ON-MERRIT Review, Promotion, Tenure survey instrument

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| **Variable type** | **Variable** | **Question** | **Answers** |
| **Current research status & institutional context** | Research status | Are you conducting research as part of a contract at a higher education institution? | Yes, No |
| Country of residence | In which country is your affiliated institution based? | [Country list] |
| Contract status | Are you on a limited-term contract? | Yes, No, I don't know, Other |
| Institution intention | Do you see yourself working at the same institution in 5 years? | Yes, No, I don't know, Not applicable, Other |
| Promotion intention | Do you intend to apply for a promotion within the next 5 years? | Yes, No, I don't know, Not applicable, Other |
| Policy familiarity (where) | I know where to find the promotion policy relevant to my current career stage as a researcher (e.g. institution’s website, intranet or handbook) | Completely agree, Agree, Neither agree nor disagree, Disagree, Completely disagree, I don't know, Not applicable |
| Policy familiarity (what) | I am familiar with the promotion policy that applies to my current career stage |
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| **Institutional RPT criteria perceptions** | *With the following list of questions, we are interested in your organisation’s research assessment policies that apply to your current career stage. Please answer to the best of your knowledge. Not all items may be of relevance to you and your research - if so, use the “Not applicable” option.* | | |
| *According to your institutional policies, how important are the following research activities in making promotion decisions in relation to your current career stage?* | | Very important, Somewhat important, Neither important nor unimportant, Somewhat unimportant, Very unimportant, I don't know, Not applicable |
| Inst pub quantity | Publishing a large number of research articles |
| Inst citations | Generating a large number of citations |
| Inst pub quality | Generating high-quality publications, as assessed by independent qualitative assessment (e.g. peer review) |
| Inst pub venue | Publishing in highly regarded journals or conferences (as measured by e.g. journal impact factor, conference rank, etc.) |
| Inst OA | Openly sharing research articles (by publishing in Open Access or depositing in repositories) |
| Inst data-sharing | Openly sharing research data |
| Inst code-sharing | Openly sharing research code or creating research software |
| Inst public egmt | Engaging with the public (e.g. uptake by non-academic groups, citizen science, science communication) |
| Inst ind. collab | Developing industry collaborations |
| Inst IP | Creating intellectual property (including patents) |
| Inst policy egmt | Engaging policy makers |
| Inst keynotes | Giving invited talks and keynotes |
| Inst peer review | Contributing to peer review |
| Inst networking | Networking activities (e.g. organising or participating in conferences) |
| Inst collegiality | Being collegial, helpful and respectful |
| Inst mentorship | Mentoring PhDs and postdocs |
| Inst funding | Generating funding |
| Inst awards | Receiving awards |
| Inst leading projects | Leading projects |
| Inst any other criteria | Are there any research activities not included in the previous sections that you believe should be recognised in assessment activities by your institution that currently are not? | [Free text] |
| Inst overall perceptions | How do you feel overall about the relevant research assessment indicators used in promotion processes at your institution? |
| *At your institution, is it the case that:* | | Completely agree, Agree, Neither agree nor disagree, Disagree, Completely disagree, I don't know, Not applicable |
| Inst equality candidates | Where two candidates are equally qualified, candidates from underrepresented groups are preferred (e.g. women/men or minority groups) for promotion |
| Inst equality committees | Where possible, promotion committees include representative numbers of women and minorities |
|  | Inst hidden factors | Are there other factors (social, political, performance-based, etc.) that are not officially used as promotion criteria, but that you nonetheless believe are important to getting promoted at your institution? | [Free text] |
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| **Personal RPT criteria opinions** | *Having understood your organisational context, we are now interested in understanding what you feel should be valued in research assessment in the context of promotion decisions. Not all items may be of relevance to you and your research - if so, use the “Not applicable” option.* | | |
| *In your own personal opinion, how important should the following research activities be when making promotion decisions?* | | Very important, Somewhat important, Neither important nor unimportant, Somewhat unimportant, Very unimportant, I don't know, Not applicable |
| Pers pub quantity | Publishing a large number of research articles |
| Pers citations | Generating a large number of citations |
| Pers pub quality | Generating high-quality publications, as assessed by independent qualitative assessment (e.g. peer review) |
| Pers pub venue | Publishing in highly regarded journals or conferences (as measured by e.g. journal impact factor, conference rank, etc.) |
| Pers OA | Openly sharing research articles (by publishing in Open Access or depositing in repositories) |
| Pers data-sharing | Openly sharing research data |
| Pers code-sharing | Openly sharing research code or creating research software |
| Pers public egmt | Engaging with the public (e.g. uptake by non-academic groups, citizen science, science communication) |
| Pers ind. collab | Developing industry collaborations |
| Pers IP | Creating intellectual property (including patents) |
| Pers policy egmt | Engaging policy makers |
| Pers keynotes | Giving invited talks and keynotes |
| Pers peer review | Contributing to peer review |
| Pers networking | Networking activities (e.g. organising or participating in conferences) |
| Pers collegiality | Being collegial, helpful and respectful |
| Pers mentorship | Mentoring PhDs and postdocs |
| Pers funding | Generating funding |
| Pers awards | Receiving awards |
| Pers leading projects | Leading projects |
| *In your personal opinion, to what extent do you agree or disagree with the following:* | | Completely agree, Agree, Neither agree nor disagree, Disagree, Completely disagree, I don't know, Not applicable |
| Pers equality candidates | Where two candidates are equally qualified, candidates from underrepresented groups are preferred (e.g. women/men or minority groups) for promotion |
| Pers equality committees | Where possible, promotion committees include representative numbers of women and minorities |
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| **Open and responsible research practices** | *We are interested in understanding your personal and organisational practices with regards to activities which could be taken into account in assessing research contributions. Not all items may be of relevance to you and your research - if so, use the “Not applicable” option or enter a zero (0).* | | |
| Pracs pubs published | In the last 3 years, how many research articles (including books, book chapters, etc.) did you publish approximately? | [Number] |
| Pracs pubs OA | Approximately, how many of the papers you published in the last 3 years are Open Access (either on the publisher website or in a repository - institutional or disciplinary? | [Number] |
| Pracs pubs incentives OA | What, if anything, would incentivise you to make more research articles Open Access (please list up to 3 things). | [Free text] |
| Pracs pubs venue choice RPT | In the last three years, my choice of publication venue (journal, book publisher, conference, etc.) was influenced by the promotion criteria of my university | Very often, Often, Neither often nor rarely, Rarely, Very rarely, I don't know, Does not apply |
| Pracs data created | In the last three years, how many research datasets did you approximately produce? | [Number] |
| Pracs data shared | Of the research datasets that you produced in the last three years, approximately how many of them did you openly share (via repositories or data journals)? | [Number] |
| Pracs data incentives sharing | What, if anything, would incentivise you to make more datasets openly available (please list up to 3 things) | [Free text] |
| Pracs peer review | In the last three years how many peer reviews did you approximately carry out? | [Number] |
| Pracs peer review open | Of the peer reviews that you have carried out in the last three years, how many approximately were open peer reviews where the review was published alongside the article? | [Number] |
| Pracs peer review incentives open | What, if anything, would incentivise you to do more open peer review (please list up to 3 things) | [Free text] |
| Pracs public egmt | How important, for the success of your research, is it to engage with the public (e.g. uptake by non-academic groups, citizen science, science communication)? | Very important, Important, Neither important nor unimportant, Unimportant, Very unimportant, I don't know, Not applicable |
| Pracs public egmt incentives | What, if anything, would incentivise you to engage more with the public (please list up to 3 things). | [Free text] |
| Pracs industry egmt | How important, for the success of your research, is it to engage with industry? |  |
| Pracs industry egmt | What, if anything, would incentivise you to engage more with industry (please list up to 3 things). |  |
| Pracs policy egmt | How important, for the success of your research, is it to engage with policy makers? | Very important, Important, Neither important nor unimportant, Unimportant, Very unimportant, I don't know, Not applicable |
| Pracs policy egmt incentives | What, if anything, would incentivise you to engage more with policy-makers (please list up to 3 things) | [Free text] |
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| **Demographics** | Gender | What is your gender? | Female, Male, Non-binary, Prefer not to say |
| Academic role | What is your academic role? | Doctoral researcher, Post-doctoral researcher (up to 5 years post-PhD), Lecturer / Assistant Professor / Research Fellow, Senior Lecturer / Associate Professor / Senior Researcher, Professor, Other |
| Academic age | Which year did you publish your first academic publication (journal article, book, conference proceedings, etc.)? | [Year] |
| Institution type | How would you characterise your institution? | Research intensive, Teaching intensive, Both research and teaching intensive, Other |
| Discipline | Select the subject topic of your research | [Discipline list] |
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|  | Final thoughts | Is there anything else you would like to share with us regarding this survey? | [Free text] |