

Report on New Staff Survey

- 62 participants
 - 35.6% faculty members, 26.7% researchers (e.g. PDRA or equivalent), 15.6% technicians, 13.3% professional services staff
 - 61.4% female, 36.4% male, 2.3% non-binary
 - 17.8% BAME

- The panel
 - 85% indicated that there was at least one man and one woman on their hiring panel
 - 36.6% indicated that there was at least one BAME staff member on their hiring panel

- Which of the following influenced their decision to take the job?
 - Knowing a current or past employee – 19.4%
 - Flexible working policies – 12.9%
 - Gender and ethnic makeup of people shown on website – 6.5%
 - Gender breakdown of panellists – 4.8%
 - Ethnic makeup of panellists – 4.8%
 - Parental leave policies – 1.6%
 - Note:
 - I checked whether there was any difference in choosing any of these influences by either gender or BAME status, but there were no differences
 - In free-text comments (you can read these at the end of this report), a number of women said that they would not have performed as well or would not have accepted the job if there had only been men on the panel. No men indicated that the gender breakdown influenced how the panel went or their likelihood of accepting the position.

- Induction
 - In general, the staff had negative things to say about induction. They did not attend many of the induction activities, and *generally* did not find the ones that they did attend to be useful.
 - Staff indicated taking part in induction activities at the following rates:
 - SBCS Staff Welcome Party – 29.5%
 - QMUL Induction – 25.8%
 - S&E Welcome Party – 3.2%
 - 90.6% of staff had a meeting with their line manager soon after their starting date to discuss priorities and their role in the team
 - 44.4% were informed about university policies such as flexible working, childcare vouchers, etc.

Free text comments. The question being asked is bolded and then all of the free text responses to that question are listed below it. I've organized them where appropriate into general groups; my name for this grouping of responses is italicized

- **If you have anything else you'd like to say about how you feel that the gender breakdown of the hiring panel influenced how the interview went, your perception of SBCS, or your decision to take the job, please do so here.**
 - *No impact*
 - It doesn't matter which gender were people who hired me, they were specialists in the relevant field.
 - I was not influenced by the gender breakdown of the panel
 - *Important impact*
 - As a previous PhD student in this department I was aware of the large amount of male academics in comparison to the female academics.
 - A good gender balance in the panel did influence on how the interview went in a good way. All male panels (in other interviews) have influenced my performance in a bad way.
 - If there hadn't been at least one woman on the hiring panel, I wouldn't have taken the job. I would have viewed it as a workplace which was stodgy and potentially hostile or unwelcoming.
 - I would never have taken a position if I had been faced with either an all-male or an all-female panel. It would have suggested a regressive and repressive work environment, and so I wouldn't have felt comfortable to take the offered position under those conditions. As it was, there were 4 male panelists and only 1 woman, which felt a bit tokenistic, but at least it was something! I would have felt very unwelcome and had a poorer perception of SBCS if it was an all-male panel.
 - if there had been only males it would have had a bad impression on me
- **If you have anything else you'd like to say about how you feel that the ethnic makeup of the hiring panel influenced how the interview went, your perception of SBCS, or your decision to take the job, please do so here.**
 - *Ethnicity is not important*
 - It doesn't matter which ethnic background were people who hired me, they were specialists in the relevant field.
 - The hiring panel was multi-national, however I believe this has no impact on how well people work.
 - In my case ethnicity had no effect on my interview. All panel members and interviewees were white men/women
 - *Frustrated with lack of diversity*
 - This department is incredibly white. I don't think they actively try to recruit from BAME backgrounds and in discussion I have had with academics (male/white) I am not sure that it is seen as much of a problem. There are no non-white academics or technicians and very few non-white PhD students
 - *Important impact*
 - I noticed the global makeup of the job panel, which I found impressive.
- **What aspects of the staff induction in SBCS did you find most useful?**
 - *The tour*

- Building walk around.
- It was good to get a tour and to be taken to get my pass at security.
- Being taken on a tour of the campus
- Someone walked us around the building so I knew where everything was
- *Other stuff*
 - SBCS Staff Welcome Party - talk to people in my office that I would not immediately work with. This event was held in my first few weeks of starting which helped in getting to know people the office.
 - The mandatory chemical safety course was of particular use, as it was at a more advanced level than what I have done before.
- *What induction?*
 - I didn't know there was an induction
- **What aspects of induction do you think could be improved?**
 - *What induction?*
 - the person who had to give me induction was not at SBSC and I never had induction to QMUL
 - *Want induction sooner*
 - Unfortunately due to a personal issue, the person who was supposed to run induction had to cancel at the last minute.
 - an earlier SBCS academic staff training
 - I understand that the induction had to be delayed but I still have not had the day-long induction training.
 - *Office and IT should be set up*
 - Getting all the needed tools like key to the office on your first day.
 - Mainly just having I.T/software stuff set up prior to my arrival.
 - *Clearer explanation of roles and tools needed*
 - breakdown of all activities we are supposed to do not officially listed such as tutorials , scrutiny etc
 - It would have been good to have been explained admin services and purchasing
 - The whole induction felt very rushed and I didn't feel settled into the position at all. I spent quite a bit of time after I started getting basic things set up. I was not introduced to any of the key computer systems (QMPlus, cotutor, worktribe, agresso, etc) in any way, so then was left scrambling a bit every time I'd hear of one of these programs ("what is that? Should I be using that? How do I get access to that? Why are there so many programs that I don't know about?"). Perhaps some of this could be covered in induction.
 - Would be good to have a meeting with line manager on first day to discuss priorities for the role and how the role fits within team and who key contacts are
 - *QMUL-wide induction is not useful*
 - QMUL-wide induction event should include more practical information, less irrelevant detail (e.g. most common first name at QMUL)
 - Could have a better whole-university induction, i.e. where all new staff from every school/service attends
 - *Induction needs improvement in all areas*
 - All of it.

- *Pensions*
 - Meeting at HR - no one seemed overly keen explaining the pensions system
- **What aspects (if any) of the mentor/mentee meetings do you find helpful for your career development?**
 - *What mentoring?*
 - I am not aware of SBCS mentoring
 - what mentor/mentee meetings?
 - I have a mentor?
 - I wasn't given a mentor
 - There were no such meetings, to the best of my knowledge. I receive most of my mentoring and career advice through academics outside of QMUL.
 - *Meetings and discussions are useful*
 - regularly meetings
 - discussions about our common research
 - Not enough meetings
 - Easily accessible
 - *Mentoring is not useful*
 - I don't find the mentoring process very helpful in general. I would appreciate it if it was optional, but having this enforced mentoring just seems like a weird extra hoop to jump through. Plus, I don't feel that either of my mentors have been particularly helpful. This is probably because all of us see it as a box-ticking exercise required by the department and school, rather than as something meaningful. Optional mentoring rather than required mentoring would make it more meaningful.
 - not relevant
 - *Support in knowing about QMUL, research, and teaching*
 - experience in teaching, knowledge of the UK systems
 - Preparation & support for probation meetings, peer observation of teaching
 - That my mentor is an experienced member of staff in my exact field of work from whom I can learn directly
 - The peer observation was useful
 - Having a discussion with my mentor before the probation meetings.
- **What else could SBCS do to welcome and support new staff?**
 - *Have things set up for when the person arrives*
 - Be more organised with email, login etc details.
 - In previous jobs I have been given a booklet containing basic information about working here. This included details about annual leave (when it expires etc), applying for NUS card/ voucher schemes, car parking etc.
 - *Clearer explanation of roles and tools needed*
 - List the real duties, including the hidden ones about tutorial etc in a calendar
 - Maybe more social events? Or some sort guide to all of the acronyms?
 - I like the welcome party. General induction is good and covers the 'need to knows' but a bit more role specific induction stuff would be good - maybe also line manager arranging a schedule of meetings with

- key contacts so the new starter can get a better understanding of the School and its aims, priorities, structure etc
 - A clearer set of expectations, including time lines for the entire year, so we are better able to plan and handle all the different responsibilities
- *Fewer acronyms*
 - change less administrative staff and provide a better list of all initiatives (LSI, IADS, WISE... etc)
- *Friendly welcome*
 - I felt very welcomed by everyone here but that's just because people are nice. I don't think there was any formal welcome.
 - It's great that Richard introduces new staff at each school meeting. I think that's very welcoming and helps make the school feel like more of a community. It would be good to have more social events within the department so that we could get to know each other more; this would give new staff a space to ask questions, etc.
 - More themed/grouped inductions
- *More information about and meetings with other staff members*
 - Meet and greet - set up of meeting between new staff member and key staff members across the faculty
 - Inaugural lectures by new members, on their research for T&Rs.
- *More clarity about startup funding and other differences between staff*
 - Highlight how PhD studentships are awarded; be open about the amount of start up funding each new academic receives; my understanding is that there are wild differences (in the region of several £10k) between newly hired academic at the same entry level.
- **What do you think that SBCS could do to better promote equality, diversity, and inclusion in the School?**
 - *Head of School board*
 - remove the board with the heads of the school on the third floor. Entitle one of the lecture theatres to women scientists from QM and acknowledge their role.
 - Add some extra posters or some sort of counterpoint to the wall of former heads of School so that it's clear that this is currently a diverse and welcoming workplace. It would also be good to do more to emphasize the contributions (staff and student) of BAME people in the school.
 - give prizes, grants for students and postdocs. Remove that stand with all those males heads of the school
 - *SBCS is doing well already*
 - Feel the school is fairly good already at promoting equality.
 - I think SBCS is doing a great job at promoting equality, diversity, and inclusion. It does not at all feel like just lip service: Richard's commitment to this issue is clearly enormous, and he is leading the whole School (and, indeed, the Faculty) in this regard. It's great to have that time of genuine support for these issues from above. I feel that the School is really leading the way within the university in promoting equality, diversity, and inclusion, and a huge amount of credit for that goes to Richard.
 - *Flexible working*

- more could be done to explain flexible working options -although it was mentioned briefly, i was unaware there was flexi time for example
- *Hire more diverse academics*
 - There could be more ethnic diversity at every level of the faculty
 - More female at senior level.
 - More female and BAME colleagues in senior positions. All of the Senior Exec Team bar Fiona and Marina are men.
- *Make our efforts to promote EDI clearer*
 - Clarify in the Welcome material the development over the years and the current initiatives to improve EDI; Clarify the structure of SBCS eg highlight percentage of females and BAME in senior academic roles and committees.