

UWM University Staff Workplace Climate Survey

UWM Consulting Office for Research and Evaluation (CORE)

2020-2021

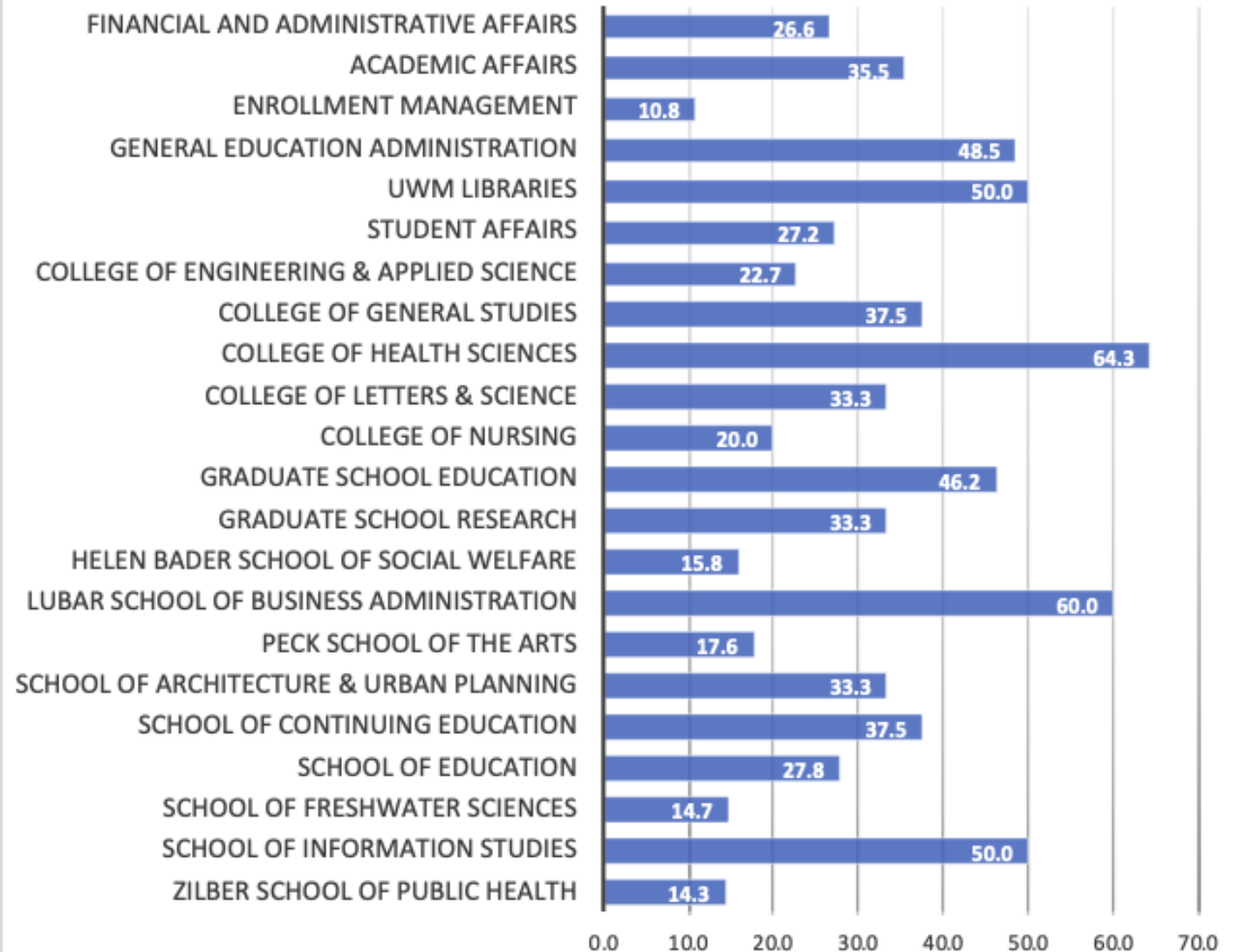
Academic Year University Staff Climate Survey

Division	Headcount
FINANCE & ADMIN AFFAIRS	393
STUDENT AFFAIRS	160
LETTERS & SCIENCE	147
ACADEMIC AFFAIRS	62
ARTS	37
ENROLLMENT MANAGEMENT	36
FRESHWATER ADMINISTRATION	35
GENERAL EDUCATION ADMIN	33
COLLEGE OF GENERAL STUDIES	26
ENG & APPLIED SCIENCE	22
SOCIAL WELFARE	19
EDUCATION	17
CONTINUING EDUCATION	16
GRADUATE SCHOOL B35	13
HEALTH SCIENCES	13
LIBRARY	13
GRADUATE SCHOOL	9
SCHOOL OF PUBLIC HEALTH	7
BUSINESS ADMINISTRATION	5
NURSING	5
ARCHITECTURE & URBAN PLNG	4
SCHOOL OF INFO STUDIES	3

Grand Total

1,075

Survey Participation Rate by Division



Summary of Job Satisfaction results:

- Overall (averaged across items), 62.5% of respondents indicated job satisfaction.
- The highest reported satisfaction was with benefits (88.4%), though we note that satisfaction with UWM maintaining a competitive compensation package was relatively low (46.5%).
- The lowest satisfaction was with promotion and career growth (41.4%). Particularly, respondents with an income level of \$25,001-\$35,000 showed relatively high disagreement and low agreement on fair and reasonable promotions and career growth in their units.
- The survey results showed relatively high satisfaction in terms of the work-home interface, such as fair and equal opportunity to work from home (68.5%), flextime (75.8%), and UWM's policy on work-life balance (74.7%).

Summary of State of the Institution results:

- Overall (averaged across items), 64.6% of respondents were satisfied with the state of the institution.
- The highest reported satisfaction was with information provided by UWM about where and how to get help in response to COVID-19 (82.8%).
- The lowest satisfaction was with employees' involvement in institutional planning (53.2%).
- Further, a relatively low proportion of respondents (54.5%) indicated positive expectations (e.g., improving work) for new changes in the institution. Female respondents or respondents without disabilities indicated a higher rate of positive expectations of new changes than male respondents or respondents with disabilities, respectively.
- Respondents reported that the most effective form of communication was Email (94.4%), followed by Face to face (66.7%) and Meeting (58.4%).

Summary of State of the Staff results:

- Overall (averaged across items), 70.2% of respondents were satisfied with the state of the staff.
- The highest reported satisfaction was with the relationships with management (88.4%).
- The lowest satisfaction was with comfortably expressing opinions about management, but the satisfaction rate was relatively high (60.7%).
- All items of the state of the staff section showed consistently high satisfaction rates across demographic factors, such as race/ethnicity, gender, age, disability status, or work divisions.

Summary of Work Environment results:

- Overall (averaged across items), 70.6% of respondents were satisfied with the work environment.
- The highest reported satisfaction was with a welcoming and respectful work environment in terms of diversity (86.0%).
- The survey results showed consistently high satisfaction regarding diversity, such as equal opportunities (76.8%), hiring process (83.5%) and applying for higher positions (77.0%).
- However, the results showed that the perception of diversity differs by racial/ethnic groups. While most White/European American respondents were highly satisfied with the diverse work environment, respondents of color reported equal levels of satisfaction and dissatisfaction.
- A high proportion of respondents (78.6%) knew of the UWM grievance procedures, but a relatively low proportion (56.6%) were satisfied with the grievance policy. Among those who have ever reported employee complaints (11.4 %), less than half (47%) were satisfied with the resolution, and there were different satisfaction levels by division.

Summary of University Staff Governance results:

- Overall (averaged across items), 69.0% of respondents were satisfied with university staff governance.
- A substantial proportion of respondents (80.4%) were aware of university employee governance activities, but this proportion was lower for those who are younger or those with a low number of years of employment.
- A relatively low proportion of respondents (52.8%) indicated awareness of being able to attend university staff governance meetings if they were not elected.

Next Steps:

- Both the summary and the qualitative responses (redacted) documents will be e-mailed to all senators.
- Expectation is that the senators will review in preparation for further discussion at the April Senate meeting.
- Some discussion points in April will be
 - Follow-up and next steps
 - How much to share with Staff and University Governance?
 - How much to share with Chancellor and other University Leadership?

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Survey Working Group

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