

**RESEARCH STUDY:
Promoting Retention of Ontario College and University Nurse Faculty**

Introduction

You are invited to participate in this study designed to gain a better understanding of Nurse Faculty retention at Ontario colleges and universities. The study is designed to investigate why Nurse Faculty intend to continue or discontinue employment within their current educational institutions. The enclosed survey is confidential and anonymous, and only grouped data will be used for research purposes. This study is funded by the Ontario Ministry of Health & Long-term Care.

**Please complete this survey ONLY if you are a nurse
working in a college or university in Ontario.**

If you do not work in a college or university in Ontario, or if you do not wish to participate in this study, please place an X in the appropriate box below and return the blank survey in the pre-addressed postage paid envelope. This will ensure that we do not contact you again about this study.

I DO NOT WORK IN A COLLEGE OR UNIVERSITY IN ONTARIO

I DO NOT WISH TO PARTICIPATE IN THIS STUDY

**When you are completing this survey, think of the college or university that you work in MOST frequently.

SECTION A: YOUR INFORMATION

1. Do you work in a college or university?

- ₁ College
- ₂ University
- ₃ Other Please Explain: _____

2. In what general area of Ontario is this college / university located?

- ₁ Eastern Ontario (Kingston, Ottawa, Peterborough and surrounding areas)
- ₂ Central Ontario (Barrie, Owen Sound, Orillia and surrounding areas)
- ₃ Golden Horseshoe (Hamilton, Niagara Falls, St. Catharines and surrounding areas)
- ₄ Greater Toronto Area (Toronto, Durham, Halton, Peel, or York)
- ₅ Northern Ontario (North Bay, Sault Ste. Marie, Sudbury, Thunder Bay and surrounding areas)
- ₆ Southwestern Ontario (Kitchener-Waterloo, London, Windsor and surrounding areas)

3. What is the population of the local area in which this college / university is situated?

- ₁ Population greater than 1,000,000
- ₂ Population between 500,000 and 1,000,000
- ₃ Population between 100,000 and 499,999
- ₄ Population less than 100,000

4. Is this college / university the only post-secondary institution offering a nursing education program within a 50 kilometre radius?

- ₁ Yes
- ₂ No

5. Does this college / university have any of the following departments / faculties? (**CHECK ALL** that apply)

- ₁ Department / Faculty of Medicine
- ₂ Department / Faculty of Rehabilitative Sciences
- ₃ Department / Faculty of Pharmacy
- ₄ None of the Above

6. What types of nursing programs are offered through your department / faculty? (**CHECK ALL** that apply)

- ₁ Personal Support Worker
- ₂ Practical Nursing Diploma
- ₃ Baccalaureate Nursing Degree
- ₄ Post Registration Nursing / Practical Nursing Specialty Certificates
- ₅ Nurse Practitioner (Extended Class)
- ₆ Graduate Nursing Degree (Masters)
- ₇ Graduate Nursing Degree (PhD)
- ₈ Other Please Specify: _____

7. In which nursing programs do **you usually** teach? (**CHECK ALL** that apply)

- ₁ Personal Support Worker
- ₂ Practical Nursing Diploma
- ₃ Baccalaureate Nursing Degree
- ₄ Post Registration Nursing / Practical Nursing Specialty Certificates
- ₅ Nurse Practitioner (Extended Class)
- ₆ Graduate Nursing Degree (Masters)
- ₇ Graduate Nursing Degree (PhD)
- ₈ Other Please Specify: _____

8. Approximately how many students does this college / university admit to each of the following programs annually?

#Students	Program
	₁ Personal Support Worker
	₂ Practical Nursing Diploma
	₃ Baccalaureate Nursing Degree
	₄ Post Registration Nursing / Practical Nursing Specialty Certificates
	₅ Nurse Practitioner (Extended Class)
	₆ Graduate Nursing Degree (Masters)
	₇ Graduate Nursing Degree (PhD)
	₈ Other Please Specify: _____

9. How many years have you worked:

- 9a. As a nurse (Enter number of years)
- 9b. In this college / university (Enter number of years)
- 9c. In any college / university (Enter number of years)

10a. Do you regularly engage in paid nursing work in any other organizations outside this college / university?

- ₁ Yes
- ₂ No

10b. If yes, in how many organizations do you work outside this college / university? _____

11. In general, how would you describe the quality of education provided to nursing students in this college / university?

- ₁ Poor
- ₂ Fair
- ₃ Good
- ₄ Very Good
- ₅ Excellent

SECTION B: YOUR CAREER PLANS

1. Please indicate the likelihood of continuing or discontinuing to work at your current college / university by choosing one of the following five responses for each scenario. Responses range from Very Unlikely (1) to Very Likely (5).

	Very Unlikely	Unlikely	Uncertain	Likely	Very Likely
1a. for the next two years?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
1b. for the next five years?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
1c. until the normal age of retirement of 65 years?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

2. Does a collective agreement (e.g., union contract) influence whether or not you continue to work at this college / university?

- ₁ Yes
 ₂ No
 ₃ My college / university does not have a collective agreement

Please Explain:

3. Please indicate the likelihood of continuing or discontinuing to work within the college / university sector by choosing one of the following five responses for each scenario. Responses range from Very Unlikely (1) to Very Likely (5).

	Very Unlikely	Unlikely	Uncertain	Likely	Very Likely
3a. for the next two years?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
3b. for the next five years?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
3c. until the normal age of retirement of 65 years?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

4. How much opportunity is there INSIDE this college / university for new challenges or career advancement?

None
1

A Little
2

Some
3

A lot
4

5. How much opportunity is there OUTSIDE this college / university for new challenges or career advancement?

None
1

A Little
2

Some
3

A lot
4

6. How much do you agree with the following statement?

I am currently seeking a new position outside this college / university.

Strongly Disagree
1

Disagree
2

Agree
3

Strongly Agree
4

7. At what age are you planning to retire?

(Years of age)

8. The following is a list of factors that might influence your decision to work at a college / university. For each factor please indicate its importance to you. Responses range from Very Unimportant (1) to Very Important (5).

	Very Unimportant	Unimportant	Neutral	Important	Very Important
8a. Opportunity to teach	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
8b. Opportunity to interact with students	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
8c. Opportunity to do research	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
8d. Commitment to the nursing profession	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
8e. Opportunity for leadership	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
8f. Opportunity to influence health care delivery	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
8g. Opportunity for variety in work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

9. Which of the following does or would entice you to remain employed in your current college / university?
(CHECK ALL that apply)

- 1 Opportunity for advancement
- 2 Higher salary
- 3 Phased in retirement plan
- 4 Flexible work hours
- 5 Reasonable workload
- 6 Manageable class sizes
- 7 Adequate resources (e.g., space, supplies, equipment, technology)
- 8 Paid education leave for school or conferences
- 9 Faculty mentoring / coaching opportunities
- 10 Student mentoring / coaching opportunities
- 11 Supportive organization

- 12 Supportive and empathetic Director / Dean
 - 13 Supportive colleagues
 - 14 Opportunity to teach
 - 15 Opportunity to conduct / be involved in research
 - 16 Opportunity to have a clinical practice
 - 17 Opportunity for leadership roles
 - 18 Choice regarding employment status (full-time / part-time)
 - 19 Convenience of location of college / university
 - 20 Opportunity to work from home
 - 21 Additional vacation time
 - 22 Employment benefits
 - 23 Work / life balance
 - 24 Health issues
 - 25 Family circumstances
 - 26 Ties to community
 - 27 External economic conditions
 - 28 Personal economic status
 - 29 Collective agreement
 - 30 Other Please Specify:
-
-
-

**10. Which of the following make or would make you think about leaving your current college / university?
(CHECK ALL that apply)**

- 1 Inadequate opportunity for advancement
- 2 Salary
- 3 Opportunity outside of current college / university
- 4 Mandatory retirement
- 5 Phased in retirement
- 6 Teaching assignments for which you are underprepared
- 7 Unmanageable workload
- 8 Unmanageable class sizes
- 9 Inadequate resources (e.g., space, supplies, equipment, technology)
- 10 Collective agreement
- 11 Inadequate paid education leave for school or conferences
- 12 Inadequate continuing education / professional growth opportunities
- 13 Faculty mentoring / coaching responsibilities
- 14 Student mentoring / coaching responsibilities
- 15 Bullying, belittling and other types of incivility in your workplace
- 16 Unsupportive organization
- 17 Poor work environment
- 18 Unsupportive Director / Dean
- 19 Inadequate leadership
- 20 Unsupportive colleagues
- 21 Inadequate work group cohesion
- 22 Inadequate opportunity to teach
- 23 Inadequate opportunity to conduct / be involved in research
- 24 Inadequate opportunity to have a clinical practice

- 25 Inadequate opportunity for leadership roles
- 26 Inconvenient location of college / university
- 27 Work / life imbalance
- 28 Family circumstances
- 29 Health issues
- 30 Emotional / physical exhaustion
- 31 External economic conditions
- 32 Personal economic status
- 33 Other Please Specify:

SECTION C: YOUR SCHOLARSHIP

1. What forms of scholarship do you regularly participate in within your role at this college / university?
(CHECK ALL that apply)

- 1 Teaching
- 2 Research
- 3 Clinical Practice
- 4 Administration / Leadership
- 5 Other Please Specify:

2. How important is each of the following forms of scholarship to you?

	Very Unimportant	Unimportant	Neutral	Important	Very Important
2a. Teaching	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
2b. Research	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
2c. Clinical Practice	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
2d. Administration / Leadership	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

SECTION D: YOUR WORK

Below are statements about your work, work practices, and fairness at work. Please indicate your level of agreement with each statement by selecting the appropriate response. Responses range from Strongly Disagree (1) to Strongly Agree (7).

	Strongly Disagree	Moderately Disagree	Slightly Disagree	Neutral	Slightly Agree	Moderately Agree	Strongly Agree
1. Working here makes it hard to spend enough time with my family.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
2. I spend so much time at work, I can't see the forest for the trees.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
3. Working here leaves little time for other activities.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
4. I frequently get the feeling I am married to my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
5. I have too much work and too little time to do it in.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
6. I sometimes dread the telephone ringing after work hours because the call might be work-related.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
7. I feel like I never have a day off.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
8. Too many people at my level in my organization get burned out by work demands.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
9. I have felt fidgety or nervous as a result of my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
10. My work gets to me more than it should.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
11. There are a lot of times when my work drives me right up the wall.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
12. Sometimes when I think about my work I get a tight feeling in my chest.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
13. I feel guilty when I take time off from my work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
14. The work I do is meaningful.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
15. The work I do is very important to me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
16. My work activities are personally meaningful to me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
17. I am confident about my ability to do my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
18. I am assured about my capability to perform my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
19. I have mastered the skills necessary for my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
20. I have significant autonomy in determining how I do my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
21. I can decide on my own how to go about doing my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
22. I have considerable opportunity for independence and freedom in how I do my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
23. My impact on what happens in this college / university is large.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
24. I have a great deal of control over what happens at this college / university.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
25. I have significant influence over what happens at this college / university.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
26. There is something different to do at work every day.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
27. There is something new happening at work almost every day.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
28. My work at this college / university is routine.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
29. My work schedule is fair.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
30. I think that my level of pay is fair.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7

	Strongly Disagree	Moderately Disagree	Slightly Disagree	Neutral	Slightly Agree	Moderately Agree	Strongly Agree
31. I consider my workload to be fair.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
32. I feel my work responsibilities are fair.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
33. Overall, the rewards I receive for work are fair.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7

SECTION E: YOUR WORK GROUP

Please think about the people you work with in your department / faculty and indicate your level of agreement with each statement. Responses range from Strongly Disagree (1) to Strongly Agree (7).

	Strongly Disagree	Moderately Disagree	Slightly Disagree	Neutral	Slightly Agree	Moderately Agree	Strongly Agree
1. We have a lot of team spirit among members.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
2. We know we can depend on each other.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
3. We stand up for each other.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
4. We 'pitch in' to help one another.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
5. We take interest in one another.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
6. We regard each other as friends.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
7. We are very cooperative with one another.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
8. We feel free to offer an opinion regarding work-related issues.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
9. We frequently discuss teaching assignments and research with each other.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
10. We share ideas and information.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
11. We take the time to listen to colleagues' problems and worries.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7

SECTION F: YOUR ORGANIZATION

Please think about the college / university in which you work and indicate your level of agreement with each statement. Responses range from Strongly Disagree (1) to Strongly Agree (7).

	Strongly Disagree	Moderately Disagree	Slightly Disagree	Neutral	Slightly Agree	Moderately Agree	Strongly Agree
1. This college / university strongly considers my goals and values.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
2. Help is available from this college / university when I have a problem.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
3. This college / university really cares about my well-being.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7

	Strongly Disagree	Moderately Disagree	Slightly Disagree	Neutral	Slightly Agree	Moderately Agree	Strongly Agree
4. This college / university is willing to extend itself in order to help me perform my work to the best of my ability.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
5. Even if I did the best job possible, this college / university would fail to notice.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
6. This college / university cares about my general satisfaction at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
7. This college / university shows very little concern for me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
8. This college / university cares about my opinions.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
9. This college / university takes pride in my accomplishments at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
10. This college / university offers financial support for participation in educational opportunities.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
11. This college / university provides adequate orientation and support for new faculty / teachers.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7

SECTION G: YOUR WORK ENVIRONMENT

Below are statements about your work environment. Please indicate your level of agreement with each statement by selecting the appropriate response. Responses range from Strongly Disagree (1) to Strongly Agree (5).

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. Overall, I am empowered to accomplish my work in an effective manner.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
2. Overall, I consider this college / university to be an empowering environment.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
3. My physical work environment is clean.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
4. My physical work environment has adequate supplies / equipment to support my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
5. There is a comfortable place for me to take a short break in or close to my work space.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
6. My physical environment is a safe place.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
7. My work space is ergonomically appropriate.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
8. The air quality in my work environment is good.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
9. I have access to food and beverages at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
10. Some faculty / staff are belittled or bullied by other faculty / staff.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
11. Some faculty / staff are belittled or bullied by students.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

SECTION H: WORK RELATED FEELINGS

Below are statements about your work-related feelings. Please answer by identifying the response that best describes how frequently you feel that way. Responses range from Never (0) to Everyday (6).

	Never	A few times a year or less	Once a month or less	A few times a month	Once a week	A few times a week	Everyday
1. I feel emotionally drained from my work.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
2. I feel used up at the end of the workday.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
3. I feel fatigued when I get up in the morning and have to face another day at work.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
4. I can easily understand how my students and co-workers feel about things.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
5. I feel I treat some students and co-workers as if they were impersonal objects.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
6. Working with people all day is really a strain for me.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
7. I deal very effectively with the problems of my students and co-workers.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
8. I feel burned out from my work.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
9. I feel I'm positively influencing other people's lives.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
10. I've become more callous toward people since I took this position.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
11. I worry that this work is hardening me emotionally.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
12. I feel very energetic.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
13. I feel frustrated by my work.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
14. I feel I am working too hard at work.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
15. I don't really care what happens to some students or co-workers.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
16. Working directly with people puts too much stress on me.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
17. I can easily create a relaxed atmosphere with my students and co-workers.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
18. I feel exhilarated after working closely with my students and co-workers.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
19. I have accomplished many worthwhile things at work.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
20. I feel like I am at the end of my rope.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
21. In my work, I deal with emotional problems very calmly.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
22. I feel students or co-workers blame me for some of their problems.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

SECTION I: YOUR WORK SATISFACTION

Below are items describing work-related characteristics. Please indicate your level of satisfaction with each of the following aspects of your work. Responses range from Very Dissatisfied (1) to Very Satisfied (5).

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
1. Salary	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
2. Vacation	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
3. Benefits	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
4. Flexibility when you work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
5. Parental leave	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
6. Child care facilities	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
7. Your immediate Director / Dean	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
8. Your colleagues	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
9. Opportunities for social contact with colleagues at work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
10. Opportunities for social contact with colleagues outside of work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
11. Opportunities to interact professionally across departments and faculties	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
12. Control over what goes on in your work setting	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
13. Recognition from your Director / Dean	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
14. Recognition from peers for your work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
15. Amount of encouragement and feedback	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
16. Opportunities to participate in research	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
17. Opportunities to write and publish	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
18. Amount of responsibility	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
19. Control over your work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
20. Participation in organizational decision making	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
21. Opportunities to belong to departmental / faculty and institutional committees	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
22. Opportunities for career advancement	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
23. How teaching assignments are made	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
24. Ability to schedule preferred vacation	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
25. Ability to balance work with other important life components	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
26. Work environment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
27. Workload	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
28. Availability of equipment and supplies needed to do your work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
29. Availability of human resources to support your work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
30. Opportunities to work your choice of full-time, part-time, or job-share hours	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
31. Overall work satisfaction	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

SECTION J: LEADERSHIP AND YOUR DIRECTOR / DEAN

Below are statements related to leadership and your Director / Dean. Please indicate your level of agreement with each of the following statements. Responses range from Strongly Disagree (1) to Strongly Agree (5).

The Director / Dean in my department / faculty...	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. Looks for feedback even when it is difficult to hear.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
2. Acts on values even if it is at a personal cost.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
3. Focuses on successes rather than failures.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
4. Supports teamwork to achieve goals / outcomes.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
5. Calmly handles stressful situations.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
6. Actively listens, acknowledges, and then acts on requests and concerns.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
7. Actively mentors or coaches the performance of others.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
8. Effectively resolves conflicts that arise.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
9. Engages faculty and staff to work toward a shared vision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
10. Allows freedom to make important decisions at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
11. Lets me know how satisfied he / she is with what I do.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
12. Understands my work problems and needs.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
13. Recognizes my potential.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
14. Uses formal authority and power to help solve work problems at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
15. Would "bail me out" at his / her expense.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
16. Inspires enough confidence that I would defend and justify his / her decision if he / she were not present to do so.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
17. Has an effective working relationship with faculty and staff.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
18. Does not share private information about me with others.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
19. Is rude to me or others.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
20. Sometimes lies to me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
21. Gives a fair description of my performance to others.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
22. Is truthful in his / her dealings with me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
23. Misrepresents my performance to others.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
24. Treats me fairly.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
25. Keeps his / her promises.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
26. Has made wrongful or unfair accusations at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
27. Cannot be trusted with a secret.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
28. Does not 'bad-mouth' me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
29. Provides fair criticisms.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
30. Can be trusted to keep a matter confidential.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

The Director / Dean in my department / faculty...	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
31. Does not keep his / her word.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
32. Gives timely answers to questions or for requests for information.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
33. Requires me to do things that make me feel uncomfortable.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
34. Asks me improper questions regarding my personal life.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
35. Makes work-related decisions in an unbiased manner.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
36. Ensures faculty and staff concerns are heard before important decisions are made.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
37. Collects accurate and complete information to make decisions.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
38. Clarifies decisions and provides additional information when requested by faculty and staff.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
39. Applies work-related decisions consistently across all faculty and staff.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
40. Allows faculty and staff to challenge or appeal decisions made.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

SECTION K: YOUR DEMOGRAPHICS

1. What is your sex?

- 1 Female
 2 Male

2. In what year were you born? (**This is a very important question for you to answer because it will help us look at generational differences among nurse faculty.)

19____ (Enter Year)

3. What is your current marital status?

- 1 Single, never married
 2 Married / common-law
 3 Separated / divorced / widowed

4. Do you have any dependent children living with you?

- 1 Yes
 2 No

5. Do you have any dependent adults or seniors living with you or for whom you are involved with on a daily basis?

- 1 Yes
 2 No

6. In general, how would you rate your overall health compared to other people your age?

- 1 Poor
- 2 Fair
- 3 Good
- 4 Very Good
- 5 Excellent

7. Over the past year, have you experienced any of the following work-related health conditions? (**CHECK ALL** that apply)

- 1 Back pain
- 2 Back injury
- 3 Other muscle strain / sprain
- 4 Depression
- 5 Exhaustion
- 6 Anxiety / panic
- 7 Infectious disease
- 8 Contaminated sharp injury
- 9 Physical abuse
- 10 Emotional abuse
- 11 Other Specify: _____
- 12 None of the above

8. Are you employed full-time, part-time or on a sessional / limited contract?

- 1 Full-time
- 2 Part-time
- 3 Sessional / Limited Contract
- 4 Other Please explain: _____

9. Please indicate whether you PREFER to work full-time, part-time or on a sessional / limited contract basis?

- 1 Full-time
- 2 Part-time
- 3 Sessional / Limited Contract
- 4 Other Please explain: _____

10. If you are employed part-time or on a sessional / limited contract basis, for how many hours per week are you paid?

_____ (# hours)

11. An average amount of full-time hours is 40 hours per week; part-time or limited contract faculty may have fewer paid work hours. How frequently do you work more hours than you are paid?

- 1 Never
- 2 Occasionally (a couple of times a month)
- 3 Regularly (at least weekly)
- 4 Always (almost daily)

12. Please check off all the formal education credentials you have completed both in nursing and outside of nursing. (**CHECK ALL** that apply)

Nursing

- 1 Practical Nursing Diploma
- 2 Nursing Diploma
- 3 Baccalaureate Degree in Nursing
- 4 Nurse Practitioner (EC)
- 5 Masters Degree in Nursing
- 6 Doctorate Degree in Nursing
- 7 Post-Doctoral Training in Nursing

Outside Nursing

- 1 Diploma / Certificate
- 2 Baccalaureate Degree
- 3 Masters Degree
- 4 Doctorate Degree
- 5 Post-Doctoral Training

13a. Are you currently enrolled in an educational program leading to a formal degree or completing post-doctoral training?

- 1 Yes
- 2 No

13b. If yes, please indicate what kind of program you are enrolled in:

Nursing

- 1 Practical Nursing Diploma
- 2 Nursing Diploma
- 3 Baccalaureate Degree in Nursing
- 4 Nurse Practitioner (EC)
- 5 Masters Degree in Nursing
- 6 Doctorate Degree in Nursing
- 7 Post-Doctoral Training in Nursing

Outside Nursing

- 1 Diploma / Certificate
- 2 Baccalaureate Degree
- 3 Masters Degree
- 4 Doctorate Degree
- 5 Post-Doctoral Training

Thank you for your participation – Your input is valued!

Please return this survey in the pre-addressed, postage-paid envelope to
The Lawrence S. Bloomberg Faculty of Nursing
University of Toronto