

---

# *HR Update: Working@Iowa Results*

**Rachel Napoli**

Executive HR Director Organizational  
Effectiveness • University Human Resources

**Isandra Martinez-Marrero**

Senior Director, Campus Engagement •  
Office of Access and Support

## Value to Campus

Results **provide insights that drive action** to improve recruitment and retention, and measure progress against strategic initiatives around faculty and staff success.

Comparing data over multiple survey cycles reveals **trends, opportunities for improvement, and strengths.**



See Trends  
Over Time



New in  
2024

This year the survey included **5 new belonging questions** capturing a holistic view of the employee experience.

## 2024 Results Highlights

**Highest % agree**

**Q1 (96%)** I know what is expected of me in my work  
**Q6 (94%)** My supervisor treats me with respect  
**Q10 (94%)** My unit has a strong focus on providing excellent service to those we interact with

Overall UI score is higher than 2022 in 14 of 19 questions.

**Lowest % agree**

**Q20 (72%)** The UI does a good job of recognizing accomplishments  
**Q11 (75%)** Workloads are distributed fairly in my unit  
**Q 22 (77%)** I feel valued as an individual at the UI

Overall response rate **63%**  
Participation down 6% from 2022

Questions with ≥5% shift from 2022	Faculty	P&S	Merit	Overall
Q5: I am encouraged to allocate time to my professional development	↘		↗	
Q7: I can speak about work-related concerns with my supervisor	↗		↗↗	
Q9: My unit goals are clear			↗	
Q11: Workloads are distributed fairly in my unit			↗	
Q12: My unit provides support to help faculty/staff balance work and personal life responsibilities			↗	
Q16: My unit provides a supportive environment to retain individuals from diverse backgrounds	↗			
Q19: I understand how my job fits into the overall mission of the UI	↗			
Q20: The UI does a good job of recognizing accomplishments of [Faculty/Staff]	↗↗		↗	
Q21: There are opportunities for me to pursue my career goals at the UI		↗	↗↗↗	↗
Q24: I would recommend the UI to a friend seeking employment	↗		↗↗	



5 to 7% shift



8-10% shift



11%+ shift

2024 Results by Theme

Four key themes were identified—Goal Clarity, Workplace Culture, Supervisor-Employee Relationship, and Institutional Satisfaction—by analyzing and grouping the survey questions based on their focus and intent.

**Goal Clarity**  
Theme Average: 93%

Related Survey Questions	2024	Trend*
Q1: I know my work expectations	96%	+1
Q9: My unit goals are clear	88%	+1
Q10: My unit focuses on excellent service	94%	+1
Q19: Understand how job fits mission of UI	94%	=

**Workplace Culture**  
Theme Average: 84%

Related Survey Questions	2024	Trend*
Q8: I can be my authentic self at work	88%	New
Q11: My unit distributes workloads fairly	75%	+2
Q12: My unit supports work & personal life	85%	+2
Q13: I have a voice in unit's direction	80%	New
Q14: Conflicts are managed	80%	=
Q15: Coworkers are civil and respectful	91%	+1
Q16: My unit supports diversity	88%	+1
Q17: I say great things about my unit	87%	+2
Q18: My team in my unit values me	85%	New
Q22: I feel valued as an individual at UI	77%	New
Q23: UI is welcoming and respectful	86%	New

**Supervisor-Employee Relationship**  
Theme Average: 87%

Related Survey Questions	2024	Trend*
Q2: I receive work feedback regularly	84%	=
Q3: My supervisor's feedback is helpful	86%	+1
Q4: Supervisor acknowledges good work	88%	=
Q5: My prof development is encouraged	82%	-2
Q6: My supervisor treats me with respect	94%	+1
Q7: My supervisor is open to hear concerns	90%	+4

**Institutional Satisfaction**  
Theme Average: 79%

Related Survey Questions	2024	Trend*
Q20: UI recognizes accomplishments	72%	=
Q21: I can pursue career goals at UI**	78%	+7
Q24: Would recommend UI to a friend	88%	+2

\*Trend means the shift in percentage points compared to the 2022 survey.  
\*\* Question wording changed from opportunities for promotion within the UI to opportunities to pursue my career goals at the UI.



Review Data at Multiple Levels



Share and Discuss Data with Constituents

Recommendations



Action Plan and Establish Accountability



Monitor and Measure Impact

Learn more at the [Working at Iowa website](#), email us at [workingatiowa@uiowa.edu](mailto:workingatiowa@uiowa.edu)  
Contact your HR Senior Director for questions about Working at Iowa results for your organization.

# IOWA

Working@Iowa Survey

---

# Thank you

Rachel Napoli  
Executive HR Director Organizational  
Effectiveness  
[rachel-napoli@uiowa.edu](mailto:rachel-napoli@uiowa.edu)

Isandra Martinez-Marrero  
Senior Director, Campus Engagement  
[isandra-martinez-marrero@uiowa.edu](mailto:isandra-martinez-marrero@uiowa.edu)

→ <https://hr.uiowa.edu/administrative-services/working-iowa>