

College of Business and Economics
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	17	34.69	17	34.69
b. Academic reputation of program/academic unit	9	18.37	26	53.06
e. Location in Lexington, Kentucky	2	4.08	28	57.14
f. Ability to balance work with my personal/family life	3	6.12	31	63.27
g. My salary/wage	7	14.29	38	77.55
i. University's academic reputation	1	2.04	39	79.59
l. Opportunities for career development	2	4.08	41	83.67
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	8	16.33	49	100.00

Frequency Missing = 1

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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	8	16.33	8	16.33
b. Academic reputation of program/academic unit	8	16.33	16	32.65
c. Emphasis on quality teaching	1	2.04	17	34.69
e. Location in Lexington, Kentucky	9	18.37	26	53.06
f. Ability to balance work with my personal/family life	4	8.16	30	61.22
g. My salary/wage	7	14.29	37	75.51
h. Benefits	2	4.08	39	79.59
i. University's academic reputation	2	4.08	41	83.67
j. Research infrastructure	2	4.08	43	87.76
l. Opportunities for career development	3	6.12	46	93.88
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	3	6.12	49	100.00

Frequency Missing = 1

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Which is the single MOST IMPORTANT factor that KEEPS you at UK?				
A2a	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a. Faculty/colleagues	8	16.67	8	16.67
b. Academic reputation of program/academic unit	6	12.50	14	29.17
e. Location in Lexington, Kentucky	7	14.58	21	43.75
f. Ability to balance work with my personal/family life	6	12.50	27	56.25
g. My salary/wage	5	10.42	32	66.67
i. University's academic reputation	1	2.08	33	68.75
j. Research infrastructure	1	2.08	34	70.83
k. Faculty support services	1	2.08	35	72.92
l. Opportunities for career development	1	2.08	36	75.00
o. Lack of opportunities in private sector	1	2.08	37	77.08
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	11	22.92	48	100.00

Frequency Missing = 2

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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	11	22.92	11	22.92
b. Academic reputation of program/academic unit	5	10.42	16	33.33
e. Location in Lexington, Kentucky	3	6.25	19	39.58
f. Ability to balance work with my personal/family life	11	22.92	30	62.50
g. My salary/wage	5	10.42	35	72.92
h. Benefits	2	4.17	37	77.08
i. Opportunities for career development	2	4.17	39	81.25
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	8	16.67	47	97.92
r. Freedom to participate in private endeavors such as consulting	1	2.08	48	100.00

Frequency Missing = 2

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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	6	12.24	6	12.24
I have thought about it frequently and have begun to explore possibilities	8	16.33	14	28.57
I have thought about it frequently but have not taken action	5	10.20	19	38.78
I have thought about it occasionally	17	34.69	36	73.47
I have not thought about it	13	26.53	49	100.00

Frequency Missing = 1

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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	3	8.82	3	8.82
e. Location in Lexington, Kentucky	2	5.88	5	14.71
f. Ability to balance work with my personal/family life	1	2.94	6	17.65
g. My salary/wage	6	17.65	12	35.29
i. University's academic reputation	1	2.94	13	38.24
j. Research infrastructure	1	2.94	14	41.18
l. Opportunities for career development	4	11.76	18	52.94
m. Amount of administrative work	1	2.94	19	55.88
n. Level of bureaucracy	2	5.88	21	61.76
o. Lack of opportunities in private sector	2	5.88	23	67.65
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	4	11.76	27	79.41
s. Other (Please Specify)	7	20.59	34	100.00

Frequency Missing = 16

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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	48	2%	71%	27%	0%
b. Advising responsibilities	48	4%	79%	4%	13%
c. Expectations for service and outreach	48	4%	77%	17%	2%
d. Expectations for securing outside funding for research, scholarship and creative activities	48	6%	60%	10%	23%
e. Internal funding for scholarship and creative activities	47	55%	34%	0%	11%
f. Staff resources for scholarship and creative activities	47	55%	32%	2%	11%
g. Resources for scholarship and creative activities (space, equipment, materials)	47	53%	38%	0%	9%
h. Administrative responsibilities	47	0%	51%	28%	21%
i. Time to develop relationships with colleagues	48	17%	83%	0%	0%

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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	48	2%	71%	27%	2.25	0.48
b. Advising responsibilities	42	5%	90%	5%	2.00	0.31
c. Expectations for service and outreach	47	4%	79%	17%	2.13	0.45
d. Expectations for securing outside funding for research, scholarship and creative activities	37	8%	78%	14%	2.05	0.47
e. Internal funding for scholarship and creative activities	42	62%	38%	0%	1.38	0.49
f. Staff resources for scholarship and creative activities	42	62%	36%	2%	1.40	0.54
g. Resources for scholarship and creative activities (space, equipment, materials)	43	58%	42%	0%	1.42	0.50
h. Administrative responsibilities	37	0%	65%	35%	2.35	0.48
i. Time to develop relationships with colleagues	48	17%	83%	0%	1.83	0.38

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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	48	17%	50%	15%	13%	6%	2.42	1.11
b. I would choose to accept a faculty position at UK again	49	18%	41%	24%	14%	2%	2.41	1.02
c. I feel very loyal to the University of Kentucky	48	17%	25%	33%	23%	2%	2.69	1.07
d. I recommend the University of Kentucky to other faculty as a good place to work	48	17%	35%	29%	19%	0%	2.50	0.99
e. Senior leadership clearly communicates the University's direction and priorities	48	2%	25%	23%	31%	19%	3.40	1.12
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	49	24%	39%	18%	14%	4%	2.35	1.13
g. I am aware of the University's strategic plan	48	21%	58%	10%	4%	6%	2.17	1.02
h. I understand how my job contributes to achieving the University's strategic plan	49	18%	43%	16%	16%	6%	2.49	1.16
i. I play a role in helping students succeed at UK	49	55%	41%	4%	0%	0%	1.49	0.58
j. I am committed to helping the University accomplish its strategic plan	48	29%	38%	29%	0%	4%	2.13	0.98
k. I have confidence in the direction the University is going	49	4%	24%	35%	18%	18%	3.22	1.14
l. I play a role in helping to improve student retention	49	22%	43%	27%	6%	2%	2.22	0.94

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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	47	57%	15%	19%	4%	2%	2%
b. Scholarship/Research	47	47%	19%	13%	6%	4%	11%
c. Service	48	40%	13%	38%	6%	2%	2%

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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	46	59%	15%	20%	4%	2%	1.76	1.06
b. Scholarship/Research	42	52%	21%	14%	7%	5%	1.90	1.19
c. Service	47	40%	13%	38%	6%	2%	2.17	1.11

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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	48	13%	29%	29%	21%	8%	2.83	1.15
b. Senior leadership understands faculty's concerns	48	2%	31%	23%	25%	19%	3.27	1.16
c. There is a high degree of trust within the University	48	0%	10%	29%	46%	15%	3.65	0.86
d. There is a high degree of trust within my department	48	21%	38%	15%	15%	13%	2.60	1.32
e. My colleagues respect individual and cultural differences	48	15%	54%	13%	10%	8%	2.44	1.13
f. I believe the University values individual and cultural diversity	48	17%	48%	19%	10%	6%	2.42	1.09
g. UKs policies and practices promote individual and cultural diversity	48	17%	35%	31%	10%	6%	2.54	1.09

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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	43	7%	35%	26%	14%	7%	12%
a. I feel valued by the University for my teaching contributions	45	9%	29%	36%	18%	7%	2%
a. I feel valued by the University for my service contributions	46	7%	30%	33%	17%	9%	4%
b. I feel valued by my department for my scholarly/research contributions	44	30%	27%	11%	14%	7%	11%
b. I feel valued by my department for my teaching contributions	46	15%	52%	11%	15%	4%	2%
b. I feel valued by my department for my service contributions	45	16%	51%	13%	16%	2%	2%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	47	11%	49%	13%	13%	13%	2%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	47	2%	34%	13%	15%	34%	2%

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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	38	8%	39%	29%	16%	8%	2.76	1.08
a. I feel valued by the University for my teaching contributions	44	9%	30%	36%	18%	7%	2.84	1.06
a. I feel valued by the University for my service contributions	44	7%	32%	34%	18%	9%	2.91	1.07
b. I feel valued by my department for my scholarly/research contributions	39	33%	31%	13%	15%	8%	2.33	1.30
b. I feel valued by my department for my teaching contributions	45	16%	53%	11%	16%	4%	2.40	1.07
b. I feel valued by my department for my service contributions	44	16%	52%	14%	16%	2%	2.36	1.01
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	46	11%	50%	13%	13%	13%	2.67	1.23
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	46	2%	35%	13%	15%	35%	3.46	1.35

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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	47	23%	51%	17%	6%	2%	0%
b. I feel respected by the staff	46	30%	57%	11%	2%	0%	0%
c. I feel respected by the students	47	34%	51%	15%	0%	0%	0%
d. I am given the opportunity to serve on important University committees or task forces	46	22%	33%	20%	13%	7%	7%

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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	47	23%	51%	17%	6%	2%	2.13	0.92
b. I feel respected by the staff	46	30%	57%	11%	2%	0%	1.85	0.70
c. I feel respected by the students	47	34%	51%	15%	0%	0%	1.81	0.68
d. I am given the opportunity to serve on important University committees or task forces	43	23%	35%	21%	14%	7%	2.47	1.20

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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	46	24%	28%	33%	9%	7%	0%
b. I am pleased with the social context of the work environment at UK	46	9%	50%	22%	13%	4%	2%
c. Publications and other media communicate that UK places a high value on diversity	46	13%	30%	41%	9%	7%	0%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	46	17%	54%	17%	7%	4%	0%
e. UK promotes diversity as an essential part of a high quality educational institution	46	17%	37%	28%	13%	2%	2%
f. UK offers activities that promote understanding among diverse groups	46	9%	39%	39%	7%	7%	0%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	46	9%	37%	33%	13%	9%	0%
h. Racial and cultural differences are celebrated at UK	46	11%	33%	39%	9%	4%	4%
i. Policies and procedures at UK help diverse employees feel welcome	46	9%	30%	39%	11%	7%	4%
j. Enhancing the campus community as a multicultural organization is part of UKs mission	46	15%	46%	33%	7%	0%	0%
k. I feel a sense of community at UK	46	4%	35%	33%	22%	7%	0%
l. UK effectively addresses campus incidents of intolerance and bigotry	45	9%	36%	42%	2%	7%	4%

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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)	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	46	24%	28%	33%	9%	7%	2.46	1.15
b. I am pleased with the social context of the work environment at UK	45	9%	51%	22%	13%	4%	2.53	0.99
c. Publications and other media communicate that UK places a high value on diversity	46	13%	30%	41%	9%	7%	2.65	1.04
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	46	17%	54%	17%	7%	4%	2.26	0.98
e. UK promotes diversity as an essential part of a high quality educational institution	45	18%	38%	29%	13%	2%	2.44	1.01
f. UK offers activities that promote understanding among diverse groups	46	9%	39%	39%	7%	7%	2.63	0.97
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	46	9%	37%	33%	13%	9%	2.76	1.08
h. Racial and cultural differences are celebrated at UK	44	11%	34%	41%	9%	5%	2.61	0.97
i. Policies and procedures at UK help diverse employees feel welcome	44	9%	32%	41%	11%	7%	2.75	1.01
j. Enhancing the campus community as a multicultural organization is part of UKs mission	46	15%	46%	33%	7%	0%	2.30	0.81
k. I feel a sense of community at UK	46	4%	35%	33%	22%	7%	2.91	1.01
l. UK effectively addresses campus incidents of intolerance and bigotry	43	9%	37%	44%	2%	7%	2.60	0.95

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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	46	4%	11%	15%	24%	43%	2%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	46	0%	4%	9%	26%	39%	22%
c. I have heard UK faculty or staff express stereotypes about different groups of people	46	7%	22%	9%	30%	30%	2%
d. I have been the target of racial/ethnic stereotyping on campus	46	0%	2%	7%	24%	52%	15%
e. I hear hate speech or derogatory language used at UK	45	0%	7%	7%	36%	47%	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	45	4%	11%	16%	24%	44%	3.93	1.21
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	36	0%	6%	11%	33%	50%	4.28	0.88
c. I have heard UK faculty or staff express stereotypes about different groups of people	45	7%	22%	9%	31%	31%	3.58	1.32
d. I have been the target of racial/ethnic stereotyping on campus	39	0%	3%	8%	28%	62%	4.49	0.76
e. I hear hate speech or derogatory language used at UK	43	0%	7%	7%	37%	49%	4.28	0.88

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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	43	19%	35%	35%	12%
b. Greater assistance from my chair/director to ensure the success of my work	42	36%	50%	10%	5%
c. Greater support from my chair/director when personal and/or family needs arise	43	30%	40%	28%	2%
d. More opportunity to influence key departmental decisions	43	30%	44%	19%	7%
e. Enhanced information about campus procedures and resources (How do I...)	43	19%	58%	19%	5%
f. Central location for faculty to socialize	42	21%	19%	40%	19%
g. Increased administrative staff support	43	28%	35%	21%	16%
h. Increased technical staff support	40	28%	55%	10%	8%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	43	44%	35%	16%	5%
j. More opportunity for clinical appointments	43	2%	9%	53%	35%
k. Effective mentoring based on personal goals	43	16%	23%	42%	19%
l. Comprehensive orientation program for new faculty	43	12%	23%	56%	9%
m. Part-time, pre-tenure appointments	43	0%	9%	70%	21%
n. Part-time, post-tenure appointments	42	7%	19%	55%	19%
o. Extended tenure clock for new or expectant parents	43	26%	14%	53%	7%
p. Extended tenure clock for seriously ill family members	42	24%	24%	48%	5%
q. Part-time appointment as a transition back to work after a child's birth or adoption	43	7%	19%	63%	12%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	43	14%	26%	53%	7%
s. Phased retirement (reduction of appointment before retiring)	42	21%	43%	31%	5%

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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	13	28.89	13	28.89
Satisfied	23	51.11	36	80.00
Neither	5	11.11	41	91.11
Dissatisfied	2	4.44	43	95.56
Very Dissatisfied	2	4.44	45	100.00

Frequency Missing = 5

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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	43	16%	44%	28%	9%	2%	2.37	0.95
b. My chair/director is supportive of my personal/family responsibilities	43	35%	30%	23%	7%	5%	2.16	1.13
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	43	40%	33%	21%	5%	2%	1.98	1.01
d. My colleagues are supportive of my personal/family responsibilities	42	33%	36%	24%	5%	2%	2.07	1.00
e. The University's senior leadership is supportive of employees personal/family responsibilities	43	16%	30%	40%	7%	7%	2.58	1.07
f. The University's policies are supportive of employees personal/family responsibilities	43	14%	37%	35%	7%	7%	2.56	1.05
g. Administration in my college is supportive of employees personal/family responsibilities	42	19%	24%	40%	10%	7%	2.62	1.13
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	43	26%	35%	23%	7%	9%	2.40	1.22
i. I currently have the flexibility I need in scheduling my academic responsibilities	43	26%	51%	14%	7%	2%	2.09	0.95
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	42	12%	14%	36%	29%	10%	3.10	1.14

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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	42	24%	33%	17%	21%	5%	2.50	1.21
b. Too much time is required of my faculty position	41	7%	12%	46%	29%	5%	3.12	0.95
c. The stress I feel balancing work and personal/family responsibilities affects my health	42	5%	29%	19%	45%	2%	3.12	1.02
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	41	5%	15%	29%	46%	5%	3.32	0.96
e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like	42	5%	21%	19%	48%	7%	3.31	1.05
f. I frequently feel physically or emotionally drained at the end of the day	42	17%	31%	21%	29%	2%	2.69	1.14
g. I feel positive about my ability to manage the demands of my academic/personal/family life	42	12%	62%	12%	14%	0%	2.29	0.86
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	42	10%	24%	19%	29%	19%	3.24	1.28

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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)	42	7%	21%	55%	17%
b. Parent and Child care workshops and consultations	42	5%	14%	64%	17%
c. Confidential Financial counseling for staff and faculty	42	2%	33%	55%	10%
d. Flexible Work Arrangement workshops and consultations	42	2%	19%	69%	10%
e. Elder and Adult dependent care workshops and consultations	42	5%	17%	60%	19%
f. Retirement Planning workshops and counseling	42	7%	38%	48%	7%
g. Career Development workshops and consultations	41	5%	22%	59%	15%
h. UK tuition discount via Family Education Program	42	31%	26%	38%	5%
i. National Work and Family Month events and workshops	42	2%	10%	57%	31%
j. Flexible Work Arrangement Guidelines	42	5%	19%	71%	5%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	42	5%	12%	67%	17%
l. Phased Retirement	42	12%	33%	50%	5%
m. Sponsored Dependent Benefits (domestic partners)	41	15%	10%	51%	24%
n. Staff Shared Leave Pool for catastrophic events	42	0%	14%	81%	5%
o. Breastfeeding and Lactation Guidelines	42	2%	0%	76%	21%
p. Laptop Computer Loan Program for staff enrolled in higher education	42	5%	7%	76%	12%
q. Faculty Tenure Delay to meet dependent care obligations	42	19%	12%	62%	7%
r. Other (please specify)	9	0%	0%	44%	56%

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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	42	19%	5%	62%	14%
b. Emergency/Back up child care for mildly ill children	42	17%	7%	55%	21%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	42	14%	12%	50%	24%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	40	8%	18%	55%	20%
e. Paid leave beyond FMLA qualifying events	41	10%	10%	49%	32%
f. Onsite elder and adult dependent care	42	5%	10%	45%	40%
g. Other (please specify)	12	8%	0%	25%	67%