



Faculty Survey



© Copyright 2020 EQUAL4EUROPE Consortium

All rights, amongst which the copyright, on the materials described in this document rest with the original authors of the text, except where referenced. The information provided in this document is confidential for use within the EQUAL4EUROPE consortium only; it is not intended for publication. This document may not be reproduced or brought into circulation without the prior written consent of the authors and Fundación ESADE, as the project coordinator. Without prior permission in writing from the authors and the Fundación ESADE, this document may not be used, in whole or in part, for the lodging of claims, for conducting proceedings, for publicity and/or for the benefit or acquisition in a more general sense.

Legal Disclaimer

The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein



CC BY-NC-ND 4.0 DEED

Attribution-NonCommercial-NoDerivs 4.0 International



E4E Faculty Survey_INSEAD 2020

Start of Block: Informed Consent

Welcome to the survey!

Introduction

You are invited to take part in this EQUAL4EUROPE survey, which is being conducted in a consortium of six research performing institutions.

What the study is about

The purpose of this research is to examine your experiences and perceptions of your working environment. The information gathered will serve the practical ambition of improving wellbeing and belonging within these settings.

What we will ask you to do

The survey will take less than 8 minutes to complete. Although complete responses would best serve the project, your participation is voluntary and as such you can correct, omit questions or withdraw from the survey at any time.

Privacy, Confidentiality and Data Security

We anticipate that your participation in this presents no greater risk than everyday use of the Internet, and all means are in place to ensure your privacy and the confidentiality of your information. Any personal information that could identify you will be removed or changed before data is shared with other researchers or analyses are disseminated.

Further questions

Should you wish any further information on EQUAL4EUROPE, please feel free to contact project coordinators through the official website. You may also reach out to HR in INSEAD should you have concerns as regards this survey or your rights as a participant in the study.

- I consent, begin the study (1)
- I do not consent, I do not wish to participate (2)



Skip To: End of Survey If Welcome to the survey! Introduction You are invited to take part in this EQUAL4EUROPE survey, w... = I do not consent, I do not wish to participate

End of Block: Informed Consent

Start of Block: Personal information

Q46 First, we have some questions about your personal background

Q4 What is your sex?

- Male (1)
 - Female (2)
 - Other (4)
 - Prefer not to say (3)
-

Q5 Do you personally identify with an ethnic minority group?

- Yes (1)
 - No (2)
 - Prefer not to say (3)
-

Display This Question:

If Do you personally identify with an ethnic minority group? = Yes

Q53 Please specify the ethnicity with which you identify



Q54 Do you have any long standing disability or illness?

- Yes (1)
 - No (2)
 - Prefer not to say (3)
-

Q6 What is your current rank?

- Assistant professor (1)
 - Associate professor (tenured/untentured) (2)
 - Professor (3)
 - Other (4)
 - Prefer not to say (5)
-

Q7 What best describes your field of research?

- Accounting, Economics, Finance, Political Science (1)
 - Decision sciences, Marketing, Operation management (2)
 - Entrepreneurship, Organizational behaviour, Strategy (3)
 - Other (11)
-

Display This Question:

If What best describes your field of research? = Other



Q8 Please specify your field of research

End of Block: Personal information

Start of Block: Role and position within the organisation

Q9 How long have you been in your institution?

- Less than 3 years (1)
 - 3-7 years (2)
 - More than 7 years (3)
-

Q10 In the last 3 years, have you had any academic leadership roles in your organization? For example, area chair, dean of faculty, dean of research, etc.

- Yes (1)
 - No (2)
-

Q11 In the last 3 years, how many committees and task forces have you served for in your organization? For example, MBA admissions committee, recruitment committee, etc.

- 0 (1)
 - 1-2 (2)
 - 3-5 (3)
 - More than 5 (4)
-



Q12 In the last 3 years, have you had any of the following roles? You can select more than one, and these roles can have been outside of your institution

- Member of a governing body of a professional/academic society (1)
 - Member of a science policy/strategy committee (2)
 - Editor (senior, chief, associate) for a scientific journal or member of an editorial board (3)
 - Member of a grants' managing panel (4)
 - Leading investigator of grants/research projects (5)
 - Member of grant/research project (6)
 - None of the above (7)
-



Q13 If offered training in your current position, which of the following skills would you most want to develop? You can select more than one, and specify additional skills in Other:

- Self-promotion skills (1)
- Communication skills (2)
- Networking skills (3)
- Negotiation skills (4)
- Leadership skills (5)
- I do not need any training (6)
- Other skills not listed here (7)

Display This Question:

If offered training in your current position, which of the following skills would you most want t... = Other skills not listed here

Q14 Please specify which skill

End of Block: Role and position within the organisation

Start of Block: Perception of the institutional context

Q50 The following block of questions helps to understand the environment created by your institution



Q9 How much do you agree with the following statements:

	Strongly disagree (1)	Disagree (2)	Neither agree not disagree (3)	Agree (4)	Strongly agree (5)
My institution is characterized by a non-threatening environment in which people can reveal their "true" selves (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My institution commits resources to ensuring that employees are able to resolve conflicts effectively (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my institution, employees' insights are used to rethink or redefine work practices (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q10 How much do you agree with the following statements:

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
In my institution, admitting you don't know the answer looks weak (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my institution, it's important to be in good physical shape to be respected (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my institution, taking days off is frowned upon (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my institution, if you don't stand up for yourself people will step on you (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q11 How much do you agree with the following statements:

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
My institution is committed to promoting gender equality (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my institution, men and women equally influence decision-making (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I had any concerns about gender equality in my institution, I would know who to approach (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender/sex is particularly relevant in my field of research (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q23 How satisfied are you with:

	Extremely dissatisfied (1)	Somewhat dissatisfied (2)	Neither satisfied nor dissatisfied (3)	Somewhat satisfied (4)	Extremely satisfied (5)
Classroom dynamics and attitudes of students towards you in the classroom (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Levels of funding for your research (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to collaborate on research with other colleagues and students (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q28 In the following question, write down the first initial of the five most important colleagues in your institution, to whom you go for advice, feedback, and support. Then, please indicate whether they are male or female

	Initial	Gender	
	First initial (1)	Male (1)	Female (2)



1 (1)		<input type="radio"/>	<input type="radio"/>
2 (2)		<input type="radio"/>	<input type="radio"/>
3 (3)		<input type="radio"/>	<input type="radio"/>
4 (4)		<input type="radio"/>	<input type="radio"/>
5 (5)		<input type="radio"/>	<input type="radio"/>

End of Block: Perception of the institutional context

Start of Block: Wellbeing in the workplace

Q48 In the next section, please give your opinion on your sense of well-being in your workplace



Q16 How much do you agree with the following statements?

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
I have a strong sense of belonging towards my institution (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a strong sense of belonging to my academic and research field (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Among the people I work with, I feel there is a sense of brotherhood/sisterhood (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am emotionally energized at work (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I am able to continuously develop as a person in my job (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I have purpose at work (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q15 How much do you agree with the following statements?

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
During the past year, I have often considered leaving my job (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am likely to accept another job at the same compensation level should it be offered to me (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q17 Compared to other colleagues at similar stages of their career in your institution, how well do you feel you perform in terms of:

	Significantly below (1)	Somewhat below (2)	The same as most people (3)	Somewhat above (4)	Significantly above (5)
Teaching (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institutional activities (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q18 Please indicate the relative extent to which these factors impeded on your research productivity:

	Does not impede on my productivity (1)	Somewhat more (2)	Significantly more (3)
Teaching (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative duties (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Absence of training opportunities (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inflexibility of work organization (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partner's career (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare duties (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Wellbeing in the workplace

Start of Block: Mentoring and being mentored

Q49 The next few questions are on mentoring, understood as both formal and informal sharing of knowledge and experience



Q19 Do you yourself have formal and/or informal mentors in your institution?

- Yes, formal (1)
- Yes, informal (2)
- No (3)

Display This Question:

If Do you yourself have formal and/or informal mentors in your institution? != No

Q20 My mentor, formal and informal, has:

	No (1)	Yes (2)
Given advice on my research (1)	<input type="radio"/>	<input type="radio"/>
Given advice on my teaching (2)	<input type="radio"/>	<input type="radio"/>
Given advice related to funding (3)	<input type="radio"/>	<input type="radio"/>
Introduced me to his/her professional networks (4)	<input type="radio"/>	<input type="radio"/>
Suggested specific strategies for achieving my career goals (5)	<input type="radio"/>	<input type="radio"/>
Served as a role model (6)	<input type="radio"/>	<input type="radio"/>



Q21 Do you act as a mentor for young researchers/colleagues/students?

- Formal mentor for students (1)
- Formal mentor for young researchers/colleagues (2)
- Informal mentor for students (3)
- Informal mentor for young researchers/colleagues (4)
- I do not act as a mentor (5)

Display This Question:

If Do you act as a mentor for young researchers/colleagues/students? != I do not act as a mentor

Q22 How many have you mentored in the last 3 academic years?

	Mentor
	Number (1)



Young researchers and colleagues (1)	
PhD students (2)	
Master students (3)	

End of Block: Mentoring and being mentored

Start of Block: Balancing work and family commitments

Q51 We now have a few questions that explore the potential imbalances between work and family commitments

Q29 Do you have a partner or spouse?

- Yes (1)
- No (2)
-

Display This Question:

If Do you have a partner or spouse? = Yes



Q30 Who is the main breadwinner in your household?

- You (1)
 - Your spouse (2)
 - We are roughly balanced at 50/50 (3)
-

Q31 Do you have caring responsibilities for dependent children and/or adults?

- Yes (1)
 - No (2)
-

Display This Question:

If Do you have caring responsibilities for dependent children and/or adults? = Yes

Q33 Please indicate how many for each category:

	Caring responsibilities
	Number (1)



Children aged under 6 (1)	
Children aged between 6-18 (2)	
Dependent young adults living at home (3)	
Adult dependents (4)	

Display This Question:

If Do you have caring responsibilities for dependent children and/or adults? = Yes

And Do you have a partner or spouse? = Yes

Q34 How are you sharing caring responsibilities?

- The care is all on me (1)
- The care is mostly on me (2)
- The care is equally split with my partner (3)
- The care is mostly on my partner (4)



Q35 Have you taken any family related leave while working at your institution?

- Yes (1)
- No (2)

Display This Question:

If Have you taken any family related leave while working at your institution? = Yes

Q36 Did you experience any of the following difficulties in returning to work after these leaves?

- No (1)
- Difficult access to childcare (2)
- Personal challenges in reintegrating the work environment (3)
- Other (4)

Display This Question:

If Did you experience any of the following difficulties in returning to work after these leaves? = Other

Q37 Please specify which difficulties

Display This Question:

If Have you taken any family related leave while working at your institution? = Yes



Q38 What support(s), if any, did you receive during and after your family related leave(s)?

- (1) Clear information about your rights and responsibilities during or prior to break
- Provision for continuation of research during break (2)
- Option of flexible working options after break (3)
- Reduced teaching or service responsibilities (to allow you to focus on research, publications, and/or funding applications) after break (4)
- Provision of childcare facilities after break (5)
- Extension to tenure clock (6)
- Other (7)

End of Block: Balancing work and family commitments

Start of Block: Experience of sexual misconduct

Q52 These last questions briefly discuss the experience of sexual misconduct within the workplace



Q39 In your current working environment, have you experienced any of the following behaviors?

- Sexual teasing, gestures, comments or jokes that were unwelcome to you (6)
- Showed or sent sexual photos/videos of you or spread sexual rumours about you that you did not want shared (2)
- Unwanted sexual contact (3)
- Other (4)
- None of the above (7)
- Prefer not to say (8)

Display This Question:

If In your current working environment, have you experienced any of the following behaviors? = Other

Q40 Please specify which behaviors



Q41 Please answer the following questions by Yes or No:

	No (1)	Yes (2)
I would know who to contact in case of experiencing or witnessing sexual harassment or assault (1)	<input type="radio"/>	<input type="radio"/>
I have information regarding my rights if I were / as a victim of sexual harassment or assault (2)	<input type="radio"/>	<input type="radio"/>
My institution has a policy regarding sexual harassment and assault in the workplace (3)	<input type="radio"/>	<input type="radio"/>

End of Block: Experience of sexual misconduct

Start of Block: Final comments

Q42 If you have any additional comments about this survey and/or anything you would like to share on the topics covered, please add them here

End of Block: Final comments

Legal Disclaimer

The European Commission's support does not constitute an endorsement of the contents, which only reflect the views of the author. The Commission is not responsible for any use of the information contained therein.