

AND HOW ARE WE ALL FEELING? TIMES HIGHER EDUCATION BEST UNIVERSITY WORKPLACE SURVEY 2015

SURVEY METHODOLOGY

		% Strongly disagree			% Disagree			% Total disagree	% Neither agree nor disagree			% Agree			% Strongly agree			% Total agree
		Academics	Professional and support	All respondents	Academics	Professional and support	All respondents	All respondents	Academics	Professional and support	All respondents	Academics	Professional and support	All respondents	Academics	Professional and support	All respondents	All respondents
Personal	My work is a source of satisfaction to me	5.0	3.5	4.2	7.2	6.9	7.0	11.2	7.5	7.3	7.4	39.4	45.4	42.6	41.0	37.0	38.8	81.4
	My teaching is a source of satisfaction to me	3.1	0.9	1.9	6.2	1.2	3.5	5.4	10.9	81.9	48.9	39.9	8.7	23.2	39.9	7.4	22.5	45.7
	I am proud to work in my current university	12.6	3.7	7.9	12.5	5.9	9.0	16.8	20.0	8.1	13.6	26.2	34.6	30.7	28.6	47.7	38.9	69.6
	My subject area is valued by my university	16.6	4.8	10.3	18.4	8.0	12.8	23.1	15.6	44.0	30.8	28.2	23.0	25.4	21.3	20.2	20.7	46.1
	I find my job rewarding	6.8	4.3	5.5	9.9	9.2	9.5	15.0	13.4	9.3	11.2	36.3	41.6	39.2	33.7	35.6	34.7	73.8
	My research is a source of satisfaction to me	3.9	0.8	2.2	5.9	1.5	3.5	5.8	15.9	84.2	52.4	30.2	6.6	17.6	44.2	7.0	24.2	41.8
	I generally experience high levels of well-being in relation to my work and job	18.0	6.6	11.9	22.7	15.4	18.8	30.7	21.0	18.2	19.5	25.8	40.7	33.8	12.6	19.1	16.1	49.8
	Sometimes I feel the university takes advantage of me	8.9	19.1	14.4	14.4	31.5	23.5	37.9	13.7	15.8	14.9	29.2	22.3	25.5	33.8	11.3	21.8	47.3
	I am looking to leave my current job	25.6	36.7	31.5	20.3	26.6	23.7	55.2	21.7	15.6	18.4	15.7	12.2	13.8	16.7	9.0	12.6	26.4
	I am happy about the opportunities for personal growth and development offered to me by my employer	20.4	10.4	15.0	21.5	15.7	18.4	33.4	18.7	12.0	15.1	25.6	38.3	32.4	13.9	23.6	19.1	51.5
	I feel my job has a negative impact on my health	14.4	28.7	22.0	21.7	35.6	29.1	51.2	17.6	14.9	16.2	26.7	14.4	20.1	19.6	6.4	12.5	32.7
Pay and conditions	My university offers a fair deal to its employees, in terms of pay	11.5	4.7	7.8	21.5	11.1	15.9	23.7	18.9	10.8	14.6	32.0	42.2	37.5	16.1	31.4	24.3	61.7
	My university has a fair and effective equal opportunities policy	8.1	1.9	4.8	12.3	6.0	8.9	13.7	26.3	12.1	18.7	31.6	41.0	36.6	21.8	39.1	31.0	67.6
	The workload assigned to me by my employer is reasonable	20.3	5.7	12.5	23.7	12.3	17.6	30.1	15.2	11.8	13.3	26.8	47.7	37.9	14.1	22.6	18.6	56.6
	My university offers a fair deal to its employees in terms of working conditions and benefits	16.6	5.6	10.7	20.2	7.2	13.3	23.9	17.5	9.2	13.1	27.8	39.2	33.9	17.8	38.8	29.1	63.0
	I spend too much time working	3.7	9.3	6.7	13.5	36.0	25.5	32.2	17.2	24.9	21.3	32.6	21.4	26.6	33.0	8.4	19.9	46.5
	My employer cares for the well-being of its staff	25.0	7.6	15.7	20.9	11.6	15.9	31.6	20.0	12.1	15.8	22.9	41.7	33.0	11.2	26.9	19.6	52.6
	I often work more than my contracted hours	1.6	6.9	4.4	4.2	20.0	12.7	17.1	7.5	12.8	10.4	25.3	35.4	30.7	61.4	24.8	41.8	72.6
	If I work extra hours, it is acknowledged by my manager	33.9	8.1	20.1	27.3	19.2	23.0	43.1	15.5	14.3	14.9	16.7	36.7	27.4	6.6	21.6	14.6	42.0
	My work responsibilities allow for a healthy work-life balance	26.2	6.0	15.4	26.9	12.6	19.3	34.7	17.7	14.6	16.1	22.5	45.8	35.0	6.7	20.9	14.3	49.3
	I accept that university pension provision needs to be reformed for the sustainability of the sector	25.5	10.3	17.4	23.3	17.0	19.9	37.3	26.9	38.3	33.0	18.1	25.8	22.2	6.3	8.7	7.6	29.8
Politics and policy	I am happy about the contribution made by my university to the community and to society at large	7.9	2.1	4.8	12.5	5.3	8.7	13.5	24.5	11.7	17.6	32.8	41.5	37.5	22.3	39.3	31.4	68.9
	The leadership of my department is performing well	22.9	12.4	17.2	15.0	11.7	13.2	30.4	16.0	13.6	14.7	24.5	37.1	31.3	21.7	25.2	23.6	54.9
	I believe the REF results could lead to redundancies in my department	17.6	14.2	15.8	24.0	15.8	19.6	35.4	34.7	62.8	49.7	14.8	5.2	9.7	9.0	2.0	5.2	14.9
	The leadership of my university is performing well	29.0	8.6	18.1	18.7	11.8	15.0	33.1	20.0	18.1	19.0	20.8	39.5	30.8	11.5	22.0	17.1	47.9
	My university has compromised on student quality in its drive to increase or preserve student numbers	12.4	22.0	17.5	21.7	28.8	25.5	43.0	20.3	28.9	24.9	24.7	14.1	19.0	20.9	6.3	13.1	32.1
	Since the introduction of higher tuition fees, my workload has increased	5.7	7.7	6.8	14.7	19.1	17.1	23.8	33.9	49.4	42.2	25.5	17.8	21.4	20.2	6.0	12.6	34.0
	I am excited about the university's future plans	20.9	4.9	12.3	19.9	8.9	14.0	26.4	26.1	21.9	23.9	19.4	38.9	29.8	13.6	25.4	19.9	49.8
Workplace atmosphere	I enjoy working with my immediate team of colleagues (the five to 10 colleagues I work most closely with)	3.0	1.4	2.2	6.2	3.5	4.7	6.9	7.5	4.1	5.7	36.1	36.6	36.4	47.2	54.4	51.0	87.4
	I can make my voice heard within my university	24.9	8.6	16.1	21.7	14.6	17.9	34.0	14.5	18.4	16.6	24.6	36.7	31.1	14.4	21.7	18.3	49.4
	My job feels secure	16.3	6.0	10.8	17.4	11.5	14.2	25.0	18.7	12.1	15.2	31.8	48.4	40.7	15.8	22.1	19.2	59.8
	I would recommend working at my university to others	18.1	5.0	11.0	15.7	7.1	11.1	22.1	19.4	9.0	13.8	24.5	36.7	31.0	22.4	42.2	33.0	64.1
	In general, international undergraduate students in my department speak and write English at a level that is adequate for degree level study	10.3	3.0	6.4	20.8	9.6	14.8	21.2	27.1	65.0	47.4	32.7	16.2	23.9	9.1	6.2	7.6	31.4
	Pressure to give students better marks has increased at my university	12.5	7.9	10.0	21.2	10.6	15.5	25.6	24.2	71.2	49.4	25.1	8.2	16.1	17.1	2.1	9.0	25.1
	I do not have enough time to do the research I need to do to get ahead	4.8	2.6	3.6	12.3	6.1	9.0	12.6	16.1	83.3	52.1	28.5	5.5	16.2	38.3	2.5	19.2	35.3
Total number of academics responding: 1,939 (male: 1,031; female: 908). Total number of professional and support staff responding: 2,235 (male: 693; female: 1,542). Total number of respondents: 4,174 (male: 1,724; female: 2,450).																		

To compile the *Times Higher Education Best University Workplace Survey 2015*, we canvassed the opinions of 4,174 higher education employees from across the UK between September and December 2014.

Of those, 1,939 (46 per cent) describe themselves as “academics”, with 2,235 (54 per cent) stating that they work in “professional and support” roles. Each respondent was given 35 statements about their institution, such as “I would recommend working at my university to others”. They were asked to indicate the extent to which they agreed or disagreed with the statement on a five-point Likert scale: strongly disagree, disagree, neither agree nor disagree, agree, or strongly agree.

In the table, the total percentages of all respondents who disagree or agree with a question are based on the survey's raw data. As such, they may differ from the sum of the figures in the table, which have been rounded.

The survey also allowed participants to write comments about their institution in three categories: things my university does well; areas in which my university could improve; and an open box for any further comments.

To ensure that respondents completed the survey only once, and that they were affiliated to a university, only people with a working “.ac.uk” email address could take part. The owner of each email address could complete the survey only once.

The independent online survey was first developed by *THE* in consultation with Rob Briner and Yiannis Gabriel, professors at the University of Bath School of Management, after discussion with individuals from professional bodies and trade unions including the University and College Union, the Association of University Administrators and Universities UK.

Survey respondents came from 136 UK higher education institutions. When compiling the “top five” tables, *THE* included only universities where at least 25 staff had completed the survey. A total of 34 institutions met this benchmark, which is why *THE* decided not to show the results for every university and to publish only the results for the best performing. The approval rating for each category was derived from the number of people indicating that they “agreed” or “strongly agreed” with the given statements.

