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## **Working At Iowa Survey**

### **College of Liberal Arts and Sciences Report**

### **November 2016**

## **Introduction**

The Working at Iowa survey supports the positive engagement and productivity of University faculty and staff. Responses to the individual survey items provide an understanding of the strengths of your work culture, and identify opportunities to improve. This data is best used to begin a dialogue with faculty and/or staff to understand the meaning of survey responses. By utilizing strengths and acting on opportunities, the survey data can be used to advance the strategic goals and initiatives of your college/division and the University.

When analyzing the data provided, it may be useful to keep in mind that:

- The survey data are a snapshot taken at a certain point in time. In comparison to past years, it does not represent the change within a constant cohort of respondents.
- Data are not provided for survey items in which there are fewer than ten (10) responses, in order to protect the confidentiality of respondents.

You will also want to consider other sources of information to help understand this survey data.

## **Survey Respondents and Participation Rates**

The number of respondents in this report is summarized by employee category and percent participation of the eligible population. All response information is reported as percentages to protect the confidentiality of respondents.

## **Survey Results**

The Trended Comparison section of this report displays your combined 2016 college or division results with those from 2012 and 2014. Shading and color are used to illustrate the survey responses across the six options (strongly agree, agree, slightly agree, slightly disagree, disagree, and strongly disagree).

The Job Classification by Year - Percent Agrees section provides the total of all “agree” responses for 2012, 2014 and 2016 by each of the employee categories within your college/division: faculty (all regular), professional and scientific (including SEIU), and merit staff (all, including supervisory, confidential and AFSCME) in both chart and graphic formats. The 2016 University wide data are also displayed on the graphs as a reference point.

Finally a snapshot analysis of 2016 data only by response and job classification is also provided.

## **Resources**

University Human Resources is available to support the communication and use of your organization’s survey results, working with the Senior Human Resources Leader for your organization. Just in time resources and contact information are available on the Working at Iowa - Survey 2016 website: <http://hr.uiowa.edu/working>.

## **Acknowledgements**

University Human Resources wishes to acknowledge the essential contributions to this report by the Center for Public Health Statistics in the College of Public Health. The leadership of Dr. Jacob J. Oleson and the work of Graduate Assistants John VanBuren and Jacob Clark in the design and production of the survey reports have been extremely valuable to the success of the Working at Iowa - Survey 2016 initiative.

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## Demographics for Survey Respondents

### Distribution of Survey Respondents and Participation by Job Classification

	Number in population	% of total in population	Number participated	% of total participated	% participated of number in population
Faculty	809	67.9	509	63.9	62.9
PS/SEIU	361	30.3	269	33.8	74.5
MSE/Merit	22	1.8	18	2.3	81.8
Total	1192	100.0	796	100.0	66.8

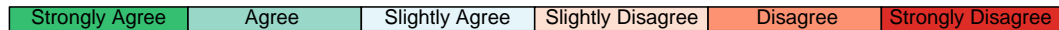
### Distribution of Survey Respondents and Participation by Age Range

	Number in population	% of total in population	Number participated	% of total participated	% participated of number in population
<21	0	0.0	0	0.0	
21-30	81	6.8	57	7.2	70.4
31-40	279	23.4	178	22.4	63.8
41-50	299	25.1	206	25.9	68.9
51-60	279	23.4	186	23.4	66.7
61-70	221	18.5	151	19.0	68.3
71+	33	2.8	18	2.3	54.5

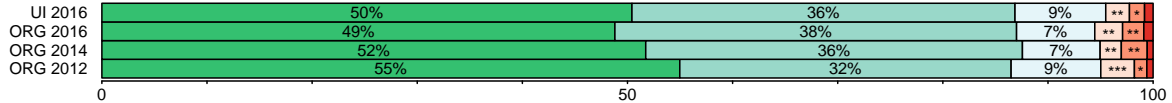
### Distribution of Survey Respondents and Participation by Gender

	Number in population	% of total in population	Number participated	% of total participated	% participated of number in population
Female	618	51.8	443	55.7	71.7
Male	574	48.2	353	44.3	61.5

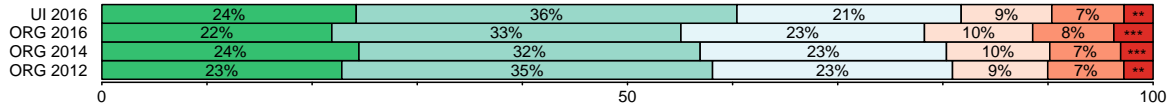
## Survey Analysis - Trended Comparison 2012 - 2016



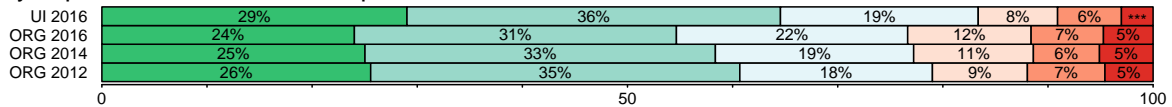
### Q1: I know my work expectations



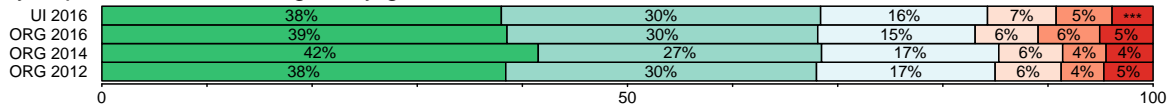
### Q2: I receive work feedback regularly



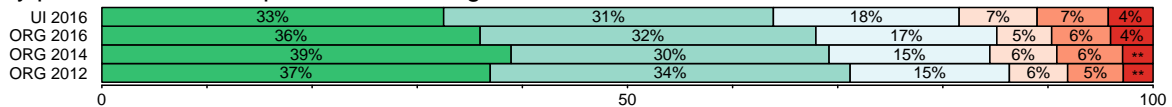
### Q3: My supervisor's feedback is helpful



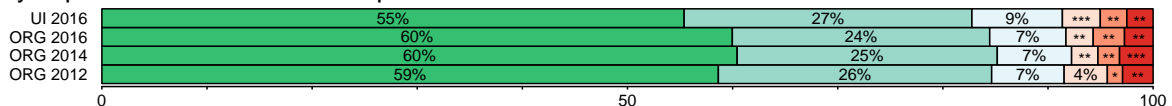
### Q4: My supervisor acknowledges my good work



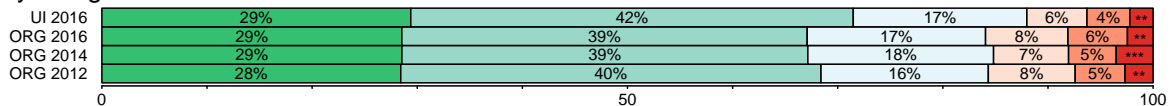
### Q5: My professional development is encouraged



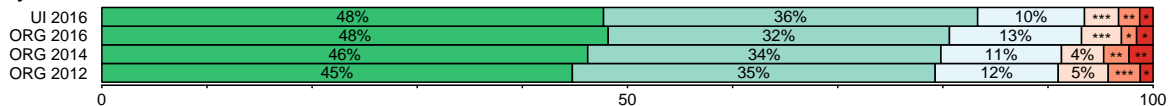
### Q6: My supervisor treats me with respect



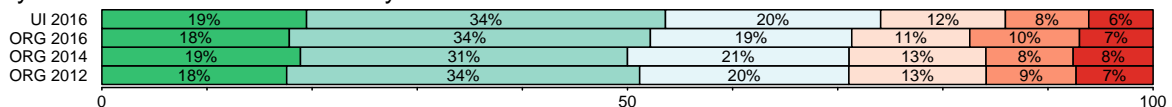
### Q7: My unit goals are clear



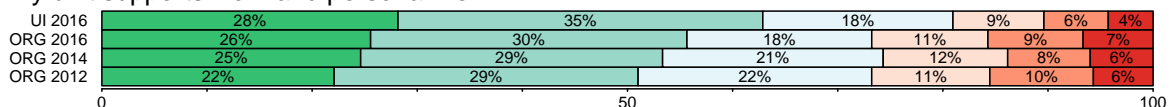
### Q8: My unit focuses on excellent service



### Q9: My unit distributes workloads fairly

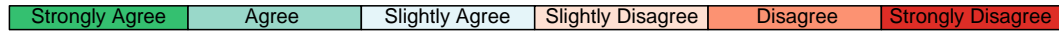


### Q10: My unit supports work and personal life

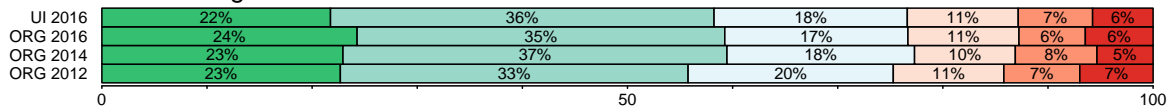


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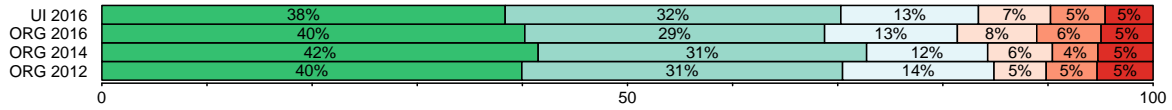
\*\*\*=3%-4%, \*\*=2%-3%, \*=1%-2%, ”=<1%



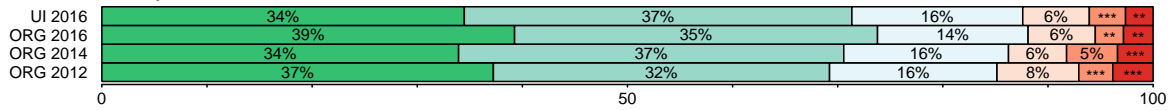
**Q11: Constructive management of work conflicts**



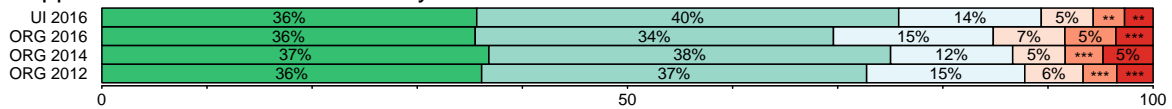
**Q12: My supervisor is open to hearing concerns**



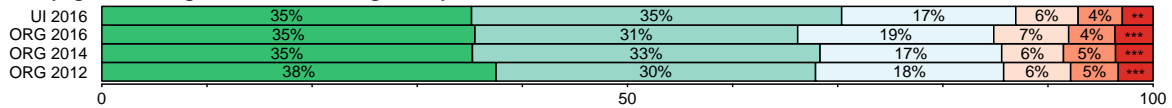
**Q13: Civil and respectful coworkers**



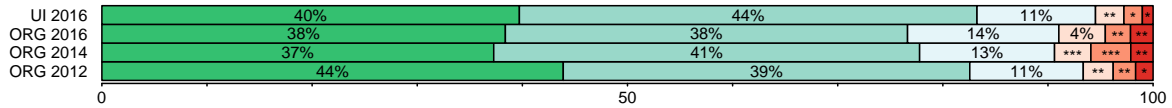
**Q14: Supportive environment for diversity**



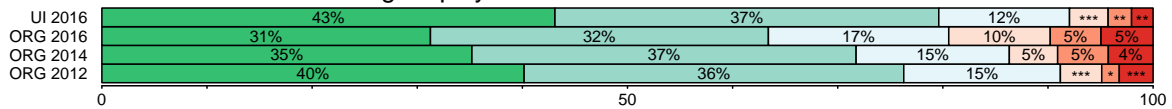
**Q15: I say great things about working in my unit**



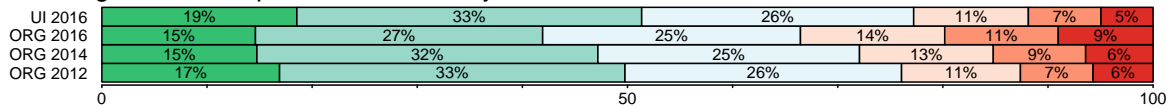
**Q16: Understand how job fits overall mission of UI**



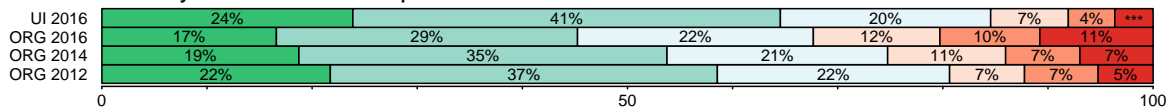
**Q17: Recommend UI to friend seeking employment**



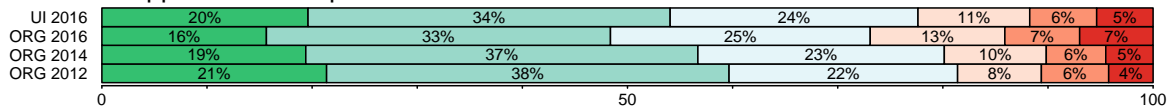
**Q18: UI recognizes accomplishments of faculty and staff**



**Q19: UI treats faculty and staff with respect**



**Q20: There are opportunities for promotion at UI**



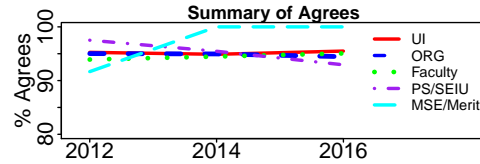
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## Job Classification by Year - Percent Agrees Trended Comparisons

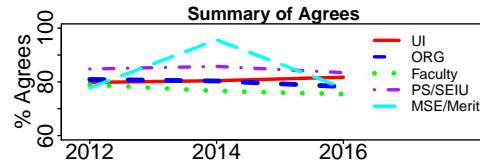
### Q1: I know my work expectations

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	95%	93%	100%	94%	95%
2014	94%	95%	100%	95%	95%
2012	94%	98%	92%	95%	95%



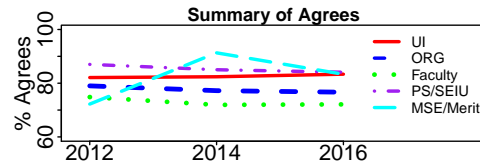
### Q2: I receive work feedback regularly

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	75%	83%	78%	78%	82%
2014	77%	86%	96%	80%	80%
2012	79%	85%	78%	81%	80%



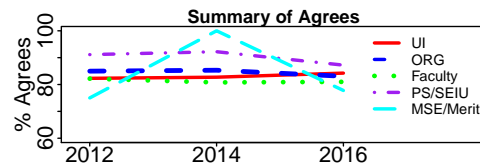
### Q3: My supervisor's feedback is helpful

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	72%	84%	83%	77%	83%
2014	72%	85%	91%	77%	82%
2012	75%	87%	72%	79%	82%



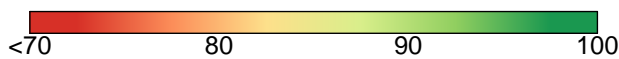
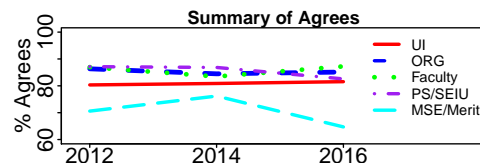
### Q4: My supervisor acknowledges my good work

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	81%	87%	78%	83%	84%
2014	81%	92%	100%	85%	83%
2012	82%	91%	75%	85%	82%



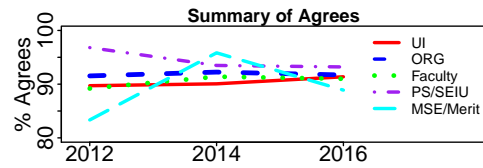
### Q5: My professional development is encouraged

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	87%	83%	65%	85%	82%
2014	83%	87%	76%	84%	81%
2012	87%	87%	71%	86%	80%



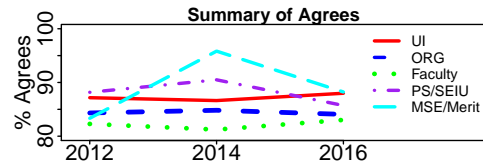
**Q6: My supervisor treats me with respect**

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	91%	93%	89%	92%	91%
2014	91%	93%	96%	92%	90%
2012	89%	97%	83%	92%	90%



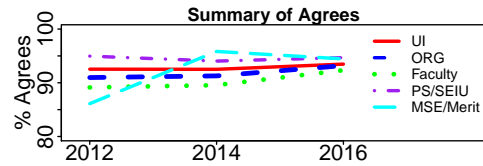
**Q7: My unit goals are clear**

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	83%	86%	88%	84%	88%
2014	81%	90%	96%	85%	87%
2012	82%	88%	83%	84%	87%



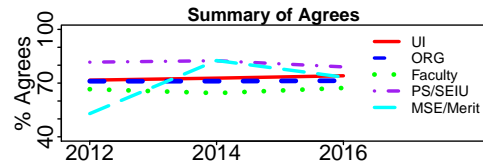
**Q8: My unit focuses on excellent service**

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	92%	95%	94%	93%	93%
2014	90%	94%	96%	91%	93%
2012	89%	95%	86%	91%	93%



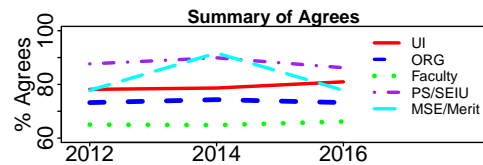
**Q9: My unit distributes workloads fairly**

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	67%	79%	73%	71%	74%
2014	64%	82%	83%	71%	73%
2012	67%	82%	53%	71%	72%



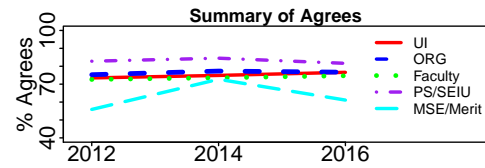
**Q10: My unit supports work and personal life**

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	66%	86%	78%	73%	81%
2014	65%	90%	92%	74%	79%
2012	65%	88%	78%	73%	78%



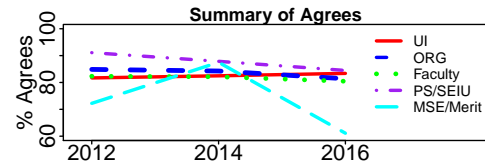
**Q11: Constructive management of work conflicts**

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	75%	82%	61%	77%	77%
2014	74%	85%	73%	77%	75%
2012	73%	83%	56%	75%	73%



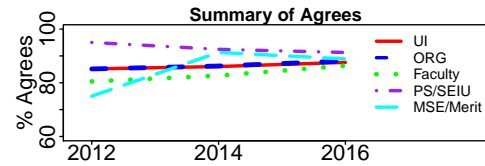
**Q12: My supervisor is open to hearing concerns**

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	80%	84%	61%	81%	83%
2014	82%	88%	88%	84%	82%
2012	82%	91%	72%	85%	82%



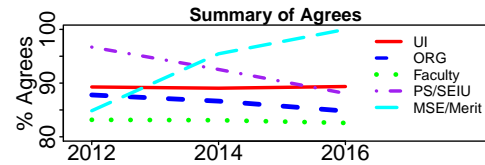
**Q13: Civil and respectful coworkers**

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	86%	91%	89%	88%	88%
2014	83%	92%	91%	86%	86%
2012	81%	95%	75%	85%	85%



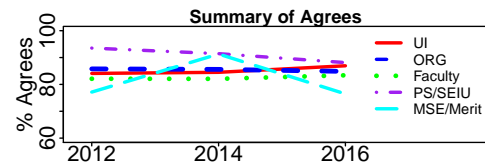
**Q14: Supportive environment for diversity**

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	83%	88%	100%	85%	89%
2014	83%	93%	95%	87%	89%
2012	83%	97%	85%	88%	89%



**Q15: I say great things about working in my unit**

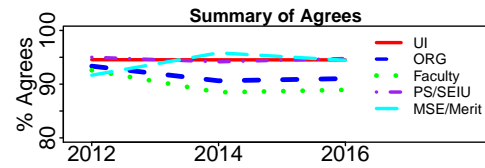
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2014	82%	91%	91%	86%	85%
2012	82%	94%	77%	86%	84%





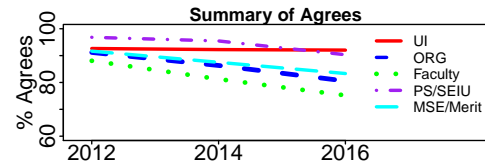
**Q16: Understand how job fits overall mission of UI**

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	89%	95%	94%	91%	95%
2014	88%	94%	96%	91%	95%
2012	93%	95%	92%	93%	95%



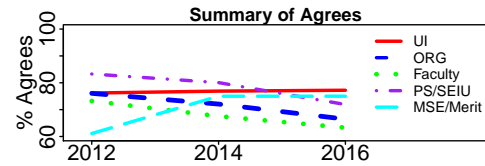
**Q17: Recommend UI to friend seeking employment**

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	75%	90%	83%	81%	92%
2014	81%	95%	88%	86%	92%
2012	88%	97%	92%	91%	93%



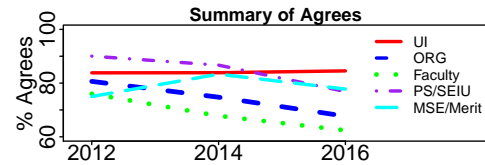
**Q18: UI recognizes accomplishments of faculty and staff**

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	63%	72%	75%	66%	77%
2014	68%	80%	75%	72%	77%
2012	73%	83%	61%	76%	76%



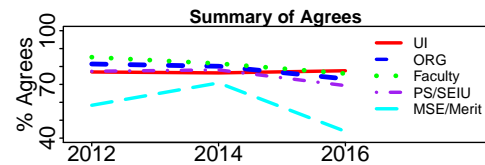
**Q19: UI treats faculty and staff with respect**

	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	62%	77%	78%	68%	85%
2014	68%	87%	83%	75%	84%
2012	76%	90%	75%	81%	84%

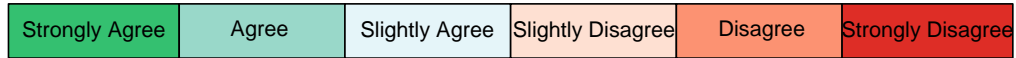


**Q20: There are opportunities for promotion at UI**

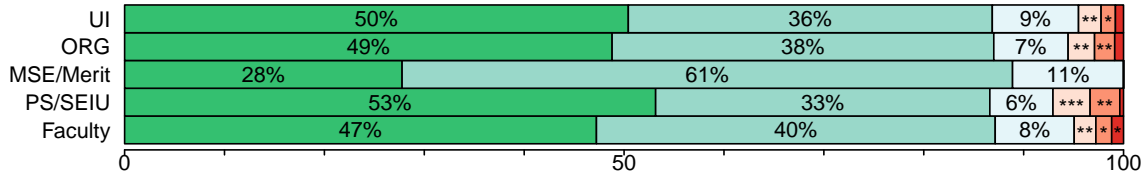
	Faculty	PS/SEIU	MSE/Merit	ORG	UI
2016	76%	69%	44%	73%	78%
2014	82%	78%	71%	80%	76%
2012	85%	77%	58%	81%	77%



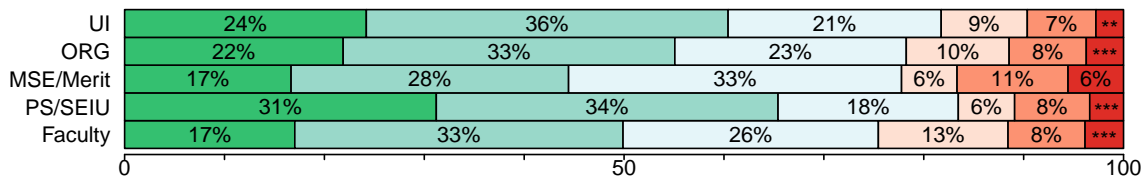
## Survey Analysis - Snapshot Results for 2016 by Job Category



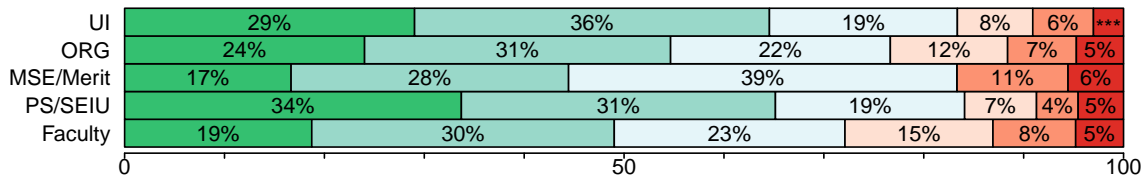
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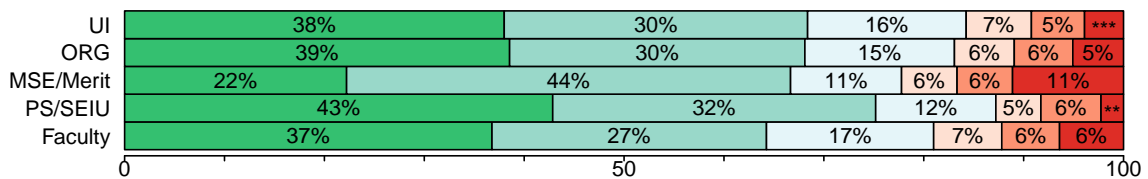
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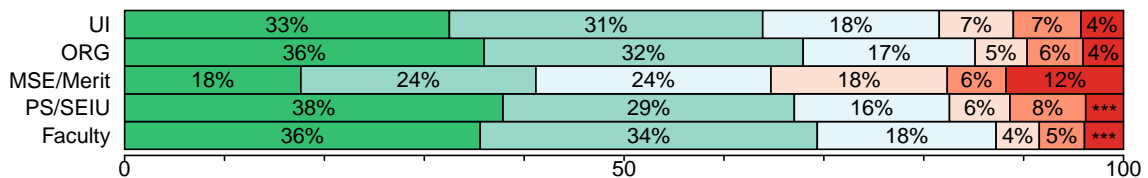
### Q3: My supervisor's feedback is helpful



### Q4: My supervisor acknowledges my good work

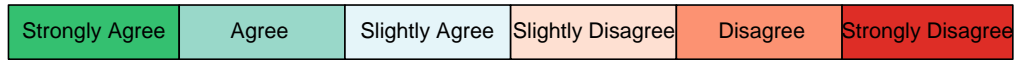


### Q5: My professional development is encouraged

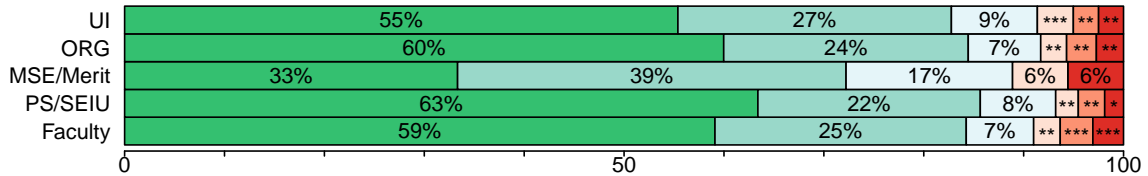


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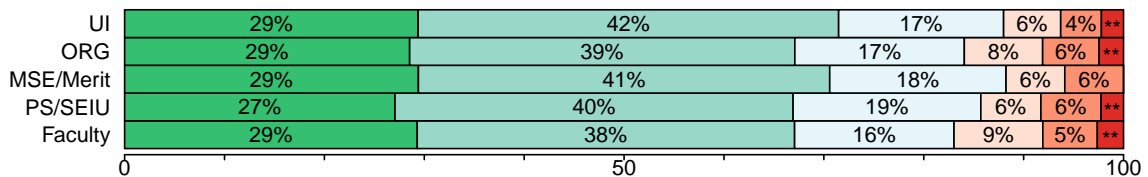
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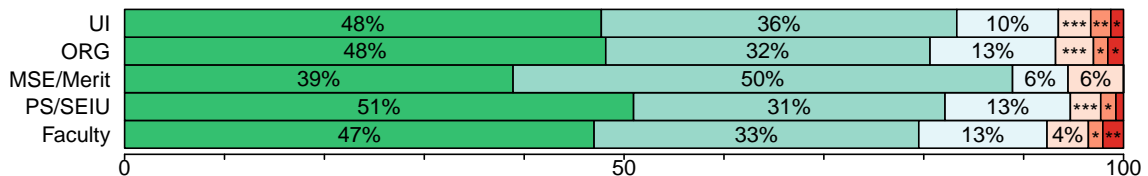
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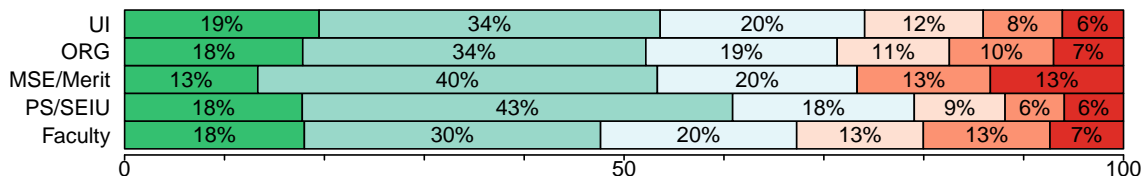
Q7: My unit goals are clear



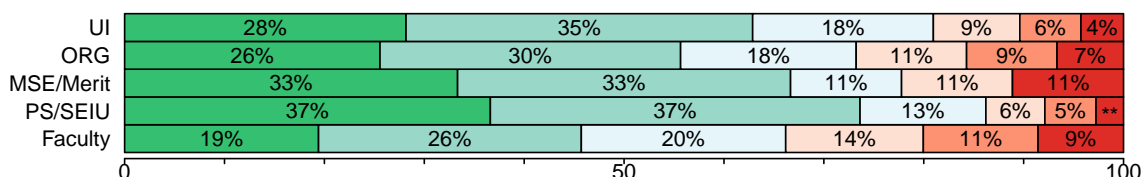
Q8: My unit focuses on excellent service



Q9: My unit distributes workloads fairly

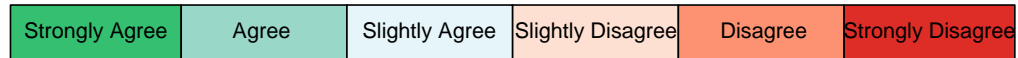


Q10: My unit supports work and personal life

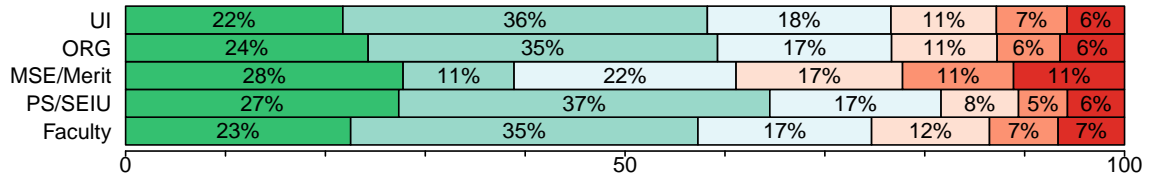


Response proportions less than 4% are displayed by asterisks with:

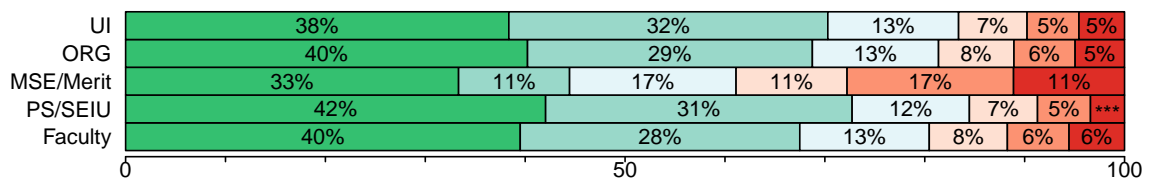
\*\*\*=3%-4%, \*\*=2%-3%, \*=1%-2%, ”=<1%



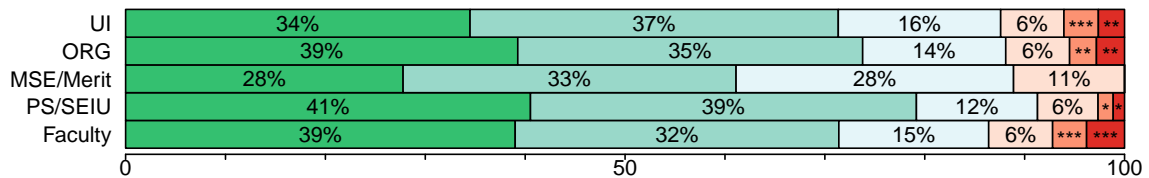
**Q11: Constructive management of work conflicts**



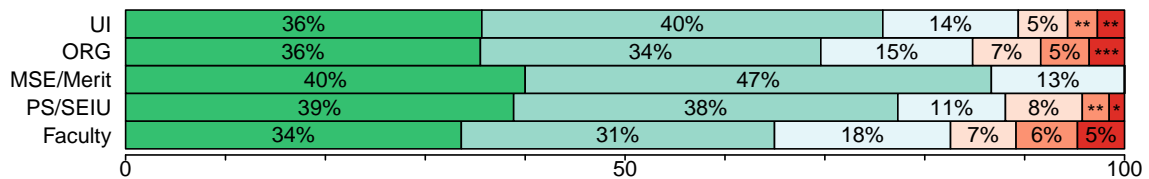
**Q12: My supervisor is open to hearing concerns**



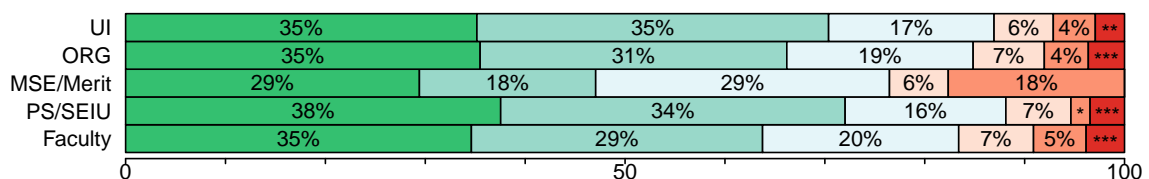
**Q13: Civil and respectful coworkers**



**Q14: Supportive environment for diversity**



**Q15: I say great things about working in my unit**

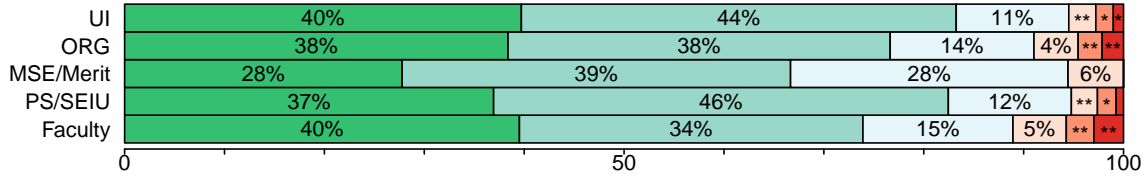


Response proportions less than 4% are displayed by asterisks with:

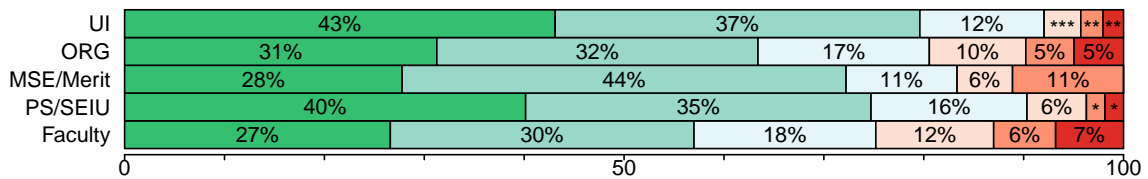
\*\*\*=3%-4%, \*\*=2%-3%, \*=1%-2%, ”=<1%



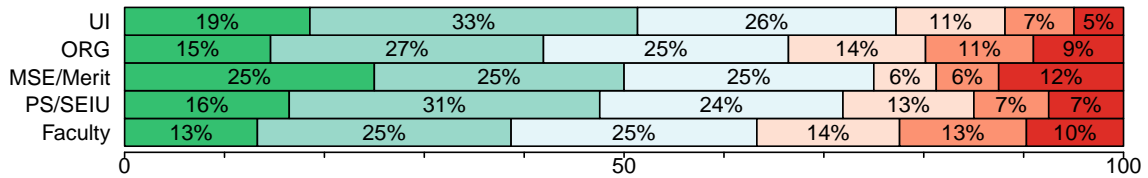
Q16: Understand how job fits overall mission of UI



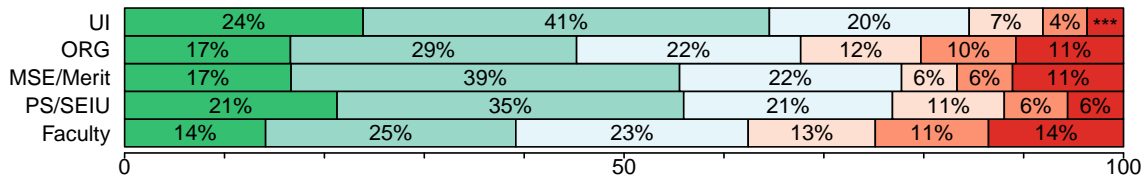
Q17: Recommend UI to friend seeking employment



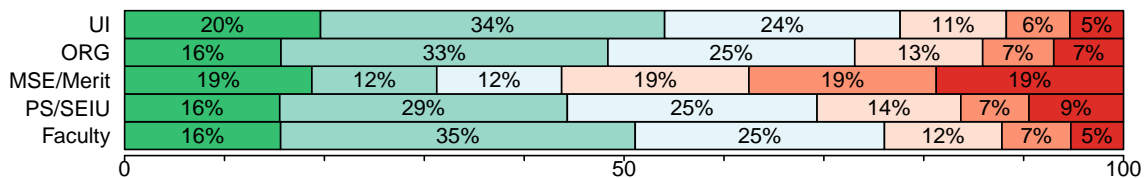
Q18: UI recognizes accomplishments of faculty and staff



Q19: UI treats faculty and staff with respect



Q20: There are opportunities for promotion at UI



Response proportions less than 4% are displayed by asterisks with:

\*\*\*=3%-4%, \*\*=2%-3%, \*=1%-2%, ”=<1%

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## Technical Notes

1. Each of the bar charts display the percentages of responses at each level of the Likert scale and are color coded as follows:
  - (a) Strongly Disagree - Dark Red (Burgundy)
  - (b) Disagree - Red
  - (c) Slightly Disagree - Pink
  - (d) Slightly Agree - Pale Green
  - (e) Agree - Green
  - (f) Strongly Agree - Dark Green
2. Each question must have ten (10) respondents for percentage data to be displayed. Survey items with fewer than ten respondents do not have data displayed, but those respondents are included in reports for larger units of which they are members.
3. Job category is based upon primary, regular appointments and grouped as faculty (all appointment types), Professional and Scientific (including those represented by SEIU) and Merit staff (including those represented by AFSCME, as well as supervisory and confidential staff).
4. If an Organizational Unit or Department has two job categories with 9 or fewer respondents in each, those responses are combined with others to protect confidentiality in the 2016 results. The rules for combining job classifications are listed below. If the combined group still has fewer than 10 respondents, only the Organizational Unit or Department results are presented.
  - (a) Faculty and Merit each have fewer than 10 - Combined both with PS/SEIU and provide only Organizational Unit or Departmental results.
  - (b) PS/SEIU and Merit each have fewer than 10 - Combine as PS/SEIU/Merit.
  - (c) Faculty and PS/SEIU each have fewer than 10 - Combine as Faculty/PS/SEIU.
5. If an Organizational Unit or Department has one job category with 9 or fewer respondents, the following combined categories are reported in the 2016 Snapshot results.
  - (a) Faculty has fewer than 10 - Combine with PS/SEIU as Faculty/PS/SEIU
  - (b) PS/SEIU has fewer than 10 - Combine with Merit as PS/SEIU/Merit
  - (c) Merit has fewer than 10 - Combine with PS/SEIU as PS/SEIU/Merit
6. Age categories with less than 10 respondents are combined with nearby categories until all categories displayed have 10 or more.
7. If a Gender has less than 10 respondents, Female and Male categories are combined into Both Genders category.
8. The colors for the Job Classification by Year - Percent Agrees Trended Comparisons tables were chosen based on 2014 results. The proportion of Agrees (Strongly Agree, Agree, Slightly Agree) were calculated for all 20 questions across all 33 ORGs at the University. Tertiles (i.e., lower third, middle third, and upper third) were calculated within this distribution of Percent Agrees to help create regions that could be interpreted as upper third, middle third, and lower third. These tertiles from the 2014 data corresponded to proportions near 80% and 90%. For the tables, any percent agree less than 80% were shaded in red tones (lower third), any percent agrees between 80% and 90% were shaded in yellow tones (middle third), and any percent agrees greater than 90% were shaded in green tones (upper third).