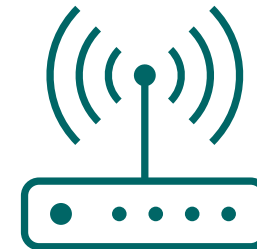
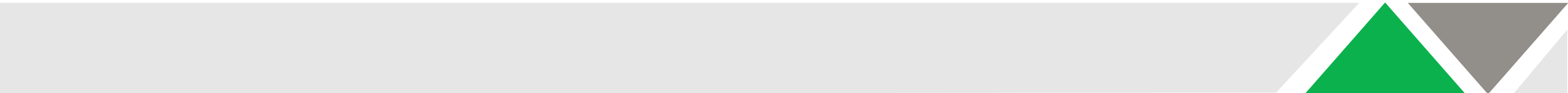




CEDARS
Culture, Employment and Development in Academic Research Survey

www.vitae.ac.uk/cedars











HR EXCELLENCE IN RESEARCH

Researcher Development Concordat

Three principles

Environment and culture

Employment

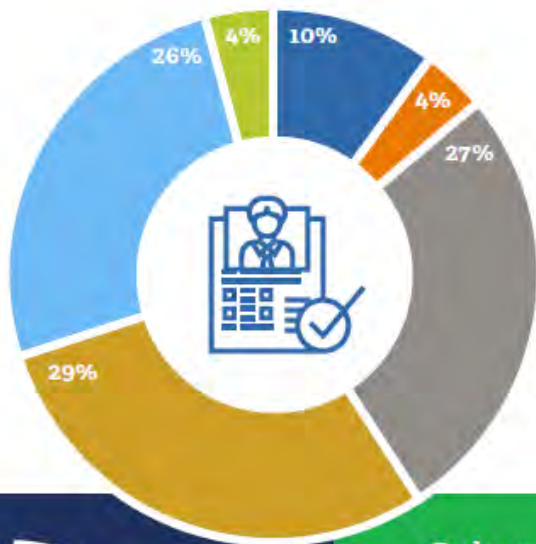
Professional and career development

HR Excellence in Research Award



CEDARS Profile of responses 2021

48 Institutions participated
12,594 Total responses

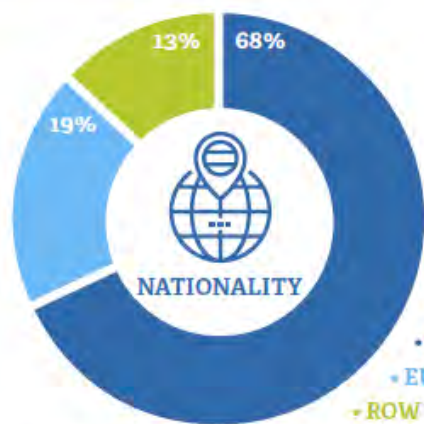
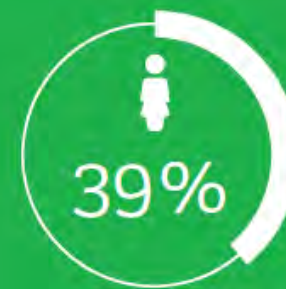


- **Postgraduate researcher**
- **Entry level researcher**
- **Research staff**
- **Established researcher**
- **Senior researcher**
- **Other** (mostly technicians and professional staff)

Research Staff



Other Academic Staff (Est and Senior)

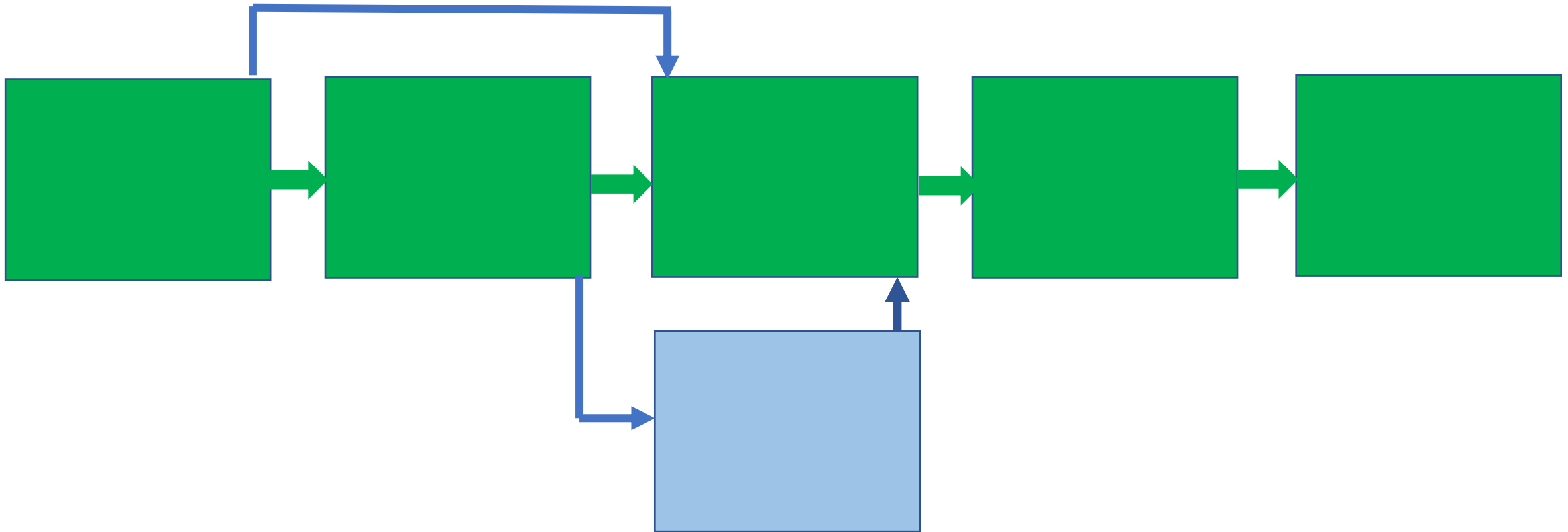


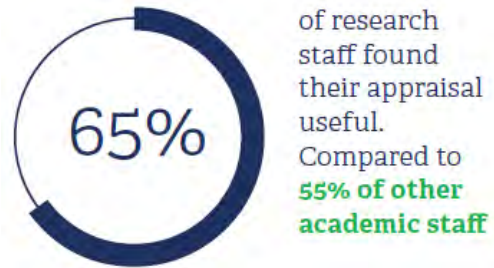
• UK
• EU
• ROW



• White
• BAME
• Not disclosed

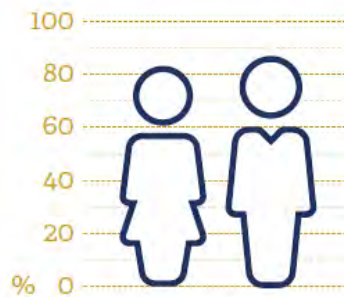
Caring responsibilities: 44% with caring responsibilities
Disability: 20% disclosed an impairment or health condition



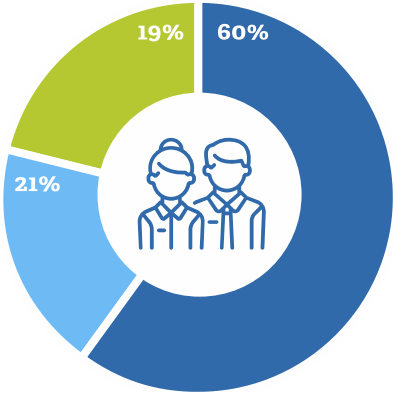


Appropriately recognised for contributions to institution

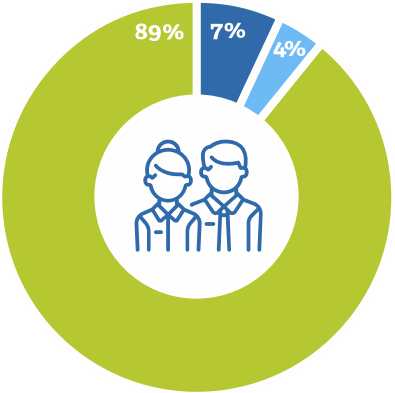
Clearly articulates their expectations of my role and performance



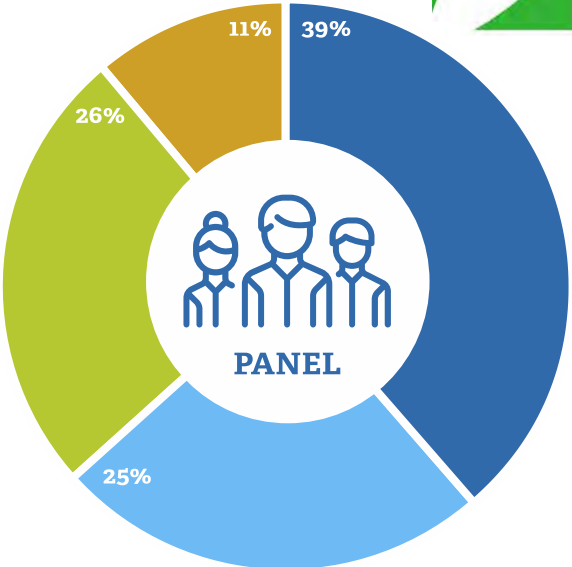
Employment circumstances



- Research staff:
- Fixed term contract
 - Open-ended limited contract
 - Open contract



- Other academic staff:
- Fixed term contract
 - Open-ended limited contract
 - Open contract



- REF Panel:
- Panel A
 - Panel B
 - Panel C
 - Panel D

Research staff



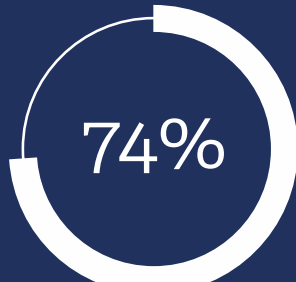
on fixed term contracts of less than 12 months



employed part-time

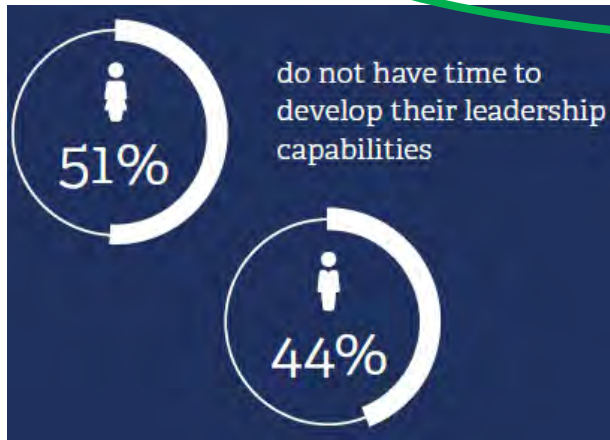
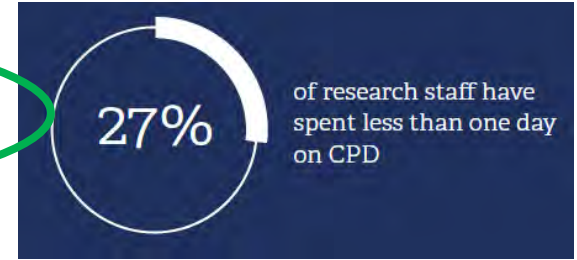
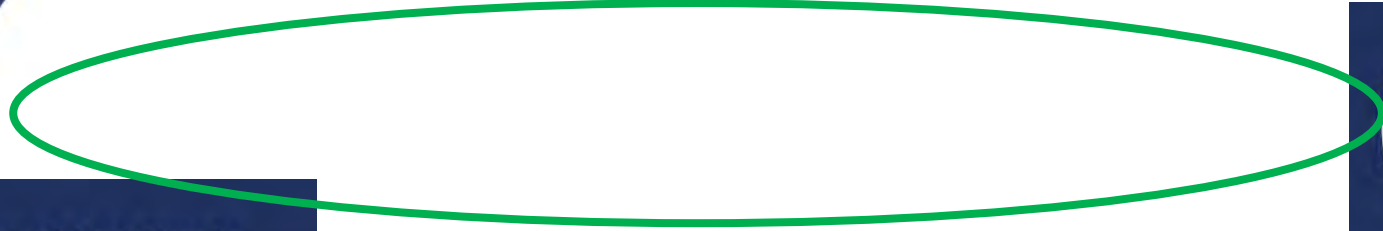


have had two or more fixed-term contracts at their institution



have 80-100% of their time contracted to research: only 51% spend this amount of time on research





- Two-thirds would like training in:**
- Leadership (67%)
 - Managing others (67%)
 - Career management (64%)
 - Project management (63%)
 - Interdisciplinary research (62%)

Almost half would like training in:

- Leading a research group (49%)
- Managing staff performance (45%)

Only 15% of research staff have spent 10 or more days on **training** or **professional development activities**



Two-thirds would like training in:

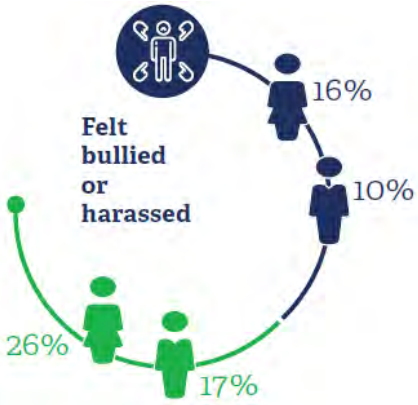
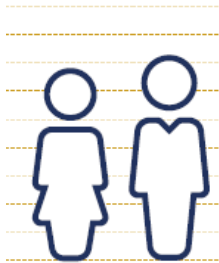
- Leadership **(67%)**
- Managing others **(67%)**
- Career management **(64%)**
- Project management **(63%)**
- Interdisciplinary research **(62%)**

Half would like training in:

- Open research **(55%)**
- Personal motivation and effectiveness **(50%)**
- Collaboration and teamworking **(47%)**
- Communication and dissemination **(46%)**
- Mental health and wellbeing **(45%)**
- Teaching and lecturing **(44%)**



Feel valued at work

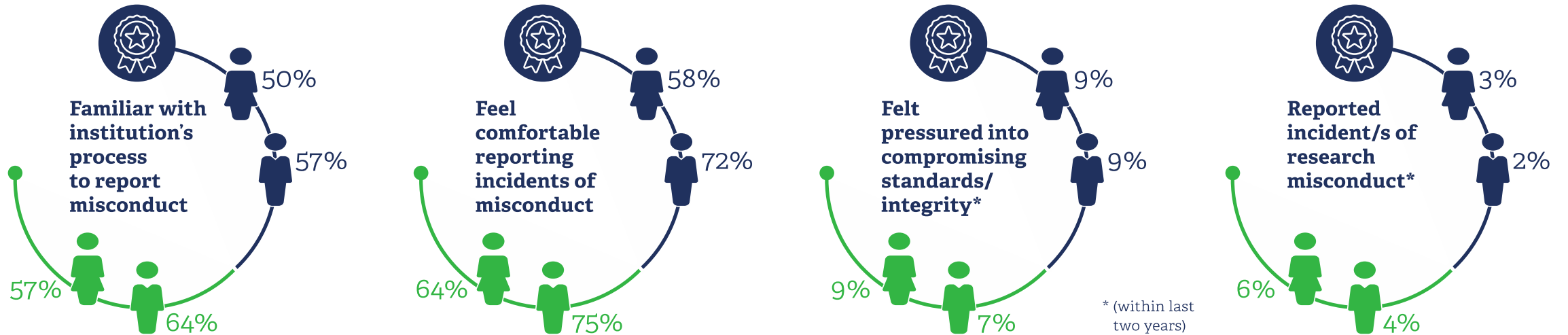


* (within last two years)

75% of researchers believe their institution promotes the highest level of research integrity



- Research staff
- Other academic staff



Interest in research integrity-related training:

