FLEET Membership Survey 2021

ARC Centre of Excellence in Future Low-Energy Electronics Technologies

Data collected: February/March 2021
Member Report: 7 June 2021

Contents

Section 1: Background

Purpose

The purpose of the FLEET Membership Survey is to provide the Centre with an understanding of the key factors required for its members to contribute at their best and be part of a positive, professional working environment. The feedback will provide insights about how the Centre is successfully engaging with its members as well as how it could be further improved to support them more.

Methodology

Confidentiality and Anonymity

Leaderskill Group, an external survey provider, was contracted to implement the Membership Survey in order to maintain independence throughout the survey process and confidentiality of all responses. The Spark Chart survey platform was selected to fulfil all the requirements of conducting a confidential and easy-to-use survey and to collect the data securely and anonymously.

In cases where the results of subgroups of respondents were analysed, only the data of large subgroups were reported (six responses or more) so that the data of individual or small groups could not be identified. Written comments, in particular, can sometimes provide information that could identify respondents, so in this report, the written comments are not presented by subgroups at all. The comments are only organised by similar feedback themes, *e.g.* "Strengths" or "Ideas for improvement".

Communication with Respondents

The survey was open from 15 February to 3 March 2021. Survey emails were sent from the Centre's Director, Deputy Director and Chief Operating Officer with an embedded link to access the online questionnaire (see Appendix 3). The initial email explained the purpose of the survey and the timeline, as well as the scope of the survey (*i.e.* FLEET only, not the institution where the respondent was based) and a clear statement about the confidentiality of the feedback. Regular updates also reported on the progress of the survey (completion rate) and encouraged respondents who had not yet completed to take part. After each update email, five or more additional respondents logged in to complete.

The final participation rate was approx. 55% (including 9 questionnaires with substantial data but not fully submitted), which was an excellent response rate, representing the feedback from a significant portion of the Centre's members.

Areas of Feedback

As FLEET is made up of seven nodes in independently run Universities across Australia, as well as a number of external contributors, the scope of the survey focused specifically on the areas over which the Centre has direct control/influence. This didn't include general organisational information about how the individual Universities are managed but did look at the overall collaborative environment provided by FLEET. The survey items were developed by FLEET in collaboration with Leaderskill, based on previous ASTRO 3D, OzGrav, Exciton Science, ACEMS and other membership surveys.

The FLEET Membership Survey Areas of Feedback:

- A. Centre Cohesion
- B. Communication Channels
- C. Professional Development and Training
- D. Outreach
- E. Culture, Diversity and Inclusion
- F. COVID

The Survey Scales

All the survey questions for the above areas of feedback were based on good organisational practices. They were assessed by respondents on an industry-standard climate survey Likert "agree/disagree" scale:

1=Strongly disagree   2=Disagree   3=Neutral   4=Agree   5=Strongly agree.

One additional "Overall experience at FLEET" question was also included, which used an industry-standard Likert evaluation scale:

1=Poor   2=Fair   3=Average   4=Good   5=Excellent.

Demographic information

Demographic data about the members was also collected in order to understand the specific needs and opinions of groups of members within the Centre. To maintain large enough subgroups of respondents, the demographics were analysed individually, *i.e.* divided by only one demographic, *e.g.* "category of membership", *not* by combined demographics, *e.g.* "category of membership with a particular gender".

1. What is your category of membership?
2. What institution are you from?
3. How long have you been a part of the Centre?
4. What is your gender identity?

Composition of the Respondents

A total of 103 respondents submitted complete questionnaires. Nine respondents also provided substantial feedback but didn't complete the demographics section. The full set of data therefore includes responses from participants in demographics that do not show up in the percentages below.

1. Category of Membership?	2. Institution?
27% Student	2% Australian National University
35% Research Fellow	28% Monash University
27% Investigator	15% RMIT University
4% Business Team	7% Swinburne University of Technology
7% Other	19% University of New South Wales Sydney
	4% University of Queensland
	12% University of Wollongong
	14% Other
3. Duration with FLEET?	**4. Gender?**
11% 6 months or less	22% Female
12% > 6 months up to 12 months	71% Male
11% > 12 months up to 18 months	0% Non-binary
10% > 18 months up to 2 years	0% Other
15% > 2 years up to 3 years	7% Prefer not to say
43% > 3 years	

Analysis of the Data

The survey questions were grouped under the six Areas of Feedback and referenced using a decimal numbering system under each grouping (A.1, A.2, A.3, etc.).

The items are comprised of good organisational practices relevant to the FLEET context. As such, one of the key aims of the Centre is for these practices to be delivered at a high level to all members. The desired result from a climate survey, therefore, would be that respondents provide as many "agree" responses as possible.

To highlight respondents' level of agreement with the questionnaire items, the questions were sorted and prioritised based *only* on the percentage of Agree (4) and Strongly agree (5) scores. Neutral (3) could potentially indicate "not important" or a mild "agree" or "disagree", depending on how it is used. As it is not a definite "agree" response, we excluded Neutral from the analysis of the "agreement" scores.

The six Areas of Feedback were also prioritised based on the average "agreement" scores for the questions in each Area.
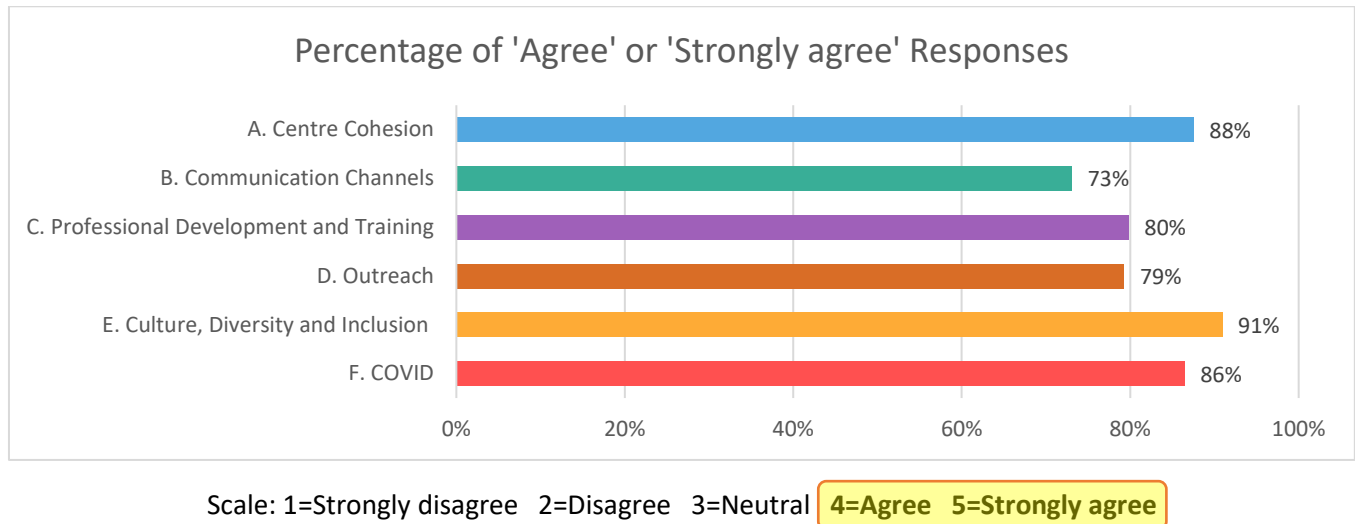
As the Centre's members operate within a wide variety of contexts, not all questionnaire items were relevant to all respondents. Most not applicable (or N/A) responses on the 'engagement'-focused questions (not general information gathering) ranged from 0% to 10% across the questionnaire (except one COVID question), averaging at less than 5%. The items were therefore relevant to respondents approx. 95% or more of the time. Overall, the questionnaire was widely applicable and well-targeted to the Centre's members.

Section 2: Executive Summary

Snapshot of the Key Themes

The Six Areas of Feedback

The level of agreement ('Agree' or 'Strongly agree') for each question was aggregated to form the averages for the overall Areas of Feedback.

Percentage of 'Agree' or 'Strongly agree' Responses

Area	%
A. Centre Cohesion	88%
B. Communication Channels	73%
C. Professional Development and Training	80%
D. Outreach	79%
E. Culture, Diversity and Inclusion	91%
F. COVID	86%

Scale: 1=Strongly disagree   2=Disagree   3=Neutral   **4=Agree   5=Strongly agree**

Highlighted Strengths

Prioritised by highest levels of agreement first:

Culture, Diversity and Inclusion: Members in general believe that they are treated with respect at work and that FLEET fosters a diverse, inclusive and flexible working environment that is free from discrimination.

Centre Cohesion: Members are aware of the Centre's objectives and believe that the FLEET Leadership teams are building a collaborative Centre where members share ideas and information, and open, honest communication is generally encouraged.

COVID: The majority of members agree that they have been supported by FLEET's initiatives during COVID.

Professional Development and Training: Members agree that they would normally regularly attend workshops and conferences related to their roles and that they know where to access information about opportunities. They also believe that they can develop new skills within and outside of their technical areas.

Outreach: Members understand the importance of outreach and overall enjoy contributing to these activities.

Communication Channels: Members find the FLEET website and newsletters useful and are aware of opportunities to promote their research.

See also the written 'strength' comments in Appendix 1.

Highlighted Areas for Improvement

Prioritised by lowest levels of agreement first:

Communication Channels: Less members are actively updating their KPI contributions in the Centre reporting tool, FLEET cle(v)er.

Outreach: There was less agreement that members had been given training and guidance to perform outreach activities.

Professional Development and Training: Fewer members had attended or intended to take at least two training workshops/courses per year to develop their research/professional skills. Opportunity to visit and learn from other institutions was also a bit lower.

COVID: This area received high levels of agreement overall. The lowest scoring item (81% agree or strongly agree) was about the level of support when needed during COVID.

Centre Cohesion: Also with overall higher scores, collaboration with other Centre members in other nodes had less agreement, as did members experience that their contributions are recognised by others.

Culture, Diversity and Inclusion: The lowest scoring item in this area of feedback (86% agreement) was that members would feel safe to report bullying, abusive or inappropriate behaviours. While this is a high score, it is particularly important for building a safe, collaborative culture, so should still be a focus area for development of the Centre. The same would be true for other items around inclusion and discrimination.

See also the written 'areas for improvement' comments in Appendix 1.

Overall Experience as a Member of FLEET

The overall experience of members of FLEET is very positive: 95% rating this as 'Good' or 'Excellent'. In fact, 99% of members rated their experience as either Excellent (62%), Good (33%) or Average (4%). This is a strong statement of the level of engagement of members so far – even where areas have been highlighted for improvement, members enjoy being part of the Centre.


Percentage of 'Good' or 'Excellent' Responses
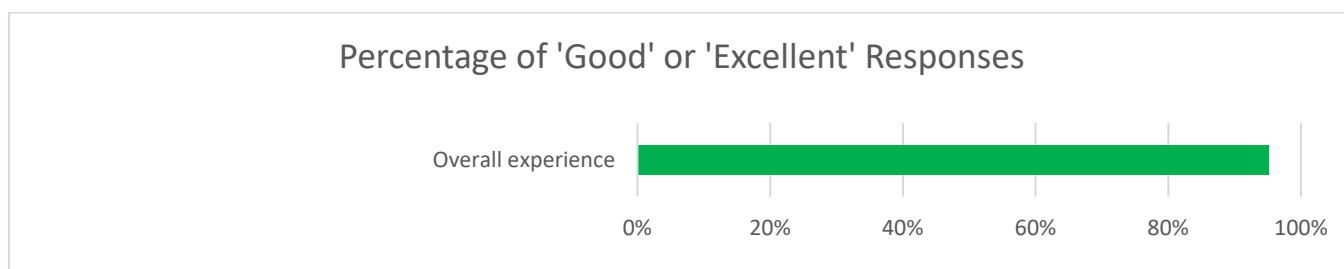
Scale: 1=Poor   2=Fair   3=Average   **4=Good   5=Excellent**

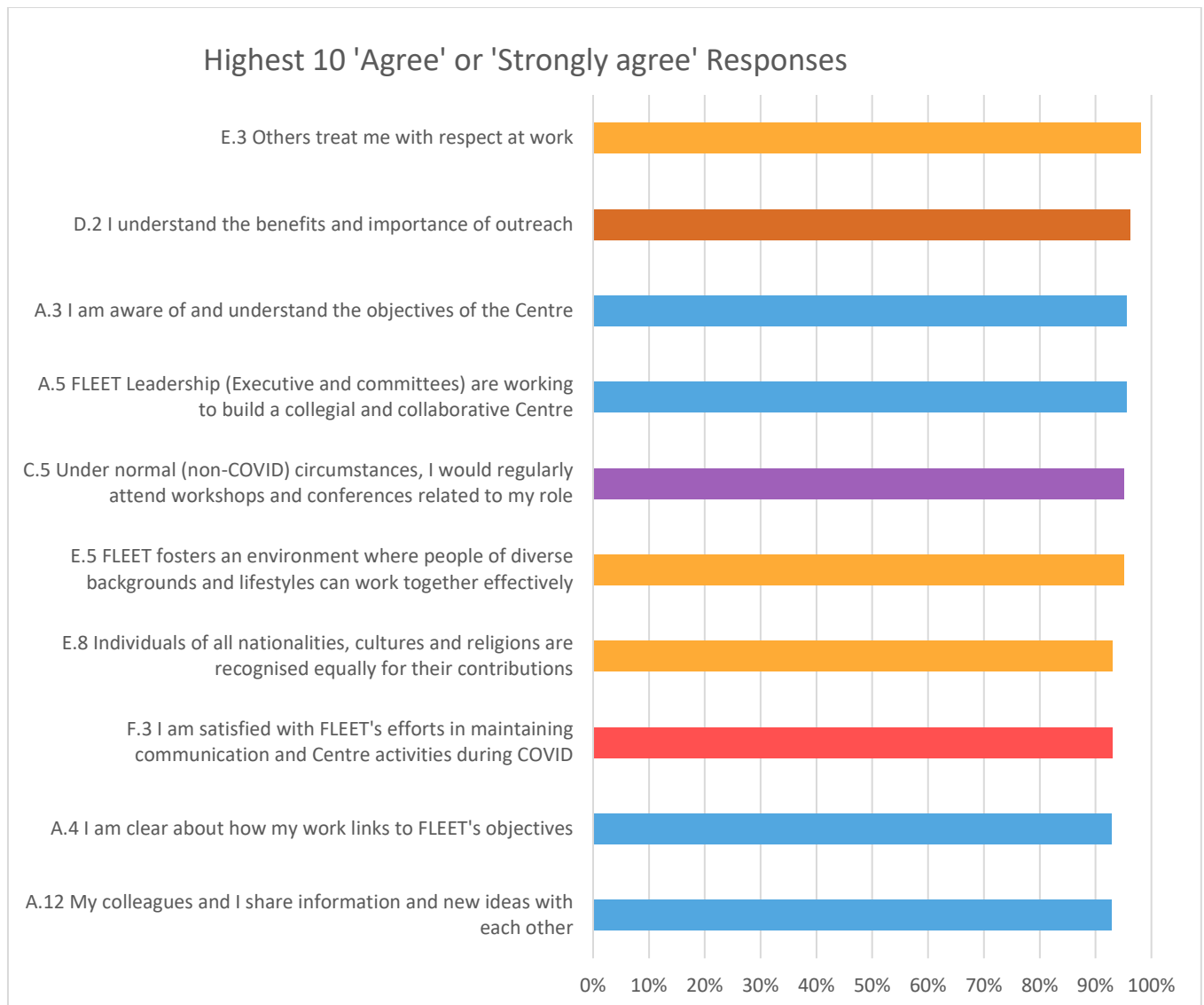# The Feedback Prioritised

The Six Areas of Feedback Prioritised

Members expressed higher levels of 'agreement' around the questionnaire items for Culture, Diversity and Inclusion, Centre Cohesion and COVID than for Professional Development and Training, Outreach and Communication Channels.
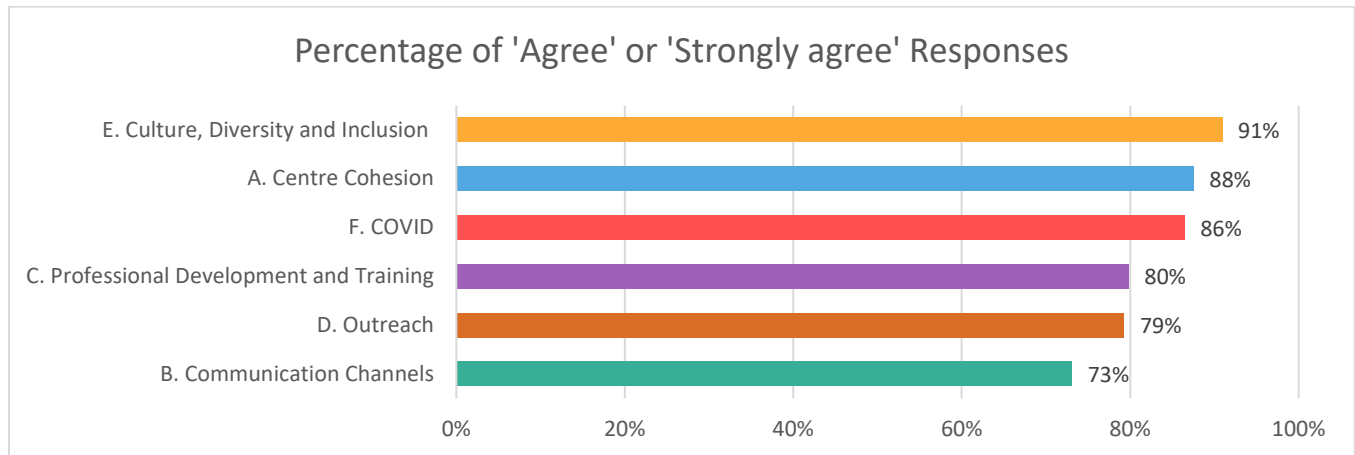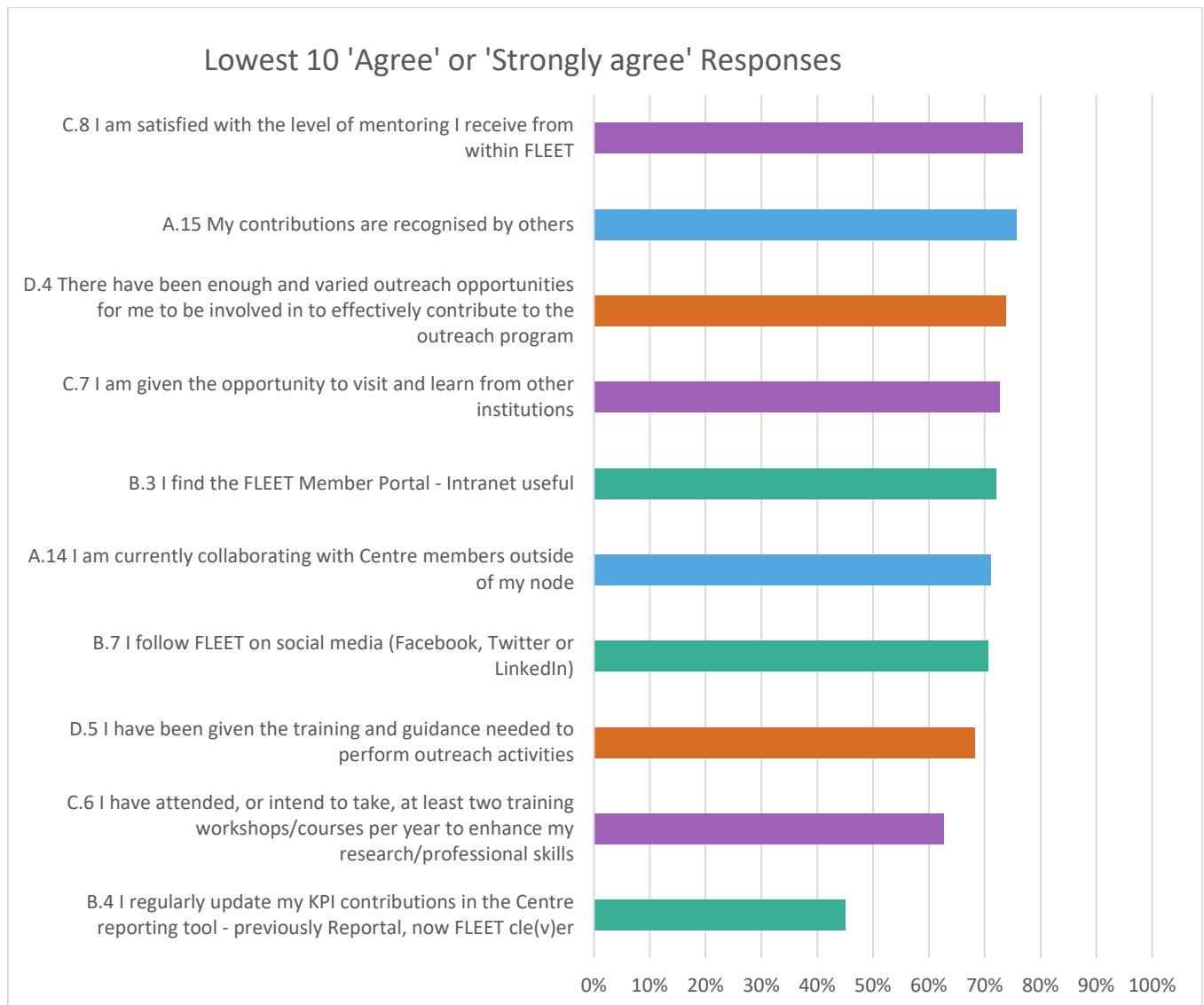

Scale: 1=Strongly disagree   2=Disagree   3=Neutral   **4=Agree   5=Strongly agree**

The 10 Highest Scoring Items Overall

Highest 10 'Agree' or 'Strongly agree' Responses

E.3 Others treat me with respect at work

D.2 I understand the benefits and importance of outreach

A.3 I am aware of and understand the objectives of the Centre

A.5 FLEET Leadership (Executive and committees) are working to build a collegial and collaborative Centre

C.5 Under normal (non-COVID) circumstances, I would regularly attend workshops and conferences related to my role

E.5 FLEET fosters an environment where people of diverse backgrounds and lifestyles can work together effectively

E.8 Individuals of all nationalities, cultures and religions are recognised equally for their contributions

F.3 I am satisfied with FLEET's efforts in maintaining communication and Centre activities during COVID

A.4 I am clear about how my work links to FLEET's objectives

A.12 My colleagues and I share information and new ideas with each other

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

The 10 Lowest Scoring Items Overall

Lowest 10 'Agree' or 'Strongly agree' Responses

Themes in the Demographic Subgroups

Overall Experience at FLEET

There a little variation in how respondents in the Demographic subgroups scored the overall question: "*How would you rate your overall experience as a member of FLEET and why*?". Scores ranged from 83% 'Good' or 'Excellent' through to 100%.

Through the set of 103 responses to this question, the scores 'Fair' was used once and 'Average' was used used four times ('Poor' wasn't selected). The remaining responses were either 'Good' (33%) or 'Excellent' (62%).

Themes in the Areas of Feedback

Through the rest of the survey, levels of 'agreement' on the Areas of Feedback questions showed some variation by demographic subgroup, each prioritising their own perceptions about strengths and areas for improvement. In general, Culture, Diversity and Inclusion, Centre Cohesion and COVID received the highest scores and Professional Development and Training, Outreach and Communication Channels received the lowest scores, but not always.
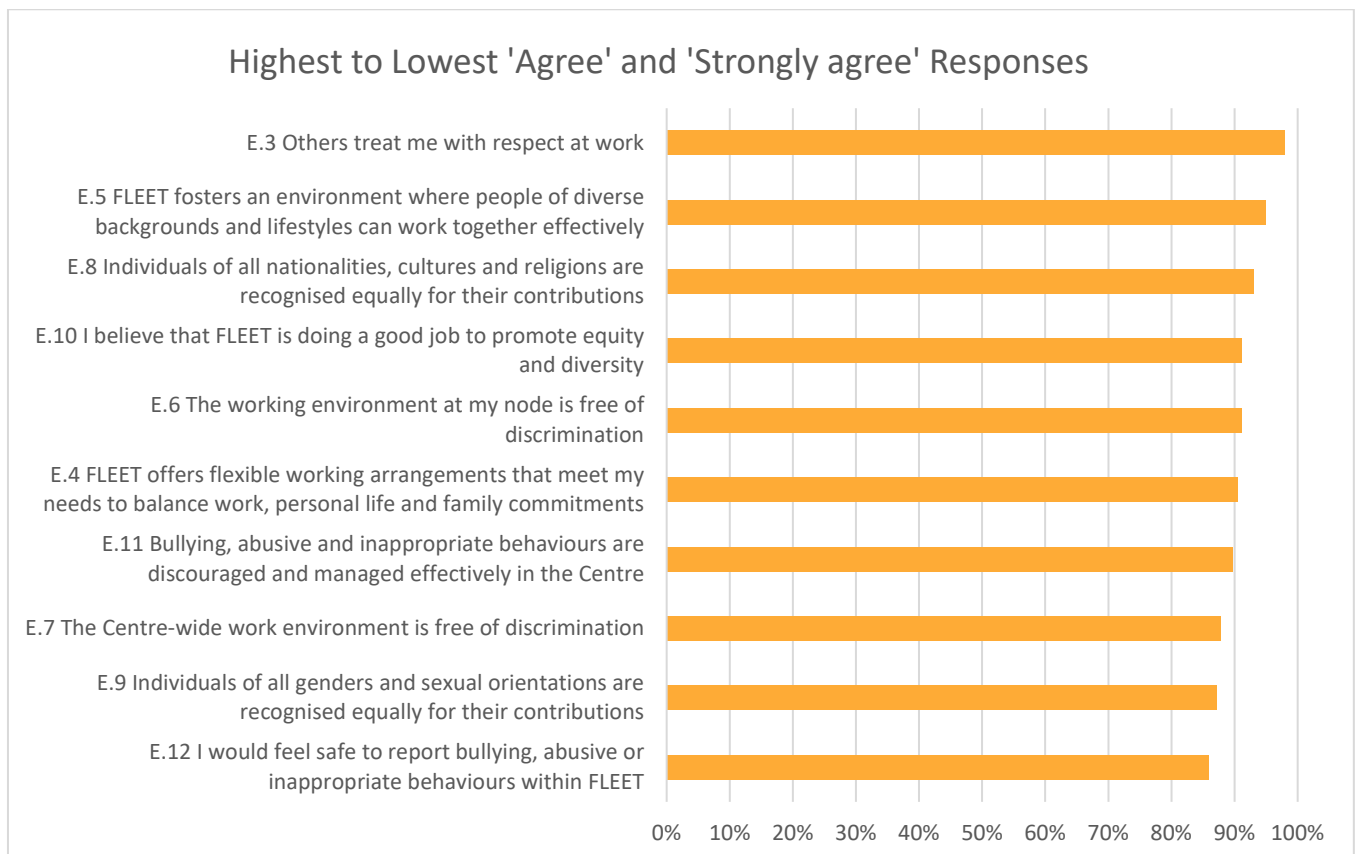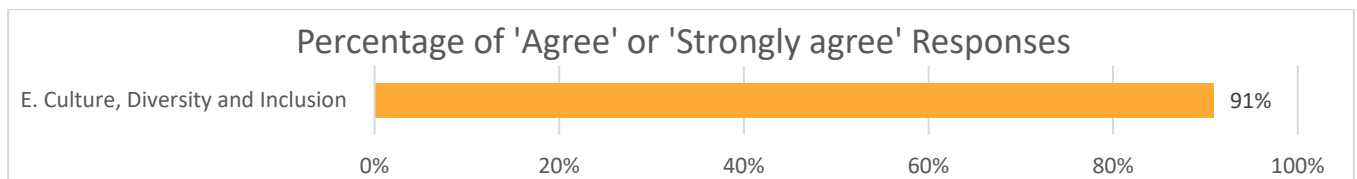
Section 3: Detailed Summary

The Areas of Feedback Prioritised

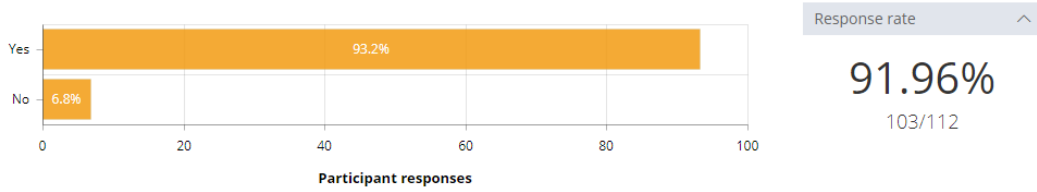### Highs and lows within each Area of Feedback (prioritised by Area)

Percentage of 'Agree' or 'Strongly agree' Responses

Area	%
E. Culture, Diversity and Inclusion	91%
A. Centre Cohesion	88%
F. COVID	86%
C. Professional Development and Training	80%
D. Outreach	79%
B. Communication Channels	67%

Rank 1: Culture, Diversity and Inclusion

Percentage of 'Agree' or 'Strongly agree' Responses

Area	%
E. Culture, Diversity and Inclusion	91%

Highest to Lowest 'Agree' and 'Strongly agree' Responses

- E.3 Others treat me with respect at work
- E.5 FLEET fosters an environment where people of diverse backgrounds and lifestyles can work together effectively
- E.8 Individuals of all nationalities, cultures and religions are recognised equally for their contributions
- E.10 I believe that FLEET is doing a good job to promote equity and diversity
- E.6 The working environment at my node is free of discrimination
- E.4 FLEET offers flexible working arrangements that meet my needs to balance work, personal life and family commitments
- E.11 Bullying, abusive and inappropriate behaviours are discouraged and managed effectively in the Centre
- E.7 The Centre-wide work environment is free of discrimination
- E.9 Individuals of all genders and sexual orientations are recognised equally for their contributions
- E.12 I would feel safe to report bullying, abusive or inappropriate behaviours within FLEET

Information gathering questions
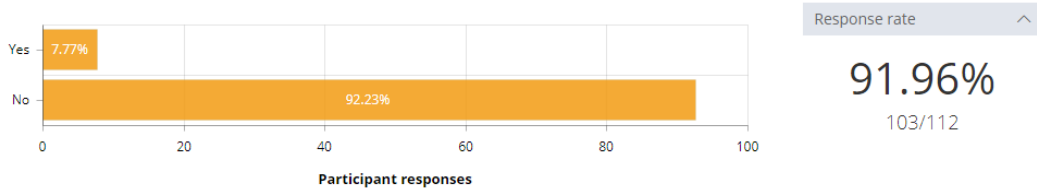The following questions were used to gather information rather than indicate respondents' level of engagement.

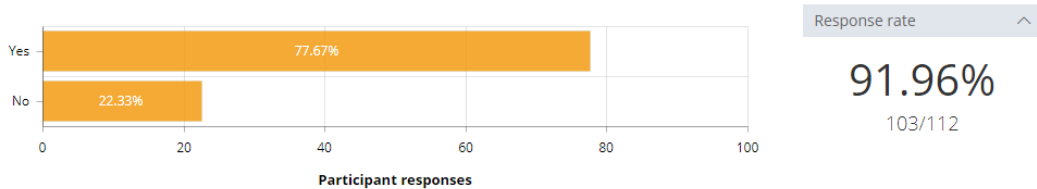### E.1 I have read and am familiar with FLEET's Code of Conduct for Centre events

Response rate
91.96%
103/112

E.2 If you are a parent/carer, have you ever brought your child/care receiver to FLEET events such as the annual workshop?
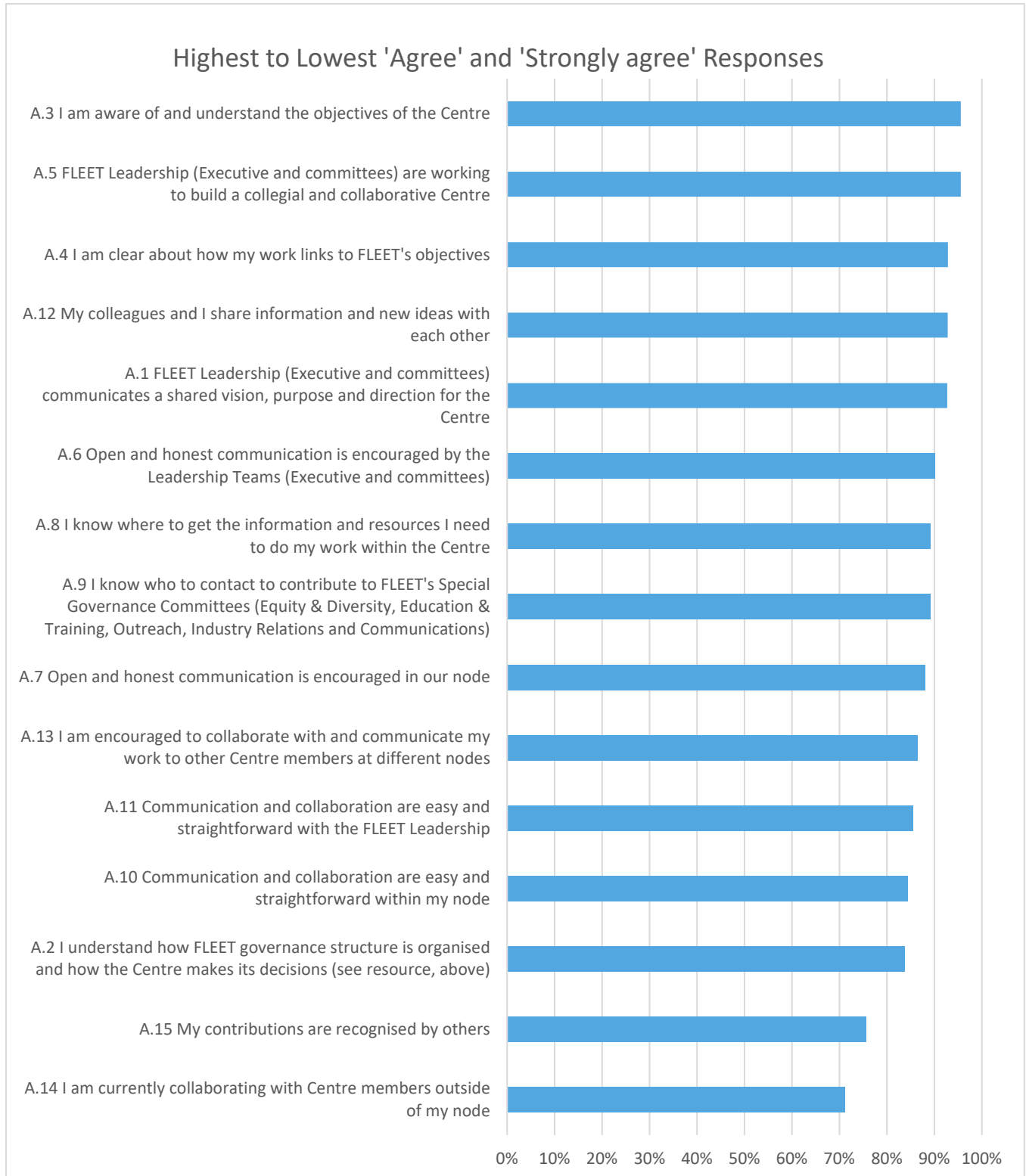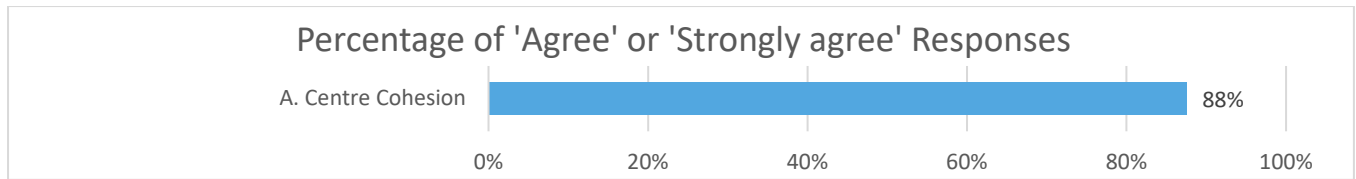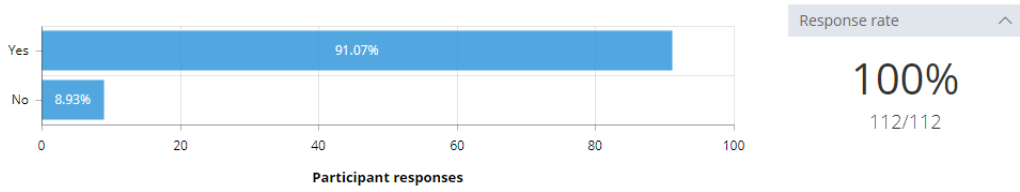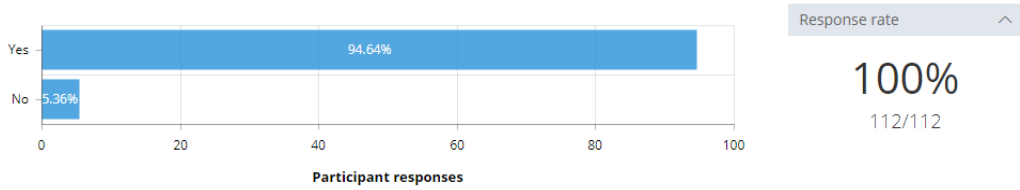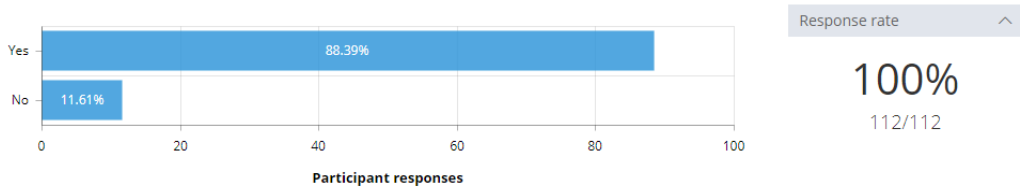

Response rate
91.96%
103/112

E.13 I have witnessed or experienced bullying, abusive or inappropriate behaviours within the Centre

Response rate
91.96%
103/112

E.14 I know where to find FLEET's procedures and processes about how to report inappropriate behaviours within the Centre

Response rate
91.96%
103/112

Rank 2: Centre Cohesion

Percentage of 'Agree' or 'Strongly agree' Responses

A. Centre Cohesion — 88%

Highest to Lowest 'Agree' and 'Strongly agree' Responses

- A.3 I am aware of and understand the objectives of the Centre
- A.5 FLEET Leadership (Executive and committees) are working to build a collegial and collaborative Centre
- A.4 I am clear about how my work links to FLEET's objectives
- A.12 My colleagues and I share information and new ideas with each other
- A.1 FLEET Leadership (Executive and committees) communicates a shared vision, purpose and direction for the Centre
- A.6 Open and honest communication is encouraged by the Leadership Teams (Executive and committees)
- A.8 I know where to get the information and resources I need to do my work within the Centre
- A.9 I know who to contact to contribute to FLEET's Special Governance Committees (Equity & Diversity, Education & Training, Outreach, Industry Relations and Communications)
- A.7 Open and honest communication is encouraged in our node
- A.13 I am encouraged to collaborate with and communicate my work to other Centre members at different nodes
- A.11 Communication and collaboration are easy and straightforward with the FLEET Leadership
- A.10 Communication and collaboration are easy and straightforward within my node
- A.2 I understand how FLEET governance structure is organised and how the Centre makes its decisions (see resource, above)
- A.15 My contributions are recognised by others
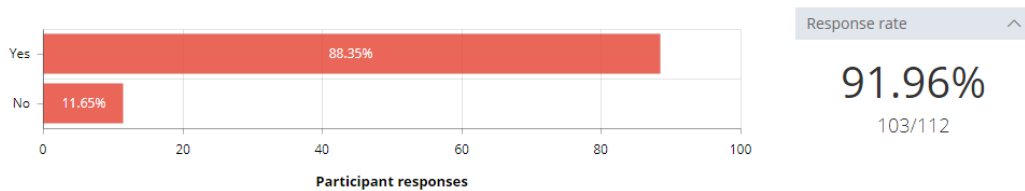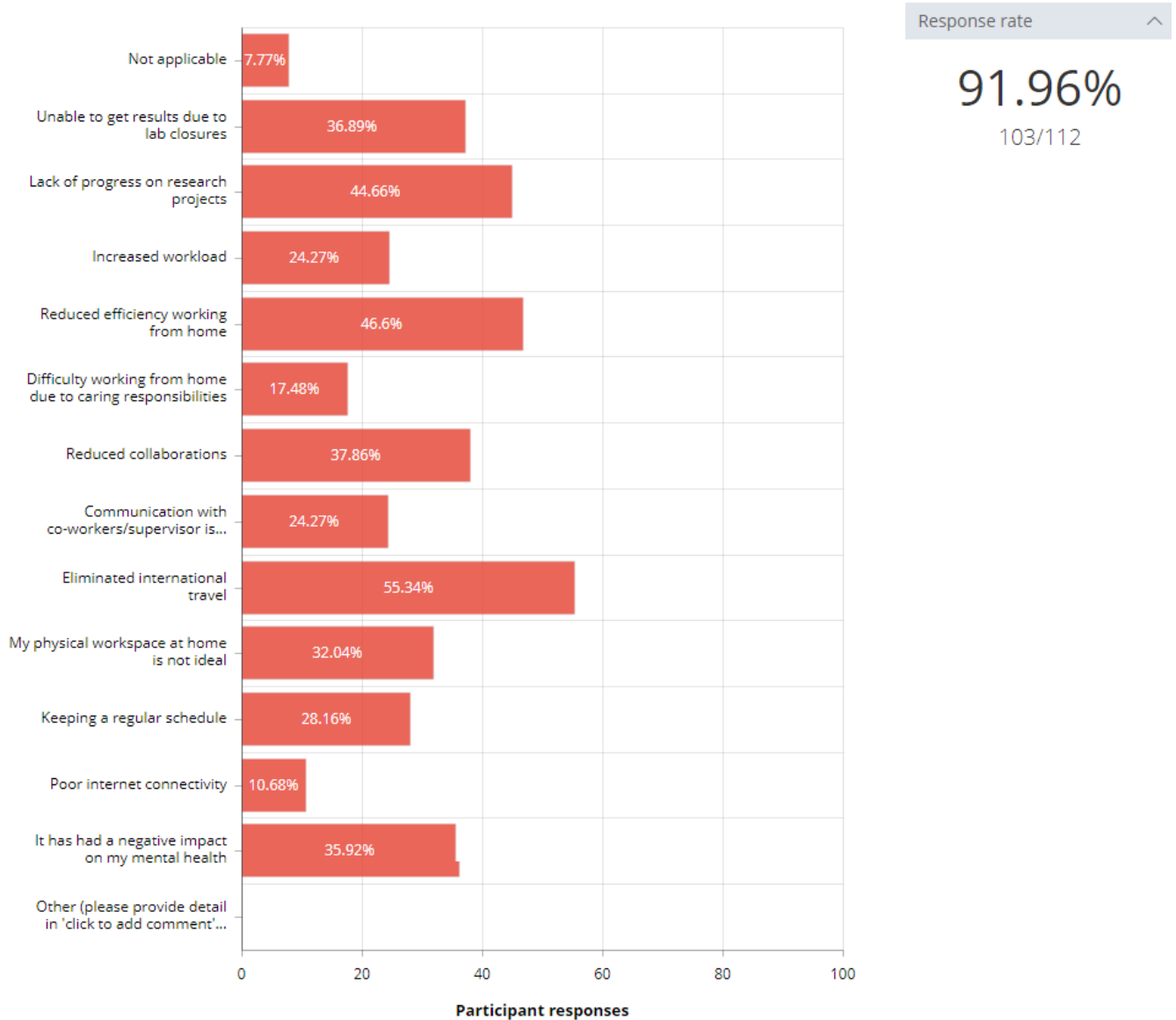- A.14 I am currently collaborating with Centre members outside of my node

Information gathering questions

The following questions were used to gather information rather than indicate respondents' level of engagement.
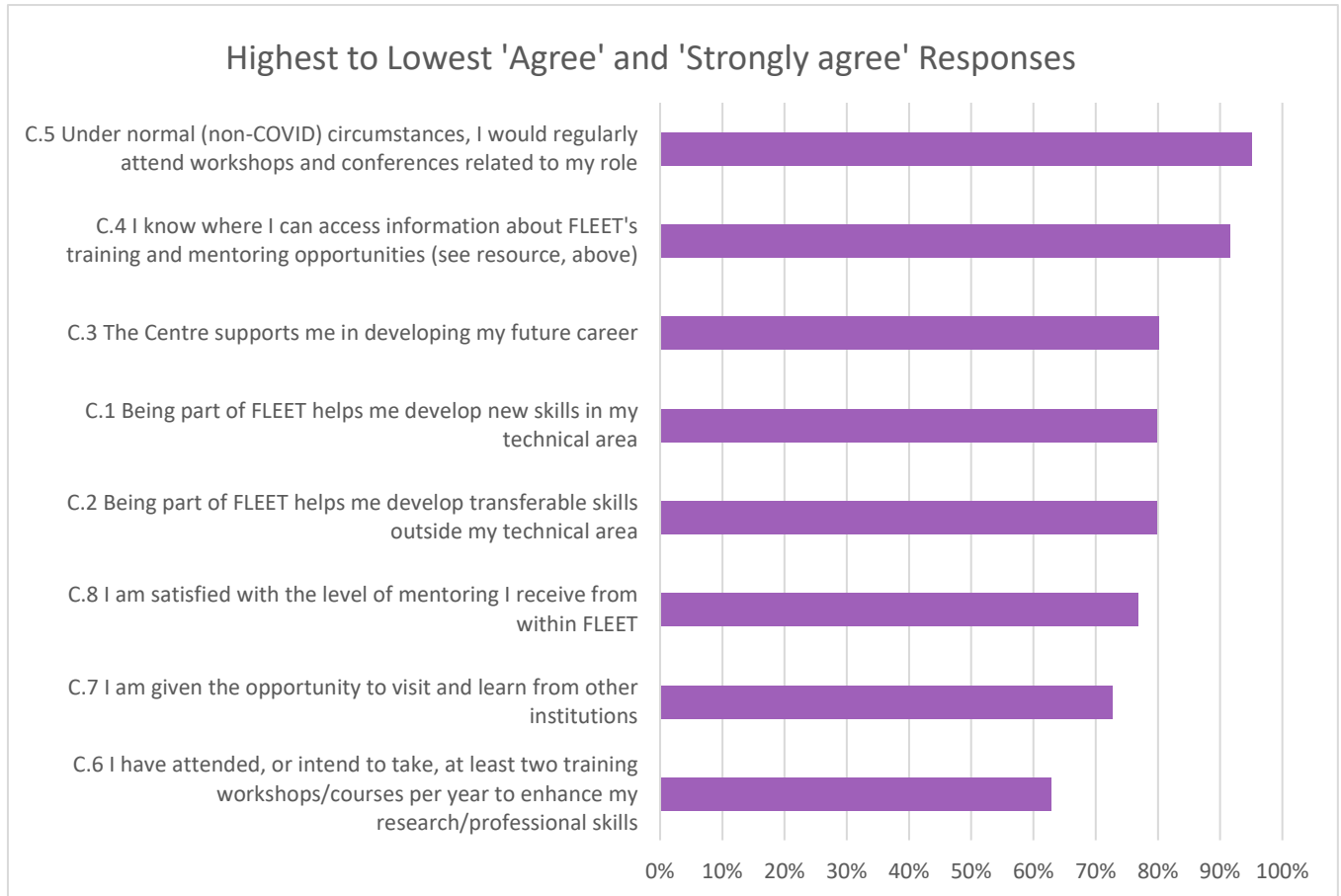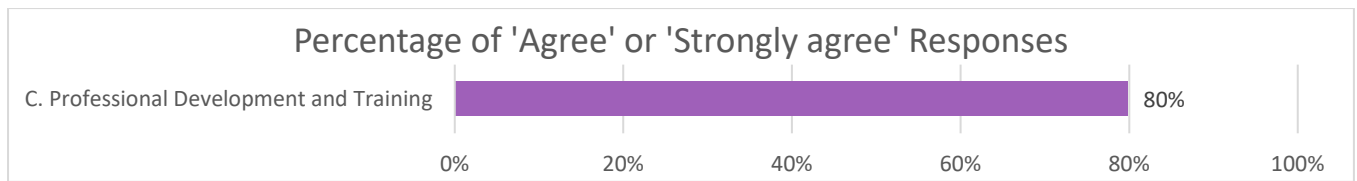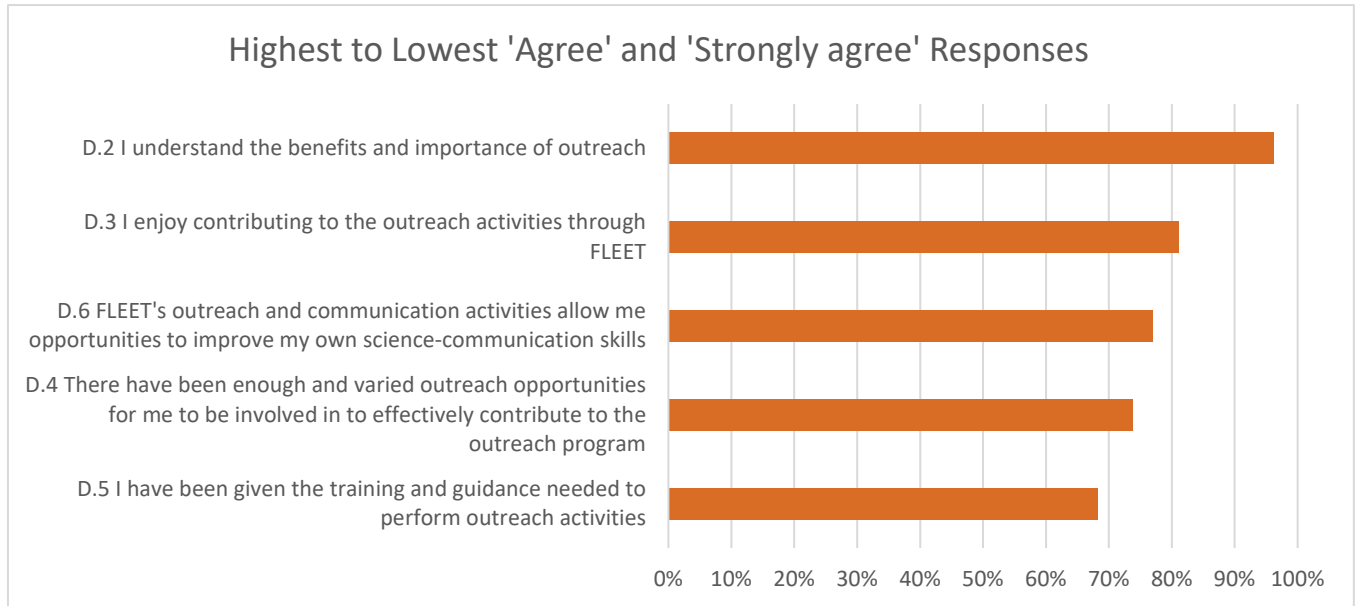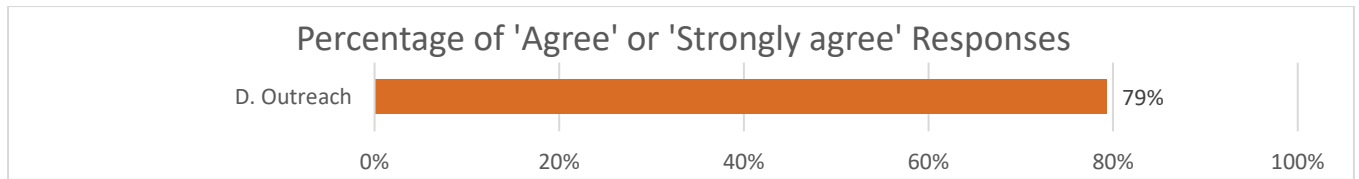
A.16 I have received a FLEET induction and understand of my role and responsibilities as a FLEET member

Response rate
100%
112/112

A.17 I am aware of FLEET's policies and guidelines

Response rate
100%
112/112

A.18 I am aware that I can contribute to FLEET's strategic plan

Response rate
100%
112/112

Rank 3: COVID

Percentage of 'Agree' or 'Strongly agree' Responses

Highest to Lowest 'Agree' and 'Strongly agree' Responses
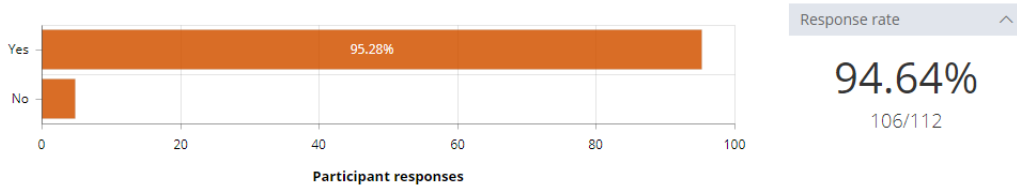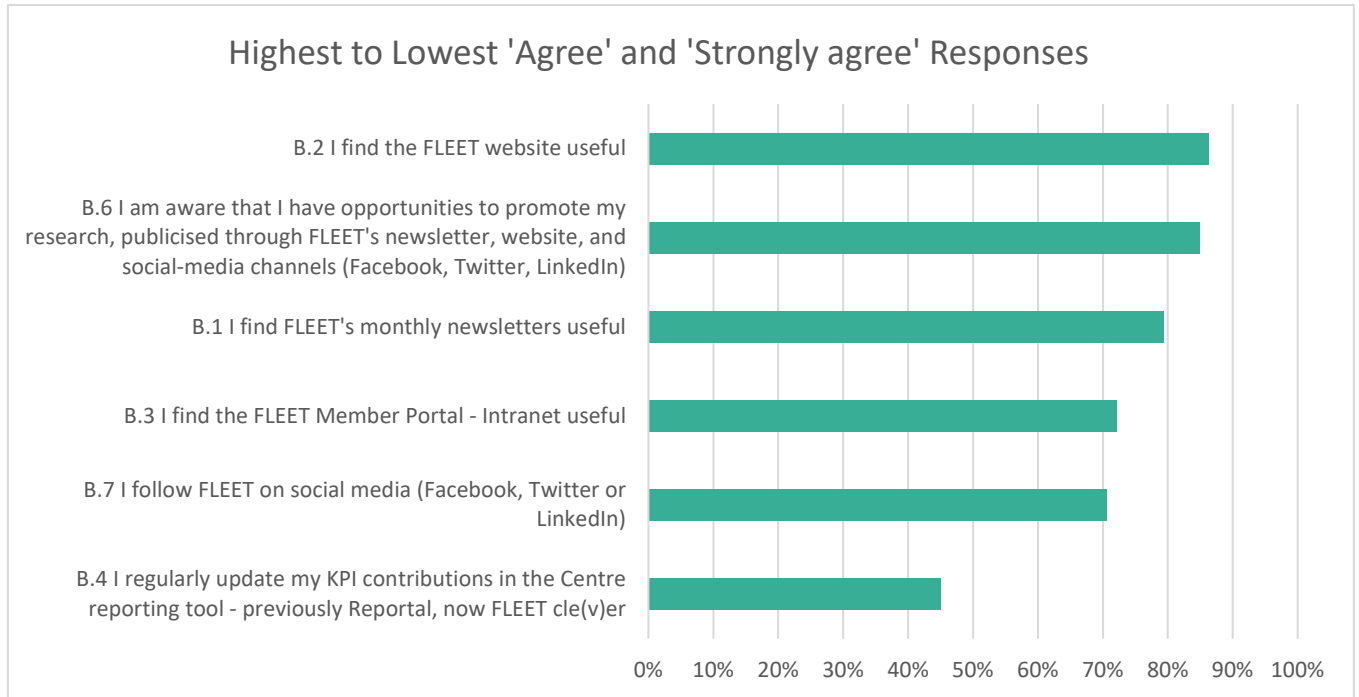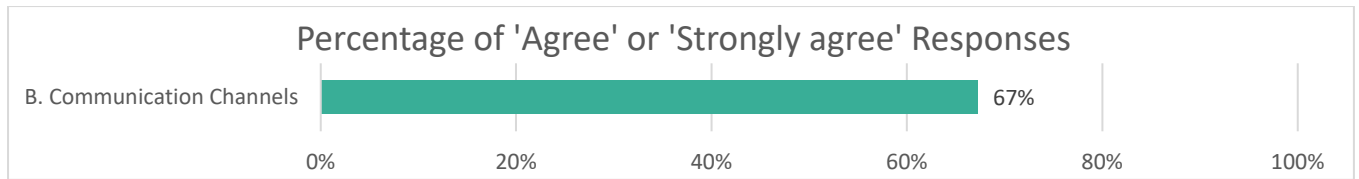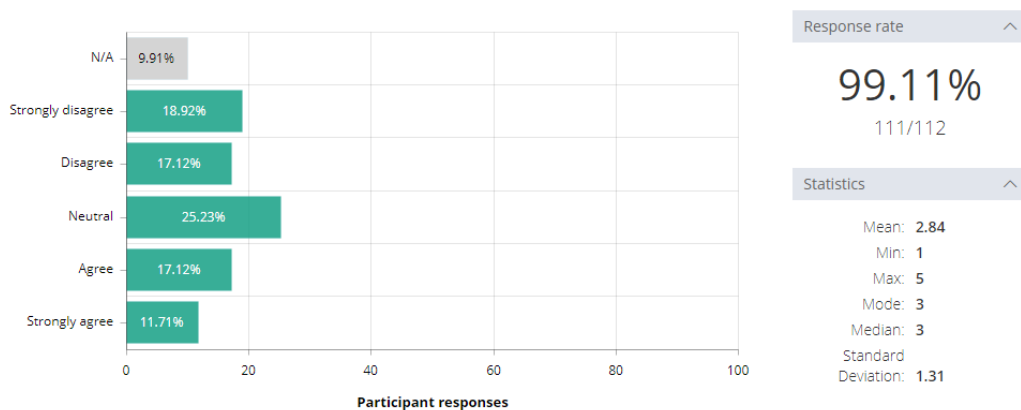

Information gathering questions

The following questions were used to gather information rather than indicate respondents' level of engagement.

F.7 I am aware of Resources for FLEET's support during COVID

F.8 Which of the following factors have significantly impacted you and your research due to the pandemic and restrictions?

Response rate

91.96%

103/112

Rank 4: Professional Development and Training

Percentage of 'Agree' or 'Strongly agree' Responses

C. Professional Development and Training — 80%

Highest to Lowest 'Agree' and 'Strongly agree' Responses

C.5 Under normal (non-COVID) circumstances, I would regularly attend workshops and conferences related to my role

C.4 I know where I can access information about FLEET's training and mentoring opportunities (see resource, above)

C.3 The Centre supports me in developing my future career

C.1 Being part of FLEET helps me develop new skills in my technical area

C.2 Being part of FLEET helps me develop transferable skills outside my technical area

C.8 I am satisfied with the level of mentoring I receive from within FLEET

C.7 I am given the opportunity to visit and learn from other institutions

C.6 I have attended, or intend to take, at least two training workshops/courses per year to enhance my research/professional skills

Information gathering questions
The following question was used to gather information rather than indicate respondents' level of engagement.
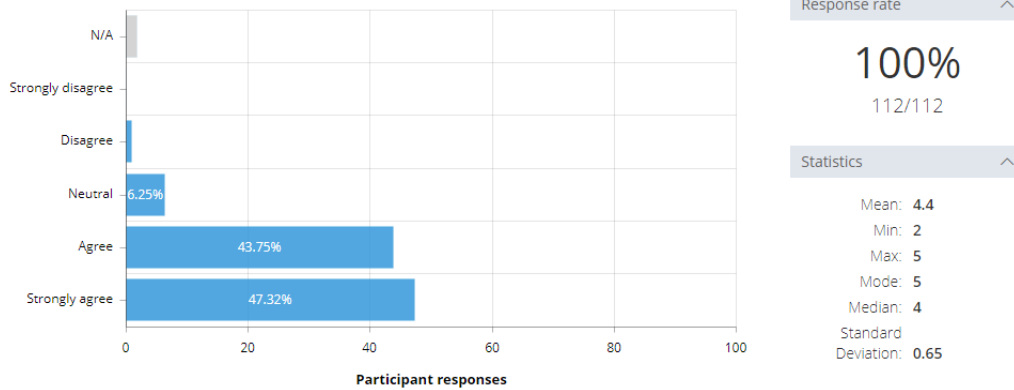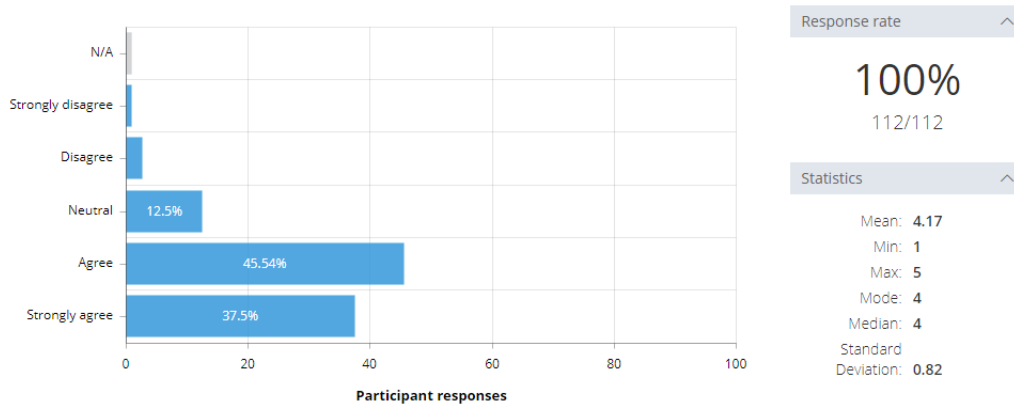
C.9 I am aware of the Centre's internal grant schemes (honours and PhD scholarships, collaborative, carers' grants, etc.) and how to access them

Yes	91.67%
No	8.33%

Participant responses

Response rate

96.43%

108/112

Rank 5: Outreach

Percentage of 'Agree' or 'Strongly agree' Responses

D. Outreach — 79%

Highest to Lowest 'Agree' and 'Strongly agree' Responses

- D.2 I understand the benefits and importance of outreach
- D.3 I enjoy contributing to the outreach activities through FLEET
- D.6 FLEET's outreach and communication activities allow me opportunities to improve my own science-communication skills
- D.4 There have been enough and varied outreach opportunities for me to be involved in to effectively contribute to the outreach program
- D.5 I have been given the training and guidance needed to perform outreach activities

Information gathering questions

The following question was used to gather information rather than indicate respondents' level of engagement.

D.1 I am aware of the requirement to complete 20 hours of outreach each year (reduced in 2020 due to COVID)

Yes — 95.28%
No

Participant responses

Response rate

94.64%
106/112

Rank 6: Communication Channels

Percentage of 'Agree' or 'Strongly agree' Responses

B. Communication Channels — 67%

(0% — 20% — 40% — 60% — 80% — 100%)

Highest to Lowest 'Agree' and 'Strongly agree' Responses

- B.2 I find the FLEET website useful
- B.6 I am aware that I have opportunities to promote my research, publicised through FLEET's newsletter, website, and social-media channels (Facebook, Twitter, LinkedIn)
- B.1 I find FLEET's monthly newsletters useful
- B.3 I find the FLEET Member Portal - Intranet useful
- B.7 I follow FLEET on social media (Facebook, Twitter or LinkedIn)
- B.4 I regularly update my KPI contributions in the Centre reporting tool - previously Reportal, now FLEET cle(v)er

(0% — 10% — 20% — 30% — 40% — 50% — 60% — 70% — 80% — 90% — 100%)

Information gathering questions

The following question was used to gather information rather than indicate respondents' level of engagement.

B.5 I actively use Slack

Response	Percentage
N/A	9.91%
Strongly disagree	18.92%
Disagree	17.12%
Neutral	25.23%
Agree	17.12%
Strongly agree	11.71%

Participant responses

Response rate

99.11%
111/112

Statistics

Mean:	2.84
Min:	1
Max:	5
Mode:	3
Median:	3
Standard Deviation:	1.31

Detailed Results

The detailed data from all respondents across the Centre are shown for each questionnaire item.

A. Centre Cohesion

A.1 FLEET Leadership (Executive and committees) communicates a shared vision, purpose and direction for the Centre

Response rate

100%

112/112

Statistics

Mean: **4.4**
Min: **2**
Max: **5**
Mode: **5**
Median: **4**
Standard Deviation: **0.65**

A.2 I understand how FLEET governance structure is organised and how the Centre makes its decisions (see resource, above)

Response rate

100%

112/112

Statistics

Mean: **4.17**
Min: **1**
Max: **5**
Mode: **4**
Median: **4**
Standard Deviation: **0.82**

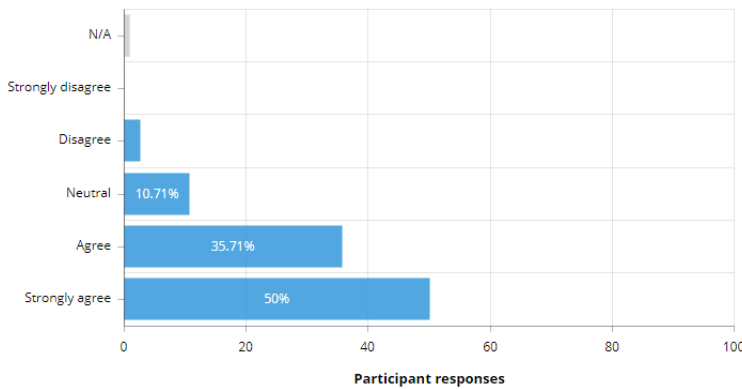### A.3 I am aware of and understand the objectives of the Centre

Response rate

100%

112/112

Statistics

Mean: **4.51**
Min: **3**
Max: **5**
Mode: **5**
Median: **5**
Standard Deviation: **0.58**
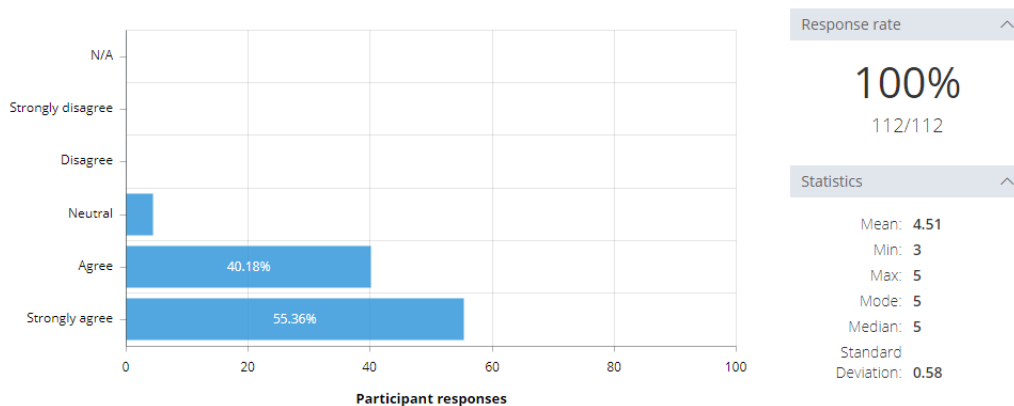
## A.4 I am clear about how my work links to FLEET's objectives

Response rate

100%
112/112
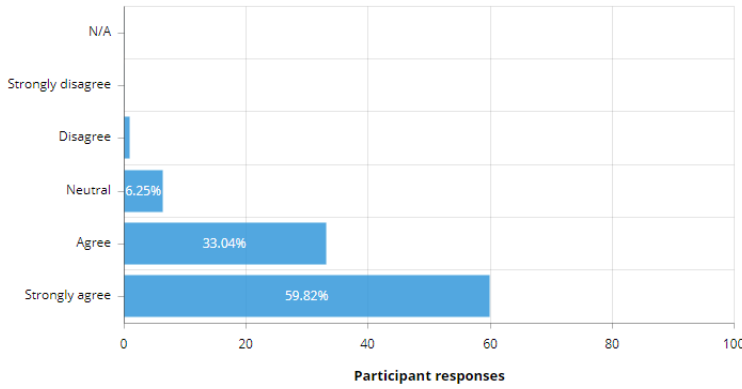
Statistics

Mean: **4.52**
Min: **2**
Max: **5**
Mode: **5**
Median: **5**
Standard Deviation: **0.65**

A.5 FLEET Leadership (Executive and committees) are working to build a collegial and collaborative Centre

Response rate

100%
112/112
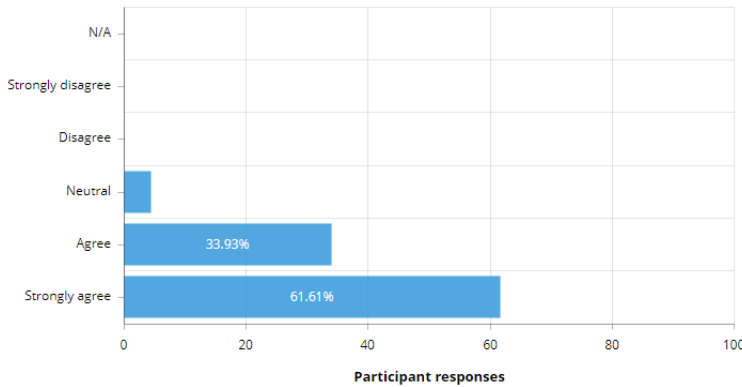
Statistics

Mean: **4.57**
Min: **3**
Max: **5**
Mode: **5**
Median: **5**
Standard Deviation: **0.58**

## A.6 Open and honest communication is encouraged by the Leadership Teams (Executive and committees)

Response rate

100%
112/112
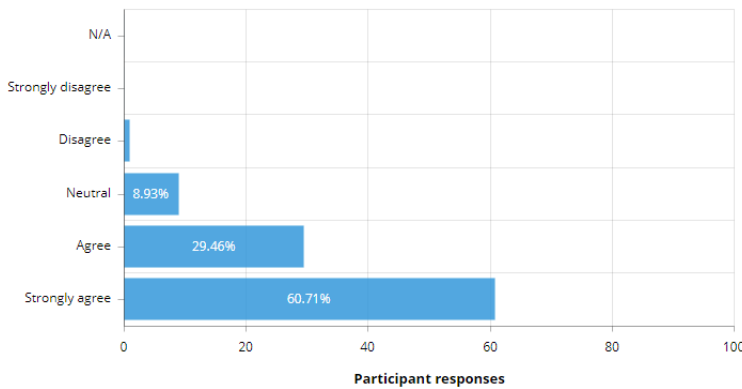
Statistics

Mean: **4.5**
Min: **2**
Max: **5**
Mode: **5**
Median: **5**
Standard Deviation: **0.69**

A.7 Open and honest communication is encouraged in our node

Response rate

100%
112/112

Statistics

Mean: **4.48**
Min: **2**
Max: **5**
Mode: **5**
Median: **5**
Standard Deviation: **0.72**

A.8 I know where to get the information and resources I need to do my work within the Centre

Response rate

100%
112/112

Statistics

Mean:	**4.32**
Min:	**2**
Max:	**5**
Mode:	**4**
Median:	**4**
Standard Deviation:	**0.69**

Bar chart (Participant responses):
- N/A
- Strongly disagree
- Disagree
- Neutral — 9.82%
- Agree — 44.64%
- Strongly agree — 43.75%

A.9 I know who to contact to contribute to FLEET's Special Governance Committees (Equity & Diversity, Education & Training, Outreach, Industry Relations and Communications)

Response rate

100%
112/112

Statistics

Mean:	**4.35**
Min:	**2**
Max:	**5**
Mode:	**5**
Median:	**5**
Standard Deviation:	**0.79**

Bar chart (Participant responses):
- N/A
- Strongly disagree
- Disagree
- Neutral — 6.25%
- Agree — 38.39%
- Strongly agree — 50%

A.10 Communication and collaboration are easy and straightforward within my node

Response rate

100%
112/112

Statistics

Mean:	**4.36**
Min:	**2**
Max:	**5**
Mode:	**5**
Median:	**5**
Standard Deviation:	**0.78**

Bar chart (Participant responses):
- N/A
- Strongly disagree
- Disagree
- Neutral — 13.39%
- Agree — 30.36%
- Strongly agree — 51.79%

A.11 Communication and collaboration are easy and straightforward with the FLEET Leadership

Response rate

100%
112/112

Statistics

Mean:	**4.32**
Min:	**2**
Max:	**5**
Mode:	**5**
Median:	**4.5**
Standard Deviation:	**0.81**

Bar chart (Participant responses):
- N/A
- Strongly disagree
- Disagree
- Neutral — 10.71%
- Agree — 34.82%
- Strongly agree — 49.11%
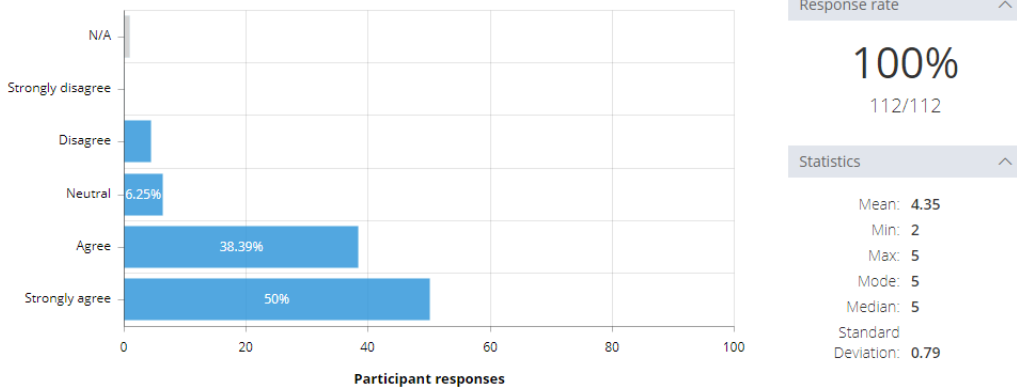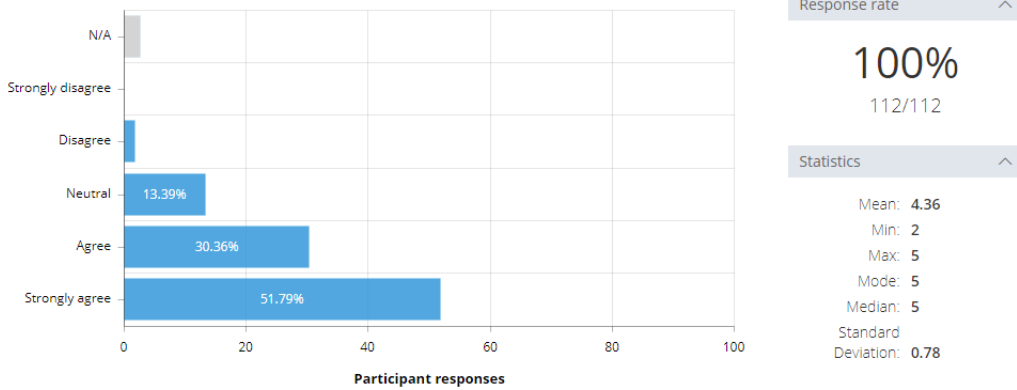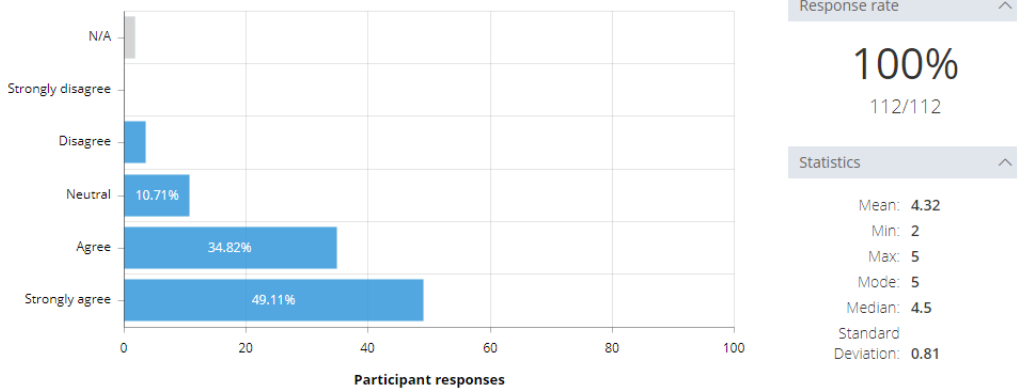
A.12 My colleagues and I share information and new ideas with each other

Response rate

100%
112/112
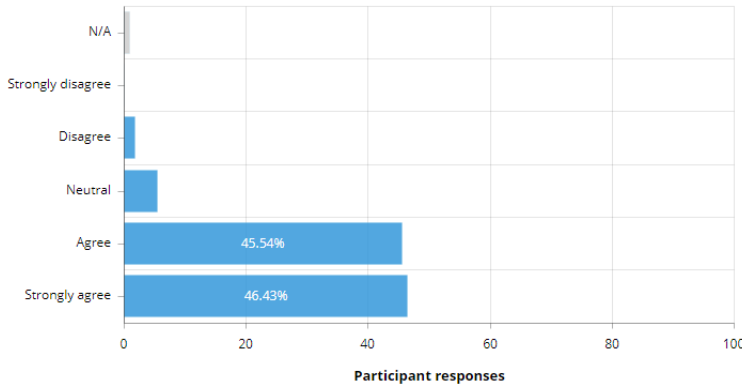
Statistics

Mean: **4.38**
Min: **2**
Max: **5**
Mode: **5**
Median: **4**
Standard Deviation: **0.67**

## A.13 I am encouraged to collaborate with and communicate my work to other Centre members at different nodes

Response rate

100%
112/112

Statistics

Mean: **4.34**
Min: **2**
Max: **5**
Mode: **5**
Median: **5**
Standard Deviation: **0.78**

A.14 I am currently collaborating with Centre members outside of my node

Response rate

100%
112/112
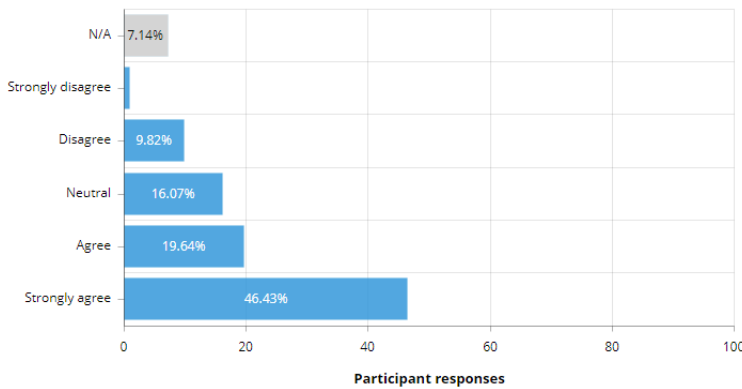
Statistics

Mean: **4.09**
Min: **1**
Max: **5**
Mode: **5**
Median: **4.5**
Standard Deviation: **1.08**

A.15 My contributions are recognised by others
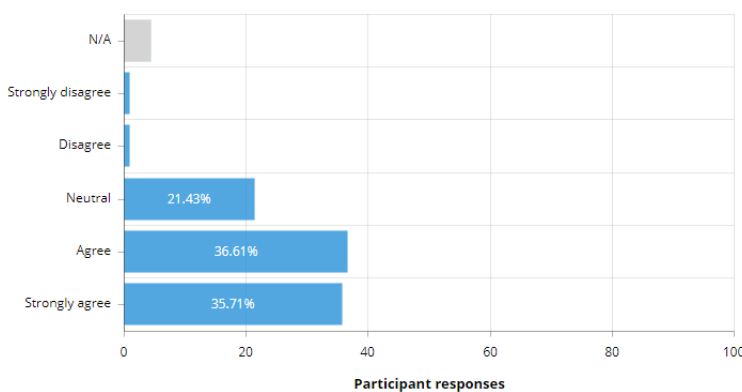
Response rate

100%
112/112

Statistics

Mean: **4.1**
Min: **1**
Max: **5**
Mode: **4**
Median: **4**
Standard Deviation: **0.84**

Information gathering questions

The following questions were used to gather information rather than indicate respondents' level of engagement.

A.16 I have received a FLEET induction and understand of my role and responsibilities as a FLEET member

Response rate
100%
112/112

A.17 I am aware of FLEET's policies and guidelines
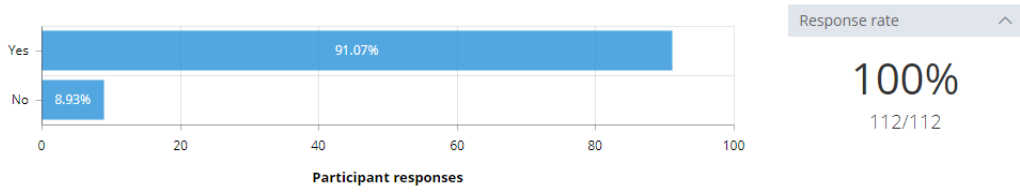
Response rate
100%
112/112

A.18 I am aware that I can contribute to FLEET's strategic plan
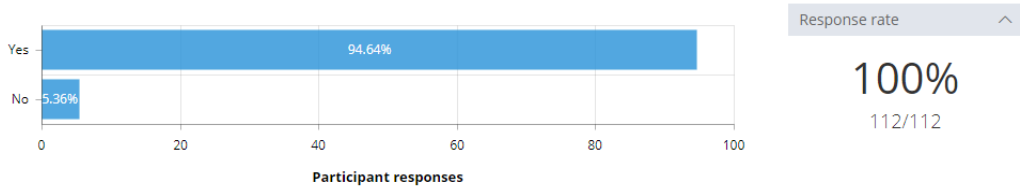
Response rate
100%
112/112
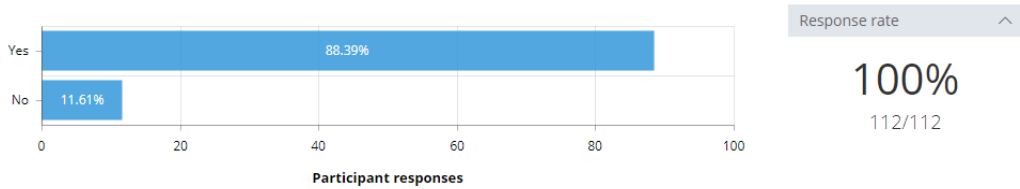
B. Communication Channels

B.1 I find FLEET's monthly newsletters useful
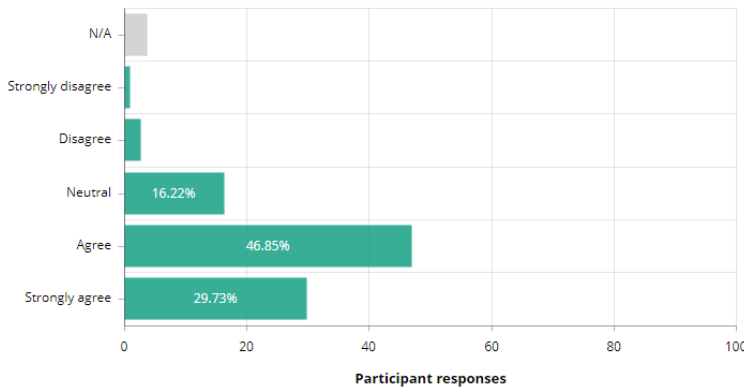
Response rate

99.11%

111/112

Statistics

Mean:	**4.06**
Min:	**1**
Max:	**5**
Mode:	**4**
Median:	**4**
Standard Deviation:	**0.82**

B.2 I find the FLEET website useful
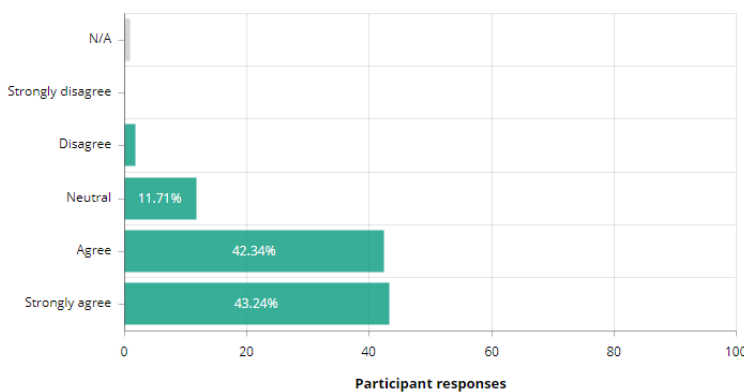
Response rate

99.11%

111/112

Statistics

Mean:	**4.28**
Min:	**2**
Max:	**5**
Mode:	**5**
Median:	**4**
Standard Deviation:	**0.74**

B.3 I find the FLEET Member Portal - Intranet useful
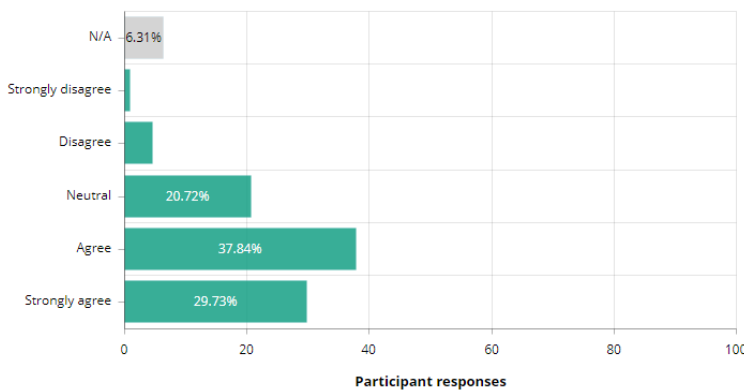
Response rate

99.11%

111/112

Statistics

Mean:	**3.97**
Min:	**1**
Max:	**5**
Mode:	**4**
Median:	**4**
Standard Deviation:	**0.9**

B.4 I regularly update my KPI contributions in the Centre reporting tool - previously Reportal, now FLEET cle(v)er
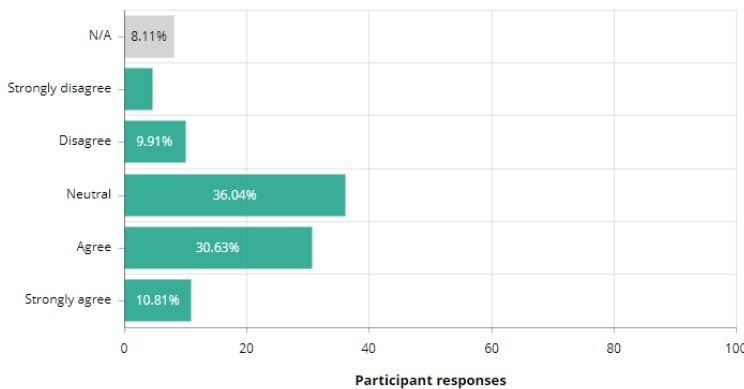
Response rate

99.11%

111/112

Statistics

Mean:	**3.36**
Min:	**1**
Max:	**5**
Mode:	**3**
Median:	**3**
Standard Deviation:	**0.99**

B.6 I am aware that I have opportunities to promote my research, publicised through FLEET's newsletter, website, and social-media channels (Facebook, Twitter, LinkedIn)
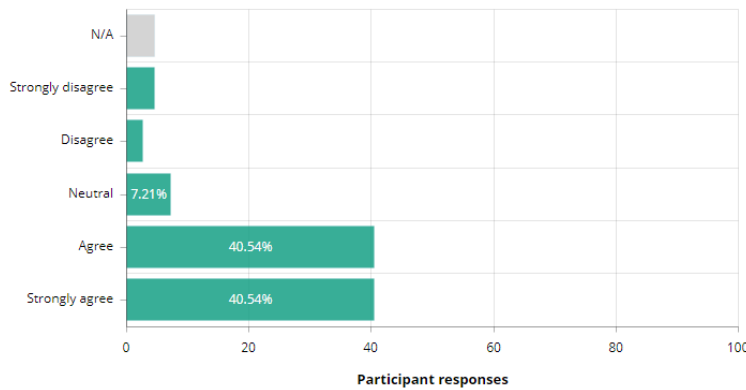
Response rate	
99.11%	
111/112	

Statistics	
Mean:	**4.15**
Min:	**1**
Max:	**5**
Mode:	**4, 5**
Median:	**4**
Standard Deviation:	**1.01**

B.7 I follow FLEET on social media (Facebook, Twitter or LinkedIn)
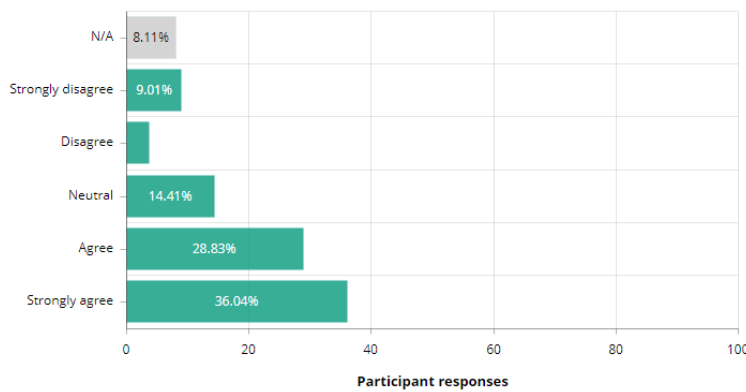
Response rate	
99.11%	
111/112	

Statistics	
Mean:	**3.86**
Min:	**1**
Max:	**5**
Mode:	**5**
Median:	**4**
Standard Deviation:	**1.25**

Information gathering questions

The following question was used to gather information rather than indicate respondents' level of engagement.

B.5 I actively use Slack
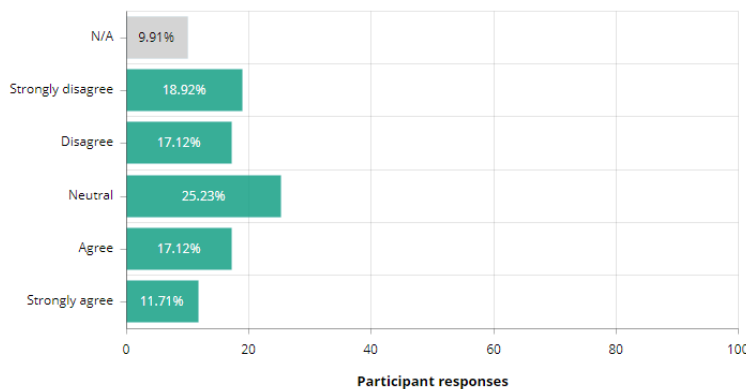
Response rate	
99.11%	
111/112	

Statistics	
Mean:	**2.84**
Min:	**1**
Max:	**5**
Mode:	**3**
Median:	**3**
Standard Deviation:	**1.31**

C. Professional Development and Training

C.1 Being part of FLEET helps me develop new skills in my technical area
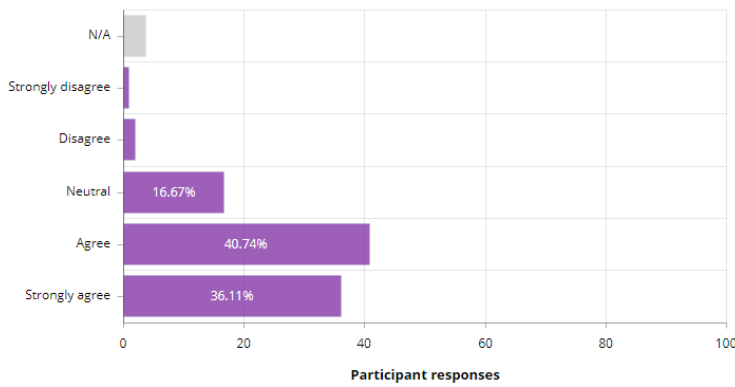
Response rate ∧

96.43%

108/112

Statistics ∧

Mean:	**4.13**
Min:	**1**
Max:	**5**
Mode:	**4**
Median:	**4**
Standard Deviation:	**0.83**

C.2 Being part of FLEET helps me develop transferable skills outside my technical area
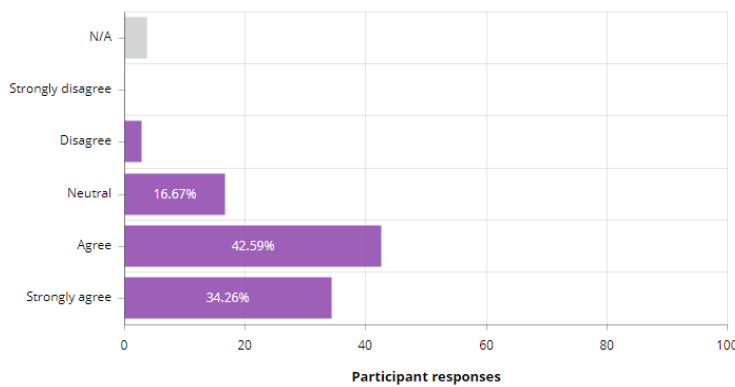
Response rate ∧

96.43%

108/112

Statistics ∧

Mean:	**4.13**
Min:	**2**
Max:	**5**
Mode:	**4**
Median:	**4**
Standard Deviation:	**0.79**

C.3 The Centre supports me in developing my future career
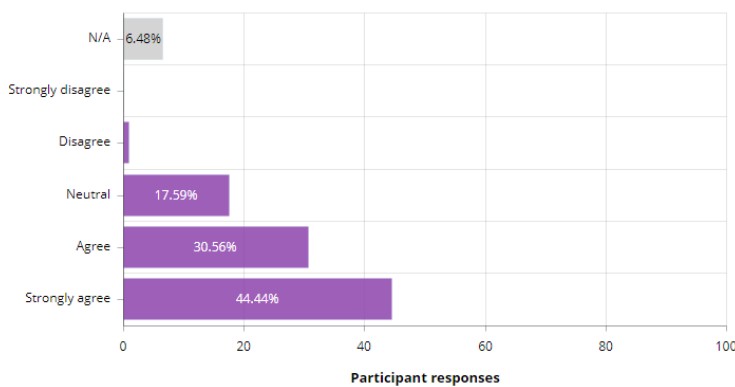
Response rate ∧

96.43%

108/112

Statistics ∧

Mean:	**4.27**
Min:	**2**
Max:	**5**
Mode:	**5**
Median:	**4**
Standard Deviation:	**0.79**

C.4 I know where I can access information about FLEET's training and mentoring opportunities (see resource, above)
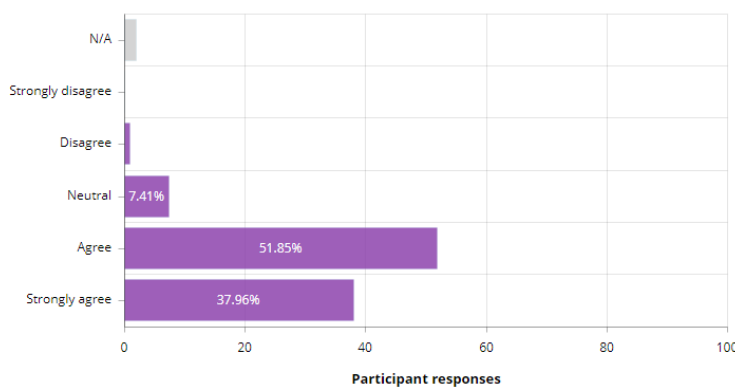
Response rate ∧

96.43%

108/112

Statistics ∧

Mean:	**4.29**
Min:	**2**
Max:	**5**
Mode:	**4**
Median:	**4**
Standard Deviation:	**0.64**

C.5 Under normal (non-COVID) circumstances, I would regularly attend workshops and conferences related to my role
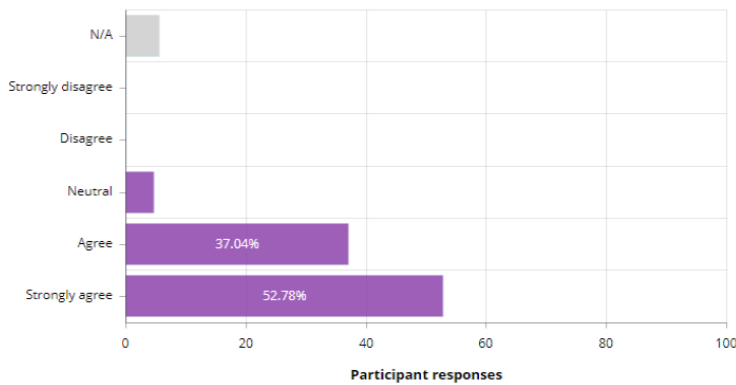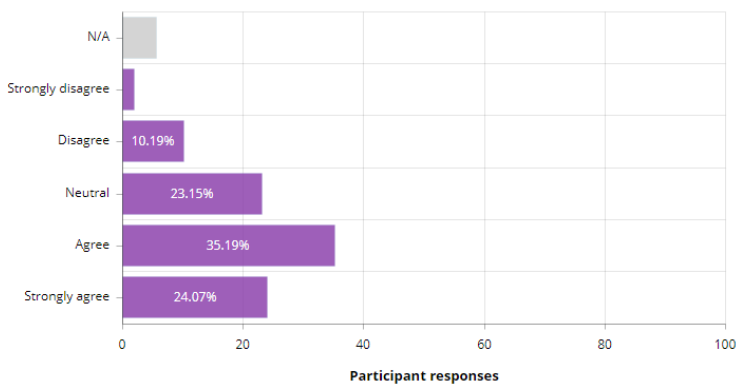

Response rate ⌃

96.43%
108/112

Statistics ⌃

Mean: **4.51**
Min: **3**
Max: **5**
Mode: **5**
Median: **5**
Standard
Deviation: **0.59**

C.6 I have attended, or intend to take, at least two training workshops/courses per year to enhance my research/professional skills
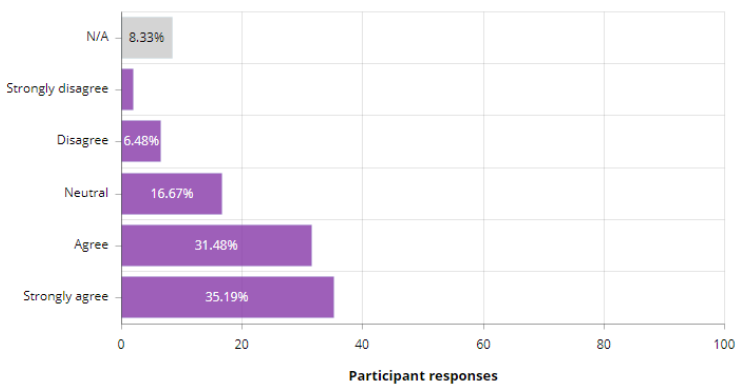

Response rate ⌃

96.43%
108/112

Statistics ⌃

Mean: **3.74**
Min: **1**
Max: **5**
Mode: **4**
Median: **4**
Standard
Deviation: **1.02**

C.7 I am given the opportunity to visit and learn from other institutions

Response rate ⌃

96.43%
108/112

Statistics ⌃

Mean: **4**
Min: **1**
Max: **5**
Mode: **5**
Median: **4**
Standard
Deviation: **1.02**

C.8 I am satisfied with the level of mentoring I receive from within FLEET
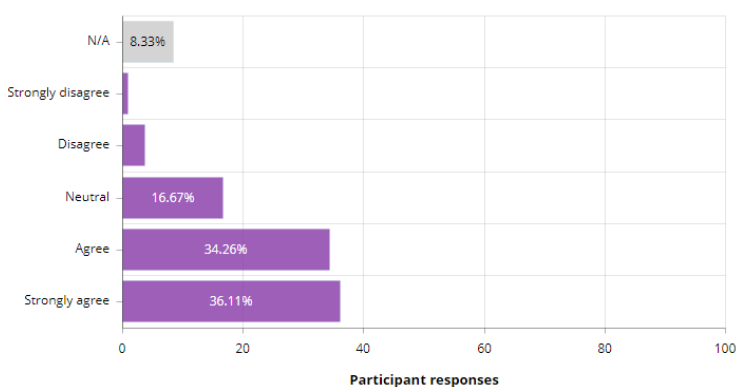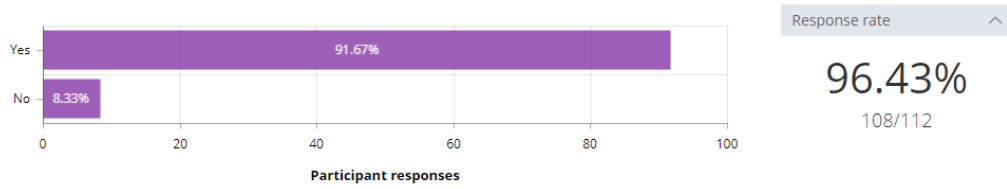

Response rate ⌃

96.43%
108/112

Statistics ⌃

Mean: **4.1**
Min: **1**
Max: **5**
Mode: **5**
Median: **4**
Standard
Deviation: **0.9**
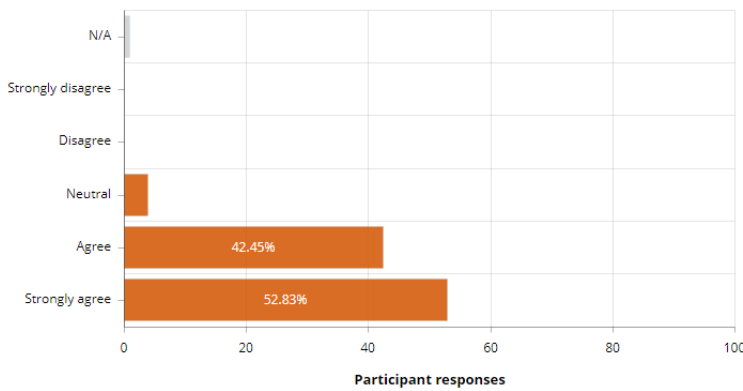
Information gathering questions

The following question was used to gather information rather than indicate respondents' level of engagement.

C.9 I am aware of the Centre's internal grant schemes (honours and PhD scholarships, collaborative, carers' grants, etc.) and how to access them

D. Outreach

D.2 I understand the benefits and importance of outreach
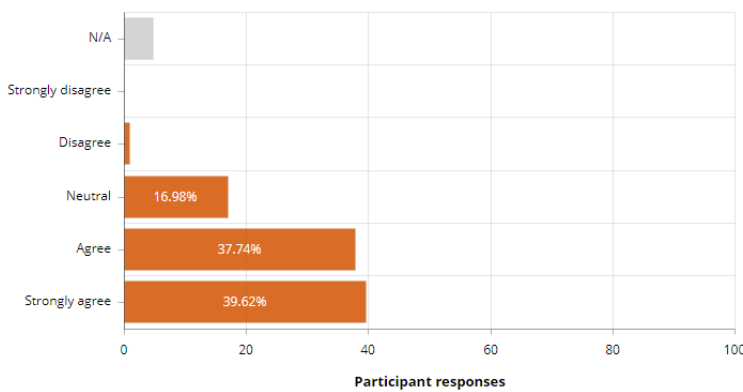

Response rate

94.64%

106/112

Statistics

Mean: **4.5**
Min: **3**
Max: **5**
Mode: **5**
Median: **5**
Standard Deviation: **0.57**

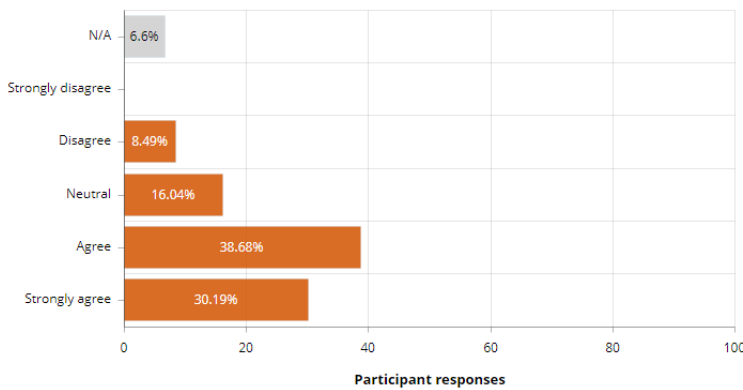### D.3 I enjoy contributing to the outreach activities through FLEET

Response rate

94.64%

106/112

Statistics

Mean: **4.22**
Min: **2**
Max: **5**
Mode: **5**
Median: **4**
Standard Deviation: **0.77**

D.4 There have been enough and varied outreach opportunities for me to be involved in to effectively contribute to the outreach program
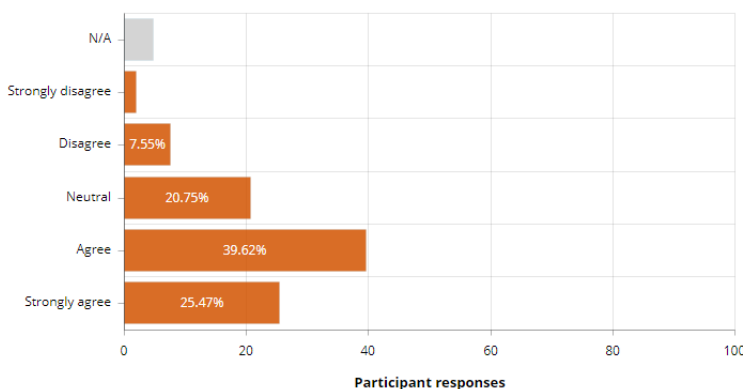

Response rate

94.64%

106/112

Statistics

Mean: **3.97**
Min: **2**
Max: **5**
Mode: **4**
Median: **4**
Standard Deviation: **0.93**

D.5 I have been given the training and guidance needed to perform outreach activities
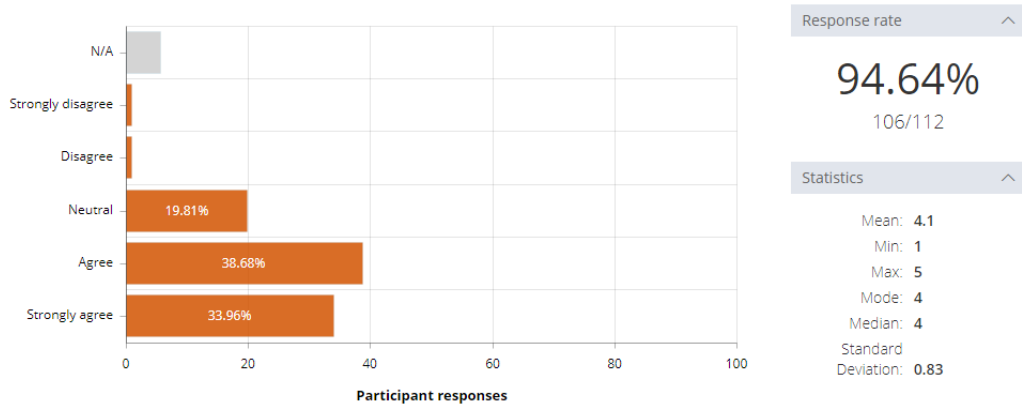

Response rate

94.64%

106/112

Statistics

Mean: **3.83**
Min: **1**
Max: **5**
Mode: **4**
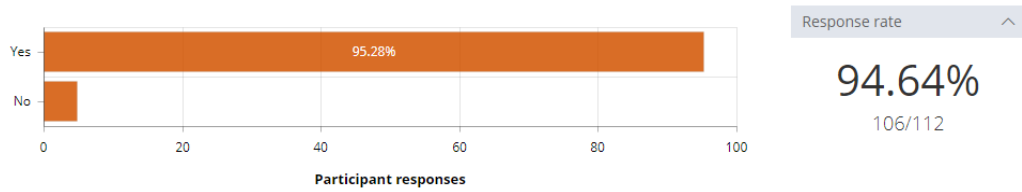Median: **4**
Standard Deviation: **0.98**

D.6 FLEET's outreach and communication activities allow me opportunities to improve my own science-communication skills

	Response rate	^
	94.64%	
	106/112	

Statistics		^
Mean:	**4.1**	
Min:	**1**	
Max:	**5**	
Mode:	**4**	
Median:	**4**	
Standard Deviation:	**0.83**	

Chart (Participant responses):
- N/A
- Strongly disagree
- Disagree
- Neutral — 19.81%
- Agree — 38.68%
- Strongly agree — 33.96%

## Information gathering questions

The following question was used to gather information rather than indicate respondents' level of engagement.

D.1 I am aware of the requirement to complete 20 hours of outreach each year (reduced in 2020 due to COVID)

	Response rate	^
	94.64%	
	106/112	

Chart (Participant responses):
- Yes — 95.28%
- No

E. Culture, Diversity and Inclusion

E.3 Others treat me with respect at work
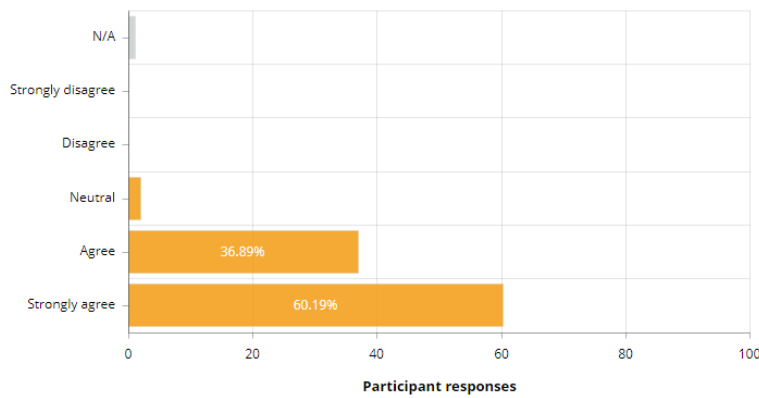
Response rate	
91.96%	
103/112	

Statistics	
Mean:	**4.59**
Min:	**3**
Max:	**5**
Mode:	**5**
Median:	**5**
Standard Deviation:	**0.53**

E.4 FLEET offers flexible working arrangements that meet my needs to balance work, personal life and family commitments

Response rate	
91.96%	
103/112	

Statistics	
Mean:	**4.46**
Min:	**2**
Max:	**5**
Mode:	**5**
Median:	**5**
Standard Deviation:	**0.69**

E.5 FLEET fosters an environment where people of diverse backgrounds and lifestyles can work together effectively

Response rate	
91.96%	
103/112	

Statistics	
Mean:	**4.49**
Min:	**2**
Max:	**5**
Mode:	**5**
Median:	**5**
Standard Deviation:	**0.62**

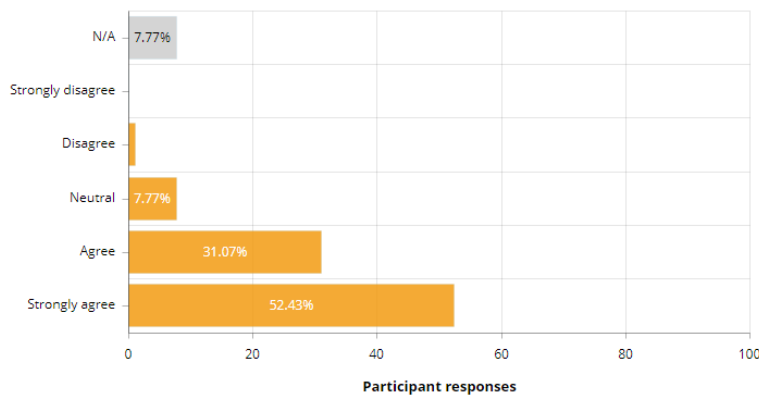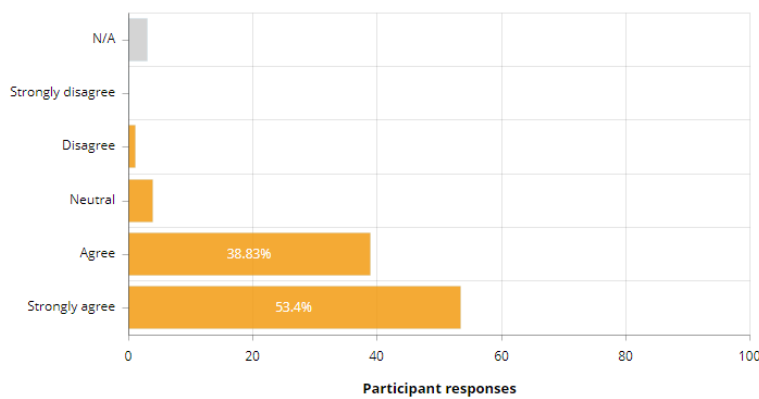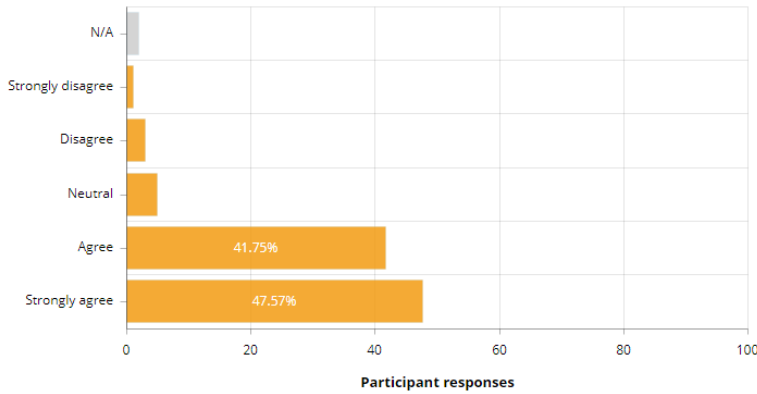## E.6 The working environment at my node is free of discrimination
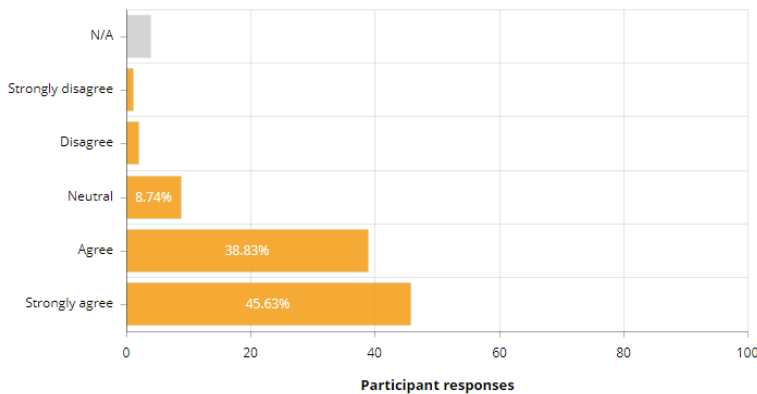
Response rate ^

91.96%
103/112

Statistics ^

Mean: **4.35**
Min: **1**
Max: **5**
Mode: **5**
Median: **4**
Standard Deviation: **0.79**

E.7 The Centre-wide work environment is free of discrimination
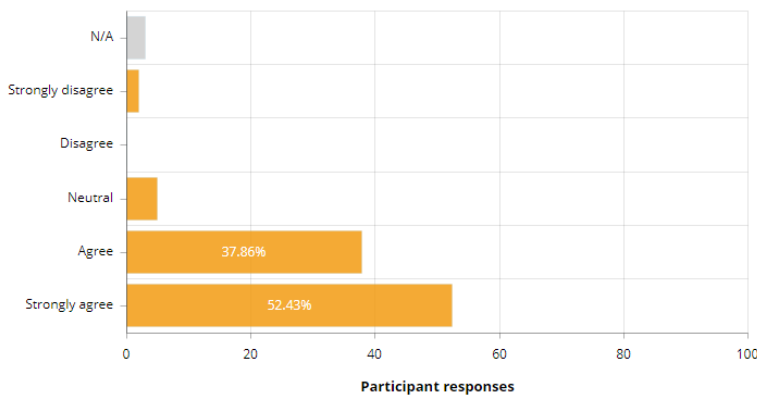
Response rate ^

91.96%
103/112

Statistics ^

Mean: **4.31**
Min: **1**
Max: **5**
Mode: **5**
Median: **4**
Standard Deviation: **0.8**

E.8 Individuals of all nationalities, cultures and religions are recognised equally for their contributions
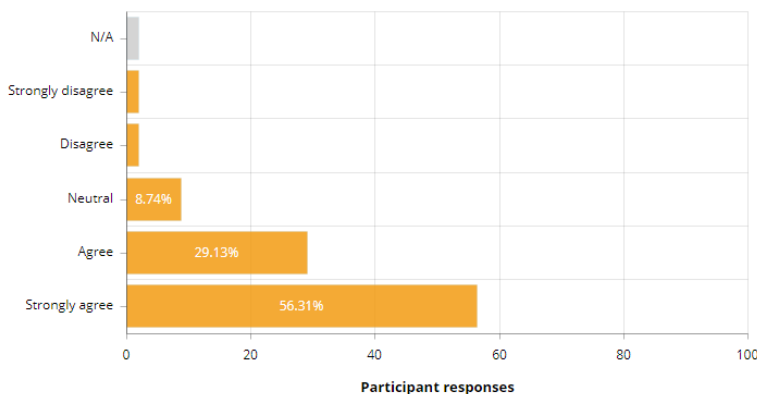
Response rate ^

91.96%
103/112

Statistics ^

Mean: **4.43**
Min: **1**
Max: **5**
Mode: **5**
Median: **5**
Standard Deviation: **0.76**

E.9 Individuals of all genders and sexual orientations are recognised equally for their contributions
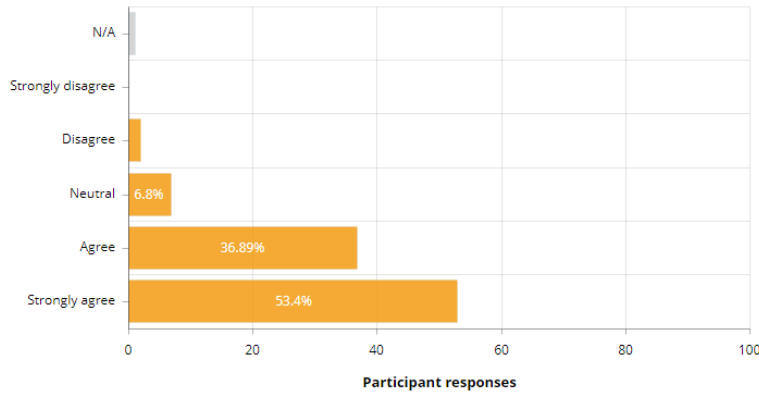
Response rate ^

91.96%
103/112

Statistics ^

Mean: **4.39**
Min: **1**
Max: **5**
Mode: **5**
Median: **5**
Standard Deviation: **0.88**

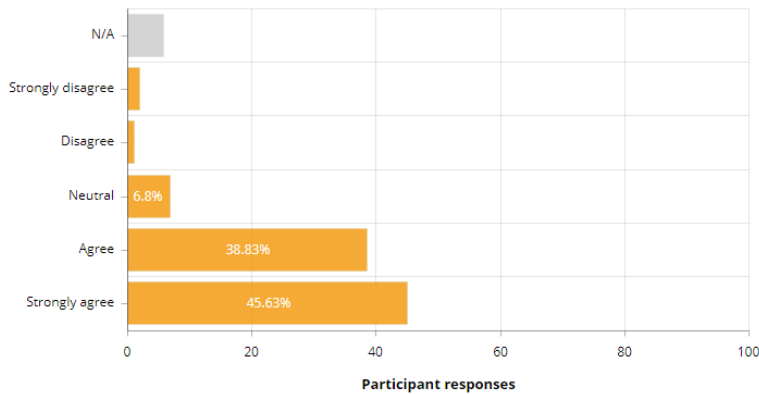## E.10 I believe that FLEET is doing a good job to promote equity and diversity

Response rate

91.96%
103/112

Statistics

Mean:	**4.43**
Min:	**2**
Max:	**5**
Mode:	**5**
Median:	**5**
Standard Deviation:	**0.71**

E.11 Bullying, abusive and inappropriate behaviours are discouraged and managed effectively in the Centre

Response rate

91.96%
103/112

Statistics

Mean:	**4.33**
Min:	**1**
Max:	**5**
Mode:	**5**
Median:	**4**
Standard Deviation:	**0.82**

E.12 I would feel safe to report bullying, abusive or inappropriate behaviours within FLEET
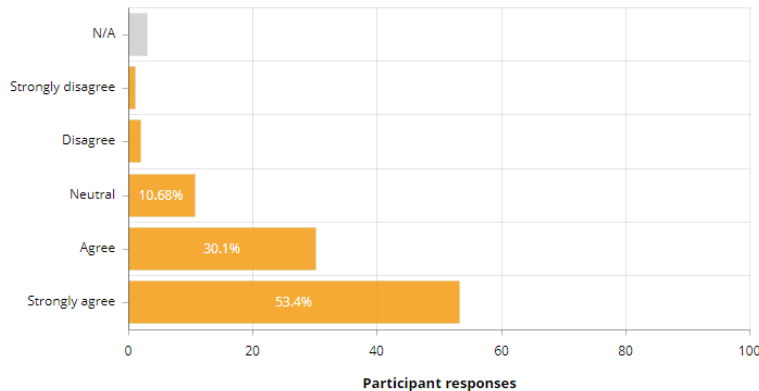
Response rate

91.96%
103/112

Statistics

Mean:	**4.37**
Min:	**1**
Max:	**5**
Mode:	**5**
Median:	**5**
Standard Deviation:	**0.83**

Information gathering questions

The following questions were used to gather information rather than indicate respondents' level of engagement.

E.1 I have read and am familiar with FLEET's Code of Conduct for Centre events

Response rate

91.96%
103/112

E.2 If you are a parent/carer, have you ever brought your child/care receiver to FLEET events such as the annual workshop?

Response	Percentage
Yes	15.53%
No	27.18%
N/A	57.28%

Participant responses

Response rate ∧

91.96%

103/112

E.13 I have witnessed or experienced bullying, abusive or inappropriate behaviours within the Centre

Response	Percentage
Yes	7.77%
No	92.23%

Participant responses
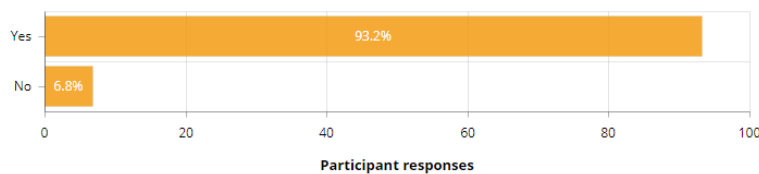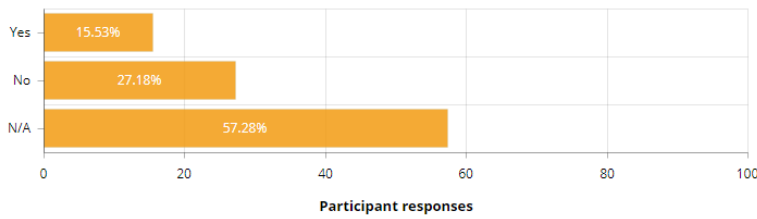
Response rate ∧

91.96%

103/112

No additional written comments provided.

E.14 I know where to find FLEET's procedures and processes about how to report inappropriate behaviours within the Centre

Response	Percentage
Yes	77.67%
No	22.33%

Participant responses

Response rate ∧

91.96%

103/112

F. COVID

F.1 I am satisfied with FLEET's efforts in supporting its members through COVID
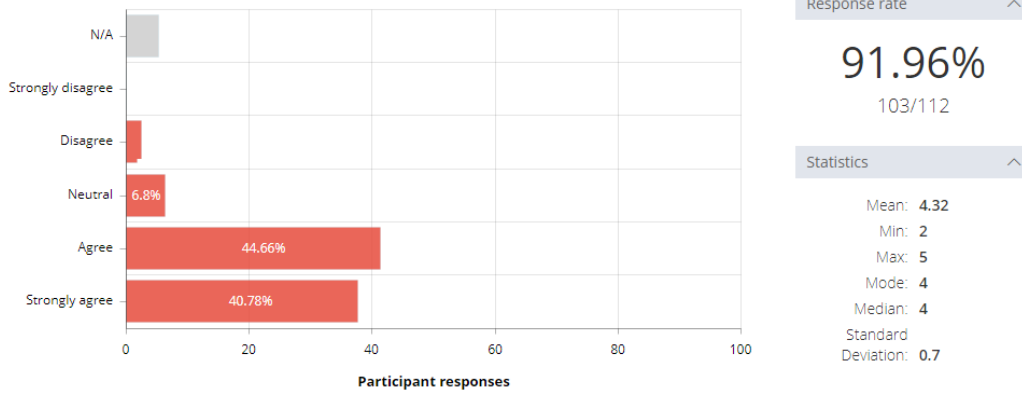
Response rate

91.96%
103/112

Statistics

Mean:	**4.32**
Min:	**2**
Max:	**5**
Mode:	**4**
Median:	**4**
Standard Deviation:	**0.7**

F.2 I am satisfied with the training opportunities FLEET has offered during COVID

Response rate

91.96%
103/112

Statistics

Mean:	**4.23**
Min:	**2**
Max:	**5**
Mode:	**4**
Median:	**4**
Standard Deviation:	**0.72**

F.3 I am satisfied with FLEET's efforts in maintaining communication and Centre activities during COVID

Response rate

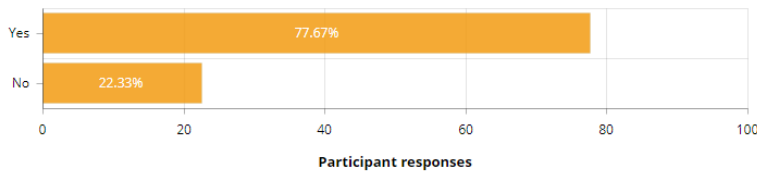**91.96%**
103/112

Statistics

Mean:	**4.38**
Min:	**2**
Max:	**5**
Mode:	**4, 5**
Median:	**4**
Standard Deviation:	**0.65**

F.4 I have been able to maintain a strong connection with FLEET and its members through COVID

Response rate

91.96%
103/112

Statistics

Mean:	**4.07**
Min:	**1**
Max:	**5**
Mode:	**4**
Median:	**4**
Standard Deviation:	**0.82**
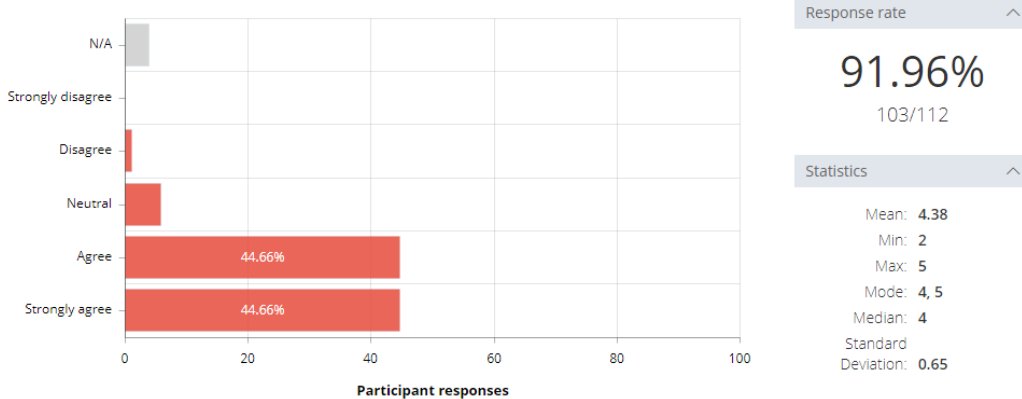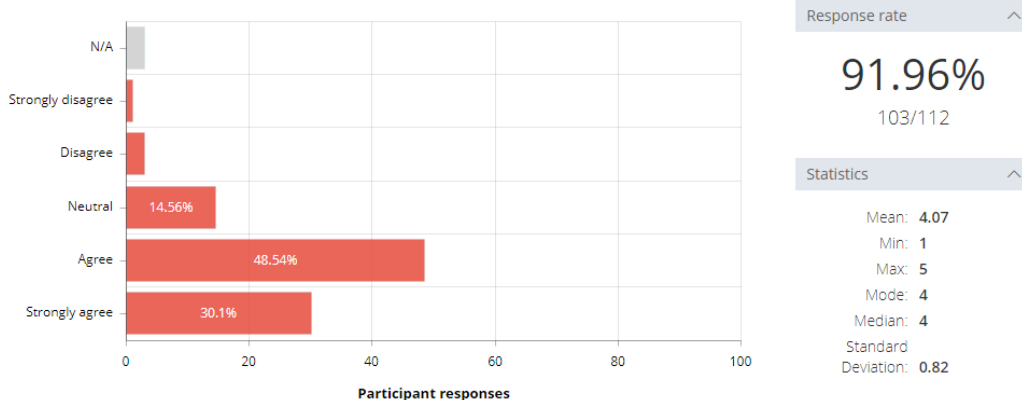
F.5 When needed, the Centre has provided me with support during COVID

Response rate

91.96%
103/112

Statistics

Mean:	4.13
Min:	2
Max:	5
Mode:	4
Median:	4
Standard Deviation:	0.78

Written comments:

- FLEET introduced a number of new communications initiatives in 2020 as Covid and the lockdown took hold (Slack, weekly 'tearoom' zooms, journal club, iSee), and each of these proved useful at different times.

Information gathering questions

The following questions were used to gather information rather than indicate respondents' level of engagement.

F.6 Moving forward, I will take opportunities to use flexible working arrangements, e.g. work from home with flexible hours
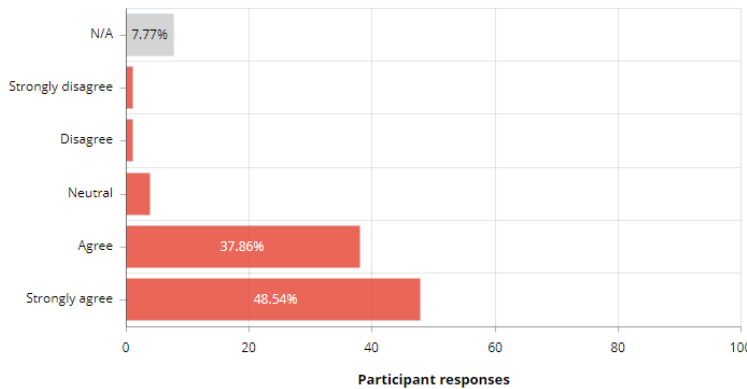
Response rate

91.96%
103/112

Statistics

Mean:	4.43
Min:	1
Max:	5
Mode:	5
Median:	5
Standard Deviation:	0.72

F.7 I am aware of Resources for FLEET's support during COVID
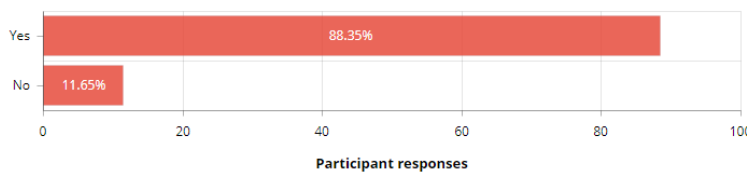
Response rate

91.96%
103/112

F.8 Which of the following factors have significantly impacted you and your research due to the pandemic and restrictions?

Response rate

91.96%
103/112
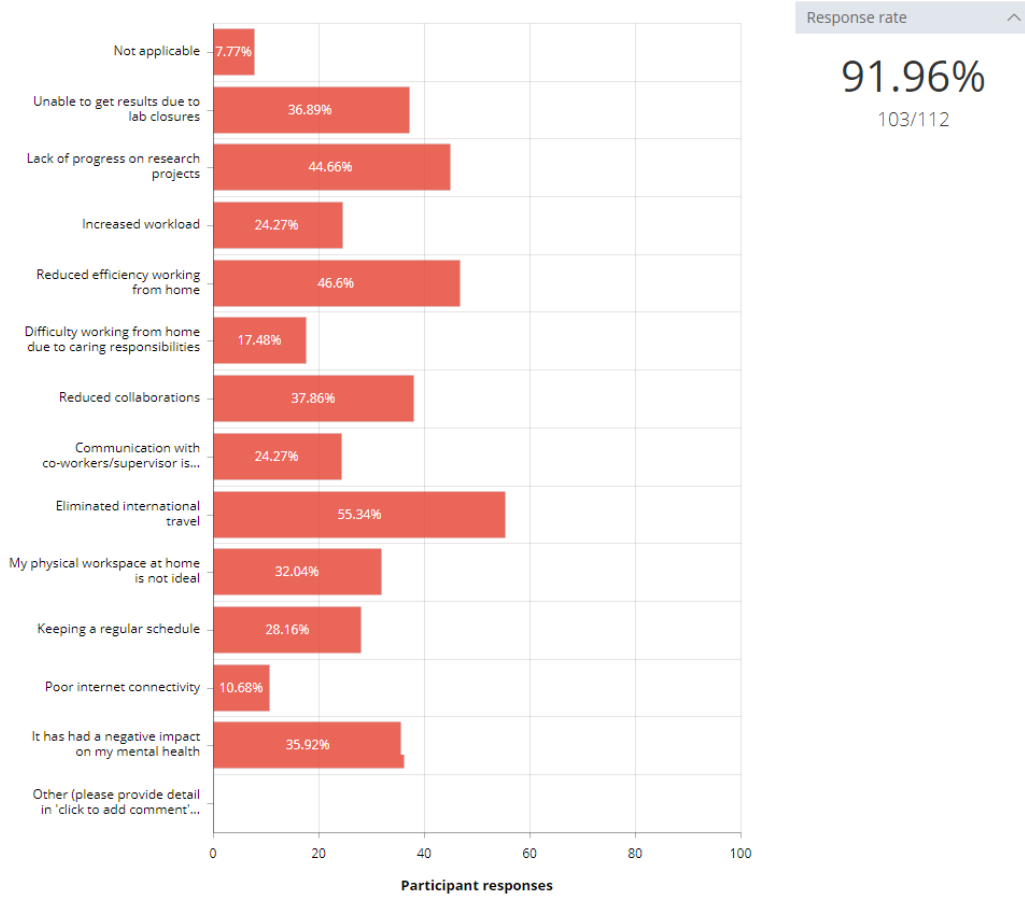
Written comments:

- Inability to repair lab equipment due to travel restrictions (engineers/technicians cannot come on site)
- The line between work and home was blurred. Needing to be mindful about taking more regular breaks.

Note: See also written comments in Appendix 1.

G. Overall Experience

G.4 How would you rate your overall experience as a member of FLEET and why?
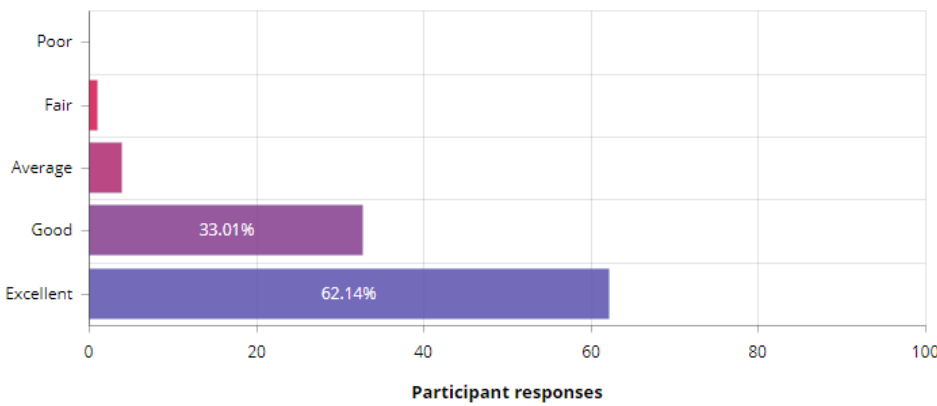
Response rate

91.96%

103/112

Statistics

Mean:	4.56
Min:	2
Max:	5
Mode:	5
Median:	5
Standard Deviation:	0.62

Demographics

Demog 1: What is your category of FLEET membership?
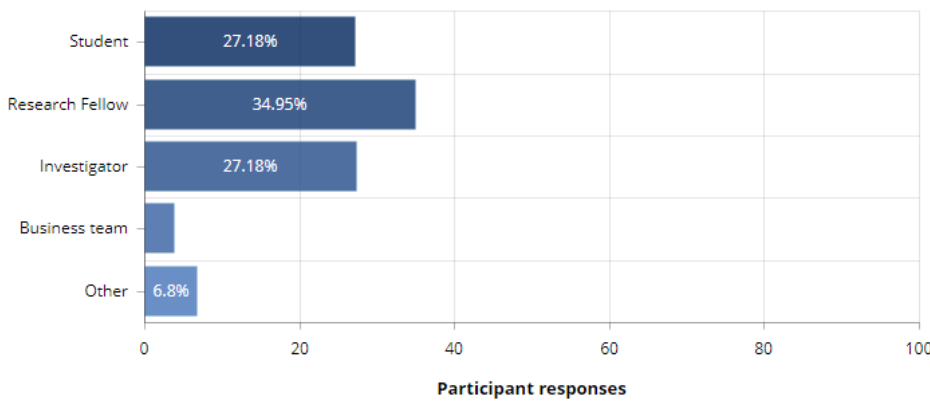
Response rate

91.96%

103/112

Question type

Demog 2: What institution are you from?
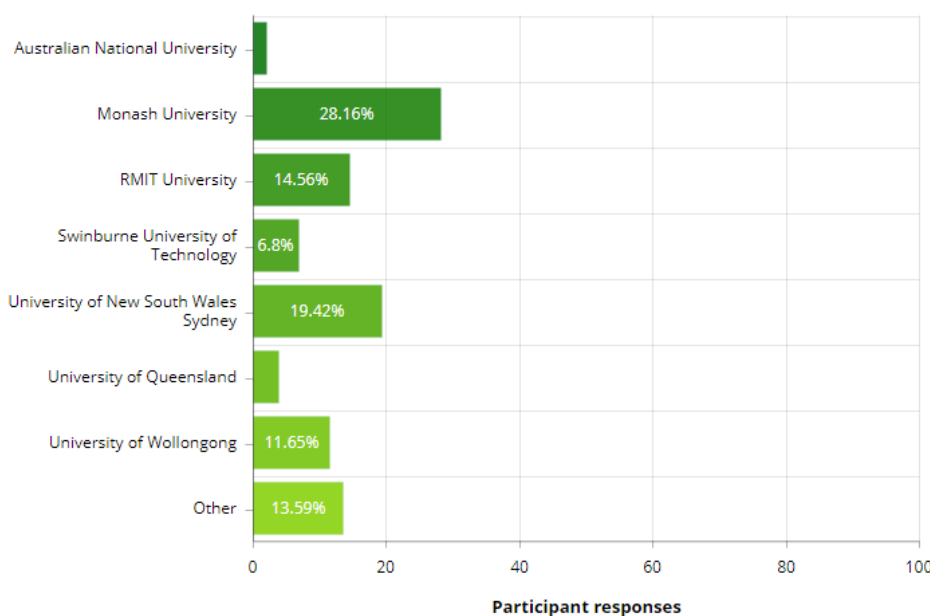
Response rate

91.96%

103/112

Question type

Demog 3: How long have you been a part of the Centre?

Demog 4: What is your gender identity?
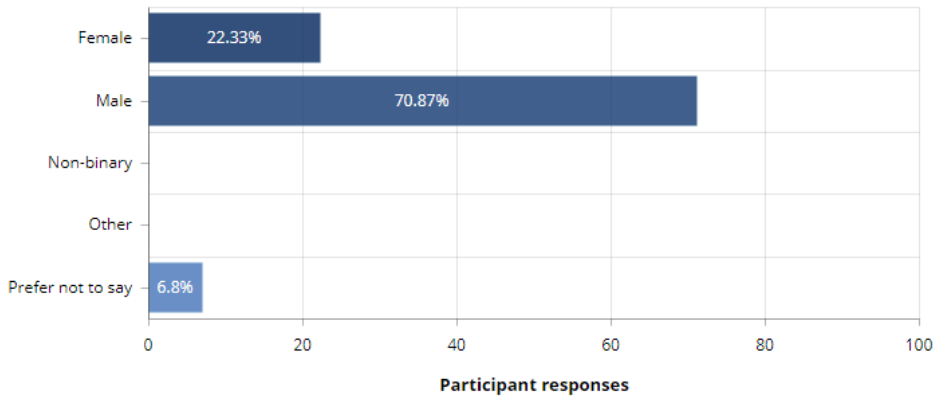
Appendix 1: Summary of the Written Comments

A. Centre Cohesion written comments

Communication and Collaboration strengths

- Communication with the FLEET colleagues and leaderships are easy and straightforward. The business team are very easy to speak to about anything. It is good that FLEET have a dedicated communications person.
- The readiness with which I can communicate with anyone else across the Centre, regardless of role or position. All members can sit in at governance committee's meeting and encouraged to join these committees.
- Frequent newsletters are nicely put together and update members with what's going on in FLEET and Centre's research achievements.
- The FLEET Business Team does a great job in trying to bring the various nodes and groups together and communicating the work of FLEET members. COVID has encouraged more use of internode online meetings.
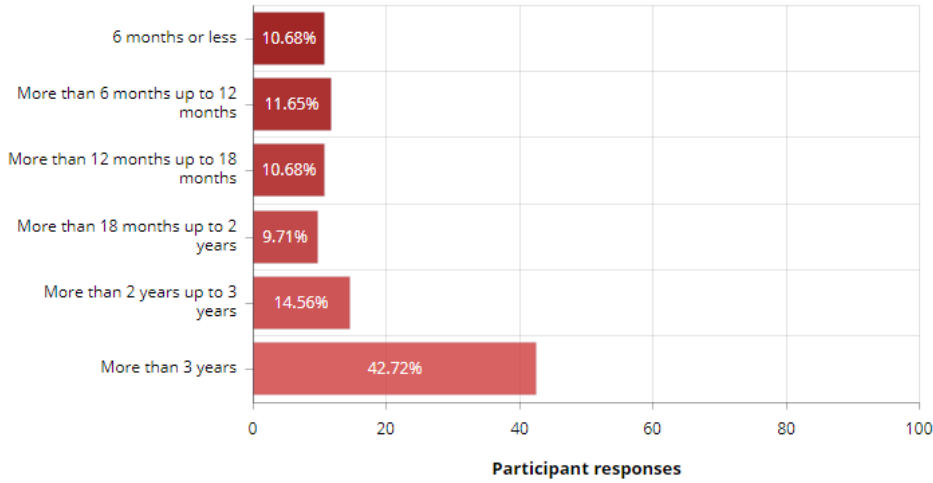- The communications team are doing a good job with advertising seminars, especially in the times of COVID.
- The website and newsletter are both excellent. The twitter account is useful for connecting with others in FLEET.
- The website is comprehensive, very attractive and always up to date with many resources.
- Seminars and workshops are organized multiple times in a year which is convenient to come in touch with a lot of scholars and discuss ideas which serve mutual benefits in this platform. A great annual meeting. A good seminar series. The annual meetings are a fantastic networking opportunity.
- I love the invitations to join seminars and webinars and journal clubs across the country! Only possible since COVID. The smaller strategy meetings and breakout sessions are more conducive to collaboration than the larger annual meetings.
- Synergistic partnerships across disciplines with international research, industry and educational networks
- FLEET always encourages team to make contacts and communicate with a goal to boost Australian research. It warmly welcomes new links from collaborators with complementary expertise.
- Support for researchers who would like to communicate their results to the public. Support for collaborations, including support for travel for PhDs and ECRs. Cross-node supervision. The collaborations in the node and between nodes are strongly encouraged. It's ready to find collaborators for our research.
- An emphasis on collaboration, equity diversity, outreach and comms and women in STEM
- Centre wide activities broadly advertised. Inter-node collaboration encouraged has worked out very well for me.
- FLEET is a safe space to be open about my research which can foster collaboration instead of stealing ideas.
- We have nearly all the instruments we need in the centre and we can access them after intra-centre discussion. There's no contradictions (like doing the same competitive project) between each group.
- Open, equal, diverse & complimentary. Diversity and people are meeting regularly.
- FLEET communicates its mission and research widely and really helps its members' achievements gain visibility. Through various channels, e.g., joint seminars, colloquia, workshops, inter-node visits (when possible), it actively encourages collaboration between its nodes and between FLEET members and overseas PIs.
- Synergistic partnerships across disciplines with international research, industry and educational networks
- All information can be easily obtained on the FLEET site. Transparent information and circulating information among members and Regular activities
- Slack service is a nice service to communicate with others.

Communication and Collaboration suggestions for improvement

- More inter-theme interactions and understanding across themes.
- I think this is done quite well already, but even stronger encouragement to collaborate among nodes (where appropriate).
- More regular meetings of collaborative teams. Encourage researchers working in more than one group.
- Organising more social events to strengthen/create networks within the Centre (in addition to the Annual workshop) could be one way to improve communication and collaboration.
- At times the number of FLEET emails can be overwhelming, although this has been better lately.

- Scheduling monthly FLEET seminar by both in-FLEET and off-FLEET speakers? Tutorials on experimental techniques, theory, and other practices would also be good.
- Enforce weekly journal clubs for each theme.
- More synergy between theory and experiment at different nodes.
- Collaboration occurs when scientist meet. We need to meet more in person and socialize when possible.
- One way to increase the number of collaborators from different parts of the world is to approach them. Via research papers and publications, we could interact with authors or researchers working towards similar goals and ask them if they would be interested in collaborating with our work.
- It would be useful to have a few smaller meetings each year, even if these are online, to have a focused scientific discussion on a single topic.
- Collaboration, especially between the nodes, could perhaps be made more prominent/visible on the FLEET website. More regular events at regular intervals allow fleet members to socialize with each other and more easily get to know new members.
- We could improve understanding between research themes.
- People ignore lots of bulk emails.
- More opportunities to interact with people at other nodes.
- Enhance the international exchange student program between different nodes, especially from outside.
- More seminars and workshops.

Suggestions for research and collaboration opportunities

- I would like to see such a platform in FLEET where industry and academia coalesce.
- That the CIs make it clear to their groups that members should collaborate and that there is funding to support travel for collaboration.
- It will be great if there can be more opportunities and funding for PhD students. Also, the ratio of women in the centre needs to be promoted more.
- Support for "internships" for PhDs/ECRs in another lab in FLEET, or overseas (post covid!)
- More opportunities for postgraduate students to talk about science with postdocs, AIs, and CIs at other nodes.
- Some small internal research grants for visiting international collaborators and attending conferences.
- Travel scholarships would be useful. Student exchange programs. Sabbatical opportunities.
- A shared page of "pie in the sky" projects that people need outside help with, in case other groups can help.
- More grant opportunities for micro-projects including travel grants between notes for ECRs, HDRs and AI's
- The close collaboration opportunity with New Zealand, US and other countries.
- I really want if I could see how my work can be related to industrial research.
- Some kind of hackathon for different people from different projects to come together to bounce ideas and come up with collaborations?
- The strategic "seed grants" for new research led by ECRs is a great initiative.
- More opportunities for specialized training – hands-on training for research skills and subjects relating to FLEET.
- Opportunities to have some international conferences, scientific communications.
- I would like to see city nodes doing more social things throughout the year to assist networking / collaboration.
- the framework to exchange ideas is something that I find valuable the recent annual meeting being a great example of such. This gave me new ideas for collaboration. I could, for example, picture the exchange of PhD students in the future. From my perspective, there is a relatively high threshold for effective collaboration, resulting from the physical distance; however, this could be mitigated largely by regular/structured exchanges that don't allow thing to fall asleep, so to speak. Anything in this direction would be valuable and well received
- Some sort of central database where we can see what instrumentation is available for CIs to collaborate.
- We get collaboration opportunities with other FLEET groups on sharing scientific instruments, theoretical simulation, and data analysis.
- May be create PhD positions, where collaboration is a must. Say a PhD shared by Fuhrer and Augustine. That kind of forces the collaboration to take place.

B. Communication Channels written comments

Communication Channels strengths

- FLEET always keeps every critical program updated on social media and YouTube. It always helps to follow up later on if something is missed in due time.
- Support centre strategic goals through internal communication using tools such as monthly e-newsletters; Engage with scientific research. Community through research stories published on key online science platforms and stakeholders' newsletters.
- Many platforms to celebrate achievements are good.
- The team is great to work with. FLEET communications coordinator has great enthusiasm and professionalism. The breadth of communication methods is another strength.
- FLEET has wide range of networks like Facebook, social media etc to enhance communication.
- We have professional team to help us to promote our research work in FLEET website and other social media.
- It hits all the different platforms. The only thing missing is the FLEET podcast.
- FLEET communications coordinator writing the public press releases for research works!
- It's one of the strengths of FLEET - impressive amount of relevant information highlighted periodically. Kudos!
- There is a dedicated team for publicising research outputs online and via social media. This usually happens fast. Broad range of communication channels available.
- They're multi-tiered and you know you can contact the communications coordinator about almost anything
- Active and done well. Targeted to specific audiences (from what I can see so far)
- I really like the outreach opportunities and media support that are provided
- I like that slack sends us notifications about different talks that are scheduled and upcoming which I would otherwise not know about. I also like the social media pages that post the home science videos
- Impressive. Once we posted a good paper online, we contact FLEET communications coordinator and then a lot of news came out about our paper. This not only helps the citation but also provides more opportunities for collaboration as other guys will be interested in our work.
- That there are several communication channels, and people can choose the mode of engagement that suits them.
- Detailed news items on FLEET research, based around recent papers, providing content that drives engagement with the Centre via newsletter/social media, and distributed online so that people can see FLEET researchers' work.
- Communication channels are updated regularly, keeping the members up to date with the latest things that are happening within FLEET. Fleet provides a wide variety of seminars with leading experts that allow members to communicate and collaborate with some of the world's best in related subject areas.
- Communication channel offers information about Fleet research news, Member achievement, policies, events, journal club, and so on.
- Direct interface with research frontier, fresh timely update on research progress
- I think FLEET has narrowed the gap between the operations team and the researchers.

Suggestions for emerging communication best practices

- For seminars or presentations, Zoom is highly preferred.
- Live recording of the experiment
- I agree with and fully support FLEET in pushing the boundaries - so would be happy to trial anything!
- Despite the teething problems, I felt that iSee was a useful experience. It will be good for FLEET to figure out how to make "hybrid" online/in-person events work better. TikTok? A FLEET app on our device that can send notifications?
- FLEET slack doesn't even have node channels
- Anything but iSee
- PhD student seminars
- VR/AR, visual generally, evaluation of what happens, live streaming? Or at least explore the potential of these opportunities. They may or may not be viable
- YouTube, for sure. We should start a channel which describe research papers, concepts and experiments in lay man terms. It should be regular, and I would love to be a part of it.

- I personally prefer consuming my media in video form. So less written articles and more videos.
- Probably like a VR visit of the lab or like VR videos on the operation of some instruments(like ARPES).
- Advertise to other centers of excellent around the world
- The whole Centre should operate on a unified platform like Slack, or Teams.
- I would prefer conventional face to face meetings. I am old school; I like the good old face to face.

Communication Channels suggestions for improvement

- FLEET could try to support and grow some social-media champions (particularly PhDs and ECRs) who are known for expertise in some area. The reality is that social-media success requires work and a strategy.
- I'd really prefer the weekly email summary of events/ ban the endless reminders. Less frequent but longer emails
- Share the summary of the latest publications on social media to let the public know what FLEET is doing.
- Please include calendar invites for all events announced by email.
- Improve 'interfacing' between FLEET publicity team and local communication teams at nodes.
- Get more people involved, offer a bounty to whomever gets the most attention to drive competition.
- Possibly make a FLEET app, which includes its current news on research, and you could connect to its members.
- Postcards from the lab to share informal updates on what is happening in each lab around the Centre.
- I think communication can be improved if all communication methods can be aggregated to one page.
- Some software and programs are not user-friendly. Use the simplest version of the software and avoid some technical and fancy ones.
- I was wondering whether just like outreach, if it's possible to have members, having to contribute to say 5 hours of communication, just to push us to do some science communications.

C. Professional Development and Training written comments

FLEET training courses attended over the past year

- The 'Becoming a Future Leader' workshops run by Charlotte are a valuable resource and certainly have opened my eyes to other career opportunities and possibilities.
- I appreciate a lot of workshops regarding useful tools e.g. blender, AI, etc.
- The best workshop/course that I have undertaken through FLEET was the training we received on wellbeing at the 2019 Annual Workshop in Lorne. This was the Staying Well Academic workshop by Hugh Kearns, and I'd love to see more workshops by Hugh or in a similar vein.
- In the workshop, idea factory, we have been given instructions about how to write a good research proposal. The speakers/trainers in the workshop are those familiar with the ARC grant application and having lots of experience.
- Directly discussing with great scientists in physics and also with fellow young scientists helped me reduce the stress as well gives a better outlook on my career and life.
- Attended workshop on use of Blender which provided a good introduction for my group members.
- I really liked the Future Leader Workshop by Dr. Charlotte Hurry,
- I remember a workshop/course teaching how to give a speech about the research work. It's very detailed, even tell you how to put your feet when you're talking (which can relax yourself).
- I found the pitch training and aspire introductory seminar to be interesting. The scientific writing/communication presentations at the annual meetings have also been quite useful.
- The online annual workshop in 2020 had a fantastic set of plenary and invited speakers. It was a privilege to attend.
- I have found each of the FLEET annual workshops extremely useful for networking with other FLEET nodes, and for developing a better understanding of the science around the Centre.
- FLEET workshops involving distinguished guest and top experts lets member interact with leading experts in subject areas of interest, that allows FLEET members to interact and network with these people and collaborate.
- IDEA Factory 2019 was fantastic. It offers information about research commercialization, research pitch skills, close communication between academic and industry
- Leading Edge by WLA, was an amazing 6-month programme (funded by FLEET) meant for guiding women in their path to leadership.

Non-FLEET training courses attended over the past year

- The best workshop I ever attended was about how to construct a scientific paper, run by https://www.principiae.be/. It was excellent and run over several days.
- Although FLEET has run some writing/communication/"writing nature paper" events, the quality of the course wasn't nearly as good as the one offered by principiae.
- Working with EQUS on Wikipedia editing was very valuable, as a fairly informally structured session with friendly, helpful coaching from peers.
- I was able to attend an online electronic transport class through EdX. This was super useful for helping my background, but the social experience wasn't very good.
- Two SPIE courses I attended have vastly improved my scientific writing and presenting technique
- I got some training from our university about research grant, research data, and research impact, which offers clear structures and methodologies that can make our research with clear aim, efficient and sustainable ways.
- Thinking big with Nano in 2018, informed me on the commercialisation of research. I was informed of various ways how industries could be partnered with research.

Suggestions for additional training courses and opportunities to be offered by FLEET

- I would like to see more opportunities beyond academia after completing a PhD in FLEET theme related research
- I feel it is critical to inform students and research fellows of their options outside of academia.
- More training on wellbeing and optimising the work-life balance.
- Help with writing skills. More in depth/specific writing courses
- Developing transferrable skills outside academia, or transition to industry.
- Entrepreneurial (patent/IP) coaching might be useful for young researchers.
- I think it would be really useful to have a scientist exchange - be embedded in a different FLEET group for a week, working in their labs, learning new methods that are relevant to extend our own work.
- Grant writing courses for ECRs and HDRs (know that we do this, but we need to keep doing it).
- Courses and opportunities required for industrial research jobs in my field after PhD.
- Ally training 101. Gender workshops (beyond the male/female binary), training on how to be more inclusive to indigenous Australians and Torres Strait Islanders, more disability awareness training.
- More like how to write proposals, how to organize a lab. etc. for early career researchers.
- networking skill, communication skill, writing paper skill
- I'd be glad to attend the https://www.principiae.be/ workshop again, if it was ever run by FLEET.
- It would be a privilege to attend another course by Jean Luc Duomont.
- Industry engagement.
- How to improve your profile on LinkedIn (becoming more 'findable' for collaborations/employment).
- If possible, something hands on in relation to FLEET's topics of interest, maybe in dealing with instruments,
- Training courses for leadership for some executive members and CIs that are not aware of Australian rules.
- I would like to see some opportunities for attending some important international conferences.
- More cultural/LGBTQ+/disability awareness and advocacy. Whilst I understand Monash runs some of these, I feel that FLEET is more on the pulse with this kind of stuff and would do an excellent job.
- CV writing for academics/ industrialists. Career counsellor services (always available for PhD students/ ECR).
- Funding application training.

Suggestions to improve FLEET's education and training efforts

- I'd be interested in cross-node technical workshops to learn in a more hands-on way what happens in different e.g., experimental environments/ techniques. Predicated on actually being able to travel though.
- Organizing PhD seminars.
- Tutorials for different topics related to FLEET.
- The small, informal training sessions run by FLEET members are very valuable - more of these please. Collaborations with other similar organisations (such as Macdiarmid) are also effective.
- I would suggest there should be more room interactions and discussions for training and seminar sessions.

- To also include CIs in this training courses
- We've had lots of opportunities for innovation/professionalism related workshops, but not so many that deal with basic technical expertise; be that theory/coursework/fundamentals.
- Some research software or tool training that directly facilitate fleet research.
- I think evaluation of how the training impacts the members, would be worthwhile to be recorded.

D. Outreach written comments

Outreach programs' strengths

- FLEET provides great numbers of interesting outreach opportunities. One may not be skilled at writing Wikipedia pages but can easily show science to school children or potential students at open days.
- Increased FLEET involvement in the education curriculum and scientific engagement events; Increased public awareness of scientific concepts
- Member participation. A good diversity of opportunities for members. Reaching a wide range of audiences.
- Our research area is very related to the technique we are using in daily life.
- The commitment of people to ensuring everyone contributes and reaches their outreach goals. Also trying to ensure that FLEET reaches a wide audience with its outreach program
- Directly sponsor and participate big science-centred events
- The enforced 20 hours is definitely a strength. The emphasis on communicating challenging scientific concepts to a broad non-expert audience.
- Existing networks that can be tapped into.
- They are varied so that people who do not want to be in the spotlight can still contribute (e.g. the card game).
- Make more people know about what FLEET is doing. Share the happiness of research with other people.
- The resources on the FLEET website are very useful.
- Having a dedicated outreach person who arranges a wide range of opportunities for FLEET members to participate, and also provides support: resources, coaching, advice, etc. (I.e., not just leaving members to 'fend for themselves'). FLEET's outreach goals are very ambitious (20 hours per year) compared with other similar organisations. FLEET outreach is unusual in that it is aimed at both improving science knowledge in the public (e.g., events facing general public and school incursions/excursions/videos) but also in improving members science-communications skills.
- FLEET has excellent resources regarding outreach, and many people excited about communicating with the public.

Suggestions to improve opportunities and training for outreach

- Possibly encourage node leaders and CIs to promote and encourage members to participate in outreach activities.
- Provide more opportunities for online (COVID-safe) outreach. 2020 was very difficult to get hours in.
- More support outside of Melbourne.
- Encourage presence in public talks.
- Alternate and switch more regularly the members of the outreach and communication committees.
- Reduce scientists in schools program- very large time commitment for only a small number of outreach hours.
- Ideally do some outreach overseas when the borders reopen. And visit some remote areas in Australia.
- Outreach should have assessment plans in order to prove that it is useful.
- Outreach in high schools.
- Maybe make a YouTube channel like asap science, khan academy, or scishow?
- More chances for outreach, more emphasize on kpi to encourage researchers to contribute to the outreach.
- It may be good to have more events organized by our local node.
- Outreach (at our node) seems to be mostly self-organized, and there is no leadership per se from the CI.
- I would like to see the very successful Monash Tech School model (lab visits) extended to other universities.
- Outreach can be improved by providing more resources for outreach.
- Conduct a survey on what is the most interested science topic of the public.
- By providing training for all members on how to do outreach. Inform members on basic pedagogy.

E. Culture, Diversity and Inclusion written comments

Culture, Diversity and Inclusion strengths

- FLEET provide equal opportunities to everyone within the centre.
- The FLEET Equity and Diversity (E&D) committee will monitor and implement the best practices in equity and diversity across the STEM sector and will actively work. To increase awareness of the gender equity issues.
- The family friendly workshops are a real hit. Totally different vibe from a 'regular' conference and really helps people connect on a more personal and human level.
- Recognising members as humans at workshops has been a highlight of some of FLEET's activities. Women in FLEET recruitment process outside of the usual university system was a bold move. Increasing number of women in FLEET. Family-friendly events and practices.
- Fleet is overall very good - every now and then one still witnesses inappropriate behaviour. What is important is how these instances are resolved. Fleet does a good job.
- FLEET doesn't discriminate between different groups and promote lesser recognized groups. Diverse team.
- Having a diversity and Inclusion committee is great to make improvements for FLEET.
- We have special postdoc position for women to encourage and recognize the female researchers' contribution. Any discrimination is totally not allowed within FLEET which makes us respectful to each other.
- Having a policy and applying it consistently. Openly stated policy on diversity and inclusion.
- FLEET's leadership has actively made statements about the Centre's valuing of diversity.
- FLEET's strong emphasis on culture, diversity, and inclusion has made all events very welcoming and exciting.
- Very woke. Leaders demonstrate by example and show strong commitment to values.
- Targets for women in FLEET. A multitude of different nationalities and ethnicities.
- The leadership team is well trained in these matters and we take it seriously- not just lip service.
- Fleet did well in multi-culture and gender equity. I think the way you promote women in science.

Culture, Diversity and Inclusion suggestions for improvement

- Cross-cultural awareness training. More recognition of different cultures in FLEET events.
- If we conduct outreach activities among diverse groups, diverse communities might support and join us.
- I find it very telling of the lack of people featured in FLEET that are of aboriginal or Torres Strait Islander descent. Additionally the lack of openly queer people featured in FLEET along with people of visible disabilities.
- I would like to receive emails on this topic, also learn who to reach out if there is any bullying or discrimination.
- Extend equity to other marginalised or under-represented groups (while continuing the Centre's strong support of gender inequity). For example: indigenous students (we can learn from our partners MacDiarmid on this) and rural students, or students who are first in their family to go to uni. (for example, perhaps we could 'celebrate' our members who come from rural areas, or who were first in their family to go to uni.) Champion professional staff within unis, a cohort who report significant bias.
- Getting to know everyone better and more socializing between members.
- FLEET to make it serious about work behaviour training to avoid bullying and abuse by some leaders.
- More workshops involving the above CDI. Having these workshops allows people to learn from others' experiences.
- I liked the idea how 2020 was referred to as a ratty year in the newsletter. I wonder whether translating our science into other languages should be promoted. I think NAATI provides one such outreach opportunity.
- More activities.
- FLEET needs to make sure to choose leaders that know exactly how to behave in a workplace in Australia and aware of Australian work behaviour training.

F. COVID

FLEET resources accessed to help through COVID

- Teaching resources (seminars, tip and tricks sessions etc.), IT resources (for WFH), flexible work hours
- One day/week carer's leave for a few weeks. Flexible work arrangements.
- Online information. IT gear. HR, IT. Internet. I was allowed to take my bring desktop home
- My students received financial support to set up their office.
- University VPN connectivity helped me in accessing to research papers online. Accessing courses via Moodle, using zoom for meetings etc. helped to maintain connectivity and communication.
- Grant to buy equipment to set up a home office. My supervisor helped me to develop a theory-based project during the lockdown in Melbourne. The chief operating officer helped me access a database I didn't have access to.
- I am working on getting a tuition fee waiver due to COVID.
- The seminars organized by FLEET help to keep me thinking about my projects when there's no experiments to do.
- I made use of new communications channels provided by FLEET in 2020: Slack and the weekly 'tearoom'
- Fleet offered online workshop and training. University did well in procedures of using labs during covid.

Positive experiences because of COVID

- To hang on during difficult times together.
- More time with my family, more time to exercise at the park. Ability to attend more national and international webinars which have been presented online (without having to travel!) Saved time and money by not commuting.
- More time to write/finalise papers. More flexible work arrangements (e.g. when WFH more productive in the evening than during day). Interestingly, more meetings (zoom etc.) than FTF, help in maintaining connections.
- I can focus better at home and don't get distracted with other things, I've been more productive overall.
- I enjoy working from home some of the time, and not needing to commute. Some aspects are more efficient. Some aspects of collaboration have been easier. More internal collaborations.
- I think the flexible work arrangements and everything being online has made things more equitable.
- The inter-node Zoom meetings for journal club.
- Gave me time/motivation to write my thesis. I had more time to code and write papers. Have more time to write.
- Remote working can be effective, and allowed me to read more papers.
- Greater appreciation of the things I have, and the time I could spend thinking about myself and my future goals.
- Forced to consider and then appreciate the value of online engagement - reaching new audiences in different ways
- Zoom helps connect to seminars at other places. Seminars via zoom from international researchers were good.
- Time with my family. Self-reflection. Have time to stay with my wife and cook for her.
- The theory project I worked on means I already have a paper in peer review. Will be useful for my future projects.
- Accessibility of meetings/workshops with no need to travel.
- I think informal communication within FLEET actually improved in 2020. People were much more open to chatting with others, and more receptive to sharing their personal lives with each other.
- Feel less guilty working at home! Realised that virtual meetings can work quite well, providing more flexibility for everyone. More frequent meetings with collaborators in other locations.
- I am very happy to work from home. I have evolved from being an extrovert to a content introvert due to COVID.

Support for research to get back on track

- To get access to labs and time to compensate lack of progress. Some students may require extension of PhD time.
- Inter-node Zoom meetings (regular).
- longer financial support for international PhD students arriving at the end of their degree.
- Relaxed ECR grant expectations
- Access to computational lab equipment so my group can get back to doing research. Funding to support postdocs would help provide employment and resources to increase research outputs.
- I think the biggest is mental health.

- HDR students need extensions. More time to finish PhD. Recognition that some plans will be delayed.
- Reduced academic pressure to meet deadlines on experimental progress would be great.
- I have lots of experimental work that keeps getting put off due to lockdowns.
- Spend more time and try to work more efficiently.
- More resources to support research.
- Extensions, cross-node collaboration and usage of measurement resources (experimental work)
- Support for a few more semesters. Financial support to extend projects. Contract extension.

Support for health or wellbeing

- Reduce the stress of finishing PhD on time.
- I need a holiday to recover from high workload in 2020 and work over the Xmas period.
- Sessions on working from home and people strategies working from home effectively.
- Give option to extend annual leave if that happens.
- I think some financial help would be helpful for students living offshore due to the border COVID.
- Organise badminton games, between intranode people! :D

G. Overall written comments

From your perspective, what are three key strengths of the Centre?

- 1. Lot of people working in same research area, 2. Ease of Collaboration, 3. Mentor-Mentee idea
- We are part of something that becomes larger than the sum of its parts. Minimal disputes / fighting. The 'family friendly' attitude, and the EDI priorities. Students and postdocs keep the centre vibrant and fun.
- Transparent in the governance, all members can access committee meeting minutes and many other resources. Requirement in contributing to outreach has encouraged many members to step out of their comfort zone.
- A strong scientific community, commitment to diversity, support for young researchers.
- Collaboration, collegiality and really good science. Great committees making progress improving FLEET.
- Longevity of funding. Good mix of perspectives/ institutions/ resources. Flexibility to stay topical in research.
- Excellent administrative team. Outreach. Support for FLEET members. Promote women in science/research.
- Heterogeneity, open atmosphere, encouraging young researchers and collaboration. Collaborative, open, kind.
- Balance between well-defined goals and diverse set of capabilities. Good framework for collaboration. Outreach.
- The goal is ambitious but achievable. The philosophy of the centre is encouraging, and I feel valued.
- Outstanding research. Strong collaboration. Strong overlap of research topics with many people in the centre.
- People, without question. From Director to CIs and AIs. The business team is also excellent. Camaraderie.
- Connecting researchers in Australia with common research themes. Communicating key results, achievements, opportunities and news to all in the centre. Promoting science and representation on women in minorities.
- Collaboration between nodes. High quality research. Outstanding collaborative environment. Diversity.
- Very supportive and inclusive. Efficient with meetings, workshops, collaborations and feedback.
- Networking. Supports for students through funding (helps a lot). Workshops and travel to other nodes to learn.
- Research activities (Node collaboration). Professional development and training. Culture, Diversity and Inclusion.
- Excellent and exciting fundamental science. 2. Good focus on intra-node collaboration, and international collaboration. Monash does a fantastic job of organizing and leading the centre via the team.
- Exciting science in condensed matter physics. Diverse mixture of researchers. Excellent central organisation.
- Collaboration between people of different expertise, working in different fields towards common goals.
- Supportive, progressive workplace culture that has capacity to drive cultural changes at the individual institutions.
- Strong sense of the Centre's key mission communicated by the director: creating a sustainable future for computing, by developing a new generation of ultra-low energy electronics.
- FLEET Website and information are amazing. Organization. FLEET's research motivation.
- International, Openness, Research Network. Sense of community. Diversity and equity. Communication.
- Stability of research support. Funding to develop a long-term positive culture. Mixing of different perspectives.

From your perspective, what are three key areas where the Centre could improve?

- More inter-node visits and collaboration. The exchange of members between nodes. More often interaction between intra-Theme members. Encourage more involvement from ECRs in Centre activities. Give more small grants to ECR. More travel grants for members to visit famous research institutes.
- Initiating collaboration with other CoEs. More members in industrial collaborations. International communications and collaborations. More available research positions. Engagement with industry
- Induction for new members. Training for early career researchers. More training on transferrable skills and preparing members for alternative careers. More mentors available for FLEET industry mentoring program.
- Expanding diversity focus to LGBTQ, other cultures, Indigenous Australians, people with disabilities.
- Communication of research achievements to the broader non-expert audience and general public.
- Communications - a single source apart from website e.g. app.
- More ways to connect remotely. Funding for work from home.
- Investment in applied physics projects to translate fundamental science to technological-readiness.
- 1) Make scientific excellence, reputation, and impact, our primary focus. 2) More training and opportunities to engage better with industry. 3) Marriage of applied and fundamental science.
- Knowledge between research themes and knowledge of how everything fits together.
- Improve equity and diversity in the centres. Work behaviour awareness is definitely needed.
- More frequent interactions (but also, who has time???)
- Clearer communication channels. More outreach.
- 'Refresher' seminars from the Node leaders or Director about the different themes and how they fit together.

Additional comments about your experience at FLEET

- I would like to express gratitude to the exec committee and also to the director for being an honest and inspiring leader. Everything in the 'behind the scenes' runs super smoothly and it is a real pleasure to work with the team.
- Great people to work with and a very supporting work environment.
- I love working at FLEET. I'm glad I'm in FLEET and can't wait to see the final outcomes.
- It's great to be a part of FLEET. It has many positives and helps me gain a lot of experience.
- My experience as a FLEET member has been excellent, the people are all great, positive and motivated.
- Thanks for being this awesome centre who made me blossom as an individual. :)
- FLEET provides opportunities to connect with other people within related research fields, provides resources for professional development, and provides a shared vision for research.
- It's been very good in terms of financial support for research and opportunities for collaboration.
- FLEET has been great for me. I expanded my professional network within FLEET and was able to publish many additional papers that otherwise would not have eventuated.
- The members are supportive and encouraging. So, a great friendly working environment.

Appendix 2: Questionnaire Items

FLEET Membership Survey 2021 Questionnaire Items

A. Communication and Collaboration

A.1   FLEET Leadership (Executive and committees) communicates a shared vision, purpose and direction for the Centre

A.2   I understand how FLEET governance structure is organised and how the Centre makes its decisions [https://www.fleet.org.au/governance]

A.3   I am aware of and understand the objectives of the Centre

A.4   I am clear about how my work links to FLEET's objectives

A.5   FLEET Leadership (Executive and committees) working to build a collegial and collaborative Centre

A.6   Open and honest communication is encouraged by the Leadership Teams

A.7   Open and honest communication is encouraged in our node

A.8   I know where to get the information and resources I need to do my work within the Centre

A.9   I know who to contact to contribute to FLEET's Special Governance Committees (Equity & Diversity, Education & Training, Outreach, Industry Relations and Communications)

A.10   Communication and collaboration are easy and straightforward within my node

A.11   Communication and collaboration are easy and straightforward with the FLEET Leadership

A.12   My colleagues and I share information and new ideas with each other

A.13   I am encouraged to collaborate with and communicate my work to other Centre members at different nodes

A.14   I am currently collaborating with Centre members outside of my node

A.15   My contributions are recognised by others

A.16   I have received FLEET induction and understand of my role and responsibilities as a FLEET member [https://www.fleet.org.au/intranet/induction]

A.17   I am aware of FLEET's policies and guidelines [https://www.fleet.org.au/intranet/policies]

A.18   I am aware that I can contribute to FLEET's strategic plan [https://www.fleet.org.au/strategic-plan-feedback]

- What are FLEET's strengths in relation to its communication and collaboration?

- What suggestions do you have about how we could improve FLEET communication and collaboration?

- What opportunities for research and/or collaboration would you like to see offered by FLEET?

B. Communication Channels

B.1   I find FLEET's monthly newsletters useful

B.2   I find the FLEET website useful

B.3   I find the FLEET Member Portal - Intranet useful

B.4   I regularly update my KPI contributions in the Centre reporting tool - previously Reportal, now FLEET cle(v)er

B.5   I actively use Slack

B.6   I am aware that I have opportunities to promote my research, publicised through FLEET's newsletter, website, and social-media channels (Facebook, Twitter, LinkedIn)

B.7   I follow FLEET on social media (Facebook, Twitter or LinkedIn)

- What are FLEET's strengths in relation to its communication channels?

- FLEET wants to push the boundaries on communication, trialling new, experimental communication practices (eg, iSee virtual meeting platform). What other, emerging communication best practices should we look into?

- What suggestions do you have about how we could improve FLEET communication channels?

C. Professional Development and Training

C.1   Being part of FLEET helps me develop new skills in my technical area

C.2   Being part of FLEET helps me develop transferable skills outside my technical area

C.3   The Centre supports me in developing my future career

C.4   I know where I can access information about FLEET's training and mentoring opportunities [https://www.fleet.org.au/engage]

C.5   Under normal (non-COVID) circumstances, I would regularly attend workshops and conferences related to my role

C.6   I have attended, or intend to take, at least two training workshops/courses per year to enhance my research/professional skills

C.7   I am given the opportunity to visit and learn from other institutions

C.8   I am satisfied with the level of mentoring I receive from within FLEET

C.9   I am aware of the Centre's internal grant schemes (honours and PhD scholarships, collaborative, carers' grants, etc.) and how to access them [https://www.fleet.org.au/grants]

- Of the FLEET training workshops / courses you have attended, please provide some examples of your experiences and highlights.

- Of the non-FLEET training workshops / courses you have attended, please provide some examples of your experiences and highlights.

- What training courses and opportunities would you like to see offered by FLEET in the next 3 years?

- What suggestions do you have about how we could improve FLEET education and training efforts?

D. Outreach

D.1   I am aware of the requirement to complete 20 hours of outreach each year (reduced in 2020 due to COVID)

D.2   I understand the benefits and importance of outreach

D.3   I enjoy contributing to the outreach activities through FLEET

D.4   There have been enough, varied outreach opportunities for me to be involved in to effectively contribute to the outreach program

D.5   I have been given the training and guidance needed to perform outreach activities

D.6   FLEET's outreach and communication activities allow me opportunities to improve my own science-communication skills

- What are FLEET's strengths in relation to our outreach programs?

- How could FLEET improve the opportunities and training for outreach?

E. Culture, Diversity and Inclusion

E.1 I have read and am familiar with FLEET's Code of Conduct for Centre events [https://www.fleet.org.au/intranet/policies]

E.2 If you are a parent/carer, have you ever brought your child/care receiver to FLEET events such as the annual workshop?

E.3 Others treat me with respect at work

E.4 FLEET offers flexible working arrangements that meet my needs to balance work, personal life and family commitments

E.5 FLEET fosters an environment where people of diverse backgrounds and lifestyles can work together effectively

E.6 The working environment at my node is free of discrimination

E.7 The Centre-wide work environment is free of discrimination

E.8 Individuals of all nationalities, cultures and religions are recognised equally for their contributions

E.9 Individuals of all genders and sexual orientations are recognised equally for their contributions

E.1 I believe that FLEET is doing a good job to promote equity and diversity

E.11 Bullying, abusive and inappropriate behaviours are discouraged and managed effectively in the Centre

E.12 I would feel safe to report bullying, abusive or inappropriate behaviours within FLEET

E.13 I have witnessed or experienced bullying, abusive or inappropriate behaviours within the Centre

E.14 I know where to find FLEET's procedures and processes about how to report inappropriate behaviours within the Centre

- What are FLEET's strengths in relation to our culture, diversity and inclusion?

- What suggestions do you have about how we could improve our culture, diversity and inclusion?

F. COVID

F.1 I am satisfied with FLEET's efforts in supporting its members through COVID

F.2 I am satisfied with the training opportunities FLEET has offered during COVID

F.3 I am satisfied with FLEET's efforts in maintaining communication and Centre activities during COVID

F.4 I have been able to maintain a strong connection with FLEET and its members through COVID

F.5 When needed, the Centre has provided me with support during COVID (please use 'click to add comments' to describe as relevant): [COMMENT BOX]

F.6 Moving forward, I will take opportunities to use flexible working arrangements, e.g. work from home with flexible hours

F.7 I am aware of Resources for FLEET's support during COVID [https://www.fleet.org.au/equity/covid19]

F.8 Which of the following factors have significantly impacted you and your research due to the pandemic and restrictions? [COMMENT BOX]

- What resources from FLEET or your home universities have you accessed to help you through COVID?

- What positives have you experienced in general because of COVID?

- If your research has been negatively impacted, what kind of support do you think you might need to get back on track when we return to 'COVID-normal'?

- If your health or wellbeing have been affected by changes caused by COVID what support might be of help?

G. Overall

G.1   How would you rate your overall experience as a member of FLEET, and why? (Please use 'click to add comments' below)?

- From your perspective, what are three key strengths of the Centre?

- From your perspective, what are three key areas where the Centre could improve?

- Additional comments about your experience as a FLEET member:

H. Demographics

H.1   What is your category of FLEET membership?
H.2   What institution are you from?
H.3   How long have you been a part of the Centre?
H.4   What is your gender identity?
H.5   What is your cultural identify?

I. ARC-Specific Information (optional)

I.1   Do you identify as an indigenous person of Australia?
I.2   Do you live with a disability and/or long-term health conditions?