

Working at Iowa 2006 Survey - College of Liberal Arts and Sciences - P&S Responses (n=132)

Demographics of Survey Respondents

RACE	Frequency	Percent
White/Caucasian	115	89.84
Other race*	13	10.16

*African American, Asian, Hispanic, Native American, Multiracial

Frequency Missing = 4

AGE	Frequency	Percent
18-25	7	5.47
26-35	10	7.81
36-41	28	21.88
42-55	34	26.56
56-61	45	35.16
62+	4	3.13

Frequency Missing = 4

GENDER	Frequency	Percent
Female	85	66.93
Male	42	33.07

Frequency Missing = 5

Years of service	Frequency	Percent
<5	28	21.21
5-<10	29	21.97
10-15	25	18.94
16-<20	22	16.67
20+	28	21.21

**Working at Iowa 2006 Survey - College of Liberal Arts and Sciences - P&S Responses (n=132)
Responses to Survey Questions**

The estimates of percentage that agree (or disagree) have margin of error between ±1 to ±11 percentage points.

*Total N for each question varies because of NA/no responses, which were not included. Questions indicated by * which are the faculty specific questions had greater than 21% NA/no response. For all other questions, NA/no response was between 0% and 11%.*

CATEGORY=Engagement

SURVEY ITEM	TOTAL N	STRONGLY		SOMEWHAT		STRONGLY	
		AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
37. I understand how my job fits into the overall mission of the UI	129	27%	46%	19%	3%	3%	2%
49. I would not hesitate to recommend the UI to a friend seeking employment	128	29%	39%	23%	5%	2%	2%
29. Given opportunity, tell other people great things about working in my workplace	129	27%	34%	20%	11%	3%	5%
48. Being member of University community inspires me to do my best	128	20%	38%	23%	16%	2%	1%
47. Comparable opportunity to be employed elsewhere, leaving the UI difficult for me	128	25%	26%	20%	19%	8%	2%

CATEGORY=Cooperation/Collaboration

SURVEY ITEM	TOTAL N	STRONGLY		SOMEWHAT		STRONGLY	
		AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
44.* The UI treats faculty with respect	90	32%	51%	14%	2%	0%	0%
18.* Faculty are respected	103	38%	43%	14%	3%	2%	1%
31. We work collaboratively in my workplace	129	29%	36%	19%	9%	4%	2%
17. My opinions are valued	129	27%	36%	22%	8%	5%	2%
19. Staff are respected	128	22%	32%	24%	13%	6%	3%
45. The UI treats staff with respect	128	9%	37%	37%	12%	4%	2%

CATEGORY=Supervisory Effectiveness

SURVEY ITEM	TOTAL N	STRONGLY		SOMEWHAT		STRONGLY	
		AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
7. My supervisor values the work I do	131	43%	36%	13%	3%	3%	2%
26. Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq	121	37%	38%	13%	5%	3%	3%
30. I can speak openly about work related concerns with my supervisor	129	37%	31%	16%	9%	2%	5%
5. My supervisor acknowledges me for doing good work	132	36%	32%	19%	8%	4%	2%
21. Good performance is acknowledged	129	26%	37%	21%	10%	5%	2%
24. I am encouraged to participate in professional development	127	24%	29%	21%	13%	8%	5%
25. Workloads are distributed fairly	124	14%	37%	21%	15%	9%	4%
6. My supervisor provides me with clear work expectations	129	22%	28%	30%	8%	5%	7%
23. Work-related conflicts are managed constructively	122	12%	29%	25%	16%	7%	11%
22. Poor performance is managed appropriately	121	9%	25%	24%	25%	8%	9%

Working at Iowa 2006 Survey - College of Liberal Arts and Sciences - P&S Responses (n=132)
Responses to Survey Questions (continued)

The estimates of percentage that agree (or disagree) have margin of error between ± 1 to ± 11 percentage points.
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CATEGORY=Communication

SURVEY ITEM	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
		AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
1. I know what is expected of me in my job	132	43%	39%	9%	5%	2%	2%
2. I have the authority to make decisions	132	43%	36%	12%	3%	4%	2%
40.* The UI does a good job informing faculty of policy changes	70	20%	50%	19%	9%	3%	0%
15.* Faculty suggestions are encouraged	93	25%	45%	20%	5%	4%	0%
14. My workplace goals are clear	127	21%	46%	18%	6%	6%	3%
41. The UI does a good job informing staff of policy changes	129	14%	49%	19%	12%	6%	1%
16. Staff suggestions are encouraged	129	22%	40%	22%	9%	5%	2%
3. I feel included in decisions that are made about my job	132	27%	34%	20%	10%	6%	4%
4. I receive regular feedback about my work	132	23%	23%	30%	11%	6%	7%
12. Feedback at annual review helps me improve my performance	119	18%	29%	26%	15%	8%	4%
35. I am kept informed of our workplace budget status	127	20%	24%	17%	20%	9%	9%

CATEGORY=Confidence Leadership Vision

SURVEY ITEM	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
		AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
53. Overall, I think the UI is moving in a positive direction	127	8%	37%	39%	12%	2%	2%
50. I am confident there is a clear plan to strengthen the UI	126	9%	21%	34%	24%	7%	5%

CATEGORY=Commitment Employee Well-Being

SURVEY ITEM	TOTAL N	STRONGLY	AGREE	SOMEWHAT	SOMEWHAT	DISAGREE	STRONGLY
		AGREE (%)	AGREE (%)	AGREE (%)	DISAGREE (%)	DISAGREE (%)	DISAGREE (%)
9. I have the basic resources I need to do my job	131	31%	50%	14%	4%	1%	1%
42.* The UI has a sincere interest in the well-being of faculty	83	29%	47%	18%	5%	1%	0%
33.* My workplace provides support help faculty balance work/personal responsibilities	68	28%	47%	16%	6%	0%	3%
38.* The UI does a good job recognizing the accomplishments of faculty	91	29%	43%	25%	2%	0%	1%
27. Can go to someone to discuss inappropriate behavior w/o fear neg conseq	117	26%	42%	23%	5%	2%	2%
32. My workplace has flexibility allow me to participate in UI sponsored committees	118	26%	41%	19%	7%	7%	1%
51.* The UI makes a strong effort to attract faculty from diverse backgrounds	88	22%	41%	27%	6%	5%	0%
20. There are resources in my workplace to help build my job skills	128	21%	35%	22%	17%	4%	1%
34. My workplace provides support help staff balance work/personal responsibilities	128	23%	33%	25%	11%	5%	3%
11. My workload is reasonable	130	15%	39%	22%	12%	8%	5%
39. The UI does a good job recognizing the accomplishments of staff	129	12%	30%	33%	12%	7%	5%
43. The UI has a sincere interest in the well-being of staff	128	9%	30%	35%	16%	5%	4%
46. There are opportunities for promotion within the UI	126	12%	26%	34%	17%	6%	4%
52. The UI makes strong effort to attract staff from diverse backgrounds	121	8%	26%	40%	13%	8%	3%

Working at Iowa 2006 Survey - College of Liberal Arts and Sciences - P&S Responses (n=132)
Responses to Survey Questions (continued)

The estimates of percentage that agree (or disagree) have margin of error between ± 1 to ± 11 percentage points.
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CATEGORY=Customer Focus

SURVEY ITEM	TOTAL N	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)	SOMEWHAT DISAGREE (%)	DISAGREE (%)	STRONGLY DISAGREE (%)
28. My workplace has a strong focus on providing excellent service	127	34%	43%	12%	8%	3%	0%

CATEGORY=Flexibility

SURVEY ITEM	TOTAL N	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)	SOMEWHAT DISAGREE (%)	DISAGREE (%)	STRONGLY DISAGREE (%)
8. I look for more effective ways to do my work	130	53%	41%	6%	0%	0%	0%
10. I see the value in changes I am asked to make	124	29%	40%	23%	5%	3%	0%

CATEGORY=OVERALL

SURVEY ITEM	TOTAL N	STRONGLY AGREE (%)	AGREE (%)	SOMEWHAT AGREE (%)	SOMEWHAT DISAGREE (%)	DISAGREE (%)	STRONGLY DISAGREE (%)
13. Overall, I am satisfied with my job	131	34%	37%	17%	11%	1%	2%
36. Overall, I think my workplace is moving in a positive direction	127	20%	34%	27%	8%	8%	3%

Working at Iowa 2006 Survey - College of Liberal Arts and Sciences - P&S Responses (n=132)
Responses to Survey Questions - Sorted by Percent Disagree

The estimates of percentage that agree (or disagree) have margin of error between ±1 to ±11 percentage points.

Total N for each question varies because of NA/no responses, which were not included. Questions indicated by * which are the faculty specific questions had greater than 21% NA/no response. For all other questions, NA/no response was between 0% and 11%.

CATEGORY	SURVEY ITEM	DISAGREE TOTAL (%)	STRONGLY DISAGREE (%)	DISAGREE (%)	SOMEWHAT DISAGREE (%)
Supervisory Effectiveness	22. Poor performance is managed appropriately	42%	9.1%	8.3%	24.8%
Communication	35. I am kept informed of our workplace budget status	39%	9.4%	9.4%	20.5%
Confidence Leadership Vision	50. I am confident there is a clear plan to strengthen the UI	36%	4.8%	7.1%	23.8%
Supervisory Effectiveness	23. Work-related conflicts are managed constructively	34%	10.7%	6.6%	16.4%
Engagement	47. Comparable opportunity to be employed elsewhere, leaving the UI difficult for me	29%	2.3%	7.8%	18.8%
Supervisory Effectiveness	25. Workloads are distributed fairly	28%	4.0%	8.9%	15.3%
Commitment Employee Well-Being	46. There are opportunities for promotion within the UI	28%	4.0%	6.3%	17.5%
Communication	12. Feedback at annual review helps me improve my performance	28%	4.2%	8.4%	15.1%
Commitment Employee Well-Being	43. The UI has a sincere interest in the well-being of staff	26%	3.9%	5.5%	16.4%
Supervisory Effectiveness	24. I am encouraged to participate in professional development	25%	4.7%	7.9%	12.6%
Commitment Employee Well-Being	39. The UI does a good job recognizing the accomplishments of staff	25%	5.4%	7.0%	12.4%
Commitment Employee Well-Being	52. The UI makes strong effort to attract staff from diverse backgrounds	25%	3.3%	8.3%	13.2%
Commitment Employee Well-Being	11. My workload is reasonable	24%	4.6%	7.7%	11.5%
Communication	4. I receive regular feedback about my work	23%	6.8%	6.1%	10.6%
Cooperation/Collaboration	19. Staff are respected	22%	3.1%	6.3%	12.5%
Commitment Employee Well-Being	20. There are resources in my workplace to help build my job skills	22%	0.8%	3.9%	17.2%
Communication	3. I feel included in decisions that are made about my job	20%	3.8%	6.1%	9.8%
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	19%	7.0%	4.7%	7.8%
OVERALL	36. Overall, I think my workplace is moving in a positive direction	19%	3.1%	7.9%	7.9%
Commitment Employee Well-Being	34. My workplace provides support help staff balance work/personal responsibilities	19%	3.1%	4.7%	10.9%
Engagement	29. Given opportunity, tell other people great things about working in my workplace	19%	4.7%	3.1%	10.9%
Communication	41. The UI does a good job informing staff of policy changes	19%	0.8%	6.2%	11.6%
Engagement	48. Being member of University community inspires me to do my best	18%	0.8%	1.6%	15.6%
Cooperation/Collaboration	45. The UI treats staff with respect	17%	1.6%	3.9%	11.7%
Supervisory Effectiveness	30. I can speak openly about work related concerns with my supervisor	16%	5.4%	2.3%	8.5%
Supervisory Effectiveness	21. Good performance is acknowledged	16%	1.6%	4.7%	10.1%
Communication	16. Staff suggestions are encouraged	16%	2.3%	5.4%	8.5%
Confidence Leadership Vision	53. Overall, I think the UI is moving in a positive direction	16%	1.6%	2.4%	11.8%
Cooperation/Collaboration	31. We work collaboratively in my workplace	16%	2.3%	3.9%	9.3%
Commitment Employee Well-Being	32. My workplace has flexibility allow me to participate in UI sponsored committees	14%	0.8%	6.8%	6.8%
Communication	14. My workplace goals are clear	14%	3.1%	5.5%	5.5%
Cooperation/Collaboration	17. My opinions are valued	14%	1.6%	4.7%	7.8%
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	14%	2.3%	3.8%	7.6%
OVERALL	13. Overall, I am satisfied with my job	13%	1.5%	0.8%	10.7%
Supervisory Effectiveness	26. Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq	12%	3.3%	3.3%	5.0%
Communication	40.* The UI does a good job informing faculty of policy changes	11%	0.0%	2.9%	8.6%
Customer Focus	28. My workplace has a strong focus on providing excellent service	11%	0.0%	3.1%	7.9%
Commitment Employee Well-Being	51.* The UI makes a strong effort to attract faculty from diverse backgrounds	10%	0.0%	4.5%	5.7%
Communication	15.* Faculty suggestions are encouraged	10%	0.0%	4.3%	5.4%
Communication	1. I know what is expected of me in my job	9%	1.5%	2.3%	5.3%
Commitment Employee Well-Being	33.* My workplace provides support help faculty balance work/personal responsibilities	9%	2.9%	0.0%	5.9%
Engagement	49. I would not hesitate to recommend the UI to a friend seeking employment	9%	1.6%	1.6%	5.5%
Commitment Employee Well-Being	27. Can go to someone to discuss inappropriate behavior w/o fear neg conseq	9%	1.7%	1.7%	5.1%
Supervisory Effectiveness	7. My supervisor values the work I do	8%	2.3%	3.1%	3.1%

Working at Iowa 2006 Survey - College of Liberal Arts and Sciences - P&S Responses (n=132)
Responses to Survey Questions - Sorted by Percent Disagree (continued)
(range of scores is between 1=Strongly Disagree and 6=Strongly Agree)

The estimates of percentage that agree (or disagree) have margin of error between ± 1 to ± 11 percentage points.

*Total N for each question varies because of NA/no responses, which were not included. Questions indicated by * which are the faculty specific questions had greater than 21% NA/no response. For all other questions, NA/no response was between 0% and 11%.*

CATEGORY	SURVEY ITEM	DISAGREE TOTAL (%)	STRONGLY DISAGREE (%)	SOMEWHAT DISAGREE (%)	SOMEWHAT DISAGREE (%)
Communication	2. I have the authority to make decisions	8%	1.5%	3.8%	3.0%
Flexibility	10. I see the value in changes I am asked to make	8%	0.0%	3.2%	4.8%
Engagement	37. I understand how my job fits into the overall mission of the UI	8%	1.6%	3.1%	3.1%
Commitment Employee Well-Being	42.* The UI has a sincere interest in the well-being of faculty	6%	0.0%	1.2%	4.8%
Cooperation/Collaboration	18.* Faculty are respected	6%	1.0%	1.9%	2.9%
Commitment Employee Well-Being	9. I have the basic resources I need to do my job	5%	0.8%	0.8%	3.8%
Commitment Employee Well-Being	38.* The UI does a good job recognizing the accomplishments of faculty	3%	1.1%	0.0%	2.2%
Cooperation/Collaboration	44.* The UI treats faculty with respect	2%	0.0%	0.0%	2.2%
Flexibility	8. I look for more effective ways to do my work	0%	0.0%	0.0%	0.0%

**Working at Iowa 2006 Survey - College of Liberal Arts and Sciences - P&S Responses (n=132)
Responses to Survey Questions - Sorted by Percent Strongly Disagree/Disagree**

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CATEGORY	SURVEY ITEM	STRONGLY DISAGREE + DISAGREE (%)	STRONGLY DISAGREE (%)	DISAGREE (%)
Communication	35. I am kept informed of our workplace budget status	19%	9.4%	9.4%
Supervisory Effectiveness	22. Poor performance is managed appropriately	17%	9.1%	8.3%
Supervisory Effectiveness	23. Work-related conflicts are managed constructively	17%	10.7%	6.6%
Supervisory Effectiveness	25. Workloads are distributed fairly	13%	4.0%	8.9%
Communication	4. I receive regular feedback about my work	13%	6.8%	6.1%
Communication	12. Feedback at annual review helps me improve my performance	13%	4.2%	8.4%
Supervisory Effectiveness	24. I am encouraged to participate in professional development	13%	4.7%	7.9%
Commitment Employee Well-Being	39. The UI does a good job recognizing the accomplishments of staff	12%	5.4%	7.0%
Commitment Employee Well-Being	11. My workload is reasonable	12%	4.6%	7.7%
Confidence Leadership Vision	50. I am confident there is a clear plan to strengthen the UI	12%	4.8%	7.1%
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	12%	7.0%	4.7%
Commitment Employee Well-Being	52. The UI makes strong effort to attract staff from diverse backgrounds	12%	3.3%	8.3%
OVERALL	36. Overall, I think my workplace is moving in a positive direction	11%	3.1%	7.9%
Commitment Employee Well-Being	46. There are opportunities for promotion within the UI	10%	4.0%	6.3%
Engagement	47. Comparable opportunity to be employed elsewhere, leaving the UI difficult for me	10%	2.3%	7.8%
Communication	3. I feel included in decisions that are made about my job	10%	3.8%	6.1%
Commitment Employee Well-Being	43. The UI has a sincere interest in the well-being of staff	9%	3.9%	5.5%
Cooperation/Collaboration	19. Staff are respected	9%	3.1%	6.3%
Communication	14. My workplace goals are clear	9%	3.1%	5.5%
Commitment Employee Well-Being	34. My workplace provides support help staff balance work/personal responsibilities	8%	3.1%	4.7%
Engagement	29. Given opportunity, tell other people great things about working in my workplace	8%	4.7%	3.1%
Supervisory Effectiveness	30. I can speak openly about work related concerns with my supervisor	8%	5.4%	2.3%
Communication	16. Staff suggestions are encouraged	8%	2.3%	5.4%
Commitment Employee Well-Being	32. My workplace has flexibility allow me to participate in UI sponsored committees	8%	0.8%	6.8%
Communication	41. The UI does a good job informing staff of policy changes	7%	0.8%	6.2%
Supervisory Effectiveness	26. Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq	7%	3.3%	3.3%
Supervisory Effectiveness	21. Good performance is acknowledged	6%	1.6%	4.7%
Cooperation/Collaboration	31. We work collaboratively in my workplace	6%	2.3%	3.9%
Cooperation/Collaboration	17. My opinions are valued	6%	1.6%	4.7%
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	6%	2.3%	3.8%
Cooperation/Collaboration	45. The UI treats staff with respect	5%	1.6%	3.9%
Supervisory Effectiveness	7. My supervisor values the work I do	5%	2.3%	3.1%
Communication	2. I have the authority to make decisions	5%	1.5%	3.8%
Commitment Employee Well-Being	20. There are resources in my workplace to help build my job skills	5%	0.8%	3.9%
Engagement	37. I understand how my job fits into the overall mission of the UI	5%	1.6%	3.1%
Commitment Employee Well-Being	51.* The UI makes a strong effort to attract faculty from diverse backgrounds	5%	0.0%	4.5%
Communication	15.* Faculty suggestions are encouraged	4%	0.0%	4.3%
Confidence Leadership Vision	53. Overall, I think the UI is moving in a positive direction	4%	1.6%	2.4%
Communication	1. I know what is expected of me in my job	4%	1.5%	2.3%
Commitment Employee Well-Being	27. Can go to someone to discuss inappropriate behavior w/o fear neg conseq	3%	1.7%	1.7%
Flexibility	10. I see the value in changes I am asked to make	3%	0.0%	3.2%
Customer Focus	28. My workplace has a strong focus on providing excellent service	3%	0.0%	3.1%
Engagement	49. I would not hesitate to recommend the UI to a friend seeking employment	3%	1.6%	1.6%
Commitment Employee Well-Being	33.* My workplace provides support help faculty balance work/personal responsibilities	3%	2.9%	0.0%

Working at Iowa 2006 Survey - College of Liberal Arts and Sciences - P&S Responses (n=132)
Responses to Survey Questions - Sorted by Percent Strongly Disagree/Disagree (continued)

The estimates of percentage that agree (or disagree) have margin of error between ± 1 to ± 11 percentage points.

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CATEGORY	SURVEY ITEM	STRONGLY DISAGREE + DISAGREE (%)	STRONGLY DISAGREE (%)	DISAGREE (%)
Cooperation/Collaboration	18.* Faculty are respected	3%	1.0%	1.9%
Communication	40.* The UI does a good job informing faculty of policy changes	3%	0.0%	2.9%
Engagement	48. Being member of University community inspires me to do my best	2%	0.8%	1.6%
OVERALL	13. Overall, I am satisfied with my job	2%	1.5%	0.8%
Commitment Employee Well-Being	9. I have the basic resources I need to do my job	2%	0.8%	0.8%
Commitment Employee Well-Being	42.* The UI has a sincere interest in the well-being of faculty	1%	0.0%	1.2%
Commitment Employee Well-Being	38.* The UI does a good job recognizing the accomplishments of faculty	1%	1.1%	0.0%
Cooperation/Collaboration	44.* The UI treats faculty with respect	0%	0.0%	0.0%
Flexibility	8. I look for more effective ways to do my work	0%	0.0%	0.0%

**Working at Iowa 2006 Survey - College of Liberal Arts and Sciences - P&S Responses (n=132)
Responses to Survey Questions - Sorted by Percent Strongly Agree/Agree**

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CATEGORY	SURVEY ITEM	STRONGLY AGREE + AGREE (%)	STRONGLY AGREE (%)	AGREE (%)
Flexibility	8. I look for more effective ways to do my work	94%	53.1%	40.8%
Cooperation/Collaboration	44.* The UI treats faculty with respect	83%	32.2%	51.1%
Communication	1. I know what is expected of me in my job	82%	43.2%	38.6%
Commitment Employee Well-Being	9. I have the basic resources I need to do my job	81%	31.3%	49.6%
Cooperation/Collaboration	18.* Faculty are respected	81%	37.9%	42.7%
Communication	2. I have the authority to make decisions	80%	43.2%	36.4%
Supervisory Effectiveness	7. My supervisor values the work I do	79%	42.7%	35.9%
Customer Focus	28. My workplace has a strong focus on providing excellent service	77%	33.9%	43.3%
Commitment Employee Well-Being	42.* The UI has a sincere interest in the well-being of faculty	76%	28.9%	47.0%
Supervisory Effectiveness	26. Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq	75%	37.2%	38.0%
Commitment Employee Well-Being	33.* My workplace provides support help faculty balance work/personal responsibilities	75%	27.9%	47.1%
Engagement	37. I understand how my job fits into the overall mission of the UI	73%	27.1%	45.7%
Commitment Employee Well-Being	38.* The UI does a good job recognizing the accomplishments of faculty	71%	28.6%	42.9%
OVERALL	13. Overall, I am satisfied with my job	70%	33.6%	36.6%
Communication	40.* The UI does a good job informing faculty of policy changes	70%	20.0%	50.0%
Communication	15.* Faculty suggestions are encouraged	70%	24.7%	45.2%
Flexibility	10. I see the value in changes I am asked to make	69%	29.0%	39.5%
Commitment Employee Well-Being	27. Can go to someone to discuss inappropriate behavior w/o fear neg conseq	68%	26.5%	41.9%
Supervisory Effectiveness	30. I can speak openly about work related concerns with my supervisor	68%	37.2%	31.0%
Engagement	49. I would not hesitate to recommend the UI to a friend seeking employment	68%	28.9%	39.1%
Communication	14. My workplace goals are clear	68%	21.3%	46.5%
Supervisory Effectiveness	5. My supervisor acknowledges me for doing good work	67%	35.6%	31.8%
Commitment Employee Well-Being	32. My workplace has flexibility allow me to participate in UI sponsored committees	67%	26.3%	40.7%
Cooperation/Collaboration	31. We work collaboratively in my workplace	66%	29.5%	36.4%
Cooperation/Collaboration	17. My opinions are valued	64%	27.1%	36.4%
Communication	41. The UI does a good job informing staff of policy changes	63%	14.0%	48.8%
Supervisory Effectiveness	21. Good performance is acknowledged	63%	25.6%	37.2%
Commitment Employee Well-Being	51.* The UI makes a strong effort to attract faculty from diverse backgrounds	63%	21.6%	40.9%
Communication	16. Staff suggestions are encouraged	62%	21.7%	40.3%
Engagement	29. Given opportunity, tell other people great things about working in my workplace	61%	27.1%	34.1%
Communication	3. I feel included in decisions that are made about my job	61%	26.5%	34.1%
Engagement	48. Being member of University community inspires me to do my best	59%	20.3%	38.3%
Commitment Employee Well-Being	34. My workplace provides support help staff balance work/personal responsibilities	56%	23.4%	32.8%
Commitment Employee Well-Being	20. There are resources in my workplace to help build my job skills	56%	21.1%	35.2%
OVERALL	36. Overall, I think my workplace is moving in a positive direction	54%	20.5%	33.9%
Cooperation/Collaboration	19. Staff are respected	54%	21.9%	32.0%
Commitment Employee Well-Being	11. My workload is reasonable	54%	14.6%	39.2%
Supervisory Effectiveness	24. I am encouraged to participate in professional development	54%	24.4%	29.1%
Supervisory Effectiveness	25. Workloads are distributed fairly	51%	13.7%	37.1%
Engagement	47. Comparable opportunity to be employed elsewhere, leaving the UI difficult for me	51%	25.0%	25.8%
Supervisory Effectiveness	6. My supervisor provides me with clear work expectations	50%	22.5%	27.9%
Communication	4. I receive regular feedback about my work	47%	23.5%	23.5%
Communication	12. Feedback at annual review helps me improve my performance	46%	17.6%	28.6%
Cooperation/Collaboration	45. The UI treats staff with respect	46%	9.4%	36.7%

Working at Iowa 2006 Survey - College of Liberal Arts and Sciences - P&S Responses (n=132)
Responses to Survey Questions - Sorted by Percent Strongly Agree/Agree (continued)

The estimates of percentage that agree (or disagree) have margin of error between ± 1 to ± 11 percentage points.
*Total N for each question varies because of NA/no responses, which were not included. Questions indicated by * which are the faculty specific questions had greater than 21% NA/no response. For all other questions, NA/no response was between 0% and 11%.*

CATEGORY	SURVEY ITEM	STRONGLY + AGREE (%)	AGREE STRONGLY AGREE (%)	AGREE (%)
Confidence Leadership Vision	53. Overall, I think the UI is moving in a positive direction	45%	7.9%	37.0%
Communication	35. I am kept informed of our workplace budget status	43%	19.7%	23.6%
Commitment Employee Well-Being	39. The UI does a good job recognizing the accomplishments of staff	42%	11.6%	30.2%
Supervisory Effectiveness	23. Work-related conflicts are managed constructively	41%	12.3%	28.7%
Commitment Employee Well-Being	43. The UI has a sincere interest in the well-being of staff	39%	8.6%	30.5%
Commitment Employee Well-Being	46. There are opportunities for promotion within the UI	38%	11.9%	26.2%
Commitment Employee Well-Being	52. The UI makes strong effort to attract staff from diverse backgrounds	35%	8.3%	26.4%
Supervisory Effectiveness	22. Poor performance is managed appropriately	34%	9.1%	24.8%
Confidence Leadership Vision	50. I am confident there is a clear plan to strengthen the UI	30%	8.7%	21.4%

Working at Iowa 2006 Survey - College of Liberal Arts and Sciences - P&S Responses (n=132)
Responses to Survey Questions - Sorted by Mean Score
(range of scores is between 1=Strongly Disagree and 6=Strongly Agree)

Total N for each question varies because of NA/no responses, which were not included. Questions indicated by * which are the faculty specific questions had greater than 21% NA/no response. For all other questions, NA/no response was between 0% and 11%.

C A T E G O R Y	q u e s t i o n		n	m	s	d	p e r c e n t	p e r c e n t
Flexibility	8.	I look for more effective ways to do my work	130	5.5	0.6	6.0	5.0	6.0
Cooperation/Collaboration	44.*	The UI treats faculty with respect	90	5.1	0.7	5.0	5.0	6.0
Communication	1.	I know what is expected of me in my job	132	5.1	1.1	5.0	5.0	6.0
Cooperation/Collaboration	18.*	Faculty are respected	103	5.1	1.0	5.0	5.0	6.0
Communication	2.	I have the authority to make decisions	132	5.1	1.1	5.0	5.0	6.0
Supervisory Effectiveness	7.	My supervisor values the work I do	131	5.1	1.2	5.0	5.0	6.0
Commitment Employee Well-Being	9.	I have the basic resources I need to do my job	131	5.0	0.9	5.0	5.0	6.0
Commitment Employee Well-Being	42.*	The UI has a sincere interest in the well-being of faculty	83	5.0	0.9	5.0	5.0	6.0
Customer Focus	28.	My workplace has a strong focus on providing excellent service	127	5.0	1.0	5.0	5.0	6.0
Commitment Employee Well-Being	38.*	The UI does a good job recognizing the accomplishments of faculty	91	4.9	0.9	5.0	4.0	6.0
Supervisory Effectiveness	26.	Can go to supervisor to discuss inappropriate behavior w/o fear neg conseq	121	4.9	1.2	5.0	5.0	6.0
Commitment Employee Well-Being	33.*	My workplace provides support help faculty balance work/personal responsibilities	68	4.9	1.1	5.0	4.5	6.0
OVERALL	13.	Overall, I am satisfied with my job	131	4.9	1.1	5.0	4.0	6.0
Flexibility	10.	I see the value in changes I am asked to make	124	4.9	1.0	5.0	4.0	6.0
Engagement	37.	I understand how my job fits into the overall mission of the UI	129	4.9	1.1	5.0	4.0	6.0
Engagement	49.	I would not hesitate to recommend the UI to a friend seeking employment	128	4.8	1.1	5.0	4.0	6.0
Commitment Employee Well-Being	27.	Can go to someone to discuss inappropriate behavior w/o fear neg conseq	117	4.8	1.0	5.0	4.0	6.0
Supervisory Effectiveness	5.	My supervisor acknowledges me for doing good work	132	4.8	1.2	5.0	4.0	6.0
Communication	15.*	Faculty suggestions are encouraged	93	4.8	1.0	5.0	4.0	5.0
Supervisory Effectiveness	30.	I can speak openly about work related concerns with my supervisor	129	4.8	1.4	5.0	4.0	6.0
Communication	40.*	The UI does a good job informing faculty of policy changes	70	4.8	1.0	5.0	4.0	5.0
Cooperation/Collaboration	31.	We work collaboratively in my workplace	129	4.7	1.2	5.0	4.0	6.0
Commitment Employee Well-Being	32.	My workplace has flexibility allow me to participate in UI sponsored committees	118	4.7	1.2	5.0	4.0	6.0
Commitment Employee Well-Being	51.*	The UI makes a strong effort to attract faculty from diverse backgrounds	88	4.7	1.0	5.0	4.0	5.0
Cooperation/Collaboration	17.	My opinions are valued	129	4.7	1.2	5.0	4.0	6.0
Supervisory Effectiveness	21.	Good performance is acknowledged	129	4.6	1.2	5.0	4.0	6.0
Communication	14.	My workplace goals are clear	127	4.6	1.2	5.0	4.0	5.0
Engagement	48.	Being member of University community inspires me to do my best	128	4.6	1.1	5.0	4.0	5.0
Engagement	29.	Given opportunity, tell other people great things about working in my workplace	129	4.6	1.3	5.0	4.0	6.0
Communication	16.	Staff suggestions are encouraged	129	4.6	1.2	5.0	4.0	5.0
Communication	3.	I feel included in decisions that are made about my job	132	4.5	1.3	5.0	4.0	6.0
Communication	41.	The UI does a good job informing staff of policy changes	129	4.5	1.1	5.0	4.0	5.0
Commitment Employee Well-Being	20.	There are resources in my workplace to help build my job skills	128	4.5	1.2	5.0	4.0	5.0
Commitment Employee Well-Being	34.	My workplace provides support help staff balance work/personal responsibilities	128	4.5	1.3	5.0	4.0	5.0
OVERALL	36.	Overall, I think my workplace is moving in a positive direction	127	4.4	1.3	5.0	4.0	5.0

Working at Iowa 2006 Survey - College of Liberal Arts and Sciences - P&S Responses (n=132)
Responses to Survey Questions - Sorted by Mean Score (continued)
(range of scores is between 1=Strongly Disagree and 6=Strongly Agree)

Total N for each question varies because of NA/no responses, which were not included. Questions indicated by * which are the faculty specific questions had greater than 21% NA/no response. For all other questions, NA/no response was between 0% and 11%.

C A T E G O R Y	q u e s t i o n		n	m	s	d	a	p	p
								e	e
								r	r
								c	c
								e	e
								n	n
								m	t
								e	i
								d	l
								i	e
								a	2
								s	7
								a	5
								d	5
Cooperation/Collaboration	19.	Staff are respected	128	4.4	1.3	5.0	4.0	5.0	5.0
Supervisory Effectiveness	24.	I am encouraged to participate in professional development	127	4.4	1.4	5.0	3.0	5.0	5.0
Supervisory Effectiveness	6.	My supervisor provides me with clear work expectations	129	4.3	1.4	5.0	4.0	5.0	5.0
Engagement	47.	Comparable opportunity to be employed elsewhere, leaving the UI difficult for me	128	4.3	1.4	5.0	3.0	5.5	5.5
Confidence Leadership Vision	53.	Overall, I think the UI is moving in a positive direction	127	4.3	1.0	4.0	4.0	5.0	5.0
Cooperation/Collaboration	45.	The UI treats staff with respect	128	4.3	1.0	4.0	4.0	5.0	5.0
Commitment Employee Well-Being	11.	My workload is reasonable	130	4.3	1.3	5.0	4.0	5.0	5.0
Communication	4.	I receive regular feedback about my work	132	4.3	1.4	4.0	4.0	5.0	5.0
Supervisory Effectiveness	25.	Workloads are distributed fairly	124	4.2	1.3	5.0	3.0	5.0	5.0
Communication	12.	Feedback at annual review helps me improve my performance	119	4.2	1.4	4.0	3.0	5.0	5.0
Commitment Employee Well-Being	39.	The UI does a good job recognizing the accomplishments of staff	129	4.1	1.3	4.0	4.0	5.0	5.0
Commitment Employee Well-Being	43.	The UI has a sincere interest in the well-being of staff	128	4.1	1.2	4.0	3.0	5.0	5.0
Commitment Employee Well-Being	46.	There are opportunities for promotion within the UI	126	4.1	1.2	4.0	3.0	5.0	5.0
Commitment Employee Well-Being	52.	The UI makes strong effort to attract staff from diverse backgrounds	121	4.0	1.2	4.0	4.0	5.0	5.0
Communication	35.	I am kept informed of our workplace budget status	127	4.0	1.6	4.0	3.0	5.0	5.0
Supervisory Effectiveness	23.	Work-related conflicts are managed constructively	122	3.9	1.5	4.0	3.0	5.0	5.0
Confidence Leadership Vision	50.	I am confident there is a clear plan to strengthen the UI	126	3.9	1.2	4.0	3.0	5.0	5.0
Supervisory Effectiveness	22.	Poor performance is managed appropriately	121	3.7	1.4	4.0	3.0	5.0	5.0