



Alternate Work Location Policy Survey Responses

Public Report

Survey created and distributed on Faculty/Staff Listserv by A&M-Commerce Staff Council

(Qualtrics survey open October 13-23, 2022)

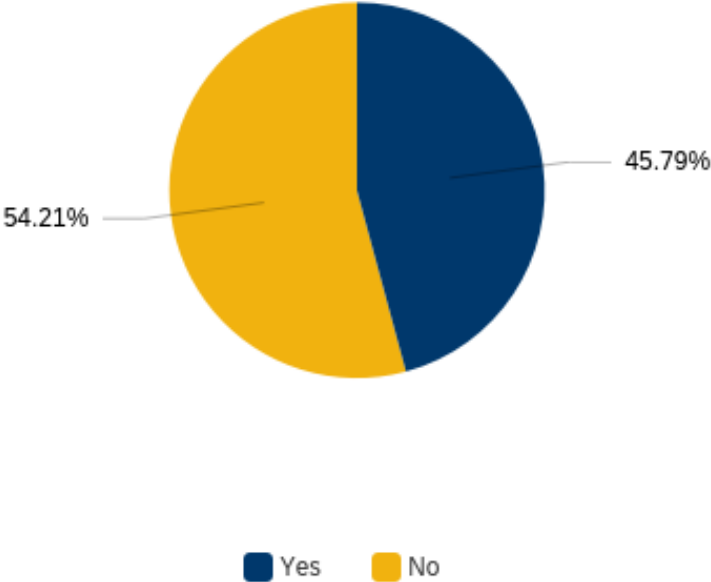
Request for feedback and suggestions from the campus community in drafting a new
Alternate Work Location Policy

Total responses:

| Answer | Count |
|---------------|--------------|
| Staff | 192 |
| Faculty | 45 |
| Other | 4 |
| Total | 241 |

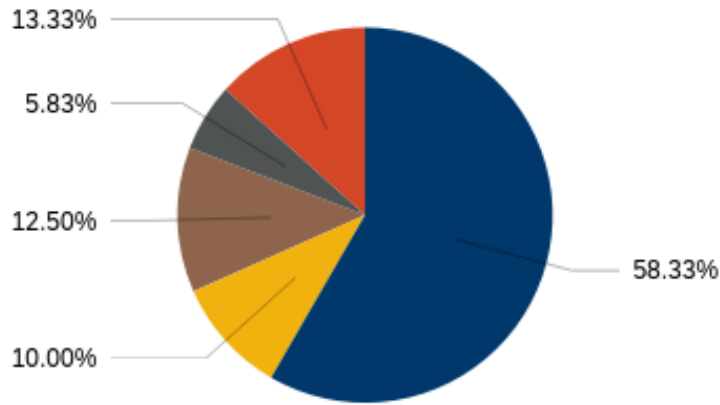
Data in the following report reflect only the responses of self-identified Staff

Q3 - At any point in the 2022-2023 academic year, do you anticipate that you will be working remotely (for any length of time)?



| Answer | Count |
|--------------|------------|
| Yes | 87 |
| No | 103 |
| Total | 190 |

Q4 - Why not?



■ My supervisor, department, and/or division have not provided me with the opportunity to do so

■ I prefer to work 100% on campus; I do not wish to work remotely

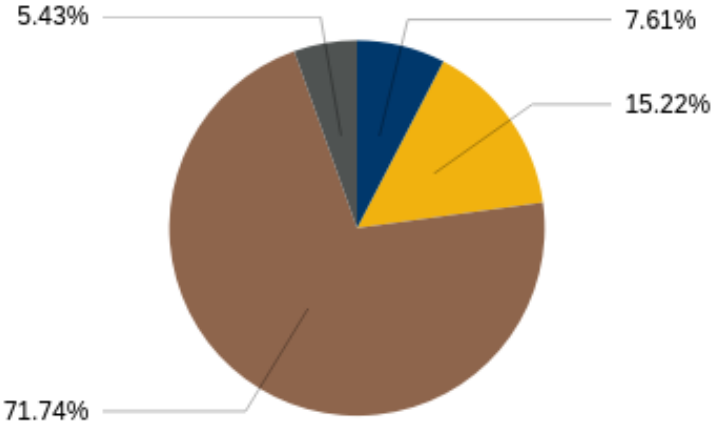
■ I cannot perform my job duties remotely

■ Technology concerns (internet, privacy, equipment, etc.)

■ Other

| Answer | Count |
|---|------------|
| My supervisor, department, and/or division have not provided me with the opportunity to do so | 70 |
| I prefer to work 100% on campus; I do not wish to work remotely | 12 |
| I cannot perform my job duties remotely | 15 |
| Technology concerns (internet, privacy, equipment, etc.) | 7 |
| Other | 16 |
| Total | 120 |

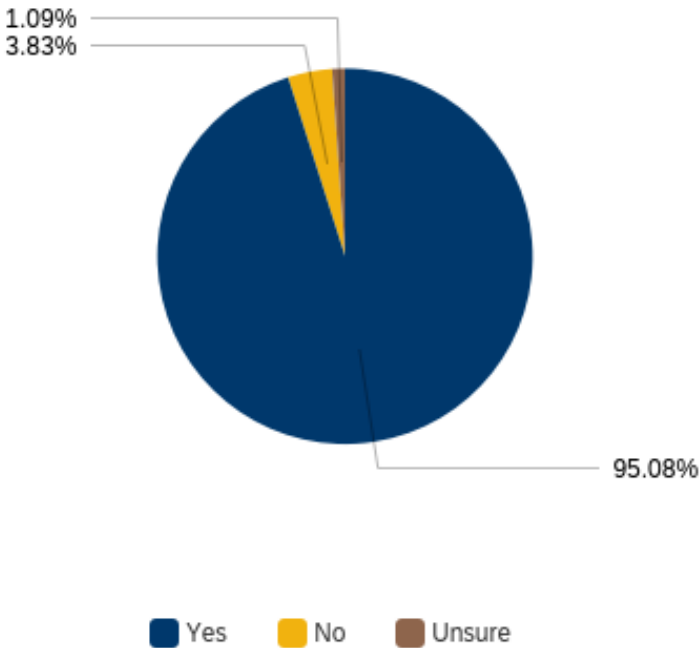
Q6 - If given the opportunity to choose, how would you prefer to work:



- 100% on-campus
- 100% alternate work location
- Hybrid (some on-campus and some AWL)
- n/a - my job duties dictate my location

| Answer | Count |
|---|------------|
| 100% on-campus | 14 |
| 100% alternate work location | 28 |
| Hybrid (some on-campus and some AWL) | 132 |
| n/a - my job duties dictate my location | 10 |
| Total | 184 |

Q7 - Do you believe you have the necessary knowledge and resources to successfully perform your job duties remotely?

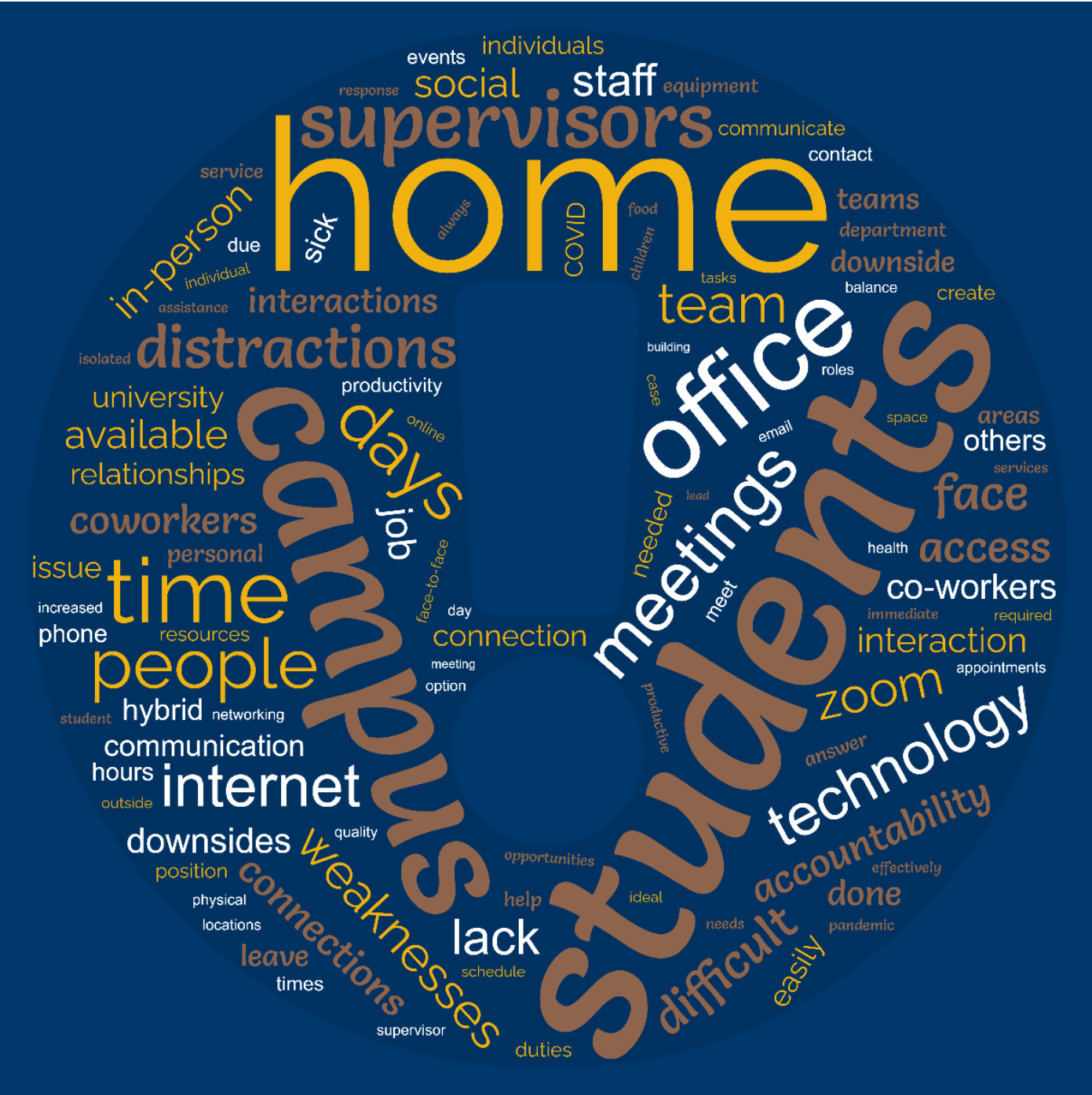


| Answer | Count |
|--------------|------------|
| Yes | 174 |
| No | 7 |
| Unsure | 2 |
| Total | 183 |

Q8 - In your opinion, what are some strengths or benefits to working remotely?



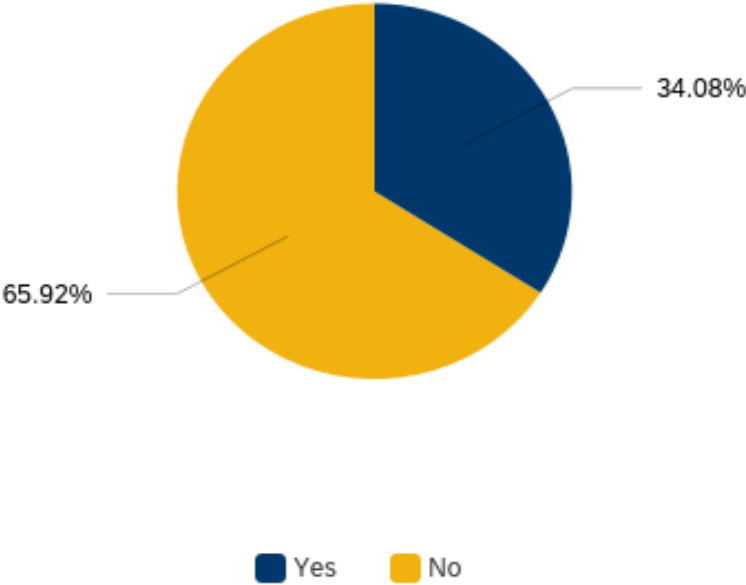
Q9 – In your opinion, what are some weaknesses or downsides of working remotely?



Q11 – In addition to the existing resources found at the link above, what other tools, solutions, guidance, or training would you need to be the most successful working from an alternate work location? (examples: time management tools, training sessions for Zoom and other software, digital survey tools, wellness resources, etc.)

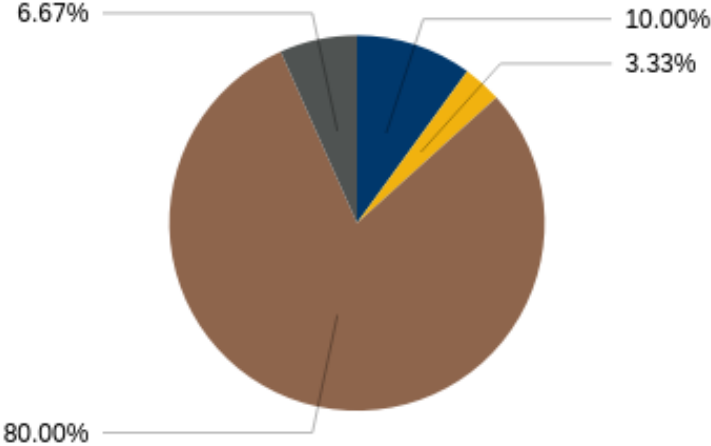


Q12 - Do your job duties include managing/supervising other full-time staff?



| Answer | Count |
|---------------|--------------|
| Yes | 61 |
| No | 118 |
| Total | 179 |

Q13 – [SUPERVISORS ONLY] If given the opportunity to choose, how would you prefer to manage your staff?



- 100% on-campus staff
- 100% remote staff
- Hybrid staffing (some on-campus and some remote)
- n/a - my team's job duties dictate their location

| Answer | Count |
|---|-----------|
| 100% on-campus staff | 6 |
| 100% remote staff | 2 |
| Hybrid staffing (some on-campus and some remote) | 48 |
| n/a - my team's job duties dictate their location | 4 |
| Total | 60 |

Q14 – [SUPERVISORS ONLY] If implemented in your department, what would be some benefits of managing/supervising remote employees?



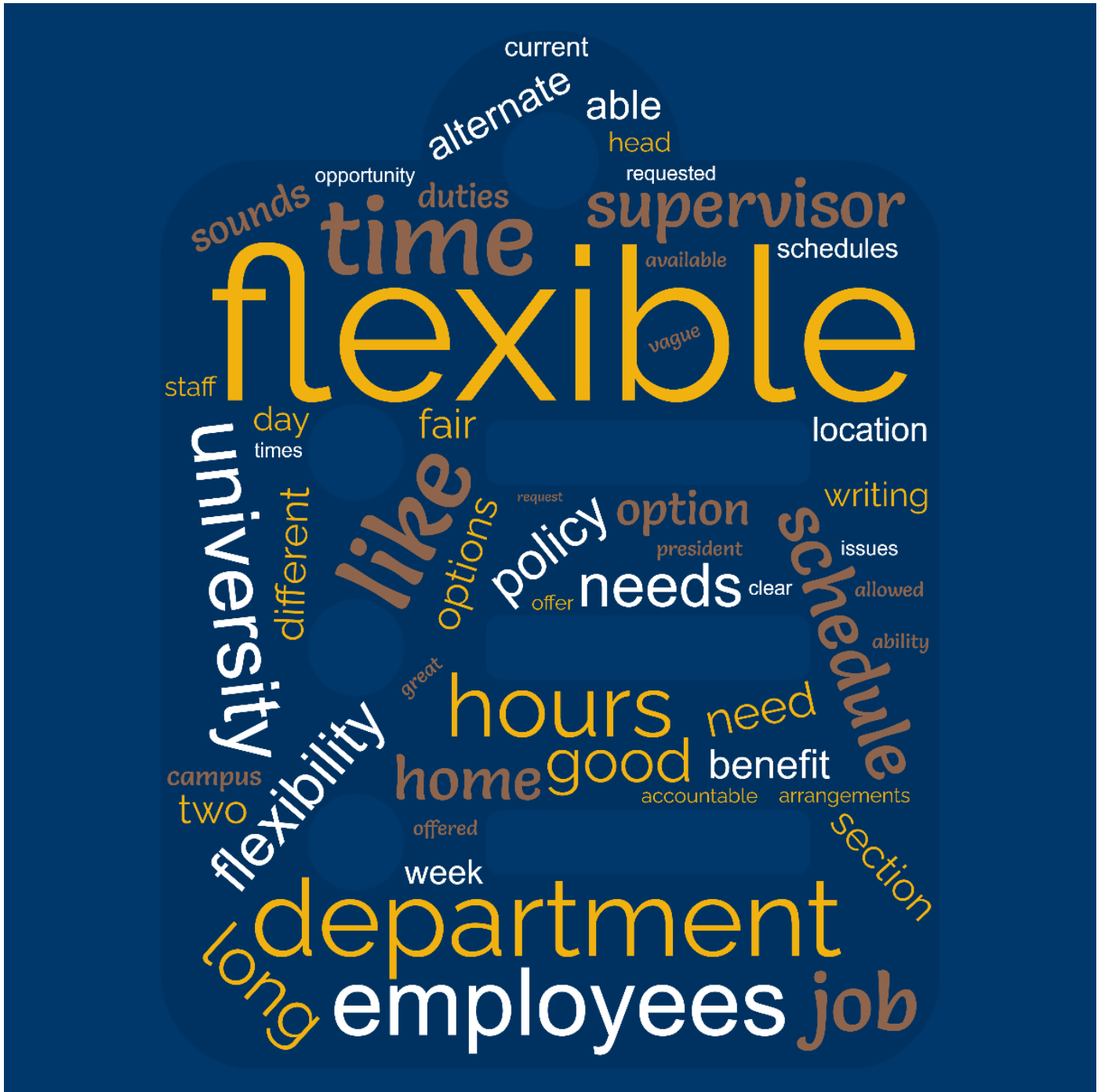
Q15 – [SUPERVISORS ONLY] What are some concerns you have about managing/supervising remote employees?



Q16 – [SUPERVISORS ONLY] In addition to the existing resources, what tools, solutions, guidance, or training would you need to supervise full-time remote or hybrid employees successfully? *(examples: employee engagement tools, supervisor training, digital survey tools, wellness resources, etc.)*



Q18 – What do you like about the existing policy?



Q20 – Are there any other thoughts, suggestions, or previous experiences you would like to share with Staff Council and Human Resources related to an Alternate Work Location Policy?

