### Work/Life Survey Fall 2003
#### Results

No. of Surveys Mailed: 1270  
No. of Surveys Returned: 351  
Percentage of Surveys Returned: 28%

1. **How often do your personal life responsibilities impact your job performance?**

<table>
<thead>
<tr>
<th>Frequency</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rarely</td>
<td>48%</td>
</tr>
<tr>
<td>At least once a week</td>
<td>17%</td>
</tr>
<tr>
<td>At least once a month</td>
<td>22%</td>
</tr>
<tr>
<td>Nearly every day</td>
<td>13%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

2. **What is most important to help you balance work and personal responsibilities? (check all that apply)**

<table>
<thead>
<tr>
<th>Issue</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child care issues (check all that apply)</td>
<td>17%</td>
</tr>
<tr>
<td>Infant/Toddler care</td>
<td>15%</td>
</tr>
<tr>
<td>K-12 care for vacations/breaks</td>
<td>21%</td>
</tr>
<tr>
<td>Child sickness issues</td>
<td>24%</td>
</tr>
<tr>
<td>K-12 school issues</td>
<td>28%</td>
</tr>
<tr>
<td>College needs/issues</td>
<td>12%</td>
</tr>
<tr>
<td>Elder care issues</td>
<td>13%</td>
</tr>
<tr>
<td>Flexible work options</td>
<td>41%</td>
</tr>
<tr>
<td>Stress management</td>
<td>21%</td>
</tr>
<tr>
<td>Other</td>
<td>9%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

3. **What personal life responsibilities are most likely to affect your job performance? (check all that apply)**

<table>
<thead>
<tr>
<th>Responsibility</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child care</td>
<td>18%</td>
</tr>
<tr>
<td>Elder Care</td>
<td>16%</td>
</tr>
<tr>
<td>Financial Concerns</td>
<td>17%</td>
</tr>
<tr>
<td>Household maintenance</td>
<td>18%</td>
</tr>
<tr>
<td>Personal care</td>
<td>16%</td>
</tr>
<tr>
<td>Other</td>
<td>9%</td>
</tr>
<tr>
<td>None</td>
<td>7%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

4. **In which of the following ways have personal responsibilities affected your job performance? (check all that apply)**

<table>
<thead>
<tr>
<th>Affected Area</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unable to concentrate</td>
<td>24%</td>
</tr>
<tr>
<td>Unable to accept assignments</td>
<td>8%</td>
</tr>
<tr>
<td>Unable to accept promotion</td>
<td>2%</td>
</tr>
<tr>
<td>Unable to accept travel assignment</td>
<td>7%</td>
</tr>
<tr>
<td>Co-workers need to cover my responsibilities</td>
<td>7%</td>
</tr>
<tr>
<td>I have to cover my co-worker’s responsibilities</td>
<td>11%</td>
</tr>
<tr>
<td>Late for work more than once in the last month</td>
<td>5%</td>
</tr>
<tr>
<td>Missed work more than once in the last month</td>
<td>5%</td>
</tr>
<tr>
<td>Personal job responsibilities have not affected my job performance</td>
<td>25%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

5. **Have you ever considered or are you considering leaving your current job because of personal life responsibilities?**

<table>
<thead>
<tr>
<th>Reason</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>34%</td>
</tr>
<tr>
<td>No</td>
<td>66%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

If yes, have you considered or are you considering...

<table>
<thead>
<tr>
<th>Consideration</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Being self-employed</td>
<td>14%</td>
</tr>
<tr>
<td>Leaving your job because of work atmosphere</td>
<td>32%</td>
</tr>
<tr>
<td>Finding a more supportive employer</td>
<td>18%</td>
</tr>
<tr>
<td>Doing home-based work</td>
<td>14%</td>
</tr>
<tr>
<td>Leaving the work force entirely</td>
<td>7%</td>
</tr>
<tr>
<td>Finding a job with a more flexible work schedule</td>
<td>13%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>
6. Please indicate your level of agreement with each of the following statements.

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly Disagree</th>
<th>5</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>Strongly Agree</th>
<th>1</th>
<th>Total Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>6a. UWEC is supportive of my efforts to balance work and personal needs.</td>
<td>23</td>
<td>54</td>
<td>66</td>
<td>82</td>
<td>83</td>
<td></td>
<td></td>
<td>337</td>
</tr>
<tr>
<td></td>
<td>7% 10%</td>
<td>25%</td>
<td>24%</td>
<td>25%</td>
<td></td>
<td></td>
<td></td>
<td>100%</td>
</tr>
<tr>
<td>6b. My department/unit is supportive of my efforts to balance work and personal needs.</td>
<td>24</td>
<td>35</td>
<td>45</td>
<td>62</td>
<td>148</td>
<td></td>
<td></td>
<td>345</td>
</tr>
<tr>
<td></td>
<td>5% 10%</td>
<td>17%</td>
<td>24%</td>
<td>43%</td>
<td></td>
<td></td>
<td></td>
<td>100%</td>
</tr>
<tr>
<td>6c. My department/unit understands when I have an unexpected family or personal problem.</td>
<td>17</td>
<td>23</td>
<td>43</td>
<td>79</td>
<td>182</td>
<td></td>
<td></td>
<td>344</td>
</tr>
<tr>
<td></td>
<td>5% 7% 13%</td>
<td>23%</td>
<td>33%</td>
<td>43%</td>
<td></td>
<td></td>
<td></td>
<td>100%</td>
</tr>
<tr>
<td>6d. I am comfortable discussing my personal life with the head of my department/unit.</td>
<td>43</td>
<td>40</td>
<td>55</td>
<td>81</td>
<td>126</td>
<td></td>
<td></td>
<td>334</td>
</tr>
<tr>
<td></td>
<td>12% 12%</td>
<td>16%</td>
<td>23%</td>
<td>37%</td>
<td></td>
<td></td>
<td></td>
<td>100%</td>
</tr>
<tr>
<td>6e. The stress of balancing work and personal responsibilities is affecting my health.</td>
<td>87</td>
<td>57</td>
<td>72</td>
<td>73</td>
<td>37</td>
<td></td>
<td></td>
<td>336</td>
</tr>
<tr>
<td></td>
<td>20%</td>
<td>21%</td>
<td>22%</td>
<td>11%</td>
<td></td>
<td></td>
<td></td>
<td>100%</td>
</tr>
<tr>
<td>6f. The stress of balancing work and personal responsibilities is affecting my work.</td>
<td>105</td>
<td>79</td>
<td>74</td>
<td>49</td>
<td>20</td>
<td></td>
<td></td>
<td>328</td>
</tr>
<tr>
<td></td>
<td>20%</td>
<td>24%</td>
<td>15%</td>
<td>6%</td>
<td></td>
<td></td>
<td></td>
<td>100%</td>
</tr>
<tr>
<td>6g. The stress of balancing work and personal responsibilities is affecting my personal life.</td>
<td>85</td>
<td>57</td>
<td>79</td>
<td>81</td>
<td>37</td>
<td></td>
<td></td>
<td>339</td>
</tr>
<tr>
<td></td>
<td>17%</td>
<td>23%</td>
<td>24%</td>
<td>11%</td>
<td></td>
<td></td>
<td></td>
<td>100%</td>
</tr>
<tr>
<td>6h. Co-workers' needs to balance work and personal life increase my workload.</td>
<td>97</td>
<td>80</td>
<td>71</td>
<td>55</td>
<td>26</td>
<td></td>
<td></td>
<td>339</td>
</tr>
<tr>
<td></td>
<td>20%</td>
<td>24%</td>
<td>21%</td>
<td>10%</td>
<td></td>
<td></td>
<td></td>
<td>100%</td>
</tr>
</tbody>
</table>

7. Written Responses.

8. Position Classification

- 101 Academic Staff (30%)
- 105 Classified Staff (30%)
- 105 Faculty (30%)

9. Are you in a supervisory role?

- 103 Yes (31%)
- 233 No (69%)

10. How many years have you been employed at UWEC?

- 77 more than 21 years (22%)
- 340 100%

11. Gender

- 227 Female (66%)
- 116 Male (34%)

12. Age

- 343 100%
2.) What is most important to help you balance work and personal responsibilities?

OTHER:
- child teenager interaction
- Salary/reasonable expectations of employees, less paperwork.
- more and more work responsibilities
- specifically work from home.
- Finances
- Lack of support system
- Reasonable job expectations
- Friends, family
- Lack of funds
- Telecommuting
- **Workload**
- Work culture that recognizes and supports families
- Setting personal boundaries when the workload goes beyond what can reasonably be accomplished.
- **Balancing work expectations that seem to have no limits**
- Relief workers
- **Time to actually fulfill** the requirements to both work/life
- “Sandwich Generation”
- continuing education
- **Slow down the expanding responsibilities and duties**
- Support the pre-tenure faculty with children (e.g. juggling work/family and stress of tenure review)
- Contact hours and grading
- **Time constraints**
- Decent wages for spouses in Eau Claire
- Increase the sheer numbers of students in classes (due to budget costs)--now every class’s workload is greater
- Labor Management. Have better trained bosses
- Depression
- I had a new grandson last year and I am going to have another in Oct.
- Professional service
- Degree of commitment and amount of time given to community service
- Care of someone who has Cancer
- Medical
- Parking at times other than early morning and noon
- Ability to make up hours missed for appointments
- Caring for siblings
- Supervisors and “Chain of Command” being understanding
- **Reasonable work load**
- Smaller classes, and teaching assistants
- Pet care issues
- Limiting hours at work
- Better compensation
- Personal medical appointments
- Having fair, honest, and trustworthy Directors, Managers, and Supervisors
- Care for spouse
- Paid vacation time for LTEs
- Reasonable workload
3.) What personal life responsibilities are most likely to affect your job performance?

**OTHER:**
- Adolescent child issues
- **Spouse**
- Husband’s job
- Disabled grandchild
- High maintenance spouse
- Adult Children
- Spousal care
- Pet care
- I take great care in not letting personal life affect job performance.
- **Marriage – problems with relationships**
- Caring for others
- An overloaded work and personal schedule
- **Interpersonal relationships**
- Being able to be a parent to attend children’s school functions and provide parental involvement which is a key success to student’s school success.
- Family issues
- **Health – personal**
- **Family issues**
- Elder visitations and death of close family member(s)
- Exercise or lack thereof
- Continuing education/ Night School
- Regular exercise/ health amid school-year work load
- Cows at home
- Family emergency
- **Relationship priorities**
- Volunteering
- Social/Political concerns
- Children homework needs
- Relationships
- **Marriage care**
- Completing my own terminal degree long distance relationship
- Community commitments
- Disparate salaries b/w faculty and administration
- **Time with spouse**
- Family members’ illness (long-term disabilities)
- Lack of care by University and State to employees
- Family commitment and responsibility
- The financial realization that I am doing more work for the same pay
- Health appointments; family medical need
- Personal fitness – health and wellness
- **Health**
- Automobile care
- Animal (elder) care
- Child/teenager interaction
- **Health issues**
- Pet care
- Time management
- Health
- Part-time job (coaching)
- Long Distance relationship
- Transportation
- Schedules of family and friends
7.) The Work/Life Initiative is new on campus. What would you like to see the Work/Life Initiative do for UW-Eau Claire? What programs would be of interest? What suggestions do you have for the committee?

- I’m glad you are here! Let’s look at the work ethic culture we have here. I think it contributes to student stress. Alcohol use too. Let’s see if we can be more flexible, playful and respectful of diversity that may help too.

- Health issues. Biggest problem...what to eat—maybe a Wed. meal idea. Volunteer opportunities—accomplish something here for outside projects. Recycle more things; help other employers that may be dealing with illnesses. Monthly pickup at UWEC from Salvation Army or Goodwill. Possibly displaying peoples’ hobbies—maybe having a hobby fair (one-half the money goes to the University and one-half to the person to defray his/her costs); money could go to provide functions, reduce tuition costs. Get to know your department—the department has a “tea” and other departments meet the people.

- Something feels very negative about this questionnaire. I’d have to say my personal life enhances my work life way more often that it detracts. I’d say the biggest factor affecting my work performance has been the lack of actual leadership flowing down from the second floor of Schofield. For all the intellect and talent our administrative group possesses, as a whole they are very weak at managing Human Resources. Maybe the best thing to do is send our top level managers to (compr. of course, but we can’t what kind) to find out what it really means to lead.

- As you can see this really doesn’t apply to my situation—it’s a good idea for those in need.

- Flexible noon hours where people could get some exercise.

- Advocate with UW system, DER, legislators, whoever that our health benefits need to sat the way they are.

- For classified staff, the situation varies by department. I left a position because inflexible supervisor. This survey does not have responses that are always applicable to a classified staff. UWEC may overall be supportive, but individual situations are dependent upon current supervisors.

- telecommuting, flex time

- It would be difficult to assess but one wonders how much alcoholism there is among the faculty/staff. Also the dominance of males in decision making is frightening. Females in a number of departments feel totally inoperative via put downs, intimidation, indifference by males, etc. These are the most critical issues. Perhaps a questionnaire to all woman employees would be revealing.

- stress management workshops
- Recognize the importance of flexibility for Classified Staff. Ease of exercise and importance of food nutrition to stay healthy (i.e. exercise on your lunch hour, make it easier for people to get away to do so). Perhaps rewards for participants. Too many people out of shape on campus.

- It would be great to have some programs on how to manage work and taking care of elderly parents and teenagers. Clarification of a policy for leave (LOA) for caring for elderly parents.

- Foster helping us learn to do simple relaxation exercises several times daily to reduce stress (*Diane Omitvedt Health Services)

- Let’s be an example to the Chippewa Valley and encourage families to have 1 spouse stay home with young children.

- Recognizing the need for time to exercise. Time to do research is negligible because so much time is spent doing committee work and recruiting. My department works many or most weekends, so personal lives are almost non-existent. Programs on prioritizing and balance might help.

- Presentations on issues specific to child development.

- Please continue efforts to build an environment that promotes and supports balance for employees with and without families. Opportunities for people to network are always helpful. Thank you for the work you’ve put into addressing these issues.

- Ease the workload

- None was a need perceived to trigger this in the 1st place?

- flex time of 9 or 10 hour days.

- Better representation of classified staff. Why not involve a parent? A facilities/blue collar?

- Flexible retirement options: reduce to .5 or .6 FTE for a few years to keep job and benefits but also deal with elder care issues; then return to .1 FTE or not...maybe stay at .5/.6 to recuperate. Recognition of elder care as more costly and stressful than child care.

- Provide child care options or subsidized babysitting utilizing stray students. Childcare options could be occasional instead of daily, maybe 1x a week or evening so there is opportunity for respite (break) for parents. Seminars/training or earning extra income for stay at home spouse so they are aware of priorities—finances are greatest stress for many of us. Maybe marriage and parenting seminars?

- A program that should not be. It costs taxpayers extra needless money to running “coddling” programs at a State university.
- nutrition program—better diet.

- stress of too much work being loaded onto support staff—lack of promotions—input—lack of acknowledgement of “being people that count”

- Inform management if flexible positions are allowed.

- Programs on how to deal with stress—how to talk to your boss about stress. Programs on how to deal with depression as a result of stress.

- telecommuting support

- workload, committee responsibilities, class schedules, streamline reports due, cut down on # of committees

- Financial impact of changing health insurance parameters.

- I believe hiring restraints will be the biggest issue causing stress at work. The impact is experienced at all levels of campus life, i.e., increased work loads, custodial services stretched to the max, etc.

- I'd like to see more support, flexibility and attention paid to people in 12 month positions whose hours don't afford them the same flexibility enjoyed by teaching staff. Our overuse and exploitation of LTEs is a work/life issue I think. It mostly affects women who work part time to balance work and life. I’d like to see promotion opportunities for people in less than full time positions. These are most likely women with families, and it's close to impossible to advance in a career if you work part time.

- I would like to see a recognition that workload is often beyond what can be done reasonably.

- It is difficult to offer a suggestion when after times it is not possible to get to programs that are offered. My observation is that we are all here too much. It never seems to [be] enough. We have no models for balance.

- I think this is a good idea—I have no specific suggestions but I assume you will have responses from many creative folks.

- Money solves most problems. Classified staff workers need to be paid more. Some people in Schofield need to be fired so that Faculty positions can be retained. People in higher echelon (Schofield) get paid too much and work too little.

- Child care would help but what I really want is more time that I can spend with my child, not some place to dump her off so I can get more work done for less compensation.

- For administration to become more realistic of what a person can reasonably do well in a given amount of time.
- 1. There should be some place employees can go to get help when things aren’t going well in your Department. This university just continually adds and adds to your work load and never takes anything away and there is no place to go and say this is more than I can handle. You can go to counseling if you want someone just to listen, but there is nowhere to go where someone can actually help review your workload and say, yes, this is too much for one person.

2) There are no floaters at this university for program assistants. I find it interesting that there are floaters – relief workers to fill in for custodian workers when they are ill or on vacation, but nothing for program assistants. So if you do need to be off work, you feel guilty as someone who is already overloaded has to cover your work too, or you are even more stressed when you get back as the entire pile is waiting for you. 3) This university does not support classified workers at holiday times when they want to be with family. The policy is that the building must be open and we are the ones that have to be here to keep it open. Is there another solution? Can LTEs that are willing to work holidays fill in? One year we monitored 2 phone calls per day during the Christmas Holiday Break time. Is it imperative to have someone here to answer 2 phone calls – only to tell those people that the person that handles that is not here – that we’ll have that person call them back after the Break? Would not a voice message be able to convey the same message?

- Administrative support for actually maintaining a wellness lifestyle. How this is to happen when we’re all uncertain of our future @ UWEC – I’m not sure.

- Do some training for dept. chairs so that people know how to set healthy norms of balance. Out dept. norms are to work very long hours and let family life be left over.

- Educate chairpersons about life/work balance, flexible schedules, position-sharing. Try to affect the UWEC work culture so that UWEC has a 21st century view of work/life.

- Make it a high priority. Allow flex time so a person doesn’t feel a mandated need to work 50 hrs. + a week.

- Stress management.

- Even though I don’t need childcare, it is a crucial need on campus – for children of all ages, < 2 years and is really needed!

- Increase and enlarge on-campus child care. Evening hours, un-well child care facilities. Most often, I do not short-change the U. I am more likely to short-change myself or use methods for child supervision that leave me apprehensive. Please support a Women’s Center on this campus that can offer support for single working parents, be they student or faculty.

- Support flexible scheduling. Educate supervisors on employees’ personal needs – when an employee is under great stress, don’t assign extra projects, especially when co-workers are just playing games on the computer – Balance it out!

- Make hours flexibility. More informed speakers on health issues such as fibromyalgia.
- For my current situation, I'd like to have more support for navigating the tenure process at a time when there is added pressure at home to reduce my workload. Another very needed service is assistance for trailing spouses/partners. This university does nothing in that area and I am aware of a number of faculty (primarily female) who are under a lot of stress because of the lack of support in this area. In my own situation, I was very discouraged that my husband applied for 5-6 positions at the university for which he was well-qualified and did not even receive and interview! At the very least, the University could encourage the consideration of trailing spouses for interval positions. This would not be costly. P.S. On your website under "off campus" resources – the link for "Info. about Parenting" goes to a site on disabilities – not parenting.

- Figure out how we can be effective with our classes and outreach into the community be able to do this without working 60 hours a week.

- Disband and stop wasting time.

- Encourage and promote flexibility in work options. How can an 8:00 meeting be realistic when you're teaching a night class that goes until 10 – There is a workplace machine philosophy in place – Where is the balance?

- The faculty sure don't need a worklife initiative. They already assume that they don't need to be here if work interferes with their children's schedules. Many are not here when they don't teach and this puts a burden on the classified staff who are expected to be here all the time.

- No suggestions – we did have issues 25 years ago when we were raising 2 boys – no issues today!

- Job support/counseling for "trailing spouses."

- 1) Make the Unions part of the solution and not the problem! 2) Program that deals with the divorce rate of the underpaid workers. Since the #1 reason for divorce is money problems. 3) Find out why the cost of living raises never reach the people who really need them.

- Offer more opportunities for home-based work

- Note how answers to 6 e-g do not reflect page #1. I'd like to see those questions asked conversely (i.e. How often does my job affect my personal life?) Then I'd have answered "At least once per week." My job always gets done!

- Invert the questions of this survey – better questions would ask how does my job impact my personal life (Ans: huge impact). Suggestion: hire more faculty and less staff.

- Get more day jobs. Better hours. Have dept. listen to your ideas. Not past practice. Will not change.
- Many *couples* work here – how about economy so they can drive to work together. I travel 76 R.T. per day, we use 2 vehicles. Morale is a big issue in our dept. much from shift worked and lack of involvement with spouse and family. Not being able to belong to anything or organization, left in the dark an unwillingness to try new hrs. with workers. Basically your state 20 have NO LIFE! Many workers have depression. We are supposed to be *family oriented* and it couldn’t be further from the truth! Most classes offered we are *NOT* allowed to attend unless it pertains to our job. Well we all have aging parents which would have been nice to attend the list goes on and on. Why are we treated as outsiders on a campus that preaches diversity and higher education to advance oneself but are excluded from so many things that make you feel as if you belong. We need adult answers to our questions not answers like “as long as I’m boss it’ll never happen.” Or “why do you question it?” The last one is if you don’t like it go to Stout or McDonalds. Let’s be grown up and get some adult answers. We need to be included in this university not side stepped.

- Help those who need it – mostly understanding, flexibility and support for the complicated world we live in.

- Better work schedule – more flexibility. Federal student workers available to help faculty. Right now I have only 2 hrs./week.

- 0-2 childcare; limit 7:30 and earlier meetings; limit late.

- Make it possible for adjuncts to have some kind of job security!!!

- Establishing cultural shifts allowing for people caring for young children to participate more fully in university life.

- This survey seems to be bent towards how one’s personal life impacts work; whereas in many cases, I believe it is the reverse. Work responsibilities and increasing workloads influence and impact personal lives greatly. Increased workloads due to fewer people to do the work create longer workdays and few weekends that are not work time.

- Just don’t create a problem when none exists. This is NOT about political corrections.

- I think we need to be concerned that certain leaders (I am in COB) expect that we are available to students 24/7 via email and other technology in the future. I tell my students up front that I will not respond immediately to emails (usually receive many btw. 11pm-3am). I try to spend my off. hours with my children.

- Help larger community realize a 9 hour or 12 hour credit load doesn’t mean you only have to work 9 or 12 hours/week.

- Look at teaching loads – should be a way to determine work load that does not reflect the “3 credit” model. That is outdated, does not reflect technology and does not take into account many factors such as grading responsibilities, class size, and number of preps. per semester.
- Increase moral by not paying people 90 K a year to arrange refreshments for functions at Davies. About 600,000 K in dead-weight salaries in Schofield.

- I am a hard, dedicated worker – even when I have a child cutting teeth or sick at the sitter. I would like to see Christians treated the same as others on campus; I believe comments are made to make us feel less because we do not hold the liberal campus view. Christians are loving, caring and dependable people.

- Corresponding effort for students? Suggestion box – could be anonymous or web-based.

- We are asked to do too much. I can’t do my job in less than 50-55 hours per week. Cut backs have put more on my back.

- Examine faculty workloads. Determine campus-wide faculty workload equity/parity. Work toward improving faculty salaries. Improving conditions for part-time academic staff.

- Addressing resources available to support very stressed staff...both physically and mentally.

- The terminal illness (Cancer) of a close friend’s daughter has caused great stress for all those involved, especially her mom. I have used “sick” days to help out with the situation but am not sure these are really meant for helping friends in need. Could this be clarified? Thanks.

- Stress management. Difficulties of finding appointments at same U. for spouses. Decisions on whatever as a female academic I can have children and still work.

- Support groups for couples and faculty/staff spouses/partners to include the needs of the non-UWEC partner.

- I’d like to see an analysis done comparing promotions and extra merit raises between men and women, children and no children, etc.

- Encouragement of creative (learning endeavors.) Use employee’s strengths to the full advantage – we all (staff) have degrees in something other than office work. LTEs need to be given sick leave w/pay. I work 40 hrs/wk and cannot afford to miss work when sick (say nothing of vacations). Also, as an LTE, I haven’t had a raise in 2.5+ years.

- The committee can encourage supervisory staff, dept. heads – to be open to options and some flexibility for their staff – maybe take examples of what some depts. do to accommodate staff needs and share those with other departments as suggestions or ideas. My dept. environment has been great. I have appreciated some of the noon brown bags organized by HR staff – on elder care issues, nutrition/exercise options, ways to organize effectively (files, work area, etc.), stress relieving hobbies (gardening, etc.). They have been helpful.

- Consider possibility/option of telecommuting. If not yet available, make private room for nursing moms. Health, exercise, stress management programs. Time management and organizational skills programs.
- I would like to see something like “balancing the demands and expectation of academics and family” during the first week of faculty orientation/prep week. Health and safety program.

- This is a job. If you need time off take vacation, sick leave, etc. Allow it to be paid so non represented supervisors don’t have to flex their shifts and workloads to cover for union employees.

- Work to real jobs with a real future. Stop paying lip service to employee support programs and offer the real thing. At least when SGI lays off they pay severance and re-education benefits. This place treats employees like machines.

- This survey is biased – implying that we allow our personal life to affect work performance. The opposite is more true – we allow the expectations and dedication to work destroy or harm our personal life. You still don’t get it!

- Being supportive of flexible work hours if needed. Perhaps the 9-5 does not work for everyone. More opportunities for working out or stress management during the work day, too.

- INFANT CARE!!!

- not much interest.

- Create/support a parent group for parents of children who attend the Children’s Center to meet and discuss daycare issues and concerns. Brown bag lunch seminars related to balancing work and home.

- I don’t really have suggestions because I have no idea what the Initiative is capable of and what types of programs are available.

- I do not know enough about the mission of the initiative to offer any suggestions.

- 1) Get diaper changing tables in Library Restrooms. 2) Better handicapped access in Library (doors should have levers, not knobs; stairwells need to have visibility strip on edges of steps; syringe deposit site in restrooms in Library)

- More flexible work options. Elder Care. Child Care for sick children. More flexible child care system – Children Center is great, but does need to be more flexible for UWEC faculty/staff. Especially during vacations.

- Day care? - Not for me though.

- We have a good daycare. Let’s expand it. More students. Longer hours, evenings. I think childcare is going to be a big issue for staff/faculty. Also, at Luther Hospital Daycare, there is a place to take mildly ill kids called TLC. We could use one of those too.
ults of survey would be interesting to see as well as advice for balancing work and personal e.

plore (provide information about) options for ways to deal with work obligations when personal life stresses arise.

uggestion: realize this survey assumes personal life degrades work, but doesn’t examine how work degrades personal life. Program: “Replacement” faculty members when someone is on sabatical or has URCA release time (instead of an increased workload for other department members). [or fewer student credit hours expected per department]

Open campus school again as a UWEC charter. Then I could hopefully enroll my children here in an innovative, thoughtful, creative school-setting. It would allay a lot of the concerns I have right now.

- Implement a way for long term academic staff to be eligible for sabbaticals.

- Brown bags on life issues.

- 1. Ask how work affects personal life! The focus of this survey is on job performance – not quality of life or morale. 2. Evaluate workload during tenure process. Adjust the expectations. 3. Protects UWEC Childcare Center – keep it on campus and expand to infant care and 4. Evaluate poor leadership on campus – affect this is having on worklife.

- What programs would I add to an already complete schedule? A difficult question. Programming is good at UWEC. I have more difficulty with supervisors that don’t believe participation and employee satisfaction yield productivity results. I am unable to answer how these ideologies might be effected by other programming or what that programming would look like.

- Personally, I would like to see us work to change the Federal FMLA to cover care of a spouse’s parent. As an institution that will be hiring more parents or small children, I wish we could offer infant care and daycare during breaks.

- Elder care for seniors needs more attention. Worker’s illnesses and disabilities need to be accepted and dealt with more openly.

- Increase and publicity support opportunities for telecommuting and/or home-based work.

- Concentrate on flextime provisions.

- Find it difficult to find time to exercise between professional and personal responsibilities – yet, physical health is important in managing stress and performing well at work and home. How to fit in exercise?
- I don’t need another program – as a campus we do pretty well with that. I think the intangibles of university culture – the tone that is set up top about these issues – is crucial. There needs to be a real value given to balance and family. Most of these problems of workload can be overcome by flexible mindsets and policies.

- Time management workshops. How to deal w/too many emails/meetings workshops. Workshop on stress management.

- This is not something I presently need.

- Make it clear that sick leave and vacation are for personal use. Cannot skip lunch and read or talk then to make it ok to leave early. Cannot leave one hour early and come in next day at 7:00 and make up time by writing personal emails for an hour. These people make work a lot harder for all others.

- More wellness programs – Tai Chi, Yoga, Meditation. Employee sports/recreation activities to build community.

- Coping with Alzheimer patients, elderly care and decision-making stress relievers.

- Another issue that adds stress is lack of adequate professional spousal employment opportunities (when there are two academic professionals involved). This creates enormous stress that affects everyone involved. The university would be richer were it to recognize and address this area.

- Day retreat.

- Find way to help us reduce our workload without taking out time to attend programs! (an impossible task?)

- I would like to see flex hours be available not only during the summer, but throughout the academic year as well.

- Would like to see UW-Eau Claire develop a university-wide position statement on the critical importance of balance and support for work/life issues. While my supervisor is very supportive of my issues, my co-workers aren’t as supportive. I have passed up job opportunities to stay here because I felt it was an environment that understood the work/family conflicts. I don’t know if it’s clearly stated here that there is a value and understanding of the challenges those of us who are balancing these things face.

- I’ve not heard anything about it... information would be nice...

- Job sharing and pooling of responsibilities and communication. Everyone is so territorial!

- Classified – release time for community service activities.
- Everyone has been so great so far in terms of this issue. I received a “GF” permit which was a huge help in terms of daycare needs. Also my supervisor lets me take a 30 min. lunch and leave at 4:00. I really appreciate this as a full-time employee who commutes and has children. I will have issues of maternity leave when I have another child. I hope to receive the same support.

- Look at ways to support employees attempting to do an excellent job for UWEC, but also needing to meet family/personal obligations. Perhaps setting a tone of working hour flexibility; allowing work at home at times if needed; not thinking badly of an employee because they are not able to volunteer or commit to more work obligations i.e. being on salary and then expecting employee to put in more than a 40 hr. job because it’s expected you work “until the job is done.”

- This survey seems to put across that personal needs or problems are the problems faced at work. But in fact, the problem is with untrained people who are put in charge of areas, and people. An education does not mean a persona can run a department or supervise people. We seem to have a lot of educated people but very few leaders.

- Any.

- This survey is a great beginning.

- I no longer have child care issues, but when I did, they were the hardest to deal with. That was a time I needed the most flexibility!

- Extend the flexibility that seems to exist for faculty to Academic staff and classified staff. Number of hours worked should not be as important as getting the job done and doing it well.

- I would like to see work/life co-sponsor and work with the classified staff prof. dev. Classified clips regarding workshops, seminars, and conferences.

- Training in stress mgt., setting priorities, how to handle work-load and co-workers when they are going through work/life issues. How addictions/poor life style choices affect work and co-workers.

- Help administrators/staff at all levels understand the need to allow more flexible schedules an/or part-time work options.

- Exploring on-campus programs for school-age children of employees during school breaks, vacations.

- Counseling not only for students but also for teachers. Career advising. Opportunities for cultural and recreational trips for teachers.

- Changing the culture so that personal life is seen as equally important to work, and required for health of those in workplace.
- Lunchtime seminars on work/life balance tips and suggestions on balancing work and home life without sacrificing too much of either. Comment: In general, this is a terrific job for someone with young kids like me – as far as finding time at home and at work – but the necessary inflexibility of a teaching schedule can be a problem if a crisis arises.

- Consider impact that doctoral education has on tenure track faculty trying to both be a student and teach students – lesser income - ? able to give a tuition reimbursement for faculty in doctoral programs?

- When I was a single parent with elementary school age children UWEC and my unit was not supportive, I used many strategies – lots of babysitters, working on weekends, getting by on less sleep, multi-tasking, etc. – to survive. It wasn’t just the over lack of support (i.e. you must grovel for any flex time needed for your kids’ school activities) but the covers (ex: oh – you probably can’t use your travel money because you’re a single parent. I did use my professional development money and present at professional meetings!) It’s not an issue now as my kids are grown. I hope something shifts at UWEC so that other have more support.

- Hold a workshop titled: “Treat LTEs with respect, they’re professionals too.”

- I’m afraid I would have much interest. I am too busy living and working.

- Balancing home and work.

- Flexible work hours. Promotions for part-timers (usually women are overlooked for advancement because they are part-time.

- Look at workloads across campus...some departments have too many demands especially with departments which have “dual” roles and split appointments, or extensive committee work facility work fundraising.
SCELLANEUS COMMENTS

Please keep in mind that unless the university is willing to take a look at assumptions about who is a “good” worker, most efforts will be band-aids to the real problem and others will arise. Most workplaces, and I think this university is no exception, assume that a good worker can be here 40+ hours a week, that those hours should mostly be during business hours, (8-5ish), and that home life and responsibilities are taken care of by someone else and should not conflict with one’s ability to work. This is what some writers have called the norm of the “non-parenting male.” (at least not an active parenting male.) There should be a wife at home, taking care of all household needs, which frees up the worker to be physically and mentally at work. The university climate needs to change so that there is an appreciation for the value of how home life enhances one’s ability to be a good” member of the work community. Attitude change is much more difficult than developing specific supports. Good Luck!

- This is what you get when you send one of these out at the beginning of the semester—kind of like a bad hair day

Comments to Question 1 (life responsibilities impact job performance):
1. This should be asked in reverse—how often does my job impact my personal life—frequently. In other words it isn’t my job that gets sacrificed by workloads issues.
1. If “impact” means “make me handle my professional obligations differently” than nearly every day. If it means “adversely effects”—rarely.
1. It’s more the other way around—how work affects personal life.

Comments to Question 2 (important to find balance):
2. At the moment it’s a good thing that none of these things are pressing responsibilities in my life—if they were, I would not be able to continue my present work responsibilities.

Comments to Question 4 (personal responsibilities affected job performance):
4. Slow feedback to students on assignments
4. Missed work when parent was ill.
4. Be planful
4. It’s not personal responsibilities. It’s work environment.
4. Not completing tasks in a timely manner or not being able to complete
4. There is no promotion in the lower class
4. The job demands themselves have had this result too much to do.
4. Tired
4. Professional development included?
4. Trying to create a balance between work and home.
4. Unfunded have accepted everything. Because I have ignored what I should do for myself.
4. Have deferred tenure stop clock.
4. Otherwise job has affected home life
4. Teaching scholarship reduced because workload and family responsibilities is commensurate.
4. Personal responsibilities affect all I do but I’ve learned to handle them to minimize any adverse effects. But they are always a consideration.
Question 4 (personal responsibilities affected job performance) – continued
4. Sometimes, but not often have to cover coworker’s work, and vice versa.
4. Unable to concentrate—not as much as I’d like.
4. My overall job performance is not affected but there are times when I need some flexibility on how and when things get done.
4. Make up later—weekends.
4. Too much already
4. Missed opportunities to attend certain functions that are work related.

Comments to Question 5 (leaving current job because of personal life responsibilities):
5. Spouse may be taking a different job out of the area.
5. Need income and insurance benefits
5. Financial reason (greater income potential outside of University)
5. Finding a job with fewer hours (like 40/week) and less stress
5. Leaving your job because health benefits in jeopardy
5. Financial
5. Finding an employer who pays better for my particular field
5. In favor of less stressful atmosphere—not because of lack of support from colleagues.
The tenure issue weighs heavily.
5. Too many hours
5. I have one special circumstance. The demands of the job itself are just so great that I will retire as soon as possible. OR maybe cut back to part time.
5. Finding a job that demands fewer hours. Our jobs have virtually no boundaries unless they are self-imposed.
5. Finding a job that pays me closer to the average wage of what my profession (twice what we earn in my department
5. Some peace as significant other
5. I am considering altering my current job because I would like to have a personal life again.
5. No, but it crosses my mind n/x/week.
5. Quit restructuring things! Let something settle in once. There’s been so much change here in past 5 years.
5. Finding job with better pay
5. Summer off, except for teaching and research helps.
5. I would like benefits – being on adjunct…it is difficult and not really affordable to get health care.
5. There is no good answer so I am still here.
5. Finding a job closer to home
5. Home schooling my kids.
5. I think at times I cannot work full time, but that may be option soon.
5. Relocating closer to immediate family.
5. Taking care of parent
5. Finding a job closer to where I’m experiencing “elder care” issues
Comments to Question 6 (level of agreement):
6. Not due to personal—but the stress of work is affecting my health and personal life.

6a (UWEC supportive of effort to balance work and personal needs):
6a. The atmosphere, people, and services are supportive, but “we” (the university) keep asking people to do too much. I think soon people are going to “rebel.”
6a. Classes have risen from 25 to 60 in one of our courses in the past 15 years. They assume we want to take classes to evening events.

6b (department/unit is supportive):
6b. Other members plan meetings during school vacation.

6c (department/unit understands unexpected family/personal problem):
6c. Department chair is GREAT!

6d (comfortable discussing with head of my department):
6d. Department chair is GREAT!
6d. Does he hear my concerns? No.
6d. My director may be willing but why do I want to discuss this?

6e (stress of balancing affecting my health):
6e. Not time to exercise.
6e. Less time to exercise

6f (stress of balancing affecting my work):
6f. Multitasking/too much interruption

6g (stress of balancing affecting my personal life):
6g. It’s hard to have a personal life.
6g. More time at work, less time with family.
6g. I have a position where I don’t need to take work home with me—not to say I don’t think of it. “May resolve some concerns or bring up some questions.”

Comments to Questions 10, 11, 12 (10 = # of years at UWEC; 11 = gender; 12 = age):
10. 11. 12. I prefer to remain anonymous. Why are these questions being asked?
11 & 12. You are starting to define me? Does this make things more valid or less valid?