ON-MERRIT Review, Promotion, Tenure survey instrument

Variable type	Variable	Question	Answers
Current research status & institutional context	Research status	Are you conducting research as part of a contract at a higher education institution?	Yes, No
	Country of residence	In which country is your affiliated institution based?	[Country list]
	Contract status	Are you on a limited-term contract?	Yes, No, I don't know, Other
	Institution intention	Do you see yourself working at the same institution in 5 years?	Yes, No, I don't know, Not applicable, Other
	Promotion intention	Do you intend to apply for a promotion within the next 5 years?	Yes, No, I don't know, Not applicable, Other
	Policy familiarity (where)	I know where to find the promotion policy relevant to my current career stage as a researcher (e.g. institution's website, intranet or handbook)	Completely agree, Agree, Neither agree nor disagree, Disagree, Completely disagree, I don't know, Not applicable
	Policy familiarity (what)	I am familiar with the promotion policy that applies to my current career stage	
Institutional RPT criteria perceptions	*With the following list of questions, we are interested in your organisation's research assessment policies that apply to your current career stage. Please answer to the best of your knowledge. Not all items may be of relevance to you and your research - if so, use the "Not applicable" option.*		
	According to your institutional policies, how important are the following research activities in making promotion decisions in relation to your current career stage?		Very important, Somewhat important, Neither important nor unimportant, Somewhat unimportant, Very unimportant, I don't know, Not applicable
	Inst pub quantity	Publishing a large number of research articles	
	Inst citations	Generating a large number of citations	
	Inst pub quality	Generating high-quality publications, as assessed by independent qualitative assessment (e.g. peer review)	
	Inst pub venue	Publishing in highly regarded journals or conferences (as measured by e.g. journal impact factor, conference rank, etc.)	
	Inst OA	Openly sharing research articles (by publishing in Open Access or depositing in repositories)	
	Inst data-sharing	Openly sharing research data	

	Inst code-sharing	Openly sharing research code or creating research software	
	Inst public egmt	Engaging with the public (e.g. uptake by non-academic groups, citizen science, science communication)	
	Inst ind. collab	Developing industry collaborations	
	Inst IP	Creating intellectual property (including patents)	
	Inst policy egmt	Engaging policy makers	
	Inst keynotes	Giving invited talks and keynotes	
	Inst peer review	Contributing to peer review	
	Inst networking	Networking activities (e.g. organising or participating in conferences)	
	Inst collegiality	Being collegial, helpful and respectful	
	Inst mentorship	Mentoring PhDs and postdocs	
	Inst funding	Generating funding	
	Inst awards	Receiving awards	
	Inst leading projects	Leading projects	
	Inst any other criteria	Are there any research activities not included in the previous sections that you believe should be recognised in assessment activities by your institution that currently are not?	[Free text]
	Inst overall perceptions	How do you feel overall about the relevant research assessment indicators used in promotion processes at your institution?	
	At your institution, is it the case that:		Completely agree, Agree, Neither agree nor disagree, Disagree, Completely disagree, I don't know, Not applicable
	Inst equality candidates	Where two candidates are equally qualified, candidates from underrepresented groups are preferred (e.g. women/men or minority groups) for promotion	
	Inst equality committees	Where possible, promotion committees include representative numbers of women and minorities	
	Inst hidden factors	Are there other factors (social, political, performance-based, etc.) that are not officially used as promotion criteria, but that you nonetheless believe are important to getting promoted at your institution?	[Free text]
Personal RPT criteria opinions	*Having understood your organisational context, we are now interested in understanding what you feel should be valued in research assessment in the context of promotion decisions. Not all items may be of relevance to you and your research - if so, use the "Not applicable" option.*		
	In your own personal opinion, how important should the following research activities be when making promotion decisions?		Very important, Somewhat important, Neither important nor
	Pers pub quantity	Publishing a large number of research articles	

	Pers citations	Generating a large number of citations	unimportant, Somewhat unimportant, Very unimportant, I don't know, Not applicable
	Pers pub quality	Generating high-quality publications, as assessed by independent qualitative assessment (e.g. peer review)	
	Pers pub venue	Publishing in highly regarded journals or conferences (as measured by e.g. journal impact factor, conference rank, etc.)	
	Pers OA	Openly sharing research articles (by publishing in Open Access or depositing in repositories)	
	Pers data-sharing	Openly sharing research data	
	Pers code-sharing	Openly sharing research code or creating research software	
	Pers public egmt	Engaging with the public (e.g. uptake by non-academic groups, citizen science, science communication)	
	Pers ind. collab	Developing industry collaborations	
	Pers IP	Creating intellectual property (including patents)	
	Pers policy egmt	Engaging policy makers	
	Pers keynotes	Giving invited talks and keynotes	
	Pers peer review	Contributing to peer review	
	Pers networking	Networking activities (e.g. organising or participating in conferences)	
	Pers collegiality	Being collegial, helpful and respectful	
	Pers mentorship	Mentoring PhDs and postdocs	
	Pers funding	Generating funding	
	Pers awards	Receiving awards	
	Pers leading projects	Leading projects	
	In your personal opinion, to what extent do you agree or disagree with the following:		Completely agree, Agree, Neither agree nor disagree, Disagree, Completely disagree, I don't know, Not applicable
	Pers equality candidates	Where two candidates are equally qualified, candidates from underrepresented groups are preferred (e.g. women/men or minority groups) for promotion	
	Pers equality committees	Where possible, promotion committees include representative numbers of women and minorities	
Open and responsi		*We are interested in understanding your personal and organisational practices with regards to activities which could be taken into account in assessing research contributions. Not all items may be of relevance to you and your research - if so, use the "Not applicable" option or enter a zero (0).*	

	Pracs pubs published	In the last 3 years, how many research articles (including books, book chapters, etc.) did you publish approximately?	[Number]
	Pracs pubs OA	Approximately, how many of the papers you published in the last 3 years are Open Access (either on the publisher website or in a repository - institutional or disciplinary?	[Number]
	Pracs pubs incentives OA	What, if anything, would incentivise you to make more research articles Open Access (please list up to 3 things).	[Free text]
	Pracs pubs venue choice RPT	In the last three years, my choice of publication venue (journal, book publisher, conference, etc.) was influenced by the promotion criteria of my university	Very often, Often, Neither often nor rarely, Rarely, Very rarely, I don't know, Does not apply
	Pracs data created	In the last three years, how many research datasets did you approximately produce?	[Number]
	Pracs data shared	Of the research datasets that you produced in the last three years, approximately how many of them did you openly share (via repositories or data journals)?	[Number]
	Pracs data incentives sharing	What, if anything, would incentivise you to make more datasets openly available (please list up to 3 things)	[Free text]
	Pracs peer review	In the last three years how many peer reviews did you approximately carry out?	[Number]
	Pracs peer review open	Of the peer reviews that you have carried out in the last three years, how many approximately were open peer reviews where the review was published alongside the article?	[Number]
	Pracs peer review incentives open	What, if anything, would incentivise you to do more open peer review (please list up to 3 things)	[Free text]
	Pracs public egmt	How important, for the success of your research, is it to engage with the public (e.g. uptake by non-academic groups, citizen science, science communication)?	Very important, Important, Neither important nor unimportant, Unimportant, Very unimportant, I don't know, Not applicable
	Pracs public egmt incentives	What, if anything, would incentivise you to engage more with the public (please list up to 3 things).	[Free text]
	Pracs industry egmt	How important, for the success of your research, is it to engage with industry?	
	Pracs industry egmt	What, if anything, would incentivise you to engage more with industry (please list up to 3 things).	

	Pracs policy egmt	How important, for the success of your research, is it to engage with policy makers?	Very important, Important, Neither important nor unimportant, Unimportant, Very unimportant, I don't know, Not applicable
	Pracs policy egmt incentives	What, if anything, would incentivise you to engage more with policy-makers (please list up to 3 things)	[Free text]
Demographics	Gender	What is your gender?	Female, Male, Non-binary, Prefer not to say
	Academic role	What is your academic role?	Doctoral researcher, Post-doctoral researcher (up to 5 years post-PhD), Lecturer / Assistant Professor / Research Fellow, Senior Lecturer / Associate Professor / Senior Researcher, Professor, Other
	Academic age	Which year did you publish your first academic publication (journal article, book, conference proceedings, etc.)?	[Year]
	Institution type	How would you characterise your institution?	Research intensive, Teaching intensive, Both research and teaching intensive, Other
	Discipline	Select the subject topic of your research	[Discipline list]
	Final thoughts	Is there anything else you would like to share with us regarding this survey?	[Free text]