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.*

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
- 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

The Staff Climate Survey is designed to assess the campus climate for diversity from the staff/administrator perspective.

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