

UNIVERSITY OF WYOMING

2018 Chronicle Great Colleges to Work For Survey Preliminary Report on Results

In Spring 2018, the University of Wyoming participated for the first time in the *Chronicle of Higher Education's* Great Colleges to Work For survey. The survey is an independently-administered, national survey that provides institutions with insights on the quality of the workplace experience and employees' perceptions of the competitiveness of policies and benefits. During this first administration of the survey, the University contracted to extend the opportunity to participate in the survey to all full-time, benefits-eligible faculty and staff, rather than just a random sample. The survey allowed employees an opportunity to share their perspectives on workplace satisfaction in a manner that would be completely confidential. The survey was administered between March 12-April 6, 2018 and 57% of all eligible employees participated.

We now have our results. A committee of faculty, staff, and administrators has prepared this preliminary report to share a high-level summary with the campus community. The committee is currently working on analyzing the data, including 309 pages of open-ended responses with help from a qualitative researcher, to generate a more comprehensive report to the campus community later in the fall semester. That report will inform campus dialogues, including a fall semester town hall, and the development of an action plan to address areas of concern.

As many of us among the campus community anticipated, the results are disappointing. Our average score in each of the 15 survey categories falls between 10 and 32 points below a comparison group of 38 other Carnegie Research institutions that participated. While at one level disheartening, feedback in specific categories allows the university to direct targeted actions to improve job satisfaction. The importance of this issue is reflected in the inclusion of the University's survey results as a key performance indicator in the *Breaking Through 2017-2022* strategic plan.

A summary table of the results is provided on the next page.

No one person or group bears responsibility for the work that lies ahead. We will all have a role to play in addressing these results in order to ensure that the University of Wyoming is a place where we are all proud to work. This committee looks forward to issuing a comprehensive report and facilitating campus dialogue. It is also our sincere hope that each member of this community will be engaged and invested in doing their part to achieve this goal.

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Preliminary Results Summary

The table below represents the topline survey results for the University of Wyoming, including the aggregated results for faculty, staff, and administrators.¹ It also includes the average scores for a comparison group of other Carnegie Research institutions that participated in this year's survey. Numerical figures reflect the average percentage of respondents who indicated that they "agree" or "strongly agree" with the survey prompts in each category using a five-point, Likert-like scale.

Category	Faculty	Exempt Prof Staff	Non-Exempt Staff	Admin	UW Overall	Carnegie Research*
Job Satisfaction/Support	61	62	60	62	61	75
Teaching Environment	45	37	46	51	44	68
Professional Development	61	47	49	59	54	71
Compensation, Benefits & Work/Life Balance	55	53	52	60	54	72
Facilities	56	65	61	60	60	75
Policies, Resources and Efficiency	40	38	42	42	39	62
Shared Governance	31	27	29	39	30	62
Pride	52	55	55	62	55	77
Supervisors/Department Chairs	66	62	60	64	64	74
Senior Leadership	29	29	35	43	31	62
Faculty, Administration & Staff Relations	33	31	34	38	33	62
Communication	44	39	39	46	41	59
Collaboration	46	41	39	54	43	63
Fairness	46	39	42	47	43	62
Respect & Appreciation	43	40	43	43	42	65
SURVEY AVERAGE					46	67

Poor 0%-44%	Warrants Attention 45%-54%	Fair to Mediocre 55%-64%	Good 65%-74%	Very Good to Excellent 75%-100%
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¹ The Great Colleges to Work For survey's job category descriptions are available online at <https://greatcollegesprogram.com/job-category-descriptions/>