

***College of Nursing
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	9	18.37	9	18.37
b. Academic reputation of program/academic unit	6	12.24	15	30.61
c. Emphasis on quality teaching	1	2.04	16	32.65
e. Location in Lexington, Kentucky	11	22.45	27	55.10
f. Ability to balance work with my personal/family life	2	4.08	29	59.18
h. Benefits	2	4.08	31	63.27
l. Opportunities for career development	10	20.41	41	83.67
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	8	16.33	49	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	20.41	10	20.41
b. Academic reputation of program/academic unit	4	8.16	14	28.57
c. Emphasis on quality teaching	1	2.04	15	30.61
d. Caliber of students	1	2.04	16	32.65
e. Location in Lexington, Kentucky	8	16.33	24	48.98
f. Ability to balance work with my personal/family life	3	6.12	27	55.10
g. My salary/wage	4	8.16	31	63.27
h. Benefits	1	2.04	32	65.31
i. University's academic reputation	2	4.08	34	69.39
j. Research infrastructure	3	6.12	37	75.51
l. Opportunities for career development	5	10.20	42	85.71
p. Startup package	1	2.04	43	87.76
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	4	8.16	47	95.92
r. Freedom to participate in private endeavors such as consulting	2	4.08	49	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	10	20.41	10	20.41
b. Academic reputation of program/academic unit	5	10.20	15	30.61
d. Caliber of students	2	4.08	17	34.69
e. Location in Lexington, Kentucky	7	14.29	24	48.98
f. Ability to balance work with my personal/family life	8	16.33	32	65.31
g. My salary/wage	2	4.08	34	69.39
h. Benefits	2	4.08	36	73.47
i. University's academic reputation	1	2.04	37	75.51
l. Opportunities for career development	5	10.20	42	85.71
o. Lack of opportunities in private sector	2	4.08	44	89.80
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	5	10.20	49	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	7	15.22	7	15.22
b. Academic reputation of program/academic unit	3	6.52	10	21.74
c. Emphasis on quality teaching	1	2.17	11	23.91
d. Caliber of students	2	4.35	13	28.26
e. Location in Lexington, Kentucky	8	17.39	21	45.65
f. Ability to balance work with my personal/family life	1	2.17	22	47.83
g. My salary/wage	5	10.87	27	58.70
h. Benefits	2	4.35	29	63.04
i. University's academic reputation	2	4.35	31	67.39
j. Research infrastructure	1	2.17	32	69.57
l. Opportunities for career development	6	13.04	38	82.61
o. Lack of opportunities in private sector	1	2.17	39	84.78
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	4	8.70	43	93.48
r. Freedom to participate in private endeavors such as consulting	3	6.52	46	100.00

Frequency Missing = 3

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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	10.20	5	10.20
I have thought about it frequently and have begun to explore possibilities	13	26.53	18	36.73
I have thought about it frequently but have not taken action	10	20.41	28	57.14
I have thought about it occasionally	10	20.41	38	77.55
I have not thought about it	11	22.45	49	100.00

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Which, if any, is the primary reason you are considering leaving UK?				
A4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a. Faculty/colleagues	1	2.86	1	2.86
c. Emphasis on quality teaching	1	2.86	2	5.71
e. Location in Lexington, Kentucky	1	2.86	3	8.57
f. Ability to balance work with my personal/family life	7	20.00	10	28.57
g. My salary/wage	7	20.00	17	48.57
j. Research infrastructure	1	2.86	18	51.43
k. Faculty support services	1	2.86	19	54.29
m. Amount of administrative work	2	5.71	21	60.00
n. Level of bureaucracy	3	8.57	24	68.57
s. Other (Please Specify)	11	31.43	35	100.00

Frequency Missing = 14

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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	49	2%	67%	27%	4%
b. Advising responsibilities	49	4%	69%	14%	12%
c. Expectations for service and outreach	49	6%	67%	20%	6%
d. Expectations for securing outside funding for research, scholarship and creative activities	48	8%	40%	27%	25%
e. Internal funding for scholarship and creative activities	48	52%	33%	2%	13%
f. Staff resources for scholarship and creative activities	48	56%	33%	0%	10%
g. Resources for scholarship and creative activities (space, equipment, materials)	47	53%	38%	0%	9%
h. Administrative responsibilities	47	6%	49%	32%	13%
i. Time to develop relationships with colleagues	49	67%	33%	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	47	2%	70%	28%	2.26	0.49
b. Advising responsibilities	43	5%	79%	16%	2.12	0.45
c. Expectations for service and outreach	46	7%	72%	22%	2.15	0.51
d. Expectations for securing outside funding for research, scholarship and creative activities	36	11%	53%	36%	2.25	0.65
e. Internal funding for scholarship and creative activities	42	60%	38%	2%	1.43	0.55
f. Staff resources for scholarship and creative activities	43	63%	37%	0%	1.37	0.49
g. Resources for scholarship and creative activities (space, equipment, materials)	43	58%	42%	0%	1.42	0.50
h. Administrative responsibilities	41	7%	56%	37%	2.29	0.60
i. Time to develop relationships with colleagues	49	67%	33%	0%	1.33	0.47

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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	48	13%	46%	10%	21%	10%	2.71	1.24
b. I would choose to accept a faculty position at UK again	49	12%	47%	14%	14%	12%	2.67	1.23
c. I feel very loyal to the University of Kentucky	49	24%	41%	16%	12%	6%	2.35	1.16
d. I recommend the University of Kentucky to other faculty as a good place to work	49	12%	33%	27%	16%	12%	2.84	1.21
e. Senior leadership clearly communicates the University's direction and priorities	49	16%	37%	16%	16%	14%	2.76	1.32
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	49	27%	43%	22%	4%	4%	2.16	1.01
g. I am aware of the University's strategic plan	49	31%	61%	6%	2%	0%	1.80	0.64
h. I understand how my job contributes to achieving the University's strategic plan	49	24%	61%	8%	2%	4%	2.00	0.89
i. I play a role in helping students succeed at UK	49	69%	27%	4%	0%	0%	1.35	0.56
j. I am committed to helping the University accomplish its strategic plan	49	35%	51%	12%	0%	2%	1.84	0.80
k. I have confidence in the direction the University is going	49	10%	37%	31%	10%	12%	2.78	1.16
l. I play a role in helping to improve student retention	49	53%	39%	6%	2%	0%	1.57	0.71

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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	46	48%	13%	33%	0%	2%	4%
b. Scholarship/Research	46	30%	11%	28%	0%	11%	20%
c. Service	46	43%	17%	20%	9%	2%	9%

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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	50%	14%	34%	0%	2%	1.91	1.03
b. Scholarship/Research	37	38%	14%	35%	0%	14%	2.38	1.36
c. Service	42	48%	19%	21%	10%	2%	2.00	1.15

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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	49	12%	43%	18%	18%	8%	2.67	1.16
b. Senior leadership understands faculty's concerns	48	6%	21%	13%	23%	38%	3.65	1.34
c. There is a high degree of trust within the University	48	2%	15%	17%	35%	31%	3.79	1.11
d. There is a high degree of trust within my department	49	2%	24%	12%	20%	41%	3.73	1.29
e. My colleagues respect individual and cultural differences	49	20%	51%	14%	6%	8%	2.31	1.12
f. I believe the University values individual and cultural diversity	49	16%	47%	14%	20%	2%	2.45	1.06
g. UKs policies and practices promote individual and cultural diversity	49	16%	45%	22%	12%	4%	2.43	1.04

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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%	19%	21%	17%	13%	21%
a. I feel valued by the University for my teaching contributions	48	10%	33%	23%	15%	15%	4%
a. I feel valued by the University for my service contributions	49	12%	22%	18%	20%	14%	12%
b. I feel valued by my department for my scholarly/research contributions	48	19%	25%	8%	15%	15%	19%
b. I feel valued by my department for my teaching contributions	49	18%	35%	12%	18%	12%	4%
b. I feel valued by my department for my service contributions	48	19%	17%	19%	19%	15%	13%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	49	8%	37%	10%	27%	18%	0%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	49	8%	16%	14%	22%	39%	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	38	13%	24%	26%	21%	16%	3.03	1.28
a. I feel valued by the University for my teaching contributions	46	11%	35%	24%	15%	15%	2.89	1.25
a. I feel valued by the University for my service contributions	43	14%	26%	21%	23%	16%	3.02	1.32
b. I feel valued by my department for my scholarly/research contributions	39	23%	31%	10%	18%	18%	2.77	1.46
b. I feel valued by my department for my teaching contributions	47	19%	36%	13%	19%	13%	2.70	1.33
b. I feel valued by my department for my service contributions	42	21%	19%	21%	21%	17%	2.93	1.40
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	49	8%	37%	10%	27%	18%	3.10	1.31
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	49	8%	16%	14%	22%	39%	3.67	1.36

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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	49	24%	65%	4%	6%	0%	0%
b. I feel respected by the staff	49	27%	51%	8%	10%	4%	0%
c. I feel respected by the students	49	39%	43%	12%	2%	2%	2%
d. I am given the opportunity to serve on important University committees or task forces	48	27%	42%	10%	13%	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	49	24%	65%	4%	6%	0%	1.92	0.73
b. I feel respected by the staff	49	27%	51%	8%	10%	4%	2.14	1.06
c. I feel respected by the students	48	40%	44%	13%	2%	2%	1.83	0.88
d. I am given the opportunity to serve on important University committees or task forces	46	28%	43%	11%	13%	4%	2.22	1.13

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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	48	17%	50%	21%	8%	4%	0%
b. I am pleased with the social context of the work environment at UK	49	4%	45%	18%	16%	16%	0%
c. Publications and other media communicate that UK places a high value on diversity	49	14%	45%	29%	12%	0%	0%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	49	20%	55%	12%	8%	4%	0%
e. UK promotes diversity as an essential part of a high quality educational institution	49	12%	55%	18%	12%	2%	0%
f. UK offers activities that promote understanding among diverse groups	49	14%	57%	14%	14%	0%	0%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	49	14%	37%	29%	10%	10%	0%
h. Racial and cultural differences are celebrated at UK	49	8%	51%	24%	12%	4%	0%
i. Policies and procedures at UK help diverse employees feel welcome	49	6%	39%	33%	12%	6%	4%
j. Enhancing the campus community as a multicultural organization is part of UKs mission	48	21%	56%	10%	4%	6%	2%
k. I feel a sense of community at UK	48	8%	52%	15%	13%	13%	0%
l. UK effectively addresses campus incidents of intolerance and bigotry	48	8%	48%	29%	10%	4%	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	48	17%	50%	21%	8%	4%	2.33	1.00
b. I am pleased with the social context of the work environment at UK	49	4%	45%	18%	16%	16%	2.96	1.21
c. Publications and other media communicate that UK places a high value on diversity	49	14%	45%	29%	12%	0%	2.39	0.89
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	49	20%	55%	12%	8%	4%	2.20	1.00
e. UK promotes diversity as an essential part of a high quality educational institution	49	12%	55%	18%	12%	2%	2.37	0.93
f. UK offers activities that promote understanding among diverse groups	49	14%	57%	14%	14%	0%	2.29	0.89
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	49	14%	37%	29%	10%	10%	2.65	1.16
h. Racial and cultural differences are celebrated at UK	49	8%	51%	24%	12%	4%	2.53	0.96
i. Policies and procedures at UK help diverse employees feel welcome	47	6%	40%	34%	13%	6%	2.72	0.99
j. Enhancing the campus community as a multicultural organization is part of UKs mission	47	21%	57%	11%	4%	6%	2.17	1.03
k. I feel a sense of community at UK	48	8%	52%	15%	13%	13%	2.69	1.19
l. UK effectively addresses campus incidents of intolerance and bigotry	48	8%	48%	29%	10%	4%	2.54	0.94

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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	49	6%	12%	4%	39%	35%	4%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	49	4%	8%	8%	33%	33%	14%
c. I have heard UK faculty or staff express stereotypes about different groups of people	49	12%	24%	14%	35%	14%	0%
d. I have been the target of racial/ethnic stereotyping on campus	49	2%	0%	6%	35%	43%	14%
e. I hear hate speech or derogatory language used at UK	47	0%	11%	11%	45%	34%	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	47	6%	13%	4%	40%	36%	3.87	1.23
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	42	5%	10%	10%	38%	38%	3.95	1.15
c. I have heard UK faculty or staff express stereotypes about different groups of people	49	12%	24%	14%	35%	14%	3.14	1.29
d. I have been the target of racial/ethnic stereotyping on campus	42	2%	0%	7%	40%	50%	4.36	0.82
e. I hear hate speech or derogatory language used at UK	47	0%	11%	11%	45%	34%	4.02	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	48	44%	42%	15%	0%
b. Greater assistance from my chair/director to ensure the success of my work	47	64%	32%	2%	2%
c. Greater support from my chair/director when personal and/or family needs arise	48	52%	40%	8%	0%
d. More opportunity to influence key departmental decisions	48	50%	44%	6%	0%
e. Enhanced information about campus procedures and resources (How do I...)	48	25%	63%	13%	0%
f. Central location for faculty to socialize	47	21%	47%	26%	6%
g. Increased administrative staff support	48	60%	27%	10%	2%
h. Increased technical staff support	48	79%	17%	4%	0%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	48	85%	13%	2%	0%
j. More opportunity for clinical appointments	47	34%	23%	40%	2%
k. Effective mentoring based on personal goals	46	43%	48%	9%	0%
l. Comprehensive orientation program for new faculty	48	31%	23%	44%	2%
m. Part-time, pre-tenure appointments	48	10%	19%	63%	8%
n. Part-time, post-tenure appointments	47	19%	21%	55%	4%
o. Extended tenure clock for new or expectant parents	48	23%	8%	65%	4%
p. Extended tenure clock for seriously ill family members	48	27%	15%	56%	2%
q. Part-time appointment as a transition back to work after a child's birth or adoption	48	23%	6%	67%	4%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	48	35%	17%	48%	0%
s. Phased retirement (reduction of appointment before retiring)	47	40%	32%	28%	0%

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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	3	6.25	3	6.25
Satisfied	22	45.83	25	52.08
Neither	5	10.42	30	62.50
Dissatisfied	7	14.58	37	77.08
Very Dissatisfied	11	22.92	48	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	48	6%	35%	33%	23%	2%	2.79	0.94
b. My chair/director is supportive of my personal/family responsibilities	48	13%	40%	19%	27%	2%	2.67	1.08
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	48	17%	52%	15%	15%	2%	2.33	1.00
d. My colleagues are supportive of my personal/family responsibilities	47	17%	72%	9%	2%	0%	1.96	0.59
e. The University's senior leadership is supportive of employees personal/family responsibilities	48	6%	19%	65%	6%	4%	2.83	0.81
f. The University's policies are supportive of employees personal/family responsibilities	47	4%	32%	49%	11%	4%	2.79	0.86
g. Administration in my college is supportive of employees personal/family responsibilities	48	13%	50%	21%	8%	8%	2.50	1.09
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	48	10%	27%	19%	27%	17%	3.13	1.28
i. I currently have the flexibility I need in scheduling my academic responsibilities	48	19%	38%	10%	23%	10%	2.69	1.31
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	47	15%	21%	34%	19%	11%	2.89	1.20

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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	48	58%	21%	10%	8%	2%	1.75	1.08
b. Too much time is required of my faculty position	48	38%	27%	21%	13%	2%	2.15	1.13
c. The stress I feel balancing work and personal/family responsibilities affects my health	48	29%	25%	21%	21%	4%	2.46	1.24
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	48	8%	23%	23%	40%	6%	3.13	1.10
e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like	48	21%	21%	27%	25%	6%	2.75	1.23
f. I frequently feel physically or emotionally drained at the end of the day	48	27%	38%	15%	17%	4%	2.33	1.17
g. I feel positive about my ability to manage the demands of my academic/personal/family life	48	8%	40%	17%	23%	13%	2.92	1.22
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	48	13%	27%	15%	27%	19%	3.13	1.35

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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)	48	10%	29%	60%	0%
b. Parent and Child care workshops and consultations	46	2%	13%	83%	2%
c. Confidential Financial counseling for staff and faculty	47	13%	47%	36%	4%
d. Flexible Work Arrangement workshops and consultations	47	23%	36%	40%	0%
e. Elder and Adult dependent care workshops and consultations	47	13%	21%	66%	0%
f. Retirement Planning workshops and counseling	46	35%	50%	15%	0%
g. Career Development workshops and consultations	45	18%	36%	47%	0%
h. UK tuition discount via Family Education Program	48	42%	17%	42%	0%
i. National Work and Family Month events and workshops	47	4%	28%	49%	19%
j. Flexible Work Arrangement Guidelines	48	31%	44%	25%	0%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	47	15%	19%	64%	2%
l. Phased Retirement	47	40%	23%	36%	0%
m. Sponsored Dependent Benefits (domestic partners)	48	19%	8%	69%	4%
n. Staff Shared Leave Pool for catastrophic events	47	13%	28%	60%	0%
o. Breastfeeding and Lactation Guidelines	47	9%	4%	79%	9%
p. Laptop Computer Loan Program for staff enrolled in higher education	48	10%	17%	67%	6%
q. Faculty Tenure Delay to meet dependent care obligations	48	17%	13%	69%	2%
r. Other (please specify)	5	60%	0%	20%	20%

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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	48	13%	0%	85%	2%
b. Emergency/Back up child care for mildly ill children	47	11%	6%	77%	6%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	48	13%	4%	77%	6%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	48	10%	4%	77%	8%
e. Paid leave beyond FMLA qualifying events	48	19%	25%	46%	10%
f. Onsite elder and adult dependent care	47	9%	17%	66%	9%
g. Other (please specify)	4	25%	0%	50%	25%