Working at IOWA 2008

Summary of Results

A confidential survey asking faculty and staff how they feel about the work environment at the University of Iowa

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Survey Design

• Organized survey statements according to “my job”, “my workplace” and the “UI as an employer”

• Focus on categories relevant to campus climate: engagement, cooperation/collaboration, supervisory effectiveness, communication, confidence in leadership vision, commitment to employee well-being, customer focus, flexibility, and overall.
Data Analysis

- Professor M. Bridget Zimmerman, College of Public Health, compiled and analyzed the anonymous raw survey data collected by UI Evaluation and Examination Service.
- Data interpreted according to position classification and demographics.
- Comparison to 2006 responses
- Descriptive statistics for the items responses scored as 1=Strongly disagree, 2= disagree, 3= Somewhat disagree, 4= Somewhat agree, 5= Agree, 6= Strongly agree for each item and category. This includes the median and quartiles and the mean and standard deviation.
<table>
<thead>
<tr>
<th>College of Education</th>
<th>2006 N=97 (of 183)</th>
<th>2008 N=164 (of 196)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>33.3%</td>
<td>76.4%</td>
</tr>
<tr>
<td>Merit</td>
<td>75.8%</td>
<td>92.3%</td>
</tr>
<tr>
<td>P &amp; S/ME</td>
<td>66.7%</td>
<td>88.9%</td>
</tr>
<tr>
<td>COE TOTAL</td>
<td>53%</td>
<td>83.7%</td>
</tr>
<tr>
<td>UI Total</td>
<td>42.6%</td>
<td>62%</td>
</tr>
<tr>
<td>Category</td>
<td>Statement</td>
<td>2006 %</td>
</tr>
<tr>
<td>----------------------------------</td>
<td>---------------------------------------------------------------------------</td>
<td>--------</td>
</tr>
<tr>
<td>Flexibility</td>
<td>I look for more effective ways to do my job</td>
<td>97.5%</td>
</tr>
<tr>
<td>Communication</td>
<td>I know what is expected of me in my work</td>
<td>92.6%</td>
</tr>
<tr>
<td>Commitment to employee well being</td>
<td>I can go to someone to discuss inappropriate behavior w/o fear of neg consequences</td>
<td>81.9%</td>
</tr>
<tr>
<td>Commitment to employee well being</td>
<td>My unit has the flexibility to allow me to participate in UI sponsored committees</td>
<td>95.6%</td>
</tr>
<tr>
<td>Engagement</td>
<td>I understand how my job fits into the overall mission of the UI</td>
<td>89.2%</td>
</tr>
</tbody>
</table>
## Top Five 2008 by Strongly Disagree/Disagree/Somewhat Disagree Overall

<table>
<thead>
<tr>
<th>Category</th>
<th>Statement</th>
<th>2006 %</th>
<th>2008 %</th>
<th>Rank 2006, 2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervisory Effectiveness</td>
<td>Poor Performance is managed appropriately</td>
<td>48.9%</td>
<td>42.2%</td>
<td>1,1</td>
</tr>
<tr>
<td>Communication</td>
<td>I am kept informed of our unit’s budget status</td>
<td>40.4%</td>
<td>41.1%</td>
<td>3, 2</td>
</tr>
<tr>
<td>Supervisory Effectiveness</td>
<td>Work-related conflicts are managed constructively</td>
<td>41.6%</td>
<td>34.7%</td>
<td>2, 3</td>
</tr>
<tr>
<td>Supervisory Effectiveness</td>
<td>Workloads are distributed fairly</td>
<td>35.9%</td>
<td>33.0%</td>
<td>6, 4</td>
</tr>
<tr>
<td>Confidence in Leadership Vision</td>
<td>I am confident there is a clear plan to strengthen the UI</td>
<td>36.8%</td>
<td>27.1%</td>
<td>5, 5</td>
</tr>
</tbody>
</table>
Specific to Faculty - Top
Strongly agree/Agree/Somewhat agree

- I look for more effective ways to do my work - 100% (Flexibility)
- I can go to someone to discuss inappropriate behavior w/o fear of negative consequences - 94.6% (Commitment to employee well being)
- I know what is expected of me in my work - 91.2% (Communication)
- My unit has flexibility to allow me to participate in UI Sponsored Committees – 90.6% (Commitment to employee well-being)
- I have the authority to make decisions - 89.7% (Communication)
- Overall, I am satisfied with my work – 89.7% (Overall)
- I understand how my job fits into the overall mission of the UI – 89.7 (Engagement)
Specific to P & S/Merit Exempt Staff- Top
Strongly agree/Agree/Somewhat agree

- I look for more effective ways to do my work- 100% (Flexibility)
- I know what is expected of me in my work – 95.8% (Communication)
- I have the basic resources I need to do my work – 94.4% (Commitment to employee well being)
- My unit has the flexibility to allow me to participate in UI sponsored committees – 93.8% (Commitment to employee well-being)
- I would not hesitate to recommend the UI to a friend seeking employment- 93.1 % (Engagement)
Specific to Merit Staff- Top
Strongly agree/Agree/Somewhat agree

- I look for more effective ways to do my work – 100% (flexibility)
- We work collaboratively in my unit - 100% (Cooperation and Collaboration)
- The UI does a good job informing faculty/staff of policy changes – 100% (Communication)
- I have the authority to make decisions – 100% (Communication)
- My supervisor acknowledges me for doing good work -100% (Supervisory effectiveness)
- My supervisor values the work I do – 100% (Supervisory effectiveness)
- Overall, I am satisfied with my work- 100% (Overall)
- My unit's goals are clear- 100% (Communication)
- My unit has a strong focus on providing excellent service- 100% (Customer Focus)
- I understand how my job fits into the overall mission of the UI – 100% (Engagement)
- The UI makes a strong effort to attract faculty/staff from diverse backgrounds- 100% (Commitment to Employee well-being)
Specific to P & S/ME Staff- Top Five Strongly disagree/Disagree/Somewhat disagree

- Work-related conflicts are managed constructively – 37.3% (Supervisory Effectiveness)
- Poor performance is managed appropriately- 35.4% (Supervisory Effectiveness)
- I am kept informed of our unit’s budget status – 35.3% (Communication)
- Workloads are distributed fairly – 30% (Supervisory Effectiveness)
- I am confident that there is a clear plan to strengthen the UI – 28.2% (Supervisory effectiveness)
Specific to Faculty- Top Five
Strongly disagree/Disagree/Somewhat

- Poor performance is managed appropriately-52.5% (Supervisory effectiveness)
- I am kept informed of our unit’s budget status – 52.3% (Communication)
- Work-related conflicts are managed constructively-38.7% (Supervisory effectiveness)
- We work collaboratively in my unit – 38.2% (Cooperation and Collaboration)
- Workloads are distributed fairly – 38.1% (Supervisory effectiveness)
Specific to Merit Staff- Top Five
Strongly Disagree/Disagree/Somewhat Disagree

- There are opportunities for promotion within the UI – 29.2% (Commitment to employee well-being)
- Poor performance is managed appropriately – 28.6% (Supervisory effectiveness)
- Workloads are distributed fairly – 25% (Supervisory effectiveness)
- I am kept informed of our unit’s budget status- 21.1 % (Communication)
- I am confident there is clear plan to strengthen the UI– 13.6% (Confidence in leadership vision)
Observations

- Of the overall College results, positive movement was shown in 4 of the top 5 disagreed with most statements (decrease in %) compared to 2006 results
- Of the overall College results, positive movement was shown in 3 of the top 5 most agreed with statements (increase in %) when compared to 2006 results
- Increased participation - increased accountability and acting on results
Sharing the WAI Results

- University of Iowa WAI Survey Results: http://www.uiowa.edu/hr/working/index.html
- College of Education WAI Results: http://www.education.uiowa.edu/coedean/coehr.htm#wai
  Four reports and summaries: Overall COE, Faculty, P & S and Merit Exempt Staff, and Merit Staff
- Departments with respondents of 15 or greater will receive individual reports: CRSD, EPLS, Dean’s office-Administration, ITP, T & L, and Belin-Blank Center.
Next Steps

- Developing action plans:
  - Sharing results
  - Providing input. Why did people respond the way they did?
  - Ideas for action from you.

- Questions?