



UTSA[®]

The University of Texas at San Antonio[™]

**UTSA Initial Campus Climate Survey
Update and Results**

Presented by:

**The Office of Inclusive Excellence &
People Excellence and Modern Think**

Survey Overview

Survey Period

- Administered online
- October 19 – November 9, 2020

Response Rates

- Response rate: 56% (2076/3687)

Benchmarks

- 2020 Honor Roll
- 2020 Carnegie
- 2020 UTSA Peers

80	Survey statements on a 5-point agreement scale
Benefit Satisfaction Questions on a 5-point satisfaction scale	29
3	Open-ended Questions
Demographic Questions	22

Response Guidelines

Response Options: *Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree, Not Applicable*

Positive Responses

Strongly Agree, Agree

Negative Responses

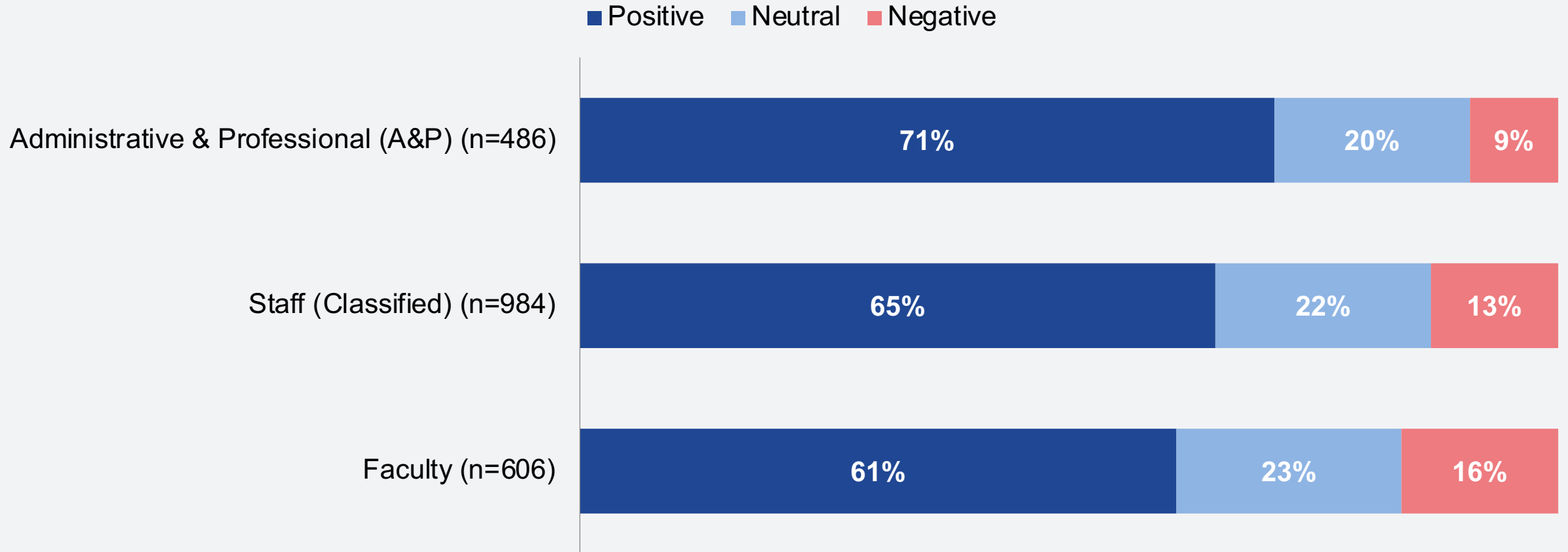
Strongly Disagree, Disagree

Guideline Score	Description	Guideline Score
75% +	Excellent to Very Good	< 10%
65-74%	Good	10-14%
55-64%	Fair to Mediocre	15-19%
45-54%	Warrants Attention	20-29%
< 45%	Acute	30% +

Response Rate by Pre-loaded Job Category

Pre-loaded Job Category	Total	Responded	Response Rate
Overall	3687	2076	56%
Administrative & Professional (A&P)	718	486	68%
Staff (Classified)	1693	984	58%
Faculty	1276	606	47%

Job Category (Pre-loaded)



Covid-19 Response

	<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
80 This institution is taking appropriate action in response to the Covid-19 pandemic.	86	4	*	*

Strengths and Opportunities

Strengths

- Job Fit, Autonomy & Connection to Mission
- Community Impact & Pride
- Benefits & Work/Life Balance
- Supervisor/Department Chair Competencies
- Diversity, Equity & Inclusion

Opportunities

- Resource Constraints
- Performance Management & Accountability
- Communication & Collaboration
- Shared Governance
- Leadership Alignment

2020 Climate Survey Top 10 & Bottom 10 Results

Top 10 Survey Results

	<i>Institution Positive</i>	<i>Institution Neutral</i>	<i>Institution Negative</i>
1 I understand how my job contributes to this institution's mission.	90	8	2
2 This institution is taking appropriate action in response to the Covid-19 pandemic.	86	10	4
3 I have a good relationship with my supervisor/department chair.	86	10	4
4 I understand what it means for UTSA to be a Hispanic Serving Institution (HSI).	84	10	6
5 This institution actively contributes to the community.	81	15	4

Top 10 Survey Results

		<i>Institution Positive</i>	<i>Institution Neutral</i>	<i>Institution Negative</i>
6	The institution takes reasonable steps to provide a safe and secure environment for the campus.	81	14	4
7	UTSA's commitment to being an HSI is clearly stated and publicized.	81	13	6
8	My supervisor/department chair supports my efforts to balance my work and personal life.	81	12	7
9	This institution's benefits meet my needs.	80	14	6
10	My supervisor/department chair regularly models this institution's values.	80	14	6

Bottom 10 Survey Results

		<i>Institution Positive</i>	<i>Institution Neutral</i>	<i>Institution Negative</i>
1	My department has adequate faculty/staff to achieve our goals.	35	24	41
2	I am paid fairly for my work.	37	24	40
3	Staff are appropriately involved in decisions related to administrative and operational matters and programs (e.g., curriculum policy development, evaluation).	36	34	30
4	Our recognition and awards programs are meaningful to me.	41	31	28
5	The role of staff in shared governance is clearly stated and publicized.	43	31	26

Bottom 10 Survey Results

		<i>Institution Positive</i>	<i>Institution Neutral</i>	<i>Institution Negative</i>
6	Changes that affect me are discussed prior to being implemented.	46	30	24
7	There's a sense that we're all on the same team at this institution.	47	30	23
8	Faculty, administration and staff are meaningfully involved in institutional planning.	44	34	22
9	The role of faculty in shared governance is clearly stated and publicized.	51	29	21
10	Promotions in my department are based on a person's ability.	52	27	21

Strengths

Job Fit, Autonomy & Connection to Mission

	<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
1 My job makes good use of my skills and abilities.	78	6	81	6
2 I am given the responsibility and freedom to do my job.	79	6	85	5
5 I understand how my job contributes to this institution's mission.	90	2	91	3
77 I have a good sense of the strategic vision for UTSA.	69	10	*	*

*Benchmarking not available on custom statements

Community Impact & Pride

	<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
49 This institution actively contributes to the community.	81	4	89	4
65 We have opportunities to actively contribute to the community.	76	6	*	*
36 I am proud to be part of this institution.	77	3	85	4
25 Overall, my department is a good place to work.	79	6	81	7
60 All things considered, this is a great place to work.	70	7	82	7

*Benchmarking not available on custom statements

Benefits & Work/Life Balance

		<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
34	This institution's benefits meet my needs.	80	6	84	5
47	My supervisor/department chair supports my efforts to balance my work and personal life.	81	7	83	6
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	70	10	79	7

Supervisor/Department Chair Competencies

		<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
3	My supervisor/department chair makes his/her expectations clear.	75	9	76	9
7	I receive feedback from my supervisor/department chair that helps me.	71	11	71	12
20	My supervisor/department chair actively solicits my suggestions and ideas.	73	9	74	11

Supervisor/Department Chair Competencies

	<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
12 I believe what I am told by my supervisor/department chair.	74	8	76	8
15 My supervisor/department chair regularly models this institution's values.	80	6	77	8
19 My supervisor/department chair is consistent and fair.	77	8	72	11

Diversity, Equity & Inclusion

		<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	73	10	83	6
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	75	8	83	6
54	This institution has clear and effective procedures for dealing with discrimination.	73	10	81	8

Diversity, Equity & Inclusion

		<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
63	I understand what it means for UTSA to be an Hispanic Serving Institution (HSI).	84	6	*	*
79	UTSA's commitment to being an HSI is clearly stated and publicized.	81	6	*	*
68	UTSA makes a genuine effort to involve a diverse group of faculty/staff on university initiatives.	72	9	*	*
70	Overall, I am satisfied with UTSA's efforts to support and encourage the valuing of differences.	73	8	*	*

Opportunities

Resource Constraints

	<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
11 I am paid fairly for my work.	37	40	55	24
28 My department has adequate faculty/staff to achieve our goals.	35	41	50	28
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	65	12	68	14
4 I am provided the resources I need to be effective in my job.	61	13	70	12

Performance Management & Accountability

		<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
30	Our orientation program prepares new faculty, administration and staff to be effective.	57	15	66	12
17	Our review process accurately measures my job performance.	58	17	64	16
16	Promotions in my department are based on a person's ability.	52	21	60	18
18	Issues of low performance are addressed in my department.	55	19	54	21
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	56	17	70	11

Recognition

	<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
9 I am regularly recognized for my contributions.	56	18	61	16
35 Our recognition and awards programs are meaningful to me.	41	28	58	19
52 We celebrate significant milestones and important accomplishments at this institution.	63	10	80	5

Recognition

		<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
51	There is appropriate recognition of innovative and high quality teaching.	59	15	75	10
74	There is appropriate recognition of innovative and high quality service.	52	19	*	*
75	There is appropriate recognition of innovative and high quality research.	73	7	*	*

Recognition

		<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
40	Teaching is appropriately recognized in the evaluation and promotion process.	56	17	73	11
72	Research is appropriately recognized in the evaluation and promotion process for faculty.	76	7	*	*
73	Service is appropriately recognized in the evaluation and promotion process for faculty.	57	20	*	*

Communication & Collaboration

		<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
8	When I offer a new idea, I believe it will be fully considered.	63	13	68	12
21	In my department, we communicate openly about issues that impact each other's work.	64	13	68	13
22	Changes that affect me are discussed prior to being implemented.	46	24	56	18
43	At this institution, we discuss and debate issues respectfully to get better results.	51	17	65	12

Communication & Collaboration

		<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
13	We have opportunities to contribute to important decisions in my department.	63	14	71	13
23	People in my department work well together.	74	7	71	9
26	I can count on people to cooperate across departments.	56	12	67	10
58	There's a sense that we're all on the same team at this institution.	47	23	65	13

Shared Governance

		<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
38	The role of faculty in shared governance is clearly stated and publicized.	51	21	71	11
61	The role of staff in shared governance is clearly stated and publicized.	43	26	*	*
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	63	13	77	8
62	Staff are appropriately involved in decisions related to administrative and operational matters and programs (e.g., curriculum policy development, evaluation).	36	30	*	*
42	Faculty, administration and staff are meaningfully involved in institutional planning.	44	22	61	14

*Benchmarking not available on custom statements

Senior Leadership

		<i>UTSA Positive</i>	<i>UTSA Negative</i>	<i>Peer Positive</i>	<i>Peer Negative</i>
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	66	12	77	9
27	Senior leadership provides a clear direction for this institution's future.	55	18	65	13
41	Senior leadership communicates openly about important matters.	55	18	65	13
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	53	21	69	13
56	I believe what I am told by senior leadership.	56	16	71	11

Questions?

Next Steps

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