October 5-19, 2016

- It is easy
- It is confidential
- It is your feedback
TODAY’S PRESENTATION:

+ Why is the Working at Iowa data important?

+ What you can do?
ENGAGEMENT IMPACTS:

Recruitment and Retention
- Faculty
- Staff

Health and Productivity
- Discretionary effort at work
- Safety
- Effectiveness

University ‘Customer’ Experience
- Students
- Patients
- Iowans
WHAT DOES ENGAGEMENT SUPPORT?

☒ Our mission
  + Student success
  + Research, scholarship and innovation
  + Health care and other services to Iowans

☒ Our values as an institution/employer

☒ Our future
SURVEY PROVIDES DATA ON:

Individual Success
- Helpful Feedback
- Professional Development

Unit Success
- Working Environment
- Achieving goals

University Success
- Attract and Retain Talent
- University Mission
VALUE OF WORKING AT IOWA DATA:

- Predictor of future performance
- Relationship to other performance data
- Benchmark for comparison
- Actionable opportunities
ACTIONABLE FOR INDIVIDUALS

- Ask questions to understand DEO/supervisory feedback
- Establish a plan for my growth and desired career path
- Talk with colleagues about creating a positive work environment
ACTIONABLE FOR DEO/SUPERVISORS:

- Provide constructive feedback
- Express gratitude and encourage others to recognize achievements, big and small
- Offer “stretch” assignments
- Encourage participation in University activities and events
SURVEY PERIOD OCTOBER 5-19

October 5 email link to survey

Respond and encourage others

Goal to meet or exceed previous response rate 68% in 2014

Working at Iowa - Survey 2016
SURVEY RESULTS

University Report

Breakout Reports

Communicate Results
2016 REPORT FORMAT

+ **New** more visual format; easier to identify strengths and opportunities

+ **Comparison** with 2012 and 2014 historical data

+ **Confidentiality** will be maintained by only reporting out survey items that have 10 or more respondents in any breakout report
USING SURVEY RESULTS – 1, 2, 3

1 Focus
• Identify one area for improvement

2 Actions
• Do two things to do better or more consistently

3 Communicate
• At least 3 times
Questions about the survey or reports?
http://hr.uiowa.edu/working

Response planning?
- Senior HR Leader, HR Representative
- University HR/Organizational Effectiveness, Teresa Kulper- teresa-kulper@uiowa.edu or 335-2687