

Remote Work / COVID19 UMB Staff Survey

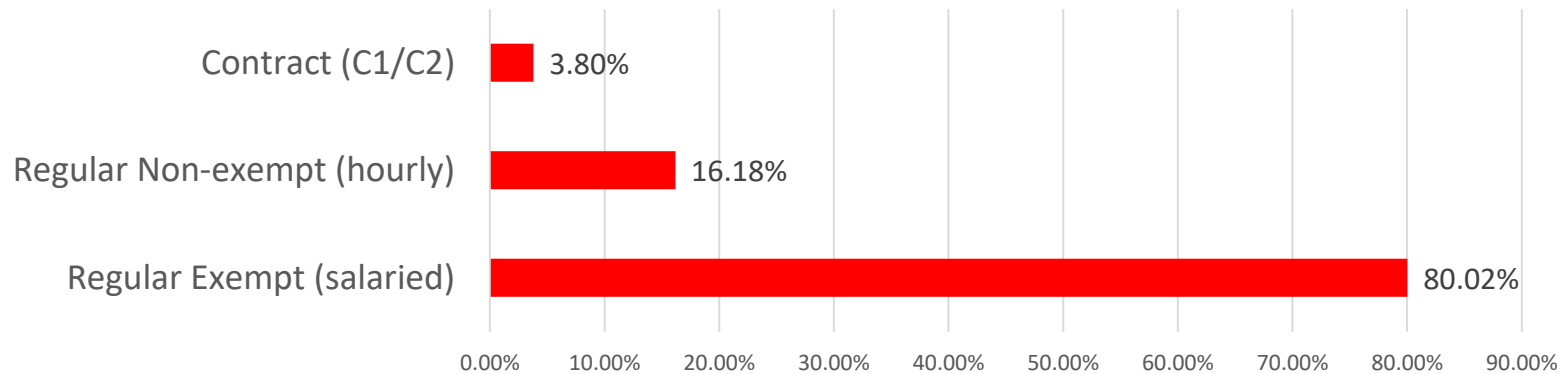
July 2020

Survey Tool

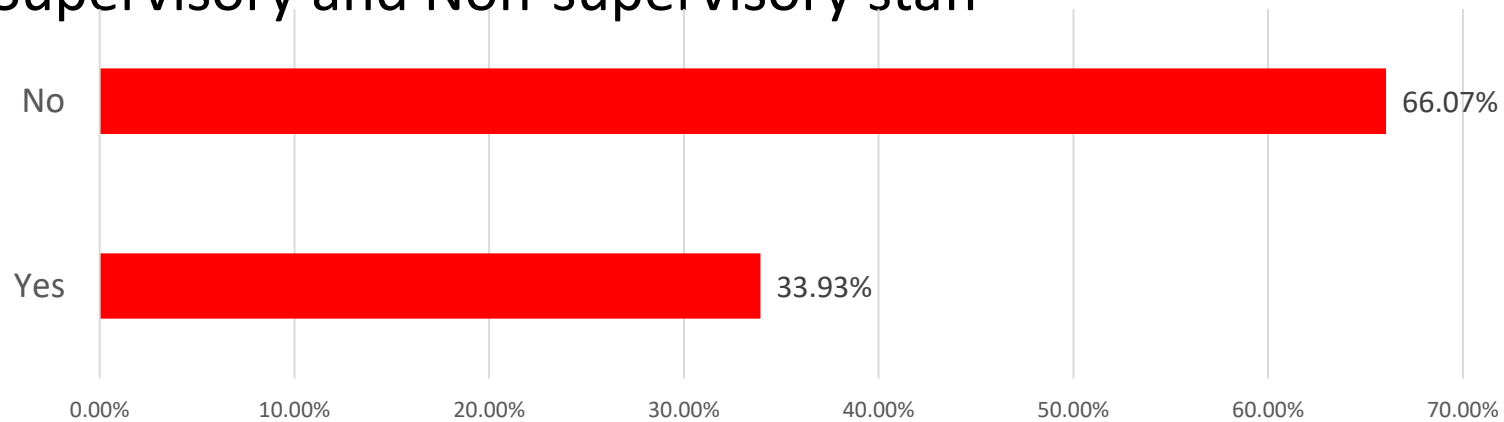
- Sent to all UMB staff via Qualtrics
- 36 items including 6 open text items
- Over 1,500 comments received
- Many items were modified from the faculty survey to allow some comparison between staff and faculty responses
- 1,100+ responses

Responses – Employee Type

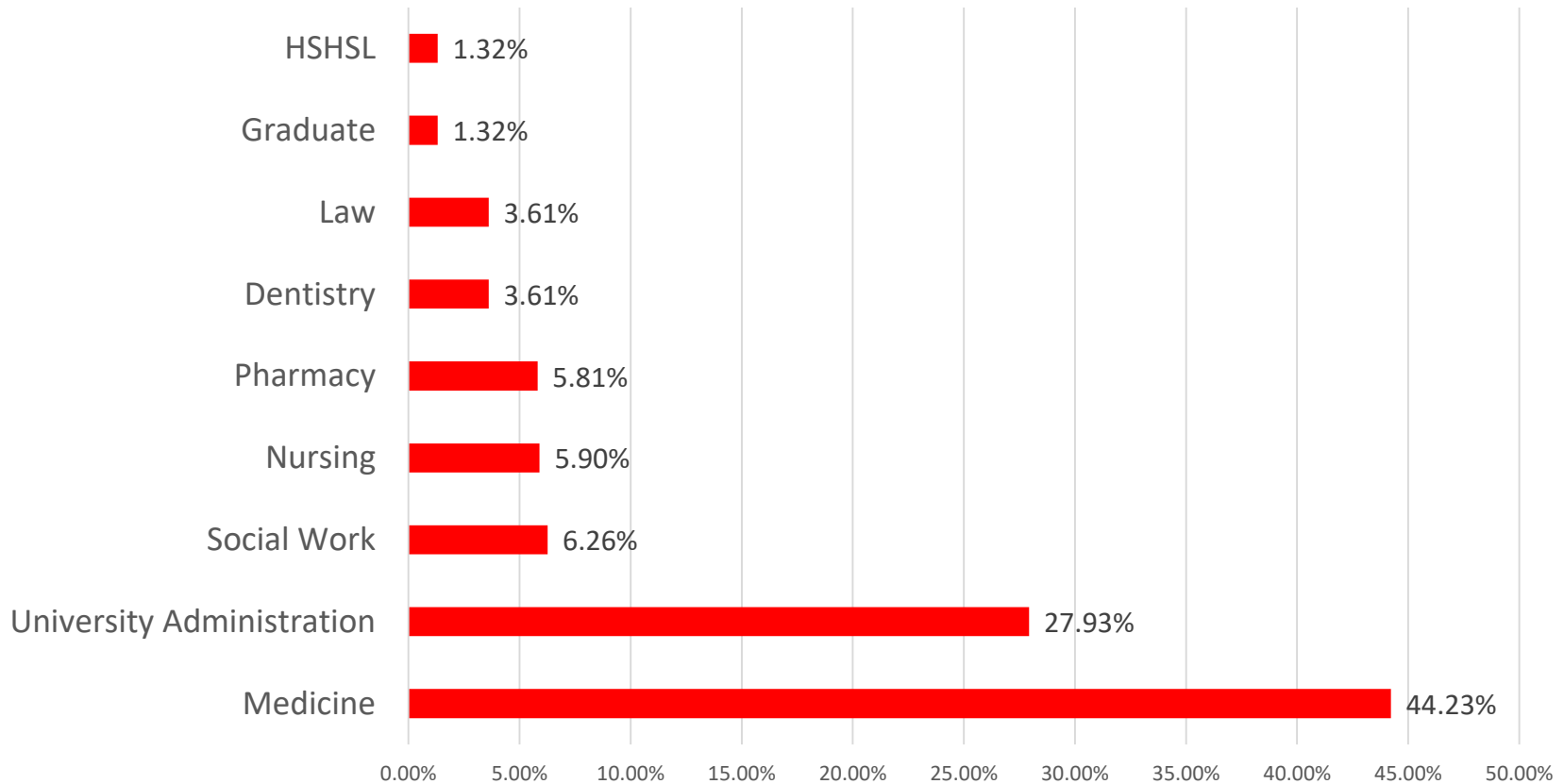
Employee Classes



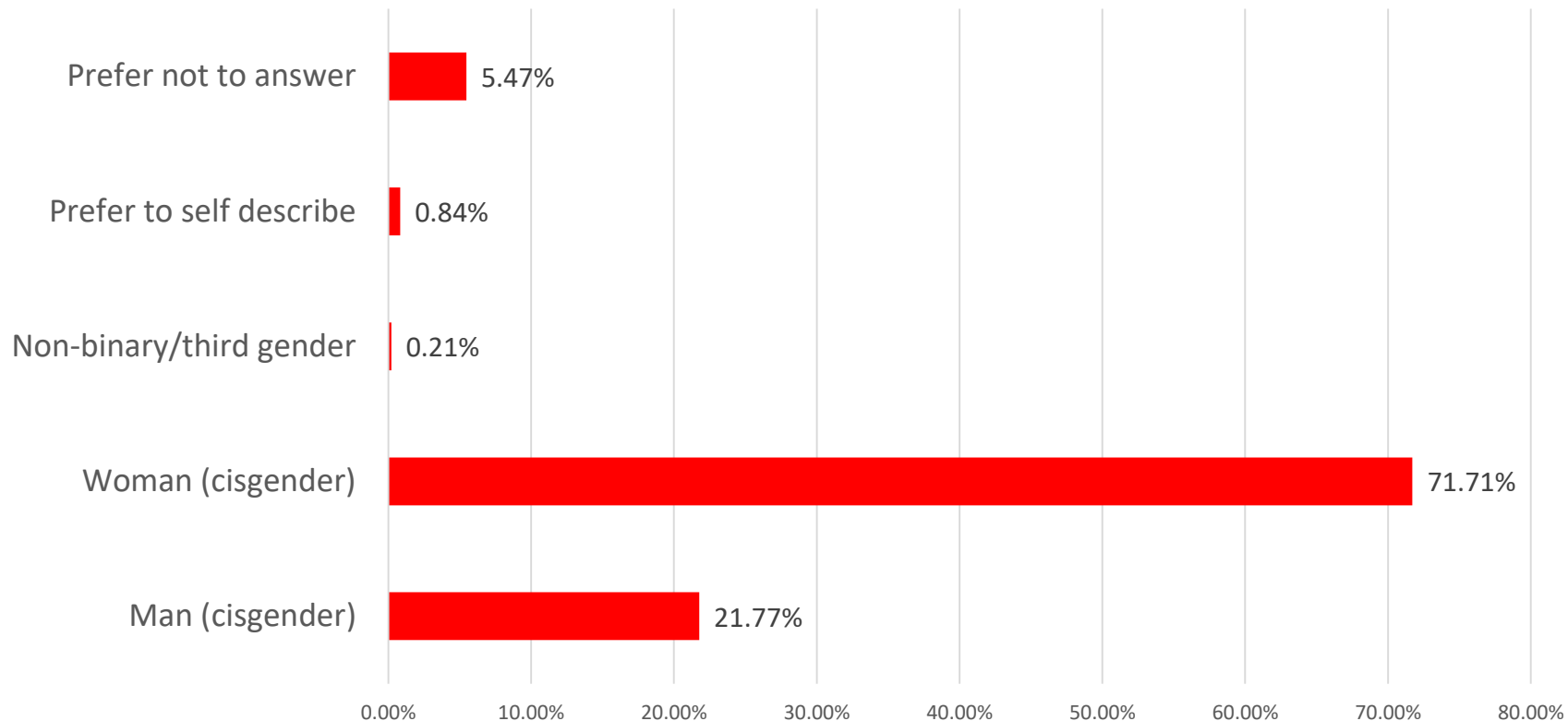
Supervisory and Non-supervisory staff



Responses - School/Administration

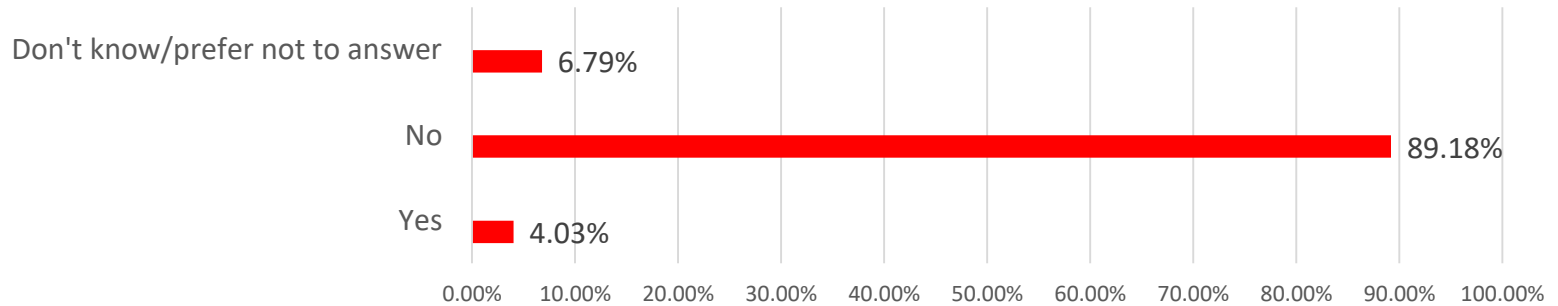


Responses - Gender Identification

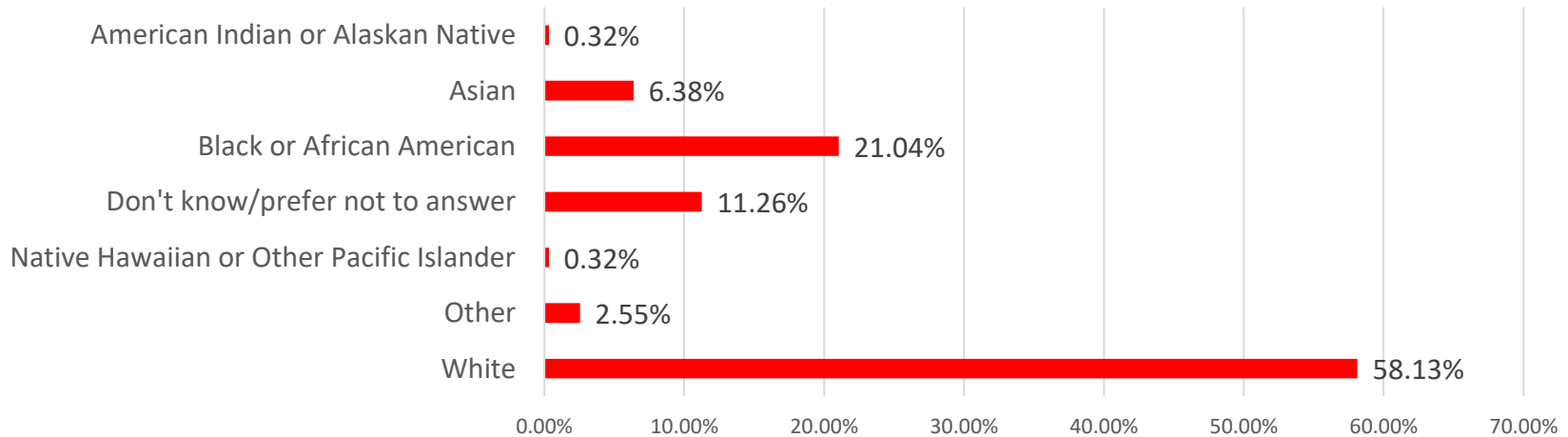


Responses – Race

Response - Hispanic or Latino/a (EEOC Designation)



Responses - Race (EEOC Designation)



School Age Dependents

- Approximately 50% of the respondents reported have a member of their household enrolled in a school at any level.
- Of the 50% reporting a household member in school, over 50% had school age children in junior high or a lower level school.
- 46% of respondents with a household member in school reported that they were the primary source of education

University Leadership

Overall, >90% UMB staff Strongly Agree or Somewhat Agree that University Leadership has done a good job during the COVID-19 pandemic.

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
Overall, University-level leadership has effectively protected staff from the negative health consequences of COVID-19.	84.38%	12.03%	1.80%	1.80%
Overall, University-level leadership has supported staff in adapting to the changes at the institution caused by the spread of COVID-19.	71.77%	23.29%	2.66%	2.28%
Overall, University-level leadership has communicated effectively and transparently during this crisis.	72.50%	21.22%	3.90%	2.38%

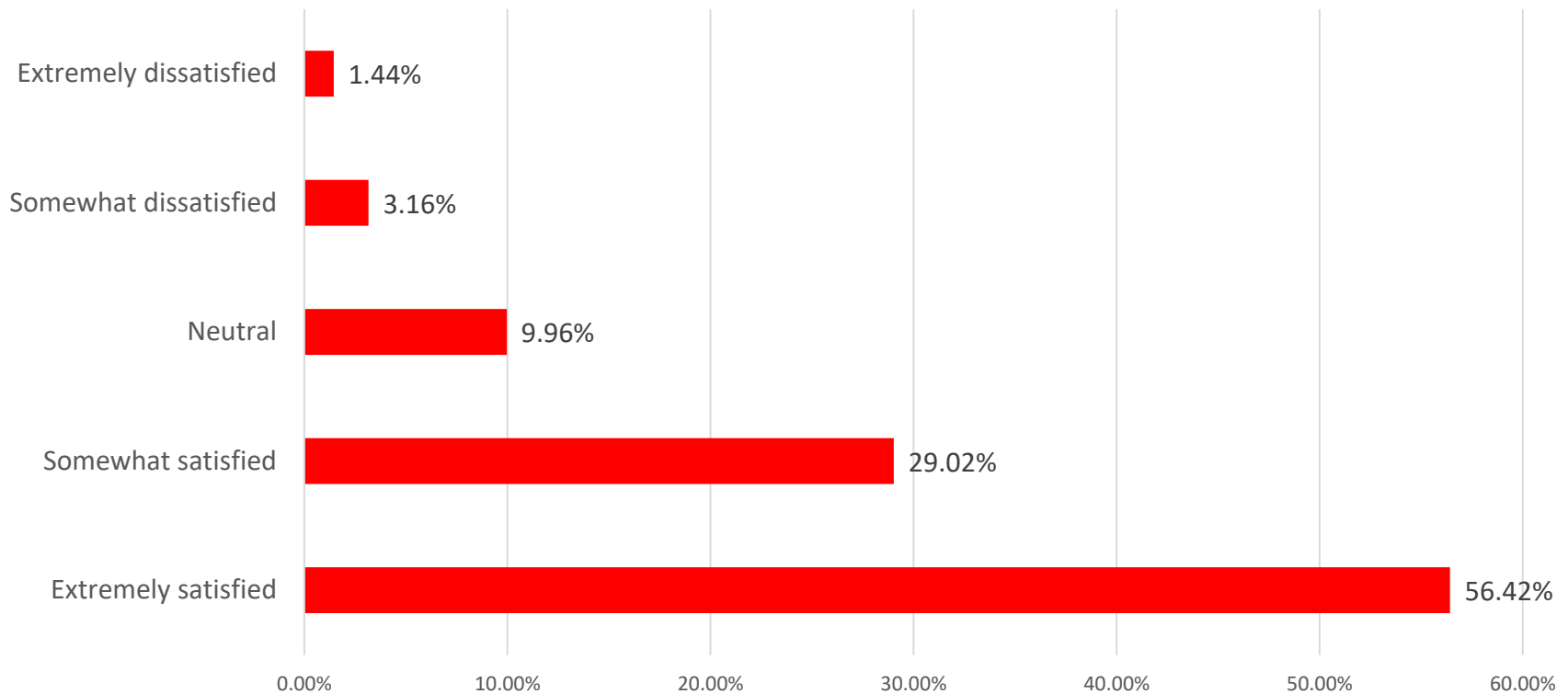
Interaction with Supervisor

Approximately 85% - 95% of UMB staff report that supervisors are doing a good job during the COVID-19 pandemic

	Strongly Agree	Somewhat Agree	Strongly Disagree	Somewhat Disagree
My immediate supervisor has helped me to reset my priorities due to changes at the institution caused by the spread of COVID-19.	62.72%	24.76%	4.85%	7.67%
My immediate supervisor has helped me to understand the direction forward in my work due to changes at the institution caused by the spread of COVID-19.	63.40%	24.37%	4.17%	8.06%
My immediate supervisor has shown care and concern for staff in the response to the COVID-19 crisis.	76.07%	16.28%	3.59%	4.07%
My immediate supervisor has communicated effectively and transparently during this crisis.	67.57%	21.97%	4.36%	6.10%

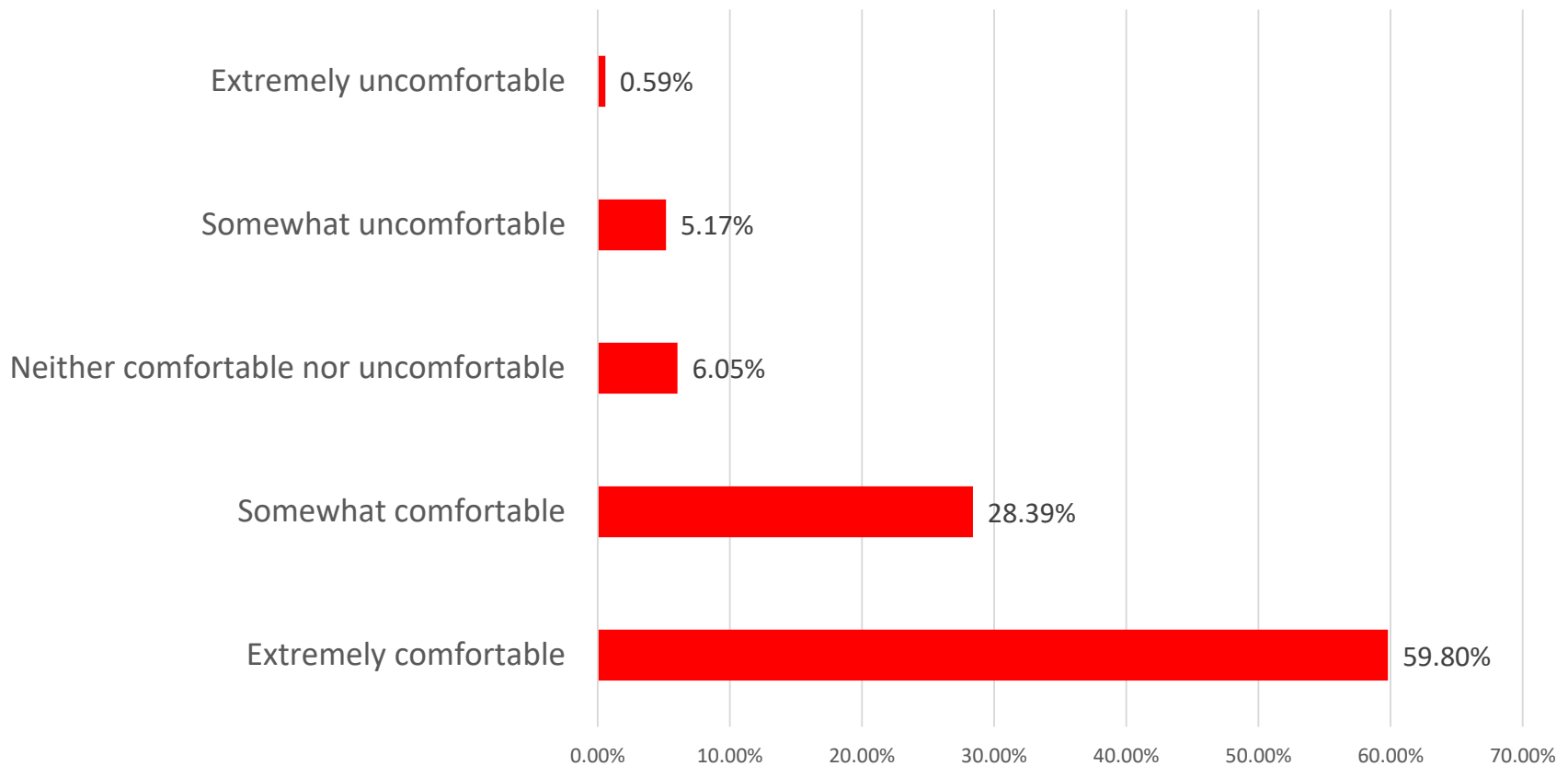
Support from UMB

>85% of UMB staff report being Extremely Satisfied or Somewhat Satisfied with the support they are receiving from UMB.



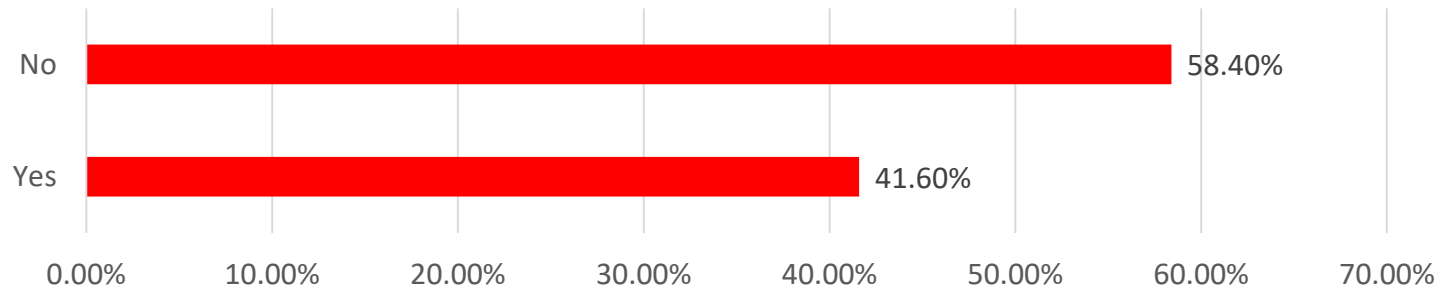
Comfort with Remote Work

79% of UMB staff report being Extremely Comfortable or Somewhat Comfortable with remote work.

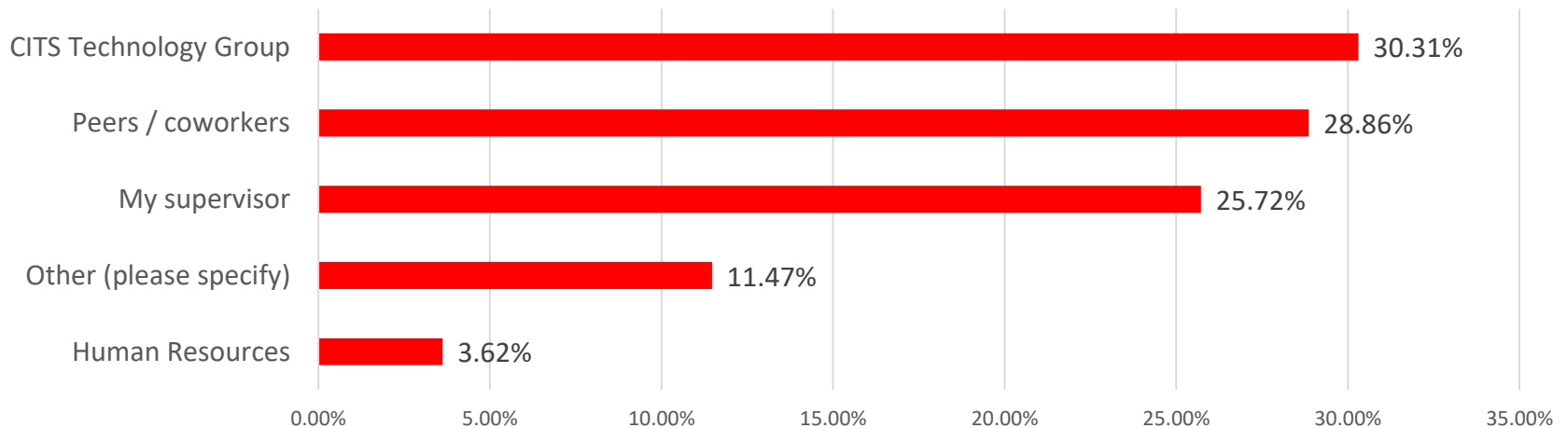


Assistance with Remote Work

Have you sought help with remote work?

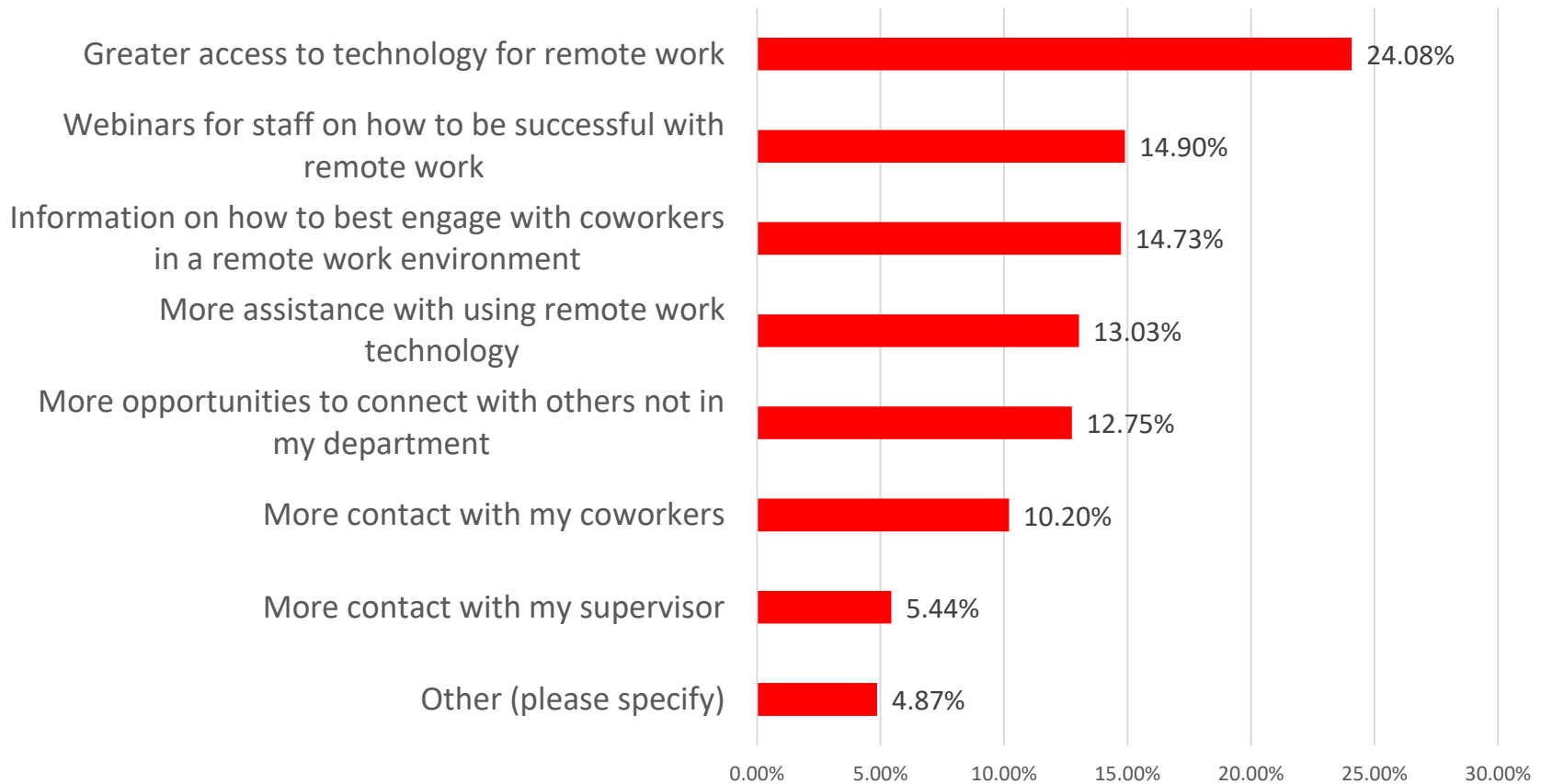


From whom did you seek help?



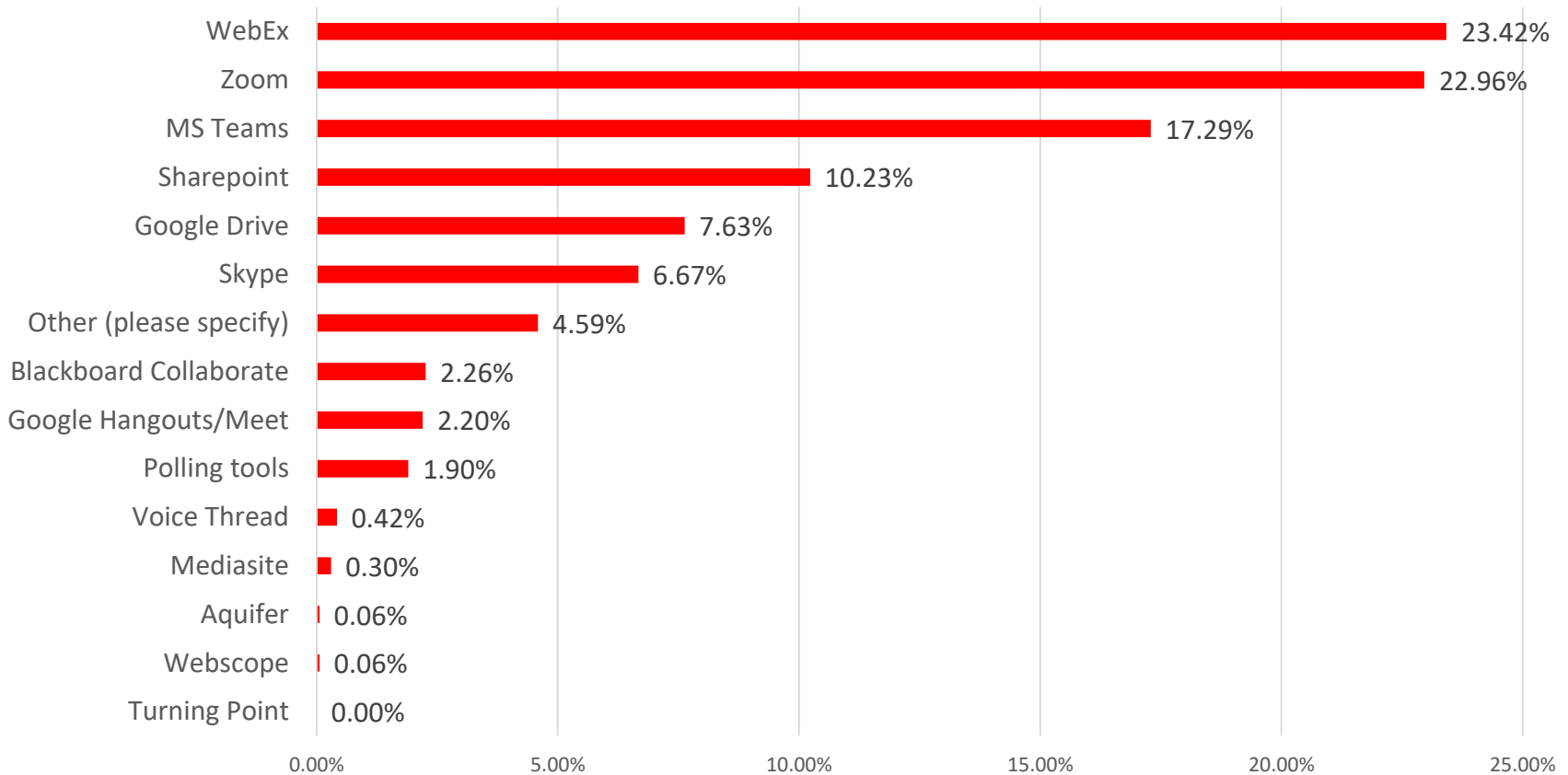
Areas of Assistance

Top areas UMB staff report needing assistance with in the future



Systems Used

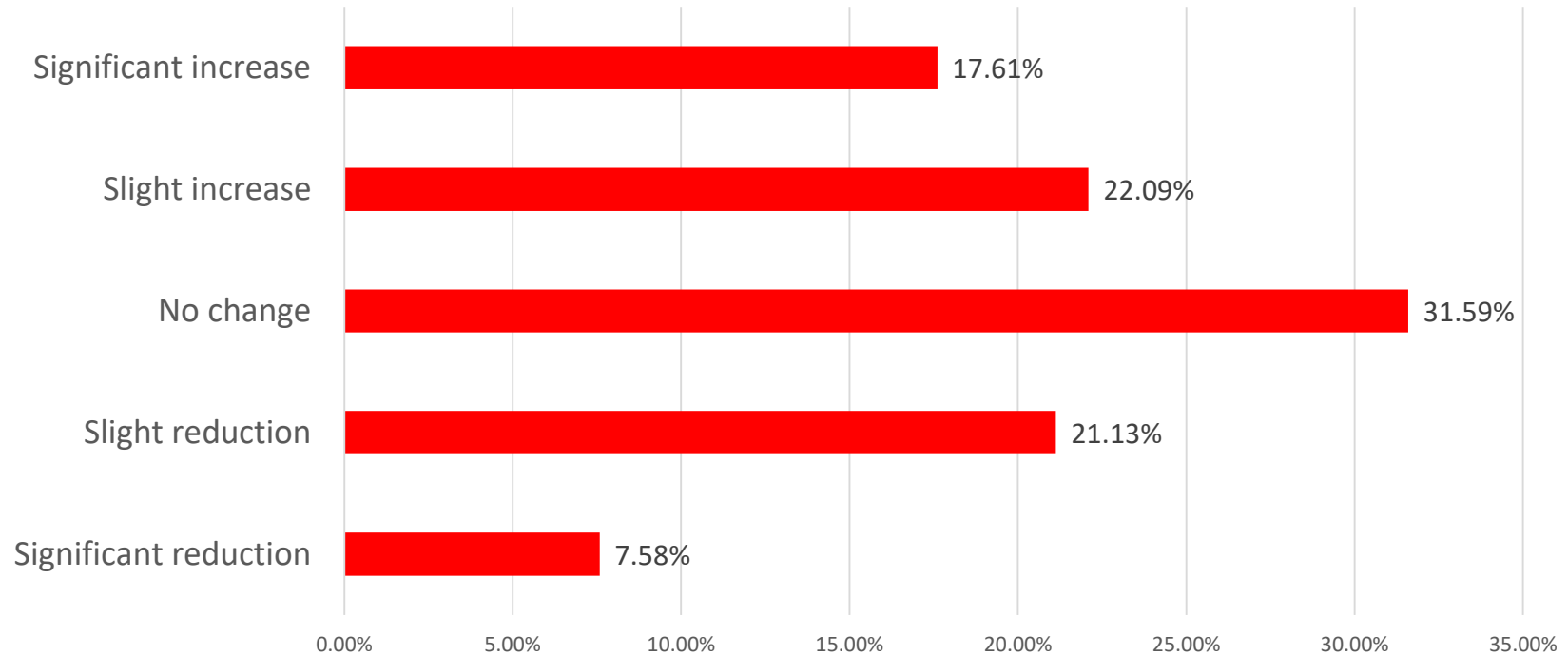
UMB staff report using the following systems during remote work



Work Effectiveness

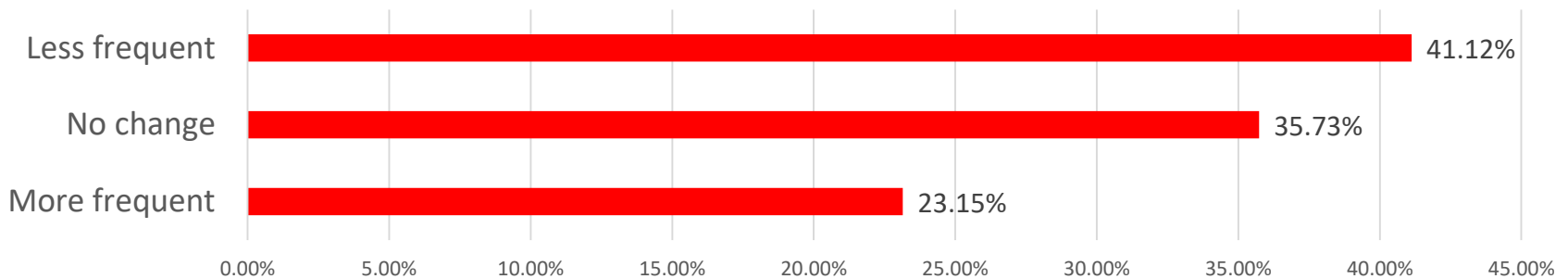
Approximately 40% of UMB staff report experiencing a Significant Increase or Slight Increase in productivity while on remote work.

UMB Staff Work Effectiveness

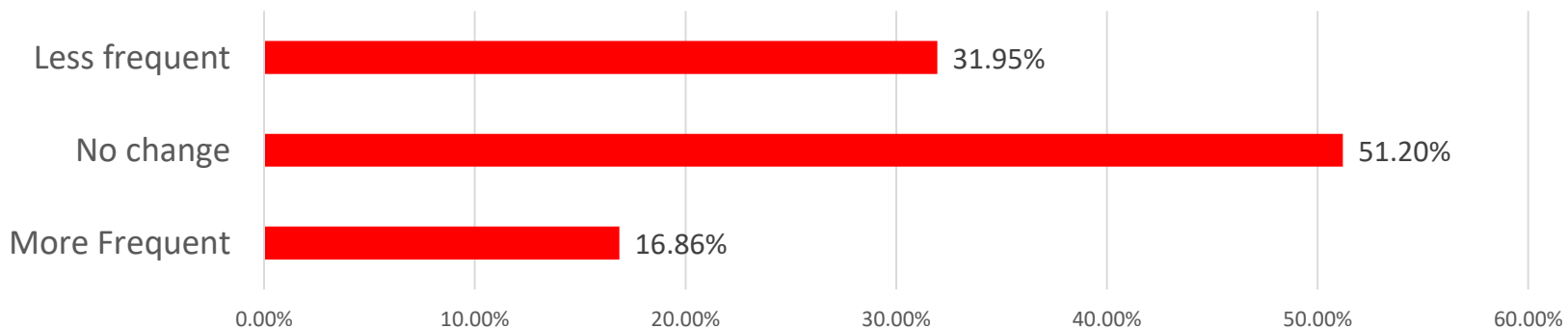


Work Effectiveness

Has working remotely has changed the frequency with which you engage with your coworkers as a group?



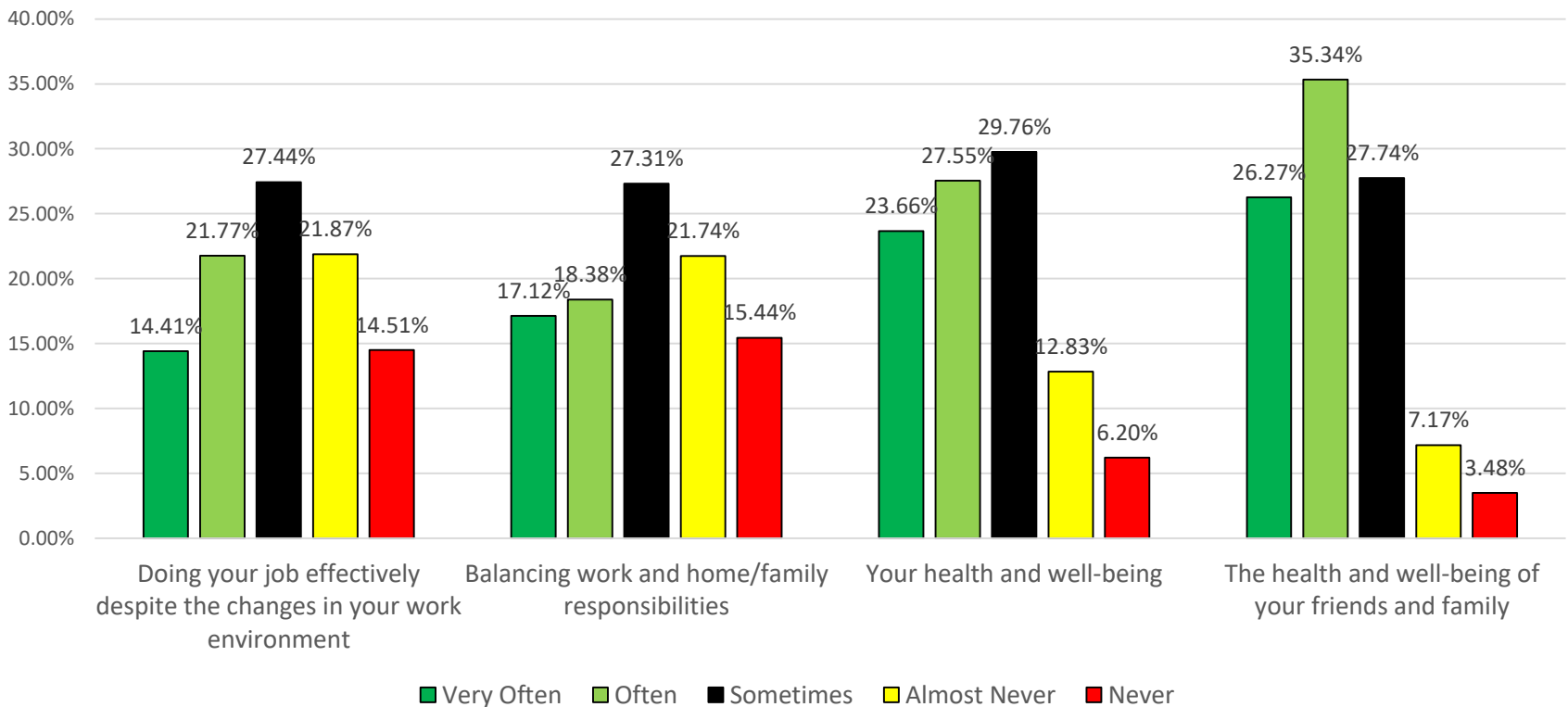
Has working remotely has changed the frequency with which you engage with your supervisor?



Impact of COVID on Work-life

The majority of UMB staff report being most worried about the health and wellbeing of their family and their own health.

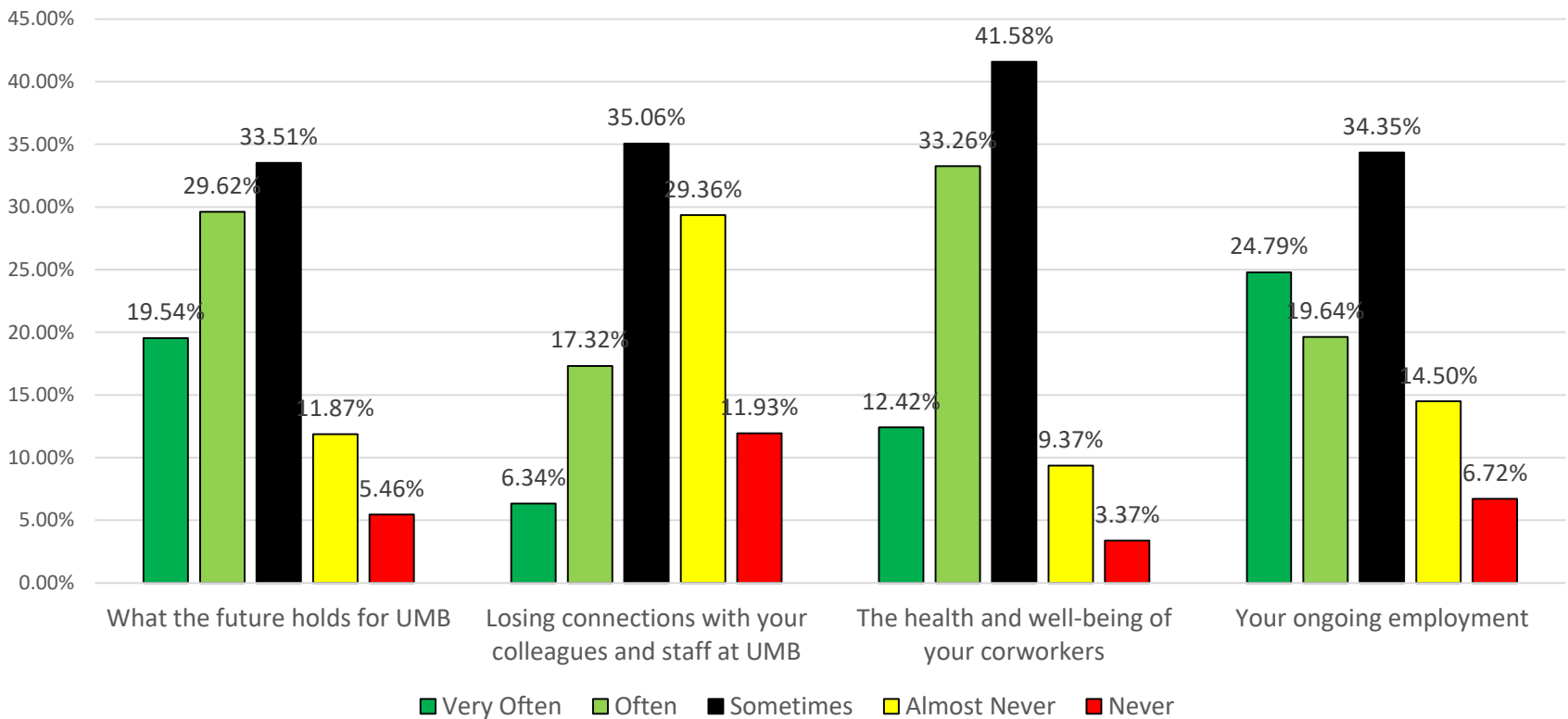
Given the changes caused by the spread of COVID-19, how often do you worry about the following?



Impact of COVID on Work-life

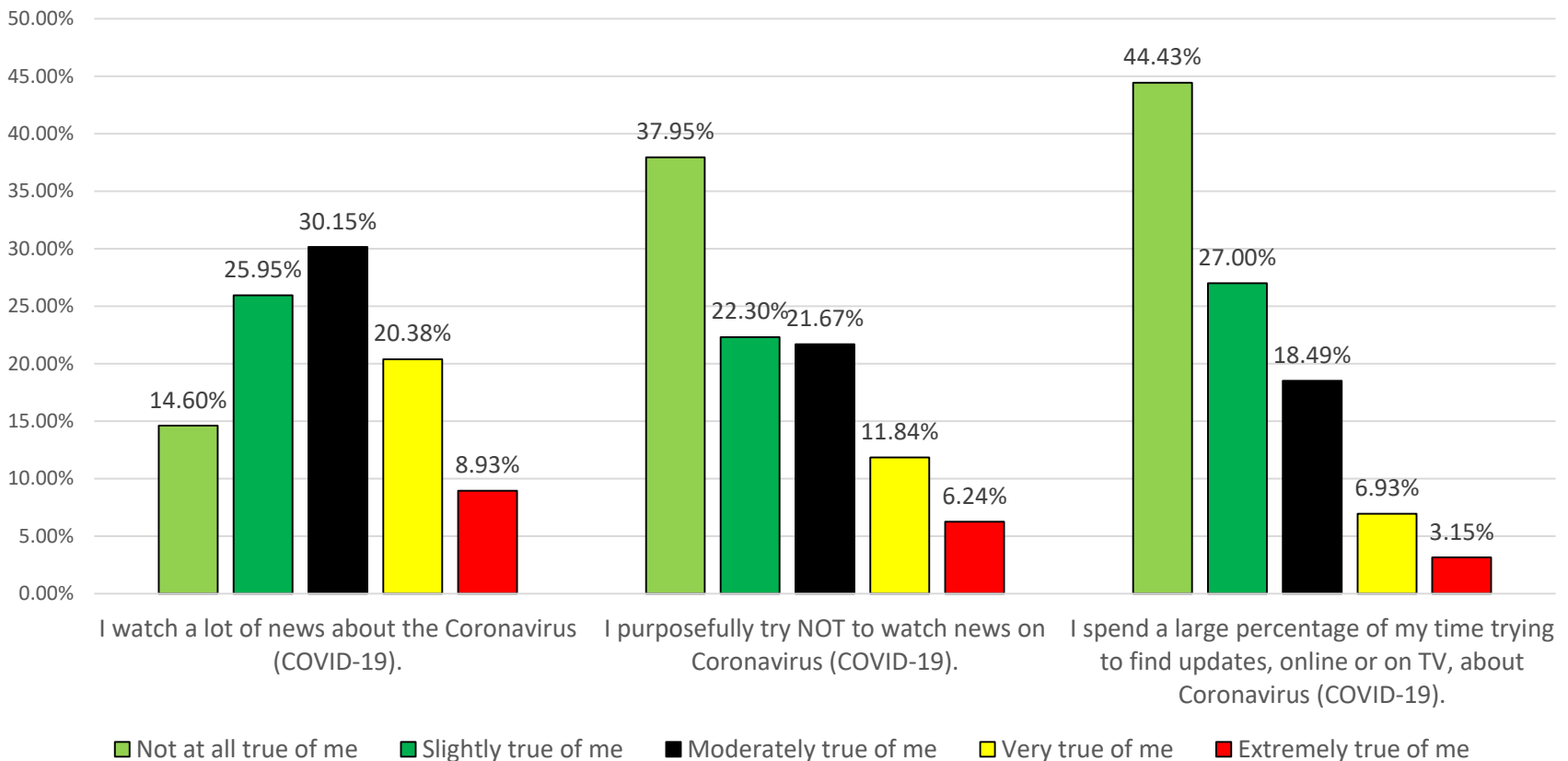
There is some concern among UMB staff about the future of UMB and continued employment. There is also concern for the health of coworkers.

Given the changes caused by the spread of COVID-19, how often do you worry about the following?



Impact of COVID19

UMB staff appear to fall into two groups, one that spends time following COVID and the other that does not.



Impact of COVID19

UMB staff report not feeling less motivated due to COVID and report that there is an impact on how people are feeling because COVID.

