



Where Are You Now? Survey 2019

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Hello All,

We hope you are well.

As part of UCC's commitment to continuously improve our research career experience we invite you to partake in this brief survey. Please share with us where you are now and how your career has evolved since you left UCC. What are the skills you needed to move? Maybe you left research for another profession altogether!

As part of UCC's Human Resource Strategy 4 Researchers this survey will inform UCC's action plan to improve the working experiences of our current research staff.

As a research-intensive University, UCC is keen to assist its highly trained Post Docs and Researchers in pursuing fulfilling careers that draw on their research experience outside the traditional academic setting. To this end UCC is pro-actively preparing those who wish to progress beyond academia through the [Odyssey Programme](#) and we would appreciate any insight you can provide on your career transition.

As our survey has already reached you please forward it to anyone you may know who has worked as a researcher in UCC.

Your name and e-mail address are optional, but we hope you will let us know who you are and how to contact you.

We wish you well with your career and hope you enjoy filling in this survey!

Professor Anita Maguire
Vice President of Research and Innovation

Barry O'Brien
Director of Human Resources

All data collected through this survey will be held securely and deleted as soon as it is no longer required for the purposes of this survey.

Page 2: Survey Questions

1. Please indicate your most recent research role when you worked in UCC

- Post Doc
- Senior Post Doc
- Research Fellow
- Senior Research Fellow
- Research Assistant
- Research Support Officer
- Other (Please specify below)

1.a. If you selected Other, please specify: *Optional*

2. Broadly indicate your general affiliation when you worked in UCC

- College of Medicine and Health
- College of Science, Engineering and Food Science
- College of Business and Law
- College of Arts, Celtic Studies and Social Sciences
- Tyndall National Institute
- Other Research Centre (please specify below)
- Other (please specify below)

2.a. If you selected Other, please specify: *Optional*

3. Please indicate your length of service when you worked in UCC

4. What year did you leave employment in UCC

5. Why did you leave UCC? (Please check all that apply)

- Career Advancement
- Relocation
- Family/Personal Reasons
- Contract End
- Did not meet the requirements to progress to next level
- Too few career advancement opportunities in UCC
- Non competitive salary
- Work Life Balance
- Retirement
- Other

5.a. If you selected Other, please specify:

6. If applicable, please rank your first 3 reasons for leaving

7. What is your current location by country?

8. Have you heard of the EC [HR Excellence in Research Award](#)?

- Yes
- No

9. Please indicate from the list below transferrable skills that you consider of importance to your career development (Check all that apply)

- Project Management Skills
- Budget/Finance Skills
- Problem Solving Skills
- Data Analysis Skills
- CV and Job Application Skills
- Industry Awareness Training
- Communication Skills
- Presentation Skills
- Interpersonal Skills
- Integrity
- Managing a Team

- Entrepreneurship Training
- Grantmanship Training
- Leadership Training
- Report Writing
- Creative Thinking Skills
- Other (please specify below)

9.a. If you selected Other, please specify:

10. Please indicate the transferrable skills training that you may have liked to have had whilst working in UCC e.g. communication, integrity training, problem solving etc.

11. Thinking about your time in UCC - did the training and development opportunities available to you improve your ability to transition to a new role?

12. Please indicate from the list below any areas in which you have experienced good practice in UCC (Check all that apply)

+ More info

- Overall Research Culture
- HR Excellence in Research
- Recruitment
- Training and Development for Research Staff
- Contract management for Research Staff
- Terms and Conditions of Employment
- Other (please specify below)

12.a. If you selected Other, please specify:

13. Are you currently employed?

- Yes
- No

14. If you answered "yes" what is your current job title?

15. Please enter the name of your employer e.g. Company, Institute etc.

16. Please indicate general field of your current employer

+ More info

- Architecture, Planning and Environmental Design
- Arts and Entertainment
- Business
- Communications
- Education
- Engineering and Computer Science
- Environment
- Government
- Health and Medicine
- International
- IT
- Law and Public Policy
- Pharmaceutical
- Sciences Biological and Physical
- Self Employed (Please indicate sector below)
- Other (please specify below)

16.a. If you selected Other, please specify:

17. Please list any other positions you may have held since you left UCC

18. Is your current position related to your research experience in UCC?

- Yes
- No
- Some What

19. Please explain your answer

20. Please list the 5 most important work skills you use in your current role

21. How many years (inclusive of your undergrad degree) did you spend in academia?

22. Why did you decide to do a Post Doc/Senior Post Doc? (if applicable to you)

23. During your Post Doc/Research Role what type of position/career were you aiming for ultimately?

24. Did you ever receive career advice from your line manager/supervisor when you worked in UCC?

- Yes
- No

25. If you received career advice please let us know briefly what that advice was in the space provided below

26. What is your nationality?

27. Would you recommend UCC as a good employer of researchers?

- Yes
- No

28. Please state your reasons

29. Would you be interested in mentoring a current research staff member? If yes or maybe, please contact marykate.oregan@ucc.ie

- Yes
- No
- Maybe

30. How did this survey find you?

+ More info

- Professional connections
- Former colleague
- LinkedIn/Twitter/Internet
- E-mail
- Friends
- Other

30.a. If you selected Other, please specify:

31. Your name (Optional)

32. Your email address (Optional)

33. What is your legal sex? * *Required*

- Male
- Female

34. With which gender do you identify * *Required*

- Male
- Female
- Non-Binary

35. If there is anything you wish to add but did not have the opportunity to do so please use the space provided below

Page 3: Thank You!

Many thanks for completing this survey. Please keep in touch with us. This is an evolving project and if there is anything you think we should have asked and didn't or if you just wish to make a general comment please contact:

Mary O'Regan Human Resources UCC at marykate.oregan@ucc.ie
