

Spring 2022 Pilot Telecommuting Survey Results

Divisions represented:

Academic Affairs, Administration and Finance, Student Affairs and Enrollment Management, Technology Services and University Advancement

**survey respondents includes auxiliary employees*

PARTICIPANT SURVEY RESULTS:

Responses indicate that the participants agreed or strongly agreed with the pilot program in the areas listed below:

Program criteria is clear	82.7%
Work objectives are clear	97.5%
Colleagues are easy to reach	96.3%
Supervisors are easy to reach	95.9%
Supported by supervisor	92.6%
Improved work-life balance	94.3%
Increased job satisfaction	94.2%
Have suitable space at home for work	97.9%
As productive at home as at the office	97.1%

Preferred communication channels: email, web/video conferencing (e.g. Google Meet, Zoom) and Team Chat and messaging (e.g. Google Chat, Microsoft Teams)

Barriers: 99% of respondents indicated that there were no barriers when working remotely that prevents them from completing their work.

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SUPERVISORS OF EMPLOYEES SURVEY RESULTS:

Responses indicate that supervisors agreed or strongly agreed with the pilot program as indicated below:

Team has resources needed to support remote work	88.6%
Can effectively supervise team members who are working remotely	70.4%
Have no concerns about employee productivity on the days they are working from home	70.5%
Easy to reach employees who are working remotely	84.1%
Willing to try new or different strategies to manage team working remotely	95.5%
Able to get information from HR to effectively manage the program	88.6%

Preferred communication channels: email, web/video conferencing (e.g. Google Meet, Zoom), and SMS text messaging.

Approval Process: 75% of respondents indicated that they were not hesitant to approve their employees' participation in the pilot program due to equity concerns with other positions in their division/department.

Anticipated benefits: happier; increased flexibility; better work life balance; increased morale; increased trust; less travel/commute; helps with retention; increased productivity.

Anticipated concerns: Lack of collaboration/ team cohesiveness; increased technology needs; difficult to have in-person meetings; decreased morale for those not able to participate; lack of engagement with colleagues/campus.