

Findings from the Faculty and Staff Fall Work Schedule Survey

A brief three-question survey was administered Thursday, March 25 to all faculty and staff to assess comfort levels in regards to in-person, hybrid, and remote work schedules for fall 2021. As of 5:00 PM on Thursday, April 1, 2021, there were 980 completed responses to the survey (survey was accessed 1,119 times). A demographic breakdown by race, ethnicity, gender, etc. are not available due to the anonymous nature of this survey; however, respondents were asked to self report their primary affiliation by college or division. The five colleges/divisions with the highest number of respondents are: CLASS, Admin/Finance, Student Affairs, Academic Affairs, and Other (e.g. Office of Pres., Diversity Office, etc. (see Table 1 for more information).

Summary of Results

Overall, the majority of respondents (89%) were most comfortable with some form of a hybrid work schedule, partial or completely remote work models. Preference varied slightly by division/college, with CSCI and CLASS reporting greater comfort with in-person activities and interactions.

Comfort Returning to Campus:

Overall, approximately half of all faculty and staff respondents indicated they are “not comfortable” with in-person course instruction, office hours, and meetings for fall 2021. A smaller percentage of respondents (30% - 34%) indicated they were “somewhat comfortable” engaging in-person with these activities, while 13% - 17% were “very comfortable” with these in-person activities (see table below).

#	Field	Very comfortable	Somewhat comfortable	Not Comfortable
1	Face to face instruction/ interactions	16.72% 161	34.48% 332	48.81% 470
2	Holding in-person office hours/small meetings	16.62% 161	34.47% 334	48.92% 474
3	Attending committee meetings	13.28% 128	29.98% 289	56.74% 547

Differences emerge when results are disaggregated by division and college. Respondents from CSCI and CLASS were more likely to indicate they were “very comfortable” with face-to-face instruction/interactions or in-person office hours/meetings than all other divisions or colleges.

“Very Comfortable” with face to face instruction/interaction

- 25% CLASS
- 32% CSCI
- 17% Survey Average

“Very Comfortable” with in-person office hours/small meetings

- 32% CSCI
- 22% CLASS
- 17% Survey Average

Respondents’ comfort levels were lowest in response to in-person committee meetings regardless of their college or divisional affiliation. This result may reflect respondents’ hesitation to participate in activities that typically require groups of people to gather in small spaces where physical distancing or ventilation may be of concern.

Preferred Work Model:

Overall, respondents indicated comfort with either a hybrid (i.e. remote and on site) or a completely remote work model for fall 2021. A completely in-person return that followed safety protocols by tier was the lowest ranked option amongst all respondents (see below).

For Fall 2021, I am most comfortable with the following work model (all respondents):

- 45%: Hybrid- remote and on-site
- 44%: Completely remote
- 11%: Completely in-person, following protocols by tier

Three colleges/divisions, CSCI, CLASS, and Other (Office of the Pres., Diversity Office, etc.) indicated they were more comfortable with a completely in-person schedule following protocols by tier than the survey average of 11%:

- 21% CSCI
- 19% CLASS
- 16% Other (Office of Pres., Diversity Office, etc.)

Comfort with a hybrid work model was highest among respondents from the following divisions: Advancement (65%), Library (55%), Student Affairs (53%), and Academic Affairs (50%). Comfort with a completely remote work schedule was highest among respondents in two colleges, CBE (55%) and CEAS (49%). Table 2 in the Appendix reports full results by college/division.