



# UK@Work Survey 2019 Results

Faculty Council

April 21, 2020

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## DEFINITION OF TERMS

**"University"** or **"UK"** refers to University of Kentucky as a whole.

**"Department"** refers to your local group or team (e.g. Economics, Biology, Civil Engineering, Training and Development, Residence Life).

**"College Leadership"** refers to the dean's office in your college; if you work in more than one college, consider the college where you spend the most time.

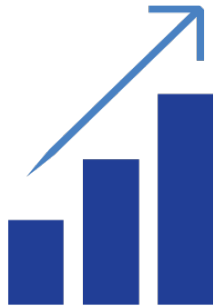
**"Unit Leadership"** refers to:

- senior leadership in an academic support unit (e.g. Enrollment Management, PBO, SAL)
- OR senior leaders at the centers, institutes, facilities and research support units within VP Research
- OR senior leaders in a unit that reports directly to the President (e.g. Institutional Diversity, Legal, Athletics, Philanthropy, University Relations).

**"Area Leadership"** refers to senior leadership of an area within the EVPFA (e.g. Facilities Management, Financial Services, CBO, HR, ITS, Public Safety).

**"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.

# 2019 SURVEY CATEGORIES OVERALL

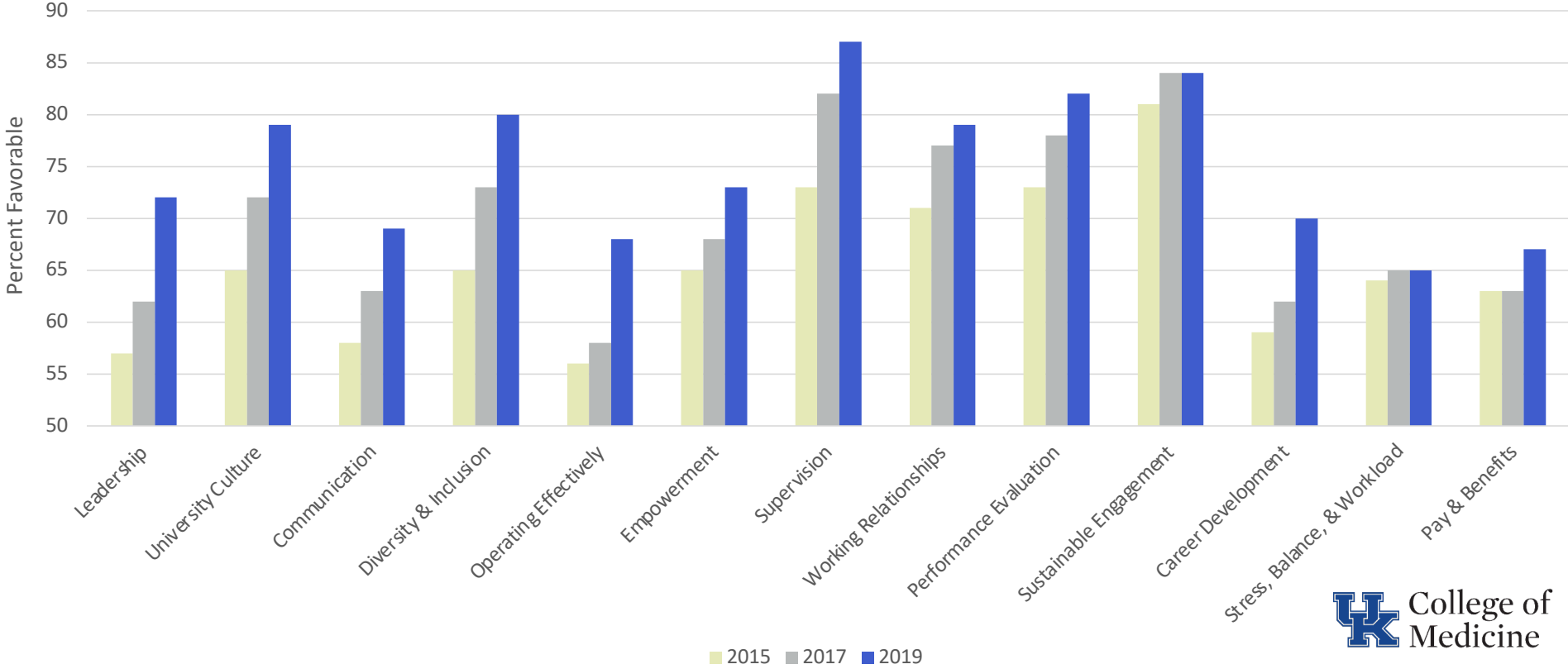


- 13 of 13 survey categories improved from 2015
- 13 of 13 survey categories improved from 2017 relative to all other colleges

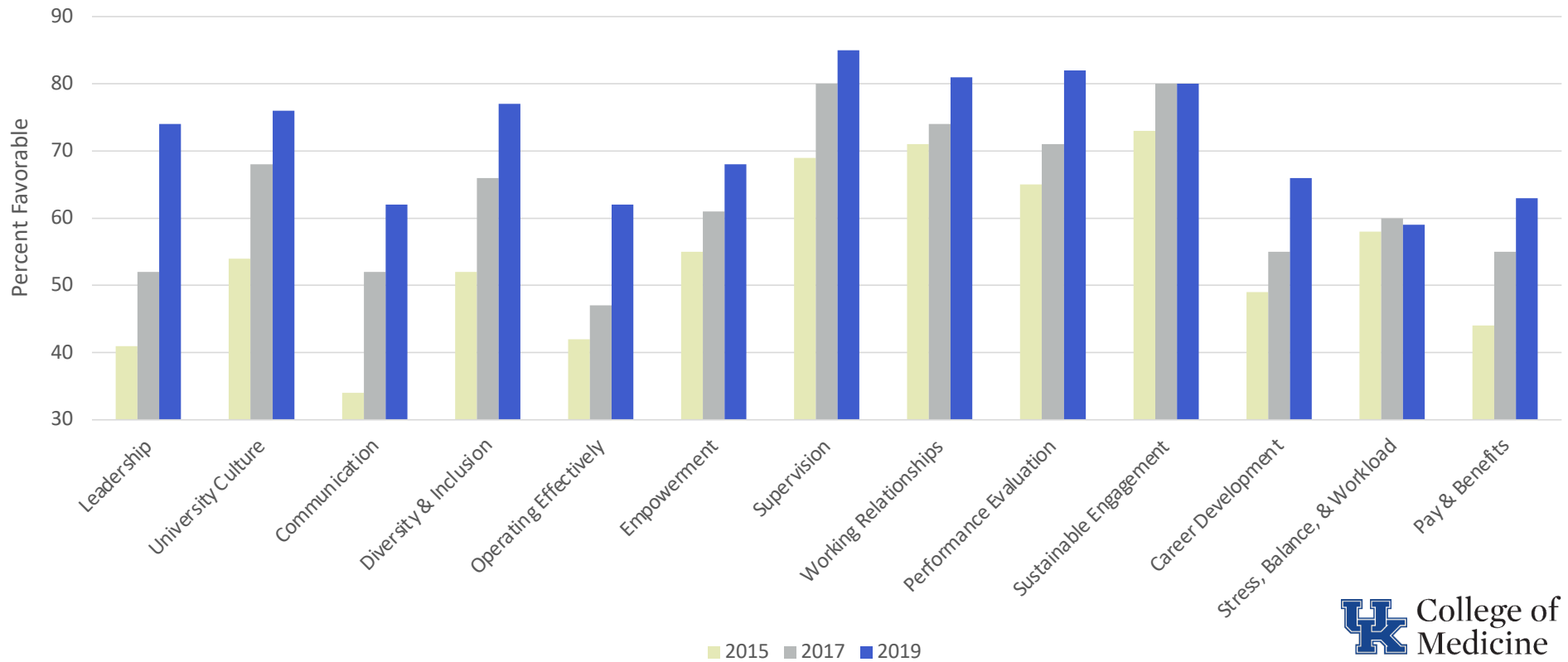
	Total Favorable Score	College of Medicine Overall 2017 (416)	College of Medicine Overall 2015 (269)	Provost Overall 2019 (3,801)	University of Kentucky Overall 2019 (5,770)
Sustainable Engagement	84	84	80	82	82
University Culture	79	72	66*	73*	74
Leadership	72	62*	56*	65*	66*
Communication	69	63	58*	62*	64*
Diversity & Inclusion	80	73	67*	76	76
Operating Effectively	68	58*	56*	60*	61*
Empowerment	73	68	65*	70	70
Supervision	85	82	72*	80*	80*
Working Relationships	79	77	70*	77	76
Performance Evaluation	82	78	72*	78*	77*
Career Development	71	62	63*	68	68
Stress, Balance, & Workload	65	65	64	64	64
Pay & Benefits	67	63	63	62*	63

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

# 2019 OVERALL ENGAGEMENT RESULTS BY CATEGORY – N=417



# 2019 OVERALL NON-CLINICAL FACULTY ENGAGEMENT RESULTS BY CATEGORY – N=119



# 2019 OVERALL STRENGTHS – COLLEGE SPECIFIC

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

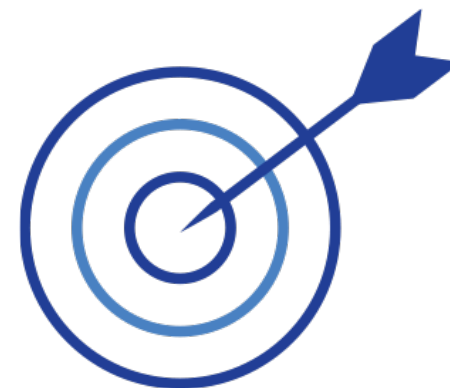
91

I am proud to be associated with UK.

90

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

90



# 2019 OVERALL OPPORTUNITIES – COLLEGE SPECIFIC

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

46

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

53

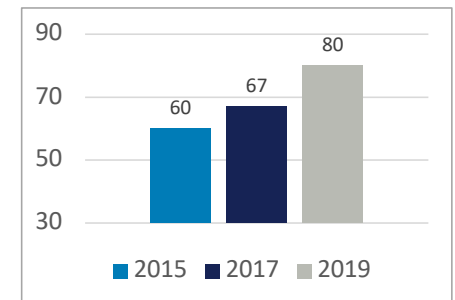
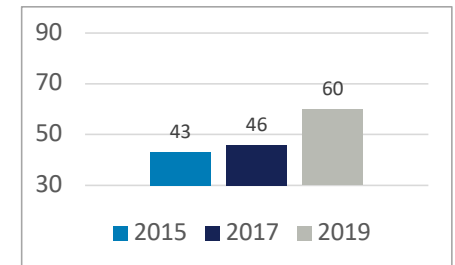
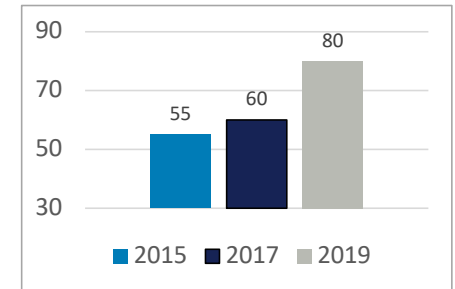
I think action will be taken based on the problems identified in this survey.

55



# 2019 OVERALL MOST IMPROVED – COLLEGE SPECIFIC

- **Leadership:** I have confidence in the decisions made by my college/unit/area leadership.
- **Empowerment:** I am satisfied with the procedures available for resolving faculty/staff complaints.
- **Diversity & Inclusion:** I feel that my college/unit/area leadership supports equal opportunity for all faculty/staff.





# PROVIDER ONLY RESULTS

Top 5 Questions	Total Favorable
<b>Sustainable Engagement:</b> My colleagues usually get along well together.	89
<b>Working Relationships:</b> People in my department treat each other with respect.	89
<b>Supervision:</b> My Department Chair/Director/Dean/Supervisor: Treats me with respect	88
<b>Sustainable Engagement:</b> My work gives me a sense of personal accomplishment.	87
<b>Sustainable Engagement:</b> I believe strongly in the goals and mission of the University.	86
<b>Bottom 5 Questions</b>	
<b>Pay &amp; Benefits:</b> From what I hear, our pay is as good as or better than the pay in similar institutions.	29
<b>Career Development:</b> I think the University is doing a good job of retaining its most talented faculty and staff.	31
<b>Operating Effectively:</b> In my opinion, decisions at UK are made in a timely manner.	32
<b>Empowerment:</b> UK has established a climate where people can challenge our traditional ways of doing things.	35
<b>Stress, Balance, &amp; Workload:</b> There is usually sufficient staffing in my department to handle the workload.	36

(n=296)

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## NEXT STEPS

Collect feedback on selected Action Items at the following meetings:

- Executive Committee: April 7
- Faculty Council: April 21
- Basic Science Chairs & Center Directors: April 27
- Individual department meetings: May dates TBD

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## ACTION ITEMS

- **Stress, Balance, & Workload:** Implementing several well-being initiatives related to strategic plan
- **Empowerment:** Implementing revised College of Medicine Rules of the Faculty with a focus on transparency and shared governance
- **Diversity & Inclusion:** Actions to be taken related to recently completed diversity survey