

*College of Agriculture
Faculty Work-Life Survey 2010*

The FREQ Procedure

What was the most IMPORTANT factor in your decision TO COME to the University of Kentucky?				
A1a	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a. Faculty/colleagues	37	25.00	37	25.00
b. Academic reputation of program/academic unit	23	15.54	60	40.54
c. Emphasis on quality teaching	2	1.35	62	41.89
e. Location in Lexington, Kentucky	13	8.78	75	50.68
f. Ability to balance work with my personal/family life	9	6.08	84	56.76
g. My salary/wage	7	4.73	91	61.49
h. Benefits	1	0.68	92	62.16
j. Research infrastructure	6	4.05	98	66.22
l. Opportunities for career development	29	19.59	127	85.81
m. Amount of administrative work	1	0.68	128	86.49
n. Level of bureaucracy	1	0.68	129	87.16
o. Lack of opportunities in private sector	1	0.68	130	87.84
p. Startup package	1	0.68	131	88.51
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	15	10.14	146	98.65
r. Freedom to participate in private endeavors such as consulting	2	1.35	148	100.00

Frequency Missing = 2

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What was the second most IMPORTANT factor in your decision TO COME to the University of Kentucky?				
A1b	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a. Faculty/colleagues	23	15.75	23	15.75
b. Academic reputation of program/academic unit	19	13.01	42	28.77
e. Location in Lexington, Kentucky	30	20.55	72	49.32
f. Ability to balance work with my personal/family life	8	5.48	80	54.79
g. My salary/wage	19	13.01	99	67.81
h. Benefits	2	1.37	101	69.18
i. University's academic reputation	2	1.37	103	70.55
j. Research infrastructure	7	4.79	110	75.34
l. Opportunities for career development	17	11.64	127	86.99
m. Amount of administrative work	2	1.37	129	88.36
o. Lack of opportunities in private sector	2	1.37	131	89.73
p. Startup package	5	3.42	136	93.15
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	8	5.48	144	98.63
r. Freedom to participate in private endeavors such as consulting	2	1.37	146	100.00

Frequency Missing = 4

*Faculty Work-Life Survey 2010**The FREQ Procedure*

Which is the single MOST IMPORTANT factor that KEEPS you at UK?				
A2a	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a. Faculty/colleagues	32	21.92	32	21.92
b. Academic reputation of program/academic unit	9	6.16	41	28.08
c. Emphasis on quality teaching	1	0.68	42	28.77
e. Location in Lexington, Kentucky	14	9.59	56	38.36
f. Ability to balance work with my personal/family life	17	11.64	73	50.00
g. My salary/wage	10	6.85	83	56.85
h. Benefits	6	4.11	89	60.96
j. Research infrastructure	4	2.74	93	63.70
l. Opportunities for career development	10	6.85	103	70.55
n. Level of bureaucracy	1	0.68	104	71.23
o. Lack of opportunities in private sector	10	6.85	114	78.08
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	30	20.55	144	98.63
r. Freedom to participate in private endeavors such as consulting	2	1.37	146	100.00

Frequency Missing = 4

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Which is the 2nd MOST IMPORTANT factor that KEEPS you at UK				
A2b	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a. Faculty/colleagues	22	15.49	22	15.49
b. Academic reputation of program/academic unit	14	9.86	36	25.35
c. Emphasis on quality teaching	1	0.70	37	26.06
e. Location in Lexington, Kentucky	19	13.38	56	39.44
f. Ability to balance work with my personal/family life	19	13.38	75	52.82
g. My salary/wage	15	10.56	90	63.38
h. Benefits	10	7.04	100	70.42
j. Research infrastructure	3	2.11	103	72.54
k. Faculty support services	1	0.70	104	73.24
l. Opportunities for career development	6	4.23	110	77.46
o. Lack of opportunities in private sector	2	1.41	112	78.87
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	28	19.72	140	98.59
r. Freedom to participate in private endeavors such as consulting	2	1.41	142	100.00

Frequency Missing = 8

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During the past twelve months, have you seriously considered leaving UK?				
A3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
I am engaged in an active search for a new position	8	5.44	8	5.44
I have thought about it frequently and have begun to explore possibilities	29	19.73	37	25.17
I have thought about it frequently but have not taken action	24	16.33	61	41.50
I have thought about it occasionally	40	27.21	101	68.71
I have not thought about it	46	31.29	147	100.00

Frequency Missing = 3

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The FREQ Procedure

Which, if any, is the primary reason you are considering leaving UK?				
A4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a. Faculty/colleagues	5	5.32	5	5.32
b. Academic reputation of program/academic unit	4	4.26	9	9.57
c. Emphasis on quality teaching	1	1.06	10	10.64
d. Caliber of students	1	1.06	11	11.70
e. Location in Lexington, Kentucky	1	1.06	12	12.77
f. Ability to balance work with my personal/family life	1	1.06	13	13.83
g. My salary/wage	34	36.17	47	50.00
i. University's academic reputation	1	1.06	48	51.06
j. Research infrastructure	1	1.06	49	52.13
k. Faculty support services	3	3.19	52	55.32
l. Opportunities for career development	12	12.77	64	68.09
m. Amount of administrative work	1	1.06	65	69.15
n. Level of bureaucracy	9	9.57	74	78.72
o. Lack of opportunities in private sector	1	1.06	75	79.79
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	1	1.06	76	80.85
s. Other (Please Specify)	18	19.15	94	100.00

Frequency Missing = 56

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A7: Currently, how would you assess the following aspects of your work at UK?	N	Too Little	About Right	Too Much	Does not Apply
a. Teaching load	147	2%	59%	16%	24%
b. Advising responsibilities	144	2%	49%	13%	35%
c. Expectations for service and outreach	147	3%	78%	12%	8%
d. Expectations for securing outside funding for research, scholarship and creative activities	145	2%	53%	35%	10%
e. Internal funding for scholarship and creative activities	146	52%	33%	1%	14%
f. Staff resources for scholarship and creative activities	146	58%	30%	0%	12%
g. Resources for scholarship and creative activities (space, equipment, materials)	144	58%	36%	0%	6%
h. Administrative responsibilities	146	1%	60%	25%	15%
i. Time to develop relationships with colleagues	146	40%	58%	0%	2%

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A7: Currently, how would you assess the following aspects of your work at UK? (Not Applicable converted to a missing value for this table)	N	Too Little	About Right	Too Much	Mean	SD
a. Teaching load	112	3%	77%	21%	2.18	0.45
b. Advising responsibilities	93	3%	76%	20%	2.17	0.46
c. Expectations for service and outreach	135	3%	84%	13%	2.10	0.38
d. Expectations for securing outside funding for research, scholarship and creative activities	131	2%	59%	39%	2.37	0.53
e. Internal funding for scholarship and creative activities	126	60%	38%	2%	1.41	0.53
f. Staff resources for scholarship and creative activities	128	66%	34%	0%	1.34	0.48
g. Resources for scholarship and creative activities (space, equipment, materials)	135	61%	39%	0%	1.39	0.49
h. Administrative responsibilities	124	1%	70%	29%	2.28	0.47
i. Time to develop relationships with colleagues	143	41%	59%	0%	1.59	0.49

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A8:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. I am satisfied with my faculty position at the University of Kentucky	146	19%	48%	18%	10%	5%	2.34	1.05
b. I would choose to accept a faculty position at UK again	145	23%	43%	20%	10%	3%	2.26	1.03
c. I feel very loyal to the University of Kentucky	147	20%	33%	29%	13%	5%	2.52	1.11
d. I recommend the University of Kentucky to other faculty as a good place to work	145	16%	39%	32%	10%	4%	2.48	1.01
e. Senior leadership clearly communicates the University's direction and priorities	146	5%	26%	27%	24%	18%	3.25	1.17
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	147	18%	45%	19%	12%	7%	2.45	1.12
g. I am aware of the University's strategic plan	147	24%	55%	14%	5%	2%	2.05	0.87
h. I understand how my job contributes to achieving the University's strategic plan	147	20%	41%	22%	13%	4%	2.41	1.07
i. I play a role in helping students succeed at UK	147	41%	48%	7%	1%	3%	1.76	0.85
j. I am committed to helping the University accomplish its strategic plan	145	15%	46%	30%	6%	3%	2.36	0.91
k. I have confidence in the direction the University is going	147	3%	15%	33%	31%	18%	3.44	1.05
l. I play a role in helping to improve student retention	147	25%	47%	23%	2%	3%	2.10	0.90

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A9: In the context of your academic unit, how do you rate your productivity for each of the following?	N	Above Average	Slightly Above Average	Comparable to My Peers	Slightly Below Average	Below Average	Not Applicable
a. Teaching	144	31%	19%	22%	3%	1%	25%
b. Scholarship/Research	144	31%	19%	28%	8%	1%	13%
c. Service	144	45%	21%	26%	2%	0%	6%

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A9: In the context of your academic unit, how do you rate your productivity for each of the following? (Not Applicable converted to a missing value for this table)	N	Above Average	Slightly Above Average	Comparable to My Peers	Slightly Below Average	Below Average	Mean	SD
a. Teaching	108	41%	26%	29%	4%	1%	1.98	0.97
b. Scholarship/Research	126	36%	21%	32%	10%	2%	2.20	1.08
c. Service	136	48%	22%	28%	2%	0%	1.85	0.91

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A10:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. I receive information about University news or changes before I read or hear about it in the press	146	5%	40%	29%	21%	6%	2.84	1.01
b. Senior leadership understands faculty's concerns	145	3%	16%	19%	34%	28%	3.66	1.14
c. There is a high degree of trust within the University	146	1%	8%	26%	40%	26%	3.83	0.93
d. There is a high degree of trust within my department	144	17%	42%	19%	15%	7%	2.53	1.14
e. My colleagues respect individual and cultural differences	146	22%	53%	11%	10%	3%	2.20	1.01
f. I believe the University values individual and cultural diversity	146	10%	58%	23%	6%	2%	2.32	0.82
g. UKs policies and practices promote individual and cultural diversity	146	7%	49%	32%	8%	3%	2.52	0.87

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A11:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Not Applicable
a. I feel valued by the University for my scholarly/research contributions	141	6%	35%	23%	14%	13%	9%
a. I feel valued by the University for my teaching contributions	142	6%	23%	22%	14%	11%	24%
a. I feel valued by the University for my service contributions	145	10%	29%	27%	14%	14%	6%
b. I feel valued by my department for my scholarly/research contributions	140	21%	48%	9%	10%	4%	9%
b. I feel valued by my department for my teaching contributions	146	14%	40%	11%	8%	3%	23%
b. I feel valued by my department for my service contributions	142	25%	44%	14%	7%	4%	6%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	145	10%	35%	12%	26%	17%	0%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	146	5%	15%	15%	27%	37%	1%

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A11:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements (Not Applicable converted to a missing value for this table)	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. I feel valued by the University for my scholarly/research contributions	129	6%	39%	25%	16%	15%	2.94	1.18
a. I feel valued by the University for my teaching contributions	108	7%	31%	29%	19%	15%	3.03	1.18
a. I feel valued by the University for my service contributions	137	10%	31%	28%	15%	15%	2.95	1.22
b. I feel valued by my department for my scholarly/research contributions	128	23%	52%	10%	11%	4%	2.21	1.04
b. I feel valued by my department for my teaching contributions	112	19%	52%	14%	11%	4%	2.30	1.04
b. I feel valued by my department for my service contributions	134	27%	46%	15%	7%	4%	2.16	1.05
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	145	10%	35%	12%	26%	17%	3.03	1.30
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	144	5%	15%	15%	27%	38%	3.77	1.24

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A12:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Not Applicable
a. I feel respected by my UK faculty colleagues	146	25%	54%	11%	8%	1%	0%
b. I feel respected by the staff	146	23%	60%	15%	1%	0%	0%
c. I feel respected by the students	146	19%	63%	9%	1%	0%	8%
d. I am given the opportunity to serve on important University committees or task forces	146	14%	42%	23%	12%	3%	5%

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A12:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements (Not Applicable converted to a missing value for this table)	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. I feel respected by my UK faculty colleagues	146	25%	54%	11%	8%	1%	2.06	0.90
b. I feel respected by the staff	146	23%	60%	15%	1%	0%	1.95	0.66
c. I feel respected by the students	135	21%	68%	10%	1%	0%	1.92	0.60
d. I am given the opportunity to serve on important University committees or task forces	138	15%	45%	24%	12%	4%	2.44	1.01

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A13:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Not Applicable
a. UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	141	13%	51%	27%	6%	2%	1%
b. I am pleased with the social context of the work environment at UK	142	6%	48%	31%	8%	5%	1%
c. Publications and other media communicate that UK places a high value on diversity	142	9%	46%	35%	7%	1%	2%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	140	15%	59%	20%	3%	1%	1%
e. UK promotes diversity as an essential part of a high quality educational institution	139	13%	57%	24%	4%	1%	1%
f. UK offers activities that promote understanding among diverse groups	141	7%	47%	39%	6%	0%	1%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	141	10%	33%	41%	11%	4%	1%
h. Racial and cultural differences are celebrated at UK	141	7%	40%	40%	11%	1%	1%
i. Policies and procedures at UK help diverse employees feel welcome	141	8%	33%	48%	7%	1%	4%
j. Enhancing the campus community as a multicultural organization is part of UKs mission	140	11%	56%	25%	5%	2%	1%
k. I feel a sense of community at UK	140	6%	39%	30%	20%	5%	1%
l. UK effectively addresses campus incidents of intolerance and bigotry	140	8%	42%	34%	8%	3%	5%

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A13:Please indicate the extent to which you AGREE or DISAGREE with each of the following statement (Not Applicable converted to a missing value for this table)s	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	140	13%	51%	27%	6%	2%	2.34	0.86
b. I am pleased with the social context of the work environment at UK	140	6%	49%	31%	9%	5%	2.57	0.92
c. Publications and other media communicate that UK places a high value on diversity	139	9%	47%	35%	7%	1%	2.42	0.79
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	138	15%	60%	20%	3%	1%	2.15	0.76
e. UK promotes diversity as an essential part of a high quality educational institution	138	13%	57%	24%	4%	1%	2.24	0.79
f. UK offers activities that promote understanding among diverse groups	139	7%	47%	40%	6%	0%	2.44	0.71
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	140	10%	33%	41%	11%	4%	2.67	0.96
h. Racial and cultural differences are celebrated at UK	140	7%	40%	41%	11%	1%	2.59	0.83
i. Policies and procedures at UK help diverse employees feel welcome	136	8%	35%	49%	7%	1%	2.58	0.78
j. Enhancing the campus community as a multicultural organization is part of UKs mission	139	12%	56%	25%	5%	2%	2.30	0.82
k. I feel a sense of community at UK	139	6%	39%	30%	20%	5%	2.80	0.99
l. UK effectively addresses campus incidents of intolerance and bigotry	133	8%	44%	36%	8%	3%	2.53	0.88

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A14:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Not Applicable
a. I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	141	7%	11%	9%	30%	35%	8%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	141	1%	4%	10%	33%	32%	21%
c. I have heard UK faculty or staff express stereotypes about different groups of people	140	10%	27%	15%	26%	18%	4%
d. I have been the target of racial/ethnic stereotyping on campus	140	1%	4%	5%	35%	36%	19%
e. I hear hate speech or derogatory language used at UK	141	4%	12%	11%	40%	29%	4%

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A14:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements (Not Applicable converted to a missing value for this table)	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	130	8%	12%	10%	32%	38%	3.80	1.28
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	112	1%	5%	13%	41%	40%	4.14	0.90
c. I have heard UK faculty or staff express stereotypes about different groups of people	135	10%	28%	16%	27%	19%	3.16	1.30
d. I have been the target of racial/ethnic stereotyping on campus	114	2%	4%	6%	43%	45%	4.25	0.89
e. I hear hate speech or derogatory language used at UK	135	4%	13%	11%	42%	30%	3.83	1.11

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A15: The following is a list of potential initiatives and/or programs the University may use to assist faculty in the future. Please indicate the value or potential value to you of each of the following:	N	Of Great Value	Of Some Value	Of Little Value but UK should offer	Of Little Value and UK should not offer
a. More opportunities for professional interaction with faculty from other departments	135	33%	48%	16%	2%
b. Greater assistance from my chair/director to ensure the success of my work	137	32%	45%	20%	3%
c. Greater support from my chair/director when personal and/or family needs arise	136	29%	37%	26%	7%
d. More opportunity to influence key departmental decisions	134	35%	48%	16%	1%
e. Enhanced information about campus procedures and resources (How do I...)	135	24%	48%	24%	3%
f. Central location for faculty to socialize	137	9%	33%	35%	23%
g. Increased administrative staff support	138	35%	38%	15%	12%
h. Increased technical staff support	136	57%	38%	4%	1%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	137	58%	26%	12%	4%
j. More opportunity for clinical appointments	132	10%	12%	51%	27%
k. Effective mentoring based on personal goals	137	19%	27%	45%	9%
l. Comprehensive orientation program for new faculty	137	21%	16%	55%	8%
m. Part-time, pre-tenure appointments	135	6%	9%	55%	30%
n. Part-time, post-tenure appointments	134	15%	22%	49%	13%
o. Extended tenure clock for new or expectant parents	135	13%	13%	64%	11%
p. Extended tenure clock for seriously ill family members	135	15%	15%	64%	6%
q. Part-time appointment as a transition back to work after a child's birth or adoption	136	13%	9%	71%	8%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	137	17%	18%	64%	2%
s. Phased retirement (reduction of appointment before retiring)	136	38%	27%	28%	7%

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The FREQ Procedure

Thinking about your quality of life at present - that is, your ability to integrate a fulfilling and productive academic life with a fulfilling personal and/or family life - how satisfied are you currently?				
B1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very Satisfied	28	20.14	28	20.14
Satisfied	65	46.76	93	66.91
Neither	18	12.95	111	79.86
Dissatisfied	24	17.27	135	97.12
Very Dissatisfied	4	2.88	139	100.00

Frequency Missing = 11

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B2:Please indicate the extent to which you AGREE or DISAGREE that the following statements are generally true	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. UK is supportive of my personal/family life	137	8%	34%	39%	13%	5%	2.73	0.97
b. My chair/director is supportive of my personal/family responsibilities	136	32%	33%	26%	7%	2%	2.13	1.02
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	138	33%	44%	15%	5%	2%	1.99	0.94
d. My colleagues are supportive of my personal/family responsibilities	136	27%	39%	29%	3%	2%	2.14	0.93
e. The University's senior leadership is supportive of employees personal/family responsibilities	138	4%	28%	51%	11%	6%	2.86	0.88
f. The University's policies are supportive of employees personal/family responsibilities	136	5%	38%	41%	11%	5%	2.74	0.91
g. Administration in my college is supportive of employees personal/family responsibilities	138	15%	41%	32%	9%	3%	2.43	0.95
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	138	16%	42%	24%	12%	6%	2.50	1.08
i. I currently have the flexibility I need in scheduling my academic responsibilities	138	20%	52%	12%	12%	4%	2.27	1.04
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	138	9%	25%	41%	20%	6%	2.90	1.01

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B3:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements regarding your work, personal and family life	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. No matter how hard I work at the office or at home I just can't get everything done that I need to get done	138	46%	30%	14%	9%	1%	1.90	1.02
b. Too much time is required of my faculty position	137	26%	19%	34%	20%	1%	2.53	1.12
c. The stress I feel balancing work and personal/family responsibilities affects my health	137	20%	25%	32%	20%	3%	2.62	1.11
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	138	9%	19%	30%	37%	4%	3.08	1.05
e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like	138	12%	20%	28%	36%	5%	3.01	1.12
f. I frequently feel physically or emotionally drained at the end of the day	138	22%	39%	22%	15%	2%	2.37	1.05
g. I feel positive about my ability to manage the demands of my academic/personal/family life	138	11%	41%	26%	18%	4%	2.62	1.02
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	138	6%	10%	22%	37%	25%	3.66	1.14

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B4: Below is a list of Work-Life programs that are currently being offered on a University-Wide Basis. Please indicate the value of each of the following	N	Of Great Value	Of Some Value	Of Little Value but UK should offer	Of Little Value and UK should not offer
a. Work+Life Connections for voluntary counseling for work/personal/family issues (i.e. expanded Employee Assistance Program)	134	7%	16%	69%	7%
b. Parent and Child care workshops and consultations	134	4%	9%	77%	10%
c. Confidential Financial counseling for staff and faculty	134	15%	32%	46%	7%
d. Flexible Work Arrangement workshops and consultations	135	9%	30%	55%	6%
e. Elder and Adult dependent care workshops and consultations	135	5%	30%	56%	8%
f. Retirement Planning workshops and counseling	134	23%	47%	28%	1%
g. Career Development workshops and consultations	135	7%	30%	56%	7%
h. UK tuition discount via Family Education Program	133	45%	11%	43%	1%
i. National Work and Family Month events and workshops	135	1%	15%	52%	32%
j. Flexible Work Arrangement Guidelines	133	14%	39%	44%	4%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	134	7%	16%	65%	13%
l. Phased Retirement	134	26%	40%	28%	5%
m. Sponsored Dependent Benefits (domestic partners)	135	13%	13%	58%	16%
n. Staff Shared Leave Pool for catastrophic events	133	8%	18%	71%	3%
o. Breastfeeding and Lactation Guidelines	134	4%	4%	73%	18%
p. Laptop Computer Loan Program for staff enrolled in higher education	135	4%	10%	71%	14%
q. Faculty Tenure Delay to meet dependent care obligations	133	10%	12%	74%	5%
r. Other (please specify)	27	26%	15%	33%	26%

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B5: Below is a list of Work-Life programs that are NOT CURRENTLY OFFERED. Please indicate the potential value of each of the following	N	Of Great Value	Of Some Value	Of Little Value but UK should offer	Of Little Value and UK should not offer
a. Expansion of onsite childcare centers	135	12%	3%	69%	16%
b. Emergency/Back up child care for mildly ill children	135	12%	7%	58%	24%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	134	13%	5%	58%	23%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	134	12%	6%	59%	23%
e. Paid leave beyond FMLA qualifying events	132	10%	20%	43%	27%
f. Onsite elder and adult dependent care	134	5%	10%	51%	34%
g. Other (please specify)	23	22%	4%	39%	35%