

*College of Fine Arts  
Faculty Work-Life Survey 2010*

*The FREQ Procedure*

<b>What was the most IMPORTANT factor in your decision TO COME to the University of Kentucky?</b>				
<b>A1a</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Frequency</b>	<b>Cumulative Percent</b>
<b>a. Faculty/colleagues</b>	10	23.26	10	23.26
<b>b. Academic reputation of program/academic unit</b>	4	9.30	14	32.56
<b>c. Emphasis on quality teaching</b>	1	2.33	15	34.88
<b>e. Location in Lexington, Kentucky</b>	6	13.95	21	48.84
<b>f. Ability to balance work with my personal/family life</b>	3	6.98	24	55.81
<b>g. My salary/wage</b>	1	2.33	25	58.14
<b>h. Benefits</b>	3	6.98	28	65.12
<b>i. University's academic reputation</b>	1	2.33	29	67.44
<b>j. Research infrastructure</b>	2	4.65	31	72.09
<b>k. Faculty support services</b>	1	2.33	32	74.42
<b>l. Opportunities for career development</b>	5	11.63	37	86.05
<b>o. Lack of opportunities in private sector</b>	1	2.33	38	88.37
<b>p. Startup package</b>	1	2.33	39	90.70
<b>q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)</b>	3	6.98	42	97.67
<b>r. Freedom to participate in private endeavors such as consulting</b>	1	2.33	43	100.00

*Frequency Missing = 1*

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<b>What was the second most IMPORTANT factor in your decision TO COME to the University of Kentucky?</b>				
<b>A1b</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Frequency</b>	<b>Cumulative Percent</b>
<b>a. Faculty/colleagues</b>	6	13.95	6	13.95
<b>b. Academic reputation of program/academic unit</b>	4	9.30	10	23.26
<b>c. Emphasis on quality teaching</b>	2	4.65	12	27.91
<b>e. Location in Lexington, Kentucky</b>	5	11.63	17	39.53
<b>f. Ability to balance work with my personal/family life</b>	7	16.28	24	55.81
<b>g. My salary/wage</b>	4	9.30	28	65.12
<b>h. Benefits</b>	4	9.30	32	74.42
<b>j. Research infrastructure</b>	1	2.33	33	76.74
<b>l. Opportunities for career development</b>	5	11.63	38	88.37
<b>n. Level of bureaucracy</b>	1	2.33	39	90.70
<b>o. Lack of opportunities in private sector</b>	1	2.33	40	93.02
<b>q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)</b>	3	6.98	43	100.00

*Frequency Missing = 1*

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<b>Which is the single MOST IMPORTANT factor that KEEPS you at UK?</b>				
<b>A2a</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Frequency</b>	<b>Cumulative Percent</b>
<b>a. Faculty/colleagues</b>	8	18.18	8	18.18
<b>b. Academic reputation of program/academic unit</b>	2	4.55	10	22.73
<b>c. Emphasis on quality teaching</b>	1	2.27	11	25.00
<b>d. Caliber of students</b>	4	9.09	15	34.09
<b>e. Location in Lexington, Kentucky</b>	10	22.73	25	56.82
<b>f. Ability to balance work with my personal/family life</b>	4	9.09	29	65.91
<b>g. My salary/wage</b>	4	9.09	33	75.00
<b>h. Benefits</b>	1	2.27	34	77.27
<b>j. Research infrastructure</b>	3	6.82	37	84.09
<b>l. Opportunities for career development</b>	1	2.27	38	86.36
<b>o. Lack of opportunities in private sector</b>	3	6.82	41	93.18
<b>q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)</b>	3	6.82	44	100.00

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<b>Which is the 2nd MOST IMPORTANT factor that KEEPS you at UK</b>				
<b>A2b</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Frequency</b>	<b>Cumulative Percent</b>
<b>a. Faculty/colleagues</b>	5	11.63	5	11.63
<b>b. Academic reputation of program/academic unit</b>	2	4.65	7	16.28
<b>c. Emphasis on quality teaching</b>	3	6.98	10	23.26
<b>d. Caliber of students</b>	1	2.33	11	25.58
<b>e. Location in Lexington, Kentucky</b>	5	11.63	16	37.21
<b>f. Ability to balance work with my personal/family life</b>	4	9.30	20	46.51
<b>g. My salary/wage</b>	2	4.65	22	51.16
<b>h. Benefits</b>	2	4.65	24	55.81
<b>j. Research infrastructure</b>	1	2.33	25	58.14
<b>k. Faculty support services</b>	1	2.33	26	60.47
<b>l. Opportunities for career development</b>	4	9.30	30	69.77
<b>o. Lack of opportunities in private sector</b>	3	6.98	33	76.74
<b>q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)</b>	7	16.28	40	93.02
<b>r. Freedom to participate in private endeavors such as consulting</b>	3	6.98	43	100.00

*Frequency Missing = 1*

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<b>During the past twelve months, have you seriously considered leaving UK?</b>				
<b>A3</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Frequency</b>	<b>Cumulative Percent</b>
<b>I am engaged in an active search for a new position</b>	1	2.27	1	2.27
<b>I have thought about it frequently and have begun to explore possibilities</b>	9	20.45	10	22.73
<b>I have thought about it frequently but have not taken action</b>	9	20.45	19	43.18
<b>I have thought about it occasionally</b>	13	29.55	32	72.73
<b>I have not thought about it</b>	12	27.27	44	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	3.13	1	3.13
b. Academic reputation of program/academic unit	2	6.25	3	9.38
d. Caliber of students	1	3.13	4	12.50
f. Ability to balance work with my personal/family life	1	3.13	5	15.63
g. My salary/wage	19	59.38	24	75.00
m. Amount of administrative work	2	6.25	26	81.25
n. Level of bureaucracy	2	6.25	28	87.50
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	1	3.13	29	90.63
s. Other (Please Specify)	3	9.38	32	100.00

*Frequency Missing = 12*

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<b>A7: Currently, how would you assess the following aspects of your work at UK?</b>	<b>N</b>	<b>Too Little</b>	<b>About Right</b>	<b>Too Much</b>	<b>Does not Apply</b>
a. Teaching load	44	2%	77%	14%	7%
b. Advising responsibilities	42	2%	67%	29%	2%
c. Expectations for service and outreach	43	2%	65%	30%	2%
d. Expectations for securing outside funding for research, scholarship and creative activities	43	9%	44%	26%	21%
e. Internal funding for scholarship and creative activities	44	86%	9%	0%	5%
f. Staff resources for scholarship and creative activities	43	84%	12%	2%	2%
g. Resources for scholarship and creative activities (space, equipment, materials)	42	90%	7%	2%	0%
h. Administrative responsibilities	44	2%	48%	36%	14%
i. Time to develop relationships with colleagues	43	58%	42%	0%	0%

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<b>A7: Currently, how would you assess the following aspects of your work at UK? (Not Applicable converted to a missing value for this table)</b>	<b>N</b>	<b>Too Little</b>	<b>About Right</b>	<b>Too Much</b>	<b>Mean</b>	<b>SD</b>
a. Teaching load	41	2%	83%	15%	2.12	0.40
b. Advising responsibilities	41	2%	68%	29%	2.27	0.50
c. Expectations for service and outreach	42	2%	67%	31%	2.29	0.51
d. Expectations for securing outside funding for research, scholarship and creative activities	34	12%	56%	32%	2.21	0.64
e. Internal funding for scholarship and creative activities	42	90%	10%	0%	1.10	0.30
f. Staff resources for scholarship and creative activities	42	86%	12%	2%	1.17	0.44
g. Resources for scholarship and creative activities (space, equipment, materials)	42	90%	7%	2%	1.12	0.40
h. Administrative responsibilities	38	3%	55%	42%	2.39	0.55
i. Time to develop relationships with colleagues	43	58%	42%	0%	1.42	0.50



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<b>A8:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. I am satisfied with my faculty position at the University of Kentucky	42	21%	31%	29%	14%	5%	2.50	1.13
b. I would choose to accept a faculty position at UK again	41	15%	32%	34%	17%	2%	2.61	1.02
c. I feel very loyal to the University of Kentucky	42	14%	29%	31%	12%	14%	2.83	1.25
d. I recommend the University of Kentucky to other faculty as a good place to work	42	19%	19%	38%	12%	12%	2.79	1.24
e. Senior leadership clearly communicates the University's direction and priorities	42	10%	26%	24%	17%	24%	3.19	1.33
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	42	17%	52%	10%	12%	10%	2.45	1.19
g. I am aware of the University's strategic plan	42	12%	62%	19%	5%	2%	2.24	0.82
h. I understand how my job contributes to achieving the University's strategic plan	42	2%	57%	24%	12%	5%	2.60	0.91
i. I play a role in helping students succeed at UK	42	64%	33%	2%	0%	0%	1.38	0.54
j. I am committed to helping the University accomplish its strategic plan	42	14%	38%	33%	10%	5%	2.52	1.02
k. I have confidence in the direction the University is going	41	0%	17%	24%	24%	34%	3.76	1.11
l. I play a role in helping to improve student retention	41	54%	39%	7%	0%	0%	1.54	0.64

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<b>A9: In the context of your academic unit, how do you rate your productivity for each of the following?</b>	<b>N</b>	<b>Above Average</b>	<b>Slightly Above Average</b>	<b>Comparable to My Peers</b>	<b>Slightly Below Average</b>	<b>Below Average</b>	<b>Not Applicable</b>
a. Teaching	42	64%	14%	14%	0%	0%	7%
b. Scholarship/Research	42	38%	24%	19%	5%	5%	10%
c. Service	42	62%	19%	14%	5%	0%	0%

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<b>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)</b>	<b>N</b>	<b>Above Average</b>	<b>Slightly Above Average</b>	<b>Comparable to My Peers</b>	<b>Slightly Below Average</b>	<b>Below Average</b>	<b>Mean</b>	<b>SD</b>
a. Teaching	39	69%	15%	15%	0%	0%	1.46	0.76
b. Scholarship/Research	38	42%	26%	21%	5%	5%	2.05	1.16
c. Service	42	62%	19%	14%	5%	0%	1.62	0.91

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<b>A10:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. I receive information about University news or changes before I read or hear about it in the press	42	0%	48%	29%	21%	2%	2.79	0.87
b. Senior leadership understands faculty's concerns	42	2%	24%	17%	31%	26%	3.55	1.19
c. There is a high degree of trust within the University	42	0%	7%	17%	48%	29%	3.98	0.87
d. There is a high degree of trust within my department	42	12%	50%	12%	14%	12%	2.64	1.23
e. My colleagues respect individual and cultural differences	42	31%	48%	5%	12%	5%	2.12	1.13
f. I believe the University values individual and cultural diversity	41	20%	44%	15%	20%	2%	2.41	1.09
g. UKs policies and practices promote individual and cultural diversity	41	12%	39%	29%	17%	2%	2.59	1.00

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<b>A11: Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
a. I feel valued by the University for my scholarly/research contributions	40	8%	28%	15%	23%	20%	8%
a. I feel valued by the University for my teaching contributions	42	2%	38%	12%	36%	5%	7%
a. I feel valued by the University for my service contributions	42	2%	40%	21%	29%	7%	0%
b. I feel valued by my department for my scholarly/research contributions	41	20%	46%	17%	0%	10%	7%
b. I feel valued by my department for my teaching contributions	42	29%	40%	17%	0%	7%	7%
b. I feel valued by my department for my service contributions	40	33%	50%	10%	3%	5%	0%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	42	2%	29%	7%	19%	40%	2%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	42	0%	10%	10%	10%	69%	2%

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<b>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)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. I feel valued by the University for my scholarly/research contributions	37	8%	30%	16%	24%	22%	3.22	1.32
a. I feel valued by the University for my teaching contributions	39	3%	41%	13%	38%	5%	3.03	1.06
a. I feel valued by the University for my service contributions	42	2%	40%	21%	29%	7%	2.98	1.05
b. I feel valued by my department for my scholarly/research contributions	38	21%	50%	18%	0%	11%	2.29	1.14
b. I feel valued by my department for my teaching contributions	39	31%	44%	18%	0%	8%	2.10	1.10
b. I feel valued by my department for my service contributions	40	33%	50%	10%	3%	5%	1.98	1.00
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	41	2%	29%	7%	20%	41%	3.68	1.35
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	41	0%	10%	10%	10%	71%	4.41	1.02

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<b>A12: Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
a. I feel respected by my UK faculty colleagues	42	24%	55%	14%	5%	2%	0%
b. I feel respected by the staff	42	33%	64%	2%	0%	0%	0%
c. I feel respected by the students	41	46%	49%	5%	0%	0%	0%
d. I am given the opportunity to serve on important University committees or task forces	42	19%	50%	12%	7%	2%	10%

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<b>A12:Please indicate the extent to which you AGREE or DISAGREE with each of the following statement (Not Applicable converted to a missing value for this table)s</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. I feel respected by my UK faculty colleagues	42	24%	55%	14%	5%	2%	2.07	0.89
b. I feel respected by the staff	42	33%	64%	2%	0%	0%	1.69	0.52
c. I feel respected by the students	41	46%	49%	5%	0%	0%	1.59	0.59
d. I am given the opportunity to serve on important University committees or task forces	38	21%	55%	13%	8%	3%	2.16	0.95



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<b>A13:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
a. UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	39	10%	62%	28%	0%	0%	0%
b. I am pleased with the social context of the work environment at UK	39	10%	44%	23%	23%	0%	0%
c. Publications and other media communicate that UK places a high value on diversity	39	8%	44%	33%	15%	0%	0%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	39	13%	56%	23%	8%	0%	0%
e. UK promotes diversity as an essential part of a high quality educational institution	39	18%	38%	26%	13%	5%	0%
f. UK offers activities that promote understanding among diverse groups	39	10%	44%	33%	10%	3%	0%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	39	8%	23%	44%	21%	3%	3%
h. Racial and cultural differences are celebrated at UK	39	10%	38%	26%	18%	8%	0%
i. Policies and procedures at UK help diverse employees feel welcome	37	8%	27%	46%	16%	0%	3%
j. Enhancing the campus community as a multicultural organization is part of UKs mission	37	11%	51%	27%	8%	3%	0%
k. I feel a sense of community at UK	38	5%	29%	24%	26%	16%	0%
l. UK effectively addresses campus incidents of intolerance and bigotry	38	8%	45%	37%	8%	0%	3%

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<b>A13:Please indicate the extent to which you AGREE or DISAGREE with each of the following statement (Not Applicable converted to a missing value for this table)s</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	39	10%	62%	28%	0%	0%	2.18	0.60
b. I am pleased with the social context of the work environment at UK	39	10%	44%	23%	23%	0%	2.59	0.97
c. Publications and other media communicate that UK places a high value on diversity	39	8%	44%	33%	15%	0%	2.56	0.85
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	39	13%	56%	23%	8%	0%	2.26	0.79
e. UK promotes diversity as an essential part of a high quality educational institution	39	18%	38%	26%	13%	5%	2.49	1.10
f. UK offers activities that promote understanding among diverse groups	39	10%	44%	33%	10%	3%	2.51	0.91
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	38	8%	24%	45%	21%	3%	2.87	0.93
h. Racial and cultural differences are celebrated at UK	39	10%	38%	26%	18%	8%	2.74	1.12
i. Policies and procedures at UK help diverse employees feel welcome	36	8%	28%	47%	17%	0%	2.72	0.85
j. Enhancing the campus community as a multicultural organization is part of UKs mission	37	11%	51%	27%	8%	3%	2.41	0.90
k. I feel a sense of community at UK	38	5%	29%	24%	26%	16%	3.18	1.18
l. UK effectively addresses campus incidents of intolerance and bigotry	37	8%	46%	38%	8%	0%	2.46	0.77

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<b>A14: Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
a. I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	39	5%	18%	21%	26%	28%	3%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	39	0%	5%	15%	41%	23%	15%
c. I have heard UK faculty or staff express stereotypes about different groups of people	39	8%	13%	21%	33%	21%	5%
d. I have been the target of racial/ethnic stereotyping on campus	38	0%	3%	8%	37%	37%	16%
e. I hear hate speech or derogatory language used at UK	39	0%	10%	18%	49%	21%	3%

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<b>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)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	38	5%	18%	21%	26%	29%	3.55	1.25
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	33	0%	6%	18%	48%	27%	3.97	0.85
c. I have heard UK faculty or staff express stereotypes about different groups of people	37	8%	14%	22%	35%	22%	3.49	1.22
d. I have been the target of racial/ethnic stereotyping on campus	32	0%	3%	9%	44%	44%	4.28	0.77
e. I hear hate speech or derogatory language used at UK	38	0%	11%	18%	50%	21%	3.82	0.90

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<b>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:</b>	<b>N</b>	<b>Of Great Value</b>	<b>Of Some Value</b>	<b>Of Little Value but UK should offer</b>	<b>Of Little Value and UK should not offer</b>
a. More opportunities for professional interaction with faculty from other departments	38	39%	58%	3%	0%
b. Greater assistance from my chair/director to ensure the success of my work	37	59%	32%	5%	3%
c. Greater support from my chair/director when personal and/or family needs arise	38	29%	39%	29%	3%
d. More opportunity to influence key departmental decisions	38	29%	61%	8%	3%
e. Enhanced information about campus procedures and resources (How do I...)	37	32%	43%	19%	5%
f. Central location for faculty to socialize	38	34%	34%	21%	11%
g. Increased administrative staff support	38	61%	26%	11%	3%
h. Increased technical staff support	38	71%	18%	11%	0%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	38	53%	18%	21%	8%
j. More opportunity for clinical appointments	38	11%	18%	53%	18%
k. Effective mentoring based on personal goals	38	18%	34%	39%	8%
l. Comprehensive orientation program for new faculty	38	26%	24%	45%	5%
m. Part-time, pre-tenure appointments	38	18%	16%	55%	11%
n. Part-time, post-tenure appointments	38	18%	21%	55%	5%
o. Extended tenure clock for new or expectant parents	38	24%	8%	68%	0%
p. Extended tenure clock for seriously ill family members	38	29%	16%	55%	0%
q. Part-time appointment as a transition back to work after a child's birth or adoption	38	21%	16%	63%	0%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	37	27%	22%	51%	0%
s. Phased retirement (reduction of appointment before retiring)	38	50%	24%	21%	5%

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*The FREQ Procedure*

<b>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?</b>				
<b>B1</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Frequency</b>	<b>Cumulative Percent</b>
<b>Very Satisfied</b>	1	2.63	1	2.63
<b>Satisfied</b>	15	39.47	16	42.11
<b>Neither</b>	7	18.42	23	60.53
<b>Dissatisfied</b>	12	31.58	35	92.11
<b>Very Dissatisfied</b>	3	7.89	38	100.00

*Frequency Missing = 6*

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<b>B2:Please indicate the extent to which you AGREE or DISAGREE that the following statements are generally true</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. UK is supportive of my personal/family life	38	3%	45%	26%	18%	8%	2.84	1.03
b. My chair/director is supportive of my personal/family responsibilities	38	32%	47%	13%	5%	3%	2.00	0.96
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	36	39%	44%	8%	8%	0%	1.86	0.90
d. My colleagues are supportive of my personal/family responsibilities	38	26%	53%	8%	13%	0%	2.08	0.94
e. The University's senior leadership is supportive of employees personal/family responsibilities	38	5%	18%	47%	16%	13%	3.13	1.04
f. The University's policies are supportive of employees personal/family responsibilities	37	5%	27%	43%	11%	14%	3.00	1.08
g. Administration in my college is supportive of employees personal/family responsibilities	38	11%	42%	32%	5%	11%	2.63	1.10
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	38	18%	45%	21%	8%	8%	2.42	1.13
i. I currently have the flexibility I need in scheduling my academic responsibilities	36	17%	56%	19%	6%	3%	2.22	0.90
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	37	3%	30%	43%	19%	5%	2.95	0.91

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<b>B3:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements regarding your work, personal and family life</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
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	38	45%	32%	13%	11%	0%	1.89	1.01
b. Too much time is required of my faculty position	38	29%	29%	34%	8%	0%	2.21	0.96
c. The stress I feel balancing work and personal/family responsibilities affects my health	38	26%	18%	26%	26%	3%	2.61	1.22
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	38	21%	21%	29%	26%	3%	2.68	1.16
e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like	38	13%	26%	29%	32%	0%	2.79	1.04
f. I frequently feel physically or emotionally drained at the end of the day	38	34%	26%	26%	13%	0%	2.18	1.06
g. I feel positive about my ability to manage the demands of my academic/personal/family life	38	5%	29%	34%	29%	3%	2.95	0.96
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	38	0%	8%	16%	47%	29%	3.97	0.88



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<b>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</b>	<b>N</b>	<b>Of Great Value</b>	<b>Of Some Value</b>	<b>Of Little Value but UK should offer</b>	<b>Of Little Value and UK should not offer</b>
a. Work+Life Connections for voluntary counseling for work/personal/family issues (i.e. expanded Employee Assistance Program)	38	16%	42%	37%	5%
b. Parent and Child care workshops and consultations	36	8%	6%	78%	8%
c. Confidential Financial counseling for staff and faculty	38	26%	37%	34%	3%
d. Flexible Work Arrangement workshops and consultations	38	11%	29%	55%	5%
e. Elder and Adult dependent care workshops and consultations	38	18%	26%	53%	3%
f. Retirement Planning workshops and counseling	38	39%	50%	5%	5%
g. Career Development workshops and consultations	38	21%	24%	50%	5%
h. UK tuition discount via Family Education Program	38	47%	16%	32%	5%
i. National Work and Family Month events and workshops	38	8%	11%	53%	29%
j. Flexible Work Arrangement Guidelines	36	19%	28%	47%	6%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	37	5%	8%	78%	8%
l. Phased Retirement	37	38%	30%	27%	5%
m. Sponsored Dependent Benefits (domestic partners)	37	32%	5%	54%	8%
n. Staff Shared Leave Pool for catastrophic events	37	27%	24%	43%	5%
o. Breastfeeding and Lactation Guidelines	37	11%	0%	78%	11%
p. Laptop Computer Loan Program for staff enrolled in higher education	36	19%	6%	64%	11%
q. Faculty Tenure Delay to meet dependent care obligations	38	18%	5%	74%	3%
r. Other (please specify)	6	17%	17%	50%	17%

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<b>B5: Below is a list of Work-Life programs that are NOT CURRENTLY OFFERED. Please indicate the potential value of each of the following</b>	<b>N</b>	<b>Of Great Value</b>	<b>Of Some Value</b>	<b>Of Little Value but UK should offer</b>	<b>Of Little Value and UK should not offer</b>
a. Expansion of onsite childcare centers	37	8%	8%	84%	0%
b. Emergency/Back up child care for mildly ill children	37	14%	8%	78%	0%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	37	19%	5%	76%	0%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	36	19%	0%	75%	6%
e. Paid leave beyond FMLA qualifying events	37	14%	19%	54%	14%
f. Onsite elder and adult dependent care	37	8%	16%	65%	11%
g. Other (please specify)	7	29%	0%	57%	14%