Return to Campus Employee Survey
April 2021

Survey Responses
6,920
Total Surveyed
23,917
Response Rate
28.9%

Related to COVID-19 and the workplace, the university can do which of the following to support me in the on-site workplace?

#1
Provide workplace flexibility
3,357 employees ranked this most important
956 ranked this 2nd

#2
Provide clear public health protocols that I can follow at work
962 employees ranked this most important
1,113 ranked this 2nd

#3
Require my co-workers to follow public health protocols
682 employees ranked this most important
1,138 ranked this 2nd

#4
Provide flexible and accessible transportation options (parking, bus, etc.)
335 employees ranked this most important
1,221 ranked this 2nd

#5
Provide the equipment and tools necessary for me to safely work on-site
364 employees ranked this most important
761 ranked this 2nd

Responses by Employee Category

<table>
<thead>
<tr>
<th>Category</th>
<th>Faculty</th>
<th>Academic Staff</th>
<th>Limited</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>629</td>
<td>4,292</td>
<td>159</td>
</tr>
</tbody>
</table>

During the pandemic, I spend more than 50% of my time working:
- On site (in the workplace or on campus): 15.8%
- Off site (at home, remote, or not on campus): 84.2%

Before the pandemic, I worked remotely _____ per week:
- 0 hours: 6.5%
- 01-8 hours (20% of your FTE): 22.2%
- 08-16 hours (40% of your FTE): 61.3%
- 16-28 hours (60% of your FTE): 5.9%
- 28-36 hours (80% of your FTE): 5.9%
- 36-40 hours (100% of your FTE): 6.5%

Before the pandemic, how much flexibility did you have to work remotely on an occasional basis?
- A great deal: 19.8%
- A moderate amount: 36.4%
- None at all: 43.8%
**Return to Campus Employee Survey**

**April 2021**

### What are you most looking forward to when campus operations are conducted largely in-person this fall?

- **Collaborating with my co-workers**: 4,229
- **Vibrancy of the campus environment**: 2,977
- **Community/relationship-building**: 2,892
- **Improved well-being and work/life balance**: 2,133
- **Dedicated workstation separate from home environment**: 2,131
- **Working with students**: 2,047
- **Having more in-person services available again**: 1,660
- **Professional networking opportunities**: 1,550
- **Ability to focus and better productivity**: 1,489

### What has worked in this remote work environment?

- Ability to focus without distractions: 4,016
- Clear expectations on work responsibilities: 4,410
- Communication with my colleagues: 4,373
- Communication with my supervisor or department chair: 4,385
- Equipment (for example computer, monitors, etc.): 5,506
- Remote collaboration tools: 2,278
- Training and professional development to do my job remotely: 3,657
- Well-being and work/life balance: 4,016

### What could have worked better in this remote environment?

- Ability to focus without distractions: 3,061
- Clear expectations on work responsibilities: 4,440
- Communication with my colleagues: 4,373
- Communication with my supervisor or department chair: 4,385
- Equipment (for example computer, monitors, etc.): 5,506
- Remote collaboration tools: 2,278
- Training and professional development to do my job remotely: 3,657
- Well-being and work/life balance: 4,016

### What have been the benefits of working remotely?

1. **Reducing my COVID-19 exposure**: 5,526
2. **More time available due to lack of commute**: 5,103
3. **Decreased expenditures due to lack of commute (e.g. parking permits)**: 4,082

### What is your PREFERRED working environment?

- 0 hours a week onsite: 14.8%
- 01-8 hours a week onsite (20% of your FTE): 11.5%
- 08-16 hours a week onsite (40% of your FTE): 14%
- 16-24 hours a week onsite (60% of your FTE): 12.1%
- 24-32 hours a week onsite (80% of your FTE): 19.1%
- 32-40 hours a week onsite (100% of your FTE): 22.1%
- I am not sure how many hours I want to work onsite, but I'd like flexibility to work remotely on occasion: 6.3%
Return to Campus Employee Survey
April 2021

Survey Responses
6,920
Total Surveyed
23,917
Response Rate
28.9%

Responses by Employee Category
Faculty
629
Academic Staff
4,292
Limited
159
University Staff
1,175
Postdoc Fellow
118
Grad Student
457

Related to COVID-19 and the workplace, the university can do which of the following to support me in the on-site workplace?

- **Provide workplace flexibility**: 186 employees ranked this most important; 64 ranked this 2nd
- **Provide clear public health protocols that I can follow at work**: 120 employees ranked this most important; 137 ranked this 2nd
- **Require my co-workers to follow public health protocols**: 88 employees ranked this most important; 107 ranked this 2nd
- **Provide clear communication from campus leaders**: 75 employees ranked this most important; 79 ranked this 2nd
- **Provide the equipment and tools necessary for me to safely work on-site**: 37 employees ranked this most important; 62 ranked this 2nd

During the pandemic, I spend more than 50% of my time working:
- On site (in the workplace or on campus): 13.8%
- Off site (at home, remote, or not on campus): 86.2%

Before the pandemic, I worked remotely _____ per week.
- 0 hours: 7.6%
- 01-8 hours (20% of your FTE): 18.8%
- 08-16 hours (40% of your FTE): 26.4%
- 16-28 hours (60% of your FTE): 37.7%
- 28-36 hours (80% of your FTE): 7.1%
- 36-40 hours (100% of your FTE): 7.6%

Before the pandemic, how much flexibility did you have to work remotely on an occasional basis?
- A great deal: 11.7%
- A moderate amount: 43.4%
- None at all: 44.9%
Return to Campus Employee Survey
April 2021

**What are you most looking forward to when campus operations are conducted largely in-person this fall?**

- Collaborating with my co-workers: 447
- Vibrancy of the campus environment: 332
- Community/relationship-building: 320
- Improved well-being and work/life balance: 243
- Dedicated workstation separate from home environment: 227
- Working with students: 442
- Having more in-person services available again: 185
- Professional networking opportunities: 179
- Ability to focus and better productivity: 189

**What has worked in this remote work environment?**

- Ability to focus without distractions: 500
- Clear expectations on work responsibilities: 362
- Communication with my colleagues: 323
- Communication with my supervisor or department chair: 280
- Equipment (for example computer, monitors, etc.): 265
- Remote collaboration tools: 199
- Training and professional development to do my job remotely: 139
- Well-being and work/life balance: 124

**What could have worked better in this remote environment?**

- Ability to focus without distractions: 184
- Clear expectations on work responsibilities: 134
- Communication with my colleagues: 105
- Communication with my supervisor or department chair: 91
- Equipment (for example computer, monitors, etc.): 103
- Remote collaboration tools: 104
- Training and professional development to do my job remotely: 303
- Well-being and work/life balance: 199

**What have been the benefits of working remotely?**

1. Reducing my COVID-19 exposure: 497
2. More time available due to lack of commute: 377
3. Increased accessibility (e.g. meetings, professional development): 258

**What is your PREFERRED working environment?**

- 0 hours a week onsite: 17.5%
- 01-8 hours a week onsite (20% of your FTE): 9.6%
- 08-16 hours a week onsite (40% of your FTE): 17%
- 16-24 hours a week onsite (60% of your FTE): 16.6%
- 24-32 hours a week onsite (80% of your FTE): 26.9%
- 32-40 hours a week onsite (100% of your FTE): 16.6%
- I am not sure how many hours I want to work onsite, but I'd like flexibility to work remotely on occasion: 9.2%
Return to Campus Employee Survey
April 2021

Survey Responses
6,920

Total Surveyed
23,917

Response Rate
28.9%

Related to COVID-19 and the workplace, the university can do which of the following to support me in the on-site workplace?

1. Provide workplace flexibility
   - 2,362 employees ranked this most important
   - 601 ranked this 2nd

2. Provide clear public health protocols that I can follow at work
   - 540 employees ranked this most important
   - 658 ranked this 2nd

3. Require my co-workers to follow public health protocols
   - 338 employees ranked this most important
   - 686 ranked this 2nd

4. Provide clear communication from campus leaders
   - 328 employees ranked this most important
   - 480 ranked this 2nd

5. Provide the equipment and tools necessary for me to safely work on-site
   - 210 employees ranked this most important
   - 476 ranked this 2nd

Responses by Employee Category

- Faculty: 629
- Academic Staff: 4,292
- Limited: 159
- University Staff: 1,175
- Postdoc Fellow: 118
- Grad Student: 457

During the pandemic, I spend more than 50% of my time working:

- On site (in the workplace or on campus): 13%
- Off site (at home, remote, or not on campus): 87%

Before the pandemic, I worked remotely _____ per week.

- 0 hours: 6.2%
- 01-8 hours (20% of your FTE): 21.8%
- 08-16 hours (40% of your FTE): 64.9%

Before the pandemic, how much flexibility did you have to work remotely on an occasional basis?

- A great deal: 18.1%
- A moderate amount: 35.7%
- None at all: 46.2%
Return to Campus Employee Survey
April 2021

What are you most looking forward to when campus operations are conducted largely in-person this fall?

<table>
<thead>
<tr>
<th>Description</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collaborating with my co-workers</td>
<td>2,624</td>
</tr>
<tr>
<td>Improved well-being and work/life balance</td>
<td>1,230</td>
</tr>
<tr>
<td>Having more in-person services available again</td>
<td>901</td>
</tr>
<tr>
<td>Vibrancy of the campus environment</td>
<td>1,800</td>
</tr>
<tr>
<td>Dedicated workstation separate from home environment</td>
<td>1,225</td>
</tr>
<tr>
<td>Professional networking opportunities</td>
<td>894</td>
</tr>
<tr>
<td>Community/relationship-building</td>
<td>1,782</td>
</tr>
<tr>
<td>Working with students</td>
<td>1,117</td>
</tr>
<tr>
<td>Ability to focus and better productivity</td>
<td>799</td>
</tr>
</tbody>
</table>

What has worked in this remote work environment?

<table>
<thead>
<tr>
<th>Description</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ability to focus without distractions</td>
<td>2,737</td>
</tr>
<tr>
<td>Clear expectations on work responsibilities</td>
<td>2,951</td>
</tr>
<tr>
<td>Communication with my colleagues</td>
<td>2,951</td>
</tr>
<tr>
<td>Communication with my supervisor or department chair</td>
<td>2,951</td>
</tr>
<tr>
<td>Equipment (for example computer, monitors, etc.)</td>
<td>3,571</td>
</tr>
<tr>
<td>Remote collaboration tools</td>
<td>2,513</td>
</tr>
<tr>
<td>Training and professional development to do my job remotely</td>
<td>1,542</td>
</tr>
<tr>
<td>Well-being and work/life balance</td>
<td>2,513</td>
</tr>
</tbody>
</table>

What could have worked better in this remote environment?

<table>
<thead>
<tr>
<th>Description</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ability to focus without distractions</td>
<td>741</td>
</tr>
<tr>
<td>Clear expectations on work responsibilities</td>
<td>552</td>
</tr>
<tr>
<td>Communication with my colleagues</td>
<td>505</td>
</tr>
<tr>
<td>Communication with my supervisor or department chair</td>
<td>383</td>
</tr>
<tr>
<td>Equipment (for example computer, monitors, etc.)</td>
<td>736</td>
</tr>
<tr>
<td>Remote collaboration tools</td>
<td>736</td>
</tr>
<tr>
<td>Training and professional development to do my job remotely</td>
<td>1,234</td>
</tr>
<tr>
<td>Well-being and work/life balance</td>
<td>1,234</td>
</tr>
</tbody>
</table>

What have been the benefits of working remotely?

1. Reducing my COVID-19 exposure                                            3,590
2. More time available due to lack of commute                                3,383
3. Decreased expenditures due to lack of commute (e.g. parking permits)     2,758

What is your PREFERRED working environment?

- 0 hours a week onsite (13.2%)
- 01-8 hours a week onsite (22.5% of your FTE)
- 08-16 hours a week onsite (19.7% of your FTE)
- 16-24 hours a week onsite (14.6% of your FTE)
- 24-32 hours a week onsite (12.2% of your FTE)
- 32-40 hours a week onsite (5.7% of your FTE)
- I am not sure how many hours I want to work onsite, but I'd like flexibility to work remotely on occasion (12% of your FTE)
Return to Campus Employee Survey
April 2021

Survey Responses
6,920
Total Surveyed
23,917
Response Rate
28.9%

Related to COVID-19 and the workplace, the university can do which of the following to support me in the on-site workplace?

1. Provide workplace flexibility
   - 68 employees ranked this most important
   - 26 ranked this 2nd

2. Provide clear public health protocols that I can follow at work
   - 26 employees ranked this most important
   - 28 ranked this 2nd

3. Provide clear communication from campus leaders
   - 21 employees ranked this most important
   - 23 ranked this 2nd

4. Require my co-workers to follow public health protocols
   - 15 employees ranked this most important
   - 24 ranked this 2nd

5. Provide the equipment and tools necessary for me to safely work on-site
   - 10 employees ranked this most important
   - 23 ranked this 2nd

During the pandemic, I spend more than 50% of my time working:
- 13.2% On site (in the workplace or on campus)
- 86.8% Off site (at home, remote, or not on campus)

Before the pandemic, I worked remotely ______ per week.
- 70.3% 0 hours
- 19.6% 01-8 hours (20% of your FTE)
- 13.2% 08-16 hours (40% of your FTE)
- 16-28 hours (60% of your FTE)
- 28-36 hours (80% of your FTE)
- 36-40 hours (100% of your FTE)

Before the pandemic, how much flexibility did you have to work remotely on an occasional basis?
- 24.2% A great deal
- 53.9% A moderate amount
- 21.9% None at all

Responses by Employee Category
- Faculty: 629
- Academic Staff: 4,292
- Limited: 159
- University Staff: 1,175
- Postdoc Fellow: 118
- Grad Student: 457
Return to Campus Employee Survey
April 2021

What are you most looking forward to when campus operations are conducted largely in-person this fall?

- Collaborating with my co-workers: 106
- Improved well-being and work/life balance: 45
- Having more in-person services available again: 42
- Vibrancy of the campus environment: 90
- Dedicated workstation separate from home environment: 51
- Professional networking opportunities: 53
- Community/relationship-building: 87
- Working with students: 39
- Ability to focus and better productivity: 31

What has worked in this remote work environment?

- Ability to focus without distractions: 96
- Clear expectations on work responsibilities: 67
- Communication with my colleagues: 109
- Communication with my supervisor or department chair: 101
- Equipment (for example computer, monitors, etc.): 112
- Remote collaboration tools: 131
- Training and professional development to do my job remotely: 82
- Well-being and work/life balance: 47

What could have worked better in this remote environment?

- Ability to focus without distractions: 28
- Clear expectations on work responsibilities: 19
- Communication with my colleagues: 31
- Communication with my supervisor or department chair: 19
- Equipment (for example computer, monitors, etc.): 25
- Remote collaboration tools: 32
- Training and professional development to do my job remotely: 55
- Well-being and work/life balance: 82

What have been the benefits of working remotely?

#1 Reducing my COVID-19 exposure: 126

#2 More time available due to lack of commute: 119

#3 Decreased expenditures due to lack of commute (e.g. parking permits): 107

What is your preferred working environment?

- 0 hours a week onsite: 16.7%
- 01-8 hours a week onsite (20% of your FTE): 24.6%
- 08-16 hours a week onsite (40% of your FTE): 15.2%
- 16-24 hours a week onsite (60% of your FTE): 13%
- 24-32 hours a week onsite (80% of your FTE): 6.5%
- 32-40 hours a week onsite (100% of your FTE): 6.5%
- I am not sure how many hours I want to work onsite, but I’d like flexibility to work remotely on occasion: 17.4%
Related to COVID-19 and the workplace, the university can do which of the following to support me in the on-site workplace?

- **Provide workplace flexibility**
  - 562 employees ranked this most important
  - 162 ranked this 2nd

- **Provide clear public health protocols that I can follow at work**
  - 160 employees ranked this most important
  - 187 ranked this 2nd

- **Require my co-workers to follow public health protocols**
  - 111 employees ranked this most important
  - 204 ranked this 2nd

- **Provide flexible and accessible transportation options (parking, bus, etc.)**
  - 56 employees ranked this most important
  - 214 ranked this 2nd

- **Provide the equipment and tools necessary for me to safely work on-site**
  - 63 employees ranked this most important
  - 120 ranked this 2nd

During the pandemic, I spend more than 50% of my time working:

- On site (in the workplace or on campus)
- Off site (at home, remote, or not on campus)

Before the pandemic, I worked remotely _____ per week:

- 0 hours
- 01-8 hours (20% of your FTE)
- 08-16 hours (40% of your FTE)
- 16-28 hours (60% of your FTE)
- 28-36 hours (80% of your FTE)
- 36-40 hours (100% of your FTE)

Before the pandemic, how much flexibility did you have to work remotely on an occasional basis?

- A great deal
- A moderate amount
- None at all
Return to Campus Employee Survey
April 2021

What are you most looking forward to when campus operations are conducted largely in-person this fall?

- Collaborating with my co-workers: 638
- Vibrancy of the campus environment: 480
- Community/relationship-building: 379
- Improved well-being and work/life balance: 306
- Dedicated workstation separate from home environment: 298
- Working with students: 203
- Having more in-person services available again: 282
- Professional networking opportunities: 212
- Ability to focus and better productivity: 183

What has worked in this remote work environment?

- Ability to focus without distractions: 710
- Clear expectations on work responsibilities: 584
- Communication with my colleagues: 740
- Communication with my supervisor or department chair: 752
- Equipment (example: computer, monitors, etc.): 723
- Remote collaboration tools: 855
- Training and professional development to do my job remotely: 454
- Well-being and work/life balance: 671

What could have worked better in this remote environment?

- Ability to focus without distractions: 140
- Clear expectations on work responsibilities: 127
- Communication with my colleagues: 160
- Communication with my supervisor or department chair: 200
- Equipment (example: computer, monitors, etc.): 211
- Remote collaboration tools: 223
- Training and professional development to do my job remotely: 21
- Well-being and work/life balance: 18

What have been the benefits of working remotely?

1. Reducing my COVID-19 exposure: 853
2. More time available due to lack of commute: 847
3. Decreased expenditures due to lack of commute (e.g. parking permits): 748

What is your PREFERRED working environment?

- 0 hours a week onsite (13%)
- 01-8 hours a week onsite (20% of your FTE): 16.9%
- 08-16 hours a week onsite (40% of your FTE): 16.9%
- 16-24 hours a week onsite (60% of your FTE): 19.5%
- 24-32 hours a week onsite (80% of your FTE): 19.2%
- 32-40 hours a week onsite (100% of your FTE): 16.9%
- I am not sure how many hours I want to work onsite, but I'd like flexibility to work remotely on occasion: 5%
Related to COVID-19 and the workplace, the university can do which of the following to support me in the on-site workplace?

1. Provide workplace flexibility
   - 37 employees ranked this most important
   - 23 ranked this 2nd

2. Provide clear public health protocols that I can follow at work
   - 22 employees ranked this most important
   - 16 ranked this 2nd

3. Require my co-workers to follow public health protocols
   - 18 employees ranked this most important
   - 21 ranked this 2nd

4. Provide flexible and accessible transportation options (parking, bus, etc.)
   - 14 employees ranked this most important
   - 16 ranked this 2nd

5. Provide the equipment and tools necessary for me to safely work on-site
   - 3 employees ranked this most important
   - 15 ranked this 2nd

During the pandemic, I spend more than 50% of my time working:
- On site (in the workplace or on campus): 39%
- Off site (at home, remote, or not on campus): 61%

Before the pandemic, I worked remotely _____ per week:
- 0 hours: 7.2%
- 01-8 hours (20% of your FTE): 10.1%
- 08-16 hours (40% of your FTE): 29%
- 16-28 hours (60% of your FTE): 49.3%
- 28-36 hours (80% of your FTE): 36.1%
- 36-40 hours (100% of your FTE): 31.1%

Before the pandemic, how much flexibility did you have to work remotely on an occasional basis?
- A great deal: 32.8%
- A moderate amount: 36.1%
- None at all: 31.1%
**Return to Campus Employee Survey**

April 2021

---

**What are you most looking forward to when campus operations are conducted largely in-person this fall?**

- **Collaborating with my co-workers**: 81
- **Vibrancy of the campus environment**: 48
- **Community/relationship-building**: 43
- **Improved well-being and work/life balance**: 50
- **Dedicated workstation separate from home environment**: 44
- **Working with students**: 38
- **Having more in-person services available again**: 44
- **Professional networking opportunities**: 38
- **Ability to focus and better productivity**: 41

---

**What has worked in this remote work environment?**

- **Ability to focus without distractions**: 43
- **Clear expectations on work responsibilities**: 30
- **Communication with my colleagues**: 46
- **Communication with my supervisor or department chair**: 46
- **Equipment (for example computer, monitors, etc.)**: 42
- **Remote collaboration tools**: 64
- **Training and professional development to do my job remotely**: 16
- **Well-being and work/life balance**: 38

---

**What could have worked better in this remote environment?**

- **Ability to focus without distractions**: 27
- **Clear expectations on work responsibilities**: 25
- **Communication with my colleagues**: 25
- **Communication with my supervisor or department chair**: 20
- **Equipment (for example computer, monitors, etc.)**: 24
- **Remote collaboration tools**: 14
- **Training and professional development to do my job remotely**: 16
- **Well-being and work/life balance**: 31

---

**What have been the benefits of working remotely?**

1. **Reducing my COVID-19 exposure**: 63
2. **More time available due to lack of commute**: 55
3. **Ability to work outside of standard business hours**: 45

---

**What is your PREFERRED working environment?**

- **0 hours a week onsite**: 22.2%
- **01-8 hours a week onsite (20% of your FTE)**: 8.3%
- **08-16 hours a week onsite (40% of your FTE)**: 18.1%
- **16-24 hours a week onsite (60% of your FTE)**: 9.7%
- **24-32 hours a week onsite (80% of your FTE)**: 29.2%
- **32-40 hours a week onsite (100% of your FTE)**: 8.3%
- **I am not sure how many hours I want to work onsite, but I'd like flexibility to work remotely on occasion**: 18.1%
Return to Campus Employee Survey
April 2021

Survey Responses
6,920
Total Surveyed
23,917
Response Rate
28.9%

Related to COVID-19 and the workplace, the university can do which of the following to support me in the on-site workplace?

1. Provide workplace flexibility
   - 110 employees ranked this most important
   - 68 ranked this 2nd

2. Require my co-workers to follow public health protocols
   - 107 employees ranked this most important
   - 82 ranked this 2nd

3. Provide clear public health protocols that I can follow at work
   - 82 employees ranked this most important
   - 78 ranked this 2nd

4. Provide flexible and accessible transportation options (parking, bus, etc.)
   - 53 employees ranked this most important
   - 66 ranked this 2nd

5. Provide the equipment and tools necessary for me to safely work on-site
   - 34 employees ranked this most important
   - 53 ranked this 2nd

During the pandemic, I spend more than 50% of my time working:
- On site (in the workplace or on campus) 18.2%
- Off site (at home, remote, or not on campus) 81.8%

Before the pandemic, I worked remotely ______ per week.
- 0 hours 0%
- 01-8 hours (20% of your FTE) 8.4%
- 08-16 hours (40% of your FTE) 33.8%
- 16-28 hours (60% of your FTE) 11.4%
- 28-36 hours (80% of your FTE) 12.7%
- 36-40 hours (100% of your FTE) 31.4%

Before the pandemic, how much flexibility did you have to work remotely on an occasional basis?
- A great deal 25%
- A moderate amount 21.9%
- None at all 53.1%
**Return to Campus Employee Survey**

**April 2021**

---

**What are you most looking forward to when campus operations are conducted largely in-person this fall?**

- Collaborating with my co-workers: 293
- Improved well-being and work/life balance: 229
- Having more in-person services available again: 179
- Vibrancy of the campus environment: 205
- Dedicated workstation separate from home environment: 259
- Community/relationship-building: 252
- Working with students: 192
- Professional networking opportunities: 161
- Ability to focus and better productivity: 229

---

**What has worked in this remote work environment?**

- Ability to focus without distractions: 122
- Clear expectations on work responsibilities: 98
- Communication with my colleagues: 174
- Communication with my supervisor or department chair: 192
- Equipment (for example computer, monitors, etc.): 175
- Remote collaboration tools: 325
- Training and professional development to do my job remotely: 54
- Well-being and work/life balance: 116

---

**What could have worked better in this remote environment?**

- Ability to focus without distractions: 131
- Clear expectations on work responsibilities: 158
- Communication with my colleagues: 109
- Communication with my supervisor or department chair: 125
- Equipment (for example computer, monitors, etc.): 66
- Remote collaboration tools: 108
- Training and professional development to do my job remotely: 232
- Well-being and work/life balance: 221

---

**What have been the benefits of working remotely?**

2. More time available due to lack of commute: 265
3. Increased accessibility (e.g. meetings, professional development): 189

---

**What is your PREFERRED working environment?**

- 0 hours a week onsite (100% of your FTE): 27.4%
- 01-8 hours a week onsite (20% of your FTE): 10.2%
- 08-16 hours a week onsite (40% of your FTE): 17.2%
- 16-24 hours a week onsite (60% of your FTE): 16.1%
- 24-32 hours a week onsite (80% of your FTE): 12.9%
- 32-40 hours a week onsite (100% of your FTE): 10.2%
- I am not sure how many hours I want to work onsite, but I’d like flexibility to work remotely on occasion: 5.9%