



Working at IOWA

2008 Survey Results

College of Public Health

P&S, Merit, and Merit Supervisory Exempt N=186

Table	Page
Demographics of Survey Respondents.....	2
Responses to Items by Category.....	3
Sorted by Total Percent Disagree.....	9
Sorted by Percent Strongly Disagree + Disagree.....	12
Sorted by Total Agree.....	15
Sorted by Percent Strongly Agree + Agree.....	18
Sorted by Mean Score by Item.....	21
Mean Score, Sorted by Category.....	24
Comparison of 2006 and 2008 Survey Responses.....	25

Working at Iowa 2008 Survey -- College of Public Health -- P&S, Merit, and Merit Supervisory N=186

Demographics of Survey Respondents

<i>Demographics</i>	<i>Level</i>	<i>Frequency</i>	<i>Percent</i>
<i>(1) Race</i>	White/Caucasian	167	92.8
	Other	13	7.2
<i>Missing= 6</i>			
<i>(2) Age</i>	18-35	35	19.3
	36-41	43	23.8
	42-55	45	24.9
	56-61	45	24.9
	62+	13	7.2
<i>Missing= 5</i>			
<i>(3) Gender</i>	Female	141	79.2
	Male	37	20.8
<i>Missing= 8</i>			
<i>(4) Years of Service</i>	<5	35	18.8
	5-<10	57	30.6
	10-<15	37	19.9
	15-<20	23	12.4
	20 or greater	34	18.3

Working at Iowa 2008 Survey -- College of Public Health -- P&S, Merit, and Merit Supervisory Exempt N=186

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>	182	31.3	37.4	17.0	8.2	3.3	2.7
<i>34. I understand how my job fits into the overall mission of the UI</i>	184	20.7	47.8	22.8	4.3	2.2	2.2
<i>40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me</i>	186	24.7	34.9	17.7	11.3	7.5	3.8
<i>41. Being a member of University community inspires me to do my best work</i>	183	24.0	32.8	30.6	6.6	3.8	2.2
<i>42. I would not hesitate to recommend the UI to a friend seeking employment</i>	185	31.9	41.1	21.1	3.2	2.2	0.5

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>	186	21.0	41.4	18.3	11.8	4.8	2.7
<i>17. Faculty/Staff are respected</i>	184	28.3	37.5	15.2	8.7	4.9	5.4
<i>29. We work collaboratively in my unit</i>	184	31.0	35.9	21.2	8.7	1.1	2.2
<i>38. The UI treats faculty/staff with respect</i>	184	13.6	38.6	31.0	9.8	3.8	3.3

Working at Iowa 2008 Survey -- College of Public Health -- P&S, Merit, and Merit Supervisory Exempt N=186

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>	186	32.8	34.9	19.9	6.5	3.2	2.7
<i>6. My supervisor provides me with clear work expectations</i>	186	22.0	39.2	22.6	10.2	3.2	2.7
<i>7. My supervisor values the work I do</i>	186	39.8	37.6	16.1	2.2	1.6	2.7
<i>19. Good performance is acknowledged</i>	186	23.1	33.9	22.6	15.1	4.8	0.5
<i>20. Poor performance is managed appropriately</i>	173	11.0	30.6	24.3	21.4	6.4	6.4
<i>21. Work-related conflicts are managed constructively</i>	171	9.4	38.6	27.5	15.8	4.1	4.7
<i>22. I am encouraged to participate in professional development</i>	184	22.8	41.8	19.6	9.8	6.0	0.0
<i>23. Workloads are distributed fairly</i>	180	11.7	37.2	28.3	11.7	8.3	2.8
<i>24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq</i>	181	37.0	39.8	11.6	6.1	3.3	2.2
<i>28. I can speak openly about work related concerns with my supervisor</i>	185	34.6	37.3	17.3	6.5	2.2	2.2

Working at Iowa 2008 Survey -- College of Public Health -- P&S, Merit, and Merit Supervisory Exempt N=186

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>	185	42.2	42.7	10.3	3.2	0.5	1.1
<i>2. I have the authority to make decisions</i>	185	38.4	34.6	20.0	3.8	2.2	1.1
<i>3. I feel included in decisions that are made about my job</i>	186	26.9	32.3	23.7	8.6	5.9	2.7
<i>4. I receive regular feedback about my work</i>	185	20.0	35.1	24.9	11.4	3.8	4.9
<i>12. Feedback at annual review helps me improve my performance</i>	173	17.9	36.4	27.7	9.2	5.8	2.9
<i>14. My unit's goals are clear</i>	185	23.8	44.3	20.0	7.0	3.8	1.1
<i>15. Faculty/Staff suggestions are encouraged</i>	186	24.2	40.9	15.1	10.2	6.5	3.2
<i>32. I am kept informed of our unit's budget status</i>	179	20.1	26.3	17.9	14.5	11.2	10.1
<i>36. The UI does a good job informing faculty/staff of policy changes</i>	184	18.5	45.1	21.2	9.2	3.3	2.7

Working at Iowa 2008 Survey -- College of Public Health -- P&S, Merit, and Merit Supervisory Exempt N=186

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>	185	30.3	51.4	11.9	4.3	1.6	0.5
<i>11. My workload is reasonable</i>	185	21.6	44.3	21.1	4.9	3.2	4.9
<i>18. There are resources in my unit to help build my job skills</i>	185	20.5	33.0	27.0	14.6	3.2	1.6
<i>25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq</i>	170	28.2	41.8	17.6	7.1	1.2	4.1
<i>30. My unit has flexibility to allow me to participate in UI sponsored committees</i>	167	28.1	44.3	18.6	4.2	3.6	1.2
<i>31. My unit provides support to help faculty/staff balance work/personal responsibilities</i>	182	29.1	42.3	18.1	4.9	4.4	1.1
<i>35. The UI does a good job recognizing the accomplishments of faculty/staff</i>	179	10.1	30.2	31.3	17.3	5.6	5.6
<i>37. The UI has a sincere interest in the well-being of faculty/staff</i>	185	13.0	34.6	30.3	11.9	5.9	4.3
<i>39. There are opportunities for promotion within the UI</i>	180	11.7	35.6	28.9	11.1	9.4	3.3
<i>44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds</i>	178	18.0	39.9	32.0	6.2	3.9	0.0

Working at Iowa 2008 Survey -- College of Public Health -- P&S, Merit, and Merit Supervisory Exempt N=186

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>	177	10.7	29.4	34.5	16.9	5.1	3.4
<i>45. Overall, I think the UI is moving in a positive direction</i>	178	13.5	40.4	28.7	12.9	1.7	2.8

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>	183	39.9	41.5	13.7	3.8	0.5	0.5

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>	184	47.8	46.2	5.4	0.5	0.0	0.0
<i>10. I see the value in changes I am asked to make</i>	183	22.4	49.7	23.0	4.4	0.5	0.0

Working at Iowa 2008 Survey -- College of Public Health -- P&S, Merit, and Merit Supervisory Exempt N=186

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>	185	27.0	47.0	17.3	5.4	2.2	1.1
<i>33. Overall, I think my unit is moving in a positive direction</i>	184	23.4	39.7	21.2	9.8	4.9	1.1

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

Sorted by Total Percent Disagree

CATEGORY	SURVEY ITEM	DISAGREE TOTAL (%)	STRONGLY DISAGREE (%)	DISAGREE (%)	SOMEWHAT DISAGREE (%)
Communication	32. I am kept informed of our unit's budget status	35.8	10.1	11.2	14.5
Supervisory Effectiveness	20. Poor performance is managed appropriately	34.1	6.4	6.4	21.4
Commitment to Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	28.5	5.6	5.6	17.3
Confidence in Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	25.4	3.4	5.1	16.9
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	24.6	4.7	4.1	15.8
Commitment to Employee Well-Being	39. There are opportunities for promotion within the UI	23.9	3.3	9.4	11.1
Supervisory Effectiveness	23. Workloads are distributed fairly	22.8	2.8	8.3	11.7
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	22.6	3.8	7.5	11.3
Commitment to Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	22.2	4.3	5.9	11.9
Supervisory Effectiveness	19. Good performance is acknowledged	20.4	0.5	4.8	15.1
Communication	4. I receive regular feedback about my work	20.0	4.9	3.8	11.4
Communication	15. Faculty/Staff suggestions are encouraged	19.9	3.2	6.5	10.2
Commitment to Employee Well-Being	18. There are resources in my unit to help build my job skills	19.5	1.6	3.2	14.6
Cooperation and Collaboration	16. My opinions are valued	19.4	2.7	4.8	11.8
Cooperation and Collaboration	17. Faculty/Staff are respected	19.0	5.4	4.9	8.7
Communication	12. Feedback at annual review helps me improve my performance	17.9	2.9	5.8	9.2
Confidence in Leadership Vision	45. Overall, I think the UI is moving in a positive direction	17.4	2.8	1.7	12.9
Communication	3. I feel included in decisions that are made about my job	17.2	2.7	5.9	8.6
Cooperation and Collaboration	38. The UI treats faculty/staff with respect	16.8	3.3	3.8	9.8
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	16.1	2.7	3.2	10.2
Supervisory Effectiveness	22. I am encouraged to participate in professional development	15.8	0.0	6.0	9.8

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

Sorted by Total Percent Disagree

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	1.1	4.9	9.8
Communication	36. The UI does a good job informing faculty/staff of policy changes	15.2	2.7	3.3	9.2
Engagement	27. Given the opportunity, I tell other people great things about working in my unit	14.3	2.7	3.3	8.2
Commitment to Employee Well-Being	11. My workload is reasonable	13.0	4.9	3.2	4.9
Engagement	41. Being a member of University community inspires me to do my best work	12.6	2.2	3.8	6.6
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	12.4	2.7	3.2	6.5
Commitment to Employee Well-Being	25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	12.4	4.1	1.2	7.1
Cooperation and Collaboration	29. We work collaboratively in my unit	12.0	2.2	1.1	8.7
Communication	14. My unit's goals are clear	11.9	1.1	3.8	7.0
Supervisory Effectiveness	24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	11.6	2.2	3.3	6.1
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	10.8	2.2	2.2	6.5
Commitment to Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	10.4	1.1	4.4	4.9
Commitment to Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	10.1	0.0	3.9	6.2
Commitment to Employee Well-Being	30. My unit has flexibility to allow me to participate in UI sponsored committees	9.0	1.2	3.6	4.2
Engagement	34. I understand how my job fits into the overall mission of the UI	8.7	2.2	2.2	4.3
OVERALL	13. Overall, I am satisfied with my work	8.6	1.1	2.2	5.4
Communication	2. I have the authority to make decisions	7.0	1.1	2.2	3.8

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

Sorted by Total Percent Disagree

CATEGORY	SURVEY ITEM	DISAGREE TOTAL (%)	STRONGLY DISAGREE (%)	DISAGREE (%)	SOMEWHAT DISAGREE (%)
Commitment to Employee Well-Being	9. I have the basic resources I need to do my work	6.5	0.5	1.6	4.3
Supervisory Effectiveness	7. My supervisor values the work I do	6.5	2.7	1.6	2.2
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	5.9	0.5	2.2	3.2
Flexibility	10. I see the value in changes I am asked to make	4.9	0.0	0.5	4.4
Customer Focus	26. My unit has a strong focus on providing excellent service	4.9	0.5	0.5	3.8
Communication	1. I know what is expected of me in my work	4.9	1.1	0.5	3.2
Flexibility	8. I look for more effective ways to do my work	0.5	0.0	0.0	0.5

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

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	21.2	10.1	11.2
Commitment to Employee Well-Being	39. There are opportunities for promotion within the UI	12.8	3.3	9.4
Supervisory Effectiveness	20. Poor performance is managed appropriately	12.7	6.4	6.4
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	11.3	3.8	7.5
Commitment to Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	11.2	5.6	5.6
Supervisory Effectiveness	23. Workloads are distributed fairly	11.1	2.8	8.3
Cooperation and Collaboration	17. Faculty/Staff are respected	10.3	5.4	4.9
Commitment to Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	10.3	4.3	5.9
Communication	15. Faculty/Staff suggestions are encouraged	9.7	3.2	6.5
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	8.8	4.7	4.1
Communication	12. Feedback at annual review helps me improve my performance	8.7	2.9	5.8
Communication	4. I receive regular feedback about my work	8.6	4.9	3.8
Communication	3. I feel included in decisions that are made about my job	8.6	2.7	5.9
Confidence in Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	8.5	3.4	5.1
Commitment to Employee Well-Being	11. My workload is reasonable	8.1	4.9	3.2
Cooperation and Collaboration	16. My opinions are valued	7.5	2.7	4.8
Cooperation and Collaboration	38. The UI treats faculty/staff with respect	7.1	3.3	3.8
Engagement	27. Given the opportunity, I tell other people great things about working in my unit	6.0	2.7	3.3
Engagement	41. Being a member of University community inspires me to do my best work	6.0	2.2	3.8

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

Sorted by Percent Strongly Disagree + Disagree

CATEGORY	SURVEY ITEM	STRONGLY DISAGREE + DISAGREE (%)	STRONGLY DISAGREE (%)	DISAGREE (%)
Supervisory Effectiveness	22. I am encouraged to participate in professional development	6.0	0.0	6.0
OVERALL	33. Overall, I think my unit is moving in a positive direction	6.0	1.1	4.9
Communication	36. The UI does a good job informing faculty/staff of policy changes	6.0	2.7	3.3
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	5.9	2.7	3.2
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	5.9	2.7	3.2
Supervisory Effectiveness	24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	5.5	2.2	3.3
Commitment to Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	5.5	1.1	4.4
Supervisory Effectiveness	19. Good performance is acknowledged	5.4	0.5	4.8
Commitment to Employee Well-Being	25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	5.3	4.1	1.2
Communication	14. My unit's goals are clear	4.9	1.1	3.8
Commitment to Employee Well-Being	18. There are resources in my unit to help build my job skills	4.9	1.6	3.2
Commitment to Employee Well-Being	30. My unit has flexibility to allow me to participate in UI sponsored committees	4.8	1.2	3.6
Confidence in Leadership Vision	45. Overall, I think the UI is moving in a positive direction	4.5	2.8	1.7
Engagement	34. I understand how my job fits into the overall mission of the UI	4.3	2.2	2.2
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	4.3	2.2	2.2
Supervisory Effectiveness	7. My supervisor values the work I do	4.3	2.7	1.6
Commitment to Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	3.9	0.0	3.9
Cooperation and Collaboration	29. We work collaboratively in my unit	3.3	2.2	1.1
Communication	2. I have the authority to make decisions	3.2	1.1	2.2

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

Sorted by Percent Strongly Disagree + Disagree

CATEGORY	SURVEY ITEM	STRONGLY DISAGREE + DISAGREE (%)	STRONGLY DISAGREE (%)	DISAGREE (%)
OVERALL	13. Overall, I am satisfied with my work	3.2	1.1	2.2
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	2.7	0.5	2.2
Commitment to Employee Well-Being	9. I have the basic resources I need to do my work	2.2	0.5	1.6
Communication	1. I know what is expected of me in my work	1.6	1.1	0.5
Customer Focus	26. My unit has a strong focus on providing excellent service	1.1	0.5	0.5
Flexibility	10. I see the value in changes I am asked to make	0.5	0.0	0.5
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 -- P&S, Merit, and MSE/C N=186

Sorted by Total Percent Agree

CATEGORY	SURVEY ITEM	AGREE TOTAL (%)	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)
Flexibility	8. I look for more effective ways to do my work	99.5	47.8	46.2	5.4
Communication	1. I know what is expected of me in my work	95.1	42.2	42.7	10.3
Flexibility	10. I see the value in changes I am asked to make	95.1	22.4	49.7	23.0
Customer Focus	26. My unit has a strong focus on providing excellent service	95.1	39.9	41.5	13.7
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	94.1	31.9	41.1	21.1
Supervisory Effectiveness	7. My supervisor values the work I do	93.5	39.8	37.6	16.1
Commitment to Employee Well-Being	9. I have the basic resources I need to do my work	93.5	30.3	51.4	11.9
Communication	2. I have the authority to make decisions	93.0	38.4	34.6	20.0
OVERALL	13. Overall, I am satisfied with my work	91.4	27.0	47.0	17.3
Engagement	34. I understand how my job fits into the overall mission of the UI	91.3	20.7	47.8	22.8
Commitment to Employee Well-Being	30. My unit has flexibility to allow me to participate in UI sponsored committees	91.0	28.1	44.3	18.6
Commitment to Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	89.9	18.0	39.9	32.0
Commitment to Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	89.6	29.1	42.3	18.1
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	89.2	34.6	37.3	17.3
Supervisory Effectiveness	24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	88.4	37.0	39.8	11.6
Communication	14. My unit's goals are clear	88.1	23.8	44.3	20.0
Cooperation and Collaboration	29. We work collaboratively in my unit	88.0	31.0	35.9	21.2

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

Sorted by Total Percent Agree

CATEGORY	SURVEY ITEM	AGREE TOTAL (%)	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)
Commitment to Employee Well-Being	25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	87.6	28.2	41.8	17.6
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	87.6	32.8	34.9	19.9
Engagement	41. Being a member of University community inspires me to do my best work	87.4	24.0	32.8	30.6
Commitment to Employee Well-Being	11. My workload is reasonable	87.0	21.6	44.3	21.1
Engagement	27. Given the opportunity, I tell other people great things about working in my unit	85.7	31.3	37.4	17.0
Communication	36. The UI does a good job informing faculty/staff of policy changes	84.8	18.5	45.1	21.2
OVERALL	33. Overall, I think my unit is moving in a positive direction	84.2	23.4	39.7	21.2
Supervisory Effectiveness	22. I am encouraged to participate in professional development	84.2	22.8	41.8	19.6
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	83.9	22.0	39.2	22.6
Cooperation and Collaboration	38. The UI treats faculty/staff with respect	83.2	13.6	38.6	31.0
Communication	3. I feel included in decisions that are made about my job	82.8	26.9	32.3	23.7
Confidence in Leadership Vision	45. Overall, I think the UI is moving in a positive direction	82.6	13.5	40.4	28.7
Communication	12. Feedback at annual review helps me improve my performance	82.1	17.9	36.4	27.7
Cooperation and Collaboration	17. Faculty/Staff are respected	81.0	28.3	37.5	15.2
Cooperation and Collaboration	16. My opinions are valued	80.6	21.0	41.4	18.3
Commitment to Employee Well-Being	18. There are resources in my unit to help build my job skills	80.5	20.5	33.0	27.0
Communication	15. Faculty/Staff suggestions are encouraged	80.1	24.2	40.9	15.1
Communication	4. I receive regular feedback about my work	80.0	20.0	35.1	24.9
Supervisory Effectiveness	19. Good performance is acknowledged	79.6	23.1	33.9	22.6
Commitment to Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	77.8	13.0	34.6	30.3

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

Sorted by Total Percent Agree

CATEGORY	SURVEY ITEM	AGREE TOTAL (%)	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	77.4	24.7	34.9	17.7
Supervisory Effectiveness	23. Workloads are distributed fairly	77.2	11.7	37.2	28.3
Commitment to Employee Well-Being	39. There are opportunities for promotion within the UI	76.1	11.7	35.6	28.9
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	75.4	9.4	38.6	27.5
Confidence in Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	74.6	10.7	29.4	34.5
Commitment to Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	71.5	10.1	30.2	31.3
Supervisory Effectiveness	20. Poor performance is managed appropriately	65.9	11.0	30.6	24.3
Communication	32. I am kept informed of our unit's budget status	64.2	20.1	26.3	17.9

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

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	94.0	47.8	46.2
Communication	1. I know what is expected of me in my work	84.9	42.2	42.7
Commitment to Employee Well-Being	9. I have the basic resources I need to do my work	81.6	30.3	51.4
Customer Focus	26. My unit has a strong focus on providing excellent service	81.4	39.9	41.5
Supervisory Effectiveness	7. My supervisor values the work I do	77.4	39.8	37.6
Supervisory Effectiveness	24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	76.8	37.0	39.8
OVERALL	13. Overall, I am satisfied with my work	74.1	27.0	47.0
Communication	2. I have the authority to make decisions	73.0	38.4	34.6
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	73.0	31.9	41.1
Commitment to Employee Well-Being	30. My unit has flexibility to allow me to participate in UI sponsored committees	72.5	28.1	44.3
Flexibility	10. I see the value in changes I am asked to make	72.1	22.4	49.7
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	71.9	34.6	37.3
Commitment to Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	71.4	29.1	42.3
Commitment to Employee Well-Being	25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	70.0	28.2	41.8
Engagement	27. Given the opportunity, I tell other people great things about working in my unit	68.7	31.3	37.4
Engagement	34. I understand how my job fits into the overall mission of the UI	68.5	20.7	47.8
Communication	14. My unit's goals are clear	68.1	23.8	44.3
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	67.7	32.8	34.9
Cooperation and Collaboration	29. We work collaboratively in my unit	66.8	31.0	35.9

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

Sorted by Percent Strongly Agree + Agree

CATEGORY	SURVEY ITEM	STRONGLY AGREE + AGREE (%)	STRONGLY AGREE (%)	AGREE (%)
Commitment to Employee Well-Being	11. My workload is reasonable	65.9	21.6	44.3
Cooperation and Collaboration	17. Faculty/Staff are respected	65.8	28.3	37.5
Communication	15. Faculty/Staff suggestions are encouraged	65.1	24.2	40.9
Supervisory Effectiveness	22. I am encouraged to participate in professional development	64.7	22.8	41.8
Communication	36. The UI does a good job informing faculty/staff of policy changes	63.6	18.5	45.1
OVERALL	33. Overall, I think my unit is moving in a positive direction	63.0	23.4	39.7
Cooperation and Collaboration	16. My opinions are valued	62.4	21.0	41.4
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	61.3	22.0	39.2
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	59.7	24.7	34.9
Communication	3. I feel included in decisions that are made about my job	59.1	26.9	32.3
Commitment to Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	57.9	18.0	39.9
Supervisory Effectiveness	19. Good performance is acknowledged	57.0	23.1	33.9
Engagement	41. Being a member of University community inspires me to do my best work	56.8	24.0	32.8
Communication	4. I receive regular feedback about my work	55.1	20.0	35.1
Communication	12. Feedback at annual review helps me improve my performance	54.3	17.9	36.4
Confidence in Leadership Vision	45. Overall, I think the UI is moving in a positive direction	53.9	13.5	40.4
Commitment to Employee Well-Being	18. There are resources in my unit to help build my job skills	53.5	20.5	33.0
Cooperation and Collaboration	38. The UI treats faculty/staff with respect	52.2	13.6	38.6
Supervisory Effectiveness	23. Workloads are distributed fairly	48.9	11.7	37.2
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	48.0	9.4	38.6
Commitment to Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	47.6	13.0	34.6

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

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	47.2	11.7	35.6
Communication	32. I am kept informed of our unit's budget status	46.4	20.1	26.3
Supervisory Effectiveness	20. Poor performance is managed appropriately	41.6	11.0	30.6
Commitment to Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	40.2	10.1	30.2
Confidence in Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	40.1	10.7	29.4

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

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	184	5.4	0.6	5.0	5.0	6.0
Communication	1. I know what is expected of me in my work	185	5.2	0.9	5.0	5.0	6.0
Customer Focus	26. My unit has a strong focus on providing excellent service	183	5.1	0.9	5.0	5.0	6.0
Supervisory Effectiveness	7. My supervisor values the work I do	186	5.0	1.1	5.0	5.0	6.0
Commitment to Employee Well-Being	9. I have the basic resources I need to do my work	185	5.0	0.9	5.0	5.0	6.0
Communication	2. I have the authority to make decisions	185	5.0	1.1	5.0	4.0	6.0
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	185	5.0	1.0	5.0	4.0	6.0
Supervisory Effectiveness	24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	181	4.9	1.2	5.0	5.0	6.0
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	185	4.9	1.1	5.0	4.0	6.0
Flexibility	10. I see the value in changes I am asked to make	183	4.9	0.8	5.0	4.0	5.0
OVERALL	13. Overall, I am satisfied with my work	185	4.9	1.0	5.0	4.0	6.0
Commitment to Employee Well-Being	30. My unit has flexibility to allow me to participate in UI sponsored committees	167	4.9	1.1	5.0	4.0	6.0
Commitment to Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	182	4.8	1.1	5.0	4.0	6.0
Cooperation and Collaboration	29. We work collaboratively in my unit	184	4.8	1.1	5.0	4.0	6.0
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	186	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	182	4.8	1.2	5.0	4.0	6.0
Commitment to Employee Well-Being	25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq	170	4.8	1.2	5.0	4.0	6.0
Communication	14. My unit's goals are clear	185	4.7	1.1	5.0	4.0	5.0
Engagement	34. I understand how my job fits into the overall mission of the UI	184	4.7	1.0	5.0	4.0	5.0

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

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

CATEGORY	SURVEY ITEM	n	mean	sd	median	percentile25	percentile75
Supervisory Effectiveness	22. I am encouraged to participate in professional development	184	4.7	1.1	5.0	4.0	5.0
OVERALL	33. Overall, I think my unit is moving in a positive direction	184	4.6	1.2	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	178	4.6	1.0	5.0	4.0	5.0
Commitment to Employee Well-Being	11. My workload is reasonable	185	4.6	1.2	5.0	4.0	5.0
Engagement	41. Being a member of University community inspires me to do my best work	183	4.6	1.2	5.0	4.0	5.0
Cooperation and Collaboration	17. Faculty/Staff are respected	184	4.6	1.4	5.0	4.0	6.0
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	186	4.6	1.2	5.0	4.0	5.0
Communication	36. The UI does a good job informing faculty/staff of policy changes	184	4.6	1.2	5.0	4.0	5.0
Communication	3. I feel included in decisions that are made about my job	186	4.6	1.3	5.0	4.0	6.0
Communication	15. Faculty/Staff suggestions are encouraged	186	4.6	1.3	5.0	4.0	5.0
Cooperation and Collaboration	16. My opinions are valued	186	4.5	1.2	5.0	4.0	5.0
Supervisory Effectiveness	19. Good performance is acknowledged	186	4.5	1.2	5.0	4.0	5.0
Commitment to Employee Well-Being	18. There are resources in my unit to help build my job skills	185	4.5	1.2	5.0	4.0	5.0
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	186	4.5	1.4	5.0	4.0	5.0
Communication	12. Feedback at annual review helps me improve my performance	173	4.4	1.2	5.0	4.0	5.0
Confidence in Leadership Vision	45. Overall, I think the UI is moving in a positive direction	178	4.4	1.1	5.0	4.0	5.0
Communication	4. I receive regular feedback about my work	185	4.4	1.3	5.0	4.0	5.0
Cooperation and Collaboration	38. The UI treats faculty/staff with respect	184	4.4	1.2	5.0	4.0	5.0
Supervisory Effectiveness	23. Workloads are distributed fairly	180	4.2	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	185	4.2	1.3	4.0	4.0	5.0
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	171	4.2	1.2	4.0	4.0	5.0

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

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

<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>Commitment to Employee Well-Being</i>	<i>39. There are opportunities for promotion within the UI</i>	180	4.2	1.3	4.0	4.0	5.0
<i>Confidence in Leadership Vision</i>	<i>43. I am confident there is a clear plan to strengthen the UI</i>	177	4.1	1.2	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>	179	4.1	1.3	4.0	3.0	5.0
<i>Communication</i>	<i>32. I am kept informed of our unit's budget status</i>	179	4.0	1.6	4.0	3.0	5.0
<i>Supervisory Effectiveness</i>	<i>20. Poor performance is managed appropriately</i>	173	4.0	1.3	4.0	3.0	5.0

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

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>	186	4.7	0.9	5.0	4.0	5.4	1.8	6.0
<i>Cooperation and Collaboration</i>	186	4.6	1.0	4.8	4.0	5.3	1.0	6.0
<i>Supervisory Effectiveness</i>	186	4.6	0.9	4.8	4.1	5.2	1.5	6.0
<i>Communication</i>	186	4.6	0.8	4.7	4.1	5.2	1.8	6.0
<i>Commitment to Employee Well-Being</i>	186	4.6	0.7	4.6	4.1	5.1	2.1	6.0
<i>Confidence in Leadership Vision</i>	182	4.3	1.1	4.5	4.0	5.0	1.0	6.0
<i>Customer Focus</i>	183	5.1	0.9	5.0	5.0	6.0	1.0	6.0
<i>Flexibility</i>	184	5.2	0.6	5.0	5.0	5.5	3.0	6.0
<i>OVERALL</i>	186	4.8	1.0	5.0	4.0	5.5	1.0	6.0

Working at Iowa 2008 Survey -- (ORG=20) College of Public Health -- P&S, Merit, and MSE/C N=186

Comparison of Working at Iowa 2006 and 2008 Survey Responses

CATEGORY=Engagement

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
				AGREE (%)	(%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
27. Given the opportunity, I tell other people great things about working in my unit	+(5%-<10%) Agree+StrAgree	2006	102	26.5	36.3	22.5	9.8	2.9	2.0
		2008	182	31.3	37.4	17.0	8.2	3.3	2.7
34. I understand how my job fits into the overall mission of the UI	+(5%-<10%) StrAgree	2006	102	12.7	59.8	19.6	2.9	2.0	2.9
		2008	184	20.7	47.8	22.8	4.3	2.2	2.2
40. Given the opportunity to be employed elsewhere, leaving the UI is difficult for me	+(5%-<10%) Agree+StrAgree	2006	102	27.5	26.5	28.4	7.8	4.9	4.9
		2008	186	24.7	34.9	17.7	11.3	7.5	3.8
41. Being a member of University community inspires me to do my best work	+(10%-<15%) StrAgree	2006	102	12.7	39.2	33.3	5.9	6.9	2.0
		2008	183	24.0	32.8	30.6	6.6	3.8	2.2
42. I would not hesitate to recommend the UI to a friend seeking employment	+(<5%) All Agrees	2006	103	28.2	43.7	17.5	5.8	2.9	1.9
		2008	185	31.9	41.1	21.1	3.2	2.2	0.5

*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 -- P&S, Merit, and MSE/C N=186

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%-<10%)</i>	<i>2006</i>	103	20.4	35.0	29.1	9.7	3.9	1.9
	<i>Agree+StrAgree</i>	<i>2008</i>	186	21.0	41.4	18.3	11.8	4.8	2.7
<i>17. Faculty/Staff are respected</i>	<i>+(5%-<10%)</i>	<i>2006</i>	99	20.2	42.4	23.2	8.1	4.0	2.0
	<i>StrAgree</i>	<i>2008</i>	184	28.3	37.5	15.2	8.7	4.9	5.4
<i>29. We work collaboratively in my unit</i>	<i>+(<5%)</i>	<i>2006</i>	101	27.7	35.6	26.7	5.0	4.0	1.0
	<i>Agree+StrAgree</i>	<i>2008</i>	184	31.0	35.9	21.2	8.7	1.1	2.2
<i>38. The UI treats faculty/staff with respect</i>	<i>+(<5%)</i>	<i>2006</i>	103	9.7	41.7	30.1	12.6	3.9	1.9
	<i>StrAgree</i>	<i>2008</i>	184	13.6	38.6	31.0	9.8	3.8	3.3

***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 -- P&S, Merit, and MSE/C N=186

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	104	40.4	27.9	13.5	9.6	3.8	4.8
	StrAgree	2008	186	32.8	34.9	19.9	6.5	3.2	2.7
6. My supervisor provides me with clear work expectations	+(<5%-<10%)	2006	104	25.0	26.9	26.0	13.5	3.8	4.8
	Agree+StrAgree	2008	186	22.0	39.2	22.6	10.2	3.2	2.7
7. My supervisor values the work I do	+(<5%)	2006	104	43.3	29.8	17.3	5.8	1.0	2.9
	Agree+StrAgree	2008	186	39.8	37.6	16.1	2.2	1.6	2.7
19. Good performance is acknowledged	-(<5%)	2006	103	19.4	34.0	30.1	10.7	2.9	2.9
	All Disagrees	2008	186	23.1	33.9	22.6	15.1	4.8	0.5
20. Poor performance is managed appropriately	+(<5%)	2006	94	6.4	33.0	24.5	21.3	7.4	7.4
	StrAgree	2008	173	11.0	30.6	24.3	21.4	6.4	6.4

***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 -- P&S, Merit, and MSE/C N=186

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 (%)	
21. Work-related conflicts are managed constructively	+(5%-<10%) StrAgree	2006	95	4.2	42.1	24.2	13.7	8.4	7.4
		2008	171	9.4	38.6	27.5	15.8	4.1	4.7
22. I am encouraged to participate in professional development	+(5%-<10%) Agree+StrAgree	2006	103	21.4	34.0	25.2	12.6	3.9	2.9
		2008	184	22.8	41.8	19.6	9.8	6.0	0.0
23. Workloads are distributed fairly	+(5%-<10%) StrAgree	2006	100	5.0	44.0	29.0	14.0	5.0	3.0
		2008	180	11.7	37.2	28.3	11.7	8.3	2.8
24. I can go to supervisor to discuss inappropriate behavior w/o fear of neg conseq	-<5%) All Disagrees	2006	97	36.1	44.3	11.3	3.1	2.1	3.1
		2008	181	37.0	39.8	11.6	6.1	3.3	2.2
28. I can speak openly about work related concerns with my supervisor	+(5%-<10%) Agree+StrAgree	2006	103	32.0	33.0	22.3	4.9	4.9	2.9
		2008	185	34.6	37.3	17.3	6.5	2.2	2.2

*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 -- P&S, Merit, and MSE/C N=186

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	+(<i><5%</i>)	2006	105	40.0	44.8	7.6	4.8	1.9	1.0
	All Agrees	2008	185	42.2	42.7	10.3	3.2	0.5	1.1
2. I have the authority to make decisions	+(<i><5%</i>)	2006	105	38.1	35.2	19.0	2.9	1.9	2.9
	All Agrees	2008	185	38.4	34.6	20.0	3.8	2.2	1.1
3. I feel included in decisions that are made about my job	+(<i><5%</i>)	2006	104	23.1	32.7	26.0	9.6	3.8	4.8
	StrAgree	2008	186	26.9	32.3	23.7	8.6	5.9	2.7
4. I receive regular feedback about my work	+(<i><5%</i>)	2006	104	20.2	33.7	26.0	8.7	7.7	3.8
	Agree+StrAgree	2008	185	20.0	35.1	24.9	11.4	3.8	4.9
12. Feedback at annual review helps me improve my performance	+(<i>5%-<10%</i>)	2006	94	13.8	42.6	19.1	14.9	5.3	4.3
	All Agrees	2008	173	17.9	36.4	27.7	9.2	5.8	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 -- P&S, Merit, and MSE/C N=186

Comparison of Working at Iowa 2006 and 2008 Survey Responses

CATEGORY=Communication (continued)

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY		SOMEWHAT	SOMEWHAT	DISAGREE (%)	STRONGLY DISAGREE (%)
				AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)		
14. My unit's goals are clear	+(5%-<10%) StrAgree	2006	103	15.5	47.6	28.2	4.9	2.9	1.0
		2008	185	23.8	44.3	20.0	7.0	3.8	1.1
15. Faculty/Staff suggestions are encouraged	+(10%-<15%) Agree+StrAgree	2006	102	15.7	39.2	21.6	13.7	6.9	2.9
		2008	186	24.2	40.9	15.1	10.2	6.5	3.2
32. I am kept informed of our unit's budget status	-(5%-<10%) All Disagrees	2006	102	17.6	33.3	20.6	11.8	11.8	4.9
		2008	179	20.1	26.3	17.9	14.5	11.2	10.1
36. The UI does a good job informing faculty/staff of policy changes	+(10%-<15%) StrAgree	2006	102	5.9	53.9	27.5	7.8	3.9	1.0
		2008	184	18.5	45.1	21.2	9.2	3.3	2.7

***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 -- P&S, Merit, and MSE/C N=186

Comparison of Working at Iowa 2006 and 2008 Survey Responses

CATEGORY=Commitment to Employee Well-Being

<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>9. I have the basic resources I need to do my work</i>	<i>+(5%-<10%)</i>	<i>2006</i>	<i>105</i>	<i>21.9</i>	<i>55.2</i>	<i>12.4</i>	<i>6.7</i>	<i>2.9</i>	<i>1.0</i>
	<i>StrAgree</i>	<i>2008</i>	<i>185</i>	<i>30.3</i>	<i>51.4</i>	<i>11.9</i>	<i>4.3</i>	<i>1.6</i>	<i>0.5</i>
<i>11. My workload is reasonable</i>	<i>+(5%-<10%)</i>	<i>2006</i>	<i>104</i>	<i>12.5</i>	<i>52.9</i>	<i>13.5</i>	<i>14.4</i>	<i>3.8</i>	<i>2.9</i>
	<i>StrAgree</i>	<i>2008</i>	<i>185</i>	<i>21.6</i>	<i>44.3</i>	<i>21.1</i>	<i>4.9</i>	<i>3.2</i>	<i>4.9</i>
<i>18. There are resources in my unit to help build my job skills</i>	<i>+(<5%)</i>	<i>2006</i>	<i>103</i>	<i>17.5</i>	<i>35.9</i>	<i>28.2</i>	<i>11.7</i>	<i>5.8</i>	<i>1.0</i>
	<i>StrAgree</i>	<i>2008</i>	<i>185</i>	<i>20.5</i>	<i>33.0</i>	<i>27.0</i>	<i>14.6</i>	<i>3.2</i>	<i>1.6</i>
<i>25. I can go to someone to discuss inappropriate behavior w/o fear of neg conseq</i>	<i>+(<5%)</i>	<i>2006</i>	<i>93</i>	<i>29.0</i>	<i>37.6</i>	<i>18.3</i>	<i>7.5</i>	<i>3.2</i>	<i>4.3</i>
	<i>Agree+StrAgree</i>	<i>2008</i>	<i>170</i>	<i>28.2</i>	<i>41.8</i>	<i>17.6</i>	<i>7.1</i>	<i>1.2</i>	<i>4.1</i>
<i>30. My unit has flexibility to allow me to participate in UI sponsored committees</i>	<i>+(10%-<15%)</i>	<i>2006</i>	<i>89</i>	<i>18.0</i>	<i>43.8</i>	<i>20.2</i>	<i>10.1</i>	<i>3.4</i>	<i>4.5</i>
	<i>Agree+StrAgree</i>	<i>2008</i>	<i>167</i>	<i>28.1</i>	<i>44.3</i>	<i>18.6</i>	<i>4.2</i>	<i>3.6</i>	<i>1.2</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 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 -- P&S, Merit, and MSE/C N=186

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%) Agree+StrAgree	2006	100	20.0	42.0	25.0	6.0	5.0	2.0
		2008	182	29.1	42.3	18.1	4.9	4.4	1.1
35. The UI does a good job recognizing the accomplishments of faculty/staff	+(<5%) StrAgree	2006	100	7.0	31.0	32.0	15.0	10.0	5.0
		2008	179	10.1	30.2	31.3	17.3	5.6	5.6
37. The UI has a sincere interest in the well-being of faculty/staff	+(<5%) Agree+StrAgree	2006	102	10.8	33.3	35.3	13.7	4.9	2.0
		2008	185	13.0	34.6	30.3	11.9	5.9	4.3
39. There are opportunities for promotion within the UI	+(10%-<15%) Agree+StrAgree	2006	100	5.0	30.0	35.0	16.0	10.0	4.0
		2008	180	11.7	35.6	28.9	11.1	9.4	3.3
44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	+(15% or greater) Agree+StrAgree	2006	90	11.1	27.8	40.0	12.2	5.6	3.3
		2008	178	18.0	39.9	32.0	6.2	3.9	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 -- P&S, Merit, and MSE/C N=186

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%) StrAgree	2006	101	5.0	29.7	34.7	15.8	11.9	3.0
		2008	177	10.7	29.4	34.5	16.9	5.1	3.4
45. Overall, I think the UI is moving in a positive direction	+(5%-<10%) Agree+StrAgree	2006	101	8.9	39.6	35.6	6.9	5.9	3.0
		2008	178	13.5	40.4	28.7	12.9	1.7	2.8

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%) StrAgree	2006	101	29.7	48.5	16.8	3.0	1.0	1.0
		2008	183	39.9	41.5	13.7	3.8	0.5	0.5

*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 -- P&S, Merit, and MSE/C N=186

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 (%)	DISAGREE (%)
8. I look for more effective ways to do my work	+(<i><</i> 5%)	2006	104	44.2	46.2	9.6	0.0	0.0	0.0
	Agree+StrAgree	2008	184	47.8	46.2	5.4	0.5	0.0	0.0
10. I see the value in changes I am asked to make	+(<i><</i> 5%)	2006	103	22.3	49.5	22.3	3.9	1.9	0.0
	All Agrees	2008	183	22.4	49.7	23.0	4.4	0.5	0.0

CATEGORY=OVERALL

SURVEY ITEM	LEVEL OF DIFFERENCE*	survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
				AGREE (%)	(%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
13. Overall, I am satisfied with my work	+(<i><</i> 5%)	2006	104	26.0	48.1	15.4	3.8	3.8	2.9
	All Agrees	2008	185	27.0	47.0	17.3	5.4	2.2	1.1
33. Overall, I think my unit is moving in a positive direction	+(10%- <i><</i> 15%)	2006	101	20.8	31.7	30.7	8.9	5.9	2.0
	Agree+StrAgree	2008	184	23.4	39.7	21.2	9.8	4.9	1.1

*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