



2017 UK@Work Engagement Survey

Results Overview

Survey Overview

3 WEEKS

of survey administration
September 6th – 27th

62%

Response rate
48% in 2015
5,269 responded to the survey
(Staff: 4,093 Faculty: 1,176)

Does not include UK HealthCare

Sustainable Engagement:
An employee's attachment to the organization, a work environment that supports productivity as well as wellbeing.

Sustainable Engagement:

82%

+1 vs. 2015

58 Questions

13 Categories

1 Comment Question

Comparisons to benchmarks:

Perceptions are improving with 6 survey categories significantly above 2015

UK is better than WTW Universities on 8 survey categories

Room to improve when compared to US National with 10 survey categories significantly below

Response Rate

Group	# Resp	# Invited	% Resp	vs. 2015
UK Overall	5269	8530	62%	+14
Faculty	1176	2113	56%	+14
Staff	4093	6417	64%	+14
Office Of Legal Counsel	12	12	100%	0
Department of Athletics Overall	63	229	28%	+4
Institutional Diversity - VP Overall	16	24	67%	+5
Provost Overall	3488	5990	58%	+11
VP of Research Overall	325	499	65%	+22
Philanthropy Overall	69	75	92%	-4
University Relations Overall	30	47	64%	+18
EVPFA Overall	1257	1644	76%	+21

Survey Definitions

Word used	Definition
University or UK	refers to University of Kentucky as a whole.
Department	refers to your local organizational unit or function (e.g. Student Academic Life, Department of Biology, Accounts Payable, PPD-Grounds, Agricultural Communications, etc.).
UK leadership	refers to the Senior Leadership team of University of Kentucky including the President, Provost, and Executive Vice Presidents.
Supervisor	refers to the person who has primary responsibility for managing your activities. This is the person to whom you report to on a day-to-day basis and who provides your performance evaluation. (For Staff Only)
Core Values	refers to UK's values of Integrity, Excellence, Mutual respect and human dignity, Diversity and inclusion, Academic freedom, Personal and institutional responsibility and accountability, Shared governance, A sense of community, Work-life sensitivity, Civic engagement, and Social responsibility.

Understanding Survey Results

Scores

Scores shown are the total Percent Favorable (typically the top two options). For example:

Agree ☒ Tend to Agree ☒ ? ☐ Tend to Disagree ☐ Disagree ☐

Favorable Responses

For example:

		Total Favorable Score	Historical	Parent Group (the next level of hierarchy)	University of Kentucky Overall	University Norm
Employee Engagement		86	-8*	3*	3*	-10*
3	I have a good understanding of our goals.	84	2*	1	-9*	2*
12	I have a good understanding of how my job contributes to achieving our goals. ★	88	4	10*	-1	0

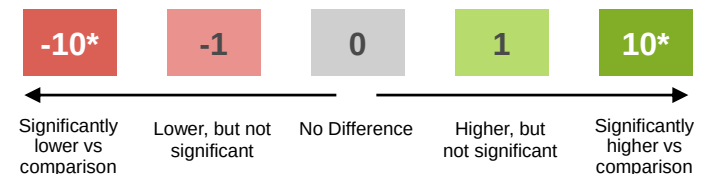
Differences and Colors

Differences to norms are shown as % points. Norms may include past surveys, parent groups (the next level of hierarchy), industry, national or high performance benchmarks.

Icons (if applicable)

- # When a question number is shown in red it is a priority issue.
- ★ Key driver question.
- (N) On some questions disagreeing is the favorable response.

★ **Statistically significant** differences are indicated with asterisks and darker colors. They are meaningful differences, where we are 95% confident it did not occur by chance. The cut-off for significance varies according to the size of the groups being compared. Small groups require a bigger difference for it to be significant.



Categories vs. Multiple Benchmarks

- UK has held steady or improved since 2015 across all categories
- UK also remains mostly above the University Norm with the exception of working relationships
- Benefits remains a strength compared to external organizations

	Total Favorable Score	University of Kentucky Overall 2015	Universities Norm	US Norm
Sustainable Engagement	82	1	2*	0
University Culture	68	4*	n/a	-4*
Leadership	60	2*	0	-10*
Communication	62	-1	-1	-6*
Diversity & Inclusion	72	4*	1	-3*
Operating Effectively	57	-1	2*	-7*
Empowerment	68	1	2*	-6*
Supervision	78	1	3*	-2*
Working Relationships	70	2*	-5*	-8*
Performance Evaluation	75	2*	7*	-1*
Career Development	60	1	2*	-2*
Stress, Balance, & Workload	65	1	2*	-1
Pay & Benefits	63	4*	9*	3*

Largest Differences vs. Universities Norm

UK differs from other universities in some key areas. Benefits and performance are clear strengths, whereas action being taken based on results as well as respect and differing opinions being discussed could improve.

Top 5 Questions	Total Favorable	Universities Norm
Pay & Benefits: From what I hear, our benefits are as good as or better than the benefits in similar institutions.	84	19*
Leadership: There is sufficient contact between leadership and faculty/staff at UK.	56	12*
Performance Evaluation: At UK, I understand how my work performance is evaluated.	80	11*
Empowerment: UK has established a climate where people can challenge our traditional ways of doing things.	59	9*
Supervision: My Department Chair/Director/Dean/Supervisor: Gives me regular feedback on my performance	75	8*
Bottom 5 Questions		
Leadership: I think action will be taken based on the problems identified in the survey.	45	-8*
Working Relationships: Differing opinions are openly discussed in reaching decisions in my department.	59	-8*
Leadership: Faculty/Staff are treated with respect here regardless of their position.	64	-6*
Career Development: In my opinion, the most competent people get promoted.	43	-5*
Empowerment: Colleagues in my department are encouraged to come up with innovative solutions to work-related problems.	69	-5*

* Statistically Significant Difference (+) * Statistically Significant Difference (-)

Most/Least Improved vs. 2015

Employee perceptions generally improved with the biggest seen in creating a culture where challenging traditional ways of doing things, respecting differences, and collaboration. More tactical improvements can be seen in pay and physical working conditions. The two drops were in communication and the very favorable area of work schedule flexibility.

Most Improved Questions	Total Favorable	University of Kentucky Overall 2015
Empowerment: UK has established a climate where people can challenge our traditional ways of doing things.	59	8*
Diversity & Inclusion: UK leadership recognizes and respects the value of human differences.	81	7*
Pay & Benefits: From what I hear, our pay is as good as or better than the pay in similar institutions.	41	6*
University Culture: We have an institutional culture that promotes collaboration.	71	6*
Stress, Balance, & Workload: Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work).	67	5*
Least Improved Questions		
Communication: UK does an excellent job of keeping faculty/staff informed about matters affecting us.	67	-2*
Stress, Balance, & Workload: My work schedule allows sufficient flexibility to meet my personal/family needs.	84	-2*
Operating Effectively: Decisions at UK are made at the appropriate level.	53	-2
Stress, Balance, & Workload: The amount of stress I experience at work significantly reduces my effectiveness.(N)	54	-1
Empowerment: I am satisfied with my involvement in decisions that affect my work. ★	67	-1

★ Statistically Significant Difference (+)

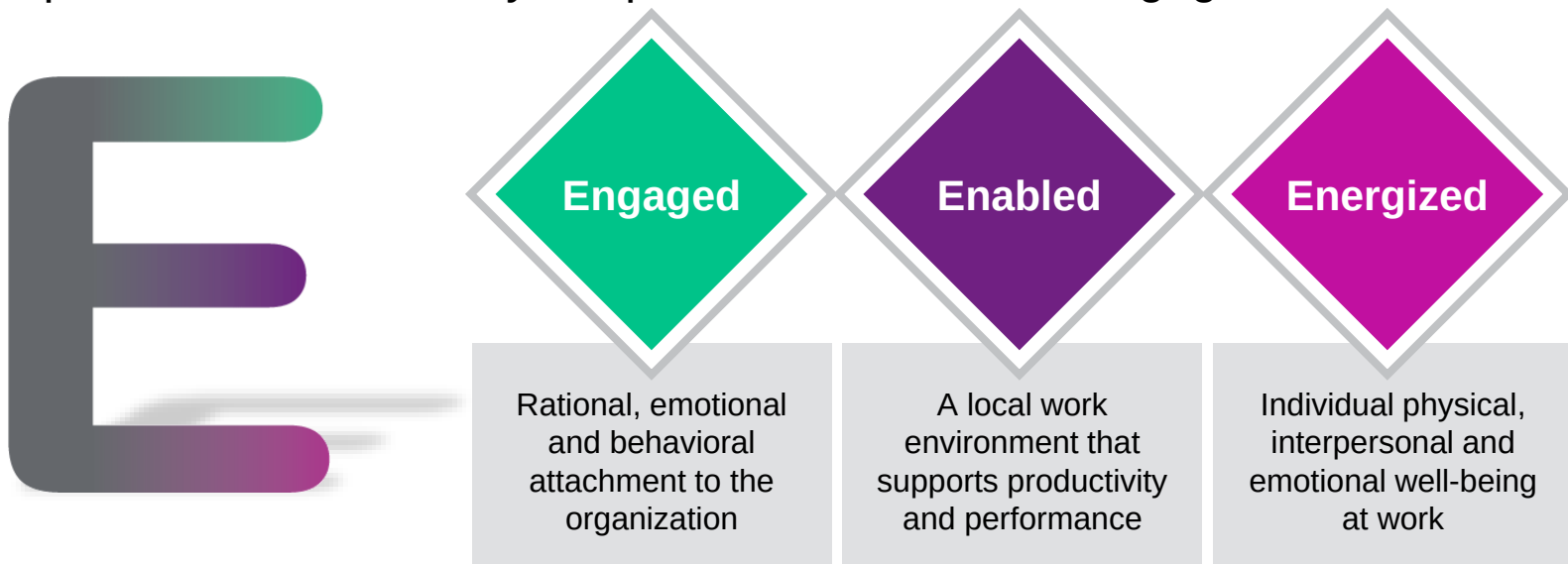
★ Statistically Significant Difference (-)

★ Key Driver Question

Focus on Sustainable Engagement

Sustainable Engagement

- Sustainable engagement marries an employee's attachment to the organization, a work environment that supports productivity as well as wellbeing.
- Sustainable Engagement is measured by nine questions, three each for “Engaged,” “Enabled,” and “Energized.”
- Sustainable Engagement is an outcome measure: All other categories and questions on the survey are potential Sustainable Engagement drivers.



Benchmark Summary – Sustainable Engagement

UK has strong Sustainable Engagement with some opportunities in departments being able to meet work challenges and colleagues getting along well together.

Sustainable Engagement 2017: 82%		Total Favorable Score	University of Kentucky Overall 2015	Universities Norm	US Norm	Faculty 2017	Staff 2017
Engagement	1 I am proud to be associated with UK.	91	-1	6*	4*	-4*	1
	11 I work beyond what is required to help the University succeed.	94	1	3*	1	2*	0
	15 I believe strongly in the goals and mission of the University.	90	3*	8*	4*	-1	0
Enablement	18 I have the equipment/resources I need to do my work effectively.	75	1	3*	0	-10*	3*
	23 There are no substantial obstacles at the University to doing my work well.	68	3*	3*	1	-8*	2*
	26 My department is able to meet our work challenges effectively.	73	1	-4*	-7*	-8*	2*
Energy	33 My colleagues usually get along well together.	82	0	-4*	-6*	-1	0
	41 My work gives me a sense of personal accomplishment.	88	1	3*	4*	5*	-1*
	50 I am able to sustain the level of energy I need throughout the work day.	79	-1	1	-3*	-2	0

* Statistically Significant Difference (+) * Statistically Significant Difference (-)

Key Driver Items of Sustainable Engagement

The more favorable faculty/staff feel about empowerment, diversity & inclusion, and stress, balance, & workload the more likely they will be sustainably engaged. The same also holds true in reverse.

University of Kentucky Overall 2015	Universities Norm	US Norm	Total Favorable Score	
0	1	1	78	Empowerment: The information I need to do my work is readily available.
-1	5*	-4*	67	Empowerment: I am satisfied with my involvement in decisions that affect my work.
2*	n/a	n/a	72	Diversity & Inclusion: I feel a sense of community at UK.
3*	-1	-5*	67	Diversity & Inclusion: I feel that UK leadership supports equal opportunity for all faculty/staff.
1	4*	-5*	61	Stress, Balance, & Workload: Work is usually appropriately distributed among faculty/staff in my department.
1	5*	-2*	56	Stress, Balance, & Workload: There is usually sufficient staffing in my department to handle the workload.

Sustainable
Engagement

2015 Drivers:

- Empowerment
- Leadership
- Stress, Balance, & Workload

* Statistically Significant Difference (+) * Statistically Significant Difference (-)

Faculty & Staff

Categories vs. Multiple Benchmarks

Overall Staff

	Total Favorable Score	Overall - Staff 2015	University of Kentucky Overall 2017	Universities Norm	University Staff Norm
Sustainable Engagement	83	-1	1	3*	3*
University Culture	69	2	1	n/a	n/a
Leadership	61	0	2	2*	3*
Communication	64	-4*	2	1	3*
Diversity & Inclusion	73	2	1	3*	2*
Operating Effectively	58	-3*	1	3*	0
Empowerment	69	0	1	4*	5*
Supervision	79	-1	1	4*	2*
Working Relationships	70	0	0	-5*	-2*
Performance Evaluation	75	0	1	7*	7*
Career Development	60	0	0	2*	4*
Stress, Balance, & Workload	67	-1	2	4*	3*
Pay & Benefits	66	4*	3*	12*	10*

 Statistically Significant Difference (+)
  Statistically Significant Difference (-)

Categories vs. Multiple Benchmarks

Overall – Faculty

	Total Favorable Score	Overall - Faculty 2015	University of Kentucky Overall 2017	Universities Norm	University Faculty Norm
Sustainable Engagement	79	4*	-3*	-1	2
University Culture	65	9*	-3	n/a	n/a
Leadership	53	9*	-7*	-6*	4*
Communication	55	8*	-7*	-8*	1
Diversity & Inclusion	67	9*	-5*	-3*	6*
Operating Effectively	53	4	-4*	0	3
Empowerment	65	4*	-4*	-1	7*
Supervision	77	4	-3*	1	3
Working Relationships	71	6*	1	-3*	0
Performance Evaluation	73	5*	-2	5*	6*
Career Development	58	6*	0	2	6*
Stress, Balance, & Workload	59	3	-6*	-5*	6*
Pay & Benefits	53	5*	-10*	-1	7*

 Statistically Significant Difference (+)
  Statistically Significant Difference (-)

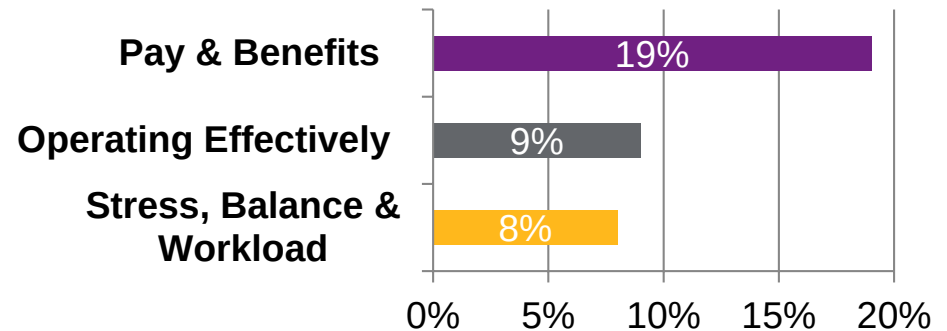
Qualitative Feedback

Summary of Open Comments

Of the **5,269** employees who returned surveys, **2,309** respondents (44%) answered the comment question.

What is the one thing we could do to make University of Kentucky an even better place to work?

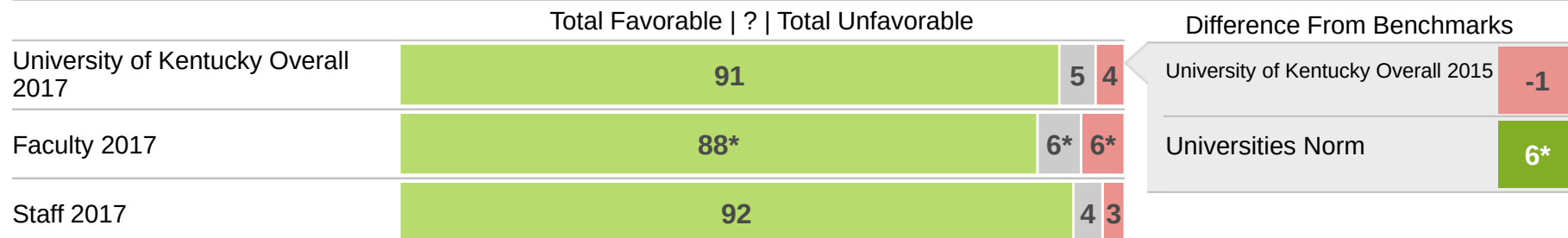
skills communication UK
campus evaluation staff management
innovation recognition benefits
training empowerment office
talent management issues decision process
work environment level atmosphere
support high stress and pressure
help pay change
leadership operating efficiency respect and ethics
immediate manager working hours career and mobility



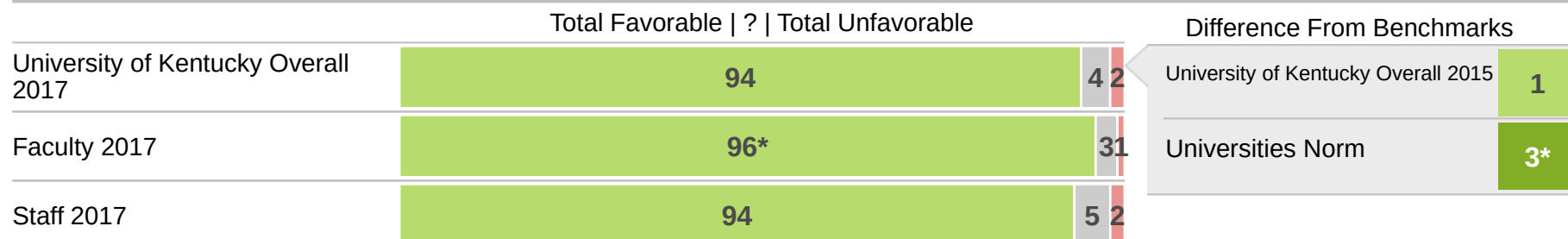
UK@Work Survey Category- Sustainable Engagement

University of Kentucky Overall 2017

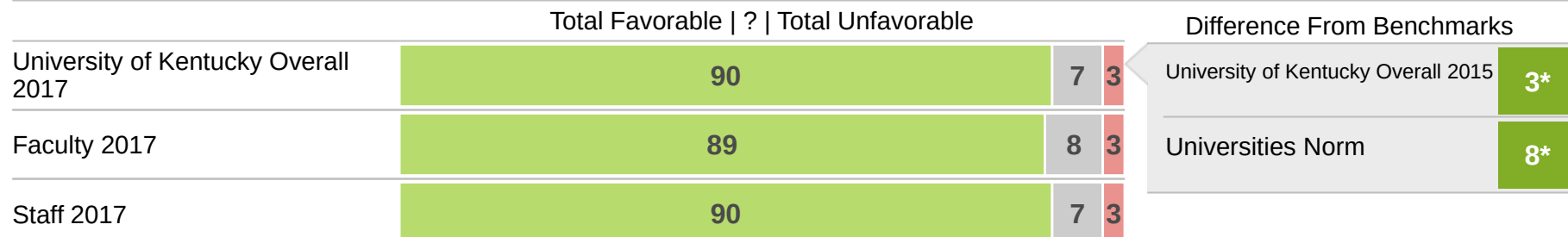
1 I am proud to be associated with UK.



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



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



UK@Work Survey Category- Sustainable Engagement

University of Kentucky Overall 2017

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	75	7	17	University of Kentucky Overall 2015	1
Faculty 2017	66*	9	25*	Universities Norm	3*
Staff 2017	78*	7	15*		

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	68	11	22	University of Kentucky Overall 2015	3*
Faculty 2017	59*	11	29*	Universities Norm	3*
Staff 2017	70*	11	20*		

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	73	11	16	University of Kentucky Overall 2015	1
Faculty 2017	66*	13*	21*	Universities Norm	-4*
Staff 2017	76*	10	14		

UK@Work Survey Category - Sustainable Engagement

University of Kentucky Overall 2017

33 My colleagues usually get along well together.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	82	8	10	University of Kentucky Overall 2015	0
Faculty 2017	81	9	10	Universities Norm	-4*
Staff 2017	83	7	10		

41 My work gives me a sense of personal accomplishment.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	88	5	7	University of Kentucky Overall 2015	1
Faculty 2017	93*	3*	4*	Universities Norm	3*
Staff 2017	86*	5	8		

UK@Work Survey Category - University Culture

University of Kentucky Overall 2017

13 I think I could report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	68	12	20	University of Kentucky Overall 2015	2*
Faculty 2017	68	12	20	Universities Norm	n/a
Staff 2017	68	11	20		

39 We have an institutional culture that promotes collaboration.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	71	13	15	University of Kentucky Overall 2015	6*
Faculty 2017	70	12	17	Universities Norm	n/a
Staff 2017	72	14	15		

43 UK is highly regarded by its faculty/staff.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	64	22	14	University of Kentucky Overall 2015	4*
Faculty 2017	57*	26*	17*	Universities Norm	0
Staff 2017	66*	20	13		

UK@Work Survey Category - Leadership

University of Kentucky Overall 2017

2 UK leadership decisions are consistent with the values.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	72	14	14	University of Kentucky Overall 2015	1
Faculty 2017	65*	18*	17*	Universities Norm	2*
Staff 2017	74*	13	13		

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	56	17	27	University of Kentucky Overall 2015	2
Faculty 2017	49*	18	32*	Universities Norm	12*
Staff 2017	58	17	25		

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	61	20	20	University of Kentucky Overall 2015	1
Faculty 2017	51*	22*	26*	Universities Norm	2*
Staff 2017	63*	19	18*		

UK@Work Survey Category - Leadership

University of Kentucky Overall 2017

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	45	24	31	University of Kentucky Overall 2015	4*
Faculty 2017	37*	27	37*	Universities Norm	-8*
Staff 2017	47*	23	30		

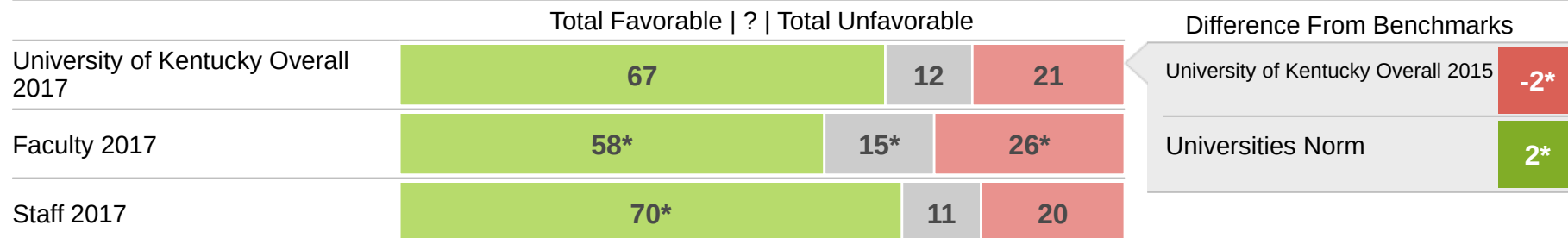
27 Faculty/Staff are treated with respect here regardless of their position.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	64	12	24	University of Kentucky Overall 2015	3*
Faculty 2017	63	13	24	Universities Norm	-6*
Staff 2017	65	11	24		

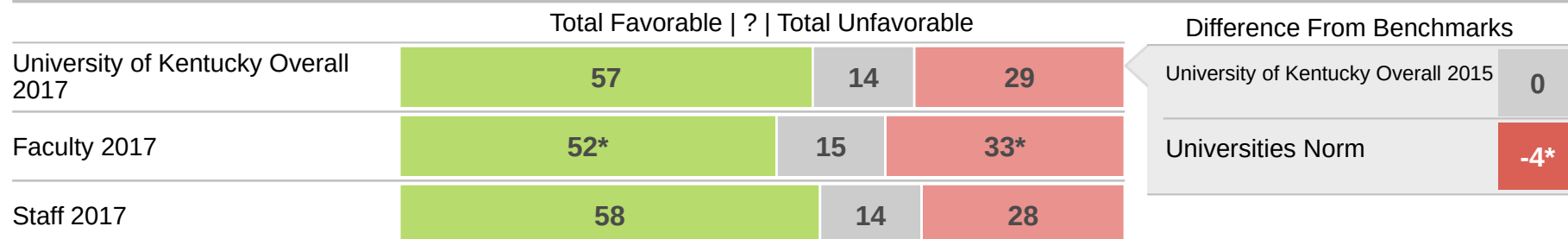
UK@Work Survey Category - Communication

University of Kentucky Overall 2017

3 UK does an excellent job of keeping faculty/staff informed about matters affecting us.



19 Sufficient effort is made to get the opinions and thinking of faculty/staff.



UK@Work Survey Category - Diversity & Inclusion

University of Kentucky Overall 2017

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	81	10	10	University of Kentucky Overall 2015	7*
Faculty 2017	76*	13*	11	Universities Norm	3*
Staff 2017	82	9	9		

28 I feel a sense of community at UK. ★

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	72	14	14	University of Kentucky Overall 2015	2*
Faculty 2017	69*	16	15	Universities Norm	n/a
Staff 2017	73	14	13		

37 UK effectively addresses campus incidents of intolerance and bigotry.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	68	23	9	University of Kentucky Overall 2015	5*
Faculty 2017	61*	27*	12*	Universities Norm	n/a
Staff 2017	70*	21	8		

UK@Work Survey Category - Diversity & Inclusion

University of Kentucky Overall 2017

52 I feel that UK leadership supports equal opportunity for all faculty/staff. ★					
	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	67	15	19	University of Kentucky Overall 2015	3*
Faculty 2017	62*	16	22*	Universities Norm	-1
Staff 2017	68	14	18		

UK@Work Survey Category - Operating Effectively

University of Kentucky Overall 2017

4 My department operates effectively.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	73	8	18	University of Kentucky Overall 2015	-1
Faculty 2017	74	8	18	Universities Norm	6*
Staff 2017	73	9	19		

32 Decisions at UK are made at the appropriate level.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	53	26	20	University of Kentucky Overall 2015	-2
Faculty 2017	46*	31*	24*	Universities Norm	n/a
Staff 2017	55*	25	19		

45 In my opinion, decisions at UK are made in a timely manner.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	44	23	33	University of Kentucky Overall 2015	0
Faculty 2017	38*	29*	33	Universities Norm	-1
Staff 2017	45	21	33		

UK@Work Survey Category - Empowerment

University of Kentucky Overall 2017

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	78	8	14	University of Kentucky Overall 2015	0
Faculty 2017	76	10	15	Universities Norm	1
Staff 2017	78	8	14		

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	59	19	22	University of Kentucky Overall 2015	8*
Faculty 2017	47*	22*	31*	Universities Norm	9*
Staff 2017	63*	18	20*		

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	67	11	22	University of Kentucky Overall 2015	-1
Faculty 2017	64*	14*	22	Universities Norm	5*
Staff 2017	68	10	22		

UK@Work Survey Category - Empowerment

University of Kentucky Overall 2017

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	48	29	23	University of Kentucky Overall 2015	2
Faculty 2017	45	34*	21	Universities Norm	n/a
Staff 2017	48	28	24		

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	69	14	17	University of Kentucky Overall 2015	-1
Faculty 2017	66	17*	17	Universities Norm	-5*
Staff 2017	69	13	18		

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	89	4	7	University of Kentucky Overall 2015	0
Faculty 2017	90	4	6	Universities Norm	2*
Staff 2017	89	4	7		

UK@Work Survey Category - Supervision

University of Kentucky Overall 2017

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	88	4	8	University of Kentucky Overall 2015	0
Faculty 2017	86	5	9	Universities Norm	3*
Staff 2017	89	4	7		

38b My Department Chair/Director/Dean/Supervisor: Communicates effectively

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	77	7	17	University of Kentucky Overall 2015	1
Faculty 2017	74*	8	18	Universities Norm	1
Staff 2017	78	6	16		

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	75	9	16	University of Kentucky Overall 2015	1
Faculty 2017	73	11*	16	Universities Norm	8*
Staff 2017	75	8	17		

UK@Work Survey Category - Supervision

University of Kentucky Overall 2017

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	80	9	11	University of Kentucky Overall 2015	3*
Faculty 2017	76*	11*	13*	Universities Norm	1*
Staff 2017	82	8	10		

58 My supervisor does a good job of building teamwork. (staff only)

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	70	11	19	University of Kentucky Overall 2015	2
Faculty 2017	Not Available			Universities Norm	3*
Staff 2017	70	11	19		

UK@Work Survey Category - Working Relationships

University of Kentucky Overall 2017

12 People in my department treat each other with respect.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	80	7	13	University of Kentucky Overall 2015	1
Faculty 2017	81	6	13	Universities Norm	n/a
Staff 2017	79	7	13		

22 There is a strong feeling of trust between members of my department.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	65	12	23	University of Kentucky Overall 2015	2*
Faculty 2017	66	12	22	Universities Norm	n/a
Staff 2017	64	12	24		

30 Differing opinions are openly discussed in reaching decisions in my department.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	59	15	25	University of Kentucky Overall 2015	3*
Faculty 2017	65*	14	21*	Universities Norm	-8*
Staff 2017	58	15	27		

UK@Work Survey Category - Working Relationships

University of Kentucky Overall 2017

42 There is a great sense of collaboration and collegiality at UK.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	67	19	14	University of Kentucky Overall 2015	4*
Faculty 2017	66	19	15	Universities Norm	n/a
Staff 2017	67	19	14		

46 In my department, our meetings/briefings are generally informative and useful.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	70	11	19	University of Kentucky Overall 2015	1
Faculty 2017	73*	9*	19	Universities Norm	n/a
Staff 2017	69	12	19		

54 My colleagues/the people I work with are willing to help each other, even if it means doing something outside their usual activities.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	80	7	12	University of Kentucky Overall 2015	4*
Faculty 2017	77*	10*	14	Universities Norm	-1
Staff 2017	81	7	12		

UK@Work Survey Category - Performance Evaluation

University of Kentucky Overall 2017

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	80	8	13	University of Kentucky Overall 2015	1
Faculty 2017	77	10*	13	Universities Norm	11*
Staff 2017	81	7	13		

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	74	11	16	University of Kentucky Overall 2015	4*
Faculty 2017	73	12	15	Universities Norm	2*
Staff 2017	74	10	16		

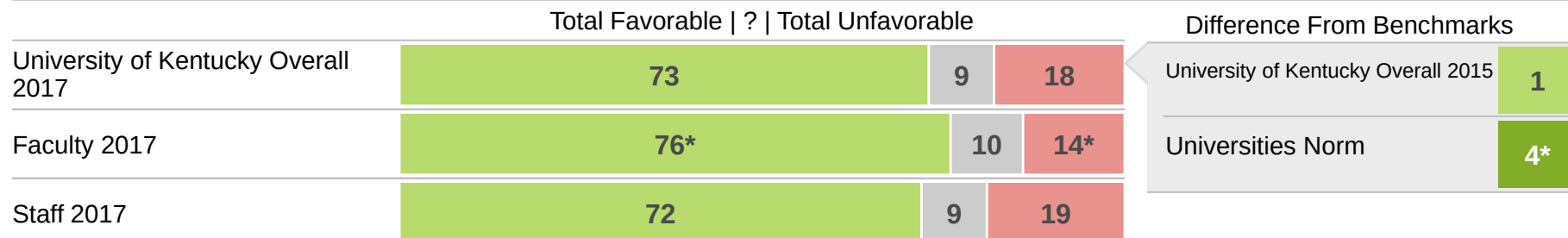
40 Where I work, my colleagues are accountable for following through on what they have promised.

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	71	12	17	University of Kentucky Overall 2015	3*
Faculty 2017	67*	14*	18	Universities Norm	n/a
Staff 2017	72	12	16		

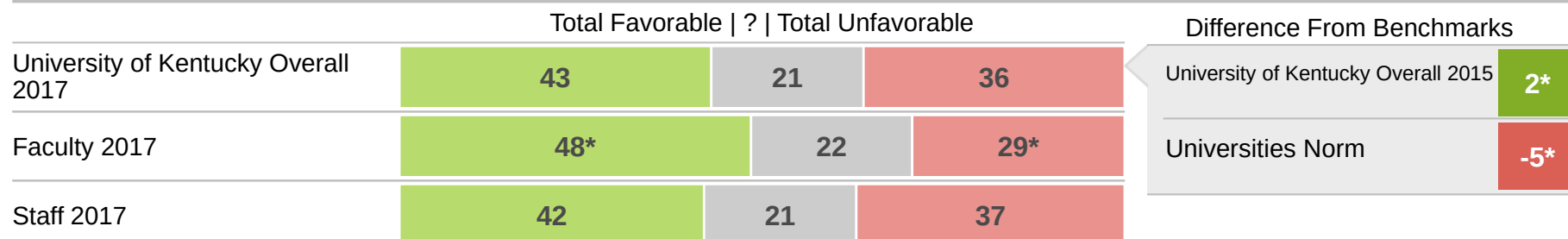
UK@Work Survey Category - Career Development

University of Kentucky Overall 2017

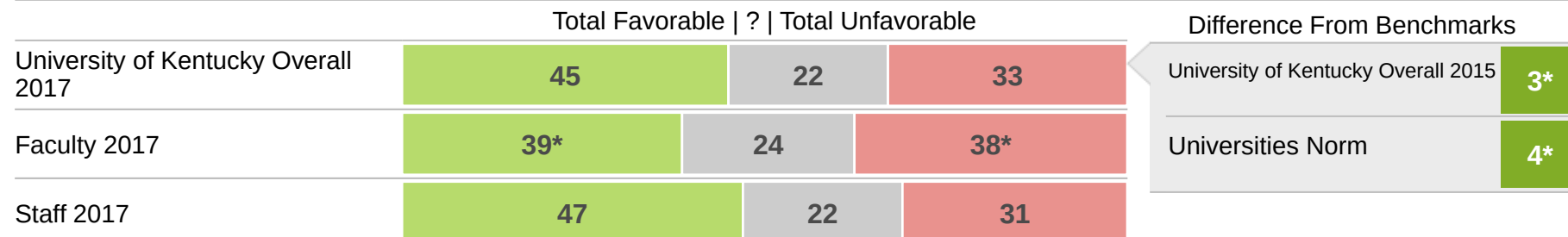
6 I believe I have the opportunity for personal development and growth at the University.



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.



UK@Work Survey Category - Career Development

University of Kentucky Overall 2017

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

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	73	11	16	University of Kentucky Overall 2015	1
Faculty 2017	70*	15*	15	Universities Norm	8*
Staff 2017	74	10	16		

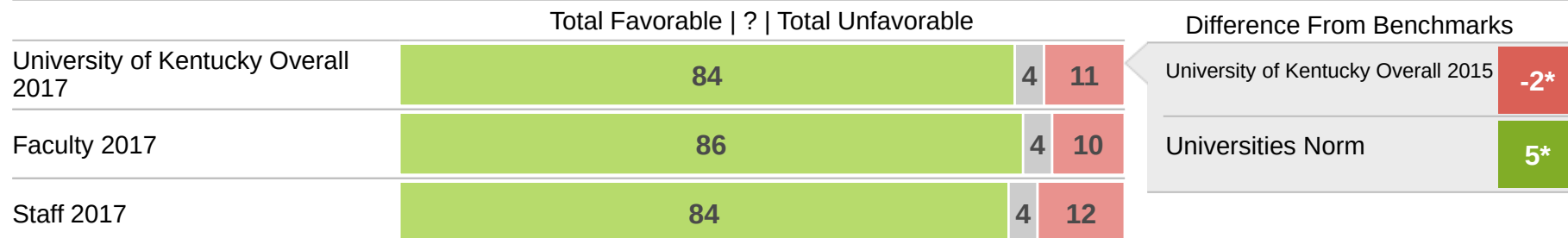
57 I have a reasonably good idea of my possible career paths at UK. (staff only)

	Total Favorable ? Total Unfavorable			Difference From Benchmarks	
University of Kentucky Overall 2017	67	13	20	University of Kentucky Overall 2015	0
Faculty 2017	Not Available			Universities Norm	-2*
Staff 2017	67	13	20		

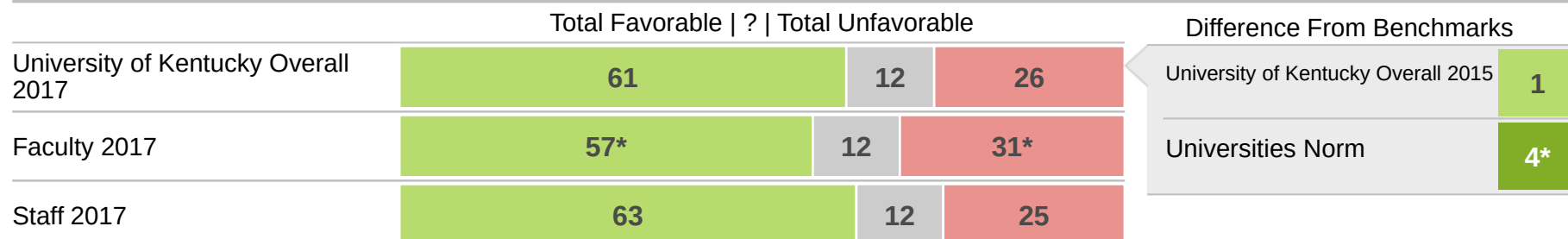
UK@Work Survey Category - Stress, Balance, & Workload

University of Kentucky Overall 2017

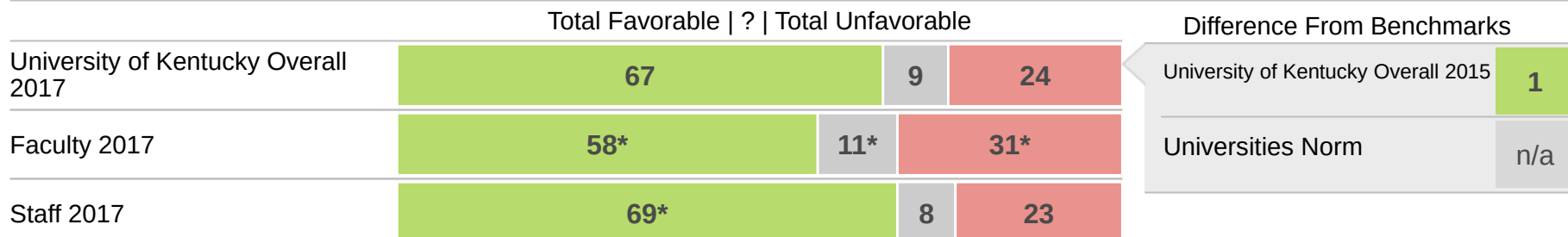
9 My work schedule allows sufficient flexibility to meet my personal/family needs.



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



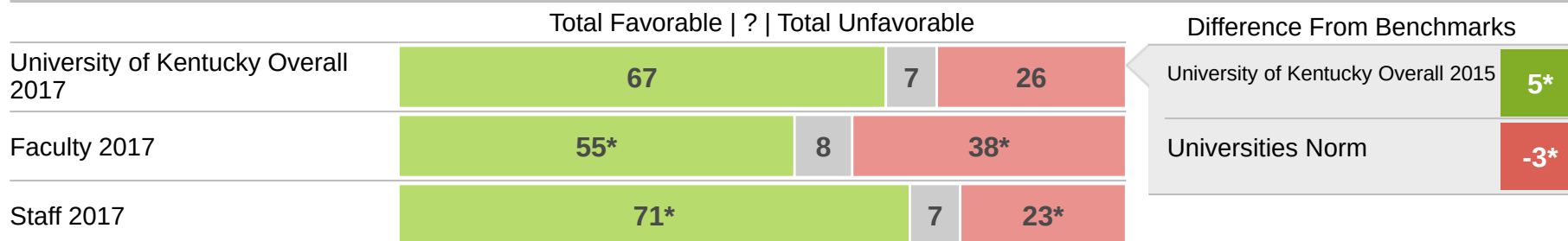
29 I find it very difficult to balance my work and my personal responsibilities.(N)



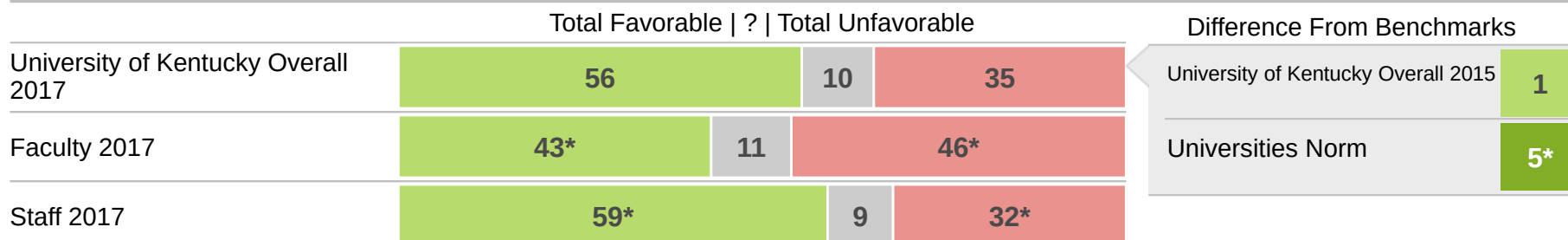
UK@Work Survey Category - Stress, Balance, & Workload

University of Kentucky Overall 2017

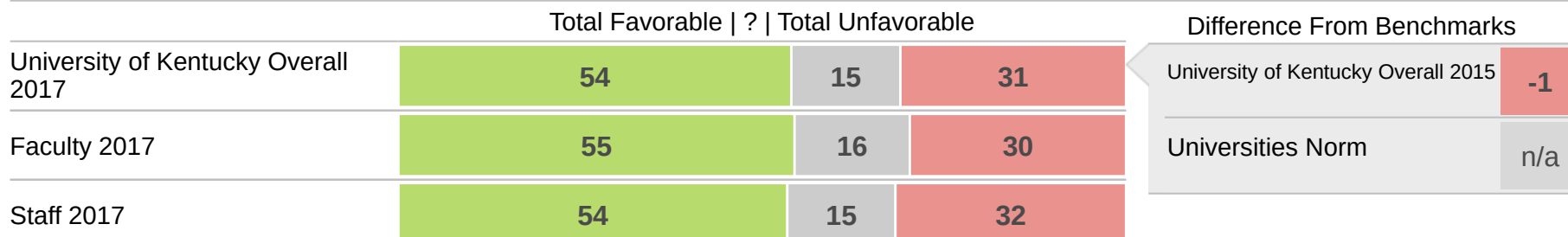
47 Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work).



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



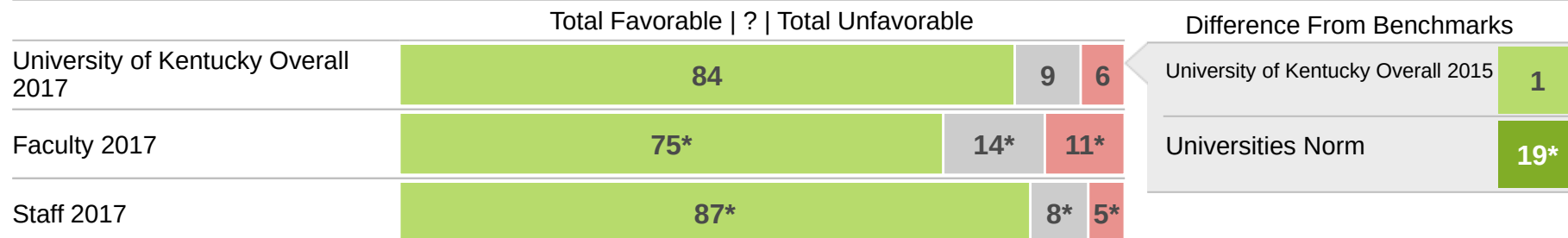
53 The amount of stress I experience at work significantly reduces my effectiveness.(N)



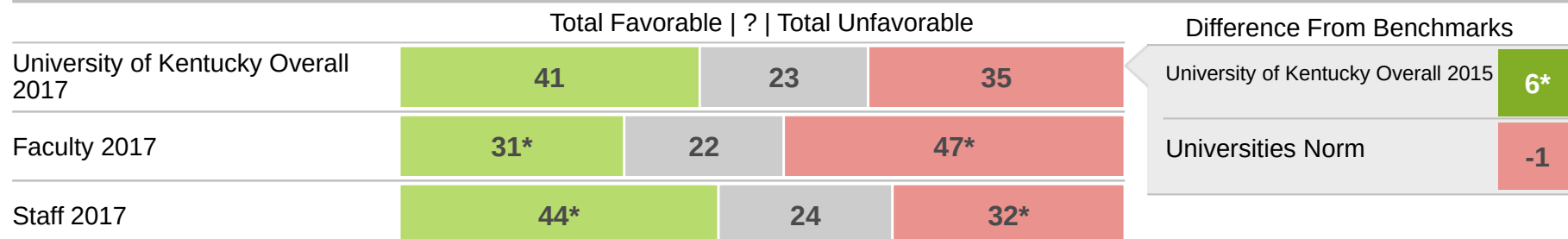
UK@Work Survey Category - Pay & Benefits

University of Kentucky Overall 2017

10 From what I hear, our benefits are as good as or better than the benefits in similar institutions.



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



UK@Work Survey Category - Retention

University of Kentucky Overall 2017

56 At the present time, are you seriously considering leaving UK?			
	No Yes Don't Know		
University of Kentucky Overall 2017	68	17	15
Faculty 2017	64*	19*	17
Staff 2017	69	16	15

Difference From Benchmarks

University of Kentucky Overall 2015

2*

Universities Norm

8*

Next Steps

Next Steps

University Timeline:

November/December	Share University level results
January-March	• Share results with all VP's, Deans and other key leaders • VP's, Deans and other key leaders begin sharing results with their groups and action planning
April-June	All action plans finalized and submitted
July-October	Continue to provide support and guidance through implementation
November/December	Touch point with key contacts in each area to gauge progress, level of support needed and to continue communication