Business Managers have been provided with two reports recently for distribution to their Unit ASSA Teams for their consideration and recommendations for future action. Please see below for a few key highlights of those reports.

**University Survey (2016)**
This year we were required to run the bi-annual standardised University Survey. The results have been provided to us by the Medical Sciences Division. The survey summary report produced provides an overview of some of the key points of the initial analysis, with comparison data from our previously run NDM surveys (2012, 2013, 2015) and commentary on some of our on-going activities and initiatives. A more in depth gender analysis is expected in due course.

Some highlights:
- 89% feel that their line manager values their contribution.
- 81% feel they receive helpful feedback from their line manager.
- 78% feel their line manager is a good leader.
- 93% feel they can be themselves at work.
- 91% feel their colleagues are supportive of them.
- 92% feel integrated into their team.
- 86% are satisfied with their job.
- 89% would recommend working at the University of Oxford to a friend.
- 88% would recommend working for NDM to a friend.

Some areas for consideration:
- 55% feel that management and decision making processes are clear and transparent in their unit/institute, 47% in the Department.
- 56% feel clear about the development opportunities available to them.
- 73% of people with line management responsibilities feel confident conducting probationary and personal development reviews.
- 63% feel integrated into their Department.
- 58% feel that meetings are scheduled to take caring responsibilities into account.
- 60% feel that there is a fair and transparent way of allocating work in my department.

**Fellowship Data Report**
NDM seeks to facilitate the advancement of its staff and offers support to those applying for Fellowships. This support may include mock peer interviews, access to resources, reviewers and dedicated grants teams. All Divisions of NDM are asked to complete a return on Fellowship data to help us better understand where support is effective. The Top Tips listed on our Fellowships Data website page, are part of this
return, and we would encourage anyone seeking to submit a fellowship application to consider these recommendations. We also gather data on success rates, support routes, and awarding body feedback.

Based on the data provided by the 5 main administrative units of NDM for the period from 01 Jan 2015 - 30 June 2016:

- 96 applications have been submitted across NDM (52F:42M:2 unspecified)
- 20% (#19) successful applications (11F:8M)
- 41% (#39) unsuccessful applications (22F:16M:1Unknown)
- 39% (#37) applications still in progress/unknown result (18F:18M:1Unknown)
- 1 application withdrawn (1F:0M) - due to successful previous application
- 33% of the closed applications for females were successful
- 33% of the closed applications for males were successful

On average, across NDM, 33% of closed applications that were successful were from males and 33% from females. This compare relatively favourably when looking at benchmark data*

*Benchmarking data has been excluded from this on-line copy of the report as we do not have permission from the funding bodies to publish this data.