

***Graduate School
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	24	0%	38%	21%	21%	21%	3.25	1.19
1b.Challenge of the job	24	17%	50%	8%	21%	4%	2.46	1.14
1c.Opportunity to learn and grow	24	25%	33%	25%	17%	0%	2.33	1.05
1d.Ability to balance work with my personal/family life	24	13%	67%	17%	4%	0%	2.13	0.68
1e.My salary/wage	24	4%	0%	29%	29%	38%	3.96	1.04
1f.Benefits	24	21%	58%	13%	8%	0%	2.08	0.83
1g.Immediate supervisor	24	46%	29%	21%	0%	4%	1.88	1.03
1h.Openness of communication	24	13%	29%	33%	17%	8%	2.79	1.14
1i.Work schedule/shift	24	25%	46%	13%	17%	0%	2.21	1.02
1j.The number of hours I actually work	24	25%	50%	13%	13%	0%	2.13	0.95
1k.Universitys reputation as a good employer	24	17%	33%	33%	8%	8%	2.58	1.14
1l.Universitys relationships with the Lexington community	24	17%	38%	38%	8%	0%	2.38	0.88
1m.Working relationships with coworkers	23	52%	30%	17%	0%	0%	1.65	0.78
1n Feeling valued by the University	24	4%	13%	21%	33%	29%	3.71	1.16
1o.Sense of shared mission at UK	23	0%	22%	30%	22%	26%	3.52	1.12
1p.Job security	24	0%	25%	29%	25%	21%	3.42	1.10

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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	8	34.78	8	34.78
Yes, somewhat seriously	4	17.39	12	52.17
No	11	47.83	23	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	24	17%	46%	13%	8%	17%	2.63	1.35
3b.I would choose to work here again, if I were looking for work	24	25%	42%	17%	4%	13%	2.38	1.28
3c.I feel very loyal to the University of Kentucky	24	21%	29%	21%	21%	8%	2.67	1.27
3d.I recommend the University of Kentucky to others as a good place to work	23	26%	35%	30%	0%	9%	2.30	1.15
3e.I go the extra mile to help meet my units/departments needs	23	78%	13%	9%	0%	0%	1.30	0.63
3f.I work extra hours when needed to help my unit/department succeed	24	67%	21%	4%	8%	0%	1.54	0.93
3g.I personally agree with most of the University's goals	24	21%	21%	42%	13%	4%	2.58	1.10
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	24	13%	46%	29%	8%	4%	2.46	0.98
3i.All personnel in my unit/department contribute equal effort to our results	24	25%	21%	21%	17%	17%	2.79	1.44
3j.I play a role in helping students succeed at UK	23	43%	43%	13%	0%	0%	1.70	0.70
3k.Senior leadership clearly communicates the University's direction and priorities	24	4%	42%	17%	13%	25%	3.13	1.33
3l.I am aware of the University's strategic mission	24	17%	67%	4%	13%	0%	2.13	0.85
3m.I understand how my job contributes to achieving the University's strategic mission	24	21%	58%	21%	0%	0%	2.00	0.66
3n.I am committed to helping the University accomplish its strategic mission	24	25%	42%	29%	0%	4%	2.17	0.96
3o.I have confidence in the direction the University is going	24	8%	25%	21%	21%	25%	3.29	1.33
3p.I play a role in helping to improve student retention	24	29%	50%	21%	0%	0%	1.92	0.72

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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	24	33%	46%	8%	8%	4%	2.04	1.08
4b.I have the resources I need to do my job effectively	24	21%	33%	17%	13%	17%	2.71	1.40
4c.I understand what I am responsible for on the job	24	38%	46%	8%	4%	4%	1.92	1.02
4d.I have opportunities to enhance my skills in my current job	24	21%	42%	17%	13%	8%	2.46	1.22
4e.I get the information I need about job openings at the University	24	8%	63%	17%	13%	0%	2.33	0.82
4f.I know what I need to do to advance in the University	24	4%	38%	17%	33%	8%	3.04	1.12
4g.My advancement opportunities are good at the University	24	0%	13%	33%	29%	25%	3.67	1.01

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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)	24	42%	29%	8%	13%	8%	2.17	1.34
5b.My ideas, questions, and feelings about my job are addressed	24	21%	38%	8%	17%	17%	2.71	1.43
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	24	25%	42%	13%	4%	17%	2.46	1.38
5d.My immediate supervisor gives me performance feedback on a regular basis	24	29%	38%	8%	13%	13%	2.42	1.38
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	24	33%	38%	4%	13%	13%	2.33	1.40
5f.Being a team player is important to my immediate supervisor	24	42%	33%	8%	4%	13%	2.13	1.36
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	24	50%	46%	4%	0%	0%	1.54	0.59

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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	24	4%	46%	13%	17%	21%	3.04	1.30
6b.Senior leadership understands employees concerns	24	4%	25%	8%	29%	33%	3.63	1.31
6c.I feel there is a high degree of trust within the University	23	4%	13%	26%	30%	26%	3.61	1.16
6d.I feel there is a high degree of trust within my unit/department	24	17%	42%	8%	13%	21%	2.79	1.44
6e.My co-workers respect individual and cultural differences	24	42%	33%	17%	8%	0%	1.92	0.97
6f.I believe the University values individual and cultural diversity	24	29%	33%	33%	4%	0%	2.13	0.90
6g.UKs policies and practices promote individual and cultural diversity	24	25%	38%	33%	4%	0%	2.17	0.87

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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	24	25%	33%	29%	8%	0%	4%
7b.I am pleased with the social context of the work environment at UK	24	17%	29%	50%	0%	0%	4%
7c.Publications and other media communicate that UK places a high value on diversity	24	17%	58%	21%	0%	0%	4%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	24	21%	38%	29%	8%	0%	4%
7e.UK promotes diversity as an essential part of a high quality educational institution	24	21%	46%	25%	4%	0%	4%
7f.UK offers activities that promote understanding among diverse groups	24	17%	38%	42%	0%	0%	4%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	24	17%	25%	50%	4%	0%	4%
7h.Racial and cultural differences are celebrated at UK	24	17%	38%	33%	4%	4%	4%
7i.Policies and procedures at UK help diverse employees feel welcome	23	17%	30%	48%	0%	4%	0%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	23	17%	61%	17%	4%	0%	0%
7k.I feel a sense of community at UK	24	4%	42%	25%	13%	17%	0%
7l.UK effectively addresses campus incidents of intolerance and bigotry	24	8%	33%	46%	4%	4%	4%

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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	23	26%	35%	30%	9%	0%	2.22	0.95
7b. I am pleased with the social context of the work environment at UK	23	17%	30%	52%	0%	0%	2.35	0.78
7c. Publications and other media communicate that UK places a high value on diversity	23	17%	61%	22%	0%	0%	2.04	0.64
7d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	23	22%	39%	30%	9%	0%	2.26	0.92
7e. UK promotes diversity as an essential part of a high quality educational institution	23	22%	48%	26%	4%	0%	2.13	0.81
7f. UK offers activities that promote understanding among diverse groups	23	17%	39%	43%	0%	0%	2.26	0.75
7g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	23	17%	26%	52%	4%	0%	2.43	0.84
7h. Racial and cultural differences are celebrated at UK	23	17%	39%	35%	4%	4%	2.39	0.99
7i. Policies and procedures at UK help diverse employees feel welcome	23	17%	30%	48%	0%	4%	2.43	0.95
7j. Enhancing the campus community as a multicultural organization is part of UK's mission	23	17%	61%	17%	4%	0%	2.09	0.73
7k. I feel a sense of community at UK	24	4%	42%	25%	13%	17%	2.96	1.20
7l. UK effectively addresses campus incidents of intolerance and bigotry	23	9%	35%	48%	4%	4%	2.61	0.89

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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	24	4%	13%	17%	33%	25%	8%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	24	0%	4%	17%	38%	8%	33%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	24	0%	25%	17%	29%	21%	8%
8d.I have been the target of racial/ethnic stereotyping on campus	24	0%	0%	8%	38%	29%	25%
8e.I hear hate speech or derogatory language used at UK	24	4%	21%	8%	25%	33%	8%

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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	22	5%	14%	18%	36%	27%	3.68	1.17
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	16	0%	6%	25%	56%	13%	3.75	0.77
8c.I have heard UK faculty or staff express stereotypes about different groups of people	22	0%	27%	18%	32%	23%	3.50	1.14
8d.I have been the target of racial/ethnic stereotyping on campus	18	0%	0%	11%	50%	39%	4.28	0.67
8e.I hear hate speech or derogatory language used at UK	22	5%	23%	9%	27%	36%	3.68	1.32

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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	24	8%	38%	25%	17%	8%	4%
9b.I feel respected by my immediate supervisor(s)	24	46%	29%	17%	4%	4%	0%
9c.I feel respected by my co-workers	23	39%	52%	9%	0%	0%	0%
9d.I feel respected by the students	24	33%	46%	13%	4%	0%	4%
9e.I feel respected by the senior administration	24	0%	17%	33%	17%	25%	8%
9f.I am given the opportunity to serve on important University committees or task forces	24	4%	25%	33%	21%	13%	4%

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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	23	9%	39%	26%	17%	9%	2.78	1.13
9b.I feel respected by my immediate supervisor(s)	24	46%	29%	17%	4%	4%	1.92	1.10
9c.I feel respected by my co-workers	23	39%	52%	9%	0%	0%	1.70	0.63
9d.I feel respected by the students	23	35%	48%	13%	4%	0%	1.87	0.81
9e.I feel respected by the senior administration	22	0%	18%	36%	18%	27%	3.55	1.10
9f.I am given the opportunity to serve on important University committees or task forces	23	4%	26%	35%	22%	13%	3.13	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	2	8.70	2	8.70
Satisfied	15	65.22	17	73.91
Neither	3	13.04	20	86.96
Dissatisfied	2	8.70	22	95.65
Very dissatisfied	1	4.35	23	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	24	13%	54%	25%	4%	4%	2.33	0.92
11b.My immediate supervisor is supportive of my personal/family responsibilities	23	48%	26%	26%	0%	0%	1.78	0.85
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	24	46%	25%	29%	0%	0%	1.83	0.87
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	24	42%	42%	13%	4%	0%	1.79	0.83
11e.The University's senior leadership is supportive of employees personal/family responsibilities	24	13%	25%	50%	4%	8%	2.71	1.04
11f.The University's policies are supportive of my personal/family responsibilities	24	17%	42%	33%	8%	0%	2.33	0.87
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	23	17%	48%	22%	4%	9%	2.39	1.12
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	24	29%	46%	17%	0%	8%	2.13	1.12
11i.I currently have the flexibility I need in my work schedule	24	21%	33%	17%	25%	4%	2.58	1.21

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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	24	29%	21%	17%	33%	0%	2.54	1.25
12b.Too much overtime or extra time is required by my job	24	8%	4%	17%	58%	13%	3.63	1.06
12c.The stress I feel balancing work and personal/family responsibilities affects my health	24	13%	17%	25%	42%	4%	3.08	1.14
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	24	4%	8%	33%	50%	4%	3.42	0.88
12e.My job is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like	24	0%	17%	29%	46%	8%	3.46	0.88
12f.I frequently feel physically or emotionally drained at the end of the work day	23	17%	35%	17%	26%	4%	2.65	1.19
12g.I feel positive about my ability to manage the demands of my work, personal and family life	23	4%	48%	39%	9%	0%	2.52	0.73
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)	24	0%	21%	17%	38%	25%	3.67	1.09

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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	24	100%	0%	0%	0%
13b. Unexpectedly left work early or came in late	23	39%	61%	0%	0%
13c. Unexpectedly missed a full work day	23	65%	35%	0%	0%
13d. Missed a deadline	24	96%	4%	0%	0%
13e. Missed an important meeting	24	88%	13%	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	24	21%	13%	58%	8%
14b.Parent and Child care workshops and consultations	24	4%	8%	83%	4%
14c.Confidential Financial counseling for staff and faculty	23	9%	39%	48%	4%
14d.Flexible Work Arrangement workshops and consultations	24	13%	42%	42%	4%
14e.Elder and Adult dependent care workshops and consultations	23	9%	39%	52%	0%
14f.Retirement Planning workshops and counseling	24	25%	54%	21%	0%
14g.Career Development workshops and consultations	24	33%	42%	25%	0%
14h.UK tuition discount via Family Education Program	23	61%	13%	22%	4%
14i.National Work and Family Month events and workshops	24	8%	42%	38%	13%
14j.Flexible Work Arrangement Guidelines	24	25%	29%	46%	0%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	24	8%	25%	63%	4%
14l.Phased Retirement	24	33%	17%	42%	8%
14m.Sponsored Dependent Benefits (domestic partner)	24	13%	4%	63%	21%
14n.Staff Shared Leave Pool for catastrophic events	24	29%	21%	50%	0%
14o.Breastfeeding and Lactation Guidelines	24	0%	4%	92%	4%
14p.Laptop Computer Loan Program for staff enrolled in higher education	24	21%	13%	58%	8%
14q.GED Completion Incentive Program	24	0%	0%	100%	0%
14r.Other (please specify below)	3	33%	0%	33%	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	24	8%	0%	88%	4%
b. Emergency/Back up child care for mildly ill children	24	8%	4%	71%	17%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	24	8%	0%	75%	17%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	23	9%	0%	83%	9%
e. Paid leave beyond FMLA qualifying events	23	26%	22%	39%	13%
f. Onsite elder and adult dependent care	24	4%	8%	79%	8%
g. Other (please specify)	4	0%	0%	50%	50%