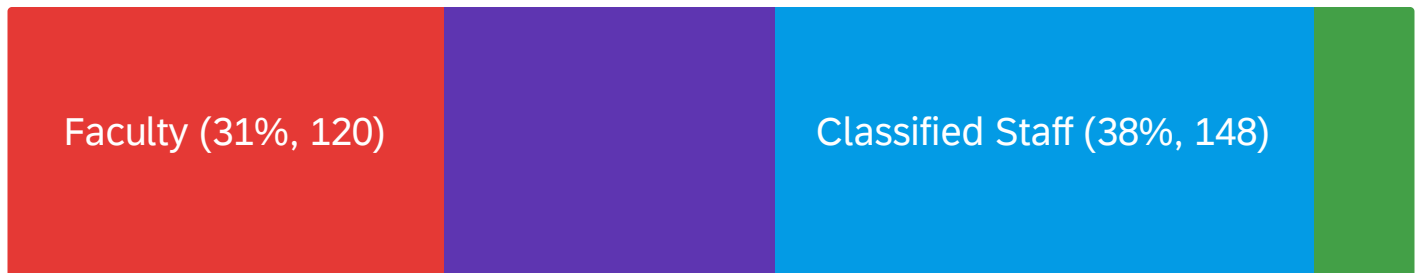


Future of Work Employee Experience Survey - Public Results

Future of Work Employee Experience Survey
August 3, 2021 8:42 AM MDT

What is your employment classification?



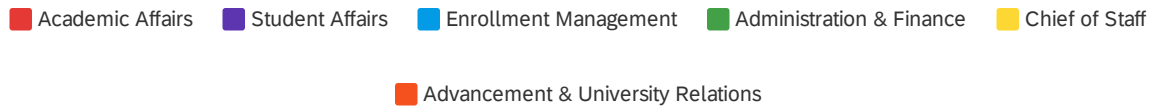
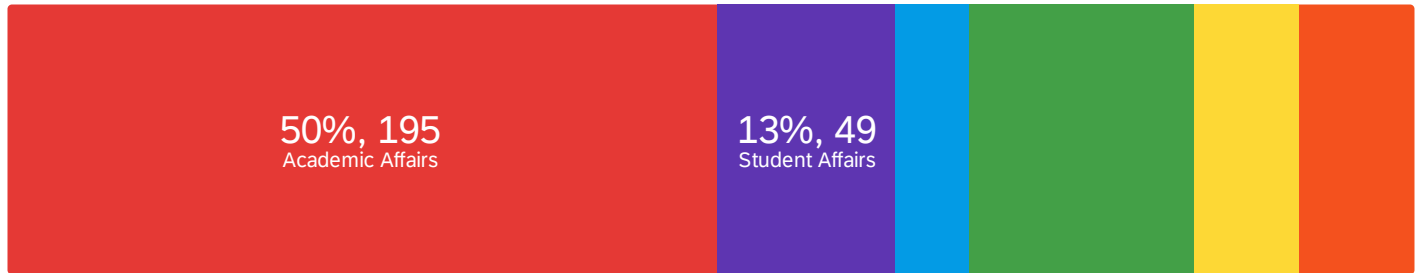
■ Faculty ■ A/P Faculty ■ Classified Staff ■ Wage Staff

#	Field	Choice Count
1	Faculty	31.01% 120
2	A/P Faculty	23.51% 91
3	Classified Staff	38.24% 148
4	Wage Staff	7.24% 28

387

Showing rows 1 - 5 of 5

Which cabinet area do you work in?

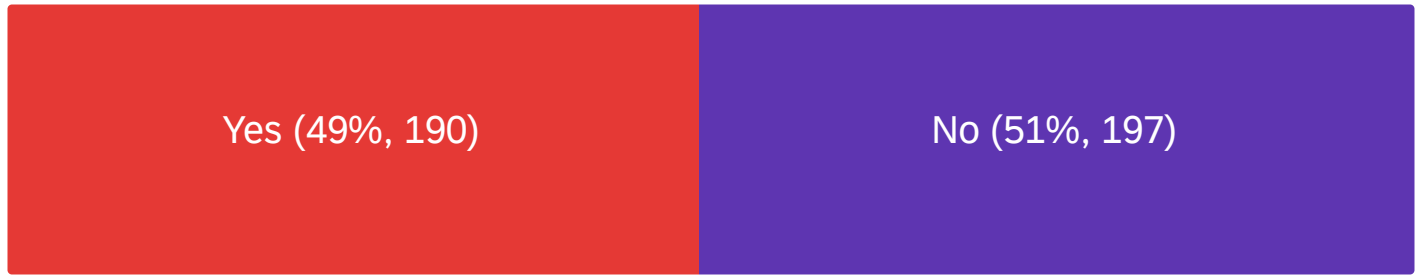


#	Field	Choice Count
1	Academic Affairs [Nina Mikhalevsky/Tim O'Donnell]	50.39% 195
2	Student Affairs [Juliette Landphair]	12.66% 49
3	Enrollment Management [Kimberley Williams]	5.17% 20
4	Administration & Finance [Paul Messplay]	16.02% 62
5	Chief of Staff [Jeff McClurken]	7.49% 29
6	Advancement & University Relations [Lisa Bowling]	8.27% 32

387

Showing rows 1 - 7 of 7

Do you supervise others (faculty/staff/students)?



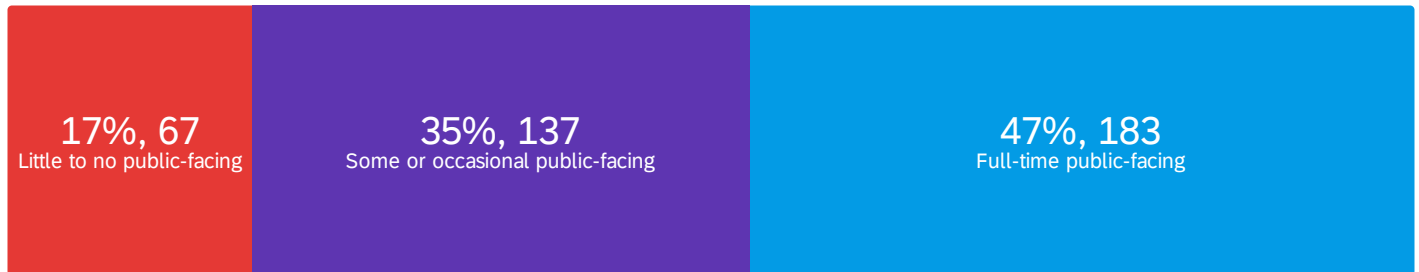
■ Yes ■ No

#	Field	Choice Count
1	Yes	49.10% 190
2	No	50.90% 197

387

Showing rows 1 - 3 of 3

Please select which best describes the level of public-facing services you perform in your work position. [Public-facing definition: provides in-person services to students, faculty, staff, or community members.]



■ Little to no public-facing
 ■ Some or occasional public-facing
 ■ Full-time public-facing

#	Field	Choice	Count
1	Little to no public-facing	17.31%	67
2	Some or occasional public-facing	35.40%	137
3	Full-time public-facing	47.29%	183
			387

Showing rows 1 - 4 of 4

As of today, are you currently teleworking or operating on a flexible schedule to some degree?



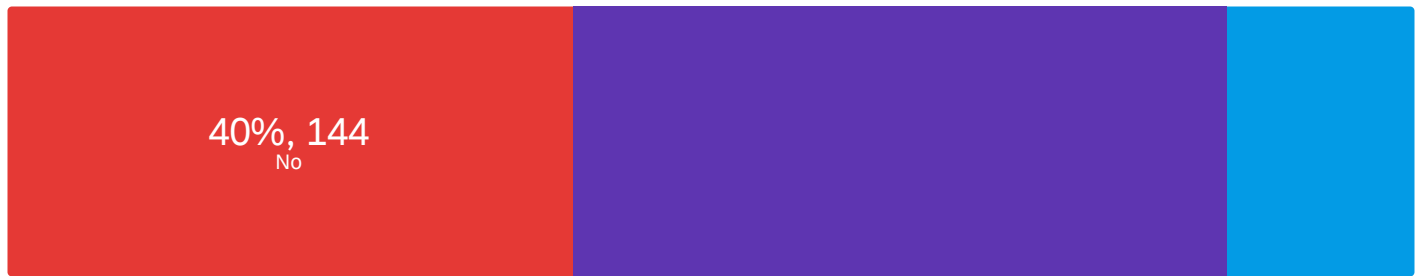
■ Yes; on an ad hoc basis
 ■ Yes; 1-2 days a week
 ■ Yes; 3 or more days a week
 ■ No

#	Field	Choice Count
1	Yes; on an ad hoc basis	16.80% 65
2	Yes; 1-2 days a week	11.89% 46
3	Yes; 3 or more days a week	48.58% 188
4	No	22.74% 88

387

Showing rows 1 - 5 of 5

Pre-COVID-19, did your area implement any workplace flexibility (remote work options, flex schedules, etc.)?

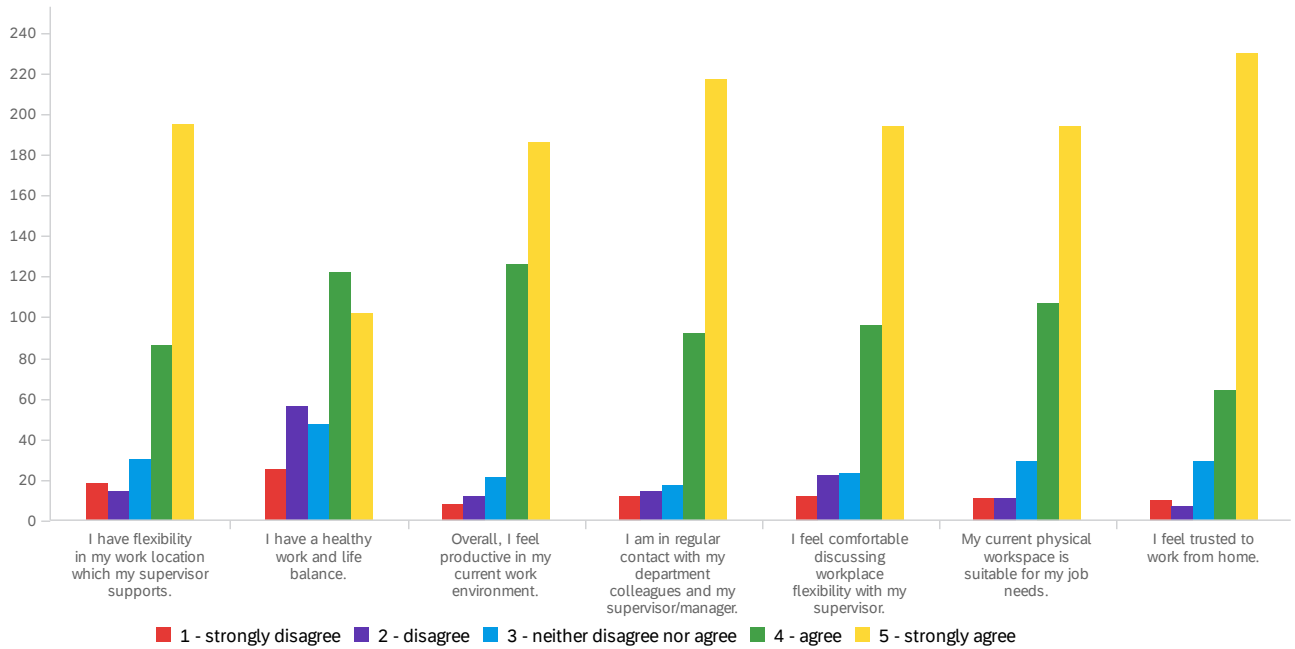


No Yes; pre-COVID my area implemented a small degree of workplace flexibility Yes; pre-COVID my area implemented a great deal of workplace flexibility

#	Field	Choice Count
1	No	40.11% 144
2	Yes; pre-COVID my area implemented a small degree of workplace flexibility	46.52% 167
3	Yes; pre-COVID my area implemented a great deal of workplace flexibility	13.37% 48
		359

Showing rows 1 - 4 of 4

On a scale of 1-5 (1 = strongly disagree, 5 = strongly agree), please rate each following statement as it relates to your current work experience:

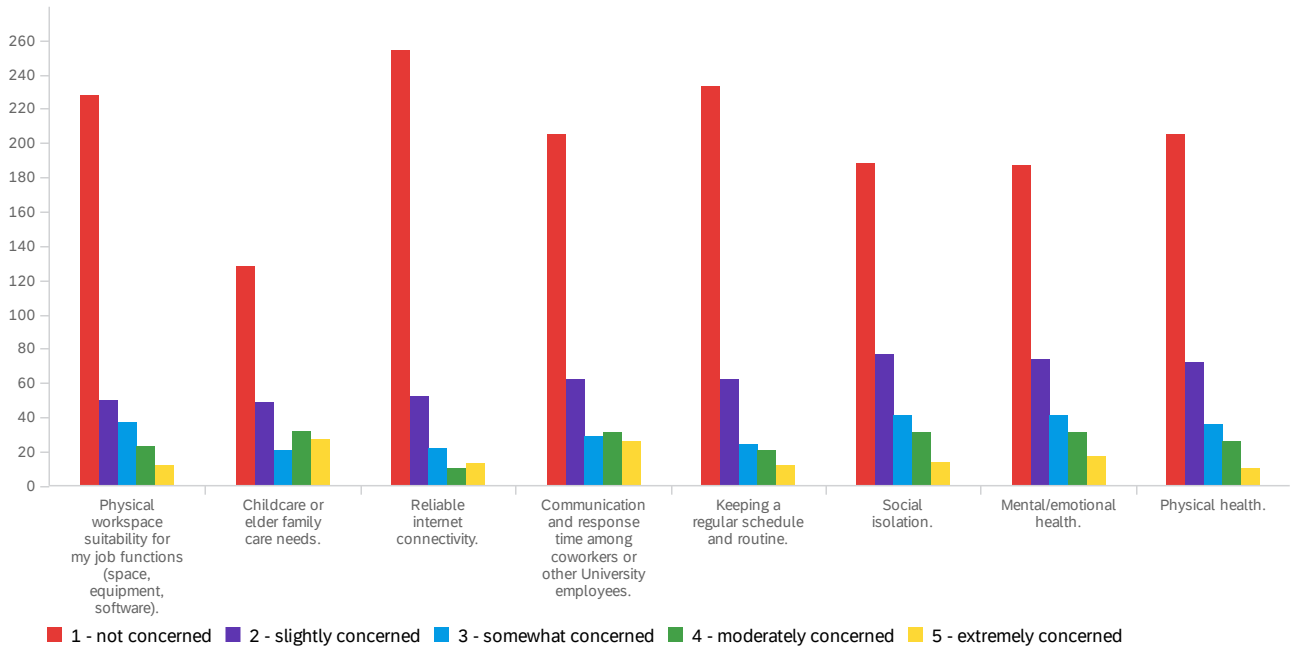


#	Field	1 - strongly disagree	2 - disagree	3 - neither disagree nor agree	4 - agree	5 - strongly agree	Total
1	I have flexibility in my work location which my supervisor supports.	5.25% 18	4.08% 14	8.75% 30	25.07% 86	56.85% 195	343
2	I have a healthy work and life balance.	7.10% 25	15.91% 56	13.35% 47	34.66% 122	28.98% 102	352
3	Overall, I feel productive in my current work environment.	2.27% 8	3.40% 12	5.95% 21	35.69% 126	52.69% 186	353
4	I am in regular contact with my department colleagues and my supervisor/manager.	3.41% 12	3.98% 14	4.83% 17	26.14% 92	61.65% 217	352
5	I feel comfortable discussing workplace flexibility with my supervisor.	3.46% 12	6.34% 22	6.63% 23	27.67% 96	55.91% 194	347
6	My current physical workspace is suitable for my job needs.	3.13% 11	3.13% 11	8.24% 29	30.40% 107	55.11% 194	352
7	I feel trusted to work from home.	2.94% 10	2.06% 7	8.53% 29	18.82% 64	67.65% 230	340

Showing rows 1 - 7 of 7

On a scale of 1-5 (1 = not concerned, 5 = extremely concerned), rate the following

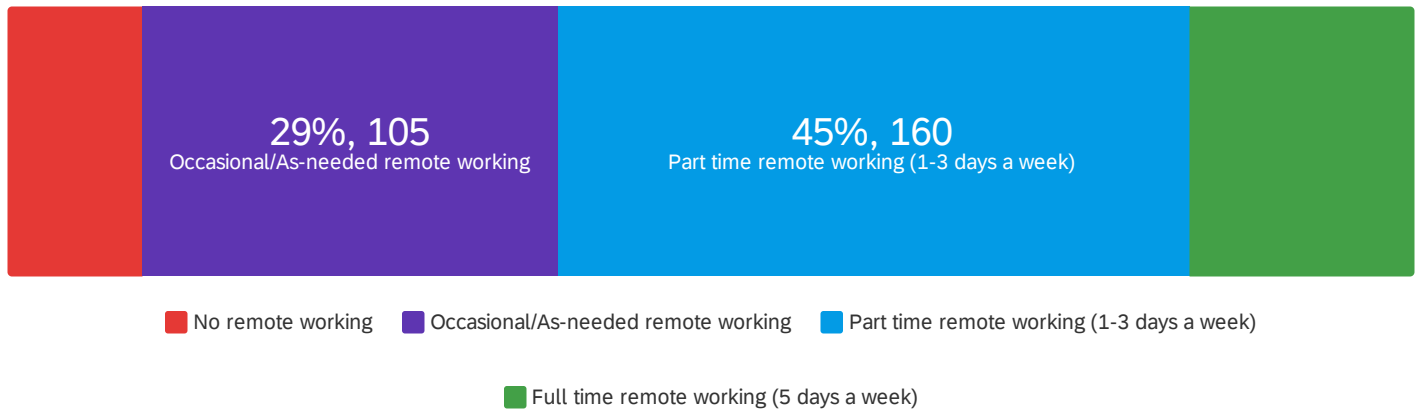
concerns you have in your current work environment:



#	Field	1 - not concerned	2 - slightly concerned	3 - somewhat concerned	4 - moderately concerned	5 - extremely concerned	Total
1	Physical workspace suitability for my job functions (space, equipment, software).	65.14% 228	14.29% 50	10.57% 37	6.57% 23	3.43% 12	350
2	Childcare or elder family care needs.	49.81% 128	19.07% 49	8.17% 21	12.45% 32	10.51% 27	257
3	Reliable internet connectivity.	72.36% 254	14.81% 52	6.27% 22	2.85% 10	3.70% 13	351
4	Communication and response time among coworkers or other University employees.	58.07% 205	17.56% 62	8.22% 29	8.78% 31	7.37% 26	353
5	Keeping a regular schedule and routine.	66.19% 233	17.61% 62	6.82% 24	5.97% 21	3.41% 12	352
6	Social isolation.	53.56% 188	21.94% 77	11.68% 41	8.83% 31	3.99% 14	351
7	Mental/emotional health.	53.43% 187	21.14% 74	11.71% 41	8.86% 31	4.86% 17	350
8	Physical health.	58.74% 205	20.63% 72	10.32% 36	7.45% 26	2.87% 10	349

Showing rows 1 - 8 of 8

If teleworking is an option for your position, and if your supervisor allowed, how often would you want to work remotely if COVID-19 was no longer a concern?



#	Field	Choice Count
1	No remote working	9.55% 34
2	Occasional/As-needed remote working	29.49% 105
3	Part time remote working (1-3 days a week)	44.94% 160
4	Full time remote working (5 days a week)	16.01% 57
		356

Showing rows 1 - 5 of 5

If teleworking is not an option for your position, do you think your area could implement a flexible work schedule?

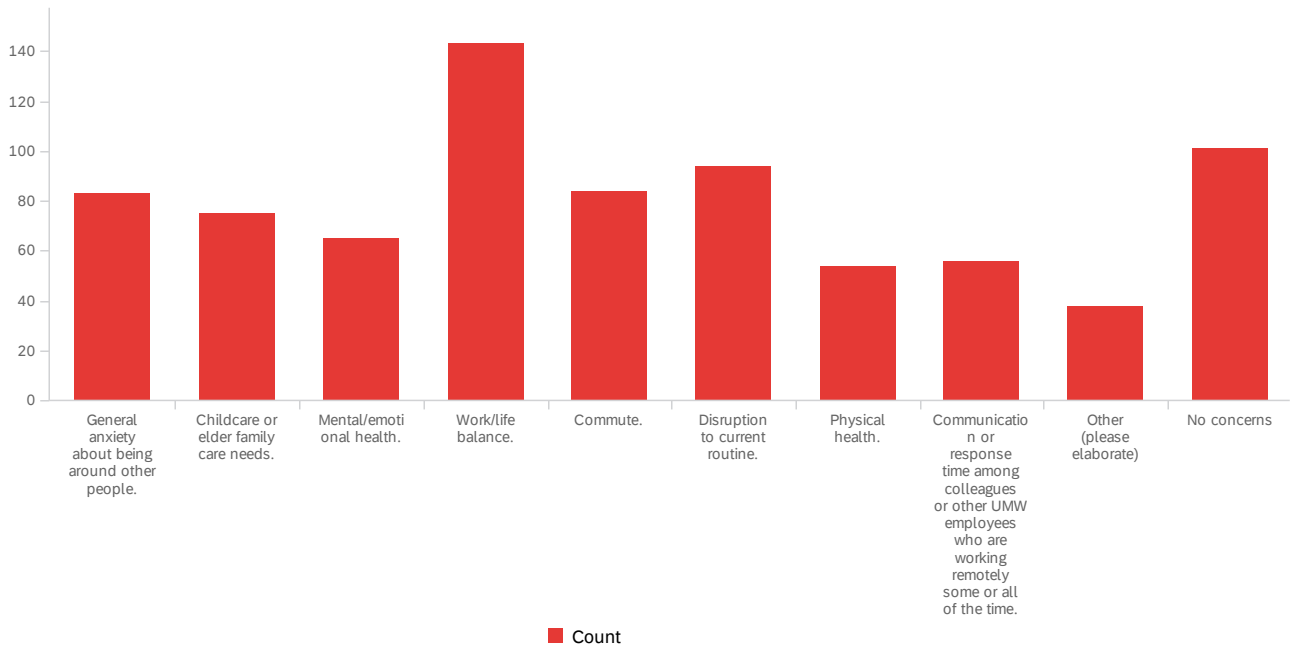


Yes No Maybe

#	Field	Choice Count
1	Yes	68.44% 232
2	No	10.03% 34
3	Maybe	21.53% 73
		339

Showing rows 1 - 4 of 4

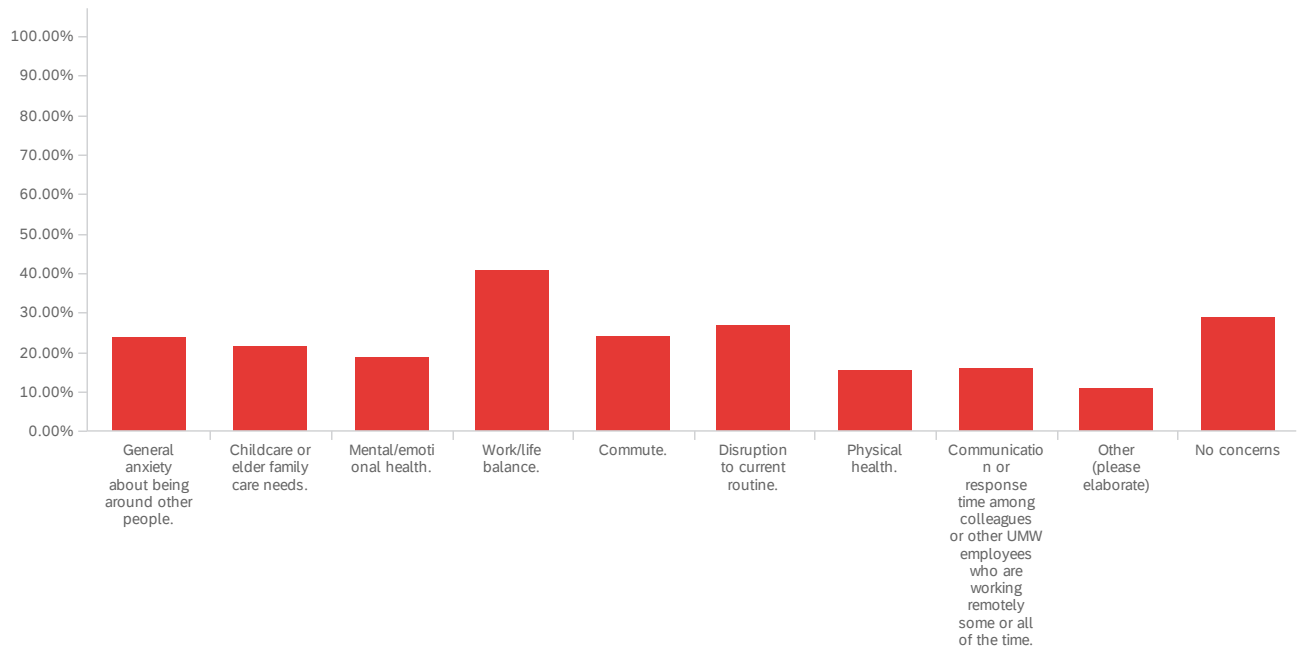
What are your concerns regarding returning to working on campus? Select all that apply:



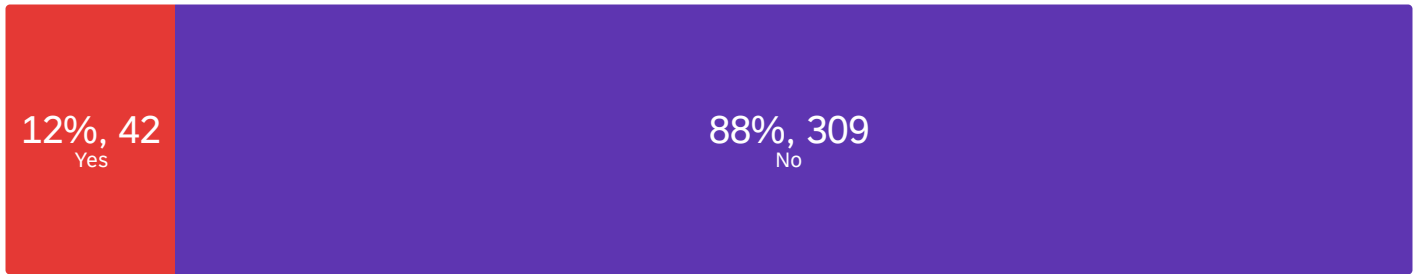
#	Field	Percentage
1	General anxiety about being around other people.	23.65%
2	Childcare or elder family care needs.	21.37%
3	Mental/emotional health.	18.52%
4	Work/life balance.	40.74%
5	Commute.	23.93%
6	Disruption to current routine.	26.78%
7	Physical health.	15.38%
8	Communication or response time among colleagues or other UMW employees who are working remotely some or all of the time.	15.95%
9	Other (please elaborate)	10.83%
10	No concerns	28.77%

351

Showing rows 1 - 11 of 11



Do you need any additional support (training, equipment, software) from the University to continue working in your current environment?



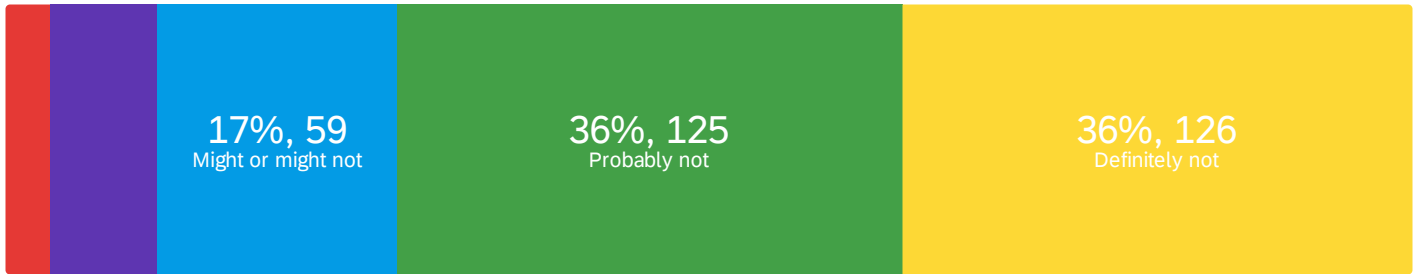
Yes No

#	Field	Choice Count
1	Yes	11.97% 42
2	No	88.03% 309

351

Showing rows 1 - 3 of 3

Do you feel that working remotely at least some of the time will negatively impact your promotability?



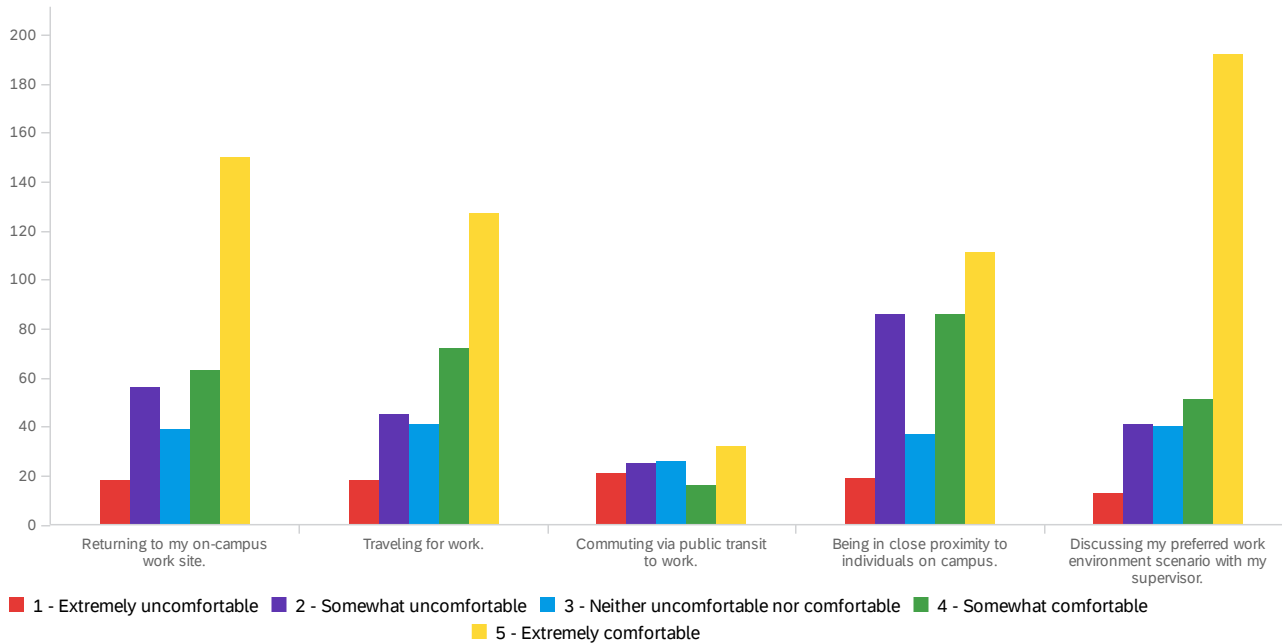
■ Definitely yes
 ■ Probably yes
 ■ Might or might not
 ■ Probably not
 ■ Definitely not

#	Field	Choice Count
1	Definitely yes	3.17% 11
2	Probably yes	7.49% 26
3	Might or might not	17.00% 59
4	Probably not	36.02% 125
5	Definitely not	36.31% 126
		347

Showing rows 1 - 6 of 6

On a scale of 1-5 (1 = extremely uncomfortable, 5 = extremely comfortable), rate how

comfortable you feel about the following scenarios:



#	Field	1 - Extremely uncomfortable	2 - Somewhat uncomfortable	3 - Neither uncomfortable nor comfortable	4 - Somewhat comfortable	5 - Extremely comfortable	Total
1	Returning to my on-campus work site.	5.52% 18	17.18% 56	11.96% 39	19.33% 63	46.01% 150	326
2	Traveling for work.	5.94% 18	14.85% 45	13.53% 41	23.76% 72	41.91% 127	303
3	Commuting via public transit to work.	17.50% 21	20.83% 25	21.67% 26	13.33% 16	26.67% 32	120
4	Being in close proximity to individuals on campus.	5.60% 19	25.37% 86	10.91% 37	25.37% 86	32.74% 111	339
5	Discussing my preferred work environment scenario with my supervisor.	3.86% 13	12.17% 41	11.87% 40	15.13% 51	56.97% 192	337

Showing rows 1 - 5 of 5

End of Report