Great Colleges to Work For Survey
Conducted Spring 2014

In 2012 and 2014, UVU contracted with ModernThink to participate in the “Great Colleges to Work For Survey.” UVU did this to (1) provide assessment for Core Theme Objectives, (2) evaluate the campus climate, (3) benchmark against other schools, and (4) identify key strengths and weaknesses. In this survey, employees indicated the extent to which they agreed with sixty different statements. Numbers below represent the percentage of employees who agreed or strongly agreed with each statement. 611 employees completed the survey and the margin of error is ±3%.

Overall
UVU’s average agreement for all survey statements is 64%, down slightly from 66% in 2012. Employees agreed the most with the following statements:
- UVU contributes to the community. (89%)
- UVU provides a safe and secure environment. (84%)
- I have a good relationship with my supervisor. (84%)

Employees agreed the least with the following:
- I am paid fairly for my work. (31%)
- My department has adequate faculty/staff. (37%)
- Our recognition programs are meaningful. (38%)

Core Themes and Admin. Imperatives
Several statements from this survey are attached to key indicators. The chart below presents the average agreement for statements attached to each indicator.

<table>
<thead>
<tr>
<th>Core Theme/ Administrative Imperative</th>
<th>UVU ’14</th>
<th>UVU ’12</th>
<th>Peers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Satisfaction</td>
<td>66%</td>
<td>69%</td>
<td>66%</td>
</tr>
<tr>
<td>Campus Climate Assessment</td>
<td>69%</td>
<td>72%</td>
<td>70%</td>
</tr>
<tr>
<td>Planning, Improvement, and Accountability</td>
<td>65%</td>
<td>67%</td>
<td>59%</td>
</tr>
<tr>
<td>Transparency, Collaboration, and Shared Governance</td>
<td>59%</td>
<td>60%</td>
<td>57%</td>
</tr>
</tbody>
</table>

UVU vs. Our Peers
Survey results included comparison figures for a group of our peer institutions who participated in the survey. UVU employees agreed with the following statements more than peer-group employees did:
- This institution’s culture is special. (69% vs. 56%)
- We discuss/debate issues respectfully. (60% vs. 51%)
- The institution is generally a great place to work. (78% vs. 70%)

UVU employees agreed with the following statements less than peer-group employees did:
- This institution sufficiently emphasizes having diverse employees. (66% vs. 77%)
- Promotions are based on ability. (46% vs. 56%)
- The role of faculty in shared governance is clearly stated. (52% vs. 60%)

2014 vs. 2012
Since the last time UVU participated in the Great Colleges survey, the only statement for which agreement has increased is that “The facilities meet my needs” (67% vs. 60%). On the other hand, agreement has decreased for several statements:
- Senior leadership models UVU values. (70% vs. 77%)
- UVU’s benefits meet my needs. (69% vs. 76%)
- I am proud to be part of UVU. (79% vs. 85%)
- I am recognized for my contributions. (48% vs. 54%)

Job Category Differences
The statements in the table below are those where the biggest differences between employee categories exist.

<table>
<thead>
<tr>
<th>Overall</th>
<th>Admin.</th>
<th>Faculty</th>
<th>Exempt</th>
<th>Non-Ex</th>
</tr>
</thead>
<tbody>
<tr>
<td>We can contribute to important decisions.</td>
<td>66%</td>
<td>79%</td>
<td>79%</td>
<td>66%</td>
</tr>
<tr>
<td>Promotions are based on ability.</td>
<td>46%</td>
<td>68%</td>
<td>54%</td>
<td>44%</td>
</tr>
<tr>
<td>I understand the requirements to advance my career.</td>
<td>63%</td>
<td>72%</td>
<td>77%</td>
<td>52%</td>
</tr>
<tr>
<td>We communicate openly about important issues.</td>
<td>63%</td>
<td>88%</td>
<td>59%</td>
<td>68%</td>
</tr>
<tr>
<td>Senior leadership is clear about UVU’s future.</td>
<td>64%</td>
<td>88%</td>
<td>65%</td>
<td>63%</td>
</tr>
</tbody>
</table>

Open-Ended Questions
The final two questions of the survey were completely open ended. The first such question asked employees what they appreciate most about working at UVU. The most popular responses were co-workers (23% mentioned), UVU’s focus on students (9%), schedule flexibility (9%) and teamwork/collaboration with other employees (9%).

The second open-ended question asked employees what would make UVU a better place to work. The most popular responses were a pay increase (30% mentioned), better communication (11%), better benefits (10%), and a more supportive work environment (9%).

For more information, visit [http://www.uvu.edu/iri/studies/facultystaff.html](http://www.uvu.edu/iri/studies/facultystaff.html) or contact Taylor Lovell at TLovell@uvu.edu.