Survey Results

Working at Iowa 2020
Changes in 2020

- UI Health Care completed the Working at Iowa powered by Press Ganey
- Correlations Simplified
Working at Iowa – Survey 2020

- University Results:
  - 4,349 participants
  - 6,370 population
  - (regular FT/PT-50%+)
  - 68% total participation

### Participation Rates

- Merit - 50%
- P&S - 78%
- Faculty - 61%

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All Participants

- Merit
- P&S
- Faculty
Similar themes to previous years

Strengths
- Expectations
- Respect
- Service

Opportunities
- Workloads
- Accomplishments
- Promotions

Health Care
- Support Diversity
- Share Concerns
- Service
## 2020 Improvements

### Improvement in Agreement Levels (Highest to Lowest)

<table>
<thead>
<tr>
<th></th>
<th>% Agree 2018</th>
<th>% Agree 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>UI recognizes accomplishments of faculty and staff</td>
<td>71</td>
<td>75</td>
</tr>
<tr>
<td>My professional development is encouraged</td>
<td>82</td>
<td>85</td>
</tr>
<tr>
<td>I receive work feedback regularly</td>
<td>81</td>
<td>84</td>
</tr>
<tr>
<td>Constructive management of work conflicts</td>
<td>76</td>
<td>79</td>
</tr>
<tr>
<td>My unit distributes workloads fairly</td>
<td>71</td>
<td>74</td>
</tr>
<tr>
<td>There are opportunities for promotion at UI</td>
<td>69</td>
<td>72</td>
</tr>
<tr>
<td>I know my expectations</td>
<td>94</td>
<td>96</td>
</tr>
<tr>
<td>Understand how job fits overall mission of UI</td>
<td>93</td>
<td>95</td>
</tr>
<tr>
<td>Civil and respectful coworkers</td>
<td>88</td>
<td>90</td>
</tr>
<tr>
<td>My supervisor acknowledges my good work</td>
<td>86</td>
<td>88</td>
</tr>
<tr>
<td>My unit goals are clear</td>
<td>86</td>
<td>88</td>
</tr>
<tr>
<td>My supervisor’s feedback is helpful</td>
<td>83</td>
<td>85</td>
</tr>
</tbody>
</table>
Next Steps

→ Campus Communications
   January:
   • Iowa Now and UI Leadership Groups WAI university-level results
   • OE distributes college/division and other breakout reports
   February - March:
   • Data presentations with shared governance groups

→ Org-Level Dialogue and Action Planning (Feb-spring)
   • College/Division leaders share local results
   • Action Planning tools available
Resources

Questions about the survey or reports?
Contact Teresa Teresa-Kulper@uiowa.edu or Nik Nikole-Mac@uiowa.edu in UHR/OE

Exec Summary & Action Plan Tools at:
http://hr.uiowa.edu/working