

**College of Pharmacy**  
**Staff Work-Life Survey 2010**

<b>Q1: How SATISFIED are you with the following factors at the University of Kentucky?</b>	<b>N</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Mean</b>	<b>SD</b>
1a.Opportunity for job/career growth/advancement	59	10%	47%	20%	19%	3%	2.58	1.02
1b.Challenge of the job	59	25%	58%	8%	7%	2%	2.02	0.88
1c.Opportunity to learn and grow	60	23%	50%	13%	12%	2%	2.18	0.98
1d.Ability to balance work with my personal/family life	60	27%	42%	13%	15%	3%	2.27	1.12
1e.My salary/wage	60	5%	30%	25%	27%	13%	3.13	1.14
1f.Benefits	60	33%	45%	12%	10%	0%	1.98	0.93
1g.Immediate supervisor	60	42%	38%	10%	8%	2%	1.90	1.00
1h.Openness of communication	59	27%	44%	7%	20%	2%	2.25	1.12
1i.Work schedule/shift	60	32%	50%	12%	3%	3%	1.97	0.94
1j.The number of hours I actually work	60	25%	53%	12%	7%	3%	2.10	0.97
1k.Universitys reputation as a good employer	60	20%	57%	20%	2%	2%	2.08	0.79
1l.Universitys relationships with the Lexington community	60	22%	53%	25%	0%	0%	2.03	0.69
1m.Working relationships with coworkers	60	25%	58%	15%	2%	0%	1.93	0.69
1n.Feeling valued by the University	58	12%	36%	26%	21%	5%	2.71	1.09
1o.Sense of shared mission at UK	60	8%	33%	40%	17%	2%	2.70	0.91
1p.Job security	60	5%	38%	20%	27%	10%	2.98	1.13

***College of Pharmacy  
Staff Work-Life Survey 2010***

***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	24.14	14	24.14
Yes, somewhat seriously	20	34.48	34	58.62
No	24	41.38	58	100.00

***Frequency Missing = 3***

**College of Pharmacy**  
**Staff Work-Life Survey 2010**

<b>Q3:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
3a.I am satisfied with my job at University of Kentucky	59	12%	59%	10%	17%	2%	2.37	0.96
3b.I would choose to work here again, if I were looking for work	59	29%	58%	8%	5%	0%	1.90	0.76
3c.I feel very loyal to the University of Kentucky	59	24%	49%	19%	7%	2%	2.14	0.92
3d.I recommend the University of Kentucky to others as a good place to work	57	26%	58%	12%	2%	2%	1.95	0.79
3e.I go the extra mile to help meet my units/departments needs	59	49%	41%	7%	3%	0%	1.64	0.76
3f.I work extra hours when needed to help my unit/department succeed	58	52%	40%	9%	0%	0%	1.57	0.65
3g.I personally agree with most of the University's goals	59	20%	59%	19%	2%	0%	2.02	0.68
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	59	20%	58%	19%	3%	0%	2.05	0.73
3i.All personnel in my unit/department contribute equal effort to our results	59	10%	32%	14%	37%	7%	2.98	1.18
3j.I play a role in helping students succeed at UK	58	17%	40%	34%	9%	0%	2.34	0.87
3k.Senior leadership clearly communicates the University's direction and priorities	59	15%	37%	22%	22%	3%	2.61	1.10
3l.I am aware of the University's strategic mission	59	19%	59%	15%	7%	0%	2.10	0.78
3m.I understand how my job contributes to achieving the University's strategic mission	59	17%	49%	25%	7%	2%	2.27	0.89
3n.I am committed to helping the University accomplish its strategic mission	59	27%	49%	22%	2%	0%	1.98	0.75
3o.I have confidence in the direction the University is going	59	17%	36%	32%	15%	0%	2.46	0.95
3p.I play a role in helping to improve student retention	59	12%	25%	49%	8%	5%	2.69	0.97

**College of Pharmacy**  
**Staff Work-Life Survey 2010**

<b>Q4:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
4a.I have the information I need to do my job effectively	59	19%	51%	10%	17%	3%	2.36	1.08
4b.I have the resources I need to do my job effectively	58	19%	53%	10%	14%	3%	2.29	1.04
4c.I understand what I am responsible for on the job	59	27%	58%	5%	8%	2%	2.00	0.91
4d.I have opportunities to enhance my skills in my current job	59	24%	41%	17%	15%	3%	2.34	1.11
4e.I get the information I need about job openings at the University	59	22%	47%	19%	8%	3%	2.24	1.01
4f.I know what I need to do to advance in the University	58	16%	33%	24%	24%	3%	2.67	1.11
4g.My advancement opportunities are good at the University	59	8%	25%	32%	25%	8%	3.00	1.10

**College of Pharmacy**  
**Staff Work-Life Survey 2010**

<b>Q5:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
5a.I have regular opportunities to voice my ideas, questions, and feelings about my job with my immediate supervisor(s)	59	32%	42%	8%	14%	3%	2.14	1.12
5b.My ideas, questions, and feelings about my job are addressed	59	19%	53%	12%	15%	2%	2.29	1.00
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	58	31%	38%	12%	16%	3%	2.22	1.16
5d.My immediate supervisor gives me performance feedback on a regular basis	59	19%	53%	7%	19%	3%	2.36	1.09
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	59	27%	47%	12%	10%	3%	2.15	1.05
5f.Being a team player is important to my immediate supervisor	57	40%	42%	7%	9%	2%	1.89	0.99
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	59	41%	42%	8%	7%	2%	1.86	0.96

***College of Pharmacy  
Staff Work-Life Survey 2010***

<b>Q6:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
6a.I receive information about University news or changes before I read or hear about it in the press	59	15%	39%	17%	27%	2%	2.61	1.10
6b.Senior leadership understands employees concerns	59	10%	24%	29%	32%	5%	2.98	1.09
6c.I feel there is a high degree of trust within the University	59	10%	19%	36%	34%	2%	2.98	1.01
6d.I feel there is a high degree of trust within my unit/department	59	17%	34%	17%	24%	8%	2.73	1.24
6e.My co-workers respect individual and cultural differences	59	24%	53%	17%	5%	2%	2.08	0.88
6f.I believe the University values individual and cultural diversity	58	14%	66%	16%	3%	2%	2.14	0.76
6g.UKs policies and practices promote individual and cultural diversity	59	15%	56%	25%	3%	0%	2.17	0.72

**College of Pharmacy**  
**Staff Work-Life Survey 2010**

<b>Q7:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
7a.UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	58	16%	47%	33%	3%	0%	2%
7b.I am pleased with the social context of the work environment at UK	59	10%	54%	27%	2%	3%	3%
7c.Publications and other media communicate that UK places a high value on diversity	59	14%	64%	20%	0%	0%	2%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	58	19%	67%	10%	2%	0%	2%
7e.UK promotes diversity as an essential part of a high quality educational institution	58	14%	69%	16%	0%	0%	2%
7f.UK offers activities that promote understanding among diverse groups	58	21%	52%	22%	3%	0%	2%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	58	14%	47%	33%	2%	2%	3%
7h.Racial and cultural differences are celebrated at UK	57	14%	54%	28%	2%	0%	2%
7i.Policies and procedures at UK help diverse employees feel welcome	58	14%	36%	47%	0%	0%	3%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	58	16%	59%	22%	0%	2%	2%
7k.I feel a sense of community at UK	58	12%	57%	22%	2%	5%	2%
7l.UK effectively addresses campus incidents of intolerance and bigotry	58	14%	50%	33%	2%	0%	2%

**College of Pharmacy**  
**Staff Work-Life Survey 2010**

<b>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)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
7a.UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	57	16%	47%	33%	4%	0%	2.25	0.76
7b.I am pleased with the social context of the work environment at UK	57	11%	56%	28%	2%	4%	2.32	0.83
7c.Publications and other media communicate that UK places a high value on diversity	58	14%	66%	21%	0%	0%	2.07	0.59
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	57	19%	68%	11%	2%	0%	1.95	0.61
7e.UK promotes diversity as an essential part of a high quality educational institution	57	14%	70%	16%	0%	0%	2.02	0.55
7f.UK offers activities that promote understanding among diverse groups	57	21%	53%	23%	4%	0%	2.09	0.76
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	56	14%	48%	34%	2%	2%	2.29	0.80
7h.Racial and cultural differences are celebrated at UK	56	14%	55%	29%	2%	0%	2.18	0.69
7i.Policies and procedures at UK help diverse employees feel welcome	56	14%	38%	48%	0%	0%	2.34	0.72
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	57	16%	60%	23%	0%	2%	2.12	0.73
7k.I feel a sense of community at UK	57	12%	58%	23%	2%	5%	2.30	0.91
7l.UK effectively addresses campus incidents of intolerance and bigotry	57	14%	51%	33%	2%	0%	2.23	0.71



**College of Pharmacy**  
**Staff Work-Life Survey 2010**

<b>Q8:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
8a.I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	58	0%	5%	9%	36%	36%	14%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	58	0%	0%	16%	22%	38%	24%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	57	0%	12%	19%	32%	30%	7%
8d.I have been the target of racial/ethnic stereotyping on campus	57	0%	0%	9%	30%	46%	16%
8e.I hear hate speech or derogatory language used at UK	57	0%	7%	12%	32%	39%	11%

***College of Pharmacy  
Staff Work-Life Survey 2010***

<b>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)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
8a.I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	50	0%	6%	10%	42%	42%	4.20	0.86
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	44	0%	0%	20%	30%	50%	4.30	0.79
8c.I have heard UK faculty or staff express stereotypes about different groups of people	53	0%	13%	21%	34%	32%	3.85	1.03
8d.I have been the target of racial/ethnic stereotyping on campus	48	0%	0%	10%	35%	54%	4.44	0.68
8e.I hear hate speech or derogatory language used at UK	51	0%	8%	14%	35%	43%	4.14	0.94

***College of Pharmacy  
Staff Work-Life Survey 2010***

<b>Q9:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
9a.I feel respected by the faculty	59	8%	53%	20%	12%	2%	5%
9b.I feel respected by my immediate supervisor(s)	58	31%	48%	12%	7%	2%	0%
9c.I feel respected by my co-workers	59	19%	64%	12%	5%	0%	0%
9d.I feel respected by the students	59	10%	47%	24%	5%	2%	12%
9e.I feel respected by the senior administration	59	12%	36%	31%	17%	3%	2%
9f.I am given the opportunity to serve on important University committees or task forces	58	7%	40%	24%	16%	9%	5%

**College of Pharmacy**  
**Staff Work-Life Survey 2010**

<b>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)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
9a. I feel respected by the faculty	56	9%	55%	21%	13%	2%	2.43	0.89
9b. I feel respected by my immediate supervisor(s)	58	31%	48%	12%	7%	2%	2.00	0.94
9c. I feel respected by my co-workers	59	19%	64%	12%	5%	0%	2.03	0.72
9d. I feel respected by the students	52	12%	54%	27%	6%	2%	2.33	0.83
9e. I feel respected by the senior administration	58	12%	36%	31%	17%	3%	2.64	1.02
9f. I am given the opportunity to serve on important University committees or task forces	55	7%	42%	25%	16%	9%	2.78	1.10

***College of Pharmacy  
Staff Work-Life Survey 2010***

***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	11	18.97	11	18.97
Satisfied	31	53.45	42	72.41
Neither	8	13.79	50	86.21
Dissatisfied	6	10.34	56	96.55
Very dissatisfied	2	3.45	58	100.00

***Frequency Missing = 3***

**College of Pharmacy**  
**Staff Work-Life Survey 2010**

<b>Q11:Please indicate the extent to which you AGREE or DISAGREE that the following statements are generally true</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
11a.UK is supportive of my personal/family life	59	10%	66%	19%	3%	2%	2.20	0.74
11b.My immediate supervisor is supportive of my personal/family responsibilities	58	38%	48%	5%	5%	3%	1.88	0.97
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	59	39%	49%	5%	3%	3%	1.83	0.93
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	58	21%	57%	16%	5%	2%	2.10	0.85
11e.The University's senior leadership is supportive of employees personal/family responsibilities	59	14%	44%	34%	3%	5%	2.42	0.95
11f.The University's policies are supportive of my personal/family responsibilities	59	15%	56%	22%	0%	7%	2.27	0.96
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	59	17%	54%	17%	3%	8%	2.32	1.07
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	59	19%	54%	14%	3%	10%	2.32	1.14
11i.I currently have the flexibility I need in my work schedule	58	26%	50%	9%	9%	7%	2.21	1.14

**College of Pharmacy**  
**Staff Work-Life Survey 2010**

<b>Q12:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements regarding your work, personal and family life</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
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	58	14%	33%	16%	31%	7%	2.84	1.21
12b.Too much overtime or extra time is required by my job	57	5%	12%	23%	47%	12%	3.49	1.04
12c.The stress I feel balancing work and personal/family responsibilities affects my health	57	7%	23%	28%	35%	7%	3.12	1.07
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	57	2%	11%	16%	61%	11%	3.68	0.87
12e.My job is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like	57	7%	9%	21%	54%	9%	3.49	1.02
12f.I frequently feel physically or emotionally drained at the end of the work day	57	12%	28%	33%	21%	5%	2.79	1.08
12g.I feel positive about my ability to manage the demands of my work, personal and family life	56	14%	59%	14%	11%	2%	2.27	0.90
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)	57	4%	14%	26%	39%	18%	3.53	1.05

***College of Pharmacy  
Staff Work-Life Survey 2010***

<b>Q13: During the last three months, how many times have you done the following because of personal and family responsibilities?</b>	<b>N</b>	<b>0 times</b>	<b>1-3 times</b>	<b>4-6 times</b>	<b>7 or more times</b>
13a.Refused to work overtime/extra hours beyond my typical work hours	58	100%	0%	0%	0%
13b.Unexpectedly left work early or came in late	58	59%	36%	3%	2%
13c.Unexpectedly missed a full work day	58	76%	24%	0%	0%
13d.Missed a deadline	58	90%	9%	2%	0%
13e.Missed an important meeting	58	93%	7%	0%	0%



**College of Pharmacy**  
**Staff Work-Life Survey 2010**

<b>Q14: Below is a list of Work-Life programs that are CURRENTLY OFFERED. Please indicate the value of each of the following</b>	<b>N</b>	<b>Of Great Value</b>	<b>Of Some Value</b>	<b>Of Little Value but UK should offer</b>	<b>Of Little Value and UK should not offer</b>
14a.Work+Life Connections for voluntary counseling for work/personal/family issues (i.e. expanded Employee Assistance Program	55	13%	20%	64%	4%
14b.Parent and Child care workshops and consultations	56	7%	13%	79%	2%
14c.Confidential Financial counseling for staff and faculty	56	13%	36%	50%	2%
14d.Flexible Work Arrangement workshops and consultations	56	27%	34%	38%	2%
14e.Elder and Adult dependent care workshops and consultations	56	5%	18%	77%	0%
14f.Retirement Planning workshops and counseling	56	25%	45%	30%	0%
14g.Career Development workshops and consultations	56	25%	39%	36%	0%
14h.UK tuition discount via Family Education Program	56	45%	13%	41%	2%
14i.National Work and Family Month events and workshops	56	13%	23%	52%	13%
14j.Flexible Work Arrangement Guidelines	56	32%	43%	23%	2%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	55	16%	25%	53%	5%
14l.Phased Retirement	56	21%	34%	43%	2%
14m.Sponsored Dependent Benefits (domestic partner)	56	7%	9%	61%	23%
14n.Staff Shared Leave Pool for catastrophic events	56	14%	23%	57%	5%
14o.Breastfeeding and Lactation Guidelines	56	5%	9%	77%	9%
14p.Laptop Computer Loan Program for staff enrolled in higher education	56	7%	13%	71%	9%
14q.GED Completion Incentive Program	56	2%	5%	84%	9%
14r.Other (please specify below)	13	15%	23%	31%	31%

***College of Pharmacy  
Staff Work-Life Survey 2010***

<b>Q15: Below is a list of Work-Life programs that are NOT CURRENTLY OFFERED. Please indicate the potential value of each of the following</b>	<b>N</b>	<b>Of Great Value</b>	<b>Of Some Value</b>	<b>Of Little Value but UK should offer</b>	<b>Of Little Value and UK should not offer</b>
a. Expansion of onsite childcare centers	57	7%	14%	77%	2%
b. Emergency/Back up child care for mildly ill children	57	9%	9%	72%	11%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	57	14%	9%	65%	12%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	56	13%	7%	73%	7%
e. Paid leave beyond FMLA qualifying events	57	28%	16%	39%	18%
f. Onsite elder and adult dependent care	57	2%	14%	70%	14%
g. Other (please specify)	10	10%	20%	50%	20%