**Appendix 2 Profile of interview respondent roles and justice orientations**

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| **cluster 1**‘Matthew’ (Education) ECA, teaching focused HEI‘Penny’ (Education) ECA, teaching-focused HEI‘Barry’ (Education) ECA, teaching-focused HE college.‘Jess’ (Education), SL, research and teaching focused.‘Gary’ (Education) ECA, teaching focused HEI‘Emma’ (Education), SL, research & teaching focused | **Cluster 4**‘John’ (Education), SL, research and teaching focused HEI‘James’ (Education), SL, research and teaching focused HEI‘Tom’ (Education) SL , teaching focused HEI‘David’ (Economics) SL, teaching focused HEI |
| **Cluster 2**‘June’ (Education) ECA, research focused HEI‘Christine’ (Education) ECA, research focused HEI‘Peter’ (Education) Professor, research and teaching focused HEI‘Paul’ (Education) Professor, research focused HEI‘Charlotte’ (Education) ECA, teaching focused HEI ‘Brian’ (Education) Professor, research focused HEI‘Anne’ (Education) ECA, 3 x research focused HEIs‘Alan’ (Education) ECA, teaching focused HEI‘Angela’ (Economics) SL, teaching-focused HEI‘Diana’ (Economics) ECA, research and teaching focused HEI‘Dale’ (Economics). Professor, teaching focused HEI‘Marcus’ (Economics) ECA research and teaching focused HEI‘Martin’ (Economics) STF research and teaching focused HEI | **Cluster 3**‘Sarah’ (Education), SL, research and teaching focused HEI‘Stephanie’ (Education) SL, research intensive‘Louise’ (Education) RF, research intensive HEI‘Rita’ (Economics) SL, research and teaching focused HEI‘Helen’ (Economics) AP research and teaching focused.‘Eric’ (Economics) Professor, teaching focused HEI‘Steven’ (Economics) AP, research and teaching focused HEI |

‘Patrick’ – Professor, research and teaching focused HEI. Consented to interview via email (rather than on questionnaire so could not be linked with survey response).

ECA-early career academic

SL-senior lecturer

RF- Research fellow

STF – senior teaching fellow

AP-Associate Professor