



# Research Culture Survey 2021

## Quantitative Report

Overall Responses, Responses by College, Responses by Role

## Supplementary Material

The Research Culture Initiative Team

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## Section I: Research Culture Survey 2021 Questions

Question 1.1: To what extent do you agree that UCD supports a culture of Open research (e.g. open data, pre- print publishing, making research materials or designs publicly available, or other ways of increasing transparency) ?

Question 1.2: To what extent do you agree that UCD supports a culture of Research Integrity (e.g. Good authorship practice, robust study design).

Question 1.3: To what extent do you agree that UCD supports a culture of discussion of personal and professional development.

Question 1.4: To what extent do you agree that UCD supports a culture of valuing quality of publication (or output) over quantity.

Question 1.5: To what extent do you agree that UCD supports a culture of Collegiality in which colleagues support each other to succeed in research

Question 1.6: To what extent do you agree that UCD supports a culture of Collaboration across groups or disciplines

Question 2.1: To what extent do you agree with the following statement: I feel comfortable approaching colleagues for research mentorship, advice or peer review

Question 2.2: To what extent do you agree with the following statement: I understand what constitutes good authorship practice in my discipline.

Question 2.3: To what extent do you agree with the following statement: I understand what constitutes research impact in my discipline.

Question 2.4: To what extent do you agree with the following statement: I have adequate support during the grant application process.

Question 2.5: To what extent do you agree with the following statement: I have adequate support after the award of a grant.

Question 2.6: To what extent do you agree with the following statement: I feel able to spend time undertaking Continuous Professional Development (CPD) activities that are relevant to my career aspirations.

Question 3: I understand where in the University I can go for information or support on the following topics.

Question 4: Which of the following areas would you like to know more about?

## Section II: Research Culture Survey 2021 – Figures and Tables by Question

**Question 1.1: To what extent do you agree that UCD supports a culture of Open research (e.g. open data, pre- print publishing, making research materials or designs publicly available, or other ways of increasing transparency) ?**

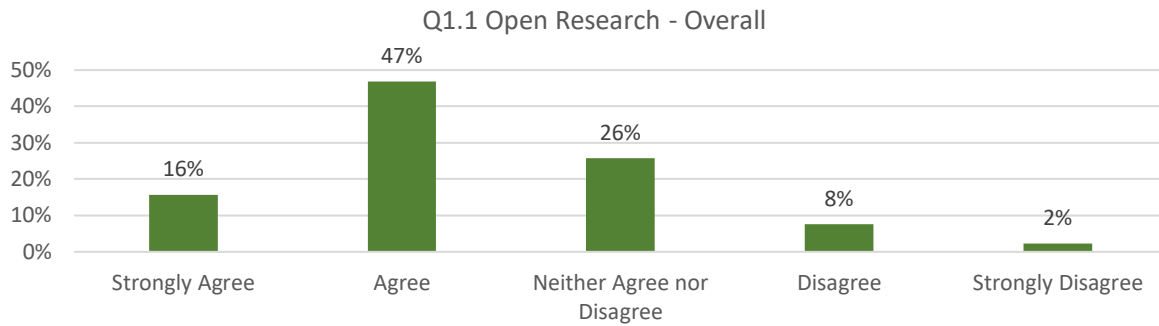


Figure S1 Overall response to the question that UCD supports a culture of Open Research

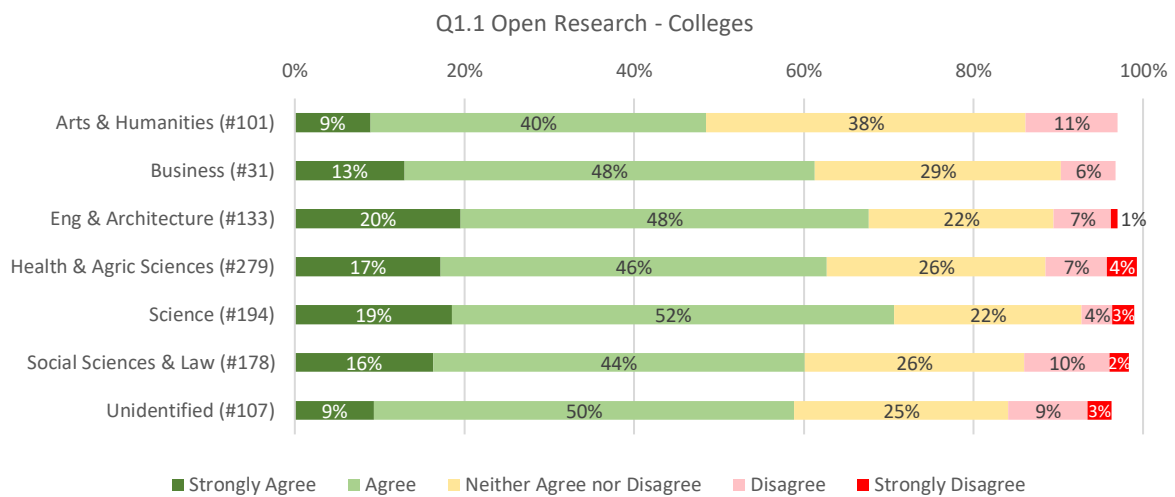


Figure S2 Response by College to the question that UCD supports a culture of Open Research

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	162	482	264	78	23	19
Arts & Humanities (#101)	-6.85	-7.28	11.94	3.30	-2.24	1.12
Business (#31)	-2.86	1.50	3.35	-1.14	-2.24	1.38
Eng & Architecture (#133)	3.79	1.23	-3.88	-0.82	-1.49	1.16
Health & Agric Sciences (#279)	1.45	-1.37	0.13	-0.42	1.35	-1.13
Science (#194)	2.80	5.17	-3.52	-3.98	0.34	-0.82
Social Sciences & Law (#178)	0.53	-3.07	0.16	2.52	0.01	-0.16
Unidentified (#107)	-6.41	2.65	-0.45	1.76	0.57	1.89

Table S1 Heatmap of variance from the overall UCD response by College to the question that UCD supports a culture of Open Research

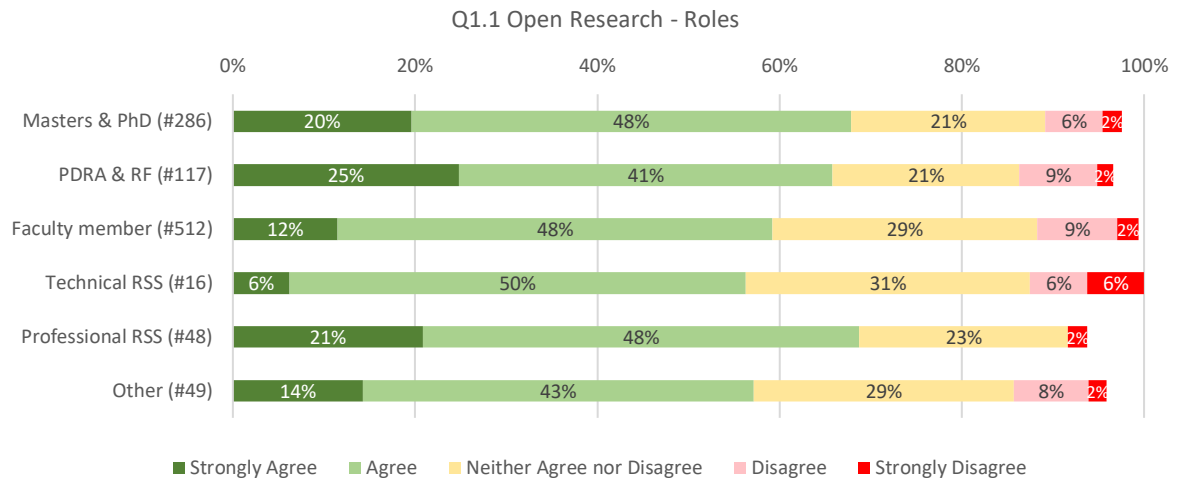


Figure S3 Response by role to the question that UCD supports a culture of Open Research

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	162	482	264	78	23	19
Masters & PhD (#286)	3.82	1.36	-4.35	-1.29	-0.14	0.60
PDRA & RF (#117)	9.03	-5.86	-5.17	0.96	-0.53	1.57
Faculty member (#512)	-4.24	0.77	3.42	1.20	0.11	-1.26
Technical RSS (#16)	-9.51	3.11	5.57	-1.34	4.01	-1.85
Professional RSS (#48)	5.07	1.03	-2.76	-7.59	-0.15	4.40
Other (#49)	-1.47	-4.03	2.89	0.58	-0.20	2.23

Table S2 Heatmap of variance from the overall UCD response by role to the question that UCD supports a culture of Open Research



**Question 1.2: To what extent do you agree that UCD supports a culture of Research Integrity (e.g. Good authorship practice, robust study design).**

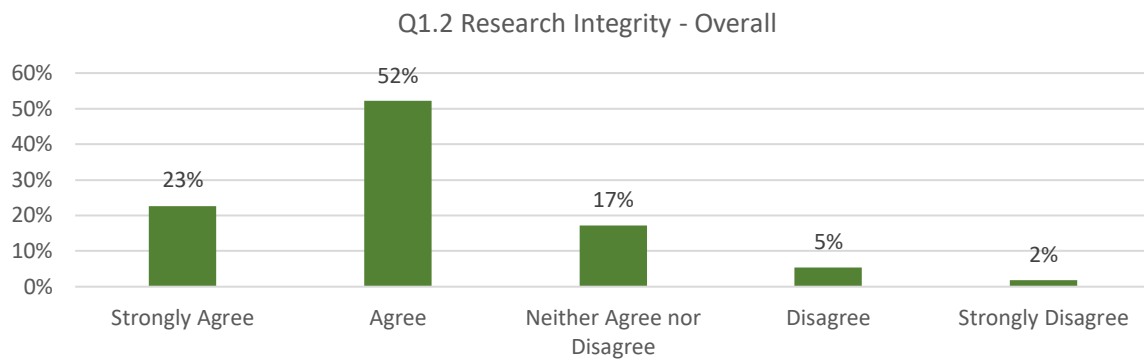


Figure S4 Overall response to the question that UCD supports a culture of Research Integrity

**Response by College:**

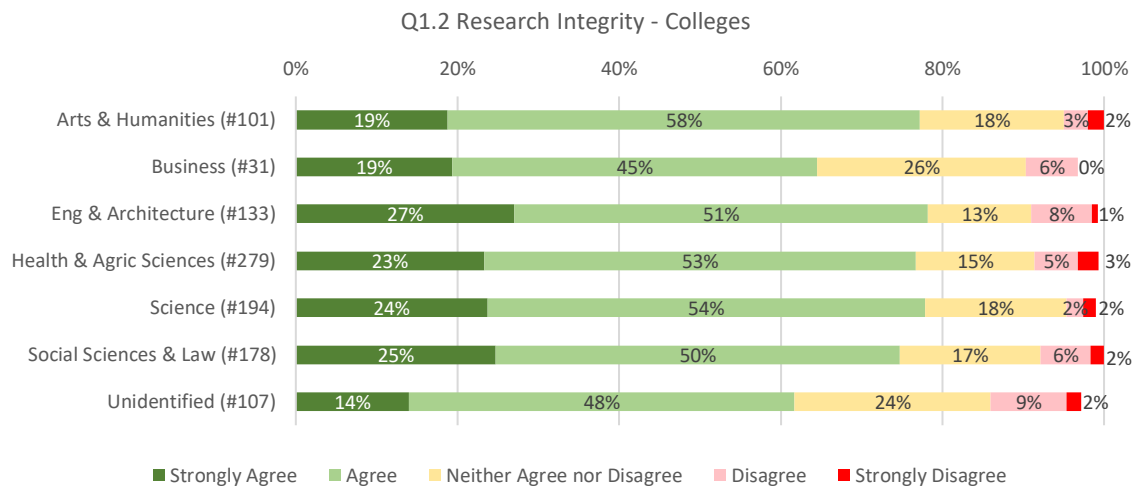


Figure S5 Response by College to the question that UCD supports a culture of Research Integrity

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	233	536	176	55	19	9
Arts & Humanities (#101)	-3.85	6.28	0.70	-2.38	0.13	-0.88
Business (#31)	-3.31	-6.98	8.69	1.10	-1.85	2.35
Eng & Architecture (#133)	4.40	-1.01	-4.34	2.17	-1.10	-0.12
Health & Agric Sciences (#279)	0.63	1.26	-2.43	0.03	0.66	-0.16
Science (#194)	1.05	1.98	0.41	-3.29	-0.30	0.16
Social Sciences & Law (#178)	2.05	-2.14	0.30	0.83	-0.16	-0.88
Unidentified (#107)	-8.65	-4.48	7.18	4.00	0.02	1.93

Table S3 Heatmap of variance from the overall UCD response by College to the question that UCD supports a culture of Research Integrity

**Response by Role:**

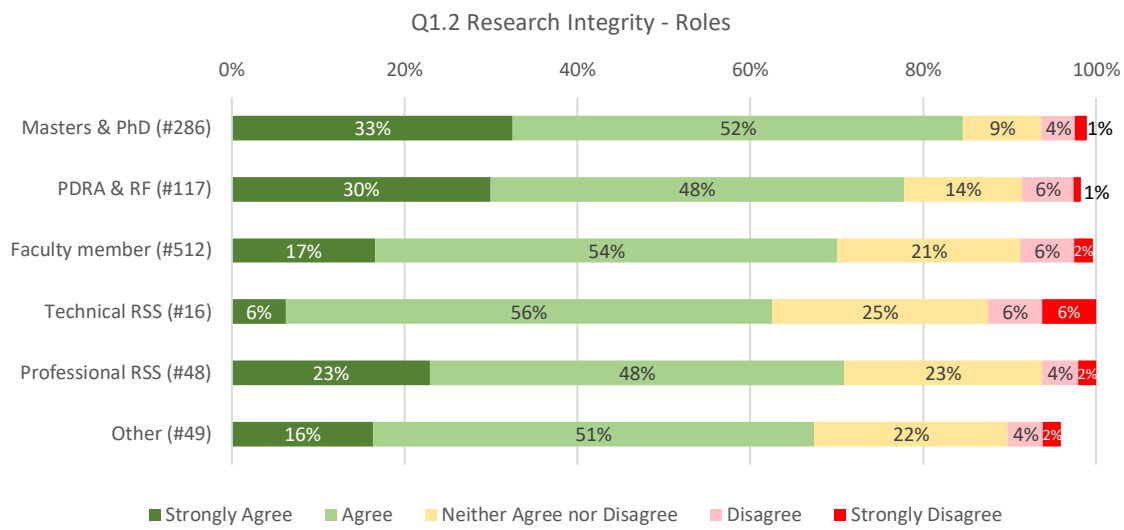


Figure S6 Response by role to the question that UCD supports a culture of Research Integrity

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	233	536	176	55	19	9
Masters & PhD (#286)	9.85	-0.04	-8.03	-1.50	-0.45	0.17
PDRA & RF (#117)	7.25	-4.28	-3.45	0.63	-0.99	0.83
Faculty member (#512)	-6.06	1.38	3.97	0.90	0.30	-0.48
Technical RSS (#16)	-16.42	4.11	7.88	0.90	4.40	-0.88
Professional RSS (#48)	0.25	-4.22	5.80	-1.18	0.24	-0.88
Other (#49)	-6.34	-1.12	5.33	-1.27	0.19	3.21

Table S4 Heatmap of variance from the overall UCD response by role to the question that UCD supports a culture of Research Integrity

**Question 1.3: To what extent do you agree that UCD supports a culture of discussion of personal and professional development.**

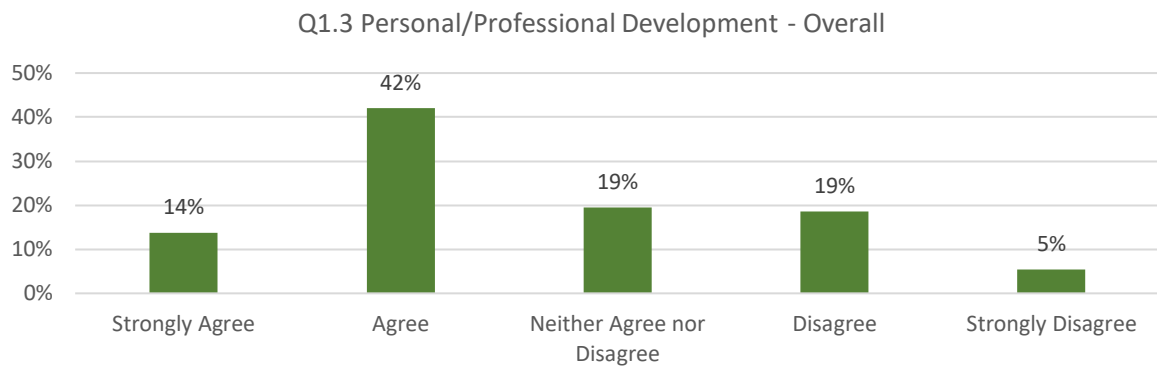


Figure S7 Overall response to the question that UCD supports a culture of discussion of personal and professional development

**Response by College:**

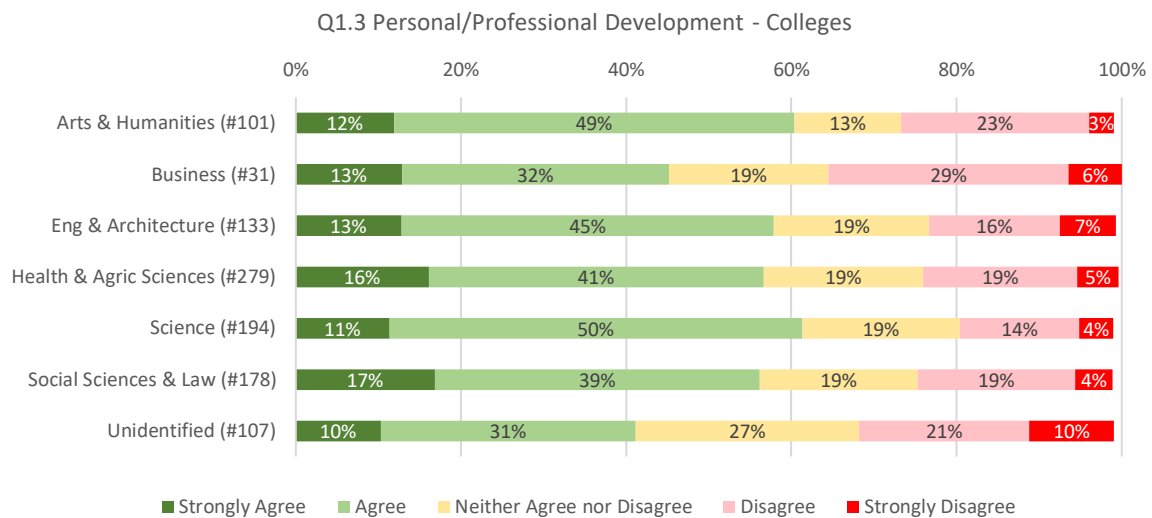


Figure S8 Response by College to the question that UCD supports a culture of discussion of personal and professional development

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	141	432	200	191	56	8
Arts & Humanities (#101)	-1.83	6.49	-6.58	4.19	-2.48	0.21
Business (#31)	-0.81	-9.77	-0.10	10.45	1.00	-0.78
Eng & Architecture (#133)	-0.93	3.09	-0.66	-2.79	1.32	-0.03
Health & Agric Sciences (#279)	2.41	-1.52	-0.10	0.06	-0.43	-0.42
Science (#194)	-2.38	7.98	-0.38	-4.15	-1.32	0.25
Social Sciences & Law (#178)	3.14	-2.70	-0.35	0.52	-0.95	0.35
Unidentified (#107)	-3.44	-11.18	7.65	1.98	4.83	0.16

Table S5 Heatmap of variance from the overall UCD response by College to the question that UCD supports a culture of personal and professional development

**Response by Role:**

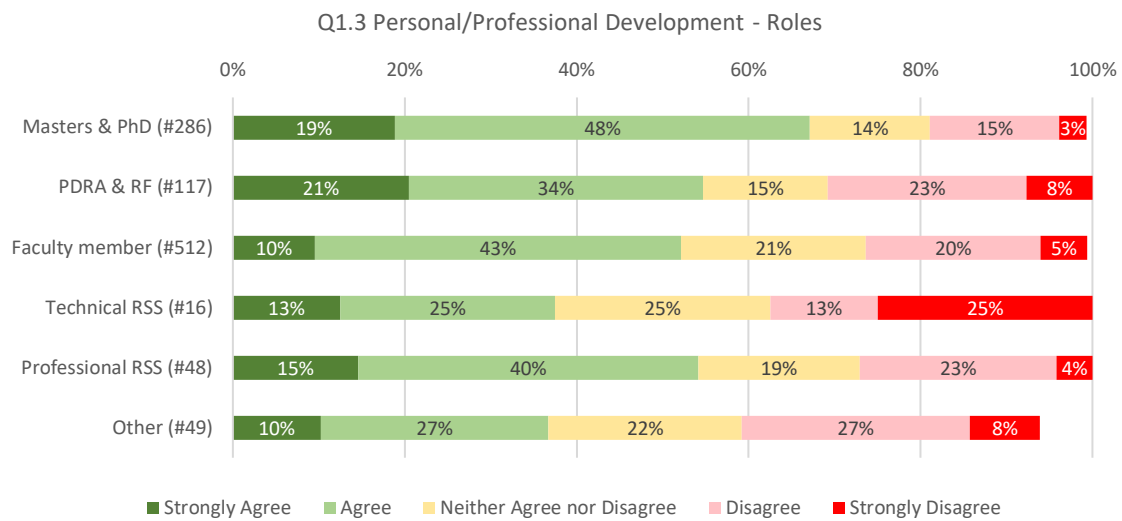


Figure S9 Response by role to the question that UCD supports a culture of discussion of personal and professional development

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	141	432	200	191	56	8
Masters & PhD (#286)	5.17	6.23	-5.47	-3.54	-2.30	-0.08
PDRA & RF (#117)	6.80	-7.84	-4.93	4.50	2.24	-0.78
Faculty member (#512)	-4.15	0.55	2.03	1.73	0.02	-0.19
Technical RSS (#16)	-1.22	-17.02	5.54	-6.08	19.55	-0.78
Professional RSS (#48)	0.87	-2.44	-0.71	4.34	-1.28	-0.78
Other (#49)	-3.51	-15.49	2.99	7.95	2.72	5.34

Table S6 Heatmap of variance from the overall UCD response by role to the question that UCD supports a culture of personal and professional development

**Question 1.4: To what extent do you agree that UCD supports a culture of valuing quality of publication (or output) over quantity.**

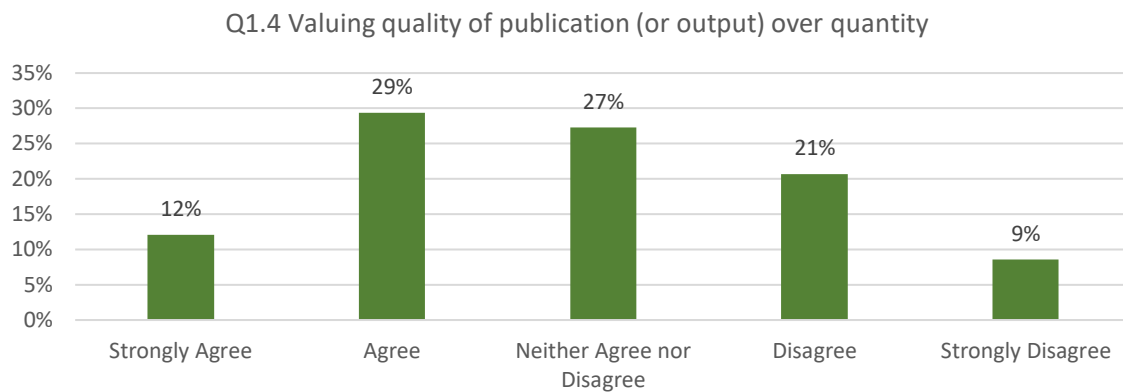


Figure S10 Overall response to the question that UCD supports a culture of discussion of valuing quality of publication (or output) over quantity

**Response by College:**

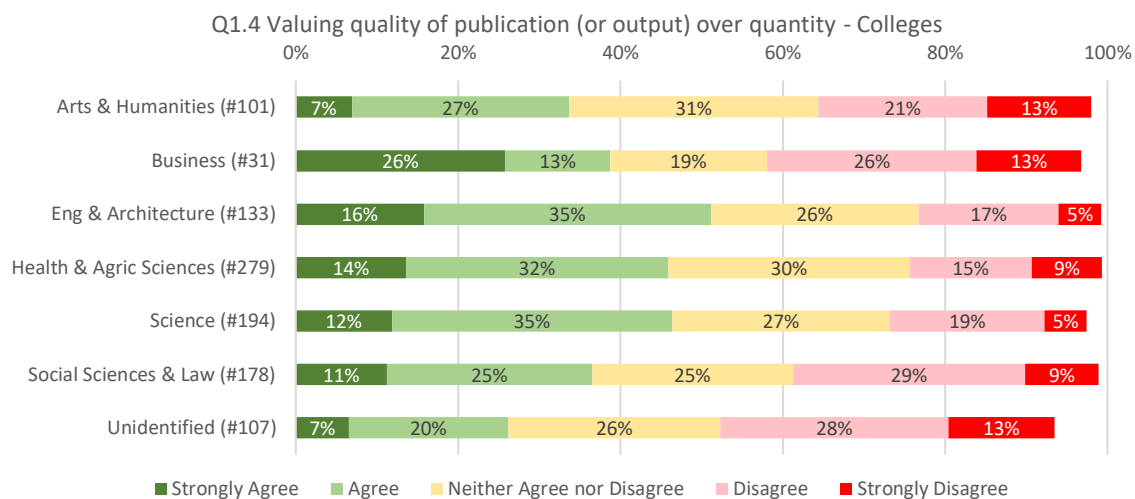


Figure S11 Response by College to the question that UCD supports a culture of discussion of valuing quality of publication (or output) over quantity

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	124	302	281	213	88	20
Arts & Humanities (#101)	-5.13	-2.64	3.36	0.07	4.31	0.03
Business (#31)	13.74	-16.47	-7.98	5.09	4.34	1.28
Eng & Architecture (#133)	3.73	5.96	-1.77	-3.43	-3.30	-1.19
Health & Agric Sciences (#279)	1.56	2.88	2.41	-5.67	0.04	-1.23
Science (#194)	-0.21	5.16	-0.53	-1.65	-3.41	0.63
Social Sciences & Law (#178)	-0.83	-4.10	-2.62	7.93	0.43	-0.82
Unidentified (#107)	-5.52	-9.75	-1.17	7.32	4.52	4.60

Table S7 Heatmap of variance from the overall UCD response by College to the question that UCD supports a culture of valuing quality of publication (or output) over quantity

**Response by Role:**

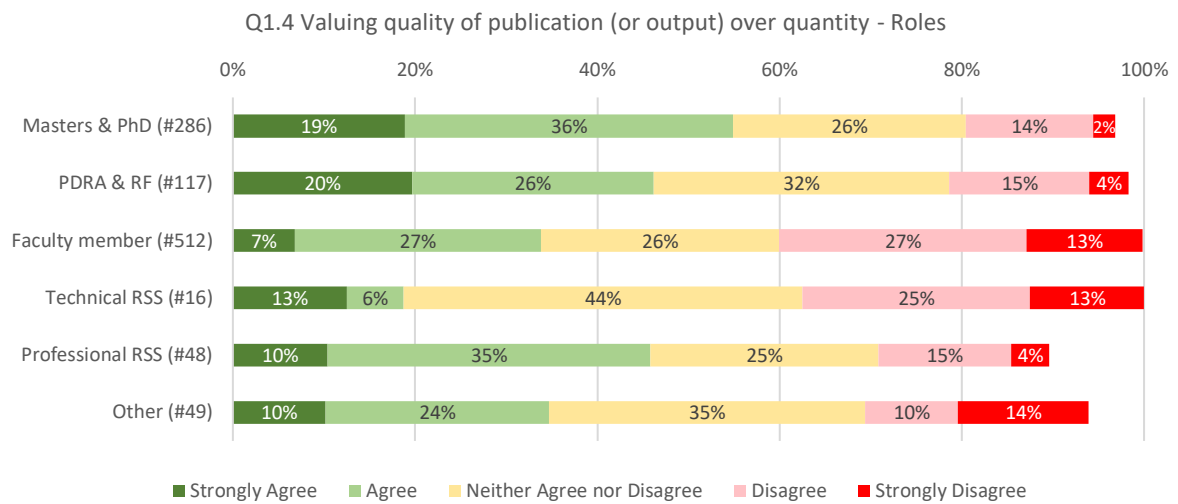


Figure S12 Response by role to the question that UCD supports a culture of discussion of valuing quality of publication (or output) over quantity

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	124	302	281	213	88	20
Masters & PhD (#286)	6.82	6.64	-1.81	-6.73	-6.11	1.20
PDRA & RF (#117)	7.60	-2.88	5.14	-5.34	-4.29	-0.24
Faculty member (#512)	-5.23	-2.42	-1.16	6.43	4.14	-1.75
Technical RSS (#16)	0.44	-23.13	16.42	4.28	3.94	-1.95
Professional RSS (#48)	-1.65	6.04	-2.33	-6.14	-4.39	8.47
Other (#49)	-1.86	-4.89	7.36	-10.52	5.73	4.18

Table S8 Heatmap of variance from the overall UCD response by role to the question that UCD supports a culture of valuing quality of publication (or output) over quantity

**Question 1.5: To what extent do you agree that UCD supports a culture of Collegiality in which colleagues support each other to succeed in research**

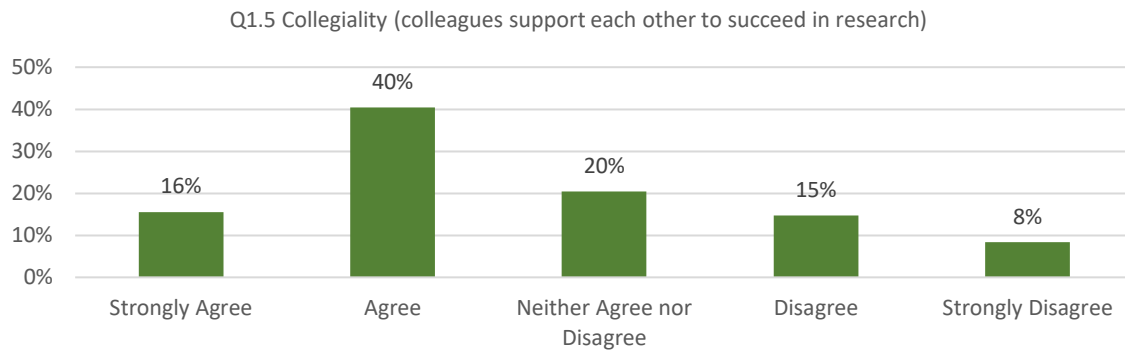


Figure S13 Overall response to the question that UCD supports a culture of Collegiality in which colleagues support each other to succeed

**Response by College:**

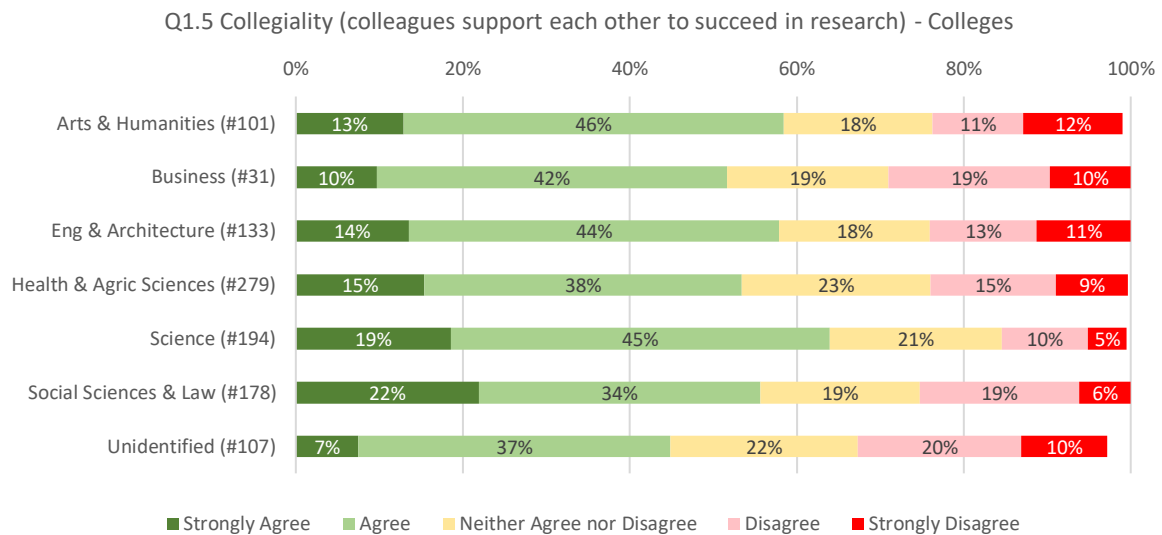


Figure S14 Response by College to the question that UCD supports a culture of Collegiality in which colleagues support each other to succeed

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	160	415	210	151	86	6
Arts & Humanities (#101)	-2.69	5.17	-2.61	-3.80	3.52	0.41
Business (#31)	-5.89	1.57	-1.07	4.67	1.31	-0.58
Eng & Architecture (#133)	-2.03	3.99	-2.38	-1.91	2.91	-0.58
Health & Agric Sciences (#279)	-0.15	-2.38	2.15	0.37	0.24	-0.23
Science (#194)	2.99	4.99	0.19	-4.38	-3.73	-0.07
Social Sciences & Law (#178)	6.35	-6.66	-1.33	4.41	-2.19	-0.58
Unidentified (#107)	-8.09	-2.99	2.00	4.94	1.91	2.22

Table S9 Heatmap of variance from the overall UCD response by College to the question that UCD supports a culture of Collegiality in which colleagues support each other to succeed in research

**Response by Role:**

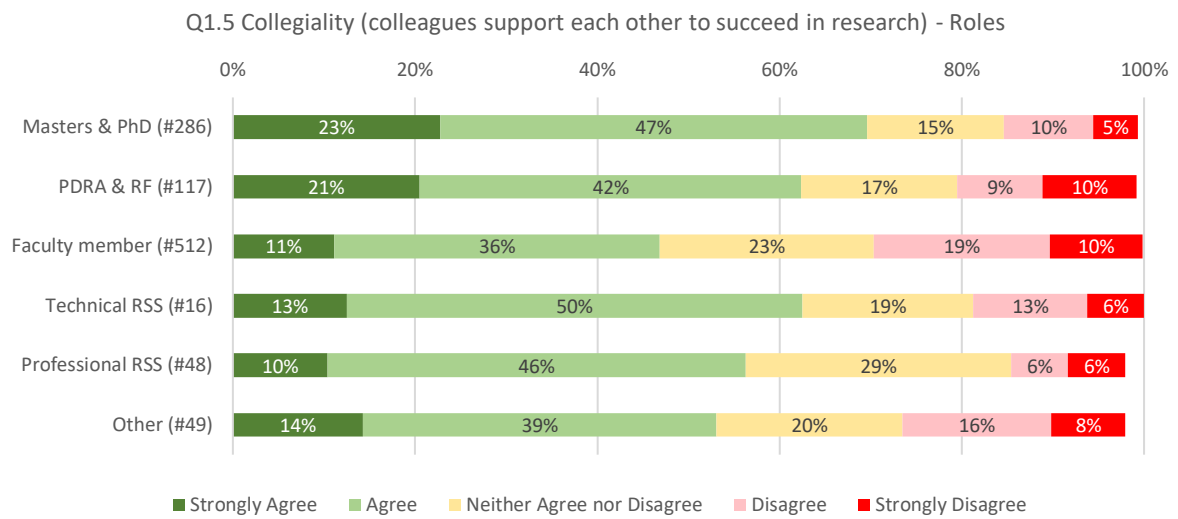


Figure S15 Response by Role to the question that UCD supports a culture of Collegiality in which colleagues support each other to succeed

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	160	415	210	151	86	6
Masters & PhD (#286)	7.16	6.48	-5.39	-4.90	-3.47	0.47
PDRA & RF (#117)	4.95	1.51	-3.33	-5.29	1.89	0.27
Faculty member (#512)	-4.43	-4.63	3.01	4.65	1.79	-0.39
Technical RSS (#16)	-3.06	9.63	-1.68	-2.19	-2.12	-0.58
Professional RSS (#48)	-5.15	5.46	8.74	-8.44	-2.12	-0.58
Other (#49)	-1.28	-1.59	-0.02	1.64	-0.20	1.46

Table S10 Heatmap of variance from the overall UCD response by role to the question that UCD supports a culture of Collegiality in which colleagues support each other to succeed in research



**Question 1.6: To what extent do you agree that UCD supports a culture of Collaboration across groups or disciplines**

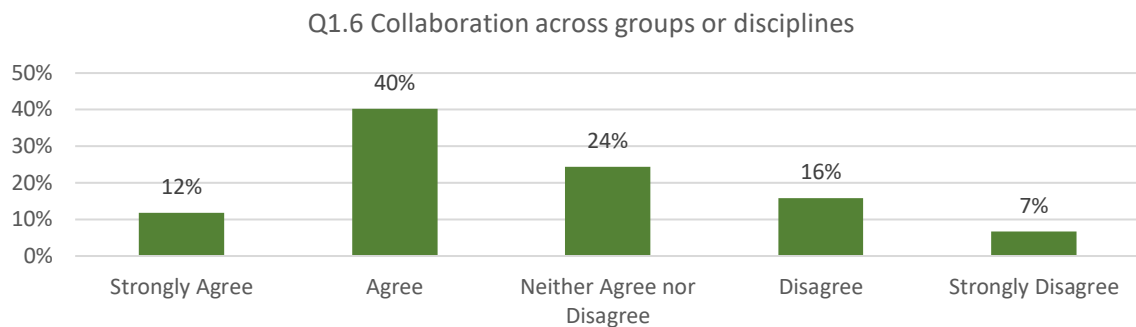


Figure S16 Overall response to the question that UCD supports a culture of Collaboration across groups or disciplines

**Response by College:**

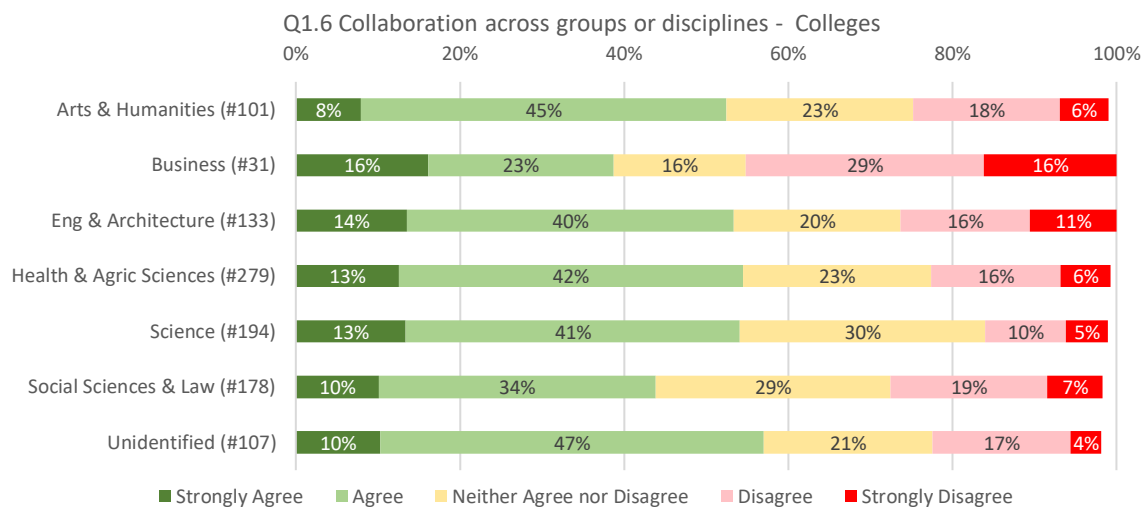


Figure S17 Response by College to the question that UCD supports a culture of Collaboration across groups or disciplines

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	122	414	251	163	68	10
Arts & Humanities (#101)	-3.95	4.28	-1.64	1.97	-0.67	0.02
Business (#31)	4.26	-17.69	-8.29	13.18	9.51	-0.97
Eng & Architecture (#133)	1.67	-0.42	-4.12	-0.07	3.91	-0.97
Health & Agric Sciences (#279)	0.68	1.66	-1.48	-0.09	-0.52	-0.26
Science (#194)	1.53	0.45	5.48	-6.06	-1.46	0.06
Social Sciences & Law (#178)	-1.76	-6.56	4.24	3.25	0.13	0.71
Unidentified (#107)	-1.59	6.46	-3.86	0.97	-2.88	0.90

Table S11 Heatmap of variance from the overall UCD response by College to the question that UCD supports a culture of Collaboration across groups or disciplines

**Response by Role:**

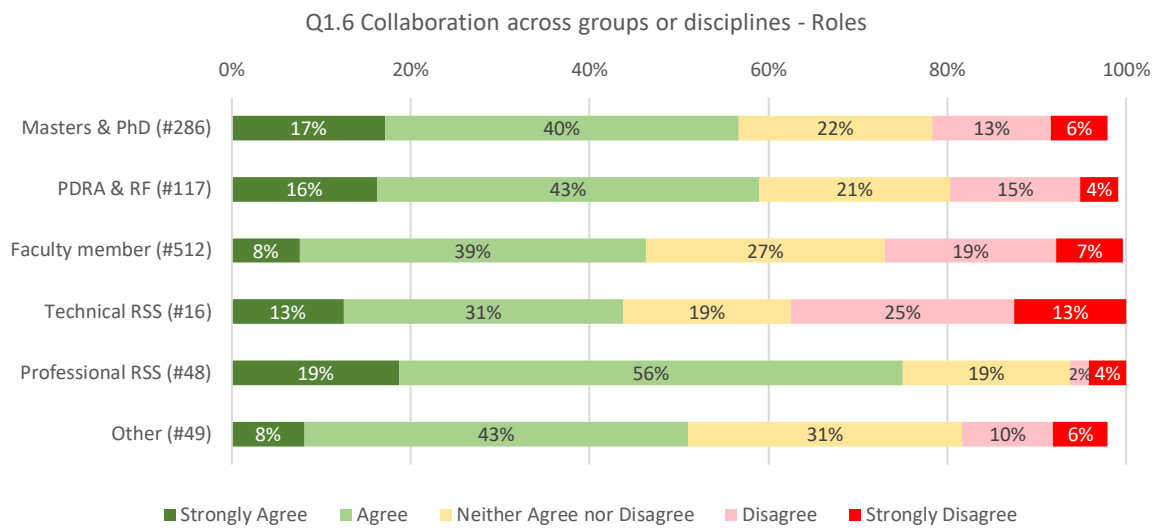


Figure S18 Response by role to the question that UCD supports a culture of Collaboration across groups or disciplines

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	122	414	251	163	68	10
Masters & PhD (#286)	5.27	-0.76	-2.74	-2.57	-0.32	1.13
PDRA & RF (#117)	4.37	2.46	-3.05	-1.33	-2.34	-0.12
Faculty member (#512)	-4.25	-1.60	2.34	3.28	0.81	-0.58
Technical RSS (#16)	0.63	-9.02	-5.67	9.14	5.89	-0.97
Professional RSS (#48)	6.88	15.98	-5.67	-13.77	-2.45	-0.97
Other (#49)	-3.70	2.58	6.20	-5.65	-0.49	1.07

Table S12 Heatmap of variance from the overall UCD response by role to the question that UCD supports a culture of Collaboration across groups or disciplines

**Question 2.1: To what extent do you agree with the following statement: I feel comfortable approaching colleagues for research mentorship, advice or peer review**



Figure S19 Overall response to the statement - I feel comfortable approaching colleagues for research mentorship, advice or peer review

**Response by College:**

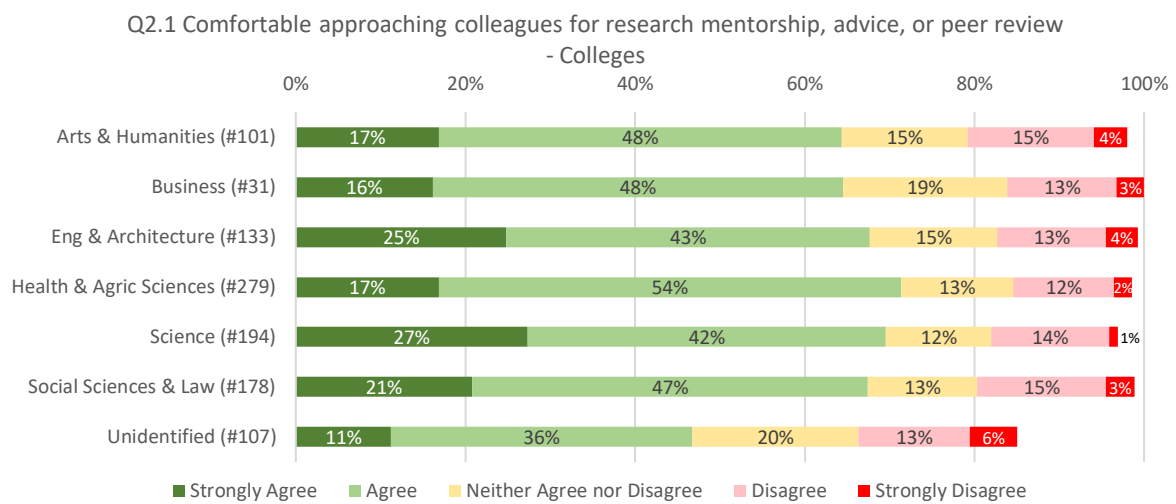


Figure S20 Response by College to the statement - I feel comfortable approaching colleagues for research mentorship, advice or peer review

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	206	476	147	137	31	31
Arts & Humanities (#101)	-3.21	1.22	0.55	1.52	0.94	-1.04
Business (#31)	-3.91	2.08	5.06	-0.42	0.21	-3.02
Eng & Architecture (#133)	4.77	-3.45	0.74	-0.54	0.74	-2.26
Health & Agric Sciences (#279)	-3.19	8.18	-1.04	-1.50	-0.87	-1.58
Science (#194)	7.28	-4.04	-1.93	0.59	-1.98	0.08
Social Sciences & Law (#178)	0.75	0.33	-1.38	1.84	0.36	-1.89
Unidentified (#107)	-8.82	-10.79	5.33	-0.24	2.59	11.94

Table S13 Heatmap of variance from the overall UCD response by College to the statement - I feel comfortable approaching colleagues for research mentorship, advice or peer review

**Response by Role:**

Q2.1 Comfortable approaching colleagues for research mentorship, advice, or peer review - Role

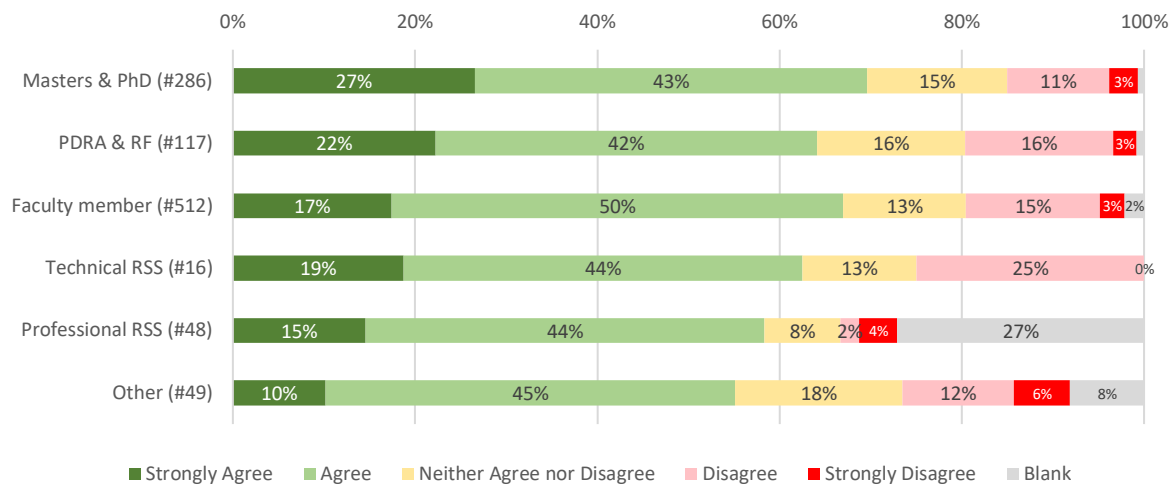


Figure S21 Response by role to the statement - I feel comfortable approaching colleagues for research mentorship, advice or peer review

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	206	476	147	137	31	31
Masters & PhD (#286)	6.53	-3.30	1.09	-2.14	0.13	-2.32
PDRA & RF (#117)	2.18	-4.42	1.94	2.91	-0.45	-2.16
Faculty member (#512)	-2.66	3.31	-0.82	1.32	-0.28	-0.87
Technical RSS (#16)	-1.29	-2.55	-1.80	11.67	-3.02	-3.02
Professional RSS (#48)	-5.46	-2.55	-5.97	-11.24	1.15	24.07
Other (#49)	-9.83	-1.41	4.07	-1.08	3.11	5.15

Table S14 Heatmap of variance from the overall UCD response by role to the statement - I feel comfortable approaching colleagues for research mentorship, advice or peer review

**Question 2.2: To what extent do you agree with the following statement: I understand what constitutes good authorship practice in my discipline.**

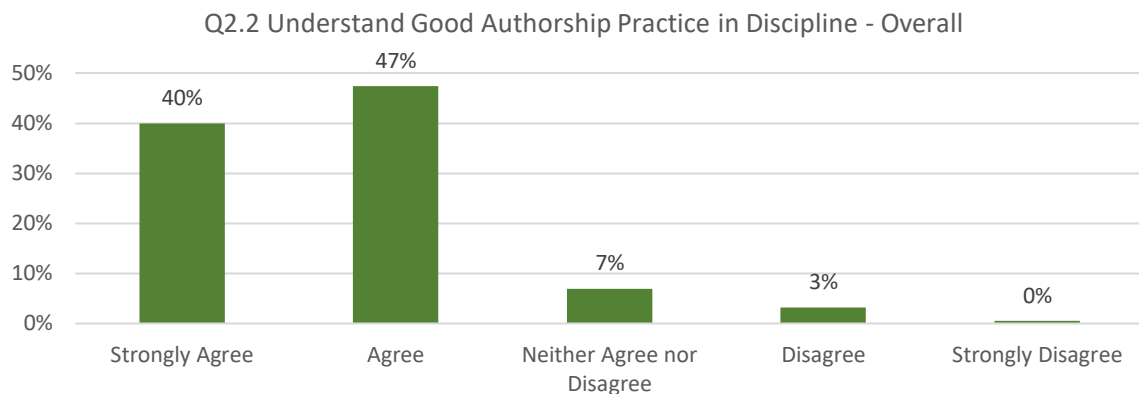


Figure S22 Overall response to the statement – I understand what constitutes good authorship practice in my discipline

**Response by College:**

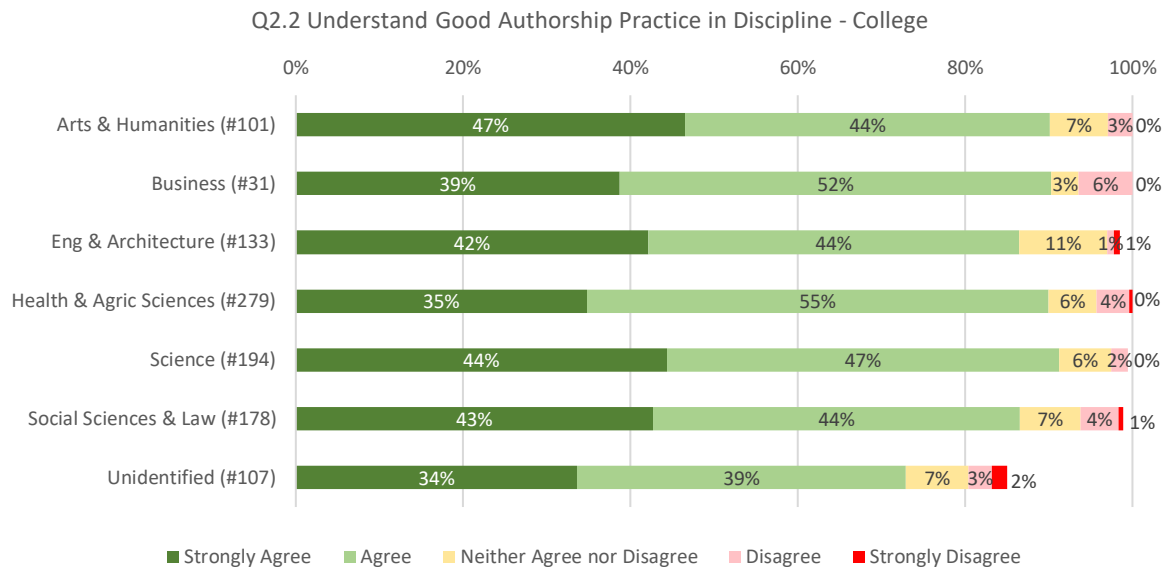


Figure S23 Response by College to the statement – I understand what constitutes good authorship practice in my discipline

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	411	487	71	33	5	21
Arts & Humanities (#101)	6.55	-3.81	0.02	-0.24	-0.49	-2.04
Business (#31)	-1.27	4.24	-3.68	3.24	-0.49	-2.04
Eng & Architecture (#133)	2.12	-3.01	3.62	-2.46	0.27	-0.54
Health & Agric Sciences (#279)	-5.21	7.82	-1.17	0.73	-0.13	-2.04
Science (#194)	4.35	-0.47	-0.72	-1.15	-0.49	-1.53
Social Sciences & Law (#178)	2.72	-3.55	0.40	1.28	0.08	-0.92
Unidentified (#107)	-6.34	-8.12	0.57	-0.41	1.38	12.91

Table S15 Heatmap of variance from the overall UCD response by College to the statement - I understand what constitutes good authorship practice in my discipline

**Response by Role:**

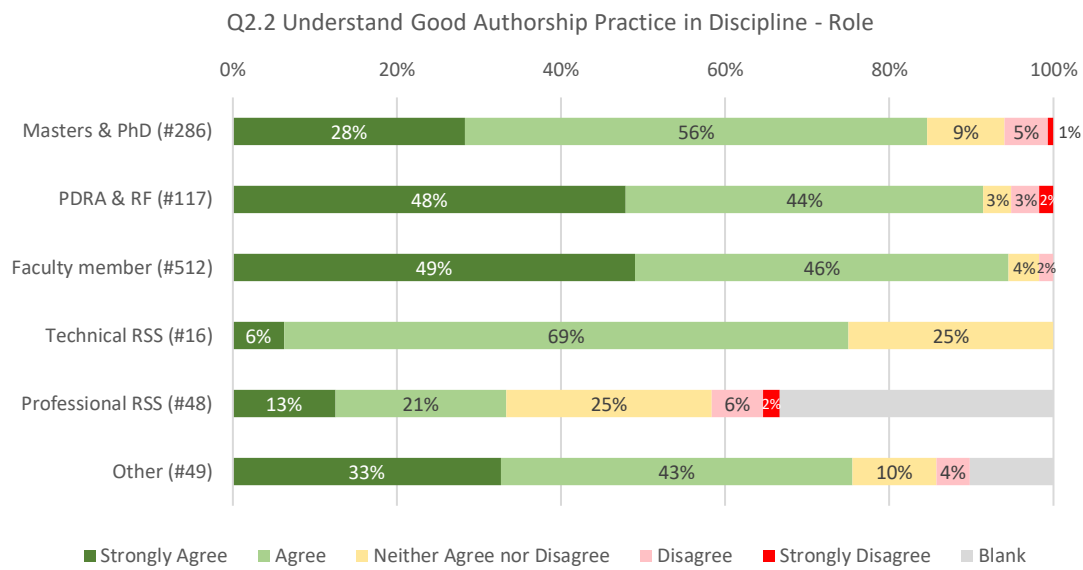


Figure S24 Response by role to the statement – I understand what constitutes good authorship practice in my discipline

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	411	487	71	33	5	21
Masters & PhD (#286)	-11.66	8.92	2.53	2.03	0.21	-2.04
PDRA & RF (#117)	7.88	-3.78	-3.49	0.21	1.22	-2.04
Faculty member (#512)	9.04	-1.87	-3.20	-1.45	-0.49	-2.04
Technical RSS (#16)	-33.73	21.38	18.09	-3.21	-0.49	-2.04
Professional RSS (#48)	-27.48	-26.54	18.09	3.04	1.60	31.29
Other (#49)	-7.33	-4.52	3.30	0.87	-0.49	8.16

Table S16 Heatmap of variance from the overall UCD response by role to the statement - I understand what constitutes good authorship practice in my discipline

**Question 2.3: To what extent do you agree with the following statement: I understand what constitutes research impact in my discipline.**

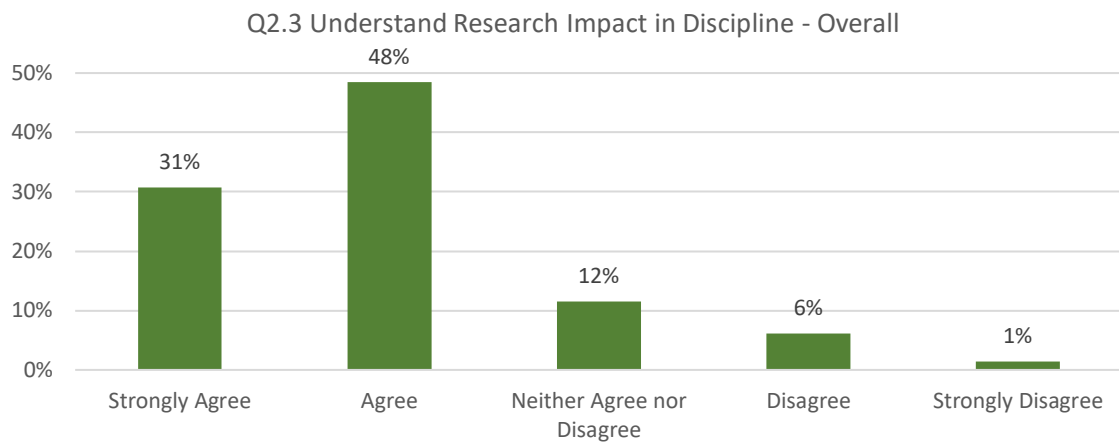


Figure S25 Overall response to the statement – I understand what constitutes research impact in my discipline

**Response by College:**

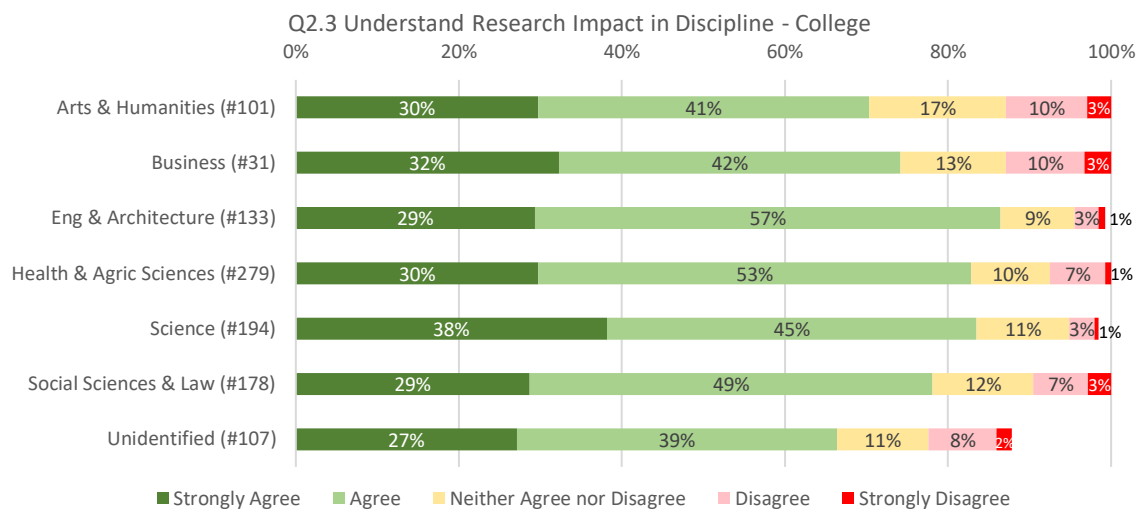


Figure S26 Response by College to the statement – I understand what constitutes research impact in my discipline

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	316	498	119	63	15	17
Arts & Humanities (#101)	-1.04	-7.85	5.26	3.77	1.51	-1.65
Business (#31)	1.52	-6.51	1.33	3.55	1.77	-1.65
Eng & Architecture (#133)	-1.42	8.70	-2.55	-3.12	-0.71	-0.90
Health & Agric Sciences (#279)	-0.99	4.60	-1.90	0.68	-0.74	-1.65
Science (#194)	7.41	-3.08	-0.24	-3.04	-0.94	-0.11
Social Sciences & Law (#178)	-2.09	0.99	0.78	0.61	1.35	-1.65
Unidentified (#107)	-3.64	-9.19	-0.36	2.28	0.41	10.50

Table S17 Heatmap of variance from the overall UCD response by College to the statement - I understand what constitutes research impact in my discipline

**Response by Role:**

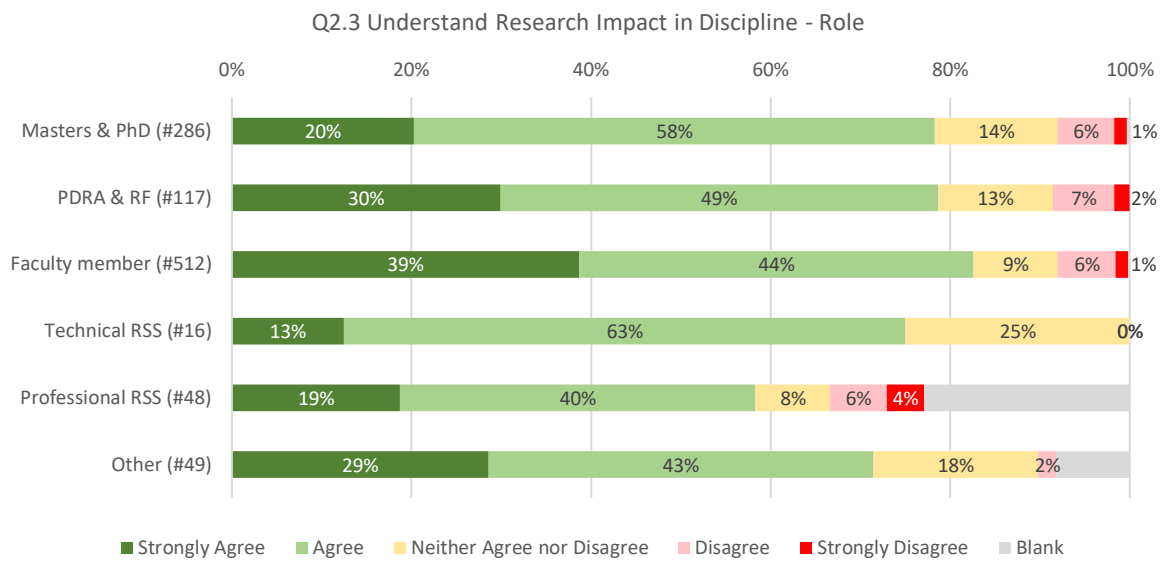


Figure S27 Response by role to the statement – I understand what constitutes research impact in my discipline

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	316	498	119	63	15	17
Masters & PhD (#286)	-10.46	9.60	2.06	0.17	-0.06	-1.30
PDRA & RF (#117)	-0.82	0.27	1.24	0.71	0.25	-1.65
Faculty member (#512)	7.93	-4.50	-2.20	0.32	-0.09	-1.46
Technical RSS (#16)	-18.24	14.06	13.42	-6.13	-1.46	-1.65
Professional RSS (#48)	-11.99	-8.86	-3.24	0.12	2.71	21.26
Other (#49)	-2.17	-5.59	6.79	-4.09	-1.46	6.51

Table S18 Heatmap of variance from the overall UCD response by role to the statement - I understand what constitutes research impact in my discipline



**Question 2.4: To what extent do you agree with the following statement: I have adequate support during the grant application process.**

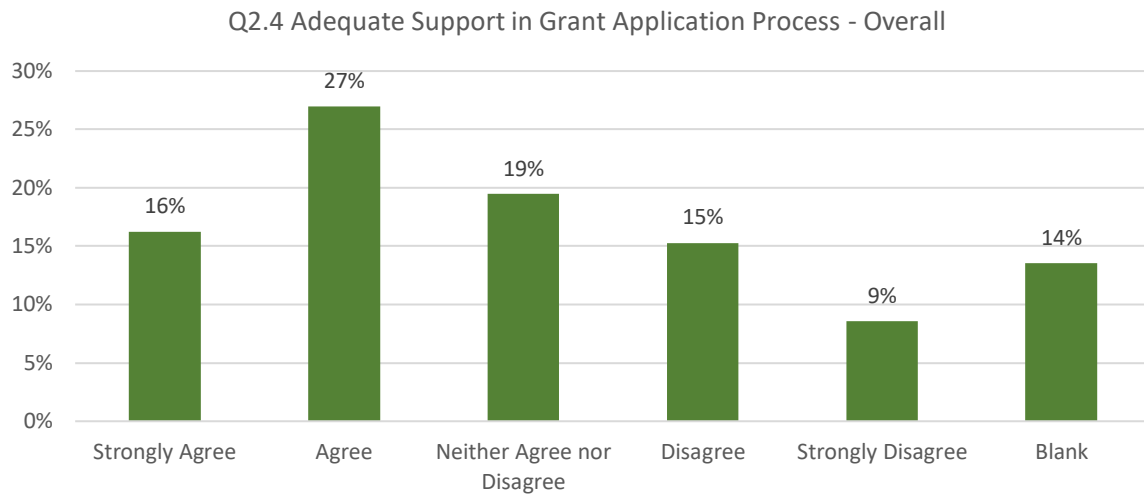


Figure S28 Overall response to the statement – I have adequate support during the grant application process

**Response by College:**

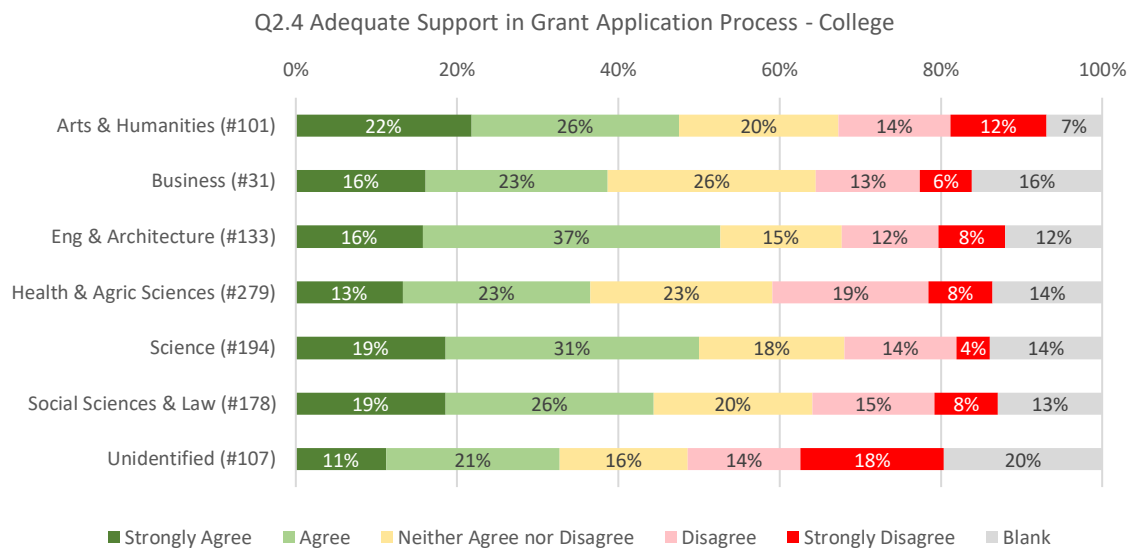


Figure S29 Response by College to the statement – I have adequate support during the grant application process

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	167	277	200	157	88	139
Arts & Humanities (#101)	5.54	-1.20	0.35	-1.41	3.32	-6.59
Business (#31)	-0.12	-4.36	6.35	-2.37	-2.11	2.61
Eng & Architecture (#133)	-0.46	9.90	-4.42	-3.24	-0.29	-1.49
Health & Agric Sciences (#279)	-2.98	-3.65	3.13	4.08	-0.68	0.10
Science (#194)	2.31	4.50	-1.41	-1.35	-4.44	0.40
Social Sciences & Law (#178)	2.29	-1.10	0.21	-0.10	-0.70	-0.60
Unidentified (#107)	-5.03	-5.45	-3.57	-1.25	9.20	6.10

Table S19 Heatmap of variance from the overall UCD response by College to the statement - I have adequate support during the grant application process

**Response by Role:**

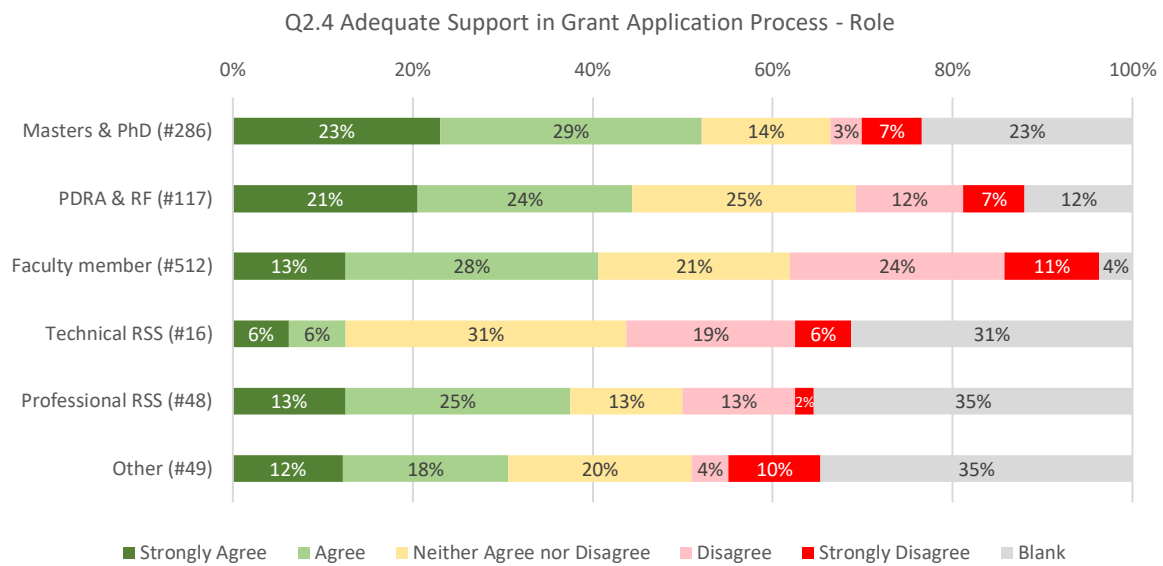


Figure S30 Response by role to the statement – I have adequate support during the grant application process

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	167	277	200	157	88	139
Masters & PhD (#286)	6.83	2.08	-5.12	-11.78	-1.92	9.91
PDRA & RF (#117)	4.27	-3.01	5.33	-3.31	-1.72	-1.56
Faculty member (#512)	-3.75	1.18	1.83	8.56	1.99	-9.81
Technical RSS (#16)	-10.00	-20.70	11.79	3.48	-2.31	17.73
Professional RSS (#48)	-3.75	-1.95	-6.96	-2.77	-6.48	21.90
Other (#49)	-4.00	-8.58	0.95	-11.19	1.64	21.17

Table S20 Heatmap of variance from the overall UCD response by role to the statement - I have adequate support during the grant application process

**Question 2.5: To what extent do you agree with the following statement: I have adequate support after the award of a grant.**

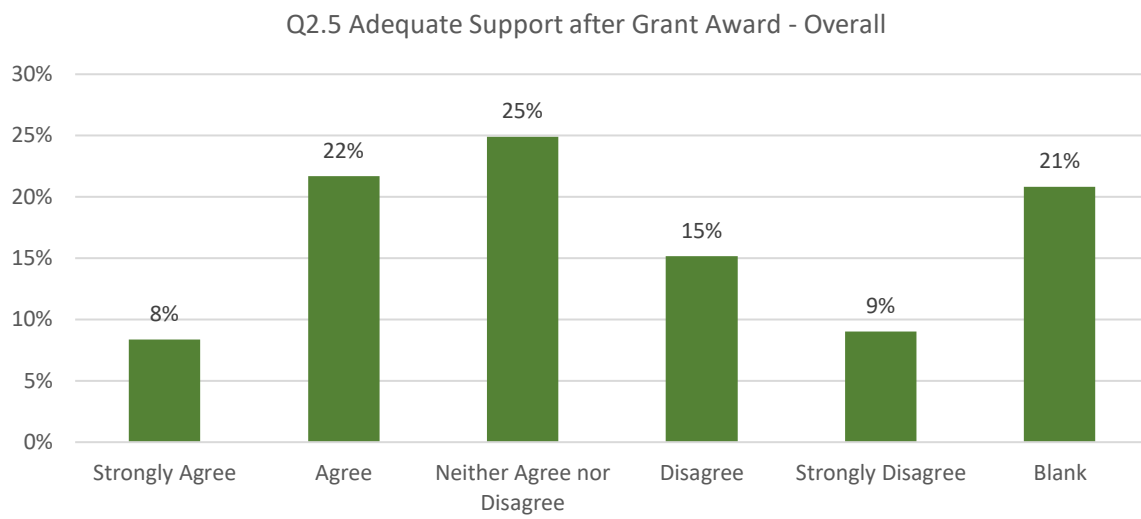


Figure S31 Overall response to the statement – I have adequate support after the award of a grant

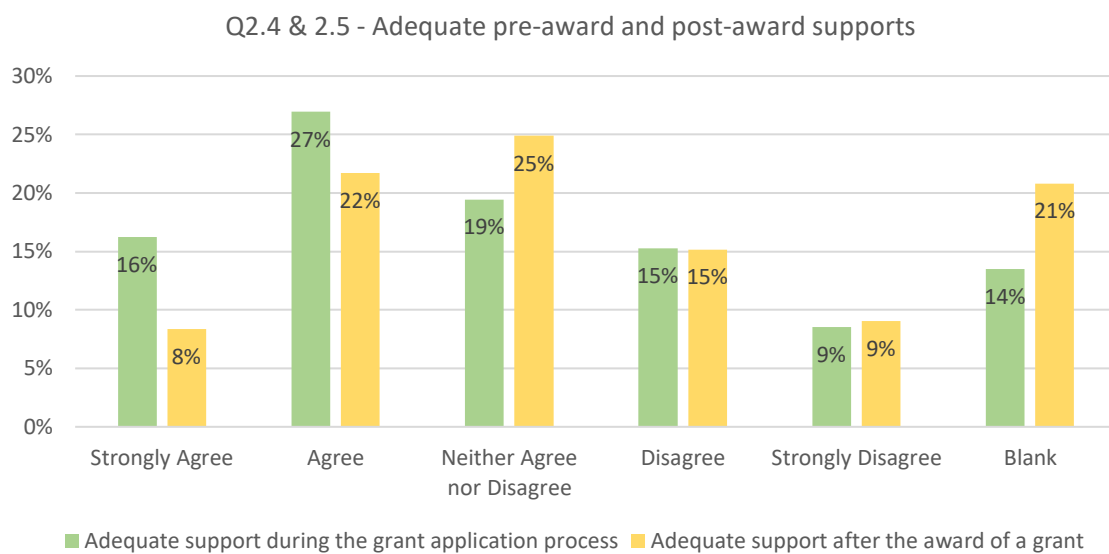


Figure S32 Comparison of responses to the statements: I have adequate support during the grant application process and I have adequate support after the award of a grant

**Response by College:**

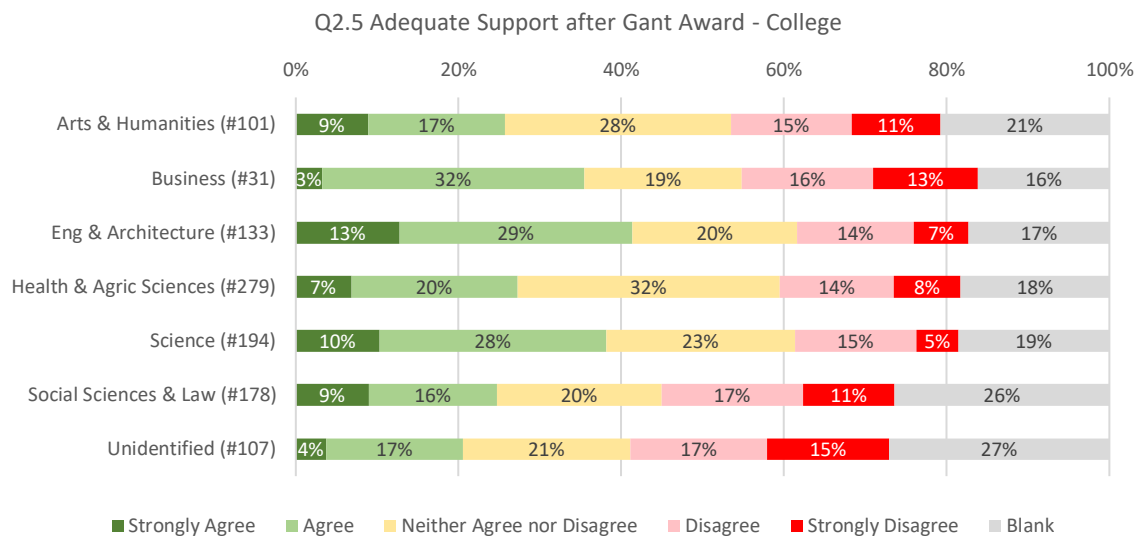


Figure S33 Response by College to the statement – I have adequate support after the award of a grant

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	86	223	256	156	93	214
Arts & Humanities (#101)	0.55	-4.86	2.82	-0.32	1.84	-0.03
Business (#31)	-5.14	10.57	-5.55	0.95	3.86	-4.69
Eng & Architecture (#133)	4.42	6.88	-4.60	-0.89	-2.28	-3.52
Health & Agric Sciences (#279)	-1.56	-1.26	7.36	-1.20	-0.80	-2.54
Science (#194)	1.94	6.14	-1.71	-0.23	-3.89	-2.26
Social Sciences & Law (#178)	0.62	-5.96	-4.68	2.24	2.19	5.59
Unidentified (#107)	-4.63	-4.87	-4.34	1.65	5.91	6.29

Table S21 Heatmap of variance from the overall UCD response by College to the statement - I have adequate support after the award of a grant

**Response by Role:**

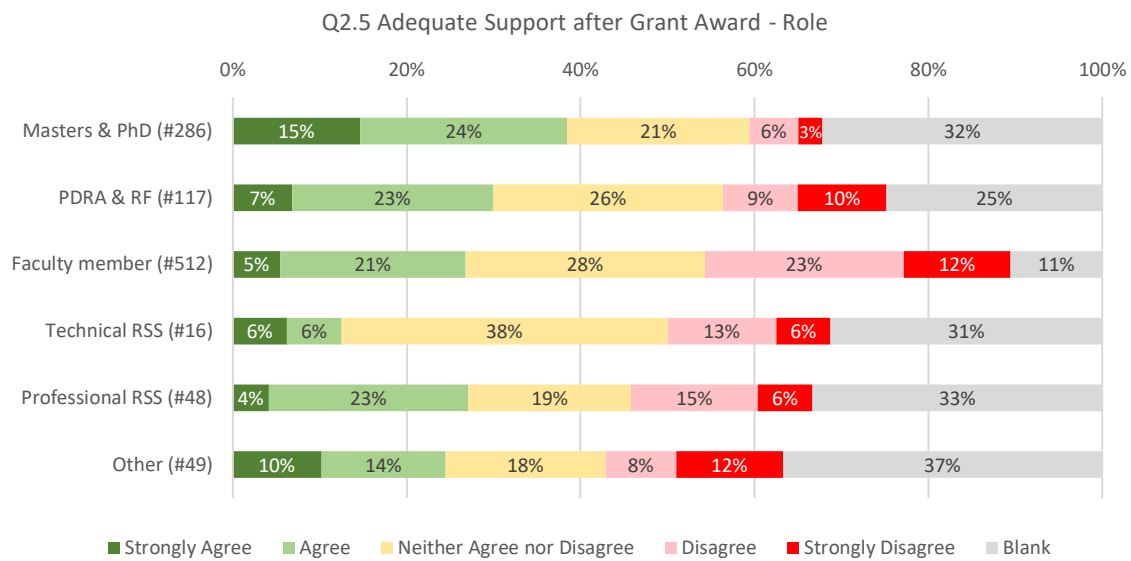


Figure S34 Response by role to the statement – I have adequate support after the award of a grant

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	86	223	256	156	93	214
Masters & PhD (#286)	6.32	2.08	-3.92	-9.58	-6.25	11.35
PDRA & RF (#117)	-1.53	1.38	1.59	-6.63	1.21	3.97
Faculty member (#512)	-2.90	-0.40	2.64	7.68	3.26	-10.27
Technical RSS (#16)	-2.12	-15.44	12.60	-2.68	-2.80	10.43
Professional RSS (#48)	-4.20	1.22	-6.15	-0.59	-2.80	12.52
Other (#49)	1.84	-7.41	-6.54	-7.01	3.20	15.92

Table S22 Heatmap of variance from the overall UCD response by role to the statement - I have adequate support after the award of a grant

**Question 2.6: To what extent do you agree with the following statement: I feel able to spend time undertaking Continuous Professional Development (CPD) activities that are relevant to my career aspirations.**

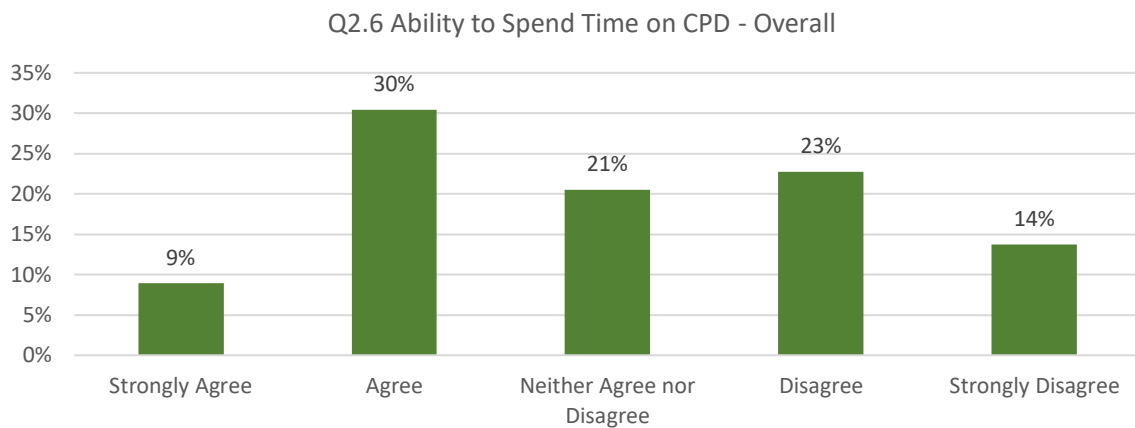


Figure S35 Overall response to the statement – I feel able to spend time undertaking Continuous Professional Development (CPD) activities that are relevant to my career aspirations

**Response by College:**

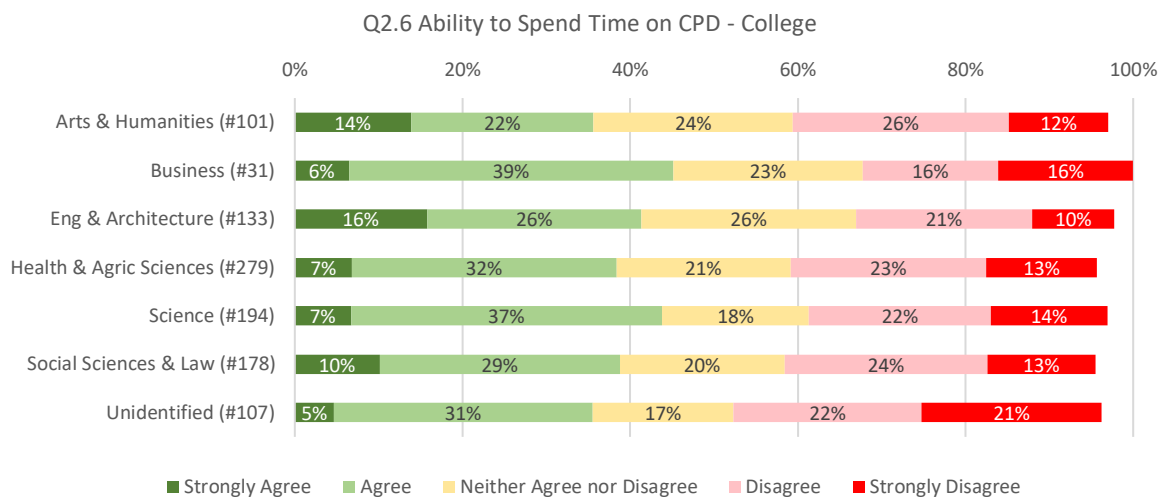


Figure S36 Response by College to the statement – I feel able to spend time undertaking Continuous Professional Development (CPD) activities that are relevant to my career aspirations

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	92	313	211	234	141	37
Arts & Humanities (#101)	4.91	-8.67	3.24	2.98	-1.83	-0.63
Business (#31)	-2.50	8.26	2.06	-6.63	2.41	-3.60
Eng & Architecture (#133)	6.84	-4.88	5.04	-1.71	-3.94	-1.34
Health & Agric Sciences (#279)	-2.14	1.09	0.26	0.53	-0.45	0.70
Science (#194)	-2.25	6.67	-3.00	-1.11	0.20	-0.51
Social Sciences & Law (#178)	1.16	-1.80	-0.86	1.39	-0.79	0.90
Unidentified (#107)	-4.28	0.39	-3.70	-0.33	7.78	0.14

Table S23 Heatmap of variance from the overall UCD response by College to the statement – I feel able to spend time undertaking Continuous Professional Development (CPD) activities that are relevant to my career aspirations

## Response by Role:

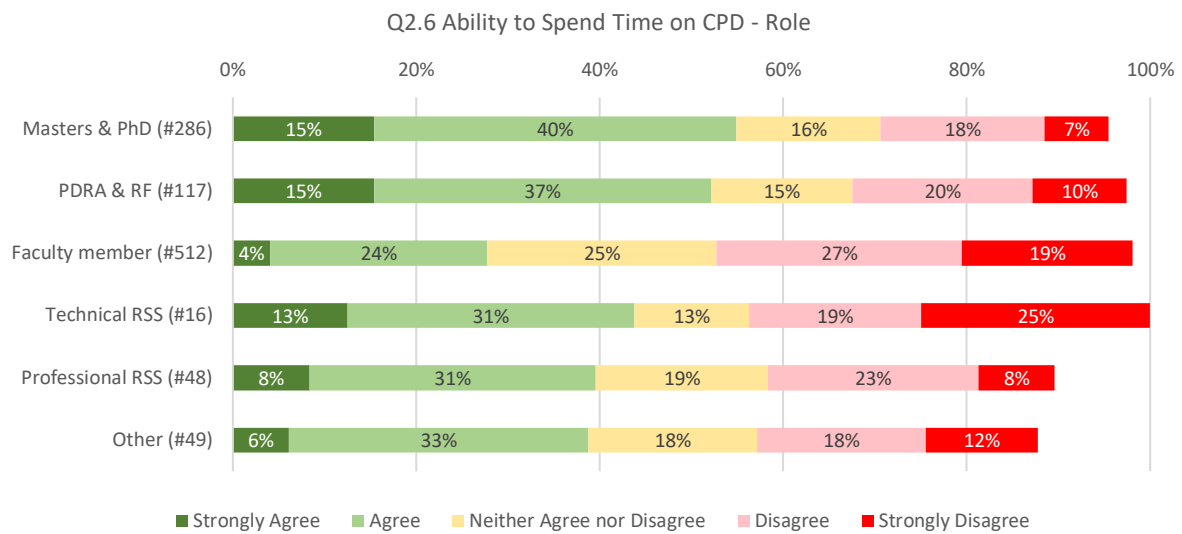


Figure S37 Response by role to the statement – I feel able to spend time undertaking Continuous Professional Development (CPD) activities that are relevant to my career aspirations

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Blank
Overall	92	313	211	234	141	37
Masters & PhD (#286)	6.44	9.06	-4.79	-4.93	-6.72	0.95
PDRA & RF (#117)	6.44	6.30	-5.14	-3.10	-3.46	-1.04
Faculty member (#512)	-4.85	-6.81	4.47	4.00	4.84	-1.65
Technical RSS (#16)	3.55	0.80	-8.03	-4.01	11.28	-3.60
Professional RSS (#48)	-0.62	0.80	-1.78	0.15	-5.38	6.82
Other (#49)	-2.83	2.21	-2.16	-4.40	-1.47	8.65

Table S24 Heatmap of variance from the overall UCD response by role to the statement – I feel able to spend time undertaking Continuous Professional Development (CPD) activities that are relevant to my career aspirations

**Question 3: I understand where in the University I can go for information or support on the following topics.**

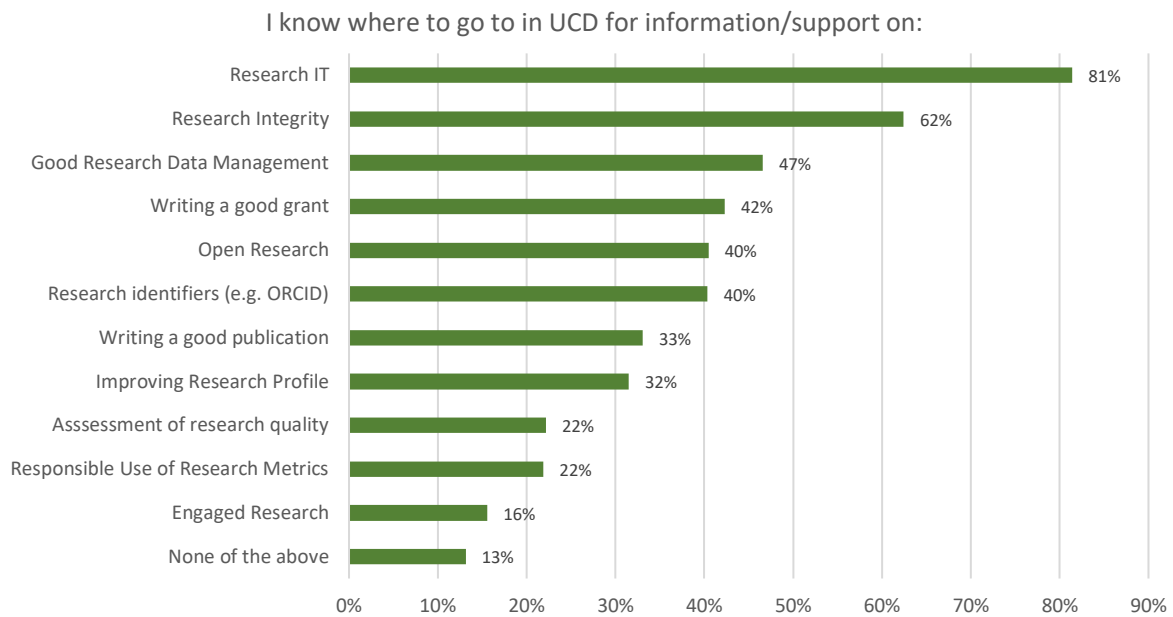


Figure S38 Response to statement: I know where in UCD I can go for information and support for a list of topics

**Question 4: Which of the following areas would you like to know more about?**

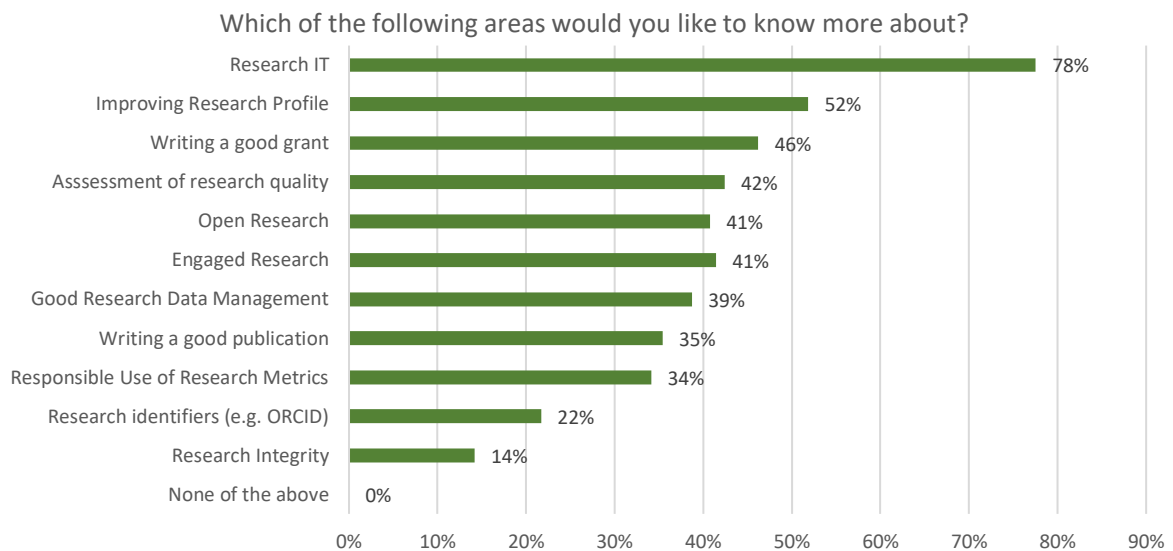


Figure S39 Responses to question: Which of the following areas would you like to know more about?



## Good Research Data Management

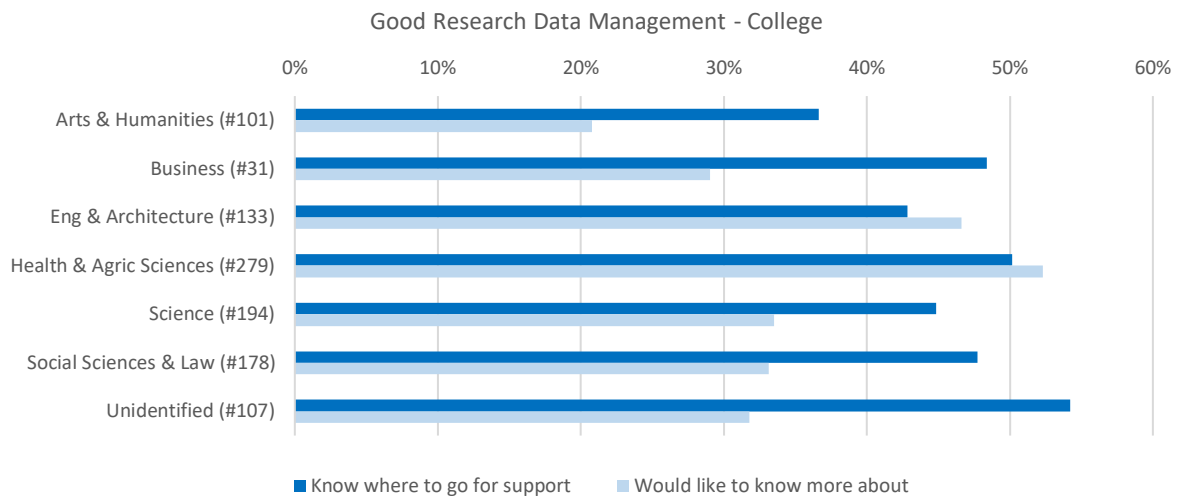


Figure S40 Responses by College on Good Data Management



Figure S41 Responses by role on Good Data Management

## Responsible Use of Research Metrics

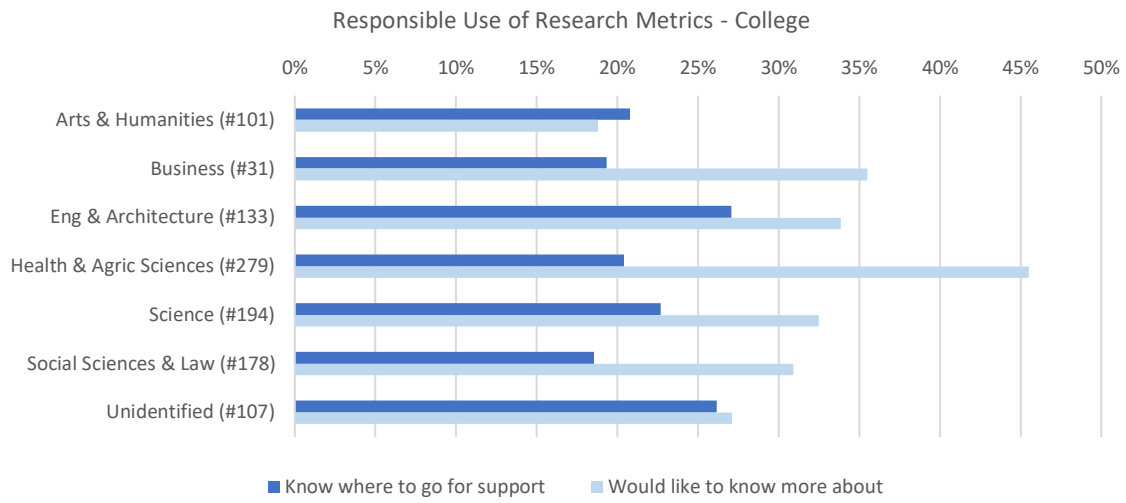


Figure S42 Responses by College on Responsible Use of Research Metrics

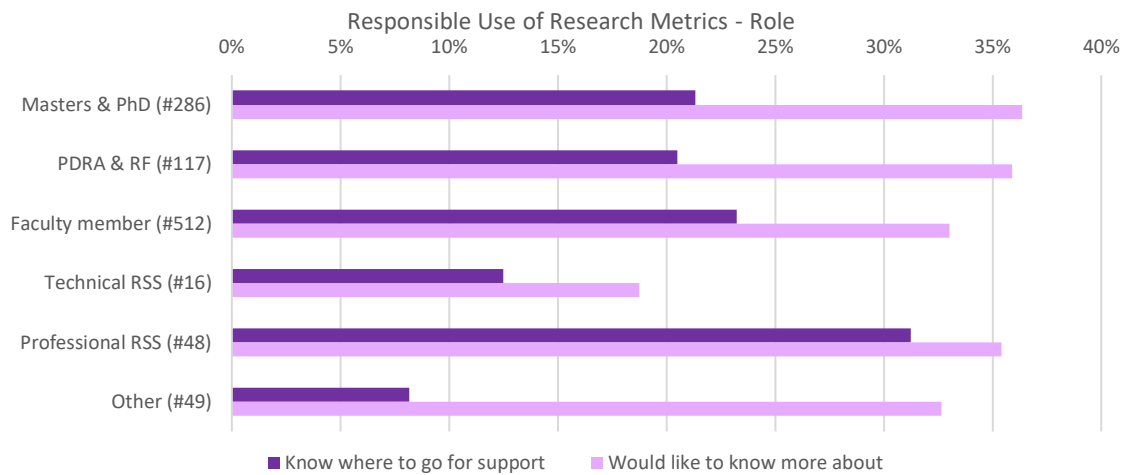


Figure S43 Responses by Role on Responsible Use of Research Metrics

## Research Integrity

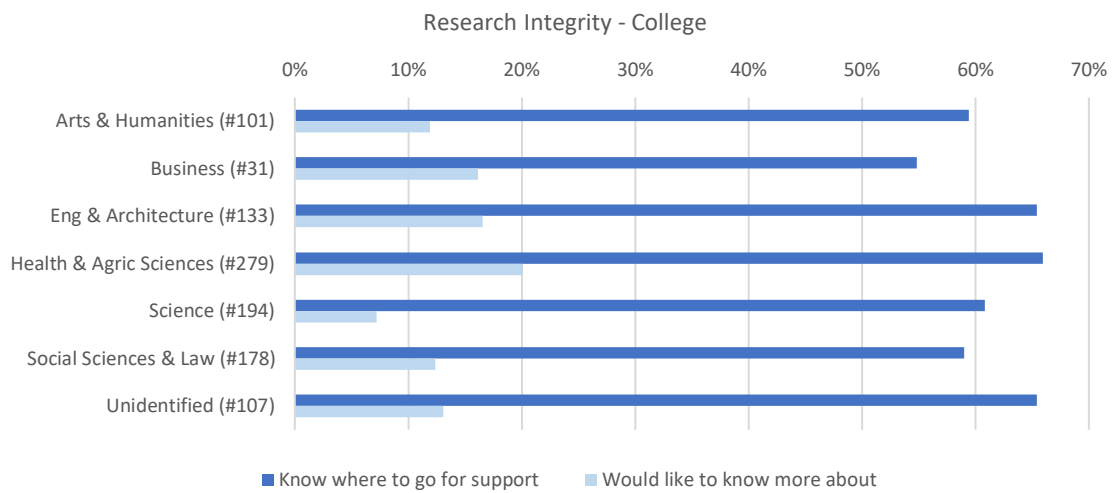


Figure S44 Responses by College on Research Integrity

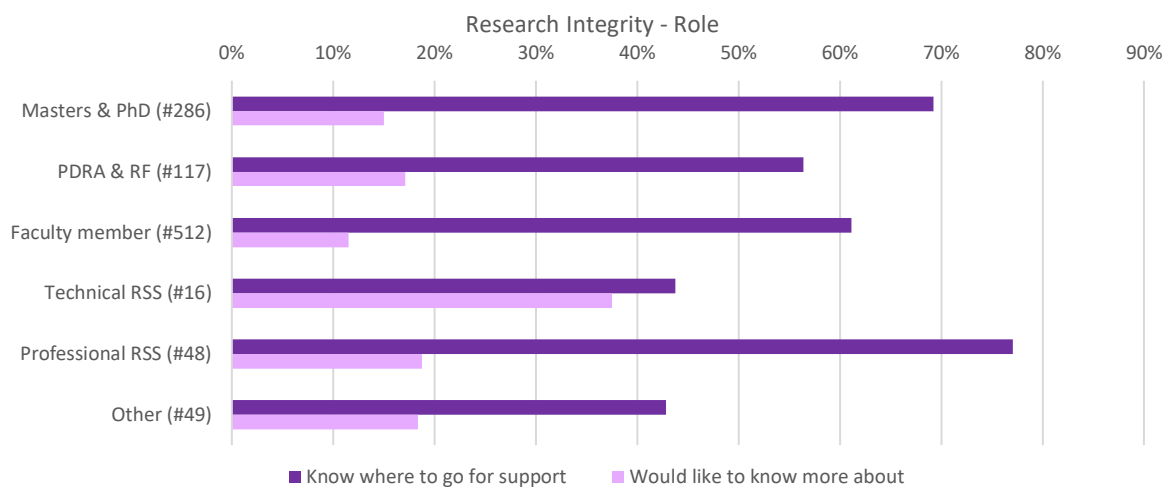


Figure S45 Responses by role on Research Integrity

## Open Research

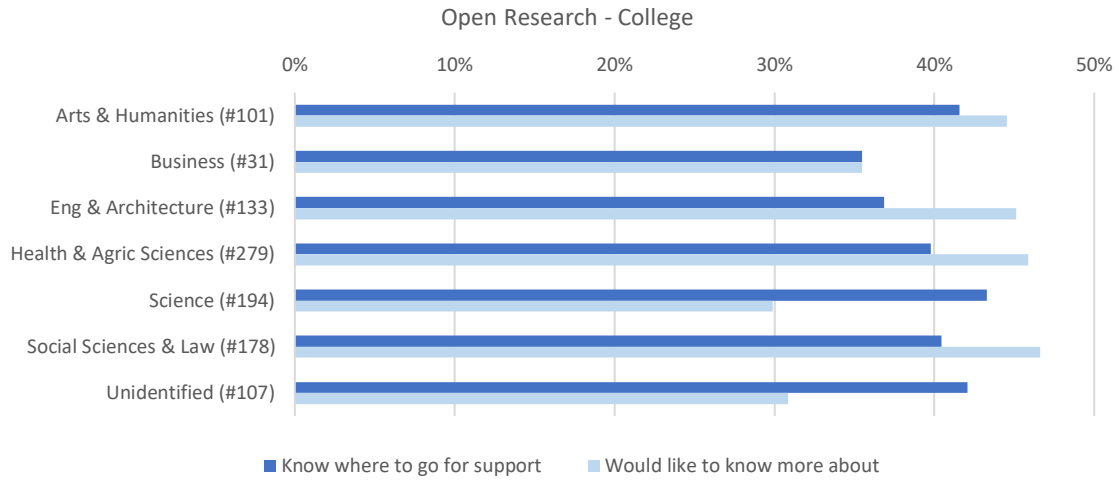


Figure S46 Responses by College on Open Research

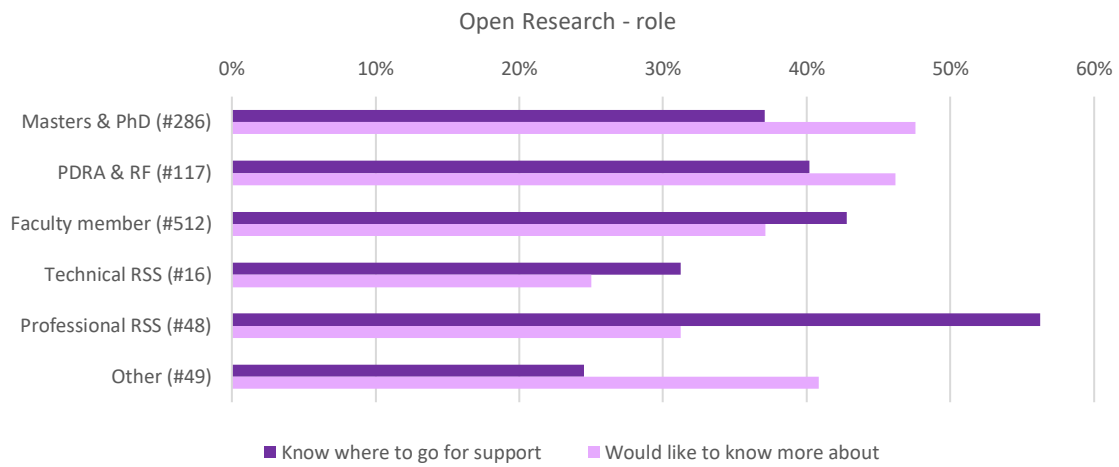


Figure S47 Responses by role on Open Research

## Engaged Research

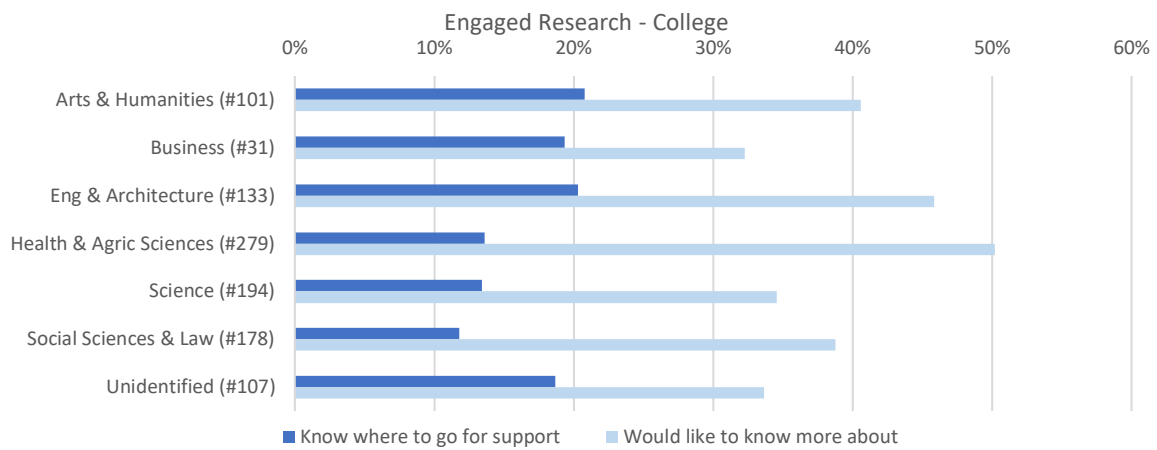


Figure S48 Responses by College on Engaged Research

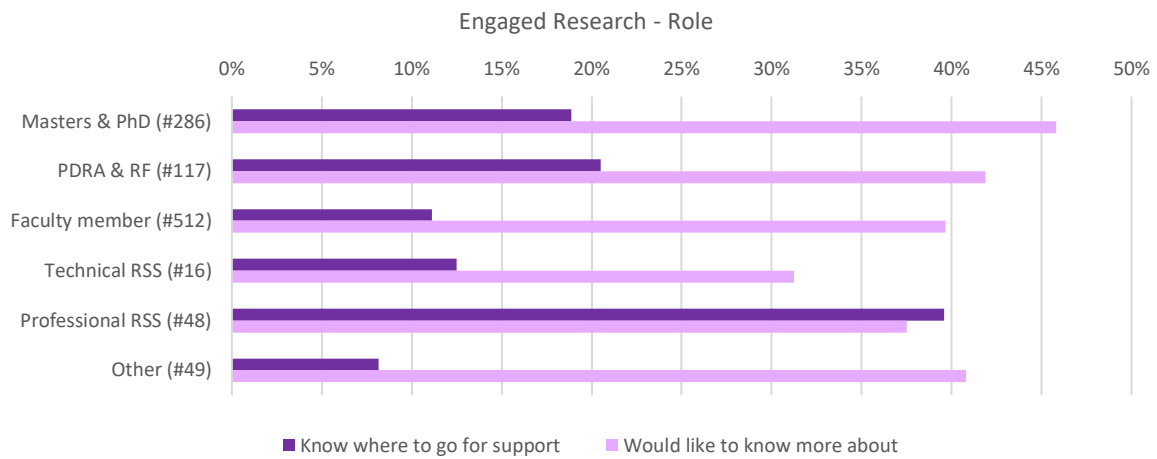


Figure S49 Responses by Role on Engaged Research

## Research IT

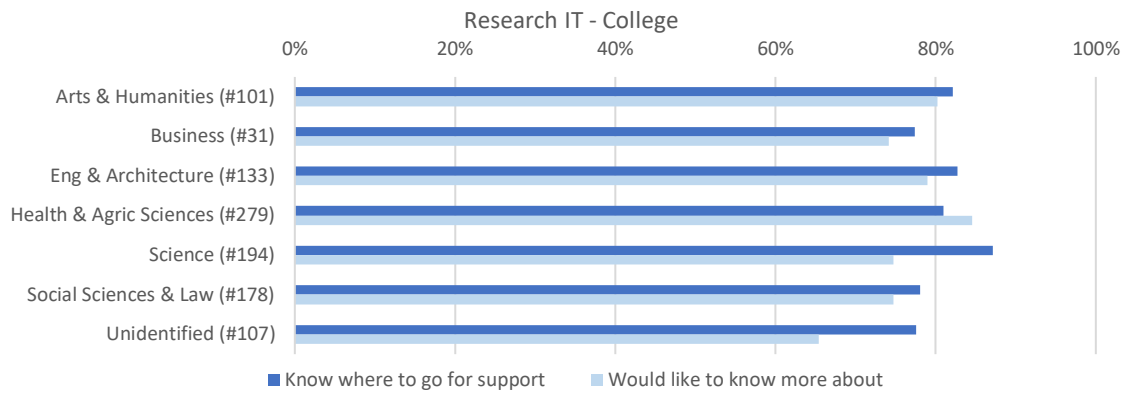


Figure S50 Responses by College on Research IT

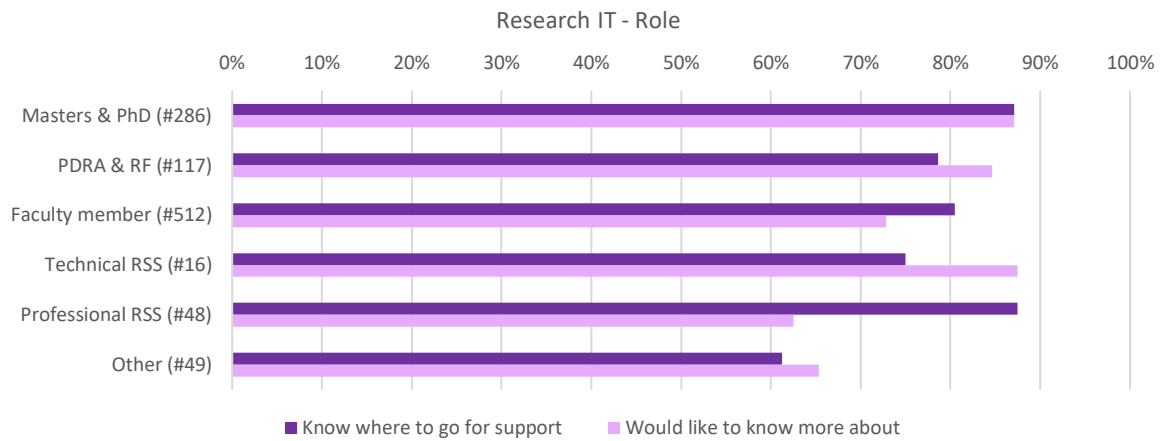


Figure S51 Responses by Role on Research IT

## Writing a good publication / output

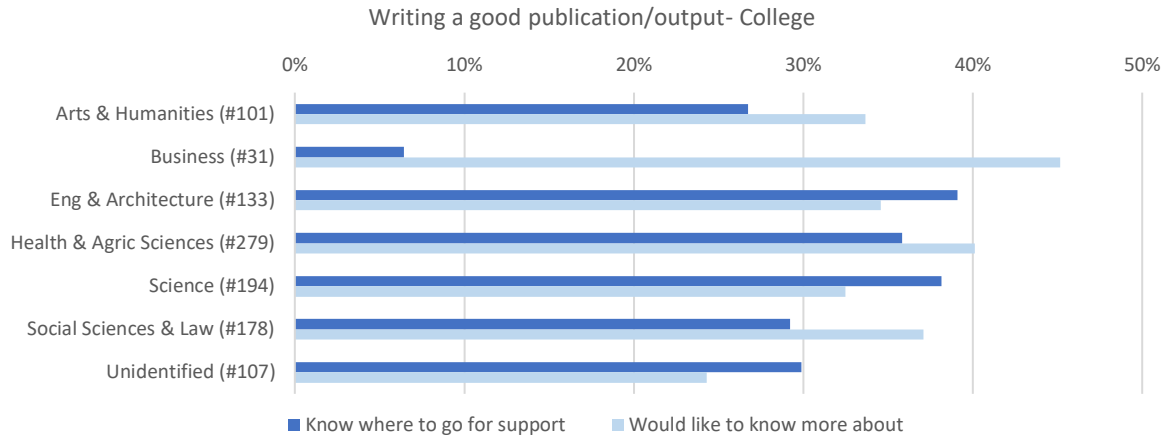


Figure S52 Responses by College on writing a good publication/output

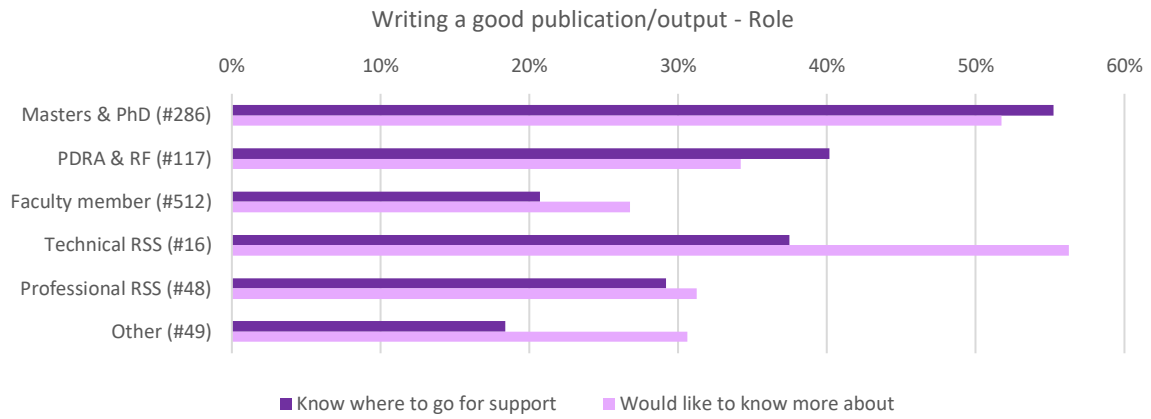


Figure S53 Responses by role on writing a good publication/output

## Writing a good grant application

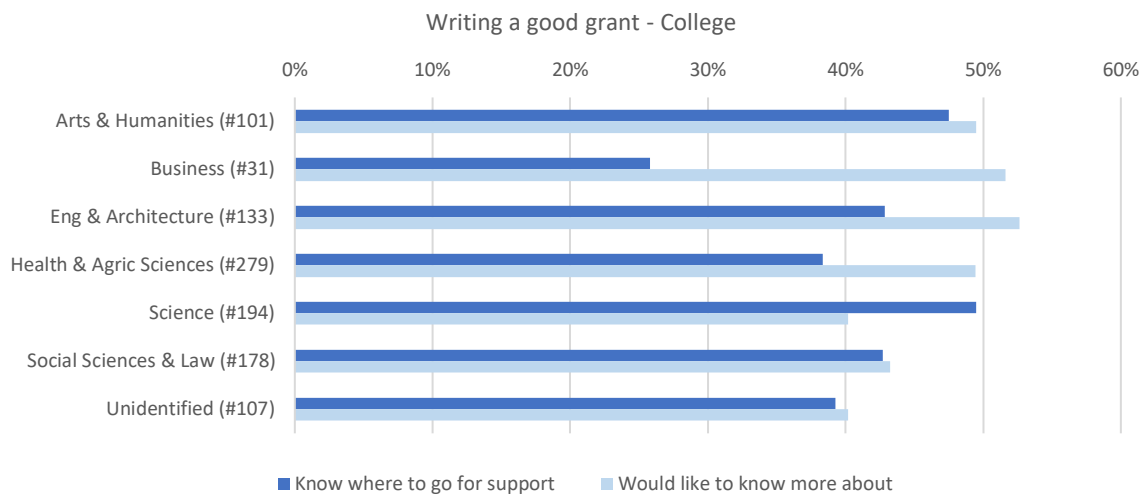


Figure S54 Responses by College on writing a good grant application

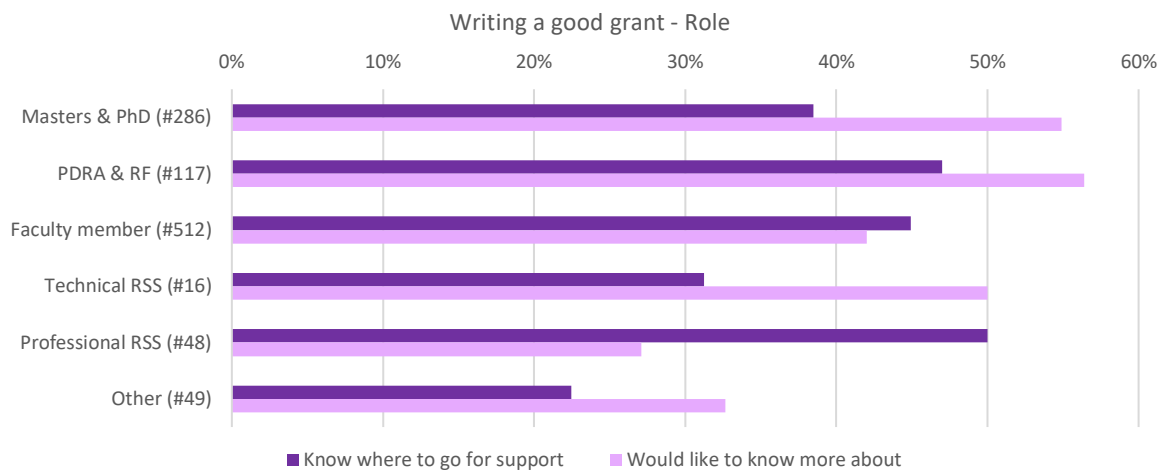


Figure S55 Responses by role on writing a good grant application



## How research quality is assessed in my discipline

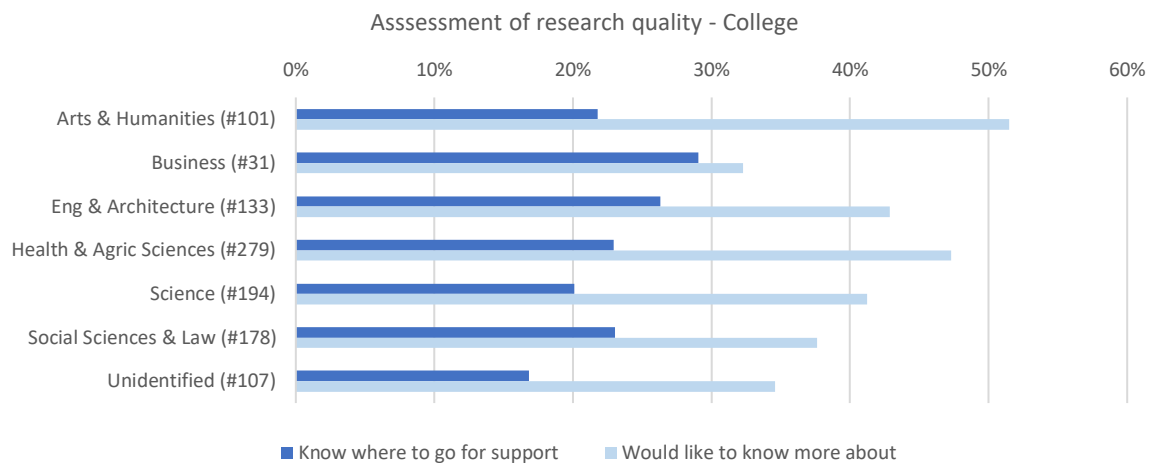


Figure S56 Responses by College on how research quality is assessed in my discipline



Figure S57 Responses by role on how research quality is assessed in my discipline

## Research Identifiers

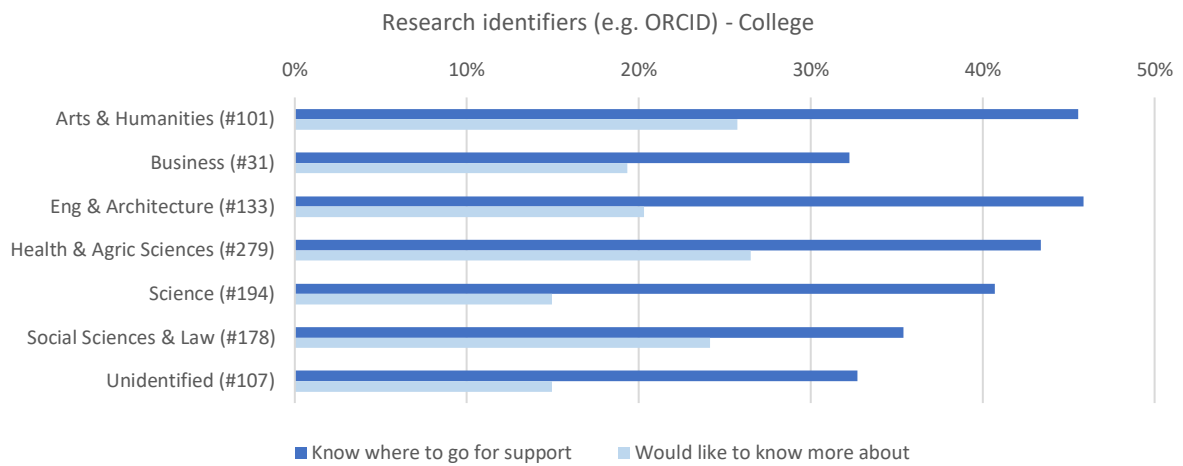


Figure S58 Responses by College on Research Identifiers

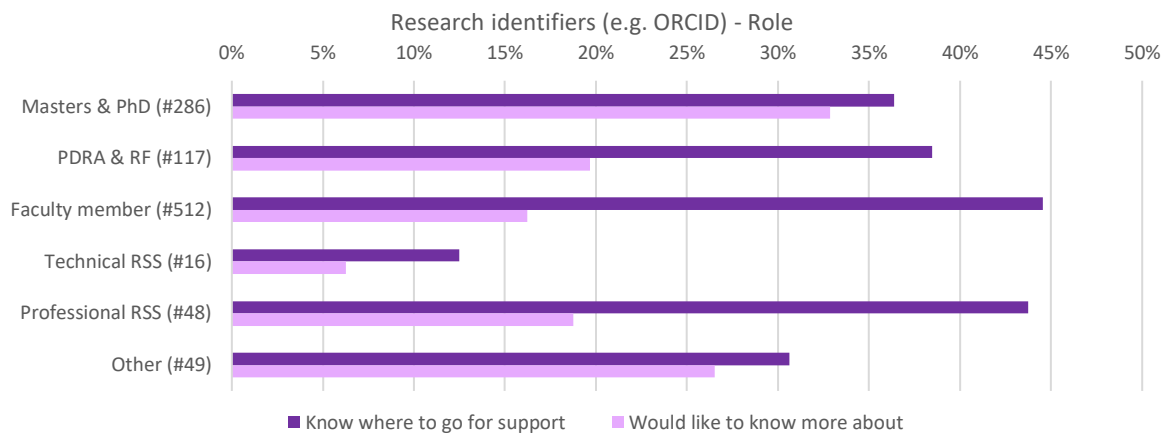


Figure S59 Responses by Role on Research Identifiers

## Improving my research profile

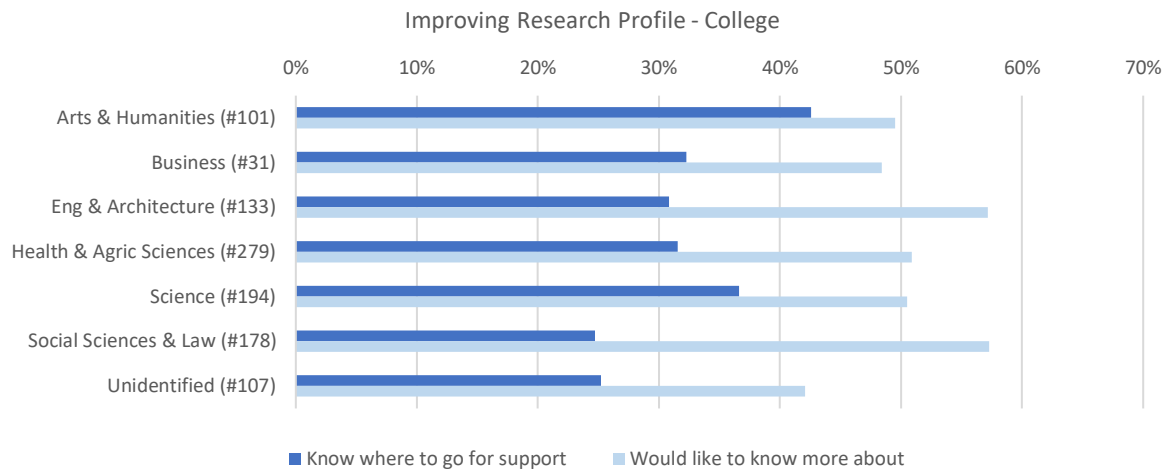


Figure S60 Responses by College on improving my research profile

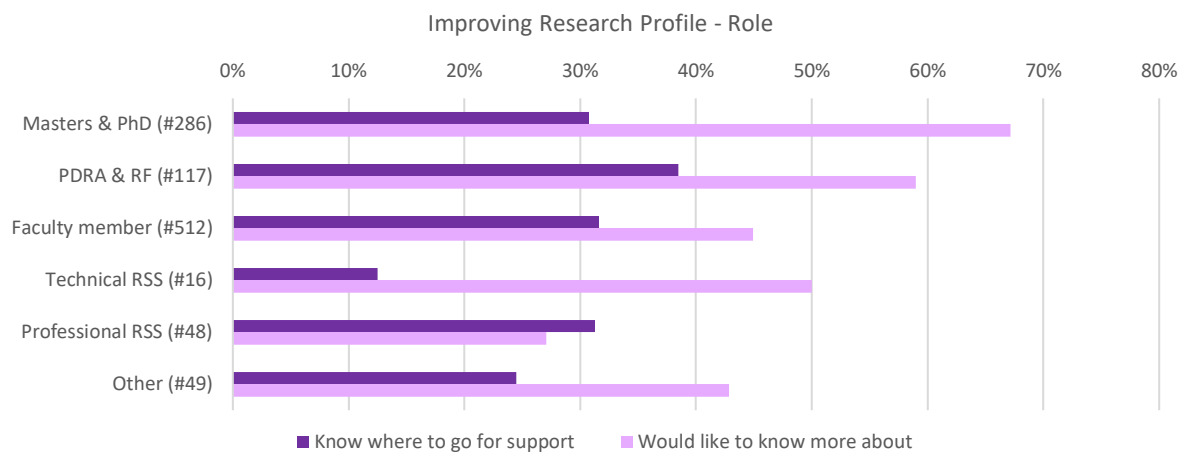


Figure S61 Responses by role on improving my research profile