The Future of Working at UD
Town Hall
June 24, 2021
Your Wellbeing Is Still Our Mission.
Return-to-Campus Staff Survey

Dr. Gary Henry
Dean, College of Education and Human Development
## Staff Perceptions of Hybrid/Remote Work

- **When working from home, my team is good at keeping up with informal connections.**
  - Strongly Agree: 46.30%
  - Agree: 9.80%
  - Disagree: 41.40%
  - Strongly Disagree: 2.90%

- **My team is working well together to support each other during the evolving COVID-19 situation.**
  - Strongly Agree: 57.30%
  - Agree: 38.30%
  - Disagree: 2.90%
  - Strongly Disagree: 2.90%

- **As I’ve continued to work remotely, I have a clear understanding of what is expected of me.**
  - Strongly Agree: 59.40%
  - Agree: 35.40%
  - Disagree: 3.50%
  - Strongly Disagree: 2.90%

- **I have access to the resources I need (e.g., materials, equipment technology, support).**
  - Strongly Agree: 52.00%
  - Agree: 39.80%
  - Disagree: 6.30%
  - Strongly Disagree: 4.50%

- **I feel supported by my manager to maintain or institute a flexible work environment.**
  - Strongly Agree: 58.10%
  - Agree: 35.60%
  - Disagree: 4.50%
  - Strongly Disagree: 2.90%
<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>My immediate supervisor supports my efforts to balance my work and personal life during COVID-19</td>
<td>2.5%</td>
<td>3.9%</td>
<td>39.6%</td>
<td>53.9%</td>
</tr>
<tr>
<td>I feel supported by my immediate supervisor in my efforts to adapt to organizational changes due to COVID-19</td>
<td>2.5%</td>
<td>4.1%</td>
<td>45.6%</td>
<td>47.9%</td>
</tr>
<tr>
<td>I trust our leaders to take appropriate safety measures before allowing employees to return to our workplace</td>
<td>3.4%</td>
<td>10.3%</td>
<td>61.8%</td>
<td>24.5%</td>
</tr>
<tr>
<td>I feel confident that I have safe channels to share my concerns when returning to work</td>
<td>4.5%</td>
<td>14.6%</td>
<td>58.8%</td>
<td>21.9%</td>
</tr>
<tr>
<td>I feel well-informed about the safety measures being taken to allow our employees to return to the workplace</td>
<td>3.6%</td>
<td>18.7%</td>
<td>57.6%</td>
<td>20.0%</td>
</tr>
<tr>
<td>Systems are in place to enable social distancing at UD.</td>
<td>5.3%</td>
<td>20.8%</td>
<td>61.2%</td>
<td>12.7%</td>
</tr>
</tbody>
</table>
HEALTH AND SAFETY

• Daily Health Screening Continues
• Vaccinate OR regular testing
• Masks indoors/outdoors
• Additional guidance posted in summer guidelines

The majority of staff surveyed (65.1%) felt it was ‘Extremely Important’ that they be vaccinated before returning to work on campus.
FLEXIBLE WORK ARRANGEMENTS
FLEXIBLE WORK

• Work Mode:
  • Off Campus
  • Hybrid
  • On Campus

• Service Offering:
  • Remote
  • Hoteling
  • Assigned
  • On-site

• Alternative Arrival/Departure Times
• Compressed Schedules
PILOT, EXPERIMENT, REFINE

• **Phase 1**: Implementation Planning
• **Phase 2**: Pilot/Experimentation
• **Phase 3**: Refinement
• **Phase 4**: Operationalization
WHAT DO WE ASK OF YOU?

• Feedback and engagement
• Patience and willingness to be flexible
• Resilience
• Need for the authentic you to show up to help build The Future of Working at UD.
RESOURCES

- Future of Working at UD
- Employee Health and Wellbeing
- Nurse Managed Primary Care Center
- Office of Institutional Equity, Diversity and Inclusion (OIEDI)
- ComPsych® GuidanceResources®
- Telehealth through State of Delaware
- Talent Solutions
Q & A