

Transforming Our World Campus Climate Survey: Your Voice Matters



The University of Texas Rio Grande Valley™

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November 18, 2021

Survey Overview

Methodology

- Online Survey Administered:
February 8 – March 1, 2021

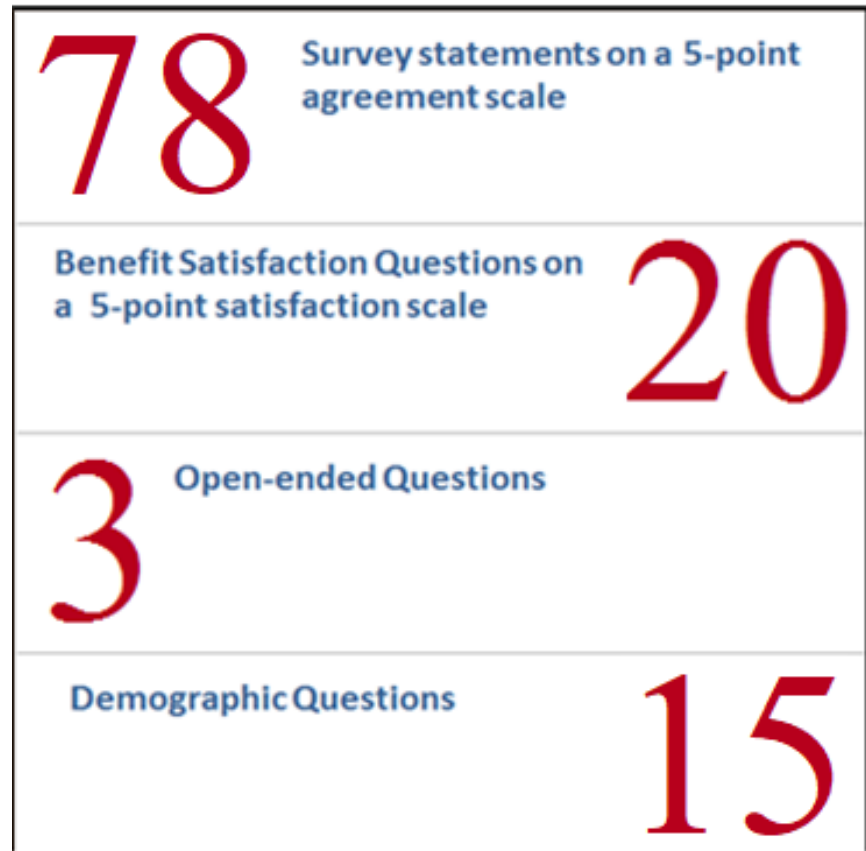
Response Rate

- 2021 UTRGV Overall Response Rate:
1485/2746 = 54%

- 2021 UTRGV Faculty Response Rate:
405/979 = 41%

Benchmarks

- 2018 UTRGV Faculty



Dimensions

Job Satisfaction/Support	Policies, Resources & Efficiency	Faculty, Administration & Staff Relations
Teaching Environment	Shared Governance	Communication
Professional Development	Pride	Collaboration
Compensation, Benefits & Work/Life Balance	Supervisors/Department Chairs	Fairness
Facilities	Senior Leadership	Respect & Appreciation

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% +

Strengths and Opportunities

Strengths

- Job Fit, Autonomy & Pride
- Supervisor/Department Chair
- Professional Development
- Work/Life Balance & Benefits
- Diversity, Equity & Inclusion

Opportunities

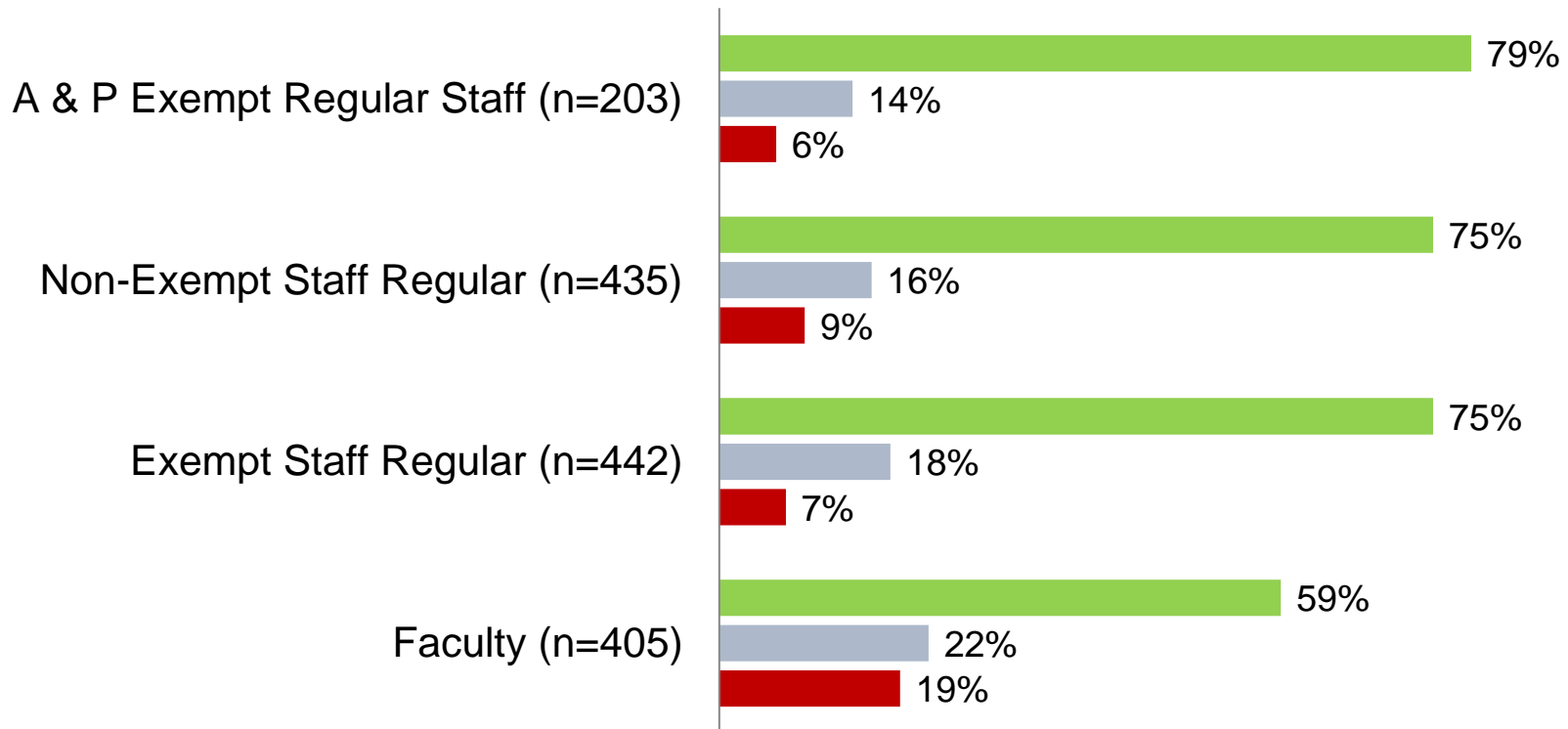
- Resource Constraints
- Performance Management & Accountability
- Respect & Appreciation
- Senior Leadership
- Communication & Collaboration
- Shared Governance
- Campus Experience

Pre-loaded Job Category

2021

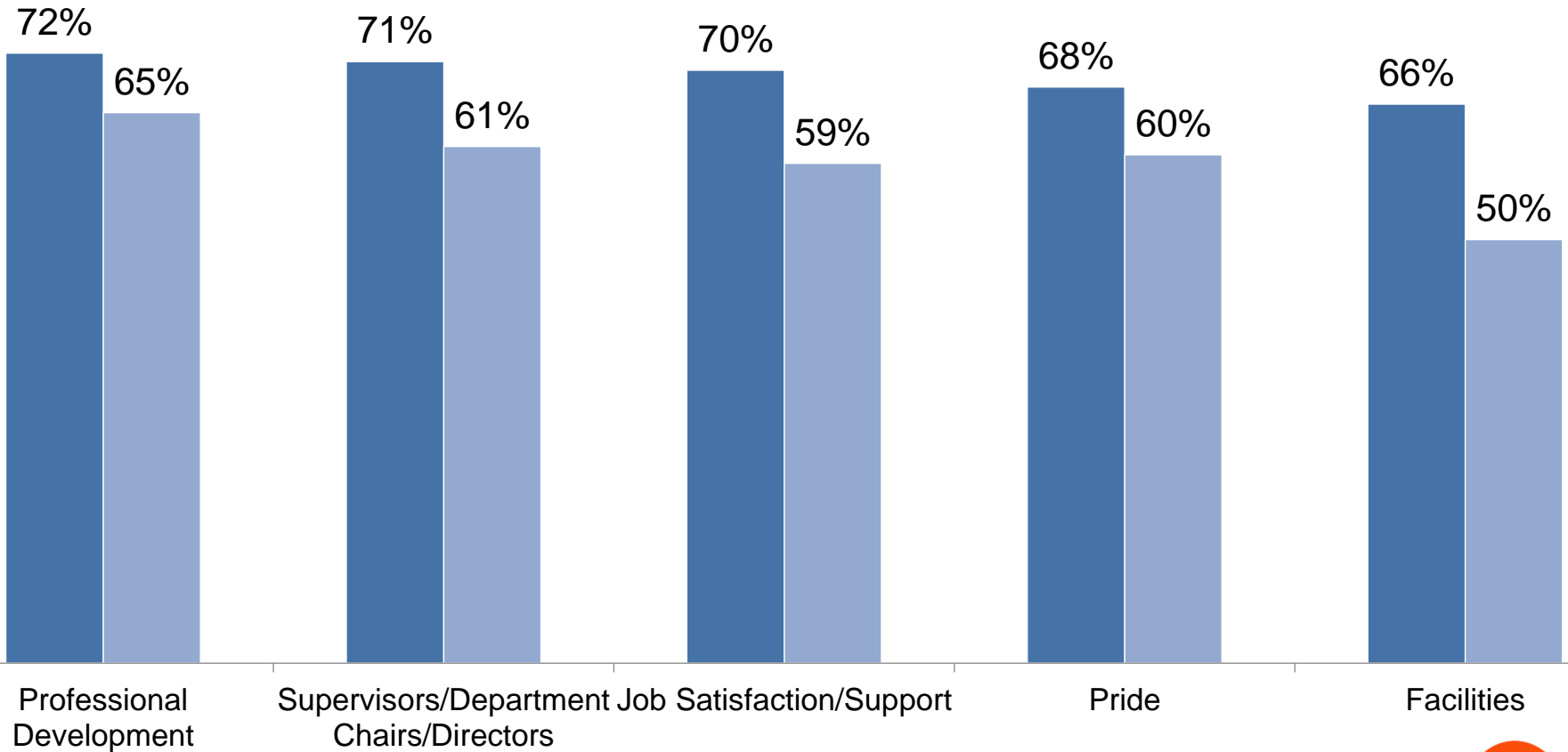
Overall % Positive 1-71

■ Positive ■ Neutral ■ Negative



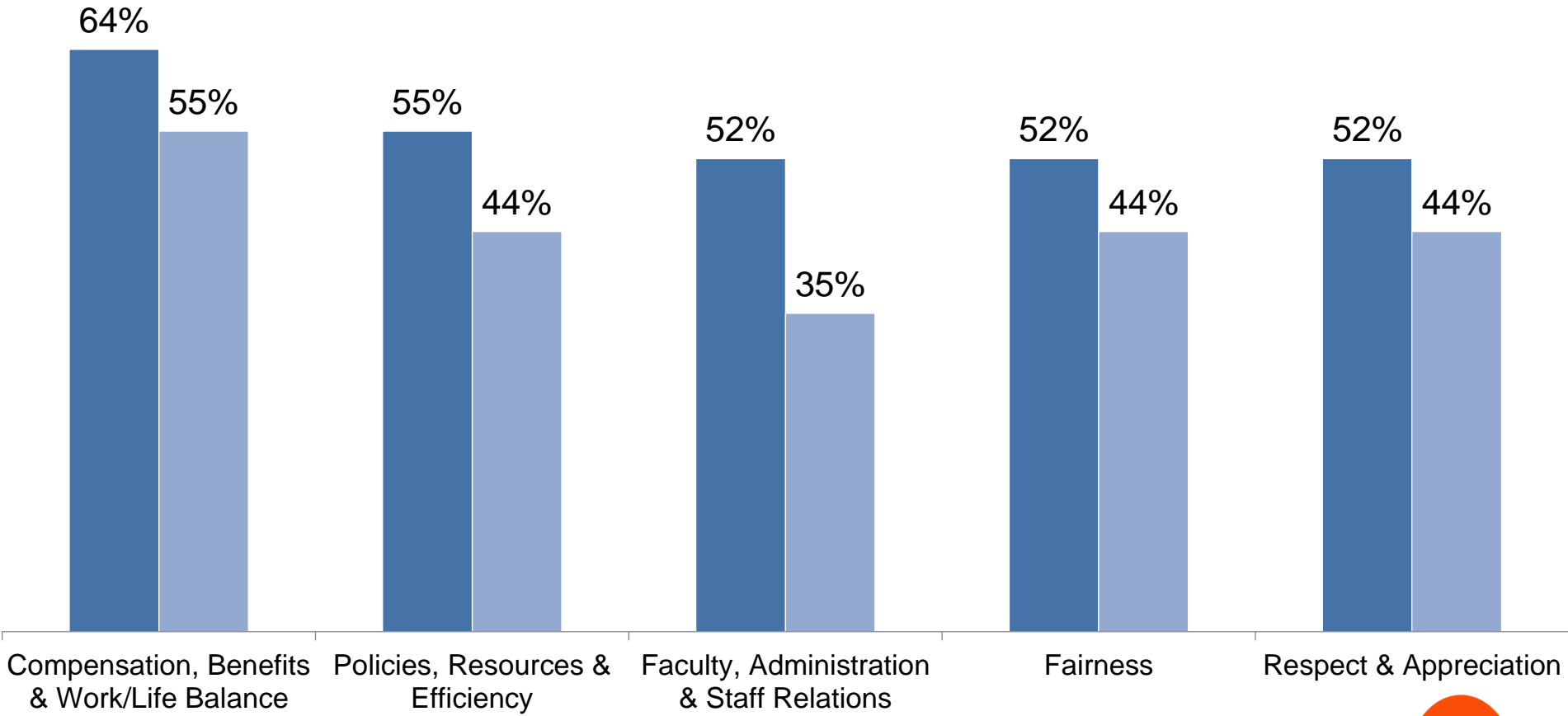
Dimensions (% Positive)

■ 2021 UTRGV Faculty ■ 2018 UTRGV Faculty



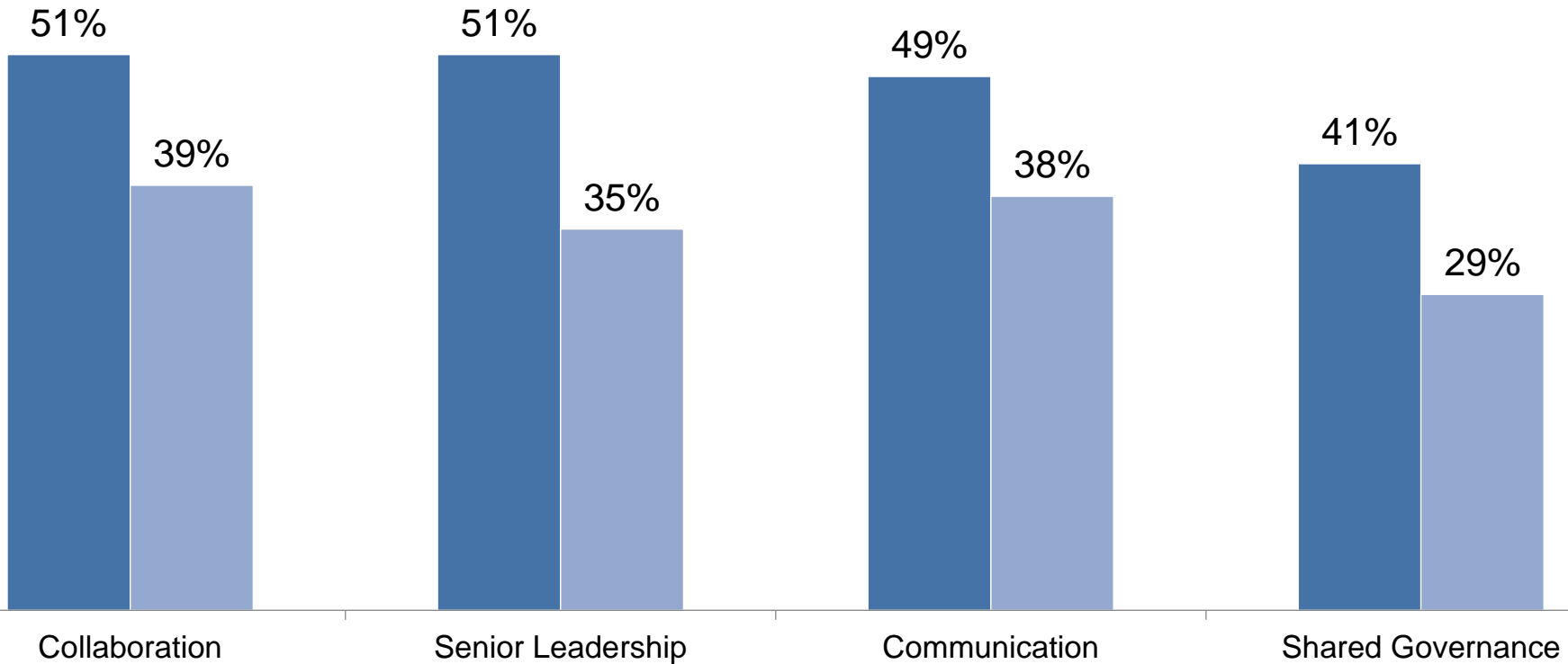
Dimensions (% Positive)

■ 2021 UTRGV Faculty ■ 2018 UTRGV Faculty



Dimensions (% Positive)

■ 2021 UTRGV Faculty ■ 2018 UTRGV Faculty



Barometer Statements

Survey Statement		2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)	2021 UTRGV (% Positive)	2021 UTRGV (% Negative)
25	Overall, my department is a good place to work.	70	11	60	19	81	5
55	All things considered, this is a great place to work.	60	13	48	23	78	5
54	This institution's culture is special - something you don't find just anywhere.	55	22	50	28	67	12

Most Improved Statements - Faculty

Survey Statement		2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)
68	Our technology infrastructure adequately supports multi-campus course delivery.	46	28	25	52
36	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	52	23	32	41
52	This institution is well run.	45	24	27	43
31	The facilities (e.g., classrooms, offices) adequately meet my needs.	58	20	38	32
37	Senior leadership communicates openly about important matters.	48	26	31	41

Most Improved Statements - Faculty

Survey Statement		2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)
51	I believe what I am told by senior leadership.	51	22	34	37
53	There's a sense that we're all on the same team at this institution.	39	32	24	49
17	Our review process accurately measures my job performance.	57	19	40	33
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	56	19	39	33
42	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	57	15	39	28

Top Ten Statements

Survey Statement		2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)	2021 UTRGV (% Positive)	2021 UTRGV (% Negative)
71	This institution is taking/has taken appropriate action in response to the Covid-19 pandemic.	86	5	*	*	86	4
5	I understand how my job contributes to this institution's mission.	85	4	80	8	92	2
1	My job makes good use of my skills and abilities.	81	7	72	11	83	5
24	I have a good relationship with my supervisor/department chair/director.	81	8	75	11	85	4
2	I am given the responsibility and freedom to do my job.	79	9	70	11	84	5

Statements are sorted by highest **positive** response. *Statement not asked in 2018

Top Ten Statements

Survey Statement	2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)	2021 UTRGV (% Positive)	2021 UTRGV (% Negative)
57 I have sufficient access to my supervisor/department chair/director.	78	10	70	17	85	5
45 This institution actively contributes to the community.	77	5	66	11	84	4
10 I understand the necessary requirements to advance my career.	77	9	70	12	76	9
43 My supervisor/department chair/director supports my efforts to balance my work and personal life.	75	12	66	18	81	8
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	74	9	62	15	81	5

Statements are sorted by highest **positive** response.

Bottom Ten Statements

Survey Statement	2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)	2021 UTRGV (% Positive)	2021 UTRGV (% Negative)
28 My department has adequate faculty/staff to achieve our goals.	35	47	28	47	51	26
11 I am paid fairly for my work.	41	42	36	46	42	32
34 Our recognition and awards programs are meaningful to me.	36	35	35	39	54	20
53 There's a sense that we're all on the same team at this institution.	39	32	24	49	54	18
38 Faculty, administration and staff are meaningfully involved in institutional planning.	41	32	29	38	58	16

Statements are sorted by highest **negative** response.

Bottom Ten Statements

Survey Statement	2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)	2021 UTRGV (% Positive)	2021 UTRGV (% Negative)
73 The role of faculty in shared governance is clearly stated and publicized. (Faculty Only)	46	31	31	40	46	31
56 Senior leadership values the strengths of each campus.	45	30	31	41	64	15
72 There is a good balance of teaching, service and research at this institution. (Faculty Only)	46	29	32	43	46	29
22 Changes that affect me are discussed prior to being implemented.	44	28	34	37	55	19
18 Issues of low performance are addressed in my department.	45	28	39	36	63	17

Statements are sorted by highest **negative** response.

Resource Constraints

Survey Statement		2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)
4	I am provided the resources I need to be effective in my job.	50	23	36	33
31	The facilities (e.g., classrooms, offices) adequately meet my needs.	58	20	38	32
11	I am paid fairly for my work.	41	42	36	46
28	My department has adequate faculty/staff to achieve our goals.	35	47	28	47
68	Our technology infrastructure adequately supports multi-campus course delivery.	46	28	25	52

Communication

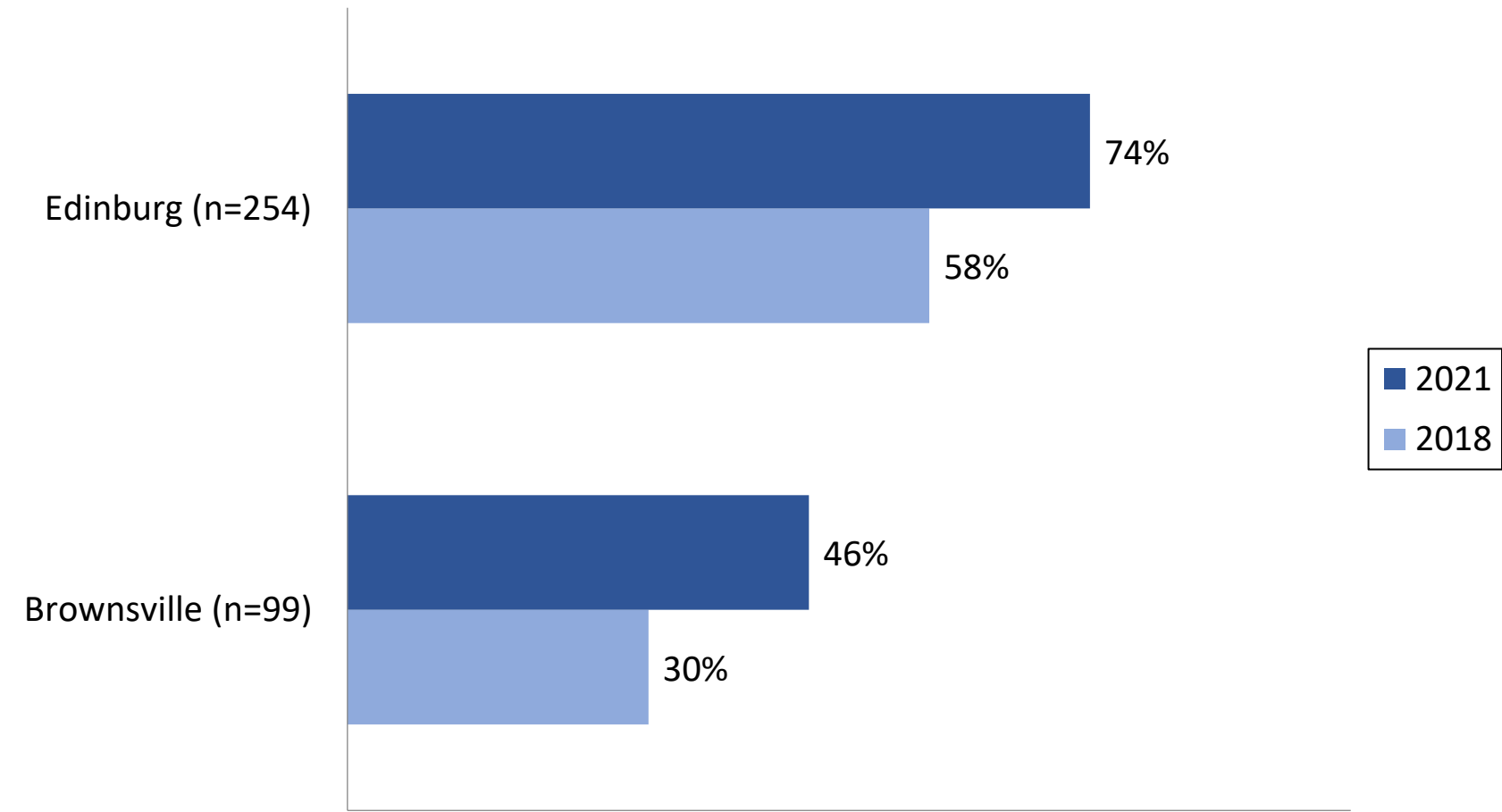
Survey Statement		2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)
8	When I offer a new idea, I believe it will be fully considered.	56	22	44	29
21	In my department, we communicate openly about issues that impact each other's work.	51	21	45	30
22	Changes that affect me are discussed prior to being implemented.	44	28	34	37
39	At this institution, we discuss and debate issues respectfully to get better results.	45	25	30	37

Collaboration

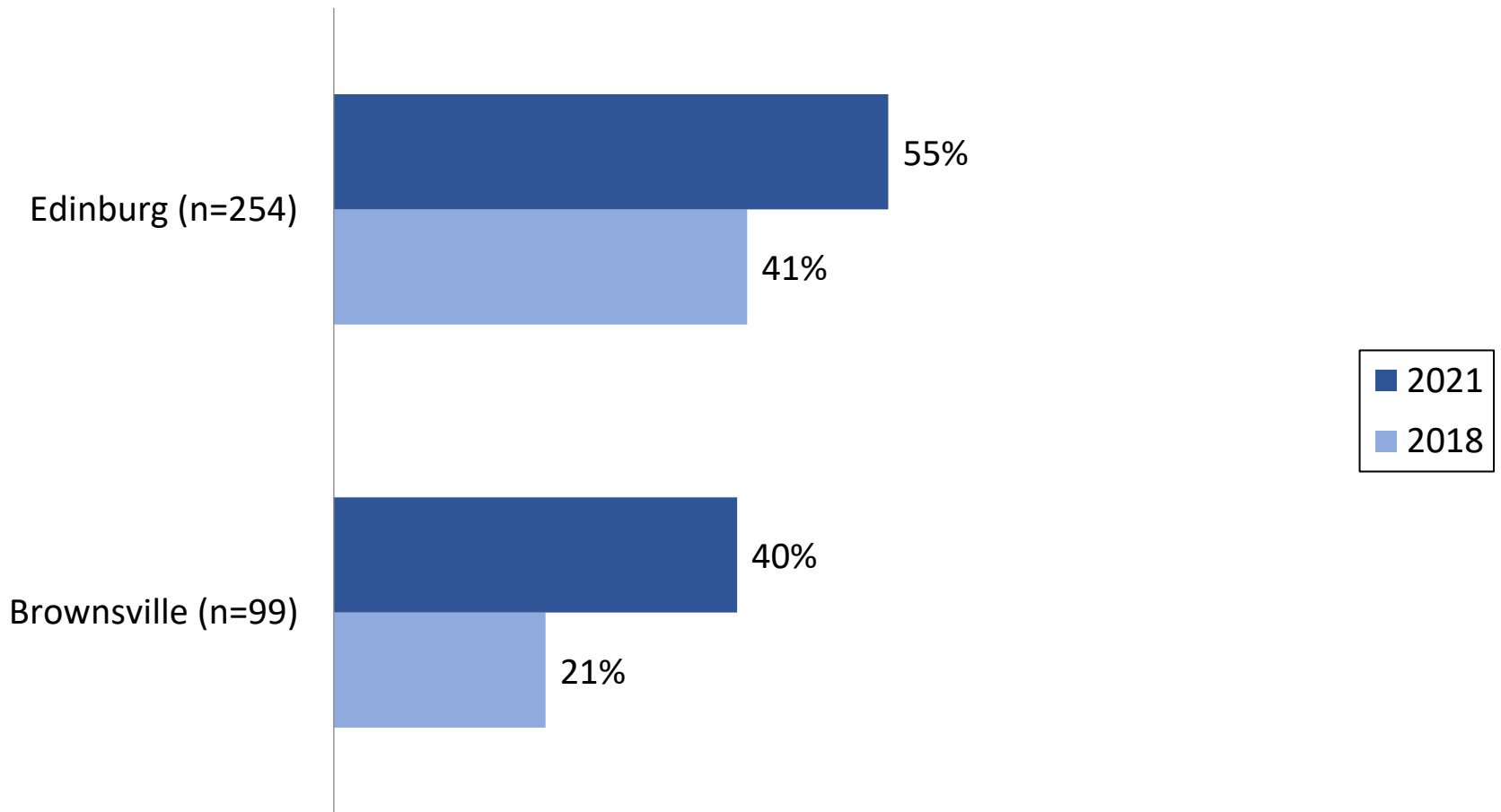
Survey Statement		2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)
13	We have opportunities to contribute to important decisions in my department.	60	19	50	26
23	People in my department work well together.	54	19	43	27
26	I can count on people to cooperate across departments.	52	16	38	24
53	There's a sense that we're all on the same team at this institution.	39	32	24	49

58. Meetings and events I need to attend are scheduled fairly between the campuses.

(Overall % Positive)



67. We are making good progress in our efforts to work together under the distributed campus model. (Overall % Positive)



Supervisor/Department Chair/Director

Survey Statement		2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)
3	My supervisor/ department chair/ director makes his/her expectations clear.	73	12	63	20
12	I believe what I am told by my supervisor/department chair/director.	69	13	59	20
15	My supervisor/ department chair/ director regularly models this institution's values.	71	12	59	20
19	My supervisor/ department chair/ director is consistent and fair.	71	14	63	20
20	My supervisor/ department chair/ director actively solicits my suggestions and ideas.	64	19	55	24

Supervisor/Department Chair/Director

Survey Statement		2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)
24	I have a good relationship with my supervisor/ department chair/ director.	81	8	75	11
57	I have sufficient access to my supervisor/ department chair/ director.	78	10	70	17
59	My supervisor/ department chair/ director does a good job in distributing workload across the department.	64	19	58	23
60	My supervisor/ department chair/ director does a good job of allocating resources across campuses.	69	16	59	23

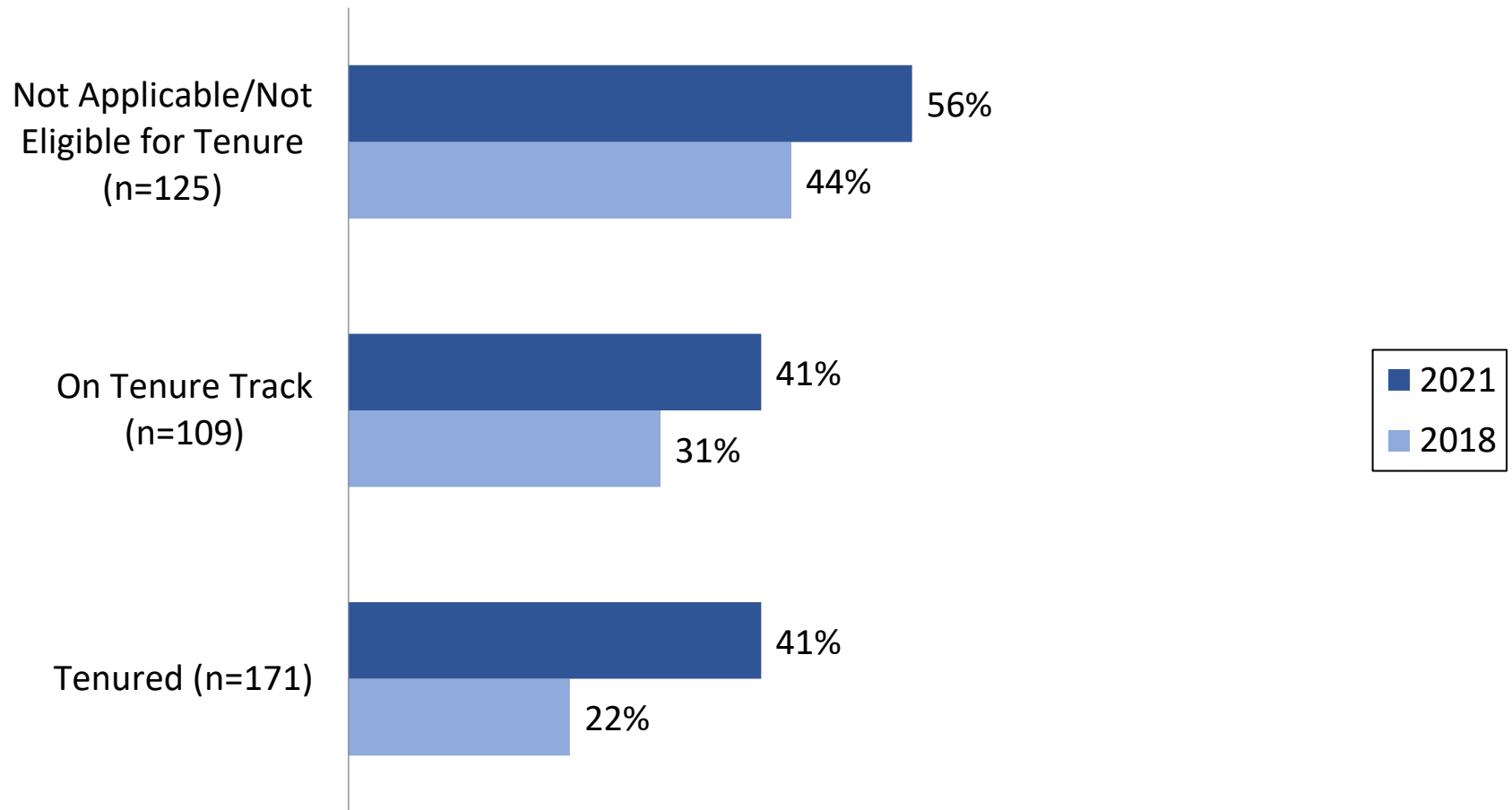
Senior Leadership

Survey Statement		2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	56	19	39	33
27	Senior leadership provides a clear direction for this institution's future.	48	26	33	40
37	Senior leadership communicates openly about important matters.	48	26	31	41
36	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	52	23	32	41
56	Senior leadership values the strengths of each campus.	45	30	31	41

Shared Governance

Survey Statement		2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)
73	The role of faculty in shared governance is clearly stated and publicized.	46	31	31	40
74	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	56	22	45	31
38	Faculty, administration and staff are meaningfully involved in institutional planning.	41	32	29	38
42	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	57	15	39	28

73. The role of faculty in shared governance is clearly stated and publicized. (Overall % Positive)

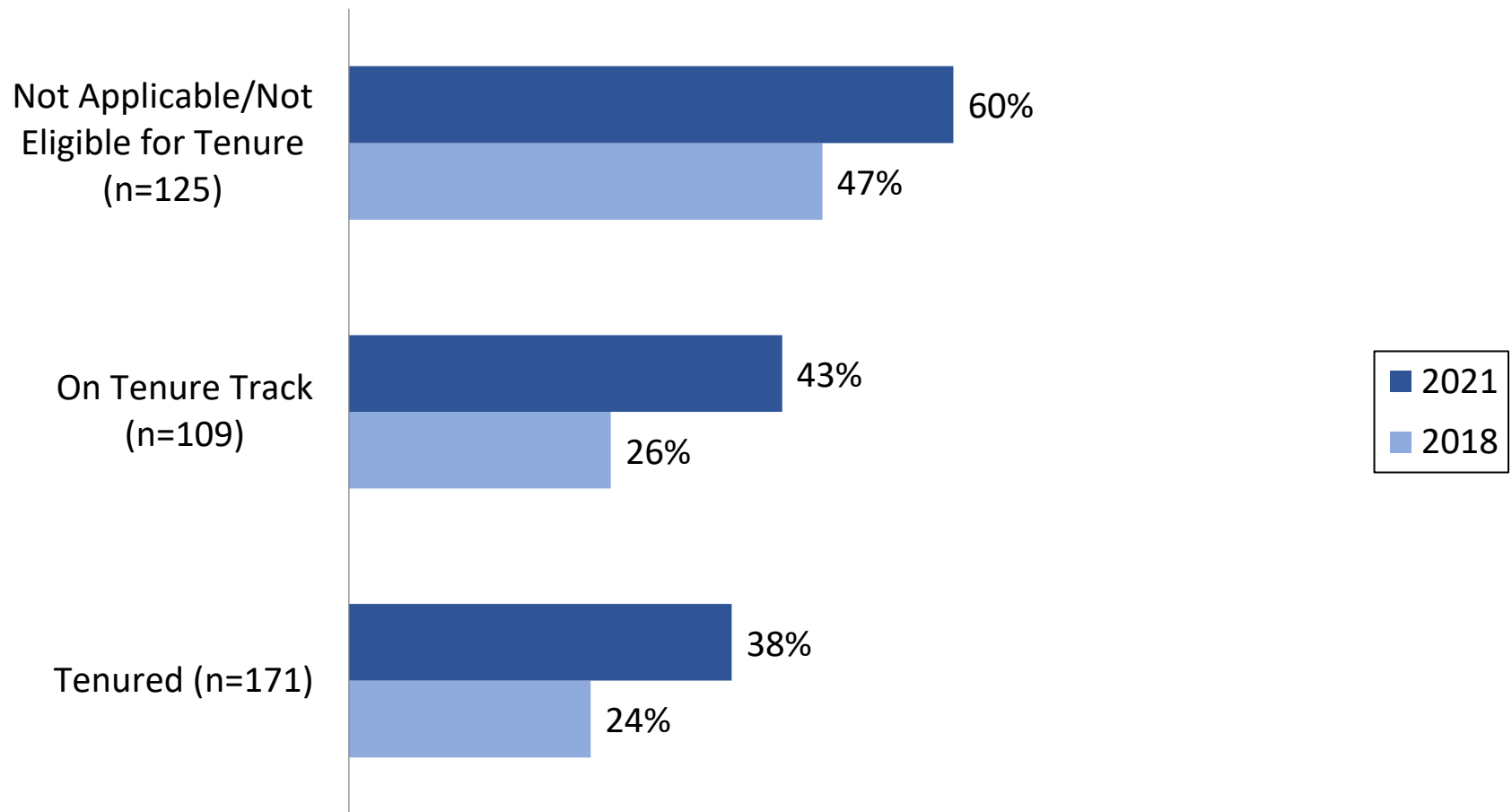


Faculty Experience

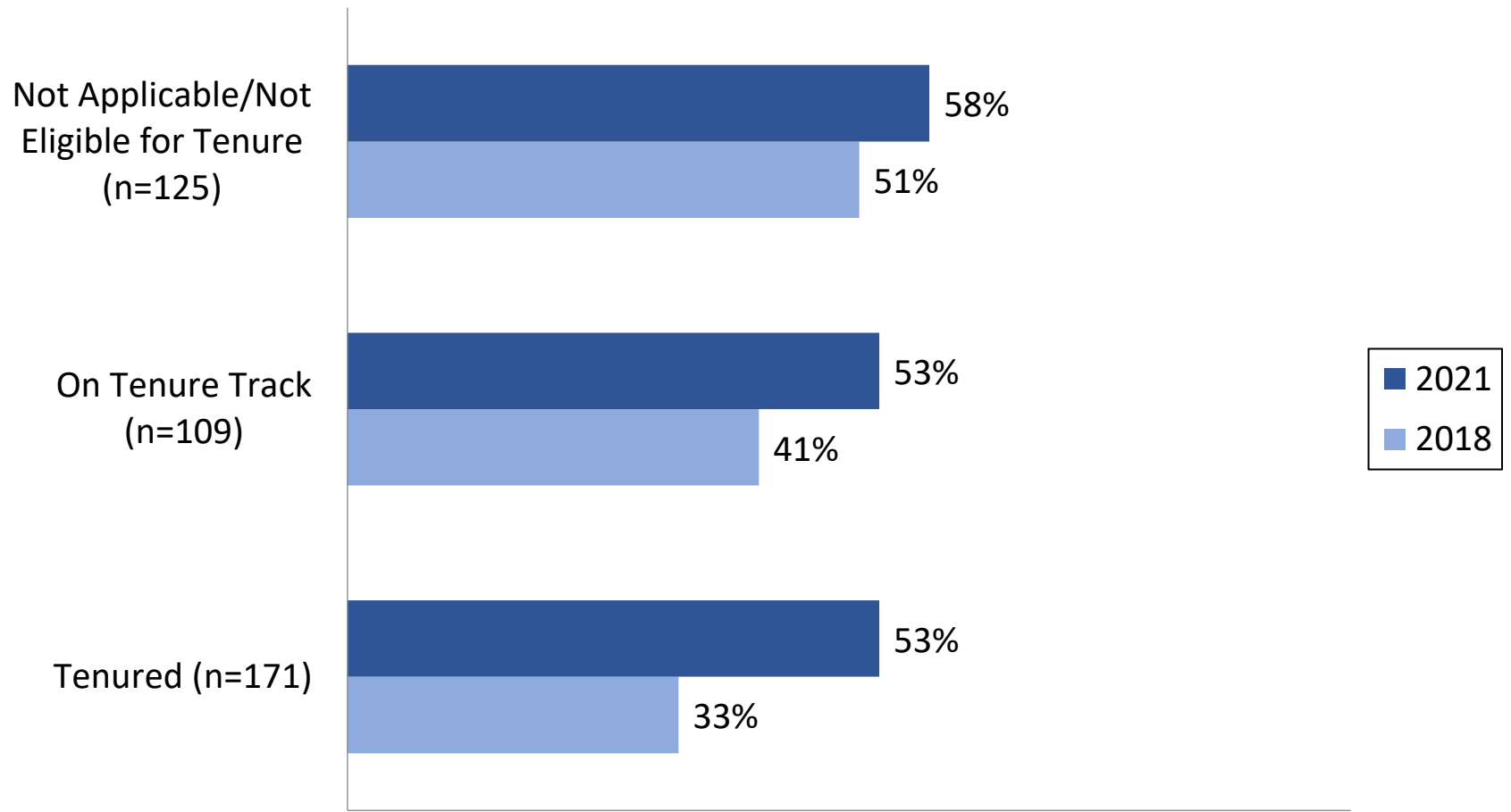
Survey Statement		2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)
72	There is a good balance of teaching, service and research at this institution.	46	29	32	43
75	Teaching is appropriately recognized in the evaluation and promotion process.	64	21	48	29
76	There is appropriate recognition of innovative and high quality teaching.	54	26	41	30
78	Evaluation, tenure, and promotion processes are clear.	59	19	*	*

*Statement not asked in 2018

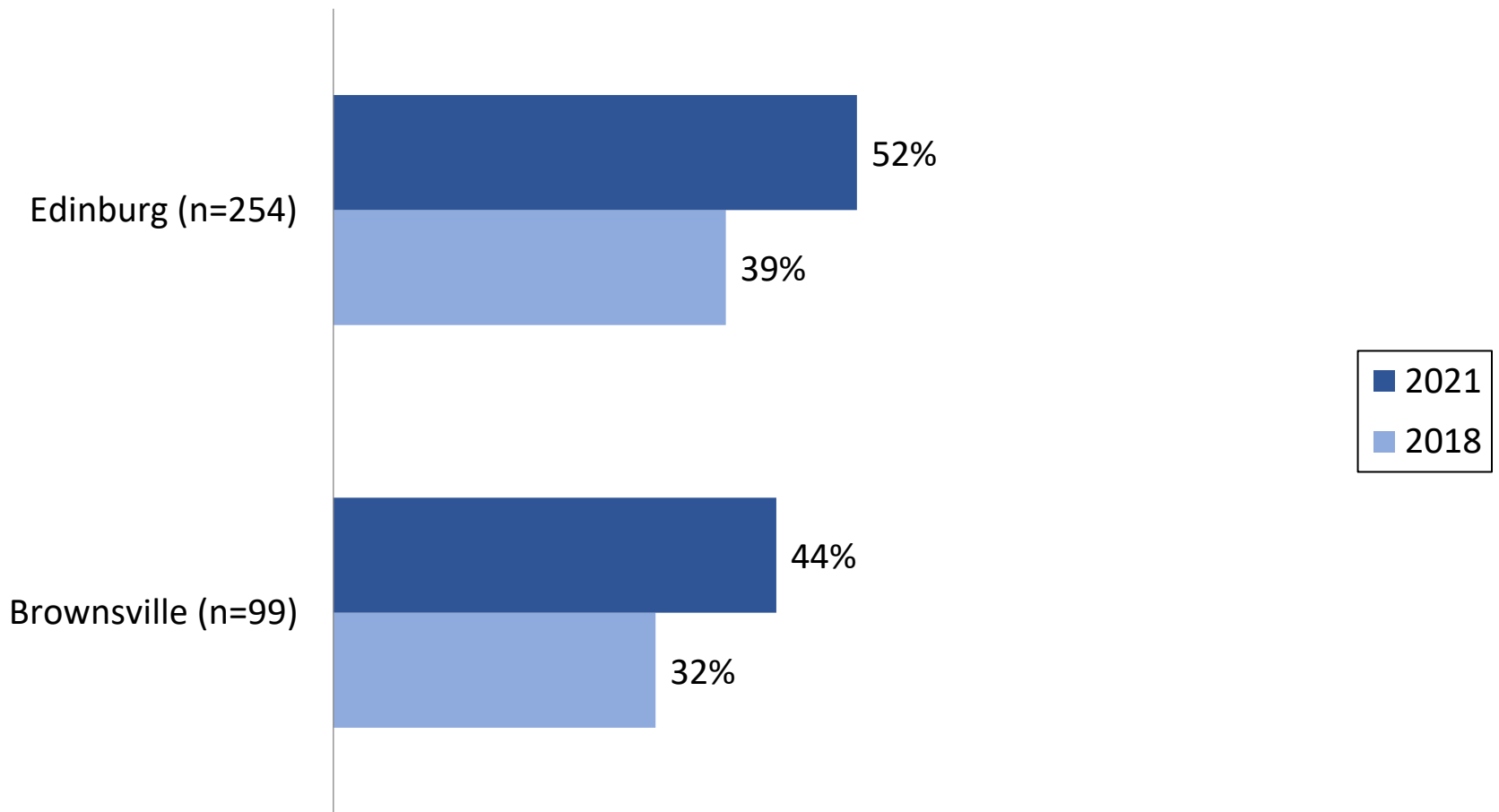
72. There is a good balance of teaching, service and research at this institution. (Overall % Positive)



76. There is appropriate recognition of innovative and high quality teaching. (Overall % Positive)



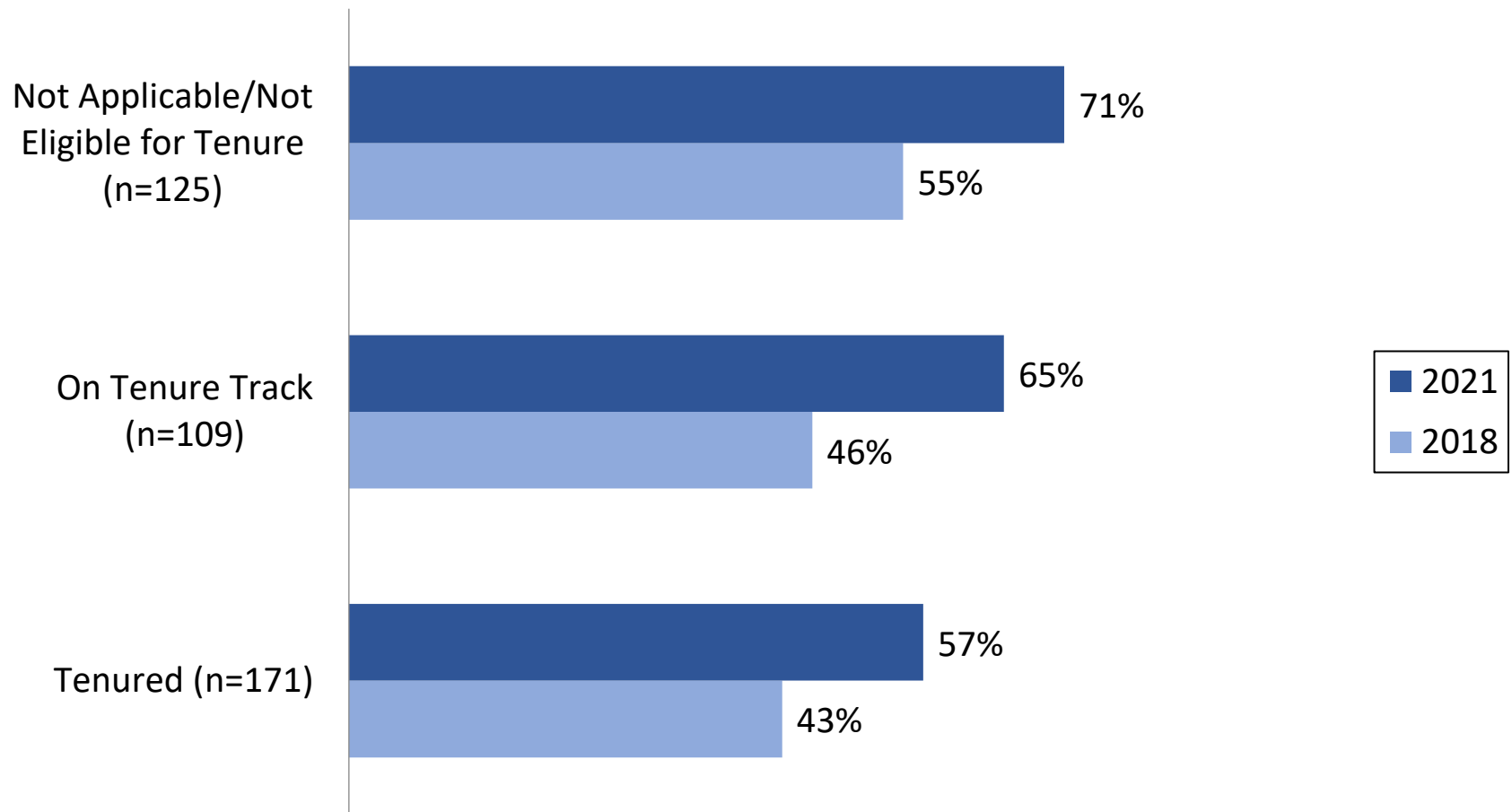
61. My campus feels like a vibrant and engaging community. (Overall % Positive)



Professional Development

Survey Statement		2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)
6	I am given the opportunity to develop my skills at this institution.	66	13	60	20
10	I understand the necessary requirements to advance my career.	77	9	70	12
7	I receive feedback from my supervisor/ department chair/ director that helps me.	68	17	56	23

75. Teaching is appropriately recognized in the evaluation and promotion process. (Overall % Positive)

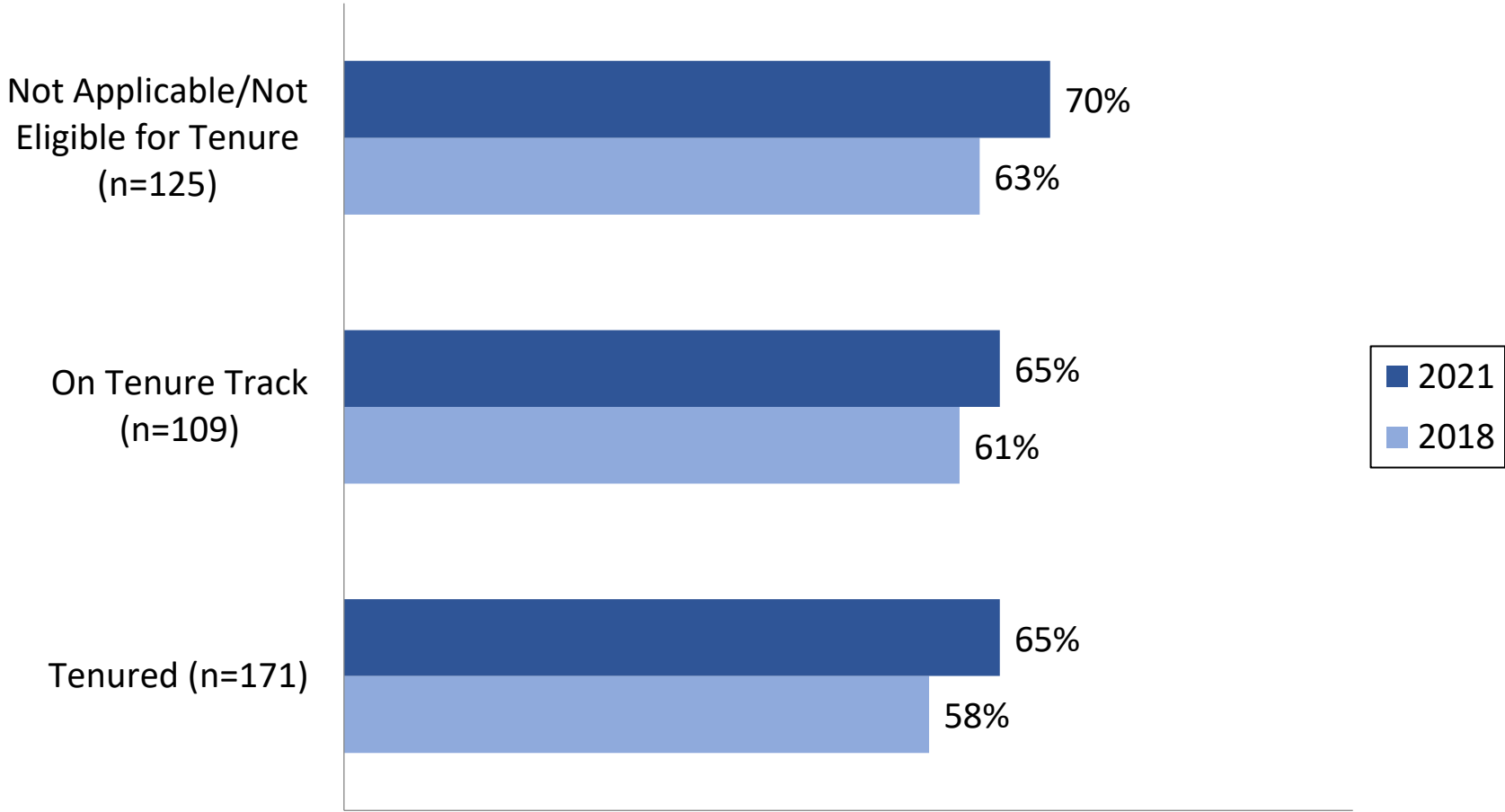


Diversity, Equity & Inclusion

Survey Statement		2021 UTRGV Faculty (% Positive)	2021 UTRGV Faculty (% Negative)	2018 UTRGV Faculty (% Positive)	2018 UTRGV Faculty (% Negative)
65	UTRGV senior leadership demonstrates a strong commitment to gender equity and diversity.	65	15	60	20
77	Faculty at UTRGV demonstrate a strong commitment to diversity, access, and inclusion.	68	11	65	14
41	At this institution, people are supportive of their colleagues regardless of their heritage or background.	62	16	59	22
46	This institution places sufficient emphasis on having diverse faculty, administration and staff.	63	15	60	19
49	This institution has clear and effective procedures for dealing with discrimination.	57	19	58	21

64. I feel welcomed and included in my department.

(Overall % Positive)



Additional Resources

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APPENDIX

Academic Support & Faculty Interaction

		2021 Overall		2018 Overall				2018 Overall		2021 Overall				
		Positive Response	Negative Response	Positive Response	Negative Response	Positive Response	Negative Response	Positive Response	Negative Response	Positive Response	Negative Response			
2021 UTRGV Student Experience Survey						2021 UTRGV Faculty/Staff Insight Survey								
Total number of survey respondents						2080	2080	2213	2213	1463	1463	1485	1485	Total number of survey respondents
Academic Support & Faculty Interaction						Academic Support & Faculty Interaction								
1	I am provided sufficient support and resources from this institution to succeed academically.	77	4	74	6	52	20	71	11	I am provided the resources I need to be effective in my job.				
5	I receive meaningful feedback from faculty about my academic performance.	68	8	66	10	64	16	75	9	I receive feedback from my supervisor/department chair/director that helps me.				
6	Faculty regularly model this institution's values.	76	5	69	7	65	16	77	7	My supervisor/department chair/director regularly models this				
7	Faculty are consistent and fair.	73	5	71	7	64	17	74	10	My supervisor/department chair/director is consistent and fair.				
Academic Support & Faculty Interaction - Average						74	6	70	8	61	17	74	9	Academic Support & Faculty Interaction - Average

Most Improved Statements - Overall

Survey Statement		2021 UTRGV (% Positive)	2021 UTRGV (% Negative)	2018 UTRGV (% Positive)	2018 UTRGV (% Negative)
68	Our technology infrastructure adequately supports multi-campus course delivery.	69	11	39	35
53	There's a sense that we're all on the same team at this institution.	54	18	28	42
52	This institution is well run.	64	13	35	32
36	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	65	14	41	32
67	We are making good progress in our efforts to work together under the distributed campus model.	71	11	44	25

Most Improved Statements - Overall

Survey Statement		2021 UTRGV (% Positive)	2021 UTRGV (% Negative)	2018 UTRGV (% Positive)	2018 UTRGV (% Negative)
50	There is regular and open communication among faculty, administration and staff.	61	14	38	30
39	At this institution, we discuss and debate issues respectfully to get better results.	61	14	37	29
51	I believe what I am told by senior leadership.	68	10	46	26
56	Senior leadership values the strengths of each campus.	64	15	42	31
31	The facilities (e.g., classrooms, offices) adequately meet my needs.	74	10	50	23

Campus Environment

		2021 Overall		2018 Overall		2018 Overall		2021 Overall			
		Positive Response	Negative Response	Positive Response	Negative Response	Positive Response	Negative Response	Positive Response	Negative Response		
2021 UTRGV Student Experience Survey						2021 UTRGV Faculty/Staff Insight Survey					
Total number of survey respondents		2080	2080	2213	2213	1463	1463	1485	1485	Total number of survey respondents	
Campus Environment										Campus Environment	
15	The facilities (e.g., classrooms/labs, residence halls, dining facilities) adequately meet my needs.	81	5	70	11	50	23	74	10	The facilities (e.g., classrooms, offices) adequately meet my needs.	31
16	The institution takes reasonable steps to provide a safe and secure environment for the campus.	87	3	79	6	69	11	81	5	The institution takes reasonable steps to provide a safe and secure environment for the campus.	29
17	This institution's policies and practices ensure fair treatment for students.	86	3	81	5	47	25	65	12	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	40
Campus Environment - Average		85	4	77	7	55	20	73	9	Campus Environment - Average	

Community and Pride

		2021 Overall		2018 Overall				2018 Overall		2021 Overall			
		Positive Response	Negative Response	Positive Response	Negative Response			Positive Response	Negative Response	Positive Response	Negative Response		
2021 UTRGV Student Experience Survey						2021 UTRGV Faculty/Staff Insight Survey							
Total number of survey respondents		2080	2080	2213	2213			1463	1463	1485	1485	Total number of survey respondents	
Community & Pride												Community & Pride	
20	This institution actively contributes to the community.	85	3	78	5			71	7	84	4	This institution actively contributes to the community.	
21	I am proud to be part of this institution.	86	3	77	6			70	8	85	3	I am proud to be part of this institution.	
22	This institution's culture is special - something you don't find just anywhere.	76	7	70	11			53	24	67	12	This institution's culture is special - something you don't find just anywhere.	
Community & Pride - Average		82	4	75	7			65	13	79	6	Community & Pride - Average	

Leadership, Mission & Values

		2021 Overall		2018 Overall		2018 Overall		2021 Overall			
		Positive Response	Negative Response	Positive Response	Negative Response	Positive Response	Negative Response	Positive Response	Negative Response		
2021 UTRGV Student Experience Survey		+	-	+	-	+	-	+	-	2021 UTRGV Faculty/Staff Insight Survey	
Total number of survey respondents		2080	2080	2213	2213	1463	1463	1485	1485	Total number of survey respondents	
Leadership, Mission & Values										Leadership, Mission & Values	
23	I understand the mission of this institution.	80	6	71	12	87	4	92	2	I understand how my job contributes to this institution's mission.	5
25	Senior leadership regularly models this institution's values.	75	5	64	11	51	23	70	10	Senior leadership regularly models this institution's values.	44
26	I believe what I am told by senior leadership.	71	7	58	13	46	26	68	10	I believe what I am told by senior leadership.	51
28	Senior leadership shows a genuine interest in the well-being of students.	76	7	62	12	41	32	65	14	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	36
29	This institution is well run.	76	7	56	17	35	32	64	13	This institution is well run.	52
Leadership, Mission & Values - Average		76	6	62	13	52	23	72	10	Leadership, Mission & Values - Average	

Communication & Collaboration

		2021 Overall		2018 Overall		2018 Overall		2021 Overall			
		Positive Response	Negative Response	Positive Response	Negative Response	Positive Response	Negative Response	Positive Response	Negative Response		
2021 UTRGV Student Experience Survey		+	-	+	-	+	-	+	-	2021 UTRGV Faculty/Staff Insight Survey	
Total number of survey respondents		2080	2080	2213	2213	1463	1463	1485	1485	Total number of survey respondents	
Communication & Collaboration										Communication & Collaboration	
30	I can speak up or challenge a traditional way of doing something without fear of harming my academic advancement.	70	11	61	16	51	29	64	18	I can speak up or challenge a traditional way of doing something without fear of harming my career.	14
31	Students have opportunities to contribute to important decisions at this institution.	72	9	61	16	55	21	67	13	We have opportunities to contribute to important decisions in my department.	13
32	Senior leadership communicates openly about important matters.	76	7	62	13	42	29	62	14	Senior leadership communicates openly about important matters.	37
33	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	81	4	71	8	48	19	72	7	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	42
34	There is regular and open communication among faculty, administration, staff and students.	74	7	64	14	38	30	61	14	There is regular and open communication among faculty, administration and staff.	50
Communication & Collaboration - Average		75	8	64	13	47	26	65	13	Communication & Collaboration - Average	

