

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 Question 1b |
| Research only (staff primarily employed to undertake research only, although this may include limited teaching hours) | Go to Question 1b |
| Research and teaching (staff employed to undertake both research and teaching) | Go to Question 1b |
| Learning and scholarship (staff primarily employed to undertake teaching) | Go to Question 1b |
| Innovation, knowledge exchange and enterprise (academic staff primarily employed to undertake consultancy, knowledge exchange and/or enterprise activities) | Go to Question 1b |
| Technical staff | Go to Question 1b |
| Professional services (e.g. researcher developer, research manager, librarian, knowledge exchange manager) | Go to Question 1b |

1b. Do you do personally undertake research?

Yes [Go to Question 2] / No [Go to Question 4]

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 Question 5a |
| Open ended (can be known as 'permanent') | Go to Question 6 |
| Open ended but limited by funding | Go to Question 5a |
| Casual / hourly-paid | Go to Question 6 |
| I hold more than one contract at this institution | Go to Question 6 |
| Not sure | Go to Question 6 |

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?

| | |
|--|--|
| Early career <i>e.g., Doctoral researchers; Postdoctoral Researchers; Teaching Fellows/Associates; Research Assistants/Associates; Lecturers (entry-level); Research Administrators; Laboratory Technicians; Knowledge Exchange Officers</i> | |
| Mid-career <i>e.g., 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 <i>e.g., Professors; Chairs; Deans; Directors; Pro-Vice Chancellors; Operations Directors; Innovation and Impact Directors; Senior Technicians</i> | |
| Not sure | |
| Prefer not to say | |

7. What are your career aspirations, and where do you expect to work in the long term? (Select one option in each column.)

| | My goal (aspiration) is to work in... | I expect to work in... |
|--|--|-------------------------------|
| Academic leadership role | | |
| Academic research and/or teaching role | | |
| Professional role in higher education (e.g., research management, researcher development) | | |
| Technical role in higher education | | |

| | | |
|---|--|--|
| Research role in a sector outside higher education | | |
| Self-employment/running your own business | | |
| Teaching role in a sector outside higher education | | |
| Other occupations outside higher education | | |
| Not sure | | |

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 Question 14 |
| I am informally responsible for managing staff | Go to Question 14 |
| I have some responsibility for managing staff, but I'm not responsible for conducting their appraisal / development review | Go to Question 14 |
| I am responsible for line managing staff and/or reviewing their progress through appraisal / development review | Go to Question 12 |

12. 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 | | | | | | |

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

[Go to Question 16]

14. (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 | | | | | | |

15. 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.

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

| | |
|-----|----------------------|
| Yes | Go to Question 17 |
| No | Go to Question 18 |

17. 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? | | | | | | |

18. 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 Question 19 |
| No | Go to Question 20 |

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

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

20. (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 | |

21. 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? | | | | | | |
|--|--|--|--|--|--|--|

22. 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 | | | |

23. 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 | |

24. 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.

25. 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? | | | | | | |

26. 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 | | | | | | |
|---|--|--|--|--|--|--|

27. 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? | | | | |

28. 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? | | | | | | |

29. 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? | | | | |

30. 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? | | | | |

31. To what extent 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 | | | | | | |

32. 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)? | | | |

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

34. 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 | | | |
| The Technician Commitment | | | |

35. 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.

36. 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 | |

37. How old are you?

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

38. What is your gender?

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

39. 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 |

40. 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 Question 41] |
| Yes – some/small barriers or limitations [Go to Question 41] |
| No [Go to Question 42] |

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

| |
|-------------------------|
| Yes [Go to Question 42] |
| No |
| Prefer not to say |

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

Free text

43. 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 |

44. What is your nationality?

| | |
|---|-------------------|
| UK/British national | Go to Question 45 |
| National of a European Union member state | Go to Question 46 |
| National of a country outside the UK and the European Union | Go to Question 46 |

45. 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

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

Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.

Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager

Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.

Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver

Routine, semi-routine manual and service occupations 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.

Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).

Small business owners 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.

Other such as: retired, this question does not apply to me, I don't know.

I prefer not to say

47. 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.