

Wave 3 Results for **639** Faculty, Staff, Post-Docs, and Graduate & Undergraduate Students in the College of Liberal Arts (CLA)¹

Demographic Information for Wave 3 CLA Respondents

- Total N = 639
- 60.1% Female | 32.9% Male | 7.1% Other or Not Provided
- 9.9% Asian | 4.1% Black or African American | 6.7% Latinx or Hispanic | 76.7% White | 8.9% Selected Another Category or Preferred Not to Answer
- 91.1% U.S. Citizen or Permanent Resident | 7.0% Non-U.S. Citizen | 1.9% Did Not Report
- CDC High Risk²: 21.8% - Self | 24.8% - Live With or Take Care of Someone Else
- CDC Secondary Risk Factors: 27.1% - Self | 31.7% - Live With or Take Care of Someone Else
- Employee Status: 13.9% Staff | 41.9% Faculty | 24.9% Graduate Students & Post-Docs | 10.2% Undergraduate Students | 9.1% Other & Retired
- 72.5% took the Baseline Survey | 67.0% took Wave 2 Survey

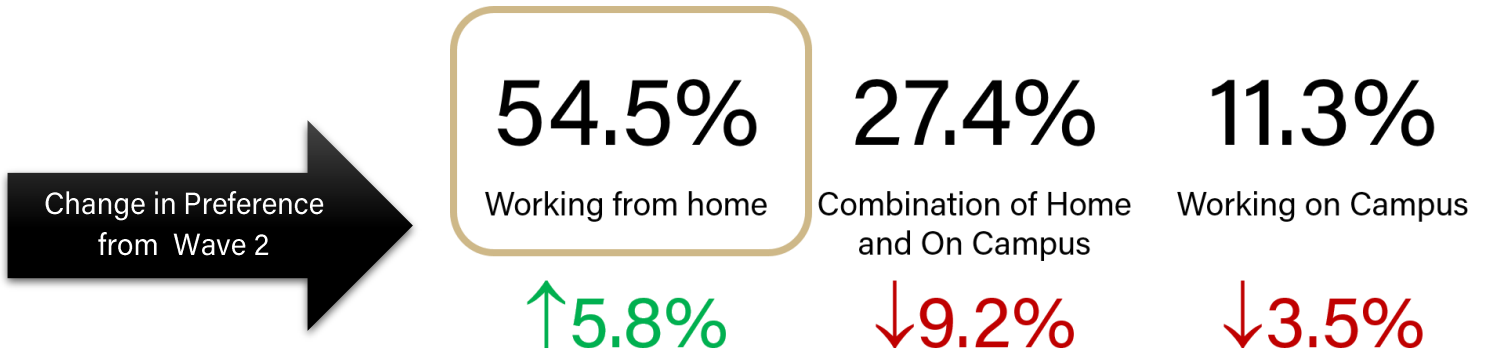
Current, Expected for Fall, and Preferred for Fall Working Location

	Current	Expected	Preferred
Working from home	67.6%	34.4%	58.5%
Combination of Home and On Campus	17.5%	48.8%	29.4%
Working on Campus	6.1%	16.8%	12.1%

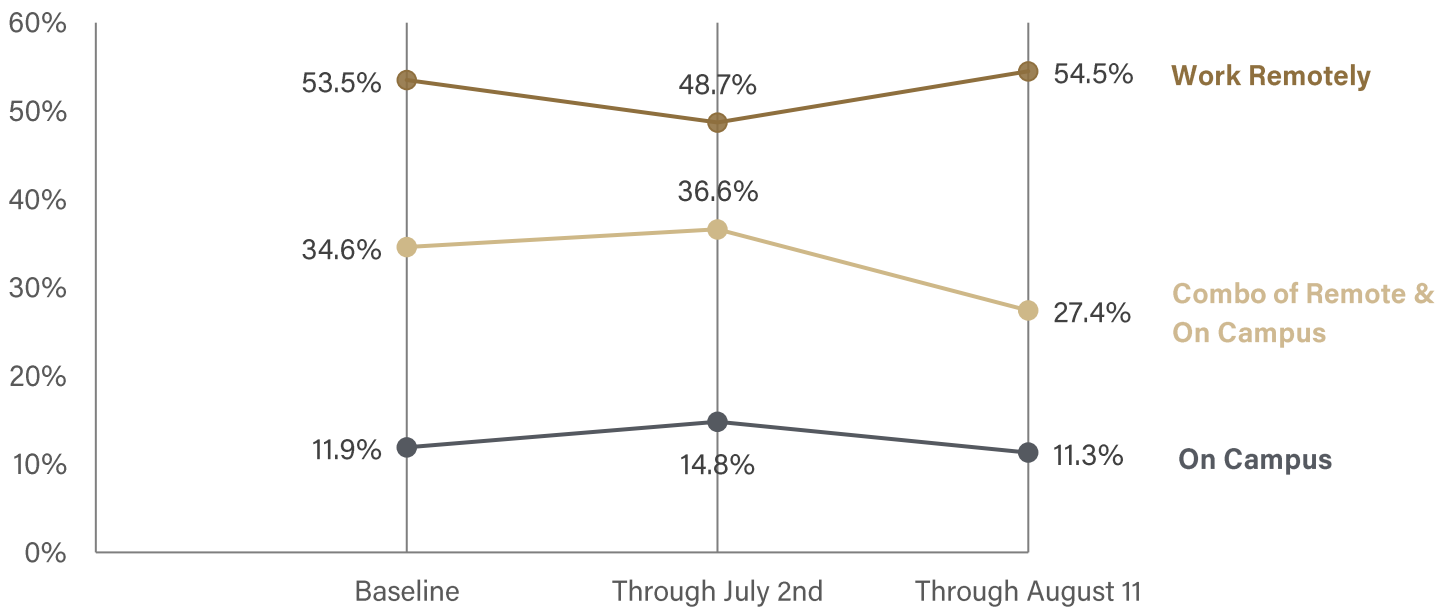
¹ Wave 1 survey was administered between 3 June 2020 and 9 June 2020. Wave 2 survey was administered between 25 June 2020 and 2 July 2020. Wave 3 survey was administered between 3 August 2020 and 11 August 2020.

² CDC Risk Factors Updated as of July 17, 2020. See <https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-with-medical-conditions.html>

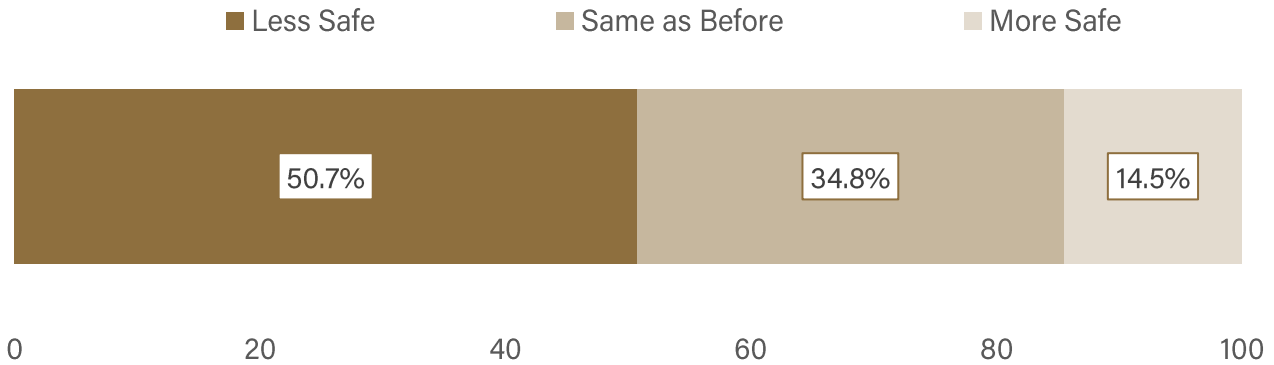
Preference for Working Location in the Fall



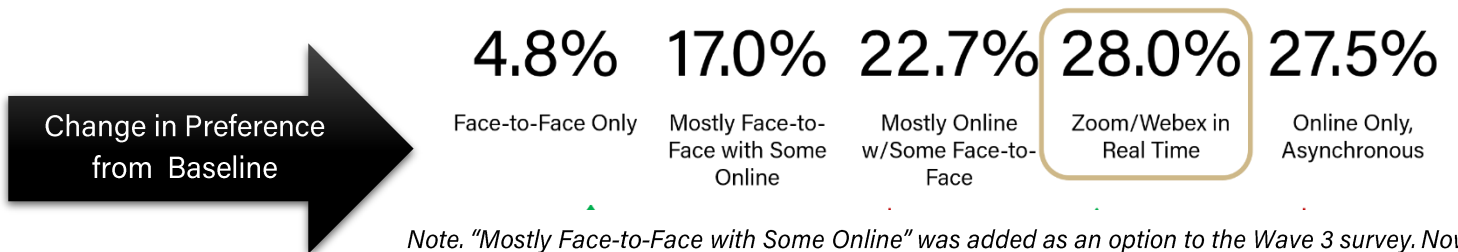
Change in Working Location Preference: Early June to Early August



Perception of Safety Returning to Campus in the Fall

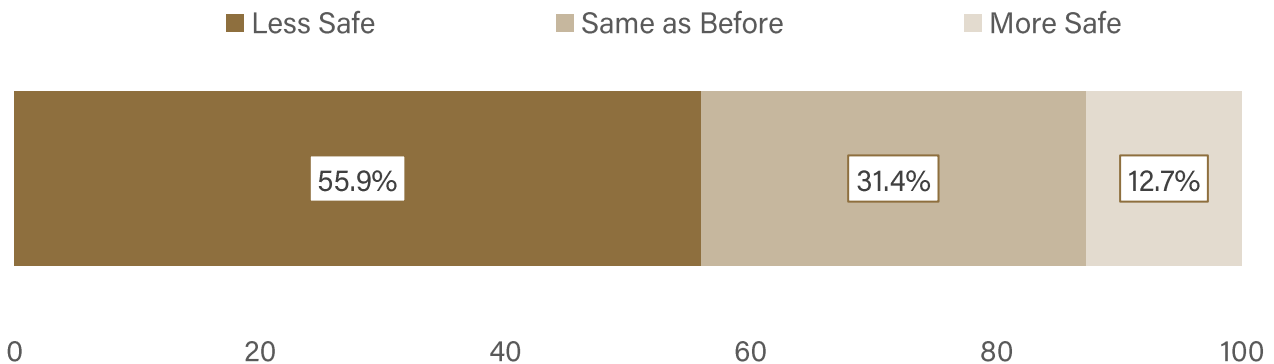


Preference for Teaching and Interacting with Students in the Fall

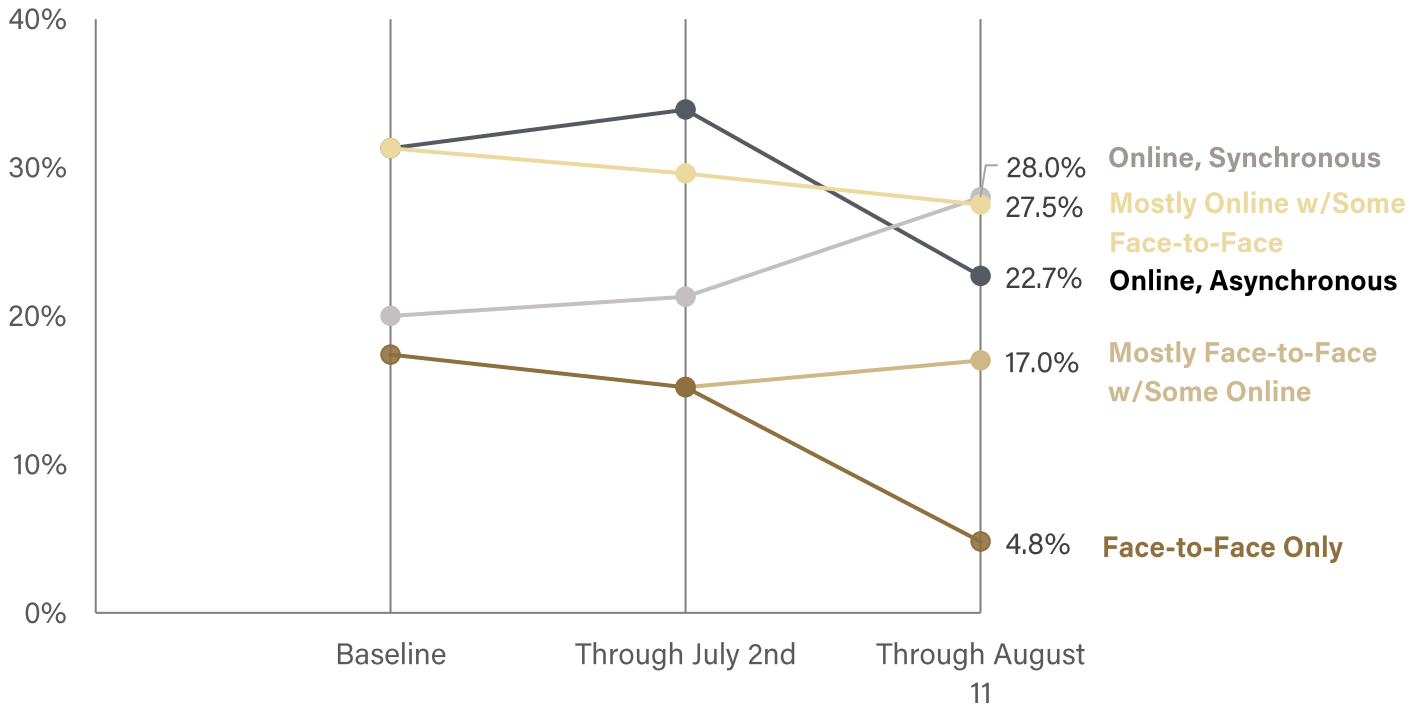


Note. "Mostly Face-to-Face with Some Online" was added as an option to the Wave 3 survey. Now that it is available, it appears that some shifted their preferences from "Mostly Online with Some Face-to-Face" to "Mostly Face-to-Face with Some Online" while others likely shifted to Online Only

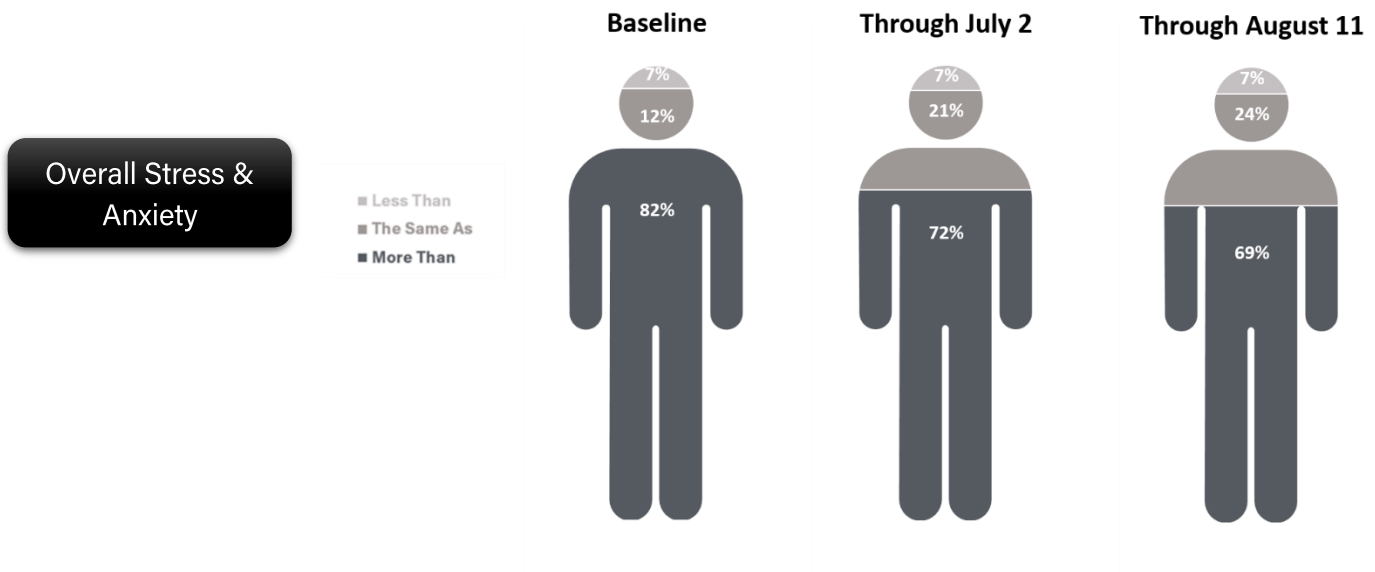
Perception of Safety in Teaching and Interacting with Students in the Fall

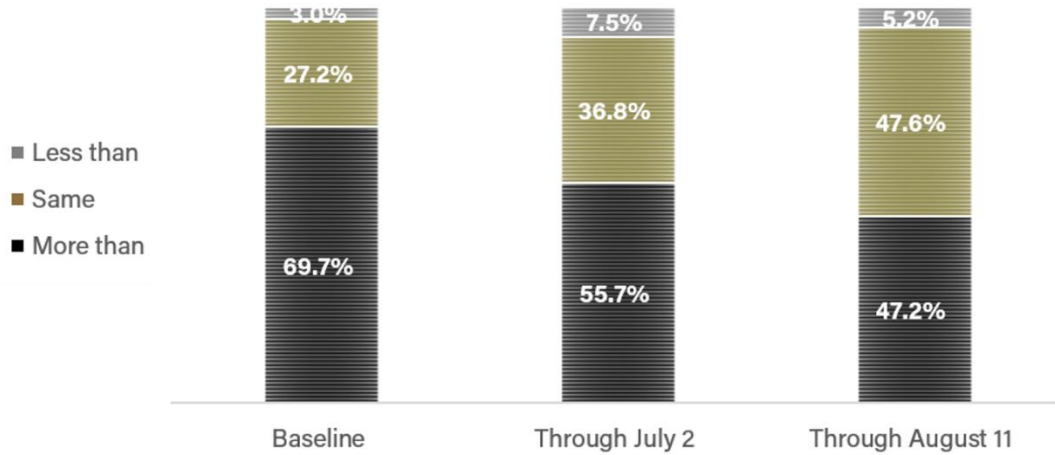


Change in Preference for Teaching & Interacting: Early June to Early August



Overall Personal and Financial Concerns about Reopening in the Fall



Overall Financial Concerns

Additional Concerns about Reopening in the Fall

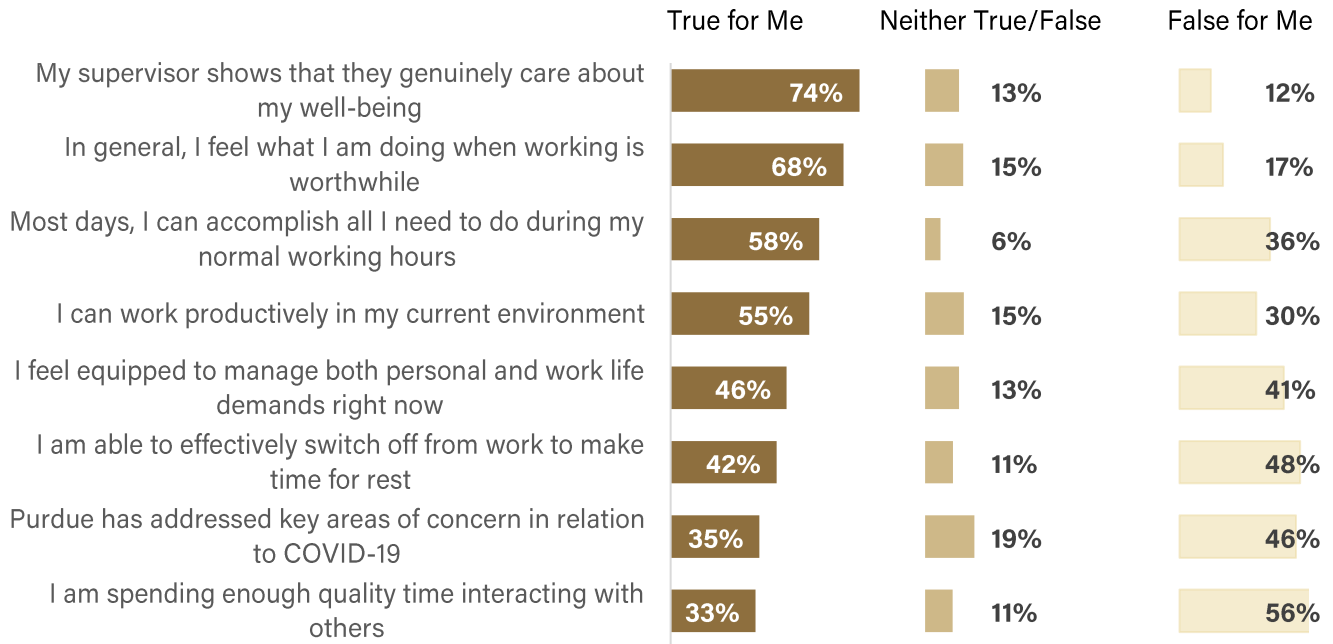
Concern	More than Wave 2	Same as Wave 2	Less than Wave 2
Keeping Job	41.4%	50.9%	7.7%
Insurance	34.6%	60.2%	5.3%
Medical Bills	37.9%	56.5%	5.6%
Child Care	44.1%	50.8%	5.1%
Food Shortages	27.1%	62.2%	10.8%
Housing	20.4%	71.4%	8.2%
Visa Status	32.8%	64.7%	2.5%

- Staff (49%) and grad students & post docs (44%) reported more concerns about **keeping their jobs** compared to faculty (37%) and undergrads (38%).
- More concern regarding **housing** was reported by undergrads (35%) followed by grad students & post docs (27%), faculty (15%), and staff (14.0%).
- **Food shortages** were of more concern for grad students & post docs (41%) and undergrads (34%) followed by staff (24%) and faculty (17%).
- Significantly greater concern about **medical bills** was reported by grad students & post docs (47%) followed by staff (37%), undergrads (33%), and faculty (33%).
- Grad students & post docs reported significantly more concern about **insurance** (48%) followed by staff (29%), undergrads (25%), and faculty (25%).
- Significantly greater concern about **child care** was noted for faculty (51%) and staff (51%) compared with grad students & post docs (31%) and undergrads (27%)³.
- Undergrads (71%) and grad students & post docs (50%) were significantly more concerned about their **visa status** followed by faculty (18%)⁴.

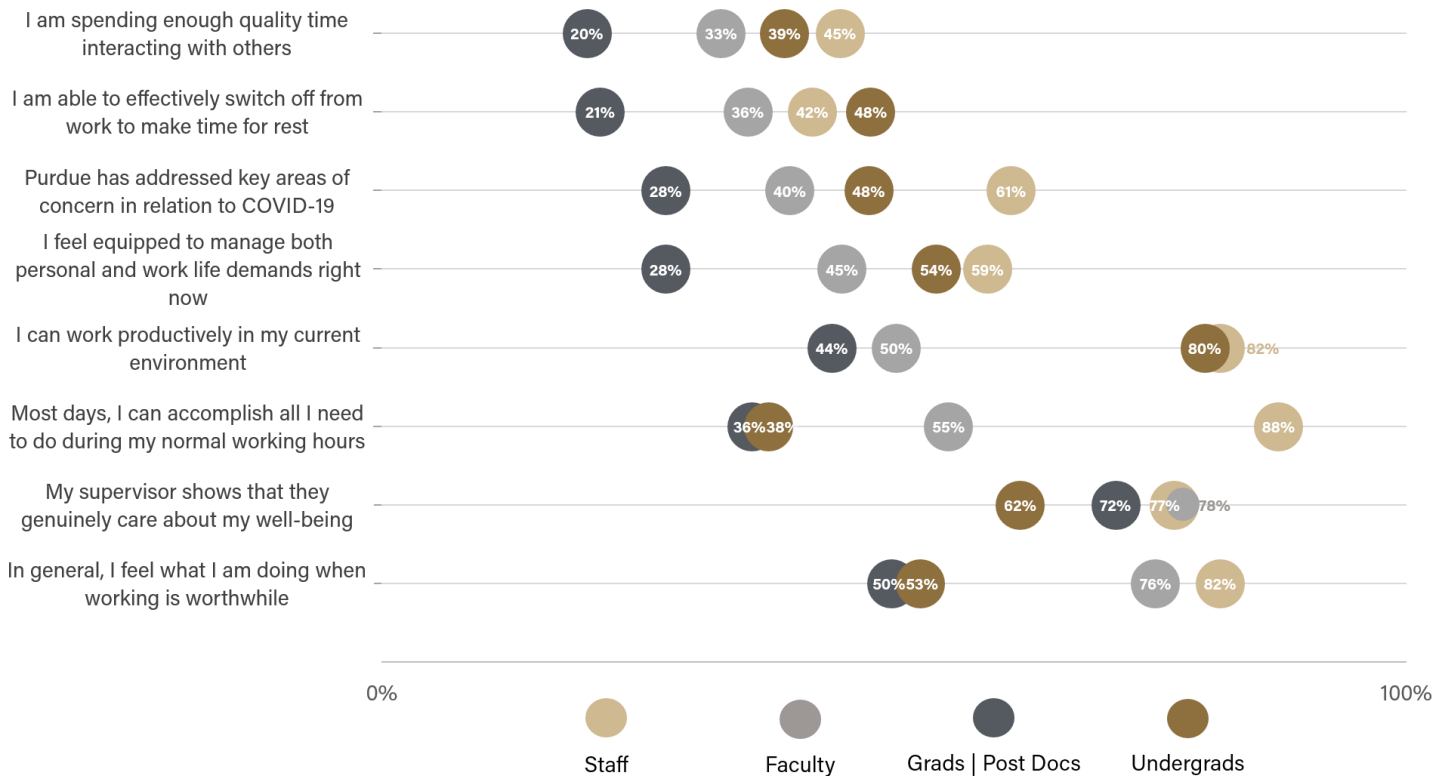
³ Note that only 236 participants (i.e., 37%) out of 639 reported that child care issues were applicable.

⁴ Note that only 119 participants (i.e., 19%) out of 639 reported that visa status was applicable.

Overall Personal Well-Being⁵



Personal Well-Being by Employee Status



⁵ Items adapted from <https://www.culturefirst.com/insights/covid-19-wellbeing>

COVID-19 Testing

23.6%

Taken a COVID-19 test

0.7%

Tested positive for active COVID-19 infection

0.7%

Tested positive for COVID-19 antibodies

2.9%

Lived with or interacted closely with someone who tested positive

12.8%

Wanted a COVID-19 test but were unable to get one

COVID-19 Test Turnaround⁶

44.6%

Received COVID-19 results in **< 3 days**

43.9%

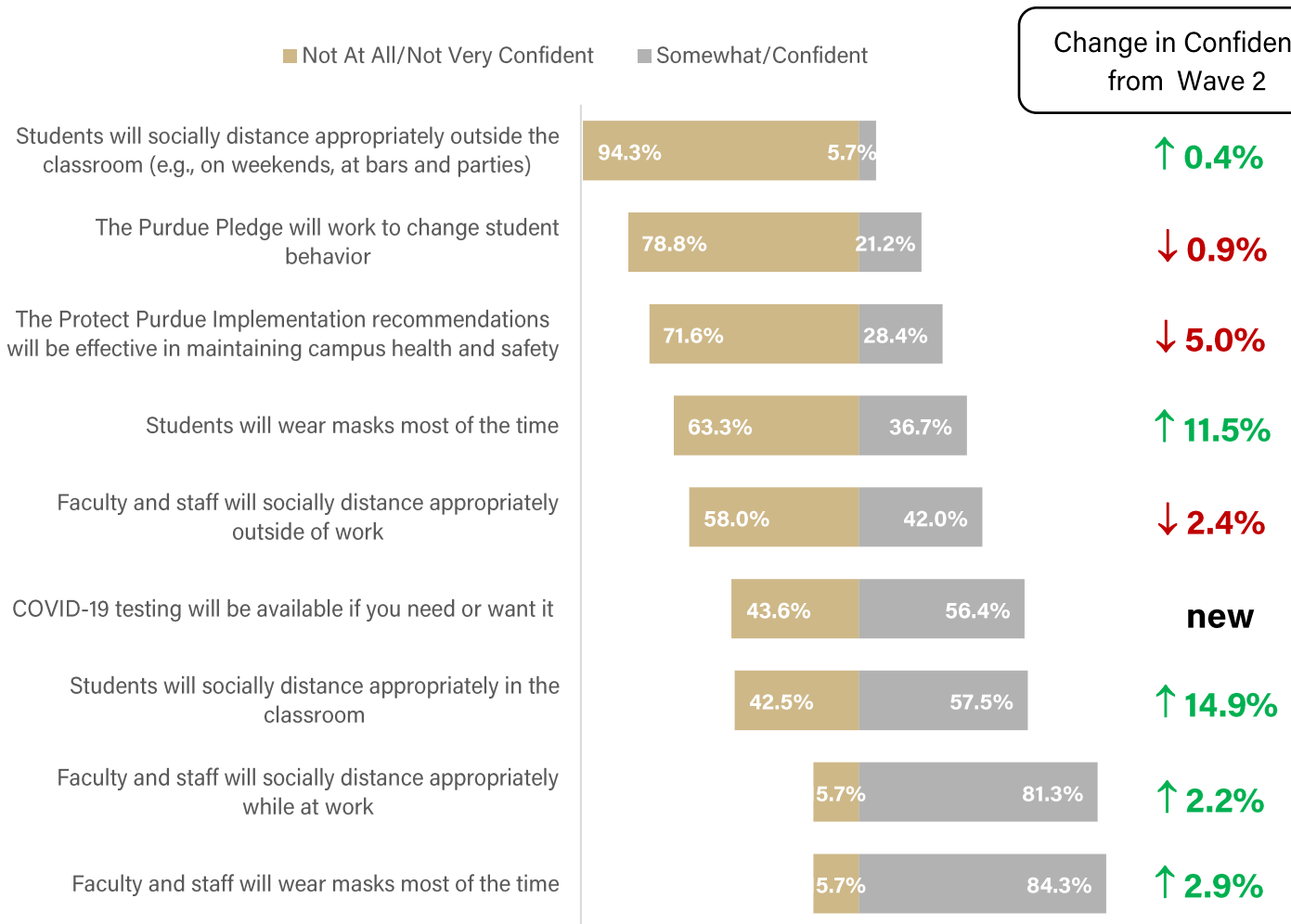
Received COVID-19 results in **3 to 7 days**

9.5%

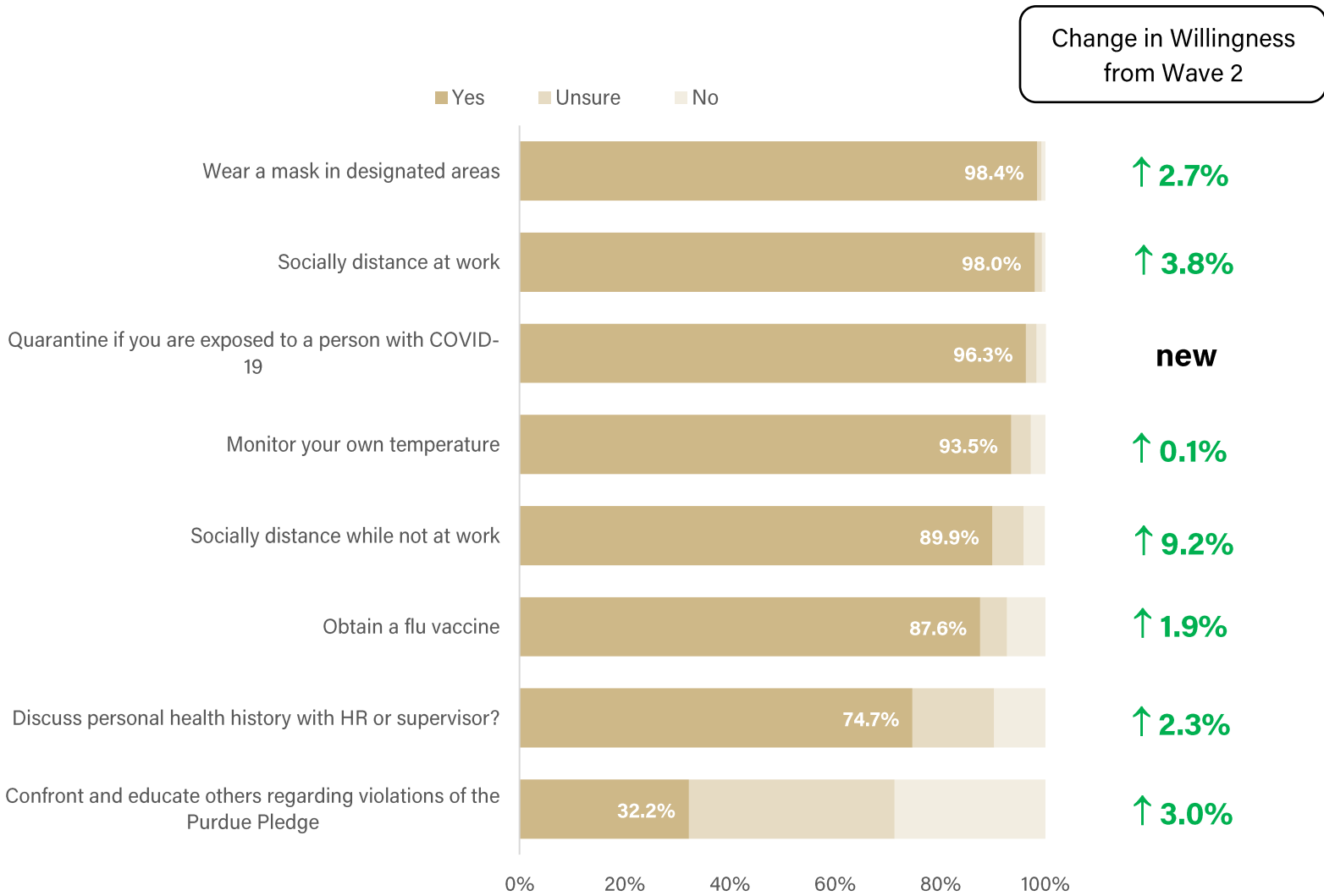
Received COVID-19 results in **> 7 days**

⁶ Sums to >100% because respondents may have taken more than one COVID-19 test.

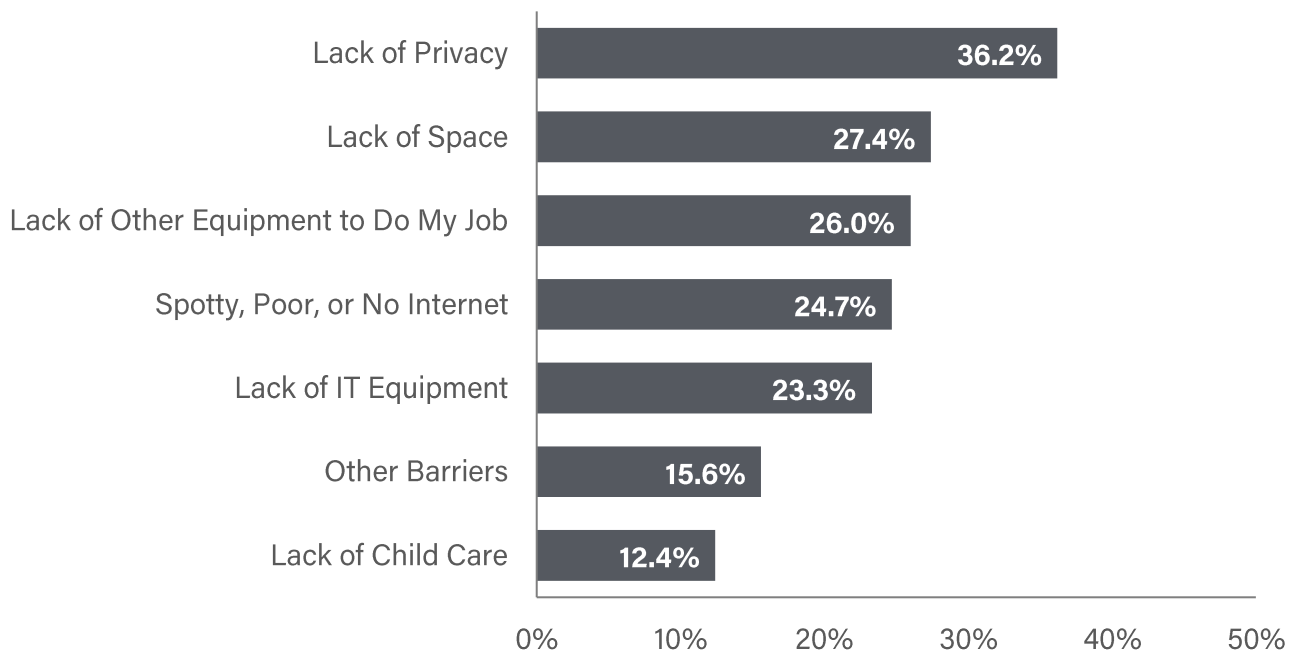
Confidence in Others' Willingness to Engage in Health & Safety Measures



Personal Willingness to Engage in Health & Safety Measures



Barriers to Working Remotely



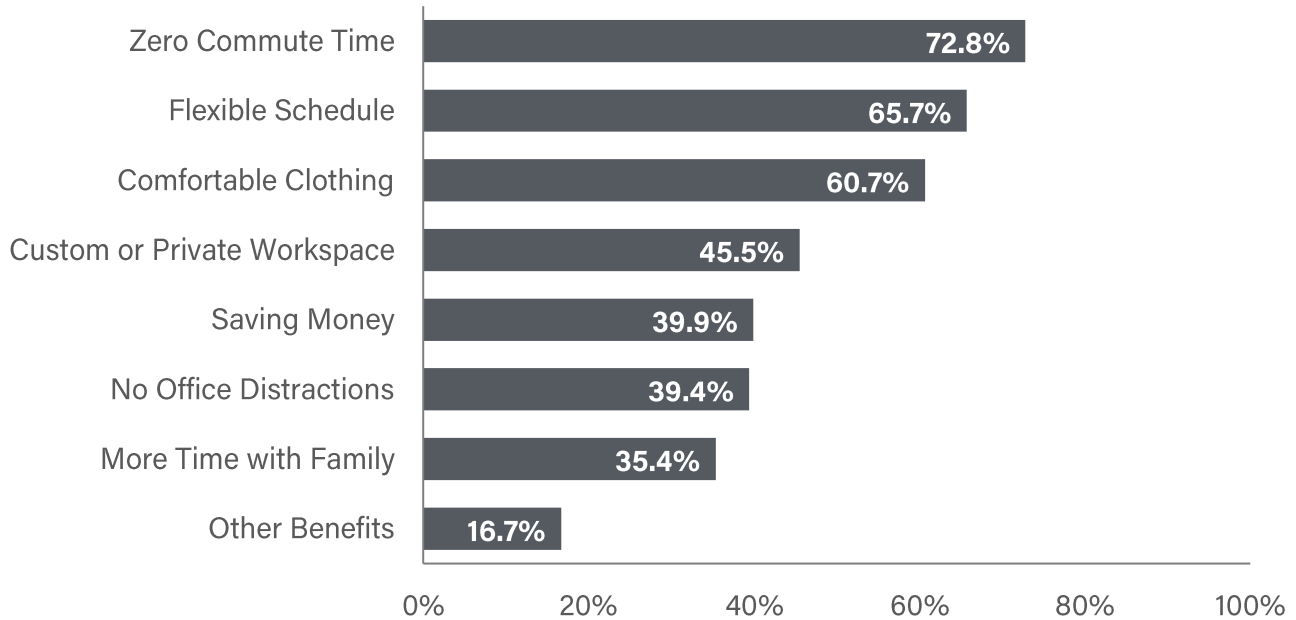
Increased Monthly Expenses

Across all respondents, 38.2% reported increased monthly expenses averaging about **\$87** per month (SD = 44). As with the overall survey results, the majority of expenses were associated with upgrading to higher-quality internet service, experiencing higher utility costs, needing consumable office supplies, and outfitting a home office. Nearly as many respondents who did not purchase these items reported needing them to more effectively do their jobs.

About 45% of staff reported spending more per month working remotely followed by graduate students and post docs (i.e., 40.3%), faculty (i.e., 38.8%), others (i.e., 32.1%), and undergraduate students (24.5%). This difference was not statistically significant, however⁷. Staff costs were estimated at \$45 extra per month followed by others (\$56 extra); undergraduates (\$64 extra); grad students & post docs (\$72 extra); and faculty (\$74 extra).

⁷ $\chi^2(4) = 6.98, p = .137, \text{Cramer's } V = .14$

Benefits to Working Remotely



Findings of Note

CLA respondents continue to express significant concerns across multiple indicators about reopening this fall including a greater desire to work and teach remotely; higher levels of stress and anxiety; more financial concerns; and diminished well-being, particularly among faculty, grad students, and post docs. CLA respondents also report many benefits and a number of barriers to working remotely. Please note that the overall Wave 3 Fact Sheet details open-ended responses to other identified barriers and benefits to remote work; reasons for increased monthly expenses; and ideas for additional compensation and benefits that would help during this difficult period.

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