

*Staff Work-Life Survey 2010*

<b>Q1:How SATISFIED are you with the following factors at the University of Kentucky?</b>	<b>N</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Mean</b>	<b>SD</b>
1a.Opportunity for job/career growth/advancement	6571	11%	39%	22%	21%	7%	2.74	1.11
1b.Challenge of the job	6505	21%	57%	13%	6%	2%	2.10	0.86
1c.Opportunity to learn and grow	6537	21%	51%	15%	10%	2%	2.22	0.97
1d.Ability to balance work with my personal/family life	6511	19%	48%	16%	13%	3%	2.33	1.03
1e.My salary/wage	6563	4%	27%	21%	31%	16%	3.28	1.15
1f.Benefits	6531	27%	54%	11%	6%	1%	2.00	0.86
1g.Immediate supervisor	6565	35%	37%	13%	9%	5%	2.12	1.14
1h.Openness of communication	6545	18%	40%	19%	17%	6%	2.54	1.15
1i.Work schedule/shift	6568	31%	51%	11%	5%	1%	1.95	0.88
1j.The number of hours I actually work	6560	24%	54%	12%	9%	2%	2.11	0.93
1k.Universitys reputation as a good employer	6561	18%	50%	23%	7%	2%	2.24	0.89
1l.Universitys relationships with the Lexington community	6543	16%	47%	32%	4%	1%	2.26	0.80
1m.Working relationships with coworkers	6556	28%	54%	12%	5%	1%	1.99	0.85
1n Feeling valued by the University	6555	8%	29%	27%	24%	11%	3.02	1.14
1o.Sense of shared mission at UK	6565	8%	34%	35%	16%	7%	2.79	1.02
1p.Job security	6562	12%	51%	22%	11%	4%	2.43	0.96

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

During the past twelve months, have you seriously considered leaving UK?				
Q2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes, very seriously	1090	16.86	1090	16.86
Yes, somewhat seriously	1789	27.67	2879	44.53
No	3586	55.47	6465	100.00

*Frequency Missing = 260*

*Staff Work-Life Survey 2010*

<b>Q3:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
3a.I am satisfied with my job at University of Kentucky	6498	17%	54%	15%	11%	2%	2.27	0.95
3b.I would choose to work here again, if I were looking for work	6440	24%	53%	16%	6%	2%	2.10	0.89
3c.I feel very loyal to the University of Kentucky	6483	26%	41%	23%	8%	2%	2.19	0.98
3d.I recommend the University of Kentucky to others as a good place to work	6467	24%	48%	20%	7%	2%	2.16	0.93
3e.I go the extra mile to help meet my units/departments needs	6489	51%	43%	5%	1%	0%	1.56	0.64
3f.I work extra hours when needed to help my unit/department succeed	6468	53%	38%	7%	2%	0%	1.59	0.73
3g.I personally agree with most of the University's goals	6490	18%	51%	23%	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	6486	23%	44%	25%	7%	2%	2.22	0.95
3i.All personnel in my unit/department contribute equal effort to our results	6490	11%	32%	20%	27%	11%	2.96	1.20
3j.I play a role in helping students succeed at UK	6448	17%	36%	37%	8%	3%	2.42	0.95
3k.Senior leadership clearly communicates the University's direction and priorities	6480	9%	36%	30%	17%	7%	2.77	1.06
3l.I am aware of the University's strategic mission	6465	15%	56%	20%	8%	2%	2.25	0.85
3m.I understand how my job contributes to achieving the University's strategic mission	6489	17%	49%	23%	9%	2%	2.30	0.92
3n.I am committed to helping the University accomplish its strategic mission	6477	21%	52%	24%	2%	1%	2.10	0.77
3o.I have confidence in the direction the University is going	6487	12%	40%	31%	14%	4%	2.58	1.00
3p.I play a role in helping to improve student retention	6488	12%	25%	46%	13%	4%	2.72	0.98

*Staff Work-Life Survey 2010*

<b>Q4:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
4a.I have the information I need to do my job effectively	6514	23%	57%	10%	9%	2%	2.10	0.91
4b.I have the resources I need to do my job effectively	6481	18%	50%	12%	16%	4%	2.39	1.08
4c.I understand what I am responsible for on the job	6487	35%	55%	5%	4%	1%	1.80	0.77
4d.I have opportunities to enhance my skills in my current job	6491	22%	47%	15%	12%	4%	2.28	1.05
4e.I get the information I need about job openings at the University	6498	15%	47%	25%	11%	3%	2.39	0.96
4f.I know what I need to do to advance in the University	6488	13%	39%	26%	17%	5%	2.63	1.07
4g.My advancement opportunities are good at the University	6502	8%	26%	30%	24%	11%	3.03	1.14

*Staff Work-Life Survey 2010*

<b>Q5:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
5a.I have regular opportunities to voice my ideas, questions, and feelings about my job with my immediate supervisor(s)	6444	27%	45%	12%	11%	5%	2.25	1.19
5b.My ideas, questions, and feelings about my job are addressed	6410	20%	38%	19%	16%	7%	2.52	1.16
5c.I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance	6422	24%	39%	17%	13%	7%	2.41	1.18
5d.My immediate supervisor gives me performance feedback on a regular basis	6409	22%	42%	16%	13%	6%	2.38	1.15
5e.My immediate supervisor recognizes me for successfully completing tasks assigned to me	6425	26%	41%	15%	12%	6%	2.31	1.15
5f.Being a team player is important to my immediate supervisor	6411	33%	44%	13%	6%	4%	2.03	1.02
5g.Customer service-to our faculty, staff, students, and patients-is important to my immediate supervisor	6416	43%	41%	11%	3%	2%	1.81	0.90

*Staff Work-Life Survey 2010*

<b>Q6:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
6a.I receive information about University news or changes before I read or hear about it in the press	6441	11%	43%	23%	17%	5%	2.62	1.06
6b.Senior leadership understands employees concerns	6410	6%	27%	28%	25%	13%	3.11	1.13
6c.I feel there is a high degree of trust within the University	6414	5%	23%	34%	27%	11%	3.15	1.07
6d.I feel there is a high degree of trust within my unit/department	6410	13%	38%	21%	19%	10%	2.75	1.18
6e.My co-workers respect individual and cultural differences	6439	23%	53%	14%	6%	3%	2.14	0.95
6f.I believe the University values individual and cultural diversity	6432	21%	55%	17%	4%	2%	2.11	0.86
6g.UKs policies and practices promote individual and cultural diversity	6425	18%	52%	23%	4%	2%	2.21	0.87

**Staff Work-Life Survey 2010**

<b>Q7:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
7a.UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	6389	18%	50%	27%	3%	1%	1%
7b.I am pleased with the social context of the work environment at UK	6355	14%	52%	26%	5%	2%	1%
7c.Publications and other media communicate that UK places a high value on diversity	6362	15%	51%	29%	3%	1%	1%
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	6369	23%	57%	15%	2%	1%	1%
7e.UK promotes diversity as an essential part of a high quality educational institution	6367	20%	56%	20%	2%	1%	1%
7f.UK offers activities that promote understanding among diverse groups	6362	16%	51%	27%	3%	1%	1%
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	6373	14%	43%	34%	5%	2%	2%
7h.Racial and cultural differences are celebrated at UK	6352	16%	49%	28%	4%	1%	1%
7i.Policies and procedures at UK help diverse employees feel welcome	6355	14%	44%	35%	4%	1%	2%
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	6356	17%	54%	26%	2%	1%	1%
7k.I feel a sense of community at UK	6368	13%	47%	26%	9%	3%	1%
7l.UK effectively addresses campus incidents of intolerance and bigotry	6357	14%	45%	33%	4%	2%	2%

*Staff Work-Life Survey 2010*

<b>Q7:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements (Not Applicable is converted to a missing value for this table)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
7a.UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds	6308	18%	50%	27%	3%	1%	2.19	0.82
7b.I am pleased with the social context of the work environment at UK	6276	14%	52%	26%	5%	2%	2.28	0.84
7c.Publications and other media communicate that UK places a high value on diversity	6302	15%	52%	29%	3%	1%	2.23	0.77
7d.Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK	6328	23%	58%	15%	2%	1%	2.01	0.78
7e.UK promotes diversity as an essential part of a high quality educational institution	6322	20%	56%	20%	2%	1%	2.08	0.76
7f.UK offers activities that promote understanding among diverse groups	6299	16%	52%	27%	3%	1%	2.21	0.79
7g.UK administrators work proactively to remove barriers to success for diverse faculty and staff populations	6271	14%	43%	35%	5%	2%	2.38	0.87
7h.Racial and cultural differences are celebrated at UK	6277	17%	50%	28%	4%	1%	2.24	0.82
7i.Policies and procedures at UK help diverse employees feel welcome	6236	15%	45%	35%	4%	1%	2.32	0.82
7j.Enhancing the campus community as a multicultural organization is part of UKs mission	6286	17%	54%	26%	2%	1%	2.15	0.75
7k.I feel a sense of community at UK	6278	13%	48%	26%	9%	3%	2.42	0.95
7l.UK effectively addresses campus incidents of intolerance and bigotry	6222	14%	46%	34%	4%	2%	2.33	0.84



*Staff Work-Life Survey 2010*

<b>Q8:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
8a.I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	6346	5%	11%	12%	30%	33%	9%
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	6330	1%	3%	12%	32%	31%	21%
8c.I have heard UK faculty or staff express stereotypes about different groups of people	6317	5%	19%	15%	29%	26%	6%
8d.I have been the target of racial/ethnic stereotyping on campus	6318	1%	3%	10%	32%	37%	17%
8e.I hear hate speech or derogatory language used at UK	6334	3%	11%	13%	33%	33%	7%

*Staff Work-Life Survey 2010*

<b>Q8:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements (Not Applicable is converted to a missing value for this table)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
8a.I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc	5797	5%	12%	14%	33%	36%	3.84	1.21
8b.Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality	5000	1%	4%	15%	41%	39%	4.13	0.88
8c.I have heard UK faculty or staff express stereotypes about different groups of people	5940	5%	20%	16%	30%	28%	3.55	1.23
8d.I have been the target of racial/ethnic stereotyping on campus	5265	2%	4%	12%	39%	44%	4.20	0.90
8e.I hear hate speech or derogatory language used at UK	5905	3%	12%	14%	35%	36%	3.88	1.12

*Staff Work-Life Survey 2010*

<b>Q9:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
9a.I feel respected by the faculty	6355	12%	42%	22%	11%	5%	9%
9b.I feel respected by my immediate supervisor(s)	6333	29%	47%	11%	7%	5%	0%
9c.I feel respected by my co-workers	6361	25%	57%	11%	5%	2%	0%
9d.I feel respected by the students	6346	14%	38%	21%	3%	1%	23%
9e.I feel respected by the senior administration	6349	10%	33%	28%	15%	10%	4%
9f.I am given the opportunity to serve on important University committees or task forces	6346	9%	31%	27%	15%	8%	9%

*Staff Work-Life Survey 2010*

<b>Q9:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements (Not Applicable is converted to a missing value for this table)</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
9a.I feel respected by the faculty	5805	13%	46%	24%	12%	5%	2.50	1.03
9b.I feel respected by my immediate supervisor(s)	6317	29%	47%	11%	7%	5%	2.13	1.08
9c.I feel respected by my co-workers	6349	25%	58%	11%	5%	2%	2.02	0.85
9d.I feel respected by the students	4916	18%	49%	27%	4%	2%	2.23	0.85
9e.I feel respected by the senior administration	6072	11%	34%	29%	15%	10%	2.80	1.14
9f.I am given the opportunity to serve on important University committees or task forces	5761	10%	34%	30%	17%	9%	2.81	1.11

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

Thinking about your quality of life at present -- that is, your ability to integrate a fulfilling and productive work life with a fulfilling personal and family life -- how satisfied are you currently?				
Q10	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very satisfied	961	16.13	961	16.13
Satisfied	3005	50.43	3966	66.55
Neither	916	15.37	4882	81.93
Dissatisfied	877	14.72	5759	96.64
Very dissatisfied	200	3.36	5959	100.00

*Frequency Missing = 766*

*Staff Work-Life Survey 2010*

<b>Q11:Please indicate the extent to which you AGREE or DISAGREE that the following statements are generally true</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
11a.UK is supportive of my personal/family life	6334	15%	49%	23%	11%	3%	2.38	0.95
11b.My immediate supervisor is supportive of my personal/family responsibilities	6315	33%	45%	13%	6%	3%	2.00	0.99
11c.My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities	6338	35%	45%	12%	6%	2%	1.95	0.95
11d.My work group/co-workers is/are supportive of my personal/family responsibilities	6320	28%	52%	15%	4%	1%	1.98	0.84
11e.The University's senior leadership is supportive of employees personal/family responsibilities	6335	13%	39%	33%	11%	4%	2.52	0.97
11f.The Universities policies are supportive of my personal/family responsibilities	6323	15%	51%	23%	8%	3%	2.32	0.92
11g.Administration in my unit/department is supportive of employees personal/family responsibilities	6311	20%	47%	20%	9%	4%	2.30	1.01
11h.My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities	6326	22%	46%	18%	10%	4%	2.30	1.06
11i.I currently have the flexibility I need in my work schedule	6334	25%	47%	14%	10%	4%	2.21	1.05

*Staff Work-Life Survey 2010*

<b>Q12:Please indicate the extent to which you AGREE or DISAGREE with each of the following statements regarding your work, personal and family life</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Mean</b>	<b>SD</b>
12a.No matter how hard I work at my job or at home, I just can't get everything done that I need to get done	6296	17%	31%	18%	29%	5%	2.74	1.19
12b.Too much overtime or extra time is required by my job	6239	6%	14%	23%	44%	13%	3.42	1.08
12c.The stress I feel balancing work and personal/family responsibilities affects my health	6265	8%	25%	22%	37%	9%	3.12	1.13
12d.The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work	6285	3%	10%	19%	53%	15%	3.67	0.94
12e.My job is so demanding that I cant take care of my family and/or personal responsibilities the way Id like	6281	5%	13%	19%	49%	14%	3.55	1.03
12f.I frequently feel physically or emotionally drained at the end of the work day	6240	18%	34%	18%	25%	6%	2.67	1.25
12g.I feel positive about my ability to manage the demands of my work, personal and family life	6268	11%	50%	23%	13%	3%	2.45	0.93
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)	6275	5%	14%	21%	40%	20%	3.57	1.11

*Staff Work-Life Survey 2010*

<b>Q13:During the last three months, how many times have you done the following because of personal and family responsibilities?</b>	<b>N</b>	<b>0 times</b>	<b>1-3 times</b>	<b>4-6 times</b>	<b>7 or more times</b>
13a.Refused to work overtime/extra hours beyond my typical work hours	6306	89%	8%	1%	1%
13b.Unexpectedly left work early or came in late	6283	58%	38%	3%	1%
13c.Unexpectedly missed a full work day	6300	69%	30%	1%	0%
13d.Missed a deadline	6308	92%	7%	1%	0%
13e.Missed an important meeting	6307	91%	9%	0%	0%



*Staff Work-Life Survey 2010*

<b>Q14:Below is a list of Work-Life programs that are CURRENTLY OFFERED. Please indicate the value of each of the following</b>	<b>N</b>	<b>Of Great Value</b>	<b>Of Some Value</b>	<b>Of Little Value but UK should offer</b>	<b>Of Little Value and UK should not offer</b>
14a.Work+Life Connections for voluntary counseling for work/personal/family issues (i.e. expanded Employee Assistance Program	6142	13%	26%	57%	4%
14b.Parent and Child care workshops and consultations	6153	7%	14%	74%	6%
14c.Confidential Financial counseling for staff and faculty	6148	16%	33%	48%	3%
14d.Flexible Work Arrangement workshops and consultations	6142	19%	33%	45%	3%
14e.Elder and Adult dependent care workshops and consultations	6155	10%	22%	63%	4%
14f.Retirement Planning workshops and counseling	6152	29%	42%	27%	1%
14g.Career Development workshops and consultations	6163	22%	39%	37%	2%
14h.UK tuition discount via Family Education Program	6175	44%	21%	33%	2%
14i.National Work and Family Month events and workshops	6153	10%	26%	54%	10%
14j.Flexible Work Arrangement Guidelines	6161	31%	35%	32%	2%
14k.Voluntary Summer and Winter Reduced Seasonal Hours Program	6169	14%	19%	62%	5%
14l.Phased Retirement	6141	16%	30%	50%	4%
14m.Sponsored Dependent Benefits (domestic partner)	6149	13%	11%	57%	19%
14n.Staff Shared Leave Pool for catastrophic events	6146	17%	27%	52%	4%
14o.Breastfeeding and Lactation Guidelines	6154	6%	7%	74%	12%
14p.Laptop Computer Loan Program for staff enrolled in higher education	6149	12%	16%	65%	7%
14q.GED Completion Incentive Program	6154	5%	6%	83%	7%
14r.Other (please specify below)	1605	16%	7%	46%	31%

*Staff Work-Life Survey 2010*

<b>Q15:Below is a list of Work-Life programs that are NOT CURRENTLY OFFERED. Please indicate the potential value of each of the following</b>	<b>N</b>	<b>Of Great Value</b>	<b>Of Some Value</b>	<b>Of Little Value but UK should offer</b>	<b>Of Little Value and UK should not offer</b>
a. Expansion of onsite childcare centers	6196	15%	8%	70%	7%
b. Emergency/Back up child care for mildly ill children	6169	15%	9%	64%	12%
c. Emergency/Back-up child care(e.g. for school breaks, summer breaks or when regular provider is suddenly not available)	6170	17%	9%	63%	11%
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	6134	18%	8%	65%	9%
e. Paid leave beyond FMLA qualifying events	6142	28%	25%	34%	13%
f. Onsite elder and adult dependent care	6136	9%	13%	64%	14%
g. Other (please specify)	1197	15%	8%	44%	33%

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

Do you plan to have a child or adopt in the next 3 to 4 years?				
Q16	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes	1174	18.89	1174	18.89
No	5042	81.11	6216	100.00

*Frequency Missing = 509*

Do you have any children under age 18 who live with you most of the year?				
Q17	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes	2326	37.43	2326	37.43
No	3889	62.57	6215	100.00

*Frequency Missing = 510*

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

How many children do you have in 0-2 years old?				
Q18a	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	193	26.12	193	26.12
1	495	66.98	688	93.10
2	50	6.77	738	99.86
3	1	0.14	739	100.00

*Frequency Missing = 1587*

How many children do you have in 3-5 years old?				
Q18b	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	203	26.03	203	26.03
1	521	66.79	724	92.82
2	51	6.54	775	99.36
3	4	0.51	779	99.87
4	1	0.13	780	100.00

*Frequency Missing = 1546*

How many children do you have in 6-9 years old?				
Q18c	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	197	21.09	197	21.09
1	614	65.74	811	86.83
2	115	12.31	926	99.14
3	5	0.54	931	99.68
6	1	0.11	932	99.79
9	2	0.21	934	100.00

*Frequency Missing = 1392*

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

How many children do you have in 10-14 years old?				
Q18d	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	191	17.78	191	17.78
1	698	64.99	889	82.77
2	171	15.92	1060	98.70
3	12	1.12	1072	99.81
4	1	0.09	1073	99.91
9	1	0.09	1074	100.00

*Frequency Missing = 1252*

How many children do you have in 15-17 years old?				
Q18e	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	202	24.79	202	24.79
1	527	64.66	729	89.45
2	79	9.69	808	99.14
3	5	0.61	813	99.75
4	1	0.12	814	99.88
5	1	0.12	815	100.00

*Frequency Missing = 1511*

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

Have you taken time off from UK (with or without pay) for the birth or adoption of a child?				
Q19	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes	1067	44.22	1067	44.22
No	1346	55.78	2413	100.00

*Frequency Missing = 4312*

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

How many weeks of leave did you take?				
Q20	Frequency	Percent	Cumulative Frequency	Cumulative Percent
less than 1 week	101	9.49	101	9.49
1-2 weeks	182	17.11	283	26.60
3-4 weeks	96	9.02	379	35.62
5-6 weeks	198	18.61	577	54.23
7-8 weeks	159	14.94	736	69.17
9-12 weeks	298	28.01	1034	97.18
more than 12 weeks	30	2.82	1064	100.00

*Frequency Missing = 3*

*Staff Work-Life Survey 2010*

<b>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</b>	<b>N</b>	<b>Checked</b>	<b>Not Checked</b>
I couldn't afford the loss of pay	2346	53%	47%
I felt it would be held against me in evaluations by my department	2346	23%	77%
I felt I would get behind in my work	2345	30%	70%
I felt I would be resented by my colleagues	2344	17%	83%
Does not apply	2346	28%	72%
Other (Please specify)	2346	6%	94%



*Staff Work-Life Survey 2010*

<b>Q22:Please indicate the AMOUNT OF DIFFICULTY you currently have with each of the items below</b>	<b>N</b>	<b>Great Deal of Difficulty</b>	<b>Some Difficulty</b>	<b>No difficulty</b>	<b>Does not Apply</b>
a. Finding child care for infant or toddler (0-2)	2395	8%	11%	15%	67%
b. Finding child care for preschooler (3-5)	2391	5%	10%	16%	70%
c. Finding child care that I can afford	2408	17%	21%	15%	47%
d. Finding child care of acceptable quality and reliability	2402	17%	20%	18%	45%
e. Finding care for evening or weekend work	2398	13%	14%	12%	61%
f. Finding emergency backup care when regular provider not available or during school breaks	2412	23%	23%	12%	42%
g. Finding child care/camps during school breaks that I can afford	2406	20%	21%	13%	47%
h. Finding care for mildly ill children	2400	17%	20%	13%	51%
i. Finding care for children with special needs	2391	4%	3%	7%	87%
j. Other (please specify)	821	4%	3%	7%	86%

*Staff Work-Life Survey 2010*

<b>Q22:Please indicate the AMOUNT OF DIFFICULTY you currently have with each of the items below (Not Applicable is converted to a missing value for this table)</b>	<b>N</b>	<b>Great Deal of Difficulty</b>	<b>Some Difficulty</b>	<b>No difficulty</b>	<b>Mean</b>	<b>SD</b>
a. Finding child care for infant or toddler (0-2)	788	23%	32%	44%	2.21	0.80
b. Finding child care for preschooler (3-5)	724	15%	33%	51%	2.36	0.73
c. Finding child care that I can afford	1274	32%	39%	29%	1.97	0.78
d. Finding child care of acceptable quality and reliability	1310	30%	37%	33%	2.02	0.79
e. Finding care for evening or weekend work	940	34%	35%	31%	1.97	0.80
f. Finding emergency backup care when regular provider not available or during school breaks	1389	40%	40%	20%	1.80	0.75
g. Finding child care/camps during school breaks that I can afford	1286	37%	39%	24%	1.87	0.77
h. Finding care for mildly ill children	1182	35%	40%	26%	1.91	0.77
i. Finding care for children with special needs	307	27%	21%	51%	2.24	0.86
j. Other (please specify)	112	29%	21%	51%	2.22	0.87

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

Do you have or expect to have some responsibility caring for an older adult or adult dependent in the next 3 to 4 years?				
Q23	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes, I currently provide care for an older adult or adult dependent	713	11.50	713	11.50
I do not currently have this responsibility, but expect to within 3 to 4 years	1603	25.86	2316	37.36
I do not have or expect to have this responsibility in the next 3 to 4 years	3883	62.64	6199	100.00

*Frequency Missing = 526*

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

Hours spent per week providing care for an older adult or adult dependent				
Q24	Frequency	Percent	Cumulative Frequency	Cumulative Percent
None	36	5.11	36	5.11
1-5 hours	265	37.64	301	42.76
6-10 hours	174	24.72	475	67.47
11-20 hours	82	11.65	557	79.12
More than 20 hours	147	20.88	704	100.00

*Frequency Missing = 9*

*Staff Work-Life Survey 2010*

<b>Q25:Please indicate the AMOUNT OF DIFFICULTY you currently have with each of the items below</b>	<b>N</b>	<b>Great Deal of Difficulty</b>	<b>Some Difficulty</b>	<b>No difficulty</b>	<b>Does not Apply</b>
a.Caring for an older adult/adult dependent who lives far away (more than 50 miles away)	710	16%	14%	6%	65%
b.Finding resources for an older adult/adult dependent that are affordable	696	29%	38%	10%	23%
c.Finding resources for an older adult/adult dependent that are of acceptable quality	705	28%	40%	11%	21%
d.Finding home health services (someone who comes to home and provides help with bathing, dressing, etc.)	708	17%	28%	17%	38%
e.Finding information about housing options or living arrangements for an older adult/adult dependent	708	18%	29%	15%	38%

*Staff Work-Life Survey 2010*

<b>Q25:Please indicate the AMOUNT OF DIFFICULTY you currently have with each of the items below (Not Applicable is converted to a missing value for this table)</b>	<b>N</b>	<b>Great Deal of Difficulty</b>	<b>Some Difficulty</b>	<b>No difficulty</b>	<b>Mean</b>	<b>SD</b>
a.Caring for an older adult/adult dependent who lives far away (more than 50 miles away)	249	45%	39%	16%	1.71	0.73
b.Finding resources for an older adult/adult dependent that are affordable	536	38%	49%	13%	1.75	0.67
c.Finding resources for an older adult/adult dependent that are of acceptable quality	560	35%	51%	14%	1.79	0.67
d.Finding home health services (someone who comes to home and provides help with bathing, dressing, etc.)	441	27%	45%	28%	2.01	0.74
e.Finding information about housing options or living arrangements for an older adult/adult dependent	436	29%	47%	25%	1.96	0.73

## Staff Work-Life Survey 2010

### The FREQ Procedure

What is the highest level of education you have achieved?				
Q26	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Less than high school graduate	52	0.84	52	0.84
High school diploma or GED	1050	17.00	1102	17.84
Associates degree	1020	16.52	2122	34.36
Bachelors degree	2100	34.00	4222	68.36
Masters degree	1276	20.66	5498	89.02
Ph.D. or other professional degree	300	4.86	5798	93.88
Other (please specify below)	378	6.12	6176	100.00

*Frequency Missing = 549*

Which statement most clearly describes your households employment situation?				
Q27	Frequency	Percent	Cumulative Frequency	Cumulative Percent
I do not have a spouse/partner	1823	29.37	1823	29.37
My spouse/partner is not employed	737	11.87	2560	41.24
My spouse/partner is employed part-time	467	7.52	3027	48.77
My spouse/partner is employed full-time	3180	51.23	6207	100.00

*Frequency Missing = 518*

How long have you been employed at UK?				
Q28	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2 years or less	1252	20.14	1252	20.14
3 to 4 years	1067	17.16	2319	37.29
5 to 9 years	1293	20.79	3612	58.09
10 to 14 years	913	14.68	4525	72.77
15 or more years	1693	27.23	6218	100.00

*Frequency Missing = 507*

## *Staff Work-Life Survey 2010*

### *The FREQ Procedure*

If you had to predict how many more years you will work at UK, what would you say?				
Q29	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Less than 1 year	227	3.66	227	3.66
1-2 years	672	10.85	899	14.51
3-4 years	845	13.64	1744	28.15
5-9 years	1276	20.59	3020	48.74
10 or more years	3176	51.26	6196	100.00

*Frequency Missing = 529*

Do you plan to continue to work at the University of Kentucky until retirement?				
Q30	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Definitely yes	2060	33.15	2060	33.15
Probably yes	2440	39.27	4500	72.42
Probably no	637	10.25	5137	82.67
Definitely no	252	4.06	5389	86.72
Don't know	825	13.28	6214	100.00

*Frequency Missing = 511*

Do you have another paid job outside of your UK job?				
Q31	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes	874	14.10	874	14.10
No	5324	85.90	6198	100.00

*Frequency Missing = 527*



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

If yes, how many hours do you work at your job outside of UK?				
Q32	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1-5 hours	214	24.60	214	24.60
6-10 hours	252	28.97	466	53.56
11-15 hours	145	16.67	611	70.23
16-20 hours	157	18.05	768	88.28
more than 20 hours	96	11.03	864	99.31
Do not have additional employment outside of UK	6	0.69	870	100.00

*Frequency Missing = 4*

*Staff Work-Life Survey 2010*

<b>Q33:If you work in UK HealthCare, where do you work?</b>	<b>N</b>	<b>Checked</b>	<b>Not Checked</b>
UK Chandler Hospital	5911	28%	72%
UK Good Samaritan Hospital	5911	5%	95%
UK Rural Health	5911	1%	99%
Ambulatory (Services and Clinics)	5911	8%	92%
College of Medicine	5911	8%	92%
UK HealthCare Corporate (e.g. Marketing, IT, Payroll, Finance, etc.)	5911	4%	96%
I do not work in UK HealthCare	5911	52%	48%

## *Staff Work-Life Survey 2010*

### *The FREQ Procedure*

If you work in UK HealthCare, what is your position in UK HealthCare?				
Q34	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Nurse (RN, LPN)	688	11.92	688	11.92
Physician	5	0.09	693	12.00
Administrator	231	4.00	924	16.01
Other	1957	33.90	2881	49.90
I do not work in UK HealthCare	2892	50.10	5773	100.00

*Frequency Missing = 952*

Are you supervised by:				
q35	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Faculty member(s)	1035	17.65	1035	17.65
Staff member(s)	4136	70.52	5171	88.17
Staff and Faculty	694	11.83	5865	100.00

*Frequency Missing = 860*

Are you directly responsible for supervising any staff members?				
Q36	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes	1621	26.99	1621	26.99
No	4384	73.01	6005	100.00

*Frequency Missing = 720*

## *Staff Work-Life Survey 2010*

### *The FREQ Procedure*

How many employees report directly to you?				
q37M	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	367	22.42	367	22.42
2	265	16.19	632	38.61
3	180	11.00	812	49.60
4	131	8.00	943	57.61
5	129	7.88	1072	65.49
6	87	5.31	1159	70.80
7	60	3.67	1219	74.47
8	47	2.87	1266	77.34
9	39	2.38	1305	79.72
10	48	2.93	1353	82.65
11	24	1.47	1377	84.12
12	22	1.34	1399	85.46
13	18	1.10	1417	86.56
14	8	0.49	1425	87.05
15	35	2.14	1460	89.19
>=16	177	10.81	1637	100.00

*Frequency Missing = 5088*

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/departments goals and standards are met?				
Q38	Frequency	Percent	Cumulative Frequency	Cumulative Percent
To a very great extent	306	18.26	306	18.26
To a large extent	740	44.15	1046	62.41
To some extent	484	28.88	1530	91.29
To a small extent	112	6.68	1642	97.97
To no extent	34	2.03	1676	100.00

*Frequency Missing = 5049*