

### A&S Staff Culture Committee Survey Results

#### Positive Responses (Agree and Strongly Agree Combined) - 03/05/14 vs 08/13/14 vs 09/08/15

Question	03/05/14	08/13/14	09/08/2015	Wording Change?*
I know where to find information regarding policies and guidelines relevant to my position.	86%	80%	84%	
I am comfortable pointing out issues I notice in the workplace.	80%	79%	76%	
I understand how my work supports education and research in the College.	88%	79%	97%	Yes (Q4)
I am aware of my Major Job Responsibilities.	91%	95%	97%	
I am aware of the resources and benefits provided by the U of K (Health & Wellness, Employee Education Program, counseling, etc.)	100%	93%	95%	
The College provides the resources I need to accomplish my tasks.	81%	87%	95%	
I am encouraged to participate in professional development activities. (changed able to encouraged)	90%	85%	94%	Yes (Q7)
Learning from my mistakes is part of my unit's culture.	84%	83%	87%	Yes (Q10)
I seek clarification when I need it.	98%	97%	95%	
I communicate effectively with colleagues.	92%	96%	96%	Yes (Q25)
Mistakes are corrected and discussed in a fair manner.	91%	96%	89%	
I am able to balance new ideas/changes/improvements and established procedure in my work environment.	90%	83%	90%	Yes (Q7)
The A&S Newsletter is informative.		85%	91%	New
I receive constructive feedback on my work.	99%	77%	86%	Yes (Q11)
I feel my suggestions and ideas are valued.	90%	79%	84%	Yes (Q18)
I feel respected in inter-office communication.	75%	90%	92%	Yes (Q21)
I feel comfortable speaking my mind and sharing opinions.	85%	77%	83%	
I have regular contact with my supervisor.		87%	91%	New
For College initiatives and special events, I am able to go outside my normal routine to help.	90%	79.8%	82%	Yes
I am able to re-prioritize tasks as needed.	87% - 90%	88%	92%	Yes (Q33 / Q7)
The College values a flexible work culture.	87%	83%	91%	Yes
I can take sick and/or vacation time when I need to.		95%	97%	New
I am satisfied with my work-life balance.	87%	72%	93%	Yes

The College values diversity.	92%	89%	92%	
My work environment is conducive to productivity.	71%	81%	84%	Yes (Q13)
I see forms of disrespect in my work environment.	32%	46%	38%	
The College supports addressing and responding to disrespect in a positive manner.	82%	76%	88%	9/15 changed College to my Supervisor
I work in a place that demonstrates kindness.	93%	90%	98%	
I have encountered conflict at work.	54%	71%	63%	
I feel I have the tools to resolve work conflict.	87%	85%	89%	
My department/unit fosters a cooperative attitude toward teamwork.	96%	90%	85%	
Faculty treat me with respect/professionalism (versus "as a colleague).	64%	81%	89%	Yes (Q20)
I feel faculty-staff relations have improved in the last year.		63%	72%	New
My unit would benefit from hiring more staff to accomplish tasks on time.	71%	72%	66%	
My work stress level is acceptable.	72%	69%	82%	
I feel secure in my job.	88%	81%	89%	
The culture of A&S has positively influenced my desire to stay in the College.	78%	72%	78%	
The culture of A&S is at a place where I feel comfortable answering . . . and honest way.	89%	80%	89%	
I would recommend A&S as a potential employer for a friend.	86%	80%	93%	
From my perception, the College and its staff culture are headed in a positive direction.	91%	81%	90%	
I am still feeling repercussions of the 2013 reorganization.	62%	60%	55%	
How would you rate the College's staff culture?	85%	69%	86%	Different format

**Note:** The highlighted questions signify where a lower percentage is more positive than a higher percentage.

\*There was only one wording change for the September 2015 survey, but comment boxes were added for each question. The one change has been noted and highlighted in green.

NOTE: On the 9/8/15 Survey the first question asked if the respondent gave permission for comments to be published. The responses were 80% Yes and 20% No.