

College of Engineering
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	103	9%	29%	31%	26%	5%	2.89	1.05
1b.Challenge of the job	100	20%	58%	16%	6%	0%	2.08	0.77
1c.Opportunity to learn and grow	102	29%	44%	19%	8%	0%	2.05	0.89
1d.Ability to balance work with my personal/family life	101	27%	54%	10%	9%	0%	2.01	0.85
1e.My salary/wage	102	3%	23%	26%	32%	16%	3.35	1.09
1f.Benefits	103	21%	62%	10%	5%	2%	2.04	0.83
1g.Immediate supervisor	103	41%	42%	7%	8%	3%	1.90	1.02
1h.Openness of communication	100	23%	39%	22%	13%	3%	2.34	1.07
1i.Work schedule/shift	103	40%	52%	7%	1%	0%	1.69	0.64
1j.The number of hours I actually work	103	29%	52%	6%	13%	0%	2.02	0.93
1k.Universitys reputation as a good employer	103	19%	51%	23%	6%	0%	2.16	0.80
1l.Universitys relationships with the Lexington community	102	18%	46%	32%	4%	0%	2.23	0.78
1m.Working relationships with coworkers	103	37%	49%	10%	4%	1%	1.83	0.83
1n Feeling valued by the University	102	6%	25%	32%	30%	7%	3.08	1.03
1o.Sense of shared mission at UK	103	4%	26%	48%	16%	7%	2.95	0.92
1p.Job security	103	11%	58%	16%	12%	4%	2.40	0.96

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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	12.12	12	12.12
Yes, somewhat seriously	35	35.35	47	47.47
No	52	52.53	99	100.00

Frequency Missing = 5

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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	101	18%	53%	20%	8%	1%	2.21	0.86
3b.I would choose to work here again, if I were looking for work	99	23%	58%	14%	4%	1%	2.02	0.80
3c.I feel very loyal to the University of Kentucky	100	31%	37%	23%	9%	0%	2.10	0.95
3d.I recommend the University of Kentucky to others as a good place to work	101	28%	47%	19%	7%	0%	2.05	0.86
3e.I go the extra mile to help meet my units/departments needs	101	67%	29%	3%	1%	0%	1.38	0.60
3f.I work extra hours when needed to help my unit/department succeed	100	69%	27%	2%	2%	0%	1.37	0.63
3g.I personally agree with most of the University's goals	100	22%	47%	21%	8%	2%	2.21	0.95
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	99	24%	49%	20%	3%	3%	2.11	0.91
3i.All personnel in my unit/department contribute equal effort to our results	101	6%	29%	20%	33%	13%	3.18	1.16
3j.I play a role in helping students succeed at UK	101	29%	53%	15%	2%	1%	1.93	0.78
3k.Senior leadership clearly communicates the University's direction and priorities	101	8%	27%	41%	20%	5%	2.87	0.99
3l.I am aware of the University's strategic mission	99	15%	62%	15%	8%	0%	2.16	0.78
3m.I understand how my job contributes to achieving the University's strategic mission	101	20%	50%	20%	11%	0%	2.22	0.89
3n.I am committed to helping the University accomplish its strategic mission	101	28%	53%	17%	1%	1%	1.94	0.76
3o.I have confidence in the direction the University is going	101	8%	39%	32%	16%	6%	2.73	1.02
3p.I play a role in helping to improve student retention	101	20%	42%	30%	8%	1%	2.29	0.91

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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	101	19%	56%	8%	15%	2%	2.25	0.99
4b.I have the resources I need to do my job effectively	100	15%	45%	13%	23%	4%	2.56	1.12
4c.I understand what I am responsible for on the job	101	30%	60%	5%	5%	0%	1.85	0.73
4d.I have opportunities to enhance my skills in my current job	101	24%	48%	18%	8%	3%	2.19	0.99
4e.I get the information I need about job openings at the University	101	12%	47%	26%	13%	3%	2.49	0.97
4f.I know what I need to do to advance in the University	100	10%	28%	30%	26%	6%	2.90	1.09
4g.My advancement opportunities are good at the University	101	8%	16%	35%	33%	9%	3.19	1.07

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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)	100	33%	43%	10%	10%	4%	2.09	1.09
5b.My ideas, questions, and feelings about my job are addressed	99	20%	39%	23%	13%	4%	2.41	1.08
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	100	23%	43%	19%	12%	3%	2.29	1.05
5d.My immediate supervisor gives me performance feedback on a regular basis	99	22%	45%	19%	10%	3%	2.26	1.02
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	99	29%	42%	14%	11%	3%	2.16	1.07
5f.Being a team player is important to my immediate supervisor	99	37%	44%	11%	5%	2%	1.90	0.93
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	100	44%	42%	10%	2%	2%	1.76	0.87

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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	100	5%	36%	25%	25%	9%	2.97	1.09
6b.Senior leadership understands employees concerns	99	5%	25%	29%	28%	12%	3.17	1.10
6c.I feel there is a high degree of trust within the University	99	3%	19%	38%	24%	15%	3.29	1.04
6d.I feel there is a high degree of trust within my unit/department	100	14%	43%	26%	11%	6%	2.52	1.06
6e.My co-workers respect individual and cultural differences	100	23%	60%	11%	5%	1%	2.01	0.80
6f.I believe the University values individual and cultural diversity	100	20%	60%	17%	1%	2%	2.05	0.77
6g.UKs policies and practices promote individual and cultural diversity	100	14%	62%	21%	3%	0%	2.13	0.68

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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	100	12%	57%	31%	0%	0%	0%
7b.I am pleased with the social context of the work environment at UK	99	9%	58%	23%	9%	0%	1%
7c.Publications and other media communicate that UK places a high value on diversity	100	13%	55%	30%	2%	0%	0%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	100	23%	58%	16%	3%	0%	0%
7e.UK promotes diversity as an essential part of a high quality educational institution	100	17%	62%	21%	0%	0%	0%
7f.UK offers activities that promote understanding among diverse groups	100	12%	58%	30%	0%	0%	0%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	100	7%	50%	36%	6%	1%	0%
7h.Racial and cultural differences are celebrated at UK	100	18%	55%	27%	0%	0%	0%
7i.Policies and procedures at UK help diverse employees feel welcome	99	11%	47%	39%	1%	0%	1%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	100	18%	53%	28%	1%	0%	0%
7k.I feel a sense of community at UK	100	8%	55%	26%	9%	2%	0%
7l.UK effectively addresses campus incidents of intolerance and bigotry	100	12%	48%	36%	3%	0%	1%

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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	100	12%	57%	31%	0%	0%	2.19	0.63
7b.I am pleased with the social context of the work environment at UK	98	9%	58%	23%	9%	0%	2.33	0.77
7c.Publications and other media communicate that UK places a high value on diversity	100	13%	55%	30%	2%	0%	2.21	0.69
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	100	23%	58%	16%	3%	0%	1.99	0.72
7e.UK promotes diversity as an essential part of a high quality educational institution	100	17%	62%	21%	0%	0%	2.04	0.62
7f.UK offers activities that promote understanding among diverse groups	100	12%	58%	30%	0%	0%	2.18	0.63
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	100	7%	50%	36%	6%	1%	2.44	0.76
7h.Racial and cultural differences are celebrated at UK	100	18%	55%	27%	0%	0%	2.09	0.67
7i.Policies and procedures at UK help diverse employees feel welcome	98	11%	48%	40%	1%	0%	2.31	0.68
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	100	18%	53%	28%	1%	0%	2.12	0.70
7k.I feel a sense of community at UK	100	8%	55%	26%	9%	2%	2.42	0.84
7l.UK effectively addresses campus incidents of intolerance and bigotry	99	12%	48%	36%	3%	0%	2.30	0.72

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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	99	5%	8%	14%	36%	31%	5%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	99	0%	2%	12%	32%	32%	21%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	100	5%	23%	19%	26%	22%	5%
8d.I have been the target of racial/ethnic stereotyping on campus	100	0%	1%	12%	34%	36%	17%
8e.I hear hate speech or derogatory language used at UK	100	3%	8%	20%	31%	31%	7%

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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	94	5%	9%	15%	38%	33%	3.85	1.14
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	78	0%	3%	15%	41%	41%	4.21	0.80
8c.I have heard UK faculty or staff express stereotypes about different groups of people	95	5%	24%	20%	27%	23%	3.39	1.23
8d.I have been the target of racial/ethnic stereotyping on campus	83	0%	1%	14%	41%	43%	4.27	0.75
8e.I hear hate speech or derogatory language used at UK	93	3%	9%	22%	33%	33%	3.85	1.08

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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	100	10%	60%	15%	12%	2%	1%
9b.I feel respected by my immediate supervisor(s)	98	37%	50%	6%	4%	3%	0%
9c.I feel respected by my co-workers	100	30%	58%	7%	3%	1%	1%
9d.I feel respected by the students	100	29%	51%	13%	2%	2%	3%
9e.I feel respected by the senior administration	100	11%	35%	28%	13%	9%	4%
9f.I am given the opportunity to serve on important University committees or task forces	100	9%	26%	31%	20%	7%	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	99	10%	61%	15%	12%	2%	2.35	0.90
9b.I feel respected by my immediate supervisor(s)	98	37%	50%	6%	4%	3%	1.87	0.93
9c.I feel respected by my co-workers	99	30%	59%	7%	3%	1%	1.86	0.76
9d.I feel respected by the students	97	30%	53%	13%	2%	2%	1.94	0.84
9e.I feel respected by the senior administration	96	11%	36%	29%	14%	9%	2.73	1.13
9f.I am given the opportunity to serve on important University committees or task forces	93	10%	28%	33%	22%	8%	2.89	1.09

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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	17	18.09	17	18.09
Satisfied	50	53.19	67	71.28
Neither	15	15.96	82	87.23
Dissatisfied	12	12.77	94	100.00

Frequency Missing = 10

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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	100	24%	51%	20%	5%	0%	2.06	0.80
11b.My immediate supervisor is supportive of my personal/family responsibilities	100	52%	36%	7%	5%	0%	1.65	0.82
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	100	52%	39%	4%	5%	0%	1.62	0.79
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	99	40%	47%	6%	6%	0%	1.78	0.82
11e.The University's senior leadership is supportive of employees personal/family responsibilities	100	17%	37%	36%	9%	1%	2.40	0.91
11f.The University's policies are supportive of my personal/family responsibilities	100	21%	51%	20%	8%	0%	2.15	0.85
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	100	32%	49%	12%	6%	1%	1.95	0.88
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	99	37%	44%	10%	7%	1%	1.90	0.92
11i.I currently have the flexibility I need in my work schedule	99	43%	39%	7%	8%	2%	1.86	1.00

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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	100	21%	35%	18%	23%	3%	2.52	1.15
12b.Too much overtime or extra time is required by my job	100	7%	13%	28%	46%	6%	3.31	1.01
12c.The stress I feel balancing work and personal/family responsibilities affects my health	100	7%	21%	25%	40%	7%	3.19	1.07
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	99	2%	10%	23%	51%	14%	3.65	0.92
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	4%	10%	19%	53%	13%	3.61	0.98
12f.I frequently feel physically or emotionally drained at the end of the work day	99	13%	30%	22%	26%	8%	2.86	1.19
12g.I feel positive about my ability to manage the demands of my work, personal and family life	99	9%	48%	30%	12%	0%	2.45	0.82
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)	100	2%	11%	18%	54%	15%	3.69	0.93

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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	99	94%	5%	1%	0%
13b. Unexpectedly left work early or came in late	100	52%	37%	10%	1%
13c. Unexpectedly missed a full work day	100	70%	30%	0%	0%
13d. Missed a deadline	100	92%	7%	1%	0%
13e. Missed an important meeting	99	94%	6%	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	96	13%	19%	64%	5%
14b.Parent and Child care workshops and consultations	97	3%	9%	78%	9%
14c.Confidential Financial counseling for staff and faculty	97	13%	32%	48%	6%
14d.Flexible Work Arrangement workshops and consultations	96	19%	35%	39%	7%
14e.Elder and Adult dependent care workshops and consultations	97	6%	19%	70%	5%
14f.Retirement Planning workshops and counseling	97	30%	47%	22%	1%
14g.Career Development workshops and consultations	96	22%	39%	39%	1%
14h.UK tuition discount via Family Education Program	96	51%	16%	33%	0%
14i.National Work and Family Month events and workshops	97	6%	21%	55%	19%
14j.Flexible Work Arrangement Guidelines	97	30%	43%	27%	0%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	97	15%	21%	59%	5%
14l.Phased Retirement	97	15%	34%	49%	1%
14m.Sponsored Dependent Benefits (domestic partner)	96	22%	7%	48%	23%
14n.Staff Shared Leave Pool for catastrophic events	95	18%	28%	52%	2%
14o.Breastfeeding and Lactation Guidelines	97	4%	2%	82%	11%
14p.Laptop Computer Loan Program for staff enrolled in higher education	96	14%	20%	57%	9%
14q.GED Completion Incentive Program	97	7%	4%	86%	3%
14r.Other (please specify below)	18	11%	0%	56%	33%

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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	97	18%	6%	72%	4%
b. Emergency/Back up child care for mildly ill children	96	15%	5%	66%	15%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	97	16%	6%	65%	12%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	97	15%	9%	62%	13%
e. Paid leave beyond FMLA qualifying events	97	19%	28%	34%	20%
f. Onsite elder and adult dependent care	97	3%	14%	65%	18%
g. Other (please specify)	18	33%	6%	39%	22%