

‘Creating a supportive work environment for academics in third level settings’

Some findings from the Irish Study



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RESEARCH PROJECT

- EHEA statement (2014)
- Education International
- Research, 10 Country Reports
- European Report
- Irish Country Report IFUT-TUI
- Collaboration TCD-UCD-DIT

RESEARCH APPROACH

- Case Studies
- Numeric and non-numeric
- Mixed method
- Interviews and questionnaire
- Statistical and qualitative analysis

OUR PRESENTATION

- Contextualising the Irish Higher Education system – a few words & numbers
- Academic Workers in Irish Higher Education
- The Education International Study
- Some of the findings from the Irish sample

CONTEXTUALIZING IRISH HE: SOME HEADLINE NUMBERS

- Irish GDP on HE = 1.36% (5.6% on all education) (OECD mean = 1.5% & 5.3%)*
- Cost per student = €9,102
- 2.9% of all public spending (€61.2 billion) or €1.8 billion goes to HE
- HE accounts for 19% of all state educational expenditure

- 95% of funding distributed by per capita (i.e. student numbers)
- 164,799 full-time students
- 90,341 in universities
- 65,340 in IoTs
- 9,118 in colleges

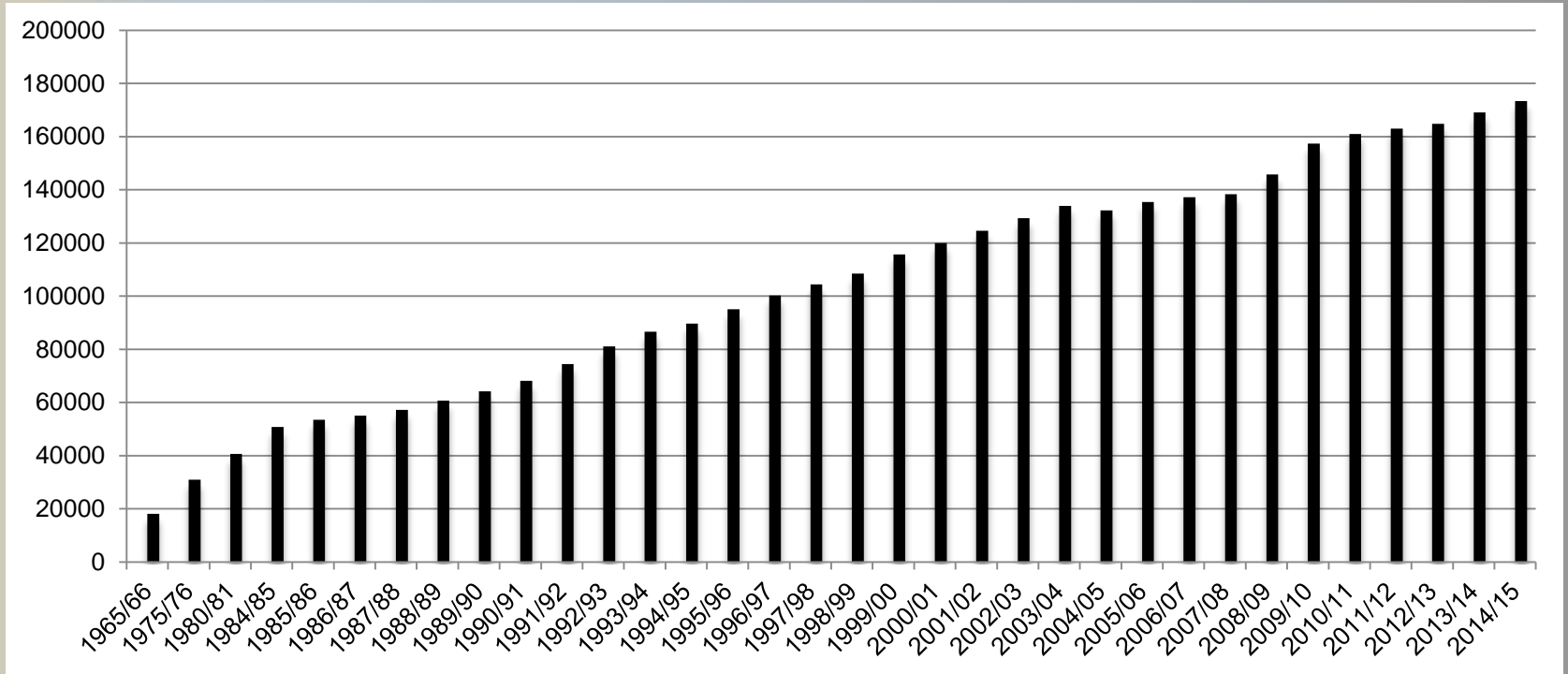
* Education at a Glance [2012 data] (OECD, 2015)

FUNDING OF THE SYSTEM

State funding for supported HEIs (HEA 2014) [€millions]

	2007	2010	2014	% Decrease
Universities	723	654	522	28
IoTs	525	462	354	33
Colleges	58	58	44	25

STUDENT PARTICIPATION: 1965-2014



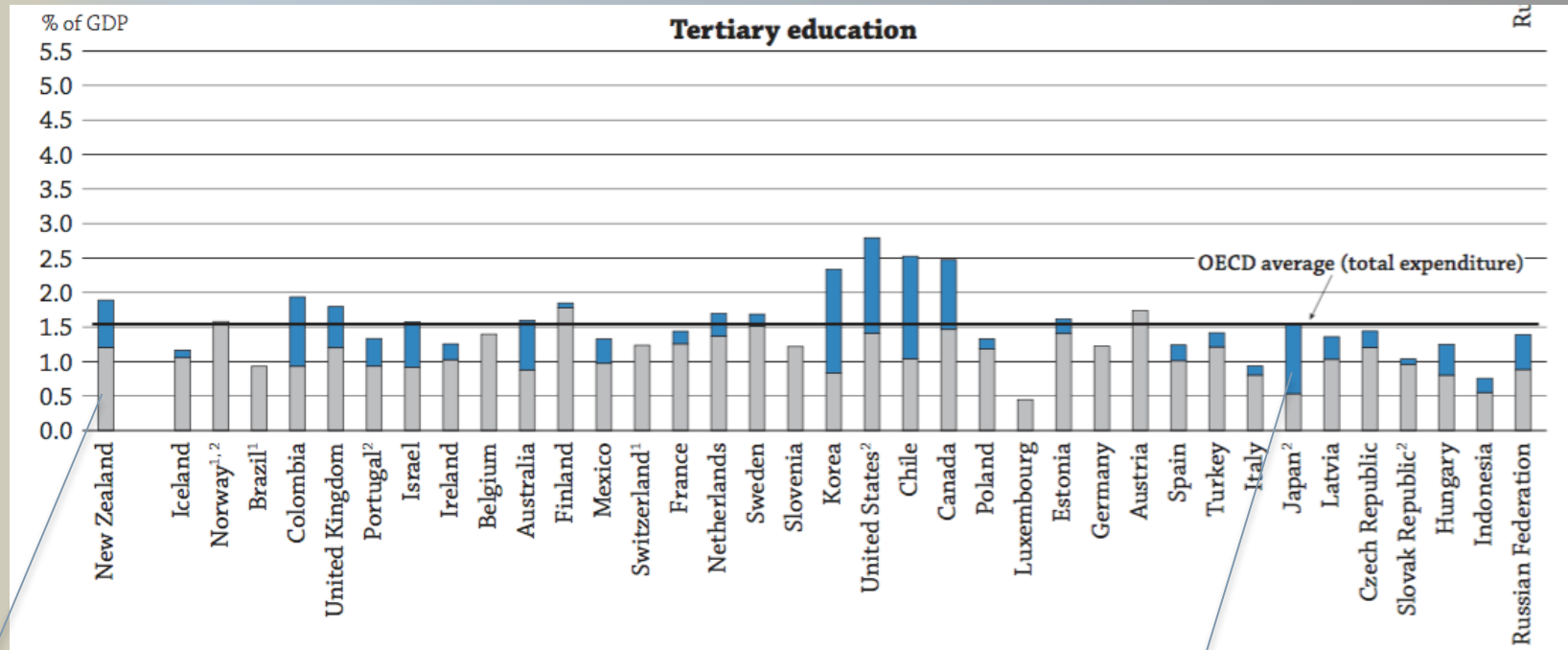
Source HEA (2016)

STUDENT PARTICIPATION & STAFFING

	2006/07	2010/11	2014/15
IoT Academic Staff	4,799	4,759	4,252
UG	51,322	73,004	79,297
PG	1,565	5,376	6,924
<i>Total Students</i>	<i>52,887</i>	<i>78,380</i>	<i>86,221</i>
University Academic Staff	4,537	4,701	4,297
UG	76,545	85,443	83,929
PG	24,194	29,364	26,846
<i>Total Students</i>	<i>100,739</i>	<i>114,807</i>	<i>110,775</i>

Excluding research staff and includes full & part-time enrollments except 2006/07 IoTs

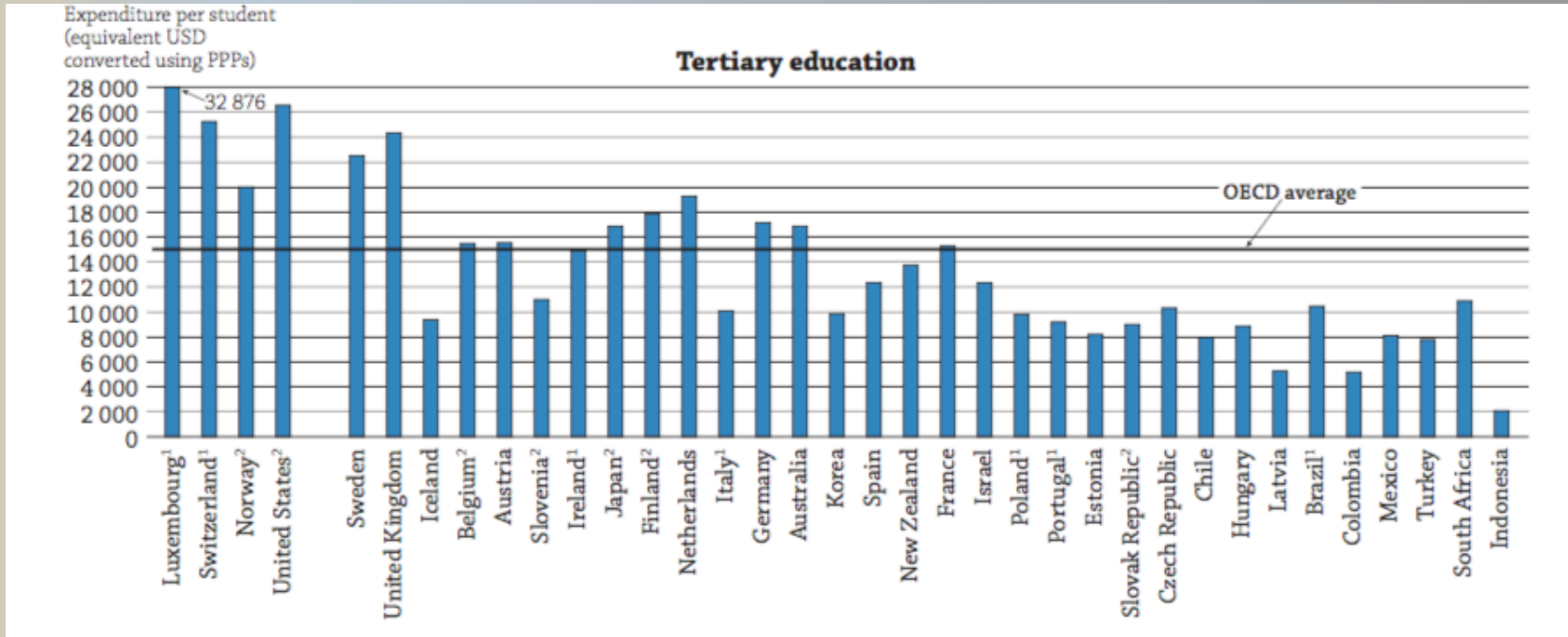
TERTIARY SPENDING PER STUDENT (OECD 2012 DATA)



Grey = public expenditure

Blue = private expenditure

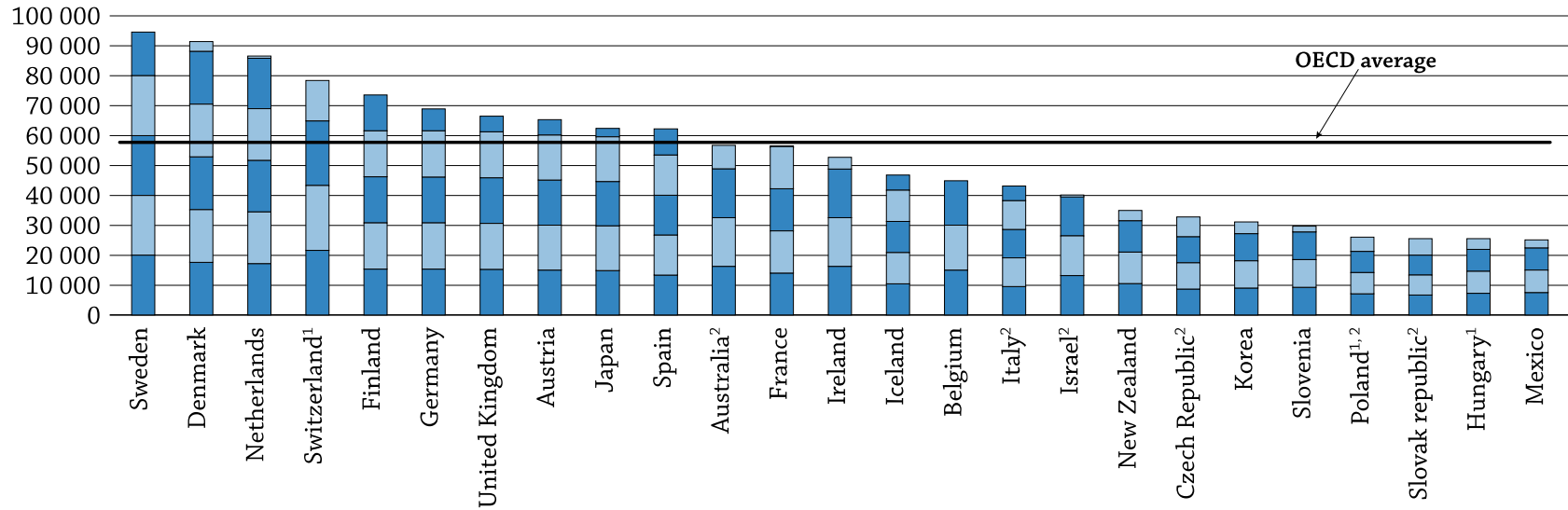
TERTIARY SPENDING PER STUDENT (OECD 2012 DATA)



STUDENT COSTS

Annual expenditure per student by educational institutions multiplied by the average duration of studies, in equivalent USD converted using PPPs

*In equivalent USD
converted using PPPs*



HIGHER EDUCATION LABOURFORCE IN IRELAND

- **23,507 staff in state supported HEIs (2015)**
- **Universities** = 14,316 [4,298 academics; 5,156 researchers; 4,861; support] (2015)
- **IoTs** = 8,237 [4,399 academics; 408 researchers; 2,816 support] (2015)
- **Colleges** = 251 academic: 253 support (2011)

INCREASE IN ACADEMIC WORKERS ACROSS OECD (OECD, 2014)

Status	2000	2009	2012
Part-time Male	445,009	688,147	754,455
Part-time Female	348,712	636,034	724,993
Full-time Male	823,289	1,145,871	1,163,130
Full-time Female	406,125	738,209	787,068

ACADEMIC LABOUR : UNIVERSITY SECTOR

	2003	2006	2010	2011	2015
Full-time Permanent	3,215	3,516	3,790	4,701*	3,441
Full-time Temporary/Contract	648	747	568	-	519
Part-time (WTE)*	243	274	397	-	337
Total	4,106	4,537	4,755	4701	4,297

Research Staff (2015) = 5,156; Temp = 4068, Perm = 1,088

*Includes permanent and temporary staff

ACADEMIC LABOUR : IOT SECTOR

Contract Status	2007	2008	2009	2010	2015
Permanent	3,406	3,339	3,231	3,078	2,669
CID	504	634	703	767	1,176
Temp	498	476	509	513	377
Total	4,799	4,845	4,842	4,759	4,252

Research Staff (2015) = 408; temp = 323, perm = 84

THE EDUCATION INTERNATIONAL STUDY (TUI-IFUT)

- Some demographics
- Institutional Management
- Work Conditions
- Teaching & Learning
- Research & Publishing

Full report available at http://www.tui.ie/_fileupload/Third%20Level%20Report.pdf

THE EDUCATION INTERNATIONAL-TUI-IFUT IRISH STUDY

The Irish Sample & Response rates

Union	Membership	Response	% response
TUI	3,881	718	18
IFUT	1,900	330	17
Totals	5,781	1,187	20

DEMOGRAPHICS

- TUI Male = 60% TUI Female = 40%
- IFUT Male = 53% IFUT Female = 46%
- TUI Age = 51% between 41-50 & 26% between 51-60
- IFUT Age = 40% between 41-50 & 31% between 51-60

CONTRACT STATUS

	Permanent %	Fixed Term %	Other %
TUI	83	7	10
IFUT	81	13	8

YEARS WORKING IN HIGHER EDUCATION

Years	TUI %	IFUT %	Combined %
1-5	4.6	5.5	5
6-10	18.7	16.6	19
11-15	29.2	27.2	29
16-20	22.6	17.9	21
21-25	11.9	12.8	12
26-30	6.3	8.3	7
31-35	4.8	6.2	5
36-40	1.4	4.5	2

SOME FINDINGS FROM THE IRISH SAMPLE: INSTITUTIONAL MANAGEMENT

1 = strongly agree 5 = strongly disagree

		1	2	3	4	5
Top-level management are providing competent leadership	TUI	5	13	19	25	38
	IFUT	5	17	29	19	30
<i>Combined</i>		5	15	21	23	36
Lack of staff involvement in decision making is a real problem	TUI	38	20	15	12	15
	IFUT	29	24	25	12	10
<i>Combined</i>		36	21	18	12	13

SOME FINDINGS FROM THE IRISH SAMPLE: INSTITUTIONAL MANAGEMENT

1 = strongly agree 5 = strongly disagree

		1	2	3	4	5
There is a top-down management style	TUI	57	15	8	6	13
	IFUT	48	26	12	8	6
<i>Combined</i>		55	18	9	7	11
There is a strong performance orientation	TUI	9	13	36	19	23
	IFUT	18	26	31	17	7
<i>Combined</i>		12	17	34	18	19

WORK CONDITIONS

‘Job Satisfaction’ (%) [1 = ‘very low’ 5 = ‘very high’]

	1	2	3	4	5	Total
TUI	6	14	30	38	11	704
IFUT	7	14	29	39	10	280
Combined	7	15	30	38	10	

‘Change in work conditions’ (%) [1’ = ‘very much deteriorated’, ‘5’ = ‘very much improved’]

	1	2	3	4	5	Total
TUI	34	40	18	6	2	708
IFUT	24	42	24	7	3	280
Combined	32	39	20	6	2	896

WORK CONDITIONS

1 = poor 5 = excellent

		1	2	3	4	5
Classroom conditions	TUI	8	24	34	28	6
	IFUT	6	20	30	31	12
<i>Combined</i>		8	23	33	28	8
Library facilities	TUI	6	14	28	41	12
	IFUT	5	8	26	40	21
<i>Combined</i>		8	23	33	28	8

TEACHING & LEARNING

1 = strongly disagree 5 = strongly agree

		1	2	3	4	5
At my institution there are adequate training courses for enhancing teaching courses	TUI	16	27	31	20	6
	IFUT	9	18	39	25	10
<i>Combined</i>		14	25	33	22	6
I am encouraged to improve my instructional skills in response to teaching evaluations	TUI	26	21	31	18	4
	IFUT	13	16	36	27	8
<i>Combined</i>		22	20	32	21	5

TEACHING & LEARNING

1 = strongly disagree 5 = strongly agree

		1	2	3	4	5
I spend more time than I would like teaching basic skills due to student deficiencies	TUI	7	12	25	30	28
	IFUT	12	15	32	21	20
<i>Combined</i>		6	13	27	28	26
Since I started teaching the diversity of students has increased	TUI	2	7	15	28	48
	IFUT	4	11	20	37	27
<i>Combined</i>		4	7	16	31	42

RESEARCH

1 = strongly agree 5 = strongly disagree

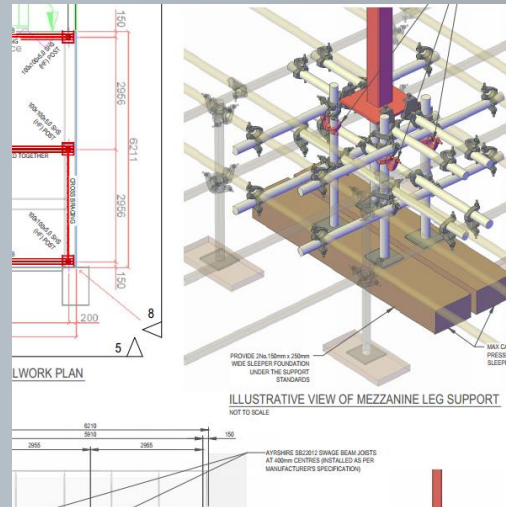
		1	2	3	4	5
The pressure to raise external research funds has increased since my first appointment	TUI	28	18	27	13	14
	IFUT	53	12	10	8	19
<i>Combined</i>		38	16	21	11	15
There is increased pressure to publish in international high ranked journals	TUI	21	20	32	17	10
	IFUT	55	15	7	9	14
<i>Combined</i>		32	19	24	15	11

RESEARCH

1 = strongly agree 5 = strongly disagree

		1	2	3	4	5
Publications and citations influence career progression	TUI	27	20	21	17	16
	IFUT	59	13	4	10	14
<i>Combined</i>		36	18	16	14	16
I am provided with adequate supports to attend national and international conferences	TUI	11	15	26	19	29
	IFUT	6	14	26	24	30
<i>Combined</i>		10	15	25	21	29

THANK YOU



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