# Q1 We have enough staff to handle the workload in my department. This includes all teaching ,visits and administration ,marking ,open days etc .

Answered: 160 Skipped: 0

Strongly Disagree

Disagree

Neither

Agree

Strongly Agree

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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| **ANSWER CHOICES** | **RESPONSES** | |
| Strongly Disagree | 50.00% | 80 |
| Disagree | 41.25% | 66 |
| Neither | 2.50% | 4 |
| Agree | 4.38% | 7 |

Strongly Agree

1.88% 3

TOTAL 160

# Q2 Are you confident you understand your workload for 2023/24 ? How it is compiled and how to access accurate information on the allowances and your own workload

Answered: 159 Skipped: 1

Yes

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No

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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| **ANSWER CHOICES RESPONSES** | |
| Yes | 49.69% 79 |

No 50.31% 80

TOTAL 159

# Q3 Has the workload system captured accurately all your formal teaching

:lectures ,seminars ,tutorials ,student numbers etc. for the current academic year.

Answered: 160 Skipped: 0

yes

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no

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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| **ANSWER CHOICES RESPONSES** | |
| yes | 30.00% 48 |

no 70.00% 112

TOTAL 160

# Q4 Could you indicate any specific items of your work which are on your workload but you feel are not accurately measured by the current allowances eg allowances for specific duties or roles ?

Answered: 133 Skipped: 27

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| **#** | **RESPONSES** | **DATE** |
| 1 | course leadership is increasingly complex and time consuming | 2/13/2024 9:59 AM |
| 2 | tutorial time is massively more than allocated | 2/13/2024 9:54 AM |
| 3 | work on apprentices , travel time | 2/13/2024 8:51 AM |
| 4 | Course leadership took double the time allocated last year | 2/13/2024 8:46 AM |
| 5 | Course leadership has increased | 2/13/2024 8:25 AM |
| 6 | The allowance for new modules is not enough. It can take 10 hours to write a new lecture | 2/7/2024 10:52 AM |
| 7 | course leadership duties have expanded greatly | 2/5/2024 8:35 PM |
| 8 | . Marking written work- in particular the dissertation projects. | 2/5/2024 5:37 PM |
| 9 | Time work loaded for meetings and admin is absurdly underestimated. | 2/5/2024 1:32 PM |
| 10 | my teaching etc...is not a problem. The problems arise from too many admin tasks and tasks outside of teaching that can not be captured on the system! | 1/31/2024 4:36 PM |
| 11 | yes I get hours for being a link tutor but not module leadership and am responsible for almost 20 modules, MAPS, Module Boxes, working with EE uploading ethics applications, etc | 1/31/2024 11:07 AM |
| 12 | course leader roles greatly expanding and no additional elements considered eg apprenticeship  but no way to clearly highlight on workload | 1/31/2024 11:00 AM |
| 13 | Online course creation delivery and management | 1/31/2024 10:47 AM |
| 14 | Teaching related administration is massively under-represented in the workload | 1/31/2024 8:47 AM |
| 15 | course lead for 600+ students, administrative nightmare, excessive responsibility but on a small number of senior lecturers | 1/30/2024 4:29 PM |
| 16 | Teaching preparation time, especially for new material. | 1/30/2024 4:07 PM |
| 17 | Course Leadership Module Leadership Postgraduate Supervision | 1/30/2024 3:58 PM |
| 18 | Reassessment of referred work. Student support. Field leader E mail admin excessive ... | 1/30/2024 3:33 PM |
| 19 | all are captured but the hours allocated are far less than the tasks take. eg course leader role, admin tasks, second marking | 1/30/2024 1:52 PM |
| 20 | Module leader hours not enough, personal tutor meetings not given enough time to support students, marking not enough time allocated | 1/30/2024 1:08 PM |
| 21 | Course Leadership and Management of Apprentices | 1/30/2024 12:45 PM |
| 22 | Marking time is not adequately reflected | 1/30/2024 11:41 AM |
| 23 | Numerous personal tutees An endless stream of MSc project students | 1/30/2024 11:13 AM |
| 24 | Marking Preparation for teaching Module leadership on larger and more complex tasks Course leadership, continuous monitoring and enchantment and pastoral support Teaching prep, particularly for new lectures | 1/30/2024 10:08 AM |

25 Too many to mention! 1/30/2024 9:45 AM

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| 26 | Allowances for specific duties and roles within the team are not recognised. Whilst we keep being promised that this will be actioned, it does not happen. | 1/30/2024 9:41 AM |
| 27 | Programme leadership occupies 4 times of the allocated hours. | 1/29/2024 9:24 PM |
| 28 | my supervision allocation seems off | 1/29/2024 5:18 PM |
| 29 | assessment marking in all its forms. | 1/29/2024 5:05 PM |
| 30 | Administration, meetings | 1/29/2024 4:06 PM |
| 31 | The work on the AWS is front loaded to the first two terms, but in a way that it is not possible to deliver within contracted hours. On top of this there are often 'urgent' emails requiring significant 'urgent' work that then push up the hours in a week even further. | 1/29/2024 3:35 PM |
| 32 | Supervision of doctoral theses takes significantly more time than what we are allocated. | 1/29/2024 1:40 PM |
| 33 | Marking Moderation Course leadership Module leadership | 1/29/2024 1:38 PM |
| 34 | head of dept has put 20 hours of training that isnt covered CME reports longer than ever for course leaders not accurately accounted for | 1/29/2024 1:33 PM |
| 35 | Workload underestimates the time for student supervision and dissertation marking and has not been adjusted for changes in the marking system, which requires additional efforts by supervisors/first markers. New second-marking is introduced for a module but not workloaded. Planning and organising fieldwork is not realistically workloaded, either. | 1/29/2024 1:24 PM |
| 36 | Industry engagement and other research activities. | 1/29/2024 12:35 PM |
| 37 | hours taken to complete / attributed to tasks does not often match | 1/29/2024 12:33 PM |
| 38 | Multiple Course leaderships are not reflected | 1/29/2024 12:11 PM |
| 39 | Supervision of Masters dissertations - around ~40% have no experience of basic data analysis (e.g. Excel) and require lots of support - yet only 10 hours. Data entry into e-Vision of grades for module marks. Second marking and moderation of dissertations. Creating rubrics for assessments (3/4 day to do it properly). Course/degree reviews. | 1/29/2024 12:06 PM |
| 40 | allowances for taking over duties of resigned staff member | 1/29/2024 12:06 PM |
| 41 | MARKING | 1/29/2024 12:01 PM |
| 42 | teaching and prep, helping newer staff, research time not properly allocated, no time to attend additional training and meeting due to teaching commitments, should be more staff to cover marketing and recruitment tasks | 1/29/2024 11:59 AM |
| 43 | Doctoral supervision - the allocation is nowhere near enough to undertake supervision meetings, related admin, reading drafts, giving feedback, finding examiners, planning vivas etc. These are students who need and deserve dedicated time, which the current model doesn't adequately provide. | 1/29/2024 11:17 AM |
| 44 | 1. The module and Teaching preparations are not accurately mesured. 2. School and the course related meetings are not included. 3. Assessment hours | 1/29/2024 11:04 AM |
| 45 | admin which isn't captured n the workload | 1/29/2024 11:03 AM |
| 46 | Course Leader role | 1/29/2024 10:41 AM |
| 47 | Hours allocated for teaching prep (1 hour per 1 hour delivery) does not cover the amount of time spent preparing. | 1/29/2024 10:26 AM |
| 48 | rewriting all modules from the ground up to fit the new structure. Writing new lectures on new modules with only 4 days notice. Away days, off site meetings. running and marking large modules. PL duties are vastly under counted. 20 days to mark work is overwritten to approx 14, as admin team has there deadline on Feb 02nd, and it is priority. | 1/29/2024 10:08 AM |
| 49 | role of link tutor | 1/29/2024 10:03 AM |

50 Administrative duties, like Course Leader role. Allocated hours (50) were spent within 2 months. Currently I have spent 110 hours and the 2nd semester has barely started. This has

## 1/29/2024 10:02 AM

been flagged, but no changes were made.

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| 51 | Course leader role - needs at least a tripling of hours to meet requirements. Course leader meetings and course team meetings alone take up approx 24 hrs of role. | 1/29/2024 10:02 AM |
| 52 | the module leadership is disproportionate to the number of students on my module 40 h for 170 students | 1/29/2024 10:01 AM |
| 53 | Personal Tutor Role Planning for teaching sessions | 1/29/2024 9:55 AM |
| 54 | My workload has never once been explained to me in 5 years (despite requests), so every year there is a farcical set of e-mail exchanges where I'm asked to approve something that I don't understand and have no way of verifying for myself. | 1/29/2024 9:50 AM |
| 55 | Assessment in general - insufficient time to provide quality feedback for students. Course Leader hours - not reflective of time spent administering the role. Personal tutor hours - one hour per year per student is simply not sufficient to fulfil the role as effectively as I would want to. | 1/29/2024 9:43 AM |
| 56 | new course development with no hours | 1/28/2024 6:35 PM |
| 57 | Corse leader | 1/28/2024 5:01 PM |
| 58 | course leadership which i estimate to be twice the current allowance. | 1/28/2024 3:27 PM |
| 59 | Additional time required to mark student extensions that are not approved by me. | 1/28/2024 11:50 AM |
| 60 | I don't have allowances. My work duties change. | 1/26/2024 3:31 PM |
| 61 | Without identifying myself I can't provide this information and I am worried about any potential reactions from the school executive and management team. | 1/26/2024 2:08 PM |
| 62 | Course Leadership role - this is allocated 120 hours which is not close to a reflection of the nature of the role, this time would more accurately reflect 1 month of this role during busy times. The workload system also fails to capture additional work caused by errors in other departments | 1/26/2024 11:00 AM |
| 63 | EKE role - 220 hours - done way above this with meetings - this is important to do the job well. Marking was additional. CL - two - labour intensive. Extra admin - constant inputting information. Personal Tutor - 2 year groups. On top of marking planning and prep - it is now impossible | 1/26/2024 7:23 AM |
| 64 | I have volunteered to cover extra classes due to not being enough staff and this is not recorded. There are insufficient hours recorded for admin. There are insufficient hours recorded for marking. | 1/25/2024 6:59 PM |
| 65 | So much stuff pops up, external events, some support for colleagues, outreach etc. Some staff cannot do so another picks up but not always easy to get recorded or just forget. | 1/25/2024 6:18 PM |
| 66 | Marking, personal tutoring. | 1/25/2024 4:28 PM |
| 67 | Too many to list, the system is not intuitive and the UI needs redesigning. | 1/25/2024 2:21 PM |
| 68 | Course Leadership Course re-validation Marketing and Recruitment Marking of dissertations | 1/25/2024 12:41 PM |
| 69 | Allowances for Staffing and Resourcing role severely inadequate alongside portfolios of the School. Raised with Senior Management on various occasions with no review of allowances. | 1/25/2024 11:32 AM |
| 70 | Marking and admin. | 1/25/2024 11:19 AM |
| 71 | Preparation time for creating lectures. Currently 1 hour - this is not enough for a course reliant on practical and visual media. | 1/25/2024 10:34 AM |
| 72 | The new Course Leader role description is work-load heavy compared to the current figurehead/admin role that it currently is and this is yet not reflected in the workload system. | 1/25/2024 10:30 AM |
| 73 | Needs more time for CL. Inadequate hours given. Jan and Sept starts. Filling in the new form (replacing the course documentation) took nearly 3 hours. As course leader for 2 courses just impossible. All just 'hidden' in CL hours. Requests to cover Open Days for other courses. New request to 'read' other schools periodic review paperwork | 1/25/2024 10:18 AM |

74 Course leadership 1/25/2024 10:13 AM

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| 75 | Marking time allocations are too low - e.g., 20 min to read/provide feedback for a 3000-word research report. No time is allocated for reassessments. | 1/25/2024 10:06 AM |
| 76 | marking is insufficiently workloaded, administrative responsibilities including recruitment and risk assessments, etc are insufficiently workloaded | 1/25/2024 10:00 AM |
| 77 | Academic Apprenticeship Mentor duties, this is allocated as 4 hours per student per academic year. It does not take into account my own need to develop understanding of apprenticeships. There is an expectation that i will 'support' the student to complete their portfolio against the modules they have learnt. I do not teach on these modules nor am I a specialist in these areas. To ensure i can support the student I will need to work for free in my own time to develop a base understanding. I am also course leader with inadaquate allocated hours per year.  This does not take into account the volume of emails, student and staff concerns, meetings, course development and volume of work it entails. | 1/25/2024 8:15 AM |
| 78 | supporting students for re sits or deferred submissions (dissertations) | 1/24/2024 8:55 PM |
| 79 | The need to work evenings and weekends to complete all tasks | 1/24/2024 6:20 PM |
| 80 | With so many staff off sick, covering for staff is not included in the workload. The expectation is to work into the evenings which is also not covered in the workload. | 1/24/2024 2:40 PM |
| 81 | Within SHLS, many staff lead on clinical practice based modules, whereby they deliver clinical skills/simulation teaching sessions. These generally require far more input and are more resource heavy than 'normal' teaching activities. An example is the back and forth liaison with either technicians or other clinical staff (guest lecturers who come and in help deliver due to staffing issues) to advise them on the content of the session/aims/creation of materials or equipment etc. However, this does not currently warrant any extra hours on the work loading system. | 1/24/2024 2:22 PM |
| 82 | a developing postgraduate course with a variety of routes on it has not been interrogated as to the impact on teaching an international development in which in the writing of the documents has not had hours allocated | 1/24/2024 11:55 AM |
| 83 | Aspects of my role are not being allocated as per the workload framework and instead are being pushed into my research hours. This includes external funded roles and doctoral supervision. This appears against workload and is essentially being done to ‘hide’ hours because allocating them properly would make we way above 100% workload. | 1/24/2024 10:34 AM |
| 84 | teaching -more specifically school decision to add "academic support", "additional assessment support session 4h per seminar" practice based teaching : engagement with third parties not captured assessment time allocation truncated | 1/24/2024 10:22 AM |
| 85 | Applications, Panel members for course rewrites, investigators for academic misconduct | 1/24/2024 9:53 AM |
| 86 | I have 60 personal tutees plus and it takes days to set up one to one meetings, be there for the meetings, complete STREAM. Some students don't turn up and then email me later requesting the meeting be re-arranged. Also formative assignments- I allow 1000 word formative assignment- fine when I had 30 students on a module but now 100-200 i=on the MSc modules. Unfortunately it is there in the module spec but without hours . | 1/24/2024 8:25 AM |
| 87 | Apprenticeship mentorship in the business school | 1/23/2024 10:55 PM |
| 88 | The 1:1 preperation to teaching ratio for workloaded time is a total joke. | 1/23/2024 8:55 PM |
| 89 | Marketing and recruitment activity. I have a notional allocation, but I don't think there is any consideration of session preparation hours for college sessions or travel time off campus (e.g. to Sunderland or Newcastle). | 1/23/2024 8:05 PM |
| 90 | An entire module missing from the published workload. Time spent inducting and supporting new staff, time spent doing other people's work i.e. recruitment events for other departments | 1/23/2024 7:26 PM |
| 91 | It is unaccounted work that is not recorded ie being investigating officer, chairing FtP etc etc. | 1/23/2024 6:59 PM |
| 92 | all incorrect | 1/23/2024 6:39 PM |
| 93 | Personal tutoring. Allocated 40 tutees at start of year and this was reduced to 20 hours after initial allocation | 1/23/2024 6:34 PM |

94 The admin tasks associated with course leaders are significantly underestimated, so is the teaching preparation time, particularly for new modules.

## 1/23/2024 6:11 PM

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| 95 | PL Staffing and Resources. Personal tutoring | 1/23/2024 5:50 PM |
| 96 | marketing and recruitment, marking | 1/23/2024 5:43 PM |
| 97 | Moderation. Second marking. | 1/23/2024 5:10 PM |
| 98 | Time it takes to mark is woefully inadequate | 1/23/2024 5:04 PM |
| 99 | international travel | 1/23/2024 4:21 PM |
| 100 | I work every weekend - mostly all weekend... marking and trying to prep I am exhausted  and find I have no life at all. It never used to be like this - I am teaching on dissertation marking, covering for illness, marking five modules including extra from additional supervisory role, and two lots of personal tutees 40 and then 30 for another year group. It is impossible. | 1/23/2024 3:52 PM |
| 101 | I received approximately 2.5 hours per week for course leadership. This role requires a substantial amount of my time and that is not an accurate reflection of how many hours I spend on this each week. | 1/23/2024 3:33 PM |
| 102 | We are not given enough hrs for course leader and module leader roles. There are also a lot of additional meetings that seem to fall outside of specific allocations. Marking hours are not enough. | 1/23/2024 3:23 PM |
| 103 | Mentoring. Work loaded 10 hours across an academic year per mentee. I do not feel this is sufficient. Not work loaded to attend ad hoc events such as research week, school conferences, PVC talks, Athena swan focus groups etc. I was given September to February. 3.33 hours per phd student to include meetings, draft reading, and viva preparations, as well as meeting and draft reading for viva revisions. | 1/23/2024 3:22 PM |
| 104 | Administration hours. There are lots of meetings, mandatory training, and email hours that are not accounted for. | 1/23/2024 3:22 PM |
| 105 | We are often asked to give lectures or seminars for other classes. This has been the case for a long time. But it is unclear whether or not this is accurately captured in the workload. It seems too that these and other "lesser" claims upon our time somehow get omitted or "lost" between module leader and PL. There is also the broader issue of the devaluation of module preparation and marking time (along with seemingly constant interference in how these things work from an overly managerialist and paternalistic and increasingly centralising administration). The workload does not reflect accurately what we do. | 1/23/2024 3:10 PM |
| 106 | course leader, conference events | 1/23/2024 3:04 PM |
| 107 | Personal tutoring. Endless ranks for MSc project students. | 1/23/2024 3:02 PM |
| 108 | Course Leader Admissions role both very onerous and the university exploit good will. | 1/23/2024 2:58 PM |
| 109 | Every aspect of the role is not given enough hours on the workload system to accurately represent what happens in practice. There is then a disconnect between what managers see as free time and the amount of free time you actually have. Research in particular is something which is not not recognised within my workload but what i do goes above and beyond my RSA hours. | 1/23/2024 2:58 PM |
| 110 | Tripartite meetings. My hospital is a 1 hour commute to get to, so seeing one student for a 20 minute meeting takes up half a day, which is a catastrophic WASTE of time. (apologies for block caps). I've protested strongly about this, but I find, tripartite travel just eats into my lesson prep time. | 1/23/2024 2:58 PM |
| 111 | The allowance for administrative work does not come close to covering the amount of time spent on the wide range of tasks that are conducted on a day-to-day basis. More and more time is being spent on administrative and student-support related tasks that are not captured in the workload. This reduces real time for teaching and research and has a detrimental effect on my ability to do these well. | 1/23/2024 2:57 PM |
| 112 | Marking Student support and personal tutoring Dissertation supervision | 1/23/2024 2:56 PM |

113 Hours allocated for module leadership do not cover the number of emails and administration on 1/23/2024 2:54 PM

large modules

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| 114 | Personal Tutoring support Admin associated with apprenticeships -workload system | 1/23/2024 2:53 PM |
| 115 | Cover for absent colleagues | 1/23/2024 2:52 PM |
| 116 | Organising placements | 1/23/2024 2:49 PM |
| 117 | Open Days, College visits(marketing) , marking. | 1/23/2024 2:26 PM |
| 118 | Still no allowance for double marking of Vivas. | 1/23/2024 2:01 PM |
| 119 | CPD and academic surgery's are not included on AWS. | 1/23/2024 1:03 PM |
| 120 | Hours for modules do not reflect the reality of requirements for delivery. Would be happy to explain more/which ones/why. Assessment does not remotely reflect the reality of marking practical subjects. Course leadership set at 50 hours a year is a real joke. I came in and had to set up the course, facilities, staff, from scratch. On top of 18 hours a week teaching. | 1/23/2024 12:59 PM |
| 121 | Course leader responsibilities. | 1/23/2024 12:59 PM |
| 122 | Student support, recruitment and marketing, module leadership and admin. | 1/23/2024 12:45 PM |
| 123 | General admin role has considerably grew due to centralisation of admin support. | 1/23/2024 12:45 PM |
| 124 | Lecture preparation is too low, pushed to do further marketing without amended schedules or allocation | 1/23/2024 12:38 PM |
| 125 | Course Leader responsibilities Marking student work | 1/23/2024 12:35 PM |
| 126 | Work taken on isn’t added despite sending emails to adjust | 1/23/2024 12:27 PM |
| 127 | Teaching hours are incorrect | 1/23/2024 11:54 AM |
| 128 | The allowance for programme leader is pitiful. Doesn’t capture the time required to do the role at all. | 1/23/2024 11:46 AM |
| 129 | Principal Lecturer activities. Take \*3 times more than actual allocation. | 1/23/2024 11:30 AM |
| 130 | No time to prep new teaching material Admin grossly underestimated Fanciful no of hours allocated that do not reflect things on the ground Some tasks such as double marking of student projects are not included No time allocated for project I put forward No time for personal development Aiming for 100% workload is totally absurd, we need some lee way. | 1/23/2024 11:26 AM |
| 131 | Shortage of staff results in us covering extra teaching sessions that are on other colleagues workloads. We are told that this will be added to workload but it never is. The same situation arise with marking, we end up covering marking for others but it doesn't appear on workloads. This will become a greater problem as we have been told that the use of external markers is to be reduced. Participation in FTP panels or conducting investigations isn't captured on workloads. Undertaking curriculum development isn't captured. Shortlisting for level 7 modules isn't captured. Allocated 30 mins tutorial time per student on certain modules however should the student refer and require further support is not captured. | 1/23/2024 10:57 AM |
| 132 | Courseleader allowance… marking allowances (prep allowances are cut) | 1/23/2024 9:28 AM |

133 my full teaching load is not captured 1/23/2024 9:14 AM

# Q5 In addition to the previous question are there other items of your work which do not appear on the workload system at all ?

Answered: 157 Skipped: 3

yes

no

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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| **ANSWER CHOICES RESPONSES** | |
| yes | 62.42% 98 |

no 37.58% 59

TOTAL 157

# Q6 if you answered yes to 5 above could you indicate the tasks you are allocated in your workload which you feel are absent from the current system.

Answered: 87 Skipped: 73

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| **#** | **RESPONSES** | **DATE** |
| 1 | clinical visits | 2/13/2024 9:59 AM |
| 2 | frequent meetings | 2/13/2024 9:54 AM |
| 3 | Ofsted | 2/13/2024 8:51 AM |
| 4 | postgraduate supervision | 2/13/2024 8:25 AM |
| 5 | Recruitment activities. These are expanding and exceed the allowance on workloads. But more to the point, these activities can involve preparing teaching activities for A Level students.  This preparation time is not reflected anywhere in the workload but it is obviously not possible to turn up to a class full of A level students with nothing prepared. | 2/7/2024 10:52 AM |
| 6 | apprenticeship duties | 2/5/2024 8:35 PM |
| 7 | team meetings internal sampling of assessments- for example this week I have practical assessments, 30mins in duration with 3 examiners to observe but no time allocated to the internal sampling process. | 2/5/2024 5:37 PM |
| 8 | Coordinator roles that benefit the university used to be included but no longer are. Compulsory meetings that take up many hours should be recognized. | 2/5/2024 1:32 PM |
| 9 | Approval activity | 1/31/2024 4:36 PM |
| 10 | same as question 4 no module leader hours for college partnership students but lots of Module leadership tasks to do | 1/31/2024 11:07 AM |
| 11 | Moderation | 1/31/2024 8:58 AM |
| 12 | Some module related teaching is not on despite requests for it to be put on. Equally, workload which pushed me over 100% last year has disappeared despite numerous requests to re-add it for accuracy to show I was over 100% | 1/31/2024 8:47 AM |
| 13 | I'm allocated tasks that are not in my workload | 1/30/2024 3:58 PM |
| 14 | team meetings, meetings for modules you teach on, transferring modules to TU Brightspace (time not given), not enough prep time when delivering a study day where I need to ensure I am up to date e.g. vaccinations | 1/30/2024 1:08 PM |
| 15 | Usually these are added in the 'other' category | 1/30/2024 10:08 AM |
| 16 | I am reluctant to as this will reveal my identity. | 1/30/2024 9:41 AM |
| 17 | some random and odd jobs, which arise randomly | 1/29/2024 9:24 PM |
| 18 | the marking allocation is within AWS but takes no account of the hours in the day, night or week to deliver on them. In addition prep time for modules is not realistic, especially when they need re-writing or modifying for hybrid or online delivery. | 1/29/2024 3:35 PM |
| 19 | I find the workload system so confusing, obscure, and ever-changing, that I am genuinely unable to say with certainty what aspects of my job have been "workloaded" and which have not. I am also afraid to try and resolve this out of concern that any attempts to will result in further institutional gaslighting from university management. | 1/29/2024 1:40 PM |
| 20 | N/A | 1/29/2024 1:38 PM |
| 21 | see above for many meetings eg weekly course leader meeting is 30 hours a year not included | 1/29/2024 1:33 PM |

22 organising training sessions for staff on new equipment 1/29/2024 1:24 PM

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| 23 | Admin for arranging field trips - there is no support from admin staff for this (why are academics doing admin work?). Why is an international residential field trip only allocated 35 hours? | 1/29/2024 12:06 PM |
| 24 | Prep for TU Online | 1/29/2024 12:02 PM |
| 25 | don't know | 1/29/2024 12:01 PM |
| 26 | I have spent many hours on teaching-related work (e.g. supporting the colleague who has taken over as course leader, supporting the tutor covering subject teaching, helping plan external events, marking and attending boards in October etc). While it is annoying that the hours have been removed, it also feels petty and mean to take them away - I'm doing this work, which no one ese can do, but not getting the hours for it. | 1/29/2024 11:17 AM |
| 27 | Attending the course meetings, School conference and meetings. | 1/29/2024 11:04 AM |
| 28 | meetings, appeals, FtP, admin | 1/29/2024 11:03 AM |
| 29 | Cover for marking, cover for Course Leader | 1/29/2024 10:41 AM |
| 30 | Away days marking | 1/29/2024 10:08 AM |
| 31 | I am constantly tasked and pressured to reveal new research outputs, but no RSA is given within term time from line manager. New modules that have been rolled out need at least 3 hours of preparation per lecture and seminar, which is no where close to the allocated time. Recruitment hours are only considered the time you spend at Open Days, whereas hours upon hours are spent at recruitment meetings and social media promoting the course. | 1/29/2024 10:02 AM |
| 32 | Increasing requirement to keep upto date with training, policies and standards. This time is not represented. | 1/29/2024 10:02 AM |
| 33 | all the support for students who fail assessments, additional session that need to be provided are not included plus the marking does not represent actual time spent | 1/29/2024 10:01 AM |
| 34 | Whenever there are students issues to deal with the workload does not account for how much extra time this takes - ftp's and so action plan monitoring and so on | 1/29/2024 9:55 AM |
| 35 | Personal tutoring | 1/29/2024 9:50 AM |
| 36 | Supporting new members of staff. | 1/29/2024 9:43 AM |
| 37 | cover for illness | 1/28/2024 6:35 PM |
| 38 | complex administration | 1/28/2024 3:34 PM |
| 39 | placement visits travel , liaison with agencies | 1/28/2024 3:27 PM |
| 40 | The time taken to create, manage, edit module boxes seen by external, examiners and the requirements of this. For example the request to 'chunk' our recorded lectures. What's wrong with students pressing pause if they wish to take some time out ? | 1/28/2024 11:50 AM |
| 41 | We are still waiting to hear how Academic surgery hours will be allocated in our workload at the business school. Currently we are spending 2 hours per week from september 2023 and they are not in our workload yet. No CPD hours yet. | 1/26/2024 5:44 PM |
| 42 | Without identifying myself I can't provide this information and I am worried about any potential reactions. | 1/26/2024 2:08 PM |
| 43 | time you need to take with the students to ensure a good learning experience, | 1/26/2024 7:23 AM |
| 44 | There are some various catch all categories, get assigned hours but then not always easy to be aware when allocation met. Marketing and recruitment etc. | 1/25/2024 6:18 PM |
| 45 | Participating in REF-related reading groups, running additional sessions for students such as book groups that contribute to the student experience, supporting personal tutees, running research projects. | 1/25/2024 4:28 PM |

46 Additional support sessions for students Additional research week activities - asked to host events Training new members of staff

## 1/25/2024 12:41 PM

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| 47 | Tutorial support. This has largely been removed from modules. However, we are under constant pressure to get students through (and with better grades). If they fail, it's our fault. If they complain, it's our fault. I'm sure senior management understand this and are using it as a means to squeeze free labour out of staff. | 1/25/2024 11:19 AM |
| 48 | Training up Ptls. Be it for summer cover teaching / assessment. Finding 'cover'.E. g (S3 MA always requires extra staff members). Requested to 'find' cover for academic boards, Open Days, even though on annual leave, RSA. | 1/25/2024 10:18 AM |
| 49 | Course Approval Panels University meetings/department meetings/team meetings | 1/25/2024 10:13 AM |
| 50 | Supervising non-TU PhD students (for staff who came to TU with existing students at their former institution who they are still responsible for). Inadequate workloading for research and related admin. | 1/25/2024 10:00 AM |
| 51 | . non-contractoral work means sign a new contract and bring in my passport again ….all duplication | 1/25/2024 9:56 AM |
| 52 | This is dependent upon when workloads are published as they are then 'worked on' behind the scenes. I have been verbally notified of responsibilities but this does not appear on my workload until a later date. | 1/25/2024 8:15 AM |
| 53 | Covering for other staff | 1/24/2024 2:40 PM |
| 54 | External funded research External funded roles Doctoral supervision Lead of a University Centre | 1/24/2024 10:34 AM |
| 55 | dissertation allocations external event attendance | 1/24/2024 10:22 AM |
| 56 | Panel members for course rewrites, investigators for academic misconduct, RPL | 1/24/2024 9:53 AM |
| 57 | Yes, we are asked multiple times a year to take on addition duties, often associated with research-related positions. These should be provided with appropriately workloaded time. | 1/23/2024 8:55 PM |
| 58 | Mentoring for colleagues | 1/23/2024 8:05 PM |
| 59 | not allocated time for immediate responses by Senior managers to check and double check marking, checking data from QAV, FtPs, FtS, placement concerns, practice evaluation investigations, curriculum development, completing admin tasks, organising room bookings, various meetings and note taking. Internal sampling. | 1/23/2024 6:59 PM |
| 60 | personal tutoring academic apprenticeship mentoring supervision | 1/23/2024 6:39 PM |
| 61 | Too many to list using my phone | 1/23/2024 6:34 PM |
| 62 | Meetings. I am asked to attend an inordinate amount of meetings that isn't allowed for in my workload. Whilst marking is on, the time for IM is not. I need to IM about 30 scripts on top of the marking allocation | 1/23/2024 6:32 PM |
| 63 | there are lots university/school wide activities such as business engagement, networking, sitting in various committees (only ethic is on AWS). | 1/23/2024 6:11 PM |
| 64 | Pastoral and general support for students, emails informal meetings. | 1/23/2024 5:04 PM |
| 65 | second marking, recording of lectures (time used for editing, uploads), resit marking | 1/23/2024 4:21 PM |
| 66 | Loads of meetings related to international delivery. Hours wasted chasing management for answers/confirmation on important stuff | 1/23/2024 3:23 PM |
| 67 | When I have examined a viva myself that has not been added. The extra days of Christmas leave we were gifted have not been adjusted on the workload. I had a few days off work with flu which again are not captured on the workload. | 1/23/2024 3:22 PM |
| 68 | It is never clear whether or not the constantly shifting "stable" of our centrally mandated personal tutees is accurately reflected at any given time as the PL for staffing, having been given too many colleagues for whom they are responsible, is always playing "catch up" in this regard. | 1/23/2024 3:10 PM |
| 69 | Periodic review, admissions activities, the needs of student far exceed one hour allocated. | 1/23/2024 2:58 PM |

70 Resits 1/23/2024 2:58 PM

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| 71 | Pre Boards Boards Department meetings | 1/23/2024 2:58 PM |
| 72 | supporting students for reassessments and marking reassessments - on large modules the number can be considerable. Supporting students offered 3rd attempts and marking | 1/23/2024 2:54 PM |
| 73 | as far as i know second marking has never been there and this is several hours of work | 1/23/2024 2:50 PM |
| 74 | Student mentoring support | 1/23/2024 2:49 PM |
| 75 | Course meetings, school meetings, etc. Reading new documents and and rules and policies. | 1/23/2024 2:01 PM |
| 76 | The ad-hoc nature of our school requires us to do most recruitment very last minute. Whilst some of this is allocated it's so badly organised I end up having to do way more I've never once been thanked, let alone renumerated because we manage everything so the students don’t suffer .School has hired really inexperienced tech staff (they're lovely but lack knowledge and skills) on part time and unstable contracts. I just do it to keep it going for our students. | 1/23/2024 12:59 PM |
| 77 | Regular management "favours" or being asked to guest lecture on other colleagues modules which we have been told is "pro-bono". | 1/23/2024 12:59 PM |
| 78 | Course or module development (new modules), QAV periodic reviews, staff recruitment (short listing alone can take hours when there are tens of applicants). | 1/23/2024 12:45 PM |
| 79 | Yea hung cover due to absences | 1/23/2024 12:39 PM |
| 80 | Covered sessions for absences aren't added | 1/23/2024 12:38 PM |
| 81 | Marking on shared modules. Teaching is given but not marking. | 1/23/2024 12:27 PM |
| 82 | Academic Hub hours (student drop-ins) | 1/23/2024 11:54 AM |
| 83 | No hours allocated for students who fail an assignment and must resubmit. A lot of them seek extra support - understandably in many cases - and yet no acknowledgment of this work. | 1/23/2024 11:46 AM |
| 84 | TU online support. As a module leader for on campus modules are automatically also module leader of the online version ran by TU Online. This includes things like checking content accuracy, providing assessment and submission dates, moderating marking.need proper hours for irt. | 1/23/2024 11:30 AM |
| 85 | Entreprise and business engagement | 1/23/2024 11:26 AM |
| 86 | Administrative duties have increased drastically. AdmIn staff are struggling to the extent that one department isn't open to staff from 1000 to 1400. Any enquires that should be addressed by that department falls on to the academic staff. | 1/23/2024 10:57 AM |

87 apprenticeship administration 1/23/2024 9:14 AM

# Q7 Are you confident that your teaching and teaching related activities such as marking & boards ,meetings, open days etc will be contained within your contractual 38 Weeks ? (This means that you expect your 7 weeks leave and 5/6 weeks RSA are free of all other duties ).

Answered: 160 Skipped: 0

Yes

No

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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| --- | --- |
| **ANSWER CHOICES RESPONSES** | |
| Yes | 14.37% 23 |

No 85.63% 137

TOTAL 160

# Q8 If the answer to the previous question is no could you indicate as specifically as possible what things are likely to inhibit you taking your full leave and RSA allowances ?. Examples from previous years would be useful including any problem times of the year

Answered: 120 Skipped: 40

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| **#** | **RESPONSES** | **DATE** |
| 1 | extra intakes with no staff | 2/13/2024 9:59 AM |
| 2 | last minute requests for summer cover etc | 2/13/2024 9:54 AM |
| 3 | postgraduate teaching and research supervision | 2/13/2024 8:53 AM |
| 4 | multiple intakes impossible to do in the 38 weeks | 2/13/2024 8:51 AM |
| 5 | Summer open days pressured to do these during leave | 2/13/2024 8:46 AM |
| 6 | summer open days and overseas student inductions | 2/13/2024 8:34 AM |
| 7 | last minute summer work | 2/13/2024 8:25 AM |
| 8 | Online degrees are fine in principle, if properly resourced, my fear is this won't happen and that instead, staff will be asked to contribute to teaching for more than 38 weeks. Their needs to be clear planning integrating online and in person duties not just add on tasks | 2/7/2024 10:52 AM |
| 9 | I will not be able to take my leave in full weeks. We teach across all 3 semesters now with the introduction of the apprenticeship programme. | 2/5/2024 5:37 PM |
| 10 | Student support always exceeds the 38 weeks. | 2/5/2024 1:32 PM |
| 11 | BUT only with my flexibility. SHLS continues to operate outside of a traditional academic year format which causes problems taking leave over the year as the teaching is relentless!! | 1/31/2024 4:36 PM |
| 12 | I teach in semesters 1,2 and 3 so just take annual leave where I can and RSA usually not able to take but I have agreed to this teaching | 1/31/2024 11:07 AM |
| 13 | assessments. boards, meetings, support. Courses run over 50 weeks with students out in practice. Always new issues cropping up and no system to manage | 1/31/2024 11:00 AM |
| 14 | RSA duties are consistently disturbed with competing priorities despite organising them with great care | 1/31/2024 8:47 AM |
| 15 | Recruitment activities | 1/30/2024 11:02 PM |
| 16 | course leader role, teaching commitments, marking, timing of exam boards, clinical visits, etc | 1/30/2024 4:29 PM |
| 17 | Having dissertation students over the summer. Being told we can't take annual leave in August. | 1/30/2024 4:07 PM |
| 18 | Postgraduate supervision, exam boards, teaching and course preparation | 1/30/2024 3:58 PM |
| 19 | Teaching and marking deadlines makes it difficult to fit RSA in . Teaching and marking would have to be spread across the teams which is already under pressure. | 1/30/2024 3:33 PM |
| 20 | supervision of taught postgraduate students over the year as these have a supervision time of Sept to Sept May start dates on taught postgraduate mean I teach all 3 semesters | 1/30/2024 1:52 PM |
| 21 | Tripartite/placement meetings throughout summer, marking, students that are on the apprenticeship route for nursing - additional courses running throughout summer where students need to be supported. | 1/30/2024 1:08 PM |

22 Supporting 3 semesters and Supporting Business that work 52 weeks a year 1/30/2024 12:45 PM

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| 23 | Summer MSc projects and resit marking for UG impacts ability to take RSA and holidays | 1/30/2024 11:41 AM |
| 24 | The exam boards being brought forward to over the summer May intakes of students | 1/30/2024 10:08 AM |
| 25 | it is impossible due to workload to have RSA time. | 1/30/2024 9:41 AM |
| 26 | always setting up academic board meetings and other school/departmental activities. | 1/29/2024 5:18 PM |
| 27 | admissions clearing reassessment marking | 1/29/2024 5:05 PM |
| 28 | My timetable is having classes everyday. Though I want to take RSA to finish my research and funding writings, I could not able to due to my timetable. I have just two hours of sessions on three days a week and a four hours on a day. If my two hours sessions on three days are scheduled in two days, I would have got extra day for RSA, which is not happening | 1/29/2024 4:06 PM |
| 29 | the biggest challenge with RSA and AL is that you back up any work to when you get back, so the only way to get back on top of your work is to work well over your hours when you return from RSA/AL - including answering emails which are a ridiculous volume. | 1/29/2024 3:35 PM |
| 30 | Our programme does not operate in a semester system. Whilst teaching is not all-year around, other aspects of the programme (e.g., placements) are, and this makes it very hard to take RSA. In my entire career in this place, I have never been able to take all of my RSA time. | 1/29/2024 1:40 PM |
| 31 | We have so many meetings (course meetings with the course team, course leaders meetings with the head of dep., departmental meetings, all school meetings) that can be condensed to an email which will give us time to actually do the work required | 1/29/2024 1:38 PM |
| 32 | have managed to take all holidays for last 5 years, teach a masters in the summer new holiday system makes this worse | 1/29/2024 1:33 PM |
| 33 | MSc projects running over the summer (semester 3) and the August resit period require frequent intervention/communication with students and/or admin that disrupts the summer break. I didn't have a single week in July and August 2023 without any work-related e-mails. | 1/29/2024 1:24 PM |
| 34 | Industry engagement activities and research activities were mostly done in my annual leave in the previous year. | 1/29/2024 12:35 PM |
| 35 | Re-assessment marking and boards impact the time period | 1/29/2024 12:11 PM |
| 36 | Re-sits and reassessments - last summer this was highly disruptive to research. Course evaluations/reviews - long meetings imposed and admin tasks demanded to be completed at short notice (i.e. that day). I do research on some AL days so that I know I won't be disrupted. | 1/29/2024 12:06 PM |
| 37 | Marking, reviewing ethics applications, personal tutoring | 1/29/2024 12:06 PM |
| 38 | Students requiring support, lack of cover. | 1/29/2024 12:02 PM |
| 39 | Resit marking over summer | 1/29/2024 11:42 AM |
| 40 | TUIBS is introducing third semester intake on some courses for the first time and there's pressure to ensure that we're available for summer teaching. | 1/29/2024 11:17 AM |
| 41 | Clearance events, The course meetings | 1/29/2024 11:04 AM |
| 42 | work load and commitments - timings of some meetings and assessments boards | 1/29/2024 11:03 AM |
| 43 | Once the marking period and subsequent boards are factored in, plus summer cover for resits, these take up more than the 38 weeks. Although overall my workload is about right (Q10) the problem is with bunching, January is a particularly difficult month, and I often have to work evenings and weekends to get the work completed within the deadlines that management set. | 1/29/2024 10:41 AM |
| 44 | Last year i lost approximately 1 weeks worth of holiday, due to other duties as we are understaffed. This is bought back in other schools. | 1/29/2024 10:08 AM |
| 45 | Provision is across all semesters and portfolios are growing. Most years workload over recommended in particular last three years whereby RSA not always taken and annual leave taken on days when free and a week carried over. | 1/29/2024 10:03 AM |
| 46 | More Open Days and recruitment events, like the three-day Creative Conference, are suddenly added in the middle of summer. RSA is prohibited at term time, so the Line Manager makes it impossible to get RSA and Annual Leave all at once in the Summer. | 1/29/2024 10:02 AM |

47 I am confident because I will say 'no' if it doesn't fit within my contract. I am also confident that management will try to organise boards and meetings outside of contract. Therefore, I anticipate having to say 'no' continuously.

## 1/29/2024 10:02 AM

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| 48 | there is always a need to be in for summer assesments etc- the to do the rota. at easter also it would be good to take more time off again we have marking and students want to speak with us. The personal tutees allocation is only needed during the term time- no student want to see us outside yet we do not have time to see them. so I do need to work outside my actual hours | 1/29/2024 10:01 AM |
| 49 | Resubmission marking and tutorials, interview days/clearing, open days and students with issues | 1/29/2024 9:55 AM |
| 50 | There are not enough weeks left outside of formal teaching and assessment duties to comfortably take leave and RSA. The windows of time within which leave can be taken seem to shrink year on year. | 1/29/2024 9:43 AM |
| 51 | asked for last 3 years to work or cover summer teaching or marking with no hours | 1/28/2024 6:35 PM |
| 52 | summer intake | 1/28/2024 5:01 PM |
| 53 | summer marking | 1/28/2024 3:34 PM |
| 54 | i refuse them outside the 38 weeks. | 1/28/2024 3:27 PM |
| 55 | There has been a recent request for RSA to be taken during term time. This is proving to be a challenge as I currently do not have a whole day away from teaching. | 1/28/2024 11:50 AM |
| 56 | I don't have 7wks / 38 wks pattern. I am on an admin grade and called a tutor but work as a teacher. | 1/26/2024 3:31 PM |
| 57 | It is normal not to take the full allocation of leave or RSA. Without identifying myself I can't provide this information. | 1/26/2024 2:08 PM |
| 58 | Assessment boards and interviews run throughout the summer months, supervision commitments accross two semesters. The institution has now agreed to an additional programme running through semester 3, due to the lack of staff there is no flexibility to arrange teaching cover leading to no opportunity to take leave during teaching weeks. Student meetings for deferrals, supervision, individual issues all overflow into non-teaching weeks due to lack of capacity. | 1/26/2024 11:00 AM |
| 59 | No time for RSA on timetable given all other responsibilities. Little admin support | 1/26/2024 7:23 AM |
| 60 | I never seem to be able to protect time for RSA. If I book it,admin tasks, marking load or emails or even lesson prep become more pressing and research is put on hold. I often work evenings and weekends to keep up or to fit some writing/ research in. | 1/25/2024 6:59 PM |
| 61 | There are the resit weeks often outside the 38 teaching and then the marking of these and on occasion the boards. They often fall in AL or RSA and if RSA you feel the pressure to run practicals, mark and attend boards. | 1/25/2024 6:18 PM |
| 62 | Summer reassessments and marking. | 1/25/2024 4:28 PM |
| 63 | Course Leadership - with multiple intakes per year I know I am needed to step in to resolve issues - especially as PTL is hired to teach over the summer. Course re-validation processes mean I was unable to take full three weeks of leave in order to ensure I could write paperwork before a new intake of students and teaching resumed. | 1/25/2024 12:41 PM |
| 64 | May Intake. Resource planning for next academic year. Workload/timetable planning. Exam Boards. Trans National Education(TNE) Portfolio requirement's and timelines. | 1/25/2024 11:32 AM |
| 65 | SHLS basically runs a 52 week academic year. There's no chance of being able to fit it in. This impacts the response to Q9; I can fit in everything I need to do within the working week. The problem is that there are now 50 teaching weeks. This then affects Q10. Week by week workload is ok, it's just that it never ends. | 1/25/2024 11:19 AM |
| 66 | RSA is often used to create lecture content between semesters. | 1/25/2024 10:34 AM |
| 67 | Last semester my teaching workload was initially 24 weeks for the first four weeks, dropping to 20 for the remaining, which is the toughest semester I have had yet and I couldn't fit anything else in. | 1/25/2024 10:30 AM |

68 Requested to 'find' cover for academic boards, Open Days, even though on annual leave, RSA. New request to 'read' other schools periodic review paperwork

## 1/25/2024 10:18 AM

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| 69 | August assessment board meetings and pre-meetings. Reassessment marking Reassessment support for students Course approvals/new courses Masters dissertation supervision | 1/25/2024 10:13 AM |
| 70 | We have been told that we MUST be available and work at least one week in each of the Summer months (June, July, and August). Also, we are now being told that we will be asked to teach during the Summer semester. | 1/25/2024 10:06 AM |
| 71 | Marking spills over most of the summer now that Boards has shifted. This last summer, I was unable to take more than a few weeks holiday in order to squeeze in my RSA around marking and other teaching admin responsibilities. | 1/25/2024 10:00 AM |
| 72 | This is perhaps not internal to Teesside but with my contract ending in the next few months I do not see how I will be able to take my allotted holiday. | 1/25/2024 9:56 AM |
| 73 | I was required to carry over 2 weeks AL from last year into this year as I had to withdraw this to ensure I could meet the demands of creating teaching materials for modules running in summer. | 1/25/2024 8:15 AM |
| 74 | workloaded for modues across the summer semester | 1/24/2024 8:55 PM |
| 75 | The lack of capacity in the department means that it is not possible for me to operate within my 38 week academic year. It is expected that I will fill the shortfall. | 1/24/2024 6:20 PM |
| 76 | I have been added into semester 3, so teaching over the summer. This will mean I am working beyond the 38 weeks. While I'm only at 88%, I am rushing constantly. | 1/24/2024 2:40 PM |
| 77 | marking, board attendance | 1/24/2024 10:22 AM |
| 78 | Applications, marking | 1/24/2024 9:53 AM |
| 79 | As a course leader with significant teaching commitments and placement management responsibilities, it is very difficult (if not impossible) to take any time during teaching and assessment weeks in semester 1 and 2. Coupled with changes to Assessment Boards, it is incredibly difficult to take leave and RSA despite proactively planning it at the beginning of the academic year. | 1/24/2024 8:39 AM |
| 80 | I am not taking RSA this year as I am too busy. | 1/24/2024 8:25 AM |
| 81 | I have already been given an additional, unworkloaded, mass of marking to do. The semester began yesterday... | 1/23/2024 8:55 PM |
| 82 | Endless problems with student resits and assessment boards | 1/23/2024 7:26 PM |
| 83 | the volume of work means I cant take RSA due to examples of workload above. Work as PL and hours allocated come nowhere for all the workload I have which means eats in to workload in general. | 1/23/2024 6:59 PM |
| 84 | As I teach across 3 semesters, I am not sure how this can fit in. The apprenticeship provision doesn't break. There are also timely initial assessments / EPA support for students. | 1/23/2024 6:32 PM |
| 85 | including teaching and student supervision in S1 and S2, plus supervising MSc project students in S3, apprenticeships supports all year around, it is impossible to contain them within 38 weeks. | 1/23/2024 6:11 PM |
| 86 | boards, tight deadlines of marking to meet boards, short staffed | 1/23/2024 5:43 PM |
| 87 | Reassessments, the May international student cohort for Masters programmes. | 1/23/2024 5:10 PM |
| 88 | marking, particularly for resits | 1/23/2024 4:21 PM |
| 89 | It is always a challenge to take all leave and RSA, but in the end it was taken in the past years. | 1/23/2024 3:58 PM |
| 90 | No time for research or RSA effectively. | 1/23/2024 3:52 PM |

91 As I am on the TTSP contract I am contracted to 52 weeks. The school recently announced that there would now be an intake of PG students in May..! The only time I feel I can take leave is the end of May, June and July and I think this could hinder that. Note – this respondent seems to have been givin inaccurate information on duties

## 1/23/2024 3:33 PM

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| 92 | The number of academic boards that now take place across the year. Teaching across 3 semesters, for example PG supervision is still ongoing in semester 3. | 1/23/2024 3:22 PM |
| 93 | The admin appears to be cramming and delegating as many admin tasks to teaching staff that encroaches on RSA time. Also, I have been waiting fours years to see a job description for Course Leaders. | 1/23/2024 3:22 PM |
| 94 | The hours allocated in the workload for administrative duties like this NEVER accurately reflect the actual work. Certain members of staff are oppressed more by this phenomenon than others. But it seems that whenever we are called upon to take up some additional administrative duty, those hours allocated transform into "how long is a piece of string?". The workload, as it stands, is a "stick" which management can wield to its advantage, heaping burdens on many, and refusing to hire new colleagues to take up some of the burden, on the grounds that everyone's workload is not yet maxed out. Although, increasingly they are maxed out now. | 1/23/2024 3:10 PM |
| 95 | Summer PG project supervision, Animex, Marking and feedback in August, general creep. Indications that "you may be called in from RSA" "you cannot book blocks of RSA" etc. I have done 40-44 TTR in the last few years | 1/23/2024 3:04 PM |
| 96 | Assessment boards in August. Lack of staff to cover while on leave. | 1/23/2024 3:03 PM |
| 97 | It is unbelievable that the university schedule recruitment activities throughout the summer and I often feel intimidated to refuse to comply. | 1/23/2024 2:58 PM |
| 98 | Due to teaching commitments, I often have a lot of annual leave and RSA to take in semester 3 and over the summer. However, as we are now running apprenticeships which run into semester 3 teaching and planning meetings continue all year long which means RSA days are often interrupted. | 1/23/2024 2:58 PM |
| 99 | We have been told that we must be available for at least 1 week in June, July and August - this is to manage marking and boards. This is fine in principle but makes it difficult to plan leave, since other tasks (e.g. research are also expected to take place during these months. | 1/23/2024 2:57 PM |
| 100 | I have a principal lectureship role and the responsibilities of this continue beyond the 38 weeks | 1/23/2024 2:56 PM |
| 101 | Teaching in all 3 semesters. Supervision of large number of students. | 1/23/2024 2:54 PM |
| 102 | Not enough time for marking, time taken to handle student queries is never really captured. | 1/23/2024 2:52 PM |
| 103 | it's never 38 weeks and never has been | 1/23/2024 2:50 PM |
| 104 | Constant student and placement issues | 1/23/2024 2:49 PM |
| 105 | Course development Marking Boards | 1/23/2024 2:27 PM |
| 106 | Bc of quick turnaround times it means that leave and rsa are taken together and crammed into the period after the final board. | 1/23/2024 2:26 PM |
| 107 | There is an expectation to work outside 38 weeks, specifically for academic boards attendance. | 1/23/2024 1:03 PM |
| 108 | RSA is near impossible to take as it's treated by management like you're actually at workdoing TTR . For example we're so short staffed that when I do try to take it l, I often end up dealing with issues that arise last minute. Hard to pinpoint specific times because our school, , is so badly run, I feel as though I'm firefighting day to day. | 1/23/2024 12:59 PM |
| 109 | We are told not to take RSA in blocks and often expected to answer trivial queries during RSA time meaning focused work does not happen. There is also an ambiguity around what is deemed "teacher related activities" and no one seems to be able to give a clear answer to that. | 1/23/2024 12:59 PM |
| 110 | Email from HOD said that blocks of RSA would not be approved because of critical business needs over the summer. | 1/23/2024 12:45 PM |
| 111 | We teach sept, jan and may cohorts so we never have a week without academic input. We are told teaching trumps everything. | 1/23/2024 12:45 PM |
| 112 | Open day events and clearing, attending university for international students, have been told cant take RSA in the time allotted us | 1/23/2024 12:39 PM |

113 Called in for open days/clearing. Told unable to take RSA in chunks and that we may not even get the time allotted to us.

## 1/23/2024 12:38 PM

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| 114 | Masters Projects running over the summer months. We have been asked to take RSA on non- teaching days, during teaching weeks. | 1/23/2024 11:54 AM |
| 115 | Scheduling programme boards and submission dates in August. | 1/23/2024 11:46 AM |
| 116 | RSA allowance is usually used for PL role duties. | 1/23/2024 11:30 AM |
| 117 | There is no respect for the 38 week contract in the work culture in my department. This not mentioned in any communication at any point and management + admin keep adding things task, request etc even if you have an out of office massage about being away. There is a business as usual expectation in the work culture irrespective of 38 weeks | 1/23/2024 11:26 AM |
| 118 | Staff are encouraged to take RSA & leave by the HOD however a simple calculation highlights that there isn't enough weeks in a year for staff to take all their entitlement and ensure that all teaching, marking, tripartite, boards etc. etc. are covered. | 1/23/2024 10:57 AM |
| 119 | Boards scheduled in August Induction organised during august for sept … i shall not be here | 1/23/2024 9:28 AM |

120 summer teaching /postgraduate work 1/23/2024 9:14 AM

# Q9 Can you tell us a little about the impact of workload on your working week ?

Answered: 160 Skipped: 0

Normally I can complete all...

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I sometimes have to work...

I regularly have to work...

I often have to work...

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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| **ANSWER CHOICES** | **RESPONSES** | |
| Normally I can complete all the tasks I am given in the working week of 37 hours (7.4 hours average daily ). | 8.13% | 13 |
| I sometimes have to work evenings or weekends in addition to the 37 hours (4 or less weeks a year ) | 20.63% | 33 |
| I regularly have to work evenings or weekends in addition to the 37 hour week ( from 5 to 10 weeks a year ) | 30.00% | 48 |

I often have to work evenings or weekends in addition to the 37 hour week ( from 15 of the 38 weeks upwards a year )

41.25% 66

TOTAL 160

# Q10 Overall then do you experience your personal workload as too heavy, too light, or about right? A ‘standard’ full time week for the University is 37 hours during which you should be able to carry out all your contractual duties.

Answered: 159 Skipped: 1

Much too heavy

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Too heavy

About right

Too light

Much too light

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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| **ANSWER CHOICES** | **RESPONSES** | |
| Much too heavy | 33.96% | 54 |
| Too heavy | 54.09% | 86 |
| About right | 11.95% | 19 |
| Too light | 0.00% | 0 |

Much too light

0.00% 0

TOTAL 159

# Q11 How would you describe current satisfaction levels in your department regarding academic staff workloads being fair and manageable across the staff group ?

Answered: 160 Skipped: 0

Very satisﬁed

Satisﬁed

Neither satisﬁed no...

Dissatisﬁed

Very dissatisﬁed

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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| --- | --- | --- |
| **ANSWER CHOICES** | **RESPONSES** | |
| Very satisfied | 0.63% | 1 |
| Satisfied | 3.75% | 6 |
| Neither satisfied nor dissatisfied | 10.00% | 16 |
| Dissatisfied | 44.38% | 71 |

Very dissatisfied

41.25% 66

TOTAL 160

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| **#** | **COMMENT ON THE ABOVE.** | **DATE** |
| 1 | very high levels of stress andf mental health problems such as work related depression | 2/13/2024 9:59 AM |
| 2 | no confidence in the institution doing what it says | 2/13/2024 8:34 AM |
| 3 | staff get stuck with admin roles for years rather than them being shifted around each year . | 2/13/2024 8:25 AM |
| 4 | Morale is very low. With good reason, staff members regard every initiative by management as designed to add to their workload burden. These are routinely railroaded through. The new academic framework model last year being a case in point. | 2/7/2024 10:52 AM |
| 5 | I find the process of workload allocation bizarre. No-one in the team seems to really know what anyone else is doing. Some seem to have allocated hours for research, others not. Some have numerous module leaderships and admin roles, others have just one or two module leaderships and no admin roles. | 2/5/2024 5:37 PM |

6 Everyone is doing too much and it creates hostility when we have to ask each other to do 2/5/2024 1:32 PM

more. I'm also aware that I could be using time to form productive research relationships with department colleagues but the time for this barely exists.

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| 7 | Our workload people, in my opinion, are fair and it is well managed. The turmoil of the last few years is settling back to what workload used to be. | 1/31/2024 4:36 PM |
| 8 | Sadly some staff have very little teaching as are given hours for many other things which all add up. Others have much more. Also some groups of staff have very small groups sizes <10 compared to other who have seminars of 30+ this gives a huge discrepancy when it comes to assessment support, reading drafts and general student support activities | 1/31/2024 11:07 AM |
| 9 | personally generally satisfied however many staff are feeling pressures and are often overworked . work load PLs try to be fair but have limited resources | 1/31/2024 11:00 AM |
| 10 | some staff seem happy with their workload, others (more experienced staff) not as happy | 1/30/2024 4:29 PM |
| 11 | People feel they are taken advantage of and not listened to. Previous poor relationship with management. Unable to feel you can speak to anyone senior about workload struggles as simply told 'the union agreed to it'. Feeling of being unsupported. | 1/30/2024 4:07 PM |
| 12 | Too many additional tasks allocated or fed down from management to be delegated by staff that are not managers | 1/30/2024 3:58 PM |
| 13 | Colleagues are stressed and fatigued. | 1/30/2024 3:33 PM |
| 14 | all staff say the same things that the allocation on the workload is too low for all of the tasks that they do. Staff are all suspicious of the AWS and are anxious about the workload. They trust the HoD and PL Staffing to put the information into the AWS correctly but staff disagree with the hours that the system allows for tasks | 1/30/2024 1:52 PM |
| 15 | We remain understaffed, we have a high turnover of staff, many staff come and then return to practice due to the high workload and not being supported. In comparison to other courses/degrees we are very different in that we are expected to have student contact throughout the year. The majority of my colleagues have never taken their full RSA leave some barely take it at all. The 38 weeks are never mentioned and it is expected you will work more. | 1/30/2024 1:08 PM |
| 16 | There seems to be a tendency to overload particular individuals with complex or service related tasks. This appears to be gendered. | 1/30/2024 10:08 AM |
| 17 | Whole section is over the workload | 1/30/2024 9:45 AM |
| 18 | We are understaffed due to significant delays in appointing essential staff to meet SSR requirements. This means that functions have to be shared amongst an already busy and fatigued team. | 1/30/2024 9:41 AM |
| 19 | this is evidenced by the unbelievable number of staff leaving the department including leaving to no onward job, or leaving to lower level employment. | 1/29/2024 3:35 PM |
| 20 | We all seem to be hanging by a thread. There is too much work to meaningful innovate. It is harder to connect with our students and this has created a horribly distant and detached culture of learning, that ultimately is to the detriment of the communities that our programme was designed to serve. | 1/29/2024 1:40 PM |
| 21 | Most staff are not happy with their workloads | 1/29/2024 1:38 PM |
| 22 | School is just chaos with bullying management that dont care about staff or their wellbeing and basically dont understand enough about HE | 1/29/2024 1:33 PM |
| 23 | Whenever I speak to a colleague about workload-related matters, virtually everybody blows their cheeks or rolls their eyes, and we're off on a rant about inefficiencies, insufficient support by admin, too much non-academic admin (e.g., booking coaches or accommodation for fieldtrips), insufficient time for decent student supervision and/or project planning or preparation of lectures from scratch. | 1/29/2024 1:24 PM |

24 The amount of work needing completion at the same time is too heavy, necessitating on healthy working regimes. Also time allocated to course leadership and its related activities especially to very large courses and cases of multiple course leadership is very unhealthy. Also, colleagues being made to perform support roles to the Principle Lecturers, Programmes, Learning and Teaching, Resource and Staffing without reimbursement or allocated sufficient hours in the workload has been downright exploitative. Finally research hours being taken out

## 1/29/2024 12:11 PM

mid-semester to add more teaching under the excuse of alleged policy stating only colleagues that are conducting revenue generating research should be granted research hours is manipulative and not helpful for research growth

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| 25 | numbers are too high for the number of staff and marking turnaround between semester 1 and 2. Admin load is excessively high - lecturers are basically expected to do all of the admin too (e.g. data entry) | 1/29/2024 12:06 PM |
| 26 | there are not enough staff, some new staff, not enough experienced staff to guide, staff we do have constantly being pulled away to teach and interview for other courses | 1/29/2024 11:59 AM |
| 27 | Our PL S&R and departmental HoD work hard to be fair and transparent. They understand staff workloads but are often overriden by school management | 1/29/2024 11:17 AM |
| 28 | general consensus across the depart the workload is too high | 1/29/2024 11:03 AM |
| 29 | The recruitment freeze, just highlights the management thoughts to the University staff. | 1/29/2024 10:08 AM |
| 30 | Think this is endemic | 1/29/2024 10:03 AM |
| 31 | The impacts of workload and management of workload is disincentivising and demotivating. I witness regular occurrences of stress amongst colleagues and nearly everyone talks about he workload being degrading to academic standards. Centralised control causes organisational friction and failures. Tied in to this is the way staff expertise and specialist knowledge is reduced to being a statistical body - with an assumption that you can parachute into fill other roles. Partly this comes from the lack of knowledge and experience of certain members of our L&T team, particular PL's have a micro managing approach and display over-confidence in their abilities to deliver depth and quality. | 1/29/2024 10:02 AM |
| 32 | No idea - department meetings take place on xxx and I cant attend | 1/29/2024 9:50 AM |
| 33 | Many colleagues have mentioned having workload issues - simply not having enough time in a week to fulfil all of the tasks to the standard we would like (and not being able to e.g., prepare for classes effectively, engage in research for sessions etc. causes significant distress for staff who like to do a good job in all aspects of their work!). | 1/29/2024 9:43 AM |
| 34 | We dont have offices anymore. We dont even get our own desk. We have a hot desk every day. This is extremely counter-productive. My workplace is too noisy for me to do any meaningful work. This means I need to spend more hours in the evening and weekends catch up with my work. | 1/26/2024 5:44 PM |
| 35 | Workloads seem to be discussed constantly and negatively. | 1/26/2024 2:08 PM |
| 36 | Unmanageable student and course numbers, maternity leave has been left uncovered, internal promotions and retirement have not been replaced. This has led to a lack of experience within the remaining subject team, core members of staff are exhibiting severe physical symptoms of stress and burnout. This has been communicated to the Department Head on multiple occasions. The response has been to offer minimal external support and to invite an external to advise on increasing student numbers further. Meetings were arranged initially where staff were encouraged to fill workloads to full capacity in order to support the request for further staffing, this appears to have been used to make staff commit to more but with no resultant staffing requests being made. | 1/26/2024 11:00 AM |
| 37 | Not everyone is in this position. | 1/26/2024 7:23 AM |
| 38 | There is discontent about workload with most people saying their workload is high. However, there is disparity with some staff appearing to have a lighter workload in terms of teaching and course leadership. These staff members are argued to have a high research load, but there is little evidence of research. The disparity is also argued to be based on gender with most course leaders/ lecturers with high teaching load being female. | 1/25/2024 6:59 PM |
| 39 | I am trying to work my contracted hours so doing far less in the evening but things are building up, I’m likely to miss/forget some things. That adds a different stress to long hours. The SSR is often unbalanced between courses so the average in area may be alright but it can be very bad in some areas. | 1/25/2024 6:18 PM |

40 To my understanding we have an unprecedented amount of complaints in my department this year. Everything is imbalanced and there is a massive amount of favouritism amongst certain senior management members and other higher level role staff. This will impact our staff turnover big time and students will also feel the effects at the end of it.

## 1/25/2024 2:21 PM

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| 41 | This is an increasing problem in general - with staff leaving and then not being replaced. However, men in the department increasingly expect women to undertake more pastoral and student support roles. When this is pointed out to them, they become defensive and unhelpful. | 1/25/2024 12:41 PM |
| 42 | Staff Dissatisfaction is leading to various staff left/leaving and constant staff attrition alongside the issues that go with it for the staff and management that are left behind. | 1/25/2024 11:32 AM |
| 43 | We have recently employed a number of new staff. This has helped. However, I'm not sure this survey picks up the subtleties of work loading issues. A classic example is pressuring staff to complete marking for assessment boards. The worst I have seen was for a module with over 90 students being given 2 days to be marked in order to appease the respective AD. Such issues burn staff members out, which then puts a huge burden on other members of the teaching team. | 1/25/2024 11:19 AM |
| 44 | Most colleagues' workloads are close to, at or over 100% and the idea that these activities can be completed in 37 hours is unrealistic. Staff departures haven't been sufficiently replaced which puts pressure on the rest of the department. We rely on PTL to cover teaching but permanent staff often 'have capacity' to take on more and more but only in a workload sense. The workload can show capacity to take on more but in reality this in difficult to manage and next to impossible to do in 37 hours. Research time appears on workload but gets squeezed out when L/SL colleagues are teaching 5-7 modules per semester. Dissatisfaction increases when the implication is often that it is poor time management and not the workload itself that is responsible. It feels like the demands across every portfolio are increasing but our collective capacity to manage that to a satisfactory standard are very, very difficult to sustain within the current workload model and staffing levels within departments. I'm sure there are metrics that can show our department is adequately resourced but on the ground it doesn't feel that way.  We are not replacing staff who leave and are being asked to do more to meet various demands and this leads to dissatisfaction with workload. I appreciate the sector is challenging so on one hand I understand the demands and decisions being taken at school and university level but the impact is to require more with less and that creates a difficult working environment. | 1/25/2024 10:37 AM |
| 45 | 30 credit modules, more students and no extra staff are the cause of the higher workloads at the minute, we need to recruit more staff or cap numbers | 1/25/2024 10:30 AM |
| 46 | No time for anything. Constant reactionary actions in school. Zero strategy to MA Courses even though requested from school. Pressure to change L&T to just follow the Uni to save money, reducing modules, loss of academic rigour. Blackboard police constant emails to adhere to everything. Jan/Sept starts impossible to keep track of everything. Very little office staff help to unburden academics. Expected to do everything. | 1/25/2024 10:18 AM |
| 47 | Staff in my cluster repeatedly mention burn out. Some are considering going part time (4 days per week) so they can conduct their research on their own time as their workload does not permit them to stay current and relevant in their research discipline. | 1/25/2024 10:00 AM |
| 48 | It is unfair and inconsistent. Some have a very light workload and are able to focus upon tasks which they feel are meaningful for their careers and skills. Others are heavily work loaded and expected to just manage with it. I work every single night to try to stay on top of pressures, however I know of others who don't complete 5 days work. | 1/25/2024 8:15 AM |
| 49 | Constant under resourcing means it is impossible to ensure that all team members have adequate time to engage in all activities required. | 1/24/2024 6:20 PM |
| 50 | Everyone I have spoken to is stressed and exhausted, even just 3 days into the new teaching semester. | 1/24/2024 2:40 PM |
| 51 | When comparing the teams workloading hours on AWS to that of other staff members in different teams, including PLs etc, there is a noticeable difference in that the others appear to have substantially less hours. | 1/24/2024 2:22 PM |
| 52 | there have been significant changes to the structure of the school and to my immediate team which have an effect on workloads, the structure and delivery of modules and the holistic dynamic within my area. | 1/24/2024 11:55 AM |

53 Workload time allocation is under-costed anyway, and then when it isn’t all added correctly even when under-costed this leads to a much too heavy workload burden. Because senior management then only see a figure in the workload and assume this is correct and we are not over 100% then they don’t see workload as an issue. However they are using incorrect figures when time allocations are too low anyway, and not all workload is being added to the system.

## 1/24/2024 10:34 AM

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| 54 | lack of transparency and open communication. There is a lack of consultancy. the workload is constantly shifting | 1/24/2024 10:22 AM |
| 55 | Personally, the semester 1 workload damaged my mental health and my wellbeing. More broadly, I am concerned about the impact of workload on several colleagues, especially course leaders. | 1/24/2024 8:39 AM |
| 56 | The workload system is clever because to do my job properly I have to work Sundays especially with markingTo achieve the 20 day turnaround this means: I was marking my 9 dissertations on the Thursday evening and the Friday, Sunday, Monday, Tuesday. I was then marking Friday, Sunday, Monday, Tuesday- and the result is 40 marked assignments. I will mark 10 today and finish marking on Sunday (teaching tomorrow and Friday). So next week I will start on (x81) and try to complete within the remaining 3 weeks (plus the second marker dissertations). But there are now competing pressures: teaching Thursday and Friday; dissertation students currently 14 and 7 ; plus 60 plus Personal Tutees (almost certainly the call will be see them in the first 2-3 weeks). So for the next 3 weeks I will definitely be working Sundays in order to hit the 20 day turnaround. I am sure others are likely in the same situation. This is why the University's workload system is so clever- to hit deadlines I (and I think others) give up their own time to hit deadlines. The University in granular detail measures everything except staff using their free time and days off to do University work. | 1/24/2024 8:25 AM |
| 57 | Everyone has something to say about the workload. It's never good. | 1/23/2024 8:55 PM |
| 58 | Colleagues are incredibly dissatisfied. New colleagues are given teaching and other responsibilities with little to no induction, handover or any kind of preparation/training. Staff are leaving one after the other, which means other staff then have to suddenly take over work, then they leave too! My school is heavily under-resourced. We have Ls and SLs doing PL work. | 1/23/2024 8:05 PM |
| 59 | HoD appreciates workload but above that more and more demands are placed on PL role with unrealistic time scales to complete certain activities. They dont seem to understand the complexity , PRSB demands, student demands, staff to student ratio, the level of support expected to deliver to ensure no attrition. Partnership working demands etc etc etc. | 1/23/2024 6:59 PM |
| 60 | high turnover of staff, chaotic workloads, sickness very high within the dept, everyone unhappy | 1/23/2024 6:39 PM |
| 61 | 4 left in December and 9 so far in January have left. To be replaced only with three new starters. | 1/23/2024 6:34 PM |
| 62 | We appear to have a lot of leavers and no access to management support | 1/23/2024 6:32 PM |
| 63 | Most of staff are ok in S1, however, the department has no spare capacity, that means when someone go off sick or leave, the rest of team who are already fully workloaded has to pick up the extras in order to complete the delivery. | 1/23/2024 6:11 PM |
| 64 | I feel that my work in not at all appreciated. | 1/23/2024 4:21 PM |
| 65 | Teaching workload too high, research allowance to low. | 1/23/2024 3:58 PM |
| 66 | We have a very high turnover of staff, at least 6 people handed their notice in over xmas, everyone is burnt out, we normally have at least 5 members on long-term sick by the end of the semester. It's an absolute mess. | 1/23/2024 3:33 PM |
| 67 | Our school does not manage itself / run very well. There is understaffing across all departments in the uni. Management seem to be constantly firefighting and there is a general lack of future planning - everything seems reactionary. | 1/23/2024 3:23 PM |

68 Staff in my department often discuss working evenings and weekends to keep up with the workloads. As a part-time member of staff this includes marking work as the marking turnaround time is not considered for PT staff so we effectively have less time to do this with in a working week.

## 1/23/2024 3:22 PM

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| 69 | Staff have a lot of gripes ranging from: "They keep telling me to do stuff I don't know how to do" to "Every year, I start September hoping it'll be better than last year, but it's always worse." | 1/23/2024 3:22 PM |
| 70 | Nearly half of my team have been promoted to either a PL or professorial role and do hardly an teaching as a consequence. Some colleagues who do still teach have been regularly given 18 contact hours per week (and some have been unofficially asked to take on more). There are not enough of us. The workload is used to justify austerity measures for some but is apparently applied strategically. It has been observed that certain favoured schools and departments have somehow avoided the harsher aspects of the workload. Prior to about 2016, the workload was heavy but not onerous. Since then, it has become an unwelcome burden. It is not possible to develop new modules or to focus on proper research anymore. We do not have the time. Quality of teaching and research suffer as a result. And people leave. And often don't get replaced. Yet we see shiny new buildings going up all the time. External campuses are built. We are exhorted to grow without limit, somehow. We see (mostly) suited men with six figure salaries and monstrous KPIs that they rain down upon the rest of us. As far as I can tell, those are the only people in whom this university invests, or really cares about. The academics and lesser admin people who deliver the actual mission of the university are treated as miserable peons, milch cows, work horses. We have no voice. Collegiality is gone. Power and resource have been reserved for the centre. True academics are ridiculed and marginalised. And I predict that, if the direction of travel does not change soon, this will be an FE college within five years' time. | 1/23/2024 3:10 PM |
| 71 | There is an expectation that you will cover maternity leave, sickness, research leave and despite sabbaticals being ‘funded’the School do not support specific teams when colleagues have been awarded a sabbatical. | 1/23/2024 2:58 PM |
| 72 | Some staff are asked to do more and take on more responsibility than others. There's a discrepancy between members of the team and often new members of staff are given responsibilities beyond their level of experience and pay band. | 1/23/2024 2:58 PM |
| 73 | We have employed many new staff, so I expect things to ease during the coming year. | 1/23/2024 2:58 PM |
| 74 | The university clearly sees people as a resource to be used. There is no consideration for how working people to the maximum hours (taking into account how much "invisible" work takes place) will actually hurt the university's goals vis-a-vis teaching quality, student experience and research activity. People do not have time to take a breath. There is no time for many staff to think, plan or organise. There is only teaching. | 1/23/2024 2:57 PM |
| 75 | We have lost so many staff who then haven't been replaced - its demoralising for those of us remaining trying to cover everything. The teaching is only part of the picture, its all the other commitments such as marketing, open days, representation on committee's etc. | 1/23/2024 2:56 PM |
| 76 | there never seem to be enough staff to teach - resulting in large numbers of stduents in seminar groups. Marking relies heavily on buying in external markers. | 1/23/2024 2:54 PM |
| 77 | everbody is pissed off and all the good will has gone | 1/23/2024 2:50 PM |
| 78 | By chance I bumped into a few colleagues on campus this week. People that I have known since we started at TU in the early 2000’s . Everyone said the same thing. ‘It’s not like it was, it’s not as enjoyable a place to work these days’ | 1/23/2024 2:26 PM |
| 79 | The same people are always expected to do any work that's seen as less desirable e.g. open days and summer teaching. | 1/23/2024 2:01 PM |
| 80 | Everyone is struggling to get through days. People are in total survival mode. People off sick lots. High turnover. Far too much work spread across too few people. I'm told there are too many staff in our school, who no longer fit because their courses were cancelled. However we desperately need more staff but told our staff students ratio as a school is too high. Isn't that appalling to talk about human beings like that? I'm at the point where I'm struggling so much to keep going. I was getting in from work throughout semester one and getting straight into bed. I'm mentally and physically shot. | 1/23/2024 12:59 PM |

81 Culturally, the majority of the department are unhappy with the way workload is managed. 1/23/2024 12:59 PM

Things will sneak on workload without any discussion and often ambiguous activities will be asked of us. This would be fine, but there is no wiggle room for additional scope of hours if invariably that task turns into something much bigger than it was sold as.

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| 82 | We are getting new starters, but staff turnover is high and it takes a full cycle for new lecturers to get up to speed. We still don't have enough staff or rooms, and rumours abound that we're planning to move to class sizes of 30 because of the new structure of 30 credit modules.  Everyone is burnt out already and afraid of what is to come. | 1/23/2024 12:45 PM |
| 83 | Seem to be told to accept workloads that are over with no real plan in place. Teams seem to be run on maximum which doesn’t plan for sickness, new staff learning the role etc | 1/23/2024 12:45 PM |
| 84 | Changing staff, consistent heavy work loads through last semester | 1/23/2024 12:39 PM |
| 85 | Ever changing staff and constant absences have affected workloads several times throughout the last semester | 1/23/2024 12:38 PM |
| 86 | Colleagues are being asked to do too many tasks in too little time. There are competing requirements, like a course review (and all the unstated and stated expectations) whilst marking and/or teaching. It often feels like our day to day TTR activitied are completely ignored when planning coming up with deadlines for big jobs like Course Reviews.  Unfortunately there are colleagues that are not in the union, but are struggling. | 1/23/2024 12:35 PM |
| 87 | Frequent topic of conversation in the office - people not sure how they can manage, very unhappy with workload. Some have been advised by OH that they should only have 80% of their workload when they are, in fact, over their workload and this happens every year. | 1/23/2024 11:46 AM |
| 88 | In general, a lot of staff feel overwhelmed. | 1/23/2024 11:30 AM |
| 89 | Many junior colleagues come and speak to me because they are stressed, on the verge of breakdown and this is mostly related to the amount of work expected and that is not translated into the workload | 1/23/2024 11:26 AM |
| 90 | Excessive academic staff workloads are having a detrimental impact on, physical health, psychological health, social health, relationships and morale. The above statement is confirmed by the number of experienced staff that have left. Also new starters find the workload unmanageable as they are pushed to take on roles and duties that they do not have the experience to undertake, impacting on their confidence, self esteem and credibility resulting in a less that optimum experience for our students. | 1/23/2024 10:57 AM |
| 91 | Workload continually being modified by management, workloads in section still not agreed in week 1 semester 2 | 1/23/2024 9:52 AM |

92 My personal situation is ok because i push back and have done so for the last few years… others dont and their workload is intolerable

1/23/2024 9:28 AM

# Q12 When you have queried individual workload items have you felt satisfied with the departmental /school response ?

Answered: 158 Skipped: 2

Yes

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No

Not applicable

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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| **ANSWER CHOICES** | **RESPONSES** | |
| Yes | 29.75% | 47 |
| No | 54.43% | 86 |

Not applicable

15.82% 25

TOTAL 158

# Q13 Can you give examples of responses when you have queried workload items . In particular those you found helpful or unhelpful .

Answered: 98 Skipped: 62

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| **#** | **RESPONSES** | **DATE** |
| 1 | PL said I know but I'm helpless | 2/13/2024 9:59 AM |
| 2 | no rationale or help HoD just starts complaining that they are overworked | 2/13/2024 8:25 AM |
| 3 | You can raise matters but the workload allowances don't ever change, no matter the degree to which they are unsatisfactory | 2/7/2024 10:52 AM |
| 4 | promises unkept | 2/5/2024 8:35 PM |
| 5 | I have been asking for module leader ours for a partnership course for 2 years now but still not included. | 1/31/2024 11:07 AM |
| 6 | The hours on the system do not reflect the depth and variance of activities in my role. I have been given more work, and overlapping intakes with little consultation. My workload manager has been excellent at supporting me however her hands are tied and I've ended up doing the work and having it placed on my workload allotment. I have considered leaving and am now in the process of strategizing for a phased retirement. The school response is getting 'students in seats' and this influences everything. | 1/31/2024 10:47 AM |
| 7 | Recently I requested some workload to be removed during a significant pinch point I have at the end of February/beginning of March and have been told there's a lot of absence in the department so unlikely to provide relief | 1/31/2024 8:47 AM |
| 8 | We have a policy of one hour prep time for developing one hour of new teaching material, just told 'union agreed to it' and we should use other aspects of our workload for extra time needed eg training and development time. Emails also often ignored such as enquiring about training opportunities promised in interview. | 1/30/2024 4:07 PM |
| 9 | Items not on my workload and that I'm still timetabled for, and I'm still timetabled for weeks into the semester | 1/30/2024 3:58 PM |
| 10 | a portion of marking has been taken off me. However I am concerned it is then marked by colegaues who have not taught on the module so feedback is technically affected. | 1/30/2024 3:33 PM |
| 11 | Explanations about the AWS allocations | 1/30/2024 1:52 PM |
| 12 | In a workload meeting in 23 I informed the PL that I would be aiming to work the 38 weeks as in my contract and the response implied this was unusual . This is the first time I have said this in the years I have been here and have always worked over 38 weeks. I sent an email to workload PLs some time ago but have had no response, within the email I provided a calendar setting out my weeks of student contact etc I was currently well over weeks and have queried this. | 1/30/2024 1:08 PM |
| 13 | Staffing is a big issue and we are informed that recruitment freezes prevent essential roles being appointed to. | 1/30/2024 9:41 AM |
| 14 | I have never because it seems easier to accept and move on. | 1/29/2024 5:18 PM |
| 15 | There is a general state of denial about the inadequacies of the workloading system and an implication that working evenings is due to poor time management | 1/29/2024 5:05 PM |
| 16 | I checked about RSA and got very good response | 1/29/2024 4:06 PM |
| 17 | I no longer query workload with my HOD (PL can be really helpful where there is scope) but HOD in previous conversations has done nothing to help | 1/29/2024 3:35 PM |

18 "Well that's what the workload system says so that is the way it is!". "Don't ask to many questions about your workload or you might create the impression to upper management that

## 1/29/2024 1:40 PM

you aren't capable of doing the job"

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| 19 | Any items which may not represented on the aws, I ask to meet with the person in charge and they always manages to put them in place | 1/29/2024 1:38 PM |
| 20 | The response I received when I asked more time for external subject activities was that the department is under staffed and hence we all have to focus on teaching only. | 1/29/2024 12:35 PM |
| 21 | Too many to list. Generally helpful response but a drop in the ocean in reality of what is changed. I am in the early years of my first full time lectureship. When I queried preparation time for creating new lectures/practicals I was told that my PPD time should be used for lecture prep... I have yet to see my PPD materialize again year... | 1/29/2024 12:06 PM |
| 22 | Whenever I have queried numbers (amount of hours) I have just been told this is standard and work should not take longer than what has been allocated. | 1/29/2024 11:59 AM |
| 23 | Re: Q12 - 'sometimes' would have been a better answer. Teaching related queries about specific allocations seem much easier to resolve than anything more nuanced. It feels like the HoD, who understands what we do, is not in a position to make decisions about workload, which seems to defeat the object of line management in this context. | 1/29/2024 11:17 AM |
| 24 | I requested the head of department about the hours for attending the course related weekley meetings. However, I was told that the meetings are staff chats, which has no allocation on the workload. | 1/29/2024 11:04 AM |
| 25 | I always feel manipulated and pressured in to doing additional work. | 1/29/2024 10:41 AM |
| 26 | mostly satisfied with responses and empathy given, has been increase in staffing to alleviate however not always consistent with growing courses | 1/29/2024 10:03 AM |
| 27 | RSA not given in term time, even at days when there is no teaching, when at the same time you are constantly pressured to submit research outputs. Also, Course Leader role allocated hours are spent within 2 months of the first semester. A Course Leader needs at least 250 hours a year to fulfll the role, which is an admin role and not in their initial contract. Instead, Line Manager produces a printout with all the task descriptions of a Course Leader (which are over 30 responsibilities). | 1/29/2024 10:02 AM |
| 28 | There is an attemp tto resolve workload queries however changes are often 'left hanging' and resolved months later or not at all. | 1/29/2024 10:02 AM |
| 29 | yes as the additional hours missed are then added but no- as the maximum hours allocated are insufficient | 1/29/2024 10:01 AM |
| 30 | When work has been added but the hours or percentage appears the same | 1/29/2024 9:55 AM |
| 31 | Workloading seems to be about rearranging chairs so that they appear in the right order, but without any oversight as to whether the correct number of chairs are there (or why they are there) in the first place. It's all smoke and mirrors. | 1/29/2024 9:50 AM |
| 32 | Issues raised and understood / sympathised with, but not actually dealt with - 'there's no one else to do it...' | 1/29/2024 9:43 AM |
| 33 | departmental management unable to deal with any problems and just allocate ,allocate | 1/28/2024 6:35 PM |
| 34 | ignored | 1/28/2024 3:34 PM |
| 35 | HoDs have no power to make changes | 1/28/2024 3:27 PM |
| 36 | Centralised timetabling currently is not flexible nor timely enough when meeting the needs of academics in the classroom | 1/28/2024 11:50 AM |
| 37 | Our PL for staffing usually follows the rules and makes a fair judgement. She communicates with us and makes sure we understand the allocation. | 1/26/2024 5:44 PM |
| 38 | No response or replies to emails. Unpleasant and unprofessional comments made by executive team to other members of staff which have filter back to me. | 1/26/2024 2:08 PM |
| 39 | Course Lead hours being far from a true reflection - "we know but it is the way it is, it is the same for all courses" When querying filling workloads to capacity based on inaccurate reflections of actual work hours queried that this shouldn't be a target? Response - "it isn't a target by any means, but we need to do it in order to make a case for more staff" | 1/26/2024 11:00 AM |

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| 40 | I have raised the issue of other staff having low teaching responsibility or raised the fact that some staff are only on campus one day a week and I have been told that those staff members have research hours or special responsibilities | 1/25/2024 6:59 PM |
| 41 | Agreeded to do some demo and a little trading in the generation of practical material and asked for 8-12 on my workload and was given it. The work was for a different School. In the past I’d have just done it and asked for no time. | 1/25/2024 6:18 PM |
| 42 | Requests for additional workload hours for non-standard duties, or for duties that take longer than the nominal alloacted time (e.g. marking and assessment, including moderation). | 1/25/2024 4:28 PM |
| 43 | New management takes a very generic approach, mostly based on numbers and no other student experience data concerning delivery. | 1/25/2024 2:21 PM |
| 44 | Not Helpful- Allowance cannot be increased to support the reality of hours required to complete tasks of the role, despite being efficient at work and the best person to do the work. | 1/25/2024 11:32 AM |
| 45 | This is maybe an issue of personalities. Personally, I get on well with the workload PLs. So, I have no problems. However, I know people in other departments who are having an awful time of things. I've also been here a long time, so I have the confidence to just tell them to get lost. Newer members of staff are in a much more vulnerable position. | 1/25/2024 11:19 AM |
| 46 | My DLT is always clear and transparent about my workload. Activity that needs to be represented in my workload is always added and discussion always takes place about additional demand on me e.g. teaching, supervision. | 1/25/2024 10:37 AM |
| 47 | I enquired about additional hours to assist me with student support in my role as Course Leader due to high cohort numbers and the amount of students with additional support needs. Hours were found to have a colleague help me with admin/support duties. | 1/25/2024 10:34 AM |
| 48 | The PL does their best with their difficult job. | 1/25/2024 10:30 AM |
| 49 | following loss of staff I had to cover extra module, meaning my workload was over 100%. Queried this and no actions taken until Periodic Review had issues due to knock on effect. Did several weeks extra and contacted HoD for workload review and/or extra payment. Only offered less than 10 hours back in lieu owed. Workload still not sorted nor indication of payment or less hours this semester | 1/25/2024 10:18 AM |
| 50 | If staff are deemed over workload the University policy now appears to be to not pay overtime. Instead, the hours are 'taken off' next year's workload. Unfortunately, this creates a cyclical problem, with some staff being over every year | 1/25/2024 10:13 AM |
| 51 | Basically it comes down to "it is what it is", "nothing we can do about it", "the next semester will be less busy" | 1/25/2024 10:06 AM |
| 52 | We have a new PL and HoD, both of whom, are a vast improvement from their predecessors. When I recently queried inadequate workload allocation for course reapproval and recruitment activities, the allocation was increased to a satisfactory level. This is a positive change. The School recently advertised some research leadership positions, however, and stated that they expect that existing administrative workload should sufficiently cover the staff member's new responsibilities. This is incorrect and the reason I did not apply. | 1/25/2024 10:00 AM |
| 53 | I queried my ability to meet the demands place upon me and my ability to meet deadlines due to the workload. I have since had teaching removed but replaced with other duties that still have the same deadline so it has not been helpful. | 1/25/2024 8:15 AM |
| 54 | "The work has to be done" "there is nothing we can do about it", "can you demonstrate that there are no spare hours", "do you owe us any hours?" | 1/24/2024 6:20 PM |
| 55 | I was given module leader responsibilities with a few days until the new semester while still having marking responsibilities. Email concerns about this were ignored for days then a meeting called. Helpful union input | 1/24/2024 2:40 PM |
| 56 | There have been inconsistencies in what you are 'allowed' to get hours for and how many hours you are entitled to, leading to ambiguity about how accurate a reflection the workload is. | 1/24/2024 2:22 PM |
| 57 | being asked to take on extra duties, when my workload is already over the guidance | 1/24/2024 11:55 AM |

58 No dialogue and just told that my Prof hours have to mop up everything. There is no 1/24/2024 10:34 AM

transparency or consistency between colleagues as to how this is applied.

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| 59 | being ignored , being told it is what it is, | 1/24/2024 10:22 AM |
| 60 | Things just arent available to be counted on the work load system as its not individual enough | 1/24/2024 9:53 AM |
| 61 | Essentially, the AWS is not fit for purpose and does not allow for accurate recording of admin and assessment activities (if we are to maintain an appropriate level of quality). | 1/24/2024 8:39 AM |
| 62 | xxxxx is an excellent Workload PL, she is fair and accounts for all the work. THE WORKLOAD SYSTEM is the problem. | 1/24/2024 8:25 AM |
| 63 | na | 1/23/2024 10:55 PM |
| 64 | Senior management arent interested very much blame culture not worth raising anything. Staff under so much pressure with competing demands - just get on with it. | 1/23/2024 6:59 PM |
| 65 | got told things were a learning opportunity when i said my workload was excessive | 1/23/2024 6:39 PM |
| 66 | Apologetic but so far no reply. Workload currently featuring in a grievance | 1/23/2024 6:34 PM |
| 67 | Invariably the HoD and PL S&R are too busy to be able to discuss this with individuals | 1/23/2024 6:32 PM |
| 68 | "everyone is in the same boat" | 1/23/2024 5:43 PM |
| 69 | We are told not to 'reject' our workload, and to just let management know if something is incorrect via email. We have more or less been told we will face disciplinary action if we do not accept our workload. | 1/23/2024 5:10 PM |
| 70 | The system of allowance of time for research (RSA, Staff with specific responsibiltt for reasearch and (what was) REIBE time is obscure and mysterious | 1/23/2024 5:04 PM |
| 71 | After querying workload, I would normally receive the same workload to agree again, with some explanations like, that is what is specified in the workload model, or that is not accounted by the workload model etc. Often such explanations appeared untrue, e.g. in the case of international travel where the workload model talks about notional hours that could be adjusted to account for actual travel hours. But the reality is that such adjustment is not applied. | 1/23/2024 4:21 PM |
| 72 | PL Staffing and Resources deserves a medal for the work she does. | 1/23/2024 3:33 PM |
| 73 | 'that item doesn't fit/have a place on the workload system' | 1/23/2024 3:23 PM |
| 74 | The general response is 'that is what is on the system, I cannot change it' | 1/23/2024 3:22 PM |
| 75 | My workload last week was missing teaching hours. I queried it with the personal who does workloads and they rectified it, as well as other discrepancies (module leadership, CPD hours) swiftly. | 1/23/2024 3:22 PM |
| 76 | We are often told that, as with most things now, there can be no push-back or refusal "because there is room in your workload". This is unhelpful | 1/23/2024 3:10 PM |
| 77 | I have raised workload issues in the past with varying responses, our previous Dean's response was very negative when I approached him about my workload Having a full teaching load and professional duties in the past was not recognised in my allocation resulting in heavy overloading. A new manager took this on board and made my case successfully, this was an example of a satisfactory response and greatly improved my experience and health. Allocations appearing at the last minute without consultation even on the eve of a module starting. When discussing issues with workload and needing some classes removed from my week due to excess being told I had caused problems. Howerver eventually most things are resolved but not without pressure Sometimes I have felt listened too and the corrections are made but sometimes it has not been a good experience. | 1/23/2024 3:04 PM |
| 78 | Things are often not dealt with. There is more concern that workloads are accepted to meet a standard rather than them being accurately described.. | 1/23/2024 3:03 PM |
| 79 | My individual PL and Dept head are always sympathetic, the problem often occurs when senior manager tell them to make it work. | 1/23/2024 2:58 PM |

80 When I have queried the discrpancy between how long a task takes and how long we have 1/23/2024 2:58 PM

allocated on the system, there is never a satisfactory response. That's just how the system works is the standard response.

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| 81 | When I identify something missing, it gets put on. I think the idea of 20 mins or so for a 3000 word essay is ludicrous. I'm not the fastest of readers, but one of my modules is very complex and the assessment is an essay, where I frequently have to look things up that students have put in their essays which makes the marking time for an essay about an hour. More, if the essay is appalling. | 1/23/2024 2:58 PM |
| 82 | We have been explicitly told that the workload cannot be rejected in the system, even if it is incorrect. We have been instructed that even if the workload contains mistakes or omissions, we must accept it and deal with corrections by speaking to the PL resources/HoD. We were told this is school policy | 1/23/2024 2:57 PM |
| 83 | for a few years I have been well over 100% but this year the system shows around 90% but it still feels a lot more. | 1/23/2024 2:54 PM |
| 84 | "Just agree it for now and it'll get sorted out later" is the standard response. | 1/23/2024 2:52 PM |
| 85 | Adding missing hours | 1/23/2024 2:27 PM |
| 86 | I’ve requested additional teaching sessions be added to my WL and they have. | 1/23/2024 2:26 PM |
| 87 | Well you get the generic corporate response. I teach 18 hours a week (21 until I pointed it out) do recruitment activities ad-hoc and lead the course. | 1/23/2024 12:59 PM |
| 88 | I (and others) have to keep a tally of what is being asked of us because we are always told "this will be added" and it rarely is. Also, random items will be taken off your workload to try and squeeze more out of you - it never feels like a transparent discussion. | 1/23/2024 12:59 PM |
| 89 | "we're looking into the tariff for next year". said every year. | 1/23/2024 12:45 PM |
| 90 | The allocation system is just a guide it’s not set in stone yes….. 2 days before semester starts | 1/23/2024 12:39 PM |
| 91 | Have been told to ignore it and that the allocation system means nothing | 1/23/2024 12:38 PM |
| 92 | Some activities such as taking part in approval events are said to be professional development and should use RSA time? | 1/23/2024 12:27 PM |
| 93 | School responses to workload queries are usually prompt and satisfying but TU Online needs to be sorted out. | 1/23/2024 11:30 AM |
| 94 | yes and no. the new management is much more receptive and looks for solutions, and gets back to me. | 1/23/2024 11:26 AM |
| 95 | PLs who collate and allocate workloads are approachable and in my opinion, doing their best. The reality is they are in the same situation as us, monumentally overworked | 1/23/2024 10:57 AM |
| 96 | allocated time at the beginning of the year for enterprise activities which began in the summer, due to the outcome not being positive hours were removed, then a few weeks later reinstated with a new enterprise enquiry. | 1/23/2024 9:52 AM |
| 97 | There is always lots of delay in getting changes made… then the wrong changes are made or other items are wrong… i dont give up but many are too busy or tired to keep up the dialogue and give in | 1/23/2024 9:28 AM |

98 told to get on with it 1/23/2024 9:14 AM

# Q14 Overall, how satisfied or dissatisfied are you with the operation of the University online work loading system?

Answered: 153 Skipped: 7

Very satisﬁed

Somewhat satisﬁed

Neither satisﬁed no...

Somewhat dissatisﬁed

Very dissatisﬁed

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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| **ANSWER CHOICES** | **RESPONSES** | |
| Very satisfied | 1.96% | 3 |
| Somewhat satisfied | 9.80% | 15 |
| Neither satisfied nor dissatisfied | 15.03% | 23 |
| Somewhat dissatisfied | 35.95% | 55 |

Very dissatisfied

37.25% 57

TOTAL 153

# Q15 Overall, how satisfied or dissatisfied are you with the Blackboard system and other IT systems at the University in helping your working life

?

Answered: 154 Skipped: 6

Very satisﬁed

Somewhat satisﬁed

Neither satisﬁed no...

Somewhat dissatisﬁed

Very dissatisﬁed

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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| --- | --- | --- |
| **ANSWER CHOICES** | **RESPONSES** | |
| Very satisfied | 6.49% | 10 |
| Somewhat satisfied | 22.08% | 34 |
| Neither satisfied nor dissatisfied | 18.18% | 28 |
| Somewhat dissatisfied | 29.22% | 45 |

Very dissatisfied

24.03% 37

TOTAL 154

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| **#** | **COMMENT ON IT (PLEASE SPECIFY)** | **DATE** |
| 1 | Stream is not fit for purpose data entry needs to be standardised for lots of routine matters | 2/13/2024 10:02 AM |
| 2 | nothing is integrated , lots of duplication | 2/13/2024 9:56 AM |
| 3 | makes life harder | 2/13/2024 8:52 AM |
| 4 | Nothing works together , lots of duplication | 2/13/2024 8:49 AM |
| 5 | no admin support for staff , having to put data in multiple times . Stream not fit for purpose . | 2/13/2024 8:37 AM |
| 6 | lots of duplication , poor system integration | 2/13/2024 8:29 AM |

7 Not being able to add colleagues; students who join courses at different points in the year not being included; students who have issues with fees are often removed from BB, meaning data can be lost. Just on that, Finance need to start responding better to students in this situation; I have had several examples of students who have been threatened with being withdrawn, who have tried to contact Finance, no-one ever responds to them directly.

## 2/7/2024 11:08 AM

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| 8 | terrible system lots of duplication | 2/5/2024 8:37 PM |
| 9 | The most frustrating thing for me is accessing the SQL reports from home- sometimes this works, sometimes it doesn't. Blackboard is not the best tool, however, I am used to this ultra version now and the thought of changing this is too much! It would be really useful if the results entered on blackboard would pull through to e-vision rather than this data having to be manually entered twice. | 2/5/2024 5:51 PM |
| 10 | The IT systems are pretty much a total joke. BB is ridiculous - students not attached to modules, me not attached to my own modules, not being to add staff members to my modules. Rubbish. No systems talk to each other. there is replication in the system. Sort it out, TU! | 1/31/2024 4:43 PM |
| 11 | We have too many different systems. Evasys, Evision for inputting student grades and recording dissertation meetings, Blackboard, Teams, Unity, StREAM, SQL reports, annual leave booking system, RSA booking system, timetabling systems, attendance monitoring systems, Universe, etc | 1/31/2024 11:18 AM |
| 12 | I use Blackboard and Brightspace - the support for these platforms is great and they are way better than the old system. | 1/31/2024 11:10 AM |
| 13 | there are many different systems for different areas. extremely difficult to locate policies and procedures etc. Too many systems - need streamlining | 1/31/2024 11:02 AM |
| 14 | far to many systems which do not "talk" to each other, requiring repetition of work. Systems "clunky" a good example is unity, trying to find any policy/procedure is ridiculous, Google would have failed at the first step if their search engine was as bad as the universities | 1/30/2024 4:35 PM |
| 15 | Too many portals for everything, makes administration confusing and time consuming. Very frustrating at times! | 1/30/2024 4:17 PM |
| 16 | Some systems are difficult to navigate | 1/30/2024 4:02 PM |
| 17 | The people are amazing and always do the best they can but the non responsive centralisation that has a one size fits all policy results in a lack of support of the significant minority that directly effects the University reputation. | 1/30/2024 12:51 PM |
| 18 | Turnitin is difficult and clunky to use for marking. There are multiple systems for recording info when it should be streamlined into a single one (e-vision, sql, engage etc etc...). The inability to record the same thing for each person within engage is such a short sighted thing - if you send all your tutees an email, you should only need to put ONE transaction on engage and assign it to all students - this is why people don't use it! | 1/30/2024 12:04 PM |
| 19 | Blackboard is arguably the worst piece of software in the world, given the number of people who have no choice but to use it. | 1/30/2024 11:15 AM |
| 20 | Bb is OK but the interface is not very intuitive. The fact that we still can't integrate the marks in Bb with the University's systems is appalling, this leads to increased work and and increased risk of input errors. Don't get me started on Stream! | 1/30/2024 10:30 AM |
| 21 | Too many systems that require log in too many different platforms to access information | 1/30/2024 9:48 AM |
| 22 | Around marking, it is tedious and having to manually transfer grades to e-vision is just ridiculous and unnecessary | 1/29/2024 5:23 PM |
| 23 | there are no polite words | 1/29/2024 5:07 PM |
| 24 | It would be helpful to have training in the systems rather than having to work it all out | 1/29/2024 3:42 PM |
| 25 | The IT Department are very helpful. Blackboard is fine, I quite like it. We have a real need for psychological experiment software in the department but there is no funding for this, and this is means that staff members with programming expertise are having to sink inordinate amounts of time trying to figure out free "workarounds". | 1/29/2024 1:48 PM |
| 26 | things are worse than they are used to be, not enough technicians and IT is out of date | 1/29/2024 1:39 PM |
| 27 | There are too many IT systems that are not connected together. | 1/29/2024 12:39 PM |

28 Marks should automatically go from Blackboard to e-Vision. A colleague has investigated this and it is feasible. There are too many different IT systems - sometimes for similar purposes

## 1/29/2024 12:18 PM

(e.g. e-Vision and stream for pastoral/supervision). Knowing all of these systems is highly stressful and a barrier to research. Lecturers should be able to focus on research - the university need to pay more admin staff who know the specific online system and are much more effective. Why do academics administrate the assessment submission process? This is highly stressful.

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| 29 | blackboard is good purchase orders are not good SQL is not good Stream is useless | 1/29/2024 12:04 PM |
| 30 | The StREAM system is not up to scratch, acting as more like addional work rather than being helpful. | 1/29/2024 11:44 AM |
| 31 | It is ridiculous that we have to manually enter marks on E-Vision when there is already a system that has all of those marks. This is another manual step where errors can creep in. The AV & IT equipment is unreliable and often broken, with sound issues being a common problem. I was contacted to be told I was due an IT refresh in September '23 and I'm still waiting. Finding a room on campus is not easy for staff or students. There is no consistency between buildings and there is no system to find rooms. | 1/29/2024 10:57 AM |
| 32 | Blackboard Ultra is terrible, doesn't allow for a good learning experience. Stream is even worse. Whoever thought up the the attendance code system needs to resign. High end software on computers isn't accessible sometimes by the students. The management don't listen when software issues are brought up. IT department close tickets regularly without fixing the issue. | 1/29/2024 10:21 AM |
| 33 | Have had great support from IT systems | 1/29/2024 10:05 AM |
| 34 | Blackboard Ultra is not as intuitive as the old system. Stream is clunky and difficult to use (although improvements e.g. group interactions have been useful). | 1/29/2024 9:51 AM |
| 35 | out of date ,wastes enormous amount of time. | 1/28/2024 6:37 PM |
| 36 | very poor integration | 1/28/2024 3:35 PM |
| 37 | too much duplication and systems don't talk to each other. | 1/28/2024 3:33 PM |
| 38 | Very helpful | 1/26/2024 5:48 PM |
| 39 | The systems and processes at the university are ridiculous, repetitive and onerous so much time is wasted on all the wrong things. It is a very inefficient organisation. | 1/26/2024 2:12 PM |
| 40 | With seem to have different systems to work from, so for example, student work is on BB and we mark on BB however, then we have an admin task to load marks to evision. We have to record interactions with students on Stream but then we have to also record interactions on evision for engagement monitoring. We receive class lists via email which don't always correspond to BB student lists. We have to prepare and deliver face to face teaching that is engaging and assessed by students via evasys (which we have to respond to despite the fact it is anonymous, sometimes unfair or poorly articulated or understood. But then we have to provide on line materials for all students that means they don't have to attend and we have to make sure this on line material is sufficient for students to pass the course without them having to do much independent thinking (i.e. go to the library and find a book for themselves that relates to the topic) | 1/25/2024 7:15 PM |
| 41 | Stream still an unintuitive system, a pain to use, we do need to support students but we are not social services. Keeping track of who has mitts is impossible, students with SSPs should have a marker on BBU. Be good if the student photo was automatically attached. SQL looks so out of date, some things you can access from home and not others. Just all feels cobbled together and not quite fit for purpose. | 1/25/2024 6:28 PM |
| 42 | Blackboard is an overpriced, badly designed, horrible VLE. We could use our in house talent to design a better one, for a fraction of the cost, and also potentially sell it to others. | 1/25/2024 2:40 PM |

43 In genuine honesty I thought the phrasing of this question was a joke. The IT systems They are USELESS!!! Evasys = utter garbage (we told the university who implemented it that it would be, of course no one t listen). TU Online and TU Online inc. = Thank the lord I do not have to deal with this/these (???) anymore. Bb = can't even send marks to assessments, so we have to enter them a second time on yet another site, e-vision. St-REAM = things can only get better... I mean much, much worse. Unity/Portal... The list goes on and on! None of them speak to one another. This infects central admin systems

Previously we had a School Intranet. This had marks profiles, tutorial system, etc., etc. It was brilliant. The whole thing is indicative of a top down management style built upon 'Innovation'. If they employed a less archaic system, and actually listened to staff then changes would reflect requirements, rather than just creating Sisyphus levels of mindless labour.

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| 44 | Lost of restrictions to research systems required to conduct research (Blocked by IT). Secondary research databases not available at Teesside University and a reason some staff are leaving to go to other universities. | 1/25/2024 11:42 AM |
| 45 | Timetabling being disconnected from other systems means there are often errors and delays in organising staff and hours. This seems to routinely happen at the start of a semester causing unneeded confusion for the students and last minute admin, re-organising and stress for staff. Department leads are helpful in trying to resolve issues, but they are only able to help within the systems they have access to. | 1/25/2024 10:42 AM |
| 46 | I do wonder if the centralised system is the quickest way of supporting staff | 1/25/2024 10:35 AM |
| 47 | Students and staff hate Blackboard. Outdated. Prague and place I external for use different friendlier and more intuitive modes. Students bombarded constantly by emails. Doesn't work remotely on app so well. Constant ask to use it to innovate and takes away from studio practice. Just asking students to engage with it takes away from actual teaching of subject specific. Blackboard police in our school is constant threats. Why isn't the necessary information just automated? | 1/25/2024 10:32 AM |
| 48 | The IT kit is fairly good. | 1/25/2024 10:14 AM |
| 49 | The reporting systems are archaic. It is incredibly time consuming trying to locate relevant information due to the lack of integrated systems. | 1/25/2024 8:22 AM |
| 50 | It does not help, it does not hinder | 1/24/2024 4:03 PM |
| 51 | licenses not being renewed for software, mid-semester. loss of weeks of not being able to deliver the IT lessons, and having to give blanket extensions to satisfy students. impact of that on staff marking due to extensions to keep students satisfied with the university and the school | 1/24/2024 12:00 PM |
| 52 | everyone has access very prescriptive approach constant monitoring systems inadequacy lack of connectivity | 1/24/2024 10:33 AM |
| 53 | We loose all the students data once they complete so doesnt allow for true data analysis and audit | 1/24/2024 9:57 AM |
| 54 | While I have some quibbles about IT systems, I generally find them user friendly. | 1/24/2024 8:47 AM |
| 55 | Blackboard is excellent if you know how to use it. | 1/24/2024 8:29 AM |
| 56 | BBU isn't too bad. IT support, awful. | 1/23/2024 9:01 PM |
| 57 | Too many systems. It is very fragmented. Some systems are antiquated. Others are not as helpful as they should be - why do we not have a central room booking system that staff can use? In 2024 this should be automated. | 1/23/2024 8:10 PM |
| 58 | Our IT department seems to exist only to suit itself. There is absolutely no customer service ethos at all. Blackboard Ultra can't even display items in it's viewer properly or display student names in a consistent format. The Student Mailing List which actually is a useful system is about to be closed without a replacement being identified. | 1/23/2024 7:31 PM |
| 59 | They hinder working life as nothing matches up or 'talks' to each other . answering appeals etc can take days working way through all systems !. QAV approvals are the worst with the amount of forms and different departments you have to deal with all seeing differing things !  Constantly asked to update the same information time and time again. Not efficient or productive. | 1/23/2024 7:08 PM |
| 60 | There are so many systems that aren't connected, it is a very slow and labour intensive way to operate. Efficiencies would be found with a more intuitive system. | 1/23/2024 6:43 PM |

61 why is that all the IT systems are isolated? for example, why cannot BBU import marks to Evision? The SQL system is useful but very slow and complicated, there are nearly no

## 1/23/2024 6:24 PM

interface to speak about.

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| 62 | Computers in our department are quite slow for specific software, The SQL system and others around timetable are clunky and time consuming, we cant look at a course, or year groups timetable for example. | 1/23/2024 5:57 PM |
| 63 | Makes marking more complicated than just getting a script, adding comments and entering a mark | 1/23/2024 5:08 PM |
| 64 | Timetables not matching on systems, timetabling not appearing in time to plan for teaching, frustrations adding content "one at a time" on blackboard. | 1/23/2024 4:55 PM |
| 65 | IT does not seem to appreciate our needs | 1/23/2024 4:29 PM |
| 66 | Some systems could be improved and become more efficient. Poor UI design, lack of automation (scripting) | 1/23/2024 3:58 PM |
| 67 | Whilst we may have access to some of the latest tools the processes we use haven't been updated since around 1994 so they are extremely laborious admin tasks. Blackboard is being used as a communication tool but it does not facilitate two-way communication. Constantly using digital tools which we don't have the licence for so we are using the free version like peasants. | 1/23/2024 3:42 PM |
| 68 | Blackboard and e-vision should "speak" to each other better. Why must we enter marks twice? The whole thing could be joined-up much better. If these systems will not speak to each other, then we should take advantage of the vast resources of the university and have our computer science team design its own, in-house system. Our glorious leadership would rather spaff away millions on consultants and external organisations than deign to ask its own academics. But, then again, their whole attitude to us has been hostile from day one. So, I should not be surprised at the lack of trust. | 1/23/2024 3:35 PM |
| 69 | Blackboard is fine, but some module leaders also want to use Teams, which confuses staff and students sometimes. | 1/23/2024 3:33 PM |
| 70 | Everything worked better when it was in-house, i.e. not outsourced | 1/23/2024 3:30 PM |
| 71 | It's dreadful, not intuitive, barely customisable. Doesn't talk to evision. It's barely fit for purpose. | 1/23/2024 3:11 PM |
| 72 | The IT systems are designed only to deliver the bear minimum of tools for teaching, with a focus on restricting use of IT for security purpose. There is no provision of tools / software that is standard in other institutions for research or for innovative work. | 1/23/2024 3:07 PM |
| 73 | Blackboard is a disgrace, and exactly what you get when a company has no competitors. | 1/23/2024 3:04 PM |
| 74 | There are too many systems to navigate. A lot of time would be saved if everything was kept in one place | 1/23/2024 3:02 PM |
| 75 | BB is still rubbish, in fact, if anything Ultra is worse. Systems are clearly not designed for HE and fit neither student nor academic staff needs, unsurprisingly as they are never designed with either student or staff input. | 1/23/2024 2:58 PM |
| 76 | Stream is a complete waste of time and energy. Many colleagues have stopped using it. | 1/23/2024 2:33 PM |
| 77 | Stream is very difficult to use | 1/23/2024 2:30 PM |
| 78 | I like blackboard it's fine. The general IT systems are bonkers. There's so much information spread across so many interfaces and sites I sometimes feel completely fragmented. It's a real hinderence to getting things done. | 1/23/2024 1:09 PM |
| 79 | A lot of the IT systems are clunky, antiquated and do not give fast and clear access to information. We often seem to work from Excel documents because the live systems are not good enough meaning there's a lack of understanding as to which is the most up to date source. | 1/23/2024 1:08 PM |
| 80 | Blackboard is OK, but does have issues. As a technical person I can usually work around based on having an idea what the route cause is. Also, it often feels that IT dictate what we teach and how we teach. | 1/23/2024 1:04 PM |
| 81 | Nothing aligns with anything else. I have to track micro tasks in triplicate. | 1/23/2024 12:50 PM |

82 My pc is slow , raised issue still has not been resolved to a satisfactory level 1/23/2024 12:45 PM

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| 83 | Staff don't get the equipment that the students do encouraging staff to no longer work on campus. As well as staff pcs being constantly having issues. | 1/23/2024 12:43 PM |
| 84 | IT isn’t really an issue except the search results on unity are random | 1/23/2024 12:31 PM |
| 85 | TU Online is an absolute nightmare and requires a large number of hours of my time trying to sort out problems with student registration and access. | 1/23/2024 11:49 AM |
| 86 | IT solutions rarely account for ease of use of lecturers. Some systems such as Stream creat so much work, I have given up with it - nobody noticed, so I wonder how useful it is. BB is improving over time. I don't understand why we don't get training about the SQL database which contains lots of information useful on a daily basis. The mailing-lists.tees.ac.uk, which is very useful, sadly will be retired. | 1/23/2024 11:43 AM |
| 87 | IT staff are extremely supportive and helpful. STREAM is not fit for purpose. | 1/23/2024 11:14 AM |
| 88 | Software unavailable to teach with due to license problems, hardware slow or not working, teaching screens unavailable as not connected to PC's | 1/23/2024 10:02 AM |
| 89 | Blackboard is slower and less intuitive than it used to be and student use is patchy - announcements not read etc, students are overwhelmed with notifications and emails… Unfortunately the ability to log on to stream is also still patchy | 1/23/2024 9:35 AM |

90 systems don't talk to each other 1/23/2024 9:16 AM

# Q16 How useful is the PDPR process in your school in evaluating your workload ?

Answered: 153 Skipped: 7

Extremely

useful

Very useful

Somewhat useful

Not very useful

Not at all

useful

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

|  |  |  |
| --- | --- | --- |
| **ANSWER CHOICES** | **RESPONSES** | |
| Extremely useful | 1.31% | 2 |
| Very useful | 0.65% | 1 |
| Somewhat useful | 27.45% | 42 |
| Not very useful | 29.41% | 45 |

Not at all useful

41.18% 63

TOTAL 153

|  |  |  |
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| **# COMMENT : DATE** | | |
| 1 | last year mine took less than 15 minutes for a years work | 2/13/2024 10:02 AM |
| 2 | too short | 2/13/2024 9:56 AM |
| 3 | Hod not research friendly | 2/13/2024 8:55 AM |
| 4 | tick box exercise | 2/13/2024 8:49 AM |
| 5 | just a tick box no real interest in my work | 2/13/2024 8:37 AM |
| 6 | 10 minute waste of time | 2/13/2024 8:29 AM |
| 7 | It can be useful, it depends on the reviewer. My experience is that reviewers are sometimes supportive and sympathetic but also limited in what they can change | 2/7/2024 11:08 AM |
| 8 | too short ,nominal | 2/5/2024 8:37 PM |
| 9 | My PDPR is completely separate from my workload manager. | 2/5/2024 5:51 PM |

10 The 2 dont seem to match up? 1/31/2024 4:43 PM

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| 11 | Just go through the process but it does not add any value or used as a vehicle to add hours for work completed | 1/31/2024 11:18 AM |
| 12 | I find the process on paper to be well set out and similar to other organisations I've worked in. So the process is ok but the execution of it is laissez Faire and I don't feel it particularly does much. I think this has compounded my feeling of 'quietly quitting' over time. | 1/31/2024 11:10 AM |
| 13 | PLs are good and listen - do their best | 1/31/2024 11:02 AM |
| 14 | Objectives set during last PDPR are not going to be achievable with the allocated workload, and agreeing additional research time has been made impossible despite support from professorial staff and the research mentorship scheme | 1/31/2024 8:50 AM |
| 15 | I've never had one in 2 years... | 1/30/2024 4:17 PM |
| 16 | PDPR is never acted on | 1/30/2024 4:02 PM |
| 17 | its something that we go through the motions of doing as a ticky box exercise | 1/30/2024 1:58 PM |
| 18 | Workload wasn't discussed in my PDPR | 1/30/2024 1:14 PM |
| 19 | I have not even had my PDPR form signed and returned by my manager. I was informed that they might add some items to it unilaterally and i have not seen a copy of this. My PDPR was in September 2023. | 1/30/2024 9:45 AM |
| 20 | It is a ticky box exercise, I never had a Initial Performance Review, my first (and last PDP) my HoD has not given me a copy of, and has failed entirely to deliver on anything mentioned. there is no support or recommendation around promotion etc | 1/29/2024 3:42 PM |
| 21 | Totally useless. I do not feel sufficient trust or safety in my line manager to have sincere discussions about this topic with them. | 1/29/2024 1:48 PM |
| 22 | just a way of giving you extra work | 1/29/2024 1:39 PM |
| 23 | No mention of reducing workload at the end of my first year. Just pressure to publish more papers. | 1/29/2024 12:18 PM |
| 24 | None of the items identified in there are supported or promoted. | 1/29/2024 12:14 PM |
| 25 | useful to identify opportunities for career development (future focus) | 1/29/2024 12:04 PM |
| 26 | PDPR meeting has no effect on my worklodad. | 1/29/2024 11:13 AM |
| 27 | Nothing has ever been done as a result of any of my PDPRs. | 1/29/2024 10:57 AM |
| 28 | Its another box ticking exercise, as points raised and agreed upon are never carried out. | 1/29/2024 10:21 AM |
| 29 | It is a virtual process that does not reflect reality as none of the goals are respected. | 1/29/2024 10:11 AM |
| 30 | You can say what you want in your PDPR but it rarely looks like that in reality | 1/29/2024 9:58 AM |
| 31 | I have worked over my workload for a number of years (both recorded and not formally recorded) and there is generally no acknowledgement of this in the PDPT process. | 1/29/2024 9:51 AM |
| 32 | nominal | 1/28/2024 3:35 PM |
| 33 | less than 15 minutes , | 1/28/2024 3:33 PM |
| 34 | In the 25 years that I have been at Teesside University I ave failed to see what the benefits are to the individual member of staff. I see this PDPR process as an opportunity for management to 'hijack' some of the proposals and Idas contained within this document. | 1/28/2024 11:56 AM |
| 35 | Tick boxing exercise. If we highlight a need for CPD, we are usually asked to facilitate them ourselves and take leadership and ownership. | 1/26/2024 5:48 PM |
| 36 | Some years I have one conversation with my line manager - and most years I have no more than three. The PDPR is a tick box exercise and doesn't constitute a supportive, challenging and useful role in my development or well being. | 1/25/2024 7:15 PM |

37 Make comments then just want to get on and teach, often not time to implement some of the things I’d like to do in the PDR. SOMETIMES GENERAL COMMENTS ABOUT School or Uni

## 1/25/2024 6:28 PM

performance which is not good as if you’re personally responsible.

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| 38 | We would put items on it and then they would be completely ignored, mentioning lack of budget or other reasons, when such issues should have been taken into consideration when pdpr sheet was being filled. | 1/25/2024 2:40 PM |
| 39 | Pointless lack of Development Review. | 1/25/2024 11:45 AM |
| 40 | Despite feeding back in PDPR, nothing gets done on the management of workload as get no support from senior management. | 1/25/2024 11:42 AM |
| 41 | I first raised issues of more time needed for Course Leader role in my PDPR and my concerns were actioned and addressed. | 1/25/2024 10:42 AM |
| 42 | Unless you get someone helpful it is a waste of time. Worked here 17 years and only 2 of them have been helpful due to whoever you are given. Totally random and often nothing is followed up. | 1/25/2024 10:32 AM |
| 43 | I do not feel it relates to workload at all. This is not discussed or adjusted as a result of the PDPR. | 1/25/2024 10:15 AM |
| 44 | HoD struggles to have enough available permanent staff to resolve workload issues | 1/25/2024 10:14 AM |
| 45 | Workload is given. PDPR is used to notify. | 1/25/2024 8:22 AM |
| 46 | Covering staff is not acknowledged as time spent, so staff are treated like they do nothing but may be rushed off their feet | 1/24/2024 4:03 PM |
| 47 | My PDPR was a monologue from the assessor, telling me what to do and no dialogue. It didn’t support me or discuss my plans in any way. | 1/24/2024 10:37 AM |
| 48 | does not happen, the entire meeting is side-tracked and no real discussion is taking place | 1/24/2024 10:33 AM |
| 49 | If used strategically and if your line manager is reasonable, it can be a good opportunity to proactively shape your career and to highlight areas of concern. | 1/24/2024 8:47 AM |
| 50 | It's probably the only time I get a thanks for all the work I do - research, staff cover, etc.. But we should get bonuses for covering staff sickness. | 1/23/2024 9:01 PM |
| 51 | I feel this is only done because it has to be done and is not treated like it has any real value or purpose | 1/23/2024 8:10 PM |
| 52 | But do have workload meetings if required. | 1/23/2024 7:08 PM |
| 53 | Not sure - not received one | 1/23/2024 6:43 PM |
| 54 | They don't seem to relate, or be followed up during the year | 1/23/2024 5:57 PM |
| 55 | PDPR and workloading by PL S&Rs do not join up | 1/23/2024 5:08 PM |
| 56 | It's a complete waste of time. | 1/23/2024 4:29 PM |
| 57 | I have no time to do any of the projects outlined in my PDPR. | 1/23/2024 3:42 PM |
| 58 | It is another "stick" with which management like to beat us into submission. | 1/23/2024 3:35 PM |
| 59 | The expectation is that you do it. there has been very little acknowledgement for working above and beyond. | 1/23/2024 3:33 PM |
| 60 | Too much paperwork and redundant forms to fill. | 1/23/2024 3:33 PM |
| 61 | It just feels like a task management needs to get done. Not all reviewers are appropriate, and you rarely find out your rating. My recent reviewer said the dean had stated that staff should not be given 'excelled' because there is always more they can do. | 1/23/2024 3:30 PM |
| 62 | We have an open and honest discussion, but the system itself is micromanaging us down to the hour, which is not ideal. | 1/23/2024 3:11 PM |
| 63 | Staff have little input into their workloads. Workloads are considered "live" and change without discussion or agreement. | 1/23/2024 3:07 PM |
| 64 | It is another example of the University ticking a box. | 1/23/2024 3:03 PM |

65 Workload is very rarely addressed during PDPR's 1/23/2024 3:02 PM

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| --- | --- | --- |
| 66 | Not carried out by my line manager. No action from issues discussed. | 1/23/2024 2:55 PM |
| 67 | It appears to be a tick in the box exercise | 1/23/2024 2:30 PM |
| 68 | It's rarely even carried out. | 1/23/2024 2:03 PM |
| 69 | It never gets looked at. I've been saying I need more realistic time to do PhD preparation since I joined. Reality is they won't pay for more staff so my own professional practice is put on the back burner to run a course | 1/23/2024 1:09 PM |
| 70 | Seemed like a tickbox exercise and then never discussed again. | 1/23/2024 1:08 PM |
| 71 | Pointless, time consuming form filling, with questionable benefits. | 1/23/2024 1:04 PM |
| 72 | I haven't had a signed off copy of my pdpr in 2 years. Nobody wants to discuss the changes I want to make to my focus or working practice. I don't even know if I'm doing a good job because it's all reporting up, and never getting anything back. | 1/23/2024 12:50 PM |
| 73 | Still haven’t had my response to the Pdpr that took place at the start of September | 1/23/2024 12:45 PM |
| 74 | Didn't receive my PDPR until the start of the semester and it was rushed and I have not received any feedback from it | 1/23/2024 12:43 PM |
| 75 | Nobody follows up. It’s a paper exercise that ticks a box. | 1/23/2024 12:31 PM |
| 76 | At the PDPR meeting one is listened to and encouraged. Following the meeting things simply go back to normal. Sometimes it feels as if its a 'ticky box exercice' | 1/23/2024 11:14 AM |
| 77 | PDPR is just a tick the box exercise for the reviewer. | 1/23/2024 10:02 AM |
| 78 | I dont think the system is useful… or fit for purpose… people engage because they have to … im too exhausted to think what ive done in the year let alone what i might do next | 1/23/2024 9:35 AM |

79 nominal done in 10 mins 1/23/2024 9:16 AM

# Q17 How satisfied are you with support from your department/school leadership team to deliver your work within a reasonable working week ?

Answered: 152 Skipped: 8

Extremely satisﬁed

Very satisﬁed

Somewhat satisﬁed

Not very satisﬁed

Not at all satisﬁed

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

|  |  |  |
| --- | --- | --- |
| **ANSWER CHOICES** | **RESPONSES** | |
| Extremely satisfied | 1.32% | 2 |
| Very satisfied | 6.58% | 10 |
| Somewhat satisfied | 39.47% | 60 |
| Not very satisfied | 32.89% | 50 |

Not at all satisfied

19.74% 30

TOTAL 152

|  |  |  |
| --- | --- | --- |
| **# OTHER (PLEASE SPECIFY) DATE** | | |
| 1 | nothing creative just passing down instructions | 2/13/2024 9:56 AM |
| 2 | they seem in a constant panic . Have seen my Hod in tears | 2/13/2024 8:55 AM |
| 3 | HoD gossips about other team members to me | 2/13/2024 8:49 AM |
| 4 | they seem stressed out also | 2/13/2024 8:37 AM |
| 5 | Department and school seem to have no power and say they centre doesn't listen to them | 2/13/2024 8:29 AM |
| 6 | departments have very little flexibility | 2/5/2024 8:37 PM |

7 At the bottom of the ladder (in terms of the university hierarchy) and I can not believe how new staff are just expected to 'get on with it'. Previously worked in the NHS and I've never worked in a team where we do not have a team leader-here, our line manager is the head of department who can not realistically provide individual support for the number of staff they manage. So on we go not really getting any support, navigating our way through academia. Informal peer support is one of the only things that has kept myself and some of my other

## 2/5/2024 5:51 PM

colleagues working at this institution. I often feel like we are just expected to take on more and more until we cant cope, rather than having a manageable workload in which we can develop our teaching materials, knowledge of the institution and our research interests. Being an academic to me should be an enjoyable job, but Teesside seem to take the enjoyment away with ridiculous workloads that leave staff feeling inadequate and undervalued.

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| 8 | HoD is very supportive but states not able to add hours without agreement of SET | 1/31/2024 11:18 AM |
| 9 | I do my job, therefore this is a bit reciprocal, whether it is a lecturers' efficiency (to work despite the level of pressure) or management support is in debate. I feel I see in other members of staff that this working week 'reasonableness' is not apparent, they are under pressure with high workloads and new subjects to teach. I find it distressing to watch and have seen a couple of my peers break down. | 1/31/2024 11:10 AM |
| 10 | leaders within the school genuinely try their hardest | 1/31/2024 11:02 AM |
| 11 | They give you too much teaching and teaching related responsibilities with disregard for research and other activities which you also need to compete each week. | 1/30/2024 4:17 PM |
| 12 | It's definitely improved with a new HoD | 1/30/2024 12:04 PM |
| 13 | Zafar and Tyrone do their very best to make sure this is done fairly and within the contract and have always been helpful and supportive when i have raised any issues. | 1/30/2024 10:30 AM |
| 14 | Our interactions with the higher School management are transactional. There is no leadership that i can see of staff, as people. We hear quickly when things are wrong but receive little positive feedback when achievements are made. | 1/30/2024 9:45 AM |
| 15 | It is a toxic environment with a very demonstrable approach from SET to 'throw you under a bus' so you can take the blame for situations rather than them - especially when it comes to student complaints, where there is a culture of the staff member is to blame with no time taken to explore the validity of student complaints. | 1/29/2024 3:42 PM |
| 16 | They feel very disconnected from the realities of day to day working life. | 1/29/2024 1:48 PM |
| 17 | Apart from the CPD hours that was removed from our aws, they are now added when we claim our attendance but usually our aws is nearly full which does not give us a room to attend CPD sessions because we will go over hours | 1/29/2024 1:45 PM |
| 18 | our management are unhelpful and dont support staff and just pile on work | 1/29/2024 1:39 PM |
| 19 | Staff are generally helpful and sympathetic, but I am yet to see any meaningful changes to improve my workload situation. | 1/29/2024 12:18 PM |
| 20 | Staff are usually helpful- but the system is not. | 1/29/2024 12:04 PM |
| 21 | Head of department doesn't communicate, does not reply to emails for lots of staff. Management rarely communicate. | 1/29/2024 10:21 AM |
| 22 | Line Manager does not listen to staff, but blames staff on not using their time productively. They do not provide RSA during term time. They do not recognise the extreme overtime spent on Course Leader and Module Leader roles. They do not provide more hours for preparing learning materials. 60% on campus and 40% distance working is not respected, and we are abruptly called in to cover sick colleagues or suddenly announced recruitment events constantly, despite PTLs being available and willing. This has impacted my finances as it is getting more and more expensive to commute to campus—especially just for a 1-hour pr 2- hour session. | 1/29/2024 10:11 AM |
| 23 | They are usually accommodating to a 'No I can't do that.' | 1/29/2024 10:08 AM |
| 24 | Managers show empathy, but very little is done to actually remedy the situation. HoD does not seem to have much control over the situation. | 1/29/2024 9:51 AM |
| 25 | Department tries but School management don't seem to stand up for us. | 1/28/2024 3:33 PM |
| 26 | Raised multiple times over a number of years that workload is leading to staff burnout - department leadership acknowledge it is unacceptable, but no material response to manage workload. | 1/26/2024 11:08 AM |

27 I do not have a reasonable working week - I work 7 days now. Management pay lip service - need to distribute work load better.

## 1/26/2024 7:25 AM

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| 28 | There is a, this is how it is attitude to workload I like my work (teaching, writing and doing research) but not all the admin, the toxic environment in my department or the attitude that you have to do more and more and if you complain, the problem is with you. I also think my department is sexist - I have had comments directed at me that make me think I am back in the 1970s. | 1/25/2024 7:15 PM |
| 29 | Department will often measure our outputs purely on Blackboard, disregarding the way our students learn | 1/25/2024 2:40 PM |
| 30 | I'm in Nursing and Midwifery Dept. In all honesty the HoD (Scott) and PLs are all lovely. A rare human touch in the current climate. | 1/25/2024 11:45 AM |
| 31 | Despite feeding back, nothing gets done on the management of workload as get no support from senior management in the School. | 1/25/2024 11:42 AM |
| 32 | Indication of strategy required for MAs. Ignored. Request for Periodic Review to be pushed back due to being over 100%. Ignored. Request for Periodic Review to be pushed back due to sickness/going on leave. Ignored. Request for workload at 100% to be sorted out - this hasn't been addressed yet. No strategy from above, just constant reactionary actions. Ineffective laptop still not replaced. Often studios are freezing (been told to put a coat on in a jokey manner), just appalled at work conditions and how treated. Staff and L&T has become dictated and babied. | 1/25/2024 10:32 AM |
| 33 | As I said, the new HoD and PL have just come into their positions and some improvements are visible - such as listening to staff complaints or requests for additional support. The previous management just told us to be quiet and get on with it no matter how vociferously we complained. This has led me and my colleagues to move into self-preservation mode. Our team is very precarious and I would not be surprised to lose anyone of them to part-time/new jobs/mental health leave. | 1/25/2024 10:15 AM |
| 34 | HoD tries their best and takes on too much themselves to protect staff. PLs do similar. Some course leaders likewise. But ultimately there are not enough permanent staff for the activities in subject areas, as such PTL usage has increased. | 1/25/2024 10:14 AM |
| 35 | due to understaffing in the department | 1/24/2024 8:58 PM |
| 36 | Only positive thing that has ever been said to me by leadership was with the presence of union, | 1/24/2024 4:03 PM |
| 37 | disconnect between management and operation level. no joined up thinking and no follow up. | 1/24/2024 10:33 AM |
| 38 | When I have suggested changes that make the workload more manageable, my departmental leadership have been receptive and supportive. | 1/24/2024 8:47 AM |
| 39 | If we have this at my university, they've never contacted me. | 1/23/2024 9:01 PM |
| 40 | My line manager is fantastic and does their best to ensure that we are not overworked. However, they cannot help the fact that staff are leaving, we have inadequate office facilities, we have a terrible flexi-desking system, and that we do not feel valued academic staff. | 1/23/2024 8:10 PM |
| 41 | I think some individuals support and some don't. This is difficult to answer across the piste. | 1/23/2024 6:43 PM |
| 42 | HOD regularly has OOO reply on email saying not available for days at a time because of high workload themselves. | 1/23/2024 6:36 PM |
| 43 | The School Leadership is doing their best but lots of the decisions such as staff resources came from University management not from the school. | 1/23/2024 6:24 PM |
| 44 | They work on raw figures from a flawed workloading system to 'prove' all is well ... quote of the year 'No one is over 100%' | 1/23/2024 5:08 PM |
| 45 | However placing Animex in week 7 of semester 1 caused severe issues with available planning and prep time. | 1/23/2024 4:55 PM |
| 46 | School leadership seems to ignore most problems rather than trying to solve them. | 1/23/2024 4:29 PM |
| 47 | My head of department is very supportive. | 1/23/2024 3:42 PM |

48 We need support. But we get mostly grief (bullying and intimidation). The whole point of everyone at the level of AD or higher should be solely to support academics and students. And example is the monstrous module delivery system imposed without any due process or consultation with relevant stakeholders. We were told that it was in response to student complaints about administrative issues. Apparently the overly centralised units could not cope with things like option choices and non-team-taught modules, resulting in a poorer course provision at every level. As indicated above, we have perceived that the relationship between academics and senior administrators is a hostile one.

## 1/23/2024 3:35 PM

|  |  |  |
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| 49 | I think the department leadership teams are equally stretched with what is expected of them. | 1/23/2024 3:33 PM |
| 50 | When I started teaching at this university, there were a team of full time staff. By September 2023 most were gone . They hired a new FT staff , but it took weeks to train and have them settle in. Also, we have double the amount of students compared to some other courses, yet we have on 2/3 of the FT staff | 1/23/2024 3:33 PM |
| 51 | I received feedback that required a considerable revision of how I deliver a module. I had to spend a considerable amount of my own time creating new learning materials because of this. I had to do this in my own time, as it would otherwise not have been done in time for the module. | 1/23/2024 3:11 PM |
| 52 | People are afraid to discuss workload, for fear of being labelled as troublemakers. Stress and overwork are common problems, which must be captured via data on absences and from occupational health. The university does not treat people as professionals who want to deliver a good standard of work. We are treated as resource to be used up. | 1/23/2024 3:07 PM |
| 53 | Let’s face it…they do as they are told…as I was recently told when I challenged something” I am just following orders”. | 1/23/2024 3:03 PM |
| 54 | Its important to separate departmental leadership from school leadership. Dept leaders have a stronger grasp of the everyday realities of lecturing/ working with our students - school leadership feels very separate and more concerned with how the school is performing against metrics/ external pressures. | 1/23/2024 3:03 PM |
| 55 | Faults do not rest at Departmental level. | 1/23/2024 2:58 PM |
| 56 | The new HoD (Science) is much better than the previous post holder. | 1/23/2024 2:33 PM |
| 57 | Our school leadership are a joke. Totally inexperienced in terms of teaching and learning and running academic departments. Suggest completely unrealistic things. It's chaos constantly. Never know what's coming. Can't prepare. They give such corporate responses and we feel totally dismissed when we raise issues with them. | 1/23/2024 1:09 PM |
| 58 | There is only consideration for the full yearly allocation of workload (which has it's flaws in itself anyway), and no consideration for weekly peaks and troughs. For example, I've found myself working 60+ weeks when everything has been thrown at me and then been asked to do additional favours in a week which may have been a little quieter. | 1/23/2024 1:08 PM |
| 59 | Too many surprise calls for action, things mentioned in department meetings that aren't mentioned elsewhere. | 1/23/2024 12:43 PM |
| 60 | The phrase ‘this needs to be done’ | 1/23/2024 12:31 PM |
| 61 | I have other commitment outside my working hours and simply stick to hours - the workload does not facilitate this quite the reverse but I highlight when it is problematic | 1/23/2024 11:43 AM |

62 Our HOD is approachable as are the work load PLs. They listen to concerns and try their best to offer support. The reality is they know exactly what the situation is but their hands are tied by budget restraints, they have to work within the parameters that they have been given and those parameters result excessive workloads, ill health, poor morale and a less than optimum experience for our students. Quite simply, we need more staff that will enable us to deliver the quality product Teesside was previously renowned for.

1/23/2024 11:14 AM

# Q18 In terms of non teaching duties how satisfied are you with the availability of resources such as RSA and academic support for conducting research at your School ?

Answered: 153 Skipped: 7

Extremely satisﬁed

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Very satisﬁed

Somewhat satisﬁed

Not very satisﬁed

Not at all satisﬁed

Not applicable

Comment (please...

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

|  |  |  |
| --- | --- | --- |
| **ANSWER CHOICES** | **RESPONSES** | |
| Extremely satisfied | 0.65% | 1 |
| Very satisfied | 2.61% | 4 |
| Somewhat satisfied | 28.10% | 43 |
| Not very satisfied | 29.41% | 45 |
| Not at all satisfied | 35.95% | 55 |
| Not applicable | 2.61% | 4 |

Comment (please specify)

0.65% 1

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| TOTAL |  |  | 153 |
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| **#** | **COMMENT (PLEASE SPECIFY)** | **DATE** |  |
| 1 | expected to give up RSA because of poor school planning | 1/23/2024 9:16 AM |  |

# Q19 How fairly are responsibilities shared among your department's members?

Answered: 153 Skipped: 7

Extremely

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fairly

Very fairly

Somewhat fairly

Not very fairly

Not at all

fairly

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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| **ANSWER CHOICES** | **RESPONSES** | |
| Extremely fairly | 0.00% | 0 |
| Very fairly | 9.80% | 15 |
| Somewhat fairly | 37.25% | 57 |
| Not very fairly | 35.95% | 55 |

Not at all fairly

16.99% 26

TOTAL 153

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| **#** | **COMMENT (PLEASE SPECIFY)** | **DATE** |
| 1 | I have had the same time consuming administrative roles for a decade despite several other staff being qualified | 2/13/2024 8:49 AM |
| 2 | no rotation of onerous admin roles | 2/13/2024 8:29 AM |
| 3 | Those who are willing take on many more responsibilities. Some staff do the absolute bear minimum and do not support other staff | 1/31/2024 11:18 AM |
| 4 | I feel that those who hold a teaching role are seen as second class to those who research; research hours make up a large chunk of some people's workload but there doesn't seem to be any measure of what those people do or produce. Whilst I and others in our team are held to account every day for teaching students and the responsibility of attaining good degrees with positive NSS scores. I believe in research but not if it is unmanaged and it polarises responsibilities, identities and inflicts more pressure on those who do not do it. | 1/31/2024 11:10 AM |
| 5 | at times feel that people with same job title have less to do than others | 1/31/2024 11:02 AM |

6 as indicated earlier too much placed on too few staff, over reliance upon experienced staff 1/30/2024 4:35 PM

doing the job when there should be development of staff to take on senior roles and responsibilities

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| 7 | Fairly in that everyone is overworked. | 1/30/2024 4:17 PM |
| 8 | Certain team members are seemingly tasked with a lot, whereas other team members are not. No parity | 1/30/2024 4:02 PM |
| 9 | Its obvious from the AWS that some staff have extremely low workloads compared to some other staff | 1/30/2024 1:58 PM |
| 10 | I am not too sure because i do not go around asking my colleagues what their workload allocations are. | 1/29/2024 5:23 PM |
| 11 | there is a clear policy of asking certain people who are known to deliver on tasks and not ask others - yet pay remains the same, and at times lecturers are given more responsibility and work than SL's, in addition SL's with no experience of teaching/HE (or even Masters or Doctorate qualifications) are promoted/appointed above those with all the above. | 1/29/2024 3:42 PM |
| 12 | Except for the PhD supervisions that are not fairly shared with staff members | 1/29/2024 1:45 PM |
| 13 | senior staff expecting more of more junior member of teams is a problem. | 1/29/2024 12:36 PM |
| 14 | It appears that some staff are given lighter workloads as presumably their research is favoured  - this is only from brief observations of modules and numbers of dissertation students (not investigated fully). | 1/29/2024 12:18 PM |
| 15 | Additional roles or projects seem to be assigned to people on an ad-hoc basis. No transparency. If you are 'in' with management, then you get opportunities, if you aren't then you don't. This affects career development opportunities. | 1/29/2024 10:57 AM |
| 16 | Most jobs are done by the same few people, time after time. Good staff are overlooked due to favouritism. | 1/29/2024 10:21 AM |
| 17 | No idea - see comment above re department meetings taking place on a non-working day. | 1/29/2024 9:52 AM |
| 18 | Course leadership roles are not rotated. | 1/29/2024 9:51 AM |
| 19 | jobs get stuck with people that should be rotated | 1/28/2024 3:33 PM |
| 20 | Don't know. Allocation of work is not transparent. | 1/26/2024 3:34 PM |
| 21 | Subject team all share workload and support each other where ever possible, other teams appear to have far more staff, and far fewer courses and students relying on the subject area! | 1/26/2024 11:08 AM |
| 22 | If you will work hard then you are given a higher work load. If you resist working hard you get a lighter load. Men seem to get a fairer deal than women. Female lecturers seem to pick up most of the pastoral support. There are men who have 30, 50 hours of personal tutor time and actively resist meeting with students to do personal tutorials even when I as a course leader ask them to meet with students (too busy, student is trying to take me for a ride, if I provide this student with a tutorial they will all want one) | 1/25/2024 7:15 PM |
| 23 | The good conscientious staff do things, those not good or disinterested often get away with not doing things. In some small teaching groups often a few members of staff have to do a large amount of open days, approvals etc. as cannot be spread out. | 1/25/2024 6:28 PM |
| 24 | Research is headed by people not from a research-heavy background and a lot of duties are assigned to them, leaving research-experienced staff less supported. | 1/25/2024 2:40 PM |
| 25 | The is the ageless problem of competent people only ever get more work. | 1/25/2024 11:45 AM |
| 26 | Due to staff continuously leaving (due to heavy workload), only few staff have experience, therefore capable and therefore loaded with responsibilities. Vicious cycle. | 1/25/2024 11:42 AM |
| 27 | There could perhaps be clearer instructions regarding recruitment events - attendance at events is often requested which makes it difficult to balance hours between the team. Having a fixed rota could help. | 1/25/2024 10:42 AM |
| 28 | We have to support each other as we are under-staffed | 1/25/2024 10:35 AM |
| 29 | Requested and expected just to cover other studio taught sessions. No replacement of staff. | 1/25/2024 10:32 AM |

30 Our department is too large - within our cluster it is somewhat fair but research active staff have an unfair burden as RSA allocation is inadequate and research time is too fragmented. This means that research active staff need to work on weekends, evenings and holidays to stay relevant in their field and to be eligible for promotion.

## 1/25/2024 10:15 AM

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| 31 | Some staff are workloaded to over 100%, others are at/below 90% | 1/25/2024 10:14 AM |
| 32 | See previous responses regarding equality of workload allocation. | 1/25/2024 8:22 AM |
| 33 | Unknown for others beyond myself other than what is covered in conversation, but every single person sounds tired and stressed already. | 1/24/2024 4:03 PM |
| 34 | In terms of overall hours, many staff members appear to have far fewer hours than those within my team. | 1/24/2024 2:29 PM |
| 35 | lack of transparency, opportunities are not broadly shared | 1/24/2024 10:33 AM |
| 36 | Colleagues who are seen as capable seem to have exceptionally high workloads whereas colleagues who are not perceived as reliable or effective seem to have light workloads. Some colleagues have also said that they take on work without it being added to their workloads as it would take them over the 100%. | 1/24/2024 8:47 AM |
| 37 | Responsibilities are allocated based on available hours according to the workload. Not on experience or ability. There are many early career colleagues doing things that they should not be doing so early in their careers. PLs work far too much. Much more than the amount of hours they have for it. | 1/23/2024 8:10 PM |
| 38 | If you have issues you are (and rightly so) protected but staff that dont have issues/ occupational health requirements unfortunately pick up the work load. Staff who refuse to do any extra or want every minute workloading again dont get asked to do anything as they know answer is no. | 1/23/2024 7:08 PM |
| 39 | This is a bit of a mystery, I am not sure of the equity. | 1/23/2024 6:43 PM |
| 40 | the favourites within the dept get hardly any teaching hrs | 1/23/2024 6:41 PM |
| 41 | When we request staff via school for these courses short of staff, we often be told we have spare capacity within the department/school. the issue the university management choose to ignore is the staffing shortage issues often exist in pockets in the department and school where the courses of a particular subject is recruiting well, so that team became very heavily loaded while the rest of the department cannot help due to lacks expertise. We academics are specialists by definition, we are not primary school teachers where one teacher can cover another regardless of years. | 1/23/2024 6:24 PM |
| 42 | all aspects of the allocation system are veiled in mystery | 1/23/2024 5:08 PM |
| 43 | I believe that it makes absolutely no sense that professors do not have to teach and that most teaching is given to junior academics. It should be the opposite, as junior academics need more time do their research than professors. | 1/23/2024 4:29 PM |
| 44 | It doesn't pay to be competent at your job. You get asked to do everything. Lots of people fade into the background or are incompetent so they never get asked to do anything. | 1/23/2024 3:42 PM |
| 45 | The trend has been to re-order departments away from smaller sections that made sense given the subject matter, to larger units that are more like forced marriages than a rational assemblage of cognate disciplines. This allows for fewer department heads and PLs (and therefore costs less). But it places too much of a burden on these individuals who cannot cope and so, more often than not, just leave. | 1/23/2024 3:35 PM |
| 46 | Most people in the department have admin/ leadership roles | 1/23/2024 3:33 PM |
| 47 | The admin does not keep track of the amount of hours of work they impose. For instance, we get 74 hours for all admin tasks (email, meetings, training, etc.) yet the number of meetings, mandatory training, and emails exceed that number by at least 100 hours. | 1/23/2024 3:33 PM |
| 48 | Some staff members are doing the bare minimum. Senior manager know, but seem too scared to manage them. | 1/23/2024 3:30 PM |
| 49 | I like the transparency to see what everyone elses total workload is. | 1/23/2024 3:11 PM |

50 New or junior staff are overworked and often feel they cannot say no. 1/23/2024 3:07 PM

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| 51 | The issue is more that there are not enough of us to cover everything. | 1/23/2024 3:03 PM |
| 52 | Long standing members of the team seem to do less and know how to 'play the system'. As a result, newer members of the team take on huge workloads. | 1/23/2024 3:02 PM |
| 53 | I'm the only full time subject specialist on the programme. So I do everything. I have one part time who also teaches across two other programmes and leads a master's. | 1/23/2024 1:09 PM |
| 54 | Some staff seem to get off lightly by not attending meetings, never coming in. Some noted that they feel 20 percent of the department do 80 percent of the work. | 1/23/2024 1:08 PM |
| 55 | Difficult to answer this. But some have far more teaching than others and challenging timetables making it very difficult to get other jobs done. | 1/23/2024 1:04 PM |
| 56 | Individuals are not managed so they get away with workloads that seem high but are light. I.e. allocating marking time seems to be inconsistent. | 1/23/2024 12:56 PM |
| 57 | Large team with minimal shared duties | 1/23/2024 12:43 PM |
| 58 | To date, initiative and taking responsibility has been discouraged, but the recent change in dept management is more positive | 1/23/2024 11:43 AM |
| 59 | Any new staff or PTL's are overworked due to gaslighting, while favourites of management have excessive non teaching workloads. | 1/23/2024 10:02 AM |
| 60 | There are lots who don’t do admin stuff or do it badly so they are never asked again! | 1/23/2024 9:35 AM |

61 people stick with same roles for years for no reason 1/23/2024 9:16 AM

# Q20 Do you feel your School/Departments approach to workload are family friendly ?

Answered: 147 Skipped: 13

Yes

No

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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| **ANSWER CHOICES RESPONSES** | |
| Yes | 38.78% 57 |

No 61.22% 90

TOTAL 147

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| **# WORKLOAD AND FAMILY LIFE (EXAMPLES ) DATE** | | |
| 1 | No adaption for family life whatsoever | 2/13/2024 10:02 AM |
| 2 | not at all | 2/13/2024 9:56 AM |
| 3 | Not taken into account at all | 2/13/2024 8:55 AM |
| 4 | lectures starting at 09.30 would make a huge difference | 2/13/2024 8:37 AM |
| 5 | weekends regulaly intruded upon | 2/13/2024 8:29 AM |
| 6 | I think there can often be clashes between family responsibilities and workloads. My experience is that the people who are responsible for timetabling do their best on an individual basis to help out here. But the system doesn't always allow for this. One problem is that timetables come out very close to the start of the academic year, and just before the students see them. This doesn't give much time to plan or respond. There should be a greater emphasis on this. | 2/7/2024 11:08 AM |
| 7 | too much weekend working | 2/5/2024 8:37 PM |
| 8 | I have never been asked about my family during workload meetings. I was never told about RSA and how/when to take this. For my new colleagues I now make sure I tell them about RSA as sure enough, no-one has told them either. I find this really upsetting- again showing that Teesside seem to be all about getting teaching covered and not about staff development and morale. | 2/5/2024 5:51 PM |
| 9 | I ama r sole carer. My managers have been very understanding and worked very hard to ensure that I can work flexibly during this very unpredictable and exhausting time. I can not fault them. | 1/31/2024 4:43 PM |
| 10 | N/A for me | 1/31/2024 11:18 AM |

11 But this is very subjective and I don't require much variance for this aspect of my life 1/31/2024 11:10 AM

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| 12 | we have a head of department who feels very strongly that there should be a balance | 1/31/2024 11:02 AM |
| 13 | Told cannot take annual leave in August. Overworked which means working outside of working hours. However good flexibility when needed. | 1/30/2024 4:17 PM |
| 14 | Needing yo work evenings and weekends constantly has a huge impact | 1/30/2024 4:02 PM |
| 15 | The department works with staff on an individual level to accomodate their family and personal life. eg we get at least one non teaching day, teaching can be blocked on a couple of days if I request it, they allow staff to drop of kids at schools, not teach after dark etc. Staff who do the workloading are great and friendly and accomodating but the AWS is a problem because it doesnt allocate sufficient time for tasks | 1/30/2024 1:58 PM |
| 16 | I work three days and have flexible working, I am flexible with the days I work as much as I can be in terms of having childcare booked etc. | 1/30/2024 1:14 PM |
| 17 | BUT this is VERY dependent upon who is involved in sorting the workloads and who the HoD is | 1/30/2024 12:04 PM |
| 18 | Booking mandatory meetings outside of core business hours | 1/30/2024 10:31 AM |
| 19 | Because when it comes to marking if you don't mark at weekends and in the evenings it won't get done | 1/29/2024 3:42 PM |
| 20 | There are bottlenecks in the year (e.g., marking, reviewing ethics applications, shortlisting etc) with very time-sensitive tasks and not enough staff. So you have to work our of ours, and this is resented by my family and generates high stress and guilt. | 1/29/2024 1:48 PM |
| 21 | Sometimes classes are given in the evenings. | 1/29/2024 12:39 PM |
| 22 | Colleagues with children are well catered for. I am yet to see anything beyond this, but will be having a meeting soon... | 1/29/2024 12:18 PM |
| 23 | dont know | 1/29/2024 12:04 PM |
| 24 | 9:00am starts are very difficult when you have the school run to do, which is compounded by the issue of parking. The university does seem to discriminate against those with a family in this regard. | 1/29/2024 10:57 AM |
| 25 | I have multiple 9am teaching sessions this semester which has made child care and nursery drop offs very difficult. | 1/29/2024 10:30 AM |
| 26 | To provide context to my answers - this is only because I say no and am confident enough to action working to contract. The system does not make this easy though - I can see others who absorb and work far beyond. The system will try to take, take, take and there are those who will ask if you can do something before checking whether you can. | 1/29/2024 10:08 AM |
| 27 | i do not understand this question | 1/29/2024 10:05 AM |
| 28 | Not too sure | 1/29/2024 9:58 AM |
| 29 | Excessive workloads are not conducive to a healthy work life balance. Work encroaches on evening and weekends often and that impacts family time. | 1/29/2024 9:51 AM |
| 30 | no adjustments made for family life | 1/28/2024 6:37 PM |
| 31 | no modification of start /finish times . No effort to maintain 20 days for marking . constant late requests because of lack of forward planning. | 1/28/2024 3:33 PM |
| 32 | At the moment and for as. long as my working day does not go beyond 5pm. | 1/28/2024 11:56 AM |
| 33 | No interest in declining mental health of academic members of staff which then impacts on family relationships. Pregnant colleague recently signed off work due to stress of an unmanaged workload impacting negatively on pregnancy, workload redistributed to burnt out colleagues with families and relationships. | 1/26/2024 11:08 AM |
| 34 | I have no experience or knowledge of any family friendly policy. If you have a family crisis, staff seem to take sick leave. | 1/25/2024 7:15 PM |
| 35 | No if not teaching a class can WFH | 1/25/2024 6:28 PM |

36 Regularly having to work evenings to stay on top of things impacts negatively on family life. 1/25/2024 4:32 PM

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| 37 | n/a, can't answer from first experience. | 1/25/2024 2:40 PM |
| 38 | There is a real emphasis in the University about what a 'family' looks like - it is very heteronormative, and thereby exclusionary. For example, colleagues frequently do not volunteer for weekend or evening work because of childcare, but then colleagues without dependents are expected to cover all this work. The University needs to adopt an approach that supports those with caring responsibilities and those whose 'family' situation might not be nuclear or heteronormative. | 1/25/2024 12:45 PM |
| 39 | My partner's mother has been really poorly over the past year and she/we have received actual compassion and understanding from the HoD and PLs. | 1/25/2024 11:45 AM |
| 40 | Continuous requirement of long hours (over contract). | 1/25/2024 11:42 AM |
| 41 | As far as they can be, timetabling could be arranged quicker for those of us who have to book in childcare | 1/25/2024 10:35 AM |
| 42 | What about single people also? This question needs another category. | 1/25/2024 10:32 AM |
| 43 | Definitely not. My husband works at a Russell Group where his teaching load is minimal compared to ours at TU. Most staff their would teach 1 module per semester across the year and continue to teach on them year after year. At TU we are not only given multiple modules per semester but some have ~150 students requiring multiple repeats. There is almost no way to manage this workload within the 37.5 hour workweek, much less stay current and active with research. | 1/25/2024 10:15 AM |
| 44 | See previous comments regarding working every evening. Further example, I taught 6-9pm 1 day per week last semester and taught every day. I ended up having to be on campus from  08.00 to meet the meeting demands despite working until 9pm. | 1/25/2024 8:22 AM |
| 45 | the need to work weekends and evenings to meet deadlines | 1/24/2024 8:58 PM |
| 46 | Mostly agree. Have been permitted leave during medical emergencies for myself or family. Standard working time (no emergencies) there is still enough work that easily bleeds into the evenings. | 1/24/2024 4:03 PM |
| 47 | I haven't encountered any issues so far, but do not think that I have ever had to discuss this sort of thing with my School/Dept. | 1/24/2024 2:29 PM |
| 48 | Often requests come at short notice which is hard when dealing with childcare | 1/24/2024 10:37 AM |
| 49 | may intake will seriously impact on people abilities to book leave during school holidays. | 1/24/2024 10:33 AM |
| 50 | The workload demands placed on staff mean that they have to work evenings and weekends, which should be available to spend family. | 1/24/2024 8:47 AM |
| 51 | As mentioned I have to give up my Sundays for marking for several weeks twice a year. | 1/24/2024 8:29 AM |
| 52 | Yeah, as long as you keep your head above water everyone seems happy for you to dip out and pick up your kids. | 1/23/2024 9:01 PM |
| 53 | They do try and support family friendly but dont like staff working part time. | 1/23/2024 7:08 PM |
| 54 | I don't think its considered. This is not part of the planning process | 1/23/2024 6:43 PM |
| 55 | awful scheduling | 1/23/2024 6:41 PM |
| 56 | presentee-ism still rules | 1/23/2024 5:08 PM |
| 57 | No one cares about our families. | 1/23/2024 4:29 PM |
| 58 | I think they try. | 1/23/2024 3:42 PM |
| 59 | We have been explicitly told time and again that childcare issues are unacceptable as excuses for absence or altering timetables. My own view is that, if I had a family issue, I would conceal it from my employer and seek some other way to obtain support. This may vary across the university and no doubt some departments will be more family friendly than others. I do not see it in mine. | 1/23/2024 3:35 PM |

60 It is very difficult to take time off during school holidays as this does not fit with the university schedule. E.g. May half term is often a busy marking period, August is now assessment/ boards. February and October half terms are during the semesters so cannot take time off. We have also been told that child care is not a legitimate reason to request no evening teaching.

## 1/23/2024 3:33 PM

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| 61 | The learning curve was so steep and workload so difficult it broke up my 14-year relationship. | 1/23/2024 3:33 PM |
| 62 | The flexibility to work from home is extremely important. I am much more productive at home due to lack of distractions and casual conversations. And no office distractions. | 1/23/2024 3:11 PM |
| 63 | New teaching allocated to me at night (5-8) having just returned from maternity leave. No understanding of working compressed hours. | 1/23/2024 3:08 PM |
| 64 | My experience over the years suggests that this varies depending on whether or not the departmental leadership have familial responsibilities. If not (as now), the response to this topic can be rigid and lacking in empathy. I have seen colleagues in tears when trying to figure out how to deal with quite serious, unexpected emergencies. Whereas, I personally had positive experience in a similar situation with previous Dept. leadership. | 1/23/2024 3:07 PM |
| 65 | Not at all, their view is that we are lazy etc.. I have heard senior managers using this kind of terminology. | 1/23/2024 3:03 PM |
| 66 | There is flexibility to work hours around family commitments as long as teaching is covered. | 1/23/2024 3:02 PM |
| 67 | Caring responsibilities are rarely recognised. | 1/23/2024 2:58 PM |
| 68 | Following sickness you inevitable return to a backlog of work that has not been covered | 1/23/2024 2:57 PM |
| 69 | Not personally but incidents I have been told about. | 1/23/2024 2:33 PM |
| 70 | Several colleagues with young children are expected to work summers and/or evenings when others without young children are not. | 1/23/2024 2:03 PM |
| 71 | I don't have time for myself let alone dating, or even thinking about a family. I'd like To adopt but I've had to really put that aside because the reality is I can't think about having the energy. | 1/23/2024 1:09 PM |
| 72 | Working from home and being able to be flexible with picking children up from school for example is positive. It also allows me to catch up on an evening if need be. | 1/23/2024 1:08 PM |
| 73 | I answered no, because in general I don't think it is something the school takes into consideration. Individually you have to make a person choice to have work/life balance, but I think some would sacrifice the life bit for fear of repercussions of not getting sarbitrary tasks completed. | 1/23/2024 1:04 PM |
| 74 | In my subject area we are so busy we have to be at every Saturday open day | 1/23/2024 12:50 PM |
| 75 | Often work weekends to help maintain admin and other duty’s for my role | 1/23/2024 12:45 PM |
| 76 | Too much however | 1/23/2024 12:43 PM |
| 77 | Lectures scheduled for 9am. In my previous University, no lectures were scheduled before 9:30am so both staff and students could get young children to school. | 1/23/2024 11:49 AM |
| 78 | The uni as a whole does not account for school hols and there is pressure on individuals to work extra hours We are told it is not allowed to bring kids at work at all, a blocking point for new mothers | 1/23/2024 11:43 AM |
| 79 | Ive been lucky… again i use the systems … others wont/darent | 1/23/2024 9:35 AM |

80 too much marking at weekends 1/23/2024 9:16 AM

# Q21 To what extent do you feel that equalities issues including disabilities legislation are taken into account in constructing workloads ?

Answered: 153 Skipped: 7

A great deal

A lot

A moderate

amount A little

None at all

No opinion

Comment please

specify)

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

|  |  |  |  |
| --- | --- | --- | --- |
| **ANSWER CHOICES RESPONSES** | | | |
| A | great deal | 4.58% | 7 |
| A | lot | 9.15% | 14 |
| A | moderate amount | 8.50% | 13 |
| A | little | 15.69% | 24 |
| None at all | | 8.50% | 13 |
| No opinion | | 34.64% | 53 |

Comment please specify)

18.95% 29

TOTAL 153

|  |  |  |
| --- | --- | --- |
| **# COMMENT PLEASE SPECIFY) DATE** | | |
| 1 | depends on the problem. Passport system potentially useful | 2/13/2024 10:02 AM |
| 2 | depends on the issue | 2/13/2024 8:37 AM |
| 3 | Good on physical issues but poor on mental health problems | 2/13/2024 8:29 AM |
| 4 | I feel comfortable that I could approach my manager for support if the need arose. I feel that our school is inclusive, supportive and understanding. | 1/31/2024 11:10 AM |

5 I have never revealed my autism disability to my employer as I do not feel able to and therefore suffer in silence. However during pregnancy I was well accommodated eg not doing

## 1/30/2024 4:17 PM

field work and so on, barring excessive workload.

|  |  |  |
| --- | --- | --- |
| 6 | None at all. I have dyslexia and when I asked about additional time to mark I was told no. We support students with disabilities but not staff. 30 mins to mark an assignment and provide constructive feedback is not enough. | 1/30/2024 1:14 PM |
| 7 | I don't know any academic staff with dyslexia who get any extra time provision for marking for instance | 1/30/2024 12:04 PM |
| 8 | When colleagues with additional needs have made requests they are agreed with in person and then totally ignored when it comes to workload planning | 1/29/2024 3:42 PM |
| 9 | I have an occ therapy report about offices that has been ignored | 1/29/2024 1:39 PM |
| 10 | Good on physical issues poor on psychological health | 1/28/2024 3:33 PM |
| 11 | . | 1/26/2024 3:34 PM |
| 12 | Pease see comments about sexism. Is it that the department is sexist or have we employed lazy men? | 1/25/2024 7:15 PM |
| 13 | I don't know. | 1/25/2024 4:32 PM |
| 14 | Again, I'm lucky. I work in a well-managed dept. I have colleagues in other depts. whereby even the most basic 'reasonable adjustments' are not carried out to facilitate their health related problems. | 1/25/2024 11:45 AM |
| 15 | N/A to me | 1/25/2024 10:35 AM |
| 16 | Mentioned my struggles with longer days (classes back to back all day) and energy levels. Still have a long day while other days are sparse. However - do not have a formal diagnosis yet, on the waiting list. | 1/24/2024 4:03 PM |
| 17 | adhoc. lack of understanding of the issues and unwillingness to make reasonable adjustment adapted to the needs of individuals. blanket approach | 1/24/2024 10:33 AM |
| 18 | Staff are timetabled unsuitable teaching rooms and hours despite having health issues. | 1/23/2024 5:11 PM |
| 19 | As far as I know we are all shafted in the same way! | 1/23/2024 5:08 PM |
| 20 | I cannot really comment. | 1/23/2024 4:55 PM |
| 21 | I don't have any disabilities so I don't feel I can comment on this. | 1/23/2024 3:42 PM |
| 22 | There is a gender imbalance at the top of the university and in some departments. There is as a consequence a rather hyper-masculinist attitude at the higher levels of administration that many find off-putting. And despite all of the vocal support for LGBTQ+ equality, my impression is that there is a great deal of bigotry still and this also extends to disability. I note that some of the newer buildings, as well as the older ones that have been altered in some major way, are not particularly disabled-friendly. I know disabled colleagues and students who are keenly aware of just how non-disability friendly this campus is. There is most definitely an ableist bias. | 1/23/2024 3:35 PM |
| 23 | N/A | 1/23/2024 3:33 PM |
| 24 | Again, they tick boxes. | 1/23/2024 3:03 PM |
| 25 | I do not feel qualified to answer this. | 1/23/2024 3:03 PM |
| 26 | No one cares how ill I am sometimes and how I literally force myself through teaching sessions each month. It's awful. But to them I'm a body in a room and that's all that matters. | 1/23/2024 1:09 PM |
| 27 | I don't feel I have a valid opinion here, I'd hope the school and uni allocates based on merit and be sensitive to disabilities. | 1/23/2024 1:04 PM |
| 28 | Not sure | 1/23/2024 11:43 AM |

29 Ive no idea 1/23/2024 9:35 AM

# Q22 In cases where you were asked to undertake work in addition to the 37 hour week and 38 Week Teaching and teaching related year how were you offered compensation ?

Answered: 126 Skipped: 34

Overtime payment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
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Time oﬀ in lieu - same...

Reduced workload...

Not applicable I was not gi...

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

|  |  |  |
| --- | --- | --- |
| **ANSWER CHOICES** | **RESPONSES** | |
| Overtime payment | 7.14% | 9 |
| Time off in lieu - same year | 29.37% | 37 |
| Reduced workload -following year. | 30.95% | 39 |

Not applicable I was not given work over the contractual agreement .

32.54% 41

TOTAL 126

# Q23 If you were offered a reduced workload in the following academic year for additional work did you receive it ?

Answered: 88 Skipped: 72

Yes

No

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

|  |  |
| --- | --- |
| **ANSWER CHOICES RESPONSES** | |
| Yes | 17.05% 15 |

No 82.95% 73

TOTAL 88

|  |  |  |
| --- | --- | --- |
| **#** | **COMMENT ON THE ABOVE .** | **DATE** |
| 1 | excess work shuffled forward for 3 years ,I gave up in the end | 2/13/2024 8:29 AM |
| 2 | Broken promise | 2/5/2024 8:37 PM |
| 3 | I have worked over the 38 weeks but never been offered any compensation- this is just expected. Working to cover apprenticeship provision over semester 3 is expected. | 2/5/2024 5:51 PM |
| 4 | Given time off in lieu but never have the opportunity to take it | 1/31/2024 11:18 AM |
| 5 | not applicable | 1/31/2024 11:10 AM |
| 6 | in relation to q22 we are often asked to increase workload over 38 weeks with no offer or discussion around remuneration. to be fair however, this is rarely challenged | 1/31/2024 11:02 AM |
| 7 | COMMENT FOR Q22, I worked over my 37hrs per week and 38 weeks per year and was not offered ANY compensation, so i cannot answer that question | 1/30/2024 4:35 PM |
| 8 | My workload remains at capacity... with additional duties added and expected | 1/30/2024 4:02 PM |
| 9 | RE no.22 - this is never 'asked' it is expected. If I work over my hours and try to take my time back where and when I can. I have always gone over the 38 weeks. | 1/30/2024 1:14 PM |
| 10 | Not enough staff to deliver the promises | 1/30/2024 12:51 PM |
| 11 | Qu 22 - there is no recompense offered for working over the contracted number of weeks | 1/30/2024 12:04 PM |
| 12 | No opinion | 1/29/2024 4:10 PM |
| 13 | There was never anything offered for any work over the 37 hour week | 1/29/2024 3:42 PM |
| 14 | re q 22 havent been offered anything | 1/29/2024 1:39 PM |

15 n.a. 1/29/2024 1:29 PM

|  |  |  |
| --- | --- | --- |
| 16 | not applicable | 1/29/2024 12:39 PM |
| 17 | I have not been offered any compensation for excessive workload - despite the numerous inaccuracies. | 1/29/2024 12:18 PM |
| 18 | I was not offered any of the options in 22. I had to do marking in August and provide support for resit students and that was it. | 1/29/2024 10:57 AM |
| 19 | For 22, never offered any of the above, but in fact lost approximately 7 days holidays as was asked to come in whilst on Summer break. | 1/29/2024 10:21 AM |
| 20 | I cannot survive with less pay, due to the cost of living crisis. My partner is working with minimum wage. | 1/29/2024 10:11 AM |
| 21 | workload again well above 1500 | 1/29/2024 10:05 AM |
| 22 | I opted not to take an over time payment, but am over workload this year and have been promised reduced workload next academic year. | 1/29/2024 9:51 AM |
| 23 | Have no faith having been lied to and promised and then didn't happen. | 1/28/2024 3:33 PM |
| 24 | I was offered no compensation of any kind for working over the contractual agreement | 1/26/2024 11:08 AM |
| 25 | Never discussed. | 1/26/2024 7:25 AM |
| 26 | There is no compensation - i feel you can refuse to do extra work but the hours allocated for certain tasks is not enough and there is an expectation that you just get on with the job. | 1/25/2024 7:15 PM |
| 27 | In relation to 22 the answer is “Was not offered anything.” More of a some one needs to do this, it’s important it keeps you in a job, others are not about to do it. | 1/25/2024 6:28 PM |
| 28 | n/a | 1/25/2024 2:40 PM |
| 29 | Re: 22 and 23 - It is acknowledged that I work over the 38 weeks and 37 hour week in reality, but because so much of the workload is hidden, I have never been offered compensation or reduced workload. | 1/25/2024 12:45 PM |
| 30 | Still on a higher end hour teaching schedule (16+ hours) | 1/25/2024 11:50 AM |
| 31 | However duties that support my career path were removed in the following year, instead of receiving time off in Lieu or overtime payment. | 1/25/2024 11:42 AM |
| 32 | I have not been offered any of the above even though I was over for the first 6 weeks of teaching delivery S1. | 1/25/2024 10:32 AM |
| 33 | Q. 22 should have an option for 'no compensation was offered' I always work over my workload because the workload does not full capture all activities in the workweek, particularly those surrounding research and the workload allocation for teaching material prep is inadequate. We are given 1 hour prep for 1 hour of teaching delivery - it should be at least 3:1 for new teaching material/new lecturers. 1:1 is fine if you've delivered the session before and only need to update slide/materials. | 1/25/2024 10:15 AM |
| 34 | Received it, but will be over again this year | 1/25/2024 10:14 AM |
| 35 | This does not really apply as I'm on a short-term contract. | 1/25/2024 10:01 AM |
| 36 | Not applicable | 1/25/2024 8:22 AM |
| 37 | Never felt like I had a reduced workload. Was also never offered any kind of compensation. | 1/24/2024 4:03 PM |
| 38 | i worked overtime and nothing was offered | 1/24/2024 10:33 AM |
| 39 | Yes, but I often have to take it when I can. Not when I want. | 1/23/2024 9:01 PM |
| 40 | Didnt realise you could do this. | 1/23/2024 7:08 PM |
| 41 | Had to ask for it and was less than agreed | 1/23/2024 6:36 PM |
| 42 | answer to 22 needs a not applicable/other - over workload and not offered any of these things | 1/23/2024 3:52 PM |
| 43 | There is always some (usually manufactured) crisis that requires sacrifice. This regime positively revels in creating crises. | 1/23/2024 3:35 PM |

44 I have worked beyond working hours to ensure that projects are complete, marking is complete, paper work for course reviews are complete etc never have I been offered overtime payment, time in lieu, or reduced workload.

## 1/23/2024 3:33 PM

|  |  |  |
| --- | --- | --- |
| 45 | N/A | 1/23/2024 3:33 PM |
| 46 | This is not discussed. | 1/23/2024 3:07 PM |
| 47 | Na | 1/23/2024 3:03 PM |
| 48 | n/a | 1/23/2024 3:03 PM |
| 49 | N/A | 1/23/2024 2:53 PM |
| 50 | Re22. In past years I have been asked to work over the WL but never offered any compensation. I simply now refuse. | 1/23/2024 2:33 PM |
| 51 | If will be next academic year | 1/23/2024 2:30 PM |
| 52 | N/A | 1/23/2024 1:04 PM |
| 53 | NA | 1/23/2024 12:56 PM |
| 54 | N/A | 1/23/2024 12:31 PM |
| 55 | I was ‘front-loaded’ one year, told I’d have a lighter workload the following semester and then new Dean (thankfully now departed) instructed that staff were to be at their desks 9-5 every day. | 1/23/2024 11:49 AM |
| 56 | Re. Question 22, my answer is nothing been offered, so I just ignore | 1/23/2024 11:43 AM |

57 I would not have done overtime on this basis 1/23/2024 9:35 AM

# Q24 In terms of your working life could you indicate one practical change that would help you most with your working life as an academic at Teesside University.

Answered: 122 Skipped: 38

|  |  |  |
| --- | --- | --- |
| **# RESPONSES DATE** | | |
| 1 | sufficient staffing | 2/13/2024 10:02 AM |
| 2 | more research support | 2/13/2024 8:55 AM |
| 3 | fully staffed department | 2/13/2024 8:29 AM |
| 4 | I think the whole relationship between RSA and RIEBE needs to be looked at. In our school, RSA is counted as research time, which allows management to cut RIEBE and add more work. In other schools, this is different. We have been told this should be negotiated - there needs to be some kind of framework for this. RSA is not simply research time and there should be a set percentage of this devoted to scholarly pursuits, which in turn would mean a higher RIEBE | 2/7/2024 11:08 AM |
| 5 | More time for course leadership role. | 2/5/2024 5:51 PM |
| 6 | More staff or more readiness to employ PTL without the expectation that we will find PTL ourselves. Not our job. | 2/5/2024 1:34 PM |
| 7 | Develop a tutorial booking system so I can offer diary appointments and students can sign up to them. This would free up loads of back and forth emails that drive me nuts!! | 1/31/2024 4:43 PM |
| 8 | Better planning and given the time for the work that is carried out | 1/31/2024 11:18 AM |
| 9 | More time for valuing what we do and take the pressure of performativity away from us. We have a lovely shiny new set of buildings, which is an imbalance with the staff that could be employed. | 1/31/2024 11:10 AM |
| 10 | physical environment, cold and grubby which is not conducive to positivity in the workplace.streamlined systems and robust policies | 1/31/2024 11:02 AM |
| 11 | Better coordination and pre-planning of workload allocations | 1/31/2024 8:50 AM |
| 12 | Fir distribution of workload, greater hrs given to course leader responsibility | 1/30/2024 4:35 PM |
| 13 | Reduced teaching load. | 1/30/2024 4:17 PM |
| 14 | Another member of staff | 1/30/2024 4:02 PM |
| 15 | increase the time allocated to do my pl admin role | 1/30/2024 1:58 PM |
| 16 | More time to mark | 1/30/2024 1:14 PM |
| 17 | Control over my own resouces | 1/30/2024 12:51 PM |
| 18 | Fewer managers | 1/30/2024 11:15 AM |
| 19 | More time and space to think and plan | 1/30/2024 10:31 AM |
| 20 | Consider changing the start time to the working day. When I was at Manchester Met classes started at 10am, helped with commuting a lot (traffic getting into Middlesbrough is horrendous), but i know this would create childcare issues | 1/30/2024 10:30 AM |
| 21 | I could write more research papers and could have prepared more grant proposals and my work life balance would be much better. In the end my career progression would be on track. | 1/30/2024 10:00 AM |
| 22 | employ more staff! | 1/30/2024 9:48 AM |
| 23 | Many of the interactions with senior school members block things rather than facilitate. | 1/30/2024 9:45 AM |

24 working should be more flexible to allow more work from home 1/29/2024 9:27 PM

|  |  |  |
| --- | --- | --- |
| 25 | invest in software that make admin work easier and saves time. | 1/29/2024 5:23 PM |
| 26 | more staff | 1/29/2024 5:07 PM |
| 27 | I am yet to witness one | 1/29/2024 4:10 PM |
| 28 | the AWS being matched up to the hours in a week | 1/29/2024 3:42 PM |
| 29 | Being able to "weight" workload allocations on the basis of how complex the student is. If I have a straightforward thesis supervisee, it is easier to stick to the allocated times. If I have a complex one (meaning, they may have lots of complex mitigation, are not engaging well in the work, are struggling to be an adult learner, need reasonable adjustments etc), they they can take a severely greater number of hours. | 1/29/2024 1:48 PM |
| 30 | Flexibility to work from home all days of the week as long as there is no teaching or face to face meetings. | 1/29/2024 1:45 PM |
| 31 | change saci school management | 1/29/2024 1:39 PM |
| 32 | fewer project students to supervise (e.g., 4-6 per year rather than 18)) | 1/29/2024 1:29 PM |
| 33 | More support for research is badly needed in the department | 1/29/2024 12:39 PM |
| 34 | More admin staff and support - admin staff running Blackboard ultra submission points and dealing with late submissions/extensions. Going down to 0.8 and doing research in my own time. | 1/29/2024 12:18 PM |
| 35 | More Team Building and a much improved Staff Induction. | 1/29/2024 12:04 PM |
| 36 | Better parking! It may seem a small thing but I regularly spend a long time trying to find somewhere to park on a morning. I live in a village without public transport so have no alternative. | 1/29/2024 11:44 AM |
| 37 | To have the equal payment and stop the Gap paymen system.t | 1/29/2024 11:13 AM |
| 38 | recognition of areas of work which aren't captured in the workload | 1/29/2024 11:05 AM |
| 39 | A more honest workload system that reflected the actual amount of work done. | 1/29/2024 10:30 AM |
| 40 | For the management to actually listen, and highlight openly the issues raised, and act upon them, instead of brushing this survey like other surveys under the carpet. | 1/29/2024 10:21 AM |
| 41 | Recognition of admin (Course Leader, Module Leader) actually worked hours —an increase of at least 200 hours for each role. | 1/29/2024 10:11 AM |
| 42 | Greater hours for course leadership role. | 1/29/2024 10:08 AM |
| 43 | To be allowed to work at home or online more when there are no face to face tasks to be completed | 1/29/2024 9:58 AM |
| 44 | Being "allowed" and encouraged to conduct research within my workload. | 1/29/2024 9:52 AM |
| 45 | More staff to shoulder the burden of work. | 1/29/2024 9:51 AM |
| 46 | replace staff leaving more quickly | 1/28/2024 6:37 PM |
| 47 | better forward planning and return to September to September leave year | 1/28/2024 3:33 PM |
| 48 | For courses and associated modules to not have to change or be updated as often as they do as this requires me having to rewrite and write for new, new modules which is very time consuming and not a very efficient use of my time. | 1/28/2024 11:56 AM |
| 49 | Give us a reasonable space to work from. Give us office and a desk of our own with some practice storage for books. We are academics so treat us like one. | 1/26/2024 5:48 PM |
| 50 | I am not an academic. | 1/26/2024 3:34 PM |
| 51 | Make SET more effective. | 1/26/2024 2:12 PM |
| 52 | Safe staffing levels! | 1/26/2024 11:08 AM |

53 Less work load - less admin. 1/26/2024 7:25 AM

|  |  |  |
| --- | --- | --- |
| 54 | Admin to be done by administrators. Not being told to prioritise meetings that are cancelled on the day. | 1/25/2024 7:15 PM |
| 55 | Emails being deactivated between 1800-0700hrs | 1/25/2024 6:28 PM |
| 56 | More time for marking and assessment, workload provision for additional duties as above. | 1/25/2024 4:32 PM |
| 57 | Equal support amongst staff for RSA | 1/25/2024 2:40 PM |
| 58 | Divide responsibilities equally | 1/25/2024 12:45 PM |
| 59 | Get rid of the WWI model of command and control that has utterly ruined working at the Uni. They clearly have nothing but contempt for staff, so what do they expect in return. They've spent tens of millions on vanity projects. We don't even have a staff room. Says it all! | 1/25/2024 11:45 AM |
| 60 | Workload allocations to be a fair reflection of the reality, more so in terms of the leadership roles, Course Leaders, Principal Lectures, Big modules module leadership roles, Various other portfolio leadership roles. | 1/25/2024 11:42 AM |
| 61 | Knowing information earlier, often feels like events (boards, clearing, recruitment) come last minute meaning regular work (preparation, emails, student support) have to be ignored, which then causes delays. | 1/25/2024 10:42 AM |
| 62 | Time to write | 1/25/2024 10:35 AM |
| 63 | More autonomy, hours, staff and money. | 1/25/2024 10:32 AM |
| 64 | More staff, more admin passed to admin staff (for instance having to input marks from Blackboard Ultra into Evision is a task that can be automated by IT or done by administrators). Excessive paperwork surrounding marking. Excessive admin surrounding risk assessments for student/staff fieldwork. More research time and fewer classes to teach. | 1/25/2024 10:15 AM |
| 65 | More permanent teaching staff (L/SL). New degrees should not be approved unless there are new staff to teach them | 1/25/2024 10:14 AM |
| 66 | Less pointless administration such as the compusory university policies we have to sign and are supposed to read with some these over 50 pages long. | 1/25/2024 10:01 AM |
| 67 | Please have an understanding that AWS should be spread across the year not crammed into 1 (or 2) semesters | 1/25/2024 8:22 AM |
| 68 | to have a full complement of staff to meet the demands of the department | 1/24/2024 8:58 PM |
| 69 | Respectful and ethical leadership | 1/24/2024 6:23 PM |
| 70 | More staff! With so many staff leaving/sick/away there's too much work for too few people | 1/24/2024 4:03 PM |
| 71 | A reduced expectation to engage with such a high volume of R&M activities, which can often be communicated too close to the expected date. | 1/24/2024 2:29 PM |
| 72 | Leave the University - nothing has changed in a long time and actually feels poor workload allocation becomes less and less transparent and fair as we go on | 1/24/2024 10:37 AM |
| 73 | consultation on workload allocation | 1/24/2024 10:33 AM |
| 74 | More admin time for course leaders, especially those responsible for managing placements. | 1/24/2024 8:47 AM |
| 75 | The University needs to be more employee-centred and realistic when making demands. At any onetime in the Business School there are several people on long term sick. | 1/24/2024 8:29 AM |
| 76 | Increased research time | 1/23/2024 10:57 PM |
| 77 | Properly workload research-based tasks and give us 3:1 preparation:delivery time for lectures. | 1/23/2024 9:01 PM |
| 78 | Reverse flexi-desking, max office size 10 people (ideally 4 or fewer) | 1/23/2024 8:10 PM |
| 79 | Get rid of Stream | 1/23/2024 7:31 PM |
| 80 | appropriate systems ! | 1/23/2024 7:08 PM |

81 Be more open about what will be on my workload, which modules etc. I understand numbers 1/23/2024 6:43 PM

change, but surely somethings can remain consistent. There is a lot of chopping and changing of course lead, module lead for no apparent reason.

|  |  |  |
| --- | --- | --- |
| 82 | a decent schedule for all and marking allowances | 1/23/2024 6:41 PM |
| 83 | Advance planning of workload without last minute changes | 1/23/2024 6:36 PM |
| 84 | how about not to load everyone at 100% or near 100%? I don't any other sector uses workload system (such as school) workload their staff to 100%. there should be space for contingency | 1/23/2024 6:24 PM |
| 85 | overtime | 1/23/2024 6:12 PM |
| 86 | Clarity across systems, linked etc, and of roles and responsibilities, more consideration of the academic calendar when planning activities, we seem to get periods when lots of things have to happen at the same time. | 1/23/2024 5:57 PM |
| 87 | more staff and and an increase in pay | 1/23/2024 5:45 PM |
| 88 | Stop micro managing view workload and restore trust and respect for workers from management! | 1/23/2024 5:08 PM |
| 89 | adequate time to prepare classes and adequate time for professional development and RSA. Adequate time for rest and recuperation. Reasonable time to mark and prepare in between semesters. | 1/23/2024 4:55 PM |
| 90 | get a better computer as my current computer does not have any memory left - I've been asking for this for a year now | 1/23/2024 4:29 PM |
| 91 | 35 hrs per week contract, more time for research | 1/23/2024 3:58 PM |
| 92 | Less teaching and more time for research. | 1/23/2024 3:54 PM |
| 93 | The academic workload system doesn't work. You can't mechanically control human behaviour. But at least I have some protected time if it wasn't there I'd probably just be living under my desk in a sleeping bag. | 1/23/2024 3:42 PM |
| 94 | Let subject teams (sections in old Teesside parlance) have more autonomy and authority over the delivery of their specialist subjects, even to the point of locally revising the module delivery system because one size most certainly does not fit all.. | 1/23/2024 3:35 PM |
| 95 | More dyslexic support and fewer meetings | 1/23/2024 3:33 PM |
| 96 | Fewer admin tasks for academics. | 1/23/2024 3:33 PM |
| 97 | Reduced (pointless) admin tasks and meetings that could be simple email updates | 1/23/2024 3:30 PM |
| 98 | Can't think of anything. I'm maxed out and maximally efficient with all things. I would like communications from HR to be a bit more human. This is very impersonal and abrupt: "As a condition of your employment and in line with the University's Values and Behaviours staff are required to complete a set of Mandatory Training, and to refresh that training at the requisite intervals. Our records show that you now need to refresh Information Security within the next month to ensure you remain compliant. If you have any queries relating to this email, please contact [informationsecurity@tees.ac.uk](mailto:informationsecurity@tees.ac.uk) For further information regarding Mandatory Training, please vist: Mandatory Training (HR Intranet)" They could have just said, it's now time to update your mandatory training, please click the following link. | 1/23/2024 3:11 PM |
| 99 | Being able to take leave / RSA sensibly without needing to find someone to cover the out of office. There are hundreds of unecessary emails on this. Workload staff should help with identifying this. | 1/23/2024 3:08 PM |
| 100 | Less managment | 1/23/2024 3:04 PM |
| 101 | More humanity | 1/23/2024 3:03 PM |
| 102 | Investment in staff. | 1/23/2024 3:03 PM |
| 103 | Not increasing student numbers unless there are enough staff and infrastructure to support them | 1/23/2024 3:02 PM |
| 104 | Properly resourced and managed administration that serves the needs pf academic staff and students, so I don't spend most of my time doing admin. tasks. | 1/23/2024 2:58 PM |

105 Work load loked at in relation to semester not over the year as some times are excessive 1/23/2024 2:57 PM

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| 106 | Course specific admin assistance allocated to each course | 1/23/2024 2:53 PM |
| 107 | Try to regain some form of collegiality- it has gone from TU. | 1/23/2024 2:33 PM |
| 108 | Removal of 9am class starts | 1/23/2024 2:30 PM |
| 109 | Relaxation of hybrid working rules. | 1/23/2024 2:03 PM |
| 110 | Hire more staff! Reduce my teaching hours! Support for recruitment! | 1/23/2024 1:09 PM |
| 111 | Transparency of workload and a reduction of administrational, laborious tasks which don't utilise my skillset. | 1/23/2024 1:08 PM |
| 112 | Go back to having designated offcies rather than working in a hot desking, open plan environment. | 1/23/2024 1:06 PM |
| 113 | Introduce a week between semesters for marking. Give more time for big tasks like course review to allow the job to be done properly. | 1/23/2024 1:04 PM |
| 114 | Not working to max workload so sickness, cover and new work can be more flexible | 1/23/2024 12:56 PM |
| 115 | proper tariffs for workload based on lived experience and tied to processes | 1/23/2024 12:50 PM |
| 116 | Less working commitments admin etc, so I could free up some weekends | 1/23/2024 12:45 PM |
| 117 | Consistency | 1/23/2024 12:43 PM |
| 118 | An accurate timetable before teaching begins so that I can arrange childcare. | 1/23/2024 11:57 AM |
| 119 | Family friendly hours | 1/23/2024 11:49 AM |
| 120 | being given time and budget to to develop a Nature Positive TU initiative and being able to take new responsibilities | 1/23/2024 11:43 AM |
| 121 | On site parking & heating in the office spaces | 1/23/2024 10:02 AM |

122 Proper recognition for admin roles 1/23/2024 9:35 AM

# Q25 Can you indicate your School

Answered: 153 Skipped: 7

School of Computing,...

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School of Health & Lif...

School of Social...

International Business School

School of Arts & Creative...

Other

Prefer not to

say

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

|  |  |  |
| --- | --- | --- |
| **ANSWER CHOICES** | **RESPONSES** | |
| School of Computing, Engineering & Digital Technologies | 12.42% | 19 |
| School of Health & Life Sciences | 24.84% | 38 |
| School of Social Sciences, Humanities & Law | 20.26% | 31 |
| International Business School | 17.65% | 27 |
| School of Arts & Creative Industries | 9.80% | 15 |
| Other | 1.31% | 2 |

Prefer not to say

13.73% 21

TOTAL 153

# Q26 Department (Optional ).

Answered: 29 Skipped: 131

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| **#** | **RESPONSES** | **DATE** |
| 1 | Humanities | 2/7/2024 11:08 AM |
| 2 | Nursing | 1/31/2024 4:43 PM |
| 3 | Nursing and Midwifery | 1/31/2024 8:50 AM |
| 4 | Media | 1/30/2024 4:02 PM |
| 5 | Nursing | 1/30/2024 1:14 PM |
| 6 | Science | 1/30/2024 12:04 PM |
| 7 | Computer Science | 1/30/2024 10:30 AM |
| 8 | Leadership, Management & HR | 1/29/2024 12:39 PM |
| 9 | Fine Art | 1/29/2024 11:13 AM |
| 10 | AHP | 1/26/2024 11:08 AM |
| 11 | Science | 1/25/2024 6:28 PM |
| 12 | Nursing | 1/25/2024 11:45 AM |
| 13 | DAA | 1/25/2024 10:42 AM |
| 14 | Design | 1/25/2024 10:32 AM |
| 15 | Science | 1/25/2024 10:15 AM |
| 16 | Games | 1/24/2024 4:03 PM |
| 17 | AHP | 1/24/2024 10:37 AM |
| 18 | FMP | 1/24/2024 10:33 AM |
| 19 | LMHR | 1/23/2024 6:36 PM |
| 20 | AHP | 1/23/2024 5:08 PM |
| 21 | Engineering | 1/23/2024 4:29 PM |
| 22 | If my School found out I had said these things, I would be managed out or, more likely, sacked in retrospect by email. I do not joke. This has happened to other dissenters. | 1/23/2024 3:35 PM |
| 23 | Psychology | 1/23/2024 3:07 PM |
| 24 | Science | 1/23/2024 2:33 PM |
| 25 | Photography | 1/23/2024 1:09 PM |
| 26 | DAA | 1/23/2024 12:43 PM |
| 27 | DAA | 1/23/2024 11:57 AM |
| 28 | Science | 1/23/2024 11:43 AM |

29 Law 1/23/2024 9:35 AM