

College of Fine Arts
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	18	0%	22%	44%	6%	28%	3.39	1.14
1b.Challenge of the job	18	22%	44%	17%	11%	6%	2.33	1.14
1c.Opportunity to learn and grow	18	6%	44%	28%	17%	6%	2.72	1.02
1d.Ability to balance work with my personal/family life	17	0%	41%	18%	29%	12%	3.12	1.11
1e.My salary/wage	18	6%	11%	11%	50%	22%	3.72	1.13
1f.Benefits	18	6%	39%	33%	17%	6%	2.78	1.00
1g.Immediate supervisor	18	33%	50%	6%	6%	6%	2.00	1.08
1h.Openness of communication	17	6%	53%	12%	29%	0%	2.65	1.00
1i.Work schedule/shift	18	17%	67%	17%	0%	0%	2.00	0.59
1j.The number of hours I actually work	18	17%	67%	6%	6%	6%	2.17	0.99
1k.Universitys reputation as a good employer	17	0%	29%	41%	24%	6%	3.06	0.90
1l.Universitys relationships with the Lexington community	18	0%	33%	44%	22%	0%	2.89	0.76
1m.Working relationships with coworkers	18	44%	50%	6%	0%	0%	1.61	0.61
1n Feeling valued by the University	18	0%	17%	39%	17%	28%	3.56	1.10
1o.Sense of shared mission at UK	18	0%	11%	39%	28%	22%	3.61	0.98
1p.Job security	18	0%	33%	28%	39%	0%	3.06	0.87

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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	11.11	2	11.11
Yes, somewhat seriously	6	33.33	8	44.44
No	10	55.56	18	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	18	0%	44%	22%	28%	6%	2.94	1.00
3b.I would choose to work here again, if I were looking for work	18	0%	67%	17%	11%	6%	2.56	0.92
3c.I feel very loyal to the University of Kentucky	17	18%	35%	29%	12%	6%	2.53	1.12
3d.I recommend the University of Kentucky to others as a good place to work	17	0%	59%	29%	6%	6%	2.59	0.87
3e.I go the extra mile to help meet my units/departments needs	18	50%	44%	6%	0%	0%	1.56	0.62
3f.I work extra hours when needed to help my unit/department succeed	18	39%	39%	11%	11%	0%	1.94	1.00
3g.I personally agree with most of the University's goals	18	0%	39%	33%	22%	6%	2.94	0.94
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	18	22%	22%	22%	22%	11%	2.78	1.35
3i.All personnel in my unit/department contribute equal effort to our results	18	17%	39%	17%	11%	17%	2.72	1.36
3j.I play a role in helping students succeed at UK	18	39%	39%	22%	0%	0%	1.83	0.79
3k.Senior leadership clearly communicates the University's direction and priorities	18	6%	6%	33%	28%	28%	3.67	1.14
3l.I am aware of the University's strategic mission	18	6%	56%	33%	0%	6%	2.44	0.86
3m.I understand how my job contributes to achieving the University's strategic mission	18	11%	28%	39%	17%	6%	2.78	1.06
3n.I am committed to helping the University accomplish its strategic mission	18	11%	33%	44%	6%	6%	2.61	0.98
3o.I have confidence in the direction the University is going	18	0%	11%	44%	33%	11%	3.44	0.86
3p.I play a role in helping to improve student retention	18	33%	28%	33%	6%	0%	2.11	0.96

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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	18	0%	44%	17%	28%	11%	3.06	1.11
4b.I have the resources I need to do my job effectively	18	0%	22%	17%	22%	39%	3.78	1.22
4c.I understand what I am responsible for on the job	18	17%	56%	17%	6%	6%	2.28	1.02
4d.I have opportunities to enhance my skills in my current job	18	6%	56%	17%	6%	17%	2.72	1.23
4e.I get the information I need about job openings at the University	18	6%	22%	56%	17%	0%	2.83	0.79
4f.I know what I need to do to advance in the University	18	0%	33%	17%	28%	22%	3.39	1.20
4g.My advancement opportunities are good at the University	18	0%	6%	33%	39%	22%	3.78	0.88

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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)	18	39%	50%	6%	0%	6%	1.83	0.99
5b.My ideas, questions, and feelings about my job are addressed	18	17%	50%	17%	17%	0%	2.33	0.97
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	18	17%	28%	39%	11%	6%	2.61	1.09
5d.My immediate supervisor gives me performance feedback on a regular basis	18	17%	50%	22%	6%	6%	2.33	1.03
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	18	39%	56%	0%	6%	0%	1.72	0.75
5f.Being a team player is important to my immediate supervisor	18	33%	39%	6%	17%	6%	2.22	1.26
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	18	50%	28%	6%	6%	11%	2.00	1.37

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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	18	6%	44%	0%	33%	17%	3.11	1.32
6b.Senior leadership understands employees concerns	18	0%	28%	6%	33%	33%	3.72	1.23
6c.I feel there is a high degree of trust within the University	17	0%	0%	41%	24%	35%	3.94	0.90
6d.I feel there is a high degree of trust within my unit/department	18	17%	39%	17%	11%	17%	2.72	1.36
6e.My co-workers respect individual and cultural differences	18	33%	39%	17%	6%	6%	2.11	1.13
6f.I believe the University values individual and cultural diversity	18	17%	61%	11%	6%	6%	2.22	1.00
6g.UKs policies and practices promote individual and cultural diversity	18	11%	56%	22%	6%	6%	2.39	0.98

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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	18	0%	50%	44%	0%	6%	0%
7b.I am pleased with the social context of the work environment at UK	18	0%	44%	44%	6%	6%	0%
7c.Publications and other media communicate that UK places a high value on diversity	18	0%	72%	17%	6%	6%	0%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	18	11%	61%	22%	0%	6%	0%
7e.UK promotes diversity as an essential part of a high quality educational institution	18	11%	56%	28%	0%	6%	0%
7f.UK offers activities that promote understanding among diverse groups	18	11%	50%	28%	6%	6%	0%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	18	0%	22%	72%	0%	6%	0%
7h.Racial and cultural differences are celebrated at UK	18	11%	67%	17%	0%	6%	0%
7i.Policies and procedures at UK help diverse employees feel welcome	17	0%	29%	65%	0%	6%	0%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	18	11%	50%	33%	0%	6%	0%
7k.I feel a sense of community at UK	18	0%	39%	39%	17%	6%	0%
7l.UK effectively addresses campus incidents of intolerance and bigotry	18	6%	50%	28%	11%	6%	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	18	0%	50%	44%	0%	6%	2.61	0.78
7b.I am pleased with the social context of the work environment at UK	18	0%	44%	44%	6%	6%	2.72	0.83
7c.Publications and other media communicate that UK places a high value on diversity	18	0%	72%	17%	6%	6%	2.44	0.86
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	18	11%	61%	22%	0%	6%	2.28	0.89
7e.UK promotes diversity as an essential part of a high quality educational institution	18	11%	56%	28%	0%	6%	2.33	0.91
7f.UK offers activities that promote understanding among diverse groups	18	11%	50%	28%	6%	6%	2.44	0.98
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	18	0%	22%	72%	0%	6%	2.89	0.68
7h.Racial and cultural differences are celebrated at UK	18	11%	67%	17%	0%	6%	2.22	0.88
7i.Policies and procedures at UK help diverse employees feel welcome	17	0%	29%	65%	0%	6%	2.82	0.73
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	18	11%	50%	33%	0%	6%	2.39	0.92
7k.I feel a sense of community at UK	18	0%	39%	39%	17%	6%	2.89	0.90
7l.UK effectively addresses campus incidents of intolerance and bigotry	18	6%	50%	28%	11%	6%	2.61	0.98

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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	18	6%	22%	6%	33%	28%	6%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	18	0%	6%	0%	28%	22%	44%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	18	6%	17%	28%	17%	28%	6%
8d.I have been the target of racial/ethnic stereotyping on campus	18	0%	0%	0%	33%	33%	33%
8e.I hear hate speech or derogatory language used at UK	18	6%	6%	11%	28%	50%	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	17	6%	24%	6%	35%	29%	3.59	1.33
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	10	0%	10%	0%	50%	40%	4.20	0.92
8c.I have heard UK faculty or staff express stereotypes about different groups of people	17	6%	18%	29%	18%	29%	3.47	1.28
8d.I have been the target of racial/ethnic stereotyping on campus	12	0%	0%	0%	50%	50%	4.50	0.52
8e.I hear hate speech or derogatory language used at UK	18	6%	6%	11%	28%	50%	4.11	1.18

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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	18	22%	33%	17%	11%	17%	0%
9b.I feel respected by my immediate supervisor(s)	18	50%	28%	11%	0%	11%	0%
9c.I feel respected by my co-workers	18	39%	50%	6%	6%	0%	0%
9d.I feel respected by the students	18	33%	39%	6%	11%	0%	11%
9e.I feel respected by the senior administration	18	0%	33%	28%	22%	11%	6%
9f.I am given the opportunity to serve on important University committees or task forces	18	6%	50%	22%	6%	11%	6%

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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	18	22%	33%	17%	11%	17%	2.67	1.41
9b.I feel respected by my immediate supervisor(s)	18	50%	28%	11%	0%	11%	1.94	1.30
9c.I feel respected by my co-workers	18	39%	50%	6%	6%	0%	1.78	0.81
9d.I feel respected by the students	16	38%	44%	6%	13%	0%	1.94	1.00
9e.I feel respected by the senior administration	17	0%	35%	29%	24%	12%	3.12	1.05
9f.I am given the opportunity to serve on important University committees or task forces	17	6%	53%	24%	6%	12%	2.65	1.11

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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	6.25	1	6.25
Satisfied	7	43.75	8	50.00
Neither	1	6.25	9	56.25
Dissatisfied	6	37.50	15	93.75
Very dissatisfied	1	6.25	16	100.00

Frequency Missing = 2

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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	18	11%	39%	33%	11%	6%	2.61	1.04
11b.My immediate supervisor is supportive of my personal/family responsibilities	18	56%	28%	17%	0%	0%	1.61	0.78
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	18	56%	33%	11%	0%	0%	1.56	0.70
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	18	44%	44%	11%	0%	0%	1.67	0.69
11e.The University's senior leadership is supportive of employees personal/family responsibilities	18	6%	39%	44%	0%	11%	2.72	1.02
11f.The University's policies are supportive of my personal/family responsibilities	17	18%	53%	18%	6%	6%	2.29	1.05
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	18	50%	33%	11%	0%	6%	1.78	1.06
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	18	39%	56%	0%	0%	6%	1.78	0.94
11i.I currently have the flexibility I need in my work schedule	18	39%	44%	6%	0%	11%	2.00	1.24

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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	18	39%	33%	0%	17%	11%	2.28	1.45
12b.Too much overtime or extra time is required by my job	18	6%	28%	17%	44%	6%	3.17	1.10
12c.The stress I feel balancing work and personal/family responsibilities affects my health	18	17%	44%	11%	22%	6%	2.56	1.20
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	18	6%	22%	28%	28%	17%	3.28	1.18
12e.My job is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like	18	17%	22%	17%	33%	11%	3.00	1.33
12f.I frequently feel physically or emotionally drained at the end of the work day	18	33%	33%	17%	17%	0%	2.17	1.10
12g.I feel positive about my ability to manage the demands of my work, personal and family life	18	6%	33%	17%	33%	11%	3.11	1.18
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)	18	0%	11%	22%	33%	33%	3.89	1.02

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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	17	100%	0%	0%	0%
13b.Unexpectedly left work early or came in late	18	33%	56%	6%	6%
13c.Unexpectedly missed a full work day	18	56%	39%	0%	6%
13d.Missed a deadline	18	89%	6%	6%	0%
13e.Missed an important meeting	18	72%	28%	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	18	17%	22%	61%	0%
14b.Parent and Child care workshops and consultations	18	11%	6%	78%	6%
14c.Confidential Financial counseling for staff and faculty	18	17%	50%	33%	0%
14d.Flexible Work Arrangement workshops and consultations	18	33%	33%	33%	0%
14e.Elder and Adult dependent care workshops and consultations	18	17%	44%	39%	0%
14f.Retirement Planning workshops and counseling	18	39%	39%	22%	0%
14g.Career Development workshops and consultations	18	17%	39%	44%	0%
14h.UK tuition discount via Family Education Program	18	44%	11%	44%	0%
14i.National Work and Family Month events and workshops	18	6%	33%	44%	17%
14j.Flexible Work Arrangement Guidelines	18	56%	28%	17%	0%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	18	17%	17%	67%	0%
14l.Phased Retirement	18	28%	28%	44%	0%
14m.Sponsored Dependent Benefits (domestic partner)	18	22%	6%	56%	17%
14n.Staff Shared Leave Pool for catastrophic events	18	28%	22%	50%	0%
14o.Breastfeeding and Lactation Guidelines	18	11%	0%	72%	17%
14p.Laptop Computer Loan Program for staff enrolled in higher education	17	6%	29%	65%	0%
14q.GED Completion Incentive Program	18	6%	0%	94%	0%
14r.Other (please specify below)	1	100%	0%	0%	0%

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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	18	0%	6%	94%	0%
b. Emergency/Back up child care for mildly ill children	18	6%	0%	78%	17%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	18	11%	0%	78%	11%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	18	11%	0%	83%	6%
e. Paid leave beyond FMLA qualifying events	18	33%	11%	39%	17%
f. Onsite elder and adult dependent care	18	17%	22%	50%	11%
g. Other (please specify)	1	100%	0%	0%	0%