



Climate in economics survey

1. Summary

Executive Committee is invited to **note and discuss** preliminary findings from the survey.

2. Background

As part of the work to develop a code of conduct, and to better understand the current climate in academic economics in the UK, ExCo previously agree that a survey should be developed. Michele Belot led the development of questions for the survey, with support from Denise Osborn and the office.

The survey ran for three weeks from January 2020. Because of the sensitive nature of certain questions, the office arranged for an independent person (Stephanie Richardson, formerly Head of Membership at the Institute of Physics) to collate and anonymise the data.

3. Respondents

There were 181 responses over the 3-week period. The response rate was 7%. The majority of respondents (74%) work in the UK and the majority (86%) in academia. The largest age category of respondents is 35 and under with the size of other categories decreasing as the age ascends. The majority of respondents describe themselves as being White British. 62% of respondents are men and 35% women (Mailchimp estimates that over 65% of those who received the survey were male).

4. Headline findings

The strongest perception of the professional climate is that it is competitive. Over half of respondents believe it is aggressive, less than half believe it is respectful, and only a third believe it is inclusive. However, most people believe they are treated fairly.

Over half of respondents have witnessed unethical behaviour at times.

Over half have had unpleasant experiences, and of those, half would describe them as bullying. These experiences are more common in seminars, workshops or conferences, and with senior colleagues rather than peers.

15% have been subject to inappropriate sexually-related behaviour. However, for women this rises to 33%. These experiences are far more common in interactions with senior colleagues.

In the majority of cases, respondents have not reported the behaviours addressed in the survey.

Only a minority believe UK academic institutions are properly equipped to impose sanctions for inappropriate behaviour.

5. Next steps

The working group have access to the full (anonymised) data and will be able to conduct further analysis. Executive Committee is invited to discuss the findings and to provide any guidance to the working group on what analysis should be conducted.

LJC

1. What is your general perception of the professional climate in UK academic economics? To what extent do you think it is:

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know	Total	Weighted Average*						
Cooperative	5.00%	9	23.89%	43	25.56%	46	37.78%	68	5.00%	9	2.78%	5	180	3.22
Friendly	6.21%	11	19.21%	34	23.73%	42	41.81%	74	6.78%	12	2.26%	4	177	3.31
Respectful	4.47%	8	20.67%	37	23.46%	42	39.11%	70	10.06%	18	2.23%	4	179	3.36
Inclusive	11.73%	21	32.96%	59	18.99%	34	26.26%	47	7.26%	13	2.79%	5	179	2.93
Competitive	0.00%	0	2.22%	4	10.00%	18	33.33%	60	48.89%	88	5.56%	10	180	4.46
Aggressive	3.91%	7	18.44%	33	18.99%	34	30.17%	54	22.35%	40	6.15%	11	179	3.67
Discriminatory	10.17%	18	18.64%	33	33.33%	59	24.86%	44	6.78%	12	6.21%	11	177	3.18
Unprofessional	15.00%	27	37.78%	68	19.44%	35	14.44%	26	6.11%	11	7.22%	13	180	2.81
													Answered	180
													Blank	1

2. We are interested in how fairly treated you feel in different academic contexts. Please comment on your experience in the following contexts:

	I feel I have always been treated fairly		I feel I have been treated fairly most of the time, but occasionally unfairly		I have often felt unfairly treated		Not applicable / prefer not to answer		Total	Weighted Average*
PhD supervision (as a PhD student)	40.34%	71	19.89%	35	8.52%	15	31.25%	55	176	2.31
Teaching allocations	34.83%	62	26.97%	48	14.04%	25	24.16%	43	178	2.28
Service/administrative obligations	33.71%	60	24.16%	43	21.35%	38	20.79%	37	178	2.29
Course evaluations (by students)	34.08%	61	31.84%	57	12.85%	23	21.23%	38	179	2.21
Promotion/compensation/hiring decisions	30.90%	55	23.03%	41	25.84%	46	20.22%	36	178	2.35
Publishing decisions	21.11%	38	37.78%	68	21.11%	38	20.00%	36	180	2.4
Funding decisions	23.46%	42	35.75%	64	18.44%	33	22.35%	40	179	2.4
									Answered	181
									Blank	0

3. What is your experience regarding research integrity and compliance with the ethical standards of the profession

(such as respect of ethical rules for conducting research, providing appropriate credit to the contributions of others, etc.)?

Answer Choices	Responses
Research integrity is very high	37.99% 68
Research integrity is generally good, but I have witnessed on some occasions behaviour that was not in line with the ethical standards of the profession	51.96% 93
Research integrity is weak. I have frequently witnessed behaviour that was not in line with the ethical standards of the profession	10.06% 18
	Answered 179
	Blank 2

3a. Was any of this inappropriate behaviour in a UK-based institution? (if applicable)

Answer Choices	Responses
Yes	59.31% 86
No	40.69% 59
	Answered 145
	Blank 36

4. What is your experience regarding interactions with UK-based academic economists? Please comment on your experience in the following contexts

	Always positive	Generally positive but I have occasionally experienced unpleasant interactions	Often unpleasant	Not applicable / prefer not to answer	Total	Weighted Average
In events such as seminars, workshops or conferences, as audience, as presenter	35.56% 64	53.89% 97	3.89% 7	6.67% 12	180	1.82
In events such as seminars, workshops or conferences, as audience participant	36.46% 66	53.59% 97	4.97% 9	4.97% 9	181	1.78
In one-to-one interactions with more senior colleagues	34.44% 62	51.67% 93	4.44% 8	9.44% 17	180	1.89
In one-to-one interactions with peers	46.93% 84	42.46% 76	2.23% 4	8.38% 15	179	1.72

4a. Would you describe any of these unpleasant experiences as bullying?

Answer Choices	Responses	
None of them	59.52%	100
Some of them	39.29%	66
Almost all of them	1.79%	3
	Answered	168
	Blank	13

4b. Did any of these unpleasant experiences occur at a UK-based institution?

Answer Choices	Responses	
Yes	74.68%	118
No	25.32%	40
	Answered	158
	Blank	23

4c. Did any of these unpleasant experiences occur at a RES organised or sponsored event?

Answer Choices	Responses	
Yes	10.84%	18
No	89.16%	148
	Answered	166
	Blank	15

5. What is your experience regarding how your work is perceived by others? Please provide an answer for each of the following contexts:

	I feel my work is valued and taken seriously	I feel my work is generally valued, but I have had occasions where I felt undervalued	I often feel undervalued	Not applicable / prefer not to answer	Total
Teaching	45.45% 80	31.82% 56	10.80% 19	11.93% 21	176
Research	35.03% 62	46.33% 82	11.86% 21	6.78% 12	177
Service obligations	35.80% 63	27.27% 48	21.02% 37	15.91% 28	176
				Answered	178
				Blank	3

6. Have you ever been the victim of inappropriate sexually-related behaviour?

Answer Choices	Responses	
Yes	15.34%	27
No	84.66%	149
Answered		176
Blank		5

6b. Was this at a UK-based institution?

Answer Choices	Responses	
Yes	51.11%	23
No	48.89%	22
Answered		45
Blank		136

6c. Was this at an RES organised or sponsored event?

Answer Choices	Responses	
Yes	4.35%	2
No	95.65%	44
Answered		46
Blank		135

6d. Was this at a social event associated with a UK-based institution?

Answer Choices	Responses	
Yes	24.44%	11
No	75.56%	34
Answered		45
Blank		136

6e. Who was involved?

Answer Choices	Responses	
A more senior person than you	72.22%	26
A peer	22.22%	8
A more junior person than you	5.56%	2
Answered		36
Blank		145

7. Have you ever reported any inappropriate behaviours (discrimination, bullying, disrespect or sexual harassment) that you have witnessed or experienced within academia?

Answer Choices	Responses	
Yes	15.98%	27
No	46.75%	79
I have not witnessed any such behaviour	37.28%	63
	Answered	169
	Blank	12

7a. If no, why did you not report it? (select all that apply)

Answer Choices	Responses	
The behaviour was “borderline”, it was not clear to me that it would be or should be sanctioned	46.84%	37
I was afraid of consequences for myself	39.24%	31
I was afraid of consequences for the person who had behaved inappropriately	11.39%	9
I did not know who to report it to	31.65%	25
Other, please specify:	20.25%	16
	Answered	79
	Blank	102

8. Do you think academic institutions in the UK are properly equipped to impose sanctions for inappropriate behaviour in academia?

Answer Choices	Responses	
No	23.30%	41
Not entirely	31.25%	55
Yes	16.48%	29
Don't know	23.30%	41
What do you think is missing?	5.68%	10
	Answered	176
	Blank	5