

College of Education
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	54	13%	39%	20%	19%	9%	2.72	1.19
1b.Challenge of the job	55	25%	53%	11%	7%	4%	2.11	0.99
1c.Opportunity to learn and grow	53	23%	58%	9%	8%	2%	2.08	0.90
1d.Ability to balance work with my personal/family life	54	37%	48%	6%	6%	4%	1.91	1.00
1e.My salary/wage	55	2%	27%	20%	31%	20%	3.40	1.15
1f.Benefits	55	25%	53%	20%	2%	0%	1.98	0.73
1g.Immediate supervisor	55	47%	29%	9%	11%	4%	1.95	1.16
1h.Openness of communication	55	27%	40%	18%	11%	4%	2.24	1.09
1i.Work schedule/shift	55	47%	44%	7%	2%	0%	1.64	0.70
1j.The number of hours I actually work	55	27%	55%	13%	5%	0%	1.96	0.79
1k.Universitys reputation as a good employer	55	27%	40%	20%	11%	2%	2.20	1.03
1l.Universitys relationships with the Lexington community	55	22%	44%	33%	2%	0%	2.15	0.78
1m.Working relationships with coworkers	55	27%	56%	13%	4%	0%	1.93	0.74
1n Feeling valued by the University	55	9%	35%	18%	29%	9%	2.95	1.18
1o.Sense of shared mission at UK	55	7%	40%	24%	24%	5%	2.80	1.06
1p.Job security	55	16%	49%	16%	16%	2%	2.38	1.01

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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	9	16.98	9	16.98
Yes, somewhat seriously	14	26.42	23	43.40
No	30	56.60	53	100.00

Frequency Missing = 2

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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	55	22%	49%	15%	13%	2%	2.24	1.00
3b.I would choose to work here again, if I were looking for work	55	31%	56%	9%	2%	2%	1.87	0.79
3c.I feel very loyal to the University of Kentucky	55	31%	36%	22%	7%	4%	2.16	1.07
3d.I recommend the University of Kentucky to others as a good place to work	54	26%	50%	20%	2%	2%	2.04	0.85
3e.I go the extra mile to help meet my units/departments needs	54	54%	44%	2%	0%	0%	1.48	0.54
3f.I work extra hours when needed to help my unit/department succeed	54	54%	39%	7%	0%	0%	1.54	0.64
3g.I personally agree with most of the University's goals	55	16%	58%	13%	11%	2%	2.24	0.92
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	54	28%	44%	17%	9%	2%	2.13	0.99
3i.All personnel in my unit/department contribute equal effort to our results	55	13%	47%	13%	16%	11%	2.65	1.22
3j.I play a role in helping students succeed at UK	55	42%	35%	20%	4%	0%	1.85	0.87
3k.Senior leadership clearly communicates the University's direction and priorities	55	15%	35%	25%	24%	2%	2.64	1.06
3l.I am aware of the University's strategic mission	55	18%	62%	9%	11%	0%	2.13	0.84
3m.I understand how my job contributes to achieving the University's strategic mission	55	20%	49%	11%	16%	4%	2.35	1.09
3n.I am committed to helping the University accomplish its strategic mission	55	22%	51%	20%	5%	2%	2.15	0.89
3o.I have confidence in the direction the University is going	55	11%	38%	31%	16%	4%	2.64	1.01
3p.I play a role in helping to improve student retention	55	29%	35%	29%	4%	4%	2.18	1.02

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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	55	25%	62%	7%	4%	2%	1.95	0.80
4b.I have the resources I need to do my job effectively	55	20%	53%	11%	15%	2%	2.25	1.00
4c.I understand what I am responsible for on the job	55	44%	49%	4%	4%	0%	1.67	0.72
4d.I have opportunities to enhance my skills in my current job	54	20%	59%	7%	9%	4%	2.17	0.99
4e.I get the information I need about job openings at the University	55	16%	55%	22%	4%	4%	2.24	0.90
4f.I know what I need to do to advance in the University	55	13%	53%	22%	9%	4%	2.38	0.95
4g.My advancement opportunities are good at the University	55	7%	33%	27%	24%	9%	2.95	1.11

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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)	55	38%	45%	7%	7%	2%	1.89	0.96
5b.My ideas, questions, and feelings about my job are addressed	55	24%	42%	22%	11%	2%	2.25	1.00
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	55	29%	36%	16%	16%	2%	2.25	1.11
5d.My immediate supervisor gives me performance feedback on a regular basis	55	20%	47%	13%	15%	5%	2.38	1.13
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	55	29%	40%	20%	5%	5%	2.18	1.09
5f.Being a team player is important to my immediate supervisor	55	44%	33%	16%	5%	2%	1.89	0.99
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	55	49%	27%	16%	7%	0%	1.82	0.96

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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	53	19%	36%	19%	19%	8%	2.60	1.21
6b.Senior leadership understands employees concerns	55	11%	27%	24%	33%	5%	2.95	1.13
6c.I feel there is a high degree of trust within the University	55	5%	29%	31%	29%	5%	3.00	1.02
6d.I feel there is a high degree of trust within my unit/department	55	24%	33%	20%	16%	7%	2.51	1.23
6e.My co-workers respect individual and cultural differences	55	29%	49%	16%	5%	0%	1.98	0.83
6f.I believe the University values individual and cultural diversity	55	27%	49%	16%	5%	2%	2.05	0.91
6g.UKs policies and practices promote individual and cultural diversity	55	25%	42%	27%	4%	2%	2.15	0.91

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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	55	16%	51%	27%	5%	0%	0%
7b.I am pleased with the social context of the work environment at UK	54	17%	52%	22%	7%	2%	0%
7c.Publications and other media communicate that UK places a high value on diversity	54	13%	54%	26%	6%	2%	0%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	55	16%	60%	18%	4%	2%	0%
7e.UK promotes diversity as an essential part of a high quality educational institution	55	15%	65%	16%	4%	0%	0%
7f.UK offers activities that promote understanding among diverse groups	54	11%	59%	26%	4%	0%	0%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	55	13%	44%	29%	13%	2%	0%
7h.Racial and cultural differences are celebrated at UK	55	15%	53%	29%	4%	0%	0%
7i.Policies and procedures at UK help diverse employees feel welcome	55	11%	45%	33%	9%	0%	2%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	55	18%	58%	24%	0%	0%	0%
7k.I feel a sense of community at UK	55	15%	36%	35%	13%	2%	0%
7l.UK effectively addresses campus incidents of intolerance and bigotry	55	11%	33%	45%	9%	0%	2%

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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	55	16%	51%	27%	5%	0%	2.22	0.79
7b.I am pleased with the social context of the work environment at UK	54	17%	52%	22%	7%	2%	2.26	0.89
7c.Publications and other media communicate that UK places a high value on diversity	54	13%	54%	26%	6%	2%	2.30	0.84
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	55	16%	60%	18%	4%	2%	2.15	0.80
7e.UK promotes diversity as an essential part of a high quality educational institution	55	15%	65%	16%	4%	0%	2.09	0.67
7f.UK offers activities that promote understanding among diverse groups	54	11%	59%	26%	4%	0%	2.22	0.69
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	55	13%	44%	29%	13%	2%	2.47	0.94
7h.Racial and cultural differences are celebrated at UK	55	15%	53%	29%	4%	0%	2.22	0.74
7i.Policies and procedures at UK help diverse employees feel welcome	54	11%	46%	33%	9%	0%	2.41	0.81
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	55	18%	58%	24%	0%	0%	2.05	0.65
7k.I feel a sense of community at UK	55	15%	36%	35%	13%	2%	2.51	0.96
7l.UK effectively addresses campus incidents of intolerance and bigotry	54	11%	33%	46%	9%	0%	2.54	0.82

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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	55	2%	11%	13%	33%	40%	2%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	55	0%	4%	7%	27%	44%	18%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	54	2%	26%	20%	24%	26%	2%
8d.I have been the target of racial/ethnic stereotyping on campus	55	0%	2%	5%	38%	45%	9%
8e.I hear hate speech or derogatory language used at UK	54	2%	17%	17%	33%	26%	6%

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Q8: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	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	54	2%	11%	13%	33%	41%	4.00	1.08
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	45	0%	4%	9%	33%	53%	4.36	0.83
8c.I have heard UK faculty or staff express stereotypes about different groups of people	53	2%	26%	21%	25%	26%	3.47	1.20
8d.I have been the target of racial/ethnic stereotyping on campus	50	0%	2%	6%	42%	50%	4.40	0.70
8e.I hear hate speech or derogatory language used at UK	51	2%	18%	18%	35%	27%	3.69	1.12

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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	54	19%	61%	9%	9%	2%	0%
9b.I feel respected by my immediate supervisor(s)	55	44%	38%	5%	7%	5%	0%
9c.I feel respected by my co-workers	55	35%	56%	5%	2%	2%	0%
9d.I feel respected by the students	55	24%	51%	11%	2%	0%	13%
9e.I feel respected by the senior administration	55	11%	42%	22%	22%	4%	0%
9f.I am given the opportunity to serve on important University committees or task forces	55	13%	35%	27%	15%	4%	7%

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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	54	19%	61%	9%	9%	2%	2.15	0.90
9b.I feel respected by my immediate supervisor(s)	55	44%	38%	5%	7%	5%	1.93	1.14
9c.I feel respected by my co-workers	55	35%	56%	5%	2%	2%	1.80	0.78
9d.I feel respected by the students	48	27%	58%	13%	2%	0%	1.90	0.69
9e.I feel respected by the senior administration	55	11%	42%	22%	22%	4%	2.65	1.06
9f.I am given the opportunity to serve on important University committees or task forces	51	14%	37%	29%	16%	4%	2.59	1.04

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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	10	20.41	10	20.41
Satisfied	24	48.98	34	69.39
Neither	6	12.24	40	81.63
Dissatisfied	7	14.29	47	95.92
Very dissatisfied	2	4.08	49	100.00

Frequency Missing = 6

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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	55	11%	55%	29%	5%	0%	2.29	0.74
11b.My immediate supervisor is supportive of my personal/family responsibilities	55	40%	40%	15%	5%	0%	1.85	0.87
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	55	45%	42%	11%	2%	0%	1.69	0.74
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	55	35%	45%	18%	0%	2%	1.89	0.83
11e.The University's senior leadership is supportive of employees personal/family responsibilities	55	9%	51%	33%	7%	0%	2.38	0.76
11f.The University's policies are supportive of my personal/family responsibilities	55	11%	67%	16%	4%	2%	2.18	0.75
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	54	20%	57%	11%	11%	0%	2.13	0.87
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	55	25%	49%	16%	9%	0%	2.09	0.89
11i.I currently have the flexibility I need in my work schedule	55	35%	44%	13%	7%	2%	1.98	0.97

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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	54	11%	24%	19%	33%	13%	3.13	1.24
12b.Too much overtime or extra time is required by my job	53	4%	11%	21%	45%	19%	3.64	1.04
12c.The stress I feel balancing work and personal/family responsibilities affects my health	54	4%	20%	22%	41%	13%	3.39	1.07
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	54	0%	6%	19%	50%	26%	3.96	0.82
12e.My job is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like	54	2%	9%	15%	52%	22%	3.83	0.95
12f.I frequently feel physically or emotionally drained at the end of the work day	53	13%	25%	25%	32%	6%	2.92	1.16
12g.I feel positive about my ability to manage the demands of my work, personal and family life	54	17%	41%	35%	4%	4%	2.37	0.94
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)	54	2%	6%	28%	39%	26%	3.81	0.95

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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	54	96%	2%	2%	0%
13b.Unexpectedly left work early or came in late	54	52%	41%	7%	0%
13c.Unexpectedly missed a full work day	54	63%	37%	0%	0%
13d.Missed a deadline	54	94%	6%	0%	0%
13e.Missed an important meeting	54	**%	0%	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	54	19%	24%	56%	2%
14b.Parent and Child care workshops and consultations	54	2%	11%	85%	2%
14c.Confidential Financial counseling for staff and faculty	54	19%	26%	54%	2%
14d.Flexible Work Arrangement workshops and consultations	54	26%	26%	44%	4%
14e.Elder and Adult dependent care workshops and consultations	53	17%	25%	57%	2%
14f.Retirement Planning workshops and counseling	54	33%	33%	33%	0%
14g.Career Development workshops and consultations	53	32%	38%	30%	0%
14h.UK tuition discount via Family Education Program	54	48%	15%	37%	0%
14i.National Work and Family Month events and workshops	54	11%	30%	56%	4%
14j.Flexible Work Arrangement Guidelines	54	35%	35%	26%	4%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	54	15%	24%	57%	4%
14l.Phased Retirement	53	21%	25%	51%	4%
14m.Sponsored Dependent Benefits (domestic partner)	54	15%	17%	59%	9%
14n.Staff Shared Leave Pool for catastrophic events	54	20%	33%	44%	2%
14o.Breastfeeding and Lactation Guidelines	54	6%	11%	76%	7%
14p.Laptop Computer Loan Program for staff enrolled in higher education	53	9%	30%	58%	2%
14q.GED Completion Incentive Program	54	4%	9%	85%	2%
14r.Other (please specify below)	12	33%	0%	58%	8%

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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	54	15%	9%	67%	9%
b. Emergency/Back up child care for mildly ill children	54	9%	15%	59%	17%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	53	11%	15%	57%	17%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	54	11%	11%	67%	11%
e. Paid leave beyond FMLA qualifying events	53	28%	25%	30%	17%
f. Onsite elder and adult dependent care	53	6%	26%	47%	21%
g. Other (please specify)	9	33%	22%	44%	0%