

UK Work-Life Faculty Survey October 2010

Welcome to the Work Life survey. The University of Kentucky is conducting surveys of staff and faculty to gather their candid opinions about the work environment at UK. The assessment seeks to understand factors that affect the ability of staff and faculty to have a fulfilling and productive work and personal/family life, and to learn how UK might better support them in achieving these goals.

The survey should take about 15 minutes to complete if you do *not* have dependents, and about 25 minutes if you have child or older adult/adult dependent responsibilities. Your responses are strictly confidential and your participation is totally voluntary. Findings will be reported in summary form via a number of campus communications that will be listed on the Work-Life webpage (www.uky.edu/HR/Worklife) as they develop.

UK's leaders are committed to addressing work life issues to ensure both the well-being of the UK community and the continued excellence of the University. Results from the initial 2005-06 Work Life Survey included many new initiatives, such as the Family Education Program, Sponsored Dependent Benefits, Staff Career Development, flexible work arrangement guidelines and additional employee mental health services. Your participation will help in continuing to improve the work-life culture at the University of Kentucky. Results from this study will be widely available on campus. We thank you for your time!

Please go to the next page to start the survey.

PART A: WORK ENVIRONMENT

The following questions address the quality of UK employees' work-life, and UK's ability to address employees' personal/family needs.

A1 What was the most **IMPORTANT** factor in your decision **TO COME** to the University of Kentucky?

- a. Faculty/colleagues
- b. Academic reputation of program/academic unit
- c. Emphasis on quality teaching
- d. Caliber of students
- e. Location in Lexington, Kentucky
- f. Ability to balance work with my personal/family life
- g. My salary/wage
- h. Benefits
- i. University's academic reputation
- j. Research infrastructure
- k. Faculty support services
- l. Opportunities for career development
- m. Amount of administrative work
- n. Level of bureaucracy
- o. Lack of opportunities in private sector
- p. Startup package
- q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)
- r. Freedom to participate in private endeavors such as consulting

A2 **What was the second most IMPORTANT factor in your decision TO COME to the University of Kentucky?**

- a. Faculty/colleagues
- b. Academic reputation of program/academic unit
- c. Emphasis on quality teaching
- d. Caliber of students
- e. Location in Lexington, Kentucky
- f. Ability to balance work with my personal/family life
- g. My salary/wage
- h. Benefits
- i. University's academic reputation
- j. Research infrastructure
- k. Faculty support services
- l. Opportunities for career development
- m. Amount of administrative work
- n. Level of bureaucracy
- o. Lack of opportunities in private sector
- p. Startup package
- q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)
- r. Freedom to participate in private endeavors such as consulting

A3 **Which is the single MOST IMPORTANT factor that KEEPS you at UK?**

- a. Faculty/colleagues
- b. Academic reputation of program/academic unit
- c. Emphasis on quality teaching
- d. Caliber of students
- e. Location in Lexington, Kentucky
- f. Ability to balance work with my personal/family life
- g. My salary/wage
- h. Benefits
- i. University's academic reputation
- j. Research infrastructure
- k. Faculty support services
- l. Opportunities for career development
- m. Amount of administrative work
- n. Level of bureaucracy
- o. Lack of opportunities in private sector
- p. Startup package
- q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)
- r. Freedom to participate in private endeavors such as consulting

A4

Which is the 2nd MOST IMPORTANT factor that KEEPS you at UK?

- a. Faculty/colleagues
- b. Academic reputation of program/academic unit
- c. Emphasis on quality teaching
- d. Caliber of students
- e. Location in Lexington, Kentucky
- f. Ability to balance work with my personal/family life
- g. My salary/wage
- h. Benefits
- i. University's academic reputation
- j. Research infrastructure
- k. Faculty support services
- l. Opportunities for career development
- m. Amount of administrative work
- n. Level of bureaucracy
- o. Lack of opportunities in private sector
- p. Startup package
- q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)
- r. Freedom to participate in private endeavors such as consulting.

A5

During the past twelve months, have you seriously considered leaving UK?

- I am engaged in an active search for a new position.
- I have thought about it frequently and have begun to explore possibilities.
- I have thought about it frequently but have not taken action.
- I have thought about it occasionally.
- I have not thought about it.

A6 Which, if any, is the primary reason you are considering leaving UK?

- a. Faculty/colleagues
 - b. Academic reputation of program/academic unit
 - c. Emphasis on quality teaching
 - d. Caliber of students
 - e. Location in Lexington, Kentucky
 - f. Ability to balance work with my personal/family life
 - g. My salary/wage
 - h. Benefits
 - i. University's academic reputation
 - j. Research infrastructure
 - k. Faculty support services
 - l. Opportunities for career development
 - m. Amount of administrative work
 - n. Level of bureaucracy
 - o. Opportunity in private sector
 - p. Startup package
 - q. Family considerations (e.g. spousal/partner employment, children's schooling, etc.)
 - r. Freedom to participate in private endeavors such as consulting.
 - s. Other (Please specify)
-

A7 Currently, how would you assess the following aspects of your work at UK?

	Too Little	About Right	Too Much	Does Not Apply
a. Teaching load	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Advising responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Expectations for service and outreach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Expectations for securing outside funding for research, scholarship and creative activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Internal funding for scholarship and creative activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Staff resources for scholarship and creative activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Resources for scholarship and creative activities (space, equipment, materials)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Administrative responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Time to develop relationships with colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

A8 Please indicate the extent to which you AGREE or DISAGREE with each of the following statements.

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
<i>a. I am satisfied with my faculty position at the University of Kentucky.</i>	0	0	0	0	0
<i>b. I would choose to accept a faculty position at UK again.</i>	0	0	0	0	0
<i>c. I feel very loyal to the University of Kentucky.</i>	0	0	0	0	0
<i>d. I recommend the University of Kentucky to other faculty as a good place to work.</i>	0	0	0	0	0
<i>e. Senior leadership clearly communicates the University's direction and priorities.</i>	0	0	0	0	0
<i>f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities.</i>	0	0	0	0	0
<i>g. I am aware of the University's strategic plan.</i>	0	0	0	0	0
<i>h. I understand how my job contributes to achieving the University's strategic plan.</i>	0	0	0	0	0
<i>i. I play a role in helping students succeed at UK.</i>	0	0	0	0	0
<i>j. I am committed to helping the University accomplish its strategic plan.</i>	0	0	0	0	0
<i>k. I have confidence in the direction the University is going.</i>	0	0	0	0	0
<i>l. I play a role in helping to improve student retention.</i>	0	0	0	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?

	Above Average	Slightly Above Average	Comparable to My Peers	Slightly Below Average	Below Average	Not Applicable
<i>a. Teaching</i>	0	0	0	0	0	0
<i>b. Scholarship/Research</i>	0	0	0	0	0	0
<i>c. Service</i>	0	0	0	0	0	0

A10 Please indicate the extent to which you AGREE or DISAGREE with each of the following statements.

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
<i>a. I receive information about University news or changes before I read or hear about it in the press.</i>	0	0	0	0	0
<i>b. Senior leadership understands faculty's concerns.</i>	0	0	0	0	0
<i>c. There is a high degree of trust within the University.</i>	0	0	0	0	0
<i>d. There is a high degree of trust within my department.</i>	0	0	0	0	0
<i>e. My colleagues respect individual and cultural differences.</i>	0	0	0	0	0
<i>f. I believe the University values individual and cultural diversity.</i>	0	0	0	0	0
<i>g. UK's policies and practices promote individual and cultural diversity.</i>	0	0	0	0	0

A11 Please indicate the extent to which you AGREE or DISAGREE with each of the following statements.

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Not Applicable
<i>a. I feel valued by the University for my scholarly/research contributions</i>	0	0	0	0	0	0
<i>- my teaching contributions</i>	0	0	0	0	0	0
<i>- my service contributions</i>	0	0	0	0	0	0
<i>b. I feel valued by my department for my scholarly/research contributions</i>	0	0	0	0	0	0
<i>- my teaching contributions</i>	0	0	0	0	0	0
<i>- my service contributions</i>	0	0	0	0	0	0
<i>c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK.</i>	0	0	0	0	0	0
<i>d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions.</i>	0	0	0	0	0	0

A12 Please indicate the extent to which you AGREE or DISAGREE with each of the following statements.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Not Applicable
<i>a. I feel respected by my UK faculty colleagues.</i>	0	0	0	0	0	0
<i>b. I feel respected by the staff.</i>	0	0	0	0	0	0
<i>c. I feel respected by the students.</i>	0	0	0	0	0	0
<i>d. I am given the opportunity to serve on important University committees or task forces.</i>	0	0	0	0	0	0

A13 Please indicate the extent to which you AGREE or DISAGREE with each of the following statements.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Not Applicable
<i>a. UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds.</i>	0	0	0	0	0	0
<i>b. I am pleased with the social context of the work environment at UK.</i>	0	0	0	0	0	0
<i>c. Publications and other media communicate that UK places a high value on diversity.</i>	0	0	0	0	0	0
<i>d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK.</i>	0	0	0	0	0	0
<i>e. UK promotes diversity as an essential part of a high quality educational institution.</i>	0	0	0	0	0	0
<i>f. UK offers activities that promote understanding among diverse groups.</i>	0	0	0	0	0	0
<i>g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations.</i>	0	0	0	0	0	0
<i>h. Racial and cultural differences are celebrated at UK.</i>	0	0	0	0	0	0
<i>i. Policies and procedures at UK help diverse employees feel welcome.</i>	0	0	0	0	0	0
<i>j. Enhancing the campus community as a multicultural organization is part of UK's mission.</i>	0	0	0	0	0	0
<i>k. I feel a sense of community at UK.</i>	0	0	0	0	0	0
<i>l. UK effectively addresses campus incidents of intolerance and bigotry.</i>	0	0	0	0	0	0

A14 Please indicate the extent to which you AGREE or DISAGREE with each of the following statements.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Not Applicable
<i>a. I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc.</i>	0	0	0	0	0	0
<i>b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality.</i>	0	0	0	0	0	0
<i>c. I have heard UK faculty or staff express stereotypes about different groups of people.</i>	0	0	0	0	0	0
<i>d. I have been the target of racial/ethnic stereotyping on campus.</i>	0	0	0	0	0	0
<i>e. I hear hate speech or derogatory language used at UK.</i>	0	0	0	0	0	0

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:

	Of Great Value to Me	Of Some Value to Me	Of Little Value to Me, but University should offer	Of Little Value to Me, and University Should Not Offer
<i>a. More opportunities for professional interaction with faculty from other departments</i>	0	0	0	0
<i>b. Greater assistance from my chair/director to ensure the success of my work</i>	0	0	0	0
<i>c. Greater support from my chair/director when personal and/or family needs arise</i>	0	0	0	0
<i>d. More opportunity to influence key departmental decisions</i>	0	0	0	0
<i>e. Enhanced information about campus procedures and resources (How do I...)</i>	0	0	0	0
<i>f. Central location for faculty to socialize</i>	0	0	0	0
<i>g. Increased administrative staff support</i>	0	0	0	0
<i>h. Increased technical staff support</i>	0	0	0	0
<i>i. Resources and technology to work from home office (access to email via Internet, faster computer)</i>	0	0	0	0
<i>j. More opportunity for clinical appointments</i>	0	0	0	0
<i>k. Effective mentoring based on personal goals</i>	0	0	0	0
<i>l. Comprehensive orientation program for new faculty</i>	0	0	0	0
<i>m. Part-time, pre-tenure appointments</i>	0	0	0	0
<i>n. Part-time, post-tenure appointments</i>	0	0	0	0
<i>o. Extended tenure clock for new or expectant parents</i>	0	0	0	0
<i>p. Extended tenure clock for seriously ill family members</i>	0	0	0	0
<i>q. Part-time appointment as a transition back to work after a child's birth or adoption</i>	0	0	0	0
<i>r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event</i>	0	0	0	0
<i>s. Phased retirement (reduction of appointment before retiring)</i>	0	0	0	0

PART B: MANAGING WORK, PERSONAL, AND FAMILY RESPONSIBILITIES

These questions ask about your work, personal and family life, and your familiarity with and value of the University's programs and policies.

B1 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?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

B2 Please indicate the extent to which you **AGREE** or **DISAGREE** that the following statements are generally true.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
<i>a. UK is supportive of my personal/family life.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>b. My chair/director is supportive of my personal/family responsibilities.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>c. My chair/director grants me enough flexibility to meet my personal/family responsibilities.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>d. My colleagues are supportive of my personal/family responsibilities.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>e. The University's senior leadership is supportive of employees' personal/family responsibilities.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>f. The University's policies are supportive of employees' personal/family responsibilities.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>g. Administration in my college is supportive of employees' personal/family responsibilities.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>h. My department or college is a place where individual faculty feel comfortable raising personal and/or family issues when scheduling academic responsibilities.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>i. I currently have the flexibility I need in scheduling my academic responsibilities.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>j. My evaluations would suffer if I used formal programs, such as personal leave or reduction of time, to meet personal/family responsibilities</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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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.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
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.	0	0	0	0	0
b. Too much time is required of my faculty position.	0	0	0	0	0
c. The stress I feel balancing work and personal/family responsibilities affects my health.	0	0	0	0	0
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work.	0	0	0	0	0
e. My faculty position is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like.	0	0	0	0	0
f. I frequently feel physically or emotionally drained at the end of the day.	0	0	0	0	0
g. I feel positive about my ability to manage the demands of my academic, personal and/or family life.	0	0	0	0	0
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time.	0	0	0	0	0

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B4 Below is a list of Work-Life programs that are currently being offered on a University-Wide Basis. These programs were developed in response to employees' requests for programs in the 2005-06 survey and efforts undertaken by the Work Life Advisory Council. Please indicate the value of each of the following.

	Of Great Value to Me	Of Some Value to Me	Of Little Value to Me, but University Should Offer	Of Little Value to Me, and University Should Not Offer
a. Work+Life Connections for voluntary counseling for work/personal/family issues (i.e. expanded Employee Assistance Program)	0	0	0	0
b. Parent and Child care workshops and consultations	0	0	0	0
c. Confidential Financial counseling for staff and faculty	0	0	0	0
d. Flexible Work Arrangement workshops and consultations	0	0	0	0
e. Elder and Adult dependent care workshops and consultations	0	0	0	0
f. Retirement Planning workshops and counseling	0	0	0	0
g. Career Development workshops and consultations	0	0	0	0
h. UK tuition discount via Family Education Program	0	0	0	0
i. National Work and Family Month events and workshops	0	0	0	0
j. Flexible Work Arrangement Guidelines	0	0	0	0
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	0	0	0	0
l. Phased Retirement	0	0	0	0
m. Sponsored Dependent Benefits (domestic partners)	0	0	0	0
n. Staff Shared Leave Pool for catastrophic events	0	0	0	0
o. Breastfeeding and Lactation Guidelines	0	0	0	0
p. Laptop Computer Loan Program for staff enrolled in higher education	0	0	0	0
q. Faculty Tenure Delay to meet dependent care obligations	0	0	0	0
r. Other (please specify)	0	0	0	0

B5

Below is a list of Work-Life programs that are NOT CURRENTLY OFFERED ON A UNIVERSITY-WIDE BASIS. The University's ability to offer these programs depends on a variety of factors, including the availability of funding. Your responses will help the University assess your interest as it sets future agendas. Please indicate the potential value of each of the following.

	<i>Of Great Value to Me</i>	<i>Of Some Value to Me</i>	<i>Of Little Value to Me, but University Should Offer</i>	<i>Of Little Value to Me, and University Should Not Offer</i>
<i>a. Expansion of onsite childcare centers</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>b. Emergency/Back up child care for mildly ill children</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>c. Emergency/Back-up child care (e.g. for school breaks, summer breaks or when regular provider is suddenly not available)</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>d. Child care discounts for community-based programs (for example, discounts at local childcare centers)</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>e. Paid leave beyond FMLA qualifying events</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>f. Onsite elder and adult dependent care</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>g. Other (please specify)</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PART C: FAMILY STATUS AND DEPENDENT CARE RESPONSIBILITIES

The next questions focus on the needs of UK employees who are raising children, planning families, and/or caring for older adults and adult dependents.

- C1** Do you plan to have a child or adopt in the next 3 to 4 years?
- Yes
 - No
- C2** Do you have any children under age 18 who live with you most of the year?
- Yes
 - No
- C3** Have you taken time off from UK (with or without pay) for the birth or adoption of a child?
- Yes
 - No
- C3a** How many weeks of leave did you take for the birth or adoption of a child?
- less than 1 week
 - 1 - 2 weeks
 - 3 - 4 weeks
 - 5 - 6 weeks
 - 7 - 8 weeks
 - 9 - 12 weeks
 - more than 12 weeks
- C4** If you would have liked to take time off, take a longer leave, or to have reduced your workload, please select the reason below that influenced your decision not to do so. (SELECT ALL THAT APPLY)
- I felt I would fall behind in meeting my own tenure expectations.
 - I felt I would fall behind in meeting my department's or college's tenure expectations.
 - I felt social pressure not to take off time.
 - I couldn't afford the loss of pay.
 - I felt it would be held against me in evaluations by my department.
 - I felt I would get behind in my work.
 - Does not apply
 - Other (Please specify)
-

C5 The following are issues that individuals may face when managing work and responsibilities for children. Please indicate the **AMOUNT OF DIFFICULTY** you currently have with each of the items below.

	<i>A Great Deal of Difficulty</i>	<i>Some Difficulty</i>	<i>No Difficulty</i>	<i>Does Not Apply</i>
<i>a. Finding child care for infant or toddler (0-2)</i>	0	0	0	0
<i>b. Finding child care for preschooler (3-5)</i>	0	0	0	0
<i>c. Finding child care that I can afford</i>	0	0	0	0
<i>d. Finding child care of acceptable quality and reliability</i>	0	0	0	0
<i>e. Finding care for evening or weekend work</i>	0	0	0	0
<i>f. Finding emergency backup care when regular provider not available or during school breaks</i>	0	0	0	0
<i>g. Finding child care/camps during school breaks that I can afford</i>	0	0	0	0
<i>h. Finding care for mildly ill children</i>	0	0	0	0
<i>i. Finding care for children with special needs</i>	0	0	0	0
<i>j. Other (please specify)</i>	0	0	0	0

PART D: OLDER ADULT AND ADULT DEPENDENT CARE

For the next series of questions, we are asking about responsibilities that you may have for an older adult or an adult dependent. Responsibility for an elder or adult dependent might include: transportation, household chores, direct financial support or management, personal care assistance, arranging outside help, etc.

D1 Do you have or expect to have some responsibility caring for an older adult or adult dependent in the next 3 to 4 years?

- Yes, I currently provide care for an older adult or adult dependent
- I do not currently have this responsibility, but expect to within 3 to 4 years
- I do not have or expect to have this responsibility in the next 3 to 4 years

Some employees care for more than one older adult/adult dependent. For the next item please think of the individual you assist most frequently.

D2 Hours spent per week providing care for an older adult or adult dependent

- None
- 1-5 hours
- 6-10 hours
- 11-20 hours
- More than 20 hours

D3 The following are issues that individuals may face when caring for an older adult/adult dependent. Please indicate the amount of difficulty you have with each of the items below.

	A Great Deal of Difficulty	Some Difficulty	No Difficulty	Does Not Apply
a. Caring for an older adult/adult dependent who lives far away (more than 50 miles away)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Finding resources for an older adult/adult dependent that are affordable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Finding resources for an older adult/adult dependent that are of acceptable quality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Finding home health services (someone who comes to home and provides help with bathing, dressing, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Finding information about housing options or living arrangements for an older adult/adult dependent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PART E: BACKGROUND INFORMATION

This information is requested in order to analyze the different needs of various faculty groups within the University. All information is strictly confidential and will not be used to identify respondents.

E1 Which statement most clearly describes your household's employment situation? (PLEASE CHECK ONE BOX ONLY.)

- I do not have a spouse/partner
- My spouse/partner is not employed
- My spouse/partner is employed part-time
- My spouse/partner is employed full-time

E2 If you currently have a spouse/partner, do you and your spouse/partner reside in separate communities?

- Yes
- No
- Does Not Apply

E3 **How long have you been employed at UK?**

- 2 years or less*
- 3 to 4 years*
- 5 to 9 years*
- 10 to 14 years*
- 15 or more years*

E4 **If you had to predict how many more years you will continue to work as a faculty member at the University of Kentucky, what would you say?**

- Less than 1 year*
- 1-2 years*
- 3-4 years*
- 5-9 years*
- 10 or more years*

E5 **Do you plan to continue to work as a faculty member at the University of Kentucky until retirement?**

- Definitely yes*
- Probably yes*
- Probably no*
- Definitely no*
- Don't know*

E6 **Which of the following most accurately describes your faculty position?**

- Regular Faculty*
- Librarian*
- Extension*
- Special Title*
- Clinical*
- Lecturer*
- Research*

E7 **What is your rank?**

- Lecturer*
- Instructor*
- Assistant Professor*
- Associate Professor*
- Professor*

E8 In which academic unit or administrative division do you work? (PLEASE CHECK ONLY THE BOX CORRESPONDING TO THE COLLEGE IN WHICH YOU HOLD YOUR PRIMARY ASSIGNMENT)

- College of Agriculture*
- College of Arts and Sciences*
- College of Business and Economics*
- College of Communication & Information Studies*
- Colleges of Dentistry*
- College of Design*
- College of Education*
- College of Engineering*
- College of Fine Arts*
- Graduate School*
- College of Health Sciences*
- College of Law*
- College of Medicine*
- College of Nursing*
- College of Pharmacy*
- College of Public Health*
- College of Social Work*
- Libraries*

E9 Where in UK Healthcare do you work? (SELECT ALL THAT APPLY)

- UK Chandler Hospital*
- UK Good Samaritan Hospital*
- UK Rural Health*
- Ambulatory (Services and Clinics)*
- College of Medicine*
- UK HealthCare Corporate (e.g. Marketing, IT, Payroll, Finance, etc.)*
- Does not apply*

E10 Are you tenured?

- Yes*
- No, but I have a tenure-track appointment.*
- No, and I do not have a tenure-track appointment*

E11 Is your appointment for:

- 9 months?*
- 10 months?*
- 11 months?*
- 12 months?*

E12 Please use this space to make additional comments on the work environment at UK. How can UK better support the work-life needs of faculty and help UK achieve excellence? (UP TO 6,000 CHARACTERS)

Thank you for taking the time to complete this survey. Through your participation, we will gather information that will enable UK to establish work-life programs, policies, and services to meet your needs.

Click the Submit button below when you have completed the survey. You will not be able to return to the survey once it has been submitted.