THE RELATIONSHIP BETWEEN SPIRITUAL ENGAGEMENT AND THE NEED FOR RECOVERY FROM WORK AMONG ADJUNCT FACULTY AT ONLINE HIGHER EDUCATION INSTITUTIONS

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A Dissertation Submitted in Partial Fulfillment

of the Requirements for the Degree of

Doctor of Philosophy

Omega Graduate School

Graduation Date

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# Appendix A: Site Permission

# Appendix B: Informed Consent

**Omega Graduate School (OGS) Informed Consent Form**

**Sent to Participants to Solicit Consent**

Dissertation Title: The Relationship Between Spiritual Engagement And The Need For Recovery From Work Among Adjunct Faculty At Online Higher Education Institutions

Candidate’s Name: David Moser

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Chair’s Email Address: jreichard@ogs.edu

**Introduction**

This form is to provide you with information about the research study and to seek your informed consent to participate. Your participation is voluntary, and you can withdraw without penalty.

**Study Description**

**Brief Summary of Research**: The purpose of this study is to examine the impact of spiritual engagement, specifically Sabbath rest, on mitigating work-related stress and burnout among adjunct faculty in higher education institutions. The study employs a quantitative research design, utilizing surveys to measure levels of work-related stress, burnout, and spiritual engagement among adjunct faculty members. Statistical analysis will be conducted to assess the relationship between Sabbath rest and reduced work-related stress and burnout. This study aims to provide empirical evidence on the potential benefits of spiritual engagement for adjunct faculty, contributing to the broader literature on employee well-being and stress management.

**Duration of Participation**: This study will be open for six weeks during August and September of 2024.

**Confidentiality**

☐ I understand that my data will be kept confidential and stored securely.

☐ I understand that my data may be used for future research or educational purposes but will remain anonymous.

**Risks and Benefits**

☐ I acknowledge that the researcher has explained the potential risks associated with this study.

☐ I understand that the research may not provide direct benefits to me.

**Voluntary Participation**

☐ I understand that my participation is voluntary and that I am free to withdraw at any time without giving a reason and without any negative consequences.

**Compensation**

☐ I understand that I will not receive compensation for my participation.

**Participant Rights**

☐ I have been informed of my rights as a participant in this study.

☐ I understand that I can ask questions about the study anytime.

☐ I am 18 years or older and of sound mind.

**Contact Information**

If you have any concerns or questions about the research, please contact:

**Researcher**: David Moser, dmoser@ogs.edu

**IRB Office**: Omega Graduate School, Chief Academic Officer (cao@ogs.edu)

**Consent**

By checking the boxes and signing below, I confirm that I have read and understood this consent form and agree to participate in the research study.

Participant's Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (or electronic field)

Participant's Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (or electronic “I Consent” button)

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (or electronic field)

# Appendix C: Recruitment Letter/Email

# Appendix D: Instruments

## **Demographic Survey**

\* Indicates required question

1. Age \*

*Mark only one oval.*

19-29

30-39

40-49

50-59

60+

1. Gender \*

*Mark only one oval.*

Female

Male

Prefer not to say

1. Ethnicity \*

*Check all that apply.*

Asian

Latino or Hispanic

Paci c Islander

Caucasian

African American

Native American Two or more

Prefer not to say

1. Marital Status \*

*Mark only one oval.*

Single

Married

Divorced

Prefer not to say

1. Highest Level of Education Attained \* *Mark only one oval.*

Did not complete high school

High School Diploma

Some College

Undergraduate Degree

Graduate Degree

Terminal Degree

1. Current Work Status by Institution \* *Mark only one oval.*

Part time at one college

Part time at two to three colleges

Part time at more than three colleges

Full time

1. Academic Rank \*

*Mark only one oval.*

Professor

Associate Professor

Assistant Professor

Instructor

Lecturer

Other faculty

1. Course Delivery Format \* *Mark only one oval.*

Fully In Person

Online/Virtual only

Hybrid

1. Length of employment as an adjunct status \* *Mark only one oval.*

Less than 5 years

5 - 10 Years

10 - 20 Years

20+ Years

1. Religious Affiliation \*

*Mark only one oval.*

Catholic

Protestant Judaism

Islam

Buddhism

Hinduism

Atheism

None

Prefer not to say

## Spiritual Engagement Instrument - Sabbath Rest Subscale

This survey is intended to capture within your own faith tradition, worldview, or philosophy, those spiritual practice and association beliefs and attitudes that draw you closer to God or the divine. While you may feel strongly theologically or have speci c ideas of how the spiritual practices or disciplines should be conducted, the survey was designed to measure across a wide range of such perspectives, so please do your best not to be distracted by the nature of any speci c question.

Rate the following statements using the

categories of Strongly Agree, Moderately Agree, Mildly Agree, Mildly Disagree, Moderately Disagree, and Strongly Disagree as indicated on the survey form.

1. My time off for religious/spiritual rest is important to me. \*

*Mark only one oval.*

* 1. 2 3 4 5 6

Strongly Agree

Stro

ngly Disagree

1. I am more patient and focused when I have my time off for religious/spiritual rest \* each week.

*Mark only one oval.*

* 1. 2 3 4 5 6

Strongly Agree

Stro

ngly Disagree

1. My spirit is refreshed by my dedicated weekly rest. \*

*Mark only one oval.*

* 1. 2 3 4 5 6

Strongly Agree

Stro

ngly Disagree

1. My weekly time for religious/spiritual rest leaves me in a better place. \*

*Mark only one oval.*

* 1. 2 3 4 5 6

Strongly Agree

Stro

ngly Disagree

1. Life's priorities are clearer as a result of my dedicated time off weekly for my faith \* practices.

*Mark only one oval.*

* 1. 2 3 4 5 6

Strongly Agree

Stro

ngly Disagree

## Need for Recovery (NFR)

The “need for recovery scale” is suggested as an operationalization for the measurement of

(early symptoms of) fatigue at work. Recovery includes mental and physical resources.

1. At the end of my work day, I am exhausted. \*

*Mark only one oval.*

* 1. 2 3 4 5

Nev

er

Always

1. I find it hard to show interest in other people, when I have just come home from \* work.

*Mark only one oval.*

* 1. 2 3 4 5

Nev

er

Always

1. It takes me over an hour before I am fully recovered/fully improved after a work \* day.

*Mark only one oval.*

* 1. 2 3 4 5

Nev

er

Always

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[Forms](https://www.google.com/forms/about/?utm_source=product&utm_medium=forms_logo&utm_campaign=forms)

# Appendix E: Validity Documentation

### Validity and Reliability

The Spiritual Engagement Instrument (SpEI; Roof, Bocarnea, & Winston, 2017) is a tool that measures factors of spiritual engagement in four dimensions (i.e., worship, meditation, fasting, and rest). The SpEI is scored on a six-point Likert scale: strongly agree, moderately agree, mildly agree, mildly disagree, moderately disagree, and strongly disagree. The SpEI can measure the four dimensions in conjunction with other social constructs, such as job satisfaction or leadership behaviors in the workplace (Roof et al., 2017). The Cronbach alpha values for each of the four dimensions of the SpEI are: worship 0.94, meditation 0.96, fasting 0.98, and rest 0.96. The four factors together explain 85.24% of the variance (Roof et al., 2017).

The Need for Recovery Scale (NFR) developed by Stevens et al. (2019) is a validated short-form version of the Danish Need for Recovery Scale. The short form can reduce the burden on researchers and respondents by creating and validating a shortened version of the Danish NFR Scale (Stevens et al., 2019). The short-form NFR scale consists of three items (exhausted at the end of a work day, hard to find interest in other people after a work day, it takes over an hour to recover from a work day fully) demonstrated excellent validity and responsiveness compared to the full nine-item scale (Stevens et al., 2019). The Intraclass Correlation Coefficient (ICC) score is 0.88, identical to a Cronbach alpha score. The ICC Responsiveness score is 0.80 (Stevens et al., 2019). The Need for Recovery short-form version is scored on a five-point Likert scale.

# Appendix F: IRB Approval Letter

# Appendix G: NIH/CITI Certificate







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