

College of Engineering
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	13	18.06	13	18.06
b. Academic reputation of program/academic unit	3	4.17	16	22.22
c. Emphasis on quality teaching	2	2.78	18	25.00
e. Location in Lexington, Kentucky	5	6.94	23	31.94
f. Ability to balance work with my personal/family life	6	8.33	29	40.28
g. My salary/wage	4	5.56	33	45.83
i. University's academic reputation	1	1.39	34	47.22
j. Research infrastructure	5	6.94	39	54.17
l. Opportunities for career development	14	19.44	53	73.61
o. Lack of opportunities in private sector	1	1.39	54	75.00
p. Startup package	4	5.56	58	80.56
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	13	18.06	71	98.61
r. Freedom to participate in private endeavors such as consulting	1	1.39	72	100.00

Frequency Missing = 1

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What was the second most IMPORTANT factor in your decision TO COME to the University of Kentucky?				
A1b	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a. Faculty/colleagues	13	18.06	13	18.06
b. Academic reputation of program/academic unit	9	12.50	22	30.56
e. Location in Lexington, Kentucky	15	20.83	37	51.39
f. Ability to balance work with my personal/family life	2	2.78	39	54.17
g. My salary/wage	6	8.33	45	62.50
h. Benefits	1	1.39	46	63.89
i. University's academic reputation	1	1.39	47	65.28
j. Research infrastructure	5	6.94	52	72.22
l. Opportunities for career development	4	5.56	56	77.78
o. Lack of opportunities in private sector	3	4.17	59	81.94
p. Startup package	3	4.17	62	86.11
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	7	9.72	69	95.83
r. Freedom to participate in private endeavors such as consulting	3	4.17	72	100.00

Frequency Missing = 1

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Which is the single MOST IMPORTANT factor that KEEPS you at UK?				
A2a	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a. Faculty/colleagues	8	11.11	8	11.11
b. Academic reputation of program/academic unit	1	1.39	9	12.50
c. Emphasis on quality teaching	2	2.78	11	15.28
d. Caliber of students	1	1.39	12	16.67
e. Location in Lexington, Kentucky	7	9.72	19	26.39
f. Ability to balance work with my personal/family life	12	16.67	31	43.06
g. My salary/wage	5	6.94	36	50.00
h. Benefits	2	2.78	38	52.78
i. University's academic reputation	1	1.39	39	54.17
j. Research infrastructure	4	5.56	43	59.72
l. Opportunities for career development	6	8.33	49	68.06
o. Lack of opportunities in private sector	4	5.56	53	73.61
p. Startup package	1	1.39	54	75.00
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	15	20.83	69	95.83
r. Freedom to participate in private endeavors such as consulting	3	4.17	72	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	12	16.90	12	16.90
b. Academic reputation of program/academic unit	8	11.27	20	28.17
c. Emphasis on quality teaching	1	1.41	21	29.58
e. Location in Lexington, Kentucky	15	21.13	36	50.70
f. Ability to balance work with my personal/family life	5	7.04	41	57.75
g. My salary/wage	2	2.82	43	60.56
h. Benefits	2	2.82	45	63.38
i. University's academic reputation	1	1.41	46	64.79
j. Research infrastructure	6	8.45	52	73.24
l. Opportunities for career development	7	9.86	59	83.10
o. Lack of opportunities in private sector	2	2.82	61	85.92
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	6	8.45	67	94.37
r. Freedom to participate in private endeavors such as consulting	4	5.63	71	100.00

Frequency Missing = 2

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During the past twelve months, have you seriously considered leaving UK?				
A3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
I am engaged in an active search for a new position	6	8.33	6	8.33
I have thought about it frequently and have begun to explore possibilities	13	18.06	19	26.39
I have thought about it frequently but have not taken action	12	16.67	31	43.06
I have thought about it occasionally	24	33.33	55	76.39
I have not thought about it	17	23.61	72	100.00

Frequency Missing = 1

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Which, if any, is the primary reason you are considering leaving UK?				
A4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a. Faculty/colleagues	2	3.70	2	3.70
b. Academic reputation of program/academic unit	3	5.56	5	9.26
e. Location in Lexington, Kentucky	2	3.70	7	12.96
f. Ability to balance work with my personal/family life	1	1.85	8	14.81
g. My salary/wage	20	37.04	28	51.85
i. University's academic reputation	2	3.70	30	55.56
j. Research infrastructure	1	1.85	31	57.41
k. Faculty support services	1	1.85	32	59.26
l. Opportunities for career development	6	11.11	38	70.37
n. Level of bureaucracy	1	1.85	39	72.22
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	3	5.56	42	77.78
s. Other (Please Specify)	12	22.22	54	100.00

Frequency Missing = 19

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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	71	0%	72%	21%	7%
b. Advising responsibilities	71	4%	70%	11%	14%
c. Expectations for service and outreach	71	8%	80%	4%	7%
d. Expectations for securing outside funding for research, scholarship and creative activities	70	4%	64%	24%	7%
e. Internal funding for scholarship and creative activities	70	59%	30%	3%	9%
f. Staff resources for scholarship and creative activities	71	51%	32%	1%	15%
g. Resources for scholarship and creative activities (space, equipment, materials)	70	44%	49%	0%	7%
h. Administrative responsibilities	70	1%	76%	13%	10%
i. Time to develop relationships with colleagues	71	34%	65%	1%	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	66	0%	77%	23%	2.23	0.42
b. Advising responsibilities	61	5%	82%	13%	2.08	0.42
c. Expectations for service and outreach	66	9%	86%	5%	1.95	0.37
d. Expectations for securing outside funding for research, scholarship and creative activities	65	5%	69%	26%	2.22	0.52
e. Internal funding for scholarship and creative activities	64	64%	33%	3%	1.39	0.55
f. Staff resources for scholarship and creative activities	60	60%	38%	2%	1.42	0.53
g. Resources for scholarship and creative activities (space, equipment, materials)	65	48%	52%	0%	1.52	0.50
h. Administrative responsibilities	63	2%	84%	14%	2.13	0.38
i. Time to develop relationships with colleagues	71	34%	65%	1%	1.68	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	71	13%	49%	17%	18%	3%	2.49	1.03
b. I would choose to accept a faculty position at UK again	70	16%	43%	24%	11%	6%	2.49	1.07
c. I feel very loyal to the University of Kentucky	71	14%	35%	30%	14%	7%	2.65	1.11
d. I recommend the University of Kentucky to other faculty as a good place to work	70	11%	39%	33%	11%	6%	2.61	1.03
e. Senior leadership clearly communicates the University's direction and priorities	71	3%	30%	27%	25%	15%	3.21	1.12
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	71	23%	44%	24%	4%	6%	2.27	1.04
g. I am aware of the University's strategic plan	71	20%	54%	11%	15%	0%	2.23	0.94
h. I understand how my job contributes to achieving the University's strategic plan	71	23%	49%	17%	8%	3%	2.20	0.98
i. I play a role in helping students succeed at UK	71	56%	34%	7%	1%	1%	1.58	0.80
j. I am committed to helping the University accomplish its strategic plan	70	27%	41%	26%	6%	0%	2.10	0.87
k. I have confidence in the direction the University is going	70	4%	23%	34%	29%	10%	3.17	1.04
l. I play a role in helping to improve student retention	71	34%	45%	18%	3%	0%	1.90	0.80

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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	67	40%	24%	24%	6%	0%	6%
b. Scholarship/Research	67	36%	13%	24%	13%	7%	6%
c. Service	67	36%	33%	21%	3%	4%	3%

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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	63	43%	25%	25%	6%	0%	1.95	0.97
b. Scholarship/Research	63	38%	14%	25%	14%	8%	2.40	1.34
c. Service	65	37%	34%	22%	3%	5%	2.05	1.07

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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	69	3%	49%	23%	19%	6%	2.75	0.99
b. Senior leadership understands faculty's concerns	69	0%	16%	32%	26%	26%	3.62	1.04
c. There is a high degree of trust within the University	70	1%	11%	30%	37%	20%	3.63	0.98
d. There is a high degree of trust within my department	70	7%	43%	24%	20%	6%	2.74	1.05
e. My colleagues respect individual and cultural differences	70	7%	64%	14%	13%	1%	2.37	0.85
f. I believe the University values individual and cultural diversity	69	6%	61%	20%	12%	1%	2.42	0.83
g. UKs policies and practices promote individual and cultural diversity	69	4%	49%	30%	13%	3%	2.61	0.88

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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	69	3%	42%	25%	20%	7%	3%
a. I feel valued by the University for my teaching contributions	70	3%	37%	27%	21%	6%	6%
a. I feel valued by the University for my service contributions	69	4%	28%	32%	25%	7%	4%
b. I feel valued by my department for my scholarly/research contributions	68	4%	56%	18%	18%	3%	1%
b. I feel valued by my department for my teaching contributions	70	1%	54%	17%	14%	7%	6%
b. I feel valued by my department for my service contributions	69	7%	36%	32%	14%	7%	3%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	70	3%	31%	19%	30%	17%	0%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	69	1%	13%	17%	33%	35%	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	67	3%	43%	25%	21%	7%	2.87	1.03
a. I feel valued by the University for my teaching contributions	66	3%	39%	29%	23%	6%	2.89	0.99
a. I feel valued by the University for my service contributions	66	5%	29%	33%	26%	8%	3.03	1.02
b. I feel valued by my department for my scholarly/research contributions	67	4%	57%	18%	18%	3%	2.58	0.94
b. I feel valued by my department for my teaching contributions	66	2%	58%	18%	15%	8%	2.70	1.01
b. I feel valued by my department for my service contributions	67	7%	37%	33%	15%	7%	2.78	1.04
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	70	3%	31%	19%	30%	17%	3.27	1.17
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	69	1%	13%	17%	33%	35%	3.87	1.08

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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	70	14%	63%	14%	9%	0%	0%
b. I feel respected by the staff	70	17%	66%	13%	4%	0%	0%
c. I feel respected by the students	69	25%	55%	16%	3%	0%	1%
d. I am given the opportunity to serve on important University committees or task forces	69	10%	38%	29%	10%	6%	7%

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A12:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements (Not Applicable converted to a missing value for this table)	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. I feel respected by my UK faculty colleagues	70	14%	63%	14%	9%	0%	2.17	0.78
b. I feel respected by the staff	70	17%	66%	13%	4%	0%	2.04	0.69
c. I feel respected by the students	68	25%	56%	16%	3%	0%	1.97	0.73
d. I am given the opportunity to serve on important University committees or task forces	64	11%	41%	31%	11%	6%	2.61	1.03

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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	68	4%	56%	29%	4%	3%	3%
b. I am pleased with the social context of the work environment at UK	68	3%	47%	34%	9%	4%	3%
c. Publications and other media communicate that UK places a high value on diversity	68	1%	49%	37%	7%	3%	3%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	68	6%	51%	29%	7%	3%	3%
e. UK promotes diversity as an essential part of a high quality educational institution	68	4%	56%	31%	3%	3%	3%
f. UK offers activities that promote understanding among diverse groups	68	3%	51%	34%	7%	1%	3%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	68	3%	38%	38%	13%	4%	3%
h. Racial and cultural differences are celebrated at UK	68	3%	43%	35%	15%	1%	3%
i. Policies and procedures at UK help diverse employees feel welcome	68	3%	40%	41%	12%	1%	3%
j. Enhancing the campus community as a multicultural organization is part of UKs mission	68	4%	54%	25%	12%	1%	3%
k. I feel a sense of community at UK	68	1%	41%	31%	16%	7%	3%
l. UK effectively addresses campus incidents of intolerance and bigotry	68	3%	34%	44%	7%	7%	4%

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A13:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements (Not Applicable converted to a missing value for this table)	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	66	5%	58%	30%	5%	3%	2.44	0.79
b. I am pleased with the social context of the work environment at UK	66	3%	48%	35%	9%	5%	2.64	0.87
c. Publications and other media communicate that UK places a high value on diversity	66	2%	50%	38%	8%	3%	2.61	0.78
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	66	6%	53%	30%	8%	3%	2.48	0.85
e. UK promotes diversity as an essential part of a high quality educational institution	66	5%	58%	32%	3%	3%	2.42	0.77
f. UK offers activities that promote understanding among diverse groups	66	3%	53%	35%	8%	2%	2.52	0.75
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	66	3%	39%	39%	14%	5%	2.77	0.89
h. Racial and cultural differences are celebrated at UK	66	3%	44%	36%	15%	2%	2.68	0.83
i. Policies and procedures at UK help diverse employees feel welcome	66	3%	41%	42%	12%	2%	2.68	0.79
j. Enhancing the campus community as a multicultural organization is part of UK's mission	66	5%	56%	26%	12%	2%	2.50	0.83
k. I feel a sense of community at UK	66	2%	42%	32%	17%	8%	2.86	0.97
l. UK effectively addresses campus incidents of intolerance and bigotry	65	3%	35%	46%	8%	8%	2.82	0.92

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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	69	12%	9%	13%	36%	26%	4%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	69	6%	1%	14%	39%	28%	12%
c. I have heard UK faculty or staff express stereotypes about different groups of people	69	14%	16%	19%	29%	20%	1%
d. I have been the target of racial/ethnic stereotyping on campus	69	3%	1%	16%	33%	38%	9%
e. I hear hate speech or derogatory language used at UK	69	7%	12%	16%	43%	20%	1%

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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	66	12%	9%	14%	38%	27%	3.59	1.31
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	61	7%	2%	16%	44%	31%	3.92	1.07
c. I have heard UK faculty or staff express stereotypes about different groups of people	68	15%	16%	19%	29%	21%	3.25	1.35
d. I have been the target of racial/ethnic stereotyping on campus	63	3%	2%	17%	37%	41%	4.11	0.97
e. I hear hate speech or derogatory language used at UK	68	7%	12%	16%	44%	21%	3.59	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	69	35%	49%	13%	3%
b. Greater assistance from my chair/director to ensure the success of my work	68	43%	35%	22%	0%
c. Greater support from my chair/director when personal and/or family needs arise	69	23%	43%	29%	4%
d. More opportunity to influence key departmental decisions	68	37%	46%	18%	0%
e. Enhanced information about campus procedures and resources (How do I...)	69	29%	49%	22%	0%
f. Central location for faculty to socialize	68	9%	41%	37%	13%
g. Increased administrative staff support	69	39%	45%	10%	6%
h. Increased technical staff support	68	49%	38%	12%	1%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	69	43%	38%	14%	4%
j. More opportunity for clinical appointments	66	17%	11%	47%	26%
k. Effective mentoring based on personal goals	68	21%	35%	38%	6%
l. Comprehensive orientation program for new faculty	69	22%	22%	52%	4%
m. Part-time, pre-tenure appointments	68	4%	10%	53%	32%
n. Part-time, post-tenure appointments	68	7%	21%	47%	25%
o. Extended tenure clock for new or expectant parents	68	13%	10%	63%	13%
p. Extended tenure clock for seriously ill family members	68	10%	16%	66%	7%
q. Part-time appointment as a transition back to work after a child's birth or adoption	68	7%	15%	63%	15%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	68	6%	24%	62%	9%
s. Phased retirement (reduction of appointment before retiring)	68	19%	32%	37%	12%

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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	11	15.94	11	15.94
Satisfied	34	49.28	45	65.22
Neither	10	14.49	55	79.71
Dissatisfied	9	13.04	64	92.75
Very Dissatisfied	5	7.25	69	100.00

Frequency Missing = 4

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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	68	4%	34%	49%	7%	6%	2.76	0.88
b. My chair/director is supportive of my personal/family responsibilities	68	13%	51%	26%	4%	4%	2.35	0.93
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	69	17%	55%	25%	3%	0%	2.13	0.73
d. My colleagues are supportive of my personal/family responsibilities	69	6%	59%	23%	12%	0%	2.41	0.77
e. The University's senior leadership is supportive of employees personal/family responsibilities	69	3%	35%	49%	7%	6%	2.78	0.86
f. The University's policies are supportive of employees personal/family responsibilities	69	1%	43%	45%	6%	4%	2.68	0.80
g. Administration in my college is supportive of employees personal/family responsibilities	68	9%	40%	38%	6%	7%	2.63	0.99
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	69	9%	45%	30%	10%	6%	2.59	0.99
i. I currently have the flexibility I need in scheduling my academic responsibilities	69	19%	55%	19%	7%	0%	2.14	0.81
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	69	7%	29%	33%	23%	7%	2.94	1.06

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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	68	32%	31%	13%	22%	1%	2.29	1.19
b. Too much time is required of my faculty position	66	11%	39%	24%	24%	2%	2.67	1.01
c. The stress I feel balancing work and personal/family responsibilities affects my health	68	12%	24%	35%	26%	3%	2.85	1.04
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	68	9%	25%	28%	34%	4%	3.00	1.07
e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like	68	6%	37%	19%	31%	7%	2.97	1.11
f. I frequently feel physically or emotionally drained at the end of the day	68	16%	41%	24%	15%	4%	2.50	1.07
g. I feel positive about my ability to manage the demands of my academic/personal/family life	67	6%	33%	45%	13%	3%	2.75	0.88
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	68	6%	10%	34%	34%	16%	3.44	1.07

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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)	68	6%	12%	68%	15%
b. Parent and Child care workshops and consultations	69	3%	14%	64%	19%
c. Confidential Financial counseling for staff and faculty	68	7%	35%	43%	15%
d. Flexible Work Arrangement workshops and consultations	68	4%	18%	66%	12%
e. Elder and Adult dependent care workshops and consultations	69	4%	25%	59%	12%
f. Retirement Planning workshops and counseling	69	13%	48%	33%	6%
g. Career Development workshops and consultations	69	10%	26%	57%	7%
h. UK tuition discount via Family Education Program	69	32%	23%	36%	9%
i. National Work and Family Month events and workshops	69	1%	10%	57%	32%
j. Flexible Work Arrangement Guidelines	68	7%	21%	63%	9%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	69	1%	13%	68%	17%
l. Phased Retirement	69	14%	36%	39%	10%
m. Sponsored Dependent Benefits (domestic partners)	69	12%	13%	52%	23%
n. Staff Shared Leave Pool for catastrophic events	69	4%	9%	77%	10%
o. Breastfeeding and Lactation Guidelines	69	1%	6%	67%	26%
p. Laptop Computer Loan Program for staff enrolled in higher education	69	3%	4%	70%	23%
q. Faculty Tenure Delay to meet dependent care obligations	68	6%	12%	71%	12%
r. Other (please specify)	20	15%	5%	30%	50%

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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	68	15%	10%	60%	15%
b. Emergency/Back up child care for mildly ill children	69	19%	13%	52%	16%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	68	19%	18%	46%	18%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	67	19%	16%	46%	18%
e. Paid leave beyond FMLA qualifying events	68	6%	22%	40%	32%
f. Onsite elder and adult dependent care	67	4%	15%	51%	30%
g. Other (please specify)	14	21%	7%	14%	57%