



Great Colleges to Work For

**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 Core Theme Objectives
- Respond to interest in a campus climate survey
- Provide a benchmark against other schools
- Identify key strengths as well as areas for improvement



Outline

**Topline
Report**

**Most &
Least**

**2014 vs.
2012**

**UVU vs.
Peers**

Gender

**Job
Type**

**Open
Ended**

- Topline Report and UVU Objectives
- Statements with the Most and Least Agreement
- Differences between 2014 and 2012
- Differences between UVU and our Peers
- Differences between Men and Women
- Differences between Job Categories
- Open-Ended Questions



Topline Report

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

Gender

Job Type

Open Ended

	UVU	Peers	Carnegie
Pride	79%	74%	79%
Facilities	75%	68%	71%
Job Satisfaction/Support	73%	73%	73%
Supervisors/Department Chairs	70%	72%	74%
Professional Development	65%	69%	70%
Senior Leadership	65%	60%	62%
Teaching Environment	65%	63%	68%
Compensation, Benefits, and Work/Life	64%	63%	68%
Collaboration	61%	60%	64%
Policies, Resources, and Efficiency	60%	60%	59%
Faculty, Admin, and Staff Relations	59%	58%	60%
Respect and Appreciation	58%	60%	63%
Communication	57%	56%	60%
Shared Governance	57%	61%	65%
Fairness	56%	60%	62%
Overall Survey Average	64%	64%	68%

Fair, Good, and Excellent ranges determined by ModernThink





Core Themes

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

Gender

Job Type

Open Ended

Serious 3: UVU attracts, develops, and retains highly qualified faculty, staff, and administrators.

Indicator C: Employee Satisfaction	UVU '14	UVU '12	Peers '14	Carnegie '14
Average (9 statements)	66%	69%	66%	69%
I am given the responsibility and freedom to do my job.	82%	83%	83%	83%
I am proud to be part of this institution.	79%	85%	79%	79%
I am regularly recognized for my contributions.	48%	54%	54%	54%
I am paid fairly for my work.	31%	32%	37%	44%

Inclusive 2: UVU provides an inviting, supportive environment.

Indicator B: Campus Climate Assessment	UVU '14	UVU '12	Peers '14	Carnegie '14
Average (8 statements)	69%	72%	70%	71%
The institution takes reasonable steps to provide a safe and secure environment for the campus.	84%	84%	80%	83%
At this institution, people are supportive of their colleagues regardless of their heritage or background.	76%	77%	78%	82%
This institution's policies and practices ensure fair treatment for faculty, administration, and staff.	60%	61%	59%	62%
I can speak up or challenge a traditional way of doing something without fear of harming my career.	58%	60%	63%	65%



Administrative Imperatives

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

Gender

Job Type

Open Ended

Operate Effectively 1: UVU fosters a culture of planning, assessment, improvement, and accountability.

Indicator B: Planning, Improvement, and Accountability	UVU '14	UVU '12	Peers '14	Carnegie '14
Average (6 statements)	65%	67%	59%	66%
We celebrate significant milestones and important accomplishments at this institution.	72%	74%	72%	73%
Senior leadership regularly models this institution's values.	70%	77%	67%	69%
At this institution, we discuss and debate issues respectfully to get better results.	60%	58%	51%	55%
Faculty, administration and staff are meaningfully involved in institutional planning.	56%	54%	54%	69%

Operate Effectively 3: UVU utilizes transparent and collaborative decision-making processes.

Indicator A: Transparency, Collaboration, and Shared Gov.	UVU '14	UVU '12	Peers '14	Carnegie '14
Average (8 statements)	59%	60%	57%	61%
Faculty are appropriately involved in decisions related to the education program.	65%	69%	69%	74%
Faculty, administration, and staff work together to ensure the success of institution programs and initiatives.	64%	70%	65%	67%
There is regular and open communication among faculty, administration and staff.	55%	58%	52%	53%
There's a sense that we're all on the same team here.	55%	59%	51%	53%



Most People Agree (Benchmark)

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

Gender

Job Type

Open Ended

UVU '14	UVU '12	Peers '14	Carnegie '14
This institution actively contributes to the community.			
89%	92% (+3)	86% (-3)	84% (-5)
The institution takes reasonable steps to provide a safe and secure environment for the campus.			
84%	84% (0)	80% (-4)	83% (-1)
I have a good relationship with my supervisor/department chair.			
84%	82% (-2)	83% (-1)	84% (0)
Overall, my department is a good place to work.			
83%	80% (-3)	80% (-3)	82% (-1)
I am given the responsibility and freedom to do my job.			
82%	83% (+1)	83% (+1)	83% (+1)



Most People Agree (By Job Type)

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

Gender

Job Type

Open Ended

Overall	Admin- istration	Faculty	Exempt Staff	Non-Exempt Staff
This institution actively contributes to the community.				
89%	91% (+2)	89% (0)	90% (+1)	85% (-4)
The institution takes reasonable steps to provide a safe and secure environment for the campus.				
84%	91% (+7)	79% (-5)	87% (+3)	85% (+1)
I have a good relationship with my supervisor/department chair.				
84%	94% (+10)	88% (+4)	85% (+1)	75% (-9)
Overall, my department is a good place to work.				
83%	91% (+8)	85% (+2)	85% (+2)	73% (-10)
I am given the responsibility and freedom to do my job.				
82%	89% (+7)	87% (+5)	76% (-6)	80% (-2)



Fewest People Agree (Benchmark)

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

Gender

Job Type

Open Ended

UVU '14	UVU '12	Peers '14	Carnegie '14
I am paid fairly for my work.			
31%	32% (+1)	37% (+6)	44% (+13)
My department has adequate faculty/staff to achieve our goals.			
37%	36% (-1)	34% (-3)	38% (+1)
Our recognition and awards programs are meaningful to me.			
38%	41% (+3)	39% (+3)	46% (+8)
Issues of low performance are addressed in my department.			
45%	47% (+2)	47% (+2)	51% (+6)
Promotions in my department are based on a person's ability.			
46%	47% (+1)	56% (+10)	59% (+13)



Fewest People Agree (By Job Type)

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

Gender

Job Type

Open Ended

Overall	Admin- istration	Faculty	Exempt Staff	Non-Exempt Staff
I am paid fairly for my work.				
31%	40% (+9)	34% (+3)	34% (+3)	18% (-13)
My department has adequate faculty/staff to achieve our goals.				
37%	35% (-2)	38% (+1)	33% (-4)	41% (+4)
Our recognition and awards programs are meaningful to me.				
38%	53% (+15)	38% (0)	36% (-2)	33% (-5)
Issues of low performance are addressed in my department.				
45%	61% (+16)	36% (-9)	53% (+8)	43% (-2)
Promotions in my department are based on a person's ability.				
46%	68% (+22)	54% (+8)	44% (-2)	27% (-19)



Better Than Last Survey

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

Gender

Job Type

Open Ended

UVU '14	UVU '12	Peers '14	Carnegie '14
The facilities adequately meet my needs.			
67%	60% (-7)	56% (-11)	60% (-7)
Teaching is appropriately recognized in the evaluation and promotion process.			
69%	66% (-3)	63% (-6)	77% (+8)
Overall, my department is a good place to work.			
83%	80% (-3)	80% (-3)	82% (-1)



Worse Than Last Survey

Topline Report

UVU '14	UVU '12	Peers '14	Carnegie '14
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Senior leadership regularly models this institution's values.

70%	77% (+7)	67% (-3)	69% (-1)
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This institution's benefits meet my needs.

69%	76% (+7)	64% (-5)	72% (+3)
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This institution places sufficient emphasis on having diverse faculty, administration and staff.

66%	72% (+6)	77% (+11)	68% (+2)
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The role of faculty in shared governance is clearly stated and publicized.

52%	58% (+6)	60% (+8)	64% (+12)
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I am regularly recognized for my contributions.

48%	54% (+6)	54% (+6)	54% (+6)
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My supervisor/department chair regularly models this institution's values.

71%	77% (+6)	73% (+2)	76% (+5)
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Most & Least

2014 vs. 2012

UVU vs. Peers

Gender

Job Type

Open Ended



Better Than Our Peers

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

Gender

Job Type

Open Ended

UVU '14	UVU '12	Peers '14	Carnegie '14
This institution's culture is something special.			
69%	72% (+3)	56% (-13)	71% (+2)
At this institution, we discuss and debate issues respectfully to get better results.			
60%	58% (-2)	51% (-9)	55% (-5)
All things considered, this is a great place to work.			
78%	82% (+4)	70% (-8)	74% (-4)
Teaching is appropriately recognized in the evaluation and promotion process.			
69%	66% (-3)	63% (-6)	77% (+8)
Senior leadership regularly models this institution's values.			
64%	64% (0)	58% (-6)	58% (-6)



Worse Than Our Peers

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

Gender

Job Type

Open Ended

UVU '14	UVU '12	Peers '14	Carnegie '14
This institution places sufficient emphasis on having diverse faculty, administration, and staff.			
66%	72% (+6)	77% (+11)	68% (+2)
Promotions in my department are based on a person's ability.			
46%	47% (+1)	56% (+10)	59% (+13)
The role of faculty in shared governance is clearly stated and publicized.			
52%	58% (+6)	60% (+8)	64% (+12)
I am paid fairly for my work.			
31%	32% (+1)	37% (+6)	44% (+13)
I am regularly recognized for my contributions.			
48%	54% (+6)	54% (+6)	54% (+6)
Our review process accurately measures my job performance.			
49%	51% (+2)	55% (+6)	56% (+7)



Men Agree More Than Women

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

Gender

Job Type

Open Ended

Men	Women	Difference
In my department, we communicate openly about issues that impact each other's work.		
70%	58%	-12
Changes that affect me are discussed prior to being implemented.		
52%	47%	-5
People in my department work well together.		
71%	66%	-5
My supervisor/department chair is consistent and fair.		
71%	67%	-4
I can speak up or challenge a traditional way of doing something without fear of harming my career.		
62%	59%	-3



Women Agree More Than Men

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

Gender

Job Type

Open Ended

Women	Men	Difference
The role of faculty in shared governance is clearly stated and publicized.		
61%	46%	-15
Our senior leadership has the knowledge, skills and experience necessary for institutional success.		
80%	66%	-14
Senior leadership provides a clear direction for this institution's future.		
72%	59%	-13
I understand the requirements to advance my career.		
69%	58%	-11
This institution's culture is special – something you don't find just anywhere.		
76%	66%	-10



Job Category Differences

Topline Report

Overall	Administration	Faculty	Exempt Staff	Non-Exempt Staff
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Most & Least

We have opportunities to contribute to important decisions in my department.

66%	79% (+13)	79% (+13)	66% (0)	42% (-24)
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2014 vs. 2012

Promotions in my department are based on a person's ability.

46%	68% (+22)	54% (+8)	44% (-2)	27% (-19)
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UVU vs. Peers

I understand the requirements to advance my career.

63%	72% (+9)	77% (+14)	52% (-11)	45% (-18)
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Gender

In my department, we communicate openly about issues that impact each other's work.

63%	88% (+25)	59% (-4)	68% (+5)	54% (-9)
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Job Type

Senior leadership provides a clear direction for this institution's future.

64%	88% (+24)	65% (+1)	63% (-1)	55% (-9)
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Open Ended



Administration

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

Gender

Job Type

Open Ended

Overall	Administration	Difference
In my department, we communicate openly about issues that impact each other's work.		
63%	88%	+25
Senior leadership provides a clear direction for this institution's future.		
64%	88%	+24
Promotions in my department are based on a person's ability.		
46%	68%	+22
I am regularly recognized for my contributions.		
48%	69%	+21
This institution places sufficient emphasis on having diverse faculty, administration and staff.		
66%	54%	-12



Faculty

Topline Report

Overall

Faculty

Difference

I understand the requirements to advance my career.

63%

77%

+14

Most & Least

We have opportunities to contribute to important decisions in my department.

66%

79%

+13

2014 vs. 2012

Our review process accurately measures my job performance.

49%

60%

+11

UVU vs. Peers

Issues of low performance are addressed in my department.

45%

36%

-9

Gender

The facilities adequately meet my needs.

67%

57%

-10

Job Type

There is a good balance of teaching, service and research at this institution.

62%

50%

-12

Open Ended



Exempt Staff

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

Gender

Job Type

Open Ended

Overall	Exempt Staff	Difference
There is a good balance of teaching, service and research at this institution.		
62%	73%	+11
There is recognition of innovative and high quality teaching.		
64%	75%	+11
Faculty are appropriately involved in decisions related to the education program.		
65%	76%	+11
I understand the requirements to advance my career.		
63%	52%	-11
Our review process accurately measures my job performance.		
49%	34%	-15



Non-Exempt Staff

Topline Report

Overall

Non-Exempt Staff

Difference

This institution places sufficient emphasis on having diverse faculty, administration and staff.

66%

75%

+9

Most & Least

My job makes good use of my skills and abilities.

77%

62%

-15

2014 vs. 2012

I am given opportunity to develop my skills at this institution.

68%

51%

-17

UVU vs. Peers

I understand the requirements to advance my career.

63%

45%

-18

Gender

Promotions in my department are based on a person's ability.

46%

27%

-19

Job Type

We have opportunities to contribute to important decisions in my department.

66%

42%

-24

Open Ended



What do you appreciate most about working at this institution?

Topline
Report

Most &
Least

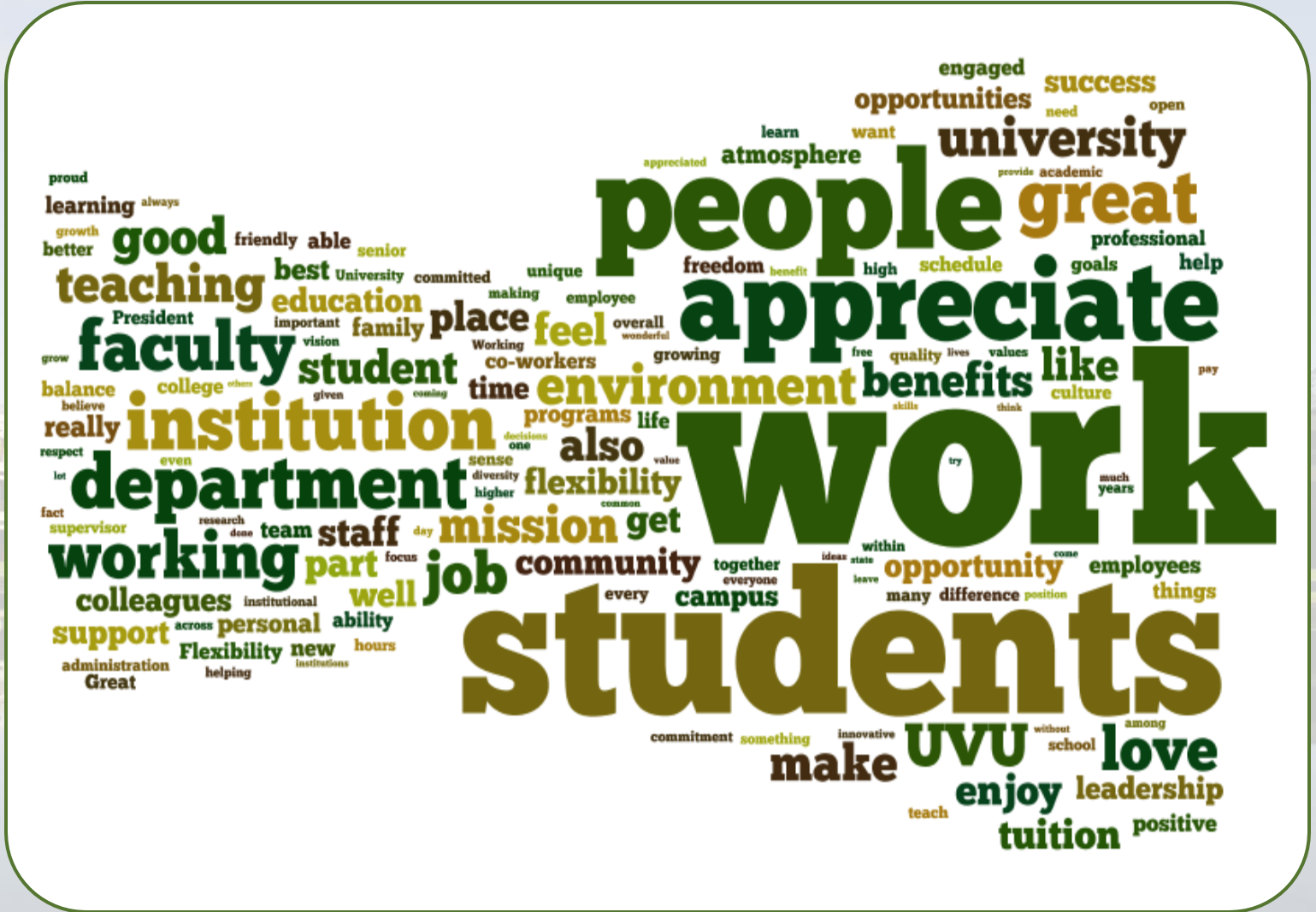
2014 vs.
2012

UVU vs.
Peers

Gender

Job
Type

Open
Ended





What do you appreciate most about working at this institution?

**Topline
Report**

**Most &
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Ended**

Co-Workers (23%)

- “Close knit community of faculty and staff.”
- “The people I work with are amazing!”

Student Focus (9%)

- “[UVU] is actually student-centered.”
- “Student success is always kept at the forefront.”

Schedule Flexibility (9%)

- “The flexibility of working hours is very important to me.”
- “UVU is very understanding of needing schedule flexibility.”

Teamwork/Collaboration (9%)

- “I love the team feeling that I have at UVU.”
- “Everyone is working together for a common goal.”

Positive Environment (9%)

- “This is a friendly place to be.”
- “The environment is good and the people are nice.”



What do you appreciate most about working at this institution?

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

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Job Type

Open Ended

Freedom/Autonomy (8%)

- “[UVU] does allow me the freedom to teach how I want.”
- “Lots of academic and professional freedom.”

Working with Students (7%)

- “Making a difference in the lives of students.”
- “The students are wonderful to work with.”

Quality of Students (7%)

- “My students work hard and rarely attempt to cheat.”
- “The students are great!”

Senior Leadership (7%)

- “I appreciate the vision and enthusiasm of Pres. Holland.”
- “I respect and admire our senior leadership.”

Other (30%)



What would make this institution a better place to work?

Topline Report

Most & Least

2014 vs. 2012

UVU vs. Peers

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Job Type

Open Ended

Pay Increase (30%)

- “A decent cost of living increase would go a long way.”
- “Salaries that match standard undergraduate universities.”

Better Communication (11%)

- “We need more department to department dialog.”
- “Make everyone aware of important issues facing [UVU].”

Better Benefits (10%)

- “Put our benefits back to where they used to be.”
- “Maternity leave longer than 10 days.”

Supportive Work Environment (9%)

- “Not being criticized by colleagues.”
- “Many employees and students are disrespectful to staff.”

More Space/Facilities (8%)

- “Facilities and space tend to be a difficult issue.”
- “More space: classroom, parking, etc.”

Other (95%)



Discussion