SDF Review 2014 results

Survey overview

Number of respondents: 73

2. Institution

View All Responses - There are too many responses to display on this page and so all the responses to this question are available on a separate page.

Anglia Ruskin University
Bath Spa University
Cardiff University
Cardiff University
Coventry University
Durham
Imperial
Institute of Cancer Research
JIC
Lancaster University
Liverpool JMU
Newcastle University
Northumbria University
SOAS, University of London
South Wales and South West England Group
The University of Sheffield
UCA
Univ of Manchester
University for the Creative Arts
University of Central Lancashire
University of Chester
University of Essex
University of Exeter
University of Hertfordshire
University of Kent
University of Lincoln
University of Manchester
University of Oxford
University of Portsmouth
University of Portsmouth
University of Portsmouth

University of Sheffield
UWE, Bristol

4. How clear are you about the role of the SDF in supporting HE Staff and Organisation Developers		
Very clear:	28.8%	21
Clear:	58.9%	43
Not sure:	6.8%	5
Unclear:	5.5%	4
Very unclear:	0.0%	0

5. How frequently do you engage with your Regional or National (Wales, Scotland, Ireland) staff development support group		
Very regularly:	28.8%	21
Fairly regularly:	35.6%	26
Not much:	26.0%	19
Never:	9.6%	7

5.a. If you answered not much or never, please explain why

View All Responses - There are too many responses to display on this page and so all the responses to this question are available on a separate page.

As an institution we do but personally, due to part time hours, the meetings aren't often accessible for me. My colleagues do feed back though.
Because of the junior level of my role it is hard to find events, conversations that are aimed at my role level
Dont know who they are, don't know how to contact them.
follow on actions - limited amount after interactions
Have not been contacted by them, nor received email/info from regional staff. it is not clear what their purpose is or why I would contact them.
I am new to HE and need to get a clearer understanding of the role of the group.
i used to engage regularly with SDF until my role changed slightly and other network groups became more relevant.
I work part-time and events in London can be expensive in terms of costs and time.
It often seems to focus more on general staff development and not on the specfically academic aspects I am responsible for
Most liaison with SDF is by the Head of L&D - she will pass on relevant information to the team.
My boss not supportive of leaving the office
My colleagues attend and feedback. We couldn't send everyone who wants to attend; it would be too expensive.
Not aware of what is offered
Our regional group hasn't been active in recent times but do keep in contact with regional

contacts on ad hoc basis. Would be willing/ interested in helping to resurrect
Rely on the website, Jiscmail and my manager's updates on what is current in SDF.
The orientation is too operational and the scope of the discussions is sometimes not focused within an HR strategy agenda.
There doesn't seem to be anything running in the south east
there isn't one in my area
Time pressures
unsure who they are
Usually hard to see relevance of activities to my own role and or our own university strategic objectives
usually someone in my team attends regional meetings. As a part timer I need to concentrate on job at the office.the team value this relationship I believe.
we used to meet regularly but meeting shave lapsed lately

5.b. If you answered very or fairly regularly, how useful is the group?

Very useful:		63.8%	30
Useful:		36.2%	17
Not very useful:		0.0%	0
Not useful at all:		0.0%	0

6. How effectively does the SDF communicate with you about the services and support it provides to the staff and organisation development community

Very effectively:		15.1%	11
Effectively:		65.8%	48
Not sure:		13.7%	10
Ineffectively:		5.5%	4
Very ineffectively:		0.0%	0

6.a. Please elaborate if you have indicated ineffectively or very ineffectively to the above question

View All Responses - There are too many responses to display on this page and so all the responses to this question are available on a separate page.

Although I have said effectively I feel I need to make the point that there is a vast array of information on the website and so really it is up to me to look at that rather than rely on emails
Lots of emails in an already busy mailbox so sometimes things get missed or deleted.
not much advertising of events/courses. Information on website is out of date for long periods of time e.e. accredited programmes? why advertise this if no longer running?
The most recent spring conference had absolutely no detail at all about the sessions being offered not enough detail to make a decision on. I still have not seen an email with this information on

7. Are you aware of the SDFs website: www.sdf.ac.uk

Yes:		89.0%	65

No:		11.0%	8

7.a. If you aware of the SDF website, what is your view of its value

View All Responses

- There are too many responses to display on this page and so all the responses to this question are available on a separate page.

As I am relatively new in my role I've found really useful information on the website and it's been particularly useful to understand what material is available for sharing. It's also been helpful to understanding some of the project areas that have been invested in with previous research and outputs.
dont use it a great deal
Good source of information and resources
Growing in value - source of basic information and best of all the new journal.
Has ome useful and helpful information
I dont have it as my list of websites to review regulalry or go straight to. I'm probably not sure what it can offer me that
I feel it could hold a lot more information, i.e. case studies, useful contacts with proven resources or providers
I have not recently accessed it and so feel it unfair to pass comment
I probably don't use it as much as I could, but it is useful and well constructed
I rarely use it, so assume it's not that valuable to me (but I may be wrong)
It is good and looks lovely, but I only check it rarely. Our London group have never taken on the responsibility for keeping our area up to date.
It is ok, compared to AUA/UHR it is lacking. Needs to be championed more.
It's good; my colleagues use it frequently.
Its a very big improvement on what it was - visually and content-wise
Limited - most information seems to come through email so I rarely go to the website
limited - often out of date and hard to navigate
Must admit I use the mailing list rather than the web site.
There are some useful reosurces on the website
Top
Useful for project work resources etc but I need promting to visit it
Useful, though I do not use it often
Very rarely look at it, other tyhan for dates and details of the confeences. I don't need to look at it which suggests there is little on there that is helpful / essential to me in being effective in my role
very useful and informative
We will be placing our regional site on there this year, so I hope that encourages visits from the MSDP population!

8. Are you aware of the SDFs twice yearly Newsletter

Yes:		84.9%	62
No:		15.1%	11

8.a. If you are aware of the SDFs Newsletter, please indicate below how useful you think this is in communicating with the Staff Development Community

View All Responses - There are too many responses to display on this page and so all the responses to this question are available on a separate page.

Again very informative of what is going on in the sector
Always helpful
Excellent a good vehicle for developing community spirit
Good for an overview of activity
Good, but usual problem about high volume of stuff to read
Good, though I think soft copy would be fine for me.
I feel it is the same people contributing
I find it useful to find out about what other institutions are doing, what project work is being undertaken and also what events are up coming.
I like the style and the content and would even suggest growing it in size/frequency. Its a different sort of forum than the web and journal and most prof. bodies have regular, packed newsletters. I appreciate the time and effort put into it...
interesting although could do with bit more details/ case study approach
It is good to have a 'review' of SDF work at this frequency. I would support this Newsletter
It is ok, but I really like short sharp info and so find I don't always read everything
It's a point of interest to see what people are up to
NOt sure - sometimes I get a bit confused as to what information comes from where and who
ok
Provides an overview and enables junior members of the team to keep in touch with the wider SDF community.
Useful
Very good.
Very interesting and good to keep updated with colleagues and developments.
very useful and informative

9. What is your view of, and any relevent comments about the SDFs JISC Mail facility

View All Responses - There are too many responses to display on this page and so all the responses to this question are available on a separate page.

A useful way to share knowledge and information wil colleagues
A very useful forum to ask for advice or to see what is of interest to others in our community.
Again - really useful to me as I am new in my role.
Always interesting and helpful.
An extremely useful resource with I have used previously with very positive outcome.
Brilliant - such a valuable resource in terms of sharing practice and engaging with colleagues in other institutions
Brilliant for sharing best practice and getting help and information.

Essential in sharing problems and information from across institutions
Excellent - a really valuable function that I have used to obtain information.
Excellent for sharing good practice and consulting with other faciliotors regarding current issues
Excellent way of engaging with colleagues across the HE community and not reinventing the wheel!
good way of getting info/ opinions to inform change
Great source of sharing good practice.
Great to be able to have a network for all the staff developers to share and collaborate
Helpful, good barometer to guage what is going on, good to keep in contact with colelagues and build relationships, easy to delete if not relevant to my work
I do read incoming mail and sometimes follow-through on the items.
I find it usefull to be able to see discussion on SD topics as well as having the opportunity to post my own questions if needed
I find this really useful and a great resource to share good practice/ideas and also to ask questions
I find this very interesting although I probably don't contribute as much as I could. Not sure if there are clear guidelines as to use e.g. some people provide information requested by a colleague and reply to all - this has its pros and cons and does not seem to be consistently applied one way or another.
I like this and think it is useful and clearly used. Should we look at common themes to try to link with events and the newsletters..?
I like to see what is going on and to pick up useful pratical tips and trends. also an easy way to "be in touch" if needed.
I think it is abused; putting sorry for cross postings or random thought... doesnt negate this
I think it is very useful as it allows the group to communicate and also learn about what other institutions are doing and offers the opportunity for knowledge sharing
I think that it provides a useful means of gaining support and ideas from colleagues, although some appear unable to avoid mass mailing responses.
I think they are valuable in gaining wider advice and persepctive to current issues. Also often colleagues have posted questions that have been of interest for our own work in development and so it's been really valuable to have their responses shared.
If you mean the list of staff developers who ask questions of each other, this is the most useful way that I engage with the SDF. Fantastic facility.
Incredibly helpful - really appreciate the willingness of colleagues to share information
Is quite good for transparency of issues that people are grappling with. iOnly downside is that it means a lot of e-mails traffic through.
It can be useful, but there are so many, sometimes some could get missed.
It has been very helpful on occasions, but I wish people wouldn't 'reply to all'!
It is a very useful community to share practice and ask questions of colleagues across the UK. A very valuable part of what SDF offers.
It is always useful to have a platform like the SDF mailbase.
It is very useful to be able to contact people but what would be more useful would be to use the website so we can all see the results. It would need email alerts of new discussion topics
it is very useful to know what happens in other HEI's. appeals for information/guidance are met enthusiastically. Job adverts are also helpful.

It's fantastic
It's good as you can see what others are working on or issues they are facing
Its great! Really useful. Something like a summary of interesting/ popular topics in the newsletter/ web would be great.
Its useful
Love the email facility. Regularly use it to gather information and to share our experiences with others. Teh recent discussion that turned into a couple of really useful fact finding regional meetings was great. Instant gratification!
Nil. Seems fine.
no view
Not read them
On the whole it is well used and the information that is asked for/put on is useful. It is a bit tiresome when people hit reply all or pass details onto consultants who then contact the whole mailing list.
Positive - it is very well used.
Provides an im portant opportunity for networking and sharing knowledge and ideas particularly when looking for specific requirements e.g. speakers for conferences, external consultant recommendations
Rarely directly relevant to me, but I occasionally respond to requests for advice
really helpful for sharing advice and contacts/ recommendations, especially for small body such as ICR
Really helpful, supportive mechanism for sharing good practice.
really useful to find and reuse trainer/ materials/ consultants/ and solutions
Sometimes, when people want to be copied into responses, the number of e-mails can be a pain. Easy enough to delete though.
The mail facility is fantastic for sharing best practice and asking for help from colleagues in other institutions - a great learning resource!
The mail facility is useful though the comments "I would also be interested in finding out about this" are not. If as a general rule people circulate the responses they receive to the question and or look back on historical postings then there is no need for these comments which just block mail boxes.
The users are responsible about the way its used for which I am grateful
the way I hear about what's going on
This is a valuable resource
This is useful - actively engage by posting info / requests and responding to others if you want to.
This is very helpful and an excellent way of communicating with colleague and seeking views anf information.
Too many trivial emails.
Useful
useful
Useful - even if there are a lot of them, it's good to see the topics and join in when I have something relevant to offer. There's always the problem of people replying to 'all' but it doesn't seem to happen too often.
Useful - probably the first list I'd go to for general advice or ideas in HE learning and

development
Useful for sharing, exchanging, asking for help
Useful place for asking questions of the SDF community and for supporting each other.
Useful way of asking questions. It would be good if these emails could be added to a FAQ (or Recently Asked Questions) facility for others to browse, as there seems to be a little duplication of questions.
Usually interesting
very good
Very helpful occasionally. Good to see that others in the SDF Community have similar concerns/challenges and some of the SDF Community are very forthcoming about sharing. Others are prominent with their questions, but do not contribute to helping others.
very useful and have made good use of it. Of course it is only good becuase SD/OD people are happy to share when you send out a request. So luckily we are a sharing lot.
Very useful but responses are becoming less frequent possibly due to amount being posted
very useful for answers
Very useful to be able to contact colleagues quickly.

10. Are you aware of the SDFs programme of occasional CPD Events			
Yes:		84.9%	62
No:		15.1%	11
10.a. Have you attended an SDF CPD Event (excluding SDF Conferences)			
Yes:		39.7%	25
No:		60.3%	38
10.a.i. If yes please indicate how useful you found the event below			

View All Responses - There are too many responses to display on this page and so all the responses to this question are available on a separate page.

A few years ago but very useful
Excellent as focussed on the specific needs of our community
Excellent NW retreat
Extremely beneficial, especially networking opportunities.
good
Great networking, and motivational experience
I recently attended the event at Goldsmiths on Using Technology for SD, which was both very interesting and useful
Only 1 which was part funded by the SDF as well as othere. I haven't attended more as they are predominantly in England. It would be great if some of the themed events were offered in scotalnd too.
regional ones on appraisal and pay. very helpful to hear what others are doing or not doing.
Sort off - I attended a regional event re PDRs. I found it really helpful in finding out what others are doing, exchanging ideas and seeing how technology can be applied.
the coaching events have been very interesting and useful

time is usually not on my side - not sure how to get round this one!
useful predominately for networking
Useful to network and pick up good practice, share ideas.
Very
very good
Very useful
Very useful for networking, understanding what other institutions are doing.
Very useful.
Very useful. As someone working on the edge of typical staff development (Researcher Development) I've found the different insights that come from SDF events hugely interesting. The varied backgrounds, interests and experiences shared at these events has helped further inform my practice.
Yes, well organised and useful!

10.b. Do you have any ideas for additional topics to be covered in SDF CPD events

View All Responses - There are too many responses to display on this page and so all the responses to this question are available on a separate page.

Advanced coaching skills for experienced coaches
Can't think of anything off top of head. Like the idea of the sessions for SD support staff
Change management
common issues such as IIP, Appraisals, customer service etc
Could link to the Aurora/ Athena Swan initiatives Special groups to particular topics e.g IiP/ customer service standards Developing online training provision Apprenticeships Schemes in HEIs Aligning with HEaTEd to ensure alignment with technician development
CPD events are such a tough topic. I wish I had something creative to offer - may be more use of e-delivery/MOOC style?
CPD frameworks for academic practice that incorporate Vitae/leadership etc., from a research-intensive institutional perspective
I think I'd like more linking between what the the Leadership Foundation is doing and hwo we should be uising the LF.
Induction Support for General/Professional support staff behavioural/competency frameworks Best practice networking opportunities
just hot topics
Leadership development.
More events focused towards those who are junior and new to Staff Development in Higher Education would be helpful. Or for the Admin course to be run more often, as I tried to book on this but it was full very quickly
Not at the moment
quality standards, mentoring, coaching,
Staff engagement (unfotunately I was not able to attent the recent regional event. Competency and behavioural frameworks
the rise of technology - do the different technological methods for learning improve learning and retention? If so, what are they?

There must be some subsets that might create special interest groups e.g. psychometrics, OD,
Use the questions asked via JISC mail as a guide on what is needed
Working more effectively (I recently attended an Ease the Load Workshop by David Longstaff (Postive People). It struck me that Staff Developers are very busy and could perhaps benefit from working a bit smarter?

11. Does the SDFs Fellowship Scheme interest you?

Very much so:		5.5%	4
Yes:		15.1%	11
Not sure:		30.1%	22
Not really:		30.1%	22
No:		13.7%	10
Not aware of it:		5.5%	4

11.a. If you have indicated not really or no to the above question please use the box below to indicate why not

View All Responses - There are too many responses to display on this page and so all the responses to this question are available on a separate page.

Because I'm moving away from staff development to student support. Also I would probably opt for ILM, CIPD or HEA recognition.
current role and responsibilities
I am a Fellow of CIPD and a Chartered Manager. I'm not a great supporter of pur HE Sector initiatives and I'm not sure what credibiity it would add to my CV or in fact the Development community.
I am a generalist
I am aware of it - but not sure what is actually involved (but I'm sure that's my own fault.
I am fairly late into my career and not sure I would see it as having much value for me personally now. Would, however, encourage colleagues to consider it.
I am not at that stage in my career. it is not accredited, and the SDF is not widely recognised, so unsure what value this would add.
I appreciate and would promote its value to colleagues. It is just not something I am wanting to follow personally at this time.
I can't really see what value it adds. It would be sector specific, rather than nationally recognised. CIPD quals and membership are our professionally recognised standard - why do we need anything else that is sector specific? Few people have gained a fellowship which I guess speaks volumes - lack of interest, apathy or perceived lack of value?
I do not have enough experience to be able to apply to the scheme, yet!
I don't feel it would add any value to my CV or status.
I dont think it gives wide enough scope for those that moght want to move out of HIgher Education. If it had transferrable credits or recognition with the CIPD to boost your current membership level or was seen as an equivalent - this might be appealing.
I have CIPD qualification and am in process of completing a masters - these are enough for me at the moment
I plan to retire in 3 years so there doesn't seem to be much point

I think I'm too new in my role for it to be of much interest to me currently.
I would like to apply but have never really found the time
I'm unclear what professional value it adds.
It depends on what is motivating to you. I think it feels a bit like us copying academics i.e. they would love to be a Fellow of something. So are we saying that this is what the sector recognises and therefore we do the same.Maybe it would be better to be recognised by UHR for my career and not as a 'Felloe' sorry probably don't like the word 'Fellow' too male and old school and academic.
It wouldn't enhance my career prospects and has no visibility within my institution
It's a bit self-referential and inward-looking to have a scheme just for a subset of a (widespread) profession that happens to exist inside a particular sector. Medals for the in-crowd, you might say.
It's about prioritising with other qualifications/recognition awards etc. available to me.
Not for me at the moment...possibly something for the future but am also interested in FHEA
Not personally. But for people in my team potentially.I think a CIPD qualification might be as useful.
Not really relevent in a research institute setting
Not sure of it's value?
not sure of the value of it.
Thought about applying, will do at some point. Only recognised within SDF world though.
Too near the end of my career

11.b. How useful do you feel the SDF Fellowship Scheme is in recognising the expertise, professionalism and contribution of colleagues to HE staff and organisation development

Very useful:		17.1%	7
Useful:		51.2%	21
Minimal Value:		26.8%	11
Not useful:		4.9%	2

12. Do the SDFs 2 Conferences (Spring and Autumn) interest you

Very much so:		26.0%	19
Yes:		53.4%	39
Not sure:		11.0%	8
Not really:		6.8%	5
No:		2.7%	2

12.a. If you have indicated not really or no to the above question please use the box below to indicate why not

View All Responses - There are too many responses to display on this page and so all the responses to this question are available on a separate page.
Again - usually in England. I attend another conference which i get more out of in terms of learning, role development and sector awareness
Always too far away & budgets are limited

I have attended two of these conferences in the past and not found the workshops to be of use.Networking was helpful but the workshop contents were a little outdated and repetitive.
I prefer smaller more focused events and find conferences a bit too draining.
it seems to be mostly show and tell sessions, never really having the time to get in to the nitty gritty of how to make progress with new initiatives.
Such limited information available about the content
They are too insular - offered by practitioners within HE and not outward looking to learn from other sectors.

12.b. Have you attended an SDF Conference

Yes 2 or more:		50.7%	35
Yes 1:		27.5%	19
No:		21.7%	15

12.c. If you have attended an SDF Conference please give some indication of its value to you below

View All Responses - There are too many responses to display on this page and so all the responses to this question are available on a separate page.

Again, incredibly useful to see what others are doing. Usually return with lots of ideas. Its also a great way to spend time with other enthusiastic and like-minded people.
Brilliant networking opportunity.
Conference is useful for networking etc. I would like to see more of a distinction between the Spring and Autumn conference - or at least have the topics planned well in advance so that attendance can be planned - it's not always possible to attend both and it would be good to know in advance which one is going to be the most relevant.
Extremly topical, coaching and a great way to network
Good experience to build network and gain input and thinking on current issues
Good networking, sessions variable but always something new to learn, can be a bit cliquey for staff attending for first time
great
have always come away knowing more than I did beforehand. They are always good for keeping in touch with colleagues and putting faces to names of new colleagues.
Have found the themes to be relevant, great opportunity for networking and sharing of practice, always find I bring learning and practice back to help our own work
helped in pushing forward with thinking about new directions needed in response to changin HE climate. Practical presentations valuable.
I am new to staff development so having the chance to meet colleagues from the sector was extremely useful.
I found the sessions really interesting, the networking opportunity and review of other institutions experience extremely useful
I have found them friendly,engaging and generally stimulating and for me the value has been in providing space and provocation to think and plan in a way I seldom manage at work.
I think that they are valuable however I cannot always justify the time particularly if I attend the ODHE meetings. Generally I try and attend one event but cannot normally commit to two events.
I'm unclear if this includes ones arranged jointly with LFHE. Very usefuls, but it has been a few years

Identified that the key issues we are working on were common across the sector. Introduced me to new ideas and improved my network across the sector.
It was good to network and meet with other colleagues. The only way I can go to these events is if I am accepted to deliver a workshop - this can then detract from the experience as I have been expected to deliver two sessions, back to back and provide all the equipment etc having paid the same as every other attendee.
It was very good and I took away a number of things that will influence what I implement.
It was very helpful to get me back into a SD-focused role
Its good to be able discuss issues in the wider SD group.
Its great to network with fellow staff developers who understand the sector and also to hear the latest ideas through the presentations and activities included
mostly networking and sharing problems. Only provides new ideas on a very surface level.
Networking and making connections to share practice / interests Some useful topics and speakers
Networking for sure.
Networking is the main one Quality of sessions varies
networking, new products for the market, invaluable expertise from those who develop different ways of working.
Networking, new topics, surprises (things I didn't think I was interested in), all excellent.
Really important for networking and linking into institutions with new initiatives or examples of best practice.
really valuable in terms of the content of sessions and networking opportunities
Really valuable, great speakers and workshops with the opportunity to network with peers from other institutions
See above
See what people are up to, make connections, get inspiration and ideas to take back to the ranch
Some good ideas and a chance to meet others and to share the good and bad
Some have been very relevant and helpful others less so. It depends on the theme.
the 1 day scottish themed conferences have been good. Also, where external speakers with particular knowledge have introduced a different way of thinking about development rather than someone who works in our field.
The are usually very good in both content and networking
the networking opportunities and the CPD workshops
The November conference in Nottingham with a coaching theme was really helpful and it was great to start to get to know the broader learning and development community in HE.
Topic was very relevant for my role at the time. Speakers stimulated a lot of thought and networking experience was very useful.
useful for networking
Useful topics, good speakers & useful to hear what others around the sector are focusing and working on.
Valuable for networking, taking back ideas and implementing them and looking at potential consultants and presenters for internal events
Valuable in sharing experiences with others in SDF Community. Most recent Conference (Coaching) was relevant and interesting, with real value to my role.
Value for networking, some value from speakers although dependent on topic.

very
Very good for networking and also for finding out information although sometimes they are a bit 'samey'
Very useful
Very useful. As someone working on the edge of typical staff development (Researcher Development) I've found the different insights that come from SDF events hugely interesting. The varied backgrounds, interests and experiences shared at these events has helped further inform my practice.
was few years ago, networking was useful and also took away some ideas and contacts
Wonderful opportunity to network with other SDF colleagues

12.d. Please use the space below to include any additional comments you would wish to make about SDF Conferences

View All Responses - There are too many responses to display on this page and so all the responses to this question are available on a separate page.

Again costs are the limiting factor when being able to take part
brilliantly organised, topical, and chance for reflection.
Central locations are always helpful.
Excellent opportunities for those in staff development
Good networking opportunotes and the social side is important in building relationships with colleagues across the sector
I attended the Nov conference & noticed attendance had dropped significantly since the last one I attended in Edinburgh. I prefered the shorter duration but wonder whether 2 per year are necessary.
I believe having SDF run these events enables us to keep to focuss relevant for Developers
I find this usually is around the time of the AUA national conference and I cannot afford the additional time away from the office
I usually find the topics on the technical or operational side. I have often wondered about a conference for senior staff but I get context at UHR.
keep up the good work. Was very well organsied.
Much more deeply practical and useful than they used to be, challenging us to be as close to the cutting edge as we can be
Sometimes come away feeling I've learned nothing new
The last event in Nottingham was excellent.
The latest conference on coaching seemed to have only a tenuous relationship between what the speakers were saying and 'coaching'. As many of us are practising coaches the title was a bit misleading and the content could have suited it better.
There is a need to ensure high quality speakers giving a mix of national views, theories and practical case studies
Time is becoming increasingly an issue - I would like to attend more events but it is difficult to fit into work demands. More shorter activites would be preferable eg day events in multiple locations rather than 2 day overnight events "down south"
Value depends on the relevance to my role of the conference theme / speakers' expertise
We share out p[laces across our team, so try to get one person at each event
Workshop providers should not have to pay the full conference delegate fee.

You need a regular chillout zone with a resident DJ....

13. Are you aware of the SDFs on line Journal: SDF Digest			
Yes:	████████████████	69.6%	48
No:	██████	30.4%	21
13.a. If yes please give some indication below of how useful you have found the Digest			

[View All Responses] - There are too many responses to display on this page and so all the responses to this question are available on a separate page.

Brilliant - even some people who have been detractors from the SDF I have spoken to have commented on how good this is!
Brilliant - two artcles in the first edition are directly relevant to issues we are struggling with at the moment.
Enjoyed this. It provoked discussions with colleagues on SD priorities in our HEI.
Excellent read with topics of relevance
good
Good to learn what colleagues have been doing,+ new developments.
Haven't had time to engage but would definitely use it as part of any research while planning a new development initiative
i always read it, so useful
I am aware of it but have not accessed it
I haven't had time to look through it in depth at the moment but have accessed reports for reading that I think I'll find useful.
I think it will grow into a useful reference point and launch pad for development colleagues.
It was good - though can't say I have read it all!
It was great to read and gave me a broad picture of some of the good practice that is happening in HE.
minimal
Not at all so far
not read yet
not really looked yet
ot's good
Some interesting articles-hope it continues to grow
Started to read it, but lengthy and detailed, not time to absorb and my learning style does not include reading!
The jury is out but I thinbk it is a good idea and adds a professional touch to our community
This was excellent.
To be honest I haven't yet had time to go through it properly
Useful update on SDF related issues.
Useful, but real value depends on whether it covers issues close to heart at time it hits your desk
very

Very - although only one edition has been published.
Well I read some articles and they were good. Useful information to discuss with colleagues too: so at least 8/10!

14. What is your overall view of the SDFs progress as a focus for supporting the HE staff and organisational development community

View All Responses - There are too many responses to display on this page and so all the responses to this question are available on a separate page.

An excellent forum to support and develop a diverse population of Staff Developers especially in a dynamic and more demanding organisational environment
An extremely valuable network.
Fantastic group to be part of and support to the community of staff developers.
Fine
For me, there are a range of opportunities I explore> The regional meetings are good but mainly department heads go and then feedback. The regional conferences/ development events are good adn a great opportunity to work with colleagues from across the sector.
Generally good and becoming more focussed on including as many people in the SDF community as possible-it's good to hear new voices and see new faces.
Getting stronger all the time, excellent marketing of events
Good although on a local/regional level there is little engagement.
Good progress, not sure about our own professional standards though, as others exist wider than HE
Has come on a long way. Is supported by enthusiastic staff. Good to feel part of a wider community.Tries hard to consult and ensure that the offer is on target. And I think succeeds
Have made very good progress
I am impressed by what it has become, but retain a degree of concern that rather than carving our own niche within the development world we might be better aligning to a braoder community.
I don't really feel I know enough to comment on progress but I do think the group is valuable and needed for development of the community
I don't think I conisder SDF to support Organisational development staff. Doesn't ODHE do that? I wouldn't have thought SDF was strategic enough for OD staff.
I find it a really useful forum, particularly the willingness of colleagues to share what they are doing, to respond to email requests for information and guidance. I have hugely benefited over the last few years.
I have found it useful. I like the small focused events, the networking opportunities etc. Concerned that it is becoming a bit too academic and less practical. The mailing list is a huge help.
I think a lot of energy is being put into it by the current chair. I probably need to understand where it sits in relation to other HE organisations.
I think it's a really useful community of practice and the SDF enables us to share focus really easily. I was prviously and HR Adviser at the University of Portsmouth and did not have a similar community to access - which is a shame as I'm sure there'd be a lot of value in there being one available to Business Partner teams.
I think that it could be better promoted and used within HE. Apart from the conferences I am unsure as to it's role and value. Conferences are useful though.

In my experience over the past 2-3 years the SDF has re-established itself as THE place to go for advice and sharing on good practice on Staff Development issues in HE.

Invaluable

It feels well run and organised, but unfortunately slightly peripheral to my requirements.

It has always been an excellent support knowing that we can still work together across the sector to deal with common challenges.

It is a valuable resource and co-ordination and focal point for HE staff developers

It is always useful to network, but with limited time it is a luxury.

It is really important that there is a group available for Staff Developers to discuss issues.

It reduces isolation and enables exchange of ideas and practice. I'm not sure how effectively this would happen without the infrastructure and I guess that the answer is probably not or probably not very effectively!

It's OK but is one of numerous strands these days

made a good start with very limited resources, appreciate help and effort people put in to it

Moving in the right direction.

Pretty good, although there is always room for improvement

progressing well

Regional meetings have always been valuable but attendance does seem to have dipped over the last year - which is a shame. I do query the attendance of colleagues who no longer work in the sector at SDF meetings/events.

SDF needs to be better at advertising / communicating what resources it offers. I appreciate that members need to be proactive in using the website and finding out what events / services are on offer, but as a relatively new member to the forums, I was not even aware a website existed. I just thought SDF consisted of the forums meetings, conference and jiscmail. Now I do, I will be having a look!!

seems to be run on a shoestring and run by people who already have a (n important) day job to do, but voluntarily give their time to do extra. is this the right model?

The mail base is useful. I think the conference etc need to be much more aligned to the priorities of HEIs and linked much more to the activities of other organisations like HEaTEd and the Leadership Foundation

There are pockets of the community whom I do not think the SDF speaks to eg training officers, directors of services. SDF pitched more at "manager" level.

think it has improved but still not sure about some aspects and relevance to all in SD, espec more senior staff

think it is making a real effort over recent years to be in touch with its community (not ina top donw way) and respond. Well done!

This questionnaire has caused me to reflect a great deal on this question. I asked myself if I would feel any great loss or if there would be any negative impact on my work / role or my own development if the SDF didn't exist. Apart from the regional groups (which are very beneficial could be self sustained and maintained without SDF input) unfortunately my conclusion is that there would not be any negative impact.

Too expensive and too elitist. Too many pink and fluffy courses - not enough practical courses.

Unsure - it is a great idea as the HE OD community is relatively small, and this could be better utilized! There is much to learn from each other, and it is helpful career-wise to build collaborations and networks with colleagues in other HEI's. An Awards ceremony would be useful focusing specifically on OD initiatives? The SDF needs to up its profile and its interaction with members.

Useful as a community and a way of finding out what others are doing, tips on best practice.

Very necessary to have an official voice representing our community which is always at risk in times of change
Very useful. The regional group is also very useful as a means of regularly meeting with staff development colleagues.
We are quite a small community so it is difficult to get a lot of people involved in the work needed to promote activities. This is especially true as workloads and responsibilities increase.
Worthwhile
You've come a long way - keep it up, spread the word, spend more money and effort on profile and being THE professional body.

15. Please use the box below to indicate any additional ways in which you feel SDF might better support the staff and organisational development community in HE. For example - any other development support, provision of programmes, etc...

[View All Responses] - There are too many responses to display on this page and so all the responses to this question are available on a separate page.

1.More opportunities to learn about introducing technology into t&d 2.Facilitation skills for developers
As above
Better adverstising of services
Better communication of what the SDF is, its purpose etc.
Better funded with higher quality (eg paid facilitators) development options.
Collaborate if you can - have high profile research type projects, keep your profile high (the excellent SaHOOTS work for instance - who else knows about this?
Ensuring conference and workshop content is really at the forefront of what's happening in the world of learning and development.
I think that it should continue to provide opportunities to integrate with training professionals outside HE (such as the excellent coaching event in Nov 2012), as this helped me to consider different approaches, share similarities and understand my own options for career development in new ways.
I think the SDF does a great job and works really hard to support its members. I think what you do regionally and nationally is very positive and supportive of the community and when time is so precious to people it's hard to think of additional ways to support. Maybe reviewing the frequency of regional meetings (less is more??) and is it possible to combine any Od & SDF opportunities?
Joint Conferences with UHR or ODHE would be good.
Keep up the support for regional activities.
Maybe some kind of special interest groups?
More available at a regional level - for example, follow up events to capture learning from the two conferences - regional groups could provide mini-workshops to bring the key learning points to the SDF community who were unable to attend the conferences.
More CPD events would be useful. The coaching and mentoring exchange when it gets off the ground could be the kind of thing we really need - it's been a long time coming and should be a focus of attention to make it work.
More required to address the practical problems faced by institutions - eg stress,workload etc.
Not sure

Nothing springs to mind
Produce a directory of members who would be willing to share resources e.g. if we run a change management course with 2-3 fre spaces, we should be able to offer these to colleagues from a nearby HEI but don't know who wants to attend.
Providing support for themed events in regional areas that are either organised by the region or have been delivered by other regions and have proved popular, thus could/ should be rolled out elsewhere.
See response to quesiton 10b
shared programmes are always much valued, to maximise the cross institutional 'flux'.
Support for admin staff would be good.
The use of on-line facilities to allow staff across the country to log in to events rather than travel
visiting HEIs directly?
Would like to thank the people who pay attention to this network in their day jobs, as it helps us all