

Centre for Global Higher Education, Project 3.2

The future higher education workforce in locally and globally engaged HEIs

1. How would you describe your current role at the University?
2. What is the balance of your activities (for example, between teaching, research, other academic activities, and professional/ management/ administrative activities)
3. How has your role and the balance of your activities changed over time?
4. To what extent do you see yourself as an academic, a manager, a member of professional services staff, or a hybrid of these?
5. How would you describe your relationship with the University and the way in which you engage with it?
 - 5.1 How is this informed by, for example, your discipline, the department or faculty you belong to, the type of institution, your line manager?
 - 5.2 What are the most positive aspects of this relationship, and the most negative, from your point of view?
6. How do you engage with communities outside the University (in other words, at a local, regional or national level)?
7. How do you engage internationally (for example, with collaborators or partners from other countries, with organisations from outside the UK, and so on)?
- [7b Have you personally experienced or noticed any changes as a result of the Brexit vote and developments since?]
8. What tensions and/or synergies arise from the diversification of roles in universities, for instance:
 - 8.1 between individual aspirations and institutional missions;

- 8.2 between different types of staff (traditional T&R, teaching-only; research-only; professional staff and those with mixed roles involving both academic and professional activity; also between part-time/full-time staff);
 - 8.3 between your role as specified in your contract and your job description and other activities you undertake for various reasons. (What are the reasons for undertaking these other activities?)
9. If you do undertake activities that are not formally part of your contract?
- 9.1 Could you give some examples and quantify these in terms of time commitment?
 - 9.2 In what ways do such additional activities enhance (or detract from) your career. In what ways do they relate to your formal role (or not), in other words, is there synergy with your formal role?
 - 9.3 Do you feel that you have a clear career pathway? How far is this facilitated by:
 - a) formal structures, and
 - b) informal networks and relationships, for example, with colleagues and/or your line manager?
10. Have there been tensions between your own aspirations and the University's formal requirements and opportunities, and how have these been managed and resolved?
11. Can you give examples of cases when tensions arose but have not yet been acknowledged or resolved? How might you go about addressing these?
12. Where do you see yourself career-wise in five and ten years' time?
13. Is there anything else you would like to say that might be relevant to our study?