Overview of employee experiences during COVID-19 survey results

Information provided by the Office of Institutional Research and Planning

Continuing remote work

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

74% of employees said their mental health has declined since the pre-COVID-19 period.

19% of employees said their mental health has declined significantly.

55% of employees said their mental health has declined somewhat.
Causes of stress during the COVID-19 pandemic

82% of employees reported experiencing work-related stress

45% of employees reported very high or high work-related stress

37% 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
- LGBQ2s+ 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

- 54% of employees had experienced having too much work to do.
- 57% of employees had experienced changing work priorities due to COVID-19.
- Only 12% 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.
- **Feeling pressure to meet deadlines**: Faculty, Management.
- **Having unclear performance expectations**: Faculty.
- **Changing work priorities**: 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
- 90% 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