

***Graduate School  
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	2	28.57	2	28.57
e. Location in Lexington, Kentucky	1	14.29	3	42.86
f. Ability to balance work with my personal/family life	2	28.57	5	71.43
g. My salary/wage	1	14.29	6	85.71
p. Startup package	1	14.29	7	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	2	28.57	2	28.57
b. Academic reputation of program/academic unit	3	42.86	5	71.43
l. Opportunities for career development	1	14.29	6	85.71
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	1	14.29	7	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	2	28.57	2	28.57
e. Location in Lexington, Kentucky	1	14.29	3	42.86
f. Ability to balance work with my personal/family life	1	14.29	4	57.14
g. My salary/wage	1	14.29	5	71.43
h. Benefits	1	14.29	6	85.71
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	1	14.29	7	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>	2	33.33	2	33.33
<b>b. Academic reputation of program/academic unit</b>	1	16.67	3	50.00
<b>d. Caliber of students</b>	1	16.67	4	66.67
<b>f. Ability to balance work with my personal/family life</b>	1	16.67	5	83.33
<b>g. My salary/wage</b>	1	16.67	6	100.00

***Frequency Missing = 1***

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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	1	14.29	1	14.29
I have thought about it frequently and have begun to explore possibilities	1	14.29	2	28.57
I have thought about it frequently but have not taken action	1	14.29	3	42.86
I have thought about it occasionally	2	28.57	5	71.43
I have not thought about it	2	28.57	7	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
g. My salary/wage	2	40.00	2	40.00
j. Research infrastructure	1	20.00	3	60.00
m. Amount of administrative work	1	20.00	4	80.00
s. Other (Please Specify)	1	20.00	5	100.00

***Frequency Missing = 2***

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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	7	0%	86%	14%	0%
b. Advising responsibilities	7	14%	71%	14%	0%
c. Expectations for service and outreach	7	0%	86%	14%	0%
d. Expectations for securing outside funding for research, scholarship and creative activities	7	14%	86%	0%	0%
e. Internal funding for scholarship and creative activities	7	86%	14%	0%	0%
f. Staff resources for scholarship and creative activities	7	29%	57%	0%	14%
g. Resources for scholarship and creative activities (space, equipment, materials)	7	43%	57%	0%	0%
h. Administrative responsibilities	7	14%	86%	0%	0%
i. Time to develop relationships with colleagues	7	14%	86%	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	7	0%	86%	14%	2.14	0.38
b. Advising responsibilities	7	14%	71%	14%	2.00	0.58
c. Expectations for service and outreach	7	0%	86%	14%	2.14	0.38
d. Expectations for securing outside funding for research, scholarship and creative activities	7	14%	86%	0%	1.86	0.38
e. Internal funding for scholarship and creative activities	7	86%	14%	0%	1.14	0.38
f. Staff resources for scholarship and creative activities	6	33%	67%	0%	1.67	0.52
g. Resources for scholarship and creative activities (space, equipment, materials)	7	43%	57%	0%	1.57	0.53
h. Administrative responsibilities	7	14%	86%	0%	1.86	0.38
i. Time to develop relationships with colleagues	7	14%	86%	0%	1.86	0.38



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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	7	43%	29%	14%	14%	0%	2.00	1.15
b. I would choose to accept a faculty position at UK again	7	29%	57%	14%	0%	0%	1.86	0.69
c. I feel very loyal to the University of Kentucky	7	0%	43%	43%	14%	0%	2.71	0.76
d. I recommend the University of Kentucky to other faculty as a good place to work	7	29%	43%	29%	0%	0%	2.00	0.82
e. Senior leadership clearly communicates the University's direction and priorities	7	0%	14%	29%	43%	14%	3.57	0.98
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	7	29%	14%	29%	29%	0%	2.57	1.27
g. I am aware of the University's strategic plan	7	29%	57%	0%	14%	0%	2.00	1.00
h. I understand how my job contributes to achieving the University's strategic plan	7	43%	29%	14%	14%	0%	2.00	1.15
i. I play a role in helping students succeed at UK	7	43%	43%	0%	14%	0%	1.86	1.07
j. I am committed to helping the University accomplish its strategic plan	7	0%	57%	43%	0%	0%	2.43	0.53
k. I have confidence in the direction the University is going	6	0%	17%	17%	50%	17%	3.67	1.03
l. I play a role in helping to improve student retention	7	14%	57%	29%	0%	0%	2.14	0.69

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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	7	43%	14%	29%	14%	0%	0%
b. Scholarship/Research	7	29%	0%	57%	14%	0%	0%
c. Service	7	14%	14%	43%	0%	29%	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	7	43%	14%	29%	14%	0%	2.14	1.21
b. Scholarship/Research	7	29%	0%	57%	14%	0%	2.57	1.13
c. Service	7	14%	14%	43%	0%	29%	3.14	1.46

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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	7	14%	0%	71%	14%	0%	2.86	0.90
b. Senior leadership understands faculty's concerns	7	0%	14%	14%	57%	14%	3.71	0.95
c. There is a high degree of trust within the University	6	0%	0%	33%	67%	0%	3.67	0.52
d. There is a high degree of trust within my department	5	60%	20%	0%	20%	0%	1.80	1.30
e. My colleagues respect individual and cultural differences	7	71%	29%	0%	0%	0%	1.29	0.49
f. I believe the University values individual and cultural diversity	7	29%	43%	14%	14%	0%	2.14	1.07
g. UKs policies and practices promote individual and cultural diversity	7	29%	43%	14%	14%	0%	2.14	1.07

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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	7	14%	57%	29%	0%	0%	0%
a. I feel valued by the University for my teaching contributions	7	14%	57%	29%	0%	0%	0%
a. I feel valued by the University for my service contributions	6	0%	67%	33%	0%	0%	0%
b. I feel valued by my department for my scholarly/research contributions	6	17%	83%	0%	0%	0%	0%
b. I feel valued by my department for my teaching contributions	7	29%	71%	0%	0%	0%	0%
b. I feel valued by my department for my service contributions	7	0%	86%	14%	0%	0%	0%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	7	14%	29%	43%	0%	14%	0%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	7	14%	29%	0%	29%	29%	0%

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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	7	14%	57%	29%	0%	0%	2.14	0.69
a. I feel valued by the University for my teaching contributions	7	14%	57%	29%	0%	0%	2.14	0.69
a. I feel valued by the University for my service contributions	6	0%	67%	33%	0%	0%	2.33	0.52
b. I feel valued by my department for my scholarly/research contributions	6	17%	83%	0%	0%	0%	1.83	0.41
b. I feel valued by my department for my teaching contributions	7	29%	71%	0%	0%	0%	1.71	0.49
b. I feel valued by my department for my service contributions	7	0%	86%	14%	0%	0%	2.14	0.38
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	7	14%	29%	43%	0%	14%	2.71	1.25
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	7	14%	29%	0%	29%	29%	3.29	1.60

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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	7	43%	43%	14%	0%	0%	0%
b. I feel respected by the staff	7	43%	43%	14%	0%	0%	0%
c. I feel respected by the students	7	29%	57%	14%	0%	0%	0%
d. I am given the opportunity to serve on important University committees or task forces	7	14%	14%	43%	0%	0%	29%

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<b>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)</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	7	43%	43%	14%	0%	0%	1.71	0.76
b. I feel respected by the staff	7	43%	43%	14%	0%	0%	1.71	0.76
c. I feel respected by the students	7	29%	57%	14%	0%	0%	1.86	0.69
d. I am given the opportunity to serve on important University committees or task forces	5	20%	20%	60%	0%	0%	2.40	0.89



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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	7	14%	57%	14%	14%	0%	0%
b. I am pleased with the social context of the work environment at UK	7	14%	71%	14%	0%	0%	0%
c. Publications and other media communicate that UK places a high value on diversity	7	0%	57%	29%	0%	14%	0%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	7	0%	86%	0%	14%	0%	0%
e. UK promotes diversity as an essential part of a high quality educational institution	7	0%	86%	14%	0%	0%	0%
f. UK offers activities that promote understanding among diverse groups	7	0%	43%	29%	14%	14%	0%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	7	0%	43%	43%	14%	0%	0%
h. Racial and cultural differences are celebrated at UK	7	0%	57%	29%	14%	0%	0%
i. Policies and procedures at UK help diverse employees feel welcome	7	0%	43%	43%	0%	14%	0%
j. Enhancing the campus community as a multicultural organization is part of UKs mission	7	0%	57%	29%	0%	14%	0%
k. I feel a sense of community at UK	7	0%	71%	29%	0%	0%	0%
l. UK effectively addresses campus incidents of intolerance and bigotry	7	14%	29%	43%	0%	0%	14%

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<b>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)</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	7	14%	57%	14%	14%	0%	2.29	0.95
b. I am pleased with the social context of the work environment at UK	7	14%	71%	14%	0%	0%	2.00	0.58
c. Publications and other media communicate that UK places a high value on diversity	7	0%	57%	29%	0%	14%	2.71	1.11
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	7	0%	86%	0%	14%	0%	2.29	0.76
e. UK promotes diversity as an essential part of a high quality educational institution	7	0%	86%	14%	0%	0%	2.14	0.38
f. UK offers activities that promote understanding among diverse groups	7	0%	43%	29%	14%	14%	3.00	1.15
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	7	0%	43%	43%	14%	0%	2.71	0.76
h. Racial and cultural differences are celebrated at UK	7	0%	57%	29%	14%	0%	2.57	0.79
i. Policies and procedures at UK help diverse employees feel welcome	7	0%	43%	43%	0%	14%	2.86	1.07
j. Enhancing the campus community as a multicultural organization is part of UK's mission	7	0%	57%	29%	0%	14%	2.71	1.11
k. I feel a sense of community at UK	7	0%	71%	29%	0%	0%	2.29	0.49
l. UK effectively addresses campus incidents of intolerance and bigotry	6	17%	33%	50%	0%	0%	2.33	0.82

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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	7	0%	0%	14%	43%	43%	0%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	7	0%	0%	14%	43%	43%	0%
c. I have heard UK faculty or staff express stereotypes about different groups of people	7	14%	0%	14%	71%	0%	0%
d. I have been the target of racial/ethnic stereotyping on campus	7	14%	0%	29%	29%	29%	0%
e. I hear hate speech or derogatory language used at UK	7	0%	14%	14%	43%	29%	0%

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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	7	0%	0%	14%	43%	43%	4.29	0.76
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	7	0%	0%	14%	43%	43%	4.29	0.76
c. I have heard UK faculty or staff express stereotypes about different groups of people	7	14%	0%	14%	71%	0%	3.43	1.13
d. I have been the target of racial/ethnic stereotyping on campus	7	14%	0%	29%	29%	29%	3.57	1.40
e. I hear hate speech or derogatory language used at UK	7	0%	14%	14%	43%	29%	3.86	1.07

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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	7	29%	43%	29%	0%
b. Greater assistance from my chair/director to ensure the success of my work	7	43%	29%	29%	0%
c. Greater support from my chair/director when personal and/or family needs arise	6	33%	17%	0%	50%
d. More opportunity to influence key departmental decisions	7	14%	57%	29%	0%
e. Enhanced information about campus procedures and resources (How do I...)	6	33%	67%	0%	0%
f. Central location for faculty to socialize	6	0%	67%	33%	0%
g. Increased administrative staff support	7	43%	29%	29%	0%
h. Increased technical staff support	6	67%	17%	17%	0%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	7	29%	29%	43%	0%
j. More opportunity for clinical appointments	6	0%	17%	67%	17%
k. Effective mentoring based on personal goals	7	14%	14%	57%	14%
l. Comprehensive orientation program for new faculty	7	14%	14%	57%	14%
m. Part-time, pre-tenure appointments	5	0%	40%	20%	40%
n. Part-time, post-tenure appointments	5	0%	60%	40%	0%
o. Extended tenure clock for new or expectant parents	7	14%	0%	71%	14%
p. Extended tenure clock for seriously ill family members	7	0%	29%	57%	14%
q. Part-time appointment as a transition back to work after a child's birth or adoption	7	14%	0%	57%	29%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	7	14%	29%	43%	14%
s. Phased retirement (reduction of appointment before retiring)	7	29%	14%	57%	0%

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***The FREQ Procedure***

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	3	42.86	3	42.86
Satisfied	4	57.14	7	100.00

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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	6	17%	50%	33%	0%	0%	2.17	0.75
b. My chair/director is supportive of my personal/family responsibilities	6	17%	67%	17%	0%	0%	2.00	0.63
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	6	33%	50%	17%	0%	0%	1.83	0.75
d. My colleagues are supportive of my personal/family responsibilities	6	17%	67%	17%	0%	0%	2.00	0.63
e. The University's senior leadership is supportive of employees personal/family responsibilities	6	0%	33%	67%	0%	0%	2.67	0.52
f. The University's policies are supportive of employees personal/family responsibilities	6	0%	50%	50%	0%	0%	2.50	0.55
g. Administration in my college is supportive of employees personal/family responsibilities	6	17%	50%	33%	0%	0%	2.17	0.75
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	6	17%	67%	17%	0%	0%	2.00	0.63
i. I currently have the flexibility I need in scheduling my academic responsibilities	6	17%	67%	17%	0%	0%	2.00	0.63
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	6	0%	17%	33%	33%	17%	3.50	1.05

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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	7	14%	43%	14%	29%	0%	2.57	1.13
b. Too much time is required of my faculty position	5	0%	20%	20%	40%	20%	3.60	1.14
c. The stress I feel balancing work and personal/family responsibilities affects my health	6	0%	17%	0%	67%	17%	3.83	0.98
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	6	0%	33%	0%	50%	17%	3.50	1.22
e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like	5	0%	20%	0%	40%	40%	4.00	1.22
f. I frequently feel physically or emotionally drained at the end of the day	6	17%	17%	17%	33%	17%	3.17	1.47
g. I feel positive about my ability to manage the demands of my academic/personal/family life	7	14%	43%	29%	14%	0%	2.43	0.98
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	7	0%	14%	43%	43%	0%	3.29	0.76



**Graduate School**  
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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)	6	33%	17%	33%	17%
b. Parent and Child care workshops and consultations	6	17%	0%	50%	33%
c. Confidential Financial counseling for staff and faculty	6	0%	0%	67%	33%
d. Flexible Work Arrangement workshops and consultations	6	17%	17%	33%	33%
e. Elder and Adult dependent care workshops and consultations	5	0%	20%	60%	20%
f. Retirement Planning workshops and counseling	6	33%	17%	33%	17%
g. Career Development workshops and consultations	6	33%	0%	33%	33%
h. UK tuition discount via Family Education Program	6	17%	0%	50%	33%
i. National Work and Family Month events and workshops	5	20%	0%	60%	20%
j. Flexible Work Arrangement Guidelines	5	20%	20%	40%	20%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	5	0%	40%	40%	20%
l. Phased Retirement	6	33%	17%	33%	17%
m. Sponsored Dependent Benefits (domestic partners)	6	17%	0%	67%	17%
n. Staff Shared Leave Pool for catastrophic events	6	0%	17%	67%	17%
o. Breastfeeding and Lactation Guidelines	6	0%	17%	67%	17%
p. Laptop Computer Loan Program for staff enrolled in higher education	6	0%	17%	67%	17%
q. Faculty Tenure Delay to meet dependent care obligations	6	17%	17%	67%	0%
r. Other (please specify)	2	0%	0%	0%	**%

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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	6	0%	0%	100%	0%
b. Emergency/Back up child care for mildly ill children	6	17%	0%	67%	17%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	6	17%	0%	67%	17%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	5	0%	0%	80%	20%
e. Paid leave beyond FMLA qualifying events	5	0%	20%	40%	40%
f. Onsite elder and adult dependent care	5	0%	20%	20%	60%
g. Other (please specify)	2	0%	0%	0%	100%