

WORKING AT IOWA – SURVEY 2014

College of Liberal Arts and Sciences

January 2015

INTRODUCTION

The Working at Iowa survey responses for your college/division are being provided to support the effectiveness and productivity of your organization, as well as the achievement of the University's strategic goals. Responses to the individual survey items will provide you with an understanding of the strengths of your work culture, and identify changes to potentially improve the effectiveness of your workforce by building engagement. Encouraging dialogue to understand the survey data, utilizing strengths and acting upon results are opportunities for you to advance the strategic goals and initiatives of your organization.

Each college/division is expected to share these survey results with your faculty and/or staff, utilizing whatever method is most effective and appropriate for your environment. Communicating your survey results is an opportunity for two-way communication with your faculty and/or staff to better understand their perceptions and the meaning of their collective responses. This communication also provides an opportunity to set expectations for how these survey results will be used. In considering strengths and opportunities for improvement, you will also want to consider other sources of related information that may help shape your understanding.

Celebrating and promoting the strengths identified in the survey results is one way to respond to the data. Action plans to address opportunities for improvement should also be developed with and communicated to your staff and faculty. Your ability to improve the productivity and effectiveness of your organization as a result of the survey will depend largely on the extent to which the communication within your organization can be prompt and link specific actions taken with specific 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.

SUMMARY OF “AGREES” BY EMPLOYEE CATEGORY

The Summary of “Agrees” by Employee Category provides a one page summary and initial overview of survey responses by totaling the percentages that indicate some level of agreement to the individual survey items. A comparison to overall University results is also provided to offer some perspective. Additional understanding of these results will be gained through the information provided in the following sections of this report.

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 trended results section of this report compares the results of seven (7) survey items from 2008, 2012, and 2014 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 a statistically significant trend, up or down. These trends must be viewed in the context of organizational or other changes since 2008. It is also possible that the observed direction of change over time may be meaningful within your organization, even if it does not meet the standard of the statistical test.

SNAPSHOT RESULTS

The snapshot 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 2014 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 2014 website: <http://hr.uiowa.edu/working>

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

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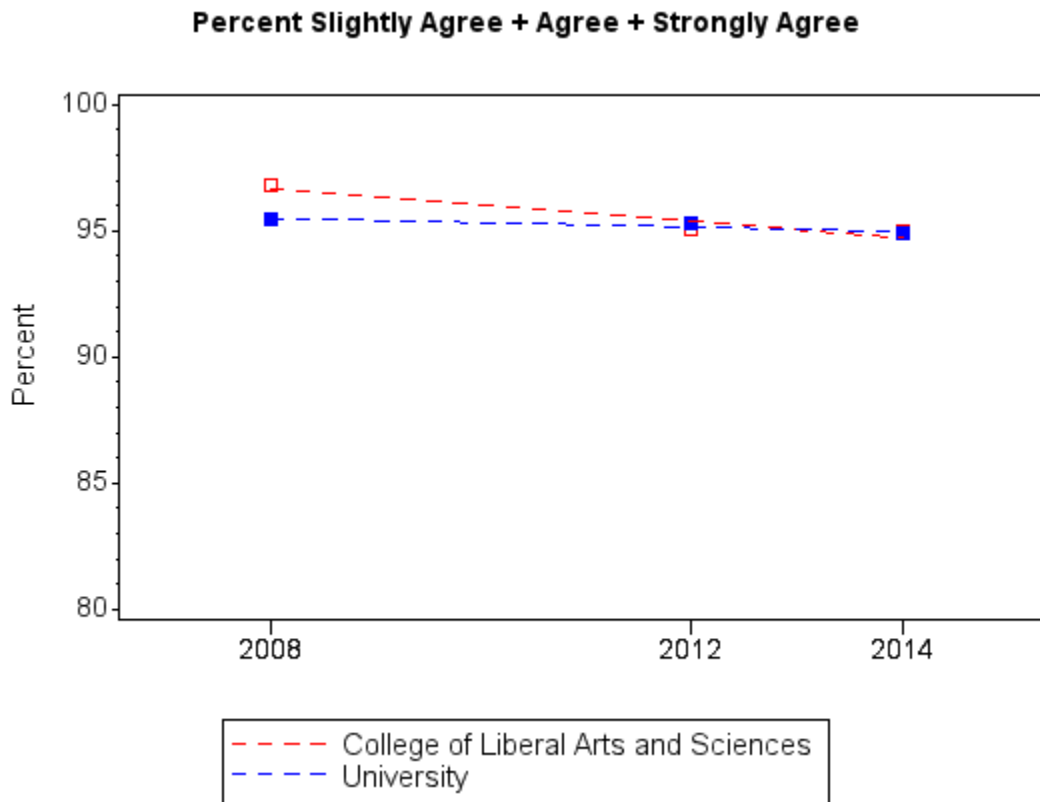
SUMMARY OF “AGREES” BY EMPLOYEE CATEGORY

	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Q1: I know my work expectations</i>	94.5%	95.5%	100.0%	95.0%	94.9%
<i>Q2: I receive work feedback regularly</i>	76.6%	85.8%	95.7%	80.3%	80.4%
<i>Q3: My supervisor's feedback is helpful</i>	71.9%	85.0%	91.3%	77.2%	82.4%
<i>Q4: My supervisor acknowledges my good work</i>	80.8%	92.2%	100.0%	85.3%	82.7%
<i>Q5: My professional development is encouraged</i>	83.5%	86.8%	76.2%	84.5%	80.9%
<i>Q6: My supervisor treats me with respect</i>	91.4%	93.5%	95.8%	92.2%	90.1%
<i>Q7: My unit goals are clear</i>	81.2%	90.5%	95.8%	84.8%	86.6%
<i>Q8: My unit focuses on excellent service</i>	89.6%	94.0%	95.8%	91.3%	92.5%
<i>Q9: My unit distributes workloads fairly</i>	64.4%	82.5%	82.6%	71.1%	72.8%
<i>Q10: My unit supports work and personal life</i>	64.8%	89.9%	91.7%	74.3%	78.7%
<i>Q11: Constructive management of work conflicts</i>	73.6%	84.5%	72.7%	77.3%	74.9%
<i>Q12: My supervisor is open to hearing concerns</i>	82.1%	87.9%	87.5%	84.3%	82.5%
<i>Q13: Civil and respectful coworkers</i>	82.6%	92.5%	91.3%	86.2%	86.1%
<i>Q14: Supportive environment for diversity</i>	83.1%	92.5%	95.5%	86.6%	89.1%
<i>Q15: I say great things about working in my unit</i>	82.1%	91.4%	91.3%	85.6%	84.5%
<i>Q16: Understand how job fits overall mission of UI</i>	88.5%	94.2%	95.8%	90.6%	94.5%
<i>Q17: Recommend UI to friend seeking employment</i>	81.3%	95.5%	87.5%	86.3%	92.2%
<i>Q18: UI recognizes accomplishments of faculty/staff</i>	67.6%	80.1%	75.0%	72.1%	76.9%
<i>Q19: The UI treats faculty/staff with respect</i>	67.8%	86.7%	83.3%	74.7%	83.9%
<i>Q20: Promotion opportunities at UI</i>	81.7%	78.1%	70.8%	80.1%	76.4%

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>	792	66.4%	570	63.1%	72.0%
<i>PS/SEIU</i>	369	31.0%	310	34.3%	84.0%
<i>MSE/Merit</i>	31	2.6%	24	2.7%	77.4%
<i>Total</i>	1192	.	904	.	75.8%

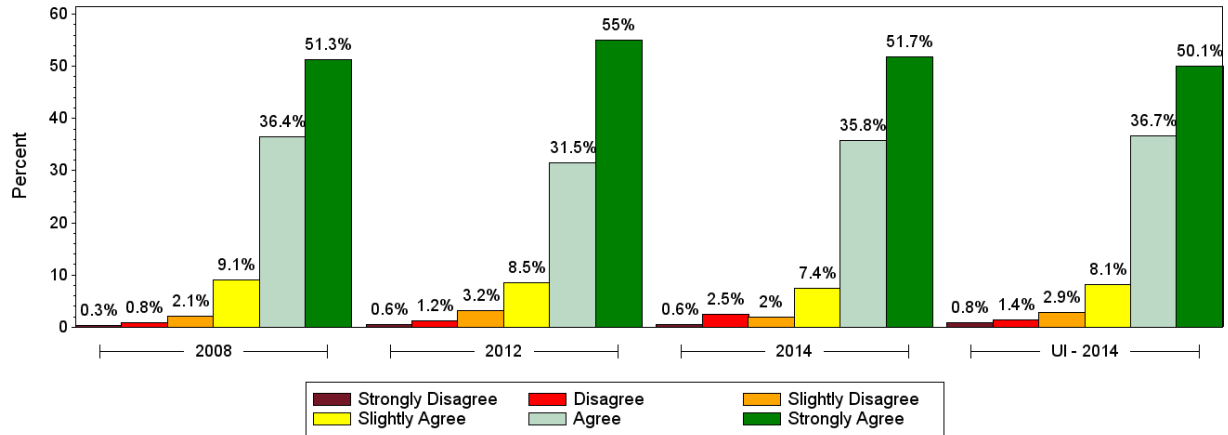
SURVEY ANALYSIS – TRENDED COMPARISON 2008 – 2014

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

- 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 2008. 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 Responses for College of Liberal Arts and Sciences and for UI (2014 only)

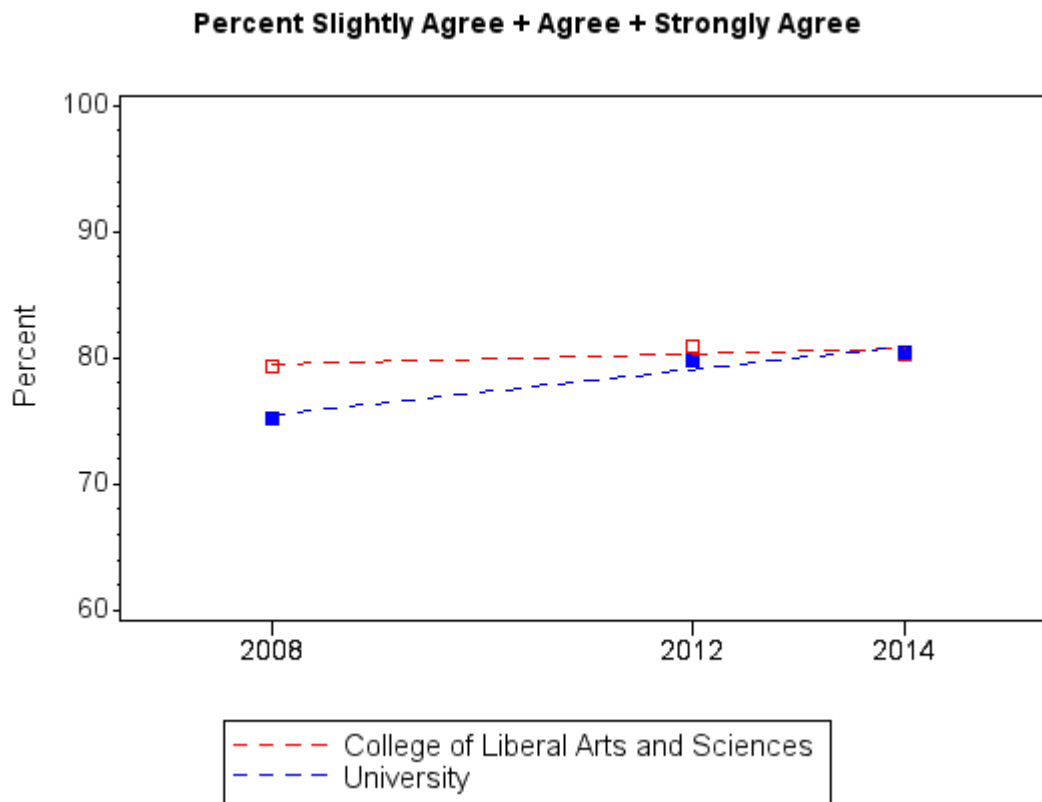


	2008	2012	2014	UI - 2014
<i>Strongly Disagree</i>	0.3%	0.6%	0.6%	0.8%
<i>Disagree</i>	0.8%	1.2%	2.5%	1.4%
<i>Slightly Disagree</i>	2.1%	3.2%	2.0%	2.9%
<i>Slightly Agree</i>	9.1%	8.5%	7.4%	8.1%
<i>Agree</i>	36.4%	31.5%	35.8%	36.7%
<i>Strongly Agree</i>	51.3%	55.0%	51.7%	50.1%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%

Notes:

A dash (-) indicates no responses;

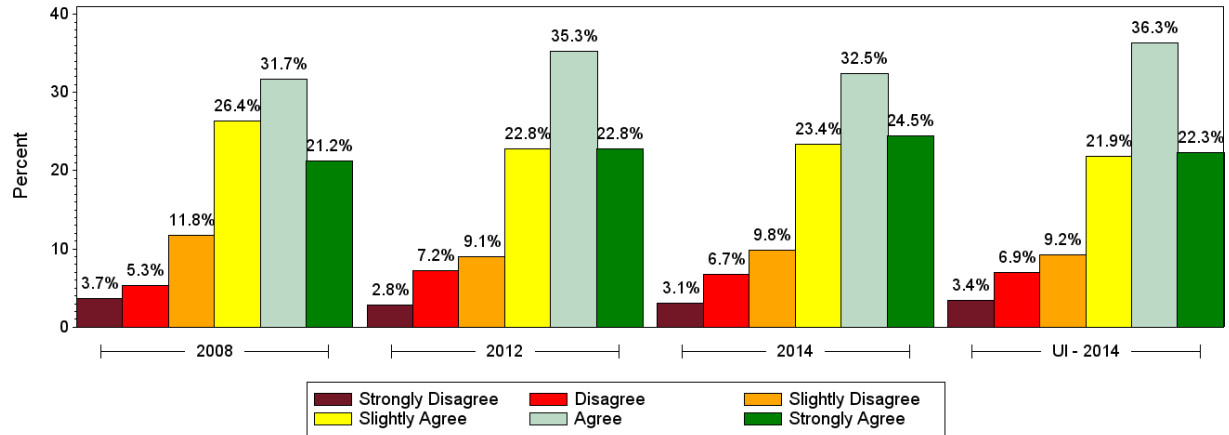
An asterisk (*) indicates a total count fewer than fifteen (15) respondents.

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 2008. 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 Responses for College of Liberal Arts and Sciences and for UI (2014 only)



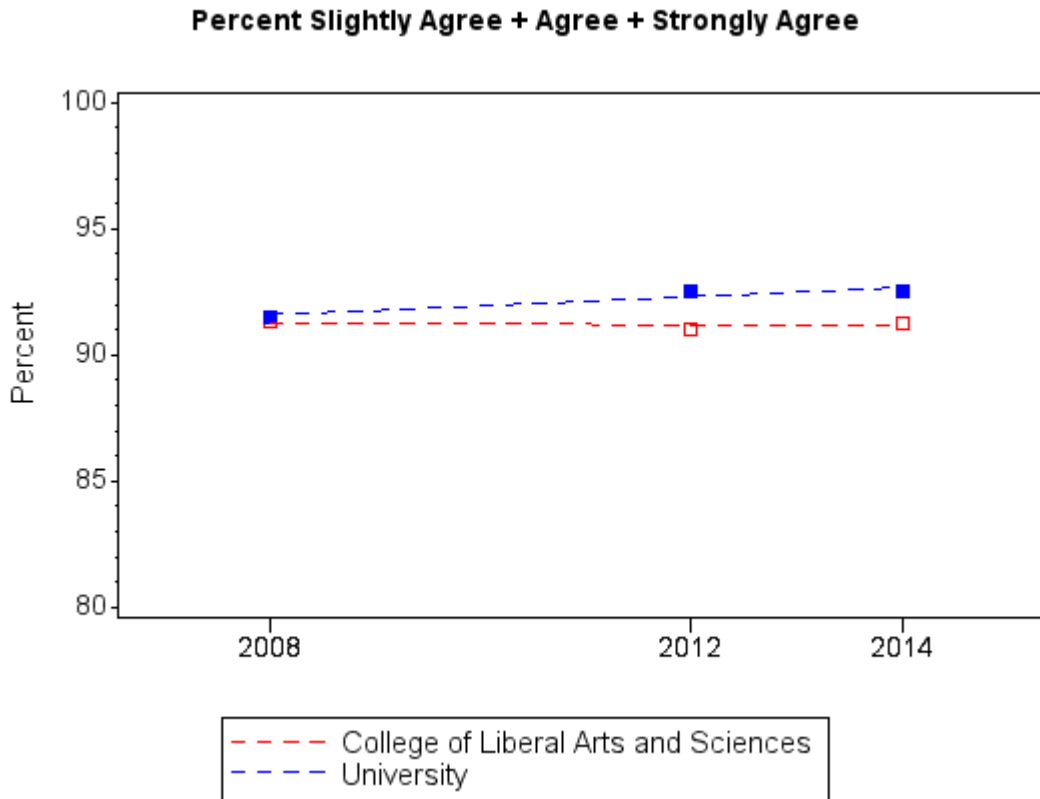
	2008	2012	2014	UI - 2014
<i>Strongly Disagree</i>	3.7%	2.8%	3.1%	3.4%
<i>Disagree</i>	5.3%	7.2%	6.7%	6.9%
<i>Slightly Disagree</i>	11.8%	9.1%	9.8%	9.2%
<i>Slightly Agree</i>	26.4%	22.8%	23.4%	21.9%
<i>Agree</i>	31.7%	35.3%	32.5%	36.3%
<i>Strongly Agree</i>	21.2%	22.8%	24.5%	22.3%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%

Notes:

A dash (-) indicates no responses;

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

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

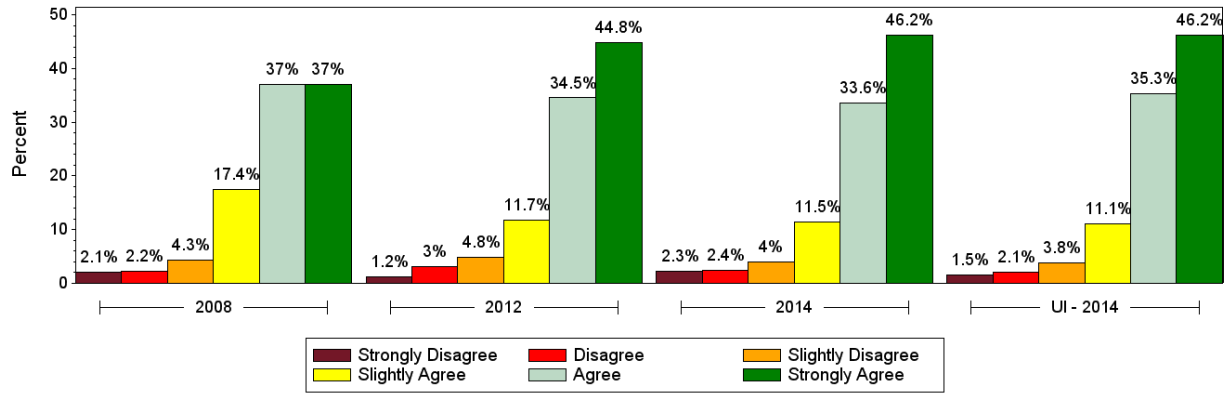


Notes:

- 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 2008. 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 (2014 only)



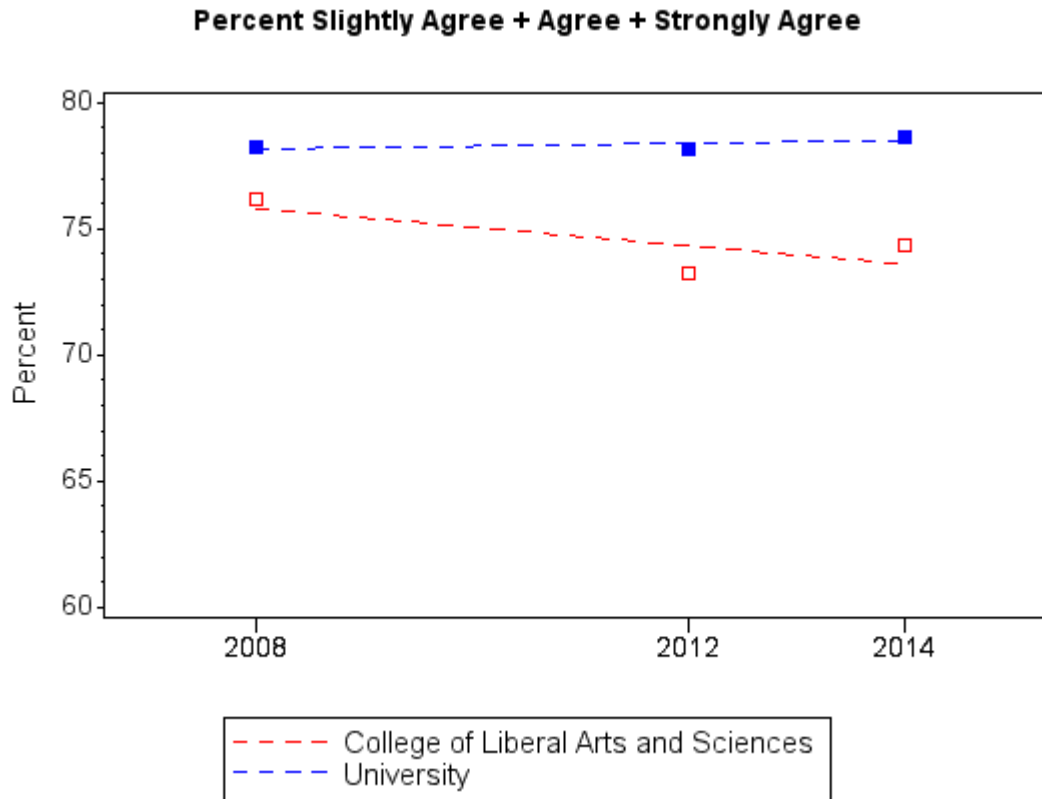
	2008	2012	2014	UI - 2014
<i>Strongly Disagree</i>	2.1%	1.2%	2.3%	1.5%
<i>Disagree</i>	2.2%	3.0%	2.4%	2.1%
<i>Slightly Disagree</i>	4.3%	4.8%	4.0%	3.8%
<i>Slightly Agree</i>	17.4%	11.7%	11.5%	11.1%
<i>Agree</i>	37.0%	34.5%	33.6%	35.3%
<i>Strongly Agree</i>	37.0%	44.8%	46.2%	46.2%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%

Notes:

A dash (-) indicates no responses;

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

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

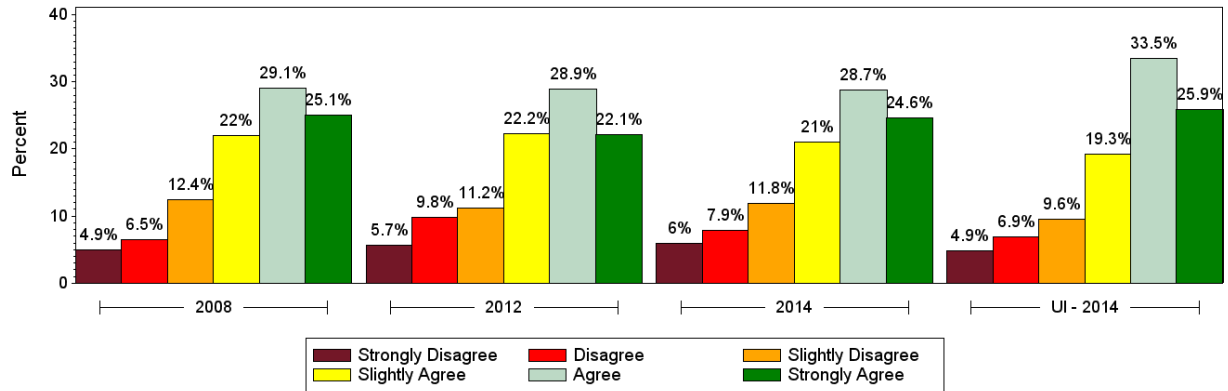


Notes:

- 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 2008. 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 (2014 only)

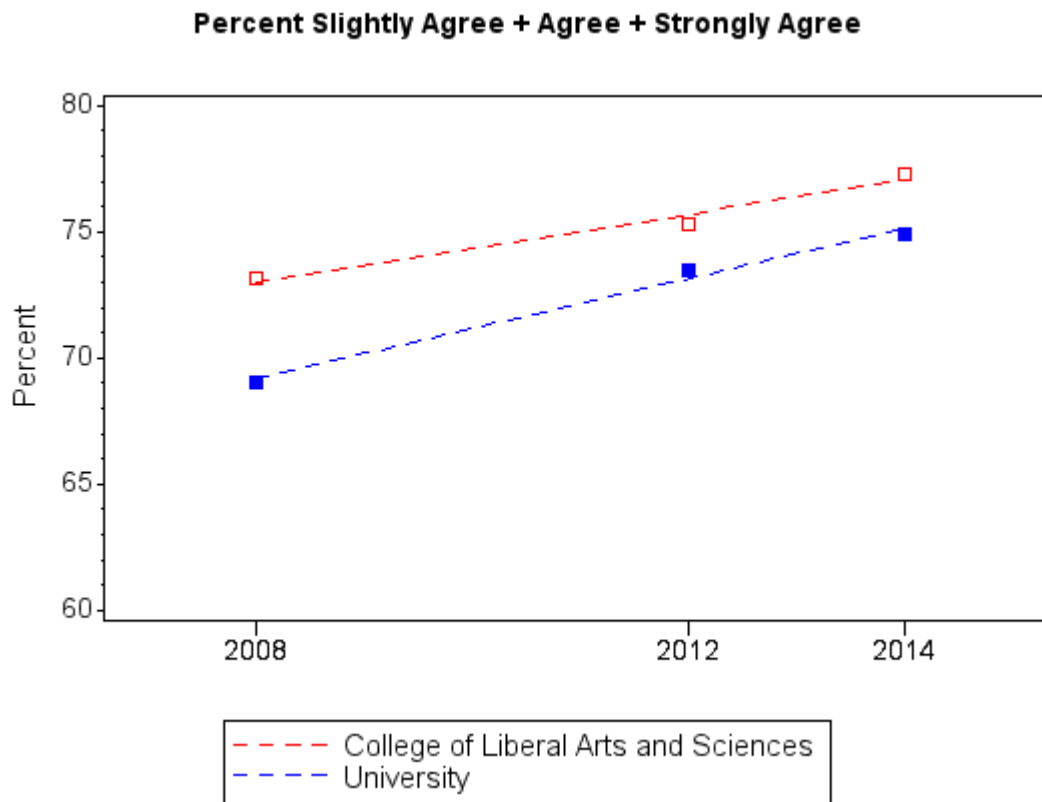


	2008	2012	2014	UI - 2014
<i>Strongly Disagree</i>	4.9%	5.7%	6.0%	4.9%
<i>Disagree</i>	6.5%	9.8%	7.9%	6.9%
<i>Slightly Disagree</i>	12.4%	11.2%	11.8%	9.6%
<i>Slightly Agree</i>	22.0%	22.2%	21.0%	19.3%
<i>Agree</i>	29.1%	28.9%	28.7%	33.5%
<i>Strongly Agree</i>	25.1%	22.1%	24.6%	25.9%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%

Notes:

A dash (-) indicates no responses;

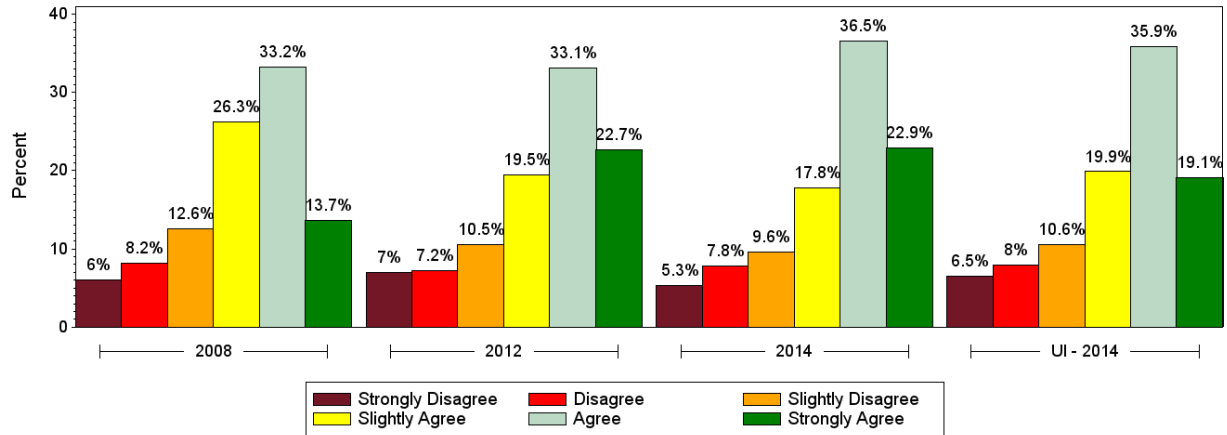
An asterisk (*) indicates a total count fewer than fifteen (15) respondents.

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 2008. 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 (2014 only)

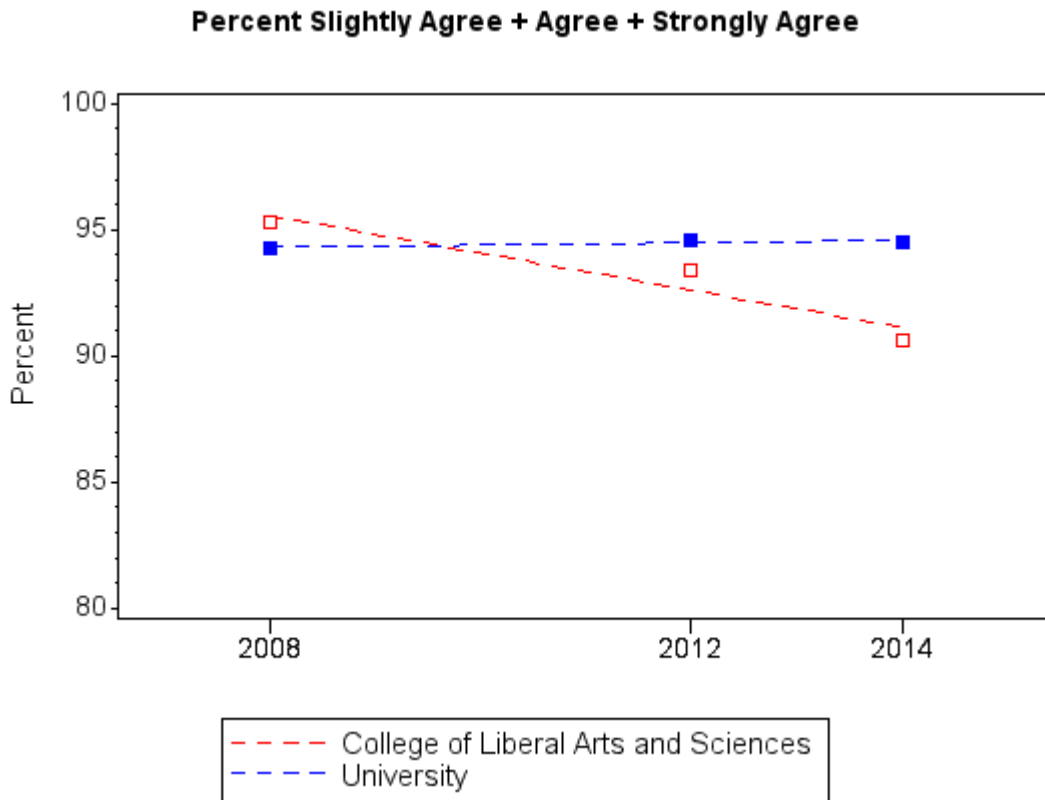


	2008	2012	2014	UI - 2014
<i>Strongly Disagree</i>	6.0%	7.0%	5.3%	6.5%
<i>Disagree</i>	8.2%	7.2%	7.8%	8.0%
<i>Slightly Disagree</i>	12.6%	10.5%	9.6%	10.6%
<i>Slightly Agree</i>	26.3%	19.5%	17.8%	19.9%
<i>Agree</i>	33.2%	33.1%	36.5%	35.9%
<i>Strongly Agree</i>	13.7%	22.7%	22.9%	19.1%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%

Notes:

A dash (-) indicates no responses;

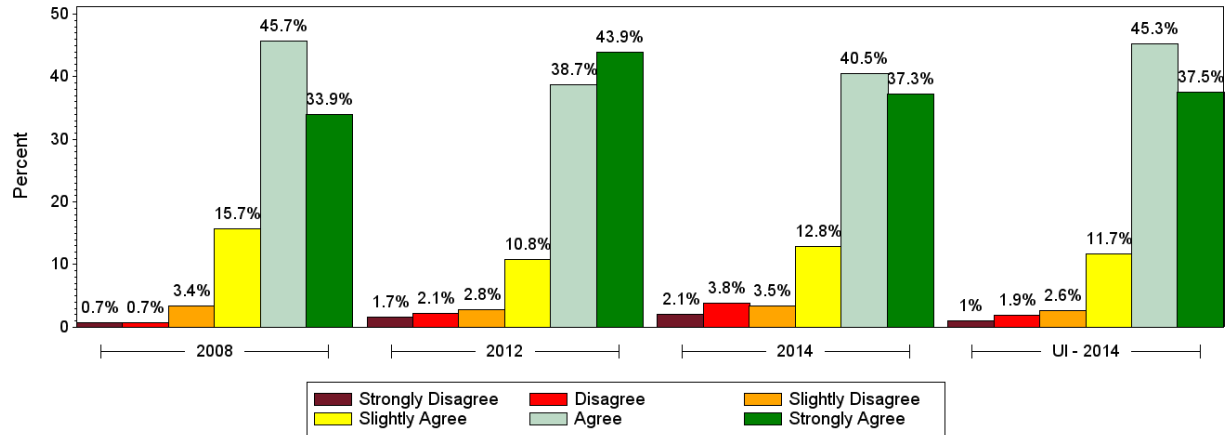
An asterisk (*) indicates a total count fewer than fifteen (15) respondents.

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 2008. 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 Responses for College of Liberal Arts and Sciences and for UI (2014 only)

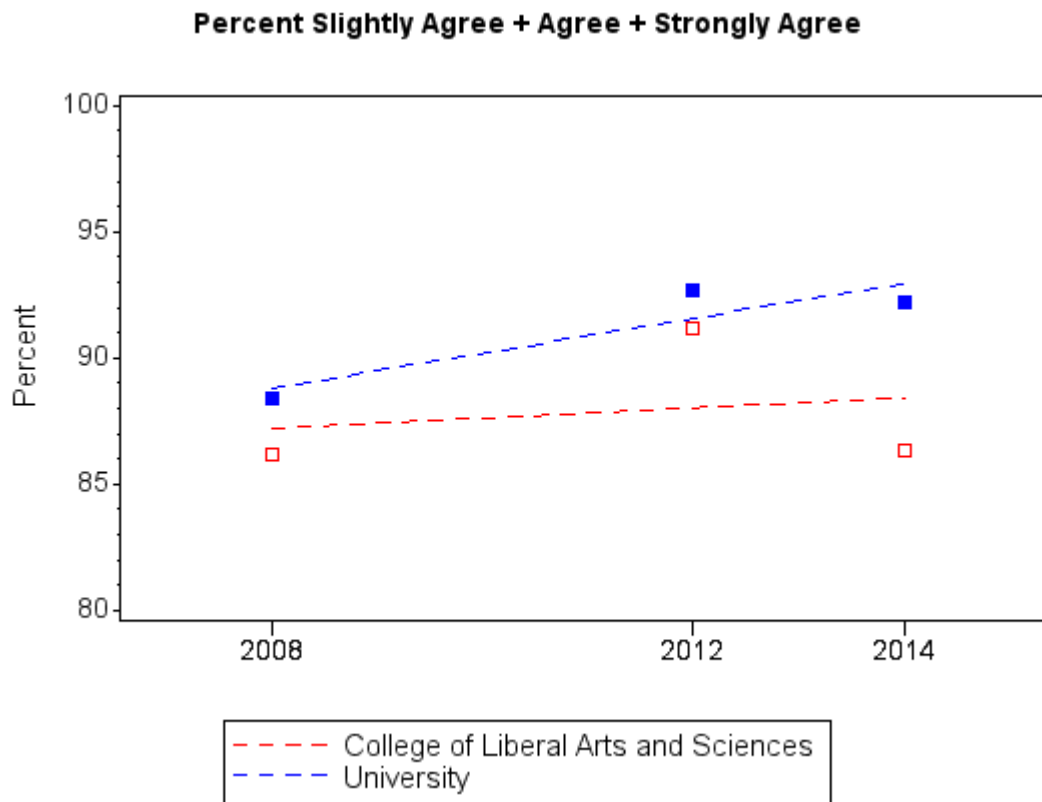


	2008	2012	2014	UI - 2014
<i>Strongly Disagree</i>	0.7%	1.7%	2.1%	1.0%
<i>Disagree</i>	0.7%	2.1%	3.8%	1.9%
<i>Slightly Disagree</i>	3.4%	2.8%	3.5%	2.6%
<i>Slightly Agree</i>	15.7%	10.8%	12.8%	11.7%
<i>Agree</i>	45.7%	38.7%	40.5%	45.3%
<i>Strongly Agree</i>	33.9%	43.9%	37.3%	37.5%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%

Notes:

A dash (-) indicates no responses;

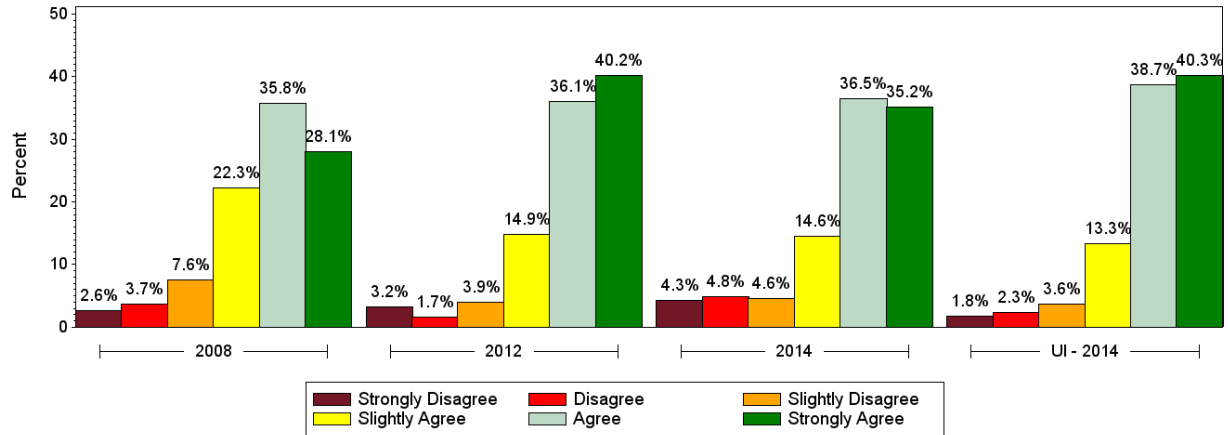
An asterisk (*) indicates a total count fewer than fifteen (15) respondents.

QUESTION 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 2008. 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 Responses for College of Liberal Arts and Sciences and for UI (2014 only)



	2008	2012	2014	UI - 2014
<i>Strongly Disagree</i>	2.6%	3.2%	4.3%	1.8%
<i>Disagree</i>	3.7%	1.7%	4.8%	2.3%
<i>Slightly Disagree</i>	7.6%	3.9%	4.6%	3.6%
<i>Slightly Agree</i>	22.3%	14.9%	14.6%	13.3%
<i>Agree</i>	35.8%	36.1%	36.5%	38.7%
<i>Strongly Agree</i>	28.1%	40.2%	35.2%	40.3%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%

Notes:

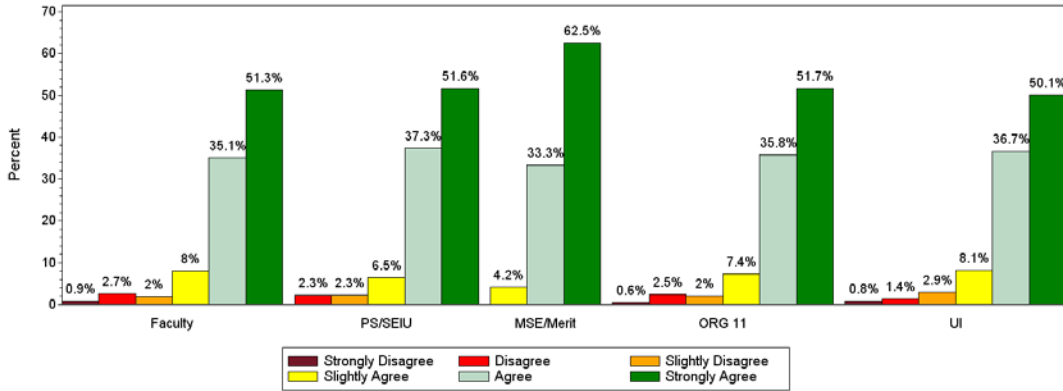
A dash (-) indicates no responses;

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

SURVEY ANALYSIS – SNAPSHOT RESULTS FOR 2014

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

Percentages of Responses for College of Liberal Arts and Sciences and UI in 2014

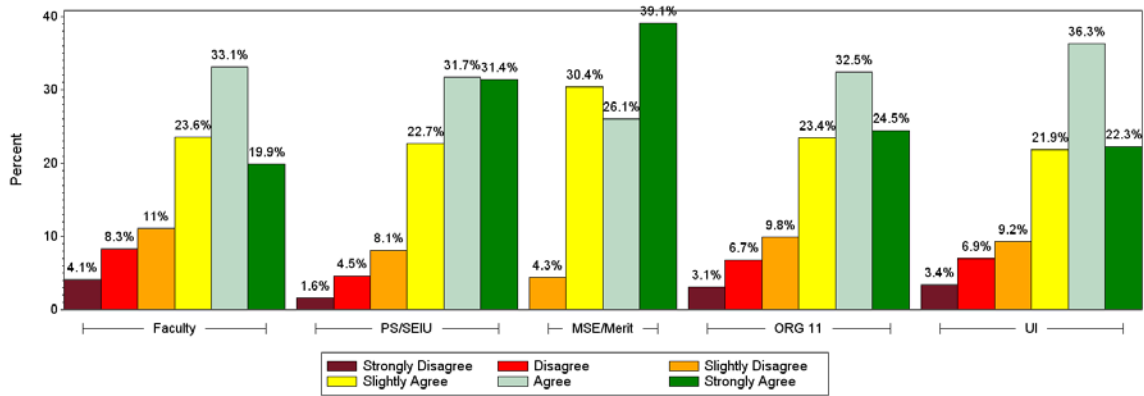


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	0.9%	-	-	0.6%	0.8%
<i>Disagree</i>	2.7%	2.3%	-	2.5%	1.4%
<i>Slightly Disagree</i>	2.0%	2.3%	-	2.0%	2.9%
<i>Slightly Agree</i>	8.0%	6.5%	4.2%	7.4%	8.1%
<i>Agree</i>	35.1%	37.3%	33.3%	35.8%	36.7%
<i>Strongly Agree</i>	51.3%	51.6%	62.5%	51.7%	50.1%
<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

Percentages of Responses for College of Liberal Arts and Sciences and UI in 2014

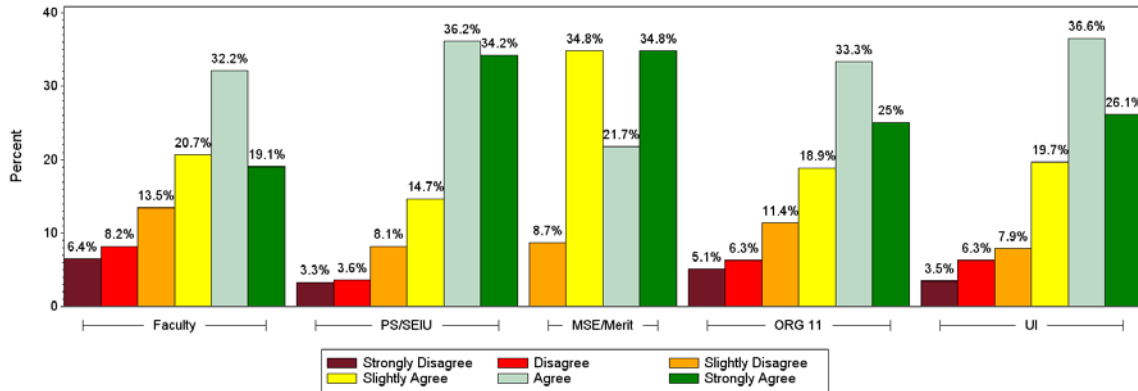


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	4.1%	1.6%	-	3.1%	3.4%
<i>Disagree</i>	8.3%	4.5%	-	6.7%	6.9%
<i>Slightly Disagree</i>	11.0%	8.1%	4.3%	9.8%	9.2%
<i>Slightly Agree</i>	23.6%	22.7%	30.4%	23.4%	21.9%
<i>Agree</i>	33.1%	31.7%	26.1%	32.5%	36.3%
<i>Strongly Agree</i>	19.9%	31.4%	39.1%	24.5%	22.3%
<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

Percentages of Responses for College of Liberal Arts and Sciences and UI in 2014

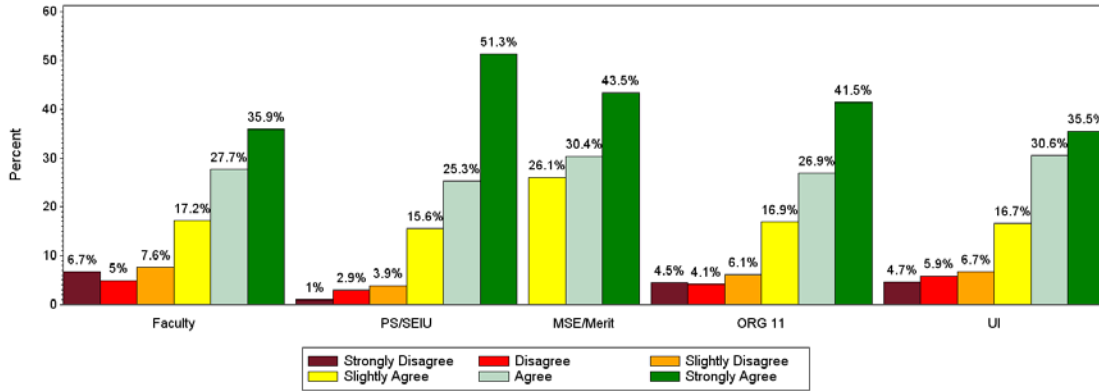


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	6.4%	3.3%	-	5.1%	3.5%
<i>Disagree</i>	8.2%	3.6%	-	6.3%	6.3%
<i>Slightly Disagree</i>	13.5%	8.1%	8.7%	11.4%	7.9%
<i>Slightly Agree</i>	20.7%	14.7%	34.8%	18.9%	19.7%
<i>Agree</i>	32.2%	36.2%	21.7%	33.3%	36.6%
<i>Strongly Agree</i>	19.1%	34.2%	34.8%	25.0%	26.1%
<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 Responses for College of Liberal Arts and Sciences and UI in 2014

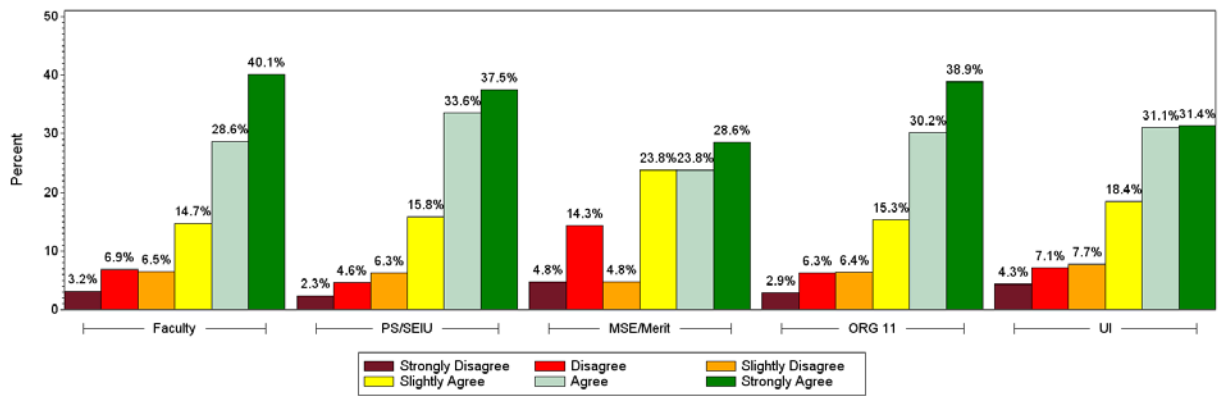


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	6.7%	1.0%	-	4.5%	4.7%
<i>Disagree</i>	5.0%	2.9%	-	4.1%	5.9%
<i>Slightly Disagree</i>	7.6%	3.9%	-	6.1%	6.7%
<i>Slightly Agree</i>	17.2%	15.6%	26.1%	16.9%	16.7%
<i>Agree</i>	27.7%	25.3%	30.4%	26.9%	30.6%
<i>Strongly Agree</i>	35.9%	51.3%	43.5%	41.5%	35.5%
<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

Percentages of Responses for College of Liberal Arts and Sciences and UI in 2014

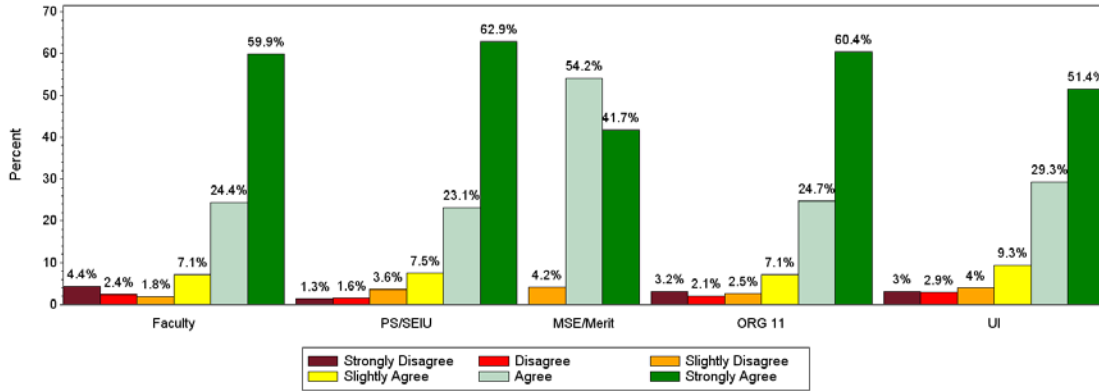


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	3.2%	2.3%	4.8%	2.9%	4.3%
<i>Disagree</i>	6.9%	4.6%	14.3%	6.3%	7.1%
<i>Slightly Disagree</i>	6.5%	6.3%	4.8%	6.4%	7.7%
<i>Slightly Agree</i>	14.7%	15.8%	23.8%	15.3%	18.4%
<i>Agree</i>	28.6%	33.6%	23.8%	30.2%	31.1%
<i>Strongly Agree</i>	40.1%	37.5%	28.6%	38.9%	31.4%
<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

Percentages of Responses for College of Liberal Arts and Sciences and UI in 2014

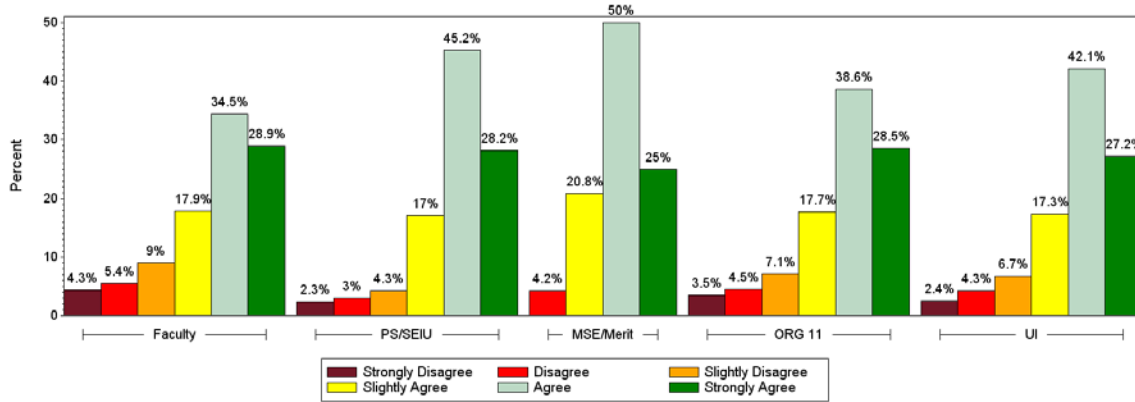


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	4.4%	1.3%	-	3.2%	3.0%
<i>Disagree</i>	2.4%	1.6%	-	2.1%	2.9%
<i>Slightly Disagree</i>	1.8%	3.6%	4.2%	2.5%	4.0%
<i>Slightly Agree</i>	7.1%	7.5%	-	7.1%	9.3%
<i>Agree</i>	24.4%	23.1%	54.2%	24.7%	29.3%
<i>Strongly Agree</i>	59.9%	62.9%	41.7%	60.4%	51.4%
<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 2014

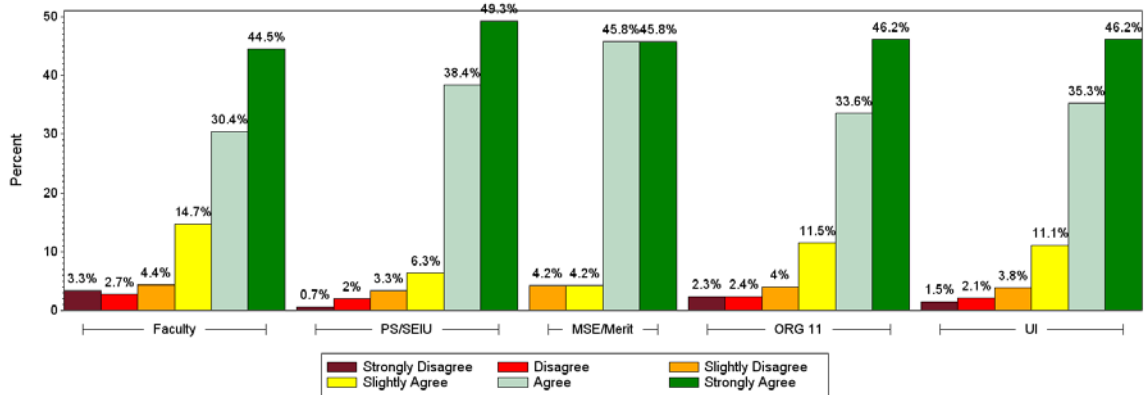


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	4.3%	2.3%	-	3.5%	2.4%
<i>Disagree</i>	5.4%	3.0%	4.2%	4.5%	4.3%
<i>Slightly Disagree</i>	9.0%	4.3%	-	7.1%	6.7%
<i>Slightly Agree</i>	17.9%	17.0%	20.8%	17.7%	17.3%
<i>Agree</i>	34.5%	45.2%	50.0%	38.6%	42.1%
<i>Strongly Agree</i>	28.9%	28.2%	25.0%	28.5%	27.2%
<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

Percentages of Responses for College of Liberal Arts and Sciences and UI in 2014

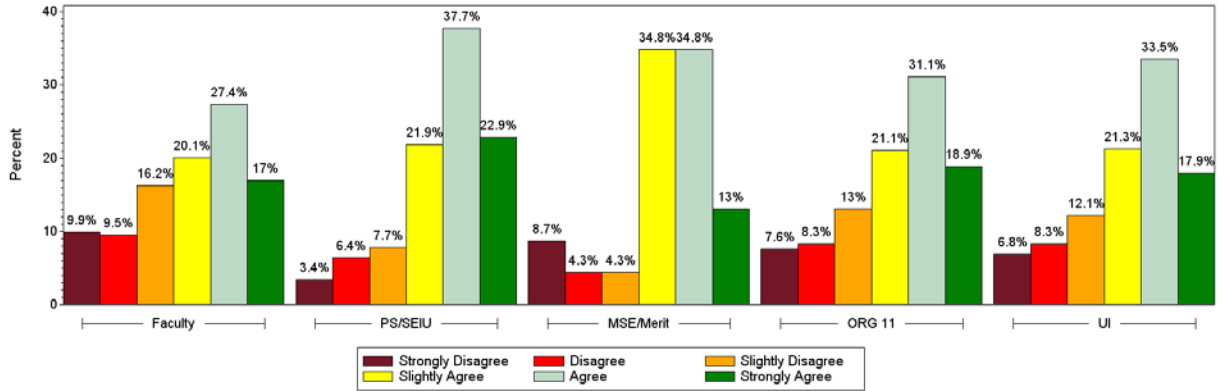


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	3.3%	0.7%	-	2.3%	1.5%
<i>Disagree</i>	2.7%	2.0%	-	2.4%	2.1%
<i>Slightly Disagree</i>	4.4%	3.3%	4.2%	4.0%	3.8%
<i>Slightly Agree</i>	14.7%	6.3%	4.2%	11.5%	11.1%
<i>Agree</i>	30.4%	38.4%	45.8%	33.6%	35.3%
<i>Strongly Agree</i>	44.5%	49.3%	45.8%	46.2%	46.2%
<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 Responses for College of Liberal Arts and Sciences and UI in 2014

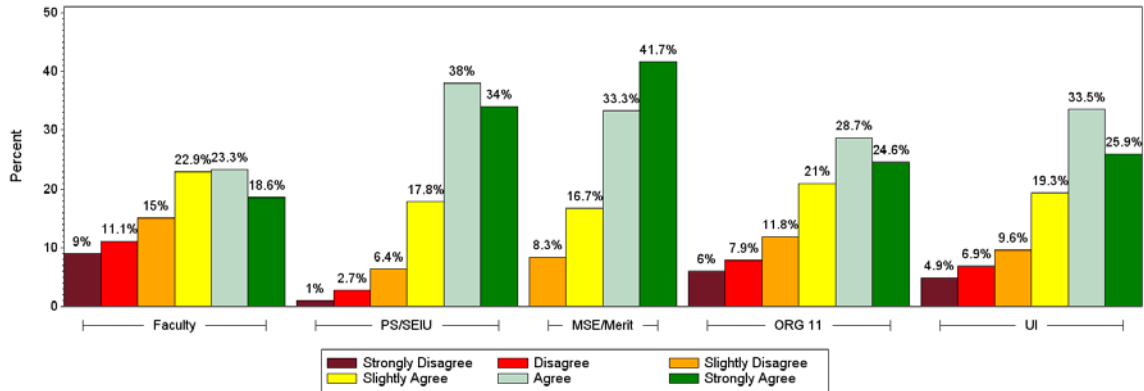


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	9.9%	3.4%	8.7%	7.6%	6.8%
<i>Disagree</i>	9.5%	6.4%	4.3%	8.3%	8.3%
<i>Slightly Disagree</i>	16.2%	7.7%	4.3%	13.0%	12.1%
<i>Slightly Agree</i>	20.1%	21.9%	34.8%	21.1%	21.3%
<i>Agree</i>	27.4%	37.7%	34.8%	31.1%	33.5%
<i>Strongly Agree</i>	17.0%	22.9%	13.0%	18.9%	17.9%
<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 Responses for College of Liberal Arts and Sciences and UI in 2014

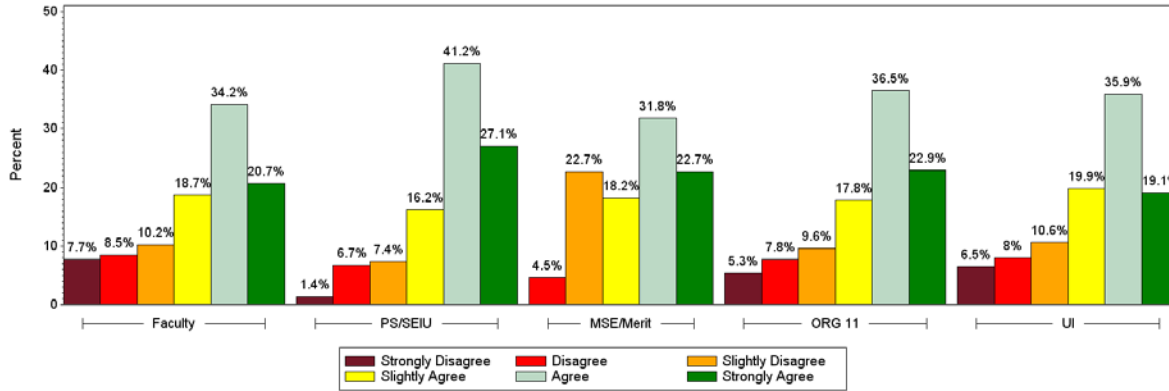


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	9.0%	1.0%	-	6.0%	4.9%
<i>Disagree</i>	11.1%	2.7%	-	7.9%	6.9%
<i>Slightly Disagree</i>	15.0%	6.4%	8.3%	11.8%	9.6%
<i>Slightly Agree</i>	22.9%	17.8%	16.7%	21.0%	19.3%
<i>Agree</i>	23.3%	38.0%	33.3%	28.7%	33.5%
<i>Strongly Agree</i>	18.6%	34.0%	41.7%	24.6%	25.9%
<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

Percentages of Responses for College of Liberal Arts and Sciences and UI in 2014

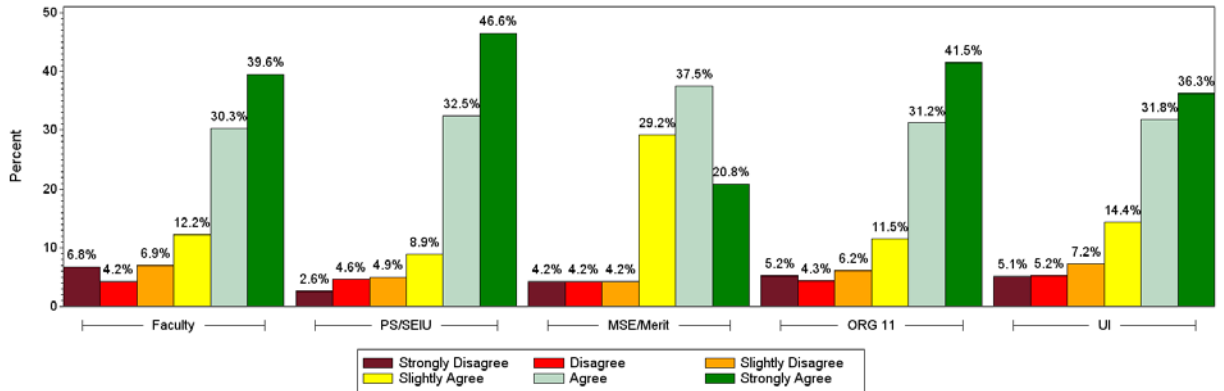


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	7.7%	1.4%	-	5.3%	6.5%
<i>Disagree</i>	8.5%	6.7%	4.5%	7.8%	8.0%
<i>Slightly Disagree</i>	10.2%	7.4%	22.7%	9.6%	10.6%
<i>Slightly Agree</i>	18.7%	16.2%	18.2%	17.8%	19.9%
<i>Agree</i>	34.2%	41.2%	31.8%	36.5%	35.9%
<i>Strongly Agree</i>	20.7%	27.1%	22.7%	22.9%	19.1%
<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

Percentages of Responses for College of Liberal Arts and Sciences and UI in 2014

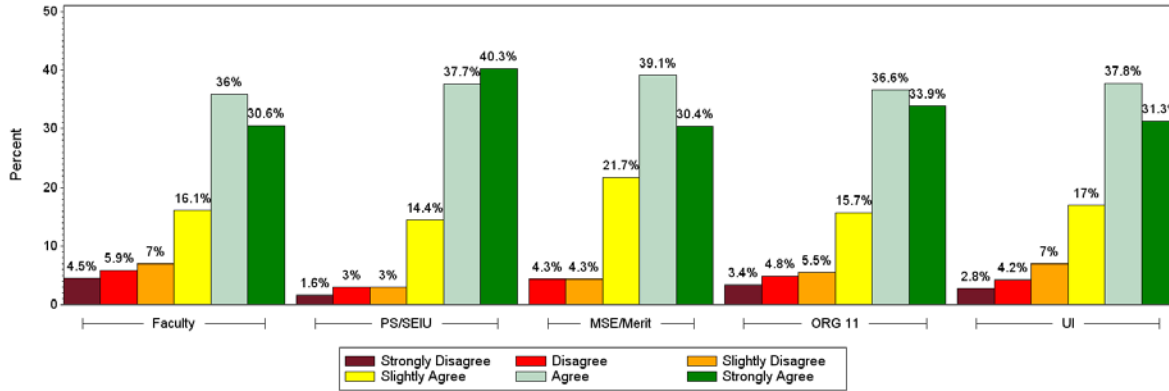


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	6.8%	2.6%	4.2%	5.2%	5.1%
<i>Disagree</i>	4.2%	4.6%	4.2%	4.3%	5.2%
<i>Slightly Disagree</i>	6.9%	4.9%	4.2%	6.2%	7.2%
<i>Slightly Agree</i>	12.2%	8.9%	29.2%	11.5%	14.4%
<i>Agree</i>	30.3%	32.5%	37.5%	31.2%	31.8%
<i>Strongly Agree</i>	39.6%	46.6%	20.8%	41.5%	36.3%
<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

Percentages of Responses for College of Liberal Arts and Sciences and UI in 2014

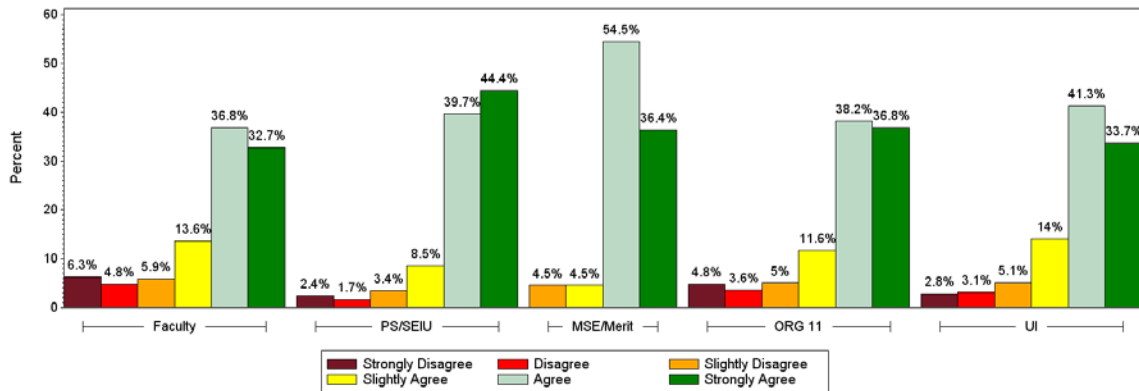


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	4.5%	1.6%	-	3.4%	2.8%
<i>Disagree</i>	5.9%	3.0%	4.3%	4.8%	4.2%
<i>Slightly Disagree</i>	7.0%	3.0%	4.3%	5.5%	7.0%
<i>Slightly Agree</i>	16.1%	14.4%	21.7%	15.7%	17.0%
<i>Agree</i>	36.0%	37.7%	39.1%	36.6%	37.8%
<i>Strongly Agree</i>	30.6%	40.3%	30.4%	33.9%	31.3%
<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 Responses for College of Liberal Arts and Sciences and UI in 2014

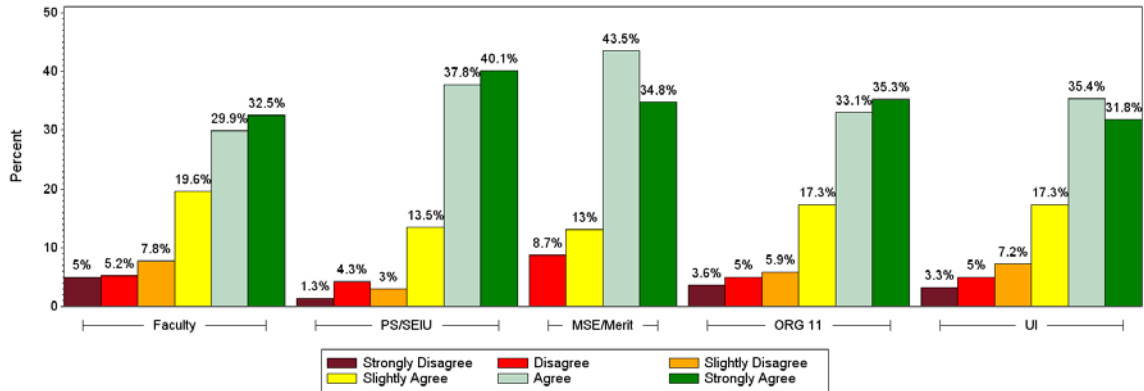


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	6.3%	2.4%	-	4.8%	2.8%
<i>Disagree</i>	4.8%	1.7%	-	3.6%	3.1%
<i>Slightly Disagree</i>	5.9%	3.4%	4.5%	5.0%	5.1%
<i>Slightly Agree</i>	13.6%	8.5%	4.5%	11.6%	14.0%
<i>Agree</i>	36.8%	39.7%	54.5%	38.2%	41.3%
<i>Strongly Agree</i>	32.7%	44.4%	36.4%	36.8%	33.7%
<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 Responses for College of Liberal Arts and Sciences and UI in 2014

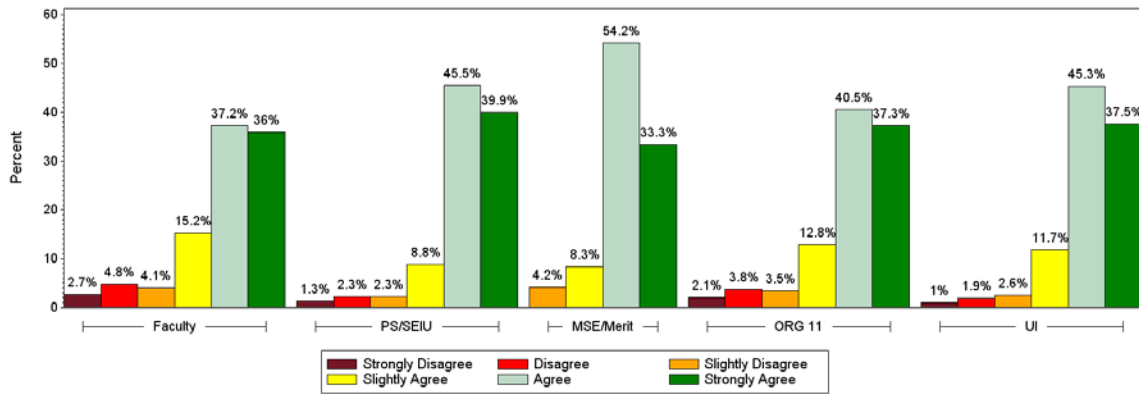


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	5.0%	1.3%	-	3.6%	3.3%
<i>Disagree</i>	5.2%	4.3%	8.7%	5.0%	5.0%
<i>Slightly Disagree</i>	7.8%	3.0%	-	5.9%	7.2%
<i>Slightly Agree</i>	19.6%	13.5%	13.0%	17.3%	17.3%
<i>Agree</i>	29.9%	37.8%	43.5%	33.1%	35.4%
<i>Strongly Agree</i>	32.5%	40.1%	34.8%	35.3%	31.8%
<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

Percentages of Responses for College of Liberal Arts and Sciences and UI in 2014

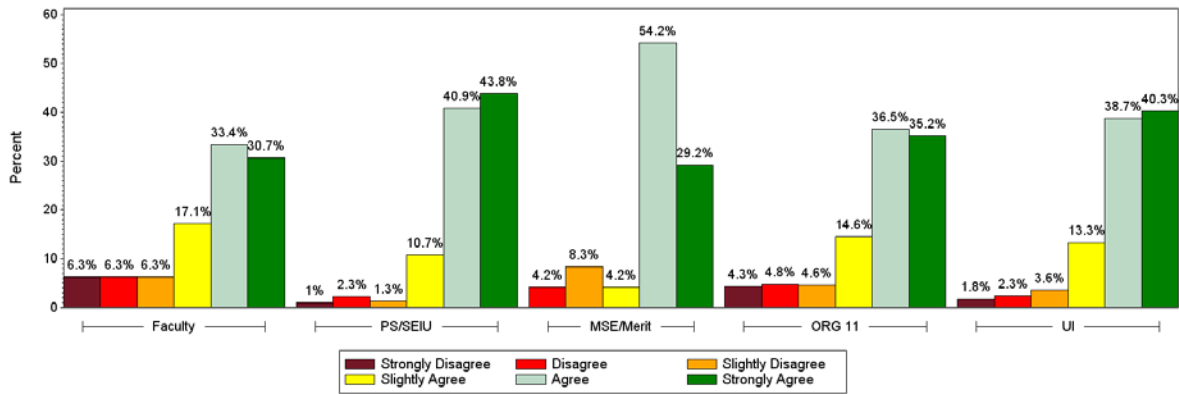


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	2.7%	1.3%	-	2.1%	1.0%
<i>Disagree</i>	4.8%	2.3%	-	3.8%	1.9%
<i>Slightly Disagree</i>	4.1%	2.3%	4.2%	3.5%	2.6%
<i>Slightly Agree</i>	15.2%	8.8%	8.3%	12.8%	11.7%
<i>Agree</i>	37.2%	45.5%	54.2%	40.5%	45.3%
<i>Strongly Agree</i>	36.0%	39.9%	33.3%	37.3%	37.5%
<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

Percentages of Responses for College of Liberal Arts and Sciences and UI in 2014

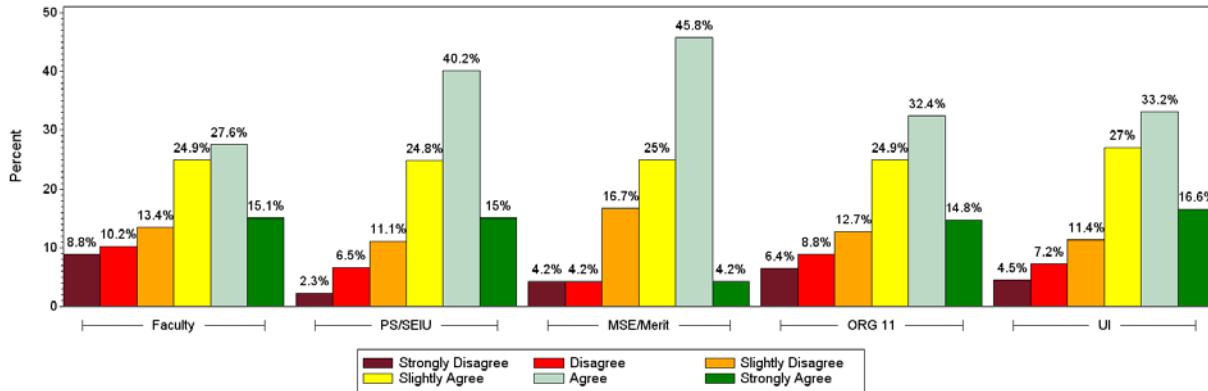


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	6.3%	1.0%	-	4.3%	1.8%
<i>Disagree</i>	6.3%	2.3%	4.2%	4.8%	2.3%
<i>Slightly Disagree</i>	6.3%	1.3%	8.3%	4.6%	3.6%
<i>Slightly Agree</i>	17.1%	10.7%	4.2%	14.6%	13.3%
<i>Agree</i>	33.4%	40.9%	54.2%	36.5%	38.7%
<i>Strongly Agree</i>	30.7%	43.8%	29.2%	35.2%	40.3%
<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 Responses for College of Liberal Arts and Sciences and UI in 2014

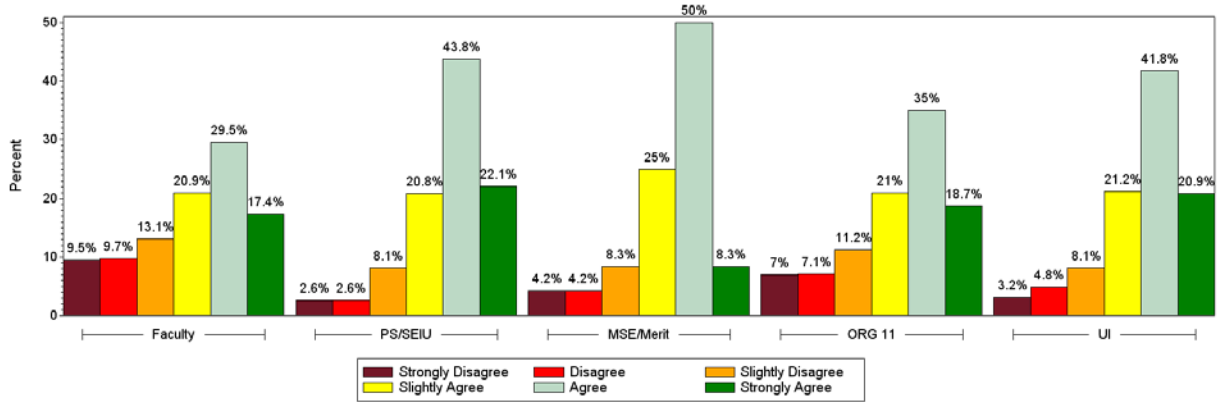


	Faculty	PS/SEIU	MSE/Merit	ORG 11	UI
<i>Strongly Disagree</i>	8.8%	2.3%	4.2%	6.4%	4.5%
<i>Disagree</i>	10.2%	6.5%	4.2%	8.8%	7.2%
<i>Slightly Disagree</i>	13.4%	11.1%	16.7%	12.7%	11.4%
<i>Slightly Agree</i>	24.9%	24.8%	25.0%	24.9%	27.0%
<i>Agree</i>	27.6%	40.2%	45.8%	32.4%	33.2%
<i>Strongly Agree</i>	15.1%	15.0%	4.2%	14.8%	16.6%
<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

Percentages of Responses for College of Liberal Arts and Sciences and UI in 2014

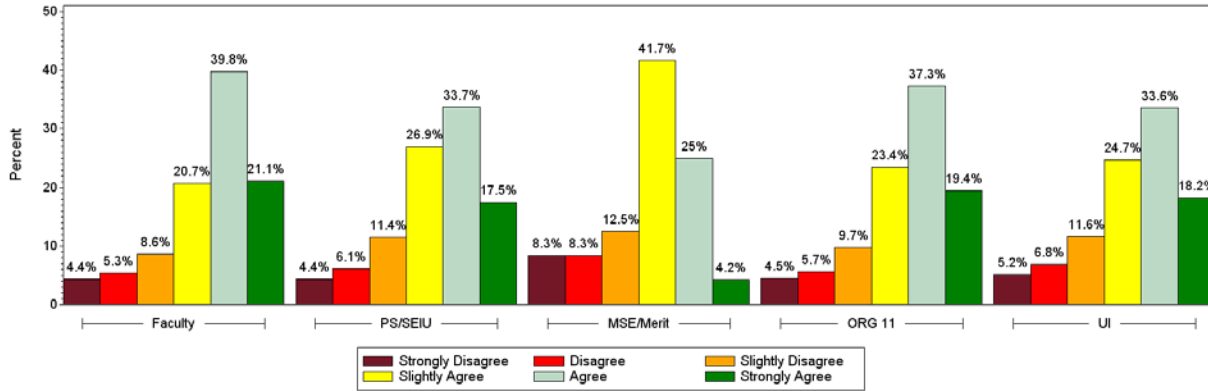


	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	9.5%	2.6%	4.2%	7.0%	3.2%
<i>Disagree</i>	9.7%	2.6%	4.2%	7.1%	4.8%
<i>Slightly Disagree</i>	13.1%	8.1%	8.3%	11.2%	8.1%
<i>Slightly Agree</i>	20.9%	20.8%	25.0%	21.0%	21.2%
<i>Agree</i>	29.5%	43.8%	50.0%	35.0%	41.8%
<i>Strongly Agree</i>	17.4%	22.1%	8.3%	18.7%	20.9%
<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

Percentages of Responses for College of Liberal Arts and Sciences and UI in 2014



	<i>Faculty</i>	<i>PS/SEIU</i>	<i>MSE/Merit</i>	<i>ORG 11</i>	<i>UI</i>
<i>Strongly Disagree</i>	4.4%	4.4%	8.3%	4.5%	5.2%
<i>Disagree</i>	5.3%	6.1%	8.3%	5.7%	6.8%
<i>Slightly Disagree</i>	8.6%	11.4%	12.5%	9.7%	11.6%
<i>Slightly Agree</i>	20.7%	26.9%	41.7%	23.4%	24.7%
<i>Agree</i>	39.8%	33.7%	25.0%	37.3%	33.6%
<i>Strongly Agree</i>	21.1%	17.5%	4.2%	19.4%	18.2%
<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 2014 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 2014 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 2008 and 2012 to the 2014 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 (2008, 2012, 2014).
 - 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.