

UT Dallas Employee Climate Survey Summary - Spring 2022

Background

An Employee Climate Survey committee comprised of staff and faculty representing various stakeholder groups, was established in 2020* and charged with implementing an effective survey process and selecting a third-party vendor to administer the survey. (*2021 launch postponed to 2022 due to pandemic)

The survey was administered by, [Glint](#), a third-party consultant. One of the drivers to a high response rate with a climate survey is ensuring employees feel comfortable providing candid and honest feedback. Glint aggregates or combines ratings and comments to ensure confidentiality. Glint's reporting does not identify individual responses, and numerical results are presented only in aggregate form.

In April, the committee, President Benson and Dr. Rafael Martin, Vice President and Chief of Staff met with the Glint consultants to discuss the survey findings and received insight on strengths and areas for opportunities for improvement for UT Dallas. An overall report prepared by Glint was provided to the committee, President Benson, and Dr. Martin, which included an analysis of scores, exact comments, and feedback.

The deans and vice presidents received reports specific to their areas in early June and are tasked with developing action plans based on the survey results. In conjunction, the Office of Human Resources and the Office of Diversity, Equity and Inclusion are consulting with each area to review the survey data.

The committee completed their review of the survey findings and submitted a recommendation report to President Benson on June 15 for his consideration and actions to be determined.

To view the Employee Climate Survey Report, Click Here: [Campus Report](#)

Employee Climate Survey: Overall Results

- 1,883 employees out of 3,568 **(53%)** participated:
 - 1,389/2,380 **(58%)** – Staff
 - 494/1,188 **(42%)** - Faculty
- **7,531** Comments Provided:
 - **6,167** comments provided by Staff
 - **1,364** comments provided by Faculty
- Overall Engagement Score with UT Dallas is 70 out of 100
 - What does this mean?
 - *7 out of 10 people are happy working at UT Dallas and would recommend UT Dallas as a great place to work*

Strengths and Opportunities for Improvement: Faculty and Staff Combined

The table below indicates the overall top 6 strengths and areas of improvement based on faculty and staff ratings and responses.

	Top 6 Strengths		Top 6 Improvements
1.	Consideration - Manager My supervisor cares about me as a person.	1.	Communication Flow: There is good flow of communication amongst the president/cabinet, division/school leadership, departments, and teams.
2.	Fair Evaluation My performance is evaluated fairly.	2.	Psychological Well-Being: UT Dallas prioritizes my psychological, mental, and emotional well-being.
3.	Fair Decisions My supervisor makes decisions fairly and objectively.	3.	Approachable: Executive leaders at UT Dallas are approachable.
4.	Caregiving Responsibilities My supervisor understands and accommodates my caregiving responsibilities.	4.	Consistency: Policies are administered consistently at UT Dallas.
5.	Respectful Treatment I am treated with respect and dignity.	5.	Physical Well-Being: UT Dallas prioritizes my physical well-being.
6.	Non-Discrimination I work in an environment that is free from harassment and discrimination.	6.	Commitment: I would stay at UT Dallas even if offered a comparable job at another company with similar pay and benefits.

Demographic Breakdown

- Faculty and staff have the same engagement scores at 70. Overall engagement score for UTD was also 70.
- Those who identified as a Women, Nonbinary, and Genderqueer or Genderfluid rated items lower than those who identified as Male.
- Those who identified as Black/African Americans and Alaska Native/Native Americans selected the lowest scores on the topics of equal opportunity.
- Those who identified as an employee with a disability rated accommodation, equal opportunity, and removing barriers lower than other identities.
- There are six age group categories:

- The age group 20 to 29 rated questions less favorably on Approachable, Belonging, and Removing Barriers.
- The age group 70+, rated questions the highest for engagement rating of 82, indicating a high rate of satisfaction/happiness of working at UTD.
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Top Strengths and Areas of Improvement by Demographic

Employee	Engagement Score	Top 3 Strengths	Top 3 Improvements
Faculty	70	<ul style="list-style-type: none"> ▫ Prioritizes Accommodations ▫ Work Flexibility ▫ Consistency 	<ul style="list-style-type: none"> ▫ Feedback ▫ Fair Evaluation ▫ Speak My Mind
Staff	70	<ul style="list-style-type: none"> ▫ Fair Evaluation ▫ Caregiving Responsibilities ▫ Respectful Treatment 	<ul style="list-style-type: none"> ▫ Prioritizes Accommodations ▫ Work Flexibility ▫ Consistency

Gender Identity	Engagement Score	Top 3 Strengths	Top 3 Improvements
Genderfluid/ Genderqueer	79	<ul style="list-style-type: none"> ▫ Growth ▫ Equal Opportunity ▫ Opinions Count 	<ul style="list-style-type: none"> ▫ Resilience ▫ Removing Barriers ▫ Psychological Well-Being
Nonbinary	68	<ul style="list-style-type: none"> ▫ Respectful Treatment ▫ Expressing Opinions ▫ Speak My Mind 	<ul style="list-style-type: none"> ▫ COVID-19 Response ▫ Inclusive Department ▫ Approachable
Men	74	<ul style="list-style-type: none"> ▫ Safe to Address ▫ Commitment ▫ Approachable 	<ul style="list-style-type: none"> ▫ Fair Evaluation ▫ Confidence ▫ Belonging
Women	71	<ul style="list-style-type: none"> ▫ Fair Evaluation ▫ Caregiving Responsibilities ▫ Growth 	<ul style="list-style-type: none"> ▫ Removing Barriers ▫ Prioritizes Accommodations ▫ Approachable
Race	Engagement Score	Top 3 Strengths	Top 3 Improvements
Alaska Native/ Native American	67	<ul style="list-style-type: none"> ▫ Workload 	<ul style="list-style-type: none"> ▫ Equal-Opportunity ▫ Physical Well-Being

		<ul style="list-style-type: none"> ▫ Consideration-Manager ▫ Resilience 	<ul style="list-style-type: none"> ▫ Communication
Asian/ Asian American	74	<ul style="list-style-type: none"> ▫ Consistency ▫ Psychological Well-Being ▫ Communication Flow 	<ul style="list-style-type: none"> ▫ Fair Evaluation ▫ Recognition ▫ Resilience
Black/ African American	71	<ul style="list-style-type: none"> ▫ Growth ▫ Resources ▫ Workload 	<ul style="list-style-type: none"> ▫ Equal Opportunity ▫ Safe to Address ▫ Integrity-Culture
Hispanic/ Latinx	72	<ul style="list-style-type: none"> ▫ Speak My Mind ▫ Respectful Treatment ▫ Fair Treatment 	<ul style="list-style-type: none"> ▫ Approachable ▫ COVID-19 Response ▫ Integrity-Culture
Middle Eastern	74	<ul style="list-style-type: none"> ▫ Removing Barriers ▫ Prioritizes Accommodations ▫ COVID-19 Response 	<ul style="list-style-type: none"> ▫ Fair Decisions ▫ Fair Treatment ▫ Feedback
Native Hawaiian/ Pacific Islander	70	<ul style="list-style-type: none"> ▫ Psychological Well-Being ▫ Removing Barriers ▫ Physical Well-Being 	<ul style="list-style-type: none"> ▫ Fair Decisions ▫ Fair Evaluation ▫ Recognition
White	72	<ul style="list-style-type: none"> ▫ Safe to Address ▫ Respectful Treatment ▫ Fair Treatment 	<ul style="list-style-type: none"> ▫ Consistency ▫ Workload ▫ Work Life Balance
By Identity	Engagement Score	Top 3 Strengths	Top 3 Improvements
Disability	67	<ul style="list-style-type: none"> ▫ Consideration-Manager ▫ Growth ▫ Involvement 	<ul style="list-style-type: none"> ▫ Prioritizes Accommodations ▫ Non-Discrimination ▫ Equal Opportunity
LGBTQ+	70	<ul style="list-style-type: none"> ▫ Expressing Opinions ▫ Recognition ▫ Growth 	<ul style="list-style-type: none"> ▫ Prioritizes Accommodations ▫ Communication Flow ▫ Communication
Veteran	77	<ul style="list-style-type: none"> ▫ Involvement ▫ Recognition ▫ Communication 	<ul style="list-style-type: none"> ▫ Resources ▫ Integrity-Culture ▫ Caregiving Responsibilities
Transgender	65	<ul style="list-style-type: none"> ▫ Fair Decisions ▫ Fair Treatment ▫ Feedback 	<ul style="list-style-type: none"> ▫ COVID-19 Response ▫ Confidence in Leadership ▫ Consistency