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UNIVERSITY OF WASHINGTON TACOMA
STAFF ASSOCIATION

Fall 2023 Staff Survey Responses – Short Answer

Introduction

In this supplemental report we include the short answer responses in the staff survey that was available from late September 2023 to early October 2023. We decided to include a word cloud for some of the questions. We found that word clouds worked for some questions and not for others, as the responses were too varied or there were not a lot of responses to a particular question.

Note, in putting together word clouds, we focused on words that were used repeatedly and that provided either some kind of insight, emotion or detail. The word clouds are meant to provide a general picture of the types of feedback we received. However, they are not meant to be a substitute for the actual comments, which we encourage everyone to read. Finally, some of the comments contained information that jeopardized a respondent's anonymity. We decided to remove that identifying information and included the phrase "*Information removed to protect anonymity*" to mark an edited section.

Responses to Short Answer Questions

Question 1 – How are you doing mentally, emotionally and physically?



workwise- fine, personal - could be better?

well

tired, not of my job, life circumstances....close death in family and aftermath

tired, being on campus 5 days a week is a struggle, frustrated with parking

tired and overworked

stressed because of the start of the year, feeling a little overwhelmed

physically I've been battling with various sicknesses. I have a 4 year in daycare and seem to be sick like every other week!

ok, I guess.

ok but could be better.

not well

not great mentally and emotionally. I am physically well, wish I had more time to exercise.

not great

good!

good

genuinely considering leaving this job because of our administrations clear hatred of staff, and refusal to acknowledge that the 2007 birth rate drop is going to hit us in 2 years and there will be NO first time in college students available

frustrated and stressed

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fine

exhausted and anxious

doing well!

barely holding on

absolutely fine.

above average

Worried about the direction of the University.

When it comes to work, not great. I realized recently that my frustrations at work were coming home with me, so I am working on finding my sense of humor again. It has gotten lost sometime between August 2021 and now

Well overall. Finances are very tight.

Well

Very tired, haven't moved my body enough.

Very badly emotionally

Things seem better this year. Less stress and more calm!

Struggling. I feel I have gotten depressed and am not motivated with my work as much as I used to be.

Somewhat well, but mentally and physically exhausted

Shitty

Pretty well. Staffing issues are more stable in my unit and bringing in a lot of new, positive energy has really impacted my workplace culture this year. Personally, after the difficult impact of the last couple of years, I recognize that it is going to take time to recover, mentally, emotionally, and physically. Re-learning how to set goals and priorities, after years of simply panicked reaction work.

Pretty well

Pretty good; I have spent the last year building colossal boundaries between my work and private life.

Pretty good.

Pretty good!

Pretty good

Pretty exhausted, honestly. I feel anxious most of the time and drained at the end of the day.

Poorly

Poorly

Physically, I've been doing good. *"Information removed to protect anonymity"* Mentally and emotionally I'm feeling a bit unmotivated and burnt out. Stressed out due to financial reasons. Inflation and gas prices have taken their toll and I'm not making enough money here to keep up

Physically I am worried about the upcoming flu season and feeling a bit more pressure to show up in office with minor symptoms this quarter with the back to in-person push. Mentally/Emotionally I'm feeling worried about personal expenses and merit raises not catching up with cost of living increases. I'm also worried about being in the office 4 days a week. It will mean a lot of reorganizing family schedules. I'm feeling a little sad that most professional staff are not getting a 3/2 split which was a good perk for an underpaid job.

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Overwhelmed

Overall exhaustion. The cold weather is extremely detrimental to my physical health, and it is hard for me to move around.

Only okay!

Okay but always can be better on all 3

Okay

Okay

Okay

Ok

OK

Now that you mention it - I am a little tired. Maybe I will go get a latte.

Not well. I am feeling exhausted, overwhelmed, and underappreciated.

Not well, not well, not well

Not well mentally or emotionally since we are being forced to return to campus and our telework is slowly going away.

Not well at all.

Not well

Not happy! The lack of flexibility/telework option offered to staff has added stress to my life and has me reconsidering my professional future with UWT

Not great

No complaints!

Mostly good

Mentally and emotionally my moral is down as I feel unsupported by upper leadership

Mentally and emotionally are a day by day process. With the stress of non-work life, I look for ways to destress my work life as much as possible.

Mentally - 9, Emotionally - 10, Physically - 8

Just ok

I'm tired, but feeling more hopeful about my work than I have in a couple of years.

I'm in survival mode: pretty tired most of the time, but just putting one foot in front of another.

I'm hanging in there. Going in person has been challenging lately as the "vibe" of the office and colleagues is quite passive aggressive. I feel that I have overstayed my welcome as a part of our team, so I've felt a little lost. I also try to always improve and do the best job that I can, but it is difficult to know where I stand at times when there is so little communication. The communication we do receive as staff is very vague/cryptic and pointed toward certain individuals without explicit mention, usually negative. I hope my unit can grow to be more welcoming and understanding of all individuals. I try to stay positive, but for the last couple months it has been an energy depletion. My unit also feels very divided and "cliquey", when really we all should just be doing what we can to support our constituents and try to maintain a positive environment for all. Overall, I think we need to appreciate the staff we do have and stop moving the goal post. I see that my answer wasn't very brief, but that's how I've been feeling. Thank you for all that the staff association does for us, and I hope I'm not alone in these feelings.

I'm feeling strong and excited about the year ahead

I'm feeling stressed.

I'm exhausted. I work unexpected overtime frequently and I rarely take my lunch or any breaks just to complete my required job duties. I get anxious thinking about work, and it's affecting my sleep.

I'm Good

I have to take 3 prescriptions a day, am in therapy, and deal with a hospital on a more than monthly basis.

I don't think this survey is a safe space to provide an honest response. I don't want to see my response as an Instagram post.

I am well in those respects

I am very very tired honestly. My health isn't great, but that's okay.

I am very stressed about the upcoming cold/flu/COVID season, as I am unable to work from home if my child is sick.

I am struggling, my health went down quick do to the amount of stress I have in my life at the moment. Housing issues, car issues, and financial issues but still have to come to work as though nothing is happening. It is good that I believe in a higher power and know that a storm can't last.

I am struggling in every way.

I am sad, frustrated, and disengaged. I struggle with motivation to get up in the morning.

I am quite well!

I am numb. Going through the motions in anything that involves working outside of my specific unit or scope.

I am hanging in there.

I am fine.

I am exhausted.

I am doing okay! I am pretty exhausted and feeling a little burnt out, but hanging in there.

I am doing ok

I am doing alright.

Honestly, mid-life is stressful. Work/Life balance is hard. The economy and cost of living continues to be incredibly stressful. Time and access to options for self-care feel nebulous. The pandemic may be over, but COVID and Flu season feels a bit scary to head into this year.

Good

Good

Good

Getting by. Not at my best but not at my worst.

Fine

Fine

Feeling rather fatigued in all categories.

Fair

Extremely poorly mentally and emotionally.

Exhausted.

Exhausted, short

Exhausted on all fronts

Emotionally/mentally stressed

Emotionally and mentally : drained beyond belief. Staff attrition is disheartening to say the least. The toll that the deprecating messaging of "online is transactional, only in person is community building" that we got from the chancellor invalidates a decade of work to build community to meet student needs and my morale is at its lowest.

Doing well. Busy and a wee bit tired but well.

Depends on the day. I don't feel like the university listens to my input in some ways.

Cautiously Optimistic at work, outlook not so good for leadership treating staff

Better now that I am leaving UW Tacoma.

All good

Question 2 – Why did you decide to work at UW Tacoma? What keeps you here?



Excellent research opportunities, good coworkers, ability for hybrid work

The mission of UWT drew me here but now it's just a stable paycheck and benefits that keep me here.

The opportunity UWT provides to the south sound region is literally social justice work. My commitment to and love for the students I work for has kept me here.

Making a difference and helping students succeed.

I decided to work here because of the mission, original job description, and supervisor. The thing that keeps me here are a handful of colleagues.

I graduated from UWT and love being a staff member!

The values UWT places in DEI and serving the city

the health care benefits and regular work hours

I feel like I'm making an impact in people's lives for the better

The student population and helping to build a relatively new university were exciting draws for me.

Close to home, state job, small campus, great supervisors. My team keeps me here.

job security/ connecting with students that were like me/ job security- benefit of flexibility to wfh/ take care of my health

This was my dream job. I wanted to work in higher ed with a focus on DEI. I love working with my students, but I also stay because I'm afraid of how my responsibilities will get pushed onto my colleagues when I leave. We're all overwhelmed as it is. I decided to work at UWT because it's my alma mater and I really enjoyed the size and mission of serving the south sound. My role is 90% faculty focused so I enjoy serving them and making sure they have what they need to succeed, and in turn, support our students. I feel I have been accused of not being student focused, so I hope my efforts for our faculty translates to that. I love UWT, I'm just not sure if the feeling is mutual anymore.

I wanted to make a difference, give back to a community in which I live and I love working with students, faculty and staff who share the same vision and that's why I stay.

My Retirement.

The potential of the campus to intentionally increase its hybrid and online offerings (and the associated faculty development)

-serving this student population, its connection to Tacoma

Student population

I am a UWT Alumni and love the size and location of campus.

Higher Education is my passion and I feel my work does have an effect.

when I started working at UWT it seemed like there was some growth potential. Now it seems dead end. I stay due to seniority.

I have a one year contract and work predominantly at a distance. . i do like and respect the staff and welcoming attitude.

Its close to my home, answer for both questions.

I enjoy my colleagues and our students

shorter commute, my community

Closer to home. Community and more time with family.

the job, the proximity to home, some good co-workers, the students

I love working in academia.

I love the institution, I'm a UW Seattle graduate and UW finally accepted me. It's close to my home, my team is great, my boss is great, and I enjoy serving students.

I applied to UWT after meeting my husband who lived in Tacoma and wanted to live closer. Over the years my role kept evolving and I've changed job titles three times which keeps it interesting here.

Good benefits keeps me here

UW is a well-respected university, and I am broadening my higher ed career to include a large public university. I will hopefully have more options for a promotion at a large institution when I'm ready

Meeting students and helping them with their career planning.

Better salary opportunity from where I was working previously.

I live in Tacoma and it's a pretty good commute.

I love working at UWT, enjoy collaborating with my team and campus partners. I feel encouraged and motivated to do my job well because everyone seems to be working towards the institutional mission of serving students and community.

salary

research opportunities

The student population. My coworkers are wonderful.

I wanted to be a part of an institution that was important in our Washington community. I stay here because of my office culture and work team.

The students--our student population deserves the best staff advocating for them and collaborating with faculty to provide the smoothest degree progress and preparation for post-graduation possible.

My particular job is something that I am really passionate about. I get to work with so many different students, departments, and faculty on campus. I think the relationships that I have built with students and within my office are what keep me here.

I wanted to be a part of something that was going to have a large impact in the community that I lived in. I had worked for companies located in Seattle prior to this job, and felt disconnected from my community. UWT has incredible potential, and can be the benchmark institution for other places attempting to impact social mobility of BIPOC communities.

I wanted to live in Tacoma. I think the medical benefits are pretty good.

I've been here a long time and need to stay closer to retirement.

The commute is shorter to UWT than it was to UW Seattle. The easier commute.

I enjoy the faculty and staff that I work with. This is my way to give back to the community and UWT.

The work is more diverse and interesting than other places I have worked

I decided to work here mainly because this job aligns with my passion and field of study, plus I live in Tacoma so location was a huge factor. My department/team keeps me here. I'm on a really supportive team at UWT.

Familiarity and a desire to work in public service. I remain here because I am not yet ready to subject myself to the indignities of job searching quite yet.

work life balance, sense of community

I came here for the opportunity to help build a young university. The close alignment of the mission with my personal values, opportunity to grow personally & professionally, and relationships with colleagues and students keeps me here.

Our students. They deserve to be supported by staff who see/understand them. Their drive and their passion is what keeps me going.

Supporting our students

To provide support using my knowledge and experience. The people I work with are already not fully supported with enough staff. If I left at this time, my leaving would add to that deficit.

At this point, the colleagues that I work with have kept me here. However, it seems that morale is very low at this time. I would recommend leadership finding more creative ways to boost morale for both faculty and staff. Morale boosters start with leadership compromising with staff concerns, and would highly recommend leadership taking some of these concerns very seriously. Tacoma Community College had very similar morale issues before its current president.

For the student population. I still work here because of my students, though I'm losing faith we're creating a culture that is best for our students under this leadership.

The commitment to Social Justice and service to the South Sound region.

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UW Tacoma Staff Association

"Information removed to protect anonymity"

an opportunity to pursue a project I was interested in. I'm trying to complete the first phase and build on that project.

The students and the work I get to do on their behalf. Plus I just want to provide the same guidance I got as an undergrad.

I enjoy my coworkers and the community

I decided to work here, because it is a really cool place--downtown, great options for students, small campus. I guess I'm still here, because I still believe those things are true, but with so much staff turnover in the last couple years, it is hard to stay upbeat and optimistic, given the reasons why so many extremely talented folks have left are still in place. UWT might not be the best place for staff who wish to feel valued and heard by campus leadership.

proximity to home, the great health and retirement plans

I loved that is was in the depth of Tacoma and I love working with students.

The incredibly amazing student population and some fantastic colleagues

My professional network included UWT staff and I liked how they talked about UWT. I looked forward to the change to have the as colleagues. Of course my original crew has all left! One of the reasons I stay in the job is because my "dream" jobs would require a commute to Seattle which I don't want to do. I have also been here long enough that I have lots of vacation hours and it would be hard to go back to 2-3 weeks a year. Maybe 3 or 4 times a year I get to work with, or hear about, an amazing student which inspires me. *"Information removed to protect anonymity"*

I've worked at UW for almost 9 years and *"Information removed to protect anonymity."* I was looking for a permanent position and this one became available. *"Information removed to protect anonymity"*

I have been at UW for over 20 years. I chose to work at UW Tacoma because it was closer to home and the small campus was more of a community,

I have a super-friendly, respectful and supportive team and work environment, with a flexible/PT schedule

I chose this position because I did it before at another institution, and because it was my only option (Moved during COVID). What keeps me here is that I'm unable to get an interview anywhere else.

After commuting to Seattle for 19 years I wanted to work closer to my home in Tacoma.

I came here as a student and loved the atmosphere. What keeps me here is a job I enjoy and just a few years left before retirement.

I came here for the mission; I wanted to work for an organization I believed was doing good things, and I believe we are. That plus all the amazing people I have the privilege to work with have kept me here.

Our students are wonderful and help me feel like there is value in my work, as well as many of my coworkers...we all support each other and create community.

Found a job that fit the background and skills I had developed and have enjoyed my team and the flexibility available compared to my last job.

Better and more opportunities

At first because I loved UWT, but now I'm only staying until I find another opportunity.

Urban Serving Mission and location. My work is rewarding and I like and respect my colleagues.

The prestige, the students. The students absolutely keep me here. They are my favorite part of the job. The staff I get to work with are pretty fantastic too.

I loved the mission to serve the students of the south sound with a dedicated upper division program, location

I worked at a university previously and I wanted to work in a position similar to what I was doing before

UW network has high praise from everyone I've talked to and apparently it was easy to get into if hired permanently from a temporary position. Right now the need to survive keeps me at any job including this one but I appreciate the opportunities to learn new skills while working.

I had heard great things about UWT. My coworkers; I feel very supported by them.

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I decided to work here due to the very thoughtful and collaborative environment within my department, and because UWT's mission of serving underserved students aligned with my own values. I stay because of my fantastic colleagues, who continue to demonstrate deep care for both each other and our students.

Love of students and the local community, and for what I hope is a shared purpose to make education more equitable and accessible to people in the South Sound region.

Location and benefits

I had been laid off during the recession and it was a job. It turned into a career and I love the atmosphere and my team

I love being in an institution of learning. I love the location and size of the campus and seeing some of the student community it serves. I love being of service.

not sure

I enjoy working with some people in my department and seeing the students succeed.

Interesting work, good colleagues, good benefits, decent pay, short commute, good environment

The people

My colleagues in my unit; my associate Dean.

I live in Tacoma and believe in the mission of our institution

The students

better pay and benefits than last job; working relationships, flexibility keep me here

I'm a UWT alum, I came back to college as a return to college student and UWT was incredible and supportive and the reason I was able to finish. Our administration hates students like me now, but as long as I'm here I will continue to welcome all the students who need support and help navigating the administrative nightmare.

The sense of community and mission that feels like you are making a difference in people's lives and making the world a better place

I was offered a job when I was an undergrad student. Having a steady paycheck keeps me here!

I love the campus community and my peers.

my job responsibilities

As a former student I believed in the campus mission and vision although that has changed dramatically since I began working here

I decided to work here because of flexible scheduling, location, and telework options (at the time).

This used to be a good place to work. We had a good community, no one was micromanaging our teams.

I started working here because I wanted to help, I wanted to change lives, to be part of changing families, promoting healthy lives for those in the region.

Great people

Decided at first was due to the prestige name. Staying only until an equal, slight pay cut, or better opportunity comes along

Not the money

Question 3 – What is working well in your unit?



new funding that allows for hiring/growth, flexible/hybrid work arrangements, open communication

I have a supportive supervisor and I enjoy my co-workers.

I have a couple of colleagues I can trust and enjoy working with. There are some committed faculty who do inspirational work..

The leadership is very engaged and creative. Lots of new initiatives are planned that excite me and will be good for our unit.

Colleagues helping each other with Workday Financials.

Open Communication

not a lot; there is a lot of division and not a lot of respect

Communication and the ability to share thoughts/ideas

My team is great to work with! Everyone cares about our work and wants to see students succeed. We are values and mission driven.

My supervisors trust me and I have autonomy. We have worked together for over 7 years. We work well together. If I had different supervisors I would likely not be here anymore.

flexibility provided by my coworkers/ boss

We are reaching students and providing a space for them to spend time and engage with each other. Intentionality is important in my unit.

Attempts to provide clearer structure and processes. Also attempts at creating more community building, even if it does feel artificial at times.

We have an amazing faculty and quality programs. There are lots of initiatives on the horizon that I'm excited about. Some of the staff share in this excitement too.

My Team..

Our unit runs well. Leadership above is a misfit when not generally mediocre and ineffectual

our unit has always kept the office open M-F 830-5 with folks still WFH 2 days/week. Our students are mainly commuters who meet with us remotely

I have a good immediate supervisor.

cross-collaboration with other staff/units

Communication

Nothing really. Morale is very low.

Quick response from the program assistant and other administrative staff.

The people are better than the payscale deserves.

supportive colleagues committed to helping our student population

our director is smart and flexible, our Dean is a powerhouse, we have strong, inspiring faculty who attract students to
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Our unit is phenomenal! Great communication, creative minds, ability to pivot, and supportive.

cross unit coordination

My department is flexible and my co-workers are fantastic.

My boss is very understanding, the team gets along well, and we support each other whenever we can.

Team support for each other and innovative ideas and initiatives.

Having a full team without any vacancies! Good communication among our team

schedule and flexibility

Positive relationships with my colleagues

I enjoy working with my team.

Camaraderie of team members and support of management

supervisor and colleagues are excellent

Our staff (minus leadership) gets along great and that helps us all do our jobs.

Communication is thorough and frequent. Everyone respects each other and supports team member with duties as needed. My supervisor strongly encourages work/life balance, which allows me to take care of my personal responsibilities without fear, and allows me to show up to work fully.

Routinely meeting with all staff. Starting organized, *"Information removed to protect anonymity"*. Having very open communication and regular check-ins with people. Respecting people's diverse experiences and focusing on the positive impacts that we can have for students, rather than the negative issues.

I have an amazing supervisor and it feels safe to be ourselves and also share our struggles. Our office does not have any infighting between colleagues and we are all really supportive of each other.

Incredibly supportive direct supervisor.

My small unit works well together, students are being served and we have a supportive supervisor.

I have an amazing group of staff that really enjoy what they do and are committed to the students and faculty that we support.

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interaction with my colleges

My supervisor and team are understanding, compassionate, flexible and easy to work with. It's a great team.

Me.

work life balance, sense of community

Focus on a culture that promotes wellbeing, communication, and sense of teamwork

My boss is uniquely empathetic and supportive of their staff. They use a "people first" approach, which makes us feel safe and seen while working - and ultimately inspires us to work harder.

We have a tremendous associate Dean who is an advocate for all things "*Information removed to protect anonymity*" on this campus. Their leadership is keeping me at uw.

We are all oriented towards finding the right solutions for our students. Very misaligned on what the looks like.

Faculty and staff regularly meet to plan and provide a good experience for the students.

My unit is surviving more than working well at this time. As an office of one, it would actually be really nice if we had more staff support in the future.

Communication between each other, creating a hybrid schedule that allows all staff to telework

Not much

my unit leader believes in and supports me.

The entire unit. Super blessed to be working with amazing and talented people that are student-centered.

Flexibility and communication

Good cohesion between pro staff.

we don't hate each other

We are growing slowly

We have a fierce leader who goes to bat for us and we are very supportive/flexible with each other.

My supervisor and our Dean are supportive of allowing staff to have agency in how we do our work. It is unfortunate that campus administration doesn't share their enlightened views

Our unit communicates openly and values all staff members, whatever their role.

enrollment and student success

Collaboration, culture, supportive team members, work/life balance

My direct colleagues (excluding my supervisor) are very supportive, do their jobs well, and communicate often. We work well together.

Comraderies.

We are under interim leadership at the moment, so things are still a bit up in the air, But for some reason, the change in leadership has brought a sense of calm--like a huge exhale!

Most things. We are tight knit and supportive of each other. Leadership are great models and understanding of work/life balance.

Many of us are very supportive and kind so we try to make the best of the challenges we face. We also have great programs with positive student feedback.

People in supervisory positions listen to the wants and needs of others and we all work together to get things done.

Great team of colleagues and a supervisor.

People in my unit are supportive.

Clear mission/goals; good communication; teamwork; feel valued

Our team (minus our leader) are all working well. We communicate well and get along personally.

My coworkers

The open communication between the staff, work flexibility

Communication among staff is great.

Myself and my coworkers get along well and work well together.

The culture of honest and empathetic communication within my unit is fantastic. Our director listens, supports our work, and advocates for our needs.

Although we are a bit lean with staff, we all pitch in to get the job done.

We have a small but very collegial and genial team and have shared work ethics and similar styles. We are not a student-facing team, but work with faculty and staff.

I'm told that funding is fine for another year but its hard not to have anxiety about job security

We have hardworking and dependable staff who can run this place without leadership.

team work, good relationships between workers

We like each other and work well with each other

Flexibility from direct supervisor

My direct supervisor and my team

Valuing of family

our unit is great, we are supportive, understanding of each others' lives and can flex as needed to help each other. But having a functional unit within an org that wants to control every second of our lives, wants us to perform more work than they will compensate us for, and repeatedly ignores and undermines its workers isn't enough.

Possibilities and opportunities are greatly available and exciting connections are only limited by our imaginations, work capacity, and drive.

I just moved to a new unit this Monday, so I am not sure!

Peer communication and collaborative support.

collaboration with co-workers

Our supervisor's willingness to listen and allow flexibility for us as possible.

Team dynamics, great rapport with supervisor/staff, workload

No. There are too many toxic people.

Slowly we seem to be building a sense of community

Everything

Our Dean is fantastic - supporting, empathetic, sympathetic, organized, etc.

Nothing

We are awesome

Question 4 – How concerned are you about retaliation if you voice your concerns? (Other responses)

VERY CONCERNED and warned to not speak out. Such a toxic culture.

I have been retaliated against before and have seen it happen to others.

I am an administrator and feel that I have to be very careful about when and to whom I discuss concerns.

I don't think my concerns will be heard. I don't know necessarily that they'll retaliate, but I am pretty sure they won't change anything to help me.

concerned about retaliation, not from direct supervisor, but from others above them

I am concerned that no action will be taken in response to me vocalizing concerns.

I'm concerned voicing it to campus leadership after the town hall, but not within my unit. My unit is VERY supportive of listening without retaliation.

I feel I can share my concerns with my boss openly, but there isn't really anything she can do about them. But I don't feel like I can have an honest and open conversation about concerns with other leaders without fear of retaliation.

It depends on what the concerns are regarding.

not really concerned about retaliation from my supervisor or department, but I definitely feel there would be retaliation from upper management/admin

Within our unit, not at all. Outside on the wider campus, I think its pretty clear that retaliation is a major tool our administration will use. You can't state publicly that its in appropriate to question authority. That is absolutely unacceptable from someone who is paid at least \$300k more than the workers, supposedly to manage criticism and morale. Leadership isn't about decision making, its about building buy in and our entire administrative team is FAILING.

In my previous role, I was laid off partially because my boss was annoyed that I was raising concerns about staff that were being underpaid/misclassified.

Yes, but not at my department. We are concerned with the upper management retaliating against the staff.

Question 10 – What do you believe the purpose of Staff Association should be?



Be the voice of the staff - to do their best to make headway with leadership on campus.

Advocating for and supporting staff for a strong and healthy UW Tacoma.

To advocate for staff concerns and be a voice for staff when decisions are made by leadership that affect the staff.

Building community and providing updates that are relevant to staff of all levels about things that are going on around campus. The summer BBQ was always fun!

Advocate for staff, help provide guidance to leadership, foster a welcoming environment for staff.

to bring together the staff community at UW and ensure their values, desires and needs are heard

honestly there should be a separate one just for classified staff because some of our issues are directly in conflict with pro staff. classified staff do not feel comfortable having them around when labor issues need to be discussed

To be honest in giving platforms of dialogue for folks that aren't making twice as much as the lowest paid workers

To advocate for staff and help build staff community and support on campus (virtual and on-site)

To advocate for staff. Help create community. Share ideas and resources. Fun

to be a voice for the most vulnerable staff members but I realize that comes with a lot considering SA is unpaid labor

A place for staff to connect and learn from each other. Share strategies and knowledge for the work/campus, but also to be a supportive community.

Represent the staff body as a whole

I'm not sure, but I do think that they should be a bit more transparent. Where did UWTSA open meetings go? What does the secretary do? There's description for all other positions, but not this one. Is there still a secretary position? The structure is so complex, I'm confused by all of the different facets and who does what and why.

Working as a Team...

To advocate for the well-being and professional development of staff and to work on assuaging, limiting, and removing the extremely classist staff/faculty divide

to represent staff concerns to leadership, create sense of community amongst staff

representation of members across campus at various leadership meetings/having a voice at the table

To help staff reach career and personal goals.

N/A

advocate and listen to other staff.

to help take the edge off of living with the limitations that the uwt makes for us

to support staff and also encourage

Creating community within the staff members.

I have no idea, I did not even know this existed

Assist and support staff members

advocating for staff needs, events and recognition

Professional development opportunities, staff recognition, and reminding administration that staff are integral to running this place (not just faculty- universities tend to be too faculty-centric)

Represent the Staff and their concerns.

To provide information and create community on campus.

Support and voice of staff

Advocating for the promotion of sustainable practices and expectations

support staff, which is already what you are doing well

To advocate for all staff, to build spaces for community, to be an ally for staff as they work at the UW.

I think the surveys are helpful and I take time to read about others' experiences, recognizing, that not everyone's are the same. Organize campus events and help provide access and information on professional development opportunities. I'm involved in the mentorship program and encouraged my staff to participate as well.

I think Staff Association should be the main advocates for staff needs and collective voices. We have a lot of people on campus, and I think having one organization that is dedicated to sharing staff needs with the administration is the main purpose of this organization.

Social connections. Creating professional development opportunities - such as certificate courses (Microsoft suite, adobe suite, mediation skills etc.)

To provide support and community to all staff but to also voice collective concerns to leadership.

Not sure, never heard of such a group when I worked on the Seattle campus which had a much larger staff population.

To speak on behalf of the UW Tacoma staff. To discuss with campus leadership our needs and concerns.

Collective voice of the staff

Help our voices/concerns reach leadership and hopefully affect leadership decision making

Fun

facilitates communication among our members and between staff, faculty and administrators on campus-wide issues

Advocate for the inclusion of staff voice and perspectives in how the university operates, and for the needs expressed by staff (not an easy job, especially with how diverse needs and opinions are!)

Advocate for staff needs - no more events, we are too busy for events. We need a group of people to serve as a collective voice for staff to leadership. We deserve to be advocated for by a voted body of people dedicated to being this much needed voice.

To be the voice of staff to administration. Staff are often times undervalued and unappreciated for the hard work we do.

To promote community engagement (networking) and support for the betterment of the whole institution.

It's rather difficult to have a purpose if there is no support for the staff association to begin with. I think the starting point would be to have more support for staff association to assist in boosting morale.

To advocate for staff needs and unify us. Strength in numbers, right?

Support staff and listen to them. Advocate for their needs to the administration.

advocate for the needs of the staff

So that we get to know one another and our roles - to best support students.

Staff advocacy and I think you're all doing an awesome job being advocates!

to be the voice of uwt staff to the uwt administration

Advocacy and Voice

advocate for staff, administer staff recognition programs, and provide networking/social opportunities for staff.

Advocating for the needs of staff to university administration. Creating community for staff.

To represent ALL staff, not just classified or down-chain employees. Even manager-level employees are staff. and do not have a voice through a union, faculty senate, or ASUWT.

Take widely shared staff concerns to leaders

Champion for salary increases. Demand an external audit to assess salaries. Merit raises don't even touch inflation, which means we are taking a pay cut even with merit raises. Our students are high need and S/A and it's staff are undervalued. Now we are in person 5 days/week. We are tired. Pay us more to keep us here.

To be a voice for the staff with administration. It sometimes feels as if we have none and that no one listens anyway.

I'm not sure so much about the purpose, but I feel that Staff Association has a great opportunity to help support connection and community across campus. It seems like a group that could bridge gaps between siloed units and help foster a more positive or hopeful mood among staff.

To help advocate for staff and to create a sense of community with the staff.

To create a unified voice to support the needs of the workers.

Advocacy and community building

Staff advocacy, voice, support, etc.

To build community and elevate the collective voice.

To be equal partners in the governance of the university

To be an advocate for all staff, an organization that if staff needs any questions answered or needs resource there will be someone to answer them.

To be able to hear from staff and connect with them and have them connect with each other

Support staff and help us have our voices heard.

To advocate for collective staff needs with campus administration

Advocate for staff well being and support -- you're doing a great job at this!

Advocate for non-faculty employees

Fun times and a voice at the big table

Creating space for POSITIVE interpersonal interactions. Right now, the opportunities to meet one another seem only to be all campus event volunteering, random staff association lunches once in a while, or campus update meetings - but these seem big and spread out and daunting. Could there be a brown bag staff lunch club, or a walking group or book club or a place for kid parents or pet lovers or classical music aficionados, etc., to meet and have time together, but in ways that are not "all or nothing, work specific" times. I don't believe the staff association is responsible for creating these ideas, but offering space for them or other staff to get something started would be a great way to bring us together. Many of us are new enough that we aren't ready for kvetch sessions and just want to get to know each other. Maybe a more accessible online board offering staff opportunities to share events in their communities that families might be interested in, or might want to go as a small group, etc.

not sure

To keep advocating for us to the UW leadership/administration

To help create a place for staff to get together and build relationships and to provide feedback to leaderships

Advocate for staff, be their voice and celebrate staff

To advocate for staff needs and to be the voice of staff advocacy to the chancellor.

To advocate for staff

To provide a path for upper leadership hear us and make change!

collect and voice concerns that become themes, in other words, not every concern, but the ones you hear often

advocate for our staff, build community and solidarity among all our units so we can collectively fight our hostile administration for actual support, and appropriate, safe working conditions.

To build community and promote care and compassion for the needs of its constituents

Help staff be heard/included on campus.

Represent the best interests of the staff

Advocating for staff and providing a safe space for staff members to discuss their concerns

To advocate for better wages, equal opportunities for training/advancement, and to create better working conditions for staff.

Advocate for UWT Staff

Support. It seems that staff are an after thought on campus. Of course our emphasis are on student learning, but support is part of that equation and that seems to get lost.

Staff representation, community

To onboard new staff to campus

Fostering a sense of community and belonging and appreciation for staff where leadership fails to do so

To kick ass

Question 13 – Is there anything else you would like to share with the Staff Association?

I appreciate the work you do - I know it's not an easy job and leadership sucks, but I appreciate the efforts that you put forth.

The work of the Staff Association is very appreciated. THANK YOU!

Thank you for your work in advocating for staff. I know it's not easy.

UWT felt more dysfunctional, but kinder when I started in my position. I believe it is possible to be both kind and functional and there is not a need to put those two values at odds. I think hearing top level administrators say things like "this may not be the place for you" if you disagree with them is incredibly demoralizing and frankly poor leadership. Education is about embracing and working through different perspectives. We do not pay staff enough to think we can run the place like Elon Musk runs Tesla. The best people are here for the students and the mission - I wish admin would stop chasing those people off. I also really want the campus admin to grapple with accessibility. We have a physically inaccessible campus and virtual meetings actually improve a lot of people's lives and ability to do their work. Pretending we are all able-bodied is strange.

Y'all need to get paid for what you do. Also collaborating with Faculty Assembly is key to gaining power/ having a seat at the table (ugh)

That is all - Thanks!

No, Thanks

Honestly, I don't see the meaningful results of the Staff Association's work nor see it as a resource for working toward fair treatment

This constant pressure campaign from the chancellor to come back to campus like pre-covid times seems to be coming from somewhere that we don't know about. Who's got her ear? Because it's not the students who want this. Also, some units, like mine, have always maintained in person availability, while others weren't even offering in person hours to students back in 2021.

"Information removed to protect anonymity" Faculty get to cancel an in person class and offer it in Zoom at their leisure, still not offering in person office hours. So why doesn't the chancellor address these problem units/groups directly?

"Information removed to protect anonymity" deserves much better than a 4% and 3% raise.

no

I believe morale is at an all-time low right now. Household expenses are rising and the pay is not keeping up. Pair that with the Workday transition mess that many staff members are dealing with and it is hard to come to work some days.

It would be nice to be better compensated living in this area, but I mean it's higher ed and you don't work here if you want to be rich

Thank you for hosting staff lunches, they really make me feel appreciated!

No

Generally across the board, I do sense staff are overworked, tired, and not content with their current work situation and that is concerning. We need to improve staff retention and filling vacancies so existing staff don't get burned out and leave as well.

thanks for asking

We can no longer work from home and it seems counterintuitive to what we learned about health during the pandemic.

With a lot of staff turnover these past couple of years and a lot of frustrating realities for staff, I think it's also important to recognize that we have a lot of new energy and perspectives on campus. I'm concerned that some of the overwhelmingly negative energy and attitude will influence our new staff who are excited for the opportunity to work here. Personally, I've had several of my staff express this concern and request to not attend meetings that facilitate negative conversations toward the institution and leadership. I think it's important for people to have "vent" sessions, but in my opinion, these have gotten in the way of important information and collaborative problem solving.

The university is losing a lot of great new and long-time staff and faculty because it feels like UW leadership is not acknowledging the pressure and stress staff feel to do more and more each year with fewer resources. Both financially and staffing-wise. I am a new staff member, and the overall university environment does not feel conducive for long-term growth for me or many of my colleagues. Most staff on campus are not only working their own jobs but also have been asked to cover the responsibilities of many of the open positions on campus without any sort of compensation for those extra responsibilities. It takes such a long time

to hire people that now we are all running on fumes before the school year even starts. We are getting messages that are not available enough, and we are going back to pre-pandemic conditions. Although being in person has many benefits, hearing that over and over again as a blanket statement makes a lot of us feel like our current work that is done 100% in person isn't enough, and we must have to work harder and harder without any additional support. My unit is extremely supportive internally, and I still often feel overworked and underappreciated. It sometimes feels like the administration just cares about perception and not about actually supporting services that are there to support our students. I don't think I have ever spoken with a staff member who was not centering the student experience in their work, but I think that the university really needs to contemplate why staff/faculty are leaving and how that might have an impact on the student experience. If we are constantly stressed and over-extended, we will not be able to serve students in the way they truly deserve. If we are really trying to create a genuine sense of community, it feels important that the university uplifts the people who make this community run every day.

I miss the fun things that SA used to organize. It was nice to be around other staff just to be social and get to know one another.

I'm disappointed in the new flex schedule change from this leadership. Students are more often than not requesting virtual meetings, classes etc. Staff should be able to work within the department needs based on that. Gas prices are out of control and some have a long commute. It is very frustrating to sit on campus and only see students virtually. Staff deserve more flexibility as this is what students want now.

Thank you for the survey! I appreciate the work you are doing!

We need flexible work. Financially and mentally, we need this as a campus. If we are going to push "building community" then maybe we should consider actually listening to the members of said "community." We NEED more flexibility.

Per feeling safe: We often voice concerns but feel as though they are brushed under the rug because they are too difficult to deal with

There is too much bureaucracy and time currently involved to hire new personnel at UW Tacoma.

Working in the staff association share governance model, I know it is not easy at all, and I want to thank every staff association personnel for their dedication and doing their best to have a voice of concern for our staff.

UWT does not come across as supporting innovation/entrepreneurship. It comes across to funders and community leaders as risk averse.

I appreciate what ya'll are doing.

Why don't non-student hourly employees receive Y member access or mental health resources?

Thank you for your work.

N/A

I am so tired of the Chancellor and her administration weaponizing staff's ability to telework. When we have data to support 2 days of telework, when students are not meeting with us in-person, and when faculty still are shirking on their in-person responsibilities, it is absolutely ridiculous that this is still a point of contention. The constant miscommunication and misunderstandings are stressful for staff and are driving more people to leave the institution.

We have provided specific data to the EVCC of Academic Affairs that shows our students are choosing virtual/remote class and service options 2:1. Our student body includes first year students, veterans, student parents, students who work full-time, BIPOC students, First-Gen students, international students, immigrant students, non-native English speakers, graduate students, neuro-diverse students, students with disabilities including blindness, and students who commute 45 minutes or more to campus. It feels like our students span a wide range of demographics. The fact that when given a choice between in person or virtual services and classes, they show a strong preference for virtual is in direct contradiction to what we are told our students want. We have been serving our students' needs with both in person and virtual classes and services since autumn 2021. I am confused why there is this sudden need to change how we serve our students. Who is being served by these changes? I don't think it is students. I would like transparency as to why we are suddenly told that online classes and services are merely transactional. It is especially frustrating that the individuals giving this message have never observed me at my work, or to my knowledge, have never viewed our class evaluations. How do they know? Hmmm.....

Not really. If you have any pull with administration, I would hope you could make them understand the importance of flexible schedules to most of us!

I'd love for the next survey to have a more neutral tone. It really feels like these are set up to get more negative responses than anything (even the email - "These are challenging times..." sets the tone), and I wonder how productive or helpful responses come across to campus leadership, if this is just a platform to vent/complain.

Thank you for this survey and for all that you do!

I am very disappointed regarding the top down order to work 4 days on campus and 1 day remote. I have built my work and family schedule around 3 days on campus and 2 days remote. I am a productive worker both remote and on-campus. With 2 days remote, I am more rested, have more energy and more engaged in my work. I got used to this new normal. With this schedule, satisfaction toward my role is really high and I can see myself working for a long years ahead at UW Tacoma. I have shown statistics that given choices, students I serve choose zoom appointment for above 90 percent of the time. I host in-person drop ins, I show up in events, etc. to meet my students face to face. It's unfair that at UW Tacoma, higher admins are providing this top down order of only once per week remote work and in Seattle it's decided by per unit level. I don't see any hope in getting more than one days of remote work approved and I feel very sad about this lately. It seems like the higher administration just want you to suck it up or quite and they think they can replace us. UW Tacoma has had so much turn over and loosing the great asset, their dedicated employee and students services are hurt by this. Our work is not easy, it requires deep knowledge and long-term experience.

What happens next, after receiving staff responses?

Our physical presence on campus is critical to the success of the UWT mission. We are fooling ourselves if we think we can delivery a quality educational/campus experience working remotely. Real community cannot be built online. Speaking directly to the related comments made by staff at this week's campus meeting, they were ill-informed and self-serving. It is time to get back to the office.

N/A

It would be nice to have more opportunities for just staff to get together as often as it seems the faculty does.

There is no reason for remote work to go away. I believe more staff will call out more often now, which will cause more cancellations of student appointments.

I think the job of the Staff Association is really challenging right now, as it's very clear that campus leadership has no interest in or capacity for productive conversation that in any way challenges their authority. The adversarial/disingenuous approach taken and disrespect shown towards staff by the chancellor at the most recent Campus Update gives me zero confidence in our ability to positively move forward as a university without a major shakeup at the top.

I don't fear retaliation from my immediate supervisor, but the Chancellor's recent remarks about public differences in opinion are very concerning.

Salary is the primary drawback of working for the university

We appreciate you...even if we don't always participate!

I'd love your presence to be more obvious and accessible, especially to those of us who are new over the past couple of years when many of us were hired online and not involved in much until recently.

We need equitable telework (3/2) across the three campuses

The 9/26 chancellors meeting was horrifying: to hear that dissent was not welcome in a public forum speaks not of strong leadership but of someone who is unwilling to listen to the concerns of the people keeping the institution afloat.

Reduction of telework flexibility is de-moralizing.

Leadership do not consider staff or make decisions based on out needs and treated as equals, professionals with respect!

I have never seen a UNIVERSITY where the campus administration is hostile towards "*Information removed to protect anonymity*", refuses to fund it, continues to scheme behind our DEAN, and steal resources, and intentionally misunderstand what "*Information removed to protect anonymity*" is and where it fits in an org chart for an academic institution. We are not primarily student experience, we are an academic unit that supports faculty and students, and to be classified as a feel-good unit while campus facilities is actively evicting us from spaces, refusing to escalate our broken "*Information removed to protect anonymity*" despite the OSHA violation. When our DEAN leaves because the abuse is too much, no one is going to stay. But our campus administration doesn't care, they just want money for themselves. And are throwing all our eggs into chasing first time in college students who are going to disappear in 2 years because of the birth rate, and it would have been super simple to strengthen our transfer/return-to-college focus and easily weather the next 30 years of college admission dips. But since all our admin are ego-driven and want to be "prestigious" we are going to go bankrupt in 5 years.

Classified and Pro staff should have equal opportunity for schedule flexibility and work from home options. It's ridiculous that leadership ignores with an "agree to disagree" stance across the needs of employers. Not something the Staff Association has control over, but awareness matters in case it goes up the chain.

There needs to be more accountability with our leader. They are often not in the office and has no idea what goes into the work that they ask of our team. They are often traveling, and even when they are not speaking at a conference they are often working from home because they are sick, preparing for their next conference or writing their book. Which wouldn't be so much of an issue but they have a strict no working from home policy for the team, even if we have an ill child at home. What do we do if our school age children get COVID and we can not go to work, work from home, and use up our vacation/sick time?

Thanks for all of your effort and hard work on behalf of all staff members

N/A

Gratitude.

Campus leadership needs to support the staff, not treat them as 9th-class citizens.

Wish the Staff Association was a paid position, you guys are doing incredible job through this volunteer work

I love all of you
