

College of Pharmacy
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	3	7.89	3	7.89
b. Academic reputation of program/academic unit	14	36.84	17	44.74
c. Emphasis on quality teaching	1	2.63	18	47.37
e. Location in Lexington, Kentucky	1	2.63	19	50.00
f. Ability to balance work with my personal/family life	2	5.26	21	55.26
j. Research infrastructure	3	7.89	24	63.16
l. Opportunities for career development	6	15.79	30	78.95
o. Lack of opportunities in private sector	1	2.63	31	81.58
p. Startup package	2	5.26	33	86.84
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	5	13.16	38	100.00

College of Pharmacy
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	9	23.68	9	23.68
b. Academic reputation of program/academic unit	4	10.53	13	34.21
c. Emphasis on quality teaching	1	2.63	14	36.84
e. Location in Lexington, Kentucky	6	15.79	20	52.63
f. Ability to balance work with my personal/family life	3	7.89	23	60.53
g. My salary/wage	2	5.26	25	65.79
h. Benefits	1	2.63	26	68.42
i. University's academic reputation	1	2.63	27	71.05
j. Research infrastructure	2	5.26	29	76.32
l. Opportunities for career development	2	5.26	31	81.58
o. Lack of opportunities in private sector	1	2.63	32	84.21
p. Startup package	4	10.53	36	94.74
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	1	2.63	37	97.37
r. Freedom to participate in private endeavors such as consulting	1	2.63	38	100.00

***College of Pharmacy
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	5	13.51	5	13.51
b. Academic reputation of program/academic unit	6	16.22	11	29.73
c. Emphasis on quality teaching	1	2.70	12	32.43
d. Caliber of students	1	2.70	13	35.14
e. Location in Lexington, Kentucky	2	5.41	15	40.54
f. Ability to balance work with my personal/family life	5	13.51	20	54.05
g. My salary/wage	1	2.70	21	56.76
l. Opportunities for career development	5	13.51	26	70.27
o. Lack of opportunities in private sector	1	2.70	27	72.97
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	10	27.03	37	100.00

Frequency Missing = 1

College of Pharmacy
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	5	13.16	5	13.16
b. Academic reputation of program/academic unit	11	28.95	16	42.11
c. Emphasis on quality teaching	1	2.63	17	44.74
e. Location in Lexington, Kentucky	5	13.16	22	57.89
f. Ability to balance work with my personal/family life	3	7.89	25	65.79
g. My salary/wage	2	5.26	27	71.05
h. Benefits	4	10.53	31	81.58
j. Research infrastructure	1	2.63	32	84.21
l. Opportunities for career development	1	2.63	33	86.84
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	4	10.53	37	97.37
r. Freedom to participate in private endeavors such as consulting	1	2.63	38	100.00

***College of Pharmacy
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	1	2.63	1	2.63
I have thought about it frequently and have begun to explore possibilities	10	26.32	11	28.95
I have thought about it frequently but have not taken action	5	13.16	16	42.11
I have thought about it occasionally	14	36.84	30	78.95
I have not thought about it	8	21.05	38	100.00

College of Pharmacy
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
b. Academic reputation of program/academic unit	1	3.33	1	3.33
d. Caliber of students	2	6.67	3	10.00
e. Location in Lexington, Kentucky	1	3.33	4	13.33
g. My salary/wage	10	33.33	14	46.67
j. Research infrastructure	2	6.67	16	53.33
l. Opportunities for career development	4	13.33	20	66.67
n. Level of bureaucracy	2	6.67	22	73.33
o. Lack of opportunities in private sector	1	3.33	23	76.67
r. Freedom to participate in private endeavors such as consulting	1	3.33	24	80.00
s. Other (Please Specify)	6	20.00	30	100.00

Frequency Missing = 8

College of Pharmacy
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	38	0%	87%	13%	0%
b. Advising responsibilities	38	0%	89%	5%	5%
c. Expectations for service and outreach	38	0%	82%	16%	3%
d. Expectations for securing outside funding for research, scholarship and creative activities	38	0%	66%	26%	8%
e. Internal funding for scholarship and creative activities	38	55%	37%	0%	8%
f. Staff resources for scholarship and creative activities	38	34%	47%	3%	16%
g. Resources for scholarship and creative activities (space, equipment, materials)	37	30%	68%	0%	3%
h. Administrative responsibilities	38	3%	63%	24%	11%
i. Time to develop relationships with colleagues	38	32%	68%	0%	0%

***College of Pharmacy
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	38	0%	87%	13%	2.13	0.34
b. Advising responsibilities	36	0%	94%	6%	2.06	0.23
c. Expectations for service and outreach	37	0%	84%	16%	2.16	0.37
d. Expectations for securing outside funding for research, scholarship and creative activities	35	0%	71%	29%	2.29	0.46
e. Internal funding for scholarship and creative activities	35	60%	40%	0%	1.40	0.50
f. Staff resources for scholarship and creative activities	32	41%	56%	3%	1.63	0.55
g. Resources for scholarship and creative activities (space, equipment, materials)	36	31%	69%	0%	1.69	0.47
h. Administrative responsibilities	34	3%	71%	26%	2.24	0.50
i. Time to develop relationships with colleagues	38	32%	68%	0%	1.68	0.47

College of Pharmacy
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	38	24%	53%	11%	11%	3%	2.16	1.00
b. I would choose to accept a faculty position at UK again	38	29%	32%	29%	8%	3%	2.24	1.05
c. I feel very loyal to the University of Kentucky	38	29%	37%	24%	5%	5%	2.21	1.09
d. I recommend the University of Kentucky to other faculty as a good place to work	38	11%	58%	24%	3%	5%	2.34	0.91
e. Senior leadership clearly communicates the University's direction and priorities	38	3%	58%	16%	21%	3%	2.63	0.94
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	38	13%	55%	24%	5%	3%	2.29	0.87
g. I am aware of the University's strategic plan	38	16%	66%	16%	3%	0%	2.05	0.66
h. I understand how my job contributes to achieving the University's strategic plan	37	22%	46%	27%	5%	0%	2.16	0.83
i. I play a role in helping students succeed at UK	38	61%	37%	3%	0%	0%	1.42	0.55
j. I am committed to helping the University accomplish its strategic plan	38	16%	66%	18%	0%	0%	2.03	0.59
k. I have confidence in the direction the University is going	38	5%	29%	32%	26%	8%	3.03	1.05
l. I play a role in helping to improve student retention	38	37%	34%	24%	3%	3%	2.00	0.99

College of Pharmacy
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	36	39%	25%	28%	8%	0%	0%
b. Scholarship/Research	36	25%	19%	39%	14%	3%	0%
c. Service	36	36%	19%	44%	0%	0%	0%

***College of Pharmacy
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	36	39%	25%	28%	8%	0%	2.06	1.01
b. Scholarship/Research	36	25%	19%	39%	14%	3%	2.50	1.11
c. Service	36	36%	19%	44%	0%	0%	2.08	0.91

***College of Pharmacy
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	38	5%	47%	24%	13%	11%	2.76	1.10
b. Senior leadership understands faculty's concerns	38	0%	39%	26%	24%	11%	3.05	1.04
c. There is a high degree of trust within the University	38	0%	18%	29%	39%	13%	3.47	0.95
d. There is a high degree of trust within my department	38	3%	42%	21%	18%	16%	3.03	1.17
e. My colleagues respect individual and cultural differences	38	16%	58%	11%	8%	8%	2.34	1.10
f. I believe the University values individual and cultural diversity	38	16%	58%	18%	5%	3%	2.21	0.87
g. UKs policies and practices promote individual and cultural diversity	37	8%	59%	27%	3%	3%	2.32	0.78

College of Pharmacy
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	37	11%	51%	24%	14%	0%	0%
a. I feel valued by the University for my teaching contributions	38	11%	39%	24%	24%	3%	0%
a. I feel valued by the University for my service contributions	38	8%	39%	24%	24%	3%	3%
b. I feel valued by my department for my scholarly/research contributions	38	13%	50%	16%	21%	0%	0%
b. I feel valued by my department for my teaching contributions	38	24%	37%	18%	18%	3%	0%
b. I feel valued by my department for my service contributions	37	11%	51%	22%	16%	0%	0%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	38	5%	61%	3%	11%	18%	3%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	38	5%	34%	13%	26%	18%	3%

College of Pharmacy
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	37	11%	51%	24%	14%	0%	2.41	0.86
a. I feel valued by the University for my teaching contributions	38	11%	39%	24%	24%	3%	2.68	1.04
a. I feel valued by the University for my service contributions	37	8%	41%	24%	24%	3%	2.73	1.02
b. I feel valued by my department for my scholarly/research contributions	38	13%	50%	16%	21%	0%	2.45	0.98
b. I feel valued by my department for my teaching contributions	38	24%	37%	18%	18%	3%	2.39	1.13
b. I feel valued by my department for my service contributions	37	11%	51%	22%	16%	0%	2.43	0.90
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	37	5%	62%	3%	11%	19%	2.76	1.30
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	37	5%	35%	14%	27%	19%	3.19	1.27

College of Pharmacy
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	38	26%	42%	24%	8%	0%	0%
b. I feel respected by the staff	38	34%	47%	11%	5%	0%	3%
c. I feel respected by the students	37	27%	54%	16%	3%	0%	0%
d. I am given the opportunity to serve on important University committees or task forces	38	18%	58%	13%	5%	3%	3%

***College of Pharmacy
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	38	26%	42%	24%	8%	0%	2.13	0.91
b. I feel respected by the staff	37	35%	49%	11%	5%	0%	1.86	0.82
c. I feel respected by the students	37	27%	54%	16%	3%	0%	1.95	0.74
d. I am given the opportunity to serve on important University committees or task forces	37	19%	59%	14%	5%	3%	2.14	0.89

College of Pharmacy
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	38	11%	61%	16%	5%	8%	0%
b. I am pleased with the social context of the work environment at UK	37	11%	51%	27%	5%	5%	0%
c. Publications and other media communicate that UK places a high value on diversity	37	11%	49%	32%	3%	5%	0%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	38	26%	58%	13%	0%	3%	0%
e. UK promotes diversity as an essential part of a high quality educational institution	38	18%	58%	13%	5%	5%	0%
f. UK offers activities that promote understanding among diverse groups	38	11%	58%	24%	3%	5%	0%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	38	8%	42%	39%	5%	5%	0%
h. Racial and cultural differences are celebrated at UK	38	8%	58%	24%	5%	5%	0%
i. Policies and procedures at UK help diverse employees feel welcome	38	5%	47%	37%	3%	5%	3%
j. Enhancing the campus community as a multicultural organization is part of UKs mission	37	11%	65%	16%	3%	3%	3%
k. I feel a sense of community at UK	38	11%	53%	29%	5%	3%	0%
l. UK effectively addresses campus incidents of intolerance and bigotry	38	13%	42%	39%	5%	0%	0%

College of Pharmacy
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	38	11%	61%	16%	5%	8%	2.39	1.03
b. I am pleased with the social context of the work environment at UK	37	11%	51%	27%	5%	5%	2.43	0.96
c. Publications and other media communicate that UK places a high value on diversity	37	11%	49%	32%	3%	5%	2.43	0.93
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	38	26%	58%	13%	0%	3%	1.95	0.80
e. UK promotes diversity as an essential part of a high quality educational institution	38	18%	58%	13%	5%	5%	2.21	0.99
f. UK offers activities that promote understanding among diverse groups	38	11%	58%	24%	3%	5%	2.34	0.91
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	38	8%	42%	39%	5%	5%	2.58	0.92
h. Racial and cultural differences are celebrated at UK	38	8%	58%	24%	5%	5%	2.42	0.92
i. Policies and procedures at UK help diverse employees feel welcome	37	5%	49%	38%	3%	5%	2.54	0.87
j. Enhancing the campus community as a multicultural organization is part of UKs mission	36	11%	67%	17%	3%	3%	2.19	0.79
k. I feel a sense of community at UK	38	11%	53%	29%	5%	3%	2.37	0.85
l. UK effectively addresses campus incidents of intolerance and bigotry	38	13%	42%	39%	5%	0%	2.37	0.79

College of Pharmacy
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	38	0%	18%	11%	29%	34%	8%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	38	3%	3%	18%	26%	26%	24%
c. I have heard UK faculty or staff express stereotypes about different groups of people	38	3%	13%	32%	32%	21%	0%
d. I have been the target of racial/ethnic stereotyping on campus	36	0%	0%	8%	36%	39%	17%
e. I hear hate speech or derogatory language used at UK	38	0%	8%	11%	34%	45%	3%

College of Pharmacy
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	35	0%	20%	11%	31%	37%	3.86	1.14
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	29	3%	3%	24%	34%	34%	3.93	1.03
c. I have heard UK faculty or staff express stereotypes about different groups of people	38	3%	13%	32%	32%	21%	3.55	1.06
d. I have been the target of racial/ethnic stereotyping on campus	30	0%	0%	10%	43%	47%	4.37	0.67
e. I hear hate speech or derogatory language used at UK	37	0%	8%	11%	35%	46%	4.19	0.94

College of Pharmacy
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	36	25%	69%	6%	0%
b. Greater assistance from my chair/director to ensure the success of my work	36	56%	31%	14%	0%
c. Greater support from my chair/director when personal and/or family needs arise	36	44%	31%	17%	8%
d. More opportunity to influence key departmental decisions	36	58%	25%	17%	0%
e. Enhanced information about campus procedures and resources (How do I...)	36	28%	47%	22%	3%
f. Central location for faculty to socialize	35	9%	49%	34%	9%
g. Increased administrative staff support	35	31%	34%	23%	11%
h. Increased technical staff support	35	34%	46%	14%	6%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	36	50%	33%	11%	6%
j. More opportunity for clinical appointments	33	27%	24%	36%	12%
k. Effective mentoring based on personal goals	35	40%	26%	23%	11%
l. Comprehensive orientation program for new faculty	35	40%	23%	34%	3%
m. Part-time, pre-tenure appointments	36	8%	19%	58%	14%
n. Part-time, post-tenure appointments	36	14%	17%	61%	8%
o. Extended tenure clock for new or expectant parents	36	19%	11%	58%	11%
p. Extended tenure clock for seriously ill family members	36	22%	19%	53%	6%
q. Part-time appointment as a transition back to work after a child's birth or adoption	36	17%	17%	56%	11%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	36	19%	22%	50%	8%
s. Phased retirement (reduction of appointment before retiring)	36	39%	36%	17%	8%

***College of Pharmacy
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	5	13.89	5	13.89
Satisfied	17	47.22	22	61.11
Neither	7	19.44	29	80.56
Dissatisfied	6	16.67	35	97.22
Very Dissatisfied	1	2.78	36	100.00

Frequency Missing = 2

College of Pharmacy
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	35	11%	46%	26%	17%	0%	2.49	0.92
b. My chair/director is supportive of my personal/family responsibilities	36	8%	64%	17%	8%	3%	2.33	0.86
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	36	19%	50%	28%	3%	0%	2.14	0.76
d. My colleagues are supportive of my personal/family responsibilities	36	17%	53%	22%	8%	0%	2.22	0.83
e. The University's senior leadership is supportive of employees personal/family responsibilities	36	8%	33%	50%	8%	0%	2.58	0.77
f. The University's policies are supportive of employees personal/family responsibilities	36	14%	36%	36%	14%	0%	2.50	0.91
g. Administration in my college is supportive of employees personal/family responsibilities	36	17%	50%	28%	6%	0%	2.22	0.80
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	36	11%	50%	25%	8%	6%	2.47	1.00
i. I currently have the flexibility I need in scheduling my academic responsibilities	35	14%	54%	14%	9%	9%	2.43	1.12
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	36	3%	31%	36%	22%	8%	3.03	1.00

College of Pharmacy
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	36	44%	36%	14%	6%	0%	1.81	0.89
b. Too much time is required of my faculty position	36	25%	31%	28%	14%	3%	2.39	1.10
c. The stress I feel balancing work and personal/family responsibilities affects my health	36	17%	28%	31%	19%	6%	2.69	1.14
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	36	8%	36%	22%	28%	6%	2.86	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	36	19%	28%	17%	25%	11%	2.81	1.33
f. I frequently feel physically or emotionally drained at the end of the day	36	33%	19%	25%	17%	6%	2.42	1.27
g. I feel positive about my ability to manage the demands of my academic/personal/family life	36	11%	39%	22%	25%	3%	2.69	1.06
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	36	6%	25%	25%	25%	19%	3.28	1.21

College of Pharmacy
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)	36	11%	31%	50%	8%
b. Parent and Child care workshops and consultations	36	8%	17%	61%	14%
c. Confidential Financial counseling for staff and faculty	36	17%	25%	50%	8%
d. Flexible Work Arrangement workshops and consultations	35	17%	43%	31%	9%
e. Elder and Adult dependent care workshops and consultations	36	6%	19%	64%	11%
f. Retirement Planning workshops and counseling	36	25%	42%	28%	6%
g. Career Development workshops and consultations	36	11%	33%	47%	8%
h. UK tuition discount via Family Education Program	36	33%	14%	42%	11%
i. National Work and Family Month events and workshops	36	3%	14%	42%	42%
j. Flexible Work Arrangement Guidelines	35	14%	40%	34%	11%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	36	6%	31%	56%	8%
l. Phased Retirement	36	25%	36%	28%	11%
m. Sponsored Dependent Benefits (domestic partners)	35	11%	17%	54%	17%
n. Staff Shared Leave Pool for catastrophic events	36	11%	31%	53%	6%
o. Breastfeeding and Lactation Guidelines	36	11%	11%	56%	22%
p. Laptop Computer Loan Program for staff enrolled in higher education	36	11%	17%	58%	14%
q. Faculty Tenure Delay to meet dependent care obligations	36	22%	17%	53%	8%
r. Other (please specify)	6	33%	33%	17%	17%

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09:39 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	36	19%	8%	58%	14%
b. Emergency/Back up child care for mildly ill children	36	17%	17%	44%	22%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	36	17%	14%	47%	22%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	36	22%	8%	42%	28%
e. Paid leave beyond FMLA qualifying events	36	22%	17%	36%	25%
f. Onsite elder and adult dependent care	35	6%	14%	40%	40%
g. Other (please specify)	4	25%	25%	0%	50%