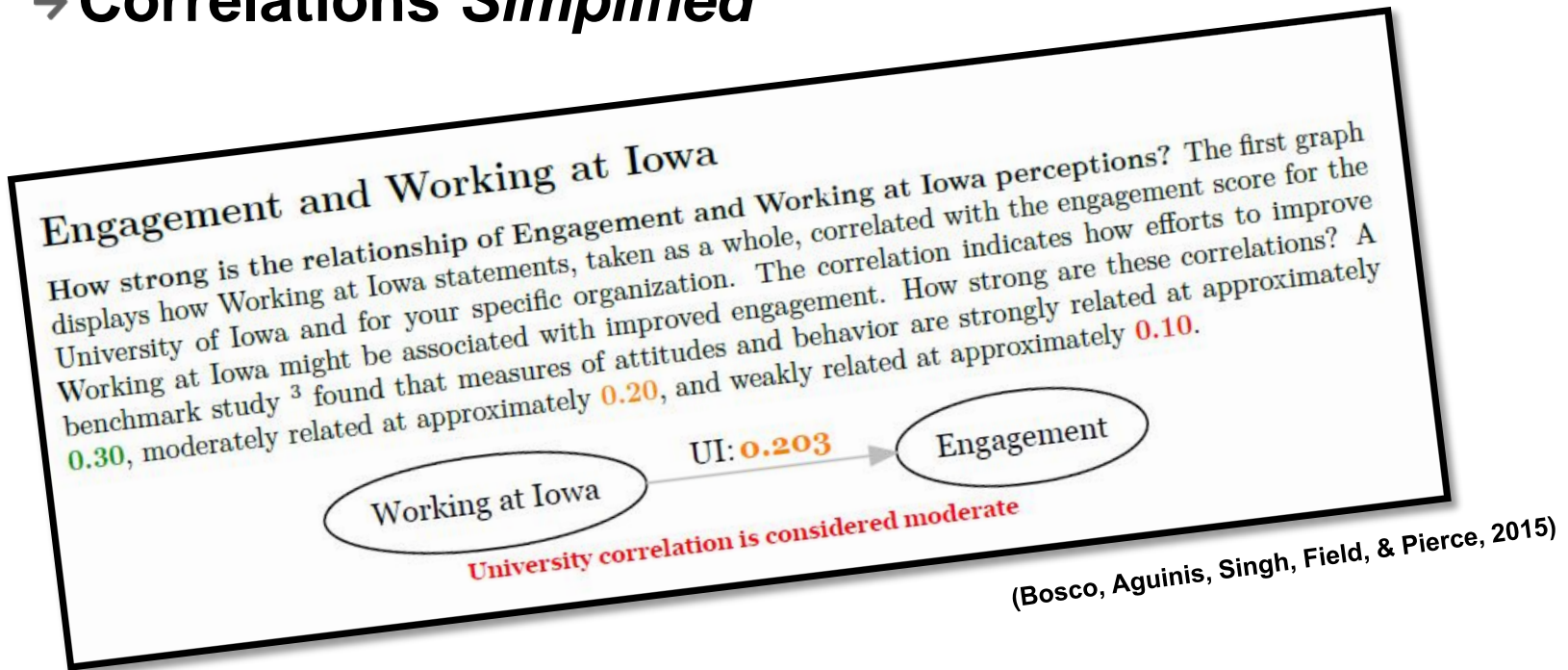


Survey Results

Working at Iowa 2020

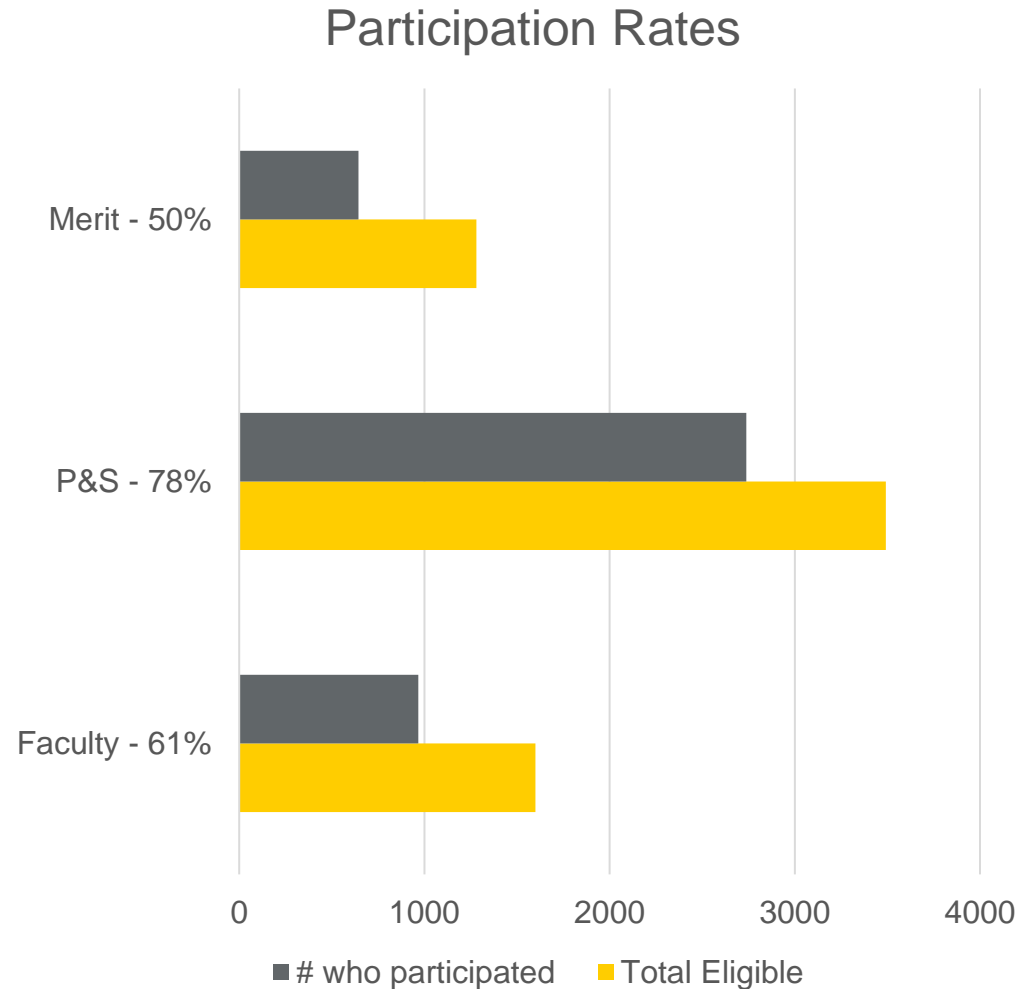
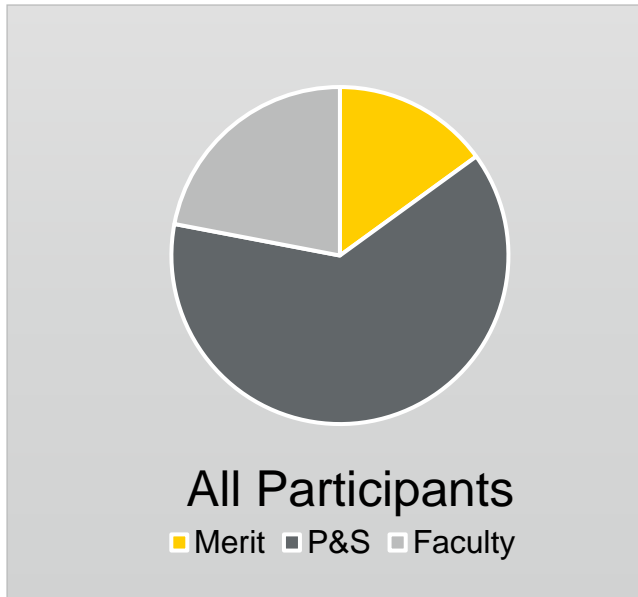
Changes in 2020

- 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**



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

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>

IOWA