

Supplementary Table 2

Questions from online survey, and indication of how questions were derived.

Eligibility

1. Do you have a PhD or doctoral qualification?
 - Yes
 - No -Terminate these
 - Currently studying towards this level of qualification –[Terminate these]

2. What is the number of years since completion of your highest degree?
 - 0–1
 - 2–4
 - 5–7
 - 8–10
 - More than 10 years – [terminate these]

3. What is the nature of your employment? (Original question)
 - University, teaching position
 - University, research only position
 - University, combined teaching and research position
 - University and hospital, combined clinical and research position
 - Government research institute (e.g. CSIRO, ANSTO) [terminate these]
 - Research institute
 - Not for profit organisation – [terminate these]
 - Other, please specify

Demographics

4. What is your gender?
 - Male
 - Female
 - Other
 - Prefer not to say

5. What is your age?
 - Less than 25
 - 25–30
 - 31–35
 - 36–40
 - 41–45
 - Over 45

6. Where were you born? If Other please specify your country. (country list derived from the Australian Bureau of Statistics data on HDR student population)
 - Australia
 - England
 - New Zealand
 - India
 - Italy
 - Vietnam
 - Philippines
 - China
 - Nepal
 - Malaysia
 - Brazil
 - Other (please specify)

7. Is English your first language?
 - Yes
 - No

8. Do you speak a language other than English at home? (If more than one language other than English, provide the one that is spoken most often)
 - No, English only
 - Yes, Mandarin
 - Yes, Italian
 - Yes, Arabic
 - Yes, Cantonese
 - Yes, Greek
 - Yes, Vietnamese
 - Yes, other (please specify)

9. Where did you receive your PhD or doctoral qualification? (country list derived from the Australian Bureau of Statistics data on HDR student population)
 - Australia
 - England
 - New Zealand
 - India
 - Italy
 - Vietnam
 - Philippines
 - China
 - Nepal
 - Malaysia
 - Brazil
 - Other (please specify)

10. What is your primary research discipline? Select the appropriate Australian FOR code:
- DIVISION 01 MATHEMATICAL SCIENCES
 - DIVISION 02 PHYSICAL SCIENCES
 - DIVISION 03 CHEMICAL SCIENCES
 - DIVISION 04 EARTH SCIENCES
 - DIVISION 05 ENVIRONMENTAL SCIENCES
 - DIVISION 06 BIOLOGICAL SCIENCES
 - DIVISION 07 AGRICULTURAL AND VETERINARY SCIENCES
 - DIVISION 08 INFORMATION AND COMPUTING SCIENCES
 - DIVISION 09 ENGINEERING
 - DIVISION 10 TECHNOLOGY
 - DIVISION 11 MEDICAL AND HEALTH SCIENCES

About your family situation

11. Do you live with a partner or spouse? (Question adapted from [1]; added 2nd and 3rd "yes" answers)
- Yes –partner of the opposite sex
 - Yes – same sex partner
 - Yes – prefer not to specify
 - No
12. What best describes your partner/spouse's employment status? (Question from [1])
- My partner works full time in science
 - My partner works part time in science
 - My partner works full time in another sector
 - My partner works part time in another sector
 - My partner is retired or not employed
 - Not applicable
13. Do you have any children under 18 living at home with you? (Question adapted from [1] but added "some of the time")
- Yes
 - No
 - Some of the time
14. Who is mainly responsible for the care of these children? (Question from [1])
- I am
 - My partner is
 - We share the care equally
 - Not applicable
15. Are you responsible for the care of any adult due to their ill-health, age or disability? (Original question)
- No
 - Yes (please explain)

About your job and work status and workload

16. What is the name of your institution? (optional)
17. On average, how many hours per week do you work in your workplace, including in field or clinical settings? (Question from [1])
- Up to 20
 - 21-30
 - 31-40
 - 41-50
 - 51-60
 - 61-70
 - Greater than 70
18. On average, how many hours per week do you undertake work related to your employment at home? (Question from [1])
- Up to 5 hours
 - 6-10 hours
 - 11-15 hours
 - 16-20 hours
 - 21-30 hours
 - Greater than 30 hours
 - Other, please specify
19. What is your employment fraction? (i.e. 0.2 =one day per week) (Question adapted from [1])
- 0.2 FTE
 - 0.4 FTE
 - 0.5 FTE
 - 0.6 FTE
 - 0.8 FTE
 - 1.0FTE
 - Other, please explain
20. How would you describe your overall workload? (Question from [2])
(much too low, about right, too high)
21. In an ideal world, compared to your current workload, how much time would you like to spend on the following tasks? (Question adapted from [2]; with clinical work added)

	I would like to do more of this	I would like to do about the same	I would like to do less of this	Not applicable
Research (active involvement in experiments, data collection, analysis, report writing)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching (including preparation and assessment)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training and supervision (of students/postdocs/staff)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clinical work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fundraising/applying for grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administration (paperwork, committees, departmental meetings, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service (voluntary services within organization, counselling colleagues/students, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. Thinking about all of your paid, unpaid, and other research activities since receiving your doctorate/doctorate-equivalent degree, have you: (Select all that apply) (Question adapted from [3]; with co-supervised added)
- Published papers in conference proceedings?
 - Had articles accepted for publication or already published in a peer-reviewed journal?
 - Submitted articles for publication in a peer-reviewed journal; that were not accepted for publication or published?
 - Published books or book chapters?
 - Been named as an inventor on a patent application(s)?
 - Been awarded peer-reviewed grant funding?
 - Supervised or co-supervised HDR students to completion?

About Your Job Security and your Funding

23. In which manner are you employed: (Original question)
- Full time continuing
 - Part time continuing
 - Full time fixed term contract
 - Part time fixed term contract
 - Contractor / self employed
 - Other (please specify)
24. If you are on a fixed term contract, what is the total length of your [fixed-term] contract? (Question from [1])
- Less than 1 year
 - 1 to three years
 - More than 3 years (please specify in comment)

A postdoctoral appointment, or “postdoc,” is a temporary position awarded in academe, industry, government or a non-profit organization primarily for gaining additional education and training in research. For the next question, please include any position you consider to be a “postdoc” even if your employer did not or does not. Please also count reappointments to the same position as one appointment. (Question adapted from [3]; plus “please specify in Other” added)

25. How many postdoctoral appointments have you had, including your current position if applicable? Select one. If “other” please explain.
- 1
 - 2
 - 3
 - More than 3 (please specify in Other)
 - Other
26. How is the major component of your salary funded? If Other please explain (Question adapted from [1], plus “Other please specify”)
- I have my own grant
 - I am employed on someone else’s grant
 - I am a direct employee
 - I am self employed
 - A combination of two or more of the above
 - Other (Please specify)
27. Does the nature of your research mean you require additional funding in addition to your salary funding to do your research? (Original question)
- Yes
 - No

28. Please explain how your research costs are funded. If "Other" please explain. (Original question)
- My salary and research costs are funded together in one grant
 - My salary is funded by one grant/fellowship; my research costs are funded by separate grants
 - I receive funding for my salary only; I do not have separate research costs
 - Other
29. From which of the following did you receive funding in the last three years? (Check all that apply) (Question adapted from [2])
- Your own institution
 - Government entities in your own country
 - Business or industry (Australian)
 - Private not for profit (Australian)
 - International entities
 - Others (Please specify)
30. Do you currently have adequate funding to allow you to carry out your research? (Original Question)
- Yes
 - No

Job satisfaction

31. To what extent do you agree with the follow statements about your current job? (Question from [1])

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I am confident my work/contributions are valued by my employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm confident I can get research grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm confident I can publish in good journals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I find my work rewarding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have good career or promotion opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have an unreasonable amount of administrative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have good job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have freedom to pursue my own research interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have adequate equipment and resources to do my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my level of income	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to influence decisions that affect me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe in my work environment/workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my workplace's commitment to a diverse and inclusive workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

32. Thinking about your current workplace to what extent you are satisfied with the following?
 (Question from [1])

	Very satisfied	Satisfied	Neither satisfied nor dissatisfi ed	Dissatisf ied	Very dissatisfi ed
The criteria for promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The culture of my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The leadership and management of my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for attending conferences and study leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for career development/professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level of resources and equipment to do my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexibility of working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. If there was one factor you could change that would make a major difference to your levels of job satisfaction what would it be? (Select one ONLY) (Question adapted from [1])

- Improved working hours
- More protected time for research
- Improved leave provisions
- Improved institutional / organisational culture
- Improved promotional opportunities
- Better pay
- Improved job security
- Improved mentorship / supervision
- More family friendly environment
- Support for career development
- Other (please specify)
- None of these. I am very satisfied with my current job

34. Thinking about the last job you left, what was the reason for leaving? (tick all that apply)
 (Original question)

- Lack of funding for new contract/further employment
- Career progression / development
- The new job is better suited to my interests / skills
- For better compensation / salary
- For full-time permanent position
- Better work-life balance
- Unhappy with role
- Looking to relocate / partner was relocated
- Launch my own business
- Terminated / made redundant
- Maternity / paternity leave
- Retired
- Personal reasons
- Unhappy with organisational culture
- I was subjected to bullying or harassment at work
- I'd prefer not to say
- Not applicable
- Other, please specify

35. To what extent do you agree that your institution both recognises and values the contributions that you make to... (Question from [4])

	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree	Don't know	Not applicable
Grant / funding applications?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge transfer / commercialisation activities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing budgets / resources?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peer reviewing?	<input type="radio"/>	<input type="radio"/>	<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"/>	<input type="radio"/>	<input type="radio"/>
Public engagement with research?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervising / managing research?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervising research students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching and lecturing?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

About challenges relating to your work

36. To what extent have the following characteristics of your workplace culture impacted you or your career advancement? (Question adapted from [2])

VERY SUPPORTIVE- SUPPORTIVE - NEITHER SUPPORTIVE NOR A PROBLEM – NOT SUPPORTIVE/A PROBLEM – VERY UNSUPPORTIVE/ A MAJOR PROBLEM - NOT APPLICABLE

- Level of support from supervisor/manager in applying for promotion
- Guidance received in performance reviews
- Opportunities for professional development
- Opportunities to undertake/complete qualifications
- Access to research funding
- The attitude towards people of my age
- The attitude towards people of my gender
- The attitude towards people of my ethnic background
- The attitude towards people of my sexual orientation
- Availability of informal mentoring

37. To what extent have the following negative characteristics of some workplace cultures impacted you or your career advancement in your workplace? (Original Question)

NEVER A PROBLEM - SOMETIMES A PROBLEM - A SIGNIFICANT PROBLEM

- Inequitable hiring practices
- Harassment based on different power position
- Lack of support from institutional superiors
- Questionable research practices of colleagues within my institution
- Questionable research practices of colleagues outside my institution

38. How many times in your career have you had to change location in order to advance your career? (Question from [1])

- I have never changed location
- I have moved once
- I have moved twice
- I have moved more than twice

39. What has been the most significant impact of the move/s? (Question from [1])

40. Have any of the moves involved international relocation? (Question from [1])

- Yes
- No

41. Please indicate how much you agree or disagree with the following statements about balancing your current professional and personal responsibilities. (Question from [3])

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
You can manage the demands of your position and home life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your work schedule allows you to maintain the overall quality of life you want.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your work schedule provides the flexibility to take care of demands at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your supervisor understands when demands at home interfere with your professional responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demands at home have slowed down progress on your professional activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

About Mentoring and Supervision

42. A mentor is someone who is there to assist you achieve your personal, academic and career exploration goals. This person is not necessarily your supervisor. Do you have a mentor?

(Original Question)

- Yes
- No

43. In the last five years have you been mentored in a mentoring scheme in your workplace or through a professional society? (Select as many as apply. If other, please specify). (Question from [1])

- Yes through a professional society
- Yes through my institution's formal scheme with a mentor in my current workplace
- Yes, through my institution's formal scheme with a mentor in another workplace
- Yes but in an informal arrangement with a mentor in my current workplace
- Yes but in an informal arrangement in another workplace
- No
- Other (Please specify)

44. How beneficial was the mentoring? (Question from [1])

- Highly beneficial
- Beneficial
- Neutral
- Not beneficial

45. How important to you for career progression are or have been the following types of support from more senior colleagues or mentors? (Question from [2])

	Very unimportant	Unimportant	Neither important nor unimportant	Important	Very important
Advice on career decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduction to important networks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attain a position / job via direct intervention through personal resources (of the supporter)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skill training: methodology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skill training: fundraising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skill training: (scientific) writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skill training: other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

46. Over the past two years (or since taking up your current position if that is more recent) have you participated in a formal staff appraisal/performance review? If "Other", please explain.

(Question from [4])

- Yes
- No
- Other (please explain)

47. If you have not had a review what is the reason? If "Other", please specify. (Question from [4])

- You're on probation?
- You've only recently been appointed?
- You haven't been invited to do so?

- You haven't arranged this?
- You are not eligible?
- Other (please specify)

48. [If you participated in your institution's staff review/appraisal scheme in the last two years]
How would you rate this scheme's usefulness? (Question from [4])

	Not at all useful	Not very useful	Neither useful or not	Useful	Extremely useful	Not applicable
Overall?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For you to highlight issues?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In helping you focus on your career aspirations and how these are met by your current role?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In identifying your strengths and achievements?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In leading to training or other continuing professional development opportunities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In leading to changes in work practices?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In reviewing your personal progress?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

49. When you started with your current employer how useful did you find the following? (Question from [4])

	Not at all useful	Not very useful	Neither useful or not	Useful	Extremely useful	Offered but not taken	Not offered
Institutional-wide induction programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Departmental /Faculty/Unit induction program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The local induction to your current role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

50. Do you consider yourself a mentor (Question from [2])

- Yes
- No

51. If yes, do you have the skills you need to be an effective mentor? (Question from [2])

- Yes
- No

About professional development and training

52. To what extent do you agree that... (Question from [4])

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
You are encouraged to engage in personal and career development?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You take ownership of your career development?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You have a clear career development plan?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You maintain a formal record of your continuing professional development activities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

53. In which areas have you undertaken, or would you like to undertake, training in these research and academic skills? (Question adapted from [4]; broken into two parts. This and next Question)

	Undertaken	Not undertaken, I would like to but have no time	Not undertaken, I would like to but not available	This is of no interest to me currently
Ethical research conduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grant writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interdisciplinary research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intellectual property	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge exchange	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tips for your publishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research impact	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research skills and techniques	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching or lecturing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

54. In which areas have you undertaken, or would you like to undertake, training in these generic management skills? (Question from [4])

Budget management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaboration and teamworking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication and dissemination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equality and diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal effectiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Project management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring and being mentored	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervision of doctoral/masters students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

About Career Planning

55. In general, upon the completion of your highest degree, do you agree you were confident in your career prospects (i.e. obtaining a good job, securing funding, etc.). (5 point Likert scale, strongly disagree to strongly agree) (Question from [2])
56. Whom do you primarily rely on for career development advice? If "Other", please specify. (Select one) (Question from [3])
- Your current supervisor
 - A previous supervisor
 - A senior colleague in the department or lab from your current position
 - A senior colleague from a previous position
 - Your doctorate/doctorate-equivalent degree advisor
 - No one
 - Other (Please specify)
57. How do you learn about career opportunities that are beyond academia? Select all that apply. (Question from [5])
- Academic career opportunities are the only ones I am interested in
 - Academia is the only possibility I am aware of
 - My institution provides relevant workshops and resources
 - I cold-contact individuals in jobs that sound interesting
 - My family
 - A professional society that I am a member of provides this information
 - Science publications/jobs boards
 - Journal related to my area of speciality
 - Online resources including blogs
 - LinkedIn, Twitter and other social networks
 - Speaking with people in my lab
 - Speaking with people in my department
 - Scientific conferences
 - Other (please specify)
58. Does your institute have career advisory services for science ECRs? ((Question from [5])
- Yes, but I haven't had any contact with them
 - Yes, and their offerings have been useful
 - Yes, but their offerings have not been useful
 - No
 - I don't know
59. Which, if any, of the following activities have you done to advance your career? Please select all that apply. ((Question from [5])
- Attended career seminars and/or workshops
 - Attended networking events
 - Developed my social media profile
 - I have worked out an individualized development plan
 - Discussed my career future with a graduate adviser
 - Discussed my career future with a mentor
 - Discussed my career future with a careers counsellor at my institution
 - Other (please specify)

About whether you are considering a change in your work

60. What are your hopes for your research career? Note: Ignore practical constraints! This question addresses what you'd like to do in an ideal world (Question from [6])
- I'd prefer another job immediately
 - After finishing my current position, I'd look to move away from research
 - I'd like to stay in research for the medium term
 - I'd like to make research my lifetime career
 - Other, (please specify)
61. Within the last five years have you considered any major career or position changes? (Question adapted from [1]; plus "Yes, to move to another area within or outside science Q")
- No I have not considered any major changes in my job
 - Yes, to take another position in the same field of science within Australia
 - Yes, to take another position in the same field of science overseas
 - Yes, to move to a different position within my field such as management / academia/industry
 - Yes, to move to another area within or outside science. Please specify in comment
 - Yes, to retire
62. Did you take any concrete action to make such changes? If "Other", please specify in the comments box. If you wish to provide further explanation please use the comment box. (Question from [1])
- No
 - Yes, I applied for another position in the same field in Australia
 - Yes, I applied for another position in the same field overseas
 - Yes, I applied for a different position within my field (e.g. to move to management)
 - Yes, I applied for a position outside my field or outside science. Please specify
 - Yes, I plan to retire within the next five years
 - Other (please specify)
63. Where would you like to be in five years' time? (Original question)
- In my role and current position
 - In a higher level role, same workplace
 - In a higher level role, different workplace
 - Similar role different workplace
 - Similar role and field overseas
 - In a management role
 - Not working in science; working elsewhere
 - Working in science outside academia
 - Retired, not working
 - Don't know
64. Where do you expect to be in five years' time? (Original question)
- In my role and current position
 - In a higher level role, same workplace
 - Similar role different workplace
 - Similar role and field overseas
 - In a management role
 - Not working in science; working elsewhere
 - Working in science outside academia
 - Retired, not working
 - Don't know
65. In which area do you expect to work in the long term (say, 10 years +)? (Original question)
- Career in higher education – primarily research and teaching
 - Career in higher education – primarily research
 - Career in higher education – primarily teaching
 - Career in higher education – primarily research and clinical
 - Other role in higher education

- Research career outside higher education
 - Self-employment/running your own business
 - Teaching career outside HE
 - Self-employed
 - Other occupations
 - Don't know
66. In which area do you aspire to work in the long term (say, 10 years +)?? **Original question)**
- Career in higher education – primarily research and teaching
 - Career in higher education – primarily research
 - Career in higher education – primarily teaching
 - Career in higher education – primarily research and clinical
 - Other role in higher education
 - Research career outside higher education
 - Self-employment/running your own business
 - Teaching career outside HE
 - Self-employed
 - Other occupations
 - Don't know
67. What would be the main reason you would consider leaving a career in research? If “Other” please specify **(Original question)**
- Family/carer responsibilities
 - Interpersonal problems with your supervisor
 - Inadequate job security
 - A lack of independent positions available
 - A lack of funding
 - Other (please specify)

About Career Breaks

68. Have you ever taken a period of 6 months or longer away from work anytime during your career? (Question from [1])
- Yes
 - No
 - Other (please specify)
69. How long was the break that you took? (Question from [1])
- Up to one year
 - 1 – 2 years
 - 2 – 5 years
 - Greater than 5 years
 - Up to one year, more than once
 - 1 – 2 years, more than once
 - 2 – 5 years, more than once
 - Greater than 5 years, more than once
70. Why did you take time off? (Tick all that apply. If for some other reason, please specify). (Original question)
- For health reasons
 - To start a family or have more children
 - To care for a sick family member
 - To write papers from your dissertation for publication
 - To travel
 - For additional education
 - You could not find employment
 - For some other reason (Please specify)
71. Which best describes your return to work after the break? (Question from [1])
- I returned to the same position, full time
 - I returned to the same position and became part time
 - I returned to the same employer but to a different position – full time
 - I returned to the same employer but to a different position – part time
 - I did not return to my position, I returned later to a different employer – full time
 - I did not return to my position, I returned later to a different employer – part time
 - Other (please specify)
72. Do you have a long term health condition or disability that restricts you in your everyday activities and has lasted, or is likely to last, for more than 6 months? (Original question)
- Yes
 - No

About the Expectations you had for your Job Satisfaction (original question)

73. How does your job as an early-career researcher meet your original expectations? If you wish to offer an explanation, please do so in the comment section.

- my job is much better than I expected
- my job is better than I expected
- my job meets my expectations
- my job has more difficulties than I expected
- my job has many more difficulties than I expected

74. How do these statements following correspond with your views about the nature of your job?

(Question from [7])

rating from strongly agree to strongly disagree:

- This is a poor time for any young person to begin an academic career in my field.
- 'If I had it to do over again, I would not become an academic',
- 'My job is a source of considerable personal strain'.

75. How would you rate your overall satisfaction with your current job? (Original question)

5 point scale very satisfied to very dissatisfied

76. It is recognised that there are some difficulties for ECRs in working in a research environment in STEMM disciplines. Why do you choose to stay in academia? (Original question)

Open ended, character limitation

Further Comments

77. Is there anything you would like to add which has not been covered in this survey? (Original question)

Open ended, character limitation

References

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