

The Work / Life Survey

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The Office of Equal Opportunity and Diversity

and

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Executive Summary

Overall, respondents seem generally positive about both UCI and their jobs, Academic Senate members a little more so than the other academic respondents, and staff supervisors a little more so than staff nonsupervisors.

The Respondents

- 6502 surveys were mailed to all employees in May 2001; response rate was approximately 53% for staff and 30% for academics (34% for Academic Senate, 22% for Adjunct/Clinical faculty, and 27% for Lecturers/Researchers/Others). The respondents are not a random sample of UCI employees.
- Academic respondents: 48% Senate faculty (overrepresented in the academic returns); 59% male; 73% White and 15% Asian.
- Staff respondents: 94% career staff; 37% supervisors; 60% have at least a bachelor's degree; 73% female; 65% White, 16% Asian, 11% Latino.
- Among staff respondents, whites are a bit overrepresented as supervisors; Asians are a bit underrepresented.
- 11% of the academic respondents have another language they read better than English as do 3% of the staff.

Work-Related Issues

- When given a list of work and life issues and asked which were most important, about half of the academic and staff respondents rated benefits in their top three.
- Academics, and especially staff, want more and less expensive parking.
- Staff is strongly in favor of flextime, compressed work week, and telecommuting; supervisors are just slightly less in favor.
- Staff respondents say the major attraction of UCI as a workplace is benefits and the work environment, but they believe the salaries are lower than in the private sector and living costs in Orange County are high.
- Overall, staff respondents are quite happy – usually rate themselves as slightly more happy than the academics – perhaps a different perspective rather than happier. An example of their satisfaction and morale is that even non-supervisory staff felt they had a definite influence on not only their department's day-to-day operations, but its goals.
- Staff respondents report they have as good or better relationship with their supervisors as with their coworkers and a good relationship with both.
- About 10% of academic respondents and a bit fewer of staff feel very disrespected/resented/ demeaned.

- Overall, faculty and staff respondents mildly disagree that tension between them is a problem, but a number of write-in comments suggest that for some staff members there is considerable tension and feelings of disrespect.
- Faculty report that they are more interested in teaching, interacting with students, and community service than are their departments. Academic senate respondents say their departments are far more interested in grant money than they are; Clinical faculty respondents say their departments are far more interested in research than they are.
- A quarter of staff respondents believe they are overqualified for their jobs; one percent believe they are underqualified.
- Academics (especially Researchers/Lecturers/Others) and staff show less satisfaction with the promotion process than with most other issues on questionnaire. Faculty feel that the standards are not well enough defined at the campus-wide level.
- About a quarter of academic and staff respondents report that they have a mentor on campus. At least another 35% would like one.

Family-Related Issues

- 80% of the academic and 70% of the staff respondents have two or more adults in their households. 45% of the academics and 36% of the staff have at least one child or adolescent that they are at least partially responsible for. Just under 20% of both academics and staff have at least one elder they are at least partially responsible for.
- Academics more often use on-campus child care services than staff (18% vs. 10%) – but both use off-campus care much more. The academics who live on campus use on-campus child care much more often than those who live elsewhere.
- Staff respondents feel their workload is too high in general. About 45% of those with children/ adolescents/ elders/ dependent adults cited workload as interfering with family but 35% reported no work conflicts with child/family obligations.
- Both academic and staff respondents want more and less expensive child care on campus (and at UCIMC).

Interest in Education about Wellness and Family Life

- Academics and staff respondents are interested in fitness/exercise, stress management, retirement planning/investing workshops. Staff are also interested in weight management / nutrition and computer training. There is far less interest in workshops on family topics, e.g., marriage, child development, divorce.

Diversity

- Academics and staff are generally satisfied with existing diversity; female academics, African American academics and staff, and Latino academics somewhat less so. 36% of academics and 17% of staff said their departments need more diversity.

- Academics think individual schools and departments and the campus administration should be most responsible for diversity; staff assign responsibility more broadly across the choices and many said “everyone” has responsibility for diversity.
- Respondents consider the climate to be positive. Many said, “don’t know” to questions about how people of color and the disabled are treated. African-Americans and Latino academics were neutral on whether there is a commitment to help people of color but they agree that all are treated with respect *and* “there is no racial conflict.” Some respondents, mostly staff, expressed anti-diversity or pro-merit statements such as, “hire the most qualified; don’t push diversity” or said too much of the survey was devoted to such issues.
- Special programs for students of under-represented backgrounds were supported, especially by Academic Senate members.
- To assure diversity, academics and staff said they need more resources for recruiting – recruiting and hiring are the predominate areas where departments are falling short.
- Almost one-third of female academics think factors hinder gender balance among faculty.

Discrimination Experience

- Reported by 22% of academics and 25% of staff, many instances seem to be interpersonal issues, instances of unfairness/inequity. While only 21 of 159 nonwhite academics said factors hinder hiring/retaining staff of color, 23 of them reported discrimination on the basis of their ethnicity/national origin or race. Twenty-four percent of female academics reported gender discrimination. About 30% of gay or lesbian academics and staff reported discrimination based on sexual orientation. Staff under 30 reported the most age discrimination.
- Of those who experienced it, about one-third of academics and 43% of staff said they reported the discrimination to someone on campus. Of those who reported it, only about a third were pleased with the response. Those who did not report it most often said, “nothing would be done.”

Keeping Current about UCI

- Over 98% of respondents, even among staff, use the internet.
- E-mail, Zotweekly, Zotmail, and UCI News were cited most often as ways to hear about campus events and issues.
- Respondents felt moderately informed about issues facing UCI. Academic Senate members and staff supervisors felt better informed than others.