

***College of Public Health
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	7	20.59	7	20.59
b. Academic reputation of program/academic unit	2	5.88	9	26.47
c. Location in Lexington, Kentucky	5	14.71	14	41.18
f. Ability to balance work with my personal/family life	1	2.94	15	44.12
g. My salary/wage	3	8.82	18	52.94
i. University's academic reputation	2	5.88	20	58.82
j. Research infrastructure	1	2.94	21	61.76
l. Opportunities for career development	5	14.71	26	76.47
o. Lack of opportunities in private sector	1	2.94	27	79.41
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	7	20.59	34	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	7	20.59	7	20.59
b. Academic reputation of program/academic unit	4	11.76	11	32.35
e. Location in Lexington, Kentucky	8	23.53	19	55.88
f. Ability to balance work with my personal/family life	1	2.94	20	58.82
g. My salary/wage	2	5.88	22	64.71
h. Benefits	2	5.88	24	70.59
j. Research infrastructure	2	5.88	26	76.47
l. Opportunities for career development	4	11.76	30	88.24
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	2	5.88	32	94.12
r. Freedom to participate in private endeavors such as consulting	2	5.88	34	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	4	11.76	4	11.76
b. Academic reputation of program/academic unit	4	11.76	8	23.53
c. Emphasis on quality teaching	1	2.94	9	26.47
e. Location in Lexington, Kentucky	6	17.65	15	44.12
f. Ability to balance work with my personal/family life	3	8.82	18	52.94
g. My salary/wage	5	14.71	23	67.65
h. Benefits	2	5.88	25	73.53
j. Research infrastructure	1	2.94	26	76.47
l. Opportunities for career development	1	2.94	27	79.41
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	7	20.59	34	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	8	24.24	8	24.24
b. Academic reputation of program/academic unit	1	3.03	9	27.27
d. Caliber of students	1	3.03	10	30.30
e. Location in Lexington, Kentucky	3	9.09	13	39.39
f. Ability to balance work with my personal/family life	3	9.09	16	48.48
g. My salary/wage	2	6.06	18	54.55
h. Benefits	3	9.09	21	63.64
j. Research infrastructure	4	12.12	25	75.76
l. Opportunities for career development	3	9.09	28	84.85
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	3	9.09	31	93.94
r. Freedom to participate in private endeavors such as consulting	2	6.06	33	100.00

Frequency Missing = 1

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During the past twelve months, have you seriously considered leaving UK?				
A3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
I have thought about it frequently and have begun to explore possibilities	9	26.47	9	26.47
I have thought about it frequently but have not taken action	4	11.76	13	38.24
I have thought about it occasionally	12	35.29	25	73.53
I have not thought about it	9	26.47	34	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	4.55	1	4.55
e. Location in Lexington, Kentucky	2	9.09	3	13.64
g. My salary/wage	2	9.09	5	22.73
j. Research infrastructure	1	4.55	6	27.27
l. Opportunities for career development	5	22.73	11	50.00
m. Amount of administrative work	1	4.55	12	54.55
n. Level of bureaucracy	2	9.09	14	63.64
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	5	22.73	19	86.36
s. Other (Please Specify)	3	13.64	22	100.00

Frequency Missing = 12

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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	33	9%	70%	18%	3%
b. Advising responsibilities	33	6%	70%	18%	6%
c. Expectations for service and outreach	33	6%	82%	12%	0%
d. Expectations for securing outside funding for research, scholarship and creative activities	33	0%	64%	36%	0%
e. Internal funding for scholarship and creative activities	33	52%	42%	3%	3%
f. Staff resources for scholarship and creative activities	32	44%	44%	0%	13%
g. Resources for scholarship and creative activities (space, equipment, materials)	33	36%	61%	0%	3%
h. Administrative responsibilities	33	9%	52%	24%	15%
i. Time to develop relationships with colleagues	33	45%	55%	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	32	9%	72%	19%	2.09	0.53
b. Advising responsibilities	31	6%	74%	19%	2.13	0.50
c. Expectations for service and outreach	33	6%	82%	12%	2.06	0.43
d. Expectations for securing outside funding for research, scholarship and creative activities	33	0%	64%	36%	2.36	0.49
e. Internal funding for scholarship and creative activities	32	53%	44%	3%	1.50	0.57
f. Staff resources for scholarship and creative activities	28	50%	50%	0%	1.50	0.51
g. Resources for scholarship and creative activities (space, equipment, materials)	32	38%	63%	0%	1.63	0.49
h. Administrative responsibilities	28	11%	61%	29%	2.18	0.61
i. Time to develop relationships with colleagues	33	45%	55%	0%	1.55	0.51

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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	33	27%	52%	9%	12%	0%	2.06	0.93
b. I would choose to accept a faculty position at UK again	33	36%	48%	6%	9%	0%	1.88	0.89
c. I feel very loyal to the University of Kentucky	33	27%	33%	18%	18%	3%	2.36	1.17
d. I recommend the University of Kentucky to other faculty as a good place to work	33	18%	45%	27%	6%	3%	2.30	0.95
e. Senior leadership clearly communicates the University's direction and priorities	33	15%	33%	21%	24%	6%	2.73	1.18
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	33	21%	55%	9%	12%	3%	2.21	1.02
g. I am aware of the University's strategic plan	32	9%	66%	19%	6%	0%	2.22	0.71
h. I understand how my job contributes to achieving the University's strategic plan	33	12%	52%	24%	9%	3%	2.39	0.93
i. I play a role in helping students succeed at UK	33	52%	42%	6%	0%	0%	1.55	0.62
j. I am committed to helping the University accomplish its strategic plan	33	33%	33%	24%	9%	0%	2.09	0.98
k. I have confidence in the direction the University is going	33	6%	30%	27%	27%	9%	3.03	1.10
l. I play a role in helping to improve student retention	33	33%	45%	21%	0%	0%	1.88	0.74

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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	32	47%	22%	22%	6%	0%	3%
b. Scholarship/Research	32	25%	22%	28%	19%	6%	0%
c. Service	32	38%	25%	28%	6%	3%	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	31	48%	23%	23%	6%	0%	1.87	0.99
b. Scholarship/Research	32	25%	22%	28%	19%	6%	2.59	1.24
c. Service	32	38%	25%	28%	6%	3%	2.13	1.10

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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	33	18%	39%	15%	21%	6%	2.58	1.20
b. Senior leadership understands faculty's concerns	33	15%	21%	27%	27%	9%	2.94	1.22
c. There is a high degree of trust within the University	32	6%	16%	41%	31%	6%	3.16	0.99
d. There is a high degree of trust within my department	32	25%	41%	16%	13%	6%	2.34	1.18
e. My colleagues respect individual and cultural differences	33	45%	36%	12%	6%	0%	1.79	0.89
f. I believe the University values individual and cultural diversity	32	28%	31%	25%	16%	0%	2.28	1.05
g. UKs policies and practices promote individual and cultural diversity	33	12%	36%	30%	21%	0%	2.61	0.97

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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	30	17%	53%	17%	7%	7%	0%
a. I feel valued by the University for my teaching contributions	33	15%	42%	21%	6%	12%	3%
a. I feel valued by the University for my service contributions	32	9%	41%	25%	13%	13%	0%
b. I feel valued by my department for my scholarly/research contributions	31	29%	52%	13%	0%	6%	0%
b. I feel valued by my department for my teaching contributions	33	36%	39%	6%	6%	9%	3%
b. I feel valued by my department for my service contributions	32	31%	34%	22%	0%	13%	0%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	33	12%	39%	12%	30%	6%	0%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	33	9%	30%	15%	27%	18%	0%

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A11:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements (Not Applicable converted to a missing value for this table)	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
a. I feel valued by the University for my scholarly/research contributions	30	17%	53%	17%	7%	7%	2.33	1.06
a. I feel valued by the University for my teaching contributions	32	16%	44%	22%	6%	13%	2.56	1.22
a. I feel valued by the University for my service contributions	32	9%	41%	25%	13%	13%	2.78	1.18
b. I feel valued by my department for my scholarly/research contributions	31	29%	52%	13%	0%	6%	2.03	1.02
b. I feel valued by my department for my teaching contributions	32	38%	41%	6%	6%	9%	2.09	1.25
b. I feel valued by my department for my service contributions	32	31%	34%	22%	0%	13%	2.28	1.28
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	33	12%	39%	12%	30%	6%	2.79	1.19
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	33	9%	30%	15%	27%	18%	3.15	1.30

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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	33	33%	58%	6%	3%	0%	0%
b. I feel respected by the staff	33	39%	48%	6%	6%	0%	0%
c. I feel respected by the students	33	33%	61%	0%	6%	0%	0%
d. I am given the opportunity to serve on important University committees or task forces	32	38%	38%	9%	6%	3%	6%

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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	33	33%	58%	6%	3%	0%	1.79	0.70
b. I feel respected by the staff	33	39%	48%	6%	6%	0%	1.79	0.82
c. I feel respected by the students	33	33%	61%	0%	6%	0%	1.79	0.74
d. I am given the opportunity to serve on important University committees or task forces	30	40%	40%	10%	7%	3%	1.93	1.05

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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	31	26%	45%	23%	6%	0%	0%
b. I am pleased with the social context of the work environment at UK	30	17%	50%	27%	7%	0%	0%
c. Publications and other media communicate that UK places a high value on diversity	31	10%	52%	29%	10%	0%	0%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	31	26%	45%	26%	3%	0%	0%
e. UK promotes diversity as an essential part of a high quality educational institution	31	10%	61%	23%	3%	3%	0%
f. UK offers activities that promote understanding among diverse groups	31	10%	42%	39%	10%	0%	0%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	30	13%	47%	30%	7%	0%	3%
h. Racial and cultural differences are celebrated at UK	30	17%	40%	27%	17%	0%	0%
i. Policies and procedures at UK help diverse employees feel welcome	31	13%	29%	42%	10%	0%	6%
j. Enhancing the campus community as a multicultural organization is part of UKs mission	30	27%	43%	23%	7%	0%	0%
k. I feel a sense of community at UK	31	13%	45%	23%	13%	6%	0%
l. UK effectively addresses campus incidents of intolerance and bigotry	31	10%	32%	48%	10%	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	31	26%	45%	23%	6%	0%	2.10	0.87
b. I am pleased with the social context of the work environment at UK	30	17%	50%	27%	7%	0%	2.23	0.82
c. Publications and other media communicate that UK places a high value on diversity	31	10%	52%	29%	10%	0%	2.39	0.80
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	31	26%	45%	26%	3%	0%	2.06	0.81
e. UK promotes diversity as an essential part of a high quality educational institution	31	10%	61%	23%	3%	3%	2.29	0.82
f. UK offers activities that promote understanding among diverse groups	31	10%	42%	39%	10%	0%	2.48	0.81
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	29	14%	48%	31%	7%	0%	2.31	0.81
h. Racial and cultural differences are celebrated at UK	30	17%	40%	27%	17%	0%	2.43	0.97
i. Policies and procedures at UK help diverse employees feel welcome	29	14%	31%	45%	10%	0%	2.52	0.87
j. Enhancing the campus community as a multicultural organization is part of UKs mission	30	27%	43%	23%	7%	0%	2.10	0.88
k. I feel a sense of community at UK	31	13%	45%	23%	13%	6%	2.55	1.09
l. UK effectively addresses campus incidents of intolerance and bigotry	31	10%	32%	48%	10%	0%	2.58	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	31	10%	10%	13%	35%	26%	6%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	31	0%	13%	3%	23%	29%	32%
c. I have heard UK faculty or staff express stereotypes about different groups of people	30	0%	43%	3%	33%	20%	0%
d. I have been the target of racial/ethnic stereotyping on campus	31	0%	3%	6%	32%	39%	19%
e. I hear hate speech or derogatory language used at UK	31	3%	6%	6%	39%	45%	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	29	10%	10%	14%	38%	28%	3.62	1.29
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	21	0%	19%	5%	33%	43%	4.00	1.14
c. I have heard UK faculty or staff express stereotypes about different groups of people	30	0%	43%	3%	33%	20%	3.30	1.24
d. I have been the target of racial/ethnic stereotyping on campus	25	0%	4%	8%	40%	48%	4.32	0.80
e. I hear hate speech or derogatory language used at UK	31	3%	6%	6%	39%	45%	4.16	1.04

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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	31	52%	42%	6%	0%
b. Greater assistance from my chair/director to ensure the success of my work	31	42%	39%	19%	0%
c. Greater support from my chair/director when personal and/or family needs arise	31	23%	29%	48%	0%
d. More opportunity to influence key departmental decisions	30	37%	33%	20%	10%
e. Enhanced information about campus procedures and resources (How do I...)	31	26%	45%	29%	0%
f. Central location for faculty to socialize	31	19%	35%	32%	13%
g. Increased administrative staff support	31	48%	39%	10%	3%
h. Increased technical staff support	31	35%	55%	10%	0%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	31	48%	29%	19%	3%
j. More opportunity for clinical appointments	30	17%	23%	53%	7%
k. Effective mentoring based on personal goals	31	35%	39%	23%	3%
l. Comprehensive orientation program for new faculty	31	32%	23%	35%	10%
m. Part-time, pre-tenure appointments	30	13%	17%	57%	13%
n. Part-time, post-tenure appointments	30	17%	13%	60%	10%
o. Extended tenure clock for new or expectant parents	31	45%	10%	35%	10%
p. Extended tenure clock for seriously ill family members	30	43%	13%	33%	10%
q. Part-time appointment as a transition back to work after a child's birth or adoption	31	32%	16%	45%	6%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	31	35%	16%	42%	6%
s. Phased retirement (reduction of appointment before retiring)	31	39%	26%	26%	10%

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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	5	16.13	5	16.13
Satisfied	16	51.61	21	67.74
Neither	4	12.90	25	80.65
Dissatisfied	6	19.35	31	100.00

Frequency Missing = 3

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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	30	23%	37%	33%	3%	3%	2.27	0.98
b. My chair/director is supportive of my personal/family responsibilities	31	35%	48%	13%	3%	0%	1.84	0.78
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	31	42%	45%	13%	0%	0%	1.71	0.69
d. My colleagues are supportive of my personal/family responsibilities	31	35%	35%	26%	3%	0%	1.97	0.87
e. The University's senior leadership is supportive of employees personal/family responsibilities	31	16%	35%	39%	10%	0%	2.42	0.89
f. The University's policies are supportive of employees personal/family responsibilities	31	16%	42%	32%	10%	0%	2.35	0.88
g. Administration in my college is supportive of employees personal/family responsibilities	28	36%	32%	25%	7%	0%	2.04	0.96
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	31	29%	48%	13%	10%	0%	2.03	0.91
i. I currently have the flexibility I need in scheduling my academic responsibilities	31	45%	42%	13%	0%	0%	1.68	0.70
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	31	0%	16%	39%	26%	19%	3.48	1.00

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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	30	40%	37%	10%	10%	3%	2.00	1.11
b. Too much time is required of my faculty position	30	20%	27%	37%	13%	3%	2.53	1.07
c. The stress I feel balancing work and personal/family responsibilities affects my health	30	17%	33%	30%	17%	3%	2.57	1.07
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	30	17%	27%	27%	20%	10%	2.80	1.24
e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like	30	10%	23%	10%	47%	10%	3.23	1.22
f. I frequently feel physically or emotionally drained at the end of the day	28	25%	36%	18%	18%	4%	2.39	1.17
g. I feel positive about my ability to manage the demands of my academic/personal/family life	30	10%	50%	23%	17%	0%	2.47	0.90
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	30	3%	13%	30%	33%	20%	3.53	1.07

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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)	28	11%	32%	50%	7%
b. Parent and Child care workshops and consultations	28	7%	14%	71%	7%
c. Confidential Financial counseling for staff and faculty	28	11%	50%	29%	11%
d. Flexible Work Arrangement workshops and consultations	27	15%	26%	56%	4%
e. Elder and Adult dependent care workshops and consultations	27	4%	30%	63%	4%
f. Retirement Planning workshops and counseling	27	26%	52%	22%	0%
g. Career Development workshops and consultations	27	22%	33%	44%	0%
h. UK tuition discount via Family Education Program	29	52%	28%	21%	0%
i. National Work and Family Month events and workshops	28	0%	21%	57%	21%
j. Flexible Work Arrangement Guidelines	25	36%	20%	40%	4%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	28	18%	25%	50%	7%
l. Phased Retirement	27	22%	44%	30%	4%
m. Sponsored Dependent Benefits (domestic partners)	28	29%	14%	46%	11%
n. Staff Shared Leave Pool for catastrophic events	28	18%	32%	46%	4%
o. Breastfeeding and Lactation Guidelines	29	14%	10%	66%	10%
p. Laptop Computer Loan Program for staff enrolled in higher education	28	7%	11%	71%	11%
q. Faculty Tenure Delay to meet dependent care obligations	29	38%	14%	41%	7%
r. Other (please specify)	4	50%	0%	25%	25%

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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	29	28%	3%	66%	3%
b. Emergency/Back up child care for mildly ill children	28	21%	11%	46%	21%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	28	29%	11%	54%	7%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	29	31%	7%	55%	7%
e. Paid leave beyond FMLA qualifying events	29	21%	24%	34%	21%
f. Onsite elder and adult dependent care	28	14%	18%	50%	18%
g. Other (please specify)	4	50%	0%	25%	25%