

UK@ work

Work-Life Survey of Faculty & Staff

Faculty

2015 Overall Results

3 weeks

of survey
administration
February 25th –
March 18th

58 questions

13 categories

42%

response rate

797 faculty responded to the survey

Highest Category

75%

Sustainable
Engagement

Faculty - Survey Overview

Highest/**Lowest** Rated Items:

Sustainable Engagement category

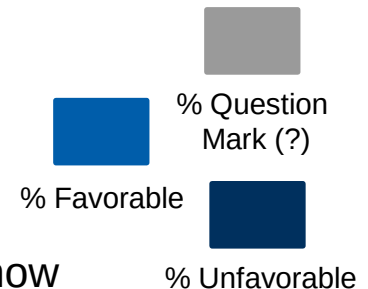
- I work beyond what is required to help the University succeed.

Pay & Benefits category

- From what I hear, our pay is as good as or better than the pay in similar institutions.

Understanding Survey Results

- Survey responses were on a scale from Agree to Disagree (Agree, Tend to Agree, ?, Tend to Disagree, Disagree)
- Total Favorable = % of employees who responded to that item as Agree or Tend to Agree
- Total Unfavorable = % of employees who responded to that item as Disagree to Tend to Disagree
- (N) = Item is reverse scored. Disagreeing is the favorable response.
- A legend (at right) is located at the top of each slide for reference.
- These results are just one data point in an ongoing conversation about how we all can make UK an even better place to work. This data should be considered along with feedback from other surveys and continued discussions with faculty and staff.



UK@Work Survey Category - Career Development

Item # and text



6 I believe I have the opportunity for personal development and growth at the University.



20 In my opinion, the most competent people get promoted.



35 I think the University is doing a good job of retaining its most talented faculty and staff.



48 At UK, there are sufficient opportunities for me to receive training to improve my skills in my current faculty position.



UK@Work Survey Category - Communication

Item # and text



% Favorable



% Question Mark (?)



% Unfavorable

3 UK does an excellent job of keeping faculty informed about matters affecting us.			
Faculty	51	17	32
19 Sufficient effort is made to get the opinions and thinking of faculty.			
Faculty	42	16	41

UK@Work Survey Category - Diversity & Inclusion

Item # and text

 % Favorable
  % Question Mark (?)
  % Unfavorable

8 UK leadership recognizes and respects the value of human differences.

Faculty	62	18	20
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28 I feel a sense of community at UK.

Faculty	60	18	23
---------	----	----	----

37 UK effectively addresses campus incidents of intolerance and bigotry.

Faculty	54	35	11
---------	----	----	----

52 I feel that UK leadership supports equal opportunity for all faculty.

Faculty	55	18	27
---------	----	----	----

UK@Work Survey Category - Empowerment

Item # and text

 % Favorable
  % Question Mark (?)
  % Unfavorable

5 The information I need to do my work is readily available.

Faculty

71

12

17

16 UK has established a climate where people can challenge our traditional ways of doing things.

Faculty

36

22

42

17 I am satisfied with my involvement in decisions that affect my work.

Faculty

61

12

27

31 I am satisfied with the procedures available for resolving faculty complaints.

Faculty

39

35

26

34 Colleagues in my department are encouraged to come up with innovative solutions to work-related problems.

Faculty

66

12

22

51 I have a very clear idea of the responsibilities for my faculty position.

Faculty

88

5

7

UK@Work Survey Category - Leadership

Item # and text

 % Favorable
  % Question Mark (?)
  % Unfavorable

2 UK leadership decisions are consistent with the values.

Faculty	57	21	22
---------	----	----	----

14 There is sufficient contact between leadership and faculty at UK.

Faculty	38	19	43
---------	----	----	----

24 I have confidence in the decisions made by UK leadership.

Faculty	43	23	35
---------	----	----	----

25 I think action will be taken based on the problems identified in the survey.

Faculty	30	28	43
---------	----	----	----

27 Faculty are treated with respect here regardless of their position.

Faculty	53	15	32
---------	----	----	----

UK@Work Survey Category - Operating Effectively

Item # and text



% Favorable



% Question Mark (?)



% Unfavorable

4	My department operates effectively.		
Faculty	70	9	21
32	Decisions at UK are made at the appropriate level.		
Faculty	42	28	30
45	In my opinion, decisions at UK are made in a timely manner.		
Faculty	32	23	45

UK@Work Survey Category - Pay & Benefits

Item # and text



% Favorable



% Question Mark (?)



% Unfavorable

10	From what I hear, our benefits are as good as or better than the benefits in similar institutions.		
Faculty	72	14	14
44	From what I hear, our pay is as good as or better than the pay in similar institutions.		
Faculty	24	18	59

UK@Work Survey Category - Performance Evaluation

Item # and text

 % Favorable
  % Question Mark (?)
  % Unfavorable

7 At UK, I understand how my work performance is evaluated.

Faculty	75	9	16
---------	----	---	----

36 At UK, I think my work performance is evaluated fairly.

Faculty	65	15	20
---------	----	----	----

40 Where I work, my colleagues are accountable for following through on what they have promised.

Faculty	62	20	18
---------	----	----	----

UK@Work Survey Category - Retention

Faculty Total Favorable

56 At the present time, are you seriously considering leaving UK?

Faculty	58	23	19
---------	----	----	----

% who responded No

% who
responded Yes

% who
responded
Don't Know

UK@Work Survey Category - Stress, Balance, & Workload

Item # and text

% Favorable

% Question Mark (?)

% Unfavorable

9 My work schedule allows sufficient flexibility to meet my personal/family needs.

Faculty

89

3

9

21 Work is usually appropriately distributed among faculty in my department.

Faculty

52

15

34

29 I find it very difficult to balance my work and my personal responsibilities.(N)

Faculty

58

11

31

47 Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work).

Faculty

45

7

48

49 There is usually sufficient staffing in my department to handle the workload.

Faculty

40

10

50

53 The amount of stress I experience at work significantly reduces my effectiveness.(N)

Faculty

53

16

31

UK@Work Survey Category - Supervision

Item # and text

 % Favorable  % Question Mark (?)  % Unfavorable

38a My Department Chair/Director: Treats me with respect.

Faculty	83	5	12
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38b My Department Chair/Director: Communicates effectively.

Faculty	72	6	22
---------	----	---	----

38c My Department Chair/Director: Gives me regular feedback on my performance.

Faculty	69	11	20
---------	----	----	----

55 My Department Chair/Director effectively works with people who are different from him- or herself.

Faculty	71	10	19
---------	----	----	----

UK@Work Survey Category - Sustainable Engagement (1 of 2)

Item # and text

% Favorable

% Question Mark (?)

% Unfavorable

1 I am proud to be associated with UK.

Faculty

86

8

7

11 I work beyond what is required to help the University succeed.

Faculty

94

4

2

15 I believe strongly in the goals and mission of the University.

Faculty

81

13

6

18 I have the equipment/resources I need to do my work effectively.

Faculty

59

9

32

23 There are no substantial obstacles at the University to doing my work well.

Faculty

51

12

36

UK@Work Survey Category - Sustainable Engagement (2 of 2)

Item # and text

% Favorable

% Question Mark (?)

% Unfavorable

26 My department is able to meet our work challenges effectively.

Faculty

63

13

24

33 My colleagues usually get along well together.

Faculty

78

8

13

41 My work gives me a sense of personal accomplishment.

Faculty

91

4

5

50 I am able to sustain the level of energy I need throughout the work day.

Faculty

73

9

17

UK@Work Survey Category - University Culture

Item # and text

 % Favorable
  % Question Mark (?)
  % Unfavorable

13	I think I could report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal.		
Faculty	63	13	24
39	We have an institutional culture that promotes collaboration.		
Faculty	58	15	27
43	UK is highly regarded by its faculty.		
Faculty	49	26	25

UK@Work Survey Category - Working Relationships

Item # and text

 % Favorable
  % Question Mark (?)
  % Unfavorable

12	People in my department treat each other with respect.		
Faculty	78	7	15
22	There is a strong feeling of trust between members of my department.		
Faculty	59	13	28
30	Differing opinions are openly discussed in reaching decisions in my department.		
Faculty	63	11	26
42	There is a great sense of collaboration and collegiality at UK.		
Faculty	59	17	24
46	In my department, our meetings/briefings are generally informative and useful.		
Faculty	67	10	23
54	My colleagues are willing to help each other, even if it means doing something outside their usual activities.		
Faculty	69	15	16