

Culture, Employment and Development in Academic Research Survey (CEDARS) 2025 Question Set

Welcome to the Culture, Employment and Development in Academic Research Survey (CEDARS) 2025. CEDARS is a national survey that gathers anonymous data about working conditions, research culture, and the professional and career development of researchers and research-enabling staff across UK higher education.

The results from the survey will inform your own institution's policies and practices and will be used at a national level to inform policymaking and advocacy.

Your input and that of your colleagues is very important and highly valued, and we appreciate the contribution you are making by telling us about your views and experiences.

Who can take part?

You can complete CEDARS if you undertake research, manage researchers or contribute to the research endeavour by enabling research/researchers, i.e. research professionals and technicians. We are also interested to hear from people who are engaged in research-related activities but may only have a proportion, or none, of their working time allocated to research activities, for example, those on teaching-only contracts.

CEDARS is run by individual institutions: if you work across different institutions, you may get more than one invitation to respond. If that is the case, you are welcome to complete CEDARS more than once providing your views of your experience at a particular institution.

What will I be asked?

Section 1 asks about your current position.

Section 2 asks you to consider how you are recognised and valued by your institution.

Section 3 asks about your professional and career development as a researcher or research-enabler.

Section 4 asks you about the environment and culture in which you work.

Section 5 asks some demographic questions about you.

It should only take about 15 minutes to complete the survey, but the information you provide will bring long-lasting benefit to you and your peers. Please note that only responses from submitted surveys will be analysed.

Who is the survey run by and how will the results be used?

The survey is conducted by individual institutions and is managed by [Vitae](#), a non-profit organisation dedicated to supporting the professional and career development of researchers.

The results will be analysed by your institution, and aggregated UK results may be published by Vitae to illustrate researchers' and research-enablers' experiences across the UK. Aggregate-level data may also be used at a national level for advocacy, policymaking, and to serve as a national evidence base reflecting the experiences of researchers and research-enabling professionals.

Your responses will be anonymous: you will not be identified or identifiable in any published results. All questions are optional except for those required to route you to questions pertinent to your

experience and circumstances.

Consent

Thank you for taking the time to share your experience of being a researcher or research-enabler in the UK. For your responses to be recorded you need to go through to the end of the survey and press the submit button.

Please confirm that you consent for your responses to be processed by the institution. If you do not give this consent, your responses will not be included in any analysis.

I confirm

CEDARS is managed by Vitae, an international non-profit programme dedicated to supporting the professional and career development of researchers. www.vitae.ac.uk

Section 1 - About your current position

This section asks about your employment conditions and how much time you spend on research.

1. With which of these groups does your main role at this institution align most closely?

If you are a registered doctoral student, please select the first option (even if you may be employed for demonstrating / teaching). If you are a staff member and, for example, undertaking a part-time doctorate, please select the option that fits with your role as a staff member.

Doctoral research student	GO to Q1b
Research only (staff primarily employed to undertake research only, although this may include limited teaching hours)	GO to Q1b
Research and teaching (staff employed to undertake both research and teaching)	GO to Q1b
Learning and scholarship (staff primarily employed to undertake teaching)	GO to Q1b
Innovation, knowledge exchange and enterprise (academic staff primarily employed to undertake consultancy, knowledge exchange and/or enterprise activities)	GO to Q1b
Technical staff	GO to Q1b
Professional services (e.g. researcher developer, research manager, librarian, knowledge exchange manager)	GO to Q1b

1b. Do you do personally undertake research?

Yes [Go to Q2] / No [Go to Q4]

2. [If Yes] What proportion of your contracted time is allocated to research (i.e. doing research or managing those who do research)?

%	0%	1-20%	21-40%	41-60%	61-80%	81-100%

3. What proportion of your working time, on average, you spend on research?

%	0%	1-20%	21-40%	41-60%	61-80%	81-100%

4. At this institution are you currently employed:

Full-time	
Part-time	

5. What is your contractual status at this institution?

Fixed term	GO TO Q5a
Open ended (can be known as 'permanent')	GO TO Q6
Open ended but limited by funding	GO TO Q5a
Casual / hourly-paid	GO TO Q6
I hold more than one contract at this institution	GO TO Q6
Not sure	GO TO Q6

5a.[If fixed-term or open ended but limited by funding] What is the total expected length of your current contract at this institution?

6 months or less	
7-12 months	
13-24 months (1-2 years)	
25-48 months (2-4 years)	
More than 4 years	

6. Which of these career stages do you most closely identify with?

<p>Early career e.g., <i>Doctoral researchers; Postdoctoral Researchers; Teaching Fellows/Associates; Research Assistants/Associates; Lecturers (entry-level); Research Administrators; Laboratory Technicians; Knowledge Exchange Officers</i></p>	
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Mid-career e.g., <i>Senior Lecturers; Readers; Programme Leaders; Senior Post-docs; Research Managers; Knowledge Exchange Managers; Data Stewards; Research Scientists; Data-science Technician; Heads of Department/School; Research Facility Managers</i>	
Senior career e.g., <i>Professors; Chairs; Deans; Directors; Pro-Vice Chancellors; Operations Directors; Innovation and Impact Directors; Senior Technicians</i>	
Not sure	
Prefer not to say	

7. In which area do you aspire and expect to work in the long term? (Select one option in each column)

	I aspire to work in...	I expect to work in...
Academic career (research and/or teaching)		
Professional role in higher education (e.g. research management, researcher development)		
Technical role in higher education		
Research career beyond higher education		
Self-employment/running your own business		
Teaching career beyond higher education		
Other occupations beyond higher education		
Don't know		

Section 2 – Recognition and value

This is your opportunity to consider whether you feel you are valued and treated fairly by your institution.

8. To what extent do you agree with the following statements:

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
The contributions I make to research are recognised by my institution						
The contributions I make to research are recognised in my allocated workload or duties						

9. To what extent does your institution value the contributions that you make to:

	Fully	Mostly	Not very	Not at all	Don't know	Not applicable
Developing or managing others?						
Supervising research students?						
Institutional policy and decision-making?						
Management and administration within the institution?						

10. To what extent do you agree with the following statements?

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
The promotion pathways and processes at my institution are clear to me						
My institution has fair and inclusive opportunities for career advancement						

11. Which statement best describes your line management responsibilities?

I have no line management responsibilities	GO TO Q13
I am informally responsible for managing staff	GO TO Q13
I have some responsibility for managing staff, but I'm not responsible for conducting their appraisal / development review	GO TO Q13
I am responsible for line managing staff and/or reviewing their progress through appraisal / development review	GO TO Q11

11. Please indicate how confident you are in your ability to:

	Fully confident	Confident	Not very confident	Not at all confident	Don't know	Not applicable
Manage and provide feedback for appraisal/review processes effectively						
Manage requests for flexible working appropriately						
Use inclusive, equitable and transparent recruitment processes						
Give guidance to staff on institutional redeployment processes						
Actively support your staff in working towards their career aspirations						
Response to any issues relating to health and wellbeing						
Respond to any issues relating to bullying and harassment						

12. Please provide any additional comments you have about employing and managing researchers

[GO TO Q15]

13. (If not a manager of researchers) To what extent do you agree with the following statements? My immediate manager...

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
Clearly articulates their expectations of me with respect to my role and performance						
Provides clear, constructive and timely feedback on my performance						
Supports me to develop my research / professional identity						
Supports me in working towards promotion opportunities						
Supports me in my broader career aspirations						

14. Please provide any additional comments you have about your employment, line management and recognition.

Section 3 - Professional and Career Development

In this section we invite you to think about your continuing professional development.

By this we mean an on-going and reflective approach to improving your professional competencies and experiences through a variety of formal and informal activities that do not form a normal part of your role. Examples might include attending a training course or workshop, developing your leadership capabilities, workplace shadowing, participating in a mentoring scheme (as mentor or mentee), committee membership, participating in policy development, public engagement, or knowledge exchange activities. Examples would not include training specific to your role, such as mandatory health and safety courses or training on a specific piece of experimental equipment.

15. Have you been recruited into your current post in the last two years?

Yes	GO TO Q16
No	GO TO Q17

16. When you started at your current institution how useful did you find your induction...

	Very useful	Useful	Not very useful	Not at all useful	Not offered	Offered but not taken
At institution level?						
At departmental/faculty/unit level?						

17. Over the past two years (or since taking up your current position if that is more recent) have you participated in a staff appraisal / development review?

Yes	GO TO Q18
No	GO TO Q19

18. [If yes] How useful did you find your staff appraisal / development review?

Very useful	Useful	Not very useful	Not at all useful	Not applicable

19. (If no) You have not participated in appraisal / development review because:

You are on probation	
You've only recently been appointed	
You haven't been invited to do so	
You haven't arranged this yet	
You are not eligible	
Other	

20. To what extent do you agree that ...

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
Your manager/supervisor encourages you to engage in personal and career development activities?						
Your manager/supervisor encourages you to consider a wide range of future career options within and beyond academia?						
You are aware of the support your institution provides for your career and professional development?						
You have a clear career development plan?						
You have time to develop your						

professional identity?						
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21. In which areas have you undertaken, or would you like to undertake, training and other continuing professional development?

	I have done	I would like to	I have no interest in this
Communication and engagement			
Equality, diversity and inclusion			
Leadership			
Managing others			
Open research (e.g. open publication and open data)			
Project management			
Research integrity			
Supervision			

22. During the past 12 months (or since taking up your current position if that is more recent) approximately how many days have you spent on training and other continuing professional development activities?

(More info: By continuing professional development we mean an on-going and reflective approach to improving your professional competencies and experiences through a variety of formal and informal activities that do not form a normal part of your role. Examples might include attending a training course or workshop, developing your leadership capabilities, workplace shadowing, participating in a mentoring scheme (as mentor or mentee), committee membership, participating in policy development, public engagement, or knowledge exchange activities. Examples would not include training specific to your role, such as mandatory health and safety courses or training on a specific piece of experimental equipment.)

None	
Less than 1 day	
1-4 days	
5-9 days	
10 or more days	

23. Please provide any comments you have about the training and career development you have undertaken at this institution, or would like to undertake, including any barriers to participation.

Section 4 - Environment and Culture

This is your opportunity to consider the culture in your institution and your immediate research environment.

24. To what extent do you agree that...

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
You have a good level of job satisfaction?						
You feel included in your immediate research environment/group?						
Your manager promotes a good work-life balance?						
Your working environment supports your mental health and wellbeing?						
Your institution is committed to equality, diversity and inclusion?						

25. To what extent do you agree with the following statements...

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
I feel that my future at my institution is secure						
Different ideas and approaches to research are valued in my working environment						
Creativity is welcomed within my working environment						
There are opportunities for me to collaborate with colleagues/peers						

I feel like I can voice ideas, concerns and questions without fear of repercussion or humiliation						
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26. In the last two years, have you:

	Yes	No	Not applicable	Prefer not to say
Requested flexible working?				
Maternity, paternity, adoption and parental leave?				
Carers leave?				

27. To what extent do you agree that decisions concerning flexible working and/or leave requests are made in a fair and inclusive manner at your institution:

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
Flexible working?						
Maternity, paternity, adoption and parental leave?						
Carers leave?						

28. In the last 2 years, have you:

	Yes	No	Not applicable	Prefer not to say
Witnessed, or been subject to, any incidents of discrimination at your				

institution?				
If so, did you report the incident?				

29. In the last 2 years, have you:

	Yes	No	Not applicable	Prefer not to say
Witnessed, or been subject to, any incidents of bullying or harassment at your institution?				
If so, did you report the incident?				

30. To what extent to do you agree with the following statements:

	Agree strongly	Agree	Disagree	Disagree strongly	Don't know	Not applicable
I feel that ethical standards are high in my research environment						
I feel able to raise any concerns I have with research practice at my institution						

31. In the last two years at your current institution, have you:

	Yes	No	Prefer not to say
Felt pressured into compromising your research standards or integrity?			

Witnessed any incidents of research misconduct?			
Reported any incidents of research misconduct (by you or someone else)?			

32. Is there anything you would like to add (e.g. to contextualise your responses in this section)?

33. How would you rate your knowledge and understanding of the following UK sector initiatives or frameworks?

	I have some understanding of this	I know this exists, but I don't know the detail	I have never heard of this
Concordat to Support the Career Development of Researchers			
Concordat to Support Research Integrity			
HR Excellence in Research			

34. Please provide any additional comments you have about the research environment and culture in which you work at your institution

Institution Specific Questions

An institution can add their own questions on this page or delete the page if required. We recommend you add a list of departments, so you can analyse your data by department.

Section 5 – About you

These questions will allow us to collect information on the profile of respondents and to understand trends in results by different characteristics of respondents. All questions are optional.

35. With which REF Unit of Assessment is your research most closely related?

Main Panel A	Medicine, Health and Life Sciences	
Main Panel B	Physical Sciences, Engineering and Mathematics	
Main Panel C	Social Sciences	
Main Panel D	Arts and Humanities	
	I am a member of professional services	
	Not applicable	

36. How old are you?

25 and under
26 – 30
31 – 35
36 – 40
41 – 45
46 – 50
51 – 55
56 – 60
61 or older

37. What is your gender?

Woman
Man
Non-binary
Prefer to self-describe (please specify)
Prefer not to say

38. What is your sexual orientation?

Asexual
Bi/bisexual
Gay man
Gay woman/lesbian
Heterosexual/straight
Queer
Pansexual
Prefer to self-describe (please specify)
Prefer not to say

39. Do you experience barriers or limitations in your day-to-day activities related to any health conditions (including mental health), physical, sensory or cognitive differences?

Yes – substantial barriers or limitations [GO TO Q40]
Yes – some/small barriers or limitations [GO TO Q40]
No [GO TO Q42]

40. Do you consider yourself to be a disabled person?

Yes [GO TO 41]
No
Prefer not to say

41. [If yes and you feel comfortable disclosing], what is your disability?

Free text

42. Do you have any caring responsibilities?

None
Primary carer of a child/children under 18 years

Primary carer of a disabled child or children
Primary carer or assistant for a disabled adult (18+ years)
Primary carer or assistant for an older person or people (65+ years)
Secondary carer (another person carries out the main caring role)
Prefer not to say

43. What is your nationality?

UK/British national	GO TO Q44
National of a European Union member state	GO TO Q45
National of a country outside the UK and the European Union	GO TO Q45

44. Which of the following best describes your ethnicity?

- White – English, Scottish, Welsh, Northern Irish or British
- Any other White background
- Black or Black British – Caribbean
- Black or Black British – African
- Other Black background
- Asian or Asian British – Indian
- Asian or Asian British – Pakistani
- Asian or Asian British – Bangladeshi
- Chinese
- Other Asian background
- Mixed - White and Black Caribbean
- Mixed - White and Black African
- Mixed - White and Asian
- Other mixed background
- Arab
- Other ethnic background
- Not known Prefer not to say

45. What was the occupation of your main household earner when you were about aged 14?

<i>Modern professional and traditional professional occupations</i> such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.
<i>Senior, middle or junior managers or administrators</i> such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager
<i>Clerical and intermediate occupations</i> such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.
<i>Technical and craft occupations</i> such as: motor mechanic, plumber, printer, electrician, gardener, train driver
<i>Routine, semi-routine manual and service occupations</i> such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.
<i>Long-term unemployed</i> (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).
<i>Small business owners</i> who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.
<i>Other</i> such as: retired, this question does not apply to me, I don't know.
<i>I prefer not to say</i>

46. Do you have any final comments?

Your responses have been submitted. Your input is highly valued, and we appreciate the time you have taken to participate in the Culture, Employment and Development in Academic Research Survey.