

UK HEP Early Career Researcher Survey 2024

[TODO A bit more blurb introducing the survey, ECFA/EPPSU, links to reports from previous UK events? etc.]

This survey was developed by the UK members of the European Committee for Future Accelerators (ECFA) Early-Career Researcher (ECR) Panel, to obtain feedback on the experiences and views of UK ECRs. The analysis will be published on the arXiv. This will primarily be used to inform members of the Restricted-ECFA (RECFA) panel, during their visit to the UK in September 2024.

Direct quotes from open box questions may be used in the analysis, if we believe they are adequately anonymous.

If you would like to subscribe to announcements on other projects the panel is involved in, please join the ecfa-ecr-announcements CERN egroup.

* Indicates required question

Demographics

1. What is your current position? *

Please select the closest answer, or if none are close then add your own choice with the 'other' option. For example, we would consider "lecturer" to fit with Assistant professor, and "Reader" or "Senior Lecturer" to "Associate Professor".

Mark only one oval.

- Undergraduate/Masters student
- PhD student
- Post-Doctoral Research Associate
- Research Fellow
- Assistant Professor (fixed-term)
- Assistant Professor (permanent)
- Staff Scientist (fixed-term)
- Staff Scientist (permanent)
- Associate/Full Professor
- Research (Software) Engineer
- Technician
- Other: _____

2. What is the duration of your current contract? *

Mark only one oval.

- N/A
- Year-to-year
- <12 months
- 12-23 months
- 24-35 months
- 36-47 months
- >48 months (but not indefinite)
- indefinite

3. For how many years have you been on temporary contracts since your PhD, until now (if you are non yet permanent) or until you obtained a permanent position?

Skip this question if you are still a student

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

(or more)

4. What is your age? *

Mark only one oval.

- <20
- 21-25
- 26-30
- 31-35
- 36-40
- >46

5. What is your gender identity?

Please select the closest answer, or if none are appropriate then add your own choice with the 'other' option.

Mark only one oval.

- Cis-male
- Cis-female
- Trans-male
- Trans-female
- Non-Binary
- Prefer not to answer
- Other: _____

6. What is your nationality? *

Please write the name of the country of your nationality only.

7. What is your country of residence? *

Please write the name of the country of your nationality only.

8. What is your primary field of research? *

Please select the closest answer, or if none are close then add your own choice with the 'other' option.

Mark only one oval.

- Detector development
- Accelerator physics
- Medical/Bio physics
- Electronics
- Optics/Photonics
- Engineering
- Software and Computing
- Astrophysics
- Theory
- Experimental collider physics
- Fixed-target experiment
- Experimental neutrino physics
- Dark matter experiment
- Nuclear physics
- Cosmology
- Atomic/Laser physics
- Other: _____

9. Are there any other fields you are significantly involved in? *

Please select the closest option, or if none are close then add your own choice with the 'other' option. You may select multiple options if appropriate.

Tick all that apply.

- Detector physics
- Accelerator physics
- Medical/Bio physics
- Electronics
- Optics/Photonics
- Engineering
- Software and Computing
- Astrophysics
- Theory
- Experimental collider physics
- Fixed-target experiment
- Experimental neutrino physics
- Dark matter experiment
- Nuclear physics
- Cosmology
- Atomic/Laser physics
- No other fields
- Other: _____

10. In which stage are any experiments you are working on?

Please fill for every experiment you're involved in, or skip the question if there are none.

Tick all that apply.

- Experiment is in the planning
- Experiment is under construction
- Experiment exists / is running
- Experiment has finished running, but data analysis is ongoing

11. Do you work in a collaboration and/or research group? *

Here a "research group" is defined as a group of researchers that work together on a daily basis, share lab and/or office space, and have the same PI(s) and affiliation. A "collaboration" is here defined as a set of ≥ 2 groups from different institutions in different cities/countries/continents that work together towards a common scientific goal, which could be a new measurement, the development of a new detector, or a new theory.

Mark only one oval.

- Neither
- Yes, both
- Yes, only within a research group
- Yes, only within a collaboration

12. What is your current source of funding? *

Mark only one oval.

- UKRI
- Royal Society
- Institute funding
- Leverhulme Trust
- Horizon Europe
- Other: _____

13. Have you been affiliated to the UK for your entire career so far?

Including being employed by a UK institute, enrolled at a UK university, or based in the UK

Mark only one oval.

- Yes
- No

14. I believe that common bibliometric indices (such as h-index) fairly reflect my work. *

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

15. I consider the recognition and visibility of my work to be sufficient within my field of research. *

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

16. Have you ever changed field within physics? *

Mark only one oval.

Yes

No

17. On average, how many projects are you involved in at a given time?

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

or more

18. How many people do you actively work with during a normal week? *

Mark only one oval.

0-5

6-10

11-15

16-20

>20

22. What are the main barriers preventing you from spending more time working on the areas that you'd like to in this section?

Tick all that apply.

- Constraints from my current job contract
- Not supported by my boss/PI
- Concern about the impact on my career prospects
- Not enough time
- Lack of funding/resources
- Concern about risk (e.g. idea doesn't work)
- There are no barriers
- Other: _____

23. The service work I do is useful for my career.

Mark only one oval.

1 2 3 4 5

Strongly disagree Strongly agree

24. I have enough academic freedom in my current position *

Mark only one oval.

1 2 3 4 5

Strongly disagree Strongly agree

25. Have you had any formal training for leadership/management roles that you've had *

Mark only one oval.

- Yes, it was helpful
- Yes, but it wasn't helpful
- No
- I haven't held a leadership/management role

26. How many people are in your research group? *

Mark only one oval.

- I don't work in a research group
- 2-5
- 6-10
- 11-20
- 20-40
- >40

27. How many people are in your collaboration? *

Mark only one oval.

- I don't work in a collaboration
- 2-10
- 11-50
- 51-100
- 101-200
- >500

28. I consider the recognition and visibility of my work to be sufficient within my group/collaboration.

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

29. There is room for me to express and realise my original ideas within my group/collaboration

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

30. I consider the assignment of leadership/committee positions in my group/collaboration to be fair.

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

31. I consider the publication and authorship policies in my group/collaboration to be fair

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

32. I am able to have an impact in the decision making processes in my group/collaboration

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

33. The service work I do is adequately recognised and rewarded/incentivised.

Please skip this question if you don't do any service work.

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

34. Do you have any other comments on the topics in this section?

35. Have you encountered discrimination or abusive treatment in your Institute/Collaboration/Research group? *

Please choose one option for each category. If you don't feel comfortable answering the 'Don't want to answer' option is provided.

Mark only one oval per row.

	No	Yes, Once	Yes, Multiple times	Don't want to answer
Personally experienced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Witnessed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. What kind of discrimination or abusive treatment did you encounter?

Please select as many options that apply, for either personal experience or witnessing, with the closest choice in each case. If none of the given categories fit then you can add another with 'other'. Skip the question if you haven't encountered any.

Tick all that apply.

- Sexual Harassment
- Ableism
- Ageism
- Racism
- Religious or belief discrimination
- Sexual orientation discrimination (e.g. Homophobia)
- Gender discrimination (i.e. Sexism or Transphobia)
- Bullying
- Other: _____

37. What did you do about the discrimination or abusive treatment you encountered?

Please select as many options that apply for each category, with the closest choice in each case. If none of the given categories fit then you can add another with 'other'. Skip the question if you haven't encountered any.

Tick all that apply.

	I did nothing	I reported it but received no support	I reported it and received support that wasn't helpful	I reported it and received support that was helpful	I dealt with the problem myself	I told a friend or close colleague	Other
Personally encountered	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Witnessed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

38. My current position provides me with a positive work environment *

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

39. A positive work environment is very important to me *

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

40. My work environment could be most significantly improved by...

If you want to make more than one point, please separate them with a semi-colon.

41. My Supervisor/PI is adequately supportive of my research and career development

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

42. My current job has a significant impact on my mental health

Mark only one oval.

1 2 3 4 5

Stro Strong positive impact

43. What changes to your current position would improve your mental health?

Please select all options that apply, if you want to add another category, us the 'other' option.

Tick all that apply.

- Better pay
- More job security / location stability
- More flexibility in working hours/location
- Working fewer hours per week
- Better wellbeing events/support in your institute
- Being respected and listened to more by your colleagues
- Having a stronger social community in your place of work
- Better frameworks at your workplace for training, ombuds services and similar.
- Nothing
- Other: _____

44. Through what category do you identify as under-represented in your field of research?
Please select all options that apply, and use the 'other' category if add more if needed. Skip this question if you don't identify as part of an under-represented group.

Tick all that apply.

- Gender
- Ethnicity
- Disability
- Sexual orientation
- Religious or political views
- Socio-economic background
- Other: _____

45. Being part of an under-represented group in my field of research has had a significant negative impact on my career so far.
Skip this question if you don't identify as part of an under-represented group.

Mark only one oval.

1 2 3 4 5

Strongly Strongly agree

46. What kind of impact has being part of an under-represented group in your field of research had?
Please select all options that apply, and use the 'other' category if add more if needed. Skip this question if you don't identify as part of an under-represented group.

Tick all that apply.

- Opportunities/events not being physically accessible.(e.g. lack of wheelchair access, sign-language interpreter)
- Not being taken seriously or listened to.
- Opportunities/events not being financially accessible (e.g. because you have to pay up front yourself)
- Opportunities/events not being accessible due to location (e.g. visa problems, not feeling safe in a particular place)
- Opportunities/events not being accessible due to personal/caring/family responsibilities
- A language barrier
- Other: _____

47. My career in HEP would benefit if the expectation to travel for events or relocate for jobs was reduced. *

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

48. I try to be more environmentally friendly in my work by... *

Tick all that apply.

- I don't try but I would like to.
- I try to travel less.
- I avoid travelling by plane where possible.
- I avoid printing where possible.
- I try to reduce my emissions from computing (e.g by running fewer jobs).
- Part of my research is related to sustainability in HEP.
- I don't try and I don't care to.
- I am involved in environmental policy work/groups at my institute, or similar.
- Other: _____

49. Do you have any other comments on the topics in this section?

Work-Life Balance

50. Do you have children?

Mark only one oval.

Yes

No

51. If you do have children, in which career phase(s) did you have them? *

Please select the closest answers, or if none are close then add your own choice with the 'other' option. For example, we would consider "lecturer" to fit with Assistant professor, and "Reader" or "Senior Lecturer" to "Associate Professor".

Tick all that apply.

- Before university
- As a Bachelor / Master's student
- As a PhD student
- As a PostDoc / Research Fellow
- As an Assistant Professor or equivalent (non tenure-track)
- As an Assistant Professor or equivalent (tenure-track)
- As an Associate Professor / Professor or equivalent
- Prefer not to say
- I have no children
- Other: _____

52. If you have children, what impact (if any) has this had on your research/career?

If you want to make more than one point, please separate them with a semi-colon.

53. How important are the following items to you in order to maintain a good-work life balance? *

1=Not at all important, 2=Low importance, 3=Neutral, 4=Moderately important, 5=Very important

Mark only one oval per row.

	1	2	3	4	5
Flexible working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible working location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Possibility to work part-time / job-share	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good income	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Possibility for long-term planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Positive work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to pastoral support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

54. To what extent are these aspects fulfilled in your current job? *

1=Not at all fulfilled, 2=Slightly fulfilled, 3=Neutral, 4=Moderately fulfilled, 5=Very fulfilled

Mark only one oval per row.

	1	2	3	4	5
Flexible working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible working location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Possibility to work part-time / job-share	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good income	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Possibility for long-term planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Positive work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to pastoral support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

55. To undertake a position in HEP in the UK... (select all the apply) *

Tick all that apply.

- I moved alone (I was single at the time)
- I moved alone without my partner (I do not have children)
- I moved alone without my children and/or partner
- I moved with my partner
- I moved with my children
- Does not apply / prefer not to say
- Other: _____

56. What problems or difficulties did you or your family members encounter when moving to/or within the UK for your position? *

Tick all that apply.

- My partner experienced difficulties finding a job
- Difficulties in finding child care or schools
- Difficulties with the language (in everyday life, school, ...)
- Difficulties integrating into the new society/environment
- Difficulties finding new friends and/or creating a new social circle
- Difficulties in finding housing
- Problems in leaving relatives who need help and/or support in their daily lives
- Missing home/family/friends
- Negative impacts on mental health (e.g. loneliness)
- Does not apply/prefer not to say
- Other: _____

57. In your career, have you ever taken a break for longer than 3 months?

Mark only one oval.

- No
- Yes, for health reasons
- Yes, because of children
- Yes, for other family reasons (not related to children)
- Yes, for another job outside of research
- Yes, whilst looking for a job
- Other: _____

58. How often do you work overtime? *

Mark only one oval.

- Always (almost every day)
- Regularly (once/twice a week)
- Sometimes (a few times per month)
- Sometimes throughout the year for specific circumstances/deadlines
- Never
- Prefer not to say

59. How many hours do you work per week on average?

Mark only one oval.

- <35 hrs
- 35-40 hrs
- 40-45 hrs
- 45-50 hrs
- 50-60 hrs
- >60 hrs

60. How often do you feel under pressure and/or stressed? *

Mark only one oval.

- Always (almost every day)
- Regularly (once/twice a week)
- Sometimes (a few times per month)
- Sometimes throughout the year for specific circumstances/deadlines
- Never
- Prefer not to say

61. My work-life balance could be significantly improved by ...

If you want to make more than one point, please separate them with a semi-colon.

62. On average, for what percentage of your working week do you work from home?

Mark only one oval.

- 0%
- 1-20%
- 21-40%
- 41-60%
- 61-80%
- 81-100%

63. I feel that my workplace community and culture overall has changed a lot compared to before the Covid-19 pandemic. *

Mark only one oval.

1 2 3 4 5

It is It is much better now

64. Do you have any other comments on the topics in this section?

Career Prospects

65. Where do you think there a better job prospects for your future in the UK? Inside or outside your field of research?

Mark only one oval.

1 2 3 4 5

Inside Outside the field

66. Would you like to continue your career in your field of research and how confident about it are you? *

Mark only one oval.

- Yes I would like to continue and am confident I will be able to
- Yes I would like to continue and think my chances are mediocre
- Yes I would like to continue and but doubt I will be able to
- Yes I would like to continue but I am okay leaving
- Yes I would like to continue for now but will likely leave after my next position
- No I would like to leave after my current position ends
- I am not sure
- Don't want to answer

67. If you were to leave your field of research, what would the primary reasons for this be?

Tick all that apply.

- I have always planned to leave academia
- Lack of long term job security
- Low pay
- Needing to relocate or avoid relocating for a new position
- Lack of available positions
- Lack of satisfaction with my work
- Criteria for permanent positions is inaccessible to me
- Burnout from workload
- Frustration with Academia
- Losing interest in the research
- Other: _____

68. What type of position will you be applying for next?

Tick all that apply.

- PhD
- Postdoctoral Research Associate
- Fellowship
- Permanent position
- Private sector
- Public sector
- Other: _____

69. In the UK, how important do you think the following items are for getting jobs in HEP?
1=Not at all important, 2=Low importance, 3=Neutral, 4=Moderately important, 5=Very important

Mark only one oval per row.

	1	2	3	4	5
Professional Mobility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conference talks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Publications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Activity on boards, panels, etc	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Networking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Specialised expertise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service work (in groups/collaborations)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Soft skills training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Outreach & Public engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Breadth of research programme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research independence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having good, new, ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership/managerial experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

70. How important are the following items, to you personally, to be a good researcher in HEP?
1=Not at all important, 2=Low importance, 3=Neutral, 4=Moderately important, 5=Very important

Mark only one oval per row.

	1	2	3	4	5
Professional Mobility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conference talks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Publications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Activity on boards, panels, etc	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Networking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Specialised expertise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service work (in large collaborations)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Soft skills training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Outreach & Public engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Breadth of research programme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research independence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having good, new, ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership/managerial experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

71. How confident are you in the following items in your own academic profile?

1=Not at all confident, 2=Low confidence, 3=Neutral, 4=Moderately confident, 5=Very confident

Mark only one oval per row.

	1	2	3	4	5
Professional Mobility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conference talks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Publications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Activity on boards, panels, etc	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Networking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Specialised expertise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service work (in large collaborations)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Soft skills training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Outreach & Public Engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Breadth of research programme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research independence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having good, new, ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership/managerial experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

72. Where will you seek your next position?

Mark only one oval.

- Entirely within the UK
- Preferably within the UK
- Both
- Preferably Abroad
- Entirely Abroad

73. Do you want to stay in the UK in the long-term?

Mark only one oval.

- Yes
- No
- Undecided

74. If you were to leave the UK, why would this be?

Tick all that apply.

- Better opportunities elsewhere
- Visa constraints
- Political/economic climate
- Better pay
- Lack of permanent positions for people with my expertise
- Family constraints
- British weather
- Other: _____

75. How prepared do you feel for the next stage in your career?

Mark only one oval.

1 2 3 4 5

Corr Completely prepared

76. I discuss career prospects with...

1=Not nearly enough, 2=Neutral, 3=Definitely enough

Mark only one oval per row.

	1	2	3
My Supervisor/PI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other senior colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

77. What resources do you use to learn about job openings, schools/conferences, and other training events or opportunities?

Please select all that apply and do add any other examples of websites etc. to the 'Other' so we can raise awareness of more resources in our analysis.

Tick all that apply.

- Word of mouth
- Institute mailing lists or websites
- National mailing lists
- Collaboration mailing lists or websites
- inspireHEP
- AcademicJobsOnline
- LinkedIn
- CERN Alumni webpages
- ResearchGate
- jobs.ac.uk
- Other: _____

78. I am well informed about....

1=Strongly disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly agree

Mark only one oval per row.

	1	2	3	4	5
funding/job opportunities within the UK	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
funding/job opportunities within Europe	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
funding/job opportunities outside Europe	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
technical training opportunities within the UK (e.g. Schools in physics, coding,...)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
technical training opportunities outside the UK	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
soft-skills training opportunities within the UK	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
where to find guidance and support on my career progression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
what is needed to advance my career inside academia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
what is needed to					

 what is my
 need to
 outside my
 academia

outside
 academia

The Future

79. How optimistic do you feel about these aspects of the future of your field of research in the UK?

1=Very pessimistic, 2=Pessimistic, 3=Neutral, 4=Optimistic, 5=Very optimistic

Mark only one oval per row.

	1	2	3	4	5
Career progression and availability of positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge transfer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Growth of the field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Funding of future projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public opinion of the field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Breakthrough discoveries in the field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Innovation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

80. How interested are you in working on future projects for your field of research e.g. future colliders

Mark only one oval.

1 2 3 4 5

Not Very interested

81. I support the 3 statements made in the latest European Strategy Update: (1) Full exploitation of the LHC and HL-LHC upgrade remains the top priority. (2) An electron-positron Higgs factory is the highest priority next collider. (3) We should investigate the technical and financial feasibility of a 100 TeV hadron collider at CERN. *

Mark only one oval.

1 2 3 4 5

Strongly disagree Strongly agree

82. What are the biggest barriers to you working on future projects for your field of research?

Tick all that apply.

- Lack of funding
- Concern about impact on career prospects
- Risk from lack of confirmation of project go-ahead
- Long timescales involved
- Lack of training
- Lack of time to allocate
- Other: _____

83. Would the acceleration of confirmation of the next major HEP project encourage you to do more work on future prospects/R&D for it? i.e. the final decision of the next European Strategy

Mark only one oval.

- Yes
- No
- Maybe

84. How important a priority is environmental sustainability for the next major HEP project? *

Mark only one oval.

1 2 3 4 5

Irrel. Essential

85. What, if any, future prospects projects do you currently work on?

Tick all that apply.

FCC-ee

FCC-hh

CLiC

ILC

Muon Colliders

CEPC

Other: _____

86. If you selected 'Other' above, please tell us below

Final Feedback and ideas

87. If you could change one thing about academia what would it be?

88. What is your favourite thing about your current job?

89. What is your favourite aspect of working in academic HEP?

90. What topics would you be interested in attending ECR-focused events on in the UK?
Please add your own suggested topics too (semi-colon separated).

Tick all that apply.

- Jobs in UK Academia
- Moving to industry
- Future Colliders
- Soft-Skills training sessions
- Other: _____

91. Do you have any other ideas for projects that the ECFA ECR Panel or the UK HEP community should consider, to improve ECR experiences within the UK?

92. Do you have any feedback on this survey?

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