

***College of Law
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	6	46.15	6	46.15
c. Emphasis on quality teaching	1	7.69	7	53.85
e. Location in Lexington, Kentucky	1	7.69	8	61.54
f. Ability to balance work with my personal/family life	2	15.38	10	76.92
g. My salary/wage	1	7.69	11	84.62
i. University's academic reputation	1	7.69	12	92.31
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	1	7.69	13	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	1	7.69	1	7.69
b. Academic reputation of program/academic unit	5	38.46	6	46.15
c. Emphasis on quality teaching	2	15.38	8	61.54
d. Caliber of students	1	7.69	9	69.23
e. Location in Lexington, Kentucky	2	15.38	11	84.62
g. My salary/wage	1	7.69	12	92.31
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	1	7.69	13	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	5	38.46	5	38.46
d. Caliber of students	1	7.69	6	46.15
f. Ability to balance work with my personal/family life	1	7.69	7	53.85
g. My salary/wage	1	7.69	8	61.54
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	5	38.46	13	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	3	23.08	3	23.08
b. Academic reputation of program/academic unit	1	7.69	4	30.77
e. Location in Lexington, Kentucky	1	7.69	5	38.46
f. Ability to balance work with my personal/family life	2	15.38	7	53.85
g. My salary/wage	2	15.38	9	69.23
h. Benefits	2	15.38	11	84.62
l. Opportunities for career development	1	7.69	12	92.31
o. Lack of opportunities in private sector	1	7.69	13	100.00

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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	3	23.08	3	23.08
I have thought about it frequently and have begun to explore possibilities	1	7.69	4	30.77
I have thought about it frequently but have not taken action	2	15.38	6	46.15
I have thought about it occasionally	3	23.08	9	69.23
I have not thought about it	4	30.77	13	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	5	62.50	5	62.50
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	1	12.50	6	75.00
s. Other (Please Specify)	2	25.00	8	100.00

Frequency Missing = 5

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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	13	8%	62%	15%	15%
b. Advising responsibilities	13	0%	69%	8%	23%
c. Expectations for service and outreach	13	8%	77%	15%	0%
d. Expectations for securing outside funding for research, scholarship and creative activities	12	8%	50%	0%	42%
e. Internal funding for scholarship and creative activities	13	77%	15%	0%	8%
f. Staff resources for scholarship and creative activities	13	54%	38%	0%	8%
g. Resources for scholarship and creative activities (space, equipment, materials)	13	69%	23%	0%	8%
h. Administrative responsibilities	12	0%	67%	33%	0%
i. Time to develop relationships with colleagues	13	23%	77%	0%	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	11	9%	73%	18%	2.09	0.54
b. Advising responsibilities	10	0%	90%	10%	2.10	0.32
c. Expectations for service and outreach	13	8%	77%	15%	2.08	0.49
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	12	83%	17%	0%	1.17	0.39
f. Staff resources for scholarship and creative activities	12	58%	42%	0%	1.42	0.51
g. Resources for scholarship and creative activities (space, equipment, materials)	12	75%	25%	0%	1.25	0.45
h. Administrative responsibilities	12	0%	67%	33%	2.33	0.49
i. Time to develop relationships with colleagues	13	23%	77%	0%	1.77	0.44

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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	13	15%	54%	0%	23%	8%	2.54	1.27
b. I would choose to accept a faculty position at UK again	13	15%	31%	31%	8%	15%	2.77	1.30
c. I feel very loyal to the University of Kentucky	13	23%	31%	15%	8%	23%	2.77	1.54
d. I recommend the University of Kentucky to other faculty as a good place to work	13	8%	54%	31%	0%	8%	2.46	0.97
e. Senior leadership clearly communicates the University's direction and priorities	13	0%	23%	15%	54%	8%	3.46	0.97
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	13	8%	38%	23%	23%	8%	2.85	1.14
g. I am aware of the University's strategic plan	13	15%	62%	8%	15%	0%	2.23	0.93
h. I understand how my job contributes to achieving the University's strategic plan	13	0%	62%	15%	23%	0%	2.62	0.87
i. I play a role in helping students succeed at UK	13	54%	31%	15%	0%	0%	1.62	0.77
j. I am committed to helping the University accomplish its strategic plan	13	8%	38%	31%	15%	8%	2.77	1.09
k. I have confidence in the direction the University is going	13	0%	31%	23%	15%	31%	3.46	1.27
l. I play a role in helping to improve student retention	13	15%	54%	31%	0%	0%	2.15	0.69

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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	12	50%	17%	17%	0%	0%	17%
b. Scholarship/Research	12	25%	8%	42%	17%	0%	8%
c. Service	12	25%	33%	42%	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? (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	10	60%	20%	20%	0%	0%	1.60	0.84
b. Scholarship/Research	11	27%	9%	45%	18%	0%	2.55	1.13
c. Service	12	25%	33%	42%	0%	0%	2.17	0.83

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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	12	8%	50%	8%	17%	17%	2.83	1.34
b. Senior leadership understands faculty's concerns	12	0%	17%	25%	33%	25%	3.67	1.07
c. There is a high degree of trust within the University	12	0%	8%	17%	50%	25%	3.92	0.90
d. There is a high degree of trust within my department	12	0%	50%	17%	25%	8%	2.92	1.08
e. My colleagues respect individual and cultural differences	12	33%	50%	8%	0%	8%	2.00	1.13
f. I believe the University values individual and cultural diversity	12	33%	33%	25%	0%	8%	2.17	1.19
g. UKs policies and practices promote individual and cultural diversity	12	17%	33%	42%	0%	8%	2.50	1.09

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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	12	0%	25%	25%	33%	17%	0%
a. I feel valued by the University for my teaching contributions	12	0%	17%	42%	0%	25%	17%
a. I feel valued by the University for my service contributions	12	8%	8%	42%	17%	25%	0%
b. I feel valued by my department for my scholarly/research contributions	11	27%	45%	9%	18%	0%	0%
b. I feel valued by my department for my teaching contributions	12	8%	50%	17%	8%	0%	17%
b. I feel valued by my department for my service contributions	12	25%	50%	8%	17%	0%	0%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	12	0%	58%	17%	17%	8%	0%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	12	0%	8%	0%	50%	42%	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	12	0%	25%	25%	33%	17%	3.42	1.08
a. I feel valued by the University for my teaching contributions	10	0%	20%	50%	0%	30%	3.40	1.17
a. I feel valued by the University for my service contributions	12	8%	8%	42%	17%	25%	3.42	1.24
b. I feel valued by my department for my scholarly/research contributions	11	27%	45%	9%	18%	0%	2.18	1.08
b. I feel valued by my department for my teaching contributions	10	10%	60%	20%	10%	0%	2.30	0.82
b. I feel valued by my department for my service contributions	12	25%	50%	8%	17%	0%	2.17	1.03
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	12	0%	58%	17%	17%	8%	2.75	1.06
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	12	0%	8%	0%	50%	42%	4.25	0.87

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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	12	33%	42%	17%	8%	0%	0%
b. I feel respected by the staff	12	33%	58%	8%	0%	0%	0%
c. I feel respected by the students	12	33%	58%	8%	0%	0%	0%
d. I am given the opportunity to serve on important University committees or task forces	12	17%	42%	33%	8%	0%	0%

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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	12	33%	42%	17%	8%	0%	2.00	0.95
b. I feel respected by the staff	12	33%	58%	8%	0%	0%	1.75	0.62
c. I feel respected by the students	12	33%	58%	8%	0%	0%	1.75	0.62
d. I am given the opportunity to serve on important University committees or task forces	12	17%	42%	33%	8%	0%	2.33	0.89

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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	11	36%	45%	9%	9%	0%	0%
b. I am pleased with the social context of the work environment at UK	11	27%	27%	36%	9%	0%	0%
c. Publications and other media communicate that UK places a high value on diversity	11	18%	27%	45%	9%	0%	0%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	11	27%	55%	9%	9%	0%	0%
e. UK promotes diversity as an essential part of a high quality educational institution	11	27%	45%	9%	9%	0%	9%
f. UK offers activities that promote understanding among diverse groups	11	18%	36%	36%	9%	0%	0%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	11	18%	36%	36%	0%	9%	0%
h. Racial and cultural differences are celebrated at UK	11	18%	9%	64%	9%	0%	0%
i. Policies and procedures at UK help diverse employees feel welcome	11	18%	0%	82%	0%	0%	0%
j. Enhancing the campus community as a multicultural organization is part of UK's mission	11	18%	73%	0%	0%	9%	0%
k. I feel a sense of community at UK	11	18%	18%	45%	9%	9%	0%
l. UK effectively addresses campus incidents of intolerance and bigotry	11	18%	27%	55%	0%	0%	0%

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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	11	36%	45%	9%	9%	0%	1.91	0.94
b. I am pleased with the social context of the work environment at UK	11	27%	27%	36%	9%	0%	2.27	1.01
c. Publications and other media communicate that UK places a high value on diversity	11	18%	27%	45%	9%	0%	2.45	0.93
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	11	27%	55%	9%	9%	0%	2.00	0.89
e. UK promotes diversity as an essential part of a high quality educational institution	10	30%	50%	10%	10%	0%	2.00	0.94
f. UK offers activities that promote understanding among diverse groups	11	18%	36%	36%	9%	0%	2.36	0.92
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	11	18%	36%	36%	0%	9%	2.45	1.13
h. Racial and cultural differences are celebrated at UK	11	18%	9%	64%	9%	0%	2.64	0.92
i. Policies and procedures at UK help diverse employees feel welcome	11	18%	0%	82%	0%	0%	2.64	0.81
j. Enhancing the campus community as a multicultural organization is part of UK's mission	11	18%	73%	0%	0%	9%	2.09	1.04
k. I feel a sense of community at UK	11	18%	18%	45%	9%	9%	2.73	1.19
l. UK effectively addresses campus incidents of intolerance and bigotry	11	18%	27%	55%	0%	0%	2.36	0.81

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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	11	0%	18%	9%	45%	27%	0%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	11	0%	0%	9%	45%	36%	9%
c. I have heard UK faculty or staff express stereotypes about different groups of people	11	0%	18%	18%	36%	27%	0%
d. I have been the target of racial/ethnic stereotyping on campus	11	0%	0%	0%	45%	45%	9%
e. I hear hate speech or derogatory language used at UK	11	0%	9%	9%	45%	36%	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	11	0%	18%	9%	45%	27%	3.82	1.08
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	10	0%	0%	10%	50%	40%	4.30	0.67
c. I have heard UK faculty or staff express stereotypes about different groups of people	11	0%	18%	18%	36%	27%	3.73	1.10
d. I have been the target of racial/ethnic stereotyping on campus	10	0%	0%	0%	50%	50%	4.50	0.53
e. I hear hate speech or derogatory language used at UK	11	0%	9%	9%	45%	36%	4.09	0.94

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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	11	27%	45%	27%	0%
b. Greater assistance from my chair/director to ensure the success of my work	11	27%	45%	27%	0%
c. Greater support from my chair/director when personal and/or family needs arise	11	36%	27%	36%	0%
d. More opportunity to influence key departmental decisions	11	64%	27%	9%	0%
e. Enhanced information about campus procedures and resources (How do I...)	11	18%	55%	27%	0%
f. Central location for faculty to socialize	11	27%	36%	27%	9%
g. Increased administrative staff support	11	36%	36%	9%	18%
h. Increased technical staff support	11	36%	36%	9%	18%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	11	18%	36%	36%	9%
j. More opportunity for clinical appointments	11	9%	9%	55%	27%
k. Effective mentoring based on personal goals	11	18%	18%	64%	0%
l. Comprehensive orientation program for new faculty	11	18%	9%	73%	0%
m. Part-time, pre-tenure appointments	11	0%	9%	64%	27%
n. Part-time, post-tenure appointments	11	0%	27%	45%	27%
o. Extended tenure clock for new or expectant parents	11	18%	0%	55%	27%
p. Extended tenure clock for seriously ill family members	11	18%	0%	73%	9%
q. Part-time appointment as a transition back to work after a child's birth or adoption	11	9%	9%	64%	18%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	11	9%	9%	73%	9%
s. Phased retirement (reduction of appointment before retiring)	10	10%	20%	70%	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	2	16.67	2	16.67
Satisfied	8	66.67	10	83.33
Dissatisfied	1	8.33	11	91.67
Very Dissatisfied	1	8.33	12	100.00

Frequency Missing = 1

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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	11	9%	45%	27%	18%	0%	2.55	0.93
b. My chair/director is supportive of my personal/family responsibilities	11	18%	36%	45%	0%	0%	2.27	0.79
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	11	18%	55%	27%	0%	0%	2.09	0.70
d. My colleagues are supportive of my personal/family responsibilities	11	18%	55%	27%	0%	0%	2.09	0.70
e. The University's senior leadership is supportive of employees personal/family responsibilities	11	0%	36%	45%	18%	0%	2.82	0.75
f. The University's policies are supportive of employees personal/family responsibilities	11	0%	36%	45%	18%	0%	2.82	0.75
g. Administration in my college is supportive of employees personal/family responsibilities	11	27%	27%	45%	0%	0%	2.18	0.87
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	11	18%	55%	27%	0%	0%	2.09	0.70
i. I currently have the flexibility I need in scheduling my academic responsibilities	11	9%	73%	9%	9%	0%	2.18	0.75
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	10	0%	0%	60%	20%	20%	3.60	0.84

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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	11	18%	27%	9%	45%	0%	2.82	1.25
b. Too much time is required of my faculty position	11	0%	18%	27%	45%	9%	3.45	0.93
c. The stress I feel balancing work and personal/family responsibilities affects my health	11	0%	27%	27%	45%	0%	3.18	0.87
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	11	0%	27%	27%	45%	0%	3.18	0.87
e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like	11	0%	18%	27%	45%	9%	3.45	0.93
f. I frequently feel physically or emotionally drained at the end of the day	10	0%	40%	30%	30%	0%	2.90	0.88
g. I feel positive about my ability to manage the demands of my academic/personal/family life	11	0%	73%	18%	9%	0%	2.36	0.67
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	11	9%	0%	27%	55%	9%	3.55	1.04

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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)	11	0%	27%	55%	18%
b. Parent and Child care workshops and consultations	11	0%	18%	64%	18%
c. Confidential Financial counseling for staff and faculty	11	9%	45%	27%	18%
d. Flexible Work Arrangement workshops and consultations	11	0%	27%	73%	0%
e. Elder and Adult dependent care workshops and consultations	11	0%	9%	82%	9%
f. Retirement Planning workshops and counseling	11	36%	9%	55%	0%
g. Career Development workshops and consultations	11	0%	18%	82%	0%
h. UK tuition discount via Family Education Program	11	36%	27%	36%	0%
i. National Work and Family Month events and workshops	11	0%	27%	45%	27%
j. Flexible Work Arrangement Guidelines	11	0%	27%	73%	0%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	11	0%	18%	73%	9%
l. Phased Retirement	11	27%	27%	45%	0%
m. Sponsored Dependent Benefits (domestic partners)	11	36%	0%	55%	9%
n. Staff Shared Leave Pool for catastrophic events	11	9%	0%	91%	0%
o. Breastfeeding and Lactation Guidelines	11	9%	18%	64%	9%
p. Laptop Computer Loan Program for staff enrolled in higher education	11	0%	0%	91%	9%
q. Faculty Tenure Delay to meet dependent care obligations	11	9%	18%	55%	18%
r. Other (please specify)	2	50%	0%	0%	50%

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Faculty Work-Life Survey 2010

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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	12	33%	8%	33%	25%
b. Emergency/Back up child care for mildly ill children	12	33%	8%	42%	17%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	11	27%	9%	36%	27%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	11	27%	9%	45%	18%
e. Paid leave beyond FMLA qualifying events	11	18%	18%	36%	27%
f. Onsite elder and adult dependent care	11	0%	18%	55%	27%
g. Other (please specify)	2	50%	0%	0%	50%