



Missouri University of Science and Technology

# Faculty-Staff Climate Survey

**AY 2023-2024 Initial Findings**

June 2024

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# Data Overview

After data cleaning (removing missing data, careless responders), usable data from 501 participants

## AY 2023-2024

501 participants total

- ▶ 146 faculty, 306 staff, 49 DNR
- ▶ 53 CASE, 41 CEC, 7 Kummer, 3 Library\*, 37 PNR
- ▶ 222 Female, 141 Male, 4 Non-Binary\*, 53 DNR, 81 PNR

## AY 2022-2023

456 participants total

- ▶ 112 faculty, 302 staff, 42 DNR
- ▶ 40 CASE, 37 CEC, 6 Kummer, 29 PNR
- ▶ 207 Female, 148 Male, 36 DNR, 65 PNR

(582 participants AY 2021-2022)

# Overall Means for AY 2023-2024

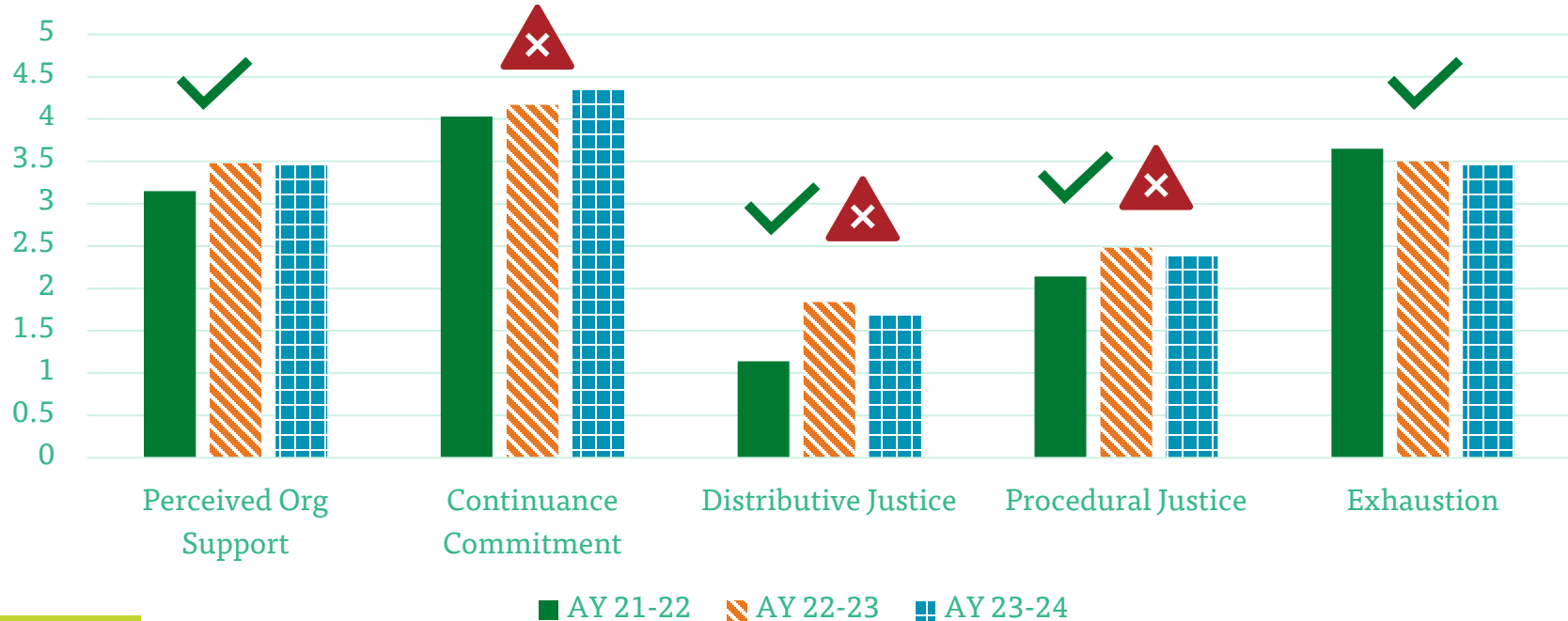
Measure	Mean (Scale)	Interpretation
Perceived Org. Support	3.47 (1-7)	Individuals are neutral/somewhat disagree that S&T supports/values them
Affective Org. Commitment	3.91 (1-7)	Individuals are neutral on their emotional investment with S&T
Normative Org. Commitment	3.66 (1-7)	Individuals are neutral/somewhat disagree that they should stay with S&T out of obliged attachment
Continuance Commitment	4.35 (1-7)	Individuals are neutral/somewhat agree that they are staying at S&T out of necessity only
Engagement	3.71 (0-6)	Individuals sometimes to often feel engaged at work
Exhaustion	3.46 (0-6)	Individuals are sometimes to often emotionally drained at work
Personal Accomplishment	4.11 (0-6)	Individuals often feel that they accomplish things at work
Depersonalization	1.91 (0-6)	Individuals rarely feel detached from those they serve and work with at work

# Overall Means for AY 2023-2024

Measure	Mean (Scale)	Interpretation
Distributive Justice	1.69 (0-5)	Individuals believe outcomes (e.g., raises, pay) are fairly shared across S&T only to a small extent
Procedural Justice	2.38 (0-5)	Individuals believe procedures use to determine outcomes (e.g., raises, pay) are fairly followed to some extent at S&T
Interpersonal Justice – Supervisor	3.95 (0-5)	Individuals believe they are treated with respect by their direct supervisor
Informational Justice – Supervisor	3.52 (0-5)	Individuals believe they receive fair and consistent communication from their supervisor
Interpersonal Justice – Upper Admin.	2.82 (0-5)	Individuals believe they are treated with respect by upper administration only to some extent
Informational Justice – Upper Admin.	2.15 (0-5)	Individuals believe they receive fair and consistent communication from upper administration only small-some extent
Work Constraints	24.88 (11-55)	Individuals experience many constraints biweekly-weekly

# Trends Across Years

## Significant Differences Between SP2022 & Following Years



# Non-Significant Differences Overtime

## Indicating no improvement but also no decline

Affective commitment (emotionally invested) – ranging 3.50-4.01 (somewhat disagree-neutral on average)

Normative commitment (committed due to felt obligation) – 3.56-3.78 (somewhat disagree-neutral on average)

Engagement (energized, absorbed in work) – 3.59-3.77 (sometimes-often engaged)

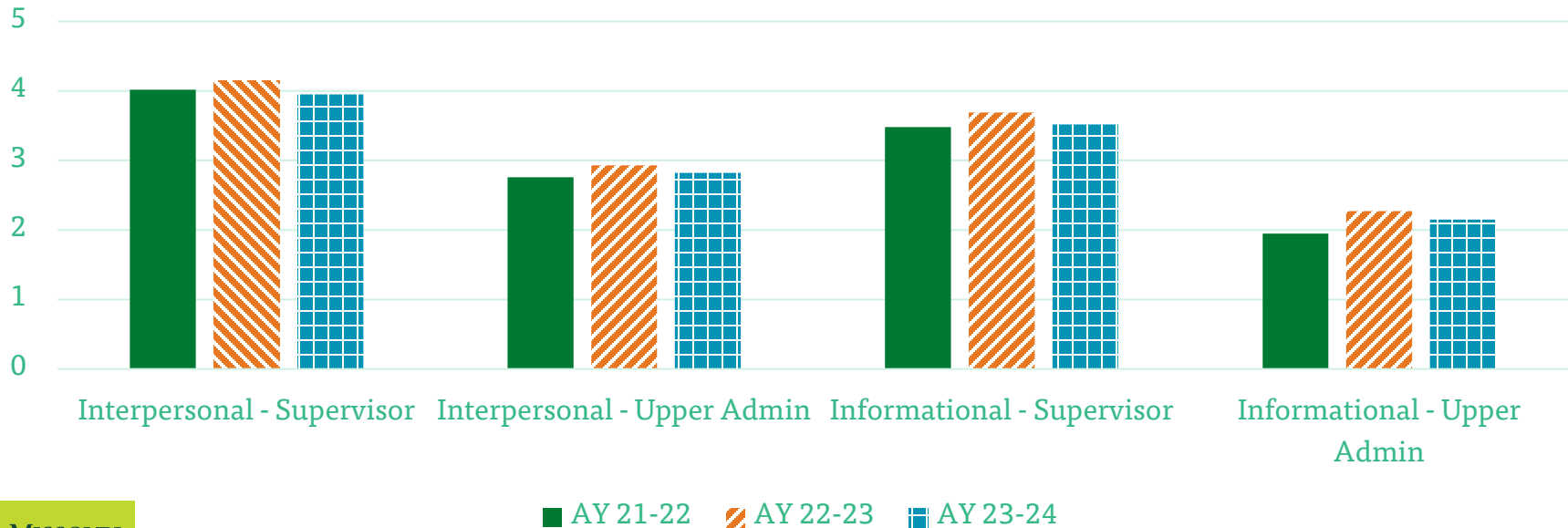
Personal accomplishment – 4.11-4.14 (often feel they are accomplishing things at work)

Depersonalization – 1.85-1.91 (rarely feel detached)

# Interpersonal & Informational Justice Comparisons

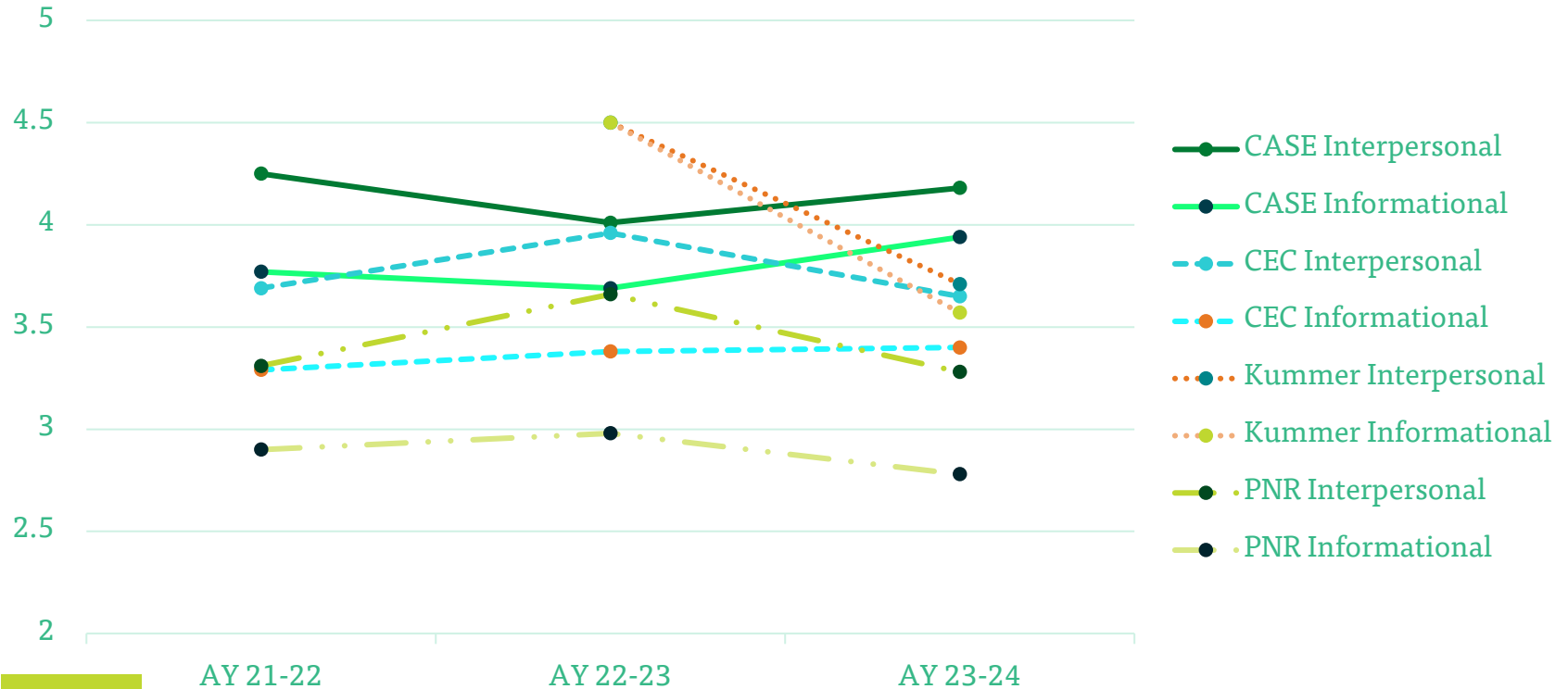
Treated w/ respect/dignity; Fair & comprehensive communication

No changes between years, each year direct supervisors perform significantly better than upper administration



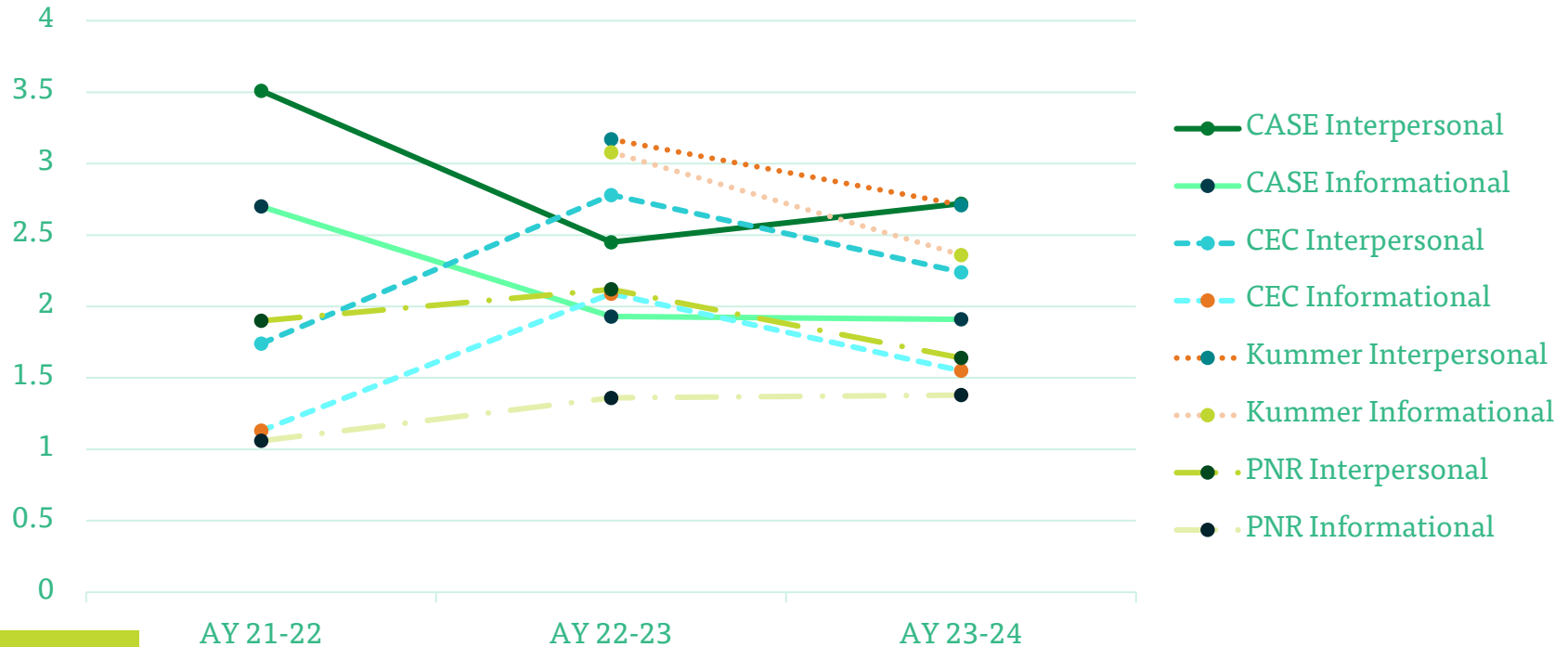


# Supervisor Justice Perception Trend Lines – Colleges





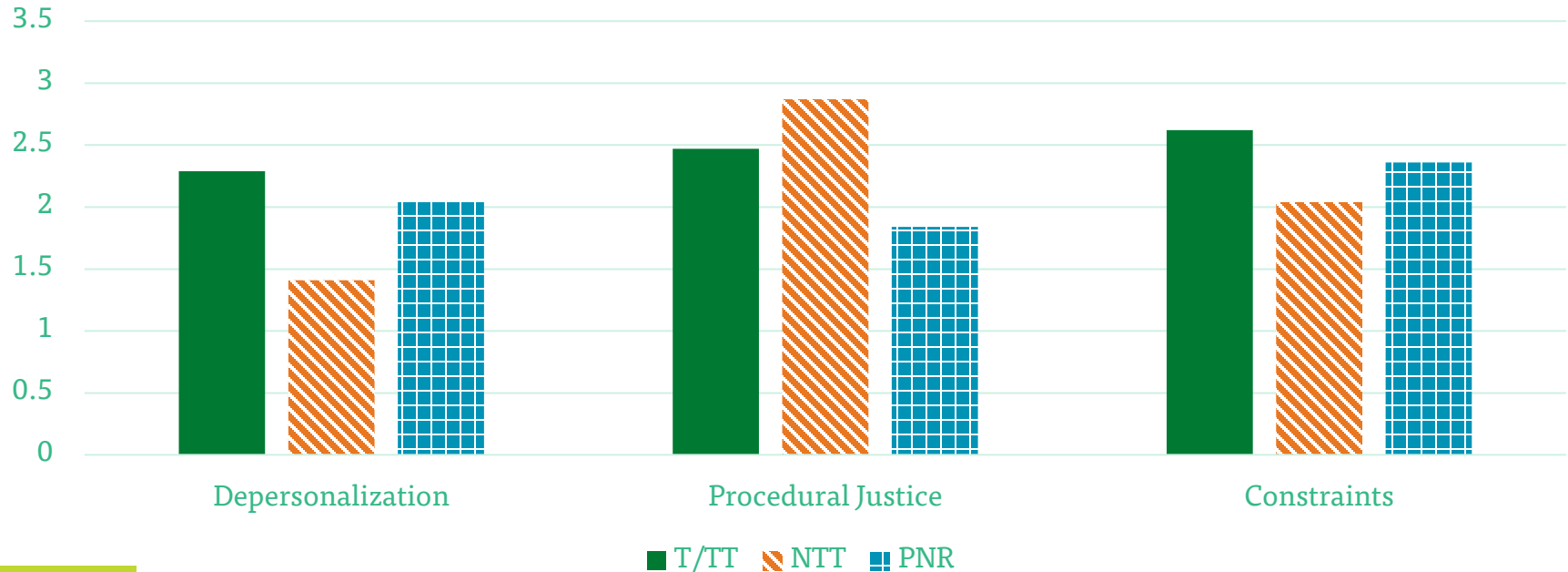
# Upper Admin Justice Perception Trend Lines – College





# Fewer Tenure Status Differences This Year

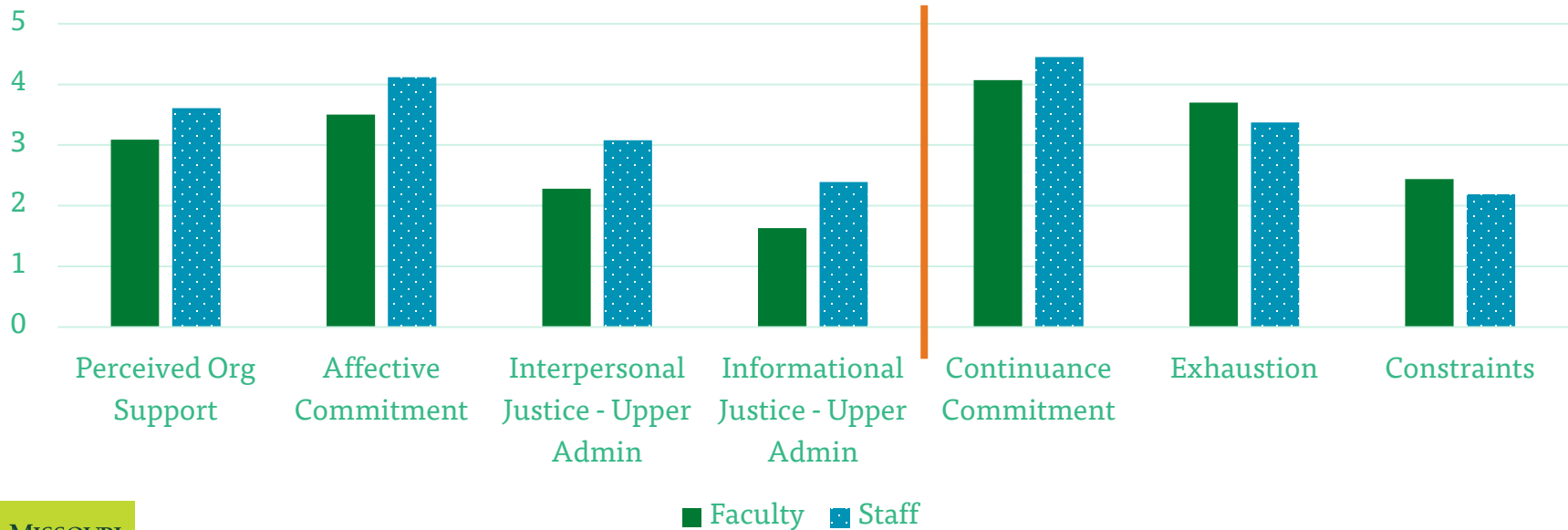
T/TT more detached, have more stressors; PNR perceive lower justice; NTTs have most desirable scores



# Faculty-Staff Sig. Differences This Year

Staff report better scores (except for continuance commitment) across metrics compared to faculty

Left – want higher scores; Right – want lower scores



# Top Experienced Constraints

Overall: Interruptions by other people, too heavy of a workload, conflicting job demands; **same 3 overall constraints as 2022 & 2023**

## Faculty Top 3 – Experienced Daily:

- ▶ Too heavy workload (39%)
- ▶ Interruptions by other people (37%)
- ▶ Inadequate equipment/resources (32%)
- Followed closely by conflicting demands (29%)

## Staff Top 3 – Experienced Daily:

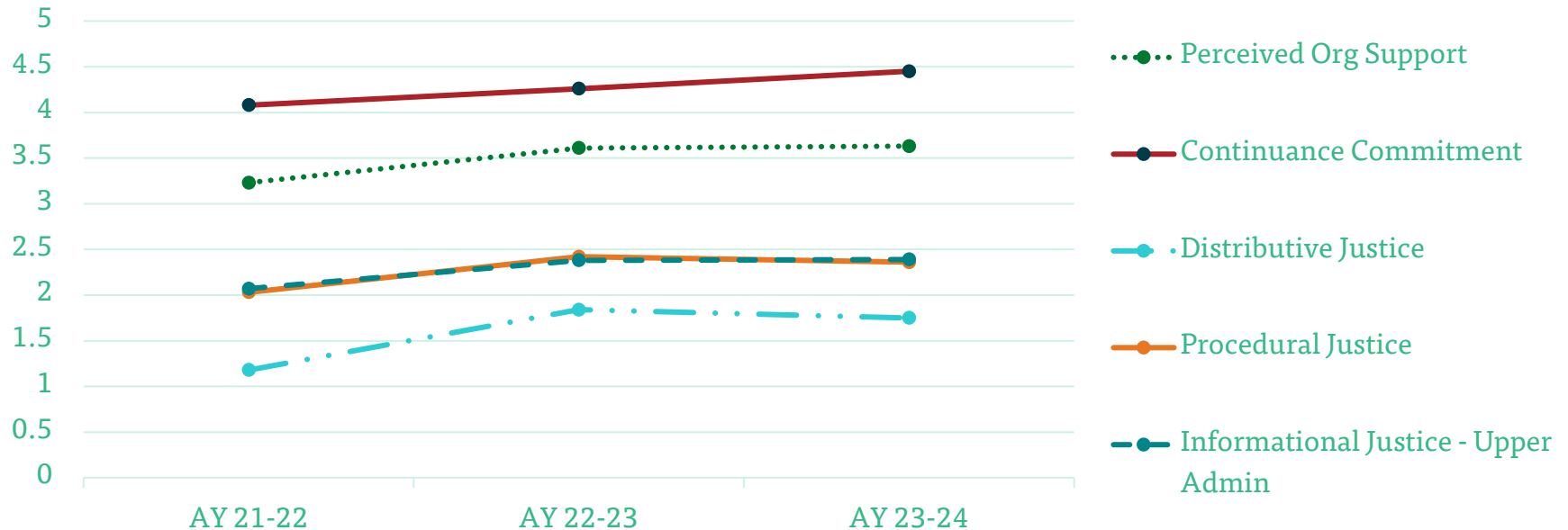
- ▶ Interruptions by other people (38%)
- ▶ Too heavy workload (28%)
- ▶ Conflicting job demands (21%)

Staff % stable between years

Conflicting demands for faculty and faculty-experienced interruptions down 7% each  
Inadequate equipment/resources for faculty **up 8%**

# Improvements for Staff Plateaued, 3 Year Trends

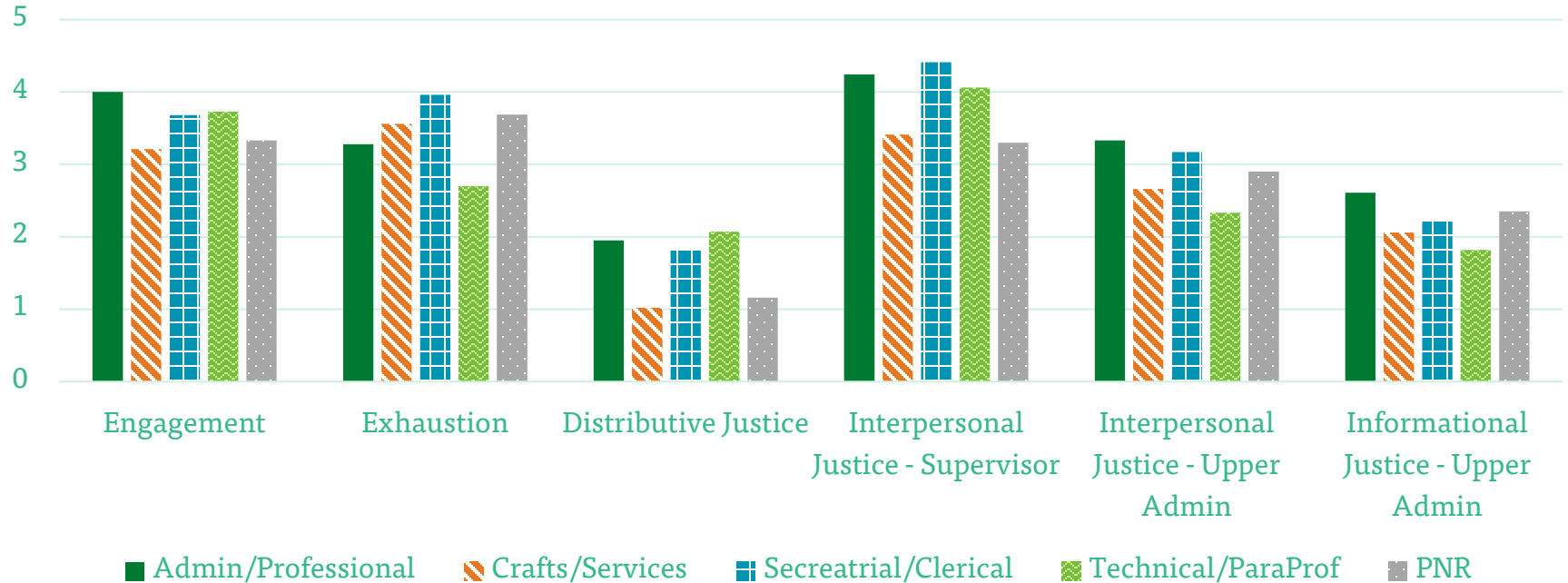
With exception: Continuance commitment (want to decrease)





# Staff Occupational Group Differences This Year

## Crafts/Services staff struggle the most, across metrics



# Shared Governance Perceptions

## For Faculty Senate Only

Item	Mean (Median)	Interpretation
On the whole, rate the effectiveness or ineffectiveness of the shared governance system at Missouri S&T.	2.25 (2.00)	Shared governance at S&T is somewhat ineffective.
Faculty & administrators have equal say in governance matters.	1.79 (1.00)	Faculty predominately disagree that there is equal say.
Important institutional decisions are not made until consensus among faculty leaders and senior administrators is achieved.	1.66 (1.00)	Faculty predominately disagree that institutional decisions are based on shared governance consensus.
I understand the process by which I can express my opinions about institutional policies.	2.74 (3.00)	Faculty are predominately neutral about understanding the process of voicing opinions
Overall, how satisfied are you with shared governance at Missouri S&T?	2.02 (2.00)	Faculty are dissatisfied with shared governance at Missouri S&T

# Shared Governance Perception

## For Faculty Senate Only

T/TT faculty ( $m = 1.7$ ) disagree more than NTT faculty ( $m = 2.3$ ) about whether faculty & administrators have equal say in governance matters

- ▶ Otherwise, no meaningful differences between groups (college or tenure status)

These items were an extension from the Spring 2023 COACHE survey, suggesting that by Spring 2024, negative perceptions about shared governance on campus remained relatively unchanged.



# Next Steps



**Discuss with Leadership – particularly trends**



**Analyze qualitative data this summer**



**Report on qualitative data in October meetings**



**Continue to build on & work towards improvements**

Send any data analysis requests to Faculty Senate Personnel Committee or Staff Council Exec Board