

**College of Public Health
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	42	24%	40%	19%	12%	5%	2.33	1.12
1b.Challenge of the job	40	30%	58%	8%	5%	0%	1.88	0.76
1c.Opportunity to learn and grow	42	52%	33%	10%	5%	0%	1.67	0.85
1d.Ability to balance work with my personal/family life	41	32%	37%	15%	17%	0%	2.17	1.07
1e.My salary/wage	42	5%	29%	29%	29%	10%	3.10	1.08
1f.Benefits	40	40%	45%	10%	5%	0%	1.80	0.82
1g.Immediate supervisor	42	57%	29%	10%	2%	2%	1.64	0.93
1h.Openness of communication	42	38%	43%	12%	7%	0%	1.88	0.89
1i.Work schedule/shift	42	57%	38%	2%	2%	0%	1.50	0.67
1j.The number of hours I actually work	42	24%	62%	0%	14%	0%	2.05	0.91
1k.Universitys reputation as a good employer	42	31%	52%	14%	2%	0%	1.88	0.74
1l.Universitys relationships with the Lexington community	42	21%	48%	24%	7%	0%	2.17	0.85
1m.Working relationships with coworkers	42	48%	38%	10%	2%	2%	1.74	0.91
1n Feeling valued by the University	42	19%	21%	40%	12%	7%	2.67	1.14
1o.Sense of shared mission at UK	42	17%	26%	43%	12%	2%	2.57	0.99
1p.Job security	41	15%	34%	29%	17%	5%	2.63	1.09

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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	12.82	5	12.82
Yes, somewhat seriously	9	23.08	14	35.90
No	25	64.10	39	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	41	32%	44%	12%	12%	0%	2.05	0.97
3b.I would choose to work here again, if I were looking for work	42	40%	52%	5%	2%	0%	1.69	0.68
3c.I feel very loyal to the University of Kentucky	42	45%	24%	29%	0%	2%	1.90	0.98
3d.I recommend the University of Kentucky to others as a good place to work	42	40%	40%	17%	2%	0%	1.81	0.80
3e.I go the extra mile to help meet my units/departments needs	42	62%	38%	0%	0%	0%	1.38	0.49
3f.I work extra hours when needed to help my unit/department succeed	42	67%	31%	0%	2%	0%	1.38	0.62
3g.I personally agree with most of the University's goals	42	29%	43%	24%	2%	2%	2.07	0.92
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	42	38%	31%	24%	7%	0%	2.00	0.96
3i.All personnel in my unit/department contribute equal effort to our results	42	17%	45%	17%	14%	7%	2.50	1.15
3j.I play a role in helping students succeed at UK	42	33%	31%	26%	10%	0%	2.12	0.99
3k.Senior leadership clearly communicates the University's direction and priorities	42	26%	36%	29%	7%	2%	2.24	1.01
3l.I am aware of the University's strategic mission	42	36%	36%	24%	5%	0%	1.98	0.90
3m.I understand how my job contributes to achieving the University's strategic mission	42	36%	38%	19%	7%	0%	1.98	0.92
3n.I am committed to helping the University accomplish its strategic mission	42	33%	43%	21%	2%	0%	1.93	0.81
3o.I have confidence in the direction the University is going	42	17%	29%	31%	19%	5%	2.67	1.12
3p.I play a role in helping to improve student retention	42	21%	10%	50%	17%	2%	2.69	1.07

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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	42	40%	45%	7%	5%	2%	1.83	0.93
4b.I have the resources I need to do my job effectively	42	19%	45%	14%	19%	2%	2.40	1.08
4c.I understand what I am responsible for on the job	42	43%	45%	5%	7%	0%	1.76	0.85
4d.I have opportunities to enhance my skills in my current job	42	50%	33%	7%	10%	0%	1.76	0.96
4e.I get the information I need about job openings at the University	42	36%	38%	26%	0%	0%	1.90	0.79
4f.I know what I need to do to advance in the University	42	29%	31%	21%	19%	0%	2.31	1.09
4g.My advancement opportunities are good at the University	42	19%	31%	29%	17%	5%	2.57	1.13

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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)	42	36%	48%	10%	7%	0%	1.88	0.86
5b.My ideas, questions, and feelings about my job are addressed	42	38%	33%	17%	12%	0%	2.02	1.02
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	42	40%	45%	2%	10%	2%	1.88	1.02
5d.My immediate supervisor gives me performance feedback on a regular basis	42	36%	38%	14%	2%	10%	2.12	1.21
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	41	49%	37%	7%	2%	5%	1.78	1.04
5f.Being a team player is important to my immediate supervisor	42	52%	36%	5%	5%	2%	1.69	0.95
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	42	57%	38%	2%	2%	0%	1.50	0.67

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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	42	21%	36%	17%	17%	10%	2.57	1.27
6b.Senior leadership understands employees concerns	42	19%	33%	19%	21%	7%	2.64	1.23
6c.I feel there is a high degree of trust within the University	42	12%	12%	40%	26%	10%	3.10	1.12
6d.I feel there is a high degree of trust within my unit/department	42	29%	36%	14%	17%	5%	2.33	1.20
6e.My co-workers respect individual and cultural differences	42	33%	40%	12%	7%	7%	2.14	1.18
6f.I believe the University values individual and cultural diversity	42	38%	33%	21%	5%	2%	2.00	1.01
6g.UKs policies and practices promote individual and cultural diversity	42	33%	38%	24%	2%	2%	2.02	0.95

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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	41	29%	37%	27%	2%	5%	0%
7b.I am pleased with the social context of the work environment at UK	41	32%	37%	27%	2%	0%	2%
7c.Publications and other media communicate that UK places a high value on diversity	40	25%	48%	23%	3%	0%	3%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	41	32%	59%	5%	5%	0%	0%
7e.UK promotes diversity as an essential part of a high quality educational institution	41	32%	41%	20%	5%	2%	0%
7f.UK offers activities that promote understanding among diverse groups	41	32%	39%	17%	10%	2%	0%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	41	24%	24%	41%	5%	5%	0%
7h.Racial and cultural differences are celebrated at UK	41	24%	49%	20%	5%	0%	2%
7i.Policies and procedures at UK help diverse employees feel welcome	41	24%	24%	44%	2%	2%	2%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	41	29%	37%	27%	5%	2%	0%
7k.I feel a sense of community at UK	41	20%	44%	17%	12%	5%	2%
7l.UK effectively addresses campus incidents of intolerance and bigotry	41	24%	29%	37%	5%	0%	5%

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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	41	29%	37%	27%	2%	5%	2.17	1.05
7b.I am pleased with the social context of the work environment at UK	40	33%	38%	28%	3%	0%	2.00	0.85
7c.Publications and other media communicate that UK places a high value on diversity	39	26%	49%	23%	3%	0%	2.03	0.78
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	41	32%	59%	5%	5%	0%	1.83	0.74
7e.UK promotes diversity as an essential part of a high quality educational institution	41	32%	41%	20%	5%	2%	2.05	0.97
7f.UK offers activities that promote understanding among diverse groups	41	32%	39%	17%	10%	2%	2.12	1.05
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	41	24%	24%	41%	5%	5%	2.41	1.07
7h.Racial and cultural differences are celebrated at UK	40	25%	50%	20%	5%	0%	2.05	0.81
7i.Policies and procedures at UK help diverse employees feel welcome	40	25%	25%	45%	3%	3%	2.33	0.97
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	41	29%	37%	27%	5%	2%	2.15	0.99
7k.I feel a sense of community at UK	40	20%	45%	18%	13%	5%	2.38	1.10
7l.UK effectively addresses campus incidents of intolerance and bigotry	39	26%	31%	38%	5%	0%	2.23	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	40	0%	10%	13%	35%	33%	10%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	40	0%	3%	15%	30%	35%	18%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	40	5%	13%	10%	30%	33%	10%
8d.I have been the target of racial/ethnic stereotyping on campus	40	0%	5%	8%	25%	45%	18%
8e.I hear hate speech or derogatory language used at UK	40	0%	10%	5%	38%	38%	10%

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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	36	0%	11%	14%	39%	36%	4.00	0.99
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	33	0%	3%	18%	36%	42%	4.18	0.85
8c.I have heard UK faculty or staff express stereotypes about different groups of people	36	6%	14%	11%	33%	36%	3.81	1.24
8d.I have been the target of racial/ethnic stereotyping on campus	33	0%	6%	9%	30%	55%	4.33	0.89
8e.I hear hate speech or derogatory language used at UK	36	0%	11%	6%	42%	42%	4.14	0.96

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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	40	30%	40%	18%	8%	5%	0%
9b.I feel respected by my immediate supervisor(s)	40	43%	43%	8%	5%	3%	0%
9c.I feel respected by my co-workers	40	43%	40%	13%	5%	0%	0%
9d.I feel respected by the students	40	38%	35%	15%	5%	0%	8%
9e.I feel respected by the senior administration	40	25%	25%	35%	10%	5%	0%
9f.I am given the opportunity to serve on important University committees or task forces	40	30%	33%	15%	15%	5%	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	40	30%	40%	18%	8%	5%	2.18	1.11
9b. I feel respected by my immediate supervisor(s)	40	43%	43%	8%	5%	3%	1.83	0.96
9c. I feel respected by my co-workers	40	43%	40%	13%	5%	0%	1.80	0.85
9d. I feel respected by the students	37	41%	38%	16%	5%	0%	1.86	0.89
9e. I feel respected by the senior administration	40	25%	25%	35%	10%	5%	2.45	1.13
9f. I am given the opportunity to serve on important University committees or task forces	39	31%	33%	15%	15%	5%	2.31	1.22

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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	10	27.03	10	27.03
Satisfied	17	45.95	27	72.97
Neither	4	10.81	31	83.78
Dissatisfied	5	13.51	36	97.30
Very dissatisfied	1	2.70	37	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	40	30%	48%	20%	3%	0%	1.95	0.78
11b.My immediate supervisor is supportive of my personal/family responsibilities	40	58%	40%	3%	0%	0%	1.45	0.55
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	39	59%	33%	5%	3%	0%	1.51	0.72
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	40	55%	28%	15%	3%	0%	1.65	0.83
11e.The University's senior leadership is supportive of employees personal/family responsibilities	40	30%	40%	28%	0%	3%	2.05	0.90
11f.The University's policies are supportive of my personal/family responsibilities	40	43%	40%	18%	0%	0%	1.75	0.74
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	40	43%	43%	15%	0%	0%	1.73	0.72
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	40	43%	43%	10%	5%	0%	1.78	0.83
11i.I currently have the flexibility I need in my work schedule	40	45%	43%	8%	3%	3%	1.75	0.90

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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	40	20%	20%	23%	25%	13%	2.90	1.34
12b.Too much overtime or extra time is required by my job	40	5%	13%	23%	45%	15%	3.53	1.06
12c.The stress I feel balancing work and personal/family responsibilities affects my health	40	5%	28%	15%	38%	15%	3.30	1.18
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	40	3%	10%	15%	60%	13%	3.70	0.91
12e.My job is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like	40	5%	8%	15%	50%	23%	3.78	1.05
12f.I frequently feel physically or emotionally drained at the end of the work day	38	13%	16%	34%	32%	5%	3.00	1.12
12g.I feel positive about my ability to manage the demands of my work, personal and family life	40	13%	40%	33%	13%	3%	2.53	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)	40	8%	18%	20%	33%	23%	3.45	1.24

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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	40	98%	3%	0%	0%
13b. Unexpectedly left work early or came in late	40	43%	53%	5%	0%
13c. Unexpectedly missed a full work day	40	63%	38%	0%	0%
13d. Missed a deadline	40	95%	5%	0%	0%
13e. Missed an important meeting	40	95%	5%	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	39	15%	31%	54%	0%
14b.Parent and Child care workshops and consultations	39	8%	13%	79%	0%
14c.Confidential Financial counseling for staff and faculty	39	26%	18%	54%	3%
14d.Flexible Work Arrangement workshops and consultations	37	32%	24%	43%	0%
14e.Elder and Adult dependent care workshops and consultations	38	13%	11%	76%	0%
14f.Retirement Planning workshops and counseling	38	24%	50%	26%	0%
14g.Career Development workshops and consultations	38	32%	24%	45%	0%
14h.UK tuition discount via Family Education Program	39	44%	33%	23%	0%
14i.National Work and Family Month events and workshops	39	21%	18%	51%	10%
14j.Flexible Work Arrangement Guidelines	39	44%	28%	28%	0%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	39	5%	28%	64%	3%
14l.Phased Retirement	38	21%	26%	53%	0%
14m.Sponsored Dependent Benefits (domestic partner)	39	13%	8%	72%	8%
14n.Staff Shared Leave Pool for catastrophic events	39	15%	21%	64%	0%
14o.Breastfeeding and Lactation Guidelines	39	15%	0%	82%	3%
14p.Laptop Computer Loan Program for staff enrolled in higher education	39	13%	10%	74%	3%
14q.GED Completion Incentive Program	39	0%	0%	100%	0%
14r.Other (please specify below)	13	31%	0%	69%	0%

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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	39	13%	13%	72%	3%
b. Emergency/Back up child care for mildly ill children	38	16%	11%	68%	5%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	37	22%	8%	65%	5%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	39	21%	5%	67%	8%
e. Paid leave beyond FMLA qualifying events	38	37%	24%	32%	8%
f. Onsite elder and adult dependent care	38	0%	5%	84%	11%
g. Other (please specify)	5	40%	0%	60%	0%