

Faculty Version

How do you view your position, your unit, and the University as an employer?

- The confidential survey asks faculty how they feel about the work environment at the University of Iowa. Survey results will be used to measure and then improve the University as a workplace.
- Working at IOWA in 2008 is the follow-up to our survey in 2006. We will be comparing results to determine what has changed or stayed the same during the past two years.
- This survey will take approximately 10 minutes.
- There is no right or wrong answers; we would like your honest opinion.
- If you are unsure of how to answer, have no opinion, or feel that the item does not apply to you, select Not Applicable.
- Your HawkID is used to verify that you are eligible to complete this survey. Similar to voter registration and voting, the HAWK ID allows us to determine if you are eligible to participate and to collect data regarding your classification, unit, and years of service. Once we verify eligibility, personal data is stripped away. There will be no way to match survey responses with individuals.
- This year, we are offering incentives to those who participate. Each week that the survey is open, we will randomly draw one faculty, one P&S/MSEC, and one merit staff member from all of those who have responded. That person will win a \$100 Corridor Gift Certificate. Respond earlier and you will have a greater chance of winning.
- Your confidentiality will be maintained. Data from the survey will be reported only in summary format.
- You do not have to complete the survey in one sitting. The survey will automatically save your responses as you go. You can open the survey as many times as needed until you click SUBMIT.

Questions? Please contact workingatiowa@uiowa.edu

To proceed to the survey, click on [LOGIN](#)

General Instructions/Definitions

The survey has three sections containing items about:

- My position — includes your day-to-day responsibilities.
- My unit — your primary workplace.
- The UI as an employer — think about the University as a whole.

My Position

Instructions

Respond to items in relation to your specific position. Items that refer to supervisor are intended to reference the person to whom you report and who has administrative responsibility for your position. This person may be a Dean, Departmental Executive Officer (DEO), Department Head or Chair.

Rating Scale

Circle your response using the rating scale.

SA = Strongly Agree

A = Agree

SWA = Somewhat Agree

SWD = Somewhat Disagree

D = Disagree

SD = Strongly Disagree

NA = Not Applicable

1.	SA	A	SWA	SWD	D	SD	NA	I know what is expected of me in my work.
2.	SA	A	SWA	SWD	D	SD	NA	I have the authority to make decisions as defined by my position.
3.	SA	A	SWA	SWD	D	SD	NA	I feel included in decisions that are made about my work.
4.	SA	A	SWA	SWD	D	SD	NA	I receive regular feedback about my work.
5.	SA	A	SWA	SWD	D	SD	NA	My supervisor acknowledges me for doing good work.
6.	SA	A	SWA	SWD	D	SD	NA	My supervisor provides me with clear work expectations.
7.	SA	A	SWA	SWD	D	SD	NA	My supervisor values the work I do.
8.	SA	A	SWA	SWD	D	SD	NA	I look for more effective ways to do my work.
9.	SA	A	SWA	SWD	D	SD	NA	I have the basic resources I need to do my work.
10.	SA	A	SWA	SWD	D	SD	NA	I see the value in changes I am asked to make.
11.	SA	A	SWA	SWD	D	SD	NA	My workload is reasonable.
12.	SA	A	SWA	SWD	D	SD	NA	The feedback I receive at my performance review helps me to improve my performance.
13.	SA	A	SWA	SWD	D	SD	NA	Overall, I am satisfied with my work.

My Unit

Instructions

Definition — Your primary workplace

Respond to items in relation to your primary unit. Items that refer to supervisor are intended to reference the person to whom you report and who has administrative responsibility for you. This person may be a Dean, Departmental Executive Officer (DEO), Department Head or Chair

Rating Scale

Circle your response using the rating scale.

SA = Strongly Agree

A = Agree

SWA = Somewhat Agree

SWD = Somewhat Disagree

D = Disagree

SD = Strongly Disagree

NA = Not Applicable

My Unit

14.	SA	A	SWA	SWD	D	SD	NA	My unit's goals are clear.
15.	SA	A	SWA	SWD	D	SD	NA	Faculty suggestions are encouraged.
16.	SA	A	SWA	SWD	D	SD	NA	My opinions are valued.
17.	SA	A	SWA	SWD	D	SD	NA	Faculty are respected.
18.	SA	A	SWA	SWD	D	SD	NA	There are resources in my unit to help me build my job skills.
19.	SA	A	SWA	SWD	D	SD	NA	Good performance is acknowledged.
20.	SA	A	SWA	SWD	D	SD	NA	Poor performance is managed appropriately.
21.	SA	A	SWA	SWD	D	SD	NA	Work-related conflicts are managed constructively.
22.	SA	A	SWA	SWD	D	SD	NA	I am encouraged to participate in professional development.
23.	SA	A	SWA	SWD	D	SD	NA	Workloads are distributed fairly.
24.	SA	A	SWA	SWD	D	SD	NA	I can go to my supervisor to discuss inappropriate behavior (e.g., offensive or discriminatory comments) without fear of negative consequences.
25.	SA	A	SWA	SWD	D	SD	NA	I can go to someone such as (my HR rep) to discuss inappropriate behavior (e. g., offensive or discriminatory comments) without fear of negative consequences.
26.	SA	A	SWA	SWD	D	SD	NA	My unit has a strong focus on providing excellent service to those we interact with.
27.	SA	A	SWA	SWD	D	SD	NA	Given the opportunity, I tell other people great things about working in my unit.
28.	SA	A	SWA	SWD	D	SD	NA	I can speak openly about work-related concerns with my supervisor.
29.	SA	A	SWA	SWD	D	SD	NA	We work collaboratively in my unit.
30.	SA	A	SWA	SWD	D	SD	NA	My unit has the flexibility to allow me to participate in UI sponsored committees, e.g., Charter Committees, service oriented committees, etc.
31.	SA	A	SWA	SWD	D	SD	NA	My unit provides support to help faculty balance work and personal life responsibilities.
32.	SA	A	SWA	SWD	D	SD	NA	I am kept informed of my unit's budget status.
33.	SA	A	SWA	SWD	D	SD	NA	Overall, I think my unit is moving in a positive direction.

The University of Iowa as an Employer

Instructions

Definition — Think about the University as a whole.

Rating Scale

Circle your response using the rating scale.

SA = Strongly Agree

A = Agree

SWA = Somewhat Agree

SWD = Somewhat Disagree

D = Disagree

SD = Strongly Disagree

NA = Not Applicable

34.	SA	A	SWA	SWD	D	SD	NA	I understand how my job fits into the overall mission of the UI.
35.	SA	A	SWA	SWD	D	SD	NA	The UI does a good job of recognizing the accomplishments of faculty.
36.	SA	A	SWA	SWD	D	SD	NA	The UI does a good job of informing faculty of policy changes.
37.	SA	A	SWA	SWD	D	SD	NA	The UI has a sincere interest in the well-being of faculty.
38.	SA	A	SWA	SWD	D	SD	NA	The UI treats faculty with respect.
39.	SA	A	SWA	SWD	D	SD	NA	There are opportunities for promotion within the UI.
40.	SA	A	SWA	SWD	D	SD	NA	If I had a comparable opportunity to be employed somewhere else, leaving the UI would be difficult for me.
41.	SA	A	SWA	SWD	D	SD	NA	Being a member of the University community inspires me to do my best work.
42.	SA	A	SWA	SWD	D	SD	NA	I would not hesitate to recommend the UI to a friend seeking employment.
43.	SA	A	SWA	SWD	D	SD	NA	I am confident there is a clear plan to strengthen the UI.
44.	SA	A	SWA	SWD	D	SD	NA	The UI makes a strong effort to attract faculty from diverse backgrounds.
45.	SA	A	SWA	SWD	D	SD	NA	Overall, I think the UI is moving in a positive direction.

Demographics

Responding to demographic items is optional

What is your racial/ethnic identification? (Check the ONE category that BEST describes your primary identification.)

_____ **African American/Black/Black Other**— Persons having origins in any of the Black racial groups of Africa

_____ **Asian American/Asian/Pacific Islander**— Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.

_____ **Hispanic/Latino** — Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

_____ **Native American/American Indian**— Persons having origins in any of the original peoples of North America and who maintain cultural identification through tribal affiliation or community recognition

_____ **White/Caucasian (Non-Hispanic/Non-Latino)**— Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East

_____ **Biracial/Multiracial**

Circle the range that includes your age.

Age?

18-25

26-33

34-41

42-51

52-60

61+

Circle your gender.

Gender?

Female

Male

Transgender

Directions to submit your Working at IOWA survey response via this paper form.

Your paper response will not be processed unless you provide your University ID number.

Write your University ID number here: _____

*Your University ID number is an **eight digit number** found on the upper right side of the back of your University ID card.*

For UIHC cards, look on the right side on the back.

If you have a new Iowa One card, the ID number is below your picture.

Your University ID number is also shown at the very bottom of the Self-Service login page. <http://hris.uiowa.edu>

Be sure to provide your University ID number,
NOT your employee ID, also found at the bottom of the Self Service page.

As noted above, please circle the response that matches your level of agreement with each statement in the survey or provides demographic information.

Send completed surveys to:

Working at Iowa Survey
Exam and Testing Services
300 Jefferson Building

For assistance or if you have questions, email workingatiowa@uiowa.edu or call 335-1371, and speak to Jane Holland.

Thank you.