

Libraries
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	75	1%	21%	19%	39%	20%	3.55	1.08
1b.Challenge of the job	75	11%	51%	23%	13%	3%	2.47	0.95
1c.Opportunity to learn and grow	75	11%	55%	20%	12%	3%	2.41	0.93
1d.Ability to balance work with my personal/family life	75	23%	44%	23%	11%	0%	2.21	0.92
1e.My salary/wage	75	1%	13%	19%	35%	32%	3.83	1.07
1f.Benefits	75	32%	45%	17%	4%	1%	1.97	0.88
1g.Immediate supervisor	75	33%	44%	9%	9%	4%	2.07	1.08
1h.Openness of communication	75	7%	55%	20%	16%	3%	2.53	0.93
1i.Work schedule/shift	75	32%	51%	9%	7%	1%	1.95	0.90
1j.The number of hours I actually work	75	29%	61%	5%	4%	0%	1.84	0.70
1k.Universitys reputation as a good employer	75	17%	52%	23%	7%	1%	2.23	0.86
1l.Universitys relationships with the Lexington community	75	15%	48%	29%	7%	1%	2.32	0.86
1m.Working relationships with coworkers	75	23%	60%	16%	1%	0%	1.96	0.67
1n Feeling valued by the University	75	3%	25%	28%	32%	12%	3.25	1.05
1o.Sense of shared mission at UK	75	4%	27%	44%	20%	5%	2.96	0.92
1p.Job security	75	12%	48%	25%	12%	3%	2.45	0.95

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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	14	18.92	14	18.92
Yes, somewhat seriously	12	16.22	26	35.14
No	48	64.86	74	100.00

Frequency Missing = 3

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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	75	15%	52%	17%	12%	4%	2.39	1.01
3b.I would choose to work here again, if I were looking for work	74	24%	57%	12%	5%	1%	2.03	0.84
3c.I feel very loyal to the University of Kentucky	75	23%	39%	24%	12%	3%	2.33	1.04
3d.I recommend the University of Kentucky to others as a good place to work	75	23%	44%	27%	4%	3%	2.20	0.93
3e.I go the extra mile to help meet my units/departments needs	75	45%	51%	4%	0%	0%	1.59	0.57
3f.I work extra hours when needed to help my unit/department succeed	75	31%	37%	28%	4%	0%	2.05	0.87
3g.I personally agree with most of the University's goals	75	15%	52%	16%	15%	3%	2.39	1.00
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	75	13%	47%	31%	8%	1%	2.37	0.87
3i.All personnel in my unit/department contribute equal effort to our results	75	11%	29%	13%	32%	15%	3.11	1.28
3j.I play a role in helping students succeed at UK	75	23%	57%	15%	5%	0%	2.03	0.77
3k.Senior leadership clearly communicates the University's direction and priorities	75	5%	40%	27%	21%	7%	2.84	1.04
3l.I am aware of the University's strategic mission	75	20%	57%	16%	7%	0%	2.09	0.79
3m.I understand how my job contributes to achieving the University's strategic mission	75	17%	52%	19%	12%	0%	2.25	0.89
3n.I am committed to helping the University accomplish its strategic mission	75	17%	53%	28%	1%	0%	2.13	0.70
3o.I have confidence in the direction the University is going	74	9%	26%	39%	20%	5%	2.86	1.02
3p.I play a role in helping to improve student retention	75	13%	31%	32%	19%	5%	2.72	1.09

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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	75	21%	57%	15%	5%	1%	2.08	0.83
4b.I have the resources I need to do my job effectively	74	15%	54%	16%	15%	0%	2.31	0.91
4c.I understand what I am responsible for on the job	74	36%	53%	5%	5%	0%	1.80	0.78
4d.I have opportunities to enhance my skills in my current job	75	13%	39%	20%	21%	7%	2.69	1.15
4e.I get the information I need about job openings at the University	75	13%	59%	20%	8%	0%	2.23	0.78
4f.I know what I need to do to advance in the University	75	9%	32%	23%	28%	8%	2.93	1.14
4g.My advancement opportunities are good at the University	75	0%	15%	13%	39%	33%	3.91	1.03

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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)	74	30%	49%	11%	4%	7%	2.09	1.09
5b.My ideas, questions, and feelings about my job are addressed	74	19%	43%	15%	14%	9%	2.51	1.22
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	74	24%	31%	23%	12%	9%	2.51	1.25
5d.My immediate supervisor gives me performance feedback on a regular basis	74	24%	36%	23%	11%	5%	2.36	1.13
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	74	27%	45%	20%	3%	5%	2.15	1.03
5f.Being a team player is important to my immediate supervisor	74	27%	46%	18%	5%	4%	2.14	1.01
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	74	50%	36%	11%	1%	1%	1.68	0.83

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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	74	7%	45%	16%	24%	8%	2.82	1.13
6b.Senior leadership understands employees concerns	72	1%	21%	28%	29%	21%	3.47	1.09
6c.I feel there is a high degree of trust within the University	74	3%	16%	30%	34%	18%	3.47	1.05
6d.I feel there is a high degree of trust within my unit/department	74	9%	49%	18%	18%	7%	2.64	1.09
6e.My co-workers respect individual and cultural differences	74	28%	45%	22%	4%	1%	2.05	0.89
6f.I believe the University values individual and cultural diversity	73	21%	51%	21%	4%	4%	2.21	0.96
6g.UKs policies and practices promote individual and cultural diversity	74	19%	46%	26%	8%	1%	2.27	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	74	24%	46%	23%	4%	3%	0%
7b.I am pleased with the social context of the work environment at UK	74	14%	51%	24%	5%	3%	3%
7c.Publications and other media communicate that UK places a high value on diversity	74	22%	47%	20%	7%	1%	3%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	74	31%	50%	14%	3%	0%	3%
7e.UK promotes diversity as an essential part of a high quality educational institution	73	30%	48%	16%	3%	1%	1%
7f.UK offers activities that promote understanding among diverse groups	74	18%	64%	12%	1%	3%	3%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	74	14%	45%	31%	7%	3%	1%
7h.Racial and cultural differences are celebrated at UK	73	19%	49%	18%	11%	0%	3%
7i.Policies and procedures at UK help diverse employees feel welcome	74	15%	41%	34%	7%	1%	3%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	74	18%	51%	24%	4%	1%	1%
7k.I feel a sense of community at UK	74	14%	32%	35%	9%	7%	3%
7l.UK effectively addresses campus incidents of intolerance and bigotry	74	15%	39%	31%	8%	3%	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	74	24%	46%	23%	4%	3%	2.15	0.93
7b.I am pleased with the social context of the work environment at UK	72	14%	53%	25%	6%	3%	2.31	0.88
7c.Publications and other media communicate that UK places a high value on diversity	72	22%	49%	21%	7%	1%	2.17	0.90
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	72	32%	51%	14%	3%	0%	1.88	0.75
7e.UK promotes diversity as an essential part of a high quality educational institution	72	31%	49%	17%	3%	1%	1.96	0.85
7f.UK offers activities that promote understanding among diverse groups	72	18%	65%	13%	1%	3%	2.06	0.79
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	73	14%	45%	32%	7%	3%	2.40	0.91
7h.Racial and cultural differences are celebrated at UK	71	20%	51%	18%	11%	0%	2.21	0.89
7i.Policies and procedures at UK help diverse employees feel welcome	72	15%	42%	35%	7%	1%	2.38	0.88
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	73	18%	52%	25%	4%	1%	2.19	0.83
7k.I feel a sense of community at UK	72	14%	33%	36%	10%	7%	2.63	1.07
7l.UK effectively addresses campus incidents of intolerance and bigotry	71	15%	41%	32%	8%	3%	2.42	0.95

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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	72	6%	13%	8%	36%	26%	11%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	74	0%	0%	9%	34%	28%	28%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	73	8%	27%	14%	27%	16%	7%
8d.I have been the target of racial/ethnic stereotyping on campus	73	0%	3%	5%	34%	37%	21%
8e.I hear hate speech or derogatory language used at UK	73	4%	16%	10%	34%	27%	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	64	6%	14%	9%	41%	30%	3.73	1.21
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	53	0%	0%	13%	47%	40%	4.26	0.68
8c.I have heard UK faculty or staff express stereotypes about different groups of people	68	9%	29%	15%	29%	18%	3.18	1.28
8d.I have been the target of racial/ethnic stereotyping on campus	58	0%	3%	7%	43%	47%	4.33	0.76
8e.I hear hate speech or derogatory language used at UK	67	4%	18%	10%	37%	30%	3.70	1.21

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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	74	11%	27%	24%	22%	15%	1%
9b.I feel respected by my immediate supervisor(s)	74	34%	43%	14%	5%	3%	1%
9c.I feel respected by my co-workers	74	23%	65%	7%	4%	0%	1%
9d.I feel respected by the students	74	14%	49%	23%	7%	0%	8%
9e.I feel respected by the senior administration	74	7%	28%	26%	22%	15%	3%
9f.I am given the opportunity to serve on important University committees or task forces	74	15%	39%	22%	12%	7%	5%

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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	73	11%	27%	25%	22%	15%	3.03	1.25
9b.I feel respected by my immediate supervisor(s)	73	34%	44%	14%	5%	3%	1.99	0.98
9c.I feel respected by my co-workers	73	23%	66%	7%	4%	0%	1.92	0.68
9d.I feel respected by the students	68	15%	53%	25%	7%	0%	2.25	0.80
9e.I feel respected by the senior administration	72	7%	29%	26%	22%	15%	3.10	1.19
9f.I am given the opportunity to serve on important University committees or task forces	70	16%	41%	23%	13%	7%	2.54	1.13

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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	12	16.67	12	16.67
Satisfied	37	51.39	49	68.06
Neither	11	15.28	60	83.33
Dissatisfied	10	13.89	70	97.22
Very dissatisfied	2	2.78	72	100.00

Frequency Missing = 5

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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	74	19%	47%	23%	9%	1%	2.27	0.93
11b.My immediate supervisor is supportive of my personal/family responsibilities	73	38%	49%	10%	1%	1%	1.78	0.79
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	74	41%	51%	4%	3%	1%	1.73	0.78
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	74	27%	59%	14%	0%	0%	1.86	0.63
11e.The University's senior leadership is supportive of employees personal/family responsibilities	74	16%	46%	27%	7%	4%	2.36	0.97
11f.The University's policies are supportive of my personal/family responsibilities	74	18%	54%	20%	5%	3%	2.22	0.90
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	74	23%	54%	15%	7%	1%	2.09	0.88
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	74	26%	50%	12%	9%	3%	2.14	1.00
11i.I currently have the flexibility I need in my work schedule	74	32%	49%	4%	12%	3%	2.04	1.05

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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	74	16%	27%	26%	26%	5%	2.77	1.17
12b.Too much overtime or extra time is required by my job	72	0%	6%	19%	47%	28%	3.97	0.84
12c.The stress I feel balancing work and personal/family responsibilities affects my health	74	4%	20%	32%	31%	12%	3.27	1.05
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	74	0%	11%	20%	50%	19%	3.77	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	74	0%	9%	11%	62%	18%	3.88	0.81
12f.I frequently feel physically or emotionally drained at the end of the work day	72	8%	38%	18%	29%	7%	2.89	1.13
12g.I feel positive about my ability to manage the demands of my work, personal and family life	74	9%	45%	24%	20%	1%	2.59	0.96
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)	74	3%	12%	5%	51%	28%	3.91	1.04

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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	73	97%	3%	0%	0%
13b.Unexpectedly left work early or came in late	73	55%	37%	7%	1%
13c.Unexpectedly missed a full work day	74	61%	39%	0%	0%
13d.Missed a deadline	74	93%	5%	1%	0%
13e.Missed an important meeting	74	88%	12%	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	72	14%	24%	56%	7%
14b.Parent and Child care workshops and consultations	72	7%	4%	81%	8%
14c.Confidential Financial counseling for staff and faculty	73	16%	32%	45%	7%
14d.Flexible Work Arrangement workshops and consultations	72	19%	38%	38%	6%
14e.Elder and Adult dependent care workshops and consultations	73	15%	16%	62%	7%
14f.Retirement Planning workshops and counseling	73	34%	32%	32%	3%
14g.Career Development workshops and consultations	73	25%	44%	29%	3%
14h.UK tuition discount via Family Education Program	73	33%	22%	44%	1%
14i.National Work and Family Month events and workshops	72	10%	18%	57%	15%
14j.Flexible Work Arrangement Guidelines	73	42%	23%	32%	3%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	73	14%	10%	73%	4%
14l.Phased Retirement	73	21%	14%	63%	3%
14m.Sponsored Dependent Benefits (domestic partner)	72	15%	8%	51%	25%
14n.Staff Shared Leave Pool for catastrophic events	73	21%	14%	63%	3%
14o.Breastfeeding and Lactation Guidelines	73	1%	4%	79%	15%
14p.Laptop Computer Loan Program for staff enrolled in higher education	70	14%	13%	66%	7%
14q.GED Completion Incentive Program	73	5%	3%	86%	5%
14r.Other (please specify below)	22	23%	5%	41%	32%

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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	73	10%	1%	79%	10%
b. Emergency/Back up child care for mildly ill children	72	8%	4%	72%	15%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	73	11%	3%	67%	19%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	71	11%	3%	72%	14%
e. Paid leave beyond FMLA qualifying events	70	27%	19%	33%	21%
f. Onsite elder and adult dependent care	72	10%	1%	65%	24%
g. Other (please specify)	18	22%	0%	39%	39%