



THE UNIVERSITY OF WESTERN AUSTRALIA

WORKING LIFE SURVEY 2006

Report No. 06/34

Prepared by the Institutional Research Unit
The University of Western Australia

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Working Life Survey 2006

EXECUTIVE SUMMARY

1. Background

The first three Working Life Surveys were conducted at The University of Western Australia in 1997, 2000 and 2003. All surveys provided the University with valuable insight into the views, perceptions and experiences of UWA staff in relation to their working life.

This report presents the results from the fourth Working Life Survey (WLS), which was conducted in August 2006. Staff were informed that the survey would be used to:

- Help determine what needs improvement
- Provide data on which to test the success of new strategies
- Help identify issues to feature in future enterprise bargaining

The survey was mailed to 3517 staff (1418 Academic staff, 2068 General staff, 14 ESL teachers and 17 child care staff). A total of 1502 staff responded to the WLS, an overall response rate of 43%.

This year the survey was altered and new questions were added to the questionnaire. It consisted of the following 11 sections:

- General information about you and your job
- Aspects of your job and your workplace
- Equity and ethical issues in your workplace
- Teaching
- Research
- Consulting
- Your career opportunities at the University of Western Australia
- Conference attendance and other staff development
- General comments about work at UWA
- Final questions
- Final comments

2. Summary of results

Staff responses to questions about each aspect of their working life at UWA are summarised below. Descriptive statistics for each section of the survey are presented.

Section A: General information about you and your job

Staff from all Faculties, Divisions and Sections of the University responded to the WLS. Most respondents were employed on a full time basis (78%) and were female (58%). 11% of respondents considered themselves part of an ethnic or cultural minority and 1% indicated they were Aboriginal or Torres Strait Islander. (*Questions A1, A6, A9, A12 & A14*).

Section B: Aspects of your job and your workplace

Overall, General staff tended to be more satisfied with the various elements of their job than Academic staff. Academic staff were most satisfied with the physical environment in which they worked (66% satisfied) and least satisfied with the way the organisation is managed (41%). General staff were most satisfied with their job security and the hours of work (74%) and least satisfied with the opportunities for career progression or promotion (36%). (*Question B1*)

In terms of their work environment, most Academic staff agreed they were satisfied with the amount of variety in their job (83%). However only 32% of Academic staff agreed that decisions are made with sufficient consultation. Similarly, only 45% of General staff agreed with this statement. However, 74% of General staff agreed that they have the opportunity to use their abilities. (*Question B2*)

A high proportion of Academic (91%) and General (87%) staff agreed that they care about the fate of UWA and that they are willing to put in an effort beyond that normally expected in order to help the University be successful (87% and 90% respectively). Most disagreed that deciding to work for UWA was a mistake on their part with 83% of Academic and 91% of General staff expressing some level of disagreement. Only 17% of Academic staff agreed that they would accept almost any type of job assignment in order to keep working for the University. Similarly, only 38% of General staff agreed with this statement. *(Question B3)*

94% of both Academic and General staff valued being good at their job most highly. Only 53% of Academic staff and 58% of General staff felt that management also valued this aspect highly. *(Question B4)*

More General staff members were aware of the UWA Employee Assistance Program (EAP) than Academic staff (53% compared to 37%). 10% of General staff had sought assistance for stress from either EAP or another source and 6% of Academic staff had done the same. *(Question B6)*

Almost two-thirds (63%) of Academic staff reported that they would choose an academic career if they had their choice again. However, 47% agreed that this is not a good time for any young person to aspire to an academic career. *(Question B7)*

Over half (56%) of General staff agreed that if they had a choice again, they would choose a career in higher education. Only 14% felt it was not a good time for any young person to aspire to a career in higher education. *(Question B8)*

Most staff were satisfied with their annual leave (74% Academic, 88% General) and sick leave entitlements (78% Academic, 90% General). In addition, most staff were also satisfied with the opportunity to work flexible hours (81% Academic and 73% General). *(Question B9)*

Academic staff reported a higher average of working hours in an official week than General staff (40.9 hours compared to 38.0 hours). They also reported higher averages for extra work and hours of unpaid work. *(Questions B10, B11 and B12)*

Section C: Equity and ethical issues in your workplace

Most Academic and General staff felt that unwelcome comments or gestures in the workplace never or rarely occur. However approximately a quarter or more of both Academic and General staff indicated that management never or rarely discouraged the various types of discriminatory behaviour in the work place. *(Questions C1 and C2)*

The majority of staff members had never been sexually harassed (94% Academic, 96% General), racially harassed (97% Academic, 98% General) or experienced any other form of discrimination at UWA (83% Academic, 86% General). However, 28% of Academic staff and 29% of General staff had experienced bullying at UWA. Most were aware of the University's policies on workplace harassment (79% Academic, 82% General), however a smaller proportion of staff were in fact aware of the procedures used to resolve grievances (67% Academic, 68% General staff). *(Question C3)*

Almost all (97%) of Academic and General staff members were aware of the University's Code of Ethics and Code of Conduct, and most agreed that UWA actively encourages ethical behaviour by all its employees (85% Academic, 92% General staff). However, 41% of Academic staff and 33% of General staff believed that the people who report unethical behaviour or disclose wrongdoing are not protected from victimisation and harassment. *(Question C4)*

In terms of behaviour in the workplace, 91% of Academic staff felt senior staff lead by example in ethical behaviour and 94% of General staff felt management encouraged staff to adopt safe work practices. However, over two in five Academic staff (41%) felt that managers never or rarely lead by example in seeking balance between work and the rest of their lives. Almost a quarter (24%) of General staff felt the same. *(Question C5 and C6)*

Section D: Teaching

76% of Academic staff and 8% of General staff members reported that they were involved in teaching. Academic staff were most satisfied with the quality of students in their area (69%) and were least satisfied with the administration load associated with teaching (34%). General staff were most satisfied with the use of student feedback to improve teaching (75%) and were least satisfied with the recognition for teaching performance (35%). (Questions D1 and D2)

Most respondents agreed that they made considerable changes to their teaching methods over the last 3 years (64% Academic, 48% General) and that they plan to make changes over the next 3 years (74% Academic, 59% General). Almost three in five Academic staff members (59%) and two in five General staff members (40%) disagreed that they had adequate time and resources to help make these changes. 38% of Academic and 25% of General staff disagreed that there was adequate institutional support to assist them make changes to improve teaching. (Question D3)

Section E: Research

92% of Academic and 15% of General staff reported that they were involved in research. Most Academic and General staff (75% and 71% each) were satisfied with the quality of library holdings and support. While 70% of General staff were satisfied with the time available for research, only 39% of Academic staff reported the same. Both Academic and General staff were least satisfied with the number of travel grants for research purposes (27% and 23% each). (Questions E1 and E2)

Section F: Consulting

43% of Academic staff and 8% of General staff conducted professional or consultative work external to the University. Most were satisfied with the amount of professional and consultative work they are able to do within the restrictions of work commitments (83% Academic, 77% General) and most were satisfied with the amount of this type of work they are allowed to do under University policy (ie. 20% of working week) (92% Academic, 87% General). (Questions F1, F2 and F3)

Section G: Your career opportunities at The University of Western Australia

The most valuable sources of assistance reported by staff was their colleagues, with 88% of Academic and 89% of General staff rating it as valuable or extremely valuable. The least valuable reported by Academic staff was The Support Centre (33%) and for General staff, the Promotions and Tenure Committee (28%). (Question G1)

64% of Academic and 56% of General staff perceived there to be barriers to career progression at UWA. For Academic staff the major barriers were difficult and time consuming application process, tight budgets, too little time for research, short-term funded position and insufficient number of tenured or ongoing positions. For General staff the major barriers to career progression were lack of relevant vacancies for which to apply, tight budgets, lack of development opportunities and difficult and time consuming application process. (Questions G2 and G3)

Section H: Conference attendance and other staff development

A little over half (56%) of Academic staff felt there was sufficient information and assistance provided to settle into their job at UWA quickly, well below the 70% of General staff who also felt this way. (Question H1)

Almost two in three Academic staff (63%) believed they had adequate opportunity to attend conferences with only 43% of General staff stating this. (Question H2)

A little over half of Academic (52%) and General (53%) staff members felt well supported by their Head of School or supervisor. The main area of staff development undertaken by Academic staff in the previous three years was in Teaching and Learning (40%), for General staff it was Information Technology (31%). 83% of Academic staff and 84% of General staff participated in staff development activities due to a desire to develop skills or extend knowledge. Many Academic (57%) and General staff (59%) participated for personal interest/development reasons. (Questions H3, H4 and H5)

The most cited source used to access staff development for both Academic and General staff was Organisational and Staff Development Services (62% and 75% each). (*Question H6*)

Section I: General comments about working at UWA

79% of Academic staff agreed that UWA is a University with fine traditions and 78% believed that it encourages learning. 80% of General staff had also agreed that UWA encourages learning and 88% felt it was a good place to work. Only 33% of Academic staff and 38% of General staff felt that UWA had facilities that are world class. (*Question I1*)

Only 19% of Academic staff and 33% of General staff believed UWA had changed for the better in the last three years. The majority felt it had remained the same (48% Academic, 50% General). Most negative comments about UWA as a place to work were associated with increased workload/responsibility (60% Academic, 66% General). (*Questions I2 and I3*)

Academic staff most frequently rated the following as the best aspects about working at UWA: job autonomy, challenge if the job, reputation of the university and physical environment. The worst aspects rated by academic staff were: workload, job-related stress and administration requirements/duties. (*Questions I4 and I5*)

General staff most frequently rated the following as the best aspects about working at UWA: physical environment, job security, interpersonal relations between staff and challenge of the job. The worst aspects rated by General staff were: opportunities for career progression, workload and job-related stress. (*Questions I4 and I5*)

Section J: Final questions

The five questions in this section of the WLS were for the specific purpose of monitoring institutional performance in terms of measures employed in the Operational Priorities Plan 2006-2008 (OPP). In 2006, two OPP targets were exceeded and three were not achieved.

Section K: Final comments

Of the 1502 staff who responded to the survey, 282 made comments and/or suggestions for change in response to the final open-ended question. These comments were categorised and are summarised in Appendix B. As many comments were lengthy, up to 8 categories per respondent were recorded.

The strongest themes to emerge for Academic staff were:

- Workload responsibility;
- Negative comment about the 2006 WLS;
- Funding/budget; and
- Bureaucracy/policy.

The strongest themes to emerge for General staff were:

- Negative comment about managers;
- Negative comment about the 2006 WLS; and
- Workload and responsibilities.

3. Comparisons of results of WLS 2000 and WLS 2003

Because of extensive changes to the response scales and wording of questions introduced in the WLS 2006, meaningful comparisons between the results of the survey in 2003 and 2006 are possible only for a limited number of questions.

When asked the extent to which they value building a vision for the future, more Academic staff members in 2006 indicated they valued this highly (63% 2003, 70% 2006).

However in 2006 fewer Academic staff highly valued:

- Devolving responsibility (55% 2003, 41% 2006);
- Care and consideration for others (93% 2003, 85% 2006);
- Building confidence in staff (85% 2003, 76% 2006);
- Resolution of conflict between staff (77% 2003, 67% 2006); and
- Participative decision making (73% 2003, 66% 2006).

7 of the 16 characteristics showed a decline in the proportion of Academic staff who believed management valued them highly. These included:

- Timely decision making (32% 2003, 25% 2006);
- Being creative (36% 2003, 25% 2006);
- Being adaptable (44% 2003, 34% 2006);
- Care and consideration for others (42% 2003, 32% 2006);
- Building confidence in staff (32% 2003, 21% 2006);
- Resolution of conflict between staff (29% 2003, 20% 2006); and
- Participative decision making (34% 2003, 20% 2006).

In 2006, significantly more General staff highly valued an inclusive work culture than in 2003 (66% in 2003, 73% in 2006). More General staff in 2006 believed that management highly values building a vision for the future (40% 2003 to 55% 2006) and providing a quality service to students (52% in 2003, 59% in 2006). However, in 2006 fewer General staff believed management highly values building confidence in staff (37% in 2003, 32% in 2006).

More General staff reported being aware of the UWA Employee Assistance Policy in 2006 (54%) than in 2003 (48%).

A higher proportion of Academic and General staff reported being aware of the University's Code of Ethics and Code of Conduct in 2006 than in 2003 (Academic: 78% 2003, 97% 2006; General: 76% 2003, 97% 2006). Both staff types in 2006 believed the University actively encourages ethical behaviour by all its employees (Academic: 78% v 85%; General: 82% v 92%). Significantly more also reported knowing the course of action available to report unethical behaviour (Academic: 46% v 58%; General: 44% v 57%). There was also an increase in the number of General staff who indicated they were aware of an occurrence of unethical behaviour but did not report it (18% in 2003, 23% in 2006).

In 2006 fewer Academic staff were satisfied with the amount of professional and consultative work allowed under University policy (97% in 2003, 92% 2006).

More General staff in 2006 felt they were provided with sufficient information and assistance to settle into their job quickly (63% in 2003, 70% in 2006).

Two OPP performance indicators showed an increase between 2003 and 2006 and three showed a decline:

- Staff development opportunities to assist with your role (72.1% satisfied in 2003, 69.6% satisfied in 2006)
- I feel comfortable about voicing my complaints and suggestions (71.2% in 2003, 70.0% in 2006)
- Decision-making is devolved to the appropriate level (62.6% in 2003, 61.7% in 2006)
- Staff are generally treated with respect (80.6% in 2003, 87.7% in 2006)
- Staff are well informed by management about goals, priorities and decisions (53.2% in 2003, 59.4% in 2006)

4. Detailed results tables

Appendix B contains more detailed results for specific survey questions. Appendix C contains a breakdown of results by University section.

1. Introduction

The first three Working Life Surveys were conducted at The University of Western Australia in 1997, 2000 and 2003. All surveys provided the University with valuable insight into the views, perceptions and experiences of UWA staff in relation to their working life.

This report presents the results from the fourth Working Life Survey (WLS), which was conducted in August 2006. Staff were informed that the survey would be used to:

- Help determine what needs improvement
- Provide data on which to test the success of new strategies
- Help identify issues to feature in future enterprise bargaining

2. Method

2.1 Sampling and survey distribution

The survey was mailed in August 2006 to 3517 staff (1418 Academic staff, 2068 General staff, 14 ESL teachers and 17 child care staff). Staff were given one month to respond.

2.2 Data collection

The 2006 WLS survey differed from the 2003 WLS in two ways. At the request of Human Resources, the 2006 WLS (1) included additional questions to help the University examine emerging issues of work and life balance and (2) employed response scales. For example, whereas in 2003 satisfaction was expressed as either very dissatisfied, dissatisfied, satisfied or very satisfied, the 2006 WLS included a fifth option, "neutral". Consequently results presented in terms of 'percentage satisfaction' and 'percentage agreement' mean different things in 2003 and 2006 results and can not be compared, even when the wording of the survey questions is the same.

The survey was 13 pages in length, took approximately 45 minutes to complete and consisted of the following 11 sections:

- General information about you and your job
- Aspects of your job and your workplace
- Equity and ethical issues in your workplace
- Teaching
- Research
- Consulting
- Your career opportunities at the University of Western Australia
- Conference attendance and other staff development
- General comments about work at UWA
- Final questions
- Final comments

A copy of the questionnaire is presented in Appendix A.

3. Results

3.1 Response rate

A total of 1502 staff responded to the 2006 WLS, an overall response rate of 43% (Table 2). This is higher than the response rate of 35% in 2003.

Table 3.1: 2006 survey response rates

| <i>Appointment</i> | <i>No. Sent</i> | <i>No. Received</i> | <i>Response rate</i> |
|--------------------|-----------------|---------------------|----------------------|
| Academic staff | 1418 | 522 | 37% |
| General staff | 2068 | 944 | 46% |
| ESL Teachers | 14 | 12 | 86% |
| Child Care staff | 17 | 9 | 53% |
| Total | 3517 | 1502 | 43% |
| Male | 1637 | 623 | 38% |
| Female | 1880 | 871 | 46% |

3.2 Detailed results

The main findings and results of the 2006 WLS are detailed below and follow the format of the questionnaire. As there were so few ESL teachers (n=12) and Child Care staff (n=9) that responded to the survey they have been grouped with General staff for the remainder of the report.

3.2.1 Section A: General information about you and your job

Staff from all Faculty, Divisions and Sections of the University responded to the WLS. Most respondents were employed on a full time basis (78%) and were female (58%). 11% of respondents considered themselves part of an ethnic or cultural minority and 1% indicated they were Aboriginal or Torres Strait Islander. (Questions A1, A6, A9, A12 & A14).

Table 3.2.1a: Section employed in (QA1)

| <i>Section</i> | <i>Number</i> | <i>%</i> |
|--|---------------|--------------|
| Faculty of Architecture, Landscape and Visual Arts | 13 | 0.9 |
| Faculty of Arts, Humanities and Social Sciences | 96 | 6.4 |
| Faculty of Economics and Commerce (UWA Business School) | 81 | 5.4 |
| Faculty of Education | 17 | 1.1 |
| Faculty of Engineering, Computing & Mathematics | 123 | 8.2 |
| Faculty of Law | 23 | 1.5 |
| Faculty of Life and Physical Sciences | 203 | 13.5 |
| Faculty of Medicine, Dentistry and Health Sciences | 343 | 22.8 |
| Faculty of Natural and Agricultural Sciences | 137 | 9.1 |
| Library | 80 | 5.3 |
| Office of the Executive Director (Academic Services) and Registrar | 137 | 9.1 |
| Office of the Executive Director, Finance and Resources | 174 | 11.6 |
| Vice Chancellery (includes Community Relations and the School of Indigenous Studies) | 45 | 3.0 |
| No response | 30 | 2.0 |
| Total | 1502 | 100.0 |

Table 3.2.1b: Basis for present appointment (QA2)

| <i>Appointment</i> | <i>Number</i> | <i>%</i> |
|--|---------------|--------------|
| Academic Staff Agreement | 522 | 34.8 |
| General Staff Agreement | 944 | 62.9 |
| English as a Second Language Teacher Agreement | 12 | 0.8 |
| Child Care Award | 9 | 0.6 |
| No response | 15 | 1.0 |
| Total | 1502 | 100.0 |

Table 3.2.1c: Current appointment (QA3)

| <i>Appointment</i> | <i>Academic</i> | | <i>General</i> | |
|----------------------|-----------------|--------------|----------------|--------------|
| | <i>Number</i> | <i>%</i> | <i>Number</i> | <i>%</i> |
| Casual | 6 | 1.2 | 6 | 0.6 |
| Tenured or Tenurable | 285 | 54.6 | 642 | 66.5 |
| Fixed term | 227 | 43.5 | 302 | 31.3 |
| No response | 4 | 0.8 | 15 | 1.6 |
| Total | 522 | 100.0 | 965 | 100.0 |

*ESL teachers and child care workers included as General staff

Table 3.2.1d: Academic staff roles (QA4a)

| <i>Role</i> | <i>Number</i> | <i>%</i> |
|----------------------------------|---------------|--------------|
| Dean or Head of School/Section | 18 | 3.5 |
| Director of Centre (Academic) | 16 | 3.1 |
| Academic - casual teaching | 13 | 2.5 |
| Academic - teaching and research | 308 | 59.6 |
| Academic - research only | 140 | 27.1 |
| Other | 22 | 4.3 |
| Total | 517 | 100.0 |

Table 3.2.1e: General staff roles (QA4b)

| <i>Role</i> | <i>Number</i> | <i>%</i> |
|-----------------------------------|---------------|--------------|
| Manager/Supervisor | 184 | 19.7 |
| Clerical | 36 | 3.9 |
| Administrative | 310 | 33.2 |
| Technical/Professional | 204 | 21.8 |
| Services (eg. cleaning, security) | 23 | 2.5 |
| Research | 94 | 10.1 |
| Teaching | 12 | 1.3 |
| Other | 71 | 7.6 |
| Total | 934 | 100.0 |

*ESL teachers and child care workers included as General staff

Table 3.2.1f: Academic appointment (QA5a)

| <i>Appointment</i> | <i>Number</i> | <i>%</i> |
|----------------------------------|---------------|--------------|
| Professor | 72 | 13.9 |
| Professorial Fellow | 14 | 2.7 |
| Associate Professor | 64 | 12.4 |
| Senior Lecturer | 101 | 19.5 |
| Lecturer | 93 | 18.0 |
| Associate Lecturer | 28 | 5.4 |
| Senior Principal Research Fellow | 2 | 0.4 |
| Senior Research Fellow | 20 | 3.9 |
| Research Fellow | 60 | 11.6 |
| Research Associate | 54 | 10.4 |
| Tutor/Casual Teacher | 1 | 0.2 |
| Other | 9 | 1.7 |
| Total | 518 | 100.0 |

Table 3.2.1g: General staff job classification (QA5b)

| <i>Job classification</i> | <i>Number</i> | <i>%</i> |
|---------------------------|---------------|--------------|
| HEE 1 to 3 | 109 | 11.9 |
| HEE 4 to 6 | 529 | 57.7 |
| HEE 7 to 8 | 162 | 17.7 |
| HEE 9 or above | 101 | 11.0 |
| Other | 16 | 1.7 |
| Total | 917 | 100.0 |

Table 3.2.1h: Basis for current appointment (QA6)

| <i>Appointment</i> | <i>Number</i> | <i>%</i> |
|--------------------|---------------|--------------|
| Full time | 1175 | 78.4 |
| Part time | 324 | 21.6 |
| Total | 1499 | 100.0 |

Table 3.2.1i: Management and/or supervisory responsibilities (QA7)

| <i>Responsibilities</i> | <i>Number</i> | <i>%</i> |
|-------------------------|---------------|--------------|
| Yes | 807 | 54.2 |
| No | 681 | 45.8 |
| Total | 1488 | 100.0 |

Table 3.2.1j: Highest level of formal education (QA8)

| <i>Education</i> | <i>Number</i> | <i>%</i> |
|----------------------|---------------|--------------|
| School or TAFE | 389 | 26.3 |
| Bachelor's degree | 349 | 23.6 |
| Postgraduate diploma | 132 | 8.9 |
| Master's degree | 156 | 10.5 |
| Doctorate | 455 | 30.7 |
| Total | 1481 | 100.0 |

Table 3.2.1k: Gender (QA9)

| <i>Gender</i> | <i>Number</i> | <i>%</i> |
|---------------|---------------|--------------|
| Male | 623 | 41.7 |
| Female | 871 | 58.3 |
| Other | 1 | 0.1 |
| Total | 1495 | 100.0 |

Table 3.2.1l: Age group (QA10)

| <i>Age group</i> | <i>Number</i> | <i>%</i> |
|------------------|---------------|--------------|
| Under 20 years | 3 | 0.2 |
| 20-29 years | 190 | 12.7 |
| 30-39 years | 383 | 25.6 |
| 40-49 years | 442 | 29.6 |
| 50-59 years | 379 | 25.3 |
| 60-69 years | 89 | 6.0 |
| 70 years or over | 10 | 0.7 |
| Total | 1496 | 100.0 |

Table 3.2.1m: Place of birth (QA11)

| <i>Place of birth</i> | <i>Number</i> | <i>%</i> |
|--|---------------|--------------|
| Australia | 815 | 54.6 |
| Asia (East, South, SE Asia and Indian Ocean) | 153 | 10.2 |
| UK, North America, Ireland or New Zealand | 354 | 23.7 |
| Western Europe | 66 | 4.4 |
| South or Central America | 7 | 0.5 |
| Middle East | 13 | 0.9 |
| Africa | 41 | 2.7 |
| Southern or Eastern Europe including the former USSR | 39 | 2.6 |
| Oceania | 3 | 0.2 |
| Other | 3 | 0.2 |
| Total | 1494 | 100.0 |

Table 3.2.1n: Consider self part of an ethnic or cultural minority (QA12)

| | <i>Number</i> | <i>%</i> |
|--------------|---------------|--------------|
| Yes | 170 | 11.4 |
| No | 1324 | 88.6 |
| Total | 1494 | 100.0 |

Table 3.2.1o: Main language spoken at home (QA13)

| <i>Language</i> | <i>Number</i> | <i>%</i> |
|-------------------|---------------|--------------|
| English | 1382 | 92.5 |
| Chinese | 11 | 0.7 |
| Mandarin | 11 | 0.7 |
| French | 8 | 0.5 |
| German | 7 | 0.5 |
| Polish | 6 | 0.4 |
| Tamil | 6 | 0.4 |
| Cantonese | 5 | 0.3 |
| Russian | 5 | 0.3 |
| Croatian | 4 | 0.3 |
| Romanian | 4 | 0.3 |
| Spanish | 4 | 0.3 |
| Arabic | 3 | 0.2 |
| Dutch | 3 | 0.2 |
| Indonesian | 3 | 0.2 |
| Italian | 3 | 0.2 |
| Malayalam | 3 | 0.2 |
| Persian | 3 | 0.2 |
| Czech | 2 | 0.1 |
| Hokkien | 2 | 0.1 |
| Japanese | 2 | 0.1 |
| Serbian | 2 | 0.1 |
| Telugo | 2 | 0.1 |
| Africaans | 1 | 0.1 |
| Bangla | 1 | 0.1 |
| Filipino (Bisaya) | 1 | 0.1 |
| Gujarati | 1 | 0.1 |
| Hebrew | 1 | 0.1 |
| Hindi | 1 | 0.1 |
| Nyoongar | 1 | 0.1 |
| Portuguese | 1 | 0.1 |
| Slav | 1 | 0.1 |
| Swiss German | 1 | 0.1 |
| Teo Chew | 1 | 0.1 |
| Urdu | 1 | 0.1 |
| Vietnamese | 1 | 0.1 |
| Total | 1494 | 100.0 |

Table 3.2.1p: Aboriginal and/or Torres Strait Islander (QA14)

| | <i>Number</i> | <i>%</i> |
|-----------------------------|---------------|--------------|
| No | 1488 | 99.4 |
| Yes, Aboriginal | 7 | 0.5 |
| Yes, Torres Strait Islander | 2 | 0.1 |
| Total | 1497 | 100.0 |

Table 3.2.1q: Medical condition or disability (QA15)

| | <i>Number</i> | <i>%</i> |
|--------------|---------------|--------------|
| Yes | 150 | 10.0 |
| No | 1345 | 90.0 |
| Total | 1495 | 100.0 |

Table 3.2.1r: Dependants (QA16)

| | <i>Number</i> | <i>%</i> |
|------------------------------------|---------------|----------|
| No dependants | 584 | 39.1 |
| Spouse or partner | 629 | 42.1 |
| Children under 18 | 551 | 36.9 |
| Children 18 and over | 277 | 18.5 |
| Parents or other elderly relatives | 112 | 7.5 |
| Other dependants | 10 | 0.7 |

3.2.2 Section B: Aspects of your job and your workplace

Important: Please note that for most of the items in Section B of the WLS 2006 that called for responses on a Satisfaction or Agreement scale the results cannot be meaningfully compared with the results of previous WLSs. This is a consequence of the Agreement and Satisfaction scales being expanded in 2006 (at the request of Human Resources) by the addition of a mid-point (“neutral”). The terms “Percentage satisfaction” and “Percentage disagreement” in this report do not refer to the same thing as these terms in reports on previous WLSs.

Overall, General staff tended to be more satisfied with the various elements of their job than Academic staff. Academic staff were most satisfied with the physical environment in which they worked (66% satisfied) and least satisfied with the way the organisation is managed (41%). General staff were most satisfied with their job security and the hours of work (both 74%) and least satisfied with the opportunities for career progression or promotion (36%). (Question B1)

Figure 3.2.2a: Percentage satisfaction with elements of job – Academic staff (QB1)

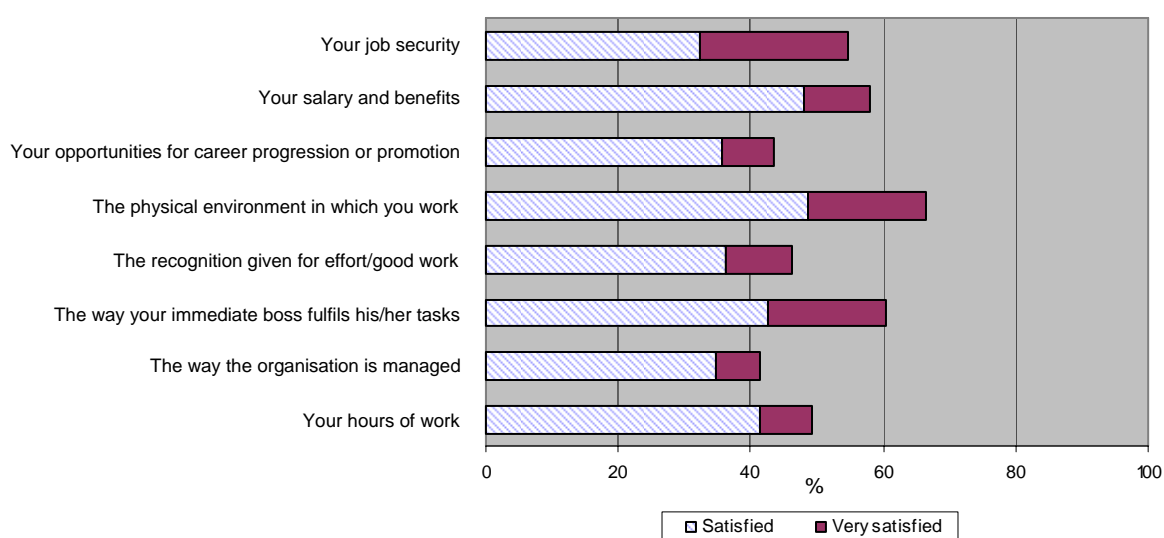
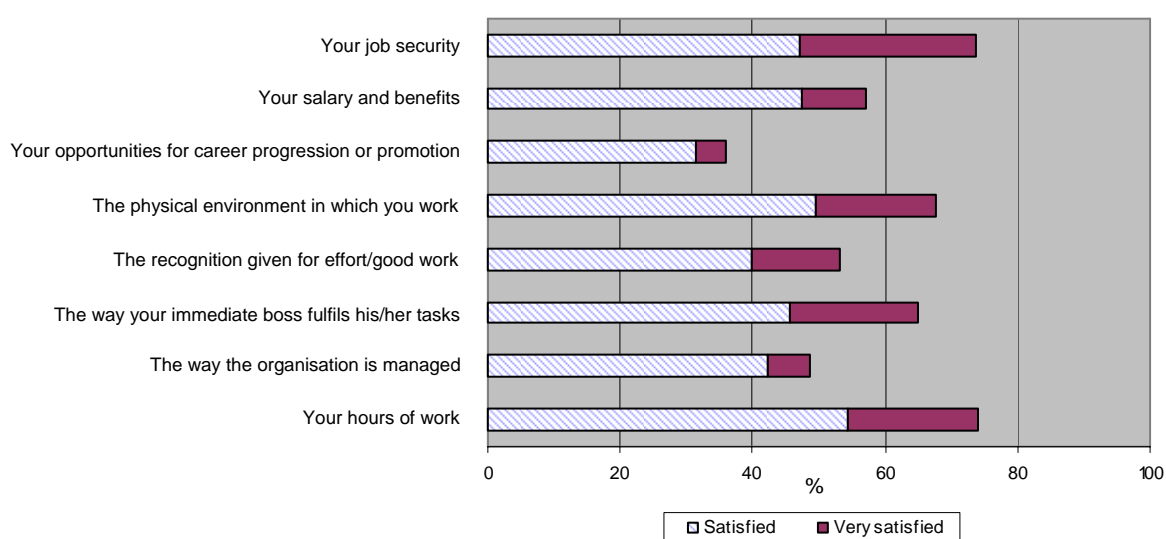


Figure 3.2.2b: Percentage satisfaction with elements of job – General staff (QB1)



In terms of their work environment, most Academic staff agreed they were satisfied with the amount of variety in their job (83%). However only 32% of Academic staff agreed that decisions are made with sufficient consultation. Similarly, only 45% of General staff agreed with this statement. However, 74% of General staff agreed that they have the opportunity to use their abilities. (Question B2)

Figure 3.2.2c: Percentage agreement with work environment – Academic staff (QB2)

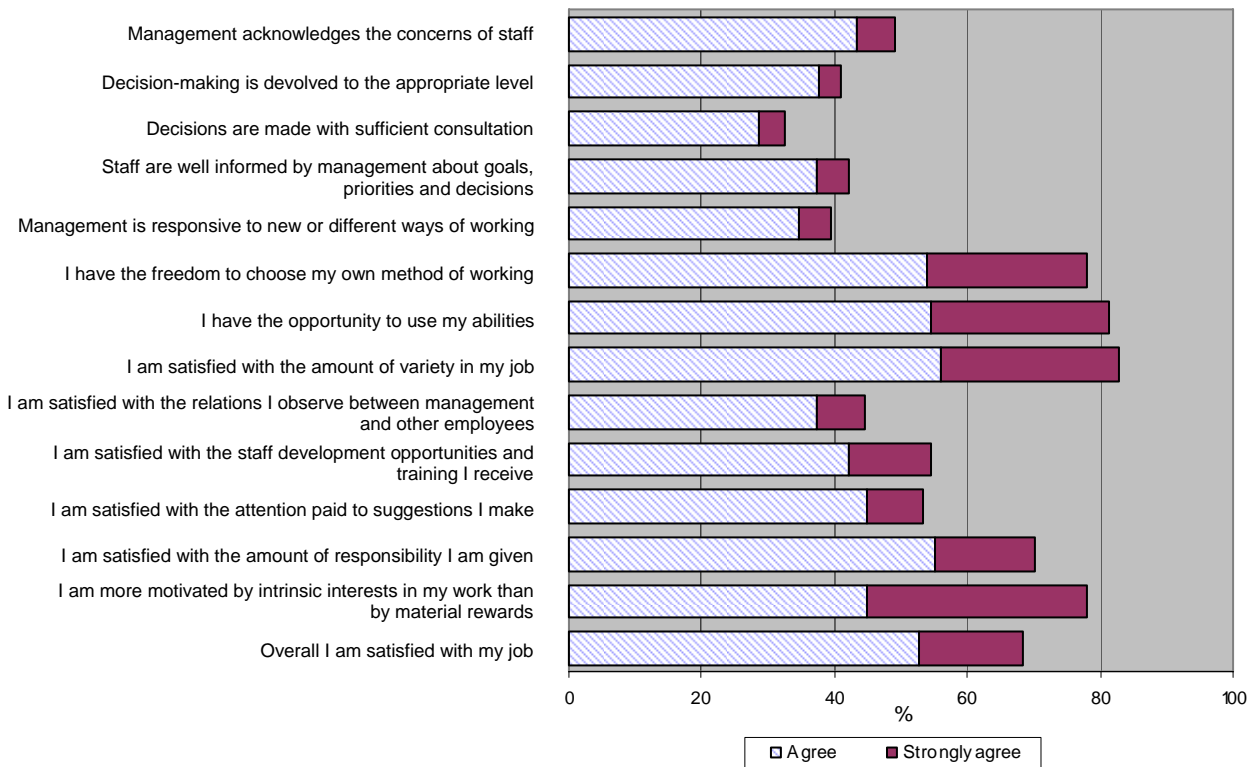
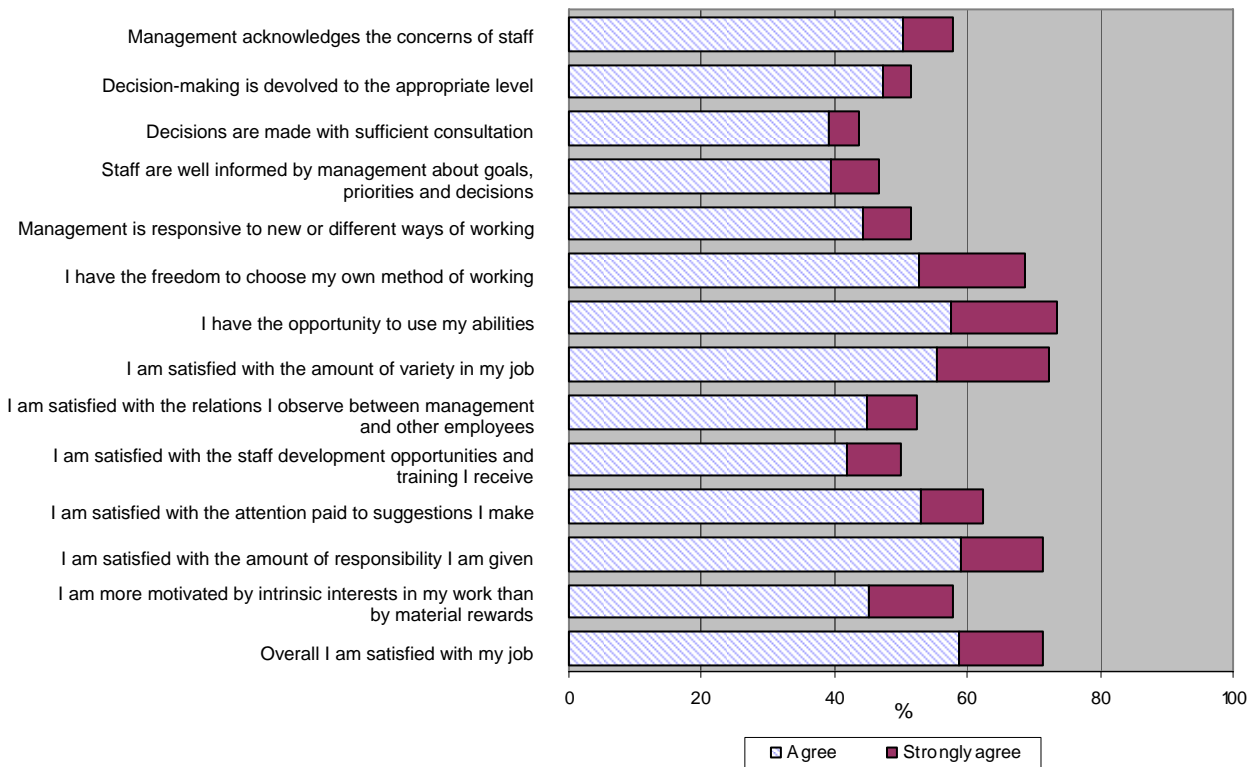


Figure 3.2.2d: Percentage agreement with work environment – General staff (QB2)



A high proportion of Academic (91%) and General (87%) staff agreed that they care about the fate of UWA and that they are willing to put in an effort beyond that normally expected in order to help the University be successful (87% and 90% respectively). Most disagreed that deciding to work for UWA was a mistake on their part with 83% of Academic and 91% of General staff expressing some level of disagreement. Only 17% of Academic staff agreed that they would accept almost any type of job assignment in order to keep working for the University. Similarly, only 38% of General staff agreed with this statement. (Question B3)

Figure 3.2.2e: Percentage agreement with elements of UWA – Academic staff (QB3)

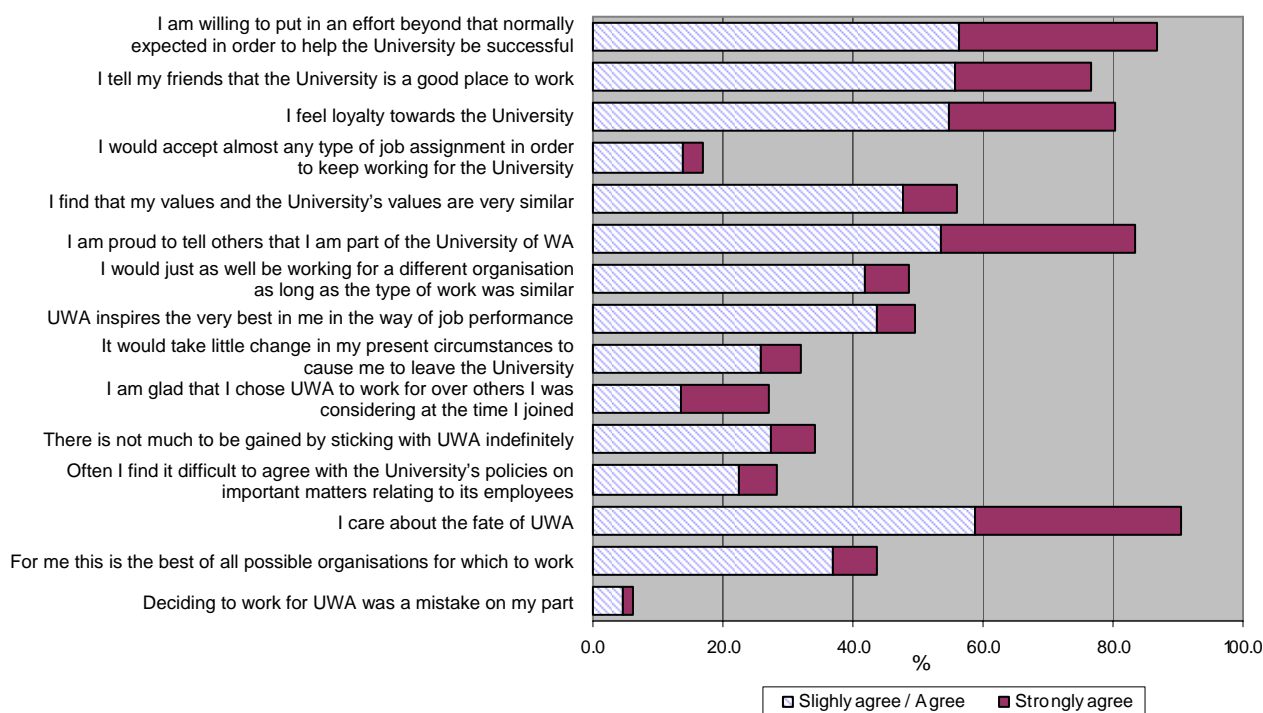
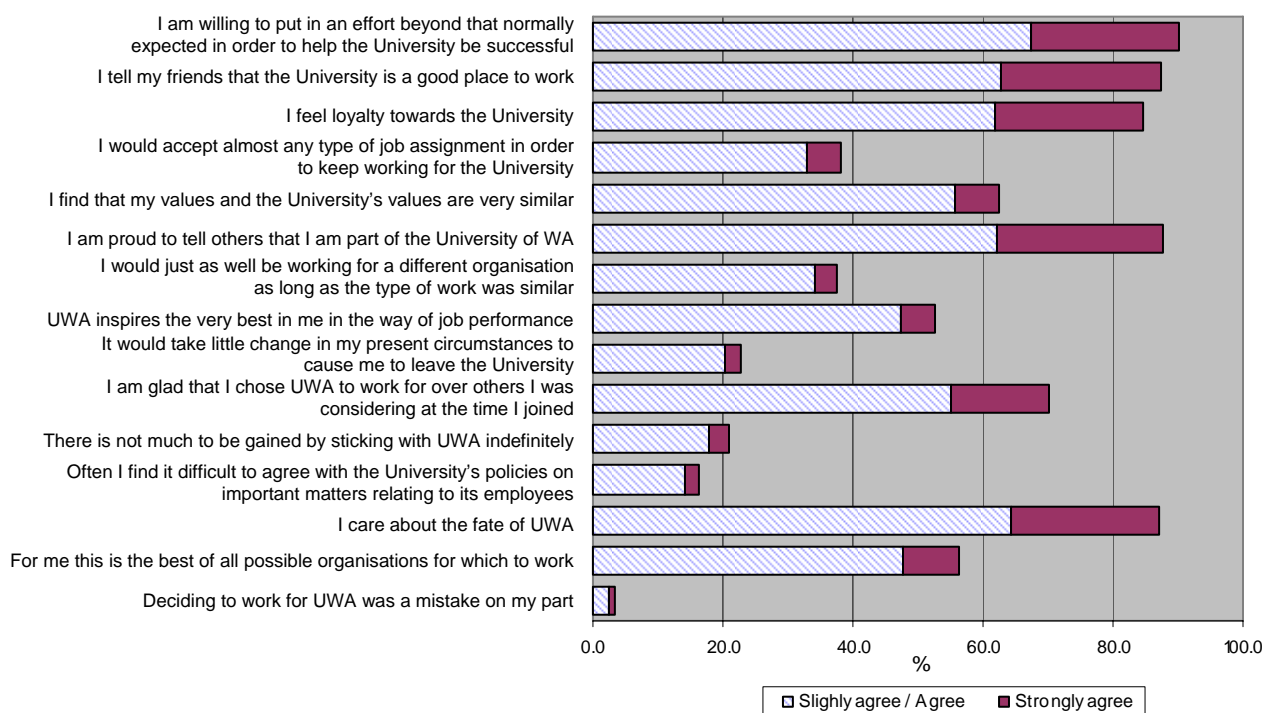


Figure 3.2.2f: Percentage agreement with elements of UWA – General staff (QB3)



94% of both Academic and General staff valued being good at their job most highly. Only 53% of Academic staff and 58% of General staff felt that management also valued this aspect highly. (Question B4)

Table 3.2.2a: Percentage value characteristics of positive work environment – Academic staff (QB4)

| | Extent to which I value (%) | | | | | Extent to which management in my workplace values (%) | | | | |
|---|-----------------------------|-----|--------|------|------|---|------|--------|------|------|
| | n | Low | Medium | High | Mean | n | Low | Medium | High | Mean |
| Timely decision making | 507 | 0.8 | 20.1 | 79.1 | 2.8 | 495 | 23.8 | 51.3 | 24.9 | 2.0 |
| Building a vision for the future | 504 | 3.0 | 26.6 | 70.4 | 2.7 | 492 | 14.0 | 42.7 | 43.3 | 2.3 |
| Being creative..... | 507 | 1.2 | 25.3 | 73.6 | 2.7 | 498 | 23.9 | 51.6 | 24.5 | 2.0 |
| Being adaptable..... | 509 | 0.6 | 30.7 | 68.8 | 2.7 | 498 | 16.5 | 49.8 | 33.7 | 2.2 |
| Being good at the job..... | 509 | 0.0 | 5.9 | 94.1 | 2.9 | 496 | 10.3 | 36.5 | 53.2 | 2.4 |
| High standards of work performance | 507 | 0.2 | 7.3 | 92.5 | 2.9 | 495 | 11.3 | 37.7 | 50.9 | 2.4 |
| A culture of continuous improvement | 506 | 2.6 | 30.0 | 67.4 | 2.7 | 495 | 17.0 | 49.5 | 33.5 | 2.2 |
| An ethos of continuous learning for staff | 505 | 2.8 | 30.1 | 67.1 | 2.6 | 493 | 21.3 | 44.8 | 33.9 | 2.1 |
| Providing a quality service to students | 509 | 1.8 | 16.7 | 81.5 | 2.8 | 493 | 13.8 | 36.9 | 49.3 | 2.4 |
| Devolving responsibility | 507 | 8.5 | 50.9 | 40.6 | 2.3 | 490 | 22.2 | 54.3 | 23.5 | 2.0 |
| Care and consideration for others | 510 | 0.6 | 14.5 | 84.9 | 2.8 | 498 | 20.9 | 46.8 | 32.3 | 2.1 |
| Building confidence in staff..... | 509 | 1.8 | 22.2 | 76.0 | 2.7 | 495 | 27.9 | 51.1 | 21.0 | 1.9 |
| Resolution of conflict between staff | 505 | 2.2 | 30.9 | 66.9 | 2.7 | 492 | 27.6 | 52.4 | 19.9 | 1.9 |
| Participative decision making | 509 | 2.0 | 32.6 | 65.4 | 2.6 | 495 | 30.1 | 50.1 | 19.8 | 1.9 |
| Listening to others | 507 | 0.6 | 19.9 | 79.5 | 2.8 | 496 | 27.2 | 49.0 | 23.8 | 2.0 |
| An inclusive work culture | 502 | 4.4 | 27.3 | 68.3 | 2.6 | 491 | 17.7 | 52.3 | 29.9 | 2.1 |

* Low=1, Medium=2, High=3.

* Mean = average of ratings

Table 3.2.2b: Percentage value characteristics of positive work environment – General staff (QB4)

| | Extent to which I value (%) | | | | | Extent to which management in my workplace values (%) | | | | |
|---|-----------------------------|-----|--------|------|------|---|------|--------|------|------|
| | n | Low | Medium | High | Mean | n | Low | Medium | High | Mean |
| Timely decision making | 954 | 1.2 | 21.9 | 76.9 | 2.8 | 939 | 16.8 | 48.6 | 34.6 | 2.2 |
| Building a vision for the future | 949 | 4.4 | 36.4 | 59.2 | 2.6 | 934 | 8.5 | 36.3 | 55.3 | 2.5 |
| Being creative | 952 | 3.8 | 35.9 | 60.3 | 2.6 | 933 | 23.5 | 49.3 | 27.2 | 2.0 |
| Being adaptable..... | 949 | 0.6 | 16.5 | 82.8 | 2.8 | 929 | 12.2 | 42.2 | 45.6 | 2.3 |
| Being good at the job..... | 954 | 0.2 | 5.8 | 94.0 | 2.9 | 935 | 7.7 | 35.0 | 57.3 | 2.5 |
| High standards of work performance..... | 953 | 0.1 | 8.6 | 91.3 | 2.9 | 933 | 7.4 | 35.6 | 57.0 | 2.5 |
| A culture of continuous improvement | 948 | 0.6 | 27.5 | 71.8 | 2.7 | 934 | 15.1 | 42.6 | 42.3 | 2.3 |
| An ethos of continuous learning for staff | 949 | 1.4 | 28.6 | 70.0 | 2.7 | 935 | 19.2 | 42.4 | 38.4 | 2.2 |
| Providing a quality service to students | 942 | 4.7 | 17.4 | 78.9 | 2.7 | 925 | 8.1 | 32.5 | 59.4 | 2.5 |
| Devolving responsibility | 926 | 5.9 | 48.0 | 46.0 | 2.4 | 913 | 17.1 | 55.4 | 27.5 | 2.1 |
| Care and consideration for others | 952 | 0.1 | 9.9 | 90.0 | 2.9 | 933 | 13.2 | 42.8 | 44.1 | 2.3 |
| Building confidence in staff..... | 950 | 0.6 | 19.3 | 80.1 | 2.8 | 934 | 23.6 | 44.3 | 32.1 | 2.1 |
| Resolution of conflict between staff | 948 | 0.8 | 22.5 | 76.7 | 2.8 | 933 | 22.0 | 44.7 | 33.3 | 2.1 |
| Participative decision making | 948 | 1.0 | 30.1 | 69.0 | 2.7 | 929 | 25.9 | 45.8 | 28.3 | 2.0 |
| Listening to others | 949 | 0.3 | 13.2 | 86.5 | 2.9 | 938 | 18.7 | 49.4 | 32.0 | 2.1 |
| An inclusive work culture | 943 | 1.1 | 25.8 | 73.2 | 2.7 | 931 | 14.7 | 46.2 | 39.1 | 2.2 |

* Low=1, Medium=2, High=3.

* Mean = average of ratings

In terms of balance in working life, 58% of Academic staff compared to only 28% of General staff considered their job a source of personal stress. Almost two-thirds of General staff (64%) agreed they were satisfied with the balance between work and the rest of their life. Only 41% of Academic staff also agreed with this statement. (Question B5)

Figure 3.2.2g: Percentage agreement with balance in working life – Academic staff (QB5)

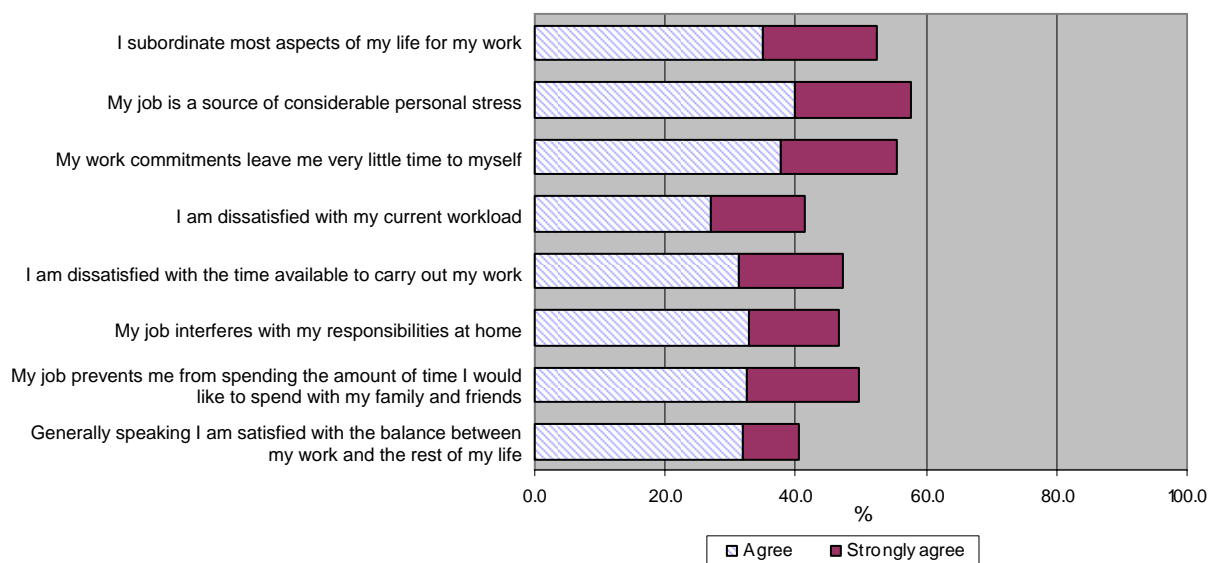
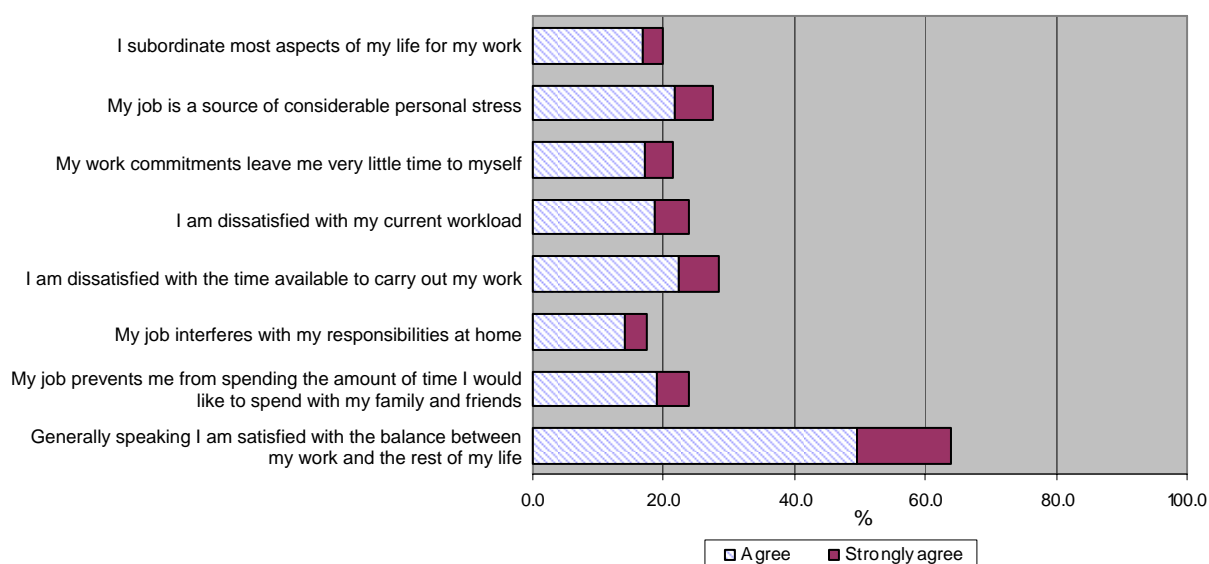


Figure 3.2.2h: Percentage agreement with balance in working life – General staff (QB5)



More General staff members were aware of the UWA Employee Assistance Program (EAP) than Academic staff (53% compared to 37%). 10% of General staff had sought assistance for stress from either EAP or another source and 6% of Academic staff had done the same. (Question B6)

Table 3.2.2c: Aware of UWA Employee Assistance Program (EAP)? (QB6a)

| | Academic (%) n=521 | General (%) n=962 |
|--------------|-----------------------|----------------------|
| Yes | 37.0 | 53.2 |
| No | 63.0 | 46.8 |
| Total | 100.0 | 100.0 |

Table 3.2.2d: Sought assistance for stress (through EAP or other)? (QB6b)

| | Academic (%) n=521 | General (%) n=957 |
|--------------|-----------------------|----------------------|
| Yes | 6.3 | 9.5 |
| No | 93.7 | 90.5 |
| Total | 100.0 | 100.0 |

Almost two-thirds (63%) of Academic staff reported that they would choose an academic career if they had their choice again. However, 47% agreed that this is not a good time for any young person to aspire to an academic career. (Question B7)

Table 3.2.2e: Percentage agreement with statements about career - Academic staff (QB7)

| | n | Academic (%) | | | | | Total agree |
|--|-----|-------------------|----------|---------|-------|----------------|-------------|
| | | Strongly disagree | Disagree | Neutral | Agree | Strongly agree | |
| If I had the choice again, I would choose an academic career..... | 516 | 5.4 | 14.7 | 17.4 | 35.3 | 27.1 | 62.4 |
| This is not a good time for any young person to aspire to an academic career | 513 | 9.6 | 25.2 | 18.3 | 31.6 | 15.4 | 47.0 |

Over half (56%) of General staff agreed that if they had a choice again, they would choose a career in higher education. Only 14% felt it was not a good time for any young person to aspire to a career in higher education. (Question B8)

Table 3.2.2f: Percentage agreement with statements about career – Other staff (QB8)

| | n | Other staff (%) | | | | | Total agree |
|--|-----|-------------------|----------|---------|-------|----------------|-------------|
| | | Strongly disagree | Disagree | Neutral | Agree | Strongly agree | |
| If I had the choice again, I would choose a career in higher education..... | 943 | 3.7 | 11.7 | 28.5 | 43.2 | 12.9 | 56.1 |
| This is not a good time for any young person to aspire to a career in higher education | 939 | 11.3 | 44.9 | 29.7 | 11.6 | 2.5 | 14.1 |

Most staff were satisfied with their annual leave (74% Academic, 88% General) and sick leave entitlements (78% Academic, 90% General). In addition, most staff were also satisfied with the opportunity to work flexible hours (81% Academic and 73% General). (Question B9)

Table 3.2.2g: Percentage satisfaction with entitlements related to work conditions (QB9)

| | Academic (%) | | | | | | | General (%) | | | | | | |
|---|--------------|-------------------|---------------|---------|-----------|----------------|-----------------|-------------|-------------------|---------------|---------|-----------|----------------|-----------------|
| | n | Very dissatisfied | Dis-satisfied | Neutral | Satisfied | Very satisfied | Total satisfied | n | Very dissatisfied | Dis-satisfied | Neutral | Satisfied | Very satisfied | Total satisfied |
| Annual leave | 509 | 1.8 | 8.3 | 16.1 | 50.9 | 23.0 | 73.9 | 958 | 0.6 | 3.7 | 7.4 | 57.5 | 30.8 | 88.3 |
| Sick leave for illness, injury or caring for others ... | 498 | 0.4 | 3.2 | 18.9 | 55.0 | 22.5 | 77.5 | 961 | 0.2 | 2.7 | 7.2 | 53.2 | 36.7 | 89.9 |
| Parental leave | 379 | 1.9 | 4.5 | 40.1 | 37.2 | 16.4 | 53.6 | 720 | 1.3 | 3.8 | 31.3 | 37.9 | 25.8 | 63.7 |
| Leave without pay or secondment | 428 | 0.5 | 2.1 | 43.2 | 38.6 | 15.7 | 54.3 | 865 | 1.0 | 2.8 | 31.8 | 42.2 | 22.2 | 64.4 |
| Purchased leave | 361 | 0.3 | 1.1 | 61.8 | 28.8 | 8.0 | 36.8 | 774 | 0.4 | 1.2 | 44.6 | 34.4 | 19.5 | 53.9 |
| Study Leave | 438 | 3.7 | 11.2 | 23.5 | 35.4 | 26.3 | 61.7 | 682 | 3.2 | 8.2 | 46.5 | 27.6 | 14.5 | 42.1 |
| Long Service Leave | 453 | 2.9 | 6.6 | 22.1 | 45.7 | 22.7 | 68.4 | 850 | 1.0 | 5.4 | 21.8 | 43.2 | 28.6 | 71.8 |
| Opportunity to work flexible hours..... | 490 | 1.2 | 3.7 | 14.7 | 35.5 | 44.9 | 80.4 | 934 | 3.4 | 10.9 | 12.6 | 34.7 | 38.3 | 73.0 |
| Access to medical services..... | 459 | 2.2 | 6.1 | 41.0 | 36.6 | 14.2 | 50.8 | 902 | 0.4 | 3.7 | 31.3 | 40.9 | 23.7 | 64.6 |
| Access to sport and recreational facilities | 466 | 2.2 | 5.6 | 36.1 | 39.7 | 16.5 | 56.2 | 892 | 0.5 | 2.9 | 29.4 | 41.3 | 26.0 | 67.3 |
| Access to salary packaging..... | 493 | 4.3 | 10.8 | 21.5 | 45.8 | 17.7 | 63.5 | 916 | 2.4 | 5.2 | 20.3 | 46.1 | 26.0 | 72.1 |
| Availability of parking | 478 | 24.9 | 25.7 | 16.5 | 25.5 | 7.3 | 32.8 | 906 | 17.9 | 22.5 | 15.5 | 31.2 | 12.9 | 44.1 |
| Other | 23 | 65.2 | 26.1 | 0.0 | 0.0 | 8.7 | 8.7 | 49 | 46.9 | 34.7 | 0.0 | 4.1 | 14.3 | 18.4 |

* Other dissatisfied or very dissatisfied responses included: Bike security/storage/parking, Medical benefits, Building heating/cooling, Parking: cost/lack of, Condition of toilet facilities, Other people being allowed to rort the system, Opportunity to take LSL and SL, Pay / salary, Financial commitment of uni to core, Leave replacements, HR services, Length of fixed-term contracts, Meeting work expenses, Overtime or toil, Rec Centre management and organisation, Conflict resolution, After dark security, Relativity with outside work, Dental services, No extra benefit for working public holidays, Disparity between uni policy and practice around bullying, and poor performance, Access to child care, No flexi time, No salary packaging for swimming pool, Performing admin duties, Increasing bureaucracy, Departmental insistence on yearly contracts even when we obtain 3-4 year grants, Ability to take sabbatical, Don't qualify for study or long service leave, Public transport, Work from home, Adequate office space, Financially irresponsible return to work bonus from maternity leave, Opportunity to participate in campus activities, Discount at coffee shop and gym, Bereavement leave, Arrival leave can only be taken in certain periods, No time in my job to investigate superannuation, Job security, Payment of professional fees/membership, and Official support for social events.

Other satisfied or very satisfied responses included: Diversity programme, Campus events, Campus environment / grounds, School holiday program for children, RTW bonus, Access to clinical psychologists, Superannuation, Cultural activities, and Autonomy.

Academic staff reported a higher average of working hours in an official week than General staff (40.9 hours compared to 38.0 hours). They also reported higher averages for extra work and hours of unpaid work. (Questions B10, B11 and B12)

Table 3.2.2g: Average hours in working week (QB10, QB11, QB12)

| | Academic | | General | | % indicating no hours |
|---|------------------|------------------|------------------|------------------|-----------------------|
| | Full time (Mean) | Part time (Mean) | Full time (Mean) | Part time (Mean) | |
| On average over the past year, how many hours were there in your official working week? | 40.9 | 24.4 | 38.0 | 22.6 | n/a |
| On average over the past year, how many extra hours per week (additional to the figure specified above) did you spend working in your job at UWA? | 14.9 | 9.0 | 7.3 | 5.5 | 28.0 |
| On average over the past year, how many of these additional hours per week were unpaid? | 13.0 | 8.4 | 6.4 | 3.4 | 38.0 |

3.2.3 Section C: Equity and ethical issues in your workplace

Most Academic and General staff felt that unwelcome comments or gestures in the workplace never or rarely occur. However approximately a quarter or more of both Academic and General staff indicated that management never or rarely discouraged the various types of discriminatory behaviour in the work place. (Questions C1 and C2)

Table 3.2.3a: Unwelcome comments or gestures in workplace (QC1)

| | Academic (%) | | | | | | | General (%) | | | | | | |
|--|--------------|-------|--------|------------|-------|--------|---------------------|-------------|-------|--------|------------|-------|--------|---------------------|
| | n | Never | Rarely | Some-times | Often | Always | At least some-times | n | Never | Rarely | Some-times | Often | Always | At least some-times |
| Gender | 509 | 43.8 | 35.4 | 17.7 | 3.1 | 0.0 | 20.8 | 949 | 52.4 | 32.0 | 13.7 | 1.7 | 0.2 | 15.6 |
| Sexual orientation or gender history | 507 | 53.3 | 32.7 | 11.6 | 2.4 | 0.0 | 14.0 | 949 | 60.3 | 28.0 | 10.0 | 1.6 | 0.1 | 11.7 |
| Race, nationality/indigenous status/culture or ethic background..... | 509 | 48.9 | 35.2 | 12.2 | 3.5 | 0.2 | 15.9 | 952 | 53.5 | 28.5 | 16.2 | 1.5 | 0.4 | 18.1 |
| Pregnancy | 497 | 67.6 | 22.1 | 9.5 | 0.8 | 0.0 | 10.3 | 944 | 73.4 | 19.7 | 6.4 | 0.4 | 0.1 | 6.9 |
| Disability | 499 | 77.2 | 19.2 | 3.4 | 0.2 | 0.0 | 3.6 | 940 | 76.7 | 19.6 | 3.1 | 0.5 | 0.1 | 3.7 |
| Family responsibilities | 506 | 54.4 | 27.9 | 13.3 | 4.2 | 0.4 | 17.9 | 951 | 59.3 | 24.3 | 13.1 | 2.8 | 0.4 | 16.3 |
| Age | 507 | 56.4 | 25.4 | 14.2 | 3.4 | 0.6 | 18.2 | 951 | 60.6 | 25.0 | 12.4 | 1.8 | 0.2 | 14.4 |
| Religion | 503 | 68.8 | 22.3 | 6.4 | 2.6 | 0.0 | 9.0 | 949 | 69.9 | 20.6 | 8.4 | 1.2 | 0.0 | 9.6 |
| Other | 32 | 43.8 | 6.3 | 25.0 | 15.6 | 9.4 | 50.0 | 54 | 35.2 | 11.1 | 24.1 | 27.8 | 1.9 | 53.8 |

*Other responses included: University attended/education, General/academic staff division, Swearing, Working part time, Hours working, Extended sick leave, Political beliefs, Size of ego, Outside work interests/hobbies, Bullying, Weight, Marital status, Bike riding, About people with PhDs, Racist gestures, Economic status, Professional (inter), Work ability, Use of flexible working hours, Appointment as general staff member, Attractiveness, Challenging management, Place of residence, Derogatory comments, Childless woman valued less than a mother, Bias against individual staff members, Choice of computer (mac vs pc), England cricket team, Position held/duties performed, Area of research, Medical conditions and Free speech.

Table 3.2.3b: Extent to which management discourage discriminatory behaviour in the workplace based upon (QC2):

| | Academic (%) | | | | | | | General (%) | | | | | | |
|--|--------------|-------|--------|------------|-------|--------|---------------------|-------------|-------|--------|------------|-------|--------|---------------------|
| | n | Never | Rarely | Some-times | Often | Always | At least some-times | n | Never | Rarely | Some-times | Often | Always | At least some-times |
| Gender | 418 | 18.2 | 9.8 | 17.0 | 11.2 | 43.8 | 72.0 | 763 | 18.2 | 12.8 | 10.4 | 10.4 | 48.2 | 69.0 |
| Sexual orientation or gender history | 409 | 21.0 | 11.3 | 13.7 | 8.8 | 45.2 | 67.7 | 733 | 20.1 | 11.6 | 8.9 | 9.6 | 49.9 | 68.4 |
| Race, nationality/indigenous status/culture or ethic background..... | 416 | 19.7 | 8.9 | 15.4 | 10.8 | 45.2 | 71.4 | 751 | 19.3 | 11.1 | 10.0 | 10.0 | 49.7 | 69.7 |
| Pregnancy | 397 | 21.7 | 10.6 | 15.1 | 11.3 | 41.3 | 67.7 | 720 | 21.7 | 11.4 | 8.2 | 9.6 | 49.2 | 67.0 |
| Disability | 399 | 20.6 | 10.0 | 12.8 | 11.0 | 45.6 | 69.4 | 720 | 21.4 | 10.3 | 8.3 | 10.3 | 49.7 | 68.3 |
| Family responsibilities | 409 | 20.8 | 12.2 | 16.1 | 11.5 | 39.4 | 67.0 | 747 | 18.5 | 12.1 | 10.6 | 11.8 | 47.1 | 69.5 |
| Age | 405 | 22.7 | 13.1 | 12.8 | 11.1 | 40.3 | 64.2 | 739 | 20.2 | 12.2 | 10.7 | 10.0 | 47.0 | 67.7 |
| Religion | 403 | 22.8 | 11.4 | 11.7 | 9.7 | 44.4 | 65.8 | 729 | 22.0 | 11.3 | 7.8 | 8.6 | 50.3 | 66.7 |
| Other | 76 | 22.4 | 14.5 | 6.6 | 9.2 | 47.4 | 63.2 | 122 | 12.3 | 10.7 | 11.5 | 5.7 | 59.8 | 77.0 |

* Other responses included: Appointment as general staff member, Place of residence, University where obtained degree, Political beliefs, Area of research, Computers (mac vs pc), England cricket team, Use of flexible working hours, Derogatory comments, Sexual comments, Bullying, Hours working, Abilities, Non-academic staff, Discrimination, Status of general staff, and Affirmative action.

The majority of staff members had never been sexually harassed (94% Academic, 96% General), racially harassed (97% Academic, 98% General) or experienced any other form of discrimination at UWA (83% Academic, 86% General). However, 28% of Academic staff and 29% of General staff had experienced bullying at UWA. Most were aware of the University's policies on workplace harassment (79% Academic, 82% General), however a smaller proportion of staff were in fact aware of the procedures used to resolve grievances (67% Academic, 68% General staff). (Question C3)

Table 3.2.3c: Harassment and grievances at UWA (QC3)

| | Academic (%) | | | General (%) | | |
|---|--------------|------|------|-------------|------|------|
| | n | Yes | No | n | Yes | No |
| Have you ever been sexually harassed at UWA? | 515 | 6.4 | 93.6 | 960 | 4.4 | 95.6 |
| Have you ever been racially harassed at UWA? | 515 | 2.9 | 97.1 | 957 | 1.7 | 98.3 |
| Have you experienced other forms of discrimination?..... | 487 | 17.0 | 83.0 | 913 | 13.9 | 86.1 |
| Have you ever been bullied at UWA?..... | 514 | 27.6 | 72.4 | 949 | 28.4 | 71.6 |
| Are you aware of the University's policies on workplace harassment? | 517 | 79.3 | 20.7 | 955 | 82.3 | 17.7 |
| Are you aware of the procedures used to resolve grievances?..... | 518 | 67.4 | 32.6 | 958 | 67.8 | 32.2 |

* Other responses included: Intellectual snobbery, Working part time, Religion, Weight, Family responsibilities, Unequal treatment, Undermining behaviours, Sexual orientation, Disability, Gender, Academic / general staff, Age, Fixed term/short term, Job opportunities and promotion, N.C., Workplace, Pregnancy, Nationality, Mental illness, Made to feel unimportant and stupid, Bullying, Humour / innuendo, International staff, Job selection, Office space, Previous experience not acknowledged, Intimidation, Constant complaining, Favouritism, University educated at, Comments on my build, Working in an off-campus location, Health problem related, Being single / no family, Choice of research interests, Bike riders, Being a union delegate, Discriminated against due to status position, and Race.

Almost all (97%) of Academic and General staff members were aware of the University's Code of Ethics and Code of Conduct, and most agreed that UWA actively encourages ethical behaviour by all its employees (85% Academic, 92% General staff). However, 41% of Academic staff and 33% of General staff believed that the people who report unethical behaviour or disclose wrongdoing are not protected from victimisation and harassment. (Question C4)

Table 3.2.3d: Code of ethics and ethical behaviour at UWA (QC4)

| | Academic (%) | | | General (%) | | |
|---|--------------|------|------|-------------|------|------|
| | n | Yes | No | n | Yes | No |
| Are you aware of the University's Code of Ethics and Code of Conduct?..... | 519 | 96.5 | 3.5 | 961 | 97.0 | 3.0 |
| Does the University of Western Australia actively encourage ethical behaviour by all of its employees? | 511 | 84.9 | 15.1 | 952 | 92.0 | 8.0 |
| Have you reported an occurrence of unethical behaviour? | 517 | 15.1 | 84.9 | 950 | 13.7 | 86.3 |
| Have you been aware of an occurrence of unethical behaviour which you did not report? | 505 | 28.7 | 71.3 | 939 | 22.0 | 78.0 |
| Are people who report unethical behaviour or disclose wrongdoing in your workplace protected from victimization and harassment? | 406 | 58.9 | 41.1 | 791 | 67.3 | 32.7 |
| Do you know what course of action is available to report unethical behaviour? | 511 | 57.5 | 42.5 | 946 | 56.6 | 43.4 |

In terms of behaviour in the workplace, 91% of Academic staff felt senior staff lead by example in ethical behaviour and 94% of General staff felt management encouraged staff to adopt safe work practices. However, over two in five Academic staff (41%) felt that managers never or rarely lead by example in seeking balance between work and the rest of their lives. Almost a quarter (24%) of General staff felt the same. (Question C5 and C6)

Table 3.2.3e: Improper, Illegal or corrupt behaviour observed at UWA (QC5)

| | Academic (%) | General (%) |
|---|--------------|-------------|
| None | 46.9 | 52.0 |
| Bribes | 1.3 | 1.5 |
| Conferring benefits | 8.0 | 5.3 |
| Queue jumping | 6.5 | 6.3 |
| Stealing | 5.1 | 7.8 |
| Conflict of interest | 26.3 | 22.1 |
| Theft of intellectual property | 12.8 | 6.2 |
| Abuse of power in decision making | 31.8 | 24.3 |
| Recruitment of staff without adhering to University of policy | 20.0 | 19.6 |
| Other | 8.8 | 6.7 |

* n=475 Academic, n=894 General.

* Other responses included: Nepotism, Force staff member to resign, Student plagiarism, Overriding fail grades, Bad teaching, Office politics, Bullying, Refusing to do their teaching load, Verbal abuse / violence, Running businesses from university offices, Lying, Victimising research staff's careers, Slandering of colleagues, Preferential treatment, Publishing same research paper in several outlets to gain credit (without acknowledgement), Attempt to dismiss staff without procedures, Consulting policy breaches, Sexual abuse of student, Misuse of MasterCards, Abuse of confidential, Apathy towards staff, Approval of reclassification for managers by managers, Deceitful and lying behaviour, Inappropriate sexual comments, Intimidation, Abuse of power, Slander in and outside UWA, Stalking/attention seeking, Internet use, Safety issues, Short leave for hairdressing appts!, Derogatory comments on website/blog, Dishonest completion of time sheets, Manipulation of students, Supervisors interfering in examination process of PhD thesis, Rigging references and referees many times, Withholding benefits earned, Continuing to employ a person who does no work, Inappropriate literature, Recruitment preferences of certain candidates, Breaking rules, Overbearing behaviour, Plagiarism, Equal opportunity does not exist at UWA, Commission, Unreported sick leave, Racism, Use of purchased PhDs, Fraud, Intellectual snobbery, Wrongful tax claims, Refusing to work properly due to dislike of supervisor, and Remaining in positions past retirement age.

Table 3.2.3f: Behaviour in workplace (QC6)

| | Academic (%) | | | | | | | General (%) | | | | | | |
|--|--------------|-------|--------|------------|-------|--------|---------------------|-------------|-------|--------|------------|-------|--------|---------------------|
| | n | Never | Rarely | Some-times | Often | Always | At least some-times | n | Never | Rarely | Some-times | Often | Always | At least some-times |
| Senior staff lead by example in ethical behaviour | 502 | 2.8 | 6.0 | 23.7 | 50.6 | 16.9 | 91.2 | 935 | 3.2 | 4.8 | 22.8 | 41.2 | 28.0 | 92.0 |
| Staff accept personal responsibility for their actions | 507 | 1.8 | 5.9 | 28.2 | 49.5 | 14.6 | 92.3 | 935 | 1.2 | 6.2 | 29.0 | 45.8 | 17.9 | 92.7 |
| Action is taken to deal with disruptive/difficult people | 490 | 5.7 | 25.5 | 41.8 | 19.6 | 7.4 | 68.8 | 917 | 5.0 | 17.9 | 39.5 | 24.5 | 13.1 | 77.1 |
| Constructive efforts are taken to ensure that workloads are not excessive ... | 510 | 9.2 | 28.4 | 38.0 | 19.8 | 4.5 | 62.3 | 933 | 4.0 | 18.0 | 39.2 | 28.3 | 10.5 | 78.0 |
| Managers lead by example in seeking balance between work and the rest of their lives | 499 | 9.4 | 31.7 | 35.9 | 19.0 | 4.0 | 58.9 | 925 | 5.1 | 19.2 | 36.2 | 28.7 | 10.8 | 75.7 |
| Management encourage staff to adopt safe work practices | 501 | 2.6 | 8.6 | 25.8 | 40.1 | 23.0 | 88.9 | 942 | 2.0 | 4.0 | 19.6 | 39.8 | 34.5 | 93.9 |

3.2.4 Section D: Teaching

Note: As in Section B of WLS 2006, many of the items in Section D of the survey that called for responses on Satisfaction or Agreement scales have the same wording as items in WLS 2000 and WLS 2003 but the results for 2006 cannot be compared with those of previous years because of the change in response scales in 2006.

76% of Academic staff and 8% of General staff members reported that they were involved in teaching. Academic staff were most satisfied with the quality of students in their area (69%) and were least satisfied with the administration load associated with teaching (34%). General staff were most satisfied with the use of student feedback to improve teaching (75%) and were least satisfied with the recognition for teaching performance (35%). (Questions D1 and D2)

Table 3.2.4: Percentage of respondent staff involved in teaching (QD1)

| | Academic (%) | General (%) |
|--------------|--------------|--------------|
| Yes | 76.0 | 8.0 |
| No | 24.0 | 92.0 |
| Total | 100.0 | 100.0 |

* n=505 Academic, n=946 General

Figure 3.2.4a: Teaching satisfaction – Academic staff (QD2)

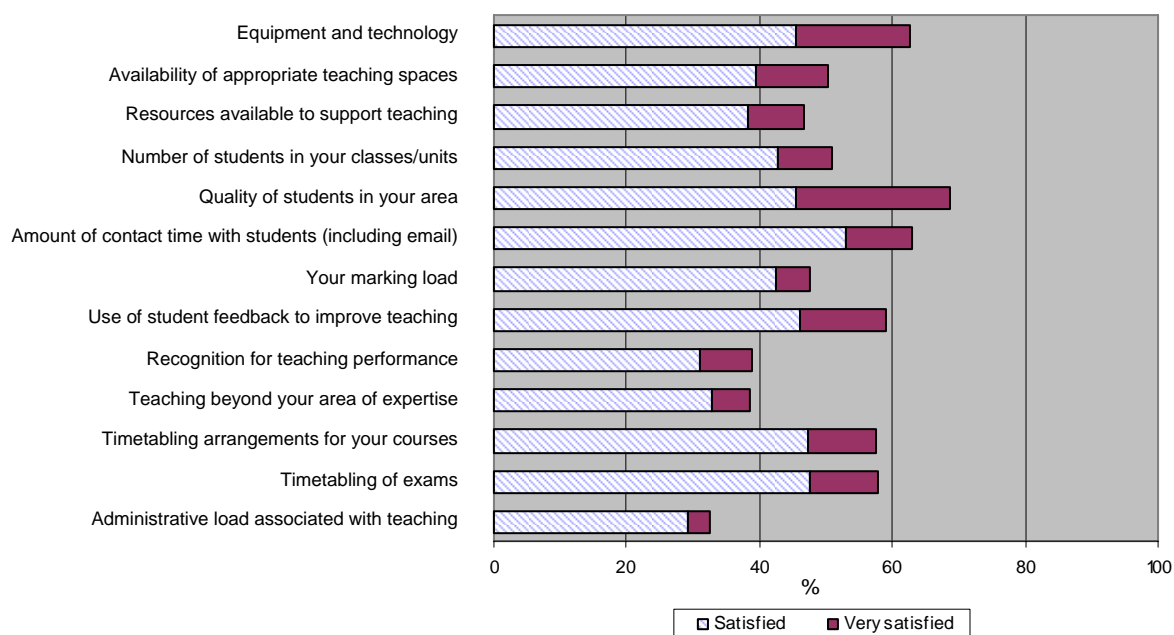
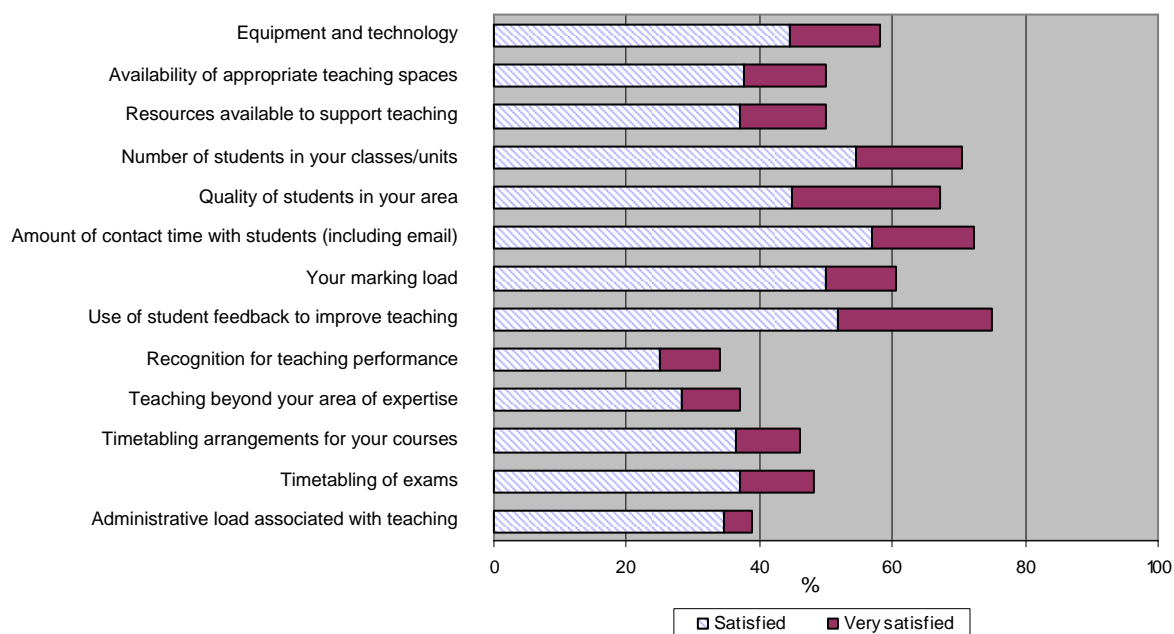


Figure 3.2.4b: Teaching satisfaction – General staff (QD2)



* Other responses were recorded however all respondents were either dissatisfied or very dissatisfied: Dealing with too many decisions from faculty, Capacity to impose and enforce minimum levels of student involvement, Trust in staff, Professors actually doing teaching, Support staff, Bias given students, I.T. Support, Not recognised by head as a teacher, as employed as general staff, Meaningful rewards for excellence in teaching, Time for marking, Teaching load equity, Staff/student ratios, General school admin load, Internet costs UWA, Overall workload / limited time, Student access to labs, Budget, Calista, Plagiarism, Web CT arrangements and administration, and Training interferes with my research progress.

Most respondents agreed that they made considerable changes to their teaching methods over the last 3 years (64% Academic, 48% General) and that they plan to make changes over the next 3 years (74% Academic, 59% General). Almost three in five Academic staff members (59%) and two in five General staff members (40%) disagreed that they had adequate time and resources to help make these changes. 38% of Academic and 25% of General staff disagreed that there was adequate institutional support to assist them make changes to improve teaching. (Question D3)

Figure 3.2.4c: Teaching methods – Academic staff (QD3)

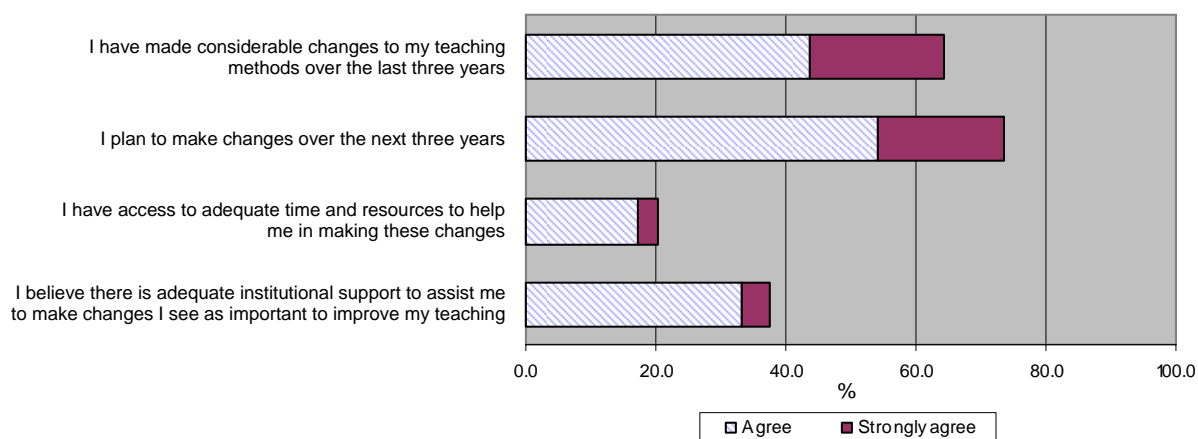
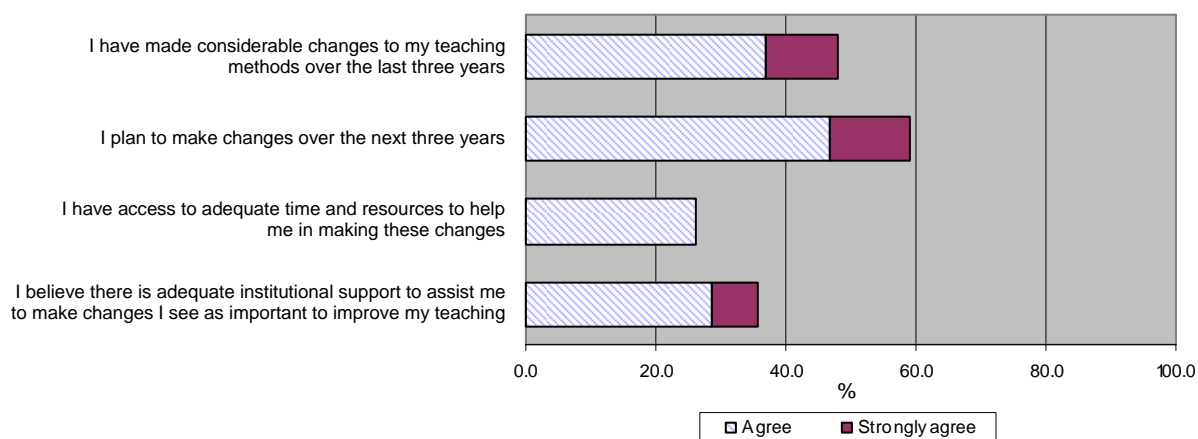


Figure 3.2.4d: Teaching methods – Academic staff (QD3)



3.2.5 Section E: Research

Note: Many of the items in Section E of the WLS 2006 that called for responses on a Satisfaction scale have the same wording as items in WLS 2000 and WLS 2003 but the results for 2006 cannot be compared with those of previous years because of the change in response scale in 2006.

92% of Academic and 15% of General staff reported that they were involved in research. Most Academic and General staff (75% and 71% each) were satisfied with the quality of library holdings and support. While 70% of General staff were satisfied with the time available for research, only 39% of Academic staff reported the same. Both Academic and General staff were least satisfied with the number of travel grants for research purposes (27% and 23% each). (Questions E1 and E2)

Table 3.2.5: Involved in research (QE1)

| | Academic (%) | General (%) |
|--------------|--------------|--------------|
| Yes | 91.5 | 14.8 |
| No | 8.5 | 85.2 |
| Total | 100.0 | 100.0 |

* n=507 Academic, n=933 General

Figure 3.2.5a: Research satisfaction – Academic staff (QE2)

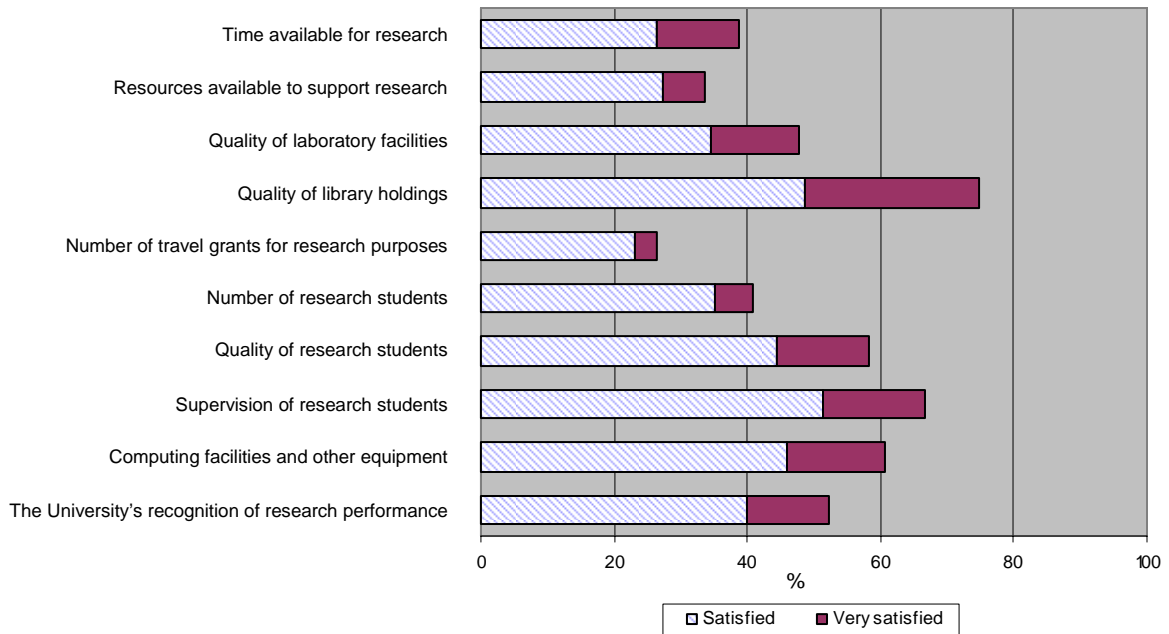
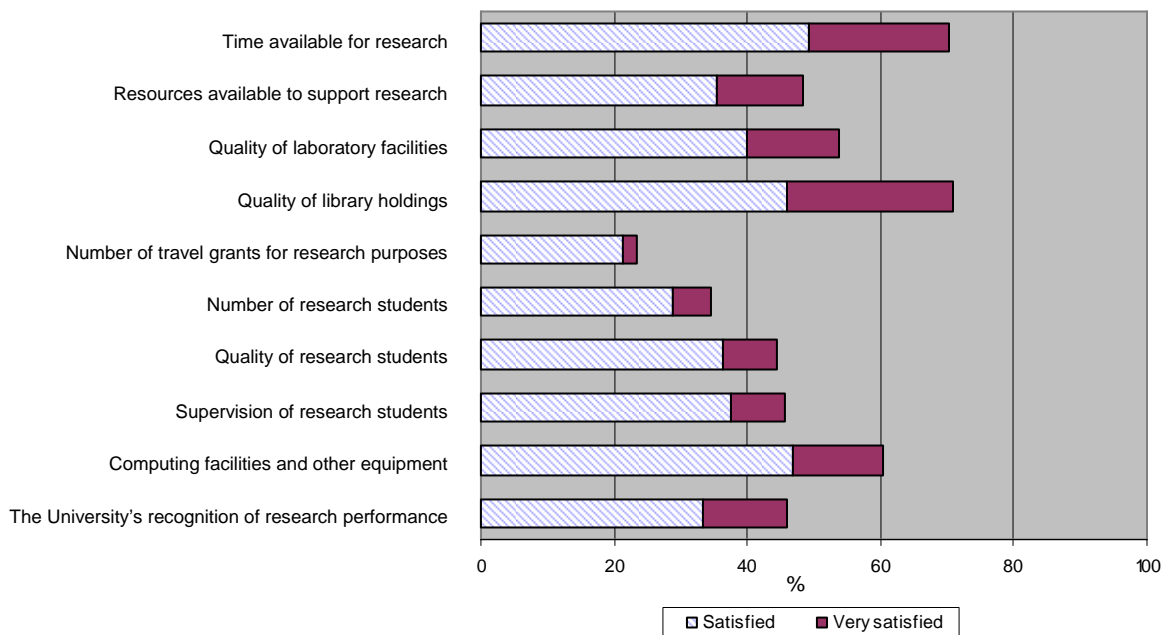


Figure 3.2.5b: Research satisfaction – General staff (QE2)



* Other responses were recorded however most respondents were either dissatisfied or very dissatisfied: Pressure to take on too many PhD students, Inadequate institutional recognition of non-publication research output eg. Writing computer software, Research funds for research fellows to support equipment and travel, Financial services handling of grants and invoicing, Recognition of research performance, Technical (machinist) support, No provision to replace old major research equipment, Time consuming, Access quality research students, Recognition that there are general staff employed in research, Recognition of non-science based research and funding needs, Research subsidised with teaching money, Administrative load associated with research, Allocation of space, Possibilities for promotion, Requirement for research staff to be involved in student marking, Administrative load associated with research e.g. Ethics approval, Inadequate support for general staff doing research, and Lack of job security for research staff. One respondent was satisfied with: Technical expertise.

3.2.6 Section F: Consulting

43% of Academic staff and 8% of General staff conducted professional or consultative work external to the University. Most were satisfied with the amount of professional and consultative work they are able to do within the restrictions of work commitments (83% Academic, 77% General) and most were satisfied with the amount of this type of work they are allowed to do under University policy (ie. 20% of working week) (92% Academic, 87% General). (Questions F1, F2 and F3)

Table 3.2.6: Consulting (QF1, QF2, QF3)

| | Academic (%) | | | General (%) | | |
|---|--------------|------|------|-------------|------|------|
| | n | Yes | No | n | Yes | No |
| Do you do any professional or consultative work external to the University? | 516 | 42.8 | 57.2 | 929 | 7.6 | 92.4 |
| Are you satisfied with the amount of professional and consultative work you are able to do within the restrictions of your work commitments? | 253 | 83.0 | 17.0 | 102 | 76.5 | 23.5 |
| Are you satisfied with the amount of professional and consultative work you are allowed to do under University policy (ie 20% of the working week)? | 251 | 91.6 | 8.4 | 94 | 87.2 | 12.8 |

3.2.7 Section G: Your career opportunities at The University of Western Australia

The most valuable sources of assistance reported by staff was their colleagues, with 88% of Academic and 89% of General staff rating it as valuable or extremely valuable. The least valuable reported by Academic staff was The Support Centre (33%) and for General staff, the Promotions and Tenure Committee (28%). (Question G1)

Table 3.2.7a: Sources and value of assistance received – Academic staff (QG1)

| | n | Not at all valuable | Of little value | Moderately valuable | Valuable | Extremely valuable | Total valuable |
|--|-----|---------------------|-----------------|---------------------|----------|--------------------|----------------|
| Human Resources | 325 | 15.7 | 27.7 | 29.5 | 24.3 | 2.8 | 56.6 |
| Faculty Administration..... | 320 | 17.5 | 29.4 | 27.2 | 20.9 | 5.0 | 53.1 |
| The Support Centre | 246 | 31.7 | 35.4 | 20.3 | 11.4 | 1.2 | 32.9 |
| Your supervisor (e.g. Head of School)..... | 378 | 7.9 | 15.1 | 27.0 | 35.2 | 14.8 | 77.0 |
| Organisational and Staff Development Services..... | 320 | 13.1 | 26.6 | 29.1 | 26.6 | 4.7 | 60.4 |
| Promotions and Tenure Committee..... | 280 | 23.6 | 24.3 | 27.1 | 19.6 | 5.4 | 52.1 |
| Your Professional Development Reviewer..... | 257 | 27.6 | 28.0 | 22.2 | 17.9 | 4.3 | 44.4 |
| Your colleagues | 375 | 3.2 | 8.5 | 26.4 | 41.9 | 20.0 | 88.3 |
| Other | 11 | 27.3 | 0.0 | 0.0 | 18.2 | 54.6 | 72.8 |

Table 3.2.7b: Sources and value of assistance received – General staff (QG1)

| | n | Not at all valuable | Of little value | Moderately valuable | Valuable | Extremely valuable | Total valuable |
|--|-----|---------------------|-----------------|---------------------|----------|--------------------|----------------|
| Human Resources | 510 | 11.2 | 17.5 | 26.9 | 36.3 | 8.2 | 71.4 |
| Faculty Administration..... | 387 | 18.9 | 23.8 | 25.3 | 26.6 | 5.4 | 57.3 |
| The Support Centre | 316 | 26.9 | 29.1 | 23.1 | 16.8 | 4.1 | 44.0 |
| Your supervisor (e.g. Head of School)..... | 547 | 6.2 | 12.6 | 24.0 | 39.7 | 17.6 | 81.3 |
| Organisational and Staff Development Services..... | 471 | 7.4 | 16.6 | 31.4 | 35.0 | 9.6 | 76.0 |
| Promotions and Tenure Committee..... | 305 | 41.0 | 30.8 | 14.8 | 10.5 | 3.0 | 28.3 |
| Your Professional Development Reviewer..... | 439 | 15.0 | 22.1 | 24.8 | 29.4 | 8.7 | 62.9 |
| Your colleagues | 546 | 3.1 | 7.7 | 23.6 | 44.5 | 21.1 | 89.2 |
| Other | 16 | 12.5 | 0.0 | 6.3 | 43.8 | 37.5 | 87.6 |

* Other responses included: Of little or no value: HR at OHCWA, Presence mentors, No PDR yet, Previous departed chair of (name of committee) set impossible and inflexible criteria. Of value: Senior women's network, LDW mentor, NTEU, Internet, EAP, University website, Colleagues at other universities, External sources/books/courses, Diversity programme, Reclassification application, Executive coach, Academic mentors, Mentoring program through OSDS, Head of discipline, Mentors, Graduate Research School, and Friends.

64% of Academic and 56% of General staff perceived there to be barriers to career progression at UWA. For Academic staff the major barriers were difficult and time consuming application process, tight budgets, too little time for research, short-term funded position and insufficient number of tenured or ongoing positions. For General staff the major barriers to career progression were lack of relevant vacancies for which to apply, tight budgets, lack of development opportunities and difficult and time consuming application process. (Questions G2 and G3)

Table 3.2.7c: Perceive barriers to career progression at UWA (QG2)

| | Academic (%) | General (%) |
|--------------|--------------|--------------|
| Yes | 64.2 | 55.7 |
| No | 35.8 | 44.3 |
| Total | 100.0 | 100.0 |

*n=505 Academic, n=940 General

Table 3.2.7d: Barriers to career progression (QG3)

| | Academic (%) | General (%) |
|--|--------------|-------------|
| Difficult and time-consuming application process | 49.9 | 36.2 |
| Lack of development opportunities | 12.7 | 41.5 |
| Lack of encouragement from my manager | 24.8 | 27.2 |
| Insufficient number of tenured or ongoing positions | 33.9 | 28.0 |
| Tight budgets | 46.9 | 45.4 |
| Short-term funded position | 34.8 | 18.9 |
| Gender bias | 8.8 | 4.5 |
| Bias based on race, nationality/indigenous status/culture or ethnic background | 3.8 | 2.6 |
| Other biases including disability, age, and sexual orientation | 2.7 | 7.9 |
| Unconventional research area | 13.9 | 1.5 |
| Too little time for research | 40.1 | 3.2 |
| Lack of relevant vacancies for which to apply | 22.7 | 55.0 |
| Other | 14.2 | 13.1 |

*Multiple response question

*n=339 Academic, n=533 General

* Other responses included: Lack of experience, Education level / too much bias on tertiary qualifications, Lack of willingness for university to promote from within, Too competitive, Little emphasis on teaching quality, Knowing the person / conflict of interest, There is yet no career path for research staff, Gender bias: anti male system, Lack of re-education as I was thrown in at the deep end, Lack of support (and therefore funding) for my field of work, Fixed professional salary - only one level, Broken it's structure, Other candidates already singled out for the job, Part-time higher level positions not available, Career structure not geared toward technicians, UWA not always forward thinking or leading, No structured career progression for general staff, Good performance is not automatically rewarded with career progression, Am a specialist and there is no incentive for management to develop my career, Requirement to be a complete academic and not just researcher, Family commitments, Lack of flexibility for part time, Management not wanting people to advance, Extremely long time for approval of necessary reclassification, Academics views of general staff, Lack of information, No positions above mine as have reached the top, Too little time to apply, Over emphasis on research indicators, Progression to management is the only option-no room for specialisation, Little staff movement, Difficulty changing from one area to another, UWA have a bad tendency to promote people on the quantity of research rather than the quality!, My own health limits, No mention of professional development review, Bias on English as second language, Corruption of its - selections process, Career progression means doing too much admin work, Working between disciplines, Role is defined/has boundaries, Performance-based promotion not available to general staff (in practice), Not much work that interests me and suits my abilities, Lack of knowledge of supervisor on UWA career stages, Little support for working mothers to pursue further training, and Reform agenda in WA health.

3.2.8 Section H: Conference attendance and other staff development

A little over half (56%) of Academic staff felt there was sufficient information and assistance provided to settle into their job at UWA quickly, well below the 70% of General staff who also felt this way. (Question H1)

Table 3.2.8a: Sufficient information and assistance provided to settle into job quickly (QH1)

| | Academic (%) n=516 | General (%) n=948 |
|----------------|-----------------------|----------------------|
| Yes | 55.8 | 69.8 |
| No | 32.6 | 19.7 |
| Can't remember | 11.6 | 10.5 |
| Total | 100.0 | 100.0 |

Almost two in three Academic staff (63%) believed they had adequate opportunity to attend conferences with only 43% of General staff stating this. (Question H2)

Table 3.2.8b: Adequate opportunity to attend conferences (QH2)

| | Academic (%) | General (%) |
|--------------|--------------|--------------|
| | n=518 | n=922 |
| Yes | 62.6 | 42.6 |
| No | 28.2 | 35.5 |
| Not sure | 9.3 | 21.9 |
| Total | 100.0 | 100.0 |

A little over half of Academic (52%) and General (53%) staff members felt well supported by their Head of School or supervisor. The main area of staff development undertaken by Academic staff in the previous three years was in Teaching and Learning (40%), for General staff it was Information Technology (31%). 83% of Academic staff and 84% of General staff participated in staff development activities due to a desire to develop skills or extend knowledge. Many Academic (57%) and General staff (59%) participated for personal interest/development reasons. (Questions H3, H4 and H5)

Table 3.2.8c: Well supported by HoS or supervisor (QH3)

| | Academic (%) | General (%) |
|--------------|--------------|--------------|
| | n=513 | n=940 |
| Yes | 52.4 | 52.7 |
| No | 19.5 | 17.1 |
| Sometimes | 28.1 | 30.2 |
| Total | 100.0 | 100.0 |

Table 3.2.8d: Areas undertaken staff development in last 3 Years (QH4)

| | Academic (%) | General (%) |
|---|--------------|-------------|
| None | 27.0 | 26.8 |
| Occupational Health & Safety | 14.0 | 22.9 |
| Information Technology | 14.6 | 31.2 |
| Recruitment and Selection | 9.1 | 11.5 |
| Student Supervision | 22.7 | 1.9 |
| Research | 26.6 | 5.5 |
| Teaching and Learning | 40.4 | 6.3 |
| Management and Leadership | 21.4 | 25.3 |
| Equity and Diversity | 6.6 | 9.6 |
| Career Development | 15.7 | 18.3 |
| Communication (written, conflict management, cross-cultural, etc.) | 9.7 | 20.3 |
| Other | 4.9 | 9.2 |

*Multiple response question

*n=515 Academic, n=950 General

* Other responses included: Driving course, Practical training to assist and improve skills, Corporate governance, Project management, UWA structure and committees, Head of school: heads up program, Language (French classes), Mental health first aid, Decision making, Grant applications, Study leave, Super and retirement planning, Customer service, PDF, Research management, My source, Work life balance, Legal seminars, Conferences, Investigative matters, Undergraduate degree, Professional continuing educational courses only, CPR, Continuing professional education, Student, First aid course, Dealing with difficult clients, Legal agreements, IP, Orientation workshop, Additional qualifications, Poster presentations, Finance courses, Technical course, Use of UWA systems e.g. Calista or advisor, HR, Budgeting, Minute taking course, Copyright training, Secondment to Sims, Fundraising, Promotions, Updated Sims, External association, Curriculum development, Performance development, English, Surgery, Networking, Time management, Microscopy, Pawes, Parenting skills, International liaison, LDW, Policy and practice in research education, Sectional PACD, Archives and record management, Customer service, Childcare licensing/regulations, and Statistics course.

Table 3.2.8e: Why participate in staff development activities (QH5)

| | Academic (%) | General (%) |
|--|--------------|-------------|
| Desire to develop skill or extend knowledge | 83.0 | 84.1 |
| Personal interest/development | 56.6 | 58.9 |
| Peer suggestion | 17.0 | 13.7 |
| Referral by reviewer or supervisor including through the Professional Development Review process | 6.9 | 21.6 |
| Other | 8.0 | 5.0 |

*Multiple response question

*n=376 Academic, n=700 General

* Other responses included: Required / compulsory, Networking opportunity, Career development, Referral by supervisor, Everyone else did it, Keynote speaker, Suggestion from HR, Designated responsibility, Job related, To encourage others to attend, Necessity to learn skills, Industry-sponsored training, Expectation of professional body, and To keep up to date with current trends/responsibilities.

The most cited source used to access staff development for both Academic and General staff was Organisational and Staff Development Services (62% and 75% each). (Question H6)

Table 3.2.8f: Which sources used to access staff development (QH6)

| | Academic (%) | General (%) |
|--|--------------|-------------|
| Organisational and Staff Development Services | 61.6 | 75.1 |
| CATL (Centre for the Advancement of Teaching and Learning) | 41.3 | 6.0 |
| External provider | 17.1 | 33.3 |
| School/Faculty staff development activities | 29.3 | 23.8 |
| Conference attendance | 31.5 | 24.1 |
| Other | 6.1 | 6.0 |

*Multiple response question

*n=375 Academic, n=684 General

* Other responses included: Study leave, Self-directed study, Friend, Whilst being on staff at previous employer, Visit to another research institute, IOC forum, Central Admin Services, Supervisor organises attendance, VCDEC, UNSW, Other university degree, Own research, Finance dept, UWA extension, Vice-Chancellery office, LDW program, Secondment, Relevant UWA dept, H.O.S., TAFE, Sims, UWA internet information, Human Resources, Web CT, CRC salinity, Recreate, Library, Hospital and SCGH fire chief.

3.2.9 Section I: General comments about working at UWA

Note: Many of the items in this section of the WLS 2006 that called for responses on an Agreement scale have the same wording as items in WLS 2000 and WLS 2003 but the results for 2006 cannot be compared with those of previous years because of the change in response scale in 2006.

79% of Academic staff agreed that UWA is a University with fine traditions and 78% believed that it encourages learning. 80% of General staff had also agreed that UWA encourages learning and 88% felt it was a good place to work. Only 33% of Academic staff and 38% of General staff felt that UWA had facilities that are world class. (Question I1)

Figure 3.2.9a: Working at UWA – Academic staff (Q11)

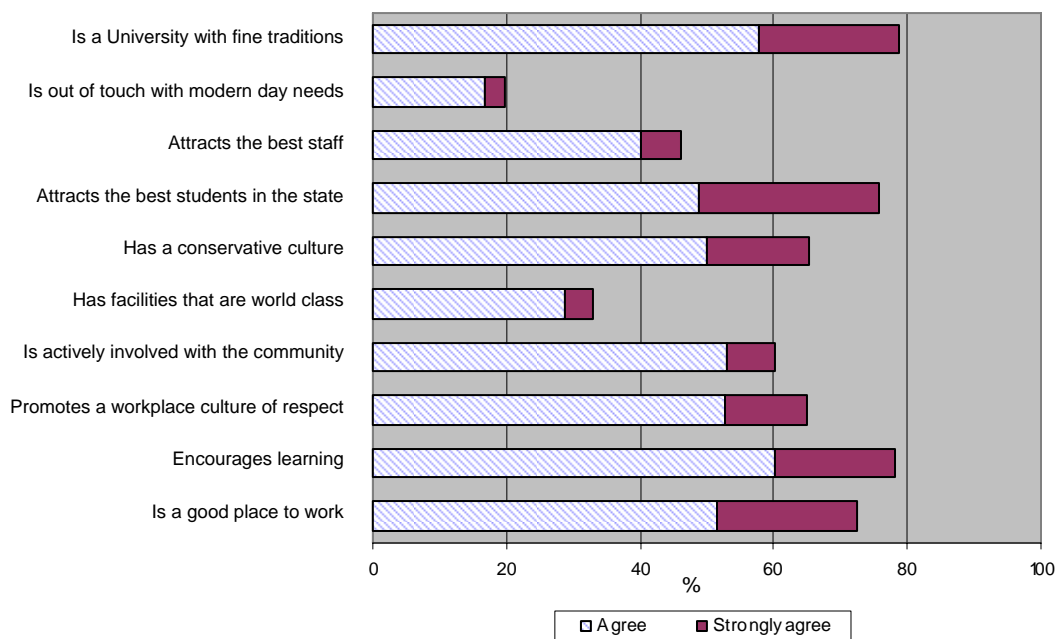
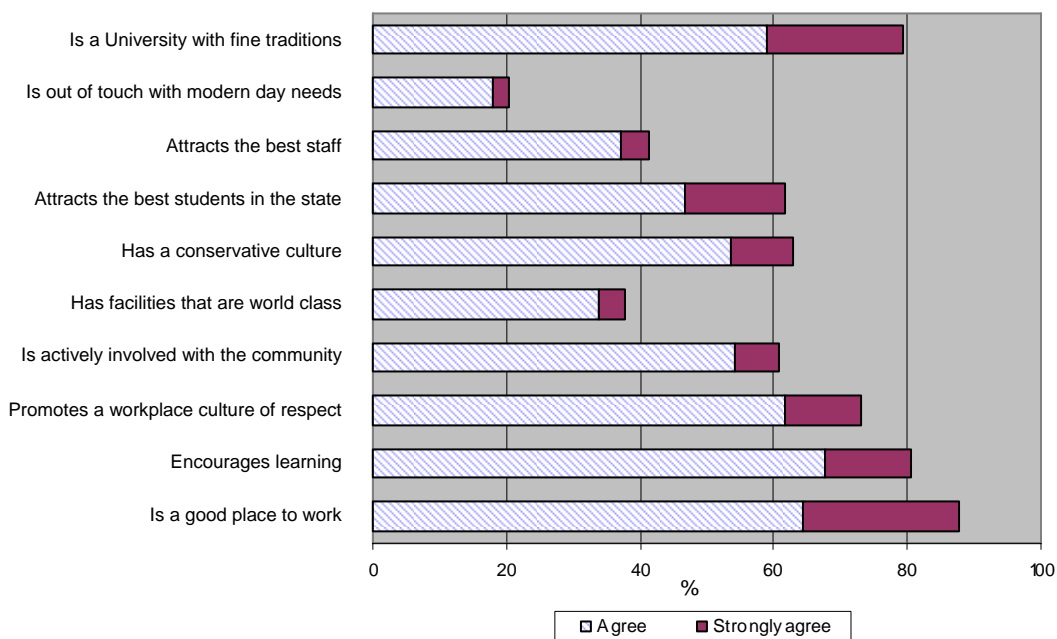


Figure 3.2.9b: Working at UWA – General staff (Q11)



Only 19% of Academic staff and 33% of General staff believed UWA had changed for the better in the last three years. The majority felt it had remained the same (48% Academic, 50% General). Most negative comments about UWA as a place to work were associated with increased workload/responsibility (60% Academic, 66% General). (Questions I2 and I3)

Table 3.2.9a: Percentage change in UWA as a place to work (last 3 years) (Q12)

| Change | n | Academic (%) | | | | | | General (%) | | | | | | |
|--------|-----|--------------|-------|------|--------|-------------|--------------|-------------|------------|-------|------|--------|-------------|--------------|
| | | Much worse | Worse | Same | Better | Much better | Total better | n | Much worse | Worse | Same | Better | Much better | Total better |
| Change | 493 | 5.5 | 27.8 | 47.9 | 17.4 | 1.4 | 18.8 | 878 | 2.6 | 14.9 | 49.8 | 30.4 | 2.3 | 32.7 |

Table 3.2.9b: Comments about change in University as a place to work (last 3 years) (Q13)

| Negative comments | | | Positive comments | | |
|--|------------------|------------|---|------------------|------------|
| Comment category | Academic General | | Comment category | Academic General | |
| | n | n | | n | n |
| Increased workload / responsibility | 60 | 66 | Management | 16 | 31 |
| Problem with funding / budget | 32 | 38 | Positive comments about UWA (General) | 13 | 29 |
| Management / Decision-making | 32 | 38 | Career progression or promotion / Opportunities / Staff development | 12 | 13 |
| Infrastructure / Facilities / Resources / Equipment | 25 | 18 | Resources / equipment / facilities | 11 | 20 |
| Bureaucracy / Policy / Politics | 24 | 29 | Improved communication | 7 | 14 |
| Negative comments (general) | 17 | 14 | Equity and diversity | 6 | 10 |
| Students - quality down, too many per class, aggressive | 14 | 2 | Enjoy working at UWA | 6 | 9 |
| Reduced job security / employment conditions | 11 | 8 | Job security / employment conditions | 5 | 49 |
| Staff leaving / Not enough staff | 10 | 18 | Become more progressive/innovative / More direction / Clear direction | 5 | 18 |
| Teaching - more difficult, less effective, more support needed | 10 | 1 | Staff: Interpersonal relations between staff / Great staff | 3 | 9 |
| Restructure | 9 | 7 | Restructure | 3 | 11 |
| Decreased support - technical, support services, admin | 8 | 4 | University doing well despite adverse external environment / Faced with difficult circumstances | 3 | 2 |
| Career progression or promotion / Opportunities | 8 | 10 | Teaching / More emphasis on teaching | 2 | 2 |
| Increased stress / Pressure | 7 | 10 | Increased support | 1 | 6 |
| Lack of acknowledgement / Value for good work / Lack of recognition | 7 | 10 | Increased job satisfaction / motivation | 1 | 8 |
| UWA like corporation / Like a business | 6 | 3 | University culture | 1 | 5 |
| Staff behaviour / Unethical behaviour | 4 | 4 | Better work / home balance | 0 | 6 |
| Great policies but low compliance / Does not live up to what it says | 4 | 12 | Job (General) | 0 | 2 |
| Research - not enough time, money | 3 | 1 | Physical environment | 0 | 5 |
| Reduced/low morale | 3 | 4 | Research | 0 | 1 |
| Bullying | 3 | 3 | Total | 95 | 250 |
| Remuneration / Pay | 3 | 12 | | | |
| Reduced job satisfaction / motivation | 3 | 2 | Neutral comments | | |
| UWA snobby, conservative, thinks too much of itself | 3 | 4 | Nothing changed / Stayed the same | 37 | 99 |
| University culture | 1 | 3 | Only been here short time so can't comment | 36 | 87 |
| Decreased communication | 1 | 11 | Total | 73 | 186 |
| Physical environment | 1 | 3 | | | |
| Work/life balance | 1 | 1 | | | |
| Decline in student enrolment | 1 | 1 | | | |
| Interpersonal relations between staff | 0 | 2 | | | |
| Negative comment relating to the government and universities | 0 | 4 | | | |
| Training issues | 0 | 1 | | | |
| Gap between General and Academic staff | 0 | 1 | | | |
| Total | 311 | 345 | | | |

* In total n=856 people made comments (n=298 Academic, n=561 General)

* Up to 5 responses per person were recorded

Academic staff most frequently rated the following as the best aspects about working at UWA: job autonomy, challenge if the job, reputation of the university and physical environment. The worst aspects rated by academic staff were: workload, job-related stress and administration requirements/duties. (Questions 14 and 15)

General staff most frequently rated the following as the best aspects about working at UWA: physical environment, job security, interpersonal relations between staff and challenge of the job. The worst aspects rated by General staff were: opportunities for career progression, workload and job-related stress. (Questions 14 and 15)

Table 3.2.9c: Three best aspects about working at UWA (Q14)

| | <i>Academic (%)</i> | <i>General (%)</i> |
|---|---------------------|--------------------|
| Access to technology | 13.2 | 14.2 |
| Interpersonal relations between staff | 27.2 | 33.1 |
| Job autonomy | 54.5 | 21.7 |
| Understanding family responsibilities of staff | 7.7 | 19.9 |
| Physical environment | 32.5 | 39.7 |
| Salary package | 8.7 | 17.4 |
| Opportunities for career progression or promotion | 9.3 | 7.5 |
| Workload | 4.5 | 7.4 |
| Job security | 14.0 | 37.8 |
| Reputation of the university | 41.5 | 24.3 |
| Administrative requirements/duties | 0.6 | 3.2 |
| Minimal job-related stress | 4.1 | 12.3 |
| Challenge of the job | 47.0 | 32.8 |
| Facilities | 8.3 | 9.9 |
| Professional support | 4.7 | 4.1 |
| Access to training and development | 6.1 | 10.1 |
| Equity & diversity | 3.5 | 6.7 |
| Personal recognition | 8.3 | 6.5 |
| Other | 7.5 | 2.9 |

*Multiple response question

*n=508 Academic, n=955 General

Table 3.2.9d: Other (Q14)

| | <i>Academic (%)</i> | <i>General (%)</i> |
|--|---------------------|--------------------|
| The students | 14.3 | 21.1 |
| Opportunity for research | 12.2 | 5.3 |
| Superannuation | 10.2 | 0.0 |
| Campus / Landscape | 10.2 | 7.9 |
| Colleagues | 8.2 | 10.5 |
| Purpose of the University / University mission | 6.1 | 5.3 |
| Contributing / Influencing | 6.1 | 10.5 |
| General work conditions | 6.1 | 2.6 |
| Proximity to home | 6.1 | 5.3 |
| The work itself | 6.1 | 5.3 |
| Job flexibility | 4.1 | 15.8 |
| Climate | 4.1 | 0.0 |
| Support for professional activities | 2.0 | 0.0 |
| Teaching experience | 2.0 | 2.6 |
| Young staff | 2.0 | 0.0 |
| Always learning | 2.0 | 0.0 |
| Family reasons | 2.0 | 0.0 |
| Building contracts | 2.0 | 0.0 |
| Opportunity to work overseas | 2.0 | 0.0 |
| Excellent holidays | 2.0 | 2.6 |
| Variety in job | 2.0 | 5.3 |
| Leading University | 2.0 | 0.0 |
| Cycle way (Can cycle to work) | 2.0 | 0.0 |
| Sporting facilities | 0.0 | 2.6 |
| Interesting lectures | 0.0 | 2.6 |
| Deferred salary scheme | 0.0 | 2.6 |
| Minimal stress | 0.0 | 2.6 |
| Ability to study here | 0.0 | 2.6 |

Table 3.2.9e: Three worst aspects about working at UWA (Q15)

| | <i>Academic (%)</i> | <i>General (%)</i> |
|---|---------------------|--------------------|
| Access to technology | 7.0 | 6.9 |
| Interpersonal relations between staff | 19.0 | 12.9 |
| Job autonomy | 1.4 | 5.4 |
| Understanding family responsibilities of staff | 6.3 | 4.8 |
| Physical environment | 8.2 | 7.9 |
| Salary package | 18.6 | 14.5 |
| Opportunities for career progression or promotion | 29.9 | 38.0 |
| Workload | 49.6 | 32.9 |
| Job security | 34.5 | 16.1 |
| Reputation of the university | 0.5 | 0.5 |
| Administrative requirements/duties | 44.1 | 18.1 |
| Job-related stress | 44.3 | 31.2 |
| Lack of challenge in the job | 2.2 | 16.7 |
| Facilities | 11.6 | 9.5 |
| Professional support | 12.8 | 11.1 |
| Access to training and development | 3.1 | 12.4 |
| Equity & diversity | 2.4 | 3.2 |
| Personal recognition | 22.9 | 29.2 |
| Other | 13.0 | 10.4 |

*Multiple response question

*n=415 Academic, n=856 General

Table 3.2.9f: Other (Q15)

| | <i>Academic (%)</i> | <i>General (%)</i> |
|---|---------------------|--------------------|
| Poor management | 13.2 | 10.8 |
| Tight funding / Lack of financial support | 13.2 | 5.0 |
| Bureaucracy | 9.2 | 4.2 |
| Need infrastructure / Under resourcing | 9.2 | 0.8 |
| Parking (Cost, Lack of) | 6.6 | 15.0 |
| Lack of support (General) | 6.6 | 1.7 |
| Administrative requirements / Red-tape | 5.3 | 1.7 |
| Too much work / Workload | 5.3 | 1.7 |
| Division between schools | 3.9 | 1.7 |
| Not enough room in office / Lab space | 2.6 | 4.2 |
| Pay too low | 2.6 | 8.3 |
| Leave / Inadequate leave / No time to take leave | 2.6 | 1.7 |
| Poor quality students | 2.6 | 0.0 |
| No vision | 2.6 | 0.0 |
| Conservative culture | 2.6 | 0.8 |
| Poor staff behaviour | 2.6 | 2.5 |
| Arrogant staff / Pretentious staff | 2.6 | 0.8 |
| Speed of action/change | 2.6 | 4.2 |
| Isolation from other Universities | 2.6 | 0.0 |
| Losing best staff / Failure to recruit best staff | 1.3 | 0.0 |
| Poor performers allowed to remain | 1.3 | 0.0 |
| Too many casual staff | 1.3 | 0.0 |
| Traffic during rush hour | 1.3 | 0.0 |
| Diverse locations of school area | 1.3 | 0.8 |
| Federal government interference | 1.3 | 0.8 |
| Career progression | 1.3 | 2.5 |
| Teacher / student ratio | 1.3 | 0.0 |
| Divide between General and Academic staff | 1.3 | 5.0 |
| Funding and recognition of non-scientific research | 1.3 | 0.0 |
| Support for exercise: lockers/shower area | 1.3 | 0.0 |
| Ageist attitudes | 1.3 | 0.0 |
| Non-compliance with written policies | 1.3 | 1.7 |
| Too few women role models | 1.3 | 0.0 |
| Too few scholarships | 1.3 | 0.0 |
| New chemistry building | 1.3 | 0.0 |
| Distance from home / Distance to other places | 1.3 | 1.7 |
| Restructure | 1.3 | 0.0 |
| Lack of fringe benefits | 1.3 | 0.8 |
| Animal ethics committee / Animal services | 1.3 | 0.8 |
| Plagiarism | 1.3 | 0.0 |
| Negative comment about living in Australia | 1.3 | 0.0 |
| Food on campus | 0.0 | 1.7 |
| Not environmentally sustainable | 0.0 | 0.8 |
| No personal accountability / Pass the buck attitude | 0.0 | 2.5 |
| Building rundown | 0.0 | 1.7 |

Table 3.2.9f...cont'd

| | | |
|---|-----|-----|
| Poor public transport | 0.0 | 2.5 |
| Too many university notice emails | 0.0 | 0.8 |
| Jobs are not creative | 0.0 | 0.8 |
| Structure of university | 0.0 | 0.8 |
| Ignorant users | 0.0 | 0.8 |
| No recognition of staff | 0.0 | 2.5 |
| Little bike storage/security | 0.0 | 0.8 |
| Harassment | 0.0 | 0.8 |
| Distance to travel | 0.0 | 0.8 |
| Being on a on call roster | 0.0 | 0.8 |
| Work standards | 0.0 | 0.8 |
| Need more challenge in work | 0.0 | 0.8 |
| Lack of communication | 0.0 | 4.2 |
| Bullying | 0.0 | 3.3 |
| Office politics | 0.0 | 0.8 |
| Lack of opportunities for general staff to teach | 0.0 | 0.8 |
| Lack of workforce diversity | 0.0 | 0.8 |
| Overboard on equity issues / Reverse discrimination | 0.0 | 1.7 |
| Staff review process | 0.0 | 0.8 |
| PeopleSoft | 0.0 | 0.8 |
| No integration of I.T. / Too many passwords | 0.0 | 0.8 |
| Not enough aboriginals employed at UWA | 0.0 | 0.8 |
| Expected to work unpaid overtime | 0.0 | 1.7 |
| Being off campus | 0.0 | 0.8 |
| Negative campus comment | 0.0 | 0.8 |
| I.T. systems | 0.0 | 0.8 |

3.2.10 Section J: Final questions (OPP indicators)

The five questions in this section of the WLS were for the specific purpose of monitoring institutional performance in terms of measures employed in the Operational Priorities Plan 2006-2008 (OPP). Results for these questions in 2006 are shown in the tables below.

Table 3.2.10a: Percentage level of satisfaction in relation to an element of present job
(Question J1)

| | Academic (%) | | | | | | General (%) | | | | | |
|--|--------------|-------------------|---------------|-----------|----------------|-----------------|-------------|-------------------|---------------|-----------|----------------|-----------------|
| | n | Very dissatisfied | Dis-satisfied | Satisfied | Very satisfied | Total satisfied | n | Very dissatisfied | Dis-satisfied | Satisfied | Very satisfied | Total satisfied |
| Staff development opportunities to assist with your role | 502 | 4.4 | 25.7 | 63.9 | 6.0 | 69.9 | 944 | 4.1 | 26.4 | 61.9 | 7.6 | 69.5 |

Table 3.2.10b: Working at UWA (Question J2)

| | Academic (%) | | | | | | General (%) | | | | | |
|---|--------------|-------------------|----------|-------|----------------|-------------|-------------|-------------------|----------|-------|----------------|-------------|
| | n | Strongly disagree | Disagree | Agree | Strongly agree | Total agree | n | Strongly disagree | Disagree | Agree | Strongly agree | Total agree |
| I feel comfortable about voicing my complaints and suggestions..... | 513 | 7.0 | 25.5 | 58.9 | 8.6 | 67.5 | 952 | 6.3 | 22.4 | 61.5 | 9.9 | 71.4 |
| Decision-making is devolved to the appropriate level | 504 | 9.7 | 34.1 | 52.6 | 3.4 | 56.0 | 934 | 4.4 | 30.8 | 59.9 | 4.9 | 64.8 |
| Staff are generally treated with respect..... | 512 | 4.1 | 11.9 | 69.3 | 14.7 | 84.0 | 951 | 1.8 | 8.2 | 73.8 | 16.2 | 90.0 |
| Staff are well informed by management about goals, priorities and decisions | 505 | 9.9 | 33.9 | 48.7 | 7.5 | 56.2 | 947 | 5.4 | 33.3 | 53.8 | 7.6 | 61.4 |

Institutional performance in 2003 and 2006 is shown below, together with the OPP performance targets specified for 2006, 2007 and 2008 in brackets. In 2006, two OPP targets were exceeded and three were not achieved.

Table 3.2.10c: Institutional performance in 2003 and 2006 (OPP targets in brackets)

| | 2003 | 2006 | 2007 | 2008 |
|--|------|-----------|------|------|
| Proportion of staff indicating on the Working Life Survey, their satisfaction with the staff development opportunities (QJ1) | 72.1 | 69.6 (76) | (77) | (78) |
| Proportion of staff indicating on the Working Life Survey, their satisfaction with the quality of local management (QJ2) | | | | |
| a. I feel comfortable about voicing my complaints and suggestions..... | 71.2 | 70.0 (72) | (73) | (74) |
| b. Decision-making is devolved to the appropriate level..... | 62.6 | 61.7 (64) | (65) | (66) |
| c. Staff are generally treated with respect | 80.6 | 87.7 (81) | (82) | (83) |
| d. Staff are well informed by management about goals, priorities and decisions | 53.2 | 59.4 (56) | (58) | (60) |

3.2.11 Section K: Final comments

Of the 1502 staff who responded to the survey, 282 made comments and/or suggestions for change in response to the final open-ended question. These comments were categorised and are summarised in Appendix B. As many comments were lengthy, up to 8 categories per respondent were recorded.

The strongest themes to emerge for Academic staff were:

- Workload responsibility;
- Negative comment about the 2006 WLS;
- Funding/budget; and
- Bureaucracy/policy.

The strongest themes to emerge for General staff were:

- Negative comment about managers;
- Negative comment about the 2006 WLS; and
- Workload and responsibilities.

Table 3.2.11a: Positive comments (QK)

| Positive comments | Academic | General |
|---|-----------------|----------------|
| Enjoy working at UWA | 8 | 21 |
| Employment conditions, entitlements, salary packaging | 2 | 7 |
| Policy and procedures | 2 | 0 |
| Vision of University / Culture | 2 | 4 |
| Management | 1 | 1 |
| Interpersonal relations between staff | 1 | 7 |
| UWA as an employer | 1 | 2 |
| Job satisfaction, motivation | 1 | 4 |
| World-class university | 1 | 1 |
| Working Life Survey 2006 | 1 | 0 |
| Physical environment (grounds, workplace) | 0 | 4 |
| Job flexibility, autonomy | 0 | 1 |
| Work/life balance, family responsibility | 0 | 1 |
| Staff behaviour | 0 | 1 |
| Total | 20 | 54 |

Table 3.2.11b: Negative comments and suggestions for change (QK)

| Negative comments and suggestions for change | Academic | General |
|---|-----------------|----------------|
| Workload, responsibilities | 32 | 18 |
| Working Life Survey 2006 | 26 | 19 |
| Funding / Budget | 20 | 13 |
| Bureaucracy / Policy | 19 | 8 |
| Management | 14 | 21 |
| Career progression, promotion, opportunities | 12 | 15 |
| Salary package | 10 | 11 |
| Infrastructure, equipment, resources | 9 | 14 |
| Not enough staff, staff leaving, staff seeking other employment | 9 | 9 |
| Employment conditions and entitlements (eg. Fixed term contracts, leave, lack of ongoing positions, superannuation) | 8 | 14 |
| Work/life balance, family responsibility | 8 | 4 |
| Training, courses, staff development | 7 | 15 |
| Job security | 7 | 5 |
| Equity and diversity (eg. Problems, policy, resolutions, follow-up, practical application) | 6 | 13 |
| Lack of acknowledgement, value and recognition for good work | 6 | 11 |
| Parking | 6 | 6 |
| Stress | 5 | 10 |
| Government and universities | 5 | 2 |
| Problems at school level | 5 | 2 |
| Research | 4 | 2 |
| Structure of the University / Restructure | 4 | 3 |
| Bullying, harassment, abuse | 4 | 14 |
| Support (eg. Technical, admin, statistical) | 4 | 4 |
| Staff behaviour (honesty, integrity, accountability, ethics) | 3 | 10 |
| University culture, collegiality, values | 3 | 1 |
| Academic staff issues | 3 | 1 |
| Students | 3 | 0 |
| Communication | 3 | 2 |
| Morale | 2 | 0 |
| Innovation, vision, progressive thinking | 2 | 4 |
| Staff quality and performance | 2 | 9 |
| Physical environment (eg: grounds, work place) | 2 | 6 |
| Interpersonal relations between staff | 1 | 1 |
| Job satisfaction and motivation | 1 | 4 |
| Teaching | 1 | 0 |
| General staff issues | 1 | 2 |
| Differences between Academic and General staff | 1 | 7 |
| Health and safety | 1 | 2 |
| Committees | 1 | 0 |
| Politics | 1 | 1 |
| Performance management / Salary tied to performance | 1 | 4 |
| Part time and casual staff issues | 0 | 3 |
| Misappropriation of funds, assets, facilities | 0 | 2 |
| Total | 262 | 292 |

* In total n=282 people made comments (n=124 Academic, n=158 General)

* Up to 8 responses per person were recorded

3.3 Comparisons of results of WLS 2006 with WLS 2003

A review by Human Resources of the Working Life Survey after 2003 resulted in extensive changes to the response scales and wording of questions used in the WLS 2006. The survey was shortened, questions were re-ordered and grouped and poor performing questions eliminated. A bank of questions on organisational commitment was added to provide information about employee engagement and loyalty. For many questions, the four-point scale used previously was expanded to create a midpoint. As a consequence, however, this has somewhat limited the extent of the comparisons that can be made between the results of the survey in 2003 and 2006: it is not possible to compare the results obtained in 2003 and 2006 in relation to teaching, research, career opportunities at UWA and general comments about working at UWA (Sections D, E, G and I of the 2006 survey). Of the comparisons between 2003 and 2006 that were possible, some showed statistically significant differences and these are summarised below:

3.3.1 Section B: Aspects of your job and your workplace

In Section B, comparisons between the responses in 2003 and 2006 were possible only for the questions about values.

When asked the extent to which they value building a vision for the future, more Academic staff members in 2006 indicated they valued this highly (63% 2003, 70% 2006).

However in 2006 fewer Academic staff highly valued:

- Devolving responsibility (55% 2003, 41% 2006);
- Care and consideration for others (93% 2003, 85% 2006);
- Building confidence in staff (85% 2003, 76% 2006);
- Resolution of conflict between staff (77% 2003, 67% 2006); and
- Participative decision making (73% 2003, 66% 2006).

7 of the 16 characteristics showed a decline in the proportion of Academic staff who believed management valued them highly. These included:

- Timely decision making (32% 2003, 25% 2006);
- Being creative (36% 2003, 25% 2006);
- Being adaptable (44% 2003, 34% 2006);
- Care and consideration for others (42% 2003, 32% 2006);
- Building confidence in staff (32% 2003, 21% 2006);
- Resolution of conflict between staff (29% 2003, 20% 2006); and
- Participative decision making (34% 2003, 20% 2006).

In 2006, significantly more General staff highly valued an inclusive work culture than in 2003 (66% in 2003, 73% in 2006). More General staff in 2006 believed that management highly values building a vision for the future (40% 2003 to 55% 2006) and providing a quality service to students (52% in 2003, 59% in 2006). However, in 2006 fewer General staff believed management highly values building confidence in staff (37% in 2003, 32% in 2006).

More General staff reported being aware of the UWA Employee Assistance Policy in 2006 (54%) than in 2003 (48%).

3.3.2 Section C: Equity and ethical issue in your workplace

A higher proportion of Academic and General staff reported being aware of the University's Code of Ethics and Code of Conduct in 2006 than in 2003 (Academic: 78% 2003, 97% 2006; General: 76% 2003, 97% 2006). Both staff types in 2006 believed the University actively encourages ethical behaviour by all its employees (Academic: 78% v 85%; General: 82% v 92%). Significantly more also reported knowing the course of action available to report unethical behaviour (Academic: 46% v 58%; General: 44% v 57%). There was also an increase in the number of General staff who indicated they were aware of an occurrence of unethical behaviour but did not report it (18% in 2003, 23% in 2006).

3.3.5 Section F: Consulting

In 2006 fewer Academic staff were satisfied with the amount of professional and consultative work allowed under University policy (97% in 2003, 92% 2006).

3.3.7 Section H: Conference attendance and other staff development

More General staff in 2006 felt they were provided with sufficient information and assistance to settle into their job quickly (63% in 2003, 70% in 2006).

3.3.9 Section J: Final questions (OPP indicators)

WLS OPP indicators for 2003 and 2006, along with the targets for 2006-2008, are presented in Section 3.2.10 (Pages 33-34).

Appendix A

Questionnaire

Appendix B

Survey results: Selected items in more detail

Question B1: Percentage satisfaction with elements of present job

| | Academic (%) | | | | | | | General (%) | | | | | | |
|--|--------------|-------------------|---------------|---------|-----------|----------------|-----------------|-------------|-------------------|---------------|---------|-----------|----------------|-----------------|
| | <i>n</i> | Very dissatisfied | Dis-satisfied | Neutral | Satisfied | Very satisfied | Total satisfied | <i>n</i> | Very dissatisfied | Dis-satisfied | Neutral | Satisfied | Very satisfied | Total satisfied |
| Your job security | 519 | 12.9 | 17.3 | 15.0 | 32.2 | 22.5 | 54.7 | 961 | 3.2 | 9.7 | 13.4 | 47.1 | 26.5 | 73.6 |
| Your salary and benefits | 514 | 5.5 | 15.8 | 20.8 | 47.9 | 10.1 | 58.0 | 956 | 1.7 | 17.4 | 24.0 | 47.5 | 9.5 | 57.0 |
| Your opportunities for career progression or promotion | 510 | 8.6 | 18.4 | 29.6 | 35.7 | 7.7 | 43.4 | 953 | 5.7 | 22.0 | 36.3 | 31.5 | 4.5 | 36.0 |
| The physical environment in which you work | 516 | 3.5 | 12.4 | 17.6 | 48.6 | 17.8 | 66.4 | 949 | 3.0 | 10.6 | 18.6 | 49.6 | 18.2 | 67.8 |
| The recognition given for effort/good work | 515 | 9.9 | 15.9 | 28.0 | 36.3 | 9.9 | 46.2 | 952 | 5.5 | 16.4 | 25.0 | 40.0 | 13.1 | 53.1 |
| The way your immediate boss fulfils his/her tasks | 509 | 7.5 | 14.0 | 18.3 | 42.6 | 17.7 | 60.3 | 954 | 4.8 | 11.1 | 19.1 | 45.5 | 19.5 | 65.0 |
| The way the organisation is managed | 510 | 10.4 | 22.4 | 25.9 | 34.7 | 6.7 | 41.4 | 951 | 5.7 | 18.5 | 27.2 | 42.2 | 6.4 | 48.6 |
| Your hours of work | 514 | 8.4 | 21.2 | 21.2 | 41.4 | 7.8 | 49.2 | 954 | 1.4 | 9.2 | 15.5 | 54.3 | 19.6 | 73.9 |

Question B2: Percentage agreement with aspects of work environment

| | Academic (%) | | | | | | | General (%) | | | | | | |
|--|--------------|-------------------|----------|---------|-------|----------------|-------------|-------------|-------------------|----------|---------|-------|----------------|-------------|
| | <i>n</i> | Strongly disagree | Disagree | Neutral | Agree | Strongly agree | Total agree | <i>n</i> | Strongly disagree | Disagree | Neutral | Agree | Strongly agree | Total agree |
| Management acknowledges the concerns of staff | 517 | 7.9 | 19.3 | 23.6 | 43.5 | 5.6 | 49.1 | 960 | 6.3 | 14.9 | 21.0 | 50.4 | 7.4 | 57.8 |
| Decision-making is devolved to the appropriate level | 511 | 8.2 | 23.3 | 27.4 | 37.6 | 3.5 | 41.1 | 951 | 4.4 | 18.0 | 26.2 | 47.2 | 4.2 | 51.4 |
| Decisions are made with sufficient consultation | 513 | 10.9 | 28.1 | 28.7 | 28.7 | 3.7 | 32.4 | 954 | 5.5 | 25.4 | 25.6 | 39.2 | 4.4 | 43.6 |
| Staff are well informed by management about goals, priorities and decisions | 517 | 9.1 | 20.1 | 28.6 | 37.3 | 4.8 | 42.1 | 957 | 5.2 | 22.2 | 25.9 | 39.6 | 7.1 | 46.7 |
| Management is responsive to new or different ways of working | 510 | 7.8 | 17.3 | 35.5 | 34.5 | 4.9 | 39.4 | 960 | 3.4 | 15.7 | 29.5 | 44.4 | 7.0 | 51.4 |
| I have the freedom to choose my own method of working | 520 | 2.1 | 5.8 | 14.0 | 54.0 | 24.0 | 78.0 | 959 | 2.0 | 10.8 | 18.6 | 52.8 | 15.9 | 68.7 |
| I have the opportunity to use my abilities | 520 | 2.7 | 5.4 | 10.6 | 54.6 | 26.7 | 81.3 | 962 | 2.3 | 8.5 | 15.7 | 57.5 | 16.0 | 73.5 |
| I am satisfied with the amount of variety in my job | 518 | 2.1 | 4.4 | 10.6 | 56.0 | 26.8 | 82.8 | 961 | 1.9 | 10.5 | 15.5 | 55.5 | 16.7 | 72.2 |
| I am satisfied with the relations I observe between management and other employees | 515 | 8.0 | 18.1 | 29.3 | 37.3 | 7.4 | 44.7 | 961 | 5.8 | 18.8 | 23.0 | 44.8 | 7.6 | 52.4 |
| I am satisfied with the staff development opportunities and training I receive | 515 | 3.3 | 9.9 | 32.2 | 42.1 | 12.4 | 54.5 | 961 | 5.0 | 16.6 | 28.4 | 41.9 | 8.1 | 50.0 |
| I am satisfied with the attention paid to suggestions I make | 517 | 5.6 | 11.6 | 29.4 | 44.9 | 8.5 | 53.4 | 960 | 3.5 | 10.2 | 24.1 | 53.0 | 9.2 | 62.2 |
| I am satisfied with the amount of responsibility I am given | 516 | 2.9 | 8.7 | 18.0 | 55.2 | 15.1 | 70.3 | 961 | 1.6 | 9.8 | 17.3 | 59.0 | 12.4 | 71.4 |
| I am more motivated by intrinsic interests in my work than by material rewards | 520 | 0.8 | 5.6 | 15.8 | 45.0 | 32.9 | 77.9 | 958 | 1.2 | 9.7 | 31.2 | 45.3 | 12.6 | 57.9 |
| Overall I am satisfied with my job | 519 | 4.2 | 8.9 | 18.5 | 52.8 | 15.6 | 68.4 | 962 | 1.5 | 10.3 | 16.8 | 58.6 | 12.8 | 71.4 |

Question B3: Percentage agreement with following statements:

| | Academic (%) | | | | | | | | | General (%) | | | | | | | | |
|---|--------------|-------------------|----------|-------------------|---------|----------------|-------|----------------|-------------|-------------|-------------------|----------|-------------------|---------|----------------|-------|----------------|-------------|
| | n | Strongly disagree | Disagree | Slightly disagree | Neutral | Slightly agree | Agree | Strongly agree | Total agree | n | Strongly disagree | Disagree | Slightly disagree | Neutral | Slightly agree | Agree | Strongly agree | Total agree |
| I am willing to put in an effort beyond that normally expected in order to help the University be successful | 518 | 1.5 | 3.3 | 2.7 | 5.8 | 17.6 | 38.8 | 30.3 | 86.7 | 960 | 0.4 | 0.6 | 1.6 | 7.1 | 19.8 | 47.6 | 22.9 | 90.3 |
| I tell my friends that the University is a good place to work | 519 | 3.7 | 5.0 | 3.9 | 10.8 | 15.4 | 40.3 | 21.0 | 76.7 | 958 | 0.7 | 1.5 | 2.1 | 8.1 | 12.5 | 50.2 | 24.8 | 87.5 |
| I feel loyalty towards the University | 518 | 2.1 | 4.4 | 3.3 | 10.0 | 14.3 | 40.4 | 25.5 | 80.2 | 957 | 0.5 | 2.1 | 2.3 | 10.7 | 14.0 | 47.7 | 22.8 | 84.5 |
| I would accept almost any type of job assignment in order to keep working for the University..... | 518 | 29.7 | 32.8 | 9.5 | 11.0 | 6.4 | 7.5 | 3.1 | 17.0 | 957 | 11.0 | 19.3 | 14.7 | 16.7 | 17.9 | 14.9 | 5.4 | 38.2 |
| I find that my values and the University's values are very similar..... | 517 | 3.9 | 8.7 | 7.9 | 23.6 | 18.6 | 29.2 | 8.1 | 55.9 | 956 | 1.6 | 3.0 | 4.4 | 28.5 | 17.7 | 37.9 | 7.0 | 62.6 |
| I am proud to tell others that I am part of the University of Western Australia | 518 | 0.1 | 3.1 | 1.4 | 11.2 | 14.5 | 39.0 | 29.9 | 83.4 | 958 | 0.3 | 1.3 | 1.3 | 9.4 | 13.5 | 48.5 | 25.8 | 87.8 |
| I would just as well be working for a different organisation as long as the type of work was similar | 516 | 4.1 | 18.2 | 13.2 | 15.9 | 17.8 | 24.0 | 6.8 | 48.6 | 959 | 5.1 | 20.0 | 19.4 | 17.9 | 19.3 | 14.9 | 3.3 | 37.5 |
| UWA inspires the very best in me in the way of job performance | 516 | 4.7 | 9.9 | 8.3 | 27.7 | 21.5 | 22.1 | 5.8 | 49.4 | 960 | 2.3 | 6.9 | 8.7 | 29.7 | 25.1 | 22.4 | 5.0 | 52.5 |
| It would take little change in my present circumstances to cause me to leave the University..... | 517 | 8.7 | 24.5 | 13.4 | 18.4 | 14.1 | 11.8 | 6.2 | 32.1 | 953 | 8.7 | 32.2 | 16.7 | 19.4 | 11.3 | 8.9 | 2.7 | 22.9 |
| I am glad that I chose UWA to work for over others I was considering at the time I joined | 513 | 2.1 | 3.5 | 2.5 | 32.6 | 13.5 | 32.2 | 13.7 | 27.2 | 954 | 1.3 | 2.1 | 1.8 | 24.6 | 13.3 | 41.9 | 15.0 | 70.2 |
| There is not much to be gained by sticking with UWA indefinitely | 516 | 8.1 | 21.7 | 16.9 | 19.0 | 13.0 | 14.3 | 7.0 | 34.3 | 952 | 9.8 | 33.3 | 18.6 | 17.5 | 10.4 | 7.3 | 3.2 | 20.9 |
| Often I find it difficult to agree with the University's policies on important matters relating to its employees..... | 514 | 4.7 | 23.7 | 12.3 | 31.1 | 14.4 | 8.0 | 5.8 | 28.2 | 950 | 7.2 | 32.6 | 13.3 | 30.7 | 9.2 | 5.0 | 2.1 | 16.3 |
| I care about the fate of UWA..... | 518 | 0.8 | 1.4 | 0.6 | 6.8 | 12.9 | 46.0 | 31.7 | 90.6 | 959 | 0.6 | 1.0 | 1.0 | 10.1 | 16.0 | 48.2 | 23.0 | 87.2 |
| For me this is the best of all possible organisations for which to work..... | 516 | 7.6 | 13.6 | 8.1 | 26.9 | 20.0 | 17.0 | 6.8 | 43.8 | 953 | 2.8 | 7.7 | 5.7 | 27.7 | 23.1 | 24.6 | 8.5 | 56.2 |
| Deciding to work for UWA was a mistake on my part..... | 517 | 42.0 | 33.7 | 7.5 | 10.8 | 2.3 | 2.3 | 1.4 | 6.0 | 958 | 48.6 | 37.1 | 5.3 | 5.6 | 1.4 | 1.0 | 1.1 | 3.5 |

Question B5: Percentage agreement balance in your working life:

| | n | Academic (%) | | | | | Total agree | General (%) | | | | | | |
|---|-----|-------------------|----------|---------|-------|----------------|-------------|-------------|-------------------|----------|---------|-------|----------------|-------------|
| | | Strongly disagree | Disagree | Neutral | Agree | Strongly agree | | n | Strongly disagree | Disagree | Neutral | Agree | Strongly agree | Total agree |
| I subordinate most aspects of my life for my work..... | 517 | 6.8 | 23.2 | 17.4 | 35.0 | 17.6 | 52.6 | 946 | 13.9 | 40.5 | 25.7 | 16.7 | 3.3 | 20.0 |
| My job is a source of considerable personal stress | 521 | 4.0 | 19.6 | 18.6 | 39.9 | 17.9 | 57.8 | 957 | 8.4 | 37.1 | 27.0 | 21.6 | 6.0 | 27.6 |
| My work commitments leave me very little time to myself..... | 518 | 2.9 | 22.6 | 19.1 | 37.6 | 17.8 | 55.4 | 956 | 11.6 | 43.6 | 23.3 | 17.0 | 4.5 | 21.5 |
| I am dissatisfied with my current workload | 520 | 5.8 | 23.9 | 28.9 | 26.9 | 14.6 | 41.5 | 963 | 7.3 | 39.9 | 29.1 | 18.7 | 5.1 | 23.8 |
| I am dissatisfied with the time available to carry out my work..... | 519 | 4.1 | 23.3 | 25.4 | 31.2 | 16.0 | 47.2 | 955 | 8.2 | 40.3 | 23.3 | 22.2 | 6.1 | 28.3 |
| My job interferes with my responsibilities at home | 516 | 6.6 | 26.9 | 20.0 | 32.8 | 13.8 | 46.6 | 958 | 11.7 | 50.1 | 20.7 | 14.2 | 3.3 | 17.5 |
| My job prevents me from spending the amount of time I would like to spend with my family and friends..... | 519 | 6.0 | 26.2 | 18.3 | 32.4 | 17.2 | 49.6 | 960 | 13.8 | 44.7 | 17.6 | 19.0 | 5.0 | 24.0 |
| Generally speaking I am satisfied with the balance between my work and the rest of my life..... | 517 | 11.6 | 25.9 | 21.9 | 31.9 | 8.7 | 40.6 | 963 | 3.1 | 15.6 | 17.3 | 49.6 | 14.3 | 63.9 |

Question D2: Percentage level of satisfaction in relation to teaching

| | n | Academic (%) | | | | | Total satisfied | General (%) | | | | | | |
|--|-----|-------------------|---------------|---------|-----------|----------------|-----------------|-------------|-------------------|---------------|---------|-----------|----------------|-----------------|
| | | Very dissatisfied | Dis-satisfied | Neutral | Satisfied | Very satisfied | | n | Very dissatisfied | Dis-satisfied | Neutral | Satisfied | Very satisfied | Total satisfied |
| Equipment and technology..... | 381 | 6.3 | 18.4 | 12.9 | 45.4 | 17.1 | 62.5 | 74 | 4.1 | 23.0 | 14.9 | 44.6 | 13.5 | 58.1 |
| Availability of appropriate teaching spaces | 381 | 5.3 | 28.1 | 16.3 | 39.4 | 11.0 | 50.4 | 72 | 5.6 | 27.8 | 16.7 | 37.5 | 12.5 | 50.0 |
| Resources available to support teaching | 380 | 7.1 | 24.5 | 21.6 | 38.4 | 8.4 | 46.8 | 70 | 0.0 | 17.1 | 32.9 | 37.1 | 12.9 | 50.0 |
| Number of students in your classes/units | 376 | 5.9 | 23.4 | 20.0 | 42.8 | 8.0 | 50.8 | 68 | 7.4 | 11.8 | 10.3 | 54.4 | 16.2 | 70.6 |
| Quality of students in your area..... | 383 | 1.8 | 12.5 | 17.0 | 45.4 | 23.2 | 68.6 | 67 | 0.0 | 9.0 | 23.9 | 44.8 | 22.4 | 67.2 |
| Amount of contact time with students (including email) | 376 | 2.9 | 14.6 | 19.4 | 52.9 | 10.1 | 63.0 | 65 | 0.0 | 6.2 | 21.5 | 56.9 | 15.4 | 72.3 |
| Your marking load..... | 373 | 7.0 | 17.7 | 27.6 | 42.6 | 5.1 | 47.7 | 38 | 2.6 | 10.5 | 26.3 | 50.0 | 10.5 | 60.5 |
| Use of student feedback to improve teaching..... | 374 | 4.0 | 10.4 | 26.5 | 46.0 | 13.1 | 59.1 | 60 | 1.7 | 6.7 | 16.7 | 51.7 | 23.3 | 75.0 |
| Recognition for teaching performance..... | 374 | 7.8 | 22.5 | 31.0 | 31.0 | 7.8 | 38.8 | 56 | 7.1 | 21.4 | 37.5 | 25.0 | 8.9 | 33.9 |
| Teaching beyond your area of expertise | 308 | 2.6 | 15.3 | 43.5 | 32.8 | 5.8 | 38.6 | 46 | 0.0 | 21.7 | 41.3 | 28.3 | 8.7 | 37.0 |
| Timetabling arrangements for your courses | 370 | 6.2 | 14.6 | 21.6 | 47.3 | 10.3 | 57.6 | 52 | 1.9 | 19.2 | 32.7 | 36.5 | 9.6 | 46.1 |
| Timetabling of exams..... | 339 | 3.5 | 8.3 | 30.4 | 47.5 | 10.3 | 57.8 | 27 | 0.0 | 0.0 | 51.9 | 37.0 | 11.1 | 48.1 |
| Administrative load associated with teaching.... | 368 | 11.4 | 32.9 | 23.1 | 29.1 | 3.5 | 32.6 | 49 | 10.2 | 16.3 | 34.7 | 34.7 | 4.1 | 38.8 |
| Other..... | 21 | 81.0 | 19.1 | 0.0 | 0.0 | 0.0 | 0.0 | 3 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

Question D3: Changes to teaching

| | Academic (%) | | | | | | | General (%) | | | | | | |
|---|--------------|-------------------|----------|---------|-------|----------------|-------------|-------------|-------------------|----------|---------|-------|----------------|-------------|
| | n | Strongly disagree | Disagree | Neutral | Agree | Strongly agree | Total agree | n | Strongly disagree | Disagree | Neutral | Agree | Strongly agree | Total agree |
| I have made considerable changes to my teaching methods over the last three years..... | 353 | 0.6 | 17.6 | 17.6 | 43.6 | 20.7 | 64.3 | 46 | 2.2 | 8.7 | 41.3 | 37.0 | 10.9 | 47.9 |
| I plan to make changes over the next three years..... | 359 | 0.3 | 10.0 | 16.2 | 54.0 | 19.5 | 73.5 | 49 | 0.0 | 6.1 | 34.7 | 46.9 | 12.2 | 59.1 |
| I have access to adequate time and resources to help me in making these changes... | 367 | 17.7 | 40.9 | 21.3 | 17.2 | 3.0 | 20.2 | 50 | 6.0 | 34.0 | 34.0 | 26.0 | 0.0 | 26.0 |
| I believe there is adequate institutional support to assist me to make changes I see as important to improve my teaching..... | 368 | 10.9 | 26.9 | 24.7 | 33.2 | 4.4 | 37.6 | 56 | 3.6 | 21.4 | 39.3 | 28.6 | 7.1 | 35.7 |

Question E2: Percentage satisfaction in relation to research

| | Academic (%) | | | | | | | General (%) | | | | | | |
|---|--------------|-------------------|---------------|---------|-----------|----------------|-----------------|-------------|-------------------|---------------|---------|-----------|----------------|-----------------|
| | n | Very dissatisfied | Dis-satisfied | Neutral | Satisfied | Very satisfied | Total satisfied | n | Very dissatisfied | Dis-satisfied | Neutral | Satisfied | Very satisfied | Total satisfied |
| Time available for research..... | 457 | 18.6 | 32.0 | 10.9 | 26.3 | 12.3 | 38.6 | 124 | 1.6 | 13.7 | 14.5 | 49.2 | 21.0 | 70.2 |
| Resources available to support research (including writing grant applications)..... | 454 | 13.2 | 30.0 | 23.1 | 27.3 | 6.4 | 33.7 | 116 | 3.5 | 20.7 | 27.6 | 35.3 | 12.9 | 48.2 |
| Quality of laboratory facilities..... | 321 | 6.5 | 20.9 | 24.9 | 34.6 | 13.1 | 47.7 | 95 | 3.2 | 13.7 | 29.5 | 40.0 | 13.7 | 53.7 |
| Quality of library holdings and support..... | 460 | 2.6 | 8.5 | 14.1 | 48.7 | 26.1 | 74.8 | 120 | 0.0 | 9.2 | 20.0 | 45.8 | 25.0 | 70.8 |
| Number of travel grants for research purposes..... | 438 | 16.9 | 31.7 | 24.9 | 23.1 | 3.4 | 26.5 | 94 | 8.5 | 22.3 | 45.7 | 21.3 | 2.1 | 23.4 |
| Number of research students..... | 423 | 5.2 | 26.5 | 27.4 | 35.2 | 5.7 | 40.9 | 90 | 2.2 | 12.2 | 51.1 | 28.9 | 5.6 | 34.5 |
| Quality of research students..... | 421 | 3.1 | 12.6 | 25.9 | 44.4 | 14.0 | 58.4 | 88 | 2.3 | 15.9 | 37.5 | 36.4 | 8.0 | 44.4 |
| Supervision of research students..... | 415 | 1.2 | 8.2 | 23.9 | 51.3 | 15.4 | 66.7 | 88 | 2.3 | 14.8 | 37.5 | 37.5 | 8.0 | 45.5 |
| Computing facilities and other equipment to support research..... | 444 | 6.8 | 16.7 | 16.0 | 46.0 | 14.6 | 60.6 | 126 | 5.6 | 17.5 | 16.7 | 46.8 | 13.5 | 60.3 |
| The University's recognition of research performance..... | 452 | 7.5 | 17.5 | 22.6 | 40.0 | 12.4 | 52.4 | 120 | 6.7 | 14.2 | 33.3 | 33.3 | 12.5 | 45.8 |
| Other..... | 18 | 72.2 | 27.8 | 0.0 | 0.0 | 0.0 | 0.0 | 4 | 25.0 | 50.0 | 0.0 | 25.0 | 0.0 | 25.0 |

Question I1: Working at UWA

| | Academic (%) | | | | | | | General (%) | | | | | | |
|--|--------------|-------------------|----------|---------|-------|----------------|-------------|-------------|-------------------|----------|---------|-------|----------------|-------------|
| | n | Strongly disagree | Disagree | Neutral | Agree | Strongly agree | Total agree | n | Strongly disagree | Disagree | Neutral | Agree | Strongly agree | Total agree |
| The University of Western Australia: | | | | | | | | | | | | | | |
| Is a university with fine traditions..... | 511 | 0.6 | 2.0 | 18.6 | 57.7 | 21.1 | 78.8 | 953 | 0.0 | 2.0 | 18.7 | 58.9 | 20.5 | 79.4 |
| Is out of touch with modern day needs..... | 513 | 12.7 | 41.1 | 26.5 | 16.8 | 2.9 | 19.7 | 946 | 7.0 | 40.2 | 32.5 | 18.0 | 2.4 | 20.4 |
| Attracts the best staff..... | 518 | 2.1 | 15.8 | 35.9 | 40.2 | 6.0 | 46.2 | 948 | 1.7 | 15.4 | 41.5 | 37.0 | 4.4 | 41.4 |
| Attracts the best students in the state..... | 518 | 0.4 | 3.5 | 20.5 | 48.8 | 26.8 | 75.6 | 946 | 0.4 | 5.0 | 32.9 | 46.7 | 15.0 | 61.7 |
| Has a conservative culture..... | 517 | 1.2 | 10.3 | 23.4 | 49.9 | 15.3 | 65.2 | 946 | 0.4 | 5.8 | 30.8 | 53.7 | 9.3 | 63.0 |
| Has facilities that are world class..... | 518 | 8.9 | 23.8 | 34.4 | 28.6 | 4.4 | 33.0 | 943 | 2.8 | 16.8 | 42.6 | 33.7 | 4.1 | 37.8 |
| Is actively involved with the community..... | 516 | 1.4 | 4.8 | 33.5 | 52.9 | 7.4 | 60.3 | 945 | 0.5 | 5.0 | 33.7 | 54.1 | 6.8 | 60.9 |
| Promotes a workplace culture of respect..... | 516 | 2.9 | 6.6 | 25.4 | 52.7 | 12.4 | 65.1 | 949 | 1.4 | 5.0 | 20.6 | 61.8 | 11.4 | 73.2 |
| Encourages learning..... | 517 | 0.6 | 4.5 | 16.1 | 60.1 | 18.0 | 78.1 | 948 | 0.2 | 2.5 | 16.7 | 67.8 | 12.6 | 80.4 |
| Is a good place to work.... | 516 | 2.1 | 5.4 | 20.0 | 51.6 | 20.9 | 72.5 | 955 | 0.9 | 1.8 | 9.7 | 64.3 | 23.3 | 87.6 |

Appendix C

Survey results: Breakdown by University section

Section Key

| | | | |
|-------------|--|---------------------|--|
| ALVA | Faculty of Architecture, Landscape and Visual Arts | Med&Dent | Faculty of Medicine & Dentistry |
| AHSS | Faculty of Arts, Humanities and Social Sciences | NAS | Faculty of Natural and Agricultural Sciences |
| Bus | Faculty of Business | Library | Library |
| Edu | Faculty of Education | Reg | Office of the Executive Director (Academic Services) and Registrar |
| ECM | Faculty of Engineering, Computing & Mathematics | Fin&Res | Office of the Executive Director, Finance and Resources |
| Law | Faculty of Law | VC | Vice Chancellery (includes Community Relations and the School of Indigenous Studies) |
| LPS | Faculty of Life and Physical Sciences | | |

Demographics

| | Faculty, Division, Section | | | | | | | | | | | | | | | Total |
|-----------------------|----------------------------|------|-----|-----|-----|-----|-----|----------|-----|---------|-----|---------|----|---------|------|-------|
| | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med&Dent | NAS | Library | Reg | Fin&Res | VC | No resp | | |
| Number of respondents | 13 | 96 | 81 | 17 | 123 | 23 | 203 | 343 | 137 | 80 | 137 | 174 | 45 | 30 | 1502 | |

Section B: Aspects of your job and your workplace

| | Faculty, Division, Section | | | | | | | | | | | | | | |
|---|----------------------------|------|------|------|------|------|------|----------|------|---------|------|---------|------|--|--|
| | Total Satisfied (%) | | | | | | | | | | | | | | |
| | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med&Dent | NAS | Library | Reg | Fin&Res | VC | | |
| QB1 How satisfied are you with the following elements of your present job: | | | | | | | | | | | | | | | |
| Your job security..... | 76.9 | 68.8 | 77.5 | 76.5 | 61.5 | 78.3 | 65.5 | 58.8 | 44.1 | 77.2 | 81.8 | 73.4 | 88.9 | | |
| Your salary and benefits | 38.5 | 67.0 | 60.0 | 82.4 | 55.7 | 56.5 | 59.2 | 55.9 | 50.4 | 62.0 | 58.5 | 48.8 | 68.9 | | |
| Your opportunities for career progression or promotion..... | 53.8 | 55.0 | 45.6 | 52.9 | 30.6 | 52.2 | 34.2 | 39.5 | 33.3 | 35.4 | 37.5 | 34.9 | 47.7 | | |
| The physical environment in which you work | 46.2 | 69.6 | 71.3 | 94.1 | 63.3 | 73.9 | 63.7 | 62.6 | 65.4 | 69.6 | 64.9 | 73.1 | 80.0 | | |
| The recognition given for effort/good work..... | 38.5 | 56.4 | 52.6 | 58.8 | 45.1 | 52.2 | 44.0 | 51.0 | 49.6 | 51.3 | 55.2 | 48.5 | 75.6 | | |
| The way your immediate boss fulfils his/her tasks | 84.6 | 60.0 | 61.5 | 70.6 | 57.4 | 56.5 | 67.0 | 64.3 | 55.6 | 63.8 | 70.6 | 58.7 | 80.0 | | |
| The way the organisation is managed | 53.8 | 51.1 | 44.9 | 68.8 | 37.2 | 60.1 | 46.0 | 44.7 | 35.6 | 60.3 | 54.1 | 38.4 | 66.7 | | |
| Your hours of work..... | 46.2 | 47.9 | 55.9 | 81.3 | 63.6 | 73.9 | 57.5 | 70.8 | 53.7 | 88.8 | 64.7 | 72.7 | 68.9 | | |

| | | Faculty, Division, Section | | | | | | | | | | | | |
|-----|--|----------------------------|-------|------|------|------|------|------|--------------|------|---------|------|-------------|------|
| | | Total Agree (%) | | | | | | | | | | | | |
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QB2 | Indicate the extent to which you disagree or agree with each of the following statements: | | | | | | | | | | | | | |
| | Management acknowledges the concern of staff..... | 61.5 | 65.3 | 55.1 | 64.7 | 54.5 | 52.2 | 52.0 | 50.3 | 47.8 | 56.3 | 68.6 | 48.3 | 73.3 |
| | Decision making is devolved to the appropriate level | 69.2 | 51.6 | 39.8 | 58.8 | 47.9 | 63.6 | 47.5 | 42.0 | 44.7 | 42.5 | 53.3 | 46.2 | 77.8 |
| | Decisions are made with sufficient consultation..... | 53.9 | 41.05 | 34.2 | 41.2 | 31.4 | 56.5 | 38.1 | 36.1 | 36.6 | 39.2 | 54.0 | 35.1 | 70.5 |
| | Staff are well informed by management about goals, priorities and decisions..... | 53.8 | 53.1 | 49.4 | 52.9 | 38.9 | 43.5 | 38.4 | 40.1 | 43.0 | 51.9 | 60.3 | 40.7 | 73.3 |
| | Management is responsive to new or different ways of working..... | 53.8 | 46.8 | 47.4 | 47.1 | 47.9 | 54.6 | 44.1 | 41.1 | 37.0 | 47.5 | 59.9 | 49.1 | 68.9 |
| | I have the freedom to choose my own method of working | 84.6 | 68.4 | 73.8 | 88.2 | 80.5 | 65.2 | 73.4 | 69.9 | 83.1 | 54.4 | 64.2 | 68.2 | 80.0 |
| | I have the opportunity to use my abilities..... | 69.2 | 76.0 | 77.5 | 88.2 | 82.1 | 82.6 | 75.9 | 74.8 | 82.4 | 63.3 | 75.2 | 72.8 | 82.2 |
| | I am satisfied with the amount of variety in my job..... | 76.9 | 79.2 | 88.8 | 82.4 | 76.4 | 82.6 | 79.2 | 76.6 | 78.7 | 63.8 | 66.4 | 68.2 | 82.2 |
| | I am satisfied with the relations I observe between management and other employees..... | 53.8 | 56.3 | 53.8 | 41.2 | 45.1 | 47.8 | 49.3 | 44.4 | 45.1 | 51.3 | 59.1 | 47.4 | 71.1 |
| | I am satisfied with the staff development opportunities and training I receive..... | 46.2 | 56.8 | 54.4 | 64.7 | 42.5 | 65.2 | 45.8 | 49.4 | 50.4 | 63.8 | 51.8 | 53.8 | 62.2 |
| | I am satisfied with the attention paid to suggestions I make.... | 61.5 | 63.6 | 48.1 | 64.7 | 59.5 | 56.5 | 53.7 | 55.8 | 58.8 | 60.0 | 68.6 | 60.2 | 73.3 |
| | I am satisfied with the amount of responsibility I am given..... | 76.9 | 70.8 | 68.4 | 64.7 | 74.4 | 60.9 | 69.0 | 72.3 | 65.2 | 65.0 | 70.6 | 74.0 | 82.2 |
| | I am more motivated by intrinsic interest in my work than by material rewards..... | 84.6 | 79.1 | 65.0 | 94.1 | 63.6 | 60.1 | 65.6 | 64.7 | 72.8 | 63.3 | 57.7 | 52.9 | 82.2 |
| | Overall I am satisfied with my job..... | 84.6 | 75.0 | 68.8 | 82.4 | 63.9 | 73.9 | 65.5 | 71.8 | 65.4 | 71.3 | 73.0 | 69.9 | 86.7 |

| | | Faculty, Division, Section | | | | | | | | | | | | |
|-----|--|----------------------------|------|------|------|------|-------|------|--------------|------|---------|------|-------------|------|
| | | Total Agree (%) | | | | | | | | | | | | |
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QB3 | Indicate the extent of your agreement with each of the following statements: | | | | | | | | | | | | | |
| | I am willing to put in an effort beyond that normally expected in order to help the University be successful | 92.3 | 90.6 | 85.0 | 94.1 | 91.8 | 91.3 | 88.7 | 84.7 | 86.0 | 91.1 | 96.4 | 90.8 | 93.2 |
| | I tell my friends that the University is a good place to work | 100.0 | 90.6 | 78.8 | 94.1 | 81.2 | 100.0 | 83.7 | 73.5 | 77.9 | 92.4 | 92.0 | 88.4 | 95.5 |
| | I feel loyalty towards the University | 100.0 | 88.5 | 83.5 | 100 | 88.5 | 100.0 | 82.8 | 73.5 | 74.8 | 88.6 | 89.0 | 84.9 | 88.6 |
| | I would accept almost any type of job assignment in order to keep working for the University | 30.8 | 21.9 | 31.7 | 35.3 | 28.9 | 17.4 | 30.5 | 28.5 | 25.0 | 31.6 | 35.0 | 33.7 | 54.5 |
| | I find that my values and the University's values are very similar | 69.2 | 49.0 | 66.3 | 64.7 | 58.3 | 65.2 | 62.1 | 52.2 | 54.4 | 64.1 | 73.0 | 65.7 | 77.3 |
| | I am proud to tell others that I am part of The University of Western Australia | 84.6 | 81.3 | 86.3 | 94.1 | 90.1 | 100 | 87.2 | 81.2 | 80.1 | 91.1 | 90.5 | 87.2 | 90.9 |
| | I would just as well be working for a different organisation as long as the type of work was similar | 53.9 | 32.6 | 43.0 | 29.4 | 33.3 | 43.5 | 43.4 | 49.4 | 51.9 | 36.3 | 30.7 | 37.2 | 46.7 |
| | UWA inspires the very best in me in the way of job performance | 41.7 | 58.3 | 53.8 | 76.5 | 48.3 | 52.2 | 50.7 | 44.7 | 45.6 | 57.5 | 60.6 | 50.3 | 64.4 |
| | It would take little change in my present circumstances to cause me to leave the University | 23.1 | 24.0 | 27.5 | 11.8 | 27.9 | 45.5 | 26.6 | 29.9 | 33.1 | 22.5 | 19.1 | 22.5 | 17.8 |
| | I am glad that I chose UWA to work for over others I was considering at the time I joined | 41.7 | 71.9 | 72.2 | 64.7 | 72.3 | 78.3 | 67.8 | 52.2 | 57.4 | 73.8 | 73.0 | 72.1 | 86.7 |
| | There is not much to be gained by sticking with UWA indefinitely | 38.5 | 25.0 | 27.5 | 11.8 | 29.4 | 47.8 | 24.5 | 32.2 | 36.8 | 13.8 | 14.8 | 17.3 | 17.8 |
| | Often I find it difficult to agree with the University's policies on important matters relating to its employees | 16.7 | 27.1 | 27.5 | 5.9 | 19.3 | 34.8 | 24.9 | 20.5 | 28.4 | 12.7 | 10.5 | 18.6 | 8.9 |
| | I care about the fate of UWA | 100.0 | 95.8 | 88.8 | 94.1 | 93.4 | 91.3 | 93.1 | 80.0 | 89.6 | 85.0 | 91.2 | 87.8 | 91.1 |
| | For me this is the best of all possible organisations for which to work | 30.8 | 46.9 | 57.5 | 70.6 | 46.6 | 56.5 | 53.5 | 44.8 | 39.3 | 52.5 | 65.4 | 58.1 | 70.5 |
| | Deciding to work for UWA was a mistake on my part | 0.0 | 2.1 | 8.9 | 0.0 | 4.9 | 4.4 | 5.0 | 4.7 | 5.2 | 2.5 | 3.7 | 4.1 | 0.0 |

| | | Faculty, Division, Section | | | | | | | | | | | | |
|------|--|----------------------------|------|-----|-----|-----|-----|-----|----------|-----|---------|-----|---------|-----|
| | | Total Agree (%) | | | | | | | | | | | | |
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med&Dent | NAS | Library | Reg | Fin&Res | VC |
| QB4a | Extent to which you value: | | | | | | | | | | | | | |
| | Timely decision making..... | 2.8 | 2.8 | 2.8 | 2.8 | 2.7 | 2.7 | 2.8 | 2.8 | 2.8 | 2.8 | 2.8 | 2.8 | 2.8 |
| | Building a vision for the future..... | 2.7 | 2.6 | 2.7 | 2.5 | 2.6 | 2.5 | 2.6 | 2.6 | 2.7 | 2.4 | 2.6 | 2.5 | 2.8 |
| | Being creative..... | 2.7 | 2.8 | 2.6 | 2.5 | 2.7 | 2.6 | 2.7 | 2.6 | 2.8 | 2.5 | 2.7 | 2.5 | 2.8 |
| | Being adaptable..... | 2.8 | 2.7 | 2.6 | 2.8 | 2.7 | 2.7 | 2.8 | 2.8 | 2.8 | 2.9 | 2.8 | 2.8 | 2.9 |
| | Being good at the job..... | 3.0 | 3.0 | 3.0 | 3.0 | 2.9 | 2.9 | 2.9 | 3.0 | 2.9 | 3.0 | 2.9 | 2.9 | 3.0 |
| | High standards of work performance..... | 3.0 | 2.9 | 2.9 | 3.0 | 2.9 | 2.9 | 2.9 | 2.9 | 2.9 | 2.9 | 3.0 | 2.9 | 3.0 |
| | A culture of continuous improvement..... | 2.7 | 2.6 | 2.7 | 2.8 | 2.5 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.8 | 2.7 | 2.8 |
| | An ethos of continuous learning for staff..... | 2.6 | 2.6 | 2.7 | 2.6 | 2.6 | 2.8 | 2.6 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 |
| | Providing a quality service to students..... | 2.9 | 2.9 | 2.8 | 2.8 | 2.8 | 2.7 | 2.8 | 2.7 | 2.8 | 2.9 | 2.8 | 2.6 | 2.7 |
| | Devolving responsibility..... | 1.8 | 2.3 | 3.4 | 2.4 | 2.3 | 2.4 | 2.3 | 2.4 | 2.4 | 2.4 | 2.4 | 2.4 | 2.5 |
| | Care and consideration for others..... | 2.8 | 2.9 | 2.9 | 2.8 | 2.8 | 2.9 | 2.9 | 2.9 | 2.9 | 2.9 | 2.9 | 2.9 | 2.9 |
| | Building confidence in staff..... | 2.6 | 2.8 | 2.7 | 2.8 | 2.6 | 2.9 | 2.8 | 2.8 | 2.8 | 2.8 | 2.9 | 2.8 | 2.8 |
| | Resolution of conflict between staff..... | 2.4 | 2.8 | 2.7 | 2.7 | 2.6 | 2.7 | 2.7 | 2.8 | 2.7 | 2.7 | 2.8 | 2.7 | 2.9 |
| | Participative decision making..... | 2.3 | 2.8 | 2.6 | 2.6 | 2.5 | 2.6 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.8 |
| | Listening to others..... | 2.7 | 2.9 | 2.8 | 2.7 | 2.8 | 2.8 | 2.9 | 2.9 | 2.8 | 2.9 | 2.9 | 2.8 | 2.9 |
| | An inclusive work culture..... | 2.4 | 2.8 | 2.7 | 2.6 | 2.5 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.8 | 2.7 | 2.9 |

| | | Faculty, Division, Section | | | | | | | | | | | | |
|------|--|----------------------------|------|-----|-----|-----|-----|-----|-----------|-----|---------|-----|----------|-----|
| | | Total Agree (%) | | | | | | | | | | | | |
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QB4b | Extent to which management values: | | | | | | | | | | | | | |
| | Timely decision making..... | 2.0 | 2.1 | 2.1 | 2.0 | 2.0 | 1.9 | 2.1 | 2.2 | 2.1 | 2.1 | 2.3 | 2.0 | 2.5 |
| | Building a vision for the future..... | 2.2 | 2.3 | 2.4 | 2.5 | 2.2 | 2.4 | 2.4 | 2.4 | 2.4 | 2.6 | 2.6 | 2.4 | 2.7 |
| | Being creative..... | 2.0 | 2.1 | 2.0 | 1.7 | 2.0 | 2.1 | 2.1 | 2.0 | 2.1 | 1.9 | 2.2 | 1.9 | 2.5 |
| | Being adaptable..... | 2.2 | 2.2 | 2.2 | 2.2 | 2.2 | 2.4 | 2.3 | 2.3 | 2.2 | 2.4 | 2.5 | 2.2 | 2.6 |
| | Being good at the job..... | 2.2 | 2.5 | 2.5 | 2.2 | 2.3 | 2.6 | 2.6 | 2.5 | 2.5 | 2.4 | 2.6 | 2.3 | 2.8 |
| | High standards of work performance..... | 2.1 | 2.5 | 2.3 | 2.4 | 2.3 | 2.7 | 2.6 | 2.5 | 2.4 | 2.5 | 2.6 | 2.3 | 2.8 |
| | A culture of continuous improvement..... | 2.2 | 2.3 | 2.2 | 2.3 | 2.1 | 2.3 | 2.3 | 2.2 | 2.2 | 2.3 | 2.4 | 2.2 | 2.4 |
| | An ethos of continuous learning for staff..... | 1.8 | 2.3 | 2.1 | 2.3 | 2.0 | 2.3 | 2.1 | 2.1 | 2.1 | 2.3 | 2.4 | 2.1 | 2.5 |
| | Providing a quality service to students..... | 2.4 | 2.6 | 2.4 | 2.4 | 2.4 | 2.6 | 2.5 | 2.4 | 2.4 | 2.8 | 2.6 | 2.3 | 2.6 |
| | Devolving responsibility..... | 1.9 | 2.2 | 2.1 | 1.9 | 2.0 | 2.1 | 2.0 | 2.0 | 2.1 | 1.9 | 2.1 | 2.1 | 2.4 |
| | Care and consideration for others..... | 2.1 | 2.3 | 2.1 | 2.3 | 2.1 | 2.3 | 2.3 | 2.2 | 2.2 | 2.1 | 2.4 | 2.3 | 2.6 |
| | Building confidence in staff..... | 1.9 | 2.1 | 2.0 | 1.9 | 1.8 | 1.9 | 2.1 | 2.0 | 2.0 | 1.9 | 2.2 | 2.0 | 2.5 |
| | Resolution of conflict between staff..... | 1.9 | 2.1 | 2.0 | 1.8 | 1.9 | 2.0 | 2.1 | 2.0 | 2.0 | 2.0 | 2.1 | 2.2 | 2.5 |
| | Participative decision making..... | 2.3 | 2.1 | 1.8 | 1.8 | 1.9 | 2.1 | 1.9 | 1.9 | 2.0 | 1.8 | 2.2 | 1.9 | 2.4 |
| | Listening to others..... | 2.5 | 2.2 | 2.0 | 2.1 | 2.0 | 2.0 | 2.1 | 2.0 | 2.0 | 2.0 | 2.3 | 2.0 | 2.6 |
| | An inclusive work culture..... | 2.3 | 2.4 | 2.3 | 2.1 | 2.0 | 2.4 | 2.2 | 2.1 | 2.1 | 2.2 | 2.3 | 2.2 | 2.7 |

| | | Faculty, Division, Section | | | | | | | | | | | | |
|-----|---|----------------------------|------|------|------|------|------|------|-----------|------|---------|------|----------|------|
| | | Total Agree (%) | | | | | | | | | | | | |
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QB5 | Indicate the extent of your agreement with each of the following statements: | | | | | | | | | | | | | |
| | I subordinate most aspects of my life for work..... | 53.8 | 55.8 | 42.0 | 35.3 | 24.8 | 26.1 | 31.7 | 33.7 | 32.4 | 13.9 | 32.1 | 21.6 | 18.2 |
| | My job is a source of considerable personal stress..... | 53.8 | 55.2 | 35.0 | 35.3 | 43.0 | 39.1 | 42.9 | 39.1 | 46.3 | 21.3 | 37.5 | 26.2 | 26.7 |
| | My work commitments leave me with very little time to myself..... | 66.7 | 52.1 | 34.6 | 23.5 | 28.1 | 30.4 | 38.6 | 33.5 | 40.9 | 11.3 | 39.7 | 19.1 | 33.3 |
| | I am dissatisfied with my current workload..... | 38.5 | 41.7 | 30.0 | 17.6 | 32.8 | 30.4 | 31.0 | 26.2 | 37.2 | 20.0 | 38.7 | 24.1 | 24.4 |
| | I am dissatisfied with the time available to carry out my work..... | 61.5 | 48.4 | 35.0 | 29.4 | 35.3 | 33.3 | 33.0 | 31.1 | 42.3 | 21.3 | 48.5 | 28.7 | 26.7 |
| | My job interferes with my responsibilities at home..... | 30.8 | 39.6 | 25.3 | 17.6 | 26.7 | 39.1 | 32.3 | 28.2 | 37.0 | 15.0 | 31.6 | 12.6 | 26.7 |
| | My job prevents me from spending the amount of time I would like to spend with my family and friends..... | 46.2 | 42.7 | 30.9 | 29.4 | 24.6 | 47.8 | 39.6 | 31.9 | 37.5 | 18.8 | 41.6 | 23.6 | 29.5 |
| | Generally speaking I am satisfied with the balance between my work and the rest of my life..... | 58.3 | 44.2 | 52.5 | 52.9 | 57.4 | 52.2 | 51.2 | 58.5 | 48.9 | 71.3 | 46.0 | 67.2 | 60.0 |

| | | Faculty, Division, Section | | | | | | | | | | | | |
|-----|---|----------------------------|------|------|------|------|------|------|-----------|------|---------|------|----------|------|
| | | Total Agree (%) | | | | | | | | | | | | |
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QB6 | Are you aware of the UWA Employee Assistance Program (EAP)? | | | | | | | | | | | | | |
| | Yes | 7.7 | 46.9 | 46.9 | 47.1 | 45.4 | 30.4 | 43.4 | 41.2 | 45.3 | 55.0 | 69.8 | 56.3 | 51.1 |
| | No..... | 92.3 | 53.1 | 53.1 | 52.9 | 54.6 | 69.6 | 56.6 | 58.8 | 54.7 | 45.0 | 30.2 | 43.7 | 48.9 |
| | Have you sought assistance for stress (through EAP or elsewhere) in the last year? | | | | | | | | | | | | | |
| | Yes | 23.1 | 12.5 | 5.0 | 5.9 | 13.1 | 8.7 | 6.4 | 8.2 | 7.4 | 10.1 | 10.2 | 8.1 | 2.3 |
| | No..... | 76.9 | 87.5 | 95.0 | 94.1 | 86.9 | 91.3 | 93.6 | 91.8 | 92.6 | 89.9 | 89.8 | 91.9 | 97.7 |

| | | Faculty, Division, Section | | | | | | | | | | | | |
|-----|---|----------------------------|------|------|------|------|------|------|-----------|------|---------|------|----------|----|
| | | Total Agree (%) | | | | | | | | | | | | |
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QB7 | <i>Academic staff only</i> Indicate the extent of your agreement with each of the following statements: | | | | | | | | | | | | | |
| | If I had the choice again, I would choose an academic career | 100 | 61.4 | 65.3 | 66.7 | 60.3 | 72.7 | 65.6 | 59.3 | 60.0 | 100.0 | 66.7 | | |
| | This is not a good time for any young person to aspire to an academic career..... | 28.6 | 49.1 | 51.0 | 22.2 | 50.0 | 36.4 | 44.1 | 43.4 | 56.8 | 100.0 | 33.3 | | |

| | | Faculty, Division, Section | | | | | | | | | | | | |
|-----|--|----------------------------|------|------|------|------|------|------|-----------|------|---------|------|----------|------|
| | | Total Agree (%) | | | | | | | | | | | | |
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QB8 | <i>General staff only</i> Indicate the extent of your agreement with each of the following statements: | | | | | | | | | | | | | |
| | If I had the choice again, I would choose a career in higher education..... | 60.0 | 47.2 | 63.3 | 62.5 | 55.7 | 63.6 | 53.8 | 51.1 | 61.1 | 60.8 | 60.7 | 55.0 | 55.3 |
| | This is not a good time for any young person to aspire to a career in higher education..... | 0.0 | 11.1 | 6.7 | 25.0 | 13.1 | 27.3 | 12.4 | 15.3 | 18.6 | 12.8 | 14.9 | 14.6 | 7.9 |

| | | <i>Faculty, Division, Section</i> | | | | | | | | | | | | |
|-----|---|-----------------------------------|-------------|------------|------------|------------|------------|------------|----------------------|------------|----------------|------------|---------------------|-----------|
| | | Total Satisfied (%) | | | | | | | | | | | | |
| | | <i>ALVA</i> | <i>AHSS</i> | <i>Bus</i> | <i>Edu</i> | <i>ECM</i> | <i>Law</i> | <i>LPS</i> | <i>Med& Dent</i> | <i>NAS</i> | <i>Library</i> | <i>Reg</i> | <i>Fin& Res</i> | <i>VC</i> |
| QB9 | How satisfied are you with the following entitlements and services related to your conditions of work? | | | | | | | | | | | | | |
| | Annual leave..... | 84.6 | 80.4 | 86.1 | 100 | 82.6 | 87.0 | 79.1 | 80.1 | 75.4 | 92.5 | 87.6 | 91.4 | 84.4 |
| | Sick leave for illness, injury or caring for others..... | 61.5 | 80.0 | 87.2 | 88.2 | 81.5 | 95.2 | 84.6 | 83.3 | 80.6 | 92.5 | 87.6 | 93.7 | 93.3 |
| | Parental leave | 42.9 | 51.6 | 49.0 | 71.4 | 55.3 | 73.3 | 58.9 | 54.8 | 54.6 | 58.2 | 71.0 | 74.6 | 68.6 |
| | Leave without pay or secondment | 55.6 | 60.7 | 61.2 | 75.0 | 59.8 | 66.7 | 59.0 | 54.4 | 54.2 | 54.8 | 66.1 | 75.8 | 68.3 |
| | Purchased leave..... | 44.4 | 42.6 | 38.5 | 73.3 | 45.0 | 57.9 | 42.8 | 39.0 | 38.1 | 60.1 | 61.4 | 60.5 | 59.5 |
| | Study leave..... | 87.5 | 61.4 | 58.8 | 83.3 | 55.4 | 29.4 | 46.7 | 46.1 | 47.0 | 42.4 | 45.3 | 50.8 | 63.6 |
| | Long Service Leave | 88.9 | 76.3 | 63.9 | 94.1 | 80.0 | 75.0 | 68.7 | 63.1 | 64.8 | 81.1 | 70.8 | 74.4 | 73.7 |
| | Opportunity of work flexible hours..... | 92.3 | 76.7 | 86.9 | 58.8 | 80.9 | 78.3 | 74.6 | 71.9 | 82.0 | 86.1 | 60.0 | 76.3 | 79.5 |
| | Access to medical services | 41.7 | 59.8 | 64.9 | 43.8 | 60.7 | 65.0 | 64.4 | 40.4 | 61.8 | 68.0 | 69.2 | 72.1 | 72.7 |
| | Access to sport and recreational facilities | 58.3 | 54.0 | 70.4 | 50.0 | 63.8 | 91.3 | 59.4 | 45.7 | 70.0 | 65.8 | 72.9 | 79.2 | 82.9 |
| | Access to salary packaging..... | 58.3 | 67.1 | 74.0 | 75.0 | 74.8 | 82.6 | 64.1 | 53.6 | 76.2 | 74.4 | 74.4 | 80.6 | 85.7 |
| | Availability of parking | 66.7 | 31.5 | 30.3 | 43.8 | 69.4 | 39.1 | 32.6 | 30.1 | 32.3 | 27.6 | 52.3 | 54.9 | 47.7 |

Section C: Equity and ethical issues in your workplace

| | | <i>Faculty, Division, Section</i> | | | | | | | | | | | | |
|-----|---|-----------------------------------|-------------|------------|------------|------------|------------|------------|----------------------|------------|----------------|------------|---------------------|-----------|
| | | At least sometimes (%) | | | | | | | | | | | | |
| | | <i>ALVA</i> | <i>AHSS</i> | <i>Bus</i> | <i>Edu</i> | <i>ECM</i> | <i>Law</i> | <i>LPS</i> | <i>Med& Dent</i> | <i>NAS</i> | <i>Library</i> | <i>Reg</i> | <i>Fin& Res</i> | <i>VC</i> |
| QC1 | Indicate how often you have seen or heard people making unwelcome comments or gestures that may be considered offensive concerning the following in your workplace | | | | | | | | | | | | | |
| | Gender | 30.8 | 15.1 | 8.9 | 41.2 | 20.8 | 13.6 | 21.7 | 18.1 | 18.5 | 11.3 | 8.2 | 20.9 | 15.6 |
| | Sexual orientation or gender history | 7.7 | 12.9 | 10.1 | 17.6 | 17.7 | 22.7 | 10.8 | 14.3 | 11.9 | 3.8 | 5.9 | 18.0 | 11.1 |
| | Race, nationality/indigenous status/culture or ethnic background..... | 7.7 | 9.6 | 11.4 | 17.6 | 20.0 | 22.7 | 14.8 | 20.9 | 11.9 | 16.3 | 15.6 | 24.9 | 20.0 |
| | Pregnancy | 0.0 | 6.5 | 2.7 | 11.8 | 5.9 | 4.4 | 10.4 | 6.9 | 12.0 | 5.0 | 10.4 | 9.9 | 6.7 |
| | Disability..... | 0.0 | 1.1 | 2.7 | 0.0 | 2.6 | 4.4 | 4.6 | 2.7 | 3.8 | 5.0 | 3.0 | 7.0 | 2.2 |
| | Family responsibilities | 30.8 | 10.8 | 7.9 | 41.2 | 19.3 | 13.0 | 17.7 | 20.0 | 18.5 | 11.3 | 18.5 | 13.4 | 20.0 |
| | Age | 7.7 | 17.2 | 10.4 | 29.4 | 20.8 | 13.1 | 18.2 | 16.5 | 9.6 | 16.3 | 9.6 | 21.5 | 8.9 |
| | Religion | 0.0 | 7.5 | 5.3 | 0.0 | 14.2 | 8.7 | 10.2 | 12.9 | 5.3 | 7.5 | 8.9 | 9.9 | 4.4 |

| | | Faculty, Division, Section | | | | | | | | | | | | |
|-----|--|----------------------------|------|------|------|------|------|------|-----------|------|---------|------|----------|------|
| | | At least sometimes (%) | | | | | | | | | | | | |
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QC2 | Indicate the extent to which the University management discourage any discriminatory behaviour in your work place based upon: | | | | | | | | | | | | | |
| | Gender | 75.0 | 80.8 | 75.4 | 45.5 | 59.1 | 90.0 | 68.1 | 64.4 | 73.6 | 75.4 | 77.1 | 69.1 | 79.5 |
| | Sexual orientation or gender history | 83.3 | 76.4 | 74.0 | 50.0 | 58.1 | 85.0 | 64.3 | 61.0 | 68.3 | 73.1 | 77.9 | 70.9 | 81.6 |
| | Race, nationality/indigenous status/culture or ethnic background..... | 85.7 | 77.5 | 71.8 | 50.0 | 62.9 | 85.7 | 67.1 | 64.4 | 74.1 | 75.7 | 79.3 | 69.5 | 81.1 |
| | Pregnancy | 83.3 | 75.8 | 70.8 | 36.4 | 59.5 | 90.5 | 61.6 | 60.3 | 72.4 | 73.5 | 76.2 | 68.3 | 79.0 |
| | Disability | 83.3 | 79.7 | 74.3 | 40.0 | 56.6 | 85.7 | 64.5 | 60.5 | 71.4 | 77.9 | 77.9 | 71.0 | 81.1 |
| | Family responsibilities | 83.3 | 73.6 | 71.0 | 41.7 | 57.3 | 90.5 | 61.4 | 61.9 | 72.0 | 77.9 | 79.3 | 73.5 | 82.1 |
| | Age | 83.3 | 71.4 | 70.0 | 18.2 | 53.4 | 85.7 | 60.9 | 60.4 | 68.9 | 72.5 | 78.7 | 70.1 | 83.8 |
| | Religion | 83.3 | 76.5 | 73.9 | 30.0 | 56.5 | 85.7 | 60.9 | 59.7 | 67.6 | 72.1 | 78.5 | 67.8 | 79.0 |

| | | Faculty, Division, Section | | | | | | | | | | | | |
|-----|--|----------------------------|------|------|------|------|------|------|-----------|------|---------|------|----------|------|
| | | At least sometimes (%) | | | | | | | | | | | | |
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QC3 | Have you ever been sexually harassed at UWA? | | | | | | | | | | | | | |
| | Yes | 7.7 | 7.3 | 6.2 | 0.0 | 5.0 | 8.7 | 5.5 | 4.1 | 4.4 | 2.5 | 6.6 | 4.6 | 8.9 |
| | No | 92.3 | 92.7 | 93.8 | 100 | 95.0 | 91.3 | 94.5 | 95.9 | 95.6 | 97.5 | 93.4 | 95.4 | 91.1 |
| | Have you ever been racially harassed at UWA? | | | | | | | | | | | | | |
| | Yes | 7.7 | 4.2 | 0.0 | 0.0 | 3.3 | 0.0 | 2.0 | 2.1 | 2.2 | 1.2 | 1.5 | 1.2 | 4.4 |
| | No | 92.3 | 95.8 | 100 | 100 | 96.7 | 100 | 98.0 | 97.9 | 97.8 | 98.8 | 98.5 | 98.8 | 95.6 |
| | Have you ever experienced other forms of discrimination? | | | | | | | | | | | | | |
| | Yes | 7.7 | 16.7 | 15.8 | 13.3 | 21.4 | 14.3 | 13.3 | 14.2 | 15.9 | 16.7 | 19.0 | 12.7 | 12.2 |
| | No | 92.3 | 83.3 | 84.2 | 86.7 | 78.6 | 85.7 | 86.7 | 85.8 | 84.1 | 83.3 | 81.0 | 87.3 | 87.8 |
| | Have you ever been bullied at UWA? | | | | | | | | | | | | | |
| | Yes | 38.5 | 28.1 | 33.3 | 29.4 | 33.6 | 26.1 | 32.0 | 21.9 | 27.8 | 38.5 | 36.8 | 21.8 | 17.8 |
| | No | 61.5 | 71.9 | 66.7 | 70.6 | 66.4 | 73.9 | 68.0 | 78.1 | 72.2 | 61.5 | 63.2 | 78.2 | 82.2 |
| | Are you aware of the University's policy on workplace harassment? | | | | | | | | | | | | | |
| | Yes | 84.6 | 79.0 | 87.6 | 94.1 | 80.3 | 73.9 | 78.6 | 73.5 | 82.2 | 93.8 | 90.4 | 86.0 | 82.2 |
| | No | 15.4 | 21.0 | 12.4 | 5.9 | 19.7 | 26.1 | 21.4 | 26.5 | 17.8 | 6.2 | 9.6 | 14.0 | 17.8 |
| | Are you aware of the procedures used to solve grievances? | | | | | | | | | | | | | |
| | Yes | 76.9 | 70.8 | 75.3 | 94.1 | 59.8 | 60.9 | 63.2 | 61.7 | 71.8 | 76.2 | 80.2 | 69.5 | 62.2 |
| | No | 23.1 | 29.2 | 24.7 | 5.9 | 40.2 | 39.1 | 36.8 | 38.3 | 28.2 | 23.8 | 19.8 | 30.5 | 37.8 |

| | | Faculty, Division, Section | | | | | | | | | | | | |
|-----|--|----------------------------|------|------|-------|------|------|------|--------------|-------|---------|------|-------------|------|
| | | At least sometimes (%) | | | | | | | | | | | | |
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QC4 | Are you aware of The University's Code of Ethics and Code of Conduct? | | | | | | | | | | | | | |
| | Yes | 100.0 | 97.0 | 95.1 | 100.0 | 91.8 | 91.3 | 96.0 | 97.9 | 100.0 | 98.8 | 98.4 | 98.3 | 93.3 |
| | No..... | 0.0 | 3.0 | 4.9 | 0.0 | 8.2 | 8.7 | 4.0 | 2.1 | 0.0 | 1.2 | 3.6 | 1.7 | 6.7 |
| | Does the University of Western Australia actively encourage ethical behaviour by all of its employees? | | | | | | | | | | | | | |
| | Yes | 92.3 | 95.7 | 84.8 | 82.4 | 81.7 | 95.4 | 88.9 | 89.0 | 91.9 | 95.0 | 90.4 | 88.4 | 95.5 |
| | No..... | 7.7 | 4.3 | 15.2 | 17.6 | 18.3 | 4.6 | 11.1 | 11.0 | 8.1 | 5.0 | 9.6 | 11.6 | 4.6 |
| | Have you reported an occurrence of unethical behaviour? | | | | | | | | | | | | | |
| | Yes | 16.7 | 15.6 | 23.5 | 17.6 | 18.0 | 4.4 | 17.0 | 9.3 | 8.2 | 16.9 | 20.4 | 12.7 | 13.6 |
| | No..... | 83.3 | 84.4 | 76.5 | 82.4 | 82.0 | 95.6 | 83.0 | 90.7 | 91.8 | 83.1 | 79.6 | 87.3 | 86.4 |
| | Have you been aware of an occurrence of unethical behaviour which you did not report? | | | | | | | | | | | | | |
| | Yes | 27.3 | 28.0 | 31.6 | 29.4 | 33.3 | 19.0 | 24.6 | 23.3 | 28.6 | 22.7 | 19.6 | 21.5 | 11.6 |
| | No..... | 72.7 | 72.0 | 68.4 | 70.6 | 66.7 | 81.0 | 75.4 | 76.7 | 71.4 | 77.3 | 80.4 | 78.5 | 88.4 |
| | Are people who report unethical behaviour or disclose wrongdoing in your workplace protected from victimisation and harassment? | | | | | | | | | | | | | |
| | Yes | 57.1 | 66.7 | 56.4 | 36.4 | 52.9 | 58.8 | 63.8 | 65.0 | 56.0 | 78.3 | 68.2 | 66.2 | 78.4 |
| | No..... | 42.9 | 33.3 | 43.6 | 63.6 | 47.1 | 41.2 | 36.2 | 35.0 | 44.0 | 21.7 | 31.8 | 33.8 | 21.6 |
| | Do you know what course of action is available to report unethical behaviour? | | | | | | | | | | | | | |
| | Yes | 63.6 | 64.2 | 62.8 | 70.6 | 47.9 | 39.1 | 56.1 | 51.5 | 58.5 | 62.5 | 59.6 | 62.2 | 61.4 |
| | No..... | 36.4 | 35.8 | 37.2 | 29.4 | 52.1 | 60.9 | 43.9 | 48.5 | 41.5 | 37.5 | 40.4 | 37.8 | 38.6 |

| | | Faculty, Division, Section | | | | | | | | | | | | |
|-----|--|----------------------------|------|------|------|------|-------|------|--------------|------|---------|------|-------------|-------|
| | | At least sometimes (%) | | | | | | | | | | | | |
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QC6 | Indicate how often the following behaviours occur in your workplace: | | | | | | | | | | | | | |
| | Senior staff lead by example in ethical behaviour | 10.0 | 89.2 | 86.7 | 81.3 | 87.3 | 100.0 | 93.3 | 94.5 | 88.6 | 96.2 | 91.8 | 90.1 | 97.7 |
| | Staff accept personal responsibility for their actions..... | 83.3 | 96.8 | 93.4 | 100 | 82.9 | 95.7 | 89.7 | 90.7 | 92.5 | 94.9 | 95.5 | 91.9 | 97.7 |
| | Action is taken to deal with disruptive/difficult people..... | 53.8 | 79.1 | 71.1 | 50.0 | 57.0 | 55.0 | 71.1 | 80.8 | 66.2 | 78.5 | 82.3 | 74.6 | 88.6 |
| | Constructive efforts are taken to ensure that workloads are not excessive | 75.0 | 72.3 | 73.3 | 68.8 | 67.0 | 65.2 | 67.7 | 71.9 | 65.9 | 81.0 | 68.7 | 83.1 | 84.1 |
| | Managers lead by example in seeking balance between work and the rest of their lives | 83.3 | 60.4 | 70.7 | 87.5 | 74.4 | 40.9 | 71.2 | 66.7 | 58.6 | 78.8 | 70.1 | 77.5 | 77.3 |
| | Management encourage staff to adopt safe work practices | 100.0 | 88.8 | 84.4 | 81.3 | 87.3 | 86.4 | 95.4 | 92.1 | 95.5 | 97.5 | 91.9 | 94.2 | 100.0 |

Section D: Teaching

| | | Faculty, Division, Section Total Agree (%) | | | | | | | | | | | | |
|-----|--------------------------------------|---|------|------|------|------|------|------|--------------|------|---------|------|-------------|------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QD1 | Are you involved in teaching? | | | | | | | | | | | | | |
| | Yes | 53.8 | 60.0 | 55.3 | 58.8 | 44.6 | 56.5 | 43.4 | 34.2 | 38.1 | 13.9 | 9.0 | 1.1 | 4.6 |
| | No..... | 46.2 | 40.0 | 44.7 | 41.2 | 55.4 | 43.5 | 56.6 | 65.8 | 61.9 | 86.1 | 91.0 | 98.8 | 95.4 |

| | | Faculty, Division, Section Total Satisfied (%) | | | | | | | | | | | | |
|-----|--|---|------|------|------|------|------|------|--------------|------|---------|------|-------------|-------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QD2 | In your workplace, please indicate your level of satisfaction with the following areas in relation to teaching: | | | | | | | | | | | | | |
| | Equipment and technology..... | 85.7 | 64.3 | 78.6 | 60.0 | 71.7 | 69.2 | 47.7 | 58.9 | 54 | 81.8 | 50.0 | 100.0 | 50.0 |
| | Availability of appropriate teaching spaces | 28.6 | 52.6 | 58.5 | 90.0 | 60.4 | 53.9 | 36.1 | 40.0 | 64.0 | 72.7 | 50.0 | 50.0 | 50.0 |
| | Resources available to support teaching | 28.6 | 50.0 | 66.7 | 60.0 | 45.3 | 61.5 | 40.0 | 42.6 | 40.0 | 81.8 | 50.0 | 50.0 | 50.0 |
| | Number of students in your classes/units | 42.9 | 41.1 | 50.0 | 90.0 | 50.0 | 61.5 | 43.4 | 55.6 | 62.5 | 80.0 | 91.7 | 100.0 | 100.0 |
| | Quality of students in your area | 57.1 | 73.7 | 81.0 | 80.0 | 53.7 | 69.2 | 72.1 | 72.7 | 42.9 | 77.8 | 90.9 | 100.0 | 50.0 |
| | Amount of contact time with students (including email) | 83.3 | 53.6 | 69.0 | 80.0 | 65.4 | 92.3 | 58.0 | 63.6 | 66.0 | 66.7 | 83.3 | 0.0 | 100.0 |
| | Your marking load | 71.4 | 43.9 | 50.0 | 70.0 | 56.9 | 41.7 | 42.5 | 52.0 | 35.6 | 60.0 | 66.7 | 100.0 | 100.0 |
| | Use of student feedback to improve teaching | 71.4 | 55.4 | 47.6 | 60.0 | 60.4 | 72.7 | 59.7 | 56.6 | 72.3 | 90.0 | 91.7 | 100.0 | 100.0 |
| | Recognition for teaching performance | 0.0 | 56.4 | 35.7 | 20.0 | 41.5 | 25.0 | 35.4 | 34.3 | 41.3 | 37.5 | 45.5 | 100.0 | 0.0 |
| | Teaching beyond your area of expertise..... | 50.0 | 42.6 | 38.5 | 16.7 | 42.5 | 33.3 | 40.0 | 37.2 | 29.3 | 28.6 | 55.6 | 0.0 | 100.0 |
| | Timetabling arrangements for your courses..... | 28.6 | 69.1 | 71.4 | 80.0 | 61.8 | 63.6 | 44.3 | 51.5 | 38.3 | 40.0 | 77.8 | 100.0 | 100.0 |
| | Timetabling of exams | 42.9 | 62.8 | 59.5 | 85.7 | 47.9 | 50.0 | 50.8 | 64.2 | 54.4 | 66.7 | 50.0 | 0.0 | 100.0 |
| | Administrative load associated with teaching..... | 14.3 | 30.4 | 46.3 | 60.0 | 26.0 | 33.3 | 23.7 | 37.6 | 32.6 | 66.7 | 40.0 | 0.0 | 100.0 |

| | | Total Agree (%) | | | | | | | | | | | | |
|-----|--|-----------------|------|------|------|------|------|------|--------------|------|---------|------|-------------|-------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QD3 | In considering your own teaching please indicate your level of agreement or disagreement with the following statements: | | | | | | | | | | | | | |
| | I have made considerable changes to my teaching methods over the last 3 years | 80.0 | 69.2 | 62.5 | 70.0 | 56.3 | 54.5 | 72.2 | 57.7 | 54.5 | 71.4 | 54.5 | 0.0 | 100.0 |
| | I plan to make changes over the next 3 years | 71.4 | 62.8 | 74.4 | 90.0 | 70.2 | 84.6 | 74.3 | 73.7 | 68.2 | 70.0 | 54.5 | 0.0 | 100.0 |
| | I have access to adequate time and resources to help me in making these changes | 14.3 | 22.6 | 27.5 | 40.0 | 18.4 | 15.4 | 14.5 | 25.3 | 15.2 | 33.3 | 9.1 | 0.0 | 0.0 |
| | I believe there is adequate institutional support to assist me to make changes I see as important to improve my teaching.... | 14.3 | 35.7 | 40.0 | 60.0 | 38.0 | 46.2 | 32.5 | 43.0 | 27.7 | 70.0 | 18.2 | 0.0 | 50.0 |

Section E: Research

| | | Faculty, Division, Section % | | | | | | | | | | | | |
|-----|--------------------------------------|---------------------------------|------|------|------|------|------|------|--------------|------|---------|------|-------------|------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QE1 | Are you involved in research? | | | | | | | | | | | | | |
| | Yes | 53.8 | 59.6 | 53.2 | 50.0 | 52.6 | 52.2 | 51.0 | 57.4 | 79.7 | 2.6 | 6.9 | 1.1 | 11.6 |
| | No..... | 46.2 | 40.4 | 46.8 | 50.0 | 47.4 | 47.8 | 49.0 | 42.6 | 20.3 | 97.4 | 93.1 | 98.8 | 88.4 |

| | | Faculty, Division, Section Total Satisfied (%) | | | | | | | | | | | | |
|-----|--|--|------|------|------|------|------|------|--------------|------|---------|------|-------------|-------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QE2 | In your workplace, please indicate your level of satisfaction with the following areas in relation to research: | | | | | | | | | | | | | |
| | Time available for research | 42.9 | 21.4 | 40.5 | 62.5 | 33.9 | 33.3 | 45.9 | 55.9 | 56.3 | 0.0 | 0.0 | 50.0 | 0.0 |
| | Resources available to support research (including writing grant applications) | 0.0 | 30.2 | 42.9 | 25.0 | 46.6 | 25.0 | 33.3 | 36.9 | 40.6 | 0.0 | 14.3 | 50.0 | 40.0 |
| | Quality of laboratory facilities | 0.0 | 11.1 | 54.6 | 0.0 | 46.9 | 33.3 | 56.8 | 47.8 | 51.1 | n/a | 33.3 | 50.0 | 25.0 |
| | Quality of library holdings and support..... | 28.6 | 72.7 | 87.8 | 62.5 | 59.7 | 83.3 | 66.3 | 79.0 | 80.2 | 100.0 | 57.1 | 50.0 | 70.0 |
| | Number of travel grants for research purposes..... | 14.3 | 20.4 | 51.2 | 50.0 | 24.1 | 9.1 | 34.8 | 21.1 | 20.2 | 0.0 | 0.0 | 50.0 | 40.0 |
| | Number of research students | 0.0 | 58.0 | 42.9 | 37.5 | 33.3 | 18.2 | 48.4 | 36.2 | 35.1 | n/a | 20.0 | 0.0 | 60.0 |
| | Quality of research students | 60.0 | 73.5 | 48.6 | 50.0 | 60.4 | 54.5 | 65.6 | 48.0 | 50.0 | n/a | 25.0 | 100.0 | 80.0 |
| | Supervision of research students..... | 25.0 | 77.1 | 58.8 | 62.5 | 67.9 | 44.4 | 69.9 | 54.6 | 64.8 | n/a | 40.0 | 100.0 | 80.0 |
| | Computing facilities and other equipment to support research | 33.3 | 70.0 | 76.3 | 57.1 | 62.5 | 90.9 | 55.1 | 57.5 | 58.3 | 50.0 | 42.9 | 50.0 | 100.0 |
| | The University's recognition of research performance..... | 42.9 | 63.0 | 67.5 | 62.5 | 64.3 | 50.0 | 48.0 | 41.5 | 48.5 | n/a | 37.5 | 50.0 | 100.0 |

Section F: Consulting

| | | Faculty, Division, Section % | | | | | | | | | | | | |
|-----|--|---------------------------------|------|------|------|------|------|------|--------------|------|---------|------|-------------|------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QF1 | Do you do any professional or consultative work external to the University? | | | | | | | | | | | | | |
| | Yes | 38.5 | 30.5 | 30.4 | 12.5 | 24.8 | 36.4 | 15.9 | 26.9 | 22.6 | 4.0 | 13.5 | 8.1 | 22.7 |
| | No..... | 61.5 | 69.5 | 69.6 | 87.5 | 75.2 | 63.6 | 84.1 | 73.1 | 77.4 | 96.0 | 86.5 | 91.9 | 77.3 |

| | | Faculty, Division, Section % | | | | | | | | | | | | |
|-----|---|---------------------------------|------|------|------|------|------|------|--------------|------|---------|------|-------------|-------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QF2 | Are you satisfied with the amount of professional and consultative work you are able to do within the restrictions of your work commitments? | | | | | | | | | | | | | |
| | Yes | 40.0 | 78.1 | 83.9 | 66.7 | 77.8 | 90.0 | 84.1 | 81.0 | 78.8 | 80.0 | 87.0 | 79.0 | 100.0 |
| | No..... | 60.0 | 21.9 | 16.1 | 33.3 | 22.2 | 10.0 | 15.9 | 19.0 | 21.2 | 20.0 | 13.0 | 21.0 | 0.0 |

| | | Faculty, Division, Section % | | | | | | | | | | | | |
|-----|---|---------------------------------|------|------|-------|------|-------|------|--------------|------|---------|-------|-------------|-------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QF3 | Are you satisfied with the amount of professional and consultative work you are allowed to do under University policy? | | | | | | | | | | | | | |
| | Yes | 80.0 | 93.8 | 83.3 | 100.0 | 88.6 | 100.0 | 85.7 | 87.2 | 97.0 | 100.0 | 100.0 | 94.7 | 100.0 |
| | No..... | 20.0 | 6.2 | 17.7 | 0.0 | 11.4 | 0.0 | 14.3 | 12.8 | 3.0 | 0.0 | .0.0 | 5.3 | 0.0 |

Section G: Your career opportunities at The University of Western Australia

| | | Faculty, Division, Section Total Valuable (%) | | | | | | | | | | | | |
|-----|--|--|------|------|------|------|------|------|--------------|------|---------|------|-------------|------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QG1 | Indicate the sources and the value of the assistance you received | | | | | | | | | | | | | |
| | Human Resources | 40.0 | 52.1 | 63.4 | 63.6 | 66.2 | 78.6 | 56.5 | 71.9 | 60.3 | 53.7 | 66.7 | 78.4 | 73.1 |
| | Faculty Administration..... | 72.7 | 50.0 | 54.8 | 70.0 | 50.0 | 50.0 | 50.5 | 58.9 | 59.5 | 42.9 | 52.5 | 56.9 | 75.0 |
| | The Support Centre..... | 50.0 | 35.4 | 33.3 | 55.6 | 34.0 | 37.5 | 36.7 | 38.2 | 26.4 | 32.3 | 55.0 | 47.5 | 53.3 |
| | Your supervisor (e.g. Head of School)..... | 90.0 | 76.0 | 76.0 | 81.8 | 75.4 | 46.2 | 80.0 | 79.1 | 78.8 | 75.5 | 82.1 | 55.7 | 95.8 |
| | Organisational and Staff Development Services..... | 50.0 | 63.6 | 68.9 | 58.3 | 60.3 | 83.3 | 65.7 | 69.6 | 72.0 | 85.0 | 76.1 | 77.2 | 54.5 |
| | Promotions and Tenure Committee | 42.9 | 51.0 | 30.6 | 44.4 | 50.0 | 33.3 | 44.1 | 40.0 | 39.0 | 10.4 | 18.4 | 43.1 | 52.9 |
| | Your Professional Development Reviewer..... | 62.5 | 60.7 | 43.8 | 66.7 | 38.8 | 37.5 | 50.6 | 44.1 | 52.1 | 63.0 | 72.5 | 68.9 | 80.0 |
| | Your colleagues | 90.0 | 87.0 | 84.0 | 85.7 | 85.1 | 93.8 | 89.1 | 89.3 | 89.9 | 89.8 | 91.6 | 90.0 | 88.5 |

| | | Faculty, Division, Section % | | | | | | | | | | | | |
|-----|---|---------------------------------|------|------|------|------|------|------|--------------|------|---------|------|-------------|------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QG2 | Do you perceive any barriers to career progression at UWA? | | | | | | | | | | | | | |
| | Yes | 61.5 | 58.7 | 62.3 | 31.2 | 61.5 | 54.6 | 58.7 | 60.9 | 63.7 | 49.4 | 59.5 | 60.2 | 43.2 |
| | No..... | 38.5 | 41.3 | 37.7 | 68.8 | 38.5 | 45.4 | 41.3 | 39.1 | 36.3 | 50.6 | 40.5 | 39.8 | 56.8 |

Section H: Conference attendance and other staff development

| | | Faculty, Division, Section % | | | | | | | | | | | | |
|-----|---|---------------------------------|------|------|------|------|------|------|--------------|------|---------|------|-------------|------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QH1 | When you first arrived at UWA did your School and colleagues provide you with sufficient information and assistance for you to settle into your job quickly? | | | | | | | | | | | | | |
| | Yes | 46.2 | 62.8 | 61.7 | 64.7 | 56.1 | 73.9 | 60.7 | 66.7 | 67.4 | 76.0 | 64.7 | 65.3 | 65.9 |
| | No..... | 30.8 | 31.9 | 23.5 | 35.3 | 28.5 | 21.7 | 28.4 | 25.0 | 24.2 | 12.7 | 20.3 | 22.0 | 22.7 |
| | Can't remember | 23.0 | 5.3 | 14.8 | 0.0 | 15.4 | 4.4 | 11.0 | 8.3 | 8.3 | 11.4 | 15.0 | 12.7 | 11.4 |

| | | Faculty, Division, Section % | | | | | | | | | | | | |
|-----|--|---------------------------------|------|------|------|------|------|------|--------------|------|---------|------|-------------|------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QH2 | Do you have adequate opportunity to attend conferences? | | | | | | | | | | | | | |
| | Yes | 30.8 | 48.4 | 66.2 | 47.1 | 54.2 | 45.5 | 49.0 | 47.1 | 54.2 | 61.3 | 46.3 | 47.4 | 50.0 |
| | No..... | 46.1 | 40.0 | 22.1 | 35.3 | 33.9 | 36.4 | 32.3 | 33.4 | 33.8 | 24.0 | 36.6 | 31.0 | 28.6 |
| | Not sure..... | 23.1 | 11.6 | 11.7 | 17.7 | 11.9 | 18.2 | 18.7 | 19.5 | 12.0 | 14.7 | 17.1 | 21.6 | 21.4 |

| | | Faculty, Division, Section % | | | | | | | | | | | | |
|-----|---|---------------------------------|------|------|------|------|------|------|--------------|------|---------|------|-------------|------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QH3 | Do you feel well supported by your Head of School or supervisor in meeting your development needs? | | | | | | | | | | | | | |
| | Yes | 53.9 | 47.9 | 54.4 | 64.7 | 46.3 | 47.8 | 53.7 | 48.8 | 51.5 | 64.9 | 53.0 | 56.1 | 63.6 |
| | No..... | 23.1 | 18.1 | 21.5 | 5.9 | 18.2 | 39.1 | 18.9 | 20.1 | 21.6 | 9.1 | 17.2 | 16.7 | 0.0 |
| | Sometimes | 23.1 | 34.0 | 24.1 | 29.4 | 35.5 | 13.0 | 27.4 | 31.1 | 26.9 | 26.0 | 29.8 | 27.2 | 36.4 |

Section I: General comments about working at UWA

| | | Faculty, Division, Section Total Agree (%) | | | | | | | | | | | | |
|-----|---|---|------|------|------|------|------|------|--------------|------|---------|------|-------------|------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| Q11 | Indicate to what extent you disagree or agree with each of the following statements: | | | | | | | | | | | | | |
| | The University of Western Australia... | | | | | | | | | | | | | |
| | Is a university with fine traditions | 61.5 | 77.1 | 82.3 | 88.2 | 77.3 | 95.7 | 81.9 | 71.5 | 73.5 | 73.8 | 87.3 | 83.3 | 95.5 |
| | Is out of touch with modern day needs | 25.0 | 18.1 | 27.5 | 23.5 | 27.5 | 26.1 | 15.2 | 19.6 | 18.4 | 12.5 | 20.9 | 23.1 | 15.9 |
| | Attracts the best staff | 30.8 | 52.1 | 43.2 | 58.8 | 41.8 | 60.9 | 48.7 | 37.9 | 35.3 | 43.6 | 48.5 | 41.0 | 50.0 |
| | Attracts the best students in the state | 53.9 | 80.0 | 85.0 | 88.2 | 74.4 | 78.3 | 71.5 | 55.6 | 57.8 | 62.5 | 72.1 | 64.3 | 70.5 |
| | Has a conservative culture..... | 84.6 | 59.6 | 63.3 | 58.8 | 57.0 | 43.5 | 66.5 | 63.9 | 61.5 | 72.5 | 69.1 | 69.4 | 56.8 |
| | Has facilities that are world class | 7.7 | 28.7 | 28.8 | 31.3 | 27.3 | 30.4 | 43.2 | 37.4 | 36.0 | 31.3 | 39.7 | 32.0 | 60.5 |
| | Is actively involved with the community | 53.8 | 63.2 | 58.2 | 47.1 | 50.8 | 60.9 | 68.5 | 54.2 | 52.2 | 56.3 | 69.2 | 69.4 | 81.8 |
| | Promotes a workplace culture of respect..... | 84.6 | 69.2 | 70.9 | 64.7 | 64.5 | 69.6 | 71.9 | 66.9 | 62.2 | 82.5 | 74.3 | 73.4 | 77.3 |
| | Encourages learning | 69.2 | 89.4 | 79.8 | 88.2 | 77.7 | 69.6 | 81.5 | 76.7 | 78.7 | 88.8 | 81.4 | 76.2 | 84.1 |
| | Is a good place to work | 92.3 | 80.0 | 77.5 | 94.1 | 76.0 | 91.3 | 81.0 | 76.0 | 78.5 | 91.3 | 88.9 | 87.4 | 95.6 |

| | | Faculty, Division, Section Total Better (%) | | | | | | | | | | | | |
|-----|---|--|------|------|------|------|------|------|--------------|------|---------|------|-------------|------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| Q12 | Over the past 3 years how has the University changed overall as a place to work? | | | | | | | | | | | | | |
| | Better | 33.3 | 23.3 | 33.3 | 14.3 | 13.9 | 26.1 | 23.2 | 24.6 | 18.6 | 47.4 | 37.1 | 38.8 | 31.7 |

Section J: Final Questions

| | | Faculty, Division, Section Total Satisfied (%) | | | | | | | | | | | | |
|-----|--|---|------|------|------|------|------|------|--------------|------|---------|------|-------------|------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QJ1 | How satisfied are you with the following element of your present job: | | | | | | | | | | | | | |
| | Staff development opportunities to assist with your role..... | 50.0 | 77.2 | 74.0 | 82.4 | 69.2 | 69.6 | 65.7 | 64.8 | 69.2 | 78.8 | 67.2 | 73.8 | 79.6 |

| | | Faculty, Division, Section Total Satisfied (%) | | | | | | | | | | | | |
|-----|---|---|------|------|------|------|------|------|--------------|------|---------|------|-------------|------|
| | | ALVA | AHSS | Bus | Edu | ECM | Law | LPS | Med& Dent | NAS | Library | Reg | Fin& Res | VC |
| QJ2 | Indicate to what extent you disagree or agree with each of the following statements: | | | | | | | | | | | | | |
| | I feel comfortable about voicing my complaints and suggestions..... | 69.2 | 71.3 | 60.3 | 64.7 | 62.3 | 56.5 | 74.4 | 66.3 | 74.1 | 70.0 | 76.5 | 74.4 | 84.4 |
| | Decision making is devolved to the appropriate level..... | 76.9 | 62.0 | 52.6 | 62.5 | 63.0 | 60.9 | 63.8 | 60.4 | 57.1 | 55.0 | 66.7 | 61.5 | 73.3 |
| | Staff are generally treated with respect..... | 92.3 | 87.4 | 84.8 | 88.2 | 82.5 | 91.3 | 89.0 | 85.3 | 86.7 | 95.0 | 94.8 | 85.5 | 93.3 |
| | Staff are well informed by management about goals, priorities and decisions..... | 66.7 | 69.9 | 55.7 | 75.0 | 56.7 | 47.8 | 54.8 | 53.5 | 57.8 | 62.5 | 72.4 | 55.9 | 86.7 |