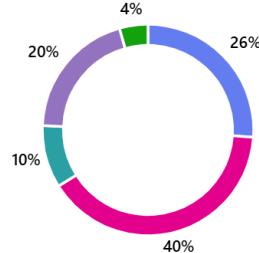


## Responses Overview    Active



1. Please select the option that best describes you:

- |   |    |
|---|----|
| (a) Research student, e.g. on a PhD programme   | 30 |
| (b) Research staff on fixed term contract, e.g. postdoc working on a specific project | 46 |
| (c) Research Intensive staff on an open-ended contract                                | 11 |
| (d) Teaching and Research staff on an open-ended contract                             | 23 |
| (e) Met Office employee   | 5  |



2. Please use the following text box to enter any explanation of your response to the preceding statement. There will be a section at the end of the survey to enter any other comments.

18  
Responses

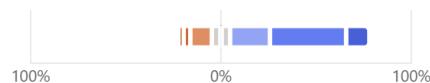
Latest Responses  
"Why is this question relevant to my response to culture of the dept?"  
...

3 respondents (17%) answered Faculty for this question.

culture of the dept	PhD student	question relevant
Long term	faculty and NCAS	Faculty in Met
soon to start	<b>PostDoc</b>	Joint
Post doc	NCAS researcher	Scientist G7Ok
term contracts	different projects	Faculty staff
	<b>Research Scientist</b>	T&R contract

3. Where appropriate, I feel I can legitimately prioritise research above competing responsibilities.

Strongly disagree   Disagree   Somewhat disagree   Neutral   Somewhat agree   Agree   Strongly agree



4. Please use the following text box to enter any explanation of your response to the preceding statement. There will be a section at the end of the survey to enter any other comments.

**32**  
Responses

## Latest Responses

"Much of my time is taken up by admin and teaching which can't be ignored."  
 "Generally agree, but there are times where teaching or admin duties dominate."  
 "Concern about grant writing means other activities are not prioritized"

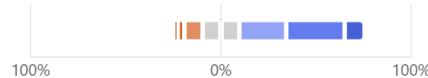
...

20 respondents (63%) answered research for this question.

blocks of time    quality research    research priorities    writing up research    PI time  
 PDRA time    time for research    time    Free research  
 split between doing research    phd student    research    sufficient to do research  
 semester time    research funding    teaching and admin    research groups    unfunded research  
 focused in time    time critical

5. I feel that attempts to generate knowledge exchange and/or non-academic impact (on economy, society, culture, public policy or service s, health, the environment or quality of life) are recognised as a legitimate use of my research time.

● Strongly disagree    ● Disagree    ● Somewhat disagree    ● Neutral    ● Somewhat agree    ● Agree    ● Strongly agree



6. Please use the following text box to enter any explanation of your response to the preceding statement. There will be a section at the end of the survey to enter any other comments.

**24**  
Responses

## Latest Responses

"Generally true, but time on grants and other things still needed."  
 "I often have to push for my time on these activities to be recognized"

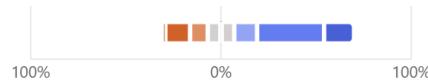
...

6 respondents (25%) answered impact for this question.

impacts of my research    impact is harder    Fundamental research  
 aspect of research    paper    impact case    External impact  
 ref impact    Working    research    time    research focus  
 research is important    promotion criteria    academic output    academoc impact  
 Working    not all of our research    line manager    good measure

7. There are no barriers to research collaboration outside of the department, either within or outside of the University.

● Strongly disagree    ● Disagree    ● Somewhat disagree    ● Neutral    ● Somewhat agree    ● Agree    ● Strongly agree



8. Please use the following text box to enter any explanation of your response to the preceding statement. There will be a section at the end of the survey to enter any other comments.

21  
Responses

Latest Responses  
"Barriers include lack of ability to secure funding."  
...

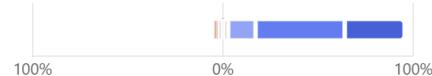
4 respondents (19%) answered funding for this question.

**Department** **funding barriers** **Time**

Funding and workload contracts  
Funding regulations  
workshop-type  
hard previous postdoc  
ODA funding  
project  
external collaborations  
new supervisors  
barrier is time  
difficult process  
research tricky  
people  
collaborate outside

9. There is a culture in the Department of Meteorology that promotes research integrity.

Strongly disagree Disagree Somewhat disagree Neutral Somewhat agree Agree Strongly agree



10. Please use the following text box to enter any explanation of your response to the preceding statement. There will be a section at the end of the survey to enter any other comments.

8  
Responses

Latest Responses  
"While competing for an internal fellowship I was under the impression that excell... "  
...

3 respondents (38%) answered research integrity for this question.

**research integrity** **good department**

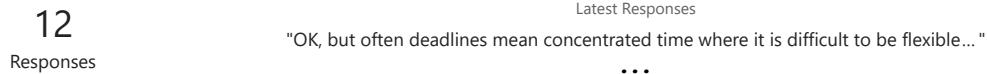
stronger push advice is available overemphasised rather than quality  
big disrupter open data key piece excellence of research

11. My research environment supports flexible working arrangements.

Strongly disagree Disagree Somewhat disagree Neutral Somewhat agree Agree Strongly agree



12. Please use the following text box to enter any explanation of your response to the preceding statement. There will be a section at the end of the survey to enter any other comments.

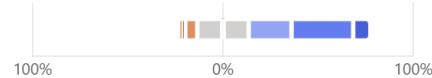


3 respondents (25%) answered colleagues for this question.

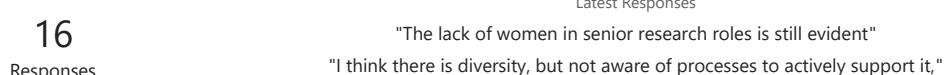
concentrated time straightforward to be part-time  
time where it is difficult work flexibly working arrangements face interaction  
time  
**colleagues** working from home working plan  
details for speakers flexible working deadlines comfortable line manager  
happy communicating working days  
depends heavily lots of colleagues manager's attitude

13. There are effective processes to support diversity in my research environment.

● Strongly disagree   ● Disagree   ● Somewhat disagree   ● Neutral   ● Somewhat agree   ● Agree   ● Strongly agree



14. Please use the following text box to enter any explanation of your response to the preceding statement. There will be a section at the end of the survey to enter any other comments.

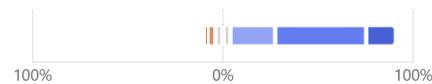


5 respondents (31%) answered diversity for this question.

advantaged backgrounds communication could be better  
Faculty appointments appreciation of diversity diversity within the department Athena swan  
working hard neurodiversity Better diverse staff  
diverse set processes issues with diversity stronger diversity Open hiring  
better accommodated spaces for academics trans inclusive

15. I feel encouraged to develop my own research leadership skills.

● Strongly disagree   ● Disagree   ● Somewhat disagree   ● Neutral   ● Somewhat agree   ● Agree   ● Strongly agree



16. Please use the following text box to enter any explanation of your response to the preceding statement. There will be a section at the end of the survey to enter any other comments.

13  
Responses

Latest Responses

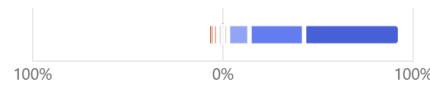
"Lots of leadership courses available of which I have done a few"  
 "While there are schemes in place I feel the amount of support should be increase... "  
 ...

4 respondents (31%) answered available for this question.

match more closely supervision meetings good long enough to experience probably depends schemes in place  
 PI support awareness leadership courses **available opportunities** Time  
 line manager little mentoring training available courses available actively pursue  
 grants project and supervisors

17. Discussions with my supervisor/manager/mentor/colleagues are valuable to develop my research.

● Strongly disagree   ● Disagree   ● Somewhat disagree   ● Neutral   ● Somewhat agree   ● Agree   ● Strongly agree



18. Please use the following text box to enter any explanation of your response to the preceding statement. There will be a section at the end of the survey to enter any other comments.

14  
Responses

Latest Responses

"Once yearly pdr's are useful but quite short and covering quite a lot in a short time."  
 "At professorial level it is difficult to get valuable input."  
 "I find lots of times my PIs are completely detached from what I present at meetin... "  
 ...

5 respondents (36%) answered time for this question.

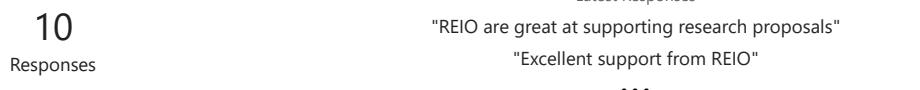
academic level prioritisation of time face-to-face supported academically  
 valuable short time Insufficient colleagues PDR person  
 yearly pdr research useful **time** colleagues not very useful  
 current project PDR lots of times Convos with colleagues completely detached  
 colleagues in my area

19. I know how to obtain support while applying for research grants/fellowships.

● Strongly disagree   ● Disagree   ● Somewhat disagree   ● Neutral   ● Somewhat agree   ● Agree   ● Strongly agree



20. Please use the following text box to enter any explanation of your response to the preceding statement. There will be a section at the end of the survey to enter any other comments.

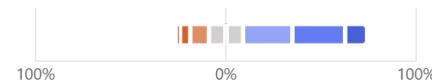


3 respondents (30%) answered reio for this question.

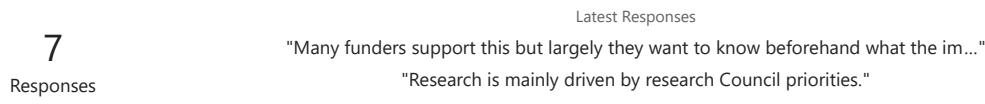
RES and friends research proposals support is good Excellent support PhD student  
**proposals good reio support** grant development  
 REIO are great grant support from REIO reio support time constraints  
 expert EU proposals support is good PhD student grant development  
 Difficult long enough to consider

21. I feel supported to experiment with research that has unpredictable outcomes.

● Strongly disagree ● Disagree ● Somewhat disagree ● Neutral ● Somewhat agree ● Agree ● Strongly agree



22. Please use the following text box to enter any explanation of your response to the preceding statement. There will be a section at the end of the survey to enter any other comments.



4 respondents (57%) answered research for this question.

Risk averse research Council risk - worries type of research  
 NERC high risk  
 phd students support research risk research  
 support PhD schemes research exploration

23. I feel the department has a reasonable policy to limiting carbon emissions associated with research-related travel.

● Strongly disagree ● Disagree ● Somewhat disagree ● Neutral ● Somewhat agree ● Agree ● Strongly agree



24. Please use the following text box to enter any explanation of your response to the preceding statement. There will be a section at the end of the survey to enter any other comments.

**14**  
Responses

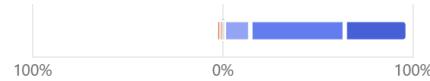
Latest Responses  
"This is useful"  
"Flying is important to get to conferences and set up collaboration critical to achieve..."  
...

4 respondents (29%) answered travel for this question.

disproportionately affect  
university's approach carbon travel  
travel for work university **travel department** PhD student  
train travel important policy financial support face-to-face  
problem unique university and colleagues school/university department and university

25. I feel the department has a safe and welcoming research environment.

● Strongly disagree   ● Disagree   ● Somewhat disagree   ● Neutral   ● Somewhat agree   ● Agree   ● Strongly agree



26. Please use the following text box to enter any explanation of your response to the preceding statement. There will be a section at the end of the survey to enter any other comments.

**4**  
Responses

Latest Responses  
"Group meetings are great for informal feedback on my research"  
...

2 respondents (50%) answered department for this question.

**department** inclusion policy  
informal feedback new PDRA

27. Please use the following text box for any other comments, suggestions, or further explanation of your answers.

4	Latest Responses
Responses	"None"
	"Early career scientists are facing unprecedeted times and are not in the position ..." ...

1 respondents (25%) answered managers leaders for this question.

niceweather/climate Early career money  
way dept managers leaders Thanks position None  
career scientistsunprecedented times permanent rolefunding  
government