

***College of Dentistry
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	15	34.88	15	34.88
b. Academic reputation of program/academic unit	7	16.28	22	51.16
c. Emphasis on quality teaching	1	2.33	23	53.49
e. Location in Lexington, Kentucky	5	11.63	28	65.12
f. Ability to balance work with my personal/family life	5	11.63	33	76.74
h. Benefits	2	4.65	35	81.40
l. Opportunities for career development	5	11.63	40	93.02
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	3	6.98	43	100.00

***College of Dentistry
Faculty Work-Life Survey 2010***

The FREQ Procedure

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	4	9.52	4	9.52
b. Academic reputation of program/academic unit	7	16.67	11	26.19
c. Emphasis on quality teaching	1	2.38	12	28.57
e. Location in Lexington, Kentucky	8	19.05	20	47.62
f. Ability to balance work with my personal/family life	7	16.67	27	64.29
g. My salary/wage	3	7.14	30	71.43
h. Benefits	2	4.76	32	76.19
i. University's academic reputation	1	2.38	33	78.57
j. Research infrastructure	1	2.38	34	80.95
l. Opportunities for career development	6	14.29	40	95.24
o. Lack of opportunities in private sector	1	2.38	41	97.62
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	1	2.38	42	100.00

Frequency Missing = 1

***College of Dentistry
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	11	26.83	11	26.83
c. Emphasis on quality teaching	3	7.32	14	34.15
e. Location in Lexington, Kentucky	7	17.07	21	51.22
f. Ability to balance work with my personal/family life	5	12.20	26	63.41
h. Benefits	3	7.32	29	70.73
i. Opportunities for career development	4	9.76	33	80.49
o. Lack of opportunities in private sector	1	2.44	34	82.93
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	7	17.07	41	100.00

Frequency Missing = 2

College of Dentistry
Faculty Work-Life Survey 2010

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	7	17.07	7	17.07
b. Academic reputation of program/academic unit	4	9.76	11	26.83
c. Emphasis on quality teaching	1	2.44	12	29.27
d. Caliber of students	3	7.32	15	36.59
e. Location in Lexington, Kentucky	5	12.20	20	48.78
f. Ability to balance work with my personal/family life	5	12.20	25	60.98
g. My salary/wage	4	9.76	29	70.73
h. Benefits	3	7.32	32	78.05
j. Research infrastructure	1	2.44	33	80.49
l. Opportunities for career development	4	9.76	37	90.24
o. Lack of opportunities in private sector	2	4.88	39	95.12
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	2	4.88	41	100.00

Frequency Missing = 2

***College of Dentistry
Faculty Work-Life Survey 2010***

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	2	4.65	2	4.65
I have thought about it frequently and have begun to explore possibilities	8	18.60	10	23.26
I have thought about it frequently but have not taken action	9	20.93	19	44.19
I have thought about it occasionally	11	25.58	30	69.77
I have not thought about it	13	30.23	43	100.00

***College of Dentistry
Faculty Work-Life Survey 2010***

The FREQ Procedure

Which, if any, is the primary reason you are considering leaving UK?				
A4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
f. Ability to balance work with my personal/family life	1	3.45	1	3.45
g. My salary/wage	8	27.59	9	31.03
j. Research infrastructure	1	3.45	10	34.48
k. Faculty support services	1	3.45	11	37.93
l. Opportunities for career development	3	10.34	14	48.28
m. Amount of administrative work	1	3.45	15	51.72
n. Level of bureaucracy	2	6.90	17	58.62
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	2	6.90	19	65.52
s. Other (Please Specify)	10	34.48	29	100.00

Frequency Missing = 14

College of Dentistry
Faculty Work-Life Survey 2010

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	43	5%	65%	23%	7%
b. Advising responsibilities	43	5%	81%	5%	9%
c. Expectations for service and outreach	41	2%	71%	17%	10%
d. Expectations for securing outside funding for research, scholarship and creative activities	42	7%	48%	26%	19%
e. Internal funding for scholarship and creative activities	42	43%	33%	2%	21%
f. Staff resources for scholarship and creative activities	38	50%	29%	0%	21%
g. Resources for scholarship and creative activities (space, equipment, materials)	41	61%	22%	2%	15%
h. Administrative responsibilities	42	5%	55%	36%	5%
i. Time to develop relationships with colleagues	42	50%	50%	0%	0%

College of Dentistry
Faculty Work-Life Survey 2010

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	40	5%	70%	25%	2.20	0.52
b. Advising responsibilities	39	5%	90%	5%	2.00	0.32
c. Expectations for service and outreach	37	3%	78%	19%	2.16	0.44
d. Expectations for securing outside funding for research, scholarship and creative activities	34	9%	59%	32%	2.24	0.61
e. Internal funding for scholarship and creative activities	33	55%	42%	3%	1.48	0.57
f. Staff resources for scholarship and creative activities	30	63%	37%	0%	1.37	0.49
g. Resources for scholarship and creative activities (space, equipment, materials)	35	71%	26%	3%	1.31	0.53
h. Administrative responsibilities	40	5%	58%	38%	2.33	0.57
i. Time to develop relationships with colleagues	42	50%	50%	0%	1.50	0.51

College of Dentistry
Faculty Work-Life Survey 2010

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	42	21%	55%	10%	12%	2%	2.19	0.99
b. I would choose to accept a faculty position at UK again	43	28%	49%	12%	7%	5%	2.12	1.05
c. I feel very loyal to the University of Kentucky	43	35%	47%	16%	2%	0%	1.86	0.77
d. I recommend the University of Kentucky to other faculty as a good place to work	42	31%	40%	17%	12%	0%	2.10	0.98
e. Senior leadership clearly communicates the University's direction and priorities	42	12%	48%	21%	10%	10%	2.57	1.13
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	43	23%	44%	23%	5%	5%	2.23	1.02
g. I am aware of the University's strategic plan	43	28%	56%	12%	5%	0%	1.93	0.77
h. I understand how my job contributes to achieving the University's strategic plan	42	29%	52%	12%	7%	0%	1.98	0.84
i. I play a role in helping students succeed at UK	43	63%	33%	5%	0%	0%	1.42	0.59
j. I am committed to helping the University accomplish its strategic plan	42	45%	43%	12%	0%	0%	1.67	0.69
k. I have confidence in the direction the University is going	43	16%	37%	21%	23%	2%	2.58	1.10
l. I play a role in helping to improve student retention	43	37%	51%	9%	2%	0%	1.77	0.72

***College of Dentistry
Faculty Work-Life Survey 2010***

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	41	49%	22%	15%	5%	0%	10%
b. Scholarship/Research	40	15%	15%	28%	18%	15%	10%
c. Service	40	43%	20%	25%	8%	0%	5%

College of Dentistry
Faculty Work-Life Survey 2010

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	37	54%	24%	16%	5%	0%	1.73	0.93
b. Scholarship/Research	36	17%	17%	31%	19%	17%	3.03	1.32
c. Service	38	45%	21%	26%	8%	0%	1.97	1.03

College of Dentistry
Faculty Work-Life Survey 2010

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	43	12%	40%	30%	14%	5%	2.60	1.03
b. Senior leadership understands faculty's concerns	41	2%	32%	20%	29%	17%	3.27	1.16
c. There is a high degree of trust within the University	42	0%	36%	29%	24%	12%	3.12	1.04
d. There is a high degree of trust within my department	42	24%	33%	21%	14%	7%	2.48	1.21
e. My colleagues respect individual and cultural differences	43	26%	51%	7%	14%	2%	2.16	1.04
f. I believe the University values individual and cultural diversity	42	21%	57%	12%	10%	0%	2.10	0.85
g. UKs policies and practices promote individual and cultural diversity	43	23%	56%	16%	5%	0%	2.02	0.77

College of Dentistry
Faculty Work-Life Survey 2010

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	42	10%	29%	29%	19%	7%	7%
a. I feel valued by the University for my teaching contributions	42	0%	43%	17%	31%	5%	5%
a. I feel valued by the University for my service contributions	40	8%	50%	13%	23%	3%	5%
b. I feel valued by my department for my scholarly/research contributions	41	12%	44%	15%	12%	10%	7%
b. I feel valued by my department for my teaching contributions	42	14%	40%	5%	29%	7%	5%
b. I feel valued by my department for my service contributions	41	10%	61%	7%	12%	7%	2%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	42	2%	38%	12%	29%	17%	2%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	41	0%	27%	17%	41%	15%	0%

College of Dentistry
Faculty Work-Life Survey 2010

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	39	10%	31%	31%	21%	8%	2.85	1.11
a. I feel valued by the University for my teaching contributions	40	0%	45%	18%	33%	5%	2.98	1.00
a. I feel valued by the University for my service contributions	38	8%	53%	13%	24%	3%	2.61	1.03
b. I feel valued by my department for my scholarly/research contributions	38	13%	47%	16%	13%	11%	2.61	1.20
b. I feel valued by my department for my teaching contributions	40	15%	43%	5%	30%	8%	2.73	1.26
b. I feel valued by my department for my service contributions	40	10%	63%	8%	13%	8%	2.45	1.08
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	41	2%	39%	12%	29%	17%	3.20	1.21
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	41	0%	27%	17%	41%	15%	3.44	1.05

College of Dentistry
Faculty Work-Life Survey 2010

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	42	31%	50%	14%	5%	0%	0%
b. I feel respected by the staff	42	45%	52%	2%	0%	0%	0%
c. I feel respected by the students	42	38%	52%	7%	2%	0%	0%
d. I am given the opportunity to serve on important University committees or task forces	42	36%	43%	14%	5%	0%	2%

College of Dentistry
Faculty Work-Life Survey 2010

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	42	31%	50%	14%	5%	0%	1.93	0.81
b. I feel respected by the staff	42	45%	52%	2%	0%	0%	1.57	0.55
c. I feel respected by the students	42	38%	52%	7%	2%	0%	1.74	0.70
d. I am given the opportunity to serve on important University committees or task forces	41	37%	44%	15%	5%	0%	1.88	0.84

College of Dentistry
Faculty Work-Life Survey 2010

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	41	32%	51%	12%	2%	0%	2%
b. I am pleased with the social context of the work environment at UK	41	12%	63%	12%	7%	2%	2%
c. Publications and other media communicate that UK places a high value on diversity	41	17%	61%	20%	2%	0%	0%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	41	34%	61%	5%	0%	0%	0%
e. UK promotes diversity as an essential part of a high quality educational institution	41	24%	63%	12%	0%	0%	0%
f. UK offers activities that promote understanding among diverse groups	41	24%	41%	34%	0%	0%	0%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	41	22%	51%	17%	7%	2%	0%
h. Racial and cultural differences are celebrated at UK	41	22%	46%	27%	5%	0%	0%
i. Policies and procedures at UK help diverse employees feel welcome	40	20%	55%	20%	3%	3%	0%
j. Enhancing the campus community as a multicultural organization is part of UKs mission	41	29%	59%	10%	2%	0%	0%
k. I feel a sense of community at UK	41	12%	56%	24%	5%	2%	0%
l. UK effectively addresses campus incidents of intolerance and bigotry	41	17%	54%	24%	2%	2%	0%

College of Dentistry
Faculty Work-Life Survey 2010

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	40	33%	53%	13%	3%	0%	1.85	0.74
b. I am pleased with the social context of the work environment at UK	40	13%	65%	13%	8%	3%	2.23	0.86
c. Publications and other media communicate that UK places a high value on diversity	41	17%	61%	20%	2%	0%	2.07	0.69
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	41	34%	61%	5%	0%	0%	1.71	0.56
e. UK promotes diversity as an essential part of a high quality educational institution	41	24%	63%	12%	0%	0%	1.88	0.60
f. UK offers activities that promote understanding among diverse groups	41	24%	41%	34%	0%	0%	2.10	0.77
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	41	22%	51%	17%	7%	2%	2.17	0.95
h. Racial and cultural differences are celebrated at UK	41	22%	46%	27%	5%	0%	2.15	0.82
i. Policies and procedures at UK help diverse employees feel welcome	40	20%	55%	20%	3%	3%	2.13	0.85
j. Enhancing the campus community as a multicultural organization is part of UK's mission	41	29%	59%	10%	2%	0%	1.85	0.69
k. I feel a sense of community at UK	41	12%	56%	24%	5%	2%	2.29	0.84
l. UK effectively addresses campus incidents of intolerance and bigotry	41	17%	54%	24%	2%	2%	2.20	0.84

College of Dentistry
Faculty Work-Life Survey 2010

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	41	10%	15%	10%	37%	27%	2%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	41	0%	5%	10%	32%	27%	27%
c. I have heard UK faculty or staff express stereotypes about different groups of people	41	7%	29%	10%	29%	20%	5%
d. I have been the target of racial/ethnic stereotyping on campus	41	2%	2%	10%	29%	41%	15%
e. I hear hate speech or derogatory language used at UK	41	5%	10%	7%	44%	27%	7%

College of Dentistry
Faculty Work-Life Survey 2010

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	40	10%	15%	10%	38%	28%	3.58	1.32
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	30	0%	7%	13%	43%	37%	4.10	0.88
c. I have heard UK faculty or staff express stereotypes about different groups of people	39	8%	31%	10%	31%	21%	3.26	1.31
d. I have been the target of racial/ethnic stereotyping on campus	35	3%	3%	11%	34%	49%	4.23	0.97
e. I hear hate speech or derogatory language used at UK	38	5%	11%	8%	47%	29%	3.84	1.13

College of Dentistry
Faculty Work-Life Survey 2010

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	41	39%	32%	29%	0%
b. Greater assistance from my chair/director to ensure the success of my work	40	58%	30%	13%	0%
c. Greater support from my chair/director when personal and/or family needs arise	40	45%	38%	18%	0%
d. More opportunity to influence key departmental decisions	41	51%	32%	17%	0%
e. Enhanced information about campus procedures and resources (How do I...)	41	37%	39%	24%	0%
f. Central location for faculty to socialize	41	20%	44%	32%	5%
g. Increased administrative staff support	41	41%	34%	24%	0%
h. Increased technical staff support	41	56%	37%	5%	2%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	41	49%	37%	15%	0%
j. More opportunity for clinical appointments	41	46%	27%	24%	2%
k. Effective mentoring based on personal goals	41	44%	37%	20%	0%
l. Comprehensive orientation program for new faculty	40	40%	15%	45%	0%
m. Part-time, pre-tenure appointments	39	18%	15%	62%	5%
n. Part-time, post-tenure appointments	40	20%	23%	53%	5%
o. Extended tenure clock for new or expectant parents	38	24%	13%	61%	3%
p. Extended tenure clock for seriously ill family members	39	33%	21%	46%	0%
q. Part-time appointment as a transition back to work after a child's birth or adoption	40	20%	13%	63%	5%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	40	23%	30%	48%	0%
s. Phased retirement (reduction of appointment before retiring)	40	45%	38%	18%	0%

***College of Dentistry
Faculty Work-Life Survey 2010***

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	14	34.15	14	34.15
Satisfied	14	34.15	28	68.29
Neither	5	12.20	33	80.49
Dissatisfied	4	9.76	37	90.24
Very Dissatisfied	4	9.76	41	100.00

Frequency Missing = 2

College of Dentistry
Faculty Work-Life Survey 2010

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	41	12%	41%	29%	10%	7%	2.59	1.07
b. My chair/director is supportive of my personal/family responsibilities	41	29%	39%	22%	2%	7%	2.20	1.12
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	41	34%	32%	22%	5%	7%	2.20	1.19
d. My colleagues are supportive of my personal/family responsibilities	41	39%	37%	20%	0%	5%	1.95	1.02
e. The University's senior leadership is supportive of employees personal/family responsibilities	40	10%	45%	30%	10%	5%	2.55	0.99
f. The University's policies are supportive of employees personal/family responsibilities	41	15%	49%	32%	2%	2%	2.29	0.84
g. Administration in my college is supportive of employees personal/family responsibilities	41	20%	27%	41%	7%	5%	2.51	1.05
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	41	27%	22%	32%	12%	7%	2.51	1.23
i. I currently have the flexibility I need in scheduling my academic responsibilities	41	17%	44%	17%	10%	12%	2.56	1.25
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	41	7%	32%	32%	24%	5%	2.88	1.03

College of Dentistry
Faculty Work-Life Survey 2010

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	40	40%	30%	13%	18%	0%	2.08	1.12
b. Too much time is required of my faculty position	41	32%	22%	29%	17%	0%	2.32	1.11
c. The stress I feel balancing work and personal/family responsibilities affects my health	41	20%	32%	15%	34%	0%	2.63	1.16
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	41	12%	12%	24%	44%	7%	3.22	1.15
e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like	41	12%	20%	20%	41%	7%	3.12	1.19
f. I frequently feel physically or emotionally drained at the end of the day	41	37%	37%	12%	12%	2%	2.07	1.10
g. I feel positive about my ability to manage the demands of my academic/personal/family life	41	10%	39%	17%	29%	5%	2.80	1.12
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	41	17%	15%	17%	34%	17%	3.20	1.36

College of Dentistry
Faculty Work-Life Survey 2010

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)	38	11%	37%	47%	5%
b. Parent and Child care workshops and consultations	39	8%	8%	82%	3%
c. Confidential Financial counseling for staff and faculty	40	23%	30%	45%	3%
d. Flexible Work Arrangement workshops and consultations	40	18%	35%	45%	3%
e. Elder and Adult dependent care workshops and consultations	40	15%	33%	53%	0%
f. Retirement Planning workshops and counseling	40	45%	45%	10%	0%
g. Career Development workshops and consultations	40	35%	28%	38%	0%
h. UK tuition discount via Family Education Program	40	40%	15%	45%	0%
i. National Work and Family Month events and workshops	40	10%	10%	73%	8%
j. Flexible Work Arrangement Guidelines	40	30%	35%	33%	3%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	39	23%	28%	44%	5%
l. Phased Retirement	39	46%	36%	15%	3%
m. Sponsored Dependent Benefits (domestic partners)	39	15%	13%	51%	21%
n. Staff Shared Leave Pool for catastrophic events	39	31%	15%	54%	0%
o. Breastfeeding and Lactation Guidelines	40	10%	5%	75%	10%
p. Laptop Computer Loan Program for staff enrolled in higher education	40	10%	20%	63%	8%
q. Faculty Tenure Delay to meet dependent care obligations	39	26%	18%	56%	0%
r. Other (please specify)	4	0%	0%	75%	25%

College of Dentistry
Faculty Work-Life Survey 2010

09:31 Friday, May 27, 2011 26

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	38	13%	16%	61%	11%
b. Emergency/Back up child care for mildly ill children	39	13%	13%	62%	13%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	39	13%	13%	67%	8%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	39	21%	10%	59%	10%
e. Paid leave beyond FMLA qualifying events	38	26%	21%	34%	18%
f. Onsite elder and adult dependent care	38	18%	18%	47%	16%
g. Other (please specify)	2	0%	0%	100%	0%