

Our Mission

Working together to foster fairness, equality and dignity in support of the advancement of knowledge and the education of students.

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Wednesday 26th February 2025

Dear Sally-ann,

We are writing regarding the provision of EDI data for assessment of the impacts of the Cardiff University “Academic Futures” proposals. These data were initially presented as screenshots of overall summaries (counts or percentages of staff in different categories), which required inputting the data manually, in order to carry out a simple univariate analysis.

Our initial analysis has revealed several very concerning results regarding which staff groups are most likely to have been placed “in scope” of redundancy. This in turn raises further immediate questions regarding whether these individual univariate effects are modified by other effects; e.g. how does the effect of gender on the likelihood of being placed at risk vary between age groups, ethnicities, etc.? It is simply not possible to answer such questions using the data in the format provided so far (either from the screenshots or from the spreadsheet containing simple percentage data that was subsequently provided).

We are therefore making a formal request that you provide the data in a format that can be used for the necessary multivariate analysis. A template Excel worksheet showing the requested format of data is attached here. We appreciate that the confidentiality of individual members of staff need to be protected; nevertheless, confidentiality should not be used as a reason to avoid proper scrutiny and analysis of the EDI data. Indeed, the apparent lack of any such analysis by the university HR team is concerning, leading to UCU needing to carry out its own analysis.

To protect staff confidentiality while facilitating the necessary data analysis, we suggest that the data be provided to two nominated members of the UCU executive committee, under a specific confidentiality agreement. These would be (1) the Cardiff UCU EDI officer and (2) another Cardiff UCU executive committee member with extensive experience in statistical modelling. If the data cannot be provided in confidence in the requested format, another option is that UCU would provide a data analysis script in “R” statistical software, for the HR team to run on the raw data, and return the analysed results to UCU. However, this is a very much less satisfactory option, because such data analysis should be an iterative process of model selection and validation.

We look forward to hearing from you about this request, and would be happy to discuss the specific arrangements. The request is urgent and time-limited, due to the very short time-frame for responding to the “Academic Futures” proposals, and the concerning delay in providing data in a format that can be fully analysed.

Yours sincerely,
Cardiff University UCU Executive committee

The Cardiff UCU office is normally staffed between 9.30am and 1pm on Mondays, Tuesdays and Thursdays and 9.30am to 5.30pm on Wednesdays.

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