

Post-COVID Workplace Project Employee Survey Preliminary Results Summary as of May 28, 2021

Distribution of survey

The employee experience survey was developed by the Transition Monitoring Team with feedback from the Project Team. A communication, with the link to the survey, was sent to 7,460 employees on Wednesday, April 21, 2021. The survey was open until 7pm on Friday, May 7, 2021.

Demographics of respondents

- 1,461 employees responded to the survey, which equates to a 19.58% response rate. Of these, 47.07% are affiliated with UAA, 42.17% with UAF, 5.81% with UAS and 7.94% with Statewide.
- In aggregate, 70.98% of all respondents are staff members, 25.12% are faculty and 3.90% are student employees.
- Of all respondents, 5.75% of employees worked 100% of the time in the office over the past year. The rest worked, to some degree, from a remote location, of which 54.76% were working remotely 100% of the time.

Key initial findings

Details of the results and a full analysis can be found on the [project website](#) once the Transition Monitoring Team has finished tabulating the final results. Here are some key initial findings that are of interest for the aggregate population.

- 92.27% of the total respondents preferred to have some degree of remote work in the post-pandemic environment of which 17.93% of the respondents would prefer working remotely 100% of the time.
- 18.55% of the respondents stated they would definitely look for another position, if they were unable to have long-term remote work arrangements. 36.76% said the lack of long-term remote work might cause them to look for another position.
- When asked about the importance of having flexible work hours, 42.57% of the respondents said it is necessary in order to maintain work/life balance. 46.48% stated that flexible work hours would be greatly beneficial.
- 59.82% of the respondents stated that it is necessary or would be greatly beneficial to have flexible work hours in order to provide better service to their customers.
- Respondents were asked how much time they need to be in the office based on self-evaluation of their job duties. The majority, 55.37%, said they need to be in the office only 0%-25% of the time.
- The top five challenges people had while working remotely over the past year are problems with internet connectivity, social isolation, problems with their physical remote workspace and maintaining a work/life balance.
- The top five benefits people experienced while working remotely over the past year are more flexibility with work schedules, positive financial impacts, improved work/life balance, and improved ability to be engaged with work, to be productive and/or to meet job expectations.