

***College of Arts and Sciences
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	124	10%	38%	18%	27%	6%	2.81	1.14
1b.Challenge of the job	120	18%	57%	15%	9%	1%	2.18	0.87
1c.Opportunity to learn and grow	123	20%	49%	15%	14%	3%	2.33	1.04
1d.Ability to balance work with my personal/family life	120	14%	51%	22%	11%	3%	2.37	0.94
1e.My salary/wage	123	5%	19%	20%	31%	26%	3.54	1.20
1f.Benefits	122	22%	55%	16%	6%	2%	2.10	0.87
1g.Immediate supervisor	123	41%	35%	8%	10%	7%	2.07	1.21
1h.Openness of communication	120	27%	38%	16%	15%	5%	2.34	1.17
1i.Work schedule/shift	123	33%	50%	11%	5%	1%	1.91	0.84
1j.The number of hours I actually work	123	26%	41%	14%	15%	3%	2.28	1.11
1k.Universitys reputation as a good employer	122	16%	47%	28%	8%	1%	2.30	0.87
1l.Universitys relationships with the Lexington community	123	14%	41%	33%	12%	1%	2.46	0.91
1m.Working relationships with coworkers	122	30%	57%	7%	7%	1%	1.93	0.83
1n.Feeling valued by the University	121	8%	24%	30%	25%	13%	3.11	1.16
1o.Sense of shared mission at UK	122	9%	26%	39%	16%	10%	2.92	1.09
1p.Job security	122	14%	54%	19%	7%	6%	2.37	1.01

*College of Arts and Sciences
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	25	20.33	25	20.33
Yes, somewhat seriously	32	26.02	57	46.34
No	66	53.66	123	100.00

Frequency Missing = 1

***College of Arts and Sciences
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	121	17%	54%	15%	12%	3%	2.31	0.99
3b.I would choose to work here again, if I were looking for work	118	25%	48%	20%	5%	1%	2.08	0.86
3c.I feel very loyal to the University of Kentucky	121	22%	38%	25%	12%	3%	2.36	1.06
3d.I recommend the University of Kentucky to others as a good place to work	120	23%	48%	18%	9%	3%	2.22	0.98
3e.I go the extra mile to help meet my units/departments needs	121	54%	42%	3%	1%	0%	1.51	0.61
3f.I work extra hours when needed to help my unit/department succeed	121	55%	35%	9%	0%	2%	1.60	0.79
3g.I personally agree with most of the University's goals	120	12%	46%	26%	13%	3%	2.51	0.98
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	121	23%	44%	24%	7%	2%	2.21	0.94
3i.All personnel in my unit/department contribute equal effort to our results	120	7%	38%	23%	22%	12%	2.94	1.15
3j.I play a role in helping students succeed at UK	118	36%	51%	10%	2%	1%	1.80	0.76
3k.Senior leadership clearly communicates the University's direction and priorities	121	9%	42%	29%	14%	6%	2.65	1.02
3l.I am aware of the University's strategic mission	121	14%	59%	17%	8%	2%	2.25	0.86
3m.I understand how my job contributes to achieving the University's strategic mission	121	12%	59%	16%	12%	2%	2.31	0.89
3n.I am committed to helping the University accomplish its strategic mission	121	17%	54%	26%	2%	1%	2.15	0.75
3o.I have confidence in the direction the University is going	118	9%	30%	37%	19%	4%	2.80	1.00
3p.I play a role in helping to improve student retention	121	26%	41%	23%	7%	2%	2.20	0.99

***College of Arts and Sciences
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	121	19%	60%	7%	13%	1%	2.17	0.92
4b.I have the resources I need to do my job effectively	121	17%	58%	12%	11%	2%	2.25	0.94
4c.I understand what I am responsible for on the job	120	31%	60%	3%	5%	2%	1.87	0.82
4d.I have opportunities to enhance my skills in my current job	121	17%	55%	14%	12%	2%	2.27	0.94
4e.I get the information I need about job openings at the University	120	11%	51%	30%	8%	1%	2.37	0.81
4f.I know what I need to do to advance in the University	121	9%	40%	25%	21%	4%	2.71	1.04
4g.My advancement opportunities are good at the University	120	3%	26%	36%	23%	13%	3.18	1.05

***College of Arts and Sciences
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)	121	32%	45%	13%	5%	5%	2.06	1.05
5b.My ideas, questions, and feelings about my job are addressed	120	23%	47%	17%	8%	5%	2.25	1.06
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	121	31%	41%	10%	10%	8%	2.24	1.22
5d.My immediate supervisor gives me performance feedback on a regular basis	117	25%	38%	16%	15%	6%	2.38	1.18
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	120	29%	44%	13%	8%	6%	2.17	1.11
5f.Being a team player is important to my immediate supervisor	121	31%	47%	15%	4%	3%	2.02	0.96
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	121	40%	45%	7%	5%	2%	1.82	0.89

***College of Arts and Sciences
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	121	7%	35%	28%	23%	7%	2.90	1.07
6b.Senior leadership understands employees concerns	121	5%	22%	31%	28%	13%	3.22	1.09
6c.I feel there is a high degree of trust within the University	120	4%	16%	33%	37%	11%	3.34	1.01
6d.I feel there is a high degree of trust within my unit/department	121	19%	42%	16%	15%	8%	2.51	1.20
6e.My co-workers respect individual and cultural differences	121	26%	55%	16%	2%	2%	2.00	0.82
6f.I believe the University values individual and cultural diversity	121	18%	52%	24%	2%	3%	2.21	0.88
6g.UKs policies and practices promote individual and cultural diversity	119	14%	54%	22%	8%	3%	2.30	0.90

***College of Arts and Sciences
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	120	14%	53%	26%	6%	1%	0%
7b.I am pleased with the social context of the work environment at UK	120	13%	53%	26%	6%	3%	0%
7c.Publications and other media communicate that UK places a high value on diversity	120	9%	57%	28%	4%	2%	0%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	120	16%	67%	13%	5%	0%	0%
7e.UK promotes diversity as an essential part of a high quality educational institution	120	13%	63%	20%	3%	0%	0%
7f.UK offers activities that promote understanding among diverse groups	118	8%	58%	26%	4%	2%	1%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	120	7%	45%	38%	7%	3%	1%
7h.Racial and cultural differences are celebrated at UK	120	12%	52%	31%	4%	2%	0%
7i.Policies and procedures at UK help diverse employees feel welcome	120	9%	44%	36%	8%	3%	1%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	120	13%	61%	23%	3%	1%	0%
7k.I feel a sense of community at UK	120	9%	52%	24%	8%	6%	1%
7l.UK effectively addresses campus incidents of intolerance and bigotry	119	9%	52%	34%	4%	1%	0%

***College of Arts and Sciences
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	120	14%	53%	26%	6%	1%	2.26	0.80
7b. I am pleased with the social context of the work environment at UK	120	13%	53%	26%	6%	3%	2.35	0.89
7c. Publications and other media communicate that UK places a high value on diversity	120	9%	57%	28%	4%	2%	2.33	0.77
7d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	120	16%	67%	13%	5%	0%	2.07	0.69
7e. UK promotes diversity as an essential part of a high quality educational institution	120	13%	63%	20%	3%	0%	2.13	0.67
7f. UK offers activities that promote understanding among diverse groups	117	9%	59%	26%	4%	2%	2.32	0.76
7g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	119	7%	45%	39%	7%	3%	2.53	0.82
7h. Racial and cultural differences are celebrated at UK	120	12%	52%	31%	4%	2%	2.33	0.80
7i. Policies and procedures at UK help diverse employees feel welcome	119	9%	45%	36%	8%	3%	2.50	0.86
7j. Enhancing the campus community as a multicultural organization is part of UK's mission	120	13%	61%	23%	3%	1%	2.19	0.73
7k. I feel a sense of community at UK	119	9%	52%	24%	8%	6%	2.50	0.98
7l. UK effectively addresses campus incidents of intolerance and bigotry	119	9%	52%	34%	4%	1%	2.35	0.74

***College of Arts and Sciences
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	120	5%	16%	13%	26%	28%	13%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	118	2%	6%	6%	33%	31%	23%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	118	4%	31%	10%	27%	24%	4%
8d.I have been the target of racial/ethnic stereotyping on campus	120	1%	5%	4%	36%	38%	17%
8e.I hear hate speech or derogatory language used at UK	120	1%	14%	18%	30%	30%	8%

***College of Arts and Sciences
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	105	6%	18%	14%	30%	32%	3.65	1.26
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	91	2%	8%	8%	43%	40%	4.10	0.99
8c.I have heard UK faculty or staff express stereotypes about different groups of people	113	4%	32%	11%	28%	25%	3.37	1.28
8d.I have been the target of racial/ethnic stereotyping on campus	100	1%	6%	5%	43%	45%	4.25	0.88
8e.I hear hate speech or derogatory language used at UK	111	1%	15%	19%	32%	32%	3.80	1.09

***College of Arts and Sciences
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	120	18%	50%	11%	13%	5%	3%
9b.I feel respected by my immediate supervisor(s)	120	39%	45%	8%	4%	4%	0%
9c.I feel respected by my co-workers	120	31%	58%	8%	3%	2%	0%
9d.I feel respected by the students	120	28%	52%	15%	2%	0%	4%
9e.I feel respected by the senior administration	120	11%	30%	29%	18%	8%	3%
9f.I am given the opportunity to serve on important University committees or task forces	120	13%	36%	19%	17%	9%	7%

***College of Arts and Sciences
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	117	19%	51%	11%	14%	5%	2.35	1.09
9b.I feel respected by my immediate supervisor(s)	120	39%	45%	8%	4%	4%	1.89	1.00
9c.I feel respected by my co-workers	120	31%	58%	8%	3%	2%	1.87	0.79
9d.I feel respected by the students	115	29%	54%	16%	2%	0%	1.90	0.71
9e.I feel respected by the senior administration	116	11%	31%	30%	19%	9%	2.83	1.13
9f.I am given the opportunity to serve on important University committees or task forces	112	13%	38%	21%	18%	10%	2.72	1.19

*College of Arts and Sciences
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	12	10.71	12	10.71
Satisfied	65	58.04	77	68.75
Neither	16	14.29	93	83.04
Dissatisfied	16	14.29	109	97.32
Very dissatisfied	3	2.68	112	100.00

Frequency Missing = 12

College of Arts and Sciences
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	120	16%	48%	25%	10%	1%	2.32	0.89
11b.My immediate supervisor is supportive of my personal/family responsibilities	119	39%	45%	10%	5%	2%	1.87	0.91
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	119	39%	45%	11%	3%	1%	1.81	0.83
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	120	32%	51%	13%	3%	1%	1.91	0.81
11e.The University's senior leadership is supportive of employees personal/family responsibilities	120	15%	37%	37%	10%	2%	2.47	0.93
11f.The University's policies are supportive of my personal/family responsibilities	119	16%	55%	24%	4%	1%	2.19	0.78
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	119	25%	53%	15%	5%	2%	2.05	0.87
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	120	30%	48%	13%	8%	2%	2.03	0.94
11i.I currently have the flexibility I need in my work schedule	119	29%	48%	9%	10%	4%	2.13	1.07

College of Arts and Sciences
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	120	24%	33%	16%	23%	3%	2.48	1.19
12b.Too much overtime or extra time is required by my job	119	6%	18%	25%	36%	14%	3.34	1.12
12c.The stress I feel balancing work and personal/family responsibilities affects my health	118	10%	29%	19%	38%	3%	2.96	1.10
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	119	3%	13%	16%	55%	13%	3.62	0.96
12e.My job is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like	118	3%	14%	19%	50%	14%	3.58	0.98
12f.I frequently feel physically or emotionally drained at the end of the work day	116	14%	39%	24%	19%	4%	2.61	1.08
12g.I feel positive about my ability to manage the demands of my work, personal and family life	119	8%	53%	23%	14%	2%	2.48	0.90
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)	120	4%	13%	18%	45%	20%	3.64	1.07

*College of Arts and Sciences
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	120	89%	8%	3%	1%
13b.Unexpectedly left work early or came in late	120	53%	38%	8%	3%
13c.Unexpectedly missed a full work day	120	73%	27%	1%	0%
13d.Missed a deadline	119	90%	9%	0%	1%
13e.Missed an important meeting	120	89%	11%	0%	0%

***College of Arts and Sciences
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	118	12%	31%	56%	2%
14b.Parent and Child care workshops and consultations	118	8%	18%	71%	3%
14c.Confidential Financial counseling for staff and faculty	119	21%	31%	47%	1%
14d.Flexible Work Arrangement workshops and consultations	118	25%	32%	42%	2%
14e.Elder and Adult dependent care workshops and consultations	119	12%	13%	73%	3%
14f.Retirement Planning workshops and counseling	119	32%	36%	31%	1%
14g.Career Development workshops and consultations	118	29%	42%	27%	2%
14h.UK tuition discount via Family Education Program	119	52%	18%	27%	3%
14i.National Work and Family Month events and workshops	119	11%	27%	50%	12%
14j.Flexible Work Arrangement Guidelines	118	32%	36%	31%	2%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	118	14%	18%	64%	5%
14l.Phased Retirement	118	14%	20%	63%	3%
14m.Sponsored Dependent Benefits (domestic partner)	117	18%	10%	59%	13%
14n.Staff Shared Leave Pool for catastrophic events	119	18%	27%	55%	0%
14o.Breastfeeding and Lactation Guidelines	118	12%	9%	69%	10%
14p.Laptop Computer Loan Program for staff enrolled in higher education	118	14%	17%	58%	11%
14q.GED Completion Incentive Program	116	7%	5%	84%	4%
14r.Other (please specify below)	30	33%	17%	17%	33%

*College of Arts and Sciences
Staff Work-Life Survey 2010*

03:10 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	119	24%	6%	65%	5%
b. Emergency/Back up child care for mildly ill children	118	24%	5%	60%	11%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	117	25%	7%	59%	9%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	117	25%	7%	62%	6%
e. Paid leave beyond FMLA qualifying events	115	29%	20%	42%	10%
f. Onsite elder and adult dependent care	116	11%	15%	60%	14%
g. Other (please specify)	19	21%	16%	26%	37%