

## *WAI 2008 Survey Results*

### *Merit (N=2555)*

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**Working at Iowa 2008 Survey -- Merit (N=2555)**

**Demographics of Survey Respondents  
Frequencies**

<i>race</i>	<i>Frequency</i>	<i>Percent</i>
<i>African American/Black</i>	50	2.02
<i>Asian American/Asian</i>	22	0.89
<i>Hispanic/Latino</i>	41	1.65
<i>Native American/American Indian</i>	23	0.93
<i>White/Caucasian</i>	2328	93.95
<i>Biracial/Multiracial</i>	14	0.56

**Frequency Missing = 77**

<i>age</i>	<i>Frequency</i>	<i>Percent</i>
<i>18-25</i>	178	7.10
<i>26-35</i>	347	13.84
<i>36-41</i>	348	13.88
<i>42-55</i>	784	31.27
<i>56-61</i>	654	26.09
<i>62+</i>	196	7.82

**Frequency Missing = 48**

<i>gender</i>	<i>Frequency</i>	<i>Percent</i>
<i>Female</i>	1851	74.04
<i>Male</i>	642	25.68
<i>Transgender</i>	7	0.28

**Frequency Missing = 55**

**Working at Iowa 2008 Survey -- Merit (N=2555)**

**Demographics of Survey Respondents  
Frequencies**

<i>yrs_pos</i>	<i>Frequency</i>	<i>Percent</i>
<5	710	27.79
5-<10	564	22.07
10-<15	325	12.72
15-<20	323	12.64
20+	633	24.77

**Frequency Missing = 0**

## Working at Iowa 2008 Survey – Merit (N=2555)

### Distribution of Survey Respondents and Participation by ORG

<i>Organization</i>	<i>Number in population</i>	<i>Number participated</i>	<i>%participated of number in population</i>
<i>Provost/Univ College</i>	49	32	65.3
<i>VP Research/Oakdale</i>	57	31	54.4
<i>VP Finance&amp;Operations</i>	682	269	39.4
<i>Dept Athletics</i>	33	25	75.8
<i>College of Liberal Arts and Sciences</i>	70	50	71.4
<i>College of Dentistry</i>	154	80	51.9
<i>College of Education</i>	26	24	92.3
<i>College of Engineering</i>	15	11	73.3
<i>College of Law</i>	33	23	69.7
<i>College of Medicine/Inst. Clinical&amp;Translational Science</i>	435	331	76.1
<i>College of Pharmacy</i>	28	22	78.6
<i>College of Public Health</i>	20	13	65.0
<i>Univ Libraries</i>	67	50	74.6
<i>ITS</i>	17	16	94.1
<i>VP Student Services</i>	270	91	33.7
<i>UIHC</i>	2541	1323	52.1
<i>Psych Hosp</i>	31	17	54.8
<i>Center Disability and Development</i>	39	30	76.9
<i>Child Specialty Clinic</i>	25	21	84.0
<i>Hygienic Lab</i>	40	30	75.0
<i>Student Health</i>	23	18	78.3

**Working at Iowa 2008 Survey -- Merit (N=2555)**

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

**CATEGORY=Engagement**

<i>SURVEY ITEM</i>	<i>TOTAL N</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>	<i>SOMEWHAT AGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>
27. <i>Given opportunity, I tell other people great things about working in my unit</i>	2504	22.3%	33.5%	23.8%	10.3%	5.1%	5.0%
34. <i>I understand how my job fits into the overall mission of the UI</i>	2546	26.6%	51.3%	17.6%	2.6%	1.3%	0.8%
40. <i>Given the opportunity to be employed elsewhere, leaving the UI difficult for me</i>	2527	25.8%	29.0%	21.1%	10.2%	7.7%	6.2%
41. <i>Being a member of University community inspires me to do my best work</i>	2519	20.1%	39.6%	26.0%	7.6%	4.7%	2.0%
42. <i>I would not hesitate to recommend the UI to a friend seeking employment</i>	2534	31.2%	38.6%	19.9%	5.7%	2.2%	2.4%

**CATEGORY=Cooperation/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>
16. <i>My opinions are valued</i>	2541	16.0%	30.8%	27.8%	12.0%	6.7%	6.8%
17. <i>Faculty/Staff are respected</i>	2540	17.8%	33.5%	24.7%	10.2%	6.3%	7.5%
29. <i>We work collaboratively in my unit</i>	2533	18.5%	34.7%	27.0%	9.5%	5.5%	4.9%
38. <i>The UI treats faculty/staff with respect</i>	2546	12.8%	38.2%	27.7%	10.7%	5.7%	4.9%

**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>
5. <i>My supervisor acknowledges me for doing good work</i>	2546	28.1%	29.6%	21.7%	8.2%	5.3%	7.1%
6. <i>My supervisor provides me with clear work expectations</i>	2549	25.9%	37.1%	20.6%	7.9%	4.3%	4.1%
7. <i>My supervisor values the work I do</i>	2547	32.7%	33.8%	18.3%	6.6%	3.5%	5.2%
19. <i>Good performance is acknowledged</i>	2548	17.0%	32.5%	26.5%	11.4%	5.8%	6.8%
20. <i>Poor performance is managed appropriately</i>	2491	8.2%	23.6%	24.0%	19.2%	10.3%	14.7%

## Working at Iowa 2008 Survey -- Merit (N=2555)

### Responses to Items by Category (where percent response is weighted by employee type)

SURVEY ITEM	TOTAL N	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)	SOMEWHAT DISAGREE (%)	DISAGREE (%)	STRONGLY DISAGREE (%)
21. <i>Work-related conflicts are managed constructively</i>	2481	8.1%	27.2%	28.4%	19.1%	9.0%	8.2%
22. <i>I am encouraged to participate in professional development</i>	2457	13.7%	33.3%	24.9%	13.5%	8.8%	5.9%
23. <i>Workloads are distributed fairly</i>	2526	9.1%	28.5%	25.8%	16.8%	9.4%	10.5%
24. <i>Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq</i>	2512	28.7%	35.8%	17.5%	7.2%	3.9%	6.9%
28. <i>I can speak openly about work related concerns with my supervisor</i>	2543	27.3%	35.9%	19.3%	7.4%	5.1%	5.0%

#### CATEGORY=Communication

SURVEY ITEM	TOTAL N	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)	SOMEWHAT DISAGREE (%)	DISAGREE (%)	STRONGLY DISAGREE (%)
1. <i>I know what is expected of me in my work</i>	2554	50.4%	38.7%	7.9%	1.9%	0.6%	0.5%
2. <i>I have the authority to make decisions</i>	2513	26.8%	39.9%	20.3%	5.6%	4.7%	2.8%
3. <i>I feel included in decisions that are made about my job</i>	2551	14.8%	26.3%	26.6%	13.4%	8.7%	10.2%
4. <i>I receive regular feedback about my work</i>	2547	15.4%	32.5%	27.0%	11.5%	7.6%	6.0%
12. <i>Feedback at annual review helps me improve my performance</i>	2394	18.3%	38.1%	24.2%	8.1%	5.3%	6.0%
14. <i>My unit's goals are clear</i>	2526	19.4%	44.9%	22.0%	7.5%	3.6%	2.6%
15. <i>Faculty/Staff suggestions are encouraged</i>	2538	20.3%	34.6%	23.6%	10.2%	5.8%	5.6%
32. <i>I am kept informed of our unit's budget status</i>	2284	9.1%	22.2%	23.2%	14.8%	16.7%	13.9%
36. <i>The UI does a good job informing faculty/staff of policy changes</i>	2544	16.8%	42.3%	25.9%	8.5%	4.0%	2.5%

**Working at Iowa 2008 Survey -- Merit (N=2555)**

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

**CATEGORY=Confidence in Leadership Vision**

<i>SURVEY ITEM</i>	<i>TOTAL N</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>	<i>SOMEWHAT AGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>
<i>43. I am confident there is a clear plan to strengthen the UI</i>	2494	15.0%	32.7%	28.3%	13.8%	5.9%	4.3%
<i>45. Overall, I think the UI is moving in a positive direction</i>	2498	16.9%	39.0%	28.2%	9.3%	4.1%	2.6%

**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>	2548	28.9%	48.0%	15.6%	4.2%	2.0%	1.2%
<i>11. My workload is reasonable</i>	2541	15.3%	41.7%	21.3%	10.9%	4.8%	5.9%
<i>18. There are resources in my unit to help build my job skills</i>	2525	15.0%	34.5%	27.5%	11.8%	6.4%	4.8%
<i>25. Can go to someone to discuss inappropriate behavior w/o fear neg conseq</i>	2423	21.5%	36.6%	20.3%	8.9%	5.3%	7.4%
<i>30. My unit has flexibility allow me to participate in UI sponsored committees</i>	2163	14.4%	33.4%	23.8%	12.4%	8.2%	7.7%
<i>31. My unit provides support to help faculty/staff balance work/personal responsibilities</i>	2500	20.2%	33.2%	23.1%	10.0%	6.6%	6.9%
<i>35. The UI does a good job recognizing the accomplishments of faculty/staff</i>	2533	11.6%	30.5%	31.8%	14.1%	7.3%	4.7%
<i>37. The UI has a sincere interest in the well-being of faculty/staff</i>	2548	13.4%	34.1%	30.0%	11.6%	5.5%	5.3%
<i>39. There are opportunities for promotion within the UI</i>	2520	14.7%	33.2%	24.6%	13.8%	7.1%	6.7%
<i>44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds</i>	2445	23.0%	46.1%	22.7%	4.3%	1.8%	2.0%

**Working at Iowa 2008 Survey -- Merit (N=2555)**

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

**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>
26. <i>My unit has a strong focus on providing excellent service</i>	2535	31.2%	39.8%	18.8%	5.1%	2.7%	2.4%

**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>
8. <i>I look for more effective ways to do my work</i>	2541	44.1%	47.2%	7.7%	0.5%	0.4%	0.2%
10. <i>I see the value in changes I am asked to make</i>	2527	17.5%	40.0%	27.5%	9.5%	3.1%	2.3%

**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>
13. <i>Overall, I am satisfied with my work</i>	2544	25.3%	48.0%	16.7%	4.8%	3.0%	2.3%
33. <i>Overall, I think my unit is moving in a positive direction</i>	2515	16.1%	33.2%	27.8%	10.7%	5.5%	6.8%

## Working at Iowa 2008 Survey -- Merit (N=2555)

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

CATEGORY	SURVEY ITEM	DISAGREE TOTAL (%)	STRONGLY DISAGREE (%)	DISAGREE (%)	SOMEWHAT DISAGREE (%)
Communication	32. I am kept informed of our unit's budget status	45.4%	13.9%	16.7%	14.8%
Supervisory Effectiveness	20. Poor performance is managed appropriately	44.2%	14.7%	10.3%	19.2%
Supervisory Effectiveness	23. Workloads are distributed fairly	36.6%	10.5%	9.4%	16.8%
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	36.4%	8.2%	9.0%	19.1%
Communication	3. I feel included in decisions that are made about my job	32.3%	10.2%	8.7%	13.4%
Commitment Employee Well-Being	30. My unit has flexibility allow me to participate in UI sponsored committees	28.3%	7.7%	8.2%	12.4%
Supervisory Effectiveness	22. I am encouraged to participate in professional development	28.1%	5.9%	8.8%	13.5%
Commitment Employee Well-Being	39. There are opportunities for promotion within the UI	27.5%	6.7%	7.1%	13.8%
Commitment Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	26.1%	4.7%	7.3%	14.1%
Cooperation/Collaboration	16. My opinions are valued	25.4%	6.8%	6.7%	12.0%
Communication	4. I receive regular feedback about my work	25.1%	6.0%	7.6%	11.5%
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI difficult for me	24.1%	6.2%	7.7%	10.2%
Supervisory Effectiveness	19. Good performance is acknowledged	24.0%	6.8%	5.8%	11.4%
Confidence Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	24.0%	4.3%	5.9%	13.8%
Cooperation/Collaboration	17. Faculty/Staff are respected	24.0%	7.5%	6.3%	10.2%
Commitment Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	23.5%	6.9%	6.6%	10.0%
OVERALL	33. Overall, I think my unit is moving in a positive direction	23.0%	6.8%	5.5%	10.7%
Commitment Employee Well-Being	18. There are resources in my unit to help build my job skills	22.9%	4.8%	6.4%	11.8%
Commitment Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	22.5%	5.3%	5.5%	11.6%
Commitment Employee Well-Being	25. Can go to someone to discuss inappropriate behavior w/o fear neg conseq	21.7%	7.4%	5.3%	8.9%

## Working at Iowa 2008 Survey -- Merit (N=2555)

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

CATEGORY	SURVEY ITEM	DISAGREE TOTAL (%)	STRONGLY DISAGREE (%)	DISAGREE (%)	SOMEWHAT DISAGREE (%)
Commitment Employee Well-Being	11. My workload is reasonable	21.6%	5.9%	4.8%	10.9%
Communication	15. Faculty/Staff suggestions are encouraged	21.5%	5.6%	5.8%	10.2%
Cooperation/Collaboration	38. The UI treats faculty/staff with respect	21.3%	4.9%	5.7%	10.7%
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	20.6%	7.1%	5.3%	8.2%
Engagement	27. Given opportunity, I tell other people great things about working in my unit	20.4%	5.0%	5.1%	10.3%
Cooperation/Collaboration	29. We work collaboratively in my unit	19.9%	4.9%	5.5%	9.5%
Communication	12. Feedback at annual review helps me improve my performance	19.3%	6.0%	5.3%	8.1%
Supervisory Effectiveness	24. Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq	18.0%	6.9%	3.9%	7.2%
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	17.5%	5.0%	5.1%	7.4%
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	16.4%	4.1%	4.3%	7.9%
Confidence Leadership Vision	45. Overall, I think the UI is moving in a positive direction	16.0%	2.6%	4.1%	9.3%
Supervisory Effectiveness	7. My supervisor values the work I do	15.3%	5.2%	3.5%	6.6%
Communication	36. The UI does a good job informing faculty/staff of policy changes	15.0%	2.5%	4.0%	8.5%
Flexibility	10. I see the value in changes I am asked to make	14.9%	2.3%	3.1%	9.5%
Engagement	41. Being a member of University community inspires me to do my best work	14.3%	2.0%	4.7%	7.6%
Communication	14. My unit's goals are clear	13.7%	2.6%	3.6%	7.5%
Communication	2. I have the authority to make decisions	13.1%	2.8%	4.7%	5.6%
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	10.4%	2.4%	2.2%	5.7%
Customer Focus	26. My unit has a strong focus on providing excellent service	10.2%	2.4%	2.7%	5.1%
OVERALL	13. Overall, I am satisfied with my work	10.1%	2.3%	3.0%	4.8%
Commitment Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	8.1%	2.0%	1.8%	4.3%

**Working at Iowa 2008 Survey -- Merit (N=2555)**

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

CATEGORY	SURVEY ITEM	DISAGREE TOTAL (%)	STRONGLY DISAGREE (%)	DISAGREE (%)	SOMEWHAT DISAGREE (%)
Commitment Employee Well-Being	9. I have the basic resources I need to do my work	7.4%	1.2%	2.0%	4.2%
Engagement	34. I understand how my job fits into the overall mission of the UI	4.6%	0.8%	1.3%	2.6%
Communication	1. I know what is expected of me in my work	2.9%	0.5%	0.6%	1.9%
Flexibility	8. I look for more effective ways to do my work	1.0%	0.2%	0.4%	0.5%

## Working at Iowa 2008 Survey -- Merit (N=2555)

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

CATEGORY	SURVEY ITEM	STRONGLY DISAGREE + DISAGREE (%)	STRONGLY DISAGREE (%)	DISAGREE (%)
Communication	32. I am kept informed of our unit's budget status	30.6%	13.9%	16.7%
Supervisory Effectiveness	20. Poor performance is managed appropriately	25.0%	14.7%	10.3%
Supervisory Effectiveness	23. Workloads are distributed fairly	19.8%	10.5%	9.4%
Communication	3. I feel included in decisions that are made about my job	18.9%	10.2%	8.7%
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	17.3%	8.2%	9.0%
Commitment Employee Well-Being	30. My unit has flexibility allow me to participate in UI sponsored committees	16.0%	7.7%	8.2%
Supervisory Effectiveness	22. I am encouraged to participate in professional development	14.6%	5.9%	8.8%
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI difficult for me	13.9%	6.2%	7.7%
Commitment Employee Well-Being	39. There are opportunities for promotion within the UI	13.8%	6.7%	7.1%
Cooperation/Collaboration	17. Faculty/Staff are respected	13.7%	7.5%	6.3%
Communication	4. I receive regular feedback about my work	13.6%	6.0%	7.6%
Commitment Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	13.5%	6.9%	6.6%
Cooperation/Collaboration	16. My opinions are valued	13.4%	6.8%	6.7%
Commitment Employee Well-Being	25. Can go to someone to discuss inappropriate behavior w/o fear neg conseq	12.8%	7.4%	5.3%
Supervisory Effectiveness	19. Good performance is acknowledged	12.6%	6.8%	5.8%
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	12.5%	7.1%	5.3%
OVERALL	33. Overall, I think my unit is moving in a positive direction	12.3%	6.8%	5.5%
Commitment Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	12.0%	4.7%	7.3%
Communication	15. Faculty/Staff suggestions are encouraged	11.3%	5.6%	5.8%
Communication	12. Feedback at annual review helps me improve my performance	11.2%	6.0%	5.3%

## Working at Iowa 2008 Survey -- Merit (N=2555)

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

CATEGORY	SURVEY ITEM	STRONGLY DISAGREE + DISAGREE (%)	STRONGLY DISAGREE (%)	DISAGREE (%)
Commitment Employee Well-Being	18. There are resources in my unit to help build my job skills	11.2%	4.8%	6.4%
Commitment Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	10.9%	5.3%	5.5%
Supervisory Effectiveness	24. Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq	10.8%	6.9%	3.9%
Commitment Employee Well-Being	11. My workload is reasonable	10.7%	5.9%	4.8%
Cooperation/Collaboration	38. The UI treats faculty/staff with respect	10.6%	4.9%	5.7%
Cooperation/Collaboration	29. We work collaboratively in my unit	10.4%	4.9%	5.5%
Confidence Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	10.2%	4.3%	5.9%
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	10.1%	5.0%	5.1%
Engagement	27. Given opportunity, I tell other people great things about working in my unit	10.1%	5.0%	5.1%
Supervisory Effectiveness	7. My supervisor values the work I do	8.7%	5.2%	3.5%
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	8.4%	4.1%	4.3%
Communication	2. I have the authority to make decisions	7.5%	2.8%	4.7%
Confidence Leadership Vision	45. Overall, I think the UI is moving in a positive direction	6.7%	2.6%	4.1%
Engagement	41. Being a member of University community inspires me to do my best work	6.7%	2.0%	4.7%
Communication	36. The UI does a good job informing faculty/staff of policy changes	6.5%	2.5%	4.0%
Communication	14. My unit's goals are clear	6.2%	2.6%	3.6%
Flexibility	10. I see the value in changes I am asked to make	5.4%	2.3%	3.1%
OVERALL	13. Overall, I am satisfied with my work	5.3%	2.3%	3.0%
Customer Focus	26. My unit has a strong focus on providing excellent service	5.1%	2.4%	2.7%
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	4.7%	2.4%	2.2%
Commitment Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	3.8%	2.0%	1.8%

**Working at Iowa 2008 Survey -- Merit (N=2555)**

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

CATEGORY	SURVEY ITEM	STRONGLY DISAGREE + DISAGREE (%)	STRONGLY DISAGREE (%)	DISAGREE (%)
Commitment Employee Well-Being	9. I have the basic resources I need to do my work	3.2%	1.2%	2.0%
Engagement	34. I understand how my job fits into the overall mission of the UI	2.0%	0.8%	1.3%
Communication	1. I know what is expected of me in my work	1.1%	0.5%	0.6%
Flexibility	8. I look for more effective ways to do my work	0.5%	0.2%	0.4%

## Working at Iowa 2008 Survey -- Merit (N=2555)

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

CATEGORY	SURVEY ITEM	STRONGLY AGREE + AGREE (%)	STRONGLY AGREE (%)	AGREE (%)
Flexibility	8. I look for more effective ways to do my work	91.3%	44.1%	47.2%
Communication	1. I know what is expected of me in my work	89.1%	50.4%	38.7%
Engagement	34. I understand how my job fits into the overall mission of the UI	77.8%	26.6%	51.3%
Commitment Employee Well-Being	9. I have the basic resources I need to do my work	77.0%	28.9%	48.0%
OVERALL	13. Overall, I am satisfied with my work	73.2%	25.3%	48.0%
Customer Focus	26. My unit has a strong focus on providing excellent service	71.0%	31.2%	39.8%
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	69.7%	31.2%	38.6%
Commitment Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	69.2%	23.0%	46.1%
Communication	2. I have the authority to make decisions	66.7%	26.8%	39.9%
Supervisory Effectiveness	7. My supervisor values the work I do	66.4%	32.7%	33.8%
Supervisory Effectiveness	24. Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq	64.5%	28.7%	35.8%
Communication	14. My unit's goals are clear	64.3%	19.4%	44.9%
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	63.2%	27.3%	35.9%
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	63.0%	25.9%	37.1%
Engagement	41. Being a member of University community inspires me to do my best work	59.7%	20.1%	39.6%
Communication	36. The UI does a good job informing faculty/staff of policy changes	59.1%	16.8%	42.3%
Commitment Employee Well-Being	25. Can go to someone to discuss inappropriate behavior w/o fear neg conseq	58.1%	21.5%	36.6%
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	57.7%	28.1%	29.6%
Flexibility	10. I see the value in changes I am asked to make	57.5%	17.5%	40.0%
Commitment Employee Well-Being	11. My workload is reasonable	57.1%	15.3%	41.7%
Communication	12. Feedback at annual review helps me improve my performance	56.4%	18.3%	38.1%

## Working at Iowa 2008 Survey -- Merit (N=2555)

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

CATEGORY	SURVEY ITEM	STRONGLY AGREE + AGREE (%)	STRONGLY AGREE (%)	AGREE (%)
Confidence Leadership Vision	45. Overall, I think the UI is moving in a positive direction	55.8%	16.9%	39.0%
Engagement	27. Given opportunity, I tell other people great things about working in my unit	55.8%	22.3%	33.5%
Communication	15. Faculty/Staff suggestions are encouraged	54.9%	20.3%	34.6%
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI difficult for me	54.8%	25.8%	29.0%
Commitment Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	53.4%	20.2%	33.2%
Cooperation/Collaboration	29. We work collaboratively in my unit	53.2%	18.5%	34.7%
Cooperation/Collaboration	17. Faculty/Staff are respected	51.3%	17.8%	33.5%
Cooperation/Collaboration	38. The UI treats faculty/staff with respect	51.0%	12.8%	38.2%
Commitment Employee Well-Being	18. There are resources in my unit to help build my job skills	49.6%	15.0%	34.5%
Supervisory Effectiveness	19. Good performance is acknowledged	49.6%	17.0%	32.5%
OVERALL	33. Overall, I think my unit is moving in a positive direction	49.2%	16.1%	33.2%
Communication	4. I receive regular feedback about my work	47.9%	15.4%	32.5%
Commitment Employee Well-Being	39. There are opportunities for promotion within the UI	47.9%	14.7%	33.2%
Commitment Employee Well-Being	30. My unit has flexibility allow me to participate in UI sponsored committees	47.9%	14.4%	33.4%
Confidence Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	47.8%	15.0%	32.7%
Commitment Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	47.5%	13.4%	34.1%
Supervisory Effectiveness	22. I am encouraged to participate in professional development	47.0%	13.7%	33.3%
Cooperation/Collaboration	16. My opinions are valued	46.8%	16.0%	30.8%
Commitment Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	42.1%	11.6%	30.5%
Communication	3. I feel included in decisions that are made about my job	41.1%	14.8%	26.3%
Supervisory Effectiveness	23. Workloads are distributed fairly	37.6%	9.1%	28.5%
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	35.3%	8.1%	27.2%

**Working at Iowa 2008 Survey -- Merit (N=2555)**

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

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<i>CATEGORY</i>	<i>SURVEY ITEM</i>	<i>STRONGLY AGREE + AGREE (%)</i>	<i>STRONGLY AGREE (%)</i>	<i>AGREE (%)</i>
<i>Supervisory Effectiveness</i>	<i>20. Poor performance is managed appropriately</i>	31.8%	8.2%	23.6%
<i>Communication</i>	<i>32. I am kept informed of our unit's budget status</i>	31.3%	9.1%	22.2%

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## Working at Iowa 2008 Survey -- Merit (N=2555)

**Sorted by Mean Score by Item**

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

CATEGORY	SURVEY ITEM	n	mean	sd	median	percentile25	percentile75
Communication	1. I know what is expected of me in my work	2554	5.4	0.8	6.0	5.0	6.0
Flexibility	8. I look for more effective ways to do my work	2541	5.3	0.7	5.0	5.0	6.0
Engagement	34. I understand how my job fits into the overall mission of the UI	2546	5.0	0.9	5.0	5.0	6.0
Commitment Employee Well-Being	9. I have the basic resources I need to do my work	2548	4.9	1.0	5.0	5.0	6.0
Customer Focus	26. My unit has a strong focus on providing excellent service	2535	4.8	1.1	5.0	4.0	6.0
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	2534	4.8	1.1	5.0	4.0	6.0
OVERALL	13. Overall, I am satisfied with my work	2544	4.8	1.1	5.0	4.0	6.0
Commitment Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	2445	4.8	1.0	5.0	4.0	5.0
Communication	2. I have the authority to make decisions	2513	4.7	1.2	5.0	4.0	6.0
Supervisory Effectiveness	7. My supervisor values the work I do	2547	4.7	1.4	5.0	4.0	6.0
Communication	14. My unit's goals are clear	2526	4.6	1.1	5.0	4.0	5.0
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	2549	4.6	1.3	5.0	4.0	6.0
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	2543	4.6	1.4	5.0	4.0	6.0
Supervisory Effectiveness	24. Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq	2512	4.6	1.4	5.0	4.0	6.0
Engagement	41. Being a member of University community inspires me to do my best work	2519	4.6	1.2	5.0	4.0	5.0
Flexibility	10. I see the value in changes I am asked to make	2527	4.5	1.1	5.0	4.0	5.0
Communication	36. The UI does a good job informing faculty/staff of policy changes	2544	4.5	1.1	5.0	4.0	5.0
Confidence Leadership Vision	45. Overall, I think the UI is moving in a positive direction	2498	4.5	1.2	5.0	4.0	5.0
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	2546	4.5	1.5	5.0	4.0	6.0
Engagement	27. Given opportunity, I tell other people great things about working in my unit	2504	4.4	1.3	5.0	4.0	5.0
Communication	12. Feedback at annual review helps me improve my performance	2394	4.4	1.3	5.0	4.0	5.0

## Working at Iowa 2008 Survey -- Merit (N=2555)

**Sorted by Mean Score by Item**

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

CATEGORY	SURVEY ITEM	n	mean	sd	median	percentile25	percentile75
Commitment Employee Well-Being	25. Can go to someone to discuss inappropriate behavior w/o fear neg conseq	2423	4.4	1.4	5.0	4.0	5.0
Communication	15. Faculty/Staff suggestions are encouraged	2538	4.4	1.4	5.0	4.0	5.0
Cooperation/Collaboration	29. We work collaboratively in my unit	2533	4.4	1.3	5.0	4.0	5.0
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI difficult for me	2527	4.4	1.5	5.0	4.0	6.0
Commitment Employee Well-Being	11. My workload is reasonable	2541	4.3	1.3	5.0	4.0	5.0
Commitment Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	2500	4.3	1.4	5.0	4.0	5.0
Cooperation/Collaboration	38. The UI treats faculty/staff with respect	2546	4.3	1.3	5.0	4.0	5.0
Commitment Employee Well-Being	18. There are resources in my unit to help build my job skills	2525	4.3	1.3	4.0	4.0	5.0
Confidence Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	2494	4.2	1.3	4.0	4.0	5.0
Cooperation/Collaboration	17. Faculty/Staff are respected	2540	4.2	1.4	5.0	4.0	5.0
OVERALL	33. Overall, I think my unit is moving in a positive direction	2515	4.2	1.4	4.0	4.0	5.0
Supervisory Effectiveness	19. Good performance is acknowledged	2548	4.2	1.4	4.0	4.0	5.0
Commitment Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	2548	4.2	1.3	4.0	4.0	5.0
Communication	4. I receive regular feedback about my work	2547	4.2	1.4	4.0	3.0	5.0
Cooperation/Collaboration	16. My opinions are valued	2541	4.2	1.4	4.0	3.0	5.0
Commitment Employee Well-Being	39. There are opportunities for promotion within the UI	2520	4.1	1.4	4.0	3.0	5.0
Supervisory Effectiveness	22. I am encouraged to participate in professional development	2457	4.1	1.4	4.0	3.0	5.0
Commitment Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	2533	4.1	1.3	4.0	3.0	5.0
Commitment Employee Well-Being	30. My unit has flexibility allow me to participate in UI sponsored committees	2163	4.1	1.4	4.0	3.0	5.0
Communication	3. I feel included in decisions that are made about my job	2551	3.9	1.5	4.0	3.0	5.0
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	2481	3.8	1.4	4.0	3.0	5.0
Supervisory Effectiveness	23. Workloads are distributed fairly	2526	3.8	1.4	4.0	3.0	5.0

**Working at Iowa 2008 Survey -- Merit (N=2555)**

**Sorted by Mean Score by Item**

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

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<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>Supervisory Effectiveness</i>	<i>20. Poor performance is managed appropriately</i>	2491	3.6	1.5	4.0	3.0	5.0
<i>Communication</i>	<i>32. I am kept informed of our unit's budget status</i>	2284	3.5	1.6	4.0	2.0	5.0

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**Working at Iowa 2008 Survey -- Merit (N=2555)**

**Mean Score, Sorted by Category**

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

<i>CATEGORY</i>	<i>n</i>	<i>mean</i>	<i>sd</i>	<i>median</i>	<i>percentile25</i>	<i>percentile75</i>	<i>minimum</i>	<i>maximum</i>
<i>Engagement</i>	2555	4.6	1.0	4.8	4.0	5.4	1.0	6.0
<i>Cooperation/Collaboration</i>	2555	4.3	1.1	4.5	3.8	5.0	1.0	6.0
<i>Supervisory Effectiveness</i>	2555	4.2	1.1	4.4	3.7	5.0	1.0	6.0
<i>Communication</i>	2555	4.4	0.9	4.6	3.9	5.0	1.0	6.0
<i>Confidence Leadership Vision</i>	2530	4.3	1.2	4.5	4.0	5.0	1.0	6.0
<i>Commitment Employee Well-Being</i>	2555	4.4	0.9	4.5	3.8	5.0	1.0	6.0
<i>Customer Focus</i>	2535	4.8	1.1	5.0	4.0	6.0	1.0	6.0
<i>Flexibility</i>	2549	4.9	0.8	5.0	4.5	5.5	1.0	6.0
<b>OVERALL</b>	2553	4.5	1.1	4.5	4.0	5.0	1.0	6.0

**Comparison of Working at Iowa 2006 and 2008 Survey Responses -- MERIT (N=2555)**

SURVEY ITEM	CATEGORY	TEST		survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
		STATISTIC	p-value			AGREE	AGREE	AGREE	DISAGREE	DISAGREE	DISAGREE
44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	ComEmpWB	112.93	<0.0001	2006	1660	14.0%	40.4%	30.7%	8.8%	3.7%	2.4%
				2008	2445	23.0%	46.1%	22.7%	4.3%	1.8%	2.0%
37. The UI has a sincere interest in the well-being of faculty/staff	ComEmpWB	22.93	<0.0001	2006	1793	7.4%	34.1%	33.2%	13.3%	6.4%	5.6%
				2008	2548	13.4%	34.1%	30.0%	11.6%	5.5%	5.3%
34. I understand how my job fits into the overall mission of the UI	Eng	22.93	<0.0001	2006	1810	18.5%	57.3%	18.9%	3.1%	1.4%	0.7%
				2008	2546	26.6%	51.3%	17.6%	2.6%	1.3%	0.8%
22. I am encouraged to participate in professional development	SupEff	22.79	<0.0001	2006	1725	11.7%	28.6%	25.1%	16.3%	10.0%	8.2%
				2008	2457	13.7%	33.3%	24.9%	13.5%	8.8%	5.9%
38. The UI treats faculty/staff with respect	Coop/Coll	20.82	<0.0001	2006	1793	8.6%	36.3%	30.6%	12.2%	6.5%	5.8%
				2008	2546	12.8%	38.2%	27.7%	10.7%	5.7%	4.9%
15. Faculty/Staff suggestions are encouraged	Comm	20.75	<0.0001	2006	1807	13.6%	36.1%	25.7%	13.2%	6.2%	5.3%
				2008	2538	20.3%	34.6%	23.6%	10.2%	5.8%	5.6%
42. I would not hesitate to recommend the UI to a friend seeking employment	Eng	17.64	<0.0001	2006	1784	24.6%	41.4%	22.3%	6.3%	2.7%	2.6%
				2008	2534	31.2%	38.6%	19.9%	5.7%	2.2%	2.4%
1. I know what is expected of me in my work	Comm	16.81	<0.0001	2006	1852	44.2%	43.0%	8.9%	2.1%	1.1%	0.7%
				2008	2554	50.4%	38.7%	7.9%	1.9%	0.6%	0.5%

**Comparison of Working at Iowa 2006 and 2008 Survey Responses -- MERIT (N=2555)**

SURVEY ITEM	CATEGORY	TEST		survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
		STATISTIC	p-value			AGREE	AGREE	AGREE	DISAGREE	DISAGREE	DISAGREE
13. Overall, I am satisfied with my work	OVERALL	16.78	<0.0001	2006	1836	22.8%	44.1%	19.7%	6.4%	4.5%	2.5%
				2008	2544	25.3%	48.0%	16.7%	4.8%	3.0%	2.3%
41. Being a member of University community inspires me to do my best work	Eng	14.75	0.0001	2006	1764	15.8%	39.0%	28.6%	9.8%	4.6%	2.3%
				2008	2519	20.1%	39.6%	26.0%	7.6%	4.7%	2.0%
39. There are opportunities for promotion within the UI	ComEmpWB	14.60	0.0001	2006	1778	10.7%	31.3%	27.8%	15.2%	7.1%	7.8%
				2008	2520	14.7%	33.2%	24.6%	13.8%	7.1%	6.7%
35. The UI does a good job recognizing the accomplishments of faculty/staff	ComEmpWB	14.56	0.0001	2006	1786	8.3%	29.8%	31.4%	16.6%	7.1%	6.8%
				2008	2533	11.6%	30.5%	31.8%	14.1%	7.3%	4.7%
21. Work-related conflicts are managed constructively	SupEff	13.27	0.0003	2006	1786	7.8%	25.9%	24.7%	16.9%	11.3%	13.4%
				2008	2481	8.1%	27.2%	28.4%	19.1%	9.0%	8.2%
40. Given the opportunity to be employed elsewhere, leaving the UI difficult for me	Eng	10.44	0.0012	2006	1783	21.5%	29.9%	21.3%	10.5%	10.2%	6.6%
				2008	2527	25.8%	29.0%	21.1%	10.2%	7.7%	6.2%
8. I look for more effective ways to do my work	Flex	10.39	0.0013	2006	1835	38.4%	53.1%	7.2%	0.4%	0.5%	0.4%
				2008	2541	44.1%	47.2%	7.7%	0.5%	0.4%	0.2%
36. The UI does a good job	Comm	9.87	0.0017	2006	1790	12.1%	44.0%	28.0%	9.4%	3.7%	2.9%

**Comparison of Working at Iowa 2006 and 2008 Survey Responses -- MERIT (N=2555)**

SURVEY ITEM	CATEGORY	TEST STATISTIC	p-value	survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
						AGREE (%)	(%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
informing faculty/staff of policy changes			.	2008	2544	16.8%	42.3%	25.9%	8.5%	4.0%	2.5%
17. Faculty/Staff are respected	Coop/Coll	9.21	0.0024	2006	1819	13.3%	34.4%	25.2%	14.5%	6.3%	6.3%
			.	2008	2540	17.8%	33.5%	24.7%	10.2%	6.3%	7.5%
9. I have the basic resources I need to do my work	ComEmpWB	8.28	0.004	2006	1837	23.4%	52.9%	16.1%	4.2%	2.1%	1.2%
			.	2008	2548	28.9%	48.0%	15.6%	4.2%	2.0%	1.2%
3. I feel included in decisions that are made about my job	Comm	7.54	0.006	2006	1847	12.3%	26.2%	25.2%	14.8%	10.4%	11.0%
			.	2008	2551	14.8%	26.3%	26.6%	13.4%	8.7%	10.2%
33. Overall, I think my unit is moving in a positive direction	OVERALL	7.11	0.0076	2006	1803	12.3%	34.3%	27.5%	12.6%	7.0%	6.2%
			.	2008	2515	16.1%	33.2%	27.8%	10.7%	5.5%	6.8%
26. My unit has a strong focus on providing excellent service	CustFoc	6.76	0.0093	2006	1804	26.9%	41.5%	22.0%	5.4%	2.8%	1.5%
			.	2008	2535	31.2%	39.8%	18.8%	5.1%	2.7%	2.4%
2. I have the authority to make decisions	Comm	6.49	0.0108	2006	1831	21.4%	44.2%	21.1%	6.2%	4.5%	2.7%
			.	2008	2513	26.8%	39.9%	20.3%	5.6%	4.7%	2.8%
6. My supervisor provides me with clear work expectations	SupEff	6.46	0.011	2006	1844	22.5%	38.1%	21.1%	8.5%	5.4%	4.4%
			.	2008	2549	25.9%	37.1%	20.6%	7.9%	4.3%	4.1%

**Comparison of Working at Iowa 2006 and 2008 Survey Responses -- MERIT (N=2555)**

SURVEY ITEM	CATEGORY	TEST STATISTIC	p-value	survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
						AGREE (%)	(%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
16. My opinions are valued	Coop/Coll	6.41	0.0113	2006	1827	11.9%	31.7%	29.1%	14.1%	7.0%	6.2%
				2008	2541	16.0%	30.8%	27.8%	12.0%	6.7%	6.8%
45. Overall, I think the UI is moving in a positive direction	ConfLVis	5.16	0.0231	2006	1750	12.5%	40.4%	31.7%	10.1%	3.1%	2.2%
				2008	2498	16.9%	39.0%	28.2%	9.3%	4.1%	2.6%
28. I can speak openly about work related concerns with my supervisor	SupEff	5.13	0.0235	2006	1802	25.7%	34.0%	19.3%	10.2%	5.8%	5.0%
				2008	2543	27.3%	35.9%	19.3%	7.4%	5.1%	5.0%
31. My unit provides support to help faculty/staff balance work/personal responsibilities	ComEmpWB	4.81	0.0282	2006	1751	14.8%	35.8%	26.7%	10.5%	6.5%	5.7%
				2008	2500	20.2%	33.2%	23.1%	10.0%	6.6%	6.9%
25. Can go to someone to discuss inappropriate behavior w/o fear neg conseq	ComEmpWB	4.29	0.0383	2006	1693	16.9%	39.8%	21.4%	8.6%	5.6%	7.7%
				2008	2423	21.5%	36.6%	20.3%	8.9%	5.3%	7.4%
43. I am confident there is a clear plan to strengthen the UI	ConfLVis	3.90	0.0482	2006	1725	11.9%	32.0%	31.8%	15.9%	4.9%	3.4%
				2008	2494	15.0%	32.7%	28.3%	13.8%	5.9%	4.3%
27. Given opportunity, I tell other people great things about working in my unit	Eng	3.40	0.0651	2006	1787	19.4%	33.7%	26.2%	10.5%	7.1%	3.1%
				2008	2504	22.3%	33.5%	23.8%	10.3%	5.1%	5.0%
29. We work collaboratively in my unit	Coop/Coll	3.38	0.066	2006	1796	16.4%	34.6%	27.2%	11.4%	5.6%	4.8%
				2008	2533	18.5%	34.7%	27.0%	9.5%	5.5%	4.9%

**Comparison of Working at Iowa 2006 and 2008 Survey Responses -- MERIT (N=2555)**

SURVEY ITEM	CATEGORY	TEST STATISTIC	p-value	survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
						AGREE (%)	(%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
23. Workloads are distributed fairly	SupEff	2.99	0.0837	2006	1794	6.4%	29.4%	25.1%	19.0%	10.3%	9.9%
				2008	2526	9.1%	28.5%	25.8%	16.8%	9.4%	10.5%
10. I see the value in changes I am asked to make	Flex	2.68	0.1017	2006	1806	14.5%	42.6%	26.7%	9.7%	3.9%	2.7%
				2008	2527	17.5%	40.0%	27.5%	9.5%	3.1%	2.3%
20. Poor performance is managed appropriately	SupEff	2.15	0.1429	2006	1787	7.4%	25.3%	19.7%	19.3%	12.8%	15.6%
				2008	2491	8.2%	23.6%	24.0%	19.2%	10.3%	14.7%
12. Feedback at annual review helps me improve my performance	Comm	1.85	0.1744	2006	1720	16.7%	38.7%	23.0%	9.8%	5.7%	6.2%
				2008	2394	18.3%	38.1%	24.2%	8.1%	5.3%	6.0%
24. Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq	SupEff	1.65	0.199	2006	1785	25.3%	39.7%	16.6%	6.9%	4.5%	7.1%
				2008	2512	28.7%	35.8%	17.5%	7.2%	3.9%	6.9%
18. There are resources in my unit to help build my job skills	ComEmpWB	1.54	0.2152	2006	1818	12.9%	35.3%	27.9%	13.6%	6.3%	4.0%
				2008	2525	15.0%	34.5%	27.5%	11.8%	6.4%	4.8%
7. My supervisor values the work I do	SupEff	0.88	0.3489	2006	1842	31.2%	34.4%	18.1%	7.2%	4.6%	4.5%
				2008	2547	32.7%	33.8%	18.3%	6.6%	3.5%	5.2%
32. I am kept informed of our unit's budget status	Comm	0.84	0.3584	2006	1630	7.5%	22.7%	22.8%	16.5%	16.1%	14.4%
				2008	2284	9.1%	22.2%	23.2%	14.8%	16.7%	13.9%

**Comparison of Working at Iowa 2006 and 2008 Survey Responses -- MERIT (N=2555)**

SURVEY ITEM	CATEGORY	TEST		survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
		STATISTIC	p-value			AGREE	AGREE	AGREE	DISAGREE	DISAGREE	DISAGREE
						(%)	(%)	(%)	(%)	(%)	(%)
19. Good performance is acknowledged	SupEff	0.60	0.4368	2006	1838	15.7%	33.2%	25.5%	13.7%	6.8%	5.1%
				2008	2548	17.0%	32.5%	26.5%	11.4%	5.8%	6.8%
4. I receive regular feedback about my work	Comm	0.59	0.4421	2006	1846	14.4%	34.4%	23.5%	12.5%	8.7%	6.5%
				2008	2547	15.4%	32.5%	27.0%	11.5%	7.6%	6.0%
14. My unit's goals are clear	Comm	0.48	0.4897	2006	1826	16.5%	50.8%	21.2%	7.1%	2.8%	1.6%
				2008	2526	19.4%	44.9%	22.0%	7.5%	3.6%	2.6%
30. My unit has flexibility allow me to participate in UI sponsored committees	ComEmpWB	0.40	0.5256	2006	1510	11.6%	35.6%	25.2%	12.4%	8.5%	6.8%
				2008	2163	14.4%	33.4%	23.8%	12.4%	8.2%	7.7%
11. My workload is reasonable	ComEmpWB	0.18	0.6731	2006	1833	13.1%	44.7%	20.6%	10.8%	6.3%	4.5%
				2008	2541	15.3%	41.7%	21.3%	10.9%	4.8%	5.9%
5. My supervisor acknowledges me for doing good work	SupEff	0.06	0.8048	2006	1846	26.1%	32.6%	20.5%	9.4%	5.4%	6.1%
				2008	2546	28.1%	29.6%	21.7%	8.2%	5.3%	7.1%