# Working At Iowa Survey
## College of Engineering Organizational Report
## November 2024

## Introduction

The Working at Iowa (WAI) survey aims to improve work environments and support university and departmental goals by measuring engagement and belonging. Survey responses help identify trends around strengths and opportunities for improvement that inform action planning. Beginning fall 2024, the WAI survey includes five belonging questions. These questions explore how belonging factors into the employee experience and capture a more holistic view of how employees perceive their work environment. University of Iowa Health Care collaborates with Press Ganey to conduct the UI Health Care Working at Iowa Survey, an engagement survey that allows benchmarking with similar institutions while also providing responses to 10 WAI questions.

## 2024: Changes from Previous WAI Surveys

Five new belonging questions included in the 2024 survey are:

Q8. I can be my authentic self at work.
Q13. I have a voice in decisions that affect the direction of my unit.
Q18. I feel valued as a member of the team in my unit.
Q22. I feel valued as an individual at the UI.
Q23. The UI has a strong commitment to fostering a welcoming and respectful environment.

Minor wording changes have been made to the following questions for clarity:

Q5. I am encouraged to allocate time to my professional development.
Q7. I can speak about work-related concerns with my supervisor.
Q17. Given the opportunity, I tell people great things about working in my unit.
Q21. There are opportunities for me to pursue my career goals at the UI.

See technical notes for additional detail, including question number reference chart and prior question wording.

## Engagement Index

This report includes a measure of engagement, provided by Dr. Eean Crawford, a faculty member at the Tippie College of Business. This measure shows how personally connected people are to their jobs, including to what extent they give their full effort, pay close attention to their work, and care emotionally about what they do.

## Survey Respondents and Participation Rates

Survey respondents are summarized by employee category and percent participation of the eligible population. All response information is reported as percentages to protect the confidentiality of respondents. Similarly, where there are fewer than 10 responses in any report category, no data is provided to protect the confidentiality of respondents.

## Survey Results

The Trended Comparison section of this report compares the 2024 UI results to those from 2020 and 2022, excluding UI Health Care results for consistent data comparison. Color and shading illustrate the differences in survey responses across the six options (strongly agree, agree, slightly agree, slightly disagree, disagree, and strongly disagree). The survey data is a snapshot of a particular point in time, rather than tracking changes within a consistent cohort of respondents over time.

## Resources

The Senior Human Resource Leader in your organization is available to support the communication and use of survey results, drawing upon the support of University Human Resources as needed. Post-survey action planning resources and contact information are available on the Working at Iowa Survey website: https://hr.uiowa.edu/administrative-services/working-iowa.

# Acknowledgements

# Contents

# Demographics for Survey Respondents

Distribution of Survey Respondents and Participation by Job Classification

|  | Number in population | % of total in population | Number participated | % of total participated | % participated of number in population |
|---|---|---|---|---|---|
| Faculty | 109 | 39.9 | 58 | 37.9 | 53.2 |
| Non-Faculty | 164 | 60.1 | 95 | 62.1 | 57.9 |
| Total | 273 | 100.0 | 153 | 100.0 | 56.0 |

Distribution of Survey Respondents and Participation by Age Range

|  | Number in population | % of total in population | Number participated | % of total participated | % participated of number in population |
|---|---|---|---|---|---|
| <41 | 84 | 30.8 | 44 | 28.8 | 52.4 |
| 41-50 | 81 | 29.7 | 49 | 32.0 | 60.5 |
| 51-60 | 66 | 24.2 | 42 | 27.5 | 63.6 |
| 61+ | 42 | 15.4 | 18 | 11.8 | 42.9 |

Distribution of Survey Respondents and Participation by Sex

|  | Number in population | % of total in population | Number participated | % of total participated | % participated of number in population |
|---|---|---|---|---|---|
| Female | 74 | 27.1 | 58 | 37.9 | 78.4 |
| Male | 199 | 72.9 | 95 | 62.1 | 47.7 |

# Engagement Score Result

Engagement behaviors show how personally connected people are to their jobs in terms of giving their full effort, paying close attention to their work, and emotionally caring about what they do.[1] The Working at Iowa (WAI) Survey supports the engagement and productivity of university faculty and staff. To measure engagement, a validated scale[2] was used that asks how much an individual focuses their physical, mental, and emotional energy at work according to these WAI statements:

| Physical Engagement | Mental Engagement | Emotional Engagement |
|---|---|---|
| I work with high energy. | I give my full attention to my job. | I put my emotions into what I do. |
| I exert my full effort. | I concentrate completely. | I am emotionally connected. |
| I devote a lot of my energy. | My mind is focused on the work that I do. | I put my feelings into my work. |

The charts below display average engagement scores based upon these survey items.

## Organization Engagement Scores (N = 151)

**Averages**

━━ **Organization = 3.96**

▬ ▬ **University = 3.99**

## Faculty (N = 57)

Faculty Avg = 4.04
Univ Avg = 4.14

## Merit (N = 0)

N < 10
Graph is not displayed.

## PS (N = 94)

PS Avg = 3.91
Univ Avg = 3.94

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[1] Kahn, W.A. (1990). Psychological conditions of personal engagement and disengagement at work. Academy of Management Journal, 33, 692-724.

[2] Crawford, E.R., LePine, J.A., & Buckman, B.R. (2013). Job engagement scale short form items adapted from Rich, B.L., LePine, J.A., & Crawford, E.R. (2010). Job engagement: Antecedents and effects on job performance. Academy of Management Journal, 53, 617-635.

# Unit Top Three and Bottom Three

The graphs below display the three areas with the highest percentage of Agree responses in your organization (Strongly Agree, Agree, and Slightly Agree) and the three areas with the lowest percentage of Agree response in your organization. Note: If there were four or more survey questions with the same percentage, then the top or bottom three will be selected based on the question number order. For example, if Q1, 6, 7, and 8 all had 100% agreement; Q1, 6, and 7 would be displayed on the report as the top three.

**For which specific WAI statements might you take action?** There are several factors that you want to consider when determining which questions or topics to take action on.

1. What are the lowest scoring survey items for my organization?

2. How do the scores compare to the rest of the university? (see benchmarking information on page 7)

3. How have the scores changed from previous surveys?

For action planning information and resources visit hr.uiowa.edu/working-at-iowa.

**Three Areas with Highest Agree Response in Your Org**

Q15: Coworkers are civil and respectful.

Q6: My supervisor treats me with respect.

Q1: I know my work expectations.



**Three Areas with Lowest Agree Response in Your Org**

Q11: My unit distributes workloads fairly.

Q5: My prof development is encouraged.

Q20: UI recognizes accomplishments.

# Benchmarking

The graph below displays three areas of strength and three areas for improvement for your organization relative to the UI.

- Percentile - ranks your organization's percent agree relative to all other organizations at UI on that statement (e.g. a 81-100% percentile indicates your organization's percent agree was higher than at least 80% of the organizations at UI on that statement).

- Bar Plot - compares percent of respondents in your organization to percent of UI who agreed (Slightly Agree, Agree, Strongly Agree) with that statement.

**Top Three Areas of Strength in Your Org Compared to the UI**

Q15: Coworkers are civil and respectful.

Q14: Conflicts are managed.

Q13: I have a voice in unit's direction.

**Top Three Areas for Improvement in Your Org Compared to the UI**

Q5: My prof development is encouraged.

Q3: My supervisor's feedback is helpful.

Q12: My unit supports work and personal life.

# Survey Analysis - Trended Comparison 2020 - 2024

| Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |

### Q1: I know what is expected of me in my work.

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 54% | 33% | 9% | ** | * | |
| ORG 2024 | 47% | 31% | 15% | ** | *** | |
| ORG 2022 | 49% | 38% | 8% | ** | * | |
| ORG 2020 | 41% | 39% | 12% | 5% | ** | |

### Q2: I receive regular feedback about my work.

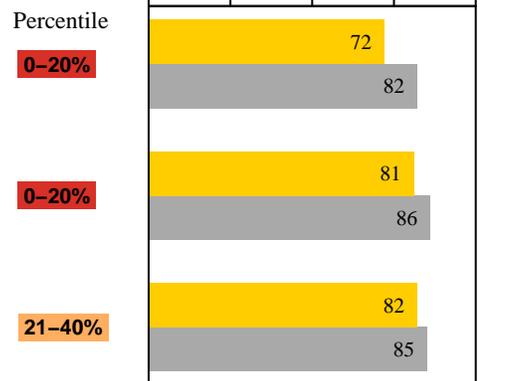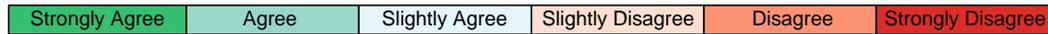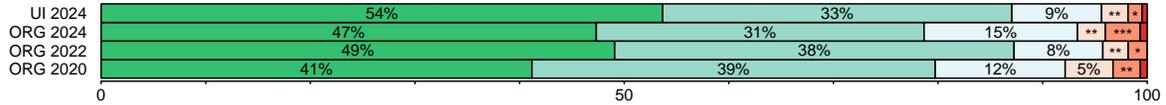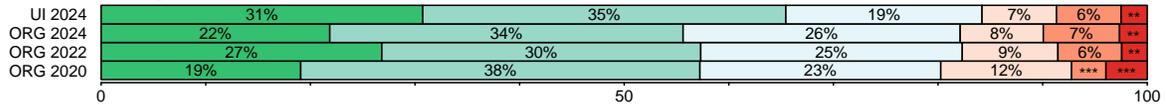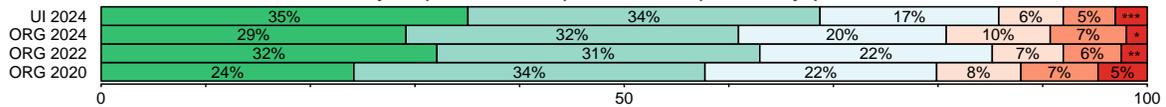| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 31% | 35% | 19% | 7% | 6% | ** |
| ORG 2024 | 22% | 34% | 26% | 8% | 7% | ** |
| ORG 2022 | 27% | 30% | 25% | 9% | 6% | ** |
| ORG 2020 | 19% | 38% | 23% | 12% | *** | *** |

### Q3: The feedback I receive from my supervisor helps me to improve my performance.

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 35% | 34% | 17% | 6% | 5% | *** |
| ORG 2024 | 29% | 32% | 20% | 10% | 7% | * |
| ORG 2022 | 32% | 31% | 22% | 7% | 6% | ** |
| ORG 2020 | 24% | 34% | 22% | 8% | 7% | 5% |

### Q4: My supervisor acknowledges me for doing good work.

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 49% | 27% | 13% | 5% | 4% | ** |
| ORG 2024 | 46% | 25% | 16% | 5% | 5% | *** |
| ORG 2022 | 46% | 26% | 16% | 5% | 4% | * |
| ORG 2020 | 35% | 34% | 15% | 5% | 6% | 5% |

### Q5: I am encouraged to allocate time to my professional development.

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 36% | 29% | 17% | 8% | 6% | *** |
| ORG 2024 | 32% | 24% | 15% | 15% | 7% | 7% |
| ORG 2022 | 35% | 30% | 23% | 7% | 4% | * |
| ORG 2020 | 31% | 34% | 14% | 8% | 9% | *** |

### Q6: My supervisor treats me with respect.

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 65% | 22% | 6% | ** | * | * |
| ORG 2024 | 60% | 23% | 12% | 5% | | |
| ORG 2022 | 61% | 25% | 10% | *** | * | |
| ORG 2020 | 56% | 26% | 8% | 5% | * | *** |

### Q7: I can speak about work–related concerns with my supervisor.

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 56% | 24% | 10% | 4% | ** | ** |
| ORG 2024 | 48% | 26% | 16% | 7% | * | ** |
| ORG 2022 | 41% | 32% | 16% | 4% | ** | 4% |
| ORG 2020 | 40% | 28% | 17% | 5% | *** | 5% |

### Q8: I can be my authentic self at work. [New]

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 43% | 31% | 14% | 6% | *** | ** |
| ORG 2024 | 40% | 34% | 13% | 5% | 7% | * |
| ORG 2022 | | | | | | |
| ORG 2020 | | | | | | |

### Q9: My unit goals are clear.

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 36% | 37% | 15% | 6% | *** | ** |
| ORG 2024 | 28% | 37% | 20% | ** | 9% | ** |
| ORG 2022 | 32% | 36% | 18% | 6% | *** | 4% |
| ORG 2020 | 30% | 39% | 15% | 9% | *** | ** |

### Q10: My unit has a strong focus on providing excellent service to those we interact with.

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 55% | 29% | 10% | ** | * | * |
| ORG 2024 | 51% | 28% | 14% | *** | * | ** |
| ORG 2022 | 53% | 32% | 8% | ** | *** | * |
| ORG 2020 | 45% | 34% | 13% | ** | * | 5% |

Response proportions less than 4% are displayed by asterisks with:

""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

| Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |

**Q11: Workloads are distributed fairly in my unit.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 24% | 32% | 19% | 11% | 8% | 7% |
| ORG 2024 | 21% | 28% | 23% | 10% | 11% | 7% |
| ORG 2022 | 21% | 30% | 22% | 9% | 9% | 8% |
| ORG 2020 | 20% | 30% | 24% | 9% | 9% | 8% |

**Q12: My unit provides support to help faculty/staff balance work and personal life responsibilities.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 37% | 32% | 16% | 7% | 5% | *** |
| ORG 2024 | 34% | 27% | 21% | 7% | 9% | ** |
| ORG 2022 | 34% | 28% | 20% | 11% | 6% | * |
| ORG 2020 | 30% | 38% | 15% | 8% | ** | 6% |

**Q13: I have a voice in decisions that affect the direction of my unit.** [New]

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 31% | 29% | 20% | 9% | 6% | 5% |
| ORG 2024 | 26% | 32% | 26% | 6% | 5% | 5% |
| ORG 2022 | | | | | | |
| ORG 2020 | | | | | | |

**Q14: Work–related conflicts are managed constructively in my unit.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 27% | 34% | 19% | 8% | 6% | 6% |
| ORG 2024 | 25% | 34% | 26% | 7% | 4% | ** |
| ORG 2022 | 28% | 31% | 21% | 13% | 4% | ** |
| ORG 2020 | 28% | 30% | 18% | 12% | 6% | 5% |

**Q15: Individuals in my unit are civil and respectful to each other.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 45% | 33% | 13% | 5% | ** | * |
| ORG 2024 | 42% | 40% | 15% | * | | |
| ORG 2022 | 46% | 30% | 18% | ** | * | * |
| ORG 2020 | 40% | 36% | 16% | *** | ** | * |

**Q16: My unit provides a supportive environment to retain individuals from diverse backgrounds.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 40% | 34% | 14% | 5% | *** | *** |
| ORG 2024 | 36% | 37% | 14% | 8% | *** | * |
| ORG 2022 | 42% | 29% | 16% | 4% | 5% | *** |
| ORG 2020 | 38% | 25% | 20% | 7% | *** | 7% |

**Q17: Given the opportunity, I tell people great things about working in my unit.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 41% | 32% | 15% | 6% | *** | ** |
| ORG 2024 | 38% | 34% | 14% | 9% | 5% | |
| ORG 2022 | 40% | 28% | 16% | 7% | 6% | *** |
| ORG 2020 | 35% | 33% | 13% | 7% | 7% | 5% |

**Q18: I feel valued as a member of the team in my unit.** [New]

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 43% | 29% | 14% | 6% | 4% | 4% |
| ORG 2024 | 41% | 30% | 12% | 7% | *** | 6% |
| ORG 2022 | | | | | | |
| ORG 2020 | | | | | | |

**Q19: I understand how my job fits into the overall mission of the UI.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 44% | 40% | 10% | ** | * | * |
| ORG 2024 | 39% | 42% | 11% | *** | *** | |
| ORG 2022 | 33% | 45% | 15% | ** | ** | * |
| ORG 2020 | 31% | 41% | 19% | *** | * | *** |

**Q20: The UI does a good job of recognizing accomplishments of [Faculty/Staff].**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 17% | 29% | 27% | 13% | 9% | 6% |
| ORG 2024 | 17% | 33% | 21% | 7% | 16% | 5% |
| ORG 2022 | 19% | 25% | 27% | 14% | 7% | 9% |
| ORG 2020 | 10% | 25% | 34% | 11% | 12% | 7% |

Response proportions less than 4% are displayed by asterisks with:

""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|

### Q21: There are opportunities for me to pursue my career goals at the UI.

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 22% | 32% | 23% | 11% | 7% | 5% |
| ORG 2024 | 24% | 31% | 21% | 10% | 7% | 7% |
| ORG 2022 | 14% | 30% | 31% | 13% | 6% | 6% |
| ORG 2020 | 10% | 31% | 28% | 15% | 7% | 9% |

### Q22: I feel valued as an individual at the UI.[New]

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 22% | 31% | 23% | 10% | 7% | 5% |
| ORG 2024 | 19% | 36% | 21% | 11% | 7% | 5% |
| ORG 2022 | | | | | | |
| ORG 2020 | | | | | | |

### Q23: The UI has a strong commitment to fostering a welcoming and respectful environment.[New]

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 28% | 37% | 21% | 6% | 4% | *** |
| ORG 2024 | 34% | 38% | 17% | 5% | *** | ** |
| ORG 2022 | | | | | | |
| ORG 2020 | | | | | | |

### Q24: I would recommend the UI to a friend seeking employment.

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI 2024 | 34% | 36% | 18% | 6% | ** | *** |
| ORG 2024 | 33% | 31% | 25% | 5% | ** | *** |
| ORG 2022 | 30% | 35% | 20% | 5% | 5% | 4% |
| ORG 2020 | 27% | 30% | 22% | 8% | 8% | 5% |

Response proportions less than 4% are displayed by asterisks with:
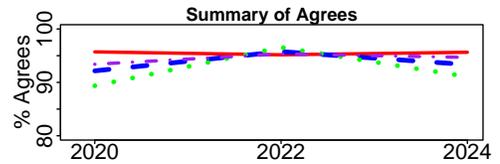
""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

# Job Classification by Year - Percent Agrees Trended Comparisons

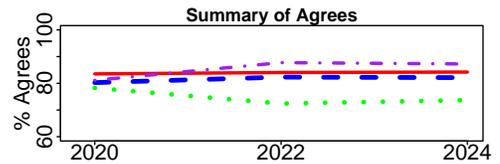Q1: I know what is expected of me in my work.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 91% | 95% | 93% | 96% |
| 2022 | 97% | 95% | 96% | 95% |
| 2020 | 89% | 93% | 92% | 96% |



Q2: I receive regular feedback about my work.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 74% | 87% | 82% | 84% |
| 2022 | 72% | 88% | 82% | 84% |
| 2020 | 78% | 81% | 80% | 84% |



Q3: The feedback I receive from my supervisor helps me to improve my performance.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 69% | 88% | 81% | 86% |
| 2022 | 75% | 91% | 85% | 85% |
| 2020 | 80% | 80% | 80% | 85% |



Q4: My supervisor acknowledges me for doing good work.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 81% | 91% | 87% | 88% |
| 2022 | 84% | 91% | 88% | 88% |
| 2020 | 82% | 86% | 85% | 88% |



Q5: I am encouraged to allocate time to my professional development.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 65% | 75% | 71% | 82% |
| 2022 | 81% | 90% | 87% | 84% |
| 2020 | 85% | 77% | 79% | 85% |



<70    80    90    100

UI    ORG    Faculty    PS/ Merit

Q6: My supervisor treats me with respect.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 90% | 97% | 94% | 94% |
| 2022 | 91% | 97% | 95% | 93% |
| 2020 | 83% | 93% | 90% | 92% |



Q7: I can speak about work–related concerns with my supervisor.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 81% | 95% | 89% | 90% |
| 2022 | 84% | 92% | 89% | 86% |
| 2020 | 82% | 87% | 85% | 85% |



Q8: I can be my authentic self at work.[New]

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 77% | 93% | 87% | 88% |
| 2022 | | | | |
| 2020 | | | | |

Q9: My unit goals are clear.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 75% | 91% | 85% | 88% |
| 2022 | 81% | 89% | 86% | 87% |
| 2020 | 83% | 85% | 84% | 88% |



Q10: My unit has a strong focus on providing excellent service to those we interact with.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 87% | 97% | 93% | 94% |
| 2022 | 89% | 94% | 93% | 93% |
| 2020 | 87% | 94% | 92% | 94% |



<70    80    90    100

— UI    — ORG    • Faculty    PS/Merit

Q11: Workloads are distributed fairly in my unit.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 66% | 77% | 73% | 75% |
| 2022 | 64% | 80% | 74% | 73% |
| 2020 | 72% | 75% | 74% | 74% |



Q12: My unit provides support to help faculty/staff balance work and personal life responsibilities.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 68% | 89% | 81% | 85% |
| 2022 | 71% | 87% | 81% | 83% |
| 2020 | 69% | 90% | 83% | 84% |



Q13: I have a voice in decisions that affect the direction of my unit.[New]

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 84% | 84% | 84% | 80% |
| 2022 | | | | |
| 2020 | | | | |

Q14: Work−related conflicts are managed constructively in my unit.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 78% | 89% | 85% | 80% |
| 2022 | 71% | 84% | 79% | 80% |
| 2020 | 78% | 76% | 76% | 79% |



Q15: Individuals in my unit are civil and respectful to each other.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 98% | 98% | 98% | 91% |
| 2022 | 90% | 97% | 95% | 90% |
| 2020 | 87% | 94% | 92% | 90% |



<70    80    90    100

UI    ORG    Faculty    PS/ Merit

Q16: My unit provides a supportive environment to retain individuals from diverse backgrounds.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 84% | 89% | 87% | 88% |
| 2022 | 82% | 90% | 87% | 87% |
| 2020 | 76% | 86% | 83% | 86% |



**Summary of Agrees**

Q17: Given the opportunity, I tell people great things about working in my unit.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 78% | 91% | 86% | 87% |
| 2022 | 81% | 87% | 85% | 85% |
| 2020 | 76% | 83% | 81% | 85% |



**Summary of Agrees**

Q18: I feel valued as a member of the team in my unit.[New]

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 79% | 86% | 83% | 85% |
| 2022 | | | | |
| 2020 | | | | |

Q19: I understand how my job fits into the overall mission of the UI.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 95% | 90% | 92% | 94% |
| 2022 | 93% | 93% | 93% | 94% |
| 2020 | 91% | 92% | 92% | 95% |



**Summary of Agrees**

Q20: The UI does a good job of recognizing accomplishments of [Faculty/Staff].

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 73% | 70% | 71% | 72% |
| 2022 | 69% | 72% | 71% | 72% |
| 2020 | 64% | 73% | 70% | 75% |



**Summary of Agrees**

<70    80    90    100

—— UI    — — ORG    • • Faculty    • • PS/Merit

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Q21: There are opportunities for me to pursue my career goals at the UI.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 82% | 72% | 76% | 78% |
| 2022 | 82% | 71% | 75% | 71% |
| 2020 | 81% | 63% | 69% | 72% |

**Summary of Agrees**



Q22: I feel valued as an individual at the UI.[New]

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 77% | 76% | 76% | 77% |
| 2022 | | | | |
| 2020 | | | | |

Q23: The UI has a strong commitment to fostering a welcoming and respectful environment.[New]

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 88% | 89% | 89% | 86% |
| 2022 | | | | |
| 2020 | | | | |

Q24: I would recommend the UI to a friend seeking employment.

| | Faculty | PS/Merit | ORG | UI |
|---|---|---|---|---|
| 2024 | 84% | 91% | 89% | 88% |
| 2022 | 74% | 91% | 85% | 86% |
| 2020 | 64% | 85% | 78% | 87% |

**Summary of Agrees**



<70    80    90    100

UI    ORG    Faculty    PS/Merit

# Survey Analysis - Snapshot Results for 2024 by Job Category

| Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |

**Q1: I know what is expected of me in my work.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 54% | 33% | 9% | ** | * | |
| ORG | 47% | 31% | 15% | ** | *** | |
| PS/Merit | 47% | 34% | 14% | * | 4% | |
| Faculty | 48% | 27% | 16% | 5% | * | * |

**Q2: I receive regular feedback about my work.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 31% | 35% | 19% | 7% | 6% | ** |
| ORG | 22% | 34% | 26% | 8% | 7% | ** |
| PS/Merit | 24% | 36% | 27% | 5% | 5% | ** |
| Faculty | 18% | 30% | 26% | 12% | 11% | *** |

**Q3: The feedback I receive from my supervisor helps me to improve my performance.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 35% | 34% | 17% | 6% | 5% | *** |
| ORG | 29% | 32% | 20% | 10% | 7% | * |
| PS/Merit | 33% | 33% | 22% | 8% | 4% | |
| Faculty | 22% | 29% | 17% | 14% | 12% | 5% |

**Q4: My supervisor acknowledges me for doing good work.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 49% | 27% | 13% | 5% | 4% | ** |
| ORG | 46% | 25% | 16% | 5% | 5% | *** |
| PS/Merit | 53% | 23% | 15% | *** | 5% | * |
| Faculty | 36% | 28% | 17% | 7% | *** | 9% |

**Q5: I am encouraged to allocate time to my professional development.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 36% | 29% | 17% | 8% | 6% | *** |
| ORG | 32% | 24% | 15% | 15% | 7% | 7% |
| PS/Merit | 35% | 27% | 13% | 12% | 9% | 4% |
| Faculty | 26% | 19% | 19% | 19% | 5% | 11% |

Response proportions less than 4% are displayed by asterisks with:

""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

| Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |

**Q6: My supervisor treats me with respect.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 65% | 22% | 6% | ** | * | * |
| ORG | 60% | 23% | 12% | 5% | | |
| PS/Merit | 67% | 22% | 9% | *** | | |
| Faculty | 48% | 24% | 17% | 9% | | * |

**Q7: I can speak about work–related concerns with my supervisor.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 56% | 24% | 10% | 4% | ** | ** |
| ORG | 48% | 26% | 16% | 7% | * | ** |
| PS/Merit | 53% | 25% | 17% | 5% | | |
| Faculty | 40% | 28% | 14% | 9% | *** | 7% |

**Q8: I can be my authentic self at work.**[New]

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 43% | 31% | 14% | 6% | *** | ** |
| ORG | 40% | 34% | 13% | 5% | 7% | * |
| PS/Merit | 44% | 37% | 12% | * | 6% | |
| Faculty | 35% | 28% | 14% | 12% | 7% | *** |

**Q9: My unit goals are clear.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 36% | 37% | 15% | 6% | *** | ** |
| ORG | 28% | 37% | 20% | ** | 9% | ** |
| PS/Merit | 31% | 40% | 20% | * | 6% | * |
| Faculty | 25% | 32% | 19% | 5% | 14% | 5% |

**Q10: My unit has a strong focus on providing excellent service to those we interact with.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 55% | 29% | 10% | ** | * | * |
| ORG | 51% | 28% | 14% | *** | ** | |
| PS/Merit | 59% | 27% | 11% | ** | * | |
| Faculty | 37% | 30% | 20% | 9% | *** | |

Response proportions less than 4% are displayed by asterisks with:

""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

| Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|

**Q11: Workloads are distributed fairly in my unit.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 24% | 32% | 19% | 11% | 8% | 7% |
| ORG | 21% | 28% | 23% | 10% | 11% | 7% |
| PS/Merit | 23% | 31% | 22% | 10% | 9% | 4% |
| Faculty | 18% | 23% | 25% | 9% | 14% | 11% |

**Q12: My unit provides support to help faculty/staff balance work and personal life responsibilities.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 37% | 32% | 16% | 7% | 5% | *** |
| ORG | 34% | 27% | 21% | 7% | 9% | ** |
| PS/Merit | 40% | 30% | 19% | * | 6% | *** |
| Faculty | 23% | 21% | 23% | 18% | 12% | * |

**Q13: I have a voice in decisions that affect the direction of my unit.[New]**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 31% | 29% | 20% | 9% | 6% | 5% |
| ORG | 26% | 32% | 26% | 6% | 5% | 5% |
| PS/Merit | 25% | 30% | 29% | 6% | 4% | 5% |
| Faculty | 29% | 35% | 20% | 5% | 7% | *** |

**Q14: Work–related conflicts are managed constructively in my unit.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 27% | 34% | 19% | 8% | 6% | 6% |
| ORG | 25% | 34% | 26% | 7% | 4% | ** |
| PS/Merit | 27% | 35% | 27% | *** | 5% | ** |
| Faculty | 22% | 32% | 24% | 14% | 4% | 4% |

**Q15: Individuals in my unit are civil and respectful to each other.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 45% | 33% | 13% | 5% | ** | * |
| ORG | 42% | 40% | 15% | | | * |
| PS/Merit | 49% | 38% | 11% | | | ** |
| Faculty | 30% | 45% | 23% | | | * |

Response proportions less than 4% are displayed by asterisks with:

""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

| Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |

**Q16: My unit provides a supportive environment to retain individuals from diverse backgrounds.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 40% | 34% | 14% | 5% | *** | *** |
| ORG | 36% | 37% | 14% | 8% | *** | * |
| PS/Merit | 38% | 41% | 10% | 9% | * | * |
| Faculty | 32% | 32% | 21% | 7% | 7% | * |

**Q17: Given the opportunity, I tell people great things about working in my unit.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 41% | 32% | 15% | 6% | *** | ** |
| ORG | 38% | 34% | 14% | 9% | 5% | |
| PS/Merit | 43% | 35% | 13% | *** | 5% | |
| Faculty | 29% | 33% | 16% | 18% | *** | |

**Q18: I feel valued as a member of the team in my unit.**[New]

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 43% | 29% | 14% | 6% | 4% | 4% |
| ORG | 41% | 30% | 12% | 7% | *** | 6% |
| PS/Merit | 46% | 30% | 11% | 7% | ** | 4% |
| Faculty | 33% | 32% | 14% | 7% | 5% | 9% |

**Q19: I understand how my job fits into the overall mission of the UI.**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 44% | 40% | 10% | ** | * | * |
| ORG | 39% | 42% | 11% | *** | *** | |
| PS/Merit | 43% | 36% | 12% | *** | 5% | * |
| Faculty | 33% | 51% | 11% | *** | * | |

**Q20: The UI does a good job of recognizing accomplishments of [Faculty/Staff].**

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 17% | 29% | 27% | 13% | 9% | 6% |
| ORG | 17% | 33% | 21% | 7% | 16% | 5% |
| PS/Merit | 14% | 34% | 22% | 6% | 18% | 5% |
| Faculty | 21% | 32% | 20% | 9% | 12% | 5% |

Response proportions less than 4% are displayed by asterisks with:

""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

| Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |

Q21: There are opportunities for me to pursue my career goals at the UI.

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 22% | 32% | 23% | 11% | 7% | 5% |
| ORG | 24% | 31% | 21% | 10% | 7% | 7% |
| PS/Merit | 18% | 34% | 20% | 11% | 10% | 7% |
| Faculty | 34% | 25% | 23% | 9% | *** | 5% |

Q22: I feel valued as an individual at the UI.[New]

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 22% | 31% | 23% | 10% | 7% | 5% |
| ORG | 19% | 36% | 21% | 11% | 7% | 5% |
| PS/Merit | 17% | 38% | 21% | 11% | 8% | 5% |
| Faculty | 21% | 34% | 21% | 12% | 5% | 5% |

Q23: The UI has a strong commitment to fostering a welcoming and respectful environment.[New]

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 28% | 37% | 21% | 6% | 4% | *** |
| ORG | 34% | 38% | 17% | 5% | *** | ** |
| PS/Merit | 36% | 35% | 18% | 5% | 4% | * |
| Faculty | 30% | 42% | 16% | *** | *** | 5% |

Q24: I would recommend the UI to a friend seeking employment.

| | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|---|
| UI | 34% | 36% | 18% | 6% | ** | *** |
| ORG | 33% | 31% | 25% | 5% | ** | *** |
| PS/Merit | 38% | 27% | 27% | 5% | | *** |
| Faculty | 25% | 39% | 21% | *** | 7% | 5% |

Response proportions less than 4% are displayed by asterisks with:

""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

## Technical Notes

1. Each of the bar charts display the percentages of responses at each level of the Likert scale and are color-coded as follows:

   (a) Strongly Disagree - Dark Red (Burgundy)

   (b) Disagree - Red

   (c) Slightly Disagree - Pink

   (d) Slightly Agree - Pale Green

   (e) Agree - Green

   (f) Strongly Agree - Dark Green

2. Each survey item must have ten (10) respondents for percentage data to be displayed. Survey items with fewer than ten respondents do not have data displayed, but those respondents are included in reports for larger units of which they are members.

3. Job category is based upon primary, regular appointments and grouped as faculty (all appointment types), Professional and Scientific, and Merit staff (including those represented by AFSCME, as well as supervisory and confidential staff).

4. If an Organizational Unit or Department has two job categories with nine or fewer respondents in each, those responses are combined with others to protect confidentiality in the survey results. The rules for combining job classifications are listed below. If the combined group still has fewer than ten (10) respondents, only the Organizational Unit or Department results are presented.

   (a) Faculty and Merit each have fewer than 10 - Combined both with PS and provide only Organizational Unit or Departmental results.

   (b) PS and Merit each have fewer than 10 - Combine as PS/Merit.

   (c) Faculty and PS each have fewer than 10 - Combine as Faculty/PS.

5. If an Organizational Unit or Department has one job category with nine or fewer respondents, the following combined categories are reported in the Snapshot results.

   (a) Faculty has fewer than 10 - Combine with PS as Faculty/PS.

   (b) PS has fewer than 10 - Combine with Merit as PS/Merit.

   (c) Merit has fewer than 10 - Combine with PS as PS/Merit.

6. Age categories with less than 10 respondents are combined with nearby categories until all categories displayed have 10 or more.

7. If a Sex has less than 10 respondents, Female and Male categories are combined into Both Sexes category.

8. The colors for the Job Classification by Year - Percent Agrees Trended Comparisons tables were chosen based on past results. The proportion of Agrees (Strongly Agree, Agree, Slightly Agree) were calculated for all 24 survey items across all ORGs at the university. Tertiles (i.e., lower third, middle third, and upper third) were calculated within this distribution of Percent Agrees to help create regions that could be interpreted as upper third, middle third, and lower third. These tertiles corresponded to proportions near 80% and 90%. For the tables, any percent agree less than 80% were shaded in red tones (lower third), any percent agrees between 80% and 90% were shaded in yellow tones (middle third), and any percent agrees greater than 90% were shaded in green tones (upper third).

9. Since 2020, UI Health Care has not participated in the WAI surveys. Hence, the population total reported in WAI for UI these years are lower than in previous years.

10. The PS job category includes respondents in non-UI Health Care, SEIU-covered roles.

11. The Merit category includes both Merit and MSE (Merit Supervisor Exempt) respondents.

12. Questions 8, 13, 18, 22 and 23 were added in 2024, therefore there is no data on these questions to report for 2020 and 2022. New items do not have associated trending data.

13. Question numbering changes:

| Questions | Current (2024) | Previous (2022 and prior) |
|---|---|---|
| I can speak about work-related concerns with my supervisor. | 7 | 12 |
| My unit goals are clear. | 9 | 7 |
| My unit has a strong focus on providing excellent service to those we interact with. | 10 | 8 |
| Workloads are distributed fairly in my unit. | 11 | 9 |
| My unit provides support to help faculty/staff balance work and personal life responsibilities. | 12 | 10 |
| Work-related conflicts are managed constructively in my unit. | 14 | 11 |
| Individuals in my unit are civil and respectful to each other. | 15 | 13 |
| My unit provides a supportive environment to retain individuals from diverse backgrounds. | 16 | 14 |
| Given the opportunity, I tell people great things about working in my unit. | 17 | 15 |
| I understand how my job fits into the overall mission of the UI. | 19 | 16 |
| The UI does a good job of recognizing accomplishments of [Faculty/Staff]. | 20 | 18 |
| There are opportunities for me to pursue my career goals at the UI. | 21 | 20 |
| I would recommend the UI to a friend seeking employment. | 24 | 17 |

14. Question wording changes:

| 2024 Question Text | 2022 Question Text |
|---|---|
| I am encouraged to allocate time to my professional development. | I am encouraged to participate in professional development. |
| I can speak about work-related concerns with my supervisor. | I can speak openly about work-related concerns with my supervisor. |
| Given the opportunity, I tell people great things about working in my unit. | Given the opportunity, I tell other people great things about working in my unit. |
| There are opportunities for me to pursue my career goals at the UI. | There are opportunities for (Faculty/Staff) promotion within the UI. |
| UI treats faculty and staff with respect. | The UI has a strong commitment to fostering a welcoming and respectful environment. |