

PED Remote Work Survey: Data analysis
December 2021

Responses = 600
 Total Staff as of Fall 2020 = 4276
 Response Rate = 14.03%
 Average Completion Time = 11 min

The Good News:

80% of respondents had the opportunity to submit a request for remote work; 20% of respondents did not have the opportunity to submit a request for remote work

370 staff had an unrestricted opportunity to apply for remote work with a denial rate of approximately 5.1%

23 staff reported a restricted* opportunity to request remote work. The denial rate there is approximately 8.7%

The overwhelming majority of staff applying for remote work were approved for hybrid work.

35% (211) of respondents reported a high level of satisfaction with the policy (giving the policy a 5 on the scale) while 18.7% (111) report a low level of satisfaction (giving the policy a 1 or 2 on the scale).

The Bad News:

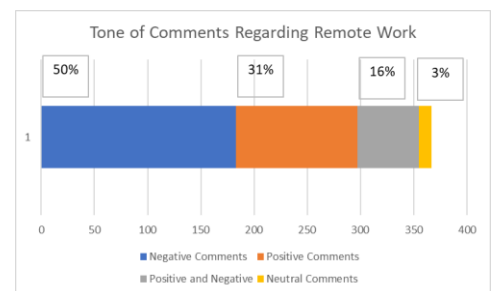
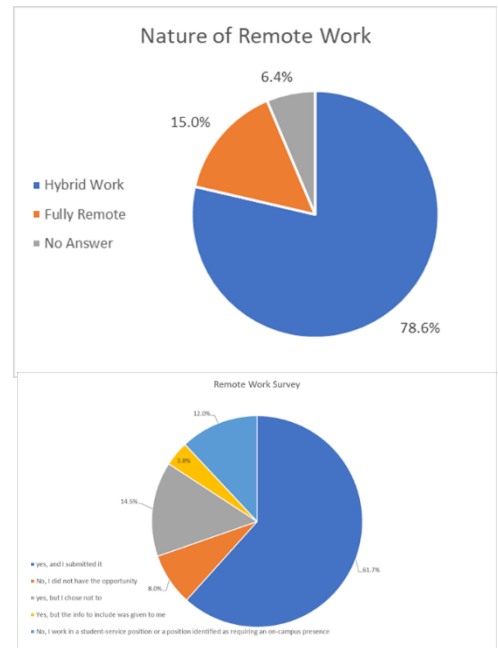
48 (8%) respondents reported they did not have an opportunity to apply for remote work.

Of that number, 32 (67%) reported they were not given an explanation as to why they were not given the opportunity to apply for remote work.

Twenty-two respondents' requests for remote work were denied. Only two appealed the decision, but both of those appeals were successful. Information was not obtained on the reason if the denials were due to a lack of knowledge about the process, or low employee morale among those who were told "no"?

Respondent Comments:

367 chose to leave comments out of 600 total responses and were analyzed as "Positive", "Neutral", "Negative" or "Positive and Negative". Out of 367 comments, 183 (about 50%) were negative. This doesn't quite match up with responses to the Likert Scale question "What is your level of satisfaction with implementation of the Remote Work Policy? 1 being very dissatisfied and 5 being very satisfied." For this question, only about 19% of responses were dissatisfied or very dissatisfied.



Comment Themes

- Would leave U of L if remote work were not an option.
- Productivity is better with remote work.
- Remote work leads to improved work-life balance.
- Lower stress due to shorter commutes.
- Student-facing staff not allowed remote opportunities.
- Supervisors not thinking that remote work is as productive as in-person work. If remote work was successful during the worst of the pandemic, why drop it now?
- Different decisions for people in the same job.
- Policy inconsistently applied across campuses, schools, units and individuals.
- Deans overriding departments' decisions.
- No flexibility for parents with children who have been quarantined – required to take time off rather than remote work.

*Restricted opportunity: Staff reported they were told by superiors what they could apply for, i.e., one day a week, particular hours, etc.