

Staff Work-Life Survey 2010

Q1:How SATISFIED are you with the following factors at the University of Kentucky?	race	N	Very Satisfied	Satisfied	Neither	Dissatisfied	Very Dissatisfied	Mean	SD
1a.Opportunity for job/career growth/advancement	Asian	168	15%	40%	27%	14%	4%	2.53	1.04
	Black/AA	493	10%	37%	23%	22%	8%	2.80	1.12
	Other	52	15%	38%	15%	25%	6%	2.67	1.18
	White	5837	10%	39%	22%	21%	7%	2.75	1.11
1b.Challenge of the job	Asian	166	17%	60%	17%	5%	1%	2.13	0.77
	Black/AA	494	14%	58%	16%	9%	3%	2.29	0.91
	Other	52	29%	46%	12%	12%	2%	2.12	1.02
	White	5773	22%	57%	13%	6%	2%	2.08	0.85
1c.Opportunity to learn and grow	Asian	166	20%	48%	24%	8%	0%	2.21	0.86
	Black/AA	492	18%	50%	17%	11%	4%	2.32	1.02
	Other	52	25%	46%	13%	10%	6%	2.25	1.12
	White	5807	22%	51%	15%	10%	2%	2.21	0.97
1d.Ability to balance work with my personal/family life	Asian	167	17%	53%	20%	9%	2%	2.26	0.91
	Black/AA	493	20%	51%	15%	9%	4%	2.26	1.01
	Other	51	24%	37%	16%	16%	8%	2.47	1.24
	White	5780	19%	48%	16%	14%	3%	2.33	1.03
1e.My salary/wage	Asian	166	4%	25%	31%	26%	15%	3.24	1.10
	Black/AA	496	4%	21%	22%	29%	25%	3.51	1.17
	Other	52	4%	19%	21%	35%	21%	3.50	1.15
	White	5829	4%	28%	21%	32%	16%	3.26	1.15
1f.Benefits	Asian	166	15%	52%	24%	6%	3%	2.30	0.90
	Black/AA	494	28%	51%	12%	7%	2%	2.05	0.94
	Other	52	29%	46%	17%	8%	0%	2.04	0.88
	White	5799	28%	54%	11%	6%	1%	1.98	0.85
1g.Immediate supervisor	Asian	166	26%	46%	13%	11%	3%	2.19	1.04
	Black/AA	498	30%	38%	16%	9%	8%	2.28	1.20
	Other	51	24%	49%	10%	12%	6%	2.27	1.13
	White	5830	36%	37%	13%	9%	5%	2.10	1.14
1h.Openness of communication	Asian	168	17%	51%	20%	8%	4%	2.30	0.97
	Black/AA	498	16%	42%	20%	13%	9%	2.58	1.17
	Other	52	17%	42%	10%	21%	10%	2.63	1.27
	White	5807	18%	39%	19%	18%	6%	2.55	1.16
1i.Work schedule/shift	Asian	168	24%	57%	14%	5%	1%	2.02	0.79
	Black/AA	496	30%	55%	11%	2%	2%	1.90	0.80
	Other	52	31%	40%	19%	4%	6%	2.13	1.09
	White	5832	31%	51%	11%	6%	1%	1.96	0.89

Staff Work-Life Survey 2010

Q1:How SATISFIED are you with the following factors at the University of Kentucky?	race	N	Very Satisfied	Satisfied	Neither	Dissatisfied	Very Dissatisfied	Mean	SD
1j.The number of hours I actually work	Asian	167	23%	52%	17%	7%	1%	2.10	0.88
	Black/AA	497	27%	56%	9%	6%	2%	2.01	0.89
	Other	52	27%	46%	8%	12%	8%	2.27	1.21
	White	5824	24%	54%	12%	9%	2%	2.12	0.93
1k.Universitys reputation as a good employer	Asian	168	18%	52%	24%	4%	2%	2.20	0.84
	Black/AA	495	16%	50%	23%	7%	4%	2.33	0.95
	Other	52	21%	44%	29%	2%	4%	2.23	0.94
	White	5826	18%	49%	24%	7%	2%	2.24	0.89
1l.Universitys relationships with the Lexington community	Asian	167	18%	53%	26%	2%	1%	2.16	0.79
	Black/AA	496	13%	46%	33%	6%	1%	2.37	0.83
	Other	52	17%	42%	33%	6%	2%	2.33	0.90
	White	5808	17%	47%	32%	3%	1%	2.25	0.80
1m.Working relationships with coworkers	Asian	166	23%	61%	11%	3%	1%	1.98	0.76
	Black/AA	496	20%	55%	16%	7%	2%	2.15	0.88
	Other	51	27%	45%	20%	6%	2%	2.10	0.94
	White	5823	29%	53%	12%	5%	1%	1.97	0.85
1n.Feeling valued by the University	Asian	165	17%	35%	32%	11%	5%	2.53	1.07
	Black/AA	497	7%	28%	30%	23%	12%	3.04	1.12
	Other	52	13%	35%	19%	21%	12%	2.83	1.25
	White	5821	8%	29%	27%	25%	11%	3.03	1.14
1o.Sense of shared mission at UK	Asian	167	12%	45%	35%	4%	4%	2.43	0.89
	Black/AA	495	5%	36%	41%	12%	7%	2.81	0.96
	Other	51	6%	47%	22%	12%	14%	2.80	1.17
	White	5832	8%	34%	35%	17%	7%	2.80	1.02
1p.Job security	Asian	166	13%	53%	25%	7%	2%	2.34	0.88
	Black/AA	495	11%	50%	27%	9%	4%	2.47	0.95
	Other	52	12%	48%	29%	8%	4%	2.44	0.94
	White	5829	12%	51%	22%	11%	4%	2.44	0.97

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

Table of Q2 by race					
Q2(During the past twelve months, have you seriously considered leaving UK?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
Yes, very seriously	15 9.68	94 19.18	6 11.76	973 16.93	1088
Yes, somewhat seriously	34 21.94	131 26.73	21 41.18	1599 27.82	1785
No	106 68.39	265 54.08	24 47.06	3176 55.25	3571
Total	155	490	51	5748	6444
Frequency Missing = 281					

Staff Work-Life Survey 2010

Q3:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	race	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
3a.I am satisfied with my job at University of Kentucky	Asian	162	19%	51%	23%	7%	1%	2.22	0.87
	Black/AA	489	15%	54%	18%	9%	3%	2.33	0.96
	Other	52	21%	44%	19%	13%	2%	2.31	1.02
	White	5774	17%	55%	15%	11%	2%	2.27	0.95
3b.I would choose to work here again, if I were looking for work	Asian	163	22%	53%	19%	4%	2%	2.11	0.86
	Black/AA	489	19%	52%	19%	7%	3%	2.24	0.94
	Other	52	27%	48%	21%	0%	4%	2.06	0.92
	White	5715	24%	53%	15%	6%	2%	2.09	0.89
3c.I feel very loyal to the University of Kentucky	Asian	162	29%	42%	23%	5%	1%	2.06	0.88
	Black/AA	489	20%	48%	22%	6%	3%	2.23	0.94
	Other	51	31%	37%	27%	2%	2%	2.06	0.93
	White	5760	26%	41%	23%	8%	2%	2.19	0.99
3d.I recommend the University of Kentucky to others as a good place to work	Asian	162	28%	44%	22%	6%	1%	2.08	0.89
	Black/AA	490	19%	48%	23%	6%	4%	2.28	0.97
	Other	52	29%	46%	19%	4%	2%	2.04	0.91
	White	5742	24%	48%	20%	7%	2%	2.15	0.93
3e.I go the extra mile to help meet my units/departments needs	Asian	163	41%	43%	13%	3%	0%	1.78	0.79
	Black/AA	486	45%	47%	8%	1%	0%	1.64	0.67
	Other	51	51%	43%	6%	0%	0%	1.55	0.61
	White	5768	51%	43%	4%	1%	0%	1.55	0.64
3f.I work extra hours when needed to help my unit/department succeed	Asian	162	51%	41%	7%	1%	0%	1.58	0.68
	Black/AA	483	47%	40%	8%	3%	2%	1.72	0.87
	Other	52	58%	35%	6%	2%	0%	1.52	0.70
	White	5750	53%	38%	7%	1%	0%	1.58	0.72
3g.I personally agree with most of the Universitys goals	Asian	162	27%	53%	17%	2%	1%	1.98	0.77
	Black/AA	490	14%	48%	28%	8%	2%	2.34	0.88
	Other	52	23%	54%	13%	10%	0%	2.10	0.87
	White	5765	18%	51%	22%	7%	1%	2.22	0.86
3h.I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities	Asian	163	37%	42%	17%	4%	1%	1.88	0.86
	Black/AA	488	19%	46%	26%	6%	3%	2.27	0.93
	Other	52	31%	46%	15%	6%	2%	2.02	0.94
	White	5762	22%	43%	25%	7%	2%	2.23	0.95
3i.All personnel in my unit/department contribute equal effort to our results	Asian	160	15%	44%	22%	14%	4%	2.49	1.05
	Black/AA	490	10%	35%	24%	20%	11%	2.86	1.17
	Other	51	14%	35%	22%	22%	8%	2.75	1.18
	White	5768	11%	31%	20%	28%	11%	2.98	1.21

Staff Work-Life Survey 2010

Q3:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	race	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
3j.I play a role in helping students succeed at UK	Asian	162	25%	42%	27%	5%	1%	2.16	0.90
	Black/AA	486	21%	36%	34%	6%	3%	2.35	0.98
	Other	52	15%	40%	35%	8%	2%	2.40	0.91
	White	5727	17%	36%	37%	8%	3%	2.44	0.94
3k.Senior leadership clearly communicates the Universitys direction and priorities	Asian	161	16%	39%	31%	11%	2%	2.45	0.97
	Black/AA	488	11%	36%	33%	14%	6%	2.67	1.03
	Other	51	8%	39%	29%	12%	12%	2.80	1.13
	White	5759	9%	36%	30%	18%	7%	2.79	1.07
3l.I am aware of the Universitys strategic mission	Asian	162	19%	56%	20%	4%	1%	2.10	0.77
	Black/AA	488	15%	54%	21%	7%	2%	2.27	0.89
	Other	52	13%	62%	12%	8%	6%	2.31	1.00
	White	5742	15%	56%	20%	8%	1%	2.25	0.85
3m.I understand how my job contributes to achieving the Universitys strategic mission	Asian	161	25%	56%	16%	2%	1%	1.96	0.74
	Black/AA	491	18%	52%	19%	8%	3%	2.25	0.94
	Other	52	27%	42%	19%	4%	8%	2.23	1.13
	White	5764	16%	49%	23%	9%	2%	2.32	0.92
3n.I am committed to helping the University accomplish its strategic mission	Asian	160	30%	54%	16%	0%	0%	1.86	0.67
	Black/AA	483	21%	51%	25%	2%	1%	2.12	0.80
	Other	52	33%	46%	15%	4%	2%	1.96	0.91
	White	5761	20%	52%	24%	2%	1%	2.11	0.77
3o.I have confidence in the direction the University is going	Asian	160	19%	48%	25%	7%	1%	2.23	0.88
	Black/AA	489	13%	35%	37%	10%	4%	2.58	0.99
	Other	52	13%	46%	29%	10%	2%	2.40	0.91
	White	5765	12%	40%	30%	14%	4%	2.59	1.01
3p.I play a role in helping to improve student retention	Asian	162	22%	31%	40%	7%	0%	2.31	0.89
	Black/AA	488	15%	30%	44%	7%	4%	2.56	0.97
	Other	52	19%	27%	38%	12%	4%	2.54	1.06
	White	5765	12%	24%	46%	13%	4%	2.75	0.98

Staff Work-Life Survey 2010

Q4:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	race	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
4a.I have the information I need to do my job effectively	Asian	163	29%	58%	6%	7%	0%	1.92	0.80
	Black/AA	494	25%	56%	9%	9%	2%	2.06	0.91
	Other	52	29%	52%	6%	10%	4%	2.08	1.04
	White	5784	22%	57%	10%	9%	2%	2.11	0.91
4b.I have the resources I need to do my job effectively	Asian	162	23%	59%	10%	5%	3%	2.07	0.90
	Black/AA	492	21%	50%	13%	11%	5%	2.29	1.08
	Other	50	20%	34%	22%	20%	4%	2.54	1.15
	White	5756	17%	50%	12%	17%	4%	2.40	1.08
4c.I understand what I am responsible for on the job	Asian	163	39%	58%	2%	1%	1%	1.67	0.62
	Black/AA	489	38%	54%	4%	2%	2%	1.76	0.78
	Other	52	33%	44%	12%	10%	2%	2.04	1.01
	White	5762	35%	55%	5%	4%	1%	1.81	0.77
4d.I have opportunities to enhance my skills in my current job	Asian	162	22%	58%	11%	8%	1%	2.09	0.87
	Black/AA	486	23%	45%	15%	12%	6%	2.31	1.11
	Other	52	25%	38%	10%	21%	6%	2.44	1.24
	White	5770	22%	47%	15%	12%	4%	2.28	1.05
4e.I get the information I need about job openings at the University	Asian	160	18%	52%	23%	6%	1%	2.19	0.83
	Black/AA	490	17%	47%	20%	12%	5%	2.41	1.05
	Other	52	19%	40%	29%	12%	0%	2.33	0.92
	White	5775	15%	46%	25%	11%	3%	2.40	0.96
4f.I know what I need to do to advance in the University	Asian	162	20%	44%	22%	10%	2%	2.30	0.99
	Black/AA	489	16%	41%	22%	15%	6%	2.54	1.12
	Other	52	17%	42%	23%	10%	8%	2.48	1.13
	White	5764	12%	39%	26%	17%	5%	2.65	1.07
4g.My advancement opportunities are good at the University	Asian	161	14%	35%	27%	15%	8%	2.67	1.14
	Black/AA	489	11%	28%	32%	18%	12%	2.92	1.16
	Other	52	19%	23%	25%	25%	8%	2.79	1.24
	White	5779	8%	26%	30%	25%	11%	3.06	1.13

Staff Work-Life Survey 2010

Q5:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	race	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)	Asian	157	24%	47%	18%	6%	4%	2.19	1.01
	Black/AA	487	21%	48%	11%	12%	8%	2.37	1.17
	Other	52	17%	48%	12%	13%	10%	2.50	1.21
	White	5727	27%	44%	12%	12%	5%	2.23	1.13
5b.My ideas, questions, and feelings about my job are addressed	Asian	156	17%	49%	20%	11%	3%	2.34	0.99
	Black/AA	484	15%	42%	15%	18%	10%	2.65	1.21
	Other	52	13%	42%	13%	17%	13%	2.75	1.28
	White	5698	20%	38%	20%	16%	6%	2.51	1.16
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	Asian	157	25%	48%	14%	9%	4%	2.20	1.05
	Black/AA	479	19%	42%	16%	14%	9%	2.52	1.20
	Other	52	17%	40%	10%	17%	15%	2.73	1.36
	White	5713	24%	39%	17%	13%	7%	2.40	1.18
5d.My immediate supervisor gives me performance feedback on a regular basis	Asian	156	22%	49%	17%	7%	4%	2.23	1.02
	Black/AA	481	19%	44%	16%	13%	8%	2.48	1.17
	Other	52	17%	44%	15%	17%	6%	2.50	1.15
	White	5699	23%	42%	16%	13%	6%	2.38	1.15
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	Asian	154	27%	51%	14%	5%	4%	2.08	0.97
	Black/AA	486	23%	43%	16%	10%	7%	2.35	1.16
	Other	52	21%	40%	15%	13%	10%	2.50	1.24
	White	5713	26%	41%	15%	12%	6%	2.31	1.16
5f.Being a team player is important to my immediate supervisor	Asian	157	30%	56%	8%	4%	2%	1.92	0.84
	Black/AA	484	30%	45%	14%	5%	6%	2.11	1.07
	Other	51	27%	45%	16%	8%	4%	2.16	1.05
	White	5698	34%	44%	13%	6%	4%	2.02	1.02
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	Asian	154	27%	52%	20%	0%	1%	1.95	0.73
	Black/AA	485	38%	44%	11%	3%	3%	1.90	0.96
	Other	52	35%	40%	19%	4%	2%	1.98	0.94
	White	5704	43%	41%	11%	3%	2%	1.80	0.89

Staff Work-Life Survey 2010

Q6:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	race	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	Asian	158	16%	53%	18%	8%	5%	2.34	1.01
	Black/AA	483	11%	42%	23%	18%	6%	2.65	1.07
	Other	52	15%	42%	23%	13%	6%	2.52	1.09
	White	5727	11%	43%	23%	17%	5%	2.62	1.06
6b.Senior leadership understands employees concerns	Asian	157	12%	39%	31%	11%	6%	2.61	1.05
	Black/AA	484	7%	31%	29%	23%	11%	3.01	1.12
	Other	52	13%	33%	23%	17%	13%	2.85	1.26
	White	5696	6%	26%	28%	26%	13%	3.14	1.13
6c.I feel there is a high degree of trust within the University	Asian	157	11%	42%	32%	7%	7%	2.56	1.02
	Black/AA	484	6%	25%	31%	22%	16%	3.17	1.15
	Other	52	10%	31%	29%	21%	10%	2.90	1.14
	White	5701	5%	22%	34%	28%	11%	3.17	1.06
6d.I feel there is a high degree of trust within my unit/department	Asian	157	15%	52%	22%	8%	3%	2.31	0.93
	Black/AA	482	11%	31%	24%	22%	13%	2.95	1.21
	Other	52	19%	37%	12%	23%	10%	2.67	1.29
	White	5699	13%	38%	21%	19%	10%	2.75	1.18
6e.My co-workers respect individual and cultural differences	Asian	158	23%	49%	18%	7%	3%	2.17	0.95
	Black/AA	484	15%	49%	20%	9%	6%	2.43	1.06
	Other	52	19%	54%	15%	8%	4%	2.23	0.98
	White	5725	24%	53%	14%	6%	3%	2.11	0.93
6f.I believe the University values individual and cultural diversity	Asian	158	27%	53%	16%	4%	0%	1.96	0.76
	Black/AA	484	13%	45%	26%	11%	6%	2.53	1.04
	Other	52	17%	54%	25%	2%	2%	2.17	0.81
	White	5719	22%	56%	17%	4%	2%	2.08	0.83
6g.UKs policies and practices promote individual and cultural diversity	Asian	156	24%	50%	21%	5%	0%	2.08	0.81
	Black/AA	483	10%	44%	30%	10%	6%	2.58	1.00
	Other	52	17%	48%	27%	6%	2%	2.27	0.89
	White	5713	19%	52%	23%	4%	2%	2.18	0.85

Staff Work-Life Survey 2010

Q7:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	race	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	Asian	159	23%	50%	20%	4%	2%	1%
	Black/AA	482	9%	43%	30%	11%	6%	1%
	Other	52	13%	56%	27%	2%	2%	0%
	White	5675	19%	50%	27%	2%	1%	1%
7b.I am pleased with the social context of the work environment at UK	Asian	158	17%	56%	18%	6%	2%	1%
	Black/AA	477	8%	44%	32%	11%	4%	1%
	Other	52	10%	46%	35%	6%	4%	0%
	White	5647	14%	52%	26%	5%	2%	1%
7c.Publications and other media communicate that UK places a high value on diversity	Asian	159	18%	52%	26%	3%	1%	0%
	Black/AA	477	7%	47%	32%	9%	4%	1%
	Other	52	8%	48%	40%	4%	0%	0%
	White	5653	16%	51%	28%	3%	1%	1%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	Asian	159	18%	60%	19%	1%	2%	1%
	Black/AA	479	13%	51%	22%	6%	6%	1%
	Other	51	16%	57%	24%	4%	0%	0%
	White	5659	24%	58%	14%	2%	1%	1%
7e.UK promotes diversity as an essential part of a high quality educational institution	Asian	159	23%	56%	17%	2%	1%	1%
	Black/AA	479	11%	50%	27%	8%	4%	0%
	Other	51	6%	61%	25%	6%	2%	0%
	White	5657	21%	56%	19%	2%	1%	1%
7f.UK offers activities that promote understanding among diverse groups	Asian	159	19%	50%	23%	5%	3%	0%
	Black/AA	478	9%	50%	29%	7%	4%	0%
	Other	50	2%	56%	36%	6%	0%	0%
	White	5654	17%	51%	27%	3%	1%	1%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	Asian	159	13%	47%	28%	8%	4%	0%
	Black/AA	479	7%	34%	37%	12%	9%	1%
	Other	52	6%	46%	37%	10%	2%	0%
	White	5662	15%	43%	34%	5%	2%	2%
7h.Racial and cultural differences are celebrated at UK	Asian	158	20%	51%	23%	5%	2%	0%
	Black/AA	474	8%	47%	29%	9%	6%	1%
	Other	52	10%	54%	29%	8%	0%	0%
	White	5648	17%	49%	28%	4%	1%	1%
7i.Policies and procedures at UK help diverse employees feel welcome	Asian	158	16%	57%	20%	4%	2%	0%
	Black/AA	478	7%	42%	33%	10%	7%	0%
	Other	52	10%	40%	31%	15%	2%	2%
	White	5646	15%	44%	35%	3%	1%	2%

Staff Work-Life Survey 2010

Q7:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	race	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Not Applicable
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	Asian	159	18%	59%	20%	1%	1%	1%
	Black/AA	474	11%	51%	27%	7%	4%	1%
	Other	52	12%	52%	25%	10%	2%	0%
	White	5650	18%	54%	26%	1%	1%	1%
7k.I feel a sense of community at UK	Asian	159	16%	57%	18%	4%	3%	2%
	Black/AA	480	8%	40%	33%	12%	6%	2%
	Other	52	13%	46%	27%	12%	2%	0%
	White	5657	13%	47%	26%	9%	3%	1%
7l.UK effectively addresses campus incidents of intolerance and bigotry	Asian	159	19%	49%	25%	3%	3%	2%
	Black/AA	479	8%	43%	32%	9%	6%	1%
	Other	51	8%	47%	37%	8%	0%	0%
	White	5647	14%	45%	34%	3%	1%	2%

Staff Work-Life Survey 2010

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)	race	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	Asian	157	23%	51%	20%	4%	2%	2.11	0.87
	Black/AA	475	9%	43%	30%	11%	6%	2.61	1.01
	Other	52	13%	56%	27%	2%	2%	2.23	0.78
	White	5603	19%	51%	27%	2%	1%	2.16	0.79
7b.I am pleased with the social context of the work environment at UK	Asian	157	17%	57%	18%	6%	2%	2.18	0.85
	Black/AA	472	8%	44%	33%	11%	4%	2.60	0.93
	Other	52	10%	46%	35%	6%	4%	2.48	0.90
	White	5574	15%	53%	26%	5%	2%	2.26	0.82
7c.Publications and other media communicate that UK places a high value on diversity	Asian	159	18%	52%	26%	3%	1%	2.18	0.81
	Black/AA	473	7%	47%	33%	9%	4%	2.57	0.91
	Other	52	8%	48%	40%	4%	0%	2.40	0.69
	White	5597	16%	52%	29%	3%	1%	2.20	0.75
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	Asian	158	18%	60%	19%	1%	2%	2.08	0.75
	Black/AA	475	13%	52%	22%	7%	6%	2.40	1.00
	Other	51	16%	57%	24%	4%	0%	2.16	0.73
	White	5623	24%	58%	14%	2%	1%	1.97	0.75
7e.UK promotes diversity as an essential part of a high quality educational institution	Asian	157	23%	57%	17%	2%	1%	2.02	0.77
	Black/AA	477	11%	50%	27%	8%	4%	2.45	0.94
	Other	51	6%	61%	25%	6%	2%	2.37	0.77
	White	5616	21%	57%	20%	2%	1%	2.04	0.73
7f.UK offers activities that promote understanding among diverse groups	Asian	159	19%	50%	23%	5%	3%	2.21	0.90
	Black/AA	476	9%	51%	29%	7%	4%	2.45	0.90
	Other	50	2%	56%	36%	6%	0%	2.46	0.65
	White	5593	17%	52%	27%	3%	1%	2.19	0.77
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	Asian	159	13%	47%	28%	8%	4%	2.43	0.95
	Black/AA	474	7%	34%	38%	12%	9%	2.81	1.04
	Other	52	6%	46%	37%	10%	2%	2.56	0.83
	White	5565	15%	44%	35%	5%	2%	2.34	0.85
7h.Racial and cultural differences are celebrated at UK	Asian	158	20%	51%	23%	5%	2%	2.19	0.88
	Black/AA	468	8%	48%	29%	9%	6%	2.58	0.97
	Other	52	10%	54%	29%	8%	0%	2.35	0.76
	White	5580	17%	50%	28%	4%	1%	2.21	0.80
7i.Policies and procedures at UK help diverse employees feel welcome	Asian	158	16%	57%	20%	4%	2%	2.18	0.83

Staff Work-Life Survey 2010

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)	race	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
	Black/AA	477	7%	42%	34%	10%	7%	2.69	0.99
	Other	51	10%	41%	31%	16%	2%	2.59	0.94
	White	5529	15%	45%	36%	3%	1%	2.29	0.79
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	Asian	158	18%	59%	20%	1%	1%	2.09	0.73
	Black/AA	471	11%	51%	28%	7%	4%	2.40	0.90
	Other	52	12%	52%	25%	10%	2%	2.38	0.89
	White	5584	18%	54%	26%	1%	1%	2.12	0.73
7k.I feel a sense of community at UK	Asian	156	17%	58%	18%	4%	3%	2.19	0.87
	Black/AA	472	8%	41%	33%	12%	6%	2.67	0.98
	Other	52	13%	46%	27%	12%	2%	2.42	0.94
	White	5578	13%	48%	26%	9%	3%	2.41	0.95
7l.UK effectively addresses campus incidents of intolerance and bigotry	Asian	156	19%	50%	25%	3%	3%	2.21	0.89
	Black/AA	472	8%	44%	33%	10%	6%	2.61	0.98
	Other	51	8%	47%	37%	8%	0%	2.45	0.76
	White	5522	15%	46%	34%	3%	2%	2.31	0.82

Staff Work-Life Survey 2010

Q8:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	race	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	Asian	157	3%	13%	25%	32%	21%	6%
	Black/AA	472	7%	16%	21%	34%	19%	4%
	Other	51	4%	16%	25%	39%	16%	0%
	White	5645	4%	10%	11%	30%	35%	9%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	Asian	156	2%	12%	27%	33%	20%	7%
	Black/AA	473	5%	11%	18%	42%	17%	7%
	Other	50	2%	16%	32%	34%	14%	2%
	White	5630	1%	2%	11%	31%	33%	23%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	Asian	156	4%	17%	29%	29%	12%	8%
	Black/AA	475	11%	26%	20%	27%	12%	4%
	Other	50	10%	24%	22%	30%	10%	4%
	White	5615	4%	19%	14%	29%	28%	6%
8d.I have been the target of racial/ethnic stereotyping on campus	Asian	156	2%	10%	24%	31%	25%	8%
	Black/AA	471	6%	9%	19%	42%	19%	6%
	Other	50	2%	10%	26%	40%	20%	2%
	White	5620	1%	2%	8%	31%	39%	18%
8e.I hear hate speech or derogatory language used at UK	Asian	156	3%	9%	22%	38%	21%	6%
	Black/AA	472	8%	14%	19%	37%	18%	3%
	Other	50	2%	16%	20%	38%	24%	0%
	White	5635	3%	11%	12%	32%	35%	7%

Staff Work-Life Survey 2010

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)	race	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	Asian	148	3%	14%	26%	34%	22%	3.57	1.09
	Black/AA	455	7%	16%	22%	35%	20%	3.44	1.18
	Other	51	4%	16%	25%	39%	16%	3.47	1.06
	White	5123	5%	11%	12%	33%	38%	3.89	1.18
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	Asian	145	2%	12%	29%	35%	21%	3.61	1.02
	Black/AA	440	5%	12%	19%	45%	19%	3.60	1.08
	Other	49	2%	16%	33%	35%	14%	3.43	1.00
	White	4345	1%	2%	14%	40%	42%	4.21	0.83
8c.I have heard UK faculty or staff express stereotypes about different groups of people	Asian	143	4%	19%	32%	31%	13%	3.31	1.06
	Black/AA	458	12%	27%	21%	28%	13%	3.03	1.23
	Other	48	10%	25%	23%	31%	10%	3.06	1.19
	White	5270	5%	20%	15%	30%	30%	3.61	1.23
8d.I have been the target of racial/ethnic stereotyping on campus	Asian	143	2%	10%	27%	34%	27%	3.73	1.04
	Black/AA	445	6%	10%	20%	44%	20%	3.63	1.08
	Other	49	2%	10%	27%	41%	20%	3.67	0.99
	White	4608	1%	3%	10%	38%	47%	4.28	0.84
8e.I hear hate speech or derogatory language used at UK	Asian	146	3%	10%	24%	40%	23%	3.69	1.03
	Black/AA	456	8%	15%	20%	38%	19%	3.45	1.19
	Other	50	2%	16%	20%	38%	24%	3.66	1.08
	White	5232	3%	12%	13%	34%	38%	3.93	1.11

Staff Work-Life Survey 2010

Q9:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements	race	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Not Applicable
9a.I feel respected by the faculty	Asian	158	19%	47%	25%	3%	1%	6%
	Black/AA	472	11%	43%	23%	7%	6%	9%
	Other	51	14%	53%	16%	4%	4%	10%
	White	5653	12%	42%	22%	11%	5%	9%
9b.I feel respected by my immediate supervisor(s)	Asian	156	28%	53%	10%	6%	3%	1%
	Black/AA	472	22%	51%	12%	8%	7%	0%
	Other	51	29%	47%	14%	8%	0%	2%
	White	5633	30%	46%	11%	7%	5%	0%
9c.I feel respected by my co-workers	Asian	157	23%	58%	13%	4%	1%	1%
	Black/AA	475	18%	58%	13%	8%	4%	0%
	Other	51	24%	59%	12%	6%	0%	0%
	White	5657	25%	57%	10%	5%	2%	0%
9d.I feel respected by the students	Asian	158	16%	44%	23%	1%	1%	16%
	Black/AA	473	16%	45%	19%	3%	3%	14%
	Other	51	18%	41%	16%	0%	2%	24%
	White	5643	14%	37%	21%	3%	1%	23%
9e.I feel respected by the senior administration	Asian	158	18%	46%	25%	5%	2%	4%
	Black/AA	473	12%	37%	27%	13%	7%	4%
	Other	51	18%	31%	24%	16%	6%	6%
	White	5647	10%	32%	28%	15%	10%	4%
9f.I am given the opportunity to serve on important University committees or task forces	Asian	156	11%	31%	30%	9%	3%	17%
	Black/AA	475	7%	29%	28%	18%	10%	8%
	Other	48	17%	23%	42%	15%	4%	0%
	White	5646	9%	31%	27%	15%	8%	9%

Staff Work-Life Survey 2010

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)	race	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
9a.I feel respected by the faculty	Asian	149	20%	50%	26%	3%	1%	2.15	0.80
	Black/AA	428	12%	48%	25%	8%	6%	2.48	1.01
	Other	46	15%	59%	17%	4%	4%	2.24	0.92
	White	5161	13%	45%	24%	12%	6%	2.51	1.04
9b.I feel respected by my immediate supervisor(s)	Asian	155	28%	53%	10%	6%	3%	2.03	0.94
	Black/AA	471	22%	51%	12%	8%	7%	2.28	1.11
	Other	50	30%	48%	14%	8%	0%	2.00	0.88
	White	5620	30%	46%	11%	7%	5%	2.12	1.08
9c.I feel respected by my co-workers	Asian	156	23%	58%	13%	4%	1%	2.02	0.80
	Black/AA	475	18%	58%	13%	8%	4%	2.22	0.95
	Other	51	24%	59%	12%	6%	0%	2.00	0.77
	White	5646	25%	57%	10%	5%	2%	2.00	0.85
9d.I feel respected by the students	Asian	133	19%	52%	28%	1%	1%	2.13	0.74
	Black/AA	405	19%	52%	22%	3%	4%	2.21	0.91
	Other	39	23%	54%	21%	0%	3%	2.05	0.83
	White	4318	18%	48%	28%	4%	2%	2.23	0.85
9e.I feel respected by the senior administration	Asian	152	18%	48%	26%	5%	2%	2.24	0.88
	Black/AA	452	12%	38%	28%	13%	8%	2.65	1.09
	Other	48	19%	33%	25%	17%	6%	2.58	1.16
	White	5401	11%	34%	29%	16%	11%	2.83	1.15
9f.I am given the opportunity to serve on important University committees or task forces	Asian	130	13%	37%	36%	11%	3%	2.54	0.96
	Black/AA	437	8%	31%	30%	20%	11%	2.96	1.12
	Other	48	17%	23%	42%	15%	4%	2.67	1.06
	White	5126	10%	34%	30%	17%	9%	2.81	1.11

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

Table of Q10 by race					
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?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
Very satisfied	19 13.01	87 19.59	8 16.67	844 15.92	958
Satisfied	80 54.79	209 47.07	23 47.92	2681 50.58	2993
Neither	34 23.29	88 19.82	6 12.50	782 14.75	910
Dissatisfied	10 6.85	49 11.04	9 18.75	809 15.26	877
Very dissatisfied	3 2.05	11 2.48	2 4.17	184 3.47	200
Total	146	444	48	5300	5938
Frequency Missing = 787					

Staff Work-Life Survey 2010

Q11:Please indicate the extent to which you AGREE or DISAGREE that the following statements are generally true	race	N	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Mean	SD
11a.UK is supportive of my personal/family life	Asian	157	17%	60%	18%	3%	2%	2.14	0.80
	Black/AA	473	12%	46%	30%	9%	3%	2.46	0.93
	Other	50	16%	38%	32%	8%	6%	2.50	1.05
	White	5633	15%	49%	22%	11%	3%	2.38	0.96
11b.My immediate supervisor is supportive of my personal/family responsibilities	Asian	158	27%	53%	14%	4%	1%	1.99	0.84
	Black/AA	472	27%	46%	16%	6%	5%	2.15	1.04
	Other	50	24%	44%	14%	14%	4%	2.30	1.11
	White	5614	34%	44%	12%	6%	3%	1.99	0.98
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	Asian	157	30%	51%	15%	3%	2%	1.96	0.85
	Black/AA	474	31%	47%	13%	5%	3%	2.03	0.97
	Other	50	26%	40%	24%	8%	2%	2.20	0.99
	White	5636	36%	45%	11%	6%	2%	1.94	0.95
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	Asian	159	26%	53%	18%	3%	1%	1.99	0.77
	Black/AA	471	21%	50%	21%	5%	3%	2.18	0.91
	Other	49	22%	45%	24%	8%	0%	2.18	0.88
	White	5620	29%	52%	14%	4%	1%	1.96	0.83
11e.The University's senior leadership is supportive of employees personal/family responsibilities	Asian	159	16%	47%	31%	4%	2%	2.29	0.84
	Black/AA	474	11%	40%	37%	8%	4%	2.55	0.93
	Other	50	14%	40%	28%	18%	0%	2.50	0.95
	White	5631	13%	39%	33%	11%	4%	2.53	0.98
11f.The University's policies are supportive of my personal/family responsibilities	Asian	159	13%	57%	23%	5%	2%	2.26	0.81
	Black/AA	475	13%	52%	24%	8%	2%	2.35	0.89
	Other	49	16%	45%	29%	10%	0%	2.33	0.88
	White	5619	16%	51%	23%	8%	3%	2.32	0.93
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	Asian	158	18%	57%	19%	4%	3%	2.16	0.85
	Black/AA	472	16%	47%	26%	7%	4%	2.38	0.98
	Other	50	20%	32%	30%	18%	0%	2.46	1.01
	White	5610	20%	47%	20%	9%	4%	2.30	1.02
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	Asian	157	21%	46%	24%	8%	1%	2.22	0.91
	Black/AA	473	17%	44%	23%	11%	5%	2.43	1.06
	Other	50	22%	38%	20%	14%	6%	2.44	1.16
	White	5625	22%	46%	17%	10%	4%	2.29	1.06
11i.I currently have the flexibility I need in my work schedule	Asian	158	20%	56%	15%	7%	2%	2.15	0.88
	Black/AA	471	22%	50%	17%	7%	4%	2.21	1.00
	Other	50	18%	42%	26%	12%	2%	2.38	0.99
	White	5634	26%	46%	14%	10%	4%	2.21	1.06

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	race	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 cant get everything done that I need to get done	Asian	156	8%	19%	23%	40%	10%	3.27	1.11
	Black/AA	472	11%	30%	18%	33%	7%	2.94	1.17
	Other	50	22%	26%	18%	22%	12%	2.76	1.35
	White	5597	18%	31%	18%	28%	5%	2.71	1.19
12b.Too much overtime or extra time is required by my job	Asian	155	6%	17%	28%	41%	8%	3.27	1.04
	Black/AA	465	5%	8%	18%	52%	17%	3.69	1.01
	Other	48	15%	17%	21%	33%	15%	3.17	1.29
	White	5550	7%	14%	23%	44%	12%	3.41	1.08
12c.The stress I feel balancing work and personal/family responsibilities affects my health	Asian	156	5%	21%	26%	38%	10%	3.28	1.06
	Black/AA	469	6%	21%	19%	45%	10%	3.30	1.10
	Other	49	10%	20%	22%	37%	10%	3.16	1.18
	White	5570	9%	25%	22%	36%	8%	3.10	1.13
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	Asian	156	3%	13%	23%	43%	17%	3.58	1.03
	Black/AA	473	3%	8%	19%	52%	17%	3.71	0.95
	Other	49	2%	20%	16%	49%	12%	3.49	1.02
	White	5586	2%	10%	19%	53%	15%	3.67	0.93
12e.My job is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like	Asian	154	3%	15%	21%	47%	14%	3.55	0.99
	Black/AA	470	4%	10%	17%	54%	15%	3.67	0.98
	Other	48	4%	21%	13%	40%	23%	3.56	1.18
	White	5588	5%	13%	20%	49%	14%	3.54	1.04
12f.I frequently feel physically or emotionally drained at the end of the work day	Asian	155	8%	21%	26%	37%	8%	3.18	1.10
	Black/AA	468	17%	25%	17%	34%	7%	2.88	1.24
	Other	49	18%	27%	12%	37%	6%	2.86	1.27
	White	5547	18%	35%	18%	24%	5%	2.63	1.18
12g.I feel positive about my ability to manage the demands of my work, personal and family life	Asian	151	13%	54%	21%	9%	2%	2.32	0.89
	Black/AA	471	16%	57%	18%	6%	2%	2.21	0.87
	Other	50	14%	44%	26%	14%	2%	2.46	0.97
	White	5576	10%	50%	24%	13%	3%	2.48	0.94
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)	Asian	156	6%	15%	33%	31%	15%	3.33	1.09
	Black/AA	466	3%	9%	19%	39%	30%	3.83	1.06
	Other	49	6%	18%	24%	33%	18%	3.39	1.17
	White	5583	5%	14%	21%	40%	20%	3.55	1.11

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?	race	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	Asian	156	90%	8%	0%	1%
	Black/AA	474	90%	7%	2%	1%
	Other	50	88%	12%	0%	0%
	White	5605	89%	9%	1%	1%
13b.Unexpectedly left work early or came in late	Asian	156	72%	25%	1%	1%
	Black/AA	469	52%	43%	3%	2%
	Other	50	66%	34%	0%	0%
	White	5587	58%	38%	3%	1%
13c.Unexpectedly missed a full work day	Asian	154	90%	10%	0%	0%
	Black/AA	475	61%	34%	3%	2%
	Other	50	68%	32%	0%	0%
	White	5600	69%	30%	1%	0%
13d.Missed a deadline	Asian	156	91%	9%	0%	0%
	Black/AA	474	91%	7%	1%	0%
	Other	50	84%	14%	2%	0%
	White	5608	92%	7%	1%	0%
13e.Missed an important meeting	Asian	157	94%	6%	0%	0%
	Black/AA	475	91%	9%	0%	0%
	Other	50	88%	12%	0%	0%
	White	5605	90%	9%	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	race	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)	Asian	151	21%	34%	41%	4%
	Black/AA	456	19%	32%	47%	2%
	Other	48	23%	29%	46%	2%
	White	5468	12%	25%	58%	4%
14b.Parent and Child care workshops and consultations	Asian	153	17%	24%	54%	5%
	Black/AA	459	14%	19%	64%	3%
	Other	48	10%	15%	71%	4%
	White	5474	6%	13%	75%	6%
14c.Confidential Financial counseling for staff and faculty	Asian	152	20%	38%	39%	3%
	Black/AA	454	27%	35%	36%	2%
	Other	49	22%	27%	49%	2%
	White	5474	15%	33%	49%	4%
14d.Flexible Work Arrangement workshops and consultations	Asian	150	27%	43%	28%	1%
	Black/AA	462	24%	35%	39%	2%
	Other	49	27%	29%	43%	2%
	White	5462	18%	33%	46%	3%
14e.Elder and Adult dependent care workshops and consultations	Asian	150	18%	31%	47%	3%
	Black/AA	460	15%	26%	57%	3%
	Other	49	12%	14%	69%	4%
	White	5477	10%	22%	65%	4%
14f.Retirement Planning workshops and counseling	Asian	149	39%	33%	28%	1%
	Black/AA	462	38%	36%	24%	2%
	Other	49	31%	33%	37%	0%
	White	5473	28%	43%	27%	1%
14g.Career Development workshops and consultations	Asian	152	34%	39%	26%	1%
	Black/AA	461	33%	37%	28%	1%
	Other	50	34%	28%	38%	0%
	White	5481	20%	39%	39%	2%
14h.UK tuition discount via Family Education Program	Asian	152	48%	21%	26%	5%
	Black/AA	459	46%	27%	27%	1%
	Other	49	55%	14%	29%	2%
	White	5496	44%	21%	34%	2%
14i.National Work and Family Month events and workshops	Asian	152	22%	39%	34%	5%
	Black/AA	456	19%	32%	46%	3%
	Other	49	18%	24%	51%	6%
	White	5477	9%	25%	55%	11%

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	race	N	Of Great Value	Of Some Value	Of Little Value but UK should offer	Of Little Value and UK should not offer
14j.Flexible Work Arrangement Guidelines	Asian	150	39%	35%	23%	3%
	Black/AA	463	30%	36%	32%	2%
	Other	49	39%	31%	29%	2%
	White	5480	31%	35%	32%	2%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	Asian	153	19%	27%	48%	7%
	Black/AA	462	16%	22%	57%	4%
	Other	47	21%	26%	49%	4%
	White	5488	14%	18%	63%	5%
14l.Phased Retirement	Asian	148	18%	30%	44%	9%
	Black/AA	457	20%	30%	47%	4%
	Other	47	17%	30%	51%	2%
	White	5470	16%	30%	51%	4%
14m.Sponsored Dependent Benefits (domestic partner)	Asian	153	24%	27%	40%	9%
	Black/AA	455	14%	18%	54%	15%
	Other	49	18%	20%	49%	12%
	White	5473	13%	10%	58%	20%
14n.Staff Shared Leave Pool for catastrophic events	Asian	151	19%	32%	42%	6%
	Black/AA	460	23%	30%	43%	4%
	Other	47	23%	26%	47%	4%
	White	5469	17%	26%	53%	4%
14o.Breastfeeding and Lactation Guidelines	Asian	152	11%	18%	59%	12%
	Black/AA	461	7%	11%	70%	12%
	Other	48	10%	17%	65%	8%
	White	5474	6%	7%	75%	12%
14p.Laptop Computer Loan Program for staff enrolled in higher education	Asian	151	15%	23%	53%	9%
	Black/AA	457	25%	22%	50%	4%
	Other	48	27%	21%	48%	4%
	White	5474	10%	16%	67%	7%
14q.GED Completion Incentive Program	Asian	151	9%	19%	64%	8%
	Black/AA	460	17%	11%	69%	3%
	Other	48	10%	8%	73%	8%
	White	5475	4%	5%	85%	7%
14r.Other (please specify below)	Asian	71	15%	18%	38%	28%
	Black/AA	139	20%	14%	41%	25%
	Other	18	22%	0%	61%	17%
	White	1370	16%	6%	47%	31%

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	race	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	Asian	154	28%	15%	49%	8%
	Black/AA	459	19%	12%	64%	4%
	Other	49	33%	18%	45%	4%
	White	5513	14%	7%	71%	7%
b. Emergency/Back up child care for mildly ill children	Asian	154	33%	14%	45%	8%
	Black/AA	459	22%	12%	60%	7%
	Other	50	34%	18%	40%	8%
	White	5485	14%	8%	65%	12%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	Asian	153	35%	13%	42%	9%
	Black/AA	459	25%	10%	59%	5%
	Other	50	36%	14%	44%	6%
	White	5487	16%	8%	64%	12%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	Asian	153	35%	14%	44%	7%
	Black/AA	456	25%	11%	59%	6%
	Other	49	39%	12%	45%	4%
	White	5455	16%	7%	66%	10%
e. Paid leave beyond FMLA qualifying events	Asian	154	45%	21%	27%	6%
	Black/AA	458	40%	26%	29%	4%
	Other	50	46%	22%	26%	6%
	White	5460	27%	25%	34%	14%
f. Onsite elder and adult dependent care	Asian	153	22%	22%	46%	10%
	Black/AA	455	20%	16%	57%	8%
	Other	49	20%	14%	55%	10%
	White	5458	8%	13%	65%	14%
g. Other (please specify)	Asian	50	20%	18%	42%	20%
	Black/AA	115	19%	18%	36%	27%
	Other	9	11%	11%	78%	0%
	White	1014	15%	6%	44%	35%

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

Table of Q16 by race					
Q16(Do you plan to have a child or adopt in the next 3 to 4 years?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
Yes	35 22.58	80 17.24	17 34.00	1038 18.78	1170
No	120 77.42	384 82.76	33 66.00	4489 81.22	5026
Total	155	464	50	5527	6196
Frequency Missing = 529					

Table of Q17 by race					
Q17(Do you have any children under age 18 who live with you most of the year?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
Yes	81 51.59	184 39.83	25 50.00	2028 36.69	2318
No	76 48.41	278 60.17	25 50.00	3499 63.31	3878
Total	157	462	50	5527	6196
Frequency Missing = 529					

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

Table of Q18a by race					
Q18a(How many children do you have in 0-2 years old?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
0	2 6.67	26 43.33	2 18.18	160 25.28	190
1	25 83.33	28 46.67	9 81.82	431 68.09	493
2	3 10.00	6 10.00	0 0.00	41 6.48	50
3	0 0.00	0 0.00	0 0.00	1 0.16	1
Total	30	60	11	633	734
Frequency Missing = 1592					

Table of Q18b by race					
Q18b(How many children do you have in 3-5 years old?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
0	1 3.45	19 28.36	4 28.57	175 26.32	199
1	27 93.10	43 64.18	9 64.29	441 66.32	520
2	1 3.45	3 4.48	1 7.14	46 6.92	51
3	0 0.00	2 2.99	0 0.00	2 0.30	4
4	0 0.00	0 0.00	0 0.00	1 0.15	1
Total	29	67	14	665	775
Frequency Missing = 1551					

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

Table of Q18c by race					
Q18c(How many children do you have in 6-9 years old?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
0	4 15.38	18 22.50	2 15.38	170 20.99	194
1	19 73.08	54 67.50	11 84.62	528 65.19	612
2	3 11.54	8 10.00	0 0.00	104 12.84	115
3	0 0.00	0 0.00	0 0.00	5 0.62	5
6	0 0.00	0 0.00	0 0.00	1 0.12	1
9	0 0.00	0 0.00	0 0.00	2 0.25	2
Total	26	80	13	810	929
Frequency Missing = 1397					

Table of Q18d by race					
Q18d(How many children do you have in 10-14 years old?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
0	4 15.38	20 20.83	4 40.00	162 17.29	190
1	22 84.62	62 64.58	3 30.00	607 64.78	694
2	0 0.00	11 11.46	3 30.00	157 16.76	171
3	0 0.00	1 1.04	0 0.00	11 1.17	12
4	0 0.00	1 1.04	0 0.00	0 0.00	1
9	0 0.00	1 1.04	0 0.00	0 0.00	1
Total	26	96	10	937	1069
Frequency Missing = 1257					

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

Table of Q18e by race					
Q18e(How many children do you have in 15-17 years old?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
0	4 25.00	26 38.81	3 30.00	166 23.18	199
1	12 75.00	36 53.73	7 70.00	470 65.64	525
2	0 0.00	4 5.97	0 0.00	74 10.34	78
3	0 0.00	0 0.00	0 0.00	5 0.70	5
4	0 0.00	1 1.49	0 0.00	0 0.00	1
5	0 0.00	0 0.00	0 0.00	1 0.14	1
Total	16	67	10	716	809
Frequency Missing = 1517					

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

Table of Q19 by race					
Q19(Have you taken time off from UK (with or without pay) for the birth or adoption of a child?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
Yes	35 45.45	56 23.14	13 50.00	961 46.83	1065
No	42 54.55	186 76.86	13 50.00	1091 53.17	1332
Total	77	242	26	2052	2397
Frequency Missing = 4328					

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

Table of Q20 by race					
Q20(How many weeks of leave did you take?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
less than 1 week	8 22.86	10 18.52	4 30.77	78 8.13	100
1-2 weeks	5 14.29	8 14.81	1 7.69	167 17.40	181
3-4 weeks	5 14.29	1 1.85	3 23.08	87 9.06	96
5-6 weeks	3 8.57	10 18.52	2 15.38	183 19.06	198
7-8 weeks	4 11.43	12 22.22	1 7.69	142 14.79	159
9-12 weeks	8 22.86	11 20.37	1 7.69	278 28.96	298
more than 12 weeks	2 5.71	2 3.70	1 7.69	25 2.60	30
Total	35	54	13	960	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	race	N	Checked	Not Checked
I couldn't afford the loss of pay	Asian	80	55%	45%
	Black/AA	234	55%	45%
	Other	25	60%	40%
	White	1991	53%	47%
I felt it would be held against me in evaluations by my department	Asian	80	20%	80%
	Black/AA	234	22%	78%
	Other	25	40%	60%
	White	1991	22%	78%
I felt I would get behind in my work	Asian	80	39%	61%
	Black/AA	233	23%	77%
	Other	25	32%	68%
	White	1991	31%	69%
I felt I would be resented by my colleagues	Asian	80	15%	85%
	Black/AA	232	14%	86%
	Other	25	24%	76%
	White	1991	17%	83%
Does not apply	Asian	80	20%	80%
	Black/AA	234	26%	74%
	Other	25	28%	72%
	White	1991	28%	72%
Other (Please specify)	Asian	80	1%	99%
	Black/AA	234	4%	96%
	Other	25	8%	92%
	White	1991	6%	94%

Staff Work-Life Survey 2010

Q22:Please indicate the AMOUNT OF DIFFICULTY you currently have with each of the items below	race	N	Great Deal of Difficulty	Some Difficulty	No difficulty	Does not Apply
a. Finding child care for infant or toddler (0-2)	Asian	76	14%	22%	8%	55%
	Black/AA	240	7%	9%	11%	74%
	Other	25	16%	12%	8%	64%
	White	2038	7%	10%	15%	67%
b. Finding child care for preschooler (3-5)	Asian	76	13%	17%	17%	53%
	Black/AA	241	7%	7%	12%	74%
	Other	26	8%	31%	4%	58%
	White	2032	4%	10%	16%	70%
c. Finding child care that I can afford	Asian	77	18%	29%	14%	39%
	Black/AA	241	18%	12%	11%	59%
	Other	26	19%	31%	12%	38%
	White	2048	17%	21%	16%	46%
d. Finding child care of acceptable quality and reliability	Asian	77	23%	26%	16%	35%
	Black/AA	239	16%	13%	15%	57%
	Other	26	23%	27%	12%	38%
	White	2044	16%	21%	18%	44%
e. Finding care for evening or weekend work	Asian	77	16%	21%	13%	51%
	Black/AA	239	18%	10%	9%	64%
	Other	26	23%	12%	8%	58%
	White	2040	13%	14%	13%	61%
f. Finding emergency backup care when regular provider not available or during school breaks	Asian	74	34%	22%	12%	32%
	Black/AA	241	23%	17%	11%	49%
	Other	26	35%	23%	12%	31%
	White	2055	23%	24%	12%	42%
g. Finding child care/camps during school breaks that I can afford	Asian	74	28%	26%	15%	31%
	Black/AA	237	26%	16%	11%	46%
	Other	26	31%	23%	12%	35%
	White	2053	19%	21%	13%	47%
h. Finding care for mildly ill children	Asian	73	23%	23%	11%	42%
	Black/AA	239	13%	15%	11%	62%
	Other	26	12%	23%	15%	50%
	White	2046	17%	20%	13%	50%
i. Finding care for children with special needs	Asian	76	9%	5%	7%	79%
	Black/AA	238	4%	3%	9%	84%
	Other	26	4%	12%	8%	77%
	White	2035	3%	2%	6%	88%

Staff Work-Life Survey 2010

Q22:Please indicate the AMOUNT OF DIFFICULTY you currently have with each of the items below	race	N	Great Deal of Difficulty	Some Difficulty	No difficulty	Does not Apply
j. Other (please specify)	Asian	27	4%	4%	4%	89%
	Black/AA	88	7%	6%	9%	78%
	Other	6	0%	0%	0%	**%
	White	692	4%	2%	7%	87%

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)	race	N	Great Deal of Difficulty	Some Difficulty	No difficulty	Mean	SD
a. Finding child care for infant or toddler (0-2)	Asian	34	32%	50%	18%	1.85	0.70
	Black/AA	63	25%	33%	41%	2.16	0.81
	Other	9	44%	33%	22%	1.78	0.83
	White	678	22%	31%	46%	2.24	0.79
b. Finding child care for preschooler (3-5)	Asian	36	28%	36%	36%	2.08	0.81
	Black/AA	63	27%	29%	44%	2.17	0.83
	Other	11	18%	73%	9%	1.91	0.54
	White	611	13%	33%	54%	2.40	0.71
c. Finding child care that I can afford	Asian	47	30%	47%	23%	1.94	0.73
	Black/AA	100	43%	30%	27%	1.84	0.83
	Other	16	31%	50%	19%	1.88	0.72
	White	1106	31%	39%	30%	1.99	0.78
d. Finding child care of acceptable quality and reliability	Asian	50	36%	40%	24%	1.88	0.77
	Black/AA	103	37%	29%	34%	1.97	0.85
	Other	16	38%	44%	19%	1.81	0.75
	White	1136	29%	38%	33%	2.04	0.79
e. Finding care for evening or weekend work	Asian	38	32%	42%	26%	1.95	0.77
	Black/AA	87	49%	26%	24%	1.75	0.82
	Other	11	55%	27%	18%	1.64	0.81
	White	800	32%	36%	32%	2.00	0.80
f. Finding emergency backup care when regular provider not available or during school breaks	Asian	50	50%	32%	18%	1.68	0.77
	Black/AA	124	44%	34%	22%	1.77	0.78
	Other	18	50%	33%	17%	1.67	0.77
	White	1191	39%	41%	20%	1.81	0.75
g. Finding child care/camps during school breaks that I can afford	Asian	51	41%	37%	22%	1.80	0.78
	Black/AA	127	49%	31%	20%	1.72	0.79
	Other	17	47%	35%	18%	1.71	0.77
	White	1085	35%	40%	24%	1.89	0.77
h. Finding care for mildly ill children	Asian	42	40%	40%	19%	1.79	0.75
	Black/AA	92	34%	38%	28%	1.95	0.79
	Other	13	23%	46%	31%	2.08	0.76
	White	1030	34%	40%	26%	1.92	0.77
i. Finding care for children with special needs	Asian	16	44%	25%	31%	1.88	0.89
	Black/AA	38	24%	18%	58%	2.34	0.85
	Other	6	17%	50%	33%	2.17	0.75
	White	241	27%	20%	53%	2.26	0.86

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)	race	N	Great Deal of Difficulty	Some Difficulty	No difficulty	Mean	SD
	Asian	3	33%	33%	33%	2.00	1.00
	Black/AA	19	32%	26%	42%	2.11	0.88
	Other	0	0%	0%	0%	.	.
j. Other (please specify)	White	88	28%	17%	55%	2.26	0.88

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

Table of Q23 by race					
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?)	race				
Frequency Col Pct	Asian	Black/AA	Other	White	Total
Yes, I currently provide care for an older adult or adult dependent	36 23.53	53 11.60	5 10.00	618 11.19	712
I do not currently have this responsibility, but expect to within 3 to 4 years	44 28.76	94 20.57	10 20.00	1451 26.28	1599
I do not have or expect to have this responsibility in the next 3 to 4 years	73 47.71	310 67.83	35 70.00	3452 62.52	3870
Total	153	457	50	5521	6181
Frequency Missing = 544					

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

Table of Q24 by race					
Q24(Hours spent per week providing care for an older adult or adult dependent)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
None	7 20.00	7 13.21	1 20.00	21 3.44	36
1-5 hours	14 40.00	16 30.19	1 20.00	233 38.20	264
6-10 hours	5 14.29	10 18.87	3 60.00	156 25.57	174
11-20 hours	5 14.29	4 7.55	0 0.00	73 11.97	82
More than 20 hours	4 11.43	16 30.19	0 0.00	127 20.82	147
Total	35	53	5	610	703
Frequency Missing = 10					

Staff Work-Life Survey 2010

Q25:Please indicate the AMOUNT OF DIFFICULTY you currently have with each of the items below	race	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)	Asian	36	33%	14%	3%	50%
	Black/AA	53	9%	15%	17%	58%
	Other	5	40%	40%	0%	20%
	White	615	15%	13%	5%	67%
b.Finding resources for an older adult/adult dependent that are affordable	Asian	34	29%	41%	6%	24%
	Black/AA	52	25%	44%	8%	23%
	Other	5	20%	60%	0%	20%
	White	604	30%	37%	11%	23%
c.Finding resources for an older adult/adult dependent that are of acceptable quality	Asian	35	31%	34%	9%	26%
	Black/AA	50	26%	40%	10%	24%
	Other	5	0%	**%	0%	0%
	White	614	28%	40%	11%	20%
d.Finding home health services (someone who comes to home and provides help with bathing, dressing, etc.)	Asian	35	23%	17%	11%	49%
	Black/AA	53	15%	30%	19%	36%
	Other	5	0%	80%	0%	20%
	White	614	17%	28%	18%	37%
e.Finding information about housing options or living arrangements for an older adult/adult dependent	Asian	34	18%	29%	9%	44%
	Black/AA	53	17%	25%	25%	34%
	Other	5	20%	60%	0%	20%
	White	615	18%	29%	15%	39%

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)	race	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)	Asian	18	67%	28%	6%	1.39	0.61
	Black/AA	22	23%	36%	41%	2.18	0.80
	Other	4	50%	50%	0%	1.50	0.58
	White	204	46%	40%	15%	1.69	0.71
b.Finding resources for an older adult/adult dependent that are affordable	Asian	26	38%	54%	8%	1.69	0.62
	Black/AA	40	33%	58%	10%	1.78	0.62
	Other	4	25%	75%	0%	1.75	0.50
	White	465	39%	48%	14%	1.75	0.68
c.Finding resources for an older adult/adult dependent that are of acceptable quality	Asian	26	42%	46%	12%	1.69	0.68
	Black/AA	38	34%	53%	13%	1.79	0.66
	Other	5	0%	***%	0%	2.00	0.00
	White	490	36%	50%	14%	1.79	0.67
d.Finding home health services (someone who comes to home and provides help with bathing, dressing, etc.)	Asian	18	44%	33%	22%	1.78	0.81
	Black/AA	34	24%	47%	29%	2.06	0.74
	Other	4	0%	***%	0%	2.00	0.00
	White	384	27%	45%	28%	2.02	0.74
e.Finding information about housing options or living arrangements for an older adult/adult dependent	Asian	19	32%	53%	16%	1.84	0.69
	Black/AA	35	26%	37%	37%	2.11	0.80
	Other	4	25%	75%	0%	1.75	0.50
	White	377	29%	47%	24%	1.95	0.73

Staff Work-Life Survey 2010

The FREQ Procedure

Table of Q26 by race					
Q26(What is the highest level of education you have achieved?)	race				
Frequency Col Pct	Asian	Black/AA	Other	White	Total
Less than high school graduate	1 0.65	27 5.88	1 2.00	18 0.33	47
High school diploma or GED	7 4.55	152 33.12	8 16.00	880 16.01	1047
Associates degree	10 6.49	81 17.65	7 14.00	920 16.73	1018
Bachelors degree	40 25.97	90 19.61	21 42.00	1947 35.41	2098
Masters degree	47 30.52	54 11.76	10 20.00	1164 21.17	1275
Ph.D. or other professional degree	49 31.82	12 2.61	1 2.00	238 4.33	300
Other (please specify below)	0 0.00	43 9.37	2 4.00	331 6.02	376
Total	154	459	50	5498	6161
Frequency Missing = 564					

Table of Q27 by race					
Q27(Which statement most clearly describes your households employment situation?)	race				
Frequency Col Pct	Asian	Black/AA	Other	White	Total
I do not have a spouse/partner	21 13.64	195 42.12	12 24.00	1585 28.70	1813
My spouse/partner is not employed	29 18.83	63 13.61	5 10.00	638 11.55	735
My spouse/partner is employed part-time	14 9.09	23 4.97	5 10.00	424 7.68	466
My spouse/partner is employed full-time	90 58.44	182 39.31	28 56.00	2875 52.06	3175
Total	154	463	50	5522	6189
Frequency Missing = 536					

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

Table of Q28 by race					
Q28(How long have you been employed at UK?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
2 years or less	39 25.32	69 14.74	16 32.65	1113 20.13	1237
3 to 4 years	27 17.53	74 15.81	14 28.57	950 17.18	1065
5 to 9 years	38 24.68	97 20.73	13 26.53	1145 20.71	1293
10 to 14 years	28 18.18	75 16.03	1 2.04	809 14.63	913
15 or more years	22 14.29	153 32.69	5 10.20	1512 27.35	1692
Total	154	468	49	5529	6200
Frequency Missing = 525					

Table of Q29 by race					
Q29(If you had to predict how many more years you will work at UK, what would you say?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
Less than 1 year	4 2.61	13 2.80	4 8.16	204 3.70	225
1-2 years	23 15.03	52 11.18	4 8.16	592 10.74	671
3-4 years	23 15.03	72 15.48	7 14.29	741 13.45	843
5-9 years	40 26.14	104 22.37	4 8.16	1124 20.40	1272
10 or more years	63 41.18	224 48.17	30 61.22	2850 51.71	3167
Total	153	465	49	5511	6178
Frequency Missing = 547					

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

Table of Q30 by race					
Q30(Do you plan to continue to work at the University of Kentucky until retirement?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
Definitely yes	48 31.17	177 37.98	12 24.49	1820 32.93	2057
Probably yes	52 33.77	158 33.91	21 42.86	2202 39.84	2433
Probably no	19 12.34	36 7.73	2 4.08	578 10.46	635
Definitely no	5 3.25	17 3.65	6 12.24	223 4.03	251
Don't know	30 19.48	78 16.74	8 16.33	704 12.74	820
Total	154	466	49	5527	6196
Frequency Missing = 529					

Table of Q31 by race					
Q31(Do you have another paid job outside of your UK job?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
Yes	10 6.54	89 19.22	5 10.20	768 13.93	872
No	143 93.46	374 80.78	44 89.80	4747 86.07	5308
Total	153	463	49	5515	6180
Frequency Missing = 545					

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

Table of Q32 by race					
Q32(If yes, how many hours do you work at your job outside of UK?)	race				
Frequency Col Pct	Asian	Black/AA	Other	White	Total
1-5 hours	3 30.00	21 23.60	0 0.00	189 24.74	213
6-10 hours	3 30.00	20 22.47	4 80.00	224 29.32	251
11-15 hours	2 20.00	12 13.48	0 0.00	131 17.15	145
16-20 hours	0 0.00	22 24.72	1 20.00	134 17.54	157
more than 20 hours	2 20.00	11 12.36	0 0.00	83 10.86	96
Do not have additional employment outside of UK	0 0.00	3 3.37	0 0.00	3 0.39	6
Total	10	89	5	764	868
Frequency Missing = 6					

Staff Work-Life Survey 2010

Q33:If you work in UK HealthCare, where do you work?	race	N	Checked	Not Checked
UK Chandler Hospital	Asian	145	23%	77%
	Black/AA	440	21%	79%
	Other	46	35%	65%
	White	5263	28%	72%
UK Good Samaritan Hospital	Asian	145	3%	97%
	Black/AA	440	4%	96%
	Other	46	2%	98%
	White	5263	5%	95%
UK Rural Health	Asian	145	0%	**%
	Black/AA	440	0%	**%
	Other	46	2%	98%
	White	5263	1%	99%
Ambulatory (Services and Clinics)	Asian	145	4%	96%
	Black/AA	440	7%	93%
	Other	46	9%	91%
	White	5263	8%	92%
College of Medicine	Asian	145	24%	76%
	Black/AA	440	4%	96%
	Other	46	9%	91%
	White	5263	8%	92%
UK HealthCare Corporate (e.g. Marketing, IT, Payroll, Finance, etc.)	Asian	145	3%	97%
	Black/AA	440	5%	95%
	Other	46	4%	96%
	White	5263	4%	96%
I do not work in UK HealthCare	Asian	145	48%	52%
	Black/AA	440	60%	40%
	Other	46	52%	48%
	White	5263	51%	49%

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

Table of Q34 by race					
Q34(If you work in UK HealthCare, what is your position in UK HealthCare?)					
	race				
Frequency Col Pct	Asian	Black/AA	Other	White	Total
Nurse (RN, LPN)	8 5.63	11 2.75	6 13.33	662 12.79	687
Physician	0 0.00	1 0.25	0 0.00	4 0.08	5
Administrator	5 3.52	9 2.25	0 0.00	217 4.19	231
Other	63 44.37	159 39.75	16 35.56	1715 33.15	1953
I do not work in UK HealthCare	66 46.48	220 55.00	23 51.11	2576 49.79	2885
Total	142	400	45	5174	5761
Frequency Missing = 964					

Table of q35 by race					
q35(Are you supervised by:)	race				
Frequency Col Pct	Asian	Black/AA	Other	White	Total
Faculty member(s)	62 41.61	45 10.56	12 25.53	914 17.49	1033
Staff member(s)	72 48.32	328 77.00	31 65.96	3695 70.70	4126
Staff and Faculty	15 10.07	53 12.44	4 8.51	617 11.81	689
Total	149	426	47	5226	5848
Frequency Missing = 877					

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

Table of Q36 by race					
Q36(Are you directly responsible for supervising any staff members?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
Yes	27 18.00	97 21.85	12 25.53	1485 27.76	1621
No	123 82.00	347 78.15	35 74.47	3864 72.24	4369
Total	150	444	47	5349	5990
Frequency Missing = 735					

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

Table of q37M by race					
q37M(How many employees report directly to you?)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
1	4 17.39	35 33.33	5 38.46	322 21.54	366
2	6 26.09	12 11.43	1 7.69	246 16.45	265
3	3 13.04	8 7.62	1 7.69	168 11.24	180
4	2 8.70	8 7.62	1 7.69	120 8.03	131
5	1 4.35	6 5.71	1 7.69	121 8.09	129
6	1 4.35	4 3.81	3 23.08	79 5.28	87
7	0 0.00	3 2.86	0 0.00	57 3.81	60
8	1 4.35	3 2.86	0 0.00	43 2.88	47
9	1 4.35	5 4.76	0 0.00	33 2.21	39
10	0 0.00	2 1.90	0 0.00	46 3.08	48
11	0 0.00	0 0.00	0 0.00	24 1.61	24
12	0 0.00	3 2.86	0 0.00	19 1.27	22
13	0 0.00	1 0.95	0 0.00	17 1.14	18
14	1 4.35	2 1.90	0 0.00	5 0.33	8
15	0 0.00	2 1.90	0 0.00	33 2.21	35
>=16	3 13.04	11 10.48	1 7.69	162 10.84	177
Total	23	105	13	1495	1636
Frequency Missing = 5089					

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

Table of Q38 by race					
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)					
race					
Frequency Col Pct	Asian	Black/AA	Other	White	Total
To a very great extent	8 33.33	26 24.53	2 15.38	270 17.61	306
To a large extent	7 29.17	51 48.11	4 30.77	678 44.23	740
To some extent	6 25.00	19 17.92	5 38.46	454 29.62	484
To a small extent	2 8.33	7 6.60	1 7.69	102 6.65	112
To no extent	1 4.17	3 2.83	1 7.69	29 1.89	34
Total	24	106	13	1533	1676
Frequency Missing = 5049					