IHR Department Questionnaire

1. **What is the primary goal and scope of the survey?**

   The Telecommuting Survey was created to help the University identify the benefits and challenges employees are experiencing related to remote work, with the intent to gather information to be used to help shape the University's telecommuting policy in the future.

2. **What are the main results of the survey?**

   The survey was sent to 7,251 employees and 2,987 responded, for a response rate of 41%. The survey consisted of mostly multiple-choice questions, with a few open-ended questions. Overall, most employees enjoy working remotely, and feel that they are as, or more productive working remotely compared to working in the office. The majority of employees would prefer some combination of working in the office and working remotely, although specific preferences vary greatly. Likewise, the majority of supervisors feel that their employees are as, or more productive while working remotely and said that they trust their subordinates to get their work done while working remotely

3. **Based on these results, do you think telecommuting would be a beneficial option for most employees or only a certain type of employee? If the latter, which type of employee(s) was the most successful* under these conditions?**

   Telecommuting works when individuals have the self-discipline to separate work and family time and supervisors who trust their subordinates

4. **How did the performance of employees change from working on campus to when they were working remotely?**

   52.9% stated there was no difference in their performance. 31.28% believe they are more productive.

5. **How did the morale of employees alter during the transition between in-person and remote work?**

   Of those that responded to the survey, 44.9% said they are "Extremely Satisfied" with working from home, and 30.42% said they are "Very Satisfied." The vast majority of employees also feel that they have access to a physical space that is conducive to working effectively and that they have the equipment, supplies, and tools needed to do their job effectively while working remotely.

6. **Did the survey collect data about the environmental impacts of telecommuting? Or was the survey more focused on the efficacy/performance of working from home?**

   The survey was more focused on the efficacy/performance of working from home.

7. **Will there be a similar survey conducted for students?**

I do not know.

8. If teachers are still eligible to work remotely, will students also be offered the option to continue to participate in remote learning?

   Those decision are being handled by the Provost Office

9. Can you share some information about the potential telecommuting policies that are under consideration to be implemented?

   We anticipate a report will be issued by the end of May.

10. What incentives, if any, will the university create to encourage people to sign up, and what benefits will employees receive if they do?

    No incentives are being discussed.

11. How do you plan to make employees, faculty, and students aware of this new initiative?

    Mass Emails

12. How can the Transportation iCAP Team, iSEE, and F&S help facilitate this project? For example, we could:

    a. Gather information about what other colleges are doing for their own telecommuting policies

    b. Investigate the environmental benefits of telecommuting

    c. Research different incentives/benefits to encourage members to sign up

       B & C would helpful

13. Could we have access to the summarized survey results?

    Summary attached

* Employee success may be determined by satisfactory levels of productivity, efficiency, quality of work, morale, and/or social fulfillment throughout their work day.