

# UK@ work

Work-Life Survey of Faculty & Staff

Faculty

2015 Overall Results

**3** weeks

of survey  
administration  
February 25<sup>th</sup> –  
March 18<sup>th</sup>

**58** questions

**13** categories

**42%**

response rate

797 faculty responded to the survey

Highest Category

**75%**

Sustainable  
Engagement

## Faculty - Survey Overview

### Highest/Lowest Rated Items:

#### Sustainable Engagement category

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

#### Pay & Benefits category

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

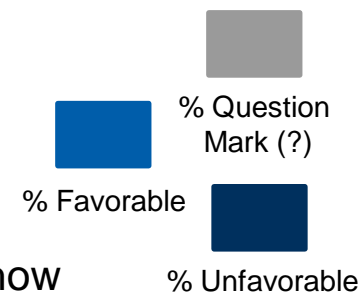
# Understanding Survey Results

- Survey responses were on a scale from Agree to Disagree (Agree, Tend to Agree, ?, Tend to Disagree, Disagree)
- Total Favorable = % of employees who responded to that item as Agree or Tend to Agree
- Total Unfavorable = % of employees who responded to that item as Disagree to Tend to Disagree

• (N) = Item is reverse scored. Disagreeing is the favorable response.

• A legend (at right) is located at the top of each slide for reference.

• These results are just one data point in an ongoing conversation about how we all can make UK an even better place to work. This data should be considered along with feedback from other surveys and continued discussions with faculty and staff.



# UK@Work Survey Category - Career Development

Item # and text



<b>6</b>	I believe I have the opportunity for personal development and growth at the University.		
Faculty	73	9	19
<b>20</b>	In my opinion, the most competent people get promoted.		
Faculty	43	22	35
<b>35</b>	I think the University is doing a good job of retaining its most talented faculty and staff.		
Faculty	31	21	48
<b>48</b>	At UK, there are sufficient opportunities for me to receive training to improve my skills in my current faculty position.		
Faculty	63	17	20

# UK@Work Survey Category - Communication

Item # and text



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



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



# UK@Work Survey Category - Diversity & Inclusion

Item # and text



<b>8</b>	UK leadership recognizes and respects the value of human differences.		
Faculty	62	18	20
<b>28</b>	I feel a sense of community at UK.		
Faculty	60	18	23
<b>37</b>	UK effectively addresses campus incidents of intolerance and bigotry.		
Faculty	54	35	11
<b>52</b>	I feel that UK leadership supports equal opportunity for all faculty.		
Faculty	55	18	27

# UK@Work Survey Category - Empowerment

Item # and text



<b>5</b>	The information I need to do my work is readily available.		
Faculty	71	12	17
<b>16</b>	UK has established a climate where people can challenge our traditional ways of doing things.		
Faculty	36	22	42
<b>17</b>	I am satisfied with my involvement in decisions that affect my work.		
Faculty	61	12	27
<b>31</b>	I am satisfied with the procedures available for resolving faculty complaints.		
Faculty	39	35	26
<b>34</b>	Colleagues in my department are encouraged to come up with innovative solutions to work-related problems.		
Faculty	66	12	22
<b>51</b>	I have a very clear idea of the responsibilities for my faculty position.		
Faculty	88	5	7

# UK@Work Survey Category - Leadership

Item # and text



<b>2</b> UK leadership decisions are consistent with the values.	
Faculty	57% Favorable, 21% Question Mark (?), 22% Unfavorable
<b>14</b> There is sufficient contact between leadership and faculty at UK.	
Faculty	38% Favorable, 19% Question Mark (?), 43% Unfavorable
<b>24</b> I have confidence in the decisions made by UK leadership.	
Faculty	43% Favorable, 23% Question Mark (?), 35% Unfavorable
<b>25</b> I think action will be taken based on the problems identified in the survey.	
Faculty	30% Favorable, 28% Question Mark (?), 43% Unfavorable
<b>27</b> Faculty are treated with respect here regardless of their position.	
Faculty	53% Favorable, 15% Question Mark (?), 32% Unfavorable



# UK@Work Survey Category - Operating Effectively

Item # and text



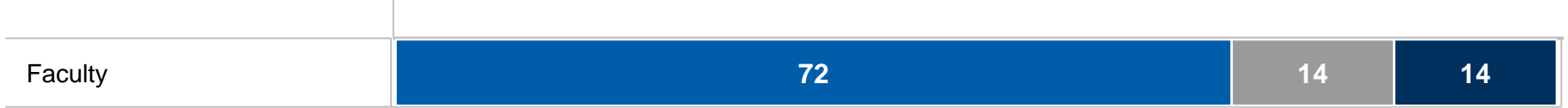
4    My department operates effectively.			
Faculty	70	9	21
32    Decisions at UK are made at the appropriate level.			
Faculty	42	28	30
45    In my opinion, decisions at UK are made in a timely manner.			
Faculty	32	23	45

# UK@Work Survey Category - Pay & Benefits

Item # and text



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

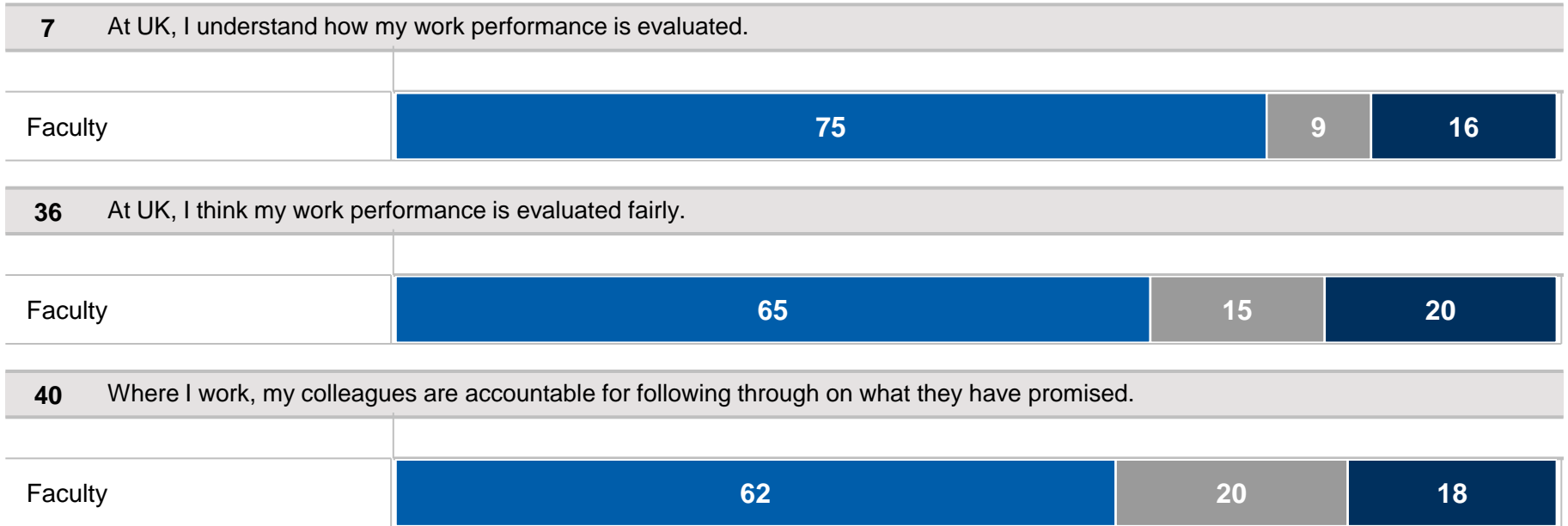


**44** From what I hear, our pay is as good as or better than the pay in similar institutions.



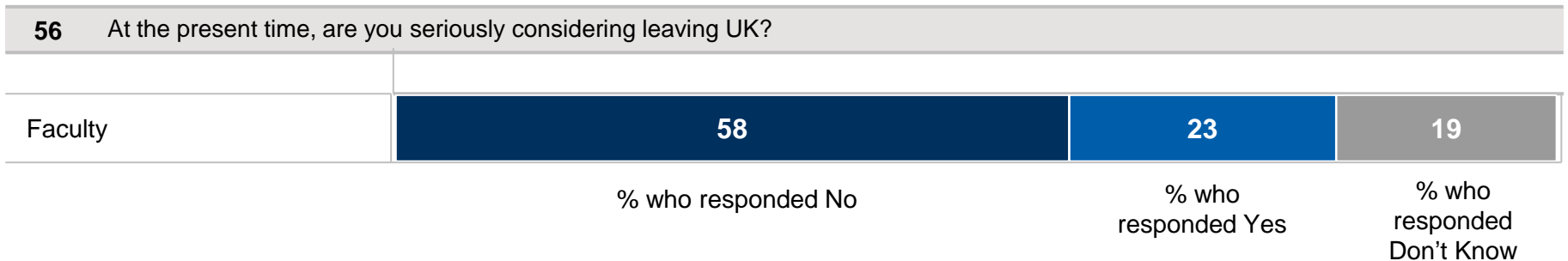
## UK@Work Survey Category - Performance Evaluation

Item # and text



## UK@Work Survey Category - Retention

Faculty Total Favorable



# 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.



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



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



**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 - Supervision

Item # and text



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



**38b** My Department Chair/Director: Communicates effectively.



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



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



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



% Favorable

% Question Mark (?)

% Unfavorable

Item # and text

<b>1</b>	I am proud to be associated with UK.		
Faculty	86	8	7
<b>11</b>	I work beyond what is required to help the University succeed.		
Faculty	94	4	2
<b>15</b>	I believe strongly in the goals and mission of the University.		
Faculty	81	13	6
<b>18</b>	I have the equipment/resources I need to do my work effectively.		
Faculty	59	9	32
<b>23</b>	There are no substantial obstacles at the University to doing my work well.		
Faculty	51	12	36

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



% Favorable

% Question Mark (?)

% Unfavorable

Item # and text

<b>26</b>	My department is able to meet our work challenges effectively.		
Faculty	63	13	24
<b>33</b>	My colleagues usually get along well together.		
Faculty	78	8	13
<b>41</b>	My work gives me a sense of personal accomplishment.		
Faculty	91	4	5
<b>50</b>	I am able to sustain the level of energy I need throughout the work day.		
Faculty	73	9	17

# UK@Work Survey Category - University Culture

Item # and text



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



# UK@Work Survey Category - Working Relationships

Item # and text



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