

	RDM Students 2018	RDM Students 2016	RDM Staff 2018
Response rate	Total No Of Survey Responses = 75 Of those that answered Q46 "What is your sex" 34F/34M	Total No Of Survey Responses = 46	Total No Of Survey Responses = 437 Of those that answered Q76 "What is your gender" 220F/154M/27PNTS (Prefer Not to Say)
All Results are shown by Percentage % Overall %, then in brackets Female / Male			
Induction			
Team Induction was found useful	84% (86%F/81%M) n73=Responses	94%	
Department / RDM Induction was found useful	82% (83%F/81%M) n73=Responses	89% Q Referred to division induction	88% (86%F/90%M/100%PNTS) n=140 Responses
Did you have an objective setting meeting?	92% (95%F/89%M) n=75 Responses	-	88% (88%F/87%M/100%PNTS) n=140 Responses
If yes, you had an objective setting meeting, was it useful?	97% (97%F/97%M) n=69 responses	-	98% (97%F/98%M/100%PNTS) n=124 Responses
Management and Development			
Feel that their line manager values their contribution.	84% (84%F/84%M) 2018 Question Language = Primary Supervisor n=75 responses	85%	89% (89%F/88%M/96%PNTS) n=399 Responses
Feel they receive helpful feedback from their line manager.	84% (84%F/84%M) 2018 Question Language = Primary Supervisor n=75 responses	87%	84% (85%F/85%M/69%PNTS) n=397 Responses
Feel their line manager support them to think about their professional development.	82% (81%F/82%M) 2018 Question Language = Primary Supervisor n=71 responses	78%	80% (82%F/78%M/71%PNTS) n=391 Responses
Feel their line manager actively encourages them to take up career development opportunities.	84% (84%F/84%M) 2018 Question Language = Primary Supervisor n=75 responses	54%	70% (72%F/71%M/52%PNTS) n=379 Responses
Supports students publishing work	84% (84%F/84%M) 2018 Question Language = Primary Supervisor n=75 responses	-	
Is interested in my project progress	95% (95%F/94%M) 2018 Question Language = Primary Supervisor n=73 responses	-	
Takes time to meet with me	95% (92%F/97%M) 2018 Question Language = Primary Supervisor n=75 responses	-	
Helps me refine my project	85% (81%F/89%M) 2018 Question Language = Primary Supervisor n=72 responses	-	
Allows me to take responsibility for my research	89% (86%F/92%M) 2018 Question Language = Primary Supervisor n=73 responses	-	
Allows me to take personal leave	93% (95%F/92%M) 2018 Question Language = Primary Supervisor n=74 responses	-	
Creates a positive work environment	75% (77%F/72%M) 2018 Question Language = Primary Supervisor n=71 responses	70%	

Professional and Personal Development			
Feel that they take time to reflect on, and plan for, their career development.	88% (87%F/89%M) n=74 responses	78%	79% (78%F/83%M/67%PNTS) n=385 Responses
Feel clear about the development opportunities available to them.	74% (75%F/72%M) n=72 responses	57%	69% (71%F/68%M/60%PNTS) n=393 Responses
Feel that they have the opportunity to take on new responsibilities or develop new skills.	88% (84%F/92%M) n=74 responses	63%	82% (83%F/80%M/86%PNTS) n=393 Responses
Feel comfortable discussing their training and development needs with their line manager.	77% (74%F/81%M) n=71 responses	61%	79% (78%F/85%M/54%PNTS) n=395 Responses
Feel that the responsibility for career development lies with yourself	100% (100%F/100%M) n=75 responses	-	99% (100%F/99%M/100%PNTS) n=392 Responses
Feel that the responsibility for career development lies with your manager/supervisor	67% (71%F/62%M) n=75 responses	-	75% (75%F/74%M/84%PNTS) n=375 Responses
Mentoring			
Since taking up your current role have you been mentored by someone who is not your line manager / supervisor	48% (53%F/43%M) n=75 responses	11% (Question only referred to RDM mentoring scheme)	28% (28%F/27%M/26%PNTS) n=399 Responses
Have found mentoring useful	61% (65%F/57%M) n=39 responses		78% (80%F/75%M/78%PNTS) n=144 Responses
For mentees: mentoring has helped me with	Top Three Answers Career progression and planning Extending My professional network Being more positive about work / study		Career progression and Planning (60%), then equally Balancing work / study / family life Specific difficulties or issues at work Being more positive about work / study Extending my professional network
For mentors: mentoring has helped me with	Top Three Answers Reflecting on my own practice Improved role satisfaction Encouraging others to pursue a career in science		Pass on my skills and experience for the benefit of others, then Reflect on my own practice Improved job satisfaction Encourage others to remain in science Being more positive about work Extending my professional network
Leadership Aspirations			
Aspires to move into a role involving leadership	97% (97%F/97%M) n=70 responses	81%	62% (48%F/84%M/73%PNTS) n=253 Responses
Would like to pursue an academic career in the long term	62% (54%F/70%M) n=74 responses	65%	
Environment and Culture			
Feel they can be themselves at work.	92% (92%F/92%M) n=75 responses	81%	91% (93%F/89%M/88%PNTS) n=391 Responses
Feel their colleagues are supportive of them.	94% (97%F/92%M) n=72 responses	93%	92% (94%F/90%M/85%PNTS) n=394 Responses
Feel integrated into their team/research group.	91% (95%F/86%M) n=75 responses	91%	92% (92%F/93%M/89%PNTS) n=398 Responses
Feel integrated into their Division.	76% (76%F/76%M) n=70 responses	49%	71% (72%F/70%M/69%PNTS) n=396 Responses
Feel integrated into RDM	71% (68%F/75%M) n=69 responses	-	56% (56%F/54%M/56%PNTS) n=394 Responses
Feel included in their Divisional social/networking activities.	79% (75%F/83%M) n=71 responses	-	70% (71%F/66%M/72%PNTS) n=393 Responses
Feel valued for the work I do in my team	84% (84%F/84%M) n=75 responses	82%	89% (89%F/88%M/93%PNTS) n=398 Responses
Feel valued for the work I do in my division	76% (66%F/86%M) n=67 responses	53%	60% (61%F/59%M/50%PNTS) n=392 Responses
Feel valued for the work I do in the University of Oxford	61% (59%F/63%M) n=64 responses	-	
Feel that meetings are scheduled to take caring responsibilities into account.	89% (95%F/82%M) n=44 responses	49%	68% (71%F/65%M/59%PNTS) n=398 Responses
Noticed a +ve cultural change in the last 2 years	62% (58%F/64%M) n=26 responses	22%	45% (41%F/49%M/48%PNTS) n=395 Responses

Communication			
Feel well informed about news and information of relevance to them	92% (95%F/89%M) n=73 responses	82%	87% (89%F/86%M/77%PNTS) n=396 Responses
Weekly Bulletin	87% (94%F/80%M) n=71 responses	-	93% (93%F/93%M/96%PNTS) n=399 Responses
Quarterly RDM Newsletter	81% (84%F/77%M) n=62 responses	70%	87% (87%F/88%M/92%PNTS) n=394 Responses
RDM Funding bulletin	85% (89%F/82%M) n=68 responses	64%	78% (74%F/81%M/92%PNTS) n=392 Responses
Departments website	84% (75%F/92%M) n=73 responses	78%	87% (90%F/84%M/81%PNTS) n=396 Responses
RDM Student Mailing List	77% (79%F/75%M) n=66 responses		
Workload and Transparency			
Feel that their workload is reasonable.	79% (73%F/86%M) n=73 responses	78%	80% (81%F/77%M/85%PNTS) n=388 Responses
Feel that there is a fair and transparent way of allocating work in my team / group	70% (69%F/72%M) n=64 responses	56%	79% (78%F/84%M/81%PNTS) n=398 Responses
Can discuss work/life balance with their manager	66% (62%F/77%M) n=74 responses	67%	76% (79%F/74%M/54%PNTS) n=397 Responses
Management/Decision making			
Feel that management and decision making processes are clear and transparent in their team/group .	68% (62%F/74%M) n=72 responses	-	75% (74%F/77%M/69%PNTS) n=398 Responses
In the University	57% (53%F/61%M) n=58 responses	36%	35% (36%F/34%M/27%PNTS) n=392 Responses
Fair treatment			
Feel they have experienced bullying and/or harassment during this academic year within RDM.	19% (24%F/14%M) n=75 responses	4%	11% (12%F/10%M/11%PNTS) n=398 Responses
Felt they had witnessed bullying and/or harassment during this academic year within RDM.	24% (29%F/19%M) n=75 responses	24%	16% (18%F/13%M/15%PNTS) 394 Responses
Are aware of the University harassment policy and procedure for University students	84% (84%F/84%M) n=75 responses	76%	
Job/Role satisfaction			
Are satisfied with their job.	89% (86%F/91%M) n=70 responses	76%	86% (87%F/84%M/86%PNTS) n=401 Responses
Would recommend working/studying at the University of Oxford to a friend.	96% (97%F/94%M) n=70 responses	72%	89% (94%F/85%M/81%PNTS) n=399 Responses
Would recommend working/studying for RDM to a friend.	91% (89%F/92%M) n=75 responses	76%	83% (85%F/80%M/77%PNTS) n=398 Responses