

A BACKGROUND INFORMATION

Response rates

	Number returned	% response	% response from males	% response from females
Science Schools	70	35%	27%	45%
Professional Schools	15	43%	57%	39%
HSS Schools	5	16%	21%	12%
All UEA	90	34%	28%	39%
John Innes	32	31%	32%	29%
Sainsbury Lab	10	21%	14%	32%
All at John Innes	42	28%	27%	30%
Institute of Food Research	44	57%	42%	71%
Total	176	36%	30%	43%

Profile

Respondents working in Science:

UEA Science Schools	40%
IFR	25%
John Innes (inc. SL)	24%
Total	89%

Respondents not working in Science:

UEA Professional Schools	8%
UEA HSS Schools	3%
Total	11%

Q1	Sex:	Male	46%	Population:	Male	54%
		Female	54%		Female	46%

Q2	Mean age of all respondents	34.6 years	Males 33.5 years; Females 35.5 years
	Mean age of population	35.4 years	

Age group	Respondents		Population		Age group	Male respondents	Female respondents
20 - 24	5	3%	11	2%	20 - 24	4%	2%
25 - 29	38	22%	101	21%	25 - 29	20%	23%
30 - 34	65	37%	164	33%	30 - 34	43%	32%
35 - 39	31	18%	100	20%	35 - 39	19%	17%
40 - 44	19	11%	49	10%	40 - 44	10%	12%
45 - 49	8	5%	34	7%	45 - 49	2%	6%
50 - 54	5	3%	16	3%	50 - 54	2%	3%
55 - 59	4	2%	14	3%	55 - 59	-	4%
60 - 64	1	*	1	*	60 - 64	-	1%

Q8 Number of months until the end of your current contract: Mean 17 months
 Median 16 months
 Mode 4 months

< 12 months	41%	44%
12 months	3%	
13 - 23 months	26%	30%
24 months	4%	
25 - 35 months	19%	21%
36 months	2%	
> 36 months	5%	5%

By end of September 2001, 52% of current contract research staff will have reached the end of their contract.

Q9 Who funds your current research? 45% did not write in the funder
 Research Councils 41% BBSRC 20%
 Government departments (including EC) 31% MAFF 5%,
 EC 3%
 Charities 13% Wellcome 5%
 Industry 6%
 Other (incl. Royal Society, British Academy) 5%
 UEA 4%

Q10 How much are you paid annually? All £20,471 (mean)
 Males £21,118
 Females £19,864

Salary Grade	All	Males	Females
RA 1B	7%	6%	9%
RA 1A	36%	32%	39%
RA 2	10%	14%	6%
RA 3	*	1%	-
BBSRC			
Band 8	*	-	1%
Band 7	6%	4%	7%
PD	18%	20%	17%
Band 6	14%	14%	5%
Senior PD	3%	4%	3%
Band 5	3%	4%	1%
Band 4	*	-	1%

* < 1%

B WORK HISTORY

Q13 Total length of service in university contract research to date

	All	Males	Females
Mean	5.4 years	5.5 years	5.3 years
Median	4.0 years	4.8 years	4.0 years
<1 yr	11.5%	11.6	11.4
1yr - 1yr11m	13.4%	11.3	11.4
2yr - 2yr11m	12.6%	7.6	16.6
3yr - 3yr11m	5.2%	6.3	4.1
4yr - 4yr11m	9.1%	11.3	7.3
5yr - 5yr11m	5.6%	2.6	8.3
6yr - 6yr11m	8.5%	11.3	6.3
7yr - 7yr11m	4.6%	6.3	3.1
8yr - 8yr11m	4.6%	3.8	5.2
9yr - 9yr11m	4.5%	6.3	3.1
10 yrs	4.5%	6.3	3.1
11+ yrs	11.9%	11.4	12.3
Missing	6.3%	5.0	7.3

Q15	Length of last contract	All	Males	Females
	Mean	24.6	22.8 months	25.9 months
	Median	24	24 months	24 months
	Length of previous contract	All	Males	Females
	Mean	21	21 months	21 months
	Median	20	24 months	20 months

Q14 Total number of contracts (including your current contract)

(a) At this university/institute

	All	Males	Females
Mean	2.9	2.9	2.9
Median	2	2	2

(b) At other UK universities/institutes

	All	Males	Females
Mean	1.4	1.5	1.4
Median	1	1	1

36% of respondents had worked at other UK universities/institutes

47% of males and 16% of females had worked at other UK universities/institutes

No other groups produced significant differences. Site differences reproduced below for interest,

Number of contracts at UEA				Number of contracts elsewhere			
1	2	3+		0	1	2	3
45%	18%	37%	UEA	67%	19%	6%	8%
39%	18%	43%	IFR	71%	18%	4%	7%
45%	21%	34%	JI	50%	26%	14%	10%
44%	19%	37%	All	64%	21%	7%	8%

Q16 Have you had any breaks in employment?

	Yes, enforced	Yes, voluntary	No
All	19%	21%	60%
Males	19%	16%	65%
Females	19%	25%	56%
Parents	21%	24%	55%
Non parents	17%	18%	63%
Male parents	16%	13%	71%
Male non parents	22%	17%	61%
Female parents	26%	36%	39%
Female non parents	13%	17%	65%

BUT, differences not significant

68 comments written on reasons

- 23 Between jobs, looking for work
- 14 Family, children
- 12 Other reasons for voluntary breaks
- 11 Writing up PhD thesis
- 7 Relocating and looking for work
- 2 Forced to drop to part time work

Q17 Have you had periods in the past when.....

- (a) you have had to work full time when you would rather be working part time? 9%
- (b) you have had to work part time when you would rather be working full time? 14%

No significant difference between responses from males and females

13 comments on (a) - working f/t when would prefer p/t

- 6 Wished to spend more time with children
- 5 Financial reasons

19 comments on (b) - working p/t when would prefer f/t

- 5 Only part time work available
- 5 Financial restrictions of grant

Q18 Have you ever been supported by bridging funds during breaks between contracts?

Yes 18% No 84%

Q19 Have you ever applied for a regrading? Yes 15% No 85%

Q20 Have you ever received a regrading? Yes 20% No 80%

Responses from those who answered both questions 19 and 20 (N=162)

	Applied for regrading	Not applied for regrading	Totals
Received regrading	19 (12%)	14 (9%)	33 (20%)
Not received regrading	6 (4%)	123 (76%)	129 (80%)
Totals	25 (15%)	137 (85%)	162 (100%)

Q21 Have you ever applied for a discretionary increment?
 Yes 13% No 87%

Q22 Have you ever received a discretionary increment?
 Yes 13% No 87%

Responses from those who answered both questions 21 and 22 (N=167)

	Applied for disc. increment	Not applied for disc. incr.	Totals
Received disc. increment	16 (10%)	4 (2%)	20 (12%)
Not received disc. incr.	5 (3%)	142 (85%)	147 (88%)
Totals	21 (13%)	146 (87%)	167 (100%)

q18 - no particular group stands out as having received bridging funds more than any other group.
 q18 - 22 no significant differences between responses from males and females

Q23 Most recent promotion or discretionary award...
 Received within post 60%
 A new post 40%

56 comments received on experiences of promotion, 32% of both females and males commented

	Negative	Neutral	Satisfactor y	Positive
male	16	5	3	2
female	21	1	6	2
All	37	6	9	4
male	62%	19%	12%	8%
female	70%	3%	20%	7%
All	66%	11%	16%	7%
of all resp	21%	3%	5%	2%

Q24 Publications in academic journals
 25% had publications as a sole author: mean was 3.25 publications (median 2.5)
 [33% of males and 18% of females]
 82% had publications as a joint author: mean was 11.1 publications (median 6)

No difference between male and female for joint authorship publications. χ^2 of .015 for sole authored papers (m>f)

Q25 Grant applications
 26% had applied for grants as sole applicants:
 -63% of these had been successful (58% for those aged <40, 88% for those aged 40+)
 37% had applied for grants as a joint applicant:
 -72% of these had been successful (no difference between the under and over 40s)

Q34 Knowledge of...

	Not heard of it	Know of its existence	Read some of it	Read most or all of it
The National Concordat	62%	23%	11%	3%
UEA	42%	34%	21%	3%
IFR	89%	11%	0%	0%
JI	79%	12%	2%	7%
The Research Careers Initiative	67%	27%	5%	1%
UEA	61%	30%	8%	1%
IFR	66%	34%	0%	0%
JI	82%	14%	2%	2%
UEA Guidelines for the employment of research staff	42%	33%	21%	4%
UEA	22%	32%	39%	7%
IFR	59%	41%	0%	0%
JI	67%	29%	2%	2%

Q35 What key words would you use to describe your current area of research?

	Scientific research	Number	All	males	females
1	Food, earth science, ecology, agricultural, primary care	28	17%	17%	17%
2	Cell biology, bioinformatics, microbiology	18	11%	12%	10%
3	Inorg. Biochemistry environment oceanography geo/biochemistry	42	26%	24%	26%
3	Hot topics! medical biomedical disease/therapeutic genetics mol. biology plant sciences	32	20%	21%	17%
4	Chemistry crystallography protein crystallography	15	9%	8%	10%
5	spectroscopy, lasers, NMR, colloids	7	4%	8%	1%
	Non scientific research				
1	Psychology, social policy, health	18	11%	5%	16%
2	IT, economics	4	2%	4%	1%

Apart from the small numbers engaged in non-scientific research, there is no evidence to suggest that male and female respondents are working in significantly different numbers in any particular area of research with the exception of the level 5s.

Q36 In your current post, how well are your training needs being met for the following areas?

	Not at all	Moderately	Completely
Professional and personal skills	29%	52%	19%
UEA	42%	46%	12%
IFR	14%	63%	23%
JI	19%	50%	31%
Technical skills	20%	52%	27%
UEA	30%	52%	18%
IFR	11%	62%	27%
JI	9%	43%	48%
IT skills	26%	59%	15%
UEA	32%	56%	12%
IFR	25%	61%	14%
JI	14%	60%	26%
Subject area knowledge	20%	52%	28%
UEA	26%	55%	19%
IFR	17%	55%	28%
JI	12%	40%	48%

Significant differences between respondents from different sites for "Professional and personal skills" and "technical skills"

Q37 How regularly do you carry out the following activities (officially or unofficially) in your current job ?

Task level: Each of the activities listed was given a task level rating (by the coordinating group). The code used is:

1 = Low; 2 = medium/low; 3 = medium/high; 4 = high

Task level		Not at all	Occasionally	Fairly often	Frequently
3	Analysis of data	2%	8%	27%	63%
1	Fieldwork or research experiments	14%	8%	14%	65%
1	Menial / "housekeeping" tasks	7%	28%	30%	35%
1	Running the lab	41%	22%	17%	21%
4	Supervision of other research staff	42%	33%	9%	16%
4	Supervision of p/g research students	48%	22%	15%	15%
2	Supervision of u/g or taught Masters projects	56%	28%	9%	6%
3	Supervision of IT technicians or lab technicians	63%	19%	10%	9%
1	Assessing or marking of students' work	64%	28%	7%	2%
2	Tutorials or seminar teaching	71%	23%	4%	2%
1	Demonstrations, practicals, fieldwork	79%	16%	4%	2%
2	Lecturing	78%	17%	2%	3%

Q38

What is your level of involvement in the following?		None	Slight	Medium	Great
4	Writing up research for publication	9%	12%	31%	49%
4	Project management	20%	15%	27%	23%
3	Writing up research for sponsors	30%	16%	25%	30%
4	The preparation of research proposals	33%	23%	26%	19%
2	Departmental management	74%	15%	9%	1%

Q39 In the last 2 years.....

		0	1	2	3	4	5+	Mean
2	Conferences attended	13%	22%	25%	13%	14%	13%	2.82
1	Number of times presented work at staff seminars	25%	19%	21%	12%	9%	15%	2.53
2	Number of literature reviews	56%	17%	9%	8%	4%	7%	2.38
3	Number of conferences presented work at	25%	24%	23%	9%	7%	12%	2.19
3	Number of times presented work to research sponsors	59%	13%	12%	6%	5%	6%	1.18
4	Memberships of external committees or research groups	64%	18%	13%	4%	0%	2%	0.71
2	Number of times presented work to policy groups	84%	6%	5%	1%	0%	4%	0.46
3	Membership of internal committees (number)	72%	20%	5%	1%	1%	*	0.41

[Task rating as in Q38]

Looked to see if there were any gender differences within the activities described in Q 37 and Q38.

Only two: lecturing - males do it more often

writing up research for sponsors - males do it more often, as do older researchers (no surprises there)

Q40 If you **are not** teaching as part of your current job, would you like to?

Yes 47% [N=151]
No 53%

Q41 If you **are** teaching as part of your current job,

(a) Are you happy to do so?

[N=32]

Yes 91%

No 9%

(b) How many hours do you teach (contact hours) per semester?

Mean = 15.5 hrs

Median = 6 hrs

Mode = 10 hrs

Minimum 1 hr

Maximum 180 hours

Q42 What 6 words would you use to describe how you feel about your current job?

154 (88%) responded to this question.

In total they used 348 different words to describe how they felt about their work. The words used were assigned to one of 5 categories: Very positive; Positive; Neutral; Negative; and Very negative. Table below shows the distribution (aggregating into + and -)

	Positive	Neutral	Negative
All	49%	7%	44%
Males	51%	8%	42%
Females	47%	7%	46%
Jl	51%	8%	42%
IFR	50%	8%	43%
UEA	47%	7%	46%
Non Parents	50%	7%	43%
Parents	47%	8%	45%

18% of respondents used no positive words (23% of males and 14% of females)

24% of respondents used no negative words (24% of Males and 24% of females)

The most commonly used were:

Interesting/interested	34%
Challenging/challenged	21%
Insecure	18%
Frustrating/frustrated	15%
Happy	13%
Underpaid	9%
Stressed/stressful	9%
Isolated	5%

D CAREER DEVELOPMENT

Q43 Reasons for accepting first research post [respondents could tick more than one]

First step towards a research career	71%
I enjoy research and wanted to pursue it	71%
Wanted to research the topic/issues involved	48%
I enjoy academic work in my subject area	47%
Opportunity to develop transferable research skills	41%
Best option for me at the time, financially	32%
Stepping stone into a professional career	31%
Stepping stone into academic lecturing	23%
To register for higher degree as part of employment	13%
Could not think of anything better to do	9%
Unable to secure independent funding for higher degree	4%

Other reasons (7%): Interest in the work (4), Location (3), Parent (2), age (1) and other (2)

Sex, Age, Nationality, Parent

Location				
F	36	BRITISH	P	ONLY WAY TO STAY IN NORWICH
F	31	FRENCH		LOCATION
F	43	BRITISH		I HAD MOVED TO NORFOLK TO MARRY AND NEEDED A JOB
Parent				
F	31	BRITISH	P	FLEXIBLE ENOUGH TO BE ROUND SMALL CHILD
F	57	BRITISH	P	GOOD HRS FOR NEW MOTHERS
Interest in the work				
M	34	JORDANIAN	P	DEVELOP THE SCIENTIFIC LANGUAGE
M	30	AUSTRALIAN		WAS INTERESTED IN WORKING IN THE GROUP
F	46	BRITISH	P	SIMILAR WORK TO PREVIOUS WORK
F	32	ITALIAN		GET TO KNOW A DIFFERENT WAY OF THINKING
F	33	BRITISH	P	DIDN'T ENJOY WORKING FOR CCW AS A DATA TRANSCRIBER
Age				
F	54	BRITISH		AS A MATURE GRADUATE HAD LIMITED OPTIONS
Serendipity				
M	44	BRITISH	P	OBTAINING A NATIONAL AWARD TO DO IT
F	41	BRITISH		JOB VERY SUITED TO MY PERSONAL TALENTS
F	36	BRITISH/		IT GAVE ME FLEXIBILITY TO FINISH WRITING MY THESIS

Q44 Preference for your next post [Requested ranking if more than one choice given]

	1st or only choice*	2nd choice	3rd or lower choice	Not ticked
Extension of my current contract	36%	13%	7%	44%
Different research post, current institution	17%	14%	9%	61%
Move out of research into a different occupation but related to science	10%	10%	12%	68%
Research post in industry or commerce	10%	5%	11%	74%
Lectureship in Higher Education	14%	3%	7%	75%
Research post at another Higher Education (HE) Institute	11%	3%	10%	76%
Research post in (non-uni) independent research organisation	5%	6%	8%	81%
Move out of research into a different occupation unrelated to science	2%	2%	9%	86%
Research post in the public or voluntary sector	1%	3%	6%	90%
Science policy sector	1%	3%	4%	93%

* Columns does not sum to 100% as some respondents had more than one 1st choice

93 respondents, ie 53%, gave as their first preference either “extension of current contract” or “different research post, current institution” - so, just over half would prefer to stay in their current institution / Norwich. No significant differences between sub-groups.

Q45 Level of interest in the following career options in the longer term

	Aspire to	Expectation	Consider	Not interested	Not answered
To be promoted in my present role/grade scale	31%	36%	17%	13%	4%
To concentrate on research oriented role in HE	19%	20%	34%	17%	10%
To move on to lecturing grades/roles	13%	5%	34%	34%	8%
To work outside the UK HE in a pure research role	11%	8%	38%	32%	11%
To work outside the UK HE in a similar role to present	6%	7%	48%	28%	11%
To work outside the UK HE in a different role	6%	5%	43%	35%	11%
To work in another HE institution	5%	12%	48%	23%	12%
To stay in my present grade/role	5%	24%	27%	39%	6%
To become an HE manager	4%	4%	26%	52%	14%

Of those who wish to remain in Norwich for their next post, 40% aspire in the long term to promotion in their present role/grade. This contrasts to just 20% aspiring in the long term to promotion in their present role/grade from the group whose preference for their next post is elsewhere.

Q46 Other career options considered - 11 respondents - all at UEA
 Industry 3; IT 2; Own business 2; Teaching 2; Law, PR

[scale ranges from 1=low, little etc to 7 = high etc]

	1	2	3	4	5	6	7	Means
q52	How do you rate yourself in terms of concern for career development							
	3%	5%	9%	20%	22%	25%	16%	5.04
q47	Chances of realising career aspirations							
	5%	10%	10%	17%	33%	16%	9%	4.58
q53	How do you rate your supervisor/PI in terms of support for developing your career							
	8%	11%	8%	12%	25%	22%	14%	4.56
q51	How satisfied with your career progress so far?							
	6%	13%	25%	17%	25%	11%	3%	3.99

Q48 Have your aspirations changed since your first research post? Yes 44%
 No 59%
 Not ans 7%

Males	Females	All	out of "yes"	out of "all resp."	
7	11	18	23%	10%	Want to leave research in HI, less enthusiasm for research/science
5	7	12	16%	7%	Expectations clear - lower? More realistic, difficulties
3	9	12	16%	7%	Clearer plans
5	5	10	13%	6%	More ambitious / positive / greater confidence
5	2	7	9%	4%	Comment on lack of security
1	5	6	8%	3%	Want to continue in research
1	4	5	6%	3%	Aspirations changed due to family
1	4	5	6%	3%	International aspect - UK problems; would consider going abroad

Males		Females		
7	23%	11	23%	Want to leave research in HI, less enthusiasm for research/science
5	17%	7	15%	Expectations clear - lower? More realistic, difficulties
3	10%	9	19%	Clearer plans
5	17%	5	11%	More ambitious / positive / greater confidence
5	17%	2	4%	Comment on lack of security
1	3%	5	11%	Want to continue in research
1	3%	4	9%	Aspirations changed due to family
1	3%	4	9%	International aspect - UK problems; would consider going abroad

Q49 Do you have a role model for your work? Yes 20%
 54% of females' role models are colleagues or managers; 71% for males

	females	males
General	15%	0%
Relative	8%	0%
Colleague	31%	29%
Public figure	0%	6%

Named scientist	23%	18%
Manager	23%	47%

Q50 Do you feel your career progress has been:

Non existent	10%
Very slow	22%
Erratic	21%
Steady, if slow	23%
Fine	20%
Excellent	4%

Q54 Is appraisal available for your staff category?

Yes	75%
No	7%
Don't know	18%

Q55 When was your most recent formal appraisal?

	<i>If yes,</i>	<i>All resp</i>
< 1 year ago	76%	52%
1-2 years ago	13%	9%
>2 years ago	11%	7%
		Missing 32%

Q56 How useful did you find it?

Not very useful	34%
Of some use	33%
Useful	23%
Very useful	10%

Q57 Comments on lack of appraisal in last 2 years. 37 comments and approximately one quarter of these would actively like to have an appraisal. 8 made negative comments.

Q58 Has being a parent influenced career/work decisions that you have made? Yes 69%
 [Percentages are of parents, not of all respondents] No 29%
 [Parents constitute 37% of respondents] N/A 2%

No differences between sexes, age of children or site.

53 out of 65 parents commented (82%)

	Males	Females	% of those making comments	% of parents
Gone for flexible hours / part time working	17.4%	65.4%	45.1%	35%
Relocation less of an option	47.8%	23.1%	33.3%	26%
Financial stability - safe options	34.8%	11.5%	21.6%	17%

Q59 Are there any changes in employment practice / environment / facilities etc that, as a parent, would improve your working life ?

39 out of 65 parents made suggestions (60%)

	Number	% of those making comments	% of parents
More childcare facilities including: Holiday clubs More and subsidised creche/nursery places	16 (7) (5)	41%	25%
Flexibility of working hours	10	26%	15%
Continuity of employment	7	18%	11%
Support and facilities for working at home	5	13%	8%
Better career structure	3	8%	5%
More money	2	5%	3%

[...and "a wife" from one female respondent]

Q60 Who do you think should take the *main* responsibility for managing and developing your career?

You	81%
Institution	4%
PI/manager and You jointly	4%
Institution and You jointly	4%
Principal Investigator / manager	3%
All 3	3%
Institution and PI/manager jointly	1%

Q61 How do you rate the following factors in terms of their contribution to effective career development?

	Not important	Of some importance	V. important
4 Performance in your job	-	17%	83%
1 Ability to write proposals	4%	17%	80%
5 Publications record	3%	24%	73%
3 Networking	2%	34%	65%
6 Support from senior colleagues	1%	36%	63%
7 Support from partner and family*	5%	33%	62%
2 Ability to relocate*	8%	53%	39%
8 Visibility, ie conference attendance	1%	59%	35%

MALES	Not important	Of some importance	V. important
4 Performance in your job	0%	16%	84%
1 Ability to write proposals	3%	19%	79%
5 Publications record	4%	25%	72%
3 Networking	1%	39%	60%

6 Support from senior colleagues	0%	48%	53%
7 Support from partner and family	6%	44%	49%
2 Ability to relocate	11%	51%	38%
8 Visibility, ie conference attendance	9%	66%	25%

FEMALES	Not important	Of some importance	V. important
4 Performance in your job	0%	17%	83%
1 Ability to write proposals	4%	15%	81%
5 Publications record	2%	23%	75%
6 Support from senior colleagues	1%	27%	72%
7 Support from partner and family	4%	24%	72%
3 Networking	2%	29%	69%
8 Visibility, ie conference attendance	6%	52%	43%
2 Ability to relocate	4%	55%	40%

* = male/female difference

Q62 What obstacles do you see to achieving your preferred career development?

- 28 16% Short term contracts, lack of job stability and security - constantly changing focus and research area
- 22 13% Lack of funding, gov funding policies
- 22 13% Few permanent jobs/lack of opportunities/career possibilities
- 21 12% Poor management structure, institutional support
- 14 8% Relocation, location patterns
- 14 8% Lack of publications, slow publication rate due to distractions
- 13 7% Ageism
- 13 7% Parenthood, family commitments
- 12 7% Lack of self confidence, visibility, personal goals
- 11 6% Fierce competition for jobs/funding
- 9 5% Lack of financial promotion / personal finances
- 9 5% Long hours, workload vs other priorities, ie balance. P/t not considered as serious
- 8 5% None
- 7 4% Politics within HEI
- 5 3% Partners career
- 5 3% Politics outside HEI
- 5 3% Tiredness, disillusioned, not managing stress, fed up with writing research proposals
- 4 2% Promotion procedures
- 4 2% Lack of career support, structure, development
- 3 2% Underqualified
- 2 1% Preference for males
- 2 1% Few lectureships / principal investigator posts
- 1 1% Overqualified, ie too expensive
- 1 1% Not career minded

10 6% Other

Q63 What single thing would make the most difference in helping you to achieve your career ambitions?

- 31 18% More positions for research staff
- 27 15% Improved motivation - support, interest & encouragement from PI, Dept; mentors
- 21 12% Secure funding for future - longer contracts, grant income
- 15 9% More financial support/reward from PI/Institution, performance related pay
- 11 6% Improved, identifiable carer path/structure in academic research, even if not reaching the top
- 9 5% Better career service at UEA -
- 8 5% Successful outcome of present study, PhD
- 7 4% More publications
- 7 4% Provisions, policies
- 7 4% Self confidence, more assertive, remembering own values/goals
- 5 3% Better facilities
- 5 3% None - can't think of any
- 4 2% Time
- 19 11% Other