UNIVERSITY *of* WASHINGTON

UNIVERSITY OF WASHINGTON TACOMA
STAFF ASSOCIATION

Fall 2023 Staff Survey Responses

Briefing

In the fall of 2023, the UW Tacoma Staff Association Executive Board distributed a survey to campus staff that sought their feedback on a range of issues, including their overall well-being, job satisfaction and reasons for working at UW Tacoma. The survey remained open for two weeks starting in late September and ending in early October.

Process Methodology

120 staff members completed at least some part of the survey. The Executive Board pushed the survey out through the staff email distribution list. The survey was conducted using Qualtrics. The survey consisted of 14 questions that were a mix of Likert-scale responses, multiple choice and open-ended questions that allowed participants to provide detailed feedback. The survey was anonymous, and questions were optional. This helps explain why the number of responses to individual questions varies.

Purpose

The Executive Board created this survey to check-in with staff at UW Tacoma. We wanted to find out how staff at UW Tacoma were feeling about the current climate, but also what is working well. The last few years have been difficult for everyone, and we felt it was our responsibility to provide our colleagues with an opportunity to discuss what is on their minds. We felt a survey, particularly one that asked open-ended questions, would give staff at UW Tacoma the opportunity to speak freely about their experience both in and out of the workplace. Finally, it is our hope that the feedback provided by UW Tacoma staff will be utilized by campus leadership to improve the staff experience on campus.

Key Findings

This section will discuss some of the takeaways from the survey. Note, responses to the short answer questions will be included in a supplemental report. The majority of this section will look at findings from responses to the Likert-scale and multiple-choice questions.

Question six asked staff to rate how satisfied they were in their position at UW Tacoma. Respondents could choose one of five options: extremely satisfied, somewhat satisfied, neither satisfied or dissatisfied, somewhat dissatisfied, and extremely dissatisfied. We received 114 responses to this question.

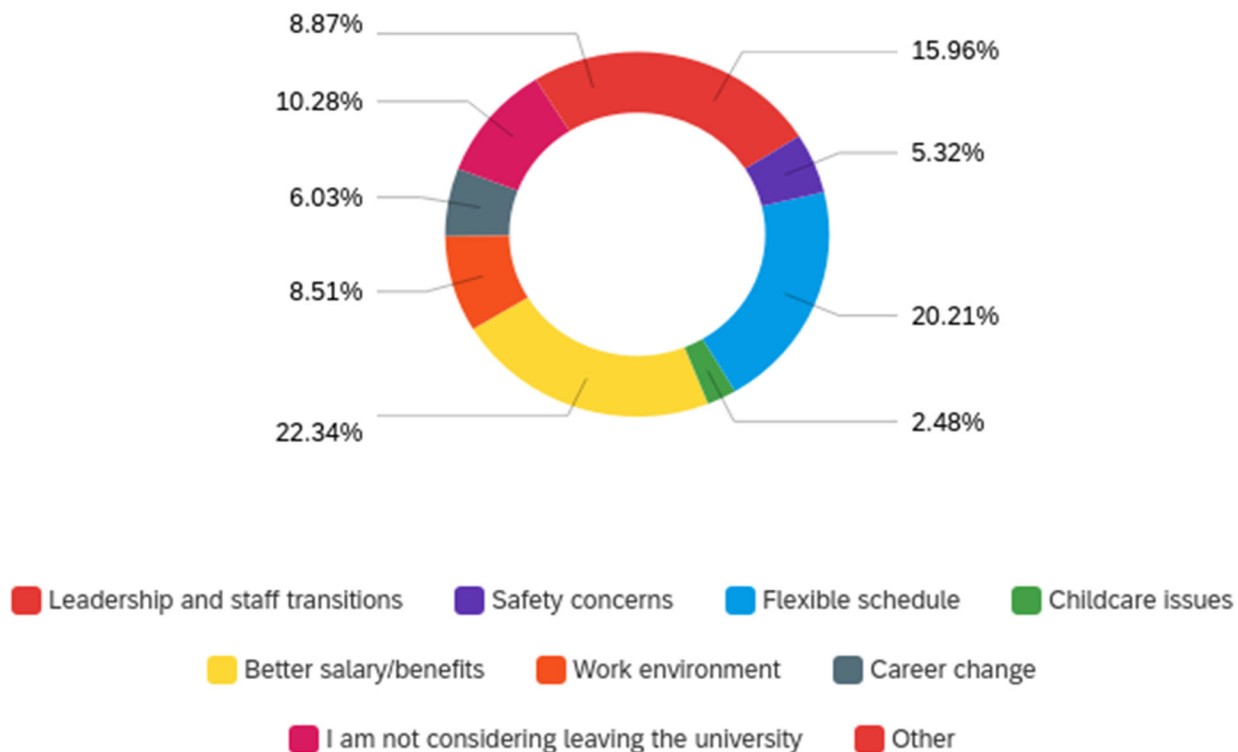**Of those who answered this question:**
- **9% said they were extremely satisfied (previously 12%)**
- **48% said they were somewhat satisfied (previously 45%)**
- **13% said they were neither satisfied or dissatisfied (previously 16%)**
- **25% said they were somewhat dissatisfied (previously 19%)**
- **7% said they were extremely dissatisfied (previously 8%).**
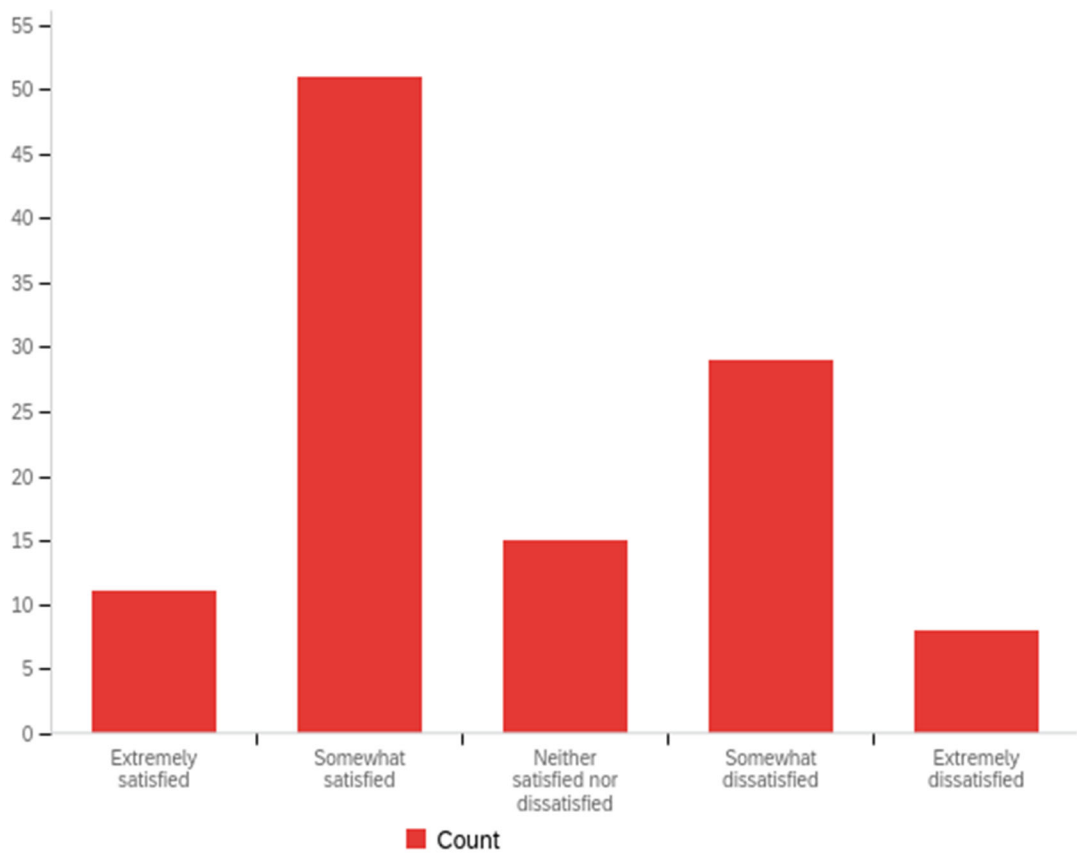
Question seven asked staff if they were considering leaving the university. Respondents could articulate why they were considering leaving by clicking on different options including: leadership and staff transitions, safety concerns, flexible schedule, childcare issues, better salary/benefits, work environment career change and other. Respondents would also choose the "not considering leaving the university" option. Staff could choose more than one response. Those who selected "other" could write in a response. Those responses are included in the narrative portion of the report. We received 282 responses to this question.

Of those who answered this question:

- **9% chose leadership and staff transitions (previously 17%)**
- **5% chose safety concerns (previously 7%)**
- **20% chose flexible schedule (previously 18%)**
- **2.% chose childcare issues (previously 2%)**
- **22% chose better salary/benefits (previously 29%)**
- **9% chose work environment (previously 9%)**
- **6% chose career change (previously 8%)**
- **10% chose not considering leaving the university (previously 8%)**
- **9% chose other (previously 2%)**

Donut chart with values: 8.87%, 15.96%, 10.28%, 5.32%, 6.03%, 8.51%, 20.21%, 22.34%, 2.48%

Legend: Leadership and staff transitions · Safety concerns · Flexible schedule · Childcare issues · Better salary/benefits · Work environment · Career change · I am not considering leaving the university · Other

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UW Tacoma Staff Association

Question eight asked staff if they felt their supervisor created an environment where people felt safe to voice their questions and/or concerns. Respondents could choose either yes or no. We received 118 responses to this question.

Of those who answered this question:

- **81% responded yes (previously 76%)**
- **19% responded no (previously 24%)**
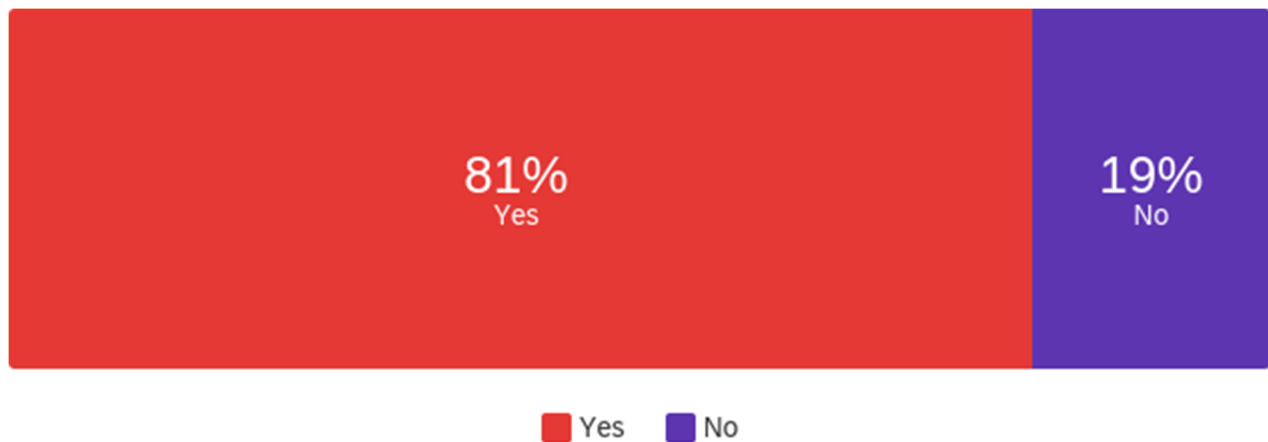
Question nine asked staff how concerned they were about retaliation if they voiced their concerns. Respondents could choose from one of four responses: I am not concerned, I am neutral, I am concerned, and other. Those who selected "other" could type in a response. Those responses are included in the narrative portion of the report. We received 115 responses to this question.
Of those who answered:
- **45% said they were not concerned (previously 51%)**
- **25% said they were neutral (previously 28%)**
- **18% said they were concerned (previously 17%)**
- **11% chose other (previously 4%)**
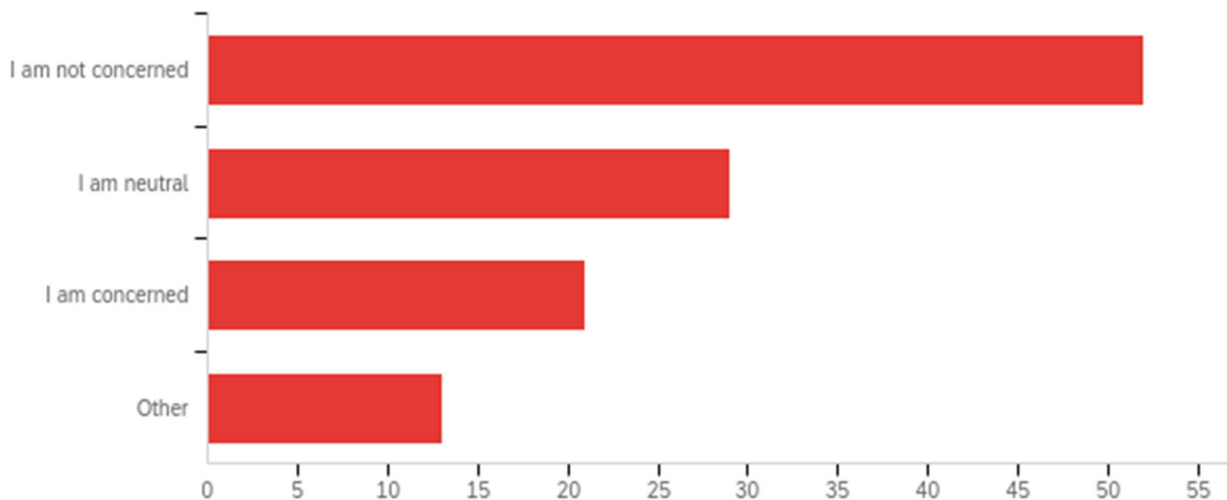
Question ten asked staff what they believe the purpose of the staff association should be. **We received 97 responses to the question.** We have included those responses in the narrative portion of the report, minus those that have been removed for privacy concerns.

Question eleven asked staff their job classification. Respondents could choose one of three options: classified, library or professional. We received 116 responses to this question.
Of those who responded:
- **29% chose classified (previously 35%)**
- **8% chose library (previously 7%)**
- **63% chose professional (previously 58%)**

Questions twelve and thirteen asked staff to identify what unit on campus they work in and how long they have been with the university. **We received 40 responses to the first question and 84 to the second**. This information is helpful to the Executive Board and informs our conversation with leadership. However, we decided not to include this information in this report due to privacy concerns.

Question fourteen asked staff if there was anything else they would like to share with the Staff Association. **We received 61 responses to the question.** We have included those responses in the narrative portion of the report, minus those that have been removed for privacy concerns.

Next Steps

We will be holding an all staff meeting in early November. These sessions provide all university staff with a chance to tell us what is on their minds. In addition to these advocacy efforts, we are currently planning community building events.

Like with our last survey, we have decided against making recommendations for leadership. The Executive Board believes we have articulated these ideas well enough in the past and do not need to repeat them here. Instead, we encourage leadership to read this survey, in particular the comments, and reach out to us to determine a course of action.