

Lent Term 2024 Undergraduate Supervisor Workload Survey Initial Report

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Background

1. The “Justice for College Supervisors” (J4CS) campaign¹ has been requesting changes to the undergraduate supervision system for several years; their primary demands have been for supervisors to receive paid training, a pay rise, and formal contracts. Representatives of the Colleges have been meeting the campaigners to discuss their aims, and how to progress them via the intercollegiate governance structure. From these discussions the campaigners presented a proposal to the Bursars’ Business Committee in June 2023, for a very substantial increase to the intercollegiate re-charge rates for supervisions². The basis for this proposal was a survey conducted in 2018 which received 140 responses³. The Bursars’ Business Committee viewed the J4CS proposal as lacking sufficient rationale and evidence to justify the significant financial impact on the undergraduate supervision system, and therefore requested a revised proposal underpinned with more extensive data.
2. College representatives and J4CS campaigners agreed that a new survey should be conducted to gather the requested data, at the same time other useful information regarding supervisor workloads would be collected. The resulting data would assist in a programme of work⁴ to progress the J4CS demands and provide information for the Review of Teaching⁵.

Report overview

3. This report was produced as quickly as possible, to provide statistics required for pieces of work with imminent deadlines set out in the programme of work agreed between collegiate officers and the J4CS campaign. Because of this the report provides only a basic display and analysis of the quantitative data gained from the survey up until Question 12 (“Typically how much preparatory work do you put into one supervision?”). The considerable amount of qualitative data collected has not been explored in depth, nor has the presented data been adjusted to account for any clearly erroneous responses. Additional report(s) will be published in the future, when time allows for a more thorough examination of the data and as needed by the programme of work and Review of Teaching.
4. Most tables in this report which display percentages use the same formatting: the greater the percentage compared to those within a particular row or column the more it is highlighted in blue. This is designed to easily identify the mode within each category displayed within the table, to then compare modes across categories. A table’s title will identify whether the displayed percentages are of the table’s columns or rows, and therefore how highlighted values should be compared. If a value is 0% because no responses were received for that particular data point then it is greyed out. When a table concerns data on subjects they are ordered alphabetically within each School; the Natural Sciences Tripos is placed between subjects within the Schools of the Biological and Physical Sciences.
5. Particular sections of the report are highlighted below, concerning certain areas the survey explored, to allow the reader to easily navigate to paragraphs that most interest them:
 - a. Payment rates: paragraphs 24 - 31.
 - b. Time to mark supervision work: paragraphs 39 - 44.
 - c. Time to submit CamCORS reports: paragraphs 45 - 50.
 - d. Preparation time breakdown: paragraphs 51 - 77.
 - e. Total preparation and marking time: paragraphs 86 - 99.

¹ The J4CS website: www.ucu.cam.ac.uk/justice4collegesupervisors-faqs/

² These rates are used between Colleges when their employed staff or Fellows offer their supervision services for other Colleges. These intercollegiate rates may be used by Colleges to set their own payment rates for supervisions, but Colleges set their payment rates independently.

³ Hourly-paid teaching Report: www.ucu.cam.ac.uk/hourly-paid-teaching-report

⁴ J4CS programme of work: www.seniortutors.admin.cam.ac.uk/files/justice_for_college_supervisors_programme_of_work.pdf

⁵ Review of Teaching website:

https://universityofcambridgecloud.sharepoint.com/sites/UoC_EducationServicesProjectDeliveryTeam/SitePages/Teaching%20Review.aspx

Survey overview

6. The survey was designed with input from J4CS campaigners, the Office of Intercollegiate Services (OIS), the Senior Tutors' Business Committee, and the University's Education Section. See Appendix 2: Supervisor workload survey, for the survey questions which were originally delivered online using Qualtrics.
7. The survey was open for responses for 26 days, between 15 January and 9 February 2024. It was circulated to anyone who submitted at least one approved supervision report on CamCORS for teaching given in 2022-23 (4,953 supervisors) or for Michaelmas Term 2023 (872 additional supervisors). Targeted reminders were sent weekly over the 29-day period, with invitees given the option to unsubscribe.
8. A key requirement from the Senior Tutors' Business Committee was for the survey to provide views on undergraduate supervisor workloads from those experienced in the matter, and for individual views to be reported proportionately. To facilitate this only those specifically invited to complete the survey had permission to do so, ensuring only current or recent supervisors could respond, and each invitee could only submit one response to the survey. The survey preamble and relevant questions were designed to clarify that the survey should be completed only once by supervisors who taught for multiple papers/subjects; nonetheless it is accepted that data from the survey may be less precise due to this imposed limitation.

Survey response rates and demographics

9. Of the 5,825 current or recent supervisors e-mailed to complete the survey, 371 (6.4%) did not receive the invite due to the receiving servers bouncing back the e-mail, and 19 (0.3%) blocked the e-mail. 5,435 therefore received the invitation, of which 1,804 (33.2%) completed the survey, 74 (1.4%) partially completed it, and 3,557 (65.4%) did not respond to the survey at all. 1,878 (34.6%) therefore fully or partially completed the survey, representing 38.6% of the average number of supervisors in an academic year (4,869, see Appendix 1: Estimated supervisor populations). Not all questions given in the survey were compulsory, so respondents noted as fully completing the survey did not necessarily respond to all presented questions. Response rates for each question will therefore be provided in the relevant areas of this report.

Department/Faculty representation

10. Question 1 of the survey asked respondents "in the most recent term that you supervised, which Department(s) or Faculty(ies) did you supervise for?", with options to state if the question was not applicable, unanswerable, or to provide a free-text response ("Other"). This question received 1,871 responses (99.6% of all complete and incomplete survey responses). **Table 1** presents the results:

Table 1: Responses to Question 1 – Department(s) and/or Faculty(ies) supervisor taught for.

Department/Faculty supervisor taught for	No. of Responses
Anglo-Saxon, Norse and Celtic	11
Applied Mathematics and Theoretical Physics	81
Archaeology	26
Architecture	15
Astronomy	16
Biochemistry	48
Chemical Engineering and Biotechnology	33
Chemistry	100
Classics	49
Clinical Biochemistry	2
Clinical Neurosciences	1
Computer Science and Technology	71
Criminology	8
Divinity	34
Earth Sciences	31
East Asian Studies	9
Economics	32
Education	57

Department/Faculty supervisor taught for	No. of Responses
Engineering	149
English	92
Genetics	24
Geography	34
History	113
History and Philosophy of Science	31
History of Art	20
Judge Business School	3
Land Economy	19
Law	67
Materials Science and Metallurgy	39
Medicine	117
Middle Eastern Studies	11
Modern and Medieval Languages and Linguistics	113
Music	43
Pathology	37
Pharmacology	19
Philosophy	29
Physics	73
Physiology, Development and Neuroscience	76
Plant Sciences	23
Politics and International Studies	49
Psychology	59
Pure Mathematics and Mathematical Statistics	82
Social Anthropology	29
Sociology	44
Systems Biology	3
Veterinary Medicine	31
Zoology	42
Not applicable	22
Don't know	8
Other	31

11. Of the 31 respondents who selected “Other”, 12 used the free-response field to clarify that they supervised for cross-departmental courses such as for the Natural Sciences Tripos. 10 misunderstood the question, responding that they supervised for Colleges not a Department of Faculty.

Subject representation

12. Question 2 of the survey (“In the most recent term that you supervised, which subject(s) did you supervise for?”) allowed respondents to identify which subject(s) they supervised for most recently, with the options to state if the question was not applicable, unanswerable, or to provide a free-text response (“Other”). This question received 1,877 responses (99.9% of all complete and incomplete survey responses). **Table 2** presents the results, alongside the number of those who supervised for each subject in 2022-23 (see Appendix 1: Estimated supervisor populations), and the proportion of possible survey responses per subject:

Table 2: Responses to Question 2 – subject(s) supervisor taught for, against estimated response rates by subject.

Subject	No. of Responses	No. of 2022-23 supervisors	Proportion of possible responses
AMES Tripos	23	139	17%
Archaeology Tripos	25	55	45%
Architecture Tripos	14	68	21%
ASNC Tripos	11	43	26%
Chemical Engineering Tripos	32	70	46%
Classical Tripos	49	154	32%
Clinical Medicine	27	103	26%
Clinical Veterinary Medicine	5	20	25%
Computer Science Tripos	71	247	29%
Economics Tripos	35	132	27%
Education Tripos	53	144	37%
Engineering Tripos	151	436	35%
English Tripos	94	275	34%
Geographical Tripos	35	103	34%
Historical Tripos	98	296	33%
History and Politics Tripos	48	236	20%
History of Art Tripos	20	56	36%
HML Tripos	48	226	21%
HSPS Tripos	124	359	35%
Land Economy Tripos	18	61	30%
Law Tripos	71	149	48%
Linguistics Tripos	29	73	40%
Man. Engineering Tripos	2	22	9%
Management Studies Tripos	3	29	10%
Mathematical Tripos	140	307	46%
Medical Sciences Tripos	134	409	33%
MML Tripos	87	288	30%
Music Tripos	44	112	39%
Natural Sciences Tripos	484	1,379	35%
PBS Tripos	64	277	23%
Philosophy Tripos	33	111	30%
TRPR Tripos	33	100	33%
Veterinary Sciences Tripos	51	197	26%
Not applicable	12	N/A	N/A
Don't know	8	N/A	N/A
Other	31	N/A	N/A

13. Of the 31 respondents who selected “Other”, 22 listed specific courses or papers within a subject (e.g. Sociology within the HSPS Tripos, or Social and Ethical Context of Health and Illness within the Medical Sciences Tripos). Two respondents listed the Chemical Engineering and Biotechnology Tripos, a subject with first entrants starting in October 2023 and therefore without CamCORS data from 2022-23 to create an estimated response rate. One respondent misunderstood the question as a repeat of Question 1.
14. All subjects received a response rate of 15% or more except for the Management Studies Tripos and Manufacturing Engineering Tripos, therefore although those responses will be utilised as part of the overall data set they will not be examined in detail when comparing responses between subjects. Certain subjects are significantly more represented than others, for example 48% of Law Tripos and 46% of Mathematical Tripos supervisors are represented in the survey results. The survey results represent 35% of Natural Sciences Tripos supervisors, the 484 responses for that subject make up 26% of all complete and incomplete survey responses. **Figure 1** overleaf presents the results for Question 2, illustrating the proportion of responses per subject:

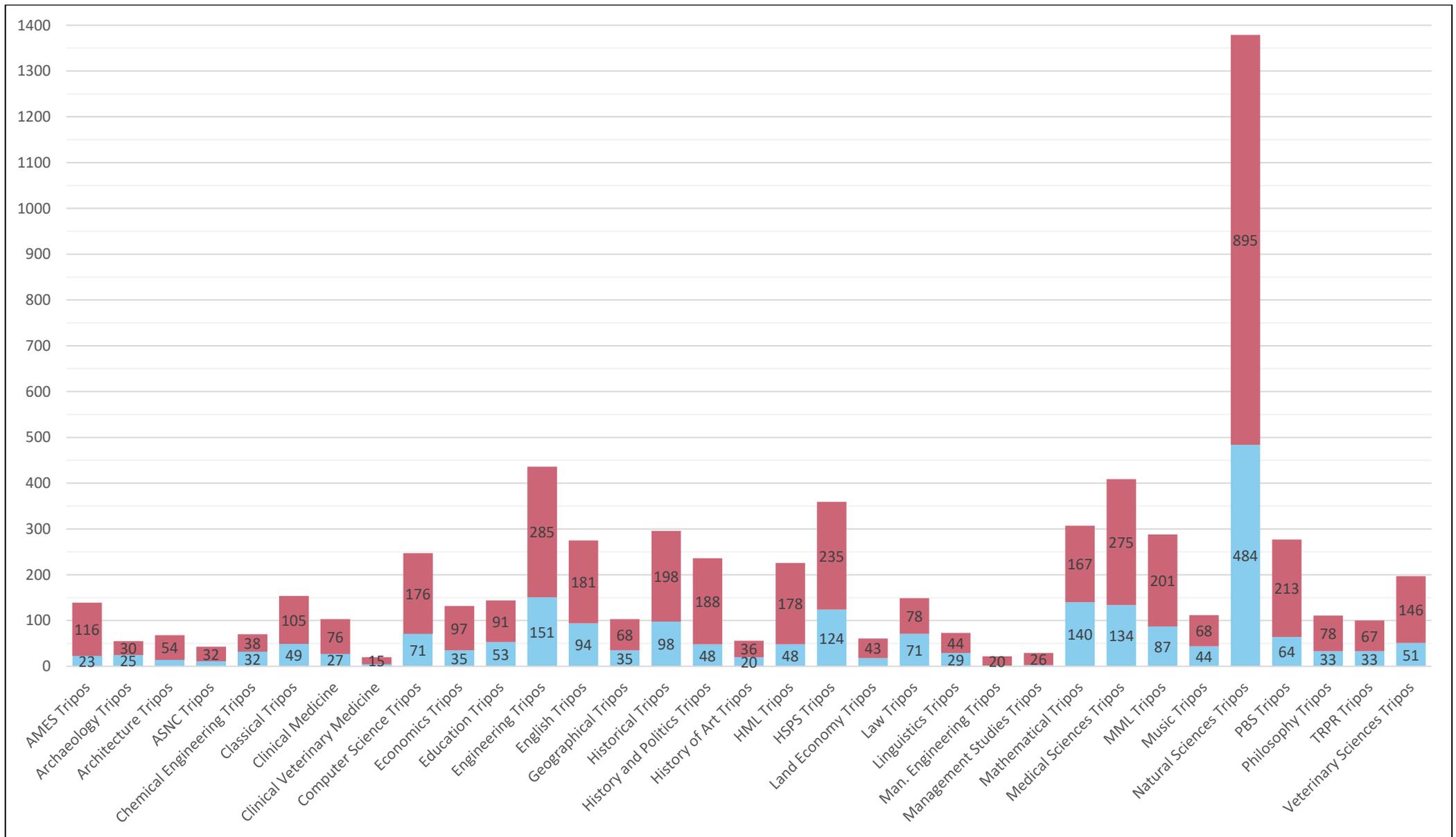


Figure 1: The overall height of the bar represents the number of supervisors in each subject. The blue section represents those supervisors who responded to the survey and answered Question 2, the red an estimation of those who did not.

College representation

15. Question 3 of the survey (“In the most recent term that you supervised, which College(s) did you supervise for?”) allowed respondents to identify which College(s) they supervised for most recently, with the options to state if the question was not applicable/unanswerable. This question received 1,865 responses (99.3% of all complete and incomplete survey responses). **Table 3** presents the results of that question, alongside the number of those who supervised for each College in 2022-23 (see Appendix 1: Estimated supervisor populations), and the proportion of possible survey responses per College:

Table 3: Responses to Question 3 – College(s) supervisor taught for, against estimated response rates by College.

College	No. of Responses	No. of 2022-23 supervisors	Proportion of possible responses
Christ's	254	885	29%
Churchill	265	936	28%
Clare	263	1,007	26%
Corpus Christi	238	781	30%
Downing	257	985	26%
Emmanuel	263	948	28%
Fitzwilliam	271	1,040	26%
Girton	257	1,009	25%
Gonville & Caius	288	1,138	25%
Homerton	303	1,101	28%
Hughes Hall	129	475	27%
Jesus	268	1,042	26%
King's	272	956	28%
Lucy Cavendish	233	659	35%
Magdalene	236	935	25%
Murray Edwards	230	922	25%
Newnham	268	942	28%
Pembroke	271	995	27%
Peterhouse	181	618	29%
Queens'	253	986	26%
Robinson	256	921	28%
Selwyn	247	982	25%
Sidney Sussex	225	881	26%
St. Catharine's	242	884	27%
St. Edmund's	137	429	32%
St. John's	306	1,080	28%
Trinity	258	1,016	25%
Trinity Hall	244	909	27%
Wolfson	106	427	25%
N/A, Don't know	137	N/A	N/A

16. All Colleges received a response rate of at least 25%. The highest response rate was for Lucy Cavendish College: the number of responses for that College represent 35% of supervisors who taught students from Lucy Cavendish College in 2022-23.
17. **Table 4** below shows the *number* of Colleges each respondent stated they taught for, with the percentage of respondents answering for each quantity of Colleges taught. Eight respondents selected both the answer “Not applicable/don't know” and nonetheless at least one College.

Table 4: Responses to Question 3 – Number of Colleges selected by respondents. See paragraph 4 for explanation on formatting.

No. of Colleges taught for	No. of respondents	% of respondents
Only responded with “Not applicable/don't know”	129	7%
1	663	36%
2	256	14%
3	173	9%
4	143	8%
5	107	6%
6	76	4%
7	65	3%
8	46	2%
9	42	2%
10	24	1%
11	22	1%
12	22	1%
13	14	1%
14	12	1%
15	13	1%
16	7	0%
17	5	0%
18	7	0%
19	4	0%
20	6	0%
21	0	0%
22	2	0%
23	3	0%
24	4	0%
25	5	0%
26	3	0%
27	2	0%
28	3	0%
29	7	0%
Total	1865	100%

Supervisor status representation

18. Question 4 of the survey (“Are you any of the following?”) allowed respondents to identify themselves as holding one or multiple statuses (e.g. Doctoral Student, CTO) who could supervise undergraduates, with the option to provide a free-text response if none of the presented statuses were adequate (“Other”). This question received 1,865 responses (99.3% of all complete and incomplete survey responses). **Table 5** presents the results of that question, alongside the number of those who supervised by comparable status in 2022-23 (see Appendix 1: Estimated supervisor populations), and the proportion of possible survey responses per supervisor status. “N/K” shows where the total number of 2022-23 supervisors is not identifiable from currently held data:

Table 5: Number of responses to Question 4, regarding supervisor status, against estimated response rates by status.

Supervisor status	No. of Responses	No. of 2022-23 supervisors	Proportion of possible responses
Doctoral Student	689	1925	36%
Postdoc	233	714	33%
University Teaching Officer	345	986	35%
College Teaching Officer	155	279	56%
Research Fellow	98	453	22%
Director of Studies	290	N/K	N/A
Freelancer	131	616	21%
College Fellow (in addition to any of the above)	399	N/K	N/A
Other	233	616	38%

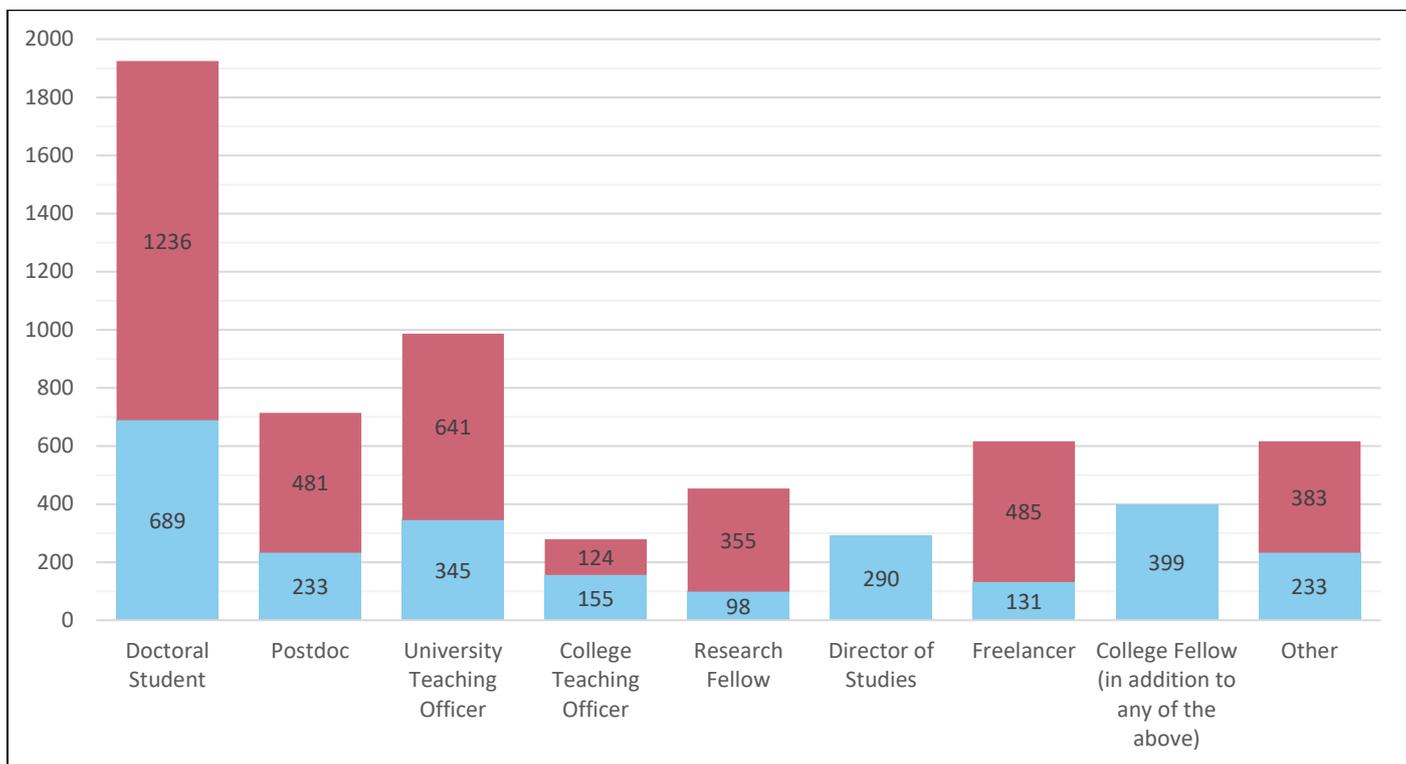


Figure 2: The overall height of the bar represents the number of supervisors by status. The blue section represents those supervisors who responded to the survey and answered Question 4, the red an estimation of those who did not (estimated populations of Directors of Studies and College Fellows are not available).

19. **Table 6** presents the total number of responses to Question 4 by supervisor status, alongside the number of respondents who selected only one answer to Question 4 and the number of respondents who selected multiple answers.

Table 6: Total number of responses to Question 4, regarding supervisor status, and number of responses by those selecting one or multiple answers.

Type of Supervisor	Total no. of responses	No. of respondents that also selected other answers	No. of respondents that selected no other answer
Doctoral Student	689	30	659
Postdoc	233	78	155
University Teaching Officer	345	198	147
College Teaching Officer	155	102	53
Research Fellow	98	49	49
Director of Studies	290	276	14
Freelancer	131	44	87
College Fellow (in addition to any of the above)	399	352	47
Other	233	76	157

20. A brief examination of the 233 respondents who selected “Other” was made, of which 157 selected only “Other” and 225 used the free text field to elaborate: 27 were Teaching Associates, 23 were retired, 22 were clinical medical students and 16 clinical medical doctors, 15 were Bye-Fellows, six were clinical veterinary students/supervisors, seven were postgraduates and five MPhil students, and four were visiting academics. The remaining 100 responses were too varied or unclear to be detailed.

21. The survey responses for each supervisor status received a response rate of at least 21%. The highest response rate was for College Teaching Officers: the number of responses for that supervisor status proportionally represent 56% of College Teaching Officers who supervised in 2022-23.

Representation of experience supervising

22. Question 5 of the survey, “For how long have you been supervising?”, received 1,877 responses (99.9% of all complete and incomplete survey responses). **Table 7** presents the results of that question, broken down by supervisor status given in Question 4.

Table 7: Responses to Question 5 – years experienced supervising, by number of responses given and per supervisor status.

Length of time	Doctoral Student	Postdoc	UTO	CTO	Research Fellow	DoS	Freelancer	College Fellow	Other	No. of responses
<1 year	193	54	6	5	8	2	10	10	49	317
1 to 2 years	128	23	5	0	4	1	11	5	17	188
2 years	180	18	13	2	10	7	6	7	18	240
3 years	121	30	10	7	19	14	10	16	17	207
4 years	44	21	15	7	8	11	13	10	13	106
5 years	11	21	14	10	13	15	8	20	8	80
>5 years	12	66	282	124	36	240	73	331	111	739
Totals:	689	233	345	155	98	290	131	399	233	1,877

23. **Table 8** shows the percentage of responses to Question 5 by subject, as given in Question 2 (see paragraph 12).

Table 8: Responses to Question 5, years experienced supervising, by subject. Rows add up to 100%. See paragraph 4 for explanation on formatting.

Subject	<1 year	1 year	2 years	3 years	4 years	5 years	>5 years	No. of responses
ASNC Tripos	18%	0%	9%	9%	0%	9%	55%	11
Architecture Tripos	7%	0%	29%	21%	7%	14%	21%	14
AMES Tripos	17%	9%	9%	9%	4%	0%	52%	23
Classical Tripos	10%	10%	14%	10%	8%	4%	43%	49
English Tripos	10%	4%	10%	9%	7%	3%	57%	94
HML Tripos	10%	4%	0%	8%	2%	10%	65%	48
History of Art Tripos	10%	10%	20%	15%	0%	5%	40%	20
Linguistics Tripos	31%	10%	7%	10%	7%	0%	34%	29
MML Tripos	18%	7%	5%	11%	7%	8%	44%	87
Music Tripos	9%	9%	16%	14%	0%	14%	39%	44
Philosophy Tripos	9%	9%	18%	9%	3%	3%	48%	33
TRPR Tripos	9%	9%	12%	3%	9%	0%	58%	33
Archaeology Tripos	8%	12%	8%	24%	4%	4%	40%	25
Economics Tripos	6%	11%	14%	11%	6%	0%	51%	35
Education Tripos	32%	13%	17%	15%	4%	4%	15%	53
Historical Tripos	7%	13%	5%	10%	6%	5%	53%	98
History and Politics Tripos	13%	0%	17%	10%	0%	8%	52%	48
HSPS Tripos	23%	10%	19%	9%	5%	3%	31%	124
Land Economy Tripos	11%	0%	17%	17%	22%	11%	22%	18
Law Tripos	13%	3%	17%	3%	7%	4%	54%	71
Clinical Medicine	30%	11%	11%	30%	4%	4%	11%	27
Clinical Veterinary Medicine	0%	40%	0%	20%	0%	0%	40%	5
Medical Sciences Tripos	15%	11%	7%	9%	9%	12%	37%	134
PBS Tripos	19%	11%	17%	16%	5%	9%	23%	64
Veterinary Sciences Tripos	10%	6%	12%	8%	8%	12%	45%	51
Natural Sciences Tripos	18%	10%	14%	12%	5%	4%	37%	484
Geographical Tripos	11%	11%	23%	14%	3%	3%	34%	35
Mathematical Tripos	14%	12%	9%	12%	9%	4%	41%	139
Chemical Engineering Tripos	16%	6%	9%	22%	3%	3%	41%	32
Computer Science Tripos	14%	20%	13%	7%	6%	1%	39%	71
Engineering Tripos	14%	9%	15%	9%	3%	4%	46%	151

Payment rates for supervising

24. Question 6 (“During this academic year, have you been paid [the standard “Payment Rates”], or have you been paid a higher rate for either some or all of your supervision work?”) and three follow up questions explored how respondents were paid for supervising. Question 6 received 1,745 responses (92.9% of all complete and incomplete survey responses); respondents were able to select multiple answers. **Table 9** presents the total number of responses to Question 6, alongside the number of respondents who selected only one answer to Question 6 and the number of respondents who selected multiple answers.

Table 9: Total number of responses to Question 6, payment rate for supervising in 2023-24, and number of responses by those selecting one or multiple answers.

Payment rate	Total no. of responses	% of total responses	No. of respondents that also selected other answers	No. of respondents that selected no other answers
Standard 'Payment Rates'	1,353	73%	110	1,243
Higher rates	236	13%	82	154
I am not paid per individual supervision	149	8%	42	107
I haven't supervised this year	128	7%	4	124
Don't know	0	0%	0	0
Totals:	1,866	100%	238	1,628

25. **Table 10** presents the results of Question 6, broken down by supervisor status given in Question 4 (see paragraph 18).

Table 10: Responses to Question 6 – payment rate for supervising in 2023-24, by number of responses given and by supervisor status.

Payment rate	Doctoral Student	Postdoc	UTO	CTO	Research Fellow	DoS	Freelancer	College Fellow	Other	No. of responses
Standard rates	558	182	189	69	73	153	110	214	176	1,353
Higher rates	12	27	107	26	11	88	10	124	33	236
Not paid	15	7	49	73	3	55	4	62	15	149
Didn't supervise	73	18	15	2	4	12	8	13	7	128
Don't know	0	0	0	0	0	0	0	0	0	0
Totals:	658	234	360	170	91	308	132	413	231	1,866
% “Standard payments rates” per column:	85%	78%	53%	41%	80%	50%	83%	52%	76%	73%

26. The 236 (12.6%) of respondents who selected ‘Higher rates’ from Question 6 were presented with Question 6a, “Is your higher rate paid on the basis of a multiplier [of the standard rate] [...] or another arrangement?”. **Table 11** presents the results of Question 6a, broken down by supervisor status given in Question 4.

Table 11: Responses to Question 6a – Whether higher payment rates are based on a multiplier, by supervisor status.

Payment rate	Doctoral Student	Postdoc	UTO	CTO	Research Fellow	DoS	Freelancer	College Fellow	Other	No. of responses
Multiplier	4	21	61	12	8	52	7	74	21	142
Another arrangement	5	3	32	10	3	25	2	37	8	64
Prefer not to say	0	0	2	0	0	1	0	1	0	2
Don't know	0	0	0	0	0	0	0	0	0	0
Totals:	9	24	95	22	11	78	9	112	29	208

27. The 124 (68.3%) of respondents who selected “Multiplier” from Question 6a were presented with two further questions, Question 6ai (“How much is your multiplier?”) and Question 6aii (“Please add any additional details about your multiplier arrangement.”). Question 6ai required the respondent to select one of 21 possible

answers, increasing sequentially from “0.1” to “3.0” and with the answer “Greater than 3.0”. **Table 12** presents the results of Question 6ai, broken down by supervisor status given in Question 4.

Table 12: Responses to Question 6ai – payment rates based on a multiplier, by supervisor status.

Multiplier	Doctoral Student	Postdoc	UTO	CTO	Research Fellow	DoS	Freelancer	College Fellow	Other	Total	%
1.1	0	0	4	0	0	2	0	1	0	7	3%
1.2	0	8	7	2	2	7	0	7	3	36	18%
1.3	0	4	8	2	4	9	3	15	6	51	25%
1.4	0	1	5	0	0	1	1	3	0	11	5%
1.5	4	5	9	2	0	12	2	18	8	60	29%
1.6	0	1	5	2	0	4	0	4	1	17	8%
1.7	0	1	2	0	1	1	0	3	0	8	4%
1.8	0	0	0	1	0	1	0	1	0	3	1%
1.9	0	0	0	0	0	0	0	0	0	0	0%
2	0	0	4	0	0	1	0	2	0	7	3%
2.1	0	0	0	0	0	0	0	0	0	0	0%
2.2	0	0	0	0	0	0	0	1	0	1	0%
2.3	0	0	0	0	0	0	0	0	0	0	0%
2.4	0	0	0	0	0	0	0	0	0	0	0%
2.5	0	0	2	0	0	1	0	1	0	4	2%
2.6	0	0	0	0	0	0	0	0	0	0	0%
2.7	0	0	0	0	0	0	0	0	0	0	0%
2.8	0	0	0	0	0	0	0	0	0	0	0%
2.9	0	0	0	0	0	0	0	0	0	0	0%
3	0	0	0	0	0	0	0	0	0	0	0%
> 3.0	0	0	0	0	0	0	0	0	0	0	0%
Totals:	4	20	46	9	7	39	6	56	18	205	

28. The 124 (68.3%) of respondents who selected “Multiplier” from Question 6a were presented with Question 6aii, “Please add any additional details about your multiplier arrangement”. **Table 13** presents the results of Question 6aii, broken down by supervisor status given in Question 4.

Table 13: Responses to Question 6aii – additional details on payment rates based on a multiplier, by supervisor status.

Multiplier	Doctoral Student	Postdoc	UTO	CTO	Research Fellow	DoS	Freelancer	College Fellow	Other	Total	%
Only paid this rate by some Colleges under certain circumstances	3	13	30	8	5	31	6	41	13	150	67%
Paid this rate by all Colleges all of the time	0	2	8	1	0	4	1	8	2	26	12%
Prefer not to say	0	0	1	0	0	2	0	2	1	6	3%
Don't know	0	0	0	0	0	0	0	0	0	0	0%
Other	1	4	12	1	3	7	0	11	2	41	18%
Totals:	4	19	51	10	8	44	7	62	18	223	

29. 24 respondents answering Question 6aii selected “Other”, of which all elaborated using the free text field: from a brief examination six respondents were not sure what their exact multiplier was, and nine respondents worked for Colleges which had payment arrangements more complex than a simple multiplier.

30. **Table 14** overleaf displays the percentage of respondents who answered “Higher rates” to Question 6 (“During this academic year, have you been paid [the standard rate], or have you been paid a higher rate for either some or all of your supervision work?”), by subject as provided by Question 2 (see paragraph 12) and by College as provided by Question 3 (see paragraph 15). Colleges have been anonymised and ordered by total count of responses, and only percentages not total counts given, to preserve the anonymity of respondents within small

Colleges/subjects. The “%” column at the far right of the table gives the overall percentage across all Colleges being paid at higher rates.

31. 1,837 respondents (97.8% of all complete and incomplete survey responses) specified in Question 2 which subject they taught for, excluding the Management Studies Tripos and Manufacturing Engineering Tripos (see paragraph 12). 1,704 respondents (90.7%) also specified at least one College (via Question 3, paragraph 15), furthermore 1,598 (85.0%) also responded to Question 6. Of those 1,598 respondents, 227 (14.2% of that group) answered Question 6 with “Higher rates”, 1,371 (85.8% of that group) did not. Table 14 breaks down the 1,598 respondents by subject and anonymised College.

Table 14: Percentage of respondents answering “Higher rates” to Question 6, regarding payment rates for supervising in 2023-24, by subject and anonymised College. See paragraph 4 for explanation on formatting.

Tripos/Subject	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	%	
ASNC	33	33	25	50	33	100	0	100	67	67	33	0	50	0	0	50	50	0		100	0	0	0	50	0	0			0	34	
Architecture	50	50	0	33	33	50	50	67	0	0	33	67	50	33	0	20	50	0	25	0	33	0	50	25	20	0	0	50	25	31	
AMES	0	22	14	20	33	0	0	13	18	25	40	0	11	0	0	14	10	0	0	0	0	0	0	14	0	0	10	0	0	9	
Classical	8	18	17	15	20	38	0	18	27	20	20	18	35	0	10	27	36	10	36	33	8	17	0	0	25	18	29	20	0	20	
English	11	25	43	31	21	29	20	35	8	40	42	27	31	18	30	44	40	0	0	13	27	17	0	0	25	13	0	0	17	24	
HML	30	62	46	40	50	45	50	47	36	42	45	29	25	25	25	37	27	40	27	31	11	67		29	25	30	25	25	33	35	
History of Art	25	33		0	33	0	100	17	0	0	20	22	38	0	0	0	20		13	0	33	0	0	0	14	0	0	50	29	15	
Linguistics	17	17	0	14	0	10		17	22	9	0	22	23	25	25	10	50	14	14	22	0	17	50	0	22	13	17	0	50	17	
MML	12	28	17	13	22	17	0	24	20	25	18	4	6	25	10	17	14	19	0	18	8	8	0	12	8	10	19	0	0	14	
Music	9	14	0	11	13	20	0	17	13	8	9	13	33	0	9	25	8	17	0	0	20	17	0	25	13	0	0	0	0	12	
Philosophy	60	25	33	0	25	38	0		20	0	17	25	40	0	33	0	33	14	20	0	50	0	0	0	20	17	0	0	29	22	
TRPR		67	50	14	20		0	0	0	50	0	14	0	0	100	40	0	0	25	33	0	0	0	20	0	20	25	0	17	17	
Archaeology	60	20	40	29	10	0	50		43	25	33	20	30	67	0	14	17	25	11	17	0	0	0	43	17	50	40		0	23	
Economics	20	25	0	0	17	50		0	0	50	0	33	0	40	33	20	33	43	0	0	0	0	0	0	0	0	9	20	11	0	14
Education	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Historical	33	31	25	41	44	38	50	39	32	22	36	29	24	15	29	26	19	33	26	26	15	36	40	15	20	12	0	25	27	27	
Hist. and Politics	27	60	40	27	56	50	40	30	29	17	30	33	36	22	30	36	0	25	33	30	13	44	20	27	33	25	25	20	27	30	
HSPS	22	5	14	16	19	12	8	11	13	11	15	12	13	13	13	16	11	6	11	21	13	21	6	14	8	8	16	9	11	13	
Land Economy	33	33	29	29	29	29	25	33	29	29	25	33	30	25	29	22	40	29	33	14	29	33	25	33	20	22	29	25	30	28	
Law Tripos	0	40	18	8	17	25	0	0	19	36	20	29	17	0	22	23	29	15	8	13	0	7	0	7	6	9	9	17	0	13	
Clinical Medicine		0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0		0	0		0	0	0	0	0	0	0	
Clinical Vet. Med.		0	0	0	0			0		0	0	0			0	0	0		0		0	0		0	0		0		0	0	
Medical Sciences	43	24	31	40	33	22	18	11	36	20	27	25	29	18	38	7	9	44	33	20	33	20	27	33	7	33	0	0	17	24	
PBS Tripos	0	0	0	11	0	8	0	0	0	0	6	6	0	0	0	0	0	0	13	0	0	0	0	0	0	0	0	6	0	0	2
Vet. Sciences	67	22	43	57	30	25	40	20	38	33	50	0	33	20	38	14	25	60	38	29	38	40	40	43	0	50	0		25	33	
Natural Sciences	29	25	26	28	16	16	15	19	21	21	13	18	15	25	26	16	15	21	19	13	17	14	26	9	14	14	8	11	7	18	
Geographical	25	20	17	27	19	0	0	13	25	27	21	11	25	0	22	22	10	17	23	22	27	20	50	10	17	25	15	0	11	19	
Mathematical	32	21	22	22	13	24	100	14	8	12	17	27	27	33	7	20	24	21	29	17	23	18	0	8	6	18	25	13	8	19	
Chem. Eng.	9	11	0	0	17	0	0	0	0	0	0	0	11	14	25	0	0	0	11	0	0	8	0	0	17	13	0	0	11	5	
Comp. Science	13	27	17	33	22	36	33	14	25	17	29	11	13	25	25	10	33	15	40	20	38	25	17	25	11	17	8	20	25	21	
Engineering	28	36	7	33	20	14	22	10	23	6	17	29	0	15	25	19	20	0	6	0	13	8	0	5	0	13	25	20	0	15	
Total %:	24	24	23	23	22	21	20	20	20	20	19	19	19	19	19	19	18	18	17	17	16	15	14	14	13	13	13	12	12		

Format of supervisions

Supervision group size

32. Question 7 of the survey (“What is the typical size of your supervision groups?”) allowed respondents to state how many students they typically taught in a supervision, using the same options as allowed in CamCORS along with an option to state that the supervision group size varies. This question received 1,810 responses (96.4% of all complete and incomplete survey responses). **Table 15** presents this data showing percentage of responses to each answer by subject, as provided by Question 2 (see paragraph 12).

Table 15: Responses to Question 7, typical supervision group size, by subject. Rows add up to 100%. See paragraph 4 for explanation on formatting.

Subject	1 student	2 students	3 students	4 students	5 students	>5 students	It varies
ASNC Tripos	64%	36%	0%	0%	0%	0%	0%
Architecture Tripos	50%	0%	21%	14%	0%	7%	7%
AMES Tripos	23%	45%	23%	5%	0%	0%	5%
Classical Tripos	10%	59%	24%	0%	0%	0%	6%
English Tripos	21%	51%	9%	3%	3%	0%	12%
HML Tripos	27%	49%	16%	2%	0%	0%	7%
History of Art Tripos	22%	11%	67%	0%	0%	0%	0%
Linguistics Tripos	7%	32%	29%	4%	7%	7%	14%
MML Tripos	5%	61%	27%	1%	0%	1%	5%
Music Tripos	29%	17%	51%	2%	0%	0%	0%
Philosophy Tripos	70%	24%	3%	0%	0%	3%	0%
TRPR Tripos	81%	16%	3%	0%	0%	0%	0%
Archaeology Tripos	0%	36%	56%	8%	0%	0%	0%
Economics Tripos	13%	19%	32%	29%	0%	3%	3%
Education Tripos	47%	27%	18%	2%	0%	0%	6%
Historical Tripos	62%	27%	5%	1%	0%	0%	4%
History and Politics Tripos	37%	48%	11%	0%	0%	0%	4%
HSPS Tripos	12%	50%	31%	3%	0%	1%	2%
Land Economy Tripos	6%	0%	24%	59%	12%	0%	0%
Law Tripos	0%	22%	42%	35%	1%	0%	0%
Clinical Medicine	4%	23%	35%	19%	4%	12%	4%
Clinical Veterinary Medicine	25%	0%	25%	50%	0%	0%	0%
Medical Sciences Tripos	3%	5%	46%	33%	5%	3%	5%
PBS Tripos	8%	31%	39%	16%	0%	2%	5%
Veterinary Sciences Tripos	4%	12%	48%	20%	6%	2%	8%
Natural Sciences Tripos	5%	54%	31%	5%	1%	2%	2%
Geographical Tripos	3%	38%	47%	6%	0%	0%	6%
Mathematical Tripos	1%	97%	1%	0%	1%	1%	0%
Chemical Engineering Tripos	0%	75%	25%	0%	0%	0%	0%
Computer Science Tripos	1%	66%	30%	3%	0%	0%	0%
Engineering Tripos	3%	58%	33%	5%	0%	0%	1%
Not applicable	33%	25%	33%	8%	0%	0%	0%
I don't know	71%	0%	14%	14%	0%	0%	0%
Other	19%	26%	26%	4%	4%	19%	4%
Totals:	14%	44%	28%	8%	1%	2%	3%

Student year groups

33. Question 8 of the survey (“What year of the course are the students you supervise typically in?”) allowed respondents to choose multiple options to state which student cohorts they taught by year group, or to state that they did not know. This question received 1,809 responses (96.3% of all complete and incomplete survey responses). **Table 16** presents the number of responses received for each answer by supervisor status, as provided by Question 4 (see paragraph 18).

Table 16: Responses to Question 8, year groups supervised, by supervisor status.

Supervisor status	1st year	2nd year	3rd year	4th year	5th year	6th year	Don't know	No. of responses
Doctoral Student	295	358	323	42	1	1	0	689
Postdoc	117	132	102	24	1	0	0	233
UTO	213	236	241	80	4	1	0	345
CTO	130	125	88	24	0	0	0	155
Research Fellow	58	51	45	10	0	0	0	98
DoS	216	204	163	56	0	0	0	290
Freelancer	76	81	56	11	2	3	0	131
College Fellow	284	274	208	63	1	0	0	399
Other	134	134	77	31	9	10	0	233
Totals:	1,523	1,595	1,303	341	18	15	0	2,573

34. **Table 17** presents the data from Question 8 but showing the percentage of responses to each answer, again by supervisor status, to show the proportion of supervisions delivered per student year group by each type of supervisor.

Table 17: Responses to Question 8, year groups supervised, by supervisor status. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Supervisor status	1st year	2nd year	3rd year	4th year	5th year	6th year
Doctoral Student	19%	22%	25%	12%	6%	7%
Postdoc	8%	8%	8%	7%	6%	0%
University Teaching Officer	14%	15%	18%	23%	22%	7%
College Teaching Officer	9%	8%	7%	7%	0%	0%
Research Fellow	4%	3%	3%	3%	0%	0%
Director of Studies	14%	13%	13%	16%	0%	0%
Freelancer	5%	5%	4%	3%	11%	20%
College Fellow	19%	17%	16%	18%	6%	0%
Other	9%	8%	6%	9%	50%	67%
Totals:	32%	33%	27%	7%	0%	0%

Style of supervision

35. Question 9 of the survey (“What style of supervisions do you typically deliver?”) allowed respondents to choose multiple options to state whether their supervisions followed specific formats, with the option to provide a free-text response and/or to state that they did not know. This question received 1,811 responses (96.4% of all complete and incomplete survey responses). **Table 18** presents the total number of responses to Question 9, alongside the number of respondents who selected only one answer to Question 9 and the number of respondents who selected multiple answers.

Table 18: Number and percentage of total responses to Question 9, style of supervision provided, and number of responses by those selecting one or multiple answers.

Supervision style	Total no. of responses	% of total responses	No. of respondents that also selected other answers	No. of respondents that selected no other answers
Essay-based	944	26%	680	264
Question sheet-based	827	23%	496	331
Dissertation/Research Project	404	11%	358	46
Exam revision	655	18%	653	2
Q & A discussion	610	17%	547	63
Other	146	4%	103	43
Totals:	3,586	100%	2,837	749

36. **Table 19** presents this data by supervisor status, as provided by Question 4 (see paragraph 18), to show the proportion of supervision styles given by each supervisor status.

Table 19: Responses to Question 9, style of supervision provided, by supervisor status. Rows add up to 100%. See paragraph 4 for explanation on formatting.

Supervisor status	Essay-based	Question sheet-based	Dissertation /Research Project	Exam revision	Q & A discussion	Other
Doctoral Student	29%	29%	7%	17%	15%	3%
Postdoc	26%	24%	12%	16%	19%	3%
UTO	24%	20%	21%	19%	14%	3%
CTO	25%	22%	14%	21%	14%	4%
Research Fellow	29%	20%	13%	17%	20%	1%
DoS	25%	22%	16%	20%	14%	4%
Freelancer	27%	21%	8%	19%	20%	6%
College Fellow	25%	21%	15%	20%	15%	4%
Other	23%	16%	8%	22%	23%	9%
Total %:	26%	22%	13%	19%	16%	4%

37. 203 respondents used the option “Other” for the supervision style they delivered, 43 did not use any other option and 145 elaborated on their response using the free text field: a brief examination of the qualitative responses showed that ~31 respondents delivered language/translation supervisions, ~21 delivered presentation-based supervisions, ~15 delivered supervisions recapping lecture content and/or readings, and ~14 delivered beside teaching or other clinical supervisions.

38. **Table 20** presents the results of Question 9 as a percentage by subject, as given in Question 2 (see paragraph 12).

Table 20: Responses to Question 9, style of supervision provided, by subject. Rows add up to 100%. See paragraph 4 for explanation on formatting.

Subject	Essay-based	Question sheet-based	Dissertation/ Research Project	Exam revision	Q & A discussion	Other
ASNC Tripos	50%	0%	27%	18%	5%	0%
Architecture Tripos	12%	8%	44%	4%	16%	16%
AMES Tripos	32%	9%	15%	17%	19%	8%
Classical Tripos	41%	4%	10%	17%	8%	20%
English Tripos	37%	1%	28%	17%	12%	6%
HML Tripos	40%	4%	20%	17%	17%	3%
History of Art Tripos	39%	0%	21%	13%	26%	0%
Linguistics Tripos	36%	20%	11%	18%	11%	4%
MML Tripos	36%	6%	15%	19%	18%	7%
Music Tripos	36%	5%	20%	18%	13%	7%
Philosophy Tripos	54%	5%	18%	21%	2%	0%
TRPR Tripos	48%	3%	11%	26%	6%	5%
Archaeology Tripos	47%	6%	9%	21%	17%	0%
Economics Tripos	19%	41%	15%	20%	5%	0%
Education Tripos	43%	3%	19%	18%	11%	6%
Historical Tripos	50%	1%	15%	15%	17%	3%
History and Politics Tripos	48%	1%	19%	18%	12%	2%
HSPS Tripos	55%	1%	15%	16%	11%	2%
Land Economy Tripos	47%	13%	16%	6%	16%	3%
Law Tripos	20%	35%	0%	12%	30%	4%
Clinical Medicine	18%	13%	4%	13%	24%	27%
Clinical Veterinary Medicine	18%	18%	9%	9%	27%	18%
Medical Sciences Tripos	25%	15%	4%	20%	31%	5%
PBS Tripos	40%	8%	11%	17%	20%	4%
Veterinary Sciences Tripos	25%	14%	6%	21%	31%	3%
Natural Sciences Tripos	20%	32%	8%	18%	21%	2%
Geographical Tripos	37%	4%	17%	17%	12%	12%

Subject	Essay-based	Question sheet-based	Dissertation/ Research Project	Exam revision	Q & A discussion	Other
Mathematical Tripos	0%	65%	2%	30%	3%	0%
Chemical Engineering Tripos	5%	55%	9%	16%	13%	2%
Computer Science Tripos	3%	50%	12%	17%	18%	1%
Engineering Tripos	1%	56%	9%	21%	12%	1%
Not applicable	30%	11%	19%	15%	22%	4%
Don't know	22%	0%	33%	0%	33%	11%
Other	30%	15%	20%	13%	17%	4%

Time needed to deliver supervisions

Marking supervision work

39. Question 10 of the survey, “Typically, how much time does it take for you to mark the work of one student?”, allowed respondents to choose one of 11 options, from ‘0 – 10 minutes’ to ‘3.5 – 4 hours’ and with the option to state that it was too difficult to estimate the time taken with any accuracy. This question received 1,804 responses (96% of all complete and incomplete survey responses). **Table 21** presents this data as percentages per supervisor status, as provided by Question 4 (see paragraph 18).

Table 21: Responses to Question 10, length of time to mark work of one student, by supervisor status. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	Doctoral Student	Postdoc	UTO	CTO	Research Fellow	DoS	Freelancer	College Fellow	Other
0 - 10 minutes	4%	5%	6%	3%	4%	6%	0%	7%	4%
10 - 20 minutes	9%	14%	37%	16%	20%	31%	15%	27%	25%
20 - 30 minutes	20%	27%	31%	42%	35%	33%	33%	37%	31%
30 mins - 1 hour	37%	34%	21%	35%	28%	24%	30%	24%	27%
1 - 1.5 hours	16%	12%	1%	0%	9%	3%	12%	2%	6%
1.5 - 2 hours	5%	1%	1%	1%	0%	1%	5%	1%	3%
2 - 2.5 hours	2%	2%	0%	1%	2%	1%	0%	0%	1%
2.5 - 3 hours	1%	2%	0%	0%	0%	0%	0%	0%	1%
3 - 3.5 hours	2%	0%	0%	0%	0%	0%	0%	0%	0%
3.5 - 4 hours	1%	0%	1%	0%	0%	0%	0%	0%	1%
Too difficult to estimate	3%	3%	2%	1%	2%	1%	5%	1%	2%

40. **Table 22** presents the responses to Question 10 as percentages per years experienced supervising, as provided by Question 5 (see paragraph 22).

Table 22: Responses to Question 10, length of time to mark work of one student, by years experienced supervising. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	<1 year	1 year	2 years	3 years	4 years	5 years	>5 years
0 - 10 minutes	4%	4%	4%	4%	0%	8%	7%
10 - 20 minutes	11%	8%	11%	12%	15%	14%	24%
20 - 30 minutes	20%	19%	22%	28%	37%	40%	35%
30 mins - 1 hour	31%	37%	35%	32%	36%	21%	25%
1 - 1.5 hours	19%	18%	15%	13%	8%	13%	4%
1.5 - 2 hours	7%	7%	4%	1%	1%	3%	1%
2 - 2.5 hours	2%	4%	3%	1%	1%	0%	1%
2.5 - 3 hours	1%	0%	2%	1%	0%	0%	1%
3 - 3.5 hours	1%	0%	0%	0%	0%	0%	0%
3.5 - 4 hours	1%	1%	0%	1%	0%	0%	0%
Too difficult to estimate with any accuracy	3%	3%	4%	4%	3%	1%	3%

41. **Table 23** presents the responses to Question 10 as percentages per the supervision style given, as provided by Question 9 (see paragraph 35). Respondents could select multiple answers for Question 9, but could not specify in Question 10 whether the time taken to mark a piece of work varied depending on the style of supervision.

Table 23: Responses to Question 10, length of time to mark work of one student, by supervision style. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	Essay-based	Question sheet-based	Dissertation/ Research Project	Exam revision	Q & A discussion	Other
0 - 10 minutes	1%	9%	2%	4%	4%	7%
10 - 20 minutes	13%	21%	15%	19%	18%	18%
20 - 30 minutes	30%	28%	29%	29%	29%	24%
30 mins - 1 hour	36%	26%	31%	32%	30%	26%
1 - 1.5 hours	13%	8%	11%	9%	13%	15%
1.5 - 2 hours	3%	2%	2%	2%	2%	3%
2 - 2.5 hours	1%	1%	1%	2%	1%	1%
2.5 - 3 hours	1%	0%	2%	0%	1%	0%
3 - 3.5 hours	0%	0%	0%	0%	0%	1%
3.5 - 4 hours	0%	0%	1%	0%	0%	0%
Too difficult to estimate	1%	4%	4%	2%	2%	6%

42. **Table 24** presents the responses to Question 10 as percentages per typical supervision group size, as provided by Question 7 (see paragraph 32). As with Question 9, respondents could select multiple answers for Question 7 but could not specify in Question 10 whether the time taken to mark a piece of work varied depending on the group size of the supervision.

Table 24: Responses to Question 10, length of time to mark work of one student, by supervision group size. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	1 student	2 students	3 students	4 students	5 students	>5 students	It varies
0 - 10 minutes	1%	6%	6%	7%	4%	7%	0%
10 - 20 minutes	5%	17%	18%	24%	22%	17%	20%
20 - 30 minutes	22%	30%	29%	31%	35%	23%	34%
30 mins - 1 hour	35%	30%	29%	21%	17%	23%	28%
1 - 1.5 hours	19%	9%	10%	7%	17%	23%	12%
1.5 - 2 hours	4%	3%	3%	4%	0%	0%	2%
2 - 2.5 hours	2%	2%	1%	2%	0%	0%	0%
2.5 - 3 hours	1%	1%	0%	0%	0%	3%	0%
3 - 3.5 hours	1%	0%	0%	1%	0%	0%	0%
3.5 - 4 hours	2%	0%	0%	0%	0%	0%	2%
Too difficult to estimate with any accuracy	7%	2%	3%	3%	4%	3%	2%

43. **Table 25** presents the responses to Question 10 as percentages per student year group supervised, as provided by Question 8 (see paragraph 33). Respondents could select multiple answers for Question 8 but could not specify in Question 10 whether the time taken to mark a piece of work varied depending on the year group supervised.

Table 25: Responses to Question 10, length of time to mark work of one student, by student year group. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year
0 - 10 minutes	5%	5%	3%	6%	0%	17%
10 - 20 minutes	17%	17%	15%	23%	21%	0%
20 - 30 minutes	31%	32%	30%	26%	21%	25%
30 mins - 1 hour	30%	30%	31%	25%	14%	0%
1 - 1.5 hours	10%	9%	11%	8%	29%	33%
1.5 - 2 hours	2%	3%	3%	2%	7%	8%
2 - 2.5 hours	1%	1%	1%	1%	0%	0%
2.5 - 3 hours	1%	0%	1%	1%	0%	0%
3 - 3.5 hours	0%	0%	0%	1%	0%	0%
3.5 - 4 hours	0%	0%	1%	0%	0%	0%
Too difficult to estimate with any accuracy	2%	2%	3%	6%	7%	17%

44. **Table 26** overleaf presents the responses to Question 10 as percentages per subject, as provided by Question 2 (see paragraph 12). Again, respondents could select multiple answers for Question 2 but could not specify in Question 10 whether the time taken to mark a piece of work varied depending on the subject supervised (nor indeed the specific paper).

Table 26: Responses to Question 10, length of time to mark work of one student, by Subject. Rows add up to 100%. See paragraph 4 for explanation on formatting.

Subject	0 – 10 minutes	10 - 20 minutes	20 - 30 minutes	30 mins - 1 hour	1 - 1.5 hours	1.5 - 2 hours	2 - 2.5 hours	2.5 - 3 hours	3 - 3.5 hours	3.5 - 4 hours	Too difficult to estimate
ASNC	0%	9%	45%	27%	18%	0%	0%	0%	0%	0%	0%
Architecture	14%	7%	21%	7%	14%	14%	0%	0%	0%	0%	21%
AMES	0%	14%	27%	36%	14%	0%	0%	0%	0%	0%	9%
Classical	4%	12%	33%	43%	4%	2%	2%	0%	0%	0%	0%
English	0%	3%	28%	44%	16%	3%	2%	2%	0%	0%	0%
HML	0%	9%	49%	22%	11%	4%	0%	0%	0%	0%	4%
History of Art	0%	0%	33%	33%	22%	0%	0%	6%	0%	0%	6%
Linguistics	0%	18%	11%	50%	18%	4%	0%	0%	0%	0%	0%
MML	0%	15%	27%	38%	9%	4%	1%	1%	0%	0%	6%
Music	0%	5%	34%	41%	15%	5%	0%	0%	0%	0%	0%
Philosophy	0%	9%	24%	52%	15%	0%	0%	0%	0%	0%	0%
TRPR	0%	13%	28%	31%	16%	6%	3%	0%	0%	0%	3%
Archaeology	0%	4%	32%	52%	0%	12%	0%	0%	0%	0%	0%
Economics	6%	23%	42%	16%	6%	3%	3%	0%	0%	0%	0%
Education	2%	12%	4%	31%	27%	4%	10%	2%	0%	4%	4%
Historical	0%	9%	42%	28%	18%	1%	0%	0%	0%	0%	1%
Hist. and Politics	0%	11%	39%	35%	13%	2%	0%	0%	0%	0%	0%
HSPS	1%	7%	27%	37%	20%	3%	1%	2%	1%	1%	0%
Land Economy	0%	12%	47%	24%	0%	12%	0%	0%	0%	6%	0%
Law Tripos	3%	16%	40%	30%	6%	0%	3%	0%	0%	0%	1%
Clinical Medicine	8%	24%	16%	16%	28%	0%	0%	0%	0%	4%	4%
Clinical Vet. Med.	0%	0%	25%	25%	25%	0%	0%	0%	0%	0%	25%
Medical Sciences	8%	25%	39%	18%	7%	2%	0%	0%	0%	0%	1%
PBS Tripos	0%	13%	30%	36%	9%	5%	3%	0%	2%	3%	0%
Vet. Sciences	6%	26%	38%	22%	6%	2%	0%	0%	0%	0%	0%
Natural Sciences	3%	17%	34%	31%	8%	2%	1%	1%	0%	1%	2%
Geographical	3%	24%	35%	29%	3%	0%	0%	3%	0%	0%	3%
Mathematical	1%	24%	27%	26%	12%	4%	2%	1%	1%	0%	2%
Chem. Eng.	16%	35%	23%	13%	6%	6%	0%	0%	0%	0%	0%
Comp. Science	3%	15%	30%	35%	10%	3%	3%	0%	1%	0%	0%
Engineering	34%	24%	14%	9%	3%	1%	1%	0%	1%	0%	14%

Writing and submitting CamCORS reports

45. Question 11 of the survey, “Typically, how much time does it take for you to write and submit one CamCORS report?”, as with Question 10 allowed respondents to choose one of 11 options, from ‘0 – 10 minutes’ to ‘3.5 – 4 hours’ and with the option to state that it was too difficult to estimate the time taken with any accuracy. This question received 1,810 responses (96.4% of all complete and incomplete survey responses). **Table 27** presents this data as percentages per supervisor status, as provided by Question 4 (see paragraph 18).

Table 27: Responses to Question 11, length of time to write and submit one CamCORS report, by supervisor status. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	Doctoral Student	Postdoc	UTO	CTO	Research Fellow	DoS	Freelancer	College Fellow	Other
0 - 10 minutes	15%	14%	46%	31%	18%	41%	17%	43%	26%
10 - 20 minutes	40%	40%	43%	53%	50%	48%	43%	43%	46%
20 - 30 minutes	26%	30%	8%	9%	21%	7%	24%	10%	18%
30 mins - 1 hour	15%	11%	2%	5%	4%	2%	11%	2%	5%
1 - 1.5 hours	2%	3%	1%	1%	3%	0%	2%	1%	2%
1.5 - 2 hours	1%	2%	0%	0%	3%	0%	0%	0%	0%
2 - 2.5 hours	0%	0%	0%	1%	0%	0%	0%	0%	0%
2.5 - 3 hours	0%	0%	0%	0%	0%	0%	1%	0%	0%
3 - 3.5 hours	0%	0%	0%	0%	0%	0%	0%	0%	1%
3.5 - 4 hours	0%	0%	0%	0%	0%	0%	1%	0%	0%
Too difficult to estimate	0%	0%	0%	0%	0%	1%	1%	1%	1%

46. **Table 28** presents the responses to Question 11 as percentages per years experienced supervising, as provided by Question 5 (see paragraph 22).

Table 28: Responses to Question 11, length of time to write and submit one CamCORS report, by years experienced supervising. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	<1 year	1 year	2 years	3 years	4 years	5 years	>5 years
0 - 10 minutes	13%	11%	19%	19%	24%	27%	37%
10 - 20 minutes	35%	43%	38%	43%	41%	44%	47%
20 - 30 minutes	30%	26%	22%	22%	26%	21%	13%
30 mins - 1 hour	16%	14%	16%	10%	5%	6%	3%
1 - 1.5 hours	3%	3%	1%	3%	4%	0%	0%
1.5 - 2 hours	2%	1%	1%	0%	1%	0%	0%
2 - 2.5 hours	0%	1%	1%	0%	0%	0%	0%
2.5 - 3 hours	0%	0%	0%	0%	0%	1%	0%
3 - 3.5 hours	0%	0%	0%	0%	0%	0%	0%
3.5 - 4 hours	0%	1%	0%	0%	0%	0%	0%
Too difficult to estimate with any accuracy	0%	1%	0%	1%	0%	0%	0%

47. **Table 29** presents the responses to Question 11 as percentages per the supervision style given, as provided by Question 9 (see paragraph 35). Respondents could select multiple answers for Question 9, but could not specify in Question 11 whether the time taken to write and submit a CamCORS report varied depending on the style of supervision.

Table 29: Responses to Question 11, length of time to write and submit one CamCORS report, by supervision style. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	Essay-based	Question sheet-based	Dissertation/ Research Project	Exam revision	Q & A discussion	Other
0 - 10 minutes	22%	29%	26%	27%	23%	21%
10 - 20 minutes	42%	42%	43%	45%	41%	44%
20 - 30 minutes	22%	19%	18%	18%	22%	23%
30 mins - 1 hour	11%	6%	9%	7%	9%	10%
1 - 1.5 hours	2%	1%	2%	2%	2%	2%

Length of time	Essay-based	Question sheet-based	Dissertation/ Research Project	Exam revision	Q & A discussion	Other
1.5 - 2 hours	1%	0%	1%	0%	1%	0%
2 - 2.5 hours	0%	0%	0%	0%	0%	0%
2.5 - 3 hours	0%	0%	0%	0%	0%	0%
3 - 3.5 hours	0%	0%	0%	0%	0%	1%
3.5 - 4 hours	0%	0%	0%	0%	0%	0%
Too difficult to estimate	1%	0%	0%	0%	0%	1%

48. **Table 30** presents the responses to Question 11 as percentages per typical supervision group size, as provided by Question 7 (see paragraph 32). Respondents could select multiple answers for Question 7 but could not specify in Question 11 whether the time taken to write and submit a CamCORS report varied depending on the group size of the supervision.

Table 30: Responses to Question 11, length of time to write and submit one CamCORS report, by supervision group size. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	1 student	2 students	3 students	4 students	5 students	>5 students	It varies
0 - 10 minutes	14%	25%	26%	33%	26%	23%	28%
10 - 20 minutes	45%	44%	41%	37%	35%	47%	42%
20 - 30 minutes	23%	20%	22%	16%	26%	23%	16%
30 mins - 1 hour	13%	8%	9%	10%	9%	3%	8%
1 - 1.5 hours	3%	2%	0%	2%	4%	3%	4%
1.5 - 2 hours	2%	0%	1%	1%	0%	0%	0%
2 - 2.5 hours	0%	0%	0%	0%	0%	0%	2%
2.5 - 3 hours	0%	0%	0%	0%	0%	0%	0%
3 - 3.5 hours	0%	0%	0%	0%	0%	0%	0%
3.5 - 4 hours	0%	0%	0%	0%	0%	0%	0%
Too difficult to estimate with any accuracy	1%	0%	1%	1%	0%	0%	0%

49. **Table 31** presents the responses to Question 11 as percentages per student year group supervised, as provided by Question 8 (see paragraph 33). Respondents could select multiple answers for Question 8 but could not specify in Question 11 whether the time taken to write and submit a CamCORS report varied depending on the year group supervised.

Table 31: Responses to Question 11, length of time to write and submit one CamCORS report, by student year group. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year
0 - 10 minutes	27%	25%	25%	26%	20%	23%
10 - 20 minutes	43%	45%	43%	49%	47%	46%
20 - 30 minutes	19%	19%	20%	15%	7%	8%
30 mins - 1 hour	7%	9%	8%	6%	20%	15%
1 - 1.5 hours	1%	1%	2%	2%	7%	8%
1.5 - 2 hours	0%	0%	1%	0%	0%	0%
2 - 2.5 hours	0%	0%	0%	0%	0%	0%
2.5 - 3 hours	0%	0%	0%	0%	0%	0%
3 - 3.5 hours	0%	0%	0%	0%	0%	0%
3.5 - 4 hours	0%	0%	0%	0%	0%	0%
Too difficult to estimate with any accuracy	1%	0%	0%	0%	0%	0%

50. **Table 32** presents the responses to Question 11 as percentages per subject, as provided by Question 2 (see paragraph 12). Respondents could select multiple answers for Question 2 but could not specify in Question 11 whether the time taken to write and submit a CamCORS report varied depending on the subject supervised.

Table 32: Responses to Question 11, length of time to write and submit one CamCORS report, by subject. Rows add up to 100%. See paragraph 4 for explanation on formatting.

Subject	0 – 10 minutes	10 - 20 minutes	20 - 30 minutes	30 mins - 1 hour	1 - 1.5 hours	1.5 - 2 hours	2 - 2.5 hours	2.5 - 3 hours	3 - 3.5 hours	3.5 - 4 hours	Too difficult to estimate
ASNC	18%	55%	18%	9%	0%	0%	0%	0%	0%	0%	0%
Architecture	14%	43%	7%	21%	0%	7%	0%	0%	0%	0%	7%
AMES	14%	45%	18%	9%	5%	0%	0%	0%	0%	0%	9%
Classical	31%	45%	18%	4%	2%	0%	0%	0%	0%	0%	0%
English	9%	39%	32%	16%	1%	1%	1%	0%	0%	0%	0%
HML	31%	51%	11%	4%	2%	0%	0%	0%	0%	0%	0%
History of Art	22%	39%	17%	17%	0%	6%	0%	0%	0%	0%	0%
Linguistics	18%	39%	29%	11%	4%	0%	0%	0%	0%	0%	0%
MML	13%	54%	24%	6%	1%	0%	0%	0%	1%	0%	0%
Music	12%	37%	27%	15%	10%	0%	0%	0%	0%	0%	0%
Philosophy	27%	52%	18%	3%	0%	0%	0%	0%	0%	0%	0%
TRPR	16%	47%	19%	19%	0%	0%	0%	0%	0%	0%	0%
Archaeology	8%	56%	24%	12%	0%	0%	0%	0%	0%	0%	0%
Economics	32%	32%	23%	3%	3%	0%	0%	0%	3%	0%	3%
Education	16%	33%	25%	22%	0%	2%	2%	0%	0%	0%	0%
Historical	26%	43%	22%	5%	2%	0%	0%	0%	0%	0%	1%
Hist. and Politics	33%	35%	24%	9%	0%	0%	0%	0%	0%	0%	0%
HSPS	24%	34%	26%	14%	1%	1%	1%	0%	0%	0%	0%
Land Economy	35%	29%	18%	12%	0%	6%	0%	0%	0%	0%	0%
Law Tripos	42%	42%	12%	4%	0%	0%	0%	0%	0%	0%	0%
Clinical Medicine	12%	50%	23%	15%	0%	0%	0%	0%	0%	0%	0%
Clinical Vet. Med.	0%	50%	50%	0%	0%	0%	0%	0%	0%	0%	0%
Medical Sciences	31%	43%	20%	2%	2%	0%	0%	1%	0%	0%	1%
PBS Tripos	17%	52%	14%	16%	2%	0%	0%	0%	0%	0%	0%
Vet. Sciences	38%	42%	16%	0%	2%	0%	0%	0%	0%	0%	2%
Natural Sciences	24%	45%	19%	9%	1%	1%	0%	0%	0%	0%	0%
Geographical	29%	56%	12%	3%	0%	0%	0%	0%	0%	0%	0%
Mathematical	40%	44%	10%	2%	2%	0%	0%	0%	0%	0%	1%
Chem. Eng.	25%	47%	19%	6%	3%	0%	0%	0%	0%	0%	0%
Comp. Science	23%	42%	21%	11%	1%	0%	0%	0%	0%	1%	0%
Engineering	40%	35%	17%	7%	1%	0%	1%	0%	0%	0%	0%

Preparatory work

51. Question 12 of the survey, “Typically how much preparatory work do you put into one supervision?”, allowed respondents to choose one of 12 options, from ‘0 – 10 minutes’ to ‘+4 hours’, or to respond that it was too difficult to estimate the time taken with any accuracy. The available answers were presented in a matrix table, with sub-questions asking for particular areas of preparatory work:
- engaging with course materials,
 - e-mail exchanges with supervisees, DoSs, and administrators,
 - booking rooms,
 - and all other preparation (excluding marking).
52. This section of the report breaks down the responses given for each sub-question, see paragraph 78 onwards for an analysis of the combined responses given to Question 12. It is possible that respondents assumed the work of a unique supervision when answering Question 12, or for the work of a number of supervisions.

Preparatory work – engaging with course materials

53. Question 12a, “Engaging with course materials”, received 1,807 responses (96.2% of all complete and incomplete survey responses). **Table 33** presents responses to this sub-question in percentages per supervisor status, as provided by Question 4 (see paragraph 18).

Table 33: Responses to Question 12a, time taken to engage with course material to prepare for one supervision, by supervisor status. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	Doctoral Student	Postdoc	UTO	CTO	Research Fellow	DoS	Freelancer	College Fellow	Other
0 - 10 minutes	3%	3%	15%	9%	1%	15%	8%	15%	7%
10 - 20 minutes	4%	5%	16%	10%	3%	12%	10%	11%	8%
20 - 30 minutes	8%	8%	13%	9%	14%	12%	7%	12%	10%
30 mins - 1 hour	12%	15%	21%	19%	15%	18%	17%	20%	17%
1 - 1.5 hours	14%	10%	8%	9%	8%	11%	16%	10%	15%
1.5 - 2 hours	12%	17%	6%	11%	13%	9%	8%	8%	10%
2 - 2.5 hours	9%	9%	3%	7%	12%	6%	10%	5%	9%
2.5 - 3 hours	8%	7%	1%	2%	8%	2%	7%	3%	7%
3 - 3.5 hours	6%	5%	1%	4%	1%	1%	4%	1%	4%
3.5 - 4 hours	5%	4%	1%	1%	8%	1%	2%	2%	1%
>4 hours	17%	10%	5%	9%	12%	4%	4%	6%	6%
Too difficult to estimate	2%	5%	9%	10%	6%	9%	6%	9%	6%

54. **Table 34** presents the responses to Question 12a as percentages per years experienced supervising, as provided by Question 5 (see paragraph 22).

Table 34: Responses to Question 12a, time taken to engage with course material to prepare for one supervision, by years experienced supervising. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	<1 year	1 year	2 years	3 years	4 years	5 years	>5 years
0 - 10 minutes	2%	1%	3%	5%	6%	8%	13%
10 - 20 minutes	4%	3%	6%	5%	12%	4%	12%
20 - 30 minutes	5%	8%	9%	11%	6%	6%	12%
30 mins - 1 hour	12%	10%	13%	13%	25%	18%	19%
1 - 1.5 hours	13%	16%	16%	15%	6%	12%	11%
1.5 - 2 hours	13%	16%	11%	13%	10%	12%	7%
2 - 2.5 hours	8%	7%	12%	10%	9%	13%	6%
2.5 - 3 hours	9%	10%	8%	7%	8%	6%	2%
3 - 3.5 hours	8%	8%	4%	1%	3%	6%	2%
3.5 - 4 hours	7%	6%	3%	4%	0%	3%	1%
>4 hours	18%	15%	16%	12%	12%	8%	4%
Too difficult to estimate	2%	2%	1%	2%	4%	4%	9%

55. **Table 35** presents the responses to Question 12a as percentages per the supervision style given, as provided by Question 9 (see paragraph 35). Respondents could select multiple answers for Question 9, but could not specify in Question 12a whether the time taken to engage with course materials when preparing for one supervision varied depending on the style of supervision.

Table 35: Responses to Question 12a, time taken to engage with course material to prepare for one supervision, by supervision style. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	Essay-based	Question sheet-based	Dissertation/ Research Project	Exam revision	Q & A discussion	Other
0 - 10 minutes	5%	9%	9%	8%	4%	8%
10 - 20 minutes	6%	9%	12%	9%	6%	8%
20 - 30 minutes	9%	10%	10%	10%	9%	6%
30 mins - 1 hour	16%	15%	23%	17%	14%	24%
1 - 1.5 hours	13%	12%	10%	12%	14%	12%
1.5 - 2 hours	12%	11%	8%	10%	14%	8%
2 - 2.5 hours	10%	7%	6%	9%	10%	7%
2.5 - 3 hours	7%	5%	4%	6%	7%	8%
3 - 3.5 hours	4%	4%	1%	3%	3%	3%
3.5 - 4 hours	4%	2%	2%	2%	3%	3%
>4 hours	11%	11%	7%	8%	10%	8%
Too difficult to estimate	5%	5%	7%	5%	4%	6%

56. **Table 36** presents the responses to Question 12a as percentages per typical supervision group size, as provided by Question 7 (see paragraph 32). Respondents could select multiple answers for Question 7 but could not specify in Question 12a whether the time taken to engage with course materials when preparing for one supervision varied depending on the group size of the supervision.

Table 36: Responses to Question 12a, time taken to engage with course material to prepare for one supervision, by supervision group size. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	1 student	2 students	3 students	4 students	5 students	>5 students	It varies
0 - 10 minutes	12%	8%	6%	2%	0%	3%	4%
10 - 20 minutes	9%	9%	5%	4%	9%	3%	18%
20 - 30 minutes	11%	12%	7%	7%	0%	3%	6%
30 mins - 1 hour	17%	17%	12%	14%	17%	20%	22%
1 - 1.5 hours	15%	11%	12%	15%	17%	17%	6%
1.5 - 2 hours	6%	9%	13%	18%	4%	13%	8%
2 - 2.5 hours	5%	7%	11%	9%	22%	10%	4%
2.5 - 3 hours	5%	5%	6%	8%	13%	7%	12%
3 - 3.5 hours	5%	2%	6%	4%	9%	7%	0%
3.5 - 4 hours	2%	3%	5%	2%	0%	3%	0%
>4 hours	6%	10%	13%	12%	9%	10%	14%
Too difficult to estimate	7%	6%	3%	4%	0%	3%	6%

57. **Table 37** presents the responses to Question 12a as percentages per student year group supervised, as provided by Question 8 (see paragraph 33). Respondents could select multiple answers for Question 8 but could not specify in Question 12a whether the time taken to engage with course materials when preparing for one supervision varied depending on the year group supervised.

Table 37: Responses to Question 12a, time taken to engage with course material to prepare for one supervision, by student year group. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year
0 - 10 minutes	8%	8%	7%	12%	20%	15%
10 - 20 minutes	9%	9%	8%	11%	7%	8%
20 - 30 minutes	11%	10%	10%	9%	0%	0%
30 mins - 1 hour	18%	16%	17%	21%	20%	23%
1 - 1.5 hours	12%	12%	12%	9%	7%	15%
1.5 - 2 hours	10%	10%	9%	5%	13%	0%
2 - 2.5 hours	7%	9%	7%	8%	13%	15%
2.5 - 3 hours	5%	6%	6%	5%	13%	15%
3 - 3.5 hours	3%	4%	4%	2%	0%	0%
3.5 - 4 hours	3%	3%	3%	1%	0%	0%
>4 hours	8%	10%	11%	7%	7%	8%
Too difficult to estimate	6%	5%	7%	10%	0%	0%

58. **Table 38** overleaf presents the responses to Question 12a as percentages per subject, as provided by Question 2 (see paragraph 12). Respondents could select multiple answers for Question 2 but could not specify in Question 12a whether the time taken to engage with course materials when preparing for one supervision varied depending on the subject supervised.

Table 38: Responses to Question 12a, time taken to engage with course material to prepare for one supervision, by subject. Rows add up to 100%. See paragraph 4 for explanation on formatting.

Subject	0 – 10 minutes	10 - 20 minutes	20 - 30 minutes	30 mins - 1 hour	1 - 1.5 hours	1.5 - 2 hours	2 - 2.5 hours	2.5 - 3 hours	3 - 3.5 hours	3.5 - 4 hours	>4 hours	Too difficult to estimate
ASNC	27%	9%	0%	36%	0%	0%	9%	18%	0%	0%	0%	0%
Architecture	7%	14%	7%	29%	0%	14%	7%	7%	0%	0%	14%	0%
AMES	5%	9%	9%	18%	14%	9%	14%	5%	0%	0%	5%	14%
Classical	4%	4%	8%	14%	16%	8%	10%	2%	2%	2%	14%	14%
English	2%	7%	3%	22%	13%	13%	8%	11%	2%	3%	11%	3%
HML	9%	11%	9%	18%	7%	7%	2%	2%	4%	2%	9%	20%
History of Art	6%	0%	0%	17%	22%	11%	6%	11%	0%	0%	17%	11%
Linguistics	7%	14%	4%	11%	18%	4%	29%	4%	0%	0%	7%	4%
MML	4%	9%	6%	22%	6%	9%	7%	6%	2%	5%	15%	10%
Music	10%	7%	10%	10%	10%	12%	5%	10%	10%	7%	7%	2%
Philosophy	12%	3%	12%	15%	12%	12%	12%	0%	6%	3%	3%	9%
TRPR	6%	13%	25%	16%	16%	6%	6%	3%	0%	0%	3%	6%
Archaeology	0%	8%	8%	8%	16%	12%	16%	12%	0%	4%	12%	4%
Economics	6%	6%	0%	13%	13%	10%	10%	10%	3%	0%	19%	10%
Education	8%	6%	22%	18%	20%	8%	4%	4%	2%	2%	6%	2%
Historical	12%	6%	9%	13%	11%	5%	8%	7%	5%	3%	11%	9%
Hist. and Politics	15%	9%	4%	11%	9%	2%	13%	4%	7%	9%	9%	9%
HSPS	2%	6%	8%	11%	7%	10%	14%	7%	6%	9%	12%	9%
Land Economy	0%	6%	0%	29%	6%	24%	12%	0%	6%	0%	12%	6%
Law Tripos	3%	4%	0%	7%	10%	14%	7%	6%	4%	1%	33%	9%
Clinical Medicine	8%	0%	8%	35%	8%	8%	4%	12%	0%	0%	19%	0%
Clinical Vet. Med.	0%	25%	25%	0%	0%	0%	0%	25%	0%	0%	25%	0%
Medical Sciences	3%	4%	8%	18%	17%	20%	11%	8%	4%	2%	5%	0%
PBS Tripos	3%	3%	8%	19%	6%	20%	14%	6%	3%	6%	11%	0%
Vet. Sciences	8%	8%	14%	16%	20%	20%	4%	6%	0%	4%	0%	0%
Natural Sciences	6%	7%	14%	16%	13%	14%	9%	6%	4%	2%	6%	2%
Geographical	9%	18%	15%	15%	15%	0%	0%	15%	0%	3%	6%	6%
Mathematical	16%	10%	13%	19%	9%	5%	2%	4%	3%	2%	10%	7%
Chem. Eng.	19%	16%	6%	16%	16%	3%	3%	0%	3%	3%	9%	6%
Comp. Science	10%	7%	6%	20%	13%	11%	11%	3%	3%	4%	10%	3%
Engineering	15%	13%	8%	9%	11%	4%	3%	3%	6%	5%	16%	7%

Preparatory work – e-mail exchanges with supervisees, DoSs, and administrators

59. Question 12b, “E-mail exchanges with supervisees, DoSs, and administrators”, received 1,793 responses (95.5% of all complete and incomplete survey responses). **Table 39** presents responses to this sub-question in percentages per supervisor status, as provided by Question 4 (see paragraph 18). Note that “Total” exceeds the number of responses to the survey as respondents were allowed to select more than one answer for Question 4 (see paragraph 19).

Table 39: Responses to Question 12b, time taken for e-mail exchanges to prepare for one supervision, by supervisor status. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	Doctoral Student	Postdoc	UTO	CTO	Research Fellow	DoS	Freelancer	College Fellow	Other
0 - 10 minutes	19%	22%	36%	25%	23%	34%	24%	37%	7%
10 - 20 minutes	28%	27%	35%	35%	33%	32%	39%	33%	8%
20 - 30 minutes	23%	20%	12%	18%	13%	15%	16%	11%	10%
30 mins - 1 hour	14%	17%	5%	7%	15%	7%	5%	7%	17%
1 - 1.5 hours	8%	8%	2%	3%	8%	3%	4%	2%	15%
1.5 - 2 hours	3%	3%	0%	1%	2%	0%	2%	0%	10%
2 - 2.5 hours	1%	1%	1%	1%	1%	2%	2%	2%	9%
2.5 - 3 hours	1%	0%	1%	1%	1%	0%	2%	1%	7%
3 - 3.5 hours	0%	0%	0%	0%	1%	0%	0%	0%	4%
3.5 - 4 hours	0%	0%	0%	1%	2%	0%	0%	1%	1%
>4 hours	1%	0%	1%	0%	1%	0%	3%	1%	6%
Too difficult to estimate	1%	2%	5%	7%	0%	6%	3%	6%	6%

60. **Table 40** presents the responses to Question 12b as percentages per years experienced supervising, as provided by Question 5 (see paragraph 22).

Table 40: Responses to Question 12b, time taken for e-mail exchanges to prepare for one supervision, by years experienced supervising. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	<1 year	1 year	2 years	3 years	4 years	5 years	>5 years
0 - 10 minutes	23%	19%	20%	22%	23%	23%	36%
10 - 20 minutes	31%	25%	29%	33%	29%	25%	32%
20 - 30 minutes	17%	28%	22%	20%	19%	25%	12%
30 mins - 1 hour	17%	12%	14%	9%	12%	12%	8%
1 - 1.5 hours	7%	9%	7%	5%	9%	8%	3%
1.5 - 2 hours	1%	3%	3%	4%	4%	1%	1%
2 - 2.5 hours	1%	1%	3%	1%	1%	0%	1%
2.5 - 3 hours	1%	1%	0%	1%	0%	3%	0%
3 - 3.5 hours	0%	0%	0%	0%	0%	0%	0%
3.5 - 4 hours	0%	0%	0%	0%	1%	0%	0%
>4 hours	1%	1%	0%	1%	2%	3%	1%
Too difficult to estimate	1%	1%	1%	2%	1%	1%	6%

61. **Table 41** presents the responses to Question 12b as percentages per the supervision style given, as provided by Question 9 (see paragraph 35). Respondents could select multiple answers for Question 9, but could not specify in Question 12b whether the time taken for e-mail exchanges to prepare for one supervision varied depending on the style of supervision.

Table 41: Responses to Question 12b, time taken for e-mail exchanges to prepare for one supervision, by supervision style. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	Essay-based	Question sheet-based	Dissertation/ Research Project	Exam revision	Q & A discussion	Other
0 - 10 minutes	21%	33%	22%	28%	26%	24%
10 - 20 minutes	30%	32%	31%	34%	31%	29%
20 - 30 minutes	21%	15%	18%	18%	18%	16%
30 mins - 1 hour	13%	9%	13%	7%	11%	14%
1 - 1.5 hours	6%	5%	6%	6%	6%	4%
1.5 - 2 hours	2%	1%	3%	2%	2%	2%
2 - 2.5 hours	2%	1%	2%	1%	1%	1%
2.5 - 3 hours	1%	1%	1%	1%	1%	1%
3 - 3.5 hours	0%	0%	1%	0%	0%	0%
3.5 - 4 hours	0%	0%	0%	0%	0%	0%
>4 hours	1%	0%	2%	1%	1%	2%
Too difficult to estimate	2%	3%	4%	2%	2%	5%

62. **Table 42** presents the responses to Question 12b as percentages per typical supervision group size, as provided by Question 7 (see paragraph 32). Respondents could select multiple answers for Question 7 but could not specify in Question 12b whether the time taken for e-mail exchanges to prepare for one supervision varied depending on the group size of the supervision.

Table 42: Responses to Question 12b, time taken for e-mail exchanges to prepare for one supervision, by supervision group size. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	1 student	2 students	3 students	4 students	5 students	>5 students	It varies
0 - 10 minutes	24%	30%	27%	27%	14%	7%	22%
10 - 20 minutes	29%	32%	30%	26%	23%	37%	34%
20 - 30 minutes	18%	18%	16%	20%	32%	20%	12%
30 mins - 1 hour	16%	9%	12%	9%	23%	10%	10%
1 - 1.5 hours	4%	4%	7%	6%	0%	13%	14%
1.5 - 2 hours	2%	1%	2%	3%	5%	3%	2%
2 - 2.5 hours	0%	1%	1%	6%	0%	3%	0%
2.5 - 3 hours	1%	1%	1%	1%	0%	3%	0%
3 - 3.5 hours	0%	0%	0%	1%	0%	0%	0%
3.5 - 4 hours	0%	0%	0%	0%	0%	0%	0%
>4 hours	2%	0%	1%	1%	5%	3%	2%
Too difficult to estimate	4%	4%	2%	1%	0%	0%	4%

63. **Table 43** presents the responses to Question 12b as percentages per student year group supervised, as provided by Question 8 (see paragraph 33). Respondents could select multiple answers for Question 8 but could not specify in Question 12b whether the time taken for e-mail exchanges to prepare for one supervision varied depending on the year group supervised.

Table 43: Responses to Question 12b, time taken for e-mail exchanges to prepare for one supervision, by student year group. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year
0 - 10 minutes	30%	27%	24%	27%	40%	31%
10 - 20 minutes	32%	32%	29%	33%	7%	31%
20 - 30 minutes	17%	17%	18%	14%	20%	23%
30 mins - 1 hour	9%	11%	12%	8%	7%	0%
1 - 1.5 hours	4%	5%	6%	6%	7%	0%
1.5 - 2 hours	1%	2%	2%	1%	0%	0%
2 - 2.5 hours	1%	1%	1%	1%	0%	0%
2.5 - 3 hours	1%	1%	1%	1%	0%	0%
3 - 3.5 hours	0%	0%	0%	0%	0%	0%
3.5 - 4 hours	0%	0%	0%	0%	0%	0%
>4 hours	1%	1%	1%	1%	13%	15%
Too difficult to estimate	3%	3%	4%	6%	7%	0%

64. **Table 44** overleaf presents the responses to Question 12b as percentages per subject, as provided by Question 2 (see paragraph 12). Respondents could select multiple answers for Question 2 but could not specify in Question 12b whether the time taken for e-mail exchanges to prepare for one supervision varied depending on the subject supervised.

Table 44: Responses to Question 12b, time taken for e-mail exchanges to prepare for one supervision, by subject. Rows add up to 100%. See paragraph 4 for explanation on formatting.

Subject	0 – 10 minutes	10 - 20 minutes	20 - 30 minutes	30 mins - 1 hour	1 - 1.5 hours	1.5 - 2 hours	2 - 2.5 hours	2.5 - 3 hours	3 - 3.5 hours	3.5 - 4 hours	>4 hours	Too difficult to estimate
ASNC	9%	18%	36%	27%	0%	0%	0%	0%	9%	0%	0%	0%
Architecture	8%	38%	8%	23%	0%	15%	0%	0%	0%	0%	8%	0%
AMES	14%	45%	18%	9%	5%	5%	0%	0%	5%	0%	0%	0%
Classical	12%	43%	22%	12%	4%	2%	0%	0%	2%	0%	0%	2%
English	9%	41%	19%	16%	1%	5%	2%	1%	1%	0%	3%	1%
HML	29%	18%	22%	7%	4%	0%	0%	2%	0%	0%	2%	16%
History of Art	6%	39%	22%	17%	0%	6%	0%	6%	0%	0%	0%	6%
Linguistics	11%	36%	21%	14%	14%	4%	0%	0%	0%	0%	0%	0%
MML	20%	26%	18%	6%	10%	4%	1%	4%	0%	1%	1%	10%
Music	18%	28%	13%	20%	8%	3%	0%	5%	0%	0%	3%	5%
Philosophy	33%	24%	33%	3%	0%	0%	0%	3%	0%	0%	0%	3%
TRPR	34%	34%	16%	9%	0%	0%	0%	0%	0%	0%	0%	6%
Archaeology	12%	24%	28%	12%	4%	0%	8%	4%	0%	0%	0%	8%
Economics	13%	26%	19%	10%	13%	0%	10%	0%	0%	0%	3%	6%
Education	22%	18%	18%	28%	8%	2%	0%	2%	0%	0%	0%	2%
Historical	33%	29%	19%	5%	5%	0%	0%	2%	1%	0%	1%	3%
Hist. and Politics	35%	24%	15%	11%	2%	0%	4%	2%	0%	0%	2%	4%
HSPS	15%	22%	24%	20%	9%	3%	4%	0%	0%	0%	0%	3%
Land Economy	6%	12%	29%	24%	12%	0%	6%	0%	0%	0%	12%	0%
Law Tripos	35%	23%	10%	17%	9%	0%	0%	1%	0%	0%	0%	4%
Clinical Medicine	31%	23%	27%	8%	0%	4%	4%	0%	0%	0%	0%	4%
Clinical Vet. Med.	25%	0%	50%	0%	0%	0%	25%	0%	0%	0%	0%	0%
Medical Sciences	31%	33%	19%	8%	4%	1%	2%	0%	0%	0%	1%	2%
PBS Tripos	19%	27%	14%	13%	11%	6%	8%	0%	0%	0%	3%	0%
Vet. Sciences	40%	32%	14%	10%	2%	2%	0%	0%	0%	0%	0%	0%
Natural Sciences	34%	32%	17%	8%	5%	1%	0%	0%	0%	0%	1%	2%
Geographical	6%	26%	32%	12%	9%	3%	0%	3%	0%	3%	0%	6%
Mathematical	39%	33%	16%	5%	1%	0%	1%	0%	0%	0%	1%	5%
Chem. Eng.	41%	38%	6%	3%	3%	3%	0%	0%	0%	0%	0%	6%
Comp. Science	22%	35%	14%	17%	4%	1%	4%	0%	0%	0%	0%	1%
Engineering	38%	30%	10%	8%	8%	0%	0%	1%	0%	1%	0%	4%

Preparatory work – booking rooms

65. Question 12c, “Booking rooms”, received 1,726 responses (91.9% of all complete and incomplete survey responses). **Table 45** presents responses to this sub-question in percentages per supervisor status, as provided by Question 4 (see paragraph 18).

Table 45: Responses to Question 12c, time taken to book rooms for one supervision, by supervisor status. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	Doctoral Student	Postdoc	UTO	CTO	Research Fellow	DoS	Freelancer	College Fellow	Other
0 - 10 minutes	56%	64%	88%	81%	64%	83%	58%	85%	7%
10 - 20 minutes	25%	19%	6%	10%	17%	11%	21%	7%	8%
20 - 30 minutes	10%	6%	1%	0%	8%	2%	9%	2%	10%
30 mins - 1 hour	6%	6%	1%	2%	4%	1%	6%	2%	17%
1 - 1.5 hours	2%	0%	0%	0%	2%	0%	2%	1%	15%
1.5 - 2 hours	1%	1%	0%	0%	1%	0%	2%	0%	10%
2 - 2.5 hours	1%	0%	0%	0%	0%	0%	1%	0%	9%
2.5 - 3 hours	0%	0%	0%	1%	1%	0%	1%	1%	7%
3 - 3.5 hours	0%	0%	0%	0%	0%	0%	0%	0%	4%
3.5 - 4 hours	0%	0%	0%	0%	1%	0%	0%	0%	1%
>4 hours	0%	0%	0%	0%	0%	0%	0%	0%	6%
Too difficult to estimate	0%	3%	2%	6%	1%	2%	1%	2%	6%

66. **Table 46** presents the responses to Question 12c as percentages per years experienced supervising, as provided by Question 5 (see paragraph 22).

Table 46: Responses to Question 12c, time taken to book rooms for one supervision, by years experienced supervising. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	<1 year	1 year	2 years	3 years	4 years	5 years	>5 years
0 - 10 minutes	63%	57%	54%	62%	61%	68%	78%
10 - 20 minutes	20%	21%	27%	22%	16%	16%	12%
20 - 30 minutes	8%	10%	9%	9%	6%	7%	3%
30 mins - 1 hour	5%	8%	4%	5%	10%	5%	2%
1 - 1.5 hours	1%	1%	3%	1%	1%	3%	1%
1.5 - 2 hours	1%	0%	1%	1%	1%	0%	0%
2 - 2.5 hours	0%	1%	1%	0%	0%	1%	0%
2.5 - 3 hours	0%	1%	0%	1%	1%	0%	0%
3 - 3.5 hours	0%	0%	0%	0%	1%	0%	0%
3.5 - 4 hours	0%	0%	0%	0%	0%	0%	0%
>4 hours	0%	0%	0%	1%	0%	0%	0%
Too difficult to estimate	1%	0%	0%	1%	2%	0%	3%

67. **Table 47** presents the responses to Question 12c as percentages per the supervision style given, as provided by Question 9 (see paragraph 35). Respondents could select multiple answers for Question 9, but could not specify in Question 12c whether the time taken to book rooms for one supervision varied depending on the style of supervision.

Table 47: Responses to Question 12c, time taken to book rooms for one supervision, by supervision style. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	Essay-based	Question sheet-based	Dissertation/ Research Project	Exam revision	Q & A discussion	Other
0 - 10 minutes	63%	72%	71%	70%	67%	60%
10 - 20 minutes	20%	16%	13%	17%	17%	17%
20 - 30 minutes	8%	4%	6%	5%	6%	7%
30 mins - 1 hour	5%	3%	4%	4%	5%	7%
1 - 1.5 hours	1%	1%	1%	2%	2%	4%
1.5 - 2 hours	1%	1%	1%	0%	1%	0%
2 - 2.5 hours	0%	0%	0%	0%	0%	1%
2.5 - 3 hours	1%	0%	0%	0%	1%	0%
3 - 3.5 hours	0%	0%	0%	0%	0%	0%
3.5 - 4 hours	0%	0%	0%	0%	0%	0%
>4 hours	0%	0%	0%	0%	0%	1%
Too difficult to estimate	1%	1%	4%	1%	2%	4%

68. **Table 61** presents the responses to Question 12c as percentages per typical supervision group size, as provided by Question 7 (see paragraph 32). Respondents could select multiple answers for Question 7 but could not specify in Question 12c whether the time taken to book rooms for one supervision depending on the group size of the supervision.

Table 48: Responses to Question 12c, time taken to book rooms for one supervision, by supervision group size. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	1 student	2 students	3 students	4 students	5 students	>5 students	It varies
0 - 10 minutes	63%	71%	66%	60%	55%	57%	67%
10 - 20 minutes	21%	16%	19%	17%	27%	17%	17%
20 - 30 minutes	7%	5%	7%	10%	18%	10%	6%
30 mins - 1 hour	4%	4%	5%	6%	0%	7%	4%
1 - 1.5 hours	0%	1%	2%	2%	0%	0%	0%
1.5 - 2 hours	1%	1%	0%	1%	0%	0%	0%
2 - 2.5 hours	0%	0%	0%	1%	0%	3%	2%
2.5 - 3 hours	1%	0%	0%	1%	0%	0%	0%
3 - 3.5 hours	0%	0%	0%	1%	0%	0%	0%
3.5 - 4 hours	0%	0%	0%	0%	0%	0%	0%
>4 hours	0%	0%	0%	1%	0%	0%	0%
Too difficult to estimate	2%	2%	1%	2%	0%	7%	4%

69. **Table 49** presents the responses to Question 12c as percentages per student year group supervised, as provided by Question 8 (see paragraph 33). Respondents could select multiple answers for Question 8 but could not specify in Question 12c whether the time taken to book rooms for one supervision varied depending on the year group supervised.

Table 49: Responses to Question 12c, time taken to book rooms for one supervision, by student year group. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year
0 - 10 minutes	71%	67%	64%	74%	67%	54%
10 - 20 minutes	15%	18%	19%	12%	13%	15%
20 - 30 minutes	6%	7%	7%	4%	7%	15%
30 mins - 1 hour	4%	4%	5%	5%	0%	0%
1 - 1.5 hours	1%	2%	2%	2%	7%	8%
1.5 - 2 hours	1%	0%	1%	0%	0%	0%
2 - 2.5 hours	0%	0%	0%	0%	0%	0%
2.5 - 3 hours	0%	0%	0%	1%	0%	0%
3 - 3.5 hours	0%	0%	0%	0%	0%	0%
3.5 - 4 hours	0%	0%	0%	0%	0%	0%
>4 hours	0%	0%	0%	1%	0%	0%
Too difficult to estimate	2%	2%	2%	2%	7%	8%

70. **Table 50** overleaf presents the responses to Question 12c as percentages per subject, as provided by Question 2 (see paragraph 12). Respondents could select multiple answers for Question 2 but could not specify in Question 12c whether the time taken to book rooms for one supervision varied depending on the subject supervised.

Table 50: Responses to Question 12c, time taken to book rooms for one supervision, by subject. Rows add up to 100%. See paragraph 4 for explanation on formatting.

Subject	0 – 10 minutes	10 - 20 minutes	20 - 30 minutes	30 mins - 1 hour	1 - 1.5 hours	1.5 - 2 hours	2 - 2.5 hours	2.5 - 3 hours	3 - 3.5 hours	3.5 - 4 hours	>4 hours	Too difficult to estimate
ASNC	60%	30%	10%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Architecture	54%	8%	15%	8%	0%	8%	8%	0%	0%	0%	0%	0%
AMES	53%	32%	0%	0%	5%	0%	0%	0%	0%	0%	5%	5%
Classical	74%	11%	4%	9%	2%	0%	0%	0%	0%	0%	0%	0%
English	64%	17%	5%	6%	1%	0%	0%	1%	0%	0%	0%	5%
HML	70%	13%	3%	5%	3%	3%	0%	0%	0%	0%	0%	5%
History of Art	41%	35%	6%	0%	0%	6%	0%	6%	0%	0%	0%	6%
Linguistics	46%	32%	18%	4%	0%	0%	0%	0%	0%	0%	0%	0%
MML	58%	19%	5%	12%	3%	0%	0%	1%	0%	0%	0%	3%
Music	50%	24%	13%	8%	3%	0%	0%	0%	0%	0%	0%	3%
Philosophy	69%	22%	3%	3%	0%	3%	0%	0%	0%	0%	0%	0%
TRPR	68%	25%	7%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Archaeology	65%	13%	9%	9%	4%	0%	0%	0%	0%	0%	0%	0%
Economics	50%	23%	10%	3%	0%	0%	0%	0%	0%	0%	3%	10%
Education	57%	24%	8%	8%	0%	0%	0%	2%	0%	0%	0%	0%
Historical	68%	20%	1%	7%	0%	1%	0%	0%	0%	0%	0%	2%
Hist. and Politics	63%	16%	12%	5%	2%	0%	0%	0%	0%	0%	0%	2%
HSPS	49%	26%	16%	4%	2%	1%	0%	0%	0%	0%	0%	2%
Land Economy	18%	29%	35%	6%	6%	0%	6%	0%	0%	0%	0%	0%
Law Tripos	77%	11%	5%	2%	2%	0%	0%	2%	0%	0%	0%	2%
Clinical Medicine	50%	27%	15%	8%	0%	0%	0%	0%	0%	0%	0%	0%
Clinical Vet. Med.	50%	25%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%
Medical Sciences	67%	17%	9%	6%	1%	0%	0%	0%	0%	0%	0%	0%
PBS Tripos	52%	27%	5%	10%	5%	0%	0%	0%	0%	0%	0%	2%
Vet. Sciences	76%	15%	4%	4%	0%	0%	0%	0%	0%	0%	0%	0%
Natural Sciences	72%	20%	4%	3%	1%	0%	0%	0%	0%	0%	0%	1%
Geographical	59%	12%	15%	3%	3%	0%	9%	0%	0%	0%	0%	0%
Mathematical	92%	5%	2%	1%	0%	0%	0%	0%	0%	0%	0%	0%
Chem. Eng.	71%	16%	3%	3%	3%	0%	0%	0%	0%	0%	0%	3%
Comp. Science	54%	24%	11%	9%	0%	1%	0%	0%	0%	0%	0%	0%
Engineering	71%	12%	4%	6%	2%	1%	1%	0%	1%	1%	0%	2%

Preparatory work – all other preparation

71. Question 12d, “All other preparation, excluding marking” (marking time was captured in Question 10, see paragraph 39), received 1,584 responses (84.3% of all complete and incomplete survey responses). **Table 51** presents responses to this sub-question in percentages per supervisor status, as provided by Question 4 (see paragraph 18). Note that “Total” exceeds the number of responses to the survey as respondents were allowed to select more than one answer for Question 4 (see paragraph 19).

Table 51: Responses to Question 12d, all other preparation for one supervision, by supervisor status. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	Doctoral Student	Postdoc	UTO	CTO	Research Fellow	DoS	Freelancer	College Fellow	Other
0 - 10 minutes	30%	31%	46%	42%	35%	43%	34%	49%	7%
10 - 20 minutes	16%	18%	16%	17%	15%	18%	17%	16%	8%
20 - 30 minutes	13%	13%	12%	10%	15%	10%	6%	9%	10%
30 mins - 1 hour	16%	13%	8%	7%	11%	7%	15%	7%	17%
1 - 1.5 hours	8%	4%	3%	3%	6%	2%	6%	1%	15%
1.5 - 2 hours	4%	6%	1%	2%	1%	3%	6%	3%	10%
2 - 2.5 hours	1%	4%	1%	3%	7%	2%	3%	2%	9%
2.5 - 3 hours	1%	0%	1%	2%	2%	0%	2%	1%	7%
3 - 3.5 hours	1%	2%	0%	2%	0%	0%	1%	0%	4%
3.5 - 4 hours	1%	0%	0%	0%	0%	0%	0%	1%	1%
>4 hours	4%	4%	4%	3%	2%	2%	3%	2%	6%
Too difficult to estimate	5%	4%	9%	9%	5%	12%	9%	10%	6%

72. **Table 52** presents the responses to Question 12d as percentages per years experienced supervising, as provided by Question 5 (see paragraph 22).

Table 52: Responses to Question 12d, all other preparation for one supervision, by years experienced supervising. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	<1 year	1 year	2 years	3 years	4 years	5 years	>5 years
0 - 10 minutes	29%	28%	29%	34%	27%	30%	45%
10 - 20 minutes	10%	18%	17%	16%	24%	19%	17%
20 - 30 minutes	14%	12%	13%	13%	8%	19%	9%
30 mins - 1 hour	14%	12%	19%	14%	13%	14%	9%
1 - 1.5 hours	7%	8%	9%	8%	7%	4%	3%
1.5 - 2 hours	6%	7%	2%	3%	5%	3%	3%
2 - 2.5 hours	3%	2%	1%	1%	5%	3%	1%
2.5 - 3 hours	0%	3%	2%	3%	0%	3%	1%
3 - 3.5 hours	1%	1%	2%	1%	1%	3%	0%
3.5 - 4 hours	1%	1%	1%	1%	0%	0%	0%
>4 hours	7%	3%	2%	4%	5%	3%	2%
Too difficult to estimate	8%	6%	3%	4%	6%	0%	10%

73. **Table 53** presents the responses to Question 12d as percentages per the supervision style given, as provided by Question 9 (see paragraph 35). Respondents could select multiple answers for Question 9, but could not specify in Question 12d whether the time taken to complete all other preparation (excluding marking) for one supervision varied depending on the style of supervision.

Table 53: Responses to Question 12d, all other preparation for one supervision, by supervision style. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	Essay-based	Question sheet-based	Dissertation/ Research Project	Exam revision	Q & A discussion	Other
0 - 10 minutes	29%	42%	31%	37%	28%	24%
10 - 20 minutes	17%	17%	16%	19%	18%	17%
20 - 30 minutes	13%	10%	12%	10%	11%	12%
30 mins - 1 hour	14%	9%	14%	11%	15%	18%
1 - 1.5 hours	7%	5%	7%	7%	8%	4%
1.5 - 2 hours	4%	3%	3%	3%	5%	3%
2 - 2.5 hours	2%	1%	2%	2%	2%	2%
2.5 - 3 hours	1%	1%	1%	1%	2%	3%
3 - 3.5 hours	1%	1%	0%	1%	1%	1%
3.5 - 4 hours	0%	1%	0%	0%	0%	1%
>4 hours	3%	4%	4%	4%	3%	5%
Too difficult to estimate	8%	5%	9%	6%	6%	10%

74. **Table 54** presents the responses to Question 12d as percentages per typical supervision group size, as provided by Question 7 (see paragraph 32). Respondents could select multiple answers for Question 7 but could not specify in Question 12d whether the time taken to book rooms for one supervision depending on the group size of the supervision.

Table 54: Responses to Question 12d, all other preparation for one supervision, by supervision group size. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	1 student	2 students	3 students	4 students	5 students	>5 students	It varies
0 - 10 minutes	31%	42%	32%	28%	15%	19%	29%
10 - 20 minutes	19%	16%	17%	9%	10%	19%	24%
20 - 30 minutes	9%	11%	12%	14%	25%	7%	10%
30 mins - 1 hour	13%	10%	14%	21%	35%	15%	5%
1 - 1.5 hours	4%	5%	7%	10%	10%	4%	5%
1.5 - 2 hours	5%	2%	6%	4%	0%	11%	7%
2 - 2.5 hours	2%	1%	2%	2%	0%	4%	2%
2.5 - 3 hours	1%	1%	1%	1%	0%	0%	2%
3 - 3.5 hours	1%	0%	1%	1%	0%	4%	2%
3.5 - 4 hours	0%	1%	0%	1%	0%	0%	0%
>4 hours	3%	3%	3%	6%	0%	7%	10%
Too difficult to estimate	11%	8%	5%	4%	5%	11%	2%

75. **Table 55** presents the responses to Question 12d as percentages per student year group supervised, as provided by Question 8 (see paragraph 33).

Table 55: Responses to Question 12d, all other preparation for one supervision, by student year group. Columns add up to 100%. See paragraph 4 for explanation on formatting.

Length of time	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year
0 - 10 minutes	37%	35%	36%	32%	20%	23%
10 - 20 minutes	18%	17%	16%	18%	7%	15%
20 - 30 minutes	11%	12%	11%	9%	13%	15%
30 mins - 1 hour	11%	12%	12%	14%	33%	8%
1 - 1.5 hours	5%	6%	6%	5%	0%	0%
1.5 - 2 hours	3%	3%	4%	5%	0%	8%
2 - 2.5 hours	1%	2%	1%	2%	0%	0%
2.5 - 3 hours	1%	1%	1%	2%	13%	15%
3 - 3.5 hours	1%	1%	1%	2%	0%	0%
3.5 - 4 hours	0%	0%	0%	0%	0%	0%
>4 hours	3%	4%	3%	2%	7%	8%
Too difficult to estimate	8%	7%	8%	9%	7%	8%

76. Respondents could select multiple answers for Question 8 but could not specify in Question 12d whether the time taken to complete all other preparation (excluding marking) for one supervision varied depending on the year group supervised.

77. **Table 56** overleaf presents the responses to Question 12d as percentages per subject, as provided by Question 2 (see paragraph 12). Respondents could select multiple answers for Question 2 but could not specify in Question 12d whether the time taken to complete all other preparation (excluding marking) for one supervision varied depending on the subject supervised (nor the specific paper).

Table 56: Responses to Question 12d, all other preparation for one supervision, by subject. Rows add up to 100%. See paragraph 4 for explanation on formatting.

Subject	0 – 10 minutes	10 - 20 minutes	20 - 30 minutes	30 mins - 1 hour	1 - 1.5 hours	1.5 - 2 hours	2 - 2.5 hours	2.5 - 3 hours	3 - 3.5 hours	3.5 - 4 hours	>4 hours	Too difficult to estimate
ASNC	36%	36%	18%	0%	9%	0%	0%	0%	0%	0%	0%	0%
Architecture	15%	0%	8%	54%	8%	0%	8%	8%	0%	0%	0%	0%
AMES	14%	7%	29%	0%	14%	0%	0%	0%	0%	0%	0%	36%
Classical	37%	5%	16%	13%	5%	3%	0%	3%	0%	0%	3%	16%
English	24%	10%	13%	17%	7%	4%	4%	3%	0%	0%	6%	11%
HML	24%	18%	15%	6%	6%	3%	0%	6%	0%	0%	6%	18%
History of Art	13%	25%	13%	13%	13%	6%	0%	6%	0%	0%	0%	13%
Linguistics	15%	27%	15%	15%	12%	8%	0%	4%	0%	0%	0%	4%
MML	17%	15%	15%	15%	8%	5%	6%	2%	0%	0%	3%	15%
Music	16%	16%	18%	16%	5%	3%	5%	3%	0%	0%	11%	8%
Philosophy	48%	15%	4%	4%	4%	4%	0%	0%	4%	0%	4%	15%
TRPR	48%	17%	9%	4%	0%	9%	0%	0%	0%	0%	4%	9%
Archaeology	40%	10%	10%	0%	20%	10%	0%	0%	0%	0%	5%	5%
Economics	37%	15%	11%	15%	0%	0%	0%	0%	4%	0%	7%	11%
Education	24%	22%	22%	14%	4%	4%	0%	0%	0%	0%	8%	0%
Historical	36%	25%	9%	6%	6%	0%	0%	3%	0%	0%	1%	13%
Hist. and Politics	42%	18%	5%	8%	3%	5%	0%	5%	0%	0%	3%	11%
HSPS	28%	18%	13%	10%	9%	4%	3%	0%	1%	0%	3%	12%
Land Economy	12%	18%	6%	29%	18%	18%	0%	0%	0%	0%	0%	0%
Law Tripos	41%	8%	7%	15%	3%	7%	0%	2%	2%	0%	8%	7%
Clinical Medicine	20%	16%	16%	28%	0%	8%	4%	8%	0%	0%	0%	0%
Clinical Vet. Med.	0%	0%	0%	50%	0%	25%	25%	0%	0%	0%	0%	0%
Medical Sciences	32%	17%	15%	12%	10%	4%	4%	1%	1%	0%	2%	3%
PBS Tripos	27%	13%	16%	19%	10%	0%	3%	2%	2%	2%	5%	2%
Vet. Sciences	30%	21%	6%	4%	19%	9%	6%	0%	0%	2%	0%	2%
Natural Sciences	39%	19%	10%	13%	4%	4%	1%	1%	1%	0%	3%	5%
Geographical	39%	13%	13%	13%	13%	0%	0%	3%	0%	0%	3%	3%
Mathematical	57%	13%	7%	3%	2%	2%	2%	1%	2%	0%	4%	8%
Chem. Eng.	50%	17%	0%	10%	7%	0%	0%	0%	0%	0%	10%	7%
Comp. Science	36%	19%	13%	13%	3%	8%	3%	0%	0%	0%	2%	5%
Engineering	46%	13%	9%	10%	7%	2%	1%	1%	1%	2%	5%	3%

Total typical preparatory work

78. This section of the report combines answers given to certain survey questions, to provide an approximate total amount of time a respondent has stated it typically takes them to prepare and mark work for a supervision. The questions used to produce the data presented in this section are as follows:
- Question 7, “What is the typical size of your supervision groups?” (see paragraph 32).
 - Question 10, “Typically, how much time does it take for you to mark the work of one student?” (see paragraph 39).
 - Questions 12a, “Typically how much preparatory work do you put into one supervision? - Engaging with course materials” (see paragraph 53).
 - Questions 12b, “Typically how much preparatory work do you put into one supervision? - E-mail exchanges with supervisees, DoSs, and administrators” (see paragraph 59).
 - Questions 12c, “Typically how much preparatory work do you put into one supervision? – Booking rooms” (see paragraph 65).
 - Questions 12d, “Typically how much preparatory work do you put into one supervision? – All other preparation, excluding marking” (see paragraph 71).

Responses included in data analysis

79. The number of respondents who answered the above questions are 1,812, from a total of 1,878 survey responses (95.7% of all complete and incomplete survey responses). However the available answers respondents could select for each question, and the way questions were presented, has meant that certain responses have had to be excluded from the analysis presented in this section:
- Any respondents who answered Question 7 by selecting “More than 5 students” and “It varies” are not included, as those responses are unquantifiable. Two respondents did not answer Question 7 but did answer Question 10, therefore due to the answer to Question 7 being required to extrapolate the amount of time taken to prepare for one supervision those two responses have not been included.
 - Any respondents who answered Questions 10 or 12 a-d by selecting “Too difficult to estimate with any accuracy” are not included, as those responses are unquantifiable.
80. An available answer for Questions 10 and 12 a-d was “4+ hours”. To enable those respondents to be included in the analysis, despite giving an unquantifiable response, those answers have been converted into the value 4 hours and 30 minutes. It is recognised that this may underrepresent the amount of time those respondents felt to have reported for the survey.
81. **Table 57** shows a breakdown of how many responses to each question used in the data analysis are included, included but requiring conversion, or excluded from the data analysis as outlined above. **Table 58** shows the number of respondents represented in the analysis presented in this section following the exclusion of certain respondents as outlined above: 1,510 (1,334 with unconverted responses, 176 with converted responses due to responding with “+4 hours” at least once). This is 83.4% of those respondents who answered all relevant questions and 80.4% of all complete and incomplete survey responses. The totals given in Table 58 differ from the sum of rows in Table 57 due to a respondent only being required to use a particular answer once to have their eligible response converted (when using the answer “4+ hours”) or made entirely ineligible (when using the answer “More than 5 hours”, “Too difficult to estimate with any accuracy”, or “It varies”). Two respondents completed Questions 10, 12a, 12b, 12c, and 12d with unconverted/eligible answers but are nevertheless excluded from the data analysis due to not responding to Question 7.

Table 57: Number of responses to each question used in data analysis of overall total typical amount of preparation time for one supervision, with breakdown of how many responses per question were ineligible or eligible with/without conversion.

Response type and eligibility for data analysis	Q7	Q10	Q12a	Q12b	Q12c	Q12d
Total no. of responses	1,810	1,804	1,807	1,793	1,726	1,584
No. of responses eligible for data analysis unconverted	1,730	1,746	1,525	1,723	1,696	1,415
No. of “4+ hours” responses, eligible but requiring conversion	N/A	N/A	190	15	2	58
No. of “More than 5 students” responses, ineligible	30	N/A	N/A	N/A	N/A	N/A
Respondents who selected “Too difficult to estimate with any accuracy” or “It varies”, ineligible	50	58	92	55	28	111

Table 58: Number and percentage of respondents included, excluded, or responses altered in the data analysis per question and overall, to produce a total typical amount of preparation time for one supervision.

Respondent type and overall eligibility for data analysis	No.	%
Maximum number of possible respondents for data analysis	1,810	100%
Eligible for data analysis with no responses converted	1,334	73%
Eligible for data analysis but gave "4+ hours" as a response at least once	176	10%
Ineligible for data analysis due to responding with "More than 5 students" at least once	30	2%
Ineligible for data analysis due to responding with "Too difficult to estimate with any accuracy" or "It varies" at least once	277	15%
Ineligible for data analysis due to not responding to Question 7	2	0%

82. Similar to Table 2, **Table 59** shows the number of responses to Question 2, "In the most recent term that you supervised, which subject(s) did you supervise for?" by the subject(s) selected, against the estimated number of supervisors and the resulting response rate per subject (see Appendix 1: Estimated supervisor populations). **Figure 3** illustrates this data similar to Figure 1. All subjects received a response rate of at least 10%, except for those subjects/responses already excluded in other sections of the report. Clinical Veterinary Medicine had fewer than the five responses that were included in the data analysis.

Table 59: Responses to Question 2 – subject(s) supervisor taught for, compared to responses included or excluded from data analysis, with the number of supervisors in 2022-23 and the response rate per subject.

Subject	No. of Responses to Q2	No. of Responses included in data analysis	No. of Responses excluded in data analysis	No. of 2022-23 supervisors	Proportion of possible responses included
AMES Tripos	23	15	8	139	11%
Archaeology Tripos	25	21	4	55	38%
Architecture Tripos	14	10	4	68	15%
Chemical Engineering Tripos	32	28	4	43	26%
Classical Tripos	49	36	13	70	40%
Clinical Medicine	27	20	7	154	23%
Clinical Veterinary Medicine	5	3	2	103	19%
Computer Science Tripos	71	67	4	20	15%
Economics Tripos	35	22	13	247	27%
Education Tripos	53	46	7	132	17%
Engineering Tripos	151	116	35	144	32%
English Tripos	94	65	29	436	27%
Geographical Tripos	35	30	5	275	24%
Historical Tripos	98	78	20	103	29%
History and Politics Tripos	48	37	11	296	26%
History of Art Tripos	20	16	4	236	16%
HML Tripos	48	30	18	56	29%
HSPS Tripos	124	98	26	226	13%
Land Economy Tripos	18	16	2	359	27%
Law Tripos	71	60	11	61	26%
Linguistics Tripos	29	20	9	149	40%
Mathematical Tripos	140	115	25	307	37%
Medical Sciences Tripos	134	115	19	409	28%
MML Tripos	87	57	30	288	20%
Music Tripos	44	36	8	112	32%
Natural Sciences Tripos	484	413	71	1,379	30%
PBS Tripos	64	58	6	277	21%
Philosophy Tripos	33	25	8	111	23%
TRPR Tripos	33	28	5	100	28%
Veterinary Sciences Tripos	51	44	7	197	22%

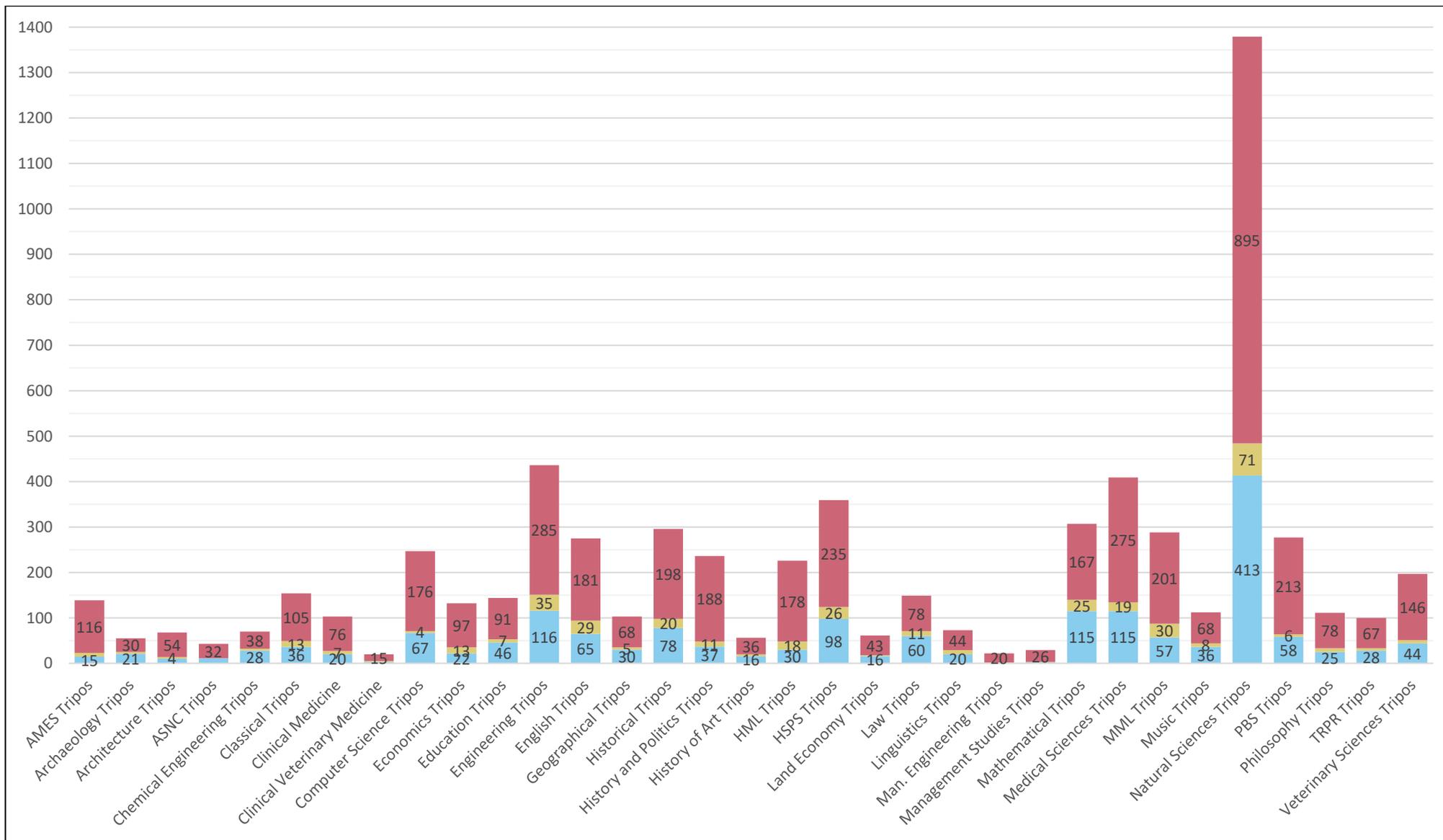


Figure 3: The overall height of the bar indicates the number of supervisors by subject. The blue section represents supervisors included in the analysis; the yellow section those excluded due to incomplete data; the red section an estimation of those who did not respond to the survey.

83. Similar to Table 5, **Table 60** shows the number of included and excluded responses in the data analysis to Question 4 by each status of supervisor, compared to the estimated number of supervisors by status and the resulting response rate (see Appendix 1: Estimated supervisor populations). Similar to Figure 2, **Figure 4** presents the same data illustrating the estimated proportion of supervisors included in the data analysis by subject. Each supervisor status received at least a 17% response rate, where population sizes are known.

Table 60: Number of responses to Question 4, regarding supervisor status, compared to responses included or excluded from data analysis, against estimated number of supervisors and response rate by subject.

Supervisor status	No. of Responses to Q4	No. of Responses included in data analysis	No. of Responses excluded in data analysis	No. of 2022-23 supervisors	Proportion of possible responses included
Doctoral Student	689	578	111	1,925	30%
Postdoc	233	198	35	714	28%
University Teaching Officer	345	264	81	986	27%
College Teaching Officer	155	116	39	279	42%
Research Fellow	98	78	20	453	17%
Director of Studies	290	218	72	N/K	N/A
Freelancer	131	103	28	616	17%
College Fellow	399	312	87	N/K	N/A
Other	233	181	52	616	29%

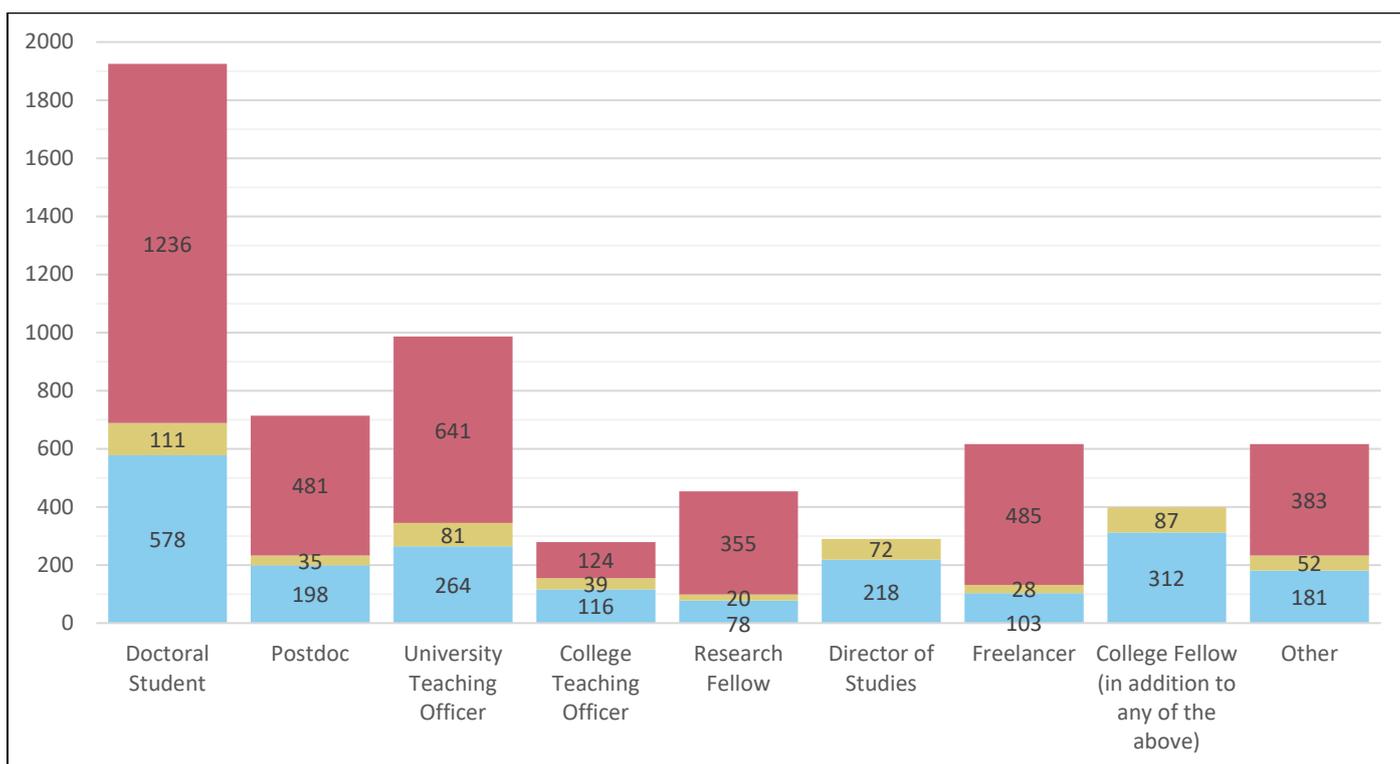


Figure 4: The overall height of the bar indicates the number of supervisors by status. The blue section represents supervisors included in the analysis; the yellow section those excluded due to incomplete data; the red section an estimation of those who did not respond to the survey.

84. **Table 61** shows the number of responses to Question 5, “For how long have you been supervising?”, included or excluded in the data analysis, against the estimated number of supervisors and response rates per subject (see Appendix 1: Estimated supervisor populations). The number of responses included in the analysis by supervisor status each received a response rate of at least 14%.

Table 61: Responses to Question 5 – years experienced supervising, compared to responses included or excluded from data analysis, with indicator of required sample sizes and ratio of included responses to sample size.

Length of time	No. of Responses to Q5	No. of Responses included in data analysis	No. of Responses excluded in data analysis	No. of 2022-23 supervisors	Proportion of possible responses included
Less than 1 year	317	253	64	358	71%
1 year	188	156	32	1,102	14%
2 years	240	206	34	684	30%
3 years	207	176	31	432	41%
4 years	106	82	24	338	24%
5 years	80	70	10	215	33%
More than 5 years	739	567	172	1,844	31%
Totals:	1,877	1,510	367	4,973	30%

85. **Figure 5** presents the same data as Table 60, illustrating the estimated proportion of responses included in the data analysis by supervisor status.

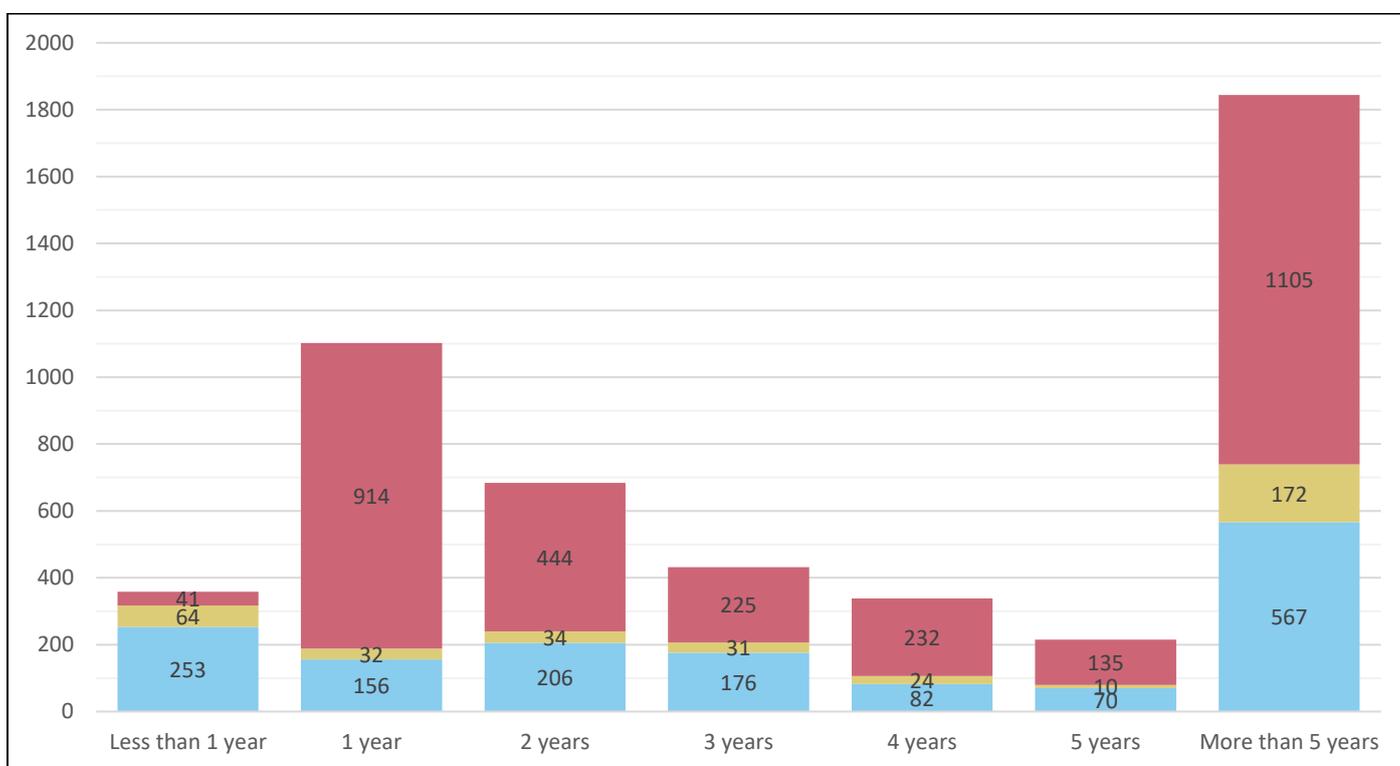


Figure 5: The overall height of the bar indicates the number of supervisors by length of experience. The blue section represents supervisors included in the analysis; the yellow section those excluded due to incomplete data; the red section an estimation of those who did not respond to the survey.

Calculating total preparation time from survey responses

86. Questions 10 and 12 a – d only allowed respondents to give non-specific answers, e.g. “10 – 20 minutes”. In order to combine those answers to provide a total amount of time, a respondent has stated it typically takes them to prepare and mark work for a supervision, the original answers have been converted into minimum, mid-point, and maximum numeric values. For example, “10 – 20 minutes” becomes the values 10, 15, and 20 as the minimum range, mid-point, and maximum range for that answer. The exception to this is the answer “4+ hours” (see paragraph 80). The minimum range, mid-point, and maximum range for each answer are then combined together to give a total minimum, mid-point, and maximum amount of time a respondent has stated it typically takes for them to prepare and mark work for a supervision.

87. The calculation used to create minimum/mid-point/maximum totals of time is as follows:

$$(\text{No. of students supervised} * \text{typical marking time}) + \text{course material preparation} + \text{e-mail preparation} + \text{room booking preparation} + \text{other preparation} = \text{total typical preparation time.}$$

88. **Table 62** presents the above calculation, using data from the eligible 1,510 responses, to give minimum, maximum, and averages of the minimum, mid-point, and maximum total amount of hours 83.4% of respondents have stated it typically takes for them to prepare and mark work for a supervision.

Table 62: The minimum, maximum, and mid-point total typical amount of time to prepare and mark work for a supervision, showing the minimum, maximum, mean, median, and mode of each total.

Calculation of total typical amount of hours to prepare and mark work for a supervision	Minimum of range	Midpoint of range	Maximum of range
Minimum time stated by a respondent	0:00	0:15	0:30
Maximum time stated by a respondent	24:00	25:00	26:30
Mean of all responses	3:30	4:22	5:14
Median of all responses	2:40	3:40	4:30
Mode of all responses	1:00	1:10	1:40

89. **Figure 6** illustrates the distribution of responses according to the mid-point calculation of the total typical amount of hours spent to prepare and mark work for a supervision, with responses rounded up to the nearest 15 minutes.

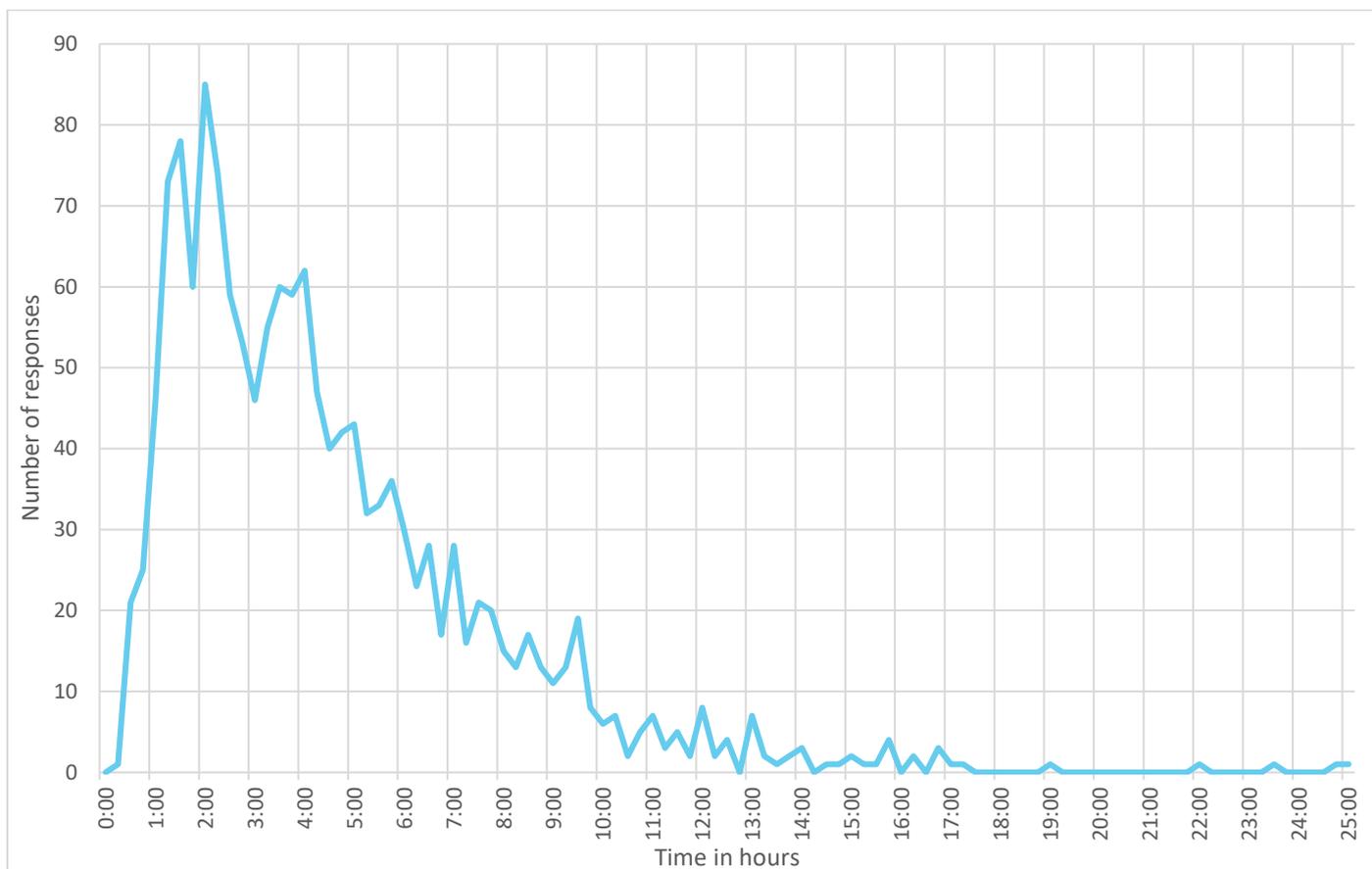


Figure 6: Distribution of calculated totals of the typical amount of time to prepare and mark work for a supervision, based on the mid-point values given for each non-numerical answer. Responses rounded up to the nearest 15 minutes.

90. **Figure 7**, as with Figure 6, illustrates the distribution of responses according to the mid-point calculation of the total typical amount of hours spent to prepare and mark work for a supervision. Figure 7 presents the data as a bar graph, keeping responses to 5 minute intervals, but excluding responses with a total time greater than 10 hours.

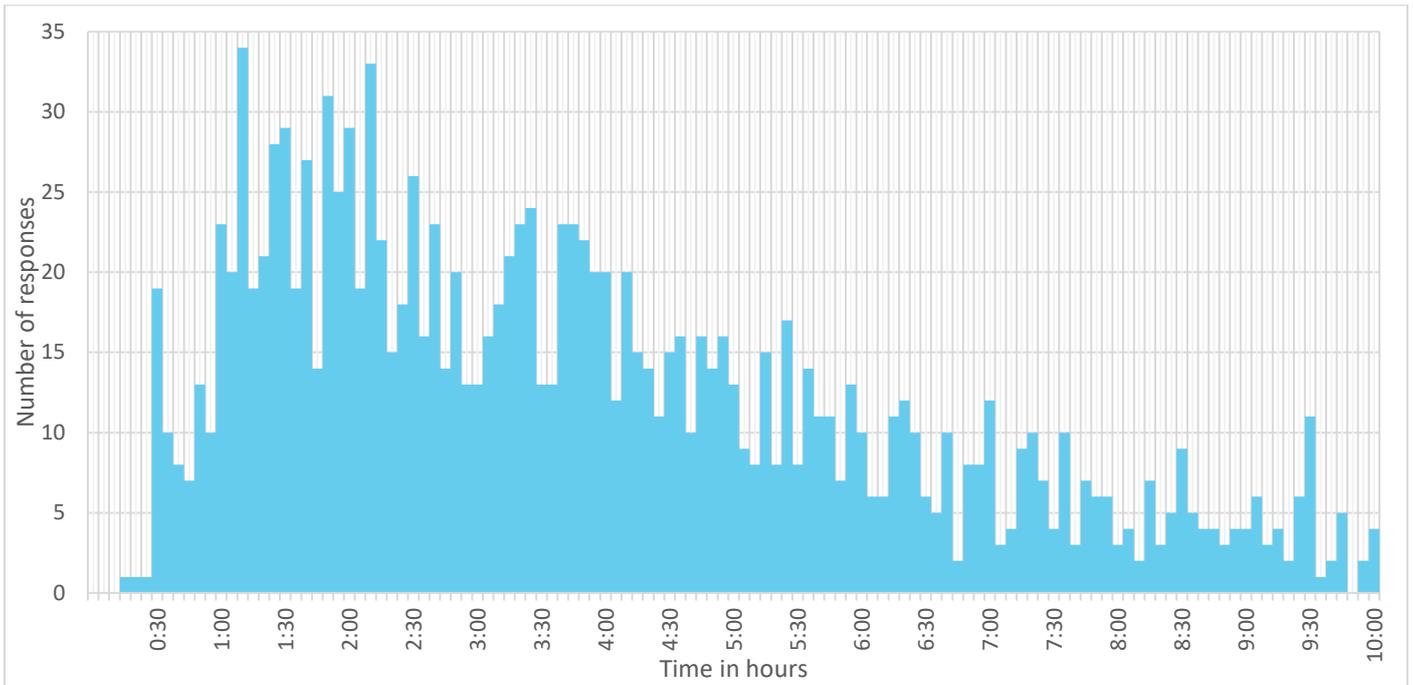


Figure 7: The same data as presented in Figure 6, except responses are unbinned and those with a total time greater than 10 hours are excluded.

Total typical preparation time by supervisor experience

91. **Figure 8** illustrates the distribution of responses according to the mid-point calculation of the total typical amount of hours spent to prepare and mark work for a supervision, split into separate stacked areas by the supervision experience reported in Question 5 (see paragraph 22).

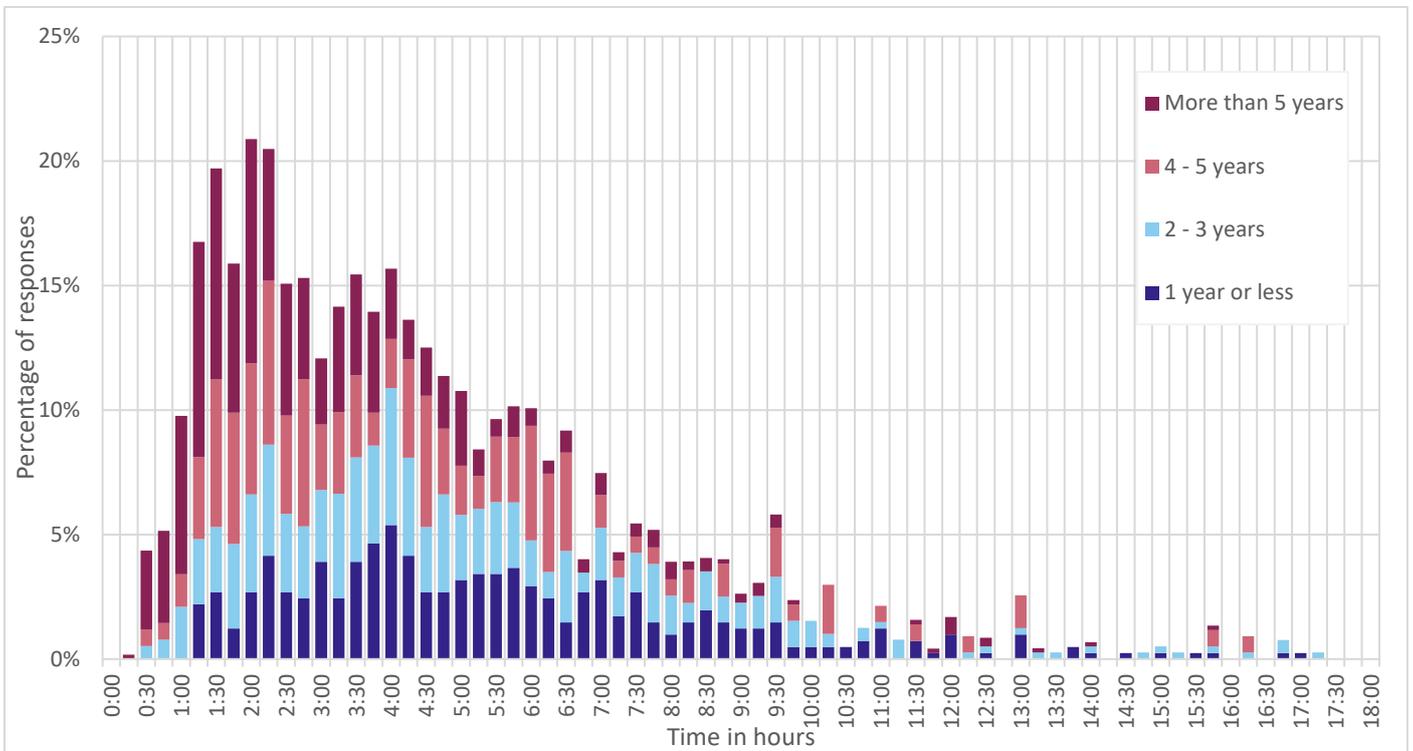


Figure 8: Stacked bar graph of calculated totals of the typical amount of time to prepare and mark work for a supervision, based on the mid-point values given for each non-numerical answer, by years experienced supervising. Percentages based on total number of responses included in data analysis excluding respondents not answering Question 5. Responses rounded up to the nearest 15 minute, and those with a total time greater than 18 hours are excluded.

92. **Figure 9** is a box plot of the mid-point calculation of the total typical amount of hours spent to prepare and mark work for a supervision, by years experienced supervising.

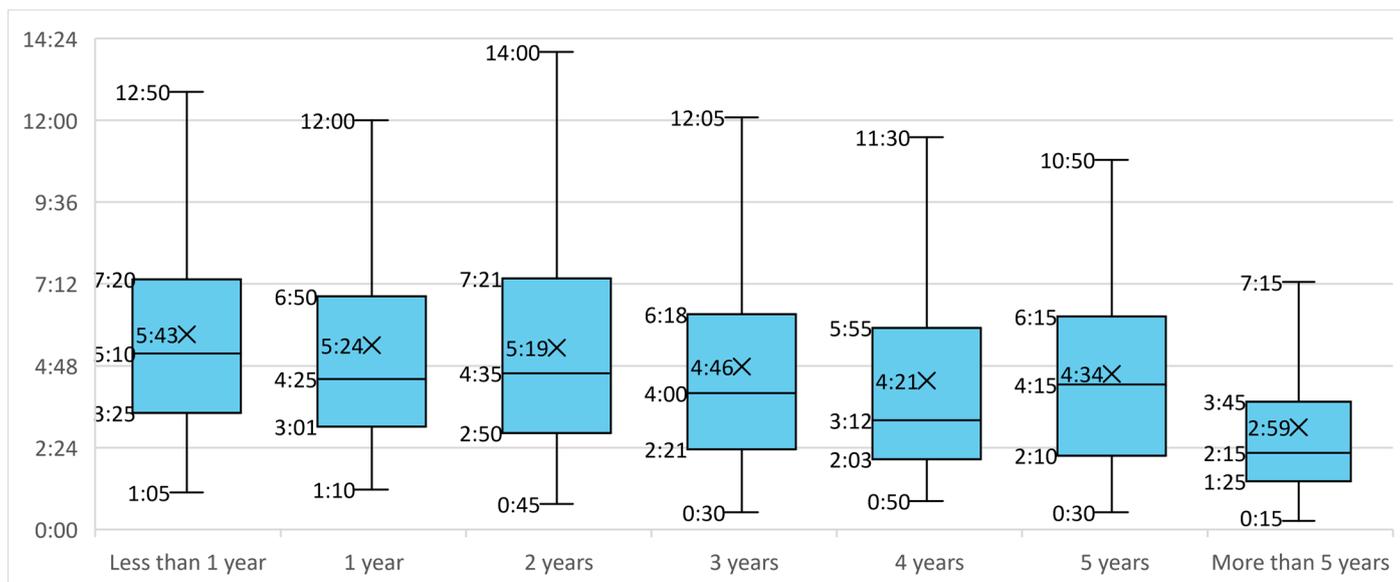


Figure 9: Box and whiskers plot of calculated totals of the typical amount of time to prepare and mark work for a supervision, based on the mid-point values given for each non-numerical answer, by years experienced supervising. Mean values are identified with an 'X', median values are identified by the divider within each blue box which represent the interquartile range (50% of responses). The whiskers show the full extent of the data, except that data points exceeding a distance of 1.5 times the interquartile range below the 1st quartile, or 1.5 times the interquartile range above the 3rd quartile, are considered outliers and are excluded.

Total typical preparation time by supervisor status

93. **Figure 10** overleaf compares in separate charts responses for each supervisor status (via Question 4) against all responses, regarding the total typical amount of hours spent to prepare and mark work for a supervision the responses separated by different supervisor statuses.

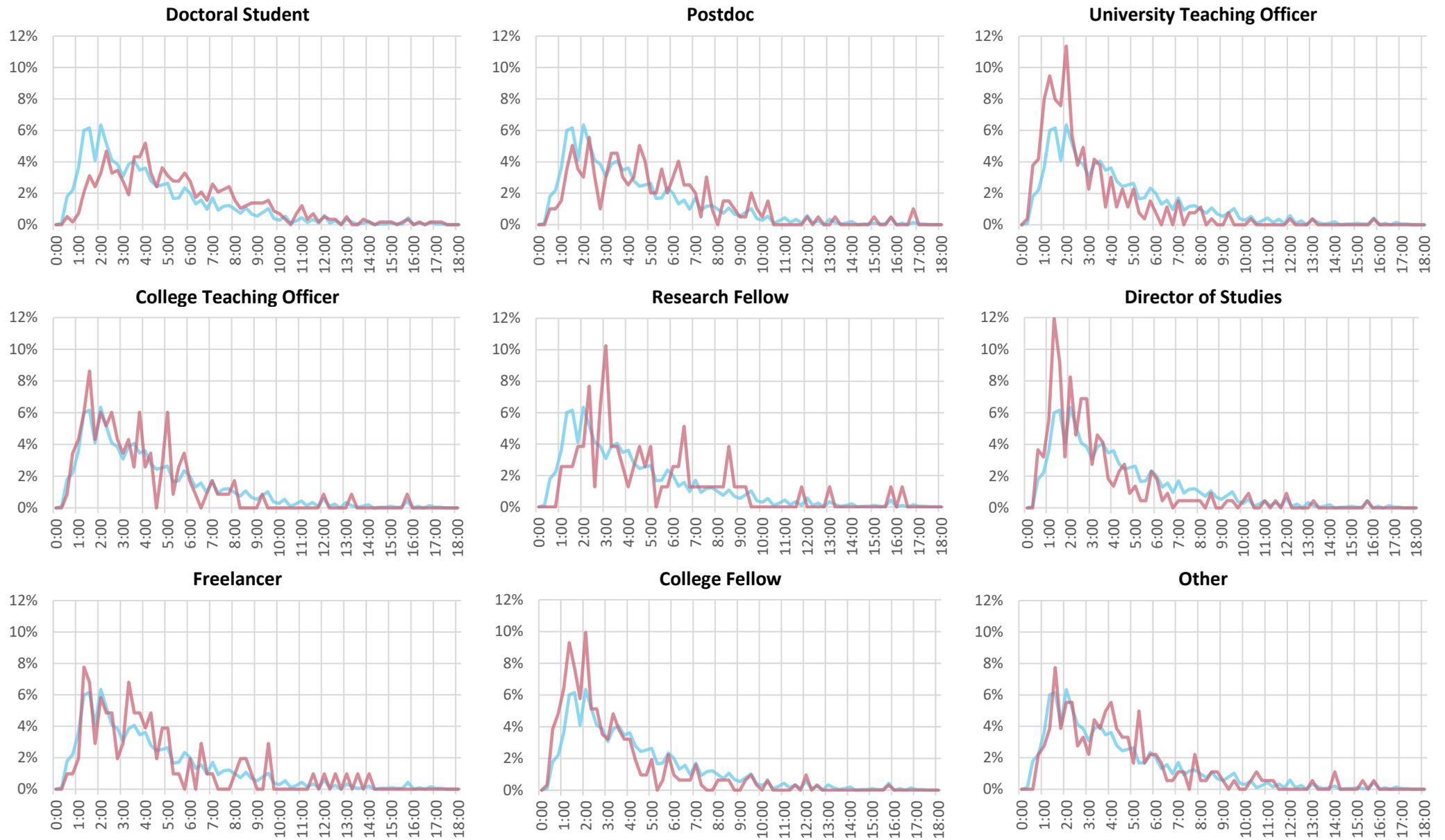


Figure 10: Separate charts comparing percentage of responses for each supervisor status (red) compared to all (blue) calculated totals of the typical amount of time to prepare and mark work for a supervision, based on the mid-point values given for each non-numerical answer. Percentages based on total number of responses per status. Responses rounded up to the nearest 15 minutes.

Total typical preparation time by supervision group size

94. **Figure 11** compares in separate charts responses for each supervision group size (via Question 7) against all responses, regarding the total typical amount of hours spent to prepare and mark work for a supervision.

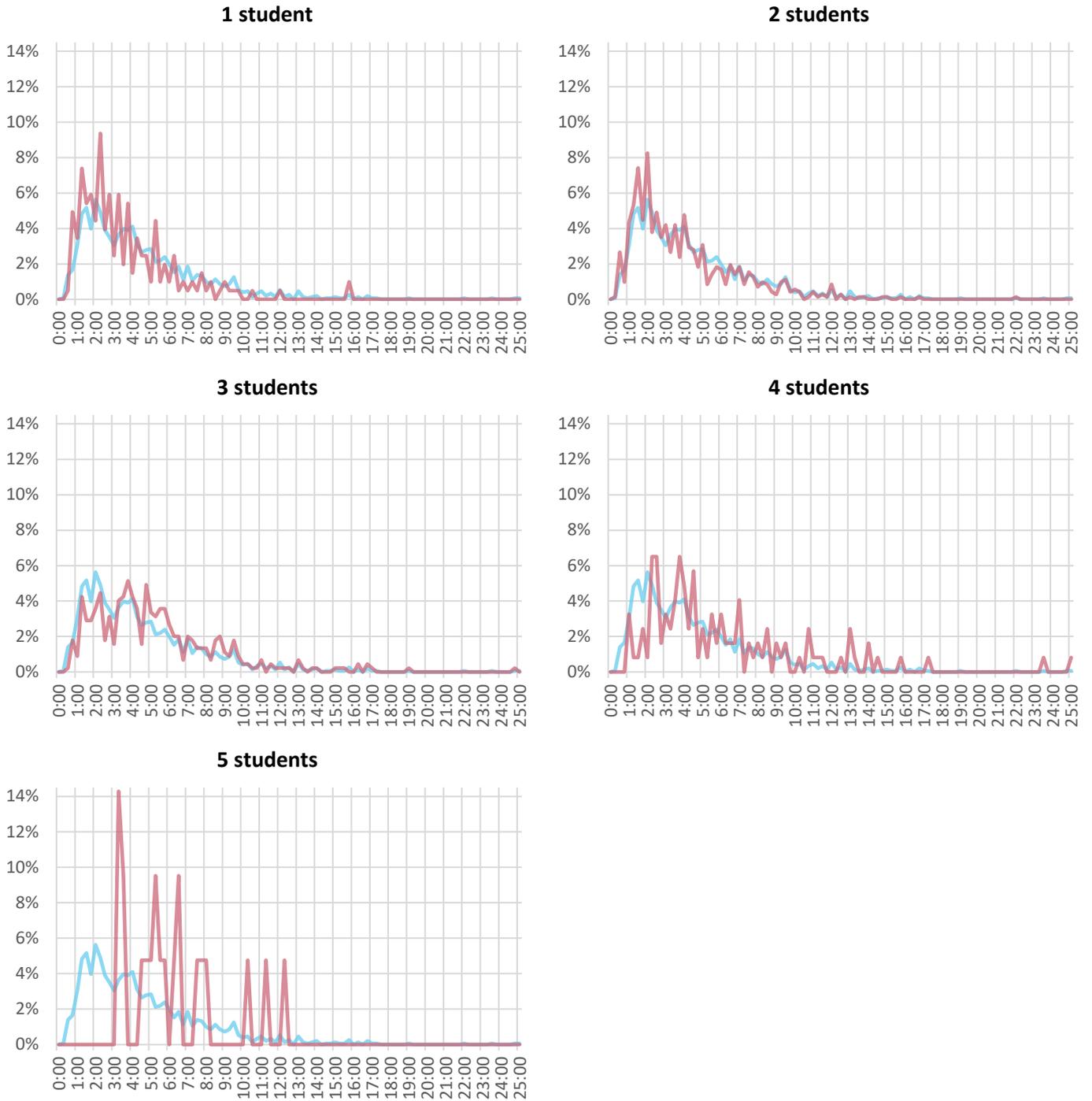


Figure 11: Separate charts comparing percentage of responses for each supervision group size (red) compared to all (blue) calculated totals of the typical amount of time to prepare and mark work for a supervision, based on the mid-point values given for each non-numerical answer. Percentages based on total number of responses per group size/total. Responses rounded up to the nearest 15 minutes.

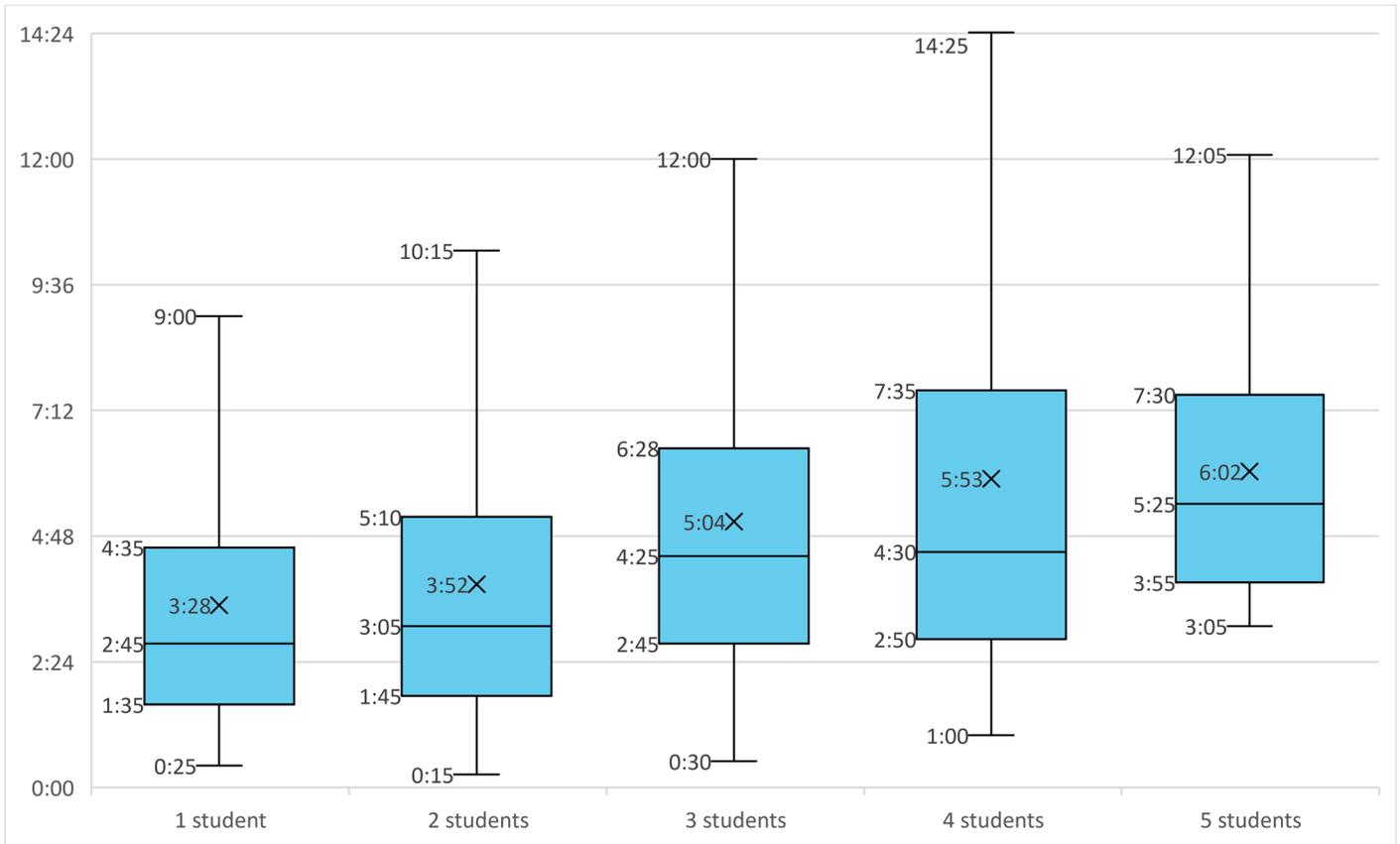


Figure 12: Box and whiskers plot of calculated totals of the typical amount of time to prepare and mark work for a supervision, based on the mid-point values given for each non-numerical answer, by supervision group size. Mean values are identified with an 'X', median values are identified by the divider within each blue box which represent the interquartile range (50% of responses). The whiskers show the full extent of the data, except that data points exceeding a distance of 1.5 times the interquartile range below the 1st quartile, or 1.5 times the interquartile range above the 3rd quartile, are considered outliers and are excluded.

95. **Figure 12** above is a box plot of the mid-point calculation of the total typical amount of hours spent to prepare and mark work for a supervision, by supervision group size.

Total typical preparation time by subject

96. **Figure 13** overleaf compares in separate charts responses for each School (via Question 7) against all responses, regarding the total typical amount of hours spent to prepare and mark work for a supervision. **Table 63** shows which subjects are included within each data point presented in Figure 13, and the number of responses included in the data analysis per subject.

Table 63: Which School administers each Subject included in data presented in Figure 12.

School	Subject	No. of responses in analysis
Arts and Humanities	Anglo-Saxon, Norse and Celtic Tripos	11
Arts and Humanities	Architecture Tripos	10
Arts and Humanities	Asian and Middle Eastern Studies Tripos	15
Arts and Humanities	Classical Tripos	36
Arts and Humanities	English Tripos	65
Arts and Humanities	History and Modern Languages Tripos	30
Arts and Humanities	History of Art Tripos	16
Arts and Humanities	Linguistics Tripos	20
Arts and Humanities	Modern and Medieval Languages Tripos	57
Arts and Humanities	Music Tripos	36
Arts and Humanities	Philosophy Tripos	25
Arts and Humanities	Theology, Religion, and Philosophy of Religion Tripos	28
Humanities and Social Sciences	Archaeology Tripos	21
Humanities and Social Sciences	Economics Tripos	22

School	Subject	No. of responses in analysis
Humanities and Social Sciences	Education Tripos	46
Humanities and Social Sciences	Historical Tripos	78
Humanities and Social Sciences	History and Politics Tripos	37
Humanities and Social Sciences	Human, Social, and Political Sciences Tripos	98
Humanities and Social Sciences	Land Economy Tripos	16
Humanities and Social Sciences	Law Tripos	60
Clinical Medicine	Clinical Medicine	20
Biological Sciences	Medical Sciences Tripos	115
Biological Sciences	Psychological and Behavioural Sciences Tripos	58
Biological Sciences	Veterinary Sciences Tripos	44
Natural Sciences Tripos	Natural Sciences Tripos	413
Physical Sciences	Geographical Tripos	30
Physical Sciences	Mathematical Tripos	115
Technology	Chemical Engineering Tripos	32
Technology	Computer Science Tripos	67
Technology	Engineering Tripos	116

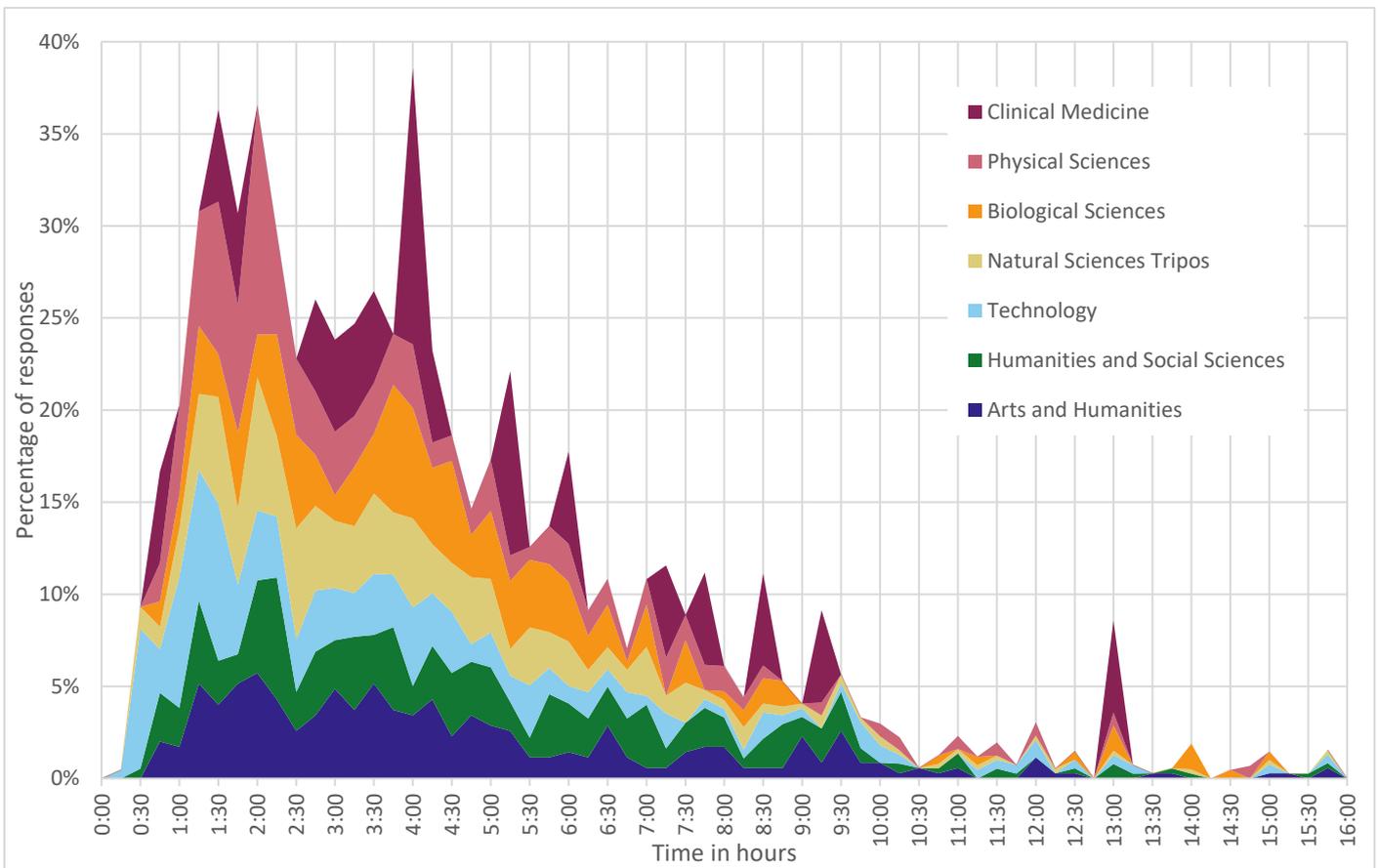


Figure 13: Stacked areas of distribution of calculated totals of the typical amount of time to prepare and mark work for a supervision, based on the mid-point values given for each non-numerical answer, by School. Percentages based on total number of responses included in data analysis excluding respondents not answering Question 2. Responses rounded up to the nearest 15 minutes, and those with a total time greater than 16 hours are excluded.

97. **Figure 14 to Figure 18** break down the data points presented in Figure 12 further, showing the calculated totals of the typical amount of time to prepare and mark work for a supervision, based on the mid-point values given for each non-numerical answer, by individual subjects compared to responses for the relevant School and all responses.

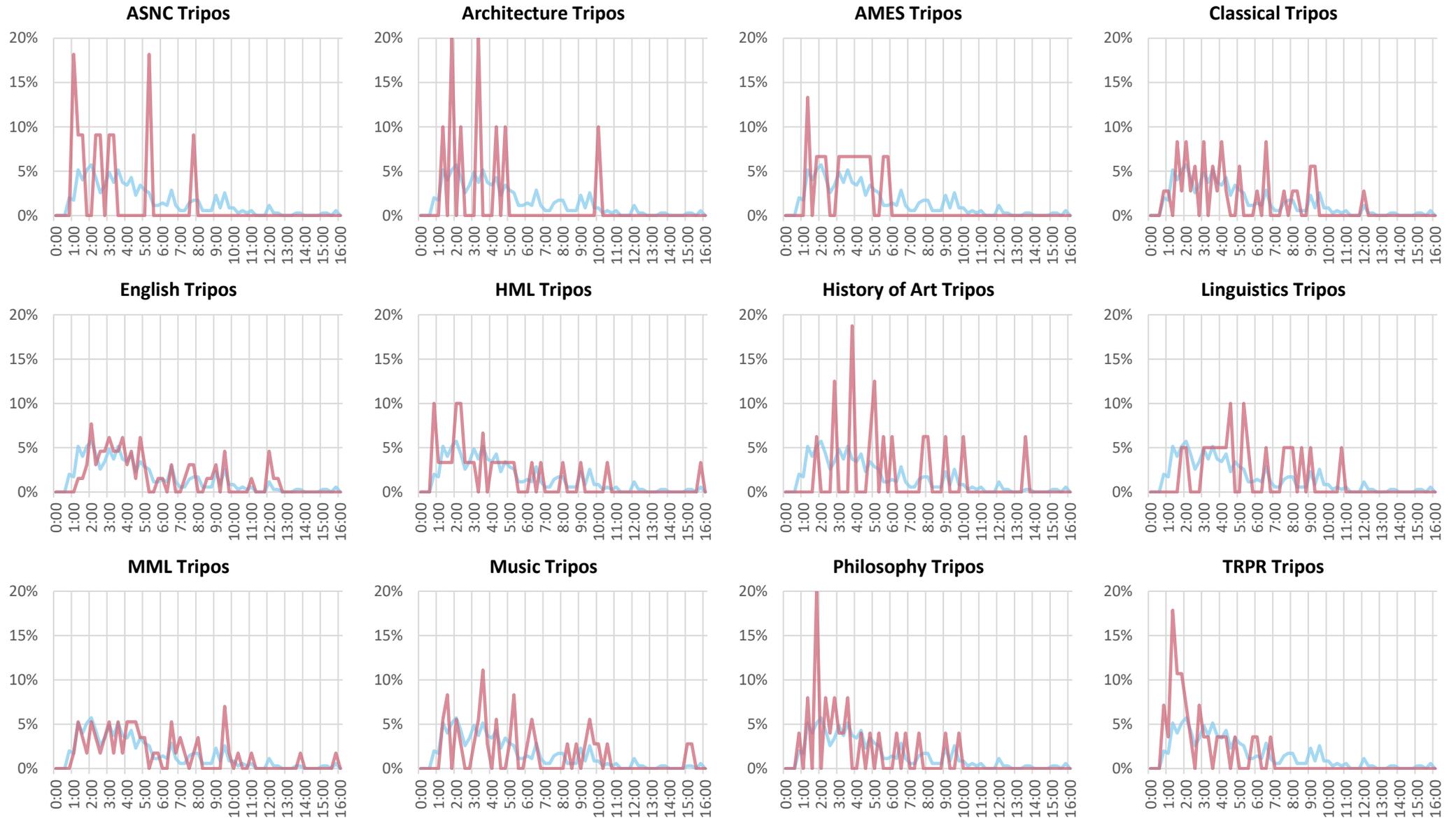


Figure 14: Separate charts comparing percentage of responses for each subject (red) compared to responses for all subjects within the School of Arts and Humanities (blue), of calculated totals of the typical amount of time to prepare and mark work for a supervision, based on the mid-point values given for each non-numerical answer. Percentages based on total number of responses included in data analysis excluding respondents not answering Question 2. Responses rounded up to the nearest 15 minutes, and those with a total time greater than 16 hours are excluded.

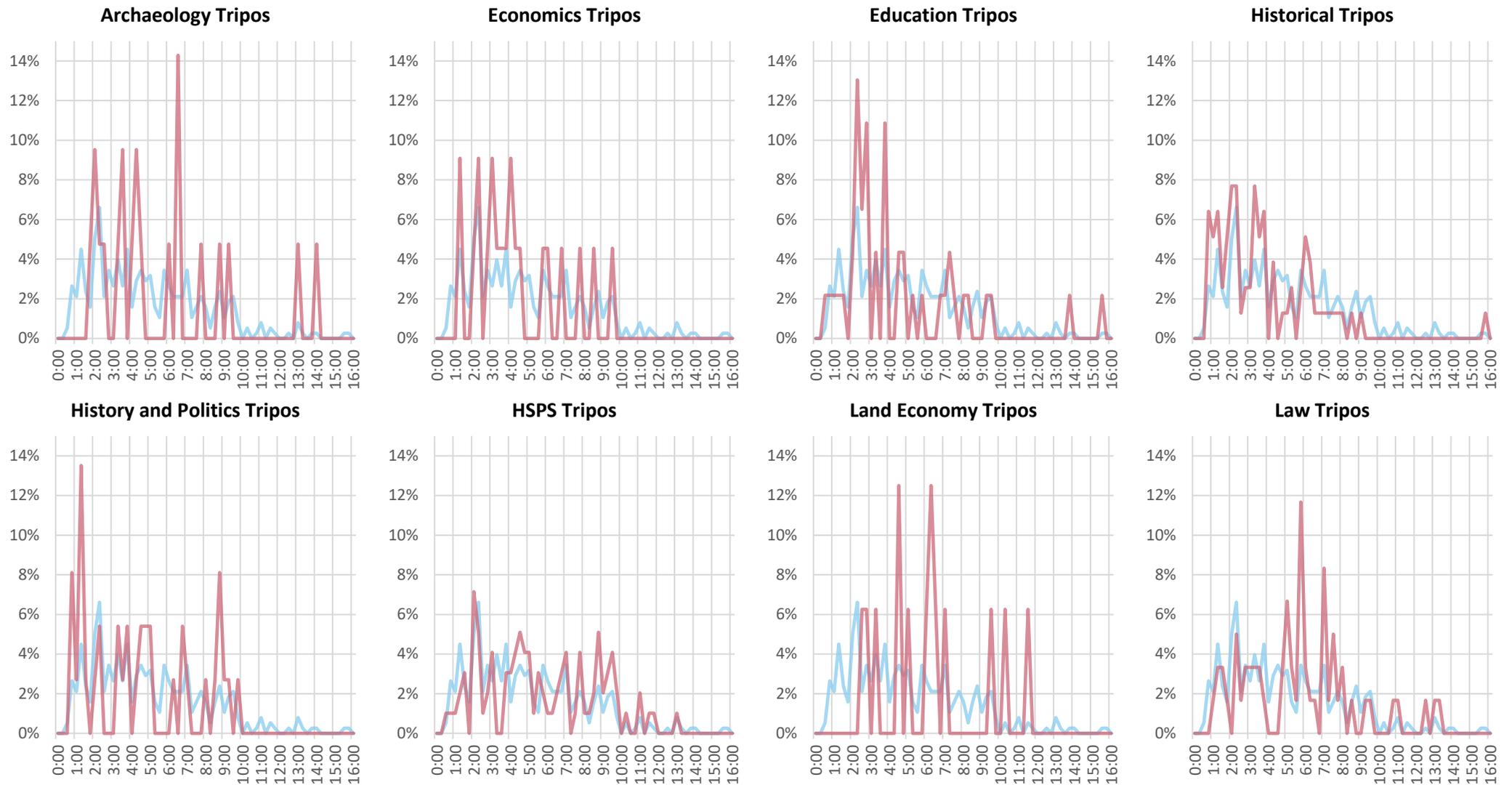
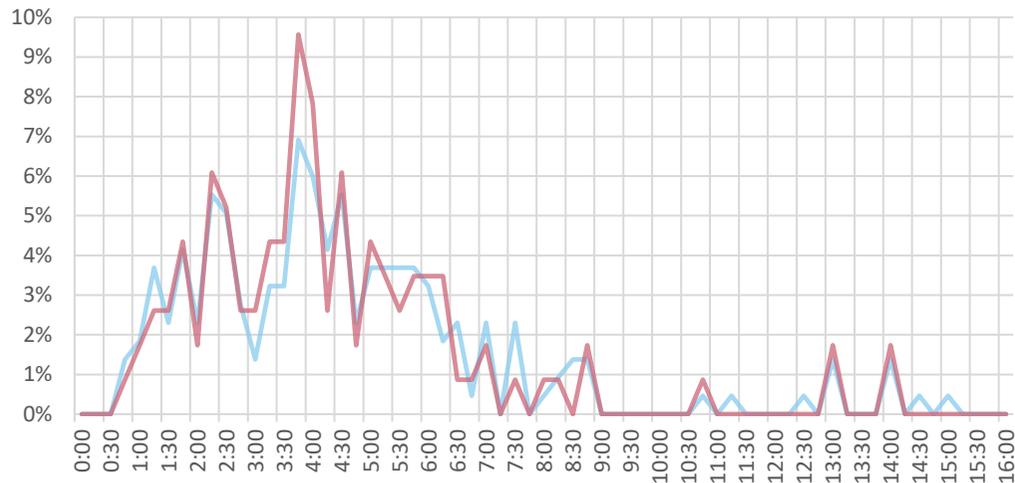
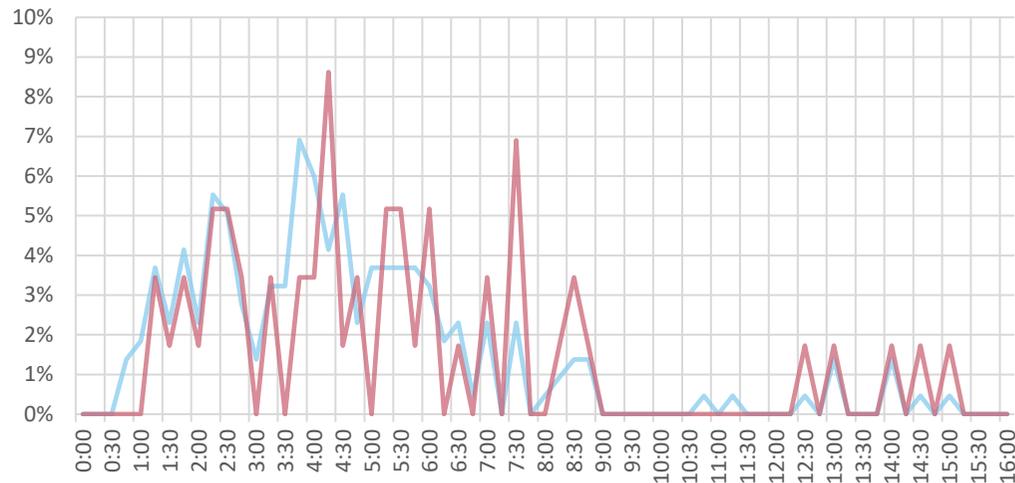


Figure 15: Separate charts comparing percentage of responses for each subject (red) compared to responses for all subjects within the School of Humanities and Social Sciences (blue), of calculated totals of the typical amount of time to prepare and mark work for a supervision, based on the mid-point values given for each non-numerical answer. Percentages based on total number of responses included in data analysis excluding respondents not answering Question 2. Responses rounded up to the nearest 15 minutes, and those with a total time greater than 16 hours are excluded.

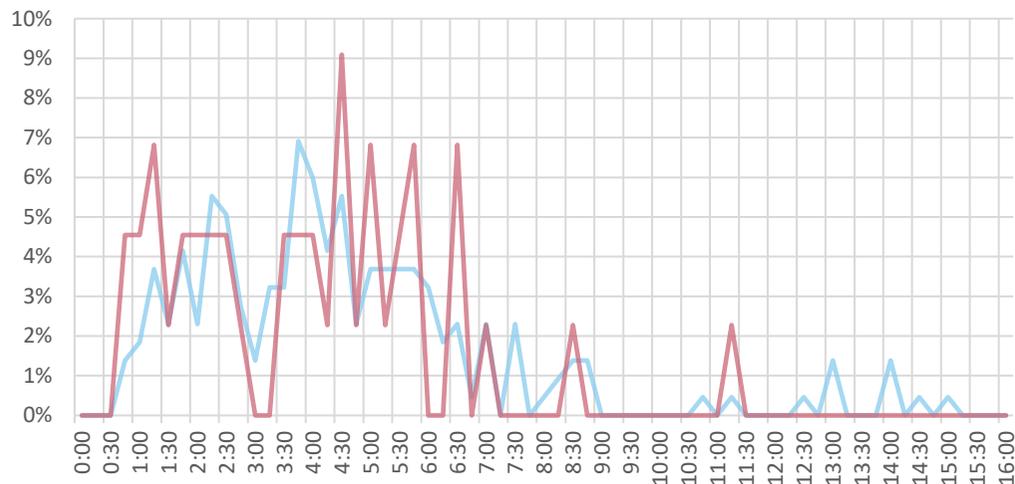
Medical Sciences Tripos



PBS Tripos



Veterinary Sciences Tripos



Natural Sciences Tripos

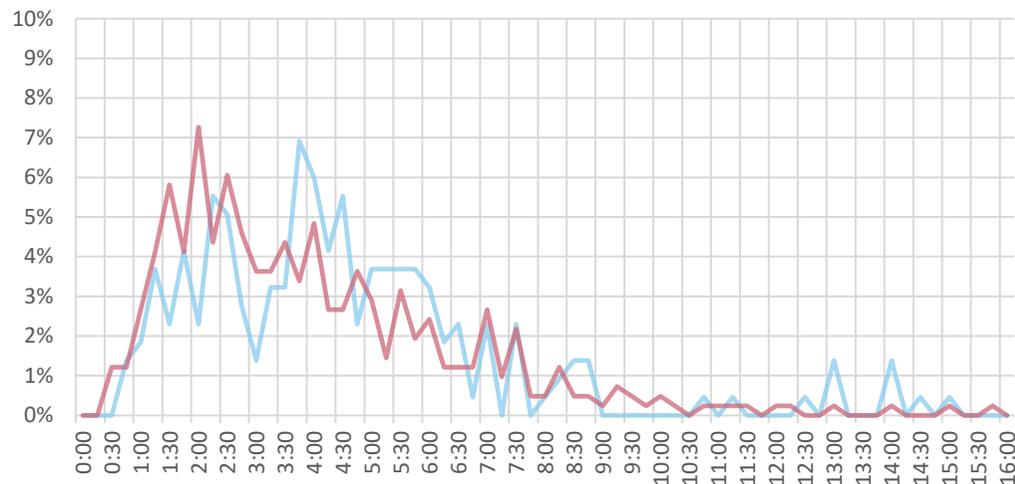
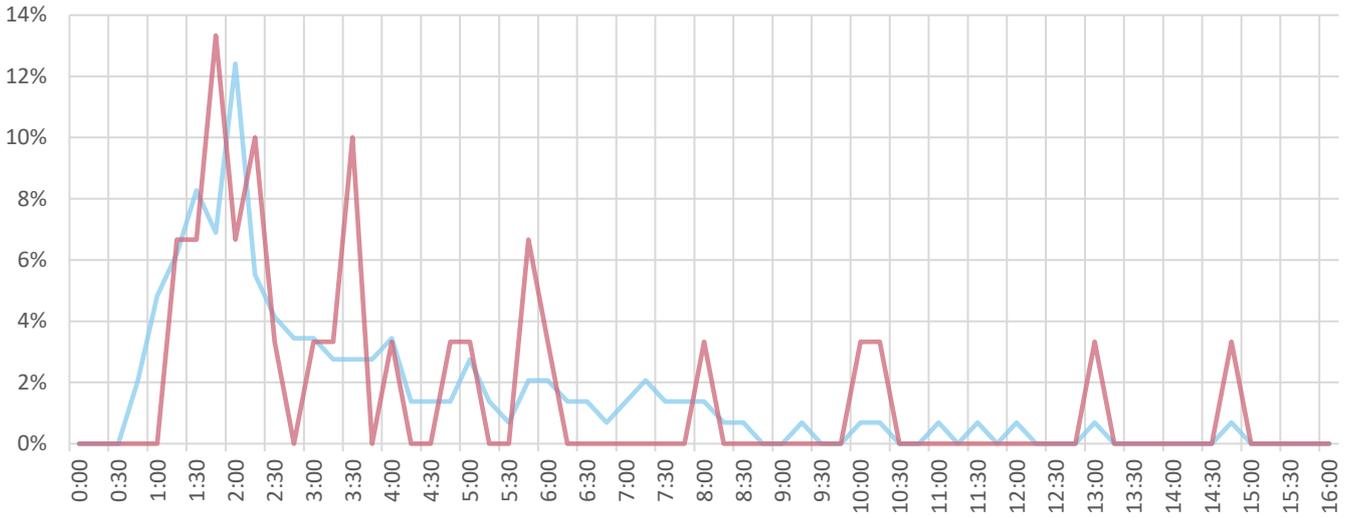
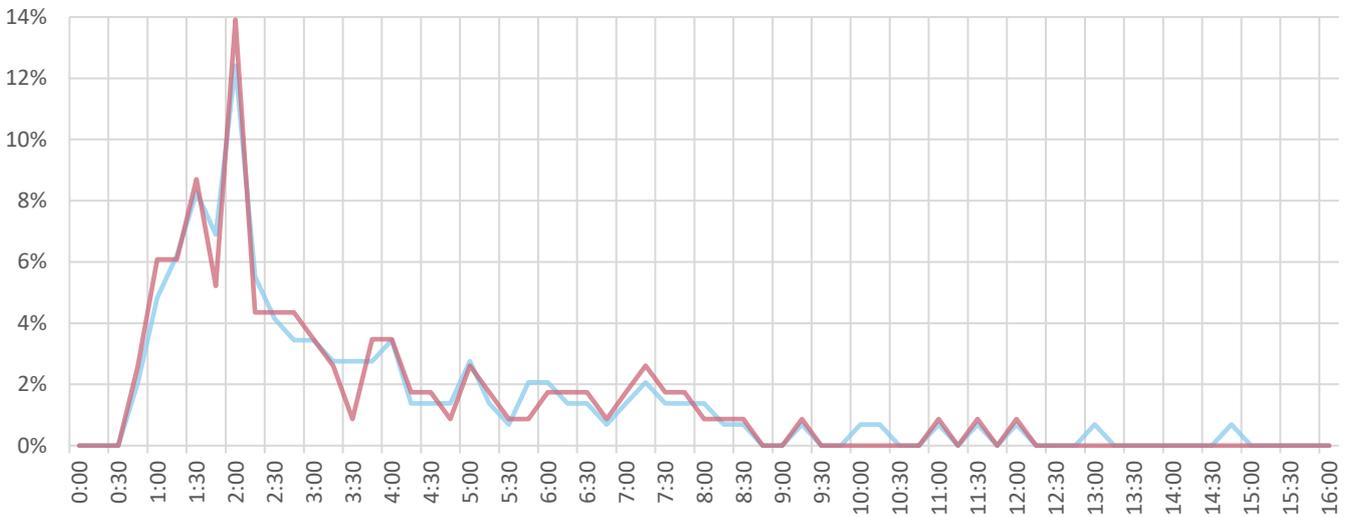


Figure 16: Separate charts comparing percentage of responses for each subject (red) compared to responses for all subjects within the School of Biological Sciences (blue), of calculated totals of the typical amount of time to prepare and mark work for a supervision, based on the mid-point values given for each non-numerical answer. Percentages based on total number of responses included in data analysis excluding respondents not answering Question 2. Responses rounded up to the nearest 15 minutes, and those with a total time greater than 16 hours are excluded.

Geographical Tripos



Mathematical Tripos



Natural Sciences Tripos

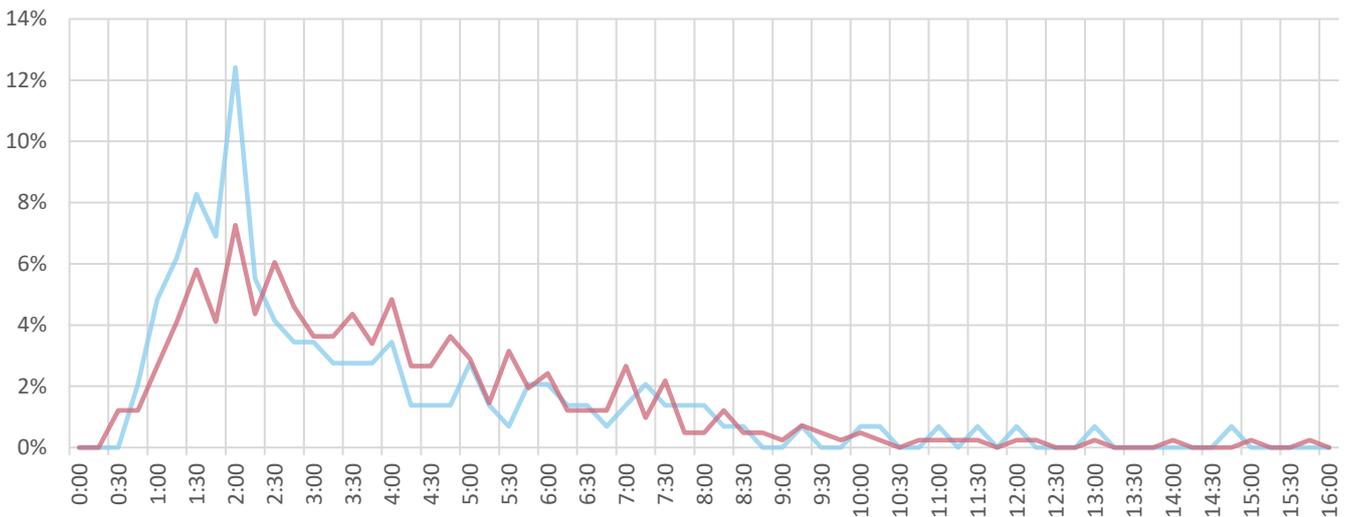
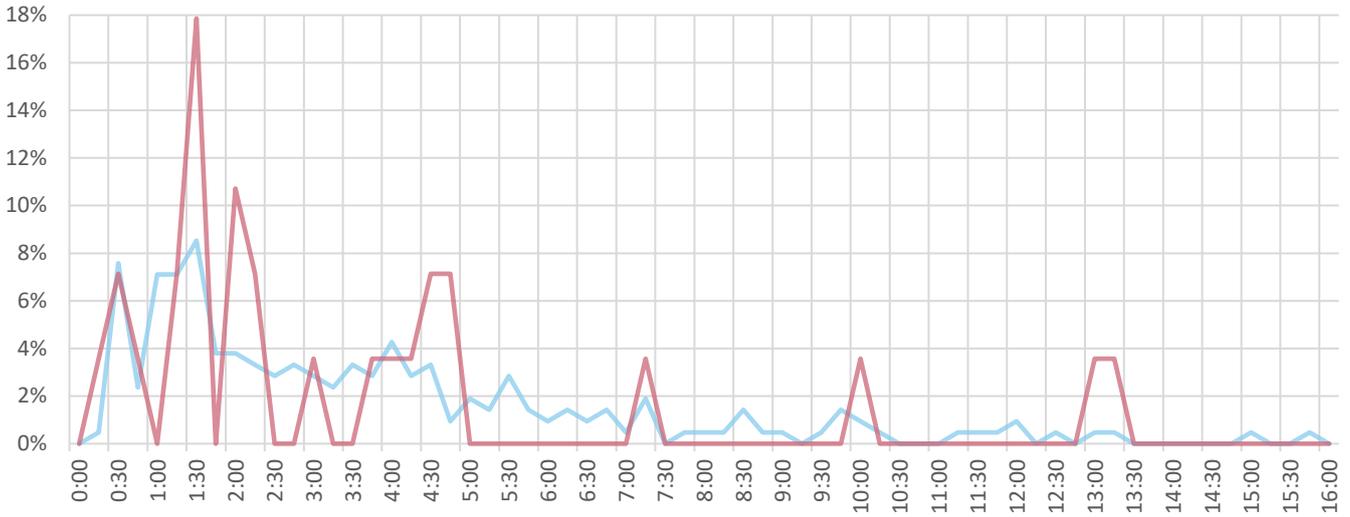
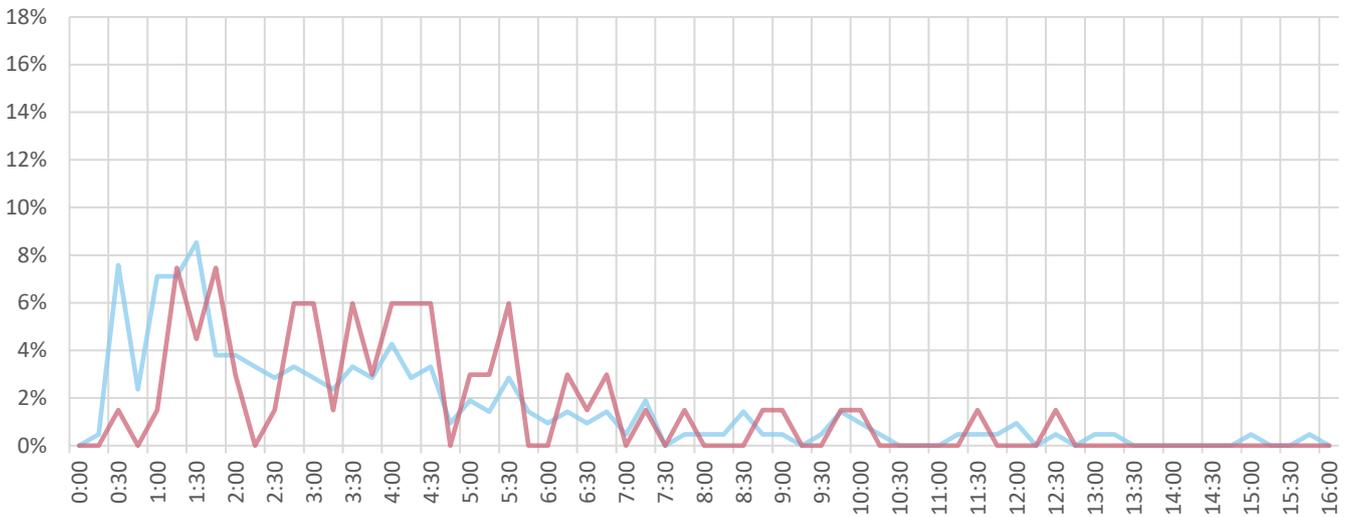


Figure 17: Separate charts comparing percentage of responses for each subject (red) compared to responses for all subjects within the School of Physical Sciences (blue), of calculated totals of the typical amount of time to prepare and mark work for a supervision, based on the mid-point values given for each non-numerical answer. Percentages based on total number of responses included in data analysis excluding respondents not answering Question 2. Responses rounded up to the nearest 15 minutes, and those with a total time greater than 16 hours are excluded.

Chemical Engineering Tripos



Computer Science Tripos



Engineering Tripos

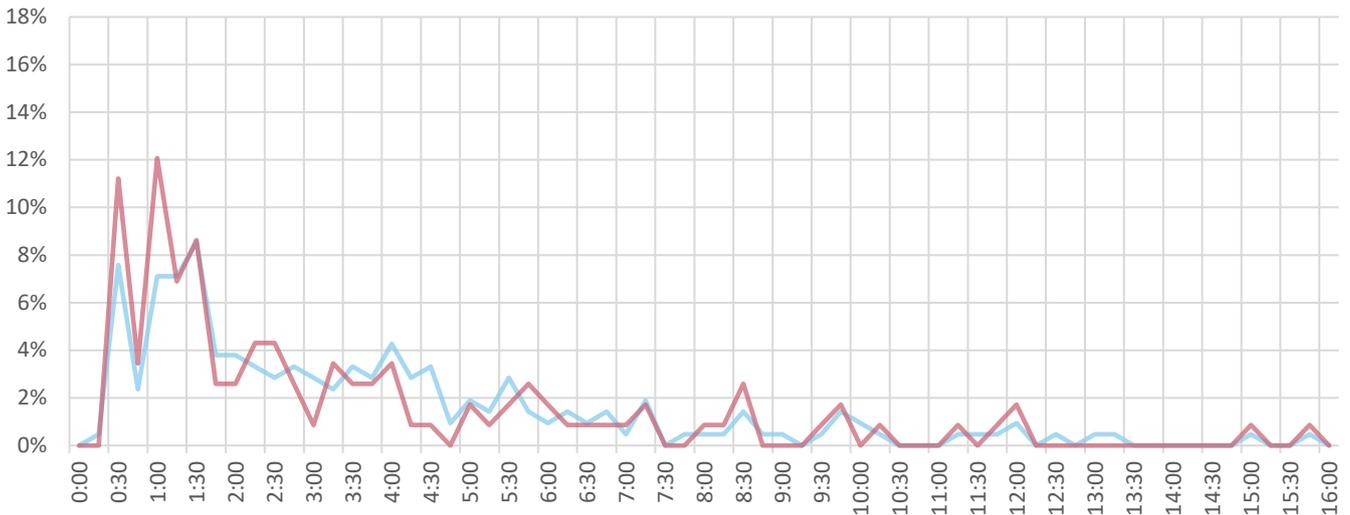


Figure 18: Separate charts comparing percentage of responses for each subject (red) compared to responses for all subjects within the School of Technology (blue), of calculated totals of the typical amount of time to prepare and mark work for a supervision, based on the mid-point values given for each non-numerical answer. Percentages based on total number of responses included in data analysis excluding respondents not answering Question 2. Responses rounded up to the nearest 15 minutes, and those with a total time greater than 16 hours are excluded.

Total typical preparation time by student cohort

98. **Figure 19** compares responses separated by the student cohort supervised as given by Question 8 (see paragraph 33), regarding the total typical amount of hours spent to prepare and mark work for a supervision.

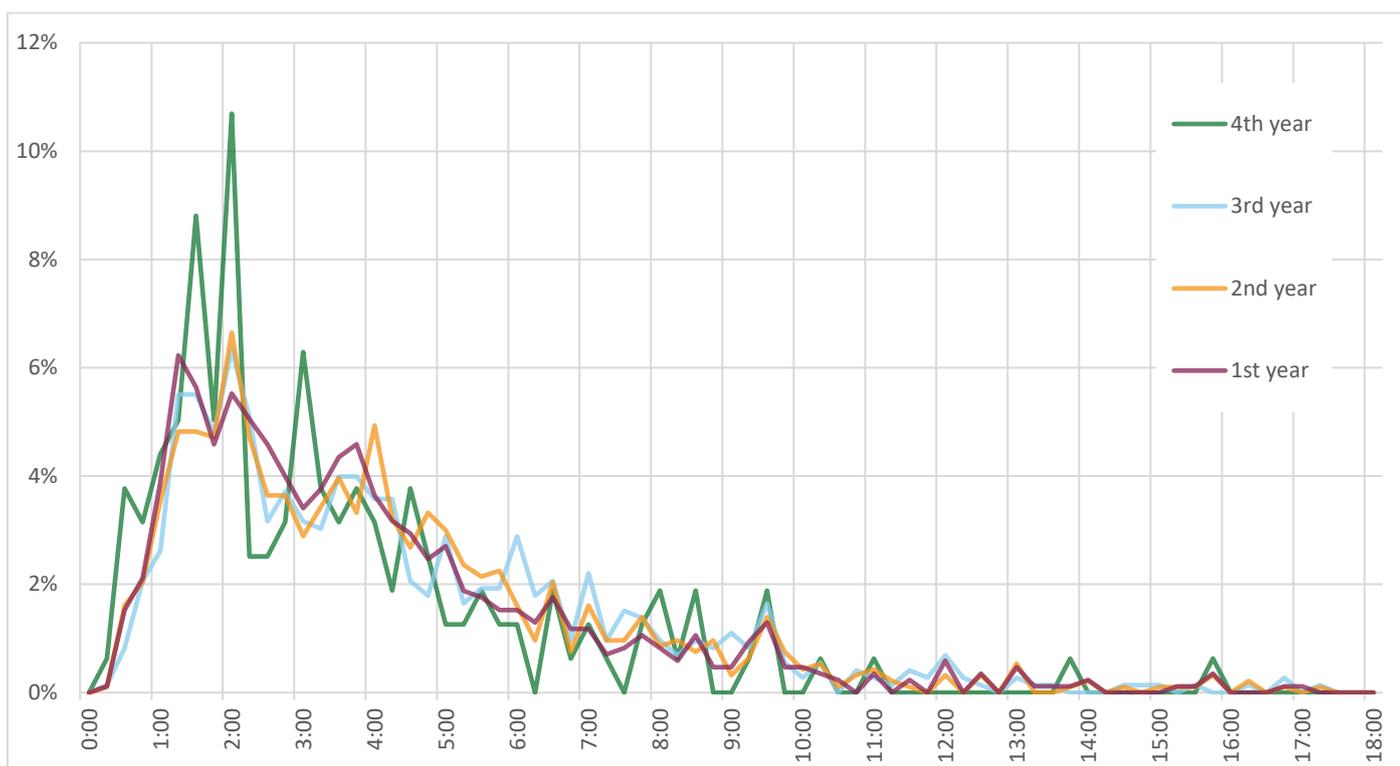


Figure 19: Line graph of distribution of calculated totals of the typical amount of time to prepare and mark work for a supervision, based on the mid-point values given for each non-numerical answer, by student cohort years 1 to 4. Percentages based on total number of responses included in data analysis excluding respondents not answering Question 8. Responses rounded up to the nearest 15 minutes, and those with a total time greater than 18 hours are excluded.

Total typical preparation time by supervision style

99. Question 9 allowed respondents to state what style of supervision they gave and allowed multiple answers to be selected (see paragraph 35). Respondents could not specify the time taken to prepare for a supervision depending on the style of supervision, therefore **Figure 21** only includes data of respondents who selected only one answer for Question 9 to clearly illustrate differences between each supervision style. **Table 64** shows the number of responses included in Figure 21, of those respondents who only selected one answer for Question 9 and whose responses were eligible for the data analysis in this section. As “Exam revision” only includes one such viable data point, and the 31 responses for “Other” represent a broad range of styles of supervision (see paragraph 37), those two answers are excluded from Figure 21. For comparison, **Figure 20** includes all responses to Question 9 eligible for the data analysis.

Table 64: Number of total responses to Question 9, style of supervision provided, and number of responses by those selecting one or multiple answers.

Supervision style	No. responses	No. responses selecting no other answer	No. responses eligible for data analysis	No. responses selecting no other answer and eligible for data analysis
Essay-based	944	264	788	225
Question sheet-based	827	331	709	282
Dissertation/Research Project	404	46	311	31
Exam revision	655	2	561	1
Q & A discussion	610	63	518	50
Other	146	43	105	31
Total	3,586	749	2,992	620

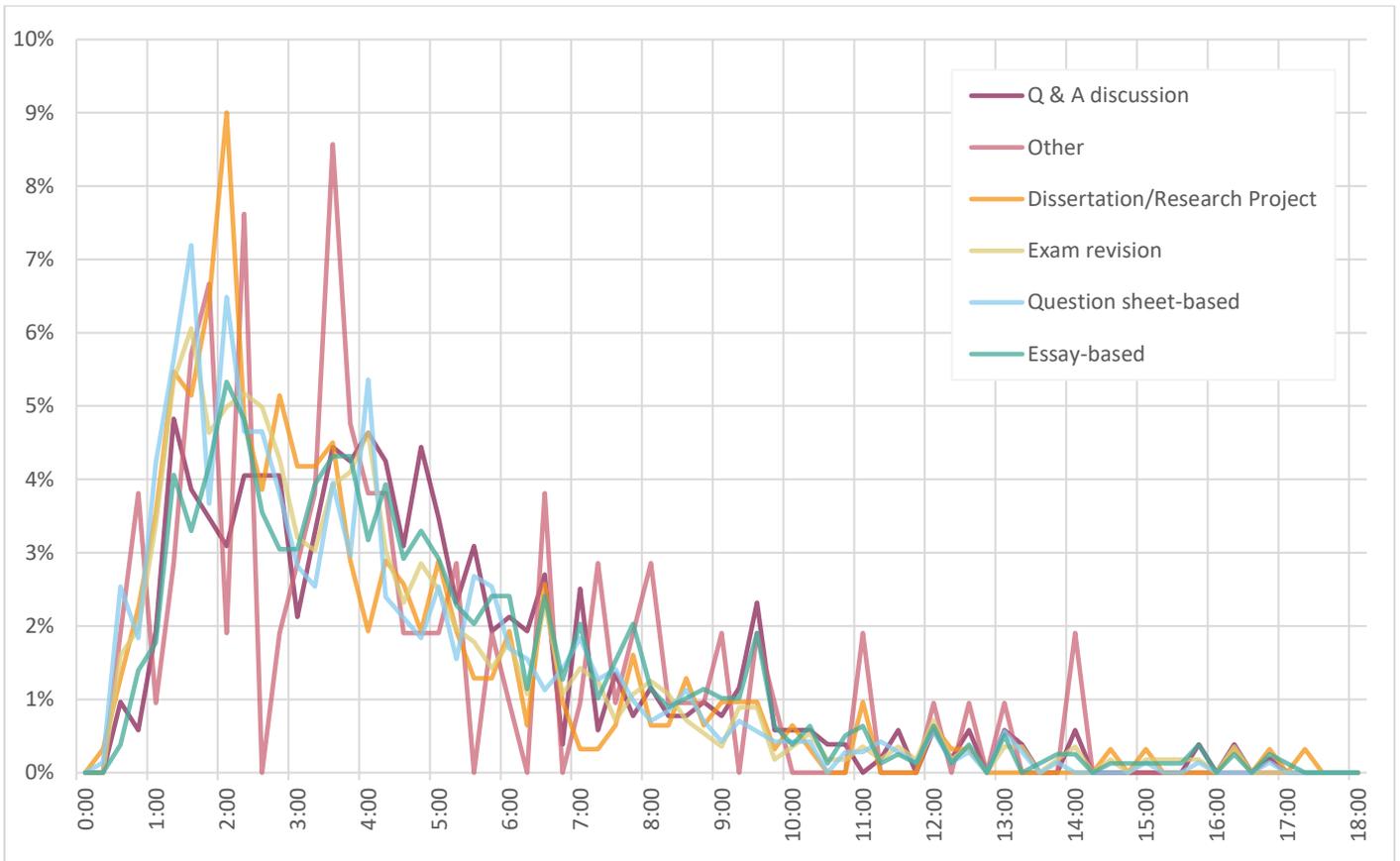


Figure 20: Line graph of distribution of calculated totals of the typical amount of time to prepare and mark work for a supervision, based on the mid-point values given for each non-numerical answer, by supervision styles. Percentages based on total number of responses included in data analysis, excluding respondents who did not answer Question 9. Responses rounded up to the nearest 15 minutes, and those with a total time greater than 18 hours are excluded.

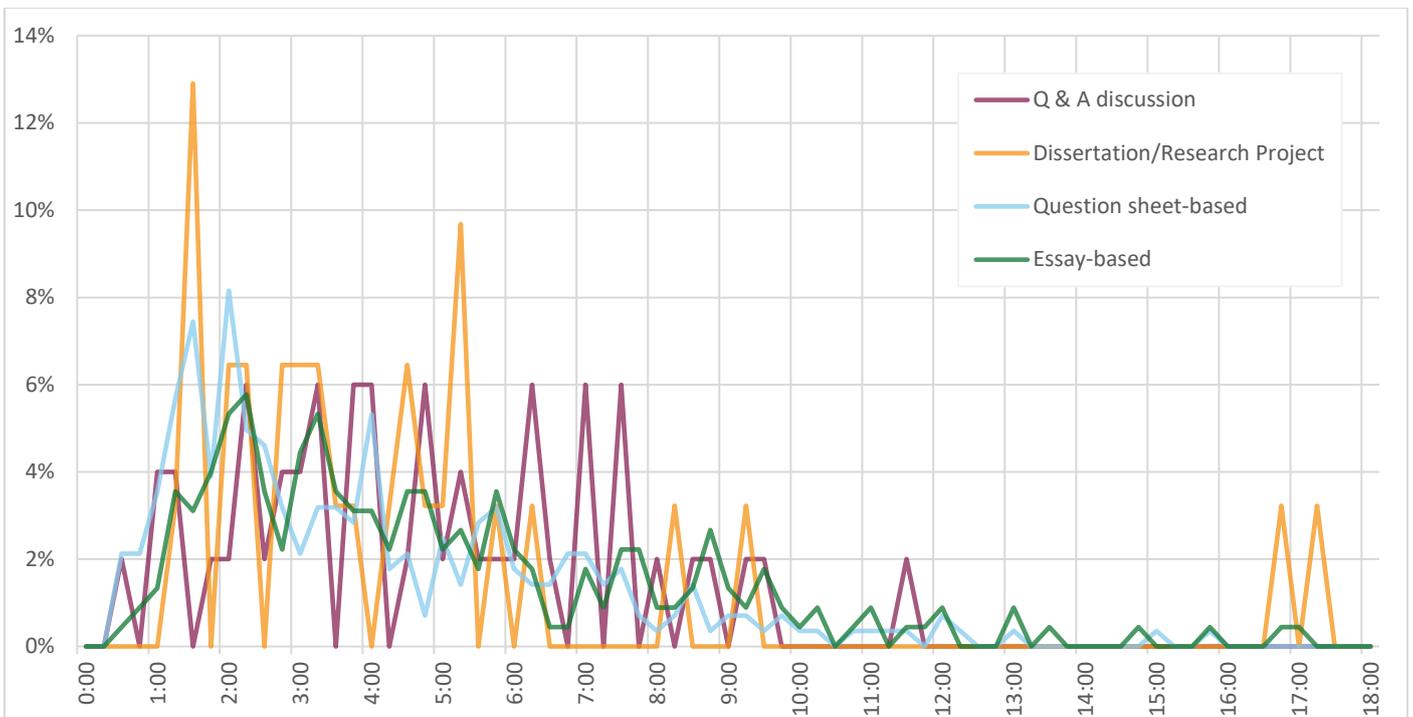


Figure 21: Compared to Figure 20, a subset of responses of those who only selected one supervision style for Question 9, excluding responses for 'Exam revision' and 'Other'.

Appendix 1: Estimated supervisor populations

100. CamCORS data from approved supervision reports, for teaching delivered in 2022-23; was examined to establish approximate supervisor populations by various statuses. These population numbers are used in this report to estimate what proportion of supervisors are represented by the number of responses the survey received, and therefore the level of confidence that can be given for the survey data being representative of the experiences and views of undergraduate supervisors.

Average number of supervisors in an academic year

101. **Table 65** presents the total number of undergraduate supervisors per academic year between 2016-17 and 2022-23, based on CamCORS data of approved supervision reports for teaching delivered in each academic year.

Table 65: Number of undergraduate supervisors per academic year, 2016-17 to 2022-23.

Academic Year	Total no. of supervisors
2016-2017	4,752
2017-2018	4,704
2018-2019	4,832
2019-2020	4,869
2020-2021	4,964
2021-2022	4,992
2022-2023	4,973
Mean:	4,869

Approximate number of supervisors by supervisor status

102. **Table 66** presents the number of supervisors who taught in 2022-23 by their 'status', based on CamCORS data of approved supervision reports for teaching delivered in 2022-23. This takes the 'Status' value provided by the CamCORS user and converts it into a narrower range. From examining these values it is clear that this data is inaccurate, likely due to a significant number of supervisors who did not update their reported statuses as they progress in their education/careers whilst supervising. The current version of CamCORS, launched in January 2024, now requires all supervisors to annually confirm that their personal details are still accurate.

Table 66: Number of supervisors in 2022-23, by status.

Supervisor status	Total no. of supervisors 2022-23
Postgraduate	1,925
Researcher	714
CTO	279
Fellow (not otherwise a CTO or UTO)	453
UTO	986
Other	616

103. Question 4 of the survey ("Are you any of the following?") allowed respondents to identify themselves as holding one or more statuses who could supervise undergraduates, in a greater number of categories than in Table 66. **Table 67** shows how the statuses drawn from the CamCORS dataset were mapped onto the options provided with Question 4.

Table 67: CamCORS supervisor statuses converted to Question 4 survey options

Options provided with Survey Question 4	CamCORS Supervisor status
Doctoral Student	Postgraduate
Postdoc	Researcher
University Teaching Officer	UTO
College Teaching Officer	CTO
Research Fellow	Fellow (not otherwise a CTO or UTO)
Director of Studies	N/A
Freelancer	Other
College Fellow (in addition to any of the above)	N/A
Other	Other

Approximate number of supervisors per College taught for by supervisor status

104. **Table 68** presents the number of supervisors who taught in 2022-23 by supervisor status, per the taught students' College memberships. This is based on CamCORS data of approved supervision reports for teaching delivered in 2022-23. Any Colleges a supervisor taught students from is counted, with duplicates removed (e.g. if a supervisor taught two students from one College only one count is added).

Table 68: Number of supervisors in 2022-23, by status, per College taught for.

College	Postgraduate	Researcher	CTO	Fellow	UTO	Other	Total
Christ's	286	125	57	80	255	82	885
Churchill	331	117	69	71	245	103	936
Clare	331	152	57	77	291	99	1,007
Clare Hall	2	0	0	0	0	3	5 ⁶
Corpus Christi	269	76	44	69	235	88	781
Darwin	3	0	0	1	0	2	6
Downing	381	140	56	69	240	99	985
Emmanuel	327	129	59	65	278	90	948
Fitzwilliam	382	145	45	84	297	87	1,040
Girton	334	127	73	90	280	105	1,009
Gonville and Caius	387	144	70	81	340	116	1,138
Homerton	394	144	66	81	287	129	1,101
Hughes Hall	165	51	34	46	115	64	475
Jesus	390	123	53	77	290	109	1,042
King's	343	123	61	71	264	94	956
Lucy Cavendish	231	88	49	69	143	79	659
Magdalene	330	112	63	74	235	121	935
Murray Edwards	312	134	67	66	251	92	922
Newnham	331	122	57	70	262	100	942
Pembroke	356	129	67	83	264	96	995
Peterhouse	214	79	46	46	176	57	618
Queens'	322	134	56	77	297	100	986
Robinson	304	125	56	67	267	102	921
Selwyn	346	110	66	73	276	111	982
Sidney Sussex	309	122	52	62	244	92	881
St Catharine's	290	128	57	67	250	92	884
St Edmund's	159	52	28	47	75	68	429
St John's	384	135	57	74	317	113	1,080
Trinity	363	133	57	76	294	93	1,016
Trinity Hall	325	122	55	69	238	100	909
Wolfson	136	51	33	45	99	63	427

⁶ Clare Hall and Darwin College supervisors taught for postgraduate courses which nonetheless include College teaching provision, e.g. the Master of Architecture.

Approximate number of supervisors per subject by supervisor status

105. **Table 69** presents the number of supervisors who taught in 2022-23 by supervisor status, per the taught students' subjects. This is based on CamCORS data of approved supervision reports for teaching delivered in 2023. Any subjects a supervisor taught students from is counted, with duplicates removed (e.g. if a supervisor taught two students from one subject only one count is added).

Table 69: Number of supervisors in 2022-23, by status, per subject taught for.

Subject	Postgrad.	Research.	CTO	Fellow	UTO	Other	Total
AMES Tripos	31	20	11	9	41	27	139
Archaeology Tripos	24	3	3	5	14	6	55
Architecture Tripos	25	3	0	7	13	20	68
ASNC Tripos	14	0	4	6	15	4	43
Chemical Engineering Tripos	34	14	2	3	12	5	70
Classical Tripos	59	7	12	20	37	19	154
Clinical Medicine	11	3	5	11	2	71	103
Clinical Veterinary Medicine	1	0	2	1	8	8	20
Computer Science Tripos	95	48	8	17	32	47	247
Economics Tripos	41	5	19	27	32	8	132
Education Tripos	76	14	5	13	22	14	144
Engineering Tripos	176	84	6	28	115	27	436
English Tripos	86	17	47	36	53	36	275
Geographical Tripos	39	14	4	7	34	5	103
Historical Tripos	81	25	34	40	91	25	296
History and Politics Tripos	68	14	28	23	84	19	236
History of Art Tripos	22	6	1	9	10	8	56
HML Tripos	41	12	38	24	72	39	226
HSPS Tripos	144	44	17	39	90	25	359
Land Economy Tripos	18	14	2	2	16	9	61
Law Tripos	31	5	34	8	50	21	149
Linguistics Tripos	36	9	0	3	18	7	73
Man. Engineering Tripos	9	1	0	2	13	4	29
Management Studies Tripos	13	3	1	1	3	1	22
Mathematical Tripos	146	37	26	22	53	23	307
Medical Sciences Tripos	140	31	37	58	46	97	409
MML Tripos	86	19	23	22	85	53	288
Music Tripos	27	7	8	20	14	36	112
Natural Sciences Tripos	571	323	32	121	246	86	1,379
PBS Tripos	47	10	3	16	24	11	111
Philosophy Tripos	127	52	8	27	42	21	277
TRPR Tripos ⁷	27	14	6	15	24	14	100
Veterinary Sciences Tripos	74	9	7	28	37	42	197
Totals:	2,420	867	433	670	1,448	838	6,676

⁷ Includes Theological and Religious Studies Tripos supervisor numbers.

Approximate length of time as a supervisor by supervisor status

106. **Table 70** presents the period of time between when a supervisor was given access to CamCORS and when the survey was launched, by supervisor status, to give an approximate length of experience supervising. This is based on CamCORS data of approved supervision reports for teaching delivered in 2020-23.

Table 70: Number of supervisors in 2022-23, by status, showing length of time between access to CamCORS and 12 January 2024.

Length of time	Postgraduate	Researcher	CTO	Fellow	UTO	Other	Total
Less than 1 year	219	81	1	7	17	33	358
1 to 2 years	695	165	10	49	44	139	1,102
2 years	468	81	16	27	31	61	684
3 years	278	49	10	25	31	39	432
4 years	162	62	13	22	32	47	338
5 years	52	61	13	19	36	34	215
More than 5 years	51	215	216	304	795	263	1,844

Appendix 2: Supervisor workload survey

The purpose of this survey is to gather accurate and reliable data on the undergraduate supervision system across the 31 Colleges. You can provide comments in many questions if you wish to clarify your circumstances or provide additional data. You may only complete this survey once, **if you supervise for multiple subjects please give information on the subject you primarily supervise for.**

Your personal data

This survey will not ask for your name or other personal identifiers, and therefore your answers will not be directly attributable. The questions, however, and the combination of your answers, may provide enough information to make you identifiable if your answers are published as a row in a table of data.

For this reason, any outputs of this survey will be constructed carefully to avoid individuals being identified. Your answers to this survey will remain confidential and only accessible to Malcolm Millbrook, Deputy Head of the [Office of Intercollegiate Services](#) (OIS). Summary data will be produced and analysed by OIS and then shared with '[Justice for College Supervisors](#)' campaigners. Formal reports of the analysis will be published by OIS. Summary data may also be passed by OIS to individual Colleges and the University.

Any requests for disclosure of the raw data arising from this survey will be considered carefully to protect your privacy rights. The legal basis for collecting and processing your personal data for the purposes of producing the above outputs is the legitimate interests of the Colleges, in considering the concerns raised by the 'Justice for College Supervisors' campaign. This does not include the publication of individual respondent's answers, which remain the respondents' personal data.

If you are uncomfortable with any of this data sharing please do not complete this survey.

Q1 In the most recent term that you supervised, which Department(s) or Faculty(ies) did you supervise for (tick all that apply)? [Request response]⁸

- Anglo-Saxon, Norse and Celtic.
- Applied Mathematics and Theoretical Physics.
- Archaeology.
- Architecture.
- Astronomy.
- Biochemistry.
- Chemical Engineering and Biotechnology.
- Chemistry.
- Classics.
- Clinical Biochemistry.
- Clinical Neurosciences.
- Computer Science and Technology.
- Criminology.

⁸ Request response: Alerts the respondent if they do not answer the question, but allows the respondent to continue the survey without answering if they choose.

- Divinity.
- Earth Sciences.
- East Asian Studies.
- Economics.
- Education.
- Engineering.
- English.
- Genetics.
- Geography.
- History.
- History and Philosophy of Science.
- History of Art.
- Judge Business School.
- Land Economy.
- Law.
- Materials Science and Metallurgy.
- Medicine.
- Middle Eastern Studies.
- Modern and Medieval Languages and Linguistics.
- Music.
- Pathology.
- Pharmacology.
- Philosophy.
- Physics.
- Physiology, Development and Neuroscience.
- Plant Sciences.
- Politics and International Studies.
- Psychology.
- Pure Mathematics and Mathematical Statistics.
- Social Anthropology.
- Sociology.
- Systems Biology.

- Veterinary Medicine.
- Zoology.
- Not applicable.
- I don't know the Department or Faculty I supervised for.
- Other: *[Free-text response.]*

Q2 In the most recent term that you supervised, which subject(s) did you supervise for? If you supervised for a paper that is borrowed by other subjects, please select only the subject to which the paper originally belongs to. [Force response]⁹

- Anglo-Saxon, Norse and Celtic Tripos.
- Archaeology Tripos.
- Architecture Tripos.
- Asian and Middle Eastern Studies Tripos.
- Chemical Engineering Tripos.
- Classical Tripos.
- Clinical Medicine.
- Clinical Veterinary Medicine.
- Computer Science Tripos.
- Economics Tripos.
- Education Tripos.
- Engineering Tripos.
- English Tripos.
- Geographical Tripos.
- Historical Tripos.
- History and Modern Languages Tripos.
- History and Politics Tripos.
- History of Art Tripos.
- Human, Social, and Political Sciences Tripos.
- Land Economy Tripos.
- Law Tripos.
- Linguistics Tripos.

⁹ Force response: Requires the respondent answer the question before they can continue the survey.

- Management Studies Tripos.
- Manufacturing Engineering Tripos.
- Mathematical Tripos.
- Medical Sciences Tripos.
- Modern and Medieval Languages Tripos.
- Music Tripos.
- Natural Sciences Tripos.
- Philosophy Tripos.
- Psychological and Behavioural Sciences Tripos.
- Theology, Religion, and Philosophy of Religion Tripos.
- Veterinary Sciences Tripos.
- Not applicable.
- I don't know the subject I supervised for.
- Other: *[Free-text response.]*

**Q3 In the most recent term that you supervised, which College(s) did you supervise for (tick all that apply)?
[Request response]**

- Not applicable/don't know
- Christ's
- Churchill
- Clare
- Corpus Christi
- Downing
- Emmanuel
- Fitzwilliam
- Girton
- Gonville & Caius
- Homerton
- Hughes Hall
- Jesus
- King's
- Lucy Cavendish
- Magdalene

- Murray Edwards
- Newnham
- Pembroke
- Peterhouse
- Queens'
- Robinson
- Selwyn
- Sidney Sussex
- St. Catharine's
- St. Edmund's
- St. John's
- Trinity
- Trinity Hall
- Wolfson

Q4 Are you any of the following? Tick all that apply: [Request response]

- Doctoral Student
- Postdoc
- University Teaching Officer
- College Teaching Officer
- Research Fellow
- Director of Studies
- Freelancer
- College Fellow (in addition to any of the above)
- Other: *[Free-text response.]*

Q5 For how long have you been supervising? [Request response]

- Less than 1 year
- 1 year
- 2 years
- 3 years
- 4 years

- o 5 years
- o More than 5 years

Q6 The [intercollegiate recharge rates](#) act as de facto base-rates for the payment of College supervisions.

Supervision rates for 2023/24 per group size:

1 student £35.72

2 students £41.94

3 students £48.16

4 or more students £50.92

During this academic year, have you been paid these rates, or have you been paid a higher rate for either some or all of your supervision work? (Tick all that apply.) [Request response]

- Standard 'Payment Rates' as outlined on CamCORS
- Higher rates
- I am not paid per individual supervision (e.g., I receive a salary or lump sum payment for supervising)
- I haven't supervised this year
- Don't know

[If 'Higher rates' was selected from Question 6, the following question was displayed.]

Q6a Is your higher rate paid on the basis of a multiplier you receive (i.e. you are paid, due to an arrangement with a College/Colleges, 1.1x, 1.2x, 1.3x the standard rate for supervisions), or another arrangement? Choose 'multiplier' below even if you only receive a multiplier for some of your work. [Force response]

- o Multiplier
- o Another arrangement
- o Prefer not to say
- o Don't know

[If 'Is your higher rate paid on the basis of a multiplier you receive...' was selected from Question 6a, the following two questions were displayed.]

Q6ai How much is your multiplier? [Request response]

[Available answers increased sequentially by 0.1, from 1.1 to 3.0, with the answer 'Greater than 3.0']

Q6aii Please add any additional details about your multiplier arrangement:

- o I am only paid this rate by some Colleges under certain circumstances
- o I am paid this rate by all Colleges all of the time

- Prefer not to say
- Don't know
- Other (please give details): *[Free-text response.]*

Q7 What is the typical size of your supervision groups? For this and the following questions you should answer for your most common group size of supervision. [Request response]

- 1 student
- 2 students
- 3 students
- 4 students
- 5 students
- More than 5 students
- It varies

Q8 What year of the course are the students you supervise typically in? Tick all that apply:

- 1st year
- 2nd year
- 3rd year
- 4th year
- 5th year
- 6th year
- Don't know

Q9 What style of supervisions do you typically deliver? Tick all that apply:

- Essay-based
- Question sheet-based
- Dissertation/Research Project
- Exam revision
- Q & A discussion
- Other (please give details): *[Free-text response.]*

Q10 Typically, how much time does it take for you to mark the work of one student?

- 0 - 10 minutes
- 10 - 20 minutes
- 20 - 30 minutes
- 30 mins - 1 hour
- 1 - 1.5 hours
- 1.5 - 2 hours
- 2 - 2.5 hours
- 2.5 - 3 hours
- 3 - 3.5 hours
- 3.5 - 4 hours
- Too difficult to estimate with any accuracy

Q11 Typically, how much time does it take for you to write and submit one CamCORS report?

- 0 - 10 minutes
- 10 - 20 minutes
- 20 - 30 minutes
- 30 mins - 1 hour
- 1 - 1.5 hours
- 1.5 - 2 hours
- 2 - 2.5 hours
- 2.5 - 3 hours
- 3 - 3.5 hours
- 3.5 - 4 hour
- Too difficult to estimate with any accuracy

Q12 Typically how much preparatory work do you put into one supervision? If this additional work varies please supply the most common amount of time.

	0 - 10 minute s	10 - 20 minute s	20 - 30 minute s	30 mins - 1 hour	1 - 1.5 hour s	1.5 - 2 hour s	2 - 2.5 hour s	2.5 - 3 hour s	3 - 3.5 hour s	3.5 - 4 hour s	4+ hour s	Too difficult to estimat e with any accurac y
Engaging with course materials	0	0	0	0	0	0	0	0	0	0	0	0
E-mail exchanges with supervisees, DoSs, and administrator s	0	0	0	0	0	0	0	0	0	0	0	0
Booking rooms	0	0	0	0	0	0	0	0	0	0	0	0
All other preparation, excluding marking (which is Captured above)	0	0	0	0	0	0	0	0	0	0	0	0

Q13 Please add any further information on additional work, if necessary:

[Free-text response.]

Q14 Were you provided with any formal guidance about how much time is expected of you to deliver a supervision? Tick all that apply:

- Yes, from my College
- Yes, from my Department/Faculty
- No, but informal advice from other supervisors
- No
- I don't recall

Q15 If you were provided with formal guidance, how well did the time expectations set out correspond to your actual experience supervising?

- Not well; I spent less time than I expected on preparing for/delivering supervisions based on the guidance I received.
- Well; I spent about as much time as I expected on preparing for and delivering supervisions.

- Not well; I spent more time than I expected on supervisions.
- The supervision guidance was inconsistent in its time expectations.
- I did not receive guidance which included time expectations.
- Don't know

Q16 Approximately how many supervisions did you give in Michaelmas Term 2023 (i.e. between 1 October 2023 and 31 December 2023)? [Request response]

- 0
- 1 - 8
- 9 - 16
- 17 - 24
- 25 - 50
- 51 - 75
- 76 - 100
- More than 100
- Don't know

[If 'Less than 1 year' was not selected from Question 5, the following question was displayed.]

Q17 Approximately how many supervisions did you give in the 2022/23 academic year? [Request response]

- 0
- 1 - 8
- 9 - 16
- 17 - 24
- 25 - 50
- 51 - 75
- 76 - 100
- More than 100
- Don't know

[If '2 years', '3 years', '4 years', '5 years', or 'More than 5 years' were selected from Question 5, the following question was displayed.]

Q18 Approximately how many supervisions did you give in the 2021/22 academic year? [Request response]

- 0

- 1 - 8
- 9 - 16
- 17 - 24
- 25 - 50
- 51 - 75
- 76 - 100
- More than 100
- Don't know

Q19 Who approached you about taking up undergraduate supervision work? Tick all that apply: [Request response]

- College: Director(s) of Studies
- College: Tutorial staff
- College: No one, I organise the supervisions as part of my duties
- College: Other: *[Free-text response.]*
- Department/Faculty: Course Coordinator(s)
- Department/Faculty: My line manager/supervisor
- Department/Faculty: Administrative staff
- Department/Faculty: There is a list of potential supervisors, and I put myself on the list
- Department/Faculty: No one, I organise the supervisions as part of my duties
- Department/Faculty: Other: *[Free-text response.]*
- The student(s)
- Don't know/prefer not to say

Q20 What motivated you to supervise undergraduates? Tick all that apply:

- It is part of my duties to a College
- It is part of my duties to a University Department/Faculty
- Personal professional development
- Enjoyment of teaching my subject speciality
- It will enhance my opportunities for promotion
- Source of primary income
- Source of supplementary income
- I felt obliged to when asked by someone in my College

- I felt obliged to when asked by someone in my Department/Faculty
- Other (please describe): *[Free-text response.]*

Q21 Of those motivations you selected, please rank them in order with 1 being most important: (Click and drag the grey dots on the right to reorder the motivations.)

[Options selected from Question 20 were provided to be reordered for Question 21.]

Q22 Supervision reports are made, and supervision payments are processed, through the CamCORS platform. Are you satisfied with Version 6 of CamCORS (i.e. not the new version of CamCORS launched on 15 January 2024)?

- Extremely dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Extremely satisfied

[If 'Extremely satisfied' was not selected from Question 22 the following question was displayed.]

Q23 Please elaborate below on what dissatisfies you about CamCORS Version 6. Suggested reasons are given below, with an option to provide other causes, please check all that apply:

- I had trouble figuring out how to fill out a CamCORS report.
- I thought I filled out my CamCORS report accurately, but I received a different amount of payment than I expected based on the amount of supervising I did.
- It was unclear when to expect payment.
- I received payment later than I expected to.
- I did not receive payment after submitting a CamCORS report and had to follow up with the College.
- Other (please elaborate): *[Free-text response.]*

Q24 Finally, do you have any other information you wish to provide regarding the undergraduate supervision system?

[Free-text response.]