



**Campus Climate Survey for Faculty and Staff
Executive Summary
2018 Administration**

The 2018 administration of the Campus Climate Survey for Faculty and Staff was carried out in the spring term. Most survey questions are consistent with the 2016 instrument except for some minor revisions.

This survey serves four purposes: 1) to get a sense of the overall climate at The University of Toledo, 2) to determine ways to improve the culture of the UT community, 3) to provide a comparative assessment with 2014 and 2016, and 4) to provide data for a four-year National Science Foundation grant.

All active faculty and staff were invited through email to take the survey. An initial invitation was distributed to 5,949 faculty and staff on April 19, 2018 with four follow-up reminders through May 11, 2018. A total of 834 responses were collected by the closure of the survey administration period. These responses yielded a 14% response rate which is lower than the 2016 (27%) and 2014 (27%) administrations. Of the respondents, 28% identified as faculty, 51% identified as university staff and 21% identified as hospital staff.

Faculty Only Section:

As in 2016 and 2014, a section of the survey was reserved for faculty only. The following survey items were identified as strengths in the 2016 and 2014 administration. The 2018 satisfaction rates held or decreased on all five items. Only “Teaching responsibilities” held steady with a slight .2% increase in satisfaction.

Comparison of Strengths Observed

| | <i>% Satisfied</i> | | | | |
|--|--------------------|-------------|-------------|----------------------|----------------------|
| | 2018 | 2016 | 2014 | 2018 vs. 2016 | 2016 vs. 2014 |
| <i>Teaching responsibilities</i> | 86.6 | 86.4 | 74.0 | 0.02 | 12.4 |
| <i>Advising</i> | 78.4 | 88.0 | 81.9 | -9.6 | 6.1 |
| <i>Your benefits</i> | 77.3 | 81.4 | 73.5 | -4.1 | 7.9 |
| <i>Overall experience of collegiality in your department/college</i> | 66.8 | 73.4 | 71.9 | -6.6 | 1.5 |
| <i>Overall experience of being a faculty member in your department/college</i> | 71.6 | 78.0 | 73.8 | -6.4 | 4.2 |

The dissatisfaction rates on improvement opportunities were higher in 2018 than 2016, except for access to professional development opportunities. The top five areas of dissatisfaction (all above 50% dissatisfied) have been in the top in the 2012, 2014, 2016, and 2018 survey.

Comparison of Areas for Improvement

| | <i>% Dissatisfied</i> | | | | |
|---|-----------------------|-------------|-------------|----------------------|----------------------|
| | 2018 | 2016 | 2014 | 2018 vs. 2016 | 2016 vs. 2014 |
| <i>Mentoring you have received within the University</i> | 52.2 | 51.5 | 64.3 | 0.7 | -12.8 |
| <i>Time available for scholarly work</i> | 57.8 | 52.3 | 67.8 | 5.5 | -15.5 |
| <i>Professional development opportunities</i> | 41.3 | 42.8 | 56.3 | 1.5 | -13.5 |
| <i>Start-up package</i> | 50.5 | 47.4 | 53.2 | 3.1 | -5.8 |
| <i>Access to teaching assistants</i> | 50.3 | 41.1 | 50.3 | 9.2 | -9.2 |
| <i>Mentoring you have received within your primary unit</i> | 52.2 | 45.7 | 46.2 | 6.5 | -0.5 |
| <i>Your current salary</i> | 49.5 | 43.8 | 57.6 | 5.7 | -13.8 |

In each year of the survey, faculty members were asked to respond to their sources of stress. The following areas were noted as the top sources in 2012, 2014 and 2016. The 2018 survey shows a continuation of an overall trend of a decline in sources of stress, except for “departmental politics”, which shows a continued increasing trend.

Comparison of Sources of Stress

| | <i>% Somewhat or Extensive</i> | | | | |
|--------------------------------------|--------------------------------|-------------|-------------|----------------------|----------------------|
| | 2018 | 2016 | 2014 | 2018 vs. 2016 | 2016 vs. 2014 |
| <i>Campus politics</i> | 68.2 | 71.0 | 79.4 | -2.8 | -8.4 |
| <i>Scholarly productivity</i> | 70.2 | 73.8 | 75.6 | -3.6 | -1.8 |
| <i>Teaching responsibilities</i> | 71.2 | 68.0 | 76.7 | 3.2 | -8.7 |
| <i>Departmental politics</i> | 75.2 | 71.1 | 64.5 | 4.1 | 6.6 |
| <i>Securing funding for research</i> | 48.8 | 52.3 | 50.1 | -3.5 | 2.2 |
| <i>Review/promotion process</i> | 48.4 | 54.7 | 55.2 | -6.3 | -0.5 |

In the 2012, 2014 and 2016 administrations, formal mentoring was noted as an opportunity for improvement. Although there was an increase in satisfaction with the third mentoring question, the overall trend is still a decline in satisfaction for mentoring programs and continues to be an area for improvement.

Comparison on Mentoring

| | <i>% Satisfied</i> | | | | |
|---|--------------------|-------------|-------------|----------------------|----------------------|
| | 2018 | 2016 | 2014 | 2018 vs. 2016 | 2016 vs. 2014 |
| <i>To what degree do you receive formal mentoring within the University?</i> | 78.3 | 82.6 | 86.1 | -4.3 | -3.5 |
| <i>To what degree do you receive formal mentoring outside the University?</i> | 73.2 | 74.9 | 75.7 | -1.7 | -0.8 |
| <i>While at UT, to what extent do you feel as though you have received effective mentoring?</i> | 68.9 | 64.8 | 68.0 | 4.1 | -3.2 |

In 2012, 62% of faculty disagreed that they were treated with respect by campus administrators. This disagreement increased to 70.7% in 2014, but decreased significantly in 2016 to 38.3%. This item held steady at approximately 39% (not included in graph).

Overall Climate at UT (both Faculty and Staff):

Faculty and staff were asked to address the overall climate at UT. Areas of strength noted in 2012, 2014 and 2016 are detailed below. Most strength areas have been stable. Again, the percentage of those agreeing decreased across the board.

Comparison on Overall Climate

| | <i>% Agreed or Strongly Agreed</i> | | | | |
|---|------------------------------------|-------------|-------------|----------------------|----------------------|
| | 2018 | 2016 | 2014 | 2018 vs. 2016 | 2016 vs. 2014 |
| <i>I feel UT has a diverse campus community</i> | 87.7 | 90.1 | 92.4 | -2.4 | -2.3 |
| <i>I feel respected by students at UT</i> | 90.8 | 91.6 | 90.5 | -0.8 | 1.1 |
| <i>Overall, I feel UT is a friendly environment for people with diverse backgrounds</i> | 87.7 | 88.4 | 90.1 | -0.7 | -1.7 |
| <i>In general UT's campus climate is conducive to teaching and learning</i> | 90.1 | 91.2 | 87.3 | -1.1 | 3.9 |
| <i>I feel welcome at UT</i> | 87.0 | 87.7 | 86.3 | -0.7 | 1.4 |
| <i>Staff at UT demonstrate a commitment to diversity</i> | 84.2 | 85.6 | 90.2 | -1.4 | -4.6 |

| | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|
| <i>Administrators at UT demonstrate a commitment to diversity</i> | 84.2 | 81.8 | 83.1 | 2.4 | -1.3 |
| <i>Faculty at UT demonstrate a commitment to diversity</i> | 83.8 | 84.9 | 90.9 | -1.1 | -6.0 |
| <i>I feel comfortable discussing diversity issues with other faculty and staff at UT</i> | 74.3 | 76.7 | 81.2 | -2.4 | -4.5 |

Acceptance:

In each year of the survey, faculty and staff were asked to remark on areas such as acceptance and support. The following areas were observed as strengths in 2012, 2014, and 2016. These strengths decreased slightly in 2018.

Comparison on Acceptance

| | <i>% Occasionally or Frequently</i> | | | | |
|----------------------------------|-------------------------------------|-------------|-------------|----------------------|----------------------|
| | 2018 | 2016 | 2014 | 2018 vs. 2016 | 2016 vs. 2014 |
| <i>Accepted</i> | 92.9 | 94.7 | 94.1 | -1.8 | 0.6 |
| <i>Intellectually stimulated</i> | 86.2 | 88.3 | 87.3 | -2.1 | 1.0 |
| <i>Supported</i> | 82.8 | 85.1 | 82.1 | -2.3 | 3.0 |
| <i>Valued</i> | 80.2 | 84.6 | 81.7 | -4.4 | 2.9 |

The following two areas that were noted in 2012 as improvement opportunities showed changes in a positive direction in 2014 and 2016, but reversed direction in 2018.

Comparison on Connection

| | <i>% Occasionally or Frequently</i> | | | | |
|--|-------------------------------------|-------------|-------------|----------------------|----------------------|
| | 2018 | 2016 | 2014 | 2018 vs. 2016 | 2016 vs. 2014 |
| <i>Disconnected from other faculty and staff</i> | 57.9 | 56.0 | 59.2 | 1.9 | -3.2 |
| <i>Left out</i> | 52.9 | 49.4 | 52.4 | 3.5 | -3.0 |

Discrimination and Harassment:

When prompted to indicate how often they heard someone making a negative remark about a person or group of people, respondents indicated the following:

- Only 23.6% indicated that they occasionally or frequently heard negative remarks based on race or ethnicity. This number has continued to decline each survey period, down from 29.5% in the 2012.
- Only 14.7% reported that they heard negative remarks based on sexual orientation made occasionally or frequently. This number has continued to decline each survey period, down from 21.7% in 2012.

When asked what action was taken after hearing the negative remarks, respondents indicated the following:

- 33% ignored the comments, down significantly from 54% in 2016.
- 25% confronted the person who made the remarks, down from 36% in 2016.

When asked about discrimination, faculty and staff reported the following:

- 40.4% of the respondents felt discriminated against at least occasionally due to gender. This is up significantly from a previous range of approximately 14-16%.
- 28.5% reported that they felt discriminated against at least occasionally due to age. This is up from the previous survey average of 11%.

When asked what action was taken, respondents indicated the following:

- 45.44% ignored it, down from 64% in 2016
- 20% consulted with a friend or other individual about the situation, down from 25% in 2016
- 13.29% confronted the person who made the remarks, down from 19% in 2016
- 18.73% wanted to report the situation, but were afraid of consequences, down from 13% in 2016

In 2016, 90% or more respondents answered “never” in all types of harassment. In 2018, this decreased to 85%.

When asked to indicate how they responded to the harassment survey respondents indicated the following:

- 37.35% ignored it, down significantly from 53% in 2016
- 17.51% consulted with a friend or other individual about the situation, down from 27% in 2016
- 14% confronted the person who was discriminatory toward the respondent, down from 20% in 2016
- 11.28% reported the situation but it was not taken seriously, down from 15% in 2016

Awareness:

Awareness of reporting options had held steady in 2012, 2014, and 2016. In 2018, there was a large increase in those who recorded being aware of reporting options.

Awareness of Reporting Options

| | <i>% Already Knew</i> | | |
|--|-------------------------------|-------------|----------------------|
| | 2018 | 2016 | 2018 vs. 2016 |
| <i>Complaint at Office of Institutional Diversity</i> | 72.5 | 62.0 | 10.5 |
| <i>Anonymous call to Compliance</i> | 59.5 | 47.6 | 11.9 |
| <i>Rocket Rapid Response or Dean of Students</i> | 53.8 | 42.4 | 11.4 |
| <i>Confidential through Sexual Assault Education and Prevention Program in the Counseling Center</i> | 72.9 | 55.1 | 17.8 |