

Centre for Global Higher Education, Project 3.2

The future higher education workforce in locally and globally engaged HEIs

Research Questions (RQs):

1. In what ways are academic roles and identities diversifying?
2. What are the implications for individuals and institutions, locally and globally?
3. What tensions and/or synergies arise from this diversification, for instance between individual aspirations and institutional missions, structures and processes?
4. How are such tensions being managed and resolved in optimal ways for individuals and institutions?

Interview schedule for senior staff (other details such as sex, d.o.b., ethnicity, nationality, job title, contract type, role, highest qualification, etc., to be collected in a separate *biographical data* form)

RQ 1

1. From the standpoint of your current role at the University, can you give an overview of trends in staff patterns, particularly any diversification that has occurred in its composition, the backgrounds of individuals, their expectations and aspirations, as well as in contractual terms and conditions?
2. To what extent are individuals a) entering higher education from other spheres b) moving in and out of higher education during their careers c) engaging externally, for instance with professional bodies, community organisations, business and industry (at a local, regional, national or international level)? Are these trends on the increase?
3. Are you aware of emerging roles in higher education, for instance 'third space' roles in teaching and learning, research support and institutional development, which may be filled by people on either professional or academic contracts?

RQ 2

4. What has been the main impact of a diversification of roles in your institution?
5. Has this put pressure on existing staffing policies and procedures, and in what way?

6. Have any changes been made to accommodate a diversification of the workforce? If so, what?
7. What career paths are formally recognised in your institution? Have you or are you proposing to introduce new ones, and if so can you describe these?

RQ 3

8. What do you see as the key tensions and synergies from a diversifying workforce?
9. What challenges and opportunities do you think this creates?
10. Are there any issues associated with specific groups of staff e.g. those in mixed or 'third space' roles?
11. How has a diversifying workforce impacted on your own activities, especially those involving staffing policies and the day-to-day management of people?

RQ 4

12. How are any challenges and opportunities arising from a diversifying workforce being managed?
13. What reward and incentive mechanisms are available to staff generally, and more specifically to different groups such as academic (teaching and research, teaching only, research only), professional, and mixed or 'third space' roles.
14. What type of career development is offered for the range of staff in your institution, including for instance:
 - those on short term appointments for instance research fellows
 - early career staff
 - other professional or 'third space' staff working in mixed roles

All RQs

15. Is there anything else you would like to say that might be relevant to our study?