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Audience Engagement

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**ID: 100-242-350**



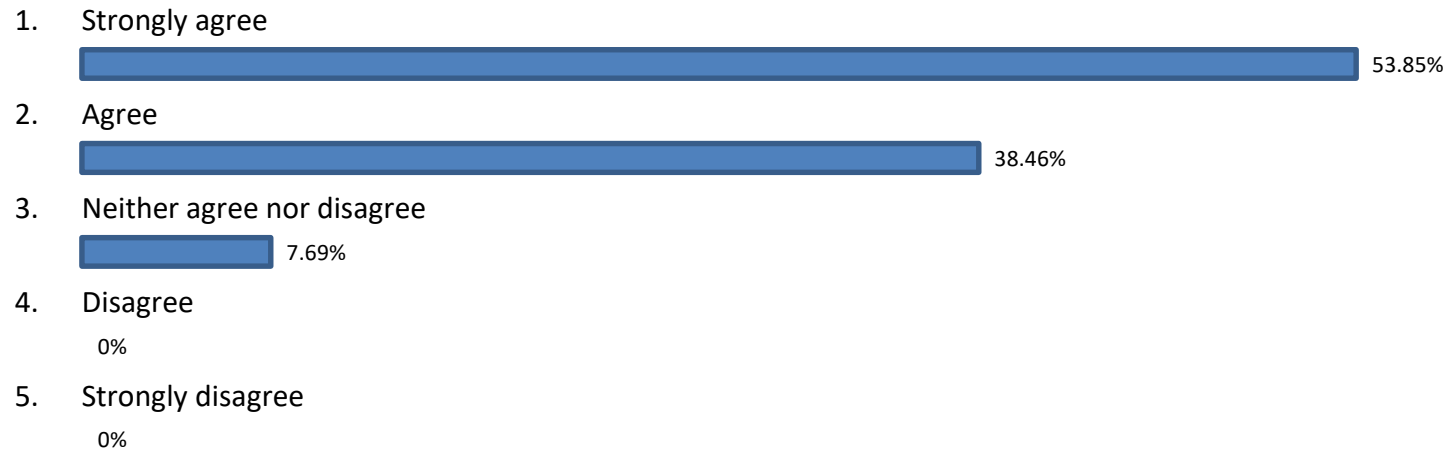


vevox  
Audience Engagement

Join: **vevox.app** ID: **100-242-350**

POLL OPEN

To what extent do you agree that PDRs are important?



## Oxford Uni 2021 MSD

Survey closed 19 May 2021

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Filter selection: Level 1: Division type: ACADEMIC DIVISION, Level 2: Division: MSD, Level 3: Department group: MSD-NDS, MSD departments: MSD-NDS.

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Responses: 108

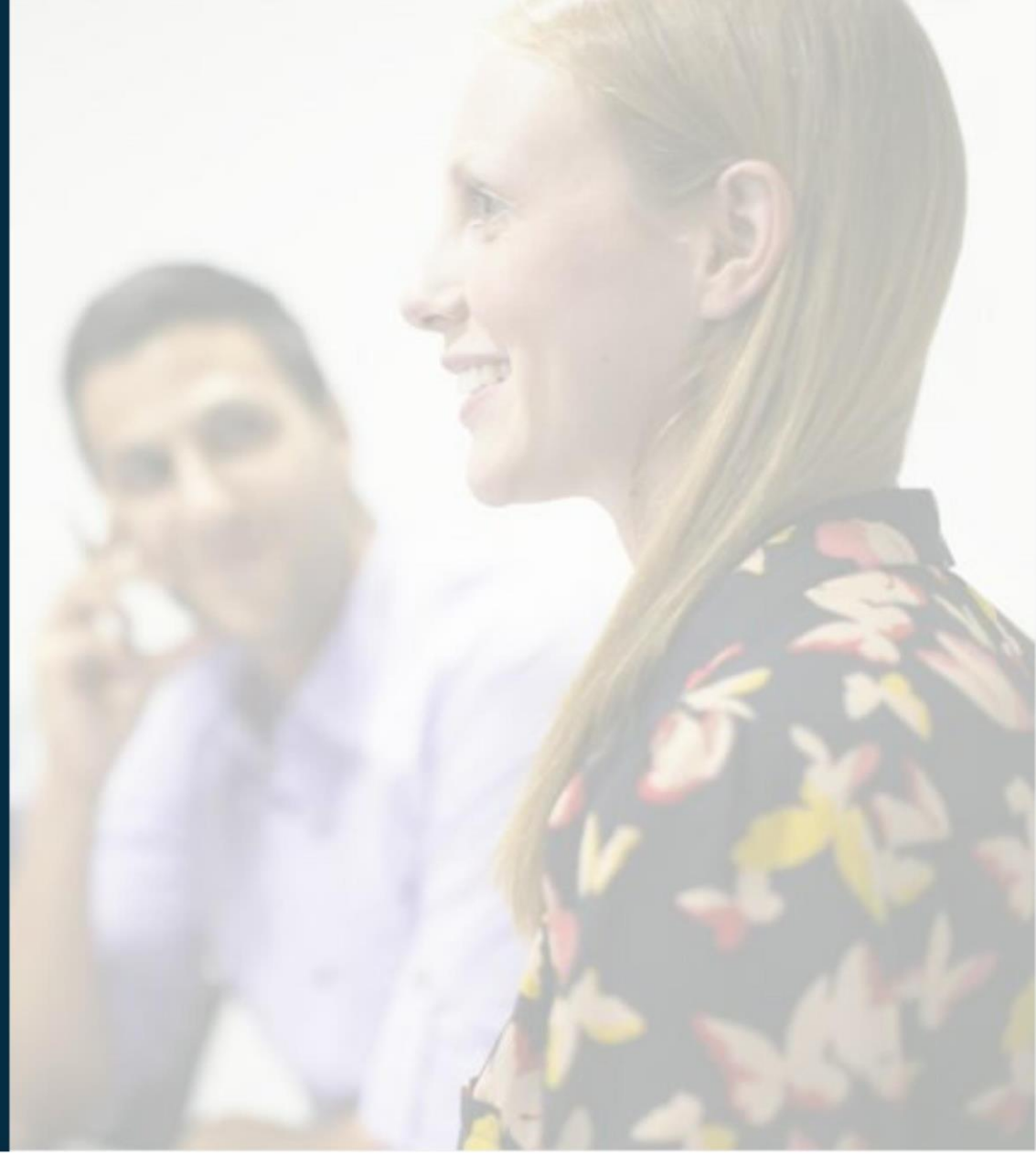
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Response rate: 66%

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Comparator: MSD

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# Why you should complete the survey

You said (2020 survey)	We did
Fixed-term and temporary contracts are a problem	<ul style="list-style-type: none"><li>Expanded the NDS Training Fund to include provision for members of staff with less than one year on their fixed-term contracts</li></ul>
The split-site nature of the department was hindering communication and integration	<ul style="list-style-type: none"><li>Ran the re-branding competition</li><li>Creation of the new NDS staff gateway</li></ul>
The department needs to offer more career development support	<ul style="list-style-type: none"><li>Created the career development section of the NDS staff gateway, with signposting to regrading, training and mentoring information and resources</li><li>Expanded the NDS Training Fund</li><li>Creating fellowship panels to provide advice and guidance</li><li>Developing inter-departmental mentoring scheme with Oncology</li></ul>

# Career Development

## IN THIS SECTION

[Staff Gateway](#)

[Committees](#) ▾

[Personnel](#) ▴

[Personnel](#)

[Mentoring](#)

[Career Development](#)

[New Starters](#)

[Leave](#)

[Flexible Working](#)

[Research](#) ▾

[Finance](#) ▾

[Communications and Public Engagement](#) ▾

[IT](#) ▾

[Health and Safety](#) ▾

[Education](#) ▾

[Health and Wellbeing](#) ▾

[Business Administration Unit \(BAU\)](#) ▾



## MENTORING

[Find out more](#)



## JOB EVALUATION (REGRADING)

[Find out more](#)



## REWARD (COMING SOON)



## UNIVERSITY SUPPORT

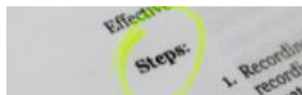
[University of Oxford Careers Service](#)

[People and Organisational Development \(POD\)](#)



## NDS TRAINING FUND

[Find out more](#)



## PERSONAL DEVELOPMENT REVIEW (PDR)

[Find out more](#)



## STAFF NETWORKS

[Researcher networks](#)

[LGBT+ Staff Network](#)

[BME Staff Network](#)

[Disabled Staff Network](#)

[BIPOC STEM Network \(information on how to join as a member or ally here\)](#)

[Medical Sciences Division networks](#)

[Academic Health Sciences Network \(external\)](#)

[University's list of internal and external networks](#)

## QUICK LINKS AND DOCUMENTS

[NDS Training Fund Form](#)

[Mentoring Application Form \(mentees\)](#)

[Regrading application form](#)

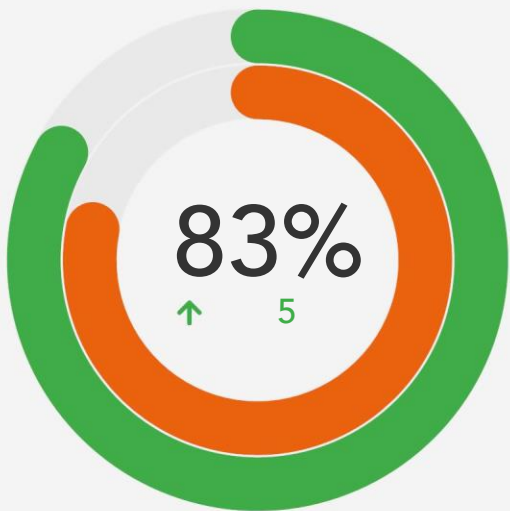
[PDR form](#)

# What is our Engagement score?

Join: **vevox.app** ID: **100-242-350**



The Engagement score is 83%, which is good when compared with the norms for division



● Your score    ● MSD norm

## Items comprising the Engagement score

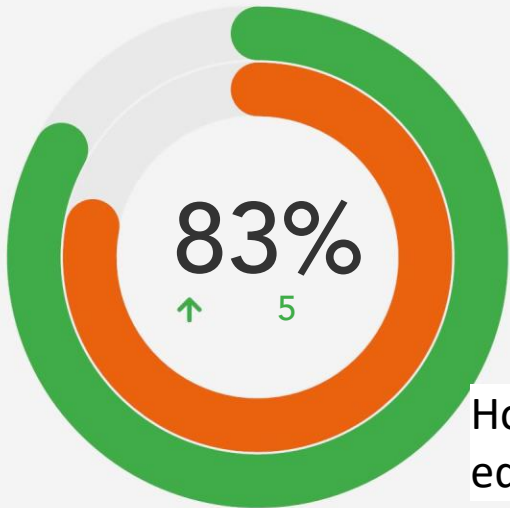
Question	Response favourability		Comparison
I am proud to say I work for the University	93%	7%	+3
I would be happy to recommend this University as a place to study	79%	20% 1%	-1
I would recommend my department as a great place to work	81%	14% 5%	+11
I would recommend the University as a great place to work	86%	12% 2%	+10
Overall, I am satisfied in my job	77%	18% 6%	+3
Working here makes me want to do the best work I can	84%	15% 1%	+5

● Favourable    ● Neutral    ● Unfavourable

+6 compared to  
University 2021 score

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## How did the University's engagement score compare to other higher education institutions overall?

- 
1. The University's engagement score was higher

44.44%
2. The University's engagement score was lower

18.52%
3. The University's engagement score was roughly the same (+/- 2%)

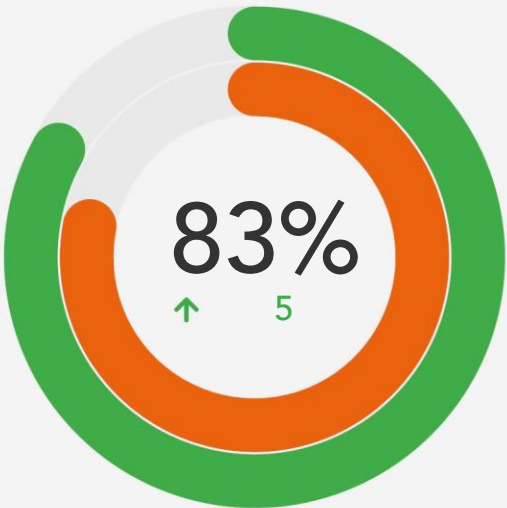
37.04%

# What is our Engagement score?

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● Favourable    ● Neutral    ● Unfavourable

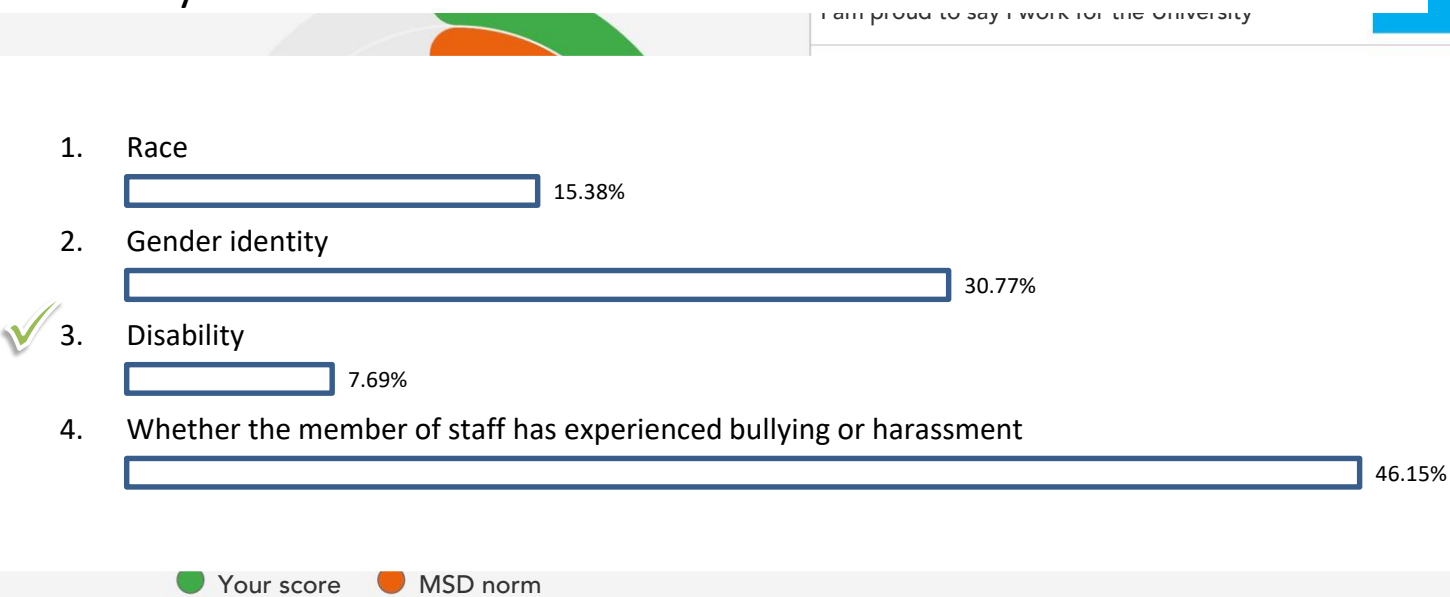
+6 compared to  
University 2021 score

Oxford: 77%  
UK HEI: 70%



# What is our Engagement score?

Which of the below was the biggest driver of the spread of NDS responses to whether staff are proud to say they work for the University?



Response favourability		Comparison
93%	7%	+3
20%	1%	-1
14%	5%	+11
12%	2%	+10
18%	6%	+3
15%	1%	+5
Unfavourable		

+6 compared to  
University 2021 score

Oxford: 77%  
UK HEI: 70%

# What is our Engagement score?

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## Question Report - I am proud to say I work for the University

Impact	Question	Theme	Response favourability		Comparison
	I am proud to say I work for the University	Engagement	<div><div></div><div>93%</div><div>7%</div></div>		<div><div></div><div>+3</div></div>

## Spread

Demographics	Response favourability		
▶ Dept - 'best thing'	<div><div></div><div>40 PT SPREAD</div></div>		100
▶ Uni - 'best thing'	<div><div></div><div>29 PT SPREAD</div></div>		100
▼ Disability (Y/N)	<div><div></div><div>26 PT SPREAD</div></div>		100
No	<div><div></div><div>96%</div></div>		
Yes	<div><div></div><div>69%</div></div>		

# What is our Engagement score?

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Question	Response favourability	Comparison
I am proud to say I work for the University	93%7%	+3

## Spread

Demographics	Response favourability	
▶ Dept - 'best thing'	0 100	41 PT SPREAD
▶ Bullying/harassment - experienced (Y/N)	0 100	38 PT SPREAD
▶ Uni - 'best thing'	0 100	33 PT SPREAD
▶ Bullying/harassment - witnessed (Y/N)	0 100	30 PT SPREAD

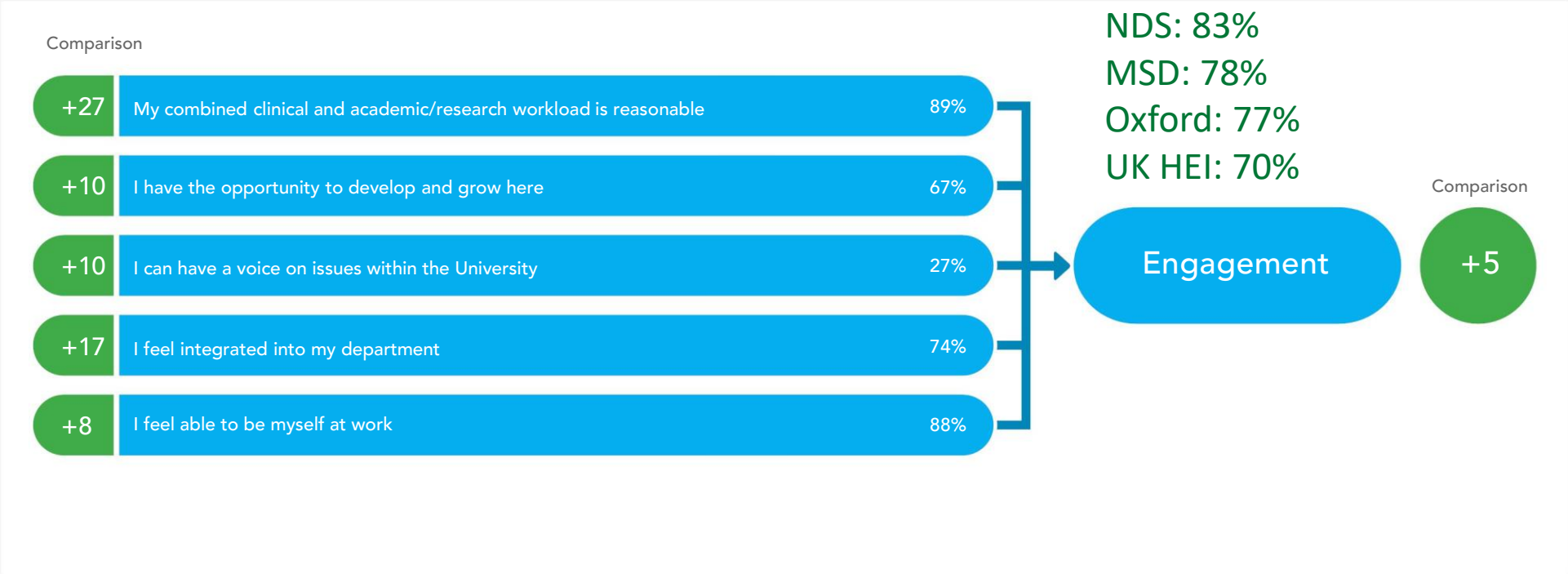
# What is driving our Engagement score?

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## Key drivers

These 5 items have the strongest relationship with Engagement. Improvements in these are likely to have the biggest impact.





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These 5 items have the strongest relationship with Engagement. Improvements in these are likely to have the biggest impact.

We may be doing better than division, but that doesn't always mean we're doing well

# What are our comparative strengths?

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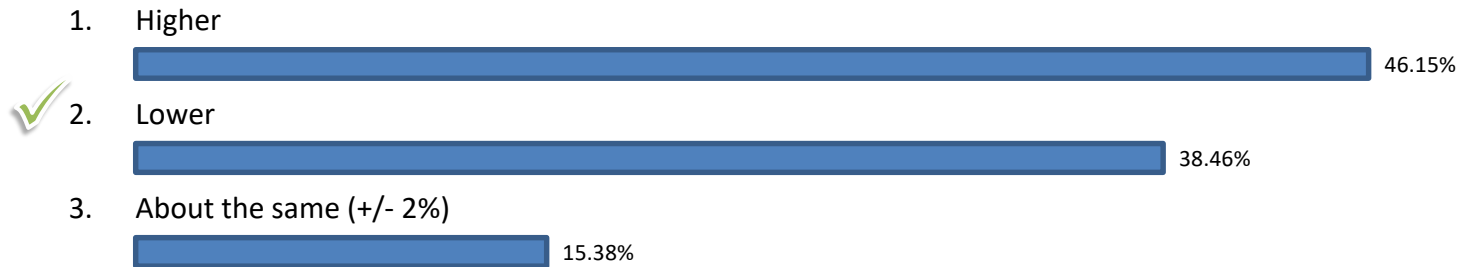


These 5 results are the strongest when compared with the norms for Division

Impact	Question	Theme	Response favourability		Comparison
	My combined clinical and academic/research workload is reasonable	MSD	<div><div></div><div>89%</div><div>11%</div></div>		<div><div></div><div>+27</div></div>
	I feel included in my department's social/networking activities	Relationships	<div><div></div><div>76%</div><div>19%</div><div>5%</div></div>		<div><div></div><div>+21</div></div>
	I am able to strike the right balance between my work and home life	Wellbeing & Workload	<div><div></div><div>76%</div><div>13%</div><div>11%</div></div>		<div><div></div><div>+19</div></div>
	Management and decision-making processes are clear and transparent in my department	Decision-making	<div><div></div><div>60%</div><div>28%</div><div>11%</div></div>		<div><div></div><div>+19</div></div>
	Have you reported (formally or informally) being harassed or bullied at work?	Bullying and Harassment	<div><div></div><div>60%</div><div>40%</div></div>		<div><div></div><div>+19</div></div>

Favourable   Neutral   Unfavourable

In MSD, 72% of staff have had a PDR (or equivalent) in the last two years. Was this figure higher, lower or about the same in NDS?



# What are our comparative weaknesses?

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These 5 results are the weakest (or least strong) when compared with the norms for Survey Overall

Impact	Question	Theme	Response favourability		Comparison
	I have had a review within the last two years	Personal Development Review	61%	39%	-11
	I have heard of the Oxford Research Staff Society (OxRSS)	Researcher Voice	43%	57%	-11
	Did you do more or less teaching? (Roughly as planned)	MSD	56%	6% 39%	-10
	I am confident Supporting my staff to think about their careers	Being a manager	79%	18% 3%	-6
	I have been mentored by someone other than my line manager since taking up my current role	Mentoring	22%	78%	-5

Favourable    Neutral    Unfavourable



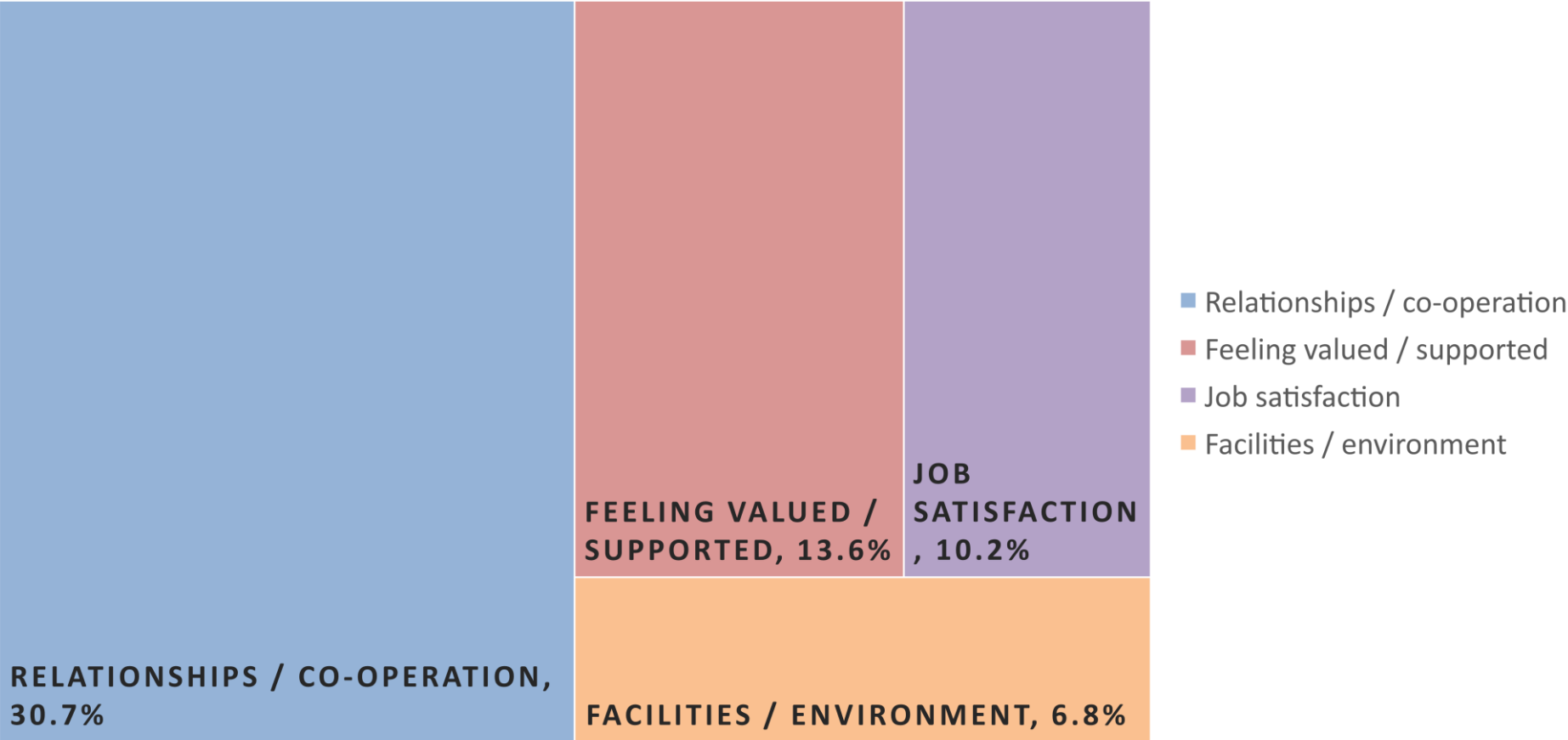
# What are our comparati

	Overall	Yes	No
No. of Responses	107	65	42
Induction	82%	85%	73%
Being managed	64%	72%	52%
Career development	67%	72%	61%
Personal Development Review	65%	88%	29%
Mentoring	26%	27%	23%
Researcher Voice	58%	67%	46%
Being a manager	77%	74%	81%
Bullying and Harassment	88%	91%	83%
Relationships	84%	88%	77%
Wellbeing & Workload	75%	78%	71%
Leadership	72%	78%	62%
Decision-making	63%	70%	52%
Pay & Benefits	60%	62%	58%
Engagement	83%	88%	76%
MSD	75%	80%	68%
MSD (NDS)	64%	70%	56%



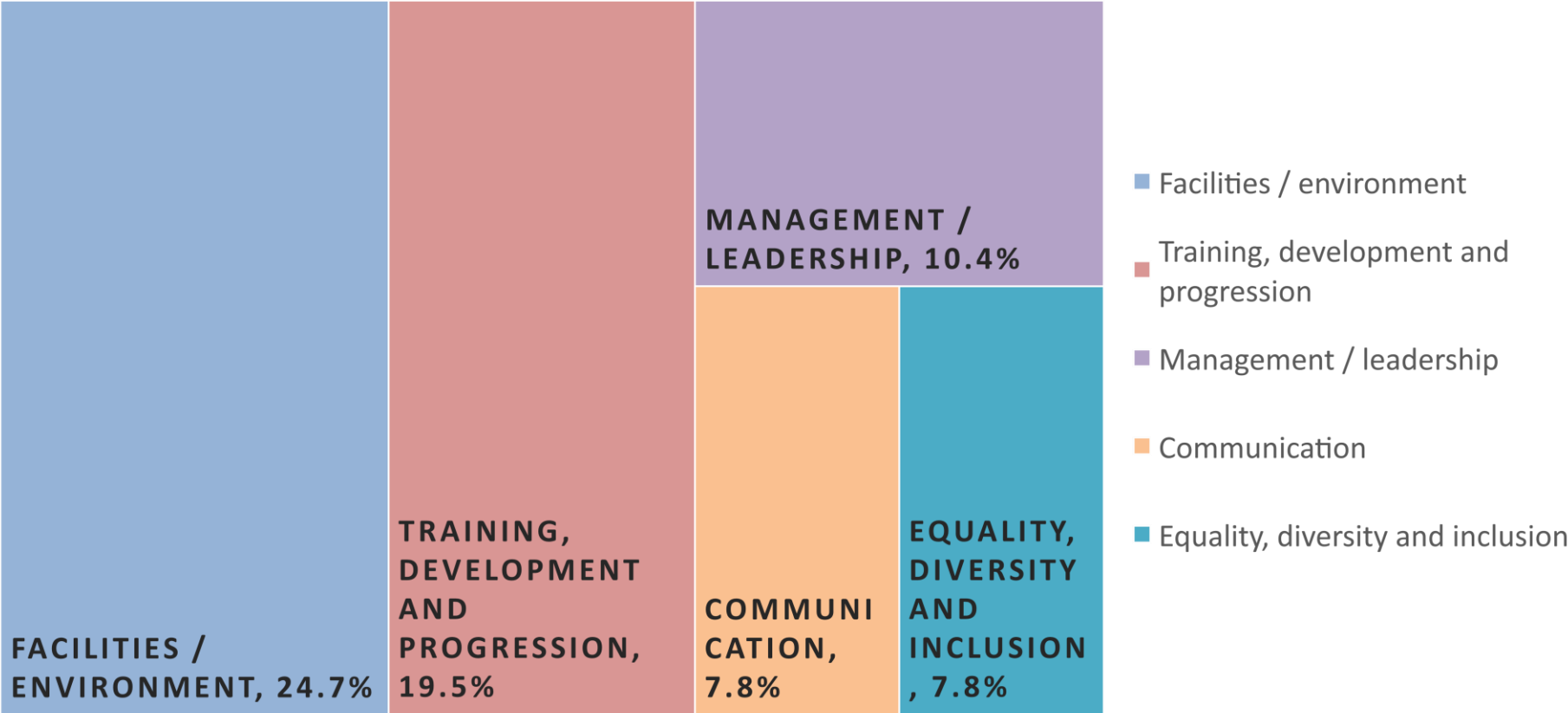


# BEST THING ABOUT WORKING IN NDS



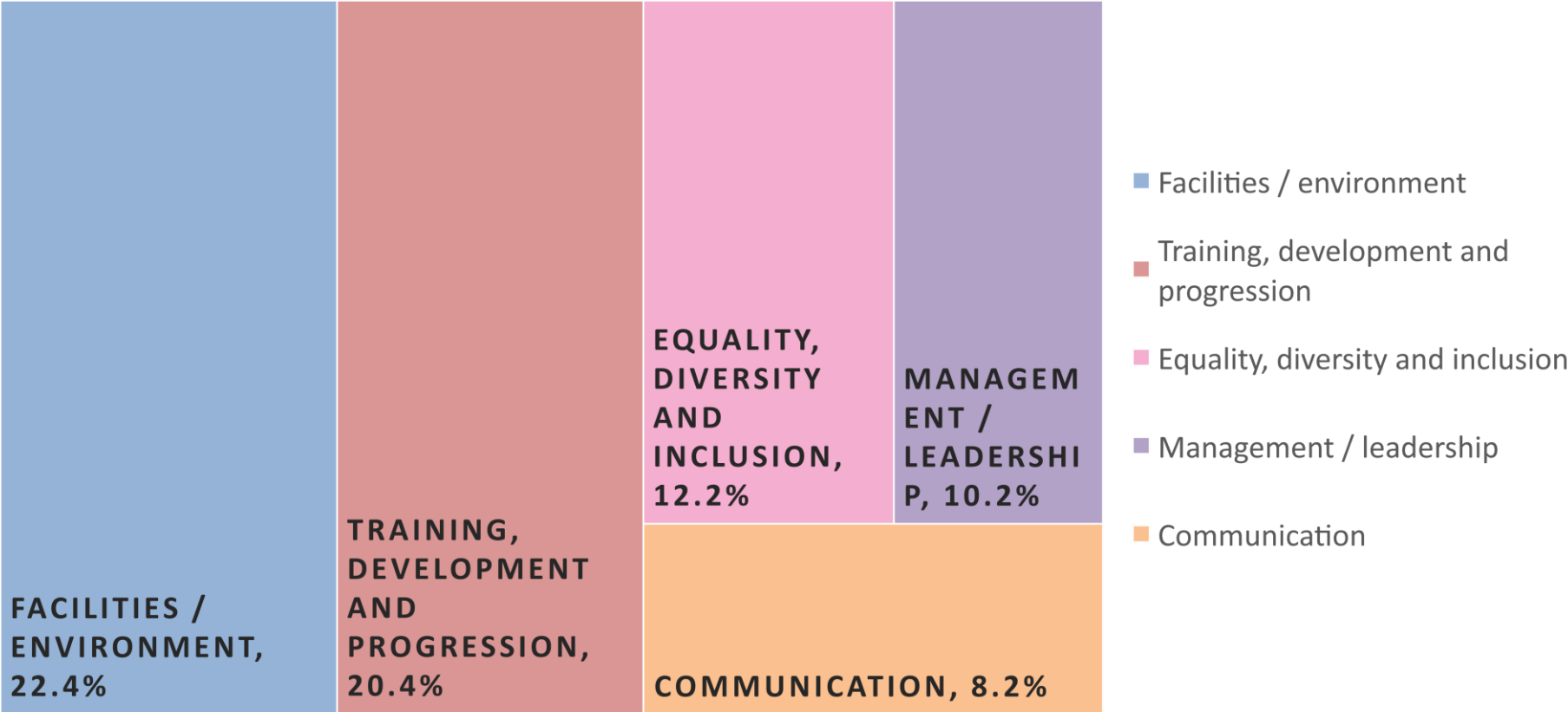


**NDS AREAS FOR IMPROVEMENT (ALL STAFF)**





## NDS AREAS FOR IMPROVEMENT (WOMEN)



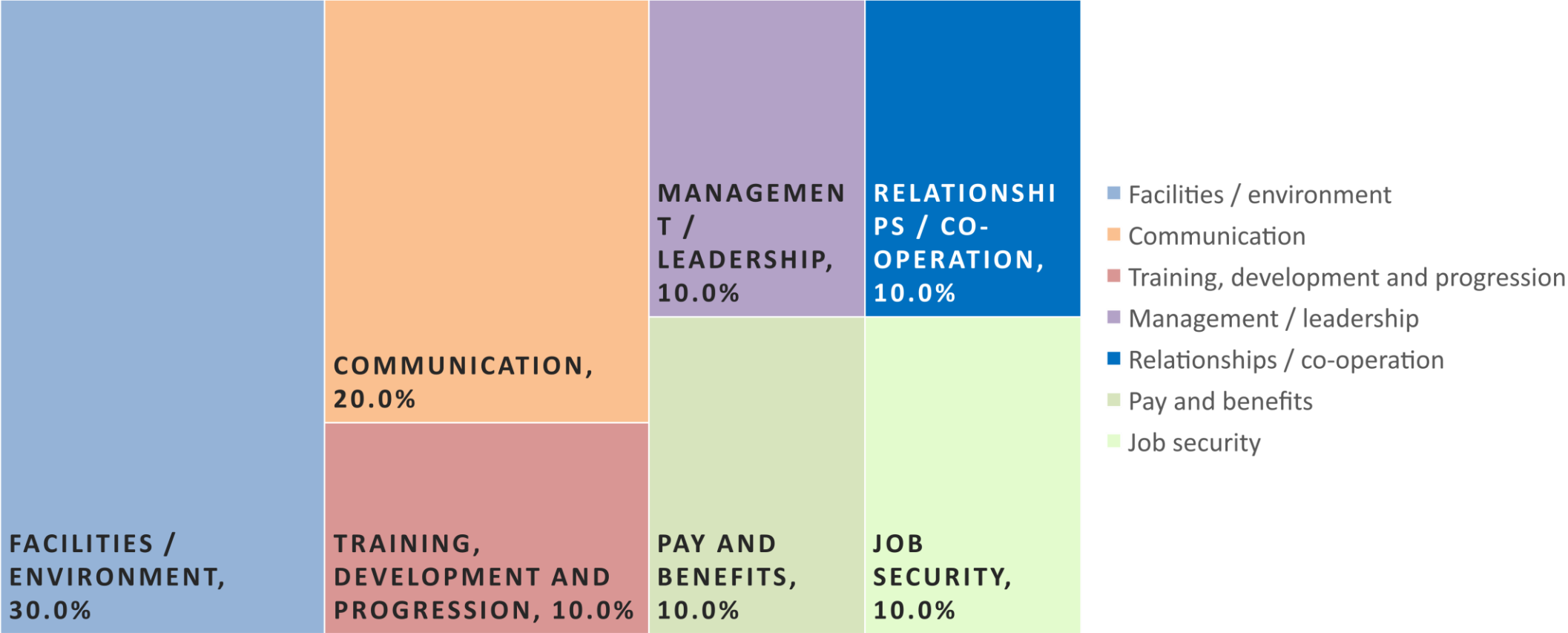


**NDS AREAS FOR IMPROVEMENT (BME STAFF)**





**NDS AREAS FOR IMPROVEMENT (DISABLED STAFF)**



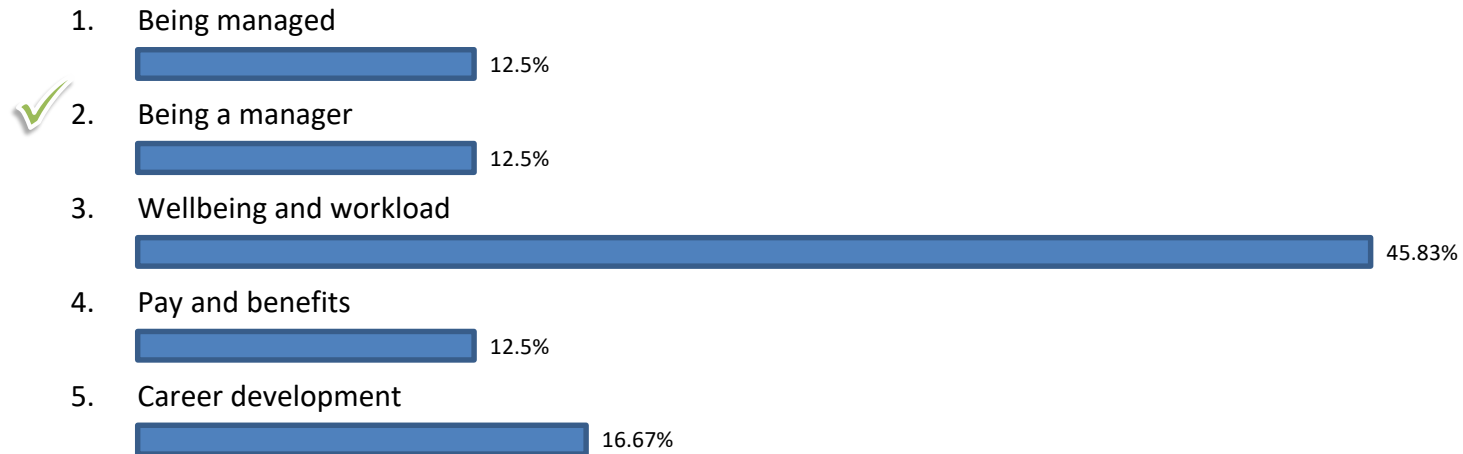
# Areas for improvement

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- “Place more funds for external training of employees and offer more specific to role training internally”
- “a clearer web page for training opportunities, where you can search for a course across all providers would be great.”
- “Would like the flexible home-working we've had during the pandemic to be the norm. I feel I am potentially MORE productive from home than in the office, and with the extra time savings (from no commute) I feel more rested and able to perform better.”
- “Offer more job security for junior research staff”
- “Some of the facilities and office areas are a little tired looking....”
- “I don't feel I have the natural skills to be a manager and I wish there was more obvious signposting to courses that would give me more confidence in this aspect of my role.”
- “Different groups work in different facilities and locations in Oxford. It's difficult to have a sense of unity.”
- “developing staff, training for line managers”
- “More diversity at the top level.”
- “Clearer paths to career progression”

In which theme did our BME staff respond most favourably?





# All staff compared by ethnicity

	Overall	White	BME
No. of Responses	107	85	22
Induction	82%	86%	73%
Being managed	64%	67%	52%
Career development	68%	68%	66%
Personal Development Review	64%	67%	55%
Mentoring	26%	26%	25%
Researcher Voice	58%	59%	54%
Being a manager	77%	71%	96%
Bullying and Harassment	88%	88%	87%
Relationships	84%	83%	87%
Wellbeing & Workload	75%	75%	75%
Leadership	72%	73%	68%
Decision-making	63%	63%	62%
Pay & Benefits	60%	63%	48%
Engagement	83%	83%	85%
MSD	76%	75%	76%
MSD (NDS)	64%	64%	63%

# Comparisons for female staff

By Ethnicity	Overall	White	BME
No. of Responses	69	55	14
Induction	80%	85%	73%
Being managed	63%	65%	54%
Career development	68%	69%	64%
Personal Development Review	65%	65%	65%
Mentoring	21%	21%	21%
Researcher Voice	42%	47%	25%
Being a manager	70%	64%	95%
Bullying and Harassment	90%	90%	89%
Relationships	86%	85%	87%
Wellbeing & Workload	78%	79%	75%
Leadership	67%	69%	59%
Decision-making	57%	59%	51%
Pay & Benefits	55%	60%	36%
Engagement	83%	83%	81%
MSD	76%	75%	80%
MSD (NDS)	64%	64%	68%

By Disability	Overall	No	Yes
No. of Responses	66	58	8
Induction	79%	78%	86%
Being managed	62%	62%	63%
Career development	67%	68%	57%
Personal Development Review	67%	67%	69%
Mentoring	22%	21%	31%
Researcher Voice	42%	42%	
Being a manager	72%	72%	
Bullying and Harassment	90%	92%	79%
Relationships	85%	87%	70%
Wellbeing & Workload	78%	77%	81%
Leadership	66%	67%	63%
Decision-making	55%	55%	58%
Pay & Benefits	53%	53%	56%
Engagement	82%	83%	75%
MSD	77%	78%	70%
MSD (NDS)	64%	65%	63%

# Comparisons for male staff

By Ethnicity	Overall	White	BME
No. of Responses	107	85	22
Induction	82%	86%	73%
Being managed	64%	67%	52%
Career development	68%	68%	66%
Personal Development Review	64%	67%	55%
Mentoring	26%	26%	25%
Researcher Voice	58%	59%	54%
Being a manager	77%	71%	96%
Bullying and Harassment	88%	88%	87%
Relationships	84%	83%	87%
Wellbeing & Workload	75%	75%	75%
Leadership	72%	73%	68%
Decision-making	63%	63%	62%
Pay & Benefits	60%	63%	48%
Engagement	83%	83%	85%
MSD	76%	75%	76%
MSD (NDS)	64%	64%	63%

By Disability	Overall	No	Yes
No. of Responses	38	33	5
Induction	87%	83%	100%
Being managed	68%	68%	65%
Career development	68%	71%	48%
Personal Development Review	64%	65%	60%
Mentoring	37%	35%	50%
Researcher Voice	69%	69%	75%
Being a manager	83%	84%	57%
Bullying and Harassment	86%	85%	90%
Relationships	82%	84%	68%
Wellbeing & Workload	69%	68%	75%
Leadership	81%	82%	75%
Decision-making	73%	75%	60%
Pay & Benefits	69%	71%	60%
Engagement	85%	86%	77%
MSD	75%	74%	87%
MSD (NDS)	65%	66%	61%

# Comparisons for BME staff

By gender		Overall	Female	Male
No. of Responses		22	14	7
Induction		73%	73%	
Being managed		52%	54%	46%
Career development		66%	64%	68%
Personal Development Review		55%	65%	36%
Mentoring		25%	21%	36%
Researcher Voice		54%	25%	83%
Being a manager		96%	95%	97%
Bullying and Harassment		87%	89%	86%
Relationships		87%	87%	91%
Wellbeing & Workload		75%	75%	71%
Leadership		68%	59%	86%
Decision-making		62%	51%	76%
Pay & Benefits		48%	36%	64%
Engagement		85%	81%	93%
MSD		76%	80%	74%
MSD (NDS)		63%	68%	60%

# Comparisons for all staff

By gender	Overall	Female	Male
No. of Responses	108	69	38
Induction	82%	80%	87%
Being managed	64%	63%	68%
Career development	68%	68%	68%
Personal Development Review	65%	65%	64%
Mentoring	26%	21%	37%
Researcher Voice	58%	42%	69%
Being a manager	77%	70%	83%
Bullying and Harassment	88%	90%	86%
Relationships	84%	86%	82%
Wellbeing & Workload	75%	78%	69%
Leadership	72%	67%	81%
Decision-making	63%	57%	73%
Pay & Benefits	60%	55%	69%
Engagement	83%	83%	85%
MSD	76%	76%	75%
MSD (NDS)	64%	64%	65%

By B&H	Overall	No	Yes
No. of Responses	106	96	10
Induction	82%	82%	100%
Being managed	66%	68%	40%
Career development	69%	70%	52%
Personal Development Review	65%	67%	50%
Mentoring	27%	28%	10%
Researcher Voice	58%	59%	50%
Being a manager	77%	74%	100%
Bullying and Harassment	88%	92%	53%
Relationships	85%	89%	46%
Wellbeing & Workload	76%	78%	53%
Leadership	73%	76%	40%
Decision-making	64%	67%	40%
Pay & Benefits	61%	62%	55%
Engagement	84%	88%	50%
MSD	76%	80%	44%
MSD (NDS)	65%	68%	40%

# Free Text Comments – “What is the best thing about working in NDS?”

- “I love the department and team. I have integrated very well since joining and have been made to feel extremely welcome.”
- “The people- there are some really lovely people in my team who are always willing to help or give advice”
- “I think the department has made an effort in becoming more inclusive and making sure that all members of staff and students feel like they have the opportunity to contribute and voice their opinion. It always strives to bring people together.”
- “Friendly, supportive work relationships”
- “The people, who I have found, professional, friendly and very approachable. Flexible working hours”
- “Great colleagues”
- “Generally, a supportive and forward thinking department who try their best for their staff.”

# What to do now?

- Create and launch mentoring programme
- Identified bullying and harassment as key priority in new Athena SWAN action plan
- Identified career development as key priority in new Athena SWAN action plan
- Continue developing career development pages of staff gateway
- Consider opening up ECR network to other departments to facilitate inter-departmental networking and collaboration
- Establish new career development working group
- Write next Athena SWAN action plan for 2021-2026

# Have your say

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Enter Text  
and Press  
Send

What one thing do you want to see the department do over the next 5 years?

Data Captured