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Background and Context

- June 2011: White Paper - Students at the Heart of the System

- July 2016: referendum on EU membership = BREXIT

- December 2016: 2016 UCAS end of cycle data released

- 2016-2021: Research Excellence Framework and Stern Report

- 2016 Higher Education and Research Bill

- 2017 Sir David Bell UUK review of sector agencies

What is Workload Management?

1. Workload Management Framework (Model; Allocation Process; Data/platform/reports)
2. Aim to align resource with strategy (Corporate/Unit Plan)
3. Benefits of WLM?
   - Enabling the best match between Faculty and School strategic objectives and the staff resource
   - Making the allocation of workload more transparent so as to build trust between staff members within a unit, foster understanding and respect for differing individual contributions to the School or Faculty, and improve morale.
   - Linking workload allocation with the professional and career aspirations of individuals
   - Helping the School to support its Health and Safety responsibilities through planning and allocating manageable staff workloads to prevent excessive stress for individuals
   - Contributing to supporting the equality and diversity obligations of the School, for example, by addressing issues of parity of treatment for staff on fractional contracts
   - Assisting planning through the provision of management information to senior management

WLM and strategic alignment?
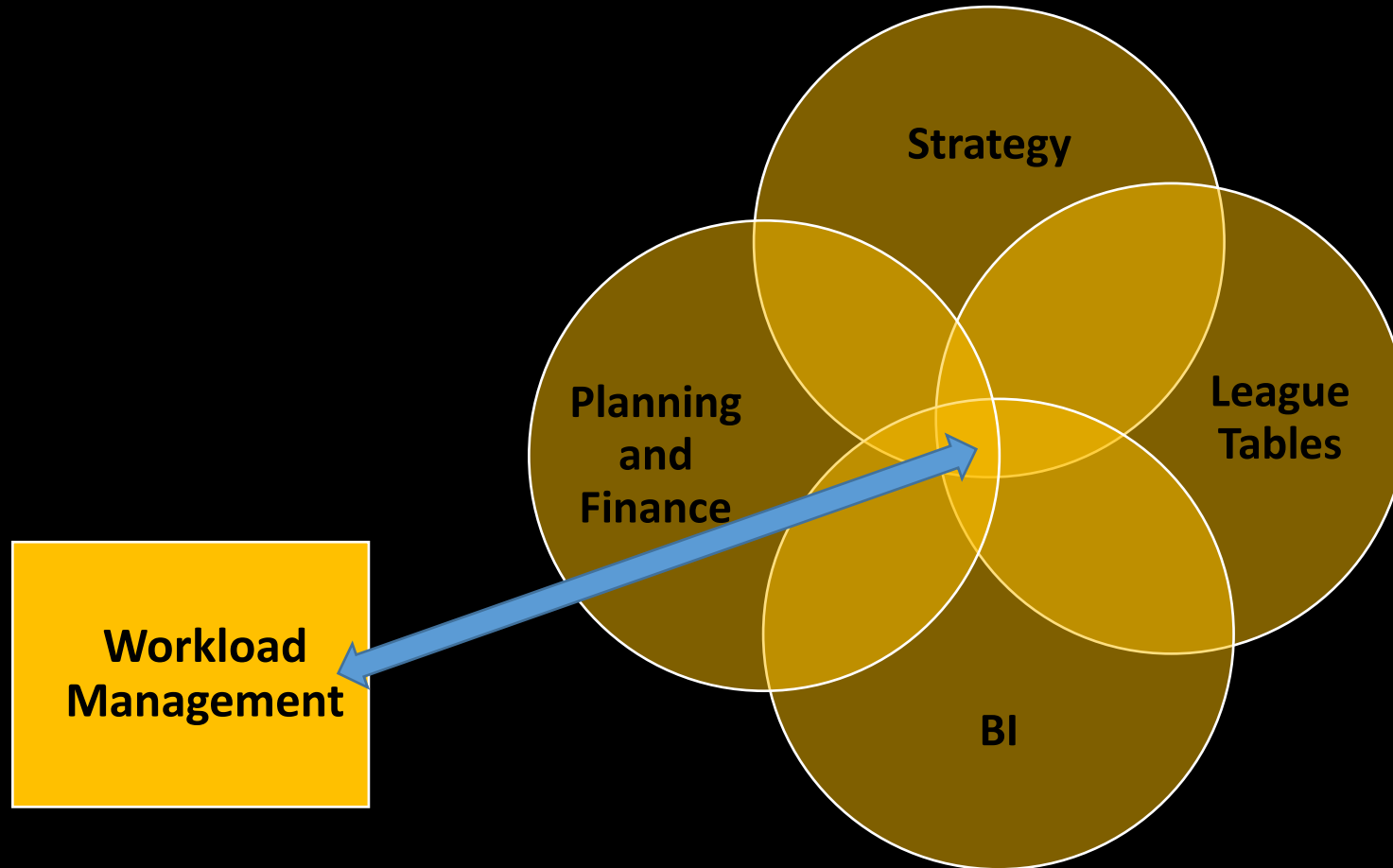
REF

Research – Impact

TEF

Teaching – Scholarship – Student Support – Employability

Academic Administration, Management Leadership

Enterprise and Engagement

Other?

Workload Management at the heart of the Planning Framework?

How WLM can be used as a planning tool to improve performance in the TEF

1. Purpose of the TEF
2. Schedule
3. Assessed on
   - Teaching Quality
   - Learning Environment
   - Student outcomes/Learning Gain
4. Contextual data
5. Metrics
   - NSS
   - HESA
   - DELHE
6. Provider submission - narrative
7. Assessment – overall judgement on teaching quality and Award

How WLM can be used as a planning tool to improve performance in the TEF

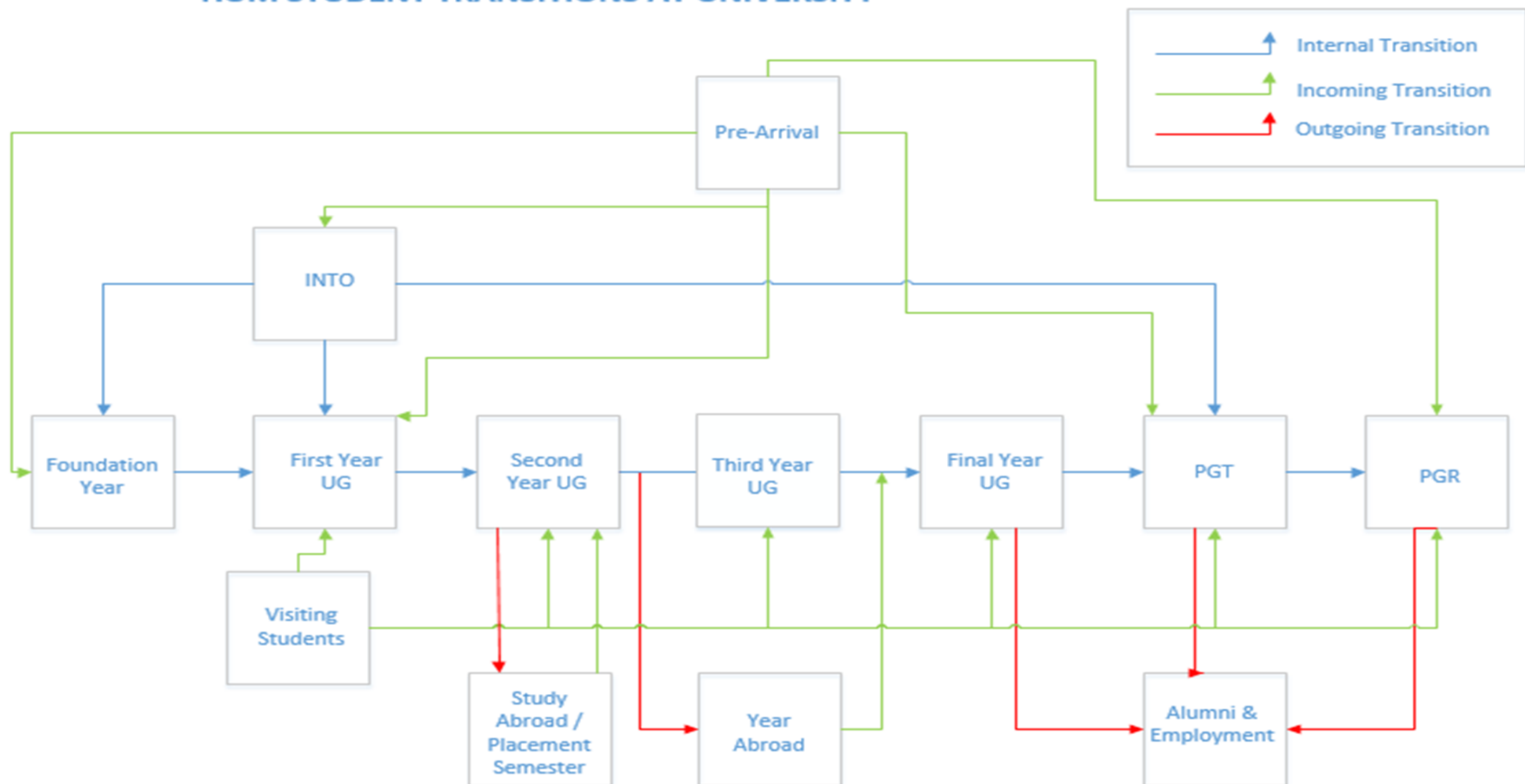**Assessment**

1. Metrics
   - Teaching Quality: teaching on my course (NSS Q1-4)
   - Teaching Quality: assessment and feedback (NSS Q5-9)
   - Learning Environment: academic support (NSS Q10-12)
   - Learning Environment: non-continuation (HESA)
   - Student Outcomes and Learning Gain: employment and further study (DELHE)

2. Provider written submission - narrative

How WLM can be used as a planning tool to improve performance in the TEF

1. Alignment of resource with strategy
2. Evidence allocation of resource to support TEF in provider narrative submission
3. Learning and teaching strategy – examples:
   - Assessment and feedback
   - Scholarly activity
   - TEF connected AML
   - Student support – advising
   - Enhancing the student experience
4. Costings
5. Incentivising TEF related activities
5. Staff plan (REF and TEF)
6. PDP
7. Using the workload allocation process to build stakeholder commitment

HUM STUDENT TRANSITIONS AT UNIVERSITY

Legend:
- → Internal Transition (blue)
- → Incoming Transition (green)
- → Outgoing Transition (red)

Nodes:
- Pre-Arrival
- INTO
- Foundation Year
- First Year UG
- Second Year UG
- Third Year UG
- Final Year UG
- PGT
- PGR
- Visiting Students
- Study Abroad / Placement Semester
- Year Abroad
- Alumni & Employment

Summary

- WLM Framework can contribute to creating certainty in uncertain times
- WLM - a planning tool to align resource with strategy
- Must have scope and agility
- Can help units to plan to support TEF activities
- Will provide evidence for TEF

How workload management can support the TEF

Questions?

Discussion

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