

| 2015 UK@WORK SURVEY RESULTS, CAFE                      |   | Provost Overall (n=2,795) | CAFE Overall (n=694) | Faculty (n=103) | Staff (n=591) |
|--|---|---------------------------|----------------------|-----------------|---------------|
| Category   | Item Text   |                           |                      |                 |               |
| Career Dev.  | At UK, there are sufficient opportunities for me to receive training to improve my skills in my current faculty/staff position. | 72                        | 76                   | 66              | 77            |
| Career Dev.  | I believe I have the opportunity for personal development and growth at the University.   | 74                        | 73                   | 77              | 73            |
| Career Dev.  | I have a reasonably good idea of my possible career paths at UK.  | 67                        | 70                   | N/A             | 70            |
| Career Dev.  | I think the University is doing a good job of retaining its most talented faculty and staff.                                    | 41                        | 46                   | 35              | 48            |
| Career Dev.  | In my opinion, the most competent people get promoted.  | 41                        | 44                   | 55              | 42            |
| <b>Averages for Career Development category</b>        |   | <b>59</b>                 | <b>62</b>            | <b>58</b>       | <b>62</b>     |
| Communication  | UK does an excellent job of keeping faculty/staff informed about matters affecting us.  | 68                        | 74                   | 55              | 77            |
| Communication  | Sufficient effort is made to get the opinions and thinking of faculty/staff.  | 55                        | 64                   | 47              | 66            |
| <b>Averages for Communication category</b>             |   | <b>62</b>                 | <b>69</b>            | <b>51</b>       | <b>72</b>     |
| Diversity & Inclusion                                  | UK leadership recognizes and respects the value of human differences.   | 73                        | 79                   | 73              | 80            |
| Diversity & Inclusion                                  | I feel a sense of community at UK.  | 70                        | 74                   | 67              | 76            |
| Diversity & Inclusion                                  | I feel that UK leadership supports equal opportunity for all faculty/staff.   | 63                        | 71                   | 66              | 71            |
| Diversity & Inclusion                                  | UK effectively addresses campus incidents of intolerance and bigotry.   | 62                        | 62                   | 57              | 63            |
| <b>Averages for Diversity &amp; Inclusion category</b> |   | <b>67</b>                 | <b>72</b>            | <b>66</b>       | <b>73</b>     |
| Empowerment  | I have a very clear idea of the responsibilities for my faculty/staff position/job.   | 89                        | 92                   | 90              | 92            |
| Empowerment  | The information I need to do my work is readily available.  | 77                        | 81                   | 70              | 83            |
| Empowerment  | I am satisfied with my involvement in decisions that affect my work.  | 68                        | 76                   | 66              | 77            |
| Empowerment  | Colleagues in my department are encouraged to come up with innovative solutions to work-related problems.                       | 71                        | 71                   | 67              | 72            |
| Empowerment  | UK has established a climate where people can challenge our traditional ways of doing things.                                   | 49                        | 60                   | 37              | 64            |
| Empowerment  | I am satisfied with the procedures available for resolving faculty/staff complaints.  | 45                        | 51                   | 47              | 52            |
| <b>Averages for Empowerment category</b>               |   | <b>67</b>                 | <b>72</b>            | <b>63</b>       | <b>73</b>     |
| Engagement   | I am proud to be associated with UK.  | 92                        | 94                   | 88              | 95            |
| Engagement   | I work beyond what is required to help the University succeed.  | 94                        | 94                   | 93              | 94            |
| Engagement   | My work gives me a sense of personal accomplishment.  | 88                        | 91                   | 93              | 90            |
| Engagement   | I believe strongly in the goals and mission of the University.  | 87                        | 88                   | 86              | 88            |
| Engagement   | I am able to sustain the level of energy I need throughout the work day.  | 79                        | 84                   | 75              | 86            |
| Engagement   | I have the equipment/resources I need to do my work effectively.  | 74                        | 83                   | 64              | 86            |
| Engagement   | My colleagues usually get along well together.  | 83                        | 80                   | 76              | 81            |
| Engagement   | My department is able to meet our work challenges effectively.  | 73                        | 79                   | 67              | 81            |
| Engagement   | There are no substantial obstacles at the University to doing my work well.   | 65                        | 74                   | 56              | 77            |
| <b>Averages for Engagement category</b>                |   | <b>82</b>                 | <b>85</b>            | <b>78</b>       | <b>86</b>     |
| Leadership   | UK leadership decisions are consistent with the values.   | 70                        | 77                   | 66              | 79            |

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|---|--|-----------|-----------|-----------|-----------|
| Leadership                              | Faculty/Staff are treated with respect here regardless of their position.    | 62        | 70        | 64        | 71        |
| Leadership                              | I have confidence in the decisions made by UK leadership.                    | 58        | 67        | 52        | 70        |
| Leadership                              | There is sufficient contact between leadership and faculty/staff at UK.      | 53        | 60        | 46        | 63        |
| Leadership                              | I think action will be taken based on the problems identified in the survey. | 39        | 43        | 31        | 45        |
| <b>Averages for Leadership category</b> |  | <b>56</b> | <b>63</b> | <b>52</b> | <b>66</b> |

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|--|---|-----------|-----------|-----------|-----------|
| Operating Effectively                              | My department operates effectively.                         | 75        | 79        | 76        | 79        |
| Operating Effectively                              | Decisions at UK are made at the appropriate level.          | 53        | 59        | 44        | 61        |
| Operating Effectively                              | In my opinion, decisions at UK are made in a timely manner. | 43        | 51        | 34        | 53        |
| <b>Averages for Operating Effectively category</b> |   | <b>57</b> | <b>63</b> | <b>51</b> | <b>64</b> |

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|---|--|-----------|-----------|-----------|-----------|
| Pay & Benefits                                | From what I hear, our benefits are as good as or better than the benefits in similar institutions. | 82        | 84        | 69        | 87        |
| Pay & Benefits                                | From what I hear, our pay is as good as or better than the pay in similar institutions.            | 33        | 32        | 21        | 34        |
| <b>Averages for Pay and Benefits category</b> |  | <b>58</b> | <b>58</b> | <b>45</b> | <b>61</b> |

|   |   |           |           |           |           |
|---|---|-----------|-----------|-----------|-----------|
| Perf. Eval  | At UK, I understand how my work performance is evaluated.                                     | 80        | 85        | 80        | 86        |
| Perf. Eval  | At UK, I think my work performance is evaluated fairly.                                       | 71        | 77        | 69        | 79        |
| Perf. Eval  | Where I work, my colleagues are accountable for following through on what they have promised. | 69        | 69        | 66        | 70        |
| <b>Averages for Performance Evaluation category</b> |   | <b>73</b> | <b>77</b> | <b>72</b> | <b>78</b> |

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|--|--|-----------|-----------|-----------|-----------|
| Retention                              | At the present time, are you seriously considering leaving UK? | 66        | 70        | 58        | 72        |
| <b>Averages for Retention category</b> |  | <b>66</b> | <b>70</b> | <b>58</b> | <b>72</b> |

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|--|---|-----------|-----------|-----------|-----------|
| Stress, Bal, Wkld                                      | My work schedule allows sufficient flexibility to meet my personal/family needs.  | 88        | 90        | 88        | 90        |
| Stress, Bal, Wkld                                      | There is usually sufficient staffing in my department to handle the workload.   | 55        | 72        | 46        | 77        |
| Stress, Bal, Wkld                                      | Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work). | 60        | 69        | 39        | 75        |
| Stress, Bal, Wkld                                      | I find it very difficult to balance my work and my personal responsibilities. (N)   | 66        | 67        | 52        | 69        |
| Stress, Bal, Wkld                                      | Work is usually appropriately distributed among faculty/staff in my department.   | 61        | 66        | 51        | 68        |
| Stress, Bal, Wkld                                      | The amount of stress I experience at work significantly reduces my effectiveness. (N)                                     | 56        | 60        | 52        | 61        |
| <b>Averages for Stress, Balance, Workload category</b> |   | <b>64</b> | <b>71</b> | <b>55</b> | <b>73</b> |

|             |  |    |    |     |    |
|-------------|--|----|----|-----|----|
| Supervision | My Department Chair/Director/Dean/Supervisor: Treats me with respect.  | 88 | 91 | 90  | 92 |
| Supervision | My Department Chair/Director/Dean/Supervisor effectively works with people who are different from him- or herself. | 79 | 82 | 80  | 83 |
| Supervision | My Department Chair/Director/Dean/Supervisor: Communicates effectively.  | 77 | 80 | 80  | 81 |
| Supervision | My Department Chair/Director/Dean/Supervisor: Gives me regular feedback on my performance.                         | 75 | 80 | 77  | 81 |
| Supervision | My supervisor does a good job of building teamwork.  | 71 | 72 | N/A | 72 |

**Averages for Supervision category**

|   |  |           |           |           |           |
|---|--|-----------|-----------|-----------|-----------|
| Univ. Culture                                   | We have an institutional culture that promotes collaboration.  | 66        | 72        | 64        | 73        |
| Univ. Culture                                   | UK is highly regarded by its faculty/staff.  | 60        | 70        | 54        | 73        |
| Univ. Culture                                   | I think I could report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal. | 66        | 67        | 64        | 67        |
| <b>Averages for University Culture category</b> |  | <b>64</b> | <b>70</b> | <b>61</b> | <b>71</b> |

|  |   |           |           |           |           |
|--|---|-----------|-----------|-----------|-----------|
| Work Relationship                              | People in my department treat each other with respect.  | 81        | 81        | 81        | 81        |
| Work Relationship                              | My colleagues/The people I work with are willing to help each other, even if it means doing something outside their usual activities. | 77        | 77        | 66        | 79        |
| Work Relationship                              | There is a great sense of collaboration and collegiality at UK.   | 65        | 69        | 63        | 70        |
| Work Relationship                              | In my department, our meetings/briefings are generally informative and useful.  | 69        | 69        | 70        | 68        |
| Work Relationship                              | There is a strong feeling of trust between members of my department.  | 64        | 66        | 66        | 66        |
| Work Relationship                              | Differing opinions are openly discussed in reaching decisions in my department.   | 59        | 57        | 63        | 56        |
| <b>Averages for Work Relationship category</b> |   | <b>69</b> | <b>70</b> | <b>69</b> | <b>70</b> |