

## Questionnaire Staff Survey 2024

### Privacy statement - 2024 Staff Survey on the Work Situation

Dear Sir/Madam,

We would like to inform you about how your data will be processed in the context of this employee survey. Furthermore, we would like to ask you for your consent to participate in the survey and the associated data processing.

Please read the Privacy statement carefully:

I agree to the data processing according to the privacy statement.

Dear staff members,

Thank you very much for participating in the Presidential Board's survey!

It will take approx. 15 minutes to complete the questionnaire. If you cannot or do not wish to answer a particular question or if certain questions do not apply to you, you can select the option N/A or simply skip the question. If you would like to continue answering the questionnaire at a later time, please click on "continue later" and copy or save the link specified there.

In order to guarantee anonymity, please avoid wording that may enable answers to be traced back to you or others.

The Internal Evaluation team is responsible for implementing the survey. If you have any questions or comments about the survey, please feel free to contact [evaluation@uol.de](mailto:evaluation@uol.de).

Your Internal Evaluation Team  
(on behalf of the Presidential Board)

### 0. Status group

<p>0.1 To which "status group" do you belong? <i>(Multiple answers possible)</i></p>	<p><input type="checkbox"/> Technical / administrative (MTV) – administrative staff</p> <p><input type="checkbox"/> Technical / administrative (MTV) – technical staff</p> <p><input type="checkbox"/> Professor</p> <p><input type="checkbox"/> Junior professor</p> <p><input type="checkbox"/> Research associate</p> <p><input type="checkbox"/> LfbA (teaching staff for special tasks)</p> <p><input type="checkbox"/> N/A</p>
<p>0.1.1 Is your position as a research associate a qualification position?</p>	<p><input type="radio"/> Yes (pursuing a doctorate)</p> <p><input type="radio"/> Yes (pursuing a post-doctoral degree (habilitation))</p> <p><input type="radio"/> No</p> <p><input type="radio"/> N/A</p>

### 1. Working conditions

1.1 How would you assess your current working conditions with regard to the following aspects?	Very positive	Somewhat positive	Somewhat negative	Very negative	N/A
Workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Content of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Possibility for mobile working / teleworking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digitalisation of processes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Very positive	Somewhat positive	Somewhat negative	Very negative	N/A
Equipment at the workstation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technical situation (e.g. internet connection, software)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 2. Cooperative culture

2.1 Please indicate to what extent you agree with the following statements.					
	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	N/A
My direct supervisor provides sufficient guidance for me to carry out my tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive sufficient recognition from my direct supervisor for the completion of my tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my direct supervisor has faith in my work performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my colleagues have faith in my work performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive all the information I need to perform my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the necessary freedom to work on my tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my direct supervisor treats me fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am involved sufficiently in decisions concerning my working environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My ideas are taken into consideration and appreciated by my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Even if there are problems and conflicts, my colleagues and I find a good way to resolve them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, my work contributes to a sense of satisfaction in my life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.2 How do you experience cooperation generally...					
	Very positive	Somewhat positive	Somewhat negative	Very negative	N/A
... with your direct supervisor?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... with your colleagues (in the team)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... with university staff members other than those in your immediate team?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 3. Organisation and forms of work

3.1 To what extent do you agree with the following statements?					
	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	N/A
I can easily reach my direct supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can easily reach my colleagues in my team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have no trouble sticking to working times and breaks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have no trouble organising my work on my own.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My working conditions make it possible for me to fulfil the demands placed on me both at work and by my family / personal life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can work flexible hours.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.2 How much time do you engage in mobile work or telework on average?	<input type="radio"/> None at all		<input type="radio"/> Up to 30 %		
	<input type="radio"/> Up to 50 %		<input type="radio"/> Up to 80 %		
	<input type="radio"/> N/A				
3.2.1 Are you satisfied with this percentage?	<input type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> N/A		
3.2.2 To what extent do you agree with the following statements?					
	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	N/A
I am able to separate my work from my personal life when I'm engaging in mobile work / telework.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	N/A
The possibility to engage in mobile work / telework enables me to have a better work-life balance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In our team, cooperation works well no matter where we are working from.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In our team, cooperation works well with our direct supervisor no matter where we are working from.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.3 How has your attitude toward mobile work / telework changed in the past year?	<input type="radio"/> My attitude has become more positive. <input type="radio"/> My attitude has not changed. <input type="radio"/> My attitude has become more negative. <input type="radio"/> N/A				
3.4 What is your attitude toward new room-usage concepts such as coworking spaces, shared workstations or workstations that can be booked?	<input type="radio"/> My attitude is positive. <input type="radio"/> My attitude is neutral. <input type="radio"/> My attitude is negative. <input type="radio"/> N/A				

### L. Questions for those who teach

L.0 Does your position as a research associate include teaching duties?	<input type="radio"/> Yes	<input type="radio"/> No
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### L.1 Motivation for teaching

L.1 What motivates you to teach?					
	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	N/A
I enjoy teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like to convey expert knowledge and competencies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get ideas for my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I improve my career opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoy interacting with the students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoy interacting with the other lecturers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please state):					

### Framework conditions for teaching

L.2 To what extent do you agree with the following statements?					
	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	N/A
My school or institute/department is very interested in advancing academic instruction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I regularly discuss my teaching experiences with colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If necessary, I can get valuable support from the Teaching and Learning in Higher Education team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are no problems with organising exams at my school or my institute/department (coordination of exam dates, exam rooms, entering marks etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The lecture halls, seminar rooms or laboratory rooms assigned to me are very well-suited for carrying out my courses (size, technology, seat arrangement etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The literature relevant for my courses is available to students at the University of Oldenburg.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Course evaluation (LVE)**

According to the Regulations for Carrying out Course Evaluations by Students (LVE), courses that are offered regularly or multiple times in a two-year time period should be evaluated at least once (information on the LVE can be found at <https://uol.de/en/lehre/evaluation/interne-evaluation/lehrveranstaltungsevaluation>). If your courses have not yet been evaluated, please skip the following questions.

L.3.1 To what extent do you agree with the following statements?

	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	N/A
The LVE helps me reflect on my teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The LVE stimulates discussions with students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The LVE costs me a considerable amount of time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The answers in the open questions give me helpful tips for my teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The LVE is a useful tool for assuring and advancing the quality of academic instruction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
L.3.2 Do you motivate the students to participate in the LVE?	<input type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> N/A		
L.3.3 Do you report the results of the LVE back to the students?	<input type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> N/A		
L.3.3.1 If not: Why not?					
L.3.4 Do you activate the setting for the Dean of Studies to be able to see the results in Stud.IP?	<input type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> N/A		
L.3.4.1 If not: What are the reasons you do not activate this setting?					

**Digitalisation in Teaching****L.4.1 Teaching and Learning with Digital Media**

	Very positive	Somewhat positive	Somewhat negative	Very negative	N/A
L.4.1.1 How do you assess the technical equipment in the course rooms that you use when it comes to teaching and learning with digital media?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	(Almost) always	Often	Occasionally	Rarely	(Almost) never
L.4.1.2 How often do you use digital tools to support your teaching?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
L.4.1.3 What (additional) technical equipment would you like to see in the course rooms that you use (e.g. interactive whiteboards, tablets)?					
L.4.1.4 What digital tools do you use in your courses?					
L.4.1.5 For which topics in the area of teaching and learning with digital media would you like (more) resources and services for information and further qualification?					

### L.4.2 AI in Teaching

L.4.2.1 Do you use generative artificial intelligence in your courses?	<input type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> N/A
L.4.2.2 Do your students use generative artificial intelligence in your courses or to prepare for your courses or do follow-up work?	<input type="radio"/> Yes	<input type="radio"/> I don't know.	<input type="radio"/> No <input type="radio"/> N/A
L.4.2.3 What resources and services for information or advising would you like when it comes to artificial intelligence in university teaching?			

### L.5 Questions on Teaching and Research

Now we would like to ask you more general questions about your working conditions in teaching and research. If certain tasks are not part of your job description, please enter N/A.

L.5.1 Overall, my working conditions are such that I...

	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	N/A
can teach successfully.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
can research successfully.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
can pursue my academic interests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
can successfully work on my further academic qualifications (e.g. as part of a doctorate).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
find the administrative workload necessary for my teaching and/or research activities is appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

L.5.2 What potential for improvement do you see when it comes to teaching and/or research at the University of Oldenburg?

### 4. Management responsibility

4.1 Are you a manager?	<input type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> N/A		
4.2 For how many members of staff are you responsible?	<input type="radio"/> up to 5	<input type="radio"/> >15	<input type="radio"/> 6 to 15 <input type="radio"/> N/A		
4.3 How do you rate the following aspects of your work as a manager?					
	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	N/A
My management work is appreciated by the management level above mine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my staff members recognise me as their manager.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.4 Do your staff members engage in mobile working / teleworking?	<input type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> N/A		
	Very satisfied	Somewhat satisfied	Somewhat dissatisfied	Very dissatisfied	N/A
4.4.1 Wie zufrieden sind Sie mit den Arbeitsergebnissen Ihrer Mitarbeiter*innen in mobiler Arbeit / Telearbeit?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.4.2 How satisfied are you with the communication with your team members who engage in mobile working / teleworking?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.4.3 Has your attitude toward mobile working / teleworking changed due to the additional possibilities?	<input type="radio"/> My attitude has become more positive. <input type="radio"/> My attitude has not changed. <input type="radio"/> My attitude has become more negative. <input type="radio"/> N/A				

### 5. Work satisfaction

5.1 How satisfied are you with the following aspects of your work situation?
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	Very satisfied	Somewhat satisfied	Somewhat dissatisfied	Very dissatisfied	N/A
Working atmosphere at the university in general	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Atmosphere in my team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership style of my direct supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scope of my tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meaningfulness of my tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to influence how I work on tasks and freedom to do so	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for further development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How conflicts are handled	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information about decisions taken by university management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security in the public sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The pay I receive for my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.2 If you consider everything that plays a role for your work at the University of Oldenburg, how satisfied are you overall with your work situation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 6. Work and well-being

6.1 Now we would like to ask you about your well-being at the workplace. Please indicate to what extent you agree with the following statements.					
	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	N/A
At my workplace, I can use many of my strengths and abilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My workplace at the university contributes positively to my sense of well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My health makes it difficult for me to participate in working life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I often feel physically exhausted due to my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I often feel emotionally exhausted due to my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Especially when engaging in mobile work / telework, I often work even though I am ill.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is easy for me to stop thinking about work and relax outside of working hours.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Very positive	Somewhat positive	Somewhat negative	Very negative	N/A
6.2 Overall, I would say my well-being at the workplace is:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6.3 Is there anything else you would like to tell us related to the topic of work and well-being?					

## 7. Support, services and advice offered

7.1 Are you aware of these institutions and have you used them? (Multiple answers possible)			
	I am aware of it	I have used it	N/A
Funding and Advice (Department for Research and Transfer)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health and Safety Unit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advising and Coaching for Staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reintegration Management (BEM)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
University Doctor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Library	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Central Counselling Service for Questions regarding Sexual Discrimination and Sexual Harassment (conTact)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	I am aware of it	I have used it	N/A
Family Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health-related Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equal Opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graduate Academy and Schools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consulting at the Founding and Innovation Center (GIZ)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching and Learning in Higher Education / e-Didactics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
University Sports	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
International Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IT Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medical Didactics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff Council; Youth/Apprentice Representatives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative for Employees with Disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Further Education (PEOE)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 8. Outlook / Suggestions

8.1 In your opinion, what could make the university an even better place to work?
8.2 Is there anything else you would like to tell us?

## 9. Demographic Details

9.1. How far is your home from the university?	<input type="radio"/> Up to 5 km <input type="radio"/> 6-20 km <input type="radio"/> 21-50 km <input type="radio"/> More than 50 km <input type="radio"/> N/A	
9.2 Please enter the scope of your position.	<input type="radio"/> Full time <input type="radio"/> over 75 % to 99 % <input type="radio"/> over 50 % to 75 % <input type="radio"/> up to 50 % <input type="radio"/> N/A	
9.3 Do you have a fixed-term contract with the University?	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Partially <input type="radio"/> N/A

9.4 In what section of the university do you work? (Several choices possible) (Multiple selection is possible)

- School I  
 School II  
 School III  
 School IV  
 School V  
 School VI  
 Presidential Board/Central University Administration  
 Central university institutions, academic centres, research centres  
 N/A  
 Others:

#### 9.4.1 Institutes and departments

**Fakultät I:** In which institute are you pursuing your degree? (Multiple answers possible)

- Institute of Educational Sciences  
 Institute of Special Needs Education and Rehabilitation  
 Institute of Social Sciences

#### 9.4.1 Institutes and departments

**Fakultät II:** In which department are you pursuing your degree? (Multiple answers possible)

- Department of Computing Science  
 Department of Business Administration, Economics and Law

#### 9.4.1 Institutes and departments

**Fakultät III:** In which institute are you pursuing your degree? (Multiple answers possible) (Multiple selection is possible)

- Institute of English and American Studies  
 Institute for German Studies  
 Institute of Art and Visual Culture  
 Institute of Material Culture  
 Institute of Music  
 Institute of Dutch Studies  
 Institute of Slavic Studies

#### 9.4.1 Institutes and departments

**Fakultät IV:** In which institute are you pursuing your degree? (Multiple answers possible)

- Institute of Theology and Religious Education  
 Institute of History  
 Institute of Philosophy  
 Institute of Sport Science

#### 9.4.1 Institutes and departments

**Fakultät V:** In which institute are you pursuing your degree? (Multiple answers possible)

- Institute for Biology and Environmental Sciences  
 Institute of Chemistry  
 Institute for Chemistry and Biology of the Marine Environment  
 Institute of Mathematics  
 Institute of Physics

#### 9.4.1 Institutes and departments

**Fakultät VI:** In which department are you pursuing your degree? (Multiple answers possible)

- Department for Human Medicine  
 Department of Medical Physics and Acoustics  
 Department for Neuroscience  
 Department of Psychology  
 Department of Health Services Research



9.5 To which age group do you belong?	<input type="radio"/> 25 and under	<input type="radio"/> 26 - 35	<input type="radio"/> 36 - 45	<input type="radio"/> 46 - 55	<input type="radio"/> 50 or over	<input type="radio"/> N/A
9.6 What is your gender?	<input type="radio"/> female	<input type="radio"/> male	<input type="radio"/> diverse	<input type="radio"/> no entry	<input type="radio"/> N/A	
9.7 Are you an international employee?	<input type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> N/A			
9.8 Do you live in a household with one or more children?						
<input type="radio"/> Yes, at least one child is aged 12 or younger. <input type="radio"/> Yes, the child is / the children are older than 12. <input type="radio"/> No <input type="radio"/> N/A						
9.8.1 Do you take care of family and child raising tasks largely on your own?	<input type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> N/A			
	Very positive	Somewhat positive	Somewhat negative	Very negative	N/A	
9.8.2 How would you evaluate your balance between family tasks and work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
9.9 Do you take on care tasks for family members?	<input type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> N/A			
9.9.1 Do you take care of family members largely on your own?	<input type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> N/A			
	Very positive	Somewhat positive	Somewhat negative	Very negative	N/A	
9.9.2 How would you evaluate your balance between care-giving tasks and work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
9.10 Do you have a severe disability or an equivalent status?	<input type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> N/A			

PREVIEW  
Do not fill in!

