

Dear Western Oregon University Community,

As you may be aware, Western Oregon University's Staff Senate recently undertook a survey of all of the Classified and Unclassified staff in order to gain insight into staff opinions on returning to full time in-person work and to then provide that information to WOU's Administration. After several weeks of analysis, we are able to release the findings in the attached report to campus at large.

Staff Senate, in conjunction with SEIU 082 worked together to develop the 32 questions on this survey and the results were compiled and analyzed by the Staff Senate. Out of 350 Classified and Unclassified employees, we had 191 responses (55% of the staff). Response to each of the questions was optional, however, the majority had high response rates.

Analysis of the set answer questions was pretty straight forward. Where possible, short form or self-reported "other" answers were grouped into similar categories and these results were translated into a pie chart or graph representation.

The last two questions were long form responses and for brevity's sake, we have chosen to omit them from the results posted here. In the report that was presented to WOU administration, all of those answers were included in their entirety (although several responses were partially redacted in order to protect the identity of the respondent). While we did not list each individual response, we did put together several summaries of the themes that we saw throughout all of the answers. These are listed at the end of the report.

Due to frequent/rapid changes in Coronavirus regulations, some of the responses may now be seen as more of a "snapshot" in time from when the survey was sent out. As this was the first time undertaking a project of this magnitude and none of us are experts in surveys, it took a little longer to analyze the results than we had hoped. That being said, we are confident that the resulting document accurately expresses the feelings and sentiments of those who chose to participate in the survey.

Thank you to all who participated in this process and for everyone's efforts to make WOU a place to work that values the input and opinions of all of its constituents.

Sincerely,
Jenna Otto
Staff Senate President 2021-2022

WESTERN OREGON UNIVERSITY RETURN TO CAMPUS - STAFF SURVEY

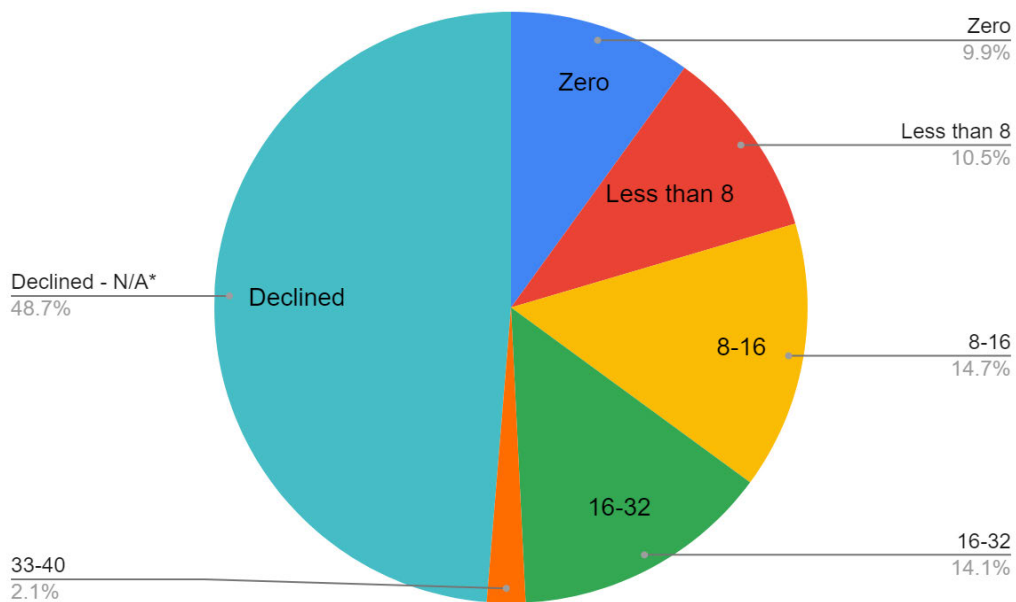
Question #1

Which of the following best describes your current WOU work situation?



Question #2

If you are not currently working full time on campus, how many hours per week are you on campus?

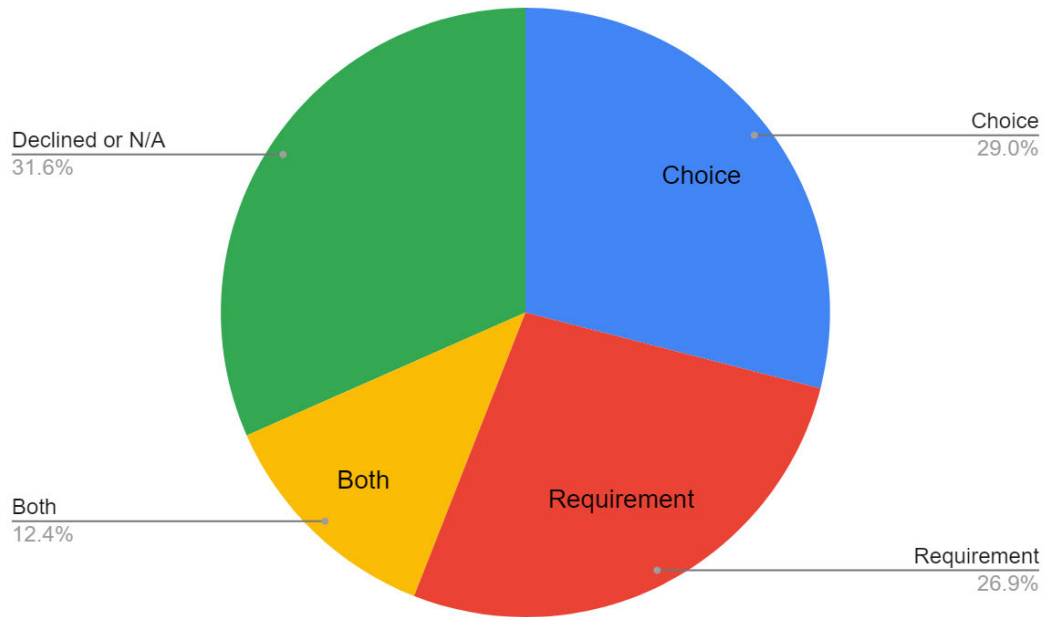


*Includes anyone responding as working full time on campus

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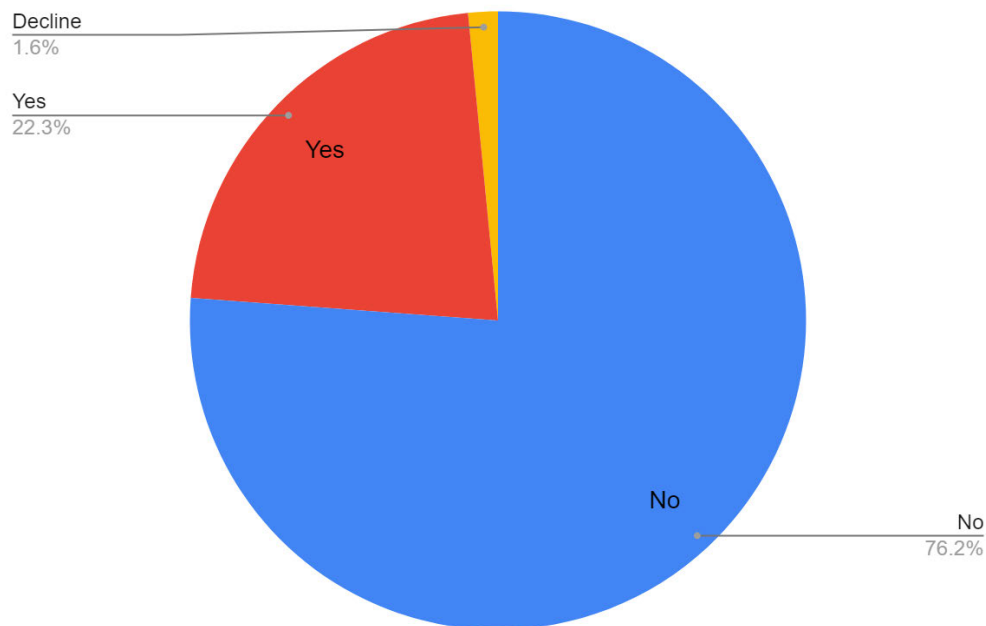
Question #3

If you work on campus for any portion of the week, is that your choice, or is it a requirement of your supervisor or department?



Question #4

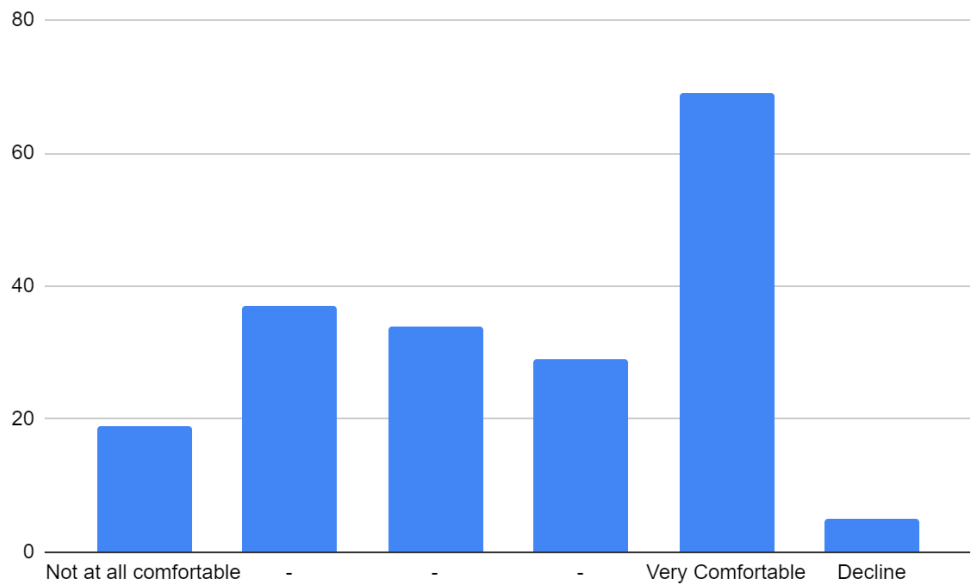
Has your entire department currently returned to work on campus?



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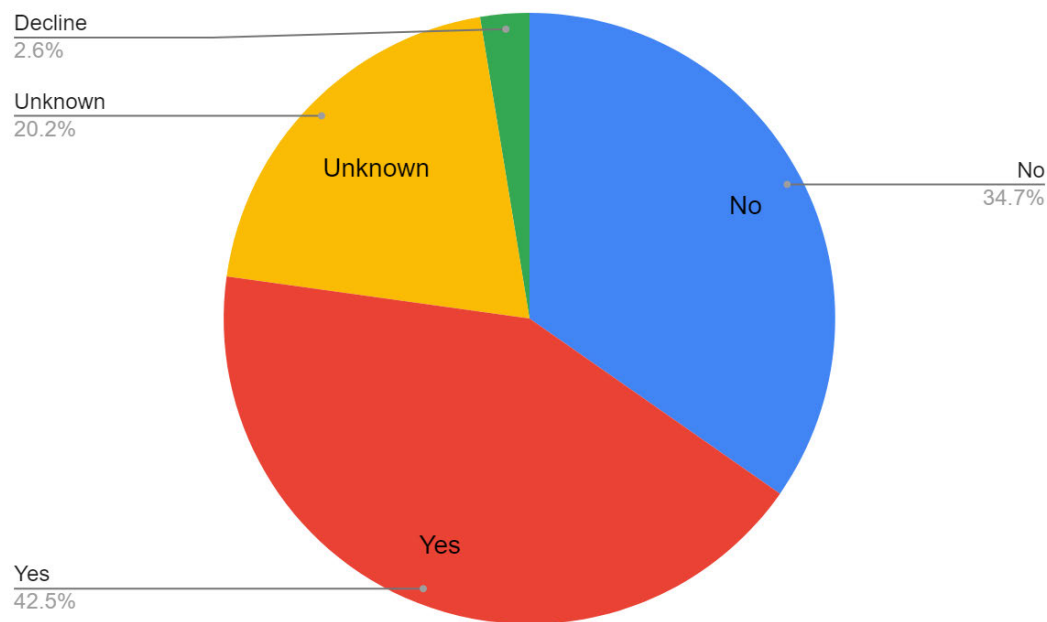
Question #5

Overall, how comfortable/safe do you feel returning to work on campus?



Question #6

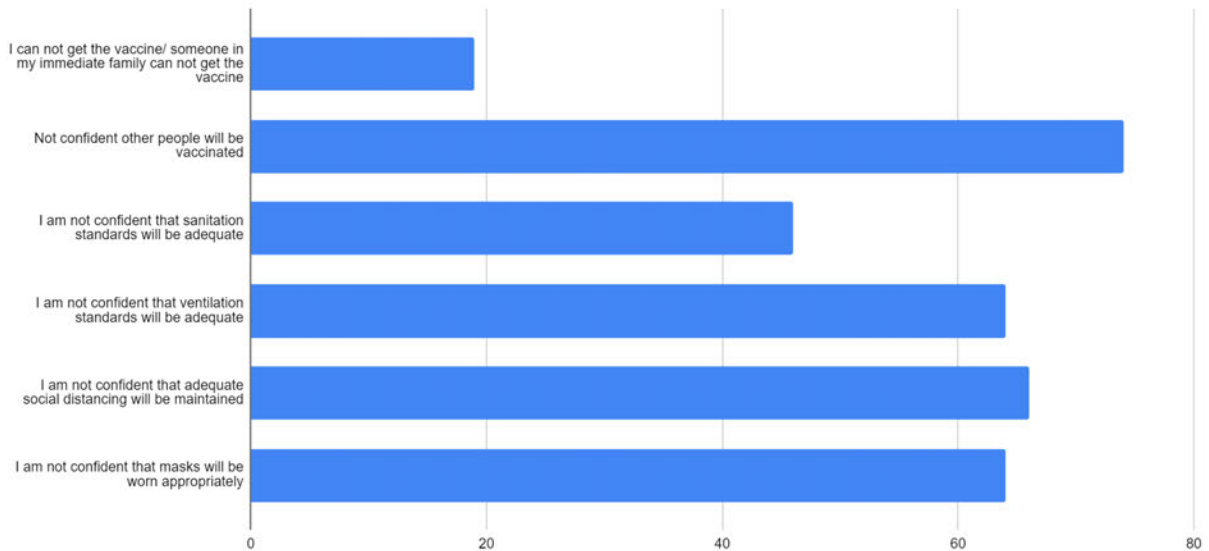
Do you feel that WOU has adequately addressed health and safety concerns?



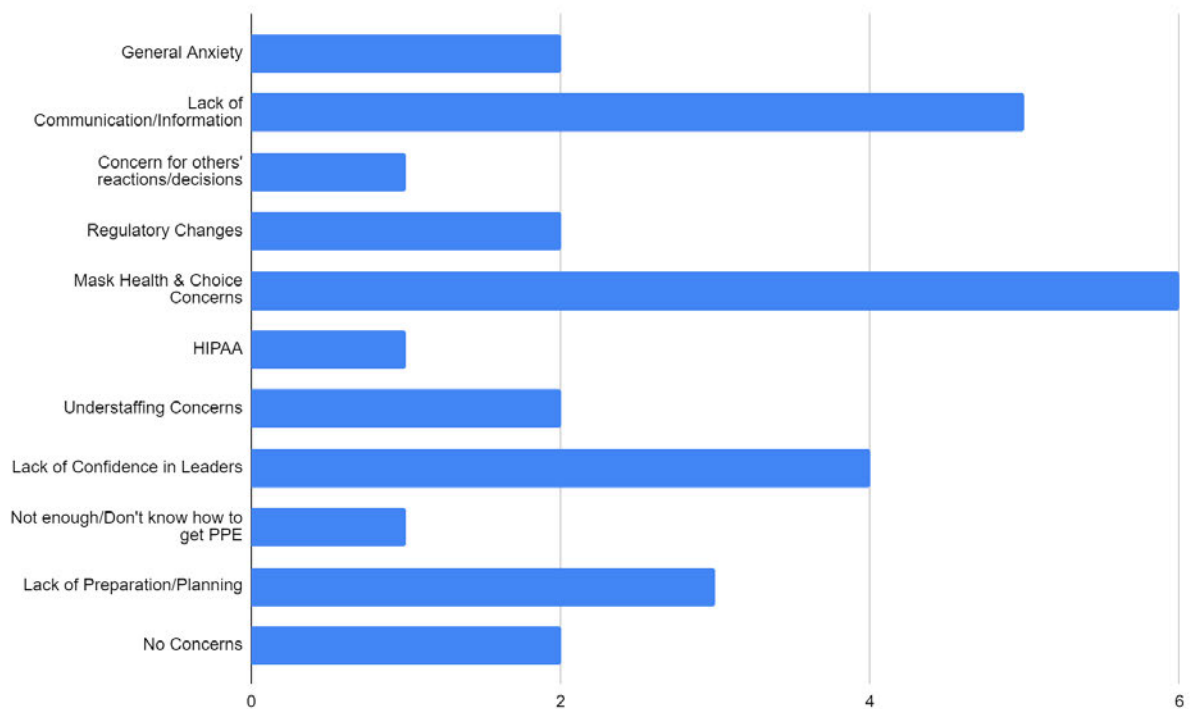
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Question #7

If you do not feel entirely safe or comfortable, please check the reasons why:



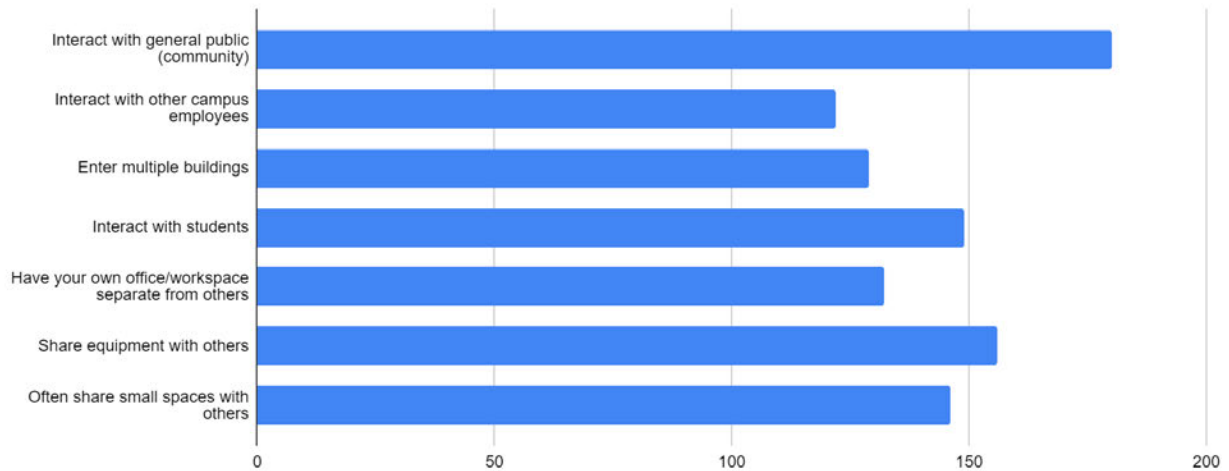
*Other responses for question 7 by category:



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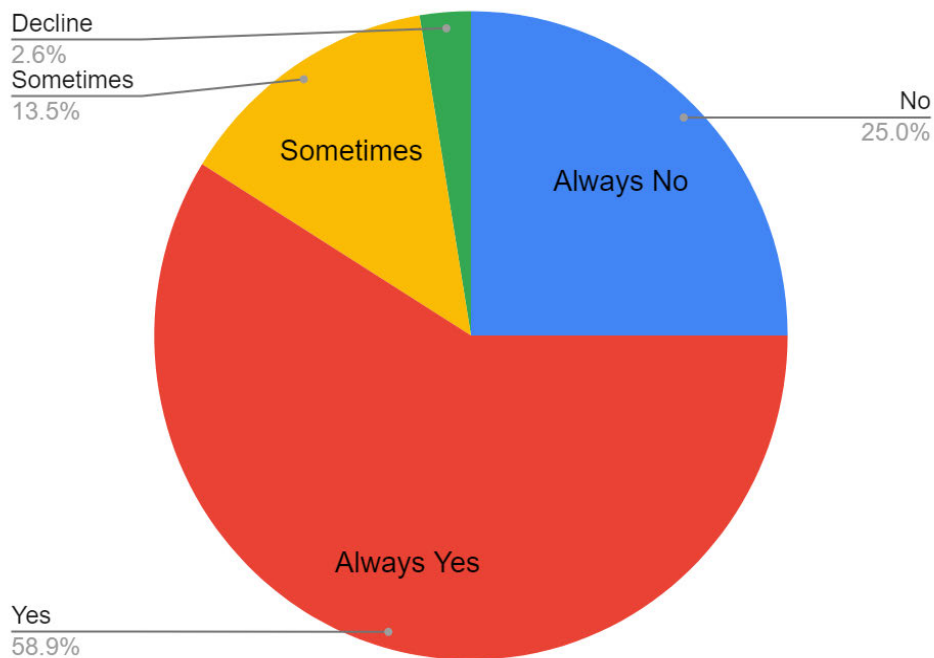
Question #8

Prior to the pandemic (or currently if you are on campus) which of the following did you do on a regular (i.e. daily or weekly) basis? (Select all that apply)



Question #9

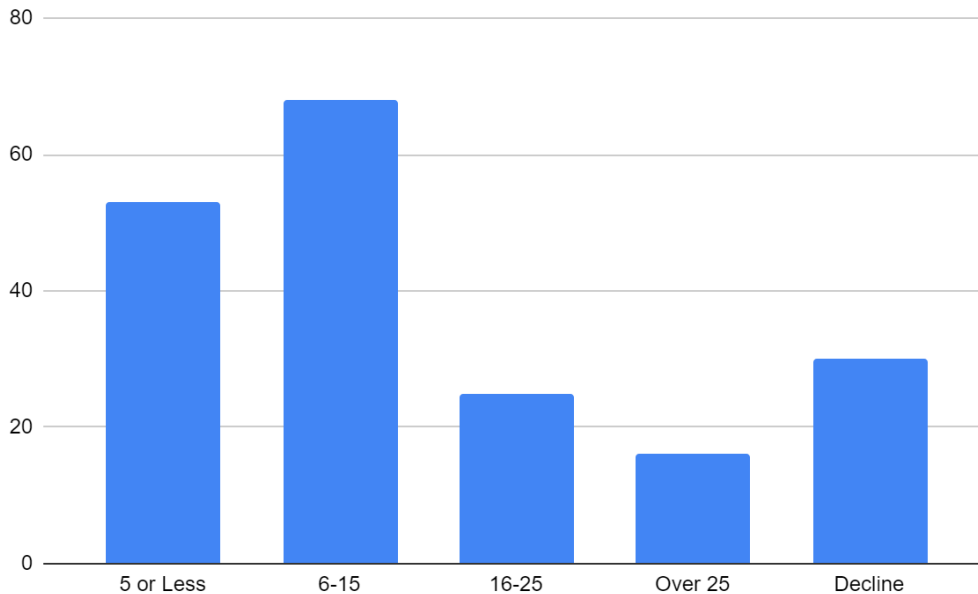
Prior to the shutdown (or currently if you are on campus) are you able to work with a six foot buffer between yourself and other people?



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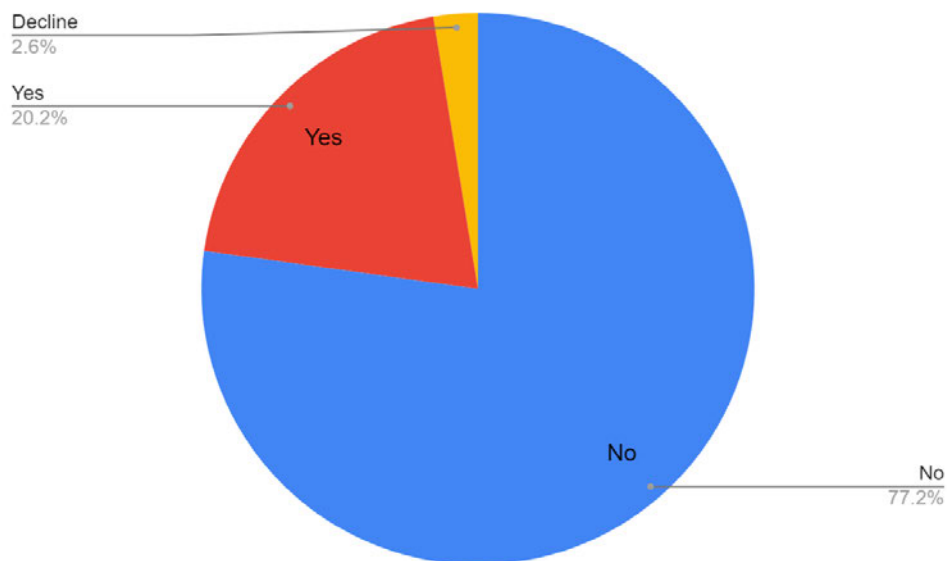
Question #10

Prior to the shutdown (or currently if you are on campus) how many people (on average) do you interact with each day for at least fifteen minutes while within six feet of each other?



Question #11

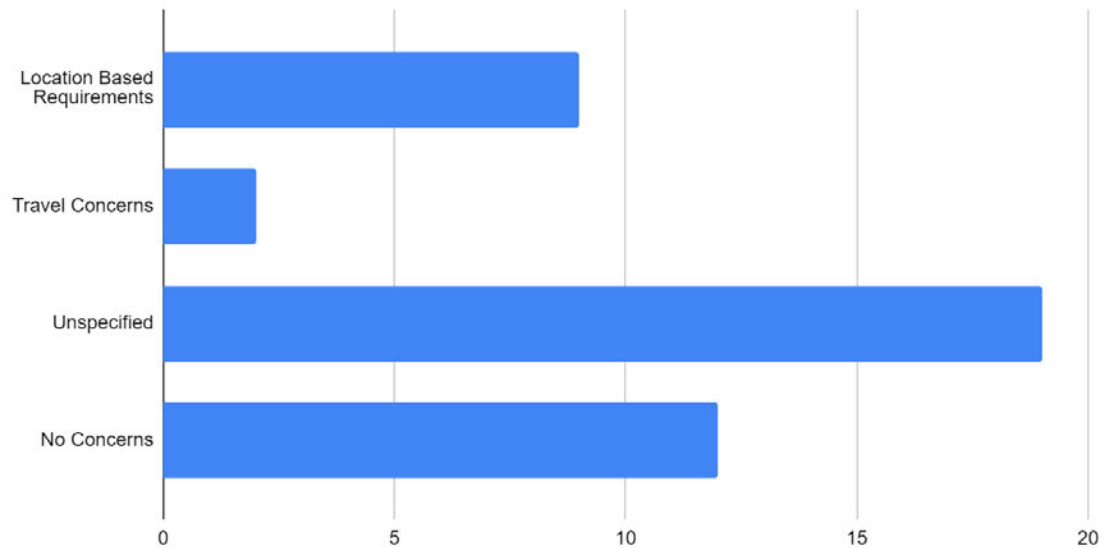
Does your position require regular travel to locations outside of the Monmouth and Salem WOU campuses?



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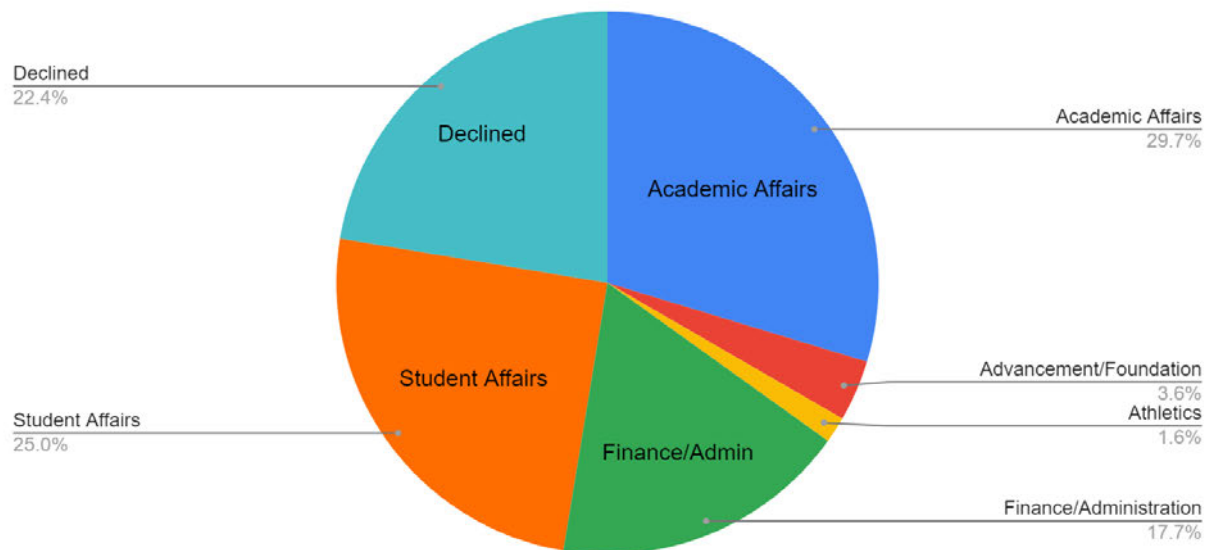
Question #12

If yes (to question #11), do you have COVID-related concerns regarding your off-campus job requirements?



Question #13

Which department or division do you belong to?

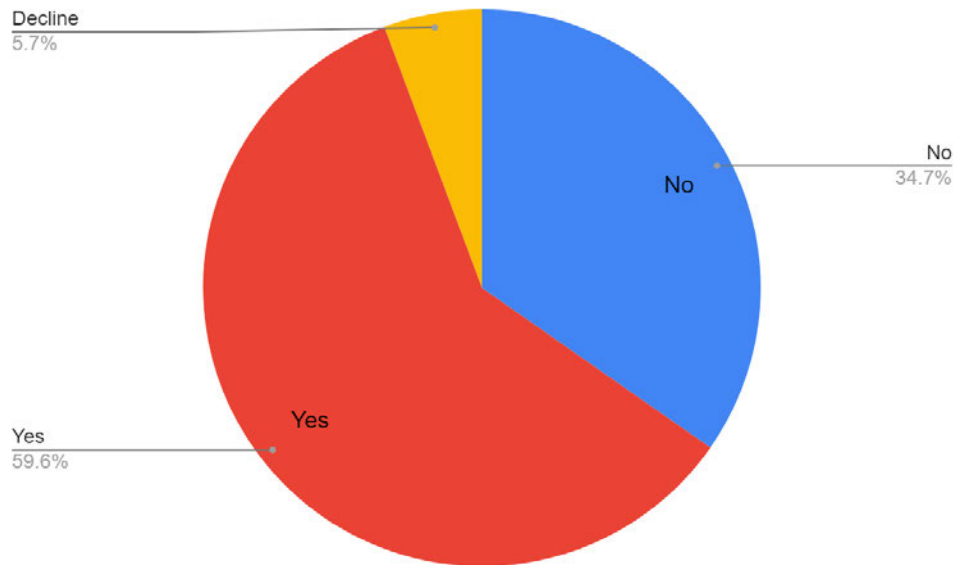


*The responses were consolidated into the above categories

WESTERN OREGON UNIVERSITY RETURN TO CAMPUS - STAFF SURVEY

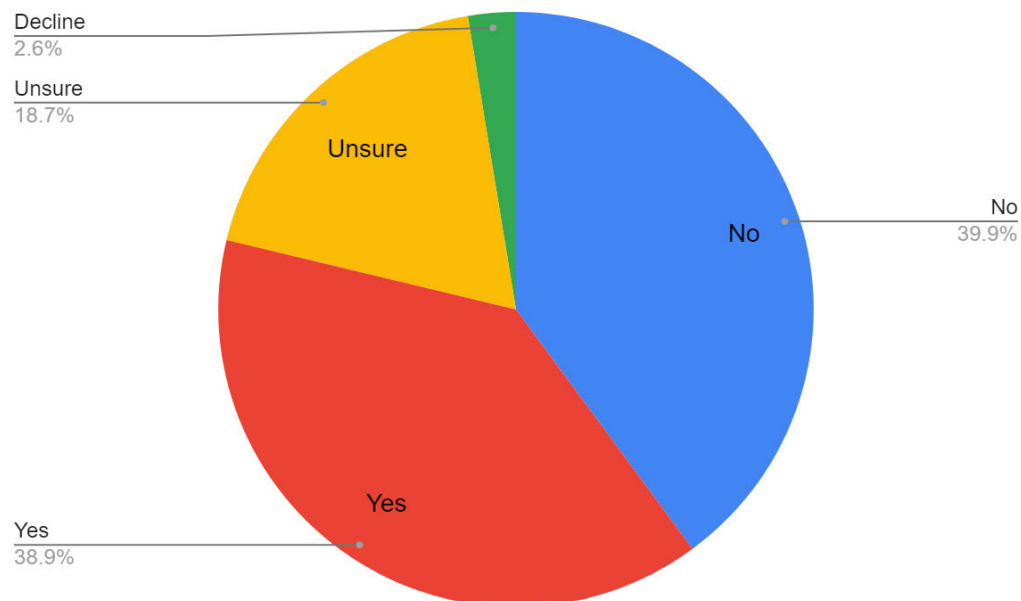
Question #14

Have COVID requirements/restrictions added to your job responsibilities or increased your workload?



Question #15

Do you feel that your department has enough staff for you to adequately perform your job in the fall?

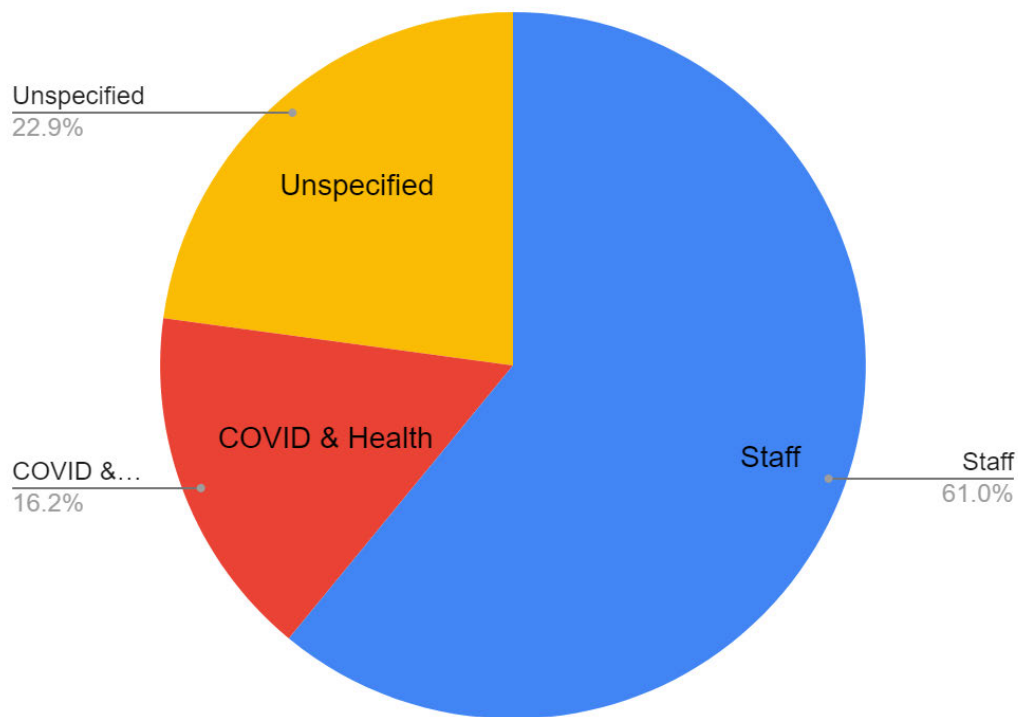


WESTERN OREGON UNIVERSITY RETURN TO CAMPUS - STAFF SURVEY

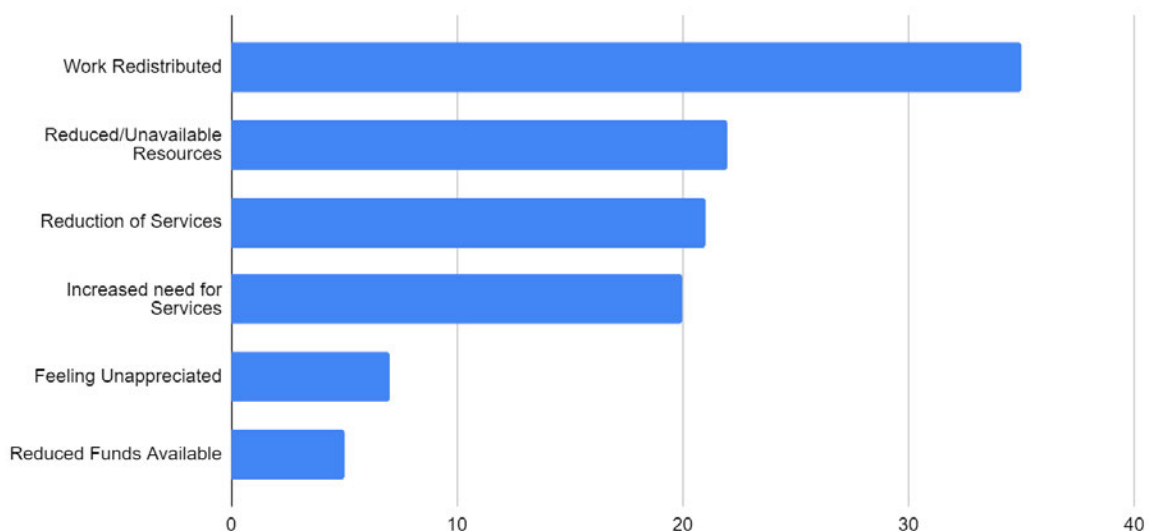
Question #16

If No or Unsure, how have the reductions in the workforce or increased workload impacted your department's ability to return to normal campus services?

*For those that indicated no or unsure, we broke the results down into whether the concerns were Covid/Health related or Staffing related; as well as general unspecified concerns.



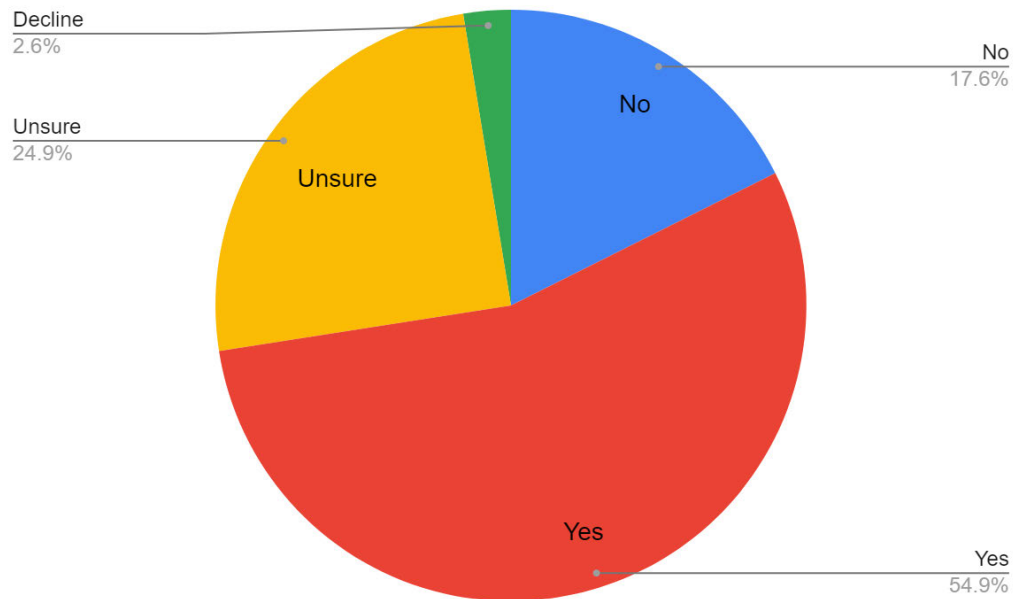
*We then broke down the responses into more specific categories of concerns as represented below:



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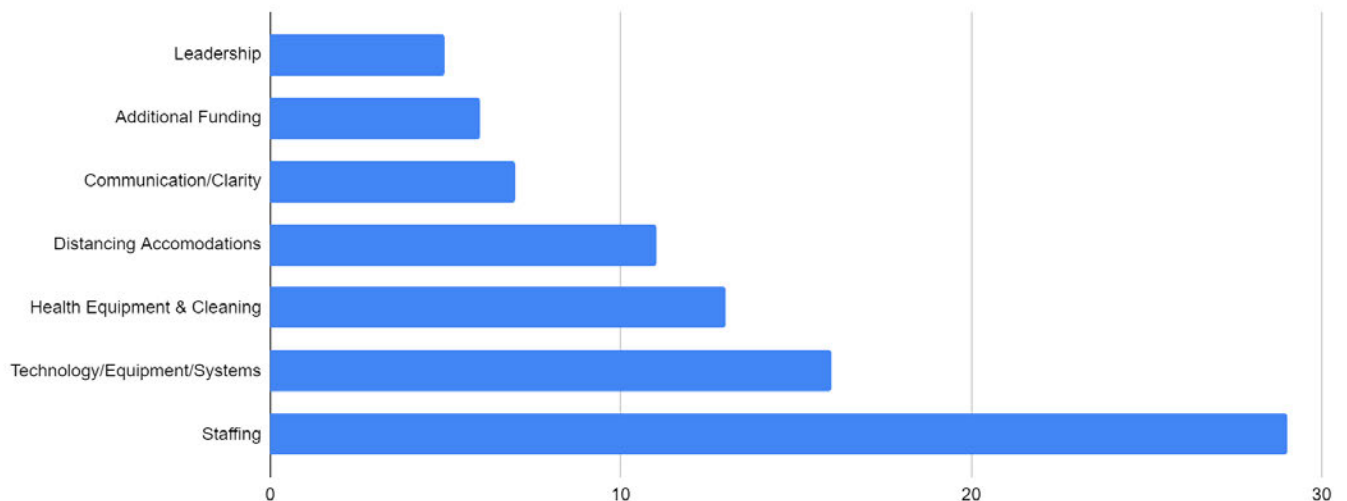
Question #17

Do you feel that your department will have enough resources, tools or equipment for you to be able to adequately perform your job in the fall?



Question #18

If your answer was No or Unsure, what new or additional resources, tools or equipment do you need?

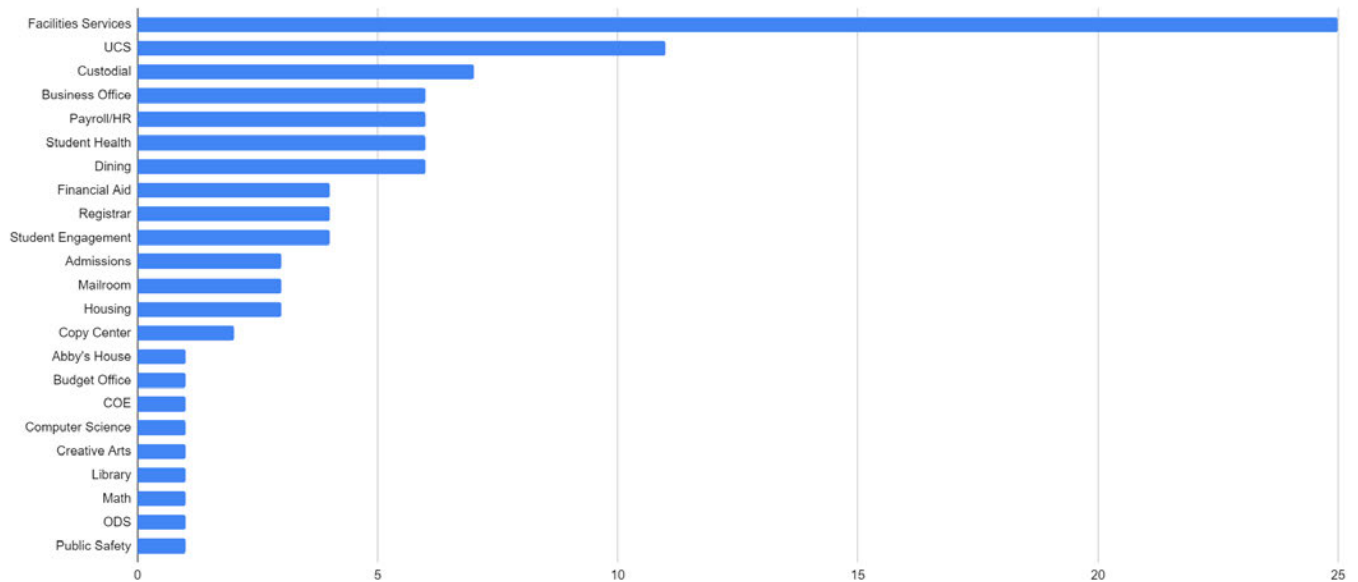


WESTERN OREGON UNIVERSITY RETURN TO CAMPUS - STAFF SURVEY

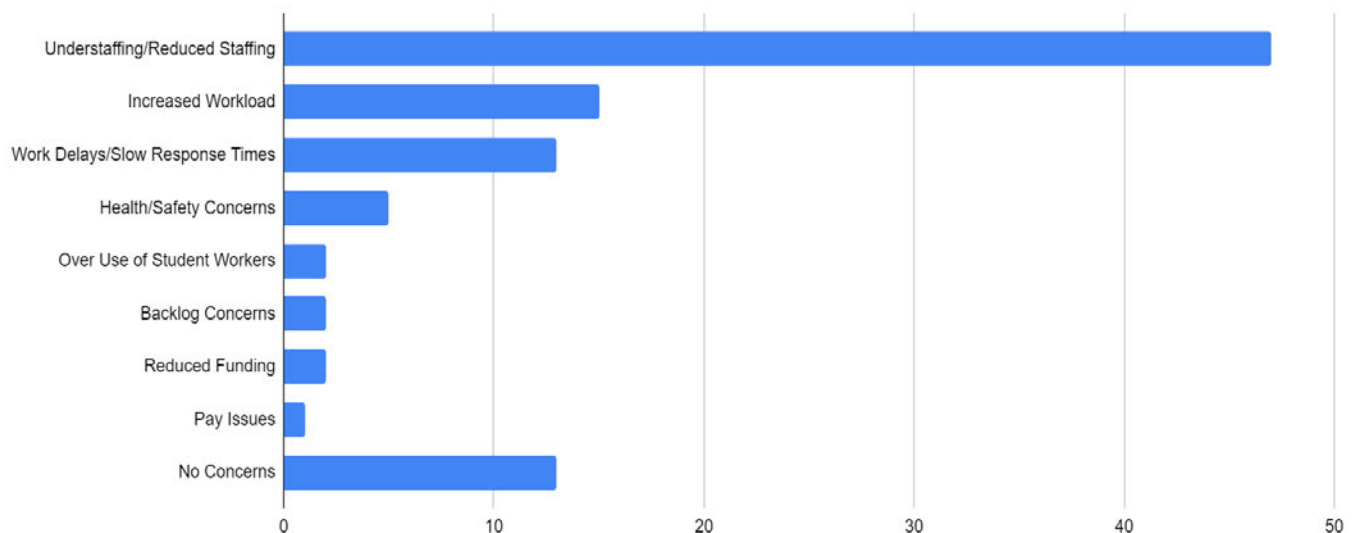
Question #19

Do you have any concerns about other departments being able to fulfill their workloads now or upon return to campus? If so, please be specific about which department(s) and why.

Departments mentioned:



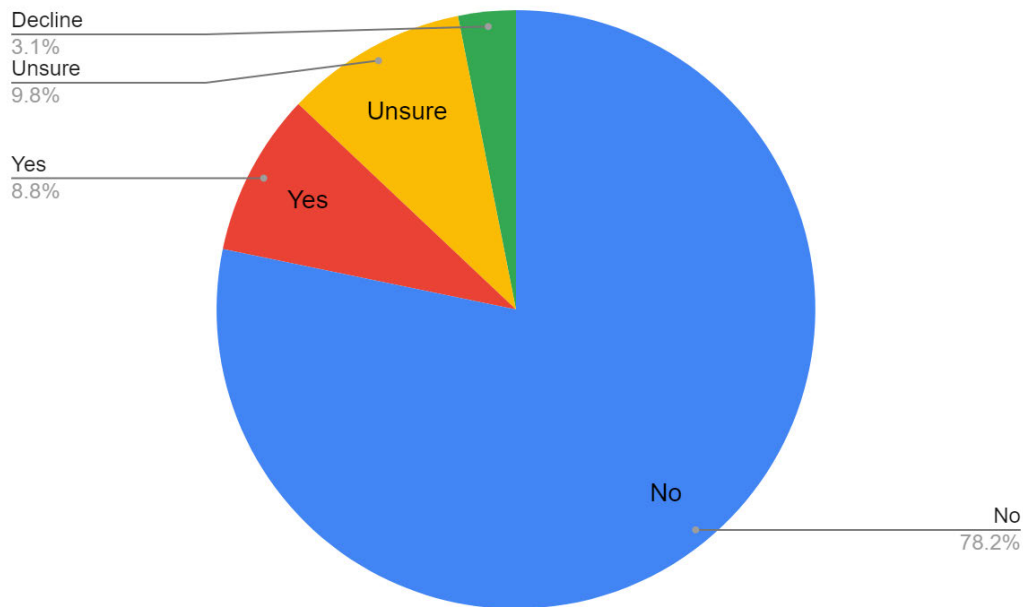
Question #19 Other Concerns



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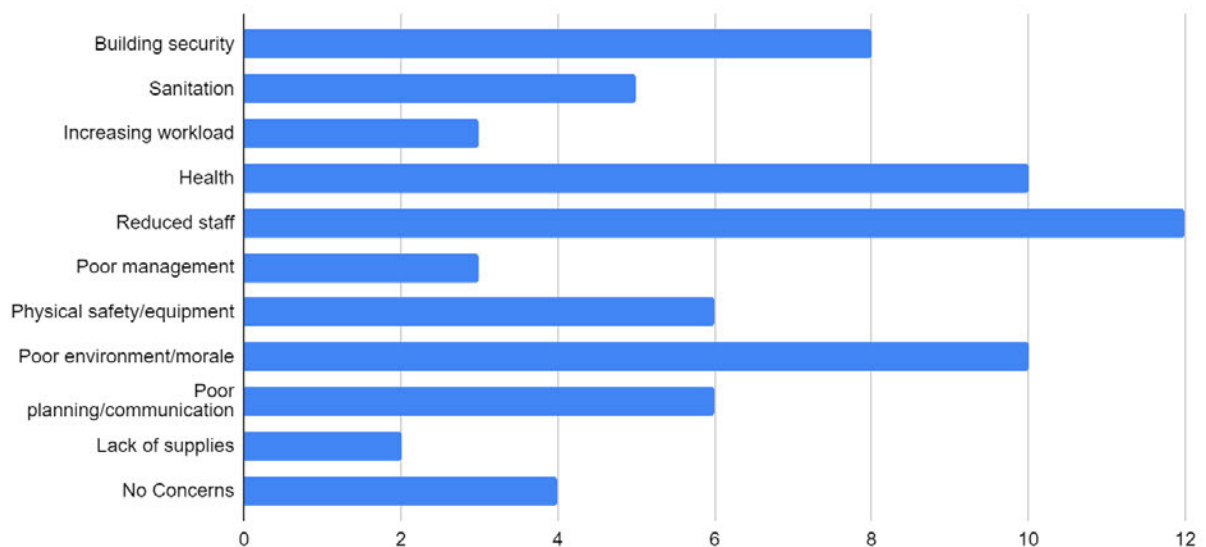
Question #20

Given that there have been and will continue to be fewer people on campus, do you have any security concerns regarding access to your building?



Question #21

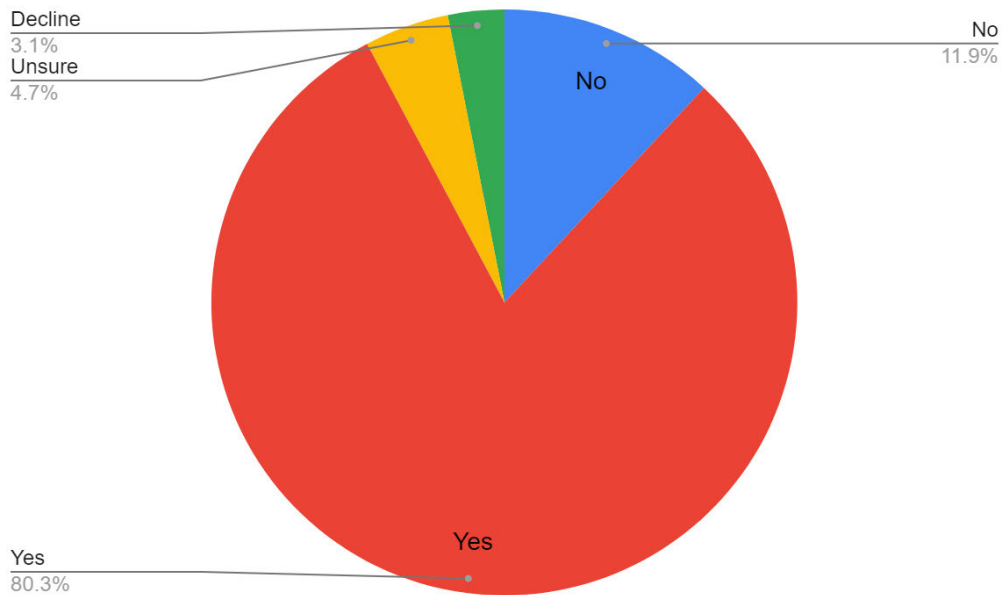
Please share any other information or concerns you have about workload or safety in the workplace.



WESTERN OREGON UNIVERSITY RETURN TO CAMPUS - STAFF SURVEY

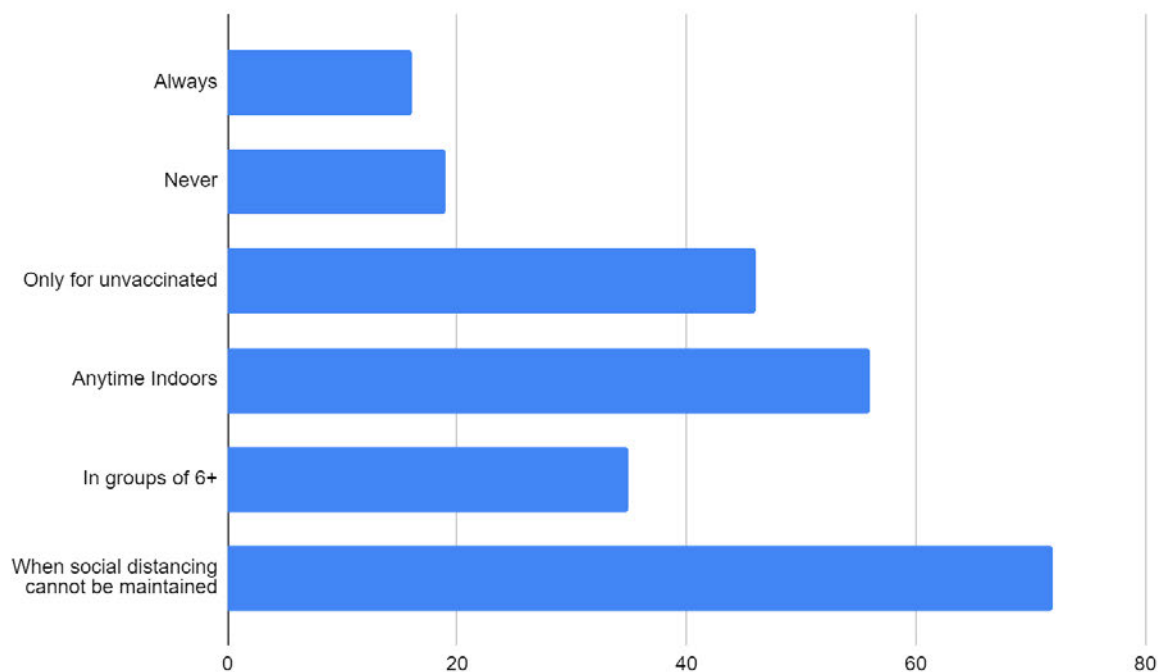
Question #22

Assuming that WOU will require (with some exemptions) all Faculty, Staff & Students to be vaccinated for Fall term; are you, or do you plan to be vaccinated for COVID-19?



Question #23

For Fall term, masks should be required on campus in the following situations. (Check all that apply)

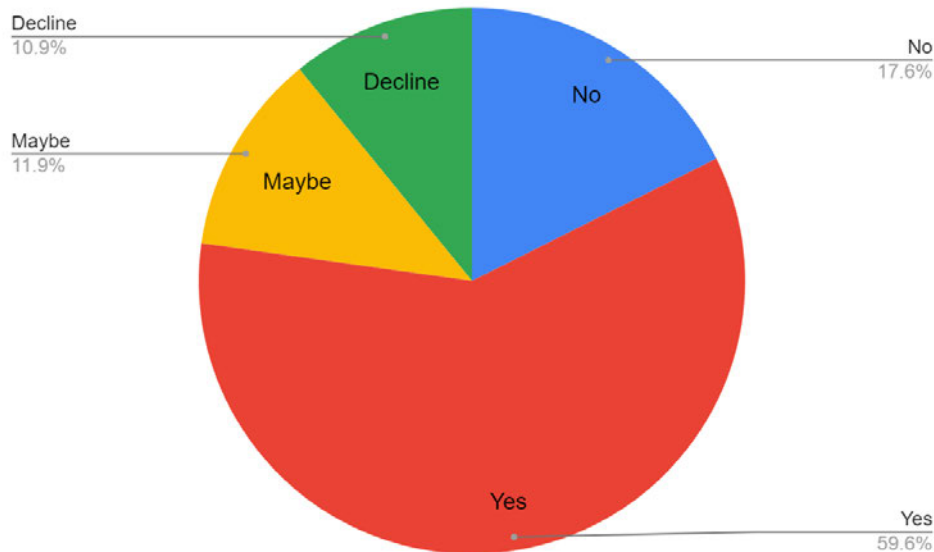


WESTERN OREGON UNIVERSITY RETURN TO CAMPUS - STAFF SURVEY

*There were several self-reported “other” responses to question 23 and they tended to be grouped into the following areas: Personal Choice, According to CDC/Government Guidelines, When feeling ill, and When anyone in department/work location is not vaccinated.

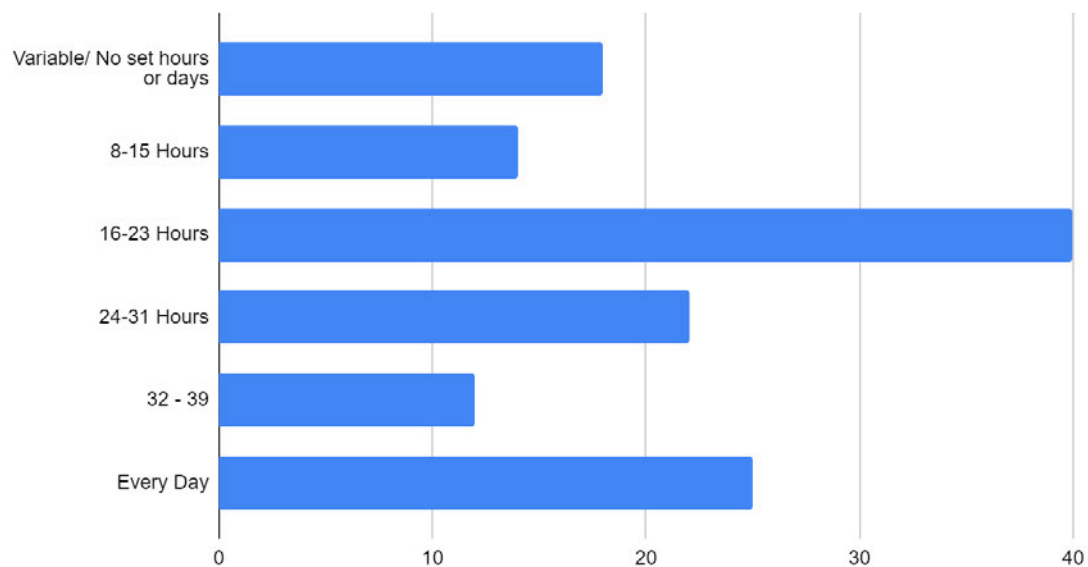
Question #24

If you are/were able to continue to work from home, would you want to do so?



Question #25

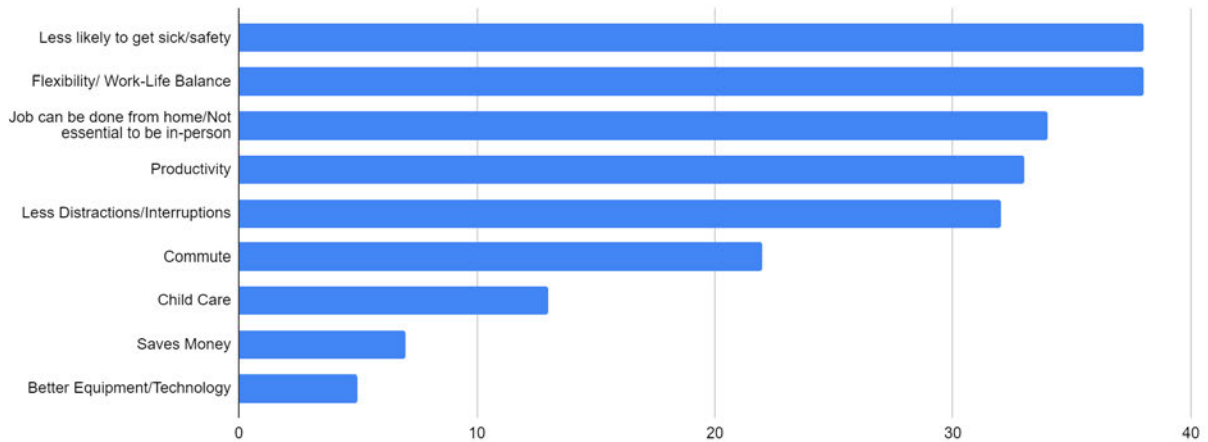
If yes or maybe, how many hours/days per week?



WESTERN OREGON UNIVERSITY RETURN TO CAMPUS - STAFF SURVEY

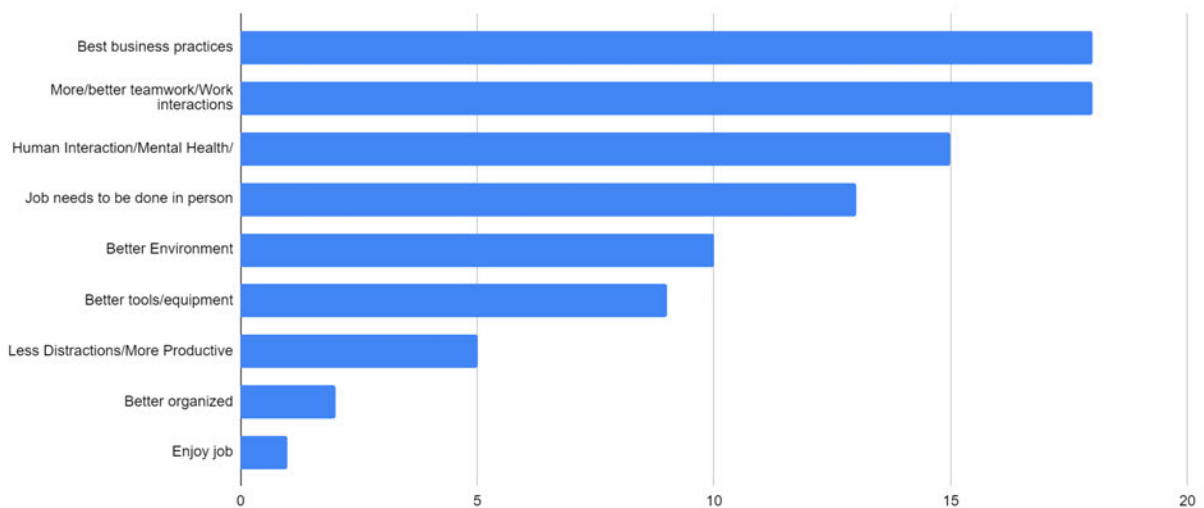
Question #26

If you would like to continue to work from home (for at least part of the week), please indicate any reason why:



Question #27

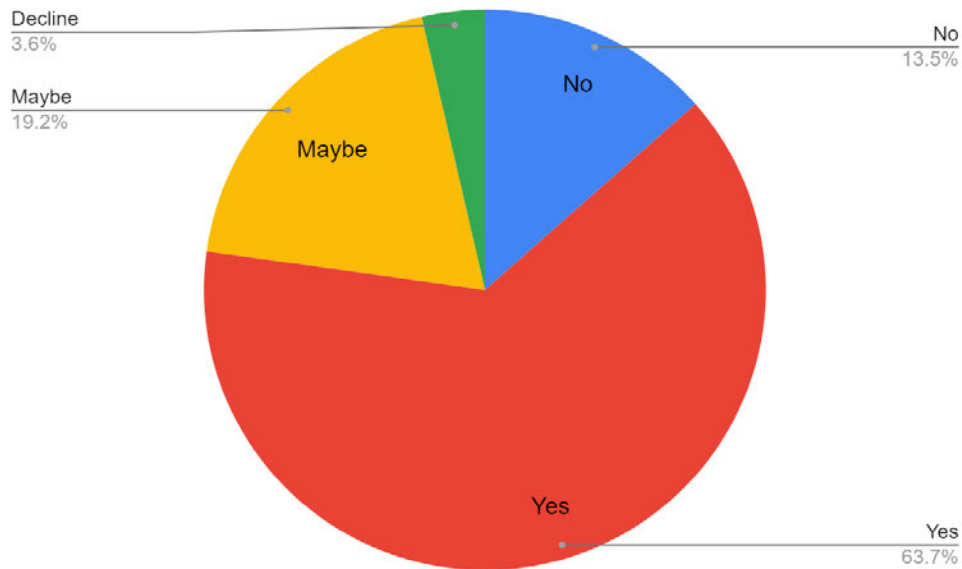
If you would like to return to (or continue to work at) campus full time, please indicate any reason why:



WESTERN OREGON UNIVERSITY RETURN TO CAMPUS - STAFF SURVEY

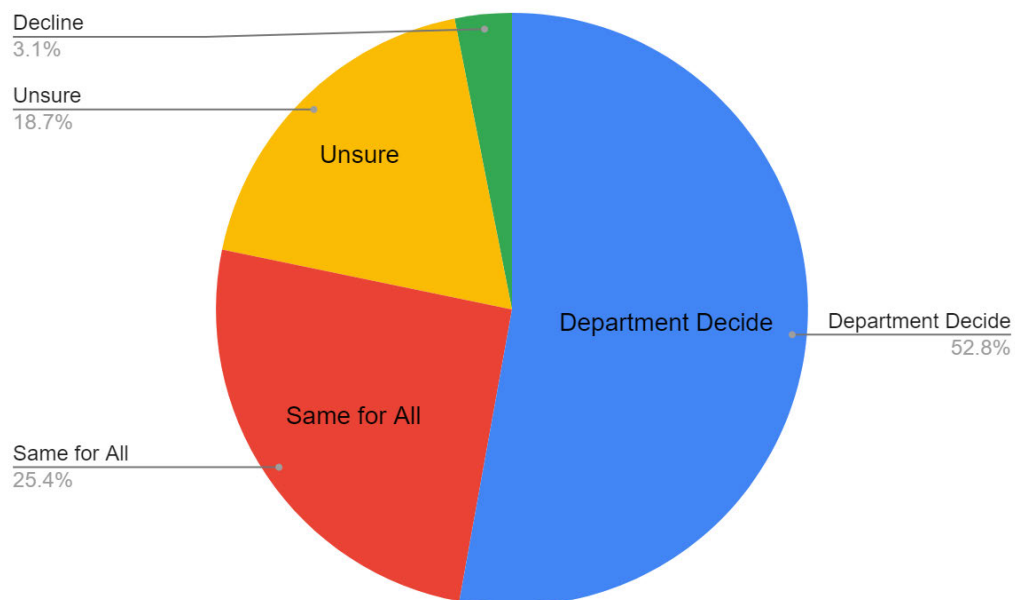
Question #28

Do you think each department should be able to make their own decisions regarding telecommuting?



Question #29

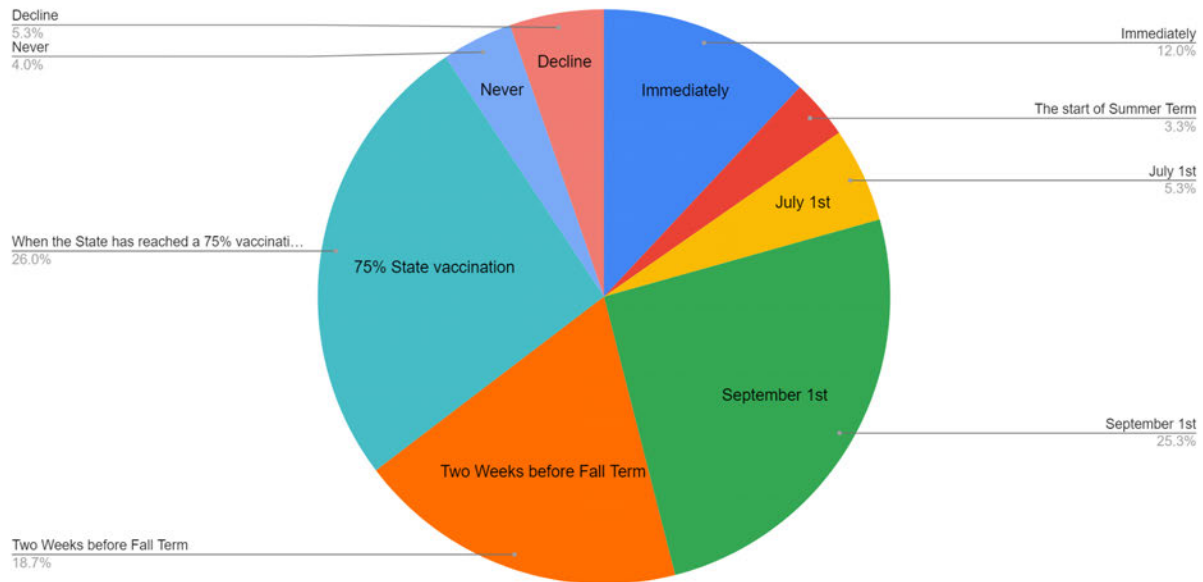
Do you think each department should be able to make their own decision as to when it would be best to return to full time work on campus or should it be the same for everyone?



WESTERN OREGON UNIVERSITY RETURN TO CAMPUS - STAFF SURVEY

Question #30

If it was up to you, when do you think all/most staff should return to campus?



*There were also a variety of other responses for this question - none of which were mentioned enough to warrant inclusion.

WESTERN OREGON UNIVERSITY RETURN TO CAMPUS - STAFF SURVEY

Summary

There are several themes that occur throughout the responses in this survey. Frequently mentioned are: Telecommuting/Working from home, Vaccination rules, requirements & exemptions, Communication, Mask policy, and Staffing issues. Below is a brief summary/outline of each area.

Telecommuting/Working from Home

Many people would like to continue to work from home - at least part time. There is support for this to happen and that it should be decided at the department level, or even on a person by person basis. If people have proven to be able to successfully work from home and their position does not require them to always be on campus, there should be some flexibility on this issue. It shouldn't be a "one size fits all" solution for everyone across campus.

Vaccination Rules, Requirements & Exemptions

People would like clarity on what the rules are and what the exemptions are. How will the rules be enforced and who will keep any vaccination records? When will we know what the rules and exemptions are and when will they go into effect? Who will the rules apply to? Will they be the same for Staff, Faculty & Students? How will we be able to know who is vaccinated and if we can't know, then why not? Will people lose their job if a.) they do not get vaccinated b.) they do not feel safe returning to work in person?

Communication

People are frustrated by a perceived lack of communication. This was an issue even prior to the pandemic, however, the frequent changes to the rules, regulations and guidelines (as we have learned more about the disease and how it spreads) have only exacerbated the situation. More communication is better, however, it should be clear and consistent across sources. If nothing is known, or if frequent changes/updates are expected, please say so. Messages should be communicated from official sources (like HR) and it should be easily and publicly available.

Mask Policy

There were a variety of opinions and reasons why masks should be worn and why masks should not be worn. When narrowing down these down to a few areas, the topics included when social distancing cannot be maintained, when indoors, and for unvaccinated individuals. A number of comments were

WESTERN OREGON UNIVERSITY RETURN TO CAMPUS - STAFF SURVEY

given regarding the unvaccinated status of youths, non-vaccinated individuals not wearing a mask, and individuals feeling singled out for wearing a mask or not wearing their mask. Concerns about staff needing to become the "mask police" were also mentioned and there were a number of individuals who stated that they were not the experts and WOU should follow the CDC guidelines. While the majority of respondents indicated support for some sort of mask policy, there are more than a few people that are very strongly opposed to being required to wear masks in any situation.

Staffing Issues

The survey revealed serious concerns about the low level of staffing at WOU and how it impacts returning to campus. Staff indicated heavy workloads, high levels of stress, concern that janitorial staff will be unable to maintain safe sanitation standards, feeling devalued due to a lack of communication and clear instruction from administration, concern that lack of staffing will result in the inability to meet student needs and that inflexible telecommuting rules will impact personal health and safety.

At the same time staff are proud of the innovative ways they have been able to meet the needs of campus and would like to incorporate the positive lessons learned as we return in the Fall. Telecommuting and the ability to have virtual appointments is highly beneficial for staff and students in many circumstances. A well thought out return plan would include both standardization of times when offices are open (ex: M-Th 10:00 -4:00) while allowing departments to work with their staff to figure out a plan that meets the needs of the university and takes into account the needs and safety of the employee.