

College of Nursing
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	38	13%	29%	21%	26%	11%	2.92	1.24
1b.Challenge of the job	36	17%	56%	25%	0%	3%	2.17	0.81
1c.Opportunity to learn and grow	38	18%	47%	16%	16%	3%	2.37	1.05
1d.Ability to balance work with my personal/family life	37	24%	41%	22%	11%	3%	2.27	1.04
1e.My salary/wage	38	5%	16%	11%	37%	32%	3.74	1.22
1f.Benefits	37	24%	49%	19%	5%	3%	2.14	0.95
1g.Immediate supervisor	37	54%	19%	8%	16%	3%	1.95	1.25
1h.Openness of communication	38	37%	21%	13%	18%	11%	2.45	1.43
1i.Work schedule/shift	38	37%	50%	8%	3%	3%	1.84	0.89
1j.The number of hours I actually work	38	26%	42%	16%	11%	5%	2.26	1.13
1k.Universitys reputation as a good employer	38	21%	32%	37%	11%	0%	2.37	0.94
1l.Universitys relationships with the Lexington community	38	18%	29%	50%	3%	0%	2.37	0.82
1m.Working relationships with coworkers	37	43%	35%	11%	11%	0%	1.89	0.99
1n Feeling valued by the University	38	11%	18%	21%	32%	18%	3.29	1.27
1o.Sense of shared mission at UK	38	8%	24%	37%	26%	5%	2.97	1.03
1p.Job security	38	11%	42%	29%	18%	0%	2.55	0.92

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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	5	13.51	5	13.51
Yes, somewhat seriously	12	32.43	17	45.95
No	20	54.05	37	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	36	22%	47%	17%	11%	3%	2.25	1.02
3b.I would choose to work here again, if I were looking for work	36	31%	39%	17%	14%	0%	2.14	1.02
3c.I feel very loyal to the University of Kentucky	37	32%	27%	24%	11%	5%	2.30	1.20
3d.I recommend the University of Kentucky to others as a good place to work	36	28%	36%	22%	14%	0%	2.22	1.02
3e.I go the extra mile to help meet my units/departments needs	36	56%	44%	0%	0%	0%	1.44	0.50
3f.I work extra hours when needed to help my unit/department succeed	36	58%	36%	6%	0%	0%	1.47	0.61
3g.I personally agree with most of the University's goals	37	24%	41%	24%	11%	0%	2.22	0.95
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	37	27%	43%	16%	11%	3%	2.19	1.05
3i.All personnel in my unit/department contribute equal effort to our results	37	19%	22%	8%	38%	14%	3.05	1.39
3j.I play a role in helping students succeed at UK	36	28%	47%	22%	3%	0%	2.00	0.79
3k.Senior leadership clearly communicates the University's direction and priorities	35	23%	34%	34%	6%	3%	2.31	0.99
3l.I am aware of the University's strategic mission	37	27%	43%	24%	5%	0%	2.08	0.86
3m.I understand how my job contributes to achieving the University's strategic mission	37	19%	51%	27%	3%	0%	2.14	0.75
3n.I am committed to helping the University accomplish its strategic mission	36	25%	44%	28%	3%	0%	2.08	0.81
3o.I have confidence in the direction the University is going	37	19%	22%	27%	22%	11%	2.84	1.28
3p.I play a role in helping to improve student retention	36	19%	33%	31%	14%	3%	2.47	1.06

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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	37	32%	49%	8%	8%	3%	2.00	1.00
4b.I have the resources I need to do my job effectively	37	24%	43%	14%	11%	8%	2.35	1.21
4c.I understand what I am responsible for on the job	37	46%	32%	11%	11%	0%	1.86	1.00
4d.I have opportunities to enhance my skills in my current job	37	30%	27%	22%	22%	0%	2.35	1.14
4e.I get the information I need about job openings at the University	37	19%	38%	27%	16%	0%	2.41	0.98
4f.I know what I need to do to advance in the University	37	16%	27%	38%	16%	3%	2.62	1.04
4g.My advancement opportunities are good at the University	37	11%	16%	30%	30%	14%	3.19	1.20

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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)	37	41%	32%	11%	11%	5%	2.08	1.21
5b.My ideas, questions, and feelings about my job are addressed	37	41%	19%	19%	16%	5%	2.27	1.30
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	37	43%	27%	5%	19%	5%	2.16	1.32
5d.My immediate supervisor gives me performance feedback on a regular basis	37	41%	27%	8%	14%	11%	2.27	1.41
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	37	46%	27%	11%	5%	11%	2.08	1.34
5f.Being a team player is important to my immediate supervisor	37	49%	30%	11%	0%	11%	1.95	1.27
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	37	54%	30%	5%	3%	8%	1.81	1.20

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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	37	19%	30%	14%	24%	14%	2.84	1.36
6b.Senior leadership understands employees concerns	36	8%	17%	33%	31%	11%	3.19	1.12
6c.I feel there is a high degree of trust within the University	37	5%	14%	35%	24%	22%	3.43	1.14
6d.I feel there is a high degree of trust within my unit/department	37	16%	35%	11%	16%	22%	2.92	1.44
6e.My co-workers respect individual and cultural differences	37	30%	43%	11%	11%	5%	2.19	1.15
6f.I believe the University values individual and cultural diversity	37	24%	49%	19%	3%	5%	2.16	1.01
6g.UKs policies and practices promote individual and cultural diversity	37	24%	49%	22%	3%	3%	2.11	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	36	19%	50%	25%	3%	3%	0%
7b.I am pleased with the social context of the work environment at UK	37	16%	43%	35%	5%	0%	0%
7c.Publications and other media communicate that UK places a high value on diversity	37	22%	57%	19%	3%	0%	0%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	37	35%	43%	19%	3%	0%	0%
7e.UK promotes diversity as an essential part of a high quality educational institution	37	27%	51%	16%	5%	0%	0%
7f.UK offers activities that promote understanding among diverse groups	36	31%	39%	31%	0%	0%	0%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	37	30%	27%	24%	11%	8%	0%
7h.Racial and cultural differences are celebrated at UK	37	30%	35%	30%	5%	0%	0%
7i.Policies and procedures at UK help diverse employees feel welcome	37	19%	32%	35%	11%	3%	0%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	37	30%	38%	30%	3%	0%	0%
7k.I feel a sense of community at UK	37	24%	19%	32%	22%	3%	0%
7l.UK effectively addresses campus incidents of intolerance and bigotry	37	16%	43%	38%	0%	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	36	19%	50%	25%	3%	3%	2.19	0.89
7b.I am pleased with the social context of the work environment at UK	37	16%	43%	35%	5%	0%	2.30	0.81
7c.Publications and other media communicate that UK places a high value on diversity	37	22%	57%	19%	3%	0%	2.03	0.73
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	37	35%	43%	19%	3%	0%	1.89	0.81
7e.UK promotes diversity as an essential part of a high quality educational institution	37	27%	51%	16%	5%	0%	2.00	0.82
7f.UK offers activities that promote understanding among diverse groups	36	31%	39%	31%	0%	0%	2.00	0.79
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	37	30%	27%	24%	11%	8%	2.41	1.26
7h.Racial and cultural differences are celebrated at UK	37	30%	35%	30%	5%	0%	2.11	0.91
7i.Policies and procedures at UK help diverse employees feel welcome	37	19%	32%	35%	11%	3%	2.46	1.02
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	37	30%	38%	30%	3%	0%	2.05	0.85
7k.I feel a sense of community at UK	37	24%	19%	32%	22%	3%	2.59	1.17
7l.UK effectively addresses campus incidents of intolerance and bigotry	37	16%	43%	38%	0%	3%	2.30	0.85

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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	36	3%	3%	22%	36%	25%	11%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	36	0%	3%	6%	39%	31%	22%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	36	11%	17%	19%	31%	17%	6%
8d.I have been the target of racial/ethnic stereotyping on campus	34	0%	3%	6%	41%	35%	15%
8e.I hear hate speech or derogatory language used at UK	36	0%	19%	8%	39%	31%	3%

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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	32	3%	3%	25%	41%	28%	3.88	0.98
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	28	0%	4%	7%	50%	39%	4.25	0.75
8c.I have heard UK faculty or staff express stereotypes about different groups of people	34	12%	18%	21%	32%	18%	3.26	1.29
8d.I have been the target of racial/ethnic stereotyping on campus	29	0%	3%	7%	48%	41%	4.28	0.75
8e.I hear hate speech or derogatory language used at UK	35	0%	20%	9%	40%	31%	3.83	1.10

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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	37	14%	43%	19%	11%	14%	0%
9b.I feel respected by my immediate supervisor(s)	37	41%	35%	8%	11%	5%	0%
9c.I feel respected by my co-workers	37	27%	59%	5%	8%	0%	0%
9d.I feel respected by the students	37	19%	57%	14%	5%	0%	5%
9e.I feel respected by the senior administration	37	5%	46%	27%	3%	19%	0%
9f.I am given the opportunity to serve on important University committees or task forces	37	5%	24%	24%	19%	22%	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	37	14%	43%	19%	11%	14%	2.68	1.25
9b.I feel respected by my immediate supervisor(s)	37	41%	35%	8%	11%	5%	2.05	1.20
9c.I feel respected by my co-workers	37	27%	59%	5%	8%	0%	1.95	0.81
9d.I feel respected by the students	35	20%	60%	14%	6%	0%	2.06	0.76
9e.I feel respected by the senior administration	37	5%	46%	27%	3%	19%	2.84	1.21
9f.I am given the opportunity to serve on important University committees or task forces	35	6%	26%	26%	20%	23%	3.29	1.25

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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	5	14.29	5	14.29
Satisfied	15	42.86	20	57.14
Neither	8	22.86	28	80.00
Dissatisfied	6	17.14	34	97.14
Very dissatisfied	1	2.86	35	100.00

Frequency Missing = 4

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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	37	27%	35%	24%	14%	0%	2.24	1.01
11b.My immediate supervisor is supportive of my personal/family responsibilities	37	57%	35%	3%	3%	3%	1.59	0.90
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	37	54%	38%	5%	3%	0%	1.57	0.73
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	37	51%	35%	11%	3%	0%	1.65	0.79
11e.The University's senior leadership is supportive of employees personal/family responsibilities	37	11%	38%	35%	14%	3%	2.59	0.96
11f.The University's policies are supportive of my personal/family responsibilities	37	14%	51%	27%	8%	0%	2.30	0.81
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	37	38%	41%	14%	8%	0%	1.92	0.92
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	37	43%	32%	11%	14%	0%	1.95	1.05
11i.I currently have the flexibility I need in my work schedule	37	41%	35%	16%	8%	0%	1.92	0.95

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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	35	23%	43%	9%	14%	11%	2.49	1.31
12b.Too much overtime or extra time is required by my job	35	9%	17%	26%	31%	17%	3.31	1.21
12c.The stress I feel balancing work and personal/family responsibilities affects my health	35	9%	31%	17%	37%	6%	3.00	1.14
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	35	0%	23%	17%	46%	14%	3.51	1.01
12e.My job is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like	35	3%	20%	26%	40%	11%	3.37	1.03
12f.I frequently feel physically or emotionally drained at the end of the work day	34	21%	35%	15%	29%	0%	2.53	1.13
12g.I feel positive about my ability to manage the demands of my work, personal and family life	35	14%	43%	29%	14%	0%	2.43	0.92
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)	35	3%	14%	23%	34%	26%	3.66	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	35	97%	3%	0%	0%
13b.Unexpectedly left work early or came in late	35	57%	43%	0%	0%
13c.Unexpectedly missed a full work day	35	74%	26%	0%	0%
13d.Missed a deadline	35	91%	9%	0%	0%
13e.Missed an important meeting	35	89%	11%	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	33	9%	27%	61%	3%
14b.Parent and Child care workshops and consultations	35	6%	9%	77%	9%
14c.Confidential Financial counseling for staff and faculty	35	14%	34%	51%	0%
14d.Flexible Work Arrangement workshops and consultations	35	11%	34%	49%	6%
14e.Elder and Adult dependent care workshops and consultations	35	11%	23%	66%	0%
14f.Retirement Planning workshops and counseling	35	23%	46%	31%	0%
14g.Career Development workshops and consultations	35	17%	49%	34%	0%
14h.UK tuition discount via Family Education Program	35	43%	17%	40%	0%
14i.National Work and Family Month events and workshops	35	6%	23%	63%	9%
14j.Flexible Work Arrangement Guidelines	35	20%	29%	51%	0%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	35	6%	9%	83%	3%
14l.Phased Retirement	34	6%	35%	59%	0%
14m.Sponsored Dependent Benefits (domestic partner)	35	9%	3%	66%	23%
14n.Staff Shared Leave Pool for catastrophic events	35	20%	17%	63%	0%
14o.Breastfeeding and Lactation Guidelines	35	9%	0%	71%	20%
14p.Laptop Computer Loan Program for staff enrolled in higher education	35	6%	20%	69%	6%
14q.GED Completion Incentive Program	35	0%	0%	100%	0%
14r.Other (please specify below)	4	25%	0%	25%	50%

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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	35	14%	3%	80%	3%
b. Emergency/Back up child care for mildly ill children	35	17%	3%	60%	20%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	35	17%	3%	63%	17%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	35	14%	3%	71%	11%
e. Paid leave beyond FMLA qualifying events	35	34%	29%	23%	14%
f. Onsite elder and adult dependent care	34	12%	12%	56%	21%
g. Other (please specify)	6	33%	0%	17%	50%