The Great Colleges to Work For 2023

ModernThink 2023 Utah Valley University Employee Engagement Survey Utah Valley University VP Level and AVP Dean Area Spreadsheet		Ве	Benchmarks			.evel	AVP-Dear Area	
		2023 Honor Roll >10,000	2023 Carnegie Master's	2023 UVU Peer Benchmark	VP Academic Affairs	Comparison to All UVU	College of Technology/Computing	Comparison to All UVU
Total number of survey respondents (971)					546		58	
Job Satisfaction & Support My job makes good use of my skills and abilities.	79	85	81	79	81	2	86	7
2 I am given the responsibility and freedom to do my job.	83	87	84	82	81	-2	78	-5
4 I am provided the resources I need to be effective in my job.	66	75	61	65	65	-1	71	5
11 I am paid fairly for my work. 24 The work I do is meaningful to me.	36 84	54 90	40 88	36 91	34 86	-2 2	40 84	4 0
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	72	80	65	68	69	-3	62	-10
This institution's benefits meet my needs.	76	85	70	71	77	1	75	-1
Job Satisfaction & Support - Average Professional Development	71	79	70	70	70	-1	71	0
6 I am given the opportunity to develop my skills at this institution.	76	82	72	74	76	0	72	-4
10 I understand the necessary requirements to advance my career.	57	72	67	68	58	1	64	7
28 I have access to the training I need to do my job well.	73 54	83 68	66 51	74 55	74 57	3	69 50	-4 -4
Our onboarding processes prepare new faculty and staff to be effective. Professional Development - Average	65	76	64	68	66	1	64	-1
Faculty & Staff Well-being								
My supervisor/department chair shows genuine interest in my well-being.	82	86	82	81	82	0	81	-1
This institution's policies and practices give me the flexibility to manage my work and personal life. This institution takes appropriate steps to protect the health and safety of faculty, staff and students.	74 72	81 86	71 71	71 76	71 69	-3 -3	71 82	-3 10
44 At work, I know where to go for help with my mental or emotional well-being.	66	82	72	77	66	0	60	-6
47 My supervisor/department chair supports my efforts to balance my work and personal life.	86	87	83	83	85	-1	84	-2
Faculty & Staff Well-being - Average	76	84	76	78	75	-1	76	0
Performance Management 9 I am regularly recognized for my contributions.	59	69	58	55	57	-2	48	-11
16 Promotions in my department are based on a person's performance.	51	63	57	50	49	-2	52	1
Our review process accurately measures my job performance.	48	67	56	57	47	-1	45	-3
lssues of low performance are addressed in my department. 35 Our recognition and awards programs are meaningful to me.	53 42	64 62	52 46	55 47	52 40	-1 -2	46 38	-7 -4
Performance Management - Average	51	65	54	53	49	-2	46	-5
Supervisor/Department Chair Effectiveness								
3 My supervisor/department chair makes their expectations clear.	78	82	76	76	80	2	83	5
7 I receive feedback from my supervisor/department chair that helps me. 12 I believe what I am told by my supervisor/department chair.	75 77	79 82	71 76	71 75	78 77	3 0	83 72	-5
19 My supervisor/department chair is consistent and fair.	76	82	76	74	79	3	77	1
My supervisor/department chair actively solicits my suggestions and ideas.	73	80	75	73	75	2	67	-6
Supervisor/Department Chair Effectiveness - Average Communication	76	81	75	74	78	2	76	0
8 When I offer a new idea, I believe it will be fully considered.	63	74	65	63	63	0	60	-3
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	61	74	66	62	58	-3	57	-4
21 In my department, we communicate openly about issues that impact each other's work.	67	75	71	68	65	-2	66	-1
 Changes that affect me are discussed prior to being implemented. At this institution, we discuss and debate issues respectfully to get better results. 	50 51	59 70	53 55	48 54	49 47	-1 -4	51 60	1 9
Communication - Average	58	70	62	59	56	-2	59	1
Collaboration								
13 We have opportunities to contribute to important decisions in my department.	67 75	75 92	72	67	68	1	72 66	5
23 People in my department work well together. 26 I can count on people to cooperate across departments.	75 50	82 68	77 54	76 56	72 50	-3 0	66 49	-9 -1
There are sufficient opportunities to participate in institutional planning.	45	60	53	54	43	-2	51	6
There's a sense that we're all on the same team at this institution.	45 56	70 71	50	48	41	-4	44	-1 0
Diversity, Inclusion & Belonging Collaboration - Average	56	71	61	60	55	-1	56	0
29 In my department, we welcome diversity in all of its forms.	85	87	86	87	85	0	89	4
38 This institution has clear and effective procedures for dealing with discrimination.	65	80	66	72	60	-5	71	6
	69	81	70	77	66 66	-3	75 77	6 5
40 At this institution, diversity in all of its forms is valued. 46 We are making good progress towards becoming a more diverse and inclusive institution.	70	00					- , ,	J
40 At this institution, diversity in all of its forms is valued. 46 We are making good progress towards becoming a more diverse and inclusive institution. 48 I feel a sense of belonging at this institution.	72 69	80 80	69 72	75 72	68	-6 -1	71	2
46 We are making good progress towards becoming a more diverse and inclusive institution.								

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ModernThink 2023 Utah Valley University Employee Engagement Survey Utah Valley University VP Level and AVP Dean Area Spreadsheet	Ove all	r Benchmarks			VP Level		AVP-Dean Area	
	UVU Overall	2023 Honor Roll >10,000	2023 Carnegie Master's	2023 UVU Peer Benchmark	VP Academic Affairs	Comparison to All UVU	College of Technology/Computing	Comparison to All UVU
Total number of survey respondents (971)					546		58	
Mission & Pride								
5 I understand how my job contributes to this institution's mission.	89	93	89	90	88	-1	84	-5
25 Overall, my department is a good place to work.	82	86	81	80	80	-2	84	2
36 I am proud to be part of this institution.	80	85	77	77	79	-1	85	5
49 This institution actively contributes to the community.	85	89	81	85	84	-1	81	-4
51 I would recommend working here to my family and/or friends.	73	81	68	68	69	-4	75	2
54 This institution's culture is special - something you don't find just anywhere.	57	76	62	58	54	-3	62	5
55 All things considered, this is a great place to work.	74	82	69	69	71	-3	82	8
Mission & Pride - Aver	rage 77	85	75	75	75	-2	79	2
Confidence in Senior Leadership								
27 Senior leadership provides a clear direction for this institution's future.	53	71	54	51	48	-5	49	-4
32 Senior leadership has the knowledge, skills and experience necessary for institutional success.	63	81	64	62	57	-6	64	1
37 Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.	51	75	57	55	45	-6	52	1
41 Senior leadership communicates openly about important matters.	51	69	54	53	45	-6	48	-3
45 I believe what I am told by senior leadership.	53	74	58	55	46	-7	57	4
52 This institution is well run.	57	77	56	53	51	-6	58	1
Confidence in Senior Leadership - Aver	rage 55	75	57	55	49	-6	55	0
Custom Statements	300							
56 I believe that senior leadership will take action based on the results of this survey.	40				35	-5	40	0
57 This institution promotes a climate based on respect and trust.	56				51	-5	60	4
58 I know what to do if I encounter an issue of sexual assault, harassment, interpersonal violence, or any form of sexual misconduct.	91				91	0	95	4
59 I am comfortable communicating concerns about a work assignment deadline with my supervisor/department chair.	86				86	0	87	1
60 I know how to find information about institutional policies and processes.	83				83	0	84	1
61 In my department, offensive behavior (sexual harassment, discrimination, microaggressions, etc.) is appropriately dealt with.	78				74	-4	85	7
62 I know how to report an ethical, policy, legal, or financial issue or concern.	80		-	-	79	-1	76	-4
63 I know what my leaders' goals are for the year.	68		-	-	62	-6	60	-8
64 I understand my role in accomplishing university goals and objectives.	76		-	-	73	-3	71	-5
Custom Statements - Aver		*	*	*	70	-3	73	0
Faculty-Only Statements	J							
65 The role of faculty in shared governance is clearly stated and publicized. (Faculty Only)	55	65		56	55	0	58	3
66 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation). (Faculty Only		71		61	54	0	61	7
There is appropriate recognition of innovative and high quality teaching. (Faculty Only)	51	69		60	51	0	50	-1
68 Advancement and promotion processes are clear. (Faculty-Only)	52	72		60	52	0	42	-10
There is a good balance of teaching, service and research at this institution. (Faculty Only)	50	69		56	50	0	53	3
Faculty-Only Statements - Avo	erage 52	69		59	52	0	53	1
Overall Survey Average	1 - 69 62	71		*	62	0	65	3
Overall Survey Average 1		*	*	*	65	-2	67	0
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To protect the anonymity of your employees we do not report data for categories with fewer than 5 respondents.