# **Areas of questioning from the proposal**

Overarching project research objectives are cited as follows:

* To explore researchers’ opinions and perceptions about the culture of research.
* To identify key drivers of this culture.
* To understand what a vision for a great research culture looks like.
* To determine what needs to change to achieve this vision.
* To identify differences in perceptions, attitudes and vision by demographic factors (including career stage, country, institution type, gender).

# **Target respondents**

* **Region:** international reach.
* **Institution type:** Including researchers from a variety of university types, institutions and potentially industry.
* **Research disciplines:** Biomedical research is a core focus for the Wellcome Trust as is Humanities and Social Sciences. We would also aim to include other sciences, such as Biology, Medicine, Chemistry, Earth & Environmental Science, Physics, Biosciences. It is important to note that the lines between these research areas are not always neatly defined.
* **Research space:** Wet and dry labs and in field (as well as human subjects).
* **Career stage:** Early, mid and late-career researchers (from PhD students to PIs and professors).
* **PIs vs Non PIs:** This can be a critical split in terms of perceptions and attitudes around research culture (would interlock with career stage).
* **Wellcome funded:** Ensuring that not only those funded by Wellcome are included in this research.
* **D& I:** Ensuring representation across 3 key priority segments | Race and ethnicity, Gender diversity including Trans and Disability (mental and physical)

# **Introductory text**

Thank you for taking part in this survey. Wellcome is launching an ambitious programme to understand and improve the working culture within research, in partnership with the research community. We want to understand your opinions and perceptions of the culture of research, your view on the drivers of this culture, and your vision for what great research culture would look like. Wellcome plans to publish a report on the findings of this research, as well as making the anonymised survey dataset openly available. Please note that literal comments and any identifiable information will not be made openly available.To find out more visit: [https://wellc.me/reimagineresearch](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwellc.me%2Freimagineresearch&data=02%7C01%7CS.Rappaport%40wellcome.ac.uk%7C80d5a4f078f24e44309808d731df1c65%7C3b7a675a1fc84983a100cc52b7647737%7C0%7C0%7C637032706633804218&sdata=jxQx%2Fih69lIMdzgaz002oqW1kLxUnlTsNViaQqOX15o%3D&reserved=0).

**Closing date: 6th October**

**Completion time: approx. 20 minutes**

**Prize draw: £350**

This survey includes demographic questions to help us better understand your responses. Some sensitive topics will also be covered, such as mental health and bullying. Please note that your responses are strictly confidential and anonymous – Wellcome will not have access to your personal data. If you are interested in entering into the prize draw, Shift Learning will require your personal contact information, but this will not be linked to your responses. This survey is open to all within the research community, wherever they are based, so please forward it on to anyone you think might be appropriate.

If you have any questions about the research or how your details will be stored, please contact Elsie at Shift Learning [elsie.lauchlan@shift-learning.co.uk](mailto:elsie.lauchlan@shift-learning.co.uk) or read Shift’s [privacy policy](https://www.shift-learning.co.uk/privacy-policy/). If you want to speak to Wellcome about this research, please contact Dr Sarah Rappaport ([S.Rappaport@wellcome.ac.uk](file://Shiffs01/Shared/Wellcome%20Trust/04.%20Quants%20phase/Survey%20guide/S.Rappaport@wellcome.ac.uk)).

Thanks again for your help!

Please click the next button below to start the survey.

# **Questionnaire**

| **Question no.** | **Question and options** | **Type of question** | **Mandatory Y/N?** | **Routing** | **Rationale for research objectives & analysis thoughts** |
| --- | --- | --- | --- | --- | --- |
| About you **To start the survey, we’d like to learn a little bit about you.** | | | | | |
|  | Which of the following best describes your current position within the research community? *By research community, we are referring to all those who conduct or support research.*   1. I am a student 2. I am employed / contracted / freelance 3. I am taking a career-break / on leave (e.g. parental) 4. I am looking for work / unemployed 5. I am retired 6. I used to be part of the research community, but no longer am 7. I have never been part of the research community 8. Other, please specify | Multi choice  Code f, g – exclusive | Y | Ask to all  Screen out if not part of the research community (Q1=g) | This question will inform routeing throughout the survey |
|  | Why did you leave the research community?   1. I’m no longer interested in a research-related career 2. I wanted to apply my skills elsewhere 3. My contract ended / my role was terminated 4. Too difficult to find a job / insecure career path 5. Too difficult to obtain funding 6. The career was too demanding 7. For career progression / development 8. For better compensation / salary 9. For a better work-life balance 10. It was impacting on my wellbeing and mental health 11. To launch my own business 12. Personal reasons 13. Retirement 14. Bullying and harassment 15. Discrimination 16. Other, please specify 17. I’d prefer not to say | Multi choice  Prefer not to say exclusive  Randomise – other and prefer not to say anchored | Y | Ask to those who have left (Q1=f) |  |
|  | When did you leave the research community?   1. Less than 1 year ago 2. 1-2 years ago 3. 3-5 years ago 4. 5+ years ago 5. Other, please specify | Single choice | Y | Ask to those who have left research (Q1=f)  Route those who left 5+ years ago to About you section at end of survey (Q54) |  |
| <*Ask to Q3=a,b,c:* We are really interested in hearing the views of those who used to work within the research community. We want to hear your perspective on research culture as you experienced it, therefore we’d like you to answer the remaining questions based on the before you left the research community. Please note, the wording of questions will assume you are still a present member.> | | | | | |
|  | Which of the following best describes your research discipline or sector?   1. Agriculture and food 2. Astronomy / Astrophysics / Cosmology / Planetary science 3. Biology 4. Biomedical 5. Chemistry 6. Computer science 7. Earth and environmental science 8. Engineering / Technology 9. Humanities 10. Materials science 11. Mathematics 12. Medicine 13. Physics 14. Social Science / Psychology 15. Other, please specify | Multi choice | Y | Ask to all |  |
|  | Which best describes your current workplace? *If on leave, please indicate the workplace you intend to return to if applicable.*   1. Academia / university 2. Not-for-profit research institute (including charity funded, research council funded etc) 3. Government laboratory 4. Healthcare setting (hospital, community-based etc) 5. SME / start-up company 6. Life sciences industry (pharmaceuticals, biotechnology, medical technology and consumer healthcare) 7. Industrial sciences (chemicals, downstream, industrial bio-technology, polymers, coatings, advanced materials and formulations etc) 8. Other, please specify | Single choice | Y | Ask to those employed and on career break (Q1=b,c) |  |
|  | Which of the following best describes your current role?   1. Research Assistant 2. Postdoc / Research Associate 3. Training Fellow 4. Independent Fellow 5. Research Support Staff 6. Research Technician / Officer 7. Research / Technical Specialist 8. Laboratory / Facility Manager 9. Group Leader 10. Lecturer / Assistant Professor 11. Senior Lecturer / Associate Professor 12. Reader 13. Professor 14. Director 15. Head of Department 16. Dean 17. Other, please specify | Single choice  Same page as above | Y | Ask to those employed and on career break (Q1=b,c) | This is a key demographic for later analysis. |
|  | Do you supervise or manage others?   1. Yes, I manage 1 person 2. Yes, I manage multiple people 3. No 4. Other, please specify | Single choice | Y | Ask to those employed (Q1=b) | Particular interest exploring later management questions by this variable. |
|  | Which of the following best describes your current employment status?   1. Full-time permanent 2. Part-time permanent 3. Full-time fixed term/ contract 4. Part-time fixed term / contract 5. Freelance / self-employed 6. Other, please specify | Single choice  Same page as above | Y | Ask to those employed (Q1=b) | Interest in exploring career perceptions / security by this question. |
|  | What is the total length of your current contract, overall?   1. Less than 1 year 2. 1-2 years 3. 3-5 years 4. 5+ years 5. Unsure 6. Other, please specify | Single choice  Same page as above | Y | Ask to those on a fixed term contract (Q8= c,d) |  |
|  | Which of the following degrees are you currently working towards?   1. Dual doctoral degree (MD-PhD, PhD-PhD or other combination) 2. Doctoral degree (PhD/DPhil/MD) 3. Master's degree (MA/MS/MSc/PSM or other master’s) 4. Bachelor's degree (BSc/BA/BS) or equivalent 5. Apprenticeship 6. Other, please specify | Single choice | Y | Ask if student (Q1=a)  Screen out if Q10.c-e (not PhD) AND not employed, retired or on a career break (Q1=b,c etc.) |  |
| Your working environment <For students: Please note we may refer to your ‘working environment’ or ‘workplace’ during the survey. By this we mean your institution.> | | | | | |
|  | Which of the following best describes the research space you work in or support?   1. Mostly wet lab – based on experimental equipment and reagents 2. Mostly computational 3. Mostly human participants 4. Mostly primary sources / artefacts 5. In the field 6. Other, please specify 7. Not applicable | Single choice | Y | Ask to those employed |  |
|  | On average, how many hours a week do you work? *Please consider the last 12 months.*   1. Less than 11 hours 2. 11-20 hours 3. 21-30 hours 4. 31-40 hours 5. 41-50 hours 6. 51-60 hours 7. 61-70 hours 8. 71-80 hours 9. More than 80 hours 10. Other, specify | Single choice | Y | Ask to those employed / students | Useful to explore against wellbeing, as well as working environment statements. |
|  | Has your supervisor, PI or manager done any of the following within the last 12 months? *Please select all that apply.*   1. Had a conversation with you about your career aspirations 2. Provided career advice and guidance 3. Discussed your performance 4. Provided an example of appropriate ethical codes 5. Noted your achievements 6. Offered you training to support your skill development 7. Provided an example of appropriate research standards 8. Connected you to others within or outside your field 9. Supported you with personal issues 10. Supported your wellbeing 11. Provided expert advice 12. Conducted a formal appraisal 13. Discussed alternative career options 14. Requested your feedback on their management of you 15. None of the above 16. Not applicable | Multiple  Randomise – none of the above and N/A exclusive | Y | Ask to employed or student |  |
|  | To what extent do you agree or disagree with the following statements regarding the management of your work?   1. My supervisor regularly reviews my work 2. I would feel comfortable approaching my supervisor if I couldn’t reproduce lab results 3. My supervisor values negative results that don’t meet an expected hypothesis 4. I have felt pressured by my supervisor to produce a particular result 5. My supervisor gives me freedom to explore my results | Grid question  7-point scale  1=Strongly disagree, 4= Neither disagree nor agree, 7= Strongly agree, Not applicable | Y | Ask to employed below Independent Fellow level (see Q6) and students |  |
|  | To what extent do you agree or disagree with the following statements regarding your institutional senior management?   1. I think senior management makes wise decisions 2. I am satisfied with the way my institution/workplace handles performance reviews 3. Leaders communicate clear expectations regarding behaviours and/or culture in my working environment | Grid question  7-point scale  1=Strongly disagree, 4= Neither disagree nor agree, 7= Strongly agree, Not applicable | Y | Ask to employed and students |  |
|  | How important do you think the following research leadership characteristics are?   1. Setting the direction for research and creating the plans and systems to achieve it 2. Leading and supporting teams of diverse individuals 3. Setting and upholding standards in the conduct of research and its application 4. Creating development and career opportunities | Grid question  Not at all important, Somewhat unimportant, Neutral, Somewhat important, Extremely important, I don’t know | Y | Ask to all |  |
|  | How successful is your workplace team in demonstrating each leadership characteristic?   1. Setting the direction for research and creating the plans and systems to achieve it 2. Leading and supporting teams of diverse individuals 3. Setting and upholding standards in the conduct of research and its application 4. Creating development and career opportunities | Grid question  Extremely unsuccessful, Somewhat unsuccessful, Neutral, Somewhat successful, Extremely successful, I don’t know, N/A | Y | Ask to those employed and students |  |
|  | How successful is your institution / workplace as a whole in demonstrating each leadership characteristic?   1. Setting the direction for research and creating the plans and systems to achieve it 2. Leading and supporting teams of diverse individuals 3. Setting and upholding standards in the conduct of research and its application 4. Creating development and career opportunities | Grid question  Extremely unsuccessful, Somewhat unsuccessful, Neutral, Somewhat successful, Extremely successful, I don’t know, N/A  Same page as above | Y | Ask to those employed and students |  |
|  | How far do you agree or disagree with the following statements relating to your current working environment?   1. My working environment promotes a good work-life balance 2. My working environment promotes a collaborative culture 3. Creativity is welcomed within my working environment in all its forms 4. Healthy competition is encouraged within my working environment 5. Unhealthy competition is present within my working environment 6. My institution/workplace values speed of results over quality 7. My institution/workplace could do more to ensure research practices do not cut corners 8. Rigour of results is considered an important research outcome by my institution/workplace 9. My institution/workplace places more value on meeting metrics, than it does on research quality 10. I am confident that my institution/workplace would listen and take action if I raised a concern 11. The culture around research in my working environment supports my ability to do good quality research 12. My institution/workplace’s expectations of me to undertake a number of roles leaves me little time for research 13. My working environment hinders researchers getting on with their research 14. My institution/workplace provides me with support to navigate the grant application process | Grid question  7-point scale  1=Strongly disagree, 4= Neither disagree nor agree, 7= Strongly agree, N/A  Split into 2 grids | Y | Ask to all except retired and unemployed | Score for workplace / institutional research culture |
| My career We now want to find out more about your career. | | | | | |
|  | How many years have you been working within the research community? *Please note, this should include time spent undertaking a PhD.*   1. Less than 1 year 2. 1-2 years 3. 3-5 years 4. 6-10 years 5. 11-20 years 6. 21-30 years 7. 30+ years 8. N/A | Drop down | Y | Ask to those employed, unemployed and on leave (Q1=b,c,d) | We can create a career stage variable using this information, as well as correlating it with job role. |
|  | How far do you agree or disagree with the following statements relating to your career over the last 1-5 years?   1. The work I do is fairly and adequately recognised 2. I have experienced issues with others taking credit for my work 3. I would feel comfortable reporting instances of compromised research standards and misconduct without fear of personal consequences 4. I know how to report instances of research misconduct 5. I have a clear understanding of what my institution/workplace considers compromised research to be 6. I am able to effectively balance the competing roles required as part of my employment 7. I feel pressured to meet Key Performance Indicators / metrics, e.g. REF, grant funding | Grid question  7-point scale  1=Strongly disagree, 4= Neither disagree nor agree, 7= Strongly agree, N/A | Y | Ask to all except retired and unemployed | Score can be created here |
|  | How far do you agree or disagree with the following statements relating to your career?   1. I would recommend a research career in my sector 2. I would recommend my lab/department to other researchers 3. I am proud to work within the research community 4. I am aware of alternative career options outside of research that could utilise my skills 5. I am considering leaving the research community within the next 3 years to start a non-research role 6. I am considering moving to another part of the research sector within the next 3 years (e.g. leaving academia for industry) 7. I am satisfied with my career prospects within research 8. I feel secure pursuing a research career 9. I am aware of a range of different career options within research 10. I believe there is longevity in a career in research 11. I have flexible career options available to me | Grid question  7-point scale  1=Strongly disagree, 4= Neither disagree nor agree, 7= Strongly agree, N/A | Y | Ask to all except retired | Score for career prospects and security. Interesting to explore by sector. |
|  | Overall, how satisfied are you with your career experiences in the research community thus far? | Grid question  7-point scale  1=Extremely dissatisfied, 4= Neither dissatisfied nor satisfied, 7= Extremely satisfied, Unsure | Y | Ask to those employed, unemployed and on leave (Q1=b,c,d) and PhD students | Possibly run a regression here – what is driving dissatisfaction? |
| Career development | | | | | |
|  | What would you consider to be the markers of a successful career in the research community? *Please select a maximum of 5.*   1. Promotion to a leadership role 2. Promotion to a management role 3. Access to high-profile projects 4. High salary / pay 5. Developing a highly refined skill 6. High degree of autonomy 7. Influence over strategic decisions 8. Job security 9. Becoming a mentor 10. Being perceived as an expert in my field 11. Publishing my work through renowned journals or conferences 12. Securing a strong record of published work 13. Earning recognition from peers 14. Other, please specify | Multi choice  Max 5  Randomise | Y | Ask to all |  |  |
|  | Do you face any barriers in achieving a successful career in the research community? *Please select all that apply.*   1. Lack of funding 2. Lack of training in relevant skills 3. Lack of training in relevant field 4. Unmanageable workload 5. Lack of advice and guidance 6. Lack of support from institution/workplace 7. Job insecurity 8. Bullying and harassment 9. Lack of opportunities 10. Inability to relocate 11. Caring responsibilities 12. Inequalities / discrimination / bias 13. None of the above 14. Other, please specify | Multi choice  Randomise – other and none anchored  None exclusive | Y | Do not show to retired |  |  |
|  | How far do you agree or disagree with the following statements?   1. I enjoy managing people 2. I have received training on managing people 3. I have the confidence and skills to support others with their professional development 4. I have the confidence and skills to manage a diverse team 5. I feel good management and leadership is recognised at my institution/workplace | Grid question  7-point scale  1=Strongly disagree, 4= Neither disagree nor agree, 7= Strongly agree, N/A | Y | Ask to managers only (see Q7) |  |  |
| Your perceptions **As you know, this research is being conducted to explore the current state of research culture. By research culture we mean the behaviours, values, expectations, attitudes and norms of the research community. It influences researchers’ career paths and determines the way that research is conducted and communicated.** | | | | | |
|  | What 3 words would you use to describe the current research culture, based on your experiences within your organisation / institution as a whole? | Open question  3 boxes | N | Ask to all | Useful for tracking. Explore by region. |
|  | Do you consider the words you used to describe research culture to be positive, neutral or negative? *Please specify for each word.*   * 1. Positive   2. Neutral   3. Negative | Drop down  A drop down for each word | N | A drop down for each word specified in above question | Sentiment analysis - can create a score here e.g. % of positive - % of negative |
|  | What 3 words would you use to describe what an ideal research culture would look like? | Open question  3 boxes | N | Ask to all |  |
|  | Using the scale below, how would you rate current research culture in terms of its impact on…?  *If you think it is more positive than negative, move the slider towards the left.*   1. Society 2. Individuals 3. Quality of research   Positive >>Neutral>>Negative | Semantic, slider scale  5-point scale | Y | Ask to all | Useful to have as a benchmark i.e. uncover awareness and issues with Stockholm syndrome e.g. does this match up to the scores we generate? |
|  | How far do you agree or disagree with the following statements relating to research culture? *Please think broadly about current research culture nationally when considering these statements.*   1. Current research culture promotes high-quality research 2. High levels of competition have created unkind and aggressive research conditions 3. High standards and integrity are valued within the research community 4. Research culture promotes quantity over quality 5. Creativity is stifled due to research being driven by an impact agenda / emphasis on impact 6. The current culture supports research productivity 7. Current research culture is healthy 8. Current research culture is unsustainable long-term 9. Initiatives to increase diversity and inclusion in research have gone far enough 10. I think current metrics have had a positive impact on research culture 11. Grant funding is sufficiently flexible to support career breaks, and health and disability related leave | Grid question  7-point scale  1=Strongly disagree, 4= Neither disagree nor agree, 7= Strongly agree, N/A | Y | Ask to all | Score for perceptions of research culture overall |
|  | How do you think your institution/workplace compares to others in regards to encouraging good research culture? | Grid question  7-point scale  1=Performs much worse, 4= About the same, 7=Performs much better, N/A | Y | Ask to those employed or students |  |
| Your experiences **We’d now like to ask you about your experiences with wellbeing issues, discrimination and harassment within the research community. We appreciate this is a sensitive area, therefore we would like to reassure you that your answers are anonymous. You can also choose to not answer questions by selecting ‘I’d prefer not say’.** | | | | | |
|  | During your research career have you ever…?   1. Experienced bullying or harassment 2. Witnessed bullying or harassment | Grid question  Yes, No, Prefer not to say, N/A | N | Ask to all | Explore by job role / career stage |
|  | If you have experienced bullying or harassment, who was the perpetrator(s)?   1. Supervisor or manager 2. Other senior colleague 3. A peer 4. Other, please specify 5. Prefer not to say | Multi choice  Prefer not to say exclusive | N | If yes to above question (experienced bullying) |  |
|  | If you have witnessed bullying or harassment, who was the perpetrator(s)?   1. Supervisor or manager 2. Other senior colleague 3. A peer 4. Other, please specify 5. Prefer not to say | Multi choice  Prefer not to say exclusive  Same page as above | N | If yes to above question (witnessed bullying) |  |
|  | During your research career have you ever…   1. Experienced discrimination 2. Witnessed discrimination | Single choice  Yes, No, Prefer not to say, N/A | N | Ask to all | Explore by key demographics, e.g. gender, ethnicity, disability, workplace… |
|  | In cases where you have experienced bullying and harassment or discrimination, was this behaviour related to…   1. Age 2. Class / socio-economic background 3. Disability 4. Gender 5. Gender identity (e.g. trans or non-binary) 6. Nationality 7. Race or ethnicity 8. Religion 9. Sexual orientation 10. Other, please specify 11. Prefer not to say 12. N/A | Multi choice  Prefer not to say exclusive | N | Ask if experienced discrimination (yes to above question) or bullying |  |
|  | In cases where you have witnessed bullying and harassment or discrimination, was this behaviour related to…   1. Age 2. Class / socio-economic background 3. Disability 4. Gender 5. Gender identity (e.g. trans or non-binary) 6. Nationality 7. Race or ethnicity 8. Religion 9. Sexual orientation 10. Other, please specify 11. Prefer not to say 12. N/A | Multi choice  Prefer not to say exclusive | N | Ask if witnessed discrimination (yes to above question) or bullying (Q33) |  |
|  | Would you feel comfortable speaking out about instances of bullying and/or discrimination without negative personal consequences from within your workplace?   1. Yes 2. No 3. Unsure 4. Prefer not to say | Single choice | N | Ask to all |  |
|  | Within your workplace, do you feel your concerns relating to experiences of bullying and/or discrimination would be…?   1. Listened to 2. Appropriately acted upon | Grid question  Yes, No, Unsure | N | Ask to all |  |
|  | Where would you / have you sought the following types of support for bullying or harassment issues?   * Emotional support * Support with or advice on addressing the issues  1. My institution / workplace 2. My manager or supervisor 3. Peers / colleagues 4. My friends 5. My family 6. Professional services / doctor / therapist 7. Online / forums 8. I wouldn’t seek support 9. Unsure | Multi choice grid  I don’t know / I wouldn’t seek support exclusive options | N | Ask to all |  |
|  | How far do you agree or disagree with the following statements relating to your working environment?  *I would feel comfortable openly discussing biases and discrimination in my work environment related to…*   1. Gender 2. Race 3. Disability 4. LGBTQ+ identities | Grid question  7-point scale  1=Strongly disagree, 4= Neither disagree nor agree, 7= Strongly agree, N/A | Y | Ask to all except retired | This will be explored by both D&I groups and non D&I.  **For analysis phase – will need to consider how the legal status of homosexuality in different countries may affect the response here and for Q56** |
|  | How far do you agree or disagree with the following statements relating to your working environment?   1. Raising concerns about discrimination or harassment would be damaging for my career 2. The leaders in my workplace turn a blind eye to bullying and harassment 3. The leaders in my workplace turn a blind eye to discrimination 4. My institution/workplace is committed to promoting diversity and equality 5. I think my institution/workplace’s diversity and inclusion initiatives are tokenistic 6. I have witnessed diversity and inclusion initiatives successfully in action within my working environment 7. I feel safe within my working environment 8. My working environment reflects the diversity within society 9. My institution/workplace enacts a zero-tolerance policy against discrimination 10. Action is taken in my workplace to remove barriers and provide support for underrepresented groups 11. I think that my working environment is biased in favour of certain groups of people | Grid question  7-point scale  1=Strongly disagree, 4= Neither disagree nor agree, 7= Strongly agree, N/A  Split into 2 grids | Y | Ask to all except retired and unemployed |  |
|  | How stressed do you feel at work / while working on an average day? | Grid question  7-point scale  1 = Not at all stressed, 4= Neutral, 7 = Extremely stressed, N/A | Y | Ask to employed and students |  |
|  | Have you sought or received professional help for depression and/or anxiety during your research career?   1. Yes, I have received / I am receiving help 2. Yes, I have sought help but am yet to receive it 3. No, but I would / would have liked to receive help 4. No, I do not / have not required help 5. Prefer not to say | Single choice | N | Ask to all |  |
|  | To what extent do you agree or disagree with the following statements?   1. I have a difficult time dealing with work-related stresses 2. I tend to bounce back quickly after hard times 3. I consider myself to be a resilient person 4. I find it difficult managing my workload when I’m experiencing personal issues 5. I am able to separate work-related setbacks from my personal sense of self | Grid question  7-point scale  1=Strongly disagree, 4= Neither disagree nor agree, 7= Strongly agree, N/A | Y | Ask to all | Resilience measures |
|  | To what extent do you agree or disagree with the following statements relating to your institution/workplace?   1. I believe wellbeing is fundamental to an effective working environment 2. My institution/workplace offers adequate wellbeing support 3. Wellbeing support is well-promoted at my institution/workplace 4. There is a long-hours culture at my institution/workplace 5. I feel pressured to work long hours 6. The system exploits my interest in the work I do leading to a heavy workload 7. I have felt supported by peers/colleagues when I’ve encountered personal problems 8. Genuine and effective steps are taken to support my personal wellbeing 9. My institution/workplace wellbeing initiatives are appropriate for my needs 10. A career in research can be isolating and lonely | Grid question  7-point scale  1=Strongly disagree, 4= Neither disagree nor agree, 7= Strongly agree, N/A | Y | Ask to all except retired and unemployed |  |
| Visions **Only a few more sections to go. We now want to consider possible solutions to the issues we’ve discussed.** | | | | | |
|  | What do you think is needed to create significant positive change to research culture? | Open question | N | Ask to all |  |
|  | Wellcome is at the early stages of developing initiatives to improve research culture. Where do you think Wellcome should focus first? *Please rank these in order of importance, by dragging and dropping them into the grey box (1st = top priority)*   1. Being firmer and clearer about the standards we require from individuals and institutions who seek funding from Wellcome. 2. Recognising and rewarding good practices and behaviours which improve research culture. 3. Offering better support to the research community as they seek to improve research culture. | Ranking question  Drag and drop | Y | Ask to all |  |
|  | How impactful do you think the following initiatives could be in promoting and facilitating a ‘good’ research culture?   1. Good practice guidance 2. New awards and recognition opportunities 3. Published satisfaction surveys and measures 4. A space to raise concerns, with appropriate actions then taken 5. Training in the skills needed to promote good culture (e.g. leadership) 6. Recognition of culture contributions in funding / pay / promotion criteria | Grid question  7-point scale  1= Not at all impactful, 4 = Neutral, 7 = Extremely impactful, Unsure | Y | Ask to all |  |
|  | Which groups do you think should be responsible for driving change in research culture? *Please rank the level of responsibility you believe each group should hold, by dragging and dropping them into the boxes.*   1. Funding bodies 2. Policy-makers / government 3. Research institutions (e.g. Universities) 4. Publishers 5. Junior researchers 6. Senior researchers 7. Individuals in the research community | Ranking into 3 boxes   * High responsibility * Medium responsibility * Low responsibility | N | Ask to all |  |
|  | Do you think individuals can drive positive change in research culture?   1. Yes 2. No 3. Not sure | Single choice | Y | Ask to all |  |
|  | As an individual, what actions do you think you could take to help drive positive change in research culture? *If unsure, please write ‘Don’t Know’.* | Open question  Same page as above | N | If yes to above question |  |
| About you **We’re almost finished – we just have a few more questions to help us better understand your responses, as well as identify how research culture may be impacting different groups of people. Please be reassured that your responses are strictly confidential and anonymous – Wellcome will not have access to your personal data.** | | | | | |
|  | How old are you?   1. Under 18 2. 18-24 years 3. 25-34 years 4. 35-44 years 5. 45-54 years 6. 55-64 years 7. 65-74 years 8. 75+ years 9. I’d prefer not to say | Drop down | Y | Ask to all |  |
|  | In which country do you live?   1. <Country list> 2. Other, please specify | Drop down  Same page as above | Y | Ask to all |  |
|  | Which UK region do you live in?   1. Wales 2. Scotland 3. Northern Ireland 4. London 5. South-east England (excluding London) 6. South-west England 7. East Midlands 8. West Midlands 9. North-east England 10. North-west England 11. East of England 12. Yorkshire and the Humber   m) Other, please specify | Single choice  Same page as above | Y | If living in UK |  |
|  | Are you based in the country you grew up in?   1. Yes 2. No <Country list> | Single choice  Same | Y | Ask to all |  |
|  | Which of the following best describes your gender?   1. Man 2. Non-binary 3. Woman 4. Prefer to self-describe 5. Prefer not to say | Single choice | Y | Ask to all |  |
|  | Do you identify as trans?   1. Yes 2. No 3. Prefer not to say | Single choice  Same page as above | Y | Ask to all |  |
|  | Which of the following best describes your sexual orientation?   1. Asexual 2. Bi/bisexual 3. Gay man 4. Gay woman/lesbian 5. Heterosexual/straight 6. Queer 7. Prefer not to say 8. Other, please specify | Single choice  Same page as above | Y | Ask to all | Bear in mind national/cultural differences of sexuality when analysing international responses. |
|  | Which of the following best describes you?  Asian / Asian British: Bangladeshi  Asian / Asian British: Indian  Asian / Asian British: Pakistani  Asian / Asian British: Chinese  Any other Asian background  Black / Black British: African  Black / Black British: Caribbean  Any other Black background  Mixed / multiple ethnic groups: Asian and White  Mixed / multiple ethnic groups: Black Caribbean and White  Mixed / multiple ethnic groups: Black African and White  Any other mixed / multiple ethnicity background  White: English / Welsh / Scottish / Northern Irish / British  White: Irish  White: Gypsy or Irish Traveller  Any other White background  Arab  Any other ethnic background  I’d prefer not to say  Unknown | Single choice | Y | Show to UK respondents |  |
|  | What is your ethnicity? | Open question  Same page as above | N | Show to non-UK respondents |  |
|  | Do you have any caring responsibilities?   1. None 2. Primary carer of a child/children (under 18) 3. Primary carer of disabled child/children 4. Primary carer or assistant for a disabled adult (18 years or over) 5. Primary carer or assistant for an older person/people (65 and over) 6. Secondary carer (another person carries out the main caring role) 7. Prefer not to say 8. Other, please specify | Multi choice  Prefer not to say + None – exclusive | Y | Ask to all |  |
|  | Which qualification(s) do you hold?   1. GCSE or high school diploma 2. AS, A level or IB diploma 3. Undergraduate degree (or equivalent) 4. Master’s degree (or equivalent) 5. PhD (or equivalent) 6. MD 7. MBA 8. Other, please specify | Multi choice  Same page as above | Y | Ask to non-students (i.e. not Q1=a) |  |
|  | Were you first generation or first in family to attend university?   1. Yes 2. No 3. Unsure, N/A 4. Prefer not to say | Single choice  Same page as above | Y | Ask to all |  |
| The following three questions ask about disability and long-term conditions in different ways (based on [Business Disability Forum guidance](https://businessdisabilityforum.org.uk/our-services/resources/publications/)).  We acknowledge that asking about disability is complex. These questions will help us to develop a broader understanding and compare with existing statistics.  Please answer these questions separately and don’t feel that your answer to one should determine your answers to the others. | | | | | |
|  | Do you consider yourself to be a disabled person?   1. Yes 2. No 3. Prefer not to say | Single choice | Y | Ask to all |  |
|  | Do you have any of the following disabilities, long-term health conditions, mental health conditions or impairments? *Please select all that apply.*   1. No known disability, long-term condition or impairment 2. Dyslexia 3. Other neurodiverse (such as dyscalculia, autism) 4. Hearing 5. Speech 6. Visual 7. Long-term health condition (such as diabetes, Multiple Sclerosis, heart condition, epilepsy, energy-limiting conditions, chronic pain) 8. Mental health 9. Mobility 10. Musculoskeletal (including back, neck and shoulder) 11. Listed above but prefer not to specify 12. Other, please specify 13. Prefer not to say | Multi choice  Same page as above  No known and prefer not to say exclusive | Y | Ask to all |  |
|  | Do you experience barriers or limitations in your day-to-day activities related to any of your health conditions, impairments or disabilities?   * Not applicable * No * Yes * Prefer not to say | Single choice  Same page as above | Y | Ask to all |  |
|  | What is the name of the institution you are currently working in?   1. <List of UK universities> 2. Other, please specify 3. Prefer not to say | Drop down | N | Ask to those working in a university, PhD student & UK |  |
|  | What is the name of the institution you are currently working in? | Open question  Same page as above | N | Ask to non-UK respondents working at university / PhD students |  |
| Thank you | | | | | |
|  | Thank you for taking part in the survey. Are there any more comments you’d like to share with us about research culture? | Open | N | N |  |
|  | Would you like to be entered into a prize draw for a chance to win £350? *You can find prize draw terms and conditions* [*here*](https://www.shift-learning.co.uk/prize-draw-terms-and-conditions/)*.* *Shift Learning will be administering the incentive and a winner will be contacted within 4 weeks of the survey closing date.*   * Yes * No | Single choice  Same page as above | N | N |  |
|  | Shift Learning carry out paid research in this sector throughout the year. Would you be happy to be contacted about relevant future research opportunities? *Please note that by ticking yes, you are agreeing for Shift Learning to use the information provided in this survey to contact you for future research. If you do not wish to join our research list, please move on to the next question.*   1. Yes, I would like to join the Shift Learning research list | Single choice  Same page as above | N | N |  |
|  | Please fill in your contact details below.  *Please note, we only ask you to provide details you are comfortable with sharing. These fields are not compulsory. Note that Shift Learning adheres to the* [*Market Research Society Code of Conduct*](https://www.mrs.org.uk/pdf/mrs%20code%20of%20conduct%202014.pdf) *and you will not be contacted for sales or marketing purposes. Please be assured that your survey responses will not be directly linked to your contact details in our analysis. For more information, please read our* [*privacy policy*](https://www.shift-learning.co.uk/privacy-policy/)*.* | * Name * Email address | N | Ask if yes to prize draw and opt in |  |

# **Final text**

Thank you for your time and feedback, it is greatly appreciated. If you have any questions about the research, please feel free to get in touch with Elsie Lauchlan at Shift Learning [elsie.lauchlan@shift-learning.co.uk](mailto:elsie.lauchlan@shift-learning.co.uk) or Sarah Rappaport at Wellcome [s.rappaport@wellcome.ac.uk](mailto:s.rappaport@wellcome.ac.uk).

*<Only show to those who have experienced discrimination, bullying and harassment, and mental health issues (Q33a=1, Q36.a=1, Q45a-c)*

We appreciate you sharing some of the difficult circumstances you have experienced. In addition to **workplace / institutional support services**, there are many ways in which you can get advice and support, to find out more you might find the following websites useful:

* International support for mental health issues and harassment support: <https://checkpointorg.com/global/>
* UK support for bullying and harassment: <https://www.victimsupport.org.uk/>
* UK support for mental health issues: <https://www.mind.org.uk/>

**Please click the submit button below to submit your response.**