

***College of Agriculture
Staff Work-Life Survey 2010***

Q1: How SATISFIED are you with the following factors at the University of Kentucky?	N	Very Satisfied	Satisfied	Neither	Dissatisfied	Very Dissatisfied	Mean	SD
1a.Opportunity for job/career growth/advancement	870	7%	41%	24%	23%	5%	2.78	1.03
1b.Challenge of the job	864	21%	61%	12%	5%	1%	2.03	0.77
1c.Opportunity to learn and grow	865	25%	55%	12%	7%	1%	2.05	0.88
1d.Ability to balance work with my personal/family life	859	21%	50%	14%	14%	3%	2.28	1.02
1e.My salary/wage	870	2%	20%	21%	35%	21%	3.53	1.09
1f.Benefits	864	22%	57%	13%	8%	1%	2.10	0.87
1g.Immediate supervisor	870	37%	40%	13%	7%	4%	2.01	1.06
1h.Openness of communication	868	19%	47%	18%	13%	4%	2.36	1.04
1i.Work schedule/shift	871	29%	55%	11%	4%	1%	1.93	0.81
1j.The number of hours I actually work	868	21%	54%	12%	11%	2%	2.19	0.95
1k.University's reputation as a good employer	868	18%	53%	22%	6%	1%	2.19	0.82
1l.University's relationships with the Lexington community	856	12%	36%	50%	2%	0%	2.44	0.75
1m.Working relationships with coworkers	869	26%	52%	15%	6%	1%	2.06	0.89
1n Feeling valued by the University	867	7%	32%	30%	20%	10%	2.94	1.10
1o.Sense of shared mission at UK	870	7%	39%	36%	11%	6%	2.70	0.98
1p.Job security	869	12%	52%	24%	10%	2%	2.39	0.89

*College of Agriculture
Staff Work-Life Survey 2010*

The FREQ Procedure

During the past twelve months, have you seriously considered leaving UK?				
Q2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes, very seriously	108	12.63	108	12.63
Yes, somewhat seriously	235	27.49	343	40.12
No	512	59.88	855	100.00

Frequency Missing = 42

**College of Agriculture
Staff Work-Life Survey 2010**

Q3: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
3a.I am satisfied with my job at University of Kentucky	859	19%	59%	12%	8%	2%	2.14	0.87
3b.I would choose to work here again, if I were looking for work	852	23%	55%	14%	6%	2%	2.09	0.87
3c.I feel very loyal to the University of Kentucky	858	25%	45%	21%	6%	2%	2.14	0.93
3d.I recommend the University of Kentucky to others as a good place to work	854	23%	51%	19%	6%	2%	2.13	0.89
3e.I go the extra mile to help meet my units/departments needs	860	51%	45%	4%	0%	0%	1.54	0.59
3f.I work extra hours when needed to help my unit/department succeed	856	55%	38%	6%	1%	0%	1.54	0.67
3g.I personally agree with most of the University's goals	859	17%	54%	23%	6%	1%	2.21	0.82
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	854	18%	44%	28%	7%	3%	2.33	0.94
3i.All personnel in my unit/department contribute equal effort to our results	856	10%	33%	21%	27%	9%	2.92	1.16
3j.I play a role in helping students succeed at UK	849	10%	31%	48%	8%	2%	2.61	0.87
3k.Senior leadership clearly communicates the University's direction and priorities	855	7%	41%	34%	13%	5%	2.67	0.96
3l.I am aware of the University's strategic mission	850	11%	58%	23%	8%	1%	2.31	0.80
3m.I understand how my job contributes to achieving the University's strategic mission	854	13%	52%	25%	9%	2%	2.34	0.87
3n.I am committed to helping the University accomplish its strategic mission	855	15%	55%	26%	3%	1%	2.19	0.75
3o.I have confidence in the direction the University is going	857	10%	39%	34%	14%	4%	2.64	0.97
3p.I play a role in helping to improve student retention	855	8%	24%	53%	12%	3%	2.78	0.86

***College of Agriculture
Staff Work-Life Survey 2010***

Q4: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
4a.I have the information I need to do my job effectively	860	26%	60%	7%	5%	1%	1.93	0.78
4b.I have the resources I need to do my job effectively	859	22%	56%	12%	9%	2%	2.12	0.91
4c.I understand what I am responsible for on the job	858	37%	56%	4%	2%	0%	1.74	0.70
4d.I have opportunities to enhance my skills in my current job	859	27%	51%	12%	9%	1%	2.06	0.93
4e.I get the information I need about job openings at the University	860	15%	47%	28%	8%	2%	2.35	0.91
4f.I know what I need to do to advance in the University	859	12%	39%	30%	14%	4%	2.60	1.01
4g.My advancement opportunities are good at the University	860	6%	23%	34%	25%	11%	3.12	1.08

***College of Agriculture
Staff Work-Life Survey 2010***

Q5: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
5a.I have regular opportunities to voice my ideas, questions, and feelings about my job with my immediate supervisor(s)	854	27%	46%	14%	10%	4%	2.19	1.06
5b.My ideas, questions, and feelings about my job are addressed	847	20%	41%	21%	14%	5%	2.43	1.09
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	850	23%	41%	19%	12%	4%	2.33	1.09
5d.My immediate supervisor gives me performance feedback on a regular basis	846	22%	46%	17%	11%	5%	2.31	1.08
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	852	25%	46%	15%	9%	4%	2.22	1.06
5f.Being a team player is important to my immediate supervisor	850	34%	43%	14%	6%	2%	1.98	0.96
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	850	39%	43%	14%	3%	1%	1.84	0.86

***College of Agriculture
Staff Work-Life Survey 2010***

Q6: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
6a.I receive information about University news or changes before I read or hear about it in the press	854	8%	42%	28%	16%	6%	2.70	1.02
6b.Senior leadership understands employees concerns	849	6%	31%	31%	22%	10%	2.98	1.07
6c.I feel there is a high degree of trust within the University	850	6%	29%	36%	21%	8%	2.97	1.02
6d.I feel there is a high degree of trust within my unit/department	849	13%	44%	24%	13%	6%	2.55	1.06
6e.My co-workers respect individual and cultural differences	852	22%	55%	14%	7%	3%	2.13	0.92
6f.I believe the University values individual and cultural diversity	853	23%	58%	15%	3%	1%	2.02	0.78
6g.UKs policies and practices promote individual and cultural diversity	849	20%	55%	21%	4%	1%	2.12	0.81

***College of Agriculture
Staff Work-Life Survey 2010***

Q7: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
7a.UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	849	22%	52%	22%	1%	1%	2%
7b.I am pleased with the social context of the work environment at UK	843	15%	53%	26%	2%	1%	2%
7c.Publications and other media communicate that UK places a high value on diversity	845	18%	55%	22%	2%	1%	1%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	845	27%	58%	12%	1%	1%	1%
7e.UK promotes diversity as an essential part of a high quality educational institution	844	23%	58%	16%	1%	1%	1%
7f.UK offers activities that promote understanding among diverse groups	849	18%	52%	24%	3%	1%	2%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	847	17%	46%	30%	3%	1%	3%
7h.Racial and cultural differences are celebrated at UK	846	19%	49%	26%	2%	1%	2%
7i.Policies and procedures at UK help diverse employees feel welcome	848	17%	47%	31%	2%	1%	3%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	844	17%	55%	24%	1%	1%	2%
7k.I feel a sense of community at UK	848	14%	47%	28%	6%	3%	2%
7l.UK effectively addresses campus incidents of intolerance and bigotry	844	14%	43%	35%	2%	1%	4%

College of Agriculture
Staff Work-Life Survey 2010

Q7: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
7a.UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	830	22%	53%	22%	1%	1%	2.07	0.78
7b.I am pleased with the social context of the work environment at UK	827	16%	54%	27%	3%	1%	2.20	0.78
7c.Publications and other media communicate that UK places a high value on diversity	834	19%	56%	23%	2%	1%	2.11	0.75
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	838	28%	58%	12%	1%	1%	1.91	0.74
7e.UK promotes diversity as an essential part of a high quality educational institution	833	23%	58%	17%	1%	1%	1.98	0.71
7f.UK offers activities that promote understanding among diverse groups	834	19%	53%	24%	3%	1%	2.14	0.78
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	824	17%	48%	31%	3%	1%	2.24	0.81
7h.Racial and cultural differences are celebrated at UK	828	20%	50%	27%	2%	1%	2.15	0.79
7i.Policies and procedures at UK help diverse employees feel welcome	825	17%	48%	32%	2%	1%	2.21	0.78
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	824	17%	57%	24%	1%	1%	2.11	0.71
7k.I feel a sense of community at UK	830	14%	48%	28%	7%	3%	2.36	0.89
7l.UK effectively addresses campus incidents of intolerance and bigotry	811	15%	45%	36%	2%	1%	2.30	0.80

***College of Agriculture
Staff Work-Life Survey 2010***

Q8: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
8a.I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	847	3%	10%	12%	30%	33%	12%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	842	1%	1%	10%	31%	30%	26%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	843	3%	13%	14%	30%	30%	10%
8d.I have been the target of racial/ethnic stereotyping on campus	845	1%	1%	9%	29%	36%	23%
8e.I hear hate speech or derogatory language used at UK	842	2%	6%	11%	32%	36%	13%

***College of Agriculture
Staff Work-Life Survey 2010***

Q8: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
8a.I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	745	3%	11%	13%	34%	38%	3.93	1.11
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	622	1%	2%	14%	42%	41%	4.21	0.81
8c.I have heard UK faculty or staff express stereotypes about different groups of people	762	3%	14%	16%	33%	33%	3.79	1.14
8d.I have been the target of racial/ethnic stereotyping on campus	647	1%	2%	12%	38%	48%	4.29	0.82
8e.I hear hate speech or derogatory language used at UK	735	2%	7%	13%	37%	41%	4.09	0.99

***College of Agriculture
Staff Work-Life Survey 2010***

Q9: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
9a.I feel respected by the faculty	847	15%	46%	21%	6%	2%	11%
9b.I feel respected by my immediate supervisor(s)	842	29%	50%	11%	5%	4%	0%
9c.I feel respected by my co-workers	847	23%	58%	12%	6%	2%	0%
9d.I feel respected by the students	840	12%	32%	20%	1%	0%	35%
9e.I feel respected by the senior administration	845	11%	36%	29%	10%	6%	8%
9f.I am given the opportunity to serve on important University committees or task forces	845	8%	31%	31%	11%	6%	13%

***College of Agriculture
Staff Work-Life Survey 2010***

Q9: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
9a.I feel respected by the faculty	756	17%	51%	23%	6%	3%	2.27	0.91
9b.I feel respected by my immediate supervisor(s)	842	29%	50%	11%	5%	4%	2.04	0.99
9c.I feel respected by my co-workers	847	23%	58%	12%	6%	2%	2.04	0.85
9d.I feel respected by the students	549	19%	48%	31%	1%	0%	2.16	0.75
9e.I feel respected by the senior administration	777	12%	40%	32%	11%	6%	2.61	1.03
9f.I am given the opportunity to serve on important University committees or task forces	731	9%	35%	35%	13%	7%	2.74	1.04

*College of Agriculture
Staff 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 work life with a fulfilling personal and family life -- how satisfied are you currently?				
Q10	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very satisfied	136	16.89	136	16.89
Satisfied	423	52.55	559	69.44
Neither	131	16.27	690	85.71
Dissatisfied	101	12.55	791	98.26
Very dissatisfied	14	1.74	805	100.00

Frequency Missing = 92

***College of Agriculture
Staff Work-Life Survey 2010***

Q11: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
11a.UK is supportive of my personal/family life	844	15%	55%	21%	7%	2%	2.25	0.86
11b.My immediate supervisor is supportive of my personal/family responsibilities	845	35%	48%	11%	4%	2%	1.89	0.88
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	843	38%	49%	9%	3%	1%	1.80	0.79
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	841	30%	53%	13%	3%	1%	1.93	0.80
11e.The University's senior leadership is supportive of employees personal/family responsibilities	840	15%	44%	33%	6%	2%	2.35	0.88
11f.The University's policies are supportive of my personal/family responsibilities	842	18%	53%	23%	5%	2%	2.20	0.84
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	833	22%	52%	19%	5%	1%	2.10	0.85
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	842	22%	51%	18%	7%	2%	2.15	0.91
11i.I currently have the flexibility I need in my work schedule	842	28%	51%	12%	6%	2%	2.04	0.93

College of Agriculture
Staff Work-Life Survey 2010

Q12: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
12a.No matter how hard I work at my job or at home, I just can't get everything done that I need to get done	835	17%	31%	18%	28%	6%	2.77	1.20
12b.Too much overtime or extra time is required by my job	830	7%	17%	24%	38%	13%	3.33	1.12
12c.The stress I feel balancing work and personal/family responsibilities affects my health	830	8%	22%	23%	36%	10%	3.18	1.13
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	832	2%	9%	21%	52%	16%	3.69	0.92
12e.My job is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like	836	4%	13%	21%	47%	15%	3.57	1.01
12f.I frequently feel physically or emotionally drained at the end of the work day	828	12%	34%	19%	27%	7%	2.83	1.17
12g.I feel positive about my ability to manage the demands of my work, personal and family life	831	12%	53%	21%	12%	2%	2.39	0.91
12h.I would be willing to work fewer hours (with lower earnings) in order to spend more time with my family (or on other personal activities)	833	4%	12%	20%	40%	24%	3.68	1.08

***College of Agriculture
Staff Work-Life Survey 2010***

Q13: During the last three months, how many times have you done the following because of personal and family responsibilities?	N	0 times	1-3 times	4-6 times	7 or more times
13a.Refused to work overtime/extra hours beyond my typical work hours	840	94%	5%	0%	0%
13b.Unexpectedly left work early or came in late	837	55%	40%	4%	1%
13c.Unexpectedly missed a full work day	838	70%	29%	1%	0%
13d.Missed a deadline	838	89%	10%	0%	0%
13e.Missed an important meeting	838	92%	8%	0%	0%

***College of Agriculture
Staff Work-Life Survey 2010***

Q14: Below is a list of Work-Life programs that are CURRENTLY OFFERED. 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
14a.Work+Life Connections for voluntary counseling for work/personal/family issues (i.e. expanded Employee Assistance Program	818	8%	22%	66%	5%
14b.Parent and Child care workshops and consultations	818	3%	11%	79%	7%
14c.Confidential Financial counseling for staff and faculty	819	14%	35%	48%	3%
14d.Flexible Work Arrangement workshops and consultations	818	16%	33%	49%	3%
14e.Elder and Adult dependent care workshops and consultations	817	9%	23%	63%	5%
14f.Retirement Planning workshops and counseling	820	31%	42%	26%	1%
14g.Career Development workshops and consultations	814	15%	36%	47%	2%
14h.UK tuition discount via Family Education Program	821	38%	20%	39%	2%
14i.National Work and Family Month events and workshops	817	6%	23%	60%	11%
14j.Flexible Work Arrangement Guidelines	819	26%	35%	37%	2%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	822	11%	18%	65%	6%
14l.Phased Retirement	818	13%	30%	53%	5%
14m.Sponsored Dependent Benefits (domestic partner)	818	10%	11%	52%	27%
14n.Staff Shared Leave Pool for catastrophic events	815	15%	28%	53%	4%
14o.Breastfeeding and Lactation Guidelines	815	4%	6%	75%	15%
14p.Laptop Computer Loan Program for staff enrolled in higher education	815	7%	14%	72%	8%
14q.GED Completion Incentive Program	815	2%	4%	87%	6%
14r.Other (please specify below)	205	10%	8%	52%	29%

***College of Agriculture
Staff Work-Life Survey 2010***

03:09 Friday, May 27, 2011 **18**

Q15: 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	822	6%	6%	80%	8%
b. Emergency/Back up child care for mildly ill children	818	8%	5%	73%	14%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	817	8%	6%	72%	14%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	811	9%	6%	72%	13%
e. Paid leave beyond FMLA qualifying events	805	21%	27%	36%	15%
f. Onsite elder and adult dependent care	814	5%	10%	68%	17%
g. Other (please specify)	153	12%	5%	49%	34%