IT Workforce at Iowa: Exploring Data from the OneIT Skills Survey

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About The University of Iowa

Enrollment (Fall 2017)
Undergraduate students: 24,503
Graduate, special and professional students: 9,061
International Students: 3,407
Employment

- Tenure-track faculty: 1,506
- Clinical-track faculty: 777
- Postdoctoral and other faculty: 761
- Professional and scientific staff: 10,154
- Merit staff: 4,490
- Residents: 838
- Graduate assistants: 2,282
- Temporary: 4,090
- Total: 24,918

Information Technology Job Families

- Information Technology (PI)
  - Application Development and Support (PIA)
  - Communications Infrastructure Engineer (PIB)
  - IT Support Services (PIC)
  - Database Administration and Support (PID)
  - IT Security (PIE)
  - System Administration (PIF)
  - IT Management (PIM)
  - Network Engineer (PIN)
Classifications by Gender
What is a Skills Survey

Who did we ask, who responded?

What did we ask, and why?
What did we ask, and why?

Information Technology Services

Skill Rating

1 2 3 4 5

Interest

What were the responses?
Cross-Training Candidates
Skill Ratings

All skills:
Female: 1.48
Male: 1.70
Exclude skipped skills:

**Female:** 2.82 (excl. 298)  
**Male:** 2.83 (excl. 251)

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All skills:

- **PIA**  
  - **Female:** 1.46  
  - **Male:** 1.68  
  - **Diff:** -0.22

- **PIC**  
  - **Female:** 1.60  
  - **Male:** 1.72  
  - **Diff:** -0.12

- **PIF**  
  - **Female:** 1.71  
  - **Male:** 1.85  
  - **Diff:** -0.14

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- **PIF**  
  - **Female:** 1.71  
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Information Technology Services

All skills:

PIA
Female: 1.46
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PIC
Female: 1.60
Male: 1.72
Diff: -0.12

PIF
Female: 1.71
Male: 1.85
Diff: -0.14

Exclude skipped skills:

PIA
Female: 2.81
Male: 2.90
Diff: -0.09

PIC
Female: 2.79
Male: 2.74
Diff: +0.05

PIF
Female: 2.95
Male: 2.80
Diff: +0.15
Exclude skipped skills:

**PIA**
- Female: 2.81 (excl. 302)
- Male: 2.90 (excl. 261)
- Diff: -0.09 (+41)

**PIC**
- Female: 2.79 (excl. 271)
- Male: 2.74 (excl. 238)
- Diff: +0.05 (+33)

**PIF**
- Female: 2.95 (excl. 258)
- Male: 2.80 (excl. 215)
- Diff: +0.15 (+43)
Skill Interests

Interest

All respondents: 39
Female: 32
Male: 41
All IT respondents: 41

Female: 35  
Male: 42

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Information Technology Services

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Those with no interests?

Other sources of data available!

Salaries March 2017 - March 2018

Overall
- Average raise: $1,583
- Average interests: 41
0 interests
- Average raise: $1,316
- # People: 83 IT respondents
Top 10 raises
- Average raise: $16,670
- Average interests: 82
How has Iowa used this so far?

Finding single points of failure
Identifying candidates for job rotation/shadowing
Input for implementation of OneIT strategic plan
Career coaching & mentoring
Identifying Training Topics
Developing New Communities of Practice

What would we suggest for future surveys?

- Identify key skills from future state survey first
- Data specialists
- Clarify the rating selection
- Broaden foundational skill questions

Any Questions?