

UK@WORK ACTION PLAN FALL 2022

Concern We Are Trying to Address or Success We Want to Leverage	Action We Are Taking	Action Timeframe	Person(s) Responsible	Measures of Progress / Success
<p>Transparency and communication with all units concerning 2021 UK@Work survey results, including how they compare with other units in the college and across campus.</p>	<p>Creation of unit-level reports for all units with at least ten survey respondents. Reports shared with units to facilitate internal discussion and planning.</p>	<p>Spring 2022 and Spring 2024</p>	<p>CAFE Office of Faculty Resources Planning and Assessment</p>	<p>Unit-level reports distributed.</p>
<p>Although the UK@Work survey provides comprehensive information concerning employee engagement and job satisfaction across units and employee categories, contextual information is needed to understand the nature of specific concerns and what the college or units can do to address the concerns.</p>	<p>Formation of faculty and staff focus groups and hosting of listening sessions with those groups. Listening sessions will investigate areas of both the UK@Work survey and the CAFE Faculty and Staff Feedback Survey where responses indicate concerns. Focus groups will include elected faculty and staff council representatives from units.</p>	<p>Spring 2022 and Spring 2024</p>	<p>CAFE Office of Faculty Resources Planning and Assessment with support from CAFE Business Office</p>	<p>Focus groups formed, listening sessions completed, and feedback compiled for college leadership consideration when determining processes/plans related to college goals and when assessing future survey results.</p>
<p>Action at departmental and unit levels is needed to impact employee engagement going forward.</p>	<p>The college will facilitate action planning at departmental and unit levels by meeting with unit leadership to investigate options for action based on best practices learned from other units and from the UK Action Plan library.</p>	<p>Fall 2022 – Spring 2023</p>	<p>CAFE Office of Faculty Resources Planning and Assessment</p>	<p>Completion of discussions with each academic and non-academic unit (based on units bucketed for UK@Work survey with at least 10 responses)</p>