

INSTITUTIONAL SATISFACTION

Action Planning Guide

IOWA

Human Resources

Institutional Satisfaction is the extent to which employees are satisfied with the institution, including opportunities for career progression, overall organizational satisfaction, and recognition.

OVERALL UNIVERSITY OF IOWA RESULTS	2022	2024	CHANGE
Q20: UI recognizes accomplishments	72%	72%	=
Q21: I can pursue career goals at UI	71%	78%	+7
Q24: Would recommend UI to a friend	86%	88%	+2

HOW THIS IMPACTS THE WORKPLACE

- **Increased employee retention and loyalty:** Higher levels of satisfaction with the institution.
- **Enhanced engagement and productivity:** Employees feel valued and recognized.
- **Improved institutional reputation:** Attracts top talent as a desirable place to work.

PROBING QUESTIONS

The following questions are intended to be a **starting point for data analysis and discussion** around survey results.

INSTITUTIONAL RECOGNITION

- How do employees feel about the recognition they receive from the institution?
- What forms of recognition are most meaningful (and least meaningful) to employees?
- Are there any gaps in the current recognition practices that need to be addressed?

CAREER PROGRESSION & OPPORTUNITIES TO PURSUE CAREER GOALS

- How do employees perceive the opportunities for career growth and advancement within the institution?
- What career development programs or initiatives (existing or new) are most valued by employees?
- What barriers might prevent employees from pursuing their career goals, and how can these be overcome?

WILLINGNESS TO RECOMMEND EMPLOYER

- How likely are employees to recommend the institution as a good place to work to others?
- What factors most influence employees' willingness to recommend the institution?
- What improvements can be made to enhance employees' overall satisfaction and willingness to recommend the institution?

ORGANIZATIONAL SATISFACTION

- How satisfied are employees with the overall work environment and culture of the institution?
- What aspects of the organizational culture contribute most to employee satisfaction?
- Are there any areas where the institution can improve to enhance overall organizational satisfaction?

RECOGNITION AND VALUE

- How well do employees feel their contributions are acknowledged and valued by the institution?
- What recognition practices are currently in place, and how effective are they?
- What additional steps can be taken to ensure employees feel valued and appreciated?

FIRST STEPS

The following tools and resources are designed to help you **create actionable steps** as you build your action plan.



START A TEAM RECOGNITION PLAN

Use this DIY resource to build a program tailored to your department or team.



INTRODUCE YOUR TEAM TO LINKEDIN LEARNING

Encourage skill development and motivate team members to learn something new.



PARTICIPATE IN DISCOVER YOUR UNIVERSITY

Choose a tour to do as a team to build comradery and excitement around our institution.



ENHANCE OR IMPROVE YOUR ONBOARDING PROCESS

Use this information for supervisors to create a more intentional and thorough onboarding process, helping new employees feel connected to the UI community.

RESOURCES

[Discover your University](#)

[Reward and Recognition Programs](#)

[Step by Step Guide: Building a Recognition Program](#)

[Submit a request for consultation with Organizational Effectiveness](#)