



Contract Research Staff Have your Say Survey Results

176 Respondents

Gender	<i>Male</i>	55.11%
	Female	44.89%
What age are you?	25 & under	3.98%
	26-28	21.02%
	29-31	24.43%
	32-34	20.45%
	35-37	10.80%
	38-40	13.07%
	40 & over	6.25%
What is your current employment status?	Part-time	9.09%
	<i>Full-time</i>	90.91%
What College are you in?	Arts, Celtic Studies and Social Sciences	6.25%
	Business and Law	0.57%
	Medicine and Health	9.66%
	<i>Science, Engineering and Food Science</i>	69.32%
	Not Applicable	14.20%

What is your job title?	Research Fellow	5.68%
	Post-doctoral Fellow	21.59%
	Post-doc	9.09%
	<i>Post-doctorate Researcher</i>	27.27%
	Senior Research Fellow	0.57%
	Researcher	9.66%
	Research Assistant	10.23%
	Lecturer	1.70%
	Research Associate	1.70%
	Other	12.50%
What is your highest degree?	Certificate	1.14%
	Diploma	0.00%
	Bachelors	8.52%
	Masters	16.48%
	<i>Doctorate</i>	73.86%
For how long have you worked as a researcher since your final academic qualification?	Less than 1 year	17.61%
	1-2 years	18.18%
	<i>3-4 years</i>	27.84%
	5-6 years	17.05%
	7-8 years	6.25%
	9-10 years	3.41%
	Greater than 10 years	9.66%
How many research jobs(academia or other) have you had prior to working at UCC?	0	40.91%
	1	34.66%

	2	12.50%
	3	8.52%
	4	1.14%
	5	2.27%
How many years have you been working in UCC?	<i>Less than 1 year</i>	23.30%
	1-2 years	22.73%
	3-4 years	30.11%
	5-6 years	11.36%
	7-8 years	5.68%
	9-10 years	3.98%
	Greater than 10 years	2.84%
How many contracts have you held at UCC?	0	0.57%
	1	34.66%
	2	16.48%
	3	18.18%
	4	12.50%
	5	3.98%
	>5	13.64%
	a) What was the duration of your <u>shortest</u> contract at UCC in months?	1 month
2-3 months		14.77%
4-5 months		5.11%
6-7 months		9.66%
8-9 months		4.55%
<i>10-18 months</i>		37.50%
19-24 months		14.77%

	25-36 months	9.09%
b) What was the duration of your <u>longest</u> contract at UCC in months?	6 months or less	3.41%
	7-11 months	6.82%
	<i>12-23 months</i>	48.86%
	24-35 months	22.16%
	36-47 months	10.80%
	48 months	3.41%
	60 months	0.57%
	120 months	0.57%
	Indefinite	3.41%
Approximately what percentage of your time do you spend fulfilling the following duties?	<i>Research</i>	66.89%
	Administration	9.83%
	Undergraduate Teaching	3.00%
	Postgraduate Teaching	1.70%
	Postgraduate Supervision	6.63%
	Undergraduate Supervision	2.04%
	Management & Budgets	3.58%
	Writing Grants	5.17%
	Other (use box below)	1.16%
Can you apply for grants in your own name (i.e. as a principal investigator)?	Yes	23.86%
	<i>No</i>	39.77%
	Don't know	36.36%
Approximately how many grants have you applied for while at UCC:	A: in your own name?	31.31%
	How many were successful?	15.59%

	<i>B: in collaboration with a more senior colleague?</i>	35.11%
	How many were successful?	18.00%
Have you contributed significantly to a grant proposal on which you were not named as a Principal Investigator?	Yes	48.86%
	No	40.91%
	Don't know	10.23%
Approximately how much funding have all of these grants brought into UCC?	€ 547,977	
Is your salary covered between grants?	Yes	36.93%
	No	36.93%
	Don't know	26.14%
Do you retain the right to your office/work space between grants?	Yes	30.11%
	No	15.91%
	<i>Don't know</i>	53.98%
At any time in your career, were you unemployed between research contracts?	Yes	24.43%
	No	75.57%
How many of each of the following have you published?		
(a) single-authored or as one of two authors	Book	1.81%
	Chapter	8.06%
	<i>Article</i>	90.14%
	Total:	
(b) as one of a team of three or more authors	Book	0.29%
	Chapter	3.37%
	<i>Article</i>	96.34%

	Total:	
What is your gross salary?	less than 20,000	5.11%
	20,000-24,000	5.68%
	25,000-29,000	2.84%
	30,000-34,000	10.23%
	35,000-39,000	27.27%
	40,000-44,000	25.57%
	45,000-49,000	12.50%
	50,000-59,000	6.25%
	60,000-69,000	3.41%
	70,000-79,000	1.14%
What percentage of it comes from a research grant?	70%	
Do you think it is commensurate with your training and skills?	Yes	43.75%
	No	47.16%
	Don't know	9.09%
Are you receiving a pension contribution from either UCC or your funding agency?	Yes	88.07%
	No	7.39%
	Don't know	4.55%
Are you aware of your entitlements to sick, parental, annual leave?	Yes	53.98%
	No	46.02%
At any time in your career, have you had to accept a salary decrease in order to take up a research contract?	Yes	27.84%
	No	72.16%
Did you receive any form of induction when you started with UCC?	Yes	36.93%

	No	63.07%
Were you provided with a copy of your latest contract?	Yes	85.23%
	No	14.77%
Do you have regular meetings with your Supervisor/Manager/Head of Dept to discuss the progress of your research?	Yes	80.11%
	No	19.89%
Do you have regular meetings with your Supervisor/Manager/Head of Dept to discuss the progress of your career development?	Yes	23.86%
	No	43.75%
	To some extent	32.39%
Do you feel that UCC has treated you on an equal footing with established (permanent) academic staff in relation to terms and conditions of employment?	Yes	18.18%
	No	57.95%
	To some extent	23.86%
Do you feel that UCC has treated you on an equal footing with established (permanent) academic staff in relation to participation in departmental/centre decision making processes?	Yes	15.34%
	No	61.36%
	To some extent	23.30%
Do you feel that UCC has treated you on an equal footing with established (permanent) academic staff in relation to participation in central UCC decision making processes?	Yes	10.23%
	No	72.73%
	To some extent	17.05%
Do you feel that UCC has treated you on an equal footing with established (permanent) academic staff in relation to access to institution facilities (library, courses, common room, training and development)	Yes	56.82%
	No	27.27%
	To some extent	15.91%
Do you feel that UCC has treated you on an equal footing with established (permanent) academic staff in relation to Opportunities for promotion?	Yes	13.07%
	No	63.64%

	To some extent	23.30%
Do you think your status in UCC is commensurate with the work that you do?	Yes	34.66%
	No	39.77%
	To some extent	25.57%
How do you feel about working at UCC?	Very negative	1.14%
	Negative	13.07%
	Don't know	16.48%
	Positive	62.50%
	Very Positive	6.82%
Have you undergone training in UCC to further your career?	Yes	36.36%
	No	63.64%
Have you undergone training outside of UCC to further your career?	Yes	33.52%
	No	66.48%
Do you have/had a formal grievance with UCC as a contract researcher?	Yes	10.23%
	No	89.77%
Why did you decide to complete a higher degree?	General Interest	14.77%
	Benefit to Career	24.43%
	Both	55.68%
	Not Applicable	5.11%
How do you think that completing a higher degree has affected your career?	Very negatively	0.00%
	Negatively	9.66%
	No influence	8.52%

	<i>Enhanced</i>	49.43%
	Greatly enhanced	27.27%
	Not Applicable	5.11%
Do you see your current role as:	<i>A professional researcher</i>	56.82%
	Training for professional research career	20.45%
	Training position for traditional academic career	15.34%
	Other (use box below)	7.39%
Do you think that there are opportunities available to you to further your research career in UCC?:	None	9.66%
	<i>Few</i>	47.73%
	Some	36.93%
	Many	5.68%
Do you think that there are opportunities available to you to further your research career in Ireland?	None	1.70%
	<i>Few</i>	39.77%
	<i>Some</i>	50.57%
	Many	7.95%
If none, or very few, where do you see yourself in 5 years time (only the one most likely outcome?)	<i>In a university doing research</i>	47.73%
	In the private sector	25.57%
	Self-employed	5.68%
	In another public sector organisation	6.82%
	Full-time childrearing	1.14%
	Other (please use box below)	13.07%
Would it be possible for you to relocate to further your career?	Not possible	7.39%
	With great difficulty	17.05%

	<i>With difficulty</i>	34.66%
	With ease	32.39%
	With great ease	8.52%
Have you applied for permanent positions within UCC?	Yes	19.89%
	No	80.11%
Have you applied for positions outside of UCC?	Yes	56.82%
	No	43.18%
How many hours a week do you work?	0-9	0.57%
	10-19	1.14%
	20-29	2.27%
	30-39	17.05%
	40-45	35.80%
	46-49	19.32%
	51-55	5.68%
	56-60	13.64%
	61-70	3.98%
	80	0.57%
Do you work at weekends?	Yes	24.43%
	No	12.50%
	<i>Sometimes</i>	63.07%
Do you have difficulties maintaining a work/life balance?	Yes	20.45%
	No	36.36%
	<i>Sometimes</i>	43.18%

In the next 3-5 years do you think that you will have difficulty balancing work and personal/family life?	Not at all	16.48%
	<i>To some extent</i>	56.25%
	Quite a lot	18.75%
	A great deal	8.52%
If you have answered the last 2 questions in the affirmative, could these difficulties contribute to you deciding to leave your research position?	Definitely	8.89%
	<i>Not likely</i>	45.93%
	Probably	43.70%
	Definitely	1.48%
Should you foresee leaving, how much would hours influence your decision?	Not at all	33.52%
	<i>To some extent</i>	48.30%
	Quite a lot	15.91%
	A great deal	2.27%
Should you foresee leaving, how much would childcare influence your decision?	Not at all	31.82%
	<i>To some extent</i>	36.36%
	Quite a lot	19.89%
	A great deal	11.93%
Should you foresee leaving, how much would salary influence your decision?	Not at all	5.11%
	<i>To some extent</i>	41.48%
	Quite a lot	29.55%
	A great deal	23.86%
How satisfied are you with each of the following aspects of your job?		
A. Nature of the work	Very Dissatisfied	1.70%
	Dissatisfied	5.11%

	<i>Satisfied</i>	64.20%
	Very Satisfied	28.98%
B. Career Prospects	Very Dissatisfied	13.14%
	<i>Dissatisfied</i>	43.43%
	Satisfied	41.14%
	Very Satisfied	2.29%
C. Salary	Very Dissatisfied	6.25%
	Dissatisfied	38.07%
	<i>Satisfied</i>	51.70%
	Very Satisfied	3.98%
D. Status	Very Dissatisfied	8.52%
	<i>Dissatisfied</i>	46.02%
	Satisfied	41.48%
	Very Satisfied	3.98%
E. Work/Life Balance	Very Dissatisfied	4.55%
	Dissatisfied	23.86%
	<i>Satisfied</i>	63.64%
	Very Satisfied	7.95%
F. Co-workers	Very Dissatisfied	0.57%
	Dissatisfied	6.82%
	<i>Satisfied</i>	61.36%
	Very Satisfied	31.25%
G. Supervisor	Very Dissatisfied	5.68%
	Dissatisfied	7.95%

	<i>Satisfied</i>	47.16%
	Very Satisfied	34.66%
	Not Applicable	4.55%
H. Job Security	<i>Very Dissatisfied</i>	41.48%
	Dissatisfied	31.25%
	Satisfied	22.73%
	Very Satisfied	4.55%
Overall, how satisfied are you with your present job?	<i>Very Dissatisfied</i>	1.14%
	Dissatisfied	23.30%
	<i>Satisfied</i>	68.75%
	Very Satisfied	6.82%
Are you a member of any union?	Yes	5.11%
	No	94.89%