

Athena Swan PhD 2021

Overall 12 respondents completed this questionnaire.

The report has been filtered to show the responses for 'All Respondents'.

Comments will be dealt with separately and have been removed from this report.

(Q1 Do you give consent for your data to be used for the above)

Yes (11)

No (1)

(Q2: What category of student are you?)

Taught Postgraduate (-)

Research Postgraduate (Master) (-)

Research Postgraduate (PhD) (11)

Prefer not to answer (-)

(Q3: Are you...)

Full-time (11)

Part-time (-)

Visiting from another institute or University (-)

Prefer not to answer (-)

(Q4: What is the duration of your study period?)

36 months (1)

42 months (4)

48 months (5)

Prefer not to answer (1)

(Q5: What year of study are you currently in?)

1st Year (1)

2nd Year (1)

3rd Year (3)

3rd year (final) (1)

4th Year (5)

Prefer not to answer (-)

Please select the phrase you agree with for each statement (I am satisfied with my current position as a research/taught student)

Strongly agree (6)

Agree (4)

Neutral (1)

Disagree (-)

Strongly disagree (-)

Prefer not to answer (-)

(Q7 Do you have a career adviser?)

Yes (4)

No (6)

Don't know (1)

Prefer not to answer (-)

(Q8 If you answered 'No' to the previous question, would you like a career adviser?)

Yes (5)

No (-)

Don't know (1)

Prefer not to answer (-)

(Q9 Please select the phrase you agree with for each statement)

(The level of advice received from the Rowett Institute/my supervisor concerning my career development is fair and helpful)

Strongly agree (1)

Agree (7)

Neutral (-)

Disagree (1)

Strongly disagree (-)

Don't know (2)

Prefer not to answer (-)

(There is a good support for making the transition from Postgraduate student to Postdoc/Career outside academia)

Strongly agree (3)

Agree (2)

Neutral (2)

Disagree (2)

Strongly disagree (-)

Don't know (2)

Prefer not to answer (-)

(There is a good level of networking among the PhD Students and between PhD students and Staff in my Institute)

Strongly agree (5)

Agree (1)

Neutral (1)

Disagree (4)

Strongly disagree (-)

Don't know (-)

Prefer not to answer (-)

(Q11 I identify as a)

Woman (including trans-woman) (8)

Man (including trans-man) (3)

Prefer not to answer (-)

(Q20 If you have indicated any areas where men and/or women are treated less favourably, can you please comment below in more detail?)

Nothing

(Q21 Can you think of an occasion where you feel you were treated less favourably or discriminated against due to your gender?)

Nothing

(Q22 How did you resolve the issue?)

I dealt with the issue myself by approaching the person/group involved (-)

I reported the issue to the Academic Registrar's Office (-)

I reported the issue to the Head of Department (-)

I reported the issue to Athena SWAN (-)

I reported the issue to Advisers of Studies (-)

I reported the issue to Student Support Services (-)

I did not undertake any action (-)

Not applicable (2)

Prefer not to answer (-)

Other (-)

(Q24 Were you satisfied with the way your issue was handled and resolved?)

Yes (-)

No (-)

Prefer not to answer (-)

Other (2)

(Q25 Please select the phrase you agree with for each statement)

(The Rowett Institute is effective in raising awareness of gender equality issues)

Strongly agree (4)

Agree (6)

Neutral (1)

Disagree (-)

Strongly disagree (-)

Don't know (-)

Prefer not to answer (-)

(I am aware of the policies concerning Equality and Diversity)

Strongly agree (5)

Agree (6)

Neutral (-)

Disagree (-)

Strongly disagree (-)

Don't know (-)

Prefer not to answer (-)

(I am aware of Athena SWAN within the Rowett Institute)

Strongly agree (6)

Agree (4)
Neutral (1)
Disagree (-)
Strongly disagree (-)
Don't know (-)
Prefer not to answer (-)

(I am aware of Athena SWAN within the University of Aberdeen)

Strongly agree (2)
Agree (8)
Neutral (1)
Disagree (-)
Strongly disagree (-)
Don't know (-)
Prefer not to answer (-)

(Q26 How did you become aware of Athena SWAN at the Rowett Insitute?)

Word of mouth (7)
Supervisor (6)
Peers (5)
Newsletter (8)
Noticeboard (2)
Prefer not to answer (-)
Other (-)

(Q27 If you are not aware about Athena SWAN within the Rowett Institute and or the University, how would you like such an organization to be advertised?)

(-)

(Q28 Do you know where to find information about your rights and responsibilities as a Postgraduate student?)

Yes (8)
No (3)
Not applicable (-)
Prefer not to answer (-)

(Q29 Do you have any caring commitments?)

Yes - for a child (3)
Yes - for another relative (-)
Yes - Other (1)
No (7)
Prefer not to answer (-)

(Q30 What are you planning to do after you finish your Postgraduate studies?)

Academia - Postdoc (6)
Academia - Fellowship (1)
Academia - Permanent position (1)

Academia - Other (-)
Industry (-)
Teaching (-)
Scientific Journalism/Publishing (-)
Other (in science) (1)
Other (not in science) (-)
Career break (-)
Don't know (2)
Prefer not to answer (-)

(Q31 Please indicate whether you agree or disagree with the following statements)
(A career in academia is an attractive prospect)

Strongly agree (3)
Agree (5)
Neutral (1)
Disagree (1)
Strongly disagree (1)
Don't know (-)
Prefer not to answer (-)

(Doing a PhD makes an academic career more attractive)

Strongly agree (4)
Agree (4)
Neutral (-)
Disagree (1)
Strongly disagree (1)
Don't know (1)
Prefer not to answer (-)

(Q32 If you are attracted to a career in academia what are factors that attract you. Please tick all that apply)

Exciting and interesting projects (9)
Contributing new knowledge to science and society (8)
Chance for independent research (7)
Collaboration potential (7)
Opportunity to teach (6)
Good working environment (6)
Challenge (6)
Reasonable/flexible working hours (6)
Positive feedback from supervisor (5)
Variety (5)
Inspiring role models (3)
Travel networking opportunities (2)

(Q33 What do you think are the most important factors for a successful career in academia?)

(Hard work)
Strongly agree (6)

Agree (4)
Neutral (1)
Disagree (-)
Strongly Disagree (-)
Don't know (-)
Prefer not to answer (-)

(Supporting environment)

Strongly agree (8)
Agree (2)
Neutral (1)
Disagree (-)
Strongly Disagree (-)
Don't know (-)
Prefer not to answer (-)

(Inspiring supervisor)

Strongly agree (5)
Agree (5)
Neutral (1)
Disagree (-)
Strongly Disagree (-)
Don't know (-)
Prefer not to answer (-)

(Gender)

Strongly agree (-)
Agree (1)
Neutral (2)
Disagree (3)
Strongly Disagree (4)
Don't know (1)
Prefer not to answer (-)

(Luck)

Strongly agree (-)
Agree (3)
Neutral (2)
Disagree (2)
Strongly Disagree (3)
Don't know (1)
Prefer not to answer (-)

(Q34 If you are put off by a career in academia, what are the main factors that put you off? Tick all that apply)

Short contracts (6)
No job security (5)
Research funding issues (3)
Lack of support (3)
Long hours (3)
Isolation (2)
Low chance of success (2)
Competitive atmosphere (2)
Poor working environment (2)
Salary (1)
Repetitive/frustrating work (1)
Teaching burden (1)

(Q35 Do you think that the University of Aberdeen is encouraging women to follow a career in science?)

Yes (11)
No (-)
Don't know (-)
Prefer not to answer (-)
Other (-)

(Q37 Do you think that the University of Aberdeen encourages people who identify with any of the equality protected characteristics to follow a career in science?)

Yes (6)
No (-)
Don't know (5)
Prefer not to answer (-)
Other (-)

(Q39 Do you think Inclusion of Athena SWAN news in the fortnightly institute newsletter promotes the values of Athena SWAN in the Institute?)

Yes (11)

No (-)

Don't know (-)

Prefer not to answer (-)

(Q40 Inclusion of Athena SWAN news in the fortnightly institute newsletter highlights social activities and provides additional notification of student development opportunities?)

Strongly agree (7)

Agree (3)

Neutral (1)

Disagree (-)

Strongly disagree (-)

Prefer not to answer (-)

(Q41 Are you aware of the student and early career researcher resource pages on the Rowett Athena Swan site?)

Yes (3)

No (8)

(Q42 Athena SWAN at the institute introduced an annual STEM seminar where female speakers give a research seminar followed by a short presentation on their career progression and how they have overcome barriers. Do you think this helps to improve the equality culture of the Institute? (*STEM = Science, Technology, Engineering and Maths))

Yes -Strongly agree (4)

Yes -Agree (4)

Neutral (2)

No -Disagree (-)

No -Strongly disagree (1)

Did not attend (-)

Not applicable (-)

Prefer not to answer (-)

(Q43 Has the STEM seminar helped you think about your own career development?)

Yes (4)

No (4)

Prefer not to answer (3)

(Q44 Do you think unconscious bias training seminars will help to improve the equality culture of the Institute?)

Strongly agree (3)
Agree (4)
Neutral (3)
Disagree (1)
Strongly disagree (-)
Prefer not to answer (-)

(Q45 The Rowett has a policy, that where possible, meetings should occur within core working hours (10am-4pm). Do you think this helps accommodate flexible working hours?)

Yes -Strongly agree (4)
Yes -Agree (5)
Neutral (2)
No - Disagree (-)
No - Strongly disagree (-)
Did not know this policy existed (-)
Prefer not to answer (-)

(Q46 As a School we have introduced a family support award that allow staff to apply for up to £250 to pay for caring costs to facilitate attendance at conferences. This award has been expanded to include PhD students. Do you think the existence of this policy has helped to improve the equality culture of our Institute?)

Strongly agree (7)
Agree (1)
Neutral (2)
Disagree (1)
Strongly disagree (-)
Don't know (-)
Prefer not to answer (-)

(Q47 Athena SWAN has changed the role of the parental leave advisor to the family support advisor to accommodate additional caring responsibilities. Do you think this better supports staff/student needs?)

Strongly agree (5)
Agree (1)
Neutral (5)
Disagree (-)
Strongly disagree (-)
Prefer not to answer (-)

(Q48 Are there any other examples of policies or practices that you think have helped to improve the equality culture of our School?)

No

(Q49 Are there any other policies or practices that you think would help to improve the equality culture of our School?)

No

(Q50 What was the impact of closure of the building during lockdown on your research project?)

No impact (-)

Some delay (1)

Moderate delay (3)

Significant delay (7)

Project termination (-)

Prefer not to answer (-)

(Q51 As a result of the COVID pandemic, are you now worried about being able to complete your PhD studies on time?)

Yes (4)

No (6)

Prefer not to answer (1)

(Q52 If yes, has your supervisor been able to reassure you and support you adequately with your concerns?)

Yes (5)

No (0)

Not applicable (2)

Prefer not to answer (0)

(Q53 Do you feel that you have been suitably supported by your supervisor during lockdown, subsequently during the resumption of laboratory work?)

Yes (11)

No (0)

Prefer not to answer (0)

(Q54 Have you applied for an extension to your PhD as a result of the pandemic affecting your progress?)

Yes (7)

No - I don't need one (2)

No - I did not know that was possible (0)

Not applicable (2)

Prefer not to answer (0)

(Q55 If you did not previously know that an extension was possible, will you now consider applying for one?)

Yes (1)

No - I do not need one (1)

Not applicable (6)

Prefer not to answer (0)

If yes, how long would you extend for? (0)

(Q57 Did you have additional caring responsibilities as a result of lockdown?)

Yes (5)

No (61)

Prefer not to answer (0)

(Q58 If you had additional caring responsibilities, did this impact your research?)

Yes (3)

No (2)

Not Applicable (0)

Prefer not to answer (0)

(Q59 Do you feel that you were suitably supported in balancing additional caring responsibilities and completing your work?)

Yes (5)

No (0)

Not applicable (5)

Prefer not to answer (1)

(Q60 How would you rate the support available from the University for Health and Wellbeing?)

Very good/Excellent (5)

Good (5)

OK (1)

0 Poor (0)

Very poor (0)