



2019 UK@Work Survey

University of Kentucky 2019 Engagement Survey

College of Ag, Food and Environment Overall (878)

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.

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

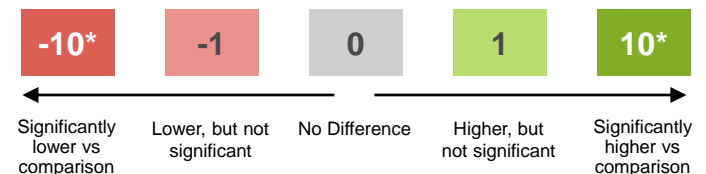
Differences to norms are shown as % points. Norms may include past surveys, parent groups, industry, national or high performance benchmarks.

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.

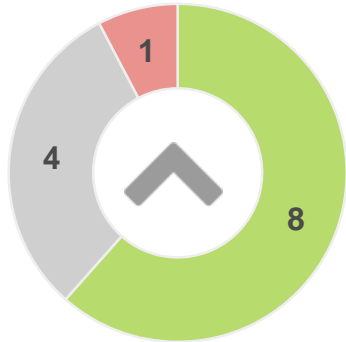


Results Summary

College of Ag, Food and Environment Overall (878) - Scores based on Total Favorable

Results vs. College of Ag, Food and Environment Overall 2017

8 Out Of 13 Categories Have Improved



Most Improved

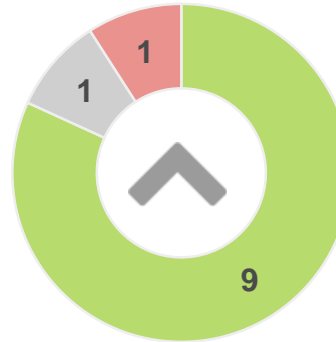
- Leadership 5*
- Working Relationships 3
- Operating Effectively 2

Most Declined

- Pay & Benefits -2

Results vs. Universities Norm

9 Out Of 11 Categories Are Above



Most Favorable

- Career Development 11*
- Performance Evaluation 10*
- Sustainable Engagement 8*

Least Favorable

- Communication -1

Sustainable Engagement



College of Ag, Food and Environment Overall 2017



Universities Norm



US Norm



University of Kentucky Overall 2019



Strengths

- ▶ Empowerment, Supervision, Sustainable Engagement


Opportunities

- ▶ Leadership, Pay & Benefits, University Culture


Strengths and Opportunities

College of Ag, Food and Environment Overall (878)

Strengths

		% Favorable	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	US Norm (148,326)	University of Kentucky Overall 2019 (5,770)	
 <p>We should continue to build on these.</p>	27	I am proud to be associated with UK.	91	-2	4*	3*	3*
	15a	My Department Chair/Director/Dean/Supervisor: Treats me with respect	91	1	4*	2	1
	5	I have a very clear idea of the responsibilities for my faculty position/job.	91	0	2	0	2

Opportunities

		% Favorable	College of Ag, Food and Environment Overall 2017	Universities Norm	US Norm	University of Kentucky Overall 2019	
 <p>These are our priority areas to focus on.</p>	8	I think action will be taken based on the problems identified in the survey.	46	1	-10*	-18*	-1
	9	I think I could report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal.	64	-3	n/a	-16*	-4*
	17	From what I hear, our pay is as good as or better than the pay in similar institutions.	38	0	-1	-14*	-6*

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 (878)

WHAT WE COULD DO



"Best practice"
suggested actions

▶ **Improve action/follow-up on problems identified in survey results.**

Communicate your college's/department's results to your team as soon as possible, including the actions that will be taken and the process to determine those actions (e.g., committee review). Let employees know when they can expect an update.

▶ **Ensure employees are aware of the process for reporting ethical concerns and feel comfortable doing so.**

Encourage discussion of UK Ethical Principles and Code of Conduct during regularly scheduled meetings. Ensure employees are aware of how to anonymously report an ethical issue online or by calling the ComplianceLine at 877-898-6072. employees should also be aware of the Community of Concern resource to report instances of concern (<https://www.uky.edu/concern>).

▶ **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/department 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.

Group Sizes

College of Ag, Food and Environment Overall (878)

Benchmarks

College of Ag, Food and Environment Overall 2017.....	1,009	University of Kentucky Overall 2019.....	5,770
College of Ag, Food and Environment Overall 2015.....	694	Universities Norm.....	36,848
Provost Overall 2019.....	3,801	US Norm.....	148,326

Lookdown: Level 1

College of Ag, Food and Environment direct reports 2019.....	29	Plant and Soil Sciences 2019.....	52
Research Overall 2019.....	80	Animal and Food Sciences 2019.....	38
Center for Student Success 2019.....	14	Entomology 2019.....	30
Cooperative Extension Overall 2019.....	292	Forestry and Natural Resources 2019.....	21
CAFE Business Center 2019.....	16	Horticulture & Arboretum 2019.....	23
Agricultural Communications Overall 2019.....	21	Plant Pathology 2019.....	19
Family and Consumer Sciences 2019.....	70	Community & Leadership Development 2019.....	11
Dietetics and Human Nutrition 2019.....	13	Veterinary Science 2019.....	28
Family Sciences 2019.....	11	Veterinary Diagnostic Laboratory 2019.....	21
Agr Economics 2019.....	24	CEDIK & Small Business Development Center (SBDC) 2019.....	20
Biosystems & Agr Engineering 2019.....	16		

Length of Service

Less than 1 year 2019.....	70	10 to less than 15 yrs 2019.....	134
1 to less than 5 yrs 2019.....	214	15 to less than 20 yrs 2019.....	92
5 to less than 10 yrs 2019.....	160	20 years or more 2019.....	206

Age

Less than 25 yrs 2019.....	15	45 to less than 55 yrs 2019.....	227
25 to less than 35 yrs 2019.....	150	55 to less than 65 yrs 2019.....	232
35 to less than 45 yrs 2019.....	193	65 yrs or older 2019.....	61

Categories vs. Benchmarks

College of Ag, Food and Environment Overall (878)

	Total Favorable Score	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	Provost Overall 2019 (3,801)
Sustainable Engagement	85	1	8*	4*	4*
University Culture	72	0	n/a	-2	-1
Leadership	65	5*	6*	-1	0
Communication	61	0	-1	-2	0
Diversity & Inclusion	76	0	2	0	0
Operating Effectively	61	2	n/a	0	1
Empowerment	72	1	6*	1	2
Supervision	79	1	4*	0	-1
Working Relationships	76	3	0	-1	-2
Performance Evaluation	79	2	10*	2	1
Career Development	70	2	11*	2	2
Stress, Balance, & Workload	69	0	8*	5*	5*
Pay & Benefits	59	-2	8*	-4*	-3

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

College of Ag, Food and Environment Overall (878)

	Total Favorable	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	Provost Overall 2019 (3,801)
Sustainable Engagement	85	1	8*	4*	4*
13 I am able to sustain the level of energy I need throughout the work day.	80	-2	4*	3*	4*
24 My work gives me a sense of personal accomplishment.	89	-2	4*	3*	2
26 My department is able to meet our work challenges effectively.	82	1	7*	5*	5*
27 I am proud to be associated with UK.	91	-2	4*	3*	3*
34 I believe strongly in the goals and mission of the University.	90	-1	8*	1	0
37 My colleagues usually get along well together.	85	4*	1	0	-1
48 I have the equipment/resources I need to do my work effectively.	87	3	16*	8*	8*

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

College of Ag, Food and Environment Overall (878)

	Total Favorable	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	Provost Overall 2019 (3,801)
Sustainable Engagement	85	1	8*	4*	4*
50 There are no substantial obstacles at the University to doing my work well.	78	5*	18*	7*	9*
56 I would recommend UK as a good place to work.	86	n/a	10*	3*	3*

Questions vs. Benchmarks - University Culture

College of Ag, Food and Environment Overall (878)

	Total Favorable	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	Provost Overall 2019 (3,801)
University Culture	72	0	n/a	-2	-1
9 I think I could report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal.	64	-3	n/a	-4*	-4*
16 UK is highly regarded by its faculty/staff.	72	5*	3	-1	-1
44 We have an institutional culture that promotes collaboration.	75	-1	n/a	3	3
51 UK is student-oriented.	77	n/a	n/a	-5*	-3

Questions vs. Benchmarks - Leadership

College of Ag, Food and Environment Overall (878)

		Total Favorable	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	Provost Overall 2019 (3,801)
Leadership		65	5*	6*	-1	0
1	I have confidence in the decisions made by my college / unit / area leadership.	71	13*	12*	-3*	-3
2	There is sufficient contact between college / unit / area leadership and faculty/staff at UK.	63	6*	16*	-3	-2
7	The leadership of my college / unit / area make decisions that are consistent with the values.	69	-3	5*	-3	-2
8	I think action will be taken based on the problems identified in the survey.	46	1	-10*	-1	0
38	Faculty/staff are treated with respect here regardless of their position.	76	7*	10*	5*	6*

Questions vs. Benchmarks - Communication

College of Ag, Food and Environment Overall (878)

	Total Favorable	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	Provost Overall 2019 (3,801)
Communication	61	0	-1	-2	0
11 UK does an excellent job of keeping faculty/staff informed about matters affecting us.	64	-1	0	-4*	-1
14 Sufficient effort is made to get the opinions and thinking of faculty/staff.	59	0	-2	-1	1

Questions vs. Benchmarks - Diversity & Inclusion

College of Ag, Food and Environment Overall (878)

		Total Favorable	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	Provost Overall 2019 (3,801)
Diversity & Inclusion		76	0	2	0	0
4	My college / unit / area leadership recognizes and respects the value of human differences.	81	-3	-1	1	1
18	I can be myself at UK without worrying about how I will be accepted.	75	n/a	n/a	0	0
42	UK effectively addresses campus incidents of intolerance and bigotry.	66	-3	n/a	-3	0
45	I feel a sense of community at UK. *	73	-1	n/a	-1	0
49	UK provides a working environment that is accepting of differences in personal identity.	84	n/a	n/a	1	1
55	I feel that my college / unit / area leadership supports equal opportunity for all faculty/staff. *	76	5*	4*	1	1

Questions vs. Benchmarks - Operating Effectively

College of Ag, Food and Environment Overall (878)

	Total Favorable	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	Provost Overall 2019 (3,801)
Operating Effectively	61	2	n/a	0	1
21 In my opinion, decisions at UK are made in a timely manner.	49	2	3	0	2
30 Decisions at UK are made at the appropriate level.	54	2	n/a	-5*	-2
36 My department operates effectively.	80	1	n/a	4*	3*

Questions vs. Benchmarks - Empowerment

College of Ag, Food and Environment Overall (878)

	Total Favorable	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	Provost Overall 2019 (3,801)
Empowerment	72	1	6*	1	2
5 I have a very clear idea of the responsibilities for my faculty position/job.	91	0	2	2	2
19 I am satisfied with my involvement in decisions that affect my work. ★	71	2	8*	2	3
22 UK has established a climate where people can challenge our traditional ways of doing things.	57	-7*	4*	2	4*
25 Colleagues in my department are encouraged to come up with innovative solutions to work-related problems.	74	6*	3	1	0
52 I am satisfied with the procedures available for resolving faculty/staff complaints.	51	1	n/a	-3	0
54 The information I need to do my work is readily available. ★	87	3*	10*	4*	4*

Questions vs. Benchmarks - Supervision

College of Ag, Food and Environment Overall (878)

	Total Favorable	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	Provost Overall 2019 (3,801)
Supervision	79	1	4*	0	-1
15a My Department Chair/Director/Dean/Supervisor: Treats me with respect	91	1	4*	1	1
15b My Department Chair/Director/Dean/Supervisor: Communicates effectively	80	2	4*	0	0
15c My Department Chair/Director/Dean/Supervisor: Gives me regular feedback on my performance	76	1	8*	0	0
53 My supervisor does a good job of building teamwork. (staff only)	71	0	2	-2	-3

Questions vs. Benchmarks - Working Relationships

College of Ag, Food and Environment Overall (878)

	Total Favorable	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	Provost Overall 2019 (3,801)
Working Relationships	76	3	0	-1	-2
10 My colleagues/the people I work with are willing to help each other, even if it means doing something outside their usual activities.	84	3	3*	0	-1
23 There is a strong feeling of trust between members of my department.	65	-3	n/a	-1	-2
29 Differing opinions are openly discussed in reaching decisions in my department.	67	9*	-3*	0	-2
31 My department constantly looks for better ways to serve its students or internal customers.	78	n/a	n/a	-2	-2
33 People in my department treat each other with respect.	84	2	n/a	0	-2

Questions vs. Benchmarks - Performance Evaluation

College of Ag, Food and Environment Overall (878)

	Total Favorable	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	Provost Overall 2019 (3,801)
Performance Evaluation	79	2	10*	2	1
12 Where I work, my colleagues are accountable for following through on what they have promised.	73	2	n/a	-1	-2
39 At UK, I think my work performance is evaluated fairly.	78	2	5*	2	2
47 At UK, I understand how my work performance is evaluated.	86	2	15*	4*	3*

Questions vs. Benchmarks - Career Development

College of Ag, Food and Environment Overall (878)

		Total Favorable	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	Provost Overall 2019 (3,801)
Career Development		70	2	11*	2	2
6	I have a reasonably good idea of my possible career paths at UK. (staff only)	75	3	10*	5*	4*
35	I think the University is doing a good job of retaining its most talented faculty and staff.	52	7*	17*	0	2
40	At UK, there are sufficient opportunities for me to receive training to improve my skills in my current faculty/staff position.	79	0	10*	4*	3
46	I believe I have the opportunity for personal development and growth at the University.	75	0	7*	0	-1

Questions vs. Benchmarks - Stress, Balance, & Workload

College of Ag, Food and Environment Overall (878)

	Total Favorable	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	Provost Overall 2019 (3,801)
Stress, Balance, & Workload	69	0	8*	5*	5*
3 Work is usually appropriately distributed among faculty/staff in my department. *	68	4	6*	1	2
20 My work schedule allows sufficient flexibility to meet my personal/family needs.	87	2	6*	5*	5*
28 Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work).	73	1	-1	4*	5*
32 There is usually sufficient staffing in my department to handle the workload. *	71	0	21*	15*	15*
41 The amount of stress I experience at work significantly reduces my effectiveness. (N)	49	-7*	n/a	1	1

Questions vs. Benchmarks - Pay & Benefits

College of Ag, Food and Environment Overall (878)

	Total Favorable	College of Ag, Food and Environment Overall 2017 (1,009)	Universities Norm (36,848)	University of Kentucky Overall 2019 (5,770)	Provost Overall 2019 (3,801)
Pay & Benefits	59	-2	8*	-4*	-3
17 From what I hear, our pay is as good as or better than the pay in similar institutions.	38	0	-1	-6*	-5*
43 From what I hear, our benefits are as good as or better than the benefits in similar institutions.	79	-5*	17*	-2	0

Category Breakdown by Employee Group

Differences based on Total Favorable

	College of Ag, Food and Environment Overall 2019 (878)	Faculty 2019 (137)	Staff 2019 (741)
Sustainable Engagement	85	-5	1
University Culture	72	-3	0
Leadership	65	-5	1
Communication	61	-7	1
Diversity & Inclusion	76	0	0
Operating Effectively	61	-3	1
Empowerment	72	-2	0
Supervision	82	3	-1
Working Relationships	76	4	-1
Performance Evaluation	79	2	0
Career Development	69	0	0
Stress, Balance, & Workload	69	-8*	2
Pay & Benefits	59	-7	1

Category Breakdown by Rank

Differences based on Total Favorable

	College of Ag, Food and Environment Overall 2019 (878)	Assistant Professor 2019 (31)	Associate Professor 2019 (36)	Professor 2019 (65)	Instructor 2019 (37)	Lecturer 2019 (11)
Sustainable Engagement	85	-2	-6	-8	-1	6
University Culture	72	0	-5	-6	-2	10
Leadership	65	5	-6	-12	7	6
Communication	61	2	-10	-14*	5	2
Diversity & Inclusion	76	0	0	-3	-2	-2
Operating Effectively	61	0	-2	-7	-2	0
Empowerment	72	-4	-3	-3	2	4
Supervision	82	8	2	-2	7	5
Working Relationships	76	8	2	4	4	6
Performance Evaluation	79	3	3	2	6	3
Career Development	69	-2	-2	0	9	10
Stress, Balance, & Workload	69	-8	-13	-7	-3	1
Pay & Benefits	59	-2	-5	-11	4	-13

Category Breakdown by Race/Ethnicity

Differences based on Total Favorable

	College of Ag, Food and Environment Overall 2019 (878)	Asian 2019 (16)	Black or African American 2019 (20)	Hispanic/Lati no 2019 (11)	White 2019 (753)
Sustainable Engagement	85	10	-2	2	1
University Culture	72	23*	-2	-5	2
Leadership	65	21	-3	8	2
Communication	61	23	1	16	1
Diversity & Inclusion	76	14	-8	0	2
Operating Effectively	61	27*	-11	6	2
Empowerment	72	19	-8	-1	2
Supervision	79	12	11	1	1
Working Relationships	76	14	-3	-16	1
Performance Evaluation	79	9	1	3	0
Career Development	70	19	5	2	1
Stress, Balance, & Workload	69	12	-3	-3	1
Pay & Benefits	59	10	6	0	2