# Working at Iowa Survey Content Summary

Biennial campus wide engagement survey since 2006

## Introductory Information

* 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.
* See Trends Over Time: Comparing data over multiple survey cycles reveals trends, opportunities for improvement, and strengths.
* New in 2024: This year the survey included 5 new belonging questions capturing a holistic view of the employee experience.

## 2024 Results Highlights

* Highest Percent Agree
  + **Question 1 (96%)** I know what is expected of me in my work
  + **Question 6 (94%)** My supervisor treats me with respect
  + **Question 10 (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 Percent Agree
  + **Question 20 (72%)** The UI does a good job of recognizing accomplishments
  + **Question 11 (75%)** workloads are distributed fairly in my unit
  + **Question 22 (77%)** I feel valued as an individual at the UI
* Overall response rate 63%
* Participation down 6% from 2022

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| **Questions with ≥5% shift from 2022** | **Faculty** | **P&S** | **Merit** | **Overall** |
| Question 5: I am encouraged to allocate time to my professional development | Down 5-7% |  | Up 5-7% |  |
| Question 7: I can speak about work-related concerns with my supervisor | Up 5-7% |  | Up 8-10% |  |
| Question 9: My unit goals are clear |  |  | Up 5-7% |  |
| Question 11: Workloads are distributed fairly in my unit |  |  | Up 5-7% |  |
| Question 12: My unit provides support to help faculty/staff balance work and personal life responsibilities |  |  | Up 5-7% |  |
| Question 16: My unit provides a supportive environment to retain individuals from diverse backgrounds | Up 5-7% |  |  |  |
| Question 19: I understand how my job fits into the overall mission of the UI | Up 5-7% |  |  |  |
| Question 20: The UI does a good job of recognizing accomplishments of [Faculty/Staff] | Up 8-10% |  | Up 5-7% |  |
| Question 21: There are opportunities for me to pursue my career goals at the UI |  | Up 5-7% | Up 11%+ | Up 5-7% |
| Question 24: I would recommend the UI to a friend seeking employment | Up 5-7% |  | Up 8-10% |  |

## 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%

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| Related Questions | 2024 | Trend\* |
| Question 1: I know my work expectations | 96% | +1 |
| Question 9: My unit goals are clear | 88% | +1 |
| Question 10: My unit focuses on excellent service | 94% | +1 |
| Question 19: Understand how job fits mission of UI | 94% | = |

### Workplace Culture

Theme Average: 84%

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| Related Questions | 2024 | Trend\* |
| Question 8: I can be my authentic self at work | 88% | New |
| Question 11: My unit distributes workloads fairly | 75% | +2 |
| Question 12: My unit supports work & personal life | 85% | +2 |
| Question 13: I have a voice in unit’s direction | 80% | New |
| Question 14: Conflicts are managed | 80% | = |
| Question 15: Coworkers are civil and respectful | 91% | +1 |
| Question 16: My unit supports diversity | 88% | +1 |
| Question 17: I say great things about my unit | 87% | +2 |
| Question 18: My team in my unit values me | 85% | New |
| Question 22: I feel valued as an individual at UI | 77% | New |
| Question 23: UI is welcoming and respectful | 86% | New |

### Supervisor-Employee Relationship

Theme Average: 87%

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| Related Questions | 2024 | Trend\* |
| Question 2: I receive work feedback regularly | 84% | = |
| Question 3: My supervisor’s feedback is helpful | 86% | +1 |
| Question 4: Supervisor acknowledges good work | 88% | = |
| Question 5: My prof development is encouraged | 82% | -2 |
| Question 6: My supervisor treats me with respect | 94% | +1 |
| Question 7: My supervisor is open to hear concerns | 90% | +4 |

### Institutional Satisfaction

Theme Average: 79%

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| Related Questions | 2024 | Trend\* |
| Question 20: UI recognizes accomplishments | 72% | = |
| Question 21: I can pursue career goals at UI | 78% | +7 |
| Question 24: Would recommend UI to a friend | 88% | +2 |

## Recommendations

* Review Data at Multiple Levels
* Share and Discuss with Constituents
* Action Plan and Establish Accountability
* Monitor and measure Impact

Learn more at the Working at Iowa website, email us at [workingatiowa@uiowa.edu](mailto:workingatiowa@uiowa.edu)

Contact your HR Senior Director for questions about org results