



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

# Great Colleges to Work For 2023

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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 February 20 to March 10, 2023. UVU has administered this survey five other times since 2012. This year 971 out of 2,279 employees completed the survey, which gives us a 43% completion rate and a 2.4% margin of error.

The survey consists of 60 standard statements and 9 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.

You can explore these results in the Tableau dashboard at the link below:  
<https://tableau.uvu.edu/#/views/GreatCollegestoWorkFor/Comparisons>

# Topline Report

Statement Category	UVU '23	UVU '20*	Carnegie '23	Peers '23
Overall Survey Average, Statements 1 – 60	65%	-	66%	66%
Mission and Pride	77%	78%	75%	75%
Faculty and Staff Well-Being	76%	-	76%	78%
Supervisors/Department Chairs	76%	73%	75%	74%
Diversity, Inclusion, and Belonging	72%	-	72%	76%
Job Satisfaction and Support	71%	66%	70%	70%
Professional Development	65%	-	64%	68%
Communication	58%	55%	62%	59%
Collaboration	56%	56%	61%	60%
Confidence in Senior Leadership	55%	57%	57%	55%
Faculty-Only Statements	52%	-	59%	59%
Performance Management	51%	48%	54%	53%

\*Not all direct comparisons to the 2020 survey are possible because of changes to the survey.

# Custom Statements

	2023	2020
<i>I know what to do if I encounter an issue of sexual assault, harassment, interpersonal violence, or any form of sexual misconduct.</i>	91%	93%
<i>I am comfortable communicating concerns about a work assignment deadline with my supervisor/department chair.</i>	86%	84%
<i>I know how to find information about institutional policies and processes.</i>	83%	83%
<i>I know how to report an ethical, policy, legal, or financial issue or concern.</i>	80%	82%
<i>In my department, offensive behavior (sexual harassment, discrimination, microaggressions, etc.) is appropriately dealt with.</i>	78%	74%
<i>I understand my role in accomplishing university goals and objectives.</i>	76%	-
<i>I know what my leaders' goals are for the year.</i>	68%	-
<i>This institution promotes a climate based on respect and trust.</i>	56%	59%
<i>I believe that senior leadership will take action based on these results.</i>	40%	43%

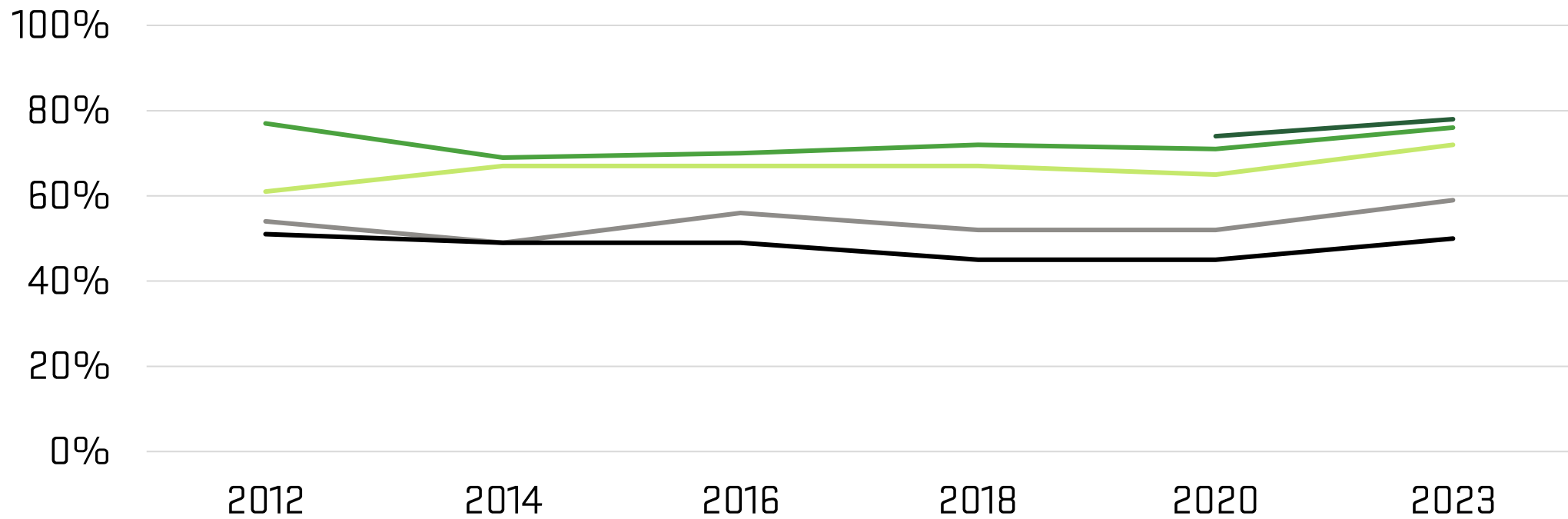
# Most Employees Agree

UVU '23	UVU '20	Carnegie '23	Peers '23
<i>I know what to do if I encounter an issue of sexual assault, harassment, interpersonal violence, or any form of sexual misconduct.</i>			
91%	93%	-	-
I understand how my job contributes to this institution's mission.			
89%	88%	89%	90%
My supervisor/department chair supports my efforts to balance my work and personal life.			
86%	84%	83%	83%
<i>I am comfortable communicating concerns about a work assignment deadline with my supervisor/department chair.</i>			
86%	84%	-	-
In my department, we welcome diversity in all of its forms.			
85%	-	86%	87%

# Fewest Employees Agree

UVU '23	UVU '20	Carnegie '23	Peers '23
I am paid fairly for my work.			
36%	35%	40%	36%
<i>I believe that senior leadership will take action based on the results of this survey.</i>			
40%	43%	-	-
Our recognition and awards programs are meaningful to me.			
42%	39%	46%	47%
There's a sense that we're all on the same team at this institution.			
45%	46%	50%	48%
There are sufficient opportunities to participate in institutional planning.			
45%	48%	53%	54%
Our review process accurately measures my job performance.			
48%	49%	56%	57%

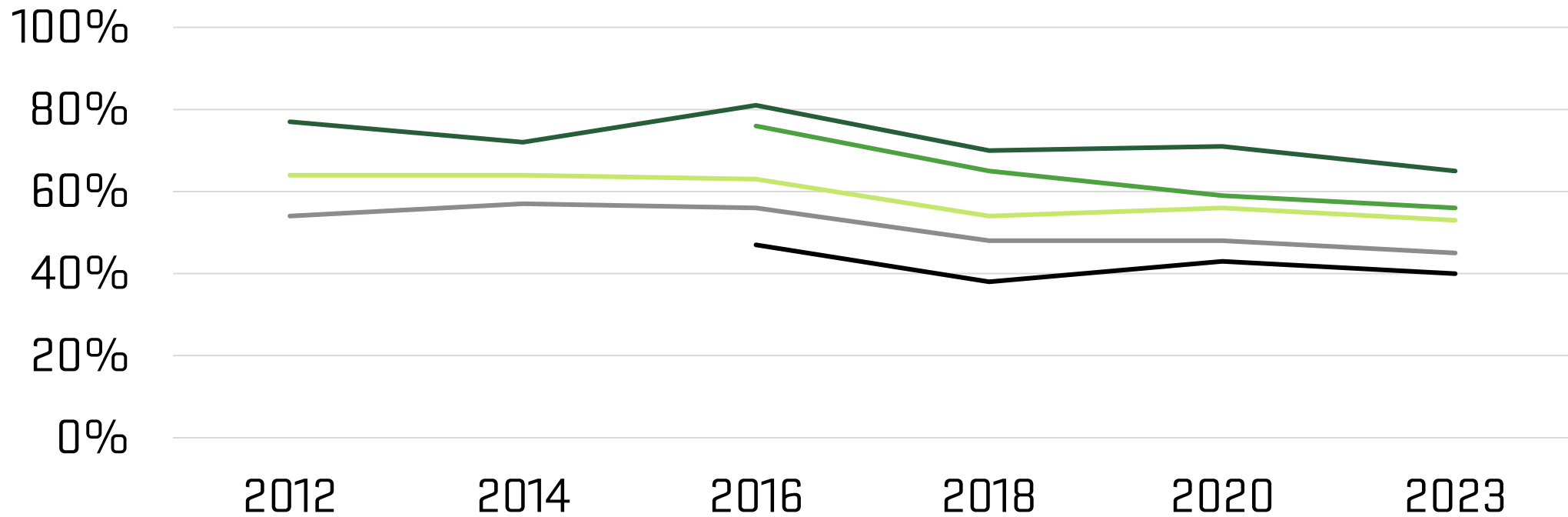
# Better Than Last Survey



- *In my department, offensive behavior is appropriately dealt with.*
- This institution's benefits meet my needs.
- The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.
- I am regularly recognized for my contributions.
- Changes that affect me are discussed prior to being implemented.



# Worse Than Last Survey



- This institution has clear and effective procedures for dealing with discrimination.
- This institution promotes a climate based on respect and trust.
- Senior leadership provides a clear direction for this institution's future.
- There are sufficient opportunities to participate in institutional planning.
- *I believe that senior leadership will take action based on the results of this survey.*

# Better Than Our Peers

UVU '23	UVU '20	Peers '23	Peers '20
This institution's benefits meet my needs.			
76%	71%	71%	67%
I would recommend working here to my family and/or friends.			
73%	-	68%	-
All things considered, this is a great place to work.			
74%	75%	69%	68%
The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.			
72%	65%	68%	54%
I am regularly recognized for my contributions.			
59%	52%	55%	49%
I receive feedback from my supervisor/department chair that helps me.			
75%	71%	71%	67%

# Worse Than Our Peers

UVU '23	UVU '20	Peers '23	Peers '20
At work, I know where to go for help with my mental or emotional well-being.			
66%	-	77%	-
I understand the necessary requirements to advance my career.			
57%	60%	68%	64%
There is appropriate recognition of innovative and high quality teaching. (Faculty Only)			
51%	-	60%	-
There are sufficient opportunities to participate in institutional planning.			
45%	-	54%	-
Our review process accurately measures my job performance.			
48%	49%	57%	53%
At this institution, diversity in all of its forms is valued.			
69%	-	77%	-

# Men Agree More Than Women

Men '23	Men '20	Women '23	Women '20
Overall Survey Average, Statements 1-64			
66%	-	68%	-
<i>In my department, offensive behavior is appropriately dealt with.</i>			
83%	80%	73%	67%
<i>I know how to report an ethical, policy, legal, or financial issue or concern.</i>			
83%	83%	77%	80%
Issues of low performance are addressed in my department.			
56%	50%	51%	48%
I am paid fairly for my work.			
38%	35%	34%	34%
This institution has clear and effective procedures for dealing with discrimination.			
67%	76%	63%	66%

# Women Agree More Than Men

Women '23	Women '20	Men '23	Men '20
Overall Survey Average, Statements 1-64			
68%	-	66%	-
Senior leadership provides a clear direction for this institution's future.			
57%	57%	47%	55%
This institution's culture is special - something you don't find just anywhere.			
62%	62%	52%	55%
All things considered, this is a great place to work.			
77%	75%	69%	74%
<i>I believe that senior leadership will take action based on the results of this survey.</i>			
43%	42%	37%	44%
I am provided the resources I need to be effective in my job.			
69%	64%	63%	62%

# Employees of Color Agree More Than White Employees

EOC '23	EOC '20	White '23	White '20
Overall Survey Average, Statements 1-64			
69%	-	67%	-
I can count on people to cooperate across departments.			
62%	62%	49%	51%
<i>I believe that senior leadership will take action based on the results of this survey.</i>			
50%	52%	39%	42%
Senior leadership provides a clear direction for this institution's future.			
62%	62%	51%	55%
Senior leadership communicates openly about important matters.			
61%	68%	50%	49%
There are sufficient opportunities to participate in institutional planning.			
53%	-	44%	-

# White Employees Agree More Than Employees of Color

White '23	White '20	EOC '23	EOC '20
Overall Survey Average, Statements 1-64			
67%	-	69%	-
This institution places sufficient emphasis on having diverse [employees].			
73%	74%	64%	57%
This institution actively contributes to the community.			
86%	85%	78%	81%
<i>I know how to find information about institutional policies and processes.</i>			
85%	83%	77%	87%
<i>I know how to report an ethical, policy, legal, or financial issue or concern.</i>			
81%	82%	74%	82%
This institution has clear and effective procedures for dealing with discrimination.			
66%	73%	61%	61%

# Job Role: Administration

Admin '23	Admin '20	All UVU '23	All UVU '20
Overall Survey Average, Statements 1-64			
71%	-	67%	-
I am paid fairly for my work.			
50%	49%	36%	35%
<i>I know how to report an ethical, policy, legal, or financial issue or concern.</i>			
91%	94%	80%	82%
When I offer a new idea, I believe it will be fully considered.			
73%	77%	63%	61%
Promotions in my department are based on a person's performance.			
61%	74%	51%	50%
I am provided the resources I need to be effective in my job.			
60%	72%	66%	63%



# Job Role: Exempt Staff

Exempt '23	Exempt '20	All UVU '23	All UVU '20
Overall Survey Average, Statements 1-64			
68%	-	67%	-
In my department, we communicate openly about issues that impact each other's work.			
72%	64%	67%	65%
Issues of low performance are addressed in my department.			
57%	49%	53%	49%
I am regularly recognized for my contributions.			
63%	51%	59%	52%
People in my department work well together.			
79%	73%	75%	71%
I understand the necessary requirements to advance my career.			
53%	52%	57%	60%

# Job Role: Faculty

Faculty '23	Faculty '20	All UVU '23	All UVU '20
Overall Survey Average, Statements 1-64			
63%	-	67%	-
The work I do is meaningful to me.			
91%	-	84%	-
I am regularly recognized for my contributions.			
47%	54%	59%	52%
Issues of low performance are addressed in my department.			
41%	47%	53%	49%
I believe what I am told by senior leadership.			
40%	47%	53%	55%
<i>I know what my leaders' goals are for the year.</i>			
55%	-	68%	-

# Job Role: Non-Exempt Staff

Non-Exempt '23	Non-Exempt '20	All UVU '23	All UVU '20
Overall Survey Average, Statements 1-64			
69%	-	67%	-
This institution places sufficient emphasis on having diverse [employees].			
81%	77%	71%	72%
At this institution, diversity in all of its forms is valued.			
78%	-	69%	-
Senior leadership has the knowledge, skills and experience necessary for [UVU's] success.			
72%	64%	63%	65%
We have opportunities to contribute to important decisions in my department.			
61%	54%	67%	65%
The work I do is meaningful to me.			
76%	-	84%	-

# What do you appreciate most about working at this institution?

Top 10 Most Common Categories of Responses  
Open Response. n = 783

- Co-workers (mentioned in 26% of responses)
- Working with students/making a difference (19%)
- Positive environment (13%)
- Benefits (12%)
- Supervisors/department chairs (9%)
- Schedule flexibility (9%)
- Student focus (8%)
- UVU's mission (6%)
- Professional development (6%)
- Teamwork/collaboration (6%)

# What would make this institution a better place to work?

Top 11 Most Common Categories of Responses  
Open Response. n = 714

- Increased pay (mentioned in 31% of responses)
- Wrong direction/bad culture (13%)
- Better leadership (11%)
- Transparency/accountability (9%)
- Clear career path/promotions (8%)
- Shared governance (7%)
- Improved communication (7%)
- Cheaper/better insurance (7%)
- Better/more employee recognition (6%)
- More diversity/inclusion (5%)
- Lighter workload (5%)

# What is something the university could do to better promote Exceptional Care, Exceptional Accountability and/or Exceptional Results?

Top 10 Most Common Categories of Responses  
Open Response. n = 578

- Better pay (mentioned in 12% of responses)
- Better leadership (9%)
- Shared governance/listening (7%)
- Support/care about employees (6%)
- UVU is doing great (6%)
- Better communication (4%)
- Better employee recognition (4%)
- Hold poor performers accountable (4%)
- Focus on academics/teaching (4%)
- Better benefits (3%)
- Just do it (3%)