



Great Colleges to Work For 2018

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Introduction

Great Colleges to Work For is an employee satisfaction and engagement survey administered by ModernThink. It was sent to all full-time employees from March 12 to April 6, 2018. UVU has administered this survey every other year since 2012. This year 1,048 employees completed the survey, which gives us a 52% completion rate.

The survey consists of 60 standard statements and 10 custom statements about working at UVU. Employees were asked to rate how much they agreed with each statement, and the numbers presented in this report are the percentages of employees who selected “Agree” or “Strongly Agree” for each statement.

Carnegie classification and peer institution comparisons are available for the 60 standard statements. Throughout the report, custom statements are presented in *italics* to easily identify them. After slide 5 a number will be highlighted when it is at least 5 percentage points above (red) or below (green) the number in the left-hand column.



Topline Report (1/2)

Statement Category	UVU '18	UVU '16	Carnegie '18	Peers '18
Overall Survey Average	63%	68%	67%	63%
Pride	78%	82%	79%	75%
Job Satisfaction/Support	75%	77%	74%	72%
Supervisors/Department Chairs	74%	75%	75%	73%
Facilities	73%	76%	72%	68%
Professional Development	66%	70%	71%	66%
Compensation, Benefits, and Work/Life	66%	67%	70%	65%
Teaching Environment	62%	65%	69%	60%

Score Categories Determined by ModernThink

Warrants Attention	Fair to Mediocre	Good	Very Good to Excellent
45% to 54%	55% to 64%	65% to 74%	75% to 100%



Topline Report (2/2)

Statement Category	UVU '18	UVU '16	Carnegie '18	Peers '18
Policies, Resources, and Efficiency	61%	65%	61%	59%
Respect and Appreciation	59%	64%	64%	60%
Collaboration	58%	62%	65%	59%
Senior Leadership	55%	65%	62%	57%
Fairness	55%	62%	63%	58%
Faculty, Admin, and Staff Relations	54%	62%	61%	55%
Communication	54%	59%	61%	55%
Shared Governance	51%	60%	63%	56%

Score Categories Determined by ModernThink

Warrants Attention	Fair to Mediocre	Good	Very Good to Excellent
45% to 54%	55% to 64%	65% to 74%	75% to 100%



Institutional Indicators

Core Themes

	UVU '18	UVU '16	Carnegie '18	Peers '18
Serious 3, Indicator C: Employee Satisfaction	68%	70%	70%	66%
Inclusive 3, Indicator C: Perception of Inclusiveness	66%	72%	71%	68%

Administrative Imperatives

	UVU '18	UVU '16	Carnegie '18	Peers '18
Operate Ethically and Effectively 2, Indicator B: Planning, Improvement, and Accountability	58%	66%	62%	57%
Operate Ethically and Effectively 4, Indicator A: Transparency, Collaboration, and Shared Governance	51%	58%	59%	53%



Custom Statements

	2018	2016
<i>I know what to do if I encounter an issue of sexual assault, harassment, interpersonal violence, or any form of sexual misconduct.</i>	90%	95%
<i>I feel safe on this campus.</i>	85%	90%
<i>Inclusion and diversity are important at this institution.</i>	77%	73%
<i>I know how to respond if I become aware of dishonesty, financial impropriety, or illegal actions.</i>	77%	-
<i>I find personal meaning and fulfillment in my work at this institution.</i>	76%	76%
<i>I would recommend employment at this institution.</i>	74%	-
<i>I am motivated to go above and beyond in my work at this institution.</i>	69%	-
<i>This institution promotes a climate based on respect and trust.</i>	65%	76%
<i>I would be comfortable reporting an ethical, regulatory, or quality-of-service issue or concern.</i>	64%	-
<i>I believe that senior leadership will take action based on the results of this survey.</i>	38%	47%



Most Employees Agree

UVU '18	UVU '16	Carnegie '18	Peers '18
<i>I know what to do if I encounter an issue of sexual assault, harassment, interpersonal violence, or any form of sexual misconduct.</i>			
90%	95%	-	-
I understand how my job contributes to this institution's mission.			
89%	90%	90%	87%
This institution actively contributes to the community.			
86%	91%	84%	86%
I have a good relationship with my supervisor/department chair.			
85%	86%	84%	82%
<i>I feel safe on this campus.</i>			
85%	91%	-	-
I am proud to be part of this institution.			
83%	85%	80%	79%
My supervisor/department chair supports my efforts to balance my work and personal life.			
83%	83%	83%	82%



Fewest Employees Agree

UVU '18	UVU '16	Carnegie '18	Peers '18
I am paid fairly for my work.			
37%	38%	48%	38%
<i>I believe that senior leadership will take action based on the results of this survey.</i>			
38%	47%	-	-
My department has adequate faculty/staff to achieve our goals.			
40%	44%	41%	37%
Our recognition and awards programs are meaningful to me.			
40%	41%	48%	42%
There is regular and open communication among faculty, administration, and staff.			
45%	54%	54%	48%
Changes that affect me are discussed prior to being implemented.			
45%	49%	52%	47%



Better Than Last Survey

UVU '18	UVU '16	UVU '14	UVU '12
<i>Inclusion and diversity are important at this institution.</i>			
77%	73%	-	-
I receive feedback from my supervisor/department chair that helps me.			
70%	68%	65%	65%
This institutions benefits meet my needs.			
72%	70%	69%	77%



Worse Than Last Survey

UVU '18	UVU '16	UVU '14	UVU '12
Senior leadership communicates openly about important matters.			
46%	58%	62%	61%
Faculty are appropriately involved in decisions related to the education program.			
58%	69%	66%	69%
This institution has clear and effective policies for dealing with discrimination.			
70%	81%	72%	77%
We celebrate significant milestones and important accomplishments.			
71%	82%	72%	75%
<i>This institution promotes a climate based on respect and trust.</i>			
65%	76%	-	-
I believe what I am told by senior leadership.			
53%	63%	63%	65%
There is regular and open communication among faculty, admin, and staff.			
45%	55%	56%	55%



Better Than Our Peers

UVU '18	UVU '16	Peers '18	Peers '16
The facilities adequately meet my needs.			
67%	67%	56%	62%
I am provided the resources I need to be effective in my job.			
65%	66%	58%	57%
There is a good balance of teaching, service, and research at this institution.			
64%	68%	58%	60%
This institution is well run.			
62%	70%	56%	60%
All things considered, this is a great place to work.			
76%	82%	71%	71%
This institutions benefits meet my needs.			
72%	70%	67%	73%
I am given the opportunity to develop my skills at this institution.			
72%	76%	67%	71%



Worse Than Our Peers

UVU '18	UVU '16	Peers '18	Peers '16
The role of faculty in shared governance is clearly stated and publicized.			
48%	53%	55%	59%
I can count on people to cooperate across departments.			
50%	54%	56%	56%
Faculty are appropriately involved in decisions related to the education program.			
58%	68%	64%	69%
This institution places sufficient emphasis on having diverse faculty, administration, and staff.			
67%	73%	73%	72%
Promotions in my department are based on a person's ability.			
48%	52%	53%	53%
I believe what I am told by senior leadership.			
53%	63%	58%	57%



Men Agree More Than Women

Male '18	Male '16*	Female '18	Female '16*
Overall Survey Average			
65%	67%	63%	69%
<i>I would be comfortable reporting an ethical, regulatory, or quality-of-service issue or concern</i>			
71%	-	57%	-
We have opportunities to contribute to important decisions in my department.			
69%	69%	59%	67%
Changes that affect me are discussed prior to being implemented.			
49%	52%	41%	49%
There is regular and open communication among faculty, admin, and staff.			
49%	59%	41%	56%
My supervisor/department chair actively solicits my suggestions and ideas.			
74%	72%	66%	71%

*These numbers are somewhat inflated because they don't include employees who declined to disclose their gender and these employees tend to agree less often with survey statements. In 2018 ModernThink used pre-loaded data to identify gender.



Women Agree More Than Men

Female '18	Female '16*	Male '18	Male '16*
Overall Survey Average			
63%	69%	65%	67%
This institution's benefits meet my needs.			
76%	72%	69%	69%
We celebrate significant milestones and important accomplishments.			
75%	84%	68%	80%
This institution's culture is special.			
64%	73%	59%	68%
All things considered, this is a great place to work.			
78%	88%	73%	80%
Our review process accurately measures my job performance.			
54%	58%	51%	52%

*These numbers are somewhat inflated because they don't include employees who declined to disclose their gender and these employees tend to agree less often with survey statements. In 2018 ModernThink used pre-loaded data to identify gender.



White Employees Agree More Than Employees Of Color

*These numbers are somewhat inflated because they don't include employees who declined to disclose their race and these employees tend to agree less often with survey statements. In 2018 ModernThink used pre-loaded data to identify race.

White '18	White '16*	EOC '18	EOC '16*
Overall Survey Average			
65%	69%	62%	70%
This institution places sufficient emphasis on having diverse faculty, administration, and staff.			
69%	76%	43%	65%
At this institution, people are supportive of their colleagues regardless of their heritage or background.			
76%	78%	51%	67%
<i>Inclusion and diversity are important at this institution.</i>			
78%	75%	63%	66%
Our orientation program prepares new faculty, administration, and staff to be effective.			
57%	62%	45%	63%
I can speak up or challenge a traditional way of doing something without fear of harming my career.			
59%	67%	47%	63%



Employees of Color Agree More Than White Employees

EOC '18	EOC '16*	White '18	White '16*
Overall Survey Average			
62%	70%	65%	69%
<i>I believe that senior leadership will take action based on the results of this survey.</i>			
47%	60%	37%	50%
Changes that affect me are discussed prior to being implemented.			
54%	51%	44%	51%
Senior leadership shows a genuine interest in the well-being of faculty, administration, and staff.			
59%	67%	51%	63%
Our senior leadership has the knowledge, skills, and experience necessary for institutional success.			
70%	70%	63%	76%

*These numbers are somewhat inflated because they don't include employees who declined to disclose their race and these employees tend to agree less often with survey statements. In 2018 ModernThink used pre-loaded data to identify race.



Administration

Admin '18	Admin '16	All UVU '18	All UVU '16
Overall Survey Average			
71%	72%	64%	67%
Promotions in my department are based on a person's ability.			
65%	69%	48%	53%
My supervisor/department chair actively solicits my suggestions and ideas.			
87%	79%	70%	70%
The role of faculty in shared governance is clearly stated and publicized.			
65%	52%	48%	54%
This institution places sufficient emphasis on having diverse faculty, administration, and staff.			
61%	74%	67%	74%
This institution's policies and practices give me the flexibility to manage my work and personal life.			
65%	79%	73%	77%



Faculty

Faculty '18	Faculty '16	All UVU '18	All UVU '16
Overall Survey Average			
62%	67%	64%	67%
I understand the necessary requirements to advance my career.			
71%	76%	60%	63%
Our orientation program prepares new faculty, administration, and staff to be effective.			
63%	64%	55%	59%
<i>Inclusion and diversity are important at this institution.</i>			
68%	67%	77%	73%
Our senior leadership has the knowledge, skills, and experience necessary for institutional success.			
54%	71%	63%	72%
The facilities adequately meet my needs.			
57%	61%	67%	67%
There is a good balance of teaching, service, and research at this institution.			
52%	60%	64%	69%



Exempt Staff

Exempt '18	Exempt '16	All UVU '18	All UVU '16
Overall Survey Average			
65%	67%	64%	67%
The facilities adequately meet my needs.			
73%	72%	67%	67%
<i>Inclusion and diversity are important at this institution.</i>			
81%	74%	77%	73%
There is a good balance of teaching, service, and research at this institution.			
68%	72%	64%	69%
My department has adequate faculty/staff to achieve our goals.			
34%	42%	40%	45%
I understand the necessary requirements to advance my career.			
52%	55%	60%	63%
Teaching is appropriately recognized in the evaluation and promotion process.			
56%	67%	64%	66%



Non-Exempt Staff

Non-Exempt '18	Non-Exempt '16	All UVU '18	All UVU '16
Overall Survey Average			
63%	65%	64%	67%
This institution places sufficient emphasis on having diverse faculty, administration, and staff.			
79%	81%	67%	74%
I am provided the resources I need to be effective in my job.			
73%	72%	65%	67%
My supervisor/department chair actively solicits my suggestions and ideas.			
62%	63%	70%	70%
I understand the necessary requirements to advance my career.			
50%	54%	60%	63%
We have opportunities to contribute to important decisions in my department.			
52%	54%	64%	67%



What do you appreciate most about working at this institution?

Co-Workers (mentioned in 38% of responses)

- “I have wonderful colleagues from across the institution that I have come to know.”
- “The people that care about UVU and have pride in their jobs.”

Positive Environment (mentioned in 25% of responses)

- “There is a general sense of comradery at UVU. It feels like we're a united family.”
- “I feel it is a great environment that offers many opportunities to it's employees and their family members.”

Students/Making a Difference (mentioned in 24% of responses)

- “The students! They are amazing and generally very appreciative of the opportunities they have.”
- “I feel satisfaction knowing that I have helped someone better themselves.”

Benefits (mentioned in 22% of responses)

- “The PTO and flexible schedules are a great benefit.”
- “Opportunity for family to attend classes without having to pay tuition.”



What would make this institution a better place to work?

Better Pay and Benefits (mentioned in 30% of responses)

- “My savings account is almost gone because I have had to supplement my salary through savings.”
- “Fixing medical benefits i.e. lower the deductible”

Communication/Shared Governance (mentioned in 23% of responses)

- “Clearly define shared governance and its application appropriate to the various levels that we work.”
- “More communication of new policies to the campus community.”

Issues with Other Employees (mentioned in 19% of responses)

- “[Certain] employees are very resistant to change and don't like to work with other departments, even if collaboration is for their benefit.”
- “When someone is terrible at their job or difficult to work with, they are seldom disciplined, and almost never terminated.”

Better Environment/More Diversity (mentioned in 13% of responses)

- “I wish there was less politics, back-biting, and turf battles.”
- “Commitment to diversifying staff and faculty through better hiring process.”



What one piece of advice would you offer to the new president?

Don't be afraid to resolve existing issues. (mentioned in 21% of responses)

- “There are a few [leaders who] are doing what is in their best interest rather than what is the benefit of the institution and the students.”
- “Please look at the issue of teaching load and scholarship.”

Listen to everyone when making decisions. (mentioned in 16% of responses)

- “Remember that shared governance is critical to any institution.”
- “Take into account the voices of the students, and staff that are not in Senior positions.”

Keep UVU moving forward with its dual mission. (mentioned in 13% of responses)

- “Champion UVU's unique educational mission so that we don't become an elitist, cookie cutter university.”
- “Embrace what UVU has become and embrace the full Utah Valley community.”

Be available and present. (mentioned in 9% of responses)

- “Be present on campus, in our offices, in the common spaces. Do your best to recognize the faces of your employees.”
- “Visit and get to know off-site campuses and employees.”