

Executive Summary

The 2013 UTC Worklife Satisfaction and Diversity Study

The results of the work life and diversity survey administered to faculty, staff, and administrators in fall 2013 show significant progress in certain aspects, depending upon the category of employment, over the results from the 2008 survey. This summary highlights the changes for each employment group.

Faculty. Faculty report feeling less isolated in their departments and encountering fewer unwritten rules concerning how one is expected to interact with co-workers. They believe more strongly that UTC should develop a voluntary service-learning program as part of its community engagement mission, say that sexual harassment is less of a problem on campus but increasingly know the steps to take if someone comes to them with such a problem, feel more strongly that diversity strengthens communities and the workplace and improves the quality of education, and find that courses on race, culture, ethnicity, and other issues of diversity are more regularly offered. Faculty are more familiar with the University's mission statement and feel it describes what the university should be. More faculty report in 2013 that, to accomplish the mission, UTC needs to prioritize structured engagement opportunities for students and that service learning is an acceptable approach to do so. Faculty also increasingly believe UTC needs to reward community service in the promotion and tenure process.

There are aspects in this survey where faculty show declining agreement with the questions than they did in 2008. They find their interactions with the search committee or hiring department and their satisfaction with the hiring process overall less positive. They are less satisfied with their job and UTC, and state that they do a great deal of work that is not formally recognized by their department/UTC. In their work, the 2013 results indicate they are treated with less respect by their co-workers/colleagues and by their supervisors/department heads. Increasingly, they disagree that they can express their opinions without fear of repercussion. In the aspect of communication, they feel less like full and equal participants in departmental-level-solving and decision-making. The feeling that information about policies and procedures governing the campus is readily accessible and adequately provided is less positive than it was in 2008. The same is true regarding UTC's having open communication channels. Fewer faculty feel they have colleagues on campus who do similar research than in 2008. They think they have less support for Blackboard applications and receive less sufficient helpful feedback on work/teaching effectiveness.

Staff. In comparison to the 2008 survey results, staff report they are increasingly satisfied with the way their careers are progressing and the way their work is valued by the university. More of them know what steps to take in case of sexual harassment and, while the numbers just barely miss significance, they state the process of resolving complaints about sexual harassment at UTC are effective. Staff are more positive in 2013 that diversity on campus improves the quality of education: increasingly they report UTC has done a good job providing programs and activities promoting multicultural understanding.

Administrators. Survey results in 2013 show administrators are increasingly satisfied with the way their careers have progressed at UTC and the way their work is valued. They are more positive about being able to express their opinions without fear of repercussion. Their perceptions about receiving regular maintenance/upgrades of their equipment and the requisite technical/computer support, being treated fairly regarding travel funds, and having enough office support staff as well as sufficient access to support staff/graduate assistants show positive increases. The survey results show further positive gains over the 2008 results: Administrators have sufficient time to engage in developmental activities/research related to their positions and UTC provides sufficient resources for their professional development. Administrators find the employee evaluation system fair and adequate and think they are fairly compensated in terms of pay at UTC. Gains continue for administrators in the way they assess the university in its communication about pay-related issues at UTC: they find UTC is doing all it can to improve pay equity. They think sexual harassment is taken more seriously on campus than in 2008 and know the steps to take if there is a problem. They find the process of resolving complaints about sexual harassment at UTC is progressively effective. Administrators find their departments have improved in their efforts to promote women into leadership position and disagree that their departments lack gender diversity. They support diversity and state their departments have increased their efforts to actively recruitment racial/ethnic minorities. They report the climate for these employees in their departments has improved since 2008 and that UTC has identified and augmented ways to move minority employees into leadership positions at UTC. Increasingly they believe diversity strengthens communities and the work place and that diversity on campus improves the quality of education. In comparison to 2008, administrators find the campus environment freer from racial conflict and that UTC has done a good job providing programs and activities promoting multicultural understanding. Administrators support more positively than in 2008 service learning an acceptable approach to providing structured engagement opportunities for students.

There are no aspects where responses from administrators indicate lessened agreement with the questions posted in the original study.

In summary, while many of the 2013 findings are similar to the 2008 findings, there are identifiable trends when a significance difference is present. Faculty are generally less satisfied, administrators indicate increased levels of satisfaction, and staff responses show few changes in either direction. All three categories of employees show a high level of satisfaction with, and place importance on, UTC benefits, particularly medical insurance.