

UK@ work

Work-Life Survey of Faculty & Staff

Staff

2015 Overall Results

3 weeks

of survey
administration
February 25th –
March 18th

60 questions

13 categories

50%

response rate

3,163 staff responded

Highest Category

83%

**Sustainable
Engagement**

Staff - Survey Overview

Highest/**Lowest** Rated Items:

Sustainable Engagement category

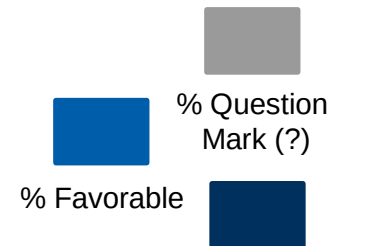
- I work beyond what is required to help the University succeed.

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

% Favorable

% Question Mark (?)

% Unfavorable

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

Staff

72

9

19

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

Staff

40

21

38

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

Staff

45

24

31

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

Staff

75

9

16

57 I have a reasonably good idea of my possible career paths at UK.

Staff

67

13

20

UK@Work Survey Category - Communication

Item # and text



3 UK does an excellent job of keeping staff informed about matters affecting us.			
Staff	74	10	15
19 Sufficient effort is made to get the opinions and thinking of staff.			
Staff	60	13	27

UK@Work Survey Category - Diversity & Inclusion

Item # and text

 % Favorable

 % Question Mark (?)

 % Unfavorable

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

Staff

77

12

11

28 I feel a sense of community at UK.

Staff

73

14

14

37 UK effectively addresses campus incidents of intolerance and bigotry.

Staff

66

26

8

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

Staff

66

15

19

UK@Work Survey Category - Empowerment

Item # and text

% Favorable

% Question Mark (?)

% Unfavorable

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

Staff

79

7

13

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

Staff

55

20

25

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

Staff

70

10

21

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

Staff

47

28

24

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

Staff

71

12

17

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

Staff

89

4

7

UK@Work Survey Category - Leadership

Item # and text

 % Favorable

 % Question Mark (?)

 % Unfavorable

2 UK leadership decisions are consistent with the values.

Staff

74

13

12

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

Staff

59

16

25

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

Staff

64

19

17

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

Staff

43

26

31

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

Staff

64

11

25

UK@Work Survey Category - Operating Effectively

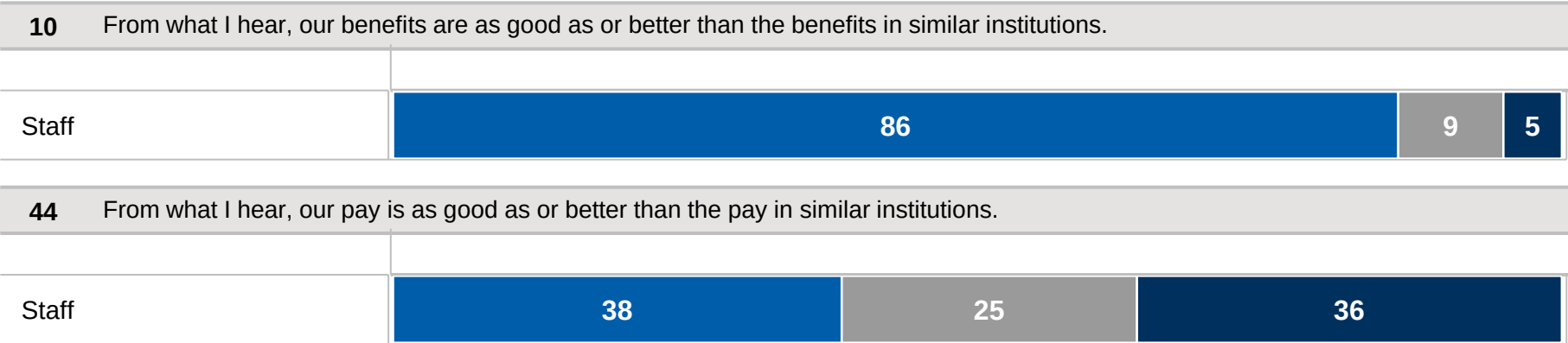
Item # and text



4	My department operates effectively.		
Staff	75	7	18
32	Decisions at UK are made at the appropriate level.		
Staff	59	24	17
45	In my opinion, decisions at UK are made in a timely manner.		
Staff	47	21	33

UK@Work Survey Category - Pay & Benefits

Item # and text



UK@Work Survey Category - Performance Evaluation

Item # and text

 % Favorable

 % Question Mark (?)

 % Unfavorable

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

Staff

80

8

13

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

Staff

71

12

17

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

Staff

70

13

17

UK@Work Survey Category - Retention

Item # and text

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

Staff

68

16

16

% 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.

Staff

86

4

11

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

Staff

63

12

26

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

Staff

67

10

23

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

Staff

66

7

26

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

Staff

59

9

32

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

Staff

55

14

31

UK@Work Survey Category - Supervision

Item # and text

 % Favorable

 % Question Mark (?)

 % Unfavorable

38a My Supervisor: Treats me with respect.

Staff

89

4

7

38b My Supervisor: Communicates effectively.

Staff

77

7

16

38c My Supervisor: Gives me regular feedback on my performance.

Staff

76

9

16

55 My Supervisor effectively works with people who are different from him- or herself.

Staff

79

9

11

58 My supervisor does a good job of building teamwork.

Staff

69

11

20

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.

Total Favorable | ? | Total Unfavorable

Staff

94

4

3

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

Total Favorable | ? | Total Unfavorable

Staff

93

5

2

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

Total Favorable | ? | Total Unfavorable

Staff

88

9

3

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

Total Favorable | ? | Total Unfavorable

Staff

79

6

15

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

Total Favorable | ? | Total Unfavorable

Staff

68

12

20

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.		
Staff	75	10	15
33	My colleagues usually get along well together.		
Staff	84	7	10
41	My work gives me a sense of personal accomplishment.		
Staff	86	6	8
50	I am able to sustain the level of energy I need throughout the work day.		
Staff	81	7	12

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.		
Staff	67	10	23
39	We have an institutional culture that promotes collaboration.		
Staff	67	17	16
43	UK is highly regarded by its staff.		
Staff	63	21	16

UK@Work Survey Category - Working Relationships

Item # and text

% Favorable

% Question Mark (?)

% Unfavorable

12	People in my department treat each other with respect.			
Staff	79	7	14	
22	There is a strong feeling of trust between members of my department.			
Staff	63	13	24	
30	Differing opinions are openly discussed in reaching decisions in my department.			
Staff	55	17	28	
42	There is a great sense of collaboration and collegiality at UK.			
Staff	65	21	15	
46	In my department, our meetings/briefings are generally informative and useful.			
Staff	69	12	20	
54	The people I work with are willing to help each other, even if it means doing something outside their usual activities.			
Staff	79	8	13	