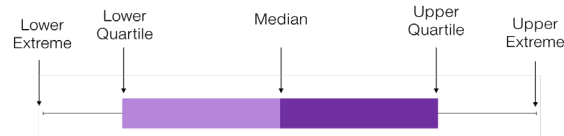


UQ WERC Survey Report

The University of Queensland

Total HDR Responses: 1139

Response Rate: 24%



Progress & Career

	Low (1)	Midpoint (4)	High (7)	Mean score for 2021	Mean score for 2022	Strength of relationship with WELL-BEING	Strength of relationship with ENGAGEMENT
HDR autonomy				5.38	5.41	.39	.29
Research competence				4.96	5.00	.47	.33
HDR completion confidence				5.39	5.43	.46	.36
Intent to stay in academia				4.36	4.30	.33	.33
Future employment security				4.91	4.96	.51	.38
Future employment distress				4.14	4.12	-.57	-.14
Imposter Syndrome				4.27	4.22	-.40	-.09

Support

External social support				5.77	5.73	.42	.22
HDR peer support				4.89	4.92	.20	.29
Principal advisor support				5.76	5.85	.34	.38
Additional advisor(s) support				5.55	5.07	.33	.24
UQ policies support research				5.00	4.54	.40	.35
UQ policies support well-being				4.36	3.89	.37	.36
Formal UQ Support				4.38	4.24	.46	.40
Financial support				4.45	3.76	.42	.25

Balance

HDR-Life conflict				4.49	4.39	-.57	-.27
Unwinding from HDR life				3.95	3.96	.53	.45
HDR-Life integration				5.44	5.47	-.23	-.09
Balance reflects values				4.66	4.73	.45	.26

Research Culture

Belongingness				4.68	4.65	.45	.46
Individual value/Uniqueness				4.75	4.72	.40	.40
Social identity				4.91	4.89	.39	.45
Group incompatibility				3.48	3.37	-.46	-.28
Promote HDR-life balance				3.87	3.92	.44	.36
Seminar participation				5.54	5.50	.15	.18
Excellence/innovation				4.85	4.55	.28	.36
Collaboration/integrity				5.16	5.11	.41	.40
Pressure to publish				4.62	4.58	-.44	-.16

^ red bars represent a negative relationship