

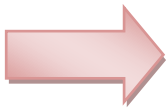
**UK Work-Life Staff Survey
October 2010**

Welcome to the Work Life survey. The University of Kentucky is conducting surveys of staff and faculty to gather their candid opinions about the work environment at UK. The assessment seeks to understand factors that affect the ability of staff and faculty to have a fulfilling and productive work and personal/family life, and to learn how UK might better support them.

The survey should take about 15 minutes to complete if you do not have dependents, and about 10 more minutes if you have child or older adult/adult dependent responsibilities. **Your responses are strictly confidential and your participation is voluntary.** Findings will be reported in summary form only.

UK's leaders are committed to addressing work life issues to ensure both the well-being of the UK community and the continued excellence of the University. Results from the initial 2005-06 Work Life Survey included many new initiatives, such as the Family Education Program, Sponsored Dependent Benefits, Staff Career Development, flexible work arrangement guidelines and additional employee mental health services. Your participation will help in continuing to improve the work-life culture at the University of Kentucky. Results from this study will be widely available on campus. We thank you for your time!

START HERE:



What is your employee ID Number?

PART A: WORK ENVIRONMENT

The following questions address the quality of UK employees' work-life, and UK's ability to respond to employees' personal/family needs while helping the University achieve excellence through policies and initiatives that create a supportive workplace.

		Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied
Q1	How SATISFIED are you with the following factors at the University of Kentucky?					
	a. Opportunity for job/career growth/advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	b. Challenge of the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	c. Opportunity to learn and grow	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	d. Ability to balance work with my personal/family life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	e. My salary/wage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	f. Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	g. Immediate supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	h. Openness of communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	i. Work schedule/shift	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	j. The number of hours I actually work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	k. University's reputation as a good employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	l. University's relationships with the Lexington community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	m. Working relationships with coworkers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	n. Feeling valued by the University	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	o. Sense of shared mission at UK	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	p. Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q2	During the past twelve months, have you seriously considered leaving UK?					
	<input type="radio"/> Yes, very seriously					
	<input type="radio"/> Yes, somewhat seriously					
	<input type="radio"/> No					

Q3

Please indicate the extent to which you AGREE or DISAGREE with each of the following statements.

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
a. I am satisfied with my job at University of Kentucky.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I would choose to work here again, if I were looking for work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I feel very loyal to the University of Kentucky.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I recommend the University of Kentucky to others as a good place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I go the extra mile to help meet my unit's/department's needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I work extra hours when needed to help my unit/department succeed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I personally agree with most of the University's goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I play a role in helping UK achieve its vision as one of the nation's 20 best public research universities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. All personnel in my unit/department contribute equal effort to our results.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. I play a role in helping students succeed at UK.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Senior leadership clearly communicates the University's direction and priorities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. I am aware of the University's strategic mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. I understand how my job contributes to achieving the University's strategic mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. I am committed to helping the University accomplish its strategic mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. I have confidence in the direction the University is going.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. I play a role in helping to improve student retention.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q4

Please indicate the extent to which you AGREE or DISAGREE with each of the following statements.

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
a. I have the information I need to do my job effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I have the resources I need to do my job effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I understand what I am responsible for on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I have opportunities to enhance my skills in my current job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I get the information I need about job openings at the University.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I know what I need to do to advance in the University.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. My advancement opportunities are good at the University.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q5

Please indicate the extent to which you AGREE or DISAGREE with each of the following statements.

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
a. I have regular opportunities to voice my ideas, questions, and feelings about my job with my immediate supervisor(s).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My ideas, questions, and feelings about my job are addressed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I can count on my immediate supervisor to remove (or help me remove) barriers that could affect my performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My immediate supervisor gives me performance feedback on a regular basis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My immediate supervisor recognizes me for successfully completing tasks assigned to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Being a team player is important to my immediate supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Customer service - to our faculty, staff, students, and patients - is important to my immediate supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q6

Please indicate the extent to which you AGREE or DISAGREE with each of the following statements.

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
a. I receive information about University news or changes before I read or hear about it in the press.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Senior leadership understands employees' concerns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I feel there is a high degree of trust within the University.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I feel there is a high degree of trust within my unit/department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My co-workers respect individual and cultural differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I believe the University values individual and cultural diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. UK's policies and practices promote individual and cultural diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q7

Please indicate the extent to which you AGREE or DISAGREE with each of the following statements.

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Not Applicable
a. UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am pleased with the social context of the work environment at UK.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Publications and other media communicate that UK places a high value on diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. UK promotes diversity as an essential part of a high quality educational institution.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. UK offers activities that promote understanding among diverse groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate the extent to which you AGREE or DISAGREE with each of the following statements.

	Strongly Agree	Agree	Neither Agree Nor Disagree	Strongly Disagree	Not Applicable
g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations.	0	0	0	0	0
h. Racial and cultural differences are celebrated at UK.	0	0	0	0	0
i. Policies and procedures at UK help diverse employees feel welcome.	0	0	0	0	0
j. Enhancing the campus community as a multicultural organization is part of UK's mission.	0	0	0	0	0
k. I feel a sense of community at UK.	0	0	0	0	0
l. UK effectively addresses campus incidents of intolerance and bigotry.	0	0	0	0	0

Q8

Please indicate the extent to which you AGREE or DISAGREE with each of the following statements.

	Strongly Agree	Agree	Neither Agree Nor Disagree	Strongly Disagree	Not Applicable
a. I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc.	0	0	0	0	0
b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality.	0	0	0	0	0
c. I have heard UK faculty or staff express stereotypes about different groups of people.	0	0	0	0	0
d. I have been the target of racial/ethnic stereotyping on campus.	0	0	0	0	0
e. I hear hate speech or derogatory language used at UK.	0	0	0	0	0

Q9

Please indicate the extent to which you AGREE or DISAGREE with each of the following statements.

	Strongly Agree	Agree	Neither Agree Nor Disagree	Strongly Disagree	Not Applicable
a. I feel respected by the faculty.	0	0	0	0	0
b. I feel respected by my immediate supervisor(s).	0	0	0	0	0
c. I feel respected by my co-workers.	0	0	0	0	0
d. I feel respected by the students.	0	0	0	0	0
e. I feel respected by the senior administration.	0	0	0	0	0
f. I am given the opportunity to serve on important University committees or task forces.	0	0	0	0	0

PART B: MANAGING WORK, PERSONAL AND FAMILY RESPONSIBILITIES

These questions ask about your work, personal and family life, and your familiarity with and value of the University's programs and policies.

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?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

Q11

Please indicate the extent to which you **AGREE** or **DISAGREE** that the following statements are generally true.

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
a. UK is supportive of my personal/family life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My immediate supervisor is supportive of my personal/family responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My immediate supervisor grants me enough flexibility to meet my personal/family responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My work group/co-workers is/are supportive of my personal/family responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The University's senior leadership is supportive of employees' personal/family responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The University's policies are supportive of my personal/family responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Administration in my unit/department is supportive of employees' personal/family responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. My unit/department is a place where individuals feel comfortable raising personal and/or family issues when scheduling job responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. I currently have the flexibility I need in my work schedule.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q12

Please indicate the extent to which you **AGREE** or **DISAGREE** with each of the following statements regarding your work, personal and family life

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
a. 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Too much overtime or extra time is required by my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The stress I feel balancing work and personal/family responsibilities affects my health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My job is so demanding that I can't take care of my family and/or personal responsibilities the way I'd like.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I frequently feel physically or emotionally drained at the end of the work day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q12	Please indicate the extent to which you AGREE or DISAGREE with each of the following statements regarding your work, personal and family life					
		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
	g. I feel positive about my ability to manage the demands of my work, personal and family life.	0	0	0	0	0
	h. 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).	0	0	0	0	0

Q13	During the last three months, how many times have you done the following because of personal and family responsibilities?				
		0 times	1-3 times	4-6 times	7 or more times
	a. Refused to work overtime/extra hours beyond my typical work hours	0	0	0	0
	b. Unexpectedly left work early or came in late	0	0	0	0
	c. Unexpectedly missed a full work day	0	0	0	0
	d. Missed a deadline	0	0	0	0
	e. Missed an important meeting	0	0	0	0

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Below is a list of Work-Life programs that are currently being offered on a University-Wide Basis. These programs were developed in response to employees' requests for programs in the 2005-06 survey. Your responses will help the University assess your interest in these programs. Please indicate the value of each of the following:

Q14		Of Great Value to Me	Of Some Value to Me	Of Little Value to Me, but University Should Offer	Of Little Value to Me, and University Should Not Offer
	a. Work+Life Connections for voluntary counseling for work/personal/family issues (i.e. expanded Employee Assistance Program	0	0	0	0
	b. Parent and Child care workshops and consultations	0	0	0	0
	c. Confidential Financial counseling for staff and faculty	0	0	0	0
	d. Flexible Work Arrangement workshops and consultations	0	0	0	0
	e. Elder and Adult dependent care workshops and consultations	0	0	0	0
	f. Retirement Planning workshops and counseling	0	0	0	0
	g. Career Development workshops and consultations	0	0	0	0
	h. UK tuition discount via Family Education Program	0	0	0	0
	i. National Work and Family Month events and workshops	0	0	0	0
	j. Flexible Work Arrangement Guidelines	0	0	0	0
	k. Voluntary Summer and Winter Reduced Seasonal Hours Program	0	0	0	0
	l. Phased Retirement	0	0	0	0
	m. Sponsored Dependent Benefits (domestic partner)	0	0	0	0
	n. Staff Shared Leave Pool for catastrophic events	0	0	0	0
	o. Breastfeeding and Lactation Guidelines	0	0	0	0
	p. Laptop Computer Loan Program for staff enrolled in higher education	0	0	0	0

Staff WorkLife Survey, October 2010

Please indicate the value of each of the following:	Of Great Value to Me	Of Some Value to Me	Of Little Value to Me, but University Should Offer	Of Little Value to Me, and University Should Not Offer
q. GED Completion Incentive Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Other (please specify below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q15

Below is a list of Work-Life programs that are **NOT CURRENTLY OFFERED ON A UNIVERSITY-WIDE BASIS**. The University's ability to offer these programs depends on a variety of factors, including the availability of funding. Your responses will help the University assess your interest as it sets future agendas. Please indicate the potential value of each of the following.

	Of Great Value to Me	Of Some Value to Me	Of Little Value to Me, but University Should Offer	Of Little Value to Me, and University Should Not Offer
a. Expansion of onsite childcare centers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Emergency/Back up child care for mildly ill children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Emergency/Back-up child care (e.g. for school breaks, summer breaks or when regular provide is suddenly not available)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Child care discounts for community-based programs (for example, discounts at local childcare centers)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Paid leave beyond FMLA qualifying events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Onsite elder and adult dependent care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Other (please specify below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PART C: FAMILY STATUS AND DEPENDENT CARE RESPONSIBILITIES

The next questions focus on the needs of UK employees who are raising children, planning families, and/or caring for older adults and adult dependents.

Q16 Do you plan to have a child or adopt in the next 3 to 4 years?
☐ Yes
☐ No

Q17 Do you have any children under age 18 who live with you most of the year?
☐ Yes
☐ No, I do not have children under age 18 (skip to Q19)

Q18 How many children do you have in each of the following age groups? (Write in a number from 0 to 9.)

0-2 years old _____
 3-5 years old _____
 6-9 years old _____
 10-14 years old _____
 15-17 years old _____

Q19 Have you taken time off from UK (with or without pay) for the birth or adoption of a child?

- ☐ Yes
- ☐ No (skip to Q21)

Q20 How many weeks of leave did you take?

- ☐ less than 1 week
- ☐ 1-2 weeks
- ☐ 3-4 weeks
- ☐ 5-6 weeks
- ☐ 7-8 weeks
- ☐ 9-12 weeks
- ☐ more than 12 weeks

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. (Select all that apply.)

- ☐ I couldn't afford the loss of pay
- ☐ I felt it would be held against me in evaluations by my department
- ☐ I felt I would get behind in my work
- ☐ I felt I would be resented by my colleagues
- ☐ Does not apply
- ☐ Other (please specify below)

Q22 The following are issues that individuals may face when managing work and responsibilities for children. Please indicate the AMOUNT OF DIFFICULTY you currently have with each of the items below.

	A Great Deal of Difficulty	Some Difficulty	No Difficulty	Does Not Apply
a. Finding child care for infant or toddler (0-2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Finding child care for preschooler (3-5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Finding child care that I can afford	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Finding child care of acceptable quality and reliability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Finding care for evening or weekend work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Finding emergency backup care when regular provider not available or during school breaks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Finding child care/camps during school breaks that I can afford	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Finding care for mildly ill children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Finding care for children with special needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Other (please specify below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Older Adult and Adult Dependent Care

For the next series of questions, we are asking about responsibilities that you may have for an older adult or an adult dependent. Responsibility for an elder or adult dependent might include: transportation, household chores, direct financial support or management, personal care assistance, arranging outside help, etc.

- 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?**
- ☐ Yes, I currently provide care for an older adult or adult dependent
 - ☐ I do not currently have this responsibility, but expect to within 3 to 4 years (Skip to Q26)
 - ☐ I do not have or expect to have this responsibility in the next 3 to 4 years (Skip to Q26)

Some employees care for more than one older adult/adult dependent. For the 2 next items, please think of the individual you assist most frequently.

- Q24** **Hours spent per week providing care for an older adult or adult dependent**
- ☐ None
 - ☐ 1-5 hours
 - ☐ 6-10 hours
 - ☐ 11-20 hours
 - ☐ More than 20 hours

- Q25** **The following are issues that individuals may face when caring for an older adult/adult dependent. Please indicate the amount of difficulty you have with each of the items below.**

	A 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)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Finding resources for an older adult/adult dependent that are affordable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Finding resources for an older adult/adult dependent that are of acceptable quality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Finding home health services (someone who comes to home and provides help with bathing, dressing, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Finding information about housing options or living arrangements for an older adult/adult dependent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PART D: BACKGROUND INFORMATION

This information is requested in order to analyze the different needs of various staff groups within the University. **All information is strictly confidential and will not be used to identify respondents.**

Q26 What is the highest level of education you have achieved?

- ☐ Less than high school graduate
 - ☐ High school diploma or GED
 - ☐ Associate's degree
 - ☐ Bachelor's degree
 - ☐ Master's degree
 - ☐ Ph.D. or other professional degree
 - ☐ Other (please specify below)
-

Q27 Which statement most clearly describes your household's employment situation? (Please mark one only.)

- ☐ I do not have a spouse/partner
- ☐ My spouse/partner is not employed
- ☐ My spouse/partner is employed part-time
- ☐ My spouse/partner is employed full-time

Q28 How long have you been employed at UK?

- ☐ 2 years or less
- ☐ 3 to 4 years
- ☐ 5 to 9 years
- ☐ 10 to 14 years
- ☐ 15 or more years

Q29 If you had to predict how many more years you will work at UK, what would you say?

- ☐ less than 1 year
- ☐ 1-2 years
- ☐ 3-4 years
- ☐ 5-9 years
- ☐ 10 or more years

Q30 Do you plan to continue to work at the University of Kentucky until retirement?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ Probably no
- ☐ Definitely no
- ☐ Don't know

Q31 Do you have another paid job outside of your UK job?

- ☐ Yes
- ☐ No

Q32 If yes, how many hours do you work at your job outside of UK?

- ☐ 1-5 hours
- ☐ 6-10 hours
- ☐ 11-15 hours
- ☐ 16-20 hours
- ☐ more than 20 hours
- ☐ Do not have additional employment outside of UK

Q33 If you work in UK HealthCare, where do you work? (SELECT ALL THAT APPLY.)

- ☐ UK Chandler Hospital
- ☐ UK Good Samaritan Hospital
- ☐ UK Rural Health
- ☐ Ambulatory (Services and Clinics)
- ☐ College of Medicine
- ☐ UK HealthCare Corporate (e.g. Marketing, IT, Payroll, Finance, etc.)
- ☐ I do not work in UK HealthCare (skip to Q35)

Q34 If you work in UK HealthCare, what is your position in UK HealthCare?

- ☐ Nurse (RN, LPN)
- ☐ Physician
- ☐ Administrator
- ☐ Other
- ☐ I do not work in UK HealthCare

Q35 Are you supervised by: (CHECK ONE OR BOTH.)

- ☐ Faculty member(s)
- ☐ Staff member(s)

Q36 Are you directly responsible for supervising any staff members?

- ☐ Yes
- ☐ No (skip to Q39)

Q37 How many employees report directly to you?

(Please enter a number.) _____

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?

- ☐ To a very great extent
- ☐ To a large extent
- ☐ To some extent
- ☐ To a small extent
- ☐ To no extent

Q39 Please use this space to make additional comments on the work environment at UK. How UK can better support the work-life needs of staff and help UK achieve excellence? (The size limit for your response is limited to 6000 letters and characters.)

Thank you for taking the time to complete this survey. Through your participation, we will gather information that will enable UK to establish work-life programs, policies, and services to meet your needs.