

December 2008 Women's Issues Committee Survey Results

1. Mark ALL that are major sources of stress for your right now:

state economy/status of state budget	59.4
economy	57.4
job security as a state employee	52.4
making ends meet	39.1
work/life issues	37.1
lack of energy	30.6
family issues	28.8
friends and/or family need support	28.5
interpersonal workplace issues	28.5
the holidays	26.8
elderly parents	26.5
feeling overworked in my professional role for an extended period of time	22.4
change/anticipation of change	19.7
personal relationships	19.4
terminal/chronic illness (loved one or own)	14.1
pursuing advanced degree	12.9
health care	11.5
environment	11.2
child care issues	10.9
environmental workplace issues	10.6
the news media	9.1
other*	8.8
education	7.6
national security	5.9
single parenting	5.6
loved one in military	2.6

* Other

1. Paying for college
2. Overload in workplace
3. Health of self/spouse
4.
 - a. Lack of career ladders within UCPEA bargaining unit
 - b. Lack of assistance with reclassifications
 - c. Death of spouse
 - d. Money
 - e. Work environment
 - f. University budget cuts
 - g. University layoffs
 - h. Undervalued because of lack of degree
 - i. Recuperation from surgery/anticipation of surgery
 - j. Loss of parents
 - k. Newlywed
 - l. Commute
 - m. Local security/crime rates
 - n. Would love to work from home
 - o. Insomnia
 - p. Lack of free time
 - q. Spouse laid off
 - r. Aggressive customers

December 2008 Women's Issues Committee Survey Results

2. The largest amount of stress in my life is produced by:

my personal and professional lives	40.2
my professional life	29.6
my personal life	24.1
other*	10.4

* Other

1. Financial issues
2. a. Balancing work and home
b. Job insecurity
3. Economy
4. a. Family life
b. No stress
5. Long commute
6. a. Education
b. Health
c. No free time
d. Workplace demands
e. Pressure to retire
f. Union work

3. Mark ALL that you are currently doing to manage your stress levels:

exercise/working out	51.3
talking things through with trusted friend(s)	51
reading	47.8
getting enough rest	47.5
discussing/venting concerns	44.5
lending a hand or an ear when possible (informal)	44.5
staying current with the news (via internet, radio, and or television)	40.7
enjoying a nice glass of wine or the like	38.6
pets - walking and playing with	38.3
power of positive thinking	34.2
prayer	31
Comments	26.5
trying to understand the economy and how it works	20.9
dinner parties with friends and loved ones	18.9
hobbies	18.3
volunteering (formal)	15
escaping into stories/soap operas	12.1
meditation	9.4
sports	8
listening to audio books	6.5
other*	3.8

December 2008 Women's Issues Committee Survey Results

* Other

1. Knitting
2. Cooking/Baking
3. a. UConn Basketball
b. Crocheting
4. Spending time with loved ones
5. a. Exercise
b. Music
6. a. Yoga
b. Journaling/Writing
c. Quilting
d. Hiking
7. a. Reading
b. Art
c. Making jewelry
d. Needlework
e. Sewing
f. Computer
8. Travel
9. a. Medication/Anti-Depressants
b. Religion/Spirituality
c. Horses
d. Therapy/Counseling
e. TV
f. Biking
g. Photography
h. Tai Chi/Qigong/Karate
i. Golf
j. Gardening
10. a. Acupuncture
b. Pottery
c. Skiing
d. Cleaning
e. Hunting/Fishing
f. Scrapbooking
g. Eating healthy
h. Community Arts
i. Around the house projects
j. Comedy/Laugh
k. Video games
l. Dancing
m. Softball/Baseball

4. In addition to what you may already do, mark ALL that you would like to do to manage your stress levels:

exercise/working out	55.8
getting enough rest	54.5
meditation	24.7
reading	24.4
dinner parties with friends and loved ones	22.7
volunteering (formal)	20.8
listening to relaxing music	20.1
Comments	19.8
power of positive thinking	19.5
hobbies	19.2

December 2008 Women's Issues Committee Survey Results

talking things through with trusted friend(s)	15.9
trying to understand the economy and how it works	15.6
discussing/venting concerns	14
enjoying a nice glass of wine or the like	13
pets - walking and playing with	12.7
staying current with the news (via internet, radio, and or television)	12
lending a hand or an ear when possible (informal)	11.4
listening to audio books	7.5
prayer	7.1
sports	6.5
escaping into stories/soap operas	4.9
Other*	2.6

* Other

1. Vacation/travel
2.
 - a. Massage
 - b. Crochet
3.
 - a. Yoga
 - b. Knit
 - c. Writing
4.
 - a. Garden
 - b. Read
 - c. Sew
 - d. Scrapbook
 - e. Exercise
 - f. Flexibility with work
 - g. Dancing
 - h. Eat healthy/loose weight
 - i. Art
 - j. Watch Sports
 - k. Music
5.
 - a. Watch movies
 - b. Embroider
 - c. Recreational sports
 - d. Baking/Cooking
 - e. Pottery
 - f. 4 day work week
 - g. Learn a foreign language
 - h. Quilting
 - i. Return to school
 - j. Spend time with family
 - k. More naps

5. Comments:

1. The best "lift" anybody can get is by feeling useful and accomplishing something (even if it's small). Keeping a work diary of tasks to do/done can help a lot.

2. This should include workplace factors such as promotional opportunities, various forms of discrimination, and access to certain information.

3. I already do much of the above whether I am stressed or not.

December 2008 Women's Issues Committee Survey Results

4. **Uncertainty about being laid off next year is constantly on my mind**
5. **A current physical problem prohibits me from enjoying the season and working out.**
6. **Hands on activities help with stress: sewing, scrapbooking, etc.**
7. **There is a lack of equity with regard to budget cuts and sacrifices staff and faculty have been forced to make. Upper admin and the president have not shared the load equally--they continue to higher upper admin, have no travel bans, no account freezes and hold parties, for goodness sake! We are losing programs, staff and funding. They remind me of the auto industry CEOs who chartered private jets to D.C. beg Congress for bailout money. This disparity will only cause greater stress and dissatisfaction among those who care greatly about our service to the university. Many of us do not feel we are part of a community any longer but rather expendable cogs on a big machine. We aren't part of the solution; we are part of the problem--that's how it feels. What a terrible disservice to us and what lack of true leadership on the part of our administration.**
8. **I would like to say that all the questions you have above really show that your committee understands the types of likes, dislikes, worries, cares and feelings that women go through.**
9. **I still have 3 adult children at home & two not working.**
10. **We need more parties to get rid of stress!**
11. **The higher education environment is cyclical, with its busy and slow times. However, I have noticed, especially in the last 4-6 years, that the 'slow time' has decreased significantly, and the 'busy time' has increased as well. We are busier than before in our busy times and in our slow times, though I don't have student traffic, my meetings fill up such a large portion of the day, I can't always tend to my necessary work tasks. Then I leave at the end of the day feeling stressed and under accomplished.**
12. **I think too much is made of stress by many people; I know you mean well, but people do not need to be made to feel they have too much stress. It's a part of life.**
13. **Priority should be job security for all UConn employees; even if we have to equitably share in give backs. AAUP must join us in trying to secure everyone's job, not just faculty.**
14. **Finding focus and balance is the key for stress management for me. Time management is the difficulty usually.**
15. **Working full-time, part-time MBA student, daughter of a bi-polar mother and mother of a 17 month old daughter. Life is very stressful right now and I would be very interested in trying to find better ways to manage this stress.**
16. **A seminar on stress reduction would be helpful or on ways and places to volunteer**
17. **My biggest source of concern is uncertainty that my job will continue.**
18. **Retirement as a possibility**
19. **Regularly scheduled update/communication meetings with state officials and/or upper level UConn officials may alleviate some UConn employees' anxiety.**
20. **The lack of transparency and specific information from the administration around reorganizing, not only with regard to budget cuts, but alignment to the Academic Plan, etc. is a huge stressor for many people. At the recent CORE meeting, I did not see myself or my interests being represented by the 5 white men presenting.**
21. **Being a single mom, there's really not enough time to do what I'd like to do to relieve my stress. I'd like to go away for the weekend by myself. But my ex-husband never takes both kids, he only takes one, because the other is 15 and my ex's apartment is conveniently too small for all of them. So I always have**

December 2008 Women's Issues Committee Survey Results

one child home. Even if he did take both kids, then it boils down to money. I only get a small amount of child support and a lot of bills. I'm always broke.

22. Thanks for asking

23. If we could afford to go to dinner parties or the movies then I wouldn't be so worried about making ends meet!

24. I would like to participate in workshops to share ideas on things like managing student workers, etc.

25. I worry about the economy impacting my job security

26. Please consider doing at least one workshop on the Stamford Campus. There's quite a bit STRESSSSSS here! DG

27. Thank you for doing this.

28. There is never enough time during the day to take care of everything at work and at home. I also have a sick father that lives an hour away from me so I spend an additional 2 hours commuting on the highway back and forth in addition to my own 50 minute commute from home to work and back. It isn't easy and now with the winter weather it will be even more stressful. But we do what we have to do and try to manage a little bit of everything in our lives.

29. My department has had reduced staffing for years now. Too much work, too few people to do it for a prolonged period of time. No relief in sight

30. If there are a significant number of layoffs, will UCPEA be prepared to provide services (resume building, counseling, etc.) to those facing the layoff while performing their regular work? The state is projecting an unemployment rate of 8.3% by 2011. If laid off, how many people will actually be able to re-enter the workforce in this economy?

31. Stress comes from within us, and I truly believe with the power of positive thinking, eating right, and staying busy, find something funny and laugh helps so much, and if you are tired, STOP rest no matter what just stop, use some comp time, tomorrow is another day, that stressful situation will still be there so just deal with it as it comes, give yourself the needed relaxation, watch that favorite movie, get some alone time, it really works wonders for me.

32. Last year I attended a stress management seminar that emphasized the use of acupuncture/more natural ways to handle stress when my own life was particularly stressful trying to find a full time permanent position here at UConn or elsewhere. That kind of seminar with tips for achieving a balance for health and wellness without the use of medication is so important. I would be interested in both attending and volunteering to help out.

33. Careful attention needs to be paid to the fact that MANY UCPEA employees are seeing their job duties increase with no increase in compensation on top of a rejection of job classification upgrades. I know of many people, myself included, who are disgruntled by HR handling of reclassification applications and feel overworked, underpaid, and taken for granted.

34. One large item that is stressful at work is additional workload because of freezing of positions and cutting of budgets. Full time personnel have taken on additional responsibilities because of shortage of staff, with no appreciation or monetary compensation. Sometimes it seems like it is just expected that we do more work to cover for part time or frozen positions.

35. Another source of stress: Choice of career path; have you made the right one? When is it too late to change? How can you change with such a volatile job market? Etc....

36. State budget and hiring freeze puts added work demands on staff (me and others). Expectation to continue to be "good" let alone "outstanding" employee means more work, more hours, less high quality

December 2008 Women's Issues Committee Survey Results

results. Family demands -- routine and ill parents-- means more tasks and time on "family chores", balancing time between elderly ill and children growing experiences. Less down/rest, recharging, or creative time. Lower quality all around. More stress. How can union help this issue? Hope there is a way.

37. I think it is important to keep employees informed on a regular basis of possible scenarios as the State's economic news becomes more dismal. The media is not the place where I want to learn of possible cuts to programs and employee benefits. I believe UCPEA does a good job of distributing knowledge but I would like to see the University and or Departments give staff a "if and then" idea of what to expect when a 10% reduction is initiated.

38. Work place massage

39. The union should develop ways of preparing members for layoffs. Workshops on managing finances, resources for coping, etc.

40. I never feel like I've got enough time - my work and home schedules don't allow for exercise unless I get up at 4:30 AM and head for our basement. I know that would help a lot, but it is what it is.

41. Above should say...stop working...I just don't want my sons education to cost so much and I get paid so little. I want him to be able to get a part time job. He can't find one.

42. It would be great if the university and managers embraced a philosophy that supports true work-life balance and family. One terrific way to do this is to allow employees the option of working from home; this would save on commuting, office space, parking, etc..., and we could certainly serve students via Skype, instant messaging, etc... With today's technology, this should be a part of the package.

43. Active in Audubon Society events/hikes

44. As my grandmother uses to say, "And this too shall pass".

45. I would love to have sessions on parenting, maybe broken down by age group or topic, discipline, working with teachers, supporting your child academically...

46. Just want to say that exercise is hard. Leave home at 6:45 a.m. Return at 6:45 p.m. Difficult to exercise, shower, redress, etc. at lunch. No flexibility to work at home, etc.

47. My stress used to be lack of time to help my elderly parent, until she passed away. I deeply regret not being able to spend more time with her while she lived. It seems to me that a lot of the personal family stress today comes from families being so wide-spread geographically. Holidays are more likely to be phone calls than morale-strengthening family reunions. Just an opinion.

48. As a university and a nation it is important that we make efforts to be helpful, considerate, polite, and kind to each other. Some of us need it more than others.

49. I would like to take time to learn more relaxation techniques and simple things to help my immune system deal with this stress.

50. This is a difficult time for everyone. If our union members could work together and everyone share the load, it would be easier on everyone. Unfortunately, work habits are formed and some individuals do not want to help each other.

51. With the economic decline and financial cutbacks at the university, it seems odd that things seem to be proceeding as "business as usual" with no attempt to trim our expenses. There is no discussion in our unit about ways to cut costs. This disconnect between the national/state economic crisis (affecting all of us, but especially newly laid off friends) and the lack of response within our unit is disconcerting. Why is our unit's leadership failing to invite input on ways to cut costs? Why are our leaders not introducing measures to conserve? We in the trenches are very concerned about the economy...why isn't our management? UConn has experienced budget cuts, and will continue to do so for the foreseeable future.

December 2008 Women's Issues Committee Survey Results

Town Hall meetings are great, but let's see some concrete action now, even if those actions are wee steps in the beginning. This situation is very stressful for many of us in administrative posts.

52. There needs to be some campus wide session for administrators (deans/directors/whatever) to talk about coping with the hiring issues without taking it out on existing staff.

53. I lose 2 hours a day commuting to and from work. That is 10 hours a week that could be diverted to family and other time that would be the biggest stress reliever.

54. Maybe a group for women who are interested in making new friends.....more than just work acquaintances, but real friends....with a common interest to meet - maybe crafting, scrapbooking, drumming, etc.

55. Medical insurance coverage of massages, Reiki, hypnotherapy and other calming measures.

56. In the past I have used the employee assistance counseling program and have found it very helpful. Perhaps having even more counselors available for staff to talk things through would be useful.

57. MLB winter meetings, football, NASCAR