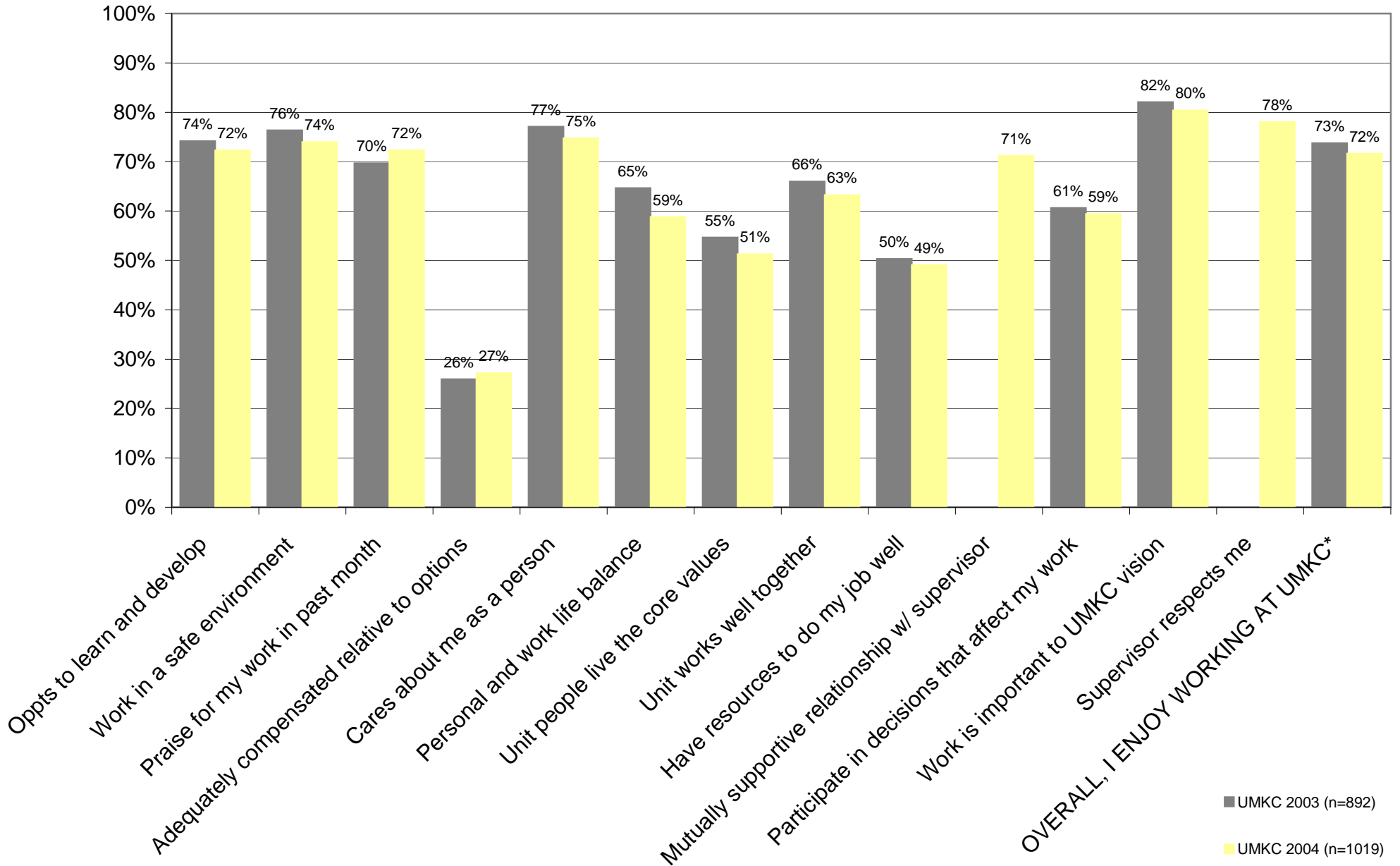


**2004 Workplace of Choice
UMKC
% who Agree/Strongly Agree**



■ UMKC 2003 (n=892)
■ UMKC 2004 (n=1019)

2004 Workplace of Choice Survey Results UMKC

Q1 At work, I have opportunities to learn and develop.

	86%	
School of Education	85%	
School of Nursing	84%	
	83%	
	83%	
	82%	
	78%	
	77%	
	74%	
	74%	
	73%	
	73%	
UMKC	72%	
	71%	
	69%	
	68%	
	68%	
	67%	
	67%	
	66%	
	55%	

Q2 I work in a safe environment.

	92%	
A unit reporting to the Office of the Chancellor	88%	
School of Computing & Engineering	86%	
	84%	
	84%	
	82%	
	81%	
	80%	
	79%	
	76%	
	76%	
	74%	UMKC
	73%	
	73%	
	70%	
	70%	
	67%	
	65%	
	64%	
	64%	
	52%	

Q3 In the past month, someone at UMKC praised me for my work.

	100%	
A unit reporting to the Office of the Chancellor	91%	
School of Law	86%	
	84%	
	82%	
	81%	
	81%	
	78%	
	76%	
	74%	
	74%	
	73%	
UMKC	72%	
	69%	
	69%	
	67%	
	64%	
	61%	
	58%	
	57%	
	55%	

Q4 I am adequately compensated (pay and benefits) relative to other employment options.

	50%	
A unit reporting to the Office of the Chancellor	48%	
School of Graduate Studies and IHD	47%	
	42%	
	41%	
	37%	
	35%	
	33%	
	31%	
	30%	
	28%	
	27%	UMKC
	26%	
	23%	
	22%	
	20%	
	18%	
	18%	
	18%	
	18%	
	13%	

2004 Workplace of Choice Survey Results UMKC

Q5 Someone at work cares about me.

	School of Law	100%
A unit reporting to the Office of the Chancellor		92%
		90%
		89%
		86%
		85%
		84%
		82%
		75%
UMKC		75%
		74%
		73%
		73%
		70%
		69%
		67%
		67%
		66%
		65%
		63%
		58%

Q6 My work expectations allow me to balance my personal and work life.

	School of Nursing	76%
A unit reporting to the Office of the Chancellor		75%
		74%
		71%
		70%
		68%
		66%
		65%
		63%
		63%
	UMKC	59%
		60%
		58%
		58%
		55%
		54%
		53%
		53%
		52%
		34%
		27%

Q7 People in my unit live the core values.

	School of Graduate Studies and IHD	83%
A unit reporting to the Office of the Chancellor		75%
		68%
		68%
		64%
		61%
		59%
		53%
UMKC		51%
		50%
		48%
		48%
		46%
		45%
		45%
		44%
		43%
		39%
		37%
		34%
		27%

Q8 The members of my unit work well together.

	A unit reporting to the Office of the Chancellor	92%
School of Law		86%
		84%
		74%
		74%
		71%
		70%
		70%
		69%
		64%
	UMKC	63%
		61%
		60%
		59%
		59%
		58%
		57%
		56%
		55%
		51%
		47%

2004 Workplace of Choice Survey Results UMKC

Q9 I have the resources (materials, equipment, funding, etc.) to do my work well.

School of Graduate Studies and IHD		83%
A unit reporting to the Office of the Chancellor		75%
		74%
		58%
		58%
		55%
		55%
		54%
		53%
		52%
		51%
		51%
		50%
	UMKC	49%
		43%
		42%
		38%
		36%
		31%
		21%
		18%

Q10 My supervisor (Dean, Director, or Chair, etc.) and I have a mutually supportive working relationship.

		School of Law		95%
		A unit reporting to the Office of the Chancellor		92%
				91%
				83%
				83%
				82%
				82%
				80%
				78%
				78%
				76%
				75%
				73%
	UMKC			71%
				63%
				63%
				59%
				57%
				54%
				54%
				45%

Q11 I have opportunities to participate in decisions that affect my work.

		A unit reporting to the Office of the Chancellor		92%
		School of Graduate Studies and IHD		77%
				77%
				76%
				72%
				71%
				71%
				70%
				64%
				63%
				62%
	UMKC			59%
				59%
				59%
				57%
				54%
				52%
				50%
				44%
				40%
				36%

Q12 My work is important to UMKC's vision and mission.

		A unit reporting to the Office of the Chancellor		100%
		School of Medicine		96%
				92%
				91%
				88%
				87%
				86%
				86%
				83%
				82%
				81%
	UMKC			80%
				79%
				78%
				78%
				77%
				77%
				73%
				69%
				68%
				65%

UMKC AII - 2004

Workplace of Choice Survey Summary of Item #15 Comments

What one thing could be done to improve UMKC as a workplace of choice for you?

2004 Workplace of Choice Overall Improvement Coded Summary

Comment	UMKC 2004		UMKC 2003	
	Total	% of comments	Total	% of comments
All comments related to pay	279	25%	230	24%
All comments related to workplace processes	153	13%	142	15%
All comments related to workplace relationships	153	13%	97	10%
All comments related to resources	145	13%	130	14%
All comments related to benefits	114	10%	99	10%
All comments related to vision/mission/values/goals	107	9%	112	12%
All comments related to communications	95	8%	56	6%
All other comments	54	4%	39	4%
All comments related to rewards/recognition	41	4%	51	5%
Grand Total	1141	100%	956	100%