

Faculty were invited to answer the following questions on a 5-point Likert scale, from Strongly Disagree to Strongly Agree.

Work and Family

1. "My work keeps me from family activities more than I would like."
2. "The time I must devote to my job keeps me from participating equally in household responsibilities and activities."
3. "I have to miss family activities due to the amount of time I must spend on work responsibilities."
4. "The time I spend on family responsibilities often interferes with my work responsibilities."
5. "The time I spend with my family often causes me to not spend time in activities at work that could be helpful to my career."
6. "I have to miss work activities due to the amount of time I must spend on family responsibilities."
7. "When I get home from work, I am often too frazzled to participate in family activities/responsibilities."
8. "I am often so emotionally drained when I get home from work that it prevents me from contributing to my family."
9. "Due to all the pressures at work, sometimes when I come home, I am too stressed to do the things I enjoy."
10. "Due to stress at home, I am often preoccupied with family matters at work. Because I am often stressed from family responsibilities, I have a hard time concentrating on my work."
11. "Tension and anxiety from my family life often weaken my ability to do my job."
12. "I am expected to provide coverage for other colleagues' family matters."
13. "My colleagues respect my obligations outside work."
14. "I feel supported in balancing my work and family obligations."
15. "In a future hypothetical emergency, the department would support me."

Belonging

1. "I feel accepted by my coworkers."
2. "I receive good support from my coworkers."
3. "I feel a sense of belonging in the university community."
4. "I feel like I do not fit in at work."

Contributions

1. "My work contributes to my department's success."

2. "The quality of my work makes a real impact in my department."
3. "My work influences my department's functioning."
4. "Kutztown University praises my work publicly."
5. "My co-workers praise my work."
6. "I am well known for the quality of my work at Kutztown University."
7. "My work has made me popular at my university."

Work Specific Roles - Interpersonal

1. "I am required to be 'artificially friendly' to students."
2. "I cover or manage my own feelings so as to appear pleasant to students."
3. "I am unable to express my true feelings to students."
4. "I feel that I have to be nice to students no matter how they treat me."
5. "I spend a lot of time helping students feel better about themselves."
6. "I spend a lot of time helping students deal with stresses and difficulties."
7. "I am required to be 'artificially friendly' to colleagues."
8. "I cover or manage my own feelings so as to appear pleasant to colleagues."
9. "I am unable to express my true feelings to colleagues."
10. "I feel that I have to be nice to colleagues no matter how they treat me."
11. "I spend a lot of time helping colleagues feel better about themselves."
12. "I spend a lot of time helping colleagues deal with stresses and difficulties."
13. "I am required to be 'artificially friendly' to administration."
14. "I cover or manage my own feelings so as to appear pleasant to administration."
15. "I am unable to express my true feelings to administration."
16. "I feel that I have to be nice to administration no matter how they treat me."

Work Specific Roles – Unseen

1. "I send meeting reminders even if I am not the person organizing the meeting."
2. "Students seek me out for informal guidance."
3. "Students beyond my assigned advisees seek academic advice from me."
4. "New faculty seek me out as an informal resource."
5. "Compared to my colleagues, I write more letters of recommendations for students."
6. "I make a point to respond to all student emails."
7. "I respond to student emails within a business day."
8. "If students miss an exam or major assignment, I contact the student."

9. "I send reminders to students about upcoming deadlines or assignments."
10. "Though not the official secretary, I tend to take, keep, or send out minutes after a meeting."
11. "I leave student emails unanswered."
12. "I wait until my scheduled office hours to reply to student email."

Pandemic Impact

1. "I take on more emergent tasks beyond my normal tasks."
2. "I spend more time on unexpected urgent tasks."
3. "I am more overloaded."
4. "I spend more time on class coordination."
5. "I am exposed to more unexpected risk than in the past."