Libraries

Faculty Work-Life Survey 2010

The FREQ Procedure

<table>
<thead>
<tr>
<th>What was the most IMPORTANT factor in your decision TO COME to the University of Kentucky?</th>
<th>A1a</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative Frequency</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Faculty/colleagues</td>
<td>2</td>
<td>3.77</td>
<td>2</td>
<td>3.77</td>
<td></td>
</tr>
<tr>
<td>b. Academic reputation of program/academic unit</td>
<td>3</td>
<td>5.66</td>
<td>5</td>
<td>9.43</td>
<td></td>
</tr>
<tr>
<td>e. Location in Lexington, Kentucky</td>
<td>19</td>
<td>35.85</td>
<td>24</td>
<td>45.28</td>
<td></td>
</tr>
<tr>
<td>g. My salary/wage</td>
<td>3</td>
<td>5.66</td>
<td>27</td>
<td>50.94</td>
<td></td>
</tr>
<tr>
<td>h. Benefits</td>
<td>2</td>
<td>3.77</td>
<td>29</td>
<td>54.72</td>
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</tr>
<tr>
<td>j. Research infrastructure</td>
<td>1</td>
<td>1.89</td>
<td>30</td>
<td>56.60</td>
<td></td>
</tr>
<tr>
<td>l. Opportunities for career development</td>
<td>10</td>
<td>18.87</td>
<td>40</td>
<td>75.47</td>
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<tr>
<td>o. Lack of opportunities in private sector</td>
<td>4</td>
<td>7.55</td>
<td>44</td>
<td>83.02</td>
<td></td>
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<tr>
<td>q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)</td>
<td>9</td>
<td>16.98</td>
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<td>100.00</td>
<td></td>
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</table>

Frequency Missing = 1
**Libraries**  
*Faculty Work-Life Survey 2010*

**The FREQ Procedure**

What was the second most IMPORTANT factor in your decision TO COME to the University of Kentucky?

<table>
<thead>
<tr>
<th>A1b</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative Frequency</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Faculty/colleagues</td>
<td>5</td>
<td>9.43</td>
<td>5</td>
<td>9.43</td>
</tr>
<tr>
<td>b. Academic reputation of program/academic unit</td>
<td>7</td>
<td>13.21</td>
<td>12</td>
<td>22.64</td>
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<td>e. Location in Lexington, Kentucky</td>
<td>13</td>
<td>24.53</td>
<td>25</td>
<td>47.17</td>
</tr>
<tr>
<td>f. Ability to balance work with my personal/family life</td>
<td>2</td>
<td>3.77</td>
<td>27</td>
<td>50.94</td>
</tr>
<tr>
<td>g. My salary/wage</td>
<td>8</td>
<td>15.09</td>
<td>35</td>
<td>66.04</td>
</tr>
<tr>
<td>h. Benefits</td>
<td>8</td>
<td>15.09</td>
<td>43</td>
<td>81.13</td>
</tr>
<tr>
<td>i. University's academic reputation</td>
<td>1</td>
<td>1.89</td>
<td>44</td>
<td>83.02</td>
</tr>
<tr>
<td>l. Opportunities for career development</td>
<td>5</td>
<td>9.43</td>
<td>49</td>
<td>92.45</td>
</tr>
<tr>
<td>p. Startup package</td>
<td>1</td>
<td>1.89</td>
<td>50</td>
<td>94.34</td>
</tr>
<tr>
<td>q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)</td>
<td>3</td>
<td>5.66</td>
<td>53</td>
<td>100.00</td>
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*Frequency Missing = 1*
### Libraries

**Faculty Work-Life Survey 2010**

**The FREQ Procedure**

<table>
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<tr>
<th>Which is the single MOST IMPORTANT factor that KEEPS you at UK?</th>
<th>A2a</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative Frequency</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Faculty/colleagues</td>
<td>3</td>
<td>5.56</td>
<td>3</td>
<td>5.56</td>
<td></td>
</tr>
<tr>
<td>b. Academic reputation of program/academic unit</td>
<td>2</td>
<td>3.70</td>
<td>5</td>
<td>9.26</td>
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<tr>
<td>e. Location in Lexington, Kentucky</td>
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<td>9.26</td>
<td>10</td>
<td>18.52</td>
<td></td>
</tr>
<tr>
<td>f. Ability to balance work with my personal/family life</td>
<td>3</td>
<td>5.56</td>
<td>13</td>
<td>24.07</td>
<td></td>
</tr>
<tr>
<td>g. My salary/wage</td>
<td>9</td>
<td>16.67</td>
<td>22</td>
<td>40.74</td>
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<tr>
<td>h. Benefits</td>
<td>11</td>
<td>20.37</td>
<td>33</td>
<td>61.11</td>
<td></td>
</tr>
<tr>
<td>j. Research infrastructure</td>
<td>1</td>
<td>1.85</td>
<td>34</td>
<td>62.96</td>
<td></td>
</tr>
<tr>
<td>l. Opportunities for career development</td>
<td>6</td>
<td>11.11</td>
<td>40</td>
<td>74.07</td>
<td></td>
</tr>
<tr>
<td>o. Lack of opportunities in private sector</td>
<td>2</td>
<td>3.70</td>
<td>42</td>
<td>77.78</td>
<td></td>
</tr>
<tr>
<td>q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)</td>
<td>11</td>
<td>20.37</td>
<td>53</td>
<td>98.15</td>
<td></td>
</tr>
<tr>
<td>r. Freedom to participate in private endeavors such as consulting</td>
<td>1</td>
<td>1.85</td>
<td>54</td>
<td>100.00</td>
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</tr>
</tbody>
</table>
## Libraries

**Faculty Work-Life Survey 2010**

*The FREQ Procedure*

Which is the 2nd MOST IMPORTANT factor that KEEPS you at UK

<table>
<thead>
<tr>
<th>A2b</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative Frequency</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Faculty/colleagues</td>
<td>7</td>
<td>12.96</td>
<td>7</td>
<td>12.96</td>
</tr>
<tr>
<td>b. Academic reputation of program/academic unit</td>
<td>2</td>
<td>3.70</td>
<td>9</td>
<td>16.67</td>
</tr>
<tr>
<td>e. Location in Lexington, Kentucky</td>
<td>10</td>
<td>18.52</td>
<td>19</td>
<td>35.19</td>
</tr>
<tr>
<td>f. Ability to balance work with my personal/family life</td>
<td>7</td>
<td>12.96</td>
<td>26</td>
<td>48.15</td>
</tr>
<tr>
<td>g. My salary/wage</td>
<td>8</td>
<td>14.81</td>
<td>34</td>
<td>62.96</td>
</tr>
<tr>
<td>h. Benefits</td>
<td>10</td>
<td>18.52</td>
<td>44</td>
<td>81.48</td>
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<tr>
<td>i. University's academic reputation</td>
<td>1</td>
<td>1.85</td>
<td>45</td>
<td>83.33</td>
</tr>
<tr>
<td>l. Opportunities for career development</td>
<td>3</td>
<td>5.56</td>
<td>48</td>
<td>88.89</td>
</tr>
<tr>
<td>q. Family considerations (e.g., spousal/partner employment, children's schooling, etc.)</td>
<td>6</td>
<td>11.11</td>
<td>54</td>
<td>100.00</td>
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</tbody>
</table>
Librarys
Faculty Work-Life Survey 2010

The FREQ Procedure

<table>
<thead>
<tr>
<th>During the past twelve months, have you seriously considered leaving UK?</th>
<th>A3</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative Frequency</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am engaged in an active search for a new position</td>
<td>3</td>
<td>5.56</td>
<td>3</td>
<td>5.56</td>
<td></td>
</tr>
<tr>
<td>I have thought about it frequently and have begun to explore possibilities</td>
<td>8</td>
<td>14.81</td>
<td>11</td>
<td>20.37</td>
<td></td>
</tr>
<tr>
<td>I have thought about it frequently but have not taken action</td>
<td>12</td>
<td>22.22</td>
<td>23</td>
<td>42.59</td>
<td></td>
</tr>
<tr>
<td>I have thought about it occasionally</td>
<td>19</td>
<td>35.19</td>
<td>42</td>
<td>77.78</td>
<td></td>
</tr>
<tr>
<td>I have not thought about it</td>
<td>12</td>
<td>22.22</td>
<td>54</td>
<td>100.00</td>
<td></td>
</tr>
</tbody>
</table>
## Libraries

### Faculty Work-Life Survey 2010

The FREQ Procedure

<table>
<thead>
<tr>
<th>Which, if any, is the primary reason you are considering leaving UK?</th>
<th>A4</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative Frequency</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Faculty/colleagues</td>
<td>2</td>
<td>5.26</td>
<td>2</td>
<td>5.26</td>
<td></td>
</tr>
<tr>
<td>e. Location in Lexington, Kentucky</td>
<td>1</td>
<td>2.63</td>
<td>3</td>
<td>7.89</td>
<td></td>
</tr>
<tr>
<td>f. Ability to balance work with my personal/family life</td>
<td>1</td>
<td>2.63</td>
<td>4</td>
<td>10.53</td>
<td></td>
</tr>
<tr>
<td>g. My salary/wage</td>
<td>12</td>
<td>31.58</td>
<td>16</td>
<td>42.11</td>
<td></td>
</tr>
<tr>
<td>l. Opportunities for career development</td>
<td>1</td>
<td>2.63</td>
<td>17</td>
<td>44.74</td>
<td></td>
</tr>
<tr>
<td>m. Amount of administrative work</td>
<td>1</td>
<td>2.63</td>
<td>18</td>
<td>47.37</td>
<td></td>
</tr>
<tr>
<td>n. Level of bureaucracy</td>
<td>3</td>
<td>7.89</td>
<td>21</td>
<td>55.26</td>
<td></td>
</tr>
<tr>
<td>q. Family considerations (e.g., spousal/partner employment, children’s schooling, etc.)</td>
<td>5</td>
<td>13.16</td>
<td>26</td>
<td>68.42</td>
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</tr>
<tr>
<td>s. Other (Please Specify)</td>
<td>12</td>
<td>31.58</td>
<td>38</td>
<td>100.00</td>
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</table>

*Frequency Missing = 16*
### Libraries

**Faculty Work-Life Survey 2010**

<table>
<thead>
<tr>
<th>A7: Currently, how would you assess the following aspects of your work at UK?</th>
<th>N</th>
<th>Too Little</th>
<th>About Right</th>
<th>Too Much</th>
<th>Does not Apply</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Teaching load</td>
<td>52</td>
<td>2%</td>
<td>15%</td>
<td>2%</td>
<td>81%</td>
</tr>
<tr>
<td>b. Advising responsibilities</td>
<td>51</td>
<td>2%</td>
<td>4%</td>
<td>0%</td>
<td>94%</td>
</tr>
<tr>
<td>c. Expectations for service and outreach</td>
<td>52</td>
<td>2%</td>
<td>85%</td>
<td>10%</td>
<td>4%</td>
</tr>
<tr>
<td>d. Expectations for securing outside funding for research, scholarship and creative activities</td>
<td>52</td>
<td>2%</td>
<td>44%</td>
<td>23%</td>
<td>31%</td>
</tr>
<tr>
<td>e. Internal funding for scholarship and creative activities</td>
<td>52</td>
<td>48%</td>
<td>31%</td>
<td>2%</td>
<td>19%</td>
</tr>
<tr>
<td>f. Staff resources for scholarship and creative activities</td>
<td>51</td>
<td>61%</td>
<td>22%</td>
<td>0%</td>
<td>18%</td>
</tr>
<tr>
<td>g. Resources for scholarship and creative activities (space, equipment, materials)</td>
<td>52</td>
<td>58%</td>
<td>33%</td>
<td>0%</td>
<td>10%</td>
</tr>
<tr>
<td>h. Administrative responsibilities</td>
<td>52</td>
<td>2%</td>
<td>56%</td>
<td>25%</td>
<td>17%</td>
</tr>
<tr>
<td>i. Time to develop relationships with colleagues</td>
<td>50</td>
<td>40%</td>
<td>58%</td>
<td>0%</td>
<td>2%</td>
</tr>
</tbody>
</table>
### Libraries

**Faculty Work-Life Survey 2010**

<table>
<thead>
<tr>
<th>A7: Currently, how would you assess the following aspects of your work at UK? (Not Applicable converted to a missing value for this table)</th>
<th>N</th>
<th>Too Little</th>
<th>About Right</th>
<th>Too Much</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Teaching load</td>
<td>10</td>
<td>10%</td>
<td>80%</td>
<td>10%</td>
<td>2.00</td>
<td>0.47</td>
</tr>
<tr>
<td>b. Advising responsibilities</td>
<td>3</td>
<td>33%</td>
<td>67%</td>
<td>0%</td>
<td>1.67</td>
<td>0.58</td>
</tr>
<tr>
<td>c. Expectations for service and outreach</td>
<td>50</td>
<td>2%</td>
<td>88%</td>
<td>10%</td>
<td>2.08</td>
<td>0.34</td>
</tr>
<tr>
<td>d. Expectations for securing outside funding for research, scholarship and creative activities</td>
<td>36</td>
<td>3%</td>
<td>64%</td>
<td>33%</td>
<td>2.31</td>
<td>0.52</td>
</tr>
<tr>
<td>e. Internal funding for scholarship and creative activities</td>
<td>42</td>
<td>60%</td>
<td>38%</td>
<td>2%</td>
<td>1.43</td>
<td>0.55</td>
</tr>
<tr>
<td>f. Staff resources for scholarship and creative activities</td>
<td>42</td>
<td>74%</td>
<td>26%</td>
<td>0%</td>
<td>1.26</td>
<td>0.45</td>
</tr>
<tr>
<td>g. Resources for scholarship and creative activities (space, equipment, materials)</td>
<td>47</td>
<td>64%</td>
<td>36%</td>
<td>0%</td>
<td>1.36</td>
<td>0.49</td>
</tr>
<tr>
<td>h. Administrative responsibilities</td>
<td>43</td>
<td>2%</td>
<td>67%</td>
<td>30%</td>
<td>2.28</td>
<td>0.50</td>
</tr>
<tr>
<td>i. Time to develop relationships with colleagues</td>
<td>49</td>
<td>41%</td>
<td>59%</td>
<td>0%</td>
<td>1.59</td>
<td>0.50</td>
</tr>
</tbody>
</table>
# Faculty Work-Life Survey 2010

**A8:** Please indicate the extent to which you AGREE or DISAGREE with each of the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>N</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I am satisfied with my faculty position at the University of Kentucky</td>
<td>52</td>
<td>13%</td>
<td>63%</td>
<td>12%</td>
<td>10%</td>
<td>2%</td>
<td>2.23</td>
<td>0.88</td>
</tr>
<tr>
<td>b. I would choose to accept a faculty position at UK again</td>
<td>52</td>
<td>13%</td>
<td>60%</td>
<td>19%</td>
<td>8%</td>
<td>0%</td>
<td>2.21</td>
<td>0.78</td>
</tr>
<tr>
<td>c. I feel very loyal to the University of Kentucky</td>
<td>52</td>
<td>15%</td>
<td>42%</td>
<td>29%</td>
<td>6%</td>
<td>8%</td>
<td>2.48</td>
<td>1.08</td>
</tr>
<tr>
<td>d. I recommend the University of Kentucky to other faculty as a good place to work</td>
<td>52</td>
<td>8%</td>
<td>46%</td>
<td>29%</td>
<td>13%</td>
<td>4%</td>
<td>2.60</td>
<td>0.96</td>
</tr>
<tr>
<td>e. Senior leadership clearly communicates the University's direction and priorities</td>
<td>52</td>
<td>8%</td>
<td>37%</td>
<td>27%</td>
<td>15%</td>
<td>13%</td>
<td>2.90</td>
<td>1.18</td>
</tr>
<tr>
<td>f. I play a role in helping UK achieve its vision as one of the nation’s 20 best public research universities</td>
<td>51</td>
<td>10%</td>
<td>47%</td>
<td>24%</td>
<td>16%</td>
<td>4%</td>
<td>2.57</td>
<td>1.01</td>
</tr>
<tr>
<td>g. I am aware of the University's strategic plan</td>
<td>52</td>
<td>25%</td>
<td>67%</td>
<td>6%</td>
<td>2%</td>
<td>0%</td>
<td>1.85</td>
<td>0.61</td>
</tr>
<tr>
<td>h. I understand how my job contributes to achieving the University's strategic plan</td>
<td>52</td>
<td>15%</td>
<td>60%</td>
<td>17%</td>
<td>8%</td>
<td>0%</td>
<td>2.17</td>
<td>0.79</td>
</tr>
<tr>
<td>i. I play a role in helping students succeed at UK</td>
<td>52</td>
<td>33%</td>
<td>56%</td>
<td>12%</td>
<td>0%</td>
<td>0%</td>
<td>1.79</td>
<td>0.64</td>
</tr>
<tr>
<td>j. I am committed to helping the University accomplish its strategic plan</td>
<td>52</td>
<td>17%</td>
<td>60%</td>
<td>19%</td>
<td>4%</td>
<td>0%</td>
<td>2.10</td>
<td>0.72</td>
</tr>
<tr>
<td>k. I have confidence in the direction the University is going</td>
<td>51</td>
<td>4%</td>
<td>25%</td>
<td>41%</td>
<td>18%</td>
<td>12%</td>
<td>3.08</td>
<td>1.04</td>
</tr>
<tr>
<td>l. I play a role in helping to improve student retention</td>
<td>52</td>
<td>13%</td>
<td>40%</td>
<td>38%</td>
<td>6%</td>
<td>2%</td>
<td>2.42</td>
<td>0.87</td>
</tr>
</tbody>
</table>
### A9: In the context of your academic unit, how do you rate your productivity for each of the following?

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>Above Average</th>
<th>Slightly Above Average</th>
<th>Comparable to My Peers</th>
<th>Slightly Below Average</th>
<th>Below Average</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Teaching</td>
<td>49</td>
<td>6%</td>
<td>4%</td>
<td>24%</td>
<td>2%</td>
<td>4%</td>
<td>59%</td>
</tr>
<tr>
<td>b. Scholarship/Research</td>
<td>49</td>
<td>14%</td>
<td>14%</td>
<td>47%</td>
<td>8%</td>
<td>4%</td>
<td>12%</td>
</tr>
<tr>
<td>c. Service</td>
<td>49</td>
<td>27%</td>
<td>31%</td>
<td>37%</td>
<td>4%</td>
<td>0%</td>
<td>2%</td>
</tr>
</tbody>
</table>
**Libraries**

*Faculty Work-Life Survey 2010*

A9: In the context of your academic unit, how do you rate your productivity for each of the following? (Not Applicable converted to a missing value for this table)

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>Above Average</th>
<th>Slightly Above Average</th>
<th>Comparable to My Peers</th>
<th>Slightly Below Average</th>
<th>Below Average</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Teaching</td>
<td>20</td>
<td>15%</td>
<td>10%</td>
<td>60%</td>
<td>5%</td>
<td>10%</td>
<td>2.85</td>
<td>1.09</td>
</tr>
<tr>
<td>b. Scholarship/Research</td>
<td>43</td>
<td>16%</td>
<td>16%</td>
<td>53%</td>
<td>9%</td>
<td>5%</td>
<td>2.70</td>
<td>1.01</td>
</tr>
<tr>
<td>c. Service</td>
<td>48</td>
<td>27%</td>
<td>31%</td>
<td>38%</td>
<td>4%</td>
<td>0%</td>
<td>2.19</td>
<td>0.89</td>
</tr>
</tbody>
</table>
### Libraries
**Faculty Work-Life Survey 2010**

<table>
<thead>
<tr>
<th>A10: Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</th>
<th>N</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I receive information about University news or changes before I read or hear about it in the press</td>
<td>52</td>
<td>12%</td>
<td>44%</td>
<td>23%</td>
<td>17%</td>
<td>4%</td>
<td>2.58</td>
<td>1.04</td>
</tr>
<tr>
<td>b. Senior leadership understands faculty's concerns</td>
<td>52</td>
<td>4%</td>
<td>15%</td>
<td>31%</td>
<td>33%</td>
<td>17%</td>
<td>3.44</td>
<td>1.07</td>
</tr>
<tr>
<td>c. There is a high degree of trust within the University</td>
<td>51</td>
<td>2%</td>
<td>2%</td>
<td>33%</td>
<td>43%</td>
<td>20%</td>
<td>3.76</td>
<td>0.86</td>
</tr>
<tr>
<td>d. There is a high degree of trust within my department</td>
<td>52</td>
<td>8%</td>
<td>25%</td>
<td>25%</td>
<td>25%</td>
<td>17%</td>
<td>3.19</td>
<td>1.22</td>
</tr>
<tr>
<td>e. My colleagues respect individual and cultural differences</td>
<td>52</td>
<td>23%</td>
<td>52%</td>
<td>17%</td>
<td>8%</td>
<td>0%</td>
<td>2.10</td>
<td>0.85</td>
</tr>
<tr>
<td>f. I believe the University values individual and cultural diversity</td>
<td>52</td>
<td>15%</td>
<td>62%</td>
<td>13%</td>
<td>8%</td>
<td>2%</td>
<td>2.19</td>
<td>0.86</td>
</tr>
<tr>
<td>g. UKs policies and practices promote individual and cultural diversity</td>
<td>52</td>
<td>15%</td>
<td>48%</td>
<td>27%</td>
<td>2%</td>
<td>8%</td>
<td>2.38</td>
<td>1.03</td>
</tr>
</tbody>
</table>
**Libraries**

**Faculty Work-Life Survey 2010**

<table>
<thead>
<tr>
<th>A11: Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</th>
<th>N</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I feel valued by the University for my scholarly/research contributions</td>
<td>50</td>
<td>2%</td>
<td>28%</td>
<td>40%</td>
<td>12%</td>
<td>10%</td>
<td>8%</td>
</tr>
<tr>
<td>a. I feel valued by the University for my teaching contributions</td>
<td>50</td>
<td>2%</td>
<td>8%</td>
<td>20%</td>
<td>8%</td>
<td>2%</td>
<td>60%</td>
</tr>
<tr>
<td>a. I feel valued by the University for my service contributions</td>
<td>49</td>
<td>0%</td>
<td>37%</td>
<td>35%</td>
<td>20%</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>b. I feel valued by my department for my scholarly/research contributions</td>
<td>50</td>
<td>12%</td>
<td>38%</td>
<td>22%</td>
<td>10%</td>
<td>6%</td>
<td>12%</td>
</tr>
<tr>
<td>b. I feel valued by my department for my teaching contributions</td>
<td>50</td>
<td>4%</td>
<td>14%</td>
<td>16%</td>
<td>4%</td>
<td>2%</td>
<td>60%</td>
</tr>
<tr>
<td>b. I feel valued by my department for my service contributions</td>
<td>47</td>
<td>9%</td>
<td>51%</td>
<td>19%</td>
<td>11%</td>
<td>9%</td>
<td>2%</td>
</tr>
<tr>
<td>c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK</td>
<td>51</td>
<td>6%</td>
<td>27%</td>
<td>18%</td>
<td>29%</td>
<td>18%</td>
<td>2%</td>
</tr>
<tr>
<td>d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions</td>
<td>51</td>
<td>2%</td>
<td>12%</td>
<td>24%</td>
<td>31%</td>
<td>29%</td>
<td>2%</td>
</tr>
</tbody>
</table>
### Libraries

**Faculty Work-Life Survey 2010**

**A11: 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)**

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I feel valued by the University for my scholarly/research contributions</td>
<td>46</td>
<td>2%</td>
<td>30%</td>
<td>43%</td>
<td>13%</td>
<td>11%</td>
<td>3.00</td>
<td>0.99</td>
</tr>
<tr>
<td>a. I feel valued by the University for my teaching contributions</td>
<td>20</td>
<td>5%</td>
<td>20%</td>
<td>50%</td>
<td>20%</td>
<td>5%</td>
<td>3.00</td>
<td>0.92</td>
</tr>
<tr>
<td>a. I feel valued by the University for my service contributions</td>
<td>47</td>
<td>0%</td>
<td>38%</td>
<td>36%</td>
<td>21%</td>
<td>4%</td>
<td>2.91</td>
<td>0.88</td>
</tr>
<tr>
<td>b. I feel valued by my department for my scholarly/research contributions</td>
<td>44</td>
<td>14%</td>
<td>43%</td>
<td>25%</td>
<td>11%</td>
<td>7%</td>
<td>2.55</td>
<td>1.09</td>
</tr>
<tr>
<td>b. I feel valued by my department for my teaching contributions</td>
<td>20</td>
<td>10%</td>
<td>35%</td>
<td>40%</td>
<td>10%</td>
<td>5%</td>
<td>2.65</td>
<td>0.99</td>
</tr>
<tr>
<td>b. I feel valued by my department for my service contributions</td>
<td>46</td>
<td>9%</td>
<td>52%</td>
<td>20%</td>
<td>11%</td>
<td>9%</td>
<td>2.59</td>
<td>1.09</td>
</tr>
<tr>
<td>c. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at UK</td>
<td>50</td>
<td>6%</td>
<td>28%</td>
<td>18%</td>
<td>30%</td>
<td>18%</td>
<td>3.26</td>
<td>1.23</td>
</tr>
<tr>
<td>d. I feel I am fairly compensated in relation to colleagues of similar rank and experience in my field/discipline at benchmark institutions</td>
<td>50</td>
<td>2%</td>
<td>12%</td>
<td>24%</td>
<td>32%</td>
<td>30%</td>
<td>3.76</td>
<td>1.08</td>
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</tbody>
</table>
### Libraries

**Faculty Work-Life Survey 2010**

<table>
<thead>
<tr>
<th>A12: Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</th>
<th>N</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I feel respected by my UK faculty colleagues</td>
<td>51</td>
<td>6%</td>
<td>61%</td>
<td>24%</td>
<td>8%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>b. I feel respected by the staff</td>
<td>51</td>
<td>10%</td>
<td>80%</td>
<td>8%</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>c. I feel respected by the students</td>
<td>51</td>
<td>10%</td>
<td>63%</td>
<td>16%</td>
<td>0%</td>
<td>0%</td>
<td>12%</td>
</tr>
<tr>
<td>d. I am given the opportunity to serve on important University committees or task forces</td>
<td>51</td>
<td>8%</td>
<td>61%</td>
<td>18%</td>
<td>8%</td>
<td>2%</td>
<td>4%</td>
</tr>
</tbody>
</table>
## Libraries

### Faculty Work-Life Survey 2010

<table>
<thead>
<tr>
<th>A12: 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)</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>Strongly Agree</td>
<td>Agree</td>
<td>Neither</td>
<td>Disagree</td>
<td>Strongly Disagree</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. I feel respected by my UK faculty colleagues</td>
<td>51</td>
<td>6%</td>
<td>61%</td>
<td>24%</td>
<td>8%</td>
<td>2%</td>
<td>2.39</td>
</tr>
<tr>
<td>b. I feel respected by the staff</td>
<td>51</td>
<td>10%</td>
<td>80%</td>
<td>8%</td>
<td>2%</td>
<td>0%</td>
<td>2.02</td>
</tr>
<tr>
<td>c. I feel respected by the students</td>
<td>45</td>
<td>11%</td>
<td>71%</td>
<td>18%</td>
<td>0%</td>
<td>0%</td>
<td>2.07</td>
</tr>
<tr>
<td>d. I am given the opportunity to serve on important University committees or task forces</td>
<td>49</td>
<td>8%</td>
<td>63%</td>
<td>18%</td>
<td>8%</td>
<td>2%</td>
<td>2.33</td>
</tr>
</tbody>
</table>
### Libraries

**Faculty Work-Life Survey 2010**

<table>
<thead>
<tr>
<th>A13: Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</th>
<th>N</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds</td>
<td>51</td>
<td>12%</td>
<td>65%</td>
<td>18%</td>
<td>4%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>b. I am pleased with the social context of the work environment at UK</td>
<td>51</td>
<td>0%</td>
<td>53%</td>
<td>37%</td>
<td>8%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>c. Publications and other media communicate that UK places a high value on diversity</td>
<td>51</td>
<td>8%</td>
<td>57%</td>
<td>27%</td>
<td>8%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK</td>
<td>51</td>
<td>24%</td>
<td>57%</td>
<td>14%</td>
<td>4%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>e. UK promotes diversity as an essential part of a high quality educational institution</td>
<td>49</td>
<td>18%</td>
<td>57%</td>
<td>18%</td>
<td>2%</td>
<td>4%</td>
<td>0%</td>
</tr>
<tr>
<td>f. UK offers activities that promote understanding among diverse groups</td>
<td>50</td>
<td>14%</td>
<td>68%</td>
<td>14%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations</td>
<td>51</td>
<td>10%</td>
<td>41%</td>
<td>37%</td>
<td>8%</td>
<td>4%</td>
<td>0%</td>
</tr>
<tr>
<td>h. Racial and cultural differences are celebrated at UK</td>
<td>51</td>
<td>10%</td>
<td>55%</td>
<td>27%</td>
<td>6%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>i. Policies and procedures at UK help diverse employees feel welcome</td>
<td>50</td>
<td>8%</td>
<td>36%</td>
<td>46%</td>
<td>8%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>j. Enhancing the campus community as a multicultural organization is part of UKs mission</td>
<td>51</td>
<td>10%</td>
<td>75%</td>
<td>14%</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>k. I feel a sense of community at UK</td>
<td>51</td>
<td>4%</td>
<td>47%</td>
<td>25%</td>
<td>14%</td>
<td>10%</td>
<td>0%</td>
</tr>
<tr>
<td>l. UK effectively addresses campus incidents of intolerance and bigotry</td>
<td>51</td>
<td>12%</td>
<td>39%</td>
<td>39%</td>
<td>4%</td>
<td>4%</td>
<td>2%</td>
</tr>
</tbody>
</table>
### Libraries

**Faculty Work-Life Survey 2010**

<table>
<thead>
<tr>
<th>A13: 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)</th>
<th>N</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. UK encourages units to employ faculty and staff from different economic, social, and racial or ethnic backgrounds</td>
<td>51</td>
<td>12%</td>
<td>65%</td>
<td>18%</td>
<td>4%</td>
<td>2%</td>
<td>2.20</td>
<td>0.78</td>
</tr>
<tr>
<td>b. I am pleased with the social context of the work environment at UK</td>
<td>51</td>
<td>0%</td>
<td>53%</td>
<td>37%</td>
<td>8%</td>
<td>2%</td>
<td>2.59</td>
<td>0.73</td>
</tr>
<tr>
<td>c. Publications and other media communicate that UK places a high value on diversity</td>
<td>51</td>
<td>8%</td>
<td>57%</td>
<td>27%</td>
<td>8%</td>
<td>0%</td>
<td>2.35</td>
<td>0.74</td>
</tr>
<tr>
<td>d. Policies and codes of conduct make it clear that intolerance and bigotry are not acceptable at UK</td>
<td>51</td>
<td>24%</td>
<td>57%</td>
<td>14%</td>
<td>4%</td>
<td>2%</td>
<td>2.04</td>
<td>0.85</td>
</tr>
<tr>
<td>e. UK promotes diversity as an essential part of a high quality educational institution</td>
<td>49</td>
<td>18%</td>
<td>57%</td>
<td>18%</td>
<td>2%</td>
<td>4%</td>
<td>2.16</td>
<td>0.90</td>
</tr>
<tr>
<td>f. UK offers activities that promote understanding among diverse groups</td>
<td>50</td>
<td>14%</td>
<td>68%</td>
<td>14%</td>
<td>4%</td>
<td>0%</td>
<td>2.08</td>
<td>0.67</td>
</tr>
<tr>
<td>g. UK administrators work proactively to remove barriers to success for diverse faculty and staff populations</td>
<td>51</td>
<td>10%</td>
<td>41%</td>
<td>37%</td>
<td>8%</td>
<td>4%</td>
<td>2.55</td>
<td>0.92</td>
</tr>
<tr>
<td>h. Racial and cultural differences are celebrated at UK</td>
<td>51</td>
<td>10%</td>
<td>55%</td>
<td>27%</td>
<td>6%</td>
<td>2%</td>
<td>2.35</td>
<td>0.82</td>
</tr>
<tr>
<td>i. Policies and procedures at UK help diverse employees feel welcome</td>
<td>50</td>
<td>8%</td>
<td>36%</td>
<td>46%</td>
<td>8%</td>
<td>2%</td>
<td>2.60</td>
<td>0.83</td>
</tr>
<tr>
<td>j. Enhancing the campus community as a multicultural organization is part of UKs mission</td>
<td>51</td>
<td>10%</td>
<td>75%</td>
<td>14%</td>
<td>2%</td>
<td>0%</td>
<td>2.08</td>
<td>0.56</td>
</tr>
<tr>
<td>k. I feel a sense of community at UK</td>
<td>51</td>
<td>4%</td>
<td>47%</td>
<td>25%</td>
<td>14%</td>
<td>10%</td>
<td>2.78</td>
<td>1.06</td>
</tr>
<tr>
<td>l. UK effectively addresses campus incidents of intolerance and bigotry</td>
<td>50</td>
<td>12%</td>
<td>40%</td>
<td>40%</td>
<td>4%</td>
<td>4%</td>
<td>2.48</td>
<td>0.91</td>
</tr>
</tbody>
</table>
### Libraries

**Faculty Work-Life Survey 2010**

<table>
<thead>
<tr>
<th>A14: Please indicate the extent to which you AGREE or DISAGREE with each of the following statements</th>
<th>N</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc</td>
<td>51</td>
<td>6%</td>
<td>25%</td>
<td>8%</td>
<td>35%</td>
<td>20%</td>
<td>6%</td>
</tr>
<tr>
<td>b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality</td>
<td>51</td>
<td>2%</td>
<td>2%</td>
<td>6%</td>
<td>39%</td>
<td>22%</td>
<td>29%</td>
</tr>
<tr>
<td>c. I have heard UK faculty or staff express stereotypes about different groups of people</td>
<td>51</td>
<td>10%</td>
<td>25%</td>
<td>16%</td>
<td>33%</td>
<td>14%</td>
<td>2%</td>
</tr>
<tr>
<td>d. I have been the target of racial/ethnic stereotyping on campus</td>
<td>51</td>
<td>0%</td>
<td>0%</td>
<td>6%</td>
<td>51%</td>
<td>27%</td>
<td>16%</td>
</tr>
<tr>
<td>e. I hear hate speech or derogatory language used at UK</td>
<td>51</td>
<td>2%</td>
<td>16%</td>
<td>12%</td>
<td>55%</td>
<td>16%</td>
<td>0%</td>
</tr>
</tbody>
</table>
### Libraries

**Faculty Work-Life Survey 2010**

<table>
<thead>
<tr>
<th>A14: 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)</th>
<th>N</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I have been treated unfairly at UK based on factors such as gender, race, income and culture, etc</td>
<td>48</td>
<td>6%</td>
<td>27%</td>
<td>8%</td>
<td>38%</td>
<td>21%</td>
<td>3.40</td>
<td>1.27</td>
</tr>
<tr>
<td>b. Sometimes I get singled out in my work environment to speak on behalf of my race/ethnicity or nationality</td>
<td>36</td>
<td>3%</td>
<td>3%</td>
<td>8%</td>
<td>56%</td>
<td>31%</td>
<td>4.08</td>
<td>0.87</td>
</tr>
<tr>
<td>c. I have heard UK faculty or staff express stereotypes about different groups of people</td>
<td>50</td>
<td>10%</td>
<td>26%</td>
<td>16%</td>
<td>34%</td>
<td>14%</td>
<td>3.16</td>
<td>1.25</td>
</tr>
<tr>
<td>d. I have been the target of racial/ethnic stereotyping on campus</td>
<td>43</td>
<td>0%</td>
<td>0%</td>
<td>7%</td>
<td>60%</td>
<td>33%</td>
<td>4.26</td>
<td>0.58</td>
</tr>
<tr>
<td>e. I hear hate speech or derogatory language used at UK</td>
<td>51</td>
<td>2%</td>
<td>16%</td>
<td>12%</td>
<td>55%</td>
<td>16%</td>
<td>3.67</td>
<td>0.99</td>
</tr>
</tbody>
</table>
**A15: The following is a list of potential initiatives and/or programs the University may use to assist faculty in the future. Please indicate the value or potential value to you of each of the following:**

<table>
<thead>
<tr>
<th>Initiative</th>
<th>N</th>
<th>Of Great Value</th>
<th>Of Some Value</th>
<th>Of Little Value but UK should offer</th>
<th>Of Little Value and UK should not offer</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. More opportunities for professional interaction with faculty from other departments</td>
<td>51</td>
<td>53%</td>
<td>39%</td>
<td>8%</td>
<td>0%</td>
</tr>
<tr>
<td>b. Greater assistance from my chair/director to ensure the success of my work</td>
<td>51</td>
<td>63%</td>
<td>27%</td>
<td>10%</td>
<td>0%</td>
</tr>
<tr>
<td>c. Greater support from my chair/director when personal and/or family needs arise</td>
<td>51</td>
<td>53%</td>
<td>35%</td>
<td>12%</td>
<td>0%</td>
</tr>
<tr>
<td>d. More opportunity to influence key departmental decisions</td>
<td>51</td>
<td>49%</td>
<td>43%</td>
<td>8%</td>
<td>0%</td>
</tr>
<tr>
<td>e. Enhanced information about campus procedures and resources (How do I...)</td>
<td>51</td>
<td>39%</td>
<td>49%</td>
<td>12%</td>
<td>0%</td>
</tr>
<tr>
<td>f. Central location for faculty to socialize</td>
<td>50</td>
<td>16%</td>
<td>34%</td>
<td>44%</td>
<td>6%</td>
</tr>
<tr>
<td>g. Increased administrative staff support</td>
<td>51</td>
<td>35%</td>
<td>37%</td>
<td>27%</td>
<td>0%</td>
</tr>
<tr>
<td>h. Increased technical staff support</td>
<td>50</td>
<td>44%</td>
<td>44%</td>
<td>12%</td>
<td>0%</td>
</tr>
<tr>
<td>i. Resources and technology to work from home office (access to email via Internet, faster computer)</td>
<td>51</td>
<td>65%</td>
<td>33%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>j. More opportunity for clinical appointments</td>
<td>50</td>
<td>6%</td>
<td>18%</td>
<td>64%</td>
<td>12%</td>
</tr>
<tr>
<td>k. Effective mentoring based on personal goals</td>
<td>50</td>
<td>10%</td>
<td>44%</td>
<td>44%</td>
<td>2%</td>
</tr>
<tr>
<td>l. Comprehensive orientation program for new faculty</td>
<td>50</td>
<td>16%</td>
<td>22%</td>
<td>62%</td>
<td>0%</td>
</tr>
<tr>
<td>m. Part-time, pre-tenure appointments</td>
<td>51</td>
<td>2%</td>
<td>12%</td>
<td>75%</td>
<td>12%</td>
</tr>
<tr>
<td>n. Part-time, post-tenure appointments</td>
<td>51</td>
<td>18%</td>
<td>25%</td>
<td>49%</td>
<td>8%</td>
</tr>
<tr>
<td>o. Extended tenure clock for new or expectant parents</td>
<td>50</td>
<td>10%</td>
<td>6%</td>
<td>80%</td>
<td>4%</td>
</tr>
<tr>
<td>p. Extended tenure clock for seriously ill family members</td>
<td>51</td>
<td>10%</td>
<td>18%</td>
<td>69%</td>
<td>4%</td>
</tr>
<tr>
<td>q. Part-time appointment as a transition back to work after a child's birth or adoption</td>
<td>50</td>
<td>8%</td>
<td>8%</td>
<td>82%</td>
<td>2%</td>
</tr>
<tr>
<td>r. Part-time appointment as a transition back to work after a major illness, surgery or other major life event</td>
<td>51</td>
<td>18%</td>
<td>22%</td>
<td>59%</td>
<td>2%</td>
</tr>
<tr>
<td>s. Phased retirement (reduction of appointment before retiring)</td>
<td>51</td>
<td>43%</td>
<td>27%</td>
<td>29%</td>
<td>0%</td>
</tr>
</tbody>
</table>
Libraries  
*Faculty 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 academic life with a fulfilling personal and/or family life - how satisfied are you currently?

<table>
<thead>
<tr>
<th>B1</th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative Frequency</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Satisfied</td>
<td>4</td>
<td>7.84</td>
<td>4</td>
<td>7.84</td>
</tr>
<tr>
<td>Satisfied</td>
<td>26</td>
<td>50.98</td>
<td>30</td>
<td>58.82</td>
</tr>
<tr>
<td>Neither</td>
<td>13</td>
<td>25.49</td>
<td>43</td>
<td>84.31</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>7</td>
<td>13.73</td>
<td>50</td>
<td>98.04</td>
</tr>
<tr>
<td>Very Dissatisfied</td>
<td>1</td>
<td>1.96</td>
<td>51</td>
<td>100.00</td>
</tr>
</tbody>
</table>

*Frequency Missing = 3*```
### Libraries

**Faculty Work-Life Survey 2010**

<table>
<thead>
<tr>
<th>B2: Please indicate the extent to which you AGREE or DISAGREE that the following statements are generally true</th>
<th>N</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither</th>
<th>Disagree</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. UK is supportive of my personal/family life</td>
<td>51</td>
<td>8%</td>
<td>51%</td>
<td>35%</td>
<td>4%</td>
<td>2%</td>
<td>2.41</td>
</tr>
<tr>
<td>b. My chair/director is supportive of my personal/family responsibilities</td>
<td>51</td>
<td>20%</td>
<td>53%</td>
<td>22%</td>
<td>4%</td>
<td>2%</td>
<td>2.16</td>
</tr>
<tr>
<td>c. My chair/director grants me enough flexibility to meet my personal/family responsibilities</td>
<td>50</td>
<td>24%</td>
<td>54%</td>
<td>14%</td>
<td>8%</td>
<td>0%</td>
<td>2.06</td>
</tr>
<tr>
<td>d. My colleagues are supportive of my personal/family responsibilities</td>
<td>51</td>
<td>20%</td>
<td>65%</td>
<td>14%</td>
<td>2%</td>
<td>0%</td>
<td>1.98</td>
</tr>
<tr>
<td>e. The University's senior leadership is supportive of employees personal/family responsibilities</td>
<td>51</td>
<td>8%</td>
<td>45%</td>
<td>33%</td>
<td>8%</td>
<td>6%</td>
<td>2.59</td>
</tr>
<tr>
<td>f. The University's policies are supportive of employees personal/family responsibilities</td>
<td>51</td>
<td>8%</td>
<td>55%</td>
<td>22%</td>
<td>14%</td>
<td>2%</td>
<td>2.47</td>
</tr>
<tr>
<td>g. Administration in my college is supportive of employees personal/family responsibilities</td>
<td>51</td>
<td>12%</td>
<td>49%</td>
<td>25%</td>
<td>10%</td>
<td>4%</td>
<td>2.45</td>
</tr>
<tr>
<td>h. My department/college is a place where individual faculty feel comfortable raising personal/family issues when scheduling academic responsibilities</td>
<td>51</td>
<td>12%</td>
<td>43%</td>
<td>31%</td>
<td>10%</td>
<td>4%</td>
<td>2.51</td>
</tr>
<tr>
<td>i. I currently have the flexibility I need in scheduling my academic responsibilities</td>
<td>51</td>
<td>22%</td>
<td>53%</td>
<td>12%</td>
<td>10%</td>
<td>4%</td>
<td>2.22</td>
</tr>
<tr>
<td>j. My evaluations would suffer if I used formal programs such as personal leave or reduction of time to meet personal/family responsibilities</td>
<td>51</td>
<td>6%</td>
<td>20%</td>
<td>29%</td>
<td>35%</td>
<td>10%</td>
<td>3.24</td>
</tr>
</tbody>
</table>
### B3: Please indicate the extent to which you AGREE or DISAGREE with each of the following statements regarding your work, personal and family life

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. No matter how hard I work at the office or at home I just can’t get everything done that I need to get done</td>
<td>51</td>
<td>37%</td>
<td>27%</td>
<td>22%</td>
<td>14%</td>
<td>0%</td>
<td>2.12</td>
</tr>
<tr>
<td>b. Too much time is required of my faculty position</td>
<td>51</td>
<td>18%</td>
<td>31%</td>
<td>20%</td>
<td>31%</td>
<td>0%</td>
<td>2.65</td>
</tr>
<tr>
<td>c. The stress I feel balancing work and personal/family responsibilities affects my health</td>
<td>51</td>
<td>20%</td>
<td>29%</td>
<td>24%</td>
<td>27%</td>
<td>0%</td>
<td>2.59</td>
</tr>
<tr>
<td>d. The stress of meeting my family and/or personal responsibilities keeps me from doing my best work</td>
<td>51</td>
<td>6%</td>
<td>27%</td>
<td>24%</td>
<td>43%</td>
<td>0%</td>
<td>3.04</td>
</tr>
<tr>
<td>e. My faculty position is so demanding that I can't take care of my family/personal responsibilities the way I'd like</td>
<td>51</td>
<td>4%</td>
<td>22%</td>
<td>33%</td>
<td>41%</td>
<td>0%</td>
<td>3.12</td>
</tr>
<tr>
<td>f. I frequently feel physically or emotionally drained at the end of the day</td>
<td>50</td>
<td>32%</td>
<td>30%</td>
<td>12%</td>
<td>26%</td>
<td>0%</td>
<td>2.32</td>
</tr>
<tr>
<td>g. I feel positive about my ability to manage the demands of my academic/personal/family life</td>
<td>51</td>
<td>4%</td>
<td>43%</td>
<td>24%</td>
<td>25%</td>
<td>4%</td>
<td>2.82</td>
</tr>
<tr>
<td>h. I would be willing to work fewer hours (with lower earnings) in order to have more personal time</td>
<td>51</td>
<td>14%</td>
<td>14%</td>
<td>16%</td>
<td>37%</td>
<td>20%</td>
<td>3.35</td>
</tr>
</tbody>
</table>
### Libraries
#### Faculty Work-Life Survey 2010

<table>
<thead>
<tr>
<th>B4: Below is a list of Work-Life programs that are currently being offered on a University-Wide Basis. Please indicate the value of each of the following</th>
<th>N</th>
<th>Of Great Value</th>
<th>Of Some Value</th>
<th>Of Little Value but UK should offer</th>
<th>Of Little Value and UK should not offer</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Work+Life Connections for voluntary counseling for work/personal/family issues (i.e. expanded Employee Assistance Program)</td>
<td>51</td>
<td>6%</td>
<td>41%</td>
<td>51%</td>
<td>2%</td>
</tr>
<tr>
<td>b. Parent and Child care workshops and consultations</td>
<td>51</td>
<td>2%</td>
<td>10%</td>
<td>82%</td>
<td>6%</td>
</tr>
<tr>
<td>c. Confidential Financial counseling for staff and faculty</td>
<td>51</td>
<td>18%</td>
<td>43%</td>
<td>37%</td>
<td>2%</td>
</tr>
<tr>
<td>d. Flexible Work Arrangement workshops and consultations</td>
<td>51</td>
<td>24%</td>
<td>33%</td>
<td>41%</td>
<td>2%</td>
</tr>
<tr>
<td>e. Elder and Adult dependent care workshops and consultations</td>
<td>51</td>
<td>16%</td>
<td>25%</td>
<td>57%</td>
<td>2%</td>
</tr>
<tr>
<td>f. Retirement Planning workshops and counseling</td>
<td>51</td>
<td>33%</td>
<td>49%</td>
<td>16%</td>
<td>2%</td>
</tr>
<tr>
<td>g. Career Development workshops and consultations</td>
<td>51</td>
<td>10%</td>
<td>20%</td>
<td>69%</td>
<td>2%</td>
</tr>
<tr>
<td>h. UK tuition discount via Family Education Program</td>
<td>50</td>
<td>26%</td>
<td>18%</td>
<td>56%</td>
<td>0%</td>
</tr>
<tr>
<td>i. National Work and Family Month events and workshops</td>
<td>51</td>
<td>4%</td>
<td>29%</td>
<td>59%</td>
<td>8%</td>
</tr>
<tr>
<td>j. Flexible Work Arrangement Guidelines</td>
<td>51</td>
<td>20%</td>
<td>43%</td>
<td>37%</td>
<td>0%</td>
</tr>
<tr>
<td>k. Voluntary Summer and Winter Reduced Seasonal Hours Program</td>
<td>51</td>
<td>14%</td>
<td>8%</td>
<td>78%</td>
<td>0%</td>
</tr>
<tr>
<td>l. Phased Retirement</td>
<td>51</td>
<td>33%</td>
<td>33%</td>
<td>33%</td>
<td>0%</td>
</tr>
<tr>
<td>m. Sponsored Dependent Benefits (domestic partners)</td>
<td>51</td>
<td>10%</td>
<td>2%</td>
<td>84%</td>
<td>4%</td>
</tr>
<tr>
<td>n. Staff Shared Leave Pool for catastrophic events</td>
<td>51</td>
<td>2%</td>
<td>8%</td>
<td>90%</td>
<td>0%</td>
</tr>
<tr>
<td>o. Breastfeeding and Lactation Guidelines</td>
<td>51</td>
<td>2%</td>
<td>6%</td>
<td>90%</td>
<td>2%</td>
</tr>
<tr>
<td>p. Laptop Computer Loan Program for staff enrolled in higher education</td>
<td>51</td>
<td>2%</td>
<td>10%</td>
<td>80%</td>
<td>8%</td>
</tr>
<tr>
<td>q. Faculty Tenure Delay to meet dependent care obligations</td>
<td>51</td>
<td>2%</td>
<td>12%</td>
<td>84%</td>
<td>2%</td>
</tr>
<tr>
<td>r. Other (please specify)</td>
<td>7</td>
<td>29%</td>
<td>14%</td>
<td>43%</td>
<td>14%</td>
</tr>
</tbody>
</table>
### Libraries

**Faculty Work-Life Survey 2010**

<table>
<thead>
<tr>
<th>B5: Below is a list of Work-Life programs that are NOT CURRENTLY OFFERED. Please indicate the potential value of each of the following</th>
<th>N</th>
<th>Of Great Value</th>
<th>Of Some Value</th>
<th>Of Little Value but UK should offer</th>
<th>Of Little Value and UK should not offer</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Expansion of onsite childcare centers</td>
<td>51</td>
<td>10%</td>
<td>4%</td>
<td>82%</td>
<td>4%</td>
</tr>
<tr>
<td>b. Emergency/Back up child care for mildly ill children</td>
<td>51</td>
<td>8%</td>
<td>6%</td>
<td>78%</td>
<td>8%</td>
</tr>
<tr>
<td>c. Emergency/Back-up child care (e.g. for school breaks, summer breaks or when regular provider is suddenly not available)</td>
<td>51</td>
<td>8%</td>
<td>4%</td>
<td>82%</td>
<td>6%</td>
</tr>
<tr>
<td>d. Child care discounts for community-based programs (for example, discounts at local childcare centers)</td>
<td>50</td>
<td>10%</td>
<td>4%</td>
<td>72%</td>
<td>14%</td>
</tr>
<tr>
<td>e. Paid leave beyond FMLA qualifying events</td>
<td>51</td>
<td>25%</td>
<td>27%</td>
<td>33%</td>
<td>14%</td>
</tr>
<tr>
<td>f. Onsite elder and adult dependent care</td>
<td>51</td>
<td>6%</td>
<td>22%</td>
<td>61%</td>
<td>12%</td>
</tr>
<tr>
<td>g. Other (please specify)</td>
<td>5</td>
<td>20%</td>
<td>20%</td>
<td>20%</td>
<td>40%</td>
</tr>
</tbody>
</table>