



University of Kentucky 2021 Engagement Survey

College of Ag, Food and Environment Overall (1,142)

How to Read Results

Scores

Scores shown are the total Percent Favorable (typically the top two options), or the Top Box. For example:



Top Box + Other Favorable

Differences and Colors

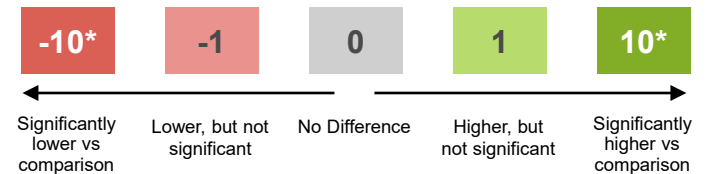
Differences to norms are shown as % points. Norms may include past surveys, parent groups, industry, national or high performance benchmarks.

For example:		Total Favorable Score	Historical	Parent Group	Company Overall	Industry Norm
Employee Engagement		76	-8*	3*	3*	-10*
3	I have a good understanding of our goals. ©	74	n/a	1	-9*	2*
12	I have a good understanding of how my job contributes to achieving our goals. ★	78	1	4*	-1	0

Icons (if applicable)

- #** When a question number is shown in red it is a priority issue.
- © Strategic Priority Question
- ★ Key driver question.
- (N) On some questions disagreeing is the favorable response.
- n/a Score not available

* **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.



Results Summary

College of Ag, Food and Environment Overall (1,142) - Scores based on Total Favorable

Results vs. College of Ag, Food and Environment Overall Sep 2019

8 Out Of 14 Categories Have Declined



Most Improved

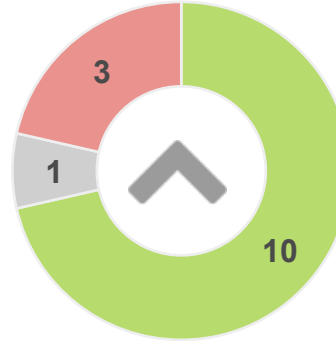
- Operating Effectively 5*
- Performance Evaluation 3
- Communication 2

Most Declined

- Retention -9*
- Sustainable Engagement -4*
- Diversity & Inclusion -3

Results vs. Universities Norm

10 Out Of 14 Categories Are Above



Most Favorable

- Pay & Benefits 16*
- Performance Evaluation 10*
- Leadership 6*

Least Favorable

- Working Relationships -4*
- University Culture -3*
- Communication -1

Sustainable Engagement



College of Ag, Food and Environment Overall Sep 2019



Universities Norm



US Norm



University of Kentucky Overall



Strengths

- ▶ Career Development, Stress, Balance, & Workload, Sustainable Engagement

Opportunities

- ▶ Empowerment, Pay & Benefits, Working Relationships


Strengths and Opportunities

College of Ag, Food and Environment Overall (1,142)

Strengths

		% Favorable	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	US Norm (147,127)	University of Kentucky Overall (6,148)
 <p>We should continue to build on these.</p>	33	66	-5*	12*	7*	14*
	50	86	-1	13*	10*	6*
	5	79	4*	6*	9*	8*

Opportunities

		% Favorable	College of Ag, Food and Environment Overall Sep 2019	Universities Norm	US Norm	University of Kentucky Overall
 <p>These are our priority areas to focus on.</p>	18	34	-5*	n/a	-18*	-6*
	30	65	-2	-6*	-12*	-2
	20	67	-5*	2	-7*	1

These questions were chosen through an advanced algorithm that incorporates trends over time, difference from internal and external benchmarks, and predictive modelling of engagement and performance metrics, where available.

Suggested Actions

College of Ag, Food and Environment Overall (1,142)

WHAT WE COULD DO



"Best practice"
suggested actions

- ▶ **Improve communication with your employees about the University's total compensation.**
When you address the topic of compensation with employees, be as clear and open as possible. Make sure your college/unit is informed about the University's policies and practices on pay, how their pay is determined, criteria for merit increases or increases in compensation, and if applicable what external benchmarks are used. Get support from Human Resources to ensure the information you relay to your team is accurate and current. Consider having an HR representative coach you in having effective conversations about compensation.
- ▶ **Encourage an open working environment where unique opinions can be expressed.**
Model behavior by suspending judgment if you do not agree with an opinion expressed by a faculty or staff member. Demonstrate active listening by asking questions, clarifying, and paraphrasing the opinion you heard. Ask if additional information would be valuable to help them understand the topic area relevant to their opinion. Always thank employees for sharing opinions, especially if contrary to yours or a group's consensus.
- ▶ **Give employees more involvement in decisions that affect their work.**
When an important decision is pending gather input from those within your college/unit when appropriate. Be clear about the process that will be used to make the decision. Communicate the decision once it has been made and recognize the input from employees in the final decision.


Categories vs. Benchmarks


College of Ag, Food and Environment Overall (1,142)

	Total Favorable Score	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Sustainable Engagement	83	-4*	2	2	2
University Culture	71	0	-3*	-2	-1
Leadership	65	0	6*	-1	0
Communication	64	2	-1	-1	1
Diversity & Inclusion	73	-3	0	-1	0
Operating Effectively	66	5*	5*	3*	4*
Empowerment	70	-2	3*	3	3
Supervision	78	-2	1	-1	-1
Performance Evaluation	81	3	10*	1	1
Working Relationships	76	0	-4*	-2	-2
Career Development	69	-1	5*	4*	4*
Stress, Balance, & Workload	67	-2	3*	5*	5*
Pay & Benefits	56	-3	16*	-4*	-2
Well-Being	58	n/a	n/a	1	1
Retention	64	-9*	3*	0	1


Benchmark Grid

College of Ag, Food and Environment Overall (1,142) - Scores based on Total Favorable

 Below College of Ag, Food and Environment Overall Sep 2019 (878)


 Same or Above Provost Overall (4,003)


Category	Bench. 1	Bench. 2
Stress, Balance, & Workload	-2	5*
Career Development	-1	4*
Empowerment	-2	3
Sustainable Engagement	-4*	2
Retention	-9*	1
Diversity & Inclusion	-3	0

 Same or Above College of Ag, Food and Environment Overall Sep 2019 (878)


 Same or Above Provost Overall (4,003)


Category	Bench. 1	Bench. 2
Operating Effectively	5*	4*
Performance Evaluation	3	1
Communication	2	1
Leadership	0	0

 Below College of Ag, Food and Environment Overall Sep 2019 (878)

 Below Provost Overall (4,003)

Category	Bench. 1	Bench. 2
Supervision	-2	-1
Pay & Benefits	-3	-2

 Same or Above College of Ag, Food and Environment Overall Sep 2019 (878)

 Below Provost Overall (4,003)

Category	Bench. 1	Bench. 2
University Culture	0	-1
Working Relationships	0	-2

Top/Bottom Questions

College of Ag, Food and Environment Overall (1,142)

Top 5 Questions

Total Favorable

Supervision: My Department Chair/Director/Supervisor: Treats me with respect

89

Performance Evaluation: I understand how my work performance is evaluated.

87

Sustainable Engagement: My work gives me a sense of personal accomplishment.

87

Sustainable Engagement: My department gives me the equipment / resources I need to do my work effectively.

86

Sustainable Engagement: I believe strongly in the goals and mission of the University.

85

Bottom 5 Questions

Pay & Benefits: From what I hear, our pay is as good as or better than the pay in similar institutions.

34

Well-Being: I often worry about my current financial state. (N)

39

Stress, Balance, & Workload: The amount of stress I experience at work significantly reduces my effectiveness. (N)

42

Career Development: I think the University is doing a good job of retaining its most talented employees.

44

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

47

Top/Bottom Questions

College of Ag, Food and Environment Overall (1,142)

College of Ag, Food
and Environment
Overall Sep 2019
(878)

Most Improved Questions

Total Favorable

Operating Effectively: In my opinion, decisions at UK are made in a timely manner.

58

9*

Communication: UK does an excellent job of keeping employees informed about matters affecting us.

70

6*

Operating Effectively: Decisions at UK are made at the appropriate level.

59

6*

Career Development: I have a reasonably good idea of my possible career paths at UK.

79

4*

Performance Evaluation: I think my work performance is evaluated fairly.

82

4*

Least Improved Questions

Retention: At the present time, are you seriously considering leaving UK?

64

-9*

Career Development: I think the University is doing a good job of retaining its most talented employees.

44

-8*

Sustainable Engagement: I would recommend UK as a good place to work.

80

-7*

Stress, Balance, & Workload: The amount of stress I experience at work significantly reduces my effectiveness. (N)

42

-7*

Sustainable Engagement: I am proud to be associated with UK.

84

-7*

Top/Bottom Questions

College of Ag, Food and Environment Overall (1,142)

	Total Favorable	Provost Overall (4,003)
Top 5 Questions		
Stress, Balance, & Workload: There is usually sufficient staffing in my department to handle the workload.	66	14*
Empowerment: UK has established a climate where people can challenge our traditional ways of doing things.	57	7*
Career Development: I have a reasonably good idea of my possible career paths at UK.	79	7*
Sustainable Engagement: My department gives me the equipment / resources I need to do my work effectively.	86	6*
Well-Being: The stress levels at work are manageable.	67	6*
Bottom 5 Questions		
Well-Being: I often worry about my current financial state. (N)	39	-5*
Pay & Benefits: From what I hear, our pay is as good as or better than the pay in similar institutions.	34	-4*
Leadership: The leadership of my college / unit make decisions that are consistent with the values.	67	-3*
Sustainable Engagement: My department colleagues usually get along well together.	84	-3*
Working Relationships: People in my department treat each other with respect.	85	-3*

Questions vs. Benchmarks - Sustainable Engagement (1 of 2)

College of Ag, Food and Environment Overall (1,142)

	Total Favorable	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Sustainable Engagement	83	-4*	2	2	2
12 I am able to sustain the level of energy I need throughout the work day.	75	-5*	-2	3*	4*
25 ^{CPM} My work gives me a sense of personal accomplishment.	87	-2	2	3*	1
27 ^{CPM} My department is able to meet our work challenges effectively.	80	-2	2	4*	4*
28 I am proud to be associated with UK.	84	-7*	-4*	0	1
35 I believe strongly in the goals and mission of the University.	85	-4*	1	0	0
38 ^{CPM} My department colleagues usually get along well together.	84	-1	-2	-3*	-3*
50 ^{CPM} My department gives me the equipment / resources I need to do my work effectively.	86	-1	13*	6*	6*

CPM indicates scores from this question are used in the UK College Productivity Model 2.0

Questions vs. Benchmarks - Sustainable Engagement (2 of 2)

College of Ag, Food and Environment Overall (1,142)

	Total Favorable	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Sustainable Engagement	83	-4*	2	2	2
58 I would recommend UK as a good place to work.	80	-7*	5*	0	2

Questions vs. Benchmarks - University Culture

College of Ag, Food and Environment Overall (1,142)

		College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
University Culture	71	0	-3*	-2	-1
8 I think I could report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal.	68	4	n/a	-2	-2
17 UK is highly regarded by its employees.	69	-3	-3*	-1	1
53 UK is student-oriented.	77	0	n/a	-4*	-2

Questions vs. Benchmarks - Leadership

College of Ag, Food and Environment Overall (1,142)

	Total Favorable	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Leadership	65	0	6*	-1	0
1 I have confidence in the decisions made by my college / unit leadership.	70	-1	7*	-2	-1
2 There is sufficient contact between college / unit leadership and employees at UK.	66	3	14*	-2	-1
6 The leadership of my college / unit make decisions that are consistent with the values.	67	-2	1	-4*	-3*
7 I think action will be taken based on the problems identified in the survey.	47	1	0	1	3
39 Employees are treated with respect here regardless of their position.	74	-1	6*	2	2

Questions vs. Benchmarks - Communication

College of Ag, Food and Environment Overall (1,142)

	Total Favorable	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Communication	64	2	-1	-1	1
10 UK does an excellent job of keeping employees informed about matters affecting us.	70	6*	0	-1	2
13 Sufficient effort is made to get the opinions and thinking of employees.	58	-1	-2	-1	0

Questions vs. Benchmarks - Diversity & Inclusion

College of Ag, Food and Environment Overall (1,142)

		College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Diversity & Inclusion	73	-3	0	-1	0
4 ^{CPM} My college / unit leadership recognizes and respects the value of human differences.	79	-2	-2	-1	-2
19 ^{CPM} I can be myself at UK without worrying about how I will be accepted.	74	-1	-2	0	0
43 UK effectively addresses campus incidents of intolerance and bigotry.	60	-5*	n/a	-2	0
47 I feel a sense of community at UK. ★	67	-6*	n/a	-3	-2
51 UK provides a working environment that is accepting of differences in personal identity.	81	-3	n/a	0	0
57 I feel that my college / unit leadership supports equal opportunity for all employees. ★	78	2	3*	3*	3*

CPM indicates scores from this question are used in the UK College Productivity Model 2.0

Questions vs. Benchmarks - Operating Effectively

College of Ag, Food and Environment Overall (1,142)

	Total Favorable	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Operating Effectively	66	5*	5*	3*	4*
22 In my opinion, decisions at UK are made in a timely manner.	58	9*	5*	4*	5*
31 Decisions at UK are made at the appropriate level.	59	6*	n/a	3	5*
37 My department operates effectively.	80	0	n/a	3*	2

Questions vs. Benchmarks - Empowerment

College of Ag, Food and Environment Overall (1,142)

	Total Favorable	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Empowerment	70	-2	3*	3	3
20 I am satisfied with my involvement in decisions that affect my work. ★	67	-5*	2	1	2
23 UK has established a climate where people can challenge our traditional ways of doing things.	57	1	7*	6*	7*
26 Colleagues in my department are encouraged to come up with innovative solutions to work-related problems. ★	74	0	1	0	0
56 The information I need to do my work is readily available.	82	-5*	4*	4*	3*

Questions vs. Benchmarks - Supervision

College of Ag, Food and Environment Overall (1,142)

	Total Favorable	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Supervision	78	-2	1	-1	-1
¹⁴ CPM My Department Chair/Director/Supervisor: Treats me with respect	89	-2	2	1	0
¹⁵ CPM My Department Chair/Director/Supervisor: Communicates effectively	81	1	3*	1	0
¹⁶ CPM My Department Chair/Director/Supervisor: Gives me regular feedback on my performance	74	-3	0	-2	-2
⁵⁵ CPM My supervisor does a good job of building teamwork.	68	-2	-2	-3	-3

CPM indicates scores from this question are used in the UK College Productivity Model 2.0

Questions vs. Benchmarks - Performance Evaluation

College of Ag, Food and Environment Overall (1,142)

	Total Favorable	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Performance Evaluation	81	3	10*	1	1
11 Where I work, my colleagues are accountable for following through on what they have promised.	75	2	n/a	-1	-1
40 I think my work performance is evaluated fairly.	82	4*	10*	1	1
49 I understand how my work performance is evaluated.	87	1	10*	4*	3*

Questions vs. Benchmarks - Working Relationships

College of Ag, Food and Environment Overall (1,142)

		Total Favorable	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Working Relationships		76	0	-4*	-2	-2
9	My colleagues / the people I work with are willing to help each other, even if it means doing something outside their usual activities.	84	0	-1	-3*	-2
24	There is a strong feeling of trust between members of my department.	67	3	n/a	-1	-2
30	Differing opinions are openly discussed in reaching decisions in my department.	65	-2	-6*	-2	-3
32	My department constantly looks for better ways to serve its students or internal customers.	78	-1	n/a	-2	-1
34	People in my department treat each other with respect.	85	1	n/a	-2	-3*

Questions vs. Benchmarks - Career Development

College of Ag, Food and Environment Overall (1,142)

		College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Career Development	69	-1	5*	4*	4*
5 I have a reasonably good idea of my possible career paths at UK.	79	4*	6*	8*	7*
36 I think the University is doing a good job of retaining its most talented employees.	44	-8*	4*	0	2
41 At UK, there are sufficient opportunities for me to receive training to improve my skills in my current position.	81	2	6*	6*	6*
48 I believe I have the opportunity for personal development and growth at the University.	72	-3	2	1	1

Questions vs. Benchmarks - Stress, Balance, & Workload

College of Ag, Food and Environment Overall (1,142)

	Total Favorable	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Stress, Balance, & Workload	67	-2	3*	5*	5*
3 Work is usually appropriately distributed among my colleagues in my department. *	68	0	n/a	1	2
21 My work schedule allows sufficient flexibility to meet my personal/family needs. *	84	-3	2*	5*	4*
29 Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work).	76	3	-5*	4*	5*
33 There is usually sufficient staffing in my department to handle the workload.	66	-5*	12*	14*	14*
42 The amount of stress I experience at work significantly reduces my effectiveness. (N)	42	-7*	n/a	-1	-1

Questions vs. Benchmarks - Pay & Benefits

College of Ag, Food and Environment Overall (1,142)

	Total Favorable	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Pay & Benefits	56	-3	16*	-4*	-2
18 From what I hear, our pay is as good as or better than the pay in similar institutions.	34	-5*	n/a	-6*	-4*
44 From what I hear, our benefits are as good as or better than the benefits in similar institutions.	78	-1	16*	-2	0

Questions vs. Benchmarks - Well-Being

College of Ag, Food and Environment Overall (1,142)

	Total Favorable	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Well-Being	58	n/a	n/a	1	1
45 I have colleagues at work that I can lean on during difficult or stressful periods.	77	n/a	n/a	1	0
46 The health or well-being initiatives and programs (e.g., mental health therapy, health coaching, virtual fitness classes) offered by UK have encouraged me to live a healthier lifestyle.	50	n/a	n/a	1	3
52 I often worry about my current financial state. (N)	39	n/a	n/a	-4*	-5*
54 The stress levels at work are manageable.	67	n/a	n/a	6*	6*

Questions vs. Benchmarks - Basic Needs

College of Ag, Food and Environment Overall (1,142)

		Total Favorable	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Basic Needs		n/a	n/a	n/a	n/a	n/a
62	Do you have another paid job outside of your job at UK?					
	Yes	11	-2	n/a	1	1
	No	89	2	n/a	-1	-1
63	How many hours do you work at your job outside of UK?					
	1-5 hrs	33	4	n/a	-1	-3
	6-10 hrs	27	2	n/a	0	-2
	11-15 hrs	11	-6	n/a	-4	-2
	16-20 hrs	16	-1	n/a	3	5
	More than 20	13	1	n/a	2	3

Questions vs. Benchmarks - Retention

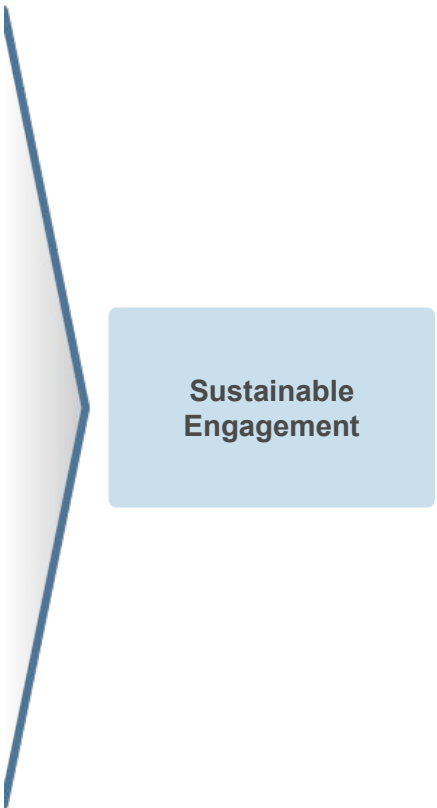
College of Ag, Food and Environment Overall (1,142)

	Total Favorable	College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)
Retention	64	-9*	3*	0	1
59 At the present time, are you seriously considering leaving UK?	64	-9*	3*	0	1

Key Driver Questions - Sustainable Engagement

College of Ag, Food and Environment Overall (1,142)

College of Ag, Food and Environment Overall Sep 2019 (878)	Universities Norm (29,060)	University of Kentucky Overall (6,148)	Provost Overall (4,003)	Total Favorable Score	
-6*	n/a	-3	-2	67	Diversity & Inclusion: I feel a sense of community at UK.
2	3*	3*	3*	78	Diversity & Inclusion: I feel that my college / unit leadership supports equal opportunity for all employees.
-5*	2	1	2	67	Empowerment: I am satisfied with my involvement in decisions that affect my work.
0	1	0	0	74	Empowerment: Colleagues in my department are encouraged to come up with innovative solutions to work-related problems.
0	n/a	1	2	68	Stress, Balance, & Workload: Work is usually appropriately distributed among my colleagues in my department.
-3	2*	5*	4*	84	Stress, Balance, & Workload: My work schedule allows sufficient flexibility to meet my personal/family needs.



Category / Question	CAFE without Extension (N=617)		
	% Favorable	% ? Or Neither	% Unfavorable
Sustainable Engagement	82	9	9
12. I am able to sustain the level of energy I need throughout the work day.	75	7	18
25. My work gives me a sense of personal accomplishment.	85	6	9
27. My department is able to meet our work challenges effectively.	78	11	11
28. I am proud to be associated with UK.	84	11	5
35. I believe strongly in the goals and mission of the University.	86	11	3
38. My department colleagues usually get along well together.	87	7	6
50. My department gives me the equipment / resources I need to do my work effectively.	82	5	12
58. I would recommend UK as a good place to work.	79	14	7
University Culture	74	13	13
8. I think I could report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal.	72	8	20
17. UK is highly regarded by its employees.	71	15	14
53. UK is student-oriented.	80	15	6
Leadership	66	14	20
1. I have confidence in the decisions made by my college / unit leadership.	72	11	17
2. There is sufficient contact between college / unit leadership and employees at UK.	66	11	23
6. The leadership of my college / unit make decisions that are consistent with the values.	68	18	14
7. I think action will be taken based on the problems identified in the survey.	50	20	30
39. Employees are treated with respect here regardless of their position.	73	10	18
Communication	66	13	21
Operating Effectively	73	11	17
13. Sufficient effort is made to get the opinions and thinking of employees.	59	15	26
Diversity & Inclusion	73	15	12
4. My college / unit leadership recognizes and respects the value of human differences.	78	10	12
19. I can be myself at UK without worrying about how I will be accepted.	76	10	14
43. UK effectively addresses campus incidents of intolerance and bigotry.	60	31	9
47. I feel a sense of community at UK. *	67	18	15
51. UK provides a working environment that is accepting of differences in personal identity.	81	12	7
57. I feel that my college / unit leadership supports equal opportunity for all employees. *	76	11	13
Operating Effectively	66	17	17
22. In my opinion, decisions at UK are made in a timely manner.	60	16	23
31. Decisions at UK are made at the appropriate level.	57	26	17
37. My department operates effectively.	80	9	12

Category / Question	CAFE without Extension (N=617)		
	% Favorable	% ? Or Neither	% Unfavorable
Empowerment	69	15	16
20. I am satisfied with my involvement in decisions that affect my work. *	67	13	20
23. UK has established a climate where people can challenge our traditional ways of doing things.	53	24	24
26. Colleagues in my department are encouraged to come up with innovative solutions to work-related problems. *	74	14	12
56. The information I need to do my work is readily available.	82	9	10
Supervision	78	9	13
14. My Department Chair/Director/Supervisor: Treats me with respect	87	5	8
15. My Department Chair/Director/Supervisor: Communicates effectively	79	6	15
16. My Department Chair/Director/Supervisor: Gives me regular feedback on my performance	75	10	15
55. My supervisor does a good job of building teamwork.	71	13	16
Performance Evaluation	83	8	9
11. Where I work, my colleagues are accountable for following through on what they have promised.	77	11	12
40. I think my work performance is evaluated fairly.	85	7	8
49. I understand how my work performance is evaluated.	88	6	6
Working Relationships	76	11	13
9. My colleagues / the people I work with are willing to help each other, even if it means doing something outside their usual activities.	85	6	9
24. There is a strong feeling of trust between members of my department.	70	11	20
30. Differing opinions are openly discussed in reaching decisions in my department.	64	18	18
32. My department constantly looks for better ways to serve its students or internal customers.	77	13	9
34. People in my department treat each other with respect.	86	7	7
Career Development	67	15	19
5. I have a reasonably good idea of my possible career paths at UK.	74	9	17
36. I think the University is doing a good job of retaining its most talented employees.	47	22	31
41. At UK, there are sufficient opportunities for me to receive training to improve my skills in my current position.	76	10	13
48. I believe I have the opportunity for personal development and growth at the University.	69	17	14

Category / Question	CAFE without Extension (N=617)		
	% Favorable	% ? Or Neither	% Unfavorable
Stress, Balance, & Workload	65	10	25
3. Work is usually appropriately distributed among my colleagues in my department. *	68	9	23
21. My work schedule allows sufficient flexibility to meet my personal/family needs. *	87	4	9
29. Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work).	62	9	29
33. There is usually sufficient staffing in my department to handle the workload.	62	12	26
42. The amount of stress I experience at work significantly reduces my effectiveness. (N)	45	18	37
Pay & Benefits	56	23	21
18. From what I hear, our pay is as good as or better than the pay in similar institutions.	37	28	35
44. From what I hear, our benefits are as good as or better than the benefits in similar institutions.	76	17	7
Well-Being	58	23	19
45. I have colleagues at work that I can lean on during difficult or stressful periods.	72	18	10
46. The health or well-being initiatives and programs (e.g., mental health therapy, health coaching, virtual fitness classes) offered by UK have encouraged me to live a healthier lifestyle.	49	42	9
52. I often worry about my current financial state. (N)	44	13	44
54. The stress levels at work are manageable.	68	18	14
Retention	63	20	17
59. At the present time, are you seriously considering leaving UK?	63	20	17

Category Breakdown by Employee Group

Differences based on Total Favorable

	College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Sustainable Engagement	83	-3	1
University Culture	71	2	0
Leadership	65	-5	1
Communication	64	-4	1
Diversity & Inclusion	73	0	0
Operating Effectively	66	-6	1
Empowerment	70	-6	1
Supervision	81	-2	0
Performance Evaluation	81	-1	0
Working Relationships	76	1	0
Career Development	66	-1	0
Stress, Balance, & Workload	67	-13*	2
Pay & Benefits	56	-5	1
Well-Being	58	-1	0
Retention	64	-2	0

Sustainable Engagement - Questions by Employee Group (1 of 2)

Differences based on Total Favorable

		College of College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Sustainable Engagement		83	-3	1
12	I am able to sustain the level of energy I need throughout the work day.	75	-4	1
25	My work gives me a sense of personal accomplishment.	87	8*	-1
27	My department is able to meet our work challenges effectively.	80	-11*	2
28	I am proud to be associated with UK.	84	2	0
35	I believe strongly in the goals and mission of the University.	85	5	-1
38	My department colleagues usually get along well together.	84	0	0
50	My department gives me the equipment / resources I need to do my work effectively.	86	-20*	3*

Sustainable Engagement - Questions by Employee Group (2 of 2)

Differences based on Total Favorable

	College of College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Sustainable Engagement	83	-3	1
58 I would recommend UK as a good place to work.	80	-6	1

University Culture - Questions by Employee Group

Differences based on Total Favorable

		College of College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
University Culture		71	2	0
8	I think I could report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal.	68	5	-1
17	UK is highly regarded by its employees.	69	-3	0
53	UK is student-oriented.	77	4	-1

Leadership - Questions by Employee Group

Differences based on Total Favorable

		College of College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Leadership		65	-5	1
1	I have confidence in the decisions made by my college / unit leadership.	70	-5	1
2	There is sufficient contact between college / unit leadership and employees at UK.	66	-9*	1
6	The leadership of my college / unit make decisions that are consistent with the values.	67	-7	1
7	I think action will be taken based on the problems identified in the survey.	47	-7	1
39	Employees are treated with respect here regardless of their position.	74	2	0

Communication - Questions by Employee Group

Differences based on Total Favorable

	College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Communication	64	-4	1
10 UK does an excellent job of keeping employees informed about matters affecting us.	70	-10*	2
13 Sufficient effort is made to get the opinions and thinking of employees.	58	1	0

Diversity & Inclusion - Questions by Employee Group

Differences based on Total Favorable

	College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Diversity & Inclusion	73	0	0
4 My college / unit leadership recognizes and respects the value of human differences.	79	-3	0
19 I can be myself at UK without worrying about how I will be accepted.	74	-2	0
43 UK effectively addresses campus incidents of intolerance and bigotry.	60	-1	0
47 I feel a sense of community at UK. ★	67	2	0
51 UK provides a working environment that is accepting of differences in personal identity.	81	2	0
57 I feel that my college / unit leadership supports equal opportunity for all employees. ★	78	-1	0

Operating Effectively - Questions by Employee Group

Differences based on Total Favorable

	College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Operating Effectively	66	-6	1
22 In my opinion, decisions at UK are made in a timely manner.	58	-5	1
31 Decisions at UK are made at the appropriate level.	59	-12*	2
37 My department operates effectively.	80	-1	0

Empowerment - Questions by Employee Group

Differences based on Total Favorable

		College of College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Empowerment		70	-6	1
20	I am satisfied with my involvement in decisions that affect my work. ★	67	-6	1
23	UK has established a climate where people can challenge our traditional ways of doing things.	57	-9*	1
26	Colleagues in my department are encouraged to come up with innovative solutions to work-related problems. ★	74	-6	1
56	The information I need to do my work is readily available.	82	-4	1

Supervision - Questions by Employee Group

Differences based on Total Favorable

	College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Supervision	81	-2	0
14 My Department Chair/Director/Supervisor: Treats me with respect	89	-5	1
15 My Department Chair/Director/Supervisor: Communicates effectively	81	-5	1
16 My Department Chair/Director/Supervisor: Gives me regular feedback on my performance	74	4	-1
55 My supervisor does a good job of building teamwork.	68	n/a	0

Performance Evaluation - Questions by Employee Group

Differences based on Total Favorable

	College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Performance Evaluation	81	-1	0
11 Where I work, my colleagues are accountable for following through on what they have promised.	75	0	0
40 I think my work performance is evaluated fairly.	82	-2	0
49 I understand how my work performance is evaluated.	87	0	0

Working Relationships - Questions by Employee Group

Differences based on Total Favorable

		College of College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Working Relationships		76	1	0
9	My colleagues / the people I work with are willing to help each other, even if it means doing something outside their usual activities.	84	-2	0
24	There is a strong feeling of trust between members of my department.	67	1	0
30	Differing opinions are openly discussed in reaching decisions in my department.	65	4	-1
32	My department constantly looks for better ways to serve its students or internal customers.	78	3	-1
34	People in my department treat each other with respect.	85	0	0

Career Development - Questions by Employee Group

Differences based on Total Favorable

		College of College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Career Development		66	-1	0
5	I have a reasonably good idea of my possible career paths at UK.	79	n/a	0
36	I think the University is doing a good job of retaining its most talented employees.	44	4	-1
41	At UK, there are sufficient opportunities for me to receive training to improve my skills in my current position.	81	-6	1
48	I believe I have the opportunity for personal development and growth at the University.	72	0	0

Stress, Balance, & Workload - Questions by Employee Group

Differences based on Total Favorable

	College of College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Stress, Balance, & Workload	67	-13*	2
3 Work is usually appropriately distributed among my colleagues in my department. ★	68	-11*	2
21 My work schedule allows sufficient flexibility to meet my personal/family needs. ★	84	1	0
29 Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work).	76	-31*	5*
33 There is usually sufficient staffing in my department to handle the workload.	66	-21*	3
42 The amount of stress I experience at work significantly reduces my effectiveness. (N)	42	-3	0

Pay & Benefits - Questions by Employee Group

Differences based on Total Favorable

	College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Pay & Benefits	56	-5	1
18 From what I hear, our pay is as good as or better than the pay in similar institutions.	34	-1	0
44 From what I hear, our benefits are as good as or better than the benefits in similar institutions.	78	-9*	2

Well-Being - Questions by Employee Group

Differences based on Total Favorable

	College of College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Well-Being	58	-1	0
45 I have colleagues at work that I can lean on during difficult or stressful periods.	77	-10*	2
46 The health or well-being initiatives and programs (e.g., mental health therapy, health coaching, virtual fitness classes) offered by UK have encouraged me to live a healthier lifestyle.	50	-11*	2
52 I often worry about my current financial state. (N)	39	27*	-4*
54 The stress levels at work are manageable.	67	-9*	1

Retention - Questions by Employee Group

Differences based on Total Favorable

	College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Faculty (151)	College of Ag, Food and Environment Overall: Staff (989)
Retention	64	-2	0
59 At the present time, are you seriously considering leaving UK?	64	-2	0

Category Breakdown by Gender

Differences based on Total Favorable

	College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Female (775)	College of Ag, Food and Environment Overall: Male (367)
Sustainable Engagement	83	1	-2
University Culture	71	0	-1
Leadership	65	1	-2
Communication	64	1	-2
Diversity & Inclusion	73	1	-2
Operating Effectively	66	1	-2
Empowerment	70	0	0
Supervision	78	0	0
Performance Evaluation	81	1	-1
Working Relationships	76	-1	1
Career Development	69	1	-1
Stress, Balance, & Workload	67	1	-2
Pay & Benefits	56	2	-3
Well-Being	58	2	-3
Retention	64	2	-5

Category Breakdown by Race/Ethnicity

Differences based on Total Favorable

	College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Asian (26)	College of Ag, Food and Environment Overall: Black or African American (39)	College of Ag, Food and Environment Overall: White (1,068)
Sustainable Engagement	83	0	-5	0
University Culture	71	4	-3	0
Leadership	65	0	-3	0
Communication	64	7	3	0
Diversity & Inclusion	73	-5	-8	0
Operating Effectively	66	4	6	0
Empowerment	70	-4	-8	0
Supervision	78	0	-3	0
Performance Evaluation	81	-3	-3	0
Working Relationships	76	5	-7	0
Career Development	69	-7	-3	0
Stress, Balance, & Workload	67	-5	0	0
Pay & Benefits	56	-10	6	0
Well-Being	58	0	-1	0
Retention	64	6	-14	0

Category Breakdown by Faculty Tenure

Differences based on Total Favorable

	College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Tenured (113)	College of Ag, Food and Environment Overall: Tenure Eligible (27)	College of Ag, Food and Environment Overall: Not Eligible (18)
Sustainable Engagement	83	-4	-2	3
University Culture	71	1	5	8
Leadership	65	-7	5	4
Communication	64	-7	3	6
Diversity & Inclusion	73	-2	4	5
Operating Effectively	66	-7	-4	3
Empowerment	70	-8	-8	11
Supervision	81	-3	5	2
Performance Evaluation	81	-2	6	4
Working Relationships	76	2	1	4
Career Development	66	-1	0	1
Stress, Balance, & Workload	67	-12*	-14	-8
Pay & Benefits	56	-7	0	8
Well-Being	58	0	-5	8
Retention	64	-6	11	9

Category Breakdown by Length of Service

Differences based on Total Favorable

	College of Ag, Food and Environment Overall (1,142)	College of Ag, Food and Environment Overall: Less than 1 year (72)	College of Ag, Food and Environment Overall: 1 to less than 5 years (226)	College of Ag, Food and Environment Overall: 5 to less than 10 years (238)	College of Ag, Food and Environment Overall: 10 to less than 15 years (176)	College of Ag, Food and Environment Overall: 15 to less than 20 years (134)	College of Ag, Food and Environment Overall: 20 years or more (290)
Sustainable Engagement	83	9*	2	0	-3	-1	-2
University Culture	71	10	5	0	-4	-1	-4
Leadership	65	14*	6	-1	-4	0	-5
Communication	64	17*	5	1	-2	-3	-7*
Diversity & Inclusion	73	10	4	-3	-3	-2	-1
Operating Effectively	66	13*	5	-1	-2	-1	-6
Empowerment	70	9	5	0	-5	-1	-3
Supervision	78	9	5	1	-5	0	-4
Performance Evaluation	81	1	6*	0	-5	2	-3
Working Relationships	76	9	3	-2	-4	1	-2
Career Development	69	13*	2	0	-4	-2	-2
Stress, Balance, & Workload	67	11*	0	1	-2	-2	-2
Pay & Benefits	56	9	4	3	-1	-1	-7*
Well-Being	58	6	3	-3	0	-2	-1
Retention	64	24*	0	0	-4	-9	0

Group Sizes

College of Ag, Food and Environment Overall (1,142)

Benchmarks

College of Ag, Food and Environment Overall Sep 2019.....	878	University of Kentucky Overall.....	6,148
College of Ag, Food and Environment Overall Sep 2017.....	1,009	Universities Norm.....	29,060
College of Ag, Food and Environment Overall Jan 2015.....	694	US High Performance Norm.....	128,991
Provost Overall.....	4,003	US Norm.....	147,127

Lookdown

Agr Economics.....	29	Family and Consumer Sciences Overall.....	89
Agricultural Communications Overall.....	27	Family Sciences.....	11
Animal and Food Sciences.....	39	Forestry & Natural Resources.....	27
Biosystems & Agr Engineering.....	17	Horticulture & Arboretum.....	21
Center for Student Success.....	13	Plant and Soil Sciences.....	50
College of Ag, Food and Environment direct reports.....	29	Plant Pathology.....	21
Community & Leadership Development.....	16	Research Overall.....	80
Cooperative Extension Overall.....	525	Small Business Development Center (SBDC).....	10
Dietetics and Human Nutrition.....	18	Veterinary Diagnostic Laboratory.....	28
Entomology.....	27	Veterinary Science.....	21

Level/Grade

College of Ag, Food and Environment Overall: 00	727	College of Ag, Food and Environment Overall: 44	103
College of Ag, Food and Environment Overall: 40	66	College of Ag, Food and Environment Overall: 45	25
College of Ag, Food and Environment Overall: 41	43	College of Ag, Food and Environment Overall: 46	52
College of Ag, Food and Environment Overall: 42	54	College of Ag, Food and Environment Overall: 48	17
College of Ag, Food and Environment Overall: 43	33		

Employee Group

College of Ag, Food and Environment Overall: Faculty	151	College of Ag, Food and Environment Overall: Staff	989
--	-----	--	-----

Age

College of Ag, Food and Environment Overall: Less than 25	24	College of Ag, Food and Environment Overall: 45 to less th.....	271
College of Ag, Food and Environment Overall: 25 to less th.....	180	College of Ag, Food and Environment Overall: 55 to less th.....	293
College of Ag, Food and Environment Overall: 35 to less th.....	281	College of Ag, Food and Environment Overall: 65 yrs or older	93

Gender

College of Ag, Food and Environment Overall: Female	775	College of Ag, Food and Environment Overall: Male	367
---	-----	---	-----

Race/Ethnicity

College of Ag, Food and Environment Overall: Asian	26	College of Ag, Food and Environment Overall: White	1,068
College of Ag, Food and Environment Overall: Black or Afric.....	39		

Length of Service

College of Ag, Food and Environment Overall: Less than 1 y.....	72	College of Ag, Food and Environment Overall: 10 to less th.....	176
College of Ag, Food and Environment Overall: 1 to less th.....	226	College of Ag, Food and Environment Overall: 15 to less th.....	134
College of Ag, Food and Environment Overall: 5 to less th.....	238	College of Ag, Food and Environment Overall: 20 years or	290

Faculty Tenure

College of Ag, Food and Environment Overall: Tenured	113	College of Ag, Food and Environment Overall: Not Eligible	18
College of Ag, Food and Environment Overall: Tenure Eligible	27		

Faculty Rank

College of Ag, Food and Environment Overall: 01	79	College of Ag, Food and Environment Overall: 03	30
College of Ag, Food and Environment Overall: 02	38		

Faculty Title

College of Ag, Food and Environment Overall: Extension	43	College of Ag, Food and Environment Overall: Regular	91
College of Ag, Food and Environment Overall: Lecturer	11		

College of Ag, Food and Environment Overall Sep 2019

College of Ag, Food and Environment Overall Sep 2019

Agr Economics Sep 2019.....	24	Family and Consumer Sciences Overall Sep 2019.....	70
Agricultural Communications Overall Sep 2019.....	21	Family Sciences Sep 2019.....	11
Animal and Food Sciences Sep 2019.....	38	Forestry & Natural Resources Sep 2019.....	21
Biosystems & Agr Engineering Sep 2019.....	16	Horticulture & Arboretum Sep 2019.....	23
Center for Student Success Sep 2019.....	14	Plant and Soil Sciences Sep 2019.....	52
College of Ag, Food and Environment direct reports Sep 2019.....	29	Plant Pathology Sep 2019.....	19
Community & Leadership Development Sep 2019.....	11	Research Overall Sep 2019.....	80
Cooperative Extension Overall Sep 2019.....	292	Veterinary Diagnostic Laboratory Sep 2019.....	21
Dietetics and Human Nutrition Sep 2019.....	13	Veterinary Science Sep 2019.....	28
Entomology Sep 2019.....	30		

College of Ag, Food and Environment Overall Sep 2017

Agr Economics Sep 2017.....	33	Entomology Sep 2017.....	24
Agricultural Communications Overall Sep 2017.....	31	Family and Consumer Sciences Overall Sep 2017.....	88
Animal and Food Sciences Sep 2017.....	47	Family Sciences Sep 2017.....	10
Biosystems & Agr Engineering Sep 2017.....	18	Horticulture & Arboretum Sep 2017.....	33
Center for Student Success Sep 2017.....	10	Plant and Soil Sciences Sep 2017.....	52
College of Ag, Food and Environment direct reports Sep 2017.....	20	Plant Pathology Sep 2017.....	17
Community & Leadership Development Sep 2017.....	10	Research Overall Sep 2017.....	52
Cooperative Extension Overall Sep 2017.....	371	Veterinary Diagnostic Laboratory Sep 2017.....	32
Dietetics and Human Nutrition Sep 2017.....	12	Veterinary Science Sep 2017.....	30

College of Ag, Food and Environment Overall Jan 2015

Agr Economics Jan 2015.....	20	Family and Consumer Sciences Overall Jan 2015.....	58
Agricultural Communications Overall Jan 2015.....	18	Horticulture & Arboretum Jan 2015.....	22
Animal and Food Sciences Jan 2015.....	35	Plant and Soil Sciences Jan 2015.....	39
Biosystems & Agr Engineering Jan 2015.....	22	Plant Pathology Jan 2015.....	14
College of Ag, Food and Environment direct reports Jan 2015.....	10	Veterinary Diagnostic Laboratory Jan 2015.....	18
Cooperative Extension Overall Jan 2015.....	241	Veterinary Science Jan 2015.....	20
Entomology Jan 2015.....	17		