the opinions and thinking of staff

12b. Female academic staff

- Agree, 10.30%
- Tend to agree, 15.00%
- ?, 12.10%
- Tend to disagree, 38.30%
- Disagree, 24.30%

12b. Male academic staff

- Agree, 9.70%
- Tend to agree, 17.70%
- ?, 12.90%
- Tend to disagree, 35.50%
- Disagree, 24.20%
Q12c. I have the opportunity for input before changes are made which will affect my job

**12c. Female academic staff**
- Agree, 34.60%
- Tend to agree, 29.90%
- ? , 15.90%
- Tend to disagree, 11.20%
- Disagree, 8.40%

**12c. Male academic staff**
- Agree, 25.80%
- Tend to agree, 37.10%
- ? , 21.00%
- Tend to disagree, 11.30%
- Disagree, 4.80%
Q12d. My manager generally understands the problems I face in my job

12d. Female academic staff

- Agree, 30.80%
- Tend to agree, 43.00%
- ?, 9.30%
- Tend to disagree, 8.40%
- Disagree, 8.40%

12d. Male academic staff

- Agree, 40.30%
- Tend to agree, 35.50%
- ?, 14.50%
- Tend to disagree, 3.20%
- Disagree, 6.50%
Q13a. My working environment within the faculty / school is accepting of ethnic differences

**13a. Female academic staff**
- Agree, 57.90%
- Tend to agree, 31.80%
- ?, 8.40%
- Tend to disagree, 0.90%
- Disagree, 0.90%

**13a. Male academic staff**
- Agree, 71.00%
- Tend to agree, 22.60%
- ?, 4.80%
- Tend to disagree, 1.60%
- Disagree, 0.00%
Q13b. My working environment within the faculty / school is accepting of differences in cultural background or lifestyle

13b. Female academic staff

- Agree, 51.40%
- Tend to agree, 34.60%
- Tend to disagree, 3.70%
- ?, 9.30%
- Disagree, 0.90%

13b. Male academic staff

- Agree, 58.10%
- Tend to agree, 30.60%
- Tend to disagree, 1.60%
- ?, 9.70%
- Disagree, 0.00%
Q13c. My working environment within the faculty / school is accepting of gender differences

13c. Female academic staff

- Agree, 35.50%
- Tend to agree, 32.70%
- ?, 14.00%
- Tend to disagree, 15.00%
- Disagree, 2.80%

13c. Male academic staff

- Agree, 58.10%
- Tend to agree, 29.10%
- ?, 9.70%
- Tend to disagree, 3.20%
- Disagree, 0.00%
Q14a. I am generally aware of opportunities for career enhancement / advancement

14a. Female academic staff

- Agree, 26.40%
- Tend to agree, 40.60%
- Tend to disagree, 14.20%
- ?, 15.10%
- Disagree, 3.80%

14a. Male academic staff

- Agree, 54.80%
- Tend to agree, 32.30%
- Tend to disagree, 3.20%
- ?, 8.10%
- Disagree, 1.60%
Q14b. I believe my career enhancement/advancement prospects are good

14b. Female academic staff

- Agree, 14.20%
- Tend to agree, 32.10%
- Tend to disagree, 24.50%
- Disagree, 14.20%
- ?, 15.10%

14b. Male academic staff

- Agree, 25.80%
- Tend to agree, 32.30%
- Tend to disagree, 11.30%
- Disagree, 6.50%
- ?, 24.20%

Q14c. I have a good idea of possible career paths at the University

14c. Female academic staff

- Agree, 19.80%
- Tend to agree, 35.80%
- Tend to disagree, 22.60%
- ? , 17.90%
- Disagree, 3.80%

14c. Male academic staff

- Agree, 41.90%
- Tend to agree, 35.50%
- Tend to disagree, 11.30%
- ?, 9.70%
- Disagree, 1.60%
Q14d. I feel that management supports equal opportunity for staff

14d. Female academic staff

- Agree, 21.70%
- Tend to agree, 32.10%
- Tend to disagree, 14.20%
- Disagree, 8.50%
- ?, 23.60%

14d. Male academic staff

- Agree, 43.50%
- Tend to agree, 41.90%
- Tend to disagree, 6.50%
- ?, 4.80%
- Disagree, 3.20%
Q14e. I think my performance is evaluated fairly

**14e. Female academic staff**
- Agree, 25.50%
- Tend to agree, 35.80%
- Tend to disagree, 15.10%
- Disagree, 7.50%
- ?, 16.00%

**14e. Male academic staff**
- Agree, 40.30%
- Tend to agree, 33.90%
- Tend to disagree, 4.80%
- Disagree, 4.80%
- ?, 16.10%
Q15a. I have the skills and knowledge I need in order to perform effectively

15a. Female academic staff

Agree, 53.80%
Tend to agree, 34.00%
Tend to disagree, 6.60%
?, 5.70%
Disagree, 0.00%

15a. Male academic staff

Agree, 59.70%
Tend to agree, 37.10%
Tend to disagree, 3.20%
?, 0.00%
Disagree, 0.00%
Q15b. Development opportunities are equally available to all the people in my team

15b. Female academic staff
- Agree, 28.30%
- Tend to agree, 28.30%
- ?, 18.90%
- Tend to disagree, 15.10%
- Disagree, 9.40%

15b. Male academic staff
- Agree, 45.20%
- Tend to agree, 29.00%
- ?, 16.10%
- Tend to disagree, 6.50%
- Disagree, 3.20%
Q15c. My manager / supervisor will encourage me to apply for a more senior role when I'm ready

15c. Female academic staff

- Agree, 24.50%
- Tend to agree, 28.30%
- Tend to disagree, 7.50%
- Disagree, 13.20%
- ?, 26.40%

15c. Male academic staff

- Agree, 30.60%
- Tend to agree, 24.20%
- Tend to disagree, 6.50%
- Disagree, 6.50%
- ?, 32.30%
Q16. What professional development activities have you undertaken in the last twelve months?

**Professional development - female academic staff**

- Conference attendance: 75.00%
- Presenting at conference: 69.20%
- Program at Learning Solutions: 26.00%
- Faculty / school-based seminars: 68.30%
- ITL program: 20.20%
- E-learning / online program: 10.60%
- Coaching: 6.70%
- No development: 8.70%
- Other (please specify): 7.70%

**Professional development - male academic staff**

- Conference attendance: 93.50%
- Presenting at conference: 85.50%
- Program at Learning Solutions: 24.20%
- Faculty / school-based seminars: 66.10%
- ITL program: 11.30%
- E-learning / online program: 9.70%
- Coaching: 14.50%
- No development: 1.60%
- Other (please specify): 9.70%
Q17. Do you have a mentor who works with you to help you develop in your role?

17. Female academic staff

- Yes, 23.10%
- No, 29.80%
- Not really, 47.10%

17. Male academic staff

- Yes, 19.40%
- No, 46.80%
- Not really, 33.90%
Q18. Do you have a network of colleagues with whom you discuss issues and current developments in your field?

18. Female academic staff
- No: 16.30%
- Yes, meet face to face: 47.10%
- Yes, via email: 45.20%
- Yes, at conferences: 43.30%
- Other (please specify): 7.69%

18. Male academic staff
- No: 12.90%
- Yes, meet face to face: 62.90%
- Yes, via email: 51.60%
- Yes, at conferences: 45.20%
- Other (please specify): 4.84%
Q19. Apart from teaching and research, what activities do you spend time on at work?

**19. Female academic staff**

- Organising conferences: 28.30%
- Consultancy: 20.00%
- Mentoring other staff: 52.50%
- Student care / welfare: 64.60%
- Administration: 81.80%
- Committees: 51.50%
- Other (please specify): 11.11%

**19. Male academic staff**

- Organising conferences: 45.90%
- Consultancy: 32.80%
- Mentoring other staff: 59.00%
- Student care / welfare: 63.90%
- Administration: 90.20%
- Committees: 72.10%
- Other (please specify): 16.39%
Q20a. Please indicate which, if any, of the following work arrangements and support benefits you have used:

Parental leave

20a. Female academic staff

- Parental leave - Yes, I am currently using: 3.00%
- Parental leave - Yes, I have used in the past: 31.30%
- Parental leave - No I haven't used: 65.70%
- Parental leave - I'm not aware of this: 2.00%

20a. Male academic staff

- Parental leave - Yes, I am currently using: 0.00%
- Parental leave - Yes, I have used in the past: 9.80%
- Parental leave - No I haven't used: 86.90%
- Parental leave - I'm not aware of this: 4.90%
Q20b. Please indicate which, if any, of the following work arrangements and support benefits you have used:

**Personal carer’s leave**

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**20b. Female academic staff**

- Personal carer's leave - Yes, I am currently using: 0.00%
- Personal carer's leave - Yes, I have used in the past: 14.10%
- Personal carer's leave - No I haven't used: 81.80%
- Personal carer's leave - I'm not aware of this: 4.00%

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**20b. Male academic staff**

- Personal carer's leave - Yes, I am currently using: 0.00%
- Personal carer's leave - Yes, I have used in the past: 8.20%
- Personal carer's leave - No I haven't used: 88.90%
- Personal carer's leave - I'm not aware of this: 6.60%
Q20c. Please indicate which, if any, of the following work arrangements and support benefits you have used:

Part-time work

**20c. Female academic staff**

- Part-time work - Yes, I am currently using: 26.30%
- Part-time work - Yes, I have used in the past: 15.20%
- Part-time work - No I haven't used: 54.50%
- Part-time work - I'm not aware of this: 4.00%

**20c. Male academic staff**

- Part-time work - Yes, I am currently using: 3.30%
- Part-time work - Yes, I have used in the past: 1.60%
- Part-time work - No I haven't used: 91.80%
- Part-time work - I'm not aware of this: 4.90%
Q20d. Please indicate which, if any, of the following work arrangements and support benefits you have used:

**Job share**

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**20d. Female academic staff**

- Job share - Yes, I am currently using: 0.00%
- Job share - Yes, I have used in the past: 2.00%
- Job share - No I haven't used: 87.90%
- Job share - I'm not aware of this: 9.10%

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**20d. Male academic staff**

- Job share - Yes, I am currently using: 0.00%
- Job share - Yes, I have used in the past: 1.60%
- Job share - No I haven't used: 88.50%
- Job share - I'm not aware of this: 11.50%
Q20e. Please indicate which, if any, of the following work arrangements and support benefits you have used:

**Child care centre**

<table>
<thead>
<tr>
<th>20e. Female academic staff</th>
<th>20e. Male academic staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child care centre - Yes, I am currently using</td>
<td>Child care centre - Yes, I am currently using</td>
</tr>
<tr>
<td>3.00%</td>
<td>6.60%</td>
</tr>
<tr>
<td>Child care centre - Yes, I have used in the past</td>
<td>Child care centre - Yes, I have used in the past</td>
</tr>
<tr>
<td>19.20%</td>
<td>14.80%</td>
</tr>
<tr>
<td>Child care centre - No I haven’t used</td>
<td>Child care centre - No I haven’t used</td>
</tr>
<tr>
<td>74.70%</td>
<td>75.40%</td>
</tr>
<tr>
<td>Child care centre - I’m not aware of this</td>
<td>Child care centre - I’m not aware of this</td>
</tr>
<tr>
<td>3.00%</td>
<td>3.30%</td>
</tr>
</tbody>
</table>
Q21a. I believe I have the opportunity for personal growth and development

21a. Female academic staff

- Agree, 27.30%
- Tend to agree, 34.30%
- Tend to disagree, 8.10%
- Disagree, 9.10%
- ?, 21.20%

21a. Male academic staff

- Agree, 45.90%
- Tend to agree, 36.10%
- Tend to disagree, 3.30%
- Disagree, 4.90%
- ?, 9.80%
Q21b. I find it very difficult to balance my work and my personal responsibilities

21b. Female academic staff

- Agree, 24.20%
- Tend to agree, 24.20%
- Tend to disagree, 25.30%
- Disagree, 12.10%
- ?, 14.10%

21b. Male academic staff

- Agree, 18.00%
- Tend to agree, 24.60%
- Tend to disagree, 13.10%
- Disagree, 13.10%
- ?, 9.80%
- ?, 34.40%
Q21c. I would recommend this faculty / school as a good place to work

21c. Female academic staff

- Agree, 19.20%
- Tend to agree, 42.40%
- Tend to disagree, 10.10%
- Disagree, 5.10%
- ?, 23.20%

21c. Male academic staff

- Agree, 37.70%
- Tend to agree, 39.30%
- Tend to disagree, 3.30%
- ?, 18.00%
- Disagree, 1.60%
Q22. Taking everything into account, what is your current level of satisfaction with your job?

**22. Female academic staff**
- Very satisfied, 5.10%
- Satisfied, 14.10%
- Dissatisfied, 7.10%
- Neither satisfied nor dissatisfied, 23.20%
- Very dissatisfied, 5.10%

**22. Male academic staff**
- Very satisfied, 32.80%
- Satisfied, 45.90%
- Dissatisfied, 3.30%
- Neither satisfied nor dissatisfied, 14.80%
- Very dissatisfied, 3.30%
Q23. Are you currently seeking a more senior position?

<table>
<thead>
<tr>
<th></th>
<th>Female academic staff</th>
<th>Male academic staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, within my faculty</td>
<td>13.10%</td>
<td>24.60%</td>
</tr>
<tr>
<td>Yes, elsewhere within the University</td>
<td>2.00%</td>
<td>3.30%</td>
</tr>
<tr>
<td>Yes, outside the University</td>
<td>16.20%</td>
<td>14.80%</td>
</tr>
<tr>
<td>Not at present</td>
<td>75.80%</td>
<td>68.90%</td>
</tr>
</tbody>
</table>
Q24. Have you applied for promotion in the past three years? If so, what triggered your decision to apply?

**24. Female academic staff**
- Haven't applied in last three years: 69.70%
- HoS / Dean suggested I apply: 8.10%
- Peer(s) suggested I apply: 11.10%
- Felt I was ready: 24.20%
- Other: 6.06%

**24. Male academic staff**
- Haven't applied in last three years: 67.20%
- HoS / Dean suggested I apply: 4.90%
- Peer(s) suggested I apply: 8.20%
- Felt I was ready: 27.90%
- Other: 4.92%
Q25. Thinking about your reasons for seeking or not seeking a more senior role, please indicate the statements that best reflect your feelings at the moment.

25. Female academic staff

- 12.10% Not seeking - happy in current role
- 19.20% Not seeking - still learning this job
- 26.30% Not seeking - don't think I'll be successful
- 18.20% Not seeking - won't be able to juggle other responsibilities
- 13.10% Seeking a more senior role because I'm ready for a new challenge
- 33.30% Other (please specify)

25. Male academic staff

- 26.20% Not seeking - happy in current role
- 13.10% Not seeking - still learning this job
- 13.10% Not seeking - don't think I'll be successful
- 21.30% Not seeking - won't be able to juggle other responsibilities
- 26.20% Seeking a more senior role because I'm ready for a new challenge
- 21.30% Other (please specify)
Q26. At the present time, are you seriously considering leaving the University?

26. Female academic staff

- Yes, 22.00%
- No, 59.60%
- Don't know, 18.20%

26. Male academic staff

- Yes, 23.00%
- No, 59.00%
- Don't know, 18.00%
Discussion points – focus groups
Time at the University compared to level

- 62.2% of female staff surveyed have been at the University for less than 10 years.
- 49.2% of male staff surveyed have been at the University for less than 10 years.

- 81.3% of female staff surveyed were Level C or below.
- 46.2% of male staff surveyed were Level C or below.

- 8.9% of female staff surveyed were Level E.
- 35.4% of male staff surveyed were Level E.
Number of female staff in research-only roles

- 42% of female surveyed were in research-only roles, compared to 23.1% of male staff.
Types of leave used

- 34.3% of female staff surveyed are using or have used parental leave.
- 9.8% of male staff surveyed are using or have used parental leave.
- 41.5% of female staff surveyed are working part-time or have worked part-time in the past.
- 4.9% of male staff surveyed are working part-time or have worked part-time in the past.
Female staff feeling valued?

- 29% of female staff surveyed agreed with the statement: “I feel like a valued member of my school / unit.”
- 45.2% of male staff surveyed agreed with that statement.
- 21.5% of female staff surveyed agreed with the statement: “I feel like a valued member of my faculty.”
- 33.9% of male staff surveyed agreed with that statement.
- 11.2% of female staff surveyed agreed with the statement: “I feel like a valued member of the University community.”
- 24.2% of male staff surveyed agreed with that statement.
Male staff more positive about acceptance in the work environment

- Male staff agreed that their work environment was accepting of ethnic differences (71.0%), cultural or lifestyle differences (58.1%) and gender differences (58.1%).

- Female staff who agreed with these statements:
  - Ethnic differences 57.9%
  - Cultural / lifestyle differences 51.4%
  - Gender differences 35.5%
Career advancement prospects / development

- 26.4% of female staff surveyed agreed that they were aware of opportunities for career advancement, compared to 58.4% of male staff surveyed.
- 28.3% of female staff surveyed agreed that development was equally available to all people in their teams, compared to 45.2% of male staff surveyed.
- 19.8% of female staff surveyed agreed that they had a good idea of career paths, compared to 41.9% of male staff surveyed.
- 21.7% of female staff surveyed agreed that management supports equal opportunity for staff, compared to 43.5% of male staff surveyed.
Next steps
Focus groups

- Explore topics in more detail / continue to gather information on:
  - SSP (and the idea of joint SSP for couples)
  - Part-time work and its impact on academic careers
  - Research-only roles – stability and flexibility
  - Focus on teaching as a career
  - Access to career development opportunities
  - Networking and mentoring
  - Promotions process
  - Communication and culture in schools and faculties
Next survey

- Complete report on academic survey and circulate to stakeholders.
- Survey general staff in the same faculties / schools.
- Survey post-docs within the same faculties / school.