

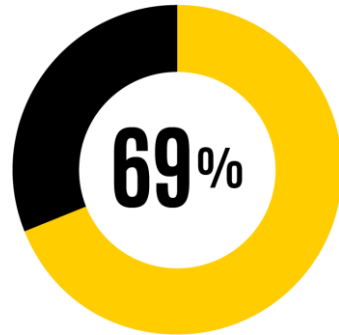
IOWA

University Human Resources

2022 Working at Iowa Survey Results



2022 response rates

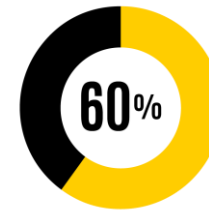


Faculty and Staff main campus responses

4,355 responding from 6,210 administered

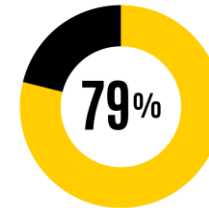
faculty and staff that work 50%+

Faculty and staff responses by job classification



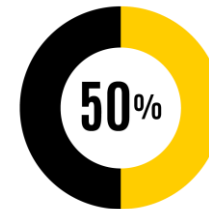
Faculty

938 responding from 1,571 administered



P&S

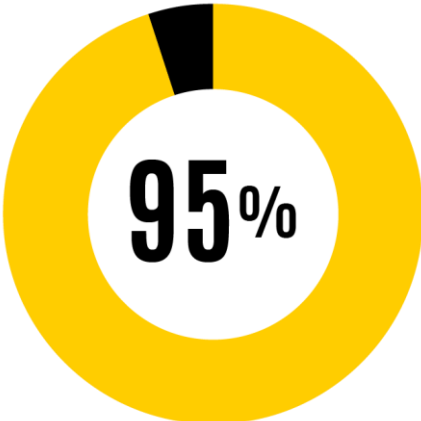
2,858 responding from 3,609 administered



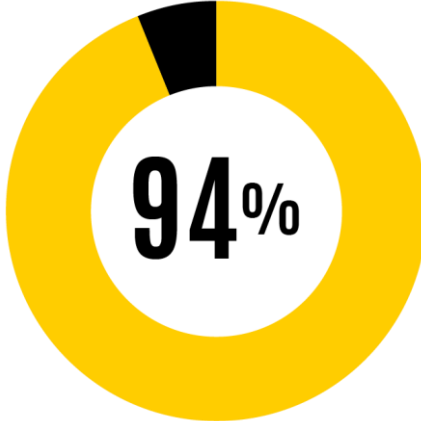
Merit

559 responding from 1,130 administered

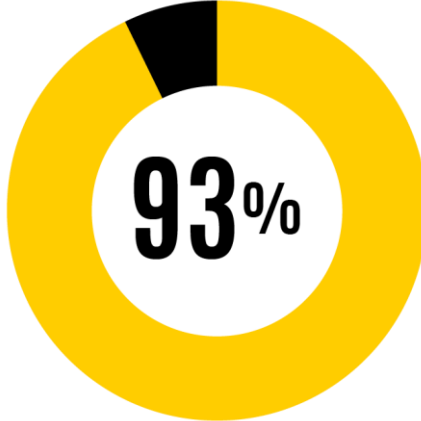
Strengths



I know my work expectations



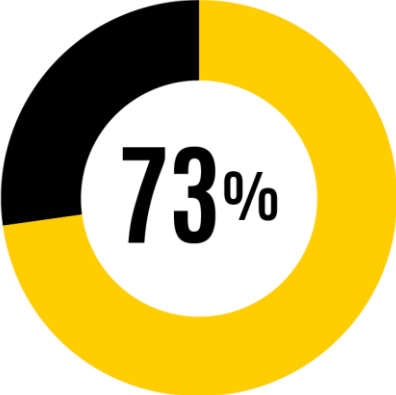
I understand how my job fits with overall mission of UI



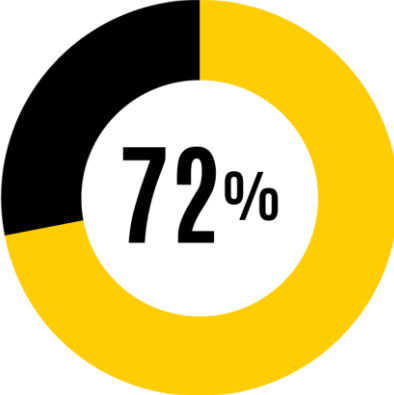
My supervisor treats me with respect

% of respondents who agreed (slightly agree, agree, strongly agree)

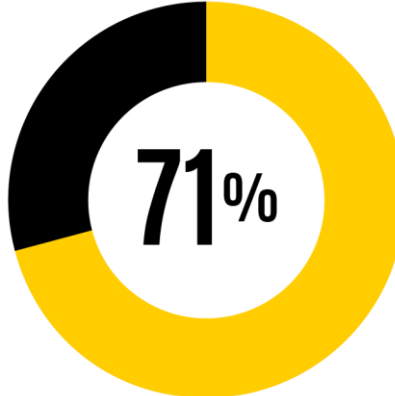
Opportunities



My unit distributes workloads fairly



UI recognizes accomplishments of faculty/staff

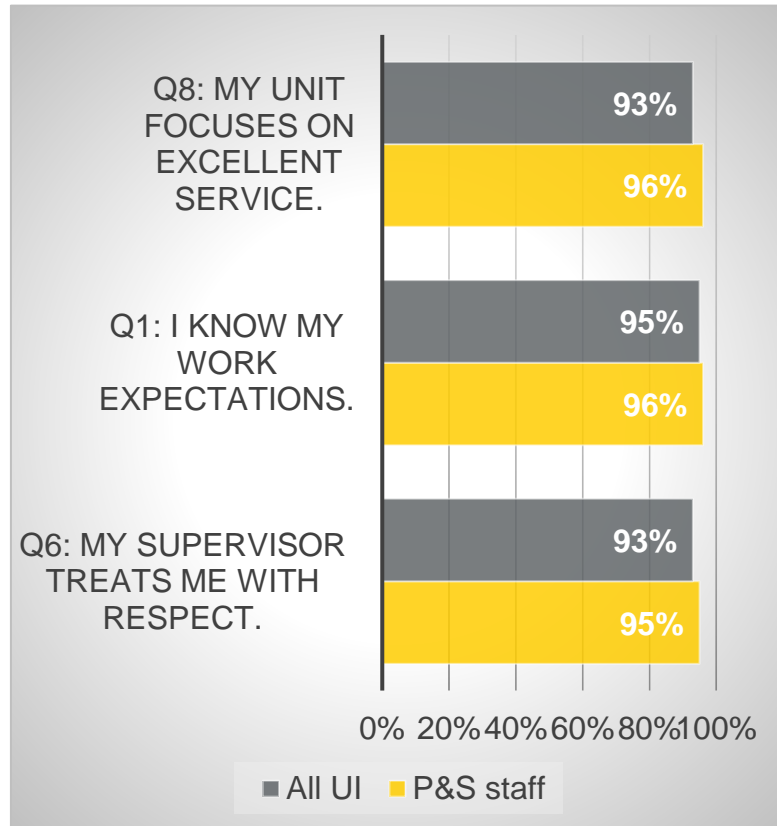


There are opportunities for promotion at UI

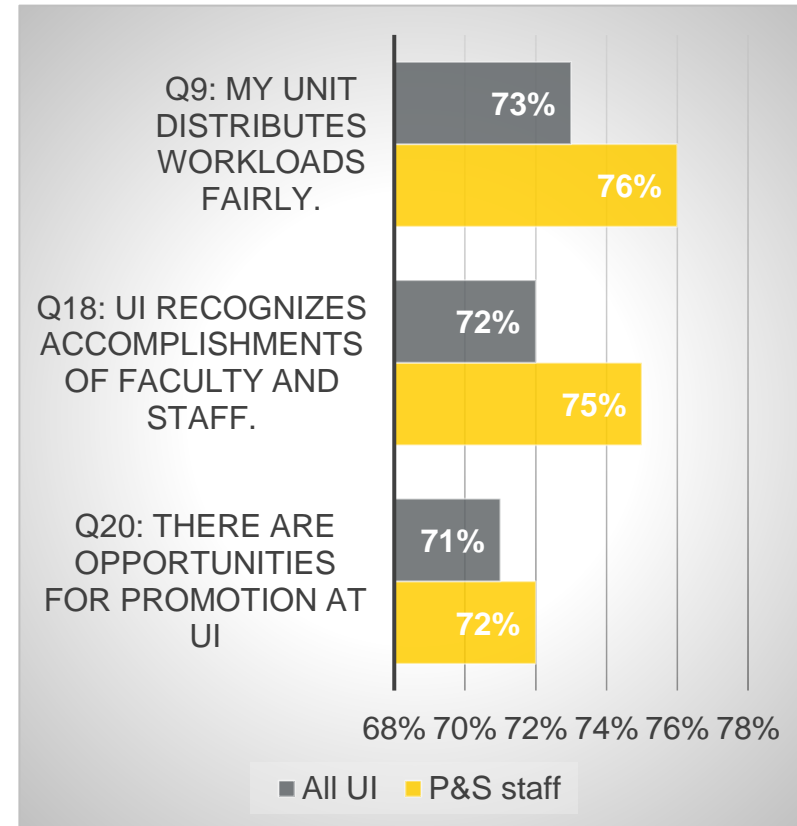
% of respondents who agreed (slightly agree, agree, strongly agree)

P&S staff

Strengths



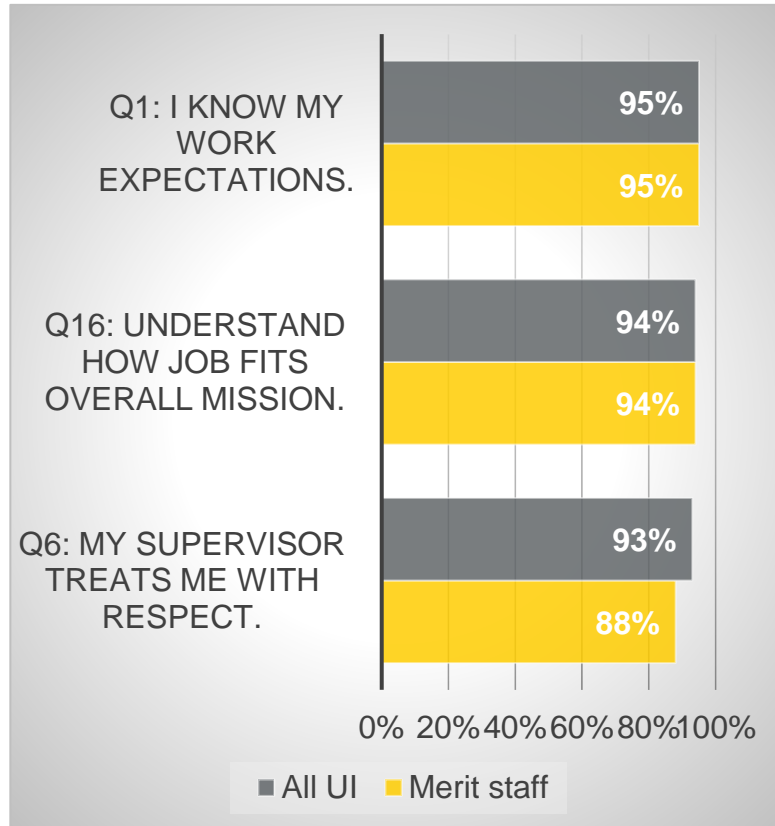
Opportunities



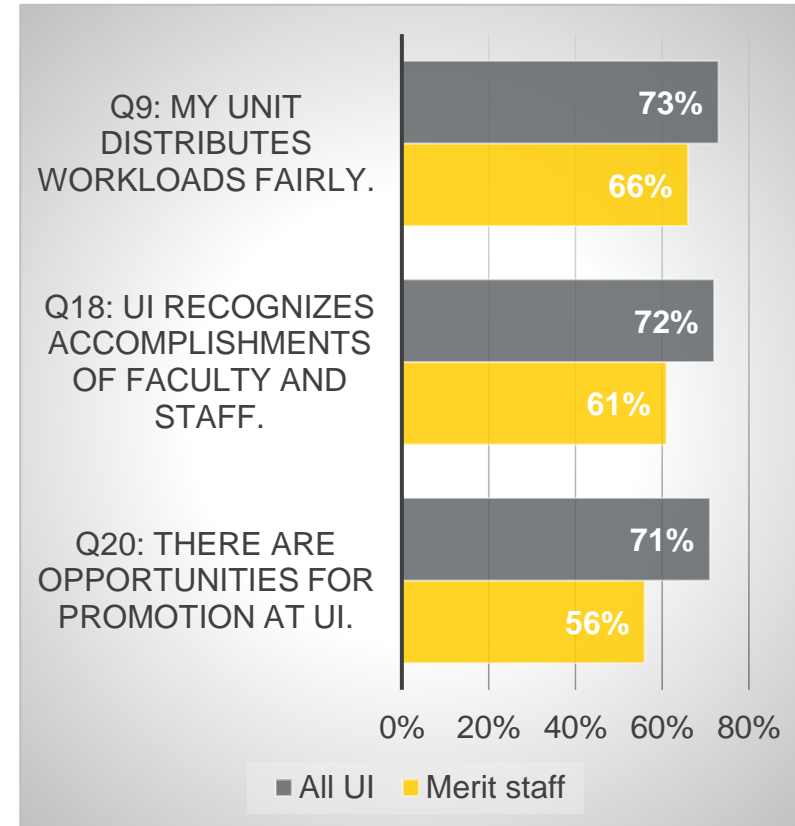
% respondents that agree (strongly agree, agree, or slightly agree)

Merit staff

Strengths



Opportunities



% respondents that agree (strongly agree, agree, or slightly agree)

3 types of engagement behaviors

Physical

I work with high energy

I exert my full effort

I devote a lot of my energy

Mental

I give my full attention to my job

I concentrate completely

My mind is focused on the work that I do

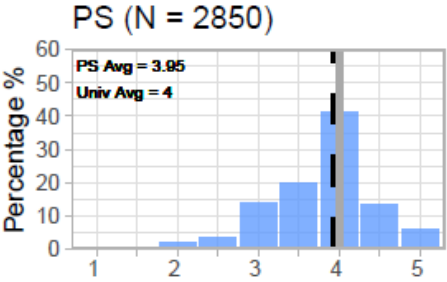
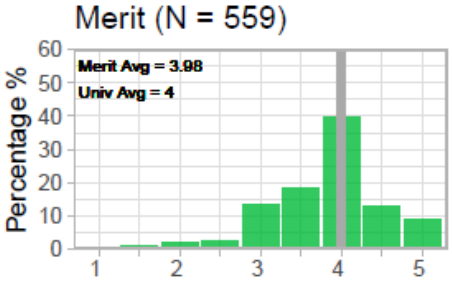
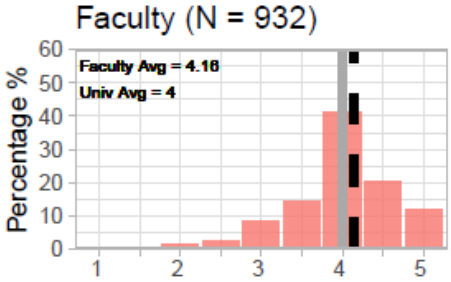
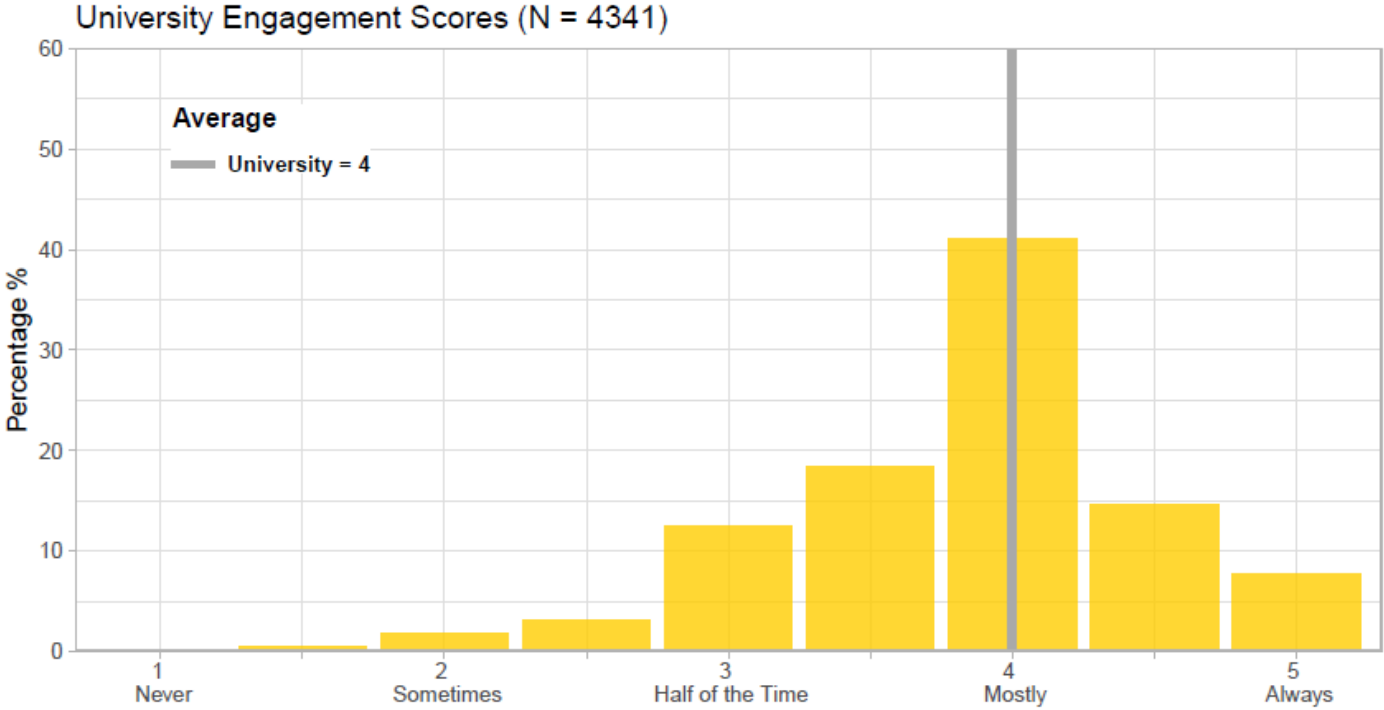
Emotional

I put my emotions into what I do

I am emotionally connected

I put my feelings into my work

Engagement score result



Communication

Review with Council of Deans
and President's Cabinet.

Jan. 19: Release via Iowa
Now and Working at Iowa
webpage

Jan 23: Distribute unit level
reports to colleges/VP units

February: Shared governance
presentations; action planning
workshop with HR seniors



Action planning principles



**OPEN SHARING
OF RESULTS**



**UNDERSTANDING
THE DATA**



**RESULTS TO
ACTION**