

The Faculty, Administrator, Staff Worklife and Diversity Study, 2013

Areas of Improvement Compared with the 2008 Study

How satisfied are you, in general, with the way your career has progressed at UTC?						
Administrator 2008	38.1	40.7	14.4	6.8		1.90*
Administrator 2013	59.1	25.0	13.6	2.3		1.59*
Staff 2008	26.1	48.7	19.3	5.9		2.05*
Staff 2013	39.9	41.3	15.2	3.6		1.83*

*A paired-samples t-test was conducted: *p < .05, **p, .001*

1=Very Satisfied (V-S), 2=Somewhat Satisfied (SW-S), 3=Somewhat Dissatisfied (SW-D), 4=Very Dissatisfied (V-D)

I feel that my work is valued by the university. (Page 13)						
Administrator 2008	33.3	41.2	6.9	13.7	4.9	2.16*
Administrator 2013	43.2	36.4	11.4	6.8	2.3	1.89*
Staff 2008	26.8	38.4	17.0	13.4	4.5	2.30
Staff 2013	32.5	43.7	8.7	13.5	1.6	2.08

I can express my opinion without fear of repercussion. (Page 13)						
Administrator 2008	27.5	37.3	13.7	12.7	8.8	2.38**
Administrator 2013	39.8	39.8	8.0	9.1	3.4	1.97**
Staff 2008	25.0	32.1	15.2	16.1	11.6	2.57
Staff 2013	19.7	44.1	11.0	15.7	9.4	2.51

I have a voice in how resources are allocated. (Page 14)						
Staff 2008	6.4	28.2	22.7	20.0	22.7	3.25
Staff 2013	8.1	30.9	26.8	15.4	18.7	3.06

I feel isolated in my department. (Page 13)						
Faculty 2008	4.9	16.9	12.7	23.2	42.3	3.81*
Faculty 2013	6.3	23.2	15.5	16.9	38.0	3.57*

I receive regular maintenance/upgrades of my equipment. (Page 17)						
Administrator 2008	16.9	40.7	16.1	24.6	1.7	2.49*
Administrator 2013	24.7	41.2	17.6	16.5	0	2.26*

I am treated fairly with respect to departmental travel funds (Page 17)						
Administrator 2008	43.2	32.2	9.3	8.5	6.8	1.82*
Administrator 2013	54.1	28.2	8.2	4.7	4.7	1.62*

I receive the amount of technical/computer support I need. (Page 18)						
Administrator 2008	25.6	47.0	13.7	13.7	0	2.15**
Administrator 2013	47.1	38.8	3.5	8.2	2.4	1.72**

I have enough office staff support. (page 18)						
Administrator 2008	15.3	33.1	26.3	22.0	3.4	2.57**
Administrator 2013	27.1	27.1	22.4	18.8	4.7	2.35**

I feel I have sufficient time to engage in developmental activities/research related to my job/position. (Page 20)							
Administrator 2008	9.4	41.9	8.5	27.4	12.8	0	2.92**
Administrator 2013	37.6	35.3	3.5	15.3	8.2	0	2.21**
I have sufficient access to support staff/graduate assistants as applicable. (Page 20)							
Administrator 2008	24.8	36.8	9.4	17.9	9.4	1.7	2.50**
Administrator 2013	32.9	38.8	11.8	10.6	5.9	0	2.18**
I feel that UTC provides sufficient resources for professional development. (Page 20)							
Administrator 2008	8.5	32.5	20.5	21.4	17.1	0	3.06**
Administrator 2013	21.2	45.9	8.2	18.8	5.9	0	2.42**
I feel the present system of employee evaluation is fair and adequate. (Page 20)							
Administrator 2008	12.8	30.8	22.2	17.9	16.2	0	2.94**
Administrator 2013	12.9	35.3	21.2	17.6	10.6	2.4	2.77**

I feel UTC should develop a voluntary service-learning program as part of its community engagement mission. (Page 20)							
Faculty 2008	8.5	24.2	46.7	6.1	9.1	5.5	2.82*
Faculty 2013	20.5	15.7	43.3	10.2	10.2	0	2.74*

I feel I am fairly compensated in terms of pay at UTC. (Page 22)						
Administrator 2008	6.0	32.5	1.7	34.2	25.6	3.41**
Administrator 2013	13.1	50.0	3.6	21.4	11.9	2.69**

I feel the university has been sufficiently open in communication about pay related issues at UTC.						
Administrator 2008	9.4	32.5	17.1	20.5	20.5	3.10**
Administrator 2013	17.9	44.0	14.3	17.9	6.0	2.50**

I feel UTC is doing all it can to improve pay equity.							
Administrator 2008	5.1	19.7	17.1	33.3	24.8		3.53**
Administrator 2013	10.7	41.7	25.0	15.5	7.1		2.67**

Sexual harassment is taken seriously on campus. (Page 28)							
Administrator 2008	27.4	40.2	6.8	4.3	21.4		1.85**
Administrator 2013	49.4	26.5	7.2	1.2	15.7		1.53**
Sexual harassment is a big problem on campus. (Page 28)							
Faculty 2008	1.2	10.3	21.2	15.2	52.1		3.05**
Faculty 2013	3.6	10.1	22.3	10.8	53.2		2.86**

I know the steps to take if a person comes to me with a problem with sexual harassment, or if I have a problem with sexual harassment. (Page 28)							
Faculty 2008	19.9	50.6	7.2	7.2	15.1		2.02**
Faculty 2013	28.1	46.8	10.1	3.6	11.5		1.88**
Administrator 2008	43.6	36.8	8.5	2.6	8.5		1.67**
Administrator 2013	53.0	34.9	4.8	2.4	4.8		1.54**
Staff 2008	26.1	41.2	15.1	7.6	10.1		2.05**
Staff 2013	48.2	28.9	10.5	2.6	9.6		1.64**
The process for resolving complaints about sexual harassment at UTC is effective. (Page 28)							
Administrator 2008	12.8	22.2	9.4	3.4	52.1		2.07**
Administrator 2013	20.5	25.3	4.8	2.4	47.0		1.80**
Staff 2008	6.0	16.4	7.8	5.2	64.7		2.34 ^a
Staff 2013	17.7	14.2	5.3	4.4	58.4		1.91 ^a

There are too few women in my department. (Page 29)							
Staff 2008	4.3	3.4	20.5	13.7	53.0	5.1	4.14**
Staff 2013	2.6	7.9	25.4	14.0	50.0	0	4.01**

My department has made an effort to promote women into leadership positions. (Page 29)							
Administrator 2008	29.9	25.6	25.6	1.7	6.8	10.3	2.22*
Administrator 2013	46.3	17.1	19.5	3.7	2.4	11.0	1.86*
Overall, my department lacks gender diversity. (Page 29)							
Administrator 2008	4.3	10.3	13.7	17.1	53.8	0.9	4.07*
Administrator 2013	8.5	15.9	11.0	19.5	42.7	2.4	3.74*

My department has actively recruited racial/ethnic minority faculty, administrators, employees in my department. (Page 30)							
Administrator 2008	16.5	27.0	13.0	4.3	6.1	33.0	2.35**
Administrator 2013	23.2	34.1	18.3	3.7	2.4	18.3	2.12**

The climate for racial/ethnic faculty/administrators/employees in my department is good. (Page 30)							
Administrator 2008	13.0	30.4	14.8	7.8	3.5	30.4	2.40**
Administrator 2013	29.3	29.3	14.6	6.1	1.2	19.5	2.02**

UTC has identified ways to move racial/ethnic minority employees into leadership positions. (Page 30)							
Administrator 2008	7.1	24.8	15.0	6.2	4.4	42.5	2.58**
Administrator 2013	13.4	31.7	9.8	1.2	2.4	41.5	2.10**

Diversity strengthens communities and the workplace. (Page 31)							
Faculty 2008	45.3	44.1	0.6	4.3	5.6		1.62**
Faculty 2013	57.2	31.9	2.9	0.7	7.2		1.43**
Administrator 2008	48.7	42.6	4.3	1.7	2.6		1.58**
Administrator 2013	54.9	40.2	1.2	0	3.7		1.44**
The campus environment is free from racial conflict. (Page 31)							
Administrator 2008	1.7	20.9	43.5	12.2	21.7		2.84**
Administrator 2013	13.6	29.6	32.1	4.9	19.8		2.35**

Diversity on campus improves the quality of education. (Page 31)							
Faculty 2008	39.3	42.9	3.1	5.5	9.2		1.72**
Faculty 2013	48.9	37.4	5.8	1.4	6.5		1.57**
Administrator 2008	41.7	44.3	3.5	2.6	7.8		1.64**
Administrator 2013	41.5	51.2	1.2	0	6.1		1.57**
Staff 2008	29.3	44.0	11.2	2.6	12.9		1.85 ^a
Staff 2013	34.8	39.3	7.1	0	18.8		1.66 ^a

UTC has done a good job providing programs and activities that promote multicultural understanding. (Page 32)							
Administrator 2008	2.6	44.7	16.7	2.6	33.3		2.29**
Administrator 2013	18.5	56.8	12.3	1.2	11.1		1.96**
Staff 2008	5.3	45.6	11.4	2.6	35.1		2.18*
Staff 2013	25.5	42.7	10.0	1.8	20.0		1.85*

The administration makes a serious effort to develop and implement policies to increase the representation of people of color. (Page 32)

Faculty 2008	11.3	21.9	5.6	2.5	58.8	1.98*
Faculty 2013	13.8	25.4	10.9	10.1	39.9	2.29*
Administrator 2008	6.2	37.2	6.2	2.7	47.8	2.10 ^a
Administrator 2013	12.3	49.4	2.5	2.5	33.3	1.93 ^a
Staff 2008	7.0	35.1	8.8	4.4	44.7	2.19 ^b
Staff 2013	26.6	32.1	7.3	2.8	31.2	1.80 ^b

Courses on race, culture, ethnicity, and other issues of diversity are regularly offered. (Page 33)

Faculty 2008	14.8	38.7	1.9	0.6	43.9	2.08*
Faculty 2013	11.6	39.1	2.9	4.3	42.0	2.00*

I am familiar with this (University's) mission statement. (Page 34)

Faculty 2008	41.5	49.4	4.3	3.7	1.2	1.70**
Faculty 2013	57.7	38.7	3.6	0	0	1.46**

I feel this mission statement describes what this university should be. (Page 34)

Faculty 2008	27.0	54.0	6.1	8.0	4.9	1.95*
Faculty 2013	37.2	45.3	8.0	5.1	4.4	1.80*

To accomplish this mission, UTC needs to prioritize structured engagement opportunities for students. (Page 34)

Faculty 2008	23.9	53.4	5.2	0.6	15.6	1.79**
Faculty 2013	37.2	46.7	8.0	1.5	6.6	1.72**

Service learning is an acceptable approach to providing structured engagement opportunities for students. (Page 34)

Faculty 2008	13.7	49.1	5.6	4.3	27.3	2.01**
Faculty 2013	33.6	37.2	10.2	3.6	15.3	1.81**
Administrator 2008	28.7	38.3	6.1	2.6	24.3	1.77**
Administrator 2013	36.7	51.9	2.5	0	8.9	1.63**

To accomplish this mission, UTC needs to reward community service in the promotion and tenure process for faculty and administrators. (page 35)

Faculty 2008	32.9	45.1	6.7	4.9	10.4	1.82**
Faculty 2013	42.3	35.8	10.2	3.6	8.0	1.73**

Areas of Lessened Agreement Compared with the 2008 Study

My interactions with the search committee or hiring department were positive. (Page 9)						
Staff 2008	66.9	29.9	1.6	0.8	0.8	1.36**
Staff 2013	44.6	27.3	2.2	1.4	24.5	1.48**
I was satisfied with the hiring process overall.						
Staff 2008	37.8	53.5	7.9	0.8	0	1.72**
Staff 2013	30.7	48.2	8.0	4.4	8.8	1.85**
I do a great deal of work that is not formally recognized by my department/UTC.						
Faculty 2008	23.9	26.8	23.9	12.7	12.7	2.63*
Faculty 2013	35.0	30.1	11.2	13.3	10.5	2.34*

How satisfied are you, in general with your job at UTC? (Page 9)					
Faculty 2008	41.8	44.7	11.2	2.4	1.74*
Faculty 2013	36.1	40.8	13.6	9.5	1.97*

I am treated with respect by co-workers/colleagues. (Page 11)						
Faculty 2008	61.3	26.8	6.3	3.5	2.1	1.58**
Faculty 2013	49.7	30.8	4.9	8.4	6.3	1.91**

I am treated with respect by my supervisor/department head. (Page 11)						
Faculty 2008	76.4	15.7	2.9	2.1	2.9	1.39**
Faculty 2013	63.6	14.0	6.3	10.5	5.6	1.80**

I encounter unwritten rules concerning how one is expected to interact with co-workers. (Page 12)						
Faculty 2008	10.6	19.9	23.4	17.7	28.4	3.33**
Faculty 2013	19.7	28.9	19.7	9.9	21.8	2.85**

I do a great deal of work that is not formally recognized by my department/UTC. (Page 13)						
Faculty 2008	23.9	26.8	23.9	12.7	12.7	2.63*
Faculty 2013	35.0	30.1	11.2	13.3	10.5	2.34*

I can express my opinion without fear of repercussion. (Page 13)						
Faculty 2008	38.7	33.1	11.3	7.7	9.2	2.15**
Faculty 2013	23.9	24.6	15.5	19.7	16.2	2.80**

I feel like a full and equal participant in problem-solving and decision-making. (Page 14)						
Faculty 2008	32.9	34.3	11.9	13.3	7.7	2.29*
Faculty 2013	23.1	32.9	11.2	17.5	15.4	2.69*

I feel information about policies and procedures governing the campus are readily accessible and adequately provided. (Page 15)						
Faculty 2008	20.0	38.2	15.9	18.8	7.1	2.55*
Faculty 2013	18.2	30.1	17.5	23.8	10.5	2.78*

Overall, I feel UTC has open communication channels. (Page 16)						
Faculty 2008	16.6	35.5	16.6	23.1	8.3	2.71*
Faculty 2013	11.2	32.2	23.8	17.5	15.4	2.94*

I have colleagues on campus who do similar research. (Page 18)						
Faculty 2008	15.5	37.5	17.9	11.3	17.9	2.30*
Faculty 2013	12.9	29.5	19.4	23.0	15.1	2.62*

I have sufficient support for Blackboard applications. (Page 19)						
Faculty 2008	39.5	45.5	3.6	2.4	9.0	1.66*
Faculty 2013	36.0	40.3	11.5	5.0	7.2	1.84*

I feel I receive sufficiently helpful feedback on work/teaching effectiveness. (Page 21)							
Faculty 2008	17.7	32.3	23.2	12.2	10.4	4.3	2.64**
Faculty 2013	11.9	26.9	23.1	17.9	20.1	0	3.07**

I feel I receive sufficiently helpful feedback on work/teaching effectiveness. (Page 21)							
Faculty 2008	17.7	32.3	23.2	12.2	10.4	4.3	2.64**
Faculty 2013	11.9	26.9	23.1	17.9	20.1	0	3.07**

Hiring practices at the university indicate that racial/ethnic barriers are gradually eroding. (Page 32)						
Faculty 2008	8.8	28.9	6.9	1.9	53.5	2.04*
Faculty 2013	10.2	21.2	10.2	9.5	48.9	2.37*