

## Working at Iowa 2006/2008 Summary Worksheet for College of Public Health

### University of Iowa, overall information

<b>Most Agreed* With Statements</b>	<b>2006 Rank</b>	<b>2006 %</b>	<b>2008 Rank</b>	<b>2008 %</b>
8. I look for more effective ways to do my work	1	99.3	1	99.2
1. I know what is expected of me in my work	2	95.3	2	95.6
34. I understand how my job fits into the overall mission of the UI	3	94.0	3	94.3
26. My unit has a strong focus on providing excellent service	4	90.5	4	91.4
9. I have the basic resources I need to do my work	5	90.1	5	90.4

<b>Most Disagreed** With Statements</b>	<b>2006 Rank</b>	<b>2006 %</b>	<b>2008 Rank</b>	<b>2008 %</b>
20. Poor performance is managed appropriately	1	45.5	1	42.2
32. I am kept informed of our unit's budget status	2	37.9	2	38.3
23. Workloads are distributed fairly	4	34.5	3	32.1
21. Work-related conflicts are managed constructively	3	35.9	4	31.2
43. I am confident there is a clear plan to strengthen the UI	5	30.4	5	30.9

### College of Public Health, overall information

<b>Most Agreed* With Statements</b>	<b>2006 Rank</b>	<b>2006 %</b>	<b>2008 Rank</b>	<b>2008 %</b>
8. I look for more effective ways to do my work	1	100.0	1	99.6
1. I know what is expected of me in my work	2	93.3	2	95.4
2. I have the authority to make decisions	5	92.5	3	94.5
26. My unit has a strong focus on providing excellent service	4	93.0	4	94.1
10. I see the value in changes I am asked to make	3	93.0	5	93.1

<b>Most Disagreed** With Statements</b>	<b>2006 Rank</b>	<b>2006 %</b>	<b>2008 Rank</b>	<b>2008 %</b>
32. I am kept informed of our unit's budget status	6	29.8	1	38.8
20. Poor performance is managed appropriately	1	39.5	2	38.2
43. I am confident there is a clear plan to strengthen the UI	2	37.9	3	28.6
21. Work-related conflicts are managed constructively	3	32.3	4	28.4
35. The UI does a good job recognizing the accomplishments of faculty/staff	5	30.3	5	27.4
23. Workloads are distributed fairly	4	30.4	6	25.5

\*This is the total agrees (strongly agree+agree+somewhat agree)

\*\*This is the total disagrees (strongly disagree+disagree+somewhat disagree)

## Working at Iowa 2006/2008 Summary Worksheet for UI, CPH Staff

### University of Iowa, Merit, P&S and MSE/C information

<b>Most Agreed* With Statements</b>	<b>2006 Rank</b>	<b>2006 %</b>	<b>2008 Rank</b>	<b>2008 %</b>
8. I look for more effective ways to do my work	1	99.7	1	99.3
1. I know what is expected of me in my work	2	95.3	2	94.8
34. I understand how my job fits into the overall mission of the UI	3	94.5	3	93.8
26. My unit has a strong focus on providing excellent service	4	92.7	4	92.5
9. I have the basic resources I need to do my work	5	92.0	5	90.9

<b>Most Disagreed** With Statements</b>	<b>2006 Rank</b>	<b>2006 %</b>	<b>2008 Rank</b>	<b>2008 %</b>
20. Poor performance is managed appropriately	1	43.1	1	41.4
32. I am kept informed of our unit's budget status	2	33.6	2	36.2
43. I am confident there is a clear plan to strengthen the UI	5	27.9	3	32.2
23. Workloads are distributed fairly	4	30.4	4	30.3
21. Work-related conflicts are managed constructively	3	32.8	5	29.4

### College of Public Health, P&S, Merit, and MSE/C information

<b>Most Agreed* With Statements</b>	<b>2006 Rank</b>	<b>2006 %</b>	<b>2008 Rank</b>	<b>2008 %</b>
8. I look for more effective ways to do my work	1	100.0	1	99.5
1. I know what is expected of me in my work	4	92.4	2	95.1
10. I see the value in changes I am asked to make	3	94.2	3	95.1
26. My unit has a strong focus on providing excellent service	2	95.0	3	95.1
42. I would not hesitate to recommend the UI to a friend seeking employment	13	89.3	5	94.1
2. I have the authority to make decisions	4	92.4	8	93.0

<b>Most Disagreed** With Statements</b>	<b>2006 Rank</b>	<b>2006 %</b>	<b>2008 Rank</b>	<b>2008 %</b>
32. I am kept informed of our unit's budget status	6	28.4	1	35.8
20. Poor performance is managed appropriately	1	36.2	2	34.1
35. The UI does a good job recognizing the accomplishments of faculty/staff	3	30.0	3	28.5
43. I am confident there is a clear plan to strengthen the UI	2	30.7	4	25.4
21. Work-related conflicts are managed constructively	5	29.5	5	24.6
39. There are opportunities for promotion within the UI	3	30.0	6	23.9

\*This is the total agrees (strongly agree+agree+somewhat agree)

\*\*This is the total disagrees (strongly disagree+disagree+somewhat disagree)

## Working at Iowa 2006/2008 Summary Worksheet for UI, CPH Faculty

### University of Iowa, Faculty information

<b>Most Agreed* With Statements</b>	<b>2006 Rank</b>	<b>2006 %</b>	<b>2008 Rank</b>	<b>2008 %</b>
8. I look for more effective ways to do my work	1	98.9	1	99.2
1. I know what is expected of me in my work	2	93.8	2	95.3
34. I understand how my job fits into the overall mission of the UI	4	90.8	3	94.4
2. I have the authority to make decisions	3	92.4	4	93.1
26. My unit has a strong focus on providing excellent service	10	83.5	5	90.4
36. The UI does a good job informing faculty/staff of policy changes	5	87.3	12	85.9

<b>Most Disagreed** With Statements</b>	<b>2006 Rank</b>	<b>2006 %</b>	<b>2008 Rank</b>	<b>2008 %</b>
20. Poor performance is managed appropriately	2	48.9	1	40.7
43. I am confident there is a clear plan to strengthen the UI	1	52.0	2	39.7
32. I am kept informed of our unit's budget status	11	33.1	3	31.6
12. Feedback at annual review helps me improve my performance	6	37.5	4	30.3
23. Workloads are distributed fairly	5	38.7	5	29.1
31. My unit provides support to help faculty/staff balance work/personal responsibilities	4	39.6	7	29.1
45. Overall, I think the UI is moving in a positive direction	3	41.4	11	24.8

### College of Public Health, Faculty information

<b>Most Agreed* With Statements</b>	<b>2006 Rank</b>	<b>2006 %</b>	<b>2008 Rank</b>	<b>2008 %</b>
2. I have the authority to make decisions	3	93.9	1	100.0
8. I look for more effective ways to do my work	1	100.0	1	100.0
1. I know what is expected of me in my work	2	97.0	3	96.4
34. I understand how my job fits into the overall mission of the UI	3	93.9	4	94.6
38. The UI treats faculty/staff with respect	16	81.8	5	94.5
10. I see the value in changes I am asked to make	5	93.3	18	86.0

\*This is the total agrees (strongly agree+agree+somewhat agree)

\*\*This is the total disagrees (strongly disagree+disagree+somewhat disagree)

## College of Public Health, Faculty information (continued)

<b><i>Most Disagreed** With Statements</i></b>	<b>2006 Rank</b>	<b>2006 %</b>	<b>2008 Rank</b>	<b>2008 %</b>
<i>20. Poor performance is managed appropriately</i>	4	46.7	1	52.9
<i>32. I am kept informed of our unit's budget status</i>	15	27.3	2	50.0
<i>11. My workload is reasonable</i>	2	51.5	3	46.4
<i>12. Feedback at annual review helps me improve my performance</i>	9	34.4	4	44.0
<i>21. Work-related conflicts are managed constructively</i>	10	33.3	5	42.6
<i>43. I am confident there is a clear plan to strengthen the UI</i>	1	54.5	6	40.0
<i>23. Workloads are distributed fairly</i>	3	48.5	8	35.2
<i>33. Overall, I think my unit is moving in a positive direction</i>	5	42.4	20	16.1

\*\*This is the total disagrees (strongly disagree+disagree+somewhat disagree)