

# People Update

## Department Faculty Meeting

10 January 2024

Oxford  
Mathematics



# Oxford University Staff Experience Survey 2023

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- University-wide survey, delivered every two years (this one April-May 2023).
- 50% participation (136 responses, from 271 staff)
  - Academic Faculty: 56% participation (60 of 180)
  - Early Career Researchers: 38% participation (37 of 98)
  - Professional Services Staff : 63% participation (40 of 63)
- Conducted by People Insight. Over 100 questions across 17 main themes.
- Scores can be compared to the Division-wide and University-wide results as well as past survey results.
- Provides an essential source of data to inform department's thinking and to direct actions.
- Thank you for taking part!

# What are our theme scores?

Average scores for questions grouped by a common theme



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Themes	Response Favourability	MPLS Overall	MI 2021 Survey
Induction	74% 11% 15%	+4	+4
Being managed	56% 22% 22%	+5	0
Career development	62% 24% 14%	+5	-3
Career Development - Research staff	48% 52%	+3	-10
Personal Development Review	58% 15% 27%	+2	-5
Mentoring	35% 3% 62%	0	-7
Being a manager	79% 17% 4%	+3	-1
Bullying and Harassment	86% 14%	+6	+2
Relationships	81% 11% 8%	+7	+5

# What are our theme scores?

Average scores for questions grouped by a common theme



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Themes	Response Favourability	MPLS Overall	MI 2021 Survey
Wellbeing & Workload	58% 20% 22%	-2	-3
Employee Voice	74% 19% 6%	+10	+5
Communication	80% 17% 4%	+7	+4
Leadership	79% 18% 3%	+9	+1
Decision-making	48% 34% 17%	+6	-5
Pay & Benefits	37% 20% 43%	+6	-18
Engagement	79% 14% 7%	+9	-7
Belief in action	38% 35% 26%	+4	n/a
MPLS	68% 17% 15%	+6	-2
Mathematical Institute	60% 30% 10%	0	-6

# Pay and Benefits



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## Key Results

- 40% feel satisfied with the total benefits package
- 35% feel pay is fair considering their duties and responsibilities

## Comparison

- **-18** points to MI 2021
  - **+6** points to MPLS 2023
  - **-1** points to Oxford University 2023
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- *28% of Academics and Researchers feel satisfied with pay and benefits (-22 points to MI 2021)*
  - *64% of PSS feel satisfied with pay and benefits (-9 points to MI 2021)*

## Departmental projects and initiatives

- The Vice-Chancellor has commissioned an independent review of the University's pay and conditions for all staff (<https://hr.admin.ox.ac.uk/pay-and-conditions-report>)
- Academic Career and Reward Framework project (<https://hr.admin.ox.ac.uk/academic-career-and-reward-framework/overview>)

# Wellbeing & Workload



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## Key Results

- 39% feel they are able to strike the right balance between work and home life
- 36% feel they can meet the requirements of their job without regularly working excessive hours.

## Comparison

- -3 points to MI 2021
  - -2 points to MPLS 2023
  - -4 points to Oxford University 2023
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- 46% of Academics feel satisfied with wellbeing and workload (-5 points to MI 2021)
  - 62% Researchers feel satisfied with wellbeing and workload (+3 points to MI 2021)
  - 72% of PSS feel satisfied with wellbeing and workload (-6 points to MI 2021)

## Departmental projects and initiatives

- Departmental Teaching Stint Review aims to address workload concerns within the department
- Wellbeing Strategy launched MT23 (<https://www.maths.ox.ac.uk/members/equality-diversity-inclusion/wellbeing-strategy>)

# Career Development



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## Key Results

- 68% feel they have the opportunity to develop and grow here
- 54% feel they are clear about the training and development opportunities available

## Comparison

- -3 points to MI 2021
  - +5 points to MPLS 2023
  - +4 points to Oxford University 2023
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- 55% of Academics feel satisfied with career development (+5 points to MI 2021)
  - 70% Researchers feel satisfied with career development (-9 points to MI 2021)
  - 64% of PSS feel satisfied with career development (-6 points to MI 2021)

## Departmental projects and initiatives

- Launch of Career Development Discussions for faculty, with a review of CDR for ECRs and PDR for PSS planned for 2024
- Termly lunches with Research Group Heads
- Support for mentoring opportunities to be explored further

# EDI themes



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- 85% feel able to be themselves at work
  - 88% agree that the department is committed to promoting ED&I
  - 82% feel the department respects individual differences (e.g. culture, working styles, backgrounds, ideas).

## Gender disparities

- 49% of female staff feel senior leaders make the effort to listen and communicate with staff, compared to 75% of male staff.

## Race

- 63% of BME staff feel able to be themselves at work compared to 88% of White staff
- 21% of BME staff agree they have an opportunity to contribute their views before changes are made, while 57% of White staff agree with the same statement.



# Reminders / for info



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- Mental Health Awareness training coming up – **Thurs 18 Jan 9.30-12.30**, Mon 11 March 10.00-13.00 (see email; [hr@maths.ox.ac.uk](mailto:hr@maths.ox.ac.uk))
- MPLS training courses (<https://www.mpls.ox.ac.uk/training/courses>)
  - Creating an inclusive research culture – Tue 23 Jan, 10.00-12.30
  - Futureproofing Your Career: become irreplaceable in the age of AI - Wed 24 Jan, 12.00-14.00
  - Get that grant – Thur 8 Feb, 14.00-17.00
  - Podcast your science – Thur 15 Feb. 9.30-4.30
- Careers support for Researchers (<https://www.careers.ox.ac.uk/researchers>)
- Carers' expenses fund (<https://www.maths.ox.ac.uk/members/policies/carers-expenses-conference-attendance>; contact [ali.goodall@maths.ox.ac.uk](mailto:ali.goodall@maths.ox.ac.uk))
- Vice-Chancellor's Awards (<https://hr.admin.ox.ac.uk/vice-chancellors-awards>)
- Thoughts, ideas, comments on anything 'People' – get in touch! [hewitt@maths.ox.ac.uk](mailto:hewitt@maths.ox.ac.uk)