

## Technical report: The 2021 Daphne Jackson Trust Former Fellows Survey

### Background

The Daphne Jackson Trust undertakes a quinquennial survey of former Fellows. The most recent survey, originally destined for 2020, was delayed until the Summer of 2021 due to the Covid-19 pandemic.

Development started during 2019 with the help of a pilot group consisting of former Fellows. This resulted in a 35-question survey. During 2020, a much shorter 8-question survey was also developed to incentivise participation of former Fellows that finished more than five years ago.

All former Fellows that completed their Fellowship between 2000 and the early part of 2021 were invited to participate in this exercise:

- Those that completed their Fellowship between 2015 and 2021 were asked to complete the full 35-question survey.
- Those that completed their Fellowship between 2000 and 2015 were given a choice to either complete the full 35-question, or short 8-question survey.

Those that completed their Fellowship pre-2000 were not contacted as it was considered less reasonable to ask in-depth questions about their Fellowship given the time elapsed.

### Who answered the survey?

#### Invitations

263 former Fellows were invited to participate, out of a total 2000-2021 former Fellow cohort of 290 individuals:

- 124 former Fellows that finished between 2015 and 2021 were asked to complete the 35-question survey.
- 139 former Fellows that finished between 2000 and early 2015 were given the choice to complete either the full, or short survey.

A small handful (n=12) of eligible Fellows had previously requested not to be contacted and therefore were omitted from the exercise. Also, 15 former Fellows could not be reached as their contact details did not work, and despite efforts to communicate with them through alternative means or source information elsewhere (in-house), they remained uncontactable.

#### Responses

182 former Fellows responded to the survey:

- 143 answered (in full, or in part) the 35-question survey.
- 39 answered the shorter 8-question survey.
- 81 did not answer at all.

To increase the amount of information available, data was gathered from in-house sources on 58 former Fellows that did not respond or could not be reached.

This provided a dataset of 240 Fellows – 91% of the target cohort.

## Summary of findings

- Daphne Jackson Fellowships relaunch successful long-term research careers for those who have had a career break. Fellowships provide returners with confidence and experience that make them employable in their first-choice careers.
  - Once re-established, Daphne Jackson Fellows have successful career progression and make a wide variety of contributions to research and beyond.
  - Daphne Jackson Fellowships bring huge benefits to the institutions that host them as they make significant research findings and contribute towards the wider research environment.
  - Those that sponsor Daphne Jackson Fellowships benefit from a fully research-active professional undertaking high-quality peer reviewed research generating a breadth of impacts. On average, former Fellows leverage nearly 2X their original Fellowship investment from other research funders.
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- Daphne Jackson Fellows have a breadth of diversity of research experience in a wide variety of skilled roles before their career break.
    - Just over a quarter were at the early stages of their career (a PhD or 3-years equivalent experience), whereas almost a third were highly experienced (6+ years research experience after a PhD or equivalent).
  - Over the last two decades, the Daphne Jackson Trust Fellowship scheme has saved over 1250 years of research experience and talent from being lost from the sector.
  - Collectively Daphne Jackson Fellowships have saved an estimated £37m of gross institutional costs that may otherwise have been lost.
  - The average length of a career break of a Daphne Jackson Fellow is 7 years.
  - Daphne Jackson Fellows are vital contributors to the research environment and the institutions they work for:
    - Daphne Jackson Fellows leveraged over £23m of new research funding from national and international funders, philanthropic donors, and industry after their Fellowship. That means that for every £1 invested in a Daphne Jackson Fellow, they secure nearly £2 in future research funding.
    - More than 7 in 10 Fellows publish a paper during or after their Fellowship. Those that publish produce on average 1.65 papers during their Fellowship, and 7.35 papers after (including papers from subsequent research).
    - More than 1 in 4 Daphne Jackson Fellows contribute to an Athena SWAN award.
  - Daphne Jackson Fellowships kick-start careers by improving skills and training:
    - 84% of Daphne Jackson Fellows say that their Fellowship improved their prospects of securing subsequent jobs.
    - 78% say their Fellowship was a springboard back into their careers.
    - 9 out of 10 Fellows have improved confidence after their Fellowship.
  - Nearly two-thirds of Daphne Jackson Fellows secured paid employment at the same institution after their Fellowship, demonstrating their high employability.
  - 7 out of 10 Daphne Jackson Fellows work in their first-choice job or career after their Fellowship.
  - 9 out of 10 Daphne Jackson Fellows stay in research or teaching for at least 5 years after their Fellowship.
  - 10 former Daphne Jackson Fellows are now Professors - a rate that is 5X higher compared with the national average.

## Results

The following section provides a breakdown of the results, question-by-question.

### BEFORE YOUR FELLOWSHIP

**How much research experience did you have prior to your Daphne Jackson Fellowship?**

198 responses were received.

A PhD or a minimum of 3 years equivalent research experience	1-3 years research experience after PhD or equivalent research	4-6 years research experience after PhD or equivalent research	6+ years research experience after PhD or equivalent research
26.8% n = 53	21.7% n = 43	20.7% n = 41	30.8% n = 61

**Please tell us about your research role(s) before your career break?**

142 responses were received.

Research Student (including MSc/PhD study)	Research Technician / Assistant / Officer	Post-doctoral Researcher / Associate / Fellow / Analyst / Nurse	Senior / Lead Researcher	Lab / Group Head
38.0% n = 54	7.0% n = 10	69.0% n = 98	7.0% n = 10	1.4% n = 2

\* Many had more than one role

**What was the reason for your career break?**

142 responses were received.

Family reasons	Caring responsibilities	Health reasons
72.4% n = 126	20.7% n = 36	6.9% n = 12

\* Despite the total number of answers being 174, the actual number of respondents for this question is 142 as some people selected more than one reason for their career break.

**During your career break, were you in any form of employment?**

142 responses were received.

No	Voluntary work	Paid work - full time	Paid work - part time
33.8% n = 48	24.6% n = 35	9.2% n = 13	47.9% n = 68

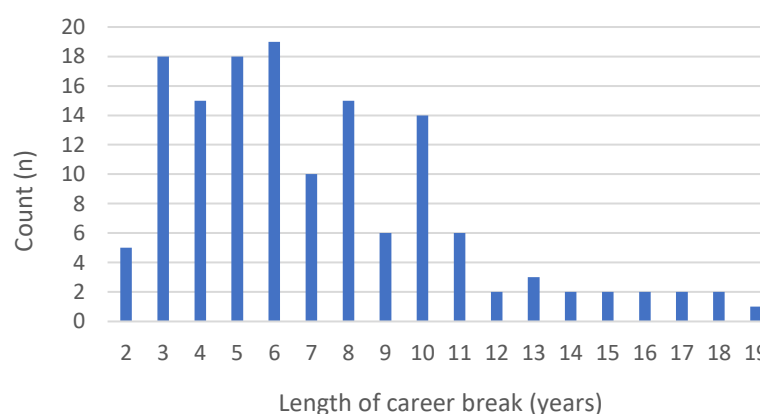
\* Despite the total number of answers being 164, the actual number of respondents for this question is 142 as some people selected more than one form of employment for their career break.

**How long was your career break (years)?**

141 responses were received.

Average: 7.0 years

Range: 1.5 – 19 years



## AFTER YOUR FELLOWSHIP

**Was your first paid job following your Fellowship in the same institution where you carried out your Fellowship research?**

197 responses were received.

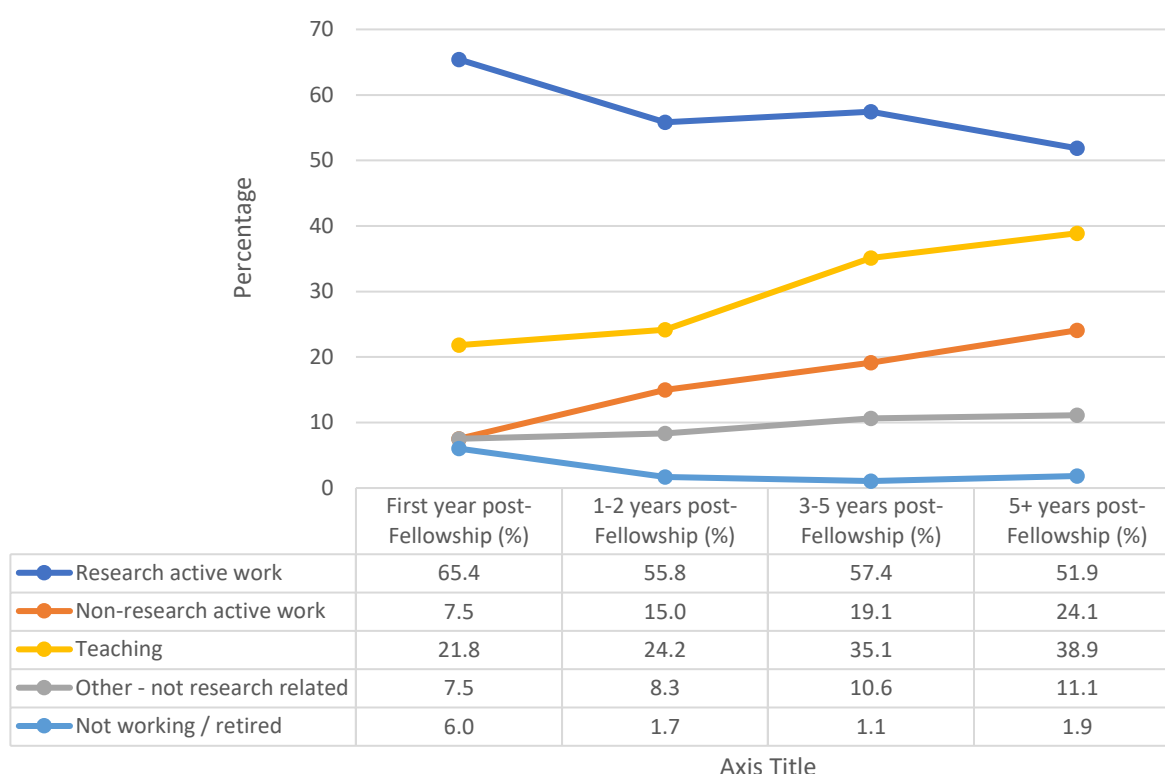
61.9% (n = 122) answered yes

**Please select the sector(s) within which you have worked predominantly in the years following your Daphne Jackson Fellowship. For example, if you completed your Fellowship 5 years ago, in which sector did you mainly work for the first year, 1-2 years and 3-5 years afterwards?**

Response rates varied from 133 to 54 responses depending on the options as some respondents had not reached 5+ years post-Fellowship yet.

	Research active work	Non-research active work	Teaching	Other - not research related	Not working / retired
<b>1st yr post-Fellowship</b>	65.4% n = 87	7.5% n = 10	21.8% n = 29	7.5% n = 10	6.0% n = 8
<b>1-2 yrs post-Fellowship</b>	55.8% n = 67	15.0% n = 18	24.2% n = 29	8.3% n = 10	1.7% n = 2
<b>3-5 yrs post-Fellowship</b>	57.4% n = 54	19.1% n = 18	35.1% n = 33	10.6% n = 10	1.1% n = 1
<b>5+ yrs post-Fellowship</b>	51.9% n = 28	24.1% n = 13	38.9% n = 21	11.1% n = 6	1.9% n = 1

\* Some respondents worked across multiple sectors

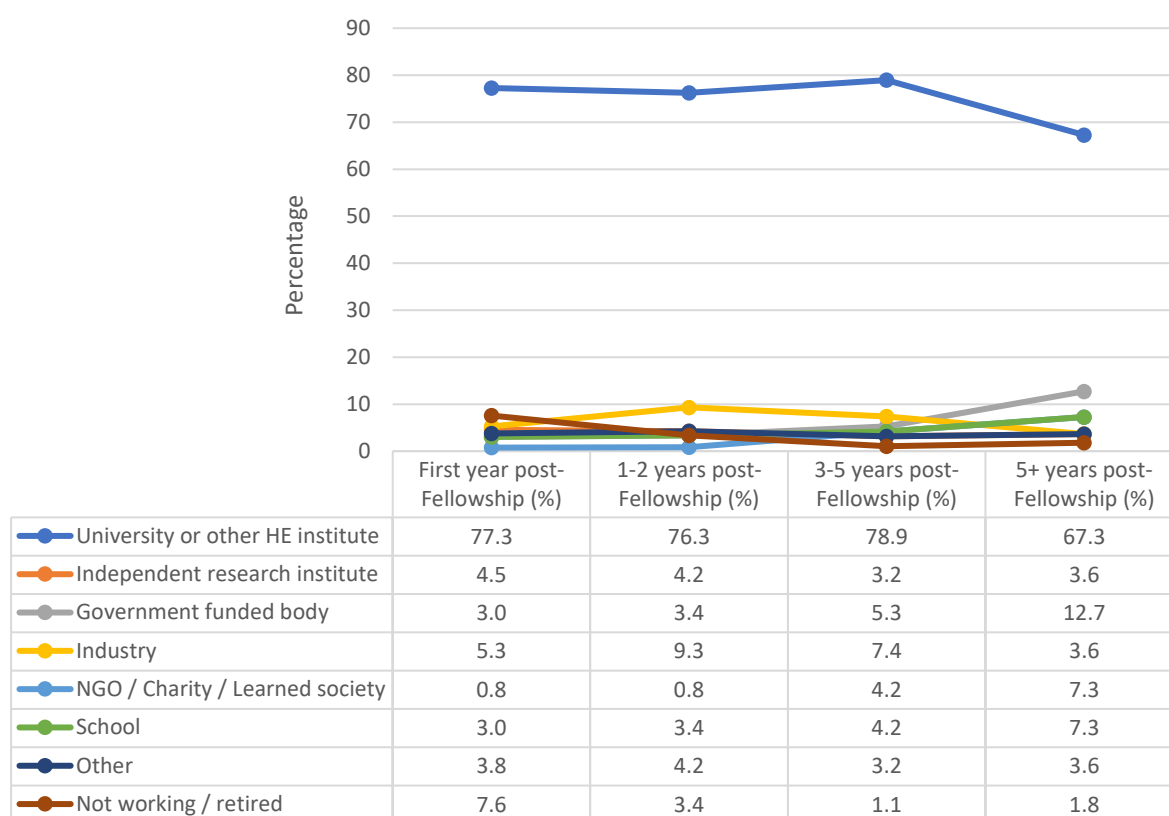


Please select the employer(s) where you have predominantly worked in the years following your Daphne Jackson Fellowship. For example, if you completed your Fellowship 5 years ago, who was your main employer for the first year, 1-2 years and 3-5 years afterwards?

Response rates varied from 132 to 55 responses depending on the options as some respondents had not reached 5+ years post-Fellowship yet.

	University / other HE Institution	Independent research institute	Gov. funded body	Industry	NGO / Charity / Learned Society	School	Other	Not working / retired
1st yr post-Fellowship	77.3% n = 102	4.5% n = 6	3.0% n = 4	5.3% n = 7	0.8% n = 1	3.0% n = 4	3.8% n = 5	7.6% n = 10
1-2 yrs post-Fellowship	76.3% n = 90	4.2% n = 5	3.4% n = 4	9.3% n = 11	0.8% n = 1	3.4% n = 4	4.2% n = 5	3.4% n = 4
3-5 yrs post-Fellowship	78.9% n = 75	3.2% n = 3	5.3% n = 5	7.4% n = 7	4.2% n = 4	4.2% n = 4	3.2% n = 3	1.1% n = 1
5+ yrs post-Fellowship	67.3% n = 37	3.6% n = 2	12.7% n = 7	3.6% n = 2	7.3% n = 4	7.3% n = 4	3.6% n = 2	1.8% n = 1

\* Some respondents had multiple employers



Primarily, what is the status of your current role?

231 responses were received.

Employed (paid-for-work)	Freelance (inc. self-employed)	Voluntary	Further Study	Retired	Not in paid work	Other
78.8% n = 182	6.9% n = 16	0.9% n = 2	0.0% n = 0	6.5% n = 15	6.5% n = 15	0.4% n = 1

**Is this role fixed-term or permanent?**

163 responses were received.

Permanent	Fixed-term	Other
43.6% n = 71	54.4% n = 87	3.1% n = 5

**Is this role full- or part-time?**

165 responses were received.

Full-time	Part-time	Other
56.4% n = 93	38.8% n = 64	4.8% n = 8

**Are you now, or at any time after your Fellowship were you, working in your first choice career / job?**

188 responses were received.

69.1% (n = 130) answered yes

**Are you actively looking for new / alternative paid work at the moment?**

139 responses were received.

35.3% (n = 49) answered yes

**THE IMPACT OF YOUR FELLOWSHIP**

Please tell us about the way(s) in which your Daphne Jackson Fellowship benefitted your career.

189 responses were received.

Improved prospects in securing subsequent jobs	Improved confidence	Helped achieve a better work/life balance	Benefitted my professional / job satisfaction	Provided a springboard back into my career
84.1% n = 159	89.4% n = 169	62.4% n = 118	71.4% n = 135	77.9% n = 102

**How do you think our Fellowships and the support we provide could be improved?**

130 responses were received.

No changes	Daphne Jackson Fellowships should be 3 years in length	More training opportunities and networking events	Additional support from the Trust for recently finished Fellows	More contact with the Fellowship Advisor
10.0% n = 13	81.8% n = 108	30.8% n = 40	28.5% n = 37	15.3% n = 20

Please tell us about the wider impact your Daphne Jackson Fellowship had on your professional and personal life. This could relate to yourself, your wider family and your outlook professionally and personally.

222 answers were received, providing 296 wider impacts in total.



Thematic analysis revealed the top 10 most mentioned words were:

	Number of mentions
Confidence	62
Return	53
Opportunity	43
Work-life balance	12
Proud	11
Grateful	10
Job satisfaction	9
Part-time	9
Learning	7
Role model	7

## SKILLS AND TRAINING

Did your Daphne Jackson Fellowship have a beneficial effect on the following skills and training?

179 responses were received.

Time management	Professional independence	Demonstrating the impact of your work	Problem-solving	Presentation skills	Research question & hypotheses generation
65.9% n = 118	81.0% n = 145	49.7% n = 89	60.3% n = 108	70.6% n = 89	65.6% n = 82
Research methodology	Critical analysis & use of statistics	Literature review	Publishing a research paper	Grant application writing	
64.0% n = 80	51.2% n = 64	52.0% n = 65	56.3% n = 71	57.9% n = 73	

How important are Daphne Jackson Trust training events (5 = very important, 1 unimportant)?

126 responses were received.

Average rating: 4.2 / 5

## IMPACT AND OUTCOMES OF FELLOWSHIP RESEARCH

Former Fellows were asked about the impact and outcomes of their research during or after their Fellowship. Five separate subcategories of research impact were specified. These included:

### **Generating new knowledge** through:

- Publications
- Conference proceedings
- Book chapters / technical reports
- Research tools & methods (including research models, research infrastructure you may have developed)
- Research databases (including data collection, data analysis techniques, computer models/algorithms, data handling and control)

### **Translation of research ideas into new products and services** through:

- Intellectual property (including any copyright, patent applications, patents granted, trademarks)
- Spin out companies (including any names and associated organisations)
- Artistic & creative products (artwork, images, compositions/scores, creative writing, film/video/animation, exhibitions, music, dance, drama)
- Products & interventions (software, web tools, apps, new materials/compounds, instrumental engineering, therapeutic devices linked to interventions/diagnostics/detection)

### **Influences on policy and other stakeholders** by:

- Changing policy & practice (changes to government guidance, evidence provided to a government review, participation in an advisory committee, citation in policy documents)
- Engagement activities (public engagement, TV/radio/magazine/other media work, interviews, talks, open days, blogs, social media work)

### **Stimulation of new research via new funding opportunities or partnerships**, including:

- Further funding (any research grants, fellowship awards, capital/infrastructure including equipment, travel grants you have been awarded)
- Collaborations and partnerships (success in co-publications, co-funding, or exchange of materials or expertise)
- Peer reviewer (where you have acted on behalf of funding bodies, journals - both as a written reviewer and/or serving on committees and panels)

### **Developing human capacity to do research.** This includes:

- Career progression (not covered elsewhere)
- Awards and recognition (research prizes, medals, honorary memberships of learned societies, national honours (OBE), prestigious advisory roles on external bodies, honorary degrees, personal invitation as keynote speaker)
- Use of facilities and resources

167 responses were received, with impacts reported across several areas. This created a total of 411 impacts reported.

	<b>Number of Fellows reporting impacts</b>
<b>Generating new knowledge</b>	32.4% n = 133
<b>Translation of research</b>	6.6% n = 27
<b>Influencing policy &amp; stakeholders</b>	20.0% n = 82
<b>Stimulating new research</b>	30.7% n = 126
<b>Human capacity</b>	10.5% n = 43
	Total n = 411



Looking specifically at 'Generating new knowledge', although 133 people reported impacts here, several reported multiple impacts across different aspects within this area. This gave 176 individual impact 'hits' under this sub-theme:

- 68.8% (n = 121/176) of these 'hits' were related to publishing during or after a Fellowship.
  - 72.5% of Fellows (n = 121/167 that answered this question) reported that they published during or after their Fellowship.
  - On average, they produced 1.65 publications during their Daphne Jackson Fellowship, and 7.35 publications after.
- 21.6% (n = 38/176) of these 'hits' were due to the production of conference proceedings, book chapters or technical reports
  - On average, former Fellows produced 6.03 conference proceedings during or after their Fellowship.
- 9.7% (n = 17/176) of the 'hits' were due to the production of research tools, methods, models, databases or other infrastructure.

Similarly, under "Stimulating new research", although 126 people reported impacts here, several reported multiple impacts across different aspects within this area, giving 192 individual impact 'hits':

- 20.8% (n = 40/192) of the 'hits' related to securing new funding. Further assessment of the information provided revealed that former Fellows secured £23.3m of new funding.
- 51.0% (n = 98/192) of the 'hits' were due to collaborations and partnerships.
- 28.1% (n = 54/192) of the 'hits' were related to peer reviewing and editing for journals and funders.

## ACTIVITIES UNDERTAKEN AFTER YOUR FELLOWSHIP

**Please select any of the activities you have undertaken following your Daphne Jackson Fellowship:**

161 responses were received.

Teaching students	Supervising research students	Line managing staff	Contributing to an Athena SWAN award	Members of prof. bodies & learned societies	Conference speaker invitation(s)	Member of institution committee
63.4% n = 102	64.2% n = 104	32.9% n = 53	26.7% n = 43	49.1% n = 79	39.1% n = 63	29.8% n = 48

**Following your Daphne Jackson Fellowship, have you applied for personal Fellowships elsewhere?**

109 responses were received.

32.1% (n = 35) had applied for personal Fellowships. The data are insufficient to determine how successful former Fellows were in this regard - some were reluctant to share this information, and others had not yet received a funding decision or were planning to apply soon.

However, seven former Fellows had successfully received subsequent Fellowships from:

- Leverhulme Trust (3)
- Wellcome Trust (2)
- Royal Society / Dorothy Hodgkin (2)

Unsuccessful Fellowship applications were made to the following organisations:

- Royal Academy
- Wellcome Trust (5)
- Cancer Research UK
- L'Oréal (including L'Oréal-UNESCO) (2)
- Leverhulme Trust
- Royal Society (including joint Dorothy Hodgkin Fellowships) (4)
- Royal Commission for the Exhibition 1851 (2)
- RAEng
- EU-Marie Curie
- Ramsay Trust
- MRC (2)
- BBSRC
- EPSRC
- NIHR
- Institution-specific schemes (several)

## FINAL COMMENTS

During your Fellowship, how would you rate the support you received from: (5 = very good, 1 very poor)?

107 responses were received

Your Supervisor	The Host Institution	The Sponsor	Your Fellowship Advisor	The Daphne Jackson Trust as a whole
4.2 / 5 n = 107	4.0 / 5 n = 107	4.2 / 5 n = 107	4.5 / 5 n = 107	4.6 / 5 n = 107

With hindsight, is there anything you would have done differently during your Fellowship to improve your career prospects / outcomes?

149 responses were received

I would not have done anything differently	Focus more on research-specific training	Focus more on transferable skills	Less teaching and more research	More teaching and less research	Spend more time networking & building collaborations	Greater consideration of research careers outside of academia
34.2% n = 51	15.4% n = 23	16.1% n = 24	0.7% n = 1	5.4% n = 8	30.9% n = 46	23.5% n = 35

At the end of your Fellowship, what three words would you use to describe how you felt?

148 responses were received, providing 441 descriptive words in total.

Thematic analysis revealed the top 10 most mentioned words were:

	Number of mentions
Confident	40
Supported	16
Happy	15
Grateful	12
Opportunities	12
Hopeful	12
Proud	11
Excited	10
Empowered	9
Satisfied	8



206 answers were received.



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	Number of mentions
Collaborate & network	26
Plan well	22
Go for it!	18
Determination, perseverance & resilience	18
Take advantage of every opportunity	16
Consider careers outside of academia & research	14
Be focused	13
Choose the right Host Institution & Department	13
Publish	11
Choose the right project & Supervisor	10

## Appendix 1: Other statistics in the Impact Report

- Pages 6 and 7 of the Impact Report show the breadth of disciplines and subject areas of Daphne Jackson Fellowships. Data were coded using the Web of Science classification method available from:  
[https://images.webofknowledge.com/images/help/WOS/hp\\_research\\_areas\\_easca.html](https://images.webofknowledge.com/images/help/WOS/hp_research_areas_easca.html)
- Page 10 of the Impact Report states that “Over the last two decades, Daphne Jackson Fellowships have saved over 1250 years of research experience and talent from being lost from the sector”. This was calculated based on the assumption that a PhD is 3 years long (n=53), 1–3 years after a PhD is averaged at 5 years total research experience (n=43), 4–6 years after a PhD is averaged at 8 years total research experience (n=41), and 6+ years after a PhD is averaged at 9 years total research experience (n=61):  $(53 \times 3) + (43 \times 5) + (41 \times 8) + (61 \times 9) = 1251$  years.
- Page 10 of the Impact Report also states that “Collectively, Daphne Jackson Fellowships have saved an estimated £37m of gross institutional costs that may otherwise have been lost”. Data based on figures from [https://dera.ioe.ac.uk/5877/1/rd01\\_05.pdf](https://dera.ioe.ac.uk/5877/1/rd01_05.pdf) Band A includes Life Science and Biomedicine Fellows (n=235). Band B includes Physical Sciences (n=93) and Engineering & Technology (n=87). Band C includes Social Sciences (n=7):  $(235 \times £99,944) + (180 \times £74,248) + (7 \times £54,764) = £37,234,828$ .
- Page 13 of the Impact Report states “For every £1 invested in a Daphne Jackson Fellow, they secure nearly £2 in subsequent research funding”. This was calculated based on the assumption that each Fellowship costs £70k over two years. Data were available on 167 former Fellows, and they reported leveraging £23m of subsequent research funding:  $£23,000,000 / (£70,000 \times 167) = £1.96$ .
- Page 21 of the Impact Report states that “10 former Daphne Jackson Fellows are now Professors – a rate that is 5X higher compared with the national average”. This was calculated based on the figure: *0.45% of those who start a career in academic science reach Professorial level* taken from [https://royalsociety.org/-/media/Royal\\_Society\\_Content/policy/publications/2010/4294970126.pdf](https://royalsociety.org/-/media/Royal_Society_Content/policy/publications/2010/4294970126.pdf)  
Our percentage is  $(10/437) \times 100 = 2.29\%$  which is five times higher than 0.45%.