

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

<b>Q1: How SATISFIED are you with the following factors at the University of Kentucky?</b>	<b>N</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Mean</b>	<b>SD</b>
1a.Opportunity for job/career growth/advancement	102	12%	34%	25%	25%	4%	2.75	1.08
1b.Challenge of the job	101	18%	57%	16%	6%	3%	2.19	0.90
1c.Opportunity to learn and grow	100	16%	47%	21%	14%	2%	2.39	0.98
1d.Ability to balance work with my personal/family life	101	18%	58%	14%	8%	2%	2.18	0.89
1e.My salary/wage	101	1%	15%	25%	37%	23%	3.65	1.02
1f.Benefits	102	33%	50%	11%	5%	1%	1.90	0.85
1g.Immediate supervisor	102	33%	40%	14%	9%	4%	2.10	1.09
1h.Openness of communication	102	18%	41%	21%	14%	7%	2.51	1.14
1i.Work schedule/shift	102	28%	55%	13%	3%	1%	1.93	0.79
1j.The number of hours I actually work	102	20%	62%	7%	11%	1%	2.12	0.88
1k.Universitys reputation as a good employer	102	19%	46%	25%	7%	4%	2.31	0.98
1l.Universitys relationships with the Lexington community	102	20%	44%	31%	4%	1%	2.23	0.84
1m.Working relationships with coworkers	101	24%	62%	9%	4%	1%	1.96	0.76
1n Feeling valued by the University	102	7%	25%	25%	26%	17%	3.21	1.20
1o.Sense of shared mission at UK	102	6%	41%	29%	15%	9%	2.79	1.06
1p.Job security	100	12%	55%	16%	12%	5%	2.43	1.02

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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	16	15.69	16	15.69
Yes, somewhat seriously	36	35.29	52	50.98
No	50	49.02	102	100.00

*Frequency Missing = 4*

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<b>Q3: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>
3a.I am satisfied with my job at University of Kentucky	101	14%	57%	13%	12%	4%	2.35	0.99
3b.I would choose to work here again, if I were looking for work	101	23%	60%	10%	2%	5%	2.06	0.93
3c.I feel very loyal to the University of Kentucky	100	26%	42%	20%	7%	5%	2.23	1.07
3d.I recommend the University of Kentucky to others as a good place to work	101	22%	50%	17%	9%	2%	2.19	0.95
3e.I go the extra mile to help meet my units/departments needs	101	55%	41%	4%	0%	0%	1.49	0.58
3f.I work extra hours when needed to help my unit/department succeed	101	50%	41%	9%	1%	0%	1.61	0.69
3g.I personally agree with most of the University's goals	101	14%	52%	22%	12%	0%	2.32	0.86
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	100	22%	40%	28%	8%	2%	2.28	0.96
3i.All personnel in my unit/department contribute equal effort to our results	101	11%	37%	22%	23%	8%	2.80	1.15
3j.I play a role in helping students succeed at UK	101	23%	50%	24%	3%	0%	2.07	0.76
3k.Senior leadership clearly communicates the University's direction and priorities	101	8%	37%	30%	18%	8%	2.81	1.07
3l.I am aware of the University's strategic mission	101	15%	59%	14%	10%	2%	2.25	0.90
3m.I understand how my job contributes to achieving the University's strategic mission	101	9%	55%	26%	7%	3%	2.40	0.86
3n.I am committed to helping the University accomplish its strategic mission	98	15%	58%	22%	4%	0%	2.15	0.72
3o.I have confidence in the direction the University is going	101	8%	46%	24%	17%	6%	2.67	1.04
3p.I play a role in helping to improve student retention	101	11%	35%	44%	10%	1%	2.55	0.85

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<b>Q4: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>
4a.I have the information I need to do my job effectively	102	17%	58%	13%	12%	1%	2.23	0.90
4b.I have the resources I need to do my job effectively	102	16%	54%	8%	21%	2%	2.39	1.05
4c.I understand what I am responsible for on the job	102	29%	55%	10%	5%	1%	1.93	0.82
4d.I have opportunities to enhance my skills in my current job	102	16%	41%	22%	15%	7%	2.56	1.13
4e.I get the information I need about job openings at the University	101	14%	44%	31%	10%	2%	2.43	0.92
4f.I know what I need to do to advance in the University	102	8%	40%	31%	16%	5%	2.70	0.99
4g.My advancement opportunities are good at the University	101	6%	23%	37%	27%	8%	3.08	1.03

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<b>Q5: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>
5a.I have regular opportunities to voice my ideas, questions, and feelings about my job with my immediate supervisor(s)	101	23%	51%	10%	13%	3%	2.22	1.04
5b.My ideas, questions, and feelings about my job are addressed	100	17%	37%	18%	19%	9%	2.66	1.22
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	100	25%	42%	17%	11%	5%	2.29	1.11
5d.My immediate supervisor gives me performance feedback on a regular basis	101	25%	40%	15%	15%	6%	2.38	1.18
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	101	29%	41%	13%	12%	6%	2.26	1.17
5f.Being a team player is important to my immediate supervisor	100	34%	48%	12%	2%	4%	1.94	0.95
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	100	47%	41%	9%	3%	0%	1.68	0.76

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<b>Q6: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>
6a.I receive information about University news or changes before I read or hear about it in the press	100	12%	43%	21%	17%	7%	2.64	1.11
6b.Senior leadership understands employees concerns	99	5%	23%	26%	32%	13%	3.25	1.11
6c.I feel there is a high degree of trust within the University	100	6%	28%	28%	27%	11%	3.09	1.11
6d.I feel there is a high degree of trust within my unit/department	100	12%	41%	17%	19%	11%	2.76	1.22
6e.My co-workers respect individual and cultural differences	100	20%	54%	19%	4%	3%	2.16	0.90
6f.I believe the University values individual and cultural diversity	100	23%	56%	17%	1%	3%	2.05	0.85
6g.UKs policies and practices promote individual and cultural diversity	100	21%	56%	14%	6%	3%	2.14	0.92

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<b>Q7: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>
7a.UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	99	18%	52%	27%	1%	1%	1%
7b.I am pleased with the social context of the work environment at UK	99	13%	59%	18%	8%	0%	2%
7c.Publications and other media communicate that UK places a high value on diversity	99	18%	46%	27%	4%	3%	1%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	99	25%	56%	13%	4%	1%	1%
7e.UK promotes diversity as an essential part of a high quality educational institution	99	24%	51%	19%	5%	0%	1%
7f.UK offers activities that promote understanding among diverse groups	99	18%	47%	29%	3%	0%	2%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	99	16%	42%	31%	7%	1%	2%
7h.Racial and cultural differences are celebrated at UK	99	17%	45%	28%	5%	2%	2%
7i.Policies and procedures at UK help diverse employees feel welcome	99	15%	43%	32%	5%	2%	2%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	99	19%	43%	32%	3%	0%	2%
7k.I feel a sense of community at UK	98	15%	50%	13%	11%	7%	3%
7l.UK effectively addresses campus incidents of intolerance and bigotry	99	16%	43%	32%	5%	0%	3%

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<b>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)</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>
7a.UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	98	18%	52%	28%	1%	1%	2.14	0.76
7b.I am pleased with the social context of the work environment at UK	97	13%	60%	19%	8%	0%	2.22	0.78
7c.Publications and other media communicate that UK places a high value on diversity	98	18%	47%	28%	4%	3%	2.27	0.91
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	98	26%	56%	13%	4%	1%	1.99	0.81
7e.UK promotes diversity as an essential part of a high quality educational institution	98	24%	51%	19%	5%	0%	2.05	0.80
7f.UK offers activities that promote understanding among diverse groups	97	19%	48%	30%	3%	0%	2.18	0.76
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	97	16%	43%	32%	7%	1%	2.33	0.87
7h.Racial and cultural differences are celebrated at UK	97	18%	46%	29%	5%	2%	2.28	0.89
7i.Policies and procedures at UK help diverse employees feel welcome	97	15%	44%	33%	5%	2%	2.34	0.88
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	97	20%	44%	33%	3%	0%	2.20	0.79
7k.I feel a sense of community at UK	95	16%	52%	14%	12%	7%	2.43	1.12
7l.UK effectively addresses campus incidents of intolerance and bigotry	96	17%	45%	33%	5%	0%	2.27	0.80



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<b>Q8: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>
8a.I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	99	3%	7%	12%	38%	31%	8%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	99	0%	2%	8%	44%	26%	19%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	98	7%	22%	11%	35%	19%	5%
8d.I have been the target of racial/ethnic stereotyping on campus	99	1%	2%	9%	41%	33%	13%
8e.I hear hate speech or derogatory language used at UK	98	3%	10%	9%	41%	32%	5%

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<b>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)</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>
8a.I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	91	3%	8%	13%	42%	34%	3.96	1.04
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	80	0%	3%	10%	55%	33%	4.18	0.71
8c.I have heard UK faculty or staff express stereotypes about different groups of people	93	8%	24%	12%	37%	20%	3.39	1.26
8d.I have been the target of racial/ethnic stereotyping on campus	86	1%	2%	10%	48%	38%	4.20	0.81
8e.I hear hate speech or derogatory language used at UK	93	3%	11%	10%	43%	33%	3.92	1.08

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<b>Q9: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>
9a.I feel respected by the faculty	99	21%	48%	14%	11%	5%	0%
9b.I feel respected by my immediate supervisor(s)	98	26%	51%	5%	11%	7%	0%
9c.I feel respected by my co-workers	99	23%	63%	10%	3%	1%	0%
9d.I feel respected by the students	99	18%	46%	16%	7%	2%	10%
9e.I feel respected by the senior administration	98	9%	39%	16%	17%	17%	1%
9f.I am given the opportunity to serve on important University committees or task forces	98	10%	40%	28%	8%	9%	5%

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<b>Q9:Please indicate the extent to which you AGREE or DISAGREE with each of the following statement (Not Applicable converted to a missing value for this table)s</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>
9a.I feel respected by the faculty	99	21%	48%	14%	11%	5%	2.30	1.08
9b.I feel respected by my immediate supervisor(s)	98	26%	51%	5%	11%	7%	2.23	1.16
9c.I feel respected by my co-workers	99	23%	63%	10%	3%	1%	1.96	0.74
9d.I feel respected by the students	89	20%	52%	18%	8%	2%	2.20	0.93
9e.I feel respected by the senior administration	97	9%	39%	16%	18%	18%	2.95	1.29
9f.I am given the opportunity to serve on important University committees or task forces	93	11%	42%	29%	9%	10%	2.65	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	15	15.79	15	15.79
Satisfied	49	51.58	64	67.37
Neither	16	16.84	80	84.21
Dissatisfied	14	14.74	94	98.95
Very dissatisfied	1	1.05	95	100.00

***Frequency Missing = 11***

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<b>Q11: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>
11a.UK is supportive of my personal/family life	99	19%	41%	27%	11%	1%	2.33	0.95
11b.My immediate supervisor is supportive of my personal/family responsibilities	98	32%	45%	12%	8%	3%	2.06	1.02
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	99	36%	40%	15%	5%	3%	1.98	1.00
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	99	30%	51%	16%	2%	1%	1.93	0.80
11e.The University's senior leadership is supportive of employees personal/family responsibilities	99	16%	40%	25%	11%	7%	2.53	1.11
11f.The University's policies are supportive of my personal/family responsibilities	96	21%	47%	24%	6%	2%	2.22	0.92
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	98	23%	40%	24%	7%	5%	2.31	1.07
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	98	24%	39%	20%	11%	5%	2.34	1.12
11i.I currently have the flexibility I need in my work schedule	99	26%	40%	18%	8%	7%	2.29	1.15

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<b>Q12: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>
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	98	14%	37%	18%	24%	6%	2.71	1.17
12b.Too much overtime or extra time is required by my job	97	3%	10%	21%	58%	8%	3.58	0.90
12c.The stress I feel balancing work and personal/family responsibilities affects my health	97	3%	24%	24%	44%	5%	3.25	0.98
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	97	0%	9%	24%	56%	11%	3.69	0.80
12e.My job is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like	98	2%	10%	17%	57%	13%	3.69	0.90
12f.I frequently feel physically or emotionally drained at the end of the work day	97	15%	30%	23%	28%	4%	2.75	1.15
12g.I feel positive about my ability to manage the demands of my work, personal and family life	98	12%	55%	21%	9%	2%	2.34	0.88
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)	98	6%	14%	15%	43%	21%	3.59	1.16

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<b>Q13: During the last three months, how many times have you done the following because of personal and family responsibilities?</b>	<b>N</b>	<b>0 times</b>	<b>1-3 times</b>	<b>4-6 times</b>	<b>7 or more times</b>
13a.Refused to work overtime/extra hours beyond my typical work hours	98	98%	2%	0%	0%
13b.Unexpectedly left work early or came in late	98	56%	37%	4%	3%
13c.Unexpectedly missed a full work day	98	68%	32%	0%	0%
13d.Missed a deadline	98	93%	7%	0%	0%
13e.Missed an important meeting	98	92%	8%	0%	0%



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<b>Q14: Below is a list of Work-Life programs that are CURRENTLY OFFERED. 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>
14a.Work+Life Connections for voluntary counseling for work/personal/family issues (i.e. expanded Employee Assistance Program	95	9%	23%	64%	3%
14b.Parent and Child care workshops and consultations	95	3%	15%	77%	5%
14c.Confidential Financial counseling for staff and faculty	92	13%	27%	57%	3%
14d.Flexible Work Arrangement workshops and consultations	94	19%	30%	47%	4%
14e.Elder and Adult dependent care workshops and consultations	94	13%	21%	63%	3%
14f.Retirement Planning workshops and counseling	95	35%	41%	23%	1%
14g.Career Development workshops and consultations	95	25%	38%	35%	2%
14h.UK tuition discount via Family Education Program	95	32%	24%	41%	3%
14i.National Work and Family Month events and workshops	94	10%	26%	53%	12%
14j.Flexible Work Arrangement Guidelines	94	34%	33%	32%	1%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	94	19%	13%	64%	4%
14l.Phased Retirement	93	22%	28%	45%	5%
14m.Sponsored Dependent Benefits (domestic partner)	94	15%	12%	61%	13%
14n.Staff Shared Leave Pool for catastrophic events	94	18%	16%	63%	3%
14o.Breastfeeding and Lactation Guidelines	95	4%	6%	80%	9%
14p.Laptop Computer Loan Program for staff enrolled in higher education	94	11%	12%	70%	7%
14q.GED Completion Incentive Program	94	3%	1%	86%	10%
14r.Other (please specify below)	31	23%	6%	32%	39%

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<b>Q15: 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	95	9%	6%	74%	11%
b. Emergency/Back up child care for mildly ill children	95	9%	8%	61%	21%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	93	12%	8%	66%	15%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	95	13%	3%	73%	12%
e. Paid leave beyond FMLA qualifying events	93	26%	29%	28%	17%
f. Onsite elder and adult dependent care	95	7%	12%	62%	19%
g. Other (please specify)	23	13%	4%	43%	39%