



# **2017 UK@Work Engagement Survey**

Results Overview

# Survey Overview

**3** WEEKS

of survey administration  
September 6<sup>th</sup> – 27<sup>th</sup>

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

# Survey Definitions

| Word used               | Definition  |
|-------------------------|---|
| <b>University or UK</b> | refers to University of Kentucky as a whole.  |
| <b>Department</b>       | refers to your local organizational unit or function (e.g. Student Academic Life, Department of Biology, Accounts Payable, PPD-Grounds, Agricultural Communications, etc.).   |
| <b>UK leadership</b>    | refers to the Senior Leadership team of University of Kentucky including the President, Provost, and Executive Vice Presidents.   |
| <b>Supervisor</b>       | 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)   |
| <b>Core Values</b>      | 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:



Favorable Responses

For example:

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

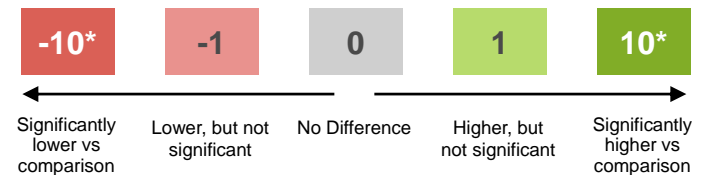
## Differences and Colors

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 |
|---|-----------------|-------------------|
| <b>Pay &amp; Benefits:</b> From what I hear, our benefits are as good as or better than the benefits in similar institutions. | 84              | 19*               |
| <b>Leadership:</b> There is sufficient contact between leadership and faculty/staff at UK.                                    | 56              | 12*               |
| <b>Performance Evaluation:</b> At UK, I understand how my work performance is evaluated.                                      | 80              | 11*               |
| <b>Empowerment:</b> UK has established a climate where people can challenge our traditional ways of doing things.             | 59              | 9*                |
| <b>Supervision:</b> My Department Chair/Director/Dean/Supervisor: Gives me regular feedback on my performance                 | 75              | 8*                |
| <b>Bottom 5 Questions</b>   |                 |                   |
| <b>Leadership:</b> I think action will be taken based on the problems identified in the survey.                               | 45              | -8*               |
| <b>Working Relationships:</b> Differing opinions are openly discussed in reaching decisions in my department.                 | 59              | -8*               |
| <b>Leadership:</b> Faculty/Staff are treated with respect here regardless of their position.                                  | 64              | -6*               |
| <b>Career Development:</b> In my opinion, the most competent people get promoted.   | 43              | -5*               |
| <b>Empowerment:</b> 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 |
|---|-----------------|-------------------------------------|
| <b>Empowerment:</b> UK has established a climate where people can challenge our traditional ways of doing things.   | 59              | 8*                                  |
| <b>Diversity &amp; Inclusion:</b> UK leadership recognizes and respects the value of human differences.   | 81              | 7*                                  |
| <b>Pay &amp; Benefits:</b> From what I hear, our pay is as good as or better than the pay in similar institutions.  | 41              | 6*                                  |
| <b>University Culture:</b> We have an institutional culture that promotes collaboration.  | 71              | 6*                                  |
| <b>Stress, Balance, &amp; Workload:</b> Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work). | 67              | 5*                                  |
| Least Improved Questions  |                 |                                     |
| <b>Communication:</b> UK does an excellent job of keeping faculty/staff informed about matters affecting us.  | 67              | -2*                                 |
| <b>Stress, Balance, &amp; Workload:</b> My work schedule allows sufficient flexibility to meet my personal/family needs.  | 84              | -2*                                 |
| <b>Operating Effectively:</b> Decisions at UK are made at the appropriate level.  | 53              | -2                                  |
| <b>Stress, Balance, &amp; Workload:</b> The amount of stress I experience at work significantly reduces my effectiveness.(N)                                      | 54              | -1                                  |
| <b>Empowerment:</b> I am satisfied with my involvement in decisions that affect my work. *  | 67              | -1                                  |

★ Statistically Significant Difference (+)

★ Statistically Significant Difference (-)

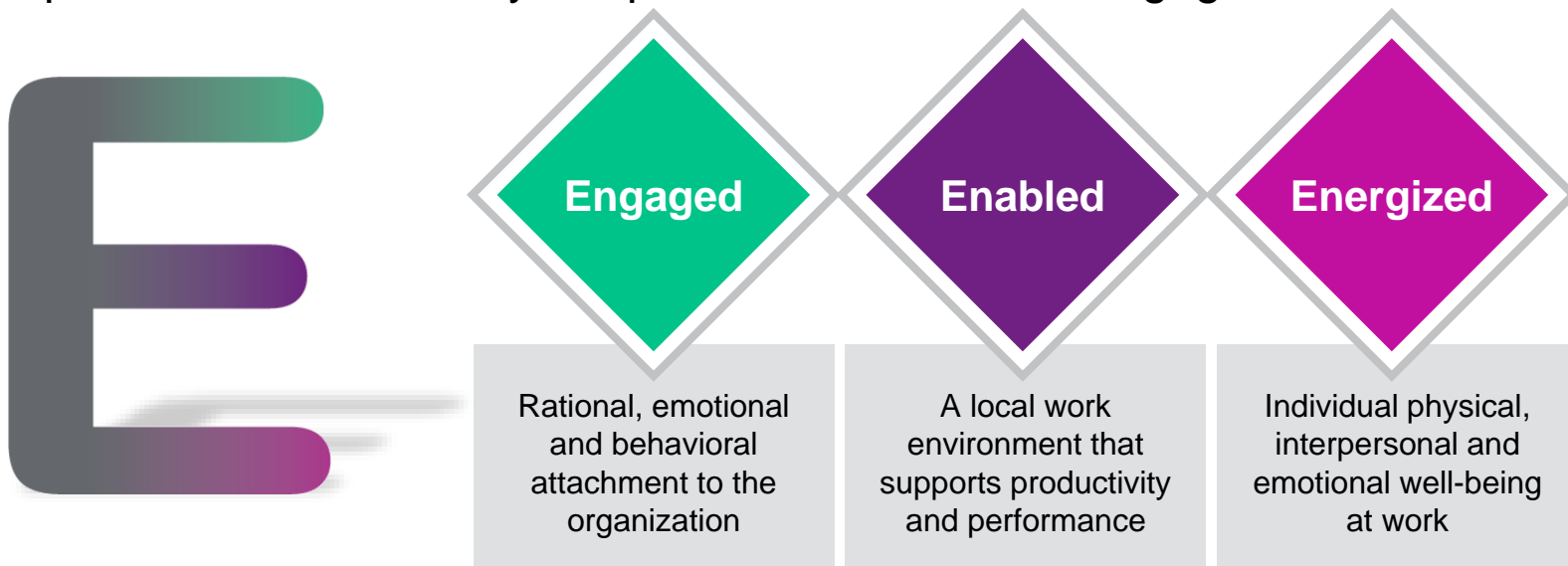
★ Key Driver Question



# 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:<br>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                    | <b>Empowerment:</b> The information I need to do my work is readily available.  |
| -1                                  | 5*                | -4*     | 67                    | <b>Empowerment:</b> I am satisfied with my involvement in decisions that affect my work.                                |
| 2*                                  | n/a               | n/a     | 72                    | <b>Diversity &amp; Inclusion:</b> I feel a sense of community at UK.  |
| 3*                                  | -1                | -5*     | 67                    | <b>Diversity &amp; Inclusion:</b> I feel that UK leadership supports equal opportunity for all faculty/staff.           |
| 1                                   | 4*                | -5*     | 61                    | <b>Stress, Balance, &amp; Workload:</b> Work is usually appropriately distributed among faculty/staff in my department. |
| 1                                   | 5*                | -2*     | 56                    | <b>Stress, Balance, &amp; Workload:</b> 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

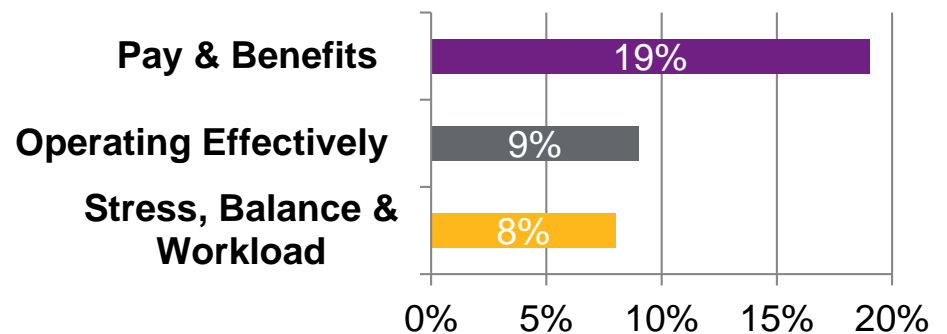


# Summary of Open Comments

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?*

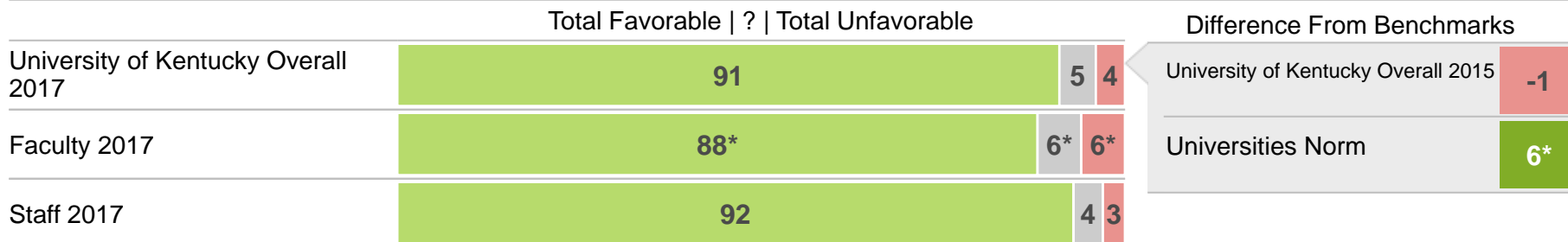
**skills** communication **UK**  
**campus** evaluation staff management  
 innovation recognition benefits  
 training empowerment office  
 talent management issues decision process  
**work environment** level atmosphere  
 support high stress and pressure  
 help pay change  
**leadership** operating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



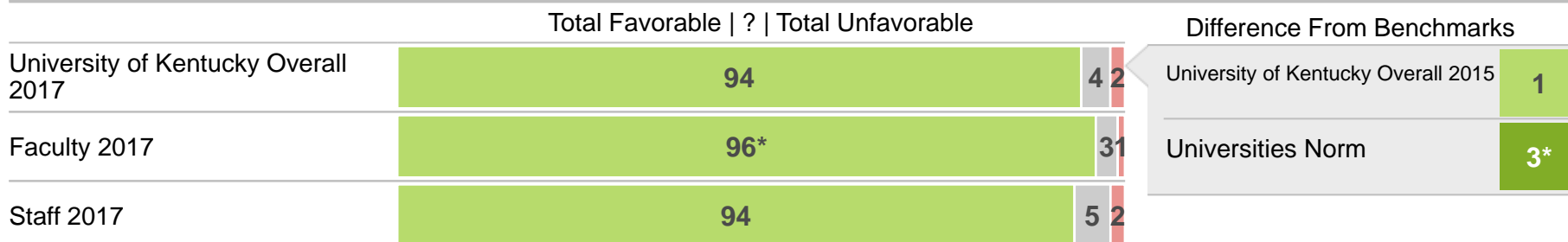
# UK@Work Survey Category- Sustainable Engagement

## University of Kentucky Overall 2017

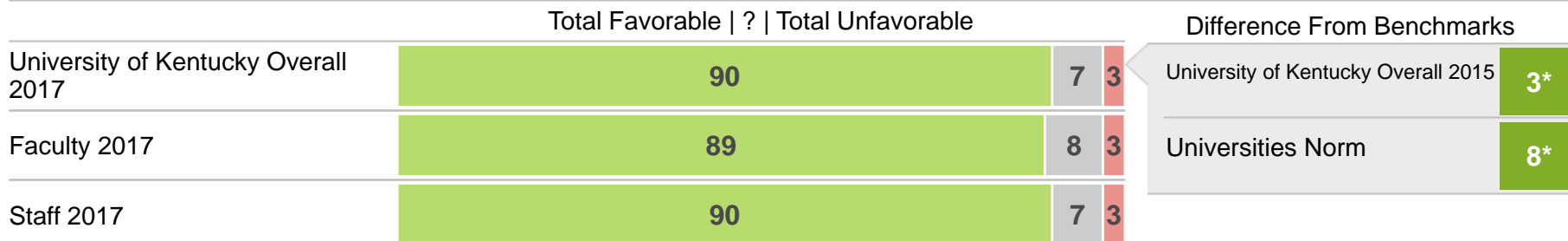
1 I am proud to be associated with UK.



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 |                                     |     |

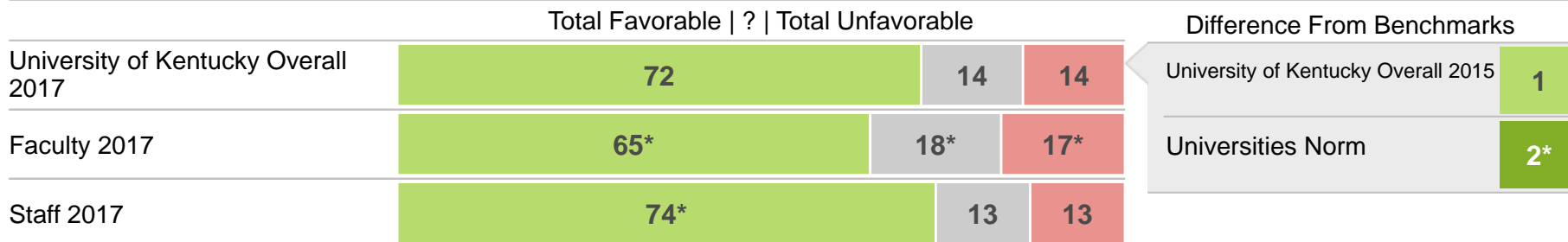
**43** UK is highly regarded by its faculty/staff.

|                                     | 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  |                                     |    |

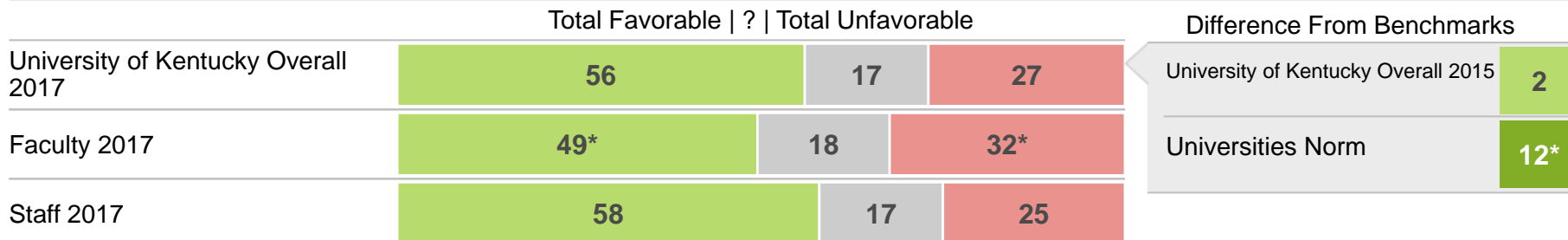
# UK@Work Survey Category - Leadership

## University of Kentucky Overall 2017

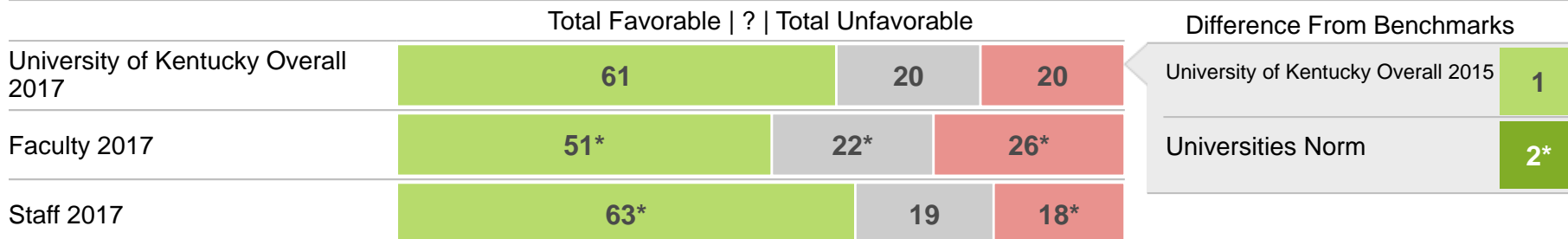
**2** UK leadership decisions are consistent with the values.



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



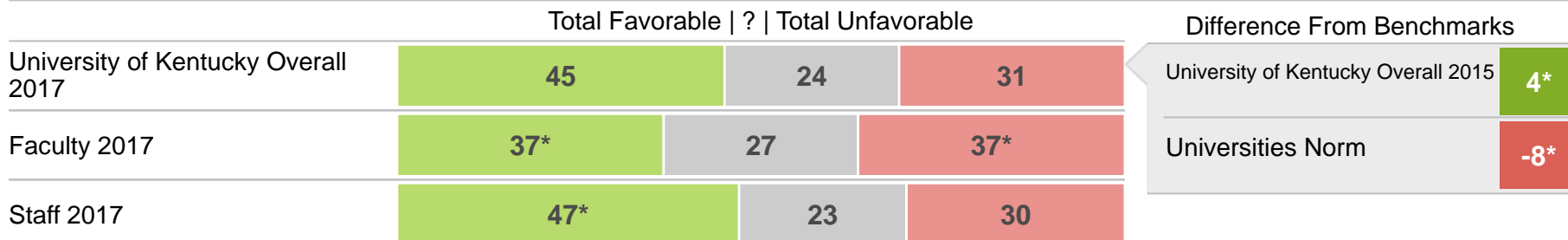
**24** I have confidence in the decisions made by UK leadership.



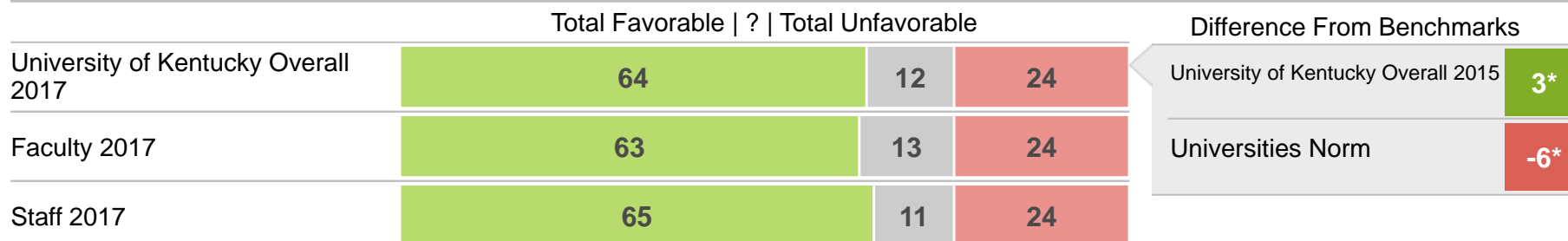
# UK@Work Survey Category - Leadership

University of Kentucky Overall 2017

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



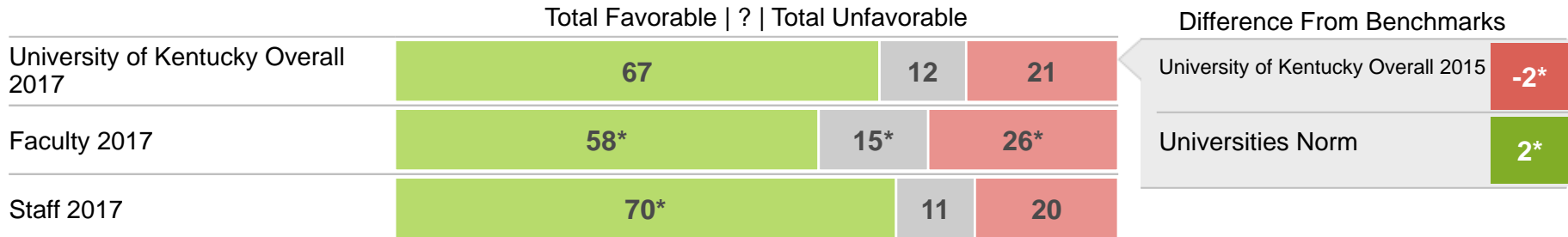
**27** Faculty/Staff are treated with respect here regardless of their position.



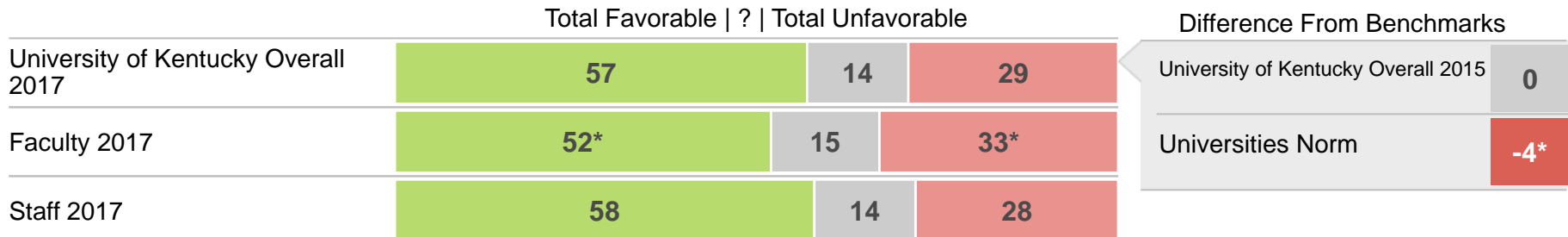
# UK@Work Survey Category - Communication

## 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.

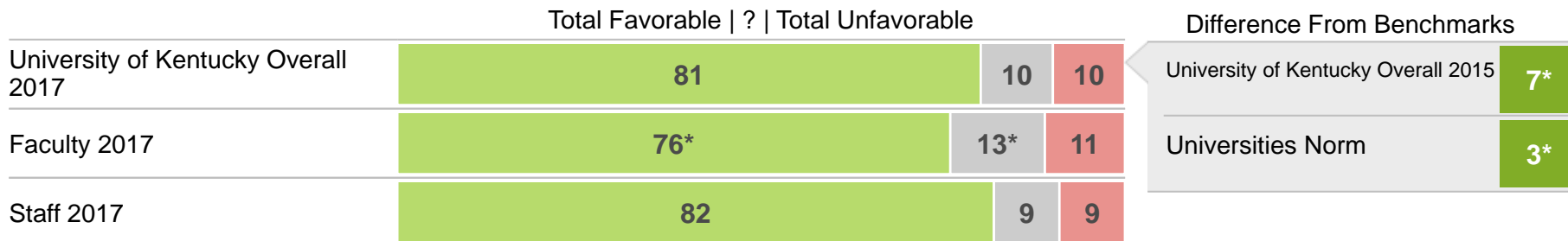




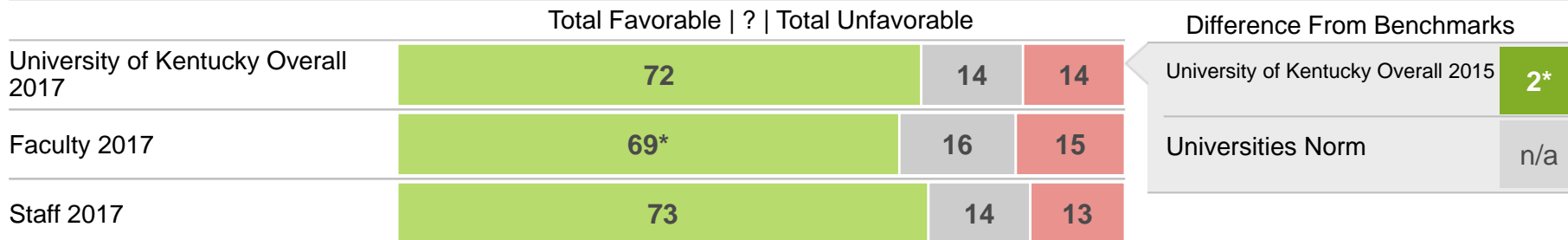
# UK@Work Survey Category - Diversity & Inclusion

## University of Kentucky Overall 2017

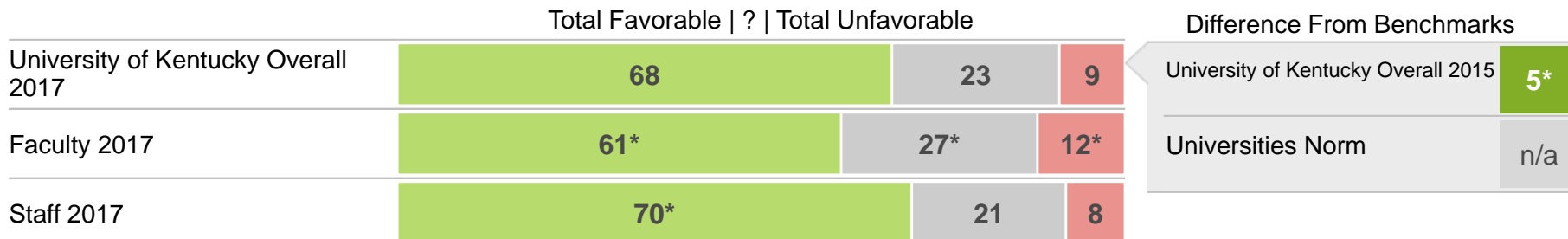
**8** UK leadership recognizes and respects the value of human differences.



**28** I feel a sense of community at UK. ★



**37** UK effectively addresses campus incidents of intolerance and bigotry.



# 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  |                                     |     |

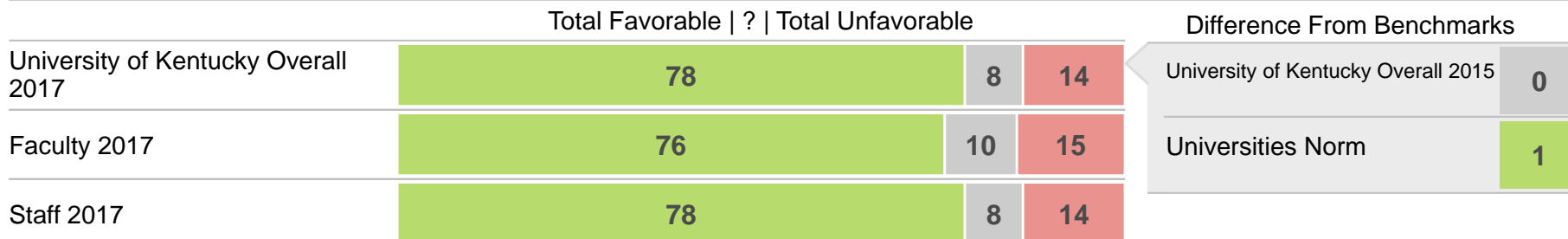
**45** In my opinion, decisions at UK are made in a timely manner.

|                                     | 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 |                                     |    |

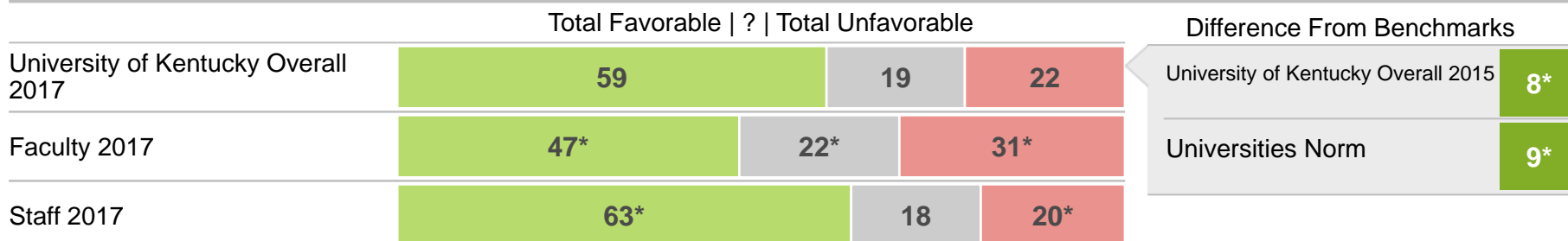
# UK@Work Survey Category - Empowerment

## University of Kentucky Overall 2017

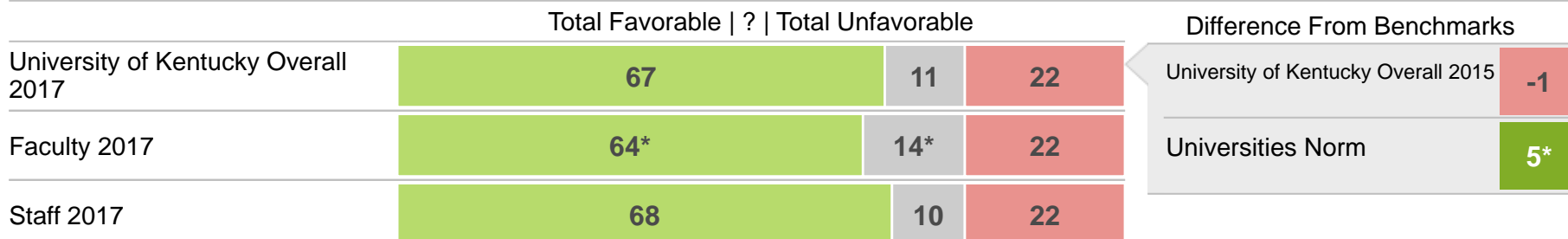
**5** The information I need to do my work is readily available. ★



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



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



# 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 |                                     |     |

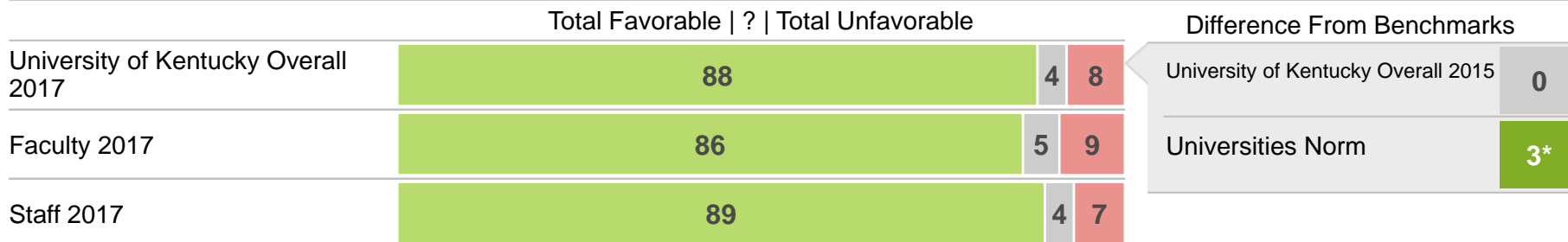
**51** I have a very clear idea of the responsibilities for my faculty/staff position.

|                                     | 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 |                                     |    |

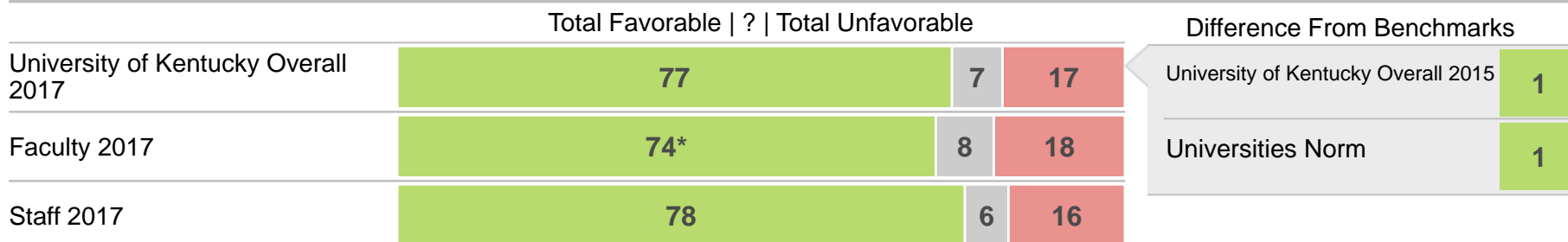
# UK@Work Survey Category - Supervision

## University of Kentucky Overall 2017

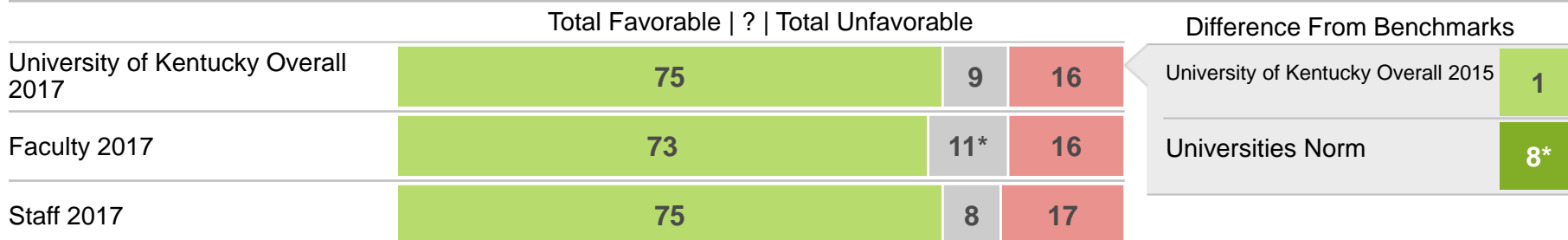
### 38a My Department Chair/Director/Dean/Supervisor: Treats me with respect



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



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



# 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 |                                     |    |

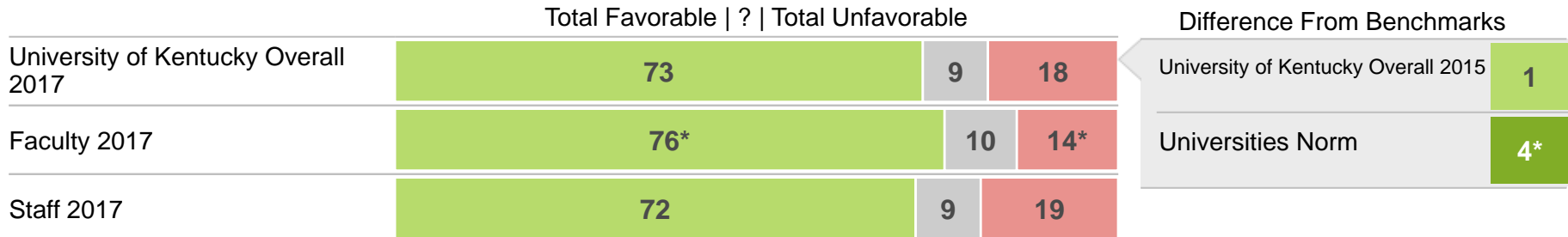
**40** Where I work, my colleagues are accountable for following through on what they have promised.

|                                     | 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 |                                     |     |

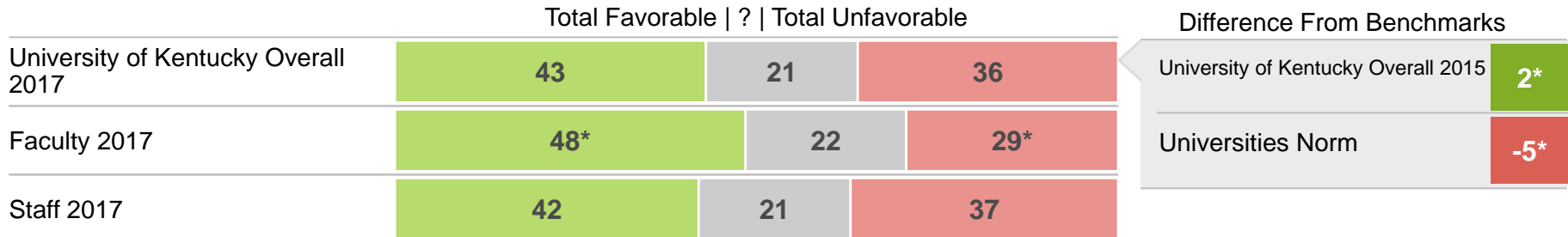
# UK@Work Survey Category - Career Development

## University of Kentucky Overall 2017

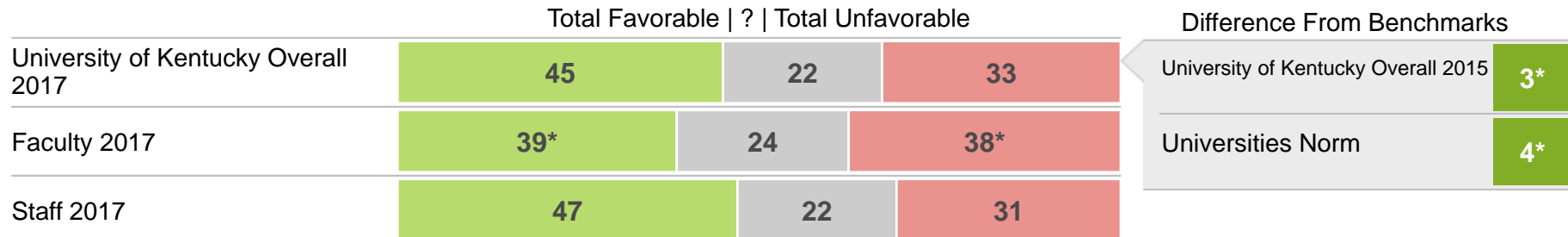
**6** I believe I have the opportunity for personal development and growth at the University.



**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 |                                     |    |

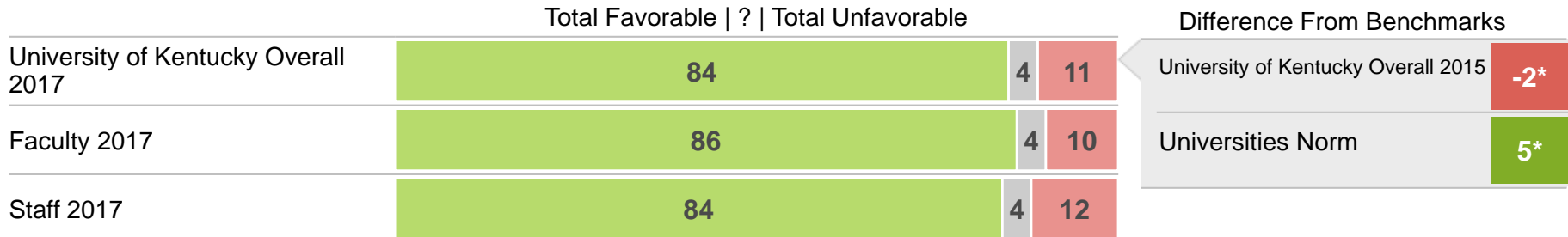
**57** I have a reasonably good idea of my possible career paths at UK. (staff only)

|                                     | 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 |                                     |     |

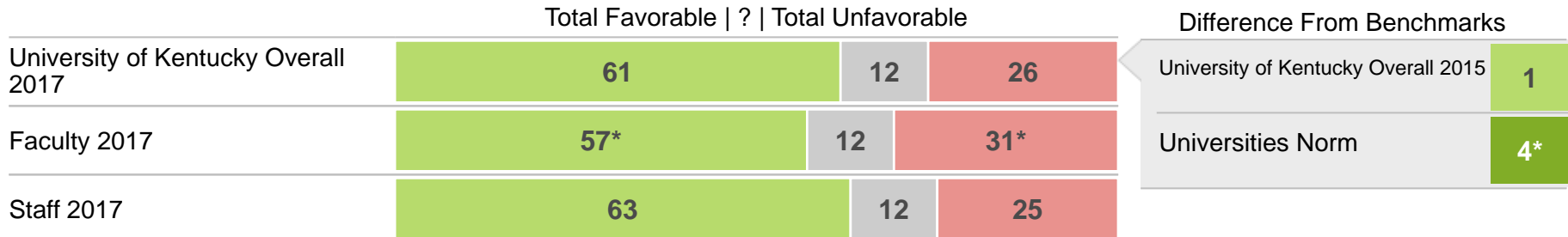
# UK@Work Survey Category - Stress, Balance, & Workload

## University of Kentucky Overall 2017

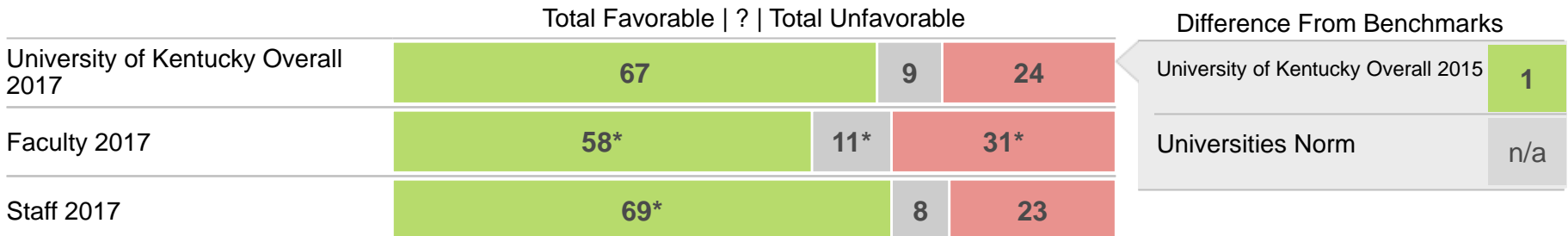
**9** My work schedule allows sufficient flexibility to meet my personal/family needs.



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



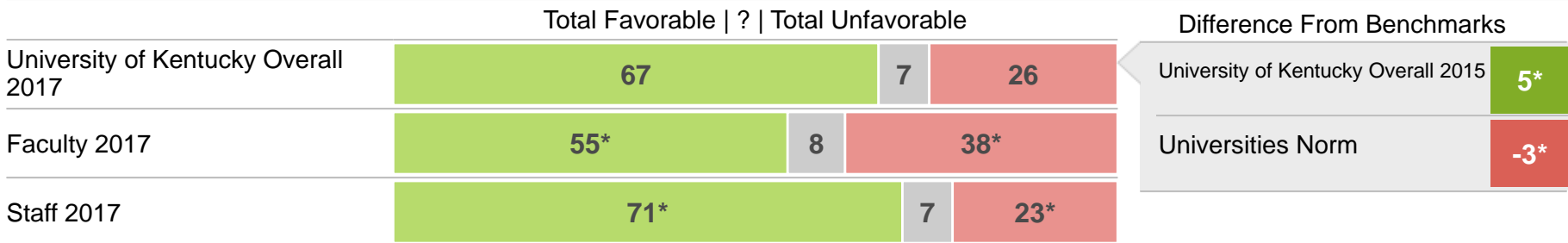
**29** I find it very difficult to balance my work and my personal responsibilities.(N)



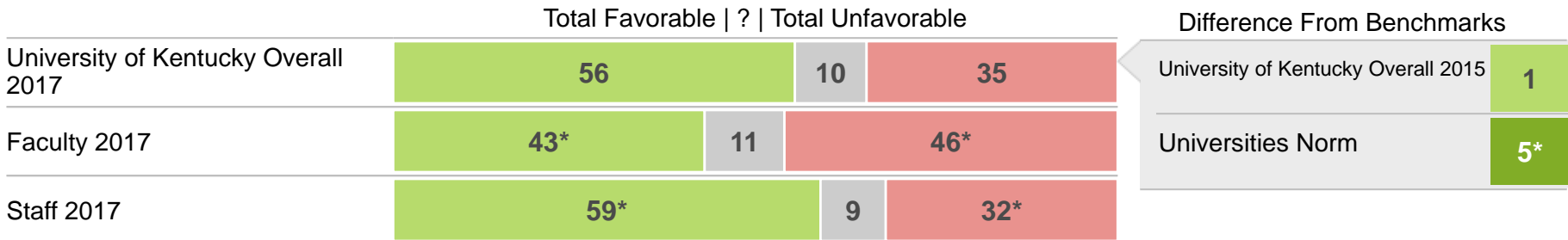
# UK@Work Survey Category - Stress, Balance, & Workload

University of Kentucky Overall 2017

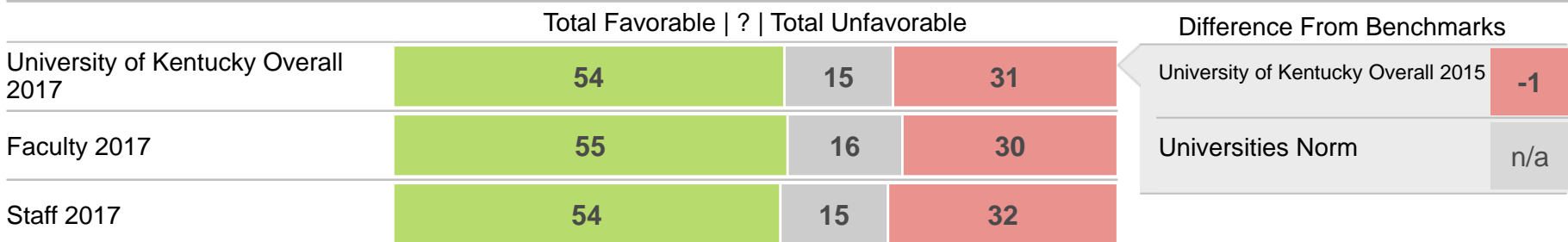
**47** Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work).



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



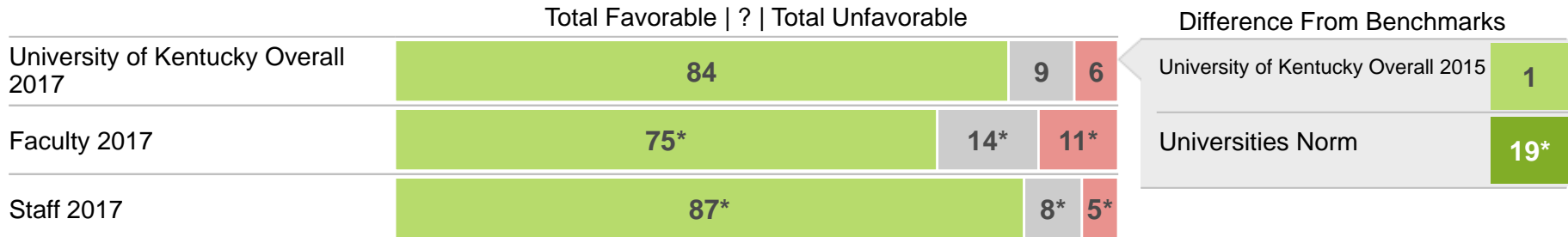
**53** The amount of stress I experience at work significantly reduces my effectiveness.(N)



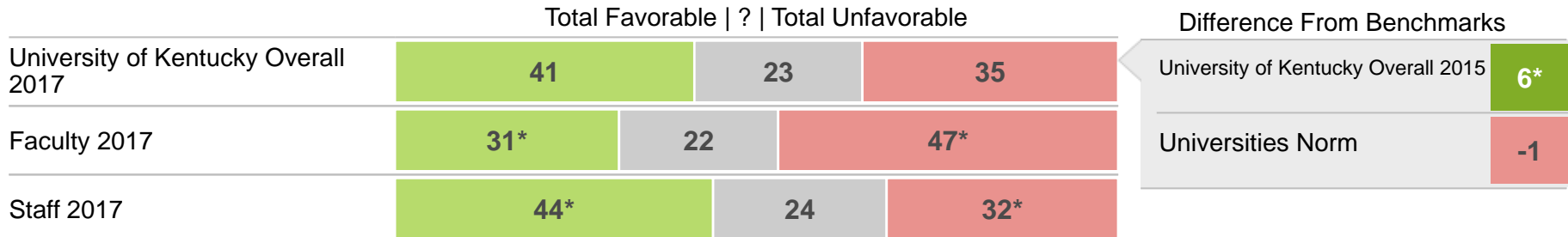
# UK@Work Survey Category - Pay & Benefits

## 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 |     |    | Difference From Benchmarks          |    |
|-------------------------------------|-----------------------|-----|----|-------------------------------------|----|
| University of Kentucky Overall 2017 | 68                    | 17  | 15 | University of Kentucky Overall 2015 | 2* |
| Faculty 2017                        | 64*                   | 19* | 17 | Universities Norm                   | 8* |
| Staff 2017                          | 69                    | 16  | 15 |                                     |    |



# Next Steps

# Next Steps

## University Timeline:

|                   |  |
|-------------------|--|
| November/December | Share University level results   |
| January-March     | <ul style="list-style-type: none"><li>• Share results with all VP's, Deans and other key leaders</li><li>• VP's, Deans and other key leaders begin sharing results with their groups and action planning</li></ul> |
| 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  |