

CSAC Remote Work Staff Survey

Spring 2020

Q1 - What is your division?

Q2 - What is your primary position?

Q3 - To which collective bargaining unit do you belong?

Q4 - What is your exemption status?

Q5 - Do you have any concerns about working from home?

Q6 - Do you have any questions about the Stay at Home Order or related actions you'd like answered?

Q7 - Is your home work environment conducive to working? (supplies, equipment, software, internet, distraction-free, ergonomics etc.)?

Q8 - Do you think your department's attitude about remote work/telecommuting has changed since the Stay at Home Order?

Q9 - Has the Stay at Home Order given you an opportunity to demonstrate that you can perform your work duties from home?

Q10 - What are the primary advantages that working from home afforded you? Check all that apply.

Q11 - If you worked remotely during the Stay at Home Order, how would you rate the impact of working from home on your quality of life?

Q12 - What are the primary disadvantages of working from home? Check all that apply.

Q13 - If you were working remotely - either entirely or primarily - during the Stay at Home Order, what factors would prevent you from continuing to work remotely or to telecommute after campus reopens?

Q14 - If you worked remotely during the Stay at Home Order, what percentage of your job duties could be fully completed while working from home?

Q15 - In the long-term future, if given the opportunity to continue to work remotely entirely or to telecommute for the majority of the work week, would you be willing to give up your designated work space in order to free up space that could be repurposed or reorganized for other purposes?

Q1A - I supervised staff working remotely during the Stay at Home Order.

Q2A - With the issuance of the Stay at Home order and the necessity of supervising staff working from home, I believe that I am adequately trained to manage and assess the performance of a remote worker/telecommuter.

Q3A - I am adequately trained to assess employee needs related to managing work and personal responsibilities.

Q4A - I am adequately trained to develop a flexible work arrangement, either for an individual employee or for a number of employees.

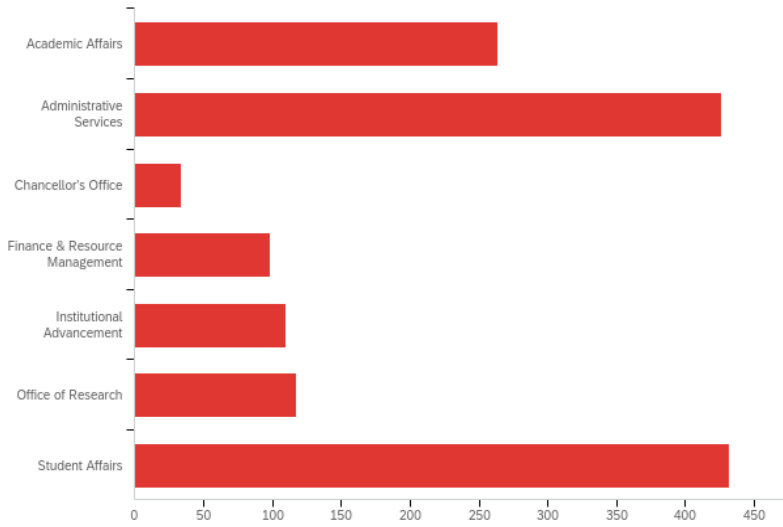
Q5A - I am adequately trained to evaluate the effectiveness of a flexible work arrangement.

Q6A - With the issuance of the Stay at Home Order and the necessity of supervising staff who were working from home, I am more open to and favorable of approving requests from my staff to work remotely or to telecommute for a portion of the work week.

Q7A - With the issuance of the Stay at Home Order and the necessity of supervising staff working from home, I am interested in continuing remote work or telecommuting arrangements for my staff in order to repurpose space within my department.

Q8A - With the issuance of the Stay at Home Order and the necessity of supervising staff working from home, I now believe that the benefits of creating remote work and telecommuting arrangements outweigh some of the drawbacks that may inherently arise with remote work arrangements.

Q1 - What is your division?



1 Academic Affairs 17.78% 263

2 Administrative Services 28.74% 425

3 Chancellor's Office 2.30% 34

4 Finance & Resource Management 6.63% 98

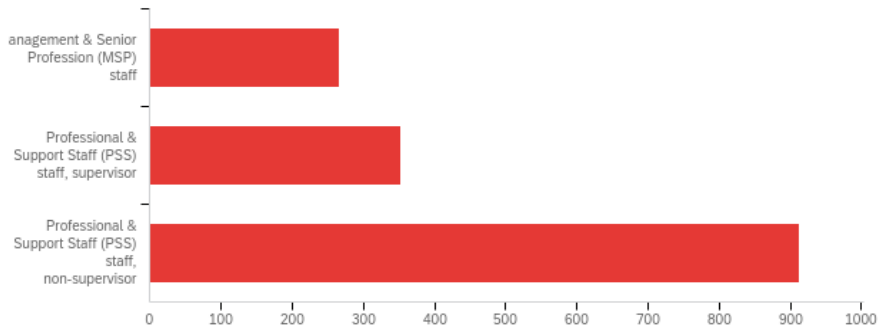
5 Institutional Advancement 7.44% 110

6 Office of Research 7.91% 117

7 Student Affairs 29.21% 432

No comments requested

Q2 - What is your primary position?



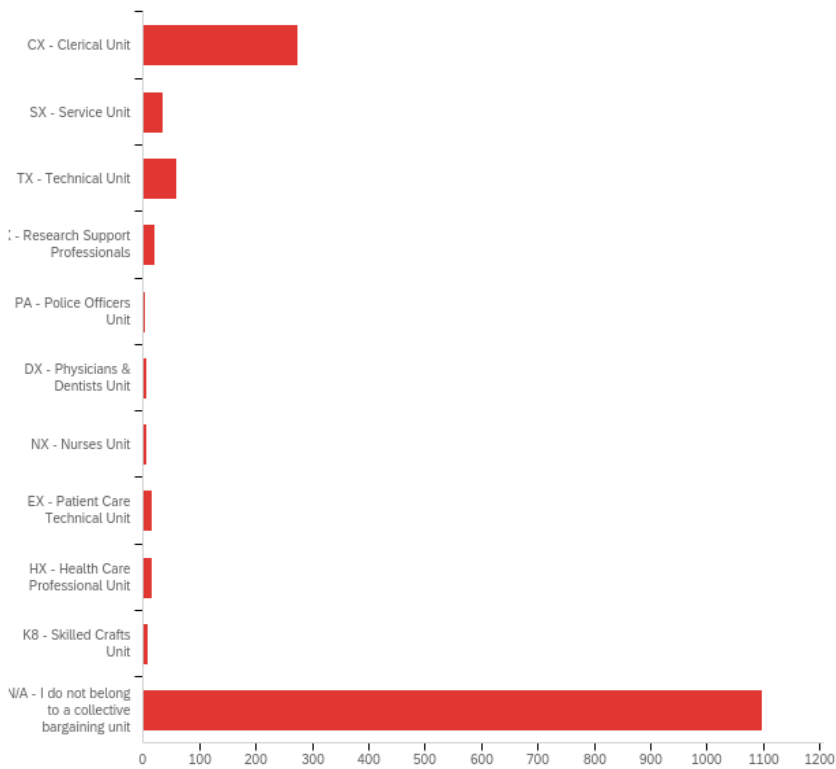
1 Management & Senior Profession (MSP) staff 17.45% 267

2 Professional & Support Staff (PSS) staff, supervisor 22.88% 350

3 Professional & Support Staff (PSS) staff, non-supervisor 59.67% 913

No comments requested

Q3 - To which collective bargaining unit do you belong?



1 CX - Clerical Unit 17.82% 274

2 SX - Service Unit 2.34% 36

3 TX - Technical Unit 3.84% 59

4 RX - Research Support Professionals 1.37% 21

Showing rows 1 - 12 of 12

Field Choice Count

5 PA - Police Officers Unit 0.20% 3

6 DX - Physicians & Dentists Unit 0.33% 5

7 NX - Nurses Unit 0.33% 5

8 EX - Patient Care Technical Unit 0.98% 15

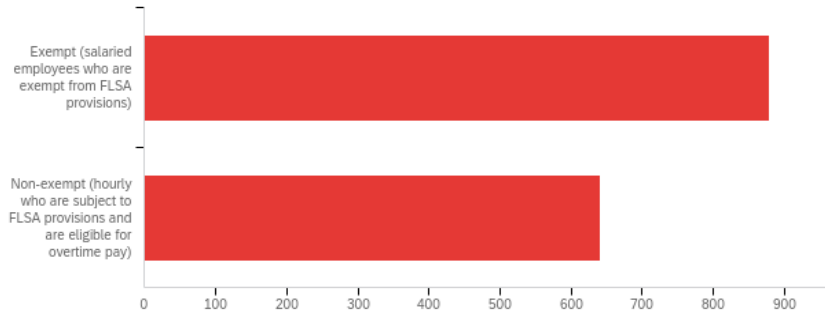
9 HX - Health Care Professional Unit 1.04% 16

10 K8 - Skilled Crafts Unit 0.52% 8

11 N/A - I do not belong to a collective bargaining unit 71.26% 1096

No comments requested

Q4 - What is your exemption status?

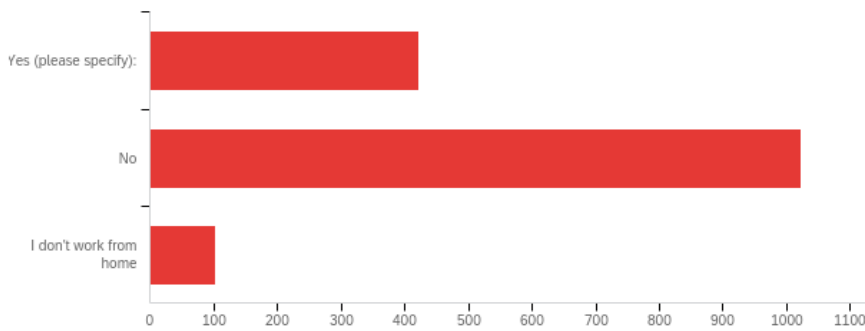


1 Exempt (salaried employees who are exempt from FLSA provisions) 57.77% 877

2 Non-exempt (hourly who are subject to FLSA provisions and are eligible for overtime pay) 42.23% 641
1518

No comments requested

Q5 - Do you have any concerns about working from home?



1 Yes (please specify): 27.25% 421

2 No 66.15% 1022

3 I don't work from home 6.60% 102

Comments summarized by CSAC Committee members:

Environment

- Constant interruptions – kids and spouse also working from home
- Simultaneous care for kids and elderly parents while working
- No appropriate space conducive to office work – noise, lighting, temperature etc.

Equipment, Supplies and Resources

- Internet connectivity issues
- Access to proper ergonomic office furniture
- Lack of appropriate supplies including printer and scanner
- Using only one, small screen
- Difficult to work from outdated laptop
- Lack of work phone / phone number
- No access to student or other needed files

Health and Safety

- Concerned about wellness and mental health, depression from isolation
- Forced to come on campus to complete tasks that can't be done remotely
- Eye strain and other fatigue that comes with working in front of a computer longer hours than my normal position.
- Zoom Fatigue
- That I will be called back too soon and not have any care for my kids

Personal Expense

- Wear and tear on personal computers and other equipment
- Increased utility expenses
- Need to personally invest in a supplies and equipment – camera, printer, better computer

Job Security

- Devaluation of staff - Out of sight, out of mind
- Layoffs
- Worried about loss of hours

Job Demand

- Supervisor expectations to be available nights and weekend- Blurred line between work and home because everyone knows that I have nowhere else to be
- Greatly increased workload
- Everything takes longer to do but same workload with same deadlines - There has been no allowance made via extended deadlines, reductions in required work

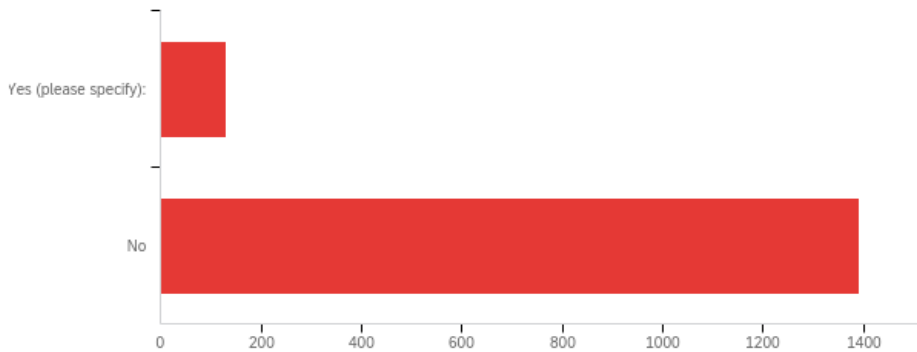
Connection

- Loss of connection with colleagues from face-to-face conversation. Loss of informal and creative conversations and interactions
- Impaired my ability to connect with and engage my students
- Being left out of important conversations
- Lack of supervisor awareness of my situation - Much less contact with my supervisor.

Etc.

- Less productive
- Having to take sensitive documents on occasion which makes me a bit anxious
- Physical paperwork that needs to be completed on campus
- Feel like I am being watched over all of the time and not being trusted by my manager and higher authority
- Not being able to supervise my staff

Q6 - Do you have any questions about the Stay at Home Order or related actions you'd like answered?



1 Yes (please specify): 8.61% 131

2 No 91.39% 1390

Comments summarized by CSAC Committee members:

Planning

- At what point will we return to in person instruction?
- How far in advance will staff be notified prior to having to go back into the office?
- What happens in the fall, for example, when those of us who are working parents need to stay home because of closed or modified school schedules?
- How will Fall class instruction be handled? What % cut in pay can staff expect to help make up for the major budget deficit the UC is experiencing because of COVID-19?
- When will Stay at Home be lifted for labs?

Health and Safety

- What precautions are you taking to protect our safety?
- What additional UCSB criteria will need to be met to come back to campus once the State enters Phase 3 or releases the Stay at Home order?
- What happens when staff returns to campus, but before a vaccine is developed?
- I am worried for my health when I come back since my role is student facing.
- If employees feel unsafe about hosting an activity involving a large group of persons after lifting of orders and their supervisors are not open to them serving/supporting in a different, what options do they have?
- I fall into a high-risk category and do not want to be around groups of people. Will I be able to continue working from home until there is a vaccine?
- I know there is very limited staff on campus, but for those who are there, are masks REQUIRED in all communal areas (large rooms with cubicles, break rooms, bathrooms, halls, copy/fax machines)?
- How does Chancellor's office view the possibility of bringing in new people to the community and ensuring safety procedures are being followed by labs and departments?
- Is economic effect and mental health considered in comparison to the danger COVID poses?

Options to Remain Working from Home

- Can staying at home become permanent or at least an option for those who chose to? I would really like that. We see other companies offering that to their employees. Staying at home has helped with gas, car use, and value of my time.

- I would like to know whether my department will continue to allow us to work from home for the rest of the year. I work in a department where I see over 60+ each day. I do not want to have contact with that many people and go back home and put family members at risk. I do not think my department has the space to continue 6 feet social distancing policies.
- I'd like to know if we will have the option to continue to work from home even once the office reopens.
- With students arriving in the fall in some capacity, will staff be allowed to continue to work from home if it's agreed up within their unit/supervisor?

Resources

- Can I get a campus provided work phone or account?
- I have a high-speed internet service at home. Is there any remedy for slow network connection to my office computer?
- Why was I not offered to have a work computer or laptop when I started working from home?
- What types of cleaning supplies and protective gear will be provided?

Rights

- Can we be required to be available 24/7? Where are the boundaries?
- Will our jobs be at jeopardy or our pay because we need to stay at home?
- If we return to campus and test positive for Covid-19 but are asymptomatic, are we able to work from home and receive pay or must we use our sick hours?
- I don't want to be forced back to work too soon. Should I be expected back full-time in the office right away or can I expect to work from home for a long time or some hybrid?

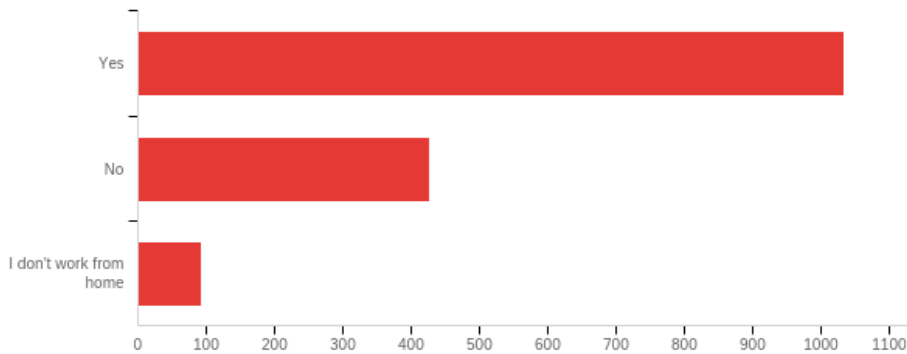
Pay Decreases / Furloughs / Compensation

- Will there be any furloughs or other reduction in pay?
- Financial support for staff/faculty to purchase basic supplies for remote working.
- Can we get parking fee refund for March & April.
- Will the UC compensate use of personal office equipment and square footage which we are required to supply during this WFH period.
- Need help with childcare and spouse lost job, I need merit increase and more
- If staff are furloughed, are they still eligible for the paid 2 weeks leave if impacted by COVID-19?

Etc.

- What do limited employee hires now do now that we received notice that our positions are expiring?
- Will PAL be extended? I'm thinking of the best way to support my staff.
- How does this apply to new students coming in to study? There has been pressure from departments to bring in new students while stay at home order is still in effect.
- Why hasn't the Children's Center reopened? The state has allowed childcare for nonessential workers for the past several weeks.
- I would like more specifics in regards to the Stay at Home Order.

Q7 - Is your home work environment conducive to working? (supplies, equipment, software, internet, distraction-free, ergonomics etc.)?



1 Yes 66.65% 1035

2 No 27.43% 426

3 I don't work from home 5.92% 92

Comments summarized by CSAC Committee members:

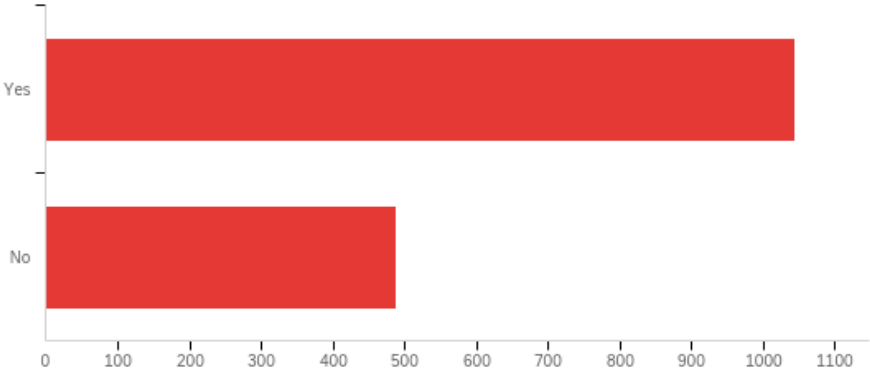
Summary: While a majority of respondents answered that their home environment is conducive to working, many who answered “yes” and “no” provided comments about things that need to be improved in order for them to be productive, satisfied and supported while at home. While there were comments from respondents who wish to continue to work from home in some capacity once the Stay at Home Order is lifted, many had concerns. These fell into the following categories (in order of most mentioned to least):

- Need for better ergonomics and better home work station
- Distractions at home, particularly children home from school and partners also working from home
- Don't have all supplies or equipment needed
- Additional costs to supply self with necessary supplies, tech, etc. to work from
- Inadequate internet connection
- Still needing to come to campus for some aspects of work, or not being able to work from home at all (either because essential worker, or request to work from home denied)
- Logistical issues and problems with management

Other positive responses to working from home was the loss of a commute, positive environmental impacts, and feeling safer during the pandemic. Some common comment themes also included:

- Personal costs for providing supplies, tech, equipment needed to work from home should be reimbursed by campus
- Information about the duration of working from home, plans for returning to campus, what will happen if K-12 schools stay closed, etc., have been inadequately communicated to staff
- It is harder for managers to supervise staff
- Staff miss informal and/or impromptu interactions with colleagues
- There are inequities (across campus and within departments) about who can work from home
- Assumptions are made that staff have everything they need and can easily work from home

Q8 - Do you think your department's attitude about remote work/telecommuting has changed since the Stay at Home Order?

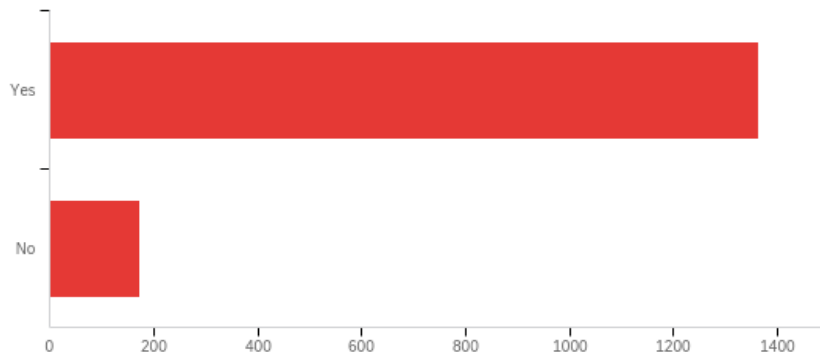


1 Yes 68.17% 1043

2 No 31.83% 487

No comments requested

Q9 - Has the Stay at Home Order given you an opportunity to demonstrate that you can perform your work duties from home?

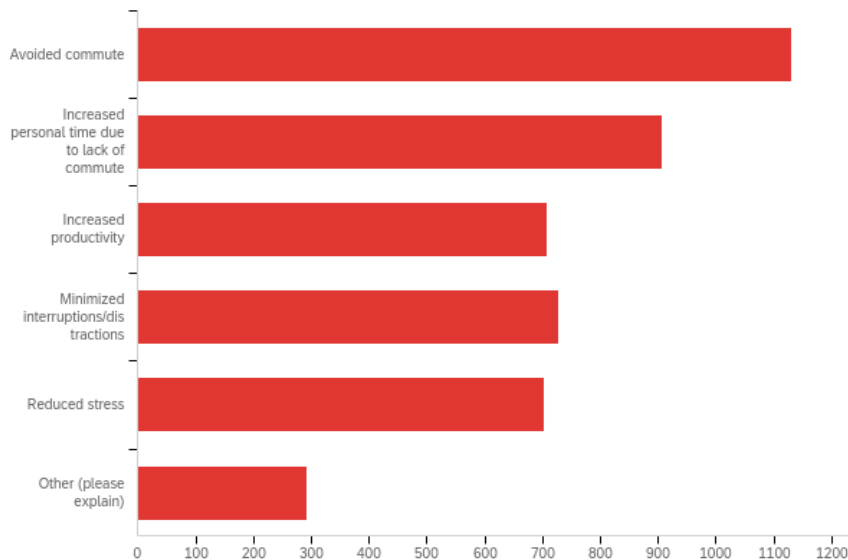


1 Yes 88.79% 1363

2 No 11.21% 172

No comments requested

Q10 - What are the primary advantages that working from home afforded you? Check all that apply.



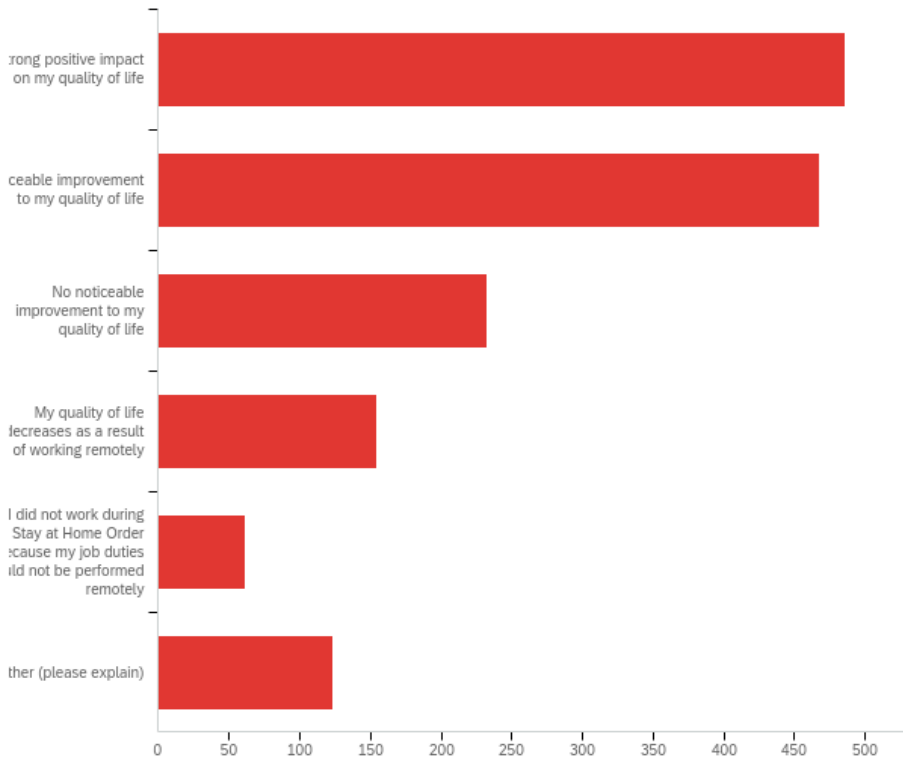
- 1 Avoided commute 25.30% 1129
- 2 Increased personal time due to lack of commute 20.26% 904
- 3 Increased productivity 15.84% 707
- 4 Minimized interruptions/distractions 16.29% 727
- 5 Reduced stress 15.73% 702
- 6 Other (please explain) 6.57% 293

Comments summarized by CSAC Committee members:

The majority of comments referred to improvements in maintaining a healthy lifestyle. In order of frequency mentioned, those lifestyle improvements were Safety due to decreased Covid exposure, Improvements in diet and exercise, Better work life balance, Better sleep/rest/breaks and Less stress/better work environment. These and the other most frequently mentioned advantages included:

1. Healthy lifestyle improvements - safety(Covid), diet, exercise, work life balance, sleep, less stress
2. Schedule Flexibility
3. Financial benefits - no commute, no parking, and childcare
4. Time spent with family and pets
5. Increased productivity/creativity/focus related to work
6. Better for environment

Q11 - If you worked remotely during the Stay at Home Order, how would you rate the impact of working from home on your quality of life?



- 1 Strong positive impact on my quality of life 31.85% 485
- 2 Noticeable improvement to my quality of life 30.66% 467
- 3 No noticeable improvement to my quality of life 15.30% 233
- 4 My quality of life decreases as a result of working remotely 10.11% 154
- 5 I did not work during the Stay at Home Order because my job duties could not be performed remotely 4.01% 61
- 6 Other (please explain) 8.08% 123

For the 8.08% who responded “Other” and added comments:

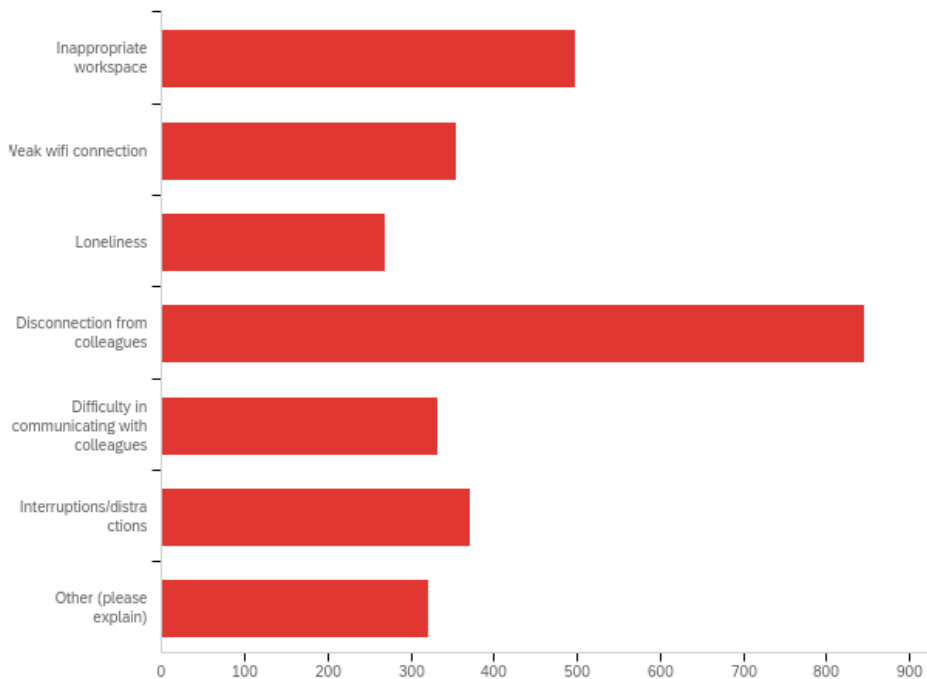
Most that responded “Other” feel that there are positives and negatives to working from home. Reasons were:

- The top response was that working from home has its benefits but has been stressful because of the lack of childcare and need to take care of children while working from home.
- Followed by increased workload/more work stress, missing interactions with coworkers, lack of work-life balance, and ergonomic issues.

The majority of the rest of the “Other” comments indicated that the staff member still works on campus.

Reasons included being an essential service/required to work on campus, preferring to work on campus, or in a few situations, being made to work on campus even though they felt their administrative work could be done from home.

Q12 - What are the primary disadvantages of working from home? Check all that apply.

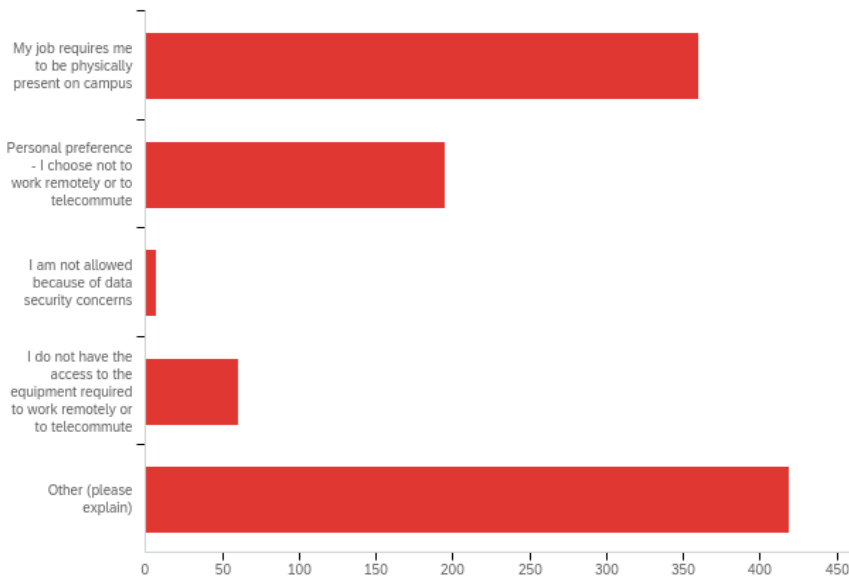


- 1 Inappropriate workspace 16.62% 496
- 2 Weak wifi connection 11.86% 354
- 3 Loneliness 8.98% 268
- 4 Disconnection from colleagues 28.31% 845
- 5 Difficulty in communicating with colleagues 11.12% 332
- 6 Interruptions/distractions 12.40% 370
- 7 Other (please explain) 10.72% 320

- Inconstant and slow internet
- Blending of work time into personal time - The work day never ends because my home space has become my work space and it's too easy to get sucked into checking email or processing one last transaction
- Eating more being at home
- Spending money for equipment and connections
- Too many meetings
- Expectation that we are to work all the time, even evenings and weekends
- My young children are also doing school at home and they need a lot of attention.
- Access to files in office
- Zoom fatigue
- Non-ergonomic setup
- Not being able to enjoy our beautiful campus!
- I would prefer to commute to campus part-time to meet with my students and director in person.
- Everything takes longer, more work because of pandemic but no flexibility
- No lab equipment
- Harder to separate work and home life

- Lack of built-in exercise (e.g. bike ride to and from work, walk during lunch and breaks)
- Poor cell phone service
- Slow internet
- I could use another monitor.
- Living in a small space and sharing an "office" (living room) with a co-worker (partner) who is on constant meetings as well has been a challenge!
- Disconnection from my primary clientele
- Loneliness
- Lack of AC
- "Old desktop with no wife."

Q13 - If you were working remotely - either entirely or primarily - during the Stay at Home Order, what factors would prevent you from continuing to work remotely or to telecommute after campus reopens?



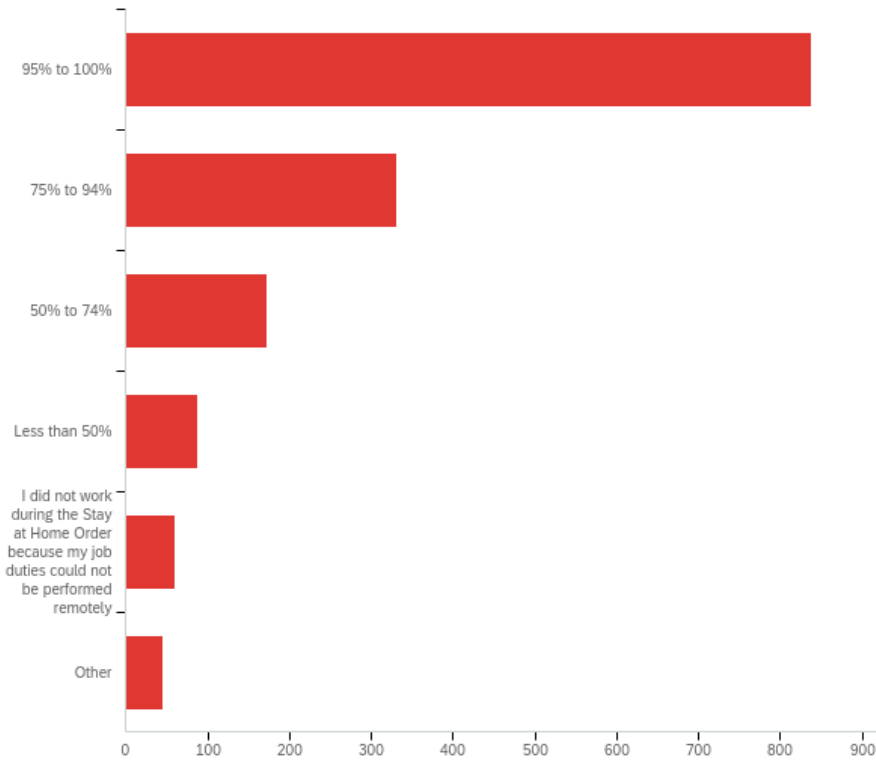
- 1 My job requires me to be physically present on campus 34.62% 360
- 2 Personal preference - I choose not to work remotely or to telecommute 18.75% 195
- 3 I am not allowed because of data security concerns 0.67% 7
- 4 I do not have the access to the equipment required to work remotely or to telecommute 5.77% 60
- 5 Other (please explain) 40.19% 418

Comments summarized by CSAC Committee members:

This question does not include a response “None” for folks who have no factors that would prevent them from continuing to work remotely or to telecommute after campus reopens and may be the reason for the high percentage of “Other” responses (40.23% or 418 people). For just over a third of respondents, the factor that would prevent them from continuing to work remotely was that their job “requires” them to be physically present on campus. Nearly 20% of respondents would prefer to work on campus rather than work remotely or telecommute. The following is a summary of the “Other” responses”:

- 42% - Nothing prevents them from working from home
- 20% - Manager attitude or reluctance with regards to remote work
- 1% - Lack of Equipment/Office Space/Technology connections/Ergonomics
- 1% - Childcare
- 23% - Research/Job requirements/Meetings/Function Better in Office/Student Meetings/Job best done on site/Better communication on site

Q14 - If you worked remotely during the Stay at Home Order, what percentage of your job duties could be fully completed while working from home?



1 95% to 100% 54.67% 837

2 75% to 94% 21.49% 329

3 50% to 74% 11.23% 172

4 Less than 50% 5.75% 88

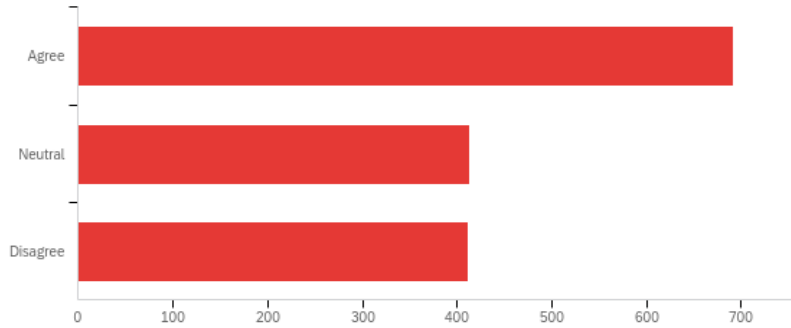
5 I did not work during the Stay at Home Order because my job duties could not be performed remotely 3.92% 60

6 Other 2.94% 45

Comments summarized by CSAC Committee members:

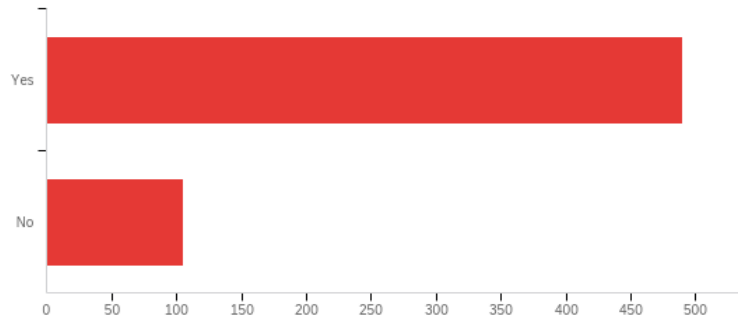
More than half folks could do 95%-100% of their job duties from home. More than 75% could do at least 75% of their job duties from home. More than 86% could do at least 50% of their job duties from home. Three percent of the responses were "Other"[Need to review data]

Q15 - In the long-term future, if given the opportunity to continue to work remotely entirely or to telecommute for the majority of the work week, would you be willing to give up your designated work space in order to free up space that could be repurposed or reorganized for other purposes?



1 Agree 45.65% 692
2 Neutral 27.24% 413
3 Disagree 27.11% 411
No comments requested

Q1A - I supervised staff working remotely during the Stay at Home Order.

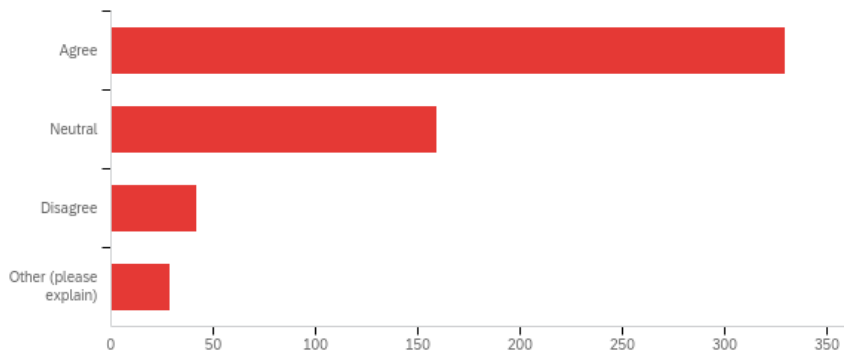


1 Yes 82.29% 488

2 No 17.71% 105

No comments requested

Q2A - With the issuance of the Stay at Home order and the necessity of supervising staff working from home, I believe that I am adequately trained to manage and assess the performance of a remote worker/telecommuter.



- 1 Agree 58.96% 329
- 2 Neutral 28.32% 158
- 3 Disagree 7.53% 42
- 4 Other (please explain) 5.20% 29

Comments summarized by CSAC Committee members:

Summary:

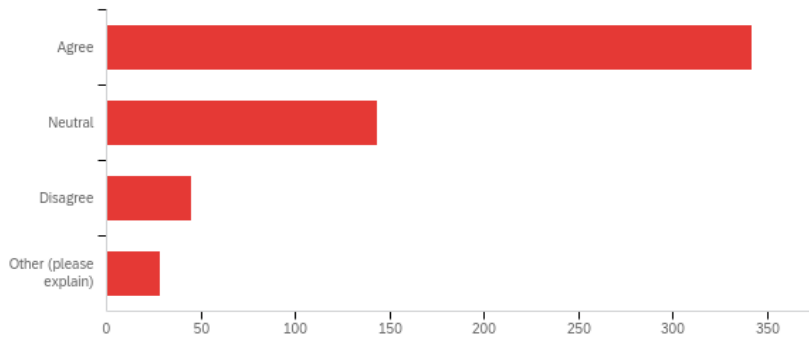
The comments that seem to come from the perspective of the supervisor staff seems like because they were not provided training for supervising staff remotely, they have either learned as time went on, learned from another job, staff have assisted in making their job easier to assess performance, or were prepared with admin work to assign to staff to fill their time. Many have stated that they are open to additional training to assess staff performance while working from home if policies were to change. Other comments are quite the opposite where they sound like their managers are not adequately trained to supervise staff and assess performance from home and agree that management could use additional training in this capacity.

Typical Comments:

- I do not believe that my supervisor is adequately trained to manage and assess the performance of me working from home.
- Have not received formal training about my supervisory responsibilities, but think are doing pretty well all things considered.
- Learned as we go.
- Have managed ok, OMBUDS lunches were helpful sharing best practices
- Some work is hard to assess.
- Working remote is easier for long time staff members as they are fully trained. Can see how it would be difficult for new staff. Suggest more consistent training program for new employees, suggested Zoom meetings will work fine.
- Trained from a previous job.
- I was not trained for this, however, because I have amazing staff and systems that work, it works.
- I was fortunate to have admin work I could assign to my staff to fill the time.
- I have not received any training in supervising staff from home.
- I am always open for more training or insights from others in the same situation.
- It's a new way of doing things but as long as you ensure tasks are done it's not an issue.

- I believe I am able to manage my employees working remote; however I have not been trained to manage or assess their performance.
- With the circumstances with many members home during these times (kids, spouses, other family members, etc.) it is hard to say what it would be like if say kids were in school and others were at work, However I believe management could do with some training.

Q3A - I am adequately trained to assess employee needs related to managing work and personal responsibilities.



1 Agree 61.33% 341

2 Neutral 25.54% 142

3 Disagree 8.09% 45

4 Other (please explain) 5.04% 28

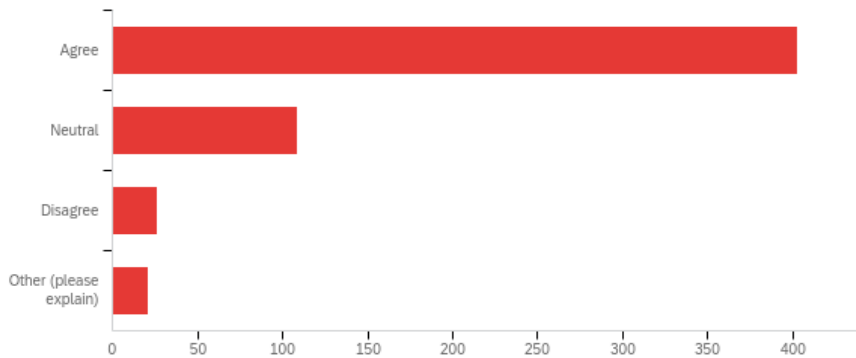
Comments summarized by CSAC Committee members:

The comments reflected a sense of supervisors not having the adequate training needed to assess the needs of employees. Some folks indicated they would benefit from formal training that could support them with their supervisory responsibilities. For those that did not receive training, they mention obtaining the skills via learning on the job, previous experience, and intuition. Some comments reflected making an effort to communicate with staff and continuing to keep open lines of communication.

Typical comments:

- Again, I do not believe my supervisor is adequately trained to assess my needs relating to managing work and personal responsibilities.
- I do not think I have received any formal training about my supervisory responsibilities. But I think I am doing this pretty well all things considered.
- I can assess practical needs, but am not so confident that I am successfully addressing emotional needs due to isolation issues. Though, campus has provided resources which I certainly pass on.
- This is a tough one....I think more training could be provided - I've been wanting to attend the Learn at Lunch, but I think those need to be setup during the regular working hours and scheduled in the Learning Center. I try to work with staff and check in with them individually and see how they are doing, but I could use more tools/guidance in this area.
- I believe that I am able to communicate well with those involved and to maintain efficiency in managing work related duties and in allowing flexibility for personal responsibilities of those involved
- I am in touch daily and use DocuSign to sign agreements or pay invoices etc....
- Easier when you have the face to face interaction, vs when you have to rely on the employee communicating with you.
- Supervising those who are at home and not coming to work makes it difficult to have the same expectations.
- Nobody can really tell the condition of their work environment at home or the demands put on them by being home and not coming into work. trained made it sound like somebody did something for me--I learned from experience
- I have not been trained. It is more intuitive.
- I have never had training and learned it based on having one employee working remotely for last few years.

Q4A - I am adequately trained to develop a flexible work arrangement, either for an individual employee or for a number of employees.



1 Agree 72.17% 402

2 Neutral 19.39% 108

3 Disagree 4.67% 26

4 Other (please explain) 3.77% 21

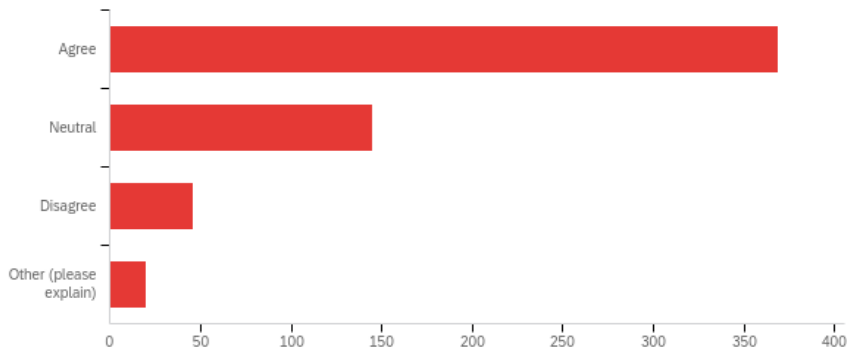
Comments summarized by CSAC Committee members:

The majority of the comments reflected a sense of not having the formal training surrounding their supervisory responsibilities. Even though folks do not feel as though they have received the training needed to assess and develop flexible work arrangements, they are doing the best they can under the circumstances. Some of the comments also reflected some folks not being able to have a flexible work schedule.

Typical comments:

- I do not think I have received any formal training about my supervisory responsibilities. But I think I am doing this pretty well all things considered.
- I has been a challenge
- could use leading practices training
- yes, I agree but it makes me work a lot more. Trying to find a balance is hard with my work station being in the livingroom.
- I disagree in that I have had zero training for any of this. Actually I have never been specifically trained to supervise. I have adapted on my own however and was able to manage. How well remains to be seen.
- I am trained from a previous job
- I may be trained, but I do not have the authority.
- I understand how to submit the necessary paperwork, but would be at a loss if we needed to provide the employee resources such as a computer, phone, etc.
- I strongly disagree with this - training for flexible working environments has been discouraged prior to this period.
- trained is the key word. I have not been trained, but am able to develop and FWA.
- I feel that I am doing my best but never had trainings
- our managers above us don't allow flexible work times for now.

Q5A - I am adequately trained to evaluate the effectiveness of a flexible work arrangement.



1 Agree 63.67% 368

2 Neutral 25.09% 145

3 Disagree 7.96% 46

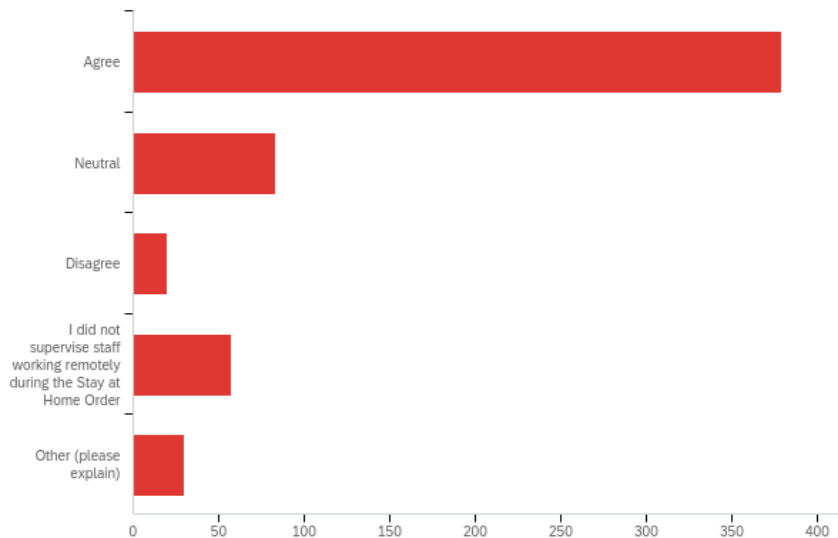
4 Other (please explain) 3.29% 19

Comments summarized by CSAC Committee members:

Overall, in the comment section, most answers point to the fact that people didn't receive the training at UCSB on how to evaluate the effectiveness of flexible work arrangement. Most answers can be fitted into these categories:

- Not a supervisor
- Not applicable - staff doesn't work from home
- Didn't receive training
- Have the training from the previous job
- I have skills to do this (but not commenting on training)
- Learning as we go

Q6A - With the issuance of the Stay at Home Order and the necessity of supervising staff who were working from home, I am more open to and favorable of approving requests from my staff to work remotely or to telecommute for a portion of the work week.



1 Agree 66.49% 377

2 Neutral 14.64% 83

3 Disagree 3.53% 20

4 I did not supervise staff working remotely during the Stay at Home Order 10.05% 57

5 Other (please explain) 5.29% 30

Comments summarized by CSAC Committee members:

Overall there's a mix of responses. I would say a half of the responses were open before and now to remote work. There's a small number of people who disagree, and a few people who would need more information or support from their department/faculty and the rest either weren't supervisors or the positions in their opinion were critical to campus operations and couldn't be performed remotely post COVID-19.

Agree

- Always has been open to it
- Already was in favor but never had a chance to test it out
- Already allowing employees to do remote work and still support it

Disagree

- Dining services - disagree
- Disagree because tension between units was created due to different work outputs. I would hold on until there are more clear guidelines

Additional circumstances to consider

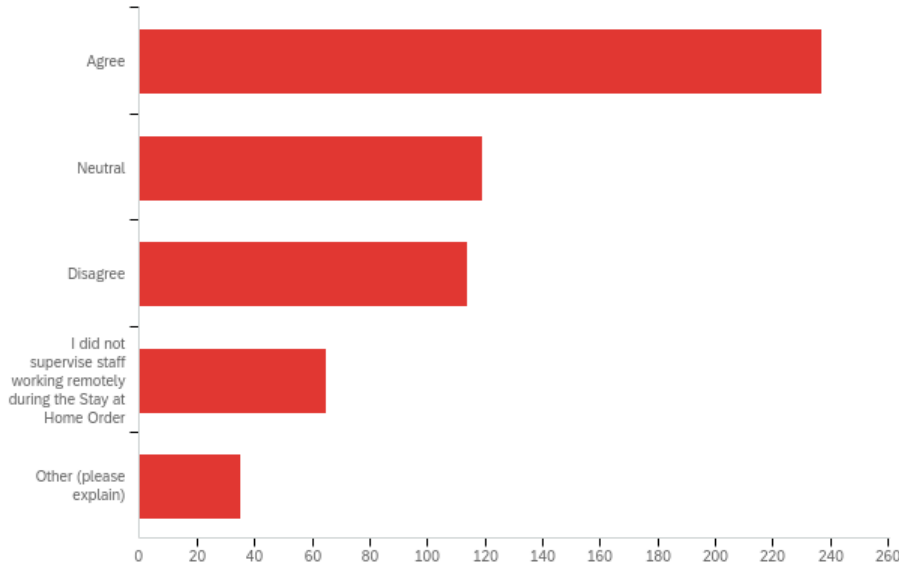
- My supervisor wouldn't allow me to make this call
- If up to me, I would allow my employees to work at least 50% from home because employees need work time behind closed doors and in cubicle they are constantly interrupted

- I'm in favor of this but not faculty
- Depends on the staff, job description, and how critical their role is

N/A

- Not applicable because position is needed on campus
- Don't supervise staff

Q7A - With the issuance of the Stay at Home Order and the necessity of supervising staff working from home, I am interested in continuing remote work or telecommuting arrangements for my staff in order to repurpose space within my department.



1 Agree 41.73% 237

2 Neutral 20.95% 119

3 Disagree 19.89% 113

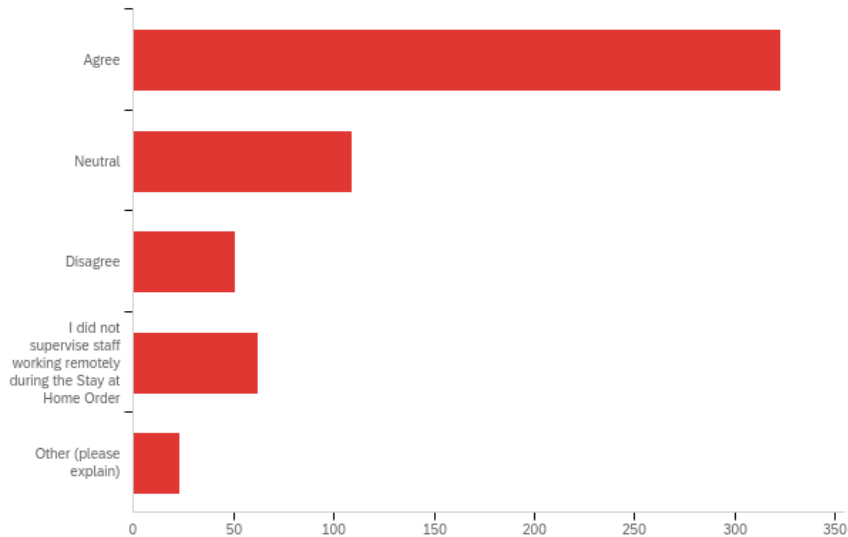
4 I did not supervise staff working remotely during the Stay at Home Order 11.44% 65

5 Other (please explain) 5.99% 34

Comments summarized by CSAC Committee members:

In general comments that support remote work arrangements can be counted as (14) or 53.85% of the comments with neutral (4) or 15.38% and disagreed with remote work (8) or 30.77%. I excluded "no modification to workspace" comments because there was no indication what their preference was other than not changing office space.

Q8A - With the issuance of the Stay at Home Order and the necessity of supervising staff working from home, I now believe that the benefits of creating remote work and telecommuting arrangements outweigh some of the drawbacks that may inherently arise with remote work arrangements.



1 Agree 56.89% 322

2 Neutral 19.08% 108

3 Disagree 9.01% 51

4 I did not supervise staff working remotely during the Stay at Home Order 10.95% 62

5 Other (please explain) 4.06% 23

Comments summarized by CSAC Committee members:

Comments in favor of the benefit of remote work were (15) or 78.95%, not in favor (4) or 21.05% and the "N/A" were omitted.