

WORKING AT IOWA – SURVEY 2012

College of Liberal Arts and Sciences

January 2013

INTRODUCTION

The Working at Iowa survey responses for your college/division are being provided to improve the level of engagement of your employees, and thereby the effectiveness of your organization. Most of the survey items will lead you to an understanding what changes would potentially improve individual employee engagement. This becomes particularly important as you consider the strategic goals or initiatives your organization is working to achieve, e.g. supporting student success, discoveries in research, service excellence, etc. Each college/division is responsible for sharing your specific results with your faculty and/or staff, utilizing whatever method is effective and appropriate for your environment.

This report is intended to guide you toward further dialogue with your faculty and/or staff, and may include consideration of other sources of related information to help you understand the survey responses in your local context. To improve engagement, your analysis of the data should then lead to action. Your responses should be communicated to your employees, demonstrating how you are utilizing the survey responses from your faculty and staff to influence decisions that affect them. The effectiveness of the Working at Iowa survey to improve engagement in the work of your organization will depend largely on the extent to which the communication within your organization can be prompt and identify specific actions being taken in response to survey results.

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 any question in which there are fewer than 15 (fifteen) responses, in order to protect the confidentiality of respondents.

SURVEY RESPONDENTS AND PARTICIPATION RATES

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

TRENDED RESULTS

The first section of this report compares the results of seven (7) survey items from 2006, 2008 and 2012 to identify any potential trends. The graphic display compares data points representing the summation of all “agree” responses in each of the three sets of survey data. The trend lines represent a “best fit” regression analysis for both your organization and University results, with solid lines indicating statistical significance. These trends must be viewed in the context of organizational or other changes since 2006.

It is also possible that the direction of change may have significance in meaning within your organization, even if it does not meet the statistical test utilized.

SNAPSHOT RESULTS

The second section provides response data for all twenty (20) survey items from respondents in your organization. The bar graph displays responses from faculty and/or staff in each of the employee categories within your organization: faculty (all regular), professional and scientific (including any represented by SEIU), and merit staff (all, including supervisory, confidential and represented by AFSCME), and the distribution of responses across the six response options (strongly agree, agree, slightly agree, slightly disagree, disagree, and strongly disagree). The 2012 University wide data are also displayed as a reference point. This will allow you to consider the strength of responses in any direction or where you may have the greatest potential for influence. This detail also allows for further analysis of any differences between the employee categories, and/or between individual survey items.

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 are available on the Working at Iowa – Survey 2012 website:

<http://www.uiowa.edu/hr/working/index.html>

Contact information is also available at this site if you have questions about this report or would like assistance in its use.

Teresa Kulper, Director UI Organizational Effectiveness/Organizational Development

Joni Troester, Director UI Organizational Effectiveness/Health and Productivity

Kevin Ward, Assistant Vice President, Human Resources Administration, University Human Resources

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. Jane Pendergast and the work of Graduate Assistant Jennifer Griffiths in the design and production of the survey reports has been extremely valuable to the success of the Working at Iowa – Survey 2012, and for which we are very grateful.

TABLE OF CONTENTS

Introduction	1
Survey Respondents and Participation Rates.....	1
Trended Results.....	1
Snapshot Results	2
Resources	2
Acknowledgements	2
Table of Contents.....	3
Distribution of Survey Respondents and Participation by Job Classification	5
Survey Analysis – Trended Comparison 2006 vs. 2008 vs. 2012	6
Question 1: I know what is expected of me in my work	7
Question 2: I receive regular feedback about my work.....	9
Question 8: My unit has a strong focus on providing excellent service to those with whom we interact	11
Question 10: My unit provides support to help faculty/staff balance work and personal life responsibilities .	13
Question 11: Work-related conflicts are managed constructively in my unit.....	15
Question 16: I understand how my job fits into the overall mission of the UI.....	17
Question 17: I would recommend the UI to a friend seeking employment.....	19
Survey Analysis – Snapshot Results for 2012	21
Question 1: I know what is expected of me in my work	22
Question 2: I receive regular feedback about my work.....	23
Question 3: The feedback I receive from my supervisor helps me to improve my performance	24
Question 4: My supervisor acknowledges me for doing good work.....	25
Question 5: I am encouraged to participate in professional development	26
Question 6: My supervisor treats me with respect	27
Question 7: My unit goals are clear	28
Question 8: My unit has a strong focus on providing excellent service to those with whom we interact	29
Question 9: Workloads are distributed fairly in my unit.....	30

Question 10: My unit provides support to help faculty/staff balance work and personal life responsibilities .31

Question 11: Work-related conflicts are managed constructively in my unit..... 32

Question 12: I can speak openly about work-related concerns with my supervisor 33

Question 13: Individuals in my unit are civil and respectful to each other 34

Question 14: My unit provides a supportive environment to retain individuals from diverse 35

Question 15: Given the opportunity, I tell other people great things about working in my unit 36

Question 16: I understand how my job fits into the overall mission of the UI..... 37

Question 17: I would recommend the UI to a friend seeking employment..... 38

Question 18: The UI does a good job of recognizing the accomplishments of faculty/staff..... 39

Question 19: The UI treats faculty/staff with respect 40

Question 20: There are opportunities for promotion within the UI 41

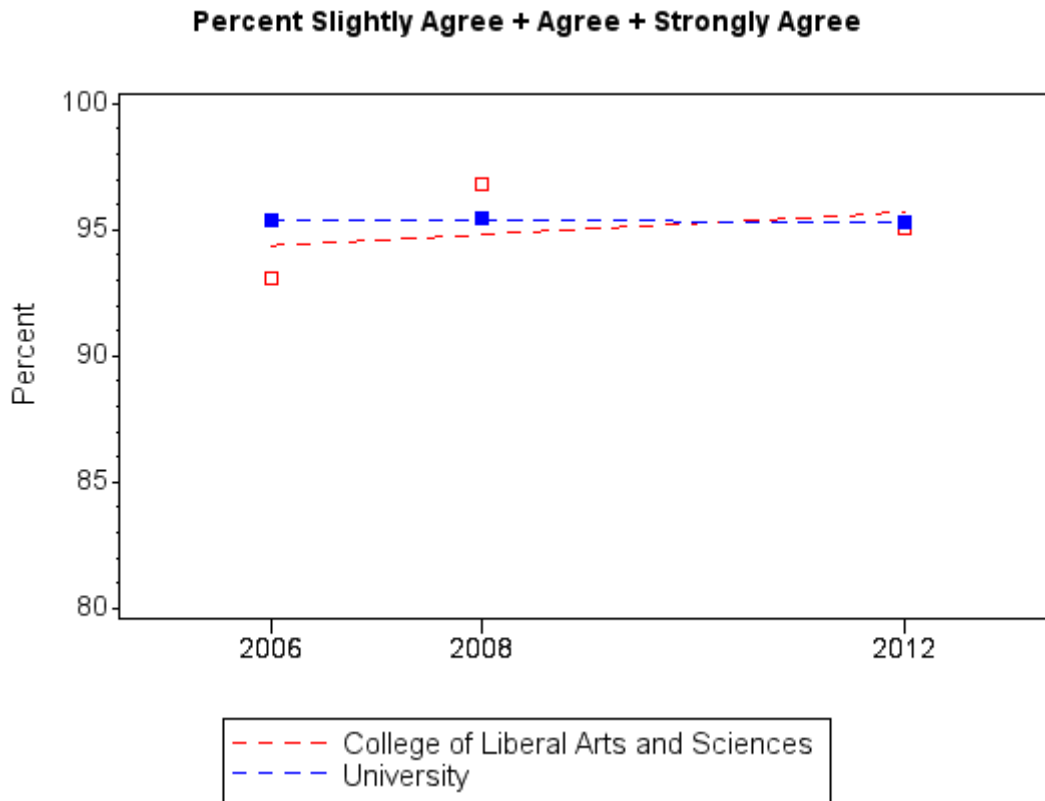
Technical Notes..... 42

DISTRIBUTION OF SURVEY RESPONDENTS AND PARTICIPATION BY JOB CLASSIFICATION

	<i>Number in population</i>	<i>% of total in population</i>	<i>Number participated</i>	<i>% of total participated</i>	<i>% participated of number in population</i>
<i>Faculty</i>	773	65.3%	530	62.4%	68.6%
<i>PS/SEIU</i>	364	30.7%	283	33.3%	77.7%
<i>MSE/Merit</i>	47	4.0%	36	4.2%	76.6%
<i>Total</i>	1184	.	849	.	71.7%

SURVEY ANALYSIS – TRENDED COMPARISON 2006 vs. 2008 vs. 2012

QUESTION 1: I KNOW WHAT IS EXPECTED OF ME IN MY WORK

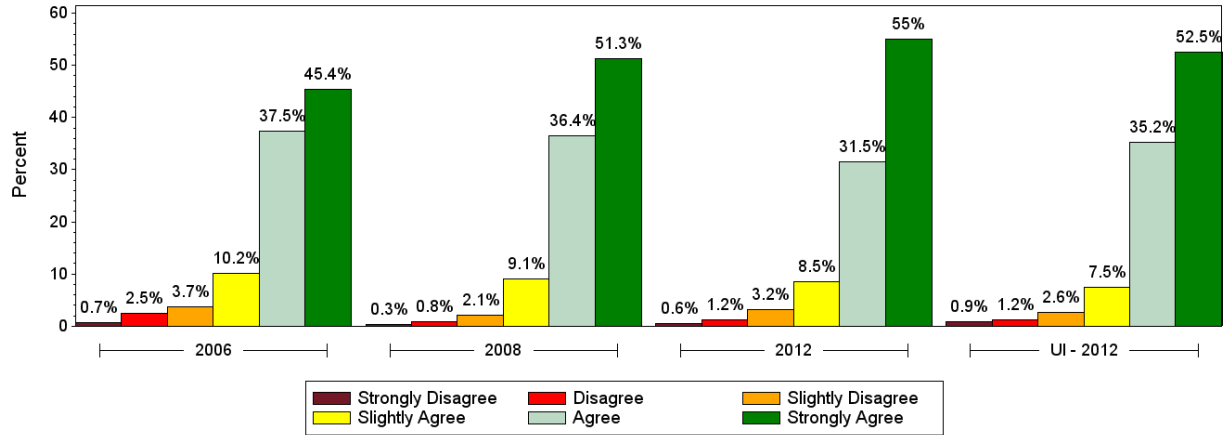


Notes:

- Points signify the summation of the three percentages (slightly agree, agree, strongly agree), and lines display the best fitting trend line.
- A solid line indicates a significant linear trend in percent agree over time at a 0.05 significance level, whereas a dashed line indicates no such trend.
- These trends must be viewed in the context of organizational or other changes since 2006. It is also possible that the direction of change may have significance in meaning within your organization, even if it does not achieve statistical significance.

1. I know what is expected of me in my work.

Percentages of Reponses for College of Liberal Arts and Sciences and for UI (2012 only)



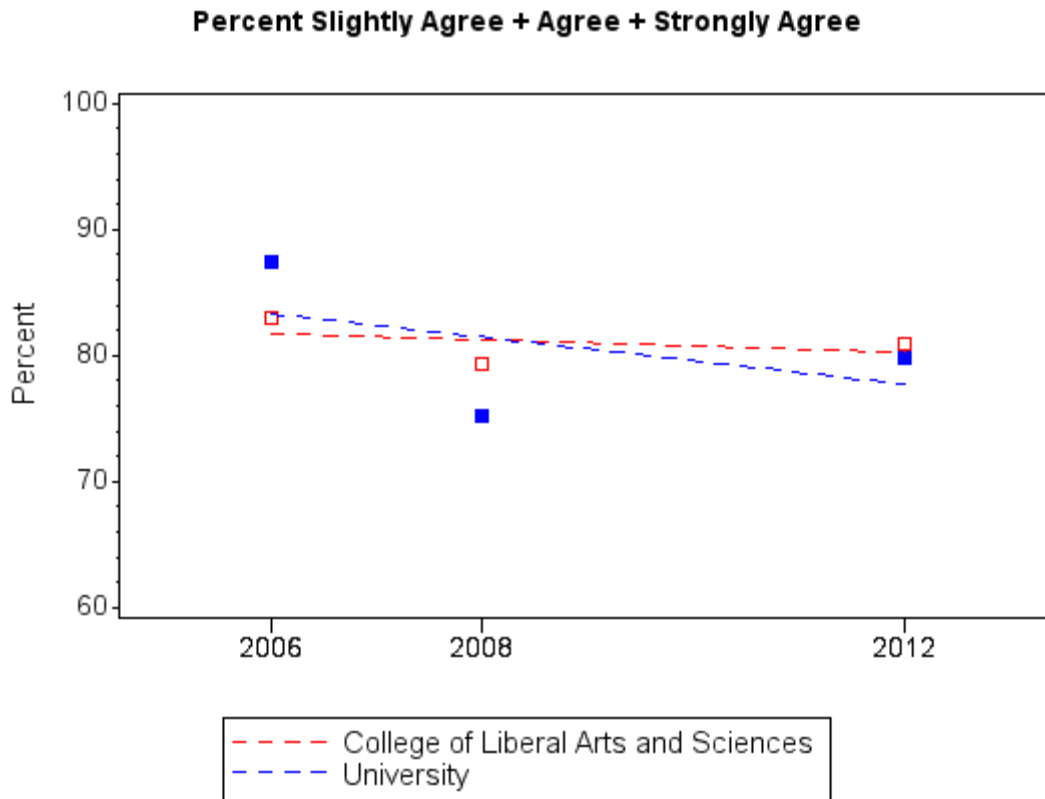
	2006	2008	2012	UI - 2012
<i>Strongly Disagree</i>	0.7%	0.3%	0.6%	0.9%
<i>Disagree</i>	2.5%	0.8%	1.2%	1.2%
<i>Slightly Disagree</i>	3.7%	2.1%	3.2%	2.6%
<i>Slightly Agree</i>	10.2%	9.1%	8.5%	7.5%
<i>Agree</i>	37.5%	36.4%	31.5%	35.2%
<i>Strongly Agree</i>	45.4%	51.3%	55.0%	52.5%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%

Notes:

A dash (-) indicates no responses;

An asterisk (*) indicates a total count fewer than fifteen (15) respondents.

QUESTION 2: I RECEIVE REGULAR FEEDBACK ABOUT MY WORK

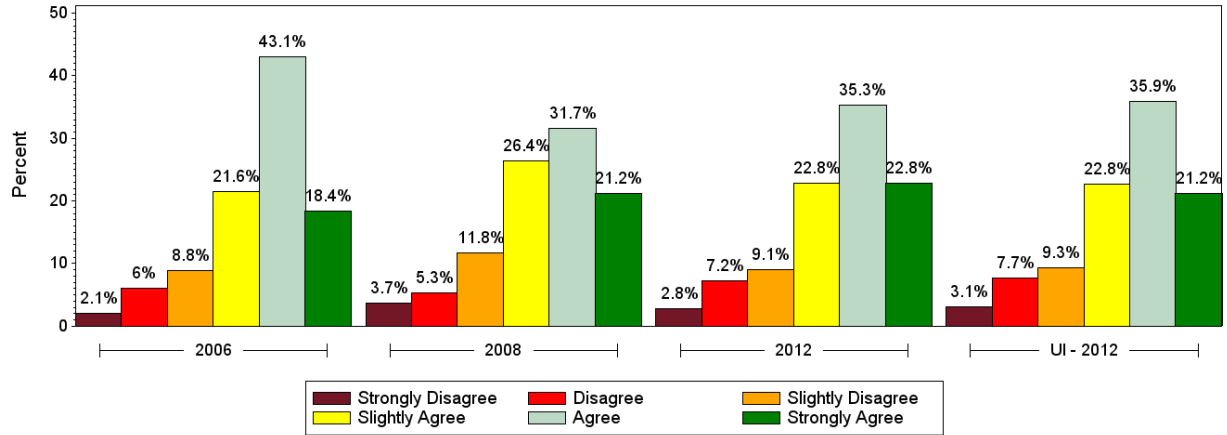


Notes:

- Points signify the summation of the three percentages (slightly agree, agree, strongly agree), and lines display the best fitting trend line.
- A solid line indicates a significant linear trend in percent agree over time at a 0.05 significance level, whereas a dashed line indicates no such trend.
- These trends must be viewed in the context of organizational or other changes since 2006. It is also possible that the direction of change may have significance in meaning within your organization, even if it does not achieve statistical significance.

2. I receive regular feedback about my work.

Percentages of Reponses for College of Liberal Arts and Sciences and for UI (2012 only)



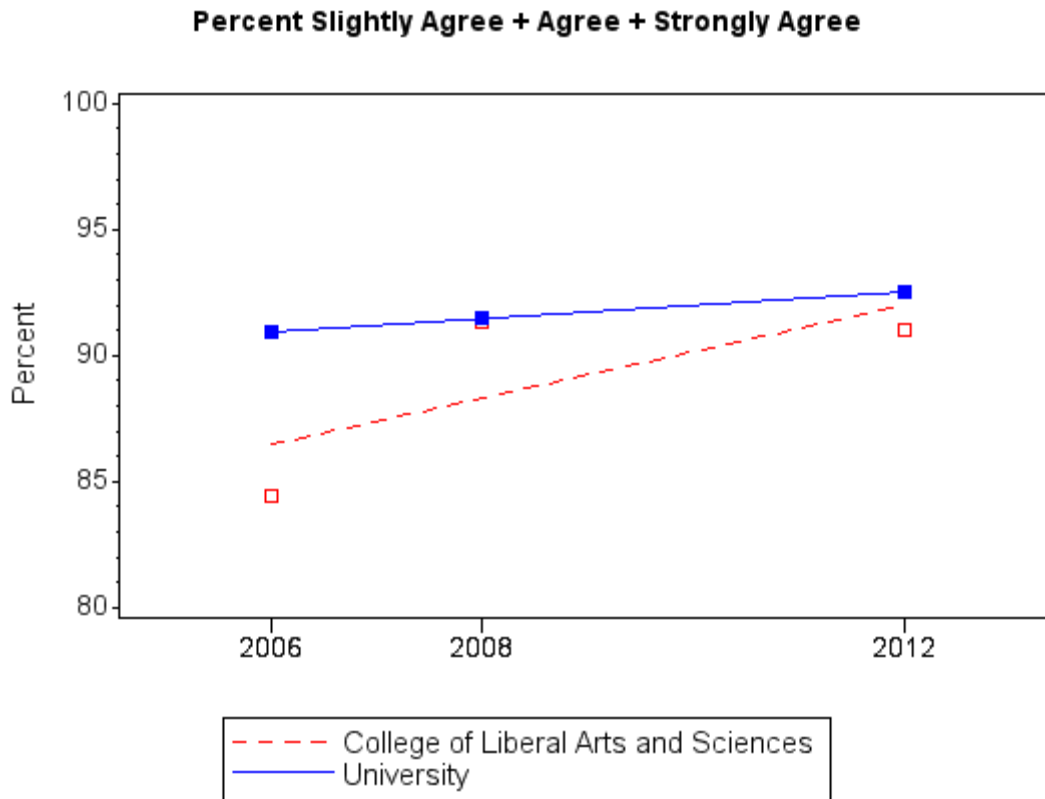
	2006	2008	2012	UI - 2012
<i>Strongly Disagree</i>	2.1%	3.7%	2.8%	3.1%
<i>Disagree</i>	6.0%	5.3%	7.2%	7.7%
<i>Slightly Disagree</i>	8.8%	11.8%	9.1%	9.3%
<i>Slightly Agree</i>	21.6%	26.4%	22.8%	22.8%
<i>Agree</i>	43.1%	31.7%	35.3%	35.9%
<i>Strongly Agree</i>	18.4%	21.2%	22.8%	21.2%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%

Notes:

A dash (-) indicates no responses;

An asterisk (*) indicates a total count fewer than fifteen (15) respondents.

QUESTION 8: MY UNIT HAS A STRONG FOCUS ON PROVIDING EXCELLENT SERVICE TO THOSE WITH WHOM WE INTERACT

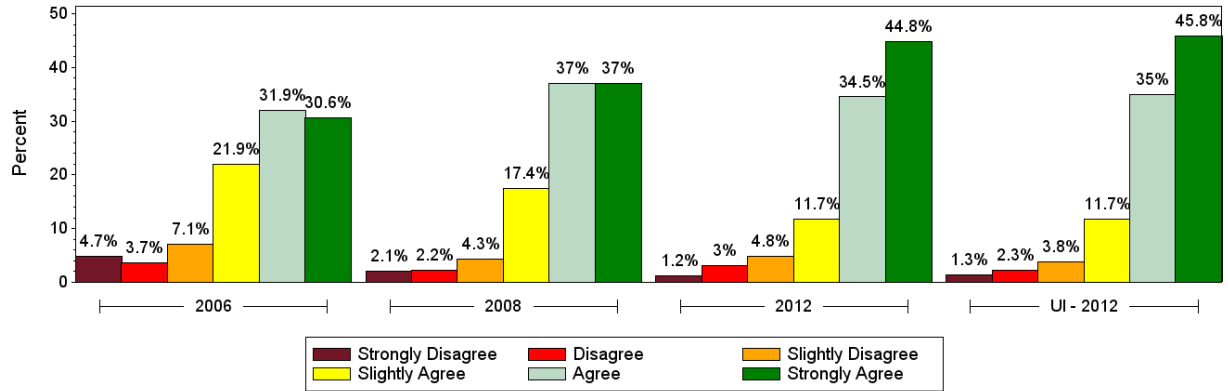


Notes:

- Points signify the summation of the three percentages (slightly agree, agree, strongly agree), and lines display the best fitting trend line.
- A solid line indicates a significant linear trend in percent agree over time at a 0.05 significance level, whereas a dashed line indicates no such trend.
- These trends must be viewed in the context of organizational or other changes since 2006. It is also possible that the direction of change may have significance in meaning within your organization, even if it does not achieve statistical significance.

8. My unit has a strong focus on providing excellent service to those with whom we interact.

Percentages of Responses for College of Liberal Arts and Sciences and for UI (2012 only)



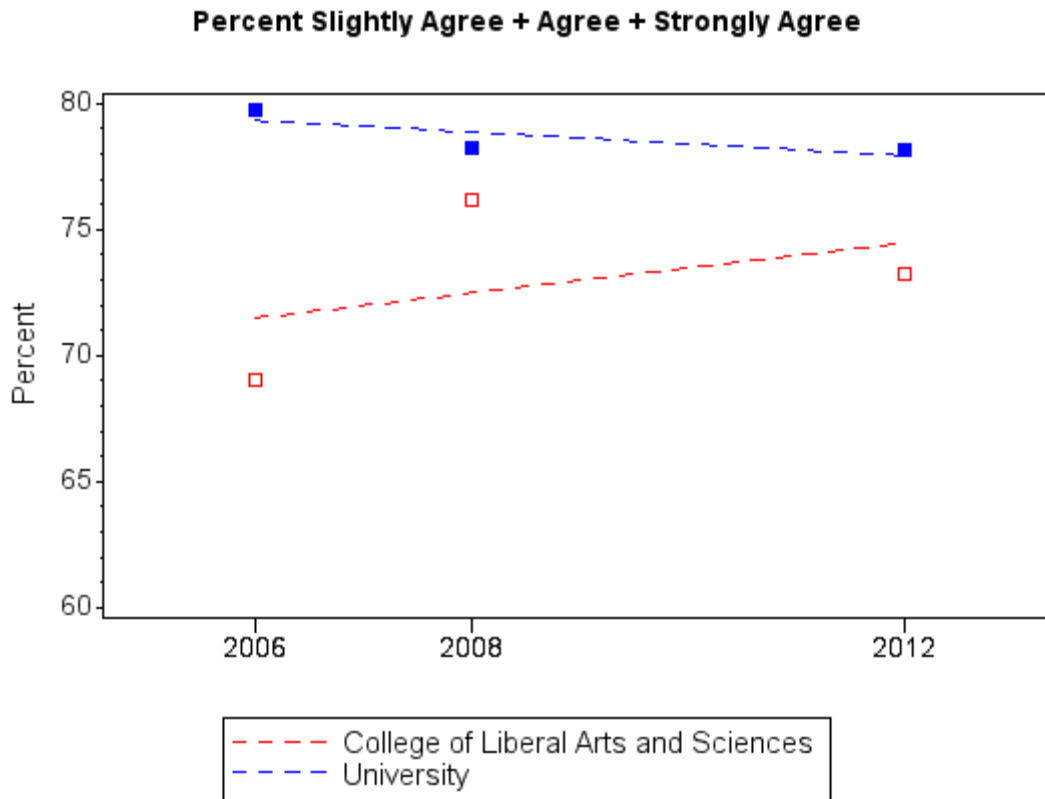
	2006	2008	2012	UI - 2012
<i>Strongly Disagree</i>	4.7%	2.1%	1.2%	1.3%
<i>Disagree</i>	3.7%	2.2%	3.0%	2.3%
<i>Slightly Disagree</i>	7.1%	4.3%	4.8%	3.8%
<i>Slightly Agree</i>	21.9%	17.4%	11.7%	11.7%
<i>Agree</i>	31.9%	37.0%	34.5%	35.0%
<i>Strongly Agree</i>	30.6%	37.0%	44.8%	45.8%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%

Notes:

A dash (-) indicates no responses;

An asterisk (*) indicates a total count fewer than fifteen (15) respondents.

**QUESTION 10: MY UNIT PROVIDES SUPPORT TO HELP FACULTY/STAFF BALANCE WORK
AND PERSONAL LIFE RESPONSIBILITIES**

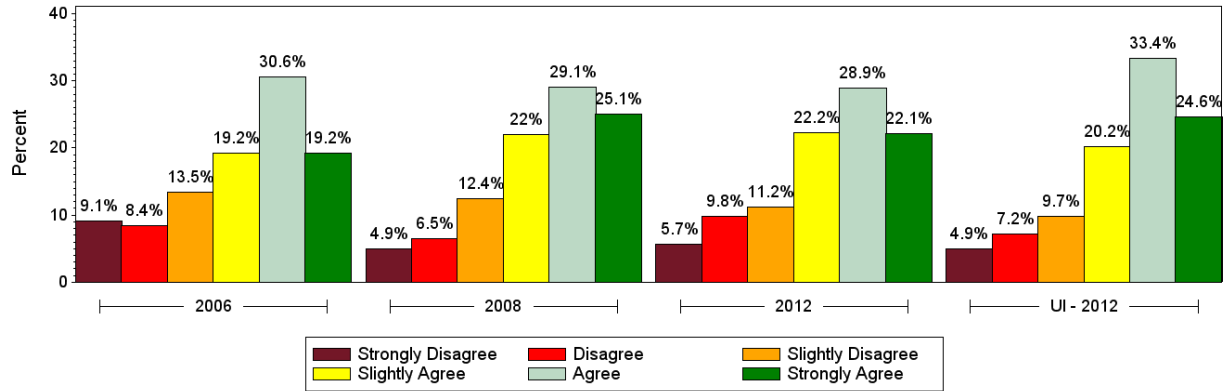


Notes:

- Points signify the summation of the three percentages (slightly agree, agree, strongly agree), and lines display the best fitting trend line.
- A solid line indicates a significant linear trend in percent agree over time at a 0.05 significance level, whereas a dashed line indicates no such trend.
- These trends must be viewed in the context of organizational or other changes since 2006. It is also possible that the direction of change may have significance in meaning within your organization, even if it does not achieve statistical significance.

10. My unit provides support to help faculty/staff balance work and personal life responsibilities.

Percentages of Responses for College of Liberal Arts and Sciences and for UI (2012 only)

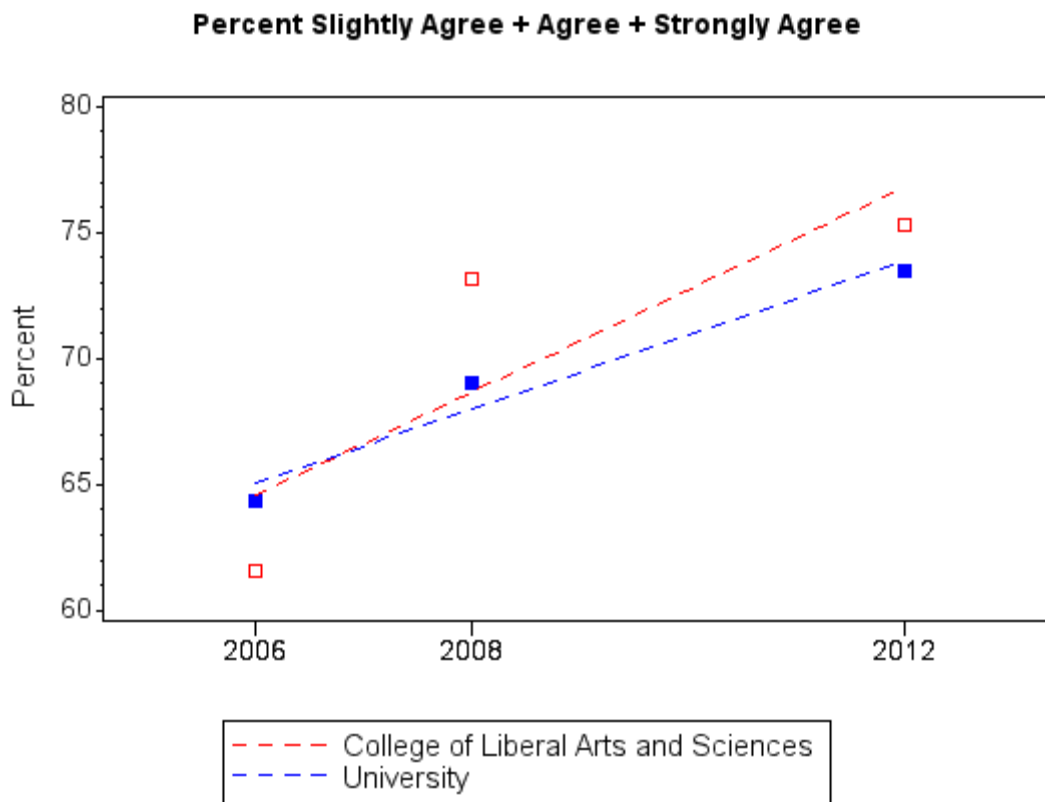


	2006	2008	2012	UI - 2012
<i>Strongly Disagree</i>	9.1%	4.9%	5.7%	4.9%
<i>Disagree</i>	8.4%	6.5%	9.8%	7.2%
<i>Slightly Disagree</i>	13.5%	12.4%	11.2%	9.7%
<i>Slightly Agree</i>	19.2%	22.0%	22.2%	20.2%
<i>Agree</i>	30.6%	29.1%	28.9%	33.4%
<i>Strongly Agree</i>	19.2%	25.1%	22.1%	24.6%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%

Notes:

A dash (-) indicates no responses;

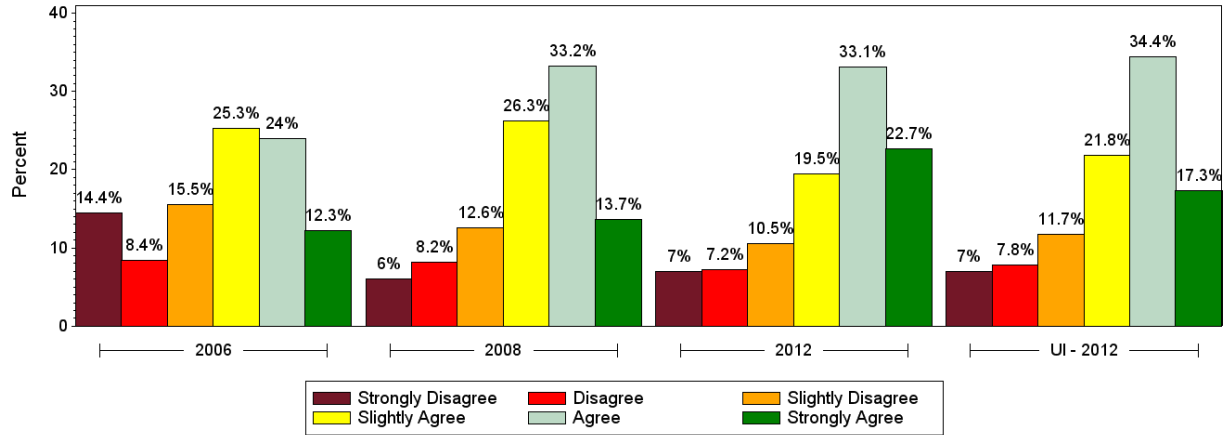
An asterisk (*) indicates a total count fewer than fifteen (15) respondents.

QUESTION 11: WORK-RELATED CONFLICTS ARE MANAGED CONSTRUCTIVELY IN MY UNIT**Notes:**

- Points signify the summation of the three percentages (slightly agree, agree, strongly agree), and lines display the best fitting trend line.
- A solid line indicates a significant linear trend in percent agree over time at a 0.05 significance level, whereas a dashed line indicates no such trend.
- These trends must be viewed in the context of organizational or other changes since 2006. It is also possible that the direction of change may have significance in meaning within your organization, even if it does not achieve statistical significance.

11. Work-related conflicts are managed constructively in my unit.

Percentages of Responses for College of Liberal Arts and Sciences and for UI (2012 only)



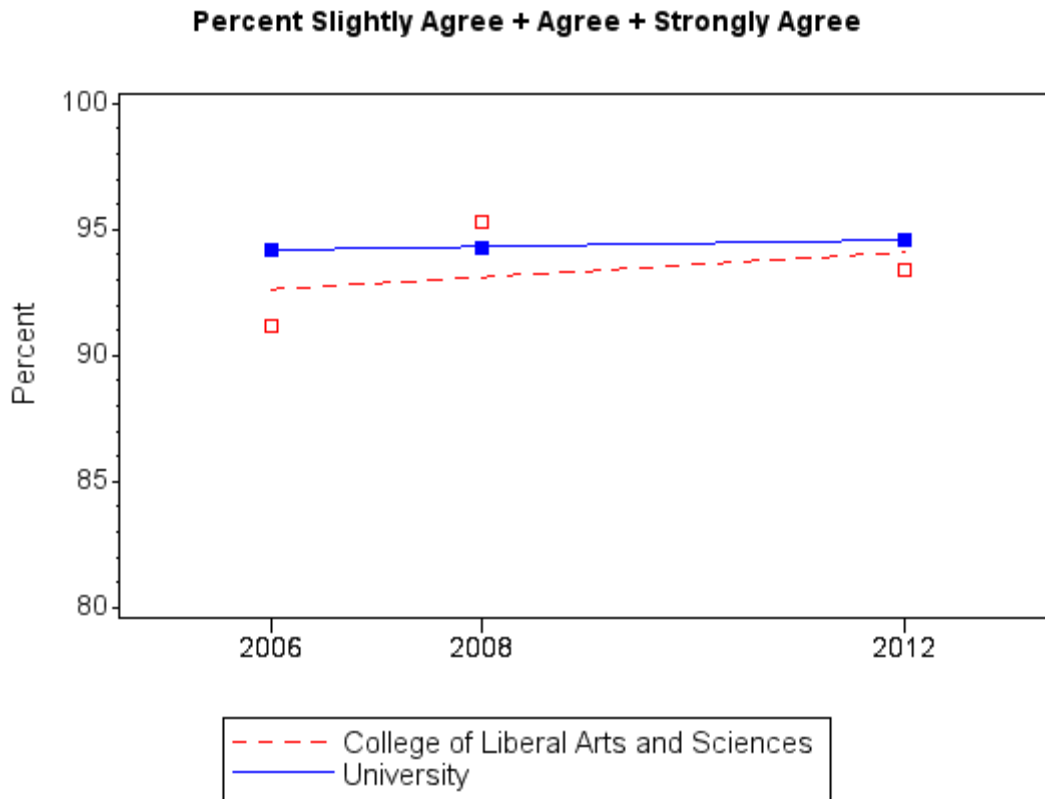
	2006	2008	2012	UI - 2012
<i>Strongly Disagree</i>	14.4%	6.0%	7.0%	7.0%
<i>Disagree</i>	8.4%	8.2%	7.2%	7.8%
<i>Slightly Disagree</i>	15.5%	12.6%	10.5%	11.7%
<i>Slightly Agree</i>	25.3%	26.3%	19.5%	21.8%
<i>Agree</i>	24.0%	33.2%	33.1%	34.4%
<i>Strongly Agree</i>	12.3%	13.7%	22.7%	17.3%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%

Notes:

A dash (-) indicates no responses;

An asterisk (*) indicates a total count fewer than fifteen (15) respondents.

QUESTION 16: I UNDERSTAND HOW MY JOB FITS INTO THE OVERALL MISSION OF THE UI

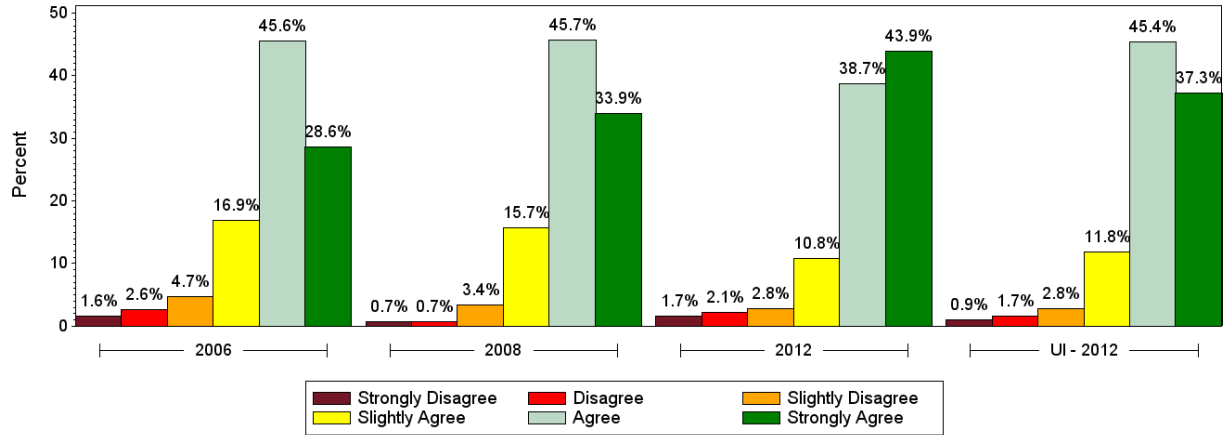


Notes:

- Points signify the summation of the three percentages (slightly agree, agree, strongly agree), and lines display the best fitting trend line.
- A solid line indicates a significant linear trend in percent agree over time at a 0.05 significance level, whereas a dashed line indicates no such trend.
- These trends must be viewed in the context of organizational or other changes since 2006. It is also possible that the direction of change may have significance in meaning within your organization, even if it does not achieve statistical significance.

16. I understand how my job fits into the overall mission of the UI.

Percentages of Reponses for College of Liberal Arts and Sciences and for UI (2012 only)

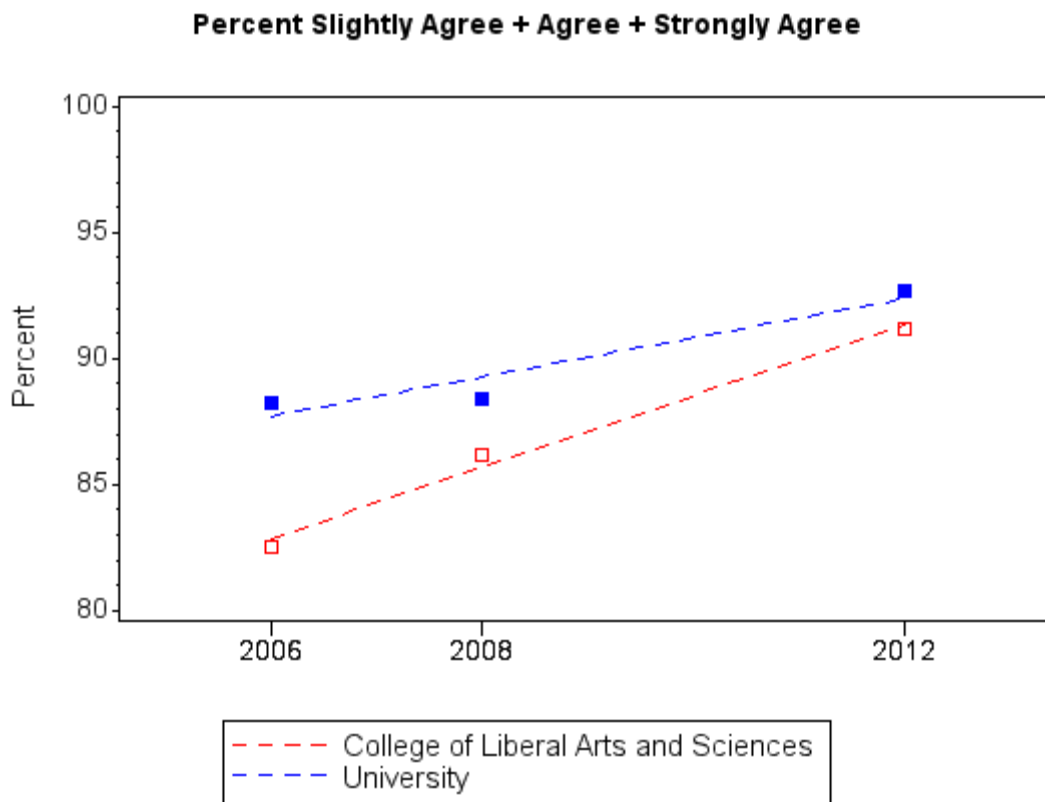


	2006	2008	2012	UI - 2012
<i>Strongly Disagree</i>	1.6%	0.7%	1.7%	0.9%
<i>Disagree</i>	2.6%	0.7%	2.1%	1.7%
<i>Slightly Disagree</i>	4.7%	3.4%	2.8%	2.8%
<i>Slightly Agree</i>	16.9%	15.7%	10.8%	11.8%
<i>Agree</i>	45.6%	45.7%	38.7%	45.4%
<i>Strongly Agree</i>	28.6%	33.9%	43.9%	37.3%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%

Notes:

A dash (-) indicates no responses;

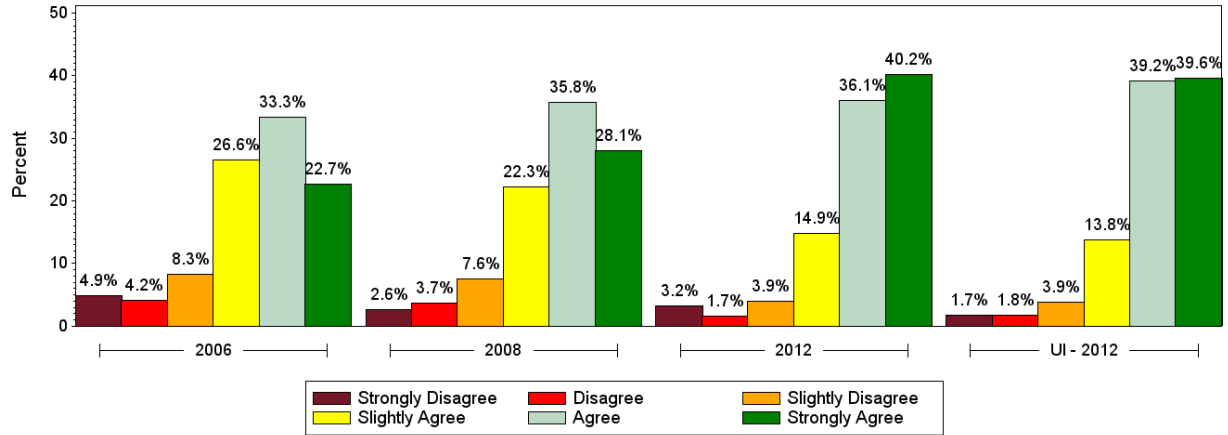
An asterisk (*) indicates a total count fewer than fifteen (15) respondents.

QUESTION 17: I WOULD RECOMMEND THE UI TO A FRIEND SEEKING EMPLOYMENT**Notes:**

- Points signify the summation of the three percentages (slightly agree, agree, strongly agree), and lines display the best fitting trend line.
- A solid line indicates a significant linear trend in percent agree over time at a 0.05 significance level, whereas a dashed line indicates no such trend.
- These trends must be viewed in the context of organizational or other changes since 2006. It is also possible that the direction of change may have significance in meaning within your organization, even if it does not achieve statistical significance.

17. I would recommend the UI to a friend seeking employment.

Percentages of Reponses for College of Liberal Arts and Sciences and for UI (2012 only)



	2006	2008	2012	UI - 2012
<i>Strongly Disagree</i>	4.9%	2.6%	3.2%	1.7%
<i>Disagree</i>	4.2%	3.7%	1.7%	1.8%
<i>Slightly Disagree</i>	8.3%	7.6%	3.9%	3.9%
<i>Slightly Agree</i>	26.6%	22.3%	14.9%	13.8%
<i>Agree</i>	33.3%	35.8%	36.1%	39.2%
<i>Strongly Agree</i>	22.7%	28.1%	40.2%	39.6%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%

Notes:

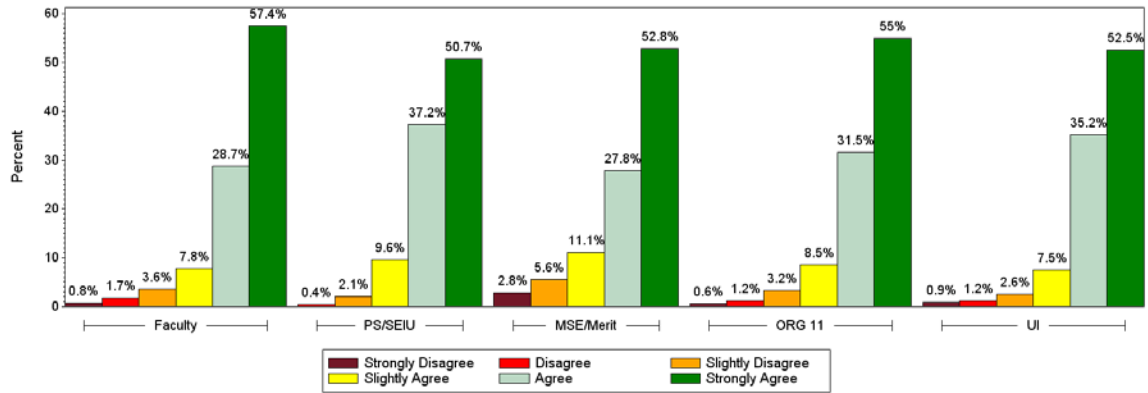
A dash (-) indicates no responses;

An asterisk (*) indicates a total count fewer than fifteen (15) respondents.

SURVEY ANALYSIS – SNAPSHOT RESULTS FOR 2012

QUESTION 1: I KNOW WHAT IS EXPECTED OF ME IN MY WORK

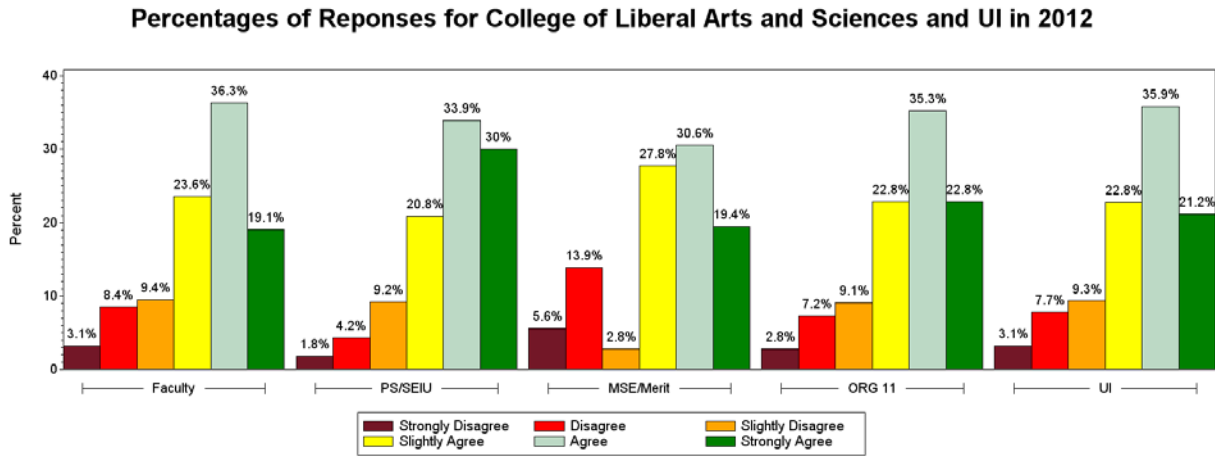
Percentages of Reponses for College of Liberal Arts and Sciences and UI in 2012



	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	0.8%	-	2.8%	0.6%	0.9%
<i>Disagree</i>	1.7%	0.4%	-	1.2%	1.2%
<i>Slightly Disagree</i>	3.6%	2.1%	5.6%	3.2%	2.6%
<i>Slightly Agree</i>	7.8%	9.6%	11.1%	8.5%	7.5%
<i>Agree</i>	28.7%	37.2%	27.8%	31.5%	35.2%
<i>Strongly Agree</i>	57.4%	50.7%	52.8%	55.0%	52.5%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

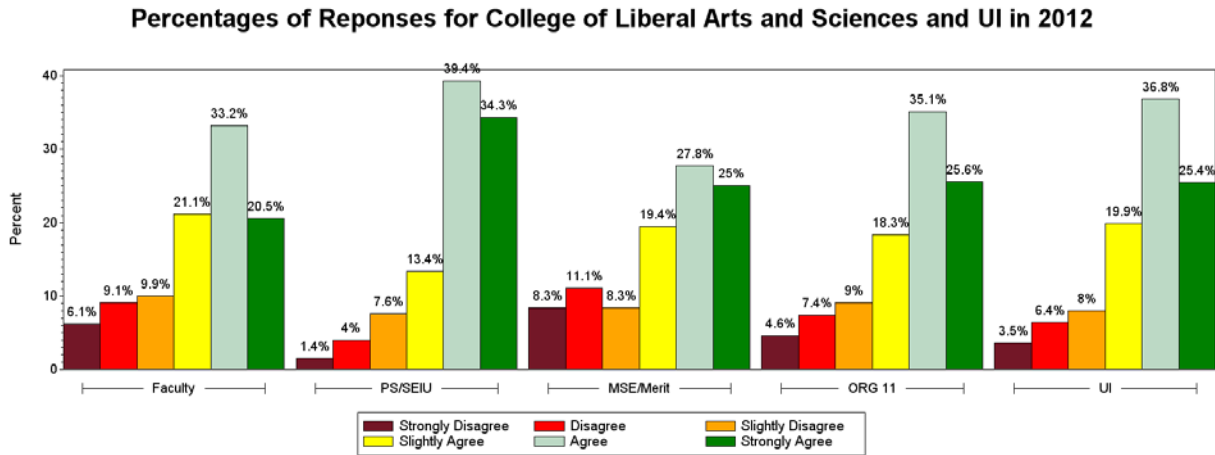
QUESTION 2: I RECEIVE REGULAR FEEDBACK ABOUT MY WORK



	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	3.1%	1.8%	5.6%	2.8%	3.1%
<i>Disagree</i>	8.4%	4.2%	13.9%	7.2%	7.7%
<i>Slightly Disagree</i>	9.4%	9.2%	2.8%	9.1%	9.3%
<i>Slightly Agree</i>	23.6%	20.8%	27.8%	22.8%	22.8%
<i>Agree</i>	36.3%	33.9%	30.6%	35.3%	35.9%
<i>Strongly Agree</i>	19.1%	30.0%	19.4%	22.8%	21.2%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

QUESTION 3: THE FEEDBACK I RECEIVE FROM MY SUPERVISOR HELPS ME TO IMPROVE MY PERFORMANCE

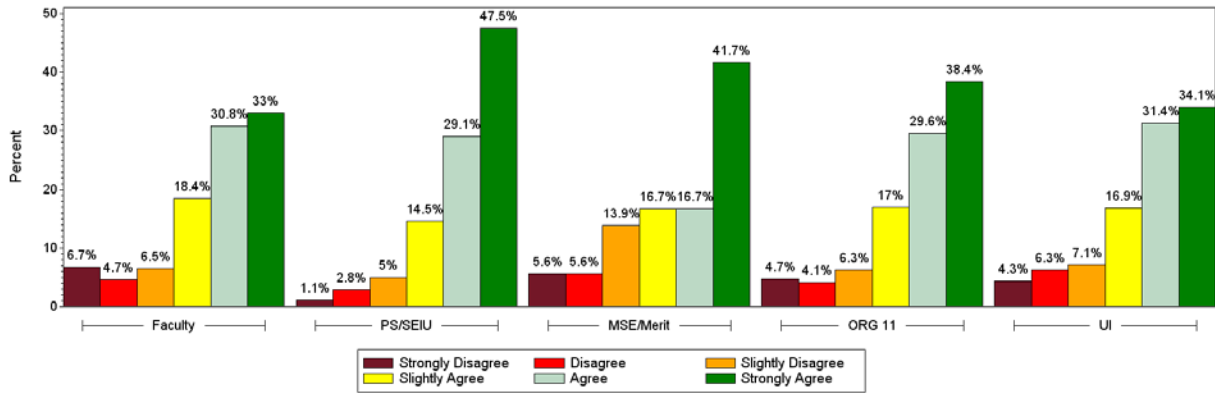


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	6.1%	1.4%	8.3%	4.6%	3.5%
<i>Disagree</i>	9.1%	4.0%	11.1%	7.4%	6.4%
<i>Slightly Disagree</i>	9.9%	7.6%	8.3%	9.0%	8.0%
<i>Slightly Agree</i>	21.1%	13.4%	19.4%	18.3%	19.9%
<i>Agree</i>	33.2%	39.4%	27.8%	35.1%	36.8%
<i>Strongly Agree</i>	20.5%	34.3%	25.0%	25.6%	25.4%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

QUESTION 4: MY SUPERVISOR ACKNOWLEDGES ME FOR DOING GOOD WORK

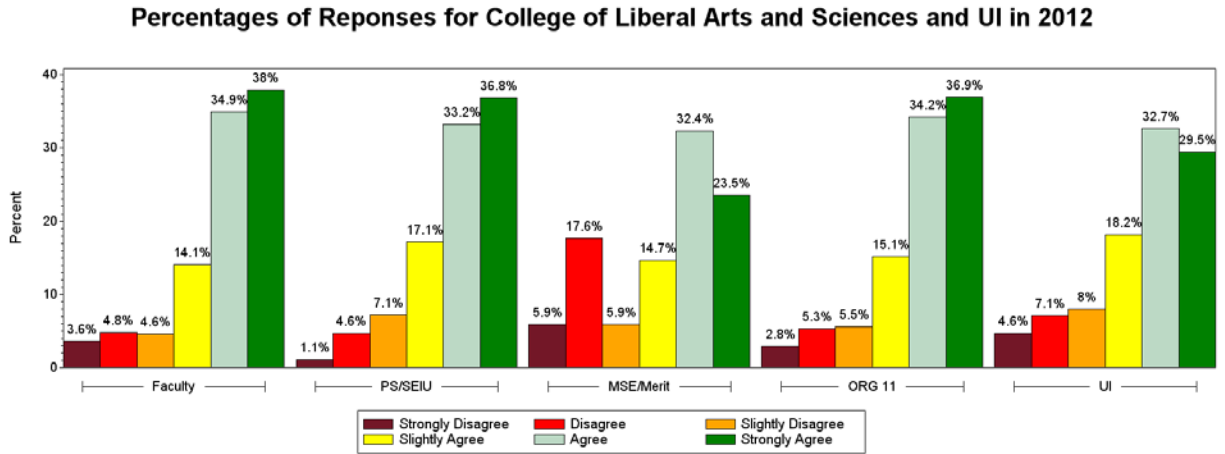
Percentages of Reponses for College of Liberal Arts and Sciences and UI in 2012



	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	6.7%	1.1%	5.6%	4.7%	4.3%
<i>Disagree</i>	4.7%	2.8%	5.6%	4.1%	6.3%
<i>Slightly Disagree</i>	6.5%	5.0%	13.9%	6.3%	7.1%
<i>Slightly Agree</i>	18.4%	14.5%	16.7%	17.0%	16.9%
<i>Agree</i>	30.8%	29.1%	16.7%	29.6%	31.4%
<i>Strongly Agree</i>	33.0%	47.5%	41.7%	38.4%	34.1%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

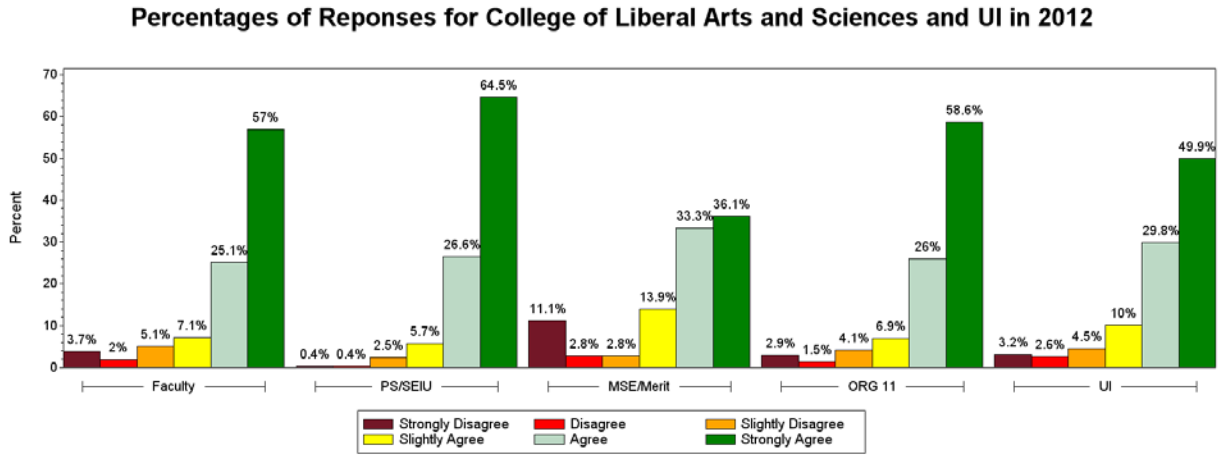
QUESTION 5: I AM ENCOURAGED TO PARTICIPATE IN PROFESSIONAL DEVELOPMENT



	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	3.6%	1.1%	5.9%	2.8%	4.6%
<i>Disagree</i>	4.8%	4.6%	17.6%	5.3%	7.1%
<i>Slightly Disagree</i>	4.6%	7.1%	5.9%	5.5%	8.0%
<i>Slightly Agree</i>	14.1%	17.1%	14.7%	15.1%	18.2%
<i>Agree</i>	34.9%	33.2%	32.4%	34.2%	32.7%
<i>Strongly Agree</i>	38.0%	36.8%	23.5%	36.9%	29.5%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

QUESTION 6: MY SUPERVISOR TREATS ME WITH RESPECT

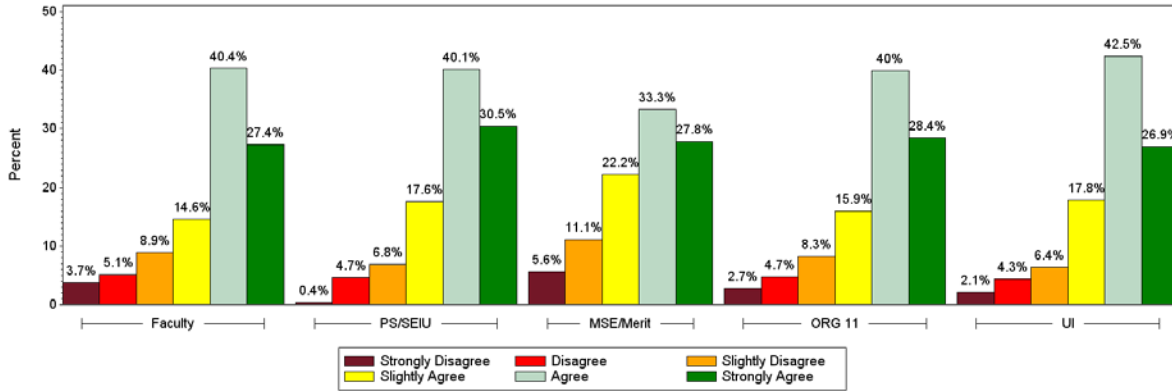


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	3.7%	0.4%	11.1%	2.9%	3.2%
<i>Disagree</i>	2.0%	0.4%	2.8%	1.5%	2.6%
<i>Slightly Disagree</i>	5.1%	2.5%	2.8%	4.1%	4.5%
<i>Slightly Agree</i>	7.1%	5.7%	13.9%	6.9%	10.0%
<i>Agree</i>	25.1%	26.6%	33.3%	26.0%	29.8%
<i>Strongly Agree</i>	57.0%	64.5%	36.1%	58.6%	49.9%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

QUESTION 7: MY UNIT GOALS ARE CLEAR

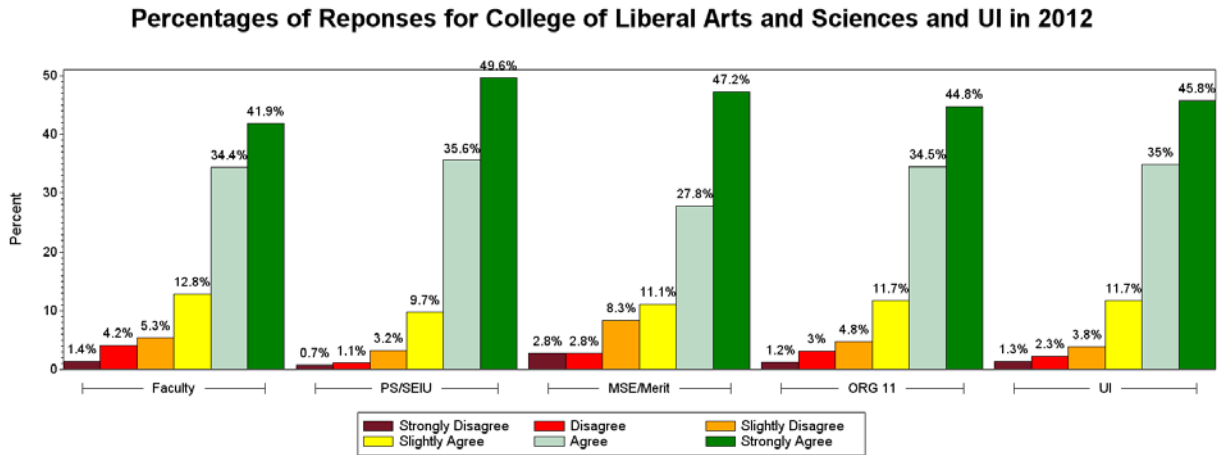
Percentages of Responses for College of Liberal Arts and Sciences and UI in 2012



	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	3.7%	0.4%	5.6%	2.7%	2.1%
<i>Disagree</i>	5.1%	4.7%	-	4.7%	4.3%
<i>Slightly Disagree</i>	8.9%	6.8%	11.1%	8.3%	6.4%
<i>Slightly Agree</i>	14.6%	17.6%	22.2%	15.9%	17.8%
<i>Agree</i>	40.4%	40.1%	33.3%	40.0%	42.5%
<i>Strongly Agree</i>	27.4%	30.5%	27.8%	28.4%	26.9%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

QUESTION 8: MY UNIT HAS A STRONG FOCUS ON PROVIDING EXCELLENT SERVICE TO THOSE WITH WHOM WE INTERACT

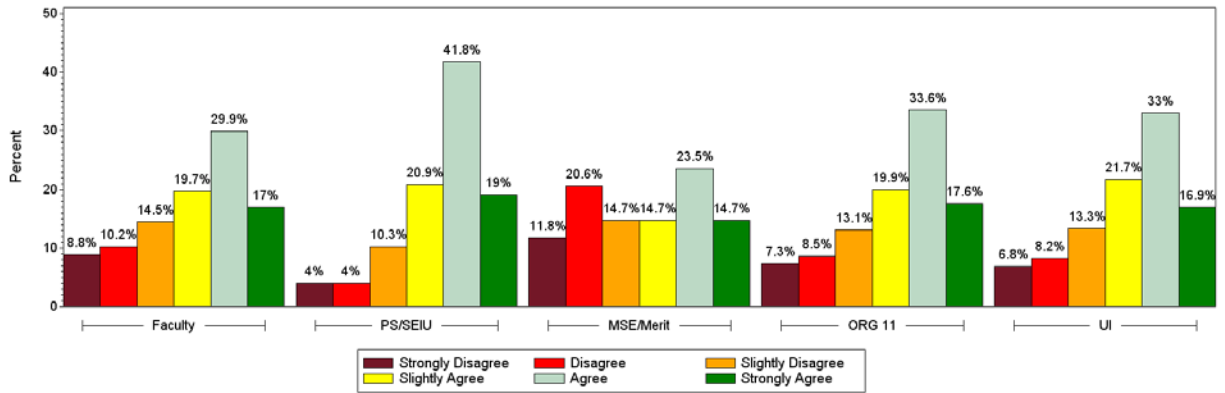


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	1.4%	0.7%	2.8%	1.2%	1.3%
<i>Disagree</i>	4.2%	1.1%	2.8%	3.0%	2.3%
<i>Slightly Disagree</i>	5.3%	3.2%	8.3%	4.8%	3.8%
<i>Slightly Agree</i>	12.8%	9.7%	11.1%	11.7%	11.7%
<i>Agree</i>	34.4%	35.6%	27.8%	34.5%	35.0%
<i>Strongly Agree</i>	41.9%	49.6%	47.2%	44.8%	45.8%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

QUESTION 9: WORKLOADS ARE DISTRIBUTED FAIRLY IN MY UNIT

Percentages of Reponses for College of Liberal Arts and Sciences and UI in 2012

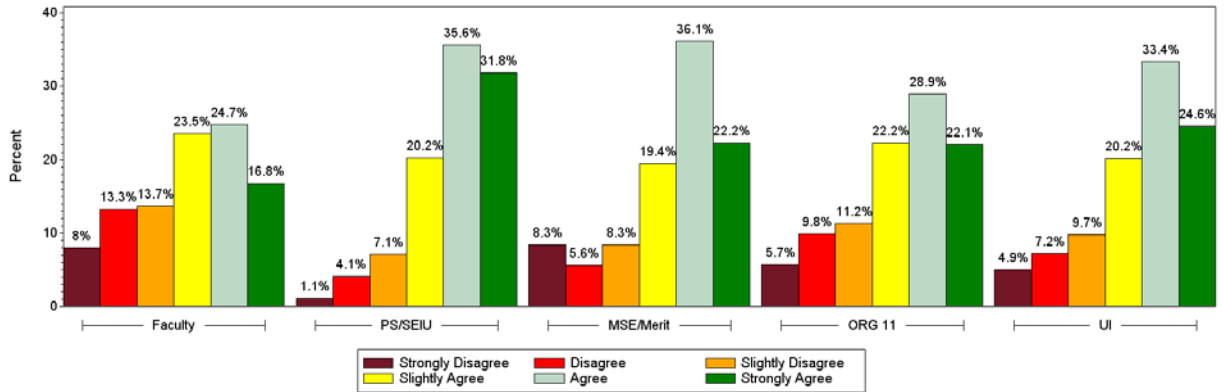


	Faculty	PS/SEIU	MSE/Merit	ORG 11	UI
<i>Strongly Disagree</i>	8.8%	4.0%	11.8%	7.3%	6.8%
<i>Disagree</i>	10.2%	4.0%	20.6%	8.5%	8.2%
<i>Slightly Disagree</i>	14.5%	10.3%	14.7%	13.1%	13.3%
<i>Slightly Agree</i>	19.7%	20.9%	14.7%	19.9%	21.7%
<i>Agree</i>	29.9%	41.8%	23.5%	33.6%	33.0%
<i>Strongly Agree</i>	17.0%	19.0%	14.7%	17.6%	16.9%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

QUESTION 10: MY UNIT PROVIDES SUPPORT TO HELP FACULTY/STAFF BALANCE WORK AND PERSONAL LIFE RESPONSIBILITIES

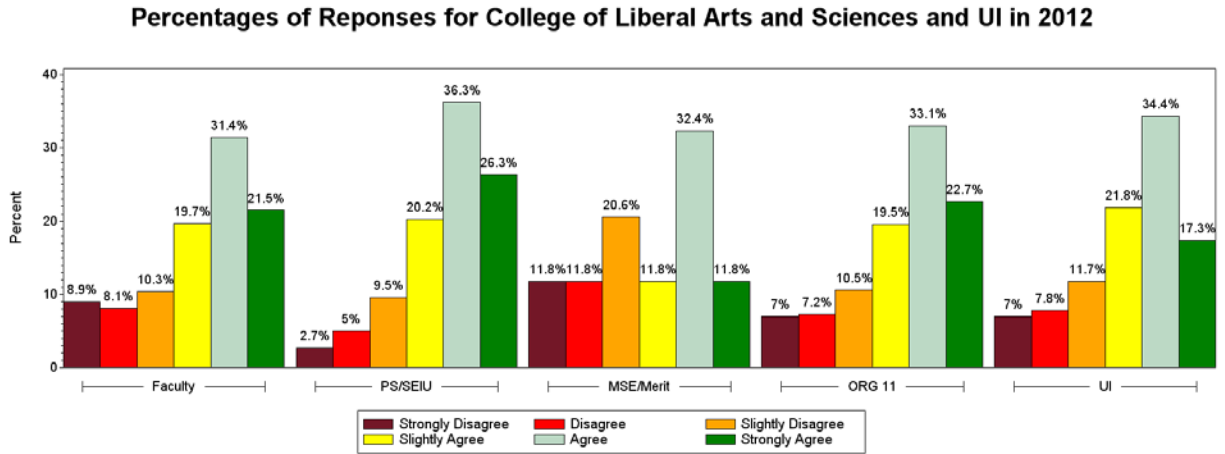
Percentages of Reponses for College of Liberal Arts and Sciences and UI in 2012



	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	8.0%	1.1%	8.3%	5.7%	4.9%
<i>Disagree</i>	13.3%	4.1%	5.6%	9.8%	7.2%
<i>Slightly Disagree</i>	13.7%	7.1%	8.3%	11.2%	9.7%
<i>Slightly Agree</i>	23.5%	20.2%	19.4%	22.2%	20.2%
<i>Agree</i>	24.7%	35.6%	36.1%	28.9%	33.4%
<i>Strongly Agree</i>	16.8%	31.8%	22.2%	22.1%	24.6%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

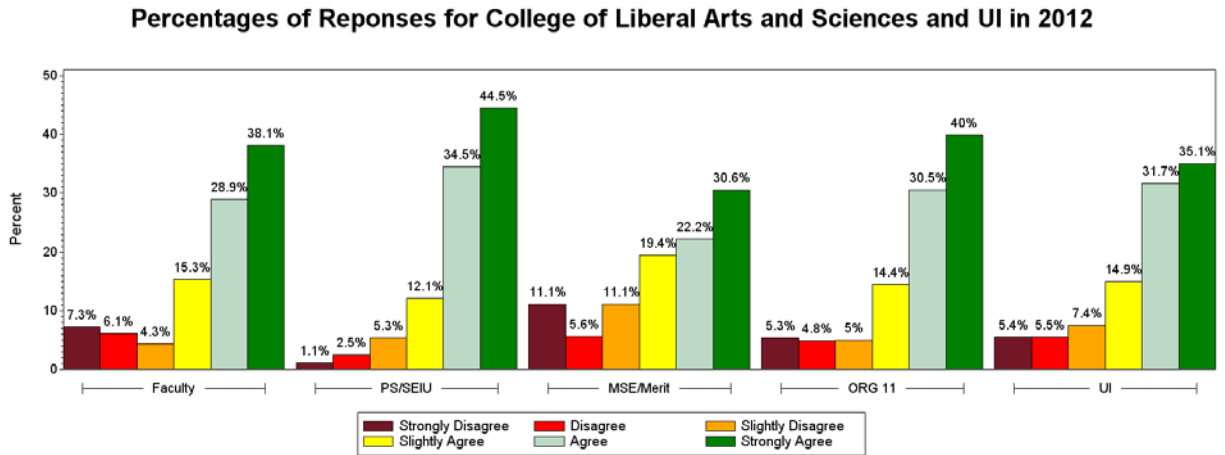
QUESTION 11: WORK-RELATED CONFLICTS ARE MANAGED CONSTRUCTIVELY IN MY UNIT



	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	8.9%	2.7%	11.8%	7.0%	7.0%
<i>Disagree</i>	8.1%	5.0%	11.8%	7.2%	7.8%
<i>Slightly Disagree</i>	10.3%	9.5%	20.6%	10.5%	11.7%
<i>Slightly Agree</i>	19.7%	20.2%	11.8%	19.5%	21.8%
<i>Agree</i>	31.4%	36.3%	32.4%	33.1%	34.4%
<i>Strongly Agree</i>	21.5%	26.3%	11.8%	22.7%	17.3%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

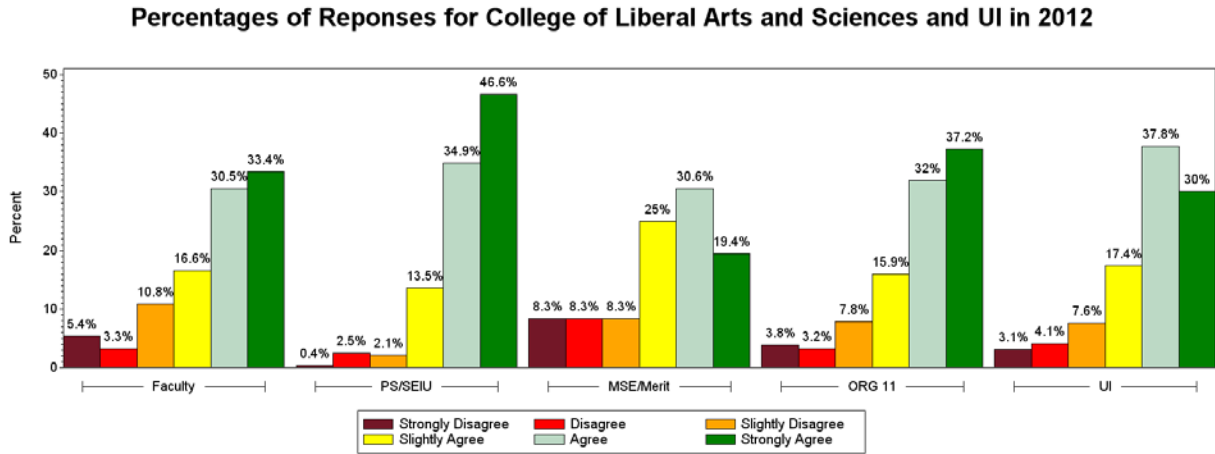
QUESTION 12: I CAN SPEAK OPENLY ABOUT WORK-RELATED CONCERNS WITH MY SUPERVISOR



	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	7.3%	1.1%	11.1%	5.3%	5.4%
<i>Disagree</i>	6.1%	2.5%	5.6%	4.8%	5.5%
<i>Slightly Disagree</i>	4.3%	5.3%	11.1%	5.0%	7.4%
<i>Slightly Agree</i>	15.3%	12.1%	19.4%	14.4%	14.9%
<i>Agree</i>	28.9%	34.5%	22.2%	30.5%	31.7%
<i>Strongly Agree</i>	38.1%	44.5%	30.6%	40.0%	35.1%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

QUESTION 13: INDIVIDUALS IN MY UNIT ARE CIVIL AND RESPECTFUL TO EACH OTHER

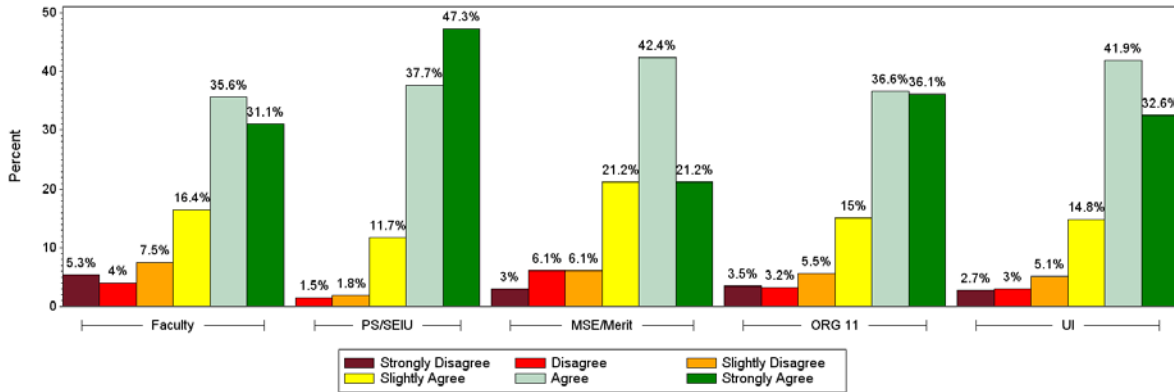


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	5.4%	0.4%	8.3%	3.8%	3.1%
<i>Disagree</i>	3.3%	2.5%	8.3%	3.2%	4.1%
<i>Slightly Disagree</i>	10.8%	2.1%	8.3%	7.8%	7.6%
<i>Slightly Agree</i>	16.6%	13.5%	25.0%	15.9%	17.4%
<i>Agree</i>	30.5%	34.9%	30.6%	32.0%	37.8%
<i>Strongly Agree</i>	33.4%	46.6%	19.4%	37.2%	30.0%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

QUESTION 14: MY UNIT PROVIDES A SUPPORTIVE ENVIRONMENT TO RETAIN INDIVIDUALS FROM DIVERSE BACKGROUNDS

Percentages of Reponses for College of Liberal Arts and Sciences and UI in 2012

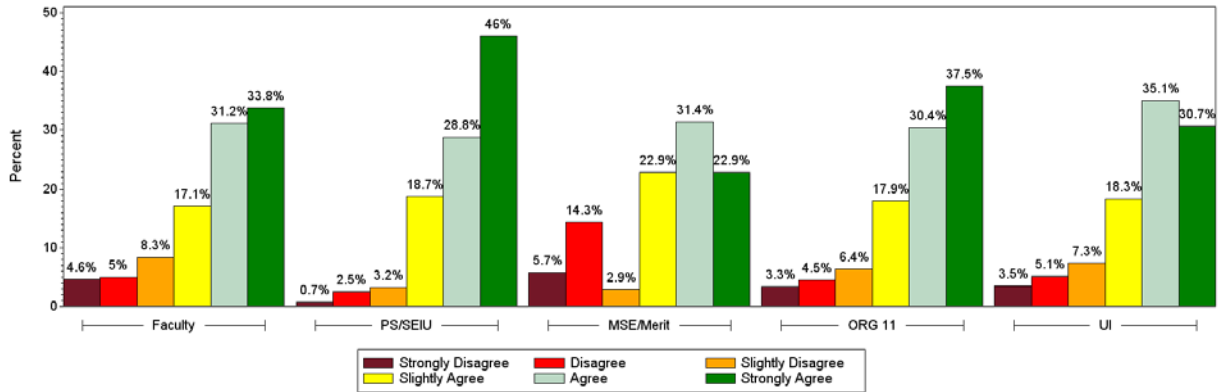


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	5.3%	-	3.0%	3.5%	2.7%
<i>Disagree</i>	4.0%	1.5%	6.1%	3.2%	3.0%
<i>Slightly Disagree</i>	7.5%	1.8%	6.1%	5.5%	5.1%
<i>Slightly Agree</i>	16.4%	11.7%	21.2%	15.0%	14.8%
<i>Agree</i>	35.6%	37.7%	42.4%	36.6%	41.9%
<i>Strongly Agree</i>	31.1%	47.3%	21.2%	36.1%	32.6%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

QUESTION 15: GIVEN THE OPPORTUNITY, I TELL OTHER PEOPLE GREAT THINGS ABOUT WORKING IN MY UNIT

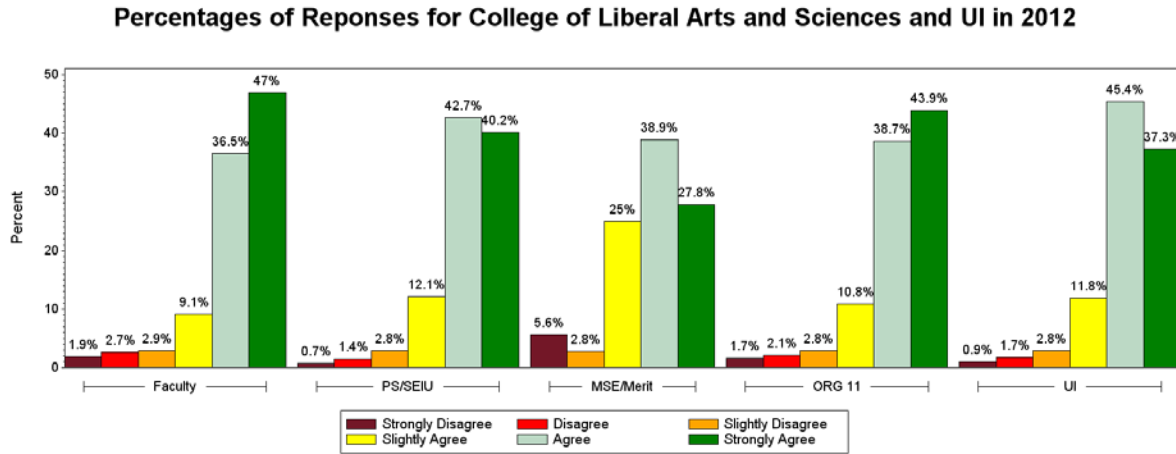
Percentages of Reponses for College of Liberal Arts and Sciences and UI in 2012



	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	4.6%	0.7%	5.7%	3.3%	3.5%
<i>Disagree</i>	5.0%	2.5%	14.3%	4.5%	5.1%
<i>Slightly Disagree</i>	8.3%	3.2%	2.9%	6.4%	7.3%
<i>Slightly Agree</i>	17.1%	18.7%	22.9%	17.9%	18.3%
<i>Agree</i>	31.2%	28.8%	31.4%	30.4%	35.1%
<i>Strongly Agree</i>	33.8%	46.0%	22.9%	37.5%	30.7%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

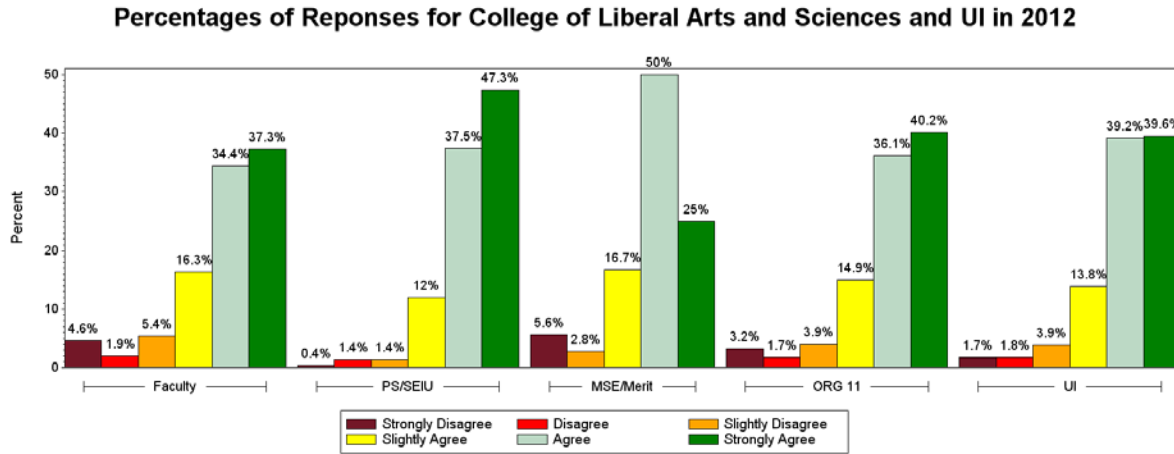
QUESTION 16: I UNDERSTAND HOW MY JOB FITS INTO THE OVERALL MISSION OF THE UI



	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	1.9%	0.7%	5.6%	1.7%	0.9%
<i>Disagree</i>	2.7%	1.4%	-	2.1%	1.7%
<i>Slightly Disagree</i>	2.9%	2.8%	2.8%	2.8%	2.8%
<i>Slightly Agree</i>	9.1%	12.1%	25.0%	10.8%	11.8%
<i>Agree</i>	36.5%	42.7%	38.9%	38.7%	45.4%
<i>Strongly Agree</i>	47.0%	40.2%	27.8%	43.9%	37.3%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

QUESTION 17: I WOULD RECOMMEND THE UI TO A FRIEND SEEKING EMPLOYMENT

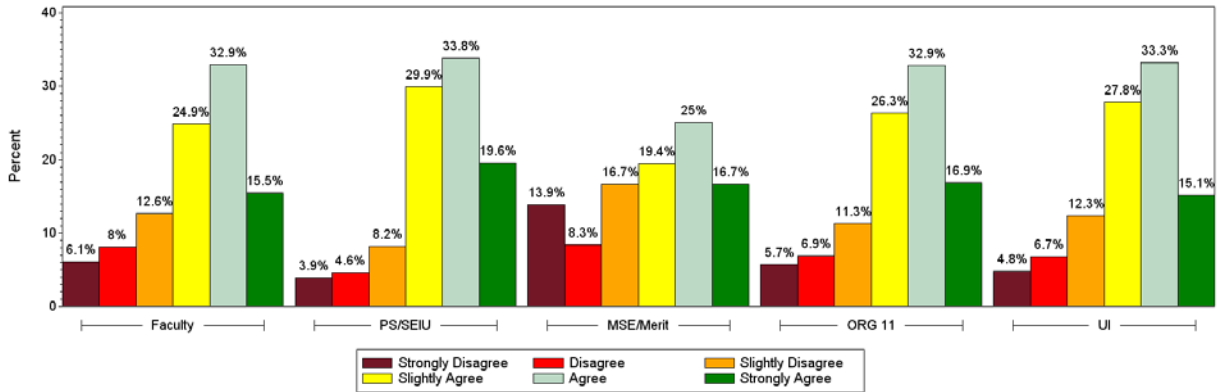


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	4.6%	0.4%	5.6%	3.2%	1.7%
<i>Disagree</i>	1.9%	1.4%	-	1.7%	1.8%
<i>Slightly Disagree</i>	5.4%	1.4%	2.8%	3.9%	3.9%
<i>Slightly Agree</i>	16.3%	12.0%	16.7%	14.9%	13.8%
<i>Agree</i>	34.4%	37.5%	50.0%	36.1%	39.2%
<i>Strongly Agree</i>	37.3%	47.3%	25.0%	40.2%	39.6%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

QUESTION 18: THE UI DOES A GOOD JOB OF RECOGNIZING THE ACCOMPLISHMENTS OF FACULTY/STAFF

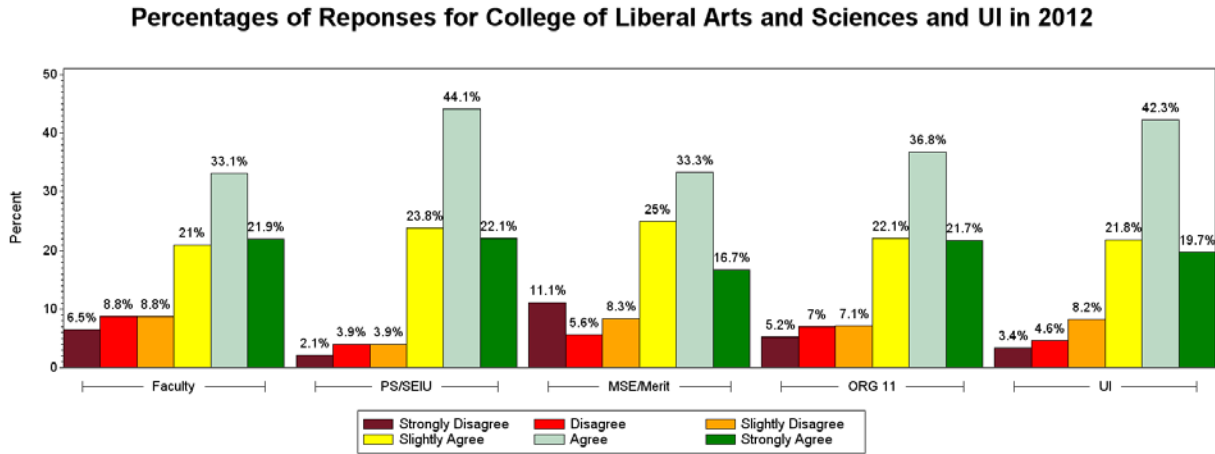
Percentages of Reponses for College of Liberal Arts and Sciences and UI in 2012



	Faculty	PS/SEIU	MSE/Merit	ORG 11	UI
<i>Strongly Disagree</i>	6.1%	3.9%	13.9%	5.7%	4.8%
<i>Disagree</i>	8.0%	4.6%	8.3%	6.9%	6.7%
<i>Slightly Disagree</i>	12.6%	8.2%	16.7%	11.3%	12.3%
<i>Slightly Agree</i>	24.9%	29.9%	19.4%	26.3%	27.8%
<i>Agree</i>	32.9%	33.8%	25.0%	32.9%	33.3%
<i>Strongly Agree</i>	15.5%	19.6%	16.7%	16.9%	15.1%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

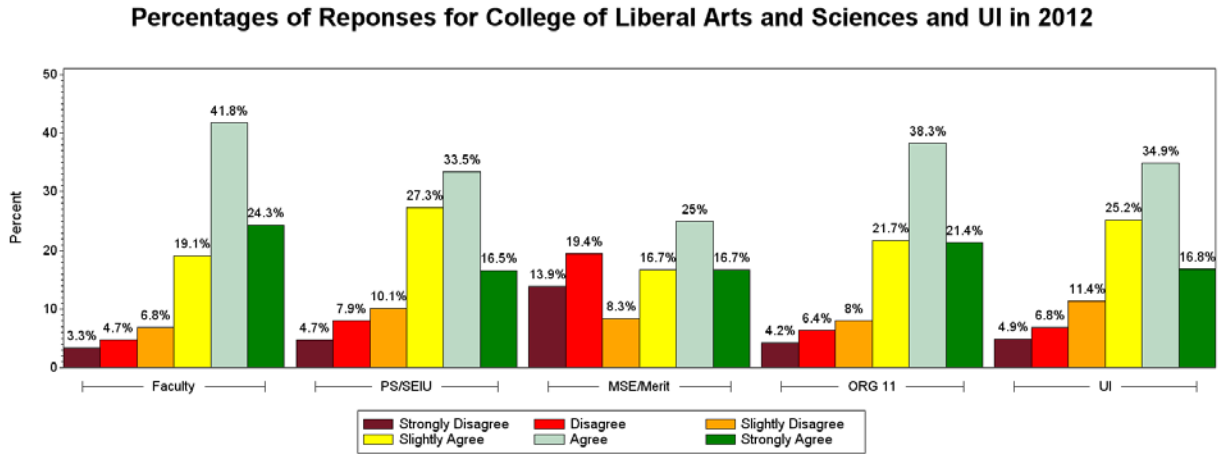
QUESTION 19: THE UI TREATS FACULTY/STAFF WITH RESPECT



	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	6.5%	2.1%	11.1%	5.2%	3.4%
<i>Disagree</i>	8.8%	3.9%	5.6%	7.0%	4.6%
<i>Slightly Disagree</i>	8.8%	3.9%	8.3%	7.1%	8.2%
<i>Slightly Agree</i>	21.0%	23.8%	25.0%	22.1%	21.8%
<i>Agree</i>	33.1%	44.1%	33.3%	36.8%	42.3%
<i>Strongly Agree</i>	21.9%	22.1%	16.7%	21.7%	19.7%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

QUESTION 20: THERE ARE OPPORTUNITIES FOR PROMOTION WITHIN THE UI



	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	3.3%	4.7%	13.9%	4.2%	4.9%
<i>Disagree</i>	4.7%	7.9%	19.4%	6.4%	6.8%
<i>Slightly Disagree</i>	6.8%	10.1%	8.3%	8.0%	11.4%
<i>Slightly Agree</i>	19.1%	27.3%	16.7%	21.7%	25.2%
<i>Agree</i>	41.8%	33.5%	25.0%	38.3%	34.9%
<i>Strongly Agree</i>	24.3%	16.5%	16.7%	21.4%	16.8%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%

Note: A dash (-) indicates no responses.

TECHNICAL NOTES

1. Each question must have fifteen (15) respondents for percentage data to be displayed graphically and in tables. Questions with fewer than 15 respondents do not have data displayed, but those respondents are included in reports for larger units of which they are members.
2. If an Organizational Unit or Department has two job categories with 14 or fewer respondents in each, those responses are combined with others to protect confidentiality in the 2012 Snapshot results. The rules for combining job classifications are listed below. If the combined group still has fewer than 15 respondents, only the Organizational Unit or Department results are presented.
 - a. Faculty and Merit each have fewer than 15 – Combined both with PS/SEIU and provide only Organizational Unit or Departmental results.
 - b. PS/SEIU and Merit each have fewer than 15 – Combine as PS/SEIU/Merit.
 - c. Faculty and PS/SEIU each have fewer than 15 – Combine as Faculty/PS/SEIU.
3. If an Organizational Unit or Department has one job category with 14 or fewer respondents, the following combined categories are reported in the 2012 Snapshot results.
 - a. Faculty has fewer than 15 – Combine with PS/SEIU as Faculty/PS/SEIU
 - b. PS/SEIU has fewer than 15 – Combine with Merit as PS/SEIU/Merit
 - c. Merit has fewer than 15 – Combine with PS/SEIU as PS/SEIU/Merit
4. The seven (7) trended questions compare data from 2006 and 2008 to the 2012 responses and adhere to the following:
 - a. The data points displayed represent a summation of responses of strongly agree, agree, and slightly agree for each year (2006, 2008, 2012).
 - b. The lines reflect a “best fit” regression analysis of the three data points to determine the direction of any trend. “Best fit” is defined as the linear regression line predicting percentage agreement from year.
 - c. A solid line denotes a statistically significant trend, up or down, in percent agree over time at 0.05 significance level.
 - d. A dashed line denotes no statistically significant linear trend in percent agree over time at a 0.05 significance level. That is, the trend seen is not statistically different from a flat line.
 - e. Interpretation of the direction of any trend should be evaluated within the context of other changes and events that occurred over this six year period.
 - f. Only the University and Organizational Unit reports provide trended item comparisons.
5. The bar charts displayed for trended and snapshot questions represent 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 – Orange
 - d. Slightly Agree – Yellow
 - e. Agree – Light Green
 - f. Strongly Agree – Green

6. The tables displayed for trended and snapshot questions include percentages for groups with 15 or more respondents. For any particular category of response,
 - a. a dash (-) indicates no responses;
 - b. an asterisk (*) indicates fewer than fifteen (15) respondents.
7. 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).
8. The statistical analyses and production of this report has been provided by the Center for Public Health Statistics in the University of Iowa College of Public Health.