



$f(x) = \frac{1}{\sqrt{2\pi}} e^{-\frac{x^2}{2}}$

Great Colleges to Work For 2020

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Outline

| | |
|---------------------------|----|
| Introduction | 3 |
| Topline Report | 4 |
| Action Commitments | 6 |
| Custom Statements | 10 |
| Most and Least Agreement | 11 |
| Last Survey Comparison | 13 |
| Peer Comparison | 15 |
| Gender Comparison | 17 |
| Race/Ethnicity Comparison | 19 |
| Job Role Comparison | 21 |
| Open-Response Questions | 25 |

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 February 24 to March 6, 2020 (before COVID-19 restrictions). UVU has administered this survey every other year since 2012. This year 1,292 employees completed the survey, which gives us a 60% completion rate and a 1.7% margin of error.

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.

Peer institution comparisons are available for the 60 standard statements. Throughout the report, custom statements are presented in *italics* to easily identify them.

Topline Report (1/2)

| Statement Category | UVU '20 | UVU '18 | Peers '20 |
|---|---------|---------|-----------|
| Overall Survey Average, Statements 1 - 60 | 63% | 63% | 61% |
| Pride | 76% | 78% | 73% |
| Supervisors/Department Chairs | 76% | 74% | 72% |
| Job Satisfaction/Support | 73% | 75% | 71% |
| Facilities | 73% | 73% | 67% |
| Professional Development | 67% | 66% | 66% |
| Compensation, Benefits, and Work/Life | 65% | 66% | 63% |
| Teaching Environment | 63% | 62% | 59% |

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)

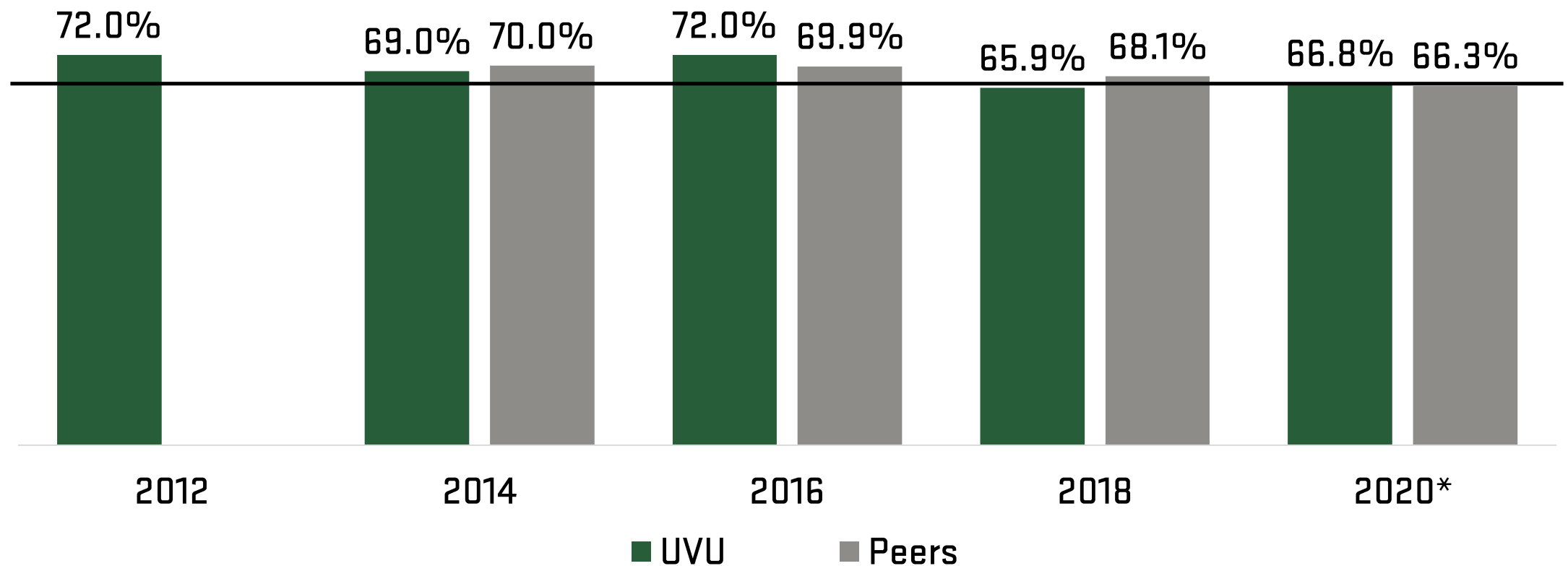
| Statement Category | UVU '20 | UVU '18 | Peers '20 |
|--------------------------------------|---------|---------|-----------|
| Policies, Resources, and Efficiency | 60% | 61% | 58% |
| Collaboration | 59% | 58% | 58% |
| Respect & Appreciation | 58% | 59% | 59% |
| Senior Leadership | 57% | 55% | 53% |
| Faculty, Admin., and Staff Relations | 56% | 54% | 52% |
| Fairness | 56% | 54% | 55% |
| Communication | 55% | 54% | 53% |
| Shared Governance | 54% | 51% | 54% |

Score Categories Determined by ModernThink

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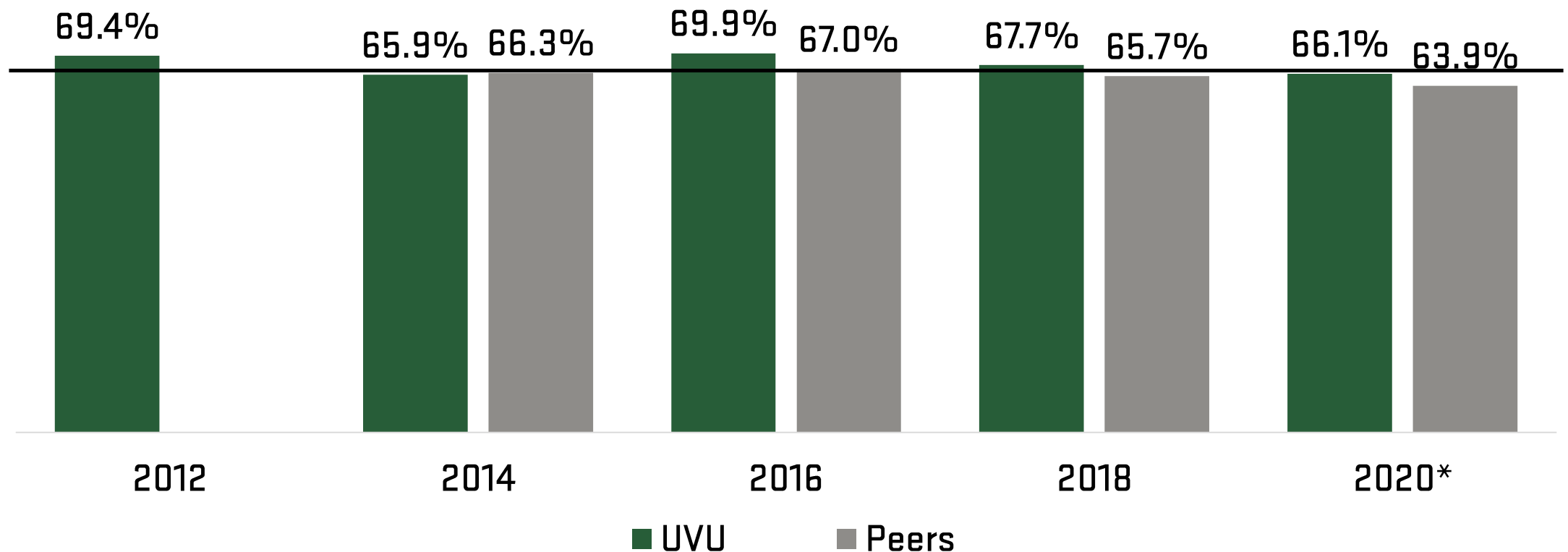
Include 3, Indicator B – Perception of Inclusiveness

Scores represent the average percentage of employees who Agreed or Strongly Agreed with 8 different statements about inclusiveness. UVU's goal is for at least two-thirds of employees to agree on average. *Before the 2020 survey, UVU updated its list of comparable peer institutions.



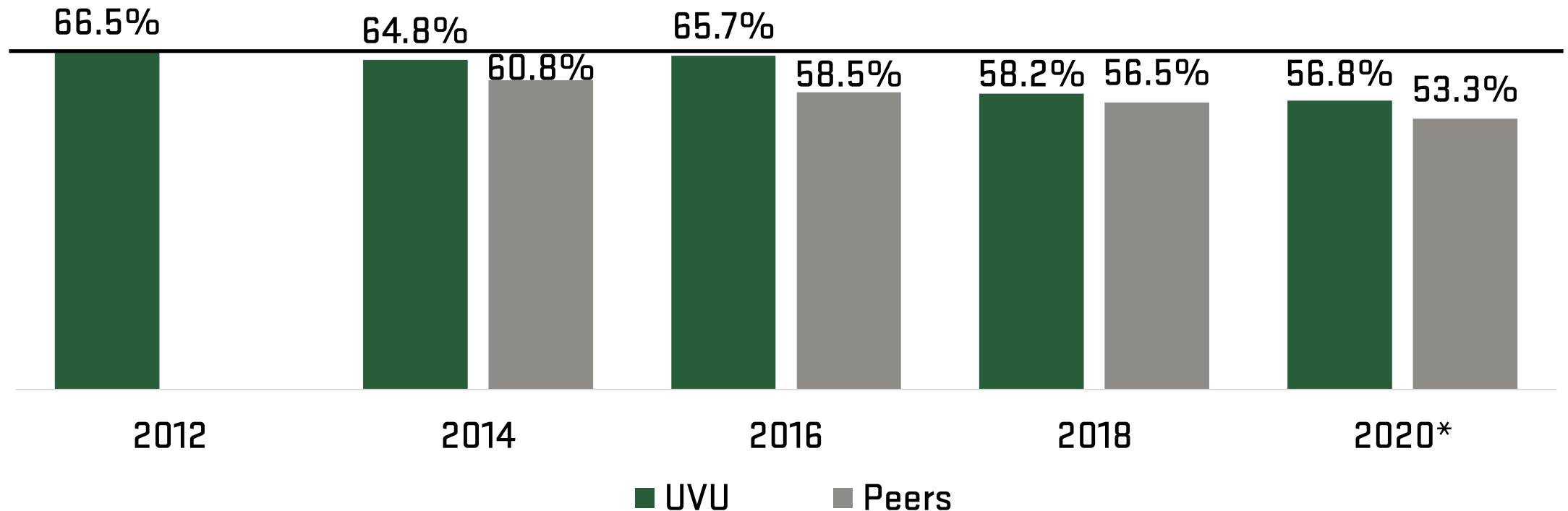
Engage 3, Indicator A – Employee Satisfaction

Scores represent the average percentage of employees who Agreed or Strongly Agreed with 8 different statements about satisfaction. UVU's goal is for at least two-thirds of employees to agree on average. *Before the 2020 survey, UVU updated its list of comparable peer institutions.



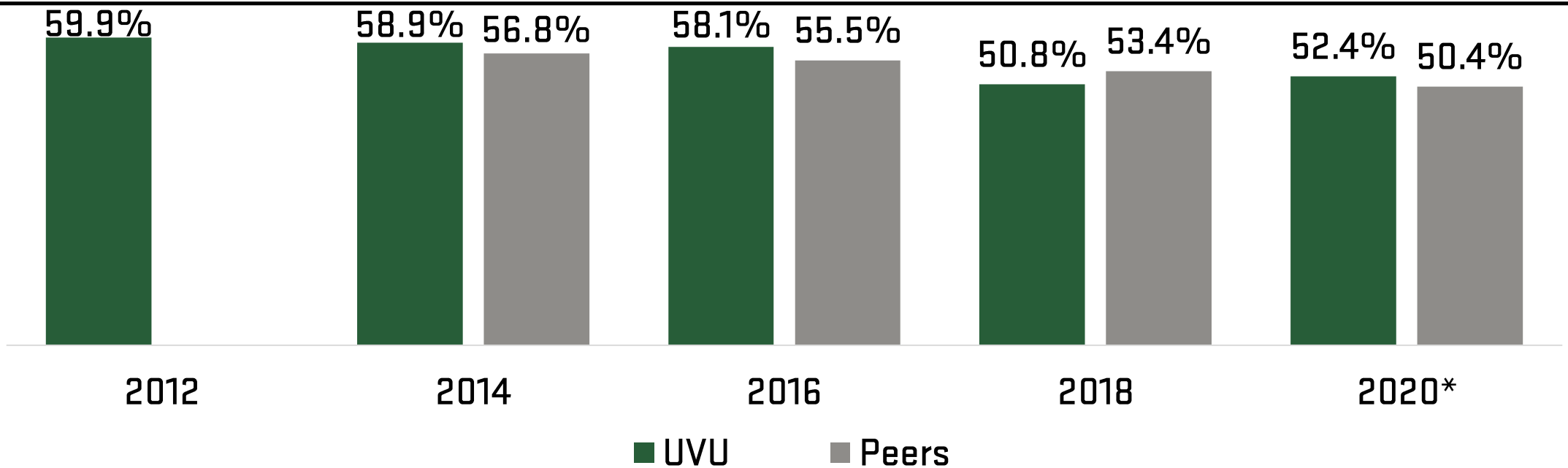
Engage 3, Indicator B – Planning, Improvement, and Accountability

Scores represent the average percentage of employees who Agreed or Strongly Agreed with 6 different statements about planning, improvement, and accountability. UVU's goal is for at least two-thirds of employees to agree on average. *Before the 2020 survey, UVU updated its list of comparable peer institutions.



Engage 3, Indicator C – Transparency, Collaboration, and Shared Governance

Scores represent the average percentage of employees who Agreed or Strongly Agreed with 6 different statements about transparency, collaboration, and shared governance. UVU’s goal is for at least two-thirds of employees to agree on average. *Before the 2020 survey, UVU updated its list of comparable peer institutions.



Custom Statements

| | 2020 | 2018 |
|---|------|------|
| <i>I know what to do if I encounter an issue of sexual assault, harassment, interpersonal violence, or any form of sexual misconduct.</i> | 93% | 90% |
| <i>I am comfortable communicating concerns about a work assignment deadline with my supervisor/department chair.</i> | 84% | - |
| <i>I know how to find information about institutional policies and processes.</i> | 83% | - |
| <i>My supervisor/department chair equally values the diverse perspectives and ideas shared by employees from different cultures and life experiences.</i> | 83% | - |
| <i>I know how to report an ethical, policy, legal, or financial issue or concern.</i> | 82% | |
| <i>I find personal meaning and fulfilment in my work at this institution.</i> | 74% | 76% |
| <i>In my department, offensive behavior (sexual harassment, discrimination, micro-aggressions, etc.) is appropriately dealt with.</i> | 74% | - |
| <i>This institution has an inclusive work environment where employee diversity at all levels is valued and encouraged.</i> | 70% | - |
| <i>This institution promotes a climate based on respect and trust.</i> | 59% | 65% |
| <i>I believe that senior leadership will take action based on these results.</i> | 43% | 38% |

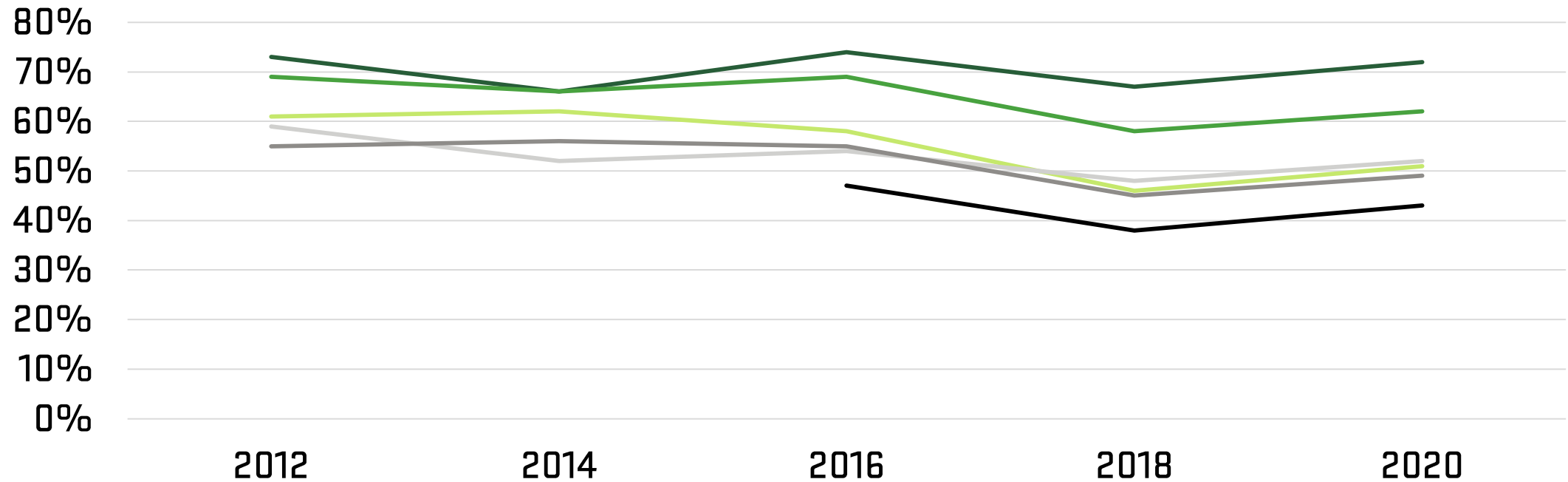
Most Employees Agree

| UVU '20 | UVU '18 | Peers '20 |
|---|---------|-----------|
| <i>I know what to do if I encounter an issue of sexual assault, harassment, interpersonal violence, or any form of sexual misconduct.</i> | | |
| 93% | 90% | - |
| I understand how my job contributes to this institution's mission. | | |
| 88% | 89% | 87% |
| I have a good relationship with my supervisor/department chair. | | |
| 86% | 85% | 82% |
| My supervisor/department chair supports my efforts to balance my work and personal life. | | |
| 84% | 83% | 81% |
| This institution actively contributes to the community. | | |
| 84% | 86% | 85% |

Fewest Employees Agree

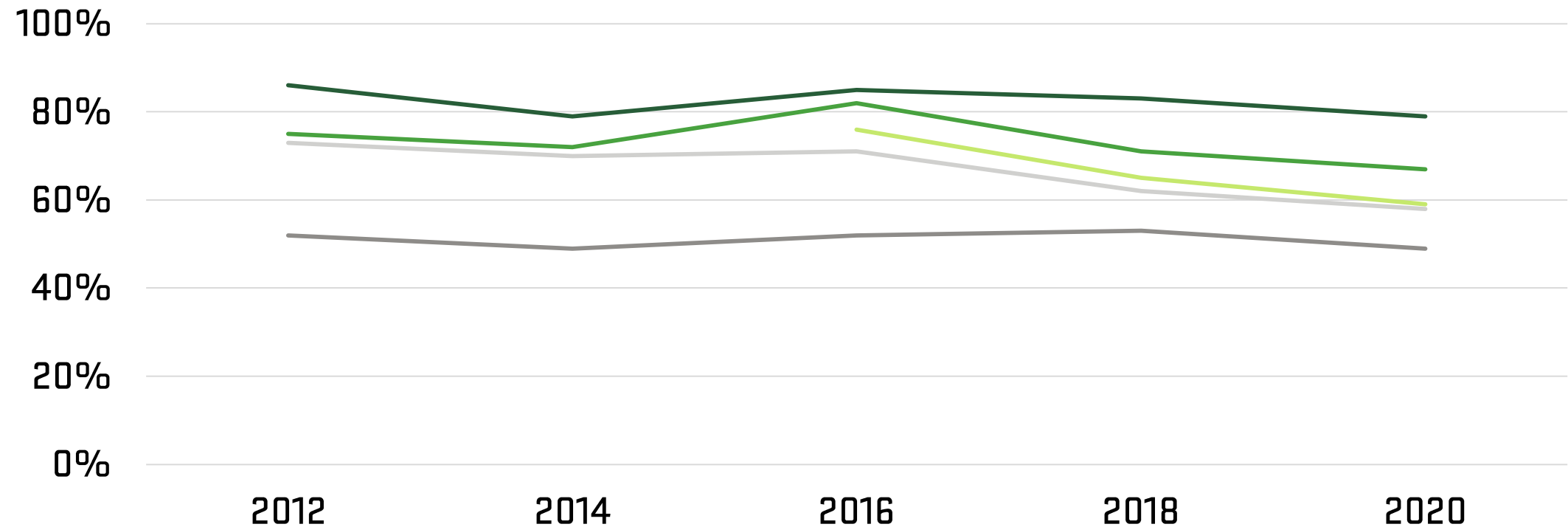
| UVU '20 | UVU '18 | Peers '20 |
|---|---------|-----------|
| I am paid fairly for my work. | | |
| 35% | 37% | 34% |
| Our recognition and awards programs are meaningful to me. | | |
| 39% | 40% | 42% |
| <i>I believe that senior leadership will take action based on the results of this survey.</i> | | |
| 43% | 38% | - |
| My department has adequate faculty/staff to achieve our goals. | | |
| 43% | 40% | 33% |
| Changes that affect me are discussed prior to being implemented. | | |
| 45% | 45% | 44% |
| There's a sense that we're all on the same team at this institution. | | |
| 46% | 47% | 44% |

Better Than Last Survey



- This institution places sufficient emphasis on having diverse faculty, administration and staff.
- Faculty are appropriately involved in decisions related to the education program.
- Senior leadership communicates openly about important matters.
- The role of faculty in shared governance is clearly stated and publicized.
- There is regular and open communication among faculty, administration and staff.
- *I believe that senior leadership will take action based on the results of this survey.*

Worse Than Last Survey



- I am proud to be part of this institution.
- We celebrate significant milestones and important accomplishments at this institution.
- *This institution promotes a climate based on respect and trust.*
- This institution's culture is special - something you don't find just anywhere.
- Our review process accurately measures my job performance.

Better Than Our Peers

| UVU | Peers |
|--|-------|
| The facilities adequately meet my needs. | |
| 65% | 54% |
| My department has adequate faculty/staff to achieve our goals. | |
| 43% | 33% |
| This institution is well run. | |
| 59% | 50% |
| There is a good balance of teaching, service and research at this institution. | |
| 63% | 56% |
| All things considered, this is a great place to work. | |
| 75% | 68% |

Worse Than Our Peers

| UVU | Peers |
|---|-------|
| Our review process accurately measures my job performance. | |
| 49% | 53% |
| I understand the necessary requirements to advance my career. | |
| 60% | 64% |
| People are supportive of their colleagues regardless of their background. | |
| 75% | 78% |
| Our recognition and awards programs are meaningful to me. | |
| 39% | 42% |
| I can count on people to cooperate across departments. | |
| 52% | 55% |

Women Agree More Than Men

| Female | Male |
|---|------|
| Overall Survey Average, Statements 1 - 60 | |
| 63% | 64% |
| Our recognition and awards programs are meaningful to me. | |
| 43% | 35% |
| There is a good balance of teaching, service and research at this institution. | |
| 67% | 60% |
| This institution's culture is special - something you don't find just anywhere. | |
| 62% | 55% |
| I am proud to be part of this institution. | |
| 82% | 76% |
| This institution's benefits meet my needs. | |
| 73% | 68% |

Men Agree More Than Women

| Male | Female |
|---|--------|
| Overall Survey Average, Statements 1 - 60 | |
| 64% | 63% |
| <i>In my department, offensive behavior (sexual harassment, discrimination, micro-aggressions, etc.) is appropriately dealt with.</i> | |
| 80% | 67% |
| This institution has clear and effective procedures for dealing with discrimination. | |
| 76% | 66% |
| At this institution, people are supportive of their colleagues regardless of their heritage or background. | |
| 79% | 70% |
| In my department, we communicate openly about issues that impact each other's work. | |
| 69% | 60% |

Employees of Color Agree More Than White Employees

| Employees of Color | White |
|--|-------|
| Overall Survey Average, Statements 1 - 60 | |
| 67% | 63% |
| Senior leadership communicates openly about important matters. | |
| 68% | 49% |
| Faculty, administration and staff are meaningfully involved in institutional planning. | |
| 60% | 46% |
| My department has adequate faculty/staff to achieve our goals. | |
| 53% | 41% |
| I believe what I am told by senior leadership. | |
| 64% | 53% |
| I can count on people to cooperate across departments. | |
| 62% | 51% |

White Employees Agree More Than Employees of Color

| White | Employees of Color |
|--|--------------------|
| Overall Survey Average, Statements 1 - 60 | |
| 63% | 67% |
| This institution places sufficient emphasis on having diverse faculty, administration and staff. | |
| 74% | 57% |
| At this institution, people are supportive of their colleagues regardless of their background. | |
| 76% | 63% |
| This institution has clear and effective procedures for dealing with discrimination. | |
| 73% | 61% |
| <i>This institution has an inclusive work environment where employee diversity at all levels is valued and encouraged.</i> | |
| 71% | 60% |

Job Role: Administration

| Administration | All UVU |
|---|---------|
| Overall Survey Average | |
| 73% | 63% |
| Promotions in my department are based on a person's ability. | |
| 74% | 50% |
| Changes that affect me are discussed prior to being implemented. | |
| 67% | 45% |
| Faculty are appropriately involved in decisions related to the education program. | |
| 84% | 62% |
| Senior leadership communicates openly about important matters. | |
| 70% | 51% |
| Our orientation program prepares new faculty, administration and staff to be effective. | |
| 49% | 52% |

Job Role: Faculty

| Faculty | All UVU |
|--|---------|
| Overall Survey Average | |
| 63% | 63% |
| I understand the necessary requirements to advance my career. | |
| 70% | 60% |
| Our orientation program prepares new faculty, administration and staff to be effective. | |
| 60% | 52% |
| I believe what I am told by senior leadership. | |
| 47% | 55% |
| This institution's policies and practices ensure fair treatment for faculty, administration and staff. | |
| 45% | 54% |
| There is a good balance of teaching, service and research at this institution. | |
| 49% | 63% |

Job Role: Exempt Staff

| Exempt Staff | All UVU |
|---|---------|
| Overall Survey Average | |
| 63% | 63% |
| There is a good balance of teaching, service and research at this institution. | |
| 71% | 63% |
| This institution's policies and practices ensure fair treatment for faculty, administration, and staff. | |
| 60% | 54% |
| Our review process accurately measures my job performance. | |
| 43% | 49% |
| My department has adequate faculty/staff to achieve our goals. | |
| 37% | 43% |
| I understand the necessary requirements to advance my career. | |
| 52% | 60% |

Job Role: Non-Exempt Staff

| Non-Exempt Staff | All UVU |
|--|---------|
| Overall Survey Average | |
| 61% | 63% |
| I am provided the resources I need to be effective in my job. | |
| 69% | 63% |
| This institution places sufficient emphasis on having diverse faculty, administration and staff. | |
| 77% | 72% |
| Promotions in my department are based on a person's ability. | |
| 41% | 50% |
| <i>I find personal meaning and fulfilment in my work at this institution.</i> | |
| 63% | 74% |
| We have opportunities to contribute to important decisions in my department. | |
| 54% | 65% |

What do you appreciate most about working at this institution?

Top 10 Most Common Categories of Responses
Open Response. n = 1,015

- Co-Workers (mentioned in 25.7% of responses)
- Benefits (17.5%)
- Working with Students/Making a Difference (15.8%)
- Positive Environment (10.9%)
- Teamwork/Collaboration (9.6%)
- Focus on Student Success (9.5%)
- Supervisors/Department Chairs (8.2%)
- Inclusiveness (7.5%)
- Schedule Flexibility (6.5%)
- Autonomy/Academic Freedom (6.1%)

What would make this institution a better place to work?

Top 10 Most Common Categories of Responses *Open Response. n = 995*

- Increased Pay (mentioned in 23.8% of responses)
- Better Senior Leadership (11.2%)
- Shared Governance/Input on Decisions (10.2%)
- Flexible Work Schedule/Telecommuting (6.6%)
- Improved Communication (6.6%)
- Better Facilities/Office Space (6.3%)
- Promotion/Clear Path for Advancement (5.0%)
- Respect and Appreciation (5.0%)
- Hold Underperforming Employees Accountable (4.7%)
- Cheaper/Better Insurance (4.3%)

What does meaningful recognition in the workplace look like to you?

Top 10 Most Common Categories of Responses

Open Response. n = 888

- Increased Compensation/Merit Pay (mentioned in 30.4% of responses)
- Private Thank You/Appreciation (17.9%)
- Public Thank You/Appreciation (e.g. Staff Meeting, 10.8%)
- Formal Awards (10.6%)
- Promotion/Increased Responsibilities (6.5%)
- Financial Awards/Bonuses (5.5%)
- Acknowledgement from Upper Management (5.2%)
- Shared Governance/Input on Decisions (5.2%)
- Trust/Autonomy (5.1%)
- Respect/Appreciation (5.1%)

For More Information

To explore Great Colleges to Work For data yourself, follow the link below and sign in with your UVU credentials. You will be taken to a Tableau dashboard that synthesizes the survey data.

<https://tableau.uvu.edu/views/GreatCollegestoWorkFor/Comparisons/>