

### 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	09/08/15	Change?*	12/2016
I know where to find information regarding policies and guidelines relevant to my position.	86%	80%	84%		81%
I am comfortable pointing out issues I notice in the workplace.	80%	79%	76%		78%
I understand how my work supports education and research in the College.	88%	79%	97%	Yes (Q4)	NA
I am aware of my Major Job Responsibilities.	91%	95%	97%		NA
I am aware of the resources and benefits provided by the U of K (Health & Wellness, Employee Education Program, counseling, etc.)	100%	93%	95%		95%
The College provides the resources I need to accomplish my tasks.	81%	87%	95%		82%
I am encouraged to participate in professional development activities. (changed able to encouraged)	90%	85%	94%	Yes (Q7)	70%
Learning from my mistakes is part of my unit's culture.	84%	83%	87%	Yes (Q10)	92%
I seek clarification when I need it. Changed to "feel comfortable seeking"	98%	97%	95%		97%
I communicate effectively with colleagues.	92%	96%	96%	Yes (Q25)	NA
Mistakes are corrected and discussed in a fair manner.	91%	96%	89%		88%
I am able to balance new ideas/changes/improvements and established procedure in my work environment.	90%	83%	90%	Yes (Q7)	83%
The A&S Newsletter is informative.		85%	91%	New	76%
I receive constructive feedback on my work.	99%	77%	86%	Yes (Q11)	86%
I feel my suggestions and ideas are valued.	90%	79%	84%	Yes (Q18)	88%
I feel respected in inter-office communication. Changed to "Communication within my unit is respectful".	75%	90%	92%	Yes (Q21)	95%
Communication within the College is respectful. (new question)					90%
I feel comfortable speaking my mind and sharing opinions.	85%	77%	83%		NA
I have regular contact with my supervisor.		87%	91%	New	NA
For College initiatives and special events, I am able to go outside my normal routine to help. Changed "help" to "participate"	90%	79.8%	82%	Yes	83%
I am able to re-prioritize tasks as needed.	87% - 90%	88%	92%	Yes (Q33 / Q7)	NA

The College values a flexible work culture.	87%	83%	91%	Yes	NA
I can take sick and/or vacation time when I need to.		95%	97%	New	97%
I am satisfied with my work-life balance.	87%	72%	93%	Yes	95%
The College values diversity. Added "and inclusion"	92%	89%	92%		86%
My work environment is conducive to productivity.	71%	81%	84%	Yes (Q13)	91%
I see forms of disrespect in my work environment.	32%	46%	38%		29%
The College supports addressing and responding to disrespect in a positive manner. Changed from "The College" to "My supervisor"	82%	76%	88%	9/15 changed College to my Supervisor	93%
I work in a place that demonstrates kindness.	93%	90%	98%		98%
I have encountered conflict at work.	54%	71%	63%		NA
I feel I have the tools to resolve work conflict. Changed "tools" to "skills and resources"	87%	85%	89%		90%
My department/unit fosters a cooperative attitude toward teamwork.	96%	90%	85%		95%
Faculty treat me with respect/professionalism (versus "as a colleague).	64%	81%	89%	Yes (Q20)	81%
I feel faculty-staff relations have improved in the last year.		63%	72%	New	63%
My unit would benefit from hiring more staff to accomplish tasks on time. Changed to: My unit currently has the resources to accomplish tasks on time.	71%	72%	66%		77%
My work stress level is acceptable.	72%	69%	82%		77%
I feel secure in my job.	88%	81%	89%		63%
The culture of A&S has positively influenced my desire to stay in the College.	78%	72%	78%		60%
The culture of A&S is at a place where I feel comfortable answering . . . and honest way.	89%	80%	89%		79%
I would recommend A&S as a potential employer for a friend.	86%	80%	93%		72%
From my perception, the College and its staff culture are headed in a positive direction.	91%	81%	90%		61%
I am still feeling repercussions of the 2013 reorganization.	62%	60%	55%		
The current organizational structure of the A&S Units is conducive to productivity. (New question)					57%
How would you rate the College's staff culture?	85%	69%	86%	Different	83%

*3 people said Awesome, 45 said need work / could do better, 6 said we need a serious overhaul.				format	negative*

**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.

Wording changes for the December 2016 survey are highlighted in **turquoise**.

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.

**NOTE: On the December 2016 survey, the first question asked if the respondent gave permission for comments to be published. The responses were 80% Yes and 20% No. No change from the September 2015 responses.**

**A new question on the December 2016 survey: Q13 – During the past year, I have attended the following number of professional development courses, Departmental, A&S, or Campus Events (including Brown Bag Luncheons; HR training, Flash Breaks, etc.). Please feel free to add more detail or state if you have attended more (answer was 1 to 10). The Mean response was 4.57 with a 2.92 Standard Deviation and an 8.53 Variance (56 responses).**