

*WAI 2008 Survey Results*  
*Professional and Scientific*  
*and*  
*Merit Supervisory Exempt/Confidential*  
  
*(N=5806)*

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**Working at Iowa 2008 Survey -- P&S and MSE/C (N=5806)**

**Demographics of Survey Respondents  
Frequencies**

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<i>race</i>	<i>Frequency</i>	<i>Percent</i>
<i>African American/Black</i>	54	0.95
<i>Asian American/Asian</i>	156	2.75
<i>Hispanic/Latino</i>	67	1.18
<i>Native American/American Indian</i>	13	0.23
<i>White/Caucasian</i>	5336	94.14
<i>Biracial/Multiracial</i>	42	0.74

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**Frequency Missing = 138**

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<i>age</i>	<i>Frequency</i>	<i>Percent</i>
<i>18-25</i>	225	3.95
<i>26-35</i>	932	16.35
<i>36-41</i>	1015	17.81
<i>42-55</i>	1689	29.64
<i>56-61</i>	1510	26.50
<i>62+</i>	328	5.76

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**Frequency Missing = 107**

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<i>gender</i>	<i>Frequency</i>	<i>Percent</i>
<i>Female</i>	4055	71.34
<i>Male</i>	1622	28.54
<i>Transgender</i>	7	0.12

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**Frequency Missing = 122**

**Working at Iowa 2008 Survey -- P&S and MSE/C (N=5806)**

**Demographics of Survey Respondents**  
**Frequencies**

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<i>yrs_pos</i>	<i>Frequency</i>	<i>Percent</i>
<5	1299	22.37
5-<10	1339	23.06
10-<15	784	13.50
15-<20	801	13.80
20+	1583	27.26

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## **Working at Iowa 2008 Survey -- P&S and MSE (N=5806)**

### **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>Office Pres/VP GenCounsel</i>	58	49	84.5
<i>Provost/Univ College</i>	229	192	83.8
<i>Vice President Medical Affairs</i>	51	50	98.0
<i>VP Research/Oakdale</i>	199	155	77.9
<i>VP Finance&amp;Operations</i>	447	378	84.6
<i>Dept Athletics</i>	152	105	69.1
<i>Univ Relations</i>	48	37	77.1
<i>College of Liberal Arts and Sciences</i>	336	236	70.2
<i>College of Business</i>	82	67	81.7
<i>College of Dentistry</i>	115	80	69.6
<i>College of Education</i>	81	72	88.9
<i>College of Engineering</i>	115	84	73.0
<i>College of Law</i>	55	44	80.0
<i>College of Medicine/Inst. Clinical&amp;Translational Science</i>	1427	959	67.2
<i>College of Nursing</i>	43	37	86.0
<i>College of Pharmacy</i>	98	63	64.3
<i>College of Public Health</i>	235	173	73.6
<i>Graduate College</i>	43	37	86.0
<i>Cont Educ/Summer&amp;Winter Session</i>	50	36	72.0
<i>Univ Libraries</i>	113	92	81.4
<i>ITS</i>	195	164	84.1
<i>VP Student Services</i>	217	168	77.4
<i>UIHC</i>	3749	2201	58.7
<i>Psych Hosp</i>	20	17	85.0
<i>Center Disability and Development</i>	84	64	76.2
<i>Child Specialty Clinic</i>	66	58	87.9
<i>Hygienic Lab</i>	183	144	78.7
<i>Student Health</i>	34	27	79.4
<i>UIHC Affiliates</i>	24	17	70.8

**Working at Iowa 2008 Survey -- P&S and MSE (N=5806)**

**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>	5711	29.3%	34.0%	21.0%	8.7%	4.3%	2.7%
34. <i>I understand how my job fits into the overall mission of the UI</i>	5781	25.6%	49.5%	18.7%	3.6%	2.0%	0.6%
40. <i>Given the opportunity to be employed elsewhere, leaving the UI difficult for me</i>	5761	22.3%	29.4%	22.2%	12.2%	8.7%	5.2%
41. <i>Being a member of University community inspires me to do my best work</i>	5741	18.1%	37.1%	29.1%	9.8%	4.3%	1.6%
42. <i>I would not hesitate to recommend the UI to a friend seeking employment</i>	5777	27.3%	38.2%	23.2%	6.9%	2.6%	1.8%

**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>	5779	24.3%	34.2%	22.7%	9.5%	5.1%	4.2%
17. <i>Faculty/Staff are respected</i>	5779	25.5%	35.7%	20.1%	9.6%	4.4%	4.6%
29. <i>We work collaboratively in my unit</i>	5761	26.8%	35.6%	21.7%	8.9%	4.2%	2.8%
38. <i>The UI treats faculty/staff with respect</i>	5777	11.4%	39.2%	30.2%	11.5%	4.5%	3.2%

**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>	5793	31.2%	30.4%	20.1%	8.4%	5.1%	4.7%
6. <i>My supervisor provides me with clear work expectations</i>	5789	22.2%	34.4%	24.5%	10.2%	5.0%	3.7%
7. <i>My supervisor values the work I do</i>	5788	37.4%	32.9%	17.3%	5.5%	3.2%	3.6%
19. <i>Good performance is acknowledged</i>	5777	21.5%	32.8%	24.9%	11.3%	5.1%	4.4%
20. <i>Poor performance is managed appropriately</i>	5550	8.7%	24.7%	25.0%	19.1%	11.0%	11.5%
21. <i>Work-related conflicts are managed constructively</i>	5549	9.0%	33.1%	28.4%	16.3%	7.0%	6.2%

**Working at Iowa 2008 Survey -- P&S and MSE (N=5806)**

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

<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>22. I am encouraged to participate in professional development</i>	5751	25.1%	37.2%	21.5%	8.4%	5.2%	2.6%
<i>23. Workloads are distributed fairly</i>	5728	10.5%	33.8%	25.3%	15.6%	8.4%	6.5%
<i>24. Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq</i>	5655	35.0%	38.0%	14.3%	5.3%	3.4%	3.9%
<i>28. I can speak openly about work related concerns with my supervisor</i>	5778	32.6%	34.5%	17.7%	7.4%	4.2%	3.5%

**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>	5804	41.0%	42.1%	11.8%	3.3%	1.3%	0.6%
<i>2. I have the authority to make decisions</i>	5794	34.2%	39.9%	16.7%	5.1%	2.6%	1.5%
<i>3. I feel included in decisions that are made about my job</i>	5797	21.6%	30.2%	24.6%	11.2%	6.5%	6.0%
<i>4. I receive regular feedback about my work</i>	5792	18.0%	31.1%	26.5%	11.8%	7.3%	5.3%
<i>12. Feedback at annual review helps me improve my performance</i>	5352	16.4%	34.4%	25.7%	11.2%	6.6%	5.7%
<i>14. My unit's goals are clear</i>	5759	19.5%	41.7%	23.6%	8.6%	4.1%	2.4%
<i>15. Faculty/Staff suggestions are encouraged</i>	5771	26.1%	35.8%	21.3%	8.7%	4.6%	3.4%
<i>32. I am kept informed of our unit's budget status</i>	5571	16.0%	25.9%	21.8%	14.5%	12.1%	9.7%
<i>36. The UI does a good job informing faculty/staff of policy changes</i>	5785	14.5%	42.4%	27.8%	9.5%	3.6%	2.1%

**Working at Iowa 2008 Survey -- P&S and MSE (N=5806)**

**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>
43. <i>I am confident there is a clear plan to strengthen the UI</i>	5707	10.2%	25.7%	31.8%	20.2%	7.5%	4.6%
45. <i>Overall, I think the UI is moving in a positive direction</i>	5713	11.7%	34.9%	32.7%	13.3%	4.7%	2.7%

**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>
9. <i>I have the basic resources I need to do my work</i>	5794	28.6%	46.5%	15.8%	5.6%	2.3%	1.2%
11. <i>My workload is reasonable</i>	5786	13.8%	39.1%	22.0%	13.1%	6.7%	5.2%
18. <i>There are resources in my unit to help build my job skills</i>	5757	18.8%	36.1%	25.1%	11.7%	5.1%	3.1%
25. <i>Can go to someone to discuss inappropriate behavior w/o fear neg conseq</i>	5433	28.2%	38.5%	17.1%	7.6%	3.9%	4.7%
30. <i>My unit has flexibility allow me to participate in UI sponsored committees</i>	5311	22.8%	35.5%	20.9%	10.5%	5.9%	4.4%
31. <i>My unit provides support to help faculty/staff balance work/personal responsibilities</i>	5715	24.7%	33.3%	22.7%	10.4%	4.6%	4.3%
35. <i>The UI does a good job recognizing the accomplishments of faculty/staff</i>	5742	9.3%	31.3%	32.0%	15.3%	7.8%	4.3%
37. <i>The UI has a sincere interest in the well-being of faculty/staff</i>	5787	11.2%	34.2%	31.0%	13.0%	6.3%	4.4%
39. <i>There are opportunities for promotion within the UI</i>	5695	11.1%	33.2%	29.5%	14.2%	6.9%	5.2%
44. <i>The UI makes a strong effort to attract faculty/staff from diverse backgrounds</i>	5577	17.7%	41.4%	29.3%	7.2%	2.4%	1.9%

**Working at Iowa 2008 Survey -- P&S and MSE (N=5806)**

**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>	5731	39.1%	36.6%	16.8%	4.4%	2.0%	1.1%

**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>	5793	45.8%	46.5%	7.1%	0.4%	0.2%	0.0%
10. <i>I see the value in changes I am asked to make</i>	5734	20.4%	43.2%	24.4%	7.9%	2.6%	1.5%

**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>	5787	24.6%	44.9%	19.5%	5.9%	3.2%	1.9%
33. <i>Overall, I think my unit is moving in a positive direction</i>	5742	22.3%	33.9%	24.5%	9.7%	4.9%	4.7%

## Working at Iowa 2008 Survey -- P&S and MSE (N=5806)

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

CATEGORY	SURVEY ITEM	DISAGREE TOTAL (%)	STRONGLY DISAGREE (%)	DISAGREE (%)	SOMEWHAT DISAGREE (%)
Supervisory Effectiveness	20. Poor performance is managed appropriately	41.6%	11.5%	11.0%	19.1%
Communication	32. I am kept informed of our unit's budget status	36.2%	9.7%	12.1%	14.5%
Confidence Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	32.3%	4.6%	7.5%	20.2%
Supervisory Effectiveness	23. Workloads are distributed fairly	30.4%	6.5%	8.4%	15.6%
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	29.4%	6.2%	7.0%	16.3%
Commitment Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	27.4%	4.3%	7.8%	15.3%
Commitment Employee Well-Being	39. There are opportunities for promotion within the UI	26.3%	5.2%	6.9%	14.2%
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI difficult for me	26.2%	5.2%	8.7%	12.2%
Commitment Employee Well-Being	11. My workload is reasonable	25.1%	5.2%	6.7%	13.1%
Communication	4. I receive regular feedback about my work	24.4%	5.3%	7.3%	11.8%
Commitment Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	23.7%	4.4%	6.3%	13.0%
Communication	3. I feel included in decisions that are made about my job	23.6%	6.0%	6.5%	11.2%
Communication	12. Feedback at annual review helps me improve my performance	23.5%	5.7%	6.6%	11.2%
Supervisory Effectiveness	19. Good performance is acknowledged	20.8%	4.4%	5.1%	11.3%
Commitment Employee Well-Being	30. My unit has flexibility allow me to participate in UI sponsored committees	20.8%	4.4%	5.9%	10.5%
Confidence Leadership Vision	45. Overall, I think the UI is moving in a positive direction	20.7%	2.7%	4.7%	13.3%
Commitment Employee Well-Being	18. There are resources in my unit to help build my job skills	20.0%	3.1%	5.1%	11.7%
OVERALL	33. Overall, I think my unit is moving in a positive direction	19.3%	4.7%	4.9%	9.7%
Commitment Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	19.3%	4.3%	4.6%	10.4%
Cooperation/Collaboration	38. The UI treats faculty/staff with respect	19.2%	3.2%	4.5%	11.5%

## Working at Iowa 2008 Survey -- P&S and MSE (N=5806)

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

CATEGORY	SURVEY ITEM	DISAGREE TOTAL (%)	STRONGLY DISAGREE (%)	DISAGREE (%)	SOMEWHAT DISAGREE (%)
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	19.0%	3.7%	5.0%	10.2%
Cooperation/Collaboration	16. My opinions are valued	18.8%	4.2%	5.1%	9.5%
Cooperation/Collaboration	17. Faculty/Staff are respected	18.7%	4.6%	4.4%	9.6%
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	18.3%	4.7%	5.1%	8.4%
Communication	15. Faculty/Staff suggestions are encouraged	16.8%	3.4%	4.6%	8.7%
Supervisory Effectiveness	22. I am encouraged to participate in professional development	16.3%	2.6%	5.2%	8.4%
Commitment Employee Well-Being	25. Can go to someone to discuss inappropriate behavior w/o fear neg conseq	16.2%	4.7%	3.9%	7.6%
Cooperation/Collaboration	29. We work collaboratively in my unit	16.0%	2.8%	4.2%	8.9%
Engagement	27. Given opportunity, I tell other people great things about working in my unit	15.7%	2.7%	4.3%	8.7%
Engagement	41. Being a member of University community inspires me to do my best work	15.7%	1.6%	4.3%	9.8%
Communication	36. The UI does a good job informing faculty/staff of policy changes	15.3%	2.1%	3.6%	9.5%
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	15.2%	3.5%	4.2%	7.4%
Communication	14. My unit's goals are clear	15.1%	2.4%	4.1%	8.6%
Supervisory Effectiveness	24. Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq	12.6%	3.9%	3.4%	5.3%
Supervisory Effectiveness	7. My supervisor values the work I do	12.4%	3.6%	3.2%	5.5%
Flexibility	10. I see the value in changes I am asked to make	12.0%	1.5%	2.6%	7.9%
Commitment Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	11.6%	1.9%	2.4%	7.2%
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	11.4%	1.8%	2.6%	6.9%
OVERALL	13. Overall, I am satisfied with my work	11.0%	1.9%	3.2%	5.9%
Communication	2. I have the authority to make decisions	9.2%	1.5%	2.6%	5.1%
Commitment Employee Well-Being	9. I have the basic resources I need to do my work	9.1%	1.2%	2.3%	5.6%
Customer Focus	26. My unit has a strong focus on providing excellent service	7.5%	1.1%	2.0%	4.4%

**Working at Iowa 2008 Survey -- P&S and MSE (N=5806)**

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

<i>CATEGORY</i>	<i>SURVEY ITEM</i>	<i>DISAGREE TOTAL (%)</i>	<i>STRONGLY DISAGREE (%)</i>	<i>DISAGREE (%)</i>	<i>SOMEWHAT DISAGREE (%)</i>
<i>Engagement</i>	<i>34. I understand how my job fits into the overall mission of the UI</i>	6.2%	0.6%	2.0%	3.6%
<i>Communication</i>	<i>1. I know what is expected of me in my work</i>	5.2%	0.6%	1.3%	3.3%
<i>Flexibility</i>	<i>8. I look for more effective ways to do my work</i>	0.7%	0.0%	0.2%	0.4%

## Working at Iowa 2008 Survey -- P&S and MSE (N=5806)

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

CATEGORY	SURVEY ITEM	STRONGLY DISAGREE + DISAGREE (%)	STRONGLY DISAGREE (%)	DISAGREE (%)
Supervisory Effectiveness	20. Poor performance is managed appropriately	22.5%	11.5%	11.0%
Communication	32. I am kept informed of our unit's budget status	21.8%	9.7%	12.1%
Supervisory Effectiveness	23. Workloads are distributed fairly	14.9%	6.5%	8.4%
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI difficult for me	13.9%	5.2%	8.7%
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	13.1%	6.2%	7.0%
Communication	4. I receive regular feedback about my work	12.6%	5.3%	7.3%
Communication	3. I feel included in decisions that are made about my job	12.4%	6.0%	6.5%
Communication	12. Feedback at annual review helps me improve my performance	12.3%	5.7%	6.6%
Commitment Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	12.1%	4.3%	7.8%
Confidence Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	12.1%	4.6%	7.5%
Commitment Employee Well-Being	39. There are opportunities for promotion within the UI	12.1%	5.2%	6.9%
Commitment Employee Well-Being	11. My workload is reasonable	12.0%	5.2%	6.7%
Commitment Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	10.7%	4.4%	6.3%
Commitment Employee Well-Being	30. My unit has flexibility allow me to participate in UI sponsored committees	10.3%	4.4%	5.9%
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	9.9%	4.7%	5.1%
OVERALL	33. Overall, I think my unit is moving in a positive direction	9.6%	4.7%	4.9%
Supervisory Effectiveness	19. Good performance is acknowledged	9.5%	4.4%	5.1%
Cooperation/Collaboration	16. My opinions are valued	9.3%	4.2%	5.1%
Cooperation/Collaboration	17. Faculty/Staff are respected	9.1%	4.6%	4.4%
Commitment Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	8.9%	4.3%	4.6%

## Working at Iowa 2008 Survey -- P&S and MSE (N=5806)

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

CATEGORY	SURVEY ITEM	STRONGLY DISAGREE + DISAGREE (%)	STRONGLY DISAGREE (%)	DISAGREE (%)
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	8.8%	3.7%	5.0%
Commitment Employee Well-Being	25. Can go to someone to discuss inappropriate behavior w/o fear neg conseq	8.6%	4.7%	3.9%
Commitment Employee Well-Being	18. There are resources in my unit to help build my job skills	8.3%	3.1%	5.1%
Communication	15. Faculty/Staff suggestions are encouraged	8.0%	3.4%	4.6%
Supervisory Effectiveness	22. I am encouraged to participate in professional development	7.8%	2.6%	5.2%
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	7.7%	3.5%	4.2%
Cooperation/Collaboration	38. The UI treats faculty/staff with respect	7.7%	3.2%	4.5%
Confidence Leadership Vision	45. Overall, I think the UI is moving in a positive direction	7.4%	2.7%	4.7%
Supervisory Effectiveness	24. Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq	7.3%	3.9%	3.4%
Cooperation/Collaboration	29. We work collaboratively in my unit	7.0%	2.8%	4.2%
Engagement	27. Given opportunity, I tell other people great things about working in my unit	7.0%	2.7%	4.3%
Supervisory Effectiveness	7. My supervisor values the work I do	6.8%	3.6%	3.2%
Communication	14. My unit's goals are clear	6.5%	2.4%	4.1%
Engagement	41. Being a member of University community inspires me to do my best work	5.9%	1.6%	4.3%
Communication	36. The UI does a good job informing faculty/staff of policy changes	5.8%	2.1%	3.6%
OVERALL	13. Overall, I am satisfied with my work	5.1%	1.9%	3.2%
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	4.4%	1.8%	2.6%
Commitment Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	4.3%	1.9%	2.4%
Communication	2. I have the authority to make decisions	4.1%	1.5%	2.6%
Flexibility	10. I see the value in changes I am asked to make	4.1%	1.5%	2.6%
Commitment Employee Well-Being	9. I have the basic resources I need to do my work	3.6%	1.2%	2.3%
Customer Focus	26. My unit has a strong focus on providing excellent service	3.1%	1.1%	2.0%

**Working at Iowa 2008 Survey -- P&S and MSE (N=5806)**

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

<i>CATEGORY</i>	<i>SURVEY ITEM</i>	<i>STRONGLY DISAGREE + DISAGREE (%)</i>	<i>STRONGLY DISAGREE (%)</i>	<i>DISAGREE (%)</i>
<i>Engagement</i>	<i>34. I understand how my job fits into the overall mission of the UI</i>	2.6%	0.6%	2.0%
<i>Communication</i>	<i>1. I know what is expected of me in my work</i>	1.9%	0.6%	1.3%
<i>Flexibility</i>	<i>8. I look for more effective ways to do my work</i>	0.2%	0.0%	0.2%

## Working at Iowa 2008 Survey -- P&S and MSE (N=5806)

**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	92.3%	45.8%	46.5%
Communication	1. I know what is expected of me in my work	83.0%	41.0%	42.1%
Customer Focus	26. My unit has a strong focus on providing excellent service	75.7%	39.1%	36.6%
Commitment Employee Well-Being	9. I have the basic resources I need to do my work	75.1%	28.6%	46.5%
Engagement	34. I understand how my job fits into the overall mission of the UI	75.0%	25.6%	49.5%
Communication	2. I have the authority to make decisions	74.1%	34.2%	39.9%
Supervisory Effectiveness	24. Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq	73.0%	35.0%	38.0%
Supervisory Effectiveness	7. My supervisor values the work I do	70.3%	37.4%	32.9%
OVERALL	13. Overall, I am satisfied with my work	69.5%	24.6%	44.9%
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	67.1%	32.6%	34.5%
Commitment Employee Well-Being	25. Can go to someone to discuss inappropriate behavior w/o fear neg conseq	66.7%	28.2%	38.5%
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	65.4%	27.3%	38.2%
Flexibility	10. I see the value in changes I am asked to make	63.6%	20.4%	43.2%
Engagement	27. Given opportunity, I tell other people great things about working in my unit	63.3%	29.3%	34.0%
Cooperation/Collaboration	29. We work collaboratively in my unit	62.4%	26.8%	35.6%
Supervisory Effectiveness	22. I am encouraged to participate in professional development	62.3%	25.1%	37.2%
Communication	15. Faculty/Staff suggestions are encouraged	61.9%	26.1%	35.8%
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	61.6%	31.2%	30.4%
Cooperation/Collaboration	17. Faculty/Staff are respected	61.3%	25.5%	35.7%
Communication	14. My unit's goals are clear	61.2%	19.5%	41.7%
Commitment Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	59.1%	17.7%	41.4%
Cooperation/Collaboration	16. My opinions are valued	58.5%	24.3%	34.2%
Commitment Employee Well-Being	30. My unit has flexibility allow me to participate in UI sponsored committees	58.3%	22.8%	35.5%

## Working at Iowa 2008 Survey -- P&S and MSE (N=5806)

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

CATEGORY	SURVEY ITEM	STRONGLY AGREE + AGREE (%)	STRONGLY AGREE (%)	AGREE (%)
Commitment Employee Well-Being	31. My unit provides support to help faculty/staff balance work/personal responsibilities	58.0%	24.7%	33.3%
Communication	36. The UI does a good job informing faculty/staff of policy changes	56.9%	14.5%	42.4%
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	56.5%	22.2%	34.4%
OVERALL	33. Overall, I think my unit is moving in a positive direction	56.2%	22.3%	33.9%
Engagement	41. Being a member of University community inspires me to do my best work	55.2%	18.1%	37.1%
Commitment Employee Well-Being	18. There are resources in my unit to help build my job skills	54.9%	18.8%	36.1%
Supervisory Effectiveness	19. Good performance is acknowledged	54.3%	21.5%	32.8%
Commitment Employee Well-Being	11. My workload is reasonable	52.9%	13.8%	39.1%
Communication	3. I feel included in decisions that are made about my job	51.8%	21.6%	30.2%
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI difficult for me	51.7%	22.3%	29.4%
Communication	12. Feedback at annual review helps me improve my performance	50.7%	16.4%	34.4%
Cooperation/Collaboration	38. The UI treats faculty/staff with respect	50.6%	11.4%	39.2%
Communication	4. I receive regular feedback about my work	49.1%	18.0%	31.1%
Confidence Leadership Vision	45. Overall, I think the UI is moving in a positive direction	46.6%	11.7%	34.9%
Commitment Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	45.4%	11.2%	34.2%
Supervisory Effectiveness	23. Workloads are distributed fairly	44.3%	10.5%	33.8%
Commitment Employee Well-Being	39. There are opportunities for promotion within the UI	44.2%	11.1%	33.2%
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	42.1%	9.0%	33.1%
Communication	32. I am kept informed of our unit's budget status	41.9%	16.0%	25.9%
Commitment Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	40.6%	9.3%	31.3%
Confidence Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	35.9%	10.2%	25.7%
Supervisory Effectiveness	20. Poor performance is managed appropriately	33.4%	8.7%	24.7%

## Working at Iowa 2008 Survey -- P&S and MSE/C (N=5806)

### 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
Flexibility	8. I look for more effective ways to do my work	5793	5.4	0.7	5.0	5.0	6.0
Communication	1. I know what is expected of me in my work	5804	5.2	0.9	5.0	5.0	6.0
Customer Focus	26. My unit has a strong focus on providing excellent service	5731	5.0	1.0	5.0	5.0	6.0
Communication	2. I have the authority to make decisions	5794	4.9	1.1	5.0	4.0	6.0
Engagement	34. I understand how my job fits into the overall mission of the UI	5781	4.9	0.9	5.0	5.0	6.0
Commitment Employee Well-Being	9. I have the basic resources I need to do my work	5794	4.9	1.0	5.0	5.0	6.0
Supervisory Effectiveness	7. My supervisor values the work I do	5788	4.8	1.3	5.0	4.0	6.0
Supervisory Effectiveness	24. Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq	5655	4.8	1.3	5.0	4.0	6.0
OVERALL	13. Overall, I am satisfied with my work	5787	4.8	1.1	5.0	4.0	5.0
Engagement	42. I would not hesitate to recommend the UI to a friend seeking employment	5777	4.8	1.1	5.0	4.0	6.0
Supervisory Effectiveness	28. I can speak openly about work related concerns with my supervisor	5778	4.7	1.3	5.0	4.0	6.0
Engagement	27. Given opportunity, I tell other people great things about working in my unit	5711	4.7	1.3	5.0	4.0	6.0
Flexibility	10. I see the value in changes I am asked to make	5734	4.7	1.1	5.0	4.0	5.0
Commitment Employee Well-Being	25. Can go to someone to discuss inappropriate behavior w/o fear neg conseq	5433	4.7	1.3	5.0	4.0	6.0
Cooperation/Collaboration	29. We work collaboratively in my unit	5761	4.6	1.2	5.0	4.0	6.0
Supervisory Effectiveness	22. I am encouraged to participate in professional development	5751	4.6	1.2	5.0	4.0	6.0
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	5793	4.6	1.4	5.0	4.0	6.0
Communication	15. Faculty/Staff suggestions are encouraged	5771	4.6	1.3	5.0	4.0	6.0
Commitment Employee Well-Being	44. The UI makes a strong effort to attract faculty/staff from diverse backgrounds	5577	4.6	1.1	5.0	4.0	5.0
Communication	14. My unit's goals are clear	5759	4.6	1.2	5.0	4.0	5.0
Cooperation/Collaboration	17. Faculty/Staff are respected	5779	4.5	1.3	5.0	4.0	6.0
Cooperation/Collaboration	16. My opinions are valued	5779	4.5	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	5715	4.5	1.3	5.0	4.0	5.0

## Working at Iowa 2008 Survey -- P&S and MSE/C (N=5806)

### 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
Engagement	41. Being a member of University community inspires me to do my best work	5741	4.5	1.1	5.0	4.0	5.0
Communication	36. The UI does a good job informing faculty/staff of policy changes	5785	4.5	1.1	5.0	4.0	5.0
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	5789	4.5	1.3	5.0	4.0	5.0
Commitment Employee Well-Being	30. My unit has flexibility allow me to participate in UI sponsored committees	5311	4.5	1.3	5.0	4.0	5.0
OVERALL	33. Overall, I think my unit is moving in a positive direction	5742	4.4	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	5757	4.4	1.2	5.0	4.0	5.0
Supervisory Effectiveness	19. Good performance is acknowledged	5777	4.4	1.3	5.0	4.0	5.0
Cooperation/Collaboration	38. The UI treats faculty/staff with respect	5777	4.3	1.2	5.0	4.0	5.0
Communication	3. I feel included in decisions that are made about my job	5797	4.3	1.4	5.0	4.0	5.0
Engagement	40. Given the opportunity to be employed elsewhere, leaving the UI difficult for me	5761	4.3	1.4	5.0	3.0	5.0
Confidence Leadership Vision	45. Overall, I think the UI is moving in a positive direction	5713	4.3	1.1	4.0	4.0	5.0
Communication	12. Feedback at annual review helps me improve my performance	5352	4.3	1.3	5.0	4.0	5.0
Communication	4. I receive regular feedback about my work	5792	4.2	1.4	4.0	4.0	5.0
Commitment Employee Well-Being	11. My workload is reasonable	5786	4.2	1.3	5.0	3.0	5.0
Commitment Employee Well-Being	37. The UI has a sincere interest in the well-being of faculty/staff	5787	4.2	1.2	4.0	4.0	5.0
Commitment Employee Well-Being	39. There are opportunities for promotion within the UI	5695	4.1	1.3	4.0	3.0	5.0
Commitment Employee Well-Being	35. The UI does a good job recognizing the accomplishments of faculty/staff	5742	4.1	1.2	4.0	3.0	5.0
Supervisory Effectiveness	23. Workloads are distributed fairly	5728	4.0	1.4	4.0	3.0	5.0
Supervisory Effectiveness	21. Work-related conflicts are managed constructively	5549	4.0	1.3	4.0	3.0	5.0
Confidence Leadership Vision	43. I am confident there is a clear plan to strengthen the UI	5707	4.0	1.3	4.0	3.0	5.0

**Working at Iowa 2008 Survey -- P&S and MSE/C (N=5806)**

**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>Communication</i>	<i>32. I am kept informed of our unit's budget status</i>	5571	3.9	1.5	4.0	3.0	5.0
<i>Supervisory Effectiveness</i>	<i>20. Poor performance is managed appropriately</i>	5550	3.7	1.5	4.0	3.0	5.0

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**Working at Iowa 2008 Survey -- P&S and MSE/C (N=5806)**

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

CATEGORY	n	mean	sd	median	percentile25	percentile75	minimum	maximum
<i>Engagement</i>	5805	4.6	0.9	4.8	4.0	5.2	1.0	6.0
<i>Cooperation/Collaboration</i>	5805	4.5	1.0	4.8	4.0	5.3	1.0	6.0
<i>Supervisory Effectiveness</i>	5805	4.4	1.0	4.6	3.8	5.2	1.0	6.0
<i>Communication</i>	5805	4.5	0.9	4.6	4.0	5.1	1.0	6.0
<i>Confidence Leadership Vision</i>	5765	4.1	1.1	4.0	3.5	5.0	1.0	6.0
<i>Commitment Employee Well-Being</i>	5805	4.4	0.8	4.5	3.9	5.0	1.0	6.0
<i>Customer Focus</i>	5731	5.0	1.0	5.0	5.0	6.0	1.0	6.0
<i>Flexibility</i>	5797	5.0	0.7	5.0	4.5	5.5	1.0	6.0
<b>OVERALL</b>	5803	4.6	1.1	5.0	4.0	5.5	1.0	6.0

**Comparison of Working at Iowa 2006 and 2008 Survey Responses -- P&S and MSE/C (N=5806)**

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	107.69	<0.0001	2006	3353	12.6%	36.0%	34.7%	11.2%	3.7%	1.8%
				2008	5577	17.7%	41.4%	29.3%	7.2%	2.4%	1.9%
17. Faculty/Staff are respected	Coop/Coll	46.97	<0.0001	2006	3566	16.5%	39.7%	25.0%	11.6%	4.3%	3.0%
				2008	5779	25.5%	35.7%	20.1%	9.6%	4.4%	4.6%
15. Faculty/Staff suggestions are encouraged	Comm	45.85	<0.0001	2006	3549	17.3%	40.4%	24.9%	9.7%	5.0%	2.8%
				2008	5771	26.1%	35.8%	21.3%	8.7%	4.6%	3.4%
21. Work-related conflicts are managed constructively	SupEff	31.35	<0.0001	2006	3440	7.2%	28.8%	31.2%	17.2%	8.5%	7.2%
				2008	5549	9.0%	33.1%	28.4%	16.3%	7.0%	6.2%
16. My opinions are valued	Coop/Coll	28.83	<0.0001	2006	3578	17.6%	36.1%	27.4%	10.7%	4.7%	3.5%
				2008	5779	24.3%	34.2%	22.7%	9.5%	5.1%	4.2%
45. Overall, I think the UI is moving in a positive direction	ConfLVis	28.17	<0.0001	2006	3506	10.3%	40.7%	35.5%	8.8%	3.4%	1.3%
				2008	5713	11.7%	34.9%	32.7%	13.3%	4.7%	2.7%
31. My unit provides support to help faculty/staff balance work/personal responsibilities	ComEmpWB	17.35	<0.0001	2006	3517	17.2%	38.5%	26.2%	10.4%	4.5%	3.2%
				2008	5715	24.7%	33.3%	22.7%	10.4%	4.6%	4.3%

**Comparison of Working at Iowa 2006 and 2008 Survey Responses -- P&S and MSE/C (N=5806)**

SURVEY ITEM	CATEGORY	TEST		survey	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
		STATISTIC	p-value			AGREE	AGREE	AGREE	DISAGREE	DISAGREE	DISAGREE
33. Overall, I think my unit is moving in a positive direction	OVERALL	16.43	<0.0001	2006	3549	17.6%	35.1%	27.2%	11.2%	5.0%	3.9%
				2008	5742	22.3%	33.9%	24.5%	9.7%	4.9%	4.7%
43. I am confident there is a clear plan to strengthen the UI	ConfLVis	14.03	0.0002	2006	3486	9.4%	28.6%	34.1%	19.5%	6.1%	2.4%
				2008	5707	10.2%	25.7%	31.8%	20.2%	7.5%	4.6%
26. My unit has a strong focus on providing excellent service	CustFoc	12.71	0.0004	2006	3522	34.0%	41.0%	17.7%	4.7%	1.5%	1.1%
				2008	5731	39.1%	36.6%	16.8%	4.4%	2.0%	1.1%
19. Good performance is acknowledged	SupEff	11.48	0.0007	2006	3581	17.4%	33.9%	26.8%	13.2%	5.4%	3.3%
				2008	5777	21.5%	32.8%	24.9%	11.3%	5.1%	4.4%
22. I am encouraged to participate in professional development	SupEff	9.07	0.0026	2006	3554	21.8%	38.0%	23.5%	9.0%	4.9%	2.8%
				2008	5751	25.1%	37.2%	21.5%	8.4%	5.2%	2.6%
28. I can speak openly about work related concerns with my supervisor	SupEff	8.51	0.0035	2006	3561	30.0%	34.8%	18.3%	8.5%	4.1%	4.2%
				2008	5778	32.6%	34.5%	17.7%	7.4%	4.2%	3.5%
27. Given opportunity, I tell other people great things about working in my unit	Eng	7.25	0.0071	2006	3540	24.8%	37.1%	23.2%	8.8%	3.9%	2.2%
				2008	5711	29.3%	34.0%	21.0%	8.7%	4.3%	2.7%
3. I feel included in decisions that are made about my job	Comm	6.32	0.012	2006	3624	19.2%	30.7%	24.9%	12.3%	6.7%	6.2%
				2008	5797	21.6%	30.2%	24.6%	11.2%	6.5%	6.0%

**Comparison of Working at Iowa 2006 and 2008 Survey Responses -- P&S and MSE/C (N=5806)**

SURVEY ITEM	CATEGORY	TEST STATISTIC	p-value	survey	TOTAL N	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)	SOMEWHAT DISAGREE (%)	DISAGREE (%)	STRONGLY DISAGREE (%)
11. My workload is reasonable	ComEmpWB	5.93	0.0149	2006	3601	13.0%	43.3%	21.0%	12.3%	6.2%	4.2%
				2008	5786	13.8%	39.1%	22.0%	13.1%	6.7%	5.2%
5. My supervisor acknowledges me for doing good work	SupEff	5.42	0.0199	2006	3619	28.7%	30.9%	21.5%	8.6%	6.1%	4.2%
				2008	5793	31.2%	30.4%	20.1%	8.4%	5.1%	4.7%
24. Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq	SupEff	5.24	0.0221	2006	3472	32.0%	40.2%	15.0%	5.5%	3.8%	3.5%
				2008	5655	35.0%	38.0%	14.3%	5.3%	3.4%	3.9%
39. There are opportunities for promotion within the UI	ComEmpWB	4.38	0.0363	2006	3480	9.6%	32.3%	30.8%	15.5%	6.4%	5.3%
				2008	5695	11.1%	33.2%	29.5%	14.2%	6.9%	5.2%
18. There are resources in my unit to help build my job skills	ComEmpWB	4.20	0.0405	2006	3576	16.4%	40.8%	27.4%	10.5%	3.2%	1.8%
				2008	5757	18.8%	36.1%	25.1%	11.7%	5.1%	3.1%
7. My supervisor values the work I do	SupEff	3.71	0.054	2006	3615	34.6%	35.2%	17.6%	5.8%	3.7%	3.0%
				2008	5788	37.4%	32.9%	17.3%	5.5%	3.2%	3.6%
4. I receive regular feedback about my work	Comm	3.37	0.0665	2006	3622	15.9%	31.8%	26.6%	13.9%	7.7%	4.2%
				2008	5792	18.0%	31.1%	26.5%	11.8%	7.3%	5.3%
34. I understand how my job	Eng	3.31	0.0687	2006	3555	22.0%	53.6%	18.9%	3.5%	1.4%	0.6%

**Comparison of Working at Iowa 2006 and 2008 Survey Responses -- P&S and MSE/C (N=5806)**

SURVEY ITEM	CATEGORY	TEST STATISTIC	p-value	survey	TOTAL N	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)	SOMEWHAT DISAGREE (%)	DISAGREE (%)	STRONGLY DISAGREE (%)
<i>fits into the overall mission of the UI</i>			.	2008	5781	25.6%	49.5%	18.7%	3.6%	2.0%	0.6%
			.	.	.	.	.	.	.	.	.
36. <i>The UI does a good job informing faculty/staff of policy changes</i>	Comm	2.90	0.0884	2006	3536	11.6%	47.6%	29.8%	7.4%	2.5%	1.1%
			.	2008	5785	14.5%	42.4%	27.8%	9.5%	3.6%	2.1%
			.	.	.	.	.	.	.	.	.
20. <i>Poor performance is managed appropriately</i>	SupEff	2.70	0.1001	2006	3449	6.4%	24.4%	26.2%	22.1%	11.1%	9.9%
			.	2008	5550	8.7%	24.7%	25.0%	19.1%	11.0%	11.5%
			.	.	.	.	.	.	.	.	.
30. <i>My unit has flexibility allow me to participate in UI sponsored committees</i>	ComEmpWB	2.66	0.1028	2006	3279	17.7%	40.8%	22.3%	10.1%	5.7%	3.4%
			.	2008	5311	22.8%	35.5%	20.9%	10.5%	5.9%	4.4%
			.	.	.	.	.	.	.	.	.
23. <i>Workloads are distributed fairly</i>	SupEff	2.63	0.1047	2006	3520	6.8%	35.9%	26.8%	17.1%	7.7%	5.6%
			.	2008	5728	10.5%	33.8%	25.3%	15.6%	8.4%	6.5%
			.	.	.	.	.	.	.	.	.
14. <i>My unit's goals are clear</i>	Comm	2.45	0.1172	2006	3584	17.2%	46.7%	24.2%	7.8%	3.0%	1.1%
			.	2008	5759	19.5%	41.7%	23.6%	8.6%	4.1%	2.4%
			.	.	.	.	.	.	.	.	.
35. <i>The UI does a good job recognizing the accomplishments of faculty/staff</i>	ComEmpWB	2.13	0.1442	2006	3524	6.8%	31.3%	35.3%	16.3%	6.6%	3.6%
			.	2008	5742	9.3%	31.3%	32.0%	15.3%	7.8%	4.3%
			.	.	.	.	.	.	.	.	.
10. <i>I see the value in changes</i>	Flex	1.43	0.2313	2006	3553	19.8%	45.5%	24.1%	7.2%	2.4%	0.9%

**Comparison of Working at Iowa 2006 and 2008 Survey Responses -- P&S and MSE/C (N=5806)**

SURVEY ITEM	CATEGORY	TEST STATISTIC	p-value	survey	TOTAL N	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)	SOMEWHAT DISAGREE (%)	DISAGREE (%)	STRONGLY DISAGREE (%)
<i>I am asked to make</i>				2008	5734	20.4%	43.2%	24.4%	7.9%	2.6%	1.5%
				.	.						
<i>42. I would not hesitate to recommend the UI to a friend seeking employment</i>	<i>Eng</i>	1.35	0.2459	2006	3545	26.2%	41.6%	22.2%	6.6%	2.3%	1.2%
				2008	5777	27.3%	38.2%	23.2%	6.9%	2.6%	1.8%
				.	.						
<i>25. Can go to someone to discuss inappropriate behavior w/o fear neg conseq</i>	<i>ComEmpWB</i>	1.08	0.2986	2006	3286	25.5%	41.4%	18.3%	7.3%	3.6%	4.0%
				2008	5433	28.2%	38.5%	17.1%	7.6%	3.9%	4.7%
				.	.						
<i>2. I have the authority to make decisions</i>	<i>Comm</i>	0.94	0.3332	2006	3627	32.1%	42.7%	16.4%	5.2%	2.5%	1.2%
				2008	5794	34.2%	39.9%	16.7%	5.1%	2.6%	1.5%
				.	.						
<i>32. I am kept informed of our unit's budget status</i>	<i>Comm</i>	0.79	0.3751	2006	3472	14.3%	27.2%	25.0%	14.5%	10.9%	8.2%
				2008	5571	16.0%	25.9%	21.8%	14.5%	12.1%	9.7%
				.	.						
<i>8. I look for more effective ways to do my work</i>	<i>Flex</i>	0.72	0.3962	2006	3601	45.1%	46.6%	8.0%	0.2%	0.1%	0.0%
				2008	5793	45.8%	46.5%	7.1%	0.4%	0.2%	0.0%
				.	.						
<i>12. Feedback at annual review helps me improve my performance</i>	<i>Comm</i>	0.53	0.4653	2006	3319	15.0%	34.6%	27.2%	11.8%	6.7%	4.6%
				2008	5352	16.4%	34.4%	25.7%	11.2%	6.6%	5.7%
				.	.						
<i>37. The UI has a sincere interest in the well-being of faculty/staff</i>	<i>ComEmpWB</i>	0.51	0.4773	2006	3539	8.8%	36.2%	34.6%	12.3%	4.8%	3.2%
				2008	5787	11.2%	34.2%	31.0%	13.0%	6.3%	4.4%

**Comparison of Working at Iowa 2006 and 2008 Survey Responses -- P&S and MSE/C (N=5806)**

SURVEY ITEM	CATEGORY	TEST STATISTIC	p-value	survey	TOTAL N	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)	SOMEWHAT DISAGREE (%)	DISAGREE (%)	STRONGLY DISAGREE (%)
6. My supervisor provides me with clear work expectations	SupEff	0.20	0.6555	2006	3612	20.9%	35.9%	24.1%	10.3%	5.5%	3.3%
				2008	5789	22.2%	34.4%	24.5%	10.2%	5.0%	3.7%
38. The UI treats faculty/staff with respect	Coop/Coll	0.19	0.6593	2006	3543	9.6%	41.3%	32.5%	10.3%	4.1%	2.3%
				2008	5777	11.4%	39.2%	30.2%	11.5%	4.5%	3.2%
41. Being a member of University community inspires me to do my best work	Eng	0.15	0.6975	2006	3511	17.0%	38.3%	31.2%	8.5%	4.0%	1.1%
				2008	5741	18.1%	37.1%	29.1%	9.8%	4.3%	1.6%
13. Overall, I am satisfied with my work	OVERALL	0.08	0.7715	2006	3603	25.7%	43.6%	18.7%	6.4%	3.7%	1.9%
				2008	5787	24.6%	44.9%	19.5%	5.9%	3.2%	1.9%
29. We work collaboratively in my unit	Coop/Coll	0.06	0.8062	2006	3551	25.7%	37.0%	23.3%	8.0%	3.5%	2.5%
				2008	5761	26.8%	35.6%	21.7%	8.9%	4.2%	2.8%
40. Given the opportunity to be employed elsewhere, leaving the UI difficult for me	Eng	0.04	0.84	2006	3546	21.3%	29.6%	23.5%	12.8%	8.7%	4.1%
				2008	5761	22.3%	29.4%	22.2%	12.2%	8.7%	5.2%
9. I have the basic resources I need to do my work	ComEmpWB	0.03	0.8717	2006	3608	27.3%	49.2%	15.5%	5.1%	2.1%	0.8%
				2008	5794	28.6%	46.5%	15.8%	5.6%	2.3%	1.2%
1. I know what is expected of	Comm	0.00	0.9745	2006	3632	40.5%	43.0%	11.8%	2.9%	1.3%	0.5%

**Comparison of Working at Iowa 2006 and 2008 Survey Responses -- P&S and MSE/C (N=5806)**

<i>SURVEY ITEM</i>	<i>CATEGORY</i>	<i>TEST STATISTIC</i>	<i>p-value</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>
			.	2008	5804	41.0%	42.1%	11.8%	3.3%	1.3%	0.6%
			.	.	.	.	.	.	.	.	.