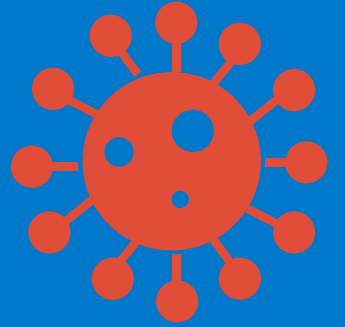




Persevering as a Staff Member During the COVID-19 Pandemic



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.*

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.

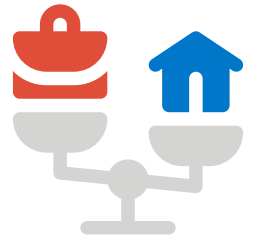
50% worked remotely



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



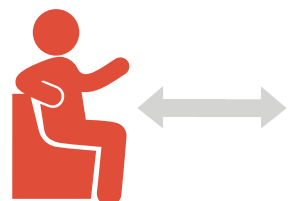
42% were satisfied with the relative equity of their salary and job benefits

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

59% the extent to which others adhere to physical social distancing guidelines

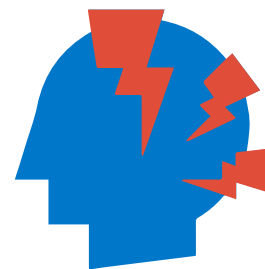


40% coping with social isolation



...In addition to their health concerns:

68% the health of loved ones



55% their mental health

44% their physical health