

College of Communications and Information Studies
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	12	29.27	12	29.27
b. Academic reputation of program/academic unit	8	19.51	20	48.78
c. Location in Lexington, Kentucky	6	14.63	26	63.41
f. Ability to balance work with my personal/family life	1	2.44	27	65.85
g. My salary/wage	2	4.88	29	70.73
h. Benefits	1	2.44	30	73.17
i. University's academic reputation	3	7.32	33	80.49
l. Opportunities for career development	4	9.76	37	90.24
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	3	7.32	40	97.56
r. Freedom to participate in private endeavors such as consulting	1	2.44	41	100.00

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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	7	17.07	7	17.07
b. Academic reputation of program/academic unit	8	19.51	15	36.59
e. Location in Lexington, Kentucky	11	26.83	26	63.41
f. Ability to balance work with my personal/family life	1	2.44	27	65.85
g. My salary/wage	5	12.20	32	78.05
i. University's academic reputation	1	2.44	33	80.49
j. Research infrastructure	1	2.44	34	82.93
l. Opportunities for career development	1	2.44	35	85.37
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	6	14.63	41	100.00

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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	9	22.50	9	22.50
b. Academic reputation of program/academic unit	4	10.00	13	32.50
c. Emphasis on quality teaching	1	2.50	14	35.00
d. Caliber of students	1	2.50	15	37.50
e. Location in Lexington, Kentucky	4	10.00	19	47.50
f. Ability to balance work with my personal/family life	5	12.50	24	60.00
g. My salary/wage	2	5.00	26	65.00
h. Benefits	2	5.00	28	70.00
i. University's academic reputation	3	7.50	31	77.50
l. Opportunities for career development	2	5.00	33	82.50
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	6	15.00	39	97.50
r. Freedom to participate in private endeavors such as consulting	1	2.50	40	100.00

Frequency Missing = 1

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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	8	20.51	8	20.51
b. Academic reputation of program/academic unit	4	10.26	12	30.77
d. Caliber of students	3	7.69	15	38.46
e. Location in Lexington, Kentucky	6	15.38	21	53.85
f. Ability to balance work with my personal/family life	3	7.69	24	61.54
g. My salary/wage	3	7.69	27	69.23
h. Benefits	3	7.69	30	76.92
j. Research infrastructure	3	7.69	33	84.62
l. Opportunities for career development	2	5.13	35	89.74
o. Lack of opportunities in private sector	1	2.56	36	92.31
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	2	5.13	38	97.44
r. Freedom to participate in private endeavors such as consulting	1	2.56	39	100.00

Frequency Missing = 2

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The FREQ Procedure

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	19.51	8	19.51
I have thought about it frequently and have begun to explore possibilities	5	12.20	13	31.71
I have thought about it frequently but have not taken action	3	7.32	16	39.02
I have thought about it occasionally	17	41.46	33	80.49
I have not thought about it	8	19.51	41	100.00

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Which, if any, is the primary reason you are considering leaving UK?				
A4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
d. Caliber of students	1	3.23	1	3.23
e. Location in Lexington, Kentucky	2	6.45	3	9.68
g. My salary/wage	13	41.94	16	51.61
i. University's academic reputation	1	3.23	17	54.84
l. Opportunities for career development	3	9.68	20	64.52
m. Amount of administrative work	1	3.23	21	67.74
n. Level of bureaucracy	3	9.68	24	77.42
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	2	6.45	26	83.87
s. Other (Please Specify)	5	16.13	31	100.00

Frequency Missing = 10

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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	41	0%	78%	17%	5%
b. Advising responsibilities	39	8%	64%	18%	10%
c. Expectations for service and outreach	41	0%	76%	17%	7%
d. Expectations for securing outside funding for research, scholarship and creative activities	40	8%	63%	13%	18%
e. Internal funding for scholarship and creative activities	40	48%	40%	0%	13%
f. Staff resources for scholarship and creative activities	39	41%	36%	0%	23%
g. Resources for scholarship and creative activities (space, equipment, materials)	40	45%	43%	0%	13%
h. Administrative responsibilities	40	0%	63%	20%	18%
i. Time to develop relationships with colleagues	39	36%	62%	0%	3%

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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	39	0%	82%	18%	2.18	0.39
b. Advising responsibilities	35	9%	71%	20%	2.11	0.53
c. Expectations for service and outreach	38	0%	82%	18%	2.18	0.39
d. Expectations for securing outside funding for research, scholarship and creative activities	33	9%	76%	15%	2.06	0.50
e. Internal funding for scholarship and creative activities	35	54%	46%	0%	1.46	0.51
f. Staff resources for scholarship and creative activities	30	53%	47%	0%	1.47	0.51
g. Resources for scholarship and creative activities (space, equipment, materials)	35	51%	49%	0%	1.49	0.51
h. Administrative responsibilities	33	0%	76%	24%	2.24	0.44
i. Time to develop relationships with colleagues	38	37%	63%	0%	1.63	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	40	23%	45%	15%	8%	10%	2.38	1.21
b. I would choose to accept a faculty position at UK again	40	25%	40%	13%	18%	5%	2.38	1.19
c. I feel very loyal to the University of Kentucky	40	18%	38%	23%	18%	5%	2.55	1.13
d. I recommend the University of Kentucky to other faculty as a good place to work	40	15%	53%	18%	15%	0%	2.33	0.92
e. Senior leadership clearly communicates the University's direction and priorities	39	13%	31%	26%	23%	8%	2.82	1.17
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	40	23%	40%	25%	5%	8%	2.35	1.12
g. I am aware of the University's strategic plan	40	25%	58%	10%	5%	3%	2.03	0.89
h. I understand how my job contributes to achieving the University's strategic plan	40	20%	53%	13%	10%	5%	2.28	1.06
i. I play a role in helping students succeed at UK	40	63%	35%	3%	0%	0%	1.40	0.55
j. I am committed to helping the University accomplish its strategic plan	40	28%	43%	25%	3%	3%	2.10	0.93
k. I have confidence in the direction the University is going	39	10%	26%	33%	21%	10%	2.95	1.15
l. I play a role in helping to improve student retention	40	30%	60%	5%	5%	0%	1.85	0.74

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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	36	33%	22%	36%	6%	0%	3%
b. Scholarship/Research	36	31%	11%	28%	17%	3%	11%
c. Service	36	33%	25%	33%	8%	0%	0%

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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	35	34%	23%	37%	6%	0%	2.14	0.97
b. Scholarship/Research	32	34%	13%	31%	19%	3%	2.44	1.24
c. Service	36	33%	25%	33%	8%	0%	2.17	1.00

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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	40	13%	33%	25%	30%	0%	2.73	1.04
b. Senior leadership understands faculty's concerns	39	3%	23%	21%	38%	15%	3.41	1.09
c. There is a high degree of trust within the University	40	0%	15%	30%	45%	10%	3.50	0.88
d. There is a high degree of trust within my department	40	15%	50%	10%	20%	5%	2.50	1.13
e. My colleagues respect individual and cultural differences	40	23%	58%	8%	8%	5%	2.15	1.03
f. I believe the University values individual and cultural diversity	39	8%	64%	13%	10%	5%	2.41	0.97
g. UKs policies and practices promote individual and cultural diversity	40	8%	50%	28%	10%	5%	2.55	0.96

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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	40	10%	40%	10%	18%	13%	10%
a. I feel valued by the University for my teaching contributions	39	3%	44%	21%	21%	8%	5%
a. I feel valued by the University for my service contributions	39	3%	49%	21%	18%	8%	3%
b. I feel valued by my department for my scholarly/research contributions	39	13%	46%	13%	8%	15%	5%
b. I feel valued by my department for my teaching contributions	40	15%	55%	8%	8%	10%	5%
b. I feel valued by my department for my service contributions	39	13%	46%	18%	8%	10%	5%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	39	8%	21%	18%	21%	33%	0%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	40	8%	10%	8%	18%	58%	0%

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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	36	11%	44%	11%	19%	14%	2.81	1.28
a. I feel valued by the University for my teaching contributions	37	3%	46%	22%	22%	8%	2.86	1.06
a. I feel valued by the University for my service contributions	38	3%	50%	21%	18%	8%	2.79	1.04
b. I feel valued by my department for my scholarly/research contributions	37	14%	49%	14%	8%	16%	2.65	1.30
b. I feel valued by my department for my teaching contributions	38	16%	58%	8%	8%	11%	2.39	1.17
b. I feel valued by my department for my service contributions	37	14%	49%	19%	8%	11%	2.54	1.17
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	39	8%	21%	18%	21%	33%	3.51	1.35
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	40	8%	10%	8%	18%	58%	4.08	1.33

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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	40	20%	58%	13%	5%	5%	0%
b. I feel respected by the staff	40	25%	55%	10%	8%	3%	0%
c. I feel respected by the students	40	25%	60%	10%	5%	0%	0%
d. I am given the opportunity to serve on important University committees or task forces	40	15%	45%	23%	5%	5%	8%

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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	40	20%	58%	13%	5%	5%	2.18	0.98
b. I feel respected by the staff	40	25%	55%	10%	8%	3%	2.08	0.94
c. I feel respected by the students	40	25%	60%	10%	5%	0%	1.95	0.75
d. I am given the opportunity to serve on important University committees or task forces	37	16%	49%	24%	5%	5%	2.35	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	37	8%	59%	30%	0%	3%	0%
b. I am pleased with the social context of the work environment at UK	37	8%	54%	24%	11%	3%	0%
c. Publications and other media communicate that UK places a high value on diversity	38	8%	50%	32%	8%	3%	0%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	38	13%	50%	26%	8%	3%	0%
e. UK promotes diversity as an essential part of a high quality educational institution	37	8%	57%	30%	5%	0%	0%
f. UK offers activities that promote understanding among diverse groups	36	3%	61%	28%	8%	0%	0%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	37	3%	49%	38%	11%	0%	0%
h. Racial and cultural differences are celebrated at UK	37	5%	43%	35%	16%	0%	0%
i. Policies and procedures at UK help diverse employees feel welcome	37	0%	51%	43%	5%	0%	0%
j. Enhancing the campus community as a multicultural organization is part of UKs mission	37	14%	57%	27%	3%	0%	0%
k. I feel a sense of community at UK	37	0%	38%	46%	14%	3%	0%
l. UK effectively addresses campus incidents of intolerance and bigotry	37	8%	32%	49%	11%	0%	0%

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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	37	8%	59%	30%	0%	3%	2.30	0.74
b. I am pleased with the social context of the work environment at UK	37	8%	54%	24%	11%	3%	2.46	0.90
c. Publications and other media communicate that UK places a high value on diversity	38	8%	50%	32%	8%	3%	2.47	0.86
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	38	13%	50%	26%	8%	3%	2.37	0.91
e. UK promotes diversity as an essential part of a high quality educational institution	37	8%	57%	30%	5%	0%	2.32	0.71
f. UK offers activities that promote understanding among diverse groups	36	3%	61%	28%	8%	0%	2.42	0.69
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	37	3%	49%	38%	11%	0%	2.57	0.73
h. Racial and cultural differences are celebrated at UK	37	5%	43%	35%	16%	0%	2.62	0.83
i. Policies and procedures at UK help diverse employees feel welcome	37	0%	51%	43%	5%	0%	2.54	0.61
j. Enhancing the campus community as a multicultural organization is part of UKs mission	37	14%	57%	27%	3%	0%	2.19	0.70
k. I feel a sense of community at UK	37	0%	38%	46%	14%	3%	2.81	0.78
l. UK effectively addresses campus incidents of intolerance and bigotry	37	8%	32%	49%	11%	0%	2.62	0.79

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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	38	5%	13%	18%	37%	26%	0%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	37	0%	3%	16%	41%	27%	14%
c. I have heard UK faculty or staff express stereotypes about different groups of people	35	6%	26%	14%	29%	23%	3%
d. I have been the target of racial/ethnic stereotyping on campus	37	0%	3%	14%	32%	43%	8%
e. I hear hate speech or derogatory language used at UK	37	3%	22%	11%	41%	24%	0%

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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	38	5%	13%	18%	37%	26%	3.66	1.17
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	32	0%	3%	19%	47%	31%	4.06	0.80
c. I have heard UK faculty or staff express stereotypes about different groups of people	34	6%	26%	15%	29%	24%	3.38	1.28
d. I have been the target of racial/ethnic stereotyping on campus	34	0%	3%	15%	35%	47%	4.26	0.83
e. I hear hate speech or derogatory language used at UK	37	3%	22%	11%	41%	24%	3.62	1.16

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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	39	41%	46%	13%	0%
b. Greater assistance from my chair/director to ensure the success of my work	38	53%	42%	5%	0%
c. Greater support from my chair/director when personal and/or family needs arise	38	42%	39%	16%	3%
d. More opportunity to influence key departmental decisions	38	37%	47%	16%	0%
e. Enhanced information about campus procedures and resources (How do I...)	37	38%	49%	14%	0%
f. Central location for faculty to socialize	37	30%	32%	32%	5%
g. Increased administrative staff support	37	43%	41%	14%	3%
h. Increased technical staff support	37	54%	35%	11%	0%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	37	57%	27%	14%	3%
j. More opportunity for clinical appointments	36	6%	25%	53%	17%
k. Effective mentoring based on personal goals	37	38%	30%	32%	0%
l. Comprehensive orientation program for new faculty	36	36%	17%	47%	0%
m. Part-time, pre-tenure appointments	37	5%	8%	62%	24%
n. Part-time, post-tenure appointments	37	8%	14%	59%	19%
o. Extended tenure clock for new or expectant parents	37	19%	19%	57%	5%
p. Extended tenure clock for seriously ill family members	36	22%	17%	58%	3%
q. Part-time appointment as a transition back to work after a child's birth or adoption	37	14%	24%	54%	8%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	37	24%	22%	46%	8%
s. Phased retirement (reduction of appointment before retiring)	36	36%	33%	25%	6%

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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	6	15.38	6	15.38
Satisfied	18	46.15	24	61.54
Neither	6	15.38	30	76.92
Dissatisfied	8	20.51	38	97.44
Very Dissatisfied	1	2.56	39	100.00

Frequency Missing = 2

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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	37	14%	32%	32%	19%	3%	2.65	1.03
b. My chair/director is supportive of my personal/family responsibilities	36	25%	36%	17%	19%	3%	2.39	1.15
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	36	31%	42%	11%	14%	3%	2.17	1.11
d. My colleagues are supportive of my personal/family responsibilities	37	30%	43%	22%	3%	3%	2.05	0.94
e. The University's senior leadership is supportive of employees personal/family responsibilities	37	19%	24%	38%	14%	5%	2.62	1.11
f. The University's policies are supportive of employees personal/family responsibilities	37	16%	32%	32%	14%	5%	2.59	1.09
g. Administration in my college is supportive of employees personal/family responsibilities	37	22%	35%	30%	8%	5%	2.41	1.09
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	37	19%	43%	16%	19%	3%	2.43	1.09
i. I currently have the flexibility I need in scheduling my academic responsibilities	37	27%	49%	14%	8%	3%	2.11	0.99
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	36	14%	31%	28%	22%	6%	2.75	1.13

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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	38	34%	37%	5%	21%	3%	2.21	1.21
b. Too much time is required of my faculty position	37	11%	38%	30%	22%	0%	2.62	0.95
c. The stress I feel balancing work and personal/family responsibilities affects my health	38	11%	39%	16%	32%	3%	2.76	1.10
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	38	8%	24%	24%	45%	0%	3.05	1.01
e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like	37	11%	27%	24%	38%	0%	2.89	1.05
f. I frequently feel physically or emotionally drained at the end of the day	38	26%	42%	16%	13%	3%	2.24	1.08
g. I feel positive about my ability to manage the demands of my academic/personal/family life	38	11%	42%	26%	16%	5%	2.63	1.05
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	38	0%	24%	24%	26%	26%	3.55	1.13

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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)	36	11%	39%	50%	0%
b. Parent and Child care workshops and consultations	36	11%	11%	75%	3%
c. Confidential Financial counseling for staff and faculty	36	22%	39%	39%	0%
d. Flexible Work Arrangement workshops and consultations	36	14%	33%	53%	0%
e. Elder and Adult dependent care workshops and consultations	36	3%	19%	78%	0%
f. Retirement Planning workshops and counseling	36	14%	47%	39%	0%
g. Career Development workshops and consultations	36	11%	25%	61%	3%
h. UK tuition discount via Family Education Program	36	50%	19%	28%	3%
i. National Work and Family Month events and workshops	36	3%	17%	67%	14%
j. Flexible Work Arrangement Guidelines	36	14%	36%	50%	0%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	35	11%	26%	60%	3%
l. Phased Retirement	35	37%	23%	37%	3%
m. Sponsored Dependent Benefits (domestic partners)	36	39%	8%	44%	8%
n. Staff Shared Leave Pool for catastrophic events	36	19%	17%	64%	0%
o. Breastfeeding and Lactation Guidelines	36	6%	3%	67%	25%
p. Laptop Computer Loan Program for staff enrolled in higher education	36	8%	11%	69%	11%
q. Faculty Tenure Delay to meet dependent care obligations	36	17%	17%	64%	3%
r. Other (please specify)	7	43%	0%	0%	57%

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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	37	14%	11%	70%	5%
b. Emergency/Back up child care for mildly ill children	36	19%	3%	69%	8%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	37	22%	3%	65%	11%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	37	24%	3%	70%	3%
e. Paid leave beyond FMLA qualifying events	36	22%	8%	56%	14%
f. Onsite elder and adult dependent care	36	6%	6%	69%	19%
g. Other (please specify)	6	33%	0%	17%	50%