

**College of Health Sciences
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	34	21%	47%	21%	12%	0%	2.24	0.92
1b.Challenge of the job	34	24%	47%	21%	3%	6%	2.21	1.04
1c.Opportunity to learn and grow	34	35%	41%	15%	9%	0%	1.97	0.94
1d.Ability to balance work with my personal/family life	34	32%	53%	3%	9%	3%	1.97	1.00
1e.My salary/wage	34	0%	35%	24%	29%	12%	3.18	1.06
1f.Benefits	33	36%	45%	15%	3%	0%	1.85	0.80
1g.Immediate supervisor	34	53%	32%	6%	6%	3%	1.74	1.02
1h.Openness of communication	34	41%	38%	6%	12%	3%	1.97	1.11
1i.Work schedule/shift	34	38%	44%	12%	6%	0%	1.85	0.86
1j.The number of hours I actually work	33	36%	39%	12%	12%	0%	2.00	1.00
1k.Universitys reputation as a good employer	34	29%	47%	18%	3%	3%	2.03	0.94
1l.Universitys relationships with the Lexington community	34	29%	41%	29%	0%	0%	2.00	0.78
1m.Working relationships with coworkers	34	32%	47%	15%	6%	0%	1.94	0.85
1n.Feeling valued by the University	34	26%	29%	21%	18%	6%	2.47	1.24
1o.Sense of shared mission at UK	34	18%	38%	26%	12%	6%	2.50	1.11
1p.Job security	34	18%	56%	9%	18%	0%	2.26	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	6	18.18	6	18.18
Yes, somewhat seriously	9	27.27	15	45.45
No	18	54.55	33	100.00

Frequency Missing = 1

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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	34	26%	44%	15%	15%	0%	2.18	1.00
3b.I would choose to work here again, if I were looking for work	34	44%	41%	12%	3%	0%	1.74	0.79
3c.I feel very loyal to the University of Kentucky	34	38%	24%	26%	12%	0%	2.12	1.07
3d.I recommend the University of Kentucky to others as a good place to work	33	42%	30%	18%	9%	0%	1.94	1.00
3e.I go the extra mile to help meet my units/departments needs	34	50%	41%	9%	0%	0%	1.59	0.66
3f.I work extra hours when needed to help my unit/department succeed	34	47%	38%	12%	3%	0%	1.71	0.80
3g.I personally agree with most of the University's goals	34	21%	59%	15%	6%	0%	2.06	0.78
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	34	15%	44%	26%	12%	3%	2.44	0.99
3i.All personnel in my unit/department contribute equal effort to our results	34	15%	50%	9%	21%	6%	2.53	1.16
3j.I play a role in helping students succeed at UK	33	27%	48%	21%	0%	3%	2.03	0.88
3k.Senior leadership clearly communicates the University's direction and priorities	34	15%	41%	26%	15%	3%	2.50	1.02
3l.I am aware of the University's strategic mission	34	24%	53%	12%	9%	3%	2.15	0.99
3m.I understand how my job contributes to achieving the University's strategic mission	34	26%	41%	24%	6%	3%	2.18	1.00
3n.I am committed to helping the University accomplish its strategic mission	34	26%	47%	18%	6%	3%	2.12	0.98
3o.I have confidence in the direction the University is going	34	15%	50%	18%	15%	3%	2.41	1.02
3p.I play a role in helping to improve student retention	34	18%	32%	35%	12%	3%	2.50	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	34	26%	56%	12%	6%	0%	1.97	0.80
4b.I have the resources I need to do my job effectively	32	19%	63%	9%	9%	0%	2.09	0.82
4c.I understand what I am responsible for on the job	34	29%	59%	3%	9%	0%	1.91	0.83
4d.I have opportunities to enhance my skills in my current job	34	38%	38%	9%	15%	0%	2.00	1.04
4e.I get the information I need about job openings at the University	34	24%	44%	21%	12%	0%	2.21	0.95
4f.I know what I need to do to advance in the University	34	24%	38%	21%	18%	0%	2.32	1.04
4g.My advancement opportunities are good at the University	34	24%	18%	29%	24%	6%	2.71	1.24

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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)	34	38%	44%	9%	6%	3%	1.91	1.00
5b.My ideas, questions, and feelings about my job are addressed	34	32%	41%	15%	9%	3%	2.09	1.06
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	34	32%	41%	15%	9%	3%	2.09	1.06
5d.My immediate supervisor gives me performance feedback on a regular basis	33	30%	36%	27%	3%	3%	2.12	0.99
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	34	35%	32%	15%	15%	3%	2.18	1.17
5f.Being a team player is important to my immediate supervisor	34	44%	29%	15%	6%	6%	2.00	1.18
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	34	38%	38%	15%	6%	3%	1.97	1.03

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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	34	21%	35%	15%	21%	9%	2.62	1.28
6b.Senior leadership understands employees concerns	34	9%	32%	26%	24%	9%	2.91	1.14
6c.I feel there is a high degree of trust within the University	34	12%	29%	24%	26%	9%	2.91	1.19
6d.I feel there is a high degree of trust within my unit/department	32	25%	25%	28%	16%	6%	2.53	1.22
6e.My co-workers respect individual and cultural differences	34	35%	32%	21%	6%	6%	2.15	1.16
6f.I believe the University values individual and cultural diversity	34	29%	56%	6%	3%	6%	2.00	1.02
6g.UKs policies and practices promote individual and cultural diversity	34	26%	53%	15%	0%	6%	2.06	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	34	32%	41%	26%	0%	0%	0%
7b.I am pleased with the social context of the work environment at UK	32	31%	44%	19%	3%	3%	0%
7c.Publications and other media communicate that UK places a high value on diversity	33	24%	52%	24%	0%	0%	0%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	32	25%	59%	16%	0%	0%	0%
7e.UK promotes diversity as an essential part of a high quality educational institution	33	24%	61%	12%	3%	0%	0%
7f.UK offers activities that promote understanding among diverse groups	32	19%	56%	22%	3%	0%	0%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	33	21%	45%	30%	3%	0%	0%
7h.Racial and cultural differences are celebrated at UK	33	21%	52%	27%	0%	0%	0%
7i.Policies and procedures at UK help diverse employees feel welcome	33	21%	42%	36%	0%	0%	0%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	33	18%	64%	18%	0%	0%	0%
7k.I feel a sense of community at UK	34	24%	41%	21%	9%	3%	3%
7l.UK effectively addresses campus incidents of intolerance and bigotry	32	16%	44%	34%	3%	3%	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	34	32%	41%	26%	0%	0%	1.94	0.78
7b.I am pleased with the social context of the work environment at UK	32	31%	44%	19%	3%	3%	2.03	0.97
7c.Publications and other media communicate that UK places a high value on diversity	33	24%	52%	24%	0%	0%	2.00	0.71
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	32	25%	59%	16%	0%	0%	1.91	0.64
7e.UK promotes diversity as an essential part of a high quality educational institution	33	24%	61%	12%	3%	0%	1.94	0.70
7f.UK offers activities that promote understanding among diverse groups	32	19%	56%	22%	3%	0%	2.09	0.73
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	33	21%	45%	30%	3%	0%	2.15	0.80
7h.Racial and cultural differences are celebrated at UK	33	21%	52%	27%	0%	0%	2.06	0.70
7i.Policies and procedures at UK help diverse employees feel welcome	33	21%	42%	36%	0%	0%	2.15	0.76
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	33	18%	64%	18%	0%	0%	2.00	0.61
7k.I feel a sense of community at UK	33	24%	42%	21%	9%	3%	2.24	1.03
7l.UK effectively addresses campus incidents of intolerance and bigotry	32	16%	44%	34%	3%	3%	2.34	0.90

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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	33	3%	12%	9%	27%	48%	0%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	31	3%	3%	10%	32%	45%	6%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	31	6%	26%	16%	16%	35%	0%
8d.I have been the target of racial/ethnic stereotyping on campus	32	3%	3%	16%	28%	47%	3%
8e.I hear hate speech or derogatory language used at UK	32	6%	9%	16%	31%	38%	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	33	3%	12%	9%	27%	48%	4.06	1.17
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	29	3%	3%	10%	34%	48%	4.21	1.01
8c.I have heard UK faculty or staff express stereotypes about different groups of people	31	6%	26%	16%	16%	35%	3.48	1.39
8d.I have been the target of racial/ethnic stereotyping on campus	31	3%	3%	16%	29%	48%	4.16	1.04
8e.I hear hate speech or derogatory language used at UK	32	6%	9%	16%	31%	38%	3.84	1.22

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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	33	30%	45%	9%	12%	3%	0%
9b.I feel respected by my immediate supervisor(s)	33	39%	42%	12%	3%	3%	0%
9c.I feel respected by my co-workers	33	33%	52%	12%	0%	3%	0%
9d.I feel respected by the students	32	25%	50%	9%	3%	3%	9%
9e.I feel respected by the senior administration	33	36%	30%	21%	6%	6%	0%
9f.I am given the opportunity to serve on important University committees or task forces	32	25%	50%	6%	9%	6%	3%

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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	33	30%	45%	9%	12%	3%	2.12	1.08
9b. I feel respected by my immediate supervisor(s)	33	39%	42%	12%	3%	3%	1.88	0.96
9c. I feel respected by my co-workers	33	33%	52%	12%	0%	3%	1.88	0.86
9d. I feel respected by the students	29	28%	55%	10%	3%	3%	2.00	0.93
9e. I feel respected by the senior administration	33	36%	30%	21%	6%	6%	2.15	1.18
9f. I am given the opportunity to serve on important University committees or task forces	31	26%	52%	6%	10%	6%	2.19	1.14

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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	7	25.00	7	25.00
Satisfied	14	50.00	21	75.00
Dissatisfied	7	25.00	28	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	33	33%	36%	21%	6%	3%	2.09	1.04
11b.My immediate supervisor is supportive of my personal/family responsibilities	33	52%	39%	3%	6%	0%	1.64	0.82
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	33	52%	42%	3%	3%	0%	1.58	0.71
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	33	45%	36%	12%	6%	0%	1.79	0.89
11e.The University's senior leadership is supportive of employees personal/family responsibilities	33	24%	36%	33%	3%	3%	2.24	0.97
11f.The University's policies are supportive of my personal/family responsibilities	33	27%	55%	12%	3%	3%	2.00	0.90
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	33	33%	45%	18%	3%	0%	1.91	0.80
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	33	39%	42%	12%	3%	3%	1.88	0.96
11i.I currently have the flexibility I need in my work schedule	33	36%	55%	0%	9%	0%	1.82	0.85

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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	32	9%	28%	22%	31%	9%	3.03	1.18
12b.Too much overtime or extra time is required by my job	31	0%	19%	16%	39%	26%	3.71	1.07
12c.The stress I feel balancing work and personal/family responsibilities affects my health	32	3%	25%	16%	28%	28%	3.53	1.24
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	31	3%	16%	10%	48%	23%	3.71	1.10
12e.My job is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like	32	3%	6%	22%	38%	31%	3.88	1.04
12f.I frequently feel physically or emotionally drained at the end of the work day	32	16%	31%	6%	28%	19%	3.03	1.43
12g.I feel positive about my ability to manage the demands of my work, personal and family life	32	19%	47%	19%	13%	3%	2.34	1.04
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)	31	10%	16%	23%	32%	19%	3.35	1.25

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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	32	100%	0%	0%	0%
13b. Unexpectedly left work early or came in late	31	45%	55%	0%	0%
13c. Unexpectedly missed a full work day	32	72%	28%	0%	0%
13d. Missed a deadline	32	91%	9%	0%	0%
13e. Missed an important meeting	32	100%	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)	32	22%	31%	44%	3%
14b. Parent and Child care workshops and consultations	30	10%	10%	73%	7%
14c. Confidential Financial counseling for staff and faculty	32	16%	28%	53%	3%
14d. Flexible Work Arrangement workshops and consultations	32	38%	28%	34%	0%
14e. Elder and Adult dependent care workshops and consultations	32	6%	22%	66%	6%
14f. Retirement Planning workshops and counseling	31	26%	48%	26%	0%
14g. Career Development workshops and consultations	32	34%	38%	28%	0%
14h. UK tuition discount via Family Education Program	31	58%	13%	23%	6%
14i. National Work and Family Month events and workshops	32	16%	25%	44%	16%
14j. Flexible Work Arrangement Guidelines	32	47%	31%	22%	0%
14k. Voluntary Summer and Winter Reduced Seasonal Hours Program	31	35%	23%	42%	0%
14l. Phased Retirement	31	19%	23%	58%	0%
14m. Sponsored Dependent Benefits (domestic partner)	32	19%	16%	59%	6%
14n. Staff Shared Leave Pool for catastrophic events	30	20%	20%	53%	7%
14o. Breastfeeding and Lactation Guidelines	31	10%	3%	77%	10%
14p. Laptop Computer Loan Program for staff enrolled in higher education	32	16%	16%	66%	3%
14q. GED Completion Incentive Program	31	10%	13%	68%	10%
14r. Other (please specify below)	8	25%	0%	63%	13%

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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	31	16%	6%	71%	6%
b. Emergency/Back up child care for mildly ill children	32	16%	13%	63%	9%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	32	19%	9%	66%	6%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	31	19%	6%	65%	10%
e. Paid leave beyond FMLA qualifying events	31	29%	19%	42%	10%
f. Onsite elder and adult dependent care	31	3%	19%	61%	16%
g. Other (please specify)	7	14%	0%	57%	29%