

***College of Education
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	24.00	12	24.00
b. Academic reputation of program/academic unit	1	2.00	13	26.00
c. Emphasis on quality teaching	1	2.00	14	28.00
e. Location in Lexington, Kentucky	5	10.00	19	38.00
f. Ability to balance work with my personal/family life	5	10.00	24	48.00
i. University's academic reputation	2	4.00	26	52.00
l. Opportunities for career development	14	28.00	40	80.00
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	10	20.00	50	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	13	26.00	13	26.00
b. Academic reputation of program/academic unit	4	8.00	17	34.00
c. Emphasis on quality teaching	1	2.00	18	36.00
e. Location in Lexington, Kentucky	6	12.00	24	48.00
f. Ability to balance work with my personal/family life	5	10.00	29	58.00
g. My salary/wage	4	8.00	33	66.00
h. Benefits	1	2.00	34	68.00
i. University's academic reputation	2	4.00	36	72.00
j. Research infrastructure	3	6.00	39	78.00
l. Opportunities for career development	2	4.00	41	82.00
p. Startup package	1	2.00	42	84.00
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	6	12.00	48	96.00
r. Freedom to participate in private endeavors such as consulting	2	4.00	50	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	18.75	9	18.75
e. Location in Lexington, Kentucky	3	6.25	12	25.00
f. Ability to balance work with my personal/family life	5	10.42	17	35.42
g. My salary/wage	1	2.08	18	37.50
h. Benefits	1	2.08	19	39.58
i. Opportunities for career development	6	12.50	25	52.08
o. Lack of opportunities in private sector	1	2.08	26	54.17
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	20	41.67	46	95.83
r. Freedom to participate in private endeavors such as consulting	2	4.17	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	7	15.22	7	15.22
b. Academic reputation of program/academic unit	4	8.70	11	23.91
c. Emphasis on quality teaching	1	2.17	12	26.09
d. Caliber of students	3	6.52	15	32.61
e. Location in Lexington, Kentucky	9	19.57	24	52.17
f. Ability to balance work with my personal/family life	6	13.04	30	65.22
g. My salary/wage	1	2.17	31	67.39
h. Benefits	3	6.52	34	73.91
i. Opportunities for career development	2	4.35	36	78.26
o. Lack of opportunities in private sector	2	4.35	38	82.61
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	5	10.87	43	93.48
r. Freedom to participate in private endeavors such as consulting	3	6.52	46	100.00

Frequency Missing = 4

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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	5	10.00	5	10.00
I have thought about it frequently and have begun to explore possibilities	14	28.00	19	38.00
I have thought about it frequently but have not taken action	9	18.00	28	56.00
I have thought about it occasionally	13	26.00	41	82.00
I have not thought about it	9	18.00	50	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
a. Faculty/colleagues	1	2.63	1	2.63
d. Caliber of students	2	5.26	3	7.89
e. Location in Lexington, Kentucky	1	2.63	4	10.53
f. Ability to balance work with my personal/family life	3	7.89	7	18.42
g. My salary/wage	16	42.11	23	60.53
i. University's academic reputation	2	5.26	25	65.79
l. Opportunities for career development	2	5.26	27	71.05
m. Amount of administrative work	1	2.63	28	73.68
n. Level of bureaucracy	5	13.16	33	86.84
s. Other (Please Specify)	5	13.16	38	100.00

Frequency Missing = 12

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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	49	0%	88%	10%	2%
b. Advising responsibilities	50	2%	52%	36%	10%
c. Expectations for service and outreach	50	4%	68%	20%	8%
d. Expectations for securing outside funding for research, scholarship and creative activities	50	4%	60%	32%	4%
e. Internal funding for scholarship and creative activities	49	59%	27%	6%	8%
f. Staff resources for scholarship and creative activities	50	72%	16%	2%	10%
g. Resources for scholarship and creative activities (space, equipment, materials)	50	70%	24%	0%	6%
h. Administrative responsibilities	50	2%	50%	40%	8%
i. Time to develop relationships with colleagues	50	42%	56%	0%	2%

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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	0%	90%	10%	2.10	0.31
b. Advising responsibilities	45	2%	58%	40%	2.38	0.53
c. Expectations for service and outreach	46	4%	74%	22%	2.17	0.49
d. Expectations for securing outside funding for research, scholarship and creative activities	48	4%	63%	33%	2.29	0.54
e. Internal funding for scholarship and creative activities	45	64%	29%	7%	1.42	0.62
f. Staff resources for scholarship and creative activities	45	80%	18%	2%	1.22	0.47
g. Resources for scholarship and creative activities (space, equipment, materials)	47	74%	26%	0%	1.26	0.44
h. Administrative responsibilities	46	2%	54%	43%	2.41	0.54
i. Time to develop relationships with colleagues	49	43%	57%	0%	1.57	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	50	14%	48%	12%	20%	6%	2.56	1.15
b. I would choose to accept a faculty position at UK again	50	16%	44%	28%	12%	0%	2.36	0.90
c. I feel very loyal to the University of Kentucky	50	14%	22%	30%	22%	12%	2.96	1.23
d. I recommend the University of Kentucky to other faculty as a good place to work	49	8%	35%	41%	14%	2%	2.67	0.90
e. Senior leadership clearly communicates the University's direction and priorities	50	6%	36%	18%	26%	14%	3.06	1.20
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	50	32%	42%	14%	8%	4%	2.10	1.07
g. I am aware of the University's strategic plan	50	38%	54%	2%	4%	2%	1.78	0.84
h. I understand how my job contributes to achieving the University's strategic plan	50	34%	44%	14%	6%	2%	1.98	0.96
i. I play a role in helping students succeed at UK	50	70%	28%	2%	0%	0%	1.32	0.51
j. I am committed to helping the University accomplish its strategic plan	48	25%	42%	27%	2%	4%	2.19	0.98
k. I have confidence in the direction the University is going	50	10%	10%	24%	32%	24%	3.50	1.25
l. I play a role in helping to improve student retention	50	36%	50%	12%	2%	0%	1.80	0.73

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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	47%	17%	32%	2%	0%	2%
b. Scholarship/Research	47	38%	19%	28%	6%	2%	6%
c. Service	47	43%	26%	28%	2%	0%	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	48%	17%	33%	2%	0%	1.89	0.95
b. Scholarship/Research	44	41%	20%	30%	7%	2%	2.09	1.10
c. Service	46	43%	26%	28%	2%	0%	1.89	0.90

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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	49	10%	33%	24%	18%	14%	2.94	1.23
b. Senior leadership understands faculty's concerns	49	0%	20%	14%	37%	29%	3.73	1.09
c. There is a high degree of trust within the University	48	0%	6%	27%	38%	29%	3.90	0.90
d. There is a high degree of trust within my department	48	13%	25%	19%	23%	21%	3.15	1.35
e. My colleagues respect individual and cultural differences	49	20%	41%	14%	18%	6%	2.49	1.19
f. I believe the University values individual and cultural diversity	49	4%	45%	24%	18%	8%	2.82	1.05
g. UKs policies and practices promote individual and cultural diversity	49	4%	29%	37%	20%	10%	3.04	1.04

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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	49	4%	27%	22%	27%	12%	8%
a. I feel valued by the University for my teaching contributions	49	0%	31%	35%	27%	6%	2%
a. I feel valued by the University for my service contributions	49	2%	35%	27%	22%	8%	6%
b. I feel valued by my department for my scholarly/research contributions	50	8%	40%	20%	12%	12%	8%
b. I feel valued by my department for my teaching contributions	50	8%	52%	20%	10%	8%	2%
b. I feel valued by my department for my service contributions	48	17%	44%	15%	10%	10%	4%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	50	6%	22%	4%	26%	42%	0%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	50	6%	12%	2%	30%	50%	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	45	4%	29%	24%	29%	13%	3.18	1.13
a. I feel valued by the University for my teaching contributions	48	0%	31%	35%	27%	6%	3.08	0.92
a. I feel valued by the University for my service contributions	46	2%	37%	28%	24%	9%	3.00	1.03
b. I feel valued by my department for my scholarly/research contributions	46	9%	43%	22%	13%	13%	2.78	1.19
b. I feel valued by my department for my teaching contributions	49	8%	53%	20%	10%	8%	2.57	1.06
b. I feel valued by my department for my service contributions	46	17%	46%	15%	11%	11%	2.52	1.22
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	50	6%	22%	4%	26%	42%	3.76	1.36
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	50	6%	12%	2%	30%	50%	4.06	1.25

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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	50	12%	62%	16%	8%	2%	0%
b. I feel respected by the staff	50	28%	58%	6%	6%	2%	0%
c. I feel respected by the students	50	28%	64%	8%	0%	0%	0%
d. I am given the opportunity to serve on important University committees or task forces	50	18%	48%	18%	8%	4%	4%

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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	50	12%	62%	16%	8%	2%	2.26	0.85
b. I feel respected by the staff	50	28%	58%	6%	6%	2%	1.96	0.88
c. I feel respected by the students	50	28%	64%	8%	0%	0%	1.80	0.57
d. I am given the opportunity to serve on important University committees or task forces	48	19%	50%	19%	8%	4%	2.29	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	46	15%	48%	22%	13%	0%	2%
b. I am pleased with the social context of the work environment at UK	46	4%	35%	20%	33%	7%	2%
c. Publications and other media communicate that UK places a high value on diversity	46	4%	39%	26%	26%	2%	2%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	46	7%	50%	26%	17%	0%	0%
e. UK promotes diversity as an essential part of a high quality educational institution	46	4%	48%	26%	22%	0%	0%
f. UK offers activities that promote understanding among diverse groups	46	4%	48%	30%	17%	0%	0%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	46	7%	33%	33%	24%	2%	2%
h. Racial and cultural differences are celebrated at UK	46	7%	33%	30%	30%	0%	0%
i. Policies and procedures at UK help diverse employees feel welcome	46	4%	30%	28%	35%	0%	2%
j. Enhancing the campus community as a multicultural organization is part of UKs mission	46	15%	46%	20%	17%	0%	2%
k. I feel a sense of community at UK	46	2%	28%	30%	33%	7%	0%
l. UK effectively addresses campus incidents of intolerance and bigotry	45	4%	38%	36%	18%	2%	2%

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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	45	16%	49%	22%	13%	0%	2.33	0.90
b. I am pleased with the social context of the work environment at UK	45	4%	36%	20%	33%	7%	3.02	1.08
c. Publications and other media communicate that UK places a high value on diversity	45	4%	40%	27%	27%	2%	2.82	0.96
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	46	7%	50%	26%	17%	0%	2.54	0.86
e. UK promotes diversity as an essential part of a high quality educational institution	46	4%	48%	26%	22%	0%	2.65	0.87
f. UK offers activities that promote understanding among diverse groups	46	4%	48%	30%	17%	0%	2.61	0.83
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	45	7%	33%	33%	24%	2%	2.82	0.96
h. Racial and cultural differences are celebrated at UK	46	7%	33%	30%	30%	0%	2.85	0.94
i. Policies and procedures at UK help diverse employees feel welcome	45	4%	31%	29%	36%	0%	2.96	0.93
j. Enhancing the campus community as a multicultural organization is part of UK's mission	45	16%	47%	20%	18%	0%	2.40	0.96
k. I feel a sense of community at UK	46	2%	28%	30%	33%	7%	3.13	0.98
l. UK effectively addresses campus incidents of intolerance and bigotry	44	5%	39%	36%	18%	2%	2.75	0.89

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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	17%	17%	11%	33%	22%	0%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	46	2%	13%	11%	35%	26%	13%
c. I have heard UK faculty or staff express stereotypes about different groups of people	45	4%	40%	18%	18%	18%	2%
d. I have been the target of racial/ethnic stereotyping on campus	46	4%	4%	7%	39%	35%	11%
e. I hear hate speech or derogatory language used at UK	45	0%	27%	13%	31%	27%	2%

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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	46	17%	17%	11%	33%	22%	3.24	1.43
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	40	3%	15%	13%	40%	30%	3.80	1.11
c. I have heard UK faculty or staff express stereotypes about different groups of people	44	5%	41%	18%	18%	18%	3.05	1.24
d. I have been the target of racial/ethnic stereotyping on campus	41	5%	5%	7%	44%	39%	4.07	1.06
e. I hear hate speech or derogatory language used at UK	44	0%	27%	14%	32%	27%	3.59	1.17

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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	45	36%	42%	18%	4%
b. Greater assistance from my chair/director to ensure the success of my work	45	58%	24%	16%	2%
c. Greater support from my chair/director when personal and/or family needs arise	44	45%	30%	16%	9%
d. More opportunity to influence key departmental decisions	44	43%	41%	14%	2%
e. Enhanced information about campus procedures and resources (How do I...)	43	30%	49%	19%	2%
f. Central location for faculty to socialize	45	24%	27%	33%	16%
g. Increased administrative staff support	44	50%	30%	7%	14%
h. Increased technical staff support	44	59%	25%	9%	7%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	45	64%	31%	2%	2%
j. More opportunity for clinical appointments	42	31%	24%	29%	17%
k. Effective mentoring based on personal goals	45	33%	24%	36%	7%
l. Comprehensive orientation program for new faculty	45	38%	13%	44%	4%
m. Part-time, pre-tenure appointments	45	7%	20%	42%	31%
n. Part-time, post-tenure appointments	44	5%	34%	41%	20%
o. Extended tenure clock for new or expectant parents	45	31%	11%	49%	9%
p. Extended tenure clock for seriously ill family members	45	40%	18%	36%	7%
q. Part-time appointment as a transition back to work after a child's birth or adoption	45	29%	18%	47%	7%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	45	40%	24%	31%	4%
s. Phased retirement (reduction of appointment before retiring)	45	42%	24%	27%	7%

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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	2	4.17	2	4.17
Satisfied	27	56.25	29	60.42
Neither	5	10.42	34	70.83
Dissatisfied	12	25.00	46	95.83
Very Dissatisfied	2	4.17	48	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	44	9%	30%	34%	18%	9%	2.89	1.10
b. My chair/director is supportive of my personal/family responsibilities	44	32%	45%	20%	2%	0%	1.93	0.79
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	45	33%	44%	22%	0%	0%	1.89	0.75
d. My colleagues are supportive of my personal/family responsibilities	45	27%	40%	29%	4%	0%	2.11	0.86
e. The University's senior leadership is supportive of employees personal/family responsibilities	45	4%	31%	40%	18%	7%	2.91	0.97
f. The University's policies are supportive of employees personal/family responsibilities	45	4%	38%	36%	13%	9%	2.84	1.02
g. Administration in my college is supportive of employees personal/family responsibilities	45	4%	40%	31%	20%	4%	2.80	0.97
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	45	16%	38%	22%	18%	7%	2.62	1.15
i. I currently have the flexibility I need in scheduling my academic responsibilities	45	20%	51%	24%	4%	0%	2.13	0.79
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	45	2%	33%	42%	13%	9%	2.93	0.96

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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	45	51%	36%	4%	9%	0%	1.71	0.92
b. Too much time is required of my faculty position	46	37%	30%	26%	7%	0%	2.02	0.95
c. The stress I feel balancing work and personal/family responsibilities affects my health	46	24%	37%	11%	26%	2%	2.46	1.19
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	46	9%	26%	15%	43%	7%	3.13	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	46	13%	39%	20%	22%	7%	2.70	1.15
f. I frequently feel physically or emotionally drained at the end of the day	46	30%	35%	13%	20%	2%	2.28	1.17
g. I feel positive about my ability to manage the demands of my academic/personal/family life	46	13%	39%	22%	26%	0%	2.61	1.02
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	46	0%	13%	11%	50%	26%	3.89	0.95

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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	21%	33%	43%	2%
b. Parent and Child care workshops and consultations	42	14%	17%	57%	12%
c. Confidential Financial counseling for staff and faculty	42	24%	26%	38%	12%
d. Flexible Work Arrangement workshops and consultations	40	13%	25%	58%	5%
e. Elder and Adult dependent care workshops and consultations	41	15%	24%	51%	10%
f. Retirement Planning workshops and counseling	41	39%	29%	29%	2%
g. Career Development workshops and consultations	42	10%	17%	60%	14%
h. UK tuition discount via Family Education Program	41	51%	17%	29%	2%
i. National Work and Family Month events and workshops	40	0%	20%	63%	18%
j. Flexible Work Arrangement Guidelines	41	17%	29%	46%	7%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	40	13%	18%	65%	5%
l. Phased Retirement	42	29%	31%	36%	5%
m. Sponsored Dependent Benefits (domestic partners)	41	29%	24%	37%	10%
n. Staff Shared Leave Pool for catastrophic events	42	12%	29%	55%	5%
o. Breastfeeding and Lactation Guidelines	42	14%	14%	55%	17%
p. Laptop Computer Loan Program for staff enrolled in higher education	42	5%	26%	60%	10%
q. Faculty Tenure Delay to meet dependent care obligations	42	24%	26%	40%	10%
r. Other (please specify)	6	17%	33%	17%	33%

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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	26%	10%	55%	10%
b. Emergency/Back up child care for mildly ill children	42	17%	14%	55%	14%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	41	24%	10%	51%	15%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	41	27%	10%	54%	10%
e. Paid leave beyond FMLA qualifying events	42	26%	12%	38%	24%
f. Onsite elder and adult dependent care	41	15%	15%	51%	20%
g. Other (please specify)	4	0%	0%	0%	100%