October 5-19, 2016

- It is easy
- It is confidential
- It is your feedback
TODAY’S PRESENTATION:

+ **Why** is the *Working at Iowa* data important?

+ **What** you can do?
WHAT IS THE SURVEY ABOUT?

- Our mission
  - Student success
  - Research discovery
  - Health care and other services
- Our quality benchmarks
- Our values as an institution/employer
- Our future
  - Strategic planning
SURVEY PROVIDES DATA ON:

**Individual Success**
- Helpful Feedback
- Professional Development

**Unit Success**
- Working Environment
- Service Excellence

**University Success**
- Attract and Retain Talent
- University Mission
VALUE OF WORKING AT IOWA DATA:

- Predictor of future performance
- Relationship to other performance data
- Benchmark for comparison
- Actionable opportunities
ACTIONABLE FOR INDIVIDUALS

- Ask more questions to understand my expectations or supervisory feedback
- Establish goals for my own professional growth and desired career path
- Talk with colleagues about ways to make ours a more positive work environment
- Offer to help a colleague during a peak period if I have excess capacity
ACTIONABLE FOR SUPERVISORS:

- Be more consistent in providing constructive feedback to individuals
- Express gratitude and encourage others to recognize individual and unit achievements, big and small
- Offer “stretch” assignments to support professional and skill development
- Encourage participation in University activities and events
INDICATORS OF ENGAGEMENT IMPACT:

- Recruitment and Retention
  - Faculty
  - Staff
  - Students

- Health and Productivity
  - Quality of Life
  - Ability to Work
  - Effectiveness at Work

- University Experience
  - Students
  - Patients
  - Iowans
SURVEY PERIOD OCTOBER 5-19

- October 5: Email link to survey
- Respond and encourage others

Goal to meet or exceed previous response rate 68% in 2014
USING SURVEY RESULTS – 1, 2, 3

1 Focus
• Identify one area for improvement

2 Actions
• Do two things to do better or more consistently

3 Communicate
• At least 3 times
2016 REPORT FORMAT

+ **New** more visual format; easier to identify strengths and opportunities

+ **Comparison** with 2012 and 2014 historical data

+ **Confidentiality** will be maintained by only reporting out survey items that have 10 or more respondents in any breakout report
RESOURCES

- Questions about the survey or reports?
  http://hr.uiowa.edu/working

- Response planning?
  - Senior HR Leader, HR Representative
  - University HR/Organizational Effectiveness, Teresa Kulper- teresa-kulper@uiowa.edu or 335-2687
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