UoL - Prosper PI Survey

Survey Intro

Dear PI,

Prosper is a new career development approach aimed at enabling postdocs to realise their potential across multiple career pathways. We at Prosper understand the key role that PIs play in postdoc career development. For this purpose, we are seeking your views and input through this survey to help us get a better understanding of the current relevant PI attitudes and practices. Your responses will help us tailor Prosper provisions to meet PIs needs as closely as possible and evaluate the longer-term impacts of the project on PIs attitudes and practices.

The survey is divided in 4 main parts exploring PIs' attitudes, practices, aspirations and needs related to postdoc career development as well as awareness of the Prosper project. The survey closes with a section on background and sociodemographic characteristics, so that we can investigate trends in aggregate data. It should take you around 15 minutes to complete the survey. All responses will be kept anonymous and confidential. If you choose to share your email address with us in the survey, this will only be used to contact you personally regarding signing up to Prosper's Staekholder Engagement Panel. The raw data will be encrypted and stored safely with appropriate back up and contingency plans in the event of loss, damage or unauthorised access to the data. Data will be stored at least until the end of the project (March 2023), as they will be used for purposes of long-term evaluation. Your data will be processed in accordance with the General Data Protection Regulation (GDPR) and the Data Protection Act 2018 (DPA.) If you would like more information about how your data will be processed in accordance with GDPR, please visit the University’s webpage at https://[www.liverpool.ac.uk/legal/data\_protection/.](http://www.liverpool.ac.uk/legal/data_protection/)

The results of this survey will be used to aid the project’s co-creation and thus might be communicated in the form of oral presentations or written reports. Moreover, they might be used for relevant evaluation reports and publications. If you have any additional questions, please feel free to send us an email at prosper.postdoc@liverpool.ac.uk.

Many thanks in advance for your participation and for helping us in co-creating the Prosper model!

The Prosper team

Due to the General Data Protection Regulations (The Data Protection Act 2018) we are required to obtain your explicit consent to use your information. Please could you confirm that you give your explicit consent?  *Required*

Yes No

# Attitudes towards postdoc career development

In your opinion, how much time should postdocs spend on development training per year?  *Required*

No time

Less than 1 day 1-2 days

3-4 days

5-9 days

10 days

More than 10 days

Please indicate your level of agreement with the following statements, using the scale provided in the table below:  *Required*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 1 Strongly disagree | 2 Disagree | 3 Neither agree nor disagree | 4 Agree | 5 Strongly agree |
| I understand the benefits that postdocs gain from engaging with career development opportunities/resources. |  |  |  |  |  |
| Postdocs' academic outputs will be the key factor for their employment prospects and career progression. |  |  |  |  |  |
| Postdocs should have more career development opportunities/resources available to them within their institution. |  |  |  |  |  |
| Postdocs should have more time to devote to engaging with career development opportunities/resources. |  |  |  |  |  |
| Postdocs should be prepared for an academic career. |  |  |  |  |  |
| Postdocs should be prepared for careers beyond academia. |  |  |  |  |  |

# Postdoc career development practices

On average, how often do you hold career conversations with your postdocs?  *Required*

Never

Once a year Twice a year

3-6 times a year 7-12 times a year

More than 12 times a year

Please indicate your level of agreement with the following statements, using the scale provided in the table below:  *Required*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 1 Strongly disagree | 2 Disagree | 3 Neither agree nor disagree | 4 Agree | 5 Strongly agree |
| I encourage my postdocs to discuss academic career options with me. |  |  |  |  |  |
| I encourage my postdocs to discuss career options beyond academia with me. |  |  |  |  |  |
| I encourage my postdocs do get involved with career development opportunities/resources related to academic career paths. |  |  |  |  |  |
| I encourage my postdocs to get involved with career development opportunities/resources related to careers beyond academia. |  |  |  |  |  |
| I am concerned that time spent by my postdocs on academic career development opportunities will negatively influence their research performance. |  |  |  |  |  |
| I am concerned that time spent by my postdocs on development opportunities related to careers beyond academia will negatively influence their research performance. |  |  |  |  |  |
| I feel confident that I can provide my postdocs with career advice related to academic career paths. |  |  |  |  |  |
| I feel confident that I can provide my postdocs with career advice related to paths beyond academia. |  |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| I feel confident that I can signpost my postdocs on where to find career support related to paths beyond academia. |  |  |  |  |  |
| I would like to get involved with resources/opportunities to help me understand better postdoc career options beyond academia. |  |  |  |  |  |

# Aspirations and needs

Please indicate your level of agreement with the following statements, using the scale provided in the table below:  *Required*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 1 Strongly disagree | 2 Disagree | 3 Neither agree nor disagree | 4 Agree | 5 Strongly agree |
| I expect that my postdocs will end up working in academia |  |  |  |  |  |
| I expect that my postdocs will end up working beyond academia. |  |  |  |  |  |
| I would be pleased if my postdocs chose a career beyond academia. |  |  |  |  |  |

What would incentivise you to encourage your postdocs to engage in career development opportunities?


# Prosper awareness

Please indicate your level of agreement with the following statements, using the scale provided in the table below:  *Required*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 1 Strongly disagree | 2 Disagree | 3 Neither agree nor disagree | 4 Agree | 5 Strongly agree |
| I understand what Prosper project has to offer to postdocs. |  |  |  |  |  |
| I understand what Prosper project has to offer to me as a PI. |  |  |  |  |  |
| I would encourage my postdocs to get involved with Prosper. |  |  |  |  |  |
| I would like to get involved in Prosper. |  |  |  |  |  |
| I would recommend fellow PIs to get involved with Prosper. |  |  |  |  |  |

Are any of your postdocs members of the University of Liverpool Prosper postdoc career development pilot?  *Required*

Yes No

Have you engaged with the Prosper web portal of postdoc career development resources?  *Required*

Yes No

Using the list below, please, indicate all the portal pages you have engaged with so far:

PI case studies

PI career conversations Taking Parental Leave PI Network

Useful Links for PIs

Postdoc content - Reflect - Self assessment tools Postdoc content - Reflect - Skills Identification Postdoc content - Reflect - Considering Identity

Postdoc content - Explore - Former postdoc case studies Postdoc content - Explore - Postdoc career conversations Postdoc content - Explore - Informational interviews Postdoc content - Act - Employer insights

Postdoc content - Act - Employer interviews Postdoc content - Act - The recruitment process Postdoc content - Act - CVs beyond academia Postdoc content - Act - Showcasing your skills Other

If you selected Other, please specify:

Which page(s) have you found most useful so far?

Roughly how many hours have you spent engaging with Prosper portal resources so far?

Have you ever engaged with any other Prosper initiatives aside from the web portal (e.g. PI Network)?  *Required*

Yes No

Indicate all Prosper activities you have engaged with so far from the list bellow:

Participated in UoL initial focus groups with PIs (Jan-Feb 2020), exploring barriers and opportunities to researchers’ career development

Attended September 2020 Prosper PI session 'Managing researchers during Covid-19'

Attended October 2020 Prosper PI session 'Mutual benefits of unlocking postdoc career potential'

Attended December 2020 Prosper PI session 'The valued manager? The PI-postdoc relationship, featuring UKRI' Attended April 2021 Prosper PI session 'Covid lessons learned and postdoc skills development'

Attended MAI 2020 Prosper session ‘More than a Job’ hosting former postdocs working beyond academia sharing their career journeys

Attended MAI 2020 Prosper session ‘An Introduction to Prosper Portal’ Other

If you selected Other, please specify:

If you are interested in engaging with Prosper further, we are looking for new members to join our Stakeholder Engagement Panel. The panel is made up of key stakeholders, who are committed to the aims of Prosper and act as both critical friends and advocates, as the project evolves. If you are interested in joining the panel, please leave your email address below:

What type of sessions/resources/ topics would you like to see featuring as part of the Prosper provisions to assist you in your role as a manager of postdocs?


# Partnerships

Have you ever collaborated with any commercial/industrial, public sector/government or third sector/charity partners? 

*Required*

Yes No

# Partnerships (continued)

Which of the following groups have you collaborated with?  *Required*

|  |  |  |
| --- | --- | --- |
|  | Yes | No |
| Commercial/ industrial partners |  |  |
| Public sector/ government |  |  |
| Third sector/ charity partners |  |  |

Which of the following best describe the nature of your partnership with each group? (Please, indicate all that apply)  *Required*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Collaborative/ contract research | Consultancy | Facilities and equipment services | Provision of CPD courses | PGR training and development | Postdoc training and development | Placements/ internships/ secondments | Studentships | Not applicable |
| Commercial/ industrial partners |  |  |  |  |  |  |  |  |  |
| Public sector/ government |  |  |  |  |  |  |  |  |  |
| Third sector/ charity partners |  |  |  |  |  |  |  |  |  |

# Disciplinary background and demographics

In which faculty are you primarily based?  *Required*

In which school/institute are you primarily based?  *Required*

If you selected Other, please specify:

In which department are you primarily based?  *Required*

How long have you been a manager of postdoctoral researchers?  *Required*

Approxiamtely how many postdocs have you managed since the start of your career as a manager of researchers?  *Required*

How many postdocs do you currently manage?  *Required*

What is your current employment status?  *Required*

Full-time Part-time

**What gender do you identify with?**  *Required*



If you selected Other, please specify:

**What is your sexual orientation?**  *Required*

If you selected Other, please specify:

Which one of the following age groups do you belong to?  *Required*

Do you have an impairment, health condition or learning difficulty that has a substantial or long-term impact on your ability to carry out your day-to-day activities? (Please select all that apply):  *Required*

No known impairment, health condition or learning difficulty Specific learning difficulty (such as dyslexia or dyspraxia) General learning difficulty (such as Down's syndrome)

Cognitive impairment (such as autistic spectrum disorder or resulting from head injury) Long-standing illness or health condition (such as cancer, HIV, diabetes, or epilepsy) Mental health difficulty (such as depression or schizophrenia)

Physical impairment or mobility issue (such as difficulty using arms or using a wheelchair or crutches) Deaf or serious hearing impairment

Blind or serious visual impairment Other type of disability

Prefer not to say

Which one of the following ethnic groups do you identify mostly with?  *Required*

If you selected Other, please specify:



**What is your nationality?**  *Required*

Do you have any caring responsibilities?  *Required*

Yes No

Prefer not to say

Would you identify yourself as a primary carer?

Yes No

Prefer not to say

Have you ever worked beyond academia post-PhD?  *Required*

Yes No

Prefer not to say

For how many years were you working beyond academia?


# Final page

Thank you very much for your time and help. Your responses are greatly valued and essential in helping us at Prosper co-create resources tailored as closely as possible to your needs!

If you want to keep an eye out for what Prosper is up to, follow us on Twitter @ProsperPostdoc and visit our website at https://[www.liverpool.ac.uk/researcher/prosper/.](http://www.liverpool.ac.uk/researcher/prosper/)

**Key for selection options**

16 - In which faculty are you primarily based?

Health

Life Sciences

Humanities and Social Sciences

Science and Engineering

17 - In which school/institute are you primarily based?

Institute of Life Course and Medical Sciences

Institute of Infection, Veterinary and Ecological Sciences Institute of Population Health

Institute of Integrative Systems, Molecular and Integrative Biology School of Electrical Engineering, Electronics and Computer Sciences School of Engineering

School of Environmental Sciences School of Physical Sciences

School of Histories, Languages and Cultures School of Law and Social Justice

School of the Arts

University of Liverpool Management School Other

23 - What gender do you identify with?

Female

Male

Non-binary

Prefer not to say

Other

24 - What is your sexual orientation?

Straight / Heterosexual

Gay Woman / Lesbian

Gay Man

Bisexual

Prefer not to say

Other

25 - Which one of the following age groups do you belong to?

25 and under

26-30

31-35

36-40

41-45

46-50

51-55

56-60

61+

Prefer not to say

27 - Which one of the following ethnic groups do you identify mostly with?

White English, Welsh, Scottish, British White Irish

White Gypsy or Traveller 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

 Arab

Mixed - White and Black Caribbean Mixed - White and Black African Mixed - White and Asian

Mixed background
Prefer not to say

Other