

UK@ work

Work-Life Survey of Faculty & Staff

University of Kentucky

2015 Overall Results

3 weeks

of survey
administration
February 25th –
March 18th

60 questions

13 categories

48%

response rate

Faculty: 797 (42%) Staff: 3,163 (50%)

Highest Category

82%

**Sustainable
Engagement**

University of Kentucky - Survey Overview

Highest/Lowest Rated Items:

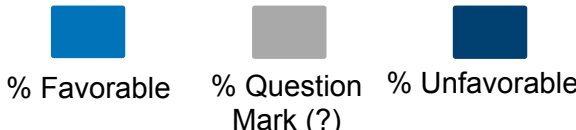
Sustainable Engagement category

- 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 faculty and staff who responded to that item as Agree or Tend to Agree.
- Total Unfavorable = % of faculty and staff 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. 
- Benchmarks are included for each item when benchmark data is available. Please see the next page for additional information on the benchmarks included within this report.
- 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.

Towers Watson External Benchmarks

Our survey provider, Towers Watson (TW), has provided comparisons to the following norms when available:

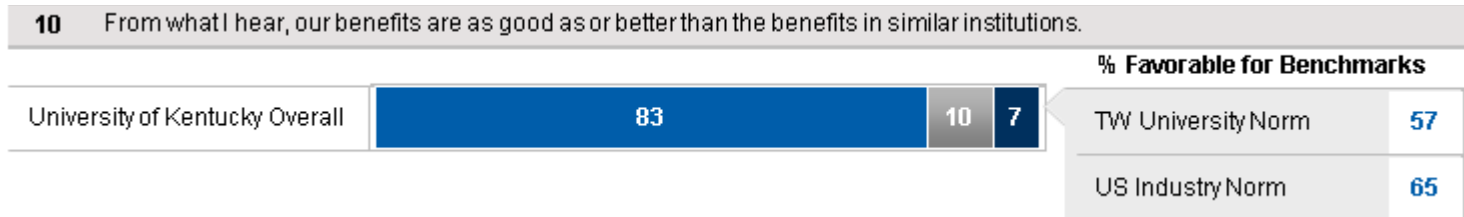
University Norm

- The TW University Norm is comprised of a weighted average of survey results from faculty and staff employees in a cross-section of universities. The data are derived from recent client studies conducted by Towers Watson and is updated annually.

U.S. Industry Norm

- The U.S. Industry Norm is comprised of over 160,000 weighted averages of employee survey results from a cross-section of industry sectors for operations located in the United States. The data are derived from over 300 recent client studies conducted by Towers Watson and is updated annually. Data are weighted by size and by industry using current Census data so as to represent the distribution of faculty/staff in major industry sectors across the nation.

As an example with the below item: 83 is the percent favorable response for UK Overall, 57 is the percent favorable for TW University Norm, and 65 is the percent favorable for US Industry Norm. Thus, faculty and staff at UK responded more favorably to this item compared to both of the benchmark norms.



UK@Work Survey Category - Career Development (1 of 2)

Item # and text

% Favorable

% Question Mark (?)

% Unfavorable

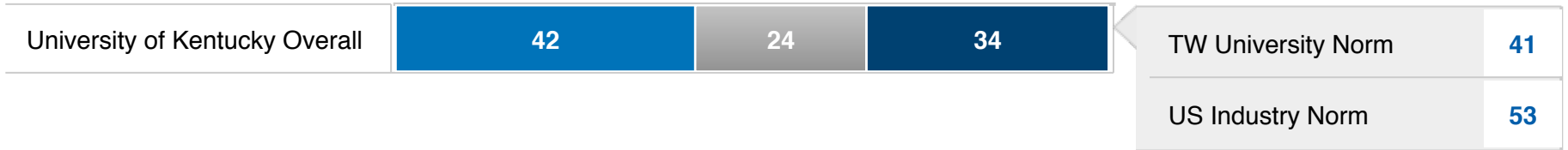
6 I believe I have the opportunity for personal development and growth at the University.



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 (2 of 2)

Item # and text

■ % Favorable
 ■ % Question Mark (?)
 ■ % Unfavorable

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



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

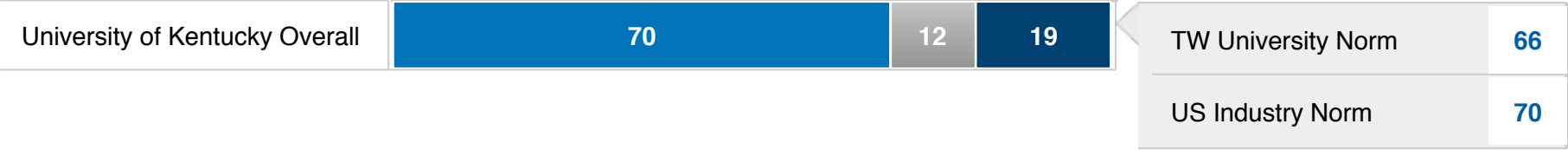


UK@Work Survey Category - Communication

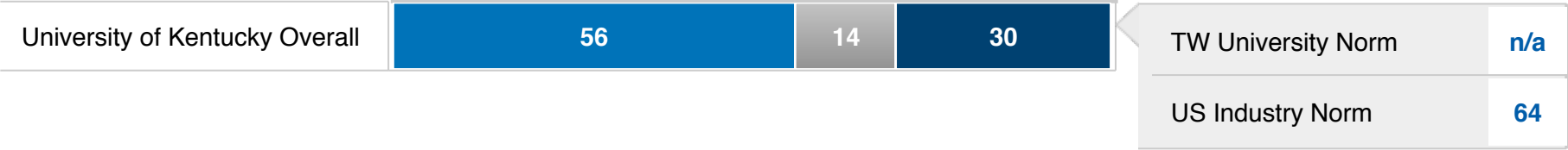
■ % Favorable
 ■ % Question Mark (?)
 ■ % Unfavorable

Item # and text

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 and Inclusion

Item # and text

■ % Favorable
 ■ % Question Mark (?)
 ■ % Unfavorable

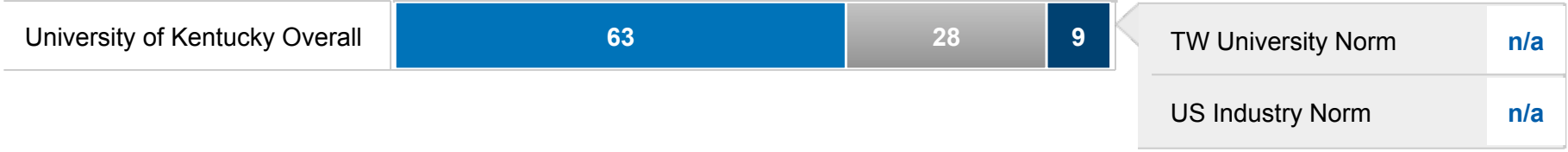
8 UK leadership recognizes and respects the value of human differences.



28 I feel a sense of community at UK.



37 UK effectively addresses campus incidents of intolerance and bigotry.



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

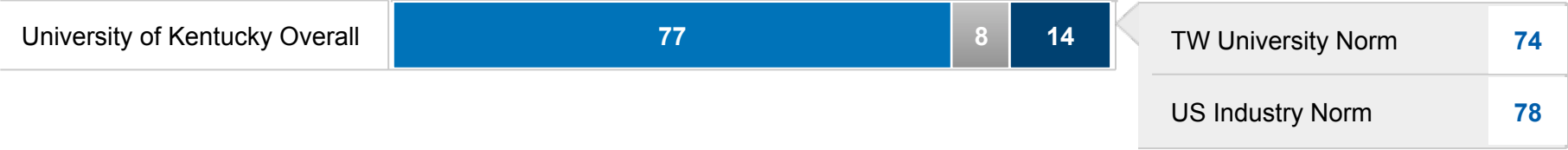


UK@Work Survey Category – Empowerment (1 of 2)

Item # and text

■ % Favorable
 ■ % Question Mark (?)
 ■ % Unfavorable

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.

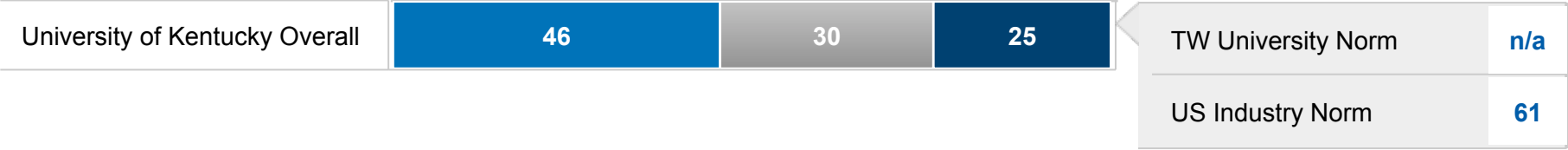


UK@Work Survey Category – Empowerment (2 of 2)

Item # and text

■ % Favorable
 ■ % Question Mark (?)
 ■ % Unfavorable

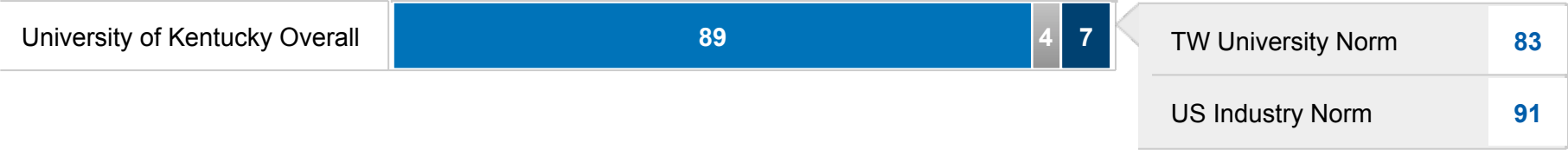
31 I am satisfied with the procedures available for resolving faculty/staff complaints.



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



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



UK@Work Survey Category – Leadership (1 of 2)

Item # and text

■ % Favorable
 ■ % Question Mark (?)
 ■ % Unfavorable

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 (2 of 2)

Item # and text

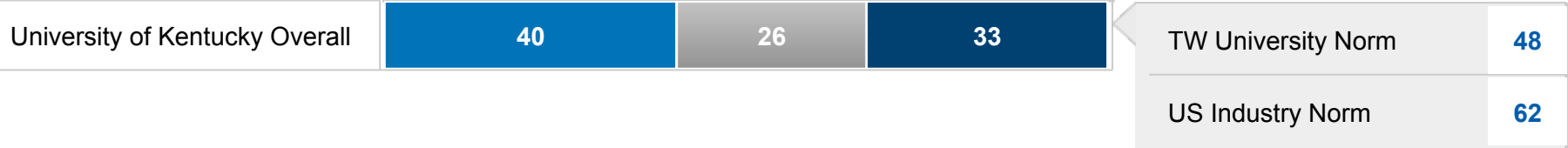
 % Favorable

 % Question Mark (?)

 % Unfavorable

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

% Favorable for Benchmarks



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



UK@Work Survey Category – Operating Effectively

■ % Favorable
 ■ % Question Mark (?)
 ■ % Unfavorable

Item # and text

4 My department operates effectively.



32 Decisions at UK are made at the appropriate level.



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



UK@Work Survey Category – Pay & Benefits

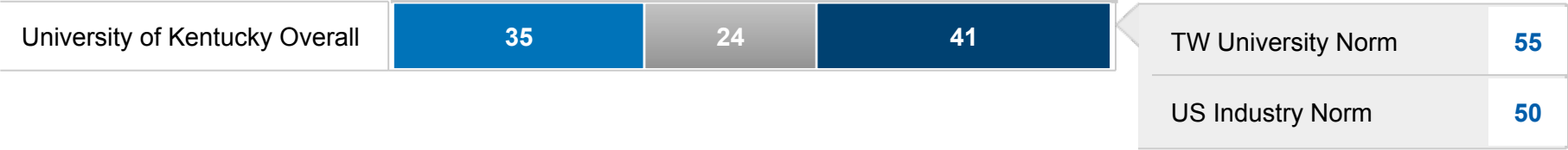
Item # and text

■ % 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

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



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



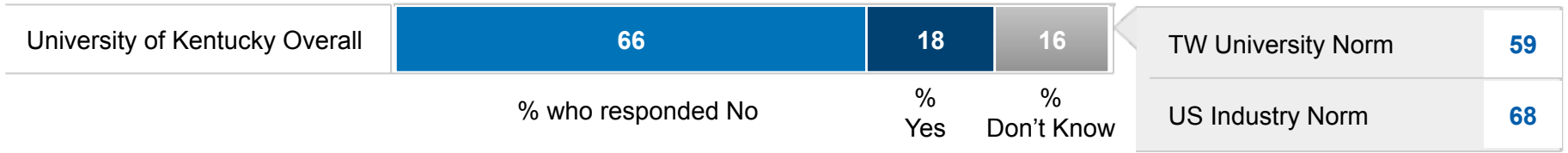
40 Where I work, my colleagues are accountable for following through on what they have promised.



UK@Work Survey Category – Retention

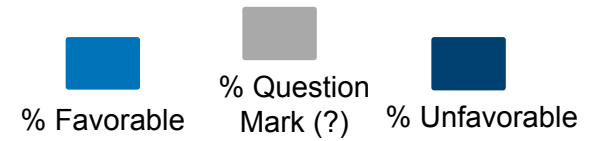
Item # and text

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

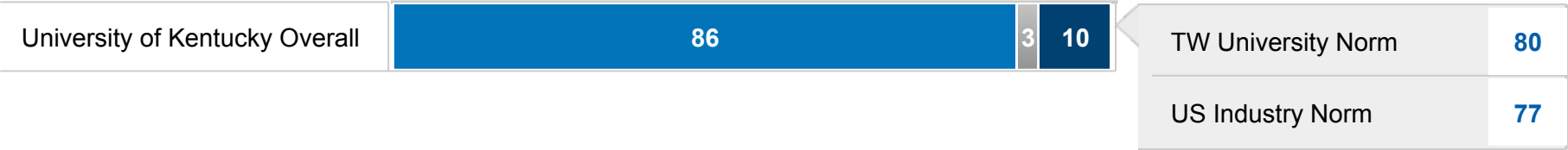


UK@Work Survey Category – Stress, Balance, & Workload (1 of 2)

Item # and text



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.

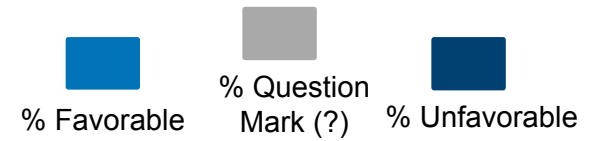


29 I find it very difficult to balance my work and my personal responsibilities.(N)



UK@Work Survey Category – Stress, Balance, & Workload (2 of 2)

Item # and text



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)

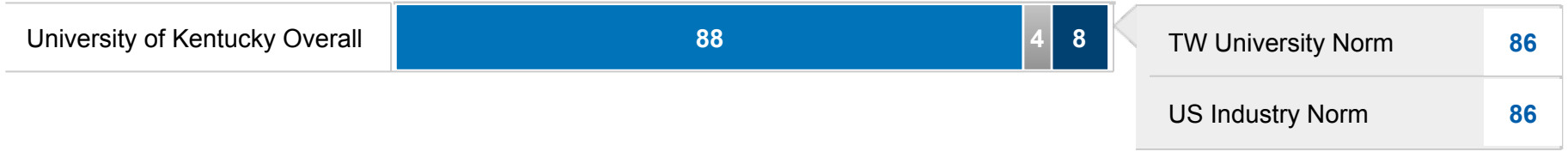


UK@Work Survey Category – Supervision (1 of 2)

Item # and text

■ % Favorable
 ■ % Question Mark (?)
 ■ % Unfavorable

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 (2 of 2)

Item # and text

■ % Favorable
 ■ % Question Mark (?)
 ■ % Unfavorable

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



58 My supervisor does a good job of building teamwork.



UK@Work Survey Category – Sustainable Engagement (1 of 3)



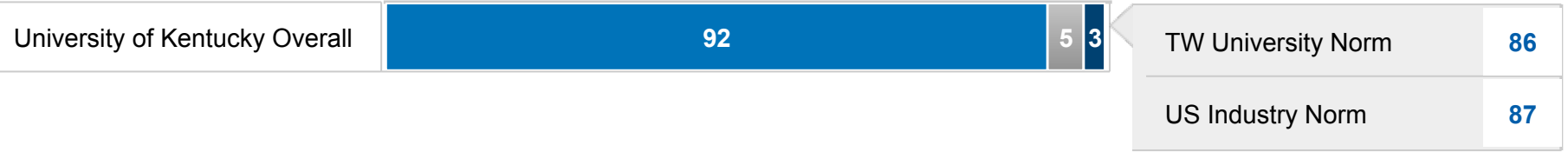
Item # and text

% Favorable

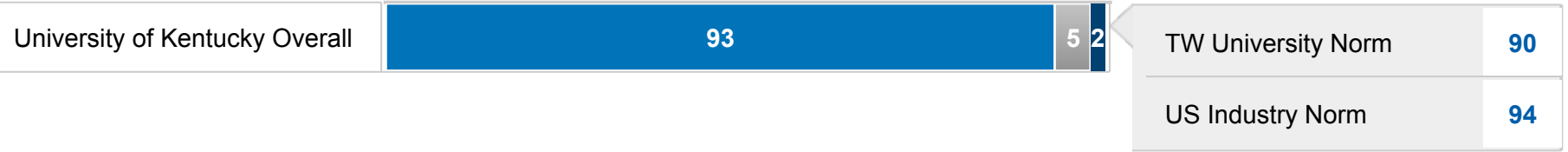
% Question Mark (?)

% Unfavorable

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 (2 of 3)



Item # and text

% Favorable

% Question Mark (?)

% Unfavorable

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

% Favorable for Benchmarks

University of Kentucky Overall



TW University Norm

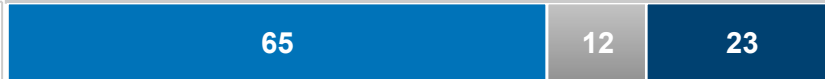
73

US Industry Norm

75

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

University of Kentucky Overall



TW University Norm

n/a

US Industry Norm

65

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

University of Kentucky Overall



TW University Norm

n/a

US Industry Norm

82

UK@Work Survey Category – Sustainable Engagement (3 of 3)



Item # and text

% Favorable

% Question Mark (?)

% Unfavorable

33 My colleagues usually get along well together.

% Favorable for Benchmarks

University of Kentucky Overall

83

7

10

TW University Norm

n/a

US Industry Norm

89

41 My work gives me a sense of personal accomplishment.

University of Kentucky Overall

87

5

8

TW University Norm

82

US Industry Norm

83

50 I am able to sustain the level of energy I need throughout the work day.

University of Kentucky Overall

79

8

13

TW University Norm

76

US Industry Norm

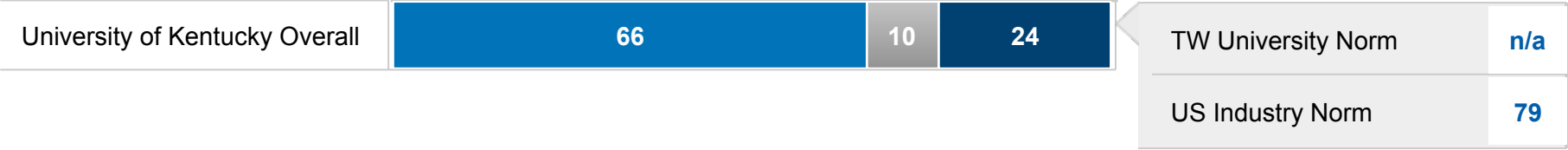
81

UK@Work Survey Category – University Culture

Item # and text



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



39 We have an institutional culture that promotes collaboration.



43 UK is highly regarded by its faculty/staff.



UK@Work Survey Category – Working Relationships (1 of 2)

Item # and text

■ % Favorable
 ■ % Question Mark (?)
 ■ % Unfavorable

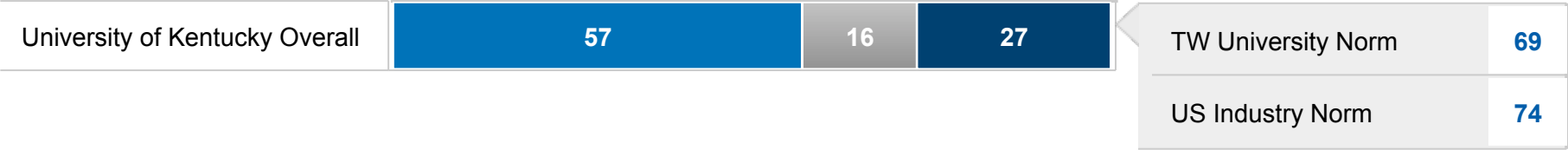
12 People in my department treat each other with respect.



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



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

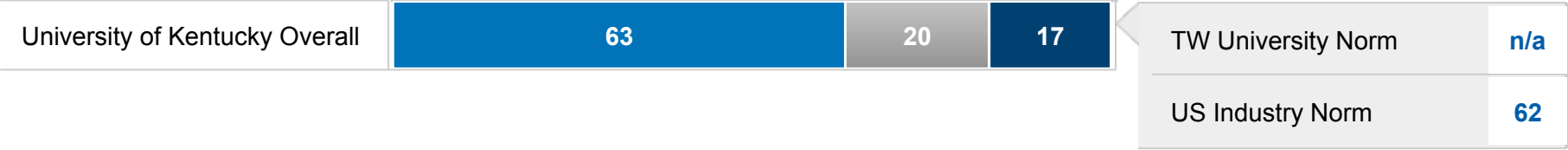


UK@Work Survey Category – Working Relationships (2 of 2)

Item # and text

■ % Favorable
 ■ % Question Mark (?)
 ■ % Unfavorable

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



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



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

