



Great Colleges to Work For 2016 Results

**Institutional Research and Information
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Purpose

UVU participated in the Great Colleges to Work For survey in order to accomplish the following:

- Provide assessment for Institutional Indicators
- Respond to interest in a campus climate survey
- Provide a benchmark against other schools
- Identify key strengths as well as areas for improvement

ModernThink administered the survey from March to April, 2016.



Important Items From 2014

Differences Between Job Roles

	Overall	Admin- istration	Faculty	Exempt	Non- Exempt
2014 Survey Average	64%	74%	65%	66%	58%
2016 Survey Average	67%	72%	67%	67%	64%

Categories of Interest

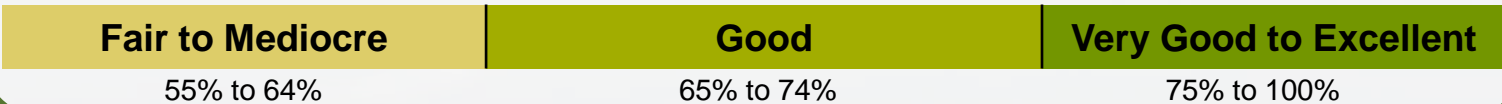
	2016	2014	2012
Senior Leadership Average	64%	65%	67%
Compensation, Benefits, and Work/Life Balance Average	67%	64%	67%
Professional Development Average	69%	64%	67%
Respect and Appreciation Average	63%	58%	61%



Topline Report

	UVU	Peers	Carnegie
Pride	82%	74%	78%
Facilities	76%	72%	73%
Job Satisfaction/Support	76%	71%	74%
Supervisors/Department Chairs	74%	71%	75%
Professional Development	69%	69%	71%
Compensation, Benefits, and Work/Life	67%	65%	70%
Teaching Environment	65%	63%	68%
Policies, Resources, and Efficiency	64%	60%	61%
Senior Leadership	64%	58%	61%
Respect and Appreciation	63%	61%	64%
Collaboration	61%	59%	63%
Faculty, Admin, and Staff Relations	61%	56%	60%
Fairness	61%	58%	62%
Communication	58%	55%	60%
Shared Governance	58%	59%	63%
Overall Survey Average	67%	63%	67%

Fair, Good, and Excellent ranges determined by ModernThink





Institutional Indicators

Core Themes

	UVU '16	UVU '14	Peers '16	Carnegie '16
Serious 3, Indicator C: Employee Satisfaction	70%	66%	67%	70%
Inclusive 3, Indicator C: Campus Climate Assessment	72%	69%	70%	72%

Administrative Imperatives

	UVU '16	UVU '14	Peers '16	Carnegie '16
Operate Effectively 1: Indicator B: Planning, Improvement, and Accountability	70%	66%	67%	70%
Operate Effectively 3, Indicator A: Transparency, Collaboration, and Shared Governance	72%	69%	70%	72%



Custom Statements

I know what to do if I receive a report of sexual assault, harassment, or interpersonal violence.	95%
I feel safe on this campus.	90%
My supervisor shows a genuine interest in my well-being.	81%
The university promotes a climate based on respect and trust.	76%
I find personal meaning and fulfillment.	76%
Diversity is important in this institution.	73%



Custom Statements (cont.)

This institution holds people accountable for results.	47%
I believe that Senior Leadership will take action based on the results of this survey.	47%
Compensation is based on objective, market-related criteria.	28%
I have experienced bullying on this campus.*	22%

*Negatively worded statement (lower is better)



Most People Agree

UVU '16	UVU '14	Peers '16	Carnegie '16
This institution actively contributes to the community.			
91%	89%	86%	85%
I understand how my job contributes to this institution's mission.			
90%	89%	87%	89%
I have a good relationship with my supervisor/department chair.			
86%	84%	82%	85%
I am proud to be part of this institution.			
85%	79%	77%	79%
The institution takes reasonable steps to provide a safe and secure environment for the campus.			
85%	84%	84%	82%



Fewest People Agree

UVU '16	UVU '14	Peers '16	Carnegie '16
I am paid fairly for my work.			
38%	31%	36%	47%
Our recognition and awards programs are meaningful to me.			
41%	38%	43%	48%
My department has adequate faculty/staff to achieve our goals.			
44%	37%	35%	40%
Issues of low performance are addressed in my department.			
48%	45%	44%	50%
Changes that affect me are discussed before implementation.			
49%	48%	48%	53%



Better Than Last Survey

UVU '16	UVU '14
We celebrate significant milestones and important accomplishments at this institution.	
81%	72%
This institution has clear and effective procedures for dealing with discrimination.	
80%	72%
I am given the opportunity to develop my skills at this institution.	
76%	68%
I am regularly recognized for my contributions.	
55%	48%
This institution places sufficient emphasis on having diverse faculty, administration and staff.	
73%	66%
I am paid fairly for my work.	
38%	31%



Worse Than Last Survey

UVU '16

UVU '14

At this institution, we discuss and debate issues respectfully to get better results.

54%

60%



Better Than Our Peers

UVU '16	Peers '16
This institution's culture is special – something you don't find just anywhere.	
70%	57%
We celebrate significant milestones and important accomplishments at this institution.	
81%	69%
All things considered, this is a great place to work.	
82%	71%
This institution is well run.	
70%	60%
I am provided the resources I need to be effective in my job.	
66%	57%



Worse Than Our Peers

UVU '16	Peers '16
The role of faculty in shared governance is clearly stated and publicized.	
53%	59%
Our review process accurately measures my job performance.	
52%	57%
I understand the necessary requirements to advance my career.	
63%	68%



Men Agree More Than Women

Men	Women	Difference
This institution's policies and practices ensure fair treatment for faculty, administration and staff.		
67%	63%	-4
In my department, we communicate openly about issues that impact each other's work.		
68%	64%	-4
This institution's policies and practices give me the flexibility to manage my work and personal life.		
81%	77%	-4

Differences are not statistically significant.



Women Agree More Than Men

Women	Men	Difference
Compensation is based on objective, market-related criteria.*		
33%	24%	-9
I am provided the resources I need to be effective in my job.		
73%	65%	-8
All things considered, this is a great place to work.		
88%	80%	-8
I believe what I am told by my supervisor/department chair.		
79%	72%	-7
Senior leadership provides a clear direction for this institution's future.		
67%	60%	-7

*Custom Statement



White Employees Agree More Than Employees of Color

White Employees	Employees of Color	Difference
This institution places sufficient emphasis on having diverse faculty, administration and staff.		
76%	65%	-11
At this institution, people are supportive of their colleagues regardless of their heritage or background.		
78%	67%	-11
People in my department work well together.		
73%	63%	-10
Diversity is important within this institution.*		
75%	66%	-9
This institution has clear and effective procedures for dealing with discrimination.		
84%	76%	-8

*Custom Statement



Employees of Color Agree More Than White Employees

Employees of Color	White Employees	Difference
This institution holds people accountable for results.*		
65%	49%	-16
I am paid fairly for my work.		
54%	39%	-15
Compensation is based on objective, market-related criteria.*		
42%	28%	-14
Faculty are appropriately involved in decisions related to the education program.		
83%	70%	-13
My department has adequate faculty/staff to achieve our goals.		
57%	45%	-12

*Custom Statements



Administration

Overall	Administration	Difference
We have opportunities to contribute to important decisions in my department.		
66%	90%	+24
When I offer a new idea, I believe it will be fully considered.		
65%	83%	+18
Promotions in my department are based on a person's ability.		
52%	69%	+17
I can speak up or challenge a traditional way of doing something without fear of harming my career.		
62%	79%	+17
Our orientation program prepares new faculty, administration and staff to be effective.		
58%	47%	-11



Faculty

Overall	Faculty	Difference
I understand the requirements to advance my career.		
63%	75%	+12
I find personal meaning and fulfillment.*		
76%	82%	+6
The facilities adequately meet my needs.		
67%	60%	-7
There is a good balance of teaching, service and research at this institution.		
68%	59%	-9
Issues of low performance are addressed in my department.		
48%	39%	-9

*Custom Statements



Exempt Staff

Overall	Exempt Staff	Difference
People in my department work well together.		
71%	77%	+6
I understand the requirements to advance my career.		
63%	54%	-9



Non-Exempt Staff

Overall	Non-Exempt Staff	Difference
This institution places sufficient emphasis on having diverse faculty, administration and staff.		
73%	81%	+8
There is a good balance of teaching, service and research at this institution.		
68%	76%	+8
I understand the requirements to advance my career.		
63%	54%	-9
My job makes good use of my skills and abilities.		
81%	70%	-11
We have opportunities to contribute to important decisions in my department.		
66%	54%	-12



What changes have you noticed in the past two years (or since you started working at this institution)?

Growth/Expansion:

- More Buildings (15%) – “Exciting new building projects.”
- “Growth” (8%) – “Lots of growth campus wide.”
- More Students (7%) – “Our enrollment is growing rapidly.”

More University Like/Improved Academics (6%) – “It’s also been fun to watch as UVU gains respect as a ‘real’ university.”

Emphasis on Diversity/Inclusion (5%) – “There is a definite move towards being more inclusive.”

Leadership has Improved (5%) – “I have noticed an increase in a sense of openness and transparency from [senior leadership].”

Leadership has Worsened (4%) – “Administration seems to be more and more distant.”



Summary

Overall, UVU employees are slightly more positive and significantly less negative.

University pride and community contributions remain UVU's greatest strengths.

Issues of finance and compensation continue to be problematic, though less so compared to previous years.

Efforts to promote inclusion and a safe work environment seem to be working.

The differences between job roles on campus are less pronounced now than they have been in the past.