Your Working at Iowa Survey - 2018

October 3 – 17, 2018

✓ Everyone’s feedback is important
✓ Individual responses are confidential
Engagement with Work Impacts:

- **Productivity & Health**
  - Effort
  - Safety
  - Effectiveness

- **Recruitment & Retention**
  - Faculty
  - Staff

- **University “Customer” Experience**
  - Students
  - Patients
  - Public
Value of Working at Iowa data:

- Predictive of future engagement behaviors supporting organizational success
- Identifies actionable opportunities, whether to build on strengths or act on opportunities to improve
- Another source of data for making strategic decisions, e.g., HR Dashboards, University Culture Survey (Spring 2018)
NEW in 2018 Survey

• Nine additional survey items about:
  ➢ Physical engagement
  ➢ Mental engagement
  ➢ Emotional engagement

• Engagement Index report will provide:
  ➢ Aggregate indicator for UI and individual orgs
  ➢ Correlation with the 20 other survey items
  ➢ Indicator of what actions will have greatest impact on different populations
Survey Period October 3-17

- **Survey opens** Wednesday, **October 3**
- Complete your survey; encourage others
- **Survey closes** Wednesday, **October 17**. Results distributed before end of fall term.
Action planning 1-2-3

1. Identify one area for action
2. Do two or more things about it
3. Communicate at least three times about the action step & connect it to your strategic goals
Resources

• [https://hr.uiowa.edu/working](https://hr.uiowa.edu/working)
  • Video presentations by Eean Crawford, Associate Professor, Management & Organizations, Tippie College of Business on his research and engagement

• Senior HR Leaders

• University HR/Organizational Effectiveness; 335-2687, Teresa Kulper Director, [teresa-kulper@uiowa.edu](mailto:teresa-kulper@uiowa.edu)