

Overview of employee experiences during COVID-19 survey results

Information provided by the Office of Institutional Research and Planning

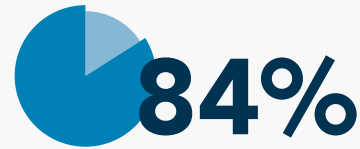
Continuing remote work



vs.

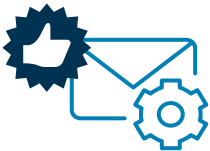


A majority of employees said they would prefer to **continue working remotely 60% or more of the time** when campus reopens



of employees said the **flexibility to continue to work remotely** was very important or important

MRU response to COVID-19



A **majority** of employees said the University provided **clear communication about the operational impacts** of COVID-19 on the University

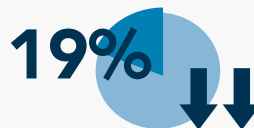


Fewer than half of employees said the University did a **good job communicating the financial impacts** of COVID-19 on the University

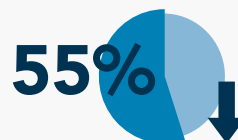
Mental health



of employees said their **mental health has declined** since the pre-COVID-19 period

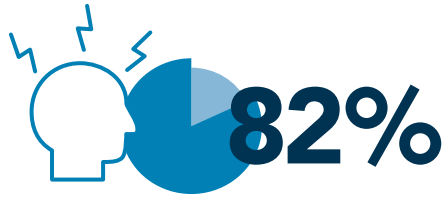


of employees said their mental health has **declined significantly**

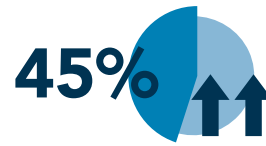


of employees said their mental health has **declined somewhat**

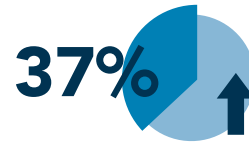
Causes of stress during the COVID-19 pandemic



of employees reported experiencing **work-related stress**

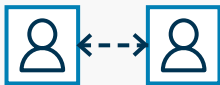


of employees reported **very high or high work-related stress**



of employees reported **moderate work-related stress**

The **greatest causes of stress** (to a very large or large extent) were:



feeling isolated from family and friends

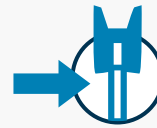
(39% of employees)



caring for others in your home

(31% of employees)

Employee were **least concerned** about:



feeling pressure to come to campus

(72% of employees were not worried)



being restricted from working on campus

(52% of employees were not worried)

By demographic, employees who were more likely than other employees to feel stress from:

Feeling isolated from family and friends

- LGBTQ2s+ employees
- Female-identified employees

Caring for others outside their home

- Visible minorities
- Older employees

Caring for others in their home

- Faculty

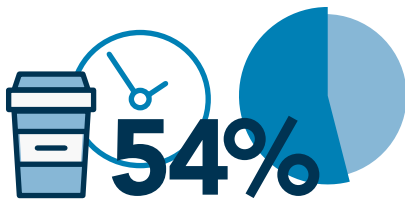
Feeling pressure to come to campus

- Visible minorities
- Individuals whose first language was not English

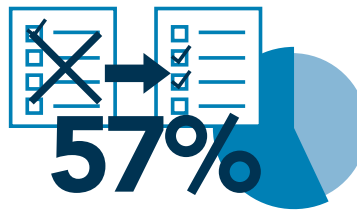
Being restricted from working on campus

- Faculty, credit-free instructors and casual employees

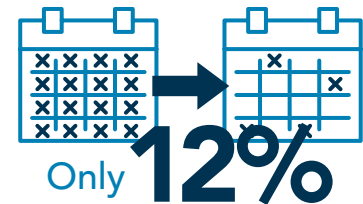
Workload and work expectations



of employees had experienced having **too much work to do**



of employees had experienced **changing work priorities** due to COVID-19



of employees reported **not having enough work to do** at times during the pandemic

By demographic, employees who were more likely than others to report:

Having too much work to do

- Employees with a disability
- Faculty
- Management

Having unclear performance expectations

- Faculty

Changing work priorities

- Management

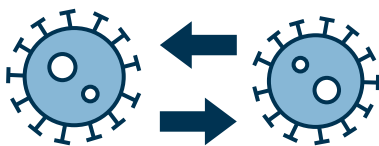
Feeling pressure to meet deadlines

- Faculty
- Management

Limited involvement in decision-making about their work

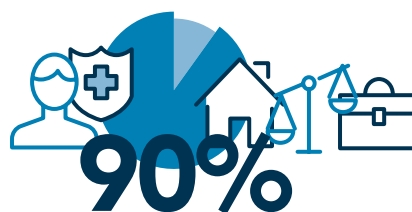
- Faculty — Faculty were less likely than others to feel like they were on top of things

Other concerns



A **majority of employees** were **concerned or very concerned** about work-related COVID-19 issues including:

- possible exposure to COVID on campus
- spreading it to others if they became infected



of employees had **worried at some point** about issues that included:

- the health of students, themselves and colleagues
- balancing work and personal life



Employees **worried less** about:

- losing connections with colleagues
- being able to do their jobs effectively
- losing their jobs