



# Working at IOWA

## *2008 Survey Results College of Public Health N=242*

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**Working at Iowa 2008 Survey -- College of Public Health N=242**

***Demographics of Survey Respondents***

<i>Demographics</i>	<i>Level</i>	<i>Frequency</i>	<i>Percent</i>
<i>(1) Race</i>	White/Caucasian	213	91.4
	Other	20	8.6
<i>Missing= 9</i>			
<i>(2) Age</i>	18-35	40	16.9
	36-41	48	20.3
	42-55	59	25.0
	56-61	65	27.5
	62+	24	10.2
<i>Missing= 6</i>			
<i>(3) Gender</i>	Female	160	68.7
	Male	73	31.3
<i>Missing= 9</i>			
<i>(4) Years of Service</i>	<5	43	17.8
	5-<10	78	32.2
	10-<15	43	17.8
	15-<20	30	12.4
	20 or greater	48	19.8

**Working at Iowa 2008 Survey -- College of Public Health N=242**

**Distribution of survey respondents and participation by POSITION CLASSIFICATION**

<i>Staff Type</i>	<i>Number in population</i>	<i>% of TOTAL in population</i>	<i>Number participated</i>	<i>% of TOTAL participated</i>	<i>%participated of number in population</i>
<i>Faculty</i>	70	21.5	56	23.1	80.0
<i>P&amp;S, Merit, and MSE/C</i>	255	78.5	186	76.9	72.9
<i>Total</i>	325	.	242	.	74.5

**Working at Iowa 2008 Survey -- College of Public Health N=242**

**Responses to Questions (where percent response is weighted by employee type)**

**CATEGORY=Engagement**

<i>SURVEY ITEM</i>	<i>TOTAL N</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>	<i>SOMEWHAT AGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>
<i>27. Given the opportunity, I tell other people great things about working in my unit</i>	238	27.7	40.5	18.4	7.2	3.7	2.5
<i>34. I understand how my job fits into the overall mission of the UI</i>	240	20.8	49.1	22.1	3.8	2.1	2.1
<i>40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me</i>	242	22.9	34.3	19.3	12.7	7.1	3.7
<i>41. Being a member of University community inspires me to do my best work</i>	239	21.9	34.2	30.5	7.1	4.2	2.1
<i>42. I would not hesitate to recommend the UI to a friend seeking employment</i>	241	29.3	41.5	20.8	4.9	2.9	0.8

**CATEGORY=Cooperation and Collaboration**

<i>SURVEY ITEM</i>	<i>TOTAL N</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>	<i>SOMEWHAT AGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>
<i>16. My opinions are valued</i>	242	21.5	41.7	19.0	9.7	4.2	4.0
<i>17. Faculty/Staff are respected</i>	240	26.8	42.5	14.2	7.6	4.2	4.6
<i>29. We work collaboratively in my unit</i>	240	26.6	37.4	23.9	8.4	1.2	2.5
<i>38. The UI treats faculty/staff with respect</i>	239	12.6	40.8	32.1	8.1	3.4	3.0

**Working at Iowa 2008 Survey -- College of Public Health N=242**

**Responses to Questions (where percent response is weighted by employee type)**

**CATEGORY=Supervisory Effectiveness**

<i>SURVEY ITEM</i>	<i>TOTAL N</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>	<i>SOMEWHAT AGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>
<i>5. My supervisor acknowledges me for doing good work</i>	242	30.3	34.0	19.5	7.0	4.8	4.4
<i>6. My supervisor provides me with clear work expectations</i>	242	19.6	40.0	21.9	10.7	4.1	3.6
<i>7. My supervisor values the work I do</i>	241	37.5	37.0	17.0	3.3	1.3	4.1
<i>19. Good performance is acknowledged</i>	241	20.1	34.0	25.2	13.8	6.1	0.8
<i>20. Poor performance is managed appropriately</i>	224	9.0	27.4	25.4	22.7	9.2	6.3
<i>21. Work-related conflicts are managed constructively</i>	225	8.5	36.3	26.8	18.0	5.2	5.3
<i>22. I am encouraged to participate in professional development</i>	240	21.4	41.3	21.1	10.0	5.5	0.8
<i>23. Workloads are distributed fairly</i>	234	9.6	34.4	30.6	13.5	8.1	3.8
<i>24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq</i>	234	33.1	43.4	11.1	7.2	2.6	2.5
<i>28. I can speak openly about work related concerns with my supervisor</i>	241	31.8	37.3	19.0	6.2	2.9	2.9

**Working at Iowa 2008 Survey -- College of Public Health N=242**

**Responses to Questions (where percent response is weighted by employee type)**

**CATEGORY=Communication**

<i>SURVEY ITEM</i>	<i>TOTAL N</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>	<i>SOMEWHAT AGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>
<i>1. I know what is expected of me in my work</i>	241	40.4	44.3	10.8	2.9	0.8	0.8
<i>2. I have the authority to make decisions</i>	240	38.3	37.3	18.8	3.0	1.7	0.8
<i>3. I feel included in decisions that are made about my job</i>	242	25.7	34.2	24.3	7.9	5.0	2.9
<i>4. I receive regular feedback about my work</i>	241	16.8	34.1	25.3	12.4	6.0	5.4
<i>12. Feedback at annual review helps me improve my performance</i>	223	14.9	35.0	26.5	11.6	6.7	5.3
<i>14. My unit's goals are clear</i>	240	19.1	44.6	24.3	7.1	3.4	1.6
<i>15. Faculty/Staff suggestions are encouraged</i>	242	24.4	41.3	15.7	9.2	6.2	3.3
<i>32. I am kept informed of our unit's budget status</i>	235	17.7	24.8	18.6	14.5	13.8	10.6
<i>36. The UI does a good job informing faculty/staff of policy changes</i>	240	16.8	44.6	24.7	8.4	2.9	2.5

**Working at Iowa 2008 Survey -- College of Public Health N=242**

**Responses to Questions (where percent response is weighted by employee type)**

**CATEGORY=Commitment to Employee Well-Being**

<i>SURVEY ITEM</i>	<i>TOTAL N</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>	<i>SOMEWHAT AGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>
<i>9. I have the basic resources I need to do my work</i>	241	25.7	50.7	13.6	6.9	2.4	0.8
<i>11. My workload is reasonable</i>	241	18.1	41.7	20.0	8.4	5.2	6.5
<i>18. There are resources in my unit to help build my job skills</i>	241	18.4	33.2	28.1	14.1	3.3	2.8
<i>25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq</i>	218	27.1	42.6	17.9	7.3	1.4	3.7
<i>30. My unit has flexibility to allow me to participate in UI sponsored committees</i>	222	28.0	45.7	17.3	4.9	2.8	1.3
<i>31. My unit provides support to help faculty/staff balance work/personal responsibilities</i>	238	24.8	39.0	21.1	7.7	5.8	1.6
<i>35. The UI does a good job recognizing the accomplishments of faculty/staff</i>	234	8.7	29.9	33.9	17.1	5.6	4.8
<i>37. The UI has a sincere interest in the well-being of faculty/staff</i>	240	11.7	34.2	33.5	11.3	5.4	3.8
<i>39. There are opportunities for promotion within the UI</i>	234	10.4	39.1	30.2	9.5	8.2	2.6
<i>44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds</i>	233	18.0	38.7	32.2	6.8	4.3	0.0

**Working at Iowa 2008 Survey -- College of Public Health N=242**

**Responses to Questions (where percent response is weighted by employee type)**

**CATEGORY=Confidence in Leadership Vision**

<i>SURVEY ITEM</i>	<i>TOTAL N</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>	<i>SOMEWHAT AGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>
<i>43. I am confident there is a clear plan to strengthen the UI</i>	232	10.0	25.4	36.0	18.0	6.7	3.8
<i>45. Overall, I think the UI is moving in a positive direction</i>	233	12.5	37.6	33.1	11.7	2.1	3.0

**CATEGORY=Customer Focus**

<i>SURVEY ITEM</i>	<i>TOTAL N</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>	<i>SOMEWHAT AGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>
<i>26. My unit has a strong focus on providing excellent service</i>	237	34.9	43.8	15.5	3.8	1.2	0.8

**CATEGORY=Flexibility**

<i>SURVEY ITEM</i>	<i>TOTAL N</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>	<i>SOMEWHAT AGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>
<i>8. I look for more effective ways to do my work</i>	240	50.2	45.1	4.3	0.4	0.0	0.0
<i>10. I see the value in changes I am asked to make</i>	233	18.9	49.8	24.5	4.3	1.7	0.9

**Working at Iowa 2008 Survey -- College of Public Health N=242**

**Responses to Questions (where percent response is weighted by employee type)**

**CATEGORY=OVERALL**

<i>SURVEY ITEM</i>	<i>TOTAL N</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>	<i>SOMEWHAT AGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>
<i>13. Overall, I am satisfied with my work</i>	241	24.7	48.1	19.0	5.0	2.5	0.8
<i>33. Overall, I think my unit is moving in a positive direction</i>	240	21.4	38.1	24.7	9.6	5.0	1.2

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Sorted by Total Percent Disagree (where percent response is weighted by employee type)**

CATEGORY	SURVEY ITEM	DISAGREE TOTAL (%)	STRONGLY DISAGREE (%)	DISAGREE (%)	SOMEWHAT DISAGREE (%)
Communication	32. I am kept informed of our unit's budget status	38.8	10.6	13.8	14.5
Supervisory Effectiveness	20. Poor performance is managed appropriately	38.2	6.3	9.2	22.7
Confidence in Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	28.6	3.8	6.7	18.0
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	28.4	5.3	5.2	18.0
Commitment to Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	27.4	4.8	5.6	17.1
Supervisory Effectiveness	23. Workloads are distributed fairly	25.5	3.8	8.1	13.5
Communication	4. I receive regular feedback about my work	23.8	5.4	6.0	12.4
Communication	12. Feedback at annual review helps me improve my performance	23.5	5.3	6.7	11.6
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	23.5	3.7	7.1	12.7
Supervisory Effectiveness	19. Good performance is acknowledged	20.7	0.8	6.1	13.8
Commitment to Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	20.5	3.8	5.4	11.3
Commitment to Employee Well-Being	39. There are opportunities for promotion within the UI	20.3	2.6	8.2	9.5
Commitment to Employee Well-Being	18. There are resources in my unit to help build my job skills	20.3	2.8	3.3	14.1
Commitment to Employee Well-Being	11. My workload is reasonable	20.2	6.5	5.2	8.4
Communication	15. Faculty/Staff suggestions are encouraged	18.7	3.3	6.2	9.2
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	18.4	3.6	4.1	10.7
Cooperation and Collaboration	16. My opinions are valued	17.9	4.0	4.2	9.7
Confidence in Leadership Vision	45. Overall, I think the UI is moving in a positive direction	16.8	3.0	2.1	11.7
Cooperation and Collaboration	17. Faculty/Staff are respected	16.5	4.6	4.2	7.6
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	16.2	4.4	4.8	7.0
Supervisory Effectiveness	22. I am encouraged to participate in professional development	16.2	0.8	5.5	10.0

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Sorted by Total Percent Disagree (where percent response is weighted by employee type)**

CATEGORY	SURVEY ITEM	DISAGREE TOTAL (%)	STRONGLY DISAGREE (%)	DISAGREE (%)	SOMEWHAT DISAGREE (%)
OVERALL	33. Overall, I think my unit is moving in a positive direction	15.8	1.2	5.0	9.6
Communication	3. I feel included in decisions that are made about my job	15.8	2.9	5.0	7.9
Commitment to Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	15.1	1.6	5.8	7.7
Cooperation and Collaboration	38. The UI treats faculty/staff with respect	14.4	3.0	3.4	8.1
Communication	36. The UI does a good job informing faculty/staff of policy changes	13.9	2.5	2.9	8.4
Engagement	27. Given the opportunity, I tell other people great things about working in my unit	13.5	2.5	3.7	7.2
Engagement	41. Being a member of University community inspires me to do my best work	13.3	2.1	4.2	7.1
Commitment to Employee Well-Being	25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	12.4	3.7	1.4	7.3
Supervisory Effectiveness	24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	12.4	2.5	2.6	7.2
Cooperation and Collaboration	29. We work collaboratively in my unit	12.1	2.5	1.2	8.4
Communication	14. My unit's goals are clear	12.1	1.6	3.4	7.1
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	11.9	2.9	2.9	6.2
Commitment to Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	11.1	0.0	4.3	6.8
Commitment to Employee Well-Being	9. I have the basic resources I need to do my work	10.1	0.8	2.4	6.9
Commitment to Employee Well-Being	30. My unit has flexibility to allow me to participate in UI sponsored committees	9.0	1.3	2.8	4.9
Supervisory Effectiveness	7. My supervisor values the work I do	8.6	4.1	1.3	3.3
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	8.5	0.8	2.9	4.9

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Sorted by Total Percent Disagree (where percent response is weighted by employee type)**

CATEGORY	SURVEY ITEM	DISAGREE TOTAL (%)	STRONGLY DISAGREE (%)	DISAGREE (%)	SOMEWHAT DISAGREE (%)
OVERALL	13. Overall, I am satisfied with my work	8.3	0.8	2.5	5.0
Engagement	34. I understand how my job fits into the overall mission of the UI	8.0	2.1	2.1	3.8
Flexibility	10. I see the value in changes I am asked to make	6.9	0.9	1.7	4.3
Customer Focus	26. My unit has a strong focus on providing excellent service	5.9	0.8	1.2	3.8
Communication	2. I have the authority to make decisions	5.5	0.8	1.7	3.0
Communication	1. I know what is expected of me in my work	4.6	0.8	0.8	2.9
Flexibility	8. I look for more effective ways to do my work	0.4	0.0	0.0	0.4

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Sorted by Percent Strongly Disagree + Disagree (where percent response is weighted by employee type)**

CATEGORY	SURVEY ITEM	STRONGLY DISAGREE + DISAGREE (%)	STRONGLY DISAGREE (%)	DISAGREE (%)
Communication	32. I am kept informed of our unit's budget status	24.3	10.6	13.8
Supervisory Effectiveness	20. Poor performance is managed appropriately	15.5	6.3	9.2
Communication	12. Feedback at annual review helps me improve my performance	12.0	5.3	6.7
Supervisory Effectiveness	23. Workloads are distributed fairly	11.9	3.8	8.1
Commitment to Employee Well-Being	11. My workload is reasonable	11.7	6.5	5.2
Communication	4. I receive regular feedback about my work	11.4	5.4	6.0
Commitment to Employee Well-Being	39. There are opportunities for promotion within the UI	10.8	2.6	8.2
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	10.8	3.7	7.1
Confidence in Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	10.6	3.8	6.7
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	10.5	5.3	5.2
Commitment to Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	10.3	4.8	5.6
Communication	15. Faculty/Staff suggestions are encouraged	9.5	3.3	6.2
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	9.3	4.4	4.8
Commitment to Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	9.2	3.8	5.4
Cooperation and Collaboration	17. Faculty/Staff are respected	8.9	4.6	4.2
Cooperation and Collaboration	16. My opinions are valued	8.2	4.0	4.2
Communication	3. I feel included in decisions that are made about my job	7.9	2.9	5.0
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	7.7	3.6	4.1
Commitment to Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	7.4	1.6	5.8
Supervisory Effectiveness	19. Good performance is acknowledged	7.0	0.8	6.1

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Sorted by Percent Strongly Disagree + Disagree (where percent response is weighted by employee type)**

CATEGORY	SURVEY ITEM	STRONGLY DISAGREE + DISAGREE (%)	STRONGLY DISAGREE (%)	DISAGREE (%)
Cooperation and Collaboration	38. The UI treats faculty/staff with respect	6.3	3.0	3.4
Engagement	27. Given the opportunity, I tell other people great things about working in my unit	6.3	2.5	3.7
Engagement	41. Being a member of University community inspires me to do my best work	6.3	2.1	4.2
Supervisory Effectiveness	22. I am encouraged to participate in professional development	6.2	0.8	5.5
OVERALL	33. Overall, I think my unit is moving in a positive direction	6.2	1.2	5.0
Commitment to Employee Well-Being	18. There are resources in my unit to help build my job skills	6.1	2.8	3.3
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	5.7	2.9	2.9
Communication	36. The UI does a good job informing faculty/staff of policy changes	5.5	2.5	2.9
Supervisory Effectiveness	7. My supervisor values the work I do	5.3	4.1	1.3
Supervisory Effectiveness	24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	5.1	2.5	2.6
Confidence in Leadership Vision	45. Overall, I think the UI is moving in a positive direction	5.1	3.0	2.1
Commitment to Employee Well-Being	25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	5.1	3.7	1.4
Communication	14. My unit's goals are clear	5.0	1.6	3.4
Commitment to Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	4.3	0.0	4.3
Engagement	34. I understand how my job fits into the overall mission of the UI	4.2	2.1	2.1
Commitment to Employee Well-Being	30. My unit has flexibility to allow me to participate in UI sponsored committees	4.2	1.3	2.8
Cooperation and Collaboration	29. We work collaboratively in my unit	3.7	2.5	1.2

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Sorted by Percent Strongly Disagree + Disagree (where percent response is weighted by employee type)**

CATEGORY	SURVEY ITEM	STRONGLY DISAGREE + DISAGREE (%)	STRONGLY DISAGREE (%)	DISAGREE (%)
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	3.7	0.8	2.9
OVERALL	13. Overall, I am satisfied with my work	3.3	0.8	2.5
Commitment to Employee Well-Being	9. I have the basic resources I need to do my work	3.2	0.8	2.4
Flexibility	10. I see the value in changes I am asked to make	2.6	0.9	1.7
Communication	2. I have the authority to make decisions	2.5	0.8	1.7
Customer Focus	26. My unit has a strong focus on providing excellent service	2.1	0.8	1.2
Communication	1. I know what is expected of me in my work	1.7	0.8	0.8
Flexibility	8. I look for more effective ways to do my work	0.0	0.0	0.0

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Sorted by Total Percent Agree (where percent response is weighted by employee type)**

CATEGORY	SURVEY ITEM	AGREE TOTAL (%)	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)
Flexibility	8. I look for more effective ways to do my work	99.6	50.2	45.1	4.3
Communication	1. I know what is expected of me in my work	95.4	40.4	44.3	10.8
Communication	2. I have the authority to make decisions	94.5	38.3	37.3	18.8
Customer Focus	26. My unit has a strong focus on providing excellent service	94.1	34.9	43.8	15.5
Flexibility	10. I see the value in changes I am asked to make	93.1	18.9	49.8	24.5
Engagement	34. I understand how my job fits into the overall mission of the UI	92.0	20.8	49.1	22.1
OVERALL	13. Overall, I am satisfied with my work	91.7	24.7	48.1	19.0
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	91.5	29.3	41.5	20.8
Supervisory Effectiveness	7. My supervisor values the work I do	91.4	37.5	37.0	17.0
Commitment to Employee Well-Being	30. My unit has flexibility to allow me to participate in UI sponsored committees	91.0	28.0	45.7	17.3
Commitment to Employee Well-Being	9. I have the basic resources I need to do my work	89.9	25.7	50.7	13.6
Commitment to Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	88.9	18.0	38.7	32.2
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	88.1	31.8	37.3	19.0
Communication	14. My unit's goals are clear	87.9	19.1	44.6	24.3
Cooperation and Collaboration	29. We work collaboratively in my unit	87.9	26.6	37.4	23.9
Supervisory Effectiveness	24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	87.6	33.1	43.4	11.1
Commitment to Employee Well-Being	25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	87.6	27.1	42.6	17.9
Engagement	41. Being a member of University community inspires me to do my best work	86.7	21.9	34.2	30.5

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Sorted by Total Percent Agree (where percent response is weighted by employee type)**

CATEGORY	SURVEY ITEM	AGREE TOTAL (%)	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)
Engagement	27. Given the opportunity, I tell other people great things about working in my unit	86.5	27.7	40.5	18.4
Communication	36. The UI does a good job informing faculty/staff of policy changes	86.1	16.8	44.6	24.7
Cooperation and Collaboration	38. The UI treats faculty/staff with respect	85.6	12.6	40.8	32.1
Commitment to Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	84.9	24.8	39.0	21.1
Communication	3. I feel included in decisions that are made about my job	84.2	25.7	34.2	24.3
OVERALL	33. Overall, I think my unit is moving in a positive direction	84.2	21.4	38.1	24.7
Supervisory Effectiveness	22. I am encouraged to participate in professional development	83.8	21.4	41.3	21.1
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	83.8	30.3	34.0	19.5
Cooperation and Collaboration	17. Faculty/Staff are respected	83.5	26.8	42.5	14.2
Confidence in Leadership Vision	45. Overall, I think the UI is moving in a positive direction	83.2	12.5	37.6	33.1
Cooperation and Collaboration	16. My opinions are valued	82.1	21.5	41.7	19.0
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	81.6	19.6	40.0	21.9
Communication	15. Faculty/Staff suggestions are encouraged	81.3	24.4	41.3	15.7
Commitment to Employee Well-Being	11. My workload is reasonable	79.8	18.1	41.7	20.0
Commitment to Employee Well-Being	18. There are resources in my unit to help build my job skills	79.7	18.4	33.2	28.1
Commitment to Employee Well-Being	39. There are opportunities for promotion within the UI	79.7	10.4	39.1	30.2
Commitment to Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	79.5	11.7	34.2	33.5
Supervisory Effectiveness	19. Good performance is acknowledged	79.3	20.1	34.0	25.2
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	76.5	22.9	34.3	19.3
Communication	12. Feedback at annual review helps me improve my performance	76.5	14.9	35.0	26.5

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Sorted by Total Percent Agree (where percent response is weighted by employee type)**

CATEGORY	SURVEY ITEM	AGREE TOTAL (%)	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)
Communication	4. I receive regular feedback about my work	76.2	16.8	34.1	25.3
Supervisory Effectiveness	23. Workloads are distributed fairly	74.5	9.6	34.4	30.6
Commitment to Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	72.6	8.7	29.9	33.9
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	71.6	8.5	36.3	26.8
Confidence in Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	71.4	10.0	25.4	36.0
Supervisory Effectiveness	20. Poor performance is managed appropriately	61.8	9.0	27.4	25.4
Communication	32. I am kept informed of our unit's budget status	61.2	17.7	24.8	18.6

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Sorted by Percent Strongly Agree + Agree (where percent response is weighted by employee type)**

CATEGORY	SURVEY ITEM	STRONGLY AGREE + AGREE (%)	STRONGLY AGREE (%)	AGREE (%)
Flexibility	8. I look for more effective ways to do my work	95.3	50.2	45.1
Communication	1. I know what is expected of me in my work	84.7	40.4	44.3
Customer Focus	26. My unit has a strong focus on providing excellent service	78.6	34.9	43.8
Supervisory Effectiveness	24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	76.5	33.1	43.4
Commitment to Employee Well-Being	9. I have the basic resources I need to do my work	76.3	25.7	50.7
Communication	2. I have the authority to make decisions	75.7	38.3	37.3
Supervisory Effectiveness	7. My supervisor values the work I do	74.5	37.5	37.0
Commitment to Employee Well-Being	30. My unit has flexibility to allow me to participate in UI sponsored committees	73.7	28.0	45.7
OVERALL	13. Overall, I am satisfied with my work	72.7	24.7	48.1
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	70.7	29.3	41.5
Engagement	34. I understand how my job fits into the overall mission of the UI	69.9	20.8	49.1
Commitment to Employee Well-Being	25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	69.7	27.1	42.6
Cooperation and Collaboration	17. Faculty/Staff are respected	69.3	26.8	42.5
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	69.1	31.8	37.3
Flexibility	10. I see the value in changes I am asked to make	68.7	18.9	49.8
Engagement	27. Given the opportunity, I tell other people great things about working in my unit	68.1	27.7	40.5
Communication	15. Faculty/Staff suggestions are encouraged	65.7	24.4	41.3
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	64.3	30.3	34.0
Cooperation and Collaboration	29. We work collaboratively in my unit	64.0	26.6	37.4

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Sorted by Percent Strongly Agree + Agree (where percent response is weighted by employee type)**

CATEGORY	SURVEY ITEM	STRONGLY AGREE + AGREE (%)	STRONGLY AGREE (%)	AGREE (%)
Commitment to Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	63.7	24.8	39.0
Communication	14. My unit's goals are clear	63.6	19.1	44.6
Cooperation and Collaboration	16. My opinions are valued	63.2	21.5	41.7
Supervisory Effectiveness	22. I am encouraged to participate in professional development	62.7	21.4	41.3
Communication	36. The UI does a good job informing faculty/staff of policy changes	61.4	16.8	44.6
Communication	3. I feel included in decisions that are made about my job	59.9	25.7	34.2
Commitment to Employee Well-Being	11. My workload is reasonable	59.8	18.1	41.7
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	59.6	19.6	40.0
OVERALL	33. Overall, I think my unit is moving in a positive direction	59.5	21.4	38.1
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	57.2	22.9	34.3
Commitment to Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	56.8	18.0	38.7
Engagement	41. Being a member of University community inspires me to do my best work	56.1	21.9	34.2
Supervisory Effectiveness	19. Good performance is acknowledged	54.1	20.1	34.0
Cooperation and Collaboration	38. The UI treats faculty/staff with respect	53.5	12.6	40.8
Commitment to Employee Well-Being	18. There are resources in my unit to help build my job skills	51.6	18.4	33.2
Communication	4. I receive regular feedback about my work	51.0	16.8	34.1
Confidence in Leadership Vision	45. Overall, I think the UI is moving in a positive direction	50.1	12.5	37.6
Communication	12. Feedback at annual review helps me improve my performance	50.0	14.9	35.0
Commitment to Employee Well-Being	39. There are opportunities for promotion within the UI	49.4	10.4	39.1
Commitment to Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	45.9	11.7	34.2

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Sorted by Percent Strongly Agree + Agree (where percent response is weighted by employee type)**

CATEGORY	SURVEY ITEM	STRONGLY AGREE + AGREE (%)	STRONGLY AGREE (%)	AGREE (%)
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	44.8	8.5	36.3
Supervisory Effectiveness	23. Workloads are distributed fairly	43.9	9.6	34.4
Communication	32. I am kept informed of our unit's budget status	42.5	17.7	24.8
Commitment to Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	38.6	8.7	29.9
Supervisory Effectiveness	20. Poor performance is managed appropriately	36.5	9.0	27.4
Confidence in Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	35.4	10.0	25.4

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Sorted by Mean Score, 1=Strongly Disagree...6=Strongly Agree  
(where mean score is weighted by employee type)**

CATEGORY	SURVEY ITEM	n	mean	sd	median	percentile25	percentile75
Flexibility	8. I look for more effective ways to do my work	240	5.5	0.6	6.0	5.0	6.0
Communication	1. I know what is expected of me in my work	241	5.2	0.9	5.0	5.0	6.0
Communication	2. I have the authority to make decisions	240	5.1	1.0	5.0	5.0	6.0
Customer Focus	26. My unit has a strong focus on providing excellent service	237	5.0	0.9	5.0	5.0	6.0
Supervisory Effectiveness	7. My supervisor values the work I do	241	4.9	1.2	5.0	4.0	6.0
Supervisory Effectiveness	24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	234	4.9	1.2	5.0	5.0	6.0
Commitment to Employee Well-Being	9. I have the basic resources I need to do my work	241	4.9	1.0	5.0	5.0	6.0
Commitment to Employee Well-Being	30. My unit has flexibility to allow me to participate in UI sponsored committees	222	4.9	1.0	5.0	4.0	6.0
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	241	4.9	1.0	5.0	4.0	6.0
OVERALL	13. Overall, I am satisfied with my work	241	4.8	1.0	5.0	4.0	5.0
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	241	4.8	1.2	5.0	4.0	6.0
Flexibility	10. I see the value in changes I am asked to make	233	4.8	0.9	5.0	4.0	5.0
Engagement	34. I understand how my job fits into the overall mission of the UI	240	4.8	1.0	5.0	4.0	5.0
Commitment to Employee Well-Being	25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	218	4.8	1.2	5.0	4.0	6.0
Engagement	27. Given the opportunity, I tell other people great things about working in my unit	238	4.7	1.2	5.0	4.0	6.0
Cooperation and Collaboration	29. We work collaboratively in my unit	240	4.7	1.1	5.0	4.0	6.0
Cooperation and Collaboration	17. Faculty/Staff are respected	240	4.7	1.3	5.0	4.0	6.0
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	242	4.6	1.3	5.0	4.0	6.0

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Sorted by Mean Score, 1=Strongly Disagree...6=Strongly Agree  
(where mean score is weighted by employee type)**

CATEGORY	SURVEY ITEM	n	mean	sd	median	percentile25	percentile75
Commitment to Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	238	4.6	1.2	5.0	4.0	5.0
Communication	14. My unit's goals are clear	240	4.6	1.1	5.0	4.0	5.0
Supervisory Effectiveness	22. I am encouraged to participate in professional development	240	4.6	1.1	5.0	4.0	5.0
Commitment to Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	233	4.6	1.0	5.0	4.0	5.0
Communication	3. I feel included in decisions that are made about my job	242	4.6	1.3	5.0	4.0	6.0
Communication	15. Faculty/Staff suggestions are encouraged	242	4.6	1.3	5.0	4.0	5.0
OVERALL	33. Overall, I think my unit is moving in a positive direction	240	4.6	1.1	5.0	4.0	5.0
Communication	36. The UI does a good job informing faculty/staff of policy changes	240	4.6	1.1	5.0	4.0	5.0
Engagement	41. Being a member of University community inspires me to do my best work	239	4.6	1.2	5.0	4.0	5.0
Cooperation and Collaboration	16. My opinions are valued	242	4.5	1.3	5.0	4.0	5.0
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	242	4.5	1.2	5.0	4.0	5.0
Supervisory Effectiveness	19. Good performance is acknowledged	241	4.5	1.2	5.0	4.0	5.0
Cooperation and Collaboration	38. The UI treats faculty/staff with respect	239	4.4	1.1	5.0	4.0	5.0
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	242	4.4	1.4	5.0	4.0	5.0
Commitment to Employee Well-Being	18. There are resources in my unit to help build my job skills	241	4.4	1.2	5.0	4.0	5.0
Commitment to Employee Well-Being	11. My workload is reasonable	241	4.4	1.4	5.0	4.0	5.0
Confidence in Leadership Vision	45. Overall, I think the UI is moving in a positive direction	233	4.4	1.1	5.0	4.0	5.0
Communication	4. I receive regular feedback about my work	241	4.3	1.3	5.0	4.0	5.0
Commitment to Employee Well-Being	39. There are opportunities for promotion within the UI	234	4.3	1.2	4.0	4.0	5.0
Commitment to Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	240	4.2	1.2	4.0	4.0	5.0

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Sorted by Mean Score, 1=Strongly Disagree...6=Strongly Agree  
(where mean score is weighted by employee type)**

<i>CATEGORY</i>	<i>SURVEY ITEM</i>	<i>n</i>	<i>mean</i>	<i>sd</i>	<i>median</i>	<i>percentile25</i>	<i>percentile75</i>
<i>Communication</i>	<i>12. Feedback at annual review helps me improve my performance</i>	223	4.2	1.3	4.0	4.0	5.0
<i>Supervisory Effectiveness</i>	<i>23. Workloads are distributed fairly</i>	234	4.1	1.2	4.0	3.0	5.0
<i>Supervisory Effectiveness</i>	<i>21. Work-related conflicts are managed constructively</i>	225	4.1	1.3	4.0	3.0	5.0
<i>Commitment to Employee Well-Being</i>	<i>35. The UI does a good job recognizing the accomplishments of faculty/staff</i>	234	4.0	1.2	4.0	3.0	5.0
<i>Confidence in Leadership Vision</i>	<i>43. I am confident there is a clear plan to strengthen the UI</i>	232	4.0	1.2	4.0	3.0	5.0
<i>Communication</i>	<i>32. I am kept informed of our unit's budget status</i>	235	3.9	1.6	4.0	3.0	5.0
<i>Supervisory Effectiveness</i>	<i>20. Poor performance is managed appropriately</i>	224	3.9	1.3	4.0	3.0	5.0

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Mean Score Sorted by Category, 1=Strongly Disagree...6=Strongly Agree  
(where mean score is weighted by employee type)**

<i>CATEGORY</i>	<i>n</i>	<i>mean</i>	<i>sd</i>	<i>median</i>	<i>percentile25</i>	<i>percentile75</i>	<i>minimum</i>	<i>maximum</i>
<i>Engagement</i>	242	4.7	0.9	4.8	4.0	5.3	1.8	6.0
<i>Cooperation and Collaboration</i>	242	4.6	0.9	4.8	4.0	5.3	1.0	6.0
<i>Supervisory Effectiveness</i>	242	4.5	0.9	4.7	4.0	5.1	1.2	6.0
<i>Communication</i>	242	4.6	0.8	4.6	4.1	5.2	1.8	6.0
<i>Commitment to Employee Well-Being</i>	242	4.5	0.7	4.6	4.0	5.0	2.1	6.0
<i>Confidence in Leadership Vision</i>	238	4.2	1.1	4.0	3.5	5.0	1.0	6.0
<i>Customer Focus</i>	237	5.0	0.9	5.0	5.0	6.0	1.0	6.0
<i>Flexibility</i>	240	5.1	0.6	5.0	5.0	5.5	3.0	6.0
<b>OVERALL</b>	242	4.7	0.9	5.0	4.0	5.5	1.0	6.0

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Comparison of Working at Iowa 2006 and 2008 Survey Responses**

**CATEGORY=Engagement**

<i>SURVEY ITEM</i>	<i>LEVEL OF DIFFERENCE*</i>	<i>survey</i>	<i>TOTAL N</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>	<i>SOMEWHAT AGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>
<i>27. Given the opportunity, I tell other people great things about working in my unit</i>	<i>+(5%-&lt;10%) Agree+StrAgree</i>	<i>2006</i>	144	21.6	40.2	21.5	10.4	4.1	2.1
		<i>2008</i>	238	27.7	40.5	18.4	7.2	3.7	2.5
<i>34. I understand how my job fits into the overall mission of the UI</i>	<i>+(5%-&lt;10%) StrAgree</i>	<i>2006</i>	143	13.8	57.9	19.7	2.8	3.7	2.1
		<i>2008</i>	240	20.8	49.1	22.1	3.8	2.1	2.1
<i>40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me</i>	<i>+(5%-&lt;10%) Agree+StrAgree</i>	<i>2006</i>	144	20.3	31.8	25.1	9.0	4.9	9.0
		<i>2008</i>	242	22.9	34.3	19.3	12.7	7.1	3.7
<i>41. Being a member of University community inspires me to do my best work</i>	<i>+(10%-&lt;15%) StrAgree</i>	<i>2006</i>	143	11.1	39.8	31.3	9.3	7.0	1.4
		<i>2008</i>	239	21.9	34.2	30.5	7.1	4.2	2.1
<i>42. I would not hesitate to recommend the UI to a friend seeking employment</i>	<i>+(5%-&lt;10%) All Agrees</i>	<i>2006</i>	145	22.8	44.8	17.3	7.5	4.8	2.8
		<i>2008</i>	241	29.3	41.5	20.8	4.9	2.9	0.8

**\*Level of Difference gives the following information:**

**(1) Direction of largest difference: + for increase in agree or decrease in disagree; and - for increase in disagree or decrease in agree**

**(2) Size of largest difference between 2006 and 2008**

**(3) The Agree grouping (Strongly Agree, Agree+Strongly Agree, or All Agrees) or**

**Disagree grouping (Strongly Disagree, Disagree+Strongly Disagree, or All Disagrees) that corresponds to the largest difference**

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Comparison of Working at Iowa 2006 and 2008 Survey Responses**

**CATEGORY=Cooperation and Collaboration**

<i>SURVEY ITEM</i>	<i>LEVEL OF DIFFERENCE*</i>	<i>survey</i>	<i>TOTAL N</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>	<i>SOMEWHAT AGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>
<i>16. My opinions are valued</i>	<i>+(5%-&lt;10%)</i>	<i>2006</i>	145	17.3	37.8	27.6	9.7	5.5	2.1
	<i>Agree+StrAgree</i>	<i>2008</i>	242	21.5	41.7	19.0	9.7	4.2	4.0
<i>17. Faculty/Staff are respected</i>	<i>+(5%-&lt;10%)</i>	<i>2006</i>	141	19.2	44.6	21.3	9.2	4.2	1.4
	<i>StrAgree</i>	<i>2008</i>	240	26.8	42.5	14.2	7.6	4.2	4.6
<i>29. We work collaboratively in my unit</i>	<i>+(&lt;5%)</i>	<i>2006</i>	143	25.2	36.3	26.6	4.9	5.6	1.4
	<i>Agree+StrAgree</i>	<i>2008</i>	240	26.6	37.4	23.9	8.4	1.2	2.5
<i>38. The UI treats faculty/staff with respect</i>	<i>+(&lt;5%)</i>	<i>2006</i>	145	9.0	43.4	29.1	12.4	4.8	1.4
	<i>All Agrees</i>	<i>2008</i>	239	12.6	40.8	32.1	8.1	3.4	3.0

**\*Level of Difference gives the following information:**

**(1) Direction of largest difference: + for increase in agree or decrease in disagree; and - for increase in disagree or decrease in agree**

**(2) Size of largest difference between 2006 and 2008**

**(3) The Agree grouping (Strongly Agree, Agree+Strongly Agree, or All Agrees) or**

**Disagree grouping (Strongly Disagree, Disagree+Strongly Disagree, or All Disagrees) that corresponds to the largest difference**

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Comparison of Working at Iowa 2006 and 2008 Survey Responses**

**CATEGORY=Supervisory Effectiveness**

<i>SURVEY ITEM</i>	<i>LEVEL OF DIFFERENCE*</i>	<i>survey</i>	<i>TOTAL N</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>	<i>SOMEWHAT AGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>
5. My supervisor acknowledges me for doing good work	- (5%-<10%)	2006	146	37.0	28.0	14.4	10.3	3.4	6.8
	StrAgree	2008	242	30.3	34.0	19.5	7.0	4.8	4.4
6. My supervisor provides me with clear work expectations	+ (5%-<10%)	2006	145	23.4	28.3	25.5	13.8	3.4	5.5
	Agree+StrAgree	2008	242	19.6	40.0	21.9	10.7	4.1	3.6
7. My supervisor values the work I do	+ (5%-<10%)	2006	146	40.5	32.1	13.7	8.2	1.4	4.1
	All Agrees	2008	241	37.5	37.0	17.0	3.3	1.3	4.1
19. Good performance is acknowledged	+ (5%-<10%)	2006	145	17.3	31.1	31.6	12.4	4.8	2.8
	Agree+StrAgree	2008	241	20.1	34.0	25.2	13.8	6.1	0.8
20. Poor performance is managed appropriately	+ (<5%)	2006	132	5.3	28.9	26.4	21.2	10.7	7.5
	StrAgree	2008	224	9.0	27.4	25.4	22.7	9.2	6.3

**\*Level of Difference gives the following information:**

**(1) Direction of largest difference: + for increase in agree or decrease in disagree; and - for increase in disagree or decrease in agree**

**(2) Size of largest difference between 2006 and 2008**

**(3) The Agree grouping (Strongly Agree, Agree+Strongly Agree, or All Agrees) or**

**Disagree grouping (Strongly Disagree, Disagree+Strongly Disagree, or All Disagrees) that corresponds to the largest difference**

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Comparison of Working at Iowa 2006 and 2008 Survey Responses**

**CATEGORY=Supervisory Effectiveness (continued)**

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
				AGREE (%)	(%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
21. Work-related conflicts are managed constructively	+(<5%) StrAgree	2006	133	4.5	39.1	24.0	12.8	10.6	9.1
		2008	225	8.5	36.3	26.8	18.0	5.2	5.3
22. I am encouraged to participate in professional development	+(5%-<10%) Agree+StrAgree	2006	145	18.0	39.2	22.8	12.4	4.2	3.4
		2008	240	21.4	41.3	21.1	10.0	5.5	0.8
23. Workloads are distributed fairly	+(5%-<10%) StrAgree	2006	142	3.6	38.9	27.5	18.2	7.6	4.2
		2008	234	9.6	34.4	30.6	13.5	8.1	3.8
24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	-(<5%) All Disagrees	2006	139	36.6	42.5	10.8	5.0	2.1	2.9
		2008	234	33.1	43.4	11.1	7.2	2.6	2.5
28. I can speak openly about work related concerns with my supervisor	+(<5%) Agree+StrAgree	2006	145	31.0	33.1	21.3	6.2	4.2	4.1
		2008	241	31.8	37.3	19.0	6.2	2.9	2.9

\*Level of Difference gives the following information:

(1) Direction of largest difference: + for increase in agree or decrease in disagree; and - for increase in disagree or decrease in agree

(2) Size of largest difference between 2006 and 2008

(3) The Agree grouping (Strongly Agree, Agree+Strongly Agree, or All Agrees) or

Disagree grouping (Strongly Disagree, Disagree+Strongly Disagree, or All Disagrees) that corresponds to the largest difference

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Comparison of Working at Iowa 2006 and 2008 Survey Responses**

**CATEGORY=Communication**

<i>SURVEY ITEM</i>	<i>LEVEL OF DIFFERENCE*</i>	<i>survey</i>	<i>TOTAL N</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>	<i>SOMEWHAT AGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>
1. I know what is expected of me in my work	+(<5%)	2006	147	36.7	46.9	9.6	4.8	1.4	0.7
		StrAgree 2008	241	40.4	44.3	10.8	2.9	0.8	0.8
2. I have the authority to make decisions	+(5%-<10%)	2006	147	33.3	40.1	19.1	3.4	2.0	2.0
		StrAgree 2008	240	38.3	37.3	18.8	3.0	1.7	0.8
3. I feel included in decisions that are made about my job	+(5%-<10%)	2006	146	20.6	33.5	25.3	8.9	5.5	6.2
		Agree+StrAgree 2008	242	25.7	34.2	24.3	7.9	5.0	2.9
4. I receive regular feedback about my work	+(<5%)	2006	146	19.2	32.2	23.9	10.3	10.3	4.1
		Disagree+StrDisagree 2008	241	16.8	34.1	25.3	12.4	6.0	5.4
12. Feedback at annual review helps me improve my performance	+(<5%)	2006	135	12.7	37.4	22.0	16.2	6.6	5.1
		All Agrees 2008	223	14.9	35.0	26.5	11.6	6.7	5.3

**\*Level of Difference gives the following information:**

**(1) Direction of largest difference: + for increase in agree or decrease in disagree; and - for increase in disagree or decrease in agree**

**(2) Size of largest difference between 2006 and 2008**

**(3) The Agree grouping (Strongly Agree, Agree+Strongly Agree, or All Agrees) or**

**Disagree grouping (Strongly Disagree, Disagree+Strongly Disagree, or All Disagrees) that corresponds to the largest difference**

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Comparison of Working at Iowa 2006 and 2008 Survey Responses**

**CATEGORY=Communication (continued)**

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
				AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
14. My unit's goals are clear	+(5%-<10%) StrAgree	2006	145	13.8	47.6	28.3	6.2	2.8	1.4
		2008	240	19.1	44.6	24.3	7.1	3.4	1.6
15. Faculty/Staff suggestions are encouraged	+(10%-<15%) Agree+StrAgree	2006	143	14.7	39.2	23.8	11.9	7.0	3.5
		2008	242	24.4	41.3	15.7	9.2	6.2	3.3
32. I am kept informed of our unit's budget status	-(5%-<10%) All Disagrees	2006	144	17.4	30.6	22.2	11.8	12.5	5.6
		2008	235	17.7	24.8	18.6	14.5	13.8	10.6
36. The UI does a good job informing faculty/staff of policy changes	+(10%-<15%) StrAgree	2006	144	5.6	52.7	29.2	8.3	3.5	0.7
		2008	240	16.8	44.6	24.7	8.4	2.9	2.5

**\*Level of Difference gives the following information:**

**(1) Direction of largest difference: + for increase in agree or decrease in disagree; and - for increase in disagree or decrease in agree**

**(2) Size of largest difference between 2006 and 2008**

**(3) The Agree grouping (Strongly Agree, Agree+Strongly Agree, or All Agrees) or**

**Disagree grouping (Strongly Disagree, Disagree+Strongly Disagree, or All Disagrees) that corresponds to the largest difference**

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Comparison of Working at Iowa 2006 and 2008 Survey Responses**

**CATEGORY=Commitment to Employee Well-Being**

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
				AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
9. I have the basic resources I need to do my work	+(5%-<10%) StrAgree	2006	147	19.7	51.1	14.9	9.5	3.4	1.4
		2008	241	25.7	50.7	13.6	6.9	2.4	0.8
11. My workload is reasonable	+(5%-<10%) All Agrees	2006	146	9.6	42.6	19.1	13.7	8.2	6.8
		2008	241	18.1	41.7	20.0	8.4	5.2	6.5
18. There are resources in my unit to help build my job skills	+(<5%) StrAgree	2006	145	13.9	35.2	28.9	12.4	7.6	2.0
		2008	241	18.4	33.2	28.1	14.1	3.3	2.8
25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	+(<5%) Agree+StrAgree	2006	131	28.2	38.2	19.2	8.4	2.3	3.8
		2008	218	27.1	42.6	17.9	7.3	1.4	3.7
30. My unit has flexibility to allow me to participate in UI sponsored committees	+(10%-<15%) StrAgree	2006	131	17.6	46.3	19.9	8.6	3.8	3.9
		2008	222	28.0	45.7	17.3	4.9	2.8	1.3

**\*Level of Difference gives the following information:**

**(1) Direction of largest difference: + for increase in agree or decrease in disagree; and - for increase in disagree or decrease in agree**

**(2) Size of largest difference between 2006 and 2008**

**(3) The Agree grouping (Strongly Agree, Agree+Strongly Agree, or All Agrees) or**

**Disagree grouping (Strongly Disagree, Disagree+Strongly Disagree, or All Disagrees) that corresponds to the largest difference**

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Comparison of Working at Iowa 2006 and 2008 Survey Responses**

**CATEGORY=Commitment to Employee Well-Being (continued)**

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY		SOMEWHAT	SOMEWHAT	DISAGREE (%)	STRONGLY DISAGREE (%)
				AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)		
31. My unit provides support to help faculty/staff balance work/personal responsibilities	+ (5% - < 10%)	2006	141	17.1	40.4	23.4	10.6	5.0	3.5
	StrAgree	2008	238	24.8	39.0	21.1	7.7	5.8	1.6
35. The UI does a good job recognizing the accomplishments of faculty/staff	+ (< 5%)	2006	142	6.3	29.6	33.8	16.2	10.6	3.6
	All Agrees	2008	234	8.7	29.9	33.9	17.1	5.6	4.8
37. The UI has a sincere interest in the well-being of faculty/staff	+ (< 5%)	2006	144	8.4	36.0	31.4	15.2	7.6	1.4
	All Agrees	2008	240	11.7	34.2	33.5	11.3	5.4	3.8
39. There are opportunities for promotion within the UI	+ (10% - < 15%)	2006	142	4.2	31.6	38.0	14.2	8.5	3.5
	Agree+StrAgree	2008	234	10.4	39.1	30.2	9.5	8.2	2.6
44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	+ (15% or greater)	2006	130	9.3	28.2	40.5	12.1	6.7	3.3
	Agree+StrAgree	2008	233	18.0	38.7	32.2	6.8	4.3	0.0

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(2) Size of largest difference between 2006 and 2008

(3) The Agree grouping (Strongly Agree, Agree+Strongly Agree, or All Agrees) or

Disagree grouping (Strongly Disagree, Disagree+Strongly Disagree, or All Disagrees) that corresponds to the largest difference

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Comparison of Working at Iowa 2006 and 2008 Survey Responses**

**CATEGORY=Confidence in Leadership Vision**

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
				AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
43. I am confident there is a clear plan to strengthen the UI	+(5%-<10%) All Agrees	2006	143	3.5	26.7	32.2	21.6	11.2	4.8
		2008	232	10.0	25.4	36.0	18.0	6.7	3.8
45. Overall, I think the UI is moving in a positive direction	+(5%-<10%) Agree+StrAgree	2006	142	6.4	35.3	35.2	14.1	5.6	3.5
		2008	233	12.5	37.6	33.1	11.7	2.1	3.0

**CATEGORY=Customer Focus**

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
				AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
26. My unit has a strong focus on providing excellent service	+(5%-<10%) StrAgree	2006	143	28.7	46.9	17.4	4.2	2.1	0.7
		2008	237	34.9	43.8	15.5	3.8	1.2	0.8

\*Level of Difference gives the following information:

(1) Direction of largest difference: + for increase in agree or decrease in disagree; and - for increase in disagree or decrease in agree

(2) Size of largest difference between 2006 and 2008

(3) The Agree grouping (Strongly Agree, Agree+Strongly Agree, or All Agrees) or

Disagree grouping (Strongly Disagree, Disagree+Strongly Disagree, or All Disagrees) that corresponds to the largest difference

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health N=242**

**Comparison of Working at Iowa 2006 and 2008 Survey Responses**

**CATEGORY=Flexibility**

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY	AGREE (%)	SOMEWHAT	SOMEWHAT	DISAGREE (%)	STRONGLY
				AGREE (%)		AGREE (%)	DISAGREE (%)		DISAGREE (%)
8. I look for more effective ways to do my work	+ (5% < 10%)	2006	146	43.8	44.5	11.6	0.0	0.0	0.0
	Agree+StrAgree	2008	240	50.2	45.1	4.3	0.4	0.0	0.0
10. I see the value in changes I am asked to make	+ (< 5%)	2006	142	18.1	47.8	27.0	4.2	2.9	0.0
	Agree+StrAgree	2008	233	18.9	49.8	24.5	4.3	1.7	0.9

**CATEGORY=OVERALL**

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY	AGREE (%)	SOMEWHAT	SOMEWHAT	DISAGREE (%)	STRONGLY
				AGREE (%)		AGREE (%)	DISAGREE (%)		DISAGREE (%)
13. Overall, I am satisfied with my work	+ (5% < 10%)	2006	146	23.3	46.6	15.7	6.1	4.8	3.4
	All Agrees	2008	241	24.7	48.1	19.0	5.0	2.5	0.8
33. Overall, I think my unit is moving in a positive direction	+ (10% < 15%)	2006	143	17.6	29.4	29.4	15.9	4.9	2.8
	Agree+StrAgree	2008	240	21.4	38.1	24.7	9.6	5.0	1.2

\*Level of Difference gives the following information:

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(2) Size of largest difference between 2006 and 2008

(3) The Agree grouping (Strongly Agree, Agree+Strongly Agree, or All Agrees) or

Disagree grouping (Strongly Disagree, Disagree+Strongly Disagree, or All Disagrees) that corresponds to the largest difference