



Trinity College Dublin

Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

We're in this Together:

Building Resilience and Wellbeing for Trinity Community During and Post COVID-19

Trinity Staff Survey Report 2020 presented to the EOG

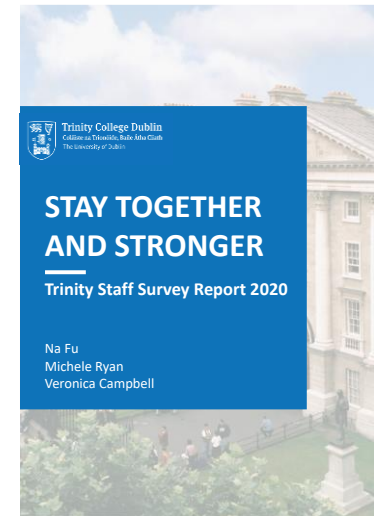
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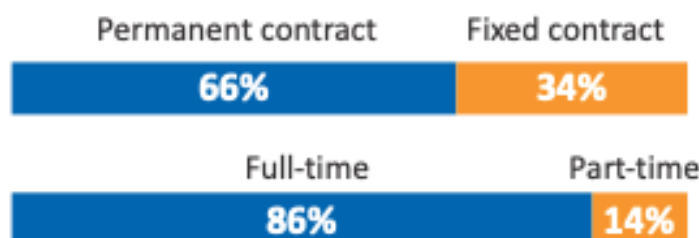
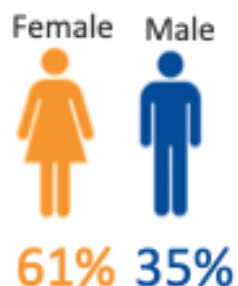
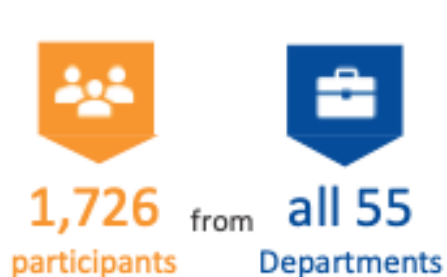
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About the project

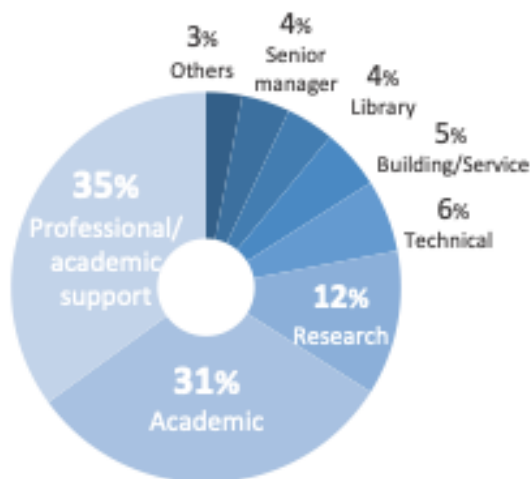
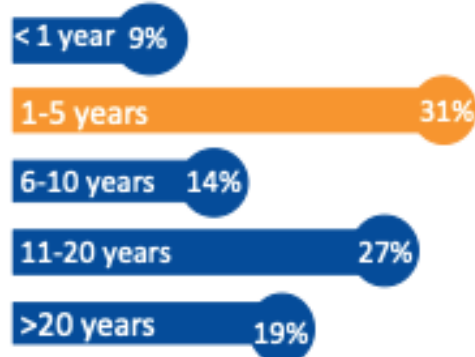
- **Funded by Trinity Covid Fund**
 - Harnessing Trinity's Collective Expertise for the Greater Good
- **Objectives**
 - to explore the key factors and mechanisms that help Trinity to build resilience and wellbeing for staff and students
 - to take timely and impactful actions to improve our capability to cope with challenges and pressure caused by COVID-19
 - to inform the work of Trinity Futures
- **Method**
 - Online survey to all staff and students in July and August 2020
- **Deliverables**
 - Trinity Staff and Students Survey Report 2020



Profile of Respondents



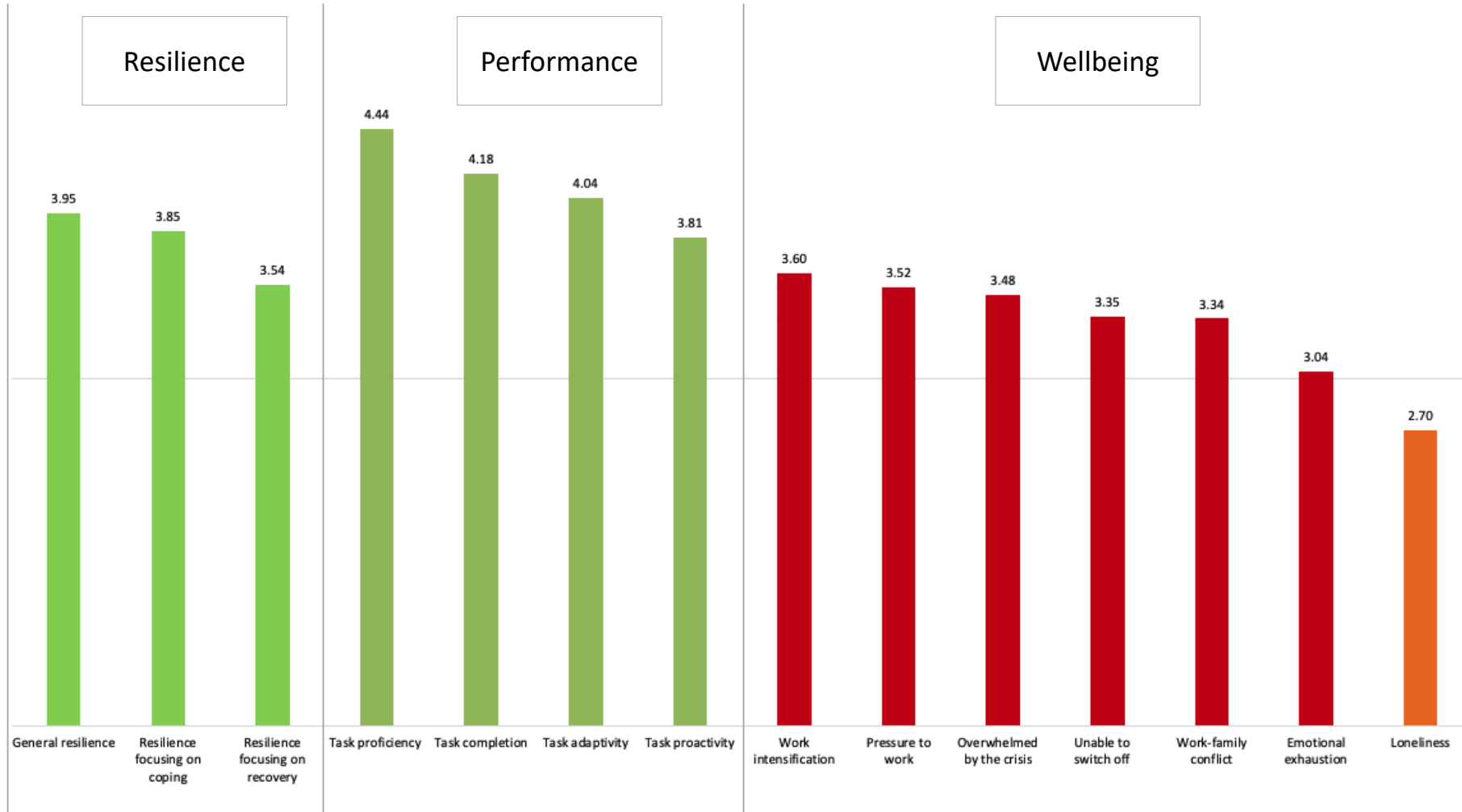
Tenure



Living with

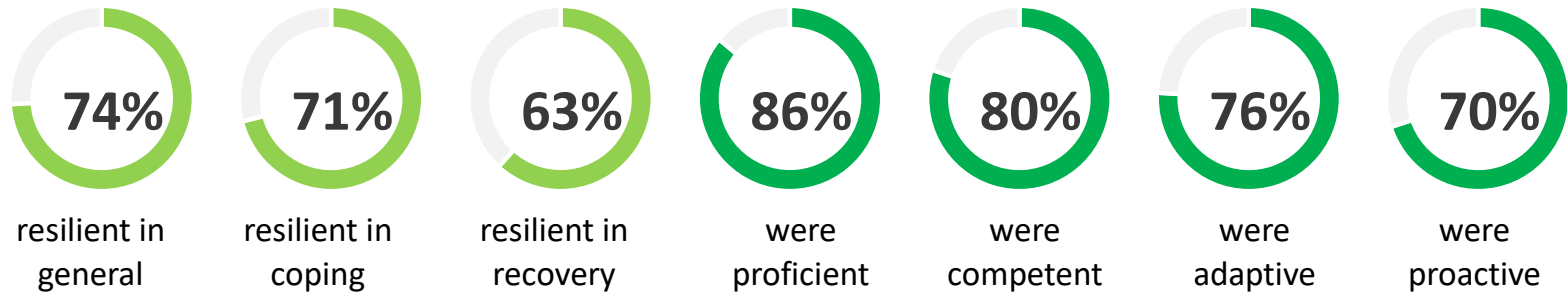
Partner	33%
School-going age children	11%
Small children	24%
Adult children over 18	13%
Parents	4%
Friends/flat share	6%
On their own	9%

Staff outcomes during the crisis

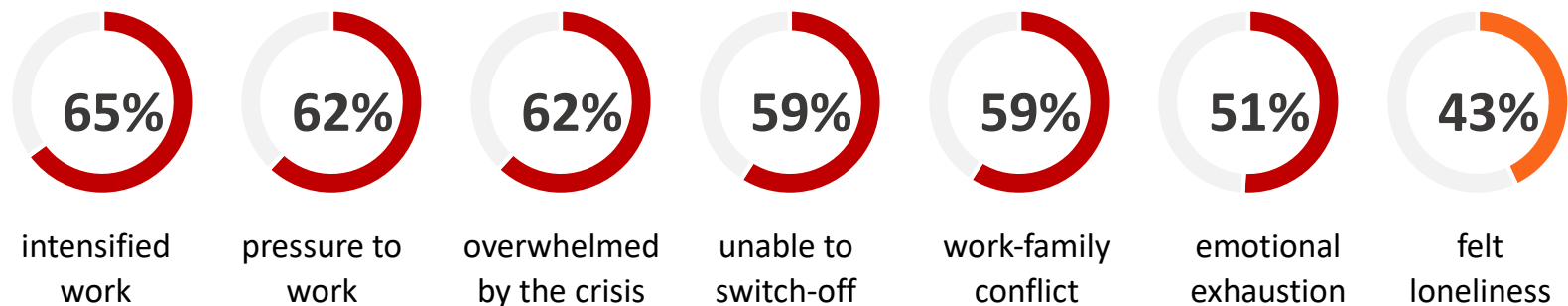


Staff outcomes during the crisis (cont.)

STAFF RESILIENCE AND PERFORMANCE

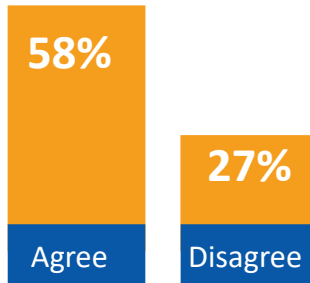


STAFF WELLBEING

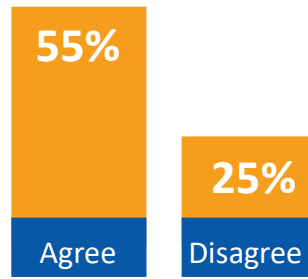


SUPPORT FROM COLLEGE AND DEPARTMENT

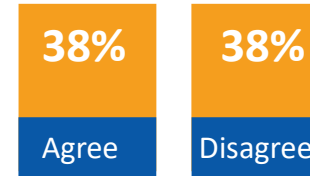
were kept up to date about important issues



heard enough about how everything is running in College



clear about the decision-making process



60%

agreed that their managers had consultative, empathy-based and approachable leadership



>54%

agreed that their managers took charge, made firm decisions, defined tasks and responsibilities for group members



48%

agreed that their managers gave instructions to group members

Participation opportunities



perceived to have good opportunities to participate in decisions that affected them

Yes

51%

No

26%

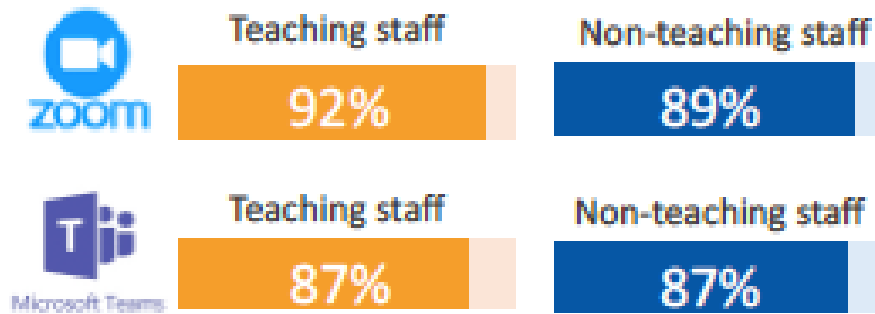


had knowledge of what was happening in different parts of the College

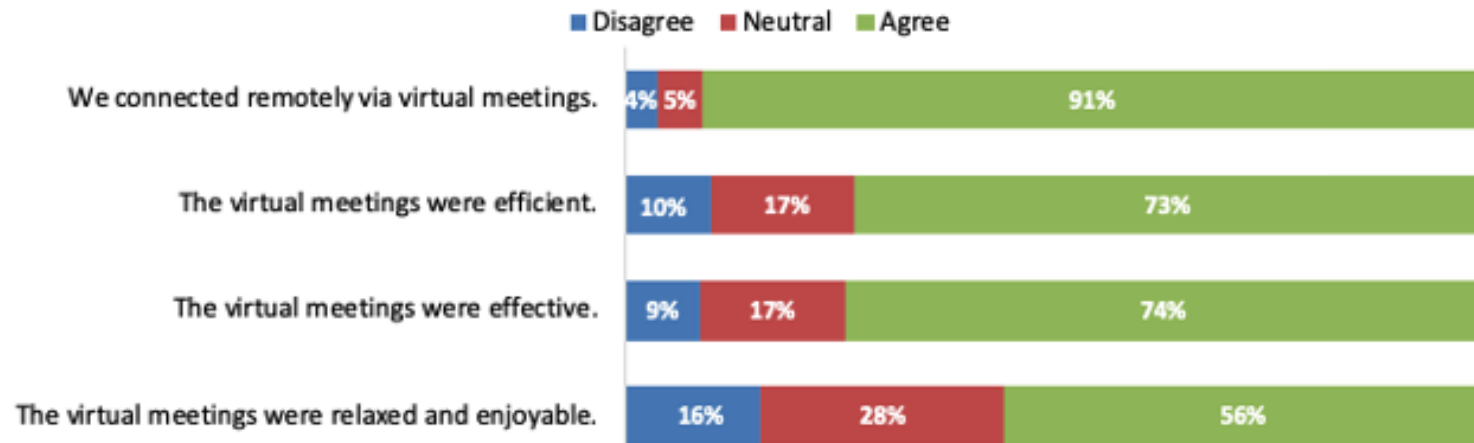
34%

40%

Technology



Virtual Meeting Effectiveness



Figures 4.14 in the report (p.16)

Teaching and learning



76%

preferred face-to-face teaching

59%

preferred real-time online teaching

95%

will adopt online teaching if needed

66%

will need support for online teaching

Comparison across Gender

Variables	Difference (Y/N)	Difference
Staff resilience	Y	Female = Male > Other
Staff wellbeing	Y	Female = Other < Male
Staff performance	Y	Female > Male = Other
Satisfaction with college support	Y	Female = Male > Other
Positive attitudes towards technology	Y	Female = Male > Other
Support from the College	Y	Female > Male > Other
Humanity-based leadership	Y	Female = Male > Other
Function-based leadership	Y	Female = Male > Other
Support from peers	Y	Female > Male > Other
Participation opportunities	Y	Female = Male > Other
Job autonomy	Y	Female = Male > Other
Job interdependence	N	None

Table 4.1 in the report (p.26)

Future of work



41%

Never heard of smart working



92%

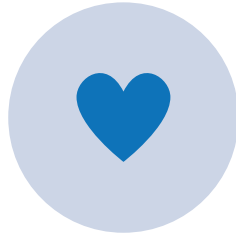
Prefer remote or hybrid working

“I hope and expect that College will take advantage of this unique opportunity to implement a flexible working policy.”

“I am hopeful that Trinity will implement policies that facilitate more of this way of working on a permanent basis.”

“College should be TRULY flexible regarding future work from home requests/hybrid models.”

Recommendations



**BUILDING
WELLBEING**



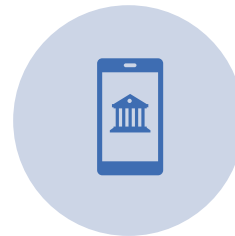
**IMPROVING
COMMUNICATION**



**DEVELOPING
LEADERSHIP**



**OFFERING HYBRID
WORKING**



**ASSISTING DIGITAL
LEARNING**



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Thank you very much!