

***College of Social Work  
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	36	11%	28%	25%	25%	11%	2.97	1.21
1b.Challenge of the job	36	17%	58%	8%	14%	3%	2.28	1.00
1c.Opportunity to learn and grow	36	22%	50%	8%	19%	0%	2.25	1.02
1d.Ability to balance work with my personal/family life	36	28%	53%	14%	3%	3%	2.00	0.89
1e.My salary/wage	35	3%	23%	34%	29%	11%	3.23	1.03
1f.Benefits	36	39%	56%	3%	3%	0%	1.69	0.67
1g.Immediate supervisor	36	28%	25%	11%	17%	19%	2.75	1.52
1h.Openness of communication	36	14%	22%	22%	25%	17%	3.08	1.32
1i.Work schedule/shift	36	47%	50%	3%	0%	0%	1.56	0.56
1j.The number of hours I actually work	36	31%	47%	17%	6%	0%	1.97	0.84
1k.Universitys reputation as a good employer	36	19%	64%	14%	3%	0%	2.00	0.68
1l.Universitys relationships with the Lexington community	36	17%	58%	19%	3%	3%	2.17	0.85
1m.Working relationships with coworkers	36	42%	56%	3%	0%	0%	1.61	0.55
1n.Feeling valued by the University	36	6%	39%	17%	28%	11%	3.00	1.17
1o.Sense of shared mission at UK	36	3%	42%	39%	14%	3%	2.72	0.85
1p.Job security	35	6%	49%	26%	14%	6%	2.66	1.00

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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	8	22.22	8	22.22
Yes, somewhat seriously	9	25.00	17	47.22
No	19	52.78	36	100.00

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<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	36	11%	56%	19%	11%	3%	2.39	0.93
3b.I would choose to work here again, if I were looking for work	36	28%	56%	11%	6%	0%	1.94	0.79
3c.I feel very loyal to the University of Kentucky	36	8%	50%	33%	8%	0%	2.42	0.77
3d.I recommend the University of Kentucky to others as a good place to work	36	19%	58%	19%	3%	0%	2.06	0.71
3e.I go the extra mile to help meet my units/departments needs	36	56%	39%	6%	0%	0%	1.50	0.61
3f.I work extra hours when needed to help my unit/department succeed	36	61%	33%	0%	6%	0%	1.50	0.77
3g.I personally agree with most of the University's goals	36	11%	67%	17%	6%	0%	2.17	0.70
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	36	14%	50%	22%	8%	6%	2.42	1.02
3i.All personnel in my unit/department contribute equal effort to our results	36	14%	33%	17%	28%	8%	2.83	1.23
3j.I play a role in helping students succeed at UK	36	22%	31%	36%	11%	0%	2.36	0.96
3k.Senior leadership clearly communicates the University's direction and priorities	36	11%	28%	31%	22%	8%	2.89	1.14
3l.I am aware of the University's strategic mission	36	14%	50%	25%	8%	3%	2.36	0.93
3m.I understand how my job contributes to achieving the University's strategic mission	36	14%	33%	39%	11%	3%	2.56	0.97
3n.I am committed to helping the University accomplish its strategic mission	36	8%	67%	22%	3%	0%	2.19	0.62
3o.I have confidence in the direction the University is going	36	8%	36%	44%	8%	3%	2.61	0.87
3p.I play a role in helping to improve student retention	36	8%	22%	47%	22%	0%	2.83	0.88

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<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	36	17%	67%	8%	8%	0%	2.08	0.77
4b.I have the resources I need to do my job effectively	36	17%	58%	8%	17%	0%	2.25	0.94
4c.I understand what I am responsible for on the job	35	23%	71%	3%	3%	0%	1.86	0.60
4d.I have opportunities to enhance my skills in my current job	35	20%	43%	17%	11%	9%	2.46	1.20
4e.I get the information I need about job openings at the University	36	19%	28%	25%	22%	6%	2.67	1.20
4f.I know what I need to do to advance in the University	36	8%	36%	17%	28%	11%	2.97	1.21
4g.My advancement opportunities are good at the University	36	3%	14%	42%	19%	22%	3.44	1.08

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<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)	36	22%	39%	6%	19%	14%	2.64	1.40
5b.My ideas, questions, and feelings about my job are addressed	36	19%	28%	17%	17%	19%	2.89	1.43
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	36	19%	33%	8%	19%	19%	2.86	1.46
5d.My immediate supervisor gives me performance feedback on a regular basis	36	14%	47%	8%	22%	8%	2.64	1.22
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	36	17%	31%	14%	19%	19%	2.94	1.41
5f.Being a team player is important to my immediate supervisor	36	19%	50%	8%	11%	11%	2.44	1.25
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	36	22%	53%	17%	3%	6%	2.17	1.00

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<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	36	14%	42%	22%	19%	3%	2.56	1.05
6b.Senior leadership understands employees concerns	36	6%	14%	36%	33%	11%	3.31	1.04
6c.I feel there is a high degree of trust within the University	36	3%	19%	36%	31%	11%	3.28	1.00
6d.I feel there is a high degree of trust within my unit/department	35	9%	20%	23%	31%	17%	3.29	1.23
6e.My co-workers respect individual and cultural differences	36	39%	50%	6%	6%	0%	1.78	0.80
6f.I believe the University values individual and cultural diversity	36	14%	61%	17%	6%	3%	2.22	0.87
6g.UKs policies and practices promote individual and cultural diversity	36	11%	58%	22%	3%	6%	2.33	0.93

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<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	36	14%	56%	17%	11%	3%	0%
7b.I am pleased with the social context of the work environment at UK	36	11%	47%	31%	6%	6%	0%
7c.Publications and other media communicate that UK places a high value on diversity	35	11%	49%	34%	3%	3%	0%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	36	14%	67%	14%	0%	6%	0%
7e.UK promotes diversity as an essential part of a high quality educational institution	36	17%	61%	11%	6%	6%	0%
7f.UK offers activities that promote understanding among diverse groups	36	14%	53%	25%	3%	6%	0%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	36	8%	42%	36%	3%	11%	0%
7h.Racial and cultural differences are celebrated at UK	36	17%	44%	25%	11%	3%	0%
7i.Policies and procedures at UK help diverse employees feel welcome	36	14%	33%	44%	6%	3%	0%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	36	22%	53%	22%	3%	0%	0%
7k.I feel a sense of community at UK	36	14%	47%	28%	8%	3%	0%
7l.UK effectively addresses campus incidents of intolerance and bigotry	35	20%	34%	31%	6%	9%	0%

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<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	36	14%	56%	17%	11%	3%	2.33	0.96
7b.I am pleased with the social context of the work environment at UK	36	11%	47%	31%	6%	6%	2.47	0.97
7c.Publications and other media communicate that UK places a high value on diversity	35	11%	49%	34%	3%	3%	2.37	0.84
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	36	14%	67%	14%	0%	6%	2.17	0.88
7e.UK promotes diversity as an essential part of a high quality educational institution	36	17%	61%	11%	6%	6%	2.22	0.99
7f.UK offers activities that promote understanding among diverse groups	36	14%	53%	25%	3%	6%	2.33	0.96
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	36	8%	42%	36%	3%	11%	2.67	1.07
7h.Racial and cultural differences are celebrated at UK	36	17%	44%	25%	11%	3%	2.39	0.99
7i.Policies and procedures at UK help diverse employees feel welcome	36	14%	33%	44%	6%	3%	2.50	0.91
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	36	22%	53%	22%	3%	0%	2.06	0.75
7k.I feel a sense of community at UK	36	14%	47%	28%	8%	3%	2.39	0.93
7l.UK effectively addresses campus incidents of intolerance and bigotry	35	20%	34%	31%	6%	9%	2.49	1.15



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<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	36	6%	8%	8%	44%	31%	3%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	36	3%	3%	6%	39%	39%	11%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	36	3%	36%	14%	22%	25%	0%
8d.I have been the target of racial/ethnic stereotyping on campus	36	0%	3%	8%	28%	50%	11%
8e.I hear hate speech or derogatory language used at UK	36	3%	19%	6%	36%	36%	0%

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<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	35	6%	9%	9%	46%	31%	3.89	1.13
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	32	3%	3%	6%	44%	44%	4.22	0.94
8c.I have heard UK faculty or staff express stereotypes about different groups of people	36	3%	36%	14%	22%	25%	3.31	1.28
8d.I have been the target of racial/ethnic stereotyping on campus	32	0%	3%	9%	31%	56%	4.41	0.80
8e.I hear hate speech or derogatory language used at UK	36	3%	19%	6%	36%	36%	3.83	1.21

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<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	36	8%	53%	8%	17%	11%	3%
9b. I feel respected by my immediate supervisor(s)	35	23%	34%	17%	14%	11%	0%
9c. I feel respected by my co-workers	36	36%	58%	6%	0%	0%	0%
9d. I feel respected by the students	36	19%	47%	14%	0%	0%	19%
9e. I feel respected by the senior administration	36	8%	28%	28%	19%	14%	3%
9f. I am given the opportunity to serve on important University committees or task forces	36	6%	28%	31%	28%	6%	3%

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<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	35	9%	54%	9%	17%	11%	2.69	1.21
9b.I feel respected by my immediate supervisor(s)	35	23%	34%	17%	14%	11%	2.57	1.31
9c.I feel respected by my co-workers	36	36%	58%	6%	0%	0%	1.69	0.58
9d.I feel respected by the students	29	24%	59%	17%	0%	0%	1.93	0.65
9e.I feel respected by the senior administration	35	9%	29%	29%	20%	14%	3.03	1.20
9f.I am given the opportunity to serve on important University committees or task forces	35	6%	29%	31%	29%	6%	3.00	1.03

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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	8	22.86	8	22.86
Satisfied	13	37.14	21	60.00
Neither	7	20.00	28	80.00
Dissatisfied	7	20.00	35	100.00

*Frequency Missing = 1*

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<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	36	19%	61%	8%	6%	6%	2.17	1.00
11b.My immediate supervisor is supportive of my personal/family responsibilities	36	36%	42%	14%	6%	3%	1.97	1.00
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	36	36%	53%	8%	3%	0%	1.78	0.72
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	36	44%	50%	6%	0%	0%	1.61	0.60
11e.The University's senior leadership is supportive of employees personal/family responsibilities	36	14%	44%	36%	3%	3%	2.36	0.87
11f.The University's policies are supportive of my personal/family responsibilities	36	17%	67%	14%	0%	3%	2.06	0.75
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	35	23%	51%	14%	6%	6%	2.20	1.05
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	36	25%	36%	17%	14%	8%	2.44	1.25
11i.I currently have the flexibility I need in my work schedule	36	28%	47%	17%	8%	0%	2.06	0.89

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<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	35	17%	29%	14%	26%	14%	2.91	1.36
12b.Too much overtime or extra time is required by my job	35	6%	26%	14%	43%	11%	3.29	1.15
12c.The stress I feel balancing work and personal/family responsibilities affects my health	34	3%	21%	21%	44%	12%	3.41	1.05
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	35	0%	11%	20%	51%	17%	3.74	0.89
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	0%	9%	17%	57%	17%	3.83	0.82
12f.I frequently feel physically or emotionally drained at the end of the work day	35	11%	40%	17%	26%	6%	2.74	1.15
12g.I feel positive about my ability to manage the demands of my work, personal and family life	35	11%	49%	23%	14%	3%	2.49	0.98
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)	34	6%	21%	18%	35%	21%	3.44	1.21

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<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	35	91%	9%	0%	0%
13b.Unexpectedly left work early or came in late	36	39%	56%	6%	0%
13c.Unexpectedly missed a full work day	36	72%	25%	3%	0%
13d.Missed a deadline	36	92%	8%	0%	0%
13e.Missed an important meeting	36	97%	3%	0%	0%



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<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	35	26%	26%	49%	0%
14b.Parent and Child care workshops and consultations	35	9%	17%	74%	0%
14c.Confidential Financial counseling for staff and faculty	36	17%	25%	58%	0%
14d.Flexible Work Arrangement workshops and consultations	36	28%	36%	36%	0%
14e.Elder and Adult dependent care workshops and consultations	36	3%	22%	69%	6%
14f.Retirement Planning workshops and counseling	35	23%	43%	34%	0%
14g.Career Development workshops and consultations	36	25%	39%	36%	0%
14h.UK tuition discount via Family Education Program	36	33%	22%	44%	0%
14i.National Work and Family Month events and workshops	36	0%	33%	61%	6%
14j.Flexible Work Arrangement Guidelines	36	42%	42%	17%	0%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	36	14%	25%	61%	0%
14l.Phased Retirement	36	8%	31%	61%	0%
14m.Sponsored Dependent Benefits (domestic partner)	36	19%	8%	72%	0%
14n.Staff Shared Leave Pool for catastrophic events	36	25%	22%	53%	0%
14o.Breastfeeding and Lactation Guidelines	36	19%	14%	67%	0%
14p.Laptop Computer Loan Program for staff enrolled in higher education	36	14%	11%	72%	3%
14q.GED Completion Incentive Program	36	3%	0%	97%	0%
14r.Other (please specify below)	7	29%	0%	57%	14%

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<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	36	28%	8%	64%	0%
b. Emergency/Back up child care for mildly ill children	35	23%	14%	57%	6%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	35	23%	14%	60%	3%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	36	25%	14%	61%	0%
e. Paid leave beyond FMLA qualifying events	35	40%	20%	34%	6%
f. Onsite elder and adult dependent care	36	8%	14%	78%	0%
g. Other (please specify)	4	50%	0%	25%	25%