



UK@Work Engagement Survey

2019 Results Overview

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Human Resources



SEPTEMBER
9th – 27th

59%

Response rate
62% in 2017
48% in 2015

Overall scores have improved since 2017 and 2015 with most categories showing significant improvements.

63

Survey Items

Respondents

1,446 Faculty (50%)
4,324 Staff (64%)

Faculty and **staff** scores have also improved or remained on par since 2017, except for the category of Stress, Balance, and Workload.



2019 scores compared to each benchmark
Shown as percentage point difference

Category	2019 Total % Favorable Score (n=5,770)	vs.			
		vs. UK Overall 2017 (n=5,269)	vs. UK Overall 2015 (n=3,960)	Universities Norm** 2019 (n=36,848)	vs. US Norm** 2019 (n=148,326)
Sustainable Engagement	82	1	2*	4*	0
University Culture	74	3*	7*	n/a	-1*
Leadership	66	6*	8*	7*	-5*
Communication	64	2	1	1	-5*
Diversity and Inclusion	76	2*	6*	0	-2*
Operating Effectively	61	5*	3*	n/a	-5*
Empowerment	70	2*	4*	3*	-5*
Supervision	80	2*	3*	5*	-1
Working Relationships	76	4*	7*	0	-5*
Performance Evaluation	77	2*	5*	7*	1*
Career Development	68	4*	5*	9*	1*
Stress, Balance, and Workload	64	0	1	2*	-3*
Pay and Benefits	63	0	4*	12*	4*



Differences Above Universities Norms (Category: Item)	2019 Total % Favorable Score	vs. Universities Norm 2019 (n=36,848)
Pay and Benefits: From what I hear, our benefits are as good as or better than the benefits in similar institutions.	81	19*
Leadership: There is sufficient contact between college/unit/area leadership and faculty/staff at UK.	66	19*
Career Development: I think the University is doing a good job of retaining its most talented faculty and staff.	53	17*
Leadership: I have confidence in the decisions made by my college/unit/area leadership.	74	15*
Performance Evaluation: At UK, I understand how my work performance is evaluated.	82	11*
Differences Below Universities Norms (Category: Item)		
Leadership: I think action will be taken based on the problems identified in the survey.	47	-9*
Stress, Balance, and Workload: Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work).	69	-5*
Working Relationships: Differing opinions are openly discussed in reaching decisions in my department.	68	-3*
Diversity and Inclusion: My college/unit/area leadership recognizes and respects the value of human differences.	80	-3*
Communication: Sufficient effort is made to get the opinions and thinking of faculty/staff.	59	-1



		Percentage point improvement or decline vs. UK Overall 2017 (n=5,269)
Most Improved Items (Category: Item)	2019 Total % Favorable Score	
Leadership: I have confidence in the decisions made by my college/unit/area leadership.	74	13*
Leadership: There is sufficient contact between college/unit/area leadership and faculty/staff at UK.	66	10*
Diversity and Inclusion: I feel that my college/unit/area leadership supports equal opportunity for all faculty/staff.	75	9*
University Culture: UK is highly regarded by its faculty/staff.	73	9*
Working Relationships: Differing opinions are openly discussed in reaching decisions in my department.	68	8*
Least Improved Items (Category: Item)		
Stress, Balance, and Workload: The amount of stress I experience at work significantly reduces my effectiveness. (N)	48	-6*
Empowerment: UK has established a climate where people can challenge our traditional ways of doing things.	54	-5*
Pay and Benefits: From what I hear, our benefits are as good as or better than the benefits in similar institutions.	81	-3*
Sustainable Engagement: I am proud to be associated with UK.	89	-3*
Stress, Balance, and Workload: My work schedule allows sufficient flexibility to meet my personal/family needs.	82	-2*



Category	University of Kentucky Overall 2019 (n=5,770)	Faculty 2019 (n=1,446)	Faculty 2017 (n=1,176)	Staff 2019 (n=4,324)	Staff 2017 (n=4,093)
Sustainable Engagement	82	78*	78	83	82
University Culture	74	71*	67*	75	72*
Leadership	66	63	53*	67	62*
Communication	64	58*	55	65	64
Diversity and Inclusion	76	73*	69*	77	75
Operating Effectively	61	56*	52*	63	58*
Empowerment	70	66*	64	72	69*
Supervision	82	81	78*	82	80*
Working Relationships	76	77	72*	76	72*
Performance Evaluation	77	76	73*	78	76*
Career Development	67	65	62	68	64*
Stress, Balance, and Workload	64	58*	59	66*	66
Pay and Benefits	63	55*	52	65*	65



Most Improved Items (Category: Item)	2019 Total % Favorable Score	Percentage point improvement / decline vs. Faculty 2017 (n=1,176)
Leadership: I have confidence in the decisions made by my college/unit/area leadership.	71	19*
Leadership: There is sufficient contact between college/unit/area leadership and faculty at UK.	65	16*
Diversity and Inclusion: I feel that my college/unit/area leadership supports equal opportunity for all faculty.	75	13*
University Culture: UK is highly regarded by its faculty.	69	12*
Pay and Benefits: From what I hear, our pay is as good as or better than the pay in similar institutions.	38	8*
Least Improved Items (Category: Item)		
Stress, Balance, and Workload: The amount of stress I experience at work significantly reduces my effectiveness. (N)	46	-9*
Stress, Balance, and Workload: My work schedule allows sufficient flexibility to meet my personal/family needs.	79	-7*
Sustainable Engagement: I am able to sustain the level of energy I need throughout the work day.	73	-4*
Sustainable Engagement: I am proud to be associated with UK.	85	-3*
University Culture: We have an institutional culture that promotes collaboration.	67	-3



Most Improved Items (Category: Item)	2019 Total % Favorable Score	Percentage point improvement / decline vs. Staff 2017 (n=4,093)
Leadership: I have confidence in the decisions made by my college/unit/area leadership.	75	12*
Working Relationships: Differing opinions are openly discussed in reaching decisions in my department.	66	8*
Career Development: I think the University is doing a good job of retaining its most talented faculty and staff.	55	8*
Empowerment: I am satisfied with the procedures available for resolving staff complaints.	56	8*
University Culture: UK is highly regarded by its staff.	74	8*
Least Improved Items (Category: Item)		
Stress, Balance, and Workload: The amount of stress I experience at work significantly reduces my effectiveness. (N)	48	-5*
Empowerment: UK has established a climate where people can challenge our traditional ways of doing things.	57	-5*
Pay and Benefits: From what I hear, our benefits are as good as or better than the benefits in similar institutions.	84	-3*
Sustainable Engagement: My work gives me a sense of personal accomplishment.	84	-2*
Sustainable Engagement: I am proud to be associated with UK.	90	-2*



Scores are Total % Favorable

Category	University of Kentucky Overall 2019 (n=5,770)	Executive/ Admin/ Managerial 2019 (n=299)	Faculty 2019 (n=1,445)	Office and Clerical 2019 (n=806)	Professional 2019 (n=2,104)	Service and Maintenance 2019 (n=236)	Skilled Crafts 2019 (n=35)	Technical and Para-professional 2019 (n=538)
Sustainable Engagement	82	92*	78*	85*	85*	73*	77	84
University Culture	74	88*	71*	75	77*	67*	54*	73
Leadership	66	84*	63	65	69*	59*	52	66
Communication	64	81*	58*	65	67*	60	59	66
Diversity and Inclusion	76	89*	73*	77	79*	71	69	76
Operating Effectively	61	78*	57*	64	63	55	50	65
Empowerment	70	86*	66*	71	72	69	66	73
Supervision	82	88*	81	82	83	81	76	83
Working Relationships	76	90*	77	75	79*	66*	66	75
Performance Evaluation	77	90*	76	77	80*	72	59*	78
Career Development	67	80*	65	68	70*	62	54	65
Stress, Balance, and Workload	64	76*	58*	69*	67*	54*	63	70*
Pay and Benefits	63	80*	55*	64	68*	59	47	60



Scores are Total % Favorable

Category	University of Kentucky Overall 2019 (n=5,770)	Less than 25 yrs 2019 (n=125)	25 to less than 35 yrs 2019 (n=1,000)	35 to less than 45 yrs 2019 (n=1,509)	45 to less than 55 yrs 2019 (n=1,383)	55 to less than 65 yrs 2019 (n=1,317)	65 yrs or older 2019 (n=383)
Sustainable Engagement	82	84	82	81	82	82	84
University Culture	74	79	76	75	73	72	74
Leadership	66	73	68	66	65	65	65
Communication	64	70	66	63	63	64	61
Diversity and Inclusion	76	79	77	76	76	75	76
Operating Effectively	61	71*	61	60	61	61	63
Empowerment	70	77	71	70	69	71	73
Supervision	80	90*	82	81	77	79	79
Working Relationships	76	80	77	77	75	76	79
Performance Evaluation	77	84	78	77	76	76	80
Career Development	68	75	67	66	68	70	70
Stress, Balance, and Workload	64	66	64	63	64	66	69
Pay and Benefits	63	61	67*	64	63	60	59



Scores are Total % Favorable

Category	University of Kentucky Overall 2019 (n=5,770)	Less than 1 year 2019 (n=557)	1 to less than 5 yrs 2019 (n=1,613)	5 to less than 10 yrs 2019 (n=1,056)	10 to less than 15 yrs 2019 (n=819)	15 to less than 20 yrs 2019 (n=538)	20 years or more 2019 (n=1,078)
Sustainable Engagement	82	87*	83	79	81	79	82
University Culture	74	80*	77*	72	71	72	71
Leadership	66	77*	68	63	63	64	62*
Communication	64	75*	67*	61	61	60	59*
Diversity and Inclusion	76	80*	78	75	74	74	75
Operating Effectively	61	71*	64	58*	59	59	59
Empowerment	70	76*	71	69	68	70	70
Supervision	80	85*	82	79	78	78	76*
Working Relationships	76	82*	78	75	74	76	75
Performance Evaluation	77	78	80*	75	75	76	76
Career Development	68	74*	69	65	65	67	70
Stress, Balance, and Workload	64	71*	65	62	64	63	64
Pay and Benefits	63	66	66*	64	62	59*	59*



Scores are Total % Favorable

	University of Kentucky Overall 2019 (n=5,770)	Female 2019 (n=3,243)	Male 2019 (n=2,221)
Sustainable Engagement	82	84*	81
University Culture	74	76	73
Leadership	66	67	67
Communication	64	65	64
Diversity and Inclusion	76	77	77
Operating Effectively	61	62	62
Empowerment	70	71	71
Supervision	80	79	82*
Working Relationships	76	77	79*
Performance Evaluation	77	78	78
Career Development	68	70	68
Stress, Balance, and Workload	64	65	66
Pay and Benefits	63	66*	60*



Scores are Total % Favorable

Category	University of Kentucky Overall 2019 (n=5,770)	American Indian or Alaskan Native 2019 (n=12)	Asian 2019 (n=214)	Black or African-American 2019 (n=320)	Hispanic/Latino 2019 (n=115)	White 2019 (n=4,440)	Multiple Races 2019 (n=80)
Sustainable Engagement	82	68	83	79	82	84*	78
University Culture	74	69	79	70	70	76*	73
Leadership	66	57	75*	62	64	68*	61
Communication	64	67	74*	63	61	65	60
Diversity and Inclusion	76	69	79	65*	74	79*	72
Operating Effectively	61	72	70*	60	58	63*	59
Empowerment	70	65	75	68	68	73*	64
Supervision	80	81	83	76	80	81	78
Working Relationships	76	70	80	69*	74	79*	69
Performance Evaluation	77	69	80	72*	77	79*	75
Career Development	68	63	75*	65	67	70*	61
Stress, Balance, and Workload	64	50	65	65	62	66*	60
Pay and Benefits	63	58	55*	58	61	66*	63



Scores are Total % Favorable

	University of Kentucky Overall 2019 (n=5,770)	American Indian or Alaskan Native 2019 (n=12)	Asian 2019 (n=214)	Black or African-American 2019 (n=320)	Hispanic/Latino 2019 (n=115)	White 2019 (n=4,440)	Multiple Races 2019 (n=80)
Diversity and Inclusion	76	69	79	65*	74	79*	72
4 My college/unit/area leadership recognizes and respects the value of human differences.	80	58	79	67*	79	83*	75
18 I can be myself at UK without worrying about how I will be accepted.	75	75	75	64*	70	79*	79
42 UK effectively addresses campus incidents of intolerance and bigotry.	68	75	73	55*	66	71*	59
45 I feel a sense of community at UK.	74	67	77	65*	72	77*	64*
49 UK provides a working environment that is accepting of differences in personal identity.	84	67	86	74*	82	87*	80
55 I feel that my college/unit/area leadership supports equal opportunity for all faculty/staff.	75	75	83*	67*	73	78*	73



vs. Universities Norm 2019 (n=36,848)	Percentage point above / below the Favorable Score		Total Percent Favorable Score – Black / African-American (n=320)	
	vs. US Norm 2019 (n=148,326)	vs. UK Overall 2019 (n=5,770)		
n/a	-12*	-8*	63	University Culture: We have an institutional culture that promotes collaboration.
1	4	-3	70	University Culture: UK is highly regarded by its faculty/staff.
-4	-16*	-8*	62	Leadership: Faculty/staff are treated with respect here regardless of their position.
4	-7*	-3	68	Leadership: The leadership of my college/unit/area make decisions that are consistent with the values.
-1	-5*	-4	71	Performance Evaluation: At UK, I think my work performance is evaluated fairly.
n/a	-6*	-8*	66	Performance Evaluation: Where I work, my colleagues are accountable for following through on what they have promised.

Diversity and Inclusion



APPENDIX



		Total % Favorable UK 2019 (n=5,770)	2019 scores compared to each benchmark Shown as percentage point difference			Total % Favorable Score	
			vs. UK Overall 2017 (n=5,269)	vs. UK Overall 2015 (n=3,960)	vs. Universities Norm 2019 (n=36,848)	Faculty 2019 (n=1,446)	Staff 2019 (n=4,324)
Sustainable Engagement		82	1	2*	4*	78*	83
13	I am able to sustain the level of energy I need throughout the work day.	77	-1	-2*	1	73*	79
24	My work gives me a sense of personal accomplishment.	86	-2*	-1	1	92*	84*
26	My department is able to meet our work challenges effectively.	77	3*	4*	2*	71*	79*
27	I am proud to be associated with UK.	89	-3*	-3*	1*	85*	90*
34	I believe strongly in the goals and mission of the University.	89	-1	3*	8*	88	90
37	My colleagues usually get along well together.	85	3*	3*	1	86	85
48	I have the equipment/resources I need to do my work effectively.	79	4*	4*	8*	68*	83*
50	There are no substantial obstacles at the University to doing my work well.	71	3*	6*	11*	60*	75*
56	I would recommend UK as a good place to work.	84	n/a	n/a	7*	77*	86*



2019 scores compared to each benchmark
Shown as percentage point difference

		Total % Favorable UK 2019 (n=5,770)	vs. UK Overall 2017 (n=5,269)	vs. UK Overall 2015 (n=3,960)	vs. Universities Norm 2019 (n=36,848)	Total % Favorable Score	
						Faculty 2019 (n=1,446)	Staff 2019 (n=4,324)
University Culture		74	3*	7*	n/a	71*	75
9	I think I could report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal.	69	1	3*	n/a	70	68
16	UK is highly regarded by its faculty/staff.	73	9*	12*	4*	69*	74
44	We have an institutional culture that promotes collaboration.	72	0	6*	n/a	67*	73
51	UK is student-oriented.	82	n/a	n/a	n/a	77*	84*



2019 scores compared to each benchmark
Shown as percentage point difference

		Total % Favorable UK 2019 (n=5,770)	vs.			Total % Favorable Score	
			UK Overall 2017 (n=5,269)	UK Overall 2015 (n=3,960)	Universities Norm 2019 (n=36,848)	Faculty 2019 (n=1,446)	Staff 2019 (n=4,324)
Leadership		66	6*	8*	7*	63	67
1	I have confidence in the decisions made by my college/unit/area leadership.	74	13*	14*	15*	71*	75
2	There is sufficient contact between college/unit/area leadership and faculty/staff at UK.	66	10*	12*	19*	65	66
7	The leadership of my college/unit/area make decisions that are consistent with the values.	72	0	1	7*	68*	73
8	I think action will be taken based on the problems identified in the survey.	47	2*	7*	-9*	43*	48
38	Faculty/staff are treated with respect here regardless of their position.	70	6*	9*	4*	70	70



2019 scores compared to each benchmark
Shown as percentage point difference

		Total % Favorable UK 2019 (n=5,770)	vs.			Total % Favorable Score	
			UK Overall 2017 (n=5,269)	UK Overall 2015 (n=3,960)	Universities Norm 2019 (n=36,848)	Faculty 2019 (n=1,446)	Staff 2019 (n=4,324)
Communication		64	2	1	1	58*	65
11	UK does an excellent job of keeping faculty/staff informed about matters affecting us.	68	1	-2	3*	59*	71*
14	Sufficient effort is made to get the opinions and thinking of faculty/staff.	59	3*	3*	-1	57	60



2019 scores compared to each benchmark
Shown as percentage point difference

	Total % Favorable UK 2019 (n=5,770)	vs. UK Overall 2017 (n=5,269)	vs. UK Overall 2015 (n=3,960)	vs. Universities Norm 2019 (n=36,848)	Total % Favorable Score	
					Faculty 2019 (n=1,446)	Staff 2019 (n=4,324)
Diversity and Inclusion	76	2*	6*	0	73*	77
4 My college/unit/area leadership recognizes and respects the value of human differences.	80	-1	6*	-3*	78	80
18 I can be myself at UK without worrying about how I will be accepted.	75	n/a	n/a	n/a	72*	76
42 UK effectively addresses campus incidents of intolerance and bigotry.	68	0	5*	n/a	62*	70*
45 I feel a sense of community at UK.	74	2	4*	n/a	71*	75
49 UK provides a working environment that is accepting of differences in personal identity.	84	n/a	n/a	n/a	81*	85
55 I feel that my college/unit/area leadership supports equal opportunity for all faculty/staff.	75	9*	11*	3*	75	75



2019 scores compared to each benchmark
Shown as percentage point difference

		Total % Favorable UK 2019 (n=5,770)	vs.			Total % Favorable Score	
			UK Overall 2017 (n=5,269)	UK Overall 2015 (n=3,960)	Universities Norm 2019 (n=36,848)	Faculty 2019 (n=1,446)	Staff 2019 (n=4,324)
Operating Effectively		61	5*	3*	n/a	56*	63
21	In my opinion, decisions at UK are made in a timely manner.	49	5*	5*	3*	43*	51
30	Decisions at UK are made at the appropriate level.	59	6*	4*	n/a	53*	61*
36	My department operates effectively.	76	2*	1	n/a	73	76



2019 scores compared to each benchmark
Shown as percentage point difference

		Total % Favorable UK 2019 (n=5,770)	vs.			Total % Favorable Score	
			UK Overall 2017 (n=5,269)	UK Overall 2015 (n=3,960)	Universities Norm 2019 (n=36,848)	Faculty 2019 (n=1,446)	Staff 2019 (n=4,324)
Empowerment		70	2*	4*	3*	66*	72
5	I have a very clear idea of the responsibilities for my faculty position/job.	89	0	0	0	90	89
19	I am satisfied with my involvement in decisions that affect my work.	69	2*	1	6*	66*	71
22	UK has established a climate where people can challenge our traditional ways of doing things.	54	-5*	4*	2*	45*	57*
25	Colleagues in my department are encouraged to come up with innovative solutions to work-related problems.	73	4*	3*	2*	71	74
52	I am satisfied with the procedures available for resolving faculty/staff complaints.	54	6*	8*	n/a	47*	56*
54	The information I need to do my work is readily available.	83	5*	5*	6*	80	83



2019 scores compared to each benchmark
Shown as percentage point difference

		Total % Favorable UK 2019 (n=5,770)	vs.			Total % Favorable Score	
			UK Overall 2017 (n=5,269)	UK Overall 2015 (n=3,960)	Universities Norm 2019 (n=36,848)	Faculty 2019 (n=1,446)	Staff 2019 (n=4,324)
Supervision		82	2*	3*	5*	81	82
15a	My Department Chair/Director/Dean/ Supervisor: Treats me with respect	89	1*	2*	3*	89	90
15b	My Department Chair/Director/Dean/ Supervisor: Communicates effectively	80	3*	3*	3*	80	80
15c	My Department Chair/Director/Dean/ Supervisor: Gives me regular feedback on my performance	77	2*	3*	9*	75	77
53	My supervisor does a good job of building teamwork. (staff only)	73	2*	4*	4*	n/a	73



2019 scores compared to each benchmark
Shown as percentage point difference

		Total % Favorable UK 2019 (n=5,770)	vs. Universities			Total % Favorable Score	
			vs. UK Overall 2017 (n=5,269)	vs. UK Overall 2015 (n=3,960)	vs. Norm 2019 (n=36,848)	Faculty 2019 (n=1,446)	Staff 2019 (n=4,324)
Working Relationships		76	4*	7*	0	77	76
10	My colleagues/the people I work with are willing to help each other, even if it means doing something outside their usual activities.	84	4*	7*	3*	82	84
23	There is a strong feeling of trust between members of my department.	66	1	4*	n/a	67	66
29	Differing opinions are openly discussed in reaching decisions in my department.	68	8*	11*	-3*	72*	66
31	My department constantly looks for better ways to serve its students or internal customers.	80	n/a	n/a	n/a	79	80
33	People in my department treat each other with respect.	84	5*	5*	n/a	86	84



2019 scores compared to each benchmark
Shown as percentage point difference

		Total % Favorable UK 2019 (n=5,770)	vs.			Total % Favorable Score	
			UK Overall 2017 (n=5,269)	UK Overall 2015 (n=3,960)	Universities Norm 2019 (n=36,848)	Faculty 2019 (n=1,446)	Staff 2019 (n=4,324)
Performance Evaluation		77	2*	5*	7*	76	78
12	Where I work, my colleagues are accountable for following through on what they have promised.	74	3*	6*	n/a	73	74
39	At UK, I think my work performance is evaluated fairly.	76	2*	6*	3*	75	76
47	At UK, I understand how my work performance is evaluated.	82	2*	3*	11*	80	82



2019 scores compared to each benchmark
Shown as percentage point difference

		Total % Favorable UK 2019 (n=5,770)	vs. Universities Norm 2019 (n=36,848)			Total % Favorable Score	
			vs. UK Overall 2017 (n=5,269)	vs. UK Overall 2015 (n=3,960)	vs. Universities Norm 2019 (n=36,848)	Faculty 2019 (n=1,446)	Staff 2019 (n=4,324)
Career Development		68	4*	5*	9*	65	68
6	I have a reasonably good idea of my possible career paths at UK. (staff only)	70	3*	4*	6*	n/a	70
35	I think the University is doing a good job of retaining its most talented faculty and staff.	53	7*	10*	17*	45*	55*
40	At UK, there are sufficient opportunities for me to receive training to improve my skills in my current faculty/staff position.	75	2*	3*	6*	72	76
46	I believe I have the opportunity for personal development and growth at the University.	75	2*	3*	7*	77	74



2019 scores compared to each benchmark
Shown as percentage point difference

		Total % Favorable UK 2019 (n=5,770)	vs. UK Overall 2017 (n=5,269)	vs. UK Overall 2015 (n=3,960)	vs. Universities Norm 2019 (n=36,848)	Total % Favorable Score	
						Faculty 2019 (n=1,446)	Staff 2019 (n=4,324)
Stress, Balance, and Workload		64	0	1	2*	58*	66*
3	Work is usually appropriately distributed among faculty/staff in my department.	67	5*	6*	5*	62*	68
20	My work schedule allows sufficient flexibility to meet my personal/family needs.	82	-2*	-4*	1*	79*	83
28	Overall, the physical working conditions at my location are satisfactory (e.g., ventilation, temperature, space to work).	69	2*	7*	-5*	60*	73*
32	There is usually sufficient staffing in my department to handle the workload.	56	0	1	6*	44*	60*
41	The amount of stress I experience at work significantly reduces my effectiveness. (N)	48	-6*	-7*	n/a	46	48



2019 scores compared to each benchmark
Shown as percentage point difference

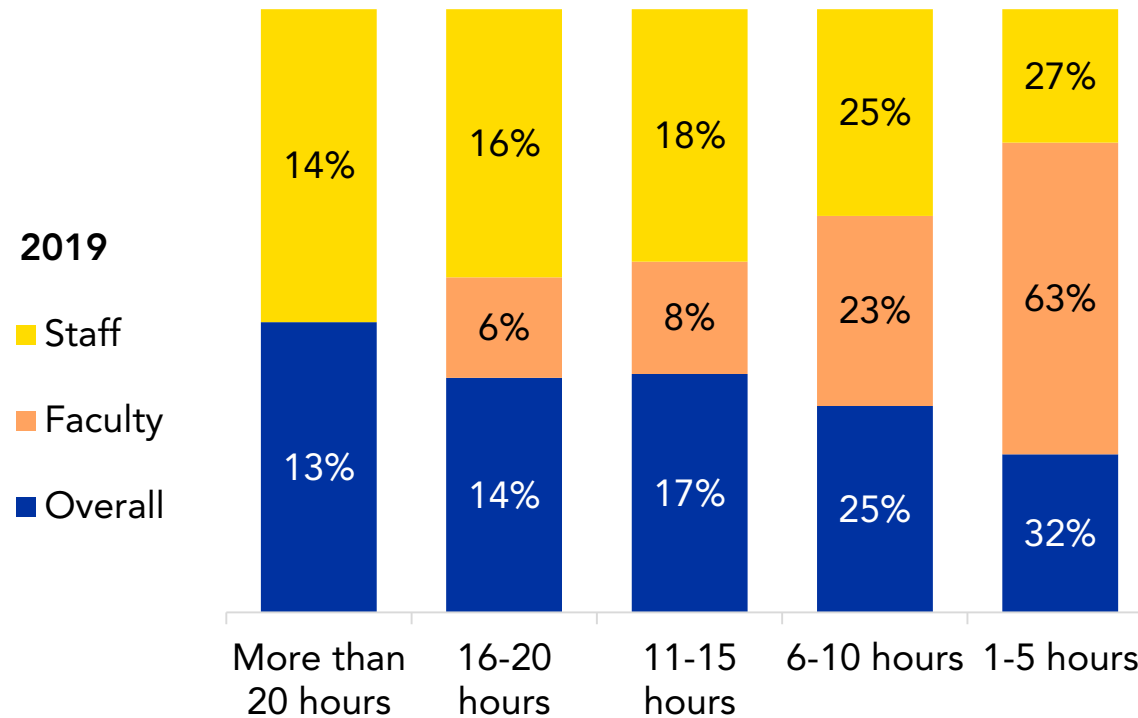
		Total % Favorable UK 2019 (n=5,770)	vs.			Total % Favorable Score	
			UK Overall 2017 (n=5,269)	UK Overall 2015 (n=3,960)	Universities Norm 2019 (n=36,848)	Faculty 2019 (n=1,446)	Staff 2019 (n=4,324)
Pay and Benefits		63	0	4*	12*	55*	65*
17	From what I hear, our pay is as good as or better than the pay in similar institutions.	45	3*	9*	6*	38*	47*
43	From what I hear, our benefits are as good as or better than the benefits in similar institutions.	81	-3*	-2*	19*	73*	84*



Do you have another paid job outside of your job at UK?

	Yes - 2019	Yes – 2010*
UK Overall	12% (n = 5,770)	n/a
Faculty	6% (n = 1,446)	n/a
Staff	14% (n = 4,324)	15% (n = 3,833)

If yes, how many hours do you work at your job outside of UK?



Out of the 12% of UK employees who reported having another job outside UK, the majority (57%) are working less than part-time status (1-10 hours) in these jobs.

*2010 Work-Life Survey administered by Institutional Research. Results are for campus (i.e. not UK HealthCare) staff; this item was not included in the faculty survey.



Scores are Total % Favorable

	University of Kentucky Overall 2019 (n=5,770)	Children Under 18 in Home 2019 (n=2,162)	No Children Under 18 in Home 2019 (n=3,286)	Prefer not to say 2019 (n=253)
Sustainable Engagement	82	84	82	62*
University Culture	74	76*	74	49*
Leadership	66	68*	66	38*
Communication	64	65	65	38*
Diversity and Inclusion	76	78*	77	49*
Operating Effectively	61	64*	62	36*
Empowerment	70	72	71	49*
Supervision	80	81	80	61*
Working Relationships	76	79*	77	53*
Performance Evaluation	77	79	78	53*
Career Development	68	70	69	44*
Stress, Balance, and Workload	64	66	65	47*
Pay and Benefits	63	65*	63	40*



Scores are Total % Favorable

	University of Kentucky Overall 2019 (n=5,770)	Eldercare Responsibilities 2019 (n=1,016)	No Eldercare Responsibilities 2019 (n=4,371)	Prefer not to say 2019 (n=285)
Sustainable Engagement	82	82	83	63*
University Culture	74	73	76*	51*
Leadership	66	65	68*	41*
Communication	64	64	65	41*
Diversity and Inclusion	76	75	78*	53*
Operating Effectively	61	61	63	37*
Empowerment	70	70	72	51*
Supervision	80	78	81	61*
Working Relationships	76	75	78*	57*
Performance Evaluation	77	76	79*	56*
Career Development	68	68	70	45*
Stress, Balance, and Workload	64	63	66	47*
Pay and Benefits	63	63	65	41*



* Statistically Significant Difference

**Average of results from a cross-section of Universities or Industries in the US

(N) Disagreeing is the favorable response for this item

