

Responses - columns are not associated with each other, this is just a list!	value(s)	value(s)	staff type codes	LIST of VALUES* [1]	POPULAR THEMES
			A for admin		respect
As a member of staff I am expected to.....		As a member of staff I can expect.....	B for academic		professionalism
Act professionally at all times	2,4	To be treated in a professional manner by students, staff and management at all times	C for services		student needs/experience
Treat people with respect	5,7	To be employed in a sympathetic manner which minimises stress, anxiety and health issues			job security
Be aware of the needs of all students	3,4	To be [offered] career development and NOT be viewed as a short term worker			workload (AWAM)
Be sympathetic to the population of students		To be appreciated, cared for and thus believe that I belong			flexibility
Provide feedback to students within 15 days of their submitting a piece of assessed work		I expect my workload to make this possible			wages/pay/Reward (non financial?)
deliver exciting innovative modules reflecting the latest scholarship and research while monitoring and supporting student performance		(you) to tell us what is going on			communication
remain up to date in my subject. conduct research and publish results		decent accommodation			management
continually develop my MA (sic) programme and facilitate employability at MA level		support for innovative activities - cost of visits etc			career development/progression
fulfill my obligations on time in the manner specified		flexibility to allow conference attendance and fieldwork			administration
be polite and sensitive in responding to students' requests and queries		quality food in the cafes etc in college (healthy options?)			positive attitude
understand that I am here for the students, not the other way around		clear administration procedures for fieldwork: risk assessment forms and student forms for key information			tools to work with/working tools/it etc
see every challenge as an opportunity to make a positive impact		admissions giving better information to approaches particularly re joining instructions			diversity issues
work effectively and productively		my queries to be responded to promptly			staff value
seek to provide the best possible student experience in relation to the work I do		to be communicated with in a transparent and prompt way regarding important issues			staff/colleague support
embrace new initiatives positively		not to have to always make sure other members of staff (including senior staff) fulfill their obligations and things they said they would do			training
work to the best possible standards set by the university/department		a positive attitude from everyone I work with or for at the university			targets and performance review
be creative and responsive to the needs of clients		a mechanism to reward success in teaching and learning or other work areas			health and safety
deliver quality and maintain excellence		career progression for HPL staff, ie length of service and/or other criteria			students as paying customers
provide an effective concise service to students and other members of staff and stakeholders		communication and better systems from central services			responsiveness and action
provide a professional service to students, staff and other outside contacts		more responsive depts (centralised units)			Accommodation/Working (Physical) environment
communication		more flexible approach to demands of employers (professional courses)	end p 1		Work hard (be engaged)
provide a professional service to staff, students and customers		encourage creativity			Scholarship
relay knowledge and confidence to students in order to enhance their career		job assurance			
Always remember and act like our students are number 1		job security			

prepare my teaching and learning material appropriate to the student profile for seminars, workshops and lectures to an excellent standard		the tools to work with				
be professional, reliable, cooperative and responsible in my dealings with staff and students		wages				
		to be respected by other staff members and students				
knowledgeable and supportive service to students and fellow staff		to be a useful contributor to the running of all aspects of academic side				
act in a professional manner		To work hard				
represent the university in a professional manner		Get stuff done				
a realistic workload, SMART performance targets and continued support from Management to achieve London Met seven values within the strategic plan		Have fun				
to be treated with dignity and respect by staff at all levels		Job security				
rewards for hard work and commitment to the university's mission and goals		an appropriate physical learning environment with basic ICT that works, seating, adequate heating/light/air for students to be able to work				
flexible working policies to facilitate (sic) work life balance		a safe supportive and professional working environment				
adequate facilities and equipment, clean working environment including toilets, teaching rooms and staff offices		job security and supportive managers to Director level				
to cultivate an environment of trust and openness and to facilitate a bottom-up communication and empowerment strategy		support from colleagues and management				
Have a wide knowledge of the university & how it works		value individual differences and commitment towards the university's diversity and equality policy				
Be professional.		promote a constructive working environment and treat staff and students as they would like to be treated themselves				
Use my initiative when required.		attend and contribute towards SMT and other board level meetings				
Do my job professionally		to ensure a safer and healthy working environment				
Deliver quality teaching, which is based upon scholarship and research.		To be treated with respect by staff & students alike				
		A nice safe work environment.				
		Job security				
		Support from managers and other work colleagues				
		Training.				
		Management to engage in genuine dialogue (Which means listening as well as just talking) with staff on key issues				
		Honest and transparent communication about institutional and faculty development				
		Recognise the input of each and every member of staff and how they benefit the institution.		end p2 up to row 44 & 51 is 16/3/12 event		
- deliver education via the university's blended learning strategy.		- to receive quality staff development, as needed in a changing academic environment.				
- engage in staff development processes, in order to remain abreast of changes in higher education.		- to be supported in scholarly endeavours (broadly defined - books, research, papers, conferences, etc).				
- make the delivery of material suitably challenging, whilst promoting student engagement.		- to be supported by the institution in maintaining rigorous academic standards (and not pressurised to inflate pass rates).				

- to maintain rigorous academic standards.	- the institution to understand that an academic's job is to question and criticise, even where this may be uncomfortable to management.				
- question and criticise, and to promote these abilities in students.	- the principles of academic freedom, enshrined in law, to be upheld without qualification by the institution.				
- appreciate student diversity and to behave accordingly.	- university managers to respond to communications in a timely and courteous manner (just as they expect staff to respond to students).				
- behave in accordance with the principles of academic freedom, as described in the Education Act (1988).	- time to simply think.				
- let students know how and when I can be contacted.	- time to engage in the other activities above, and to engage in scholarship and to maintain up-to-date knowledge.				
- respond to student concerns in as timely a manner as possible.	- to be treated with respect (no shouting, verbal aggression, or other forms of intimidation that constitute bullying).				
- maintain up-to-date knowledge within my areas of interest.	- not to be punished for 'whistleblowing'.				
- engage in scholarship (broadly defined - books, research, papers, conferences, etc.)	- to be treated like the 'greatest asset' that the strategic plan claims the staff to be.				
- treat colleagues with respect (no shouting, verbal aggression or other forms of intimidation that constitute bullying).	- the values of the university to be driven by bottom-up discussion rather than diktat from above.				
	- the university to proactively pursue the minimisation of workplace stress, including anonymous staff surveys linked to targets for managers.				
	- an annual staff satisfaction survey, with results independently analysed, and results openly published so that Schools and Faculties can be compared.				
	- swift access to counselling and chaplaincy services.				
	- not to be allocated to modules that I am not qualified to teach.				
	- Deans to be involved in module organisation/teaching, so that they do not lose touch with the day-to-day concerns of higher education.				
	- a reduction in top-down management, with staff involved in the decision making for their schools and faculties.				
	- the university not to provide services to governments involved in the systematic torture and oppression of their own citizens.				
	- annual opportunity for staff to provide anonymous appraisals of managers' performance.				
Take a shared and responsible attitude to promoting a healthy and safe working environment for all who access and use University services.	An environment that is safe and which places the well-being of its staff at the centre of all of its activities. A pro-active approach to risk management, and action towards preventing avoidable incidents. Compliance with statutory and legislative requirements. A positive approach to ensuring a work-life balance, including listening to, and considering needs. Well-maintained and secure premises. Provision of an Occupational Health Service for all staff.		end p 3		

Behave and act professionally, ethically, and responsibly in line with University policies and procedures	<p>Sensitive and sensible efforts to resolve differences and disputes through established and agreed mechanisms, based upon University policies and procedures.</p> <p>Protection from unreasonable behaviour</p> <p>Provision of a working environment that is free from bullying, harassment and violence.</p> <p>Respect for your right to join a staff organization or Trades Union.</p>					
<p>Evaluate activities with respect to their environmental risks and opportunities.</p> <p>Work towards achieving performance that ensures the University's environmental viability.</p>	<p>Provision of continual training for staff on environmental issues relevant to the University's business.</p> <p>Encouragement to use resources efficiently and to minimize waste, usage of water, and other consumables in the University environment.</p> <p>Encouragement to minimize the environmental impact of travel by cycling, sharing transport, and using public transport where possible.</p> <p>Development of a strategy for the University to move towards sustainable procurement of goods and services used in its operations.</p> <p>Development of a strategy to move towards minimizing carbon emissions and to prevent pollution in our operations.</p>		end p 4			
Put the interests of students, clients and partners at the centre in the development of teaching, research and scholarship activities.						
Commit your full range of talents and expertise to delivery of the University's mission and goals.	A valuing of the talents and abilities of all employees, and encouragement of, and opportunities for, personal and professional growth and development.					
Be open to constructive criticism, and fully engage in staff development and appraisal, in line with the University's strategic plan and mission.	<p>An annual appraisal, and training and support to engage with it to maximum effect.</p> <p>Fair, reasonable and adaptable performance standards, and fair and reasonable measurement of performance and outcomes.</p> <p>Provide a scheme for staff development which is aligned with business objectives.</p>					
Act in accordance with established University policies and procedures, and when in doubt, to seek advice from your line manager.	Promote University policies and procedures, and ensure an effective flow of communications and information across the University					
Fully engage in research and scholarship that meets internal and external benchmarks for excellence	A valuing of research and scholarship activities of staff, and encouragement and opportunities for personal and professional growth in research and scholarship.					

Value and respect all staff, regardless of status or position within the University. Promote and contribute to the practice and monitoring of equality and diversity issues. Respect and observe the need for confidentiality, when appropriate.		Promotion of best practice in equality and diversity issues. Treatment of all staff, students and clients with respect and dignity Treatment of all staff, students and clients fairly and consistently					
Support the University in developing meaningful links with industry and business, and in becoming an active and valuable partner in the local economy.							
Try to work to a high standard and co-operatively with colleagues throughout the University. Value the contributions of others, and thank colleagues for a job well done.							
Recognize that all colleagues make different, but important contributions to the University.							
Be active in embracing change and innovation, using your full range of talents and abilities, in accordance with developing the University's mission.		Mechanisms to actively seek staff contributions and engagement when delivering and promoting organizational change		end p 5			
To behave with honesty and integrity, and to openly share ideas and concerns.		Provide an atmosphere of openness without fear of victimization. Provide mechanisms for open dialogue throughout the University					
Contribute to producing the best outcomes within the resources available. Use University resources effectively and efficiently		Supply staff with adequate resources to deliver a high standard of learning experience Produce a budget that best serves the needs of the students and directs this to the staff making the closest contribution to the student learning experience					
Work as part of a team to deliver a high quality learning experience		Maximise the resources, training and support available to staff to deliver the high quality learning experience, particularly practice based courses					
Within reasonable limits respect, help and support the needs and views of our colleagues, students and clients							
Work with colleagues to collectively achieve the desired outcomes of the University		Support and staff development					
Ensure learning classes start on time and keep to schedule		In appropriate circumstances and within the bounds of the timetable staff to be allowed flexible working hours and conditions Minimise bureaucracy associated with many London Met activities					

		Clear instructions as to the nature of staff's work role and the intended outcomes/achievements. Provide the background information so that staff are aware of the reasons and constraints					
Give honest and frank assessments on issues and challenges							
Ensure that usage of power, paper etc – is kept to a minimum. Help devise new ways of being environmentally aware		Support to do this					
Striving to perform to the best of your ability – going the extra mile.		Support to do this					
Treating all others with respect – but also not bending the rules for those who shout the loudest!		Support to do this					
Not bad-mouth the University!							
Do not be negative!							
Sometimes work outside your contracted hours – at times such as enrolment. Induction, clearing. exams		Be given plenty of notice and help in re-arranging domestic arrangements e.g childcare					
		Be allowed to take the extra time worked in lieu					
To be aware of cultural diversity and be inclusive in all work activities		To gain an understanding of the diverse needs and cultural norms of our learning community			end p 6		
		Facility to be provided for cross learning community engagement					
Flexible working hours							
to discharge my duties and responsibilities as effectively as i can, i would actually aim to go the second mile and to experience the satisfaction of having done so much more than I am actually require to do		expect my colleagues to have confidence in my abilities to provide support to them to the best of my ability			2nd live event 23/3/12 MG 5-01		
to do my job to the very best of my ability at all times		to be treated with respect					
to do my job to the best of my ability		to be considered as a valued member of staff					
do my job to the best of my ability		to be treated with respect					
be professional		to be rewarded					
perform my duties well		to be considered as a valued member of staff					
be punctual		to be treated with respect					
be polite		to receive training as/if required					
treat staff and students with due respect							
to do my job, behave in a professional manner, uphold the university regulations and code of conduct, treat colleagues and students with respect		to be paid, treated with respect, be provided with accurate information and provided with a safe working environment					
be efficient		honesty regards (sic) to my future at london met					
provide timely and accurate information		to be encouraged to develop myself					
uphold university regulations and codes of conduct		a professional, comfortable and happy working environment					
provide consistent and professional service to all staff and students		support from peers and team members					
give my all and fully engage		job security					
develop skills and knowledge		training and career development opportunities					
seek career development		job satisfaction					
suggest and contribute to changes and future development		communication from management					
support team members and peers		to know what is expected of me					
manage staff to ensure they are able to do their job to the very best of their ability		to have clear targets					

1. The Seven Values are:

1. Sustainability
2. Quality
3. Diversity
4. Responsibility
5. Collaboration
6. Flexibility
7. Openness