

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%	=

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

*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.

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

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



Review Data at Multiple Levels



Share and Discuss Data with Constituents

Recommendations



Action Plan and Establish Accountability



Monitor and Measure Impact