

ModernThink Higher Education Insight Survey

ModernThink

Transforming Our World Campus Climate Survey: Your Voice Matters

The University of Texas Rio Grande Valley

Year - to - Year ScoreCard

		2021 Overall		2018 Overall	
		Positive Response	Negative Response	Positive Response	Negative Response
		+	-	+	-
Total number of survey respondents		1485	1485	1463	1463
Job Satisfaction/Support					
1	My job makes good use of my skills and abilities.	83	5	74	9
2	I am given the responsibility and freedom to do my job.	84	5	74	9
4	I am provided the resources I need to be effective in my job.	71	11	52	20
Job Satisfaction/Support - Average		79	7	67	13
Professional Development					
6	I am given the opportunity to develop my skills at this institution.	77	8	65	15
10	I understand the necessary requirements to advance my career.	76	9	67	14
Professional Development - Average		77	9	66	15
Compensation, Benefits & Work/Life Balance					
11	I am paid fairly for my work.	42	32	33	45
33	This institution's benefits meet my needs.	81	5	70	10
43	My supervisor/department chair/director supports my efforts to balance my work and personal life.	81	8	72	13
48	This institution's policies and practices give me the flexibility to manage my work and personal life.	78	8	62	15
Compensation, Benefits & Work/Life Balance - Average		71	13	59	21
Facilities					
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	81	5	69	11
31	The facilities (e.g., classrooms, offices) adequately meet my needs.	74	10	50	23
Facilities - Average		78	8	60	17
Policies, Resources & Efficiency					
17	Our review process accurately measures my job performance.	66	13	45	27
28	My department has adequate faculty/staff to achieve our goals.	51	26	36	39
30	Our orientation program prepares new faculty, administration and staff to be effective.	65	12	48	22
45	This institution actively contributes to the community.	84	4	71	7
46	This institution places sufficient emphasis on having diverse faculty, administration and staff.	78	6	68	12
52	This institution is well run.	64	13	35	32
Policies, Resources & Efficiency - Average		68	12	51	23
Shared Governance					
38	Faculty, administration and staff are meaningfully involved in institutional planning.	58	16	37	28
Shared Governance - Average		58	16	37	28
Pride					
5	I understand how my job contributes to this institution's mission.	92	2	87	4
25	Overall, my department is a good place to work.	81	5	70	12
35	I am proud to be part of this institution.	85	3	70	8
54	This institution's culture is special - something you don't find just anywhere.	67	12	53	24
55	All things considered, this is a great place to work.	78	5	60	14
Pride - Average		81	5	68	12
Supervisors/Department Chairs/Directors					
3	My supervisor/department chair/director makes his/her expectations clear.	78	7	68	15
7	I receive feedback from my supervisor/department chair/director that helps me.	75	9	64	16
12	I believe what I am told by my supervisor/department chair/director.	76	7	63	15
15	My supervisor/department chair/director regularly models this institution's values.	77	7	65	16
19	My supervisor/department chair/director is consistent and fair.	74	10	64	17
20	My supervisor/department chair/director actively solicits my suggestions and ideas.	71	12	59	19
24	I have a good relationship with my supervisor/department chair/director.	85	4	78	9
Supervisors/Department Chairs/Directors - Average		77	8	66	15
Senior Leadership					
27	Senior leadership provides a clear direction for this institution's future.	63	14	44	29
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	73	9	53	22
36	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	65	14	41	32
37	Senior leadership communicates openly about important matters.	62	14	42	29
44	Senior leadership regularly models this institution's values.	70	10	51	23
51	I believe what I am told by senior leadership.	68	10	46	26
Senior Leadership - Average		67	12	46	27
Faculty, Administration & Staff Relations					
42	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	72	7	48	19
50	There is regular and open communication among faculty, administration and staff.	61	14	38	30
Faculty, Administration & Staff Relations - Average		67	11	43	25

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Communication					
8	When I offer a new idea, I believe it will be fully considered.	66	13	53	22
21	In my department, we communicate openly about issues that impact each other's work.	67	13	53	22
22	Changes that affect me are discussed prior to being implemented.	55	19	40	32
39	At this institution, we discuss and debate issues respectfully to get better results.	61	14	37	29
Communication - Average		62	15	46	26
Collaboration					
13	We have opportunities to contribute to important decisions in my department.	67	13	55	21
23	People in my department work well together.	69	10	56	17
26	I can count on people to cooperate across departments.	65	10	48	20
53	There's a sense that we're all on the same team at this institution.	54	18	28	42
Collaboration - Average		64	13	47	25
Fairness					
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	64	18	51	29
16	Promotions in my department are based on a person's ability.	56	21	44	31
18	Issues of low performance are addressed in my department.	63	17	47	27
40	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	65	12	47	25
49	This institution has clear and effective procedures for dealing with discrimination.	78	8	68	14
Fairness - Average		65	15	51	25
Respect & Appreciation					
9	I am regularly recognized for my contributions.	59	18	44	27
34	Our recognition and awards programs are meaningful to me.	54	20	42	31
41	At this institution, people are supportive of their colleagues regardless of their heritage or background.	80	7	68	14
47	We celebrate significant milestones and important accomplishments at this institution.	73	9	51	19
Respect & Appreciation - Average		67	14	51	23
UTRGV Custom Statements					
56	Senior leadership values the strengths of each campus.	64	15	42	31
57	I have sufficient access to my supervisor/department chair/director.	85	5	76	11
58	Meetings and events I need to attend are scheduled fairly between the campuses.	76	9	59	20
59	My supervisor/department chair/director does a good job in distributing workload across the department.	73	12	61	20
60	My supervisor/department chair/director does a good job of allocating resources across campuses.	78	9	64	18
61	My campus feels like a vibrant and engaging community.	68	11	45	25
62	I am satisfied with the quality of life in the local community.	74	8	60	15
63	People in this department treat each other with respect.	77	8	64	15
64	I feel welcomed and included in my department.	80	8	68	14
65	UTRGV senior leadership demonstrates a strong commitment to gender equity and diversity.	82	7	68	12
66	Administrative appointments at UTRGV (department, college, and university level) are based on a person's skill sets, and relevant experience.	64	15	49	27
67	We are making good progress in our efforts to work together under the distributed campus model.	71	11	44	25
68	Our technology infrastructure adequately supports multi-campus course delivery.	69	11	39	35
69	My supervisor/department chair/director shows genuine interest in my well-being.	79	9	-	-
70	At work, I know where to go for help with my mental or emotional well-being.	73	14	-	-
71	This institution is taking/has taken appropriate action in response to the Covid-19 pandemic.	86	4	-	-
UTRGV Custom Statements - Average		75	10	*	*
Overall Survey Average 1 - 71		71	11	*	*

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Unless specifically noted, the numbers represent the percentage of positive responses. To protect the anonymity of your employees we do not report data for categories with fewer than 5 respondents.

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