



Martin-Gatton College of Agriculture, Food
and Environment

2023 UK@Work Survey Results



Categories vs. Benchmarks

M-G College of Ag, Food & Environment Overall
(1,014)





Categories vs. Benchmarks

M-G College of Ag, Food & Environment Overall (1,014)

	Total Favorable Score	% point improvement or decline				% point difference	
		College of Ag, Food & Environment Overall 2021 (1,142)	College of Ag, Food & Environment Overall 2019 (878)	College of Ag, Food & Environment Overall 2017 (1,009)	College of Ag, Food & Environment Overall 2015 (694)	Provost Overall 2023 (3,759)	University of Kentucky 2023 (6,179)
Sustainable Engagement	84	1	-2	-2	-1	2	2
University Culture	71	0	0	3	2	-3	-4*
Leadership	67	2	2	7*	4	1	0
Communication	63	-1	2	1	-6*	0	-1
Belonging & Inclusion	77	4*	1	1	4	1	1
Operating Effectively	64	-2	3	5*	1	3	3
Empowerment	72	2	0	1	0	3*	3*
Supervision	81	3	1	3	0	0	0
Performance Evaluation	82	0	3	5*	5*	1	2
Working Relationships	77	2	2	5*	7*	-2	-1
Career Development	68	-1	-2	1	2	2	3
Stress, Balance, & Workload	66	-1	-3	-3	-5*	3	2
Pay & Benefits	60	4	1	-2	1	0	-1
Well-Being	59	0	n/a	n/a	n/a	0	0
Retention	66	3	-6*	-2	-3	1	1



Top/Bottom Questions

M-G College of Ag, Food & Environment Overall
(1,014)

	Total Favorable
Top 5 Questions	
Supervision: My Department Chair/Director/Supervisor: Treats me with respect	90
Sustainable Engagement: My work gives me a sense of personal accomplishment.	90
Working Relationships: People in my department treat each other with respect.	87
Performance Evaluation: I understand how my work performance is evaluated.	87
Sustainable Engagement: I believe strongly in the goals and mission of the University.	86
Bottom 5 Questions	
Well-Being: I often worry about my current financial state. (N)	34
Pay & Benefits: From what I hear, our pay is as good as or better than the pay in similar institutions.	40
Stress, Balance, & Workload: The amount of stress I experience at work significantly reduces my effectiveness. (N)	44
Career Development: I think the University is doing a good job of retaining its most talented employees.	45
Leadership: I think action will be taken based on the problems identified in the survey.	47



Top/Bottom Questions

M-G College of Ag, Food & Environment Overall
(1,014)

M-G CAFE Overall
Sep 2021
(1,142)

	Total Favorable	
Most Improved Questions		
Belonging & Inclusion: I feel a sense of community at UK. ★	74	7*
Supervision: My supervisor does a good job of building teamwork.	75	7*
Empowerment: I am satisfied with my involvement in decisions that affect my work. ★	72	6*
Pay & Benefits: From what I hear, our pay is as good as or better than the pay in similar institutions.	40	6*
Belonging & Inclusion: UK effectively addresses campus incidents of intolerance and bigotry.	65	5*
Least Improved Questions		
Operating Effectively: In my opinion, decisions at UK are made in a timely manner.	52	-6*
Well-Being: I often worry about my current financial state. (N)	34	-5*
University Culture: UK is student-oriented.	73	-4*
Stress, Balance, & Workload: There is usually sufficient staffing in my department to handle the workload.	63	-3
Career Development: At UK, there are sufficient opportunities for me to receive training to improve my skills in my current position.	78	-3



Category Breakdown by Lookdown

Scores are Total Favorable

	M-G CAFE Overall (1,014)	M-G CAFE Non-Ext. Overall (534)	Cooperative Extension Overall (480)
Sustainable Engagement	84	82	87
University Culture	71	71	72
Leadership	67	64	70
Communication	63	62	64
Belonging & Inclusion	77	76	79
Operating Effectively	64	61	67
Empowerment	72	70	75
Supervision	81	79	83
Performance Evaluation	82	83	81
Working Relationships	77	76	79
Career Development	68	64	73
Stress, Balance, & Workload	66	63	69
Pay & Benefits	60	57	63
Well-Being	59	57	60
Retention	66	63	71



Category Breakdown by Employee Group

Scores are Total Favorable

	M-G CAFE Overall (1,014)	M-G CAFE Overall: Faculty (133)	M-G CAFE Overall: Staff (881)
Sustainable Engagement	84	79	85
University Culture	71	70	72
Leadership	67	59	68
Communication	63	52*	65
Belonging & Inclusion	77	72	78
Operating Effectively	64	55	65
Empowerment	72	66	73
Supervision	81	80	81
Performance Evaluation	82	82	82
Working Relationships	77	80	77
Career Development	68	68	68
Stress, Balance, & Workload	66	55*	68
Pay & Benefits	60	54	60
Well-Being	59	56	59
Retention	66	58	68