

College of Design
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	5	55.56	5	55.56
b. Academic reputation of program/academic unit	1	11.11	6	66.67
f. Ability to balance work with my personal/family life	1	11.11	7	77.78
l. Opportunities for career development	1	11.11	8	88.89
p. Startup package	1	11.11	9	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	1	11.11	1	11.11
b. Academic reputation of program/academic unit	2	22.22	3	33.33
c. Emphasis on quality teaching	1	11.11	4	44.44
e. Location in Lexington, Kentucky	1	11.11	5	55.56
h. Benefits	2	22.22	7	77.78
i. Opportunities for career development	1	11.11	8	88.89
r. Freedom to participate in private endeavors such as consulting	1	11.11	9	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	1	11.11	1	11.11
e. Location in Lexington, Kentucky	1	11.11	2	22.22
f. Ability to balance work with my personal/family life	4	44.44	6	66.67
g. My salary/wage	1	11.11	7	77.78
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	1	11.11	8	88.89
r. Freedom to participate in private endeavors such as consulting	1	11.11	9	100.00

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Which is the 2nd MOST IMPORTANT factor that KEEPS you at UK				
A2b	Frequency	Percent	Cumulative Frequency	Cumulative Percent
c. Emphasis on quality teaching	1	11.11	1	11.11
e. Location in Lexington, Kentucky	1	11.11	2	22.22
h. Benefits	1	11.11	3	33.33
j. Research infrastructure	2	22.22	5	55.56
l. Opportunities for career development	1	11.11	6	66.67
o. Lack of opportunities in private sector	1	11.11	7	77.78
r. Freedom to participate in private endeavors such as consulting	2	22.22	9	100.00

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During the past twelve months, have you seriously considered leaving UK?				
A3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
I have thought about it frequently and have begun to explore possibilities	3	33.33	3	33.33
I have thought about it frequently but have not taken action	1	11.11	4	44.44
I have thought about it occasionally	4	44.44	8	88.89
I have not thought about it	1	11.11	9	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
e. Location in Lexington, Kentucky	1	12.50	1	12.50
g. My salary/wage	4	50.00	5	62.50
s. Other (Please Specify)	3	37.50	8	100.00

Frequency Missing = 1

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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	9	0%	56%	44%	0%
b. Advising responsibilities	9	11%	78%	11%	0%
c. Expectations for service and outreach	9	0%	78%	22%	0%
d. Expectations for securing outside funding for research, scholarship and creative activities	9	11%	56%	33%	0%
e. Internal funding for scholarship and creative activities	9	78%	22%	0%	0%
f. Staff resources for scholarship and creative activities	9	78%	11%	0%	11%
g. Resources for scholarship and creative activities (space, equipment, materials)	9	78%	22%	0%	0%
h. Administrative responsibilities	9	0%	33%	44%	22%
i. Time to develop relationships with colleagues	9	33%	67%	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	9	0%	56%	44%	2.44	0.53
b. Advising responsibilities	9	11%	78%	11%	2.00	0.50
c. Expectations for service and outreach	9	0%	78%	22%	2.22	0.44
d. Expectations for securing outside funding for research, scholarship and creative activities	9	11%	56%	33%	2.22	0.67
e. Internal funding for scholarship and creative activities	9	78%	22%	0%	1.22	0.44
f. Staff resources for scholarship and creative activities	8	88%	13%	0%	1.13	0.35
g. Resources for scholarship and creative activities (space, equipment, materials)	9	78%	22%	0%	1.22	0.44
h. Administrative responsibilities	7	0%	43%	57%	2.57	0.53
i. Time to develop relationships with colleagues	9	33%	67%	0%	1.67	0.50

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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	9	11%	56%	22%	11%	0%	2.33	0.87
b. I would choose to accept a faculty position at UK again	9	11%	33%	33%	22%	0%	2.67	1.00
c. I feel very loyal to the University of Kentucky	9	11%	56%	22%	11%	0%	2.33	0.87
d. I recommend the University of Kentucky to other faculty as a good place to work	9	11%	44%	11%	33%	0%	2.67	1.12
e. Senior leadership clearly communicates the University's direction and priorities	9	0%	44%	11%	44%	0%	3.00	1.00
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	9	11%	56%	33%	0%	0%	2.22	0.67
g. I am aware of the University's strategic plan	9	11%	89%	0%	0%	0%	1.89	0.33
h. I understand how my job contributes to achieving the University's strategic plan	9	11%	44%	33%	11%	0%	2.44	0.88
i. I play a role in helping students succeed at UK	9	67%	33%	0%	0%	0%	1.33	0.50
j. I am committed to helping the University accomplish its strategic plan	9	11%	67%	11%	11%	0%	2.22	0.83
k. I have confidence in the direction the University is going	9	11%	22%	44%	22%	0%	2.78	0.97
l. I play a role in helping to improve student retention	9	22%	78%	0%	0%	0%	1.78	0.44

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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	8	88%	0%	13%	0%	0%	0%
b. Scholarship/Research	8	50%	25%	13%	0%	0%	13%
c. Service	8	63%	13%	13%	13%	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	8	88%	0%	13%	0%	0%	1.25	0.71
b. Scholarship/Research	7	57%	29%	14%	0%	0%	1.57	0.79
c. Service	8	63%	13%	13%	13%	0%	1.75	1.16

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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	9	11%	56%	11%	22%	0%	2.44	1.01
b. Senior leadership understands faculty's concerns	9	0%	22%	44%	22%	11%	3.22	0.97
c. There is a high degree of trust within the University	9	0%	11%	33%	44%	11%	3.56	0.88
d. There is a high degree of trust within my department	9	22%	44%	33%	0%	0%	2.11	0.78
e. My colleagues respect individual and cultural differences	9	22%	78%	0%	0%	0%	1.78	0.44
f. I believe the University values individual and cultural diversity	9	11%	56%	22%	0%	11%	2.44	1.13
g. UKs policies and practices promote individual and cultural diversity	9	11%	22%	44%	11%	11%	2.89	1.17

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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	8	13%	38%	13%	13%	13%	13%
a. I feel valued by the University for my teaching contributions	8	0%	63%	13%	25%	0%	0%
a. I feel valued by the University for my service contributions	8	0%	50%	38%	13%	0%	0%
b. I feel valued by my department for my scholarly/research contributions	8	25%	50%	13%	13%	0%	0%
b. I feel valued by my department for my teaching contributions	8	25%	63%	13%	0%	0%	0%
b. I feel valued by my department for my service contributions	8	13%	50%	25%	13%	0%	0%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	8	0%	0%	0%	63%	38%	0%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	8	0%	0%	0%	75%	25%	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	7	14%	43%	14%	14%	14%	2.71	1.38
a. I feel valued by the University for my teaching contributions	8	0%	63%	13%	25%	0%	2.63	0.92
a. I feel valued by the University for my service contributions	8	0%	50%	38%	13%	0%	2.63	0.74
b. I feel valued by my department for my scholarly/research contributions	8	25%	50%	13%	13%	0%	2.13	0.99
b. I feel valued by my department for my teaching contributions	8	25%	63%	13%	0%	0%	1.88	0.64
b. I feel valued by my department for my service contributions	8	13%	50%	25%	13%	0%	2.38	0.92
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	8	0%	0%	0%	63%	38%	4.38	0.52
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	8	0%	0%	0%	75%	25%	4.25	0.46

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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	8	0%	63%	38%	0%	0%	0%
b. I feel respected by the staff	8	0%	63%	13%	25%	0%	0%
c. I feel respected by the students	8	0%	88%	13%	0%	0%	0%
d. I am given the opportunity to serve on important University committees or task forces	8	13%	38%	38%	13%	0%	0%

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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	8	0%	63%	38%	0%	0%	2.38	0.52
b. I feel respected by the staff	8	0%	63%	13%	25%	0%	2.63	0.92
c. I feel respected by the students	8	0%	88%	13%	0%	0%	2.13	0.35
d. I am given the opportunity to serve on important University committees or task forces	8	13%	38%	38%	13%	0%	2.50	0.93

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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	8	0%	63%	13%	13%	13%	0%
b. I am pleased with the social context of the work environment at UK	8	0%	50%	38%	0%	13%	0%
c. Publications and other media communicate that UK places a high value on diversity	7	0%	0%	71%	29%	0%	0%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	8	0%	75%	13%	0%	13%	0%
e. UK promotes diversity as an essential part of a high quality educational institution	8	0%	63%	25%	0%	13%	0%
f. UK offers activities that promote understanding among diverse groups	8	0%	25%	63%	13%	0%	0%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	8	0%	25%	50%	25%	0%	0%
h. Racial and cultural differences are celebrated at UK	8	0%	25%	50%	25%	0%	0%
i. Policies and procedures at UK help diverse employees feel welcome	8	0%	50%	38%	13%	0%	0%
j. Enhancing the campus community as a multicultural organization is part of UK's mission	8	0%	50%	38%	13%	0%	0%
k. I feel a sense of community at UK	8	0%	38%	50%	13%	0%	0%
l. UK effectively addresses campus incidents of intolerance and bigotry	8	0%	38%	50%	13%	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	8	0%	63%	13%	13%	13%	2.75	1.16
b. I am pleased with the social context of the work environment at UK	8	0%	50%	38%	0%	13%	2.75	1.04
c. Publications and other media communicate that UK places a high value on diversity	7	0%	0%	71%	29%	0%	3.29	0.49
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	8	0%	75%	13%	0%	13%	2.50	1.07
e. UK promotes diversity as an essential part of a high quality educational institution	8	0%	63%	25%	0%	13%	2.63	1.06
f. UK offers activities that promote understanding among diverse groups	8	0%	25%	63%	13%	0%	2.88	0.64
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	8	0%	25%	50%	25%	0%	3.00	0.76
h. Racial and cultural differences are celebrated at UK	8	0%	25%	50%	25%	0%	3.00	0.76
i. Policies and procedures at UK help diverse employees feel welcome	8	0%	50%	38%	13%	0%	2.63	0.74
j. Enhancing the campus community as a multicultural organization is part of UKs mission	8	0%	50%	38%	13%	0%	2.63	0.74
k. I feel a sense of community at UK	8	0%	38%	50%	13%	0%	2.75	0.71
l. UK effectively addresses campus incidents of intolerance and bigotry	8	0%	38%	50%	13%	0%	2.75	0.71

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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	8	0%	38%	13%	38%	13%	0%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	8	0%	0%	13%	50%	13%	25%
c. I have heard UK faculty or staff express stereotypes about different groups of people	8	13%	13%	13%	38%	25%	0%
d. I have been the target of racial/ethnic stereotyping on campus	8	0%	0%	13%	50%	13%	25%
e. I hear hate speech or derogatory language used at UK	8	0%	13%	13%	50%	25%	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	8	0%	38%	13%	38%	13%	3.25	1.16
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	6	0%	0%	17%	67%	17%	4.00	0.63
c. I have heard UK faculty or staff express stereotypes about different groups of people	8	13%	13%	13%	38%	25%	3.50	1.41
d. I have been the target of racial/ethnic stereotyping on campus	6	0%	0%	17%	67%	17%	4.00	0.63
e. I hear hate speech or derogatory language used at UK	8	0%	13%	13%	50%	25%	3.88	0.99

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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	8	50%	38%	13%	0%
b. Greater assistance from my chair/director to ensure the success of my work	8	50%	38%	13%	0%
c. Greater support from my chair/director when personal and/or family needs arise	8	25%	63%	13%	0%
d. More opportunity to influence key departmental decisions	8	38%	50%	13%	0%
e. Enhanced information about campus procedures and resources (How do I...)	8	25%	50%	25%	0%
f. Central location for faculty to socialize	8	25%	38%	38%	0%
g. Increased administrative staff support	8	50%	25%	13%	13%
h. Increased technical staff support	8	75%	25%	0%	0%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	8	63%	13%	13%	13%
j. More opportunity for clinical appointments	7	14%	57%	14%	14%
k. Effective mentoring based on personal goals	8	38%	13%	25%	25%
l. Comprehensive orientation program for new faculty	8	13%	38%	50%	0%
m. Part-time, pre-tenure appointments	8	0%	38%	63%	0%
n. Part-time, post-tenure appointments	8	0%	50%	50%	0%
o. Extended tenure clock for new or expectant parents	8	13%	50%	38%	0%
p. Extended tenure clock for seriously ill family members	8	25%	50%	25%	0%
q. Part-time appointment as a transition back to work after a child's birth or adoption	8	0%	75%	25%	0%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	8	0%	75%	25%	0%
s. Phased retirement (reduction of appointment before retiring)	8	0%	63%	38%	0%

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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
Satisfied	5	62.50	5	62.50
Neither	2	25.00	7	87.50
Dissatisfied	1	12.50	8	100.00

Frequency Missing = 1

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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	8	0%	63%	38%	0%	0%	2.38	0.52
b. My chair/director is supportive of my personal/family responsibilities	8	38%	38%	25%	0%	0%	1.88	0.83
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	8	50%	13%	38%	0%	0%	1.88	0.99
d. My colleagues are supportive of my personal/family responsibilities	8	25%	50%	25%	0%	0%	2.00	0.76
e. The University's senior leadership is supportive of employees personal/family responsibilities	8	0%	38%	63%	0%	0%	2.63	0.52
f. The University's policies are supportive of employees personal/family responsibilities	8	0%	63%	38%	0%	0%	2.38	0.52
g. Administration in my college is supportive of employees personal/family responsibilities	8	0%	50%	38%	13%	0%	2.63	0.74
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	8	13%	38%	25%	25%	0%	2.63	1.06
i. I currently have the flexibility I need in scheduling my academic responsibilities	8	0%	38%	50%	13%	0%	2.75	0.71
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	8	13%	0%	75%	13%	0%	2.88	0.83

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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	8	13%	63%	0%	25%	0%	2.38	1.06
b. Too much time is required of my faculty position	8	13%	13%	50%	25%	0%	2.88	0.99
c. The stress I feel balancing work and personal/family responsibilities affects my health	8	13%	38%	38%	13%	0%	2.50	0.93
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	8	0%	25%	38%	38%	0%	3.13	0.83
e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like	8	0%	25%	50%	25%	0%	3.00	0.76
f. I frequently feel physically or emotionally drained at the end of the day	8	13%	38%	38%	13%	0%	2.50	0.93
g. I feel positive about my ability to manage the demands of my academic/personal/family life	8	0%	50%	38%	13%	0%	2.63	0.74
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	8	0%	0%	25%	38%	38%	4.13	0.83

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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)	8	0%	38%	63%	0%
b. Parent and Child care workshops and consultations	8	0%	13%	88%	0%
c. Confidential Financial counseling for staff and faculty	8	25%	38%	38%	0%
d. Flexible Work Arrangement workshops and consultations	8	0%	38%	63%	0%
e. Elder and Adult dependent care workshops and consultations	8	0%	38%	63%	0%
f. Retirement Planning workshops and counseling	8	13%	50%	38%	0%
g. Career Development workshops and consultations	8	0%	63%	38%	0%
h. UK tuition discount via Family Education Program	8	50%	38%	13%	0%
i. National Work and Family Month events and workshops	8	0%	0%	88%	13%
j. Flexible Work Arrangement Guidelines	8	13%	38%	50%	0%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	8	0%	50%	50%	0%
l. Phased Retirement	8	0%	50%	50%	0%
m. Sponsored Dependent Benefits (domestic partners)	8	13%	38%	50%	0%
n. Staff Shared Leave Pool for catastrophic events	8	0%	50%	50%	0%
o. Breastfeeding and Lactation Guidelines	8	0%	13%	75%	13%
p. Laptop Computer Loan Program for staff enrolled in higher education	8	0%	13%	88%	0%
q. Faculty Tenure Delay to meet dependent care obligations	8	0%	25%	75%	0%
r. Other (please specify)	1	0%	0%	100%	0%

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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	8	0%	13%	88%	0%
b. Emergency/Back up child care for mildly ill children	8	0%	13%	88%	0%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	8	13%	13%	75%	0%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	8	0%	13%	88%	0%
e. Paid leave beyond FMLA qualifying events	8	13%	25%	63%	0%
f. Onsite elder and adult dependent care	8	0%	38%	63%	0%
g. Other (please specify)	1	0%	0%	***%	0%