### Working At Iowa Survey University Report November 2022

# Introduction

The Working at Iowa (WAI) survey supports productivity and retention of University faculty and staff. Survey responses provide an understanding of the strengths of your work culture and identify opportunities to support your organizational mission and strategic goals. UI Health Care participated in Working at Iowa powered by Press Ganey, an engagement survey that allows benchmarking with similar institutions while also providing responses to ten (10) WAI questions for trending purposes.

# **Engagement Index**

Included in this report is a measure of engagement, provided by Dr. Eean Crawford, a faculty member in the Tippie College of Business. 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.

# 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 ten (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 displays the 2022 UI results with those from 2018 and 2020, but for consistent data comparison, results from UI Health Care are excluded. Color and shading illustrate the difference in survey responses across the six options (strongly agree, agree, slightly agree, slightly disagree, disagree, and strongly disagree). The survey data are a snapshot taken at a point in time. In comparison to past years, it does not represent the change within a constant cohort of respondents.

### 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. Just-in-time resources and contact information are available on the Working at Iowa Survey website: https://hr.uiowa.edu/administrative-services/working-iowa.

# Acknowledgements

University Human Resources wishes to acknowledge the essential contributions to this report by Dr. Eean R. Crawford of the Tippie College of Business and the leadership of Dr. Jacob J. Oleson and the work of Jacob Clark of the Center for Public Health Statistics in the College of Public Health. Their contributions to the design and production of the 2022 survey reports have been extremely valuable to the success of the Working at Iowa initiative.

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# **Demographics for Survey Respondents**

6310

Total

% of total in Number in Number % of total % participated population population participated participated of number in population Faculty 157124.9938 21.559.7 $\mathbf{PS}$ 3609 2858 65.679.257.2Merit 1130 55912.849.517.9

4355

100.0

69.0

100.0

Distribution of Survey Respondents and Participation by Job Classification

Distribution of Survey Respondents and Participation by Age Range

	Number in	% of total in	Number	% of total	% participated
	population	population	participated	participated	of number in
					population
<31	729	11.6	480	11.0	65.8
31-40	1473	23.3	1018	23.4	69.1
41-50	1598	25.3	1118	25.7	70.0
51-60	1590	25.2	1126	25.9	70.8
61-70	830	13.2	555	12.7	66.9
71+	90	1.4	58	1.3	64.4

Distribution of Survey Respondents and Participation by Gender

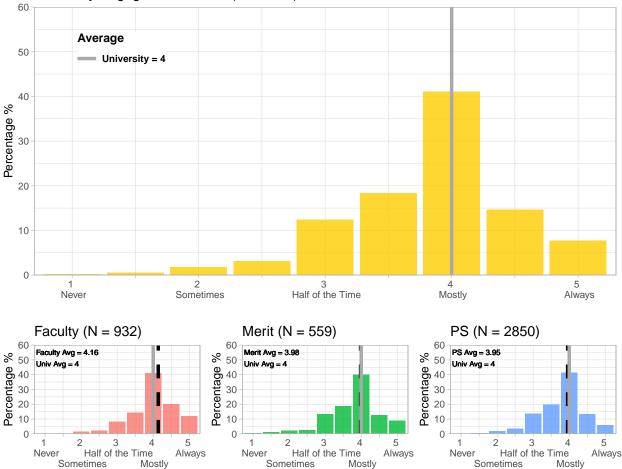
	Number in	% of total in	Number	% of total	% participated
	population	population	participated	participated	of number in
					population
Female	3388	53.7	2507	57.6	74.0
Male	2922	46.3	1848	42.4	63.2

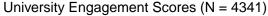
# **Engagement Score Result**

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.<sup>1</sup> The Working at Iowa (WAI) Survey supports the engagement and productivity of University faculty and staff. To measure engagement, a validated scale<sup>2</sup> 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.





 $<sup>^1</sup>$ Kahn, W.A. (1990). Psychological conditions of personal engagement and disengagement at work. Academy of Management Journal, 33, 692-724.

<sup>&</sup>lt;sup>2</sup>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.

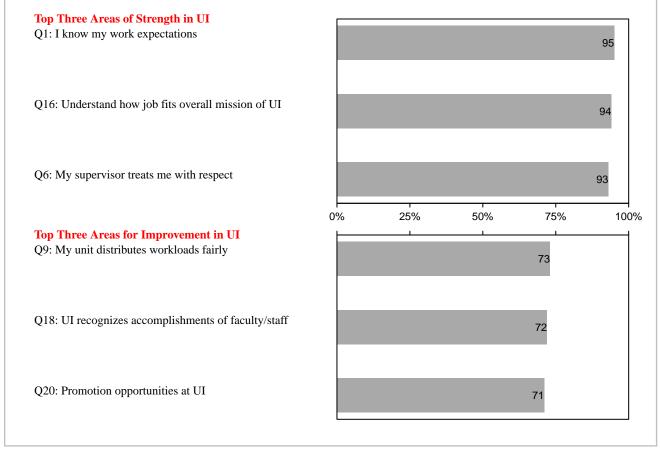
# **Engagement Strengths and Areas for Improvement**

How strong is the relationship of Engagement and Working at Iowa perceptions? The first graph displays how Working at Iowa statements, taken as a whole, correlated with the engagement score for the University of Iowa. The correlation indicates how efforts to improve Working at Iowa might be associated with improved engagement. How strong are these correlations? A benchmark study <sup>3</sup> found that measures of attitudes and behavior are strongly related at approximately **0.30**, moderately related at approximately **0.20**, and weakly related at approximately **0.10**.



For what specific WAI statements might you take action? The second graph displays three areas of strength and three areas for improvement for the UI. Recognize that efforts to maintain or improve a specific area might be important to UI for reasons other than engagement.

• **Bar Plot** - displays percent of respondents who agreed (Slightly Agree, Agree, Strongly Agree) with that statement.



<sup>3</sup>Bosco, F.A., Aguinis, H., Singh, K., Field, J.G., & Pierce, C.A. (2015). Correlational effect size benchmarks. Journal of Applied Psychology, 100, 431-449.

Strongly	y Agree	Agree	Slightly Agre		htly Disagre		isagree	Strongly	
1: I know my wor	k expectatio	ons							
2022		52%				35%		9	% ** *
2020		53%				35%			3% ** *
2018		47%			÷	36%		10%	*** *
0		· · ·	,	50					1
	faadhaaluw								
2: I receive work		egulariy							
2022	28%			5%			20%	8%	6% **
2020	27%		36%	6		2	1%	8%	6% **
2018	24%		35%			22%		8%	7% ***
0		•	•	50					1
3: My supervisor	s feedback	is helpful							
2022	33%			34%			18%	7%	5% ***
2020	31%			35%			19%	8%	5% ***
2018	28%		35			2	0%	7%	6% 4%
0				50	,	,	- / 0	1,5	1
4: My supervisor	acknowled	aes my ae	od work	50					I
	acknowled							o/	
2022		48%			28%		13		
2020		45%			29%		149		6 4% ***
2018	40%	<u>6</u>		<u> </u>	1%		15%	5%	5% 4%
			ouraded						
2022 2020	al developm 38% 37%			30% 32%			16% 16%	7% 7%	5% *** 6% ***
2022 2020 2018	38%			32% 31%					6% *** 6% 4%
2022 2020	38% 37%			32%			16%	7%	6% *** 6% 4%
2022 2020 2018 0	38% 37% 35%			32% 31%			16%	7%	6% *** 6% 4%
2022 2020 2018 0 6: My supervisor	38% 37% 35%	with respec	zt	32% 31%			16% 17%	7% 7%	6% *** 6% 4% 1
2022 2020 2018 0 16: My supervisor 2022	38% 37% 35%	with respec	ct	32% 31%			16% 17% 23%	7% 7%	6% *** 6% 4% 1
2022 2020 2018 0 6: My supervisor 2022 2020	38% 37% 35%	with respec	ct	32% 31%		24	16% 17%	7% 7% 7% 7%	6% *** 6% 4% 1
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2022 2020 2018 0 46: My supervisor 2022 2020 2018 0	38% 37% 35% treats me v	with respec	ct	32% 31%		24	16% 17% 23%	7% 7% 7% 7%	6% *** 6% 4% 1 *** * *
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2022 2020 2018 0 16: My supervisor 2022 2020 2018 0 17: My unit goals a 2022 2020 2018 0 18: My unit focuse 2022 2020 2018 0 11 0 10: My unit support 2022 2020 2018 0 11 0 11 0 11 0 11 11 11 11	38% 37% 35% treats me v are clear 34% 33% 29% s on excelle utes worklo 22% 21% 8%	with respect 63% 61% 57% ent service 55% 55% 55% 51% ads fairly	2t 6 31% 32% 32%	32% 31% 50 50 38% 39% 40% 50 50 50 50 31%		29% 30% 32%	16% 17% 23% 4% 15% 16% 12% 12% 16%	7% 7% 8% 9% 69% 6 6% 6% 6% 6% 6% 6% 6% 8% 9% 10%	6%   ****     6%   4%     1   ****     ****   *     ****   *     ****   *     ****   *     ****   *     ****   *     *   *

# Survey Analysis - Trended Comparison 2018 - 2022

Response proportions less than 4% are displayed by a sterisks with:

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

Stron	gly Agree	Agree	Slightly Agr	ee Slightly	Disagree	Disagr	ree	trongly D	isagree
		ant of work							
11: Constructive	27%	ent of work	CONTILCTS 35°			18%	9%	6%	6%
2022	25%		36%	/0		18%	9%		
2018	22%		36%		199	%	10%	7%	7%
Ó			•	50	•		•		
12: My supervis	or is open to	o hearing co	oncerns						
2022		46%			28%		12%		% 5%
2020 2018	40	43% v		30	0%		12% 13%		1% 4% % 5%
2018	40	/0	1	50	•	,	13/0	0/0 4	/0 0/0
13: Civil and res	spectful cow	orkers							
2022	· .	44%			34%		129	% <mark>5</mark> 9	% ** *
2022		2%			35%		13%		
2018	38%	6		35%	)		15%	6%	
Ó		·		50	·	•			
14: Supportive	environment	t for diversity	y						
2022	38%			34%			14%	6%	4% **
2020	36%			35%			15%	6%	4% **
2018	35%	•	•	<u>37%</u> 50	<del>.</del>		15%	6%	*** **
Ū.			.,	50					
15: I say great t	-	-	my unit						
2022	38% 36%	6		<u>32%</u> 33%			<u>5%</u> 6%	7% 7%	5% ** 4% **
2018	34%			34%			<u>%</u>		5% **
0		•	•	50	,	,	,		
16: Understand	how job fits	overall mis	sion of LII						
2022	-	43%			39%			11%	** **
2020	۷	13%			41%			11%	** *
2018	399	%	<u>.</u>		44%			11%	*** **
0				50					
17: Recommen	d UI to frien	d seeking e	mployment						
2022	36%			34%		1	7%		5% **
2020 2018	<u>35%</u> 37%			35% 36%			17% 14%	6% 6%	4% *
2018			•	50	•	•	1470	078	
18: UI recognize	ac accompli	chmonte of	faculty and						
		289			26%		13%	09/	70/
2022 2020 1	18% 6%	207 31%		4	28%		13%	9% 8%	7% 5%
	5%	29%		27		1	4%	9%	6%
Ó		•		50				•	
19: UI treats fac	ulty and sta	ff with respe	ect						
2022	23%		37%			22%		% 6%	
2020	21%		37%			23%			i% **
2018	21%		38%	50	,	22%		<b>%</b> 6%	% <mark>5%</mark>
-				50					
		-							
20: There are o			1/		24%	1	3%	9%	8%
2022	18%	299	70						C0/
2022 2020 1	18%	299 30% 29%	7o		7%		13%	9%	6% 8%

Response proportions less than 4% are displayed by a sterisks with:

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

# Job Classification by Year - Percent Agrees Trended Comparisons

% Agrees 30 90 100

80

#### Faculty PS Merit UI 2022 93% 96% 95% 95% 2020 95% 96% 95% 96% 2018 93% 94% 93% 94%

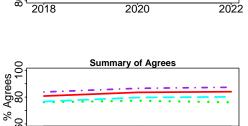
#### Q2: I receive work feedback regularly

Q1: I know my work expectations

	Faculty	PS	Merit	UI
2022	76%	87%	80%	84%
2020	77%	87%	80%	84%
2018	76%	84%	77%	81%

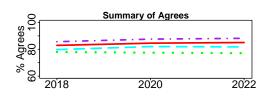
#### Q3: My supervisor's feedback is helpful

	Faculty	PS	Merit	UI
2022	77%	88%	82%	85%
2020	77%	88%	82%	85%
2018	78%	86%	80%	83%



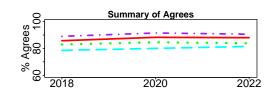
Summary of Agrees



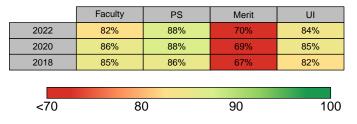


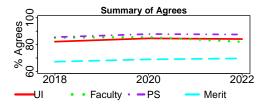
#### Q4: My supervisor acknowledges my good work

	Faculty	PS	Merit	UI
2022	84%	91%	81%	88%
2020	85%	91%	80%	88%
2018	83%	89%	79%	86%



#### Q5: My professional development is encouraged



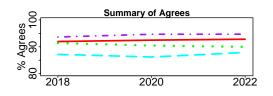


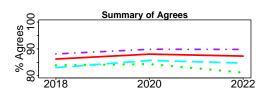
#### Q6: My supervisor treats me with respect

	Faculty	PS	Merit	UI
2022	90%	95%	88%	93%
2020	90%	95%	86%	92%
2018	91%	94%	87%	92%

#### Q7: My unit goals are clear

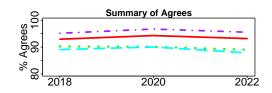
	Faculty	PS	Merit	UI
2022	81%	90%	85%	87%
2020	84%	90%	86%	88%
2018	84%	88%	83%	86%





#### Q8: My unit focuses on excellent service

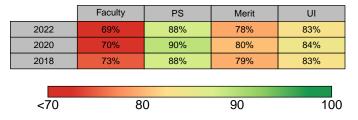
	Faculty	PS	Merit	UI
2022	89%	96%	88%	93%
2020	90%	97%	90%	94%
2018	90%	95%	89%	93%

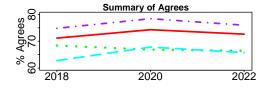


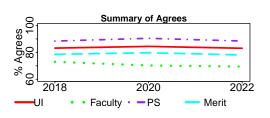
### Q9: My unit distributes workloads fairly

	Faculty	PS	Merit	UI
2022	66%	76%	66%	73%
2020	67%	78%	68%	74%
2018	68%	75%	63%	71%

#### Q10: My unit supports work and personal life

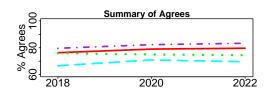






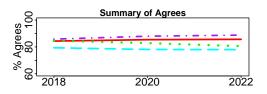
#### Q11: Constructive management of work conflicts

	Faculty	PS	Merit	UI
2022	74%	83%	70%	80%
2020	75%	82%	71%	79%
2018	76%	80%	67%	76%



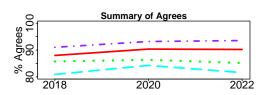
### Q12: My supervisor is open to hearing concerns

	Faculty	PS	Merit	UI
2022	81%	89%	78%	86%
2020	83%	88%	78%	85%
2018	85%	86%	79%	84%



#### Q13: Civil and respectful coworkers

	Faculty	PS	Merit	UI
2022	85%	94%	82%	90%
2020	86%	93%	84%	90%
2018	86%	91%	81%	88%

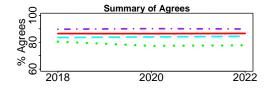


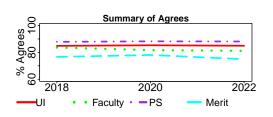
### Q14: Supportive environment for diversity

	Faculty	PS	Merit	UI
2022	78%	90%	84%	87%
2020	77%	90%	84%	86%
2018	80%	90%	83%	86%

#### Q15: I say great things about working in my unit

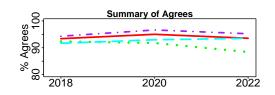






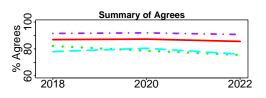
### Q16: Understand how job fits overall mission of UI

	Faculty	PS	Merit	UI
2022	88%	95%	94%	94%
2020	92%	97%	93%	95%
2018	92%	94%	92%	93%



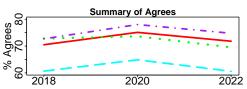
Q17: Recommend UI to friend seeking employment

	Faculty	PS	Merit	UI
2022	76%	91%	76%	86%
2020	79%	92%	80%	87%
2018	82%	92%	78%	87%



Q18: UI recognizes accomplishments of faculty and staff

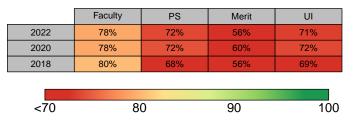
	Faculty	PS	Merit	UI
2022	70%	75%	61%	72%
2020	74%	78%	65%	75%
2018	73%	73%	61%	71%

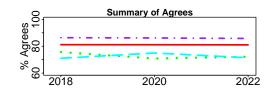


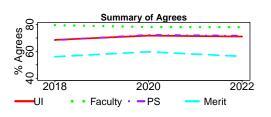
### Q19: UI treats faculty and staff with respect

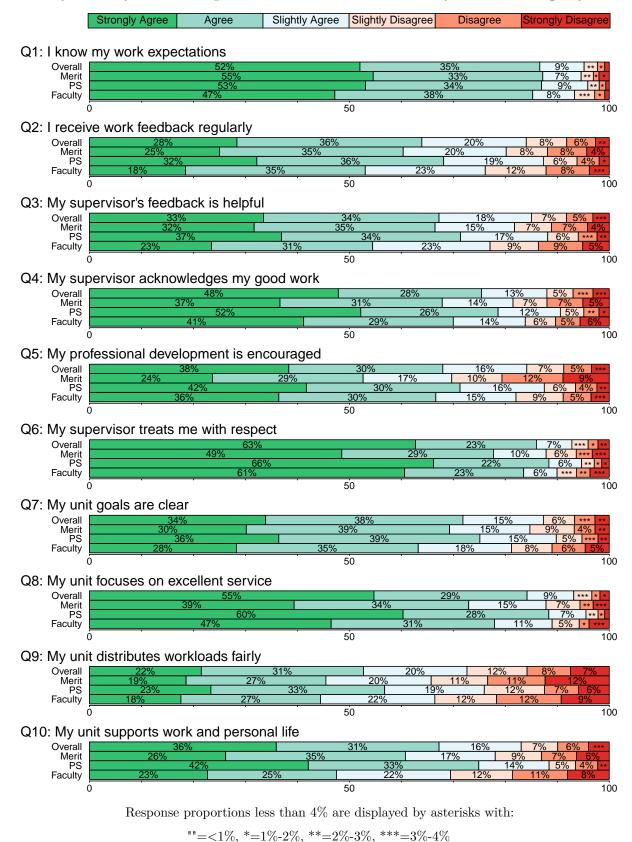
	Faculty	PS	Merit	UI
2022	72%	86%	71%	81%
2020	71%	86%	75%	81%
2018	76%	86%	71%	81%

#### Q20: There are opportunities for promotion at UI









# Survey Analysis - Snapshot Results for 2022 by Job Category

	e management of		ree Slightly Disa	agree Disagre	e Strongly Disagree
Overall Merit	27%	32%	% 	18%	9% 6% 6% 11% 9%
PS Faculty	31% 23%	32%	36%	17%	9% 4% *** 0% 8% 8%
0			50	·	1
Q12: My supervis	sor is open to hea	aring concerns	28%		12% 5% 4% 5%
Merit PS	<u> </u>		29%	29%	7%     7%     8%       12%     5%     ***
Faculty 0	42%		<u>26%</u> 50	12%	<u>7% 5% 7%</u> 1
	spectful coworker	re	00		·
Overall	44%		34		12% 5% ** **
Merit PS Faculty	<u>26%</u> <u>50%</u> 37%	38'	33%	<u> </u>	8% 5% 5% 11% *** * 7% *** 4%
0	5170	I	50	<u> </u>	1
	environment for c	liversity			
Overall Merit	<u>38%</u> 30%		34% 39%	16%	
PS Faculty	43%	31	34% %	17%	13% 5% ** ** 8% 6% 8%
Ó			50		1
215: I say great	things about work 38%	king in my unit	32%	15%	6
Merit PS	25%	34%	32 %	17%	11% 7% 7% 14% 6% *** *
Faculty	36%		<u>28%</u> 50	17%	8% 5% 6%
0					1
016. Understand	how iob fits over	all mission of L			
Overall	how job fits over	all mission of L	JI	39%	11% ** **
Overall Merit PS	43% 34% 47%	all mission of L	46%	39%	13% *** ** 10% ** *
Overall Merit	43%	all mission of L	JI		13% *** ** 10% ** * 14% 4% 5% **
Overall Merit PS Faculty	43% 34% 47%		JI 46% 36% 50		13% *** ** 10% ** * 14% 4% 5% **
Overall Merit PS Faculty	43% 34% 47% 39%	king employme	JI 46% 36% 50	38%	13% *** ** 10% *** * 14% 4% 5% ** 1
Overall Merit PS Faculty 0 Q17: Recommen Overall	43% 34% 47% 39% d UI to friend see 36%		JI 46% 50 ent 34% 36%	38%	13% **** ** 10% *** ** 14% 4% 5% ***
Overall Merit PS Faculty 0 Q17: Recommen Overall Merit PS	43% 34% 47% 39% d UI to friend see 36% 25% 40%	king employme	JI 46% 50 ent 34% 36%	38%	13% **** **   10% *** *   14% 4% 5%   *** ** *   14% 5% ***   8% 9% 7%   15% 5% ***   8% 9% 8%
Overall Merit PS Faculty 0 Q17: Recomment Overall Merit PS Faculty 0 Q18: UI recogniz	43% 34% 47% 39% d UI to friend see 36% 25% 40% 29%	eking employme	JI 46% 36% 50 ent 34% 36% 50 nd staff	38% 179 20% 18%	13% *** **   10% *** *   14% 4% 5% **   16% 5% *** 1   6 6% 5% ***   8% 9% 7%   15% 5% ***   3% 9% 8%
Overall Merit PS Faculty 0 Q17: Recomment Overall Merit PS Faculty 0 Q18: UI recogniz Overall Merit 129 0 0 0 0 0 0 0 0 0 0 0 0 0	43% 34% 47% 39% d UI to friend see 36% 25% 40% 29% es accomplishme 18% 23%	eking employme 31% 29% ents of faculty a 28%	JI 46% 50 50 ent 34% 36% 50 nd staff 26%	38% 179 20% 18% 13 14%	13% **** ***   10% *** **   14% 4% 5%   18% 9% 7%   15% 5% **   8% 9% 7%   15% 5% **   16% 9% 7%   13% 12%
Overall PS Faculty 0 Q17: Recomment Overall Merit PS Faculty 0 Q18: UI recogniz Overall Merit PS Faculty 0 Q18: UI recogniz Overall Merit PS Faculty 0 Q18: UI recogniz	43% 34% 47% 39% d UI to friend see 36% 25% 40% 29% es accomplishme	eking employme	JI 46% 36% 50 ent 34% 50 nd staff 26% 26% 28% 28% 28% 28% 28% 28% 28% 28	38% 179 20% 18% 13 14%	13% **** **   10% *** *   14% 4% 5%   14% 9% 7%   8% 9% 7%   15% 5% **   8% 9% 7%   13% 12%   13% 12%   13% 5%   10% 8%
Overall Merit PS Faculty 0 Q17: Recomment Overall Merit PS Faculty 0 Q18: UI recogniz Overall Merit PS Faculty 0 Q18: UI recogniz Overall Merit PS Faculty 0 Q18: UI recogniz 0 0 0 0 0 0 0 0 0 0 0 0 0	43% 34% 47% 39% d UI to friend see 36% 25% 40% 29% es accomplishme 18% % 23% 19% 21%	ents of faculty a	46%       36%       50       ent       34%       50       nd staff       26%       28%	38% 179 20% 18% 13 14%	13% **** ***   10% *** **   14% 4% 5%   14% 4% 5%   16% 5% ***   8% 9% 7%   15% 5% ***   8% 9% 7%   13% 12%   13% 12%   13% 7%   13% 5%   10% 8%
Overall PS Faculty 0 Q17: Recomment Overall Merit PS Faculty 0 Q18: UI recogniz Overall Merit PS Faculty 0 Q19: UI treats fac Overall	43% 34% 47% 39% 47% 39% 40% 25% 40% 29% 40% 29% 40% 29% 40% 29% 40% 29% 40% 29% 40% 29% 40% 29% 40% 20% 40% 40% 40% 40% 40% 40% 40% 4	eking employme 31% 29% ents of faculty a 28% 28% 29% h respect	JI 46% 36% 50 ent 34% 50 nd staff 26% 26% 28% 28% 28% 28% 28% 28% 28% 28	38% 179 20% 18% 13% 14% 12%	13% ****   10% ***   14% 4%   5% **   8% 9%   7% 5%   15% 5%   8% 9%   7% 7%   13% 12%   13% 7%   13% 7%   10% 8%
Overall PS Faculty 0 Q17: Recomment Overall Merit PS Faculty 0 Q18: UI recogniz Overall Merit PS Faculty 0 Q19: UI treats fac Overall	43% 34% 47% 39% d UI to friend see 36% 25% 40% 29% es accomplishme 18% % 23% 19% 21%	eking employme 31% 29% ents of faculty a 28% 28% 29% h respect 32% 40°	JI 46% 36% 50 ent 34% 50 nd staff 26% 26% 28% 28% 20% 50	38%	13% **** **   10% *** *   14% 4% 5%   14% 4% 5%   14% 4% 5%   8% 9% 7%   15% 5% **   8% 9% 7%   13% 12%   13% 7%   13% 7%   5% **   13% 7%   5% **   10% 8%   10% 5%
Overall Merit PS Faculty 0 Q17: Recommen Overall Merit PS Faculty 0 Q18: UI recogniz Overall Merit PS Faculty 0 Q19: UI treats fac Overall Merit PS Faculty 0 Q19: UI treats fac	43% 34% 47% 39% 47% 39% 40% 25% 40% 29% 40% 23% 40% 23% 23% 23% 23% 23% 23% 23% 23	eking employme 31% 29% ents of faculty a 28% 28% 29% h respect 37%	JI 46% 50 50 ent 34% 36% 50 nd staff 26% 26% 28 20% 50 24% 24%	38% 179 20% 18% 18% 13 14% 12% 22%	13% ***   10% ***   14% 4%   5% **   8% 9%   7% 5%   15% 5%   8% 9%   7% 13%   13% 12%   13% 12%   13% 12%   13% 7%   5% **   10% 8%   6 9%   7% 4%   9% 9%
Overall Merit PS Faculty 0 Q17: Recommen Overall Merit PS Faculty 0 Q18: UI recogniz Overall Merit PS Faculty 0 Q19: UI treats fac Overall Merit PS Faculty 0 Q19: UI treats fac	43% 34% 47% 39% ad UI to friend see 36% 25% 40% 29% es accomplishme 18% 23% 19% 21% culty and staff witt 23% 5% 25% 20%	eking employme 31% 29% ents of faculty a 28% 28% 28% 29% h respect 37% 32% 40°	JI 46% 50 50 ent 34% 50 ent 36% 50 nd staff 26% 26% 26% 50 50 26% 28 20% 50	38% 179 20% 18% 13% 14% 12% 22% 119 22%	13% ***   10% ***   14% 4%   5% **   8% 9%   7% 5%   15% 5%   8% 9%   7% 13%   13% 12%   13% 12%   13% 12%   13% 7%   5% **   10% 8%   6 9%   7% 4%   9% 9%
Overall Merit PS Faculty 0 Q17: Recommen Overall Merit PS Faculty 0 Q18: UI recogniz Overall Merit PS Faculty 0 Q19: UI treats fact Overall Merit PS Faculty 0 Q19: UI treats fact Overall	43% 34% 47% 39% 47% 39% 40% 25% 40% 25% 40% 29% es accomplishme 18% 23% 19% 21% culty and staff witt 23% 5% 25% 20% 20% 21%	eking employme 31% 31% 29% ents of faculty a 28% 28% 29% h respect 37% 32% 40% 31% romotion at UI 29%	JI 46% 36% 50 ent 34% 50 nd staff 26% 26% 28% 20% 50 28% 20% 50 24%	38%	13% *** **   10% *** **   14% 4% 5%   14% 4% 5%   14% 4% 5%   14% 5% **   8% 9% 7%   15% 5% **   8% 9% 7%   13% 12%   13% 12%   13% 7%   10% 8%   6 9%   9% 9%   7% 4%   9% 9%   9% 9%   10% 8%   10% 8%   10% 8%   10% 8%   10% 8%   10% 8%   10% 8%   10% 8%   10% 8%   10% 8%   10% 9%
Overall Merit PS Faculty 0 Q17: Recommen Overall Merit PS Faculty 0 Q18: UI recogniz Overall Merit PS Faculty 0 Q19: UI treats fac Overall Merit PS Faculty 0 Q19: UI treats fac Overall Merit No	43% 34% 47% 39% 47% 39% 40% 25% 40% 25% 40% 29% es accomplishme 18% 23% 19% 21% culty and staff witt 23% 5% 25% 20% 20% 21%	eking employme 31% 29% ents of faculty a 28% 28% 29% h respect 37% 32% 40° 31% romotion at UI	JI 46% 36% 50 ent 34% 50 nd staff 26% 26% 28% 20% 50 28% 20% 50 24%	38% 179 20% 18% 18% 13% 14% 22% 14% 22% 119 22% 119 12% 119 12% 13% 16% 13%	13% ***   10% ***   14% 4%   5% **   8% 9%   15% 5%   5% **   8% 9%   7% 7%   13% 12%   13% 7%   13% 5%   10% 8%   6 9%   7% 4%   6 9%   9% 9%

""=<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. Age categories with less than 10 respondents are combined with nearby categories until all categories displayed have 10 or more.
- 5. 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 20 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).
- 6. A second-order Structural Equation Model (SEM) was used to obtain the correlation estimate between an overall composite of the Working at Iowa survey questions and an overall composite of the Engagement survey questions. The validity of an overall composite for both Working at Iowa and Engagement survey questions was established separately using Confirmatory Factor Analysis (CFA). Details of this analysis are available upon request.
- 7. UI Health Care did not participate in the 2020 and 2022 WAI surveys. Hence, the population total reported in WAI for UI these years are lower than in previous years. To properly compare 2018 to 2020 and 2022 results, 2018 UI Health Care data has been removed before generating statistics and graphics.
- 8. The PS job category includes respondents in non-UI Health Care, SEIU-covered roles.
- 9. The Merit category includes both Merit and MSE (Merit Supervisor Exempt) respondents.