

CHRONICLE GREAT COLLEGE TO WORK FOR
2017

University of Idaho



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Introduction to Overall

The Great Colleges to Work For 2016 (GC) is a national survey. Surveys were distributed to 2,534 UI faculty and staff between March 20 and April 14, 2017. The response rate was forty-three percent (43%) based on 1,094 survey responses from all employees. Response rates by job categories provided by UI, based on the email address of the survey participant, are as follows: administration (211 responded, 56% response rate), exempt professional staff (191 responded, 37% response rate), faculty (459 responded, 47% response rate), non-exempt staff (213 responded, 40% response rate), and adjunct faculty (136 responded, 15% response rate).

The survey consisted of 16 voluntary demographic questions, 60 standard statements to assess the UI's culture and performance, and 10 custom UI-created statements. Employees were asked to respond to each statement using a five-point scale to indicate whether they strongly agree, agree, sometimes agree/sometimes disagree, disagree, or strongly disagree with each statement. A non-applicable response was also available.

The scores reported in this report are for the grouping of "strongly agree" and "agree" for each statement.

There are 15 content categories made up of groupings of three to seven items each for which an overall survey "average positive" responses are reported. The scores are grouped into one of five (5) performance ranges based on the average percentage of items in the group which were answered as "Strongly Agree" or "Agree. These ranges do not reflect a "normative" grouping but are based on target distributions using for the average percent positive scores. They are grouped using a definition of 75% or more positive responses being the "Very Good" (25%) range. The "Good" group is made up of the next 10% range (65-74% positive), "Fair to Mediocre" the next 10% range (55-64% positive), "Warrants Attention the next 10% range (45-54% positive) with "Poor" the final 45% range (0-44% positive). *The use of these anchored ranges allows scores from anyone/everyone's scores to be place in a performance range (i.e., all can do well or all poorly independent of others).*

Additionally two (2) "normative" comparisons points were provided. One reference is the "Honor Roll" group made up of universities from the same-size enrollment classification group as UI who are the top performer group, which is treated as an aspirational reference point. The second reference group contains the average positive for the school's "Carnegie" group. *In this report context the performance ranges and Carnegie grouping is used as the reference points.*

Overall Strengths: Performance Ranges

In looking at the material from GC, the categories where UI scored in the top two performance ranges (Very Good and Good) included four areas. Provided parenthetically is the difference relative to our Carnegie classification.

Overall: Strengths (EOM is +/- 7%)	
Very Good	None
Good	69% Supervisors/Chairs (-5%)
	68% Job Satisfaction (-8%)
	67% Pride (-11%)

Overall Weaknesses: Performance Ranges

The following table summarizes the where GC indicates that UI scored in the bottom two performance ranges (“Poor” and “Warrants Attention”).

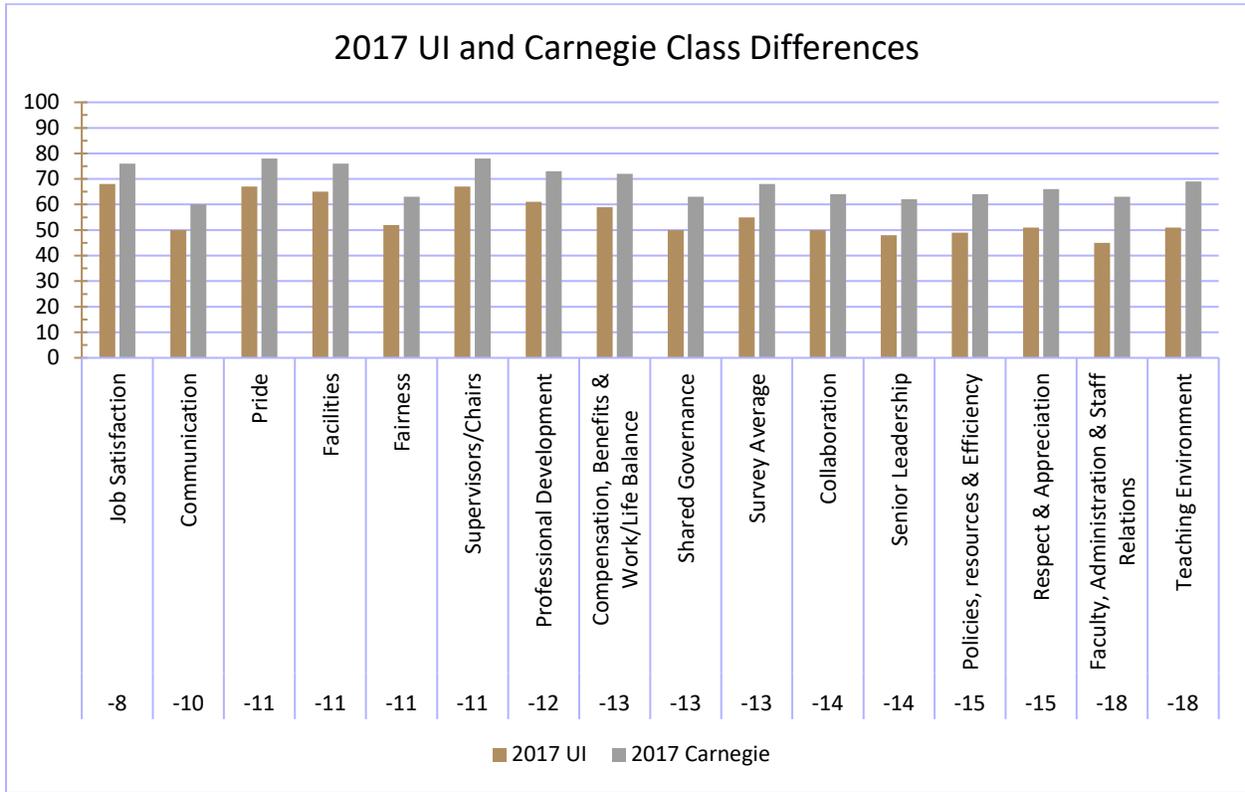
Poor	None
Warrants Attention	45% Faculty, Administration & Staff Relations (-18%)
	48% Senior Leadership (-14%)
	49% Policies, Resources, & Efficiency (-15%)
	50% Shared Governance (-13%)
	50% Communication (-10%)
	51% Teaching Environment (-18%)
	51% Respect & Appreciation (-15%)
	52% Fairness (-11%)

Performance Relative to Carnegie Class

The table below summarizes UI performance relative to Carnegie class by looking at the difference between UI’s average positive responses and that of those in the same Carnegie class. Additionally, the “rank order” of the scores from highest (1) to lowest (15) for average percent positive are provided as well.

GC Category	2017 UI	2017 Carnegie	2017 Difference	2017 UI Rank	2017 Carnegie Rank	2017 Rank Differences
Policies, resources & Efficiency	49	64	-15	13	10	3
Faculty, Administration & Staff Relations	45	63	-18	15	13	2
Pride	67	78	-11	02	01	1
Teaching Environment	51	69	-18	08	07	1
Respect & Appreciation	51	66	-15	09	08	1
Collaboration	50	64	-14	10	09	1
Facilities	65	76	-11	04	04	0
Professional Development	61	73	-12	05	05	0
Compensation, Benefits & Work/Life Balance	59	72	-13	06	06	0
Senior Leadership	48	62	-14	14	14	0
Shared Governance	50	63	-13	11	12	-1
Job Satisfaction	68	76	-8	01	03	-2
Communication	50	60	-10	12	15	-3
Fairness	52	63	-11	07	11	-4
Supervisors/Chairs	67	78	-11	03	02	
Survey Average	56	68	-13			

Graphically this is presented below ordered least difference from Carnegie class to greatest difference. The differences in percentage positive is shown for each category.

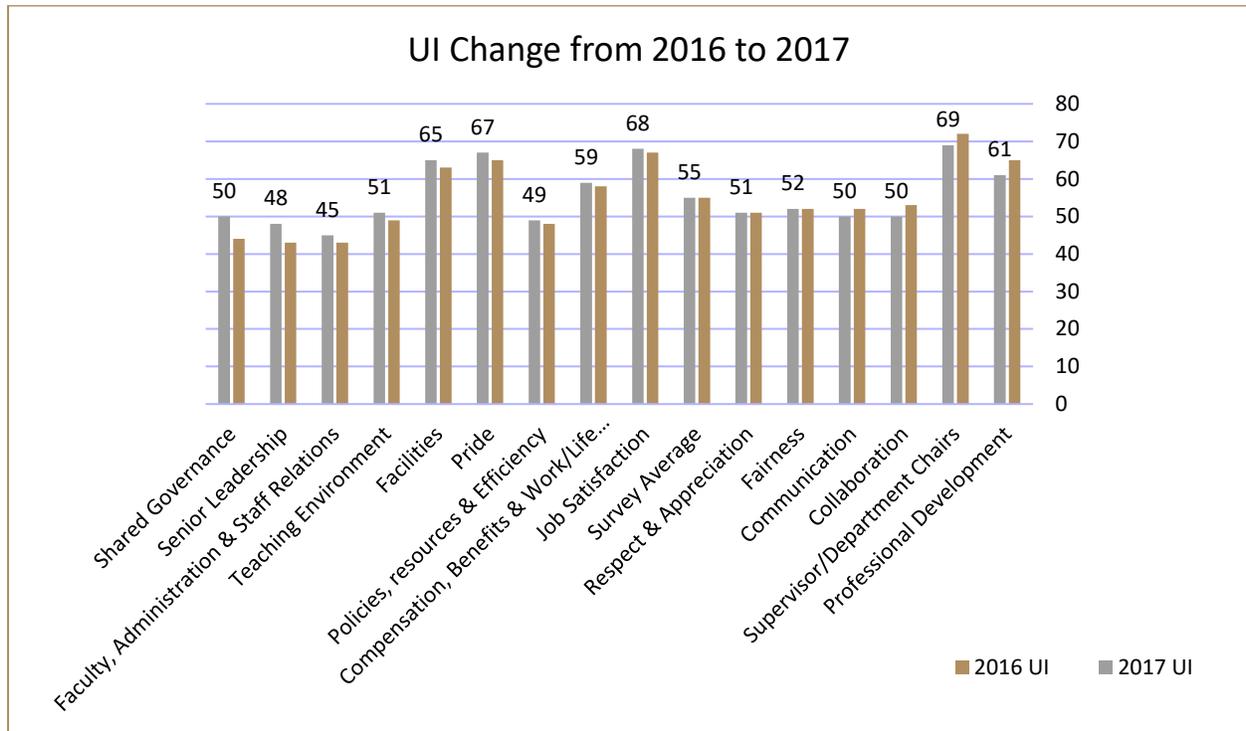


The performance ranges for UI can be compared with those in our Carnegie class as well.

GC Performance Range Matches: Carnegie	Match
Job Satisfaction	Lower
Teaching Environment	Lower
Professional Development	Lower
Compensation, Benefits & Work/Life Balance	Lower
Facilities	Lower
Policies, resources & Efficiency	Lower
Shared Governance	Lower
Pride	Lower
Supervisor/Department Chairs	Lower
Senior Leadership	Lower
Faculty, Administration & Staff Relations	Lower
Communication	Lower
Collaboration	Lower
Fairness	Lower
Respect & Appreciation	Lower
Survey Average	Lower

UI Trend Performance

For 2016, UI was asked to provide a sample of 600 total employees with a specified percentage/number from each of the job categories, and other elements addressed in the survey. For 2017, UI decided to participate for the second time in the survey, only this year all 2,534 employees were surveyed. Below is the comparison of performance ranges from 2016 to 2017. However, these should be viewed with caution given the significant difference in response rates. They are presented in order from largest increase to largest decline.



Introduction to Job Categories

In addition to the use of the overall performance categories described previously, the GC survey also provides the average scores across the four (4) job categories. The intent in doing so is to compare how various job groups stand in relation to the institution positive percent average. The average positives for each job group per content category are compared to the university overall average positives. This is provided for each of the 15 content categories and the survey overall average. The number of respondents in each job category from UI were as follows:

Job Category	Respondents
Administration	87
Faculty	354
Exempt Professional Staff	240
Non-Exempt Staff	319
Adjunct Faculty	18

It should be noted that where respondents per employment category are small, these data should be viewed more qualitatively. Percentages and average scores tend to be unstable within groups fewer than 100 respondents and in this case two groups are fewer than 100.

Strengths Job Categories: Performance Ranges

The areas where various job categories average positives were in the “Very Good” or “Good” range across the content categories and survey total is provided below.

Administration	Faculty	Exempt Professional Staff	Non-Exempt
Very Good to Excellent			
Pride Senior Leadership	None	None	None
Good			
Job Satisfaction	Professional Development	Job Satisfaction	Job Satisfaction
Teaching Environment	Supervisors/Department Chairs	Facilities	Facilities
Professional Development		Pride	Pride
Compensation, Benefits, & Work/Life Balance		Supervisors/Department Chairs	Supervisors/Department Chairs
Facilities			
Shared Governance			
Senior Leadership			

Weaknesses Job Categories: Performance Ranges

The areas where various job categories average positives were in the “Poor” or Warrants Attention” range across the content categories and survey total is provided below.

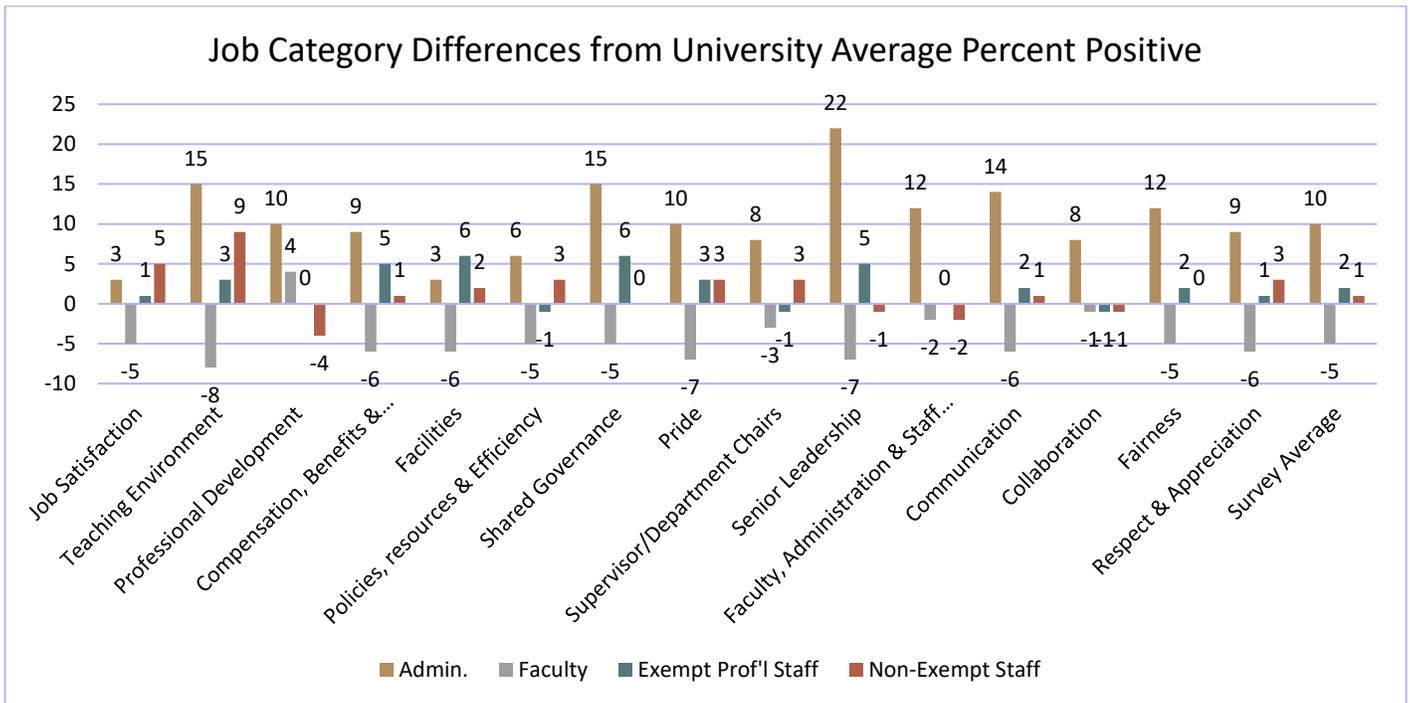
Administration	Faculty	Exempt Professional Staff	Non-Exempt
Poor			
None	Teaching Environment Policies, Resources, & Efficacy Communication Senior Leadership Faculty, Administration, & Staff Communication	None	Faculty, Administration & Staff Relations
Warrants Attention			
None	Compensation, Benefits, & Work/Life Balance Shared Governance Collaboration Fairness Respect & Appreciation	Teaching Environment Policies, Resources, & Efficiencies Senior Leadership Faculty, Administration, & Staff Relations Communication Collaboration Fairness Respect & Appreciation	Policies, Resources, & Efficiencies Shared Governance Senior Leadership Communication Collaboration Fairness Respect & Appreciation

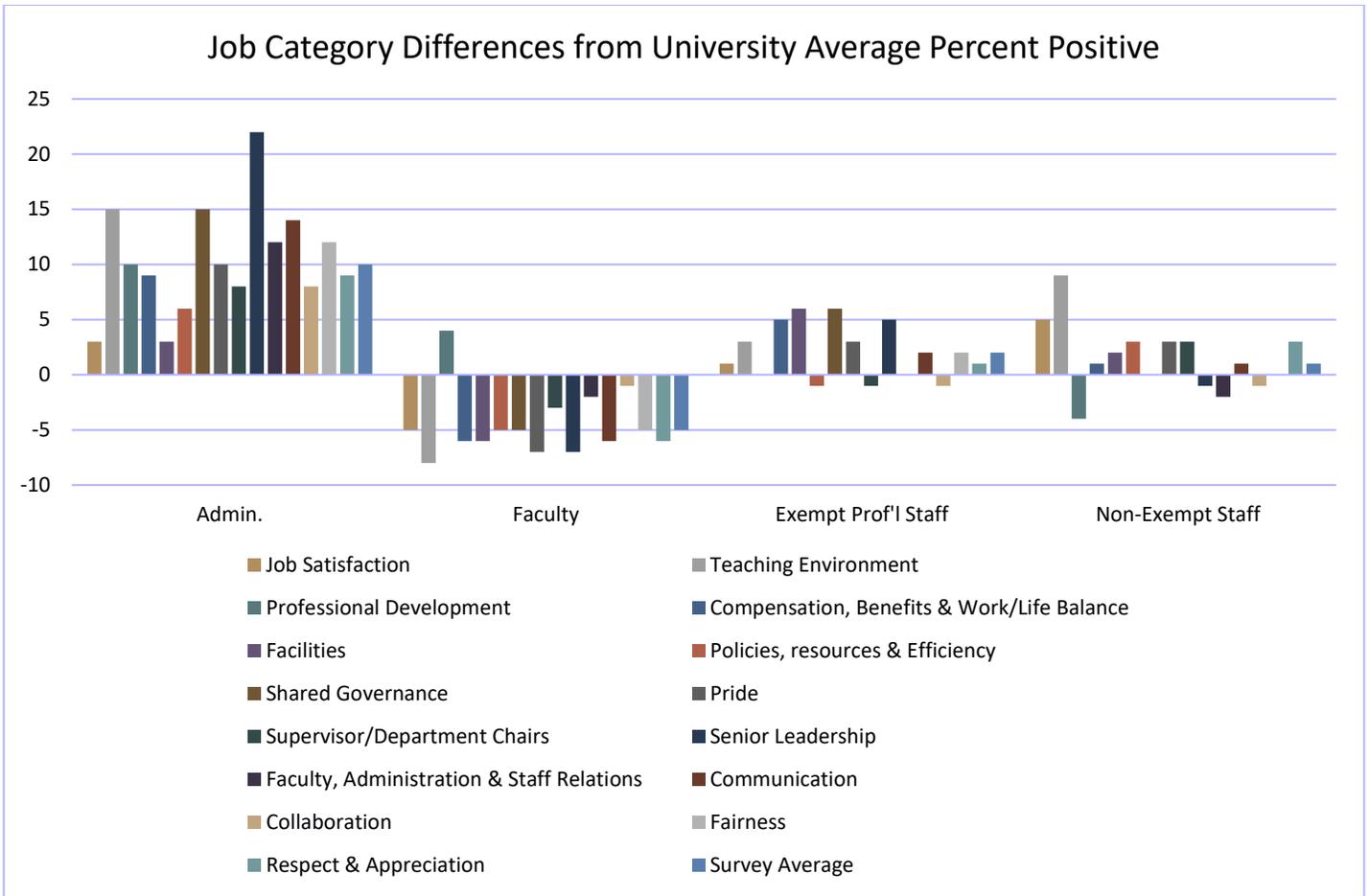
Average Positives by Job Category Compared to University Average

The difference from the university average in each of the content areas and survey total are provided in the table below.

GC Job Categories: Group to UI Average Comparison	UI Average	Admin.	Faculty	Exempt Professional Staff	Non-Exempt Staff
Job Satisfaction	68	3	-5	1	5
Teaching Environment	51	15	-8	3	9
Professional Development	61	10	4	0	-4
Compensation, Benefits & Work/Life Balance	59	9	-6	5	1
Facilities	65	3	-6	6	2
Policies, resources & Efficiency	49	6	-5	-1	3
Shared Governance	50	15	-5	6	0
Pride	67	10	-7	3	3
Supervisor/Department Chairs	69	8	-3	-1	3
Senior Leadership	48	22	-7	5	-1
Faculty, Administration & Staff Relations	45	12	-2	0	-2
Communication	50	14	-6	2	1
Collaboration	50	8	-1	-1	-1
Fairness	52	12	-5	2	0
Respect & Appreciation	51	9	-6	1	3
Survey Average	56	10	-5	2	1

This is perhaps better understood graphically. What follows are two (2) graphs to assist in process. They are the same data presented in two different ways. These allow various opportunities to visualize these data.

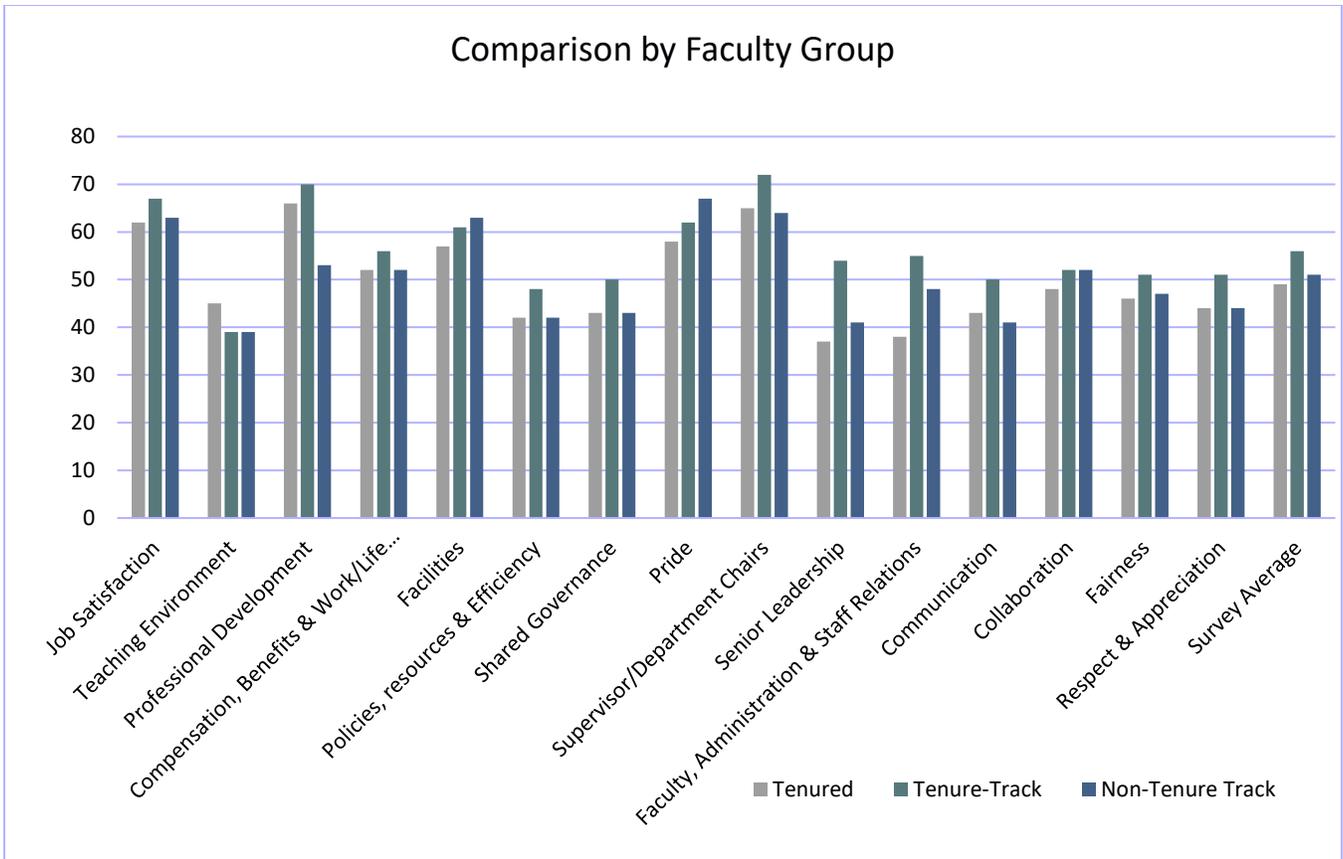




Average Positives by Faculty Tenure Status

The survey average for tenured faculty was forty-nine percent (49%), which was the lowest of the faculty response groups. Non-tenure track faculty had a survey average of fifty-one percent (51%) and tenure-track faculty were the highest response group with fifty-six percent (56%) survey average. Overall, tenure and non-tenure track faculty had similar positive responses, with tenure track faculty having overall higher positive response rates than the comparison groups in all areas except “teaching environment.” Tenured faculty responded more positively to “teaching environment” than both tenure-track and non-tenure track faculty.

The data is presented below for each content category by faculty group.



Average Positives by Years in Job

Respondents were asked to identify how many years they have been in their job. Positive responses were compared by years in job. The group of employees indicating they have been in their job less than two years had the highest percentage of positives at sixty-five percent (65%) for the overall survey. This is substantially better than the overall UI survey average of fifty-six percent (56%). Respondents in the “less than 2 years” group did not have any content categories that were interpreted as “warrants attention” or “poor.” This group also responded with the largest percentage of positives for “pride” and “supervisor/department chairs” when compared with the other groups. Those respondents indicating they had been in the job for “2-4 years” also had larger percentages of positives, when compared with those who had been in the job for longer.

Those respondents who declined to answer the question about years in job had the lowest percentages of positives in most content categories.

The percentages for each group are shown below and are color-coded according to the Great Colleges guidelines for score interpretation.

Content Category	<2 Years	2-4 Years	5-7 Years	8-10 Years	11-15 Years	16-20 Years	21-25 Years	>25 Years	Declined to Answer
Job Satisfaction	75	68	62	64	63	65	79	69	58
Teaching Environment	61	49	47	52	51	38	60	51	39
Professional Development	67	61	57	65	60	49	71	69	56
Compensation, Benefits & Work/Life	65	60	53	57	58	51	60	60	46
Facilities	71	65	59	61	71	59	69	66	54
Policies, resources & Efficiency	55	48	44	47	48	45	48	46	38
Shared Governance	61	48	43	47	53	43	49	44	43
Pride	79	66	62	65	61	56	70	60	58
Supervisor/Department Chairs	80	71	63	63	65	60	69	55	59
Senior Leadership	61	49	38	47	48	38	43	37	30
Faculty, Administration & Staff Relations	55	46	35	45	41	36	44	40	23
Communication	61	51	43	46	43	38	48	41	47
Collaboration	60	49	45	49	49	39	51	47	37
Fairness	64	51	48	48	49	40	48	46	34
Respect & Appreciation	61	50	44	48	48	46	53	50	38
Survey Average	65	56	49	53	53	47	56	51	44

Score	Interpretation
75% +	Very Good to Excellent
65%-74%	Good
55%-64%	Fair to Mediocre
45%-54%	Warrants Attention
< 45%	Poor

University of Idaho Custom Statements

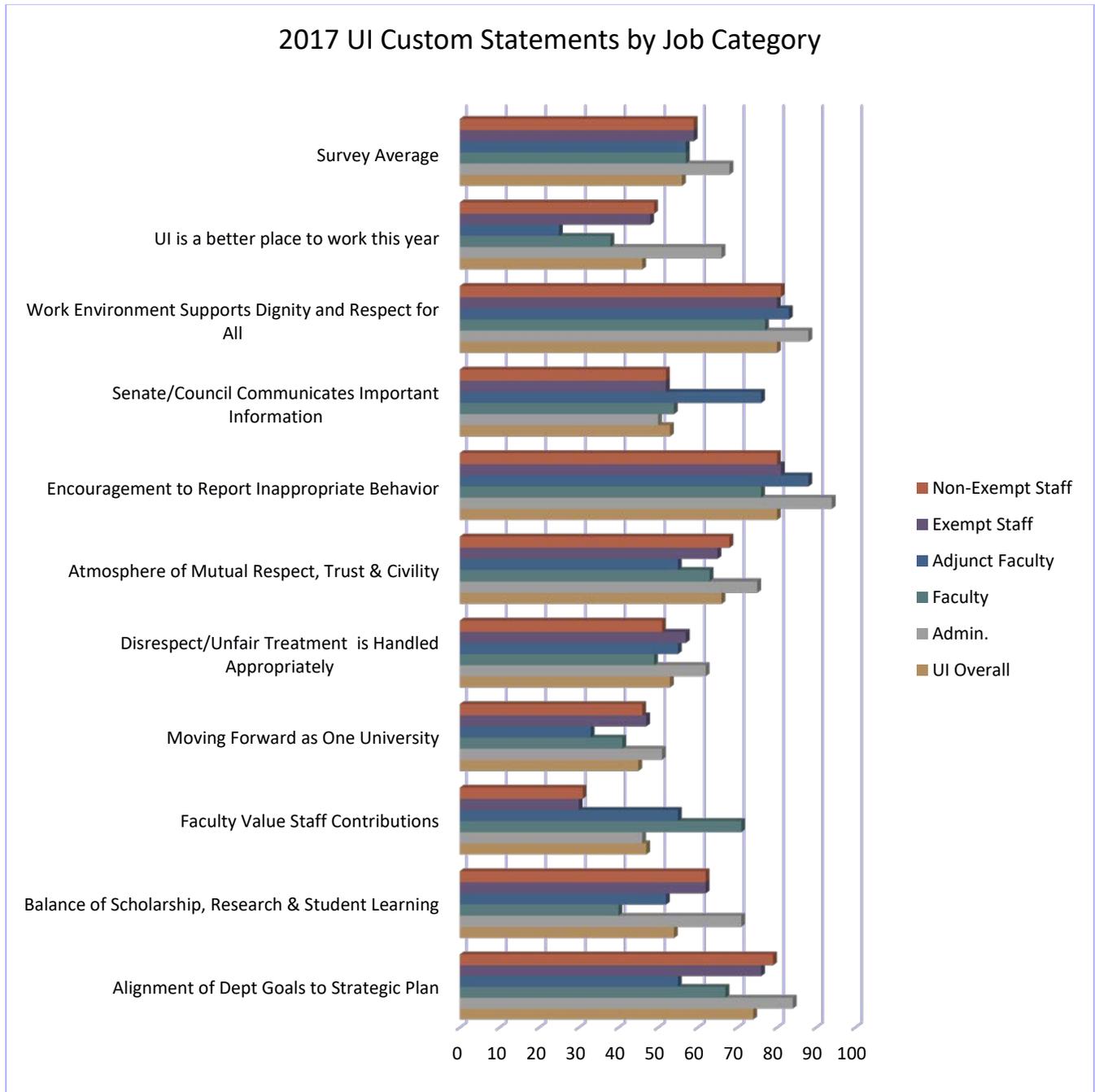
The UI added ten custom-statements to the Great Colleges survey. Similar to the other statements, respondents were asked to indicate how much they agreed with each. Percentages shown are of positive responses to each statement. The data is shown below for the UI overall, and by each job category.

UI Custom Statement Topic	UI Overall	Admin.	Faculty	AdjunctFaculty	ExemptProStaff	Non-Exempt Staff
Alignment of Dept Goals to Strategic Plan	74	84	67	55	76	79
Balance of Scholarship, Research & Student Learning	54	71	40	52	62	62
Faculty Value Staff Contributions	47	46	71	55	30	31
Moving Forward as One University	45	51	41	33	47	46
Disrespect/Unfair Treatment is Handled Appropriately	53	62	49	55	57	51
Atmosphere of Mutual Respect, Trust & Civility	66	75	63	55	65	68
Encouragement to Report Inappropriate Behavior	80	94	76	88	81	80
Senate/Council Communicates Important Information	53	50	54	76	52	52
Work Environment Supports Dignity and Respect for All	80	88	77	83	80	81
UI is a better place to work this year	46	66	38	25	48	49
Survey Average	56	68	57	57	59	59

Trend data is not available, as this is the first year these statements were included.

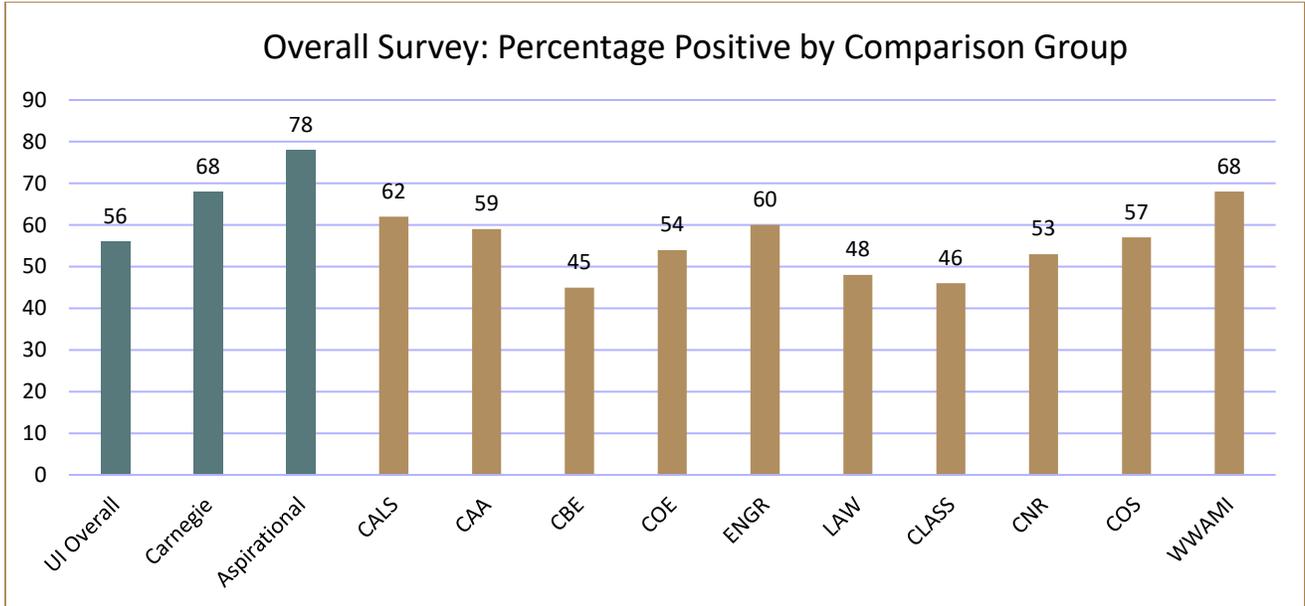
Those respondents in the administration job category had the highest positive percentage for the survey average of custom statements, with sixty-eight percent (68%) positive responses overall. There was no difference in overall positive percentages for the custom statements, between faculty and adjunct faculty (both 57%), nor between the exempt and non-exempt staff groups (both 59%).

The chart below shows a visual comparison of responses for each statement by job category.



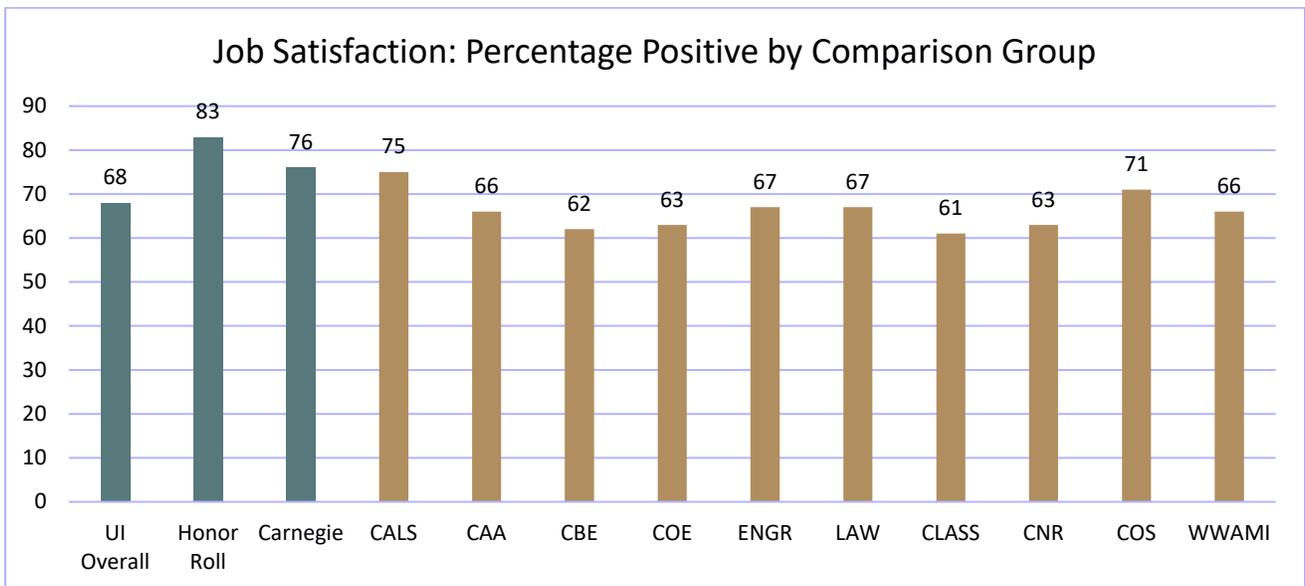
Comparisons of Colleges with Comparison Groups

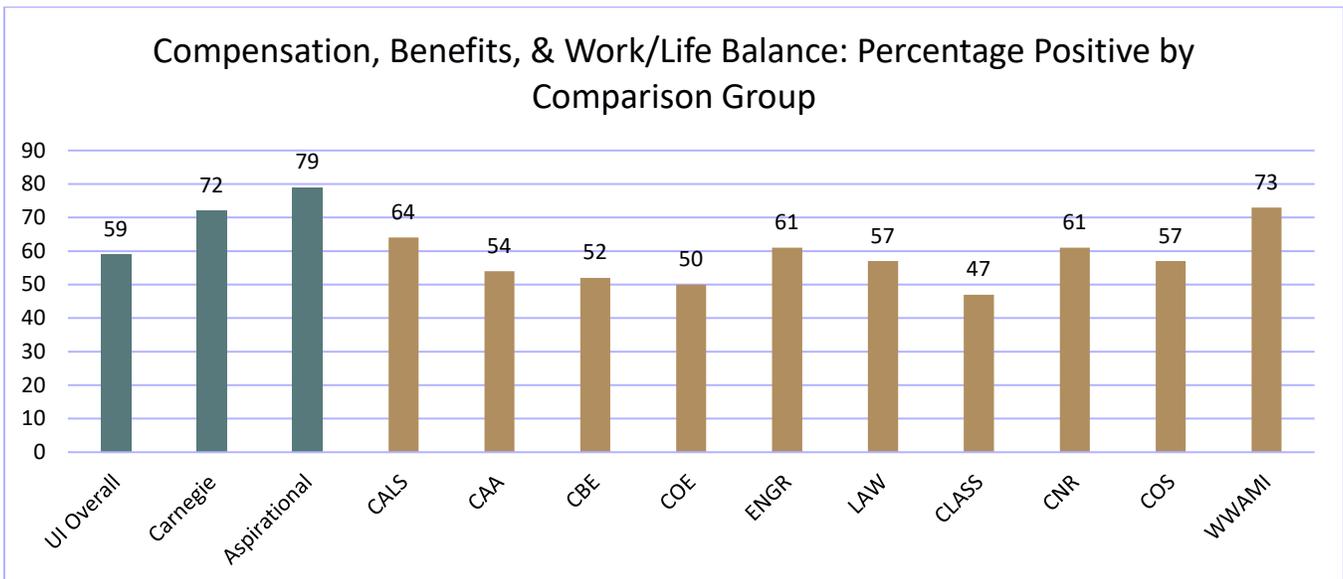
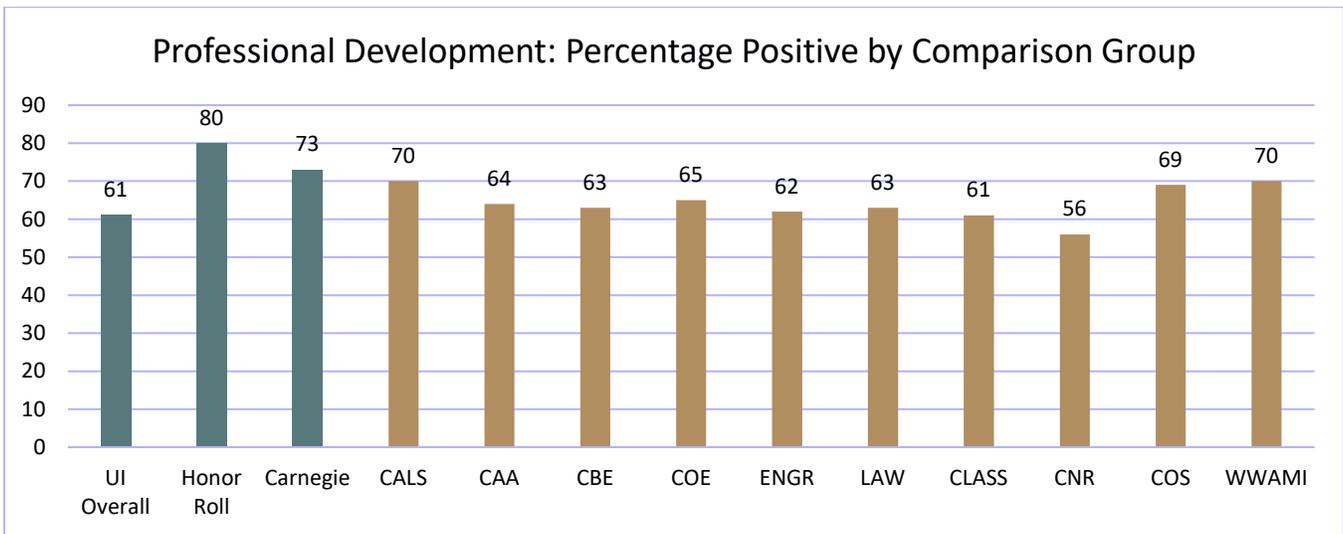
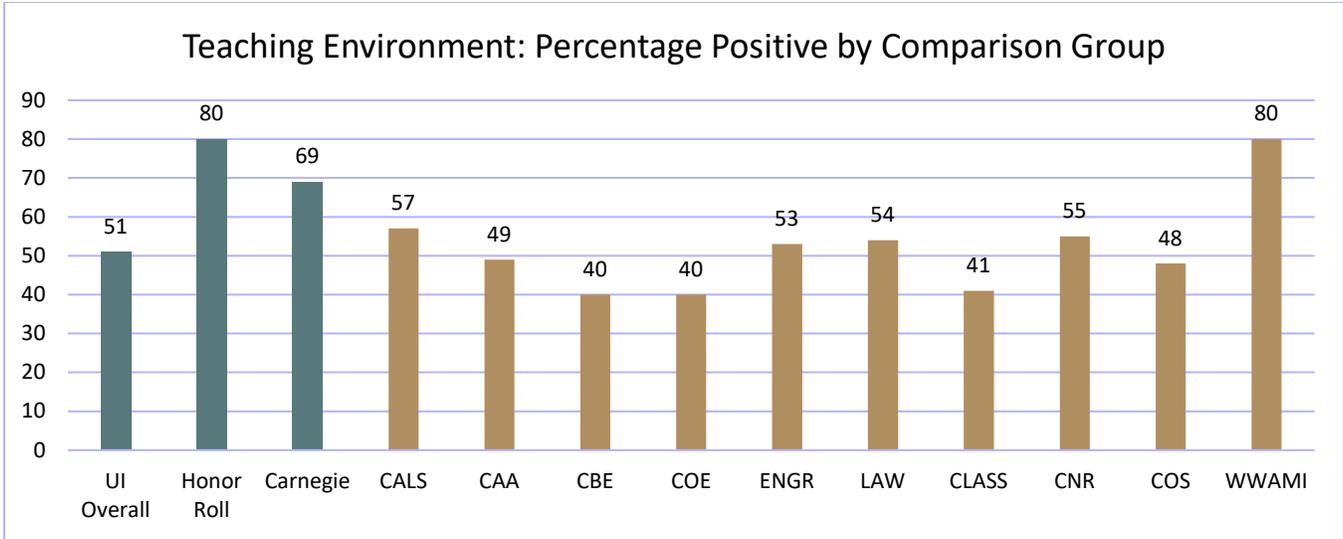
For 2017, the UI data set was available to be broken down by college. These findings are reported here. The chart below shows the percentage of positives for each college, along with those for UI overall, and the 2017 Honor Roll and Carnegie comparison groups. Smaller areas represent fewer positive percentages than larger areas.

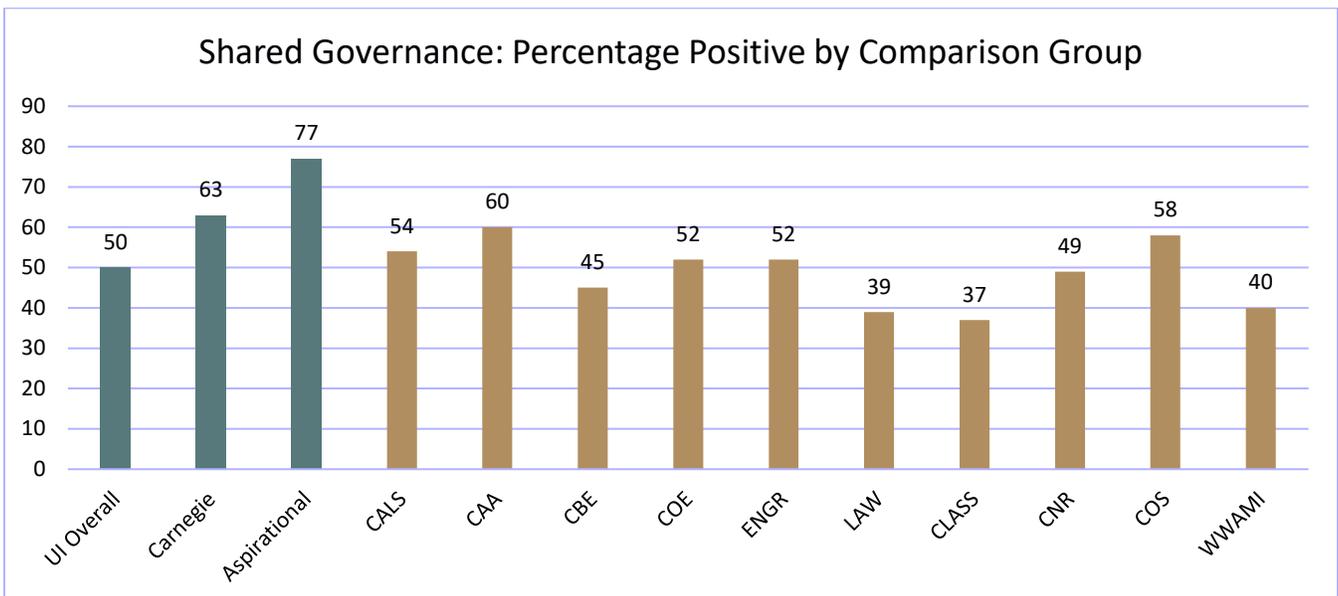
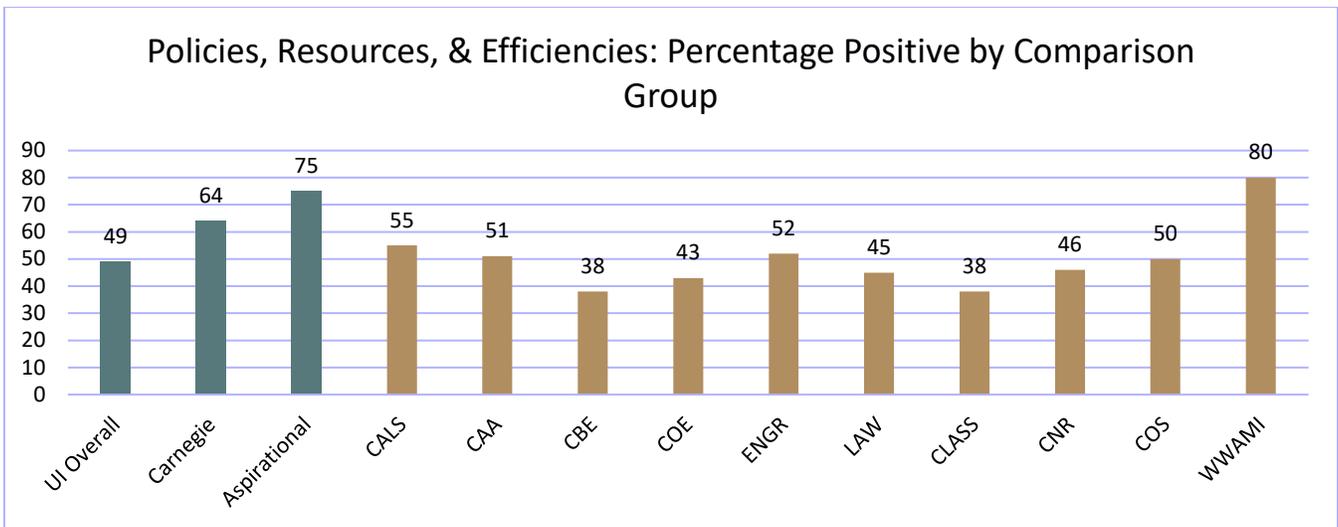
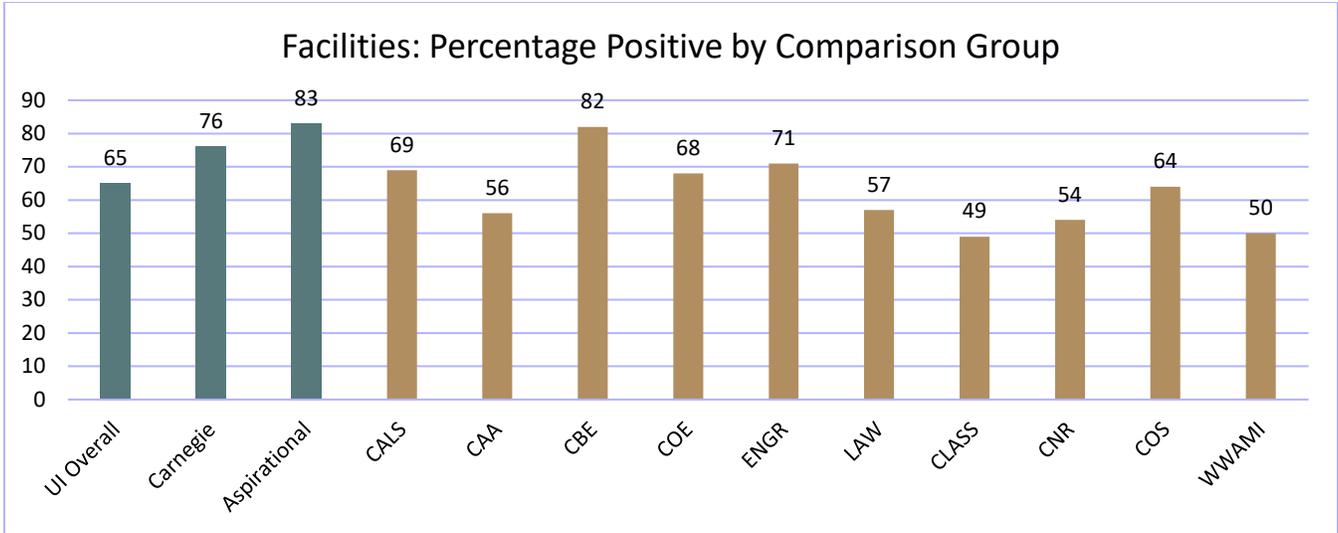


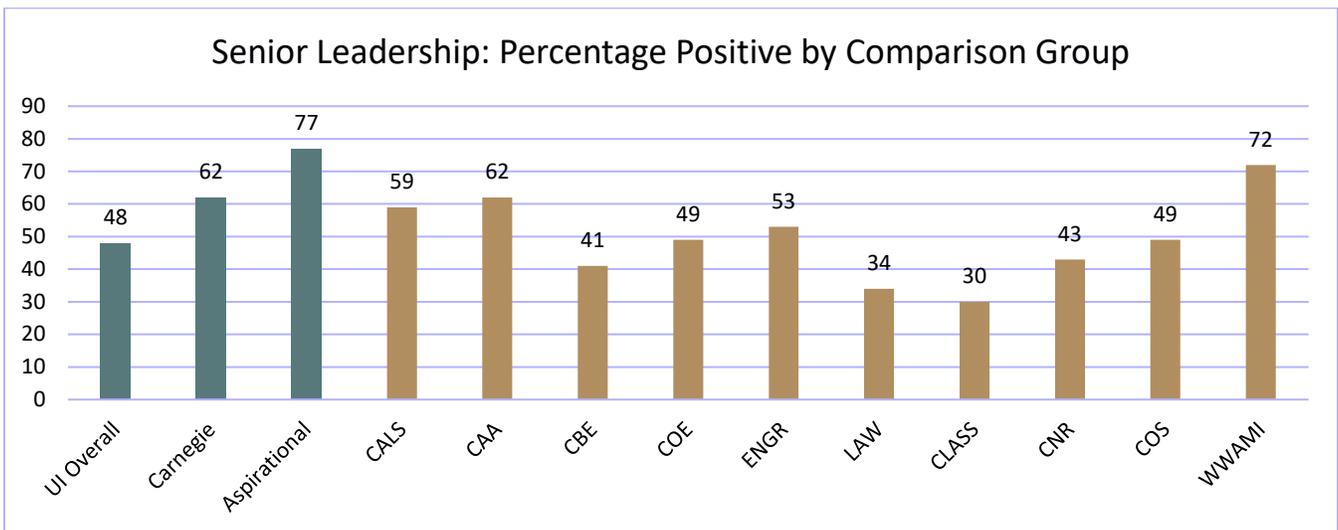
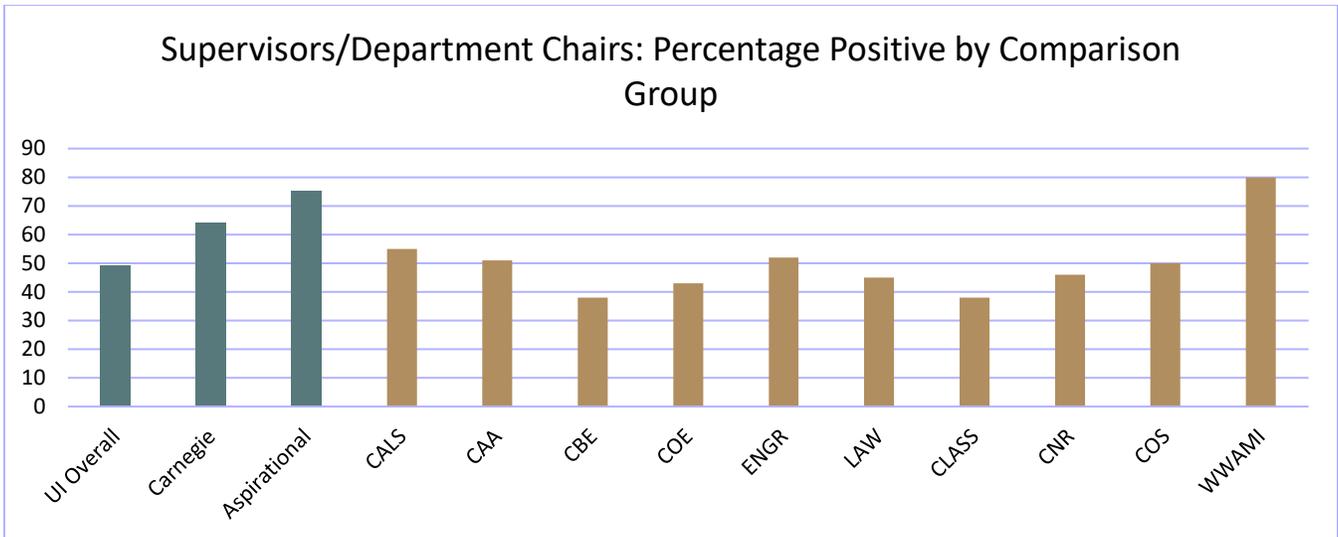
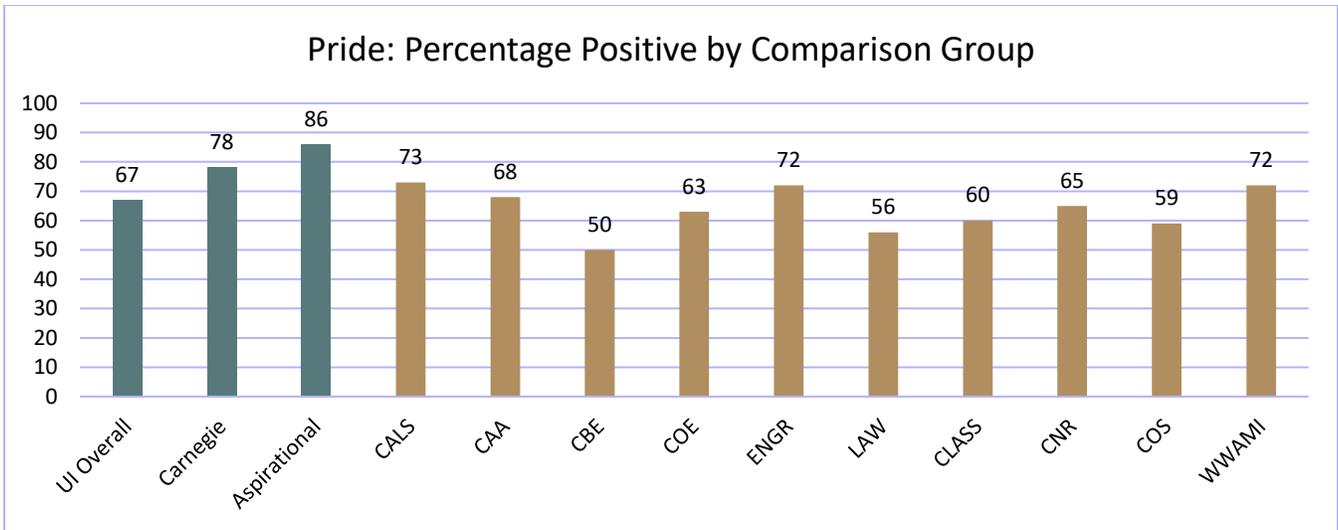
Comparisons of Colleges by Content Category

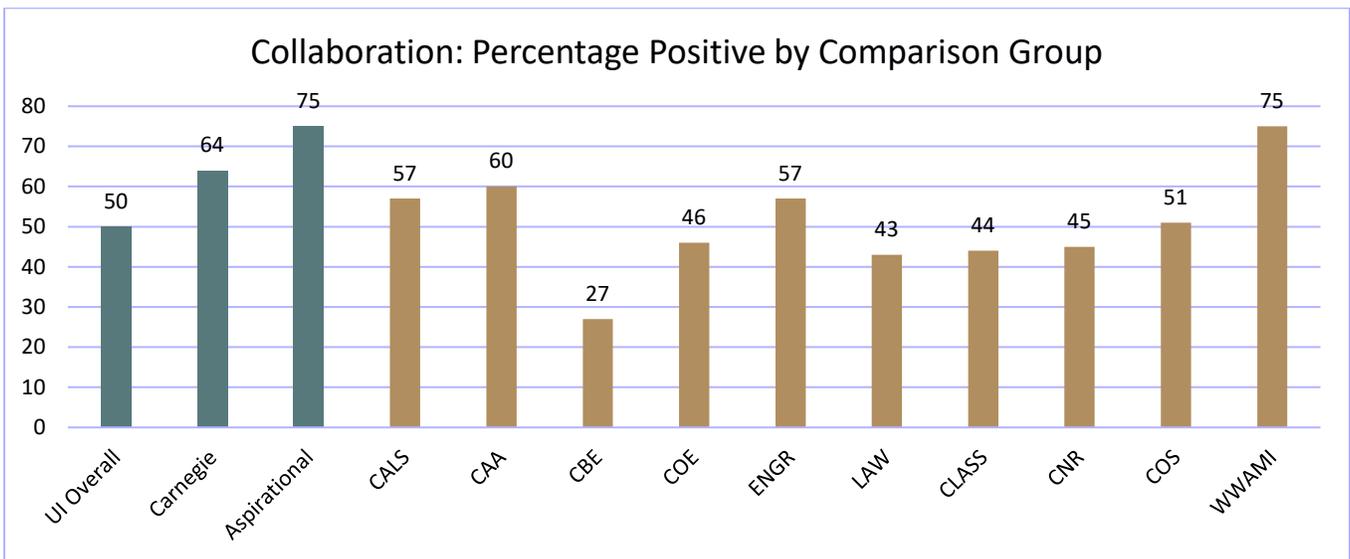
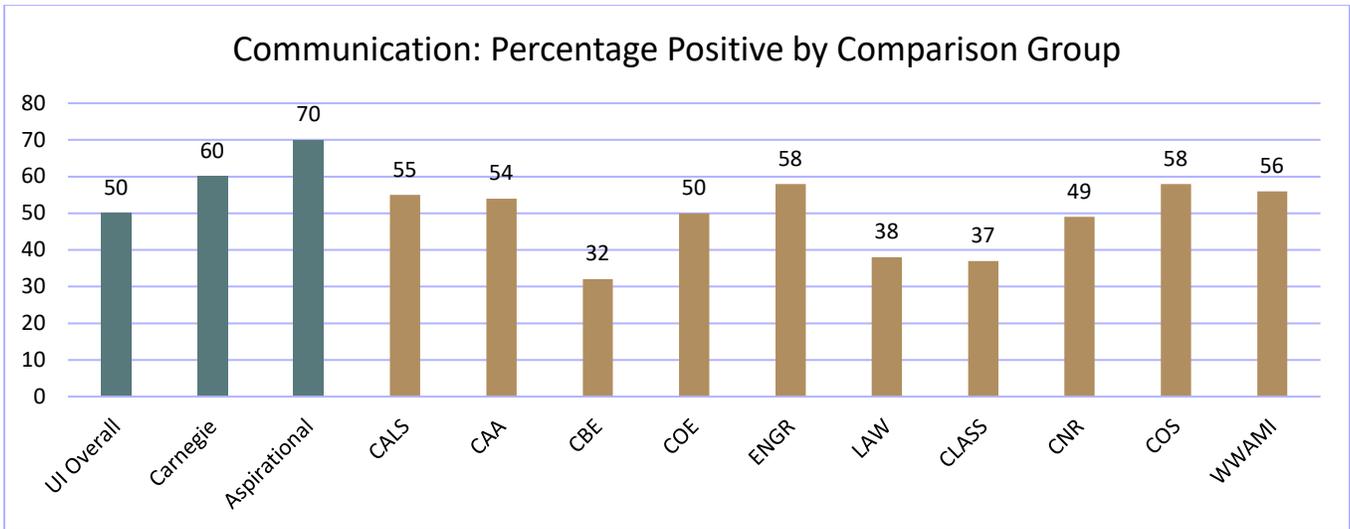
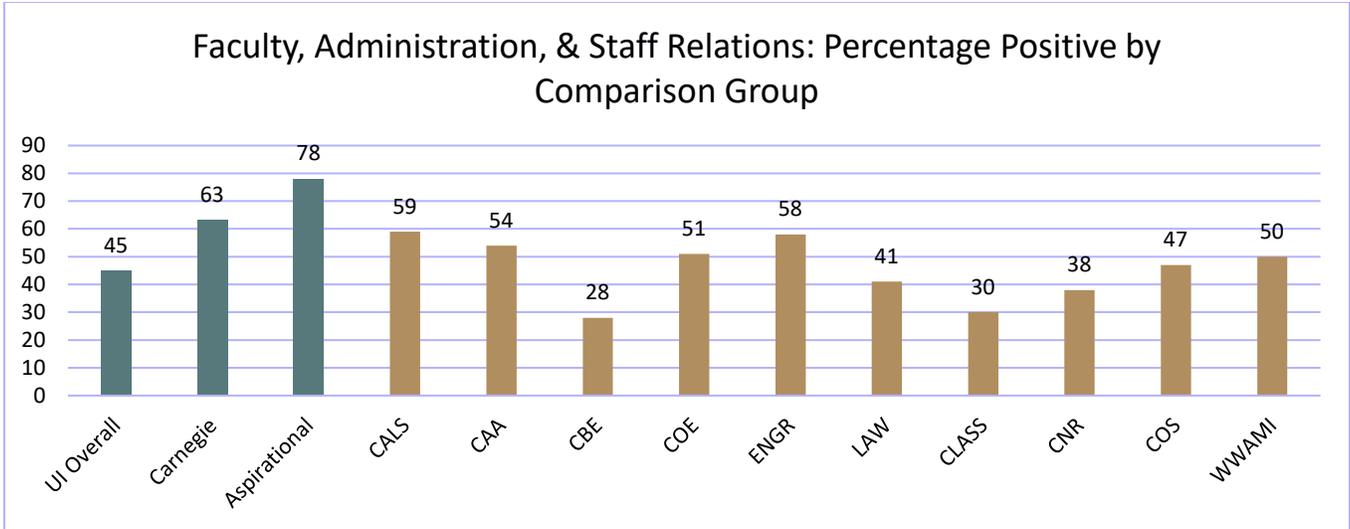
Colleges were compared with the UI overall positive percentage for each of the 15 content categories, and the overall survey. These results are displayed below for each content category.

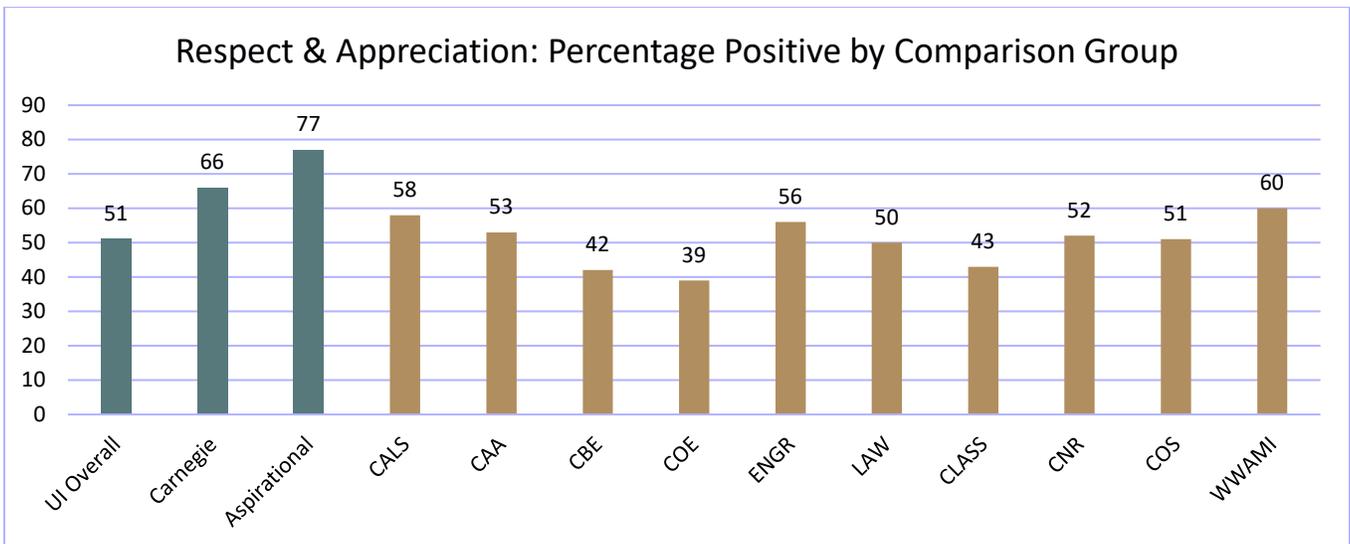
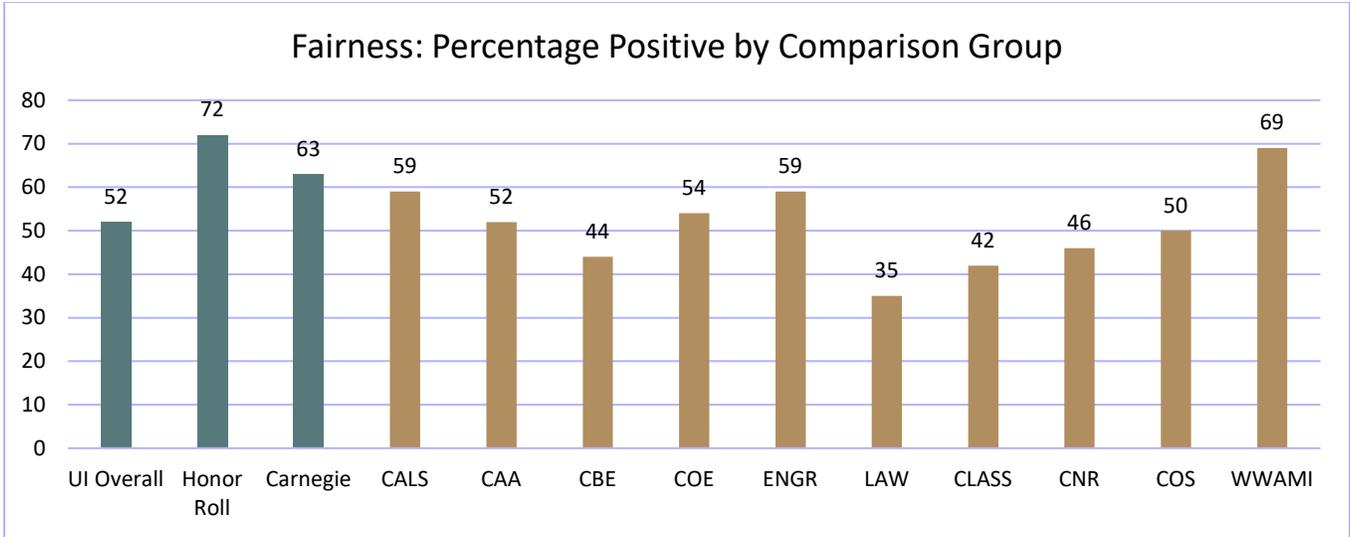






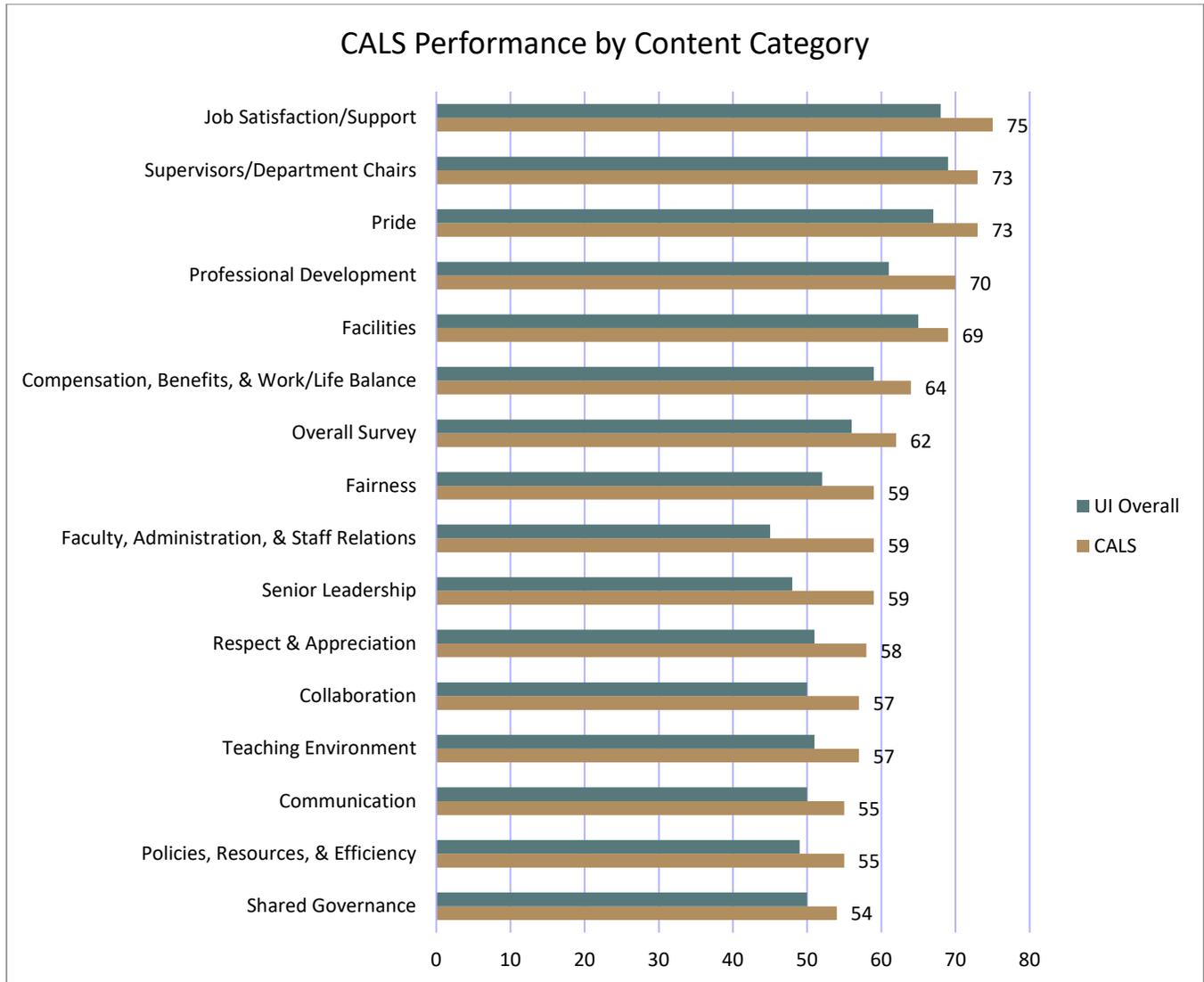




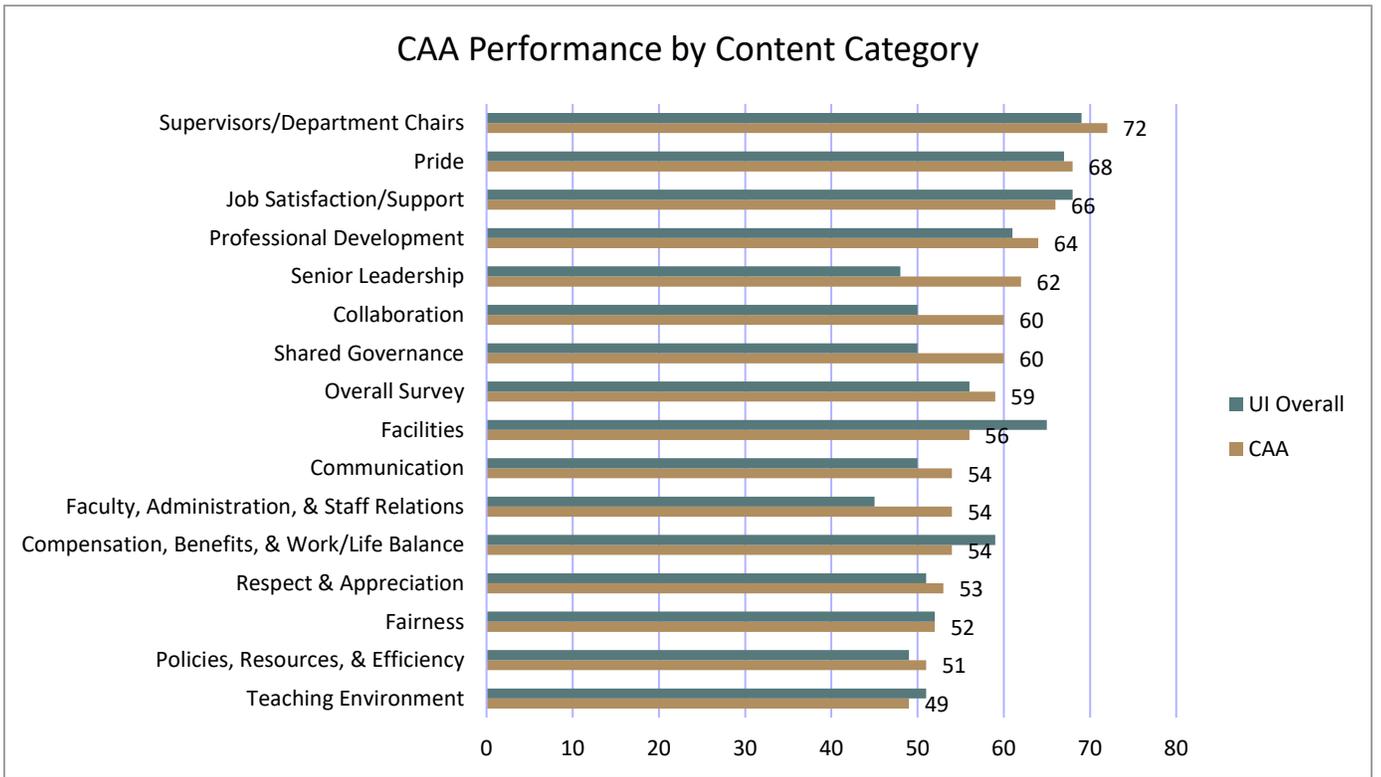


College Performance by Content Category

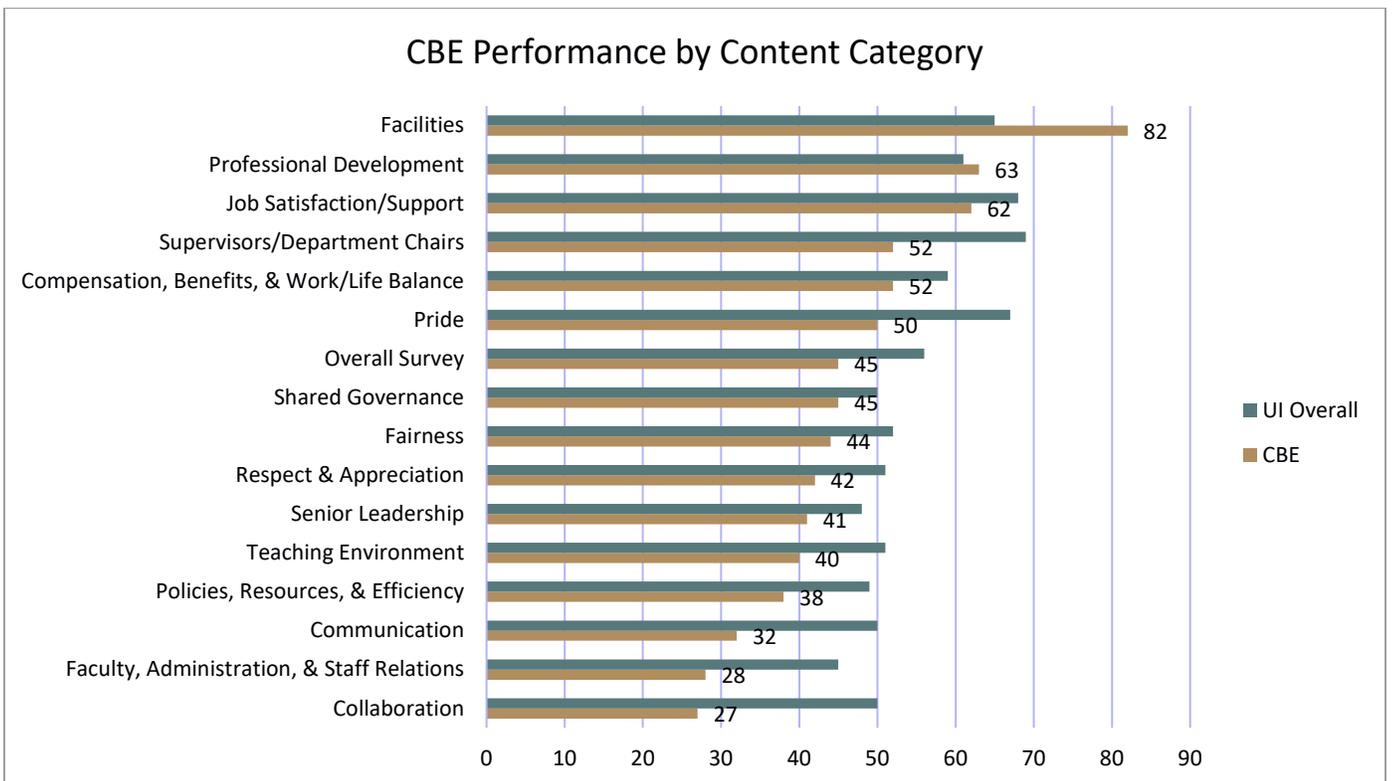
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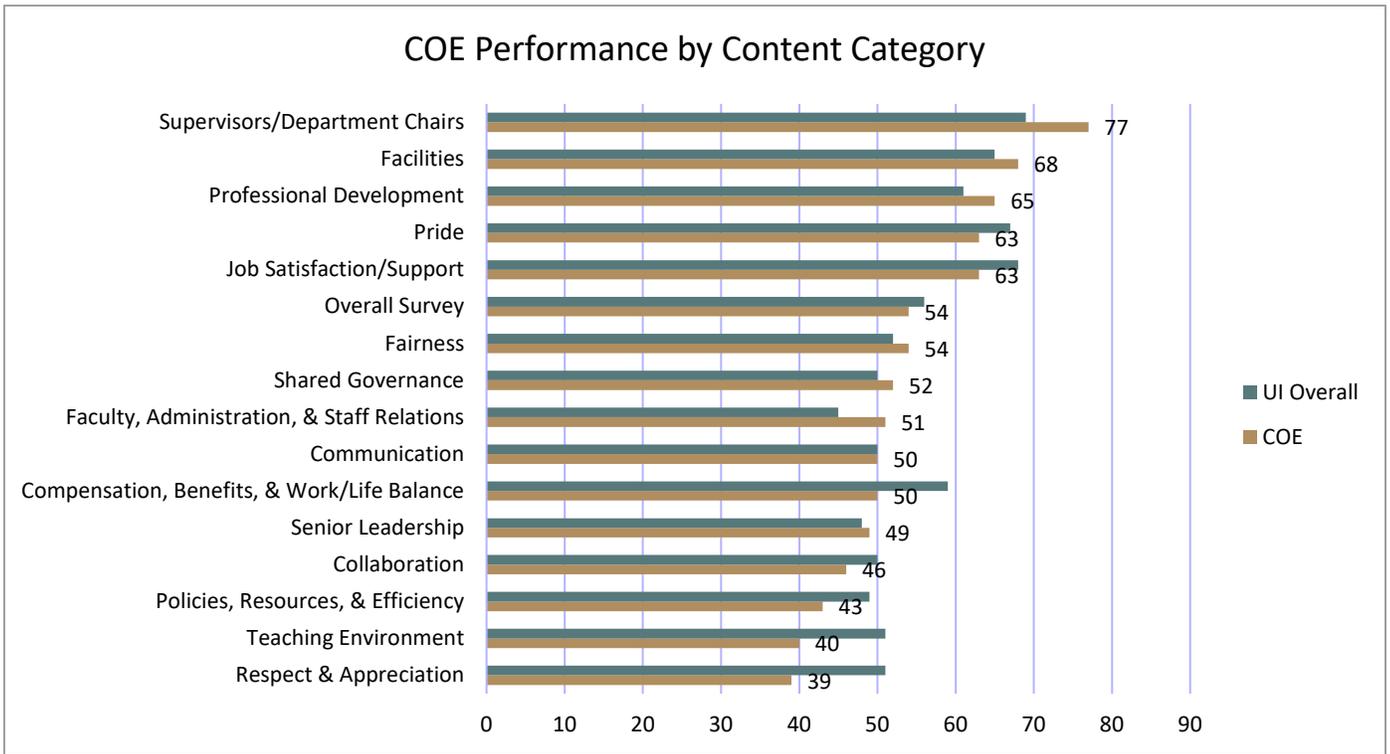
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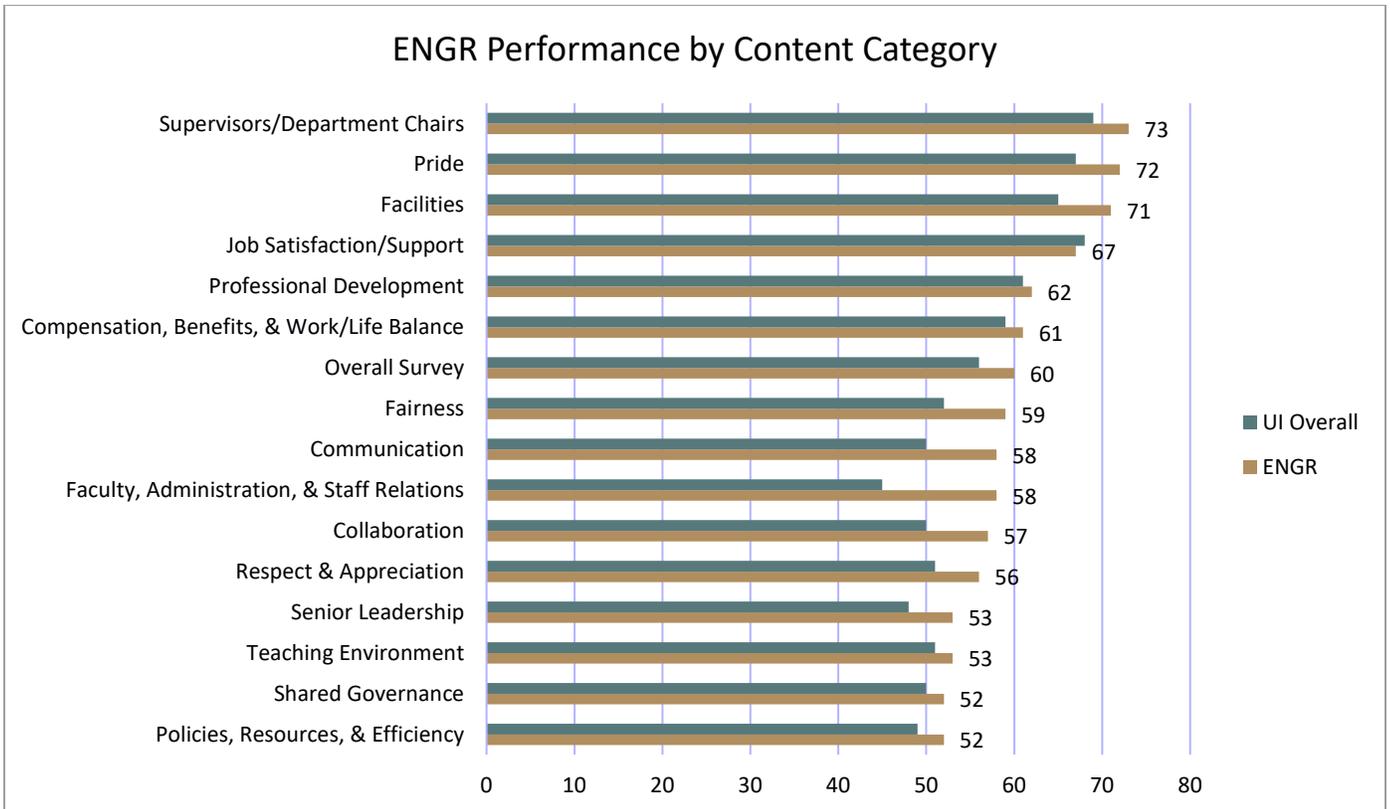
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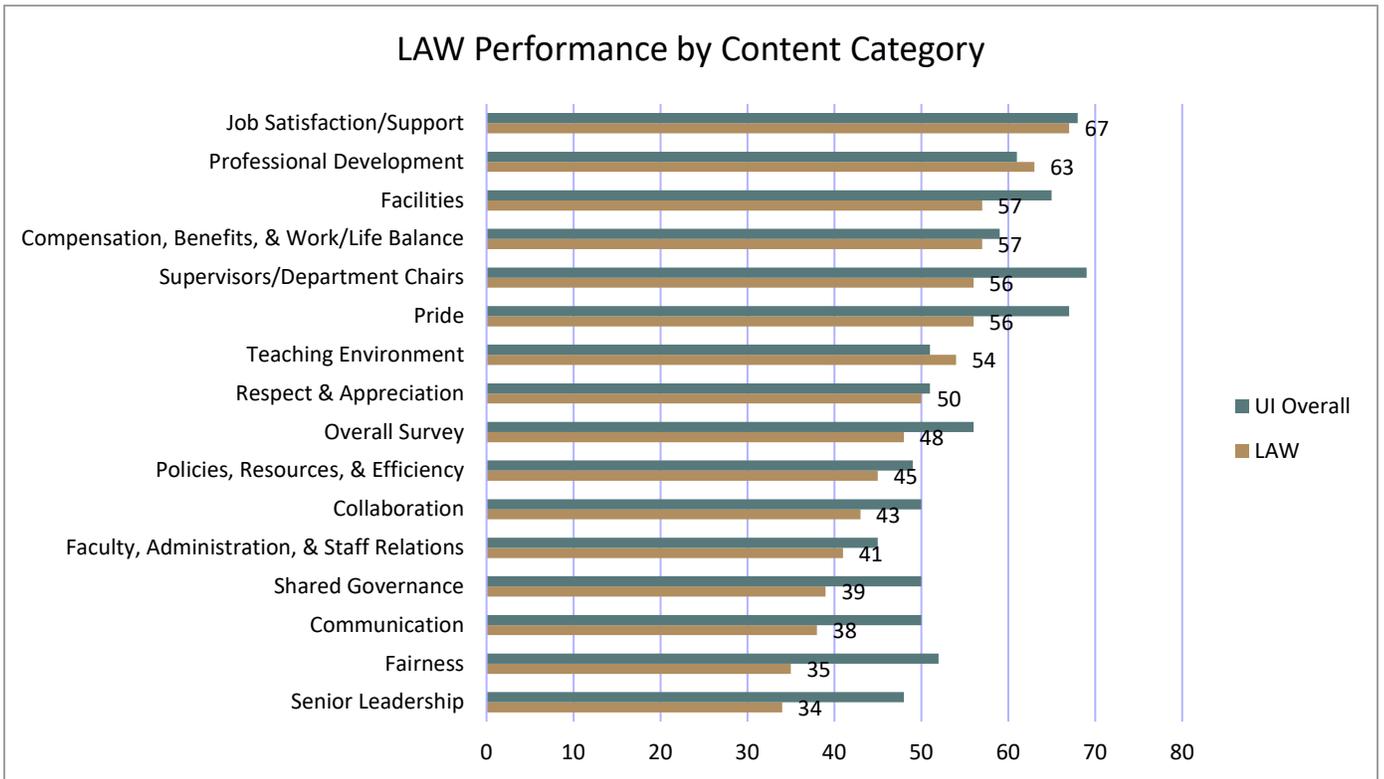
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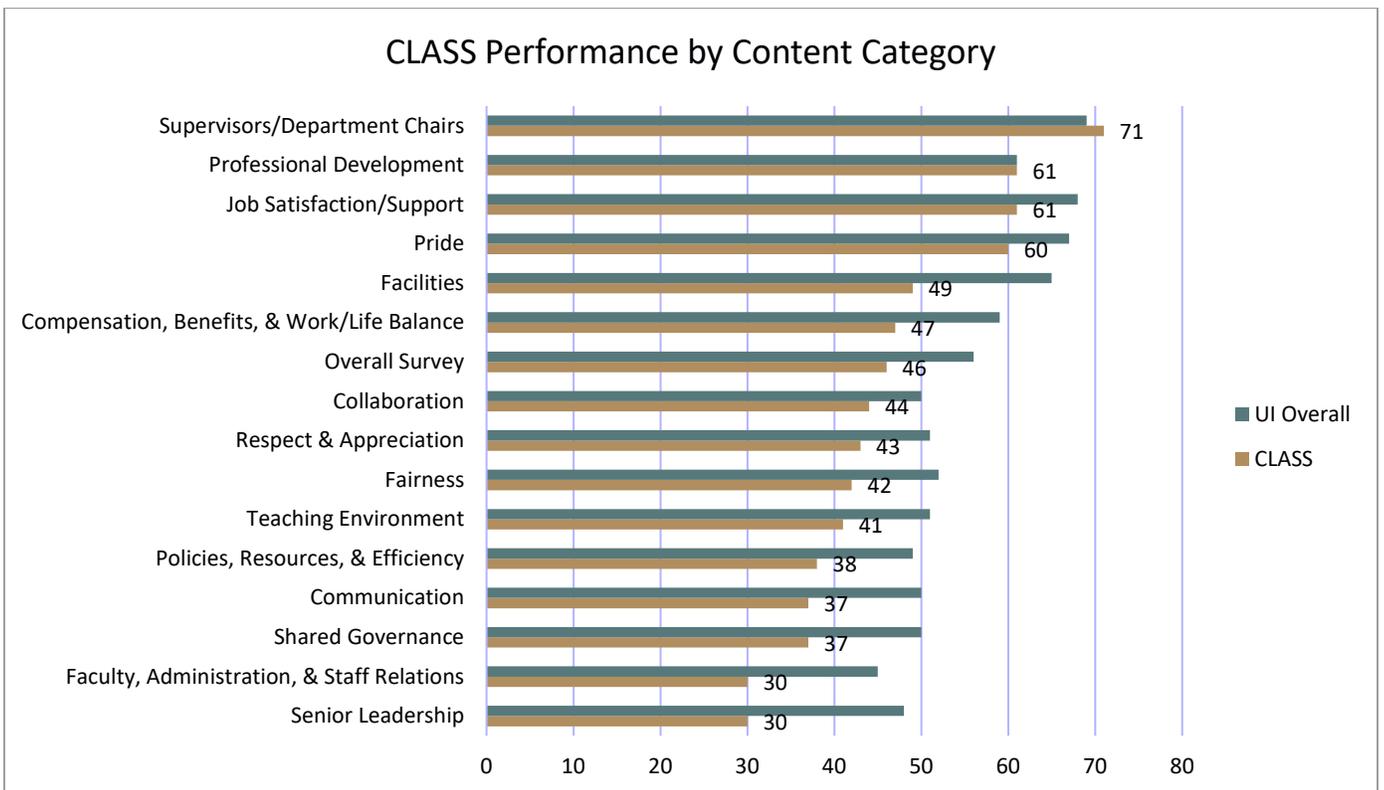
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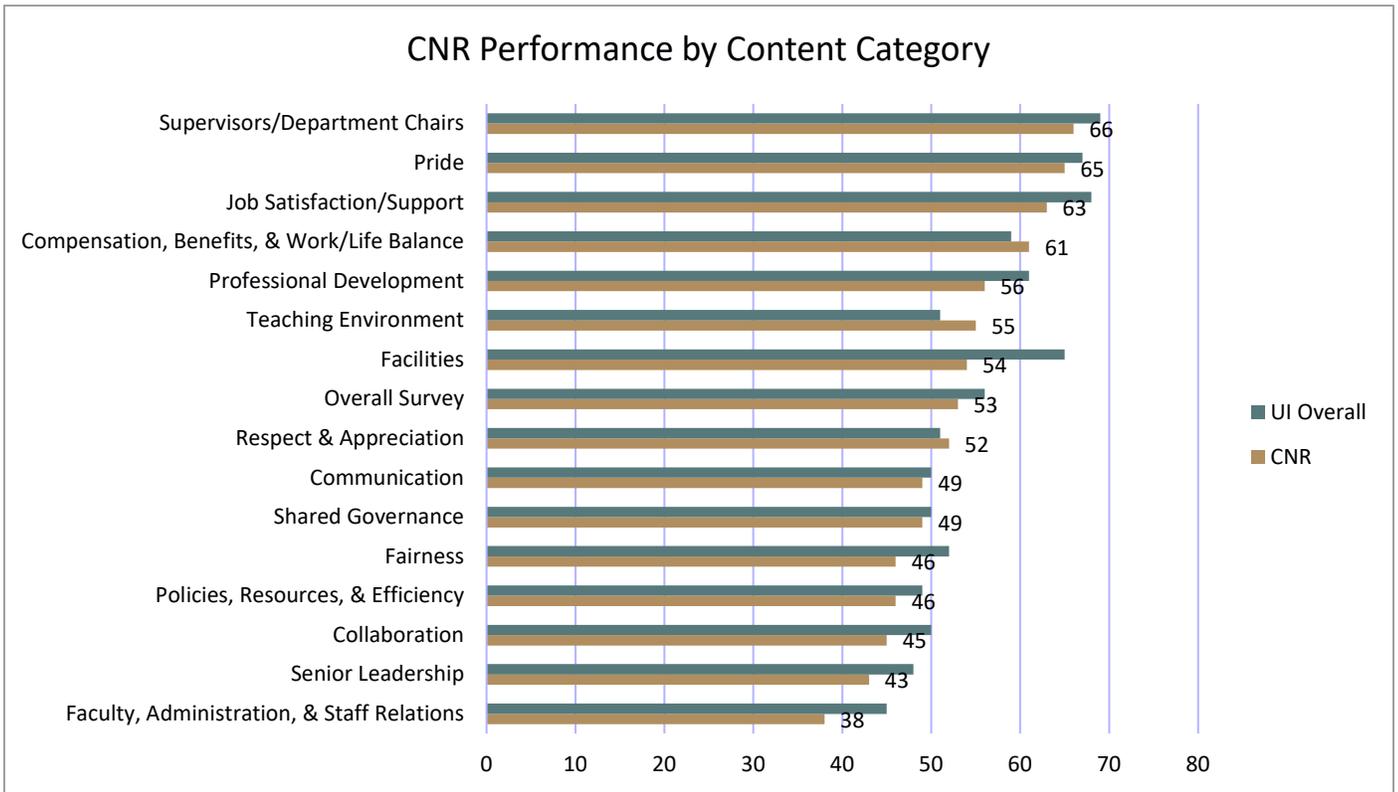
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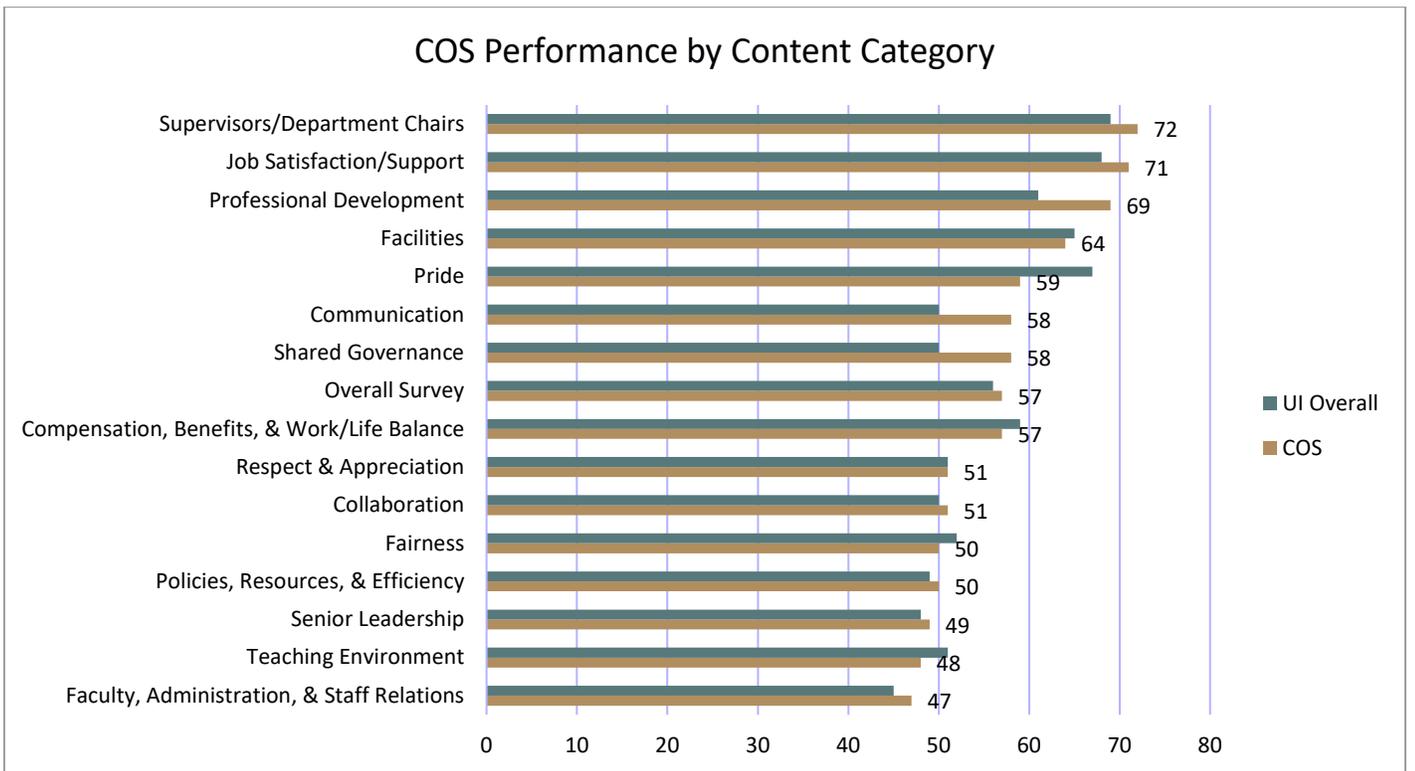
CLASS



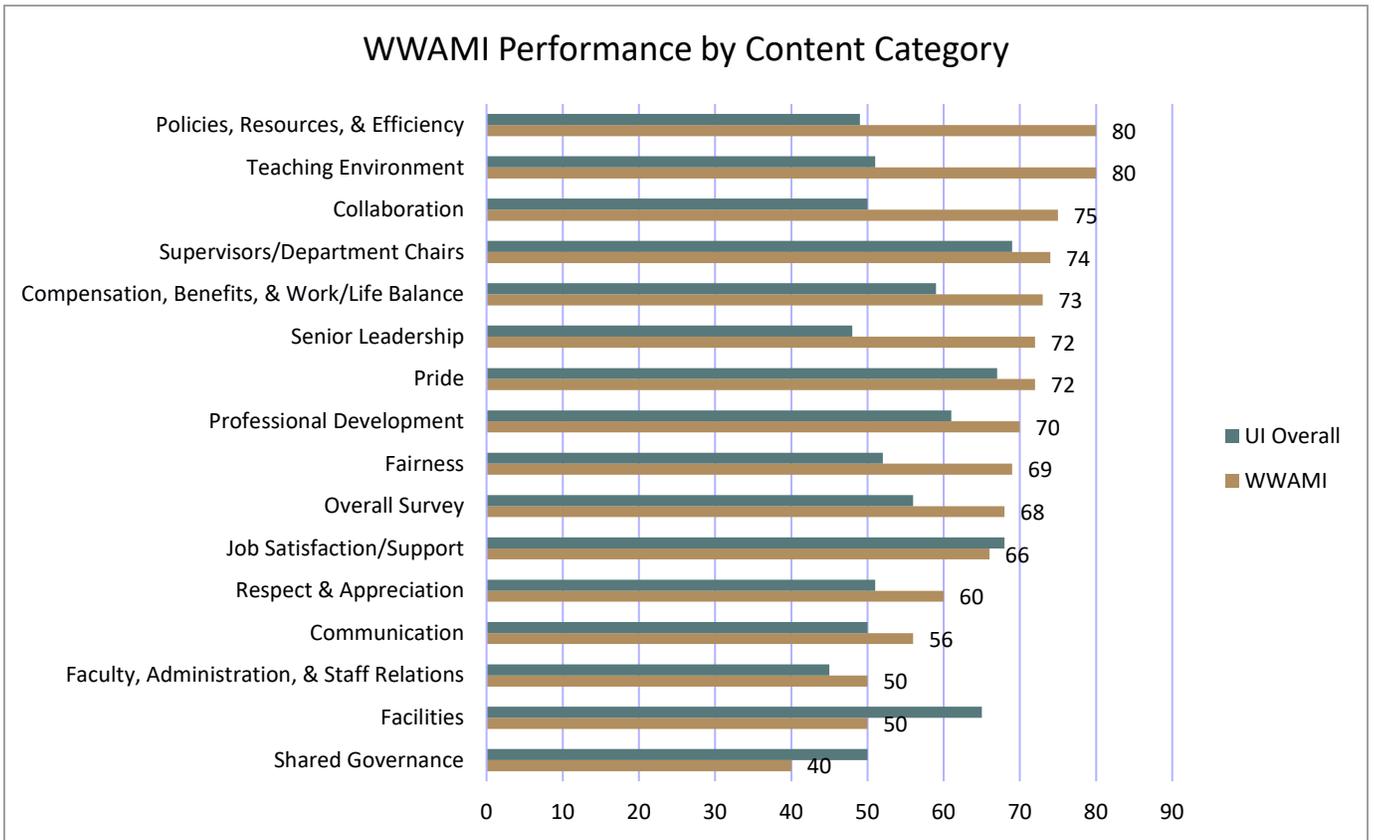
CNR



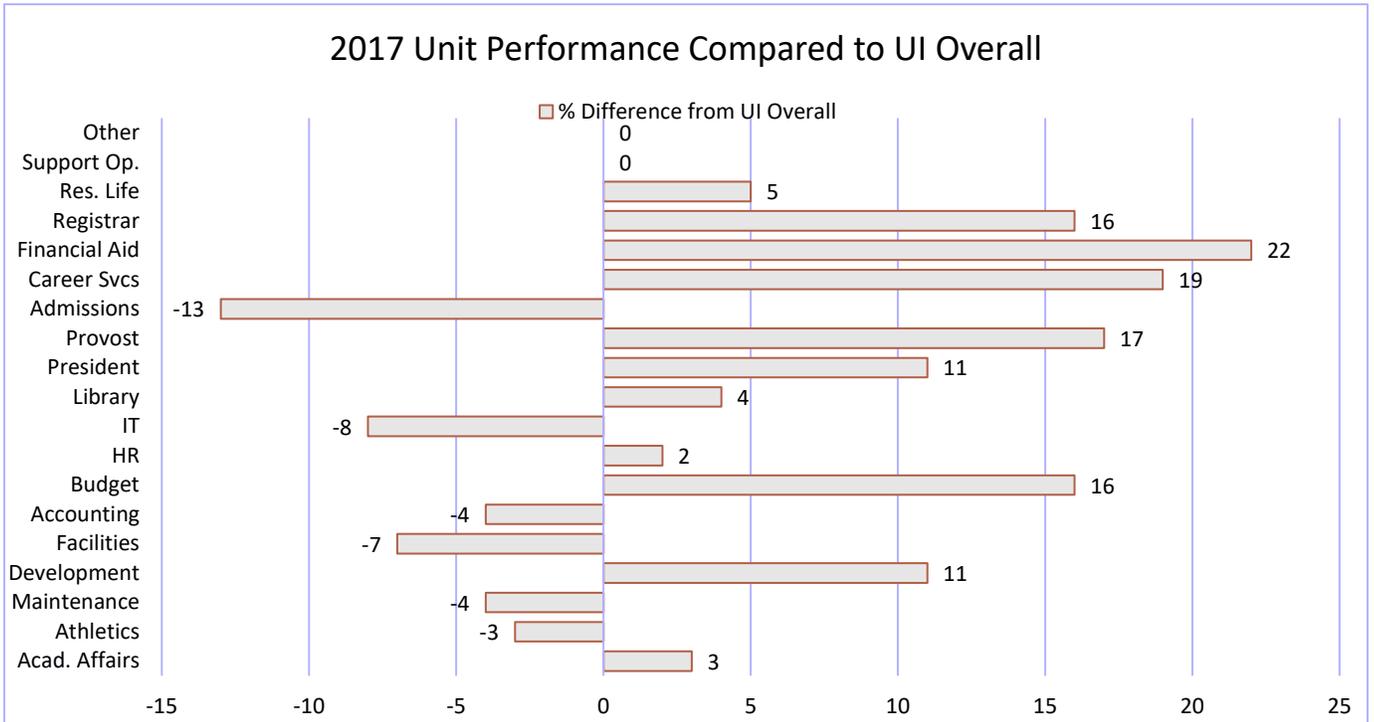
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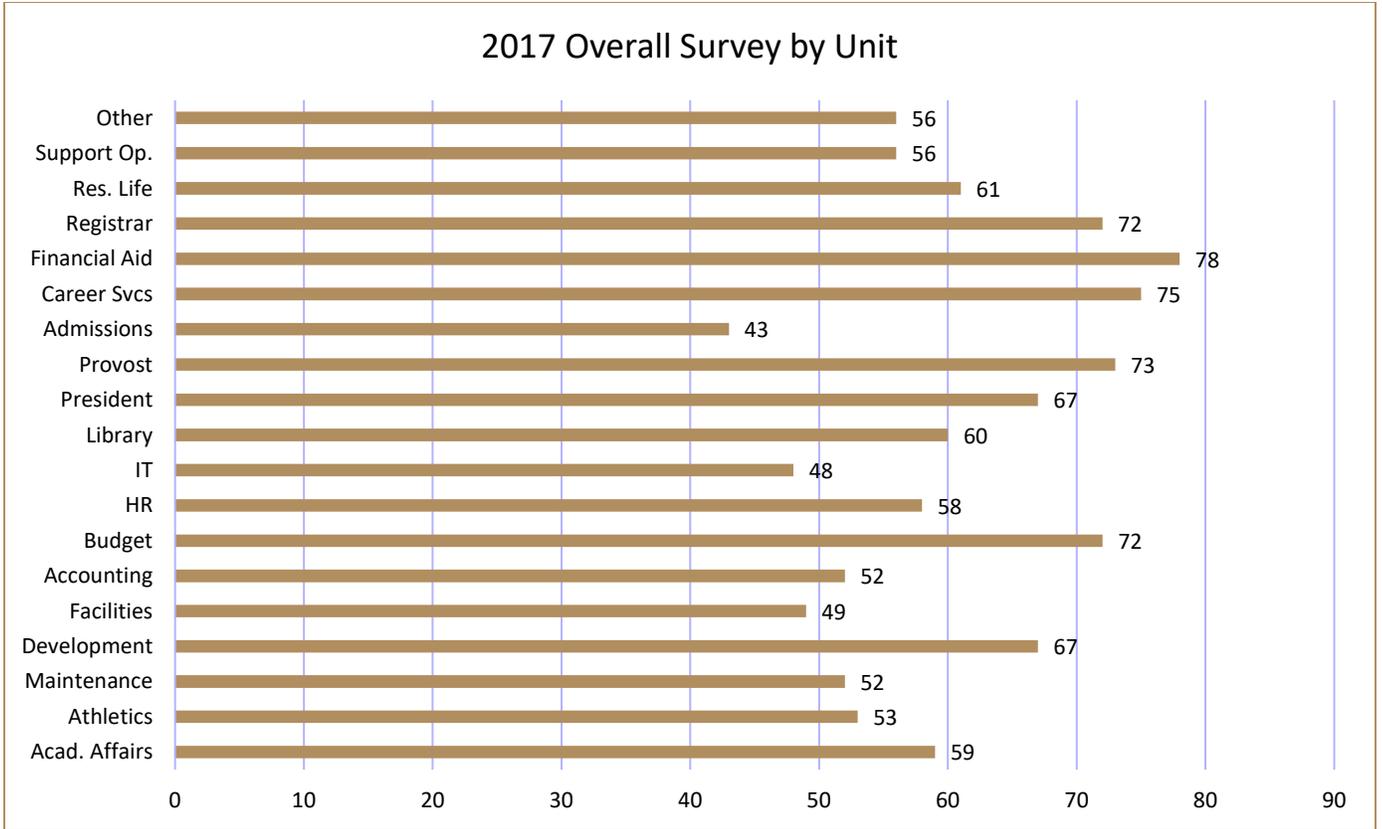


WWAMI

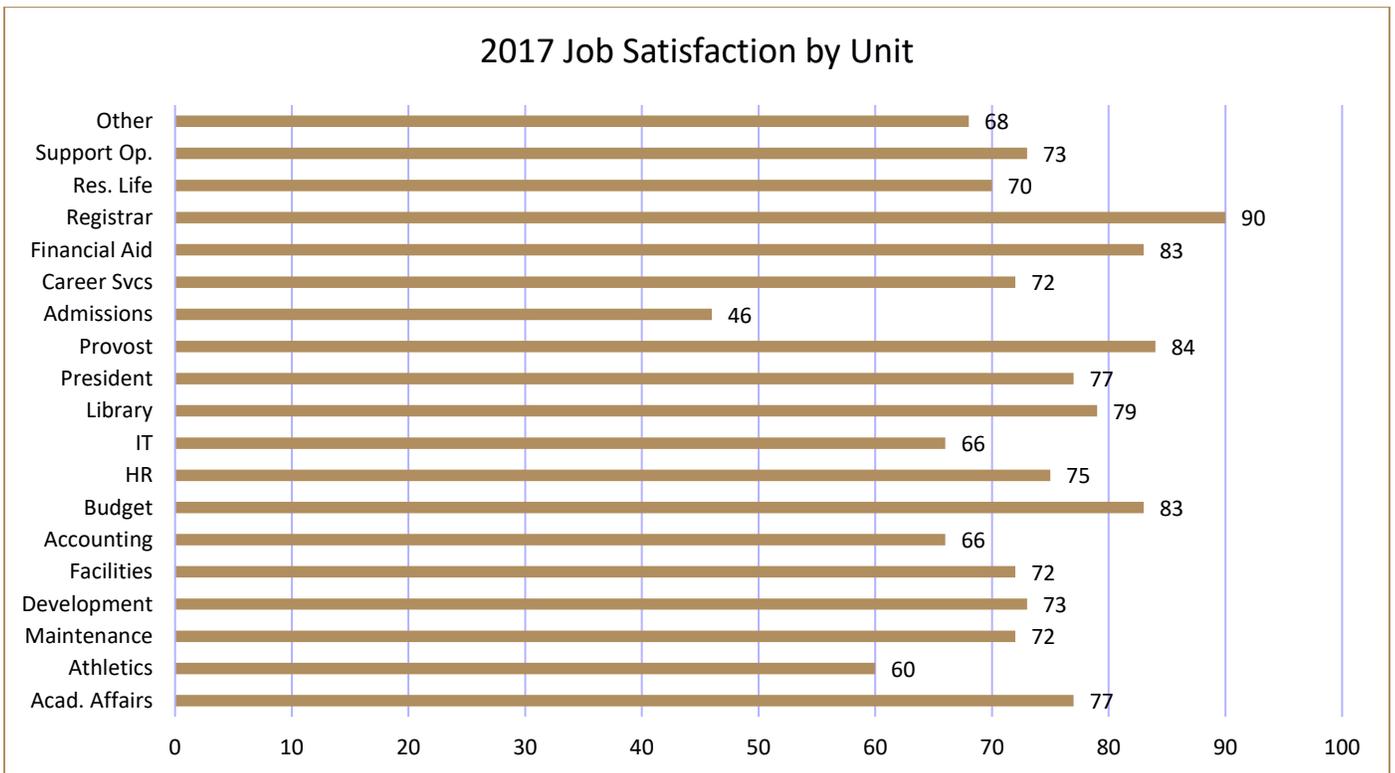


Comparisons of Units with UI Overall

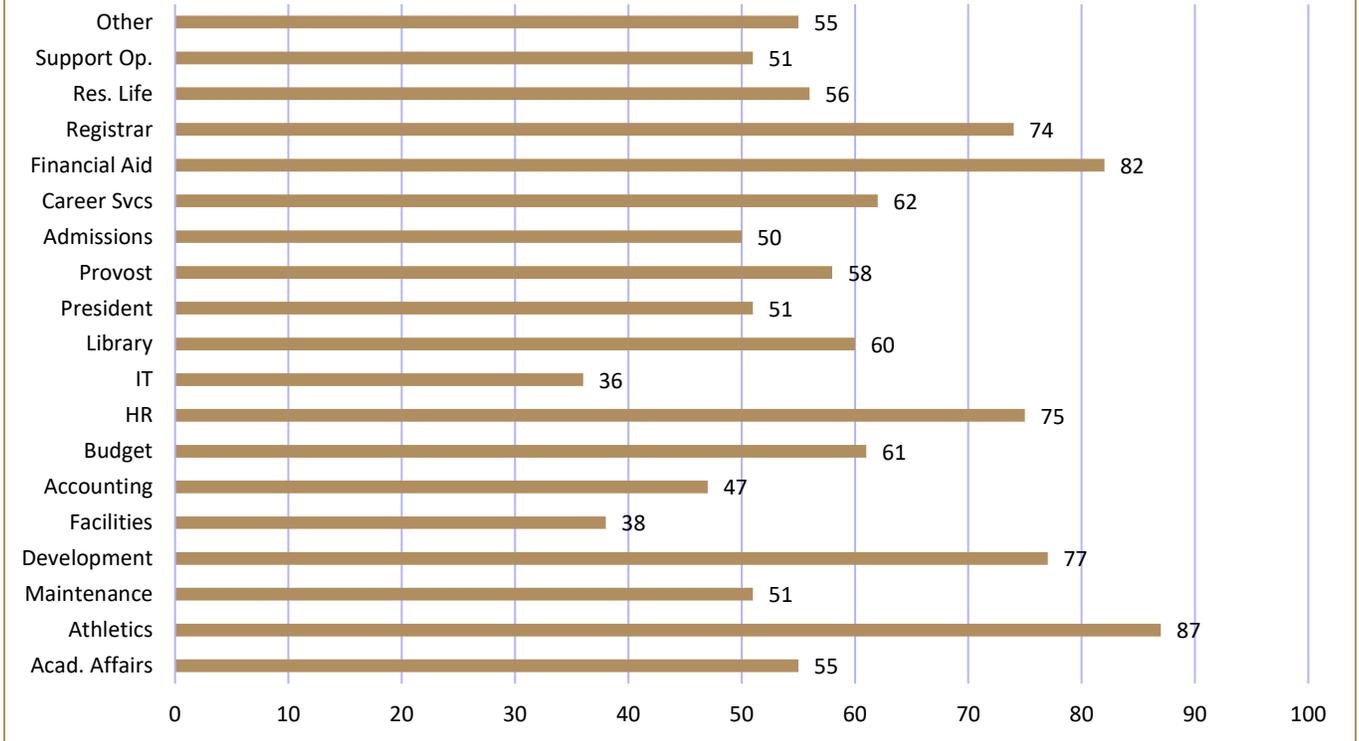




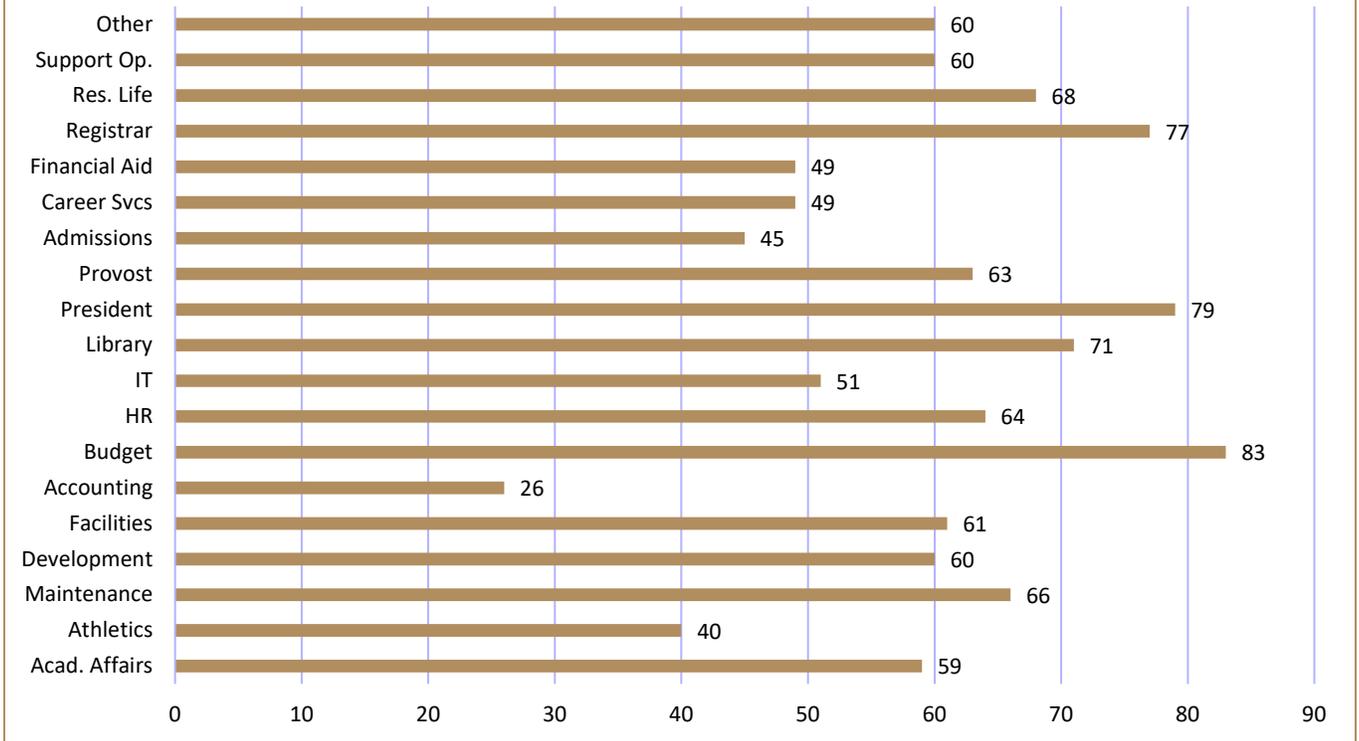
Unit Performance by Content Category



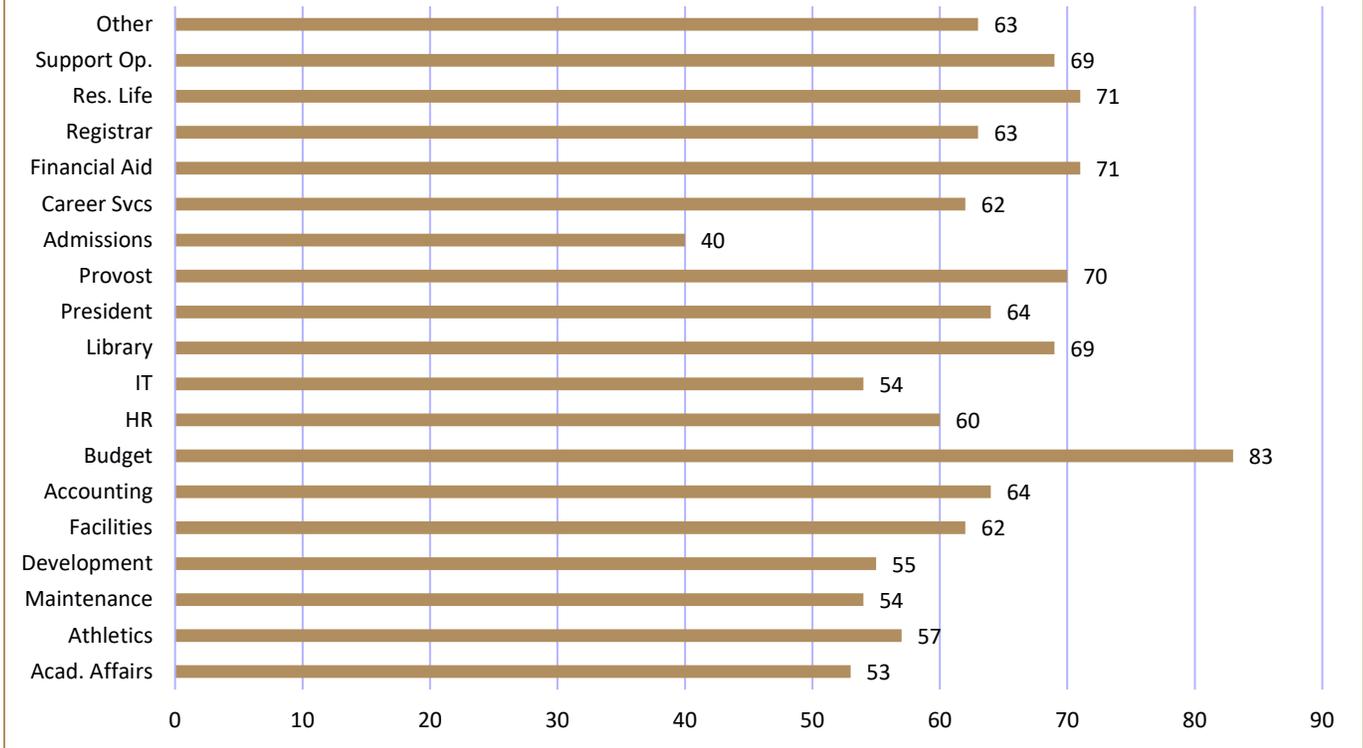
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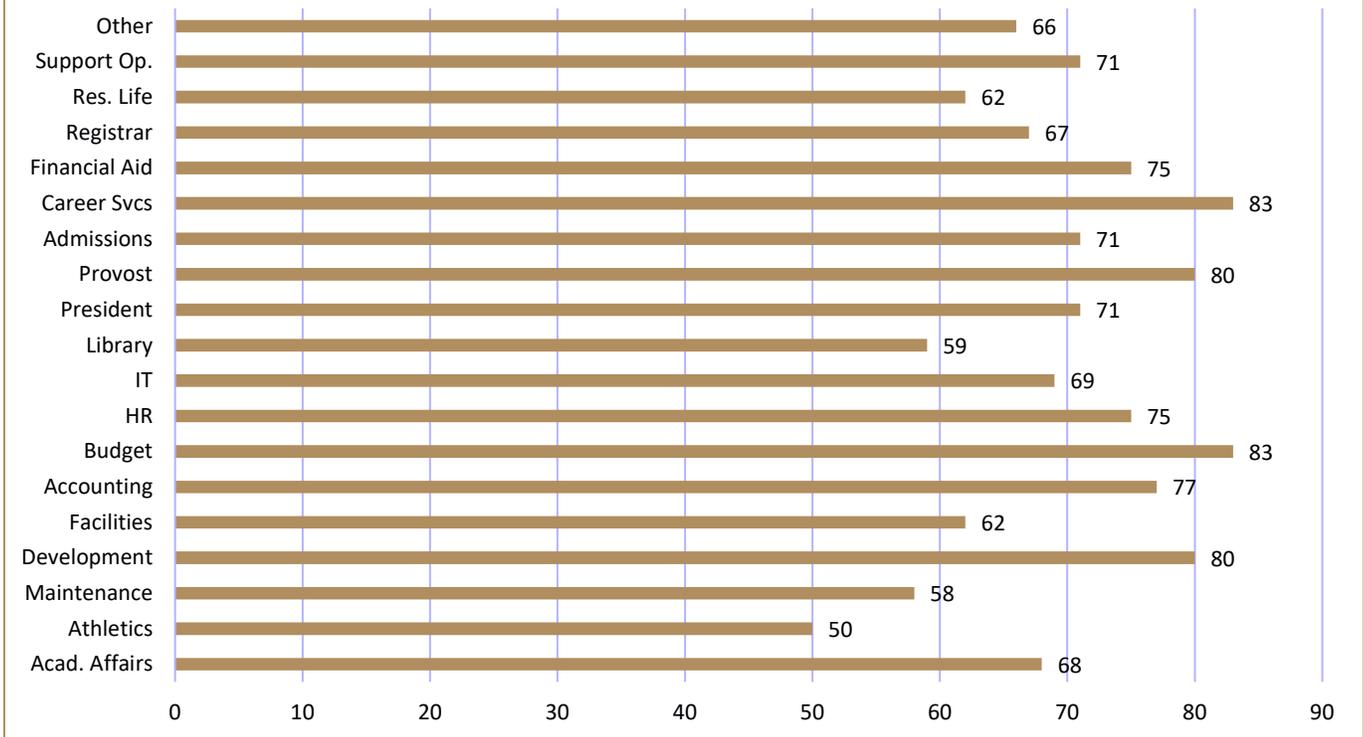
2017 Professional Development by Unit

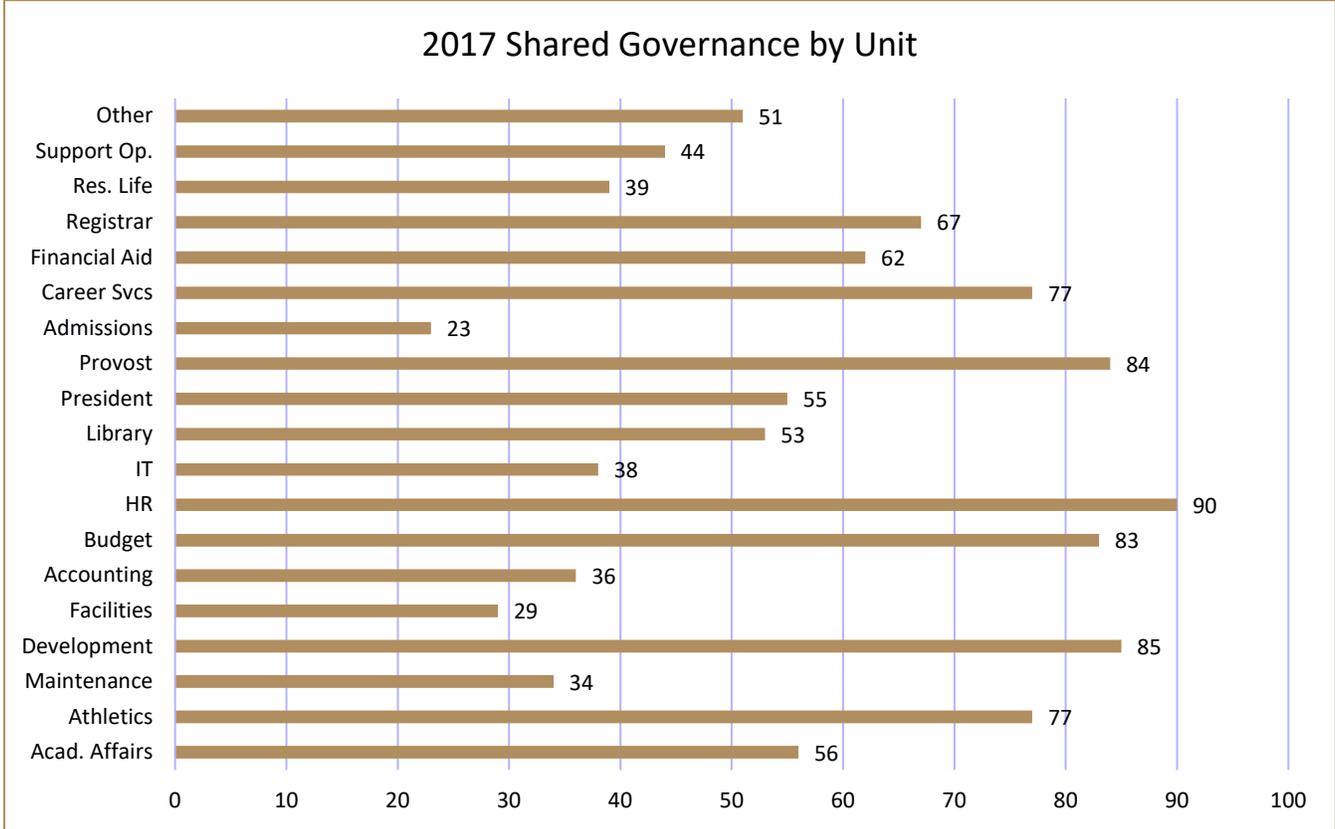
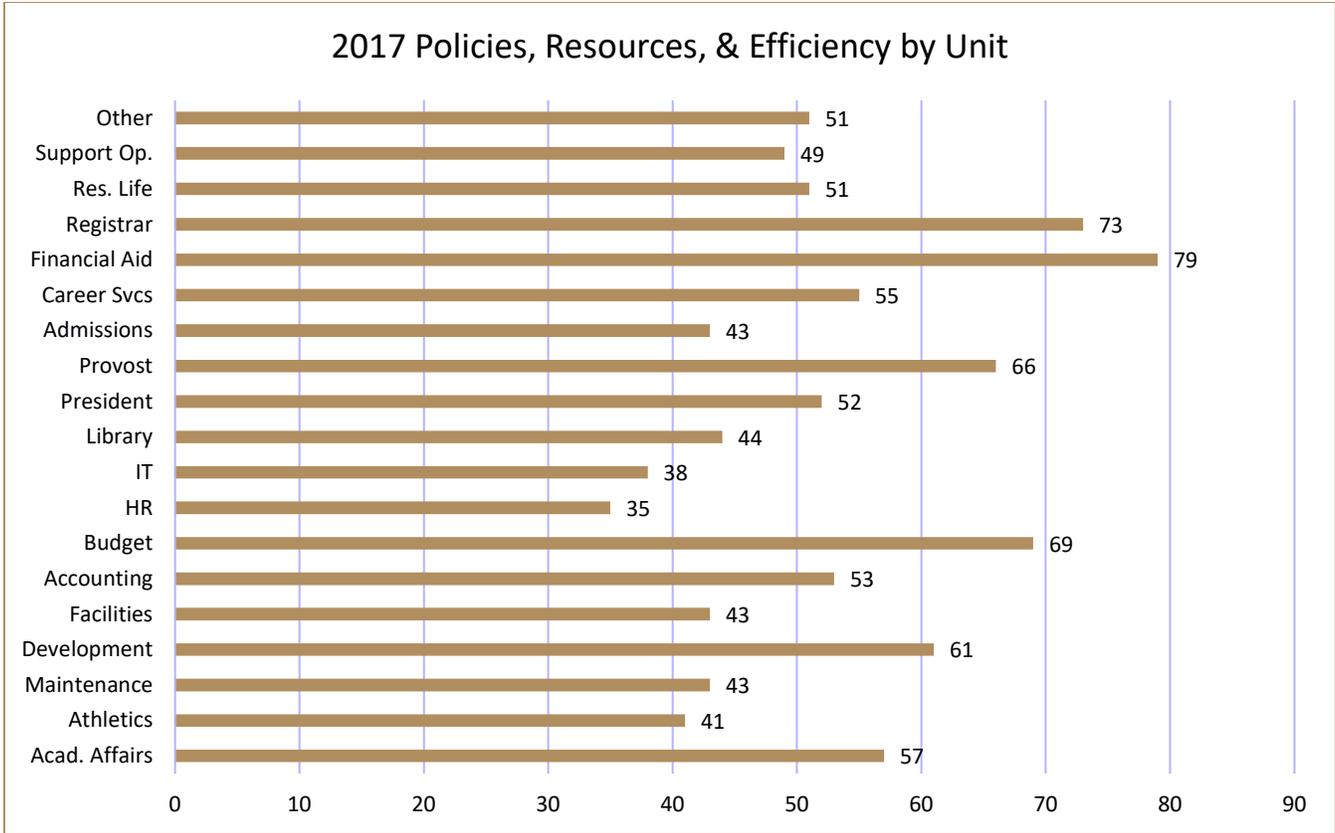


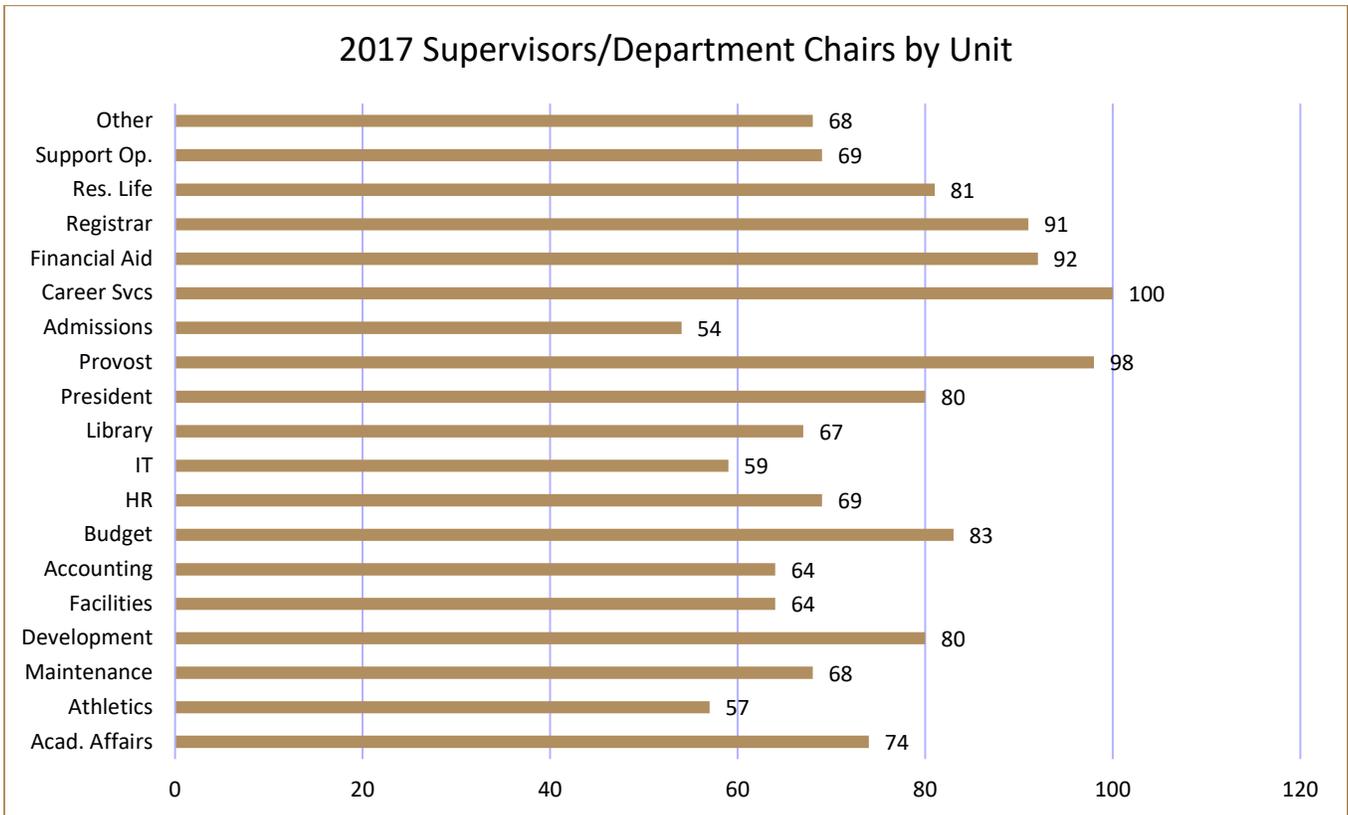
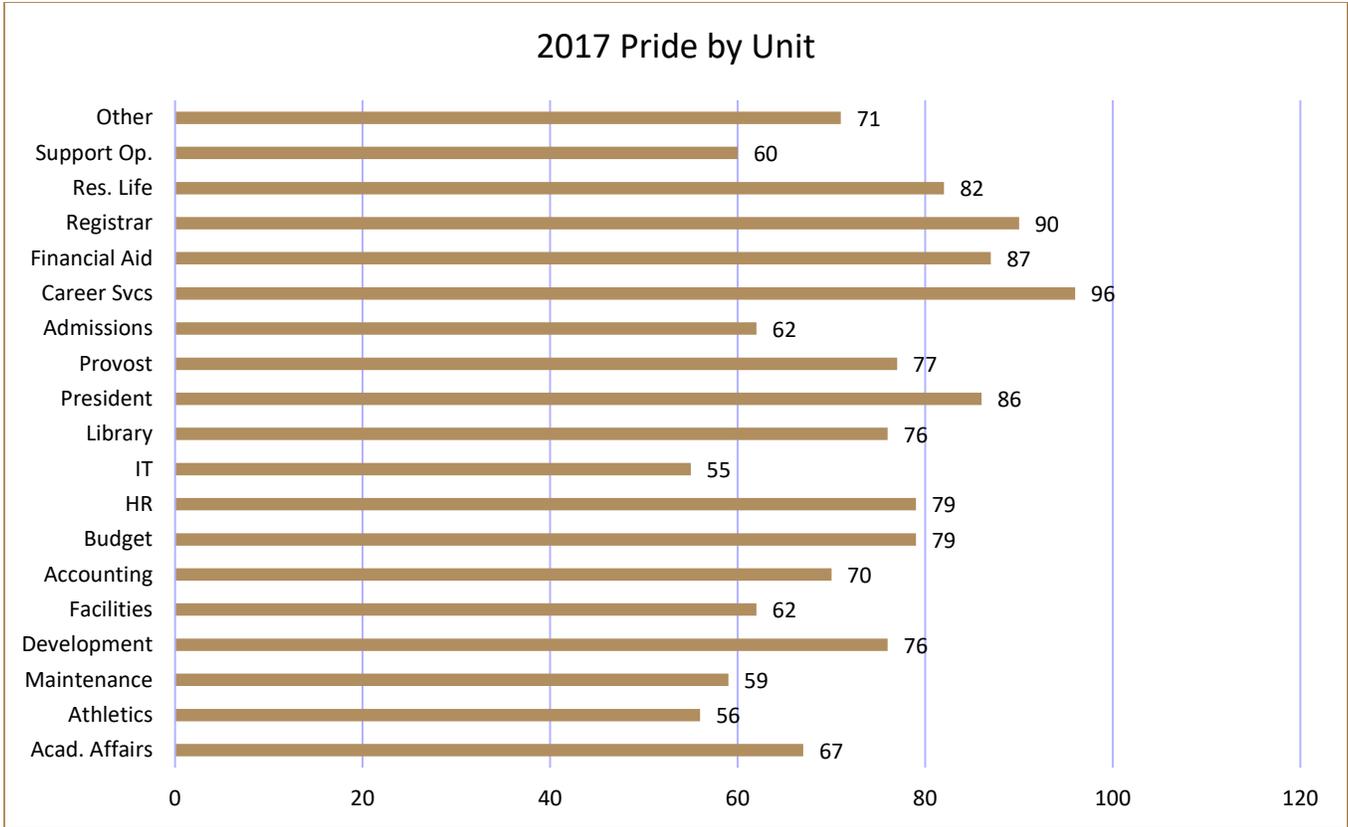
2017 Compensation, Benefits, & Work/Life Balance by Unit

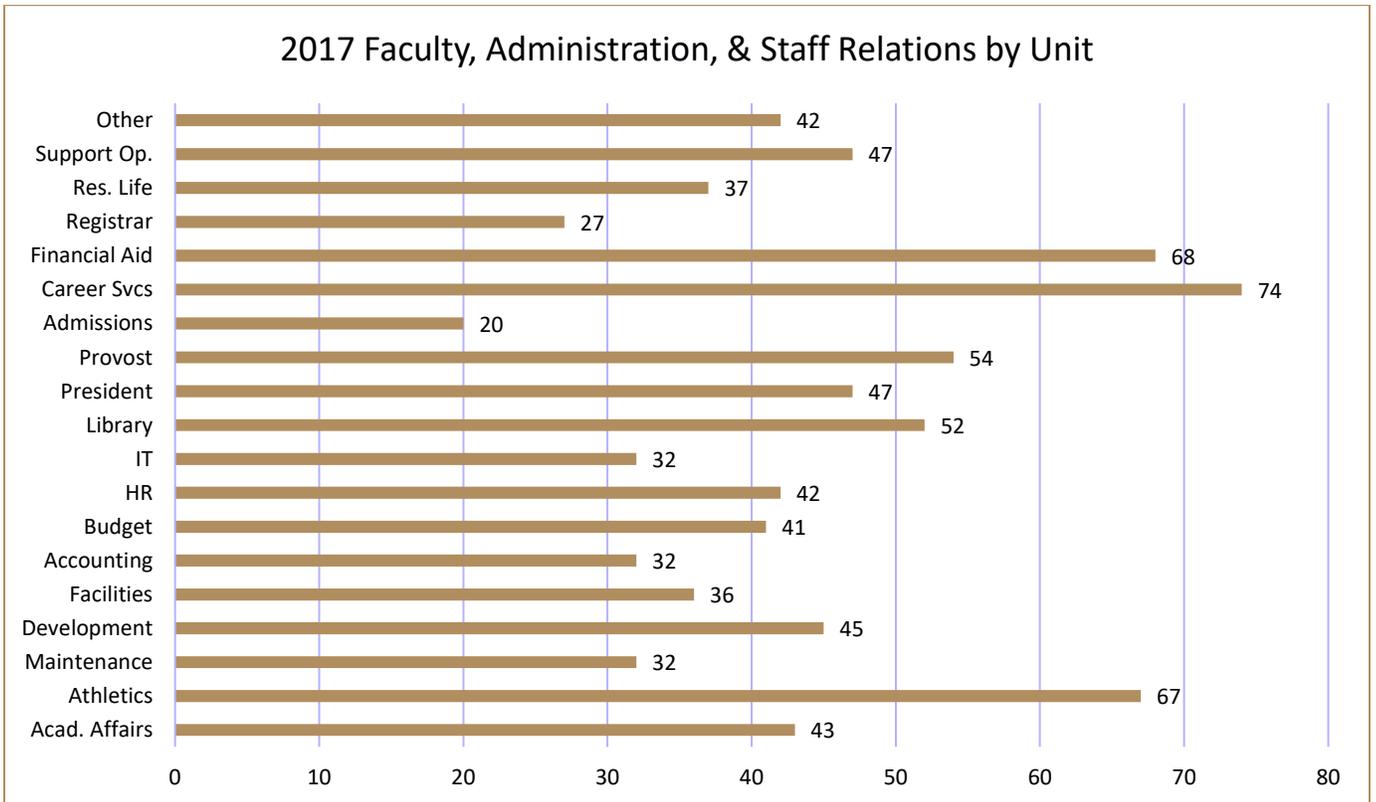
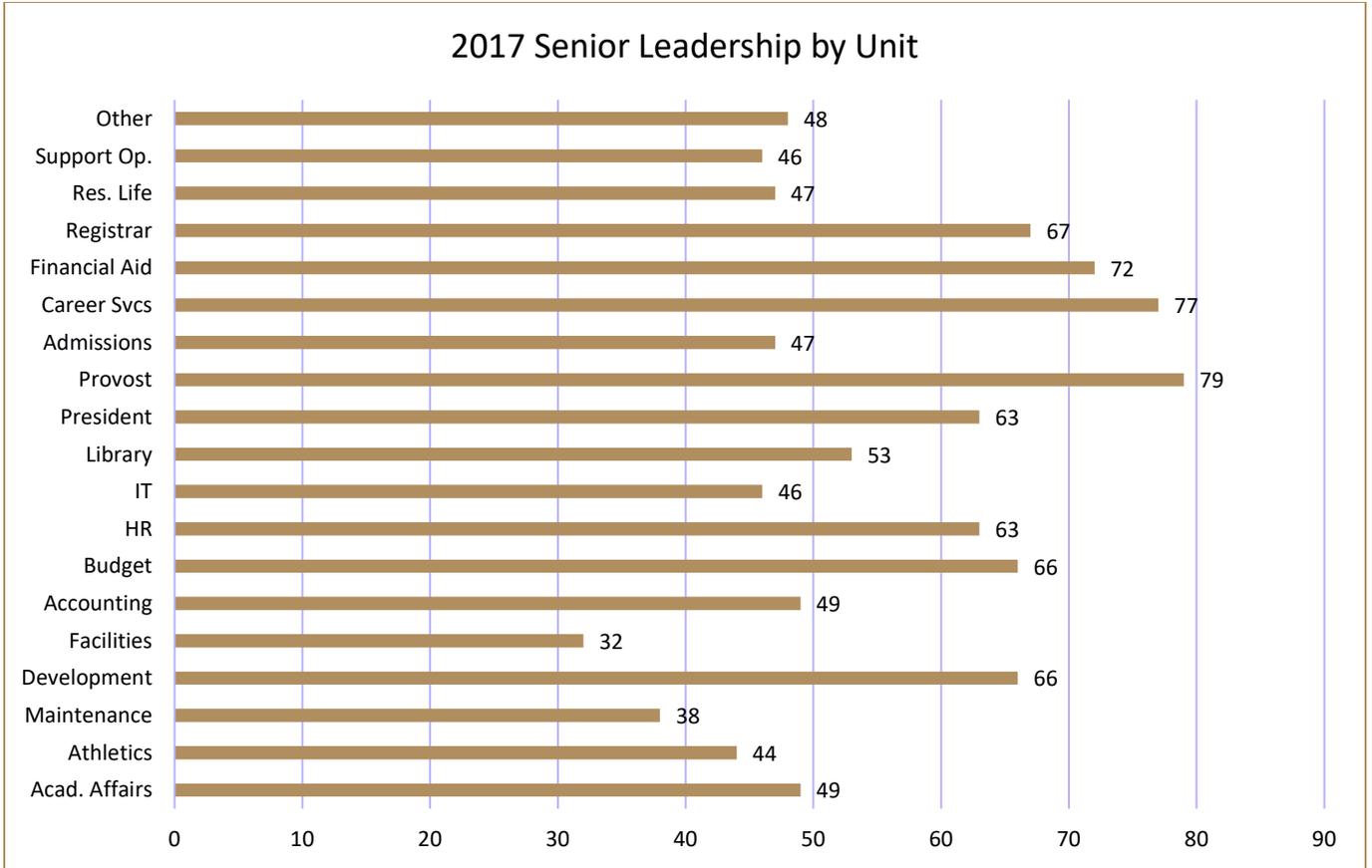


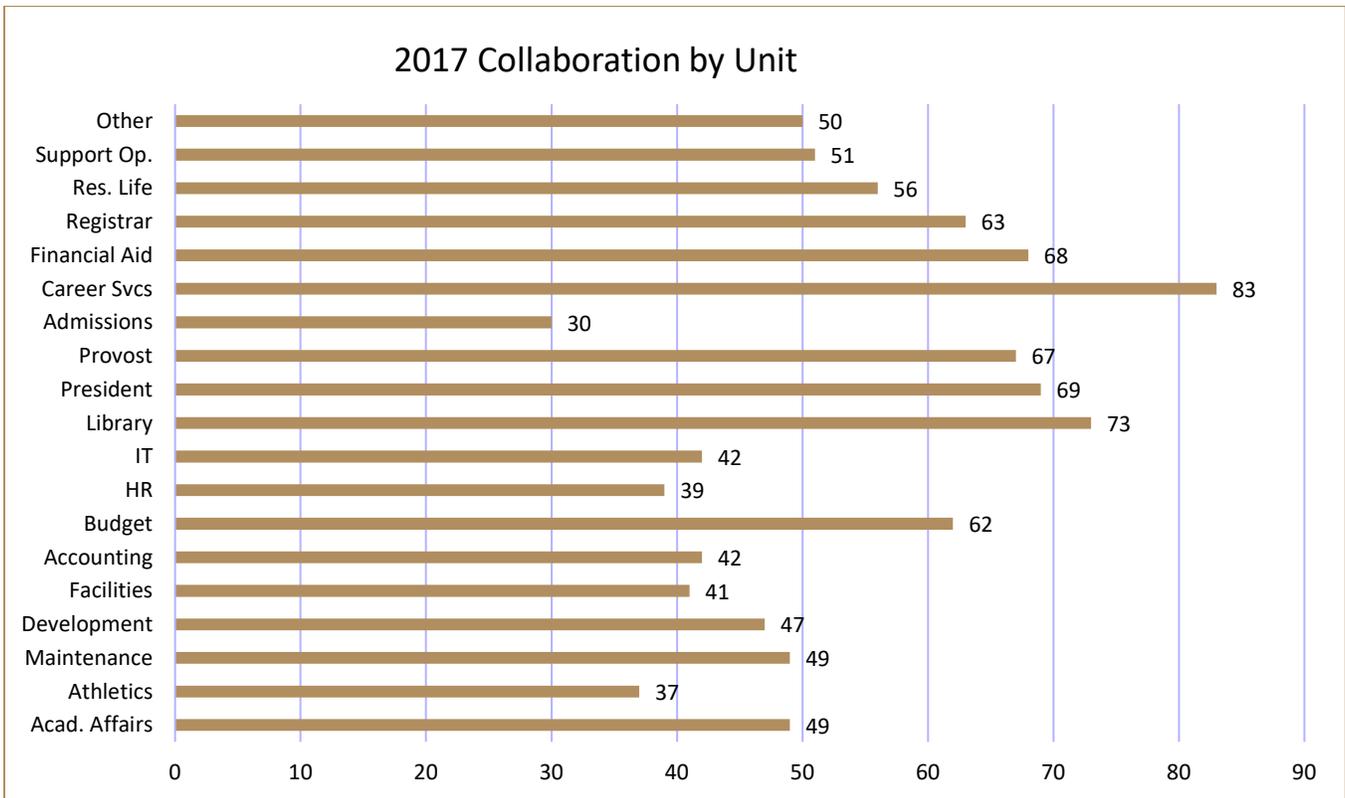
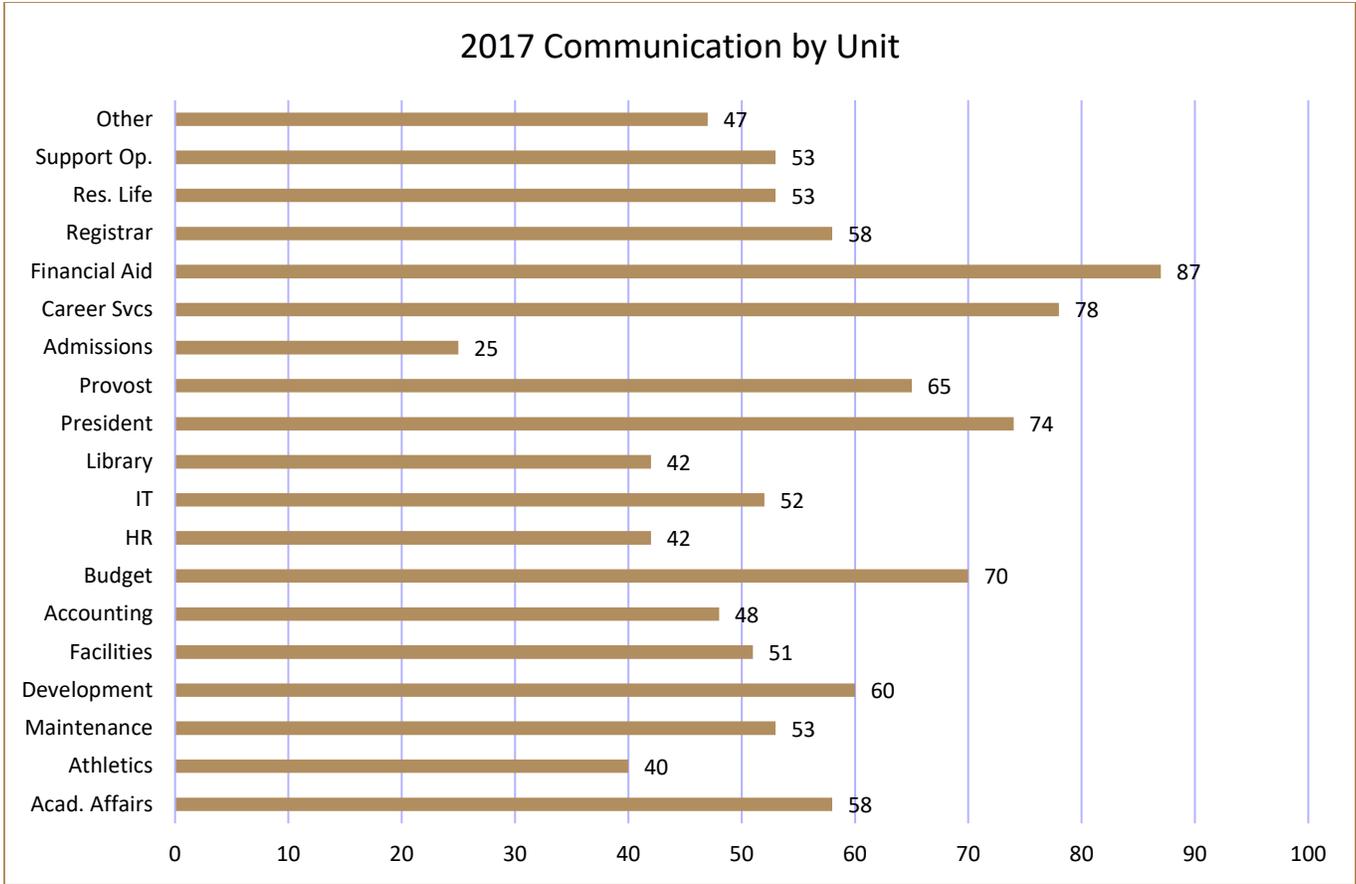
2017 Facilities by Unit

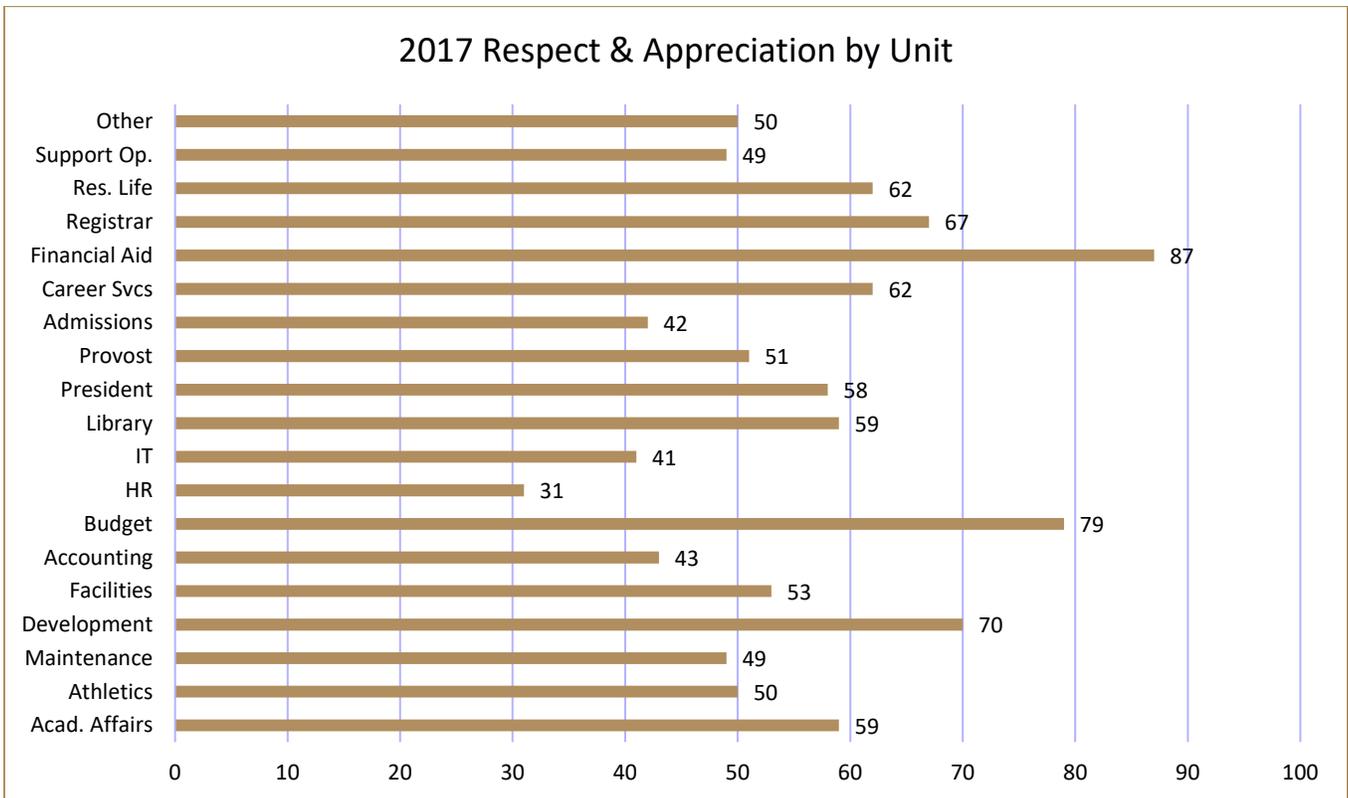
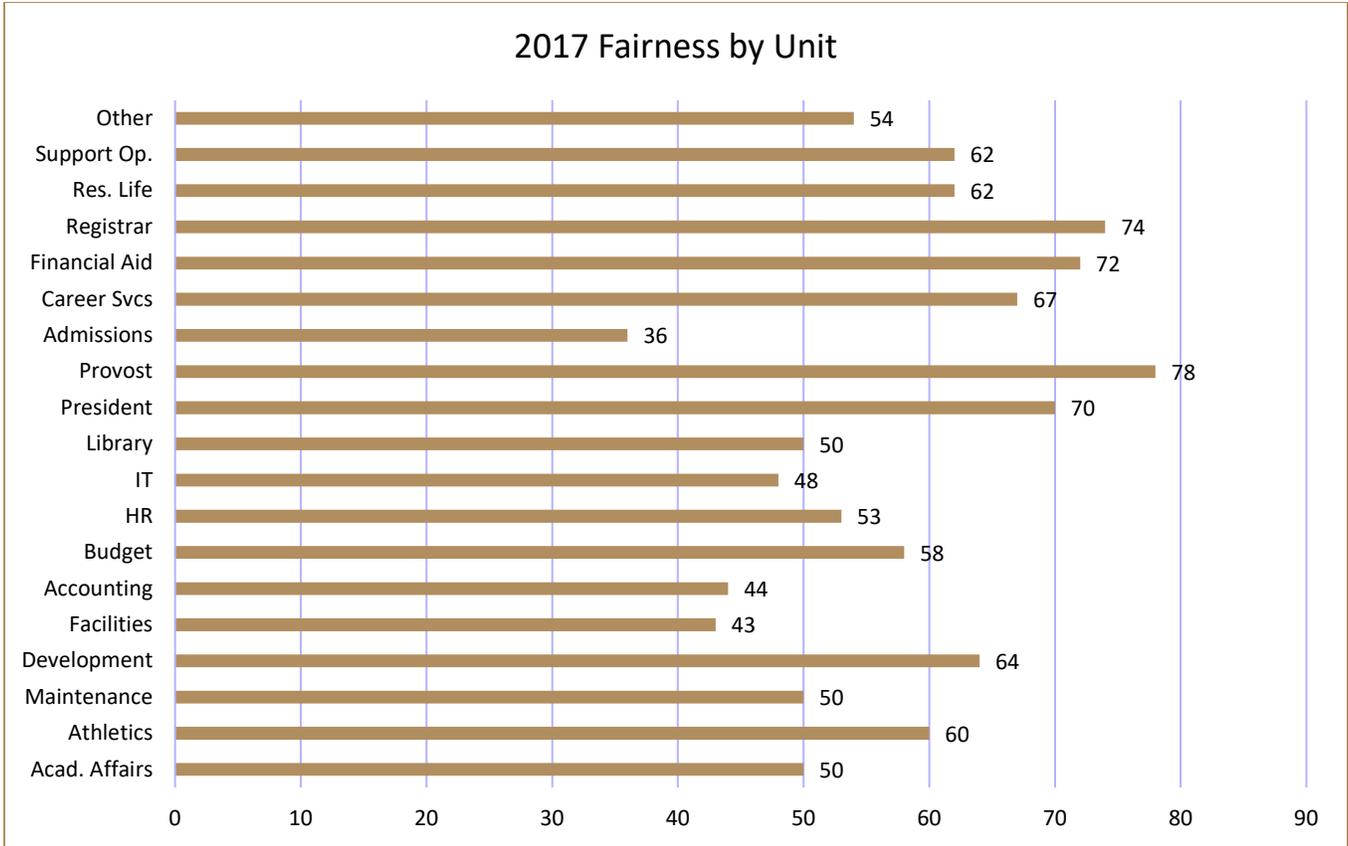




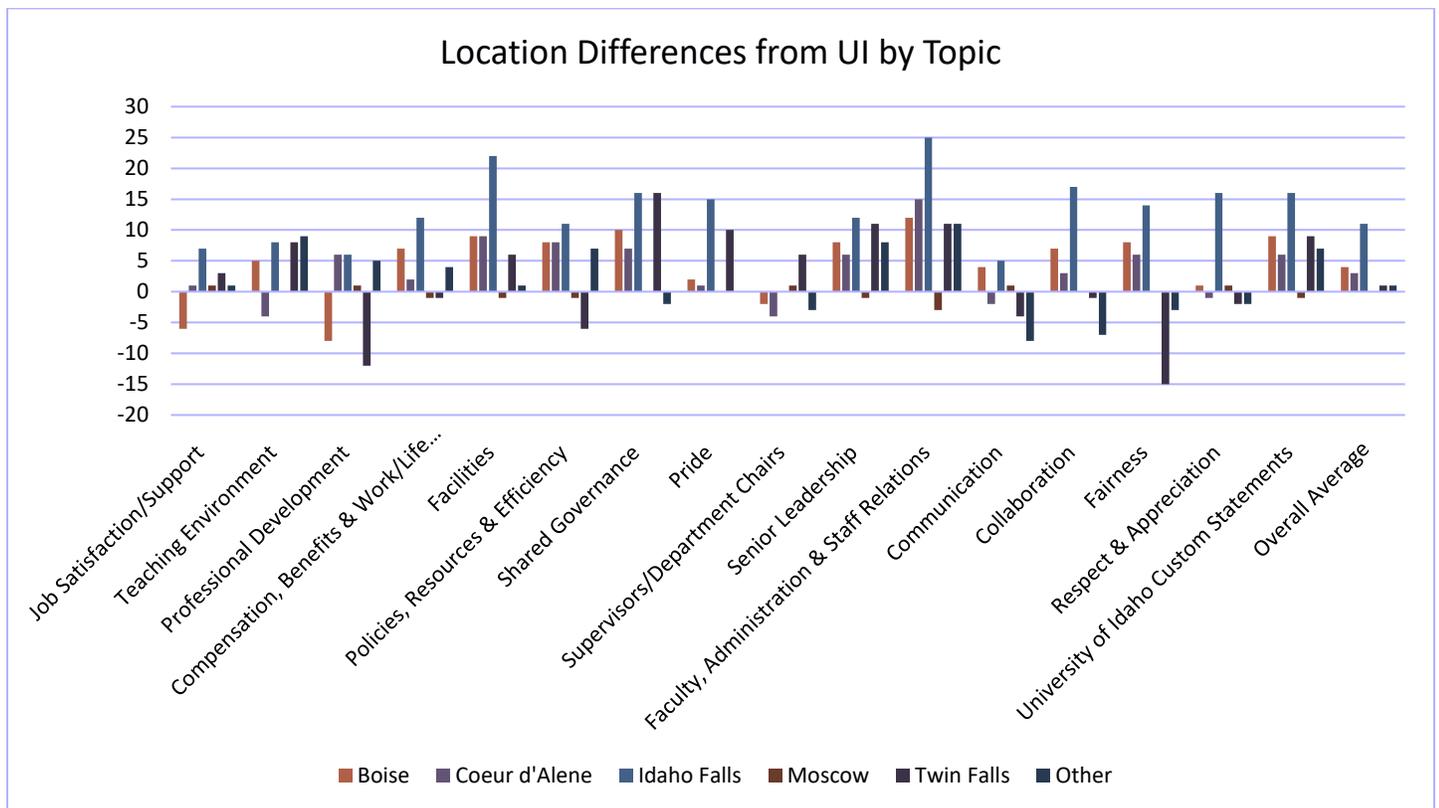
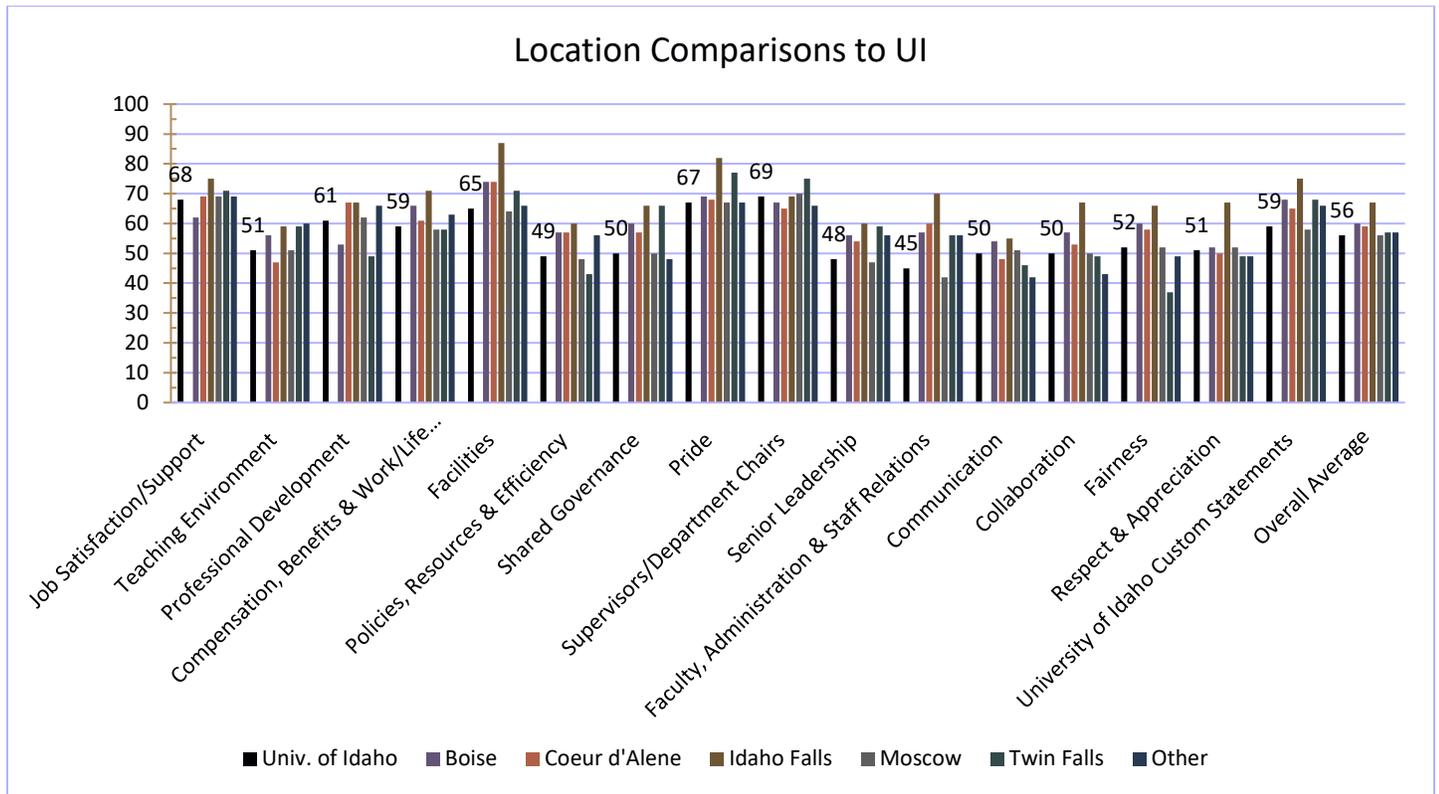








Comparison by Campus Location



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