



UCC Internal Researcher Survey 2020

Page 1: Welcome

Dear Colleagues,

On behalf of the HR Excellence in Research Committee and as part of UCC's commitment to continuously improve our research career experience we invite you to partake in this survey.

Within the context of the [HR Excellence in Research Award](#) this survey will inform UCC's future action plans to improve the working experiences of our research staff.

Please share with us your experiences of working in research in UCC.

We would like to take this opportunity to wish you well with your career in UCC and encourage you to take the time to fill in this survey.

Barry O'Brien
Director of Human Resources UCC
Chair of the HR Excellence in Research Working Group

This survey is anonymous and confidential. All data collected through this survey will be held securely and deleted as soon as it is no longer required for the purposes of this survey.

1. Please indicate your research role in UCC * Required

- Post Doc
- Senior Post Doc
- Research Fellow
- Senior Research Fellow
- Research Assistant
- Research Support Officer
- Other (Please specify below)

1.a. If you selected Other, please specify:

2. Broadly indicate your general affiliation in UCC * Required

- College of Medicine and Health
- College of Science, Engineering and Food Science
- College of Business and Law
- College of Arts, Celtic Studies and Social Sciences
- Tyndall National Institute
- Other Research Centre (please specify below)
- Other (please specify below)

2.a. If you selected Other, please specify:

3. Please indicate your length of service in UCC (years)

<input type="text"/>

4. I am aware of the University [Code of Research Conduct](#)

Please don't select more than 1 answer(s) per row.

	Yes	No
Answer	<input type="checkbox"/>	<input type="checkbox"/>

5. UCC ensures researchers are made aware of their responsibilities regarding dissemination of data and research results

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. The University provides attractive employment conditions to research staff including salary and pension in accordance with University policy and legislative requirements

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. The University provides attractive employment conditions to research staff including

maternity leave, paternity leave, sick leave, parental leave in accordance with University policy and legislative requirements

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. The University provides appropriate equipment and facilities for researchers

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. The University provides appropriate opportunities for both internal and external research collaboration

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. Individual research roles and responsibilities at UCC are clearly defined (e.g. selection criteria, job descriptions, working conditions and entitlements etc.)

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11. Information for reseach staff is clearly available on line on the [HR Research website](#)

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12. UCC practices open, transparent and merit based recruitment for research staff

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

13. I am aware that UCC received the EC [HR Excellence in Research Award](#)

Please don't select more than 1 answer(s) per row.

	Yes	No
Answer	<input type="checkbox"/>	<input type="checkbox"/>

14. I have seen improvements (e.g. induction, training and development opportunities,

researcher conference etc.) as a result of actions relating to the HR Excellence in Research Award

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

15. I am aware that there is a mentoring scheme for all UCC employees

Please don't select more than 1 answer(s) per row.

	Yes	No
Answer	<input type="checkbox"/>	<input type="checkbox"/>

16. I have availed of the mentoring scheme for all UCC employees

Please don't select more than 1 answer(s) per row.

	Yes	No
Answer	<input type="checkbox"/>	<input type="checkbox"/>

17. As a Researcher please describe your experience of the UCC mentoring scheme

<div style="border: 1px solid black; height: 80px; width: 100%;"></div>

18. The University provides training and development opportunities for my professional growth and development

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

19. I receive assistance in career planning and CV advice from Human Resources

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

20. I receive constructive feedback regarding my professional growth and development from my line manager

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

21. I am aware of the UCC [Odyssey Programme](#)

- Yes
- No

22. I would like to participate in the UCC Odyssey Programme

- Yes
- No
- Maybe

23. Why did you decide to do a Post Doc/Senior Post Doc? (if applicable to you)

24. What are your current career expectations? (e.g. academia, research in academia, beyond academia)

25. Please indicate from the list below transferrable skills that you consider of importance to your career development (Check all relevant boxes)

[+ More info](#)

- Ethics
- Budget/Financial Skills
- CV Clinic
- Presentation Skills
- Entrepreneurial Skills Training

- Report Writing
- Research Integrity
- Problem Solving Skills
- Industry Awareness Training
- Interpersonal Skills
- Grantmanship Training
- Creative Thinking Skills
- Project Management Skills
- Data Analysis Skills
- Communication Skills
- Managing a Team
- Leadership Training
- Other (please specify below)

25.a. If you selected Other, please specify:

26. I am encouraged to attend training and development opportunities provided by the University

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

27. My current role in research enables my personal career goals

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

28. I understand what is expected of me and how my research serves the project's goals

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

29. I am part of a collaborative research team that shares a common goal and works well together

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

30. I am recognised for my contribution to the research team

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

31. Teaching opportunities are available to me to support research career development

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Answer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32. Please provide additional information if you wish

33. What is your legal sex? * Required

- Male
- Female

34. With which gender do you identify? * Required

- Male
- Female
- Non-Binary

35. If you would like to comment on anything covered so far or about something that is important to you, please do so in the space provided below



Page 2: Thank You!

Many thanks for completing this survey. The Human Resource Strategy for Researchers is an evolving project and if there is anything you think we should have asked and didn't or if you just wish to make a general comment please contact Mary O'Regan HR UCC at marykate.oregan@ucc.ie
