



# Working at IOWA

## *2008 Survey Results College of Public Health Faculty N=56*

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**Working at Iowa 2008 Survey -- College of Public Health -- Faculty N=56**

***Demographics of Survey Respondents***

<i>Demographics</i>	<i>Level</i>	<i>Frequency</i>	<i>Percent</i>
(1) Race	White/Caucasian	46	86.8
Missing= 3	Other	7	13.2
(2) Age	26-41	10	18.1
Missing= 1	42-55	14	25.5
	56-61	20	36.4
	62+	11	20.0
(3) Gender	Female	19	34.5
Missing= 1	Male	36	65.5
(4) Years of Service	<5	8	14.3
	5-<10	21	37.5
	10-<15	6	10.7
	15-<20	7	12.5
	20 or greater	14	25.0

**Working at Iowa 2008 Survey -- College of Public Health -- Faculty N=56**

**Responses to Questions**

**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>	56	14.3	51.8	23.2	3.6	5.4	1.8
<i>34. I understand how my job fits into the overall mission of the UI</i>	56	21.4	53.6	19.6	1.8	1.8	1.8
<i>40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me</i>	56	16.1	32.1	25.0	17.9	5.4	3.6
<i>41. Being a member of University community inspires me to do my best work</i>	56	14.3	39.3	30.4	8.9	5.4	1.8
<i>42. I would not hesitate to recommend the UI to a friend seeking employment</i>	56	19.6	42.9	19.6	10.7	5.4	1.8

**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>	56	23.2	42.9	21.4	1.8	1.8	8.9
<i>17. Faculty/Staff are respected</i>	56	21.4	60.7	10.7	3.6	1.8	1.8
<i>29. We work collaboratively in my unit</i>	56	10.7	42.9	33.9	7.1	1.8	3.6
<i>38. The UI treats faculty/staff with respect</i>	55	9.1	49.1	36.4	1.8	1.8	1.8

**Working at Iowa 2008 Survey -- College of Public Health -- Faculty N=56**

**Responses to Questions**

**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>	56	21.4	30.4	17.9	8.9	10.7	10.7
<i>6. My supervisor provides me with clear work expectations</i>	56	10.7	42.9	19.6	12.5	7.1	7.1
<i>7. My supervisor values the work I do</i>	55	29.1	34.5	20.0	7.3	0.0	9.1
<i>19. Good performance is acknowledged</i>	55	9.1	34.5	34.5	9.1	10.9	1.8
<i>20. Poor performance is managed appropriately</i>	51	2.0	15.7	29.4	27.5	19.6	5.9
<i>21. Work-related conflicts are managed constructively</i>	54	5.6	27.8	24.1	25.9	9.3	7.4
<i>22. I am encouraged to participate in professional development</i>	56	16.1	39.3	26.8	10.7	3.6	3.6
<i>23. Workloads are distributed fairly</i>	54	1.9	24.1	38.9	20.4	7.4	7.4
<i>24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq</i>	53	18.9	56.6	9.4	11.3	0.0	3.8
<i>28. I can speak openly about work related concerns with my supervisor</i>	56	21.4	37.5	25.0	5.4	5.4	5.4

**Working at Iowa 2008 Survey -- College of Public Health -- Faculty N=56**

**Responses to Questions**

**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>	56	33.9	50.0	12.5	1.8	1.8	0.0
<i>2. I have the authority to make decisions</i>	55	38.2	47.3	14.5	0.0	0.0	0.0
<i>3. I feel included in decisions that are made about my job</i>	56	21.4	41.1	26.8	5.4	1.8	3.6
<i>4. I receive regular feedback about my work</i>	56	5.4	30.4	26.8	16.1	14.3	7.1
<i>12. Feedback at annual review helps me improve my performance</i>	50	4.0	30.0	22.0	20.0	10.0	14.0
<i>14. My unit's goals are clear</i>	55	1.8	45.5	40.0	7.3	1.8	3.6
<i>15. Faculty/Staff suggestions are encouraged</i>	56	25.0	42.9	17.9	5.4	5.4	3.6
<i>32. I am kept informed of our unit's budget status</i>	56	8.9	19.6	21.4	14.3	23.2	12.5
<i>36. The UI does a good job informing faculty/staff of policy changes</i>	56	10.7	42.9	37.5	5.4	1.8	1.8

**Working at Iowa 2008 Survey -- College of Public Health -- Faculty N=56**

**Responses to Questions**

**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>	56	8.9	48.2	19.6	16.1	5.4	1.8
<i>11. My workload is reasonable</i>	56	5.4	32.1	16.1	21.4	12.5	12.5
<i>18. There are resources in my unit to help build my job skills</i>	56	10.7	33.9	32.1	12.5	3.6	7.1
<i>25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq</i>	48	22.9	45.8	18.8	8.3	2.1	2.1
<i>30. My unit has flexibility to allow me to participate in UI sponsored committees</i>	55	27.3	50.9	12.7	7.3	0.0	1.8
<i>31. My unit provides support to help faculty/staff balance work/personal responsibilities</i>	56	8.9	26.8	32.1	17.9	10.7	3.6
<i>35. The UI does a good job recognizing the accomplishments of faculty/staff</i>	55	3.6	29.1	43.6	16.4	5.5	1.8
<i>37. The UI has a sincere interest in the well-being of faculty/staff</i>	55	7.3	32.7	45.5	9.1	3.6	1.8
<i>39. There are opportunities for promotion within the UI</i>	54	5.6	51.9	35.2	3.7	3.7	0.0
<i>44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds</i>	55	18.2	34.5	32.7	9.1	5.5	0.0

**Working at Iowa 2008 Survey -- College of Public Health -- Faculty N=56**

**Responses to Questions**

**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>	55	7.3	10.9	41.8	21.8	12.7	5.5
<i>45. Overall, I think the UI is moving in a positive direction</i>	55	9.1	27.3	49.1	7.3	3.6	3.6

**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>	54	16.7	51.9	22.2	3.7	3.7	1.9

**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>	56	58.9	41.1	0.0	0.0	0.0	0.0
<i>10. I see the value in changes I am asked to make</i>	50	6.0	50.0	30.0	4.0	6.0	4.0

**Working at Iowa 2008 Survey -- College of Public Health -- Faculty N=56**

**Responses to Questions**

**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>	56	16.1	51.8	25.0	3.6	3.6	0.0
<i>33. Overall, I think my unit is moving in a positive direction</i>	56	14.3	32.1	37.5	8.9	5.4	1.8

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**Sorted by Total Percent Disagree**

CATEGORY	SURVEY ITEM	DISAGREE TOTAL (%)	STRONGLY DISAGREE (%)	DISAGREE (%)	SOMEWHAT DISAGREE (%)
Supervisory Effectiveness	20. Poor performance is managed appropriately	52.9	5.9	19.6	27.5
Communication	32. I am kept informed of our unit's budget status	50.0	12.5	23.2	14.3
Commitment to Employee Well-Being	11. My workload is reasonable	46.4	12.5	12.5	21.4
Communication	12. Feedback at annual review helps me improve my performance	44.0	14.0	10.0	20.0
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	42.6	7.4	9.3	25.9
Confidence in Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	40.0	5.5	12.7	21.8
Communication	4. I receive regular feedback about my work	37.5	7.1	14.3	16.1
Supervisory Effectiveness	23. Workloads are distributed fairly	35.2	7.4	7.4	20.4
Commitment to Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	32.1	3.6	10.7	17.9
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	30.4	10.7	10.7	8.9
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	26.8	3.6	5.4	17.9
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	26.8	7.1	7.1	12.5
Commitment to Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	23.6	1.8	5.5	16.4
Commitment to Employee Well-Being	9. I have the basic resources I need to do my work	23.2	1.8	5.4	16.1
Commitment to Employee Well-Being	18. There are resources in my unit to help build my job skills	23.2	7.1	3.6	12.5
Supervisory Effectiveness	19. Good performance is acknowledged	21.8	1.8	10.9	9.1
Supervisory Effectiveness	22. I am encouraged to participate in professional development	17.9	3.6	3.6	10.7
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	17.9	1.8	5.4	10.7
Supervisory Effectiveness	7. My supervisor values the work I do	16.4	9.1	0.0	7.3

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**Sorted by Total Percent Disagree**

CATEGORY	SURVEY ITEM	DISAGREE TOTAL (%)	STRONGLY DISAGREE (%)	DISAGREE (%)	SOMEWHAT DISAGREE (%)
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	16.1	5.4	5.4	5.4
OVERALL	33. Overall, I think my unit is moving in a positive direction	16.1	1.8	5.4	8.9
Engagement	41. Being a member of University community inspires me to do my best work	16.1	1.8	5.4	8.9
Supervisory Effectiveness	24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	15.1	3.8	0.0	11.3
Commitment to Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	14.5	1.8	3.6	9.1
Confidence in Leadership Vision	45. Overall, I think the UI is moving in a positive direction	14.5	3.6	3.6	7.3
Commitment to Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	14.5	0.0	5.5	9.1
Communication	15. Faculty/Staff suggestions are encouraged	14.3	3.6	5.4	5.4
Flexibility	10. I see the value in changes I am asked to make	14.0	4.0	6.0	4.0
Communication	14. My unit's goals are clear	12.7	3.6	1.8	7.3
Cooperation and Collaboration	16. My opinions are valued	12.5	8.9	1.8	1.8
Commitment to Employee Well-Being	25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	12.5	2.1	2.1	8.3
Cooperation and Collaboration	29. We work collaboratively in my unit	12.5	3.6	1.8	7.1
Communication	3. I feel included in decisions that are made about my job	10.7	3.6	1.8	5.4
Engagement	27. Given the opportunity, I tell other people great things about working in my unit	10.7	1.8	5.4	3.6
Customer Focus	26. My unit has a strong focus on providing excellent service	9.3	1.9	3.7	3.7
Commitment to Employee Well-Being	30. My unit has flexibility to allow me to participate in UI sponsored committees	9.1	1.8	0.0	7.3
Communication	36. The UI does a good job informing faculty/staff of policy changes	8.9	1.8	1.8	5.4

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**Sorted by Total Percent Disagree**

CATEGORY	SURVEY ITEM	DISAGREE TOTAL (%)	STRONGLY DISAGREE (%)	DISAGREE (%)	SOMEWHAT DISAGREE (%)
<i>Commitment to Employee Well-Being</i>	39. <i>There are opportunities for promotion within the UI</i>	7.4	0.0	3.7	3.7
<i>OVERALL</i>	13. <i>Overall, I am satisfied with my work</i>	7.1	0.0	3.6	3.6
<i>Cooperation and Collaboration</i>	17. <i>Faculty/Staff are respected</i>	7.1	1.8	1.8	3.6
<i>Cooperation and Collaboration</i>	38. <i>The UI treats faculty/staff with respect</i>	5.5	1.8	1.8	1.8
<i>Engagement</i>	34. <i>I understand how my job fits into the overall mission of the UI</i>	5.4	1.8	1.8	1.8
<i>Communication</i>	1. <i>I know what is expected of me in my work</i>	3.6	0.0	1.8	1.8
<i>Communication</i>	2. <i>I have the authority to make decisions</i>	0.0	0.0	0.0	0.0
<i>Flexibility</i>	8. <i>I look for more effective ways to do my work</i>	0.0	0.0	0.0	0.0

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**Sorted by Percent Strongly Disagree + Disagree**

CATEGORY	SURVEY ITEM	STRONGLY DISAGREE + DISAGREE (%)	STRONGLY DISAGREE (%)	DISAGREE (%)
Communication	32. I am kept informed of our unit's budget status	35.7	12.5	23.2
Supervisory Effectiveness	20. Poor performance is managed appropriately	25.5	5.9	19.6
Commitment to Employee Well-Being	11. My workload is reasonable	25.0	12.5	12.5
Communication	12. Feedback at annual review helps me improve my performance	24.0	14.0	10.0
Communication	4. I receive regular feedback about my work	21.4	7.1	14.3
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	21.4	10.7	10.7
Confidence in Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	18.2	5.5	12.7
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	16.7	7.4	9.3
Supervisory Effectiveness	23. Workloads are distributed fairly	14.8	7.4	7.4
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	14.3	7.1	7.1
Commitment to Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	14.3	3.6	10.7
Supervisory Effectiveness	19. Good performance is acknowledged	12.7	1.8	10.9
Cooperation and Collaboration	16. My opinions are valued	10.7	8.9	1.8
Commitment to Employee Well-Being	18. There are resources in my unit to help build my job skills	10.7	7.1	3.6
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	10.7	5.4	5.4
Flexibility	10. I see the value in changes I am asked to make	10.0	4.0	6.0
Supervisory Effectiveness	7. My supervisor values the work I do	9.1	9.1	0.0
Communication	15. Faculty/Staff suggestions are encouraged	8.9	3.6	5.4
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	8.9	3.6	5.4

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**Sorted by Percent Strongly Disagree + Disagree**

CATEGORY	SURVEY ITEM	STRONGLY DISAGREE + DISAGREE (%)	STRONGLY DISAGREE (%)	DISAGREE (%)
Commitment to Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	7.3	1.8	5.5
Confidence in Leadership Vision	45. Overall, I think the UI is moving in a positive direction	7.3	3.6	3.6
Commitment to Employee Well-Being	9. I have the basic resources I need to do my work	7.1	1.8	5.4
Supervisory Effectiveness	22. I am encouraged to participate in professional development	7.1	3.6	3.6
Engagement	27. Given the opportunity, I tell other people great things about working in my unit	7.1	1.8	5.4
OVERALL	33. Overall, I think my unit is moving in a positive direction	7.1	1.8	5.4
Engagement	41. Being a member of University community inspires me to do my best work	7.1	1.8	5.4
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	7.1	1.8	5.4
Customer Focus	26. My unit has a strong focus on providing excellent service	5.6	1.9	3.7
Communication	14. My unit's goals are clear	5.5	3.6	1.8
Commitment to Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	5.5	1.8	3.6
Commitment to Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	5.5	0.0	5.5
Communication	3. I feel included in decisions that are made about my job	5.4	3.6	1.8
Cooperation and Collaboration	29. We work collaboratively in my unit	5.4	3.6	1.8
Commitment to Employee Well-Being	25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	4.2	2.1	2.1
Supervisory Effectiveness	24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	3.8	3.8	0.0
Commitment to Employee Well-Being	39. There are opportunities for promotion within the UI	3.7	0.0	3.7

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**Sorted by Percent Strongly Disagree + Disagree**

CATEGORY	SURVEY ITEM	STRONGLY DISAGREE + DISAGREE (%)	STRONGLY DISAGREE (%)	DISAGREE (%)
Cooperation and Collaboration	38. The UI treats faculty/staff with respect	3.6	1.8	1.8
OVERALL	13. Overall, I am satisfied with my work	3.6	0.0	3.6
Cooperation and Collaboration	17. Faculty/Staff are respected	3.6	1.8	1.8
Engagement	34. I understand how my job fits into the overall mission of the UI	3.6	1.8	1.8
Communication	36. The UI does a good job informing faculty/staff of policy changes	3.6	1.8	1.8
Commitment to Employee Well-Being	30. My unit has flexibility to allow me to participate in UI sponsored committees	1.8	1.8	0.0
Communication	1. I know what is expected of me in my work	1.8	0.0	1.8
Communication	2. I have the authority to make decisions	0.0	0.0	0.0
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 -- Faculty N=56**

**Sorted by Total Percent Agree**

CATEGORY	SURVEY ITEM	AGREE TOTAL (%)	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)
Communication	2. I have the authority to make decisions	100.0	38.2	47.3	14.5
Flexibility	8. I look for more effective ways to do my work	100.0	58.9	41.1	0.0
Communication	1. I know what is expected of me in my work	96.4	33.9	50.0	12.5
Engagement	34. I understand how my job fits into the overall mission of the UI	94.6	21.4	53.6	19.6
Cooperation and Collaboration	38. The UI treats faculty/staff with respect	94.5	9.1	49.1	36.4
OVERALL	13. Overall, I am satisfied with my work	92.9	16.1	51.8	25.0
Cooperation and Collaboration	17. Faculty/Staff are respected	92.9	21.4	60.7	10.7
Commitment to Employee Well-Being	39. There are opportunities for promotion within the UI	92.6	5.6	51.9	35.2
Communication	36. The UI does a good job informing faculty/staff of policy changes	91.1	10.7	42.9	37.5
Commitment to Employee Well-Being	30. My unit has flexibility to allow me to participate in UI sponsored committees	90.9	27.3	50.9	12.7
Customer Focus	26. My unit has a strong focus on providing excellent service	90.7	16.7	51.9	22.2
Communication	3. I feel included in decisions that are made about my job	89.3	21.4	41.1	26.8
Engagement	27. Given the opportunity, I tell other people great things about working in my unit	89.3	14.3	51.8	23.2
Cooperation and Collaboration	16. My opinions are valued	87.5	23.2	42.9	21.4
Commitment to Employee Well-Being	25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	87.5	22.9	45.8	18.8
Cooperation and Collaboration	29. We work collaboratively in my unit	87.5	10.7	42.9	33.9
Communication	14. My unit's goals are clear	87.3	1.8	45.5	40.0
Flexibility	10. I see the value in changes I am asked to make	86.0	6.0	50.0	30.0
Communication	15. Faculty/Staff suggestions are encouraged	85.7	25.0	42.9	17.9
Commitment to Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	85.5	7.3	32.7	45.5

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**Sorted by Total Percent Agree**

CATEGORY	SURVEY ITEM	AGREE TOTAL (%)	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)
Commitment to Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	85.5	18.2	34.5	32.7
Confidence in Leadership Vision	45. Overall, I think the UI is moving in a positive direction	85.5	9.1	27.3	49.1
Supervisory Effectiveness	24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	84.9	18.9	56.6	9.4
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	83.9	21.4	37.5	25.0
OVERALL	33. Overall, I think my unit is moving in a positive direction	83.9	14.3	32.1	37.5
Engagement	41. Being a member of University community inspires me to do my best work	83.9	14.3	39.3	30.4
Supervisory Effectiveness	7. My supervisor values the work I do	83.6	29.1	34.5	20.0
Supervisory Effectiveness	22. I am encouraged to participate in professional development	82.1	16.1	39.3	26.8
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	82.1	19.6	42.9	19.6
Supervisory Effectiveness	19. Good performance is acknowledged	78.2	9.1	34.5	34.5
Commitment to Employee Well-Being	9. I have the basic resources I need to do my work	76.8	8.9	48.2	19.6
Commitment to Employee Well-Being	18. There are resources in my unit to help build my job skills	76.8	10.7	33.9	32.1
Commitment to Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	76.4	3.6	29.1	43.6
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	73.2	10.7	42.9	19.6
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	73.2	16.1	32.1	25.0
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	69.6	21.4	30.4	17.9
Commitment to Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	67.9	8.9	26.8	32.1

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**Sorted by Total Percent Agree**

CATEGORY	SURVEY ITEM	AGREE TOTAL (%)	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)
Supervisory Effectiveness	23. Workloads are distributed fairly	64.8	1.9	24.1	38.9
Communication	4. I receive regular feedback about my work	62.5	5.4	30.4	26.8
Confidence in Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	60.0	7.3	10.9	41.8
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	57.4	5.6	27.8	24.1
Communication	12. Feedback at annual review helps me improve my performance	56.0	4.0	30.0	22.0
Commitment to Employee Well-Being	11. My workload is reasonable	53.6	5.4	32.1	16.1
Communication	32. I am kept informed of our unit's budget status	50.0	8.9	19.6	21.4
Supervisory Effectiveness	20. Poor performance is managed appropriately	47.1	2.0	15.7	29.4

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**Sorted by Percent Strongly Agree + Agree**

CATEGORY	SURVEY ITEM	STRONGLY AGREE + AGREE (%)	STRONGLY AGREE (%)	AGREE (%)
Flexibility	8. I look for more effective ways to do my work	100.0	58.9	41.1
Communication	2. I have the authority to make decisions	85.5	38.2	47.3
Communication	1. I know what is expected of me in my work	83.9	33.9	50.0
Cooperation and Collaboration	17. Faculty/Staff are respected	82.1	21.4	60.7
Commitment to Employee Well-Being	30. My unit has flexibility to allow me to participate in UI sponsored committees	78.2	27.3	50.9
Supervisory Effectiveness	24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	75.5	18.9	56.6
Engagement	34. I understand how my job fits into the overall mission of the UI	75.0	21.4	53.6
Commitment to Employee Well-Being	25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	68.8	22.9	45.8
Customer Focus	26. My unit has a strong focus on providing excellent service	68.5	16.7	51.9
OVERALL	13. Overall, I am satisfied with my work	67.9	16.1	51.8
Communication	15. Faculty/Staff suggestions are encouraged	67.9	25.0	42.9
Cooperation and Collaboration	16. My opinions are valued	66.1	23.2	42.9
Engagement	27. Given the opportunity, I tell other people great things about working in my unit	66.1	14.3	51.8
Supervisory Effectiveness	7. My supervisor values the work I do	63.6	29.1	34.5
Communication	3. I feel included in decisions that are made about my job	62.5	21.4	41.1
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	62.5	19.6	42.9
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	58.9	21.4	37.5
Cooperation and Collaboration	38. The UI treats faculty/staff with respect	58.2	9.1	49.1

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**Sorted by Percent Strongly Agree + Agree**

CATEGORY	SURVEY ITEM	STRONGLY AGREE + AGREE (%)	STRONGLY AGREE (%)	AGREE (%)
Commitment to Employee Well-Being	39. There are opportunities for promotion within the UI	57.4	5.6	51.9
Commitment to Employee Well-Being	9. I have the basic resources I need to do my work	57.1	8.9	48.2
Flexibility	10. I see the value in changes I am asked to make	56.0	6.0	50.0
Supervisory Effectiveness	22. I am encouraged to participate in professional development	55.4	16.1	39.3
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	53.6	10.7	42.9
Cooperation and Collaboration	29. We work collaboratively in my unit	53.6	10.7	42.9
Communication	36. The UI does a good job informing faculty/staff of policy changes	53.6	10.7	42.9
Engagement	41. Being a member of University community inspires me to do my best work	53.6	14.3	39.3
Commitment to Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	52.7	18.2	34.5
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	51.8	21.4	30.4
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	48.2	16.1	32.1
Communication	14. My unit's goals are clear	47.3	1.8	45.5
OVERALL	33. Overall, I think my unit is moving in a positive direction	46.4	14.3	32.1
Commitment to Employee Well-Being	18. There are resources in my unit to help build my job skills	44.6	10.7	33.9
Supervisory Effectiveness	19. Good performance is acknowledged	43.6	9.1	34.5
Commitment to Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	40.0	7.3	32.7
Commitment to Employee Well-Being	11. My workload is reasonable	37.5	5.4	32.1
Confidence in Leadership Vision	45. Overall, I think the UI is moving in a positive direction	36.4	9.1	27.3
Communication	4. I receive regular feedback about my work	35.7	5.4	30.4

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**Sorted by Percent Strongly Agree + Agree**

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	35.7	8.9	26.8
Communication	12. Feedback at annual review helps me improve my performance	34.0	4.0	30.0
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	33.3	5.6	27.8
Commitment to Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	32.7	3.6	29.1
Communication	32. I am kept informed of our unit's budget status	28.6	8.9	19.6
Supervisory Effectiveness	23. Workloads are distributed fairly	25.9	1.9	24.1
Confidence in Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	18.2	7.3	10.9
Supervisory Effectiveness	20. Poor performance is managed appropriately	17.6	2.0	15.7

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**Sorted by Mean Score, 1=Strongly Disagree...6=Strongly Agree**

CATEGORY	SURVEY ITEM	n	mean	sd	median	percentile25	percentile75
Flexibility	8. I look for more effective ways to do my work	56	5.6	0.5	6.0	5.0	6.0
Communication	2. I have the authority to make decisions	55	5.2	0.7	5.0	5.0	6.0
Communication	1. I know what is expected of me in my work	56	5.1	0.8	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	55	4.9	1.0	5.0	5.0	6.0
Cooperation and Collaboration	17. Faculty/Staff are respected	56	4.9	1.0	5.0	5.0	5.0
Engagement	34. I understand how my job fits into the overall mission of the UI	56	4.9	1.0	5.0	4.5	5.0
OVERALL	13. Overall, I am satisfied with my work	56	4.7	0.9	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	48	4.7	1.1	5.0	4.0	5.0
Supervisory Effectiveness	24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	53	4.7	1.1	5.0	5.0	5.0
Customer Focus	26. My unit has a strong focus on providing excellent service	54	4.7	1.0	5.0	4.0	5.0
Communication	15. Faculty/Staff suggestions are encouraged	56	4.7	1.3	5.0	4.0	5.5
Communication	3. I feel included in decisions that are made about my job	56	4.6	1.2	5.0	4.0	5.0
Engagement	27. Given the opportunity, I tell other people great things about working in my unit	56	4.6	1.1	5.0	4.0	5.0
Supervisory Effectiveness	7. My supervisor values the work I do	55	4.6	1.4	5.0	4.0	6.0
Cooperation and Collaboration	16. My opinions are valued	56	4.6	1.4	5.0	4.0	5.0
Cooperation and Collaboration	38. The UI treats faculty/staff with respect	55	4.6	0.9	5.0	4.0	5.0
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	56	4.6	1.2	5.0	4.0	5.0
Commitment to Employee Well-Being	39. There are opportunities for promotion within the UI	54	4.5	0.8	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	55	4.5	1.1	5.0	4.0	5.0

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**Sorted by Mean Score, 1=Strongly Disagree...6=Strongly Agree**

CATEGORY	SURVEY ITEM	n	mean	sd	median	percentile25	percentile75
Communication	36. The UI does a good job informing faculty/staff of policy changes	56	4.5	1.0	5.0	4.0	5.0
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	56	4.5	1.3	5.0	4.0	5.0
Engagement	41. Being a member of University community inspires me to do my best work	56	4.4	1.1	5.0	4.0	5.0
Cooperation and Collaboration	29. We work collaboratively in my unit	56	4.4	1.1	5.0	4.0	5.0
Supervisory Effectiveness	22. I am encouraged to participate in professional development	56	4.4	1.2	5.0	4.0	5.0
OVERALL	33. Overall, I think my unit is moving in a positive direction	56	4.4	1.1	4.0	4.0	5.0
Flexibility	10. I see the value in changes I am asked to make	50	4.3	1.1	5.0	4.0	5.0
Commitment to Employee Well-Being	9. I have the basic resources I need to do my work	56	4.3	1.1	5.0	4.0	5.0
Communication	14. My unit's goals are clear	55	4.3	1.0	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	55	4.3	1.0	4.0	4.0	5.0
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	56	4.3	1.3	4.0	3.0	5.0
Confidence in Leadership Vision	45. Overall, I think the UI is moving in a positive direction	55	4.2	1.1	4.0	4.0	5.0
Supervisory Effectiveness	19. Good performance is acknowledged	55	4.2	1.2	4.0	4.0	5.0
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	56	4.2	1.4	5.0	3.0	5.0
Commitment to Employee Well-Being	18. There are resources in my unit to help build my job skills	56	4.1	1.3	4.0	4.0	5.0
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	56	4.1	1.6	5.0	3.0	5.0
Commitment to Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	55	4.0	1.0	4.0	4.0	5.0
Commitment to Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	56	3.9	1.3	4.0	3.0	5.0
Communication	4. I receive regular feedback about my work	56	3.8	1.4	4.0	3.0	5.0
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	54	3.7	1.3	4.0	3.0	5.0
Supervisory Effectiveness	23. Workloads are distributed fairly	54	3.7	1.2	4.0	3.0	5.0

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**Sorted by Mean Score, 1=Strongly Disagree...6=Strongly Agree**

CATEGORY	SURVEY ITEM	n	mean	sd	median	percentile25	percentile75
Confidence in Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	55	3.6	1.2	4.0	3.0	4.0
Commitment to Employee Well-Being	11. My workload is reasonable	56	3.6	1.5	4.0	2.5	5.0
Communication	12. Feedback at annual review helps me improve my performance	50	3.6	1.5	4.0	3.0	5.0
Communication	32. I am kept informed of our unit's budget status	56	3.4	1.6	3.5	2.0	5.0
Supervisory Effectiveness	20. Poor performance is managed appropriately	51	3.4	1.2	3.0	2.0	4.0

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**Mean Score Sorted by Category, 1=Strongly Disagree...6=Strongly Agree**

<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>	56	4.5	0.9	4.8	4.1	5.2	1.8	6.0
<i>Cooperation and Collaboration</i>	56	4.6	0.8	4.8	4.4	5.1	1.8	6.0
<i>Supervisory Effectiveness</i>	56	4.1	1.0	4.4	3.6	4.8	1.2	6.0
<i>Communication</i>	56	4.4	0.8	4.5	4.0	5.1	2.1	6.0
<i>Commitment to Employee Well-Being</i>	56	4.3	0.7	4.4	3.9	4.8	2.6	6.0
<i>Confidence in Leadership Vision</i>	56	3.9	1.1	4.0	3.5	4.5	1.0	6.0
<i>Customer Focus</i>	54	4.7	1.0	5.0	4.0	5.0	1.0	6.0
<i>Flexibility</i>	56	5.0	0.7	5.0	4.8	5.5	3.0	6.0
<b>OVERALL</b>	56	4.5	0.8	4.5	4.0	5.0	2.0	6.0

**Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- Faculty N=56**

**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>+(10%-&lt;15%)</i>	<i>2006</i>	<i>33</i>	<i>9.1</i>	<i>48.5</i>	<i>21.2</i>	<i>12.1</i>	<i>9.1</i>	<i>0.0</i>
	<i>All Agrees</i>	<i>2008</i>	<i>56</i>	<i>14.3</i>	<i>51.8</i>	<i>23.2</i>	<i>3.6</i>	<i>5.4</i>	<i>1.8</i>
<i>34. I understand how my job fits into the overall mission of the UI</i>	<i>-(&lt;5%)</i>	<i>2006</i>	<i>33</i>	<i>21.2</i>	<i>57.6</i>	<i>15.2</i>	<i>3.0</i>	<i>3.0</i>	<i>0.0</i>
	<i>StrDisagree</i>	<i>2008</i>	<i>56</i>	<i>21.4</i>	<i>53.6</i>	<i>19.6</i>	<i>1.8</i>	<i>1.8</i>	<i>1.8</i>
<i>40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me</i>	<i>+(10%-&lt;15%)</i>	<i>2006</i>	<i>33</i>	<i>3.0</i>	<i>45.5</i>	<i>15.2</i>	<i>12.1</i>	<i>6.1</i>	<i>18.2</i>
	<i>StrAgree</i>	<i>2008</i>	<i>56</i>	<i>16.1</i>	<i>32.1</i>	<i>25.0</i>	<i>17.9</i>	<i>5.4</i>	<i>3.6</i>
<i>41. Being a member of University community inspires me to do my best work</i>	<i>+(5%-&lt;10%)</i>	<i>2006</i>	<i>33</i>	<i>9.1</i>	<i>42.4</i>	<i>30.3</i>	<i>12.1</i>	<i>6.1</i>	<i>0.0</i>
	<i>StrAgree</i>	<i>2008</i>	<i>56</i>	<i>14.3</i>	<i>39.3</i>	<i>30.4</i>	<i>8.9</i>	<i>5.4</i>	<i>1.8</i>
<i>42. I would not hesitate to recommend the UI to a friend seeking employment</i>	<i>+(10%-&lt;15%)</i>	<i>2006</i>	<i>33</i>	<i>9.1</i>	<i>45.5</i>	<i>15.2</i>	<i>15.2</i>	<i>12.1</i>	<i>3.0</i>
	<i>All Agrees</i>	<i>2008</i>	<i>56</i>	<i>19.6</i>	<i>42.9</i>	<i>19.6</i>	<i>10.7</i>	<i>5.4</i>	<i>1.8</i>

**\*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**

**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 -- Faculty N=56**

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

**CATEGORY=Cooperation and Collaboration**

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
				AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
16. My opinions are valued	+ (10% < 15%)	2006	33	9.1	51.5	21.2	6.1	9.1	3.0
	StrAgree	2008	56	23.2	42.9	21.4	1.8	1.8	8.9
17. Faculty/Staff are respected	+ (15% or greater)	2006	33	15.2	51.5	21.2	6.1	6.1	0.0
	Agree+StrAgree	2008	56	21.4	60.7	10.7	3.6	1.8	1.8
29. We work collaboratively in my unit	- (5% < 10%)	2006	33	18.2	42.4	27.3	0.0	9.1	3.0
	StrAgree	2008	56	10.7	42.9	33.9	7.1	1.8	3.6
38. The UI treats faculty/staff with respect	+ (10% < 15%)	2006	33	9.1	54.5	18.2	9.1	9.1	0.0
	All Agrees	2008	55	9.1	49.1	36.4	1.8	1.8	1.8

**\*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 -- Faculty N=56**

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

**CATEGORY=Supervisory Effectiveness**

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
				AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
5. My supervisor acknowledges me for doing good work	-(5%<-10%) Disagree+StrDisagree	2006	33	24.2	33.3	18.2	12.1	0.0	12.1
		2008	56	21.4	30.4	17.9	8.9	10.7	10.7
6. My supervisor provides me with clear work expectations	-(5%<-10%) Disagree+StrDisagree	2006	32	18.8	34.4	28.1	12.5	0.0	6.3
		2008	56	10.7	42.9	19.6	12.5	7.1	7.1
7. My supervisor values the work I do	-(5%<-10%) Agree+StrAgree	2006	33	30.3	42.4	3.0	15.2	0.0	9.1
		2008	55	29.1	34.5	20.0	7.3	0.0	9.1
19. Good performance is acknowledged	+(10%<-15%) Agree+StrAgree	2006	33	9.1	24.2	42.4	15.2	6.1	3.0
		2008	55	9.1	34.5	34.5	9.1	10.9	1.8
20. Poor performance is managed appropriately	-(5%<-10%) All Disagrees	2006	30	3.3	13.3	36.7	23.3	13.3	10.0
		2008	51	2.0	15.7	29.4	27.5	19.6	5.9

**\*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 -- Faculty N=56**

**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%-<10%)	2006	30	6.7	33.3	26.7	10.0	13.3	10.0
	All Disagrees	2008	54	5.6	27.8	24.1	25.9	9.3	7.4
22. I am encouraged to participate in professional development	-(5%-<10%)	2006	33	9.1	54.5	15.2	12.1	3.0	6.1
	Agree+StrAgree	2008	56	16.1	39.3	26.8	10.7	3.6	3.6
23. Workloads are distributed fairly	+(10%-<15%)	2006	33	0.0	24.2	27.3	24.2	15.2	9.1
	All Agrees	2008	54	1.9	24.1	38.9	20.4	7.4	7.4
24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	-(<5%)	2006	33	39.4	39.4	9.1	6.1	3.0	3.0
	All Disagrees	2008	53	18.9	56.6	9.4	11.3	0.0	3.8
28. I can speak openly about work related concerns with my supervisor	-(<5%)	2006	33	30.3	30.3	24.2	9.1	0.0	6.1
	Disagree+StrDisagree	2008	56	21.4	37.5	25.0	5.4	5.4	5.4

**\*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 -- Faculty N=56**

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

**CATEGORY=Communication**

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
				AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
1. I know what is expected of me in my work	-<5%) Disagree+StrDisagree	2006	33	33.3	54.5	9.1	3.0	0.0	0.0
		2008	56	33.9	50.0	12.5	1.8	1.8	0.0
2. I have the authority to make decisions	+(10%-<15%) StrAgree	2006	33	24.2	57.6	12.1	3.0	3.0	0.0
		2008	55	38.2	47.3	14.5	0.0	0.0	0.0
3. I feel included in decisions that are made about my job	+(5%-<10%) Agree+StrAgree	2006	33	15.2	39.4	27.3	6.1	3.0	9.1
		2008	56	21.4	41.1	26.8	5.4	1.8	3.6
4. I receive regular feedback about my work	-(5%-<10%) All Disagrees	2006	33	18.2	27.3	24.2	12.1	12.1	6.1
		2008	56	5.4	30.4	26.8	16.1	14.3	7.1
12. Feedback at annual review helps me improve my performance	-(5%-<10%) All Disagrees	2006	32	9.4	21.9	34.4	18.8	6.3	9.4
		2008	50	4.0	30.0	22.0	20.0	10.0	14.0

**\*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 -- Faculty N=56**

**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	-(10%-<15%)	2006	33	9.1	51.5	24.2	9.1	3.0	3.0
	Agree+StrAgree	2008	55	1.8	45.5	40.0	7.3	1.8	3.6
15. Faculty/Staff suggestions are encouraged	+(10%-<15%)	2006	32	12.5	40.6	31.3	6.3	3.1	6.3
	Agree+StrAgree	2008	56	25.0	42.9	17.9	5.4	5.4	3.6
32. I am kept informed of our unit's budget status	-(15% or greater)	2006	33	18.2	27.3	27.3	9.1	12.1	6.1
	All Disagrees	2008	56	8.9	19.6	21.4	14.3	23.2	12.5
36. The UI does a good job informing faculty/staff of policy changes	-(10%-<15%)	2006	33	6.1	57.6	24.2	9.1	3.0	0.0
	Agree+StrAgree	2008	56	10.7	42.9	37.5	5.4	1.8	1.8

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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 -- Faculty N=56**

**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 (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
9. I have the basic resources I need to do my work	+(10%-<15%)	2006	33	12.1	33.3	24.2	21.2	6.1	3.0
	Agree+StrAgree	2008	56	8.9	48.2	19.6	16.1	5.4	1.8
11. My workload is reasonable	+(15% or greater)	2006	33	0.0	12.1	36.4	9.1	21.2	21.2
	Agree+StrAgree	2008	56	5.4	32.1	16.1	21.4	12.5	12.5
18. There are resources in my unit to help build my job skills	+(5%-<10%)	2006	33	3.0	33.3	36.4	12.1	9.1	6.1
	Agree+StrAgree	2008	56	10.7	33.9	32.1	12.5	3.6	7.1
25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	-(10%-<15%)	2006	30	33.3	40.0	13.3	10.0	0.0	3.3
	StrAgree	2008	48	22.9	45.8	18.8	8.3	2.1	2.1
30. My unit has flexibility to allow me to participate in UI sponsored committees	+(5%-<10%)	2006	33	18.2	54.5	18.2	6.1	0.0	3.0
	StrAgree	2008	55	27.3	50.9	12.7	7.3	0.0	1.8

\*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 -- Faculty N=56**

**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	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
				AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
31. My unit provides support to help faculty/staff balance work/personal responsibilities	+ (5% - < 10%)	2006	32	6.3	37.5	15.6	25.0	6.3	9.4
	All Agrees	2008	56	8.9	26.8	32.1	17.9	10.7	3.6
35. The UI does a good job recognizing the accomplishments of faculty/staff	+ (< 5%)	2006	33	6.1	30.3	36.4	18.2	9.1	0.0
	All Agrees	2008	55	3.6	29.1	43.6	16.4	5.5	1.8
37. The UI has a sincere interest in the well-being of faculty/staff	+ (15% or greater)	2006	33	3.0	48.5	15.2	21.2	12.1	0.0
	All Agrees	2008	55	7.3	32.7	45.5	9.1	3.6	1.8
39. There are opportunities for promotion within the UI	+ (10% - < 15%)	2006	33	3.0	42.4	36.4	9.1	6.1	3.0
	Agree+StrAgree	2008	54	5.6	51.9	35.2	3.7	3.7	0.0
44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	+ (10% - < 15%)	2006	33	6.1	33.3	33.3	15.2	12.1	0.0
	Agree+StrAgree	2008	55	18.2	34.5	32.7	9.1	5.5	0.0

\*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 -- Faculty N=56**

**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	+(10%-<15%)	2006	33	0.0	18.2	27.3	30.3	12.1	12.1
	All Agrees	2008	55	7.3	10.9	41.8	21.8	12.7	5.5
45. Overall, I think the UI is moving in a positive direction	+(15% or greater)	2006	33	0.0	24.2	33.3	30.3	6.1	6.1
	All Agrees	2008	55	9.1	27.3	49.1	7.3	3.6	3.6

**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	-(10%-<15%)	2006	33	27.3	39.4	21.2	6.1	6.1	0.0
	StrAgree	2008	54	16.7	51.9	22.2	3.7	3.7	1.9

\*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 -- Faculty N=56**

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

**CATEGORY=Flexibility**

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY AGREE		SOMEWHAT AGREE		SOMEWHAT DISAGREE		STRONGLY DISAGREE
				(%)	(%)	(%)	(%)	(%)	(%)	
8. I look for more effective ways to do my work	+(15% or greater)	2006	33	42.4	39.4	18.2	0.0	0.0	0.0	
	Agree+StrAgree	2008	56	58.9	41.1	0.0	0.0	0.0	0.0	
10. I see the value in changes I am asked to make	+(5%-<10%)	2006	30	3.3	43.3	46.7	0.0	6.7	0.0	
	Agree+StrAgree	2008	50	6.0	50.0	30.0	4.0	6.0	4.0	

**CATEGORY=OVERALL**

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY AGREE		SOMEWHAT AGREE		SOMEWHAT DISAGREE		STRONGLY DISAGREE
				(%)	(%)	(%)	(%)	(%)	(%)	
13. Overall, I am satisfied with my work	+(15% or greater)	2006	33	15.2	39.4	18.2	15.2	9.1	3.0	
	All Agrees	2008	56	16.1	51.8	25.0	3.6	3.6	0.0	
33. Overall, I think my unit is moving in a positive direction	+(15% or greater)	2006	33	6.1	27.3	24.2	33.3	3.0	6.1	
	All Agrees	2008	56	14.3	32.1	37.5	8.9	5.4	1.8	

**\*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**