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# **Family Care Survey**

Forced Choice Responses

January 2009

Prepared for:  
The Family Care Advisory Committee

Prepared by:  
The Office of Institutional Research and Assessment  
Syracuse University

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### ***Introduction***

During the Fall 2008 semester, a Family Care Survey was sent to all employees. The survey was developed by the Family Care Advisory Committee, with oversight by the Office of Human Resources, in collaboration with the Office of Institutional Research and Assessment (OIRA). Overall, 2,471 employees responded to the survey, representing a 36% response rate.

The survey explored current and future family care needs of Syracuse University employees. Survey items addressed family care needs in general, child care needs, elder/adult care needs, and the impact of family care needs of coworkers on others and the work area. This document highlights the responses from the forced choice items of the survey.

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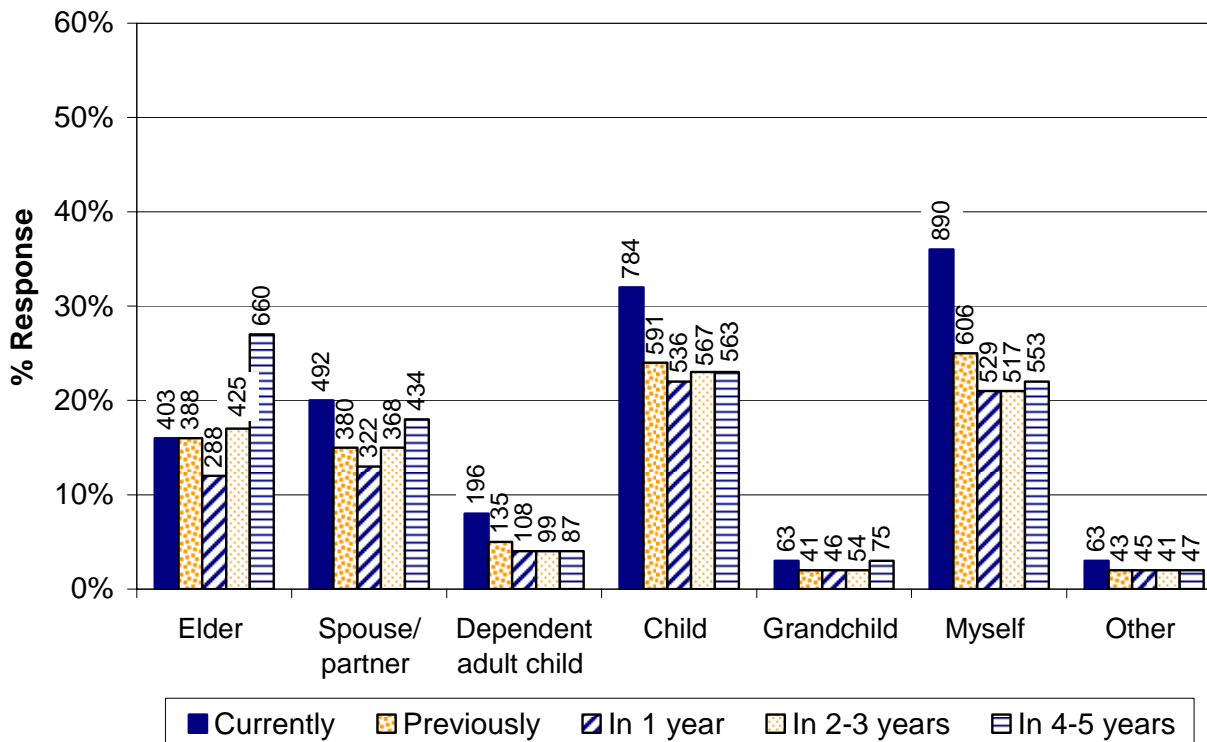
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## Type of Family Care Need

Identify the type of family care need you are currently addressing, have addressed in the past 12 months, and anticipate addressing in the future (1-5 years).



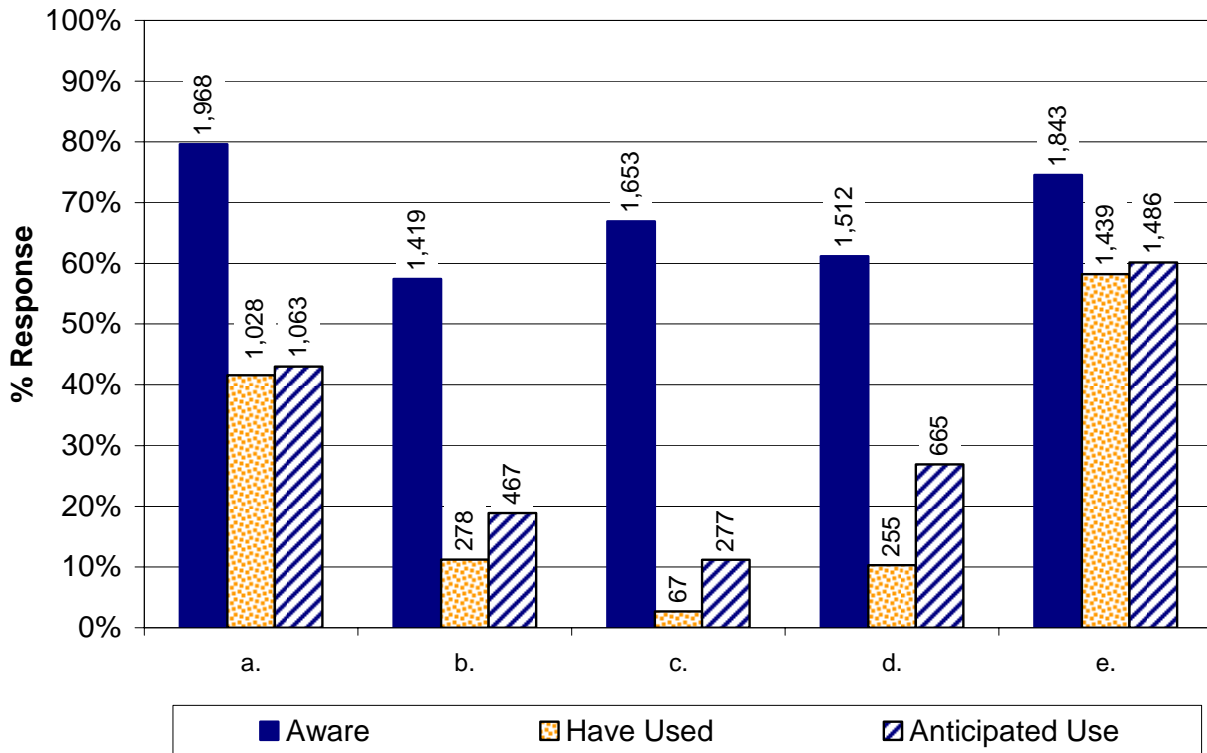
(Total n = 2,471)	Currently		Previously		In 1 year		In 2-3 years		In 4-5 years	
	n	%	n	%	n	%	n	%	n	%
Elder.....	403	16%	388	16%	288	12%	425	17%	660	27%
Spouse/partner .....	492	20%	380	15%	322	13%	368	15%	434	18%
Dependent adult child .....	196	8%	135	5%	108	4%	99	4%	87	4%
Child.....	784	32%	591	24%	536	22%	567	23%	563	23%
Grandchild.....	63	3%	41	2%	46	2%	54	2%	75	3%
Myself.....	890	36%	606	25%	529	21%	517	21%	553	22%
Other** .....	63	3%	43	2%	45	2%	41	2%	47	2%

\*\* Among those selecting “other,” the majority of respondents identified a sibling. A few respondents each identified other relatives, including niece/nephew, aunt, cousin, and grandmother; friends; and pets.

The number of respondents (n) is displayed above each bar of the graph.

## Family Care Services and Resources – Financial

The following family care services and resources are currently provided by Syracuse University. For each of the items, please indicate if you are **aware** of the service/resource, if you **have used** the service/resource, and if you **anticipate using** the service/resource in the future. Please, select the **not applicable** response if the service or resource is not appropriate to your current or anticipated family care needs.

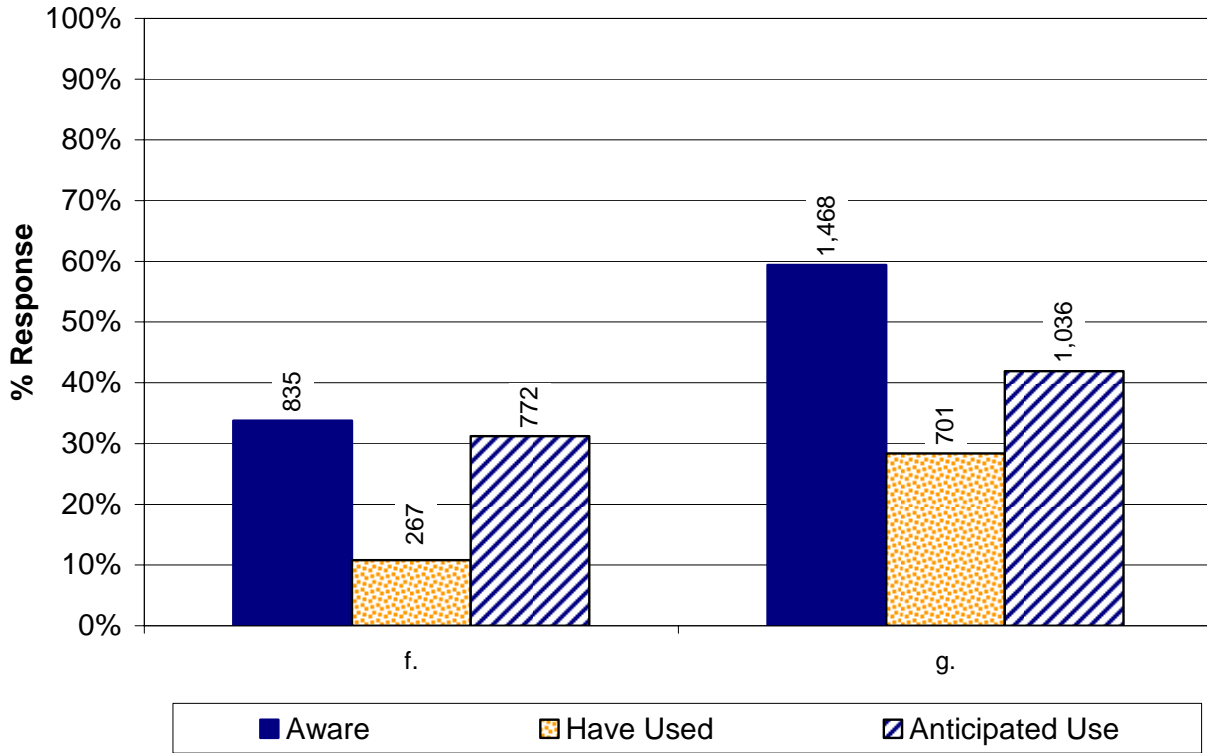


	Aware		Have Used		Anticipated Use	
	n	%	n	%	n	%
(Total n = 2,471)						
a. Health Care Flexible Spending Account .....	1,968	80%	1,028	42%	1,063	43%
b. Home and Auto Employee Insurance .....	1,419	57%	278	11%	467	19%
c. Guaranteed Mortgage Program .....	1,653	67%	67	3%	277	11%
d. Long-term Care Insurance .....	1,512	61%	255	10%	665	27%
e. Discounts (e.g. tickets, bookstore) .....	1,843	75%	1,439	58%	1,486	60%

The number of respondents (n) is displayed above each bar of the graph.

### Family Care Services and Resources – Wellness

The following family care services and resources are currently provided by Syracuse University. For each of the items, please indicate if you are **aware** of the service/resource, if you **have used** the service/resource, and if you **anticipate using** the service/resource in the future. Please, select the **not applicable** response if the service or resource is not appropriate to your current or anticipated family care needs.

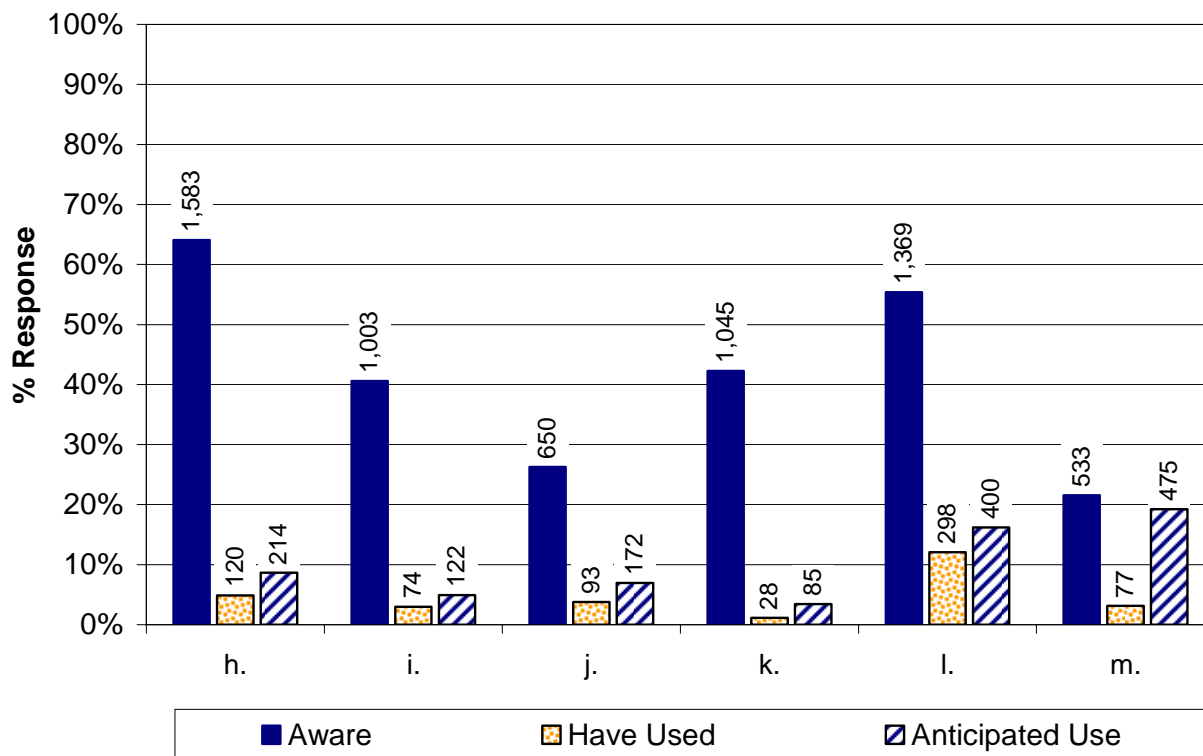


	Aware		Have Used		Anticipated Use	
	n	%	n	%	n	%
(Total n = 2,471)						
f. Wellness Catalog .....	835	34%	267	11%	772	31%
g. Wellness Facilities .....	1,468	59%	701	28%	1,036	42%

The number of respondents (n) is displayed above each bar of the graph.

## Family Care Services and Resources – Child and Elder

The following family care services and resources are currently provided by Syracuse University. For each of the items, please indicate if you are **aware** of the service/resource, if you **have used** the service/resource, and if you **anticipate using** the service/resource in the future. Please, select the **not applicable** response if the service or resource is not appropriate to your current or anticipated family care needs.

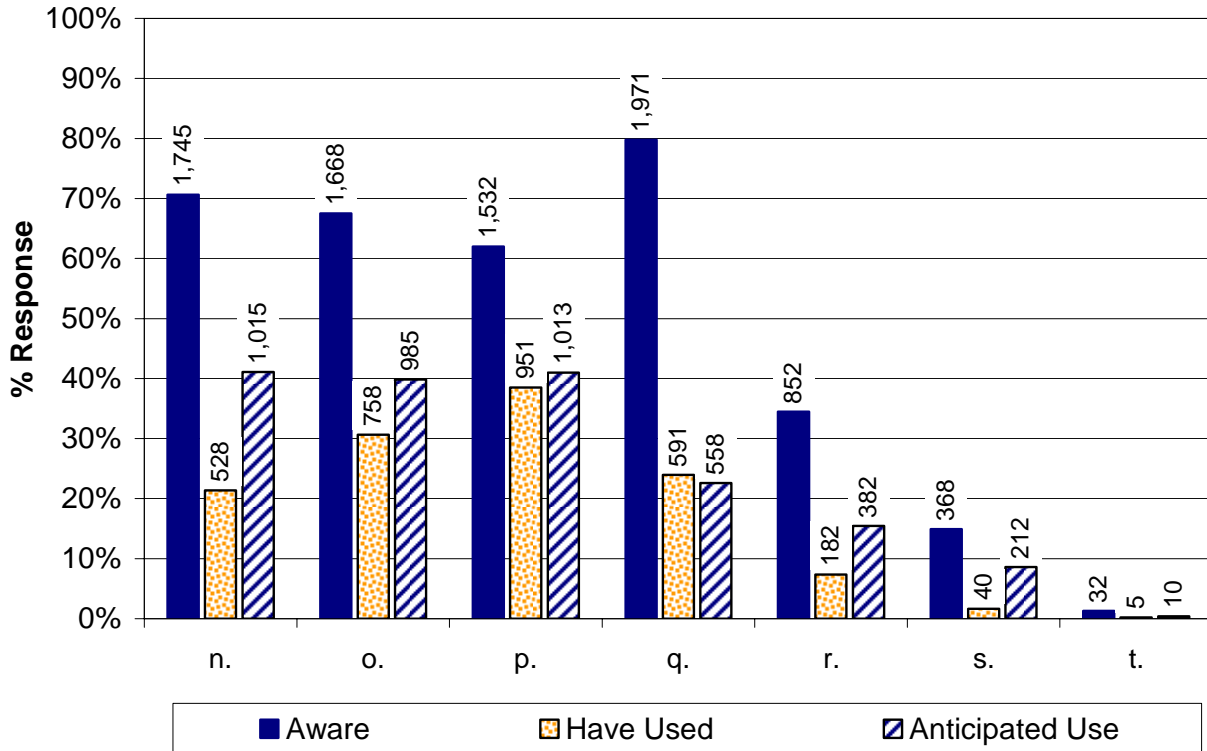


	Aware		Have Used		Anticipated Use	
	n	%	n	%	n	%
(Total n = 2,471)						
h. SU Early Education and Child Care Center .....	1,583	64%	120	5%	214	9%
i. Bernice M. Wright Child Development Laboratory School .....	1,003	41%	74	3%	122	5%
j. Child Care Resources through Child Care Solutions .....	650	26%	93	4%	172	7%
k. Adoption Assistance .....	1,045	42%	28	1%	85	3%
l. Dependent Care Flexible Spending Account .....	1,369	55%	298	12%	400	16%
m. Elder Care Resources through Onondaga County Office for the Aging .....	533	22%	77	3%	475	19%

The number of respondents (n) is displayed above each bar of the graph.

## Family Care Services and Resources – Work Life

The following family care services and resources are currently provided by Syracuse University. For each of the items, please indicate if you are **aware** of the service/resource, if you **have used** the service/resource, and if you **anticipate using** the service/resource in the future. Please, select the **not applicable** response if the service or resource is not appropriate to your current or anticipated family care needs.



	Aware		Have Used		Anticipated Use	
	n	%	n	%	n	%
(Total n = 2,471)						
n. Flexible Work Schedule .....	1,745	71%	528	21%	1,015	41%
o. WorkLife Series .....	1,668	68%	758	31%	985	40%
p. WorkLife Quarterly Newsletters .....	1,532	62%	951	38%	1,013	41%
q. Counseling Services (Faculty and Staff Assistance Program) .....	1,971	80%	591	24%	558	23%
r. Affinity Groups .....	852	34%	182	7%	382	15%
s. Dual Career Services .....	368	15%	40	2%	212	9%
t. Other .....	32	1%	5	0%*	10	0%*

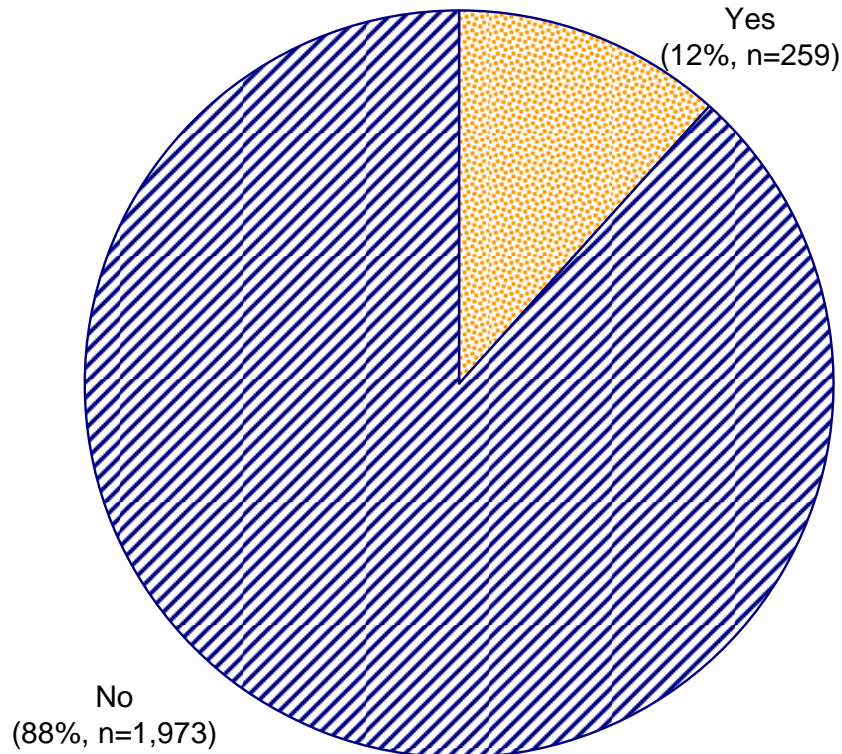
\*\* Among those selecting “other,” one respondent each indicated retirement assistance, FMLA, and workmen’s compensation.

\*Percent value lies between 0.1 and 0.4.

The number of respondents (n) is displayed above each bar of the graph.

### Family Care Services

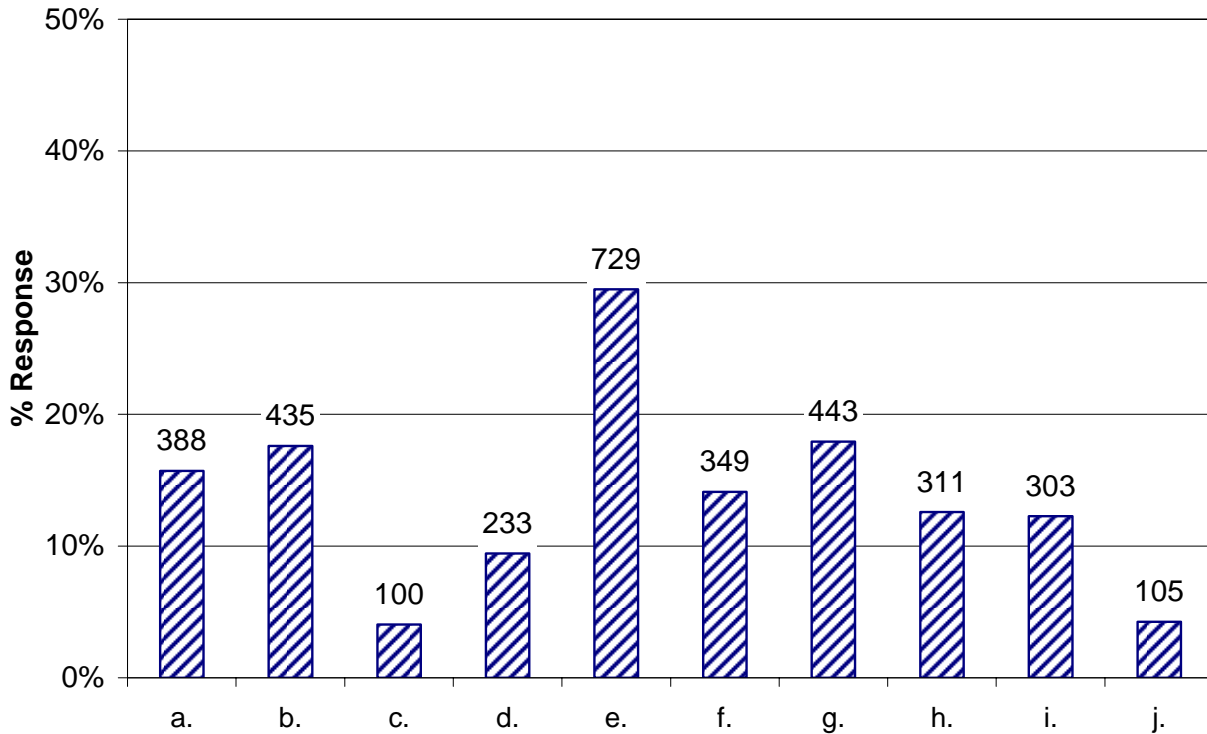
Have you encountered any **difficulties** in using campus family care services and resources (either those listed above or others not identified here)?



	Yes		No		Total n
	n	%	n	%	
Have you encountered any <b>difficulties</b> in using campus family care services and resources (either those listed above or others not identified here)? .....	259	12%	1,973	88%	2,232

## Family Care Information/Support

What information/support would help you in addressing your current or future family care needs?  
(Select all that apply.)



(Total n = 2,471)

	n	%
a. Peer support.....	388	16%
b. Supervisor support .....	435	18%
c. Separation/divorce support .....	100	4%
d. Grief support.....	233	9%
e. Elder/adult care support .....	729	30%
f. Caregiver support.....	349	14%
g. Child care support .....	443	18%
h. Teen support .....	311	13%
i. Support for specific diseases (e.g., cancer, Alzheimer)*** .....	303	12%
j. Other** .....	105	4%

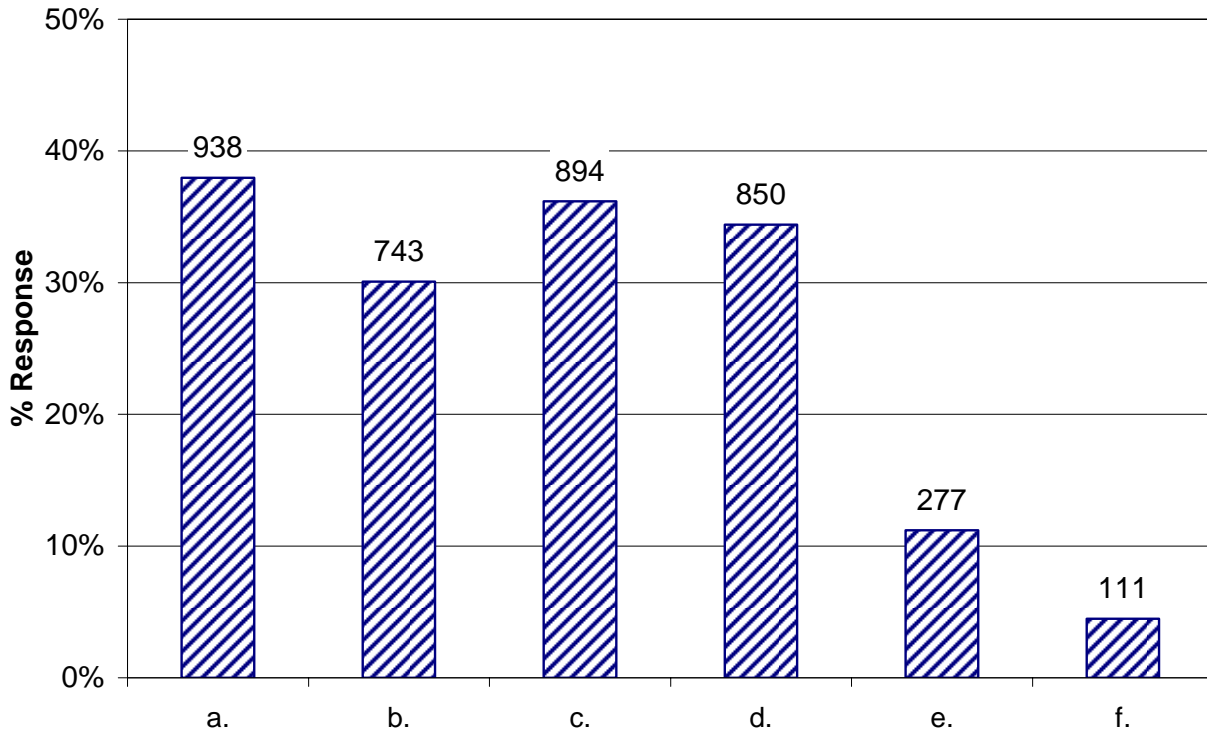
\*\* Among those selecting “other,” a few respondents each requested support for retirement preparation, parents with special needs children, relationships, and mental health.

\*\*\*Thirty specific diseases were identified for support groups. Cancer, Alzheimer, and diabetes were the three top identified diseases. Those identified by at least 5-10 respondents included: autism, dementia, arthritis, Parkinson's, heart disease, fibromyalgia, and depression.

The number of respondents (n) is displayed above each bar of the graph.

### Means of Providing Family Care Information/Support

What would be the most helpful ways for the information/support you identified in the previous question to be provided for you to best meet your family care needs? (Select all that apply.)



(Total n =2,471)

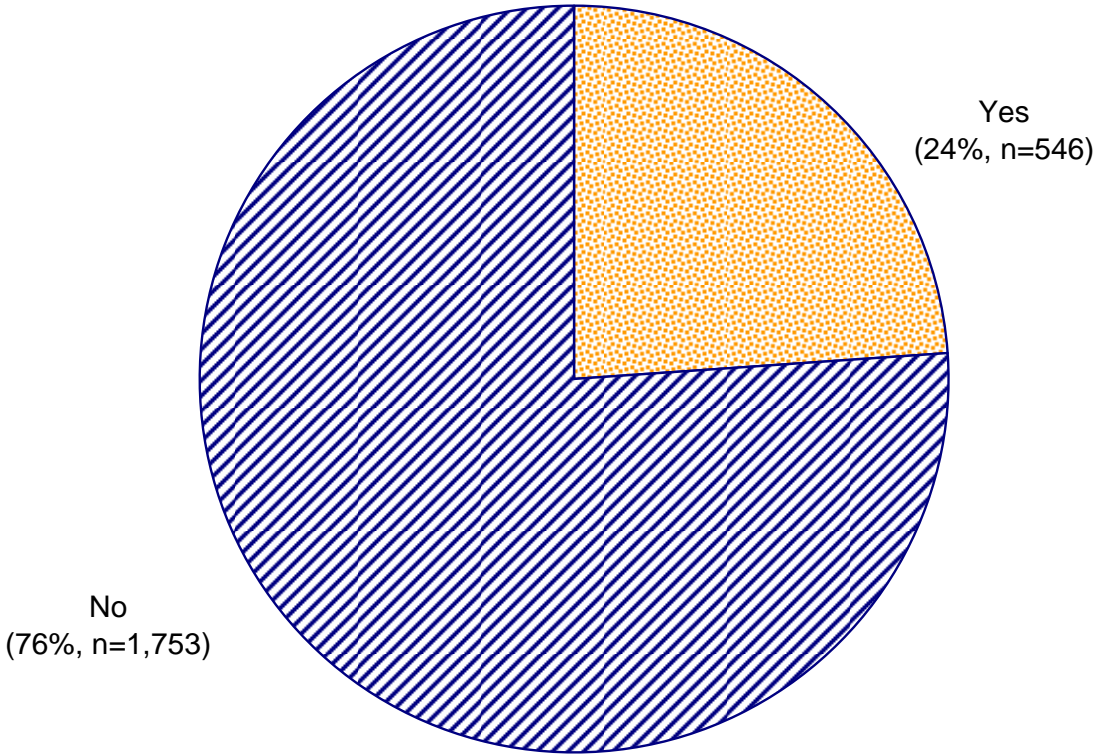
	n	%
a. Workshops.....	938	38%
b. One-on-one sessions .....	743	30%
c. Human Resources web site .....	894	36%
d. Brochures and pamphlets .....	850	34%
e. Discussion with supervisor .....	277	11%
f. Other** .....	111	4%

\*\* Among those selecting “other,” the majority of respondents identified email and support groups. A few respondents each noted a newsletter, blog, SU News, and phone conversations with HR staff.

The number of respondents (n) is displayed above each bar of the graph.

**Identification of Faculty Status**

Are you currently an SU Faculty member?

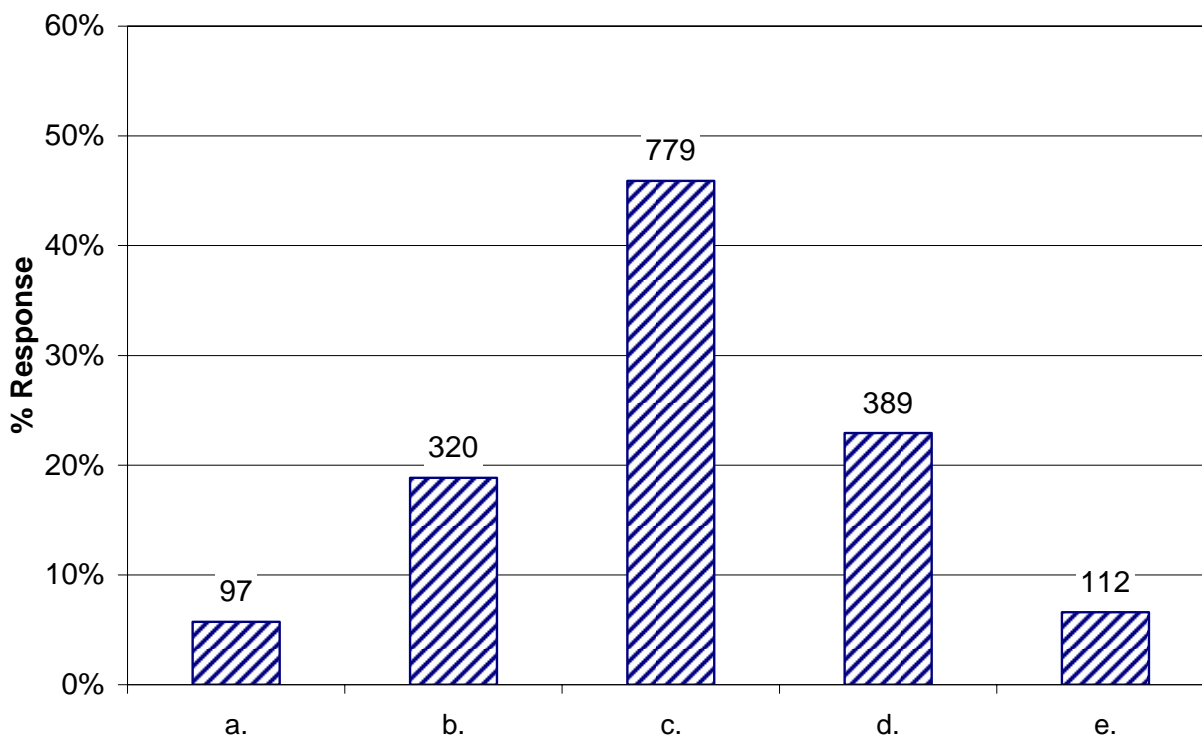


	Yes		No		Total n
	n	%	n	%	
Are you currently an SU Faculty member?.....	546	24%	1,753	76%	2,299

Note: Those responding “Yes” to this question did not respond to the following four questions on the survey.

## Work Schedule

Which of the following best describes your work schedule? (Select only one response.)



(Total n = 1,697)

	n	%
a. I have a flexible work schedule approved through the formal University policy and on file with the Office of Human Resources.....	97	6%
b. I have an informal work schedule approved by my supervisor, but not arranged through the formal University Flexible Work Policy. ....	320	19%
c. I am able to address intermittent family care needs through workplace flexibility at the discretion of my supervisor. ....	779	46%
d. I work my standard hours with no workplace flexibility. ....	389	23%
e. Other** .....	112	7%

\*\* Among those selecting “other,” most respondents were adjunct/part-time faculty or GA/TA.

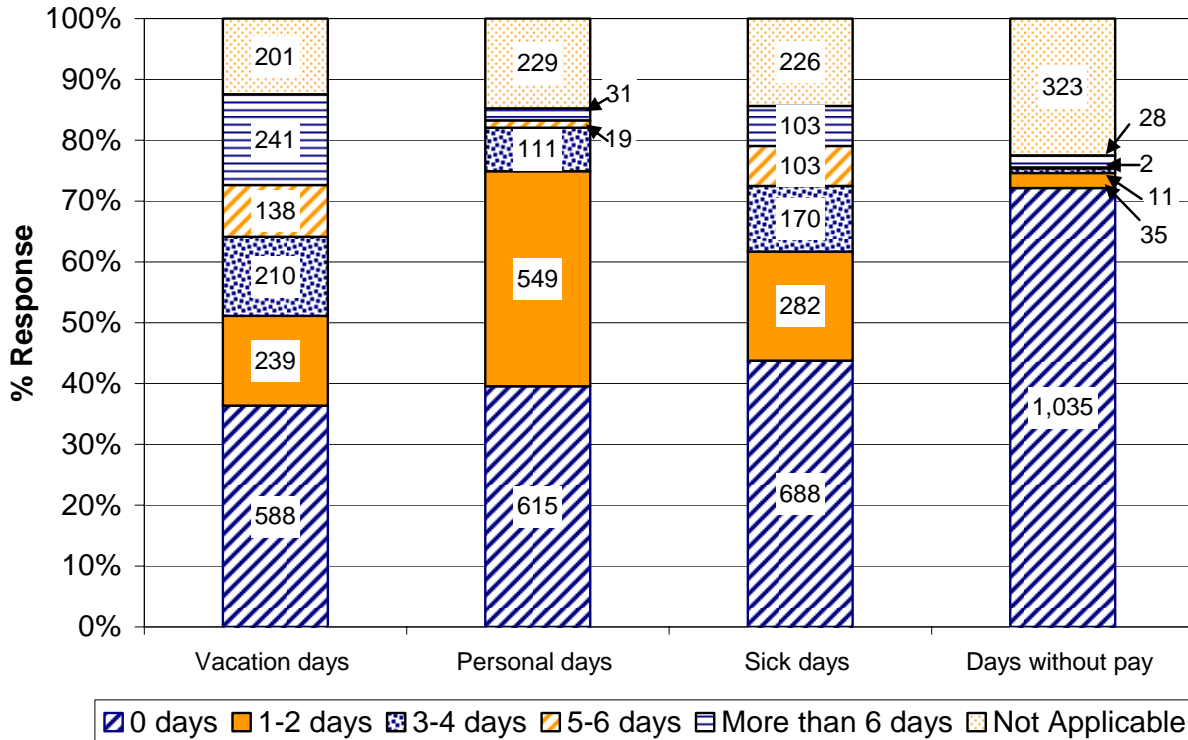
Note: This question was only presented to those respondents who selected “No” in response to “Are you currently an SU faculty member?”

The number of respondents (n) is displayed above each bar of the graph.

Due to rounding, the sum percent of responses may not equal 100%.

### Time Taken for Family Care Needs

In the past 12 months, how many vacation days, personal days, sick days, and days without pay have you taken to address your **family care needs**?



	0 days		1-2 days		3-4 days		5-6 days		More than 6 days		Not Applicable		Total n
	n	%	n	%	n	%	n	%	n	%	n	%	
Vacation days .....	588	36%	239	15%	210	13%	138	9%	241	15%	201	12%	1,617
Personal days .....	615	40%	549	35%	111	7%	19	1%	31	2%	229	15%	1,554
Sick days.....	688	44%	282	18%	170	11%	103	7%	103	7%	226	14%	1,572
Days without pay.....	1,035	72%	35	2%	11	1%	2	0%*	28	2%	323	23%	1,434

\*Percent value lies between 0.1 and 0.4.

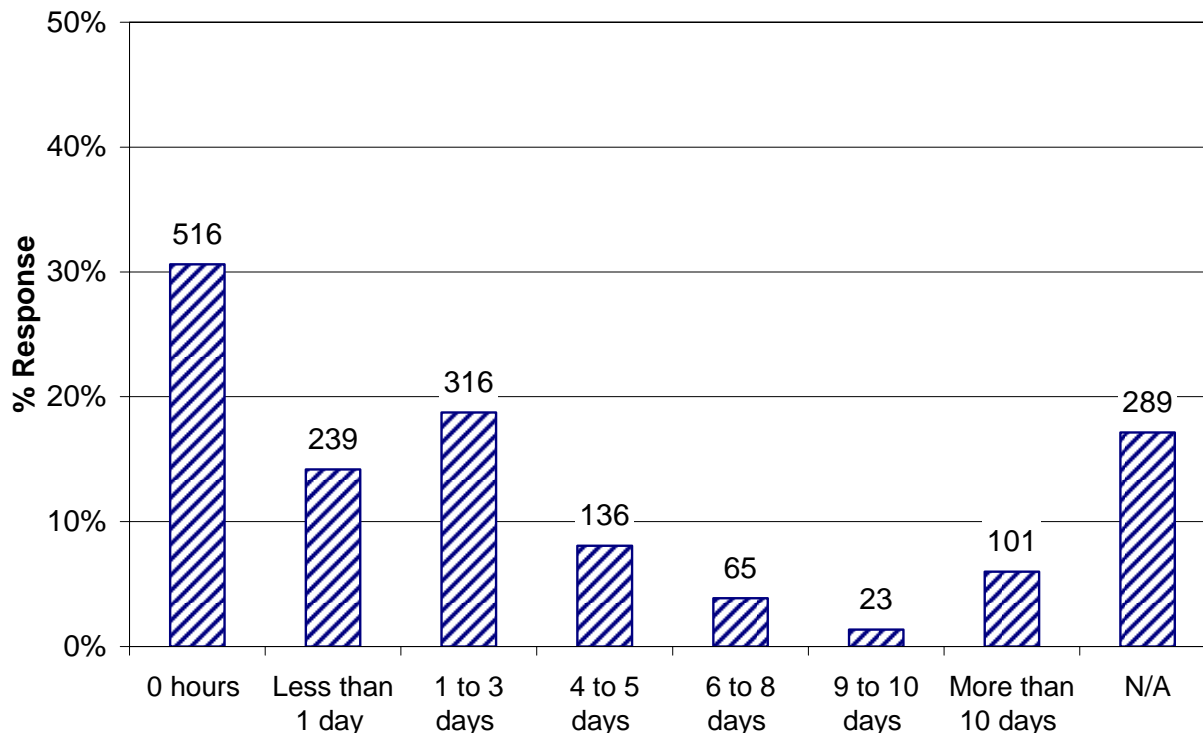
Note: This question was only presented to those respondents who selected “No” in response to “Are you currently an SU faculty member?”

The number of respondents (n) is displayed within or near each bar of the graph.

Due to rounding, the sum percent of responses may not equal 100%.

### Working Outside Normal Schedule for Family Care Needs

In the past 12 months, approximately, how much of your working time occurred outside your normal schedule due to addressing **family care needs** during your work day?



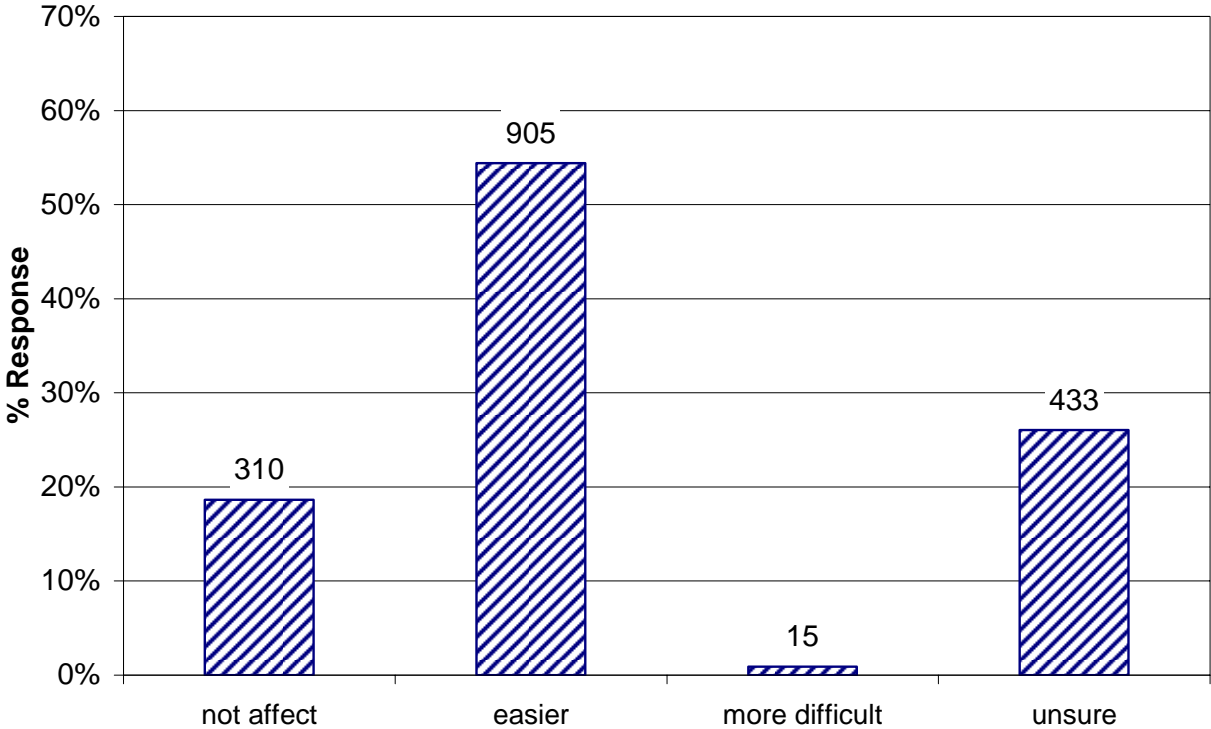
(Total n = 1,685)		n	%
0 hours .....	516	31%	
Less than 1 day.....	239	14%	
1 to 3 days .....	316	19%	
4 to 5 days .....	136	8%	
6 to 8 days .....	65	4%	
9 to 10 days .....	23	1%	
More than 10 days .....	101	6%	
Not applicable at this time.....	289	17%	

Note: This question was only presented to those respondents who selected “No” in response to “Are you currently an SU faculty member?”

The number of respondents (n) is displayed above each bar of the graph.

### Flexible Work and Sustainability Initiative

The University is currently spearheading a flexible work and sustainability initiative to encourage supervisors to explore compressed work week, telecommuting, and other work schedule options with a sustainability component. How will your ability to address your family care needs be affected?



(Total n = 1,663)

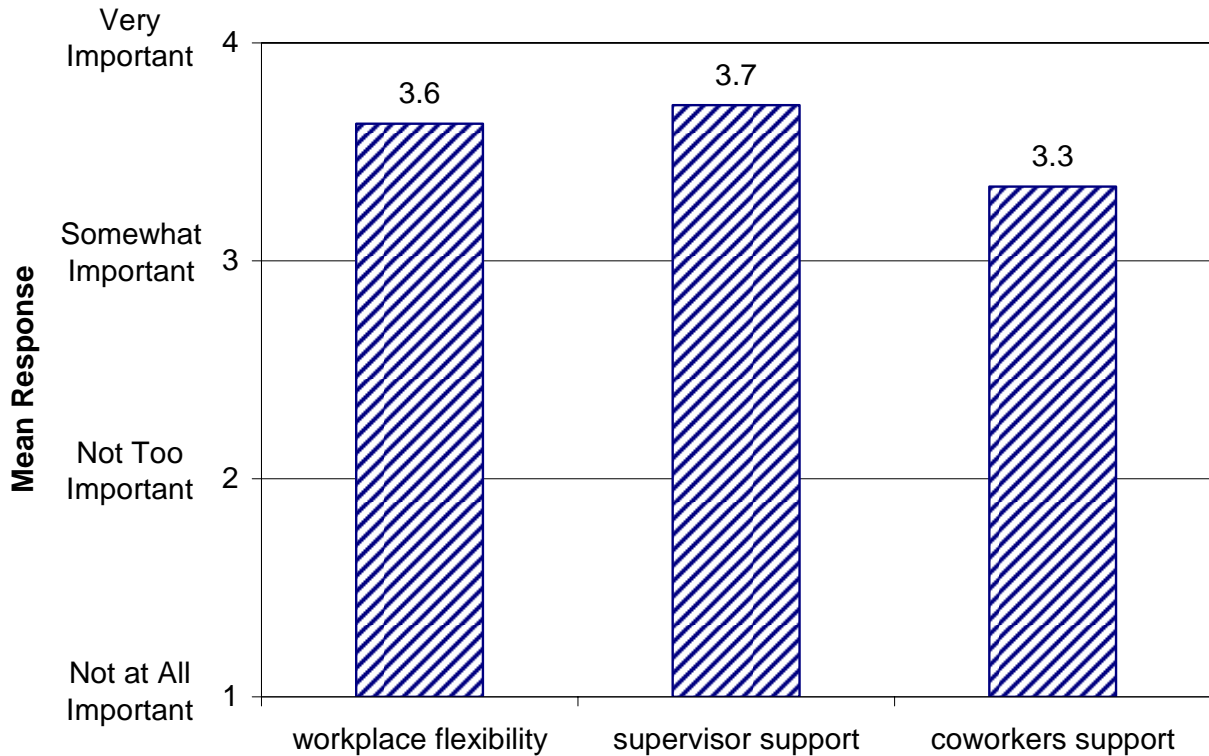
	n	%
A flexible work schedule will <b>not affect</b> meeting my family care needs.....	310	19%
A flexible work schedule will make it <b>easier</b> to meet my family care needs.....	905	54%
A flexible work schedule will make it <b>more difficult</b> to meet my family care needs. ....	15	1%
I am <b>unsure</b> as to how a flexible work schedule will affect meeting my family care needs.....	433	26%

Note: This question was only presented to those respondents who selected “No” in response to “Are you currently an SU faculty member?”

The number of respondents (n) is displayed above each bar of the graph.

## Work Environment – Importance

Rate the **importance** of the following work environment aspects in allowing you to meet your family care needs.



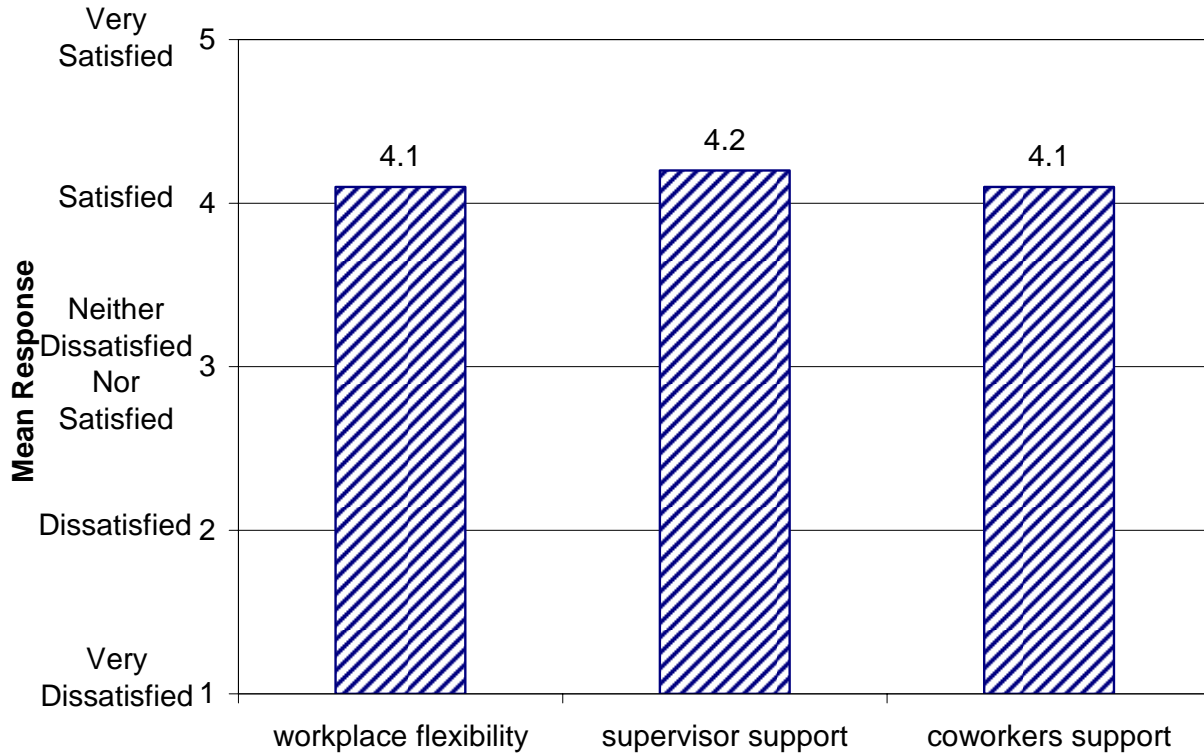
	Not At All Important		Not Too Important		Somewhat Important		Very Important		Mean	Total n
	n	%	n	%	n	%	n	%		
Workplace flexibility .....	73	3%	65	3%	470	21%	1,599	72%	3.6	2,207
Support from supervisor .....	65	3%	53	2%	332	15%	1,760	80%	3.7	2,210
Support from coworkers.....	114	5%	203	9%	701	32%	1,180	54%	3.3	2,198

The mean is displayed above each bar of the graph.

Due to rounding, the sum percent of responses may not equal 100%.

## Work Environment – Satisfaction

Indicate your level of **satisfaction** with the following work environment aspects in allowing you to meet your family care needs.



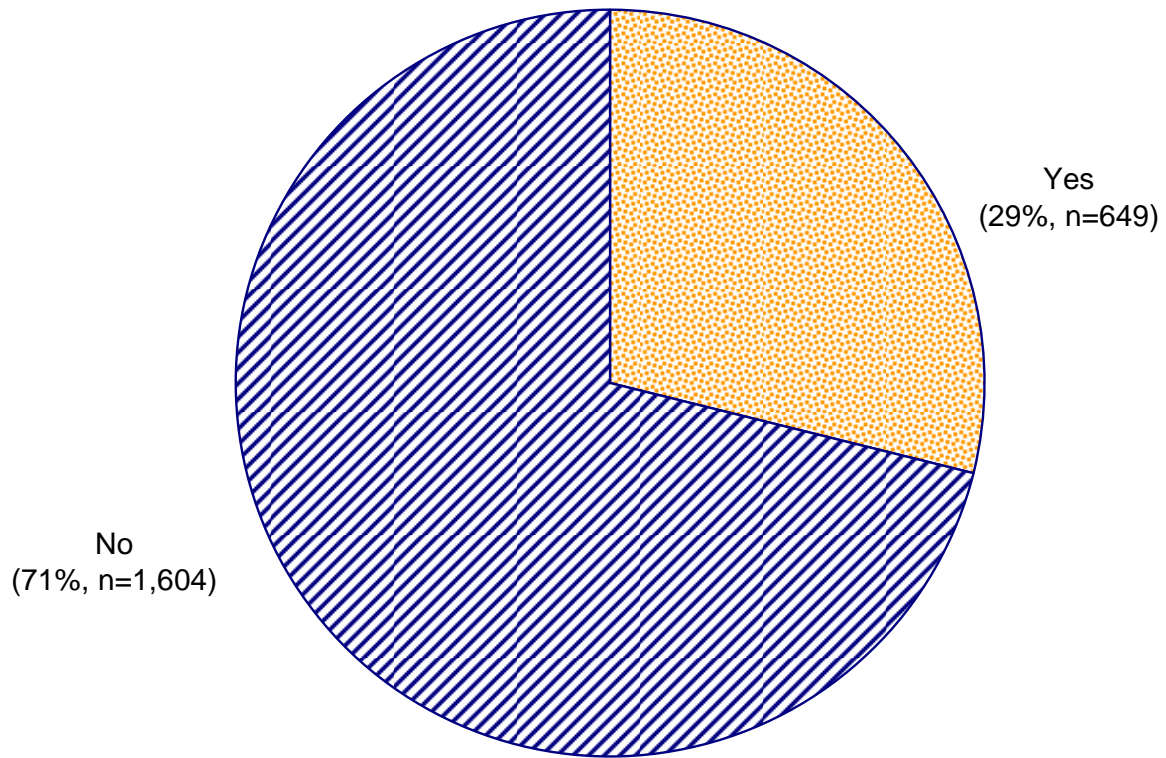
	Very Dissatisfied		Dissatisfied		Neither Dissatisfied Nor Satisfied		Satisfied		Very Satisfied		Mean	Total n
	n	%	n	%	n	%	n	%	n	%		
My level of workplace flexibility .....	68	3%	104	5%	321	15%	813	37%	893	41%	4.1	2,199
My supervisor's level of support.....	66	3%	91	4%	283	13%	695	32%	1,062	48%	4.2	2,197
My coworkers' level of support.....	35	2%	65	3%	462	21%	802	37%	815	37%	4.1	2,179

The mean is displayed above each bar of the graph.

Due to rounding, the sum percent of responses may not equal 100%

### Identification of Child Care Needs

Do you currently have or anticipate having child care needs?

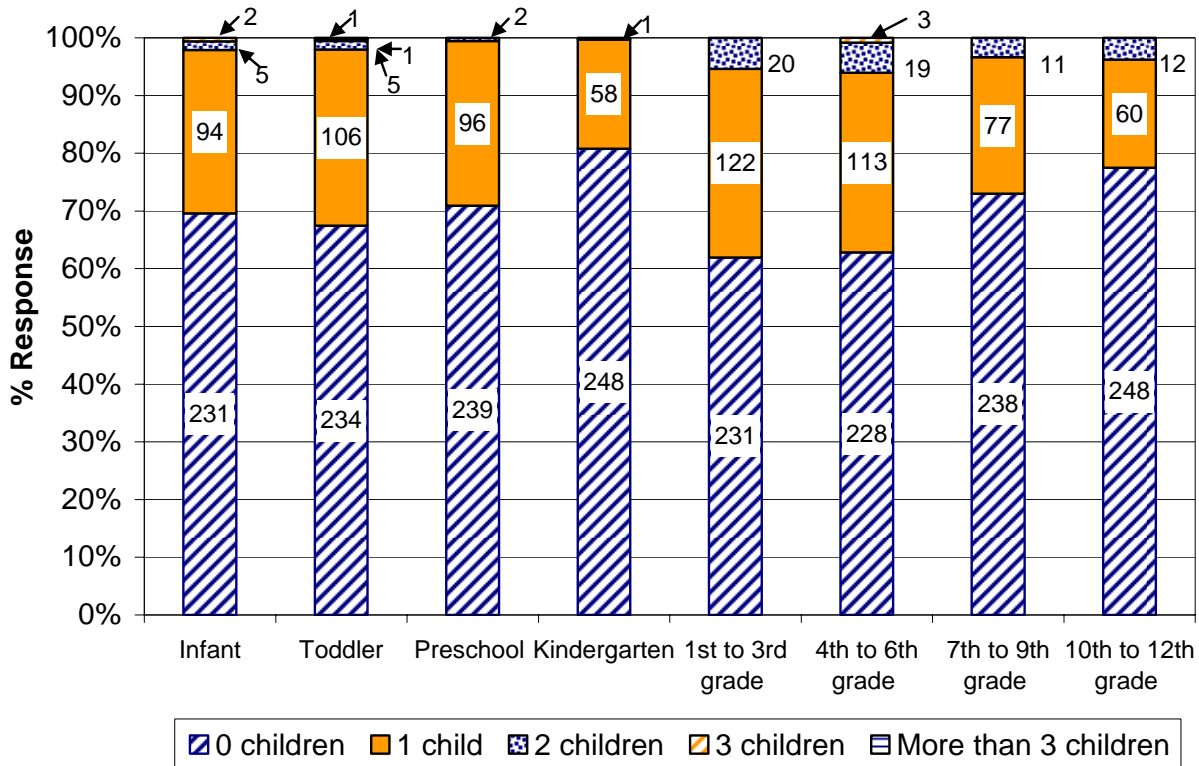


	Yes		No		Total n
	n	%	n	%	
Do you currently have or anticipate having child care needs? .....	649	29%	1,607	71%	2,256

Note: Those responding "No" to this question did not respond to the following eight questions on the survey.

### Child Care Age Groups

How many children do you currently have in the following age groups?



	0 children		1 child		2 children		3 children		More than 3 children		Total n
	n	%	n	%	n	%	n	%	n	%	
Infant (0 to 18 months).....	231	70%	94	28%	5	2%	2	1%	0	0%	332
Toddler (19 months to 3 years)...	234	67%	106	31%	5	1%	1	0%*	1	0%*	347
Preschool .....	239	71%	96	28%	2	1%	0	0%	0	0%	337
Kindergarten .....	248	81%	58	19%	1	0%*	0	0%	0	0%	307
1 <sup>st</sup> to 3 <sup>rd</sup> grade.....	231	62%	122	33%	20	5%	0	0%	0	0%	373
4 <sup>th</sup> to 6 <sup>th</sup> grade.....	228	63%	113	31%	19	5%	3	1%	0	0%	363
7 <sup>th</sup> to 9 <sup>th</sup> grade.....	238	73%	77	24%	11	3%	0	0%	0	0%	326
10 <sup>th</sup> to 12 <sup>th</sup> grade.....	248	78%	60	19%	12	4%	0	0%	0	0%	320

\*Percent value lies between 0.1 and 0.4.

Note: This question was only presented to those respondents who selected "Yes" in response to "Do you currently have or anticipate having child care needs?"

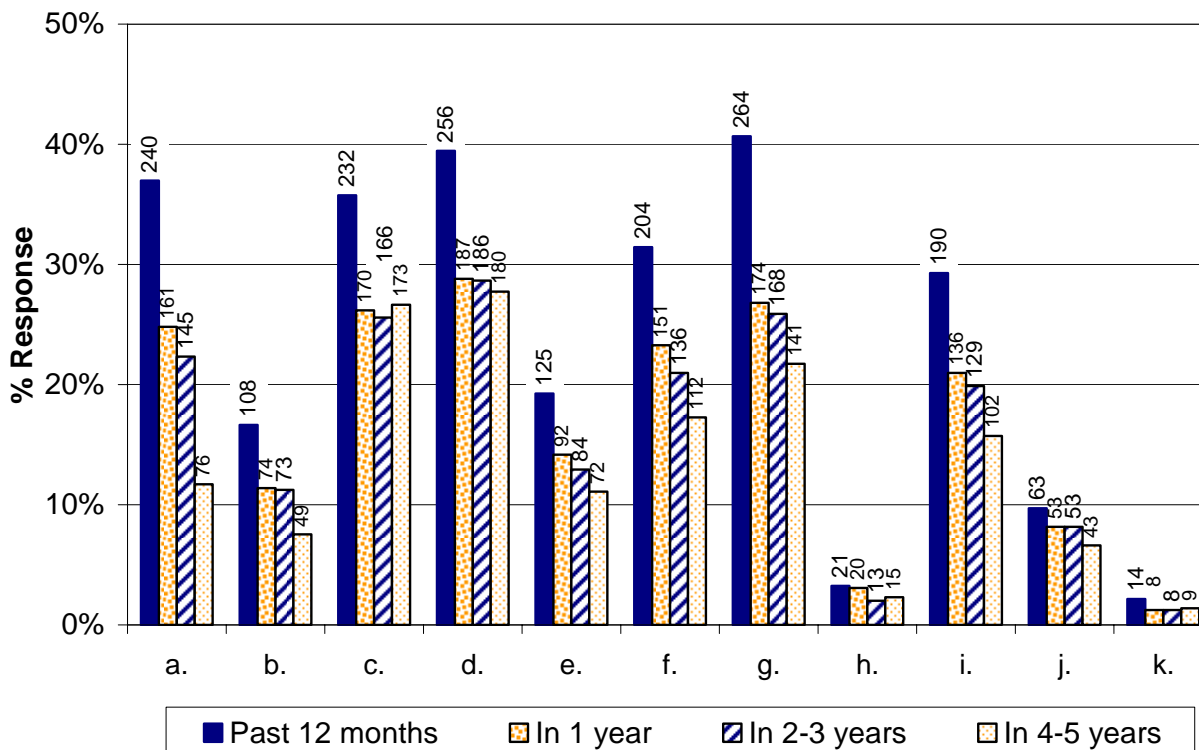
The number of respondents (n) is displayed within or near each bar of the graph.

Due to rounding, the sum percent of responses may not equal 100%.

### Type of Child Care Needs

In the past 12 months, what child care arrangements were necessitated by your work schedule? (Select all that apply.)

If you are anticipating future child care needs, please, base your response on your current work schedule. (Select all that apply.)



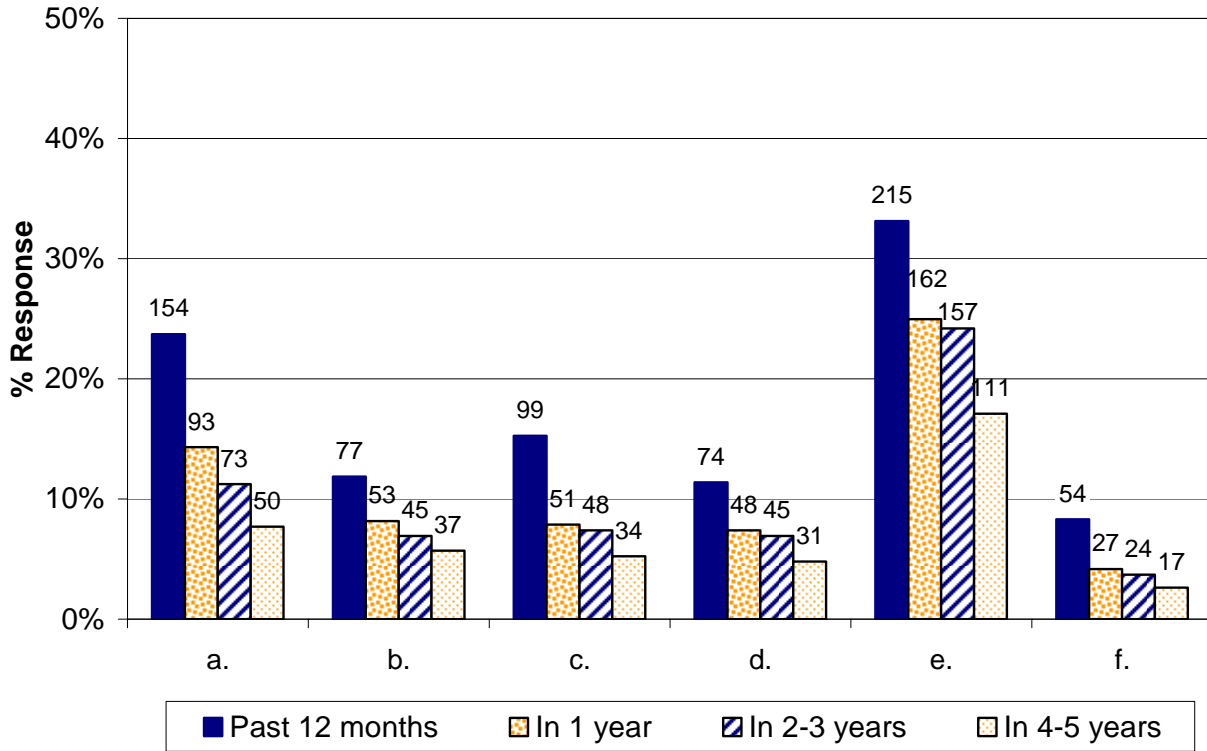
	Past 12 months		In 1 year		In 2-3 years		In 4-5 years	
	n	%	n	%	n	%	n	%
(Total n = 649)								
a. Full-day care.....	240	37%	161	25%	145	22%	76	12%
b. Half-day care .....	108	17%	74	11%	73	11%	49	8%
c. Before/after school care .....	232	36%	170	26%	166	26%	173	27%
d. School breaks/vacation care .....	256	39%	187	29%	186	29%	180	28%
e. Night or weekend care .....	125	19%	92	14%	84	13%	72	11%
f. Back-up emergency care .....	204	31%	151	23%	136	21%	112	17%
g. Sick care.....	264	41%	174	27%	168	26%	141	22%
h. Special needs assistance.....	21	3%	20	3%	13	2%	15	2%
i. Full-day care (summer only).....	190	29%	136	21%	129	20%	102	16%
j. Half-day care (summer only).....	63	10%	53	8%	53	8%	43	7%
k. Other.....	14	2%	8	1%	8	1%	9	1%

Note: This question was only presented to those respondents who selected “Yes” in response to “Do you currently have or anticipate having child care needs?”

The number of respondents (n) is displayed above each bar of the graph.

## Child Care Arrangements

In the past 12 months, what were your **primary** child care arrangements? (Select all that apply.)  
 If you are anticipating future child care needs, please, base your response on your desired child care arrangement. (Select all that apply.)



	Past 12 months		In 1 year		In 2-3 years		In 4-5 years	
	n	%	n	%	n	%	n	%
(Total n = 649)								
a. Relative in my home.....	154	24%	93	14%	73	11%	50	8%
b. Non-relative in my home .....	77	12%	53	8%	45	7%	37	6%
c. In a relative's home .....	99	15%	51	8%	48	7%	34	5%
d. Family child care home .....	74	11%	48	7%	45	7%	31	5%
e. Child care center .....	215	33%	162	25%	157	24%	111	17%
f. Other** .....	54	8%	27	4%	24	4%	17	3%

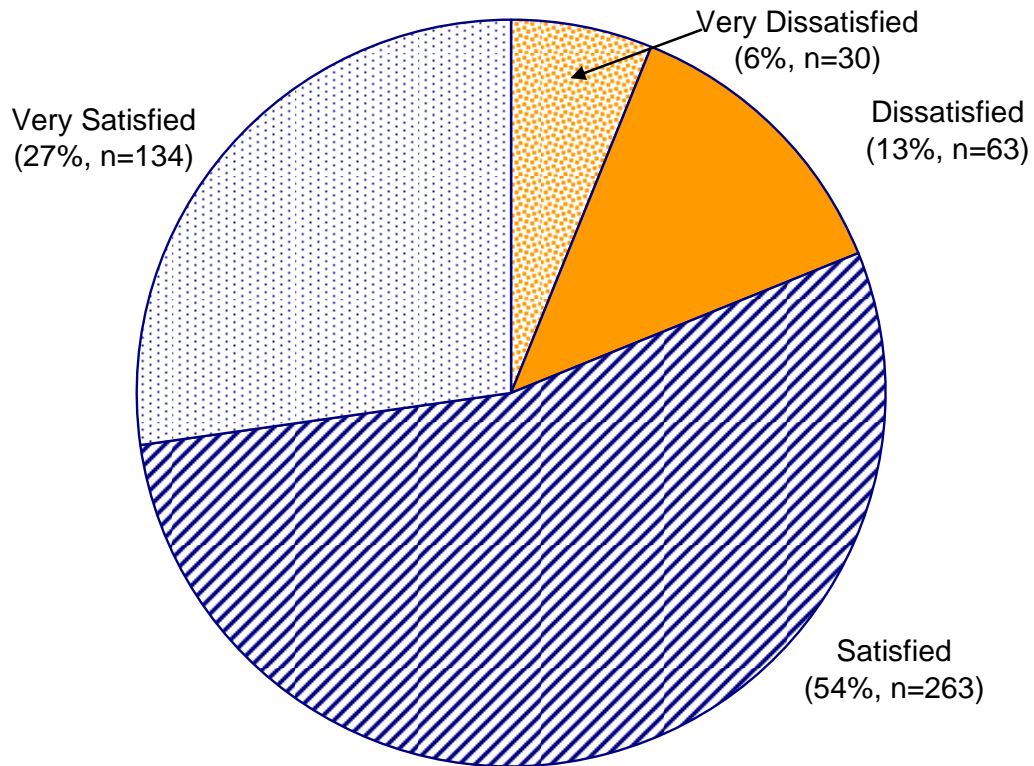
\*\* Among those selecting “other,” the majority of respondents identified either after school programs or a friend’s/relative’s home. A few respondents each noted summer camps and the use of flexible work schedules.

Note: This question was only presented to those respondents who selected “Yes” in response to “Do you currently have or anticipate having child care needs?”

The number of respondents (n) is displayed above each bar of the graph.

### Child Care Satisfaction

How satisfied are you with your current child care arrangement(s)?

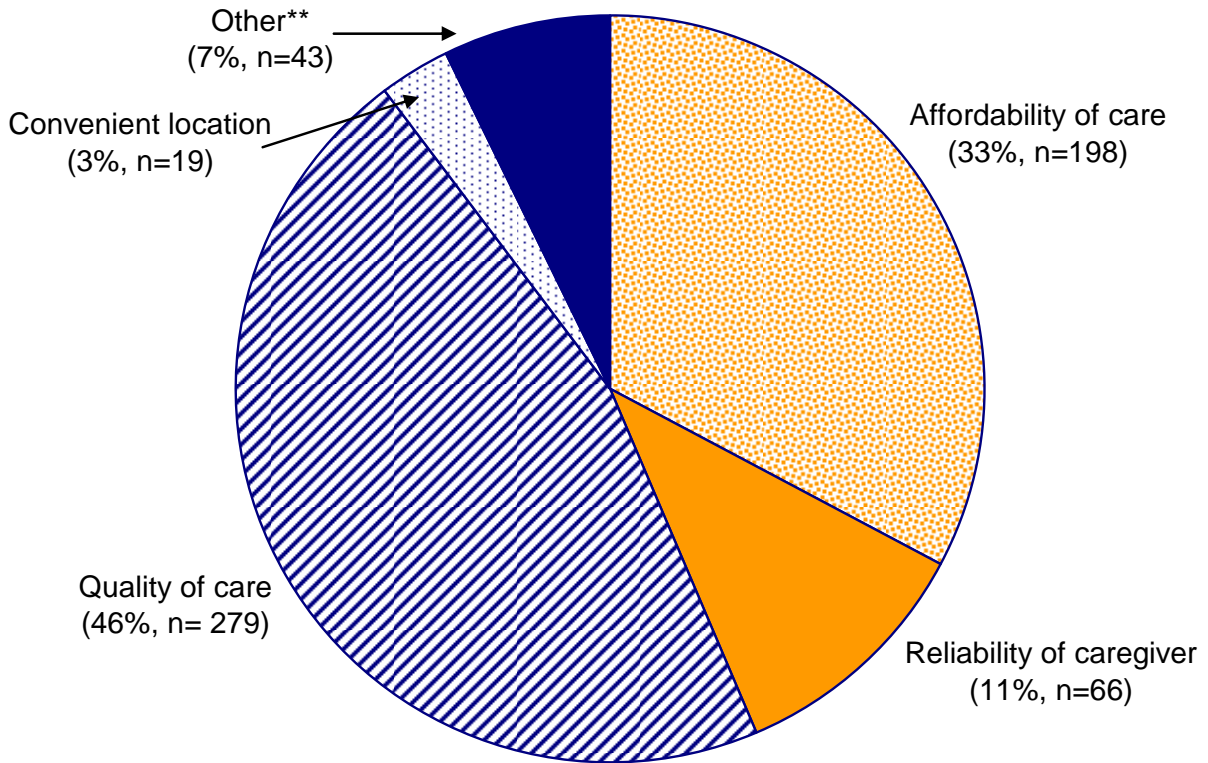


	Not Applicable n	Very Dissatisfied n %	Dissatisfied n %	Satisfied n %	Very Satisfied n %	Mean	Total n
How satisfied are you with your current child care arrangement(s)? .....	140	30 6%	63 13%	263 54%	134 27%	3.0	630

Note: This question was only presented to those respondents who selected "Yes" in response to "Do you currently have or anticipate having child care needs?"

### Greatest Child Care Concerns

Which **one** of the following issues is of greatest concern to you in addressing your current or future child care needs?



(Total n = 605)	n	%
Affordability of care .....	198	33%
Reliability of caregiver .....	66	11%
Quality of care .....	279	46%
Convenient location .....	19	3%
Other** .....	43	7%

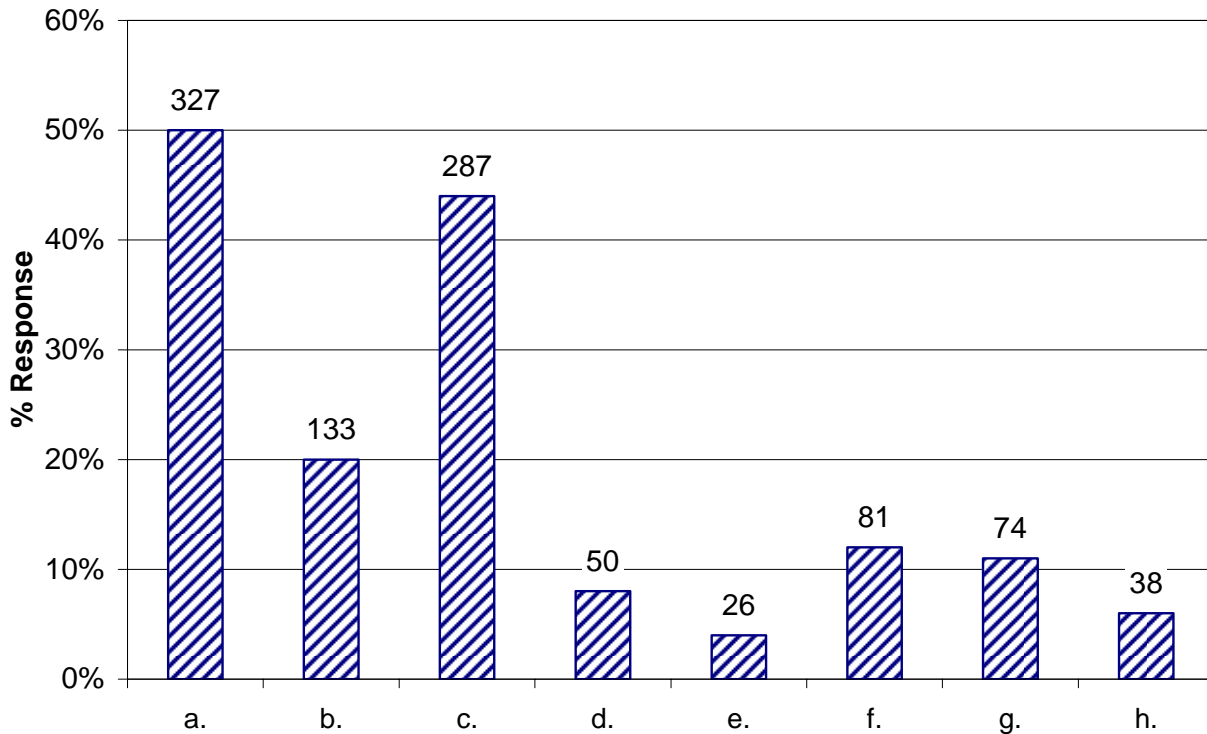
\*\* Among those selecting “other,” the majority of respondents indicated that their concerns were a combination of the available responses. A few respondents each noted availability of care in general, care during school breaks and summer, and older children home alone for too long after school and during school breaks.

Note: This question was only presented to those respondents who selected “Yes” in response to “Do you currently have or anticipate having child care needs?”

### Helpfulness of University Child Care Services/Practices

Which of the following current University services/practices have been helpful in addressing your child care needs? (Select all that apply.)

If you are anticipating future child care needs, please, base your response on your projected concerns. (Select all that apply.)



(Total n = 649)

	n	%
a. Flexible work schedule .....	327	50%
b. On-site day care center .....	133	20%
c. Supportive work environment.....	287	44%
d. Workshops (WorkLife Series sponsored by Faculty and Staff Assistance Program, Staff 2 Staff sponsored by Office of Human Resources, Learning Opportunities courses) .....	50	8%
e. Affinity group .....	26	4%
f. Guidance from Human Resources regarding Family and Medical Leave (FMLA) .....	81	12%
g. Informational access to child care resources .....	74	11%
h. Other** .....	38	6%

\*\* Among those selecting “other,” the majority of respondents were split between receiving no help from the University and having a supportive supervisor/flexible work schedule.

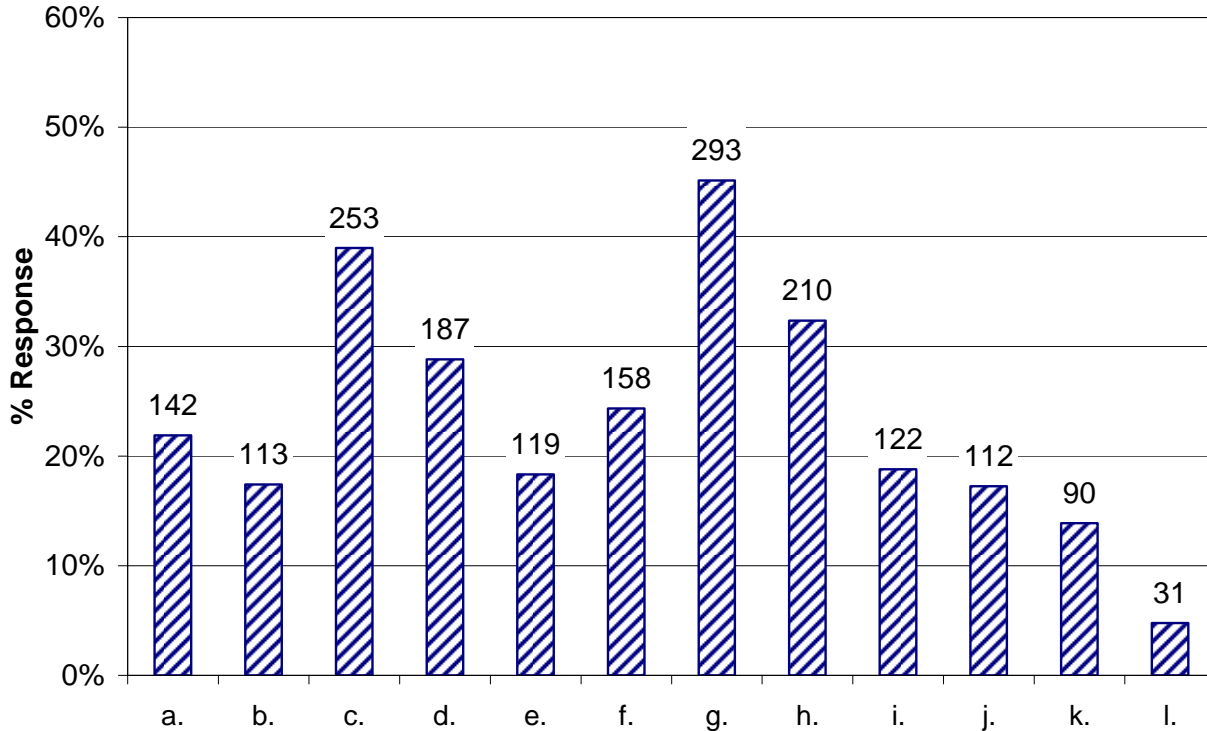
Note: This question was only presented to those respondents who selected “Yes” in response to “Do you currently have or anticipate having child care needs?”

The number of respondents (n) is displayed above each bar of the graph.

### Additional Child Care Information/Support Needs

What information/support would help you in addressing your current child care needs? (Select all that apply.)

If you are anticipating future child care needs, please, base your response on your projected concerns. (Select all that apply.)



(Total n = 649)

	n	%
a. Guidance from Human Resources regarding Family and Medical Leave (FMLA) .....	142	22%
b. Transitioning back to work after child birth.....	113	17%
c. Campus and community child care resources and services.....	253	39%
d. Child care referral list .....	187	29%
e. Child care consumer information .....	119	18%
f. Babysitting matching service for tweens/teens .....	158	24%
g. Balancing home and work life .....	293	45%
h. Managing stress .....	210	32%
i. Computer access during work hours.....	122	19%
j. Phone access during work hours .....	112	17%
k. Privacy (e.g., phone calls, lactation) .....	90	14%
l. Other** .....	31	5%

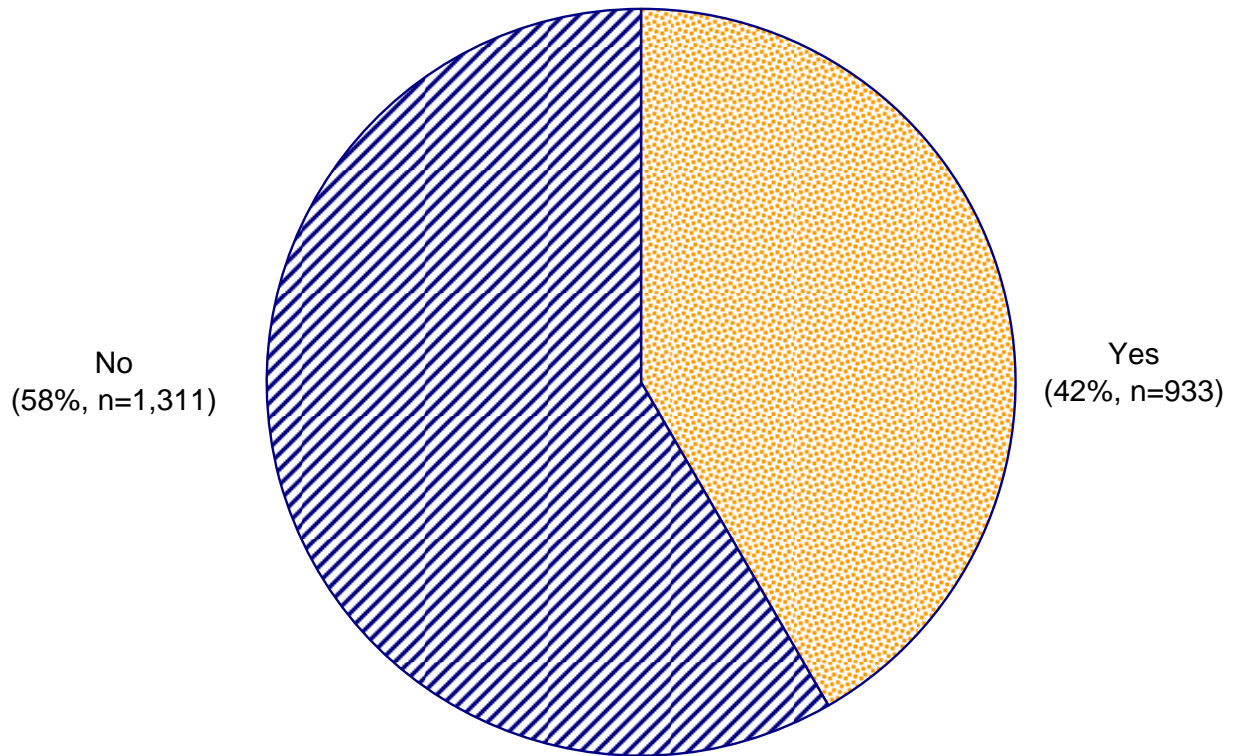
\*\* Among those selecting “other,” a few respondents identified a flexible work schedule. Other responses were identified by individual respondents, including support for single parents; University provided sick child care, care during school breaks and summer, and after school care options; better parking arrangements for mid-day appointments and after 5pm work; private area for lactation purposes; and long distance phone privileges.

Note: This question was only presented to those respondents who selected “Yes” in response to “Do you currently have or anticipate having child care needs?”

The number of respondents (n) is displayed above each bar of the graph.

**Identification of Elder/Adult Care Needs**

Do you currently have or anticipate having elder/adult care needs?

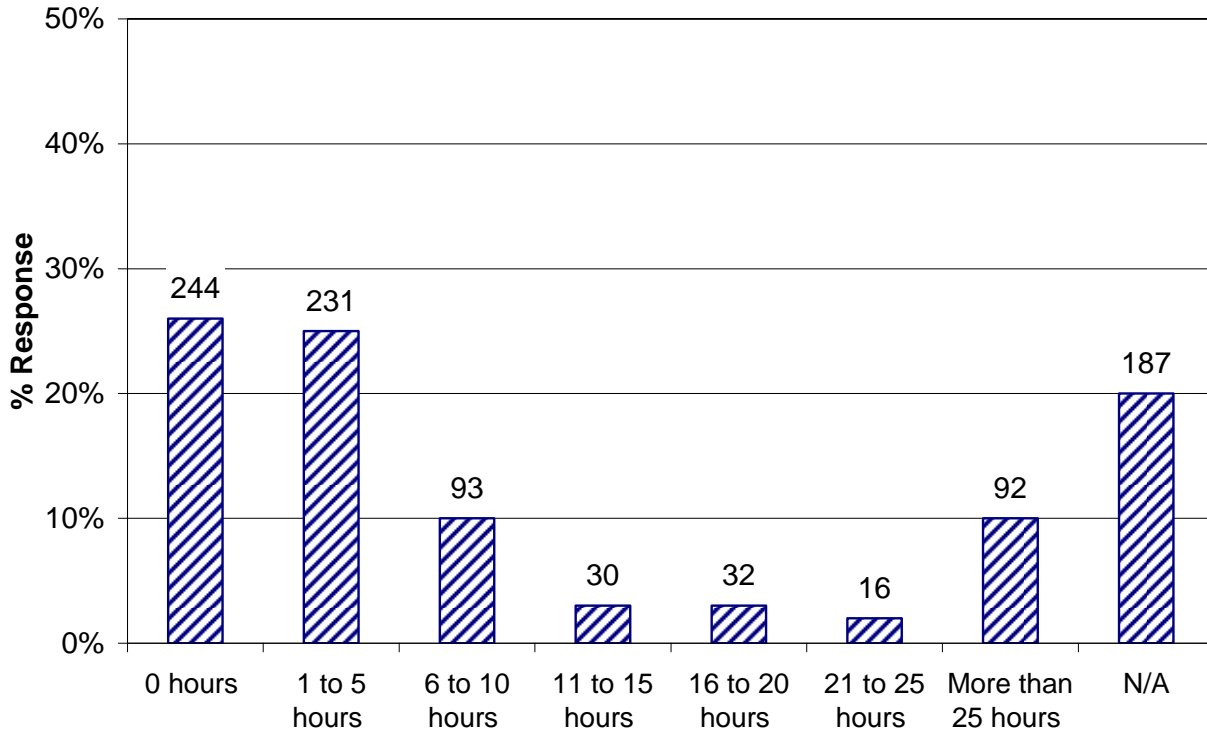


	Yes		No		Total n
	n	%	n	%	
Do you currently have or anticipate having elder/adult care needs? .....	933	42%	1,311	58%	2,244

Note: Those responding “No” to this question did not respond to the following eight questions on the survey.

### Hours Providing Elder/Adult Care Needs

In the past 12 months, on average, how many **hours per week** did you spend providing elder/adult care?



(Total n = 925)

	n	%
0 hours .....	244	26%
1 to 5 hours .....	231	25%
6 to 10 hours .....	93	10%
11 to 15 hours .....	30	3%
16 to 20 hours .....	32	3%
21 to 25 hours .....	16	2%
More than 25 hours.....	92	10%
Not applicable at this time.....	187	20%

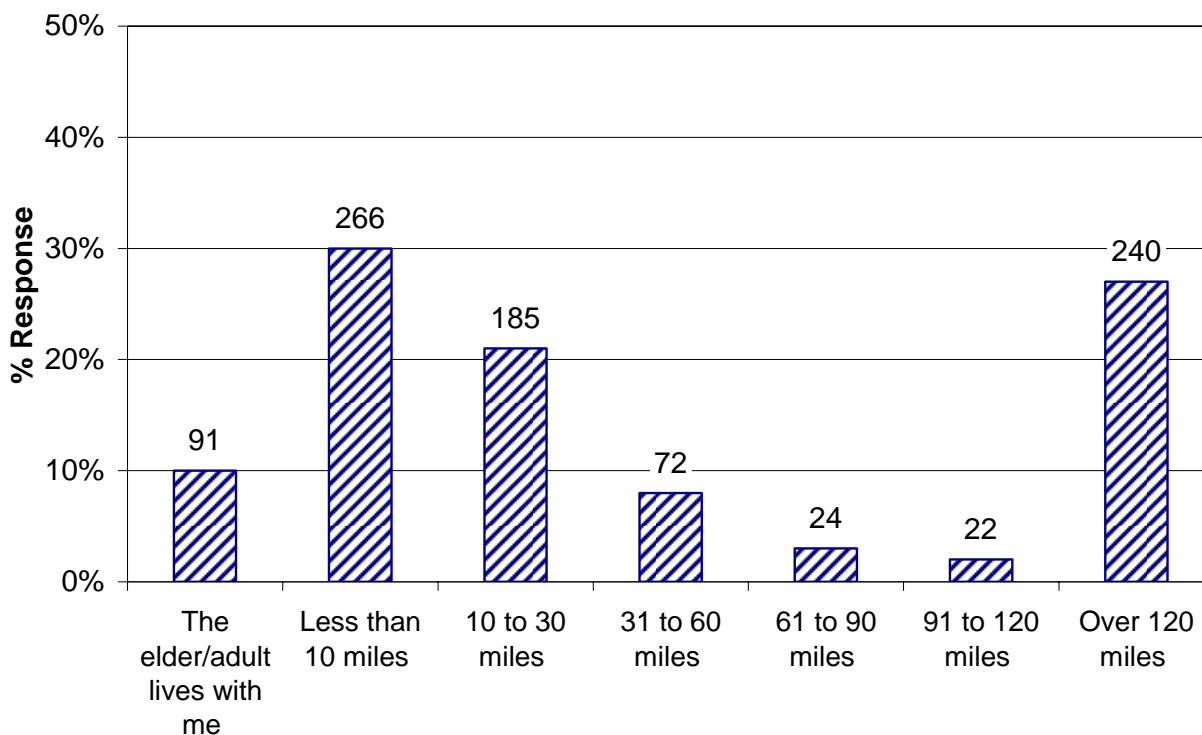
Note: This question was only presented to those respondents who selected “Yes” in response to “Do you currently have or anticipate having elder/adult care needs?”

The number of respondents (n) is displayed above each bar of the graph.

Due to rounding, the sum percent of responses may not equal 100%.

### Distance to Provide Elder/Adult Care

How far must you travel, or would you anticipate traveling, to provide elder/adult care?



(Total n = 900)

	n	%
The elder/adult lives with me .....	91	10%
Less than 10 miles .....	266	30%
10 to 30 miles.....	185	21%
31 to 60 miles.....	72	8%
61 to 90 miles.....	24	3%
91 to 120 miles.....	22	2%
Over 120 miles.....	240	27%

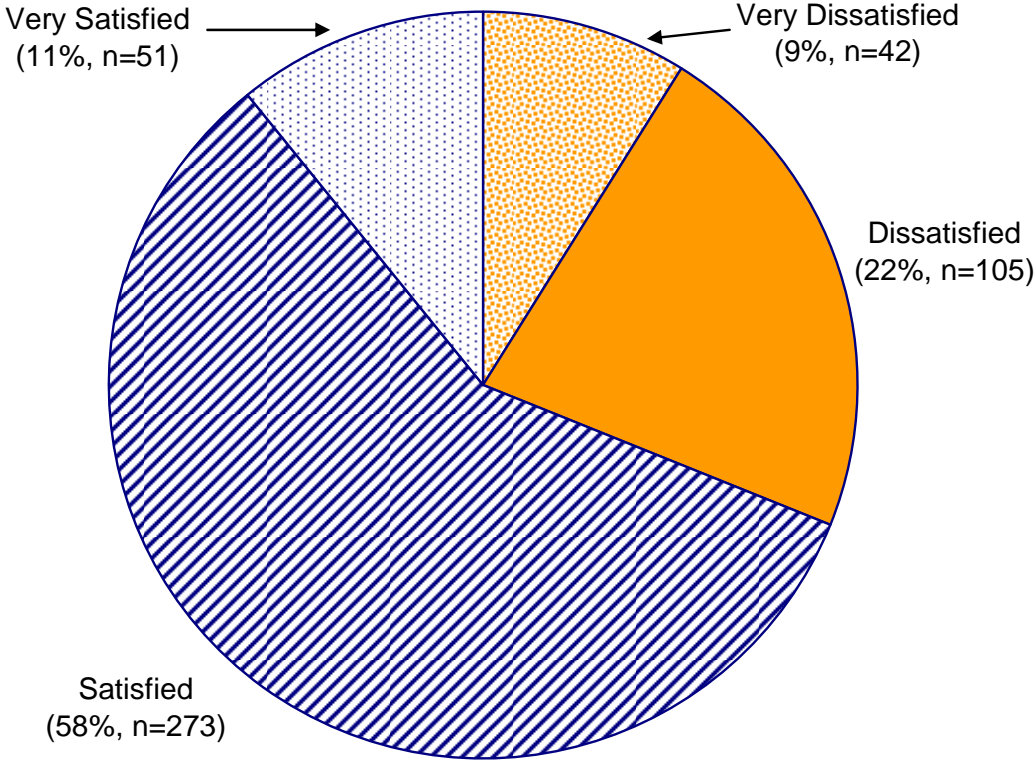
Note: This question was only presented to those respondents who selected “Yes” in response to “Do you currently have or anticipate having elder/adult care needs?”

The number of respondents (n) is displayed above each bar of the graph.

Due to rounding, the sum percent of responses may not equal 100%.

**Elder/Adult Care Satisfaction**

How satisfied are you with your current elder/adult care arrangement?

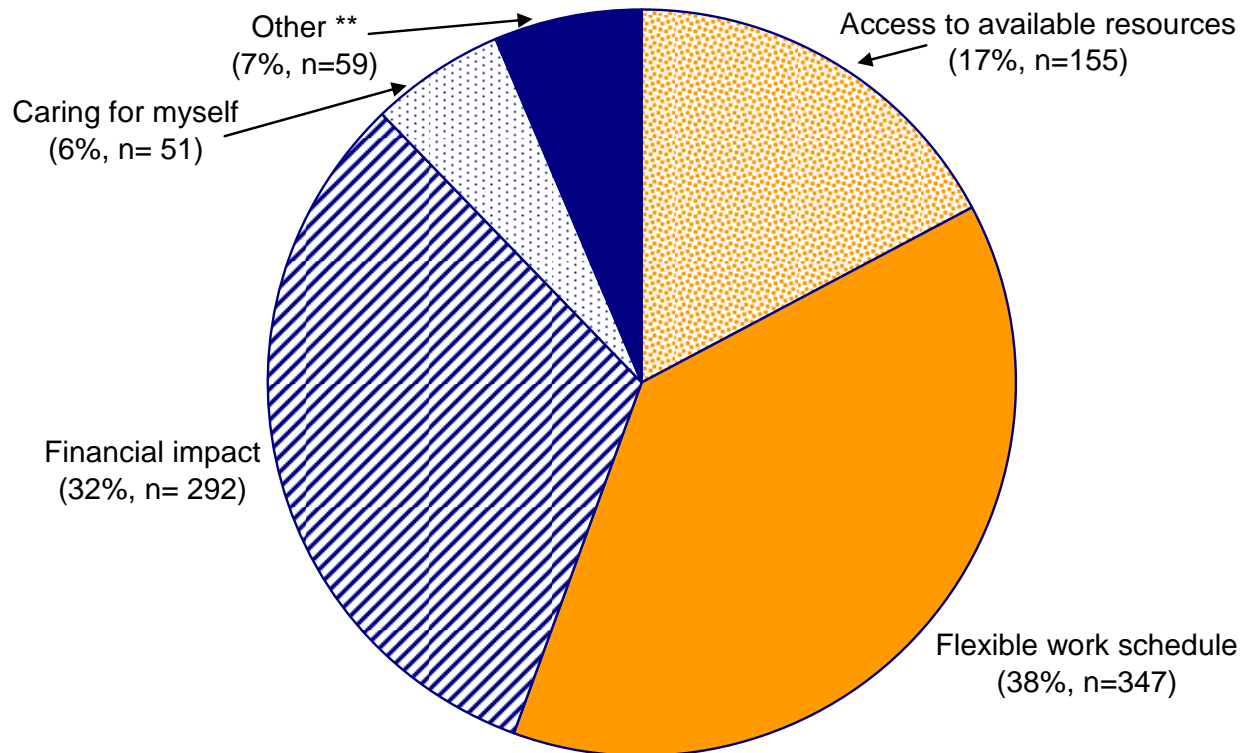


	Not Applicable n	Very Dissatisfied n %	Dissatisfied n %	Satisfied n %	Very Satisfied n %	Mean	Total n
How satisfied are you with your current elder/adult care arrangement?.....	437	42 9%	105 22%	273 58%	51 11%	2.7	908

Note: This question was only presented to those respondents who selected "Yes" in response to "Do you currently have or anticipate having elder/adult care needs?"

### Greatest Elder/Adult Care Concerns

Which **one** of the following issues is of greatest concern to you in addressing your current or future elder/adult care needs?



(Total n = 904)

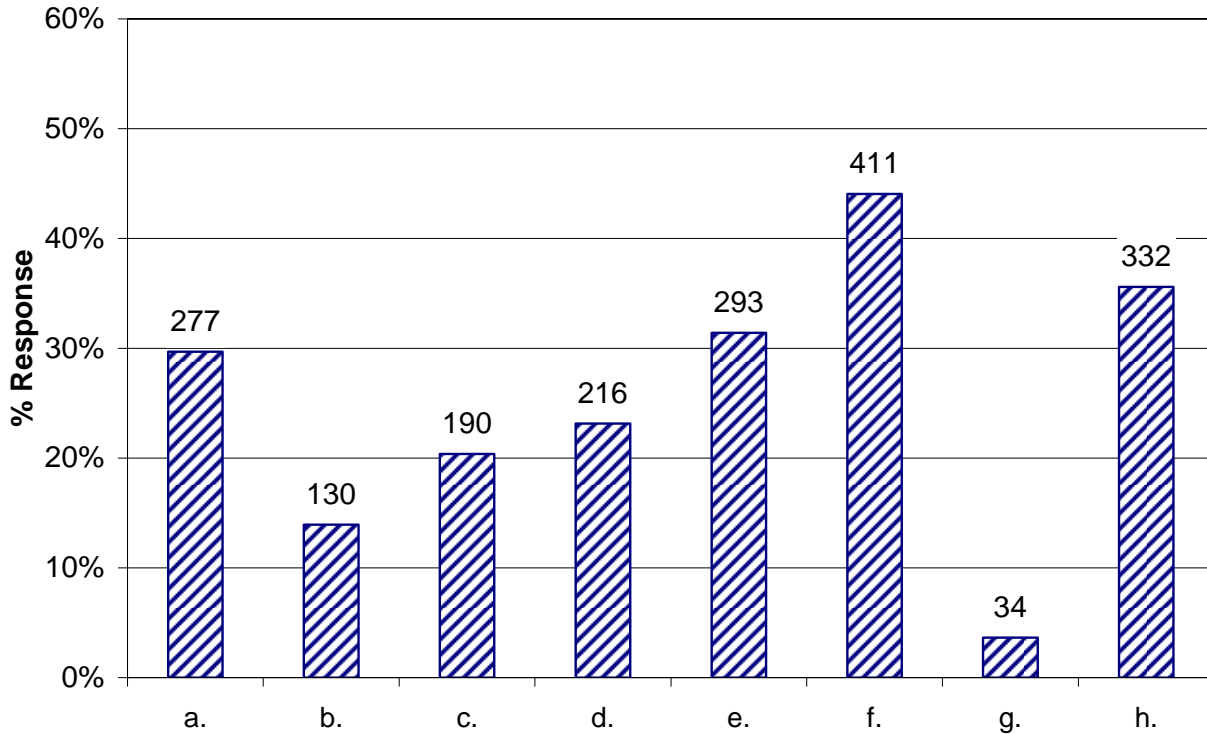
	n	%
Access to available resources .....	155	17%
Flexible work schedule.....	347	38%
Financial impact.....	292	32%
Caring for myself.....	51	6%
Other** .....	59	7%

\*\* Among those selecting “other,” the majority of respondents indicated either the distance from their elder or that their concerns were a combination of the available responses. A few respondents each reported availability of care, balancing work and home, stress, and financial concerns.

Note: This question was only presented to those respondents who selected “Yes” in response to “Do you currently have or anticipate having elder/adult care needs?”

### Supporting the Caregiver of Elder/Adult Care

Which of the following do you take advantage of in supporting yourself as a caregiver? (Select all that apply.)



(Total n = 933)

	n	%
a. Exercise program .....	277	30%
b. Relaxation techniques .....	130	14%
c. Spirituality .....	190	20%
d. Nutrition .....	216	23%
e. Personal time .....	293	31%
f. Support of friends and family.....	411	44%
g. Other** .....	34	4%
h. Not applicable at this time .....	332	36%

\*\* Among those selecting “other,” a few respondents each indicated hobbies, reading, time with pets, meditation, and counseling. Several respondents reported not having enough time to care for themselves.

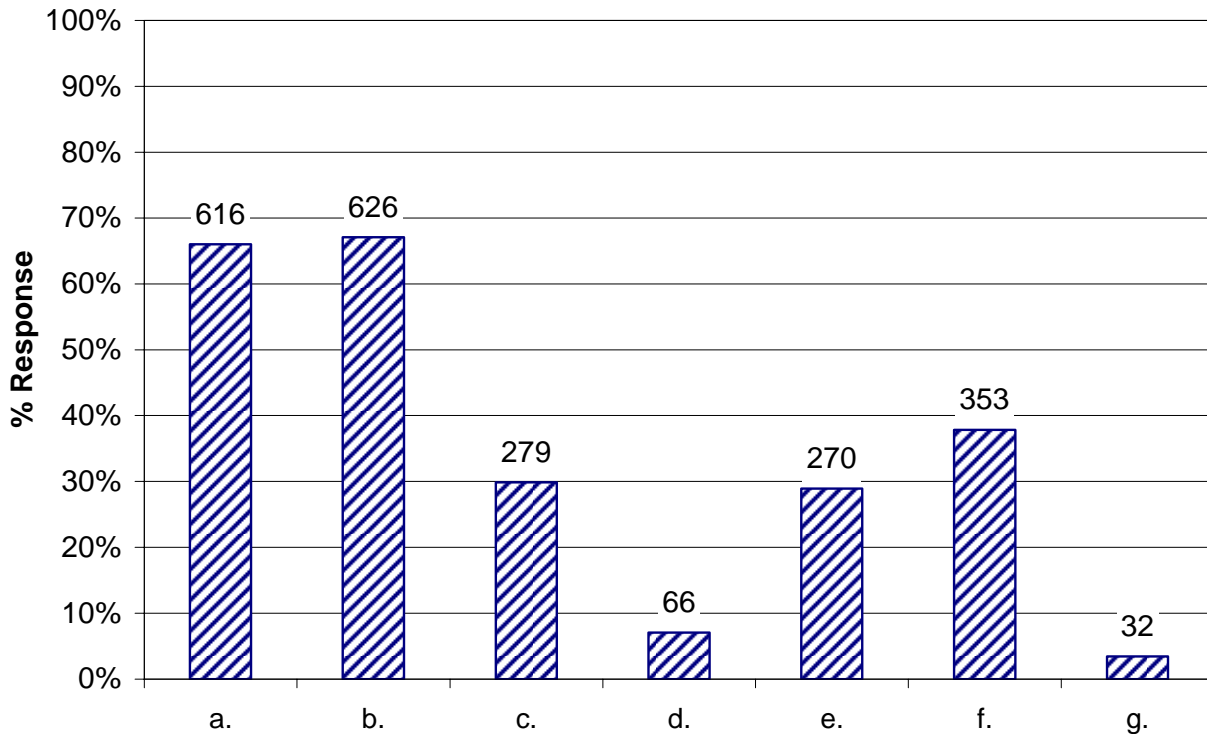
Note: This question was only presented to those respondents who selected “Yes” in response to “Do you currently have or anticipate having elder/adult care needs?”

The number of respondents (n) is displayed above each bar of the graph.

## Helpfulness of University Elder/Adult Care Services/Practices

Which of the following current University services/practices have been helpful in addressing your elder/adult care needs? (Select all that apply.)

If you are anticipating future elder/adult care needs, please, base your response on your projected concerns. (Select all that apply.)



	n	%
(Total n = 933)		
a. Flexible work schedule .....	616	66%
b. Supportive work environment.....	626	67%
c. Workshops (WorkLife Series sponsored by Faculty and Staff Assistance Program, Staff 2 Staff sponsored by Office of Human Resources, Learning Opportunities courses).....	279	30%
d. Affinity group .....	66	7%
e. Guidance from Human Resources regarding Family and Medical Leave (FMLA).....	270	29%
f. Informational access to elder/adult care resources .....	353	38%
g. Other** .....	32	3%

\*\* Among those selecting “other,” a few respondents each indicated counseling services, advice from coworkers, and receiving no support from the University.

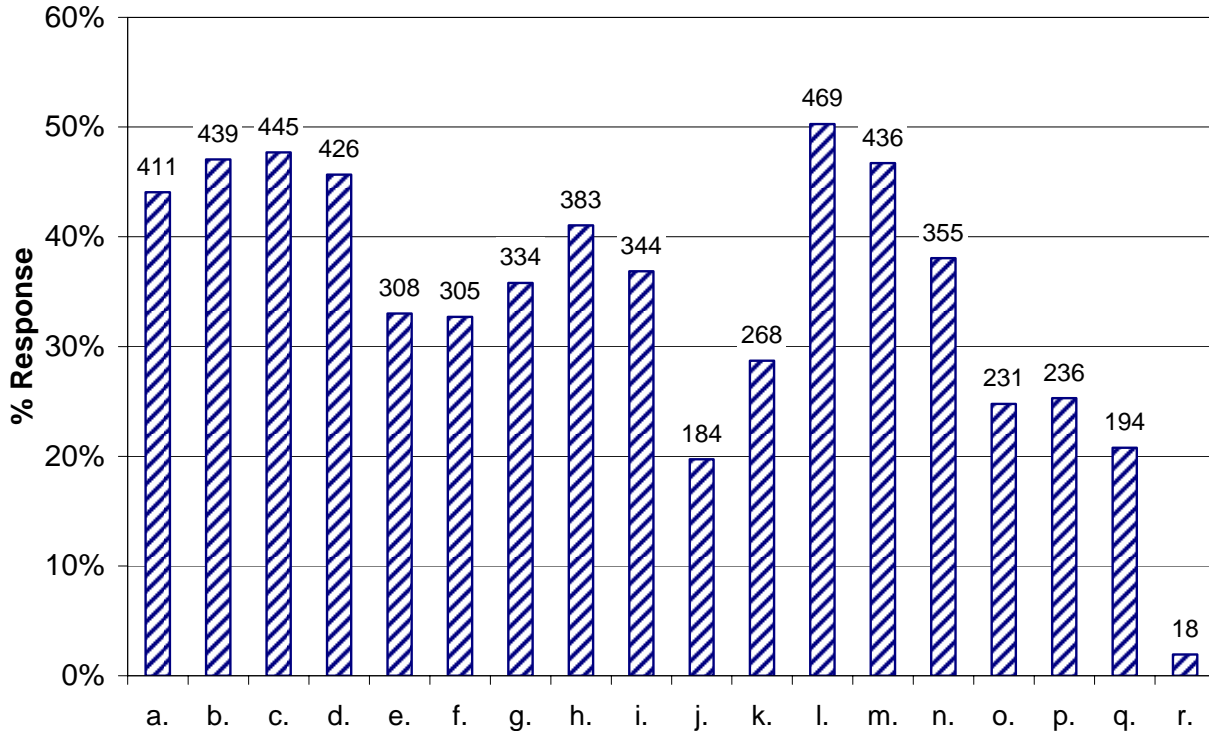
Note: This question was only presented to those respondents who selected “Yes” in response to “Do you currently have or anticipate having elder/adult care needs?”

The number of respondents (n) is displayed above each bar of the graph.

### Additional Elder/Adult Care Information/Support Needs

What information/support would help you in addressing your current elder/adult care needs?  
(Select all that apply.)

If you are anticipating future elder/adult care needs, please, base your response on your projected concerns. (Select all that apply.)



(Total n = 933)

	n	%
a. Guidance from Human Resources regarding Family and Medical Leave (FMLA) .....	411	44%
b. Campus and community elder/adult care resources and services .....	439	47%
c. Care options .....	445	48%
d. Elder/adult consumer information .....	426	46%
e. Health care proxy .....	308	33%
f. Living wills .....	305	33%
g. Power of attorney .....	334	36%
h. Insurance benefits and eligibility .....	383	41%
i. Government sponsored programs .....	344	37%
j. Facilitating sensitive conversations with family members.....	184	20%
k. Concerns associated with long distance family care needs .....	268	29%
l. Balancing home and work life .....	469	50%
m. Managing stress.....	436	47%
n. Caregiver support options.....	355	38%
o. Computer access during work hours.....	231	25%
p. Phone access during work hours.....	236	25%
q. Privacy (e.g., phone calls).....	194	21%
r. Other** .....	18	2%

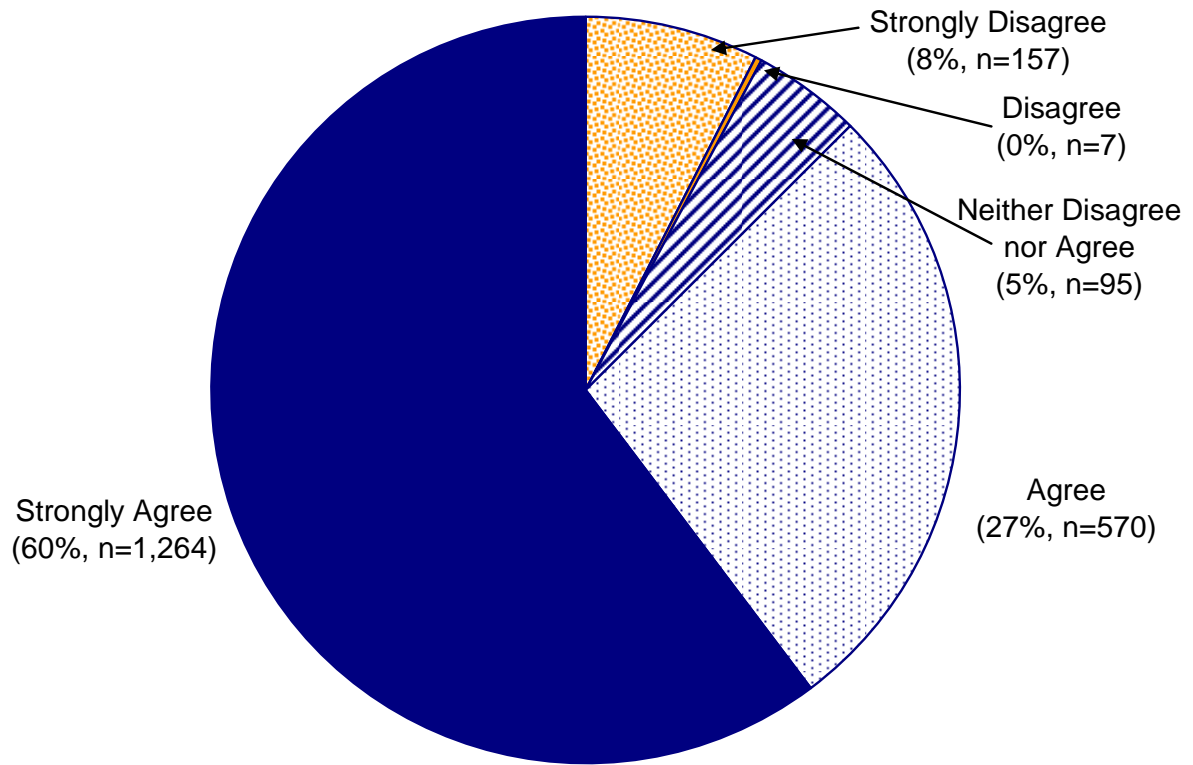
\*\* Among those selecting “other,” a few respondents each indicated counseling, financial support, and a flexible work schedule.

Note: This question was only presented to those respondents who selected “Yes” in response to “Do you currently have or anticipate having elder/adult care needs?”

The number of respondents (n) is displayed above each bar of the graph.

### Support to Coworkers with Family Care Needs

I am supportive of my coworkers when they are addressing family care needs.

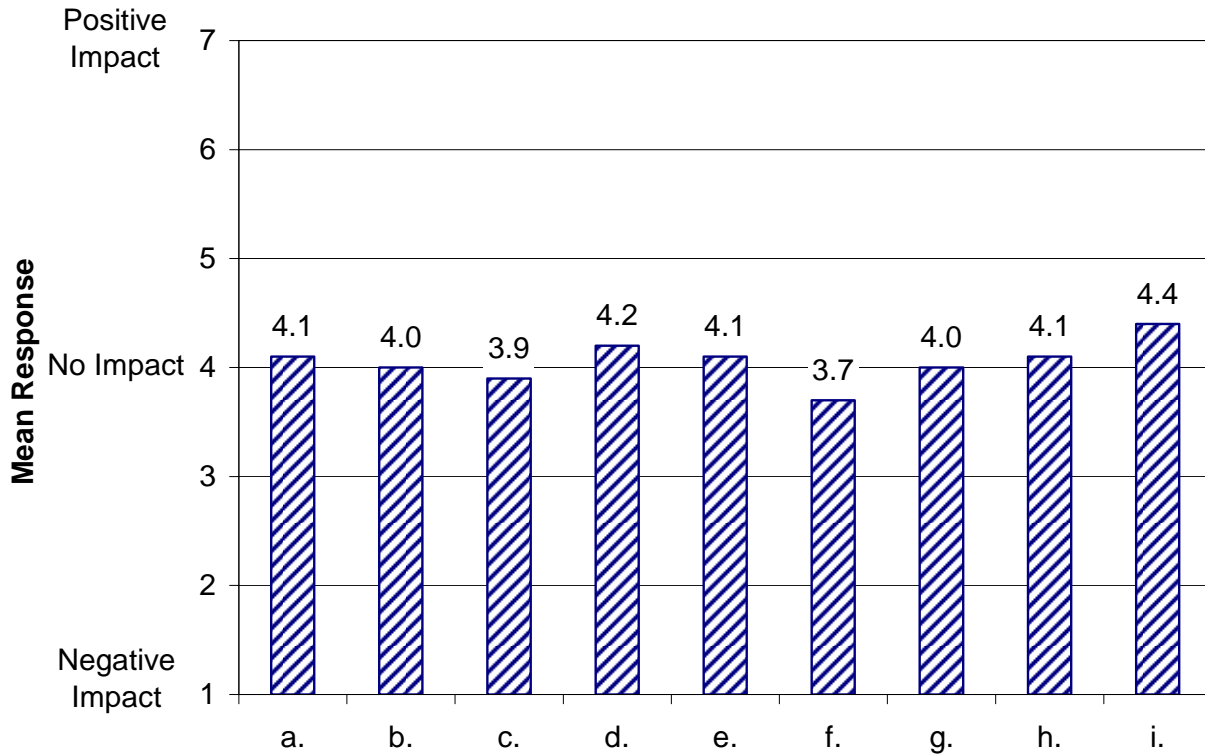


	Not Applicable n	Strongly Disagree n %	Disagree n %	Neither Disagree nor Agree n %	Agree n %	Strongly Agree n %	Mean	Total n
I am supportive of my coworkers when they are addressing family care needs. ....	107	157 8%	7 0%*	95 5%	570 27%	1,264 60%	4.3	2,093

\*Percent value lies between 0.1 and 0.4.

### Impact of Coworkers’ Family Care Needs on Others

Please, rate the **impact** that the family care needs of your coworkers have on you in the following aspects of your work.



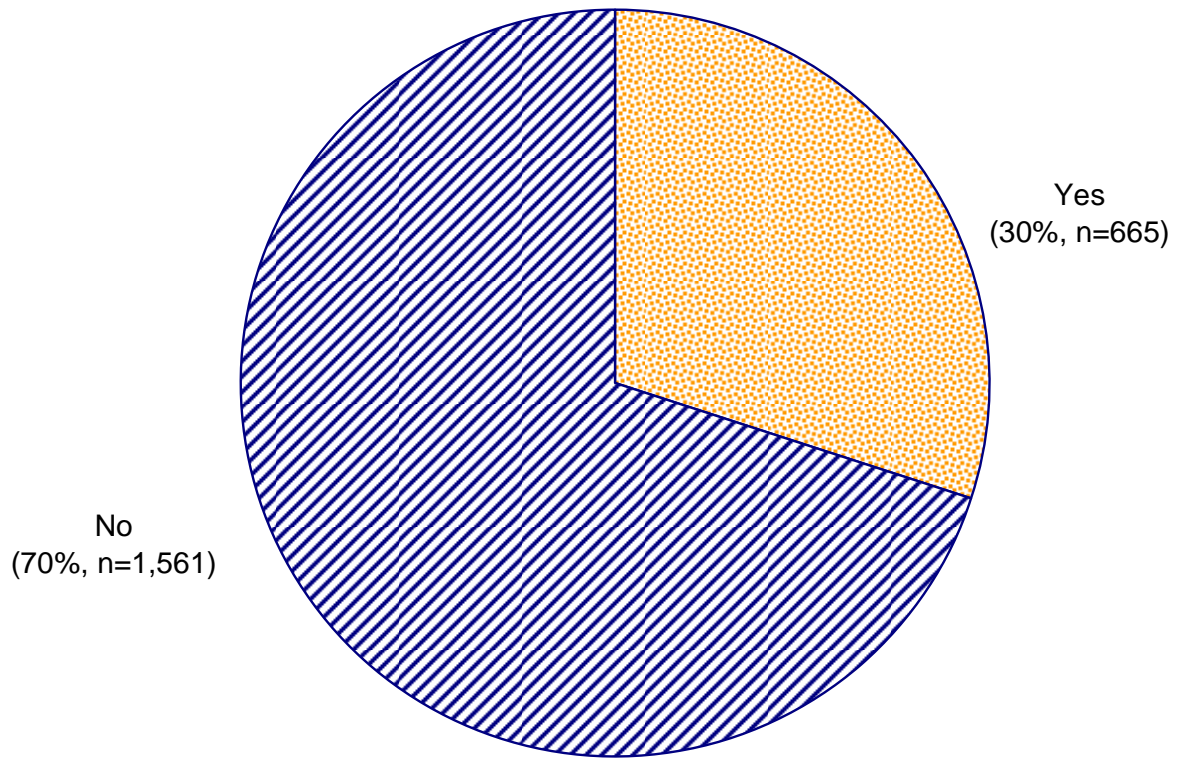
	Negative Impact				No Impact				Positive Impact		Mean	Total n				
	n	%	n	%	n	%	n	%	n	%						
a. Quality of work I produce .....	23	1%	32	2%	128	6%	1,655	79%	66	3%	67	3%	121	6%	4.1	2,092
b. Quantity of work I produce .....	42	2%	48	2%	262	12%	1,493	71%	76	4%	63	3%	113	5%	4.0	2,097
c. Timeliness of my work output.....	45	2%	62	3%	372	18%	1,378	66%	63	3%	62	3%	101	5%	3.9	2,083
d. My morale.....	42	2%	62	3%	210	10%	1,377	66%	119	6%	101	5%	173	8%	4.2	2,084
e. My absenteeism .....	23	1%	11	1%	50	2%	1,811	87%	46	2%	43	2%	89	4%	4.1	2,073
f. My workload .....	93	4%	132	6%	472	23%	1,174	56%	74	4%	52	2%	89	4%	3.7	2,086
g. My home/work life balance.....	41	2%	54	3%	225	11%	1,528	74%	70	3%	57	3%	102	5%	4.0	2,077
h. Advancement in my position .....	32	2%	21	1%	74	4%	1,742	84%	77	4%	46	2%	82	4%	4.1	2,074
i. Perspective on workplace flexibility.....	54	3%	49	2%	128	6%	1,203	58%	221	11%	160	8%	256	12%	4.4	2,071

The mean is displayed above each bar of the graph.

Due to rounding, the sum percent of responses may not equal 100%.

### Identification of Supervisory Role

Do you currently function in a supervisory capacity?

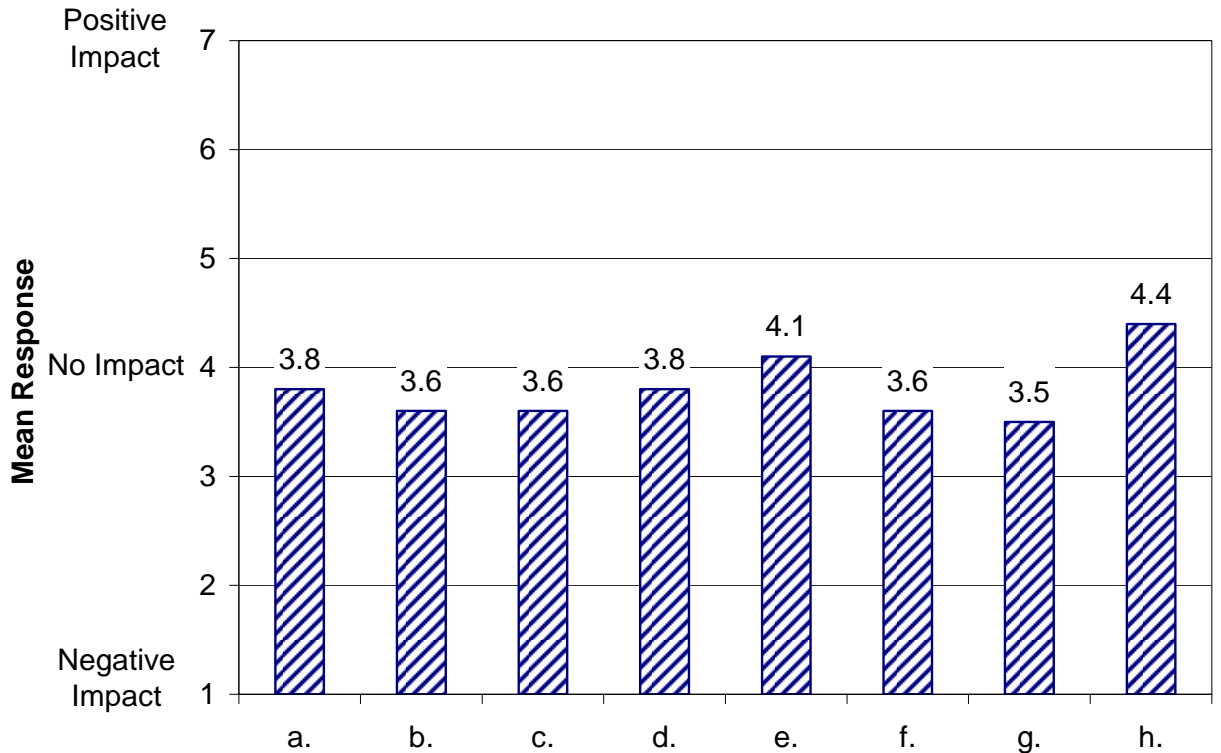


	Yes		No		Total n
	n	%	n	%	
Do you currently function in a supervisory capacity? .....	665	30%	1,561	70%	2,226

Note: Those responding "No" to this question did not respond to the following three questions on the survey.

### Impact of Family Care Needs on Work Area

Please, rate the **impact** that the family care needs of those you supervise have on the following aspects of your work area.



	Negative Impact				No Impact				Positive Impact		Mean	Total n				
	n	%	n	%	n	%	n	%	n	%						
a. Quality of work area output .....	20	3%	37	6%	137	21%	361	56%	34	5%	23	4%	27	4%	3.8	639
b. Quantity of work area output .....	31	5%	48	8%	194	30%	287	45%	31	5%	23	4%	24	4%	3.6	638
c. Timeliness of work area output.	30	5%	50	8%	218	34%	265	42%	30	5%	20	3%	25	4%	3.6	638
d. Effectiveness of work area.....	22	3%	40	6%	172	27%	312	49%	38	6%	24	4%	25	4%	3.8	633
e. Morale.....	23	4%	35	5%	119	19%	298	47%	65	10%	49	8%	49	8%	4.1	638
f. Absenteeism.....	27	4%	61	10%	154	24%	331	52%	24	4%	18	3%	21	3%	3.6	636
g. Workload .....	32	5%	65	10%	192	30%	279	44%	30	5%	21	3%	16	3%	3.5	635
h. Perspective on flexible scheduling .....	14	2%	30	5%	67	11%	289	46%	108	17%	58	9%	67	11%	4.4	633

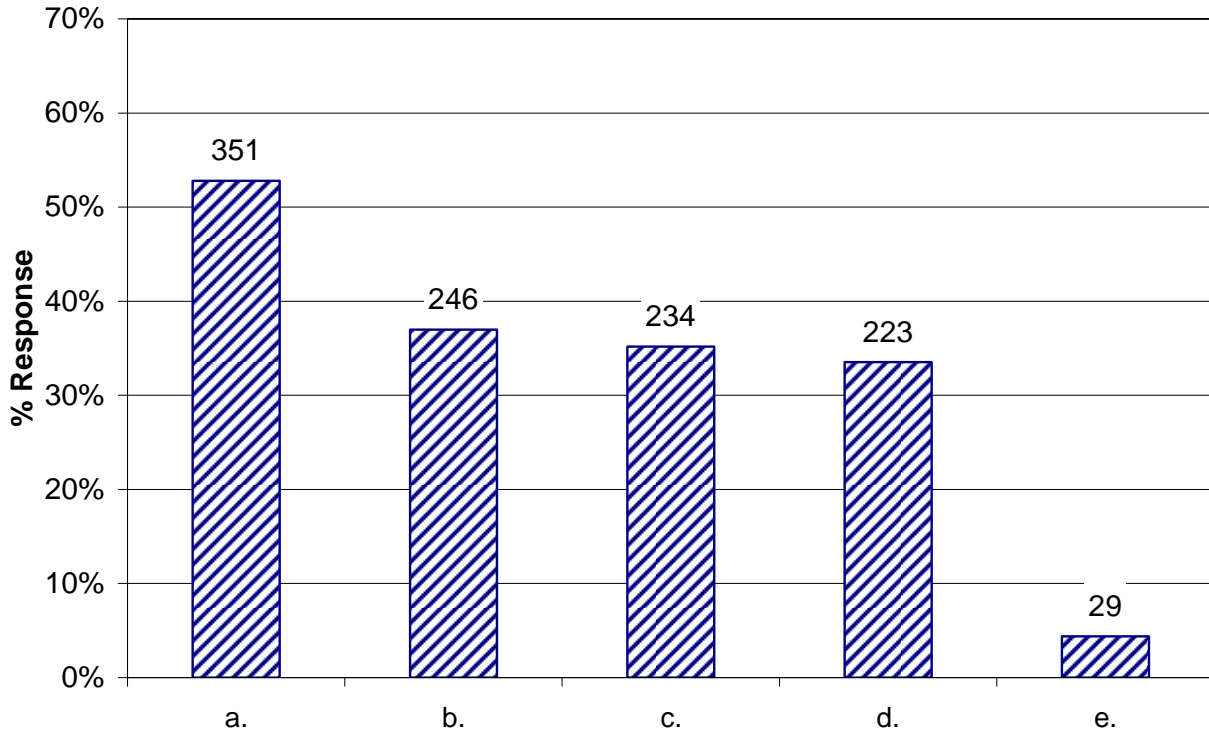
Note: This question was only presented to those respondents who selected “Yes” in response to “Do you currently function in a supervisory role?”

The mean is displayed above each bar of the graph.

Due to rounding, the sum percent of responses may not equal 100%.

### Additional Supervisor Information/Support Needs

What information/support would help you in addressing the impact of the family care needs of those you supervise on your work area? (Select all that apply.)



(Total n = 665)

	n	%
a. University policies.....	351	53%
b. Supervisor training and workshops .....	246	37%
c. Cross training of staff in your work area.....	234	35%
d. Availability of temporary employees.....	223	34%
e. Other** .....	29	4%

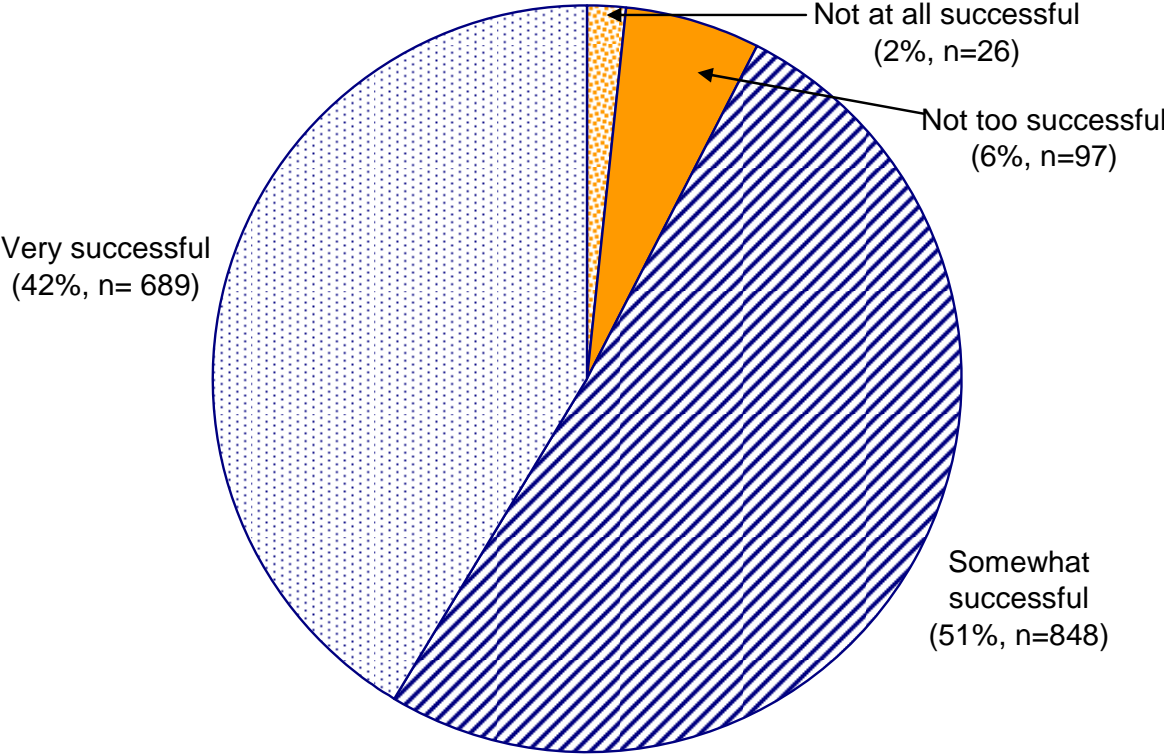
\*\* Among those selecting “other,” a few respondents each indicated more staff and budgetary adjustments.

Note: This question was only presented to those respondents who selected “Yes” in response to “Do you currently function in a supervisory role?”

The number of respondents (n) is displayed above each bar of the graph.

**Overall – Successful**

Overall, how **successful** are you at meeting your family care needs during the work day?

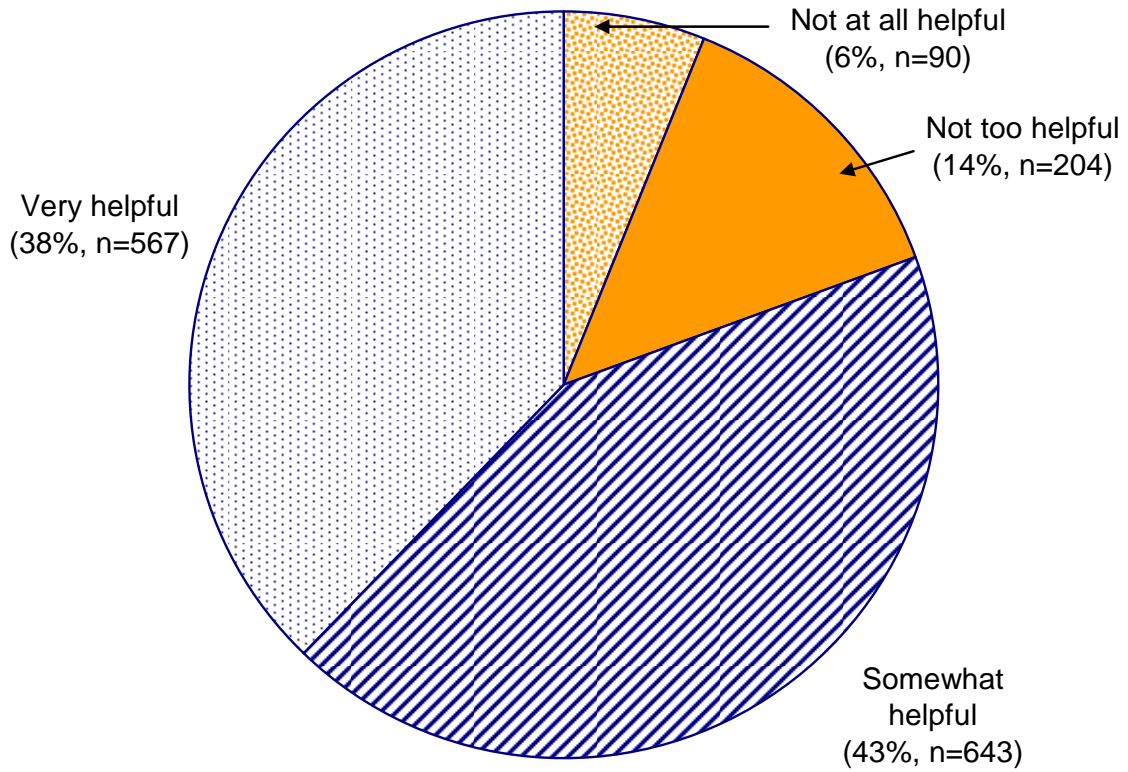


	Not applicable n	Not at all successful n %	Not too successful n %	Somewhat successful n %	Very successful n %	Mean	Total n
Overall, how <b>successful</b> are you at meeting your family care needs during the work day?.....	528	26 2%	97 6%	848 51%	689 42%	3.3	2,188

Due to rounding, the sum percent of responses may not equal 100%.

**Overall – Helpful**

Overall, how **helpful** has the University been in assisting you to meet your family care needs?

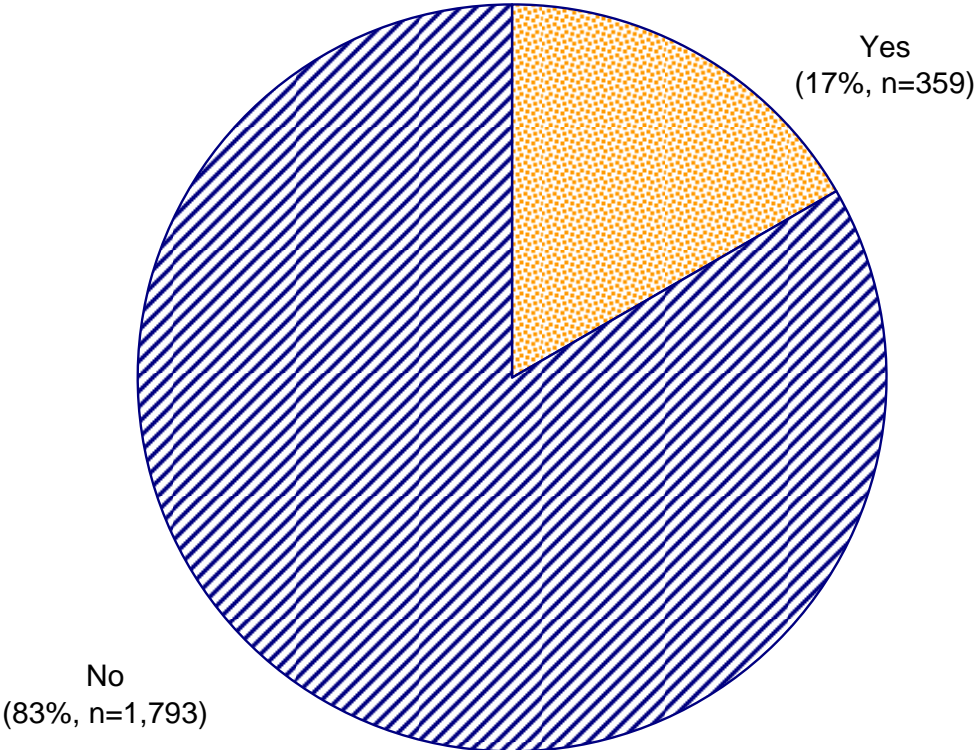


	Not applicable n	Not at all helpful n %	Not too helpful n %	Somewhat helpful n %	Very helpful n %	Mean	Total n
Overall, how <b>helpful</b> has the University been in assisting you to meet your family care needs?.....	681	90 6%	204 14%	643 43%	567 38%	3.1	2,185

Due to rounding, the sum percent of responses may not equal 100%.

**Job Change – Considered or Chosen**

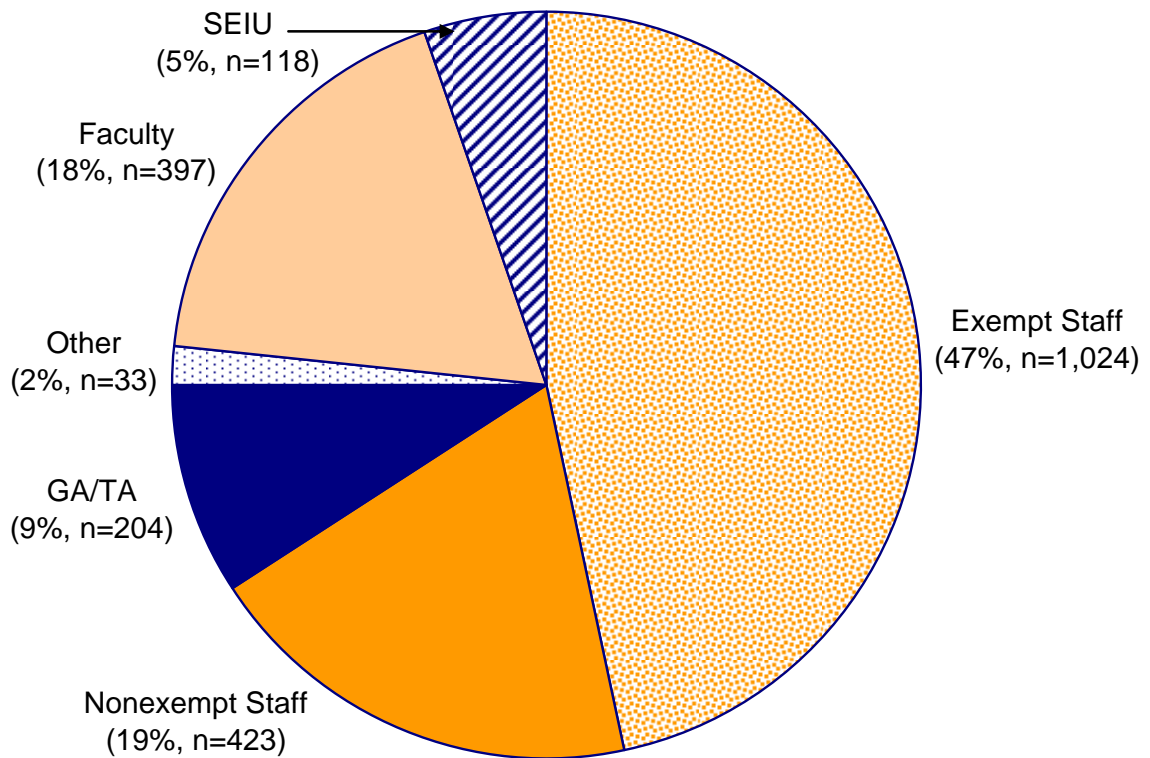
Over the past two years, have you considered or have you chosen to change jobs within the University in order to **better meet your family care needs**?



	Yes		No		Total n
	n	%	n	%	
Over the past two years, have you considered or have you chosen to change jobs within the University in order to better meet your family care needs? .....	359	17%	1,793	83%	2,152

### Demographic Information – Category

Which **category** best describes you?



	n	%
<b>(Total n = 2,199)</b>		
Faculty (Tenured, Tenure Track, Non-tenure Track, Part-time, Adjuncts United – Part-time) .....	397	18%
SEIU Local 200 United – Physical Plant, Food Services, Housing and Food Services Maintenance, Library staff; Security Police and Fire Professionals – Department of Public Safety; Teamsters Local 517 – Parking and Transit Services .....	118	5%
Exempt Staff .....	1,024	47%
Nonexempt Staff .....	423	19%
Graduate Assistant and Teaching Assistant.....	204	9%
Other .....	33	2%

**Demographic Information – Expanded Categories**

Which **category** best describes you?

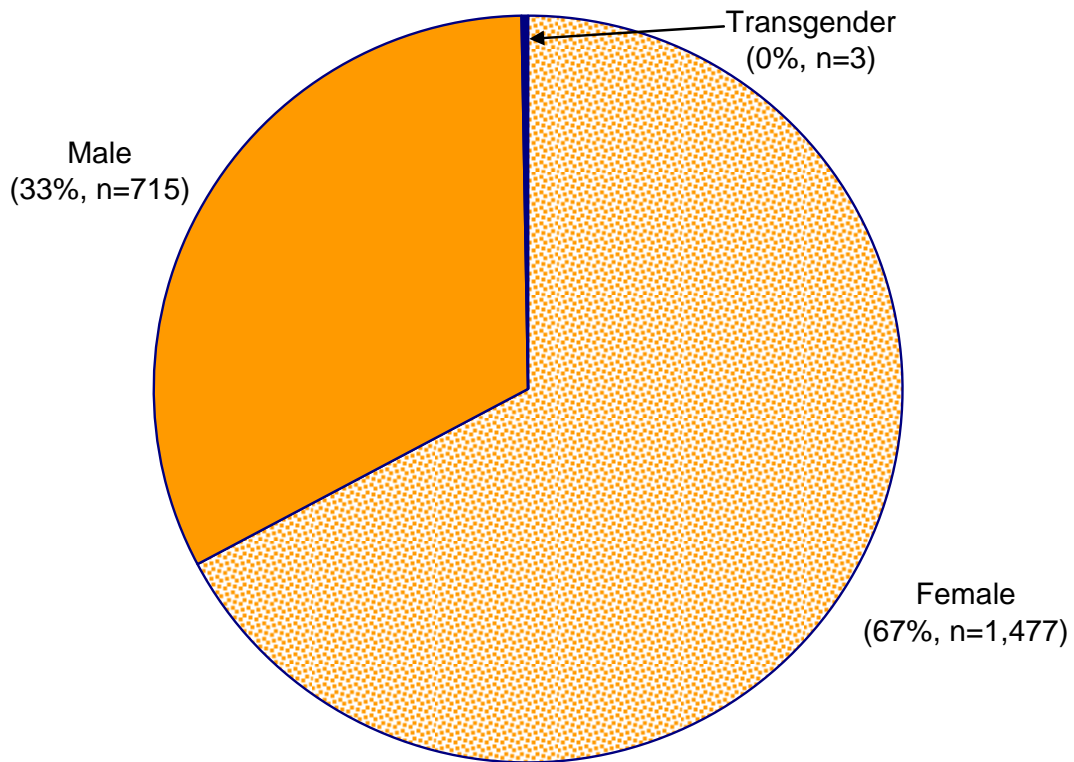
(Total n = 2,199)	n	%
Academic Affairs - Exempt staff.....	621	28%
Academic Affairs - Nonexempt staff .....	256	12%
Adjuncts United - Part-time faculty .....	49	2%
Business, Finance, and Administrative Services - Exempt staff.....	231	11%
Business, Finance, and Administrative Services - Nonexempt staff .....	106	5%
Chancellor - Exempt staff .....	66	3%
Chancellor - Nonexempt staff .....	23	1%
Faculty (Non-tenure Track).....	54	2%
Faculty (Tenure Track).....	74	3%
Faculty (Tenured).....	186	8%
Food Services .....	25	1%
Graduate and Teaching Assistants.....	204	9%
Housing Zone.....	14	1%
Human Services and Government Relations - Exempt staff .....	43	2%
Human Services and Government Relations - Nonexempt staff.....	11	1%
Library .....	27	1%
Other .....	33	2%
Parking Services.....	1	0%*
Part-time Faculty.....	34	2%
Physical Plant .....	41	2%
Security Police and Fire Professionals - Department of Public Safety.....	10	0%*
Student Affairs - Exempt staff .....	63	3%
Student Affairs - Nonexempt staff.....	27	1%

\*Percent value lies between 0.1 and 0.4.

Due to rounding, the sum percent of responses may not equal 100%.

### Demographic Information – Gender

What is your gender?



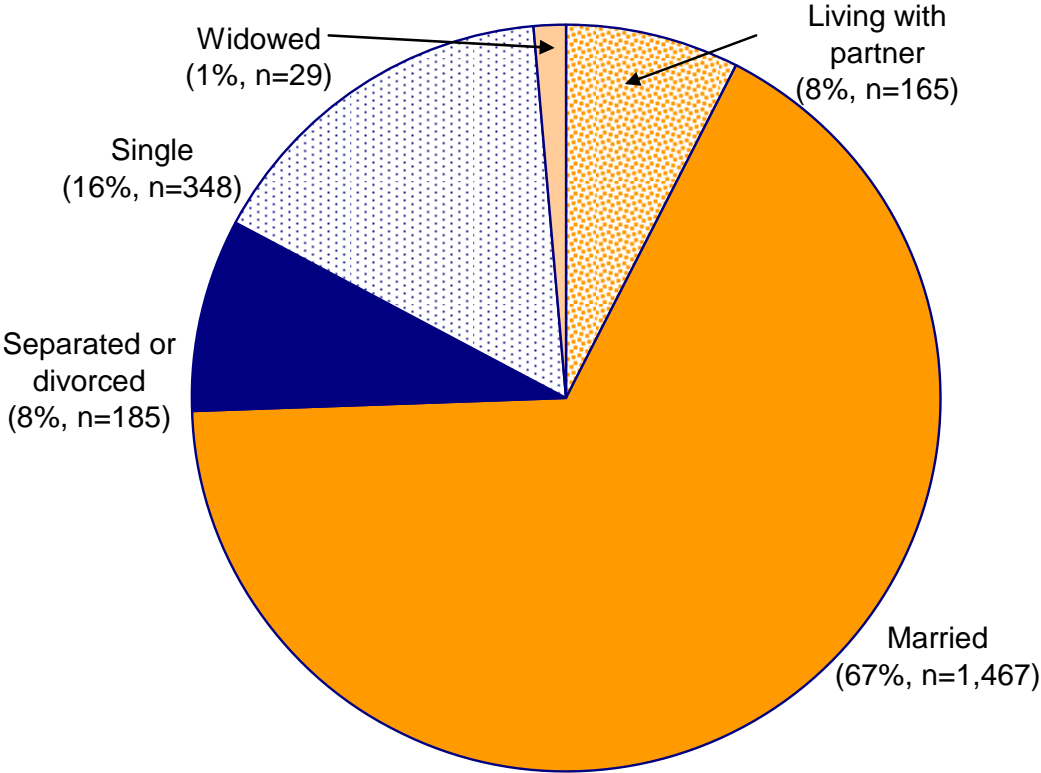
(Total n = 2,195)

	n	%
Female .....	1,477	67%
Male .....	715	33%
Transgender.....	3	0%*

\*Percent value lies between 0.1 and 0.4.

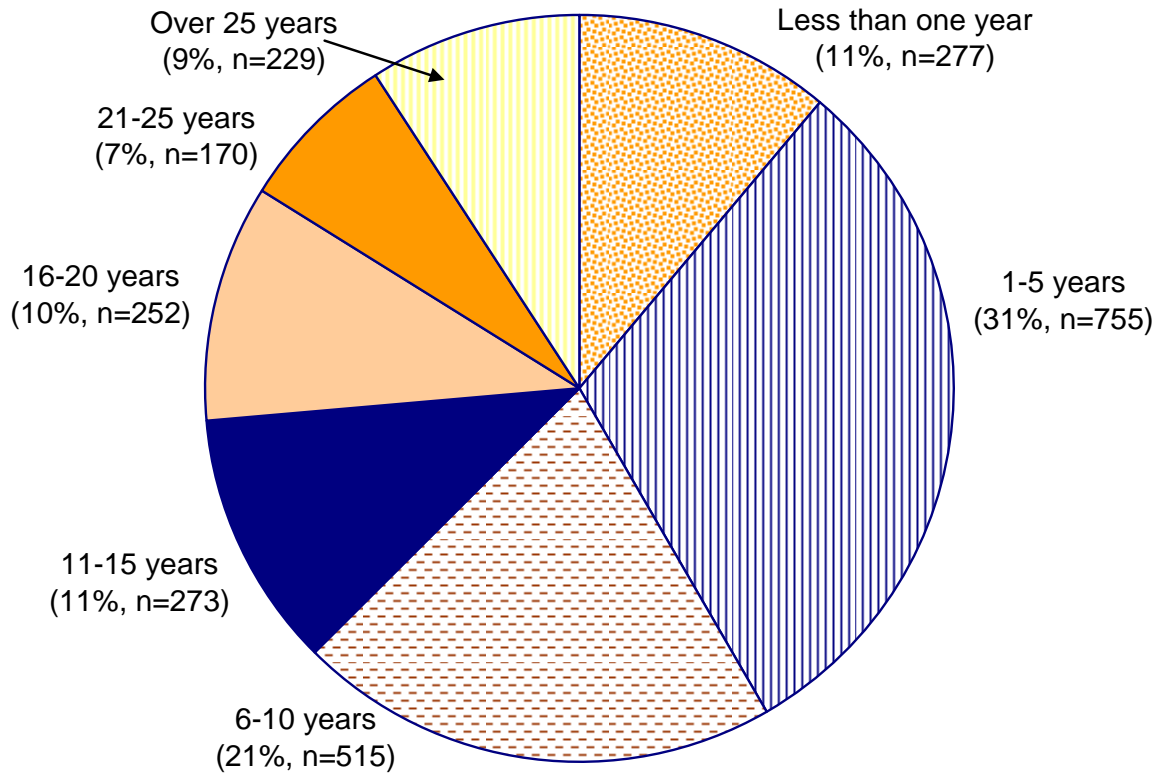
**Demographic Information – Relationship Status**

What is your current relationship status?



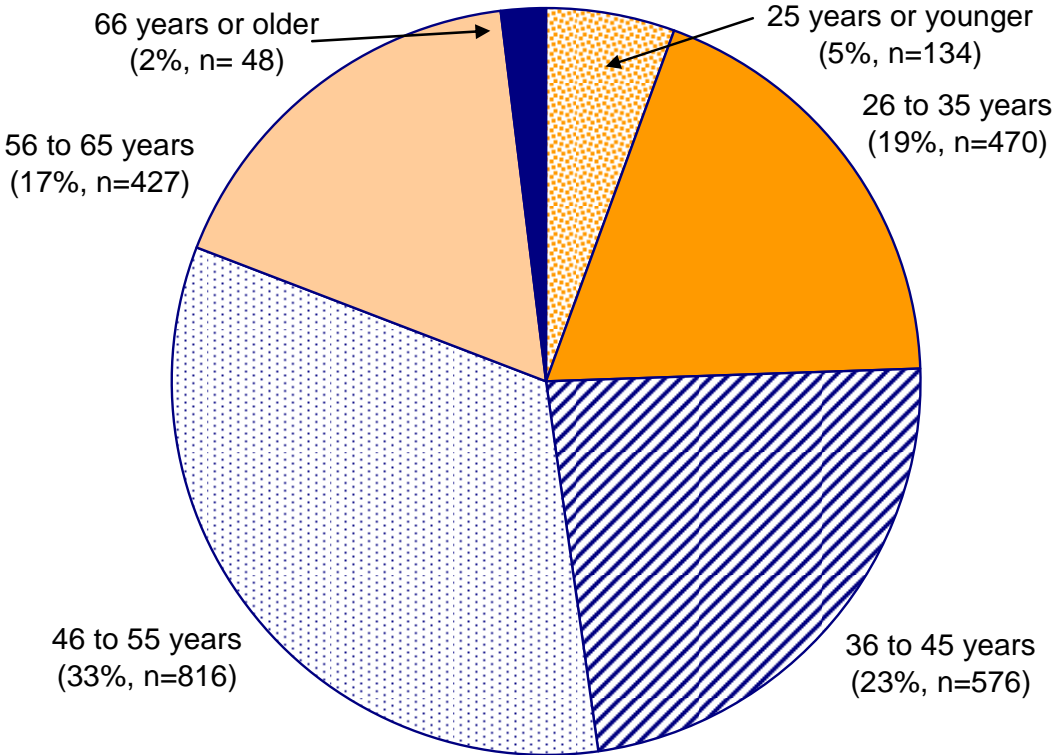
(Total n = 2,194)	n	%
Living with partner.....	165	8%
Married.....	1,467	67%
Separated or divorced.....	185	8%
Single.....	348	16%
Widowed.....	29	1%

**Demographic Information – Years of Service (data obtained from PeopleSoft)**



(Total n = 2,471)	n	%
Less than one year .....	277	11%
1-5 years .....	755	31%
6-10 years .....	515	21%
11-15 years .....	273	11%
16-20 years .....	252	10%
21-25 years .....	170	7%
Over 25 years .....	229	9%

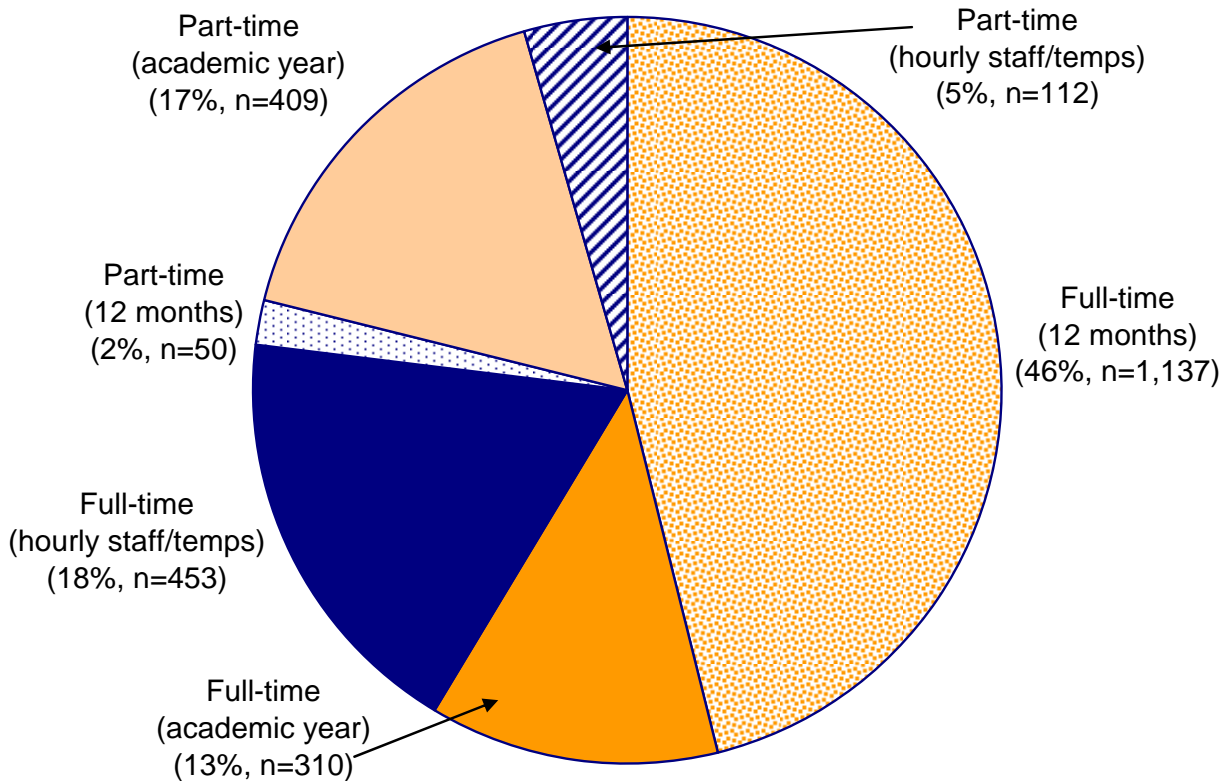
**Demographic Information – Age (data obtained from PeopleSoft)**



(Total n = 2,471)	n	%
25 years or younger .....	134	5%
26 to 35 years .....	470	19%
36 to 45 years .....	576	23%
46 to 55 years .....	816	33%
56 to 65 years .....	427	17%
66 years or older .....	48	2%

Due to rounding, the sum percent of responses may not equal 100%.

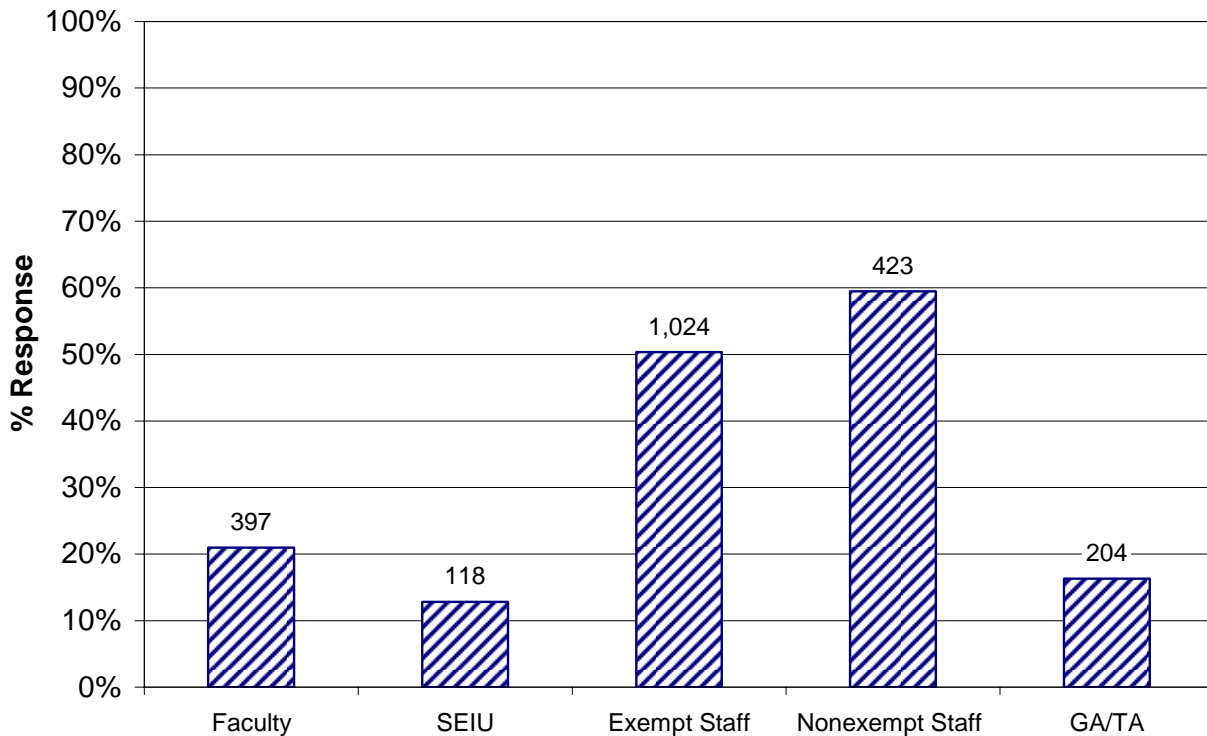
**Demographic Information – Work Status (data obtained from PeopleSoft)**



	n	%
(Total n = 2,471)		
Full-time (12 months) .....	1,137	46%
Full-time (academic year) .....	310	13%
Full-time (hourly staff/temps) .....	453	18%
Part-time (12 months) .....	50	2%
Part-time (academic year) .....	409	17%
Part-time (hourly staff/temps) .....	112	5%

Due to rounding, the sum percent of responses may not equal 100%.

**Response Rate by Category**



(Total n = 2,199)	Invited	Responded	Response Rate
Faculty (Tenured, Tenure Track, Non-tenure Track, Part-time, Adjuncts United – Part-time).....	1,893	397	21%
SEIU Local 200 United – Physical Plant, Food Services, Housing and Food Services Maintenance, Library staff; Security Police and Fire Professionals – Department of Public Safety; Teamsters Local 517 – Parking and Transit Services.....	922	118	13%
Exempt Staff .....	2,034	1,024	50%
Nonexempt Staff .....	711	423	59%
Graduate Assistant and Teaching Assistant.....	1,252	204	16%
Other** .....		33	

\*\* Among those selecting “other,” a few respondents each reported being a doctoral student, a postdoctoral fellow, or an adjunct instructor in addition to a member of another job category.

The number of respondents (n) is displayed above each bar of the graph.