

# Transforming Our World Campus Climate Survey: Your Voice Matters



The University of Texas Rio Grande Valley™

Richard Boyer  
October 6, 2021

# Survey Overview

## Methodology

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

## Response Rate

- 2021 Overall Response Rate:  
 $1485/2746 = 54\%$
- 2018 Overall Response Rate:  
 $1463/2903 = 50\%$

## Benchmarks

- 2021 Honor Roll – Large (>10,000)
- 2021 Carnegie Classification – Research
- 2021 UTRGV Peer Benchmark

|           |  |
|-----------|--|
| <b>78</b> | Survey statements on a 5-point agreement scale                 |
| <b>20</b> | Benefit Satisfaction Questions on a 5-point satisfaction scale |
| <b>3</b>  | Open-ended Questions   |
| <b>15</b> | Demographic Questions  |

# Dimensions

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

# 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

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## Strengths

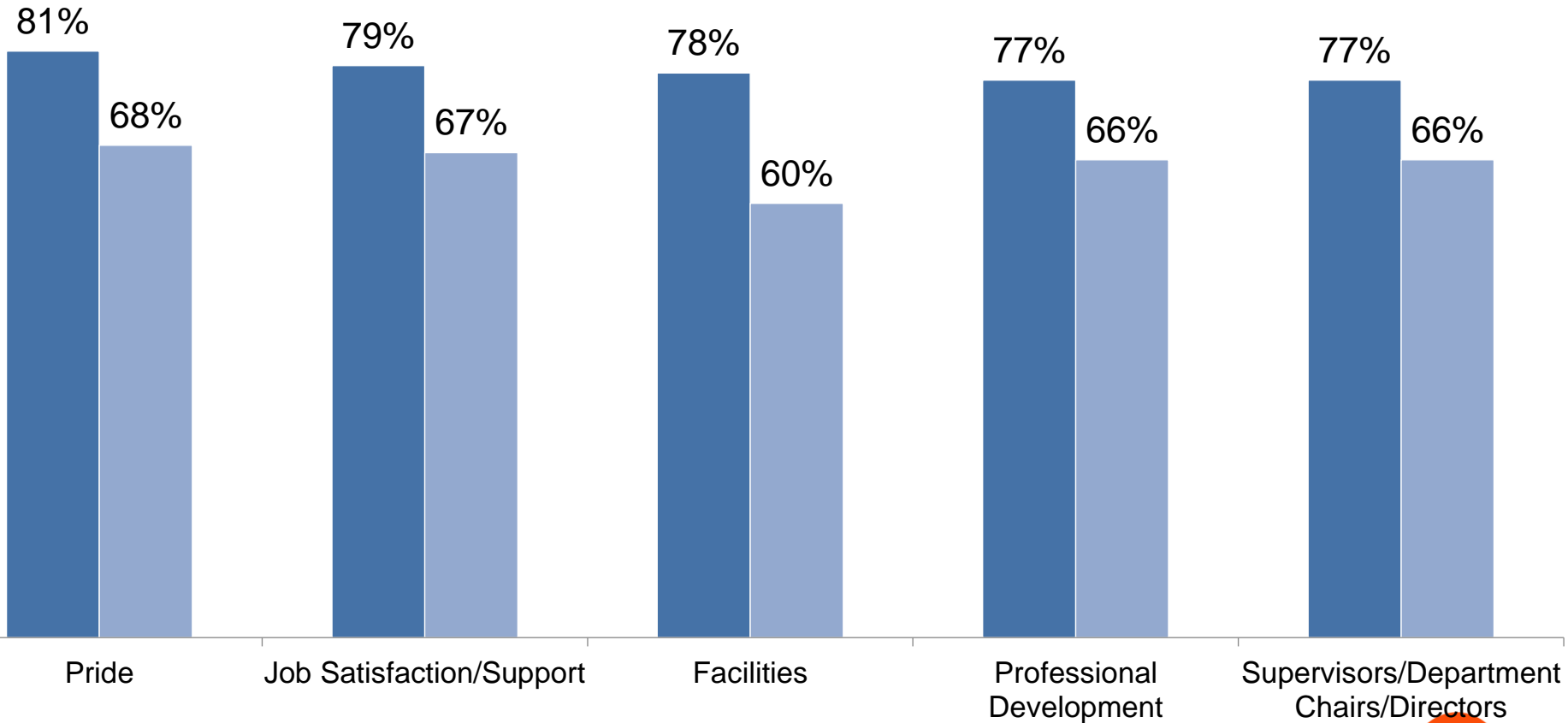
- Job Fit, Autonomy & Pride
- Supervisor/Department Chair
- Professional Development
- Work/Life Balance & Benefits
- Diversity, Equity & Inclusion

## Opportunities

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

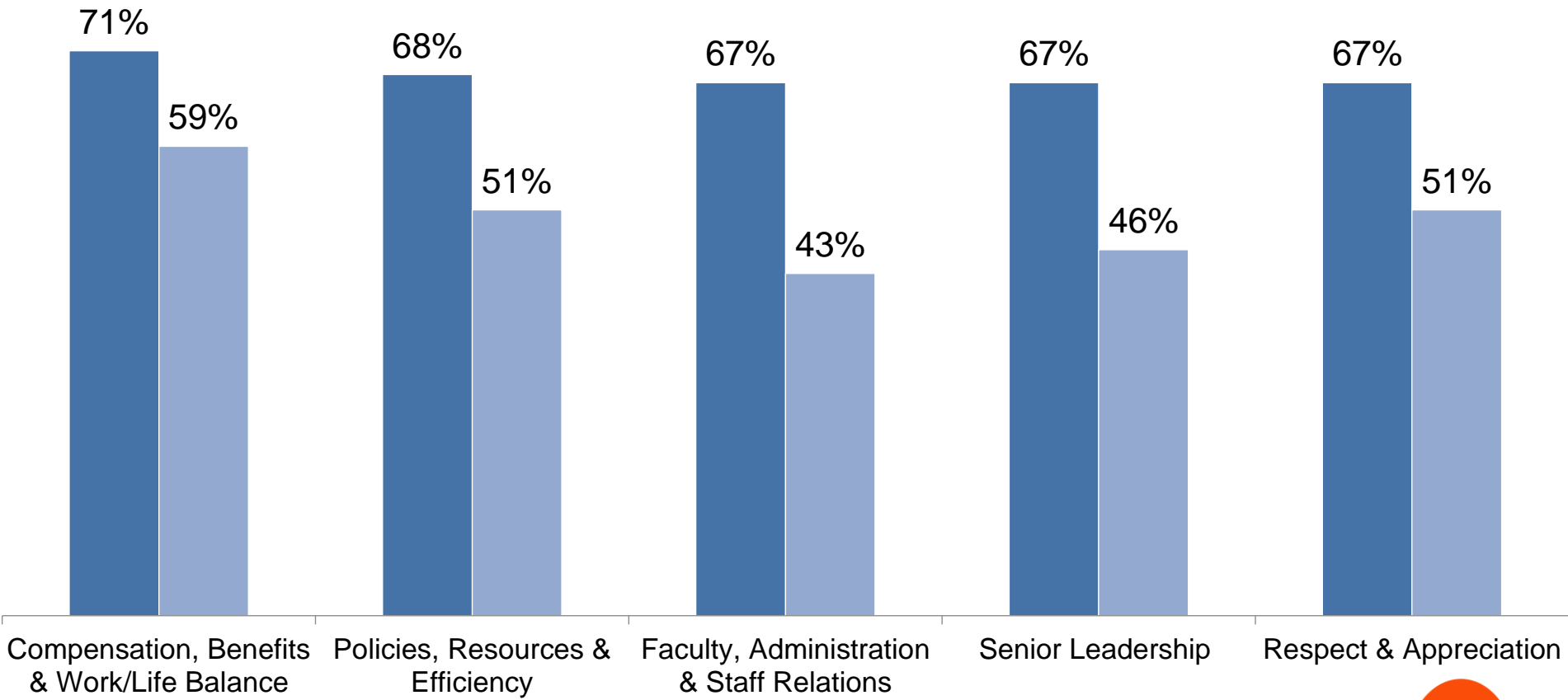
# Dimensions (% Positive)

■ 2021 UTRGV ■ 2018 UTRGV



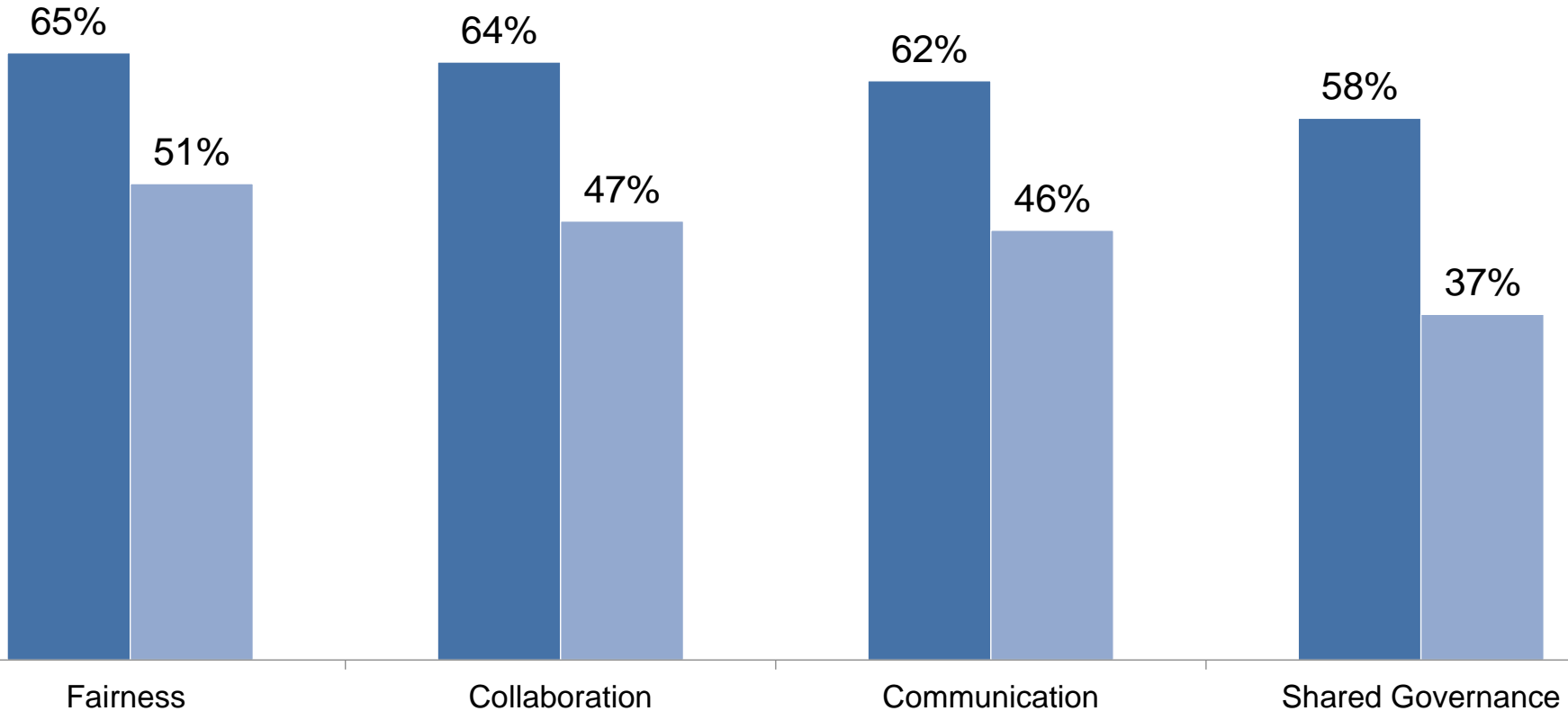
# Dimensions (% Positive)

■ 2021 UTRGV ■ 2018 UTRGV



# Dimensions (% Positive)

■ 2021 UTRGV ■ 2018 UTRGV





# Barometer Statements

| Survey Statement |   | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|---|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 25               | Overall, my department is a good place to work.                                 | 81                            | 5                             | 70                            | 12                            |
| 55               | All things considered, this is a great place to work.                           | 78                            | 5                             | 60                            | 14                            |
| 54               | This institution's culture is special - something you don't find just anywhere. | 67                            | 12                            | 53                            | 24                            |

# Most Improved Statements

| Survey Statement |  | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% 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

| Survey Statement |   | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% 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                            |

# Top Ten Statements

| Survey Statement |   | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|---|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 5                | I understand how my job contributes to this institution's mission.                            | 92                            | 2                             | 87                            | 4                             |
| 71               | This institution is taking/has taken appropriate action in response to the Covid-19 pandemic. | 86                            | 4                             | *                             | *                             |
| 35               | I am proud to be part of this institution.  | 85                            | 3                             | 70                            | 8                             |
| 24               | I have a good relationship with my supervisor/department chair/director.                      | 85                            | 4                             | 78                            | 9                             |
| 57               | I have sufficient access to my supervisor/department chair/director.                          | 85                            | 5                             | 76                            | 11                            |

\*Statement not asked in 2018

# Top Ten Statements

| Survey Statement |  | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|--|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 45               | This institution actively contributes to the community.                                  | 84                            | 4                             | 71                            | 7                             |
| 2                | I am given the responsibility and freedom to do my job.                                  | 84                            | 5                             | 74                            | 9                             |
| 1                | My job makes good use of my skills and abilities.  | 83                            | 5                             | 74                            | 9                             |
| 65               | UTRGV senior leadership demonstrates a strong commitment to gender equity and diversity. | 82                            | 7                             | 68                            | 12                            |
| 33               | This institution's benefits meet my needs.   | 81                            | 5                             | 70                            | 10                            |

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

# Bottom Ten Statements

| Survey Statement |   | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|---|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 11               | I am paid fairly for my work.   | 42                            | 32                            | 33                            | 45                            |
| 73               | The role of faculty in shared governance is clearly stated and publicized. (Faculty Only)     | 46                            | 31                            | *                             | *                             |
| 72               | There is a good balance of teaching, service and research at this institution. (Faculty Only) | 46                            | 29                            | *                             | *                             |
| 28               | My department has adequate faculty/staff to achieve our goals.                                | 51                            | 26                            | 36                            | 39                            |
| 76.              | There is appropriate recognition of innovative and high quality teaching. (Faculty Only)      | 54                            | 26                            | *                             | *                             |

\*Statement not asked in 2018

# Bottom Ten Statements

| Survey Statement |   | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|---|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 74               | Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation). (Faculty Only) | 56                            | 22                            | *                             | *                             |
| 16               | Promotions in my department are based on a person's ability.  | 56                            | 21                            | 44                            | 31                            |
| 75               | Teaching is appropriately recognized in the evaluation and promotion process. (Faculty Only)  | 64                            | 21                            | *                             | *                             |
| 34               | Our recognition and awards programs are meaningful to me.   | 54                            | 20                            | 42                            | 31                            |
| 22               | Changes that affect me are discussed prior to being implemented.  | 55                            | 19                            | 40                            | 32                            |

\*Statement not asked in 2018

# Strengths

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



# Job Fit, Autonomy & Pride

| Survey Statement |  | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|--|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 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                             |
| 5                | I understand how my job contributes to this institution's mission. | 92                            | 2                             | 87                            | 4                             |
| 45               | This institution actively contributes to the community.            | 84                            | 4                             | 71                            | 7                             |
| 35               | I am proud to be part of this institution.                         | 85                            | 3                             | 70                            | 8                             |

# Supervisor/Department Chair

| Survey Statement |   | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|---|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 3                | My supervisor/department chair/director makes his/her expectations clear.           | 78                            | 7                             | 68                            | 15                            |
| 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                            |

# Supervisor/Department Chair

| Survey Statement |   | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|---|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 24               | I have a good relationship with my supervisor/department chair/director.                                | 85                            | 4                             | 78                            | 9                             |
| 57               | I have sufficient access to my supervisor/department chair/director.                                    | 85                            | 5                             | 76                            | 11                            |
| 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                            |

# Professional Development

| Survey Statement |  | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|--|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 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                            |
| 7                | I receive feedback from my supervisor/department chair/director that helps me. | 75                            | 9                             | 64                            | 16                            |

# Work/Life Balance & Benefits

| Survey Statement |  | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|--|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 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                            |
| 33               | This institution's benefits meet my needs.   | 81                            | 5                             | 70                            | 10                            |

# Diversity, Equity & Inclusion

| Survey Statement |  | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|--|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 65               | UTRGV senior leadership demonstrates a strong commitment to gender equity and diversity.                   | 82                            | 7                             | 68                            | 12                            |
| 77               | Faculty at UTRGV demonstrate a strong commitment to diversity, access, and inclusion.                      | 68                            | 11                            | *                             | *                             |
| 41               | At this institution, people are supportive of their colleagues regardless of their heritage or background. | 80                            | 7                             | 68                            | 14                            |
| 46               | This institution places sufficient emphasis on having diverse faculty, administration and staff.           | 78                            | 6                             | 68                            | 12                            |
| 49               | This institution has clear and effective procedures for dealing with discrimination.                       | 78                            | 8                             | 68                            | 14                            |

\*Statement not asked in 2018

# Opportunities

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

# Resource Constraints

| Survey Statement |   | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|---|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 4                | I am provided the resources I need to be effective in my job.                   | 71                            | 11                            | 52                            | 20                            |
| 31               | The facilities (e.g., classrooms, offices) adequately meet my needs.            | 74                            | 10                            | 50                            | 23                            |
| 11               | I am paid fairly for my work.   | 42                            | 32                            | 33                            | 45                            |
| 28               | My department has adequate faculty/staff to achieve our goals.                  | 51                            | 26                            | 36                            | 39                            |
| 68               | Our technology infrastructure adequately supports multi-campus course delivery. | 69                            | 11                            | 39                            | 35                            |



# Performance Management & Accountability

| Survey Statement |   | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|---|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 30               | Our orientation program prepares new faculty, administration and staff to be effective.   | 65                            | 12                            | 48                            | 22                            |
| 17               | Our review process accurately measures my job performance.  | 66                            | 13                            | 45                            | 27                            |
| 16               | Promotions in my department are based on a person's ability.  | 56                            | 21                            | 44                            | 31                            |
| 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                            |
| 18               | Issues of low performance are addressed in my department.   | 63                            | 17                            | 47                            | 27                            |

# Respect & Appreciation

| Survey Statement |  | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|--|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 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                            |
| 47               | We celebrate significant milestones and important accomplishments at this institution. | 73                            | 9                             | 51                            | 19                            |
| 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                            |

# Senior Leadership

| Survey Statement |   | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|---|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 32               | Our senior leadership has the knowledge, skills and experience necessary for institutional success. | 73                            | 9                             | 53                            | 22                            |
| 27               | Senior leadership provides a clear direction for this institution's future.                         | 63                            | 14                            | 44                            | 29                            |
| 37               | Senior leadership communicates openly about important matters.                                      | 62                            | 14                            | 42                            | 29                            |
| 36               | Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.  | 65                            | 14                            | 41                            | 32                            |
| 56               | Senior leadership values the strengths of each campus.  | 64                            | 15                            | 42                            | 31                            |

# Communication & Collaboration

| Survey Statement |   | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|---|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 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 & Collaboration

| Survey Statement |  | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|--|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 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                            |

# Shared Governance

| Survey Statement |  | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|--|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 72               | The role of staff in shared governance is clearly stated and publicized.   | 72                            | 9                             | *                             | *                             |
| 73               | The role of faculty in shared governance is clearly stated and publicized.   | 46                            | 31                            | *                             | *                             |
| 74               | Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation). | 56                            | 22                            | *                             | *                             |
| 38               | Faculty, administration and staff are meaningfully involved in institutional planning.                                       | 58                            | 16                            | 37                            | 28                            |
| 42               | Faculty, administration and staff work together to ensure the success of institution programs and initiatives.               | 72                            | 7                             | 48                            | 19                            |

\*Statement not asked in 2018

# Campus Experience

| Survey Statement |   | 2021<br>UTRGV<br>(% Positive) | 2021<br>UTRGV<br>(% Negative) | 2018<br>UTRGV<br>(% Positive) | 2018<br>UTRGV<br>(% Negative) |
|------------------|---|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 61               | My campus feels like a vibrant and engaging community.  | 68                            | 11                            | 45                            | 25                            |
| 58               | Meetings and events I need to attend are scheduled fairly between the campuses.                     | 76                            | 9                             | 59                            | 20                            |
| 67               | We are making good progress in our efforts to work together under the new distributed campus model. | 71                            | 11                            | 44                            | 25                            |

# Additional Resources

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Richard K. Boyer  
[rboyer@modernthink.com](mailto:rboyer@modernthink.com)  
302.764.4477