

*College of Arts and Sciences  
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	65	27.20	65	27.20
b. Academic reputation of program/academic unit	31	12.97	96	40.17
c. Emphasis on quality teaching	4	1.67	100	41.84
e. Location in Lexington, Kentucky	15	6.28	115	48.12
f. Ability to balance work with my personal/family life	14	5.86	129	53.97
g. My salary/wage	16	6.69	145	60.67
h. Benefits	1	0.42	146	61.09
i. University's academic reputation	6	2.51	152	63.60
j. Research infrastructure	11	4.60	163	68.20
l. Opportunities for career development	18	7.53	181	75.73
o. Lack of opportunities in private sector	6	2.51	187	78.24
p. Startup package	10	4.18	197	82.43
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	41	17.15	238	99.58
r. Freedom to participate in private endeavors such as consulting	1	0.42	239	100.00

*Frequency Missing = 6*

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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	44	18.72	44	18.72
b. Academic reputation of program/academic unit	30	12.77	74	31.49
c. Emphasis on quality teaching	6	2.55	80	34.04
e. Location in Lexington, Kentucky	29	12.34	109	46.38
f. Ability to balance work with my personal/family life	16	6.81	125	53.19
g. My salary/wage	20	8.51	145	61.70
h. Benefits	7	2.98	152	64.68
i. University's academic reputation	10	4.26	162	68.94
j. Research infrastructure	12	5.11	174	74.04
k. Faculty support services	4	1.70	178	75.74
l. Opportunities for career development	24	10.21	202	85.96
n. Level of bureaucracy	1	0.43	203	86.38
o. Lack of opportunities in private sector	6	2.55	209	88.94
p. Startup package	11	4.68	220	93.62
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	15	6.38	235	100.00

*Frequency Missing = 10*

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*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	58	24.58	58	24.58
b. Academic reputation of program/academic unit	11	4.66	69	29.24
d. Caliber of students	1	0.42	70	29.66
e. Location in Lexington, Kentucky	21	8.90	91	38.56
f. Ability to balance work with my personal/family life	27	11.44	118	50.00
g. My salary/wage	19	8.05	137	58.05
h. Benefits	12	5.08	149	63.14
i. University's academic reputation	1	0.42	150	63.56
j. Research infrastructure	7	2.97	157	66.53
k. Faculty support services	1	0.42	158	66.95
l. Opportunities for career development	9	3.81	167	70.76
o. Lack of opportunities in private sector	7	2.97	174	73.73
p. Startup package	1	0.42	175	74.15
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	61	25.85	236	100.00

*Frequency Missing = 9*

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*The FREQ Procedure*

Which is the 2nd MOST IMPORTANT factor that KEEPS you at UK				
A2b	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a. Faculty/colleagues	54	23.58	54	23.58
b. Academic reputation of program/academic unit	14	6.11	68	29.69
c. Emphasis on quality teaching	5	2.18	73	31.88
d. Caliber of students	1	0.44	74	32.31
e. Location in Lexington, Kentucky	25	10.92	99	43.23
f. Ability to balance work with my personal/family life	24	10.48	123	53.71
g. My salary/wage	13	5.68	136	59.39
h. Benefits	17	7.42	153	66.81
i. University's academic reputation	1	0.44	154	67.25
j. Research infrastructure	13	5.68	167	72.93
k. Faculty support services	4	1.75	171	74.67
l. Opportunities for career development	17	7.42	188	82.10
m. Amount of administrative work	2	0.87	190	82.97
o. Lack of opportunities in private sector	13	5.68	203	88.65
p. Startup package	2	0.87	205	89.52
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	23	10.04	228	99.56
r. Freedom to participate in private endeavors such as consulting	1	0.44	229	100.00

*Frequency Missing = 16*

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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	31	12.86	31	12.86
I have thought about it frequently and have begun to explore possibilities	48	19.92	79	32.78
I have thought about it frequently but have not taken action	37	15.35	116	48.13
I have thought about it occasionally	63	26.14	179	74.27
I have not thought about it	62	25.73	241	100.00

*Frequency Missing = 4*

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Which, if any, is the primary reason you are considering leaving UK?				
A4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a. Faculty/colleagues	2	1.16	2	1.16
b. Academic reputation of program/academic unit	9	5.20	11	6.36
c. Emphasis on quality teaching	1	0.58	12	6.94
e. Location in Lexington, Kentucky	6	3.47	18	10.40
f. Ability to balance work with my personal/family life	3	1.73	21	12.14
g. My salary/wage	77	44.51	98	56.65
i. University's academic reputation	6	3.47	104	60.12
j. Research infrastructure	6	3.47	110	63.58
k. Faculty support services	1	0.58	111	64.16
l. Opportunities for career development	14	8.09	125	72.25
m. Amount of administrative work	1	0.58	126	72.83
n. Level of bureaucracy	7	4.05	133	76.88
o. Lack of opportunities in private sector	1	0.58	134	77.46
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	14	8.09	148	85.55
s. Other (Please Specify)	25	14.45	173	100.00

*Frequency Missing = 72*

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<b>A7: Currently, how would you assess the following aspects of your work at UK?</b>	<b>N</b>	<b>Too Little</b>	<b>About Right</b>	<b>Too Much</b>	<b>Does not Apply</b>
a. Teaching load	239	1%	72%	23%	3%
b. Advising responsibilities	237	4%	72%	11%	14%
c. Expectations for service and outreach	239	3%	68%	23%	5%
d. Expectations for securing outside funding for research, scholarship and creative activities	233	5%	63%	18%	14%
e. Internal funding for scholarship and creative activities	238	47%	41%	1%	11%
f. Staff resources for scholarship and creative activities	234	50%	32%	0%	17%
g. Resources for scholarship and creative activities (space, equipment, materials)	236	53%	40%	0%	7%
h. Administrative responsibilities	236	2%	50%	38%	10%
i. Time to develop relationships with colleagues	239	46%	52%	0%	2%

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<b>A7: Currently, how would you assess the following aspects of your work at UK? (Not Applicable converted to a missing value for this table)</b>	<b>N</b>	<b>Too Little</b>	<b>About Right</b>	<b>Too Much</b>	<b>Mean</b>	<b>SD</b>
a. Teaching load	231	1%	75%	24%	2.23	0.44
b. Advising responsibilities	204	4%	83%	12%	2.08	0.40
c. Expectations for service and outreach	227	4%	72%	25%	2.21	0.49
d. Expectations for securing outside funding for research, scholarship and creative activities	201	5%	73%	21%	2.16	0.49
e. Internal funding for scholarship and creative activities	213	53%	46%	1%	1.49	0.53
f. Staff resources for scholarship and creative activities	194	60%	39%	1%	1.40	0.50
g. Resources for scholarship and creative activities (space, equipment, materials)	220	57%	43%	0%	1.43	0.50
h. Administrative responsibilities	212	2%	56%	42%	2.40	0.54
i. Time to develop relationships with colleagues	234	47%	53%	0%	1.53	0.50



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<b>A8:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. I am satisfied with my faculty position at the University of Kentucky	237	14%	44%	13%	17%	11%	2.68	1.24
b. I would choose to accept a faculty position at UK again	235	16%	42%	23%	11%	9%	2.54	1.15
c. I feel very loyal to the University of Kentucky	237	11%	26%	33%	16%	13%	2.93	1.18
d. I recommend the University of Kentucky to other faculty as a good place to work	236	11%	35%	28%	18%	8%	2.78	1.13
e. Senior leadership clearly communicates the University's direction and priorities	236	6%	27%	23%	22%	22%	3.26	1.24
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	237	24%	44%	17%	10%	5%	2.27	1.09
g. I am aware of the University's strategic plan	236	14%	68%	13%	5%	0%	2.10	0.68
h. I understand how my job contributes to achieving the University's strategic plan	234	17%	47%	19%	13%	3%	2.39	1.02
i. I play a role in helping students succeed at UK	237	59%	38%	3%	1%	0%	1.46	0.61
j. I am committed to helping the University accomplish its strategic plan	236	20%	41%	31%	6%	3%	2.31	0.95
k. I have confidence in the direction the University is going	237	5%	16%	26%	28%	25%	3.53	1.17
l. I play a role in helping to improve student retention	236	35%	50%	11%	3%	1%	1.85	0.80

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<b>A9: In the context of your academic unit, how do you rate your productivity for each of the following?</b>	<b>N</b>	<b>Above Average</b>	<b>Slightly Above Average</b>	<b>Comparable to My Peers</b>	<b>Slightly Below Average</b>	<b>Below Average</b>	<b>Not Applicable</b>
a. Teaching	227	45%	23%	29%	0%	0%	3%
b. Scholarship/Research	227	30%	17%	30%	11%	6%	7%
c. Service	227	39%	17%	35%	4%	1%	4%

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<b>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)</b>	<b>N</b>	<b>Above Average</b>	<b>Slightly Above Average</b>	<b>Comparable to My Peers</b>	<b>Slightly Below Average</b>	<b>Below Average</b>	<b>Mean</b>	<b>SD</b>
a. Teaching	221	46%	24%	29%	0%	0%	1.84	0.87
b. Scholarship/Research	211	33%	18%	32%	11%	6%	2.40	1.22
c. Service	218	40%	17%	37%	5%	1%	2.08	1.02

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<b>A10:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. I receive information about University news or changes before I read or hear about it in the press	233	9%	39%	24%	21%	6%	2.74	1.08
b. Senior leadership understands faculty's concerns	231	2%	19%	22%	23%	34%	3.67	1.20
c. There is a high degree of trust within the University	232	0%	8%	28%	34%	29%	3.84	0.95
d. There is a high degree of trust within my department	232	16%	38%	21%	16%	9%	2.65	1.20
e. My colleagues respect individual and cultural differences	232	32%	46%	11%	9%	3%	2.03	1.01
f. I believe the University values individual and cultural diversity	233	12%	48%	22%	14%	4%	2.50	1.01
g. UKs policies and practices promote individual and cultural diversity	233	9%	45%	28%	13%	5%	2.62	0.99

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<b>A11:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
a. I feel valued by the University for my scholarly/research contributions	226	7%	31%	26%	16%	15%	4%
a. I feel valued by the University for my teaching contributions	235	3%	37%	25%	20%	13%	3%
a. I feel valued by the University for my service contributions	229	4%	31%	26%	20%	14%	5%
b. I feel valued by my department for my scholarly/research contributions	225	16%	46%	15%	12%	7%	4%
b. I feel valued by my department for my teaching contributions	236	16%	54%	13%	10%	5%	2%
b. I feel valued by my department for my service contributions	231	16%	51%	13%	10%	6%	4%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	236	5%	34%	13%	20%	27%	1%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	236	2%	15%	12%	24%	45%	1%

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<b>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)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. I feel valued by the University for my scholarly/research contributions	216	7%	32%	27%	17%	16%	3.03	1.19
a. I feel valued by the University for my teaching contributions	229	3%	38%	25%	21%	13%	3.02	1.12
a. I feel valued by the University for my service contributions	217	4%	33%	28%	21%	14%	3.08	1.13
b. I feel valued by my department for my scholarly/research contributions	216	16%	48%	16%	13%	7%	2.46	1.12
b. I feel valued by my department for my teaching contributions	231	16%	55%	13%	10%	5%	2.33	1.03
b. I feel valued by my department for my service contributions	221	16%	53%	13%	10%	7%	2.38	1.09
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	233	5%	34%	13%	20%	27%	3.30	1.33
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	233	2%	15%	12%	24%	46%	3.96	1.18

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<b>A12:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
a. I feel respected by my UK faculty colleagues	236	23%	55%	11%	8%	3%	0%
b. I feel respected by the staff	236	33%	58%	5%	3%	2%	0%
c. I feel respected by the students	236	23%	64%	7%	5%	0%	1%
d. I am given the opportunity to serve on important University committees or task forces	235	16%	44%	22%	9%	3%	6%

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<b>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)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. I feel respected by my UK faculty colleagues	236	23%	55%	11%	8%	3%	2.12	0.94
b. I feel respected by the staff	236	33%	58%	5%	3%	2%	1.82	0.77
c. I feel respected by the students	234	23%	64%	7%	5%	0%	1.96	0.74
d. I am given the opportunity to serve on important University committees or task forces	220	17%	47%	23%	10%	3%	2.35	0.98



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<b>A13:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
a. UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	234	13%	47%	27%	8%	2%	2%
b. I am pleased with the social context of the work environment at UK	232	7%	46%	31%	9%	5%	1%
c. Publications and other media communicate that UK places a high value on diversity	233	6%	37%	41%	9%	3%	3%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	234	11%	57%	24%	5%	2%	1%
e. UK promotes diversity as an essential part of a high quality educational institution	234	8%	46%	32%	9%	3%	1%
f. UK offers activities that promote understanding among diverse groups	232	9%	45%	33%	10%	1%	1%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	234	7%	32%	40%	13%	5%	4%
h. Racial and cultural differences are celebrated at UK	233	8%	35%	38%	13%	4%	3%
i. Policies and procedures at UK help diverse employees feel welcome	234	6%	32%	44%	12%	3%	3%
j. Enhancing the campus community as a multicultural organization is part of UK's mission	232	14%	53%	26%	4%	2%	1%
k. I feel a sense of community at UK	234	5%	32%	29%	20%	12%	2%
l. UK effectively addresses campus incidents of intolerance and bigotry	233	6%	33%	43%	10%	4%	3%

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<b>A13: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)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	229	13%	48%	28%	8%	2%	2.38	0.89
b. I am pleased with the social context of the work environment at UK	229	7%	47%	31%	10%	5%	2.59	0.95
c. Publications and other media communicate that UK places a high value on diversity	226	7%	38%	42%	10%	4%	2.65	0.88
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	232	11%	58%	24%	5%	2%	2.30	0.81
e. UK promotes diversity as an essential part of a high quality educational institution	231	8%	47%	33%	10%	3%	2.52	0.87
f. UK offers activities that promote understanding among diverse groups	229	9%	46%	33%	10%	1%	2.49	0.85
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	225	7%	33%	41%	13%	5%	2.76	0.94
h. Racial and cultural differences are celebrated at UK	227	8%	36%	39%	13%	4%	2.69	0.94
i. Policies and procedures at UK help diverse employees feel welcome	226	6%	33%	45%	12%	4%	2.75	0.88
j. Enhancing the campus community as a multicultural organization is part of UK's mission	229	14%	53%	27%	4%	2%	2.25	0.81
k. I feel a sense of community at UK	230	5%	33%	29%	20%	12%	3.01	1.11
l. UK effectively addresses campus incidents of intolerance and bigotry	226	6%	35%	45%	10%	4%	2.72	0.89

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<b>A14:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
a. I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	235	5%	14%	13%	37%	27%	6%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	235	2%	4%	13%	34%	28%	20%
c. I have heard UK faculty or staff express stereotypes about different groups of people	235	6%	25%	10%	37%	19%	3%
d. I have been the target of racial/ethnic stereotyping on campus	235	2%	3%	10%	38%	34%	14%
e. I hear hate speech or derogatory language used at UK	234	5%	14%	12%	44%	22%	3%

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<b>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)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	222	5%	14%	14%	39%	28%	3.71	1.17
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	189	2%	5%	16%	42%	34%	4.02	0.95
c. I have heard UK faculty or staff express stereotypes about different groups of people	227	6%	26%	11%	38%	20%	3.40	1.23
d. I have been the target of racial/ethnic stereotyping on campus	203	2%	3%	11%	44%	39%	4.15	0.90
e. I hear hate speech or derogatory language used at UK	226	5%	14%	12%	45%	23%	3.66	1.14

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<b>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:</b>	<b>N</b>	<b>Of Great Value</b>	<b>Of Some Value</b>	<b>Of Little Value but UK should offer</b>	<b>Of Little Value and UK should not offer</b>
a. More opportunities for professional interaction with faculty from other departments	229	41%	44%	14%	1%
b. Greater assistance from my chair/director to ensure the success of my work	221	42%	42%	15%	1%
c. Greater support from my chair/director when personal and/or family needs arise	222	32%	41%	23%	4%
d. More opportunity to influence key departmental decisions	218	34%	52%	12%	1%
e. Enhanced information about campus procedures and resources (How do I...)	225	27%	49%	21%	3%
f. Central location for faculty to socialize	225	24%	35%	28%	14%
g. Increased administrative staff support	227	53%	33%	8%	6%
h. Increased technical staff support	226	58%	32%	8%	2%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	226	49%	36%	14%	0%
j. More opportunity for clinical appointments	220	11%	16%	50%	23%
k. Effective mentoring based on personal goals	225	22%	34%	38%	6%
l. Comprehensive orientation program for new faculty	224	20%	22%	54%	4%
m. Part-time, pre-tenure appointments	223	7%	16%	39%	37%
n. Part-time, post-tenure appointments	223	13%	20%	43%	24%
o. Extended tenure clock for new or expectant parents	227	29%	13%	53%	5%
p. Extended tenure clock for seriously ill family members	228	34%	12%	50%	4%
q. Part-time appointment as a transition back to work after a Childs birth or adoption	228	24%	14%	57%	6%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	226	31%	18%	47%	4%
s. Phased retirement (reduction of appointment before retiring)	225	38%	35%	23%	4%

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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	26	11.21	26	11.21
Satisfied	107	46.12	133	57.33
Neither	31	13.36	164	70.69
Dissatisfied	48	20.69	212	91.38
Very Dissatisfied	20	8.62	232	100.00

*Frequency Missing = 13*

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<b>B2:Please indicate the extent to which you AGREE or DISAGREE that the following statements are generally true</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. UK is supportive of my personal/family life	229	7%	30%	40%	15%	7%	2.85	1.01
b. My chair/director is supportive of my personal/family responsibilities	225	22%	41%	28%	4%	4%	2.28	0.98
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	226	23%	43%	29%	4%	1%	2.16	0.86
d. My colleagues are supportive of my personal/family responsibilities	227	18%	45%	28%	7%	2%	2.30	0.91
e. The University's senior leadership is supportive of employees personal/family responsibilities	229	5%	23%	47%	17%	8%	3.02	0.96
f. The University's policies are supportive of employees personal/family responsibilities	228	7%	29%	40%	18%	6%	2.87	0.98
g. Administration in my college is supportive of employees personal/family responsibilities	229	13%	32%	41%	9%	5%	2.61	1.00
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	229	14%	46%	24%	12%	4%	2.46	1.02
i. I currently have the flexibility I need in scheduling my academic responsibilities	229	16%	54%	20%	9%	1%	2.24	0.86
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	228	11%	17%	41%	28%	3%	2.95	1.01

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<b>B3:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements regarding your work, personal and family life</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
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	226	45%	27%	15%	11%	3%	2.00	1.13
b. Too much time is required of my faculty position	226	25%	29%	28%	15%	3%	2.42	1.11
c. The stress I feel balancing work and personal/family responsibilities affects my health	225	21%	32%	20%	24%	4%	2.57	1.16
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	225	12%	25%	25%	32%	6%	2.96	1.14
e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like	227	15%	26%	25%	30%	5%	2.84	1.15
f. I frequently feel physically or emotionally drained at the end of the day	224	28%	36%	18%	14%	4%	2.30	1.14
g. I feel positive about my ability to manage the demands of my academic/personal/family life	226	6%	41%	25%	22%	7%	2.83	1.05
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	226	6%	12%	22%	42%	19%	3.57	1.10



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<b>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</b>	<b>N</b>	<b>Of Great Value</b>	<b>Of Some Value</b>	<b>Of Little Value but UK should offer</b>	<b>Of Little Value and UK should not offer</b>
a. Work+Life Connections for voluntary counseling for work/personal/family issues (i.e. expanded Employee Assistance Program)	219	11%	23%	61%	5%
b. Parent and Child care workshops and consultations	219	6%	16%	68%	11%
c. Confidential Financial counseling for staff and faculty	218	13%	34%	46%	7%
d. Flexible Work Arrangement workshops and consultations	221	10%	21%	64%	5%
e. Elder and Adult dependent care workshops and consultations	220	14%	20%	60%	5%
f. Retirement Planning workshops and counseling	221	26%	40%	30%	4%
g. Career Development workshops and consultations	221	18%	19%	57%	5%
h. UK tuition discount via Family Education Program	220	39%	18%	40%	3%
i. National Work and Family Month events and workshops	221	3%	14%	61%	22%
j. Flexible Work Arrangement Guidelines	220	11%	30%	55%	4%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	219	7%	16%	68%	9%
l. Phased Retirement	220	28%	35%	34%	4%
m. Sponsored Dependent Benefits (domestic partners)	220	25%	12%	56%	6%
n. Staff Shared Leave Pool for catastrophic events	220	12%	17%	67%	3%
o. Breastfeeding and Lactation Guidelines	222	11%	9%	68%	11%
p. Laptop Computer Loan Program for staff enrolled in higher education	221	9%	12%	71%	8%
q. Faculty Tenure Delay to meet dependent care obligations	222	21%	13%	61%	5%
r. Other (please specify)	46	24%	11%	39%	26%

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<b>B5: Below is a list of Work-Life programs that are NOT CURRENTLY OFFERED. Please indicate the potential value of each of the following</b>	<b>N</b>	<b>Of Great Value</b>	<b>Of Some Value</b>	<b>Of Little Value but UK should offer</b>	<b>Of Little Value and UK should not offer</b>
a. Expansion of onsite childcare centers	223	23%	8%	64%	6%
b. Emergency/Back up child care for mildly ill children	223	21%	11%	57%	11%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	222	21%	10%	58%	11%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	223	22%	9%	61%	8%
e. Paid leave beyond FMLA qualifying events	218	25%	16%	42%	18%
f. Onsite elder and adult dependent care	222	12%	13%	58%	17%
g. Other (please specify)	27	22%	7%	33%	37%