



THE UNIVERSITY OF ARIZONA
Staff Council

2024-25 UASC
WORKPLACE CLIMATE
SURVEY RESULTS

SURVEY OPENED
AUG 28, 2024

2,653

RESPONSES

THANKS FOR PARTICIPATING!

SURVEY CLOSED
SEP 30, 2024

21%

RESPONSE RATE BASED
ON THE NUMBER OF
STAFF SURVEY
INVITATIONS (12,658)





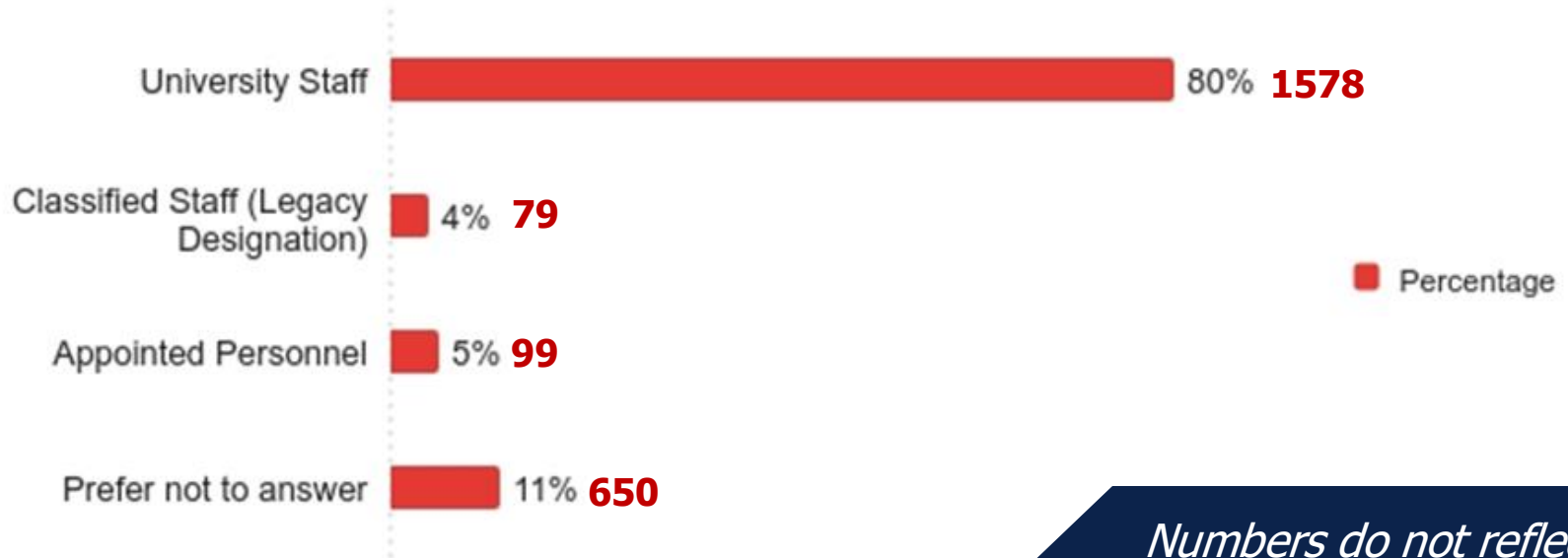
OBJECTIVES

- Identify challenges, areas of improvement, and positive aspects of core climate issues (morale, workplace experience, belonging, DEI, professional development, work/life balance, etc.) for staff
- Understand the impacts of staff layoffs and reduction in force due to the financial situation
- Assist staff with climate issues that negatively impact their individual and unit work (optional)
- Frame immediate and strategic actions needed to bolster support for university staff

SURVEY DEMOGRAPHICS – PARTICIPANTS BY JOB CLASSIFICATION

Survey Demographics: Job Classifications

1978 Responses

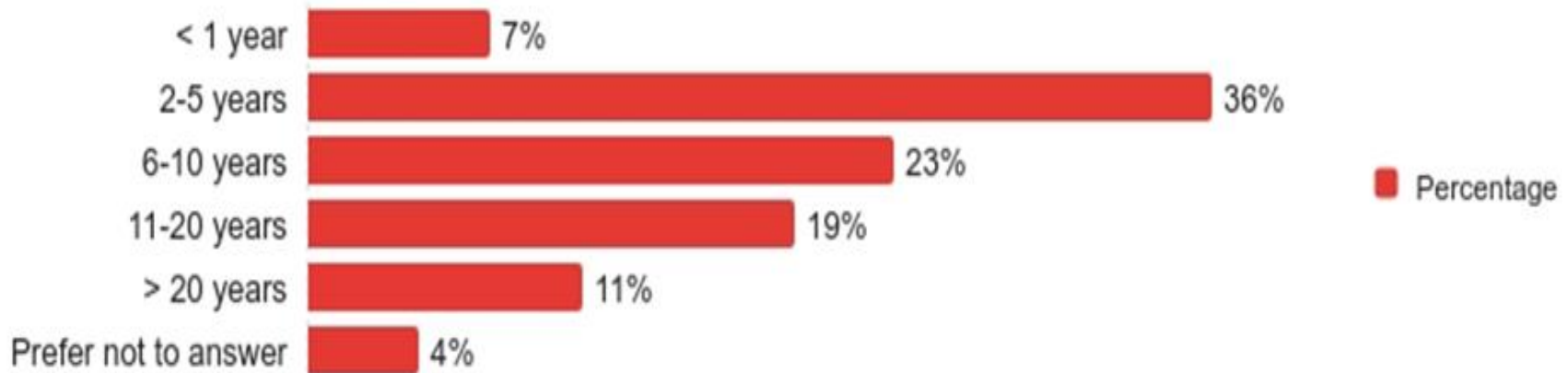


Numbers do not reflect respondents who opted out of providing limited demographic data

SURVEY DEMOGRAPHICS – PARTICIPANTS BY YEARS SERVICE

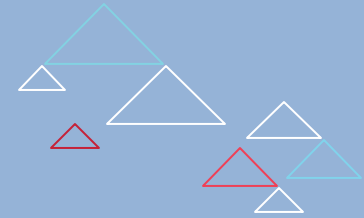
Survey Demographics: Employment Duration

1992 Responses



Numbers do not reflect respondents who opted out of providing limited demographic data

6 THEMATIC AREAS OF IMPROVEMENT IDENTIFIED



1. Compensation and Pay Equity
2. Leadership Transparency, Communication, and Accountability
3. Workload and Staffing Concerns
4. Flexible Work Arrangements
5. Recognition and Valuing Staff Contributions
6. State of Diversity, Equity, and Inclusion (DEI) Programs and Initiatives

COMPENSATION & PAY EQUITY

- 78% of respondents favor university benefits (health, well-being, ASRS/ORP state retirement programs, flex spending, and tuition reduction)
- 61% of respondents report varied dissatisfaction regarding the management of staff pay equity.

Qualitative Themes:

- Pay disparities
- Frustration with freezing the salary increase program

LEADERSHIP TRANSPARENCY, COMMUNICATION, & ACCOUNTABILITY

- More respondents (27% sometimes; 23% often) state opportunities to communicate their personal or professional needs to organizational leaders.
- More staff believe they often have little to no say (27% rarely, 24% sometimes, 19% never) in matters that affect their respective units
- More than half (65%) of staff respondents report dissatisfaction with how the University handled issues that arose in 2024.

Qualitative Themes:

- Improve communication skills.
- More communication & opportunities for dialogue. Platforms.
- Use constructive feedback as opportunity to implement positive change and increase transparency.

WORKLOAD & STAFFING CONCERNS

- 74% of staff indicated that they are sometimes (33%), often (24%), or always (17%) stressed about increased workloads in the past year.
- 13-23% of staff expressed concerns about feeling undervalued and overburdened
- 56% of staff report stress and anxiety surrounding job security.
- Retention Concerns – 29% of staff respondents reported seeking employment outside of the University; 18% outside of their current units, but within the University

Qualitative Themes:

- Toxic Work Environments
- Flexible Work Agreements
- Centralization of HR/IT

FLEXIBLE WORK ARRANGEMENTS

- 69% of respondents reported having satisfactory access to flexible work agreements, but there are inaccessible opportunities across units.
- Comments (n=64) suggest staff want consistent, fair, flexible work arrangements, including flexible schedules, compressed work weeks, hybrid work weeks, summer remote periods, fully remote work, or core business hours, which would improve work-life balance, decrease stress related to increased workload burden, and enhance employee retention efforts.
- **Action:** Increase visibility of Flexible Work Guidance, promote the benefits of flexible work arrangements, and encourage supervisors to implement arrangements whenever possible.

RECOGNITION & VALUING STAFF CONTRIBUTIONS

- 39% of staff report never or rarely receiving adequate recognition in their respective units.
- Many staff (n=63) reported feeling undervalued and underappreciated compared to faculty, expressing a desire for more formal staff recognition and appreciation programs.

Qualitative Themes:

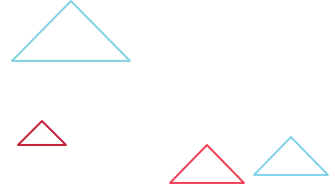
- Perceptions of being undervalued and mistreated
- Unfair recognition of staff contributions
- Lack of support for professional development and growth

STATE OF DIVERSITY, EQUITY & INCLUSION (DEI) Programs & Initiatives

- 79% of respondents recognized the positive value of DEI Programs and initiatives and work in diverse, inclusive environments
- Sense of Value and Belonging – More staff (52- 67%) report feeling often or always welcomed, respected, valued, included, and belongingness in their units
- Some respondent comments (n=22) suggest that DEI efforts sometimes feel insufficient or ineffective enough to impact or achieve intended goals.
- Many staff responses call for more diverse representation in leadership and a more inclusive approach to policy implementation.

OTHER

CHALLENGES TO STAFF WORKPLACE
CLIMATE

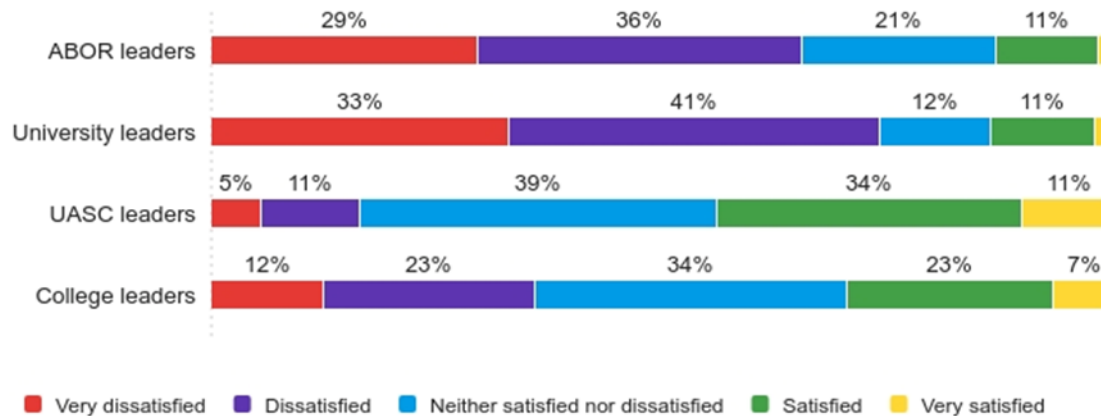


- Leadership Handling of the Financial Situation
- Staff layoffs and terminations

LEADERSHIP HANDLING OF THE FINANCIAL SITUATION

Q2.2 - Rate your satisfaction with the following groups' actions to address the current financial situation.

2247 Responses



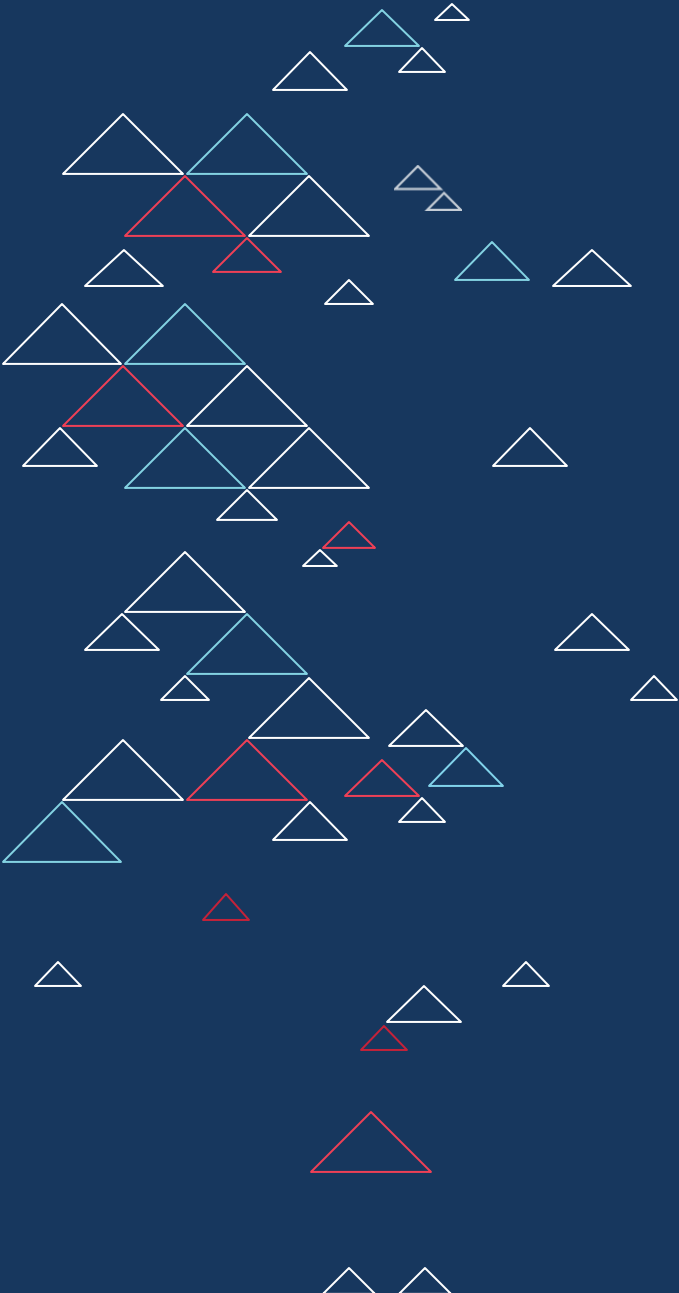
STAFF LAYOFFS, REDUCTIONS IN FORCE, & TERMINATIONS

Qualitative Themes:

- Perceptions that layoffs were handled poorly, with positions cut without adequately understanding their importance.
- Staff reported experiencing or hearing of staff layoffs, early/force terminations, FTE reductions, or voluntary terminations happening in various university workspaces
- Challenging to determine qualitative motivations for job terminations
- Rumors and actual instances of layoffs have added to a decline in morale and anxieties surrounding job security

RECOMMENDATIONS

- Engage with Senior Leadership to Ensure Transparency and Accountability
- Advocate for the Implementation of Fair Compensation Practices
- Develop Initiatives Expanding Job Security & Well-Being
- Boost Recognition Programs
- Enhanced Support for Professional Growth
- Apply and Expand DEI Efforts



**QUESTIONS/
COMMENTS?**