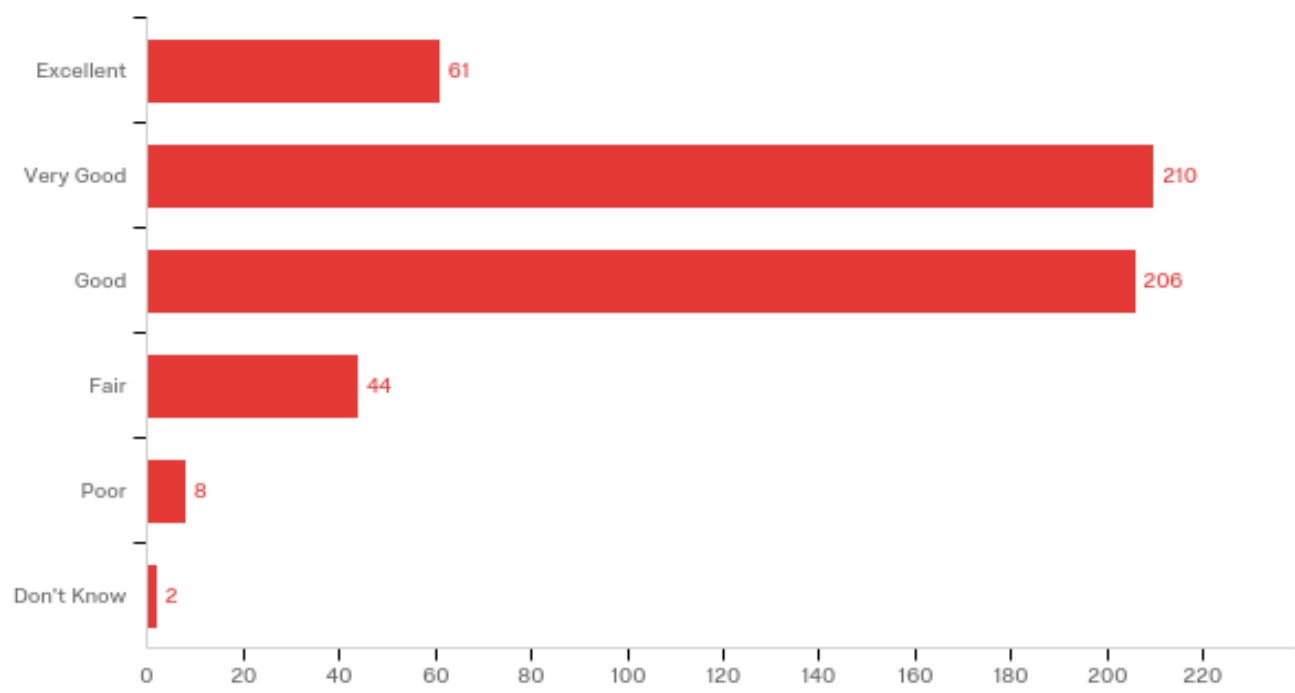


ACHA-NFSHA

ACHA-NFSHA FALL 2017 UNIVERSITY OF TENNESSE KNOXVILLE

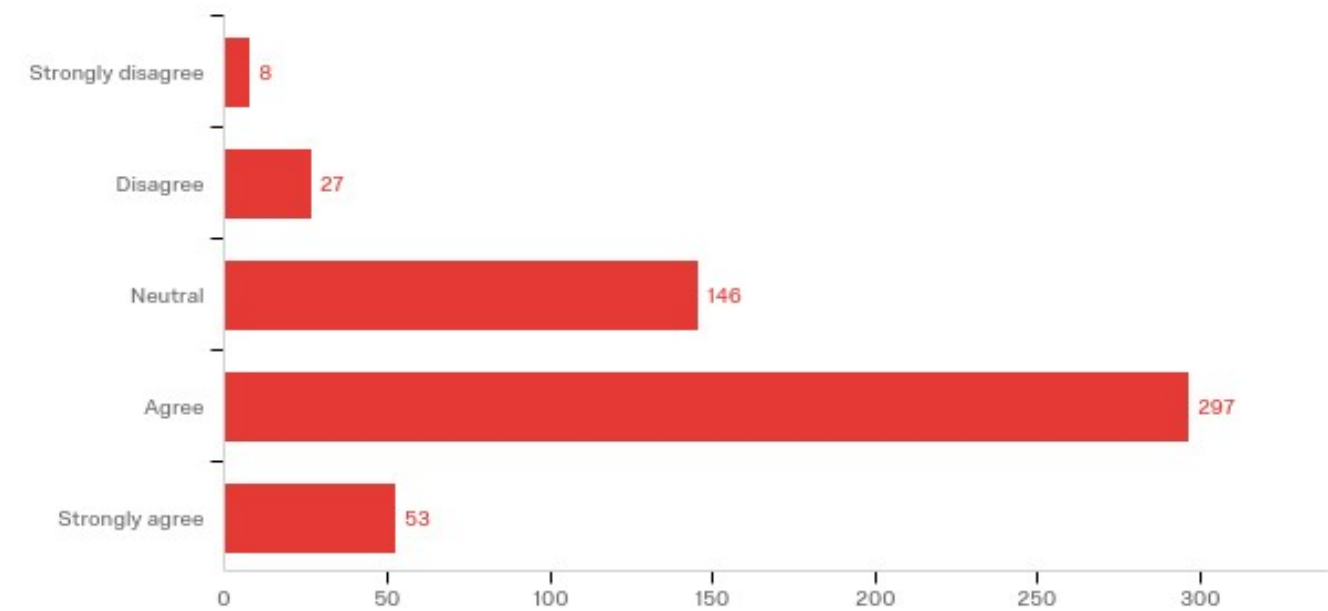
November 15th 2017, 8:03 am EST

Q1 - General overall health?



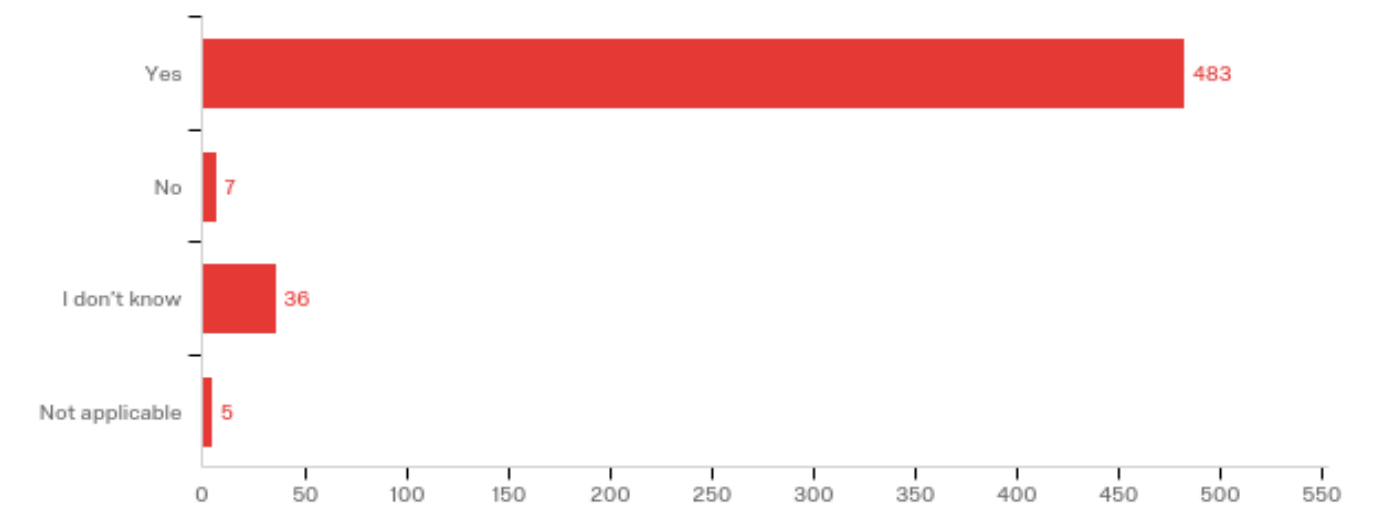
#	Answer	%	Count
1	Excellent	11.49%	61
2	Very Good	39.55%	210
3	Good	38.79%	206
4	Fair	8.29%	44
5	Poor	1.51%	8
6	Don't Know	0.38%	2
	Total	100%	531

Q2 - My college/university cares about my health and well-being.



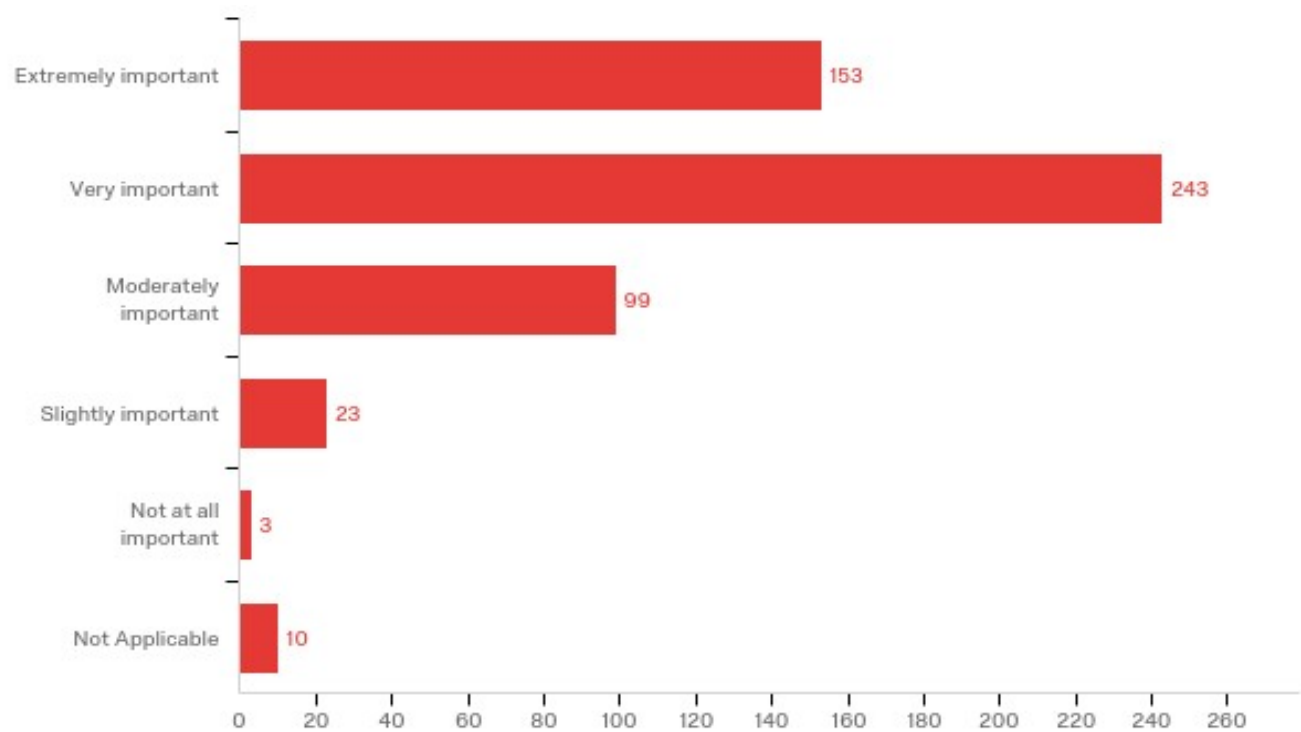
#	Answer	%	Count
1	Strongly disagree	1.51%	8
2	Disagree	5.08%	27
3	Neutral	27.50%	146
4	Agree	55.93%	297
5	Strongly agree	9.98%	53
	Total	100%	531

Q3 - Do you believe the health and well-being of university staff and faculty impact student success a



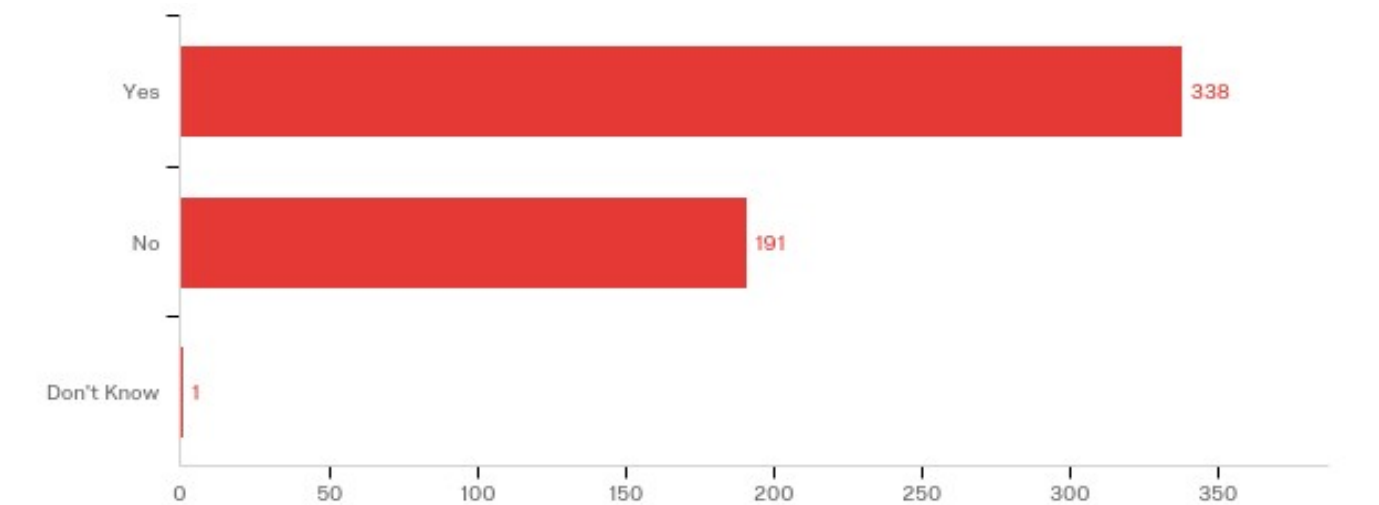
#	Answer	%	Count
1	Yes	90.96%	483
2	No	1.32%	7
3	I don't know	6.78%	36
4	Not applicable	0.94%	5
	Total	100%	531

Q4 - 4) How important do you feel it is to model positive health and wellness behavior to students?



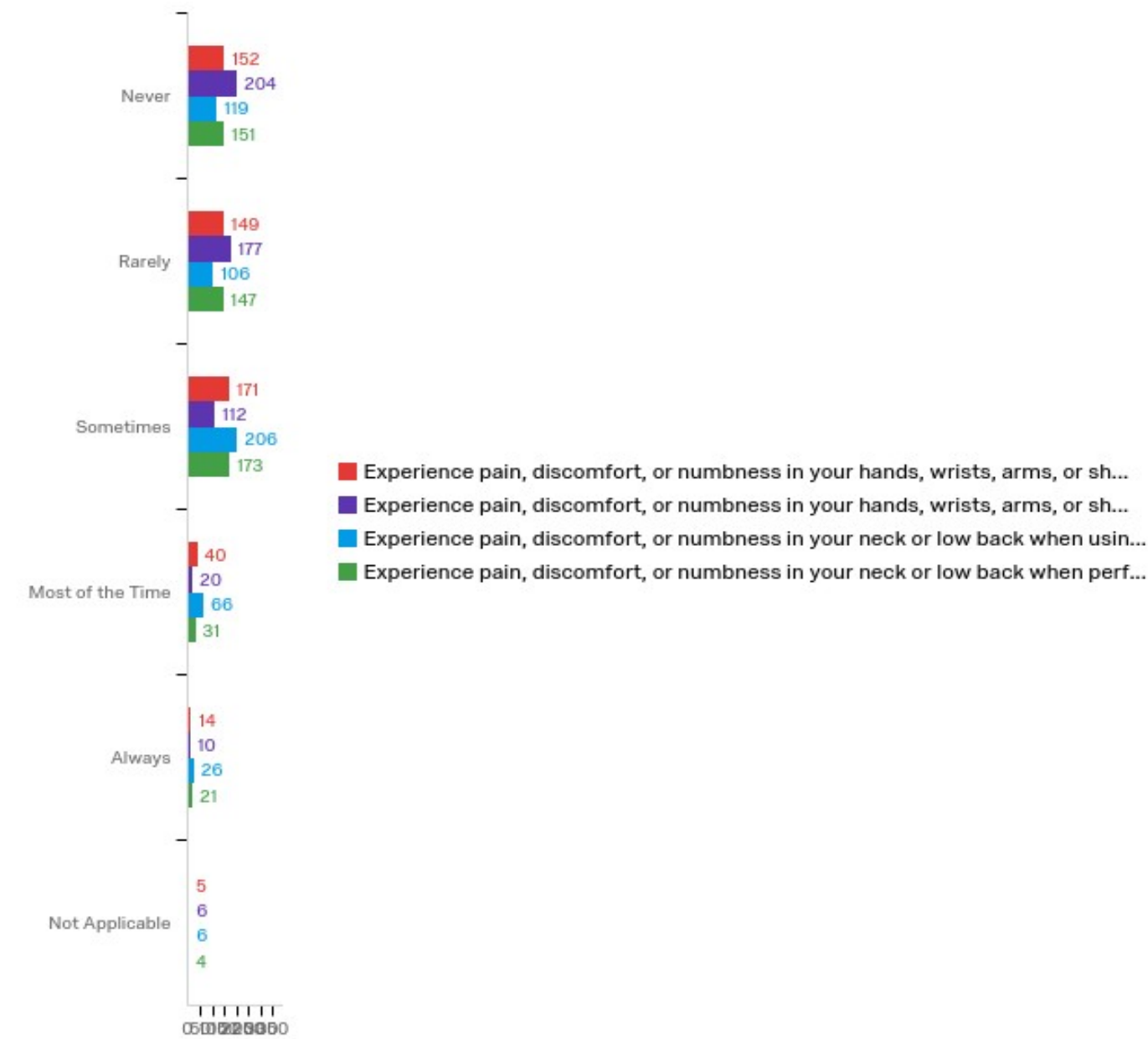
#	Answer	%	Count
1	Extremely important	28.81%	153
2	Very important	45.76%	243
3	Moderately important	18.64%	99
4	Slightly important	4.33%	23
5	Not at all important	0.56%	3
6	Not Applicable	1.88%	10
	Total	100%	531

Q5 - Within the last 12 months have you received a flu vaccination



#	Answer	%	Count
1	Yes	63.77%	338
2	No	36.04%	191
3	Don't Know	0.19%	1
	Total	100%	530

Q6 - Within the last 12 months, how often did you



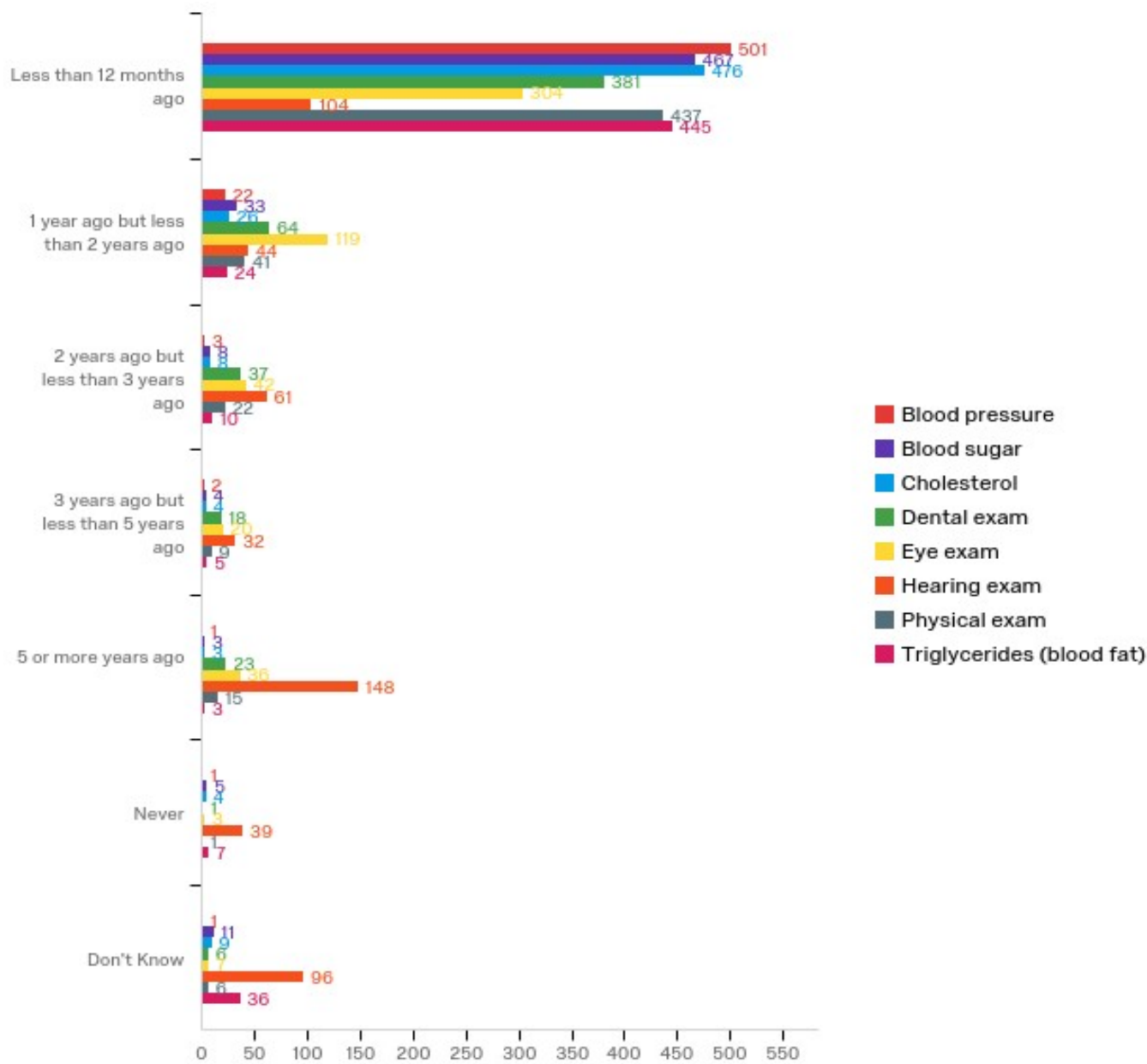
#	Ques tion	Neve r		Rarel y		Som etim es		Most of the Time		Alwa ys		Not Appli cable		Total
4	Expe rienc e pain, disco mfor t, or num	28.6 3%	152	28.0 6%	149	32.2 0%	171	7.53 %	40	2.64 %	14	0.94 %	5	531

	bness in your hands, wrists, arms, or shoulders when using a computer or working at a desk?													
5	Experience pain, discomfort, or numbness in your hands, wrists, arms, or shoulders when performing work tasks NOT at a desk	38.56%	204	33.46%	177	21.17%	112	3.78%	20	1.89%	10	1.13%	6	529

	or a computer?													
6	Experience pain, discomfort, or numbness in your neck or low back when using a computer or working at a desk?	22.50%	119	20.04%	106	38.94%	206	12.48%	66	4.91%	26	1.13%	6	529
7	Experience pain, discomfort, or numbness in your neck or low back when performing work	28.65%	151	27.89%	147	32.83%	173	5.88%	31	3.98%	21	0.76%	4	527

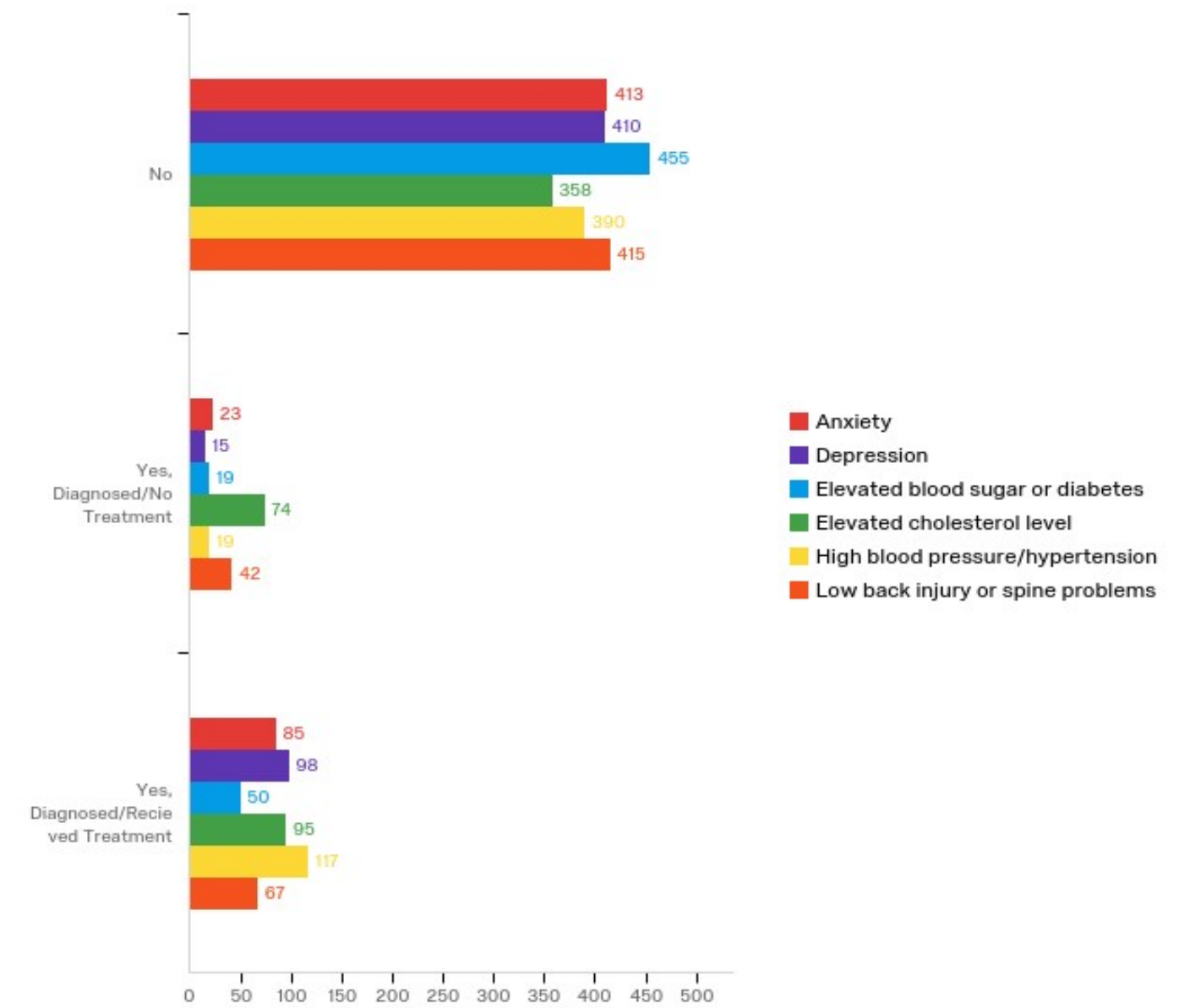
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Q7 - How long has it been since you had the following checked?



#	Question	Less than 12 months ago		1 year ago but less than 2 years ago		2 years ago but less than 3 years ago		3 years ago but less than 5 years ago		5 or more years ago		Never		Don't Know		Total
1	Blood pressure	94.35%	501	4.14%	22	0.56%	3	0.38%	2	0.19%	1	0.19%	1	0.19%	1	531
2	Blood sugar	87.95%	467	6.21%	33	1.51%	8	0.75%	4	0.56%	3	0.94%	5	2.07%	11	531
3	Cholesterol	89.81%	476	4.91%	26	1.51%	8	0.75%	4	0.57%	3	0.75%	4	1.70%	9	530
6	Dental exam	71.89%	381	12.08%	64	6.98%	37	3.40%	18	4.34%	23	0.19%	1	1.13%	6	530
7	Eye exam	57.25%	304	22.41%	119	7.91%	42	3.77%	20	6.78%	36	0.56%	3	1.32%	7	531
9	Hearing exam	19.85%	104	8.40%	44	11.64%	61	6.11%	32	28.24%	148	7.44%	39	18.32%	96	524
5	Physical exam	82.30%	437	7.72%	41	4.14%	22	1.69%	9	2.82%	15	0.19%	1	1.13%	6	531
4	Triglycerides (blood fat)	83.96%	445	4.53%	24	1.89%	10	0.94%	5	0.57%	3	1.32%	7	6.79%	36	530

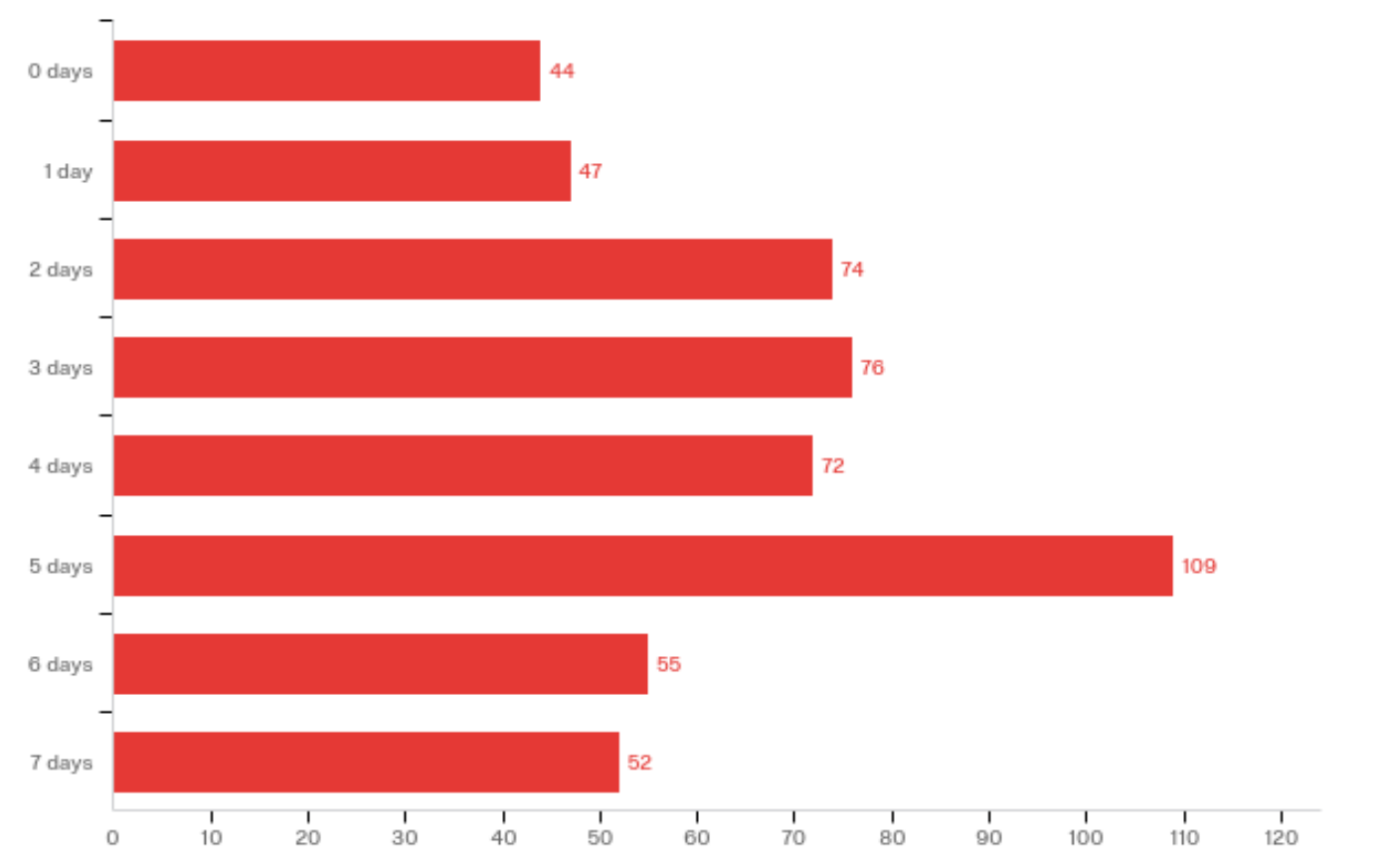
Q8 - Has a doctor or other healthcare provider told you that you currently have any of the following c



#	Question	No		Yes, Diagnosed /No Treatment		Yes, Diagnosed /Recieved Treatment		Total
7	Anxiety	79.27%	413	4.41%	23	16.31%	85	521
12	Depressio n	78.39%	410	2.87%	15	18.74%	98	523
5	Elevated blood sugar or diabetes	86.83%	455	3.63%	19	9.54%	50	524

3	Elevated cholesterol level	67.93%	358	14.04%	74	18.03%	95	527
2	High blood pressure/hypertension	74.14%	390	3.61%	19	22.24%	117	526
4	Low back injury or spine problems	79.20%	415	8.02%	42	12.79%	67	524

Q9 - On how many of the past 7 days did you get enough sleep so that you felt rested when you woke up?

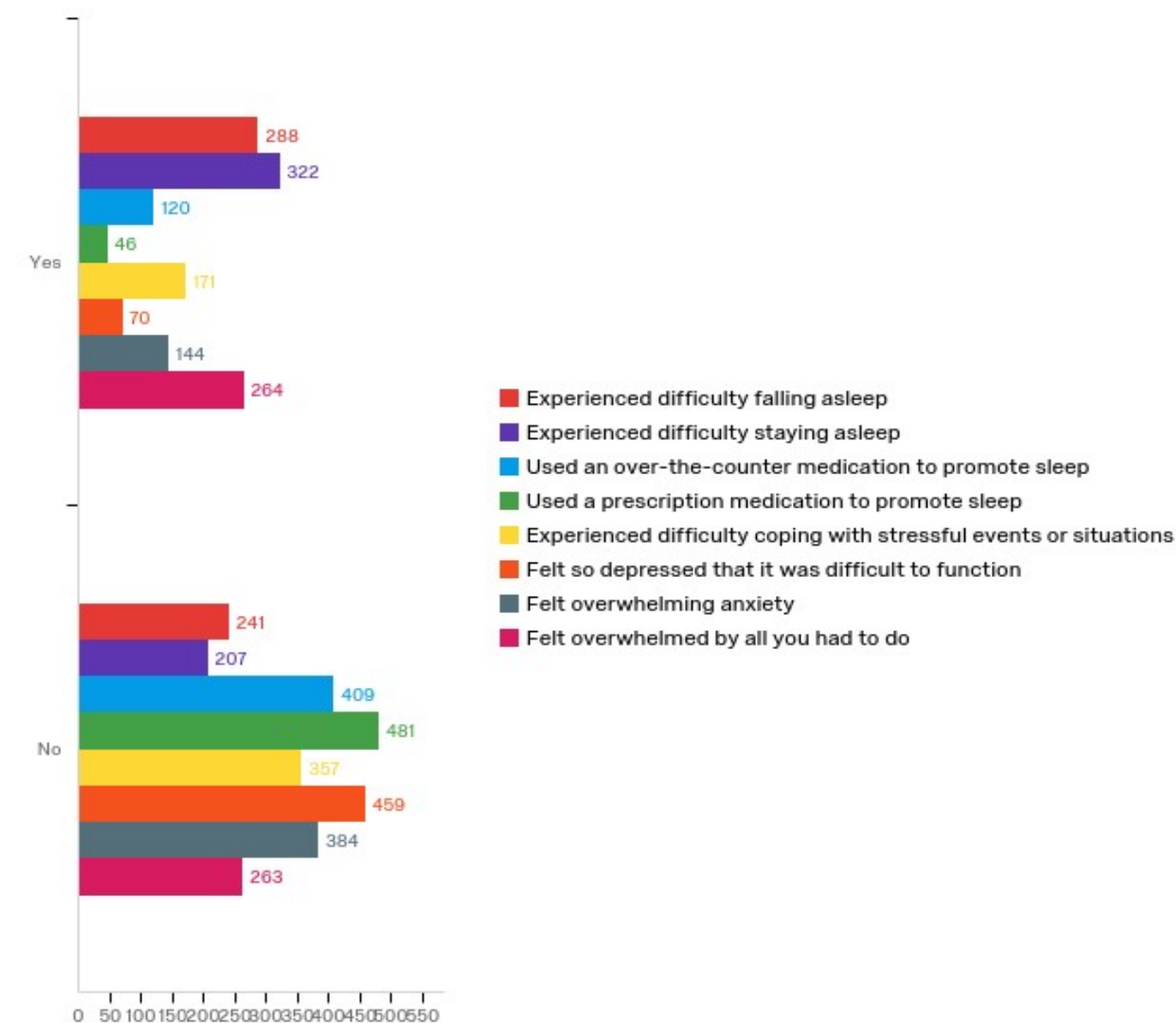


#	Answer	%	Count
1	0 days	8.32%	44
2	1 day	8.88%	47
3	2 days	13.99%	74
4	3 days	14.37%	76
5	4 days	13.61%	72
6	5 days	20.60%	109
7	6 days	10.40%	55
8	7 days	9.83%	52
	Total	100%	529

Q10 - During the past 7 days, on average, how many hours of sleep did you get during a 24-hour period?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Hours	2.00	24.00	6.69	1.43	2.05	529
2	Minutes	0.00	57.00	16.56	15.18	230.36	304

Q11 - In the last 12 months have you experienced the following?



#	Question	Yes		No		Total
5	Experienced difficulty falling asleep	54.44%	288	45.56%	241	529
6	Experienced difficulty staying asleep	60.87%	322	39.13%	207	529
8	Used an over-the-counter medication to promote sleep	22.68%	120	77.32%	409	529

7	Used a prescription medication to promote sleep	8.73%	46	91.27%	481	527
4	Experienced difficulty coping with stressful events or situations	32.39%	171	67.61%	357	528
1	Felt so depressed that it was difficult to function	13.23%	70	86.77%	459	529
2	Felt overwhelming anxiety	27.27%	144	72.73%	384	528
11	Felt overwhelmed by all you had to do	50.09%	264	49.91%	263	527

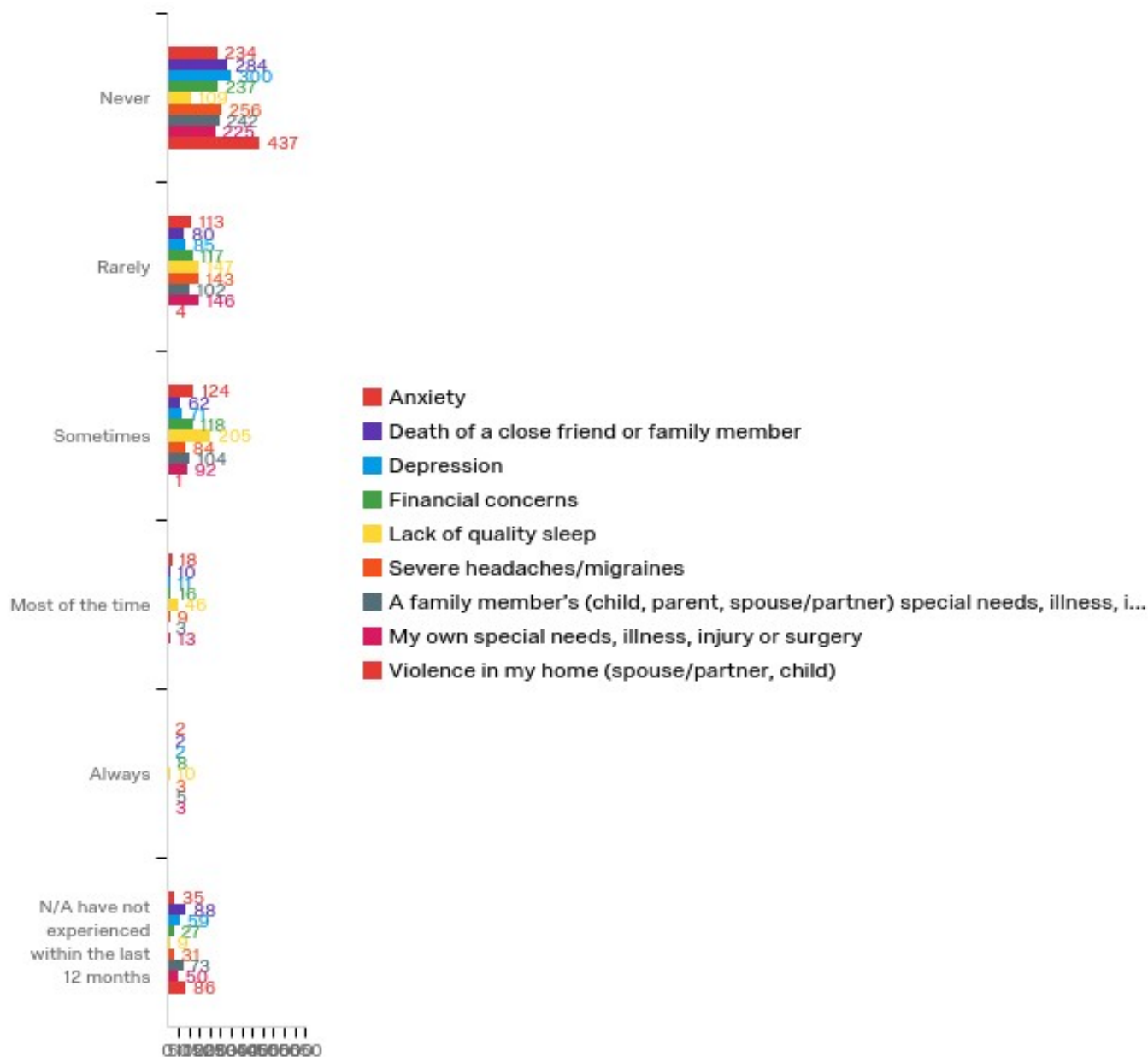
C1-11 - Please provide any comments, questions, or feedback you have about the surveyquestions on this page

Please provide any comments, questions, or feedback you have about the surveyquestions on this page
I am in my 7th month of pregnancy, which is the cause of the pain/numbness in my hands, the sleep issues. Prior to pregnancy, I had none of these issues.
If the question was, are you sad, I would say yes but maybe not depressed.
Very well
Experienced difficulty staying asleep - I wake up easily but generally fall right back to sleep.
I get inadequate sleep when I have to arise very early (5am) to teach clinical in the hospital environment. Other than that, I usually get adequate sleep.
I have not been diagnosed with anxiety. However, in crowd situation I have experienced panic attacks (heart racing, shaking, nausea, sometimes vomiting, or fainting). I generally just try to avoid extreme crowds.
I have an elderly mother and take care of her needs. Sometimes sleep is hard to get enough of
Does not happen that often.
i have hi blood pressure and my mouth stays dry so the department managers think im under the influence and actually sent me home until i could get into the doctor
Question 11, all answers are a very rare occurrence. Only happening once or twice within the past 12 months. Would be more accurate if frequency were included in options.
Thank you.
The university ignores health concerns of staff that relate to environmental issues, especially if fixing those issues will cost the university money.
Have low back issues from riding in car long distance. Getting injections. Only bad during sleep/lying down
I had a death in the family which did cause temporary difficulty coping with a stressful situation. I had arthroscopic knee surgery two weeks ago which did cause anxiety though it was temporary. Nothing in these experiences was related to my work.
Sleep issues related to having spouse who cannot sleep more so than my own issues.
to much Caffeine and full moon
Most of my tiredness is caused by hypothyroidism, not due to a lack of sleep.
I had a baby 10 months ago. My responses for anything "in the last 12 months" are a little different than what they were pre-pregnancy while working for the same employer.
We have had a death in the family in the last 12 months. So I know some of my experiences have been from that.
Question were simple and easy to understand.
I feel that lighting and temperature in the work place play a role in being more comfortable throughout the day. Too much light is unbearable on the eyes and cold is downright unpleasant. These affect posture too. Some people can take a 10 minute break, others in the same work area cannot. It depends on the supervisor. Some people are allowed to go outside and warm up others cannot. There are staff that can go for long walks on the clock and others must clock out. This again depends on where you work.

<p>Felt overwhelmed by all you had to do - yes, frequently on the job. With all the RIFs over the years and vacancies not always filled, each employee is required to do the work of 2, 3, or more individuals.</p> <p>I am menopausal and my hormones are contributing to my lack of sleep, etc...</p>
<p>I work two jobs so I do feel overwhelmed at times especially when I am very busy at my position at UT</p> <p>We are in the midst of selling our house and moving to an interim dwelling until our new house is built. That is the situation causing the high anxiety right now.</p> <p>Administrative tasks at this university are overwhelmingly scheduled for the first half of the semester. This creates a lot of anxiety. It would be better if they could be spread out more over the semester, or if they could be streamlined (and some eliminated).</p>
<p>I have been able to exercise 1 hour each day and eat well</p> <p>Just FWIW, the stressful situation (personal, not work-related) has been resolved, but you did say within the past 12 months, and this was within the past three.</p>
<p>MY husband is dealing with pancreatic cancer - which means I am too</p> <p>In regards to stressful events or situations, I have had some difficulty coping with my mother in law being diagnosed with Congestive Heart Failure and we have been informed she may pass at anytime, and having a bipolar and depressive spouse at home who is disabled and I provide for his care. These are factors that have caused some stress in my life, but we have to go about our life as best as we can and try to get through these events, as it is afterall, a part of life, and out of our control of course.</p>
<p>No changes recommended</p> <p>The reason I have answered yes to these questions about anxiety and depression and not sleeping well is because my sister passed away in May 2017. This was totally unexpected and I was on the phone with her she passed and also saw her deceased. It was very traumatic and I am still trying to process the grief and loss.</p>
<p>I have a baby and that's why I do not get enough sleep hours every day.</p> <p>My work load comes in waves, so sometimes the variance in work necessity leads me to continuous thinking, thus the occasional anxiety and poor sleep habits.</p> <p>Teaching 100 students per semester in a writing intensive class is a big job in itself and I have taken on unpaid service as well. Lecturers are overloaded if we try to do our job right, but the university is looking the other way.</p> <p>I had cervical spinal surgery 2 yrs ago, the computer probably doesn't help that much.</p>
<p>My stress and anxiety was due to helping care for my father who had dementia and worrying about my mother who was with him 24/7. He had begun to get violent and we had to put him on a medication that we really didn't want to, in order to be able to keep him at home. He passed away two months ago but now I am dealing with the grief of losing someone I loved so much. My boss has been wonderful but I feel guilty when I was/am out and no one else does my job so when I come back, I come back to a lot of catching up. It is just a hard season right now.</p> <p>The Chemistry Department bought me a sit stand desk, which helped a lot with my back discomfort. I so appreciate them for doing this for me.</p>
<p>My back problems are mostly from scoliosis.</p> <p>The more productive you are as an academic, the crazier it gets. There has been a lot to do and very little time to get it all done.</p> <p>I had Anterior Cervical Discectomy and Fusion on 3,4 & 5 six weeks ago and I am currently recovering from this procedure while at work.</p>
<p>I occasionally get stressed</p> <p>DIVORCE 2 YRS AGO. HAVE ALOT TO DO AT HOME BY MYSELF. NOT AN ANXIOUS PERSON.</p> <p>I occasionally have felt overwhelmed by the number of projects on my "to-do" list, but that is a rare feeling, and most of the time I do feel that my projects are manageable.</p>

Just for reference, I have a history of pain in my arm and back as a result of car accidents. I'm careful to sit and work as ergonomically as possible to minimize discomfort.
I tore my ACL and underwent 2 surgeries within 4 months. I still have long ways to go in my recovery and with complications that I am having it is hard to stay positive
The low back injury I take OTC meds or ointment. I have been given Voltaren before from dr.
At my age it takes me much longer to fulfill tasks that it required before.
I had a baby about a year ago, so my mental and physical health struggled.
none
N/A
My previous employment caused a lot of stress and anxiety. Since coming to work for UT, those have been reduced significantly.
n/a
I have had back surgery. In 2011, there was a bone removed from my back. I had physical therapy. I had physical therapy again in 2015.
I have not had a flu shot, and do not intend to take one, but it is not because I don't value them. I have been advised not to take flu shots as they can interact dangerously with blood pressure medications I currently take.
Overwhelming anxiety and being overwhelmed is rare but has occurred once or twice during the past year
In an environment where we are constantly pushed to do more with less some stress is inevitable.
World events; world events' effect on job security

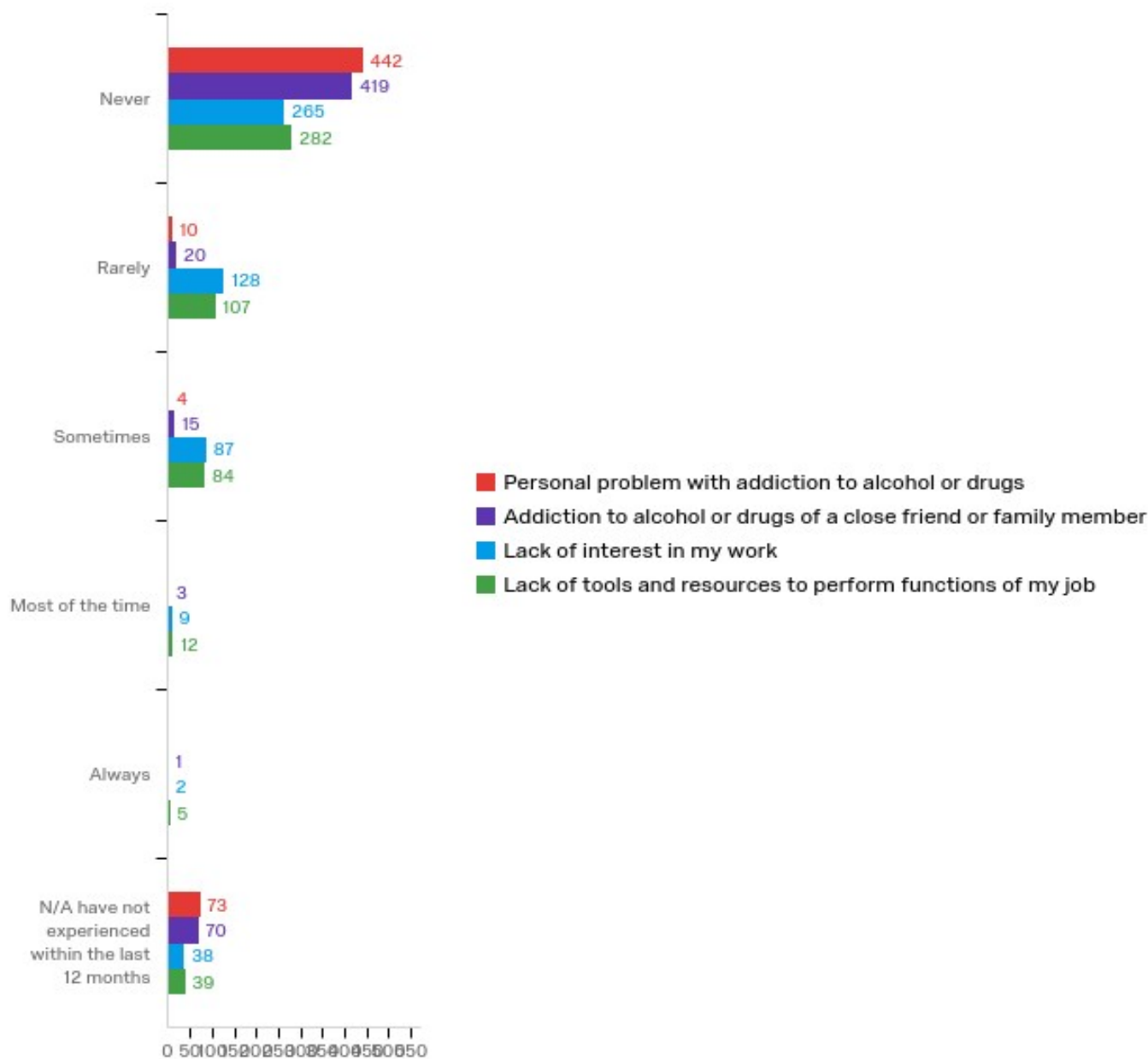
Q12A - Within the last 12 months, how often have the following negatively impacted



#	Question	Never		Rarely		Sometimes		Most of the time		Always		N/A have not experienced within the last 12 months		Total
1	Anxiety	44.49%	234	21.48%	113	23.57%	124	3.42%	18	0.38%	2	6.65%	35	526
2	Death of a close friend or family member	53.99%	284	15.21%	80	11.79%	62	1.90%	10	0.38%	2	16.73%	88	526
3	Depression	56.82%	300	16.10%	85	13.45%	71	2.08%	11	0.38%	2	11.17%	59	528
4	Financial concerns	45.32%	237	22.37%	117	22.56%	118	3.06%	16	1.53%	8	5.16%	27	523
5	Lack of quality sleep	20.72%	109	27.95%	147	38.97%	205	8.75%	46	1.90%	10	1.71%	9	526
11	Severe headaches/migraines	48.67%	256	27.19%	143	15.97%	84	1.71%	9	0.57%	3	5.89%	31	526
6	A family member's (child, parent,	45.75%	242	19.28%	102	19.66%	104	0.57%	3	0.95%	5	13.80%	73	529

	spouse/partner) special needs, illness, injury or surgery													
7	My own special needs, illness, injury or surgery	42.53%	225	27.60%	146	17.39%	92	2.46%	13	0.57%	3	9.45%	50	529
9	Violence in my home (spouse/partner, child)	82.77%	437	0.76%	4	0.19%	1	0.00%	0	0.00%	0	16.29%	86	528

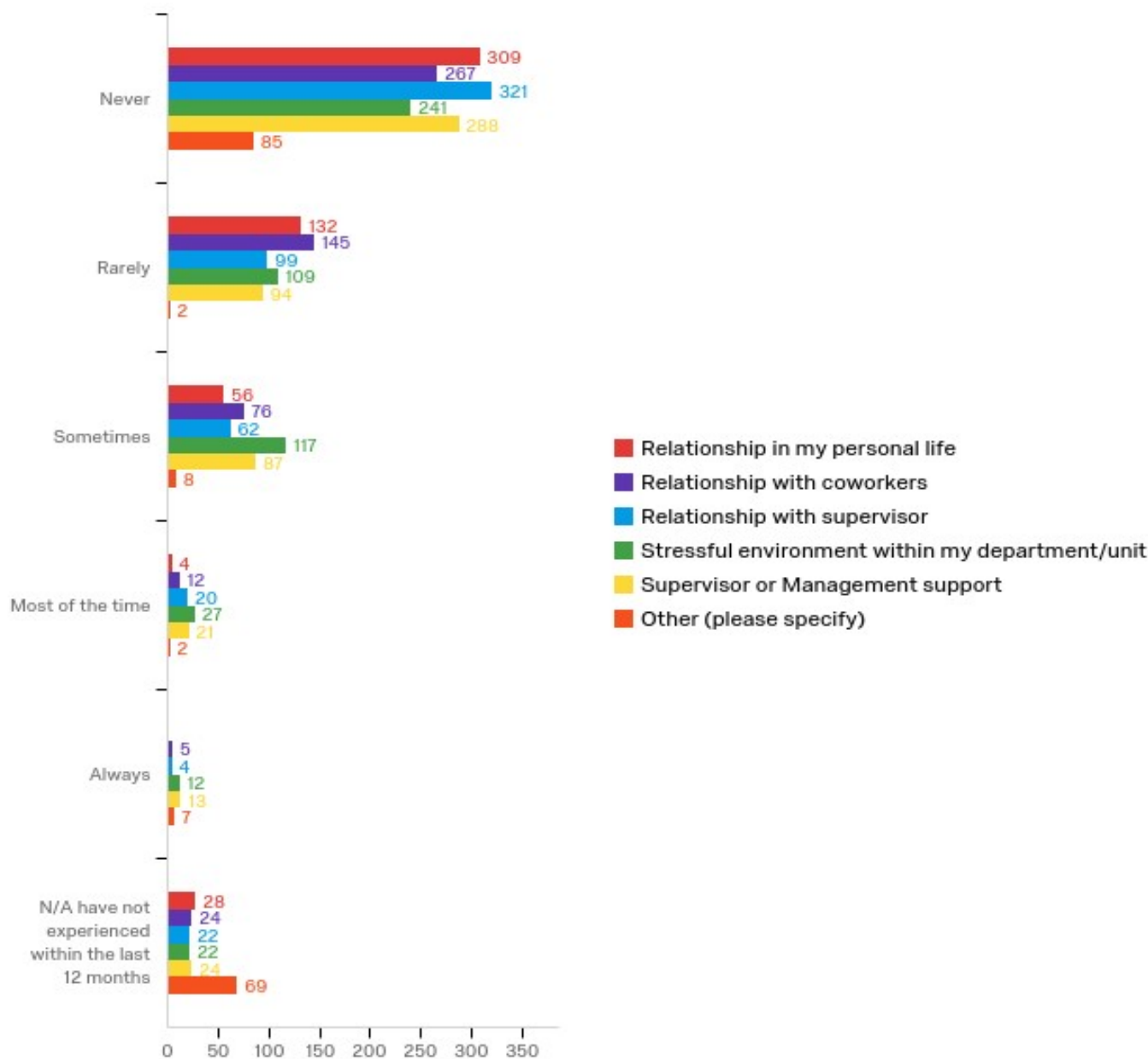
Q12B - Within the last 12 months, how often have the following negatively impacted your performance



#	Question	Never		Rarely		Sometimes		Most of the time		Always		N/A have not experienced within the last 12 months		Total
21	Personal problem with addiction to alcohol or drugs	83.55%	442	1.89%	10	0.76%	4	0.00%	0	0.00%	0	13.80%	73	529
22	Addiction to alcohol or drugs of a close friend or family member	79.36%	419	3.79%	20	2.84%	15	0.57%	3	0.19%	1	13.26%	70	528
14	Lack of interest in my work	50.09%	265	24.20%	128	16.45%	87	1.70%	9	0.38%	2	7.18%	38	529
13	Lack of tools and resources to	53.31%	282	20.23%	107	15.88%	84	2.27%	12	0.95%	5	7.37%	39	529

[illegible]

Q12C - Within the last 12 months, how often have the following negatively impacted your performance



#	Question	Never		Rarely		Sometimes		Most of the time		Always		N/A have not experienced within the last 12 months		Total
8	Relationship in my personal life	58.41%	309	24.95%	132	10.59%	56	0.76%	4	0.00%	0	5.29%	28	529
16	Relationship with coworkers	50.47%	267	27.41%	145	14.37%	76	2.27%	12	0.95%	5	4.54%	24	529
17	Relationship with supervisor	60.80%	321	18.75%	99	11.74%	62	3.79%	20	0.76%	4	4.17%	22	528
18	Stressful environment within my department/unit	45.64%	241	20.64%	109	22.16%	117	5.11%	27	2.27%	12	4.17%	22	528
19	Supervisor or Management support	54.65%	288	17.84%	94	16.51%	87	3.98%	21	2.47%	13	4.55%	24	527

10	Other (please speci fy)	49.1 3%	85	1.16 %	2	4.62 %	8	1.16 %	2	4.05 %	7	39.8 8%	69	173
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Other (please specify)

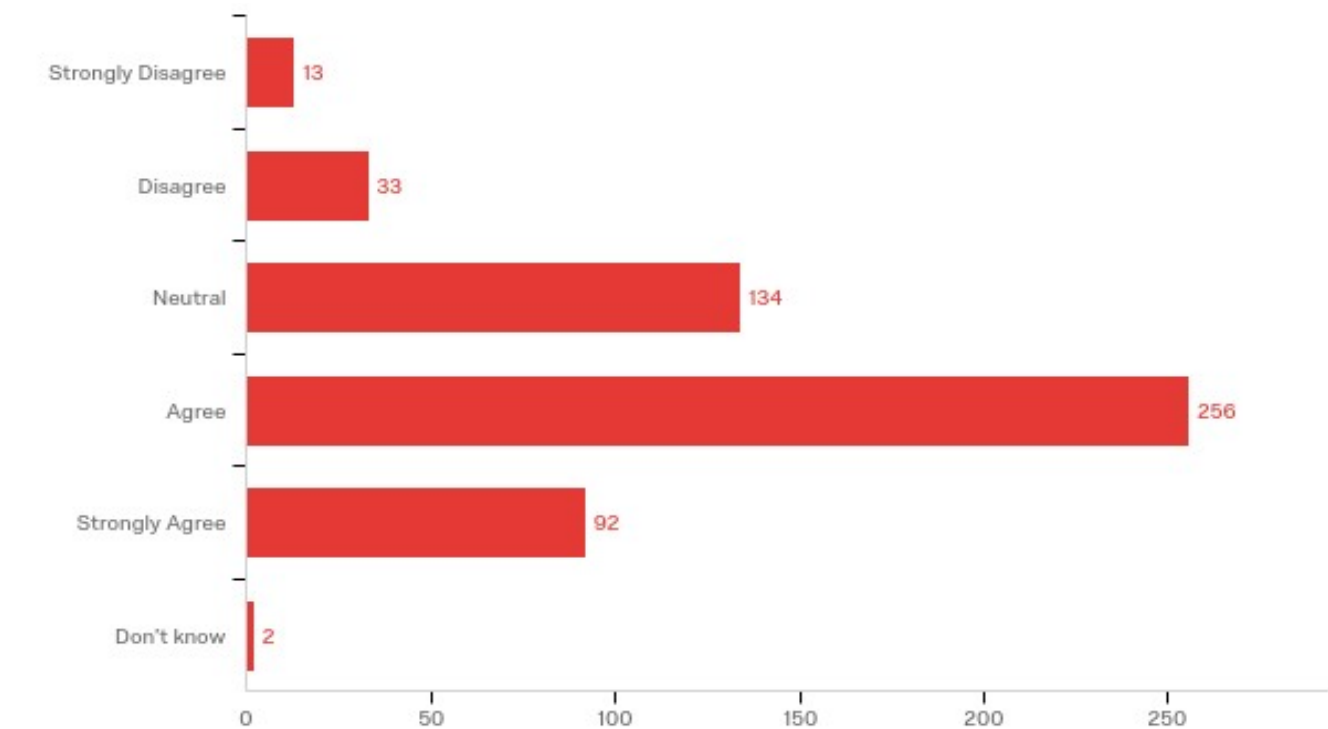
Other (please specify) - Text
too many duties
political situation
We have a supervisor that doesn't work well with our team
singling out employees & discrimination
None
Student issues
new computer software system we have to use
Emotional labor / care work with students
search for continuing employment
goddamn fucking idiot, lying, cheating coworkers
Lack of institutional support for implementation of its own financial and information security policies
physical environment
support from staff
Not enough employee to do the job
Pending Lay-off/Loss of Work
Illness (see comments)
Lack of staff support
Outsourcing
n/a
personal health issues
Poor work ethic of co workers

C12 - Please provide any comments, questions, or feedback you have about the survey questions on this page

Please provide any comments, questions, or feedback you have about the survey questions on this page
The supervisor who was the cause of a great deal of stress is no longer with our department. I am concerned about who will be hired to replace that person.
meaning of last column 'N/A...' in item 12 C isn't always clear
My brother has an addition to alcohol and has recently stopped using drugs. This sometimes created a hostile environment at home. He has sought out help from health care professionals and is in a much better place health wise.
I broke my elbow this past January, so that changed certain things.
Doesn't seem like the Vice Chancellor values our department. It has an effect. And like most institutions, poor communication between administration and workers. This also has an effect on morale.
I have had problems with my supervisor that that have impacted my emotional health, but I never let these things interfere with my teaching.
Thank you.
I love my job & working with my coworkers.
Previous supervisor was more challenging to work with, but that person was replaced within the last 12 months resulting in considerable improvement in morale.
Relationship with coworkers - most of the time
This applies to 1 toxic coworker out of many very good ones
My mother had a stroke last June and then passed away in April of this year. I had to miss some work due to that. It did not really effect my work when I was here because my coworkers were great support.
favoritism shown to certain employees
The "schizophrenia" of higher education continues to take its toll on the employees in the auxiliary unit in which I work. The leadership of institutions of higher education seem to want to hold their auxiliaries to corporate-level standards (not that such "rigorous" standards are all that effective - Equifax) while allocating county-level resources to projects and system maintenance in a desire to "do more with less", especially in terms of staffing. The work environment certainly suffers from these organizational tendencies, but the lack of stress about job security is a plus.
Our supervisor is a micromanager, she treats us like children
I injured my knee outside of work and ended up sick with a severe sinus infection, due to this, I did have to use a sick day, and another day for a follow up with my orthopedic doctor regarding my knee. My spouse ended up sick as well with the same infection, and I used sick time to take him to the medical doctor prior to coming into work, but I made up my time using comp time. So no sick leave was taken for my spouse and his illness.
No changes recommended
I'm unsure if never and not applicable is the same. I chose not applicable because they do not apply and have not occurred. The categories could have been clearer.
"Never" and "Not applicable/have not experienced within the last 12 months" seem like very similar answers to me so I wasn't sure how to respond. None of the items listed in questions 12A-C have negatively impacted my performance or productivity at work in the last 12 months and most are not applicable to me either.
what is the difference between relationship with supervisor and supervisor support? I don't know how to parse those out

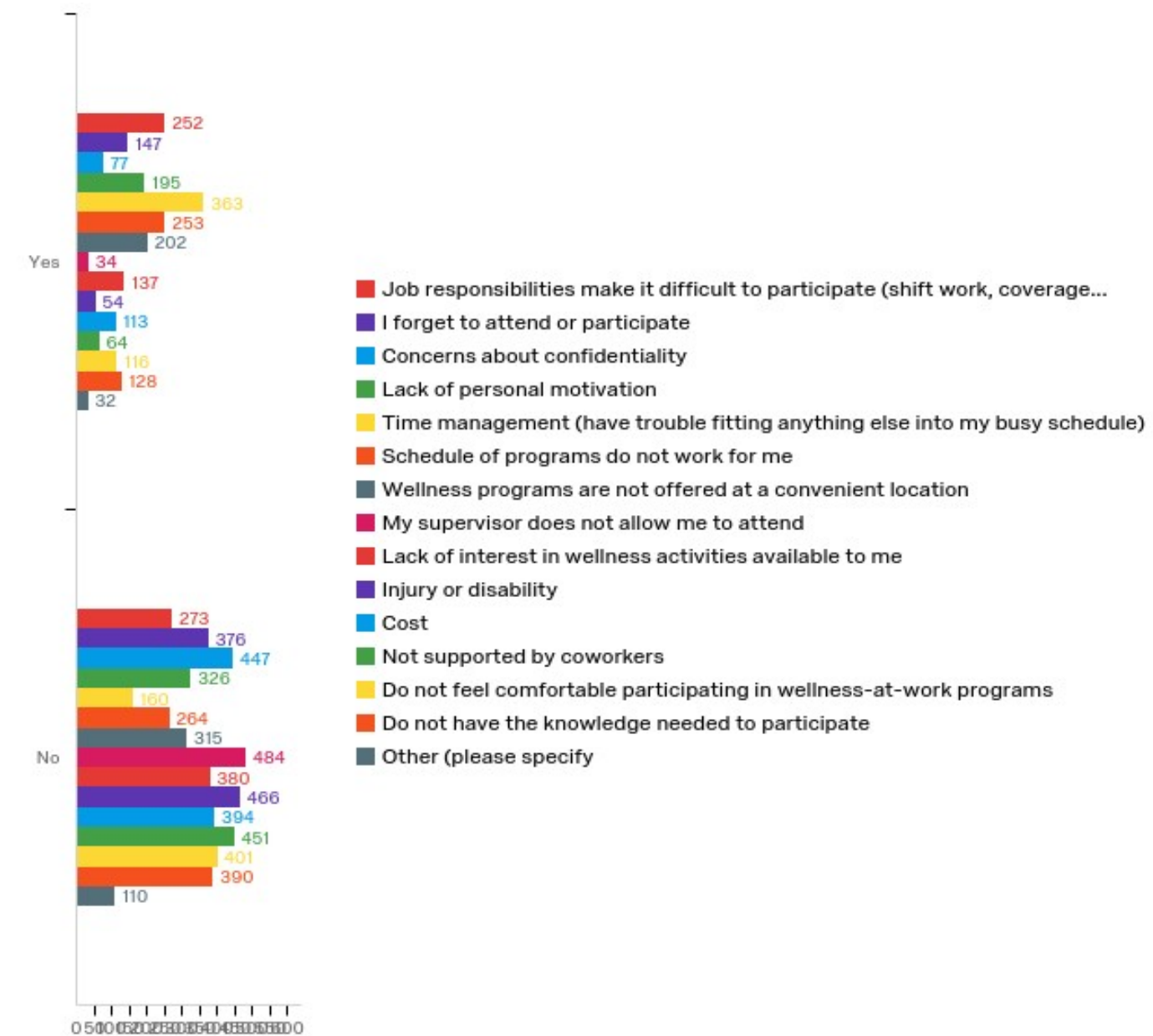
See above
Some of the employees in our department don't feel like our concerns are heard or ever taken seriously.
Relationship problems with supervisor and stress were at previous employer (not a college) and not in my current position.
Septic pneumonia really set me back.
Co-workers can make work environment stressful when working together with students
NEW SUPERVISOR WORKING OUT WELL. LAST SUPERVISOR A LITTLE DIFFICULT AT TIMES.SOME STRESS BETWEEN TWO COWORKERS AND MYSELF.
I was at another job most of the year
I've been fighting some kind of respiratory something for about six months; I missed most of May 2017 being out sick. I'm working with my GP to schedule relevant tests, but so far nothing has shown up. I'm pretty sure it's not psychosomatic, though, because I can pinpoint non-psychological causes and effects.
The long and drawn out process of the Outsourcing our the Facilities Services Division has been the top of everyone's minds here at the University.
none
Again, all of these answers are related to a previous employer, not UT
n/a
I work in a great department with an amazing boss. Zero stress.
I have personal health issues that severely impact my ability to do the job as well as I did five years ago. My Supervisor has been very encouraging and supportive of me.
My co workers are negative and have a poor work ethic. This can be frustrating.

Q13 - My college/university promotes a culture of wellness



#	Answer	%	Count
1	Strongly Disagree	2.45%	13
2	Disagree	6.23%	33
3	Neutral	25.28%	134
4	Agree	48.30%	256
5	Strongly Agree	17.36%	92
6	Don't know	0.38%	2
	Total	100%	530

Q14 - 14) Please indicate whether each of the following are a barrier that prevents you from participat...



#	Question	Yes	No	Total
4	Job responsibilities make it difficult to participate (shift work, coverage, fee based work)	48.00%	52.00%	525

5	I forget to attend or participate	28.11%	147	71.89%	376	523
6	Concerns about confidentiality	14.69%	77	85.31%	447	524
7	Lack of personal motivation	37.43%	195	62.57%	326	521
8	Time management (have trouble fitting anything else into my busy schedule)	69.41%	363	30.59%	160	523
9	Schedule of programs do not work for me	48.94%	253	51.06%	264	517
10	Wellness programs are not offered at a convenient location	39.07%	202	60.93%	315	517
11	My supervisor does not allow me to attend	6.56%	34	93.44%	484	518
12	Lack of interest in wellness activities available to me	26.50%	137	73.50%	380	517
13	Injury or disability	10.38%	54	89.62%	466	520
14	Cost	22.29%	113	77.71%	394	507
15	Not supported by coworkers	12.43%	64	87.57%	451	515
16	Do not feel comfortable participating in wellness-at-work programs	22.44%	116	77.56%	401	517
17	Do not have the knowledge	24.71%	128	75.29%	390	518

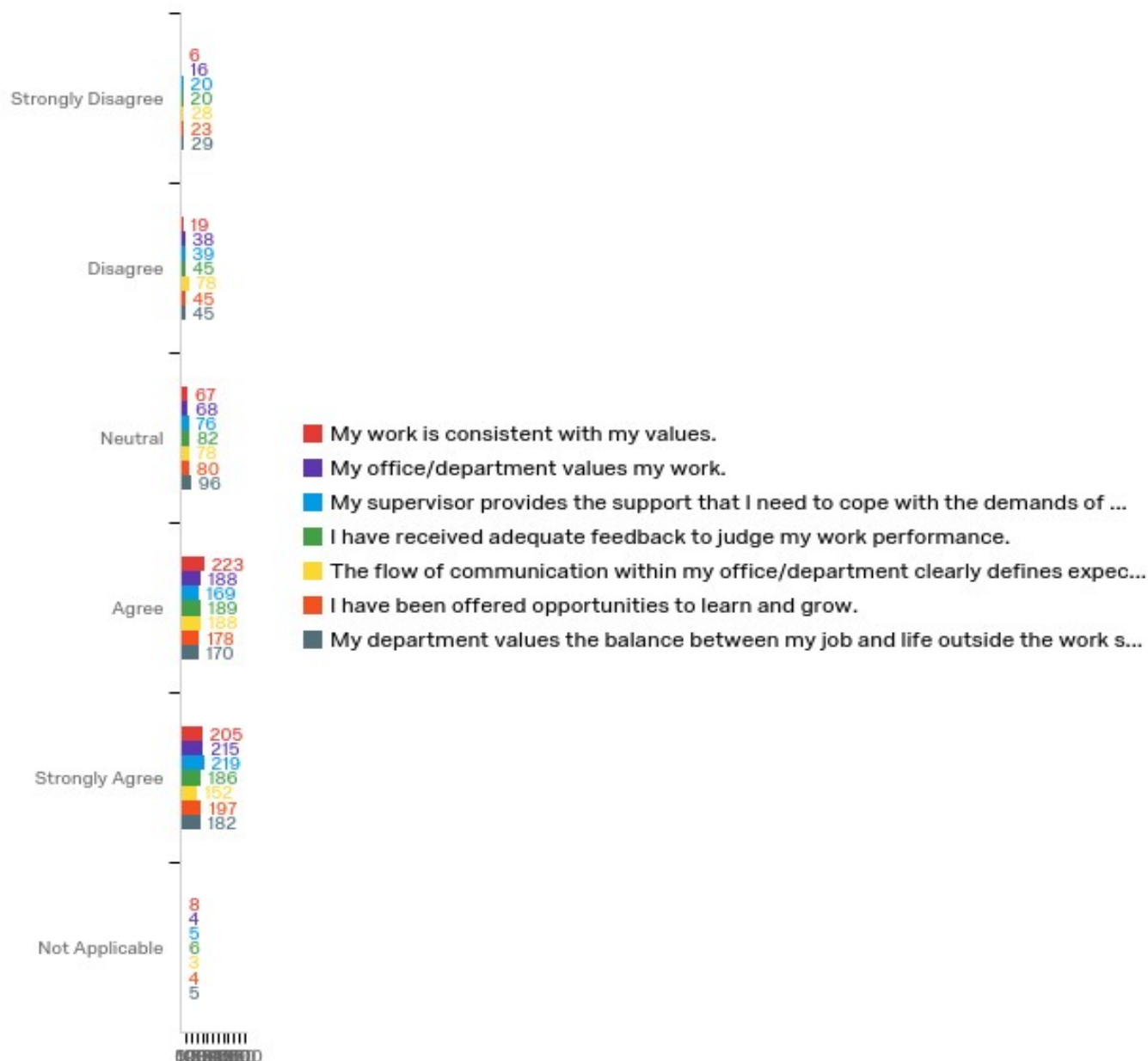
	needed to participate					
18	Other (please specify	22.54%	32	77.46%	110	142

Other (please specify

Other (please specify - Text
I feel that I am very active and healthy, and would not necessarily benefit from such programs.
Do not know of wellness at work programs aside from the sports center workout classes and equipment
I do not have insurance. I was out on the deadline date and was unable to apply.
i have my own wellness program not related to work
awareness of wellness programs
None
Have never heard of Wellness-at-Work programs
I exercise every morning at work and at home on weekends
I have no interest in at work programs; would prefer to design my own wellness activities.
unsure about available programs
I hate sweating at work and when it's 90+ outside and 85 in my office, I cannot cool down
remote office not on main campus
need water exercises due to arthritis
total bullshit with no supporting evidence of improving lives or reducing costs. total b.s. under the guise of "doing something"
Not enough programs offered
Lack of relevant programs
Didn't know there were classes available to me.
Very small clue what they are
New employee
Just not interested in attending wellness programs
Sometimes Classes/Seminars or Conferences fall on the same day as wellness events
Don't know about them
wish I could be supported for wellness activities outside the workplace with discounts for yoga or gym memberships
don't know of any programs

Not participating contributes to my wellness - allows me more time on task so I can get home to my family
I don't receive regular emails about these programs, and often don't know they are happening.
I don't know what we offer
Resentment of health coaching program -- see comments
Unsure if they are for staff or only students
Do not have knowledge of when programs are held.
Don't address my specific concerns
Already participating in Tai Chi available in the community
n/a
Need an I Don't Know column here
No parking available for on-campus events
I am not aware of wellness opportunities offered at my university
Not aware of programs

Q15 - Within the last 12 months I have felt



#	Ques tion	Stron gly Disa gree		Disa gree		Neut ral		Agre e		Stron gly Agre e		Not Appli cable		Total
1	My work is consi stent with my value	1.14 %	6	3.60 %	19	12.6 9%	67	42.2 3%	223	38.8 3%	205	1.52 %	8	528

	s.													
2	My office/department values my work.	3.02 %	16	7.18 %	38	12.85 %	68	35.54 %	188	40.64 %	215	0.76 %	4	529
3	My supervisor provides the support that I need to cope with the demands of my job.	3.79 %	20	7.39 %	39	14.39 %	76	32.01 %	169	41.48 %	219	0.95 %	5	528
4	I have received adequate feedback to judge my work performance.	3.79 %	20	8.52 %	45	15.53 %	82	35.80 %	189	35.23 %	186	1.14 %	6	528
5	The flow of communication	5.31 %	28	14.80 %	78	14.80 %	78	35.67 %	188	28.84 %	152	0.57 %	3	527

	n withi n my offic e/de part ment clear ly defin es expe ctati ons so I kno w how to effec tively do my job.													
6	I have been offer ed oppo rtuni ties to learn and grow .	4.36 %	23	8.54 %	45	15.1 8%	80	33.7 8%	178	37.3 8%	197	0.76 %	4	527
9	My depa rtme nt value s the bala nce betw een my job and life outsi	5.50 %	29	8.54 %	45	18.2 2%	96	32.2 6%	170	34.5 4%	182	0.95 %	5	527

[illegible]

C13-15 - Please provide any comments, questions, or feedback you have about the survey questions on this page

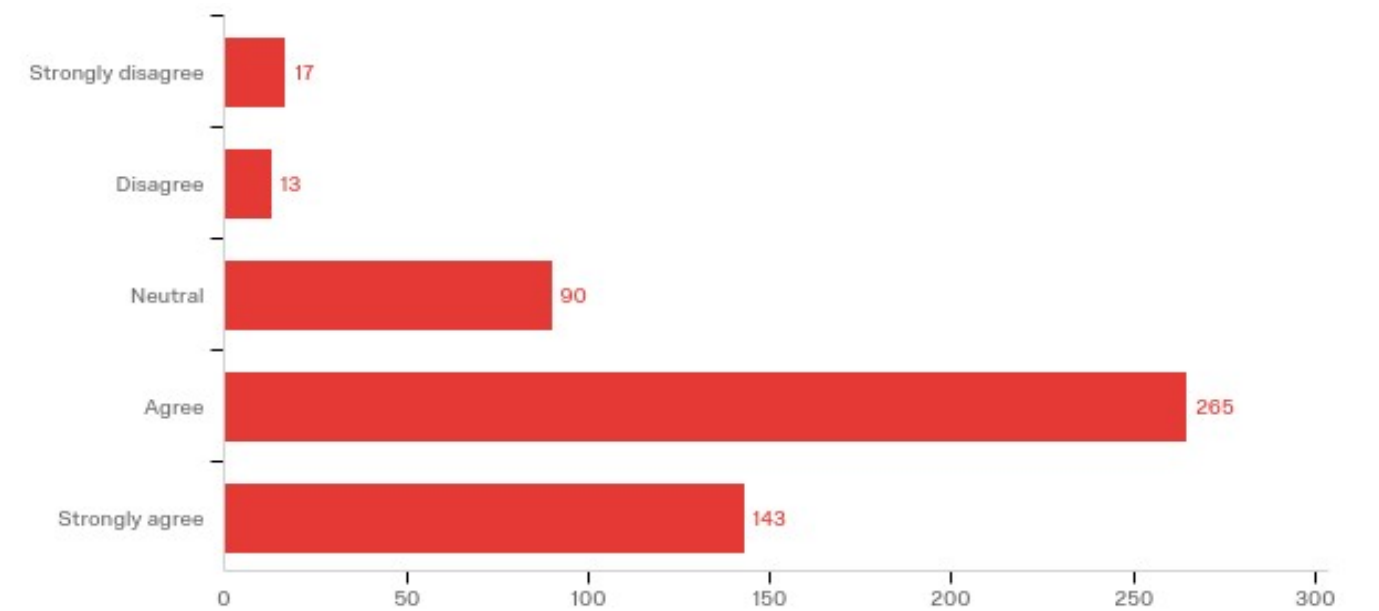
Please provide any comments, questions, or feedback you have about the survey questions on this page
Department, strong support, College, not so much.
#14: *ARE THERE* wellness at work programs? (Other than athletic facilities)
We've been going through departmental and office changes lately and the environment is tense at times, plus it's a bit confusing in terms of work flow.
i have a letter from my doctor stating due to my anxiety i should not take my training in a class room setting i can take my training on line but keep getting pushed into try to get me to take in room
Thank you.
There's a general lack of attention at the university to long-term burnout issues. I'm a non-tenure track lecturer who teaches four heavy-grading classes a semester and it wears on you. No resources whatsoever from the department, college, or university as a whole on dealing with this issue.
My boss is a jerk. I do good work inspire of him. I think that may explain many of my answers.
Not aware of wellness at work programs other than walking once a month.
This is the best place I have ever worked to balance both home and work responsibilities. The people I work with are the most supportive I have ever worked with in my 20+ years in this career.
Have been told by department manager that he doesn't care if his employees are happy as long as his boss is happy with him is all that matters
Love working at UT and I have found it to be a supportive environment.
The management does not do the same things across board. Each supervisor does things his or her way. There is a lot of favoritism in the workplace that never gets addressed. Main management is blind to what goes on behind the scenes.
Coworkers take classes during the day at the same time as well classes are offered normally.
85 hour work weeks
For the past decade, I was able to eat lunch and snacks at my desk. Management has changed within the past 1.5 years and will no longer allow us to do so. I highly value my ability to put in my 8 hours a day, drive 35 minutes to and from work, and take care of my family. This change in where employees can and cannot eat has decreased my satisfaction with my job. Balancing a full time job with a family is a great deal of work and support of management of allowing employees to eat at their desk is greatly appreciated.
I just started in a new department in the last 30 days.
I have been very fortunate to have a supportive department in which many of my co-workers and students have motivated me with comments and emails to ensure I stay on the path I am on in getting healthier and staying on track.
I have not been allowed to take a week off for vacation since the University's administrative closure in late December. I am tired.
I have no idea about Wellness-at work programs
What are environmental cues?
AT STUDENT HEALTH/MEDICAL, WE DO NOT HAVE COVERAGE TO ATTEND ANY PROGRAMS. NO OUTSIDE CONTINUING ED IS OFFERED.

"Adequate feedback" is iffy -- I'm getting good feedback from my manager(s), but none from the group that's supposed to be reviewing my work product.

I started a new job in July, so the answers are gearing more toward my last job which was not supportive. My new job is far more supportive.

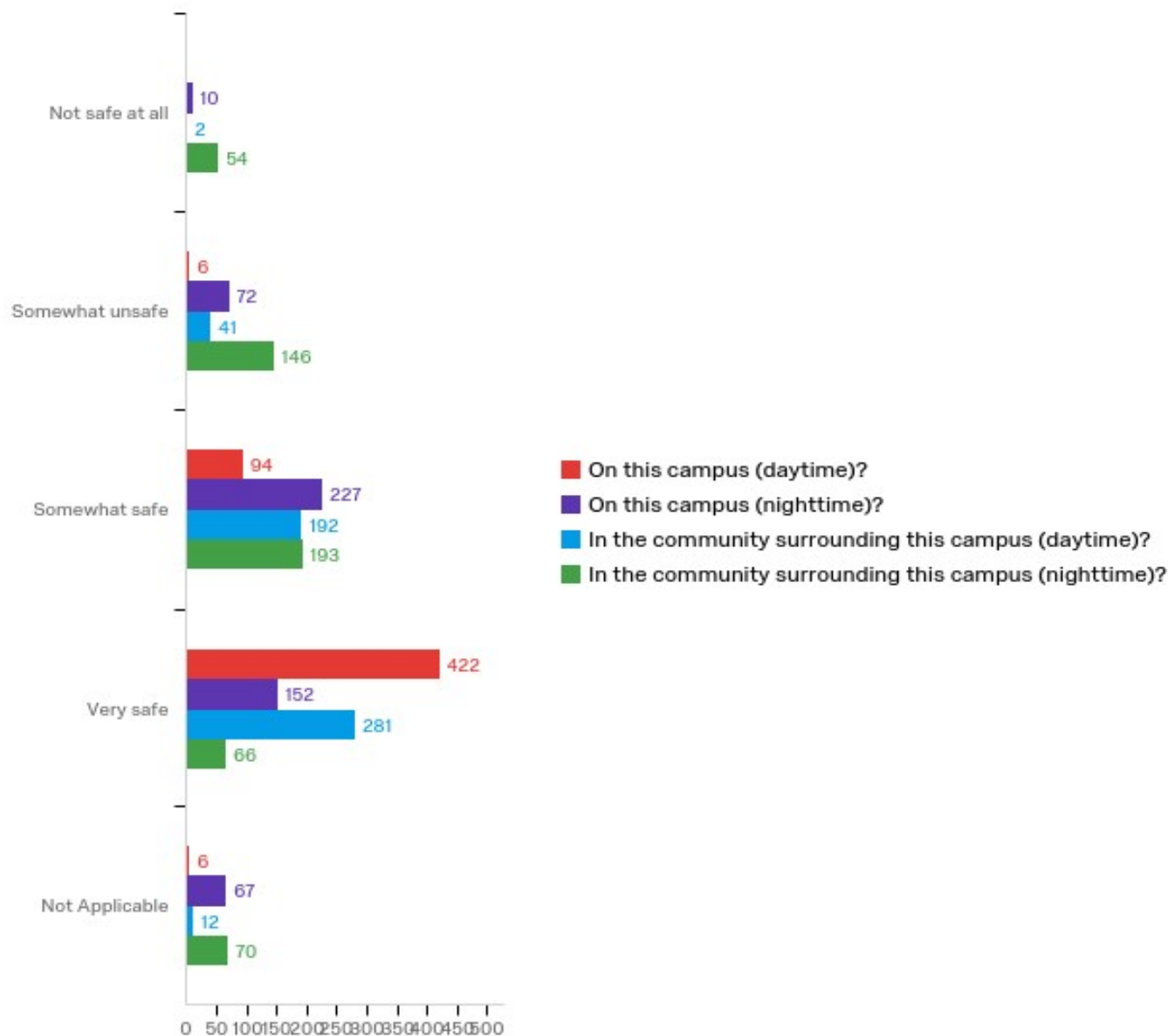
The current administration's hostility to the humanities has created a situation where department heads pressure faculty to gain enrollments (at almost any cost) and has generally resulted in a toxically stressful environment. My department head has not done a good job speaking up and advocating for our contributions to education, meaning that we all feel underappreciated and stressed all the time.

Q16 - The college/university is concerned about my safety.



#	Answer	%	Count
1	Strongly disagree	3.22%	17
2	Disagree	2.46%	13
3	Neutral	17.05%	90
4	Agree	50.19%	265
5	Strongly agree	27.08%	143
	Total	100%	528

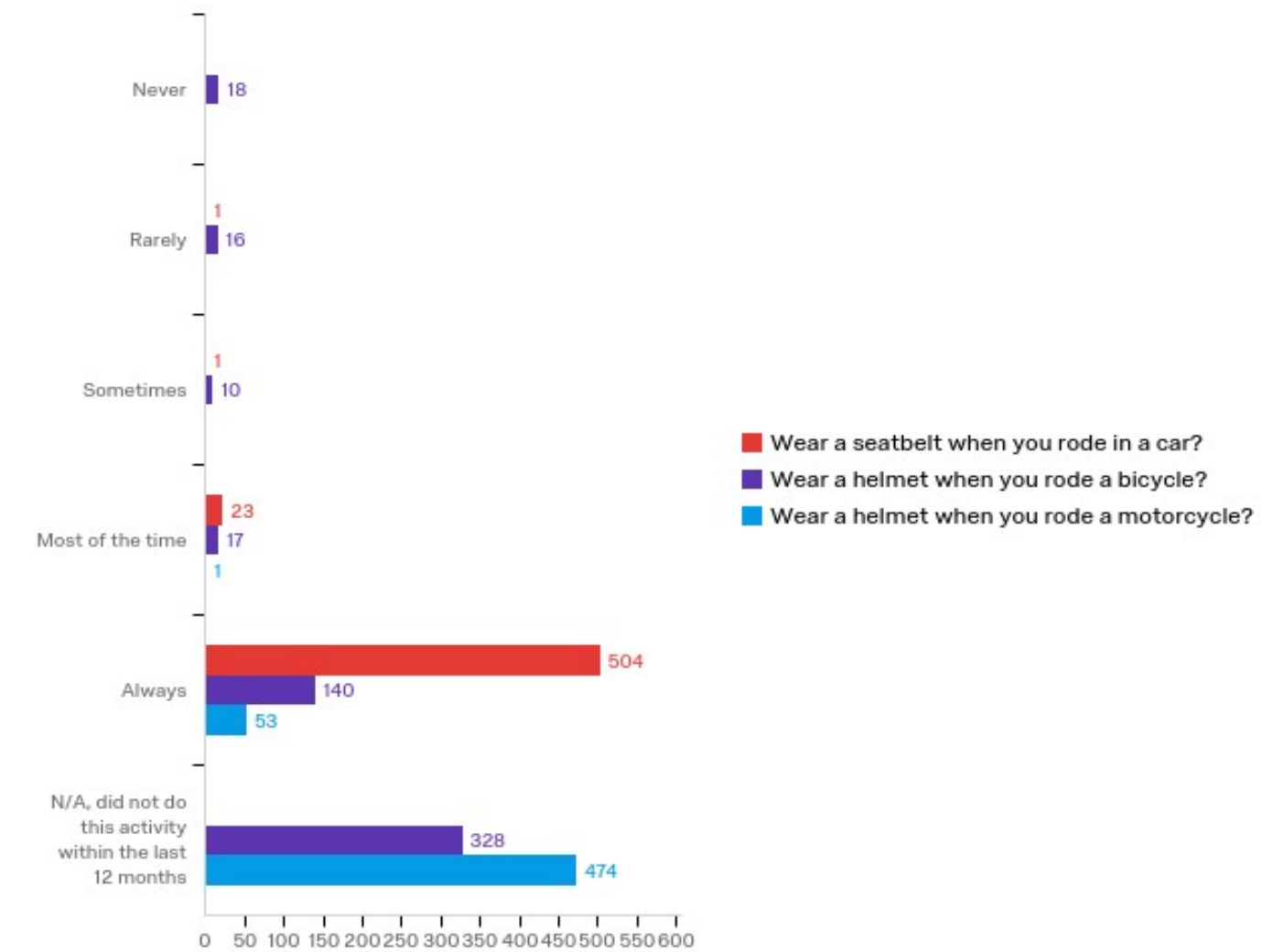
Q17 - How safe do you feel:



#	Question	Not safe at all		Somewhat unsafe		Somewhat safe		Very safe		Not Applicable		Total
1	On this campus (daytime)?	0.00%	0	1.14%	6	17.80%	94	79.92%	422	1.14%	6	528
2	On this campus	1.89%	10	13.64%	72	42.99%	227	28.79%	152	12.69%	67	528

	us (nigh ttime) ?											
3	In the comm unity surrou nding this camp us (dayti me)?	0.38%	2	7.77%	41	36.36 %	192	53.22 %	281	2.27%	12	528
4	In the comm unity surrou nding this camp us (nigh ttime) ?	10.21 %	54	27.60 %	146	36.48 %	193	12.48 %	66	13.23 %	70	529

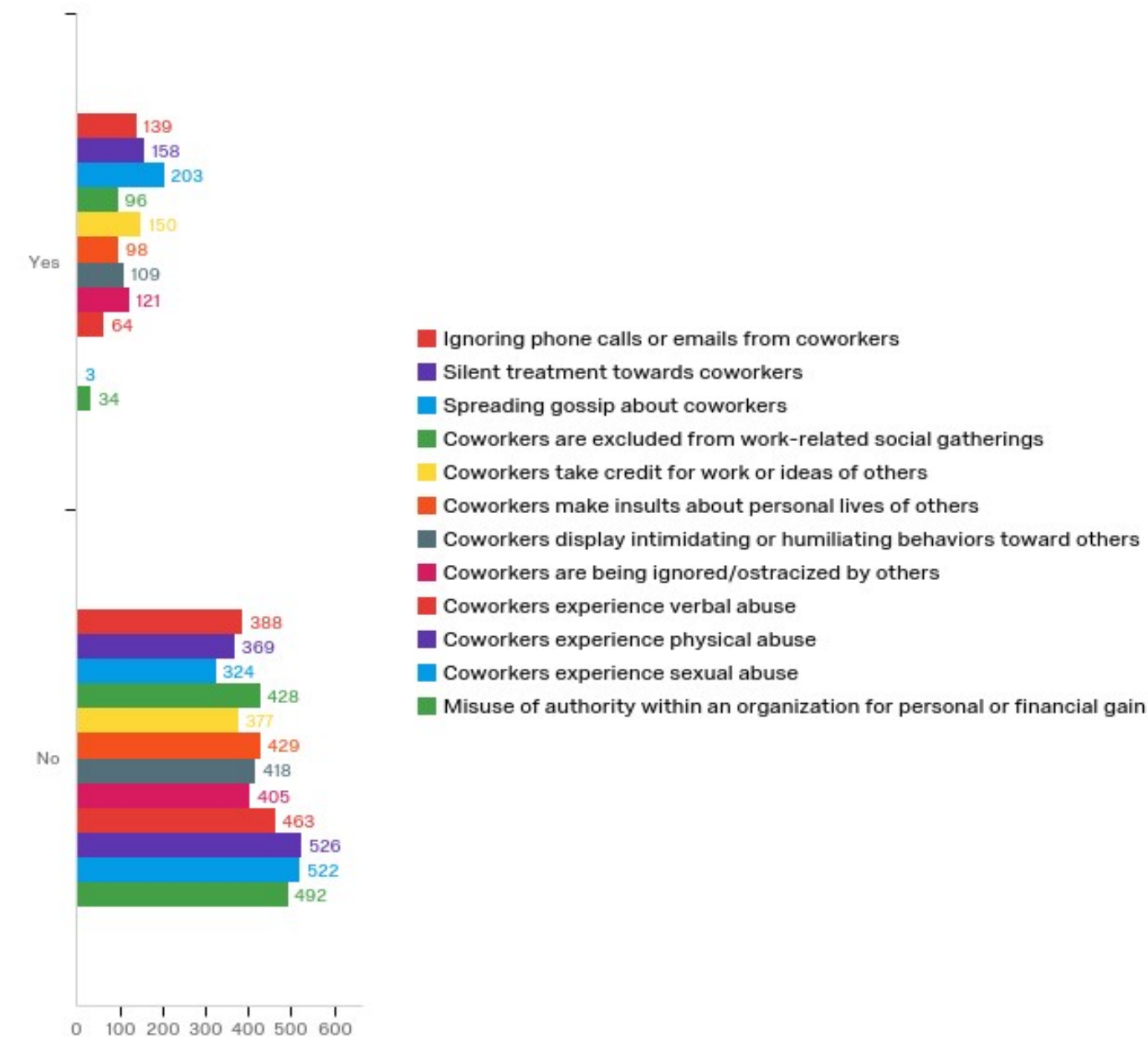
Q18 - Within the last 12 months, how often did you:



#	Ques tion	Neve r		Rarel y		Som etim es		Most of the time		Alwa ys		N/A, did not do this activi ty withi n the last 12 mont hs		Total
1	Wear a seat belt	0.00 %	0	0.19 %	1	0.19 %	1	4.35 %	23	95.2 7%	504	0.00 %	0	529

	when you rode in a car?													
2	Wear a helmet when you rode a bicycle?	3.40 %	18	3.02 %	16	1.89 %	10	3.21 %	17	26.47 %	140	62.00 %	328	529
3	Wear a helmet when you rode a motorcycle?	0.00 %	0	0.00 %	0	0.00 %	0	0.19 %	1	10.04 %	53	89.77 %	474	528

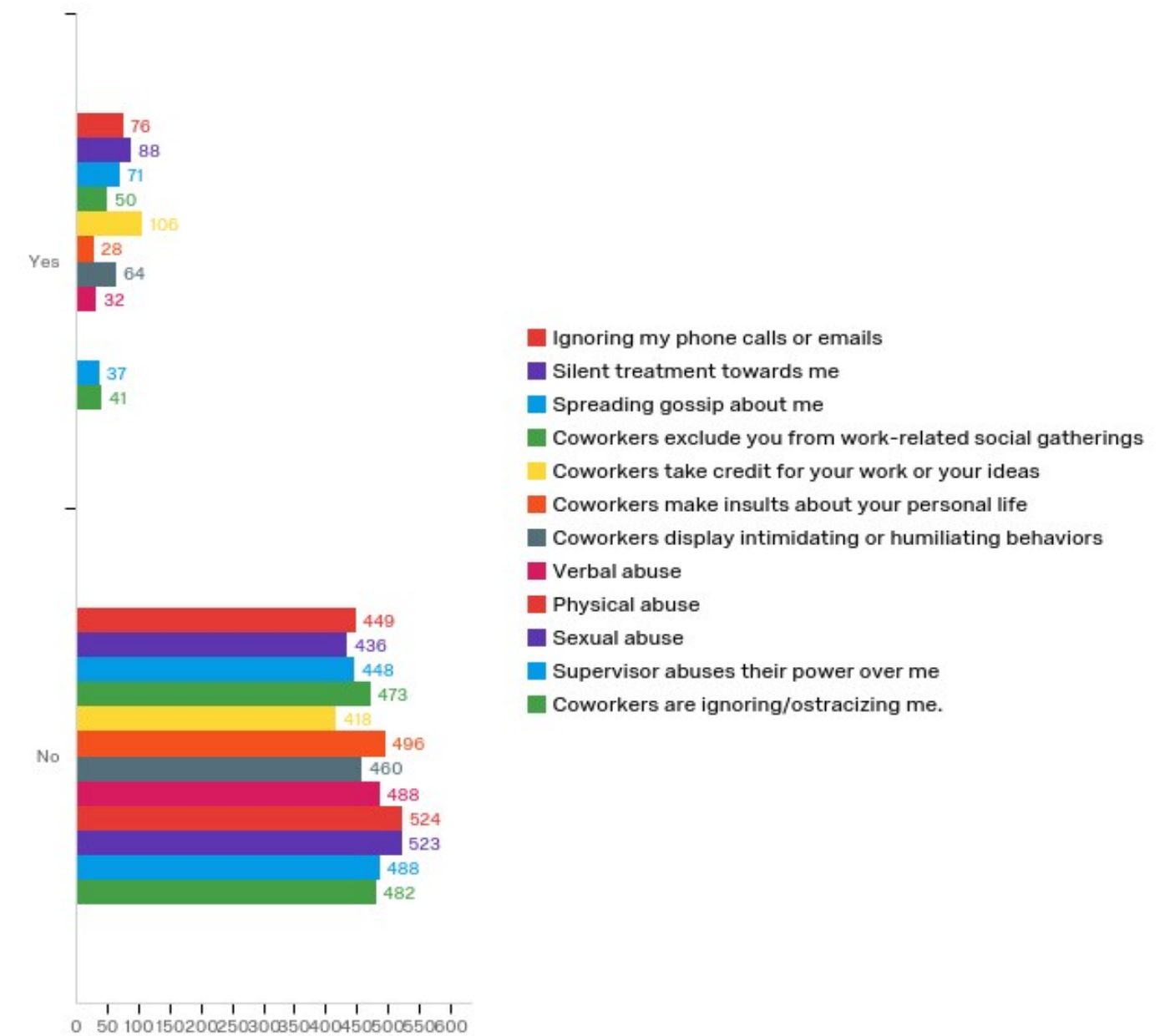
Q19A - In the past twelve months, have you observed any of the following behaviors among your co-workers?



#	Question	Yes		No		Total
14	Ignoring phone calls or emails from coworkers	26.38%	139	73.62%	388	527
13	Silent treatment towards coworkers	29.98%	158	70.02%	369	527

9	Spreading gossip about coworkers	38.52%	203	61.48%	324	527
12	Coworkers are excluded from work-related social gatherings	18.32%	96	81.68%	428	524
15	Coworkers take credit for work or ideas of others	28.46%	150	71.54%	377	527
10	Coworkers make insults about personal lives of others	18.60%	98	81.40%	429	527
16	Coworkers display intimidating or humiliating behaviors toward others	20.68%	109	79.32%	418	527
8	Coworkers are being ignored/ostracized by others	23.00%	121	77.00%	405	526
6	Coworkers experience verbal abuse	12.14%	64	87.86%	463	527
4	Coworkers experience physical abuse	0.00%	0	100.00%	526	526
1	Coworkers experience sexual abuse	0.57%	3	99.43%	522	525
2	Misuse of authority within an organization for personal or financial gain	6.46%	34	93.54%	492	526

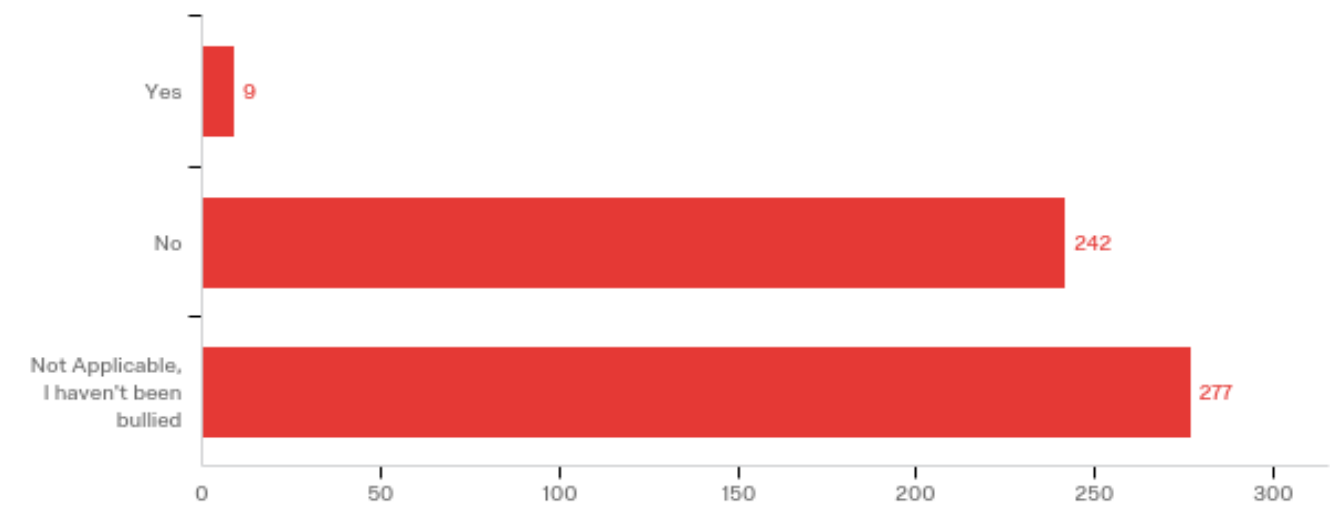
Q19B - In the past twelve months, have the following behaviors been directed toward you in the workplace?



#	Question	Yes		No		Total
14	Ignoring my phone calls or emails	14.48%	76	85.52%	449	525
13	Silent treatment towards me	16.79%	88	83.21%	436	524
9	Spreading gossip about	13.68%	71	86.32%	448	519

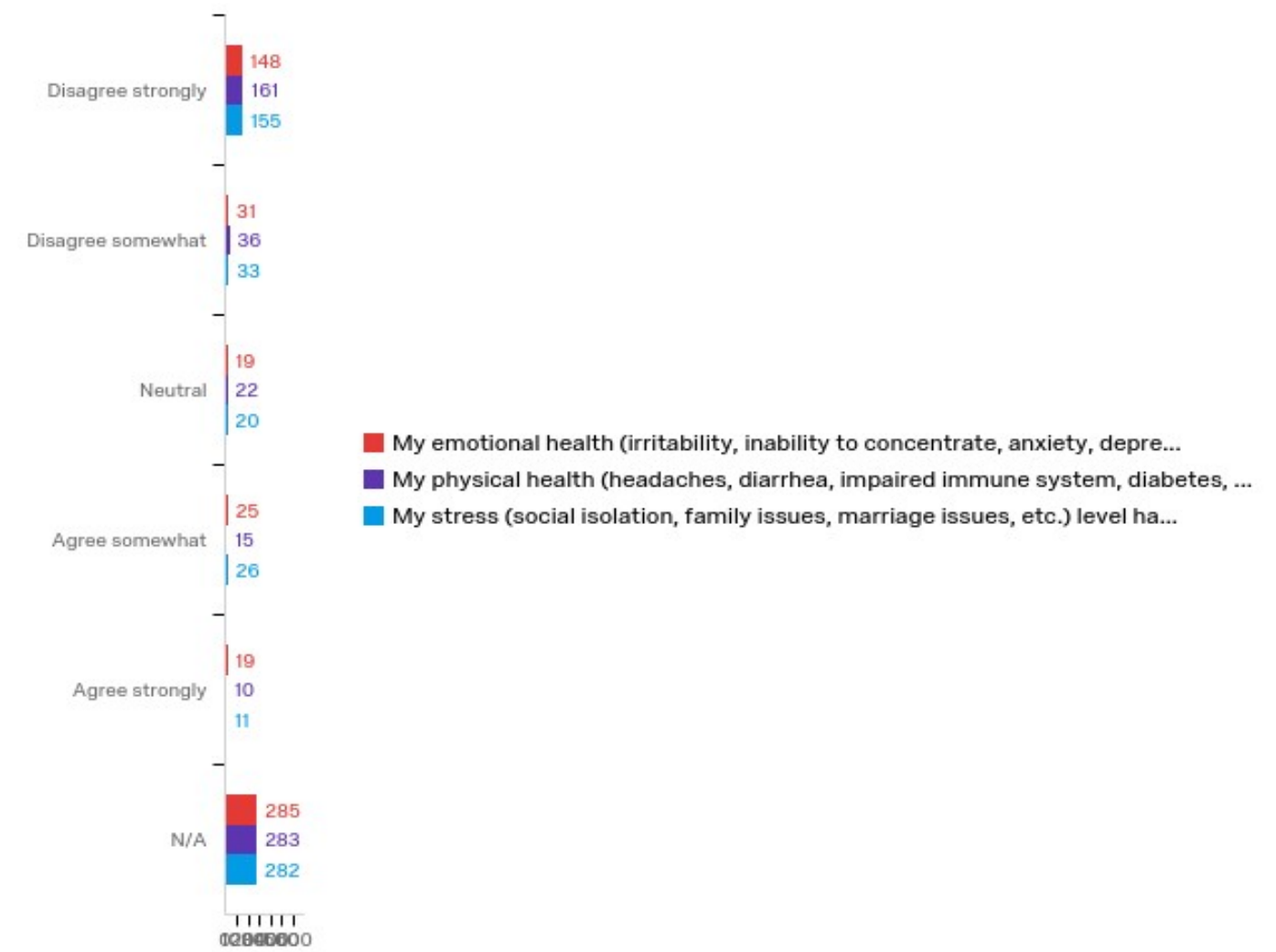
	me					
12	Coworkers exclude you from work-related social gatherings	9.56%	50	90.44%	473	523
15	Coworkers take credit for your work or your ideas	20.23%	106	79.77%	418	524
10	Coworkers make insults about your personal life	5.34%	28	94.66%	496	524
16	Coworkers display intimidating or humiliating behaviors	12.21%	64	87.79%	460	524
8	Verbal abuse	6.15%	32	93.85%	488	520
6	Physical abuse	0.00%	0	100.00%	524	524
3	Sexual abuse	0.00%	0	100.00%	523	523
5	Supervisor abuses their power over me	7.05%	37	92.95%	488	525
21	Coworkers are ignoring/ostracizing me.	7.84%	41	92.16%	482	523

Q20 - 20) In the last twelve months, I have missed work due to being bullied in workplace.



#	Answer	%	Count
1	Yes	1.70%	9
2	No	45.83%	242
3	Not Applicable, I haven't been bullied	52.46%	277
	Total	100%	528

Q21 - Please indicate the extent to which you agree or disagree with each of the following statements



#	Ques tion	Disa gree stron gly		Disa gree som ewh at		Neut ral		Agre e som ewh at		Agre e stron gly		N/A		Total
1	My emo tiona l healt h (irrit abilit y, inabi lity	28.0 8%	148	5.88 %	31	3.61 %	19	4.74 %	25	3.61 %	19	54.0 8%	285	527

	to conc entra te, anxie ty, depr essio n, etc.) has been nega tively affec ted due to bein g bulli ed at work .													
2	My physi cal healt h (hea dach es, diarr hea, impa ired imm une syste m, diab etes, etc.) has been nega tively affec ted due to bein	30.5 5%	161	6.83 %	36	4.17 %	22	2.85 %	15	1.90 %	10	53.7 0%	283	527

	g bulli ed at work .													
3	My stres s (soci al isola tion, famil y issue s, marr iage issue s, etc.) level has been incre ased due to bein g bulli ed at work .	29.4 1%	155	6.26 %	33	3.80 %	20	4.93 %	26	2.09 %	11	53.5 1%	282	527

C16-21 - Please provide any comments, questions, or feedback you have about the survey questions on this page.

Please provide any comments, questions, or feedback you have about the survey questions on this page.
I am not bullied by anyone. I feel a coworker is bullied by supervisors
I have have excellent physical health, and I also take care of my mental and spiritual health. That is why the instances of bullying I have endured do not affect me to the point of interfering with my performance in class.
Thank you.
I do not come to campus or the surrounding area after work hours. If I had, to I would be concerned for my safety if I was alone.
I have never been bullied at work or at home
Some of us have different cultural diversity backgrounds so it is hard to work with some people who don't know you or see it differently in an environment if the situation was turned around and they where in someone else's shoes.
My college/university is concerned about my safety. - I answered "Agee" with this but mostly I feel that the University cares more about protecting its national image
An extremely conservative, religious co-worker displays religious iconography in a shared office space. Those of us who share the space do not share his fundamentalist Christian values and find the display of these items inappropriate, but we believe approaching him to remove them will be ineffective and may incite further hostility or further degrade the working environment.
not necessarily bullying but the language used and comments made and favoritsim
Your use of the term sexual abuse might be better re-phrased as sexual harassment or abuse. I would not say that I have witnessed or experienced sexual abuse in the last 12 months, but I have certainly both witnessed and experienced sexual harassment. Likewise, your definition of bullying kinda-sorta encompasses harassment, but to me they are distinct. Also, perhaps you will cover this in a later section, but I feel as though you should include something about sexism and racism in this section. Having a supervisor who does not abuse their power, but who does favor other co-workers based on their gender or race is still stressful, but none of the answers here really cover that nuance to me.
At the front desk which is the entrance to our building, there is no security. People up stairs and around the corner close and lock the doors close to the end of the day. Their physical environment is more secure just in its layout.
I have reached out to upper level management as well as Human Resources and am actively pursuing determining my next steps and options
Nothing overt, but there is a definite undercurrent of gossip from a clique. I think there are two kinds of bullying: the overt kind and being ignored. I think I get looked down upon because I am a Christian, but Christians are not one of those protected/privileged groups. I do not get involved with gossip, either, so that could be why I may be "unpopular" among my coworkers. But, I am okay with that.
Verbal Abuse from my Boss
My Boss does not respond to emails
As a co-worker says, "our boss waits until people's mouth stops moving and then tells us the decision she has already made" (she doesn't want our input about any part of our job)
I have not been bullied in the workplace
My supervisor would not tolerate bullying or any behavior resembling bullying, just fyi.

I haven't been/felt bullied at work, so none of these statements are things I relate to.
Boss has blow ups at least 3 times a day
,
My concerns with campus safety are not about being mugged or raped. I am concerned about being hit by cars when crossing intersections that no longer have crossing lights. I am concerned that bike routes are unsafe. I am concerned because chunks of the building where I work tend to fall off.
There is no bullying in my office. This is one of the best group of people that I have worked with.
I was bullied by a different supervisor in the past but my current supervisor is very supportive and kind, I feel she truly cares about me on both a professional and personal level. She is a great boss.
My direct supervisor is great, but his boss can be manipulative. This forces my supervisor to act as a buffer and this creates stress and anxiety.
I feel that # 20 and # 21 may yield you some mixed answers. For example # 20 to me could be answered as NO or N/A which mean the same thing. This is also true of # 21 where N/A and Strongly Disagree to me seem to mean the same thing as well depending on how the person reads the question.
I really like my job and the people
co-workers who ostracize have caused stress and emotional stress at work. Especially as a new faculty memberr
TWO COWORKERS ALIENATING OTHERS IF THEY DON'T AGREE W/THE DIRECTION WE ARE GOING.
I have not been bullied at work. It is unclear, in question 21, whether I should select "strongly disagree" (which seems logical to me) or "not applicable" (as suggested by question 20). I selected the latter.
We have two senior faculty members who use their perceived power to bully junior faculty members and those who are associate professors as well.
"Ignoring my calls or emails" -- sometimes people are slow to respond because they're busy, or the email slips through the cracks. But I don't sense any deliberate choice to do so as a form of bullying or lack of respect, just ordinary human imperfection.
Male colleagues are held to a different (more lax) standard of professionalism than female colleagues, and when they act out (bully/abuse female colleagues), they are allowed to essentially withdraw from the work of running the department, thus awarding them for their behavior. Meanwhile, female colleagues are gaslighted and ignored, or dismissed as difficult or dramatic. I have both had this happen to me and witnessed it repeatedly.
The yes/no columns need an I don't know option

Q22A - 22A) In the past 7 days, how many (total) minutes did you spend doing moderate

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Minutes	0.00	4200.00	152.60	297.23	88348.53	515

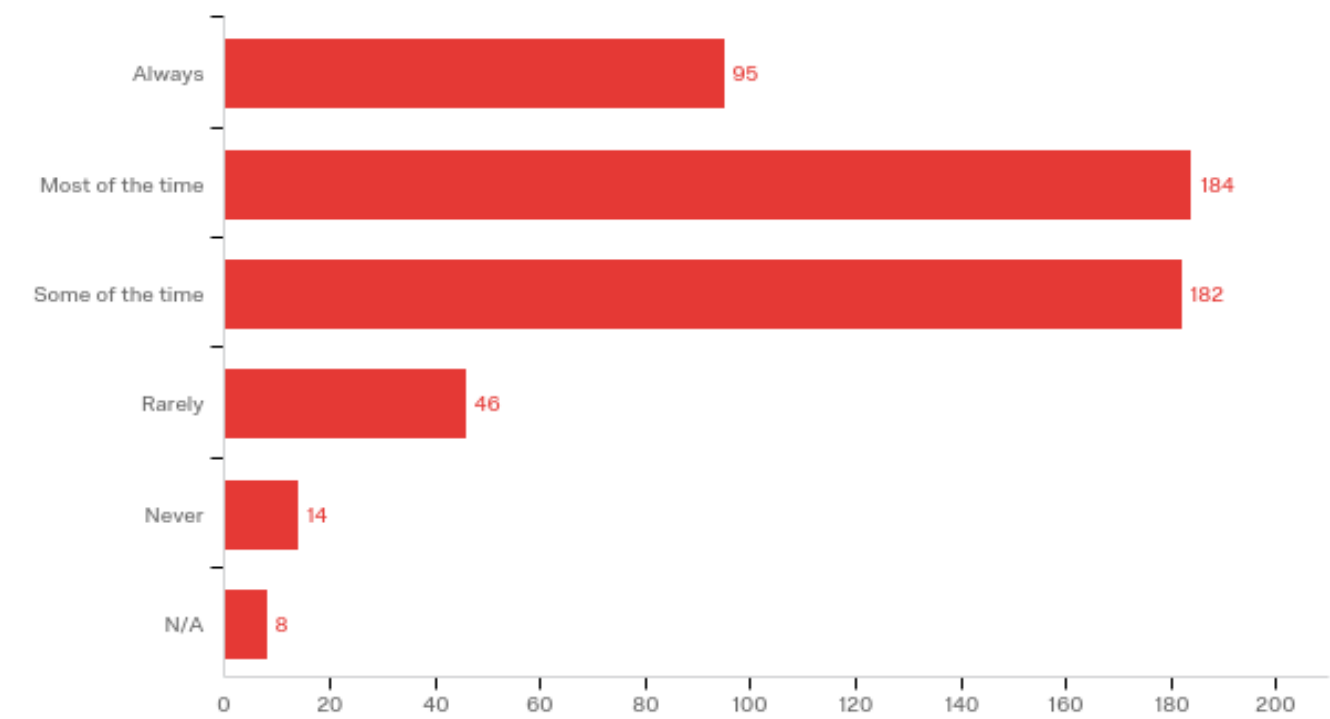
Q22B - 22B) In the past 7 days, how many (total) minutes did you spend doing vigorous physical activity

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Minutes	0.00	2400.00	61.91	143.50	20590.83	512

Q22C - 22C) In the last 7 days, how many days did you spend doing exercises to strengthen

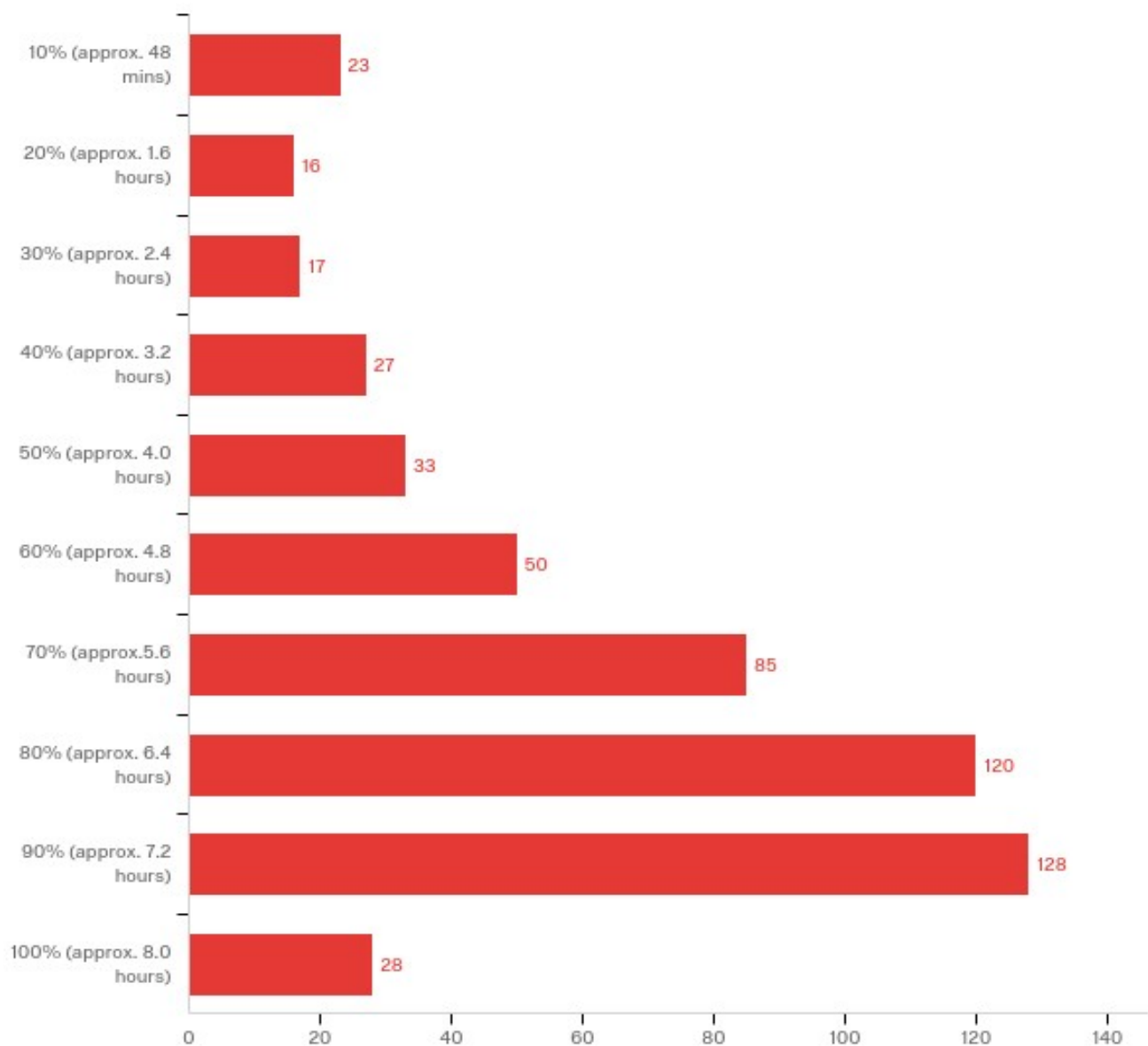
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Days	0.00	7.00	1.40	1.86	3.45	523

Q23 - In the past 30 days, how often do you use the stairs instead of an elevator or escalator?



#	Answer	%	Count
1	Always	17.96%	95
2	Most of the time	34.78%	184
3	Some of the time	34.40%	182
4	Rarely	8.70%	46
5	Never	2.65%	14
6	N/A	1.51%	8
	Total	100%	529

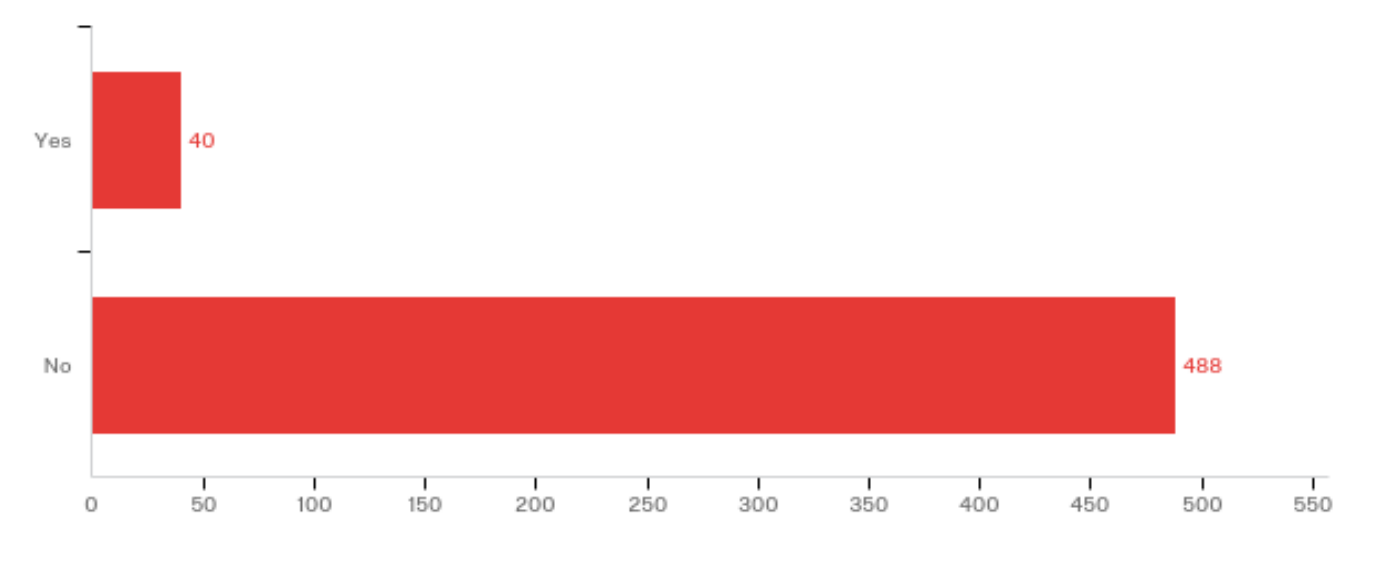
Q24. In the past 30 days, on average which of the following best represents how much time you spend sitting while at work?



#	Answer	%	Count
1	10% (approx. 48 mins)	4.36%	23
2	20% (approx. 1.6 hours)	3.04%	16
3	30% (approx. 2.4 hours)	3.23%	17
4	40% (approx. 3.2 hours)	5.12%	27
5	50% (approx. 4.0 hours)	6.26%	33
6	60% (approx. 4.8 hours)	9.49%	50

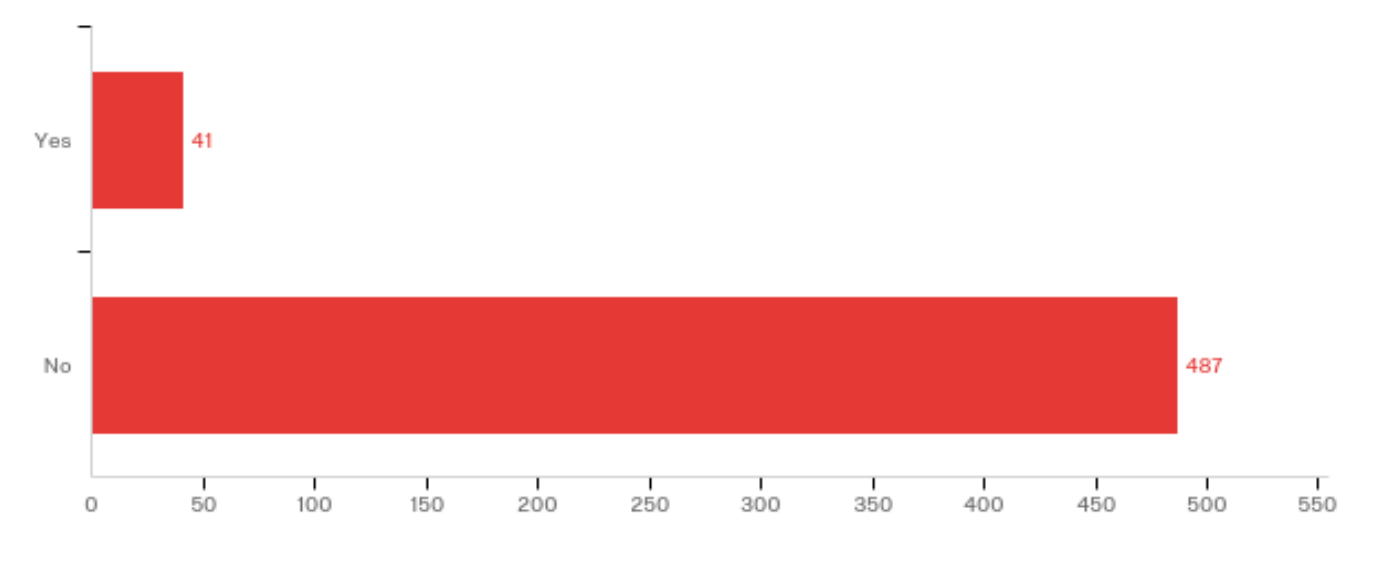
7	70% (approx.5.6 hours)	16.13%	85
8	80% (approx. 6.4 hours)	22.77%	120
9	90% (approx. 7.2 hours)	24.29%	128
10	100% (approx. 8.0 hours)	5.31%	28
	Total	100%	527

Q25 - Has a doctor or other health care provider instructed you to restrict your current physical



#	Answer	%	Count
1	Yes	7.58%	40
2	No	92.42%	488
	Total	100%	528

Q26 - Do you currently have difficulty walking or using stairs or require an assistive device to help



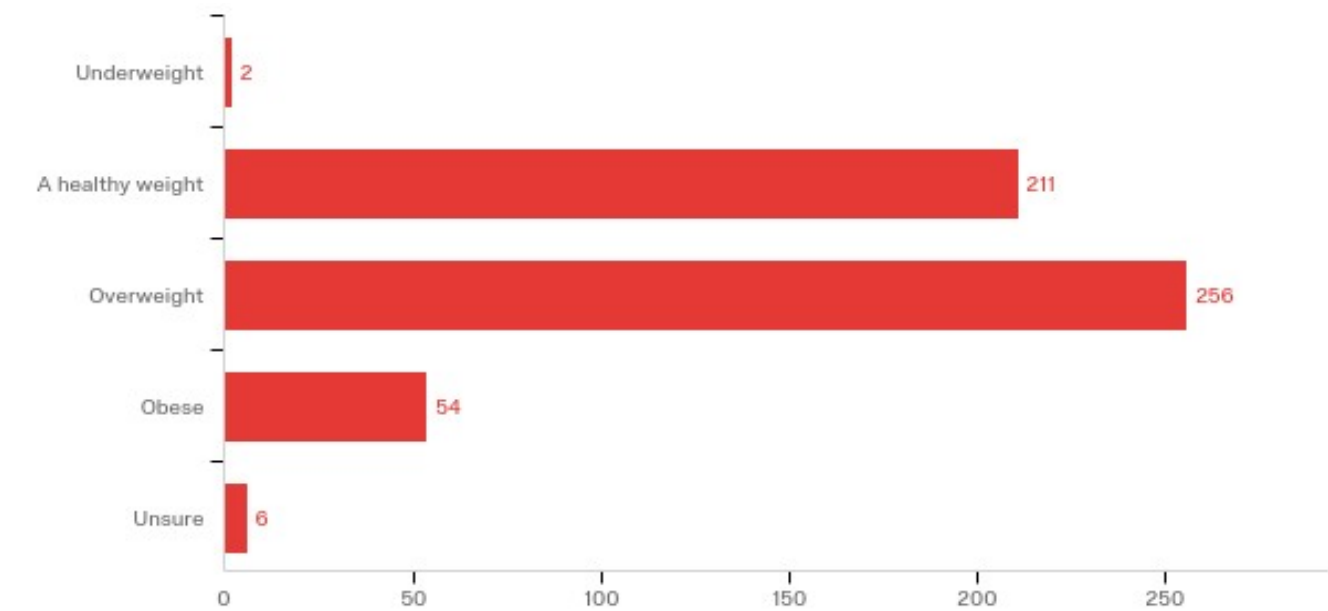
#	Answer	%	Count
1	Yes	7.77%	41
2	No	92.23%	487
	Total	100%	528

C22-26 - Please provide any comments, questions, or feedback you have about the survey questions on this page.

Please provide any comments, questions, or feedback you have about the survey questions on this page.
Again, being 7 months pregnant has significantly reduced the time I spend in moderate exercise, in strength training, and completely cut my vigorous physical activity.
prior knee injuries make walking difficult sometimes.
Recently, I have knee pain but have not been to see a physician so I limit walking.
I am a nursing clinical instructor: always on my feet. Only during office hours will I sit, which is 1-2 times per week.
In need of knee replacement - both
i have two bad knees and bad back and both shoulders so cant exercise
in a walking boot due to Achilles tendonitis. Told to limit steps.
Lifelong pelvic injury with pain
Thank you.
My building restricts access to the stairs. They can only be used as an emergency escape route. This is incredibly frustrating.
I have hip & back issues. Been told to never use stairs unless no other option
I had knee surgery two weeks ago and that has impacted my answers. No physical activity except physical therapy and gradual return to being ambulatory. Normally I am quite active.
Running is listed as vigorous activity, so I put my running minutes there, but most of my running, though considerably more vigorous than jogging, does not prevent me from talking. That would be true for most of the runners I know.
Getting knee replacement surgery this month
Recently had knee surgery
have been on restrictions due to injury at work. Also difficult to use stairs due to arthritis
foot surgery on 10/10/17 no weight on right foot for 4 weeks.
I have been told right now not to run due to the pain and stress on my knees and ankles
Asthma is sometimes an issue for more vigorous exercise.
sprained ankle in the past 60 days limited my physical activity
Just had knee replacement so stairs are slow.
I have occasional knee pain due to surgery for a torn meniscus last year.
I had a back injury in the spring, and I was in physical therapy for four months. I had gone for my biometrics screening for UT employee health insurance and became concerned about my weight. The next day when I went to the gym, I overdid it. I have a hard time going up and down stairs, which I try to avoid, and walking up and down slopes/inclines. One of the hardest things on my back is sitting all day at work. I try to get up frequently and move around some, but I know that I spend long periods of time sitting at my desk.

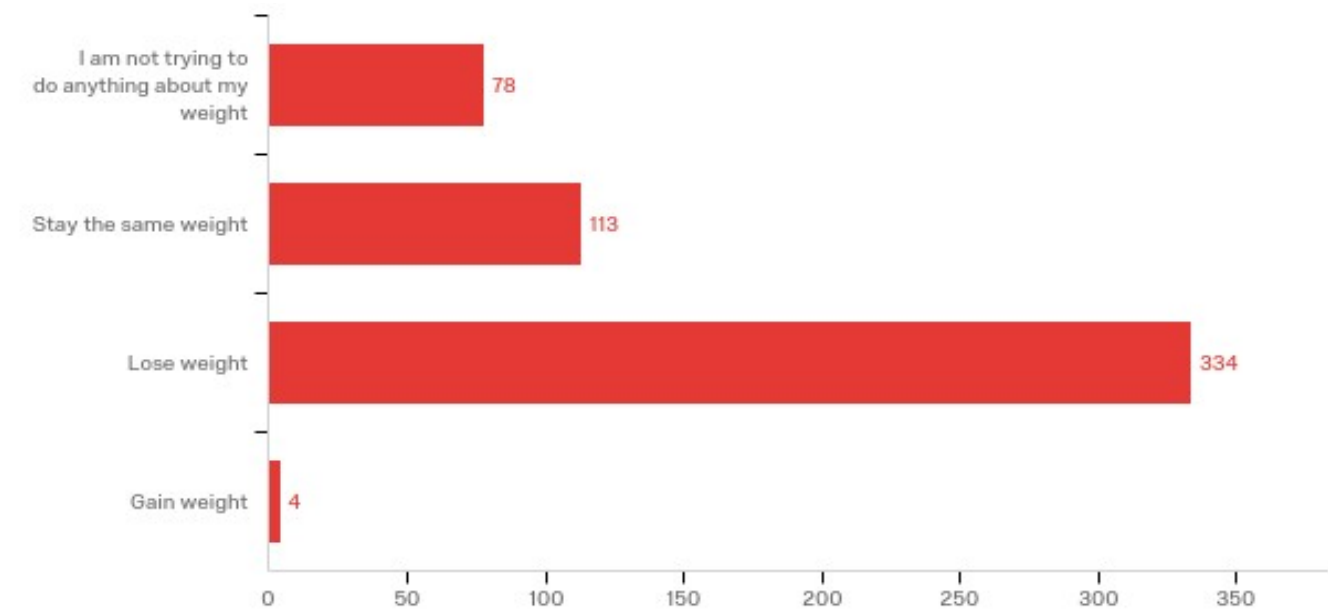
I have had bronchitis for the last week and my physical activity has been hampered.
I am not able to run or do a lot of physical activities due to a car wreck I had.
I work ca 60-70 hours a week, and nearly all of it is spent sitting and typing on a computer. This is not a good thing. This last year I have started to experience strong joint pain from sitting too much.
Stairs are a problem because I have balance issues--I find it safer and less stressful to use the elevator.
I was instructed by a doctor not to take the stairs due to osteoarthritis.
Arthritis in knee makes stairs uncomfortable but I can climb them
I get to work early many mornings and try to move around as much as I can before actually beginning my work day. Since I do have a desk job, I take my lunch break to walk around on campus, or I take the stairs to other floors and visit other co-workers while they are on lunch break. I try to get up when i have the chance and stretch, even if I am still in my office. It feels good to just get up after a few hours of sitting and move, even if only for 5 minutes at a time. It helps our body and minds to refocus on our job and tasks.
I have been diagnosed with arthritis in my shoulders, hands, hips, and knees.
I wear Ankle-Foot orthotics; without them I retain the ability to walk but it is more tiring.
I do have really bad knees so sometimes my level of exercise is based upon how my knees feel
I rarely go in a building with an elevator or an escalator, so I always use the stairs—the only option. In question 23, it is unclear if I should select "always" or, as I did, "not applicable."
Again, the respiratory thing has meant that I get short of breath fairly easily and that I tire fairly quickly. But I can walk and climb stairs without assistive devices.
Recovering from ACL surgery
I have severe arthritis and had to stop almost all physical activity.
depth perception (vision)
I just joined the gym, Planet Fitness, yesterday. So hopefully, my physical activity will increase.
I had major back surgery in June and am only allowed to walk currently for exercise. At the same time I am dealing with plantars fasciitis in both feet so my walking is curtailed also.
Had a cold this past week. Usually average about 3 hours of moderate to vigorous activity per week.
I have a standing desk at work with I really enjoy. I try to stand from 8:30AM- 1:00PM and then sit in the afternoons.

Q27 - I consider myself to be:



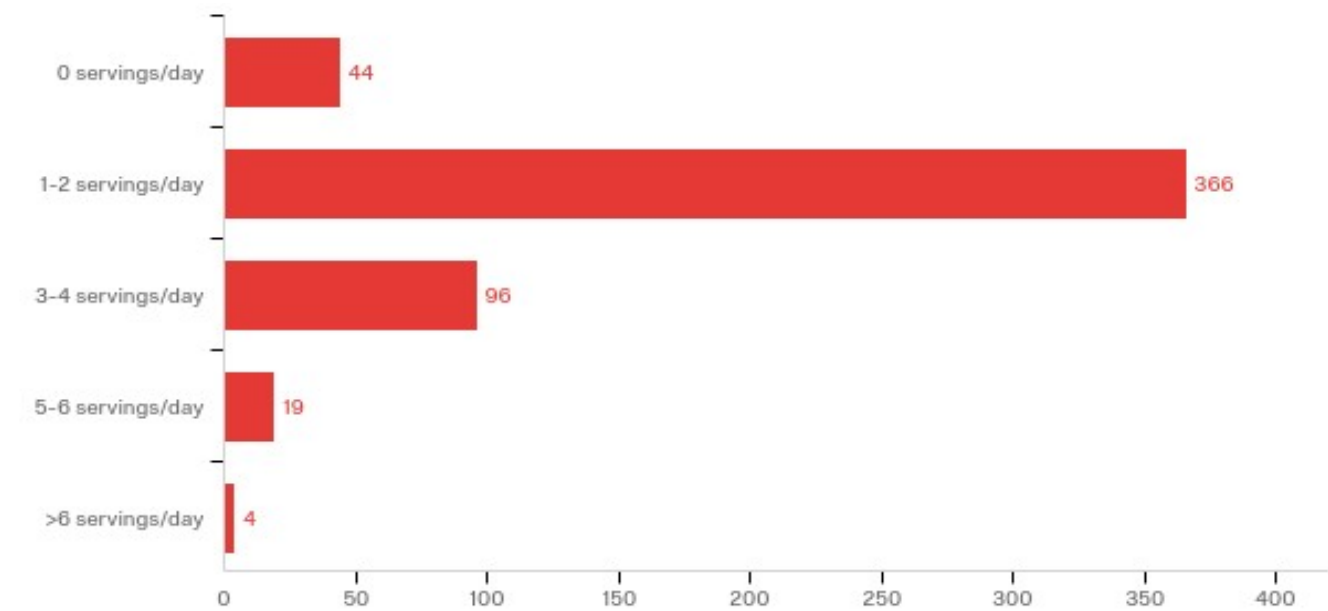
#	Answer	%	Count
1	Underweight	0.38%	2
2	A healthy weight	39.89%	211
3	Overweight	48.39%	256
4	Obese	10.21%	54
5	Unsure	1.13%	6
	Total	100%	529

Q28 - Are you trying to do any of the following about your weight?



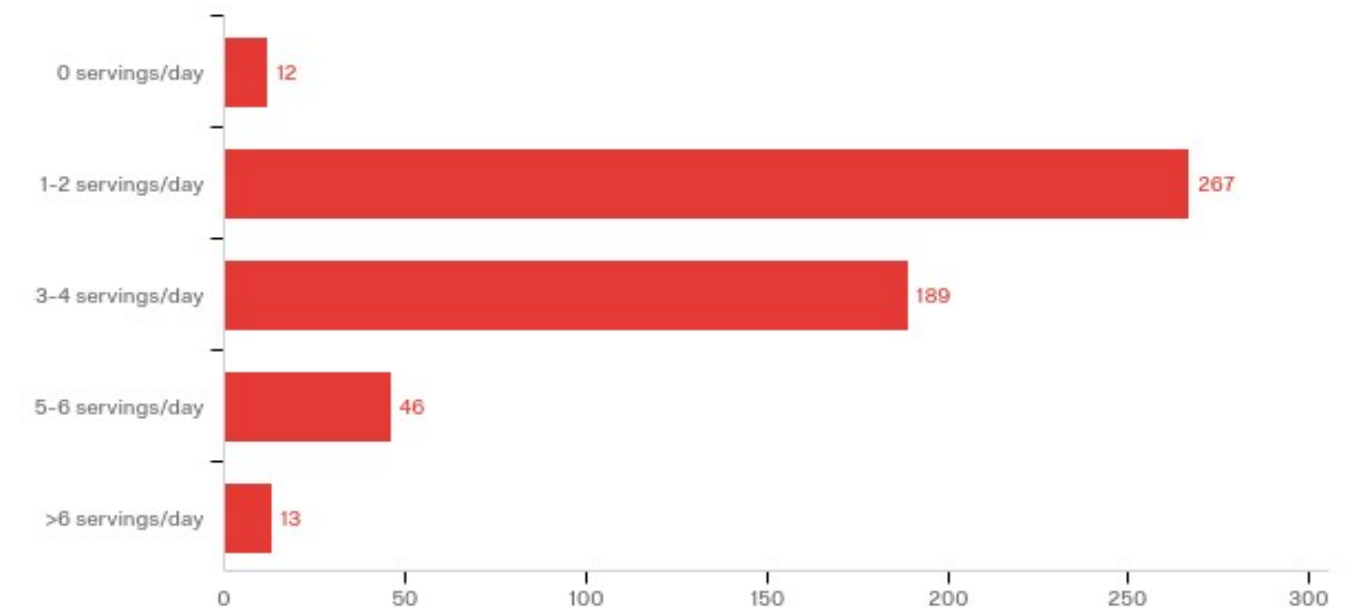
#	Answer	%	Count
1	I am not trying to do anything about my weight	14.74%	78
2	Stay the same weight	21.36%	113
3	Lose weight	63.14%	334
4	Gain weight	0.76%	4
	Total	100%	529

Q29 - In the last week, how many servings of fruit did you eat on average per day?



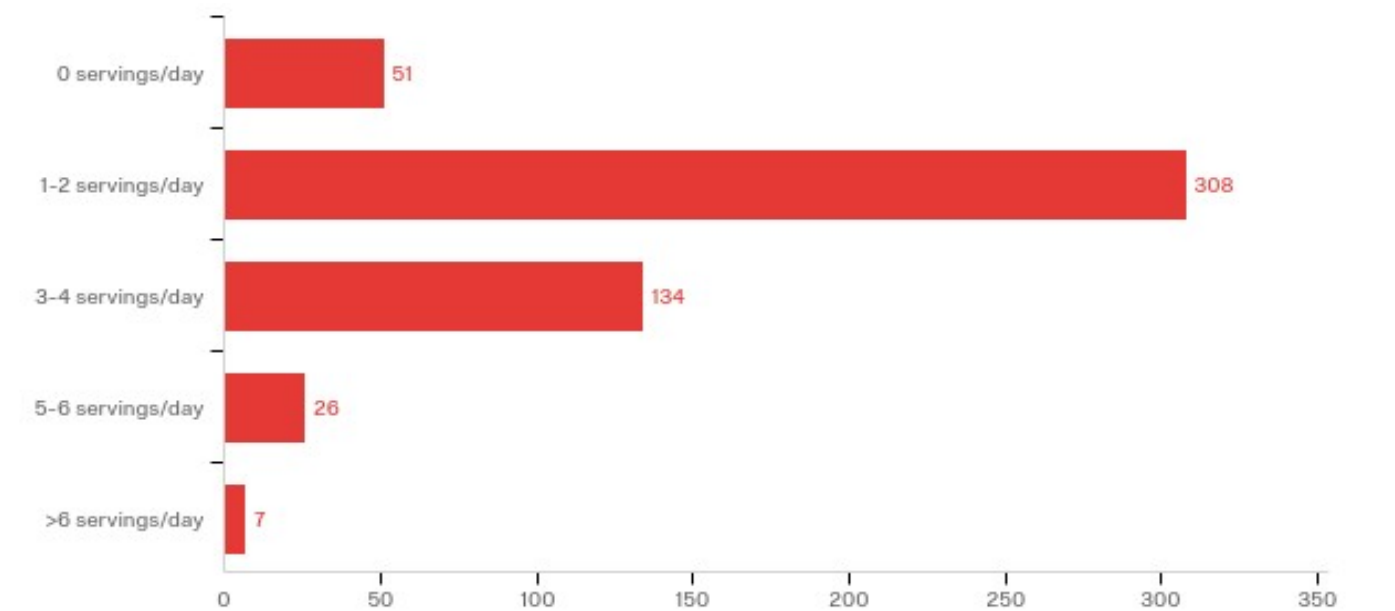
#	Answer	%	Count
1	0 servings/day	8.32%	44
2	1-2 servings/day	69.19%	366
3	3-4 servings/day	18.15%	96
4	5-6 servings/day	3.59%	19
5	>6 servings/day	0.76%	4
	Total	100%	529

Q30 - In the last week, how many servings of vegetables did you eat on average per day?



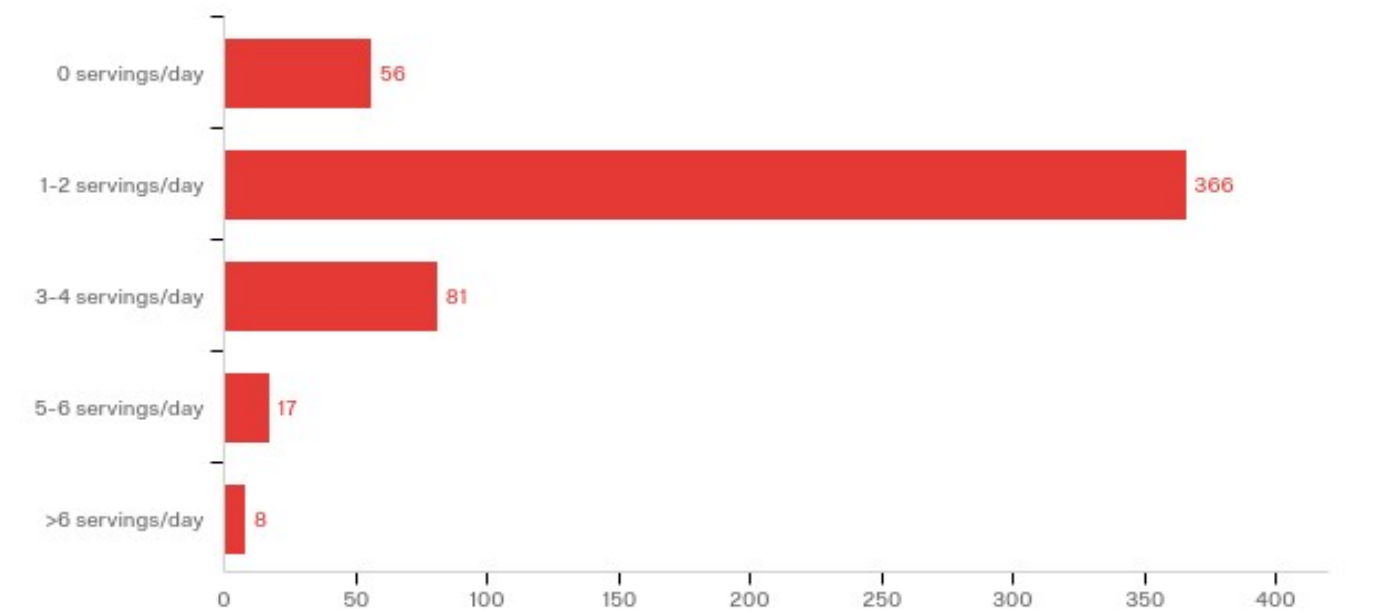
#	Answer	%	Count
1	0 servings/day	2.28%	12
2	1-2 servings/day	50.66%	267
3	3-4 servings/day	35.86%	189
4	5-6 servings/day	8.73%	46
5	>6 servings/day	2.47%	13
	Total	100%	527

Q31 - In the last week, how many servings of whole grains did you eat on average per day?



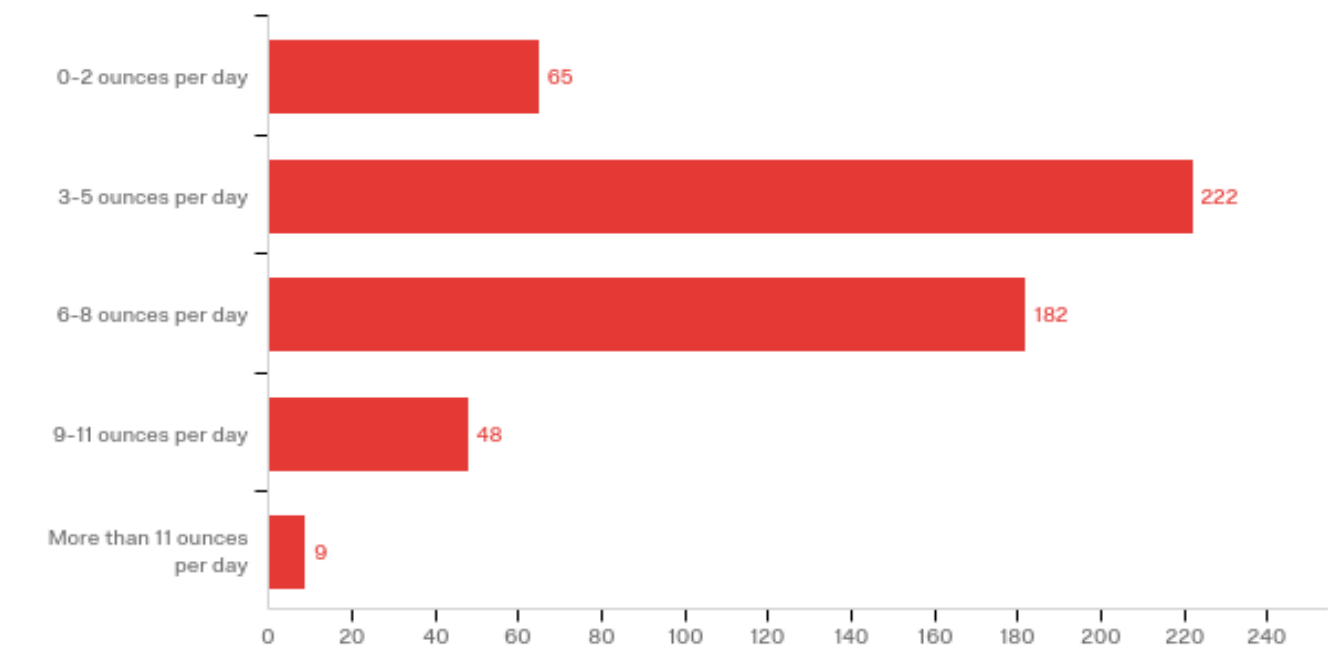
#	Answer	%	Count
1	0 servings/day	9.70%	51
2	1-2 servings/day	58.56%	308
3	3-4 servings/day	25.48%	134
4	5-6 servings/day	4.94%	26
5	>6 servings/day	1.33%	7
	Total	100%	526

Q32 - In the last week, how many servings of low-fat dairy or calcium fortified products did you eat



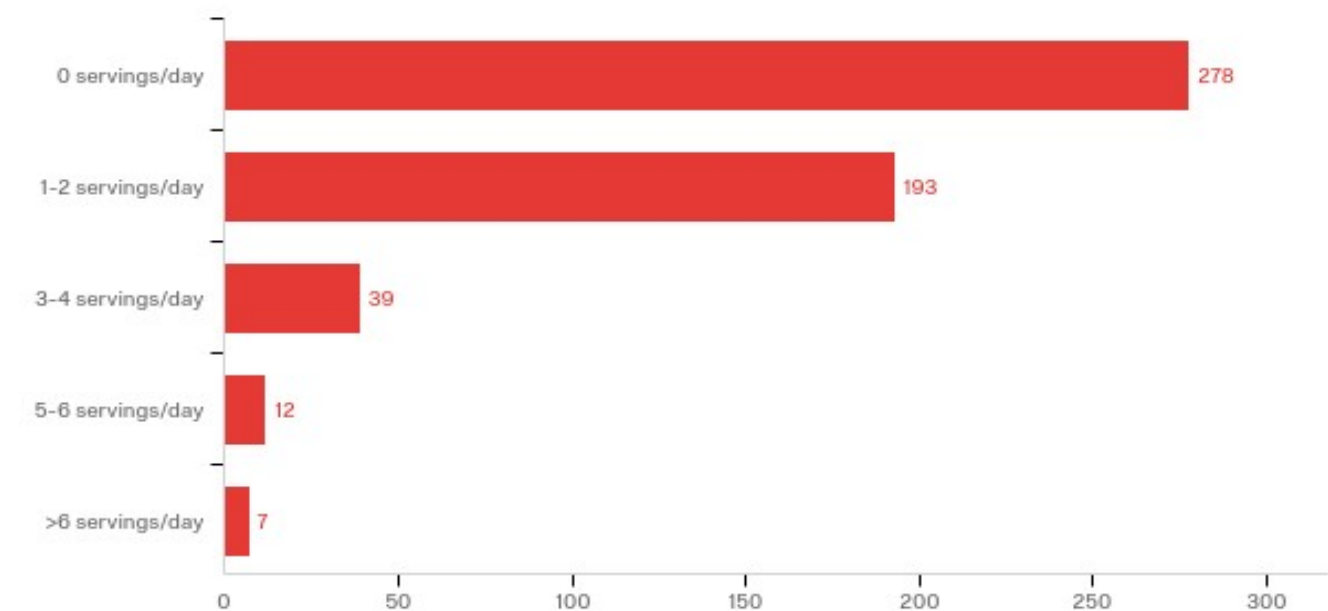
#	Answer	%	Count
1	0 servings/day	10.61%	56
2	1-2 servings/day	69.32%	366
3	3-4 servings/day	15.34%	81
4	5-6 servings/day	3.22%	17
5	>6 servings/day	1.52%	8
	Total	100%	528

Q33 - Last 7 days: usual lean protein servings per day



#	Answer	%	Count
1	0-2 ounces per day	12.36%	65
2	3-5 ounces per day	42.21%	222
3	6-8 ounces per day	34.60%	182
4	9-11 ounces per day	9.13%	48
5	More than 11 ounces per day	1.71%	9
	Total	100%	526

Q34 - In the last week, how many servings of sugar-sweetened beverages did you drink on average per day

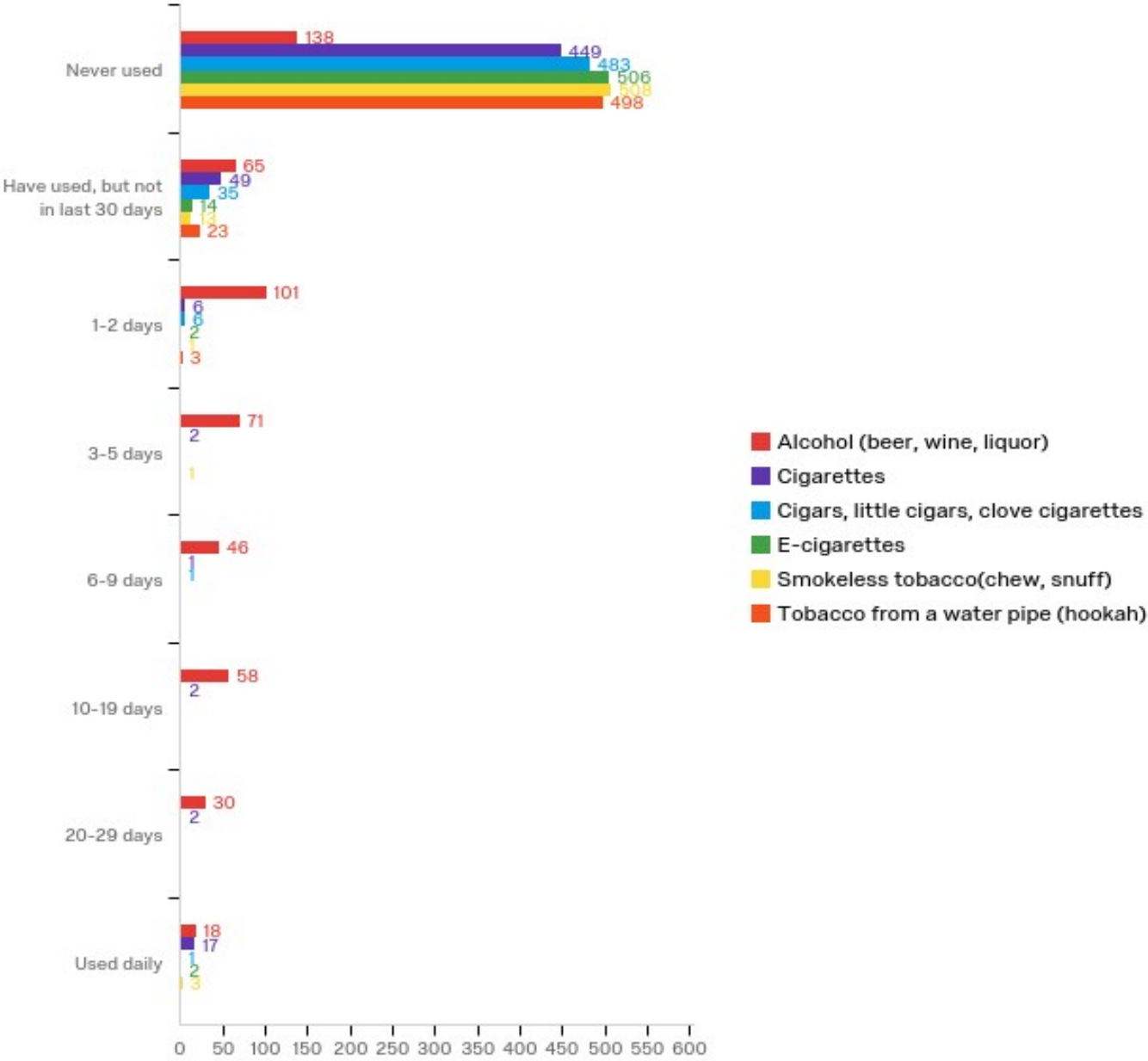


#	Answer	%	Count
1	0 servings/day	52.55%	278
2	1-2 servings/day	36.48%	193
3	3-4 servings/day	7.37%	39
4	5-6 servings/day	2.27%	12
5	>6 servings/day	1.32%	7
	Total	100%	529

C27-34 - Please provide any comments, questions, or feedback you have about the survey questions on this page.

Please provide any comments, questions, or feedback you have about the survey questions on this page.
I drink half water half Gatorade mix and green tea each day
I eat a high protein, low carb diet. No flour, no sugar, no alcohol.
I am whole food plant based so these questions don't really fit with my diet style.
All dietary counts are approximate, at best, and probably underestimated.
I sometimes drink some soda. There are days I do not drink any and some days I drink 1, but the last question has no option to say that, so I had to put 1/2 which is not very accurate because I had maybe 3 sodas in 7 days...
Thank you.
Sugar-sweetened beverages = coffee w/ ~tablespoon of creamer. Creamer would qualify as sugar-sweetened.
This is really hard to gauge so my answers are guesses.
I have recently restarted my fitness journey. I am slowly building up since I have permanent injuries that can effect my mobility.
I consider myself overweight because I still have a few baby pounds to shed, but have been told that these last few pounds won't go away until I stop breastfeeding. I'm typically fine with my weight and this is not affecting my mental state.
Have problem craving carbs in many forms.
I am allergic to dairy and grains
do have ice cream at night.
I am gluten sensitive and can't eat most grains.
lactose intolerance prevents dairy
Consider adding a precursory question that asks how many times per week then follow up with the average serving amount to get a clearer picture of habits.
I am a fervent water drinker. Occasionally I drink a soda and it is full sugar version.
I know that I need to eat better and to exercise but I just don't have the will to do it right now.
I don't drink soda just coffee and water
I don't eat grains as a part of my diet.
Allergic to milk

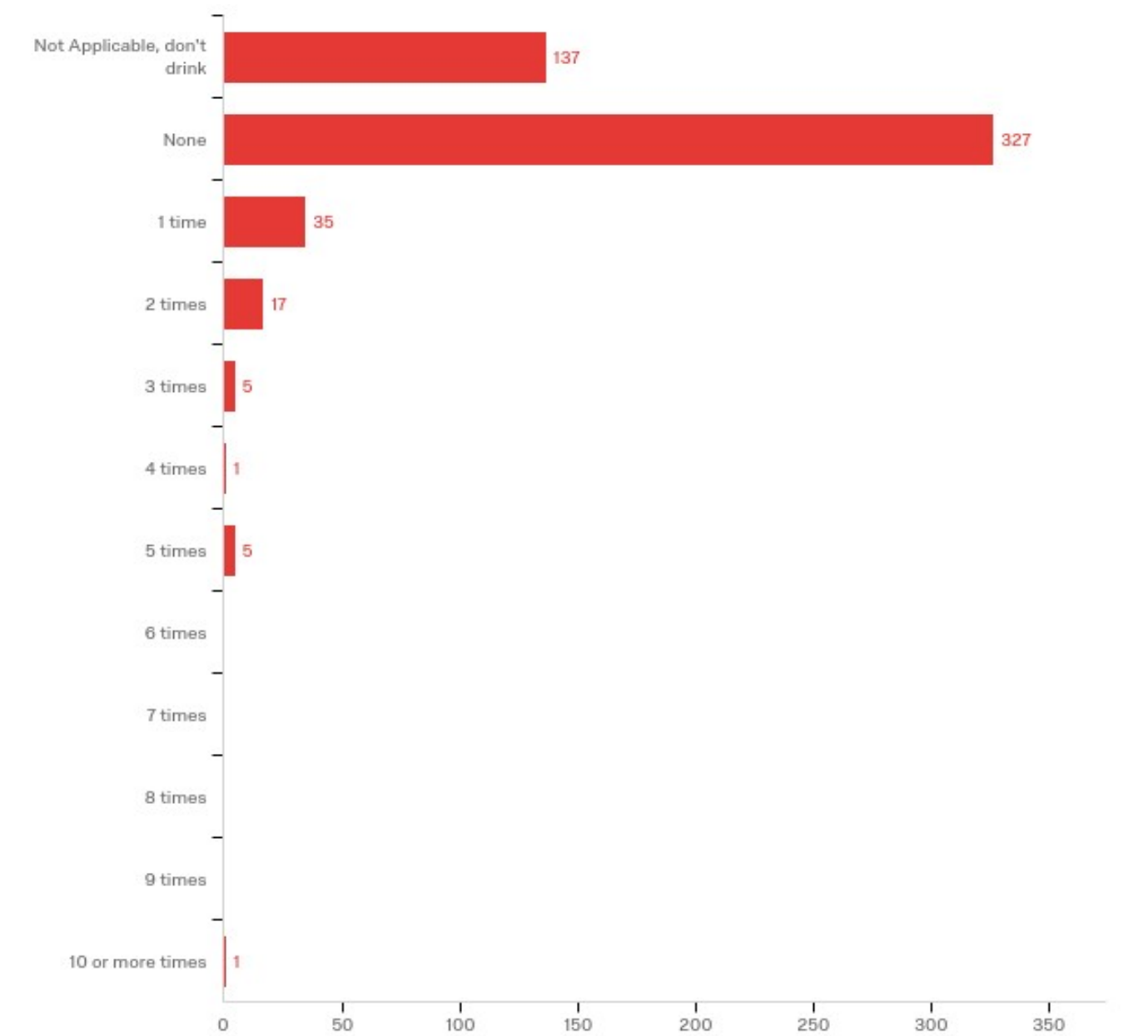
Q35 - 35) Within the last 30 days, on how many days did you use:



#	Question	Never used		Have used, but not in last 30 days		1-2 days		3-5 days		6-9 days		10-19 days		20-29 days		Used daily		Total
5	Alcohol (beer, wine, liquor)	26.19%	138	12.33%	65	19.17%	101	13.47%	71	8.73%	46	11.01%	58	5.69%	30	3.42%	18	527
1	Cigarettes	85.04%	449	9.28%	49	1.14%	6	0.38%	2	0.19%	1	0.38%	2	0.38%	2	3.22%	17	528
3	Cigars, little cigars, clove cigarettes	91.83%	483	6.65%	35	1.14%	6	0.00%	0	0.19%	1	0.00%	0	0.00%	0	0.19%	1	526
10	E-cigarettes	96.56%	506	2.67%	14	0.38%	2	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.38%	2	524
4	Smokeless tobacco (chew, snuff)	96.58%	508	2.47%	13	0.19%	1	0.19%	1	0.00%	0	0.00%	0	0.00%	0	0.57%	3	526
2	Tobacco from	95.04%	498	4.39%	23	0.57%	3	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	524

[illegible]

Q36 - Over the last two weeks, how many times have you had five or more drinks of alcohol over a two ho...



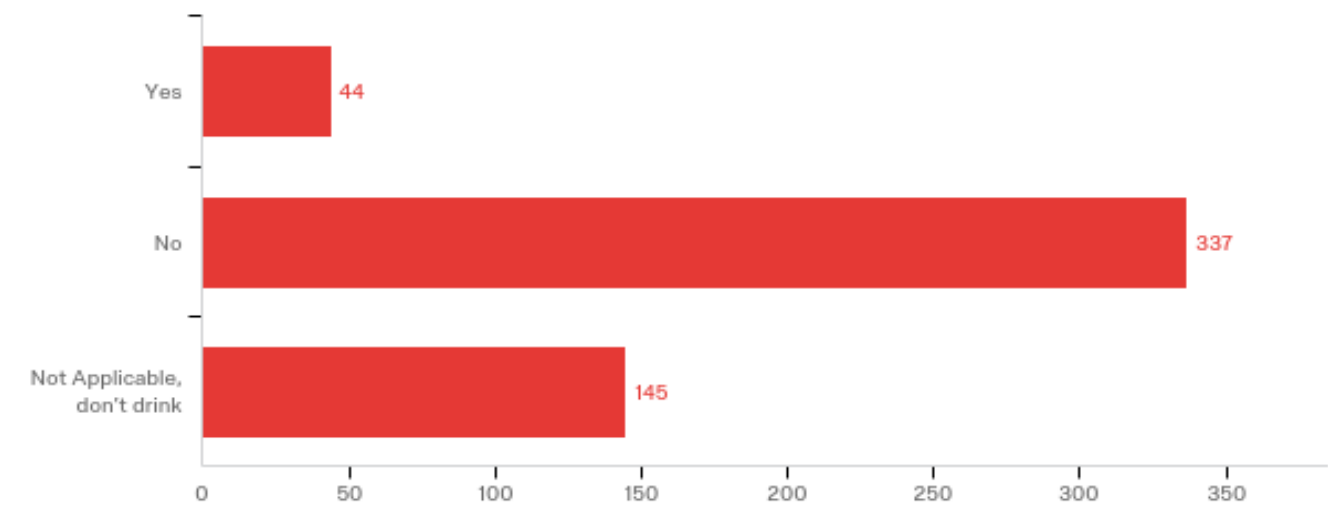
#	Answer	%	Count
1	Not Applicable, don't drink	25.95%	137
2	None	61.93%	327
3	1 time	6.63%	35
4	2 times	3.22%	17
5	3 times	0.95%	5

6	4 times	0.19%	1
7	5 times	0.95%	5
8	6 times	0.00%	0
9	7 times	0.00%	0
10	8 times	0.00%	0
11	9 times	0.00%	0
12	10 or more times	0.19%	1
	Total	100%	528

Q37 - On a typical day or evening when you drink, how many drinks do you usually have?

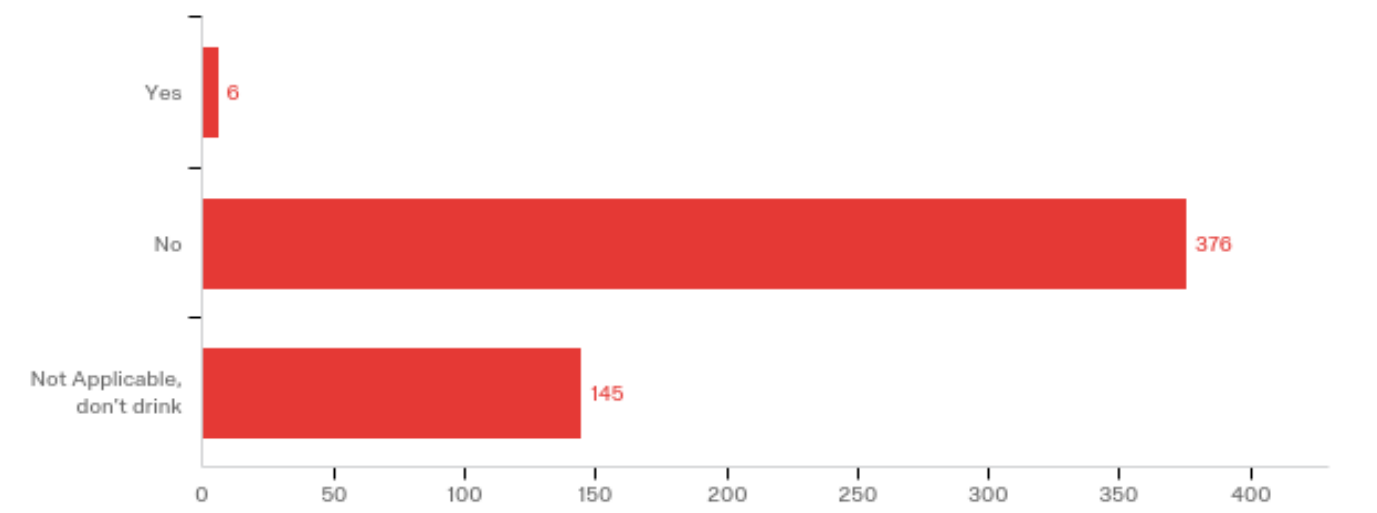
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Number of Drinks	0.00	7.00	1.03	1.05	1.10	520

Q38 - In the last 12 months, have you felt the need to reduce your drinking?



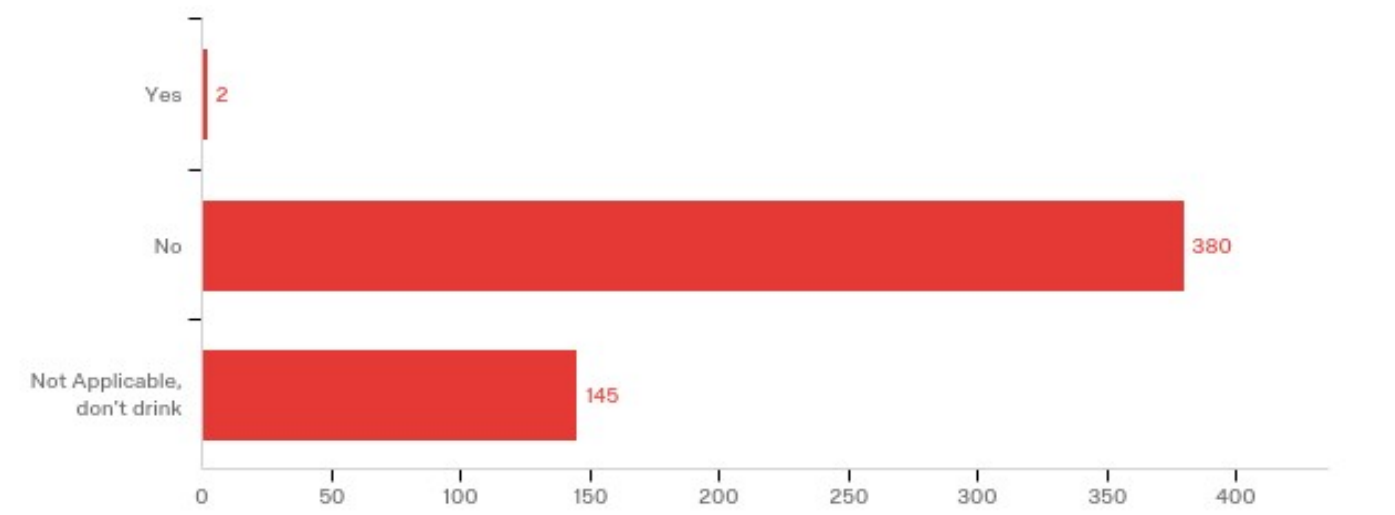
#	Answer	%	Count
1	Yes	8.37%	44
2	No	64.07%	337
3	Not Applicable, don't drink	27.57%	145
	Total	100%	526

Q39 - In the last 12 months, has a family member, friend, colleague, or anyone expressed concern



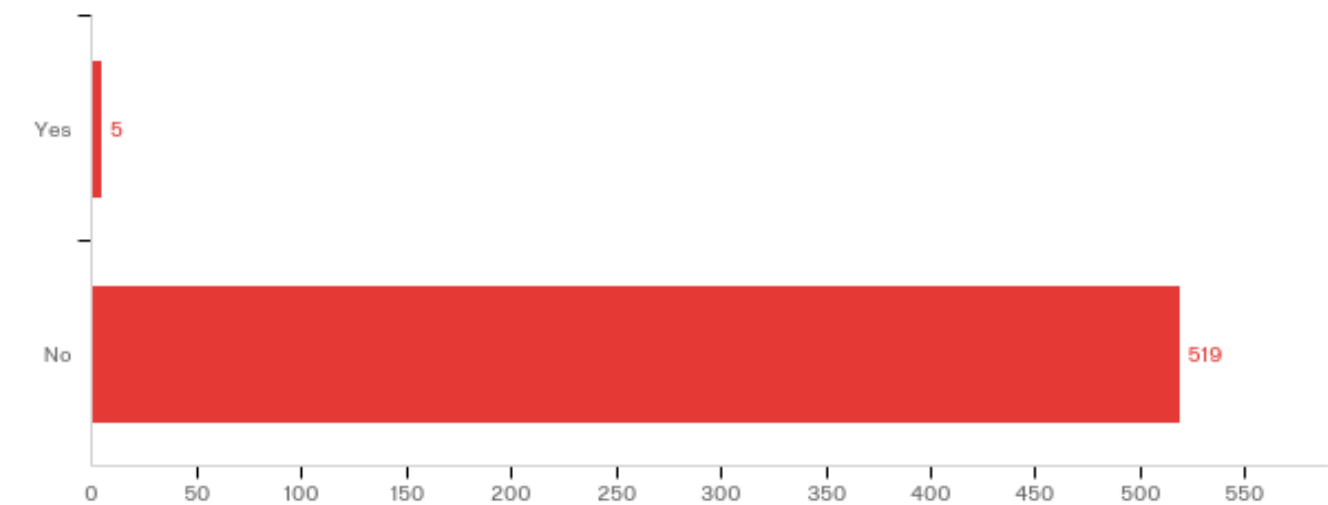
#	Answer	%	Count
1	Yes	1.14%	6
2	No	71.35%	376
3	Not Applicable, don't drink	27.51%	145
	Total	100%	527

Q40 - Are you having any financial, work, family, or other problems as a result of your drinking?



#	Answer	%	Count
1	Yes	0.38%	2
2	No	72.11%	380
3	Not Applicable, don't drink	27.51%	145
	Total	100%	527

Q41 - Are you in recovery from alcohol or other substance abuse or dependence?



#	Answer	%	Count
1	Yes	0.95%	5
2	No	99.05%	519
	Total	100%	524

C35-41 - Please provide any comments, questions, or feedback you have about the survey questions on this page.

Please provide any comments, questions, or feedback you have about the survey questions on this page.
I don't drink or smoke.
I have 1 glass of red wine most evenings
I have probably had less than five drinks all year.
Protest about #37. I meant to truthfully enter 'one half', but it wouldn't let me.
I just drink at social events.
Thank you.
I generally refrain from alcohol. The last two weeks were an exception as I was on vacation.
I don't drink alcohol or any other substance.
Started drinking a glass of red wine occasionally because supposedly could help lower cholesterol, but have not managed to do it nightly as I don't enjoy it that much.
I have 1 or 2 beers once in 6 months, so rare to drink.
I might have 1 or 2 drinks in a YEAR.
I may have 1 drink a month.
Questions aren't quite fair--they don't take into account the occasional glass of wine with your pasta at Olive Garden.
I'm Latter-day Saint (Mormon), so this page is truly a non-issue!
Thank you for including the standard drink image
I have had an occasional social drink (less than 1 in 6 months) but due to church covenant I no longer drink.
Pain management instead of opioids.
I often will have a drink or two in the evening, but not every evening. I do drink more often during a football game/on the weekend, but never to the length of being unable to perform or become violent.
I went to a beer festival recently. I do not typically drink more than one drink in a sitting. I plan to reduce alcohol consumption to lose weight, not because I feel I have a problem.
DRINK SOCIALLY ON WKEND. NEVER DURING WK.
In general over the past few years, I average one beer every other weekend and a mixed drink once or twice a year. However, I'm not currently drinking beer because it impinges on my breathing; I had one beer in May and then stopped.
I may have alcohol once or twice/year (birthday or New Year's eve)
Drink approximately 2 times a year
I was once married (14 years) to an alcoholic and a workaholic. We were divorced as a result of the substance abuse, and I had to raise my then 1-year old child on my own. I am very much aware and conscious about substance abuse and its repercussions, and make every effort to avoid situations that may pose an adversity in my and my child's life.

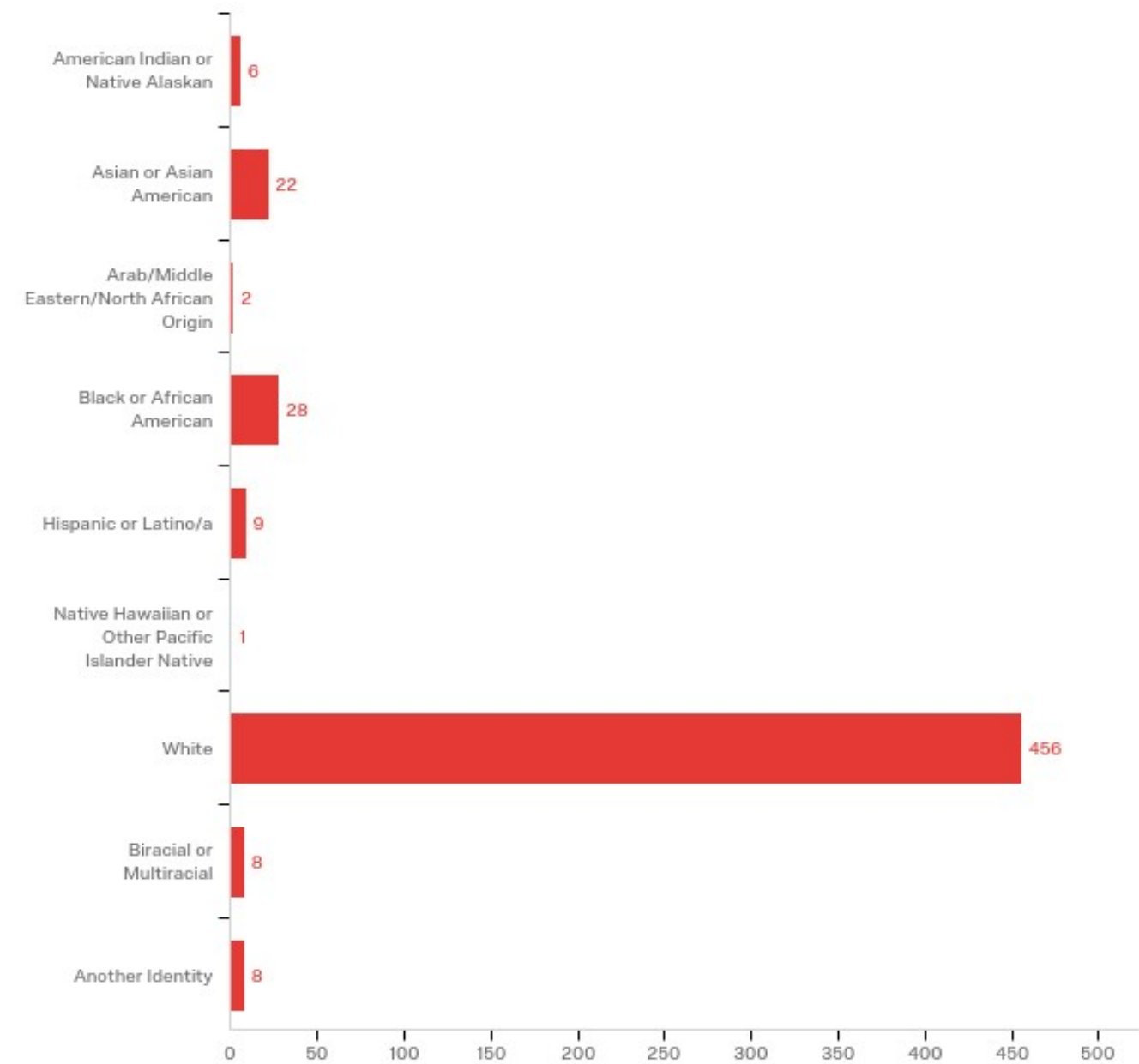
I quit smoking 8 years ago

I am reducing drinking for weight loss and overall better health.

I rarely will have a glass of wine or one beer

I'm very small, so the calories from alcohol are the biggest concern. As we age, our metabolic rate drops and it is harder to get away with non-nutritional caloric expenditures like alcohol and dessert if you want to maintain a healthy weight.

Q42 - How do you usually describe yourself?



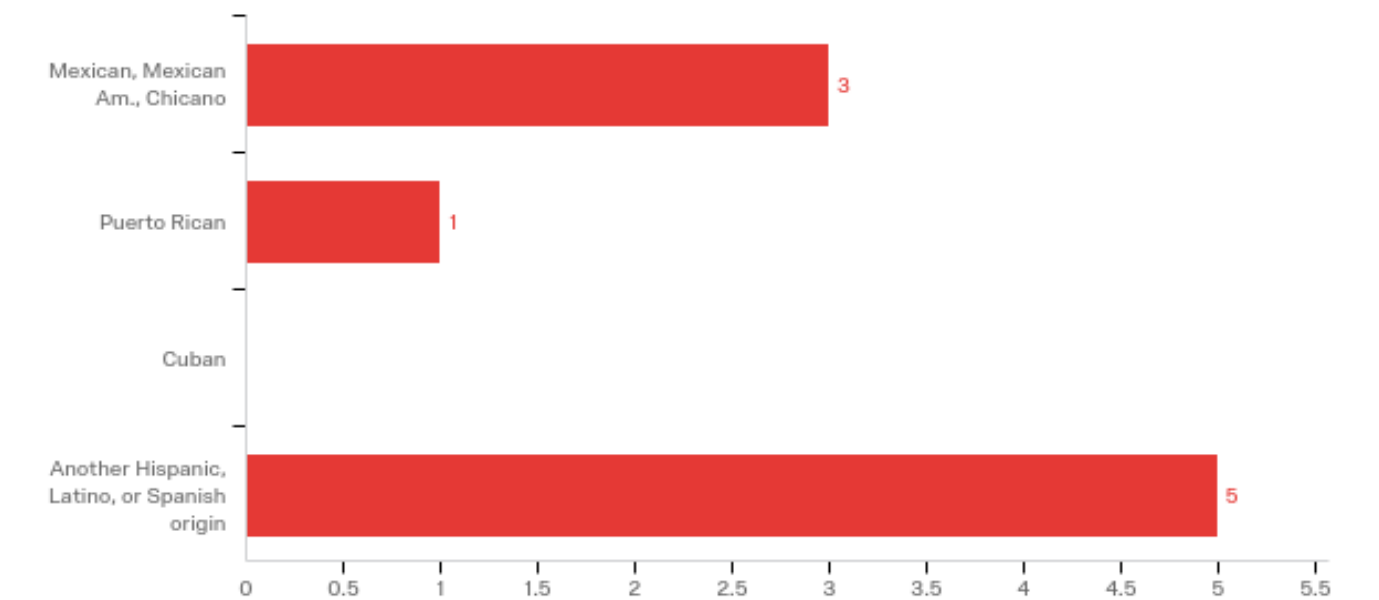
#	Answer	%	Count
1	American Indian or Native Alaskan	1.11%	6
2	Asian or Asian American	4.07%	22
3	Arab/Middle Eastern/North African Origin	0.37%	2
4	Black or African American	5.19%	28
5	Hispanic or Latino/a	1.67%	9

6	Native Hawaiian or Other Pacific Islander Native	0.19%	1
7	White	84.44%	456
8	Biracial or Multiracial	1.48%	8
9	Another Identity	1.48%	8
	Total	100%	540

Another Identity (please specify)

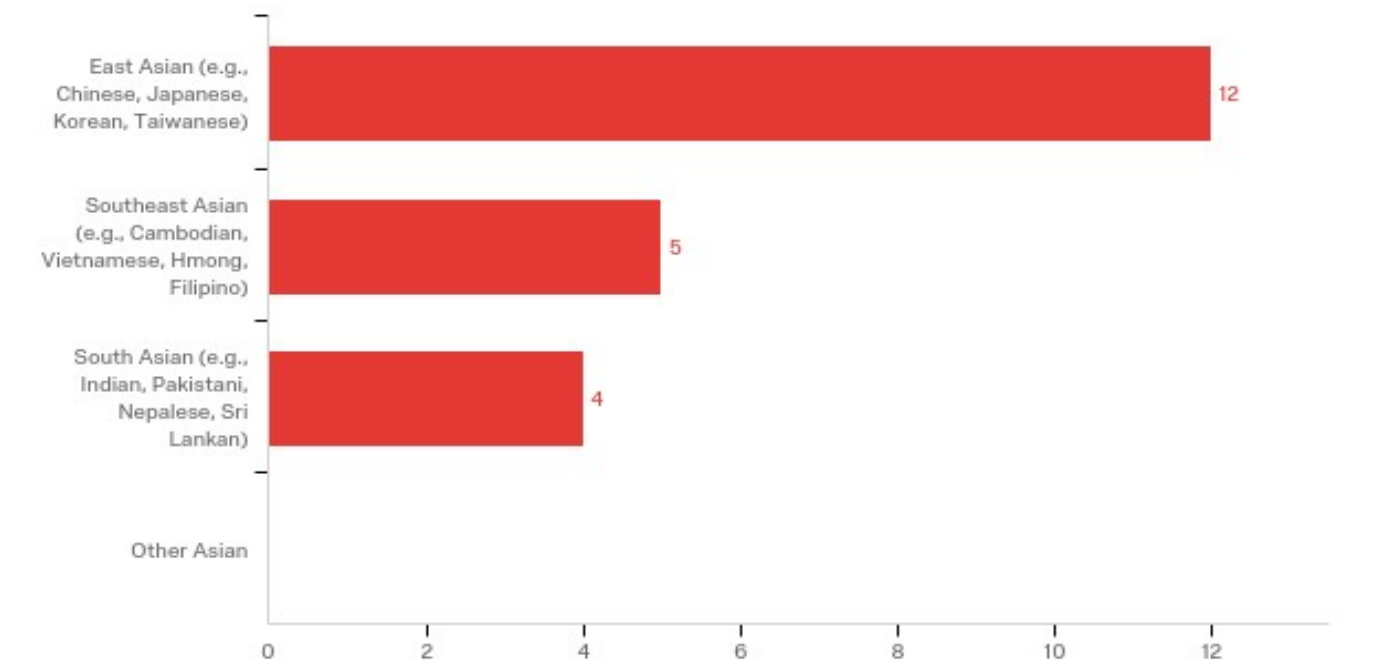
Another Identity (please specify) - Text
human
Semitic
polish
1/4 native american
Prefer not to answer
white hispanic
Caucasoid

Q42EE - Are you:



#	Answer	%	Count
1	Mexican, Mexican Am., Chicano	33.33%	3
2	Puerto Rican	11.11%	1
3	Cuban	0.00%	0
4	Another Hispanic, Latino, or Spanish origin	55.56%	5
	Total	100%	9

Q42BB - Are you:

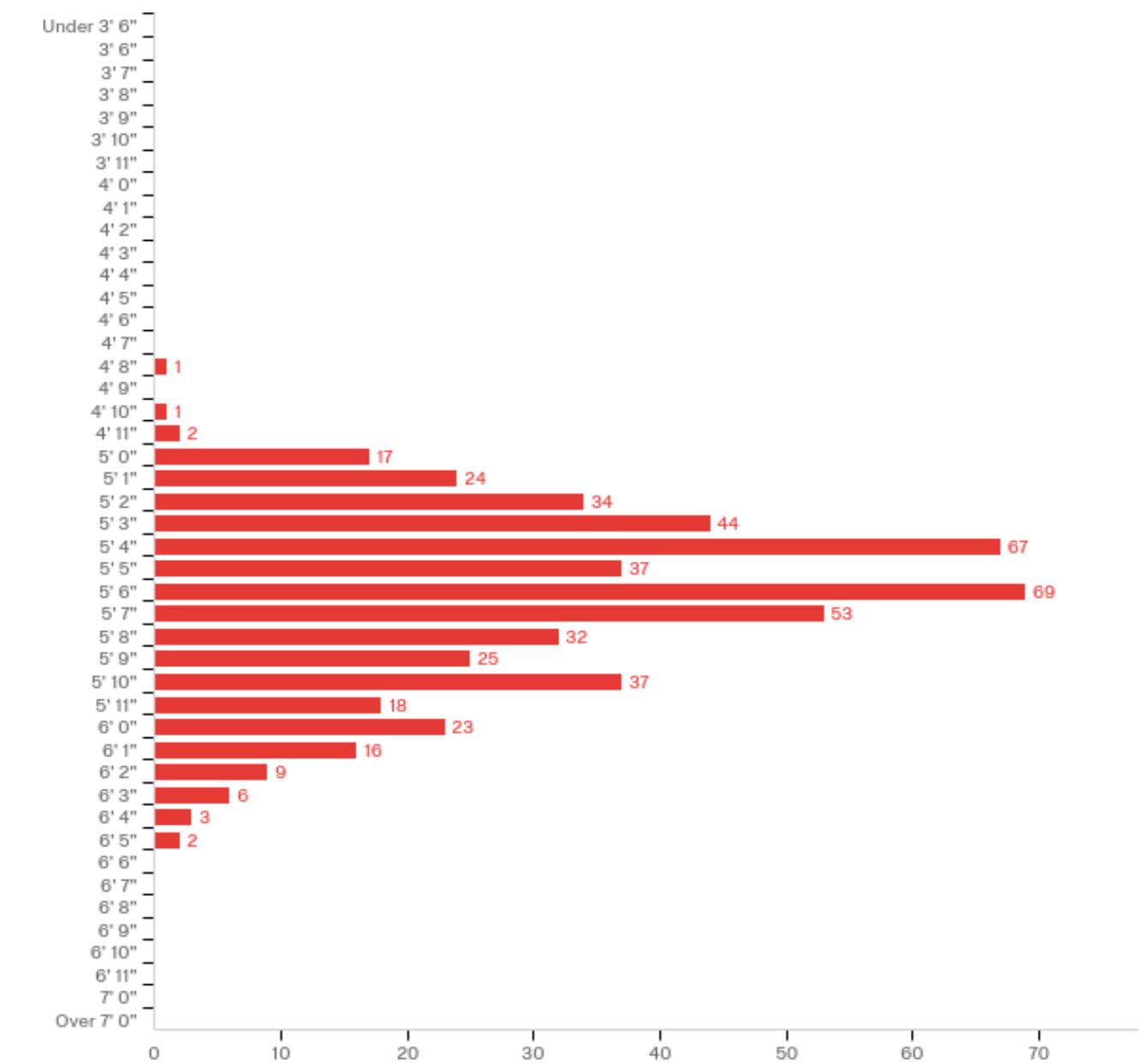


#	Answer	%	Count
1	East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	57.14%	12
2	Southeast Asian (e.g., Cambodian, Vietnamese, Hmong, Filipino)	23.81%	5
3	South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	19.05%	4
4	Other Asian	0.00%	0
	Total	100%	21

Q43 - How old are you?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Years	22.00	76.00	45.25	12.22	149.34	514

Q44 - What is your height in feet (') and inches (")?



#	Answer	%	Count
41	Under 3' 6"	0.00%	0
42	3' 6"	0.00%	0
43	3' 7"	0.00%	0
44	3' 8"	0.00%	0
45	3' 9"	0.00%	0
46	3' 10"	0.00%	0

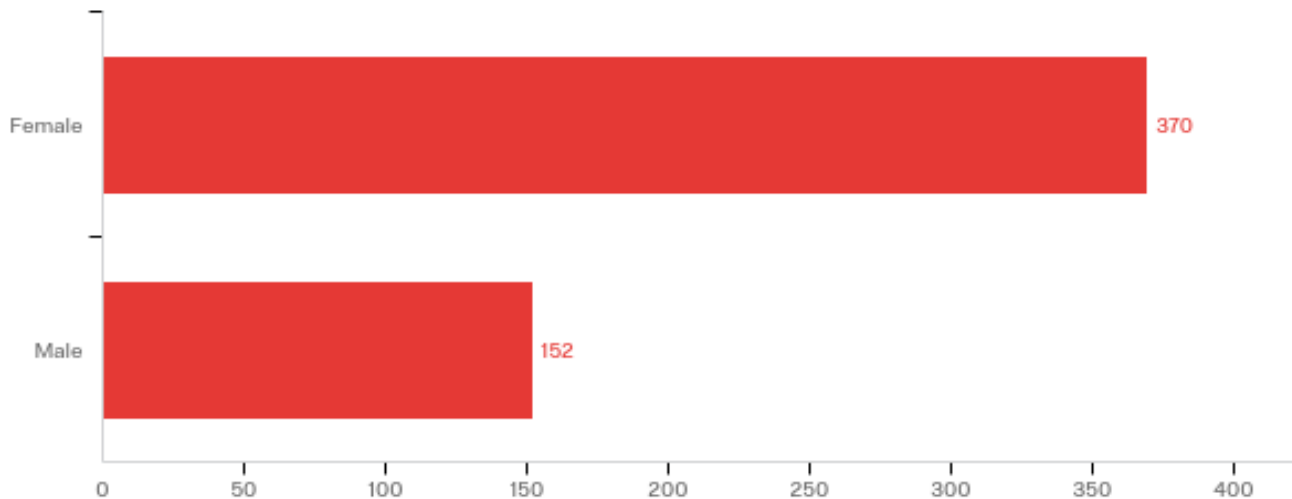
47	3' 11"	0.00%	0
48	4' 0"	0.00%	0
49	4' 1"	0.00%	0
50	4' 2"	0.00%	0
51	4' 3"	0.00%	0
52	4' 4"	0.00%	0
53	4' 5"	0.00%	0
54	4' 6"	0.00%	0
55	4' 7"	0.00%	0
56	4' 8"	0.19%	1
57	4' 9"	0.00%	0
58	4' 10"	0.19%	1
59	4' 11"	0.38%	2
60	5' 0"	3.27%	17
61	5' 1"	4.62%	24
62	5' 2"	6.54%	34
63	5' 3"	8.46%	44
64	5' 4"	12.88%	67
65	5' 5"	7.12%	37
66	5' 6"	13.27%	69
67	5' 7"	10.19%	53
68	5' 8"	6.15%	32
69	5' 9"	4.81%	25
70	5' 10"	7.12%	37
71	5' 11"	3.46%	18
72	6' 0"	4.42%	23
73	6' 1"	3.08%	16
74	6' 2"	1.73%	9
75	6' 3"	1.15%	6
76	6' 4"	0.58%	3
77	6' 5"	0.38%	2
78	6' 6"	0.00%	0

79	6' 7"	0.00%	0
80	6' 8"	0.00%	0
81	6' 9"	0.00%	0
82	6' 10"	0.00%	0
83	6' 11"	0.00%	0
84	7' 0"	0.00%	0
85	Over 7' 0"	0.00%	0
	Total	100%	520

Q45 - What is your weight in pounds?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Pounds	100.00	388.00	180.58	47.41	2247.79	517

Q46 - What sex were you assigned at birth, such as on an original birth certificate?

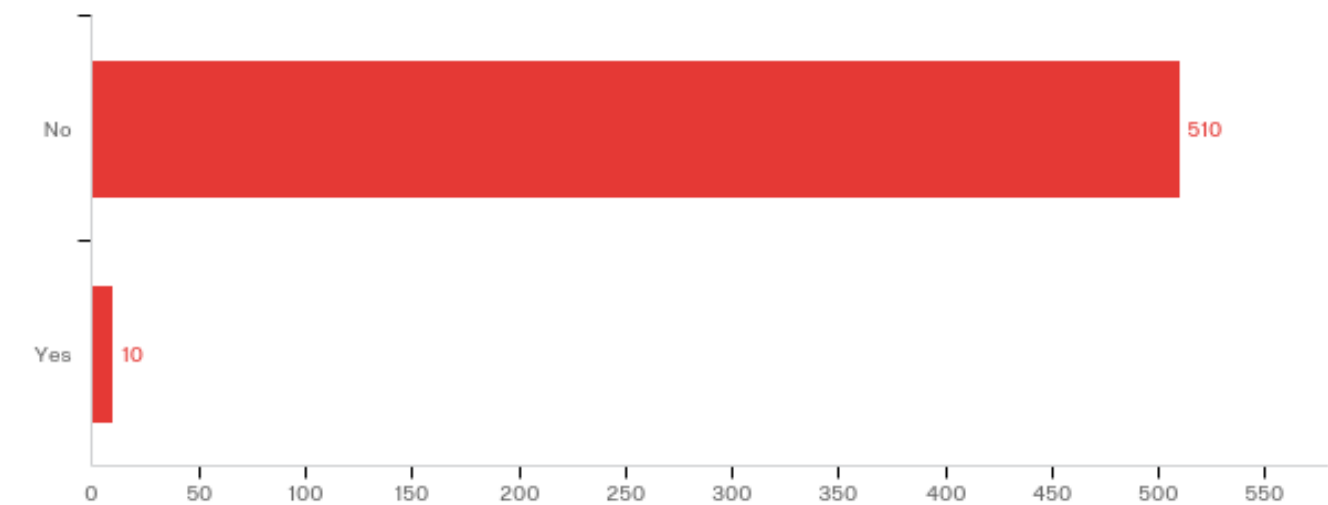


Answer	%	Count
"Adequate feedback" is iffy -- I'm getting good feedback from my manager(s), but none from the group that's supposed to be reviewing my work product.	4.17%	1
#14: *ARE THERE* wellness at work programs? (Other than athletic facilities)	4.17%	1
85 hour work weeks	4.17%	1
AT STUDENT HEALTH/MEDICAL, WE DO NOT HAVE COVERAGE TO ATTEND ANY PROGRAMS. NO OUTSIDE CONTINUING ED IS OFFERED.	4.17%	1
Coworkers take classes during the day at the same time as well classes are offered normally.	4.17%	1
Department, strong support, College, not so much.	4.17%	1
For the past decade, I was able to eat lunch and snacks at my desk. Management has changed within the past 1.5 years and will no longer allow us to do so. I highly value my ability to put in my 8 hours a day, drive 35 minutes to and from work, and take care of my family. This change in where employees can and cannot eat has decreased my	4.17%	1

satisfaction with my job. Balancing a full time job with a family is a great deal of work and support of management of allowing employees to eat at their desk is greatly appreciated.		
Have been told by department manager that he doesn't care if his employees are happy as long as his boss is happy with him is all that matters	4.17%	1
i have a letter from my doctor stating due to my anxiety i should not take my training in a class room setting i can take my training on line but keep getting pushed into try to get me to take in room	4.17%	1
I have been very fortunate to have a supportive department in which many of my co-workers and students have motivated me with comments and emails to ensure I stay on the path I am on in getting healthier and staying on track.	4.17%	1
I have no idea about Wellness-at work programs	4.17%	1
I have not been allowed to take a week off for vacation since the University's administrative closure in late December. I am tired.	4.17%	1
I just started in a new department in the last 30 days.	4.17%	1
I started a new job in July, so the answers are gearing more toward my last job which was not supportive. My new job is far more supportive.	4.17%	1
Love working at UT and I have found it to be a supportive environment.	4.17%	1
My boss is a jerk. I do good work inspire of him. I think that may explain many of my answers.	4.17%	1
Not aware of wellness at work programs other than walking once a month.	4.17%	1
Thank you.	4.17%	1
The current administration's hostility to the humanities has created a situation where department heads pressure faculty to gain enrollments (at almost any	4.17%	1

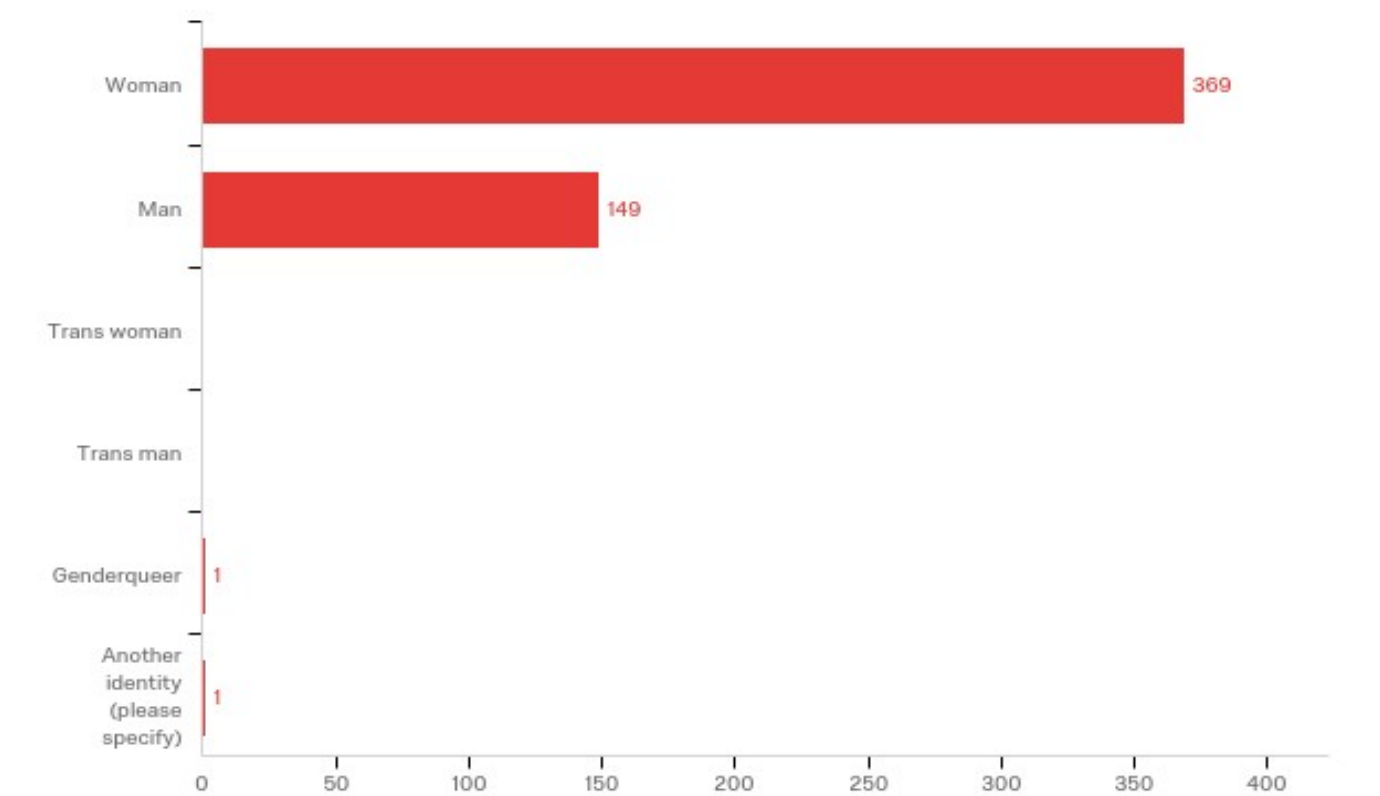
cost) and has generally resulted in a toxically stressful environment. My department head has not done a good job speaking up and advocating for our contributions to education, meaning that we all feel underappreciated and stressed all the time.		
The management does not do the same things across board. Each supervisor does things his or her way. There is a lot of favoritism in the workplace that never gets addressed. Main management is blind to what goes on behind the scenes.	4.17%	1
There's a general lack of attention at the university to long-term burnout issues. I'm a non-tenure track lecturer who teaches four heavy-grading classes a semester and it wears on you. No resources whatsoever from the department, college, or university as a whole on dealing with this issue.	4.17%	1
This is the best place I have ever worked to balance both home and work responsibilities. The people I work with are the most supportive I have ever worked with in my 20+ years in this career.	4.17%	1
We've been going through departmental and office changes lately and the environment is tense at times, plus it's a bit confusing in terms of work flow.	4.17%	1
What are environmental cues?	4.17%	1
Total	100%	24

Q47 - Do you identify as transgender?



#	Answer	%	Count
1	No	98.08%	510
2	Yes	1.92%	10
	Total	100%	520

Q48 - Which term do you use to describe your gender identity?



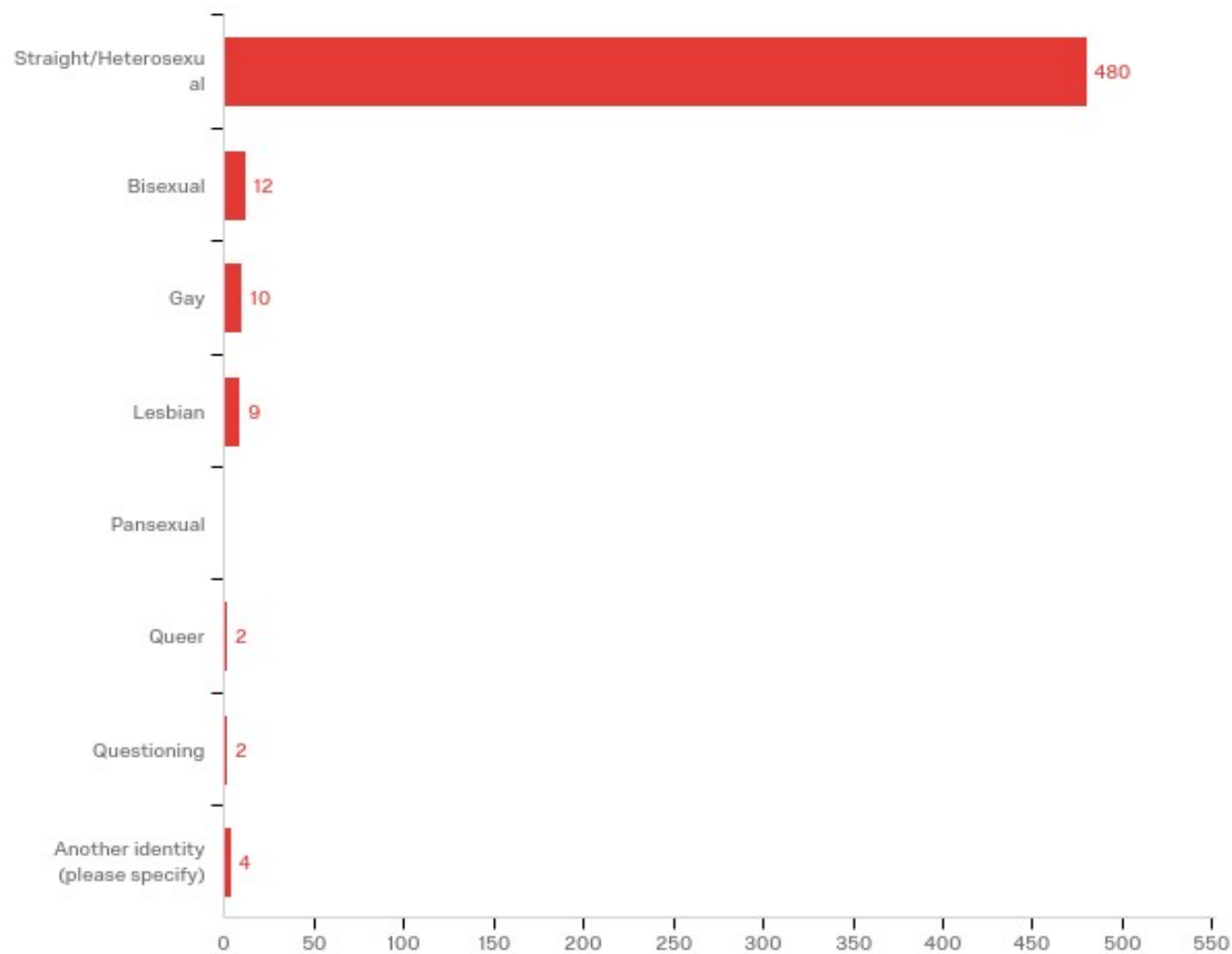
#	Answer	%	Count
1	Woman	70.96%	369
2	Man	28.65%	149
3	Trans woman	0.00%	0
4	Trans man	0.00%	0
5	Genderqueer	0.19%	1
6	Another identity (please specify)	0.19%	1
	Total	100%	520

Another identity (please specify)

Another identity (please specify) - Text

Eunuch

Q49 - 49) What term best describes your sexual orientation?



#	Answer	%	Count
1	Straight/Heterosexual	92.49%	480
2	Bisexual	2.31%	12
3	Gay	1.93%	10
4	Lesbian	1.73%	9
5	Pansexual	0.00%	0
6	Queer	0.39%	2
7	Questioning	0.39%	2
8	Another identity (please specify)	0.77%	4
	Total	100%	519

Another identity (please specify)

Another identity (please specify) - Text

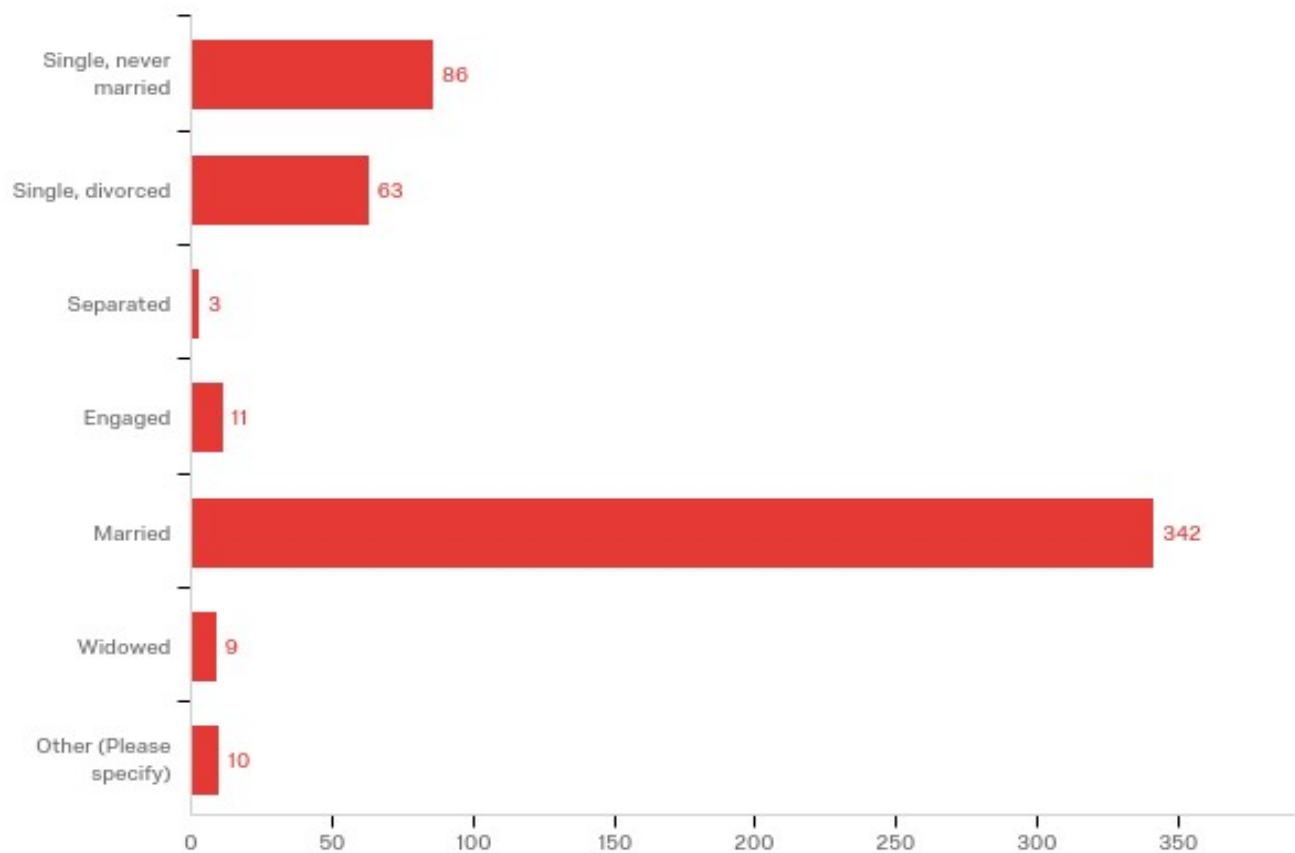
Just Straight.

Asexual

Straight

Asexual

Q50 - Relationship status:

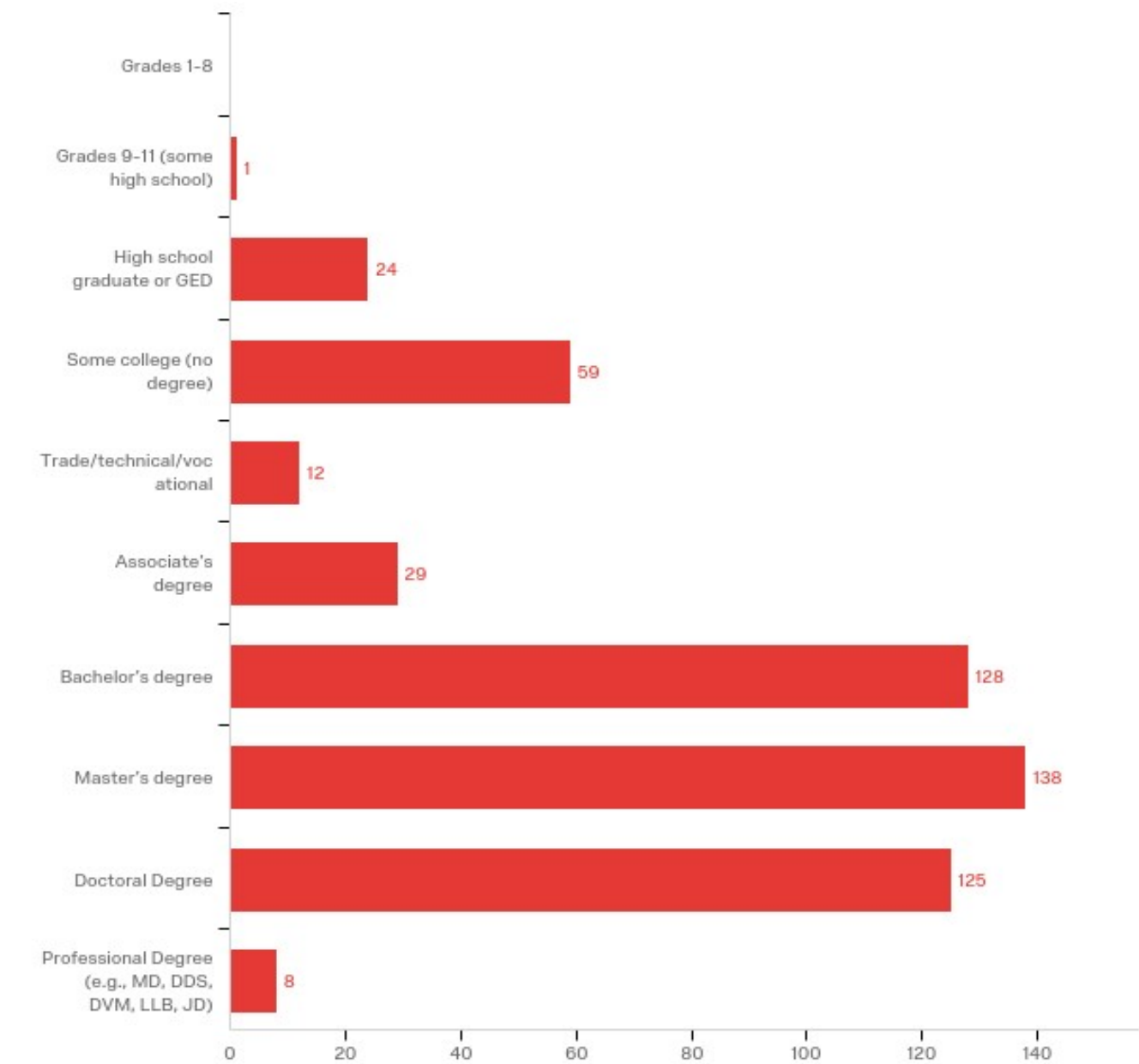


#	Answer	%	Count
1	Single, never married	16.41%	86
2	Single, divorced	12.02%	63
3	Separated	0.57%	3
4	Engaged	2.10%	11
5	Married	65.27%	342
6	Widowed	1.72%	9
7	Other (Please specify)	1.91%	10
	Total	100%	524

Other (Please specify)

Other (Please specify) - Text
domestic partner
have a partner, not married
Dating
cohabiting 20+ years
live in boyfried/ childrens father
In serious relationship
Civil Union
in a committed relationship
Live with Boyfriend
Domestic Partnership

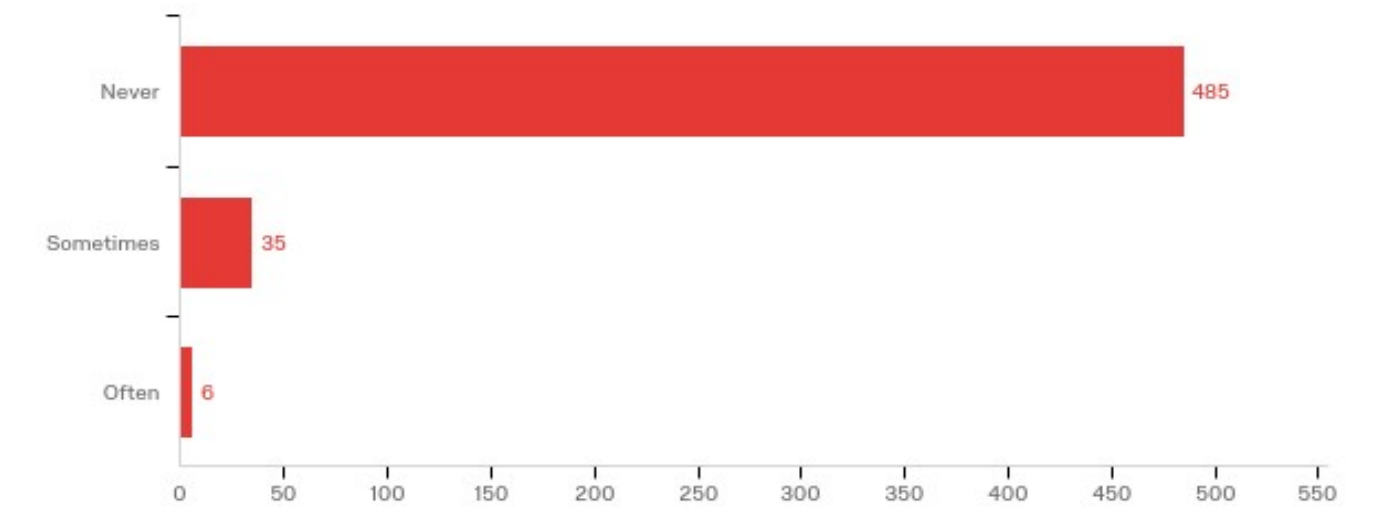
Q51 - Highest Level of education:



#	Answer	%	Count
1	Grades 1-8	0.00%	0
2	Grades 9-11 (some high school)	0.19%	1
3	High school graduate or GED	4.58%	24
4	Some college (no degree)	11.26%	59
5	Trade/technical/vocational	2.29%	12

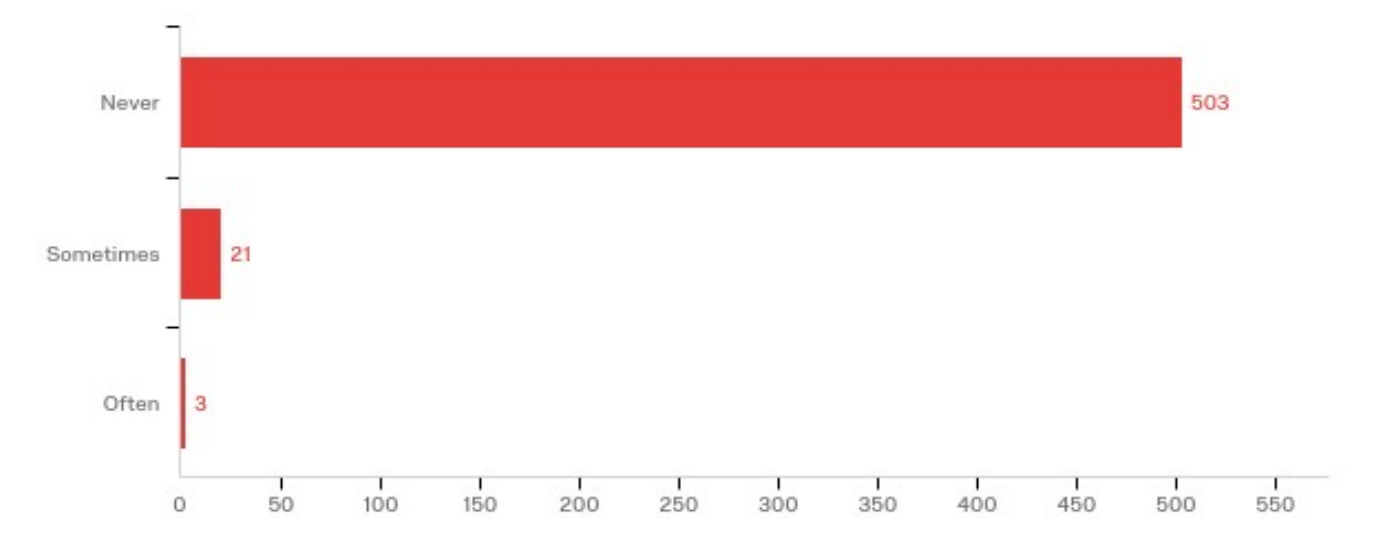
6	Associate's degree	5.53%	29
7	Bachelor's degree	24.43%	128
8	Master's degree	26.34%	138
9	Doctoral Degree	23.85%	125
10	Professional Degree (e.g., MD, DDS, DVM, LLB, JD)	1.53%	8
	Total	100%	524

Q52 - Within the past 30 days, how often did you worry whether your food would run out



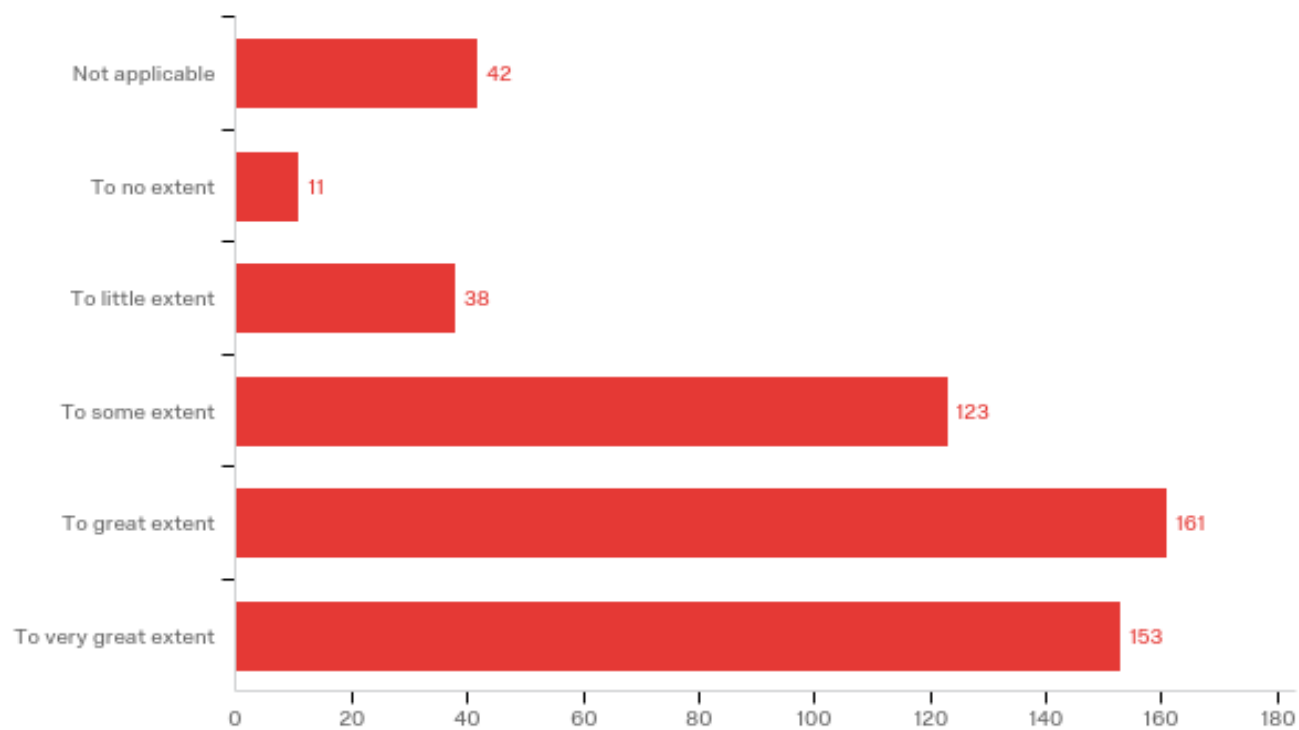
#	Answer	%	Count
1	Never	92.21%	485
2	Sometimes	6.65%	35
3	Often	1.14%	6
	Total	100%	526

Q53 - Within the past 30 days, how often did the food you bought not last and you did not have money



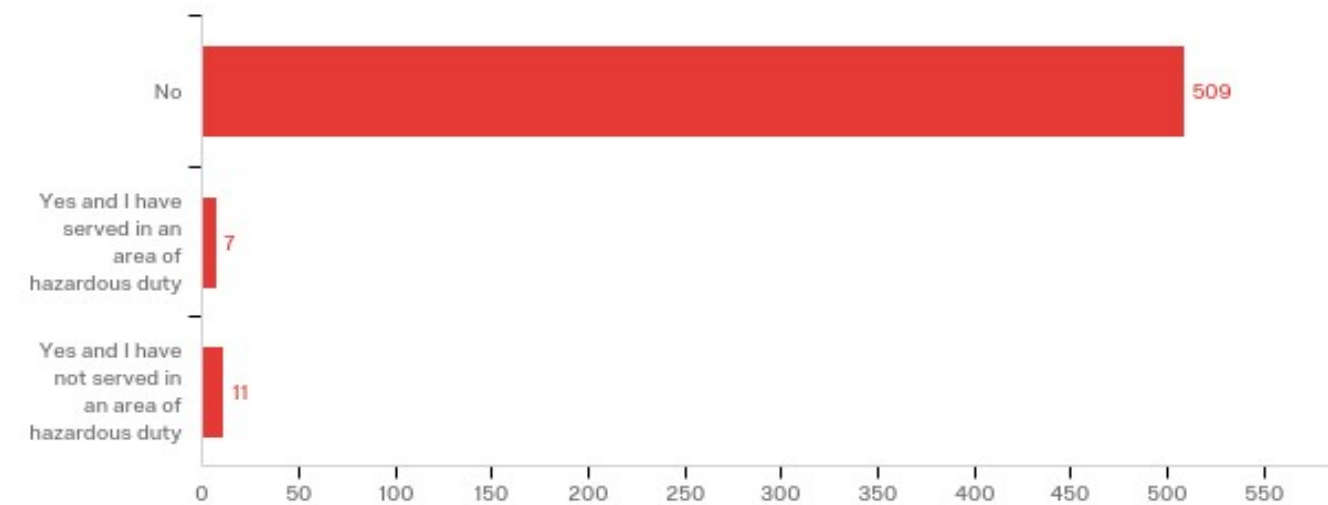
#	Answer	%	Count
1	Never	95.45%	503
2	Sometimes	3.98%	21
3	Often	0.57%	3
	Total	100%	527

Q54 - Within the past 12 months, to what extent have your values, sense of purpose, faith or spiritual



#	Answer	%	Count
1	Not applicable	7.95%	42
2	To no extent	2.08%	11
3	To little extent	7.20%	38
4	To some extent	23.30%	123
5	To great extent	30.49%	161
6	To very great extent	28.98%	153
	Total	100%	528

Q55 - 55) Are you currently or have you been a member of the Armed Services?



#	Answer	%	Count
1	No	96.58%	509
2	Yes and I have served in an area of hazardous duty	1.33%	7
3	Yes and I have not served in an area of hazardous duty	2.09%	11
	Total	100%	527

C42-57 - Please provide any comments, questions, or feedback you have about the survey questions on this page.

Please provide any comments, questions, or feedback you have about the survey questions on this page.

My pre-pregnancy weight was 135lb. My weight gain during pregnancy has been exactly on track with what my OB wanted me to gain (twin pregnancy, aim of 50lb weight gain total.)

#46: I was not *assigned* a sex at birth; it was merely *recorded*

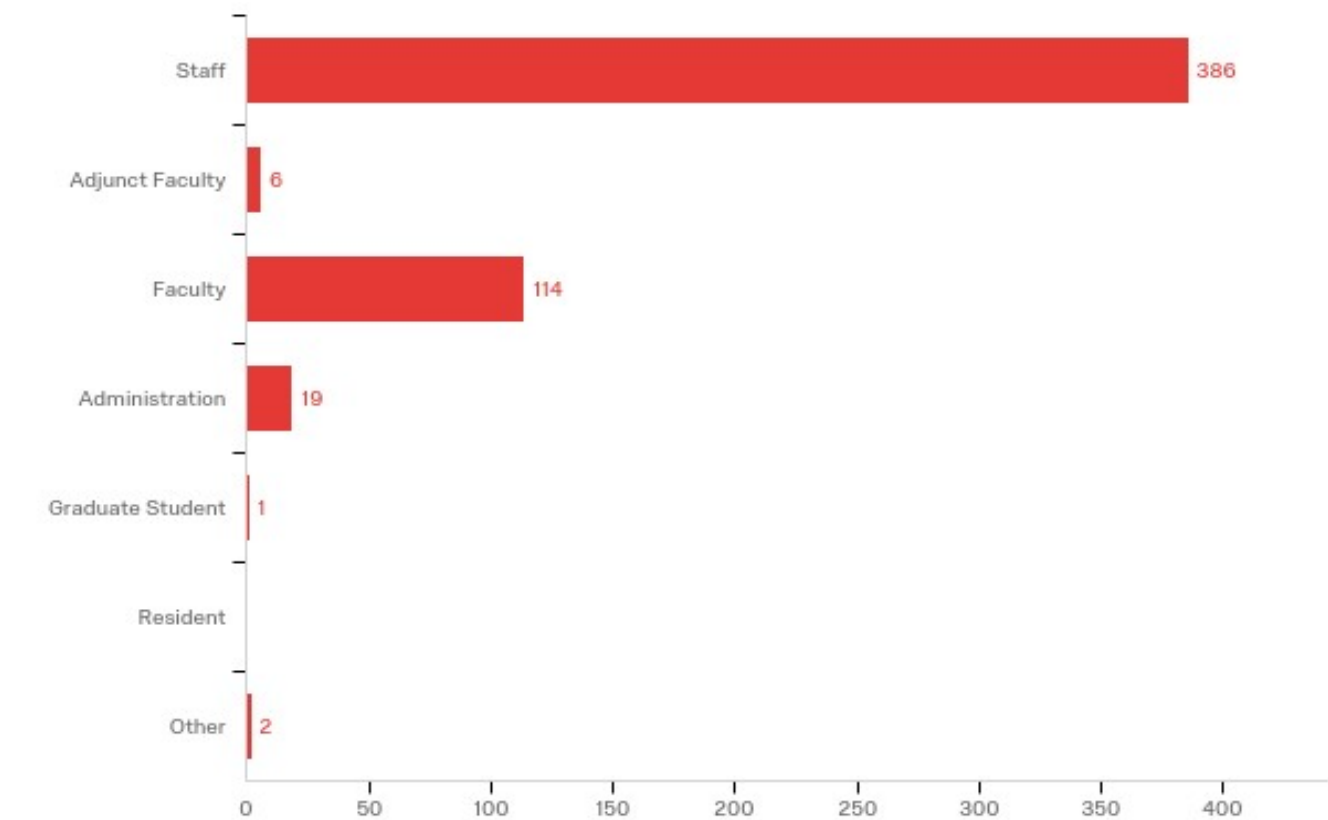
My personal values hinder my well being at work.

Not sure what question 54 means.

Thank you.

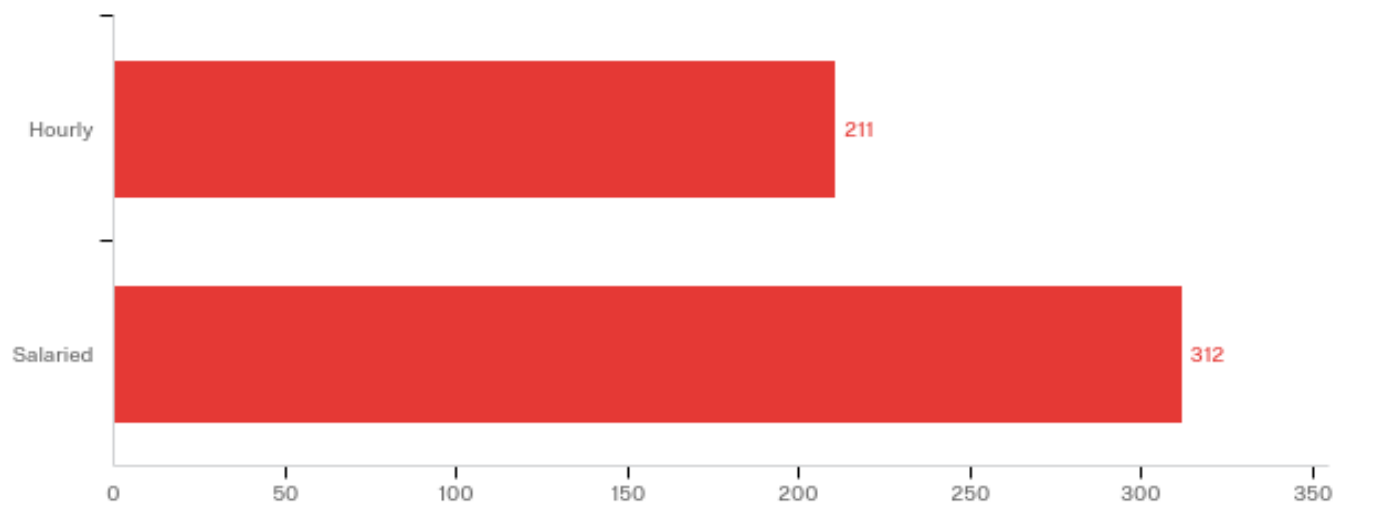
On question 43, I suggest that you ask for the birth date in future surveys. That question tends to yield more accurate (and, of course, precise) responses.

Q56 - Employee Classification:



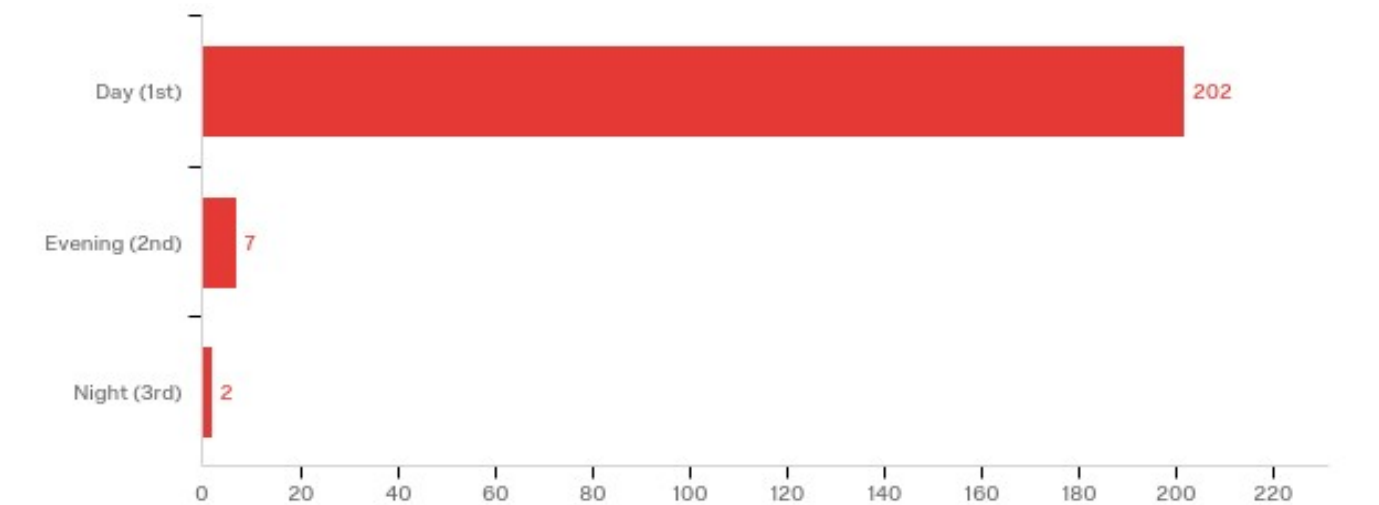
#	Answer	%	Count
1	Staff	73.11%	386
2	Adjunct Faculty	1.14%	6
3	Faculty	21.59%	114
4	Administration	3.60%	19
5	Graduate Student	0.19%	1
6	Resident	0.00%	0
7	Other	0.38%	2
	Total	100%	528

Q57 - Pay type:



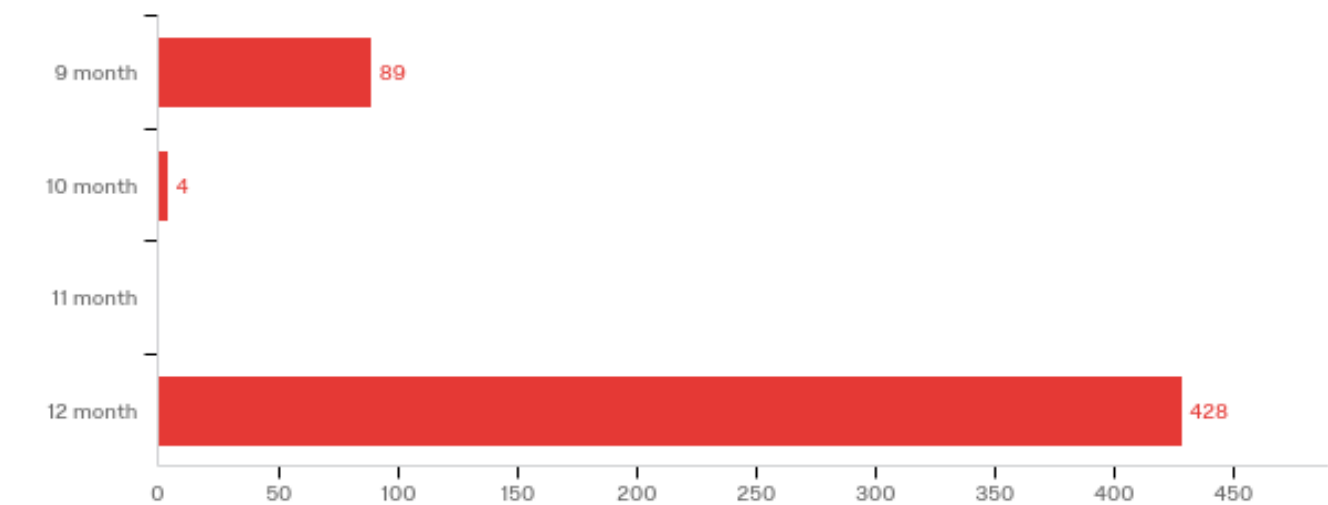
#	Answer	%	Count
1	Hourly	40.34%	211
2	Salaried	59.66%	312
	Total	100%	523

Q58 - What shift do you usually work?



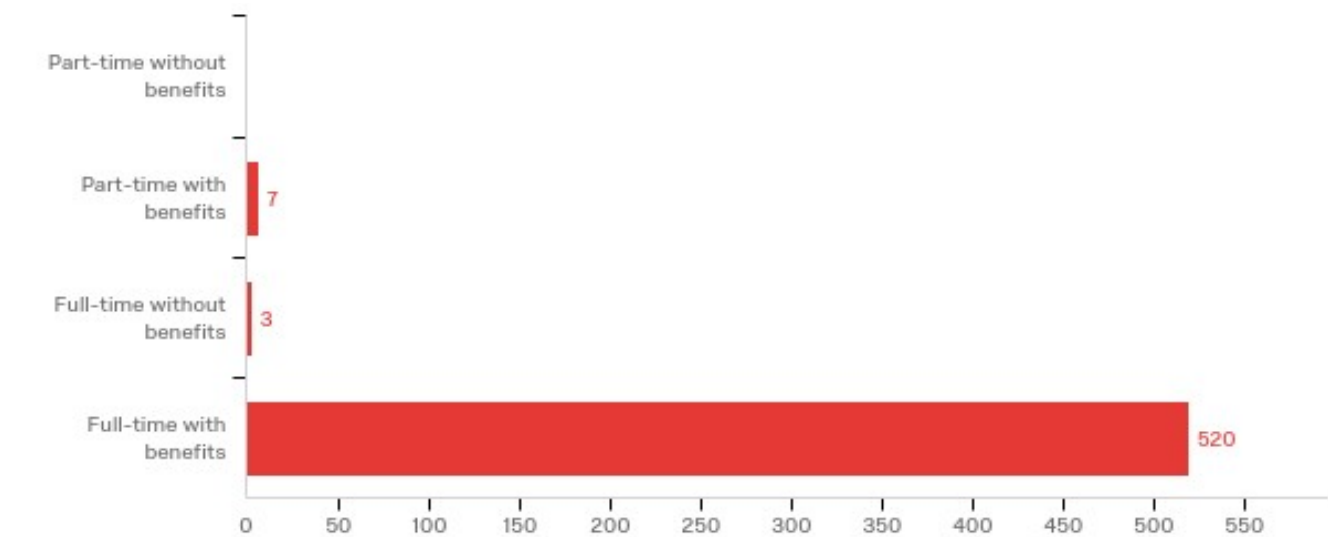
#	Answer	%	Count
1	Day (1st)	95.73%	202
2	Evening (2nd)	3.32%	7
3	Night (3rd)	0.95%	2
	Total	100%	211

Q59 - What is your yearly appointment?



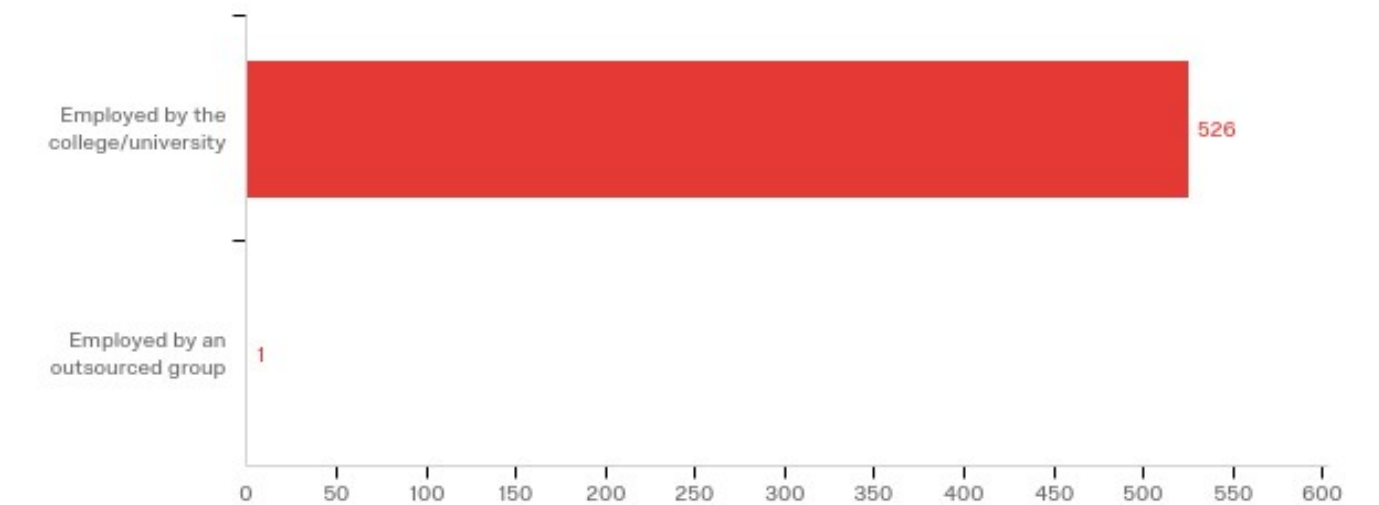
#	Answer	%	Count
1	9 month	17.08%	89
2	10 month	0.77%	4
3	11 month	0.00%	0
4	12 month	82.15%	428
	Total	100%	521

Q60 - Employment status:



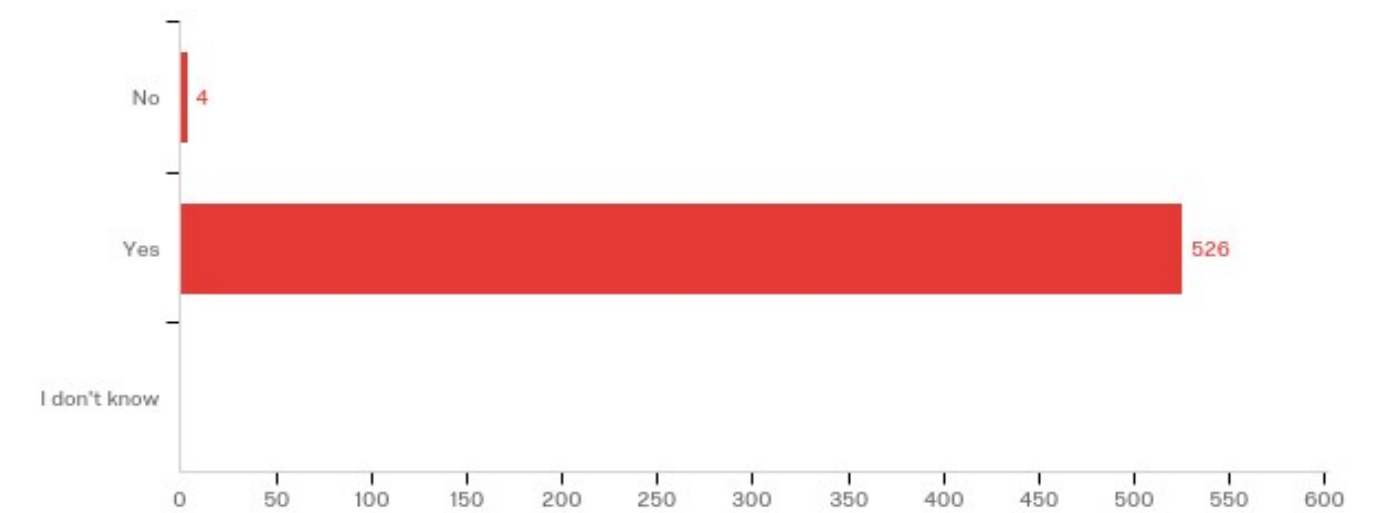
#	Answer	%	Count
1	Part-time without benefits	0.00%	0
2	Part-time with benefits	1.32%	7
3	Full-time without benefits	0.57%	3
4	Full-time with benefits	98.11%	520
	Total	100%	530

Q61 - Are you:



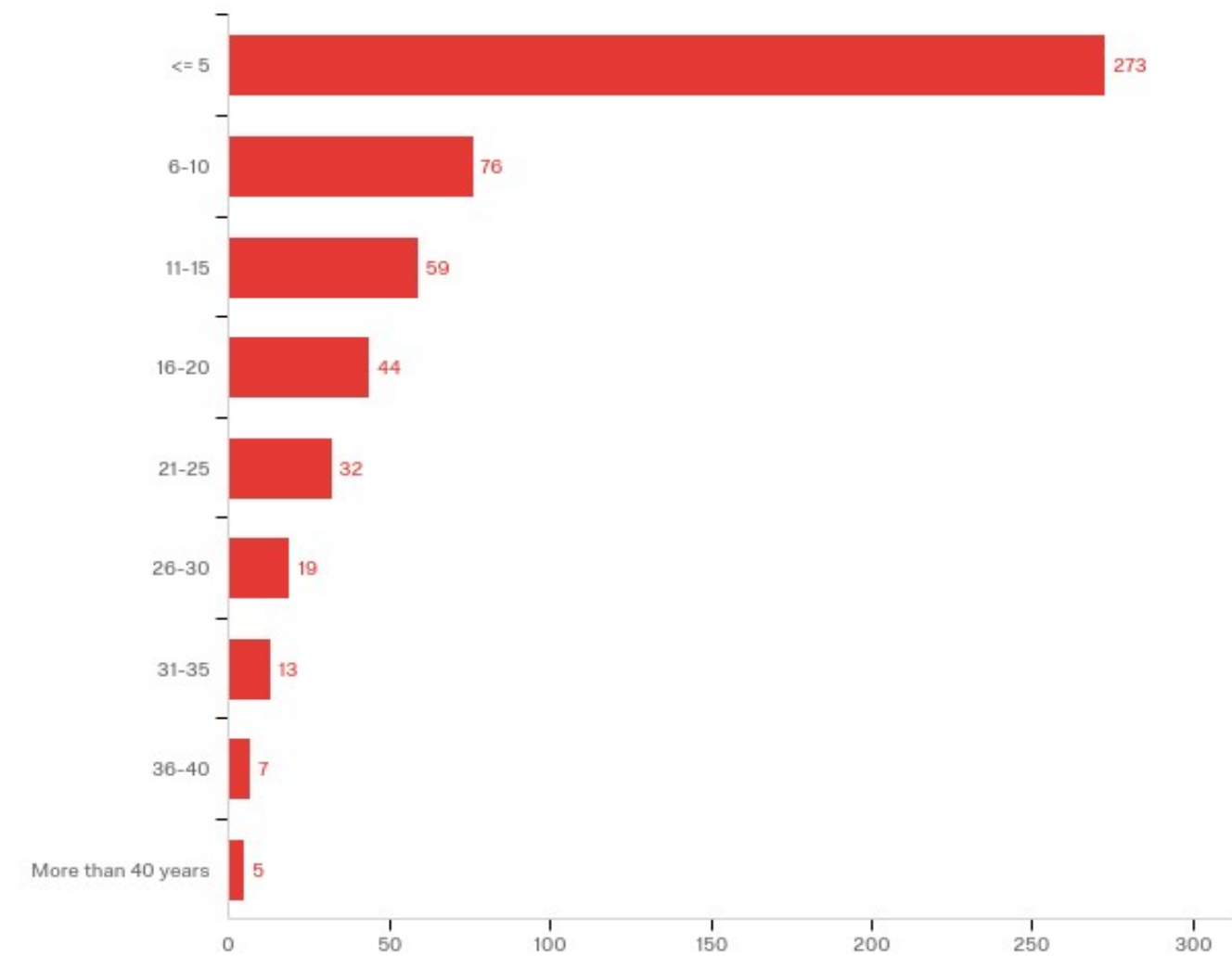
#	Answer	%	Count
1	Employed by the college/university	99.81%	526
2	Employed by an outsourced group	0.19%	1
	Total	100%	527

Q62 - 62) Do you have health insurance?



#	Answer	%	Count
1	No	0.75%	4
2	Yes	99.25%	526
3	I don't know	0.00%	0
	Total	100%	530

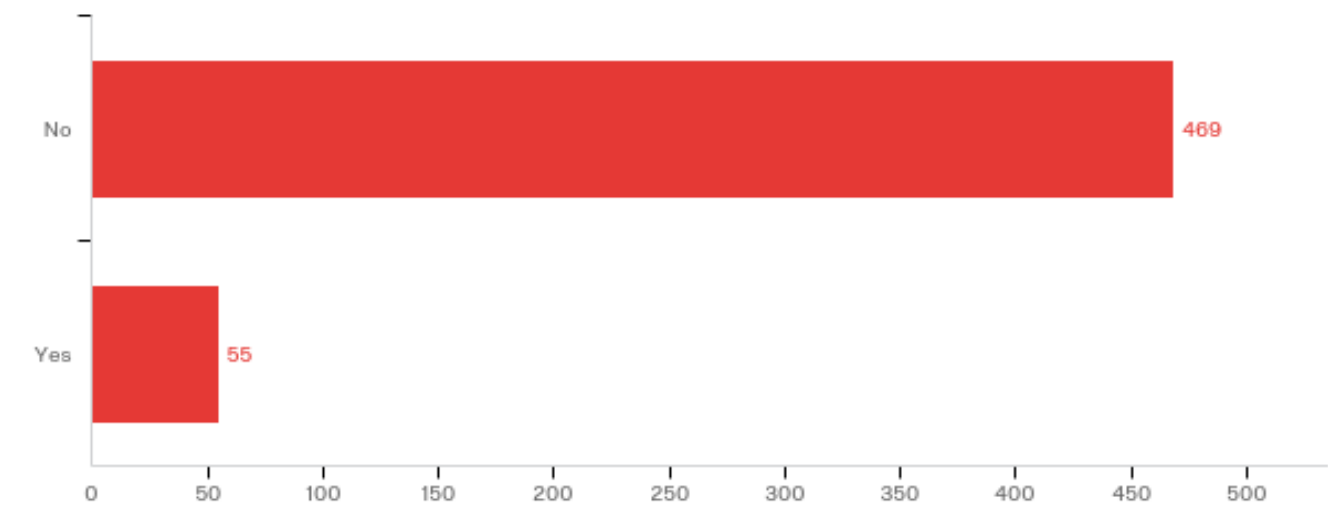
Q63 - Years of employment at this institution or outsourced group:



#	Answer	%	Count
1	<=5	51.70%	273
2	6-10	14.39%	76
3	11-15	11.17%	59
4	16-20	8.33%	44
5	21-25	6.06%	32
6	26-30	3.60%	19
7	31-35	2.46%	13
8	36-40	1.33%	7
9	More than 40 years	0.95%	5

	Total	100%	528
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Q64 - Are you a member of an employment union?



#	Answer	%	Count
1	No	89.50%	469
2	Yes	10.50%	55
	Total	100%	524

C58-63 - Please provide any comments, questions, or feedback you have about the survey questions on this page.

Please provide any comments, questions, or feedback you have about the survey questions on this page.

Thank you.

Insurance is via husband, eye and dental through UT

I hope one day the University will allow non-exempt employees to work remotely from home at least one day a week!

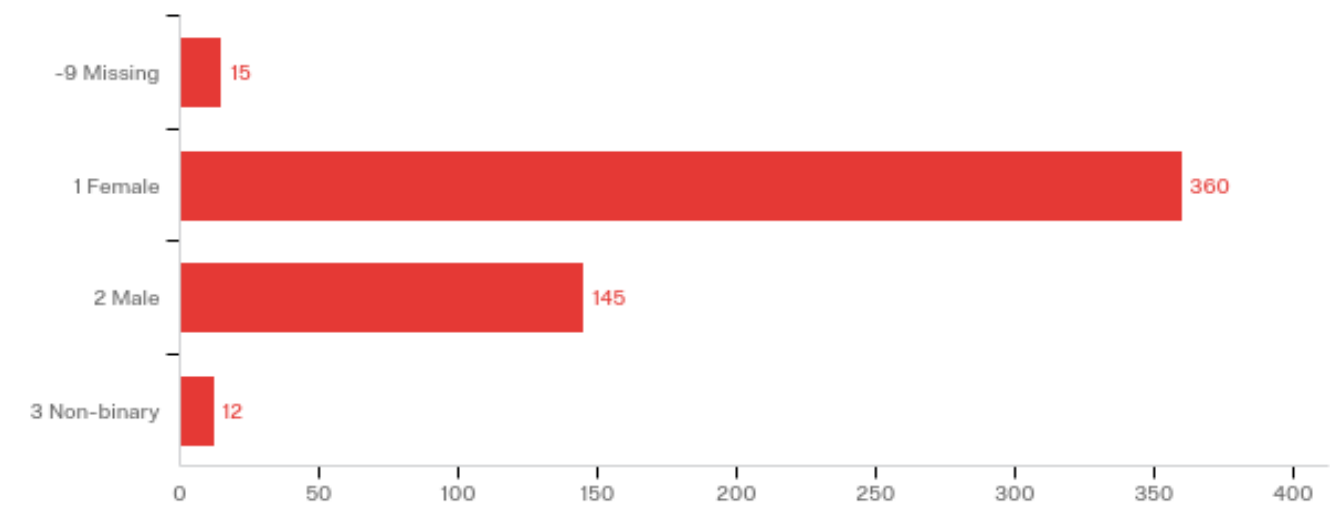
I am satisfied with the questions and my answers.

Our employment union has no bargaining rights, only advocacy rights due to State law.

Q65 - 65) Please provide any comments, questions, or feedback you have about this survey in general.

65) Please provide any comments, questions, or feedback you have about this survey in general.
Thank you.
A bit too long
1st page neck arm questions - have should neck pain due to squatting because trying to block some of the outside sunshine.
I have no problem with the survey but I have a problem with the gender questions.
Some I feel were a little bit too personal and why did you put White not Caucasian for demographic?
May want to consider if a person works more than one job. (may limit the amount of time available to exercise or prohibit all together)

RSEX



Answer	%	Count
-9 Missing	2.82%	15
1 Female	67.67%	360
2 Male	27.26%	145
3 Non-binary	2.26%	12
Total	100%	532