

CAFE 2020 – 2021 UK@Work Action Plan

Concern We Are Trying to Address or Success We Want to Continue	Action We Are Taking	Action Timeframe	Person(s) Responsible	Measures of Progress / Success	Resources Needed	Notes / Updates
<p>We want to create more opportunities for faculty and staff to share their opinions/thinking on college and unit issues, and continue the success we have seen towards involving employees in decisions that affect their work.</p>	<p>The college has provided unit-level reports of survey results to each academic and non-academic unit with ten or more responses. We are asking each unit to review the results and choose areas of focus for the coming year based on their unique results. Unit leadership will then communicate with faculty and staff about the focus area chosen, and work within the appropriate unit culture to include everyone in consideration of actions to address the issue, or build on prior success.</p> <p>Additionally, the college will conduct a mid-point survey (Fall 2020) with input from chairs and directors to collect feedback on progress from all faculty and staff in Fall 2020.</p>	<p>Spring 2020 and ongoing</p>	<p>CAFE Faculty Resources, Planning and Assessment in collaboration with CAFE department chairs and unit directors</p>	<p>UK@Work survey items: #13 UK does an excellent job of keeping faculty/staff informed about matters affecting us.</p> <p>#27 There is sufficient contact between college /unit/area leadership and faculty/staff at UK.</p> <p>College mid-point (Fall 2020) survey results</p>	<p>Qualtrix. Statistical Analysis, staff from Dean's Office for Faculty Resources, Planning and Assessment</p>	
<p>We want to address issues concerning stress at work.</p>	<p>College HR team is investigating causes of stress during the workday, with a specific focus on unique stressors experienced by specific employee groups, and then producing content/communication to share helpful information and opportunities for stress reduction methods/activities.</p>	<p>Spring 2020 and ongoing</p>	<p>CAFE Business Center staff</p>	<p>UK@Work item: #9 The amount of stress I experience at work significantly reduces my effectiveness.</p> <p>College mid-point survey (Fall 2020) item on stress at work.</p>		
<p>We want to ensure that faculty and staff are empowered to report instances of dishonest or unethical behavior without fear of reprisal.</p>	<p>We have and are increasing communication with college faculty and staff to share methods for reporting concerns, and engaging department chairs and directors in the process.</p>	<p>Winter 2020 and ongoing</p>	<p>CAFE Faculty Resources, Planning and Assessment in collaboration with CAFE Business Center, chairs, and unit directors</p>	<p>UK@Work item #9 I think I could report instances of dishonest or unethical behavior to the appropriate level of authority without fear of reprisal.</p> <p>College mid-point (Fall 2020) survey item on reporting of concerns.</p>		