

UK@ work

Work-Life Survey of Faculty & Staff

Staff

2015 Overall Results

3 weeks

of survey
administration
February 25th –
March 18th

60 questions

13 categories

50%

response rate

3,163 staff responded

Highest Category

83%

**Sustainable
Engagement**

Staff - Survey Overview

Highest/Lowest Rated Items:

Sustainable Engagement category

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

Pay & Benefits category

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

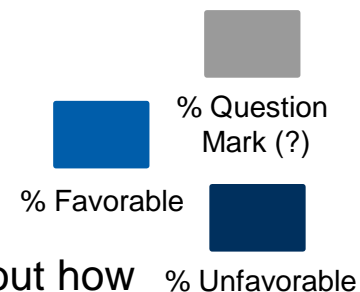
Understanding Survey Results

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

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

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

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



UK@Work Survey Category - Career Development

Item # and text

 % Favorable

 % Question Mark (?)

 % Unfavorable

6	I believe I have the opportunity for personal development and growth at the University.		
Staff	72	9	19
20	In my opinion, the most competent people get promoted.		
Staff	40	21	38
35	I think the University is doing a good job of retaining its most talented faculty and staff.		
Staff	45	24	31
48	At UK, there are sufficient opportunities for me to receive training to improve my skills in my current staff position.		
Staff	75	9	16
57	I have a reasonably good idea of my possible career paths at UK.		
Staff	67	13	20

UK@Work Survey Category - Communication

Item # and text



% Favorable



% Question Mark (?)



% Unfavorable

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

Staff

74

10

15

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

Staff

60

13

27

UK@Work Survey Category - Diversity & Inclusion

Item # and text

 % Favorable

 % Question Mark (?)

 % Unfavorable

8	UK leadership recognizes and respects the value of human differences.		
Staff	77	12	11
28	I feel a sense of community at UK.		
Staff	73	14	14
37	UK effectively addresses campus incidents of intolerance and bigotry.		
Staff	66	26	8
52	I feel that UK leadership supports equal opportunity for all staff.		
Staff	66	15	19

UK@Work Survey Category - Empowerment

Item # and text



5	The information I need to do my work is readily available.		
Staff	79	7	13
16	UK has established a climate where people can challenge our traditional ways of doing things.		
Staff	55	20	25
17	I am satisfied with my involvement in decisions that affect my work.		
Staff	70	10	21
31	I am satisfied with the procedures available for resolving staff complaints.		
Staff	47	28	24
34	Colleagues in my department are encouraged to come up with innovative solutions to work-related problems.		
Staff	71	12	17
51	I have a very clear idea of the responsibilities for my job.		
Staff	89	4	7

UK@Work Survey Category - Leadership

Item # and text

 % Favorable

 % Question Mark (?)

 % Unfavorable

2	UK leadership decisions are consistent with the values.		
Staff	74	13	12
14	There is sufficient contact between leadership and staff at UK.		
Staff	59	16	25
24	I have confidence in the decisions made by UK leadership.		
Staff	64	19	17
25	I think action will be taken based on the problems identified in the survey.		
Staff	43	26	31
27	Staff are treated with respect here regardless of their position.		
Staff	64	11	25

UK@Work Survey Category - Operating Effectively

Item # and text



% Favorable



% Question Mark (?)



% Unfavorable

Item # and text	% Favorable	% Question Mark (?)	% Unfavorable
4 My department operates effectively.			
Staff	75	7	18
32 Decisions at UK are made at the appropriate level.			
Staff	59	24	17
45 In my opinion, decisions at UK are made in a timely manner.			
Staff	47	21	33

UK@Work Survey Category - Pay & Benefits

Item # and text



% Favorable



% Question Mark (?)



% Unfavorable

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.



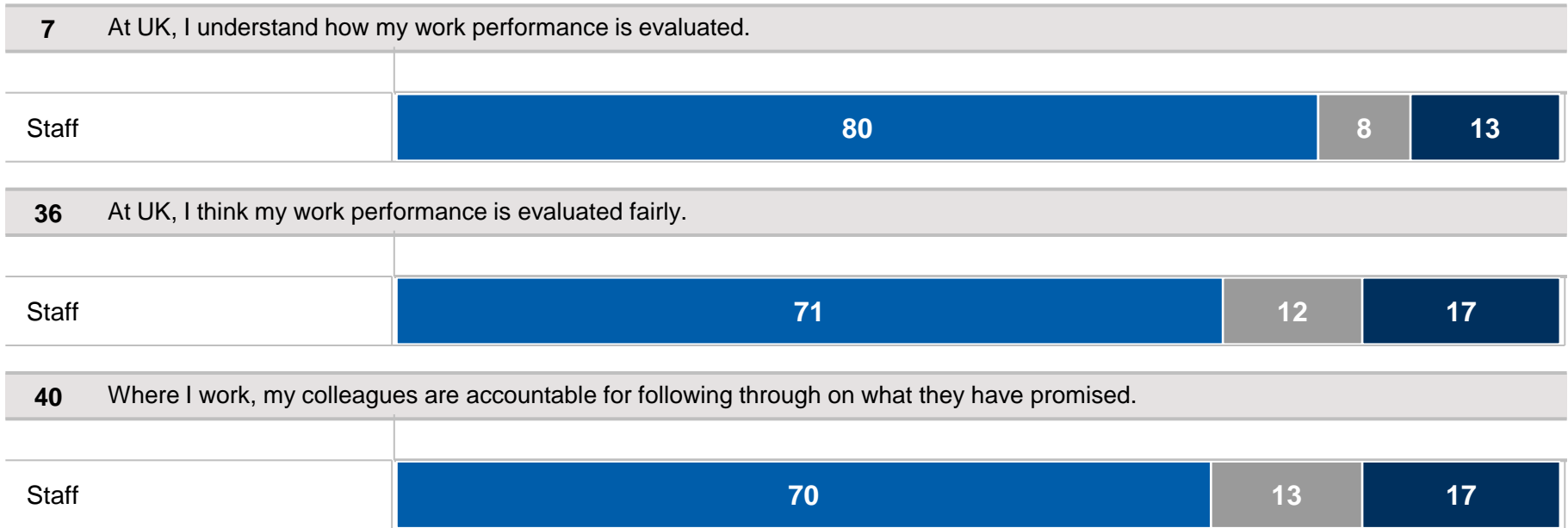
UK@Work Survey Category - Performance Evaluation

Item # and text

 % Favorable

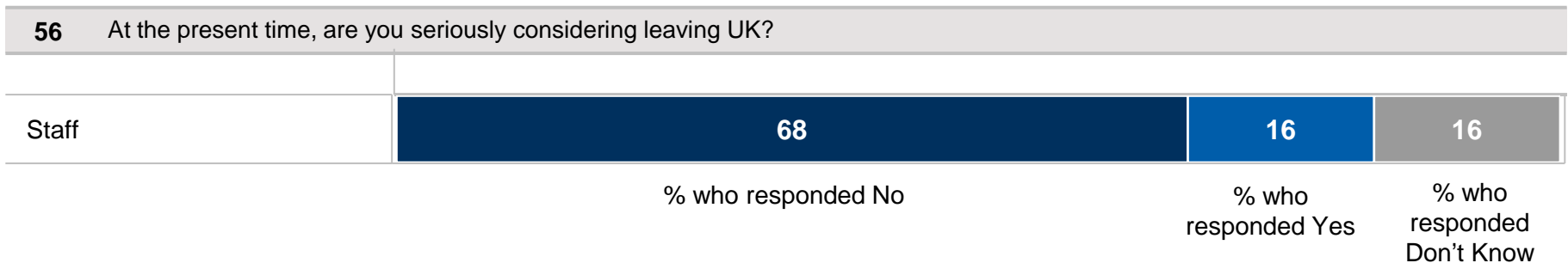
 % Question Mark (?)

 % Unfavorable



UK@Work Survey Category - Retention

Item # and text



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

Item # and text

% Favorable

% Question Mark (?)

% Unfavorable

Item # and text	% Favorable	% Question Mark (?)	% Unfavorable
9 My work schedule allows sufficient flexibility to meet my personal/family needs.			
Staff	86	4	11
21 Work is usually appropriately distributed among staff in my department.			
Staff	63	12	26
29 I find it very difficult to balance my work and my personal responsibilities.(N)			
Staff	67	10	23
47 Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work).			
Staff	66	7	26
49 There is usually sufficient staffing in my department to handle the workload.			
Staff	59	9	32
53 The amount of stress I experience at work significantly reduces my effectiveness.(N)			
Staff	55	14	31

UK@Work Survey Category - Supervision

Item # and text



38a	My Supervisor: Treats me with respect.		
Staff	89	4	7
38b	My Supervisor: Communicates effectively.		
Staff	77	7	16
38c	My Supervisor: Gives me regular feedback on my performance.		
Staff	76	9	16
55	My Supervisor effectively works with people who are different from him- or herself.		
Staff	79	9	11
58	My supervisor does a good job of building teamwork.		
Staff	69	11	20

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



% Favorable



% Question Mark (?)



% Unfavorable

Item # and text

1	I am proud to be associated with UK.	Total Favorable ? Total Unfavorable		
Staff		94	4	3
11	I work beyond what is required to help the University succeed.	Total Favorable ? Total Unfavorable		
Staff		93	5	2
15	I believe strongly in the goals and mission of the University.	Total Favorable ? Total Unfavorable		
Staff		88	9	3
18	I have the equipment/resources I need to do my work effectively.	Total Favorable ? Total Unfavorable		
Staff		79	6	15
23	There are no substantial obstacles at the University to doing my work well.	Total Favorable ? Total Unfavorable		
Staff		68	12	20

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



% Favorable



% Question Mark (?)



% Unfavorable

Item # and text

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

UK@Work Survey Category - University Culture

Item # and text



% Favorable



% Question Mark (?)



% Unfavorable

Item # and text	% Favorable	% Question Mark (?)	% Unfavorable
13 I think I could report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal.			
Staff	67	10	23
39 We have an institutional culture that promotes collaboration.			
Staff	67	17	16
43 UK is highly regarded by its staff.			
Staff	63	21	16

UK@Work Survey Category - Working Relationships

Item # and text

% Favorable
 % Question Mark (?)
 % Unfavorable

12	People in my department treat each other with respect.
Staff	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 79%; background-color: #0056b3; color: white; text-align: center; padding: 5px;">79</div> <div style="width: 7%; background-color: #808080; color: white; text-align: center; padding: 5px;">7</div> <div style="width: 14%; background-color: #002d4d; color: white; text-align: center; padding: 5px;">14</div> </div>
22	There is a strong feeling of trust between members of my department.
Staff	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 63%; background-color: #0056b3; color: white; text-align: center; padding: 5px;">63</div> <div style="width: 13%; background-color: #808080; color: white; text-align: center; padding: 5px;">13</div> <div style="width: 24%; background-color: #002d4d; color: white; text-align: center; padding: 5px;">24</div> </div>
30	Differing opinions are openly discussed in reaching decisions in my department.
Staff	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 55%; background-color: #0056b3; color: white; text-align: center; padding: 5px;">55</div> <div style="width: 17%; background-color: #808080; color: white; text-align: center; padding: 5px;">17</div> <div style="width: 28%; background-color: #002d4d; color: white; text-align: center; padding: 5px;">28</div> </div>
42	There is a great sense of collaboration and collegiality at UK.
Staff	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 65%; background-color: #0056b3; color: white; text-align: center; padding: 5px;">65</div> <div style="width: 21%; background-color: #808080; color: white; text-align: center; padding: 5px;">21</div> <div style="width: 15%; background-color: #002d4d; color: white; text-align: center; padding: 5px;">15</div> </div>
46	In my department, our meetings/briefings are generally informative and useful.
Staff	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 69%; background-color: #0056b3; color: white; text-align: center; padding: 5px;">69</div> <div style="width: 12%; background-color: #808080; color: white; text-align: center; padding: 5px;">12</div> <div style="width: 20%; background-color: #002d4d; color: white; text-align: center; padding: 5px;">20</div> </div>
54	The people I work with are willing to help each other, even if it means doing something outside their usual activities.
Staff	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 79%; background-color: #0056b3; color: white; text-align: center; padding: 5px;">79</div> <div style="width: 8%; background-color: #808080; color: white; text-align: center; padding: 5px;">8</div> <div style="width: 13%; background-color: #002d4d; color: white; text-align: center; padding: 5px;">13</div> </div>