

College of Medicine
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	1093	11%	38%	23%	22%	6%	2.74	1.10
1b.Challenge of the job	1083	21%	57%	14%	7%	1%	2.11	0.85
1c.Opportunity to learn and grow	1089	21%	51%	16%	10%	2%	2.21	0.95
1d.Ability to balance work with my personal/family life	1085	20%	51%	16%	11%	3%	2.25	0.98
1e.My salary/wage	1091	5%	28%	22%	32%	13%	3.20	1.14
1f.Benefits	1084	29%	56%	10%	5%	1%	1.94	0.81
1g.Immediate supervisor	1093	38%	38%	12%	8%	4%	2.01	1.08
1h.Openness of communication	1090	20%	38%	19%	19%	5%	2.52	1.16
1i.Work schedule/shift	1091	34%	52%	9%	4%	1%	1.85	0.81
1j.The number of hours I actually work	1089	26%	56%	10%	7%	1%	2.01	0.87
1k.Universitys reputation as a good employer	1091	19%	51%	23%	6%	2%	2.21	0.88
1l.Universitys relationships with the Lexington community	1088	17%	49%	29%	3%	1%	2.22	0.80
1m.Working relationships with coworkers	1088	28%	56%	10%	5%	1%	1.95	0.83
1n Feeling valued by the University	1090	9%	29%	28%	23%	11%	2.99	1.15
1o.Sense of shared mission at UK	1092	8%	32%	38%	16%	6%	2.81	1.00
1p.Job security	1089	10%	47%	26%	13%	4%	2.54	0.98

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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	196	18.18	196	18.18
Yes, somewhat seriously	298	27.64	494	45.83
No	584	54.17	1078	100.00

Frequency Missing = 42

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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	1077	18%	54%	16%	11%	2%	2.25	0.93
3b.I would choose to work here again, if I were looking for work	1075	26%	52%	16%	6%	1%	2.05	0.87
3c.I feel very loyal to the University of Kentucky	1076	27%	41%	24%	7%	2%	2.16	0.96
3d.I recommend the University of Kentucky to others as a good place to work	1076	25%	48%	19%	6%	1%	2.11	0.90
3e.I go the extra mile to help meet my units/departments needs	1078	51%	43%	5%	1%	0%	1.56	0.64
3f.I work extra hours when needed to help my unit/department succeed	1072	54%	37%	7%	1%	1%	1.56	0.71
3g.I personally agree with most of the University's goals	1077	20%	48%	25%	6%	1%	2.19	0.85
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	1079	26%	43%	24%	6%	1%	2.15	0.92
3i.All personnel in my unit/department contribute equal effort to our results	1080	13%	31%	21%	25%	10%	2.87	1.20
3j.I play a role in helping students succeed at UK	1076	13%	33%	41%	9%	4%	2.58	0.96
3k.Senior leadership clearly communicates the University's direction and priorities	1079	9%	33%	31%	20%	7%	2.82	1.07
3l.I am aware of the University's strategic mission	1074	12%	55%	23%	8%	2%	2.32	0.86
3m.I understand how my job contributes to achieving the University's strategic mission	1078	16%	45%	27%	10%	2%	2.36	0.93
3n.I am committed to helping the University accomplish its strategic mission	1078	20%	50%	27%	2%	1%	2.13	0.77
3o.I have confidence in the direction the University is going	1079	13%	39%	31%	13%	4%	2.55	0.99
3p.I play a role in helping to improve student retention	1081	8%	19%	54%	15%	5%	2.91	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	1080	24%	58%	9%	8%	2%	2.04	0.88
4b.I have the resources I need to do my job effectively	1073	21%	52%	10%	14%	3%	2.27	1.05
4c.I understand what I am responsible for on the job	1078	36%	55%	5%	4%	1%	1.78	0.76
4d.I have opportunities to enhance my skills in my current job	1074	22%	47%	16%	11%	4%	2.27	1.05
4e.I get the information I need about job openings at the University	1075	16%	50%	23%	10%	2%	2.31	0.91
4f.I know what I need to do to advance in the University	1080	14%	38%	25%	18%	5%	2.64	1.09
4g.My advancement opportunities are good at the University	1080	10%	26%	29%	25%	10%	3.00	1.15

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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)	1070	29%	43%	11%	11%	5%	2.21	1.14
5b.My ideas, questions, and feelings about my job are addressed	1068	23%	39%	17%	14%	7%	2.43	1.18
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	1069	26%	39%	16%	11%	7%	2.33	1.18
5d.My immediate supervisor gives me performance feedback on a regular basis	1069	26%	40%	15%	13%	6%	2.35	1.18
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	1069	29%	41%	14%	11%	6%	2.24	1.15
5f.Being a team player is important to my immediate supervisor	1063	35%	45%	12%	6%	2%	1.96	0.96
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	1067	39%	42%	15%	3%	1%	1.87	0.88

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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	1071	11%	44%	21%	19%	5%	2.63	1.07
6b.Senior leadership understands employees concerns	1065	8%	25%	30%	24%	13%	3.11	1.15
6c.I feel there is a high degree of trust within the University	1063	6%	22%	35%	25%	13%	3.16	1.08
6d.I feel there is a high degree of trust within my unit/department	1064	12%	37%	22%	19%	9%	2.77	1.17
6e.My co-workers respect individual and cultural differences	1070	25%	53%	14%	5%	3%	2.08	0.92
6f.I believe the University values individual and cultural diversity	1069	24%	53%	18%	3%	2%	2.07	0.87
6g.UKs policies and practices promote individual and cultural diversity	1067	21%	49%	24%	4%	3%	2.20	0.90

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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	1062	20%	47%	28%	3%	1%	2%
7b.I am pleased with the social context of the work environment at UK	1060	16%	50%	26%	5%	2%	2%
7c.Publications and other media communicate that UK places a high value on diversity	1060	16%	48%	30%	4%	0%	1%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	1061	23%	55%	17%	3%	1%	1%
7e.UK promotes diversity as an essential part of a high quality educational institution	1061	21%	54%	21%	3%	1%	1%
7f.UK offers activities that promote understanding among diverse groups	1057	17%	48%	29%	3%	1%	1%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	1061	15%	39%	37%	5%	2%	2%
7h.Racial and cultural differences are celebrated at UK	1059	17%	48%	29%	4%	1%	2%
7i.Policies and procedures at UK help diverse employees feel welcome	1060	15%	43%	35%	3%	1%	2%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	1059	17%	53%	26%	2%	0%	2%
7k.I feel a sense of community at UK	1060	13%	45%	27%	10%	2%	2%
7l.UK effectively addresses campus incidents of intolerance and bigotry	1059	14%	43%	36%	3%	1%	3%

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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	1044	20%	47%	28%	3%	1%	2.18	0.83
7b.I am pleased with the social context of the work environment at UK	1043	16%	51%	27%	5%	2%	2.25	0.84
7c.Publications and other media communicate that UK places a high value on diversity	1045	16%	49%	30%	4%	0%	2.23	0.78
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	1048	24%	56%	17%	3%	1%	2.02	0.78
7e.UK promotes diversity as an essential part of a high quality educational institution	1051	21%	54%	21%	3%	1%	2.08	0.78
7f.UK offers activities that promote understanding among diverse groups	1043	17%	49%	30%	3%	1%	2.21	0.78
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	1036	15%	40%	38%	5%	2%	2.38	0.87
7h.Racial and cultural differences are celebrated at UK	1042	17%	48%	29%	4%	1%	2.23	0.80
7i.Policies and procedures at UK help diverse employees feel welcome	1037	16%	44%	35%	3%	1%	2.29	0.80
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	1038	18%	54%	27%	2%	0%	2.12	0.71
7k.I feel a sense of community at UK	1042	13%	46%	28%	11%	2%	2.42	0.92
7l.UK effectively addresses campus incidents of intolerance and bigotry	1027	15%	44%	37%	3%	1%	2.33	0.82

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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	1056	3%	10%	12%	30%	36%	8%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	1054	1%	3%	12%	32%	32%	21%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	1052	5%	18%	15%	28%	29%	6%
8d.I have been the target of racial/ethnic stereotyping on campus	1050	1%	2%	9%	34%	38%	16%
8e.I hear hate speech or derogatory language used at UK	1052	3%	10%	12%	31%	37%	6%

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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	970	4%	11%	13%	33%	39%	3.93	1.14
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	836	1%	3%	15%	40%	41%	4.17	0.85
8c.I have heard UK faculty or staff express stereotypes about different groups of people	989	5%	19%	16%	30%	30%	3.61	1.24
8d.I have been the target of racial/ethnic stereotyping on campus	879	1%	3%	11%	40%	45%	4.26	0.82
8e.I hear hate speech or derogatory language used at UK	986	3%	11%	12%	33%	40%	3.96	1.12

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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	1056	16%	46%	20%	10%	5%	3%
9b.I feel respected by my immediate supervisor(s)	1051	32%	45%	10%	8%	5%	0%
9c.I feel respected by my co-workers	1057	27%	56%	10%	5%	2%	0%
9d.I feel respected by the students	1056	11%	36%	24%	3%	1%	26%
9e.I feel respected by the senior administration	1057	10%	32%	28%	16%	10%	4%
9f.I am given the opportunity to serve on important University committees or task forces	1056	6%	25%	30%	17%	10%	13%

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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	1026	17%	47%	20%	11%	5%	2.40	1.04
9b. I feel respected by my immediate supervisor(s)	1050	32%	46%	10%	8%	5%	2.08	1.07
9c. I feel respected by my co-workers	1057	27%	56%	10%	5%	2%	2.00	0.89
9d. I feel respected by the students	785	15%	48%	32%	4%	1%	2.28	0.81
9e. I feel respected by the senior administration	1018	11%	33%	29%	17%	10%	2.83	1.15
9f. I am given the opportunity to serve on important University committees or task forces	924	7%	28%	34%	20%	11%	3.00	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	177	17.70	177	17.70
Satisfied	507	50.70	684	68.40
Neither	149	14.90	833	83.30
Dissatisfied	131	13.10	964	96.40
Very dissatisfied	36	3.60	1000	100.00

Frequency Missing = 120

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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	1055	15%	48%	25%	9%	2%	2.34	0.92
11b.My immediate supervisor is supportive of my personal/family responsibilities	1051	36%	45%	11%	5%	3%	1.93	0.95
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	1056	38%	44%	11%	4%	3%	1.90	0.95
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	1051	32%	48%	14%	4%	2%	1.96	0.88
11e.The University's senior leadership is supportive of employees personal/family responsibilities	1056	14%	37%	35%	11%	3%	2.52	0.96
11f.The University's policies are supportive of my personal/family responsibilities	1053	15%	50%	25%	8%	2%	2.32	0.91
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	1053	20%	44%	23%	10%	4%	2.34	1.02
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	1053	22%	42%	20%	11%	5%	2.34	1.08
11i.I currently have the flexibility I need in my work schedule	1056	27%	45%	13%	10%	4%	2.20	1.08

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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	1048	16%	29%	17%	31%	7%	2.84	1.22
12b.Too much overtime or extra time is required by my job	1038	5%	11%	21%	48%	15%	3.56	1.03
12c.The stress I feel balancing work and personal/family responsibilities affects my health	1045	7%	26%	19%	38%	11%	3.19	1.15
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	1050	2%	9%	17%	54%	18%	3.76	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	1046	3%	12%	17%	50%	18%	3.66	1.01
12f.I frequently feel physically or emotionally drained at the end of the work day	1039	17%	33%	16%	28%	7%	2.75	1.22
12g.I feel positive about my ability to manage the demands of my work, personal and family life	1048	13%	50%	24%	10%	3%	2.42	0.95
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)	1047	4%	15%	23%	36%	22%	3.57	1.11

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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	1049	95%	4%	0%	1%
13b.Unexpectedly left work early or came in late	1049	56%	40%	3%	1%
13c.Unexpectedly missed a full work day	1047	70%	29%	1%	0%
13d.Missed a deadline	1051	94%	6%	1%	0%
13e.Missed an important meeting	1051	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	1020	13%	25%	58%	3%
14b.Parent and Child care workshops and consultations	1024	8%	14%	74%	5%
14c.Confidential Financial counseling for staff and faculty	1027	16%	32%	48%	4%
14d.Flexible Work Arrangement workshops and consultations	1028	18%	34%	45%	3%
14e.Elder and Adult dependent care workshops and consultations	1026	10%	21%	65%	4%
14f.Retirement Planning workshops and counseling	1021	25%	42%	31%	1%
14g.Career Development workshops and consultations	1026	23%	41%	35%	2%
14h.UK tuition discount via Family Education Program	1028	47%	21%	30%	1%
14i.National Work and Family Month events and workshops	1024	11%	25%	52%	11%
14j.Flexible Work Arrangement Guidelines	1025	32%	35%	31%	2%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	1027	15%	21%	59%	5%
14l.Phased Retirement	1027	15%	31%	51%	4%
14m.Sponsored Dependent Benefits (domestic partner)	1028	13%	10%	59%	17%
14n.Staff Shared Leave Pool for catastrophic events	1026	17%	29%	51%	3%
14o.Breastfeeding and Lactation Guidelines	1027	8%	7%	74%	11%
14p.Laptop Computer Loan Program for staff enrolled in higher education	1029	13%	17%	64%	7%
14q.GED Completion Incentive Program	1027	5%	4%	84%	6%
14r.Other (please specify below)	276	16%	7%	45%	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	1035	18%	9%	68%	6%
b. Emergency/Back up child care for mildly ill children	1031	19%	8%	64%	9%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	1032	21%	8%	62%	9%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	1021	21%	8%	64%	7%
e. Paid leave beyond FMLA qualifying events	1031	30%	27%	32%	11%
f. Onsite elder and adult dependent care	1025	11%	13%	64%	12%
g. Other (please specify)	210	16%	7%	42%	35%