

Supervision Survey #3: Supervisors results

181 responses as of 7pm, August 15.

1. Who do you directly supervise? (indicate all that apply)

Non-unit undergrads	48%
Unionized undergrads	6%
Non-unit graduate students	5%
Unionized graduate students	18%
Fellow PSU members	45%
Unionized clerical staff	45%
Unionized maintenance, trades, and service workers	11%
Other	5%

2. How many people do you directly supervise?

Zero	4%
1 or 2	21%
3 or 4	28%
5 to 10	26%
More than 10	18%
Other	2%

3. Besides the people that you directly supervise, do you oversee the work of anyone who officially (or at least on paper) reports to someone else?

Yes	53%
No	42%
Other	6%

4. Does your job description or your department specify how much of your time should be dedicated to supervising?

Yes	9%
No	89%
Other	2%

5. How many hours per week do you average preparing for and conducting group meetings with your staff?

1 or 2	48%
3 or 4	24%
5 or 6	6%
7 or 8	4%
9 to 12	1%
More than 12	1%
Other	15%

6. How many hours per week do you average preparing for and conducting meetings with individual members of your staff?

1 or 2	54%
3 or 4	23%
5 or 6	6%
7 or 8	2%
9 to 12	3%
More than 12	3%
Other	10%

7. How would you respond to this statement: At UMass, I get all the training and support I need to be a successful supervisor.

Strongly agree	3%
Agree	46%
Disagree	39%
Strongly disagree	13%

8. Do you ever attend meetings or trainings where different approaches to supervision and leadership are discussed?

Yes, regularly	5%
Occasionally	32%
Rarely	28%
No	35%

9. Does your supervisor act as if supervising was an important part of your job?

Yes	62%
No	29%
Other	9%

11. If you've ever supervised a person or managed a situation that you needed help with, did you get the support and resources that you needed?

I have never had to manage a difficult employee or situation.	2%
Yes, I've always received enough support and resources.	47%
While I have never needed help, I have access to plenty of it.	13%
I have never needed help but doubt I'd be able to get much if I did.	7%
No, I'm pretty much on my own with these things.	16%
Other	14%

10. Do your supervisors or superiors ever bypass you and give instructions directly to your staff?

Yes, often	28%
Occasionally	33%
Rarely	25%
Never	11%
Other	3%

12. Do the people that you supervise get to evaluate you?

No	57%
Yes and I see the results	13%
Yes but I don't see the results	1%
I don't know	19%
Other	11%

13. Is there enough time in your schedule for you to meet all of your supervisory responsibilities?

Yes	18%
Usually	50%
Not very often	17%
No	10%
Other	4%