

UK@Work Survey 2017



University of Kentucky 2017 Engagement Survey

College of Ag, Food and Environment Overall

Definition of Terms

College of Ag, Food and Environment Overall

Definition of Terms

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

"Department" refers to your local organizational unit or function (e.g. Student Academic Life, Department of Biology, Accounts Payable, PPD-Grounds, Agricultural Communications, etc.).

"UK leadership" refers to the Senior Leadership team of University of Kentucky including the President, Provost, and Executive Vice Presidents.

"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. (For Staff Only)

"Core Values" refers to UK's values of Integrity, Excellence, Mutual respect and human dignity, Diversity and inclusion, Academic freedom, Personal and institutional responsibility and accountability, Shared governance, A sense of community, Work-life sensitivity, Civic engagement, and Social responsibility.

How to Read Results

College of Ag, Food and Environment Overall

Scores

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



Differences and Colors

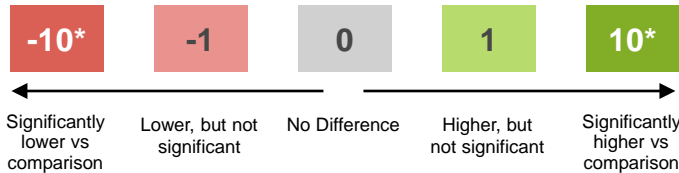
Differences to norms are shown as % points. Norms may include past surveys, parent groups (UK overall and Provost overall), industry (higher education), national or high performance benchmarks.

For example:		Total Favorable Score	Historical (CAFE overall 2015 results)	Provost overall	UK Overall	Universities Norm
Employee Engagement		86	-8*	3*	3*	-10*
3	I have a good understanding of our goals. ☉	84	2*	1	-9*	2*
12	I have a good understanding of how my job contributes to achieving our goals. ★	88	4	10*	-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.

* **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.



Overview

College of Ag, Food and Environment Overall - 1,009 Total Responses (Favorable Score)

Results vs. College of Ag, Food and Environment Overall 2015

6 Out Of 13 Categories Have Declined



Most Improved

Diversity & Inclusion 3
Pay & Benefits 3
Sustainable Engagement 1

Most Declined

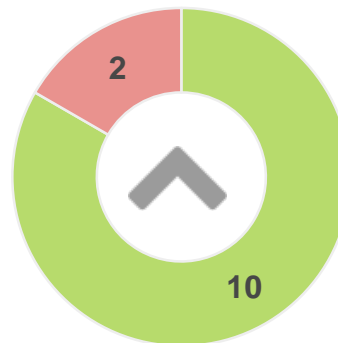
Communication -7*
Operating Effectively -4
Leadership -3

Strengths

► Sustainable Engagement

Results vs. Universities Norm

10 Out Of 12 Categories Are Above



Most Favorable

Performance Evaluation 10*
Stress, Balance, & Workload 8*
Operating Effectively 7*

Least Favorable


Working Relationships -5*
Communication -1


Opportunities

► Leadership, Working Relationships

Strengths and Opportunities

College of Ag, Food and Environment Overall

Strengths		% Favorable	Historical	Parent	Overall	Norm	
 Our strengths: We should continue to build on these.	1	I am proud to be associated with UK.	93	-1	2*	2*	8*
	41	My work gives me a sense of personal accomplishment.	91	0	1	3*	6*
	15	I believe strongly in the goals and mission of the University.	91	3	-1	1	9*

Opportunities		% Favorable	Historical	Parent	Overall	Norm	
 Our opportunity areas: These are our priority areas to focus on.	30	Differing opinions are openly discussed in reaching decisions in my department.	59	2	-3	-1	-9*
	25	I think action will be taken based on the problems identified in the survey.	45	2	3	0	-8*
	24	I have confidence in the decisions made by UK leadership.	57	-10*	0	-3	-1

Note: Strengths/Opportunities are based on several factors, such as absolute scores, differences from benchmarks, and impact on engagement.

Suggested Actions

College of Ag, Food and Environment Overall

WHAT WE COULD DO



"Best practice"
suggested actions

- ▶ **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 faculty/staff for sharing opinions, especially if contrary to yours or a group's consensus.
- ▶ **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 faculty/staff know when they can expect an update.
- ▶ **Build confidence in leadership decisions.**
Recognize that your faculty/staff may require time to accept leadership decisions that impact them. To facilitate acceptance, seek to understand the concerns that they have about the decision and try to refocus by highlighting potential positive impacts.

Categories vs. 4 Benchmarks

College of Ag, Food and Environment Overall

	Total Favorable Score	College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm
Sustainable Engagement	86	1	3*	3*	6*
University Culture	70	0	2	2	n/a
Leadership	60	-3	2	1	1
Communication	62	-7*	2	0	-1
Diversity & Inclusion	74	3	3	2	5*
Operating Effectively	59	-4	3	2	7*
Empowerment	71	-1	3	3	5*
Supervision	79	-2	1	1	5*
Working Relationships	71	1	-1	1	-5*
Performance Evaluation	77	0	1	2	10*
Career Development	62	1	3	2	4*
Stress, Balance, & Workload	69	-2	4*	4*	8*
Pay & Benefits	61	3	0	-2	7*

Benchmark Grid

College of Ag, Food and Environment Overall 2017



Below College of Ag, Food and Environment Overall 2015



Same or Above University of Kentucky Overall 2017

Category	Bench. 1	Bench. 2
Stress, Balance, & Workload	-2	4*
Empowerment	-1	3
Operating Effectively	-4	2
Supervision	-2	1
Leadership	-3	1
Communication	-7*	0



Same or Above College of Ag, Food and Environment Overall 2015



Same or Above University of Kentucky Overall 2017

Category	Bench. 1	Bench. 2
Sustainable Engagement	1	3*
Diversity & Inclusion	3	2
Career Development	1	2
Performance Evaluation	0	2
University Culture	0	2
Working Relationships	1	1



Below College of Ag, Food and Environment Overall 2015



Below University of Kentucky Overall 2017

No Categories



Same or Above College of Ag, Food and Environment Overall 2015



Below University of Kentucky Overall 2017

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

Sustainable Engagement

College of Ag, Food and Environment Overall

CAFE chose **item #18** as a work-life focus area for improvement following the 2015 survey. Our 2017 survey results indicate a 1% improvement over our 2015 results, but results were significantly higher than our UK and other University benchmarks.

		Total Favorable	College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm
Sustainable Engagement		86	1	3*	3*	6*
1	I am proud to be associated with UK.	93	-1	2*	2*	8*
11	I work beyond what is required to help the University succeed.	95	2	1	1	4*
15	I believe strongly in the goals and mission of the University.	91	3	-1	1	9*
18	I have the equipment/resources I need to do my work effectively.	84	1	9*	8*	11*
23	There are no substantial obstacles at the University to doing my work well.	73	-1	6*	5*	8*
26	My department is able to meet our work challenges effectively.	81	2	7*	8*	4*
33	My colleagues usually get along well together.	81	1	-2	-1	-5*
41	My work gives me a sense of personal accomplishment.	91	0	1	3*	6*
50	I am able to sustain the level of energy I need throughout the work day.	82	-2	4*	3*	4*

University Culture

College of Ag, Food and Environment Overall

		Total Favorable	College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm
University Culture		70	0	2	2	n/a
13	I think I could report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal.	68	1	-1	-1	n/a
39	We have an institutional culture that promotes collaboration.	75	4	2	4*	n/a
43	UK is highly regarded by its faculty/staff.	67	-3	4*	2	3

Leadership

College of Ag, Food and Environment Overall

		Total Favorable	College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm
Leadership		60	-3	2	1	1
2	UK leadership decisions are consistent with the values.	73	-4	2	1	3
14	There is sufficient contact between leadership and faculty/staff at UK.	57	-3	3	1	12*
24	I have confidence in the decisions made by UK leadership.	57	-10*	0	-3	-1
25	I think action will be taken based on the problems identified in the survey.	45	2	3	0	-8*
27	Faculty/Staff are treated with respect here regardless of their position.	69	-1	4*	4*	-1

Communication

College of Ag, Food and Environment Overall

		Total Favorable	College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm
Communication		62	-7*	2	0	-1
3	UK does an excellent job of keeping faculty/staff informed about matters affecting us.	65	-9*	1	-2	0
19	Sufficient effort is made to get the opinions and thinking of faculty/staff.	59	-5*	4*	2	-2

Diversity & Inclusion

College of Ag, Food and Environment Overall

		Total Favorable	College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm
Diversity & Inclusion		74	3	3	2	5*
8	UK leadership recognizes and respects the value of human differences.	84	5*	3*	3*	7*
28	I feel a sense of community at UK. ★	74	-1	1	2	n/a
37	UK effectively addresses campus incidents of intolerance and bigotry.	68	6*	2	0	n/a
52	I feel that UK leadership supports equal opportunity for all faculty/staff. ★	71	1	6*	4*	4*

CAFE chose **item #28** as a work-life focus area for improvement following the 2015 survey. Our 2017 survey results indicate a 1% decrease from our 2015 results, but were slightly higher than our UK benchmarks.

Operating Effectively

College of Ag, Food and Environment Overall

	Total Favorable	College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm
Operating Effectively	59	-4	3	2	7*
4 My department operates effectively.	79	0	3*	6*	11*
32 Decisions at UK are made at the appropriate level.	51	-7*	1	-2	n/a
45 In my opinion, decisions at UK are made in a timely manner.	47	-3	6*	3*	3

Empowerment

College of Ag, Food and Environment Overall

		Total Favorable	College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm
Empowerment		71	-1	3	3	5*
5	The information I need to do my work is readily available. ★	84	2	6*	6*	7*
16	UK has established a climate where people can challenge our traditional ways of doing things.	63	3	6*	4*	14*
17	I am satisfied with my involvement in decisions that affect my work. ★	70	-6*	3*	3	8*
31	I am satisfied with the procedures available for resolving faculty/staff complaints.	50	-1	3	2	n/a
34	Colleagues in my department are encouraged to come up with innovative solutions to work-related problems.	68	-3	-2	-1	-5*
51	I have a very clear idea of the responsibilities for my faculty/staff position.	91	-1	2*	2*	4*

Supervision

College of Ag, Food and Environment Overall

		Total Favorable	College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm
Supervision		79	-2	1	1	5*
38a	My Department Chair/Director/Dean/Supervisor: Treats me with respect	90	-2	2	2	5*
38b	My Department Chair/Director/Dean/Supervisor: Communicates effectively	78	-2	1	1	2
38c	My Department Chair/Director/Dean/Supervisor: Gives me regular feedback on my performance	75	-5*	1	0	9*
55	My Department Chair/Director/Dean/Supervisor effectively works with people who are different from him- or herself.	83	1	2	2	4*
58	My supervisor does a good job of building teamwork. (staff only)	70	-2	0	0	3

Working Relationships

College of Ag, Food and Environment Overall

		Total Favorable	College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm
Working Relationships		71	1	-1	1	-5*
12	People in my department treat each other with respect.	82	0	0	2	n/a
22	There is a strong feeling of trust between members of my department.	67	2	0	3	n/a
30	Differing opinions are openly discussed in reaching decisions in my department.	59	2	-3	-1	-9*
42	There is a great sense of collaboration and collegiality at UK.	67	-2	-1	0	n/a
46	In my department, our meetings/briefings are generally informative and useful.	72	3	1	2	n/a
54	My colleagues/the people I work with are willing to help each other, even if it means doing something outside their usual activities.	81	4*	0	0	-1

Performance Evaluation

College of Ag, Food and Environment Overall

		Total Favorable	College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm
Performance Evaluation		77	0	1	2	10*
7	At UK, I understand how my work performance is evaluated.	83	-1	3*	4*	15*
36	At UK, I think my work performance is evaluated fairly.	76	-1	1	2	5*
40	Where I work, my colleagues are accountable for following through on what they have promised.	71	2	0	0	n/a

Career Development

College of Ag, Food and Environment Overall

		Total Favorable	College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm
Career Development		62	1	3	2	4*
6	I believe I have the opportunity for personal development and growth at the University.	75	2	1	2	6*
20	In my opinion, the most competent people get promoted.	42	-2	-1	-1	-6*
35	I think the University is doing a good job of retaining its most talented faculty and staff.	45	-1	2	0	4*
48	At UK, there are sufficient opportunities for me to receive training to improve my skills in my current faculty/staff position.	79	3	5*	6*	13*
57	I have a reasonably good idea of my possible career paths at UK. (staff only)	72	2	6*	5*	3*

Stress, Balance, & Workload

College of Ag, Food and Environment Overall

CAFE chose **items #47 & #49** as work-life focus areas for improvement following the 2015 survey. Our 2017 survey results indicate a 3% improvement and 2% decrease respectively from our 2015 results, but were significantly higher than our UK and other university benchmarks in both areas.

		Total Favorable	College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm
Stress, Balance, & Workload		69	-2	4*	4*	8*
9	My work schedule allows sufficient flexibility to meet my personal/family needs.	85	-5*	0	1	6*
21	Work is usually appropriately distributed among faculty/staff in my department. ★	64	-2	2	2	6*
29	I find it very difficult to balance my work and my personal responsibilities. (N)	67	0	1	-1	n/a
47	Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work).	72	3	7*	5*	2
49	There is usually sufficient staffing in my department to handle the workload. ★	70	-2	15*	15*	20*
53	The amount of stress I experience at work significantly reduces my effectiveness. (N)	56	-3	1	2	n/a

Pay & Benefits

College of Ag, Food and Environment Overall

		Total Favorable	College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm
Pay & Benefits		61	3	0	-2	7*
10	From what I hear, our benefits are as good as or better than the benefits in similar institutions.	84	0	1	-1	18*
44	From what I hear, our pay is as good as or better than the pay in similar institutions.	39	6*	0	-3	-4*

Retention

College of Ag, Food and Environment Overall

		Total Favorable	College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm
Retention			n/a	n/a	n/a	n/a
56	At the present time, are you seriously considering leaving UK?	68	-1	1	0	8*

Key Drivers of Sustainable Engagement - University of Kentucky Overall

College of Ag, Food and Environment Overall

College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm	Total Favorable Score		
-1	3	3	5*	71	Empowerment	Sustainable Engagement
3	3	2	5*	74	Diversity & Inclusion	
-2	4*	4*	8*	69	Stress, Balance, & Workload	

Key Driver Items of Sustainable Engagement - University of Kentucky Overall

College of Ag, Food and Environment Overall

College of Ag, Food and Environment Overall 2015	Provost Overall 2017	University of Kentucky Overall 2017	Universities Norm	Total Favorable Score	
2	6*	6*	7*	84	Empowerment: The information I need to do my work is readily available.
-6*	3*	3	8*	70	Empowerment: I am satisfied with my involvement in decisions that affect my work.
-1	1	2	n/a	74	Diversity & Inclusion: I feel a sense of community at UK.
1	6*	4*	4*	71	Diversity & Inclusion: I feel that UK leadership supports equal opportunity for all faculty/staff.
-2	2	2	6*	64	Stress, Balance, & Workload: Work is usually appropriately distributed among faculty/staff in my department.
-2	15*	15*	20*	70	Stress, Balance, & Workload: There is usually sufficient staffing in my department to handle the workload.

Sustainable
Engagement

Faculty/Staff Scores

(Category / Question)	College of Ag, Food and Environment Overall (N=1,009)		Faculty 2017 (N=153)		Staff 2017 (N=856)	
	College of Ag, Food and Environment Overall Favorable	College of Ag, Food and Environment Overall Unfavorable	Faculty 2017 Favorable	Faculty 2017 Unfavorable	Staff 2017 Favorable	Staff 2017 Unfavorable
Sustainable Engagement	86	8	81	11	87	7
1. I am proud to be associated with UK.	93	3	89	5	94	2
11. I work beyond what is required to help the University succeed.	95	1	98	1	95	1
15. I believe strongly in the goals and mission of the University.	91	2	86	2	91	2
18. I have the equipment/resources I need to do my work effectively.	84	11	71	24	86	8
23. There are no substantial obstacles at the University to doing my work well.	73	17	57	30	76	15
26. My department is able to meet our work challenges effectively.	81	10	73	14	83	9
33. My colleagues usually get along well together.	81	10	82	9	81	11
41. My work gives me a sense of personal accomplishment.	91	5	94	3	90	5
50. I am able to sustain the level of energy I need throughout the work day.	82	10	75	14	83	10
University Culture	70	15	64	19	71	14
13. I think I could report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal.	68	20	70	19	67	20
39. We have an institutional culture that promotes collaboration.	75	13	69	21	76	11
43. UK is highly regarded by its faculty/staff.	67	12	54	16	69	11
Leadership	60	21	53	26	61	20
2. UK leadership decisions are consistent with the values.	73	11	63	16	75	11
14. There is sufficient contact between leadership and faculty/staff at UK.	57	25	50	33	58	24
24. I have confidence in the decisions made by UK leadership.	57	19	44	27	60	18
25. I think action will be taken based on the problems identified in the survey.	45	29	39	36	46	28
27. Faculty/Staff are treated with respect here regardless of their position.	69	20	70	18	69	21
Communication	62	24	56	28	63	23
3. UK does an excellent job of keeping faculty/staff informed about matters affecting us.	65	21	57	24	66	21
19. Sufficient effort is made to get the opinions and thinking of faculty/staff.	59	27	55	31	60	26
Diversity & Inclusion	74	10	71	12	75	9
8. UK leadership recognizes and respects the value of human differences.	84	7	81	9	84	7
28. I feel a sense of community at UK. *	74	13	71	17	74	12
37. UK effectively addresses campus incidents of intolerance and bigotry.	68	4	68	7	68	4
52. I feel that UK leadership supports equal opportunity for all faculty/staff. *	71	15	67	17	72	14
Operating Effectively	59	20	56	20	60	20
4. My department operates effectively.	79	14	82	14	78	13
32. Decisions at UK are made at the appropriate level.	51	19	46	21	52	19
45. In my opinion, decisions at UK are made in a timely manner.	47	27	41	26	48	27
Empowerment	71	15	67	17	72	15
5. The information I need to do my work is readily available. *	84	10	82	10	84	10
16. UK has established a climate where people can challenge our traditional ways of doing things.	63	18	46	34	66	16
17. I am satisfied with my involvement in decisions that affect my work. *	70	19	63	22	71	18
31. I am satisfied with the procedures available for resolving faculty/staff complaints.	50	22	50	19	50	23

34. Colleagues in my department are encouraged to come up with innovative solutions to work-related problems.	68	16	68	16	68	16
51. I have a very clear idea of the responsibilities for my faculty/staff position.	91	5	93	5	91	5
Supervision	81	12	81	12	82	12
38a. My Department Chair/Director/Dean/Supervisor: Treats me with respect	90	6	92	5	90	6
38b. My Department Chair/Director/Dean/Supervisor: Communicates effectively	78	16	78	16	78	16
38c. My Department Chair/Director/Dean/Supervisor: Gives me regular feedback on my performance	75	17	75	17	75	17
55. My Department Chair/Director/Dean/Supervisor effectively works with people who are different from him- or herself.	83	10	82	11	83	10
58. My supervisor does a good job of building teamwork. (staff only)	70	17	n/a	n/a	70	17
Working Relationships	71	16	73	16	71	16
12. People in my department treat each other with respect.	82	11	85	8	81	11
22. There is a strong feeling of trust between members of my department	67	20	70	21	67	20
30. Differing opinions are openly discussed in reaching decisions in my department.	59	23	67	20	57	24
42. There is a great sense of collaboration and collegiality at UK.	67	12	62	18	68	11
46. In my department, our meetings/briefings are generally informative and useful.	72	15	78	15	71	15
54. My colleagues/the people I work with are willing to help each other, even if it means doing something outside their usual activities.	81	12	78	12	81	12
Performance Evaluation	77	14	75	14	77	13
7. At UK, I understand how my work performance is evaluated.	83	10	82	11	84	10
36. At UK, I think my work performance is evaluated fairly.	76	15	72	17	77	15
40. Where I work, my colleagues are accountable for following through on what they have promised.	71	15	70	16	71	15
Career Development	60	24	62	21	60	24
6. I believe I have the opportunity for personal development and growth at the University.	75	16	77	14	75	17
20. In my opinion, the most competent people get promoted.	42	36	52	28	40	37
35. I think the University is doing a good job of retaining its most talented faculty and staff.	45	30	44	31	45	30
48. At UK, there are sufficient opportunities for me to receive training to improve my skills in my current faculty/staff position.	79	12	74	12	79	12
57. I have a reasonably good idea of my possible career paths at UK. (staff only)	72	17	n/a	n/a	72	17
Stress, Balance, & Workload	69	22	60	29	71	20
9. My work schedule allows sufficient flexibility to meet my personal/family needs.	85	12	84	13	85	12
21. Work is usually appropriately distributed among faculty/staff in my department. *	64	22	59	26	65	22
29. I find it very difficult to balance my work and my personal responsibilities. (N)	67	26	60	31	68	25
47. Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work).	72	21	41	44	78	17
49. There is usually sufficient staffing in my department to handle the workload. *	70	21	57	36	73	19
53. The amount of stress I experience at work significantly reduces my effectiveness. (N)	56	27	55	24	56	28
Pay & Benefits	61	21	51	30	63	20
10. From what I hear, our benefits are as good as or better than the benefits in similar institutions.	84	6	74	12	86	5
44. From what I hear, our pay is as good as or better than the pay in similar institutions.	39	36	28	48	40	34
Retention	n/a	n/a	n/a	n/a	n/a	n/a
56. At the present time, are you seriously considering leaving UK?	68	16	67	18	69	15

Group Sizes

College of Ag, Food and Environment Overall (1,009)

Benchmarks

College of Ag, Food and Environment Overall 2015.....	694	Universities Norm.....	36,354
Provost Overall 2017.....	3,488	US Norm.....	160,032
University of Kentucky Overall 2017.....	5,269		

Lookdown: Level 1

College of Ag, Food and Environment direct reports 2017.....	20	Plant and Soil Sciences 2017.....	52
Research Overall 2017.....	52	Animal and Food Sciences 2017.....	47
Center for Student Success 2017.....	10	Entomology 2017.....	24
Cooperative Extension Overall 2017.....	371	Forestry 2017.....	23
Ag Business Center 2017.....	13	Horticulture 2017.....	33
Agricultural Communications Overall 2017.....	31	Plant Pathology 2017.....	17
4-H Central Operations Overall 2017.....	16	Community & Leadership Development 2017.....	10
School of Human Environmental Sciences Overall 2017.....	124	Veterinary Science 2017.....	30
Agr Economics 2017.....	33	Regulatory Services 2017.....	31
Biosystems & Agr Engineering 2017.....	18	Veterinary Diagnostic Laboratory 2017.....	32

College of Ag, Food and Environment Overall 2015

College of Ag, Food and Environment direct reports 2015.....	10	Animal and Food Sciences 2015.....	35
Cooperative Extension Overall 2015.....	241	Entomology 2015.....	17
Agricultural Communications Overall 2015.....	18	Forestry 2015.....	16
4-H Central Operations Overall 2015.....	17	Horticulture 2015.....	22
School of Human Environmental Sciences Overall 2015.....	80	Plant Pathology 2015.....	14
Agr Economics 2015.....	20	Veterinary Science 2015.....	20
Biosystems & Agr Engineering 2015.....	22	Regulatory Services 2015.....	24
Plant and Soil Sciences 2015.....	39	Veterinary Diagnostic Laboratory 2015.....	18