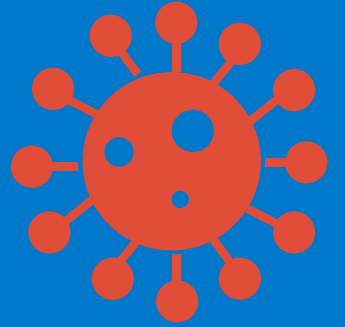




Persevering as a Staff Member

During the COVID-19 Pandemic



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.*

HERI results are shown in **BLUE** |

results are shown in **BLACK**

The COVID-19 pandemic has affected staff perceptions of their job...

18%

were concerned about their job security



86%

felt confident in their ability to fulfill job responsibilities given work conditions

27%

believed that their job responsibilities have changed



...And the places where they spend time working.

50%

worked remotely



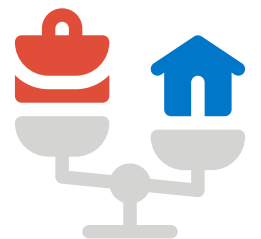
22%

worked half on campus and half remotely



28%

worked on campus



While most staff members support how their campus leaders have responded to the pandemic...

87%

thought campus leadership communicated effectively

86%

thought their institution's pandemic response considered the health and safety of staff



84%

supported the decisions leadership made in regard to in-person operations on campus

...Fewer are satisfied with their salary and benefits.

45%

were satisfied with the cost of health benefits



43%

believed their salary was sufficient given their current cost of living



42%

were satisfied with the relative equity of their salary and job benefits

Social challenges that were major sources of stress for staff include:

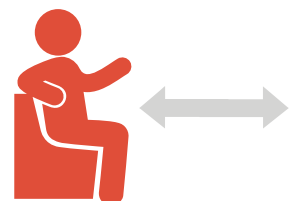
59%

the extent to which others adhere to physical social distancing guidelines



40%

coping with social isolation



...In addition to their health concerns:

68%

the health of loved ones



55%

their mental health

44%

their physical health