
Working At Iowa Survey University with UIHC 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.

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 and UIHC results with those from 2018 and 2016, due to 2020 UIHC data being unavailable. 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 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

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 | 3159 | 15.4 | 2122 | 13.9 | 67.2 |
| PS | 13065 | 63.9 | 10511 | 68.7 | 80.5 |
| Merit | 4234 | 20.7 | 2677 | 17.5 | 63.2 |
| Total | 20458 | 100.0 | 15310 | 100.0 | 74.8 |

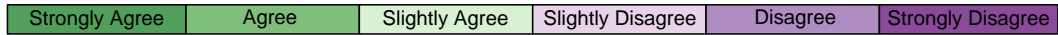
Distribution of Survey Respondents and Participation by Age Range

| | Number in population | % of total in population | Number participated | % of total participated | % participated of number in population |
|-------|----------------------|--------------------------|---------------------|-------------------------|--|
| <30 | 3490 | 17.1 | 2476 | 16.2 | 70.9 |
| 30-39 | 5418 | 26.5 | 4011 | 26.2 | 74.0 |
| 40-49 | 4754 | 23.2 | 3654 | 23.9 | 76.9 |
| 50-59 | 4140 | 20.2 | 3212 | 21.0 | 77.6 |
| 60-69 | 2419 | 11.8 | 1796 | 11.7 | 74.2 |
| 70+ | 237 | 1.2 | 161 | 1.1 | 67.9 |

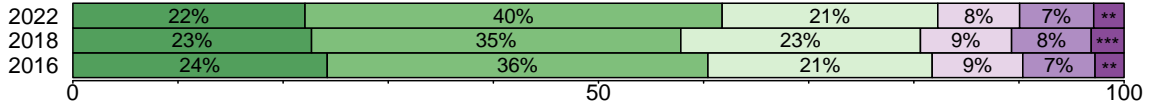
Distribution of Survey Respondents and Participation by Gender

| | Number in population | % of total in population | Number participated | % of total participated | % participated of number in population |
|--------|----------------------|--------------------------|---------------------|-------------------------|--|
| Female | 13349 | 65.3 | 10442 | 68.2 | 78.2 |
| Male | 7109 | 34.7 | 4868 | 31.8 | 68.5 |

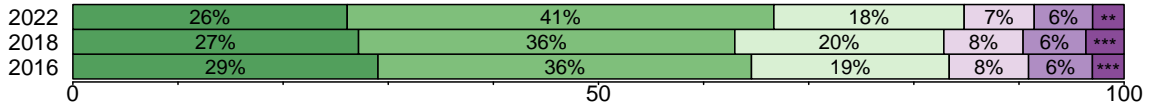
Survey Analysis - Trended Comparison 2016 - 2022



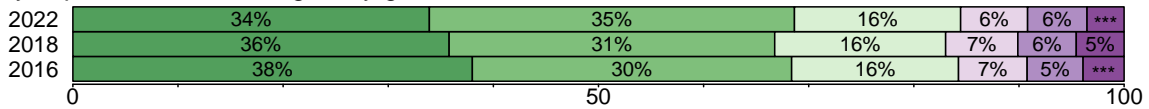
Q2: I receive work feedback regularly



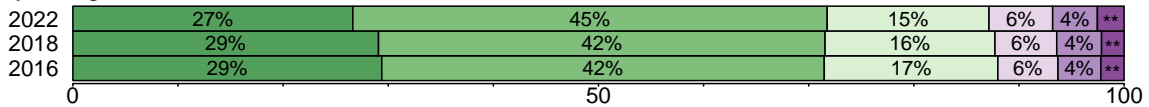
Q3: My supervisor's feedback is helpful



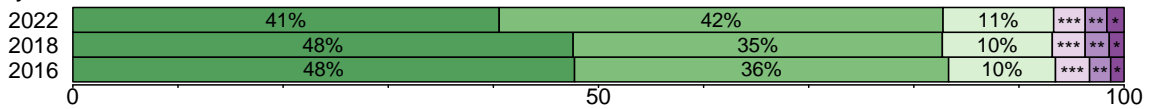
Q4: My supervisor acknowledges my good work



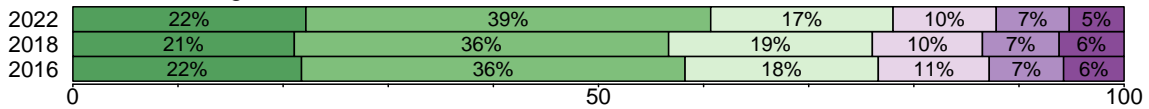
Q7: My unit goals are clear



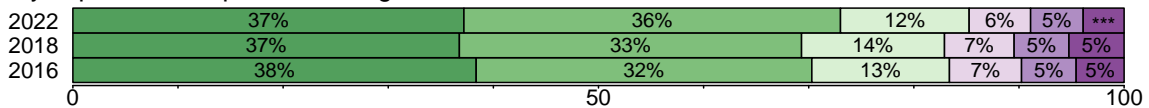
Q8: My unit focuses on excellent service



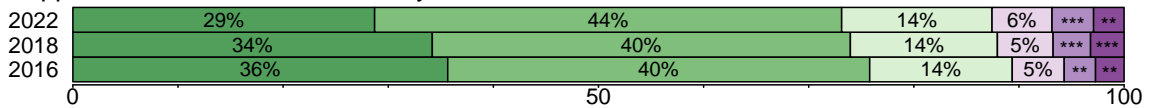
Q11: Constructive management of work conflicts



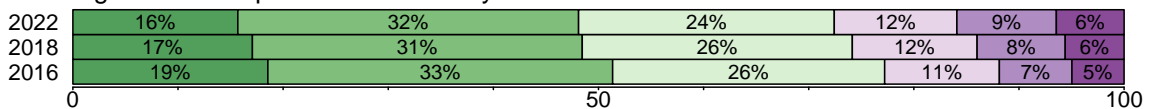
Q12: My supervisor is open to hearing concerns



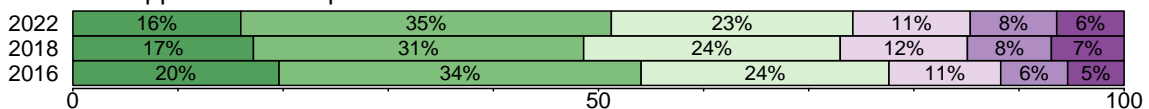
Q14: Supportive environment for diversity



Q18: UI recognizes accomplishments of faculty and staff



Q20: There are opportunities for promotion at UI



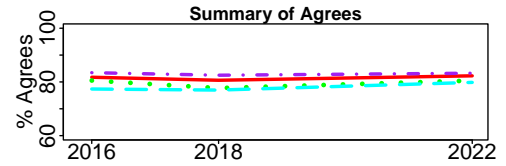
Response proportions less than 4% are displayed by asterisks with:

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

Job Classification by Year - Percent Agrees Trended Comparisons

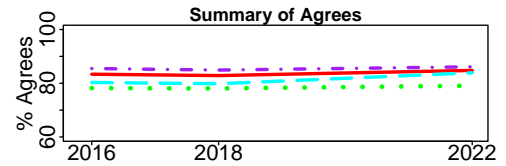
Q2: I receive work feedback regularly

| | Faculty | PS | Merit | UI |
|------|---------|-----|-------|-----|
| 2022 | 80% | 83% | 80% | 82% |
| 2018 | 78% | 83% | 77% | 81% |
| 2016 | 81% | 83% | 77% | 82% |



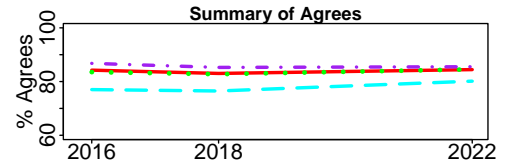
Q3: My supervisor's feedback is helpful

| | Faculty | PS | Merit | UI |
|------|---------|-----|-------|-----|
| 2022 | 79% | 86% | 84% | 85% |
| 2018 | 78% | 85% | 80% | 83% |
| 2016 | 78% | 85% | 80% | 83% |



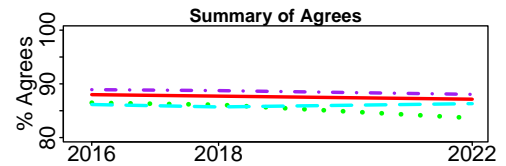
Q4: My supervisor acknowledges my good work

| | Faculty | PS | Merit | UI |
|------|---------|-----|-------|-----|
| 2022 | 85% | 86% | 80% | 84% |
| 2018 | 83% | 85% | 76% | 83% |
| 2016 | 84% | 87% | 77% | 84% |



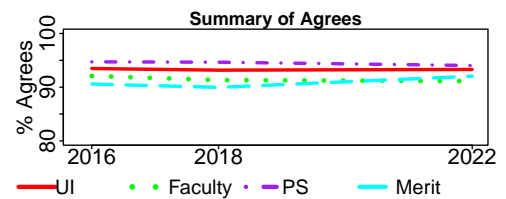
Q7: My unit goals are clear

| | Faculty | PS | Merit | UI |
|------|---------|-----|-------|-----|
| 2022 | 84% | 88% | 86% | 87% |
| 2018 | 86% | 89% | 86% | 88% |
| 2016 | 86% | 89% | 86% | 88% |



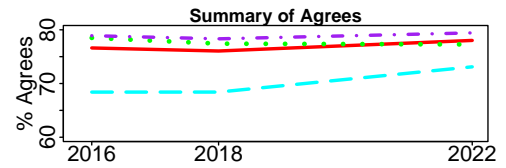
Q8: My unit focuses on excellent service

| | Faculty | PS | Merit | UI |
|------|---------|-----|-------|-----|
| 2022 | 91% | 94% | 92% | 93% |
| 2018 | 91% | 95% | 90% | 93% |
| 2016 | 92% | 95% | 91% | 93% |



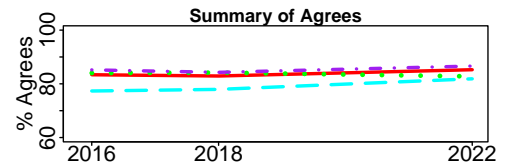
Q11: Constructive management of work conflicts

| | Faculty | PS | Merit | UI |
|------|---------|-----|-------|-----|
| 2022 | 77% | 79% | 73% | 78% |
| 2018 | 77% | 78% | 68% | 76% |
| 2016 | 79% | 79% | 68% | 77% |



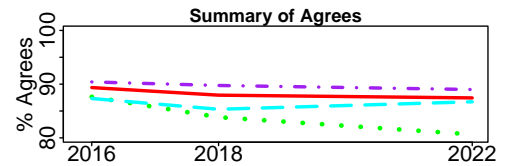
Q12: My supervisor is open to hearing concerns

| | Faculty | PS | Merit | UI |
|------|---------|-----|-------|-----|
| 2022 | 83% | 87% | 82% | 85% |
| 2018 | 84% | 84% | 78% | 83% |
| 2016 | 84% | 85% | 77% | 83% |



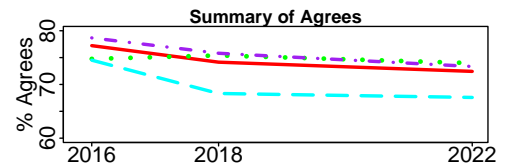
Q14: Supportive environment for diversity

| | Faculty | PS | Merit | UI |
|------|---------|-----|-------|-----|
| 2022 | 81% | 89% | 87% | 87% |
| 2018 | 84% | 90% | 85% | 88% |
| 2016 | 88% | 90% | 87% | 89% |



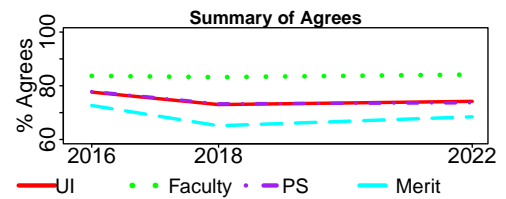
Q18: UI recognizes accomplishments of faculty and staff

| | Faculty | PS | Merit | UI |
|------|---------|-----|-------|-----|
| 2022 | 74% | 73% | 68% | 72% |
| 2018 | 75% | 76% | 68% | 74% |
| 2016 | 75% | 79% | 75% | 77% |



Q20: There are opportunities for promotion at UI

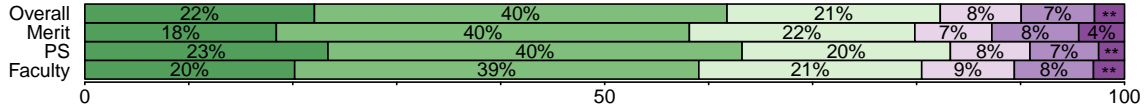
| | Faculty | PS | Merit | UI |
|------|---------|-----|-------|-----|
| 2022 | 84% | 74% | 68% | 74% |
| 2018 | 83% | 73% | 65% | 73% |
| 2016 | 84% | 78% | 73% | 78% |



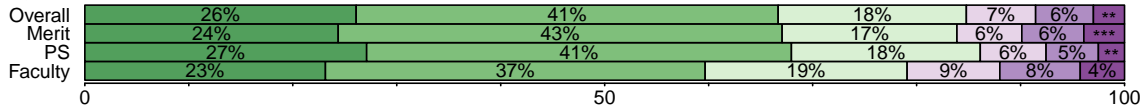
Survey Analysis - Snapshot Results for 2022 by Job Category

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

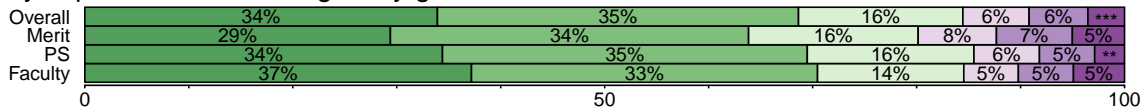
Q2: I receive work feedback regularly



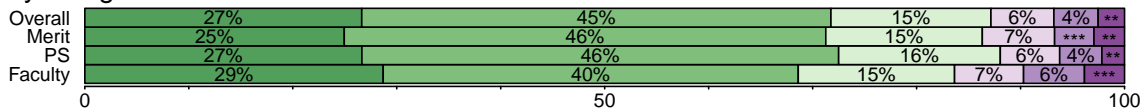
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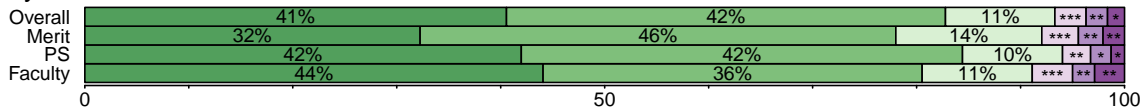
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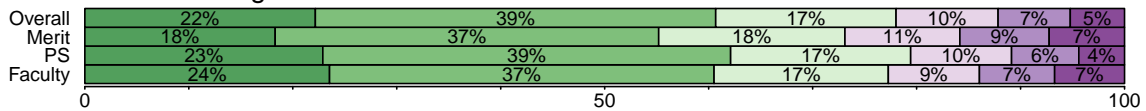
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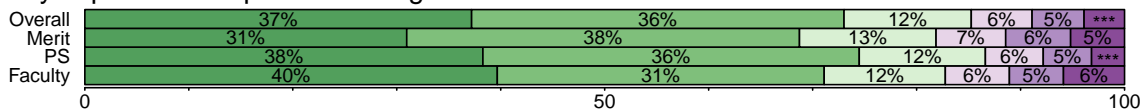
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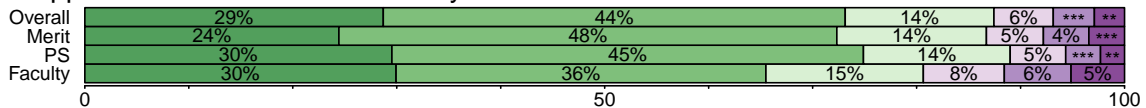
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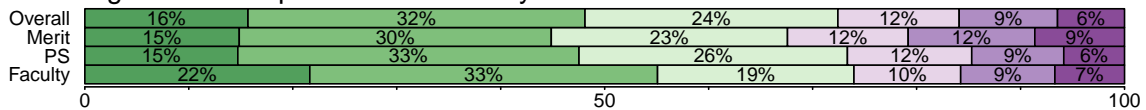
Q12: My supervisor is open to hearing concerns



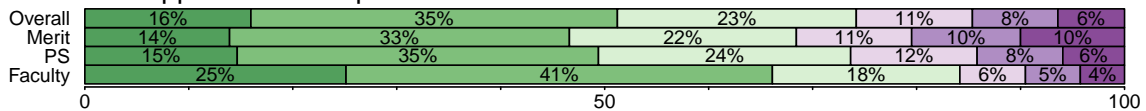
Q14: Supportive environment for diversity



Q18: UI recognizes accomplishments of faculty and staff



Q20: There are opportunities for promotion at UI



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. 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. The PS job category includes respondents in SEIU-covered roles.
7. The Merit category includes both Merit and MSE (Merit Supervisor Exempt) respondents.