

Libraries
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	3.77	2	3.77
b. Academic reputation of program/academic unit	3	5.66	5	9.43
e. Location in Lexington, Kentucky	19	35.85	24	45.28
g. My salary/wage	3	5.66	27	50.94
h. Benefits	2	3.77	29	54.72
j. Research infrastructure	1	1.89	30	56.60
l. Opportunities for career development	10	18.87	40	75.47
o. Lack of opportunities in private sector	4	7.55	44	83.02
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	9	16.98	53	100.00

Frequency Missing = 1

Libraries
Faculty Work-Life Survey 2010

The FREQ Procedure

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	5	9.43	5	9.43
b. Academic reputation of program/academic unit	7	13.21	12	22.64
e. Location in Lexington, Kentucky	13	24.53	25	47.17
f. Ability to balance work with my personal/family life	2	3.77	27	50.94
g. My salary/wage	8	15.09	35	66.04
h. Benefits	8	15.09	43	81.13
i. University's academic reputation	1	1.89	44	83.02
l. Opportunities for career development	5	9.43	49	92.45
p. Startup package	1	1.89	50	94.34
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	3	5.66	53	100.00

Frequency Missing = 1

Libraries
Faculty Work-Life Survey 2010

The FREQ Procedure

Which is the single MOST IMPORTANT factor that KEEPS you at UK?				
A2a	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a. Faculty/colleagues	3	5.56	3	5.56
b. Academic reputation of program/academic unit	2	3.70	5	9.26
e. Location in Lexington, Kentucky	5	9.26	10	18.52
f. Ability to balance work with my personal/family life	3	5.56	13	24.07
g. My salary/wage	9	16.67	22	40.74
h. Benefits	11	20.37	33	61.11
j. Research infrastructure	1	1.85	34	62.96
l. Opportunities for career development	6	11.11	40	74.07
o. Lack of opportunities in private sector	2	3.70	42	77.78
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	11	20.37	53	98.15
r. Freedom to participate in private endeavors such as consulting	1	1.85	54	100.00

Libraries
Faculty Work-Life Survey 2010

The FREQ Procedure

Which is the 2nd MOST IMPORTANT factor that KEEPS you at UK				
A2b	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a. Faculty/colleagues	7	12.96	7	12.96
b. Academic reputation of program/academic unit	2	3.70	9	16.67
e. Location in Lexington, Kentucky	10	18.52	19	35.19
f. Ability to balance work with my personal/family life	7	12.96	26	48.15
g. My salary/wage	8	14.81	34	62.96
h. Benefits	10	18.52	44	81.48
i. University's academic reputation	1	1.85	45	83.33
l. Opportunities for career development	3	5.56	48	88.89
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	6	11.11	54	100.00

Libraries
Faculty Work-Life Survey 2010

The FREQ Procedure

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	5.56	3	5.56
I have thought about it frequently and have begun to explore possibilities	8	14.81	11	20.37
I have thought about it frequently but have not taken action	12	22.22	23	42.59
I have thought about it occasionally	19	35.19	42	77.78
I have not thought about it	12	22.22	54	100.00

Libraries
Faculty Work-Life Survey 2010

The FREQ Procedure

Which, if any, is the primary reason you are considering leaving UK?				
A4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a. Faculty/colleagues	2	5.26	2	5.26
e. Location in Lexington, Kentucky	1	2.63	3	7.89
f. Ability to balance work with my personal/family life	1	2.63	4	10.53
g. My salary/wage	12	31.58	16	42.11
l. Opportunities for career development	1	2.63	17	44.74
m. Amount of administrative work	1	2.63	18	47.37
n. Level of bureaucracy	3	7.89	21	55.26
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	5	13.16	26	68.42
s. Other (Please Specify)	12	31.58	38	100.00

Frequency Missing = 16

Libraries
Faculty Work-Life Survey 2010

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	52	2%	15%	2%	81%
b. Advising responsibilities	51	2%	4%	0%	94%
c. Expectations for service and outreach	52	2%	85%	10%	4%
d. Expectations for securing outside funding for research, scholarship and creative activities	52	2%	44%	23%	31%
e. Internal funding for scholarship and creative activities	52	48%	31%	2%	19%
f. Staff resources for scholarship and creative activities	51	61%	22%	0%	18%
g. Resources for scholarship and creative activities (space, equipment, materials)	52	58%	33%	0%	10%
h. Administrative responsibilities	52	2%	56%	25%	17%
i. Time to develop relationships with colleagues	50	40%	58%	0%	2%

Libraries
Faculty Work-Life Survey 2010

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	10	10%	80%	10%	2.00	0.47
b. Advising responsibilities	3	33%	67%	0%	1.67	0.58
c. Expectations for service and outreach	50	2%	88%	10%	2.08	0.34
d. Expectations for securing outside funding for research, scholarship and creative activities	36	3%	64%	33%	2.31	0.52
e. Internal funding for scholarship and creative activities	42	60%	38%	2%	1.43	0.55
f. Staff resources for scholarship and creative activities	42	74%	26%	0%	1.26	0.45
g. Resources for scholarship and creative activities (space, equipment, materials)	47	64%	36%	0%	1.36	0.49
h. Administrative responsibilities	43	2%	67%	30%	2.28	0.50
i. Time to develop relationships with colleagues	49	41%	59%	0%	1.59	0.50

Libraries
Faculty Work-Life Survey 2010

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	52	13%	63%	12%	10%	2%	2.23	0.88
b. I would choose to accept a faculty position at UK again	52	13%	60%	19%	8%	0%	2.21	0.78
c. I feel very loyal to the University of Kentucky	52	15%	42%	29%	6%	8%	2.48	1.08
d. I recommend the University of Kentucky to other faculty as a good place to work	52	8%	46%	29%	13%	4%	2.60	0.96
e. Senior leadership clearly communicates the University's direction and priorities	52	8%	37%	27%	15%	13%	2.90	1.18
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	51	10%	47%	24%	16%	4%	2.57	1.01
g. I am aware of the University's strategic plan	52	25%	67%	6%	2%	0%	1.85	0.61
h. I understand how my job contributes to achieving the University's strategic plan	52	15%	60%	17%	8%	0%	2.17	0.79
i. I play a role in helping students succeed at UK	52	33%	56%	12%	0%	0%	1.79	0.64
j. I am committed to helping the University accomplish its strategic plan	52	17%	60%	19%	4%	0%	2.10	0.72
k. I have confidence in the direction the University is going	51	4%	25%	41%	18%	12%	3.08	1.04
l. I play a role in helping to improve student retention	52	13%	40%	38%	6%	2%	2.42	0.87

Libraries
Faculty Work-Life Survey 2010

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	49	6%	4%	24%	2%	4%	59%
b. Scholarship/Research	49	14%	14%	47%	8%	4%	12%
c. Service	49	27%	31%	37%	4%	0%	2%

Libraries
Faculty Work-Life Survey 2010

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	20	15%	10%	60%	5%	10%	2.85	1.09
b. Scholarship/Research	43	16%	16%	53%	9%	5%	2.70	1.01
c. Service	48	27%	31%	38%	4%	0%	2.19	0.89

Libraries
Faculty Work-Life Survey 2010

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	52	12%	44%	23%	17%	4%	2.58	1.04
b. Senior leadership understands faculty's concerns	52	4%	15%	31%	33%	17%	3.44	1.07
c. There is a high degree of trust within the University	51	2%	2%	33%	43%	20%	3.76	0.86
d. There is a high degree of trust within my department	52	8%	25%	25%	25%	17%	3.19	1.22
e. My colleagues respect individual and cultural differences	52	23%	52%	17%	8%	0%	2.10	0.85
f. I believe the University values individual and cultural diversity	52	15%	62%	13%	8%	2%	2.19	0.86
g. UKs policies and practices promote individual and cultural diversity	52	15%	48%	27%	2%	8%	2.38	1.03

Libraries
Faculty Work-Life Survey 2010

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	50	2%	28%	40%	12%	10%	8%
a. I feel valued by the University for my teaching contributions	50	2%	8%	20%	8%	2%	60%
a. I feel valued by the University for my service contributions	49	0%	37%	35%	20%	4%	4%
b. I feel valued by my department for my scholarly/research contributions	50	12%	38%	22%	10%	6%	12%
b. I feel valued by my department for my teaching contributions	50	4%	14%	16%	4%	2%	60%
b. I feel valued by my department for my service contributions	47	9%	51%	19%	11%	9%	2%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	51	6%	27%	18%	29%	18%	2%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	51	2%	12%	24%	31%	29%	2%

Libraries
Faculty Work-Life Survey 2010

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	46	2%	30%	43%	13%	11%	3.00	0.99
a. I feel valued by the University for my teaching contributions	20	5%	20%	50%	20%	5%	3.00	0.92
a. I feel valued by the University for my service contributions	47	0%	38%	36%	21%	4%	2.91	0.88
b. I feel valued by my department for my scholarly/research contributions	44	14%	43%	25%	11%	7%	2.55	1.09
b. I feel valued by my department for my teaching contributions	20	10%	35%	40%	10%	5%	2.65	0.99
b. I feel valued by my department for my service contributions	46	9%	52%	20%	11%	9%	2.59	1.09
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	50	6%	28%	18%	30%	18%	3.26	1.23
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	50	2%	12%	24%	32%	30%	3.76	1.08

Libraries
Faculty Work-Life Survey 2010

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	51	6%	61%	24%	8%	2%	0%
b. I feel respected by the staff	51	10%	80%	8%	2%	0%	0%
c. I feel respected by the students	51	10%	63%	16%	0%	0%	12%
d. I am given the opportunity to serve on important University committees or task forces	51	8%	61%	18%	8%	2%	4%

Libraries
Faculty Work-Life Survey 2010

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	51	6%	61%	24%	8%	2%	2.39	0.80
b. I feel respected by the staff	51	10%	80%	8%	2%	0%	2.02	0.51
c. I feel respected by the students	45	11%	71%	18%	0%	0%	2.07	0.54
d. I am given the opportunity to serve on important University committees or task forces	49	8%	63%	18%	8%	2%	2.33	0.83

Libraries
Faculty Work-Life Survey 2010

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	51	12%	65%	18%	4%	2%	0%
b. I am pleased with the social context of the work environment at UK	51	0%	53%	37%	8%	2%	0%
c. Publications and other media communicate that UK places a high value on diversity	51	8%	57%	27%	8%	0%	0%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	51	24%	57%	14%	4%	2%	0%
e. UK promotes diversity as an essential part of a high quality educational institution	49	18%	57%	18%	2%	4%	0%
f. UK offers activities that promote understanding among diverse groups	50	14%	68%	14%	4%	0%	0%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	51	10%	41%	37%	8%	4%	0%
h. Racial and cultural differences are celebrated at UK	51	10%	55%	27%	6%	2%	0%
i. Policies and procedures at UK help diverse employees feel welcome	50	8%	36%	46%	8%	2%	0%
j. Enhancing the campus community as a multicultural organization is part of UKs mission	51	10%	75%	14%	2%	0%	0%
k. I feel a sense of community at UK	51	4%	47%	25%	14%	10%	0%
l. UK effectively addresses campus incidents of intolerance and bigotry	51	12%	39%	39%	4%	4%	2%

Libraries
Faculty Work-Life Survey 2010

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	51	12%	65%	18%	4%	2%	2.20	0.78
b. I am pleased with the social context of the work environment at UK	51	0%	53%	37%	8%	2%	2.59	0.73
c. Publications and other media communicate that UK places a high value on diversity	51	8%	57%	27%	8%	0%	2.35	0.74
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	51	24%	57%	14%	4%	2%	2.04	0.85
e. UK promotes diversity as an essential part of a high quality educational institution	49	18%	57%	18%	2%	4%	2.16	0.90
f. UK offers activities that promote understanding among diverse groups	50	14%	68%	14%	4%	0%	2.08	0.67
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	51	10%	41%	37%	8%	4%	2.55	0.92
h. Racial and cultural differences are celebrated at UK	51	10%	55%	27%	6%	2%	2.35	0.82
i. Policies and procedures at UK help diverse employees feel welcome	50	8%	36%	46%	8%	2%	2.60	0.83
j. Enhancing the campus community as a multicultural organization is part of UK's mission	51	10%	75%	14%	2%	0%	2.08	0.56
k. I feel a sense of community at UK	51	4%	47%	25%	14%	10%	2.78	1.06
l. UK effectively addresses campus incidents of intolerance and bigotry	50	12%	40%	40%	4%	4%	2.48	0.91

Libraries
Faculty Work-Life Survey 2010

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	51	6%	25%	8%	35%	20%	6%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	51	2%	2%	6%	39%	22%	29%
c. I have heard UK faculty or staff express stereotypes about different groups of people	51	10%	25%	16%	33%	14%	2%
d. I have been the target of racial/ethnic stereotyping on campus	51	0%	0%	6%	51%	27%	16%
e. I hear hate speech or derogatory language used at UK	51	2%	16%	12%	55%	16%	0%

Libraries
Faculty Work-Life Survey 2010

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	48	6%	27%	8%	38%	21%	3.40	1.27
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	36	3%	3%	8%	56%	31%	4.08	0.87
c. I have heard UK faculty or staff express stereotypes about different groups of people	50	10%	26%	16%	34%	14%	3.16	1.25
d. I have been the target of racial/ethnic stereotyping on campus	43	0%	0%	7%	60%	33%	4.26	0.58
e. I hear hate speech or derogatory language used at UK	51	2%	16%	12%	55%	16%	3.67	0.99

Libraries
Faculty Work-Life Survey 2010

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	51	53%	39%	8%	0%
b. Greater assistance from my chair/director to ensure the success of my work	51	63%	27%	10%	0%
c. Greater support from my chair/director when personal and/or family needs arise	51	53%	35%	12%	0%
d. More opportunity to influence key departmental decisions	51	49%	43%	8%	0%
e. Enhanced information about campus procedures and resources (How do I...)	51	39%	49%	12%	0%
f. Central location for faculty to socialize	50	16%	34%	44%	6%
g. Increased administrative staff support	51	35%	37%	27%	0%
h. Increased technical staff support	50	44%	44%	12%	0%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	51	65%	33%	2%	0%
j. More opportunity for clinical appointments	50	6%	18%	64%	12%
k. Effective mentoring based on personal goals	50	10%	44%	44%	2%
l. Comprehensive orientation program for new faculty	50	16%	22%	62%	0%
m. Part-time, pre-tenure appointments	51	2%	12%	75%	12%
n. Part-time, post-tenure appointments	51	18%	25%	49%	8%
o. Extended tenure clock for new or expectant parents	50	10%	6%	80%	4%
p. Extended tenure clock for seriously ill family members	51	10%	18%	69%	4%
q. Part-time appointment as a transition back to work after a child's birth or adoption	50	8%	8%	82%	2%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	51	18%	22%	59%	2%
s. Phased retirement (reduction of appointment before retiring)	51	43%	27%	29%	0%

Libraries
Faculty Work-Life Survey 2010

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	4	7.84	4	7.84
Satisfied	26	50.98	30	58.82
Neither	13	25.49	43	84.31
Dissatisfied	7	13.73	50	98.04
Very Dissatisfied	1	1.96	51	100.00

Frequency Missing = 3

Libraries
Faculty Work-Life Survey 2010

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	51	8%	51%	35%	4%	2%	2.41	0.78
b. My chair/director is supportive of my personal/family responsibilities	51	20%	53%	22%	4%	2%	2.16	0.86
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	50	24%	54%	14%	8%	0%	2.06	0.84
d. My colleagues are supportive of my personal/family responsibilities	51	20%	65%	14%	2%	0%	1.98	0.65
e. The University's senior leadership is supportive of employees personal/family responsibilities	51	8%	45%	33%	8%	6%	2.59	0.96
f. The University's policies are supportive of employees personal/family responsibilities	51	8%	55%	22%	14%	2%	2.47	0.90
g. Administration in my college is supportive of employees personal/family responsibilities	51	12%	49%	25%	10%	4%	2.45	0.97
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	51	12%	43%	31%	10%	4%	2.51	0.97
i. I currently have the flexibility I need in scheduling my academic responsibilities	51	22%	53%	12%	10%	4%	2.22	1.03
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	51	6%	20%	29%	35%	10%	3.24	1.07

Libraries
Faculty Work-Life Survey 2010

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	51	37%	27%	22%	14%	0%	2.12	1.07
b. Too much time is required of my faculty position	51	18%	31%	20%	31%	0%	2.65	1.11
c. The stress I feel balancing work and personal/family responsibilities affects my health	51	20%	29%	24%	27%	0%	2.59	1.10
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	51	6%	27%	24%	43%	0%	3.04	0.98
e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like	51	4%	22%	33%	41%	0%	3.12	0.89
f. I frequently feel physically or emotionally drained at the end of the day	50	32%	30%	12%	26%	0%	2.32	1.19
g. I feel positive about my ability to manage the demands of my academic/personal/family life	51	4%	43%	24%	25%	4%	2.82	0.99
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	51	14%	14%	16%	37%	20%	3.35	1.32

Libraries
Faculty Work-Life Survey 2010

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)	51	6%	41%	51%	2%
b. Parent and Child care workshops and consultations	51	2%	10%	82%	6%
c. Confidential Financial counseling for staff and faculty	51	18%	43%	37%	2%
d. Flexible Work Arrangement workshops and consultations	51	24%	33%	41%	2%
e. Elder and Adult dependent care workshops and consultations	51	16%	25%	57%	2%
f. Retirement Planning workshops and counseling	51	33%	49%	16%	2%
g. Career Development workshops and consultations	51	10%	20%	69%	2%
h. UK tuition discount via Family Education Program	50	26%	18%	56%	0%
i. National Work and Family Month events and workshops	51	4%	29%	59%	8%
j. Flexible Work Arrangement Guidelines	51	20%	43%	37%	0%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	51	14%	8%	78%	0%
l. Phased Retirement	51	33%	33%	33%	0%
m. Sponsored Dependent Benefits (domestic partners)	51	10%	2%	84%	4%
n. Staff Shared Leave Pool for catastrophic events	51	2%	8%	90%	0%
o. Breastfeeding and Lactation Guidelines	51	2%	6%	90%	2%
p. Laptop Computer Loan Program for staff enrolled in higher education	51	2%	10%	80%	8%
q. Faculty Tenure Delay to meet dependent care obligations	51	2%	12%	84%	2%
r. Other (please specify)	7	29%	14%	43%	14%

Libraries
Faculty Work-Life Survey 2010

09:41 Friday, May 27, 2011 26

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	51	10%	4%	82%	4%
b. Emergency/Back up child care for mildly ill children	51	8%	6%	78%	8%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	51	8%	4%	82%	6%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	50	10%	4%	72%	14%
e. Paid leave beyond FMLA qualifying events	51	25%	27%	33%	14%
f. Onsite elder and adult dependent care	51	6%	22%	61%	12%
g. Other (please specify)	5	20%	20%	20%	40%