

2021 Staff Infographic

TITLE:

Persevering as a Staff Member During the COVID-19 Pandemic

SUBTEXT:

Due to the COVID-19 pandemic, higher education staff members faced rapidly changing working conditions, new personal and professional challenges, and additional sources of stress.*

Infographic Item	Survey Question/Variable Name	Response Option(s) Selected
<i>The COVID-19 pandemic has affected staff perceptions of their job...</i>		
18% were concerned about their job security	Extent to which: Are concerned about your job security (COVIDJOB03)	To A Very Large Extent, To a Large Extent
27% believed that their job responsibilities have changed	Extent to which: Feel your job responsibilities have changed (COVIDJOB02)	To A Very Large Extent, To a Large Extent
86% felt confident in their ability to fulfill job responsibilities given work conditions	Extent to which: Feel confident in your ability to fulfill job responsibilities (COVIDJOB01)	To A Very Large Extent, To a Large Extent
<i>...And the places where they spend time working.</i>		
50% worked remotely	Currently primarily working (WORKFH)	1=Remotely
28% worked on campus	Currently primarily working (WORKFH)	2=On-campus
22% worked half on campus and half remotely	Currently primarily working (WORKFH)	3=About half remotely and half on-campus
<i>While most staff members support how their campus leaders have responded to the pandemic...</i>		

87% thought campus leadership communicated effectively	Agreement: Campus leadership has communicated effectively regarding the pandemic (COVIDCOLOPN01)	Strongly Agree, Agree
86% thought their institution's pandemic response considered the health and safety of staff	Agreement: My institution's pandemic response considers the health and safety of staff (COVIDCOLOPN03)	Strongly Agree, Agree
84% supported the decisions leadership made in regard to in-person operations on campus	Agreement: I support the decisions campus leadership has made with respect to the current level of in-person operations on campus (COVIDCOLOPN02)	Strongly Agree, Agree
...Fewer are satisfied with their salary and benefits.		
45% were satisfied with the cost of health benefits	Satisfaction: Cost of health benefits (JOBSATIS21)	Very Satisfied, Satisfied
43% believed their salary was sufficient given their current cost of living	Opinion: My salary is sufficient considering the cost of living in this area (INSTOPN19)	Strongly Agree, Agree
42% were satisfied with the relative equity of their salary and job benefits	Satisfaction: Relative equity of salary and job benefits (JOBSATIS12)	Very Satisfied, Satisfied
Social challenges that were major sources of stress for staff include:		
59% the extent to which others adhere to physical social distancing guidelines	Rate the extent to which: The extent to which others adhere to physical distancing guidelines while out in public (COVIDSTRESS09)	5, 6, 7=Extensive
40% coping with social isolation	Rate the extent to which: Coping with social isolation (COVIDSTRESS10)	5, 6, 7=Extensive
...In addition to their health concerns:		

68% the health of loved ones	Rate the extent to which: Health of loved ones (COVIDSTRESS03)	5, 6, 7=Extensive
55% their mental health	Rate the extent to which: Mental health (COVIDSTRESS02)	5, 6, 7=Extensive
44% their physical health	Rate the extent to which: Physical health (COVIDSTRESS01)	5, 6, 7=Extensive

Survey Source: HERI Staff Climate Survey 2021

*The 2021 Staff Climate Survey data was collected from October 10, 2020 to April 30, 2021.