

Employee Survey Spring 2021

Institutional Research conducted this email-based employee survey from April 21 to May 21, 2021. Of the 2,161 full-time employees who were invited to participate, we received responses from 1,426. The response rate is 66% and the margin of error is 1.5%.

Because faculty were simultaneously participating in their own survey, only the most important statements (Engagement and Communication) from this survey were presented to them. For more information, contact Taylor Lovell (TLovell@uvu.edu).

Key Findings

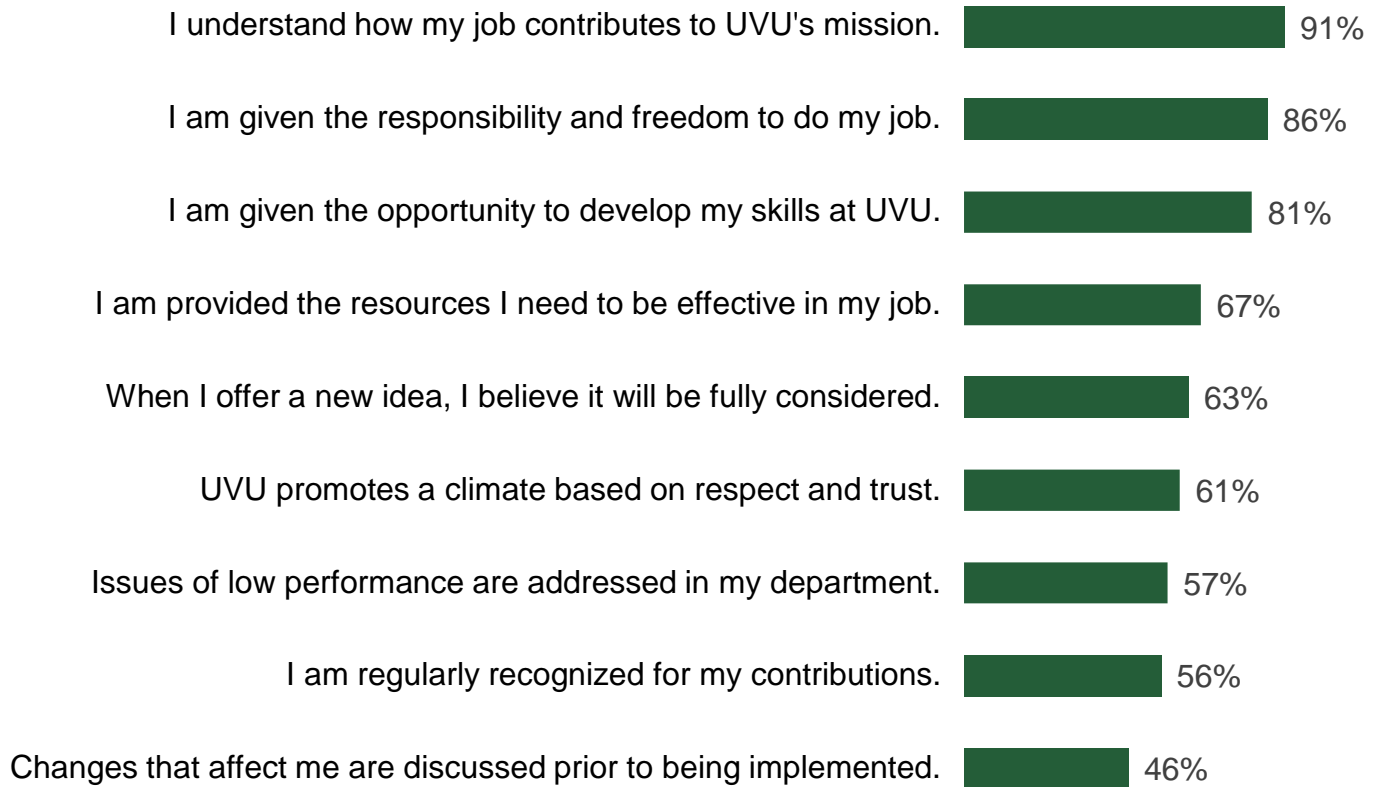
- Overall employee engagement is up slightly compared to previous years (68% average score in 2021, 63% in 2020).
- Employees are most satisfied with the communication they receive from their direct supervisors (80%) and least satisfied with the communication they receive from President and President's Council (55%).
- 49% of employees agree that UVU employees are treated with equal respect regardless of work position/seniority.
- 58% of employees agree that UVU employees are treated with equal respect regardless of years of service at UVU.
- The PACE events and activities that employees appreciate most are the Holiday Social (83%) and Wolverine Sightings (78%).

Table of Contents

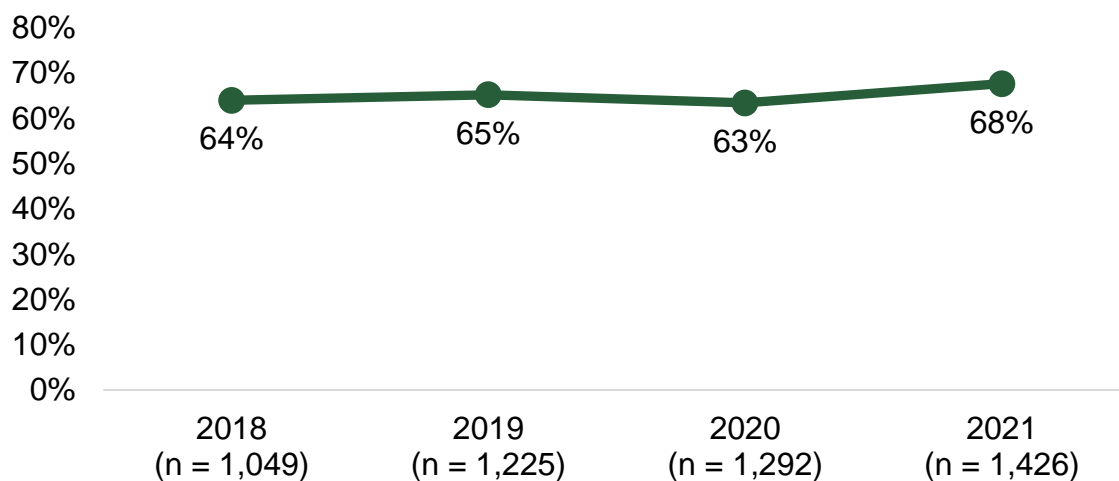
2. Engagement	11. Faculty and Non-Exempt
3. Communication and Campus Environment	12. Changes Since 2020
4. Supervisors and Administration	13. Appendix – Gender Comparison
5. Job Satisfaction	17. Appendix – Race/Ethnicity Comparison
6. Follow-up Questions	21. Appendix – Job Type Comparison
7. PACE	25. Appendix - Year-to-Year Comparison
8. Gender Comparison	26. Appendix – VP Comparison
9. Race/Ethnicity Comparison	30. Appendix – Academic College Comparison
10. Executives and Exempt Staff	

Engagement

Percentage of employees who Strongly Agreed or Agreed with each statement. (n = 1,426)

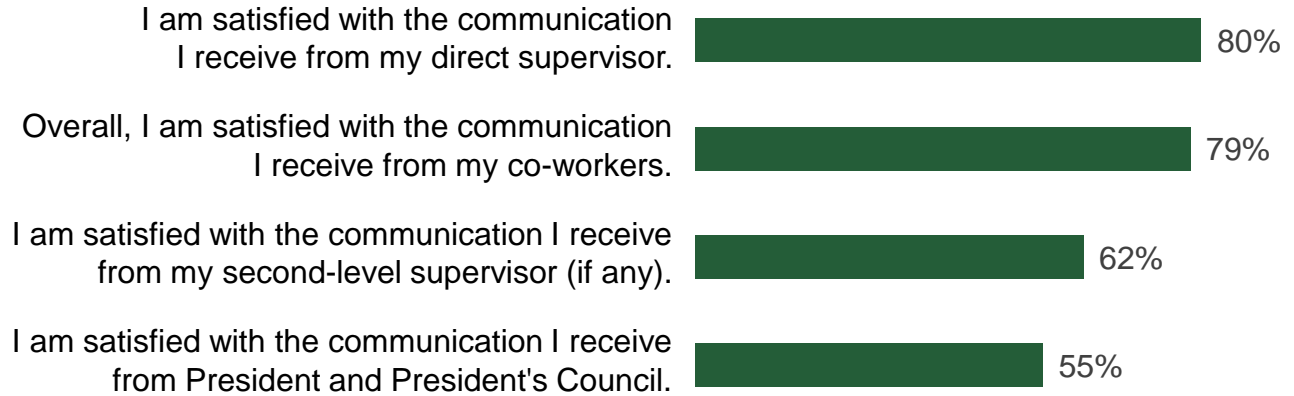


Trend of Average Engagement Score



Communication

Percentage of employees who Strongly Agreed or Agreed with each statement. (n = 1,426)



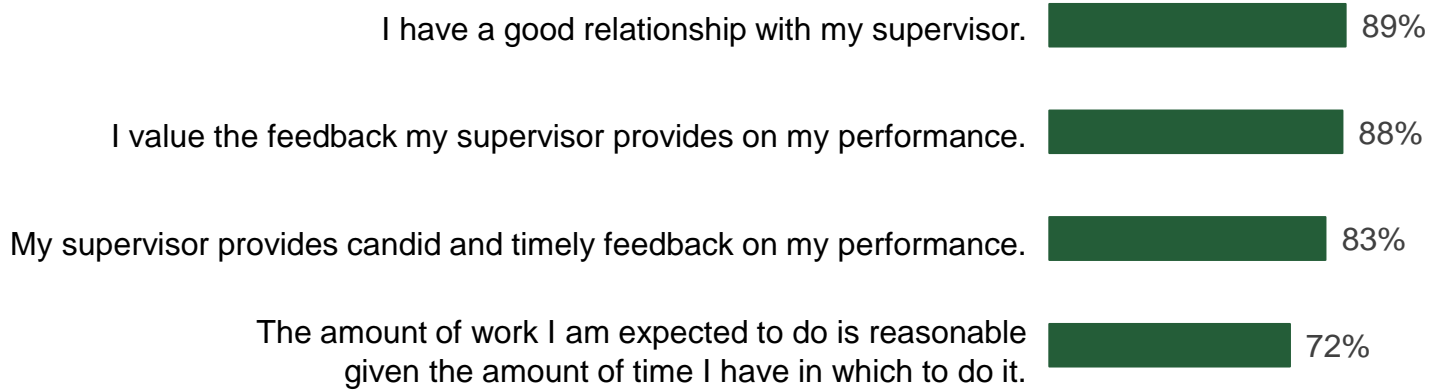
Campus Environment

Percentage of employees who Strongly Agreed or Agreed with each statement. Only asked of executives and staff. (n = 944)



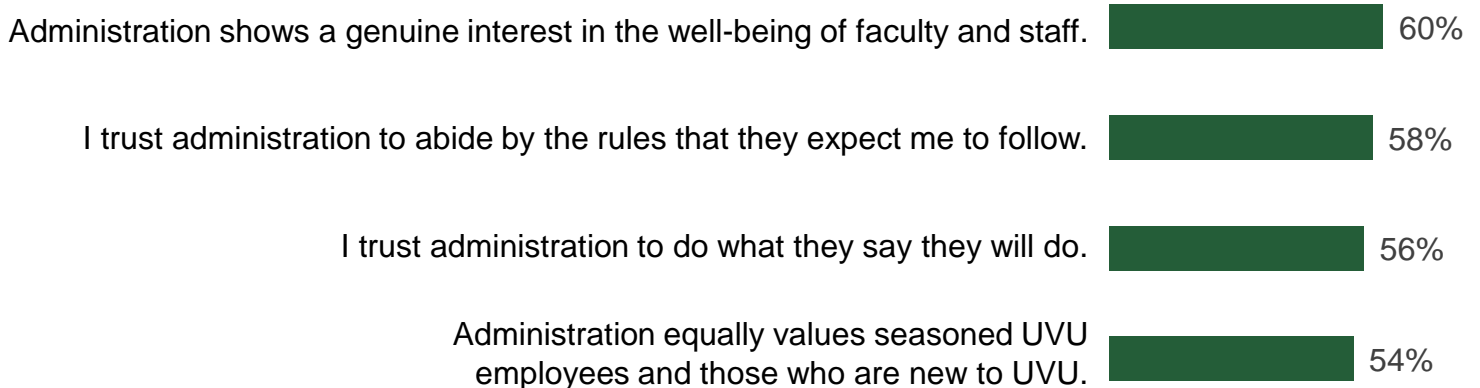
Supervisors

Percentage of employees who Strongly Agreed or Agreed with each statement. Only asked of executives and staff. (n = 944)



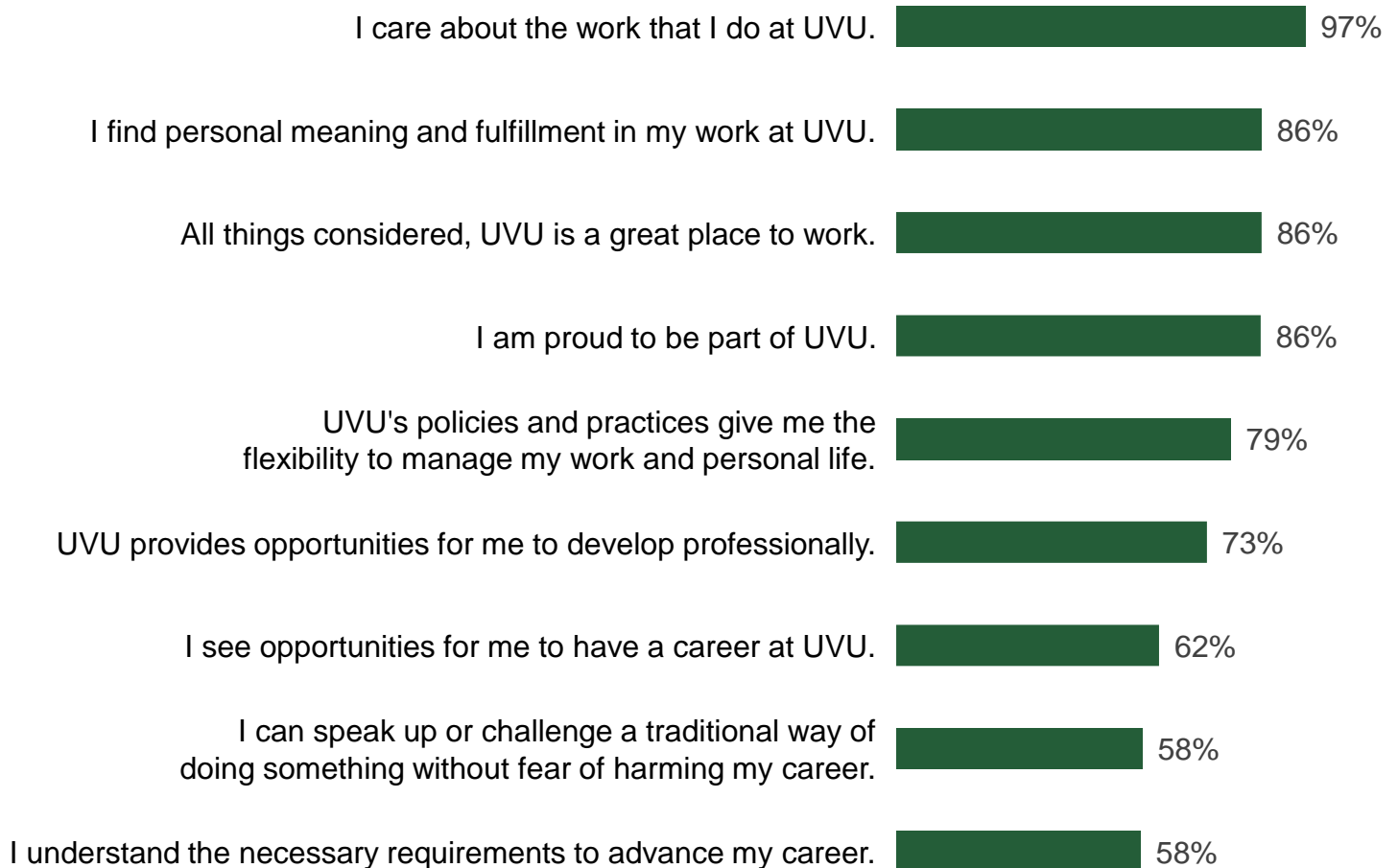
Administration

Percentage of employees who Strongly Agreed or Agreed with each statement. Only asked of executives and staff. (n = 944)



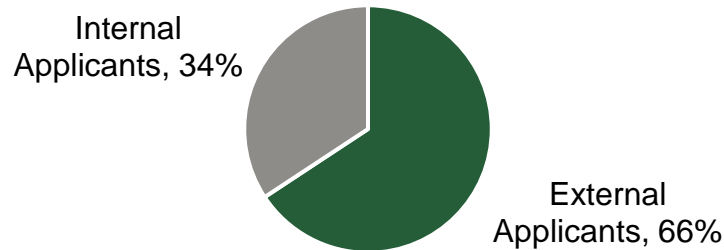
Job Satisfaction

Percentage of employees who Strongly Agreed or Agreed with each statement. Only asked of executives and staff. (n = 944)



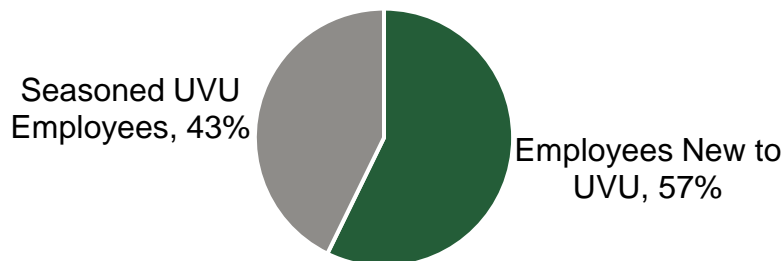
When considering candidates to fill a position, which group receives more favorable consideration?

Only asked of employees who Strongly Disagreed or Disagreed with "UVU equally values internal and external applicants." (See page 3. n = 143)



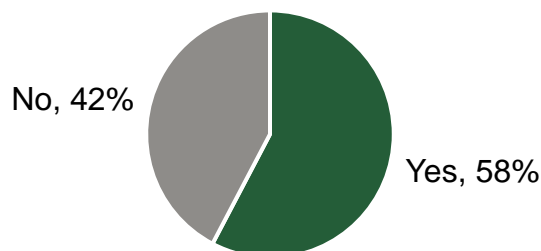
Which group would you say administration values more?

Only asked of employees who Strongly Disagreed or Disagreed with "Administration equally values seasoned UVU employees and those who are new to UVU." (See page 4. n = 159)



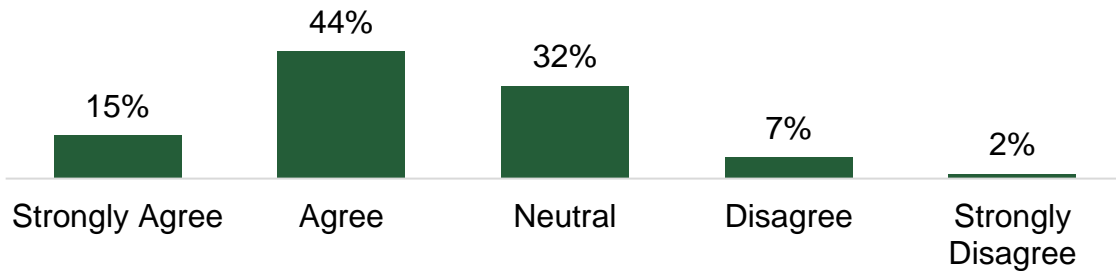
Is there anything that UVU could do to help you find personal meaning and fulfillment in your work?

Only asked of employees who Strongly Disagreed or Disagreed with "I find personal meaning and fulfillment in my work at UVU." (See page 5. n = 26)



I feel like PACE effectively represents my interests to UVU administration.

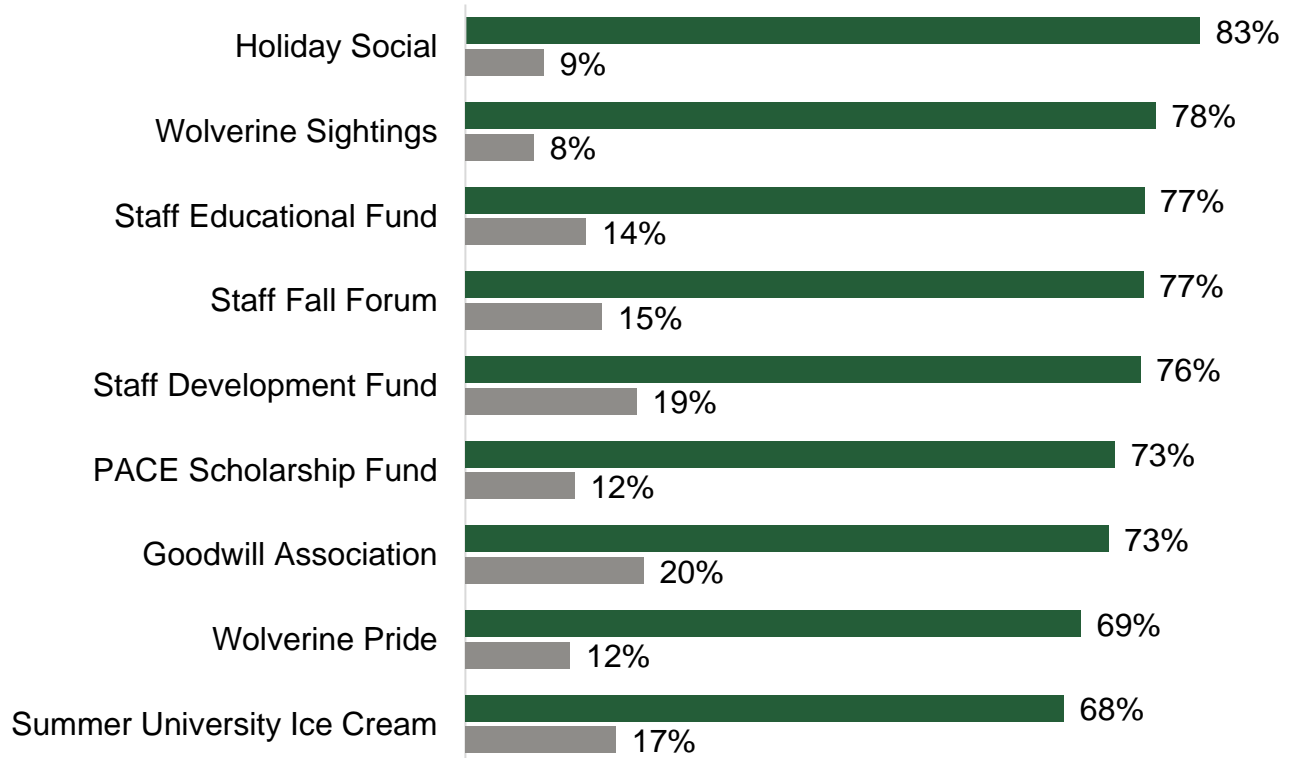
(n = 920)



How much to you appreciate these PACE events and activities.

(n = 912) *Employees who had not heard of an event or activity were excluded from this calculation.

■ Great/Moderate Appreciation* ■ Have Not Heard Of



Female Employees Agree More Than Male Employees

	Female (n = 526)	Male (n = 418)	Difference
I feel like PACE effectively represents my interests to UVU administration.	62%	55%	7
UVU provides opportunities for me to develop professionally.	76%	70%	6
I am satisfied with the communication I receive from President and President's Council.*	58%	53%	5
I understand the necessary requirements to advance my career.	60%	55%	5
I find personal meaning and fulfillment in my work at UVU.	88%	84%	4

**This statement was also asked of faculty.*

Male Employees Agree More Than Female Employees

	Male (n = 418)	Female (n = 526)	Difference
UVU employees are treated with equal respect regardless of their work position/seniority.	54%	45%	9
UVU places sufficient emphasis on having diverse faculty, administration, and staff.	73%	64%	9
UVU employees are treated with equal respect regardless of their years of service at UVU.	63%	55%	8
UVU has clear and effective procedures for dealing with discrimination.	75%	68%	7
I can speak up or challenge a traditional way of doing something without fear of harming my career.	62%	55%	7

Employees of Color Agree More Than White Employees

	EOC (n = 108)	White (n = 817)	Difference
I trust administration to abide by the rules that they expect me to follow.	66%	57%	9
Changes that affect me are discussed prior to being implemented.*	54%	45%	9
Administration equally values seasoned UVU employees and those who are new to UVU.	58%	53%	5
UVU provides opportunities for me to develop professionally.	77%	73%	4
UVU employees are treated with equal respect regardless of their work position/seniority.	52%	49%	3

**This statement was also asked of faculty.*

White Employees Agree More Than Employees of Color

	White (n = 817)	EOC (n = 108)	Difference
UVU places sufficient emphasis on having diverse faculty, administration, and staff.	71%	50%	21
At UVU, people are supportive of their colleagues regardless of their heritage or background.	81%	68%	13
UVU has clear and effective procedures for dealing with discrimination.	72%	63%	9
UVU policies and practices ensure fair treatment for faculty, administration, and staff.	66%	58%	8
I am regularly recognized for my contributions.*	56%	49%	7

**This statement was also asked of faculty.*

Biggest Differences Between Executives and All Employees

	Executives (n = 26)	All Employees (n = 944)	Difference
I trust administration to do what they say they will do.	88%	56%	32
Issues of low performance are addressed in my department.*	88%	57%	31
When I offer a new idea, I believe it will be fully considered.*	92%	63%	29
I trust administration to abide by the rules that they expect me to follow.	85%	58%	27
The amount of work I am expected to do is reasonable given the amount of time I have in which to do it.	50%	72%	-22

**These statements were also asked of faculty.*

Biggest Differences Between Exempt and All Employees

	Exempt (n = 577)	All Employees (n = 944)	Difference
Issues of low performance are addressed in my department.*	62%	57%	5
I find personal meaning and fulfillment in my work at UVU.	90%	86%	4
When I offer a new idea, I believe it will be fully considered.*	66%	63%	3
UVU places sufficient emphasis on having diverse faculty, administration, and staff.	65%	68%	-3
The amount of work I am expected to do is reasonable given the amount of time I have in which to do it.	69%	72%	-3

**These statements were also asked of faculty.*

Biggest Differences Between Faculty and All Employees

	Faculty (n = 475)	All Employees (n = 1,426)	Difference
I am given the opportunity to develop my skills at UVU.	84%	81%	3
I am regularly recognized for my contributions.	51%	56%	-5
When I offer a new idea, I believe it will be fully considered.	59%	63%	-6
Issues of low performance are addressed in my department.	50%	57%	-7

Biggest Differences Between Non-Exempt and All Employees

	Non-Exempt (n = 341)	All Employees (n = 944)	Difference
The amount of work I am expected to do is reasonable given the amount of time I have in which to do it.	80%	72%	8
UVU places sufficient emphasis on having diverse faculty, administration, and staff.	73%	68%	5
UVU promotes a climate based on respect and trust.*	66%	61%	5
UVU provides opportunities for me to develop professionally.	69%	73%	-4
*I am given the opportunity to develop my skills at UVU.	76%	81%	-5
I find personal meaning and fulfillment in my work at UVU.	79%	86%	-7

**These statements were also asked of faculty.*

Biggest Changes From Great Colleges 2020

	2021 Employee Survey (n = 944)	2020 Great Colleges^ (n = 853)	Difference
I find personal meaning and fulfillment in my work at UVU.	86%	72%	15
All things considered, UVU is a great place to work.	86%	76%	10
Issues of low performance are addressed in my department.*	57%	49%	8
I am given the opportunity to develop my skills at UVU.*	81%	73%	8
UVU's policies and practices give me the flexibility to manage my work and personal life.	79%	71%	8
UVU has clear and effective procedures for dealing with discrimination.	71%	74%	-3
UVU places sufficient emphasis on having diverse faculty, administration, and staff.	68%	73%	-5

^Where appropriate, results from Great Colleges have been adjusted to match demographics of the employee survey.

**These statements were also asked of faculty.*

Gender

Engagement	n=	Overall	Female	Male
I understand how my job contributes to UVU's mission.	1426	90.5%	92.6%	88.4%
I am given the responsibility and freedom to do my job.		85.6%	86.5%	84.7%
I am given the opportunity to develop my skills at UVU.		81.3%	82.6%	80.0%
I am provided the resources I need to be effective in my job.		66.9%	68.1%	65.7%
When I offer a new idea, I believe it will be fully considered.		63.4%	63.9%	62.8%
UVU promotes a climate based on respect and trust.		61.0%	60.0%	62.0%
Issues of low performance are addressed in my department.		57.5%	55.5%	59.5%
I am regularly recognized for my contributions.		55.7%	57.4%	53.8%
Changes that affect me are discussed prior to being implemented.		46.4%	46.4%	46.4%

Communication	n=	Overall	Female	Male
I am satisfied with the communication I receive from my direct supervisor.	1424	80.4%	78.9%	81.9%
Overall, I am satisfied with the communication I receive from my co-workers.		78.7%	78.1%	79.3%
I am satisfied with the communication I receive from my second-level supervisor (if any).		61.7%	61.3%	62.0%
I am satisfied with the communication I receive from President and President's Council.		55.2%	57.8%	52.7%

Campus Environment	n=	Overall	Female	Male
UVU takes reasonable steps to provide a safe and secure environment for the campus.	944	82.1%	80.1%	84.6%
At UVU, people are supportive of their colleagues regardless of their heritage or background.		79.3%	76.4%	82.9%
UVU has clear and effective procedures for dealing with discrimination.		71.0%	67.6%	75.3%
UVU places sufficient emphasis on having diverse faculty, administration, and staff.		67.9%	64.1%	72.8%
UVU policies and practices ensure fair treatment for faculty, administration, and staff.		65.2%	63.7%	67.0%
When considering candidates to fill a position, UVU equally values internal and external applicants.		60.0%	60.9%	58.8%
UVU employees are treated with equal respect regardless of their years of service at UVU.		58.3%	54.8%	62.8%
UVU employees are treated with equal respect regardless of their work position/seniority.		48.9%	45.0%	53.8%

Supervisors	n=	Overall	Female	Male
I have a good relationship with my supervisor.		944	526	418
		88.9%	88.4%	89.4%
I value the feedback my supervisor provides on my performance.		87.9%	88.4%	87.3%
My supervisor provides candid and timely feedback on my performance.		82.8%	82.9%	82.7%
The amount of work I am expected to do is reasonable given the amount of time I have in which to do it.		72.1%	73.4%	70.5%

Administration	n=	Overall	Female	Male
Administration shows a genuine interest in the well-being of faculty and staff.		944	526	418
		60.1%	58.5%	62.0%
I trust administration to abide by the rules that they expect me to follow.		57.7%	54.7%	61.5%
I trust administration to do what they say they will do.		55.9%	53.4%	59.0%
Administration equally values seasoned UVU employees and those who are new to UVU.		53.5%	50.7%	57.0%

Job Satisfaction	n=	Overall	Female	Male
I care about the work that I do at UVU.		944	526	418
		96.7%	98.1%	94.9%
I find personal meaning and fulfillment in my work at UVU.		86.4%	88.5%	83.8%
All things considered, UVU is a great place to work.		86.3%	87.3%	85.2%
I am proud to be part of UVU.		86.1%	86.9%	85.2%
UVU's policies and practices give me the flexibility to manage my work and personal life.		79.1%	78.3%	80.1%
UVU provides opportunities for me to develop professionally.		73.4%	76.4%	69.6%
I see opportunities for me to have a career at UVU.		62.2%	60.9%	63.8%
I can speak up or challenge a traditional way of doing something without fear of harming my career.		58.2%	54.9%	62.4%
I understand the necessary requirements to advance my career.		57.8%	59.9%	55.1%

Follow-Up Questions

Which group would you say receives more favorable consideration?

External Applicants
Internal Applicants

	Overall	Female	Male
n=	143	76	67
	65.7%	69.7%	61.2%
	34.3%	30.3%	38.8%

Which group would you say administration values more?

Employees New to UVU
Seasoned UVU Employees

n=	159	87	72
	57.2%	64.4%	48.6%
	42.8%	35.6%	51.4%

Is there anything that UVU could do to help you find personal meaning and fulfillment in your work?

No
Yes

n=	26	11	15
	42.3%	54.5%	60.0%
	57.7%	45.5%	40.0%

PACE

I feel like PACE effectively represents my interests to UVU administration?

	Overall	Female	Male
n=	930	516	414
	59.0%	62.0%	55.3%

How much do you appreciate/enjoy the following PACE events and activities?
Great or Moderate Appreciation

Holiday Social
Wolverine Sightings
Staff Educational Fund
Staff Fall Forum
Staff Development Fund
PACE Scholarship Fund
Goodwill Association
Wolverine Pride
Summer University Ice Cream

n=	912	506	406
	82.9%	88.2%	76.1%
	77.9%	82.0%	72.6%
	76.6%	80.3%	71.8%
	76.5%	81.4%	70.2%
	76.2%	78.6%	73.0%
	73.3%	76.9%	68.4%
	72.6%	76.9%	66.8%
	69.4%	74.2%	63.2%
	67.5%	69.7%	64.8%

Have Not Heard Of

Holiday Social	8.8%	8.4%	9.4%
Wolverine Sightings	7.7%	6.6%	9.1%
Staff Educational Fund	13.6%	12.2%	15.5%
Staff Fall Forum	15.5%	14.0%	17.2%
Staff Development Fund	19.3%	17.3%	21.8%
PACE Scholarship Fund	12.3%	9.1%	16.3%
Goodwill Association	20.1%	17.6%	23.3%
Wolverine Pride	11.8%	9.9%	14.3%
Summer University Ice Cream	17.0%	16.0%	18.2%

R e n

Engagement

I understand how my job contributes to UVU's mission.
 I am given the responsibility and freedom to do my job.
 I am given the opportunity to develop my skills at UVU.
 I am provided the resources I need to be effective in my job.
 When I offer a new idea, I believe it will be fully considered.
 UVU promotes a climate based on respect and trust.
 Issues of low performance are addressed in my department.
 I am regularly recognized for my contributions.
 Changes that affect me are discussed prior to being implemented.

n=	Overall	Minority	White
	1426	169	1224
	90.5%	91.1%	90.7%
	85.6%	79.8%	86.4%
	81.3%	75.7%	81.9%
	66.9%	66.7%	67.0%
	63.4%	60.5%	63.9%
	61.0%	59.9%	61.1%
	57.5%	58.8%	57.3%
	55.7%	49.1%	56.5%
	46.4%	53.8%	45.4%

Communication

I am satisfied with the communication I receive from my direct supervisor.
 Overall, I am satisfied with the communication I receive from my co-workers.
 I am satisfied with the communication I receive from my second-level supervisor (if any).
 I am satisfied with the communication I receive from President and President's Council.

n=	Overall	Minority	White
	1424	169	1222
	80.4%	76.9%	81.2%
	78.7%	78.1%	78.5%
	61.7%	57.4%	62.5%
	55.2%	58.0%	54.9%

Campus Environment

UVU takes reasonable steps to provide a safe and secure environment for the campus.
 At UVU, people are supportive of their colleagues regardless of their heritage or background.
 UVU has clear and effective procedures for dealing with discrimination.
 UVU places sufficient emphasis on having diverse faculty, administration, and staff.
 UVU policies and practices ensure fair treatment for faculty, administration, and staff.
 When considering candidates to fill a position, UVU equally values internal and external applicants.
 UVU employees are treated with equal respect regardless of their years of service at UVU.
 UVU employees are treated with equal respect regardless of their work position/seniority.

n=	Overall	Minority	White
	944	108	817
	82.1%	78.7%	82.7%
	79.3%	68.2%	81.1%
	71.0%	62.6%	72.5%
	67.9%	50.0%	70.6%
	65.2%	58.3%	66.1%
	60.0%	60.7%	60.1%
	58.3%	59.4%	58.2%
	48.9%	52.3%	48.5%

Supervisors	n=	Overall	Minority	White
I have a good relationship with my supervisor.		88.9%	85.0%	89.4%
I value the feedback my supervisor provides on my performance.		87.9%	87.7%	88.2%
My supervisor provides candid and timely feedback on my performance.		82.8%	84.1%	82.9%
The amount of work I am expected to do is reasonable given the amount of time I have in which to do it.		72.1%	70.4%	72.2%

Administration	n=	Overall	Minority	White
Administration shows a genuine interest in the well-being of faculty and staff.		60.1%	62.3%	59.9%
I trust administration to abide by the rules that they expect me to follow.		57.7%	65.7%	56.6%
I trust administration to do what they say they will do.		55.9%	58.3%	55.6%
Administration equally values seasoned UVU employees and those who are new to UVU.		53.5%	57.9%	53.2%

Job Satisfaction	n=	Overall	Minority	White
I care about the work that I do at UVU.		96.7%	97.2%	96.5%
I find personal meaning and fulfillment in my work at UVU.		86.4%	86.1%	86.7%
All things considered, UVU is a great place to work.		86.3%	82.4%	87.0%
I am proud to be part of UVU.		86.1%	84.3%	86.7%
UVU's policies and practices give me the flexibility to manage my work and personal life.		79.1%	77.8%	79.4%
UVU provides opportunities for me to develop professionally.		73.4%	76.9%	73.2%
I see opportunities for me to have a career at UVU.		62.2%	62.0%	62.5%
I can speak up or challenge a traditional way of doing something without fear of harming my career.		58.2%	52.8%	59.2%
I understand the necessary requirements to advance my career.		57.8%	60.4%	57.6%

Follow-Up Questions

Which group would you say receives more favorable consideration?

External Applicants
Internal Applicants

	Overall	Minority	White
n=	143	20	121
	65.7%	70.0%	64.5%
	34.3%	30.0%	35.5%

Which group would you say administration values more?

Employees New to UVU
Seasoned UVU Employees

n=	159	16	138
	57.2%	56.3%	58.0%
	42.8%	43.8%	42.0%

Is there anything that UVU could do to help you find personal meaning and fulfillment in your work?

No	n= 26	2	23
Yes	42.3%		43.5%
	57.7%		56.5%

PACE

I feel like PACE effectively represents my interests to UVU administration?

	Overall	Minority	White
n=	930	107	804
	59.0%	61.2%	59.4%

How much do you appreciate/enjoy the following PACE events and activities?
Great or Moderate Appreciation

Holiday Social
Wolverine Sightings
Staff Educational Fund
Staff Fall Forum
Staff Development Fund
PACE Scholarship Fund
Goodwill Association
Wolverine Pride
Summer University Ice Cream

n=	912	105	790
	82.9%	93.6%	81.9%
	77.9%	81.1%	78.2%
	76.6%	83.3%	75.8%
	76.5%	88.0%	75.1%
	76.2%	78.7%	75.9%
	73.3%	84.6%	72.1%
	72.6%	74.7%	72.4%
	69.4%	82.1%	68.4%
	67.5%	74.4%	67.2%

Have Not Heard Of

Holiday Social	8.8%	9.6%	8.7%
Wolverine Sightings	7.7%	10.4%	7.4%
Staff Educational Fund	13.6%	14.3%	13.4%
Staff Fall Forum	15.5%	12.4%	15.7%
Staff Development Fund	19.3%	16.0%	19.3%
PACE Scholarship Fund	12.3%	14.2%	12.1%
Goodwill Association	20.1%	19.4%	19.9%
Wolverine Pride	11.8%	8.7%	12.4%
Summer University Ice Cream	17.0%	17.3%	16.8%

e

Engagement		Overall	Executive	Exempt	Faculty	Non-Exempt
n=		1426	26	582	475	343
I understand how my job contributes to UVU's mission.		90.5%	100%	92.8%	89.7%	87.1%
I am given the responsibility and freedom to do my job.		85.6%	92.3%	84.2%	84.8%	88.6%
I am given the opportunity to develop my skills at UVU.		81.3%	96.2%	82.0%	83.8%	75.8%
I am provided the resources I need to be effective in my job.		66.9%	77.8%	67.4%	62.7%	71.1%
When I offer a new idea, I believe it will be fully considered.		63.4%	92.3%	66.4%	58.8%	62.4%
UVU promotes a climate based on respect and trust.		61.0%	65.4%	59.7%	58.4%	66.3%
Issues of low performance are addressed in my department.		57.5%	88.5%	62.1%	50.2%	57.3%
I am regularly recognized for my contributions.		55.7%	76.9%	56.0%	50.6%	60.3%
Changes that affect me are discussed prior to being implemented.		46.4%	66.7%	45.6%	45.0%	48.0%

Communication		Overall	Executive	Exempt	Faculty	Non-Exempt
n=		1424	26	581	475	342
I am satisfied with the communication I receive from my direct supervisor.		80.4%	88.5%	82.8%	79.1%	77.5%
Overall, I am satisfied with the communication I receive from my co-workers.		78.7%	80.8%	80.6%	75.6%	79.5%
I am satisfied with the communication I receive from my second-level supervisor (if any).		61.7%	70.0%	60.3%	60.7%	64.6%
I am satisfied with the communication I receive from President and President's Council.		55.2%	80.0%	54.1%	52.9%	58.6%

Campus Environment		Overall	Executive	Exempt	Non-Exempt
n=		944	26	577	341
UVU takes reasonable steps to provide a safe and secure environment for the campus.		82.1%	92.3%	81.8%	81.7%
At UVU, people are supportive of their colleagues regardless of their heritage or background.		79.3%	76.9%	79.4%	79.3%
UVU has clear and effective procedures for dealing with discrimination.		71.0%	76.9%	70.4%	71.7%
UVU places sufficient emphasis on having diverse faculty, administration, and staff.		67.9%	73.1%	64.5%	73.4%
UVU policies and practices ensure fair treatment for faculty, administration, and staff.		65.2%	80.8%	64.3%	65.4%
When considering candidates to fill a position, UVU equally values internal and external applicants.		60.0%	84.6%	58.4%	60.7%
UVU employees are treated with equal respect regardless of their years of service at UVU.		58.3%	80.8%	59.0%	55.5%
UVU employees are treated with equal respect regardless of their work position/seniority.		48.9%	65.4%	48.5%	48.4%

Supervisors	n=	Overall 944	Executive 26	Exempt 577	Non- Exempt 341
I have a good relationship with my supervisor.		88.9%	92.3%	89.8%	87.1%
I value the feedback my supervisor provides on my performance.		87.9%	96.2%	87.8%	87.4%
My supervisor provides candid and timely feedback on my performance.		82.8%	92.3%	83.9%	80.4%
The amount of work I am expected to do is reasonable given the amount of time I have in which to do it.		72.1%	50.0%	68.6%	79.8%

Administration	n=	Overall 944	Executive 26	Exempt 577	Non- Exempt 341
Administration shows a genuine interest in the well-being of faculty and staff.		60.1%	80.0%	59.1%	60.2%
I trust administration to abide by the rules that they expect me to follow.		57.7%	84.6%	56.7%	57.3%
I trust administration to do what they say they will do.		55.9%	88.5%	55.5%	54.0%
Administration equally values seasoned UVU employees and those who are new to UVU.		53.5%	76.9%	52.7%	53.1%

Job Satisfaction	n=	Overall 944	Executive 26	Exempt 577	Non- Exempt 341
I care about the work that I do at UVU.		96.7%	100.0%	97.7%	94.7%
I find personal meaning and fulfillment in my work at UVU.		86.4%	100.0%	90.2%	78.9%
All things considered, UVU is a great place to work.		86.3%	96.2%	86.3%	85.6%
I am proud to be part of UVU.		86.1%	100.0%	86.8%	83.9%
UVU's policies and practices give me the flexibility to manage my work and personal life.		79.1%	76.9%	77.5%	82.1%
UVU provides opportunities for me to develop professionally.		73.4%	96.2%	75.2%	68.6%
I see opportunities for me to have a career at UVU.		62.2%	84.6%	63.6%	57.9%
I can speak up or challenge a traditional way of doing something without fear of harming my career.		58.2%	76.9%	57.0%	58.9%
I understand the necessary requirements to advance my career.		57.8%	80.0%	56.9%	57.6%

Follow-Up Questions

Which group would you say receives more favorable consideration?

External Applicants
Internal Applicants

	Overall	Executive	Exempt	Non-Exempt
n=	143	3	98	42
	65.7%	100.0%	69.4%	54.8%
	34.3%	0.0%	30.6%	45.2%

Which group would you say administration values more?

Employees New to UVU
Seasoned UVU Employees

n=	159	3	103	53
	57.2%	100.0%	57.3%	54.7%
	42.8%	0.0%	42.7%	45.3%

Is there anything that UVU could do to help you find personal meaning and fulfillment in your work?

No
Yes

n=	26	0	12	14
	42.3%		25.0%	57.1%
	57.7%		75.0%	42.9%

PACE

I feel like PACE effectively represents my interests to UVU administration?

	Overall	Executive	Exempt	Non-Exempt
n=	930	25	571	334
	59.0%	50.0%	58.0%	61.3%

How much do you appreciate/enjoy the following PACE events and activities?

Great or Moderate Appreciation

Holiday Social
Wolverine Sightings
Staff Educational Fund
Staff Fall Forum
Staff Development Fund
PACE Scholarship Fund
Goodwill Association
Wolverine Pride
Summer University Ice Cream

n=	912	23	560	329
	82.9%	76.2%	79.8%	88.5%
	77.9%	81.8%	77.1%	79.0%
	76.6%	90.5%	75.0%	78.6%
	76.5%	80.0%	73.3%	82.1%
	76.2%	85.7%	75.7%	76.3%
	73.3%	81.0%	72.6%	73.9%
	72.6%	75.0%	69.4%	78.0%
	69.4%	70.0%	67.1%	73.4%
	67.5%	66.7%	62.3%	76.8%

	<u>Have Not Heard Of</u>				
Holiday Social		8.8%	12.5%	9.1%	8.2%
Wolverine Sightings		7.7%	8.3%	7.8%	7.6%
Staff Educational Fund		13.6%	12.5%	10.8%	18.7%
Staff Fall Forum		15.5%	13.0%	13.8%	18.5%
Staff Development Fund		19.3%	12.5%	17.7%	22.6%
PACE Scholarship Fund		12.3%	12.5%	11.6%	13.6%
Goodwill Association		20.1%	16.7%	20.0%	20.6%
Wolverine Pride		11.8%	16.7%	12.1%	10.9%
Summer University Ice Cream		17.0%	12.5%	16.2%	18.6%

e r e r

Engagement

I understand how my job contributes to UVU's mission.
 I am given the responsibility and freedom to do my job.
 I am given the opportunity to develop my skills at UVU.
 I am provided the resources I need to be effective in my job.
 When I offer a new idea, I believe it will be fully considered.
 UVU promotes a climate based on respect and trust.
 Issues of low performance are addressed in my department.
 I am regularly recognized for my contributions.
 Changes that affect me are discussed prior to being implemented.

n=	Overall	Great Colleges 2020	Faculty/Staff Omnibus 2019	Great Colleges 2018
	1426	1292	1225	1049
	90.5%	88%	88.8%	89%
	85.6%	80%	81.9%	81%
	81.3%	73%	85.6%	72%
	66.9%	63%	75.6%	65%
	63.4%	61%	55.8%	59%
	61.0%	59%	61.2%	65%
	57.5%	49%	47.1%	47%
	55.7%	52%	51.0%	52%
	46.4%	45%	39.4%	45%

Additional Year-to-Year Comparisons

I understand the necessary requirements to advance my career.
 I can speak up or challenge a traditional way of doing something without fear of harming my career.
 Administration shows a genuine interest in the well-being of faculty and staff.
 UVU policies and practices ensure fair treatment for faculty, administration, and staff.
 UVU places sufficient emphasis on having diverse faculty, administration, and staff.
 UVU has clear and effective procedures for dealing with discrimination.
 UVU's policies and practices give me the flexibility to manage my work and personal life.
 At UVU, people are supportive of their colleagues regardless of their heritage or background.
 UVU takes reasonable steps to provide a safe and secure environment for the campus.
 I am proud to be part of UVU.
 All things considered, UVU is a great place to work.
 I find personal meaning and fulfillment in my work at UVU.
 I have a good relationship with my supervisor.

Overall	Great Colleges 2020	Faculty/Staff Omnibus 2019	Great Colleges 2018
58%	54%		54%
58%	59%		58%
60%	55%		53%
65%	59%		57%
68%	73%		71%
71%	74%		72%
79%	71%	73.9%	72%
79%	76%		76%
82%	83%		81%
86%	81%	85.2%	84%
86%	76%		78%
86%	72%		74%
89%	84%		86%

e re den

Engagement		n=	Overall	VP Academic Affairs	VP Communications/ Chief of Staff	VP Digital Transformation/CIO	VP Finance and Administration	VP Institutional Advancement	VP Planning, Budget/ Human Resources	VP Student Affairs
I understand how my job contributes to UVU's mission.			1426	848	26	73	202	34	41	189
I am given the responsibility and freedom to do my job.			90.5%	91.0%	84.6%	87.7%	86.1%	97.1%	85.4%	94.1%
I am given the opportunity to develop my skills at UVU.			85.6%	85.3%	57.7%	93.2%	82.7%	88.2%	82.9%	90.4%
I am provided the resources I need to be effective in my job.			81.3%	83.5%	76.9%	83.6%	68.3%	82.4%	82.9%	83.6%
When I offer a new idea, I believe it will be fully considered.			66.9%	65.9%	53.8%	74.0%	59.9%	67.6%	63.4%	78.2%
UVU promotes a climate based on respect and trust.			63.4%	61.5%	46.2%	63.0%	56.4%	64.7%	65.9%	78.3%
Issues of low performance are addressed in my department.			61.0%	59.4%	30.8%	68.1%	59.4%	63.6%	58.5%	69.8%
I am regularly recognized for my contributions.			57.5%	56.6%	34.6%	76.4%	51.8%	51.5%	55.0%	62.7%
Changes that affect me are discussed prior to being implemented.			55.7%	54.2%	46.2%	56.2%	49.0%	64.7%	65.9%	63.6%
			46.4%	45.4%	15.4%	45.2%	43.1%	41.2%	46.3%	57.1%
Communication		n=	Overall	VP Academic Affairs	VP Communications/ Chief of Staff	VP Digital Transformation/CIO	VP Finance and Administration	VP Institutional Advancement	VP Planning, Budget/ Human Resources	VP Student Affairs
I am satisfied with the communication I receive from my direct supervisor.			1424	848	26	73	200	34	41	189
Overall, I am satisfied with the communication I receive from my co-workers.			80.4%	81.3%	65.4%	84.9%	75.0%	82.4%	78.0%	81.0%
I am satisfied with the communication I receive from my second-level supervisor (if any).			78.7%	77.9%	65.4%	78.1%	77.0%	76.5%	78.0%	85.7%
I am satisfied with the communication I receive from President and President's Council.			61.7%	60.6%	30.4%	56.7%	59.4%	77.8%	66.7%	70.3%
			55.2%	53.1%	34.6%	59.2%	48.7%	59.4%	58.5%	69.4%
Campus Environment		n=	Overall	VP Academic Affairs	VP Communications/ Chief of Staff	VP Digital Transformation/CIO	VP Finance and Administration	VP Institutional Advancement	VP Planning, Budget/ Human Resources	VP Student Affairs
UVU takes reasonable steps to provide a safe and secure environment for the campus.			944	370	26	73	199	33	41	189
At UVU, people are supportive of their colleagues regardless of their heritage or background.			82.1%	79.9%	80.8%	94.4%	82.1%	87.5%	85.4%	78.8%
UVU has clear and effective procedures for dealing with discrimination.			79.3%	78.0%	69.2%	88.9%	82.1%	87.5%	78.0%	76.2%
UVU places sufficient emphasis on having diverse faculty, administration, and staff.			71.0%	65.0%	57.7%	87.1%	75.5%	80.6%	69.2%	72.3%
UVU policies and practices ensure fair treatment for faculty, administration, and staff.			67.9%	63.7%	57.7%	84.5%	73.0%	78.1%	72.5%	63.5%
When considering candidates to fill a position, UVU equally values internal and external applicants.			65.2%	62.2%	46.2%	75.7%	66.8%	78.1%	67.5%	64.6%
UVU employees are treated with equal respect regardless of their years of service at UVU.			60.0%	61.7%	38.5%	56.3%	56.3%	77.4%	55.0%	61.3%
UVU employees are treated with equal respect regardless of their work position/seniority.			58.3%	58.7%	38.5%	56.3%	54.1%	68.8%	53.7%	62.6%
			48.9%	48.9%	26.9%	50.7%	44.4%	62.5%	34.1%	55.6%

Supervisors		Overall	VP Academic Affairs	VP Communications/ Chief of Staff	VP Digital Transformation/CIO	VP Finance and Administration	VP Institutional Advancement	VP Planning, Budget/ Human Resources	VP Student Affairs
	n=	944	370	26	73	199	33	41	189
I have a good relationship with my supervisor.		88.9%	90.8%	80.8%	94.5%	85.9%	87.9%	82.9%	87.8%
I value the feedback my supervisor provides on my performance.		87.9%	91.1%	80.8%	93.2%	84.9%	87.9%	80.0%	84.6%
My supervisor provides candid and timely feedback on my performance.		82.8%	85.7%	61.5%	86.3%	77.9%	72.7%	80.5%	85.1%
The amount of work I am expected to do is reasonable given the amount of time I have in which to do it.		72.1%	72.6%	46.2%	52.8%	78.5%	65.6%	75.6%	77.1%
Administration		Overall	VP Academic Affairs	VP Communications/ Chief of Staff	VP Digital Transformation/CIO	VP Finance and Administration	VP Institutional Advancement	VP Planning, Budget/ Human Resources	VP Student Affairs
	n=	944	370	26	73	199	33	41	189
Administration shows a genuine interest in the well-being of faculty and staff.		60.1%	58.4%	46.2%	65.3%	52.3%	70.0%	64.1%	67.4%
I trust administration to abide by the rules that they expect me to follow.		57.7%	55.9%	38.5%	62.5%	53.6%	59.4%	42.5%	66.8%
I trust administration to do what they say they will do.		55.9%	52.9%	42.3%	59.7%	49.2%	59.4%	52.5%	66.5%
Administration equally values seasoned UVU employees and those who are new to UVU.		53.5%	52.9%	50.0%	51.4%	51.0%	53.3%	42.5%	58.3%
Job Satisfaction		Overall	VP Academic Affairs	VP Communications/ Chief of Staff	VP Digital Transformation/CIO	VP Finance and Administration	VP Institutional Advancement	VP Planning, Budget/ Human Resources	VP Student Affairs
	n=	944	370	26	73	199	33	41	189
I care about the work that I do at UVU.		96.7%	98.6%	96.2%	95.8%	93.4%	100.0%	92.7%	96.8%
I find personal meaning and fulfillment in my work at UVU.		86.4%	89.3%	76.9%	90.3%	76.4%	93.8%	82.9%	89.4%
All things considered, UVU is a great place to work.		86.3%	86.8%	73.1%	89.0%	84.4%	93.9%	85.4%	86.2%
I am proud to be part of UVU.		86.1%	89.5%	80.8%	90.4%	80.4%	90.9%	85.4%	83.1%
UVU's policies and practices give me the flexibility to manage my work and personal life.		79.1%	78.6%	53.8%	89.0%	77.9%	81.8%	78.0%	81.0%
UVU provides opportunities for me to develop professionally.		73.4%	77.3%	50.0%	82.2%	62.8%	72.7%	68.3%	76.2%
I see opportunities for me to have a career at UVU.		62.2%	63.5%	42.3%	65.3%	58.8%	68.8%	58.5%	62.2%
I can speak up or challenge a traditional way of doing something without fear of harming my career.		58.2%	58.0%	42.3%	63.9%	52.3%	65.6%	48.8%	63.0%
I understand the necessary requirements to advance my career.		57.8%	57.6%	26.9%	51.4%	55.7%	62.5%	56.1%	65.4%

Follow-Up Questions

Which group would you say receives more favorable consideration?

	Overall	VP Academic Affairs	VP Communications/ Chief of Staff	VP Digital Transformation/CIO	VP Finance and Administration	VP Institutional Advancement	VP Planning, Budget/ Human Resources	VP Student Affairs
External Applicants	n= 143 65.7%	49 65.3%	9 77.8%	17 70.6%	26 61.5%	0	9 77.8%	32 59.4%
Internal Applicants	34.3%	34.7%	22.2%	29.4%	38.5%		22.2%	40.6%

Which group would you say administration values more?

	Overall	VP Academic Affairs	VP Communications/ Chief of Staff	VP Digital Transformation/CIO	VP Finance and Administration	VP Institutional Advancement	VP Planning, Budget/ Human Resources	VP Student Affairs
Employees New to UVU	n= 159 57.2%	59 55.9%	8 62.5%	15 53.3%	37 62.2%	4 75.0%	8 87.5%	27 40.7%
Seasoned UVU Employees	42.8%	44.1%	37.5%	46.7%	37.8%	25.0%	12.5%	59.3%

Is there anything that UVU could do to help you find personal meaning and fulfillment in your work?

	Overall	VP Academic Affairs	VP Communications/ Chief of Staff	VP Digital Transformation/CIO	VP Finance and Administration	VP Institutional Advancement	VP Planning, Budget/ Human Resources	VP Student Affairs
No	n= 26 42.3%							
Yes	57.7%							

PACE

I feel like PACE effectively represents my interests to UVU administration?

	Overall	VP Academic Affairs	VP Communications/ Chief of Staff	VP Digital Transformation/CIO	VP Finance and Administration	VP Institutional Advancement	VP Planning, Budget/ Human Resources	VP Student Affairs
I feel like PACE effectively represents my interests to UVU administration?	n= 930 59.0%	364 57.9%	26 42.3%	71 71.4%	196 55.1%	32 58.1%	41 61.0%	187 62.9%

How much do you appreciate/enjoy the following PACE events and activities?

Great or Moderate Appreciation

	Overall	VP Academic Affairs	VP Communications/ Chief of Staff	VP Digital Transformation/CIO	VP Finance and Administration	VP Institutional Advancement	VP Planning, Budget/ Human Resources	VP Student Affairs
Holiday Social	n= 912 82.9%	356 84.1%	26 81.8%	70 79.1%	191 80.7%	31 93.1%	40 82.1%	185 82.6%
Wolverine Sightings	77.9%	77.0%	87.5%	68.1%	78.0%	76.7%	84.6%	79.4%
Staff Educational Fund	76.6%	78.0%	90.0%	69.4%	72.0%	82.6%	71.1%	78.9%
Staff Fall Forum	76.5%	77.1%	76.2%	79.3%	71.0%	84.0%	78.9%	77.4%
Staff Development Fund	76.2%	79.0%	78.9%	77.0%	72.4%	83.3%	72.2%	73.5%
PACE Scholarship Fund	73.3%	75.8%	84.2%	72.9%	69.8%	85.7%	60.5%	70.8%
Goodwill Association	72.6%	75.0%	75.0%	69.4%	68.0%	69.6%	74.3%	72.1%
Wolverine Pride	69.4%	71.3%	78.9%	63.6%	67.3%	66.7%	63.6%	69.9%
Summer University Ice Cream	67.5%	66.7%	68.2%	68.9%	70.3%	72.0%	57.9%	66.3%

Have Not Heard Of

Holiday Social	8.8%	9.8%	15.4%	6.9%	8.8%	9.4%	2.5%	6.5%
Wolverine Sightings	7.7%	8.9%	7.7%	4.2%	9.4%	6.3%	2.5%	5.9%
Staff Educational Fund	13.6%	11.2%	23.1%	13.9%	21.1%	28.1%	5.0%	7.6%
Staff Fall Forum	15.5%	15.4%	19.2%	17.1%	18.8%	19.4%	5.0%	11.4%
Staff Development Fund	19.3%	19.0%	26.9%	15.3%	24.1%	25.0%	10.0%	15.8%
PACE Scholarship Fund	12.3%	10.4%	26.9%	16.9%	16.3%	12.5%	5.0%	8.2%
Goodwill Association	20.1%	19.3%	23.1%	13.9%	23.4%	28.1%	12.5%	19.2%
Wolverine Pride	11.8%	9.6%	26.9%	8.3%	12.5%	15.6%	17.5%	10.9%
Summer University Ice Cream	17.0%	19.9%	15.4%	15.3%	17.3%	21.9%	5.0%	12.6%

College/Academic Area

Engagement	n=	Overall	Academic Administration	Academic Affairs for Acad Programs	CHPS College Health/ Public Service	College of Humanities/ Social Scienc	College of Science	College of Technology/ Computing	Community Outreach/ Economic Develop	Office of Engaged Learning	School of Education	School of the Arts	University College	Woodbury School of Business	Other
I understand how my job contributes to UVU's mission.		1426	27	51	100	147	98	109	27	13	38	66	61	97	15
I am given the responsibility and freedom to do my job.		90.5%	96.2%	96.0%	96.0%	90.4%	92.9%	85.3%	81.5%	100.0%	94.7%	83.3%	91.8%	90.6%	100.0%
I am given the opportunity to develop my skills at UVU.		85.6%	88.9%	88.2%	88.0%	83.0%	90.8%	88.1%	66.7%	100.0%	73.7%	78.8%	85.2%	85.6%	92.4%
I am provided the resources I need to be effective in my job.		81.3%	88.9%	84.3%	84.0%	76.2%	86.7%	84.4%	85.2%	100.0%	89.5%	77.3%	83.6%	85.4%	92.4%
When I offer a new idea, I believe it will be fully considered.		66.9%	85.2%	82.0%	69.0%	60.5%	71.4%	67.9%	50.0%	76.9%	71.1%	28.8%	73.8%	69.1%	73.3%
UVU promotes a climate based on respect and trust.		63.4%	81.5%	70.0%	69.0%	50.3%	66.3%	60.2%	37.0%	100.0%	63.2%	51.5%	60.7%	62.5%	84.8%
Issues of low performance are addressed in my department.		61.0%	81.5%	68.6%	63.0%	51.7%	65.3%	63.9%	29.6%	84.6%	68.4%	43.1%	45.9%	66.0%	64.8%
I am regularly recognized for my contributions.		57.5%	68.0%	74.0%	49.5%	52.7%	53.2%	53.8%	81.5%	84.6%	42.1%	48.4%	57.4%	61.1%	78.1%
Changes that affect me are discussed prior to being implemented.		55.7%	74.1%	56.9%	62.0%	46.9%	53.6%	53.2%	51.9%	84.6%	65.8%	36.4%	57.4%	51.5%	71.4%
		46.4%	59.3%	50.0%	50.5%	44.2%	38.5%	46.3%	38.5%	69.2%	50.0%	33.3%	41.0%	45.8%	66.7%
Communication	n=	Overall	Academic Administration	Academic Affairs for Acad Programs	CHPS College Health/ Public Service	College of Humanities/ Social Scienc	College of Science	College of Technology/ Computing	Community Outreach/ Economic Develop	Office of Engaged Learning	School of Education	School of the Arts	University College	Woodbury School of Business	Other
I am satisfied with the communication I receive from my direct supervisor.		1424	27	51	100	147	98	109	27	13	38	66	61	97	14
Overall, I am satisfied with the communication I receive from my co-workers.		80.4%	88.9%	78.4%	87.0%	74.8%	89.8%	78.9%	70.4%	92.3%	84.2%	83.3%	86.9%	74.0%	85.7%
I am satisfied with the communication I receive from my second-level supervisor (if any).		78.7%	81.5%	86.3%	82.0%	69.4%	81.6%	78.0%	85.2%	84.6%	78.9%	74.2%	78.7%	75.3%	85.7%
I am satisfied with the communication I receive from President and President's Council.		61.7%	68.0%	52.1%	68.2%	53.6%	83.1%	52.4%	41.7%	70.0%	66.7%	38.2%	71.4%	60.2%	77.4%
		55.2%	59.3%	58.0%	60.8%	46.6%	42.1%	54.3%	51.9%	46.2%	60.5%	46.9%	46.7%	64.6%	71.4%