

CAPTURING THE MOOD: TIMES HIGHER EDUCATION UNIVERSITY WORKPLACE SURVEY 2016																		
		% 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	I find my job rewarding	9.4	3.7	6.5	12.0	10.9	11.4	17.9	14.5	9.3	11.9	34.6	40.9	37.8	29.6	35.3	32.5	70.3
	I generally experience high levels of well-being in relation to my work and job	25.0	5.8	15.2	24.5	16.6	20.5	35.7	19.0	16.3	17.6	21.0	38.0	29.7	10.4	23.4	17.0	46.7
	My work is a source of satisfaction to me	6.1	2.2	4.1	8.4	7.2	7.8	11.9	8.3	7.0	7.6	39.0	48.9	44.0	38.2	34.7	36.4	80.4
	My research is a source of satisfaction to me	4.7	0.3	2.5	5.5	0.8	3.1	5.6	12.9	86.2	50.3	33.3	7.0	19.9	43.6	5.6	24.3	44.2
	My teaching is a source of satisfaction to me	4.2	0.6	2.4	5.6	0.9	3.2	5.6	13.0	84.3	49.3	40.6	8.0	24.0	36.7	6.3	21.2	45.2
	I am happy about the opportunities for personal growth and development offered to me by my employer	23.3	9.8	16.4	23.0	16.9	19.9	36.3	16.5	8.2	12.3	22.1	35.6	29.0	15.1	2.4	22.4	51.4
	I am looking to leave my current job	22.5	34.3	28.5	16.2	23.9	20.1	48.6	22.4	17.1	19.7	17.3	14.5	15.9	21.6	10.1	15.8	31.7
	I spend too much time working	3.0	6.6	4.8	10.8	39.9	25.6	30.4	18.5	23.9	21.3	29.5	21.5	25.4	38.2	8.1	22.9	48.3
	I feel my job has a negative impact on my health	13.0	31.6	22.5	18.5	34.3	26.6	49.1	17.5	14.9	16.1	25.5	13.3	19.3	25.5	5.9	15.5	34.8
	I am proud to work in my current university	17.5	3.5	10.3	15.8	6.2	10.9	21.2	20.2	9.6	14.8	22.0	32.5	27.4	24.6	48.3	36.7	64.1
Pay and conditions	My university offers a fair deal to its employees, in terms of pay	16.5	5.5	10.9	20.0	11.0	15.3	26.2	20.1	9.4	14.7	29.1	40.9	35.1	14.3	33.2	24.0	59.1
	My university offers a fair deal to its employees in terms of working conditions and benefits	21.1	4.5	12.6	21.5	8.4	14.8	27.4	17.5	7.5	12.4	25.0	37.0	31.1	15.0	42.6	29.1	60.2
	My employer cares for the well-being of its staff	33.4	7.4	20.1	22.9	13.6	16.2	36.3	15.5	10.8	13.1	18.8	40.4	29.8	9.4	27.8	18.8	48.6
	Sometimes I feel the university takes advantage of me	8.0	15.8	12.0	13.1	34.1	23.8	35.8	12.0	15.3	13.6	30.2	23.8	26.9	36.8	11.0	23.6	50.5
	My university is supportive of staff with caring responsibilities	13.8	3.2	8.4	15.7	6.5	11.0	19.4	38.6	28.1	33.2	22.6	40.0	31.5	9.3	22.3	15.9	47.4
	I often work more than my contracted hours	1.7	6.7	4.2	3.0	23.3	13.4	17.6	6.6	12.6	9.6	26.5	35.2	31.0	62.2	22.2	41.8	72.8
	If I work extra hours, it is acknowledged by my manager	37.7	7.5	22.3	25.8	16.8	21.2	43.5	15.7	17.7	16.7	13.7	39.4	26.8	7.2	18.5	13.0	39.8
	My work responsibilities allow for a healthy work-life balance	28.7	5.2	16.7	25.1	11.4	18.1	34.8	18.5	16.1	17.3	20.0	43.1	31.8	7.7	24.3	16.2	48.0
	The workload assigned to me by my employer is reasonable	25.1	4.6	14.7	22.0	13.3	17.6	32.3	14.9	9.6	12.2	25.5	45.8	35.8	12.5	26.6	19.7	55.5
Politics and policy	The leadership of my university is performing well	38.8	10.5	24.4	18.7	12.3	15.4	39.8	15.0	15.8	15.4	16.2	33.9	25.2	11.4	27.5	19.6	44.8
	I am excited about the university's future plans	27.6	4.8	16.0	19.4	10.5	14.9	30.9	25.6	21.3	23.4	17.3	35.8	26.7	10.1	27.6	19.0	45.7
	Since the introduction of higher tuition fees, my workload has increased	4.7	6.4	5.5	12.4	22.5	17.7	23.2	38.9	51.7	45.4	23.3	15.0	19.0	20.5	4.4	12.3	31.3
	My university has compromised on student quality in its drive to increase or preserve student numbers	10.9	21.6	16.3	18.5	24.5	21.6	37.9	20.2	32.5	26.5	23.2	13.2	18.1	27.3	8.2	17.5	35.6
	Pressure to give students better marks has increased at my university	11.1	10.8	10.9	19.1	12.8	15.9	26.8	21.2	64.6	43.3	24.8	8.5	16.5	23.9	3.3	13.4	29.9
	I am happy about the contribution made by my university to the community and to society at large	10.7	1.6	6.0	14.5	6.7	10.5	16.5	25.9	11.8	18.7	28.9	39.4	34.3	20.1	40.6	30.5	64.8
	The leadership of my department is performing well	25.3	10.8	17.9	15.2	14.0	14.6	32.5	15.0	13.6	14.3	23.6	32.9	28.3	20.8	28.8	24.9	53.2
	I believe the metrics-based performance measures could lead to redundancies in my department	8.8	11.8	10.3	11.1	19.1	15.2	25.5	28.4	52.2	40.5	24.5	11.3	17.8	27.3	5.7	16.3	34.1
	I believe a teaching excellence framework (TEF) is needed to improve teaching quality at my institution	37.0	8.4	22.4	23.1	12.6	17.7	40.1	21.0	59.2	40.4	10.8	13.8	12.3	8.2	6.1	7.1	19.4
Workplace atmosphere	My job feels secure	22.1	8.1	14.9	17.7	10.7	14.2	29.1	17.8	14.4	16.1	25.4	44.4	35.1	17.0	22.4	19.7	54.8
	I would recommend working at my university to others	27.7	6.5	16.9	16.0	7.0	11.4	28.3	18.7	9.8	14.1	18.2	32.1	25.3	19.5	44.8	32.4	57.7
	I do not have enough time to do the research I need to do to get ahead	6.4	3.8	5.1	10.9	5.4	8.1	13.2	16.0	85.3	51.3	27.3	4.1	15.5	39.4	1.4	20.1	35.6
	I enjoy working with my immediate team of colleagues (the 5-10 colleagues I work most closely with)	2.9	1.2	2.0	5.3	3.2	4.2	6.2	8.4	5.3	6.8	35.1	33.0	34.1	48.3	57.3	52.9	87.0
	My university has a fair and effective Equal Opportunities Policy	9.4	2.5	5.9	15.1	6.1	10.5	16.4	28.4	13.5	20.8	27.0	36.7	31.9	20.2	41.2	30.9	62.8
	My university is supportive of employees with a disability	4.9	1.9	3.4	7.1	3.7	5.3	8.7	35.6	16.4	25.8	32.1	40.8	36.5	20.3	37.3	29.0	65.5
	I can make my voice heard within my university	31.3	8.1	19.5	23.0	16.6	19.8	39.3	11.7	17.0	14.4	20.4	34.5	27.6	13.5	23.7	18.7	46.3
	My subject area is valued by my university	23.8	4.4	13.0	19.9	9.0	14.3	27.3	15.0	47.1	31.4	23.9	21.7	22.8	17.5	17.7	17.6	40.4
	In general, international undergraduate students in my department speak and write English at a level that is adequate for degree level study	8.9	2.7	5.7	23.6	8.9	16.1	21.8	25.3	68.2	47.1	34.0	13.1	23.3	8.3	7.2	7.7	31.0
Total number of academics responding: 1,398. Total number of professional and support staff responding: 1,454. Total number of respondents: 2,852 (male: 1,288; female 1,564).																		

SURVEY METHODOLOGY

To compile the *Times Higher Education* University Workplace Survey 2016, we canvassed the opinions of higher education employees from across the UK between September and December 2015 in an online survey.

There were 2,852 respondents. Of those, 1,398 (49 per cent) describe themselves as “academ-ics”, with 1,454 (51 per cent) stating that they work in “profes-sional and support” roles. The gender split is 1,564 female and 1,288 male.

Each respondent was presented with 37 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 disa-gree, agree, or strongly agree.

In the table, the total percent-ages of all respondents who disa-gree 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.