

College of Business and Economics
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	36	3%	36%	22%	31%	8%	3.06	1.07
1b.Challenge of the job	35	14%	54%	17%	11%	3%	2.34	0.97
1c.Opportunity to learn and grow	35	14%	49%	20%	14%	3%	2.43	1.01
1d.Ability to balance work with my personal/family life	35	31%	46%	9%	14%	0%	2.06	1.00
1e.My salary/wage	36	6%	25%	11%	39%	19%	3.42	1.23
1f.Benefits	36	25%	61%	11%	3%	0%	1.92	0.69
1g.Immediate supervisor	36	58%	33%	3%	3%	3%	1.58	0.91
1h.Openness of communication	35	23%	43%	11%	23%	0%	2.34	1.08
1i.Work schedule/shift	36	33%	50%	14%	3%	0%	1.86	0.76
1j.The number of hours I actually work	36	28%	44%	17%	11%	0%	2.11	0.95
1k.Universitys reputation as a good employer	36	22%	42%	25%	6%	6%	2.31	1.06
1l.Universitys relationships with the Lexington community	36	19%	44%	28%	8%	0%	2.25	0.87
1m.Working relationships with coworkers	36	50%	25%	22%	3%	0%	1.78	0.90
1n.Feeling valued by the University	36	3%	31%	31%	19%	17%	3.17	1.13
1o.Sense of shared mission at UK	36	3%	36%	36%	17%	8%	2.92	1.00
1p.Job security	36	8%	61%	17%	14%	0%	2.36	0.83

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The FREQ Procedure

During the past twelve months, have you seriously considered leaving UK?				
Q2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes, very seriously	12	33.33	12	33.33
Yes, somewhat seriously	7	19.44	19	52.78
No	17	47.22	36	100.00

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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	36	8%	53%	22%	11%	6%	2.53	1.00
3b.I would choose to work here again, if I were looking for work	36	31%	42%	19%	3%	6%	2.11	1.06
3c.I feel very loyal to the University of Kentucky	36	28%	33%	19%	14%	6%	2.36	1.20
3d.I recommend the University of Kentucky to others as a good place to work	36	28%	33%	22%	8%	8%	2.36	1.22
3e.I go the extra mile to help meet my units/departments needs	36	58%	36%	6%	0%	0%	1.47	0.61
3f.I work extra hours when needed to help my unit/department succeed	36	53%	44%	3%	0%	0%	1.50	0.56
3g.I personally agree with most of the University's goals	36	11%	53%	22%	11%	3%	2.42	0.94
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	36	22%	39%	25%	14%	0%	2.31	0.98
3i.All personnel in my unit/department contribute equal effort to our results	35	11%	43%	9%	31%	6%	2.77	1.19
3j.I play a role in helping students succeed at UK	35	43%	31%	26%	0%	0%	1.83	0.82
3k.Senior leadership clearly communicates the University's direction and priorities	36	6%	25%	39%	25%	6%	3.00	0.99
3l.I am aware of the University's strategic mission	34	18%	56%	15%	9%	3%	2.24	0.96
3m.I understand how my job contributes to achieving the University's strategic mission	36	19%	58%	11%	6%	6%	2.19	1.01
3n.I am committed to helping the University accomplish its strategic mission	36	19%	61%	17%	0%	3%	2.06	0.79
3o.I have confidence in the direction the University is going	36	6%	31%	28%	25%	11%	3.06	1.12
3p.I play a role in helping to improve student retention	36	33%	28%	31%	6%	3%	2.17	1.06

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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	36	19%	56%	17%	8%	0%	2.14	0.83
4b.I have the resources I need to do my job effectively	36	14%	44%	22%	17%	3%	2.50	1.03
4c.I understand what I am responsible for on the job	36	33%	58%	6%	3%	0%	1.78	0.68
4d.I have opportunities to enhance my skills in my current job	36	11%	56%	11%	19%	3%	2.47	1.03
4e.I get the information I need about job openings at the University	36	8%	50%	25%	14%	3%	2.53	0.94
4f.I know what I need to do to advance in the University	35	9%	40%	29%	11%	11%	2.77	1.14
4g.My advancement opportunities are good at the University	36	8%	22%	25%	28%	17%	3.22	1.22

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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)	36	31%	53%	6%	8%	3%	2.00	0.99
5b.My ideas, questions, and feelings about my job are addressed	36	25%	47%	19%	6%	3%	2.14	0.96
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	36	33%	44%	11%	6%	6%	2.06	1.09
5d.My immediate supervisor gives me performance feedback on a regular basis	36	28%	39%	22%	8%	3%	2.19	1.04
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	36	39%	36%	14%	3%	8%	2.06	1.19
5f.Being a team player is important to my immediate supervisor	36	44%	47%	3%	3%	3%	1.72	0.88
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	36	47%	42%	6%	0%	6%	1.75	1.00

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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	36	11%	31%	14%	39%	6%	2.97	1.18
6b. Senior leadership understands employees concerns	36	11%	19%	22%	28%	19%	3.25	1.30
6c. I feel there is a high degree of trust within the University	36	6%	8%	25%	36%	25%	3.67	1.12
6d. I feel there is a high degree of trust within my unit/department	36	17%	44%	17%	11%	11%	2.56	1.23
6e. My co-workers respect individual and cultural differences	36	33%	58%	3%	3%	3%	1.83	0.85
6f. I believe the University values individual and cultural diversity	36	25%	47%	17%	8%	3%	2.17	1.00
6g. UK's policies and practices promote individual and cultural diversity	36	17%	42%	31%	8%	3%	2.39	0.96

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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	36	17%	61%	17%	3%	3%	0%
7b.I am pleased with the social context of the work environment at UK	35	11%	57%	23%	6%	3%	0%
7c.Publications and other media communicate that UK places a high value on diversity	36	17%	53%	25%	6%	0%	0%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	36	25%	61%	14%	0%	0%	0%
7e.UK promotes diversity as an essential part of a high quality educational institution	36	19%	56%	19%	3%	3%	0%
7f.UK offers activities that promote understanding among diverse groups	36	17%	61%	17%	6%	0%	0%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	36	14%	33%	31%	17%	6%	0%
7h.Racial and cultural differences are celebrated at UK	36	19%	50%	19%	11%	0%	0%
7i.Policies and procedures at UK help diverse employees feel welcome	36	11%	50%	33%	3%	3%	0%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	36	19%	61%	14%	3%	3%	0%
7k.I feel a sense of community at UK	36	8%	56%	19%	11%	6%	0%
7l.UK effectively addresses campus incidents of intolerance and bigotry	36	14%	47%	31%	6%	3%	0%

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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	36	17%	61%	17%	3%	3%	2.14	0.83
7b.I am pleased with the social context of the work environment at UK	35	11%	57%	23%	6%	3%	2.31	0.87
7c.Publications and other media communicate that UK places a high value on diversity	36	17%	53%	25%	6%	0%	2.19	0.79
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	36	25%	61%	14%	0%	0%	1.89	0.62
7e.UK promotes diversity as an essential part of a high quality educational institution	36	19%	56%	19%	3%	3%	2.14	0.87
7f.UK offers activities that promote understanding among diverse groups	36	17%	61%	17%	6%	0%	2.11	0.75
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	36	14%	33%	31%	17%	6%	2.67	1.10
7h.Racial and cultural differences are celebrated at UK	36	19%	50%	19%	11%	0%	2.22	0.90
7i.Policies and procedures at UK help diverse employees feel welcome	36	11%	50%	33%	3%	3%	2.36	0.83
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	36	19%	61%	14%	3%	3%	2.08	0.84
7k.I feel a sense of community at UK	36	8%	56%	19%	11%	6%	2.50	1.00
7l.UK effectively addresses campus incidents of intolerance and bigotry	36	14%	47%	31%	6%	3%	2.36	0.90

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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	36	8%	6%	11%	36%	22%	17%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	36	3%	0%	8%	31%	36%	22%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	35	17%	11%	14%	37%	17%	3%
8d.I have been the target of racial/ethnic stereotyping on campus	36	6%	3%	6%	25%	42%	19%
8e.I hear hate speech or derogatory language used at UK	36	17%	3%	14%	22%	39%	6%

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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	30	10%	7%	13%	43%	27%	3.70	1.24
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	28	4%	0%	11%	39%	46%	4.25	0.93
8c.I have heard UK faculty or staff express stereotypes about different groups of people	34	18%	12%	15%	38%	18%	3.26	1.38
8d.I have been the target of racial/ethnic stereotyping on campus	29	7%	3%	7%	31%	52%	4.17	1.17
8e.I hear hate speech or derogatory language used at UK	34	18%	3%	15%	24%	41%	3.68	1.49

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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	36	14%	36%	14%	22%	14%	0%
9b.I feel respected by my immediate supervisor(s)	36	47%	42%	3%	6%	3%	0%
9c.I feel respected by my co-workers	36	47%	39%	8%	6%	0%	0%
9d.I feel respected by the students	36	28%	56%	11%	0%	0%	6%
9e.I feel respected by the senior administration	36	11%	33%	28%	8%	17%	3%
9f.I am given the opportunity to serve on important University committees or task forces	36	6%	25%	25%	28%	8%	8%

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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	36	14%	36%	14%	22%	14%	2.86	1.31
9b.I feel respected by my immediate supervisor(s)	36	47%	42%	3%	6%	3%	1.75	0.97
9c.I feel respected by my co-workers	36	47%	39%	8%	6%	0%	1.72	0.85
9d.I feel respected by the students	34	29%	59%	12%	0%	0%	1.82	0.63
9e.I feel respected by the senior administration	35	11%	34%	29%	9%	17%	2.86	1.26
9f.I am given the opportunity to serve on important University committees or task forces	33	6%	27%	27%	30%	9%	3.09	1.10

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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 work life with a fulfilling personal and family life -- how satisfied are you currently?				
Q10	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very satisfied	4	11.43	4	11.43
Satisfied	20	57.14	24	68.57
Neither	6	17.14	30	85.71
Dissatisfied	4	11.43	34	97.14
Very dissatisfied	1	2.86	35	100.00

Frequency Missing = 1

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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	34	26%	53%	12%	9%	0%	2.03	0.87
11b. My immediate supervisor is supportive of my personal/family responsibilities	35	54%	43%	0%	3%	0%	1.51	0.66
11c. My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	35	63%	29%	6%	3%	0%	1.49	0.74
11d. My work group/co-workers is/are supportive of my personal/family responsibilities	34	53%	38%	6%	3%	0%	1.59	0.74
11e. The University's senior leadership is supportive of employees personal/family responsibilities	35	14%	31%	37%	17%	0%	2.57	0.95
11f. The University's policies are supportive of my personal/family responsibilities	35	17%	51%	17%	14%	0%	2.29	0.93
11g. Administration in my unit/department is supportive of employees personal/family responsibilities	35	29%	51%	9%	11%	0%	2.03	0.92
11h. My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	35	34%	43%	11%	11%	0%	2.00	0.97
11i. I currently have the flexibility I need in my work schedule	34	26%	53%	6%	9%	6%	2.15	1.10

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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	35	26%	26%	14%	23%	11%	2.69	1.39
12b.Too much overtime or extra time is required by my job	33	15%	12%	18%	39%	15%	3.27	1.31
12c.The stress I feel balancing work and personal/family responsibilities affects my health	35	9%	31%	14%	40%	6%	3.03	1.15
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	35	3%	14%	23%	49%	11%	3.51	0.98
12e.My job is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like	35	0%	23%	20%	43%	14%	3.49	1.01
12f.I frequently feel physically or emotionally drained at the end of the work day	35	23%	37%	11%	23%	6%	2.51	1.25
12g.I feel positive about my ability to manage the demands of my work, personal and family life	35	9%	51%	29%	9%	3%	2.46	0.89
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)	35	9%	23%	26%	23%	20%	3.23	1.26

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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	35	94%	6%	0%	0%
13b. Unexpectedly left work early or came in late	35	43%	43%	11%	3%
13c. Unexpectedly missed a full work day	35	46%	54%	0%	0%
13d. Missed a deadline	35	89%	9%	3%	0%
13e. Missed an important meeting	35	89%	11%	0%	0%

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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)	33	27%	33%	36%	3%
14b. Parent and Child care workshops and consultations	34	6%	9%	74%	12%
14c. Confidential Financial counseling for staff and faculty	33	27%	30%	39%	3%
14d. Flexible Work Arrangement workshops and consultations	33	58%	21%	18%	3%
14e. Elder and Adult dependent care workshops and consultations	34	21%	21%	56%	3%
14f. Retirement Planning workshops and counseling	34	44%	29%	26%	0%
14g. Career Development workshops and consultations	34	24%	38%	38%	0%
14h. UK tuition discount via Family Education Program	31	45%	26%	29%	0%
14i. National Work and Family Month events and workshops	33	6%	27%	58%	9%
14j. Flexible Work Arrangement Guidelines	34	68%	24%	6%	3%
14k. Voluntary Summer and Winter Reduced Seasonal Hours Program	34	41%	21%	35%	3%
14l. Phased Retirement	32	25%	38%	31%	6%
14m. Sponsored Dependent Benefits (domestic partner)	34	21%	12%	53%	15%
14n. Staff Shared Leave Pool for catastrophic events	33	18%	30%	52%	0%
14o. Breastfeeding and Lactation Guidelines	34	12%	3%	71%	15%
14p. Laptop Computer Loan Program for staff enrolled in higher education	33	21%	9%	64%	6%
14q. GED Completion Incentive Program	34	0%	3%	85%	12%
14r. Other (please specify below)	7	14%	14%	29%	43%

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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	34	35%	3%	56%	6%
b. Emergency/Back up child care for mildly ill children	33	27%	6%	55%	12%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	33	30%	3%	58%	9%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	32	31%	0%	59%	9%
e. Paid leave beyond FMLA qualifying events	33	61%	6%	21%	12%
f. Onsite elder and adult dependent care	34	18%	15%	50%	18%
g. Other (please specify)	5	20%	0%	40%	40%