

Promotions & Advancement Survey Results

348 responses as of 4pm, July 10

Percentages are rounded to the nearest whole number.

1) How long have you been working at UMass? (348 responses)

Less than 1 year:	15	4%
1 to 3 years:	50	14%
3 to 6 years:	54	16%
6 to 9 years:	40	12%
9 to 12 years:	39	11%
12 to 15 years:	38	11%
15 to 18 years:	32	9%
More than 18 years:	80	23%

2) During your career at UMass, how many different positions have you had? (347 responses)

One:	134	39%
Two:	95	27%
Three:	55	16%
Four:	34	10%
More than four:	29	8%

3) During your career at UMass Amherst, how many different departments have you worked in? (345 responses)

One:	219	64%
Two:	74	21%
Three:	27	8%
Four:	14	4%
More than four:	11	3%

4) How long have you been in your current position? (345 responses)

Less than 1 year:	35	10%
1 to 3 years:	107	31%
3 to 6 years:	82	24%
6 to 9 years:	38	11%
9 to 12 years:	28	8%
12 to 15 years:	13	4%
15 to 18 years:	21	6%
More than 18 years:	21	6%

5) How long have you been working in your current department? (345 responses)

Less than 1 year:	24	7%
1 to 3 years:	73	21%
3 to 6 years:	72	21%
6 to 9 years:	46	13%
9 to 12 years:	33	10%
12 to 15 years:	30	9%
15 to 18 years:	28	8%
More than 18 years:	39	11%

6) How long have you been working at your current job grade or level? (345 responses)

Less than 1 year:	37	11%
1 to 3 years:	94	27%
3 to 6 years:	77	22%
6 to 9 years:	51	15%
9 to 12 years:	28	8%
12 to 15 years:	14	4%
15 to 18 years:	21	6%
More than 18 years:	23	7%

7) Have you ever been promoted or otherwise changed positions within the same department at UMass? (346 responses)

No, but I have never tried.	122	35%
Yes, I applied for a promotion in my dept & it was offered	51	15%
No, I applied for a promotion in my dept but not offered	33	10%
Yes, I was promoted in my dept but did not have to apply	66	19%
No, I applied for lateral transfer in my dept, no offer	3	1%
Yes, I applied for lateral transfer in my dept & was offered	7	2%
Yes, I received lateral transfer in dept, did not have to apply	9	3%
Other	55	16%

8) Have you ever been promoted or otherwise changed positions by moving to a different department at UMass? (345 responses)

No, but I have never tried.	206	60%
No, I applied for promotion in other dept but not offered	35	10%
No, I applied lateral transfer to other dept but no offer	15	4%
Yes, applied for higher level job in other dept & got an offer	46	13%
Yes, applied for lateral transfer to other dept, got an offer	16	5%
Yes, offered higher level in other dept - no need to apply	2	1%
Yes, offered lateral transfer to other dept, no need to apply	6	2%
Other	19	6%

9) Has your job description ever been reviewed due to changes in your responsibilities?

(341 responses)

	No	186	55%
Job Description was rewritten, reviewed, & upgraded		80	24%
Job Description was rewritten, reviewed, but not changed		50	15%
	Other	25	7%

10. Has the level of duties (e.g. complexity, accountability, responsibility, etc.) in your current position increased or decreased during the time you have been working in it? (344 responses)

No, level has stayed about the same:	55	16%
Yes, level has decreased slightly:	9	3%
Yes, level has decreased significantly:	13	4%
Yes, level has increased slightly:	113	33%
Yes, level has increased significantly:	144	42%
Other:	10	3%

11) Have you ever formally received a temporary or interim appointment at a higher level or pay grade? (343 responses)

No, but was never offered one:	282	82%
No, offered but declined:	2	1%
Yes & compensated fairly:	29	9%
Yes, not fairly compensated:	19	6%
Other:	11	3%

12) Have you ever been informally asked or expected to perform duties at a higher level on an interim or temporary basis? (344 responses)

No, but I was never asked:	181	53%
No, I was asked but declined:	1	.3%
Yes, was asked, accepted, fair compensation:	22	6%
Yes, was asked, accepted, but unfair comp:	50	15%
Yes, really no choice but fair comp:	3	1%
Yes, really no choice, plus unfair comp:	70	20%
Other:	17	5%

13) Have you ever been told by a supervisor or a director that, because of the union, you can't get a raise or a promotion? (344 responses)

Yes:	88	26%
No:	240	70%
Other:	16	5%

14) How much do you agree with this statement: "I have opportunities for career growth at UMass Amherst."? (345 responses)

Strongly agree:	18	5%
Somewhat agree:	100	29%
Somewhat disagree:	81	24%
Strongly disagree:	114	33%
I'm not sure:	18	5%
Other:	14	4%

15) Which Vice-Chancellery is your department in? (313 responses)

Academic Affairs:	99	32%
Administration & Finance:	65	21%
Athletics:	3	1%
Chancellor's Office:	6	2%
Development, Alumni Affairs & Foundation:	22	7%
Research and Engagement:	14	4%
Student Affairs:	47	15%
University Relations:	9	3%
Information Technology:	37	12%
Other:	11	4%

16) What else would you like to share or should we know about opportunities for career growth at UMass Amherst? (93 responses)

Thanks to everyone who is answering this question, and for those who take the time to answer under "Other" in the preceding questions when the multiple-choice answers do not reflect their experience or thinking. Please keep them coming.

For privacy reasons, we are keeping these answers confidential at least for now, but we are going through them and learning what we can. At some point, we may compile some sort of summary or digest of representative comments and common themes.