

***College of Communications and Information Studies
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	12	8%	50%	17%	17%	8%	2.67	1.15
1b.Challenge of the job	12	0%	75%	17%	8%	0%	2.33	0.65
1c.Opportunity to learn and grow	12	8%	58%	25%	8%	0%	2.33	0.78
1d.Ability to balance work with my personal/family life	12	17%	42%	17%	25%	0%	2.50	1.09
1e.My salary/wage	12	8%	33%	17%	42%	0%	2.92	1.08
1f.Benefits	12	25%	42%	17%	17%	0%	2.25	1.06
1g.Immediate supervisor	12	42%	42%	8%	0%	8%	1.92	1.16
1h.Openness of communication	12	17%	50%	0%	25%	8%	2.58	1.31
1i.Work schedule/shift	12	42%	50%	8%	0%	0%	1.67	0.65
1j.The number of hours I actually work	12	25%	33%	17%	25%	0%	2.42	1.16
1k.University's reputation as a good employer	12	25%	42%	33%	0%	0%	2.08	0.79
1l.University's relationships with the Lexington community	12	17%	50%	33%	0%	0%	2.17	0.72
1m.Working relationships with coworkers	12	33%	42%	25%	0%	0%	1.92	0.79
1n Feeling valued by the University	12	8%	25%	8%	50%	8%	3.25	1.22
1o.Sense of shared mission at UK	12	0%	42%	17%	25%	17%	3.17	1.19
1p.Job security	12	0%	50%	33%	17%	0%	2.67	0.78

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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	2	18.18	2	18.18
Yes, somewhat seriously	3	27.27	5	45.45
No	6	54.55	11	100.00

Frequency Missing = 1

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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	11	18%	55%	18%	9%	0%	2.18	0.87
3b.I would choose to work here again, if I were looking for work	11	36%	36%	27%	0%	0%	1.91	0.83
3c.I feel very loyal to the University of Kentucky	11	36%	18%	18%	27%	0%	2.36	1.29
3d.I recommend the University of Kentucky to others as a good place to work	12	33%	33%	25%	8%	0%	2.08	1.00
3e.I go the extra mile to help meet my units/departments needs	12	67%	33%	0%	0%	0%	1.33	0.49
3f.I work extra hours when needed to help my unit/department succeed	12	58%	42%	0%	0%	0%	1.42	0.51
3g.I personally agree with most of the University's goals	12	17%	33%	25%	25%	0%	2.58	1.08
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	12	17%	50%	17%	17%	0%	2.33	0.98
3i.All personnel in my unit/department contribute equal effort to our results	12	0%	8%	33%	58%	0%	3.50	0.67
3j.I play a role in helping students succeed at UK	11	27%	45%	27%	0%	0%	2.00	0.77
3k.Senior leadership clearly communicates the University's direction and priorities	12	8%	42%	8%	25%	17%	3.00	1.35
3l.I am aware of the University's strategic mission	12	8%	83%	8%	0%	0%	2.00	0.43
3m.I understand how my job contributes to achieving the University's strategic mission	12	17%	67%	8%	8%	0%	2.08	0.79
3n.I am committed to helping the University accomplish its strategic mission	12	8%	92%	0%	0%	0%	1.92	0.29
3o.I have confidence in the direction the University is going	11	0%	27%	36%	36%	0%	3.09	0.83
3p.I play a role in helping to improve student retention	12	25%	58%	17%	0%	0%	1.92	0.67

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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	12	25%	33%	25%	17%	0%	2.33	1.07
4b.I have the resources I need to do my job effectively	12	25%	25%	25%	17%	8%	2.58	1.31
4c.I understand what I am responsible for on the job	12	33%	50%	8%	8%	0%	1.92	0.90
4d.I have opportunities to enhance my skills in my current job	12	33%	25%	17%	25%	0%	2.33	1.23
4e.I get the information I need about job openings at the University	12	17%	58%	8%	17%	0%	2.25	0.97
4f.I know what I need to do to advance in the University	12	17%	42%	33%	8%	0%	2.33	0.89
4g.My advancement opportunities are good at the University	12	0%	42%	17%	33%	8%	3.08	1.08

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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)	11	36%	9%	27%	18%	9%	2.55	1.44
5b.My ideas, questions, and feelings about my job are addressed	11	45%	9%	18%	27%	0%	2.27	1.35
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	11	27%	18%	36%	9%	9%	2.55	1.29
5d.My immediate supervisor gives me performance feedback on a regular basis	11	27%	18%	36%	18%	0%	2.45	1.13
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	11	45%	9%	27%	9%	9%	2.27	1.42
5f.Being a team player is important to my immediate supervisor	11	27%	27%	27%	9%	9%	2.45	1.29
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	11	36%	55%	9%	0%	0%	1.73	0.65

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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	11	18%	36%	18%	18%	9%	2.64	1.29
6b.Senior leadership understands employees concerns	11	9%	27%	9%	36%	18%	3.27	1.35
6c.I feel there is a high degree of trust within the University	11	0%	18%	36%	36%	9%	3.36	0.92
6d.I feel there is a high degree of trust within my unit/department	11	9%	27%	27%	36%	0%	2.91	1.04
6e.My co-workers respect individual and cultural differences	11	18%	55%	18%	0%	9%	2.27	1.10
6f.I believe the University values individual and cultural diversity	11	9%	45%	36%	0%	9%	2.55	1.04
6g.UKs policies and practices promote individual and cultural diversity	11	9%	36%	45%	0%	9%	2.64	1.03

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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	11	9%	45%	45%	0%	0%	0%
7b.I am pleased with the social context of the work environment at UK	11	9%	64%	27%	0%	0%	0%
7c.Publications and other media communicate that UK places a high value on diversity	11	27%	55%	18%	0%	0%	0%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	11	27%	64%	9%	0%	0%	0%
7e.UK promotes diversity as an essential part of a high quality educational institution	11	27%	64%	9%	0%	0%	0%
7f.UK offers activities that promote understanding among diverse groups	11	18%	64%	18%	0%	0%	0%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	11	0%	64%	36%	0%	0%	0%
7h.Racial and cultural differences are celebrated at UK	10	10%	70%	20%	0%	0%	0%
7i.Policies and procedures at UK help diverse employees feel welcome	11	9%	45%	45%	0%	0%	0%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	10	10%	80%	10%	0%	0%	0%
7k.I feel a sense of community at UK	11	0%	45%	36%	18%	0%	0%
7l.UK effectively addresses campus incidents of intolerance and bigotry	11	9%	55%	36%	0%	0%	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	11	9%	45%	45%	0%	0%	2.36	0.67
7b.I am pleased with the social context of the work environment at UK	11	9%	64%	27%	0%	0%	2.18	0.60
7c.Publications and other media communicate that UK places a high value on diversity	11	27%	55%	18%	0%	0%	1.91	0.70
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	11	27%	64%	9%	0%	0%	1.82	0.60
7e.UK promotes diversity as an essential part of a high quality educational institution	11	27%	64%	9%	0%	0%	1.82	0.60
7f.UK offers activities that promote understanding among diverse groups	11	18%	64%	18%	0%	0%	2.00	0.63
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	11	0%	64%	36%	0%	0%	2.36	0.50
7h.Racial and cultural differences are celebrated at UK	10	10%	70%	20%	0%	0%	2.10	0.57
7i.Policies and procedures at UK help diverse employees feel welcome	11	9%	45%	45%	0%	0%	2.36	0.67
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	10	10%	80%	10%	0%	0%	2.00	0.47
7k.I feel a sense of community at UK	11	0%	45%	36%	18%	0%	2.73	0.79
7l.UK effectively addresses campus incidents of intolerance and bigotry	11	9%	55%	36%	0%	0%	2.27	0.65

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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	11	0%	0%	36%	18%	36%	9%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	11	0%	0%	18%	18%	27%	36%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	11	0%	18%	36%	18%	27%	0%
8d.I have been the target of racial/ethnic stereotyping on campus	11	0%	0%	18%	18%	36%	27%
8e.I hear hate speech or derogatory language used at UK	11	0%	0%	27%	27%	45%	0%

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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	10	0%	0%	40%	20%	40%	4.00	0.94
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	7	0%	0%	29%	29%	43%	4.14	0.90
8c.I have heard UK faculty or staff express stereotypes about different groups of people	11	0%	18%	36%	18%	27%	3.55	1.13
8d.I have been the target of racial/ethnic stereotyping on campus	8	0%	0%	25%	25%	50%	4.25	0.89
8e.I hear hate speech or derogatory language used at UK	11	0%	0%	27%	27%	45%	4.18	0.87

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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	11	9%	45%	18%	9%	18%	0%
9b.I feel respected by my immediate supervisor(s)	11	45%	18%	27%	9%	0%	0%
9c.I feel respected by my co-workers	11	36%	36%	18%	9%	0%	0%
9d.I feel respected by the students	11	27%	45%	27%	0%	0%	0%
9e.I feel respected by the senior administration	11	9%	9%	55%	18%	9%	0%
9f.I am given the opportunity to serve on important University committees or task forces	11	9%	27%	36%	18%	9%	0%

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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	11	9%	45%	18%	9%	18%	2.82	1.33
9b.I feel respected by my immediate supervisor(s)	11	45%	18%	27%	9%	0%	2.00	1.10
9c.I feel respected by my co-workers	11	36%	36%	18%	9%	0%	2.00	1.00
9d.I feel respected by the students	11	27%	45%	27%	0%	0%	2.00	0.77
9e.I feel respected by the senior administration	11	9%	9%	55%	18%	9%	3.09	1.04
9f.I am given the opportunity to serve on important University committees or task forces	11	9%	27%	36%	18%	9%	2.91	1.14

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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	1	9.09	1	9.09
Satisfied	5	45.45	6	54.55
Neither	1	9.09	7	63.64
Dissatisfied	4	36.36	11	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	11	36%	18%	36%	9%	0%	2.18	1.08
11b.My immediate supervisor is supportive of my personal/family responsibilities	10	30%	40%	30%	0%	0%	2.00	0.82
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	11	27%	45%	27%	0%	0%	2.00	0.77
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	11	18%	45%	27%	9%	0%	2.27	0.90
11e.The University's senior leadership is supportive of employees personal/family responsibilities	11	9%	36%	45%	9%	0%	2.55	0.82
11f.The University's policies are supportive of my personal/family responsibilities	11	18%	45%	27%	9%	0%	2.27	0.90
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	11	18%	45%	27%	9%	0%	2.27	0.90
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	11	18%	18%	55%	9%	0%	2.55	0.93
11i.I currently have the flexibility I need in my work schedule	11	18%	45%	9%	18%	9%	2.55	1.29

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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	11	18%	18%	18%	36%	9%	3.00	1.34
12b.Too much overtime or extra time is required by my job	11	9%	27%	18%	27%	18%	3.18	1.33
12c.The stress I feel balancing work and personal/family responsibilities affects my health	11	9%	45%	18%	9%	18%	2.82	1.33
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	11	0%	18%	18%	36%	27%	3.73	1.10
12e.My job is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like	11	9%	9%	18%	36%	27%	3.64	1.29
12f.I frequently feel physically or emotionally drained at the end of the work day	11	27%	27%	18%	27%	0%	2.45	1.21
12g.I feel positive about my ability to manage the demands of my work, personal and family life	11	0%	73%	18%	9%	0%	2.36	0.67
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)	11	9%	18%	36%	18%	18%	3.18	1.25

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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	11	100%	0%	0%	0%
13b.Unexpectedly left work early or came in late	11	55%	45%	0%	0%
13c.Unexpectedly missed a full work day	11	64%	36%	0%	0%
13d.Missed a deadline	11	91%	9%	0%	0%
13e.Missed an important meeting	11	82%	18%	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)	10	40%	20%	30%	10%
14b. Parent and Child care workshops and consultations	10	0%	0%	100%	0%
14c. Confidential Financial counseling for staff and faculty	10	10%	30%	60%	0%
14d. Flexible Work Arrangement workshops and consultations	10	30%	30%	40%	0%
14e. Elder and Adult dependent care workshops and consultations	10	40%	0%	60%	0%
14f. Retirement Planning workshops and counseling	10	60%	30%	10%	0%
14g. Career Development workshops and consultations	10	40%	50%	10%	0%
14h. UK tuition discount via Family Education Program	10	40%	10%	50%	0%
14i. National Work and Family Month events and workshops	10	30%	0%	60%	10%
14j. Flexible Work Arrangement Guidelines	10	50%	30%	20%	0%
14k. Voluntary Summer and Winter Reduced Seasonal Hours Program	10	30%	40%	30%	0%
14l. Phased Retirement	10	50%	30%	20%	0%
14m. Sponsored Dependent Benefits (domestic partner)	10	30%	0%	70%	0%
14n. Staff Shared Leave Pool for catastrophic events	10	30%	30%	40%	0%
14o. Breastfeeding and Lactation Guidelines	10	0%	0%	90%	10%
14p. Laptop Computer Loan Program for staff enrolled in higher education	9	11%	11%	78%	0%
14q. GED Completion Incentive Program	10	10%	10%	80%	0%
14r. Other (please specify below)	0	0%	0%	0%	0%

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03:11 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	10	10%	0%	80%	10%
b. Emergency/Back up child care for mildly ill children	10	10%	0%	80%	10%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	10	10%	0%	70%	20%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	10	10%	0%	80%	10%
e. Paid leave beyond FMLA qualifying events	10	30%	20%	40%	10%
f. Onsite elder and adult dependent care	10	20%	10%	40%	30%
g. Other (please specify)	0	0%	0%	0%	0%