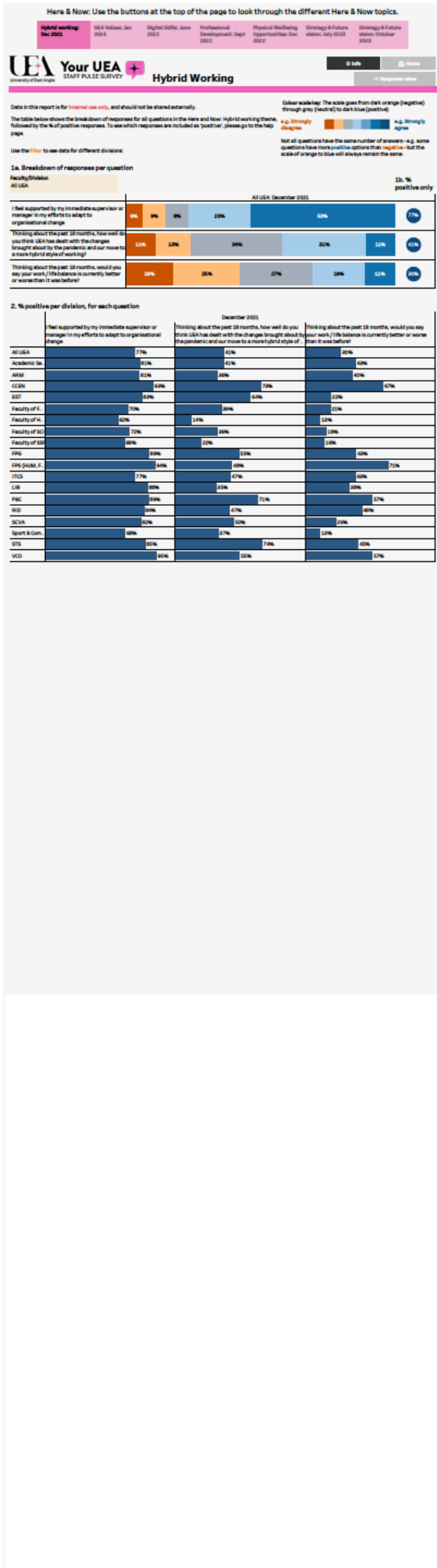
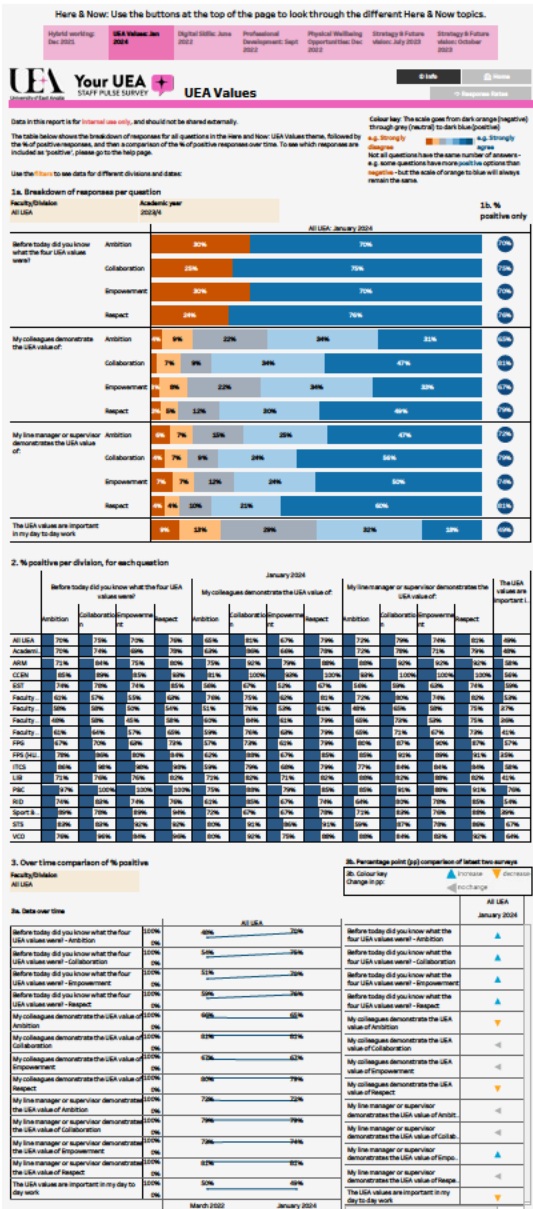
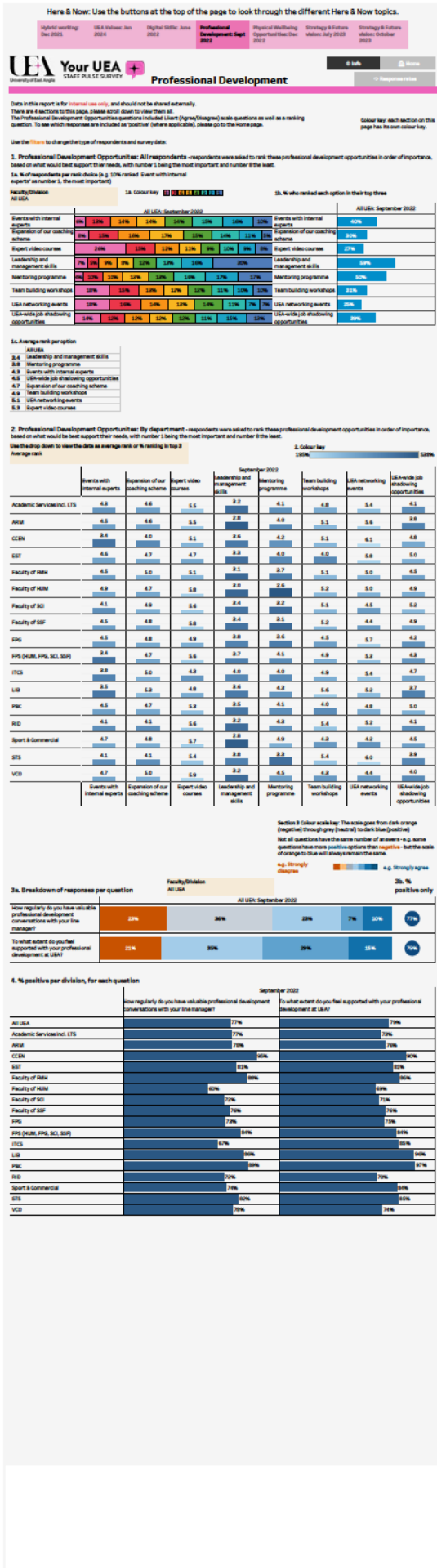








Here & Now: Use the buttons at the top of the page to look through the different Here & Now topics.

Hybrid working: Dec 2021	USA Values: Jan 2024	Digital Skills: June 2022	Professional Development: Sept 2022	Physical Wellbeing Opportunities: Dec 2022	Strategy & Future vision: July 2023	Strategy & Future vision: October 2023
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Your UEA
STAFF PULSE SURVEY

Strategy & Future Vision: July 2023

[Home](#)

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The table below shows the break-down of responses for the question about USA's Strategy and Future vision.

Use the **Filter** to see data for different divisions:

Use the **filter** to see data for different divisions:

1. Percentage of respondents selecting each option

Faculty Division
All USA

In addition to our core strategies, what else would you consider to be a strategic priority to help us achieve this vision?
All USA, July 2022

people – staff and students	100%
financial agility / resilience	45%
operational effectiveness	35%
student experience	20%
community / wellbeing	15%
digitality / transformation	15%
environmental sustainability	10%
innovation and equity	10%
innovation and impact	10%
globally successful	10%
campus / place	5%
regional / local relevance	5%
other – please use the text box	5%

2. Percentage of respondents selecting each option, per division

In addition to our core strategies, what else would you consider to be a strategic priority to help us achieve this vision?

[illegible]

Here & Now: Use the buttons at the top of the page to look through the different Here & Now topics.

Hybrid working: Dec 2021	USA Values: Jan 2024	Digital Skills: June 2022	Professional Development: Sept 2022	Physical Wellbeing Opportunities: Dec 2022	Strategy & Future vision: July 2023	Strategy & Future vision: October 2023
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Your UEA
STAFF PULSE SURVEY

Strategy & Future Vision: October 2023

 Springer[Home](#)

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The table below shows the breakdown of responses for the question about USA's Strategy and Future vision.

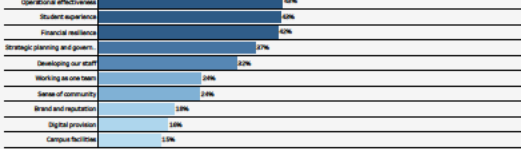
Respondents were asked to select 2 areas to consider as strategic priorities, along with the core strategies of 'excellence in teaching and learning', and 'excellence in research and innovation'.

Use the **filter** to see data for different divisions:

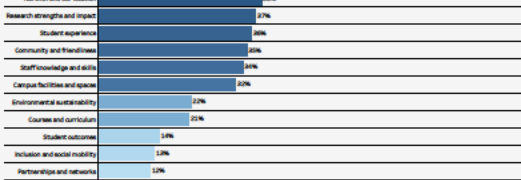
1. Percentage of respondents selecting each option

Faculty/Division
All USA

Given the mission, purpose and draft vision outlined above, what do we need to get right to achieve
 AB USA - October 2022

All USA: October 2008
42%

What three features, when combined together, will really make us stand out?
All USA: October 2022

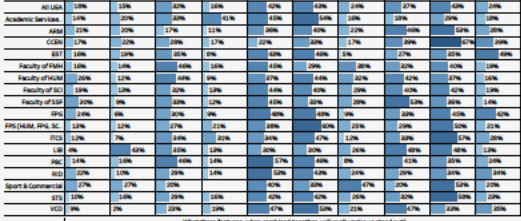


per division

Given the mission, purpose and

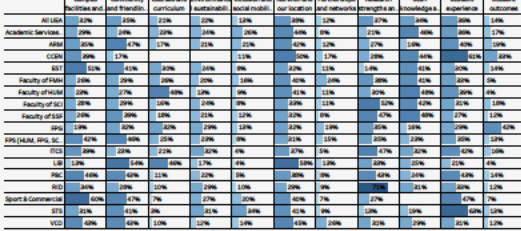
October 2024						
Developing our	Digital	Financial	Operational	Sense of	Strategic	Study

effectiveness	
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October 2022

Norwich and Partners



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The table below shows the breakdown of responses for all question in the Organisational Culture theme, followed by the % of positive responses. To see which responses are included as 'positive', please go to the help page.

Use the **filters** to see data for different divisions and dates:

Faculty/Division	Survey date
All UEA	July 2024

Colour key: The scale goes from dark orange (negative) through grey (neutral) to dark blue (positive)

e.g. **Strongly disagree** (dark orange) e.g. **Strongly agree** (dark blue)

Not all questions have the same number of answers - e.g. some questions have more positive options than negative - but the scale of orange to blue will always remain the same.

1a. Breakdown of responses per question

1b. % positive only

		All UEA: July 2024				
Asked to All staff	Everyone is welcomed and respected at UEA	9%	13%	17%	33%	61%
	I understand how my role contributes to the UEA objectives and vision	9%	7%	13%	35%	75%
	I would recommend UEA as a great place to work	11%	16%	17%	35%	60%
Senior management visibility	Asked to All staff	20%	25%	25%	25%	50%
	Asked to Academic staff only	9%	8%	11%	26%	71%
	Asked to Professional services staff only	9%	13%	19%	28%	59%
	My Head of School or Department is visible and engaged	9%	7%	10%	27%	78%
	My Head of Department is visible and engaged	9%	7%	10%	27%	78%

Senior management visibility

For the first 4 surveys (Dec 21 - Sept 22), all staff were all asked about the visibility of their Divisional Director; Head of School or Department; the Executive team.

As of Dec 2022, Academic staff were asked only about their Head of School or Department; the Executive team.

Professional and support services staff were asked only about their Head of Department; Divisional Director; the Executive team. Staff self-identified which category they were in.

All other questions in this theme were asked to all staff, irrespective of contract type.

2. % positive per division, for each question

	July 2024						
	Asked to All staff			Senior management visibility			
	Everyone is welcomed and respected at UEA	I understand how my role contributes to the UEA objectives and vision	I would recommend UEA as a great place to work	Asked to All staff	Asked to Academic staff only	Asked to Professional services staff only	
All UEA	61%	75%	56%	30%	71%	59%	78%
Academic Services incl. LTS	68%	78%	52%	34%		63%	78%
ARM	83%	96%	75%	39%		86%	86%
CCEN	88%	88%	80%	44%		80%	96%
EST	53%	85%	62%	40%		51%	60%
Faculty of FMH	62%	67%	59%	29%	67%	46%	81%
Faculty of HUM	32%	51%	22%	12%	56%		
Faculty of SCI	55%	71%	44%	21%	80%	33%	44%
Faculty of SSF	47%	58%	36%	27%	82%		
FPG	63%	82%	71%	31%		71%	86%
FPS (HUM, FPG, SCI, SSF)	48%	82%	48%	36%		53%	91%
ITCS	61%	69%	56%	24%		17%	61%
LIB	50%	85%	45%	40%		65%	90%
P&C	82%	77%	82%	49%		72%	82%
RID	65%	80%	63%	22%		46%	64%
Sport & Commercial	68%	47%	58%	21%		53%	68%
STS	80%	93%	73%	23%		67%	90%
VCO	69%	91%	82%	64%		68%	89%

3. Over time comparison of % positive

Faculty/Division
All UEA

3b. Percentage point (pp) comparison of latest two surveys

3b. Colour key	▲ increase ▼ decrease
Change in pp:	◀ no change

3a. Data over time

			All UEA												July 2024																						
	Asked to All staff	Everyone is welcomed and respected at UEA	100%	<table><thead><tr><th>Dec 21</th><th>Mar 22</th><th>Sept 22</th><th>Dec 22</th><th>Mar 23</th><th>July 23</th><th>Oct 23</th><th>Jan 24</th><th>April 24</th><th>July 24</th></tr></thead><tbody><tr><td>67%</td><td>68%</td><td>72%</td><td>68%</td><td>49%</td><td>46%</td><td>56%</td><td>61%</td><td>60%</td><td>61%</td></tr></tbody></table>												Dec 21	Mar 22	Sept 22	Dec 22	Mar 23	July 23	Oct 23	Jan 24	April 24	July 24	67%	68%	72%	68%	49%	46%	56%	61%	60%	61%	Everyone is welcomed and respected at UEA	▲
		Dec 21	Mar 22	Sept 22	Dec 22	Mar 23	July 23	Oct 23	Jan 24	April 24	July 24																										
		67%	68%	72%	68%	49%	46%	56%	61%	60%	61%																										
I understand how my role contributes to the UEA objectives and vision	100%	<table><thead><tr><th>Dec 21</th><th>Mar 22</th><th>Sept 22</th><th>Dec 22</th><th>Mar 23</th><th>July 23</th><th>Oct 23</th><th>Jan 24</th><th>April 24</th><th>July 24</th></tr></thead><tbody><tr><td>74%</td><td>73%</td><td>75%</td><td>76%</td><td>75%</td><td>65%</td><td>68%</td><td>74%</td><td>74%</td><td>73%</td></tr></tbody></table>												Dec 21	Mar 22	Sept 22	Dec 22	Mar 23	July 23	Oct 23	Jan 24	April 24	July 24	74%	73%	75%	76%	75%	65%	68%	74%	74%	73%	I understand how my role contributes to the UEA objectives and vision	▲		
Dec 21	Mar 22	Sept 22	Dec 22	Mar 23	July 23	Oct 23	Jan 24	April 24	July 24																												
74%	73%	75%	76%	75%	65%	68%	74%	74%	73%																												
I would recommend UEA as a great place to work	100%	<table><thead><tr><th>Dec 21</th><th>Mar 22</th><th>Sept 22</th><th>Dec 22</th><th>Mar 23</th><th>July 23</th><th>Oct 23</th><th>Jan 24</th><th>April 24</th><th>July 24</th></tr></thead><tbody><tr><td>63%</td><td>65%</td><td>65%</td><td>67%</td><td>65%</td><td>28%</td><td>34%</td><td>45%</td><td>48%</td><td>51%</td><td>56%</td></tr></tbody></table>												Dec 21	Mar 22	Sept 22	Dec 22	Mar 23	July 23	Oct 23	Jan 24	April 24	July 24	63%	65%	65%	67%	65%	28%	34%	45%	48%	51%	56%	I would recommend UEA as a great place to work	▲	
Dec 21	Mar 22	Sept 22	Dec 22	Mar 23	July 23	Oct 23	Jan 24	April 24	July 24																												
63%	65%	65%	67%	65%	28%	34%	45%	48%	51%	56%																											
Senior management visibility	Asked to All staff	My Divisional Director is visible and engaged	100%	<table><thead><tr><th>Dec 21</th><th>Mar 22</th><th>Sept 22</th><th>Dec 22</th></tr></thead><tbody><tr><td>42%</td><td>44%</td><td>48%</td><td>47%</td></tr></tbody></table>												Dec 21	Mar 22	Sept 22	Dec 22	42%	44%	48%	47%	My Divisional Director is visible and engaged													
		Dec 21	Mar 22	Sept 22	Dec 22																																
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The Executive Team are visible and engaged	100%	<table><thead><tr><th>Dec 21</th><th>Mar 22</th><th>Sept 22</th><th>Dec 22</th><th>Mar 23</th><th>July 23</th><th>Oct 23</th><th>Jan 24</th><th>April 24</th><th>July 24</th></tr></thead><tbody><tr><td>32%</td><td>30%</td><td>31%</td><td>31%</td><td>31%</td><td>14%</td><td>21%</td><td>29%</td><td>25%</td><td>30%</td><td>30%</td></tr></tbody></table>												Dec 21	Mar 22	Sept 22	Dec 22	Mar 23	July 23	Oct 23	Jan 24	April 24	July 24	32%	30%	31%	31%	31%	14%	21%	29%	25%	30%	30%	The Executive Team are visible and engaged	◀	
Dec 21	Mar 22	Sept 22	Dec 22	Mar 23	July 23	Oct 23	Jan 24	April 24	July 24																												
32%	30%	31%	31%	31%	14%	21%	29%	25%	30%	30%																											
Asked to Academic staff only	My Head of School or Department is visible and engaged	100%	<table><thead><tr><th>Dec 21</th><th>Mar 22</th><th>Sept 22</th><th>Dec 22</th><th>Mar 23</th><th>July 23</th><th>Oct 23</th><th>Jan 24</th><th>April 24</th><th>July 24</th></tr></thead><tbody><tr><td>74%</td><td>80%</td><td>77%</td><td>76%</td><td>74%</td><td>69%</td><td>71%</td></tr></tbody></table>												Dec 21	Mar 22	Sept 22	Dec 22	Mar 23	July 23	Oct 23	Jan 24	April 24	July 24	74%	80%	77%	76%	74%	69%	71%	My Head of School or Department is visible and engaged	▲				
	Dec 21	Mar 22	Sept 22	Dec 22	Mar 23	July 23	Oct 23	Jan 24	April 24	July 24																											
	74%	80%	77%	76%	74%	69%	71%																														
Asked to Professional services staff only	My Divisional Director is visible and engaged	100%	<table><thead><tr><th>Dec 21</th><th>Mar 22</th><th>Sept 22</th><th>Dec 22</th><th>Mar 23</th><th>July 23</th><th>Oct 23</th><th>Jan 24</th><th>April 24</th><th>July 24</th></tr></thead><tbody><tr><td>55%</td><td>52%</td><td>58%</td><td>62%</td><td>60%</td><td>60%</td><td>59%</td></tr></tbody></table>												Dec 21	Mar 22	Sept 22	Dec 22	Mar 23	July 23	Oct 23	Jan 24	April 24	July 24	55%	52%	58%	62%	60%	60%	59%	My Divisional Director is visible and engaged	▼				
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77%	79%	76%	79%	78%	78%	78%																															

Dec 21 Mar 22 Sept 22 Dec 22 Mar 23 July 23 Oct 23 Jan 24 April 24 July 24

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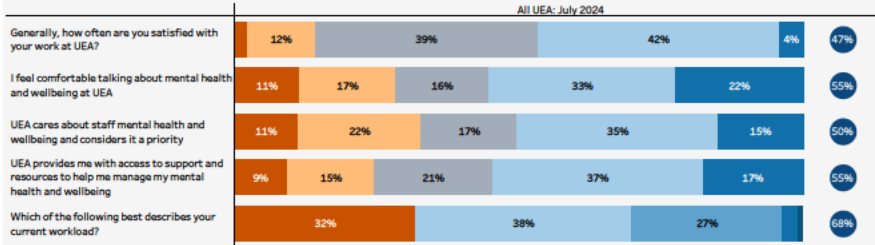
e.g. Strongly disagree e.g. Strongly agree

Not all questions have the same number of answers - e.g. some questions have more positive options than negative - but the scale of orange to blue will always remain the same.

Faculty/Division	Survey date
All UEA	July 2024

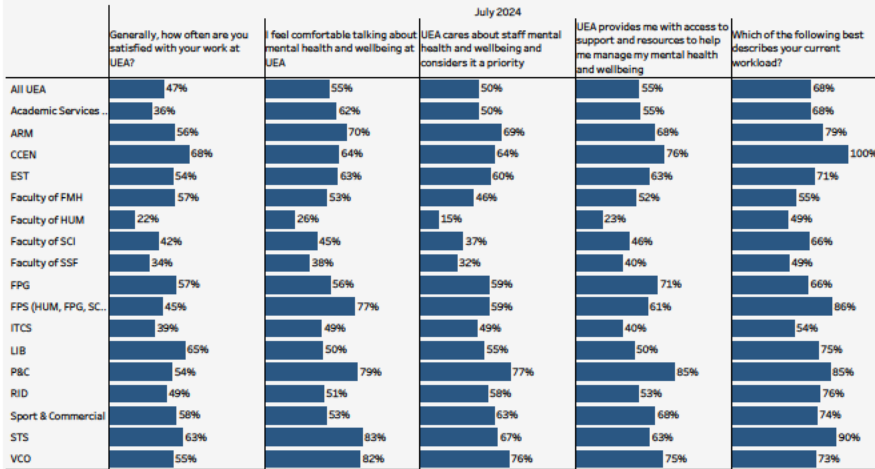
1a. Breakdown of responses per question

1b. % positive only



Positive responses for the Current Workload question are: Slight above capacity, At capacity, Slightly below capacity, Well below capacity. There are 5 responses in total

2. % positive per division, for each question



Faculty/Division
All UEA

3. Over time comparison of % positive

3b. Percentage point (pp) comparison of latest two surveys

3b. Colour key
 Change in pp: ▲ increase ▼ decrease ◀ no change

3a. Data over time

