

College of Health Sciences
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	11	21.15	11	21.15
b. Academic reputation of program/academic unit	4	7.69	15	28.85
e. Location in Lexington, Kentucky	5	9.62	20	38.46
f. Ability to balance work with my personal/family life	5	9.62	25	48.08
h. Benefits	1	1.92	26	50.00
j. Research infrastructure	3	5.77	29	55.77
k. Faculty support services	1	1.92	30	57.69
l. Opportunities for career development	14	26.92	44	84.62
p. Startup package	2	3.85	46	88.46
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	5	9.62	51	98.08
r. Freedom to participate in private endeavors such as consulting	1	1.92	52	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	10	19.23	10	19.23
b. Academic reputation of program/academic unit	5	9.62	15	28.85
c. Emphasis on quality teaching	3	5.77	18	34.62
e. Location in Lexington, Kentucky	12	23.08	30	57.69
f. Ability to balance work with my personal/family life	2	3.85	32	61.54
g. My salary/wage	2	3.85	34	65.38
h. Benefits	2	3.85	36	69.23
i. University's academic reputation	2	3.85	38	73.08
j. Research infrastructure	3	5.77	41	78.85
l. Opportunities for career development	8	15.38	49	94.23
p. Startup package	2	3.85	51	98.08
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	1	1.92	52	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	11	21.15	11	21.15
b. Academic reputation of program/academic unit	2	3.85	13	25.00
c. Emphasis on quality teaching	3	5.77	16	30.77
e. Location in Lexington, Kentucky	2	3.85	18	34.62
f. Ability to balance work with my personal/family life	7	13.46	25	48.08
g. My salary/wage	2	3.85	27	51.92
h. Benefits	1	1.92	28	53.85
i. University's academic reputation	1	1.92	29	55.77
j. Research infrastructure	3	5.77	32	61.54
l. Opportunities for career development	8	15.38	40	76.92
o. Lack of opportunities in private sector	1	1.92	41	78.85
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	10	19.23	51	98.08
r. Freedom to participate in private endeavors such as consulting	1	1.92	52	100.00

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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	9	17.65	9	17.65
b. Academic reputation of program/academic unit	6	11.76	15	29.41
c. Emphasis on quality teaching	2	3.92	17	33.33
e. Location in Lexington, Kentucky	3	5.88	20	39.22
f. Ability to balance work with my personal/family life	5	9.80	25	49.02
g. My salary/wage	3	5.88	28	54.90
h. Benefits	10	19.61	38	74.51
j. Research infrastructure	3	5.88	41	80.39
k. Faculty support services	1	1.96	42	82.35
l. Opportunities for career development	6	11.76	48	94.12
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	3	5.88	51	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	5	9.80	5	9.80
I have thought about it frequently and have begun to explore possibilities	6	11.76	11	21.57
I have thought about it frequently but have not taken action	6	11.76	17	33.33
I have thought about it occasionally	13	25.49	30	58.82
I have not thought about it	21	41.18	51	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	1	3.57	1	3.57
f. Ability to balance work with my personal/family life	4	14.29	5	17.86
g. My salary/wage	4	14.29	9	32.14
k. Faculty support services	1	3.57	10	35.71
l. Opportunities for career development	1	3.57	11	39.29
m. Amount of administrative work	2	7.14	13	46.43
n. Level of bureaucracy	7	25.00	20	71.43
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	1	3.57	21	75.00
s. Other (Please Specify)	7	25.00	28	100.00

Frequency Missing = 24

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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	51	0%	76%	18%	6%
b. Advising responsibilities	48	0%	81%	13%	6%
c. Expectations for service and outreach	50	4%	76%	16%	4%
d. Expectations for securing outside funding for research, scholarship and creative activities	49	2%	59%	22%	16%
e. Internal funding for scholarship and creative activities	50	14%	68%	6%	12%
f. Staff resources for scholarship and creative activities	50	36%	46%	0%	18%
g. Resources for scholarship and creative activities (space, equipment, materials)	50	32%	66%	0%	2%
h. Administrative responsibilities	49	2%	59%	37%	2%
i. Time to develop relationships with colleagues	51	53%	45%	2%	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	48	0%	81%	19%	2.19	0.39
b. Advising responsibilities	45	0%	87%	13%	2.13	0.34
c. Expectations for service and outreach	48	4%	79%	17%	2.13	0.44
d. Expectations for securing outside funding for research, scholarship and creative activities	41	2%	71%	27%	2.24	0.49
e. Internal funding for scholarship and creative activities	44	16%	77%	7%	1.91	0.47
f. Staff resources for scholarship and creative activities	41	44%	56%	0%	1.56	0.50
g. Resources for scholarship and creative activities (space, equipment, materials)	49	33%	67%	0%	1.67	0.47
h. Administrative responsibilities	48	2%	60%	38%	2.35	0.53
i. Time to develop relationships with colleagues	51	53%	45%	2%	1.49	0.54

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A8:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. I am satisfied with my faculty position at the University of Kentucky	50	38%	34%	14%	8%	6%	2.10	1.18
b. I would choose to accept a faculty position at UK again	49	35%	41%	14%	2%	8%	2.08	1.15
c. I feel very loyal to the University of Kentucky	50	30%	30%	28%	8%	4%	2.26	1.10
d. I recommend the University of Kentucky to other faculty as a good place to work	51	27%	41%	22%	6%	4%	2.18	1.03
e. Senior leadership clearly communicates the University's direction and priorities	51	12%	37%	22%	16%	14%	2.82	1.24
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	51	24%	39%	24%	6%	8%	2.35	1.15
g. I am aware of the University's strategic plan	51	27%	67%	4%	2%	0%	1.80	0.60
h. I understand how my job contributes to achieving the University's strategic plan	51	29%	57%	10%	4%	0%	1.88	0.74
i. I play a role in helping students succeed at UK	51	67%	33%	0%	0%	0%	1.33	0.48
j. I am committed to helping the University accomplish its strategic plan	51	33%	47%	16%	4%	0%	1.90	0.81
k. I have confidence in the direction the University is going	50	10%	34%	26%	24%	6%	2.82	1.10
l. I play a role in helping to improve student retention	50	34%	46%	18%	2%	0%	1.88	0.77

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A9: In the context of your academic unit, how do you rate your productivity for each of the following?	N	Above Average	Slightly Above Average	Comparable to My Peers	Slightly Below Average	Below Average	Not Applicable
a. Teaching	47	40%	19%	32%	2%	0%	6%
b. Scholarship/Research	47	30%	21%	30%	11%	4%	4%
c. Service	47	28%	21%	43%	2%	0%	6%

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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	44	43%	20%	34%	2%	0%	1.95	0.94
b. Scholarship/Research	45	31%	22%	31%	11%	4%	2.36	1.17
c. Service	44	30%	23%	45%	2%	0%	2.20	0.90

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A10:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. I receive information about University news or changes before I read or hear about it in the press	48	10%	48%	19%	21%	2%	2.56	1.01
b. Senior leadership understands faculty's concerns	48	4%	27%	25%	19%	25%	3.33	1.24
c. There is a high degree of trust within the University	48	0%	19%	38%	23%	21%	3.46	1.03
d. There is a high degree of trust within my department	47	23%	30%	23%	13%	11%	2.57	1.28
e. My colleagues respect individual and cultural differences	48	29%	48%	10%	10%	2%	2.08	1.01
f. I believe the University values individual and cultural diversity	47	19%	40%	26%	11%	4%	2.40	1.06
g. UKs policies and practices promote individual and cultural diversity	48	13%	48%	21%	13%	6%	2.52	1.07

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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	48	10%	29%	19%	17%	13%	13%
a. I feel valued by the University for my teaching contributions	48	13%	38%	17%	13%	10%	10%
a. I feel valued by the University for my service contributions	48	10%	33%	23%	19%	8%	6%
b. I feel valued by my department for my scholarly/research contributions	47	26%	32%	9%	11%	13%	11%
b. I feel valued by my department for my teaching contributions	48	25%	38%	10%	8%	13%	6%
b. I feel valued by my department for my service contributions	48	19%	42%	15%	8%	13%	4%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	49	8%	33%	10%	35%	12%	2%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	50	6%	18%	16%	42%	18%	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	42	12%	33%	21%	19%	14%	2.90	1.27
a. I feel valued by the University for my teaching contributions	43	14%	42%	19%	14%	12%	2.67	1.23
a. I feel valued by the University for my service contributions	45	11%	36%	24%	20%	9%	2.80	1.16
b. I feel valued by my department for my scholarly/research contributions	42	29%	36%	10%	12%	14%	2.48	1.40
b. I feel valued by my department for my teaching contributions	45	27%	40%	11%	9%	13%	2.42	1.34
b. I feel valued by my department for my service contributions	46	20%	43%	15%	9%	13%	2.52	1.28
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	48	8%	33%	10%	35%	13%	3.10	1.24
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	50	6%	18%	16%	42%	18%	3.48	1.16

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A12:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Not Applicable
a. I feel respected by my UK faculty colleagues	50	24%	52%	16%	8%	0%	0%
b. I feel respected by the staff	50	32%	54%	8%	6%	0%	0%
c. I feel respected by the students	50	36%	50%	8%	4%	2%	0%
d. I am given the opportunity to serve on important University committees or task forces	50	34%	32%	14%	12%	4%	4%

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A12:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements (Not Applicable converted to a missing value for this table)	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. I feel respected by my UK faculty colleagues	50	24%	52%	16%	8%	0%	2.08	0.85
b. I feel respected by the staff	50	32%	54%	8%	6%	0%	1.88	0.80
c. I feel respected by the students	50	36%	50%	8%	4%	2%	1.86	0.88
d. I am given the opportunity to serve on important University committees or task forces	48	35%	33%	15%	13%	4%	2.17	1.17

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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	50	14%	54%	20%	4%	6%	2%
b. I am pleased with the social context of the work environment at UK	50	10%	54%	24%	4%	4%	4%
c. Publications and other media communicate that UK places a high value on diversity	50	8%	42%	32%	12%	4%	2%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	50	14%	60%	16%	6%	2%	2%
e. UK promotes diversity as an essential part of a high quality educational institution	49	10%	63%	10%	4%	10%	2%
f. UK offers activities that promote understanding among diverse groups	49	10%	53%	24%	6%	4%	2%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	48	6%	38%	35%	8%	10%	2%
h. Racial and cultural differences are celebrated at UK	49	8%	35%	37%	12%	6%	2%
i. Policies and procedures at UK help diverse employees feel welcome	48	8%	42%	29%	8%	8%	4%
j. Enhancing the campus community as a multicultural organization is part of UKs mission	49	10%	59%	18%	6%	4%	2%
k. I feel a sense of community at UK	50	8%	46%	34%	4%	6%	2%
l. UK effectively addresses campus incidents of intolerance and bigotry	49	8%	29%	53%	4%	4%	2%

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A13:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements (Not Applicable converted to a missing value for this table)	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	49	14%	55%	20%	4%	6%	2.33	0.99
b. I am pleased with the social context of the work environment at UK	48	10%	56%	25%	4%	4%	2.35	0.89
c. Publications and other media communicate that UK places a high value on diversity	49	8%	43%	33%	12%	4%	2.61	0.95
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	49	14%	61%	16%	6%	2%	2.20	0.84
e. UK promotes diversity as an essential part of a high quality educational institution	48	10%	65%	10%	4%	10%	2.40	1.09
f. UK offers activities that promote understanding among diverse groups	48	10%	54%	25%	6%	4%	2.40	0.92
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	47	6%	38%	36%	9%	11%	2.79	1.06
h. Racial and cultural differences are celebrated at UK	48	8%	35%	38%	13%	6%	2.73	1.01
i. Policies and procedures at UK help diverse employees feel welcome	46	9%	43%	30%	9%	9%	2.65	1.06
j. Enhancing the campus community as a multicultural organization is part of UK's mission	48	10%	60%	19%	6%	4%	2.33	0.91
k. I feel a sense of community at UK	49	8%	47%	35%	4%	6%	2.53	0.94
l. UK effectively addresses campus incidents of intolerance and bigotry	48	8%	29%	54%	4%	4%	2.67	0.86

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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	50	8%	12%	12%	20%	46%	2%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	50	0%	4%	12%	20%	38%	26%
c. I have heard UK faculty or staff express stereotypes about different groups of people	50	8%	22%	16%	22%	32%	0%
d. I have been the target of racial/ethnic stereotyping on campus	50	2%	6%	6%	26%	50%	10%
e. I hear hate speech or derogatory language used at UK	49	0%	8%	12%	29%	51%	0%

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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	49	8%	12%	12%	20%	47%	3.86	1.35
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	37	0%	5%	16%	27%	51%	4.24	0.93
c. I have heard UK faculty or staff express stereotypes about different groups of people	50	8%	22%	16%	22%	32%	3.48	1.36
d. I have been the target of racial/ethnic stereotyping on campus	45	2%	7%	7%	29%	56%	4.29	1.01
e. I hear hate speech or derogatory language used at UK	49	0%	8%	12%	29%	51%	4.22	0.96

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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	50	50%	40%	10%	0%
b. Greater assistance from my chair/director to ensure the success of my work	50	46%	32%	22%	0%
c. Greater support from my chair/director when personal and/or family needs arise	48	31%	35%	33%	0%
d. More opportunity to influence key departmental decisions	48	44%	44%	13%	0%
e. Enhanced information about campus procedures and resources (How do I...)	50	40%	40%	18%	2%
f. Central location for faculty to socialize	49	37%	24%	35%	4%
g. Increased administrative staff support	48	44%	38%	17%	2%
h. Increased technical staff support	47	55%	34%	11%	0%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	49	59%	27%	12%	2%
j. More opportunity for clinical appointments	48	23%	31%	42%	4%
k. Effective mentoring based on personal goals	47	49%	23%	26%	2%
l. Comprehensive orientation program for new faculty	48	27%	23%	48%	2%
m. Part-time, pre-tenure appointments	48	10%	13%	54%	23%
n. Part-time, post-tenure appointments	48	21%	29%	40%	10%
o. Extended tenure clock for new or expectant parents	50	20%	14%	56%	10%
p. Extended tenure clock for seriously ill family members	49	29%	16%	49%	6%
q. Part-time appointment as a transition back to work after a child's birth or adoption	50	18%	18%	56%	8%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	49	29%	20%	49%	2%
s. Phased retirement (reduction of appointment before retiring)	50	34%	30%	32%	4%

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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	8	16.00	8	16.00
Satisfied	22	44.00	30	60.00
Neither	3	6.00	33	66.00
Dissatisfied	12	24.00	45	90.00
Very Dissatisfied	5	10.00	50	100.00

Frequency Missing = 2

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B2:Please indicate the extent to which you AGREE or DISAGREE that the following statements are generally true	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. UK is supportive of my personal/family life	49	10%	43%	27%	14%	6%	2.63	1.05
b. My chair/director is supportive of my personal/family responsibilities	49	27%	43%	20%	6%	4%	2.18	1.03
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	50	28%	46%	20%	6%	0%	2.04	0.86
d. My colleagues are supportive of my personal/family responsibilities	49	31%	45%	20%	2%	2%	2.00	0.89
e. The University's senior leadership is supportive of employees personal/family responsibilities	50	6%	24%	48%	16%	6%	2.92	0.94
f. The University's policies are supportive of employees personal/family responsibilities	50	10%	38%	34%	14%	4%	2.64	0.98
g. Administration in my college is supportive of employees personal/family responsibilities	50	22%	46%	16%	12%	4%	2.30	1.07
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	50	20%	38%	18%	22%	2%	2.48	1.11
i. I currently have the flexibility I need in scheduling my academic responsibilities	50	24%	56%	10%	10%	0%	2.06	0.87
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	50	8%	28%	32%	24%	8%	2.96	1.09

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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	50	42%	42%	4%	10%	2%	1.88	1.02
b. Too much time is required of my faculty position	50	28%	28%	26%	18%	0%	2.34	1.08
c. The stress I feel balancing work and personal/family responsibilities affects my health	50	26%	16%	28%	30%	0%	2.62	1.18
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	50	10%	12%	26%	42%	10%	3.30	1.13
e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like	49	24%	20%	16%	33%	6%	2.76	1.32
f. I frequently feel physically or emotionally drained at the end of the day	50	26%	44%	10%	18%	2%	2.26	1.10
g. I feel positive about my ability to manage the demands of my academic/personal/family life	49	6%	41%	29%	22%	2%	2.73	0.95
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	49	10%	20%	24%	39%	6%	3.10	1.12

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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)	50	8%	26%	60%	6%
b. Parent and Child care workshops and consultations	50	10%	4%	72%	14%
c. Confidential Financial counseling for staff and faculty	50	18%	32%	40%	10%
d. Flexible Work Arrangement workshops and consultations	50	14%	20%	58%	8%
e. Elder and Adult dependent care workshops and consultations	47	11%	32%	53%	4%
f. Retirement Planning workshops and counseling	50	28%	46%	22%	4%
g. Career Development workshops and consultations	50	18%	28%	52%	2%
h. UK tuition discount via Family Education Program	48	42%	19%	38%	2%
i. National Work and Family Month events and workshops	49	6%	18%	57%	18%
j. Flexible Work Arrangement Guidelines	50	22%	30%	46%	2%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	49	14%	14%	61%	10%
l. Phased Retirement	50	30%	34%	32%	4%
m. Sponsored Dependent Benefits (domestic partners)	50	22%	16%	46%	16%
n. Staff Shared Leave Pool for catastrophic events	50	8%	24%	62%	6%
o. Breastfeeding and Lactation Guidelines	50	0%	12%	64%	24%
p. Laptop Computer Loan Program for staff enrolled in higher education	50	10%	12%	60%	18%
q. Faculty Tenure Delay to meet dependent care obligations	50	16%	16%	64%	4%
r. Other (please specify)	3	0%	33%	0%	67%

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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	50	14%	12%	68%	6%
b. Emergency/Back up child care for mildly ill children	50	10%	16%	58%	16%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	50	12%	14%	60%	14%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	49	12%	16%	59%	12%
e. Paid leave beyond FMLA qualifying events	50	16%	18%	38%	28%
f. Onsite elder and adult dependent care	50	4%	30%	46%	20%
g. Other (please specify)	5	0%	60%	0%	40%