

Staff Work-Life Survey 2010

Q1:How SATISFIED are you with the following factors at the University of Kentucky?	sex	N	Very Satisfied	Satisfied	Neither	Dissatisfied	Very Dissatisfied	Mean	SD
1a.Opportunity for job/career growth/advancement	Female	4694	11%	40%	22%	21%	6%	2.71	1.10
	Male	1862	10%	36%	23%	23%	8%	2.83	1.13
1b.Challenge of the job	Female	4652	21%	58%	13%	6%	2%	2.10	0.86
	Male	1838	22%	55%	15%	6%	1%	2.10	0.86
1c.Opportunity to learn and grow	Female	4672	21%	51%	15%	10%	2%	2.20	0.96
	Male	1850	21%	49%	16%	11%	3%	2.25	1.00
1d.Ability to balance work with my personal/family life	Female	4658	19%	48%	15%	14%	3%	2.34	1.04
	Male	1838	20%	48%	18%	11%	4%	2.31	1.02
1e.My salary/wage	Female	4689	4%	29%	21%	31%	15%	3.24	1.14
	Male	1859	4%	23%	21%	32%	19%	3.39	1.16
1f.Benefits	Female	4666	29%	55%	10%	5%	1%	1.95	0.83
	Male	1850	24%	52%	14%	8%	2%	2.11	0.93
1g.Immediate supervisor	Female	4690	35%	38%	13%	9%	5%	2.12	1.13
	Male	1860	36%	36%	13%	9%	6%	2.13	1.17
1h.Openness of communication	Female	4675	18%	39%	18%	18%	6%	2.54	1.16
	Male	1855	17%	40%	21%	15%	7%	2.55	1.14
1i.Work schedule/shift	Female	4694	31%	51%	11%	6%	1%	1.95	0.87
	Male	1859	30%	52%	12%	5%	2%	1.96	0.90
1j.The number of hours I actually work	Female	4687	24%	54%	11%	9%	2%	2.11	0.94
	Male	1858	22%	54%	14%	8%	2%	2.13	0.90
1k.Universitys reputation as a good employer	Female	4691	19%	51%	22%	6%	2%	2.20	0.87
	Male	1855	16%	46%	27%	8%	3%	2.35	0.93
1l.Universitys relationships with the Lexington community	Female	4673	17%	47%	31%	3%	1%	2.23	0.79
	Male	1855	15%	45%	34%	5%	1%	2.32	0.82
1m.Working relationships with coworkers	Female	4684	29%	53%	11%	6%	1%	1.98	0.87
	Male	1857	26%	54%	14%	4%	1%	2.00	0.83
1n Feeling valued by the University	Female	4681	8%	30%	27%	25%	10%	3.00	1.14
	Male	1859	8%	27%	28%	24%	13%	3.08	1.16
1o.Sense of shared mission at UK	Female	4691	8%	35%	35%	15%	6%	2.76	1.01
	Male	1859	7%	32%	36%	17%	8%	2.87	1.04
1p.Job security	Female	4686	12%	52%	22%	10%	4%	2.42	0.95
	Male	1861	13%	48%	23%	12%	4%	2.47	1.00

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q2 by sex			
Q2(During the past twelve months, have you seriously considered leaving UK?)			
sex			
Frequency Col Pct	Female	Male	Total
Yes, very seriously	762 16.41	326 18.04	1088
Yes, somewhat seriously	1229 26.47	558 30.88	1787
No	2652 57.12	923 51.08	3575
Total	4643	1807	6450
Frequency Missing = 275			

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Q3:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	sex	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
3a.I am satisfied with my job at University of Kentucky	Female	4643	17%	55%	15%	11%	2%	2.26	0.95
	Male	1840	16%	53%	17%	11%	3%	2.30	0.95
3b.I would choose to work here again, if I were looking for work	Female	4602	25%	53%	15%	5%	2%	2.06	0.87
	Male	1823	21%	52%	17%	7%	3%	2.18	0.94
3c.I feel very loyal to the University of Kentucky	Female	4635	27%	42%	23%	7%	2%	2.16	0.96
	Male	1833	24%	40%	23%	10%	3%	2.27	1.03
3d.I recommend the University of Kentucky to others as a good place to work	Female	4623	25%	48%	19%	6%	2%	2.11	0.90
	Male	1829	21%	45%	21%	9%	3%	2.28	1.00
3e.I go the extra mile to help meet my units/departments needs	Female	4636	51%	44%	5%	1%	0%	1.56	0.64
	Male	1838	50%	43%	6%	1%	0%	1.58	0.66
3f.I work extra hours when needed to help my unit/department succeed	Female	4620	52%	38%	8%	2%	1%	1.61	0.75
	Male	1833	54%	39%	6%	1%	0%	1.54	0.68
3g.I personally agree with most of the Universitys goals	Female	4637	19%	52%	22%	6%	1%	2.18	0.84
	Male	1838	16%	50%	23%	9%	2%	2.32	0.92
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	Female	4633	23%	44%	25%	7%	2%	2.21	0.93
	Male	1838	23%	43%	24%	8%	3%	2.26	1.00
3i.All personnel in my unit/department contribute equal effort to our results	Female	4640	11%	32%	19%	27%	10%	2.94	1.21
	Male	1835	9%	32%	22%	25%	12%	3.01	1.19
3j.I play a role in helping students succeed at UK	Female	4597	17%	34%	38%	8%	3%	2.44	0.95
	Male	1836	18%	40%	32%	7%	3%	2.37	0.95
3k.Senior leadership clearly communicates the Universitys direction and priorities	Female	4627	10%	36%	30%	17%	6%	2.75	1.05
	Male	1838	8%	35%	30%	17%	9%	2.83	1.09
3l.I am aware of the Universitys strategic mission	Female	4621	15%	56%	20%	8%	1%	2.24	0.84
	Male	1829	14%	57%	20%	7%	2%	2.28	0.87

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Q3:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	sex	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
3m.I understand how my job contributes to achieving the Universitys strategic mission	Female	4637	17%	49%	24%	9%	2%	2.30	0.91
	Male	1837	17%	50%	21%	9%	3%	2.30	0.95
3n.I am committed to helping the University accomplish its strategic mission	Female	4630	20%	52%	25%	2%	1%	2.11	0.76
	Male	1832	21%	54%	21%	2%	1%	2.09	0.79
3o.I have confidence in the direction the University is going	Female	4637	13%	40%	32%	12%	3%	2.53	0.97
	Male	1835	11%	38%	28%	17%	6%	2.70	1.06
3p.I play a role in helping to improve student retention	Female	4633	12%	23%	48%	13%	4%	2.74	0.97
	Male	1840	13%	29%	40%	13%	5%	2.67	1.01

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Q4:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	sex	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
4a.I have the information I need to do my job effectively	Female	4654	22%	57%	9%	10%	2%	2.11	0.91
	Male	1845	23%	56%	12%	7%	2%	2.09	0.89
4b.I have the resources I need to do my job effectively	Female	4630	19%	50%	11%	16%	4%	2.36	1.07
	Male	1836	16%	48%	14%	18%	4%	2.46	1.09
4c.I understand what I am responsible for on the job	Female	4635	35%	55%	5%	4%	1%	1.79	0.76
	Male	1837	34%	55%	6%	5%	1%	1.84	0.79
4d.I have opportunities to enhance my skills in my current job	Female	4639	23%	47%	14%	12%	4%	2.27	1.05
	Male	1837	21%	46%	16%	13%	4%	2.32	1.06
4e.I get the information I need about job openings at the University	Female	4641	16%	49%	23%	10%	2%	2.33	0.94
	Male	1842	12%	42%	29%	12%	4%	2.54	1.00
4f.I know what I need to do to advance in the University	Female	4637	13%	40%	25%	17%	5%	2.60	1.06
	Male	1836	11%	39%	26%	17%	7%	2.70	1.10
4g.My advancement opportunities are good at the University	Female	4645	9%	27%	30%	24%	10%	2.98	1.13
	Male	1842	6%	24%	30%	25%	14%	3.17	1.14

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Q5:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	sex	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)	Female	4605	26%	45%	12%	12%	5%	2.25	1.13
	Male	1824	28%	44%	12%	11%	6%	2.23	1.13
5b.My ideas, questions, and feelings about my job are addressed	Female	4583	20%	38%	19%	16%	6%	2.50	1.17
	Male	1813	18%	38%	21%	16%	7%	2.56	1.15
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	Female	4592	24%	39%	17%	14%	7%	2.41	1.18
	Male	1815	23%	40%	17%	12%	7%	2.40	1.18
5d.My immediate supervisor gives me performance feedback on a regular basis	Female	4581	23%	42%	15%	14%	6%	2.38	1.15
	Male	1813	21%	43%	17%	12%	7%	2.40	1.14
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	Female	4592	26%	41%	15%	12%	6%	2.31	1.15
	Male	1819	26%	42%	15%	10%	7%	2.30	1.16
5f.Being a team player is important to my immediate supervisor	Female	4586	34%	44%	13%	6%	4%	2.02	1.02
	Male	1810	33%	44%	12%	7%	4%	2.05	1.04
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	Female	4586	43%	41%	11%	3%	2%	1.80	0.89
	Male	1815	42%	40%	12%	3%	2%	1.83	0.91

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Q6:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	sex	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	Female	4606	12%	44%	21%	17%	5%	2.60	1.07
	Male	1820	10%	41%	27%	17%	5%	2.66	1.03
6b.Senior leadership understands employees concerns	Female	4584	7%	27%	29%	26%	12%	3.10	1.13
	Male	1811	5%	28%	28%	23%	15%	3.15	1.15
6c.I feel there is a high degree of trust within the University	Female	4586	6%	23%	34%	27%	11%	3.13	1.06
	Male	1814	5%	23%	33%	26%	13%	3.21	1.08
6d.I feel there is a high degree of trust within my unit/department	Female	4583	13%	37%	21%	19%	10%	2.75	1.19
	Male	1813	12%	38%	21%	18%	10%	2.75	1.18
6e.My co-workers respect individual and cultural differences	Female	4603	23%	53%	14%	7%	3%	2.14	0.95
	Male	1822	22%	53%	16%	6%	3%	2.14	0.93
6f.I believe the University values individual and cultural diversity	Female	4603	22%	55%	17%	4%	2%	2.09	0.84
	Male	1816	20%	54%	18%	5%	3%	2.16	0.90
6g.UKs policies and practices promote individual and cultural diversity	Female	4592	19%	52%	23%	4%	2%	2.19	0.86
	Male	1818	18%	50%	25%	4%	3%	2.25	0.90

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Q7:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	sex	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	Female	4568	19%	50%	26%	3%	1%	1%
	Male	1806	16%	48%	29%	4%	2%	1%
7b.I am pleased with the social context of the work environment at UK	Female	4548	14%	52%	26%	5%	2%	1%
	Male	1792	14%	51%	26%	6%	2%	2%
7c.Publications and other media communicate that UK places a high value on diversity	Female	4554	15%	52%	28%	3%	1%	1%
	Male	1793	15%	49%	31%	3%	1%	1%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	Female	4556	22%	58%	15%	3%	1%	0%
	Male	1798	25%	56%	14%	2%	2%	1%
7e.UK promotes diversity as an essential part of a high quality educational institution	Female	4554	20%	56%	20%	2%	1%	1%
	Male	1798	19%	55%	20%	3%	1%	1%
7f.UK offers activities that promote understanding among diverse groups	Female	4549	17%	52%	27%	3%	1%	1%
	Male	1798	15%	49%	29%	5%	1%	1%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	Female	4560	14%	43%	34%	5%	2%	2%
	Male	1798	13%	41%	35%	6%	3%	2%
7h.Racial and cultural differences are celebrated at UK	Female	4547	17%	50%	27%	4%	1%	1%
	Male	1791	15%	47%	30%	5%	2%	1%
7i.Policies and procedures at UK help diverse employees feel welcome	Female	4550	15%	44%	35%	3%	1%	2%
	Male	1790	14%	43%	35%	4%	2%	2%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	Female	4551	17%	54%	25%	2%	1%	1%
	Male	1790	17%	51%	27%	2%	1%	1%
7k.I feel a sense of community at UK	Female	4555	13%	48%	26%	9%	3%	1%
	Male	1799	12%	45%	26%	11%	5%	2%
7l.UK effectively addresses campus incidents of intolerance and bigotry	Female	4547	14%	45%	34%	4%	2%	2%
	Male	1795	15%	44%	32%	4%	2%	2%

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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)	sex	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	Female	4514	19%	51%	26%	3%	1%	2.16	0.81
	Male	1779	16%	49%	29%	4%	2%	2.27	0.85
7b.I am pleased with the social context of the work environment at UK	Female	4497	14%	52%	27%	5%	2%	2.27	0.82
	Male	1764	14%	52%	26%	6%	2%	2.31	0.86
7c.Publications and other media communicate that UK places a high value on diversity	Female	4519	15%	52%	28%	3%	1%	2.22	0.77
	Male	1768	15%	50%	31%	3%	1%	2.25	0.78
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	Female	4535	23%	58%	15%	3%	1%	2.02	0.77
	Male	1778	25%	56%	15%	2%	2%	1.98	0.79
7e.UK promotes diversity as an essential part of a high quality educational institution	Female	4529	20%	57%	20%	2%	1%	2.07	0.75
	Male	1778	19%	56%	20%	3%	1%	2.11	0.79
7f.UK offers activities that promote understanding among diverse groups	Female	4507	17%	53%	27%	3%	1%	2.18	0.77
	Male	1777	15%	50%	29%	5%	1%	2.28	0.83
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	Female	4491	15%	44%	34%	5%	2%	2.36	0.86
	Male	1765	13%	42%	36%	6%	3%	2.44	0.90
7h.Racial and cultural differences are celebrated at UK	Female	4491	17%	51%	28%	4%	1%	2.22	0.80
	Male	1772	16%	47%	30%	5%	2%	2.30	0.86
7i.Policies and procedures at UK help diverse employees feel welcome	Female	4471	15%	45%	35%	4%	1%	2.31	0.81
	Male	1750	14%	44%	36%	4%	2%	2.35	0.84
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	Female	4504	17%	55%	25%	2%	1%	2.13	0.73
	Male	1767	17%	52%	27%	2%	1%	2.18	0.78
7k.I feel a sense of community at UK	Female	4496	14%	48%	27%	9%	3%	2.39	0.93
	Male	1768	12%	46%	26%	11%	5%	2.51	1.00
7l.UK effectively addresses campus incidents of intolerance and bigotry	Female	4450	14%	46%	34%	4%	2%	2.32	0.82
	Male	1757	15%	45%	33%	4%	2%	2.34	0.87

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Q8:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	sex	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	Female	4541	4%	10%	12%	32%	33%	9%
	Male	1790	6%	12%	14%	26%	33%	9%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	Female	4530	1%	2%	11%	33%	31%	22%
	Male	1785	1%	4%	16%	29%	32%	18%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	Female	4525	5%	18%	14%	30%	27%	6%
	Male	1777	5%	21%	18%	26%	24%	5%
8d.I have been the target of racial/ethnic stereotyping on campus	Female	4518	1%	3%	9%	34%	36%	18%
	Male	1785	2%	4%	12%	29%	38%	15%
8e.I hear hate speech or derogatory language used at UK	Female	4530	3%	10%	12%	33%	34%	7%
	Male	1789	3%	14%	16%	30%	32%	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)	sex	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	Female	4150	4%	11%	13%	35%	36%	3.87	1.15
	Male	1633	6%	14%	15%	29%	37%	3.76	1.25
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	Female	3529	1%	3%	14%	43%	39%	4.16	0.86
	Male	1456	1%	5%	20%	35%	39%	4.06	0.94
8c.I have heard UK faculty or staff express stereotypes about different groups of people	Female	4242	5%	19%	15%	32%	29%	3.59	1.23
	Male	1683	6%	23%	19%	27%	26%	3.45	1.24
8d.I have been the target of racial/ethnic stereotyping on campus	Female	3726	1%	3%	11%	41%	44%	4.24	0.85
	Male	1525	2%	5%	14%	34%	45%	4.13	0.99
8e.I hear hate speech or derogatory language used at UK	Female	4200	3%	11%	13%	36%	37%	3.92	1.11
	Male	1690	3%	14%	17%	32%	33%	3.78	1.16

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Q9:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	sex	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Not Applicable
9a.I feel respected by the faculty	Female	4549	13%	43%	21%	10%	5%	9%
	Male	1791	11%	40%	23%	13%	6%	7%
9b.I feel respected by my immediate supervisor(s)	Female	4532	30%	46%	11%	7%	5%	0%
	Male	1786	28%	48%	11%	7%	5%	0%
9c.I feel respected by my co-workers	Female	4553	25%	57%	10%	6%	2%	0%
	Male	1793	25%	58%	11%	4%	1%	0%
9d.I feel respected by the students	Female	4540	14%	37%	21%	3%	1%	24%
	Male	1791	14%	38%	22%	5%	2%	19%
9e.I feel respected by the senior administration	Female	4547	11%	33%	28%	14%	9%	5%
	Male	1788	10%	32%	26%	16%	12%	3%
9f.I am given the opportunity to serve on important University committees or task forces	Female	4539	9%	31%	27%	15%	8%	10%
	Male	1792	9%	29%	29%	15%	10%	8%

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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)	sex	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
9a.I feel respected by the faculty	Female	4127	14%	47%	23%	11%	5%	2.46	1.02
	Male	1663	12%	43%	25%	14%	6%	2.61	1.06
9b.I feel respected by my immediate supervisor(s)	Female	4523	30%	46%	11%	7%	5%	2.12	1.08
	Male	1779	28%	48%	11%	7%	6%	2.13	1.08
9c.I feel respected by my co-workers	Female	4547	25%	57%	10%	6%	2%	2.04	0.87
	Male	1787	25%	59%	11%	4%	1%	1.97	0.80
9d.I feel respected by the students	Female	3443	19%	49%	27%	4%	1%	2.20	0.82
	Male	1458	17%	47%	27%	6%	3%	2.30	0.91
9e.I feel respected by the senior administration	Female	4326	11%	35%	30%	15%	9%	2.76	1.12
	Male	1732	10%	34%	27%	17%	13%	2.88	1.18
9f.I am given the opportunity to serve on important University committees or task forces	Female	4100	10%	35%	30%	17%	9%	2.80	1.10
	Male	1646	10%	32%	31%	16%	11%	2.85	1.14

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q10 by sex			
Q10(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?)			
sex			
Frequency Col Pct	Female	Male	Total
Very satisfied	724 16.93	235 14.09	959
Satisfied	2162 50.56	835 50.06	2997
Neither	628 14.69	283 16.97	911
Dissatisfied	621 14.52	256 15.35	877
Very dissatisfied	141 3.30	59 3.54	200
Total	4276	1668	5944
Frequency Missing = 781			

Staff Work-Life Survey 2010

Q11:Please indicate the extent to which you AGREE or DISAGREE that the following statements are generally true	sex	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
11a.UK is supportive of my personal/family life	Female	4526	15%	49%	22%	11%	3%	2.37	0.95
	Male	1793	15%	48%	24%	10%	3%	2.38	0.95
11b.My immediate supervisor is supportive of my personal/family responsibilities	Female	4519	34%	45%	12%	6%	3%	1.99	0.99
	Male	1781	33%	44%	14%	6%	3%	2.02	0.99
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	Female	4532	35%	45%	12%	6%	2%	1.97	0.96
	Male	1791	36%	46%	11%	5%	2%	1.90	0.92
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	Female	4518	29%	51%	14%	5%	1%	1.98	0.85
	Male	1787	27%	52%	16%	3%	1%	1.99	0.82
11e.The University's senior leadership is supportive of employees personal/family responsibilities	Female	4525	13%	39%	33%	11%	4%	2.53	0.97
	Male	1795	13%	40%	33%	10%	4%	2.50	0.96
11f.The University's policies are supportive of my personal/family responsibilities	Female	4523	15%	50%	23%	8%	3%	2.33	0.93
	Male	1785	16%	52%	23%	7%	3%	2.28	0.90
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	Female	4511	20%	46%	20%	10%	4%	2.32	1.02
	Male	1785	21%	48%	20%	8%	4%	2.26	0.99
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	Female	4525	22%	46%	17%	11%	4%	2.31	1.07
	Male	1786	21%	46%	20%	8%	4%	2.28	1.03
11i.I currently have the flexibility I need in my work schedule	Female	4530	24%	46%	14%	11%	4%	2.24	1.07
	Male	1789	27%	47%	15%	7%	3%	2.12	0.99

Staff Work-Life Survey 2010

Q12:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements regarding your work, personal and family life	sex	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	Female	4504	18%	30%	17%	29%	5%	2.73	1.21
	Male	1777	14%	32%	21%	28%	5%	2.78	1.14
12b.Too much overtime or extra time is required by my job	Female	4467	7%	13%	21%	46%	13%	3.46	1.08
	Male	1757	6%	16%	27%	41%	10%	3.33	1.06
12c.The stress I feel balancing work and personal/family responsibilities affects my health	Female	4486	9%	25%	20%	38%	9%	3.13	1.14
	Male	1764	8%	25%	25%	35%	8%	3.10	1.11
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	Female	4498	3%	10%	18%	55%	15%	3.71	0.93
	Male	1772	3%	13%	23%	49%	13%	3.57	0.96
12e.My job is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like	Female	4492	5%	13%	18%	50%	15%	3.57	1.03
	Male	1774	5%	14%	22%	47%	13%	3.49	1.03
12f.I frequently feel physically or emotionally drained at the end of the work day	Female	4459	19%	35%	17%	24%	6%	2.62	1.20
	Male	1766	15%	32%	21%	27%	5%	2.76	1.16
12g.I feel positive about my ability to manage the demands of my work, personal and family life	Female	4483	11%	50%	24%	13%	2%	2.47	0.94
	Male	1771	11%	52%	23%	12%	3%	2.42	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)	Female	4491	6%	15%	21%	40%	19%	3.50	1.13
	Male	1769	3%	10%	23%	40%	24%	3.73	1.03

Staff Work-Life Survey 2010

Q13:During the last three months, how many times have you done the following because of personal and family responsibilities?	sex	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	Female	4507	89%	9%	1%	1%
	Male	1784	91%	7%	1%	1%
13b.Unexpectedly left work early or came in late	Female	4492	58%	38%	3%	1%
	Male	1776	59%	37%	3%	1%
13c.Unexpectedly missed a full work day	Female	4503	67%	31%	1%	0%
	Male	1782	73%	25%	1%	0%
13d.Missed a deadline	Female	4512	92%	7%	0%	0%
	Male	1782	91%	8%	1%	0%
13e.Missed an important meeting	Female	4513	91%	9%	0%	0%
	Male	1780	90%	10%	0%	0%

Staff Work-Life Survey 2010

Q14:Below is a list of Work-Life programs that are CURRENTLY OFFERED. Please indicate the value of each of the following	sex	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	Female	4386	14%	27%	56%	3%
	Male	1742	11%	24%	59%	6%
14b.Parent and Child care workshops and consultations	Female	4398	6%	14%	75%	5%
	Male	1741	7%	14%	72%	8%
14c.Confidential Financial counseling for staff and faculty	Female	4398	16%	33%	48%	3%
	Male	1736	14%	34%	48%	4%
14d.Flexible Work Arrangement workshops and consultations	Female	4391	21%	33%	43%	3%
	Male	1737	15%	32%	49%	4%
14e.Elder and Adult dependent care workshops and consultations	Female	4404	11%	23%	63%	3%
	Male	1737	8%	22%	64%	6%
14f.Retirement Planning workshops and counseling	Female	4391	30%	42%	27%	1%
	Male	1747	27%	43%	29%	2%
14g.Career Development workshops and consultations	Female	4404	23%	39%	37%	1%
	Male	1745	18%	40%	40%	3%
14h.UK tuition discount via Family Education Program	Female	4409	44%	21%	34%	1%
	Male	1752	44%	22%	31%	2%
14i.National Work and Family Month events and workshops	Female	4398	11%	27%	53%	9%
	Male	1741	8%	23%	56%	14%
14j.Flexible Work Arrangement Guidelines	Female	4401	34%	35%	30%	1%
	Male	1746	24%	37%	37%	2%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	Female	4411	17%	20%	60%	4%
	Male	1744	8%	16%	67%	8%
14l.Phased Retirement	Female	4385	17%	30%	49%	3%
	Male	1742	13%	29%	53%	6%
14m.Sponsored Dependent Benefits (domestic partner)	Female	4393	13%	10%	60%	17%
	Male	1742	14%	13%	50%	23%
14n.Staff Shared Leave Pool for catastrophic events	Female	4393	19%	27%	52%	3%
	Male	1739	13%	27%	53%	6%

Staff Work-Life Survey 2010

Q14:Below is a list of Work-Life programs that are CURRENTLY OFFERED. Please indicate the value of each of the following	sex	N	Of Great Value	Of Some Value	Of Little Value but UK should offer	Of Little Value and UK should not offer
14o.Breastfeeding and Lactation Guidelines	Female	4400	7%	8%	74%	11%
	Male	1740	3%	6%	76%	14%
14p.Laptop Computer Loan Program for staff enrolled in higher education	Female	4395	13%	15%	66%	6%
	Male	1740	9%	19%	62%	10%
14q.GED Completion Incentive Program	Female	4395	5%	5%	84%	6%
	Male	1744	6%	7%	79%	9%
14r.Other (please specify below)	Female	1041	17%	7%	47%	28%
	Male	557	13%	8%	43%	35%

Staff Work-Life Survey 2010

Q15:Below is a list of Work-Life programs that are NOT CURRENTLY OFFERED. Please indicate the potential value of each of the following	sex	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	Female	4428	16%	7%	71%	6%
	Male	1753	13%	10%	67%	10%
b. Emergency/Back up child care for mildly ill children	Female	4414	17%	8%	65%	11%
	Male	1740	12%	11%	64%	13%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	Female	4414	19%	8%	64%	10%
	Male	1741	14%	11%	61%	14%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	Female	4384	18%	7%	66%	9%
	Male	1735	16%	10%	62%	11%
e. Paid leave beyond FMLA qualifying events	Female	4388	32%	25%	32%	11%
	Male	1740	20%	25%	38%	17%
f. Onsite elder and adult dependent care	Female	4385	10%	13%	65%	12%
	Male	1736	7%	14%	61%	18%
g. Other (please specify)	Female	758	18%	7%	43%	32%
	Male	432	10%	9%	44%	36%

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q16 by sex			
Q16(Do you plan to have a child or adopt in the next 3 to 4 years?)			
sex			
Frequency Col Pct	Female	Male	Total
Yes	850 19.11	323 18.40	1173
No	3597 80.89	1432 81.60	5029
Total	4447	1755	6202
Frequency Missing = 523			

Table of Q17 by sex			
Q17(Do you have any children under age 18 who live with you most of the year?)			
sex			
Frequency Col Pct	Female	Male	Total
Yes	1615 36.32	707 40.28	2322
No	2832 63.68	1048 59.72	3880
Total	4447	1755	6202
Frequency Missing = 523			

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q18a by sex			
Q18a(How many children do you have in 0-2 years old?)			
sex			
Frequency Col Pct	Female	Male	Total
0	125 26.37	65 24.90	190
1	323 68.14	171 65.52	494
2	26 5.49	24 9.20	50
3	0 0.00	1 0.38	1
Total	474	261	735
Frequency Missing = 1591			

Table of Q18b by sex			
Q18b(How many children do you have in 3-5 years old?)			
sex			
Frequency Col Pct	Female	Male	Total
0	126 25.45	73 25.98	199
1	336 67.88	185 65.84	521
2	30 6.06	21 7.47	51
3	2 0.40	2 0.71	4
4	1 0.20	0 0.00	1
Total	495	281	776
Frequency Missing = 1550			

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q18c by sex			
Q18c(How many children do you have in 6-9 years old?)			
sex			
Frequency Col Pct	Female	Male	Total
0	119 18.95	75 24.83	194
1	429 68.31	184 60.93	613
2	75 11.94	40 13.25	115
3	3 0.48	2 0.66	5
6	1 0.16	0 0.00	1
9	1 0.16	1 0.33	2
Total	628	302	930
Frequency Missing = 1396			

Table of Q18d by sex			
Q18d(How many children do you have in 10-14 years old?)			
sex			
Frequency Col Pct	Female	Male	Total
0	114 15.30	76 23.38	190
1	510 68.46	185 56.92	695
2	113 15.17	58 17.85	171
3	7 0.94	5 1.54	12
4	0 0.00	1 0.31	1
9	1 0.13	0 0.00	1
Total	745	325	1070
Frequency Missing = 1256			

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q18e by sex			
Q18e(How many children do you have in 15-17 years old?)			
sex			
Frequency Col Pct	Female	Male	Total
0	128 23.02	71 27.84	199
1	362 65.11	164 64.31	526
2	61 10.97	18 7.06	79
3	4 0.72	1 0.39	5
4	1 0.18	0 0.00	1
5	0 0.00	1 0.39	1
Total	556	255	811
Frequency Missing = 1515			

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q19 by sex			
Q19(Have you taken time off from UK (with or without pay) for the birth or adoption of a child?)			
sex			
Frequency Col Pct	Female	Male	Total
Yes	698 42.41	367 48.61	1065
No	948 57.59	388 51.39	1336
Total	1646	755	2401
Frequency Missing = 4324			

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q20 by sex			
Q20(How many weeks of leave did you take?)			
sex			
Frequency Col Pct	Female	Male	Total
less than 1 week	13 1.86	87 23.90	100
1-2 weeks	20 2.87	161 44.23	181
3-4 weeks	32 4.58	64 17.58	96
5-6 weeks	160 22.92	38 10.44	198
7-8 weeks	152 21.78	7 1.92	159
9-12 weeks	292 41.83	6 1.65	298
more than 12 weeks	29 4.15	1 0.27	30
Total	698	364	1062
Frequency Missing = 5			

Staff Work-Life Survey 2010

Q21:If you would have liked to take time off, take a longer leave, or to have reduced your workload, please select the reasons below that influenced your decision not to do so	sex	N	Checked	Not Checked
I couldn't afford the loss of pay	Female	1590	57%	43%
	Male	744	44%	56%
I felt it would be held against me in evaluations by my department	Female	1590	22%	78%
	Male	744	25%	75%
I felt I would get behind in my work	Female	1589	27%	73%
	Male	744	37%	63%
I felt I would be resented by my colleagues	Female	1590	17%	83%
	Male	742	17%	83%
Does not apply	Female	1590	27%	73%
	Male	744	30%	70%
Other (Please specify)	Female	1590	7%	93%
	Male	744	4%	96%

Staff Work-Life Survey 2010

Q22:Please indicate the AMOUNT OF DIFFICULTY you currently have with each of the items below	sex	N	Great Deal of Difficulty	Some Difficulty	No difficulty	Does not Apply
a. Finding child care for infant or toddler (0-2)	Female	1630	8%	10%	13%	70%
	Male	753	8%	13%	18%	61%
b. Finding child care for preschooler (3-5)	Female	1627	4%	9%	15%	72%
	Male	752	6%	13%	17%	64%
c. Finding child care that I can afford	Female	1640	18%	20%	14%	48%
	Male	756	15%	22%	19%	44%
d. Finding child care of acceptable quality and reliability	Female	1638	18%	19%	16%	46%
	Male	752	14%	22%	21%	43%
e. Finding care for evening or weekend work	Female	1627	14%	12%	10%	63%
	Male	759	11%	18%	16%	55%
f. Finding emergency backup care when regular provider not available or during school breaks	Female	1641	26%	22%	10%	42%
	Male	759	17%	24%	16%	43%
g. Finding child care/camps during school breaks that I can afford	Female	1637	23%	20%	11%	46%
	Male	757	14%	22%	17%	47%
h. Finding care for mildly ill children	Female	1631	20%	19%	11%	50%
	Male	757	11%	20%	17%	53%
i. Finding care for children with special needs	Female	1622	3%	2%	5%	90%
	Male	757	4%	4%	10%	82%
j. Other (please specify)	Female	529	5%	2%	5%	88%
	Male	285	2%	4%	10%	84%

Staff Work-Life Survey 2010

Q22:Please indicate the AMOUNT OF DIFFICULTY you currently have with each of the items below (Not Applicable converted to a missing value for this table)	sex	N	Great Deal of Difficulty	Some Difficulty	No difficulty	Mean	SD
a. Finding child care for infant or toddler (0-2)	Female	496	25%	31%	43%	2.18	0.81
	Male	290	20%	33%	47%	2.27	0.77
b. Finding child care for preschooler (3-5)	Female	451	15%	32%	54%	2.39	0.73
	Male	271	16%	36%	48%	2.31	0.74
c. Finding child care that I can afford	Female	850	34%	38%	27%	1.93	0.78
	Male	421	26%	40%	33%	2.07	0.77
d. Finding child care of acceptable quality and reliability	Female	879	33%	36%	31%	1.97	0.80
	Male	428	25%	39%	37%	2.12	0.78
e. Finding care for evening or weekend work	Female	597	39%	33%	28%	1.89	0.81
	Male	340	24%	39%	36%	2.12	0.77
f. Finding emergency backup care when regular provider not available or during school breaks	Female	955	44%	39%	17%	1.73	0.74
	Male	431	30%	42%	27%	1.97	0.76
g. Finding child care/camps during school breaks that I can afford	Female	880	42%	38%	20%	1.78	0.76
	Male	402	26%	42%	33%	2.07	0.76
h. Finding care for mildly ill children	Female	820	40%	39%	22%	1.82	0.76
	Male	359	23%	42%	35%	2.12	0.76
i. Finding care for children with special needs	Female	168	33%	18%	49%	2.17	0.89
	Male	135	21%	24%	55%	2.34	0.80
j. Other (please specify)	Female	63	40%	14%	46%	2.06	0.93
	Male	47	15%	26%	60%	2.45	0.75

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q23 by sex			
Q23(Do you have or expect to have some responsibility caring for an older adult or adult dependent in the next 3 to 4 years?)	sex		
Frequency Col Pct	Female	Male	Total
Yes, I currently provide care for an older adult or adult dependent	545 12.30	168 9.57	713
I do not currently have this responsibility, but expect to within 3 to 4 years	1165 26.29	435 24.79	1600
I do not have or expect to have this responsibility in the next 3 to 4 years	2722 61.42	1152 65.64	3874
Total	4432	1755	6187
Frequency Missing = 538			

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q24 by sex			
Q24(Hours spent per week providing care for an older adult or adult dependent)			
sex			
Frequency Col Pct	Female	Male	Total
None	25 4.66	11 6.59	36
1-5 hours	199 37.06	66 39.52	265
6-10 hours	133 24.77	41 24.55	174
11-20 hours	65 12.10	17 10.18	82
More than 20 hours	115 21.42	32 19.16	147
Total	537	167	704
Frequency Missing = 9			

Staff Work-Life Survey 2010

Q25:Please indicate the AMOUNT OF DIFFICULTY you currently have with each of the items below	sex	N	Great Deal of Difficulty	Some Difficulty	No difficulty	Does not Apply
a.Caring for an older adult/adult dependent who lives far away (more than 50 miles away)	Female	544	18%	12%	5%	65%
	Male	166	10%	19%	8%	63%
b.Finding resources for an older adult/adult dependent that are affordable	Female	532	32%	35%	9%	24%
	Male	164	20%	46%	13%	21%
c.Finding resources for an older adult/adult dependent that are of acceptable quality	Female	539	30%	37%	10%	22%
	Male	166	21%	50%	13%	16%
d.Finding home health services (someone who comes to home and provides help with bathing, dressing, etc.)	Female	541	18%	27%	16%	39%
	Male	167	13%	31%	22%	35%
e.Finding information about housing options or living arrangements for an older adult/adult dependent	Female	541	19%	28%	13%	40%
	Male	167	13%	31%	21%	35%

Staff Work-Life Survey 2010

Q25:Please indicate the AMOUNT OF DIFFICULTY you currently have with each of the items below (Not Applicable converted to a missing value for this table)	sex	N	Great Deal of Difficulty	Some Difficulty	No difficulty	Mean	SD
a.Caring for an older adult/adult dependent who lives far away (more than 50 miles away)	Female	188	51%	35%	14%	1.63	0.72
	Male	61	26%	51%	23%	1.97	0.71
b.Finding resources for an older adult/adult dependent that are affordable	Female	406	42%	46%	12%	1.69	0.67
	Male	130	25%	58%	17%	1.92	0.64
c.Finding resources for an older adult/adult dependent that are of acceptable quality	Female	420	39%	48%	13%	1.75	0.68
	Male	140	25%	59%	16%	1.91	0.63
d.Finding home health services (someone who comes to home and provides help with bathing, dressing, etc.)	Female	332	29%	45%	26%	1.97	0.74
	Male	109	19%	48%	33%	2.14	0.71
e.Finding information about housing options or living arrangements for an older adult/adult dependent	Female	327	31%	46%	22%	1.91	0.73
	Male	109	20%	48%	32%	2.12	0.72

Staff Work-Life Survey 2010

The *FREQ* Procedure

Table of Q26 by sex			
Q26(What is the highest level of education you have achieved?)	sex		
Frequency Col Pct	Female	Male	Total
Less than high school graduate	23 0.52	24 1.37	47
High school diploma or GED	726 16.44	321 18.34	1047
Associates degree	839 19.00	181 10.34	1020
Bachelors degree	1508 34.15	592 33.83	2100
Masters degree	860 19.47	416 23.77	1276
Ph.D. or other professional degree	172 3.89	128 7.31	300
Other (please specify below)	288 6.52	88 5.03	376
Total	4416	1750	6166
Frequency Missing = 559			

Table of Q27 by sex			
Q27(Which statement most clearly describes your households employment situation?)	sex		
Frequency Col Pct	Female	Male	Total
I do not have a spouse/partner	1438 32.34	376 21.51	1814
My spouse/partner is not employed	459 10.32	276 15.79	735
My spouse/partner is employed part-time	239 5.37	228 13.04	467
My spouse/partner is employed full-time	2311 51.97	868 49.66	3179
Total	4447	1748	6195
Frequency Missing = 530			

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q28 by sex			
Q28(How long have you been employed at UK?)			
sex			
Frequency Col Pct	Female	Male	Total
2 years or less	928 20.86	315 17.93	1243
3 to 4 years	786 17.67	279 15.88	1065
5 to 9 years	914 20.54	379 21.57	1293
10 to 14 years	629 14.14	284 16.16	913
15 or more years	1192 26.79	500 28.46	1692
Total	4449	1757	6206
Frequency Missing = 519			

Table of Q29 by sex			
Q29(If you had to predict how many more years you will work at UK, what would you say?)			
sex			
Frequency Col Pct	Female	Male	Total
Less than 1 year	164 3.70	61 3.48	225
1-2 years	443 10.00	229 13.07	672
3-4 years	595 13.43	249 14.21	844
5-9 years	933 21.05	341 19.46	1274
10 or more years	2297 51.83	872 49.77	3169
Total	4432	1752	6184
Frequency Missing = 541			

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q30 by sex			
Q30(Do you plan to continue to work at the University of Kentucky until retirement?)			
sex			
Frequency Col Pct	Female	Male	Total
Definitely yes	1540 34.60	517 29.53	2057
Probably yes	1697 38.13	738 42.15	2435
Probably no	425 9.55	212 12.11	637
Definitely no	171 3.84	80 4.57	251
Dont know	618 13.88	204 11.65	822
Total	4451	1751	6202
Frequency Missing = 523			

Table of Q31 by sex			
Q31(Do you have another paid job outside of your UK job?)			
sex			
Frequency Col Pct	Female	Male	Total
Yes	565 12.73	307 17.56	872
No	3873 87.27	1441 82.44	5314
Total	4438	1748	6186
Frequency Missing = 539			

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q32 by sex			
Q32(If yes, how many hours do you work at your job outside of UK?)	sex		
Frequency Col Pct	Female	Male	Total
1-5 hours	148 26.33	65 21.24	213
6-10 hours	158 28.11	93 30.39	251
11-15 hours	95 16.90	50 16.34	145
16-20 hours	93 16.55	64 20.92	157
more than 20 hours	67 11.92	29 9.48	96
Do not have additional employment outside of UK	1 0.18	5 1.63	6
Total	562	306	868
Frequency Missing = 6			

Staff Work-Life Survey 2010

Q33:If you work in UK HealthCare, where do you work?	sex	N	Checked	Not Checked
UK Chandler Hospital	Female	4250	29%	71%
	Male	1650	23%	77%
UK Good Samaritan Hospital	Female	4250	5%	95%
	Male	1650	6%	94%
UK Rural Health	Female	4250	1%	99%
	Male	1650	1%	99%
Ambulatory (Services and Clinics)	Female	4250	9%	91%
	Male	1650	5%	95%
College of Medicine	Female	4250	9%	91%
	Male	1650	7%	93%
UK HealthCare Corporate (e.g. Marketing, IT, Payroll, Finance, etc.)	Female	4250	4%	96%
	Male	1650	6%	94%
I do not work in UK HealthCare	Female	4250	47%	53%
	Male	1650	63%	37%

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q34 by sex			
Q34(If you work in UK HealthCare, what is your position in UK HealthCare?)			
sex			
Frequency Col Pct	Female	Male	Total
Nurse (RN, LPN)	639 15.36	49 3.05	688
Physician	3 0.07	2 0.12	5
Administrator	170 4.09	61 3.80	231
Other	1460 35.10	496 30.86	1956
I do not work in UK HealthCare	1888 45.38	999 62.17	2887
Total	4160	1607	5767
Frequency Missing = 958			

Table of q35 by sex			
q35(Are you supervised by:)			
sex			
Frequency Col Pct	Female	Male	Total
Faculty member(s)	761 18.15	274 16.50	1035
Staff member(s)	2901 69.19	1228 73.93	4129
Staff and Faculty	531 12.66	159 9.57	690
Total	4193	1661	5854
Frequency Missing = 871			

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q36 by sex			
Q36(Are you directly responsible for supervising any staff members?)			
sex			
Frequency Col Pct	Female	Male	Total
Yes	1020 23.76	601 35.29	1621
No	3273 76.24	1102 64.71	4375
Total	4293	1703	5996
Frequency Missing = 729			

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of q37M by sex			
q37M(How many employees report directly to you?)			
sex			
Frequency Col Pct	Female	Male	Total
1	250 24.44	116 18.92	366
2	181 17.69	84 13.70	265
3	108 10.56	72 11.75	180
4	77 7.53	54 8.81	131
5	78 7.62	51 8.32	129
6	48 4.69	39 6.36	87
7	32 3.13	28 4.57	60
8	25 2.44	22 3.59	47
9	21 2.05	18 2.94	39
10	25 2.44	23 3.75	48
11	17 1.66	7 1.14	24
12	13 1.27	9 1.47	22
13	9 0.88	9 1.47	18
14	5 0.49	3 0.49	8
15	20 1.96	15 2.45	35
>=16	114 11.14	63 10.28	177
Total	1023	613	1636
Frequency Missing = 5089			

*Staff Work-Life Survey 2010**The FREQ Procedure*

Table of Q38 by sex			
Q38(As a supervisor, do you feel well equipped to support your staff in managing their work and personal/family responsibilities, while also ensuring that unit/department goals and standards are met? run)			
sex			
Frequency Col Pct	Female	Male	Total
To a very great extent	181 17.25	125 19.94	306
To a large extent	440 41.94	300 47.85	740
To some extent	330 31.46	154 24.56	484
To a small extent	75 7.15	37 5.90	112
To no extent	23 2.19	11 1.75	34
Total	1049	627	1676
Frequency Missing = 5049			