

Great Colleges to Work For[®]

2020 Survey
Overall Results Summary



Key Facts about the 2020 Survey

March 11
-
April 10

60
survey items

Recognition in
8
categories

272
responses

23% response rate
(full-time faculty and staff)

100+
institutional questionnaire
items



Survey Categories with 2020 UK Overall and Benchmark Results

	UK Response		2020 Honor Roll > 10,000	2020 Carnegie Research	2020 Enrollment > 10,000	2020 Region Southeast	2020 Control Public
	Favorable % (n=272)	Unfavorable %					
Categories							
Job Satisfaction/Support	84	5	84	78	78	79	76
Teaching Environment	80	6	81	73	73	74	69
Professional Development	77	8	79	74	73	75	72
Compensation, Benefits & Work/Life Balance	80	8	82	74	75	73	71
Facilities	82	7	85	77	78	76	74
Policies, Resources & Efficiency	73	11	76	66	66	66	61
Shared Governance	76	6	76	68	67	68	64
Pride	85	5	87	81	80	83	77
Supervisors/Department Chairs	78	9	83	78	78	79	76
Senior Leadership	78	7	79	68	68	70	62
Faculty, Administration & Staff Relations	77	5	79	69	68	68	62
Communication	66	12	72	64	64	65	61
Collaboration	74	8	77	69	68	70	64
Fairness	67	13	73	65	65	67	62
Respect & Appreciation	71	11	76	69	68	69	64
Overall Survey Average	76	8	79	71	71	72	67



Survey Categories with 2020 UK Overall and Historical Trends

Categories	UK Favorable % Response	UK Unfavorable % Response	2019*	2018*	2017	2016		
	n=272		n=492	n=179	n=212	n=85		
Job Satisfaction/Support	84	5	82	79	79	78		
Teaching Environment	80	6	74	72	69	67		
Professional Development	77	8	78	71	73	70		
Compensation, Benefits & Work/Life Balance	80	8	77	79	77	75		
Facilities	82	7	78	78	77	67		
Policies, Resources & Efficiency	73	11	69	67	64	62		
Shared Governance	76	6	67	64	62	63		
Pride	85	5	80	79	77	77		
Supervisors/Department Chairs	78	9	75	75	75	75		
Senior Leadership	78	7	66	67	62	63		
Faculty, Administration & Staff Relations	77	5	67	68	58	58		
Communication	66	12	61	60	58	63		
Collaboration	74	8	66	63	65	62		
Fairness	67	13	64	62	62	63		
Respect & Appreciation	71	11	69	67	65	60		
Overall Survey Average			76	8	71	70	68	67



UK's 2020 Top 10 Items

Item # and Item Text	% Favorable	% Neutral	% Unfavorable
5. I understand how my job contributes to this institution's mission.	96	2	1
49. This institution actively contributes to the community.	93	6	1
34. This institution's benefits meet my needs.	91	7	2
29. The institution takes reasonable steps to provide a safe and secure environment for the campus.	91	6	3
24. I have a good relationship with my supervisor/department chair.	88	8	4
60. All things considered, this is a great place to work.	87	9	4
2. I am given the responsibility and freedom to do my job.	87	8	5
36. I am proud to be part of this institution.	86	11	3
45. At this institution, people are supportive of their colleagues regardless of their heritage or background.	85	12	3
1. My job makes good use of my skills and abilities.	85	11	6



UK's 2020 Bottom 10 Items

Item # and Item Text	% Favorable	% Neutral	% Unfavorable
18. Issues of low performance are addressed in my department.	52	26	22
28. My department has adequate faculty/staff to achieve our goals.	58	20	22
17. Our review process accurately measures my job performance.	63	17	19
35. Our recognition and awards programs are meaningful to me.	53	29	18
16. Promotions in my department are based on a person's ability.	57	25	18
22. Changes that affect me are discussed prior to being implemented.	54	29	17
11. I am paid fairly for my work.	64	20	16
9. I am regularly recognized for my contributions.	66	18	15
30. Our orientation program prepares new faculty, administration and staff to be effective.	63	23	14
20. My supervisor/department chair actively solicits my suggestions and ideas.	75	12	13



What would make this institution a better place to work?

- Better communication across the board--faculty to faculty, chair to faculty, faculty to staff, administration to faculty. Also follow through on commitments and things that are said... Or, when there are issues with the facilities and there's a complaint, there is not follow up to fix it. Someone says, "I'll look into it" and then nothing happens.
- Improved facilities across the board. My office is in an older building with inefficient/ineffective HVAC and aging plumbing and windows. Older buildings on-campus need investment of resources to bring up to speed with newer buildings on-campus.
- More opportunities for advancement.
- Having incentive compensation. Currently, provided you do your job satisfactorily, you will get the same merit pay increase as the person who is performing at a higher standard. There is no real incentive to go beyond what your job requires you to do. I think at times this causes really good talent to move on.



What do you appreciate most about working at this institution?

- The employee education assistance allowed me to complete my bachelors degree. This was a life long goal, attained.
- The faculty and senior staff in our department are unprecedented. They are leaders and role models in every sense. I feel appreciated and listened to by senior staff. I love my position within an organization that is on the front lines of change. It makes me very hopeful for our future.
- I love being a part of an institution that serves students and works toward making our Commonwealth a better place to live and work.
- Strong sense of community. The University is perceived as a leading education, research and healthcare institution focused on the needs of Kentuckians. There seems to be significant support for work-life balance.
- I believe strongly in the mission of UK, to promote teaching, research and service for the betterment of our community, state and country/world. I'm proud to contribute to that.

