

***College of Social Work  
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	15.00	3	15.00
b. Academic reputation of program/academic unit	3	15.00	6	30.00
c. Emphasis on quality teaching	1	5.00	7	35.00
e. Location in Lexington, Kentucky	5	25.00	12	60.00
h. Benefits	1	5.00	13	65.00
l. Opportunities for career development	3	15.00	16	80.00
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	4	20.00	20	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	3	15.00	3	15.00
b. Academic reputation of program/academic unit	2	10.00	5	25.00
e. Location in Lexington, Kentucky	3	15.00	8	40.00
f. Ability to balance work with my personal/family life	4	20.00	12	60.00
g. My salary/wage	1	5.00	13	65.00
h. Benefits	1	5.00	14	70.00
k. Faculty support services	2	10.00	16	80.00
l. Opportunities for career development	1	5.00	17	85.00
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	3	15.00	20	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	2	10.00	2	10.00
b. Academic reputation of program/academic unit	2	10.00	4	20.00
e. Location in Lexington, Kentucky	3	15.00	7	35.00
f. Ability to balance work with my personal/family life	1	5.00	8	40.00
h. Benefits	2	10.00	10	50.00
i. Opportunities for career development	1	5.00	11	55.00
o. Lack of opportunities in private sector	2	10.00	13	65.00
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	7	35.00	20	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	4	21.05	4	21.05
e. Location in Lexington, Kentucky	6	31.58	10	52.63
g. My salary/wage	4	21.05	14	73.68
i. University's academic reputation	1	5.26	15	78.95
l. Opportunities for career development	3	15.79	18	94.74
q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)	1	5.26	19	100.00

***Frequency Missing = 1***

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<b>During the past twelve months, have you seriously considered leaving UK?</b>				
<b>A3</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Frequency</b>	<b>Cumulative Percent</b>
<b>I am engaged in an active search for a new position</b>	1	5.00	1	5.00
<b>I have thought about it frequently and have begun to explore possibilities</b>	7	35.00	8	40.00
<b>I have thought about it frequently but have not taken action</b>	3	15.00	11	55.00
<b>I have thought about it occasionally</b>	6	30.00	17	85.00
<b>I have not thought about it</b>	3	15.00	20	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	5.88	1	5.88
g. My salary/wage	10	58.82	11	64.71
i. University's academic reputation	1	5.88	12	70.59
j. Research infrastructure	1	5.88	13	76.47
l. Opportunities for career development	2	11.76	15	88.24
s. Other (Please Specify)	2	11.76	17	100.00

*Frequency Missing = 3*

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<b>A7: Currently, how would you assess the following aspects of your work at UK?</b>	<b>N</b>	<b>Too Little</b>	<b>About Right</b>	<b>Too Much</b>	<b>Does not Apply</b>
a. Teaching load	20	0%	90%	10%	0%
b. Advising responsibilities	20	0%	70%	15%	15%
c. Expectations for service and outreach	20	5%	80%	15%	0%
d. Expectations for securing outside funding for research, scholarship and creative activities	20	0%	40%	45%	15%
e. Internal funding for scholarship and creative activities	20	50%	40%	0%	10%
f. Staff resources for scholarship and creative activities	20	65%	30%	0%	5%
g. Resources for scholarship and creative activities (space, equipment, materials)	20	55%	45%	0%	0%
h. Administrative responsibilities	20	0%	60%	20%	20%
i. Time to develop relationships with colleagues	20	35%	65%	0%	0%

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<b>A7: Currently, how would you assess the following aspects of your work at UK? (Not Applicable converted to a missing value for this table)</b>	<b>N</b>	<b>Too Little</b>	<b>About Right</b>	<b>Too Much</b>	<b>Mean</b>	<b>SD</b>
a. Teaching load	20	0%	90%	10%	2.10	0.31
b. Advising responsibilities	17	0%	82%	18%	2.18	0.39
c. Expectations for service and outreach	20	5%	80%	15%	2.10	0.45
d. Expectations for securing outside funding for research, scholarship and creative activities	17	0%	47%	53%	2.53	0.51
e. Internal funding for scholarship and creative activities	18	56%	44%	0%	1.44	0.51
f. Staff resources for scholarship and creative activities	19	68%	32%	0%	1.32	0.48
g. Resources for scholarship and creative activities (space, equipment, materials)	20	55%	45%	0%	1.45	0.51
h. Administrative responsibilities	16	0%	75%	25%	2.25	0.45
i. Time to develop relationships with colleagues	20	35%	65%	0%	1.65	0.49



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<b>A8:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. I am satisfied with my faculty position at the University of Kentucky	20	10%	55%	10%	25%	0%	2.50	1.00
b. I would choose to accept a faculty position at UK again	20	10%	40%	30%	10%	10%	2.70	1.13
c. I feel very loyal to the University of Kentucky	20	5%	40%	35%	15%	5%	2.75	0.97
d. I recommend the University of Kentucky to other faculty as a good place to work	20	0%	55%	15%	25%	5%	2.80	1.01
e. Senior leadership clearly communicates the University's direction and priorities	20	5%	50%	25%	10%	10%	2.70	1.08
f. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	20	10%	45%	30%	5%	10%	2.60	1.10
g. I am aware of the University's strategic plan	20	30%	65%	5%	0%	0%	1.75	0.55
h. I understand how my job contributes to achieving the University's strategic plan	20	10%	70%	15%	5%	0%	2.15	0.67
i. I play a role in helping students succeed at UK	20	55%	45%	0%	0%	0%	1.45	0.51
j. I am committed to helping the University accomplish its strategic plan	20	15%	50%	35%	0%	0%	2.20	0.70
k. I have confidence in the direction the University is going	20	0%	30%	30%	40%	0%	3.10	0.85
l. I play a role in helping to improve student retention	20	25%	65%	5%	5%	0%	1.90	0.72

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<b>A9: In the context of your academic unit, how do you rate your productivity for each of the following?</b>	<b>N</b>	<b>Above Average</b>	<b>Slightly Above Average</b>	<b>Comparable to My Peers</b>	<b>Slightly Below Average</b>	<b>Below Average</b>	<b>Not Applicable</b>
a. Teaching	18	61%	6%	28%	6%	0%	0%
b. Scholarship/Research	18	11%	33%	39%	11%	6%	0%
c. Service	18	39%	33%	22%	6%	0%	0%

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<b>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)</b>	<b>N</b>	<b>Above Average</b>	<b>Slightly Above Average</b>	<b>Comparable to My Peers</b>	<b>Slightly Below Average</b>	<b>Below Average</b>	<b>Mean</b>	<b>SD</b>
a. Teaching	18	61%	6%	28%	6%	0%	1.78	1.06
b. Scholarship/Research	18	11%	33%	39%	11%	6%	2.67	1.03
c. Service	18	39%	33%	22%	6%	0%	1.94	0.94

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<b>A10:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. I receive information about University news or changes before I read or hear about it in the press	20	5%	40%	5%	50%	0%	3.00	1.08
b. Senior leadership understands faculty's concerns	20	0%	15%	20%	45%	20%	3.70	0.98
c. There is a high degree of trust within the University	20	0%	0%	40%	40%	20%	3.80	0.77
d. There is a high degree of trust within my department	20	5%	20%	40%	20%	15%	3.20	1.11
e. My colleagues respect individual and cultural differences	19	21%	63%	5%	5%	5%	2.11	0.99
f. I believe the University values individual and cultural diversity	19	5%	42%	42%	5%	5%	2.63	0.90
g. UKs policies and practices promote individual and cultural diversity	20	0%	55%	30%	10%	5%	2.65	0.88

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<b>A11:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
a. I feel valued by the University for my scholarly/research contributions	20	15%	20%	15%	35%	10%	5%
a. I feel valued by the University for my teaching contributions	20	5%	30%	15%	45%	5%	0%
a. I feel valued by the University for my service contributions	20	5%	40%	15%	35%	5%	0%
b. I feel valued by my department for my scholarly/research contributions	20	15%	30%	25%	25%	0%	5%
b. I feel valued by my department for my teaching contributions	20	5%	65%	20%	10%	0%	0%
b. I feel valued by my department for my service contributions	19	16%	47%	32%	5%	0%	0%
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	20	0%	40%	15%	25%	15%	5%
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	20	0%	25%	5%	20%	45%	5%

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<b>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)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. I feel valued by the University for my scholarly/research contributions	19	16%	21%	16%	37%	11%	3.05	1.31
a. I feel valued by the University for my teaching contributions	20	5%	30%	15%	45%	5%	3.15	1.09
a. I feel valued by the University for my service contributions	20	5%	40%	15%	35%	5%	2.95	1.10
b. I feel valued by my department for my scholarly/research contributions	19	16%	32%	26%	26%	0%	2.63	1.07
b. I feel valued by my department for my teaching contributions	20	5%	65%	20%	10%	0%	2.35	0.75
b. I feel valued by my department for my service contributions	19	16%	47%	32%	5%	0%	2.26	0.81
c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK	19	0%	42%	16%	26%	16%	3.16	1.17
d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions	19	0%	26%	5%	21%	47%	3.89	1.29

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<b>A12:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
a. I feel respected by my UK faculty colleagues	20	20%	60%	15%	5%	0%	0%
b. I feel respected by the staff	20	30%	60%	5%	5%	0%	0%
c. I feel respected by the students	20	35%	60%	5%	0%	0%	0%
d. I am given the opportunity to serve on important University committees or task forces	20	20%	70%	5%	5%	0%	0%

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<b>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)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. I feel respected by my UK faculty colleagues	20	20%	60%	15%	5%	0%	2.05	0.76
b. I feel respected by the staff	20	30%	60%	5%	5%	0%	1.85	0.75
c. I feel respected by the students	20	35%	60%	5%	0%	0%	1.70	0.57
d. I am given the opportunity to serve on important University committees or task forces	20	20%	70%	5%	5%	0%	1.95	0.69



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<b>A13:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
a. UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	20	15%	65%	15%	0%	5%	0%
b. I am pleased with the social context of the work environment at UK	19	5%	47%	32%	5%	11%	0%
c. Publications and other media communicate that UK places a high value on diversity	18	0%	67%	17%	6%	11%	0%
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	20	15%	55%	15%	10%	5%	0%
e. UK promotes diversity as an essential part of a high quality educational institution	20	5%	65%	15%	10%	5%	0%
f. UK offers activities that promote understanding among diverse groups	20	5%	55%	20%	15%	5%	0%
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	20	5%	30%	30%	25%	10%	0%
h. Racial and cultural differences are celebrated at UK	20	5%	45%	35%	10%	5%	0%
i. Policies and procedures at UK help diverse employees feel welcome	20	5%	35%	40%	10%	10%	0%
j. Enhancing the campus community as a multicultural organization is part of UKs mission	20	10%	65%	15%	5%	5%	0%
k. I feel a sense of community at UK	20	0%	45%	30%	15%	10%	0%
l. UK effectively addresses campus incidents of intolerance and bigotry	20	5%	45%	20%	15%	10%	5%

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<b>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)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	20	15%	65%	15%	0%	5%	2.15	0.88
b. I am pleased with the social context of the work environment at UK	19	5%	47%	32%	5%	11%	2.68	1.06
c. Publications and other media communicate that UK places a high value on diversity	18	0%	67%	17%	6%	11%	2.61	1.04
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	20	15%	55%	15%	10%	5%	2.35	1.04
e. UK promotes diversity as an essential part of a high quality educational institution	20	5%	65%	15%	10%	5%	2.45	0.94
f. UK offers activities that promote understanding among diverse groups	20	5%	55%	20%	15%	5%	2.60	0.99
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	20	5%	30%	30%	25%	10%	3.05	1.10
h. Racial and cultural differences are celebrated at UK	20	5%	45%	35%	10%	5%	2.65	0.93
i. Policies and procedures at UK help diverse employees feel welcome	20	5%	35%	40%	10%	10%	2.85	1.04
j. Enhancing the campus community as a multicultural organization is part of UKs mission	20	10%	65%	15%	5%	5%	2.30	0.92
k. I feel a sense of community at UK	20	0%	45%	30%	15%	10%	2.90	1.02
l. UK effectively addresses campus incidents of intolerance and bigotry	19	5%	47%	21%	16%	11%	2.79	1.13

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<b>A14: Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
a. I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	20	0%	15%	15%	35%	35%	0%
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	20	5%	5%	5%	45%	35%	5%
c. I have heard UK faculty or staff express stereotypes about different groups of people	20	10%	30%	10%	20%	30%	0%
d. I have been the target of racial/ethnic stereotyping on campus	20	10%	0%	10%	30%	45%	5%
e. I hear hate speech or derogatory language used at UK	19	11%	21%	16%	26%	26%	0%

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<b>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)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	20	0%	15%	15%	35%	35%	3.90	1.07
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	19	5%	5%	5%	47%	37%	4.05	1.08
c. I have heard UK faculty or staff express stereotypes about different groups of people	20	10%	30%	10%	20%	30%	3.30	1.45
d. I have been the target of racial/ethnic stereotyping on campus	19	11%	0%	11%	32%	47%	4.05	1.27
e. I hear hate speech or derogatory language used at UK	19	11%	21%	16%	26%	26%	3.37	1.38

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<b>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:</b>	<b>N</b>	<b>Of Great Value</b>	<b>Of Some Value</b>	<b>Of Little Value but UK should offer</b>	<b>Of Little Value and UK should not offer</b>
a. More opportunities for professional interaction with faculty from other departments	20	40%	55%	5%	0%
b. Greater assistance from my chair/director to ensure the success of my work	20	50%	40%	10%	0%
c. Greater support from my chair/director when personal and/or family needs arise	20	55%	30%	15%	0%
d. More opportunity to influence key departmental decisions	20	40%	50%	10%	0%
e. Enhanced information about campus procedures and resources (How do I...)	20	25%	60%	15%	0%
f. Central location for faculty to socialize	20	10%	45%	35%	10%
g. Increased administrative staff support	20	55%	35%	10%	0%
h. Increased technical staff support	20	65%	30%	5%	0%
i. Resources and technology to work from home office (access to email via Internet, faster computer)	19	68%	32%	0%	0%
j. More opportunity for clinical appointments	20	15%	15%	65%	5%
k. Effective mentoring based on personal goals	20	30%	45%	25%	0%
l. Comprehensive orientation program for new faculty	20	20%	25%	50%	5%
m. Part-time, pre-tenure appointments	20	5%	20%	65%	10%
n. Part-time, post-tenure appointments	20	20%	25%	50%	5%
o. Extended tenure clock for new or expectant parents	20	40%	10%	50%	0%
p. Extended tenure clock for seriously ill family members	20	45%	20%	35%	0%
q. Part-time appointment as a transition back to work after a child's birth or adoption	20	30%	20%	50%	0%
r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event	20	30%	25%	45%	0%
s. Phased retirement (reduction of appointment before retiring)	20	45%	35%	20%	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	2	10.00	2	10.00
Satisfied	12	60.00	14	70.00
Neither	1	5.00	15	75.00
Dissatisfied	4	20.00	19	95.00
Very Dissatisfied	1	5.00	20	100.00

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<b>B2:Please indicate the extent to which you AGREE or DISAGREE that the following statements are generally true</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
a. UK is supportive of my personal/family life	20	20%	25%	35%	20%	0%	2.55	1.05
b. My chair/director is supportive of my personal/family responsibilities	20	15%	35%	30%	20%	0%	2.55	1.00
c. My chair/director grants me enough flexibility to meet my personal/family responsibilities	20	20%	50%	20%	10%	0%	2.20	0.89
d. My colleagues are supportive of my personal/family responsibilities	20	25%	50%	15%	10%	0%	2.10	0.91
e. The University's senior leadership is supportive of employees personal/family responsibilities	20	10%	25%	30%	35%	0%	2.90	1.02
f. The University's policies are supportive of employees personal/family responsibilities	20	10%	35%	25%	30%	0%	2.75	1.02
g. Administration in my college is supportive of employees personal/family responsibilities	20	15%	45%	25%	15%	0%	2.40	0.94
h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities	20	10%	50%	30%	10%	0%	2.40	0.82
i. I currently have the flexibility I need in scheduling my academic responsibilities	20	20%	60%	10%	10%	0%	2.10	0.85
j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities	20	5%	15%	35%	35%	10%	3.30	1.03

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<b>B3:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements regarding your work, personal and family life</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
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	20	35%	35%	10%	20%	0%	2.15	1.14
b. Too much time is required of my faculty position	20	5%	35%	35%	25%	0%	2.80	0.89
c. The stress I feel balancing work and personal/family responsibilities affects my health	20	20%	25%	25%	30%	0%	2.65	1.14
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work	19	5%	21%	21%	47%	5%	3.26	1.05
e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like	20	15%	25%	15%	40%	5%	2.95	1.23
f. I frequently feel physically or emotionally drained at the end of the day	20	20%	45%	5%	30%	0%	2.45	1.15
g. I feel positive about my ability to manage the demands of my academic/personal/family life	19	11%	47%	26%	11%	5%	2.53	1.02
h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time	19	11%	11%	26%	37%	16%	3.37	1.21



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<b>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</b>	<b>N</b>	<b>Of Great Value</b>	<b>Of Some Value</b>	<b>Of Little Value but UK should offer</b>	<b>Of Little Value and UK should not offer</b>
a. Work+Life Connections for voluntary counseling for work/personal/family issues (i.e. expanded Employee Assistance Program)	19	16%	21%	63%	0%
b. Parent and Child care workshops and consultations	19	11%	16%	68%	5%
c. Confidential Financial counseling for staff and faculty	19	5%	42%	53%	0%
d. Flexible Work Arrangement workshops and consultations	19	5%	42%	53%	0%
e. Elder and Adult dependent care workshops and consultations	19	11%	42%	47%	0%
f. Retirement Planning workshops and counseling	18	28%	56%	17%	0%
g. Career Development workshops and consultations	18	0%	39%	61%	0%
h. UK tuition discount via Family Education Program	19	42%	32%	26%	0%
i. National Work and Family Month events and workshops	19	5%	37%	47%	11%
j. Flexible Work Arrangement Guidelines	19	21%	47%	32%	0%
k. Voluntary Summer and Winter Reduced Seasonal Hours Program	19	16%	32%	53%	0%
l. Phased Retirement	18	33%	44%	22%	0%
m. Sponsored Dependent Benefits (domestic partners)	19	21%	16%	63%	0%
n. Staff Shared Leave Pool for catastrophic events	18	11%	28%	61%	0%
o. Breastfeeding and Lactation Guidelines	19	5%	0%	89%	5%
p. Laptop Computer Loan Program for staff enrolled in higher education	19	5%	11%	79%	5%
q. Faculty Tenure Delay to meet dependent care obligations	19	16%	32%	53%	0%
r. Other (please specify)	5	40%	0%	40%	20%

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<b>B5: Below is a list of Work-Life programs that are NOT CURRENTLY OFFERED. Please indicate the potential value of each of the following</b>	<b>N</b>	<b>Of Great Value</b>	<b>Of Some Value</b>	<b>Of Little Value but UK should offer</b>	<b>Of Little Value and UK should not offer</b>
a. Expansion of onsite childcare centers	19	26%	5%	68%	0%
b. Emergency/Back up child care for mildly ill children	17	24%	6%	71%	0%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	19	26%	5%	68%	0%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	19	26%	5%	68%	0%
e. Paid leave beyond FMLA qualifying events	18	33%	22%	44%	0%
f. Onsite elder and adult dependent care	19	11%	26%	63%	0%
g. Other (please specify)	0	0%	0%	0%	0%