

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

	Over all	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
Total number of survey respondents (971)								
Job Satisfaction & Support								
1 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.	36	54	40	36	34	-2	40	4
24 The work I do is meaningful to me.	84	90	88	91	86	2	84	0
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	72	80	65	68	69	-3	62	-10
34 This institution's benefits meet my needs.	76	85	70	71	77	1	75	-1
Job Satisfaction & Support - Average								
	71	79	70	70	70	-1	71	0
Professional Development								
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	83	66	74	74	1	69	-4
30 Our onboarding processes prepare new faculty and staff to be effective.	54	68	51	55	57	3	50	-4
Professional Development - Average								
	65	76	64	68	66	1	64	-1
Faculty & Staff Well-being								
15 My supervisor/department chair shows genuine interest in my well-being.	82	86	82	81	82	0	81	-1
33 This institution's policies and practices give me the flexibility to manage my work and personal life.	74	81	71	71	71	-3	71	-3
39 This institution takes appropriate steps to protect the health and safety of faculty, staff and students.	72	86	71	76	69	-3	82	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
17 Our review process accurately measures my job performance.	48	67	56	57	47	-1	45	-3
18 Issues of low performance are addressed in my department.	53	64	52	55	52	-1	46	-7
35 Our recognition and awards programs are meaningful to me.	42	62	46	47	40	-2	38	-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.	75	79	71	71	78	3	83	8
12 I believe what I am told by my supervisor/department chair.	77	82	76	75	77	0	72	-5
19 My supervisor/department chair is consistent and fair.	76	82	76	74	79	3	77	1
20 My supervisor/department chair actively solicits my suggestions and ideas.	73	80	75	73	75	2	67	-6
Supervisor/Department Chair Effectiveness - Average								
	76	81	75	74	78	2	76	0
Communication								
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
22 Changes that affect me are discussed prior to being implemented.	50	59	53	48	49	-1	51	1
43 At this institution, we discuss and debate issues respectfully to get better results.	51	70	55	54	47	-4	60	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	72	67	68	1	72	5
23 People in my department work well together.	75	82	77	76	72	-3	66	-9
26 I can count on people to cooperate across departments.	50	68	54	56	50	0	49	-1
42 There are sufficient opportunities to participate in institutional planning.	45	60	53	54	43	-2	51	6
53 There's a sense that we're all on the same team at this institution.	45	70	50	48	41	-4	44	-1
Collaboration - Average								
	56	71	61	60	55	-1	56	0
Diversity, Inclusion & Belonging								
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
40 At this institution, diversity in all of its forms is valued.	69	81	70	77	66	-3	75	6
46 We are making good progress towards becoming a more diverse and inclusive institution.	72	80	69	75	66	-6	77	5
48 I feel a sense of belonging at this institution.	69	80	72	72	68	-1	71	2
50 This institution places sufficient emphasis on having diverse faculty, administrators and staff.	71	80	68	75	67	-4	79	8
Diversity, Inclusion & Belonging - Average								
	72	81	72	76	69	-3	77	5

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Total number of survey respondents (971)								
Mission & Pride								
5	89	93	89	90	88	-1	84	-5
25	82	86	81	80	80	-2	84	2
36	80	85	77	77	79	-1	85	5
49	85	89	81	85	84	-1	81	-4
51	73	81	68	68	69	-4	75	2
54	57	76	62	58	54	-3	62	5
55	74	82	69	69	71	-3	82	8
Mission & Pride - Average								
	77	85	75	75	75	-2	79	2
Confidence in Senior Leadership								
27	53	71	54	51	48	-5	49	-4
32	63	81	64	62	57	-6	64	1
37	51	75	57	55	45	-6	52	1
41	51	69	54	53	45	-6	48	-3
45	53	74	58	55	46	-7	57	4
52	57	77	56	53	51	-6	58	1
Confidence in Senior Leadership - Average								
	55	75	57	55	49	-6	55	0
Custom Statements								
56	40	-	-	-	35	-5	40	0
57	56	-	-	-	51	-5	60	4
58	91	-	-	-	91	0	95	4
59	86	-	-	-	86	0	87	1
60	83	-	-	-	83	0	84	1
61	78	-	-	-	74	-4	85	7
62	80	-	-	-	79	-1	76	-4
63	68	-	-	-	62	-6	60	-8
64	76	-	-	-	73	-3	71	-5
Custom Statements - Average								
	73	*	*	*	70	-3	73	0
Faculty-Only Statements								
65	55	65		56	55	0	58	3
66	54	71		61	54	0	61	7
67	51	69		60	51	0	50	-1
68	52	72		60	52	0	42	-10
69	50	69		56	50	0	53	3
Faculty-Only Statements - Average								
	52	69		59	52	0	53	1
Overall Survey Average 1 - 69								
	62	71		*	62	0	65	3
Overall Survey Average 1 - 64								
	67	*	*	*	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.