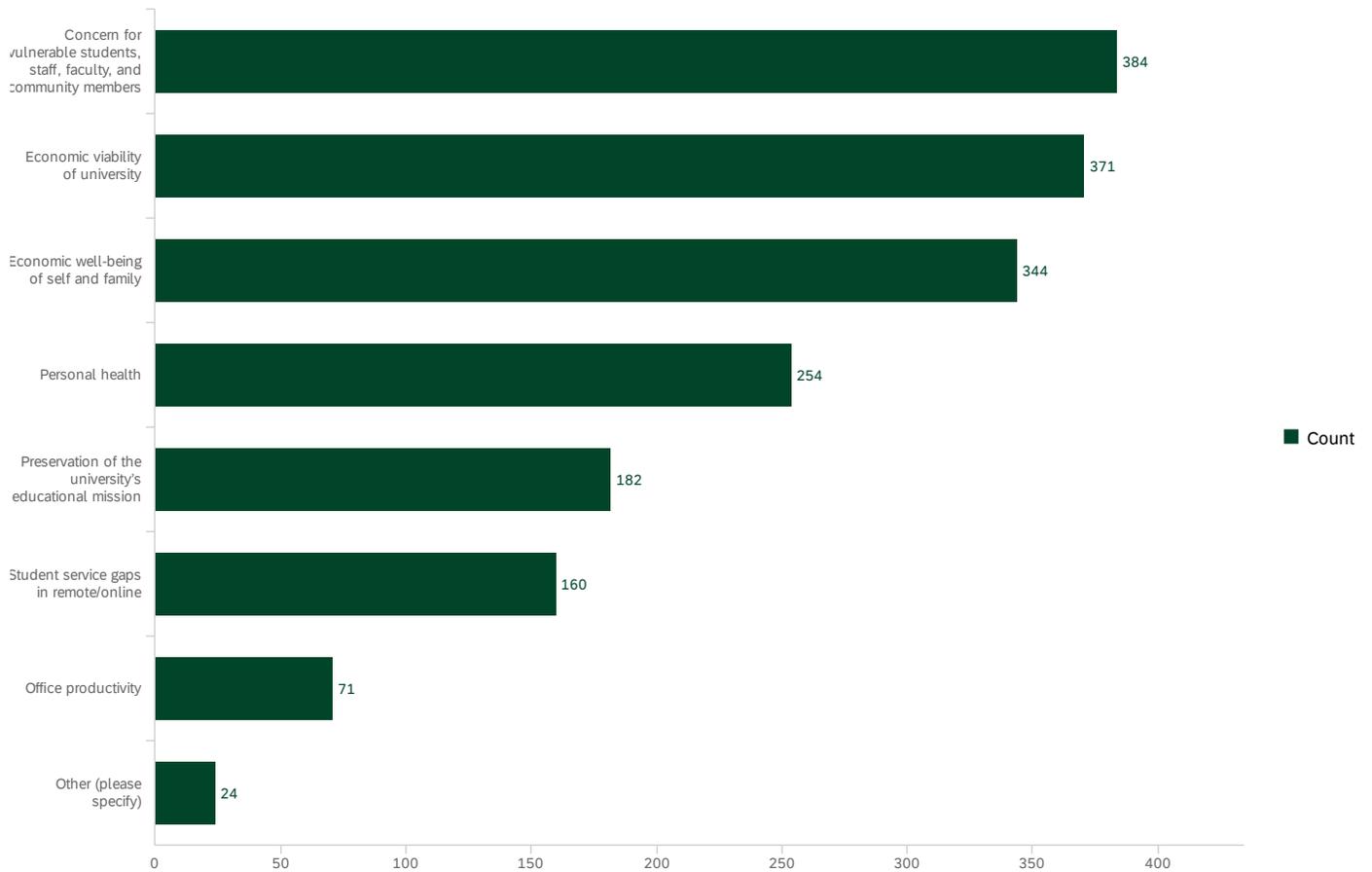# WSU Staff - Return to Work Survey

*WSU - COVID 19 - Staff Return to Work Survey*

June 18, 2020 6:32 PM EDT

1 - Please rank your TOP THREE most pressing issues about Fall Semester. (Type 1, 2

or 3 in the box next to your top three choices.)

| Category | Count |
|---|---|
| Concern for vulnerable students, staff, faculty, and community members | 384 |
| Economic viability of university | 371 |
| Economic well-being of self and family | 344 |
| Personal health | 254 |
| Preservation of the university's educational mission | 182 |
| Student service gaps in remote/online | 160 |
| Office productivity | 71 |
| Other (please specify) | 24 |

■ Count

## 2 - If we return to campus at any point during Fall Semester, which option best describes your comfort level and anticipated work time between home and campus?
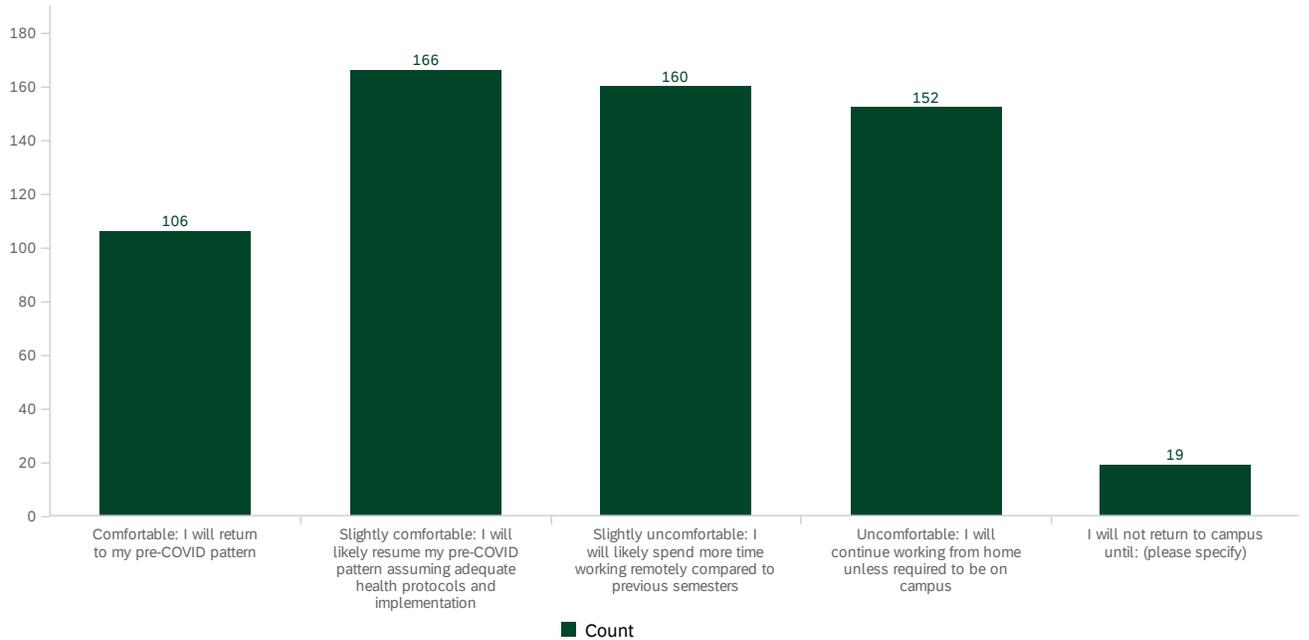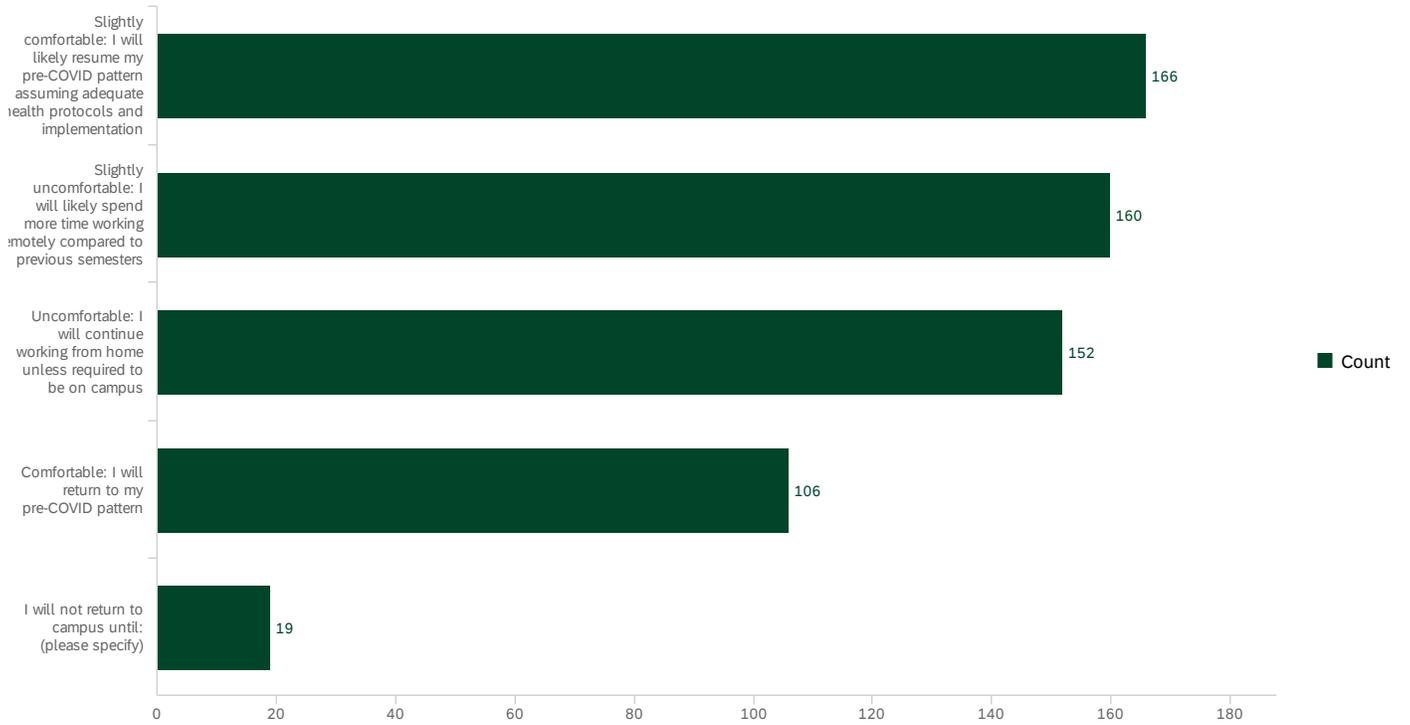


| # | Field | | Choice Count |
|---|-------|---|---|
| 2 | Slightly comfortable: I will likely resume my pre-COVID pattern assuming adequate health protocols and implementation | 27.53% | 166 |

| # | Field | Choice Count | |
|---|-------|---|---|
| 3 | Slightly uncomfortable: I will likely spend more time working remotely compared to previous semesters | 26.53% | 160 |
| 4 | Uncomfortable: I will continue working from home unless required to be on campus | 25.21% | 152 |
| 1 | Comfortable: I will return to my pre-COVID pattern | 17.58% | 106 |
| 5 | I will not return to campus until: (please specify) | 3.15% | 19 |
| | | | 603 |

Showing rows 1 - 6 of 6

## 2_5_TEXT - I will not return to campus until: (please specify)

I will not return to campus until: (please specify)

I would like to continue to work from home until a covid19 vaccine is proven to be effective or everyone I may be in contact with actively participates in covid-19 guidelines and restrictions and I don't see that happening now so I don't feel safe.

WSU actually decides to clean house of the individuals in charge of budgetary decisions

I have changed my shift and will it request change back till there is a vaccine and my family is safe.

I would work from home if allowed.

My comfort level and anticipated work time between home and campus are unrelated. I am entirely comfortable returning to work, but I am likely to work more time remotely because of practical matters surrouding our reopening.

Question doesn't address returning with protocols. I will work from home until protocols which stifle productivity are lifted

My kids return to school.

Slightly comfortable (listed above) as long as Covid cases do not spike again between now and then

I would like to split my time. Come in early before the crowds or on weekends, then work from home the rest of the time.

Essential worker so I had no choice but to come to work during pandemic we are only allowed limited days to work remotely

Vaccine, or better treatment protocols for immune compromised people

vaccination - by order of my doctors.

Actually, I'm not "uncomfortable" about returning to campus. But I can do much of my job remotely, so can support being on campus less to reduce exposure risk for myself and others.

Will prefer Remote

There is a vaccine; I have Type 1 diabetes.

If given the option to flex between the office and home I would do that, but unlikely we will have that flexibility as staff members and keeping an office open for students.

I will not return to campus until: (please specify)

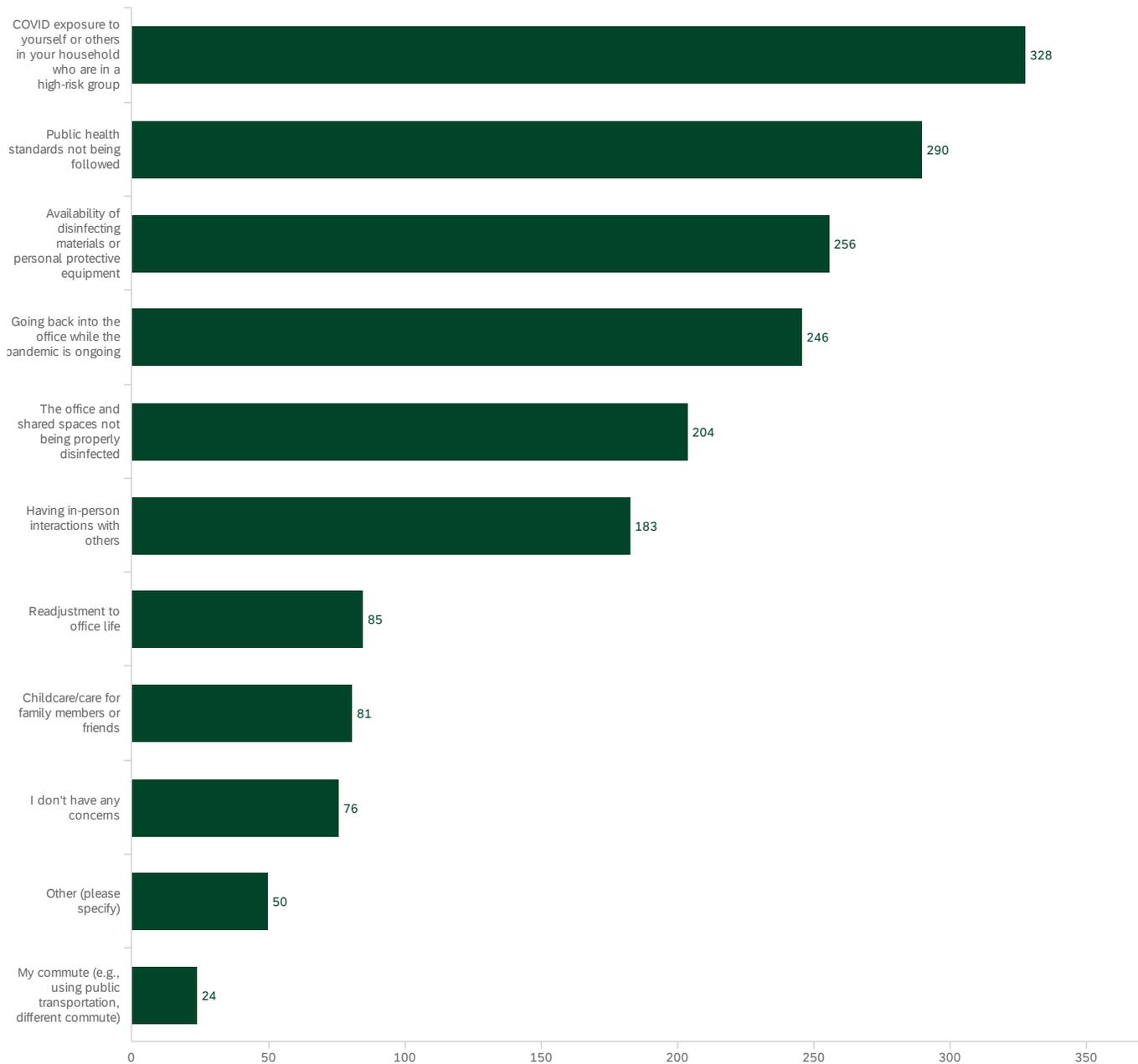the requirement to wear a mask has been lifted - not worried about covid at all

A vaccine is available or I am forced to do so.

Slightly uncomfortable: I will return to my pre-COVID pattern, working remotely is not an option

I will not return to campus until: (please specify)

the requirement to wear a mask has been lifted - not worried about covid at all

## 3 - What are your main concerns about coming back to work on campus? Please select all that apply.

| # | Field | | Choice Count |
|---|---|---|---|
| 2 | COVID exposure to yourself or others in your household who are in a high-risk group | 53.95% | 328 |
| 3 | Public health standards not being followed | 47.70% | 290 |
| 5 | Availability of disinfecting materials or personal protective equipment | 42.11% | 256 |
| 1 | Going back into the office while the pandemic is ongoing | 40.46% | 246 |
| 9 | The office and shared spaces not being properly disinfected | 33.55% | 204 |
| 4 | Having in-person interactions with others | 30.10% | 183 |
| 7 | Readjustment to office life | 13.98% | 85 |
| 8 | Childcare/care for family members or friends | 13.32% | 81 |
| 10 | I don't have any concerns | 12.50% | 76 |
| 11 | Other (please specify) | 8.22% | 50 |
| 6 | My commute (e.g., using public transportation, different commute) | 3.95% | 24 |
| | | | 608 |

Showing rows 1 - 12 of 12

| Category | Value |
|---|---|
| COVID exposure to yourself or others in your household who are in a high-risk group | 328 |
| Public health standards not being followed | 290 |
| Availability of disinfecting materials or personal protective equipment | 256 |
| Going back into the office while the pandemic is ongoing | 246 |
| The office and shared spaces not being properly disinfected | 204 |
| Having in-person interactions with others | 183 |
| Readjustment to office life | 85 |
| Childcare/care for family members or friends | 81 |
| I don't have any concerns | 76 |
| Other (please specify) | 50 |
| My commute (e.g., using public transportation, different commute) | 24 |

## 3_11_TEXT - Other (please specify)

Other (please specify)

Breathing shared inside air for hours at a time, with all the research into the possibility of aerosalized particles causing worse infections by getting deeper into the lungs. Having to sanitize areas and my hands constantly. Disinfection by physical plant is only good until one other person touches or coughs on a surface. I want students back, to keep their education on track and to help the university survive, but I think people will get careless - it's hard to maintain vigilance in interactions for 8-9 hours a day. And using a shared bathroom - hmmm.

As long as everyone takes personal responsibility for disinfecting hands and not coming to campus when they KNOW they are ill, I'm fine with coming back.

My pay being cut even further and administrators blaming it on the pandemic

People not following rules. Not wearing masks when more than one person is in the room. No mask wearing by some individuals in hallways.

Other (please specify)

I would like to be able to work from home some- a few days a week as desired. I feel students and staff need the interaction. Higher ed and K-12 will liekly not be exaclty the same, but humans are social animals. I jus thopethat we are all a little tolerant of each other , knowing that we all have different levels of commnfort of working from hame and blending that with working on campus, socail interactions and contacts , and not "wigging out", if someon is more comfortable with less attention to exposure and health care related items and agendas. WE will all eventually be exposed to it or get a vaccine at some point in time. let

I'm concerned some people on campus will not respect others and will refuse to follow basic health and safety protocols

I work as an academic adviser in a small cubicle, too small of a space to be meeting in person with students. My workspace would need to be reconfigured or I should still meet with students remotely. Also, if my kids aren't at school, I need to be working remotely to be with them.

Adequate ventilation and vulnerability to ventilation flow

Would like the school to provide n95 surgical grade masks

Policy implemented that lacks commen sence to accodimate fear. - WS has done an excellent job to date though

As a supervisor, there are three things that drive my decisions: 1) meet the health and safety protocols 2) choose the form of service by which we can provide the highest quality service to students 3) minimize additional costs to the university. If the cost of returning in health, service, AND financial terms is too high, we shouldn't do it regardless of how much we want to appear to be operating normally.

I don't have any virus concerns. Burdensome protocols that aren't an issue in my home office are my main concern

Police brutality/civil unrest

Difficulty of wearing a face mask 8 hours a day. I start getting nauseous just wearing the mask while grocery shopping from the lack of breathing fresh clean air. I can't imagine having to wear a mask 8 hours a day.

Wearing a mask all day

dying

My understanding is COVID-19 is primarily spread through respiratory droplets. I am concerned about air circulation in the office. ACHA guidelines recommend that when on campus, meetings should STILL be conducted via videoconferencing.

recirculated air

What about the after hour shift workers, who takes the temps when no supervisor are around

i will be overwhelmed by requests, questions, tasks, etc. from others who have waited till return

Has anyone tried to wear a mask all day? It's not all that easy for everyone to do.

Testing of staff, students, and others on campus. Ability to know when someone is positive before they show symptoms and having them stay home.

Health of our at-risk students and ability of the student body and faculty to maintain appropriate measures.

Contributing to the spread of the pandemic

Other (please specify)

Faculty and/or white males in general thinking they are too macho to adhere to safety protocols (physical plant guys have been seen not wearing a mask and openly joking that its all a joke) EVERYONE NEEDS TO GET ON BOARD!

The enforcement of any required protocols such as masks is not clear. Relying on community enforcement can be problematic and creates an environment of division and mistrust.

I am essential and have worked through the pandemic

Often times I find that the bathrooms in the building which I work are not adequately cleaned. There are also many times when they have been out of paper towels for days without replacement. This is concerning as the bathrooms are our only option for washing our hands, and if they are not being cleaned properly I would not feel comfortable being on campus. I have many times had to go to restrooms on different floors of my building because of the state of the bathroom on my floor.

I am more productive at home. Open office environment is detrimental to my productivity.

I have been at the university working during the shut down period. I do not have concerns with being at the university. I have had issues with others failures to follow simple personal hygiene practices to reduce exposure/ transission risk (washing hands, covering mouth when coughing or sneezing, etc.)

If the grocery workers can be on the front lines this long and see little to no impact, then I think I will be fine...

I don't want to return if I have to wear a mask

I am pregnant and due in November. I am already considered a high-risk pregnancy due to my age. I am not sure if my doctor will impose limitations.

Cleaning under normal conditions is poor. We would need a lot more custodians.

Faculty will be allowed to work remotely, but staff will be expected to keep the office open for students and be there.

Not having a proper protective barrier (plexiglass or similar) to protect myself and my student workers during face to face contact. I have already been told that I can't have a barrier due to cost and availability of product.

Being able to wear a mask all the time. It makes my breathing difficult. I understand wearing it when I'm around people. My concern is those who will over police it and cause problems when they don't need to be worn if you're a significant distance away from others.

Working with others who do not follow public health guidelines

Being potentially exposed in the physicians building

Having FULL staff and students and cleanliness of offices and restrooms

having to wear a mask

People becoming lax with protocol and some not having good sense to stay at home when sick.

First time ever in 34 yrs I was told essential (3 of us) out of an entire division that I know most are not working at home at all but having fun with their families and using us 3 designated essential staff to be their personal secretaries while we are trying to process our work and most of those staff are paid double to triple of what I make! Absolutely abuse and discrimination

I seem to be more productive work at home without office "distractions"

Other (please specify)

Engaging appropriately with guests and meeting needs in a redefined way

Availability of campus services for staff use - food (Hangar/Union, rec center, etc

cleaning/disinfecting of areas

I don't want to be responsible and don't want WSU responsible for spreading the virus and spiking the curve.

I work within 4 feet of a coworker that seldom will call in sick. In February, not one day was taken off during two weeks of constant coughing. Within two weeks of it, I became very ill and took time off from work. I have no protection from those kind of inconsiderate choices.

Possibility of a resurge of COVID during fall/winter months

4#1 - I am comfortable with new protocols, like symptom checking, wearing masks, and
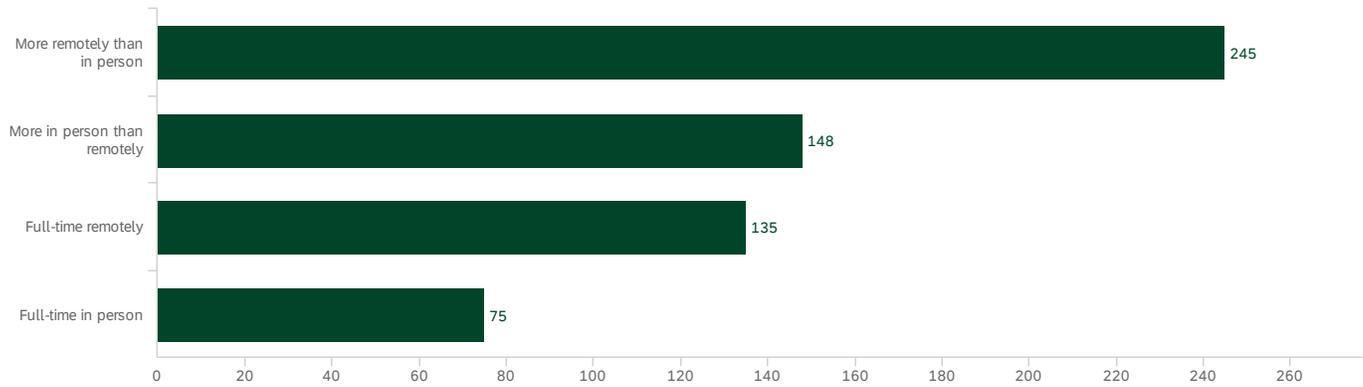
social distancing... - Make a Selection
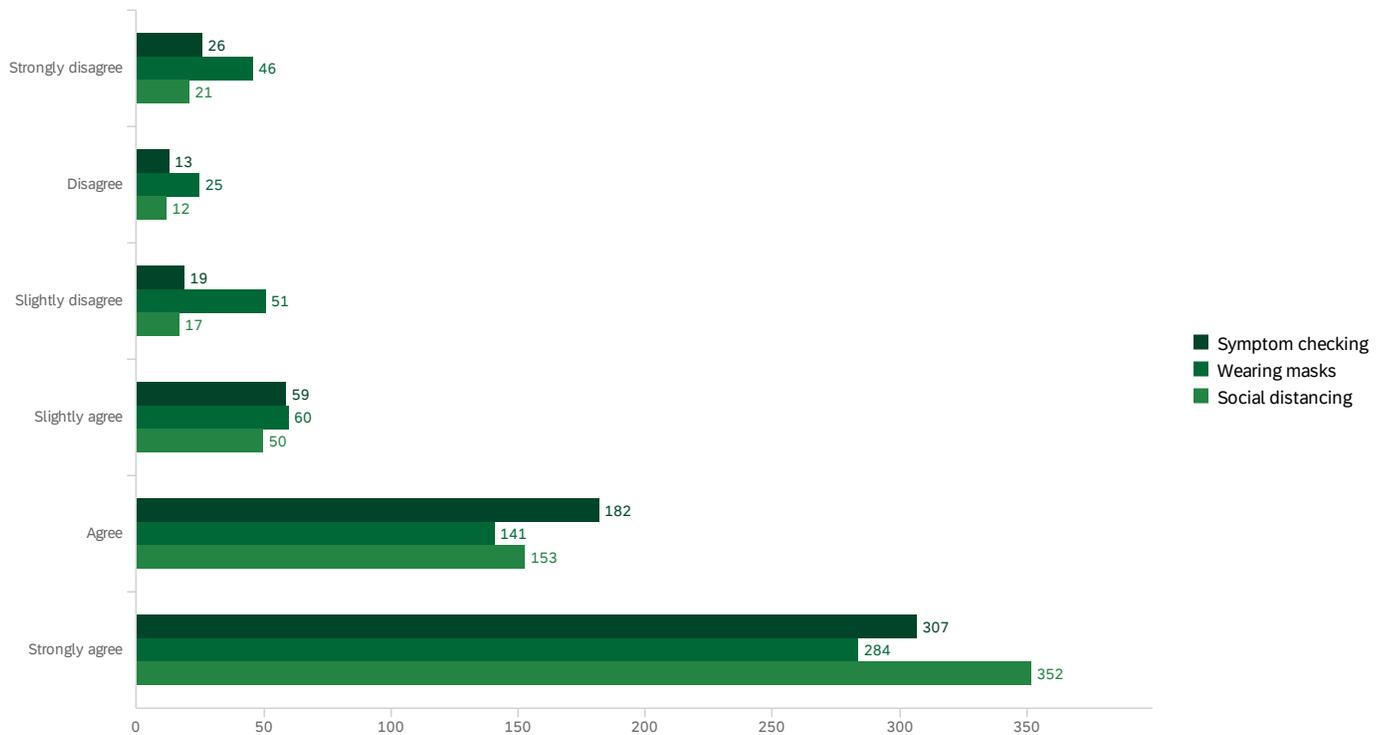


| # | Field | Minimum | Maximum | Mean | Std Deviation | Variance | Count |
|---|-------|---------|---------|------|---------------|----------|-------|
| 1 | Symptom checking | 1.00 | 6.00 | 5.11 | 1.26 | 1.60 | 606 |
| 2 | Wearing masks | 1.00 | 6.00 | 4.77 | 1.56 | 2.44 | 607 |
| 3 | Social distancing | 1.00 | 6.00 | 5.24 | 1.20 | 1.45 | 605 |

| # | Field | Strongly disagree | | Disagree | | Slightly disagree | | Slightly agree | | Agree | | Strongly agree | |
|---|-------|-------------------|---|----------|---|-------------------|---|----------------|---|-------|---|----------------|---|
| 3 | Social distancing | 22.58% | 21 | 24.00% | 12 | 19.54% | 17 | 29.59% | 50 | 32.14% | 153 | 37.33% | 352 |
| 1 | Symptom checking | 27.96% | 26 | 26.00% | 13 | 21.84% | 19 | 34.91% | 59 | 38.24% | 182 | 32.56% | 307 |
| 2 | Wearing masks | 49.46% | 46 | 50.00% | 25 | 58.62% | 51 | 35.50% | 60 | 29.62% | 141 | 30.12% | 284 |
| | | | 93 | | 50 | | 87 | | 169 | | 476 | | 943 |

Showing rows 1 - 4 of 4

# 5 - Based on your experience during the COVID crisis, if given the choice, would you prefer to work:



| # | Field | Minimum | Maximum | Mean | Std Deviation | Variance | Count |
|---|-------|---------|---------|------|---------------|----------|-------|
| 1 | Based on your experience during the COVID crisis, if given the choice, would you prefer to work: | 1.00 | 4.00 | 2.27 | 0.95 | 0.89 | 603 |

| # | Field | Choice Count | |
|---|-------|--------------|---|
| 2 | More remotely than in person | 40.63% | 245 |
| 3 | More in person than remotely | 24.54% | 148 |
| 1 | Full-time remotely | 22.39% | 135 |
| 4 | Full-time in person | 12.44% | 75 |
| | | | 603 |

Showing rows 1 - 5 of 5

# 6 - Do you believe your supervisor would support your continued working remotely:

A blend of remote and in person — 359
I don't know — 105
Full time — 99
Not at all — 44
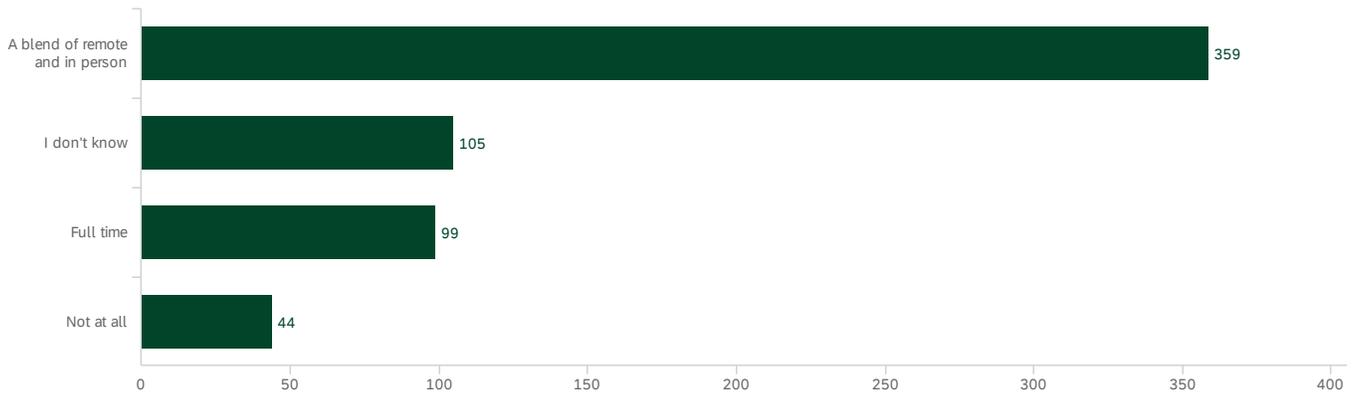
| # | Field | Minimum | Maximum | Mean | Std Deviation | Variance | Count |
|---|---|---|---|---|---|---|---|
| 1 | Do you believe your supervisor would support your continued working remotely: | 1.00 | 5.00 | 2.43 | 1.27 | 1.61 | 607 |

| # | Field | Choice Count | |
|---|---|---|---|
| 2 | A blend of remote and in person | 59.14% | 359 |
| 5 | I don't know | 17.30% | 105 |
| 1 | Full time | 16.31% | 99 |
| 3 | Not at all | 7.25% | 44 |
| | | | 607 |

Showing rows 1 - 5 of 5

7 - If you are a supervisor, would you support an employee's decision to continue working remotely?
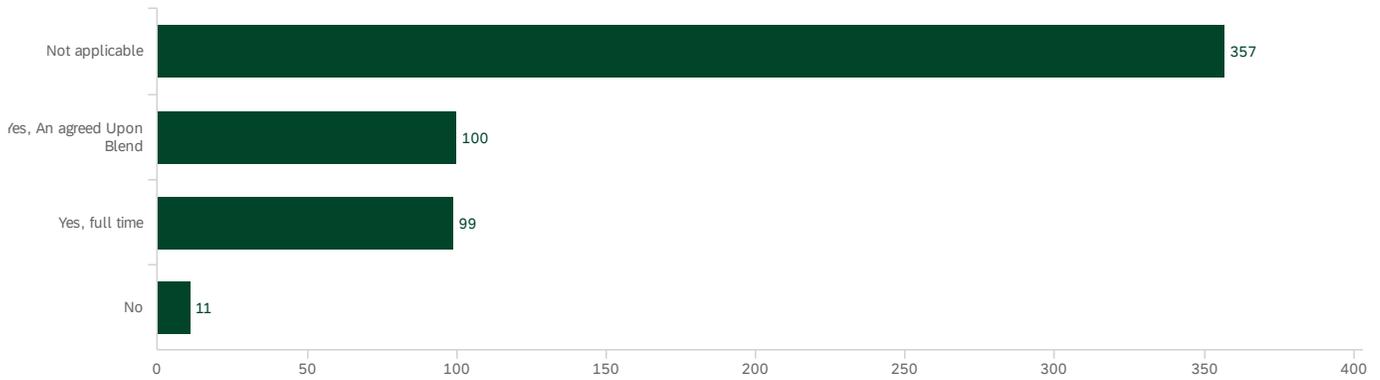
| | | |
|---|---|---|
| Not applicable | | 357 |
| Yes, An agreed Upon Blend | | 100 |
| Yes, full time | | 99 |
| No | | 11 |

| # | Field | Minimum | Maximum | Mean | Std Deviation | Variance | Count |
|---|---|---|---|---|---|---|---|
| 1 | If you are a supervisor, would you support an employee's decision to continue working remotely? | 1.00 | 4.00 | 3.10 | 1.22 | 1.49 | 567 |

| # | Field | | Choice Count |
|---|---|---|---|
| 4 | Not applicable | 62.96% | 357 |
| 2 | Yes, An agreed Upon Blend | 17.64% | 100 |
| 1 | Yes, full time | 17.46% | 99 |
| 3 | No | 1.94% | 11 |
| | | | 567 |

Showing rows 1 - 5 of 5

## 8 - Which of the following best describes how you feel about your mental and physical health when you think about returning to campus this fall?
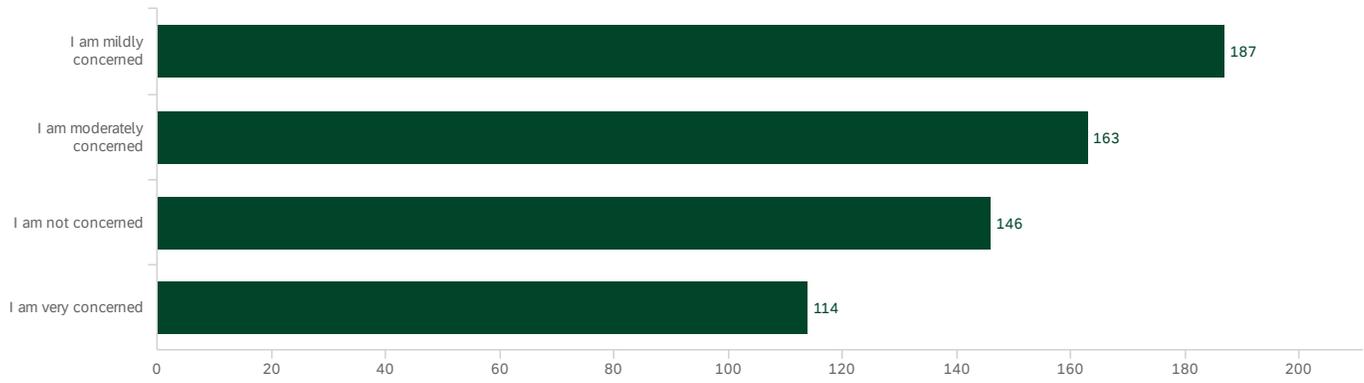


| # | Field | Minimum | Maximum | Mean | Std Deviation | Variance | Count |
|---|-------|---------|---------|------|---------------|----------|-------|
| 1 | Which of the following best describes how you feel about your mental and physical health when you think about returning to campus this fall? | 1.00 | 4.00 | 2.40 | 1.05 | 1.09 | 610 |

| # | Field | Choice Count | |
|---|-------|--------------|---|
| 2 | I am mildly concerned | 30.66% | 187 |
| 3 | I am moderately concerned | 26.72% | 163 |
| 1 | I am not concerned | 23.93% | 146 |
| 4 | I am very concerned | 18.69% | 114 |
| | | | 610 |

Showing rows 1 - 5 of 5

## 9 - In your view, what are the pros and cons about working remotely during the Fall Semester? Please select all that apply.

| Field | | Choice Count |
|---|---|---|
| Decrease in potential exposure/transmission of virus | | 426 |
| Working remotely will provide needed flexibility | | 361 |
| Decrease in commuting costs/time savings | | 315 |
| Improving the environment—fewer cars on the road | | 245 |
| Working remotely will decrease the effectiveness of my role | | 132 |
| My job cannot effectively be done remotely | | 114 |
| Online burnout | | 111 |
| Working remotely makes my position more prone to elimination | | 98 |
| Other (please specify) | | 61 |
| Lack of proper technology or training to perform my work from home | | 56 |
| I have no concerns | | 49 |
| I have worked remotely prior to COVID-19, so this is not a change | | 35 |

| # | Field | Choice Count | |
|---|---|---|---|
| 6 | Decrease in potential exposure/transmission of virus | 70.07% | 426 |
| 1 | Working remotely will provide needed flexibility | 59.38% | 361 |
| 7 | Decrease in commuting costs/time savings | 51.81% | 315 |
| 8 | Improving the environment—fewer cars on the road | 40.30% | 245 |

| # | Field | | Choice Count |
|---|-------|---|---|
| 2 | Working remotely will decrease the effectiveness of my role | 21.71% | 132 |
| 3 | My job cannot effectively be done remotely | 18.75% | 114 |
| 10 | Online burnout | 18.26% | 111 |
| 4 | Working remotely makes my position more prone to elimination | 16.12% | 98 |
| 12 | Other (please specify) | 10.03% | 61 |
| 9 | Lack of proper technology or training to perform my work from home | 9.21% | 56 |
| 11 | I have no concerns | 8.06% | 49 |
| 5 | I have worked remotely prior to COVID-19, so this is not a change | 5.76% | 35 |
| | | | 608 |

Showing rows 1 - 13 of 13

## 9_12_TEXT - Other (please specify)

Other (please specify)

I miss interactions with our students and colleagues, but I want everyone to be around once we have figure out some kind of immunity to this virus.

I'm using a hotspot from home. I can do everything I need to do, but it's slower.

Pros - better able to concentrate at home, fewer interruptions, more work gets done. Cons - none

When working from home, I don't have access to everything I need to easily and efficiently do my job.

Web meeting burnout, not necessarily online burnout because I need to be online for my job.

Miss my work family and am concerned with others who have not been able to be around people.

More cost effective for WSU and better for employees.

There is a lot of back and forth in my role that is extremely detrimental hampered by remote communication. People complain about the effectiveness of our department (RSP) but we are most effective when we can actively collaborate.

students will not want to come if we are remote

Lack of accountability for those who say they are working but actually are not doing any work.

My job can be done remotely in some areas but not completely. I cannot perform all of my core job responsibilities remotely.

Other than the flexibility and exposure answers above, my other selections recognize benefits but do not indicate that we should be intentionally concerned about achieving them. They are ancillary concerns to the decision of whether or not to return to work.

Can not work from home

Other (please specify)

Energy cost savings to the university

I have worked a blended schedule with some remote hours prior to COVID. No concerns.

My only concern is not being reimbursed for my personal expenses such as printer ink (not ALL WSU forms are PDF forms, thus I've had to purchase ink to print at home as I was not allowed to use my procard) and I am also concerned about my phone costs, I use Tracfone and have had to pay out of pocket well and above what I normally would purchase in minutes and data as my department's phone line is forwarded to my cell phone and I require data in order to receive/check voicemail. My laptop also crashed during my second week working from home and I don't have the money to replace it, so I'm concerned about what I will do when I must return my loaner laptop to CaTS at the end of July (hoping they grant an extension).

Job deemed essential personnel, however would like to have more flexibility to work from home due to virus and upcoming inclement winter weather conditions

I can do my complete job remotely, but I realize some jobs can only be done working on campus.

My work at WSU need to done more at work than remotely. My position has been reduced from 100% to 80% or 40 to 32 hours.

Lack of interaction that is needed sometimes with staff to receive projects to assist

family distractions

Feelings of isolation working from home

Remote work reduces important (for health, unity) daily social interactions.

I stopped short of checking "My job cannot be done effectively remotely" but, in fact, a large part of my job depends on access to physical materials on campus, so I can't do it 100% remotely.

Does not apply to me

With impending flu season in the fall, COVID-19 risk of transmission may increase

Increased pain in hand and arm because desk at home is not for all day continuous use

Some buildings (Student Union, Allyn) are more exposed to public traffic than others so the option to continue to work from home should be allowed.Colleges should identify staff who have a lighter workload to assist with others who don't. Look at the number of phone calls and emails of different offices and re-assign staff to those areas to assist. Restructuring needs to be done now so there is not office burn-out. This may help with personnel turnover.

Due to budget issues I have not had a computer upgrade since 2013. Now, I am in need of better technology and am certain the budget will not allow for it, and that alone will impact my ability to complete my job. Yet I am aware that faculty are receiving upgrades/

i drive the shuttle bus

Does not apply

I do not have an ergonomically friendly home office. Working off of a laptop, in addition to not having an proper desk and chair, for the past 3 months has put added strain on my neck and shoulders. :-(

Pro- More space in MVH offices for Lab Kits and Supplies if coordinators are home based.

Other (please specify)

Loss of opertunities to interact with students and student staff members that provides student development opportunities

Would need to purchase a newer printer as mine isn't adequate for long term.

Miss the verbal exchange of information with colleagues and students.

Working remotely is indeed possible in my position, but some tasks are performed a little better from the office.

I run a shop

Figuring out how to make it work if grade schools shut down again or don't reopen in fall (daycare concerns)

1) Working remotely is like getting a raise. I spend less money and save more money. 2) I am more focused and productive working remotely. 3) I

Cannot help the students that come in to the office for assistance if the office isn't open.

I need human contact in my life.

Although I miss my WSU family, I want everyone to live until we have a COVID-19 vaccine. Bill Rcikert

Technology not always working properly

I have not been working remotely.

More flexibility should child's school be partially online.

Working remotely increases the effectiveness of my role, if I have to wear PPE all day in an office position my mind will not be entirely focused on working.

Working remotely eases discomfort about being around a lot of people during pandemic, but there needs to be in office time also. A mix of the two would be ideal.

The students need to be on campus

face to face interaction with co-workers

Concern of being left out of conversations on office policy change.

Being deemed essential to work on campus and at home - we/I were not supplied with proper equipment to effectively process our work. It was just assumed that we use our own computer/printer equipment while all of the Development Officers were given laptops to take home but there were none left to give the three people in my area deemed essential. The staff given computers only use to view information, I actually have to process information in the system - reason CATs labeled me as a Super User during Banner Upgrade trainings. But my salary (no raise in 4 years) is much less than those who are catered to. There is too much discrimination in inequality at WSU that it makes me sick to my stomach what we have been through the last four years at the hands of overpaid, unqualified upper management to run this university properly.

Ability to live answer phones for all areas. People are tired of getting voicemail

Lack of social interaction on a personal level and also collaboration with coworkers is easier in person.

Job not as efficient at home - work is slower, but can be done

Working remotely has made me more productive.

Working full time from home has benefited myself and my department greatly. If full time remote work is an option, I will absolutely choose that

I actually get more done working remotely than in the office.

Con is mental health without human interaction at work we haven't had since March.

# 10 - Do you have any suggestions on how to make the transition back to campus easier? Please explain.

Do you have any suggestions on how to make the transition back to campus ea...

Reduce open (in person) office hours campus wide. Have DETAILED procedures and info for when case of Covid is on campus in place that we can study BEFORE we all come back to campus, including contact tracing and clear info about how to get tested. .

I think the University should look at a model where more people work remotely than in person given that the pandemic is still going on. This can also be a situation where we just have essential staff in the office and few people rotate.

Don't rush it, have a planned or staged approach. Be sensitive to choices of our employees.

No

Everyone should do what they are comfortable doing based on the needs of their job to positively impact students.

Do it slowly.

My office space would need to be re-worked to meet recommendations.

Based on personal observation this weekend, once campus is open, it will be very hard to maintain the conditions necessary to limit the spread of COVID-19. People naturally want to flock together & are unaware until it's too late the lack of safety.

Quit cutting pay.

Give the option to continue working remotely with the option of coming onto campus to work as needed.

Phase 1 require essential return & allow others to return that prefer to work on campus for part of the day/week combined with work from home. Phase 2 all return to campus for part of the day/week work from home for the rest. Assess effectiveness.

Wait until 2nd outbreak occurs and to see the effects of the viruses transition into its variant forms as it processes through the nation (especially during these times of civil unrest in the nation).

Bringing in small groups at a time from each department for a few hours and on specific days of the week. Especially those individuals, that because of the nature of their job need to be on campus to support the students.

I would say bringing people/offices back in waves versus all at once would help.

Implement a slow restart for those who are uncomfortable.

More class sections. More class offerings.

Those who wish to continue remote working, full time or a blend, should be permitted to do so. Also, a rotating staff schedule should be in place to reduce contact between staff/students until we see if another wave of COVID occurs in the fall.

I would like to see teams (2-3) made for offices. This way if someone is systematic then the whole office is not out.

For my position, a combination of working in the office (once a week) and working remotely (the remainder of the time would ideal) until the campus is ready to resume normal campus operations.

With being remote for so long, I would prefer to easy back into campus life. Maybe a schedule of remote one day, campus one day and back and forth or half day remote/half day campus. Lastly, I big notice of what we are doing so I can tell daycare.

Make sure Everyone wears the mask at work when there are 2 or more employees/people in the room. Make sure Everyone wears the mask in the hallways. Make sure each department has Ample supply of disinfectant wipes, hand sanitizer, and masks!

N/A

Keep as less employees in the office as possible. Have half work from home MWF and in the office Tue/Thurs and half work from home Tues/Thurs/Fri and the other half at work MW.

TEAM EFFORT. If I have to wear gloves when I leave my office or wipe down handles as I use them, I have no problem with that. Clear communication about safety measures and expectations is all I would ask.

Not at this time.

If someone is really worried then they should decide how and when they come back. We will all have to be here eventually I hope.

Adequate safety measures -- mask availability, sanitizer availability. Flexible work schedules that stagger the number of people in the office at any one time.

strictly follow new protocols

Ease restrictions to allow 3 people to work in a laboratory instead of just 2.

Stagger the return of faculty/staff/students: Ease the transition to return to campus by allowing employees to return at 50% time and work 50% remotely. Until we are back into the office 100%.

A phased transition following state health guidelines would be best.

Use common sense. Encourage folks that are able to not to use elevators and to walk outside / not use the tunnels, if possible.

Ensuring only a few people return to campus at a time.

Allowing people an option of in person or working from home is a great idea...including students.

At this point, we still wait to see how things roll out and the effect of the virus as we progress through Summer. Be aware of the governor's programs for successful return. We all need to be patient, but we are all getting a little burned out.

Provide definitive guidance.

Have supervisors make it make sense to their staff/positions. Accountability will be key to flexibility.

Is it a PRO or is it a CON... Question 9 asks you to pick all but the last two answers since it wants BOTH pros and cons.

I think decisions about the who/what/when/where/why/how should be done on a building by building, unit by unit basis. Some workspaces can easily meet new standards, some won't. Some employees are more vulnerable. Key is clear communication.

Using an app for efficient contact tracing at work.

Alternate schedules and days to be in the office

The decisions should be made sooner to allow for more planning by the student. The student can not wait till classes are ready to start to find out if they will be on line or in person. I feel that students have looked at other schools.

Not at this time.

NA

With so many changes happening at WSU and there being so many staff who have gone through so much hardship, transition, cuts, and bearing the weight of staff reductions, I am seriously worried about the ability of myself and others to bear this.

N/A

Returning to campus will make contacting faculty & staff quicker & easier. Students want to make contact with staff to ask questions without the back & forth of email. Returning staff before faculty several weeks before classes begin would benefit

Stagger work days. 1/2 office personnel comes in Monday & Tuesday (Deep Clean offices on Wednesday) and other 1/2 come in on Thursday & Friday. Everyone offer classes and work remotely on Wed. Wed (& weekends) campus is deep cleaned.

flexible schedules, in office 1 day or so a week, alternate those in the office

Slowly transition faculty, staff, and students back to campus. Continue remote and on campus working conditions.

I hope that my dept does a soft reopening (as we're currently discussing) with limited staff working at once, and over time ramping up the amount of days per week that we work in-person. We are a very public-facing dept so health concerns are high.

Having access to more sanitizing stations would make me comfortable. I believe a mask should be voluntary, not mandatory.

As many people as reasonably practical should work and attend classes online to reduce social crowding on campus

Require PPE to be worn by everyone. Limit the access that people have to spaces. Students like to wander and study in all manner of places, but that should be limited - ideally, swipe card access to certain hallways or floors of a building.

I believe a circumstantial schedule and prior agreed upon coming in and working remote blend would make the transition easier for all

Out reach to other universities and observe what they are doing for best practices. Tables in the union to allow students/staff to make masks. Ability to be tested at a greatly subsidized cost. Place for students that test positive to be isolated.

we will need to wipe things down and support physical plant by having the students assist with wiping their areas down at the end of class and we do the same after meetings bathrooms Should be cleaned inside the stalls the doors and etc by pp

The two keys in my mind are 1) not trying to force foolish consistencies -- we need to be flexible with our employees -- and 2) communication, communication, communication. Communication must be clear, consistent, and frequent.

I think it should be a slow transition, with only necessary in-person classes, and stagger them on floors and buildings so there are as few students congregated as possible. Also, allow staff to work remotely as much as is realistic for their role.

Our messaging should be positive and all times, e.g., number who recover and survive over those who die

A blend of remote and in person work

It can't be one size fits all, unfortunately. Each student, staff and faculty member have different concerns and challenges.

Based on what I've experienced and others I've talked to, most would prefer the option of working remotely part-time but having the option to also work from campus. I believe that would be best for most.

This is an opportunity for WSU to embrace the many benefits of having employees work remotely.

After considering data on the pandemic and its overall impact or lack thereof on demographics under the age of 80, my suggestion is to reopen without restriction in the fall.

Let the Faculty come back FIRST. Let them(who think a staff is not needed) find out how much the rely on the staff.

No.

I think we need to have some kind of gradual return with a blend of remote and in-person. My office suite would require a lot of interaction and if we limit the number of people there at one time, it would cut down on possible exposure.

Continue with on-line classes and working from home to keep everyone safe.

Maybe we can go to system where we work two days on campus and the rest is remote. I think this helps cut down on the transmission of COVID

Allowing employees to continue working from home, as possible in their role, when possible/able. Employees should only return when sufficient cleaning/sanitizing supplies are readily available in all spaces.

Expand the work/school day to include more hours for effectively accomplishing social distancing, eg more night and or weekend work.

Heard Immunity

General info on WSU population affected by COVID-19 to help reduce anxiety from uncertainty of exposure on campus. Maybe building by building tracking.

I believe that Wright State University will do everything in their power to return to a safe environment. And improve and move pass this pandemic with innovations.The one thing I love is that the professors are capable of empathy.

stagger days employees in the office come to work so we are not all in the office at the same time. Still hold remote appointments with students even if working in the office.

Clear expectation and access to info and resources regarding procedures

Moving back in phases with some hours performed on campus and some hours still performed remotely for a few weeks until fully transitioned to full time on campus.

Have the most up to date facts regarding COVID precautions, spread rate, etc so we know the true nature of the virus based on all that has been learned to date.

Administration support for ACHA and other guidelines (such as): Conduct meetings electronically, even when working on campus. Allow those who can work effectively from home to do so. Provide sufficient disinfectant products; install plexiglass

Mandate PPE, it shouldn't be a choice and folks who aren't educated on why that matters need to be given information about why it's important to protect others and not just think about themselves.

Masks, temperature checks, social distancing and diligence and uniformity in all these areas. These precautions must be enforced because students and the public will fall back quickly to their comfortable normal.

Plexiglass around the students desk and make mask wearing mandatory at all times. Have workers eat at their desk/office where applicable instead of common areas

Staggered work times could reduce vulnerability to faculty, staff and student workers

none ,i have been essential personnel all this time and now stuck on 80% untill july 31

Being given the option (when possible) to work evenings and weekends to lessen exposure to others would be worth discussing. Obviously would not work for everyone.

Bring staff back in phases leading up to start of fall semester, allow staff to continue to work remotely some percent of time at least until the crisis is clearly past.

Have a clear, written guidelines available in all offices, and provide cleaning materials, masks and hand sanitizers in each office rather than having the departments purchase them individually, because there will be no consistency if done that way.

I believe that face to face teaching is necessary for student enrollment to go up. Therefore, allow the campus to re-open with must have requirements (masks, hand sanitizer etc) and trust that the employees and students will follow the requirements.

I would like to see rolling staffing. Employees taking turns working in the office and remotely. That way the office would be manned and it would cut our exposure risks in half.

NA

Stagger staff showing up for work. For eg. I go in to my office on Mon and Wed, another office colleague on Tue and Thu. The main reason is to minimize physical contact. 6 feet apart in an enclosed space is simply not enough!

QR or barcode app to scan when you enter rooms. (so you dont have to write down your name on a paper or log it yourself) See wolftech roomsign. Ideally this would be using ID chips/fobs, but that would be too expensive to install.

Ensure consistency and regular communication as things change.

Very concerned about health/safety/cleanliness standards/protocol being followed now and before any return to campus occurs. We have had many problems with cleanliness standards prior to this for years.

Slow integrations of employees over bi-weekly period incements.

Faculty playing by the same rules as staff and stop making staff feel less and less valued.

Please, make sure the air conditioners are working properly.

Friends and family are using staggered schedules of working remotely and in office at their jobs and seems to work well for them.

I believe that the Wright State University Administration, Faculty, and Staff can find ways to plan their transition back to campus. My Unit in the Paul Laurence Dunbar Library, the Resource Delivery Services has worked in a transition plan for July.

Classes will likely be offered remotely & in-person so that vulnerable students & faculty can choose to attend in-person or partake in course content online. Will staff have the same freedom- to decide for ourselves if/when we return? Choice = easier

4 day work week or staggered service point hours would be a good idea.

Testing...Testing...Testing Limiting the off campus guests, only staff, student-athletes, and students should be allowed on campus as long as the virus is active and a vaccine is not available

2 days work at home until covid gone.

Flexibility over time in readjusting back to campus: It's a drastic adjustment. Some are able to jump right in and get back to "normal" and others need more patience. If campus is re-opened on x date, maybe we have 30 days to reach capacity.

I do not have any suggestions for the staff who absolutely need to come to campus other than all of the precautions mentioned should be followed as well as making sanitizing materials readily available. Possibly mimic what is being done in classrooms

Clear instructions with enforceable rules. My primary concern is that faculty will penalize students who do not feel safe attending in person classes and those who do become ill and need to self quarantine or pause their class progress.

Shared office coverage to make less exposure time to any particular person

Advertise the solutions CaTS already had available more/ more often; many people and departments keep attempting to solve questions that already have answers.

Flexibility is key as well as strong communication among team members

Provide a temporary lower level of service for fall and offer high-salary staff and faculty the opportunity to suspend their positions for the semester, in order to reduce costs without imposing additional financial hardships.

In a slow, safe, fashion

Provided mask and cleaning supplies

Alternating employees days on and off campus to reduce exposure to possible infections. Providing necessary PPE and assuring proper disinfecting is in place.

Work remotely for as long as we can. Maybe start with student services, then slowly start bringing other offices back to campus. Follow health guidelines.

We should try to open the university on a slow pace. Like slowly opening the research buildings first but should avoid mass gathering for now, like classes, seminars etc. We could use alternate (odd and even) days for people to maintain distancing.

Phased opening with limited staff at first

I like the contingency plan Dr. Edwards mentioned in one of the WebEx meetings, which allowed for students to attend part online and part in class. I think the staff, if their job allows, should be offered the same: part on campus, part remote.

Common communication tool. Too many options. Email Teams Webex Zoom Skype Text Pilot Collaborate Pilot live

I realize it's extremely costly and WSU is in a financial crisis, but having signs throughout campus to promote, remind, and reinforce wearing masks and engaging social distancing would be very helpful.

A schedule that combines remote and in office - 3 days remote, 2 days in office

easing into it

There will be a risk to everyone and monitoring mask usage may be an issue.

Gradual, staggered transition to on-campus work, so offices are not full during times during which there are higher COVID-19 cases. Idea situation would be remote work during possible peak COVID season and slow return as numbers go down.

Bathrooms need to be cleaned much more often than before. Community members can assist with wiping door handles of stalls, doors, elevators, and handrails if wipes and receptacles are available in all the places. Cool buildings for mask-wearing.

Allow all who can work from home to continue to do so

Provide the staff with the plan developed for the campus and our return to campus so we can see what steps have and will happen upon our return to keep the community safe.

Having fixed in/out days hampers productivity. Teams need access to each other to collaborate. Let units design a plan that best fits needs using acceptable social distancing, masks & health measures. Offices are easier to self isolate than cubes.

Believe the campus and campus based education i a strength for WSU

Identify staff who have a lighter workload to assist with others who don't. (Faculty are teaching online so less staff duties.) Asses the number of phone calls/emails and temporarily reassign to avoid office burn-out. Our mission depends on it.

Each unit should have employees come in on different days maybe 1 or 2 x's for the first wk and gradually add a 3rd day the next wk and so on. Or split days/flip flop with each other to half in person and half remote where 1 person would be in office

I am in favor of a gradual transition, continuing to offer services remotely for a time. In general, offering courses and services both face-to-face (following protocols) and remotely will be a good thing for WSU.

I think continuing the open and honest communication through all levels of staff and faculty is necessary to a proper transition back to campus.

Would it be possible for the university to purchase the very good face masks and provide them for everyone to make sure we are all protected, including the students.

Engaging all staff in proper cleaning procedures for their areas (offices, centers, common areas) and ensuring they have the proper supplies to maintain hourly/daily/weekly needs; be very flexible with remote work when needed, esp. for high-risk

If there are staff who can work remotely, allow that if it does not impact their service to students or campus. Or at least allow 3 days on campus, two days remote.

Clearly define how the protocols for faculty staff and students will be communicated and enforced. Amend policies accordingly so there are no gray areas. If this is done like the tobacco free implementation, there will be confusion.

ALL Lives Matter!

I feel there might be a serious lack of compliance. People do not believe masks work and therefore won't wear them. They'll complain about health risks to wearing a mask. (These are things I am currently seeing among essential personnel)

A lot of flexibility in work options and schedules - allow employees to return to campus when they feel comfortable doing so and don't lock them into decisions. Allow possibility of working remotely as a daily/weekly decision made by the employee.

A schedule that alternates staff on campus and working from home would reduce how many people are in offices and on campus.

For staff who can do their job remotely, returning to campus should be optional. Our department has had a few people working 100% remotely because of "personal circumstances" for years.

I cannot think of any specific suggestions at this time.

Allow those who wish to continue to work from home do so.

Encourage remote/hybrid work system. Trust in it. I am a CTRA employee at MVH. I have trials at MVH, and I am back up at other facilities, Having me based at home saves both Premier and WSU money as I can enroll anywhere even, from home.

I am ready to go back as long as we have enough janitorial staff that will clean high-use areas like bathrooms and the fitness center several times a day.

Have a source for answering questions of concerns with returning and how to address issues before they become problems. Cut the rumor mill and hear-say commentary that tend to get things out of control.

No tolerance policy on staff/faculty not wearing masks and adhering to safety protocol. If we do not model the behavior, the students won't either.

Allow high risk staff to work remotely 100% of the time until after they've gotten a vaccine.

No suggestions, but I am LOVING working from home, more than I thought I would!

Start with split staffs so everybody is not there together, and then only for a few hours during the day.

None. I just want to get back to work!

I think we need to start sooner than later so that we have the kinks worked out prior to middle of August when campus (hopefully) reopens to 10,000 students. I think a phased approach is most appropriate and webex mtgs should still be used.

Just a note that isn't answering this question, the survey questions weren't clear and didn't match the choices for answers. The wording was confusing.

Please assess the number of employees and students can be on campus to have an effective social distance environment. if this means rotating offices available in one building so be it.

I would like to see those that are able to work remotely to continue to work remotely as much as possible. There are some positions that have no work available when working remotely. I believe those positions will need to be allowed on campus.

None.

Allow staff who can do their jobs effectively from home to continue to work from home at least part of the week during the fall semester.

For office related positions, alternating weeks, days, or hours of remote and in office work. This would have to be communicated heavily on department websites, email signatures, physical locations, etc to continue good customer service.

I think each unit needs to be handled specifically. No two are alike. I would have small groups lead by the supervisor decide what would work best. Of course the university would have to have some over-arching goals.

I think transparency will make the transition back to campus easier... we have not been told when we will be coming back or even given a timeline of things that need to happen before coming back. It has been very frustrating.

Minimum expectations of on-campus in fall. Slightly more in spring term. Must be gradual if at all. Staff, faculty and students on same break schedule to ease disruptions and provide fairness.

flexibility seems important so that people can prioritize personal/family needs as well as requirements of the job

I suggest that the transition happen in phases. Working places/environments where employees interaction with other employees are limited should take place first, and then other places accordingly. Also, meetings, workshops, and... should be remote.

Bring staff & faculty back in stages, this may help people adjust rather than just opening the doors and letting everyone come back at once.

Change in office timings : Example: If possible, Dept A works from 7:00 AM to 3:00 PM; Dept B works from 8 to 4, etc..

Employees will feel more comfortable coming back to campus if they feel they are protected. Employees should be given a choice. If they are comfortable and are able to continue to work remotely, then they should be given that flexibility.

Regarding the "2 days off only" without doctor's slip policy - I hope admin will allow us to work from home if we have a temp or relax that policy. Otherwise some folks, esp those with school age kids, could see their sick leave disappearing fast.

The longer we wait to return, the tougher the transition.

Just open campus. Students will love being back on campus.

Don't start out with a bunch of rules. See how people do with following best practices then make rules to address areas of concern.

Start work off by splitting remote and on campus.

We have so few staff you can probably have staff spread out more across campus. Like the idea of splitting classes with students (one day in class and one/two days remote).

Phased approach for move-in day Staggered schedule (ex. half of staff in the office/half of staff remote on Mondays, then flip for Tuesday, etc.) Not sure if it is possible to stagger class schedule? Maybe a class becomes hybrid (in-person/remote)

Let employees at places like the library come back to work a few weeks where the building can be shut off to patrons, but allow employees to come in and do their work.

I am very nervous about returning to campus full time, and I would hope the university would supply germx and Clorox wipes to our offices so that we can sanitize after meeting with students or colleagues.

More protocols

If we need to transition, I'd be okay with alternating days in office and working remotely.

Perhaps alternate days for individuals to present on campus and work from home, so that fewer people are in office areas at the same time.

There needs to be a way for all the college/department staff to know if/when people are working remotely and when they'll be in the office. Not to stalk people but for basic workflow and communication. Especially with reduced FTE people.

Provide mask, hand sanitizer, check temperature. Follow the CDC and Ohio Department of Health guideline for returning back to office. Limit the number of employees in the same building. each day.

I guess to be blunt, don't over think it. We just need to be mindful.

-Clear, simple directions for protocols -Plans for if we have to shut down again -Flexibility from admin, faculty and staff, and communicated flexibility from the top down

It would be nice to spend a few days working remotely and the remaining days on campus. It would also help if everyone in our office space could stagger their work in this way to minimize the number of people.

Baby steps. Just like employees, if students a comfortable working remotely they should be able to. But allow the struggling student to return. If we stay remote provide more tutoring to in need students.

Alternating days for students perhaps 1/2 online and 1/2 on campus each session of course. Rotating staff days on campus so that amount of people on campus is lowered. People who meet students in a cubicle should work from home.

I don't think everyone should be required return to campus all at once, I think we should be gradually eased back in. If some employees can do their work remotely, I think they should be allowed to continue.

Remotely work is a viable option

Supervisors need to be more flexible with work from home options even after we are back to a "new" normal.

If we were all vaccinated, that would help. I think that health and safety rules have to be mandatory, not suggestions.

Slowly and with time for staff and faculty to make the transition adequately. Good signage and maybe in places where protocols may be unclear (e.g. Share bathrooms?)

I would like signage clear. Since i work at a service desk i would like to know that i will have cleaning supplies readily available. i don't mind doing the cleaning myself

No

I think if full time remote isn't viable the option, to have a mix would make the transition easier on people and still gives people the security of staying away.

I think everyone should have an option which is most comfortable to their situation. I think if they can complete work remotely they should be able to. A mix of remote and in office should be an option or a gradual coming back full time option.

Require that Chairs and heads allow staff to flex their hours and work some at home, some at work if preferred. There's different rules for faculty than for staff. Stop favoring faculty over staff and requiring reports from staff and not faculty.

We should be training people how to effectively be part of a team/manage a team remotely.

Wait for the scientific community to innovate a way through.

Have it down slowly in phases.

Please take in consideration higher face to face traffic areas such as front desks or other areas where student service is performed. Not everyone has an office to work in behind closed doors. We need protection too.

My mental health is better working from home. Let those who can and want to work from home continue. It will make for healthier and happier employees.

Better communication on when it's ok to wear or not wear a mask. Encourage help in reminding others but be aware that others may not be able to wear masks. Basically, be kind.

Work only a couple days a week in the office. Half of the office on one day and the other half on the next day.

Staggered return, flex options to come in or work remotely, enforced polices to prevent spread of the virus

If students have the option to work remotely or in-person, give staff the same option.

We must allow for flexibility. Employee and student health & safety must continue to be the #1 priority for everyone involved in the decision making process.

Allow flexibility on an employee case-by-case basis, rather than a sweeping statement of "this is what will be done."

1. Phase in units/depts. based on student's needs 2. Affirmations for students that WSU is well prepared to welcome them back to campus with protocols in place designed to monitor health and wellness/support quality educational experiences

The attitude on campus needs to be flexible. Allow each employee to do what they are comfortable with, with no pressure one way or the other. If an employee can do their work remotely, why force otherwise except for certain special circumstances?

Keep non-essential personnel working from home until the numbers prove it is safe to return and their productivity is not being affected.

Not everyone should rush back at once. If at all, it should be a gradual, staggered procedure.

I am extremely concerned about returning to the office while COVID-19 continues to spread. While I am confident that Wright State will take the necessary safety precautions, I don't feel as confident about the behavior of my fellow colleagues.

Those who are comfortable, should be given the option to return. We can be smart about how to take care of our individual self but also deserve the right to chose on our own.

Bring back the units with on-campus requirements such as labs first; didactics could be brought back in shifts; I would start getting people back on campus at the beginning of Aug so the most affected units are back before classes start

I am most uncomfortable with everyone being on campus every day during the pandemic. For staff, maybe having specific in-office days.

I think there needs to be flexibility for those who are concerned about their safety or transmitting the virus to those who are at-risk, and also those who are caregivers that don't have the other options for care at this time.

Yes, allow for wearing masks if you're concerned, but do not a requirement. Allow those that are at risk or those not interested in masks to continue to work at home. This virus is not as lethal as first believed for the the majority of society.

Make clear what the rules are for working in the office.

Just like the hybrid/hyflex learning that President Edwards has mentioned, it would be good to know that we have an option to work, at least some days, from home to limit potential exposure to the virus.

Phased transition based on job functions and location. I.e if a person is sitting in an office with little chance of exposure, the can choose to go back. For those departments that work with large groups (library, student success) have remote work

I believe having adequate PPE for faculty, staff and students will make the transition back to campus life a little easier. Additionally, creating several strategic plans for how students will learn in a new environment is crucial. Working remotely.

Please be as flexible as possible, on a case by case basis, and encourage this of supervisors, from the top (HR, President Edwards, etc., recommending this)

Limit number of staff on-site at a given time. Limit capacity of rooms and offices to aid social distancing.

I think those who can work from home should be allowed to continue to do so, at least until there's a vaccine or testing readily available. No one is immune to covid-19, unless perhaps they've already had it.

A slow transition back to campus by starting off a couple days a week on campus and then working up to full time on campus helps ease personnel back into their old routine. It will also allow us to see if people will follow safety protocol.

We need to come back to work at least part time during summer term and 100% access to campus by first day of fall term, with sanitary measures in place.

Who can work remotely should. Student's attempt to resolve issues by phone/email first and not permitted to stop by general offices. If interaction required do so by appointment only and be provided requirements in order to enter the meeting space.

Start with the athletes and go from there.

Able to have flexibility between working remotely and in person

If work can continue to be done remotely (effectively) as we have proven in our office, I believe it has to be up to each individual as to whether or not they feel comfortable/safe enough to return to campus.

Those of us that are able to work from home should continue. It will free up parking spots, less traffic congestion

If I have the choice to work remotely, I would continue it. I have concerns about how the office will keep on top of the sanitizing and if others would follow guidelines to help minimize the risk of the virus.

Make sure you give people a time frame. Don't return to the office over night. Allow people to plan for their own transition.

Everyone should be required to wear masks. Maintain social distancing. Provide adequate cleaning supplies. Ensure public restrooms are kept clean. Permit open windows in building supporting them.

coordinate various departments to that we do not have too many returning at one time - there will be technology issues when employees return and we have limited support staff (CaTS, Telecom, Physical Plant.)

I'm not expert to make those suggestions

Working part days or less days per week in the office.

If have to return to work on campus-alternate days in office working and working from home with other office coworkers??

If people are willing to come back to campus to work/learn, then they should be allowed. Supervisors should be flexible to give margin to those concerned. But some freedom and personal responsibility should be allowed to be exercised.

Do you have any suggestions on how to make the transition back to campus ea…

I would bring back faculty first on a need be basis. Let people have access to their offices but don't require them to come into the office to work.

A recommended vs required list similar to what the state has done—-recognizing it could change quickly.

Work / have classes 4 days per week with fully online on Fridays.

Clear/concise set of expectations of ALL WSU persons and for all guests/other users of the WSU Campus. A need for an enforcement group and a set of instructions for communication to that group re: violations.

It should happen in phases. I think giving people the opportunity to work remotely and on campus will be a great step towards the future as well.

I like the idea of different departments/roles coming back in 'waves' as you will. Maybe getting the administrative roles (enrollment/financial aid/advising/student services) back in place and then bringing others closer to the Fall start date.

Faculty need to modify their syllabi to make as much of the courses online as possible and only have in-person activities when necessary. Faculty need to cooperate with this and COOPERATE WITH THEIR UNION CONTRACTS AND UNIVERSITY BUDGET CONSTRAINTS!

I think the employees who can work from home can continue doing it, as the pandemic as taught us that we no need to be on campus for caring out our responsibilities. Whenever its required they can be on-campus for some imp deployments or meetings.

Incremental transition to working on-campus.

Open up the all the buildings so you can get in. If my building is locked up, then just work from home.

If the work can be completed remotely, then I think those positions should continue working remotely. Minimize the number on campus.

It would be great if we could do a remote/on campus split time. There are some things I need to do that is remote.

We need to be back. The students need to be back. The University needs to consider labs and clinical experiences which cannot be done remotely.

maybe stagger the days that office workers come in until we know we aren't spiking the curve again.

Masks and social distancing are a must. I will not work with people who cannot follow those guidelines.

Adequate sanitizing and cleaning supplies; strict adherence to social distancing.

Absolutely do not confine employees in small, enclosed work spaces. Perhaps a rotation of remote/on campus schedules so they do not work in the area on same days? (Week 1: MWF = employee A, TR = employee B / Week 2: MWF = employee B, etc...)

Ask staff to come back in phases. Directors & assistant directors, followed by the remaining staff

My big thought would be to do it in phases as the administration has talked about doing. This should help ease employees back to working and help with safety.

Do not rush it, and wait until the national medical experts say that it is safe.

Supervisors continue to just be flexible. We are all navigating many things both work and home/family related. Its a very big mental load to try to be socially responsible while wanting to sufficiently do your job. Just understanding & Flexibility

Make detailed plans available and clear to all employees--ambiguity creates tension and fear

I definitely think a blend of remote and in person work is needed to transition us all back. This will be a more cautious approach for our health as it will help slow any potential spreads especially since there may be a rebound in fall/winter.

Wearing of masks needs to be made consistent for ALL on campus. I returned to campus with the researchers in Diggs, and I have seen ALL of Diggs people wearing masks but others on campus not in Diggs I have seen without masks.

Make classrooms spread out more, use large lecture halls for small classes, split large classes up into smaller classes.

I think there should be staggered schedules. Either by day of the week or by shift.

I know you have a ton of plans in place that should work out well. In person classes would be great to see, even if staggered.

giving us an "adjustment period" of blended days (some at home some on campus) without campus being open to faculty/students/public to reestablish procedures and figure out social distancing in offices.

Each employees situation is unique and should be considered individually.

Allowing those that can work from home to continue to work from home. This will enable those that want to work on campus the ability to social distance effectively.

Open the buildings up now. University police are not wearing masks, so no one should.

Clear CDC recommendations being followed and not voluntary rules

Clear communication

It would be nice to have the option to work from home provided the person is able to do their job effectively.

I have heard that many schools are doing alternating weeks in cubicle offices to maintain social distancing. 1 week in then 1 week from home.

No, can't wait to be back in person.

More custodial staff. 3-4 per shift for the entire campus is ridiculous. BSOM, Nursing, SOPP need to get their students prepared for the future with experiential and small groups, the COVID rules and regulations as is not sustainable for long term.

Clear, deliberate communication about timelines, sanitization, etc.

This is all being vastly overblown. Some common sense would be a nice change of pace. Having to cater to someone else phobia will hurt coming back.

Be as flexible as possible

Wait until pandemic is under control nationally

# 11 - Please share your experiences to date using technology from home for work purposes.

Please share your experiences to date using technology from home for work p...

Old WSU office computer at home - slow and clunky, need new one. Not able to speak with CaTS as they work on my PC. Need a scanner - using notes on iPhone. My internet is not always great. Other than that love working from home.

I teach and do trainings online

I don't have online access at home, nor a home computer. I have used my work computer with my smartphone as a hotspot. It works well enough; but it's slower than I'm used to.

Performed duties remotely prior to pandemic - no change.

CATS has been great and the transition for me was easy. I have been more productive at home.

Great!

A little difficult at first

This has been the best three months of my time at WSU. I'm comfortable at home, I get more done, there has been no decrease in my productivity. I'm able to communicate with co-workers when the need arises. My preference would be to work from home.

It's been completely fine and I have been able to be as productive working from home as I would be working from the office.

i am thankful that university lent me a mac laptop. However not having a printer or fax has hampered my ability to provide the Attorney General documents they need or request. I am a collection specialist.

I have had no concerns. I do my job at home the same way I did when I was on campus -- I answer phone calls, e-mails, and attend meetings.

It has been really good for getting things done online while working remotely. I can access all the things I need to complete my tasks necessary.

Everything has been fine

No issues with technology, but I do miss out on impromptu interactions and proximity that can occasionally aid in effectiveness.

Technology is often unreliable. There are a lot of distractions at home that don't exist in the office. I am far more productive And efficient at work. The worst is signing documents and not having one mainstream way to do so.

The difficulties for me have been minor and mostly related to speed issues with my internet access and having a problematic older laptop. I've found myself to be busier and more productive working from home.

Working from home has been going fine. CaTS has been a huge help. I feel our department has been working together to work from home.

Its been all good. We got rid of many antiquated processes people would never have let go of otherwise.

Great assistance from CATS. Trouble with session log outs. Difficulty printing. Webex has worked very well most of the time.

I have a university owned laptop, docking station and monitors that make it easier to work form home than some coworkers. The laptop makes WebEx meetings easier than having separate webcam and mic. Remote has also helped push a lot of forms online.

My home computer is making it happen, Macintosh all the way.

I have been able to adjust and learn different programs to do my job more effectively.

I have been able to use texting, email, WebEx and web streaming to maintain much of the required communication, but there are gaps where technology is not capable to fill.

I have had zero issues with any technology usage from home, now that I am not needing to use the poor internet speeds and connections on campus.

My supervisor did an amazing job making sure that we have everything we need to successfully work from home. My ability to adapt has proven to be very beneficial during this time

My remote working experience has been positive. My work laptop has everything I need to do my job. For the most part, the internet at home has worked efficiently, and I am able to check the office voicemails and respond appropriately.

It's been fine, though there have been times my computer has run slower than normal or I am not able to connect to the WSU server, making me unable to access documents I need for work.

I currently use the VMware Horizon Client to perform my job and it works well overall. However, sometimes while using the VMware Horizon Client, my Banner Admin access runs a bit slow and freezes up.

Internet is not the strongest for webinars, but it's country living with little options. However, I have a work laptop and it's performed well.

I have been able to do most of my work from home and have only had to come into the office a few times during this shutdown for mail and files.

Fine.

Our department uses WebEx for meetings and we have access to our drives remotely. It's been nice to experience a reduction in paper usage, so it has reduced our supply costs. Overall this has been a positive experience.

We have had great support from CaTS. Miss my duel monitors for ease of having information readily available

Working from home has been a smooth transition.

I have all the technology I need to do my job from work.

The Help desk can effectively keep working from home, but they should increase their hours to stay open latter for students, or anyone needing help.

I have enjoyed it and been able to get my work done. I appreciate the flexibility and hope we can continue working remotely

I am able to get in most of my work from home successfully during this summer period. It will be much harder in the fall.

I did not have internet or a computer at home prior to COVID. CaTS set me up with a computer and wifi hotspot. There were some initial technical difficulties, but now working from home is far more efficient. still need printer/scanner to be perfect

I have everything I need from home.

It's been fine from a technology standpoint, but again, it deeply effects roles that are most effective as a collaboration or benefit from frequent and timely communication, such as ours.

(Does not apply)

n/a

Webex and Teams are excellent tools and work extremely well for remote collaboration. Email and shared drives are also great for working together remotely.

Things like printing and scanning cannot be done from home

As a developer I have always provided 24/7 365 support remotely, I am most comfortable working remotely

Not as efficient as working on campus.

I've become familiar with Zoom, WebEx, and Microsoft teams, since working remotely. I was already familiar with Goto Meeting. All of these I know on a very superficial level. I will need additional training.

Wifi limitations provide less effective internet access compared to the greater capacity for campus wifi.

It has been good. CaTS has been helpful if I run into any issues, and the internet at home is usually much better. My laptop provided is not the best, but it does what I need it to.

its been fine

Some issues, but not tons. Miss having two screens to work from. Scan ,transfer evals and Copy is more challenging. Doesn't seem as efficient as to just go down the hall to ask a question. Student and I miss the face to face interaction.

Not a replacement for the levels of productivity created in a collaborative in-person environment.

It has been seamless. I am actually a better worker now, in terms of being in touch with the applications and software the department uses, now that in-person communication is extremely rare, except in crisis situations.

I have not had a significant issue with technology from home. However, if we use this technology like webex in our offices, my office computer dose not have speakers or a camera to fully utilize the technology.

EXCELLENT!!!! I have better technology at HOME than WSU could ever provide in the office.

I had to borrow a laptop from my division and thank goodness I did because my own computer is very slow. But I adjusted quickly to technology and CATS was very helpful when I had problems. If I continue at home, I'd need to buy a new laptop.

I work in a research lab and we have had good results using Webex meetings and Teams for sharing files and collaboration.

I found I put in many more hours working remotely. Those who have little technical knowledge seem to take up a large percentage of the day to assist with their digital workflows.

Slower to respond as I have 3 systems I usually check at work and have two screens. Updating programs is frustrating...i.e. pdf's

I think it has made me more effective. Thankful that myself and a coworker had been scanning all of our documents into Xtender for the past few years and just prior to working at home 100%, we had everything up to that last day in Xtender.

CaTS has been great! The staff has been very supportive.

My working from home ha been a smooth transition.

It has been generally good- very few issues. Printing is issue and overall efficiency is less.

I have experience from previous careers working remotely, so I am able to adapt quickly using various technology from home.

I have been through some challenges but mostly all worked out.

I was given a laptop to download the VDI. Unfortunately the laptop was too old to load the software so I brought my computer from work home. I haven't had any problems doing my job since then.

NA

It has been navigable, CaTS and CTL have been such great supports and resources. However, clear protocols for voicemail and customer service are needed.

It has been wonderful. I have been very effective and efficient working from home using the technologies available to us (Google Voice, Banner, RAPs, Sharepoint, etc.).

Many computer problems. Many new processes. Sometimes a delay in receivng necessary instructions for new processes. Phone conversations can resolve problems quicker.

I am very comfortable with the technology I am using to accomplish my work at this point.

Using the laptop is not as nice as the desktop, especially the smaller screen. VDI works well but does freeze at times, however I can get back on right away. The Adobe on laptop doesn't allow me to electronically sign and Word not working rght.

The technology is not always great depending on the platform used. The university should research which platform is best for virtual events and have everyone use that.

Once I was able to get a webcam it was great. The VPN is easy to use.

My job requires me to see/update sensitive, personal, and financial information for many people. I have to be on a WSU secure network to do so and do not feel comfortable having or processing this information on a home computer.

N/A

It has been fairly easy and effective using technology and working from home.

The transition to remote work was relatively easy and I have adapted to new technologies.

Wright State's VPN process has been great. CATS has been great. WebEx has been great. I know we have teams and wish we had the ability to use it more. I have struggled with some outside programs, like Adobe.

the connectivity to most things and the times it takes to open programs has caused productivity issues but the connection between peers and those who we need to be in contact with via webex, bb ultra, phone, email or text has been great.

I am able to get more done without distractions. I am concerned about work/life balance with pressure to respond or work additional time outside of normal business hours. Occasionally is okay, but routinely is taxing.

ENG and CS did a great job! Biggest issue was not the students but rather getting staff to use resources. Tool support was OUTSTANDING! Often a support person listened in on a lecture and answered questions without being asked. Better than face2face.

Technology wise this was a good move as I was able to bring my desk computer home plus the screens My college department supported the items I needed for this to be a smooth and successful change

There have been some issues with WebEx but not unbearable. VPN access can be cumbersome when working with multiple files. VDI may work better - I've not tried it so don't have any comments on it.

I've had no problems making the adjustment, but I recognize that for many of our staff, the transition has created barriers to being able to complete their jobs as well as resulting in a feeling of isolation and disconnection.

It has been a fairly easy transition and CATS has been very helpful!

I've been using phone and webex for student appointments.

I have two monitors connected to my laptop. With VPN, Teams and remote desktop, I am as effective as on campus.

I have had no issues

I have been able to access all files needed electronically. And have been able to complete my work successfully.

Working remotely has been easy for my position within the university and for me personally. My internet connection isn't always great for webex, but everything else has been smooth.

I've had no issues doing my job from home. I've accomplished the same work, as effectively and in a timely manner.

With today's technology, I can reliably complete 100% of my job from home.

The most difficult part is that I am not set up to have a dedicated work space free of distractions and it is hard to put the investment into creating one without knowing if it's just for another month or if it's for another year.

It is currently impossible to effectively do my job remotely for the primary purpose of my Department. I would require a very high speed internet connection and even then it would require coming into the Lab to reset simulations.

Fairly good.

Did not work from home.

Most of my interaction with students is via email. Internet and a computer is all I need. It is easy to attend meetings remotely. My university laptop does not have a webcam, which is one disadvantage.

gone very smoothly.

I have had no issues with technology and working from home. I am one of the staff members that has transitioned the school of medicine to fully online, so I'm very comfortable with online resources.

Overall things have gone well working from home. I borrowed a laptop from WSU and got VDI installed. I have a docking station. I already have a multi-function copier/printer/scanner. I have done training via WebEx screen sharing.

Wasn't a big adjustment at all

It has been very easy to work from home since some of my job responsibilities could not occur during the pandemic; this allowed me to reduce my FTE during June/July.

Blackboard collaborate is clunky and not as streamlined as zoom or WebEx, these latter tools also benefit from integrating with Outlook and other platforms.

I have had very few problems. CATS was able to help me with a couple of issues. I am currently using a laptop that was checked out from CATS.

does not apply

I am enjoying the freedom of being at home, a little more relaxed. But I have had to force myself to create a dedicated space where I could focus. I've liked not feeling "chained" to phone.

As an older adult student trying to get to the finish line, I am open and willing to use new technology, to get the job completed.

I have had very few issues. I had to stop by the office a few times to gather documents I did not have at home. No technology issues.

A little clunky sometimes due to the variety of online meeting platforms that are used (Teams, Webex, FCC, Collaborative Ultra, Skype, etc)

I am completely comfortable with the technology I use to perform my job remotely. Any help I have needed, CaTS has always been able to assist me.

It has been okay, but the longer it goes on the bigger the impact is has on productivity and services

I had VPN trouble for about a day and a half (old Operating system/computer). Connection is much slower at home.

Using technology remotely has been very smooth overall. Do miss having a second computer screen, similar to what i have in the office. Slight learning curve with all the varied online platforms, but that has been a great learning opportunity too.

Highly effective for me, including conducting and participating in WebEx/Teams meetings. VPN works well for all of my SIS and applications needs, plus all network drives. Easier to focus, w/ fewer interruptions.

I'm very adept using technology and didn't really use physical paper/files even when in the office. I trust our servers to hold data better than a rusty filing cabinet and have zero issues with technology at home.

Same as being at work except I wish I could have taken my second monitor

Rough at first. Much better now.

N/A

at times my internet provider and speed that I can afford is not sufficient to do my job easily.

My technology requirements have been met and I have been very productive in a slightly modified role.

It has been fine, but I will need a camera for demonstration if teaching and working remotely in the fall.

I've enjoyed learning WebEx, the VPN is pretty seamless for file access- mostly easier than I thought it would be. I think interpersonal communication is harder as virtual-only, it's easy to miss nuance etc. Miss casual contact in office too.

I am becoming much more efficient in using programs such as WebEx and Microsoft Teams.

I have had no problems with this.

I had a home office set-up before the pandemic so the transition went smoothly. I am able to do my complete job remotely and have been more productive because I have not had any interruptions.

No issues; CATS is awesome.

A little bit of a learning curve but do-able and interesting to learn new technologies in order to serve the faculty and student population remotely.

I haven't really had any problems; only once when we had multiple devices all trying to do separate WebExs at the same time.

The use of remote technology is significantly limiting to my job duties and my students' progress in our field. The campus technical support has been amazing in helping as much as possible.

The transition was much smoother than I thought. I think the change to electronic approval of invoices to send to A/P is great! I've had no problems with meetings on WebEx, Zoom, Collaborate Blackboard. It's been a great experience.

I haven't had any problems. I wish I had a Mac at home, though.

Excellent experience using WebEx, Blackboard Collaborate and other software, apps (i.e. Twitter, Facebook, LinkedIn, Google, WhatsApp, and more.

Thanks the the great support provided by CaTS staff things have gone much smoother than expected. In addition, my mental health state is much improved. Able to focus more on task at hand instead of drama and being looked down upon by faculty.

The technology has worked well, but there have been times when it was better to meet in person with my supervisor.

I think I have been more productive as meetings are more efficient, less office distractions.

In the office I have two large screens that enable me to run reports and look at data on one monitor while answering emails, completing requests or reports, or reconciling on the other. At home I have one broken laptop that can be hard to see.

I have had limited success with the Webex Meetings. I sometimes have sound, and other times no sound. I have a older Imac. My Zoom and Microsoft Teams works better than Webex. My login to WINGS has kept Me up to date on WSU and Library News.

CaTS support has been great. I have had some issues with the VPN and my Mac and I am hopeful that it won't be a continuing problem (says mac OS won't support it for much longer??). WebEx has been fine and students have been fine with it- no issues.

internet bandwidth has given me problems, because Yellow Springs internet is not completely reliable, but that is a Spectrum issue.

My work at home experience has been great. Our CaTs department has done an amazing job and is VERY helpful.

i've adjusted. i like "teams" for working/coordinating with my group. but, i do miss interacting with co-workers, talking, exchanging experiences.

I ended up having to take my work computer home because my personal laptop wasn't cutting it. Everything else we have adjusted to and we love Microsoft Teams. Very rarely I need to print a document to sign/scan and that remains a problem.

I am completely comfortable using technology and prefer to continue working remotely. I could argue that I am even more productive in a 'work at home environment' without the casual interruptions in a day, at the office. I am getting much more done.

It has gone smoothly and I wish to continue this method.

Overall it's been fine, but i had a high quality laptop at home and high speed internet, so my experience might not be similar to others.

It was challenging at first because my computer was outdated. But it has improved and other than printing and maintaining files I am able to complete my jobs at home

It's been fine; we made it a point to maintain personal interactions in my department.

It has worked as expected, it just takes a few extra steps to do so than it does from home, so efficiency is down, but the work is getting done.

I've had no issues using technology for working at home. Socially, though, it's rather isolating.

I'm able to execute all of my job online, although it results in a greater percentage of scheduled time. This leaves less unscheduled time to do research in. I miss the experience of talking to students and coworkers in person.

No thank you.

No issues

For the most part, everything is working well at home. Although there have been a number of times, when technology doesn't always work correctly. Connectivity has been an issue on some days.

I need dual screens and do not have that on my laptop. It makes my job harder to do remotely. I have been deemed essential and am in the office 2 days a week, so I have the harder duties to do while I am on campus.

I have had no issues with working from home regarding technology. I am able to fully do my job from my home office. The only issue I have is printing and having to pay for the ink.

I am fortunate that I already had good high-speed internet and a reliable (ex-WSU) computer at home. I have been able to load and use almost all of the software that I use in my office, and to have it perform very well.

Everything has been good my computer may need to be updated.

It works most of the time. Some lag during virtual meetings. My work computer was much faster.

I had little to no issues transitioning to working from home. I have helped co-workers on several occasions to get them up and running remotely. CaTS has been extremely helpful and timely in their responses to any of my inquiries.

Positive

I am not very tech savvy, however, CaTS has made the transition workable.

My job can be effectively and efficiently executed from home. No problems, in fact more efficient

Connection speed was so slow sometimes I didn't feel I could effectively do my job, particularly staffing online chat at times. WebEx is clunky and made meetings weird at times.

No issues at all and everything has worked well.

I had to purchase a new laptop, but I haven't really had any problems. Other than, since I'm new, having to wait for answers to questions rather than just popping down the hall to get them.

MedOps supplied me with a laptop loaded with the programs that are unique to our dept. It works great

Have learned several new software systems.

I think it illustrated some technology issues but most problems stem from issues with our more rural wi fi and my older lap top that I had to use because the campus did not have many available.

The transition has been smooth since I have worked remotely before. I have taught/participated in online classes and though face to face is ideal, it has been without problems.

Tech has not been a problem. However, if we move to a blended remote/in-person format, I do not have a laptop, which would be needed to make it possible to operate in a blended format.

Teams, WebEx and VDI have been extremely helpful with staying connected and productive.

Meetings are difficult. It would be nice to have hot spots, because the internet is shared by others working from home. It's hard to follow in meetings because of the way it's done, so important info is missed. Keeping up with workload has gone well.

It's been fine once we learned how to use the needed platforms

I have not had any problems with using technology while working from home. My home expenses have increased b/c of being at home all day and using electricity but I am able to complete all of my work. I would like to have two screens at home though.

Tech has worked well.

Teams worked well. Webex not always. Group calls were hard. All created challenges with back to back meetings and sensory overload from multiple windows. Harder to feel connected and collaborative. Miss in person quick answers.

Since I brought key pieces of equipment to my home, I have had a very positive experience overall working from home.

Not a problem. Lots of available of technology options.

It has been all new but everyone has been open to learning as we go. CATS has been extremely resourceful! I have been more productive working from home than in the office. The flexibility to answer emails at all hours has worked for me.

My experience has been good and I have adjusted well. Minor concerns with using personal printer ink and paper when printing is necessary, and using strictly email and webex. Sometimes a quick phone call is the most efficient way.

Internet is pretty strong with little issues unless on VPN. VPN tends to make the computer run slower but it isn't too bad as VPN is not always needed. If I had any issues I was able to connect with cats remotely and they fixed any issues.

Already had a good computer, large monitor, fast internet, and bluetooth headset. No camera but can share a computer screen. If I didn't personally have these things, I could not work remotely effectively. Would WSU provide these if I didn't?

As a tech enthusiast I honestly have a better computer at home, so I haven't really had many issues technology wise. My job functions also are conducive to working from home when necessary so I have not had any major issues.

It has been slightly more difficult just because of trying to figure out ways to do things online instead of in person. However, we are figuring it out so that concern is diminishing.

Little to no issues thus far; might want to consider a savings program or tax incentives for using home internet/phone/etc.

I am blessed to have a laptop and wifi that allow me to work from home with little to no problems. Other than my wifi not being as strong as the campus wifi network, I am able to complete my job responsibilities.

I have an old computer that crashed and is limping along. Not printing letters has been hurdle for communication with students. Mail delivery is an issue.

frustrating at best

Home wi-fi bandwidth has some connectivity challenges (& entertaining moments for colleagues during WebEx meetings ) Working off of a laptop at home makes my job more difficult due to ergonomic issues stated above. I miss my desktop computer/setup

I've had no problems with technology using the same university laptop I use in the office.

It would help if I had access to our database. This is where we house all the info on our students and really can't work effectively without it.

I have been able to do my job 100% remotely.

It was an easy transition. Had to call CaTS only twice for help.

Using virtual desktop has created some challenges to my work flow.

Teaching labs remotely doesn't allow hands on experience.

I have had very little trouble working from home. Besides issues with my internet from time to time (twice a month at most) I find it very easy to work from home. Using the VPN is simple and effective.

I worked remote some before COVID so I was set up and have had no issues

I have only had to contact CaTS once and they connected to my laptop and everything is fine. I have had no issues. Webex meetings have been great.

I purchased 2 computer screens, a new mouse, keyboard and HP dock. I am using a Premier Laptop. I have had NO issues other than the random VPN into Premier issues we all encounter. The CTRA incorporated Docu-Sign for PI's. I enjoy remote working.

It has been fine. I have not had issues, however, I own a nice personal laptop so that has helped.

My experience thus far has been fine. I am able to do my job without interruption. If this were to continue for an extended period of time, I would request a professional phone line as opposed to using my personal cell. Using phone a lot in role.

It's been a little harder and a little slower, but it has worked out better than I expected.

I have successfully transitioned to working at home, I have had two minor technical issues and CaTS assisted in resolving them.

I have the ability to do most tasks at home. One problem is not having a "network" printer at home.

I can do some things, but not all from home. My workstations and printer are in Fawcett, and I cannot connect remotely to them except for with a VT100 (ancient) terminal. So if I did not have papers to write, I could not have worked at all.

WebEx has been pretty good, I wish it had some features that ZOOM has. CaTS has been great in getting me the things I need.

I've had limited problems. The problems I have are resolved by themselves in less than 30 minutes. I've adjusted to what I need to go to eliminate these problems.

our jobs were able to operate remotely. the few things that were not remote have been converted and adapted. at this time 100% of our jobs are remote.

Working from home has been a nice change for me. I can more easily attend to my mental health and my worry about the virus is much reduced.

No issues with working online. The ergonomics of the technology is the only issue. (Screens at different levels / different sizes.)

It has been fine, no issues on my end.

I have had no issues using technology from home for work purposes. I am able to access everything I need to do my job.

It's been great. I was fortunate to be able to purchase my own laptop/tablet as the ones from our office were incredibly out of date (slow and not able to run necessary programs). Incredible support from CATS and our office IT go to person.

All has worked great. I have my work computer at home. CATs has helped with a few minor glitches. I can VPN when needed. I have attended meetings via Skype, Mircosoft TEAMS, ZOOM, Doxy, and others. I use my dining room for my office.

Technology has been fine, but I had to borrow a laptop from a family member to do my job... I think laptops should be the standard, for these circumstances.

Worked remotely for years as part of my job. Do need a normal office set-up (monitors/headphones/standing desk from WSU office) to maintain long-term what was meant to be a couple of weeks. Need to learn how to write-off internet as work expenses.

The technology available for remote work (VDI) has worked very well for me. Although I can not do all of my duties remotely the technology has been effective for keeping me productive while working from home.

It took a week to adjust to the home office environment but after that, it was a great experience so far. I did not see any major issues using technology.

Overall, it has gone very well for me, but I have access to everything I need and I am very comfortable with technology.

At first it was a challenge because information needed to work from home was not promptly provided since some of us had not worked remotely. I think CaTS dropped the ball on this one. Once the technology issues were squared away things were fine.

I have not experienced any significant issues While working remotely.

Computer at home has worked fine. Had to purchase a different printer along with paper. I hadn't expected being at home this long.

The actual techology has been less of a problem than I anticipated, but I do not have access to my fiscal files and records needed on a daily basis. I grabbed as much as I could and brought home butI could not bring everything. Additionally, my hou

I have an old, outdated laptop that has posed numerous challenges. Additionally, my home printer does not print the high quality I need for my position, nor does it scan properly or email documents.

As support staff in a technology role, the transition was seamless. Most people in my office seem to be comfortable with the technology. One person did not have home internet, but with a CaTS supplied hotspot seems to be able to complete their duties

I can do everything from home but it goes faster with two monitors at work.

My at home computer and my internet connection are not as powerful as what I have at work. I have two monitors at work and only one at home. I have adapted, but it would be nice if WSU could provide necessary equipment like many employers are doing.

So appreciative that I was allowed to bring home my actual desktop machine and printer. It would have proven difficult to get all the work done on a laptop. My eyesight thanks you!

Working at home as broken the balance of work/personal life. Being online has broken these boundaries. It has been a struggle for some, and in turn, makes it a struggle for others. If some do take a vacation, they get online and still work.

It's worked a lot better than I thought, but I'd still prefer being at my office space at WSU.

I have had no issues using technology at home - WebEx, Microsoft teams, zoom, etc have all been great. My role does not require special technology to effectively do my job so it's been an easy transition

No problems

I've had little issues, and by and large, have been able to perform the tasks and responsibilities for my position.

I believe I am more productive working from home. I've definitely been putting in more hours. Less distractions and more flexibility, combined with greater focus and attention to detail.

Internet connectivity has been a huge isssue. Also WSP VPN constantly rebooting is a problem and can't get on often because too many people using it. I have had to purchase several things to be able to work from home - cables, printer, office chair

Once the initial few days of closure had passed and folks had acclimated to using new ways to communicate & meet and access files etc., I had no problems at all.

Minor bandwidth challenges on occasion; otherwise, very smooth thanks to Zoom, Webex or Teams

I'm lucky - it has been easy. We had a VPN at home and strong wi-fi and we ran ethernet cables directly into each office (spouse and I have our own offices). The main issue I had was random disconnect/reconnect to the WSU VPN. Never lasted long.

Same as on campus. Have great internet at home, two desktops. Use VPN. Have phone or web conference with students. I feel like I have been working more than 40 hours a week at home and more productive at home then in the office.

It has been fine but I miss the student inner action.

Not applicable

I think the webex has been working fine, and I'm used to communicating with colleagues and students using my phone. Printing/copying is probably biggest adjustment but it's not that big of a deal.

Soon after the campus closed, our unit head gave us permission to borrow our staff computer equipment from our offices (as long as we put in a ticket to CaTS to serve as a written record), so that technology has worked well once I got it set up.

I have had no issues.

Some snags with Webex and virus software. Otherwise, no problems.

It's okay but not as effective as meeting in person.

I feel much more productive working from home. I have everything I need to do my job at home, and can complete my tasks more efficiently than in the office.

I was already set up to work at home, so it was an easy transition. For me, the key to making this successful is CaTS. Their help desk is amazing!! Kudos to them!!

I work in athletics. So while Zoom has been effective in recruiting, reaching my athletes, etc. I can't do my job in its entirety at home!

I live "in" Dayton, so I am blessed with good internet connection. Others aren't as fortunate. Because our office scans all of it's paperwork, going paperless has been easy and more efficient once you get past the learning curve.

Working from has worked out very well with the VPN and VDI along with other technologies.

It has been great. I have more personal resources at home compare to the office

I have had few issues. I set up redundant options before I left and have had few glitches.

It has been fine so far. I received a new laptop just before we were sent home - it works fine and the camera works fine.

Excellent. No issues at all.

Using a hotspot from my phone. I do not have internet at home. Hotspot drops a lot so I am constantly reconnecting.

It has gone as well as possible. A big thanks to CaTS for their help in the beginning! They really are the best!

I have had no problems technical problems working remotely from home.

I would need to improve my workplace space if this was going to be long term, but that's on me.

The transition from working in the office to working remote has been very smooth. I have not had any problems. However, I would rather be working in the office.

My experience has been amazing. Productivity is higher. No technology issues to date.

Technology from home has worked out well. Although, being in person working has some benefits in completing work that I can not do from home.

So far, CATS has been great about getting me set up and things working properly. I have a newer laptop so that has not been a problem. If my technology was outdated, then I could see a problem with running the tech from home. Also I have no printer.

I live in a rural setting, so I don't have access to high speed internet. I have a 'hot spot' issued by the University, which is pretty reliable. My main complaint would be the smaller laptop screen, which makes it hard to pull up 2 programs at once.

Not all staff have access to systems with cameras and microphones.

It's worked great for me, but my job is one that can very easily be done remotely.

Appears to be working as I have yet to receive negative feedback from my colleagues.

VPN connection seems to slow my machine and software programs down a lot

I feel that it's going fine. CATS has always been very helpful if a question or need arises.

Technology use has been going smoothly. No major problems to report.

I'm able to do my work just the same from home as I could in the office. I do miss being around the co- workers as there is something to those interactions, but I think that will return eventually

The transition to working from home has gone smoothly.

CaTs has been extremely beneficial assisting me with working remote. They are available and walk me through options for myself and students.

It's been working well for me.

CaTS has been extremely helpful during this entire process. The only issues I have had is when internet issues affect the system.

CATS Support has been OUTSTANDING!

I think it has been great to challenge those that are tied to "old" ways of doing things. We have printed less and utilized technology resources more. Since it's been a requirement, those unwilling to try to use technology have been required.

Much of what is happening should have or at least could have been done prior. This has forced paperless working, which is something for which I've advocated for a while.

My experiences have been exceptional. The Help Desk has been very supportive of my needs…and responds expeditiously to phone messages.

I have had no problem using technology from home, other than I don't have access to the shared printer in the office. I only need it on occasion and could always purchase one for myself.

Working from home has been easier as I already had the necessary technology to work from home. Many of my team members have now gotten themselves comfortably working from home with proper desk setups.

So far so good. There are some duties that I do once per semester that I will need campus access, as it just isn't possible doing them from home right now. But, mostly, working remotely is going pretty well.

It has been great! The transition has been smooth and seamless.

CaTS did an excellent job getting the VDIs set up. I am able to perform all of my duties with this technology.

My role can be done online only, however interactions and growing in community are the best/most influential parts of my position.

I haven't had any trouble with technology and am actually probably working harder and more productive while working at home since not as many interruptions; would like to go back to meeting in person for some projects

I am well versed and experienced in using technology and I think it has challenged me to try different ways of performing tasks that were previously done via paper. This has actually improved efficiency and eliminates the use of paper in those tasks.

I have had no technical problems working from home during COVID-19. WSU technology allows me to do everything from home that I can do in the office.

The laptop monitor is too small and a lot slower using the hot spot.

Been going really well.

At the beginning, only 1 issue with wifi, which was corrected fairly easily with CATS. Otherwise, no issues.

It's fine but I'm done with it

I have been able to perform my work duties without any issue while working remotely. If I continued working remotely for an extended period of time, I would probably look into a color printer and laptop computer.

Working from home was awkward at first, but after a week or two I figured out a routine and can now do it effectively. I would be comfortable splitting my job between at home and in the office in the future, mostly at home.

I've been working at home one day per week for 13 years. My technology has been fine and I can do 99% of what I need from home. In the cases where I need something on campus, I can typically rely on someone that's required to be there to handle it.

It was very rough at first. Then I became accustomed to it. Since our office had good processes in place pre-COVID-19, the work flow was pretty much the same with some tweaks. CATS was very helpful with any setup issues.

The only thing I wish I had was a small second monitor. I'm used to 2 monitors in my office and working on 1 small laptop is a bit of a challenge.

I've been able to perform most of my job functions from home.

Technology has been fine. Microphone issues but easily fixed.

My experiences thus far have been great using technology from home for work purposes. I have not run into any technical difficulties.

Mostly fine, sometimes file read/write over VPN is slow. Also harder to deal with large files (1 GB+). Also they let us take home our work desktop computers, and that helped immensely.

I haven't had any issues.

the VPN acts up sometimes; kicking me off after only a few hours.

Would be more effective to have multiple monitors

Working from home has been good, I can stay focused. Once I bought a new router connectivity has been great and by not being able to print and having to create files to save our data it has saved the cost of paper.

Accessing shared drives and support from CaTS has been vital during this time and really appreciated. Could not have done my job without both.

Working from home solely electronically in my role has eliminated the use of office supplies. I prefer this method: everything in one easy place to access, reduces clutter, easier to send others, much more cost effective & better for the environment.

Working from home has been going very well for me, have not had any technical problems with technology, i.e. internet use, etc.

I have had no issues in advising working remotely and using the necessary technology.

I've had no problems. In fact, productivity and efficiency has increased while working from home.

Home internet access not as reliable as on campus however I am able to get all work done more efficiently from home still.

The work from home is nothing new to me. The Help Desk is doing a phenomenal job at helping with issues that may arise. I have had hardly any issues and am able to work and be productive.

It has been fairly easy. I have not had a lot of issues. I only wish I had access to a printer and that was only a few times over the months of being hime.

More productive, more cost effective

As an IT staff member, working from home has been great. I feel like my productivity levels have increased as there are fewer hallway conversations and/or distractions occurring. Really enjoy not having a daily commute in traffic which saves time.

CaTS has been great in proactively having technology ready for remote work, and also great in supporting the many remote-work challenges.

Labeled essential to work in the office at least 2 days a wk and the other 3 at home. Spent 11/2 weeks working remotely with IT person and CATs to set up my personal equipment (university did not provide) but still some processes can't be performed.

Some programs run slower, but manageable.

The technology is easy. Unfortunately my job requires me to be on campus, and right now I'm not allowed.

I use my laptop for Banner and VDI but I need access to a printer/scanner. I have also needed to be in the office at least 2 times a week to cut checks for the foundation.

Phones are the biggest challenge. Public can't reach us—collectively. They are frustrated. Rest of it has been good. Staff took machines and tools with them. If we continue on remote, may need to explore headphones for staff to use.

Tremendous lack of up-to-date technology in many departments to perform work tasks appropriately. Many/various forms needed on campus need printed, completed, and scanned to be submitted, yet the university does not provided printers for home use

Works fine for me. Some of what I do, I need to be on campus for. Other things working remotely is just fine. It is close to a 60/40 spilt.

Fairly smooth and seamless. Occasional challenges and a few user errors but, for the most part, still effective.

I work at RaiderConnect and we have been able to serve students through this entire crisis. Though in the beginning there were hiccups, I think we have done a great job.

My transition was pretty smooth, but I do have a work laptop and one of my desktop monitors here at home. It would not work for me to work from home sometimes and in the office sometimes, as my setup is probably one or the other.

I love working remotely, and as a caretaker for a spouse that has many risk conditions, I cherish the ability to minimize the risk until there is a vaccine or a proven treatment, plus mine would be one less potential source of virus at WSU.

My experience at home is mostly the same as at work. It is just more difficult to have the person-to-person communication. People just have to be cognizant of copying all of the correct people who need to know about decisions/plans.

No issues with it.

Once I got my work computer home, I had better access to software and equipment that I needed to complete my work more efficiently.

My office at home is better then my office at work. I can do everything at home I can do at work.

The access of virtual meetings and my students being able to meet with me without them having to travel to campus has been wonderful. I have met with more students virtually than would have been in-person meetings.

Any challenges have been worked out with CaTS. My computer at home has a web cam which is an upgrade from my work computer.

I am using my personal laptop, so screen not as large as my normal desktop machine. I'm making due. Thanks to CATS for getting me software I need. Although my SPSS license is about to expire.

So far it has not been a major issue. I am very thankful for the video conferencing tools we have to make face to face meetings possible. I am also thankful for technology to be able to work from home. Overall it has been a good experience.

CatS has been extremely responsive.

Web-ex only goes so far. It is very hard to get things done when you cannot walk over to see the person who does not respond to email or whose response is unclear.

Transitioned to remote working went well. Cost savings in printing documents.

For the most part, everything works 90% of the time, but slower. Occasionally VPN or one of the systems I use will disconnect or not connect at all. While my child was at home most of the day, work was even slower due to lack of childcare.

I have been allowed on campus and have been able to print when needed.That is the one thing I cannot do at home--print; and I would not want to use my own printer and paper anyway. I do not have Adobe Pro on my home laptop which has been inconvenient

So far it has been fine - a few problems in the beginning but ironed out smoothly.

Our IT people did a great job setting it all up & helping through initial glitches. They were amazing!!

The technology available for work-from-home has been adequate for my needs.

I love working from home. I have all the technology I need.

I am in CaTS so I am familiar with technology and working from home. It is easy for me to work from home while for some others it might be quite hard.

It has actually been fine, save for having to unexpectedly adjust certain programs to fit an online platform.

I've had nothing but great experience and received help when I needed it. Technology has helped me streamline the transition to work from home. I feel confident in performing my job duties.

Most days have been good. Feel a slight decline in productivity. Meeting via Teams has been beneficial

My job can be done remotely with no changes in effectiveness or productivity. Support from CaTS has been good.

Its been very difficult to peeform some tasks if my job remotely.

I miss my dual monitors but my personal laptop is actually better equipped for student meetings than my office computer, as my personal laptop has a webcam and microphone.

I am fully comfortable working from home

It has allowed me to begin work much sooner (as soon as I wake up I can start) rather than have all that time in the morning that always felt wasted while I waited for 7:45 to drive 40 min. Very good. Money saved in gas. everything I need is on my pc

Unable to work from home.

I am perfectly capable of completing my work with a laptop and printer. I went ahead and purchased a printer with the money I saved from gas.

Some of my software packages do not work well remotely and have required VDI access. Purchasing accessories with my own money to make my personal laptop comfortable/work for WSU tasks. (purchasing keyboard & external monitor, etc.)

I've learned so much about working remotely and using technology that I am far more efficient.

There were a couple problems setting up at home, but CaTS solved them quickly.

It sucks. Students can't learn effectively in this environment. Lots of hands-on skills have been lost because laboratory classes have been held online. I have had to purchase a video camera because CaTS didn't have any.

Mostly good. But often times our internet isn't enough for more than one person at a time to be in remote meetings.

I have needed assistance from CaTS multiple times and they have been rockstars. I have no concerns with technology as I work from home.

I have inadequate technology. I am spending money out of pocket to do my job. My office computer is loaded with all the software I need.

It's been largely good. I had to work around a microphone issue and purchase a new battery for my laptop.

I have been just as productive working from home on my personal laptop. I bought Adobe from CATS and am able to do everything from home that I can in the office. I also use Teams to hold meetings and share information/files.

The one issue I have had is that I live in a rural area and the only thing available to me is satellite internet. We are data limited and it is slow speed because that is all we can afford.

Since my job responsibilities can be completed fully on a computer, I have had no issues or problems with working remotely.

It's been great

It is fine as long as the WiFi doesn't go out unexpectedly.

Little issues working from home, except my job is to do in person assessments.... kind of hard to assess if a student is doing a correct physical exam skill if not in person.

The only problem I have experienced is during web meetings. Sometimes the connection is not 100% and causes some freezing, etc. Most of the time there is no large issue and I am able to work more effectively at home due to reduced office interruption

I think that I am able to do my work just as well from home as from the office.

I was able to bring my work computer home, so my technology has been relatively stable, except for an occasional internet outage. Working remotely has allowed me to connect with students in different ways than we would have considered before.

It's gone very well.

Working from home has been great. I can still interact with all my students in an effective manner and provide all services without issue remotely

It is easier to work from home than anyone anticipated

I have had no issues, but I also had some personal technology that helped with the transition. IT has been great to work with and are helpful when I ask!

It's been good. We have Webex and all the software needed to serve students remotely.

# 12 - Are there any other comments, concerns or suggestions that you would like to relay to the Staff Council about the university's response to COVID-19?

Are there any other comments, concerns or suggestions that you would like t...

Survey - don't like restriction on number of characters in response boxes.

New protocols must be enforced 100% for a return to campus.

Thanks for asking us, you guys/gals are doing great!

i would love a blend of working at home and on campus 3 days on campus 2 days at home

Our son is an incoming freshman this fall. While finishing high school online was no problem, he thinks starting college completely online would be hard. Hopefully if we are not fully in-person, there is at least a blended approach.

I would like to get moving and understand that everyone is responsible for their health. We all need to get back to work. But masks, gloves, and Clorox wipes.

Mask wearing cannot be optional. It must be enforced except for people with special needs. This has been shown to be a major deterrent to the virus.

Quit cutting pay.

Nope

Allow enforcement, ejection from spaces, and judicial repercussions for individuals not following PPE procedures.

I think that President Edwards has done a great job communicating openly through those weekly chats. I've perceived that members of WSU feel more connected with each other now because of it, plus all the topics that are brought to this particular meeting are shared widely. Ultimately, her message often reminds us that we are all in this together, and we are here thanks to our students and for our students.

Thank you all for getting feedback from us, and making sure the university is taking the appropriate steps to ensure our health and safety.

I think WSU should permanently offer the option to work from home.

My concern is being a public facing employee, and having an assistant that does not feel comfortable being in the office because of COVID-19. It takes a toll when one of us has to be in the office when we are open, and we are open more than the normal operating hours, and the one person you depend on to get a break feels that they cannot be there.

Disappointed that the covid-19 help was limited to those who filed a fafsa. Some students didn't file, because they didn't plan on taking out loans that were offered in previous years. Other universities did not require a fafsa filing in order to receive help.

Not at this time.

I feel that public areas are going to need more cleaning. As well as the restrooms.

No

I would like to see a big majority of the jobs at WSU work remotely at home. They can probably set one day a week to come in and work, but the other four days could easily be done from home.They can stagger their work days, so there's less exposure to germs. We could possibly use some of the offices as classrooms, labs, etc.

I believe it is in the best interest for the University and everyone's mental state if we come back to campus this fall and implement certain protocol and social distancing practices.

Very impressed with university response. absolutely love the president's weekly webex meetings, these have been invaluable. She has my full confidence as we go through all this hardship. On a unit level, I have felt a bit lonely working from home and miss my co-workers, but I think I have actually been more efficeint.

Some are high-risk such as me. I have a compromised immune system because I been on anti-rejection medication for over 20 years and will be on them the rest of my life.

We are all adults, capable of making rational decisions about our health and wellbeing. Using a flexible option, either/or, let us decide for ourselves. My job would work better with me on-site most of the time. We could provide better service on-site as our jobs are collaborative and work most effectively when we can instantly collaborate.

No.

I have been working throughout the shutdown. Until the last couple of weeks there was no requirement to wear a mask.

Wondering about air ventilation in our office space (MS 248). There are no windows and the heating/ac system is always a bit challenged anyway. What can be done to produce more air movement in office?

No.

Yes I will need a computer provided by the University. The laptop that I'm using belongs to a third-party organization. I don't feel comfortable saving and downloading university information onto a non-university device.

I have been blessed with a student worker. For the first few months, I need to be available to train the student in procedures. This year, by the time we were sent to work from home, she has been able to follow her training and continue working from home herself.

A culture of snitching is not healthy. I am disappointed WSU leadership encouraged this a while ago in an official campus communication.

I would not want everyone to flood back to campus at once. Gradual would make me feel safer. I would not want to go back to work too soon.

no

Not all will agree on a common plan. some supervisor, co-workers and HR need to understand we have a new norm and Remote work is a real part of future!

Thanks for your hard work.

How many more staff need to lose their jobs to make the University think it is able to meat the demands of AAUP-WSU. If over half the 200 Million Dollar post COVID-19 budget is allocated to the AAUP... then what is left for everything else the University needs to function?

If you do bring us back, especially the students, you need to make sure you have the staff and resources to clean properly. If we can't protect the students, we are sunk. Whatever decisions are made need to be transparent, detailed, and made clear to faculty, staff, and students in multiple formats.

some of us work in cubicles and have useless huddle rooms, they need to be turned back into offices.

The cleaning people have never been the best and now on top of their regular duties, they will need to clean more. I find it hard to believe that they will be able to keep up. I am not scared of COVID-19, but some are petrified to return to work. Curious how many more cleaning employees need to be hired for us to be able to comfortably return to work...

It is so important to have a unified front as it relates to the health and safety of our students and staff. I'm truly concerned that there are those who do not take COVID seriously and will not adhere to the guidelines. That is the reason I am not comfortable returning to work during the pandemic. I'm concerned that those that are not compliant will pose a risk to person like myself who has several risk factors.

NA

Working from home is beneficial in so many ways: Cheaper - no need to purchase outside food. Cleaner - safer in terms of social distancing but also cleaner work stations and bathrooms. Healthier mental space - flexible and more availability to step outside/take a walks throughout the day.

As long as proper cleaning is done & classroom desks are separated, I feel the students will much prefer being on campus. Not all want online classes. Hopefully there will be less computer problems.

Thank you for doing this survey!

Thank you for requesting our feedback and for representing us.

I am relieved that it is being taken very seriously. I hope that we can get some formal policies in place so we know how to deal with students/staff/faculty/members of the public who are not wearing masks.

suspend parking fees and regulations.

I think the biggest thing to remember in bringing everyone back is fair, equal options for all staff and CLEAR communication. I, personally, would love to hear from my staff representation more. If Staff Council is meeting with faculty and administration on MY behalf, then I would appreciate you letting me know what you are doing to advocate for staff and the decisions that are being made.

Other than budget and position cuts which is concerning, no.

Try to get back to normal ASAP. If you show/publish fear it promotes fear. If you show confidence it promotes confidence. Regardless, you will always have opposition and "the rules don't apply to me" people. Making students/staff feel more part of the solution and a team working together promotes great attitudes. Outdoor activities with social distancing and fun can go a long way to growing leadership among all. Set great examples - smile! Food is always a way to bring together humankind.

There will not be a lot of people who can flexibly work from home with out the fear and anxiety of position so encourage them if they have issues in their area Now is the time to speak up and voice their concerns before They return to a non pleasant work office environment the culture is changing and they should make sure they can be confident when they arrive back to campus and able to provide excellent work without office stress

As a supervisor involved in the planning for my units and at a university level, I urge everyone to have patience. I know there is suspicious of leaders at all levels of our society, and the challenges we face are frustrating and scary. Don't withhold criticism, but consider the complexity and shifting variables of the situation before you allow your frustration to creep into your tone and become combative. The scope of the problem is bigger and more complex at each level above you. Be patient.

If student appointments are going to continue being held remotely, I don't see the point of returning to campus and tempting the students to come in for an appointment. If I have to be on campus, I plan on shutting my office door so I don't have to wear my mask. I know others are planning on doing that too. I'm not a door shutting kind of person, and I'm afraid this will make the silo-ing even worse.

The cost of the lock-down in life is enormous. We trade saving lives we can see for those we cannot yet. As a university, we should be better. We are seeing now how difficult it is for control to be relinquished once given. We should make our own decisions about our future, not based in fear, but in faith, in reason and in hope. Living as we have been is not sustainable and isn't life. If we remain so, we have no one to blame for our isolation but ourselves.

If my children's school remains remote, has a different schedule, doesn't offer child care, etc, it will be very difficult for me to return to my normal work hours in the office.

After due consideration of the data, I feel that the State has overreacted to the pandemic. That said, it was done initially with the best of intentions. The University as a State institution was following the Governor's Orders and acted appropriately. Going forward my suggestion is to review the data on the pathophysiology of the virus, its effect on the staff and student demographics and make a science based decision to fully reopen without restriction. Wash hands, stay home if sick, carry on.

Other than #10 comment. The university's response was from the Governor. They did what they had to do. No reason to second guess the decisions.

no.

So far I believe WSU has done an excellent job in response to COVID-19. However, WSU doesn't have enough custodial staff to keep up with all the cleaning/disinfecting if we return to campus. Even if we wear masks and social distance on campus, there are far too many people out there that are not wearing masks and not social distancing at other times. I do not want to bring COVID-19 home to my family. I suggest continuing with on-line classes and working remotely until there is a vaccine.

More concrete information regarding July/August operations, so we know how we can proceed with general plans and work on-site, if possible.

WSU leadership has been more forthcoming and has released more concrete guiding principles compared to other Dayton university (eg UD).

My biggest concern is that public health guidelines, such as wearing a mask, will not be followed by everyone coming back.

Let get back to Living campus life

I am glad the University took such proactive measures to reduce the spread of this untreatable virus. I hope the administration is able to capitalize on the moment to explore creative streams of revenue to restore and lift the school's economic standing. I hope more opportunities are afforded the many talented faculty and staff as we step further into a post-COVID world.

No, not at this time. Just waiting to see what all of this will look like? I have confidence in Wright State University in doing the next wright steps insuring safety.

Let people make their own decisions. We understand the risks. It's time to live our lives.

Keep lines of communication and options for employees open. Thanks

This has been hard on everyone. Remember that when interacting with others.

I would like to hear more about the risks of the airborne virus and how this will be addressed in the HVAC system.

Staff should have been given the option to be able to use funds for purchasing ink, etc. As previously stated there are WSU forms that must be printed to complete because a PDF form version doesn't exist OR the form as an editable PDF doesn't have enough fields. Example: the Prior Learning Assessment form sec 3 (http://www.wright.edu/sites/www.wright.edu/files/page/attachments/Prior-Learning-Assessment-Form.pdf) only allows for 3 courses to be entered, some students need up to 5 listed here.

Question #7 has the same answer twice. One of the options should be part time?

I think we covered it all

I thought it was a good decision to shut down the campus for spring/summer to slow the spread of the virus. I think the campus should remain closed and continue remotely learning til a vaccine is ready.

I have been very disappointed at the lack of communication. During a time of extreme stress, anxiety levels only rise when your employer practices radio silence for weeks at a time. I would prefer a weekly update saying hello we have no new news at this time, rather than nothing.

I believe that WSU is doing everything necessary to make the University a safe place to work at. WSU needs to try to get back to normal and start working on Campus again. Working from home is nice but productivity could be an issue. Students learn more with the face to face teaching and WSU in my opinion has done and will continue to provide a safe working and learning environment. The WSU family is a strong family!

I think the university has been very responsible and concerned about the students, faculty and staff. I will willingly abide by whatever decisions WSU makes regarding returning to work.

NA

I'm not sure how to respond to this question since I don't really know how the university will respond to COVID in the Fall Semester. I've heard that multiple scenarios are being considered but what are they? What will eventually be decided upon? I guess we will find out (hopefully) at the end of June.

No

Thank you for taking time and energy needed to address staff concerns. There are many staff members whose responsibilities are interactive and educational in nature; please consider working closely with the Faculty Senate and their committees in order to come to unified navigation and positions when addressing employee concerns within the university protocol and standards.

Make sound decisions and consider everyone's input and concerns.

I do appreciate all the work being done to ensure a safe workspace.

I think the university response to COVID-19 has been appropriately careful.

Those that can continue to work remotely and want to should be allowed. Eventually there will be cost savings for everyone with this method.

If we as Wright State University are going to move forward with hope of making it though all the changes. We need to not fight amongst ourselves. Working together in Unity is our best way to survive.

I did not take a job in healthcare or a job that puts me at high exposure to infectious diseases and I do not feel comfortable being responsible for cleaning/sanitizing high touch surfaces. Can we allocate money to hire more cleaning staff who will have hardcore protective gear for themselves and additional infectious disease training? The facilities team has always been important and we need them now more than ever. Can they get hazard pay?

Going back to campus before there is a vaccine feels perilous when you are already working with a serious underlying illness

I know this has been a difficult issue for the university to get through and I appreciate what has been done as of today. I hope we will be able to return in full capacity soon.

we have to get back to work. try our best to help wright state move forward.

I am constantly communicating with students who have no internet access (or unreliable access) and have heard through student orientation leaders that many incoming students have the same problem. I do not know how to address this, but it is essential that we come up with something.

If for some reason we are 'forced' to come back to campus, I have huge concerns about our office area. We are in the basement and have terrible airflow.If one of us gets sick, we all get sick. Also, several of us get migraines frequently when working on campus. Each of us has seen a significant decrease since working at home. I attribute this to our work area. Add a pandemic to an unhealthy office area and it is not a good combination.

I am very concerned that having in person classes will open a breeding ground for COVID, but some students don't do well in an online format. There is no good answer.

Because of reduced staff, office coverage is difficult. Meaning it is an unfair balance of exposure to others for those left to cover the office

The more of us who can stay off campus, the less pressure there will be on health and safety, cleaning staff, etc.

I would not be alarmed to see the university keep its doors shut throughout the fall to protect the community. I'd like to see the university allow students to suspend their degree programs without penalty. My hope is that the lower level of activity would result in lower costs until society comes back up to full speed. While there's no ideal solution, I believe the benefits in saved human lives outweigh the downsides.

No

Covid-19 cases have increased specifically in Dayton Ohio, the highest new cases in Ohio now

If masks are provided. It would be nice if they are repirator style. Easier to not fog up glasses.

Whatever is decided, we will need to have adequate time to prepare. Decisions need to be made at least a month prior to their implementation.

I think Dr. Edwards has provided good communication re: what is being done to assure the best possible outcome for returning to campus for face-to-face interaction. There are many moving parts to this situation and attempting to keep everything in line has to be extremely difficult. One of my concerns is the budget situation as a result of the virus and how it has affected so many things.

I think anyone concerned should be permitted to work from home, no questions asked. I do think the University needs to supply computers, printers with scanners for remote work.

I am very pleased with the way the university has handled the pandemic during an extremely difficult time. I am fully capable, comfortable, and probably more productive working from home, due to flexibility, no commute, etc. I think I might prefer to work remotely full-time, but it's hard to know because everyone in our office is working remotely right now. I may feel differently if everyone else is at work, and I am at home. I will say that our office has not slowed down at all working remotely

I think the swift transition that had to be made from a staff stand-point went could have been executed better some front facing offices needed to be closed sooner especially when the reporting manager was working remotely.

cleanliness and hygiene should be maintained more in the University. Like washroom and common places.

Not all daycares are open right now.

Kudos to the Environmental Health & Safety department for their dedication to staying informed and responding to this pandemic. Temperature checks for employees would be costly and time-consuming. Who would be responsible for taking temps? One person in each building? One person in each department? By the time employees reached their department, they would have already had their germs on door handles and elevator buttons. What's the temperature cut off point? 100?

Too slow. Need plan a b c

I feel comfortable coming back if people are compliant with mask wearing and there are proper tools for us regarding disinfection. Seeing people out and about not taking any care, I am concerned that people will not comply and it will make people who are trying to comply uncomfortable. Admin needs to be FIRM in the application of standards for mask wearing and symptom checking. There need to be consequences for those who do not comply.

I have been working on campus since cover since most of my job cannot be done at home. I am worried about exposure when everyone else comes back to campus.

Would suggest more departments have online forms for students searching information--or at least predominantly displayed emails for contacting departments. Several people have indicated that they have left voicemails with no response and are unable to find an alternate method of communication. So proud of WSU's commitment to community safety!

Yes, The university's response has been fine for the most part. I have some serious concerns. 1) Why were we not contacted directly about SWO from HR instead of by our supervisors? Isn't that against labor laws? 2) Lake Campus staff had to give notice before any directive from the university about taking reduced hours was released. We had to rely on info from our supervisors. 3) Supervisors should not be point of contact for HR issues. Conflict of interest. 4) Message not consistent from supers

None.

Our office is a space where germs are spread all the time with colds, etc. One starts sneezing or coughing and before long almost everyone gets it. This is concerning. Those of us with immune disorders have concerns about a vaccine. Will we lose our job if we feel the risk is too great to take a vaccine for Covid? We should think out-of-the-box on engaging students so they can get one-on-one attention in some manner to feel connected. Many of us in different roles can be part of that effort.

Please make the decision and announcement as soon as possible so we can plan

I believe we should continue to follow the governor's plan and not return if things are not in place or if there is still a fear of another outbreak of COVID-19.

Let's get back to it! The PLANDEMIC is more hoax than real.

The survey needs more characters allowed in the responses. Not enough to really address the questions.

Thanks very much for your efforts!

Time to get back to the new "normal".

Physical Plant staff have always provided exceptional service but I fear with this additional burden and the low pay rate of cleaning staff what is required may not be sustainable.

I honestly hope the staff responses will be taken seriously as we always seem to get crapped on during times of crisis. Enough has been taken away from us or we have chosen to give up things and this is very serious when it comes to actual lives and the potential of being exposed to a very serious virus. Thank you staff councils for your hard work and trying your hardest to advocate for the larger group.

My only concern is simply people following protocols. Between the major voices of people who show disdain for being told what to do, and my own history when I worked in the service industry, I fear how most people will not be inclined to follow the regulations. I know I personally plan to follow them to the best of my ability, but know there are those who simply choose not to, and those are the people I am concerned about. They put the rest of us at unnecessary risk due to their stubbornness.

I have really appreciated being able to work from home during this time and for the University's sensitivity to our concerns.

We all must be on the same page from facilities to the President on what is required and needed to stay safe and be effective for our students and community. We must ensure team work and trust, if people think that protocols are not being followed, they will lose trust in our community and start to rely on miscommunication and paranoia and everything will fall apart. Also, please research and be smart about high-risk populations on all sides, students/faculty/staff, we must ensure their safety.

To encourage those in leadership who have the final decisions, to be empathetic to those with children, who are part of the high risk category, may have anxiety or other mental health issues, those with transportation issues, or those who do not have the appropriate technology. If we can do our jobs remotely until it is 90% safe or higher to return to campus, allow us to do that.

Please put policies in writing and clearly define consequences. If a protocol such as a mask is required, please provide and please define the cleaning protocols. Despite the budget limitations, we must have adequate cleaning supplies, and those supplies need to be replenished. Resources will have to be supplemented, such as cleaning staff.

parking pass payroll deduction should have stopped when staff was ordered off campus, and those who paid in full - refunded for unused campus parking, why do i continue to pay wsu to park in my own driveway?

Supervisors who were terrible communicators in person have made working remotely extremely stressful. The only information received the first two months was from Sue's chats or campus-wide emails. I was told "you can always call me anytime." Really? How about you take some time to pretend you care and contact me. It seems that "leadership" in my department/division are concerned more about their favorite employees and "managing up." So frustrating and disappointing. Thank you for "listening!"

Students must be required to wear masks for efforts to be effective. Lack of accountability is a problem in many areas of WSU. I don't feel confident that measures put in place will be followed. I also fear the university will need to cut costs to stay financially viable and safety measures will be reduced — like supplies for cleaning, air filtration, etc. Campus was FILTHY due to cuts in faculties operations pre-COVID for those reasons.

I hope that they require masks/face coverings for everyone on campus

This was a great survey. Thank you! On Question #1, it was unclear as to what number corresponded to the "most important" choice. In my answers, "1" is the most important.

I think that it is important to not pressure students, staff, or faculty into returning to campus when they are not ready to. If they are able to adequately do what needs to be done from home, I think that should be encouraged until they are ready to return.

Thank you for this survey!

You have done an excellent job. Keep going. There is a very good possibility a hybrid university system of online and hands-on will save the University money in the long run. Let Covid-19 INNOVATE your delivery of services to your students. Let your STAFF work in environments that serve them as well as the students. Happy Staff and Faculty mean a conducive environment for learning. Focus on what WORKED and be open to change as we navigate the new norm. Hands on is important, but so is quiet !!!!

To be successful it is everybody's responsibility to take care of themselves and those around them. Policies and procedures are only words on a page if people don't act responsibly.

CaTS has been without question the unsung hero in our attempts to remain viable throughout this extended time. It would be helpful/ideal to learn from our experts ways we could further develop our personal/home technology resources. What specs should an ideal home network have? What kind of internet service is best? Laptop/desktop specs? If you have a home studio, what types of mic's, lighting etc.

Fluid communication regarding where the University stands in the process of returning. Staff and students are starting to feel anxious in the unknown, as other institutions have made announcements. Even if the communication is unable to be "in stone", knowing that things change quickly, it is better than nothing. Thank you for asking our input.

I appreciate very much that we are being asked, instead of just told.

Our President is doing a wonderful job leading the University in this trying time. I believe she has the people of the University and their health at the front of her priorities. I have the utmost confidence in her ability to lead us through these times.

We were allowed in to work (to do research) later than people in furniture stores!

I appreciate all the hard work the university has done to put our safety and well being first before anything else. I wish the faculty union would do there part as they are creating a further divide, which the students see and parents read and it will continue to hurt the value of the university.

I would like to work from home permanently, if possible. I can get all my work

I am concerned for the well being of our staff if we go back to the office.Please when the time comes provide strict guidelines for everyone to follow. please have our Staff understand that this is a humanitarian issue not a political one.

Please do not go in-person too quickly

At Lake Campus there are very few individuals that work close together. Social distancing can be adhered to. For the few people that have desks close together - perhaps the individuals rotate being on campus vs working remotely. If those that can work remotely continue to work remotely or maybe partially - that will allow those that can't work remotely more opportunity to be on campus while maintaining a safe work environment.

I applaud Dr. Edwards approach & leadership through all of this, keeping the safety of all at the core of each decision. I do worry that we (University) will not be able to make necessary changes to courses and college restructuring due to AAUP refusal/inability to work with the "rest of us" as equals on a team. I applaud HR for all their work in helping us through the SWO process & those who took part trying to help the budget deficit. I do worry that this makes us potential targets for cuts.

I have read that risk is decreased by 1.) being out doors (not always possible), 2.) next by keeping social distancing, 3.) then by wearing a mask, 4.) then by being indoors for the shortest time possible. So the best scenario for returning to work is to demand masks, social distancing, and then rotating the number of persons in the building and making sure they plan their in-office tasks to take the least time possible. So don't stay 4 hours if you can get all done in 45 minutes. Be organized

The university's transparency and communication has been terrible. What do we have to look forward to when no one will give us a timeline. We don't know what is going on or what is being discussed. Also, there are children playing sports, if we can trust our children to play sports and interact, why can't you trust our staff/faculty/adult students to get back together? The guidelines/wearing a mask has been proven to not be effective for COVID-19, so requiring this is counterintuitive.

Commit to fairness in equal measure to faculty. We are no less vulnerable

I think there needs to be a clear set of safety protocols/rules for the campus community before everyone comes back to campus. They should be posted both in buildings and on the website so that everyone has a understanding of what is expected.

1. Create an online portal/App where an employee can check-in. 2. Use the check-in data to track the total occupancy on campus. 3. Initially, make sure only 50% of employees are on-campus (using check-in data) Gradually, over the next few months increase that percentage to 100.

I'm have three at-risk factors for COVID-19. I don't want to die so if I have to return to on campus work while the pandemic is still going on I pray that the university REQUIRES EVERYONE to wear face masks.

N/A

The president's chats have helped, but I feel so isolated from the dept, my college and the university as a whole.

I think it's CRITICAL that we open for fall!

N/A.

If we remain remotely, We will have to adjust the drop off and pick up of equipment to be more indoors for our health and well-being

Did not complete the first ranking. Is 1 the highest or lowest? If I am only to rank 3, why the 8 bubbles?

I feel the university has taken a responsible approach to the COVID-19 pandemic. They care about the safety of its people. However, I do feel the university has taken too long to make a decision about coming back. This could affect us as students may transfer to schools that are open because they don't want to attend remote. There have been studies of high school seniors that did not like remote classes. Other schools in Ohio (public and private) have announced their plans. Why not us?

Implement the proper safety precautions, but don't go overboard with it to where no one will want to come to work or take physical classes at WSU.

I personally want the option of working from home 3 days a week and being on campus 2 days a week (or vise versa). I fear that being in good health makes me more prone to carrying the virus without having symptoms and that scares me the most.

I think WSUs response was the right one for everyone's safety.

I am concerned about the stress & anxiety levels for staff that have been socially isolated for months when also dealing with FTE reductions, probable college/dept combinations, not having raises in ages. I'm also worried about a possible faculty/staff divide. They get paid a lot more than staff and have many additional resources for extra income in their contract. Yet they refuse to take a hit for the greater good and staff are asked to reduce their hours.

Provide flexibility to employees especially the high risk and vulnerable group. If they are not comfortable to return to the office, we should give them the options to continue to work from home.

We really need to all get back to work on campus. I am concerned about the University being able to survive if we don't.

I appreciate the announcements but information should be given quicker

-Transparency is key, even if the news is that there is no new news -what if a university laptop stops working or needs service during this time? -Where are we at with getting PPE, disinfecting supplies, etc. -Are there plans for the million what-ifs of if someone tests positive, if we have an outbreak, etc.

Post COVID, I'd like to work remotely as much as is appropriate in consultation with my supervisor. My personal laptop worked well for most things, even before I set up my staff computer here, so I know I can manage partial work from home without university equipment. Some tasks still require access to campus space and collections. Some instruction is still more effective in a face to face environment. Permanent flexibility about remote or campus work depending on the required tasks would help.

Tell them thank you. I appreciate their hard work!

I'm grateful I could volunteer for pay cut rather than be laid off. But I am concerned about the costs of becoming sick. The more people on campus the more cost to disinfect and in protective gear. Many of the office staff should continue to work from home. The faculty should return.

Although most of us have been following CDC guilelines,not all employees and students have been following proper guidelines in their personal lives.I'm concerned the return to campus will put healthy people in contact with people who are asymptomatic, and increase our risk of virus spread. I'm not only concerned for myself, but others who I live with who I could infect. If our jobs can be done remotely, I think WSU should give us the option to continue, as is standard across other universities.

I think communication is key! I am anxious to hear an announcement at the end of the month. There is so much information that contradicts itself in regard to covid so that isn't helpful to people that are concerned about their health and the health of others! I hope to be back at work soon! Wash wash wash your hands : ) thank you so much for sending out this survey!

Excellent Job. It is my hope that the university has developed robust contingency plans for the fall and beyond should COVID-19 become seasonal or cyclical. Looking forward to the university using it's resources to analyze the data about working from home and not only utilizing it, but publishing as well.

We should have a vaccine before coming back to work.

The return date for the survey is incorrect. That is disheartening. Overall, the university has responded appropriately.

I hope that the university will allow remote work flexibility for staff with family members who are higher risk and for staff who don't feel safe returning to an office environment right now.

Let the students and their parents decide whether the student should do face to face or online classes. Lets get back to teaching the students.

I would love to see students be able to be back on campus in the Fall. Online learning does not provide the same education or experience for students. Some online is fine, but all online drastically changes their education.

No

I think everyone has done a great job, been very considerate to those concerned and those with vulnerable people at home. Productivity has been much higher for my department.

No

When I responded that my "supervisor" would likely not allow us to work remotely if not required to do so, I am referring to our Chair. She is making us do remote working reports, in detail, of what we are doing on a daily basis. We didn't have to do this before. And only 4 of us staff members have to do it. Others on staff are not required to do it, nor are the faculty of course. Some of the job is just "showing up" but that's hard to convey in a report. Everybody has down times.

Concerned about having such a large amount of people in tight spaces. Concerned of how would ever be able to require students to wear a mask.

Too many to capture, but the survey will surely help guide us.

I feel as if the university is doing a good job being transparent about all this and Dr Edwards has been open about us taking care of our mental and physical health but I feel that supervisors are just giving it lip service and are not really behind the polices and procedures. I am scared.

I believe there is a general fear that if we voice our concerns publicly that we will be targeted for elimination. I am in the high risk category. I am afraid if I push on working remotely or insist on protective barriers, I will be treated unfairly or dismissed. I don't want to add further costs to the university but I need to protect myself as well as my family at home.

I have no desire to go back to campus on a daily basis ever. My job is not a student-facing job, so there is no need for me to be on campus 40 hours a week. I've been more productive from home. Meetings have been far more productive online. I see value in face-to-face interaction at times, but absolutely not necessary five days a week, eight hours a day. I see no reason to resume this interaction for non-student facing jobs until the pandemic is over and never on a daily basis.

N/A

I was disappointed when Dr. Edwards encouraged us to shame our colleagues if they do not wear masks. Shame may get results on the front end, but grows seeds of discontent and resentment. Also, if my job is requiring me to wear a mask, it should be provided for me. Please know I am not anti-mask, I wear one. It's just the principle of the matter.

Provide testing

The college-going experience will change tremendously for students. It is my hope that WSU will work to build student's confidence in continuing to provide quality services and educational experiences, during the ongoing pandemic, demonstrating WSU relentless commitment to transforming students' lives during this challenging time. In my opinion, how WSU leads will determine how student's follow. Assurances, as you may already know, will be highly important to parents as well as students.

While I truly think we will be responsible & safe if we return to campus, until there is a vaccine, the University really CAN'T require employees to be on campus if they are not comfortable doing so.

Do not put peoples lives at risk unless it is necessary for the University to do so. Positions that can work from home should continue to do so as many employees have high risk individuals that live in their homes. Unless there is financial burden, the employees work is not being completed, or it is in the employees best interest to return to campus, it should NOT be mandatory for employees to return to the office. Stay remote, have in person meetings if need be, etc. It's safer that way!

My biggest worry is that procedures will not be followed by individuals if we all come back to campus at once.

It would be a wonderful gesture if all staff who can continue to work from home would be allowed to do so. We haven't had a raise since 2016, and many of us have reduced our hours to help the university. Please do not ask us to put our lives at risk when most of us can do our jobs remotely without affecting the quality and quantity of our work. Many co-workers did not take the virus seriously before the closure of the university. They were joking about it and not observing social distancing.

The reason I disagree with symptom checking is I believe that should be an individual's responsibility/personal practice. It is also uncomfortable having a stranger reach close to your face with an infrared thermometer. In situations where this somewhat drastic protocol is necessary, then as few people as possible should be in that setting...which also promotes working full-time remotely (for those who are able to fully perform their duties).

I'd like for my schedule of remote vs. in person to be flexible enough to work with my high school son's new schedule in the fall; we're waiting for decisions to be made by the district; if he's splitting time between on campus and remote, I'd like to follow the same schedule

Lets get the campus opened to those that need and want to be on campus.

Ultimately, I want to keep my job and perform effectively, so I will do what is needed for that. Working part home and part office is easily done and provides a comfort level during the pandemic and nice flexibility for happier work/home life.

Thank you for collecting our feedback and for making us feel like we have a voice.

I have thoroughly enjoyed the opportunity to work from home and be with my family during this time away from WSU. When the governor releases the information on universities reopening, we should remember they are guidelines and not use a one size fits all plan. It shoud be tailored to our needs at WSU. The virus has a .5% mortality rate for 55-64 years old, significantly lower for ages below that (CDC data). I have NO desire to return to campus as long as there is a requirement to wear a mask.

I think in general most staff has proven they can work at home and should be allowed to do so as much as possible if they want to. This WILL save the University money.

Once campus opens, my ideal work situation would be to work 1 or 2 days on campus and the rest from home. I know the few times I've been on campus since the shutdown, not everyone was wearing a face covering (and this was when it became required), and this was in an office setting. I'm curious how this requirement is going to be enforced.

Please think about the staff lounges, student lounges, and spaces where social distancing cannot be enforced (library, student center, food places). How are the staff supposed to stay safe if the protocols can't be enforced

I would like to suggest and promote the limitation of faculty and staff on campus this fall to reduce the amount of COVID cases. It is of utmost importance to ensure that faculty, staff, and students are in a safe learning and working environment. I am personally concerned about returning to campus because of the potential second wave hitting and also because my parents are in the vulnerable age group to come in contact with COVID.

Mostly I'm worried about how much interaction with the public we will need to do, and whether adequate cleaning will be possible (cleaning staff, also cleaning supplies for us to use in public areas)

It must be hard to balance economics with true care and concern for the people who make this institution function. Please be transparent and as reasonable as possible.Also, please consider some sort of credit for our parking passes for April, May, June, & July.

Continue to clean work areas, rest rooms, door handles, copier, etc. as needed and continue to implement standard protocol of staying home if sick, washing hands often. Those uncomfortable with working on campus should be given option (if possible) of working remotely while those who need to be in the office and WANT to be should be allowed to do so.

Going out in public when necessary I have noticed people do not follow guidelines. When waiting in line or speaking to someone there is not social distancing in a lot of cases. This makes me uncomfortable as I happen to be at the front of the office and interact with those that just walk in. Before we had left the university to work from home social distancing was encouraged, however, students would come in and get very close, leaning over my desk, hand me their phones, etc. I did not feel safe.

Seriously take into consideration blending in working remotely for offices that are able to participate in remote work.

So far I think the university's response has been in favor of supporting the well-being of its students, staff, and faculty which I really respect. I am grateful for the President's remarks about being flexible and the continued need to be flexible if one feels safer continuing to work remotely. I live with someone who is considered to be part of a high-risk population so this is critical for me.

I have no confidence that the university will prioritize the well being of the staff. This adds to my concern going back into the office.

Although I know that everyone involved is putting forth a plan to return, I think that staff should opt to stay working remotely to help minimize the risk.

Please make sure there are enough disinfectant for us to safely and properly come back to work.

I hope staff members will be given the opportunity to choose whether or not to work remotely.

I believe our course of action is going to depend on what the infection rates look like in the fall. Hopefully they continue to drop, but my feeling right now is that they'll only continue to increase given people's behaviors I'm seeing in June. Plan for the worst case and hope for the best.

This is not a good time to have such a reduced custodial department. They are wonderful but too few!

Why were there no temp checks and hand sanitizers provided by the university for essential employees as deemed by the Governor? No nothing, no face masks, just orders to be in the office at least twice a week. The only thing we had/have was office cleaning but just general.

The lack of communication has been troubling. At least Pres. Sue has been communicating, but I've heard NOTHING else from my departments heads. Attempts at communication seem to have been ignored. What are we supposed to think? I hold a second job at another "learning institution" locally and my experience with them has been the complete opposite. Constant communication, and I've been able to get back to work physically there. It's time to get back to work.

I appreciate that you all took a strong stance to the pandemic and made it requirement to stay home. It is great that we have all had the option to still work from home and will continue to be able to, hopefully.

For q7 the first two answers displayed the same. I chose the second yes full time anticipating it really meant yes part time. For staff that work in cubes or use shared equipment—like our students who answer phones-protocols or recommendations would be helpful. Even if the recommendation is don't share stuff, it helps from a leadership perspective.

Many of the survey questions do not adequately address staff issues/concerns; appropriate technology for proper job function unavailable for work at home; tremendous concern with the cleanliness of restrooms at WSU and the lack of frequency in thorough cleaning; the underlining assumption that staff is expendable, and faculty concerns greatly supercede staff concerns/needs/wants

Communicate well with all involved that washing hands is VERY important. Over the years I have seen many students use the restroom and walk out without washing their hands.

In Q3, I assume the full answer was "not being cleaned" In Q7, I assume the 2nd option was supposed to be "Yes, part time"

I feel privileged that we have been able to transition to working from home so quickly and easily. Although I do love being at home for comfort reasons, I think productivity is probably best in the office setting. Also, being an extrovert, I do miss interaction with co-workers and all people in general. I'm prepared for coming back to campus, especially if it means restoring normalcy for our students, professors and the general stability of our University.

Please keep the option to work remotely if the job is not public-facing or student-facing.

My level of concern is directly proportional to the number of COVID-19 cases in our area. Right now my concern is not high, but should that increase, I would be uncomfortable being on campus.

Need to train people to use microsoft teams, webx, zoom, and or bomgard also how to use webcams, microphones, and to trouble shoot issues so they can work from home. Also using servicenow to log in problems or issues - not emailing cats employees, email get lost with all I get.

If the work can be completed remotely, then I think those positions should continue working remotely. Minimize the number on campus.

I think we have to be very cognizant of those who are in the high risk category and/or have family members who are in that category and provide them options to continue working from home if at all possible.

I still work 40 hours but there are people being paid to do nothing or virtually nothing. We had a bunch of things planned for this summer that need to be done on site that are not able to be done. A decision needs made for the fall. This lack of a plan, while consistent, is frustrating.

on the above question 7, I would be in favor of my direct reports working remotely part time.

I am VERY concerned about returning to campus; I care for my 97-year-old grandmother, and cannot risk her health.

I truly appreciate how quickly WSU responded to the situation. I took the Dean's last word to heart: "Go home & stay home." I did exactly that & will continue to do so in an effort to stay healthy & able to perform my work remotely. I owe that to my employer! Thank you!!!

A lot of our staff are immunocompromised themselves (including myself), I would appreciate the flexibility to work from home.

There really is no way that staff should be required to return to campus in July. There is not yet enough information to support that the curve has been sufficiently flattened to allow for a safe environment. What's more, the effectiveness of the closest they have to a working vaccine will not be known until November 2020, so there are still many dangers to face until then.

Again just flexibility and understanding. The mental load of keeping your family safe, childcare, and trying to fulfill your duties to WSU is a lot. I've really enjoyed working remotely. I do miss the office and feel thats a part of my job I love, I would love the opportunity for a hybrid work situation moving forward. It has made me a better balanced person. Once the extreme stress of a pandemic is removed, the hybrid work situation would be ideal for me personally as a staff member and mom.

Concerned that students will not feel engaged with lack of programming and virtual engagement options.

I very much appreciate President Edwards' weekly chats. Her forthrightness engenders trust among the staff. Her leadership is key during this pandemic.

I am concerned that the AAUP's unwillingness to reopen contract talks are going to cause further staff cuts in order to reduce financial burden.

Staff working remotely allows for students and faculty to return to campus with less people to come in contact with and less cleaning costs for the University.

Please make remote work a normal option for those of us who have found it to be an immense improvement to how we are able to do our jobs. Thank you!

Trash pickup from the labs needs to be increased from never or once a week to a many times a week deal. We're supposed to blow our noses in kleenex but they can be piling up in the trash for days/weeks on end in the labs if not picked up by custodians. Proper hygiene is needed and WSU needs to step up with better/more frequent trash pickup.

I think that the viability of the university depends on being open to the students. Our student body is younger and not at much risk for contracting or suffering complications from COVID-19. I believe the risks for being open are low and following what other university's are doing will be the correct way forward.

I really think we should be able to continue working remotely part of the week. Unless of course, we have meetings or teach.

I am proud of the response so far. I am concerned that offices are not large enough to achieve social distancing from colleagues. Will we have enough money for cleaning supplies? Will we be able to require visitors to wear masks and participate in symptom checks? Will more staff be losing jobs or hours permanently to support faculty (salaries/raises) who are unappreciative of our efforts?

I think a gradual transition back to campus might be a good idea, depending on your role and the requirements of your position.

Open us back up right away to the pre-pandemic operations, no restrictions, no masks. I have to haul water in every day because the drinking fountains are turned off. This is added costs that I must endure when I'll never see a pay raise from this university ever again. Faculty get a guaranteed 2.5% pay raise every year and I'll never see my pay increase, but I've had to spend hundreds on dollars on technology and masks just to do my job. Do your jobs and get us back to work.

Students won't be consistently wearing masks. I think they would rather meet remotely than to have to come to campus and wear masks.

I'll say it again, clear communication once decisions are made is key.

I think the university has done a great job making sure staff and students stay safe and healthy by responding quickly to the pandemic.

I am skeptical that the university can provide the necessary cleaning and sanitizing to make public spaces safe for staff (door handles, railings, bathrooms, etc). The less people that are on campus, the safer we will all be.

I would like to say that you probably should have proofread your survey before sending it out. Many of the questions don't make sense with the responses, some response are incomplete, and you've got typos as well. Based on the quality of this survey any data is going to be skewed and should probably be considered invalid.

Please let us go back and work In person. Working online is difficult, especially meetings. I need the human interaction piece back.

Because of the lack of PPE, disinfectant, etc. Staff has bought it so exam and practice rooms can be disinfected between groups of students.

I appreciate the time and effort the administration has put into their response. I fully trust their decisions and will comply with whatever protocols are put into place so as to ensure the health and safety of the entire WSU community.

no

I assume question 7 should have had a Yes, Part-time option. That would be a more applicable response for my staff.

# End of Report