F1_Consent
Consent to take part in the study

Type: Numeric (byte)
Label: consent
Range: [1,1]   Units: 1
Unique values: 1   Missing .: 0/3,010
Tabulation: Freq.   Numeric   Label
            3,010   1   Consent

F2_Sex
What is your sex?

Type: Numeric (float)
Label: sex
Range: [1,3]   Units: 1
Unique values: 3   Missing .: 151/3,010
Tabulation: Freq.   Numeric   Label
            1,118   1   Male
            1,710   2   Female
               31   3   Prefer not to say
              151   .

F5_Rank
What is your current rank?

Type: Numeric (byte)
Label: grade
Range: [1,4]   Units: 1
Unique values: 4   Missing .: 2,692/3,010
Tabulation: Freq.   Numeric   Label
              121   1   Grade C
               76   2   Grade B
               83   3   Grade A
               38   4   Other Grade
            2,692   .

F7_Length
How long have you been in your
institution?

Type: Numeric (byte)
Label: length
Range: [1,3]   Units: 1
Unique values: 3   Missing .: 1,666/3,010
Tabulation: Freq.   Numeric   Label
              384   1   Less than 3 years
              338   2   3-7 years
              622   3   More than 7 years
            1,666   .

F15_True_selves
My institution is characterized by a

1

non-threatening environment in
which people can reveal their
true-selves

		Type: Numeric (byte)	
		Label: agree	
		Range: [1,5]	Units: 1
	Unique values: 5		Missing .: 1,250/3,010

Tabulation: Freq.	Numeric	Label
47	1	Strongly disagree
186	2	Disagree
299	3	Neither agree nor disagree
847	4	Agree
381	5	Strongly agree
1,250	.	

F16_Conflicts
My institution commits resources to
ensuring that employees are able to
resolve conflicts

		Type: Numeric (byte)	
		Label: agree	
		Range: [1,5]	Units: 1
	Unique values: 5		Missing .: 1,687/3,010

Tabulation: Freq.	Numeric	Label
65	1	Strongly disagree
208	2	Disagree
435	3	Neither agree nor disagree
477	4	Agree
138	5	Strongly agree
1,687	.	

F17_Employee_insight
In my institution, employees insights
are used to rethink or redefine work
practices

		Type: Numeric (byte)	
		Label: agree	
		Range: [1,5]	Units: 1
	Unique values: 5		Missing .: 1,890/3,010

Tabulation: Freq.	Numeric	Label
68	1	Strongly disagree
189	2	Disagree
299	3	Neither agree nor disagree
491	4	Agree
73	5	Strongly agree
1,890	.	

F18_Weak
In my institution, admitting you
don't know the answer looks weak

		Type: Numeric (byte)	
		Label: agree	
		Range: [1,5]	Units: 1

Unique values: 5   Missing .: 536/3,010
     Tabulation: Freq.   Numeric   Label
                  315   1   Strongly disagree
                  996   2   Disagree
                  558   3   Neither agree nor disagree
                  511   4   Agree
                   94   5   Strongly agree
                  536   .

F19_Shape
In my institution, it's important to be
in good physical shape to be
respected

                 Type: Numeric (byte)
                Label: agree
                Range: [1,5]   Units: 1
Unique values: 5   Missing .: 565/3,010
     Tabulation: Freq.   Numeric   Label
                  666   1   Strongly disagree
                  903   2   Disagree
                  552   3   Neither agree nor disagree
                  278   4   Agree
                   46   5   Strongly agree
                  565   .

F20_Days_off
In my institution, taking days off is
frowned upon

                 Type: Numeric (byte)
                Label: agree
                Range: [1,5]   Units: 1
Unique values: 5   Missing .: 1,894/3,010
     Tabulation: Freq.   Numeric   Label
                  293   1   Strongly disagree
                  492   2   Disagree
                  234   3   Neither agree nor disagree
                   75   4   Agree
                   22   5   Strongly agree
                1,894   .

F21_Standup
In my institution, if you don't stand
up for yourself people will step on
you

                 Type: Numeric (byte)
                Label: agree
                Range: [1,5]   Units: 1
Unique values: 5   Missing .: 535/3,010
     Tabulation: Freq.   Numeric   Label
                  370   1   Strongly disagree
                  778   2   Disagree
                  636   3   Neither agree nor disagree
                  531   4   Agree
                  160   5   Strongly agree

535   .

F22_InstitutionalGE
My institution is committed to
promoting gender equality

	Type: Numeric (byte)	
Label: agree		
Range: [1,5]		Units: 1
Unique values: 5		Missing .: 530/3,010
Tabulation: Freq.	Numeric	Label
70	1	Strongly disagree
197	2	Disagree
547	3	Neither agree nor disagree
1,093	4	Agree
573	5	Strongly agree
530	.	

F23_DecisionGE
In my institution, men and women
equally influence decision-making

	Type: Numeric (byte)	
Label: agree		
Range: [1,5]		Units: 1
Unique values: 5		Missing .: 533/3,010
Tabulation: Freq.	Numeric	Label
148	1	Strongly disagree
404	2	Disagree
451	3	Neither agree nor disagree
850	4	Agree
624	5	Strongly agree
533	.	

F24_ConcernsGE
If I had any concerns about gender
equality in my institution, I would
know who to turn to

	Type: Numeric (byte)	
Label: agree		
Range: [1,5]		Units: 1
Unique values: 5		Missing .: 530/3,010
Tabulation: Freq.	Numeric	Label
315	1	Strongly disagree
721	2	Disagree
481	3	Neither agree nor disagree
656	4	Agree
307	5	Strongly agree
530	.	

F25_FieldGE
Gender/sex is particularly relevant in
my field of research

| | Type: Numeric (byte) | |
| Label: agree | | |

```
                 Range: [1,5]                      Units: 1
         Unique values: 5              Missing .: 1,318/3,010
            Tabulation: Freq.   Numeric   Label
                         468        1   Strongly disagree
                         437        2   Disagree
                         419        3   Neither agree nor disagree
                         262        4   Agree
                         106        5   Strongly agree
                       1,318        .
```

F26_Classroom
How satisfied are you with
Classroom dynamics and attitudes of
students towards you

```
                 Type: Numeric (byte)
                Label: satis
                Range: [1,5]                      Units: 1
         Unique values: 5              Missing .: 2,682/3,010
            Tabulation: Freq.   Numeric   Label
                           2        1   Extremely dissatisfied
                          23        2   Dissatisfied
                          41        3   Neither satisfied nor
                                         dissatisfied
                         147        4   Satisfied
                         115        5   Extremely satisfied
                       2,682        .
```

F27_Funding
How satisfied are you with Levels of
funding for your research?

```
                 Type: Numeric (byte)
                Label: satis
                Range: [1,5]                      Units: 1
         Unique values: 5              Missing .: 2,683/3,010
            Tabulation: Freq.   Numeric   Label
                          36        1   Extremely dissatisfied
                          78        2   Dissatisfied
                          93        3   Neither satisfied nor
                                         dissatisfied
                          90        4   Satisfied
                          30        5   Extremely satisfied
                       2,683        .
```

F28_Collaboration
How satisfied are you with
Opportunities to collaborate on
research with other colleagues

```
                 Type: Numeric (byte)
                Label: satis
                Range: [1,5]                      Units: 1
         Unique values: 5              Missing .: 2,685/3,010
            Tabulation: Freq.   Numeric   Label
                          12        1   Extremely dissatisfied
                          52        2   Dissatisfied
```

78	3	Neither satisfied nor dissatisfied
135	4	Satisfied
48	5	Extremely satisfied
2,685	.	

F34_Colleague1
In the following question, indicate the gender of the most important colleagues who you would turn to for support, advice

Type: Numeric (byte)
Label: sex
Range: [1,2]   Units: 1
Unique values: 2   Missing .: 1,998/3,010
Tabulation: Freq.   Numeric   Label

384	1	Male
628	2	Female
1,998	.	

F35_Colleague2
In the following question, indicate the gender of the second most important colleagues who you would turn to for support, advice

Type: Numeric (byte)
Label: sex
Range: [1,2]   Units: 1
Unique values: 2   Missing .: 2,029/3,010
Tabulation: Freq.   Numeric   Label

412	1	Male
569	2	Female
2,029	.	

F36_Colleague3
In the following question, indicate the gender of the third most important colleagues who you would turn to for support, advice

Type: Numeric (byte)
Label: sex
Range: [1,2]   Units: 1
Unique values: 2   Missing .: 2,080/3,010
Tabulation: Freq.   Numeric   Label

368	1	Male
562	2	Female
2,080	.	

F37_Colleague4
In the following question, indicate the gender of the fourth most important colleagues who you would turn to for support, advice

Type: Numeric (byte)
Label: sex
Range: [1,2]   Units: 1
Unique values: 2   Missing .: 2,173/3,010
Tabulation: Freq.   Numeric   Label
                315   1   Male
                522   2   Female
              2,173   .

F38_Colleague5
In the following question, indicate
the gender of the fifth most
important colleagues who you would
turn to for support, advice

Type: Numeric (byte)
Label: sex
Range: [1,2]   Units: 1
Unique values: 2   Missing .: 2,242/3,010
Tabulation: Freq.   Numeric   Label
                304   1   Male
                464   2   Female
              2,242   .

F39_IBelonging
I have a strong sense of belonging
towards my institution

Type: Numeric (byte)
Label: agree
Range: [1,5]   Units: 1
Unique values: 5   Missing .: 632/3,010
Tabulation: Freq.   Numeric   Label
                 70   1   Strongly disagree
                262   2   Disagree
                514   3   Neither agree nor disagree
              1,033   4   Agree
                499   5   Strongly agree
                632   .

F40_FBelonging
I have a strong sense of belonging to
my academic and research field

Type: Numeric (byte)
Label: agree
Range: [1,5]   Units: 1
Unique values: 5   Missing .: 1,403/3,010
Tabulation: Freq.   Numeric   Label
                 28   1   Strongly disagree
                154   2   Disagree
                301   3   Neither agree nor disagree
                714   4   Agree
                410   5   Strongly agree
              1,403   .

F41_BSisterhood

Among the people I work with, I
feel there is a sense of
brotherhood/sisterhood

	Type: Numeric (byte)	
	Label: agree	
	Range: [1,5]	Units: 1
	Unique values: 5	Missing .: 635/3,010

Tabulation: Freq.   Numeric   Label

Freq.	Numeric	Label
88	1	Strongly disagree
314	2	Disagree
488	3	Neither agree nor disagree
1,008	4	Agree
477	5	Strongly agree
635	.	

F42_Energy
I am emotionally energized at work

	Type: Numeric (byte)	
	Label: agree	
	Range: [1,5]	Units: 1
	Unique values: 5	Missing .: 635/3,010

Tabulation: Freq.   Numeric   Label

Freq.	Numeric	Label
80	1	Strongly disagree
254	2	Disagree
526	3	Neither agree nor disagree
1,033	4	Agree
482	5	Strongly agree
635	.	

F43_Development
I feel I am able to continuously
develop as a person in my job

	Type: Numeric (byte)	
	Label: agree	
	Range: [1,5]	Units: 1
	Unique values: 5	Missing .: 637/3,010

Tabulation: Freq.   Numeric   Label

Freq.	Numeric	Label
71	1	Strongly disagree
196	2	Disagree
361	3	Neither agree nor disagree
1,150	4	Agree
595	5	Strongly agree
637	.	

F44_Purpose
I feel that I have purpose at work

	Type: Numeric (byte)	
	Label: agree	
	Range: [1,5]	Units: 1
	Unique values: 5	Missing .: 636/3,010

Tabulation: Freq.   Numeric   Label

Freq.	Numeric	Label
42	1	Strongly disagree
141	2	Disagree

321	3	Neither agree nor disagree
1,177	4	Agree
693	5	Strongly agree
636	.	

F45_Turnover1
During the past year, I have often
considered leaving my job

Type: Numeric (byte)
Label: agree
Range: [1,5]   Units: 1
Unique values: 5   Missing .: 1,923/3,010
Tabulation: Freq.   Numeric   Label

263	1	Strongly disagree
277	2	Disagree
220	3	Neither agree nor disagree
238	4	Agree
89	5	Strongly agree
1,923	.	

F46_Turnover2
I am likely to accept another job at
the same compensation level should
it be offered to me

Type: Numeric (byte)
Label: agree
Range: [1,5]   Units: 1
Unique values: 5   Missing .: 1,923/3,010
Tabulation: Freq.   Numeric   Label

251	1	Strongly disagree
312	2	Disagree
279	3	Neither agree nor disagree
177	4	Agree
68	5	Strongly agree
1,923	.	

F47_TPerform
Compared to other colleagues at
similar stages of their career in your
institution, how well do you perform
in terms of teaching?

Type: Numeric (byte)
Label: perf
Range: [1,5]   Units: 1
Unique values: 5   Missing .: 2,688/3,010
Tabulation: Freq.   Numeric   Label

4	1	Significantly below
11	2	Somewhat below
133	3	The same as most people
109	4	Somewhat above
65	5	Significantly above
2,688	.	

F48_RPerform

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

	Type: Numeric (byte)		
	Label: perf		
	Range: [1,5]	Units: 1	
	Unique values: 5	Missing .: 2,691/3,010	
	Tabulation: Freq.	Numeric	Label
	23	1	Significantly below
	44	2	Somewhat below
	136	3	The same as most people
	79	4	Somewhat above
	37	5	Significantly above
	2,691	.	

F49_IPerform
Compared to other colleagues at
similar stages of their career in your
institution, how well do you perform
in terms of institutional activities?

	Type: Numeric (byte)		
	Label: perf		
	Range: [1,5]	Units: 1	
	Unique values: 5	Missing .: 2,689/3,010	
	Tabulation: Freq.	Numeric	Label
	16	1	Significantly below
	48	2	Somewhat below
	122	3	The same as most people
	80	4	Somewhat above
	55	5	Significantly above
	2,689	.	

F50_TProductivity
Indicate the relative extent to which
these factors impeded on your
research productivity: teaching
duties:

	Type: Numeric (byte)		
	Label: prod		
	Range: [1,3]	Units: 1	
	Unique values: 3	Missing .: 2,697/3,010	
	Tabulation: Freq.	Numeric	Label
	103	1	Does not impede on my productivity
	150	2	Somewhat impedes
	60	3	Impedes a lot
	2,697	.	

F51_AProductivity
Indicate the relative extent to which
these factors impeded on your
research productivity: administrative
duties:

```
                    Type: Numeric (byte)
              Label: prod
              Range: [1,3]                    Units: 1
       Unique values: 3                Missing .: 1,940/3,010
         Tabulation: Freq.    Numeric   Label
                       288         1  Does not impede on my
                                       productivity
                       485         2  Somewhat impedes
                       297         3  Impedes a lot
                     1,940         .
```

F52_OProductivity
Indicate the relative extent to which
these factors impeded on your
research productivity: absence of
training opportunities

```
                    Type: Numeric (byte)
              Label: prod
              Range: [1,3]                    Units: 1
       Unique values: 3                Missing .: 1,939/3,010
         Tabulation: Freq.    Numeric   Label
                       571         1  Does not impede on my
                                       productivity
                       383         2  Somewhat impedes
                       117         3  Impedes a lot
                     1,939         .
```

F53_WProductivity
Indicate the relative extent to which
these factors impeded on your
research productivity: inflexible work

```
                    Type: Numeric (byte)
              Label: prod
              Range: [1,3]                    Units: 1
       Unique values: 3                Missing .: 1,943/3,010
         Tabulation: Freq.    Numeric   Label
                       488         1  Does not impede on my
                                       productivity
                       381         2  Somewhat impedes
                       198         3  Impedes a lot
                     1,943         .
```

F54_CProductivity
Indicate the relative extent to which
these factors impeded on your
research productivity: partner's
career

```
                    Type: Numeric (byte)
              Label: prod
              Range: [1,3]                    Units: 1
       Unique values: 3                Missing .: 1,954/3,010
         Tabulation: Freq.    Numeric   Label
                       838         1  Does not impede on my
```

		productivity
178	2	Somewhat impedes
40	3	Impedes a lot
1,954	.	

F55_DProductivity
Indicate the relative extent to which
these factors impeded on your
research productivity: childcare
duties

Type: Numeric (byte)
Label: prod
Range: [1,3]   Units: 1
Unique values: 3   Missing .: 1,957/3,010
Tabulation: Freq.   Numeric   Label

681	1	Does not impede on my productivity
255	2	Somewhat impedes
117	3	Impedes a lot
1,957	.	

F57_MAdvice
My mentor, formal and informal, has
Given advice on my research

Type: Numeric (byte)
Label: ny
Range: [1,2]   Units: 1
Unique values: 2   Missing .: 2,858/3,010
Tabulation: Freq.   Numeric   Label

59	1	No
93	2	Yes
2,858	.	

F58_MTeaching
My mentor, formal and informal, has
Given advice on my teaching

Type: Numeric (byte)
Label: ny
Range: [1,2]   Units: 1
Unique values: 2   Missing .: 2,855/3,010
Tabulation: Freq.   Numeric   Label

54	1	No
101	2	Yes
2,855	.	

F59_MFunding
My mentor, formal and informal, has
Given advice related to funding

Type: Numeric (byte)
Label: ny
Range: [1,2]   Units: 1
Unique values: 2   Missing .: 2,360/3,010
Tabulation: Freq.   Numeric   Label

```
                        424          1  No
                        226          2  Yes
                      2,360          .
```

F60_MNetwork
My mentor, formal and informal, has
Introduced me to his/her
professional network

```
              Type: Numeric (byte)
              Label: ny
              Range: [1,2]                    Units: 1
              Unique values: 2                Missing .: 2,035/3,010
              Tabulation: Freq.    Numeric  Label
                        518          1  No
                        457          2  Yes
                      2,035          .
```

F61_MCareer
My mentor, formal and informal, has
Suggested specific strategies for
achieving my career goals

```
              Type: Numeric (byte)
              Label: ny
              Range: [1,2]                    Units: 1
              Unique values: 2                Missing .: 2,032/3,010
              Tabulation: Freq.    Numeric  Label
                        329          1  No
                        649          2  Yes
                      2,032          .
```

F62_MRole
My mentor, formal and informal, has
Served as a role model

```
              Type: Numeric (byte)
              Label: ny
              Range: [1,2]                    Units: 1
              Unique values: 2                Missing .: 2,035/3,010
              Tabulation: Freq.    Numeric  Label
                        341          1  No
                        634          2  Yes
                      2,035          .
```

F64_MColleague
How many colleagues do you
mentor?

```
              Type: Numeric (int)
              Range: [0,200]                  Units: 1
              Unique values: 13               Missing .: 2,897/3,010
                   Mean: 4.72566
              Std. dev.: 18.7946
              Percentiles:    10%      25%      50%      75%      90%
                                0        1        2        3        6
```

F65_MPhD
How many PhD students do you
mentor?

Type: Numeric (byte)				
Range: [0,15]		Units: 1		
Unique values: 12		Missing .: 2,903/3,010		
Mean: 2.62617				
Std. dev.: 2.55699				
Percentiles: 10%	25%	50%	75%	90%
0	1	2	3	5

F66_MMaster
How many master students do you
mentor?

Type: Numeric (int)				
Range: [0,150]		Units: 1		
Unique values: 21		Missing .: 2,902/3,010		
Mean: 8.73148				
Std. dev.: 20.1316				
Percentiles: 10%	25%	50%	75%	90%
0	1	3	9.5	20

F67_Spouse
Do you have a partner or spouse?

Type: Numeric (byte)
Label: yn
Range: [1,2]   Units: 1
Unique values: 2   Missing .: 663/3,010
Tabulation: Freq.   Numeric   Label
            1,476   1   Yes
              871   2   No
              663   .

F68_Breadwinner
Who is the main breadwinner in your
household?

Type: Numeric (byte)
Label: bread
Range: [1,3]   Units: 1
Unique values: 3   Missing .: 1,561/3,010
Tabulation: Freq.   Numeric   Label
              422   1   You
              309   2   Your spouse
              718   3   We are roughly balanced at
                             50/50
            1,561   .

F69_Caring
Do you have caring responsibilities
for dependent children and/or
adults?

Type: Numeric (byte)

Label: yn
Range: [1,2]   Units: 1
Unique values: 2   Missing .: 679/3,010
Tabulation: Freq.   Numeric Label
                681   1   Yes
              1,650   2   No
                679   .

F70_Children
How many children do you care for?

Type: String (str102), but longest is str1
Unique values: 5   Missing "": 2,964/3,010
Tabulation: Freq.   Value
            2,964   ""
                8   "0"
               24   "1"
               11   "2"
                1   "3"
                2   "4"

F71_Teen
How many teens do you care for?

Type: String (str107), but longest is str1
Unique values: 5   Missing "": 2,964/3,010
Tabulation: Freq.   Value
            2,964   ""
                8   "0"
               24   "1"
               11   "2"
                1   "3"
                2   "4"

F72_Adult
How many dependent young adults
do you care for?

Type: Numeric (byte)
Range: [0,6]   Units: 1
Unique values: 5   Missing .: 2,831/3,010
Tabulation: Freq.   Value
               95   0
               58   1
               19   2
                5   3
                2   6
            2,831   .

F73_Dependents
How many adult dependents do you
care for?

Type: Numeric (byte)
Range: [0,6]   Units: 1
Unique values: 7   Missing .: 2,776/3,010
Tabulation: Freq.   Value

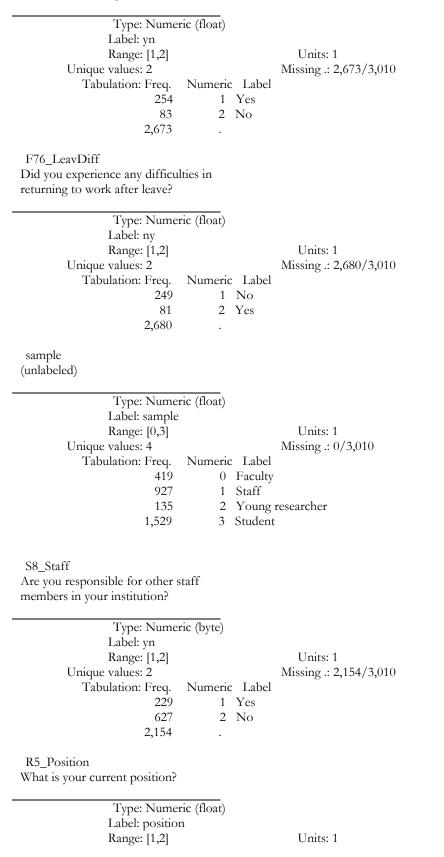|	
81	0
107	1
38	2
4	3
1	4
2	5
1	6
2,776	.

F74_Share
How are you sharing caring
responsibilities?

Type: Numeric (byte)
Label: share
Range: [1,4]   Units: 1
Unique values: 4   Missing .: 2,309/3,010

Tabulation: Freq.	Numeric	Label
33	1	The care is all on me
179	2	The care is mostly on me
409	3	The care is equally split with my partner
80	4	The care is mostly on my partner
2,309	.	

F75_FamLeave
Have you taken any family related
leave while working at your
institution?

Type: Numeric (byte)
Label: yn
Range: [1,2]   Units: 1
Unique values: 2   Missing .: 1,932/3,010

Tabulation: Freq.	Numeric	Label
278	1	Yes
800	2	No
1,932	.	

F56_Mentor
Do you yourself have formal and/or
informal mentors in your institution?

Type: Numeric (float)
Label: mentor
Range: [1,4]   Units: 1
Unique values: 4   Missing .: 640/3,010

Tabulation: Freq.	Numeric	Label
313	1	Yes, formal
141	2	Yes, informal and informal
558	3	Yes, informal
1,358	4	No
640	.	

F63_Mentoring
Do you act as a mentor for young

researchers/colleagues/students?

	Type: Numeric (float)	
	Label: yn	
	Range: [1,2]	Units: 1
	Unique values: 2	Missing .: 2,673/3,010
	Tabulation: Freq.	Numeric Label
	254	1 Yes
	83	2 No
	2,673	.

F76_LeavDiff
Did you experience any difficulties in
returning to work after leave?

	Type: Numeric (float)	
	Label: ny	
	Range: [1,2]	Units: 1
	Unique values: 2	Missing .: 2,680/3,010
	Tabulation: Freq.	Numeric Label
	249	1 No
	81	2 Yes
	2,680	.

sample
(unlabeled)

	Type: Numeric (float)	
	Label: sample	
	Range: [0,3]	Units: 1
	Unique values: 4	Missing .: 0/3,010
	Tabulation: Freq.	Numeric Label
	419	0 Faculty
	927	1 Staff
	135	2 Young researcher
	1,529	3 Student

S8_Staff
Are you responsible for other staff
members in your institution?

	Type: Numeric (byte)	
	Label: yn	
	Range: [1,2]	Units: 1
	Unique values: 2	Missing .: 2,154/3,010
	Tabulation: Freq.	Numeric Label
	229	1 Yes
	627	2 No
	2,154	.

R5_Position
What is your current position?

	Type: Numeric (float)	
	Label: position	
	Range: [1,2]	Units: 1

Unique values: 3   Missing .: 2,886/3,010
Tabulation: Freq.   Numeric   Label

Freq.	Numeric	Label
114	1	PhD/Postdoc
10	2	Other
2,886	.	

R28_Collaboration
How satisfied are you with
Opportunities to collaborate on
research with other students?

Type: Numeric (byte)
Label: satis
Range: [1,5]   Units: 1
Unique values: 5   Missing .: 2,901/3,010
Tabulation: Freq.   Numeric   Label

Freq.	Numeric	Label
11	1	Extremely dissatisfied
22	2	Dissatisfied
33	3	Neither satisfied nor dissatisfied
25	4	Satisfied
18	5	Extremely satisfied
2,901	.	

R26_Classroom
How satisfied are you with
Classroom dynamics and attitudes of
students and postdocs?

Type: Numeric (byte)
Label: satis
Range: [1,5]   Units: 1
Unique values: 5   Missing .: 2,901/3,010
Tabulation: Freq.   Numeric   Label

Freq.	Numeric	Label
5	1	Extremely dissatisfied
16	2	Dissatisfied
31	3	Neither satisfied nor dissatisfied
39	4	Satisfied
18	5	Extremely satisfied
2,901	.	

R27_Funding
How satisfied are you with Funding
for your research

Type: Numeric (byte)
Label: satis
Range: [1,5]   Units: 1
Unique values: 5   Missing .: 2,901/3,010
Tabulation: Freq.   Numeric   Label

Freq.	Numeric	Label
5	1	Extremely dissatisfied
19	2	Dissatisfied
34	3	Neither satisfied nor dissatisfied
28	4	Satisfied

23	5	Extremely satisfied
2,901	.	

R30_Pursue
Do you intend to pursue a career in
your field of research?

Type: Numeric (byte)
Label: yn
Range: [1,2]   Units: 1
Unique values: 2   Missing .: 2,904/3,010
Tabulation: Freq.   Numeric   Label

90	1	Yes
16	2	No
2,904	.	

R45_Encouragement
Indicate the relative extent to which
Encouragement by your mentor
and/or network

Type: Numeric (byte)
Label: influence
Range: [1,3]   Units: 1
Unique values: 3   Missing .: 1,727/3,010
Tabulation: Freq.   Numeric   Label

201	1	Does not have an influence on my decision
616	2	Somewhat more
466	3	Significantly more
1,727	.	

R46_Salary
Indicate the relative extent to which
Salary could influence you to pursue
a career in you field

Type: Numeric (byte)
Label: influence
Range: [1,3]   Units: 1
Unique values: 3   Missing .: 1,727/3,010
Tabulation: Freq.   Numeric   Label

93	1	Does not have an influence on my decision
538	2	Somewhat more
652	3	Significantly more
1,727	.	

R47_Flexible
Indicate the relative extent to which
Flexible working arrangements could
influence you to pursue a career in
you field

Type: Numeric (byte)
Label: influence
Range: [1,3]   Units: 1

Unique values: 3   Missing .: 1,732/3,010
    Tabulation: Freq.   Numeric   Label
                147   1 Does not have an influence on
                              my decision
                544   2 Somewhat more
                587   3 Significantly more
              1,732   .

R48_Fit
Indicate the relative extent to which
Fit between your values and those of
your peers could influence you to
pursue a career in you field

                Type: Numeric (byte)
                Label: influence
                Range: [1,3]   Units: 1
    Unique values: 3   Missing .: 1,730/3,010
    Tabulation: Freq.   Numeric   Label
                 89   1 Does not have an influence on
                              my decision
                363   2 Somewhat more
                828   3 Significantly more
              1,730   .

R49_Prestige
Indicate the relative extent to which
social prestige could influence you to
pursue a career in you field

                Type: Numeric (byte)
                Label: influence
                Range: [1,3]   Units: 1
    Unique values: 3   Missing .: 1,730/3,010
    Tabulation: Freq.   Numeric   Label
                286   1 Does not have an influence on
                              my decision
                650   2 Somewhat more
                344   3 Significantly more
              1,730   .

R50_Change
Indicate the relative extent to which
Generating positive social change
could influence you to pursue a
career in you field

                Type: Numeric (byte)
                Label: influence
                Range: [1,3]   Units: 1
    Unique values: 3   Missing .: 1,730/3,010
    Tabulation: Freq.   Numeric   Label
                101   1 Does not have an influence on
                              my decision
                470   2 Somewhat more
                709   3 Significantly more
              1,730   .

R51_Knowledge
How much do you think
Knowledge, competences and
training can help being successful in
your career?

	Type: Numeric (byte)		
	Label: success		
	Range: [1,3]	Units: 1	
	Unique values: 3	Missing .: 1,731/3,010	
Tabulation:	Freq.	Numeric	Label
	164	1	Does not have an impact
	278	2	Somewhat more
	837	3	Significantly more
	1,731	.	

R52_Commitment
How much do you think Hard work,
commitment can help being
successful in your career?

	Type: Numeric (byte)		
	Label: success		
	Range: [1,3]	Units: 1	
	Unique values: 3	Missing .: 1,730/3,010	
Tabulation:	Freq.	Numeric	Label
	159	1	Does not have an impact
	267	2	Somewhat more
	854	3	Significantly more
	1,730	.	

R53_Leadership
How much do you think Leadership
skills can help being successful in
your career

	Type: Numeric (byte)		
	Label: success		
	Range: [1,3]	Units: 1	
	Unique values: 3	Missing .: 1,729/3,010	
Tabulation:	Freq.	Numeric	Label
	114	1	Does not have an impact
	459	2	Somewhat more
	708	3	Significantly more
	1,729	.	

R54_Team
How much do you think Listening
and team-player skills can help being
successful in your career?

	Type: Numeric (byte)		
	Label: success		
	Range: [1,3]	Units: 1	
	Unique values: 3	Missing .: 1,728/3,010	
Tabulation:	Freq.	Numeric	Label

147	1	Does not have an impact
361	2	Somewhat more
774	3	Significantly more
1,728	.	

R55_Luck
How much do you think Luck can
help being successful in your career?

Type: Numeric (byte)
Label: success
Range: [1,3]   Units: 1
Unique values: 3   Missing .: 1,730/3,010
Tabulation: Freq.   Numeric   Label

251	1	Does not have an impact
658	2	Somewhat more
371	3	Significantly more
1,730	.	

R56_Network
How much do you think Network
can help being successful in your
career?

Type: Numeric (byte)
Label: success
Range: [1,3]   Units: 1
Unique values: 3   Missing .: 1,730/3,010
Tabulation: Freq.   Numeric   Label

150	1	Does not have an impact
389	2	Somewhat more
741	3	Significantly more
1,730	.	

R58_MSupport
My mentor, formal and informal, has
Given advice on my research

Type: Numeric (byte)
Label: ny
Range: [1,2]   Units: 1
Unique values: 2   Missing .: 2,514/3,010
Tabulation: Freq.   Numeric   Label

173	1	No
323	2	Yes
2,514	.	

R57_MGender
My mentor, formal and informal, has
Demonstrated concern for gender
equality

Type: Numeric (byte)
Label: ny
Range: [1,2]   Units: 1
Unique values: 2   Missing .: 2,518/3,010
Tabulation: Freq.   Numeric   Label

278	1	No
214	2	Yes
2,518	.	

R63_MRace
My mentor, formal and informal, has Demonstrated concern for racial equality

Type: Numeric (byte)
Label: ny
Range: [1,2] Units: 1
Unique values: 2 Missing .: 2,521/3,010

Tabulation: Freq.	Numeric	Label
289	1	No
200	2	Yes
2,521	.	

R64_Supervisor
Do you have a designated PhD advisor or research supervisor?

Type: Numeric (float)
Label: yn
Range: [1,2] Units: 1
Unique values: 2 Missing .: 2,896/3,010

Tabulation: Freq.	Numeric	Label
106	1	Yes
8	2	No
2,896	.	

R65_SSupport
How satisfied are you with your PhD supervisor on Encouraging a co-operative and inclusive environment?

Type: Numeric (byte)
Label: satis
Range: [1,5] Units: 1
Unique values: 5 Missing .: 2,912/3,010

Tabulation: Freq.	Numeric	Label
4	1	Extremely dissatisfied
6	2	Dissatisfied
10	3	Neither satisfied nor dissatisfied
28	4	Satisfied
50	5	Extremely satisfied
2,912	.	

R67_SGender
How satisfied are you with your PhD supervisor on Demonstrating commitment to gender equality?

Type: Numeric (byte)
Label: satis

Range: [1,5] Units: 1
Unique values: 5 Missing .: 2,913/3,010
Tabulation: Freq. Numeric Label
3 1 Extremely dissatisfied
3 2 Dissatisfied
44 3 Neither satisfied nor
dissatisfied
23 4 Satisfied
24 5 Extremely satisfied
2,913 .

R68_SProgress
How satisfied are you with your PhD
supervisor on Providing clear
information on your progress?

Type: Numeric (byte)
Label: satis
Range: [1,5] Units: 1
Unique values: 5 Missing .: 2,912/3,010
Tabulation: Freq. Numeric Label
4 1 Extremely dissatisfied
11 2 Dissatisfied
18 3 Neither satisfied nor
dissatisfied
33 4 Satisfied
32 5 Extremely satisfied
2,912 .

R34_Mentor1
Indicate the gender of the most
important mentors (formal or
informal) in your institution who you
would turn to for support, advice:

Type: Numeric (byte)
Label: sex
Range: [1,2] Units: 1
Unique values: 2 Missing .: 2,540/3,010
Tabulation: Freq. Numeric Label
252 1 Male
218 2 Female
2,540 .

R34_Mentor2
Indicate the gender of the most
second important mentors (formal
or informal) in your institution who
you would turn to for support,
advice:

Type: Numeric (byte)
Label: sex
Range: [1,2] Units: 1
Unique values: 2 Missing .: 2,618/3,010
Tabulation: Freq. Numeric Label
172 1 Male

| | 220 | 2 | Female |
| | 2,618 | . | |

R34_Mentor3
Indicate the gender of the most third
important mentors (formal or
informal) in your institution who you
would turn to for support, advice:

Type: Numeric (byte)			
Label: sex			
Range: [1,2]		Units: 1	
Unique values: 2		Missing .: 2,687/3,010	
Tabulation: Freq.	Numeric	Label	
146	1	Male	
177	2	Female	
2,687	.		

M5_Start
When did you start your
MBA/Master degree?

Type: Numeric (float)			
Label: lenght			
Range: [1,3]		Units: 1	
Unique values: 3		Missing .: 1,600/3,010	
Tabulation: Freq.	Numeric	Label	
930	1	This year	
294	2	A year ago	
186	3	Over a year ago	
1,600	.		

M7_PhD
Do you intend to pursue with a
PhD?

Type: Numeric (byte)			
Label: yn			
Range: [1,2]		Units: 1	
Unique values: 2		Missing .: 1,621/3,010	
Tabulation: Freq.	Numeric	Label	
240	1	Yes	
1,149	2	No	
1,621	.		

S5_Role
(unlabeled)

Type: Numeric (float)			
Label: staff			
Range: [1,4]		Units: 1	
Unique values: 4		Missing .: 2,182/3,010	
Tabulation: Freq.	Numeric	Label	
98	1	Director	
202	2	Manager	
260	3	Assistant	

268   4 Other

2,182   .