

Copy of CGHE3.2_Survey(PDF)

Dear colleague,

You are invited to participate in a survey as part of an ESRC/HEFCE project entitled "**The future higher education workforce in locally and globally engaged HEIs**" which investigates career trajectories and tracks in higher education.

You should be able to complete the survey questionnaire in about 10-15 minutes.

The project has been approved by the UCL Institution of Education Research Ethics Committee and meets the requirements of the General Data Protection Regulation (GDPR). The data you enter will be anonymous and will be used only in relation to reports provided to ESRC, or scientific publications arising from this.

If you have any questions, please contact the Principal Investigator, Dr Celia Whitchurch (c.whitchurch@ucl.ac.uk).

By accessing the questionnaire online and clicking 'Start' you are agreeing to take part in the research study.

Q1: Current employer

- ☐ Aberystwyth University
- ☐ Anglia Ruskin University
- ☐ Aston University
- ☐ Bangor University
- ☐ Bath Spa University
- ☐ Bell College
- ☐ Birkbeck College
- ☐ Birmingham City University
- ☐ Bishop Grosseteste University
- ☐ Bournemouth University
- ☐ Brunel University London
- ☐ Buckinghamshire New University
- ☐ Canterbury Christ Church University
- ☐ Cardiff Metropolitan University
- ☐ Cardiff University
- ☐ City, University of London
- ☐ Conservatoire for Dance and Drama
- ☐ Courtauld Institute of Art
- ☐ Coventry University
- ☐ Cranfield University
- ☐ Cumbria Institute of the Arts
- ☐ Dartington College of Arts
- ☐ De Montfort University
- ☐ Edge Hill University
- ☐ Edinburgh College of Art
- ☐ Edinburgh Napier University
- ☐ Falmouth University
- ☐ Glasgow Caledonian University
- ☐ Glasgow School of Art
- ☐ Glyndr University

- ☐ Goldsmiths College
- ☐ Guildhall School of Music and Drama
- ☐ Harper Adams University
- ☐ Heriot-Watt University
- ☐ Heythrop College
- ☐ Homerton College
- ☐ Imperial College of Science, Technology and Medicine
- ☐ Institute of Education
- ☐ Keele University
- ☐ Kent Institute of Art and Design
- ☐ King's College London
- ☐ Kingston University
- ☐ Leeds Arts University
- ☐ Leeds Beckett University
- ☐ Leeds College of Music
- ☐ Leeds Trinity University
- ☐ Liverpool Hope University
- ☐ Liverpool John Moores University
- ☐ Liverpool School of Tropical Medicine
- ☐ London Business School
- ☐ London Metropolitan University
- ☐ London School of Economics and Political Science
- ☐ London School of Hygiene and Tropical Medicine
- ☐ London South Bank University
- ☐ Loughborough University
- ☐ Middlesex University
- ☐ Newcastle University
- ☐ Newman University
- ☐ Norwich University of the Arts
- ☐ Oxford Brookes University
- ☐ Plymouth College of Art
- ☐ Queen Margaret University, Edinburgh
- ☐ Queen Mary University of London
- ☐ Ravensbourne
- ☐ Roehampton University
- ☐ Rose Bruford College of Theatre and Performance
- ☐ Royal Academy of Music
- ☐ Royal Agricultural University
- ☐ Royal College of Art
- ☐ Royal College of Music
- ☐ Royal Conservatoire of Scotland
- ☐ Royal Holloway and Bedford New College
- ☐ Royal Northern College of Music
- ☐ Royal Welsh College of Music and Drama
- ☐ Sheffield Hallam University
- ☐ SOAS University of London
- ☐ Southampton Solent University
- ☐ SRUC

- ☐ St George's, University of London
- ☐ St Mary's University College
- ☐ St Mary's University, Twickenham
- ☐ Staffordshire University
- ☐ Stranmillis University College
- ☐ Swansea Metropolitan University
- ☐ Swansea University
- ☐ Teesside University
- ☐ The Arts University Bournemouth
- ☐ The Institute of Cancer Research
- ☐ The Liverpool Institute for Performing Arts
- ☐ The Manchester Metropolitan University
- ☐ The National Film and Television School
- ☐ The Nottingham Trent University
- ☐ The Open University
- ☐ The Queen's University of Belfast
- ☐ The Robert Gordon University
- ☐ The Royal Central School of Speech and Drama
- ☐ The Royal College of Nursing
- ☐ The Royal Veterinary College
- ☐ The School of Pharmacy
- ☐ The Surrey Institute of Art and Design, University College
- ☐ The University College of Osteopathy
- ☐ The University of Aberdeen
- ☐ The University of Bath
- ☐ The University of Birmingham
- ☐ The University of Bolton
- ☐ The University of Bradford
- ☐ The University of Brighton
- ☐ The University of Bristol
- ☐ The University of Buckingham
- ☐ The University of Cambridge
- ☐ The University of Central Lancashire
- ☐ The University of Chichester
- ☐ The University of Dundee
- ☐ The University of East Anglia
- ☐ The University of East London
- ☐ The University of Edinburgh
- ☐ The University of Essex
- ☐ The University of Exeter
- ☐ The University of Glasgow
- ☐ The University of Greenwich
- ☐ The University of Huddersfield
- ☐ The University of Hull
- ☐ The University of Kent
- ☐ The University of Lancaster
- ☐ The University of Leeds
- ☐ The University of Leicester

- ☐ The University of Lincoln
- ☐ The University of Liverpool
- ☐ The University of Manchester
- ☐ The University of Northampton
- ☐ The University of Oxford
- ☐ The University of Portsmouth
- ☐ The University of Reading
- ☐ The University of Salford
- ☐ The University of Sheffield
- ☐ The University of Southampton
- ☐ The University of St Andrews
- ☐ The University of Stirling
- ☐ The University of Strathclyde
- ☐ The University of Sunderland
- ☐ The University of Surrey
- ☐ The University of Sussex
- ☐ The University of the West of Scotland
- ☐ The University of Wales (central functions)
- ☐ The University of Wales, Newport
- ☐ The University of Warwick
- ☐ The University of West London
- ☐ The University of Westminster
- ☐ The University of Winchester
- ☐ The University of Wolverhampton
- ☐ The University of York
- ☐ Trinity Laban Conservatoire of Music and Dance
- ☐ Trinity University College
- ☐ University College Birmingham
- ☐ University College London
- ☐ University for the Creative Arts
- ☐ University of Abertay Dundee
- ☐ University of Bedfordshire
- ☐ University of Chester
- ☐ University of Cumbria
- ☐ University of Derby
- ☐ University of Durham
- ☐ University of Gloucestershire
- ☐ University of Hertfordshire
- ☐ University of London (Institutes and activities)
- ☐ University of Northumbria at Newcastle
- ☐ University of Nottingham
- ☐ University of Plymouth
- ☐ University of South Wales
- ☐ University of St Mark and St John
- ☐ University of Suffolk
- ☐ University of the Arts, London
- ☐ University of the Highlands and Islands
- ☐ University of the West of England, Bristol

- ☐ University of Ulster
- ☐ University of Wales Trinity Saint David
- ☐ University of Worcester
- ☐ Wimbledon School of Art
- ☐ Writtle University College
- ☐ York St John University

Q2: Current job title

Q3: Length of time working in higher education in total

- ☐ Less than 1 year
 ☐ 1-5 years
 ☐ 6-10 years
 ☐ 11-15 years
 ☐ Over 15 years

Q4: Have you worked in sectors or industries other than higher education?

- ☐ Yes
 ☐ No

Note: if you have answered/chosen at least one of the following items: [No] in question 4, skip the following question

Q5: For how long in total (years)?

- ☐ Less than 1 year
 ☐ 1-5 years
 ☐ 6-10 years
 ☐ 11-15 years
 ☐ Over 15 years

Note: if you have answered/chosen at least one of the following items: [No] in question 4, skip the following question

Q6: In which sectors or industries?

- | | |
|---|---|
| <input type="checkbox"/> Other education sector | <input type="checkbox"/> Central or local government |
| <input type="checkbox"/> Not for profit sector | <input type="checkbox"/> Business and private sector other than education |
| <input type="checkbox"/> Other public sector (e.g. NHS, NGOs) | <input type="checkbox"/> Professional body |
| <input type="checkbox"/> Other (please specify) | |

If you have chosen "other", please specify:

Q7: With which broad disciplinary or professional field do you identify?

- ☐ Academic services
- ☐ Administrative, business & social studies
- ☐ Agriculture, forestry & veterinary science
- ☐ Architecture & planning
- ☐ Biological, mathematical & physical sciences
- ☐ Design, creative & performing arts
- ☐ Education
- ☐ Engineering & technology
- ☐ Humanities & language based studies & archaeology
- ☐ Medicine, dentistry & health
- ☐ Central administration & services, staff & student facilities

Q8: Formal contract hours (expressed as a fraction of full time)

- | | | | | |
|---------------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| <input type="radio"/> 1.0 (Full-time) | <input type="radio"/> 0.9 | <input type="radio"/> 0.8 | <input type="radio"/> 0.7 | <input type="radio"/> 0.6 |
| <input type="radio"/> 0.5 | <input type="radio"/> 0.4 | <input type="radio"/> 0.3 | <input type="radio"/> 0.2 | <input type="radio"/> 0.1 |

Note: if you have answered/chosen at least one of the following items: [1.0 (Full-time)] in question 8, skip the following question

Q9: Do you also undertake other employment?

- ☐ No ☐ Yes

Note: if you have answered/chosen at least one of the following items: [1.0 (Full-time)] in question 8, skip the following question

Note: if you have answered/chosen at least one of the following items: [No] in question 9, skip the following question

Q10: On average, how many hours do you work per week in other employment?

- ☐ 0-10 ☐ 11-20 ☐ 21-30 ☐ 31+ ☐ prefer not to say

Note: if you have answered/chosen at least one of the following items: [1.0 (Full-time)] in question 8, skip the following question

Note: if you have answered/chosen at least one of the following items: [No] in question 9, skip the following question

Q11: In which sectors or industries?

- | | |
|---|---|
| <input type="checkbox"/> Other education sector | <input type="checkbox"/> Central or local government |
| <input type="checkbox"/> Not for profit sector | <input type="checkbox"/> Business and private sector other than education |
| <input type="checkbox"/> Other public sector (e.g. NHS, NGOs) | <input type="checkbox"/> Professional body |
| <input type="checkbox"/> Other (please specify) | |

If you have chosen "other", please specify:

Note: if you have answered/chosen at least one of the following items: [1.0 (Full-time)] in question 8, skip the following question

Note: if you have answered/chosen at least one of the following items: [Yes] in question 9, skip the following question

Q12: What are the reasons for your not having a full-time academic job? (Tick all that apply)

- | | |
|--|--|
| <input type="checkbox"/> I couldn't find one | <input type="checkbox"/> I am studying or planning to study |
| <input type="checkbox"/> I don't wish to have full-time employment | <input type="checkbox"/> Family e.g. child or elder care commitments |
| <input type="checkbox"/> Prefer not to say | |

Q13: Terms of employment contract

- ☐ Open ended ☐ Fixed term ☐ Sessional (please describe)

If you have chosen "other", please specify:

Q14: What percentage of your time on average do you usually spend on each of the following activities?
(please note that the total of the percentages in each row should add up to 100)

Research	<input type="text"/>
Teaching	<input type="text"/>
Management and Administration	<input type="text"/>
Knowledge exchange	<input type="text"/>
Engagement	<input type="text"/>
Pastoral care	<input type="text"/>
Other (please specify)	<input type="text"/>

Q15: Do you have an informal understanding or agreement (for instance with a head of department or line manager) about the proportion of time you actually spend on each function mentioned in the previous question?

☐ Yes ☐ No

Q16: Term of employment (contract)

☐ Teaching & research ☐ Teaching only ☐ Research only
☐ Neither teaching nor research

Q17: Does your institution, school or department, have a workload allocation system as a framework for reviewing time allocated to different types of activity?

☐ Yes ☐ No ☐ I don't know

Note: if you have answered/chosen at least one of the following items: [I don't know, No] in question 17, skip the following question

Q18: If so, to what extent does the workload allocation system reflect different activities?

☐ It reflects the balance of my activity 100% ☐ It reflects the balance of my activity 75% or more
☐ It reflects the balance of my activity 50% or more ☐ It reflects the balance of my activity less than 50%

Q19: Please state how many hours you work for your primary employer in a typical week?

☐ 0-10 ☐ 11-20 ☐ 21-25 ☐ 26-30 ☐ 31-35 ☐ 36-40 ☐ 41-45 ☐ 46-50 ☐ 51+

Q20: Are there aspects of your work that have increased, or decreased, in the last two years? Please specify:

Q21: Are there any activities that you undertake that are not formally part of your contract?

☐ No ☐ Yes (please list examples)

If you have chosen "other", please specify:

Q22: What are your key relationships, internal and external to the university?

- ☐ Senior Managers (e.g. Vice-chancellor, Pro-vice-chancellors, Director of Human Resources, Chief Operating Officer/Registrar)
- ☐ Dean of Faculty / Head of School
- ☐ Head of Department
- ☐ Research team; Principal Investigator
- ☐ Teaching team; Programme Leader
- ☐ Departmental colleagues
- ☐ Disciplinary colleagues
- ☐ Business and industry partners
- ☐ Community partners
- ☐ Other (please specify)

If you have chosen "other", please specify:

Q23: What, if any, support networks do you draw upon?

- ☐ Departmental colleagues
- ☐ Disciplinary colleagues in own institution or elsewhere
- ☐ Peer group community eg early career
- ☐ Online communities (please specify)

Q24: What career tracks are you aware of at your institution in relation to promotion to Professorial level?

- | | |
|--|--|
| <input type="checkbox"/> Teaching and research | <input type="checkbox"/> Teaching |
| <input type="checkbox"/> Research | <input type="checkbox"/> Knowledge exchange / Enterprise / Public engagement |
| <input type="checkbox"/> Don't know | <input type="checkbox"/> Other- specify |

If you have chosen "other", please specify:

--

Q25: What are your career aspirations during the next 5 years? (Please select all those that apply)

Continue on same academic career pathway	<input type="checkbox"/>
Continue on different academic career pathway: Research and Teaching	<input type="checkbox"/>
Continue on different academic career pathway: Research only	<input type="checkbox"/>
Continue on different academic career pathway: Teaching only	<input type="checkbox"/>
Take on professional role and/or contract eg in relation to teaching and learning, online learning, widening participation, engagement	<input type="checkbox"/>
Take on management responsibilities such as principal investigator, head of department, pro-vice-chancellor	<input type="checkbox"/>
Work outside the higher education sector: private sector	<input type="checkbox"/>
Work outside the higher education sector: public sector	<input type="checkbox"/>
Work outside the higher education sector: charitable sector	<input type="checkbox"/>

Don't know	<input type="checkbox"/>
Withdraw from labour market	<input type="checkbox"/>
I would continue to work in the UK	<input type="checkbox"/>
I would work outside the UK	<input type="checkbox"/>

Other (please specify)

Q26: How likely do you think you will be in the higher education sector in five years time?

- ☐ 1 (Very unlikely)
 ☐ 2
 ☐ 3
 ☐ 4
 ☐ 5 (Very likely)

☐ Don't know

Q27: Highest qualification

- ☐ BA
 ☐ MA
 ☐ PhD

☐ Professional doctorate
 ☐ Professional qualification
 ☐ Other (please specify)

Q28: Nationality

- ☐ British ☐ Other EU ☐ Non-EU ☐ Prefer not to say

Q29: Gender

- ☐ Female ☐ Male ☐ Intermediate ☐ Prefer not to say

Q30: Age

- ☐ 25 years and younger ☐ 26-30 ☐ 31-35 ☐ 36-40
☐ 41-45 ☐ 46-50 ☐ 51-55 ☐ 56-60
☐ 61-65 ☐ 66 years & over ☐ Prefer not to say

Q31: Are you currently studying for a qualification?

- ☐ Yes ☐ No

Note: if you have answered/chosen at least one of the following items: [No] in question 31, skip the following question

Q32: Which qualification are you studying for?

- | | |
|---|--|
| <input type="checkbox"/> BA | <input type="checkbox"/> MA |
| <input type="checkbox"/> PhD | <input type="checkbox"/> Professional Doctorate |
| <input type="checkbox"/> Professional body membership | <input type="checkbox"/> Postgraduate teaching certificate |
| <input type="checkbox"/> Other | |

If you have chosen "other", please specify:

Q33: Do you think there is any chance at all of you losing your job and becoming unemployed in the next 12 months?

- ☐ Yes ☐ No ☐ Don't know ☐ Prefer not to say

Note: if you have answered/chosen at least one of the following items: [No, Don't know, Prefer not to say] in question 33, skip the following question

Q34: how would you rate the likelihood of this happening?

- ☐ Very likely ☐ Quite likely ☐ Evens ☐ Quite unlikely ☐ Very unlikely
☐ Don't know ☐ Prefer not to say

Q35: In working in your university, what is more important to you?

(1 is the least, 10 is the most important to you)

	1	2	3	4	5	6	7	8	9	10	Does not apply
Research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching and relationship with students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career progression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary and other material benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Autonomy and flexibilty to help work- life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (specify below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>