

LYIT Staff Working During Initial Period of COVID-19

Initial quantitative analysis for LYIT Executive Board
30 June 2020

270

Total Responses

Survey opened: Thursday, 18 June 2020

Survey closed: Friday 26 June 2020

Power point presentation guide

This power point presents analysis of the **quantitative data** generated in the LYIT Staff Survey. (The analysis of the qualitative data will be presented to next week's Executive Board).

The analysis of the data is by:

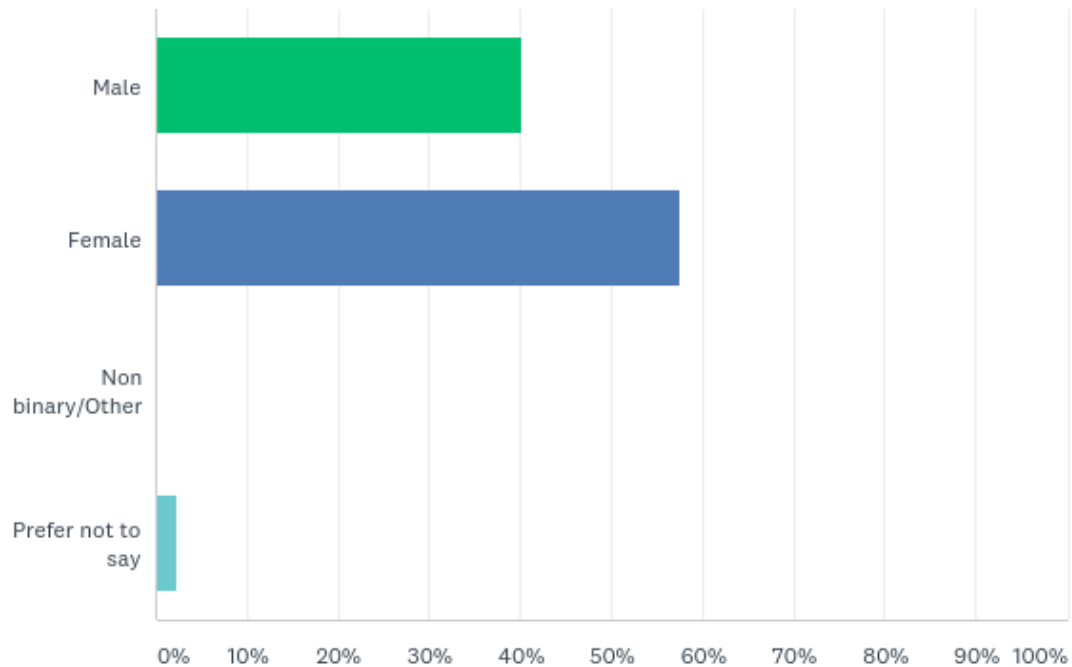
1. All respondents
2. Compares responses by gender
3. Compares responses by role

The analysis under (2) and (3) indicate statistically significant differences in response to the following questions:

- 7 (gender)
 - 8 (gender)
 - 9 (gender)
 - 10 (role)
 - 11 (role)
 - 12 (role)
 - 13 (role)
 - 14 (gender and role)
 - 15 (gender and role)
-

Q2: Are you

Answered: 257 Skipped: 13



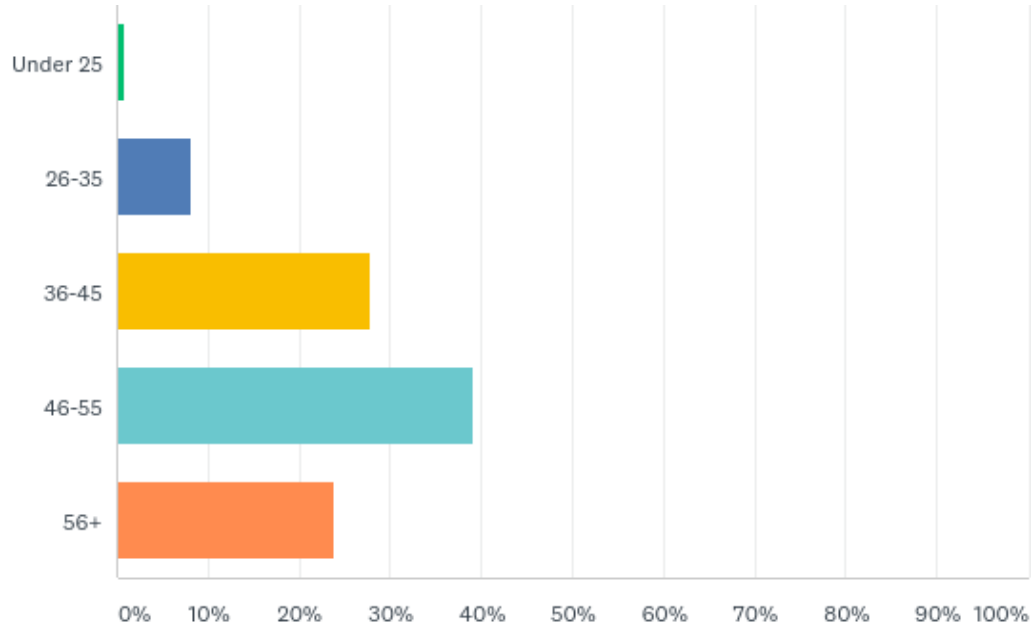
Q2: Are you

Answered: 257 Skipped: 13

ANSWER CHOICES	RESPONSES	
Male	40.08%	103
Female	57.59%	148
Non binary/Other	0.00%	0
Prefer not to say	2.33%	6
TOTAL		257

Q3: What is your age?

Answered: 255 Skipped: 15



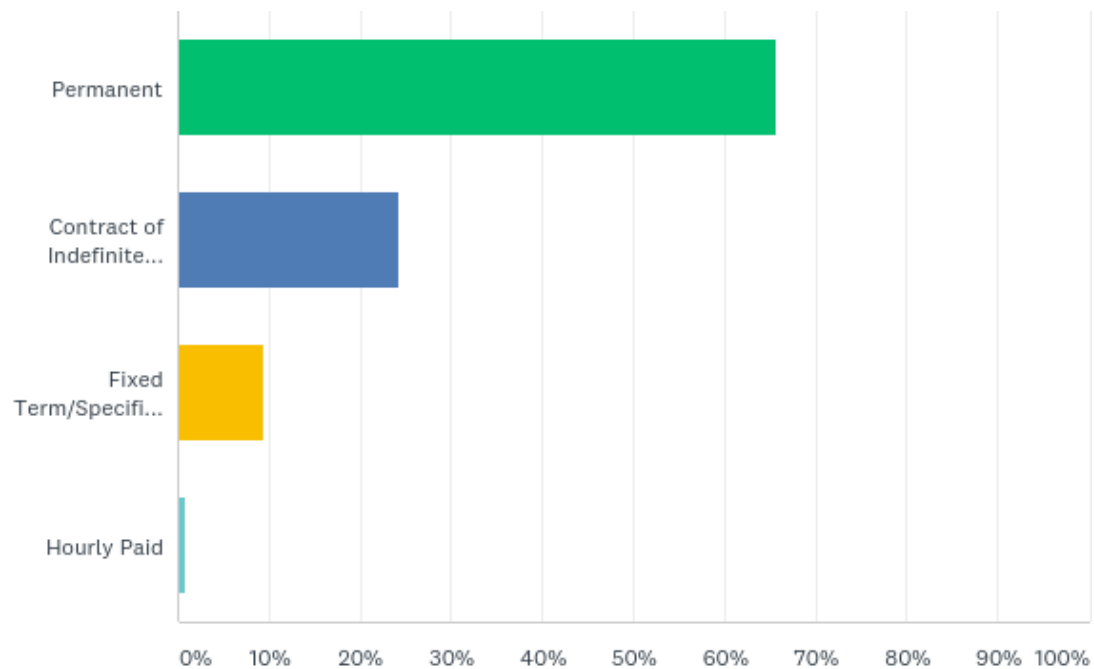
Q3: What is your age?

Answered: 255 Skipped: 15

ANSWER CHOICES	RESPONSES	
Under 25	0.78%	2
26-35	8.24%	21
36-45	27.84%	71
46-55	39.22%	100
56+	23.92%	61
TOTAL		255

Q4: How would you describe your contract?

Answered: 256 Skipped: 14



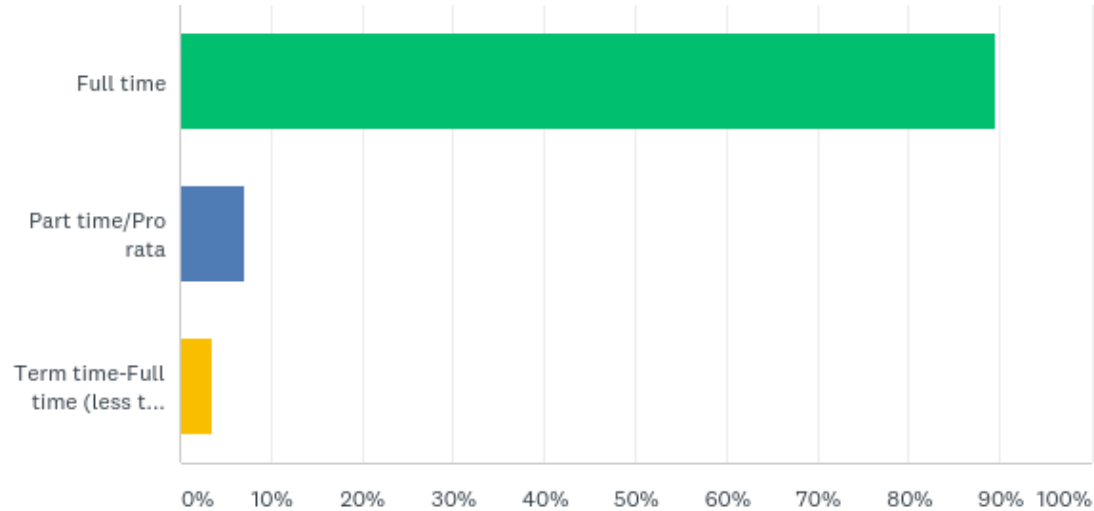
Q4: How would you describe your contract?

Answered: 256 Skipped: 14

ANSWER CHOICES	RESPONSES	
Permanent	65.63%	168
Contract of Indefinite Duration (CID)	24.22%	62
Fixed Term/Specific Purpose/Pro Rata	9.38%	24
Hourly Paid	0.78%	2
TOTAL		256

Q5: Do you work Full time, Part time/Pro rata or Term time-Full time?

Answered: 256 Skipped: 14



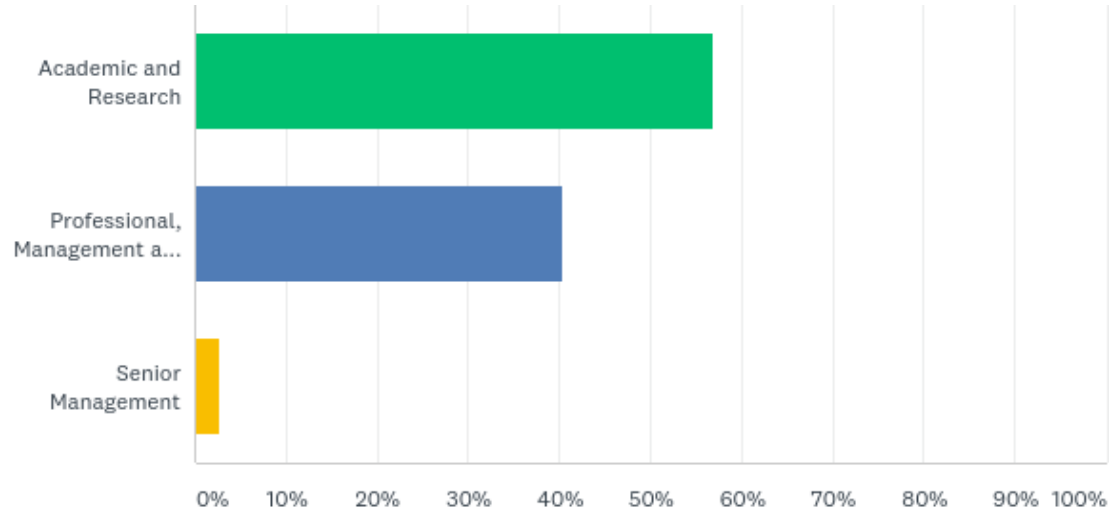
Q5: Do you work Full time, Part time/Pro rata or Term time-Full time?

Answered: 256 Skipped: 14

ANSWER CHOICES	RESPONSES	
Full time	89.45%	229
Part time/Pro rata	7.03%	18
Term time-Full time (less than 12 months per year)	3.52%	9
TOTAL		256

Q6: Which of the following categories best describes your role

Answered: 257 Skipped: 13



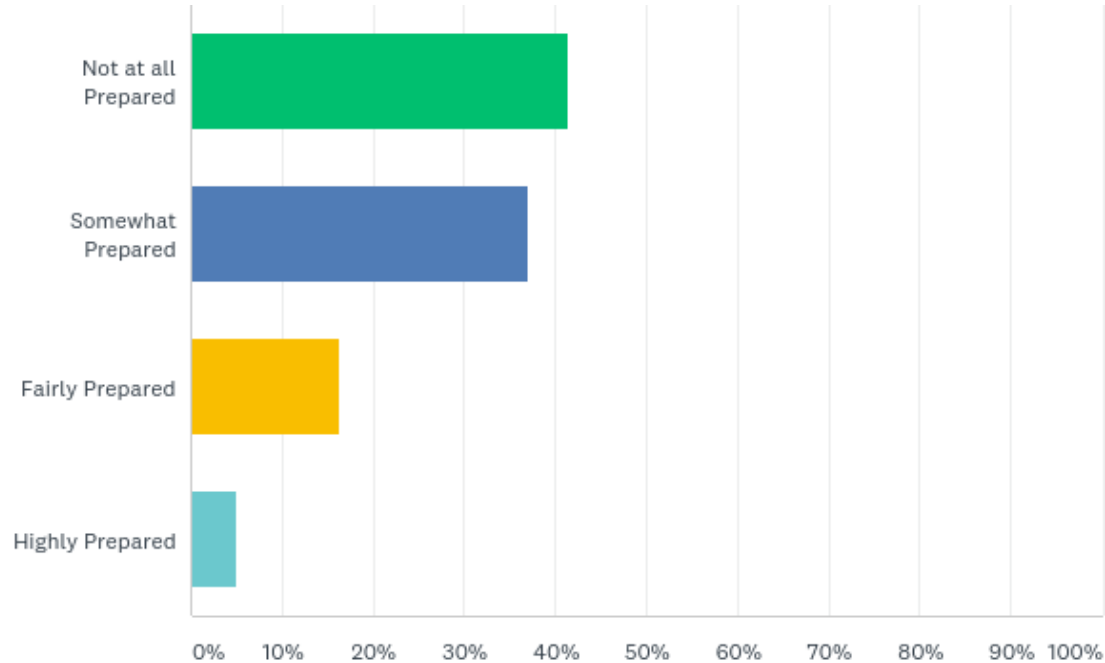
Q6: Which of the following categories best describes your role

Answered: 257 Skipped: 13

ANSWER CHOICES	RESPONSES	
Academic and Research	56.81%	146
Professional, Management and Support Services	40.47%	104
Senior Management	2.72%	7
TOTAL		257

Q7: At the time college closures were announced, how prepared did you feel to engage in remote working?

Answered: 256 Skipped: 14



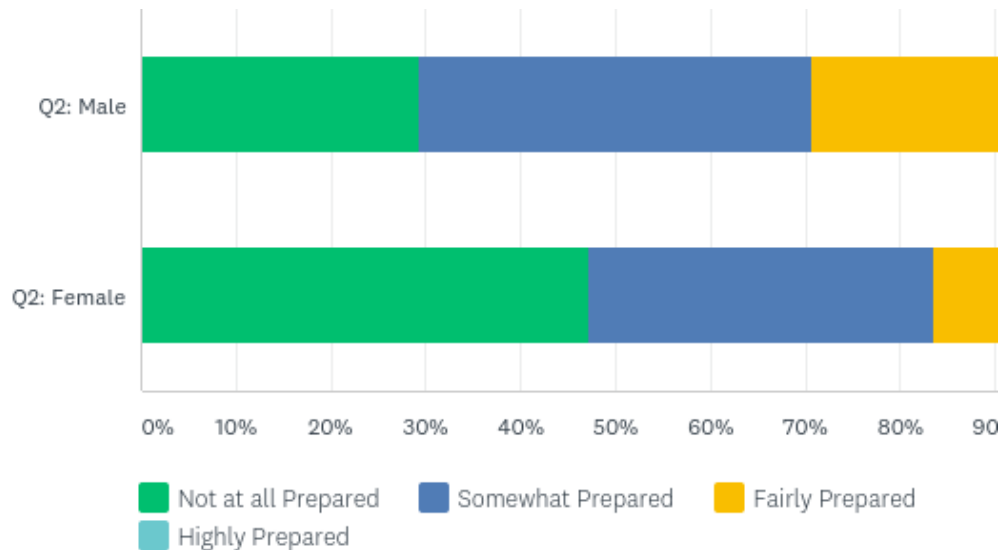
Q7: At the time college closures were announced, how prepared did you feel to engage in remote working?

Answered: 256 Skipped: 14

ANSWER CHOICES	RESPONSES	
Not at all Prepared	41.41%	106
Somewhat Prepared	37.11%	95
Fairly Prepared	16.41%	42
Highly Prepared	5.08%	13
TOTAL		256

Q7: At the time college closures were announced, how prepared did you feel to engage in remote working?

Answered: 248 Skipped: 3



Q7: At the time college closures were announced, how prepared did you feel to engage in remote working?

Answered: 248 Skipped: 3

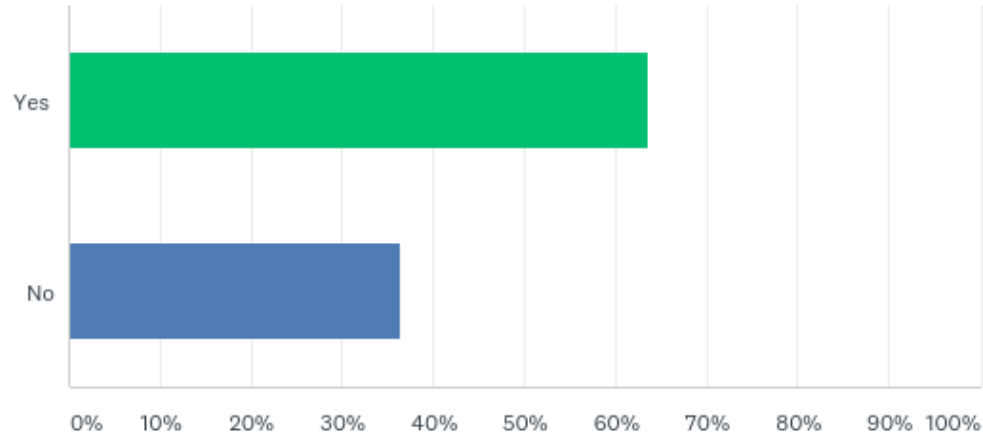
	NOT AT ALL PREPARED	SOMEWHAT PREPARED	FAIRLY PREPARED	HIGHLY PREPARED	TOTAL
Q2: Male (A)	29.41% 30 B	41.18% 42	20.59% 21	8.82% 9 B	41.13% 102
Q2: Female (B)	47.26% 69 A	36.30% 53	13.70% 20	2.74% 4 A	58.87% 146
Total Respondents	99	95	41	13	248

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

■ Not at all Prepared
 ■ Somewhat Prepared
 ■ Fairly Prepared
■ Highly Prepared

Q8: Do you have caring responsibilities

Answered: 258 Skipped: 12



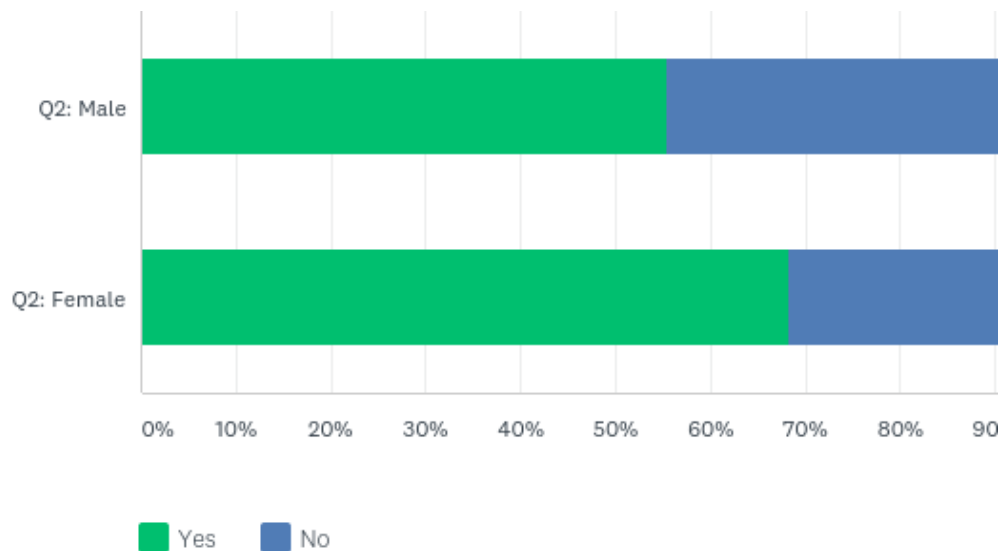
Q8: Do you have caring responsibilities

Answered: 258 Skipped: 12

ANSWER CHOICES	RESPONSES	
Yes	63.57%	164
No	36.43%	94
TOTAL		258

Q8: Do you have caring responsibilities

Answered: 251 Skipped: 0



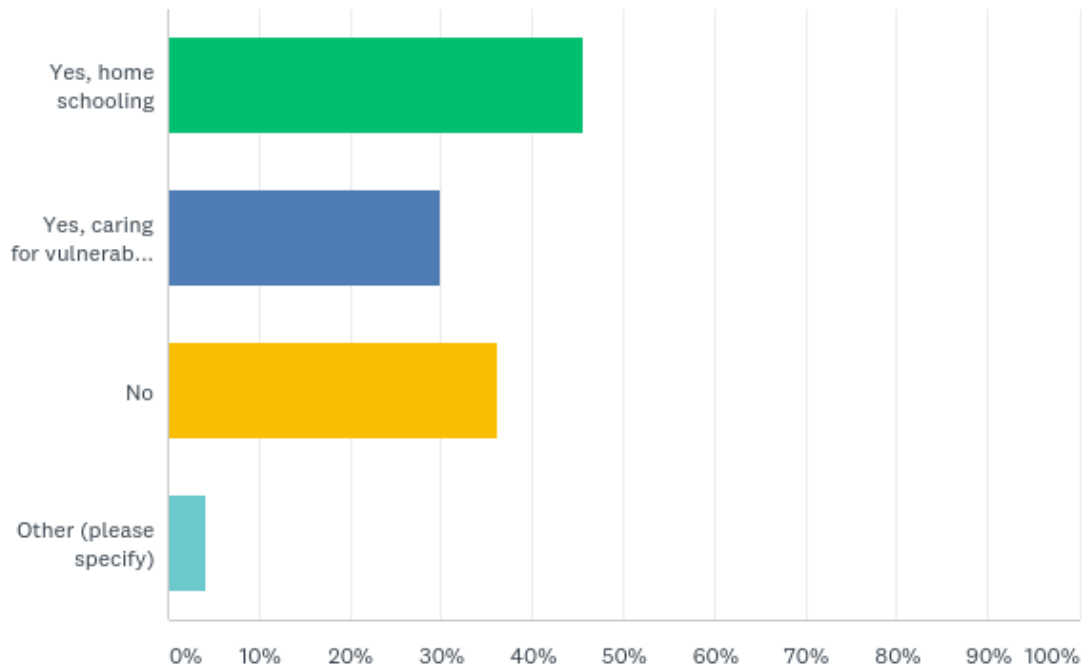
Q8: Do you have caring responsibilities

Answered: 251 Skipped: 0

	YES	NO	TOTAL
Q2: Male (A)	55.34%	44.66%	41.04%
	57	46	103
	B	B	
Q2: Female (B)	68.24%	31.76%	58.96%
	101	47	148
	A	A	
Total Respondents	158	93	251

Q9: Have your caring responsibilities changed during the pandemic?

Answered: 257 Skipped: 13



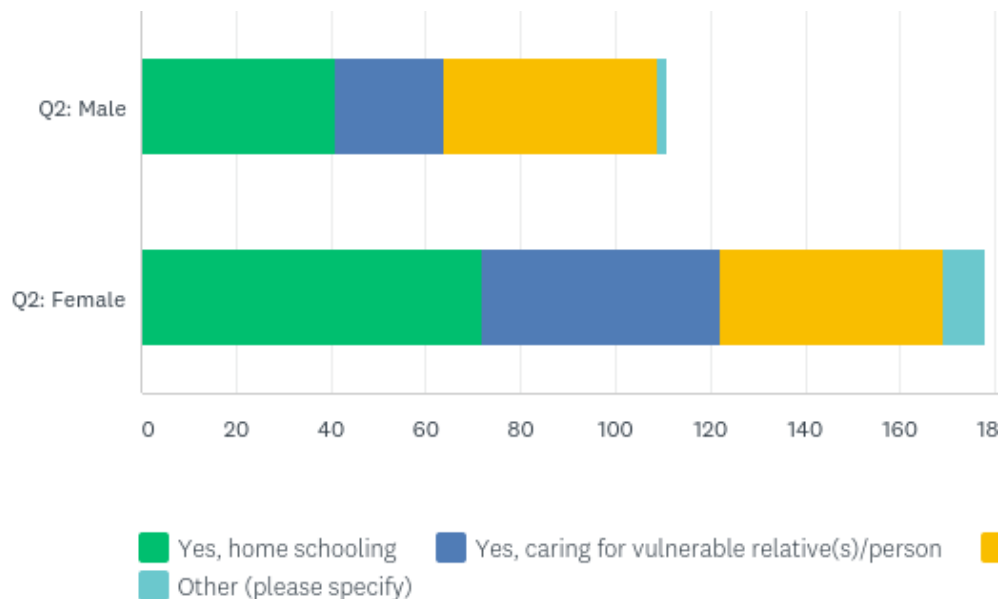
Q9: Have your caring responsibilities changed during the pandemic?

Answered: 257 Skipped: 13

ANSWER CHOICES	RESPONSES	
Yes, home schooling	45.53%	117
Yes, caring for vulnerable relative(s)/person	29.96%	77
No	36.19%	93
Other (please specify)	4.28%	11
Total Respondents: 257		

Q9: Have your caring responsibilities changed during the pandemic?

Answered: 250 Skipped: 1



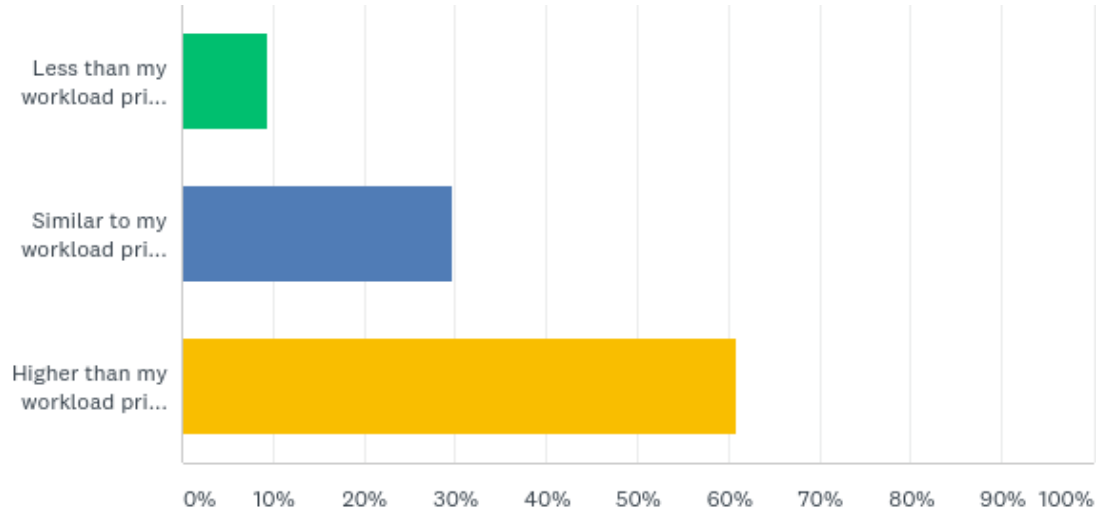
Q9: Have your caring responsibilities changed during the pandemic?

Answered: 250 Skipped: 1

	YES, HOME SCHOOLING	YES, CARING FOR VULNERABLE RELATIVE(S)/PERSON	NO	OTHER (PLEASE SPECIFY)	TOTAL
Q2: Male (A)	40.20% 41	22.55% 23	44.12% 45 B	1.96% 2	44.40% 111
Q2: Female (B)	48.65% 72	33.78% 50	31.76% 47 A	6.08% 9	71.20% 178
Total Respondents	113	73	92	11	250

Q10: Since the recent college closure, how would you describe your workload ?

Answered: 255 Skipped: 15



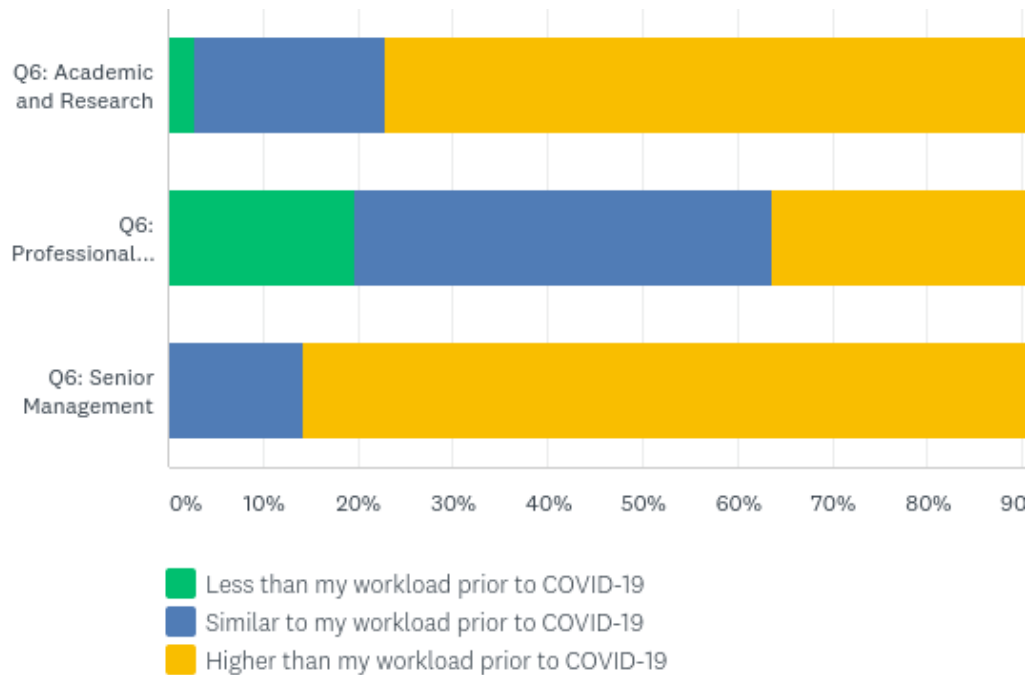
Q10: Since the recent college closure, how would you describe your workload ?

Answered: 255 Skipped: 15

ANSWER CHOICES	RESPONSES	
Less than my workload prior to COVID-19	9.41%	24
Similar to my workload prior to COVID-19	29.80%	76
Higher than my workload prior to COVID-19	60.78%	155
TOTAL		255

Q10: Since the recent college closure, how would you describe your workload ?

Answered: 253 Skipped: 4



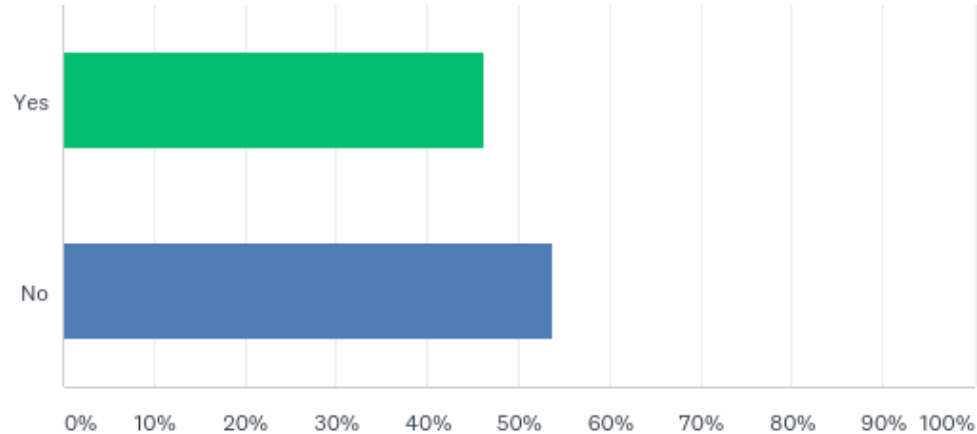
Q10: Since the recent college closure, how would you describe your workload ?

Answered: 253 Skipped: 4

	LESS THAN MY WORKLOAD PRIOR TO COVID-19	SIMILAR TO MY WORKLOAD PRIOR TO COVID-19	HIGHER THAN MY WORKLOAD PRIOR TO COVID-19	TOTAL
Q6: Academic and Research (A)	2.78% 4 B	20.14% 29 B	77.08% 111 B	56.92% 144
Q6: Professional, Management and Support Services (B)	19.61% 20 A	44.12% 45 A	36.27% 37 A	40.32% 102
Q6: Senior Management (C)	0.00% 0	14.29% 1	85.71% 6	2.77% 7
Total Respondents	24	75	154	253

Q11: Prior to college closures, did you engage in training/up-skilling related to digital working (eg. online meetings; uploading/downloading material; chat rooms; streaming, etc.)?

Answered: 257 Skipped: 13



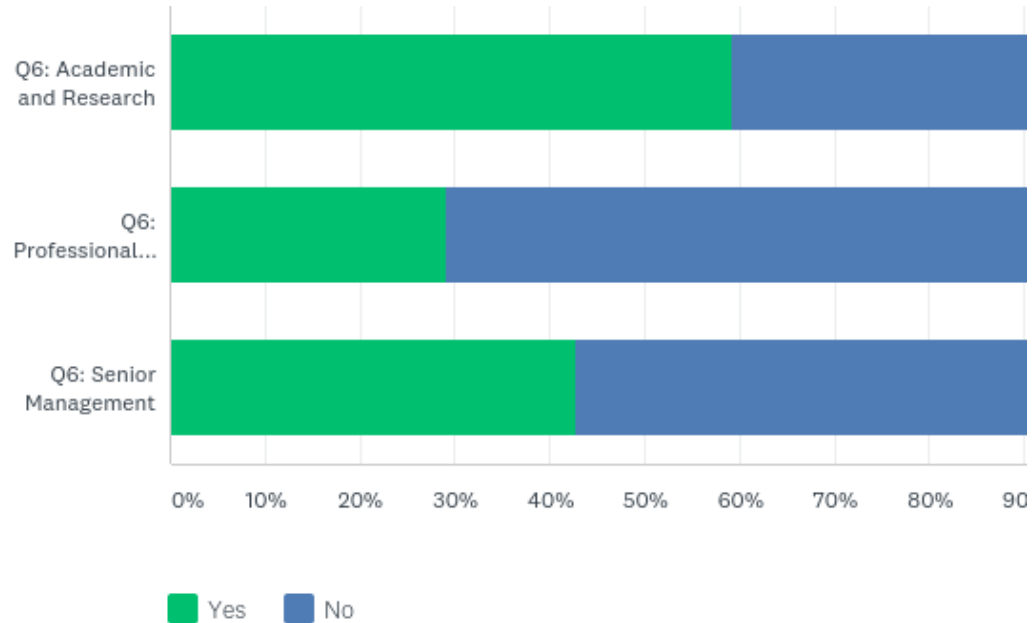
Q11: Prior to college closures, did you engage in training/up-skilling related to digital working (eg. online meetings; uploading/downloading material; chat rooms; streaming, etc.)?

Answered: 257 Skipped: 13

ANSWER CHOICES	RESPONSES	
Yes	46.30%	119
No	53.70%	138
TOTAL		257

Q11: Prior to college closures, did you engage in training/up-skilling related to digital working (eg. online meetings; uploading/downloading material; chat rooms; streaming, etc.)?

Answered: 255 Skipped: 2



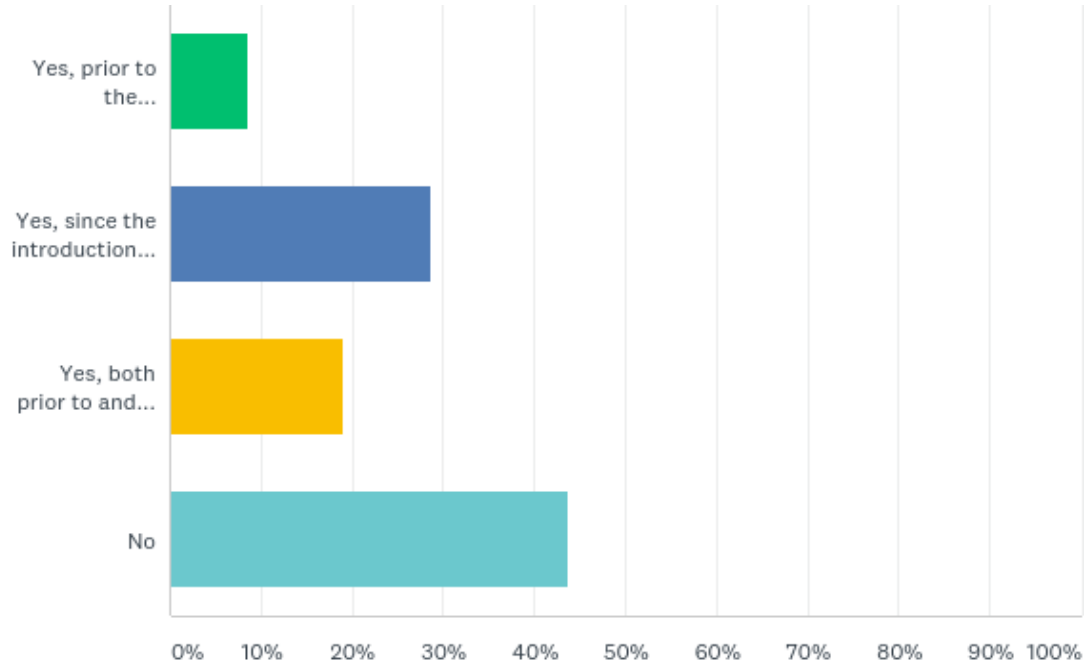
Q11: Prior to college closures, did you engage in training/up-skilling related to digital working (eg. online meetings; uploading/downloading material; chat rooms; streaming, etc.)?

Answered: 255 Skipped: 2

	YES	NO	TOTAL
Q6: Academic and Research (A)	59.31%	40.69%	56.86%
	86	59	145
	B	B	
Q6: Professional, Management and Support Services (B)	29.13%	70.87%	40.39%
	30	73	103
	A	A	
Q6: Senior Management (C)	42.86%	57.14%	2.75%
	3	4	7
Total Respondents	119	136	255

Q12: Have you engaged with LYIT's online and flexible learning team?

Answered: 258 Skipped: 12



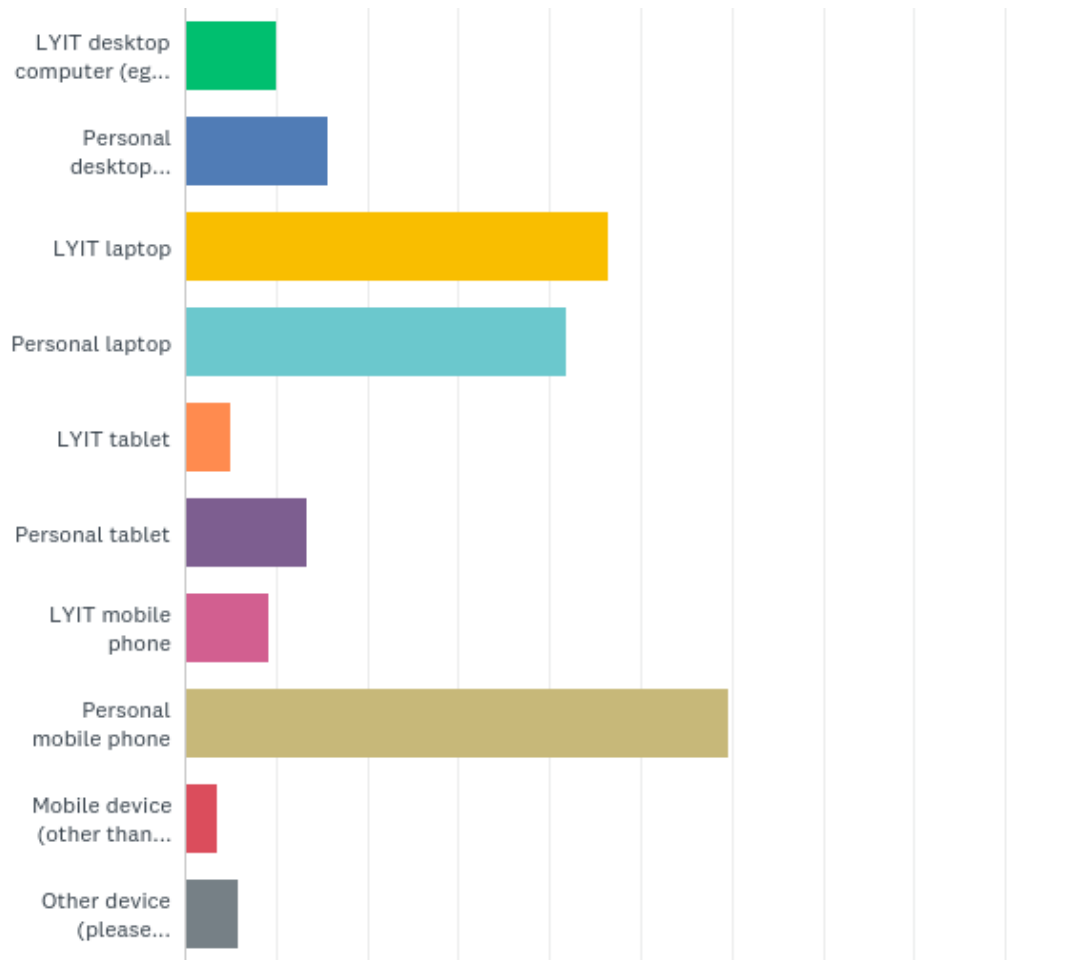
Q12: Have you engaged with LYIT's online and flexible learning team?

Answered: 258 Skipped: 12

ANSWER CHOICES	RESPONSES	
Yes, prior to the introduction of COVID-19 restrictions	8.53%	22
Yes, since the introduction of COVID-19 restrictions	28.68%	74
Yes, both prior to and since the introduction of COVID-19 restrictions	18.99%	49
No	43.80%	113
TOTAL		258

Q13: What device do you use when you work remotely (please select all that apply)?

Answered: 260 Skipped: 10



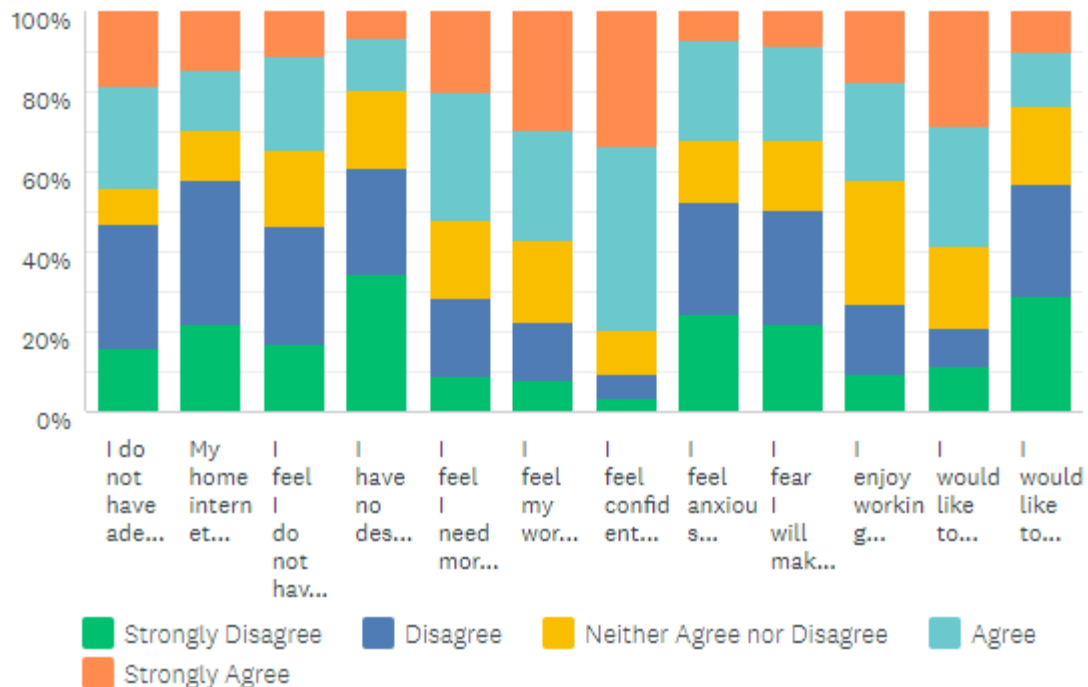
Q13: What device do you use when you work remotely (please select all that apply)?

Answered: 260 Skipped: 10

ANSWER CHOICES	RESPONSES
LYIT desktop computer (eg. machine with standalone screen and tower)	10.00% 26
Personal desktop computer	15.77% 41
LYIT laptop	46.54% 121
Personal laptop	41.92% 109
LYIT tablet	5.00% 13
Personal tablet	13.46% 35
LYIT mobile phone	9.23% 24
Personal mobile phone	59.62% 155
Mobile device (other than tablet or phone)	3.46% 9
Other device (please specify)	5.77% 15
Total Respondents: 260	

Q14: To what extent do you agree/disagree with the following statements about barriers to engaging in remote working?

Answered: 259 Skipped: 11



Q14: To what extent do you agree/disagree with the following statements about barriers to engaging in remote working?

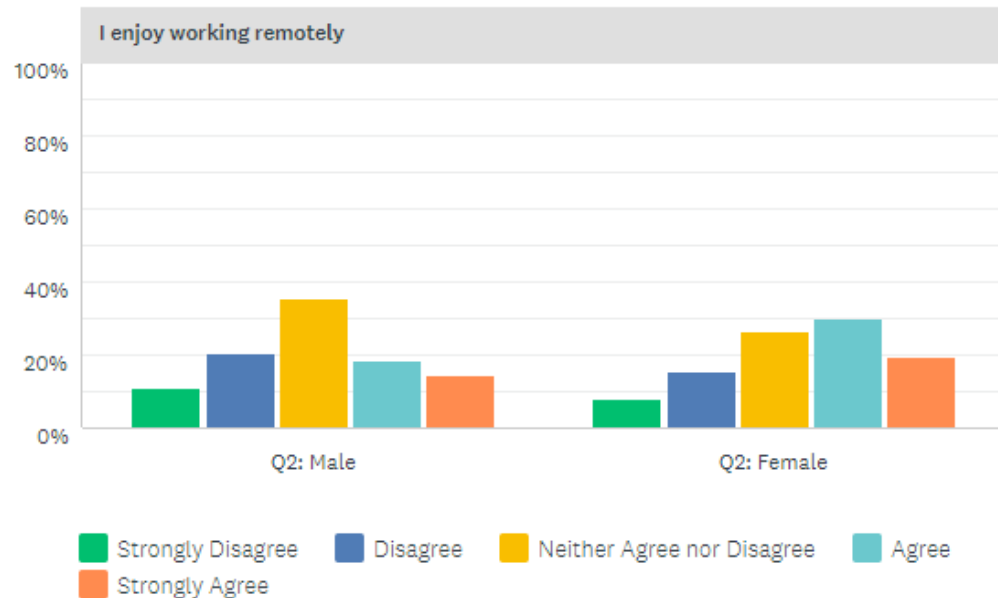
		STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
A	I do not have adequate devices at home to engage effectively in remote working	15.95% 41	31.13% 80	8.95% 23	25.29% 65	18.68% 48	257
	My home internet connection is not adequate for engaging effectively in remote working	22.18% 57	35.80% 92	12.45% 32	15.18% 39	14.40% 37	257
	I feel I do not have sufficient training to engage effectively in remote working	17.05% 44	29.46% 76	18.99% 49	23.26% 60	11.24% 29	258
	I have no desire to work remotely	34.63% 89	26.46% 68	19.46% 50	12.84% 33	6.61% 17	257
	I feel I need more support to engage effectively in remote working	8.91% 23	19.38% 50	19.77% 51	32.17% 83	19.77% 51	258

Q14	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
I feel my work is more productive when face-to-face	7.78% 20	14.79% 38	20.62% 53	27.24% 70	29.57% 76	257
I feel confident to try new technologies to support my remote working	3.50% 9	5.84% 15	11.28% 29	45.91% 118	33.46% 86	257
I feel anxious about engaging in remote working	24.42% 63	28.29% 73	15.50% 40	24.81% 64	6.98% 18	258
I fear I will make mistakes with the technologies when engaging in remote working	22.09% 57	28.29% 73	17.83% 46	23.26% 60	8.53% 22	258
I enjoy working remotely	9.69% 25	17.44% 45	30.62% 79	24.81% 64	17.44% 45	258
I would like to continue working remotely for a number of days per week	11.58% 30	9.27% 24	20.46% 53	30.12% 78	28.57% 74	259
I would like to continue working remotely permanently	29.07% 75	27.91% 72	19.77% 51	13.18% 34	10.08% 26	258



Remote Working (enjoy)

Gender Analysis

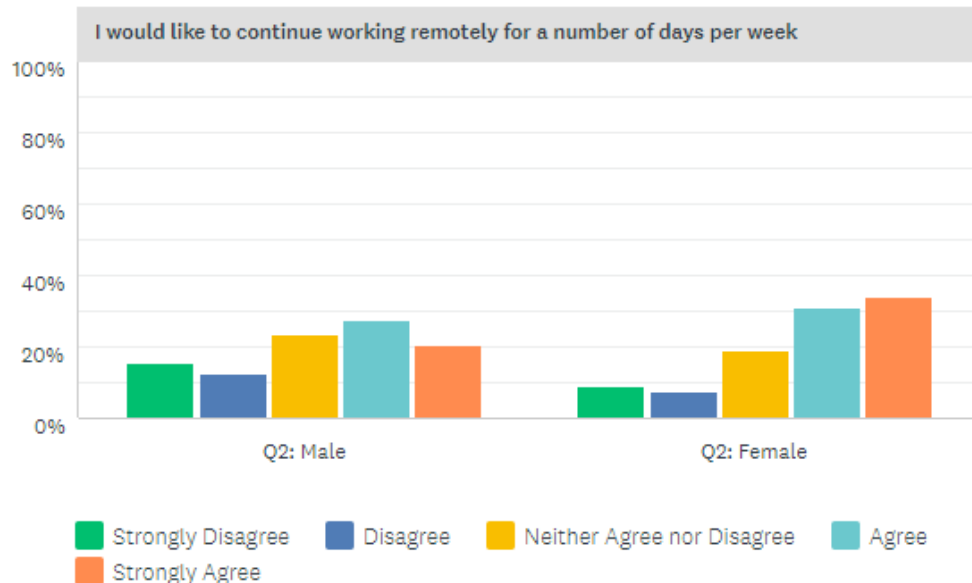


I enjoy working remotely

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Q2: Male (A)	10.78% 11	20.59% 21	35.29% 36	18.63% 19 B	14.71% 15	40.80% 102
Q2: Female (B)	8.16% 12	15.65% 23	26.53% 39	29.93% 44 A	19.73% 29	58.80% 147

Remote working (number days)

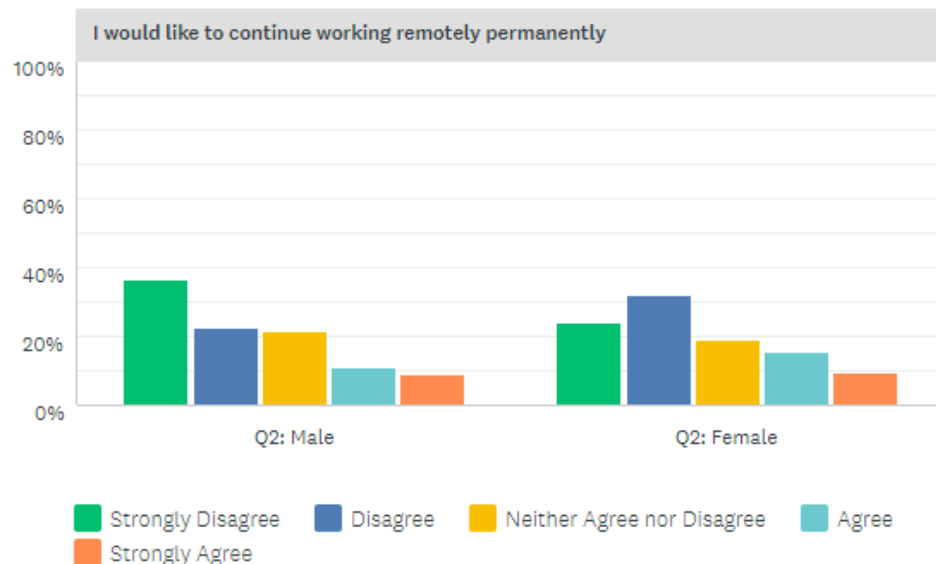
Gender Analysis



I would like to continue working remotely for a number of days per week						
	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Q2: Male (A)	15.69% 16	12.75% 13	23.53% 24	27.45% 28	20.59% 21 B	40.80% 102
Q2: Female (B)	8.78% 13	7.43% 11	18.92% 28	31.08% 46	33.78% 50 A	59.20% 148

Remote Working (permanently)

Gender Analysis

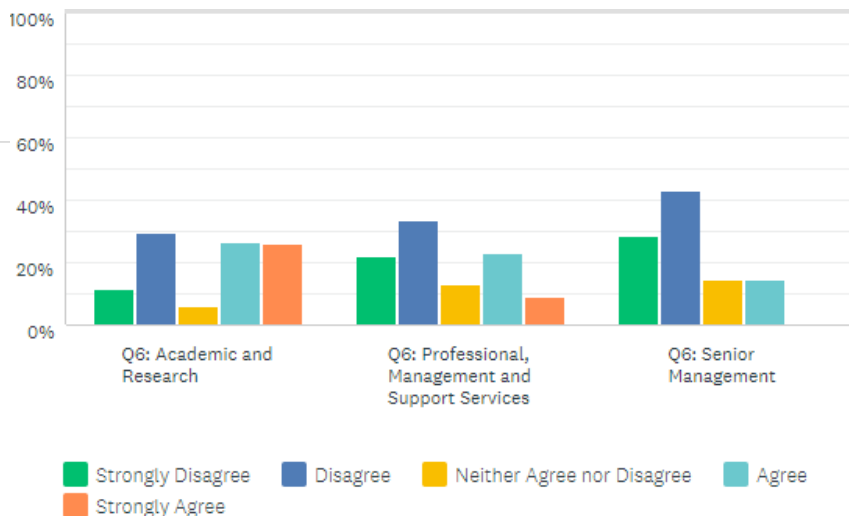


I would like to continue working remotely permanently

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Q2: Male (A)	36.27% 37 B	22.55% 23	21.57% 22	10.78% 11	8.82% 9	40.80% 102
Q2: Female (B)	23.81% 35 A	31.97% 47	19.05% 28	15.65% 23	9.52% 14	58.80% 147

Barriers (devices)

Analysis by role

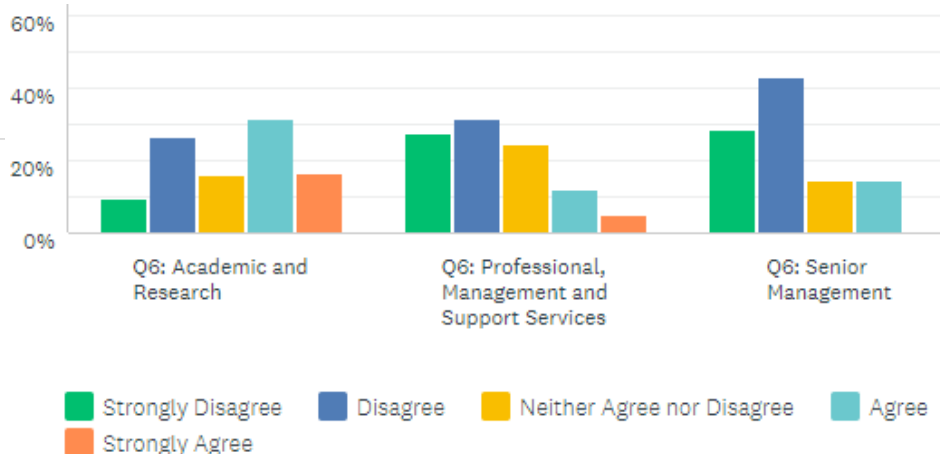


I do not have adequate devices at home to engage effectively in remote working

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Q6: Academic and Research (A)	11.64% 17 B	29.45% 43	6.16% 9	26.71% 39	26.03% 38 B	57.03% 146
Q6: Professional, Management and Support Services (B)	21.78% 22 A	33.66% 34	12.87% 13	22.77% 23	8.91% 9 A	39.45% 101
Q6: Senior Management (C)	28.57% 2	42.86% 3	14.29% 1	14.29% 1	0.00% 0	2.73% 7

Barriers (internet)

Analysis by role

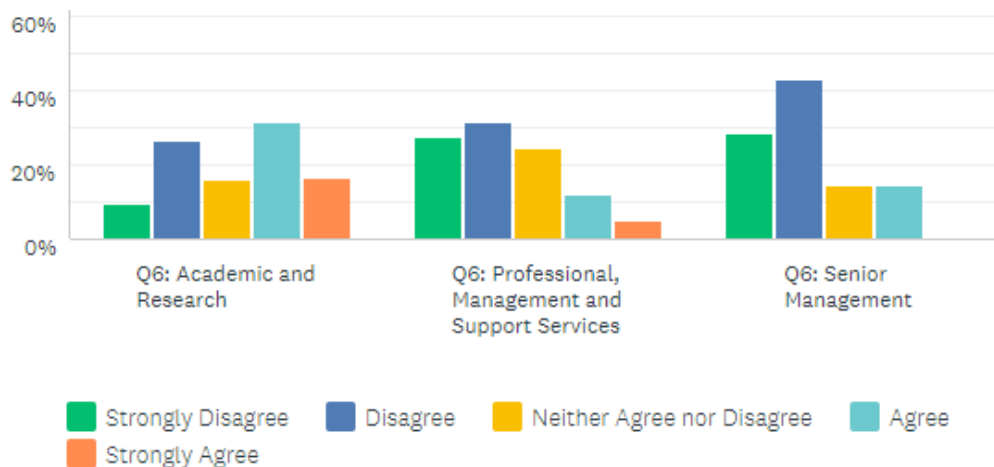


My home internet connection is not adequate for engaging effectively in remote working

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Q6: Academic and Research (A)	13.79% 20 B	33.79% 49	15.86% 23	18.62% 27	17.93% 26	56.64% 145
Q6: Professional, Management and Support Services (B)	32.35% 33 A	38.24% 39	8.82% 9	9.80% 10	10.78% 11	39.84% 102
Q6: Senior Management (C)	57.14% 4	42.86% 3	0.00% 0	0.00% 0	0.00% 0	2.73% 7

Barriers (training)

Analysis by role

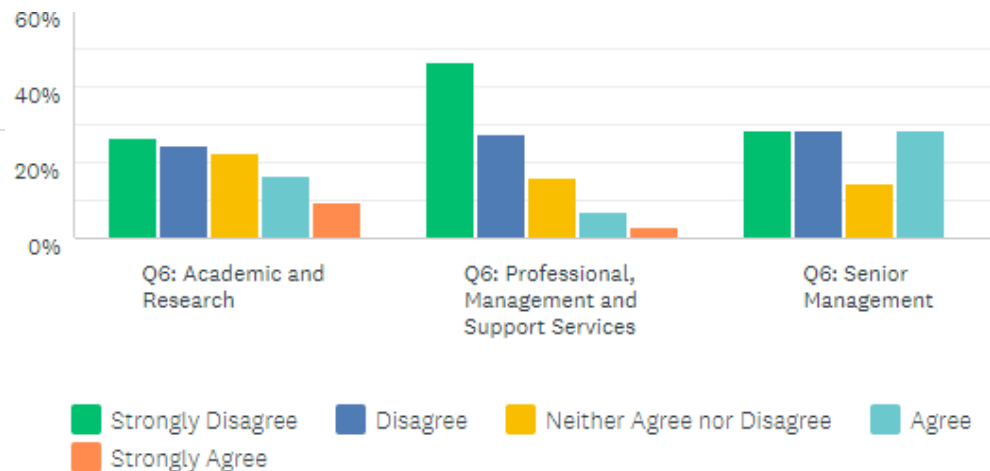


I feel I do not have sufficient training to engage effectively in remote working

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Q6: Academic and Research (A)	9.59% 14 B	26.71% 39	15.75% 23	31.51% 46 B	16.44% 24 B	57.03% 146
Q6: Professional, Management and Support Services (B)	27.45% 28 A	31.37% 32	24.51% 25	11.76% 12 A	4.90% 5 A	39.84% 102
Q6: Senior Management (C)	28.57% 2	42.86% 3	14.29% 1	14.29% 1	0.00% 0	2.73% 7

Remote(No)

Analysis by role

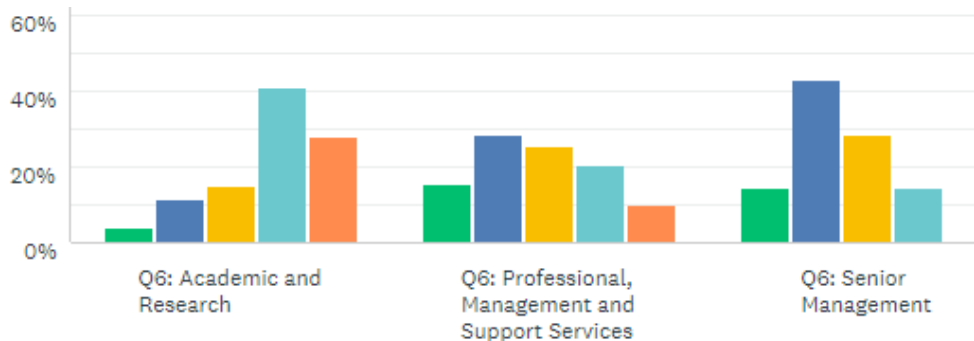


I have no desire to work remotely

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Q6: Academic and Research (A)	26.71% 39 B	24.66% 36	22.60% 33	16.44% 24 B	9.59% 14 B	57.03% 146
Q6: Professional, Management and Support Services (B)	46.53% 47 A	27.72% 28	15.84% 16	6.93% 7 A	2.97% 3 A	39.45% 101
Q6: Senior Management (C)	28.57% 2	28.57% 2	14.29% 1	28.57% 2	0.00% 0	2.73% 7

Barriers (support)

Analysis by role



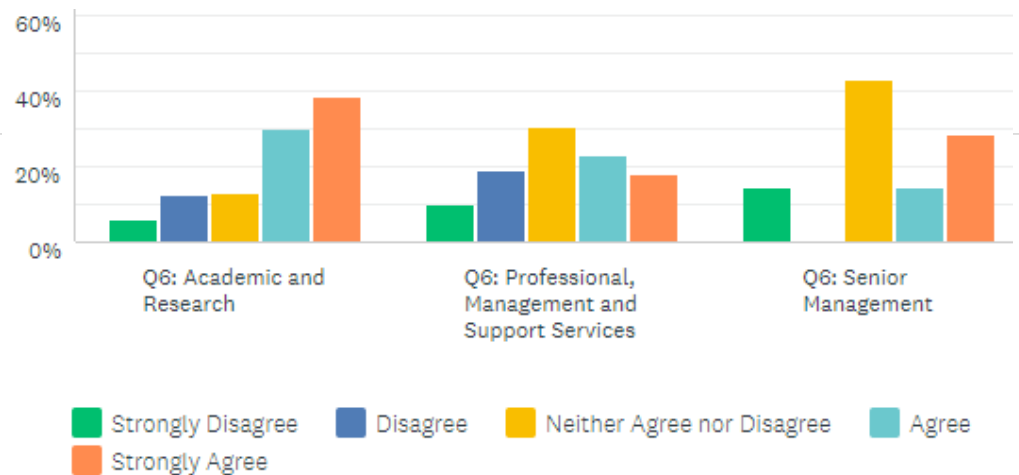
■ Strongly Disagree
 ■ Disagree
 ■ Neither Agree nor Disagree
 ■ Agree
■ Strongly Agree

I feel I need more support to engage effectively in remote working

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Q6: Academic and Research (A)	4.11% 6 B	11.64% 17 B	15.07% 22 B	41.10% 60 B	28.08% 41 B	57.03% 146
Q6: Professional, Management and Support Services (B)	15.69% 16 A	28.43% 29 A	25.49% 26 A	20.59% 21 A	9.80% 10 A	39.84% 102
Q6: Senior Management (C)	14.29% 1	42.86% 3	28.57% 2	14.29% 1	0.00% 0	2.73% 7

Remote (face to face)

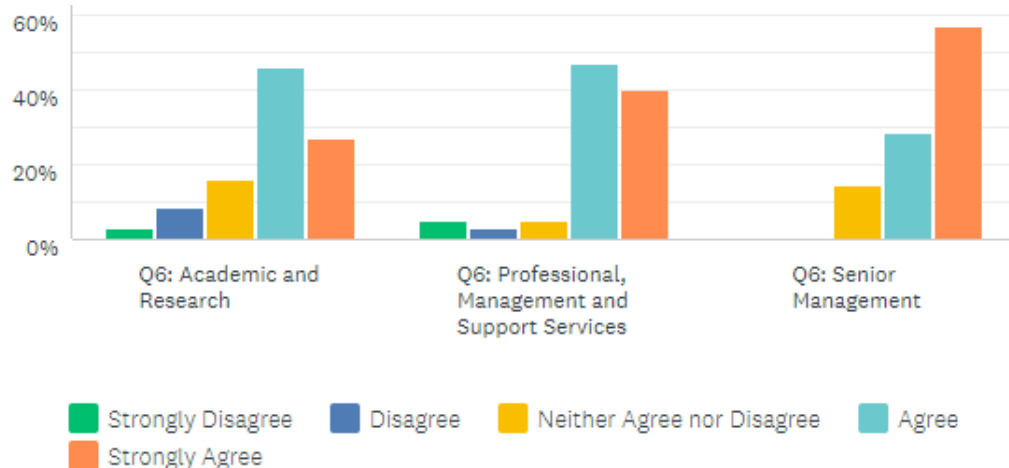
Analysis by role



I feel my work is more productive when face-to-face						
	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Q6: Academic and Research (A)	6.16% 9	12.33% 18	13.01% 19 B	30.14% 44	38.36% 56 B	57.03% 146
Q6: Professional, Management and Support Services (B)	9.90% 10	18.81% 19	30.69% 31 A	22.77% 23	17.82% 18 A	39.45% 101
Q6: Senior Management (C)	14.29% 1	0.00% 0	42.86% 3	14.29% 1	28.57% 2	2.73% 7

Barriers (confidence with tech)

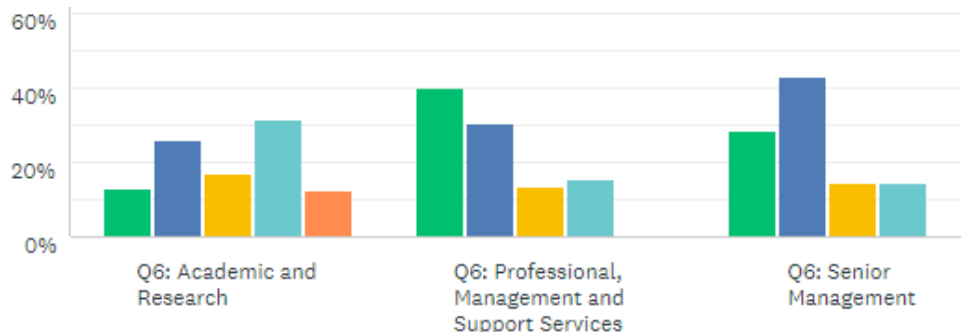
Analysis by role



I feel confident to try new technologies to support my remote working						
	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Q6: Academic and Research (A)	2.76% 4	8.28% 12	15.86% 23 B	46.21% 67	26.90% 39 B	56.64% 145
Q6: Professional, Management and Support Services (B)	4.90% 5	2.94% 3	4.90% 5 A	47.06% 48	40.20% 41 A	39.84% 102
Q6: Senior Management	0.00% 0	0.00% 0	14.29% 1	28.57% 2	57.14% 4	2.73% 7

Barriers (anxious)

Analysis by role

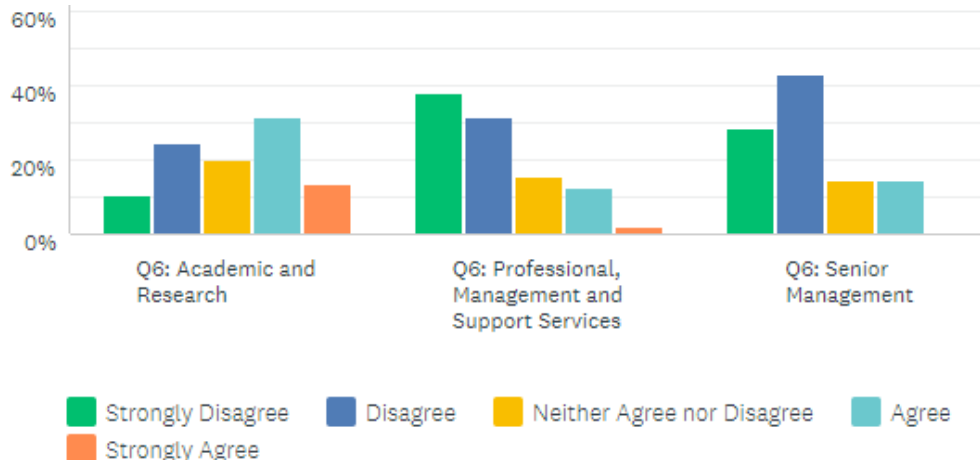


■ Strongly Disagree
 ■ Disagree
 ■ Neither Agree nor Disagree
 ■ Agree
■ Strongly Agree

I feel anxious about engaging in remote working						
	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Q6: Academic and Research (A)	13.01% 19 B	26.03% 38	17.12% 25	31.51% 46 B	12.33% 18 B	57.03% 146
Q6: Professional, Management and Support Services (B)	40.20% 41 A	30.39% 31	13.73% 14	15.69% 16 A	0.00% 0 A	39.84% 102
Q6: Senior Management (C)	28.57% 2	42.86% 3	14.29% 1	14.29% 1	0.00% 0	2.73% 7

Barriers (fear of mistakes)

Analysis by Role

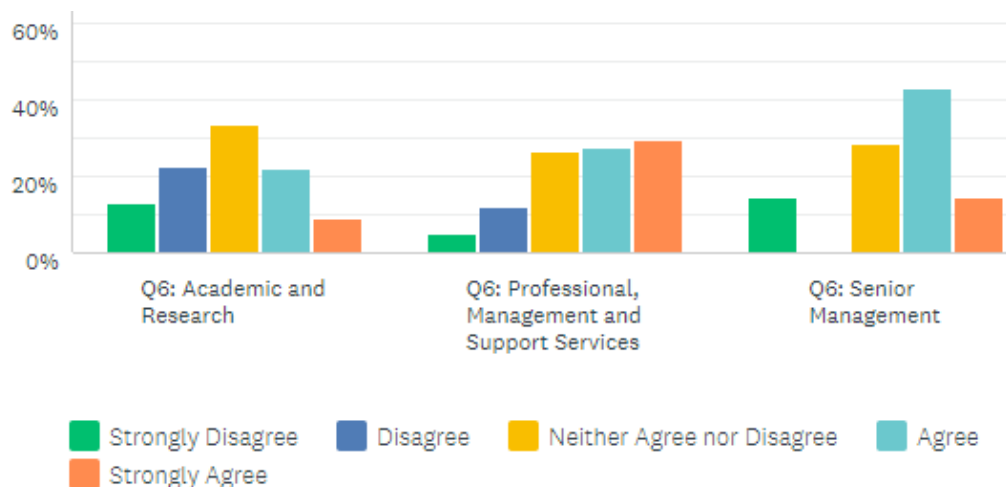


I fear I will make mistakes with the technologies when engaging in remote working

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Q6: Academic and Research (A)	10.27% 15 B	24.66% 36	19.86% 29	31.51% 46 B	13.70% 20 B	57.03% 146
Q6: Professional, Management and Support Services (B)	38.24% 39 A	31.37% 32	15.69% 16	12.75% 13 A	1.96% 2 A	39.84% 102
Q6: Senior Management (C)	28.57% 2	42.86% 3	14.29% 1	14.29% 1	0.00% 0	2.73% 7

Remote (enjoy)

Analysis by role

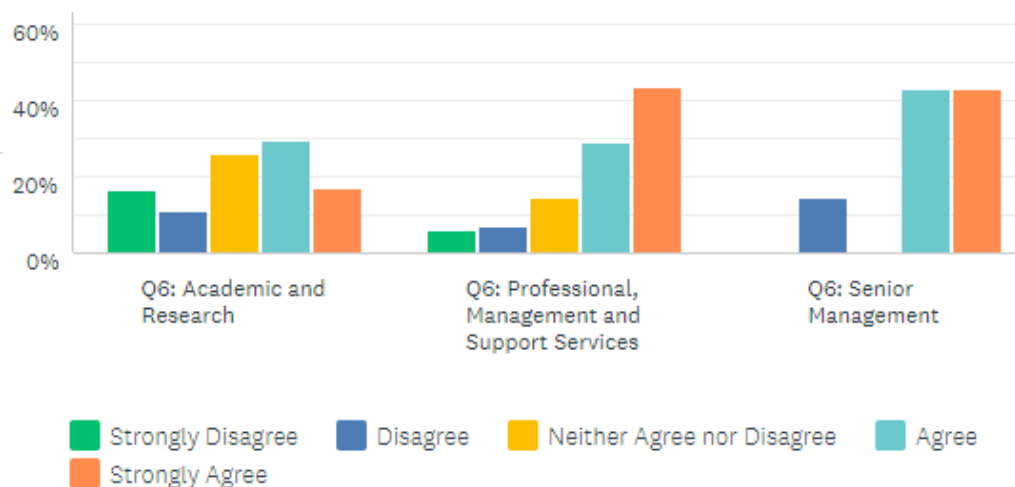


I enjoy working remotely

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Q6: Academic and Research (A)	13.01% 19 B	22.60% 33 B	33.56% 49	21.92% 32	8.90% 13 B	57.03% 146
Q6: Professional, Management and Support Services (B)	4.90% 5 A	11.76% 12 A	26.47% 27	27.45% 28	29.41% 30 A	39.84% 102
Q6: Senior Management (C)	14.29% 1	0.00% 0	28.57% 2	42.86% 3	14.29% 1	2.73% 7

Remote (days per week)

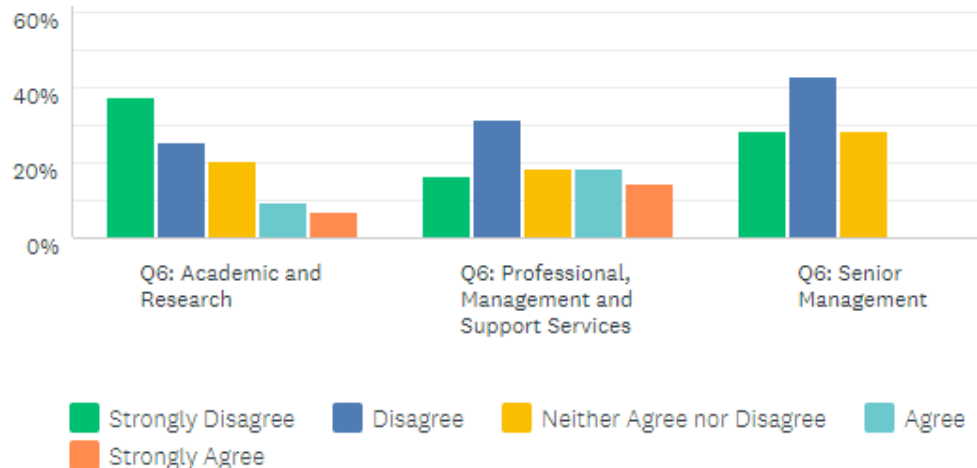
Analysis by role



I would like to continue working remotely for a number of days per week						
	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Q6: Academic and Research (A)	16.44% 24 B	10.96% 16	26.03% 38 B	29.45% 43	17.12% 25 B	57.03% 146
Q6: Professional, Management and Support Services (B)	5.83% 6 A	6.80% 7	14.56% 15 A	29.13% 30	43.69% 45 A	40.23% 103
Q6: Senior Management (C)	0.00% 0	14.29% 1	0.00% 0	42.86% 3	42.86% 3	2.73% 7

Remote (permanently)

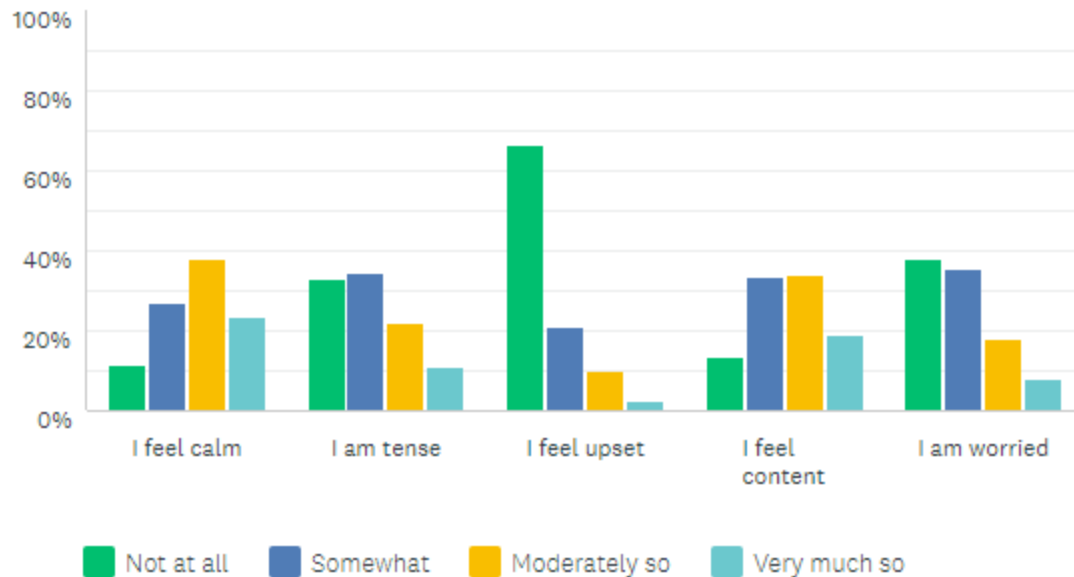
Analysis by role



I would like to continue working remotely permanently						
	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Q6: Academic and Research (A)	37.67% 55 B	25.34% 37	20.55% 30	9.59% 14 B	6.85% 10 B	57.03% 146
Q6: Professional, Management and Support Services (B)	16.67% 17 A	31.37% 32	18.63% 19	18.63% 19 A	14.71% 15 A	39.84% 102
Q6: Senior Management	28.57% 2	42.86% 3	28.57% 2	0.00% 0	0.00% 0	2.73% 7

Q15: In relation to each statement below, please rate how you have been feeling in the context of remote working during the pandemic:

Answered: 259 Skipped: 11



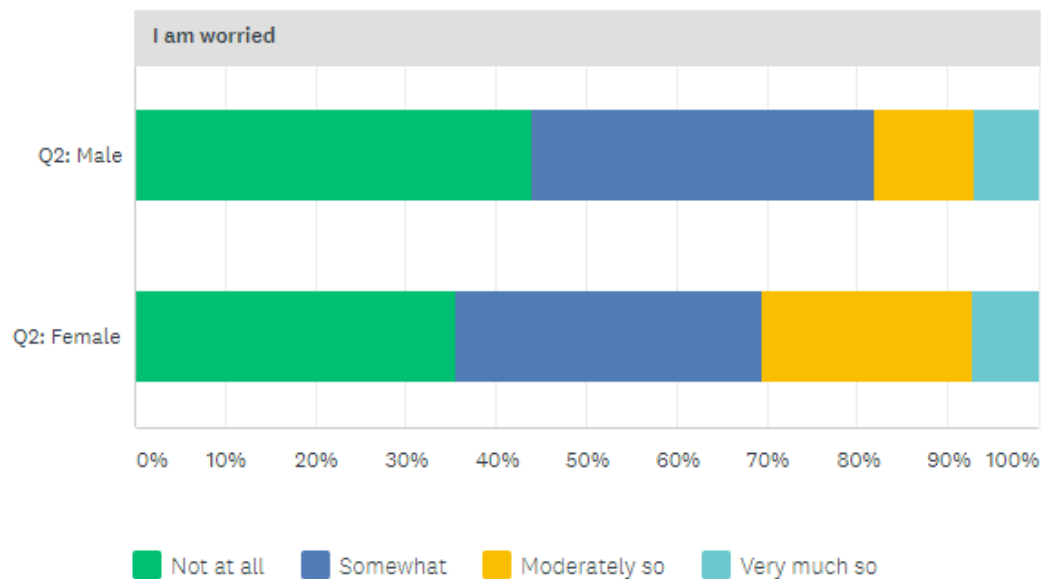
Q15: In relation to each statement below, please rate how you have been feeling in the context of remote working during the pandemic:

Answered: 259 Skipped: 11

	NOT AT ALL	SOMEWHAT	MODERATELY SO	VERY MUCH SO	TOTAL	WEIGHTED AVERAGE
I feel calm	11.46% 29	26.88% 68	37.94% 96	23.72% 60	253	2.74
I am tense	33.07% 83	34.26% 86	21.91% 55	10.76% 27	251	2.10
I feel upset	66.39% 162	20.90% 51	10.25% 25	2.46% 6	244	1.49
I feel content	13.71% 34	33.47% 83	33.87% 84	18.95% 47	248	2.58
I am worried	38.06% 94	35.63% 88	18.22% 45	8.10% 20	247	1.96

I am worried

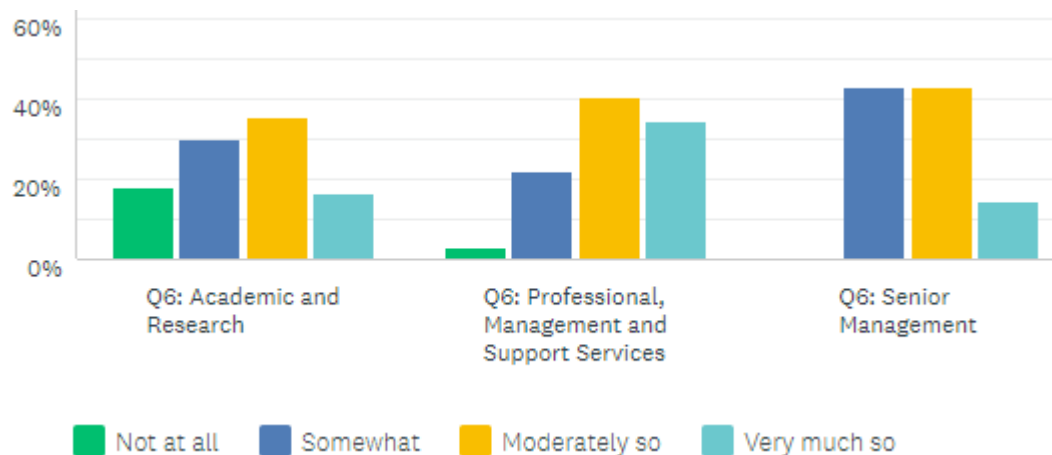
Gender Analysis



I am worried						
	NOT AT ALL	SOMEWHAT	MODERATELY SO	VERY MUCH SO	TOTAL	WEIGHTED AVERAGE
Q2: Male (A)	44.00% 44	38.00% 38	11.00% 11 B	7.00% 7	40.00% 100	1.81
Q2: Female (B)	35.51% 49	34.06% 47	23.19% 32 A	7.25% 10	55.20% 138	2.02

I feel calm

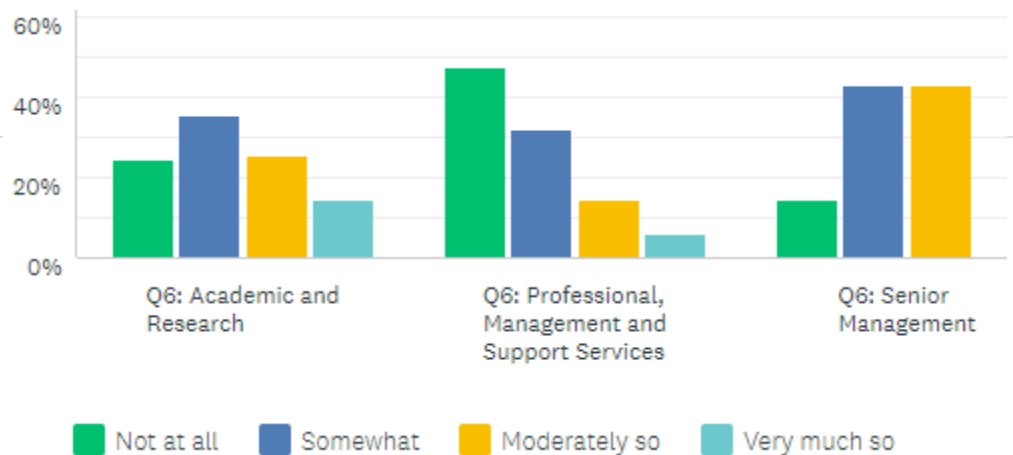
Analysis by role



I feel calm						
	NOT AT ALL	SOMEWHAT	MODERATELY SO	VERY MUCH SO	TOTAL	WEIGHTED AVERAGE
Q6: Academic and Research (A)	18.06% 26 B	29.86% 43	35.42% 51	16.67% 24 B	56.25% 144	2.51
Q6: Professional, Management and Support Services (B)	3.03% 3 A	22.22% 22	40.40% 40	34.34% 34 A	38.67% 99	3.06
Q6: Senior Management (C)	0.00% 0	42.86% 3	42.86% 3	14.29% 1	2.73% 7	2.71

I am tense

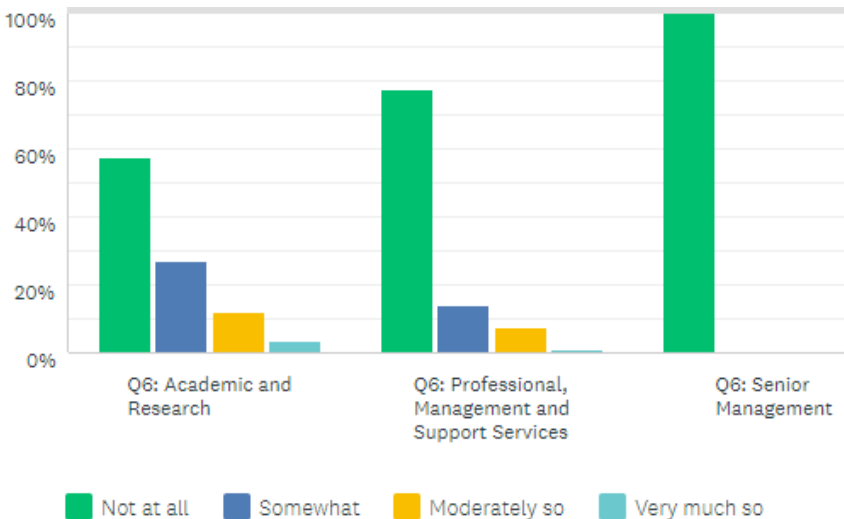
Analysis by role



I am tense						
	NOT AT ALL	SOMEWHAT	MODERATELY SO	VERY MUCH SO	TOTAL	WEIGHTED AVERAGE
Q6: Academic and Research (A)	24.31% 35 B	35.42% 51	25.69% 37 B	14.58% 21 B	56.25% 144	2.31
Q6: Professional, Management and Support Services (B)	47.42% 46 A	31.96% 31	14.43% 14 A	6.19% 6 A	37.89% 97	1.79
Q6: Senior Management (C)	14.29% 1	42.86% 3	42.86% 3	0.00% 0	2.73% 7	2.29

I feel upset

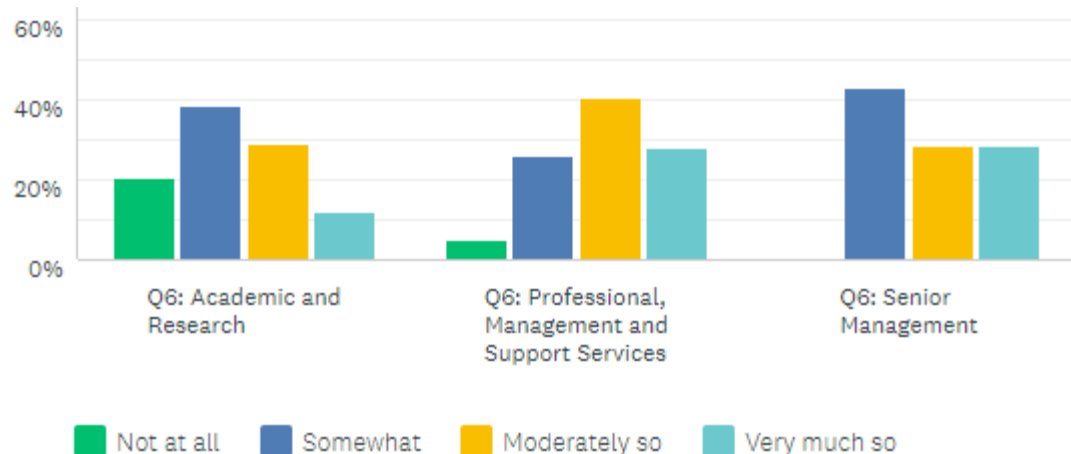
Analysis by role



I feel upset						
	NOT AT ALL	SOMEWHAT	MODERATELY SO	VERY MUCH SO	TOTAL	WEIGHTED AVERAGE
Q6: Academic and Research (A)	57.75% 82 B	26.76% 38 B	11.97% 17	3.52% 5	55.47% 142	1.61
Q6: Professional, Management and Support Services (B)	77.42% 72 A	13.98% 13 A	7.53% 7	1.08% 1	36.33% 93	1.32
Q6: Senior Management (C)	100.00% 6	0.00% 0	0.00% 0	0.00% 0	2.34% 6	1.00

I feel content

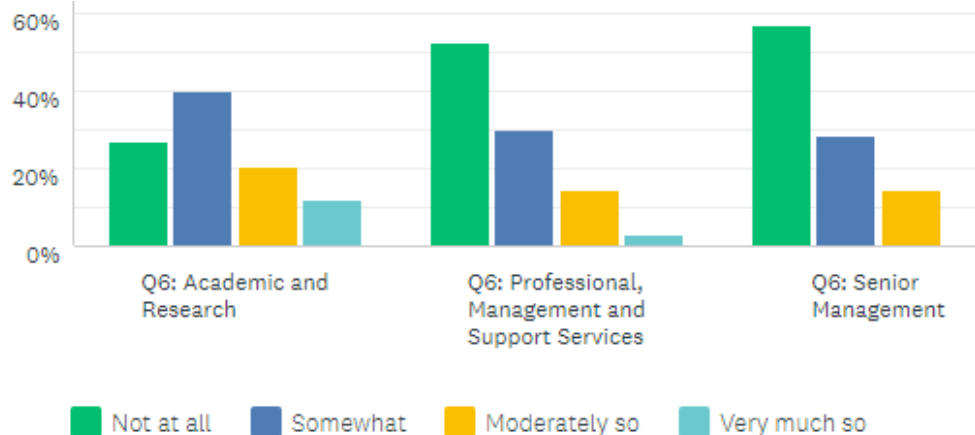
Analysis by role



I feel content						
	NOT AT ALL	SOMEWHAT	MODERATELY SO	VERY MUCH SO	TOTAL	WEIGHTED AVERAGE
Q6: Academic and Research (A)	20.42% 29 B	38.73% 55 B	28.87% 41	11.97% 17 B	55.47% 142	2.32
Q6: Professional, Management and Support Services (B)	5.21% 5 A	26.04% 25 A	40.63% 39	28.13% 27 A	37.50% 96	2.92
Q6: Senior Management (C)	0.00% 0	42.86% 3	28.57% 2	28.57% 2	2.73% 7	2.86

I am worried

Analysis by role



I am worried

	NOT AT ALL	SOMEWHAT	MODERATELY SO	VERY MUCH SO	TOTAL	WEIGHTED AVERAGE
Q6: Academic and Research (A)	27.14% 38 B	40.00% 56	20.71% 29	12.14% 17 B	54.69% 140	2.18
Q6: Professional, Management and Support Services (B)	52.58% 51 A	29.90% 29	14.43% 14	3.09% 3 A	37.89% 97	1.68
Q6: Senior Management (C)	57.14% 4	28.57% 2	14.29% 1	0.00% 0	2.73% 7	1.57