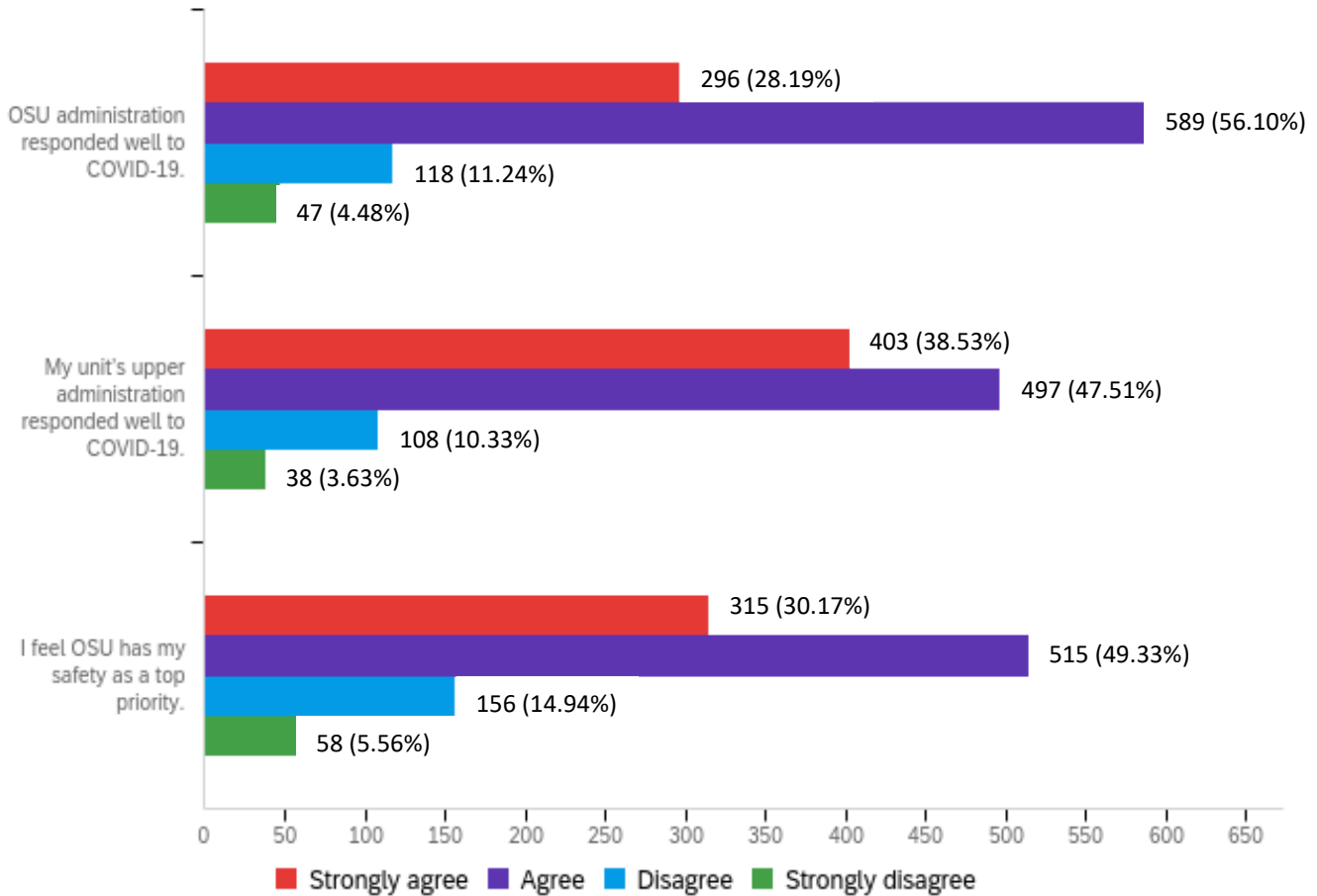


2022 SAC COVID-19 Survey - STW-TUL

Qualtrics Default Report

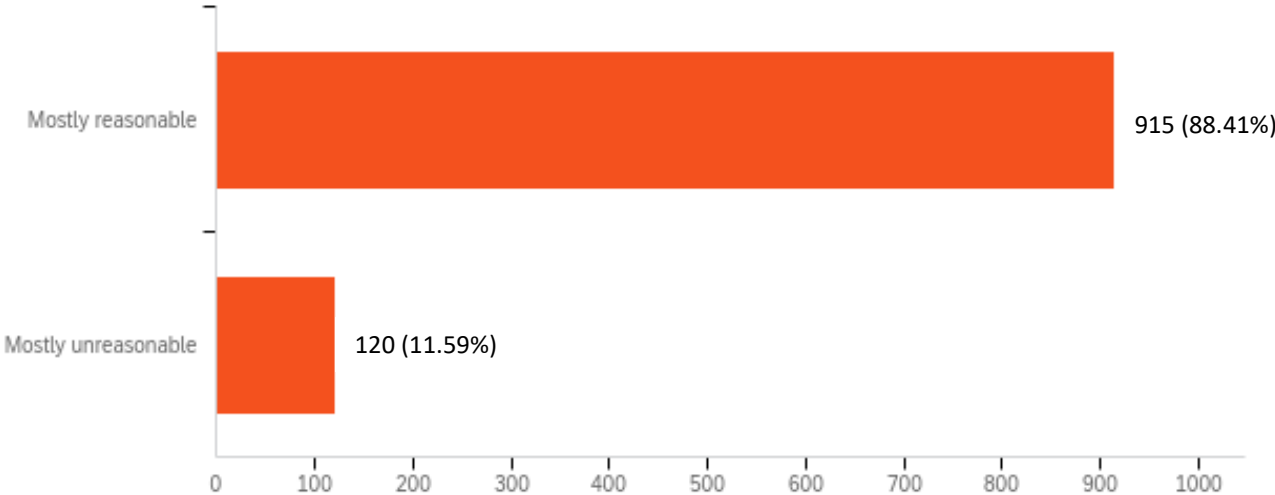
The below report was created via the default Qualtrics reporting function. It is intended to show preliminary visualizations prior to in-depth cleaning of the data and may have slightly different statistics compared to the fully cleaned data set. Additionally, the open-ended responses are provided in full within the report and have also not been cleaned, anonymized, or altered in any way.

Q1-Q3 - Please rate your level of agreement with the following items.



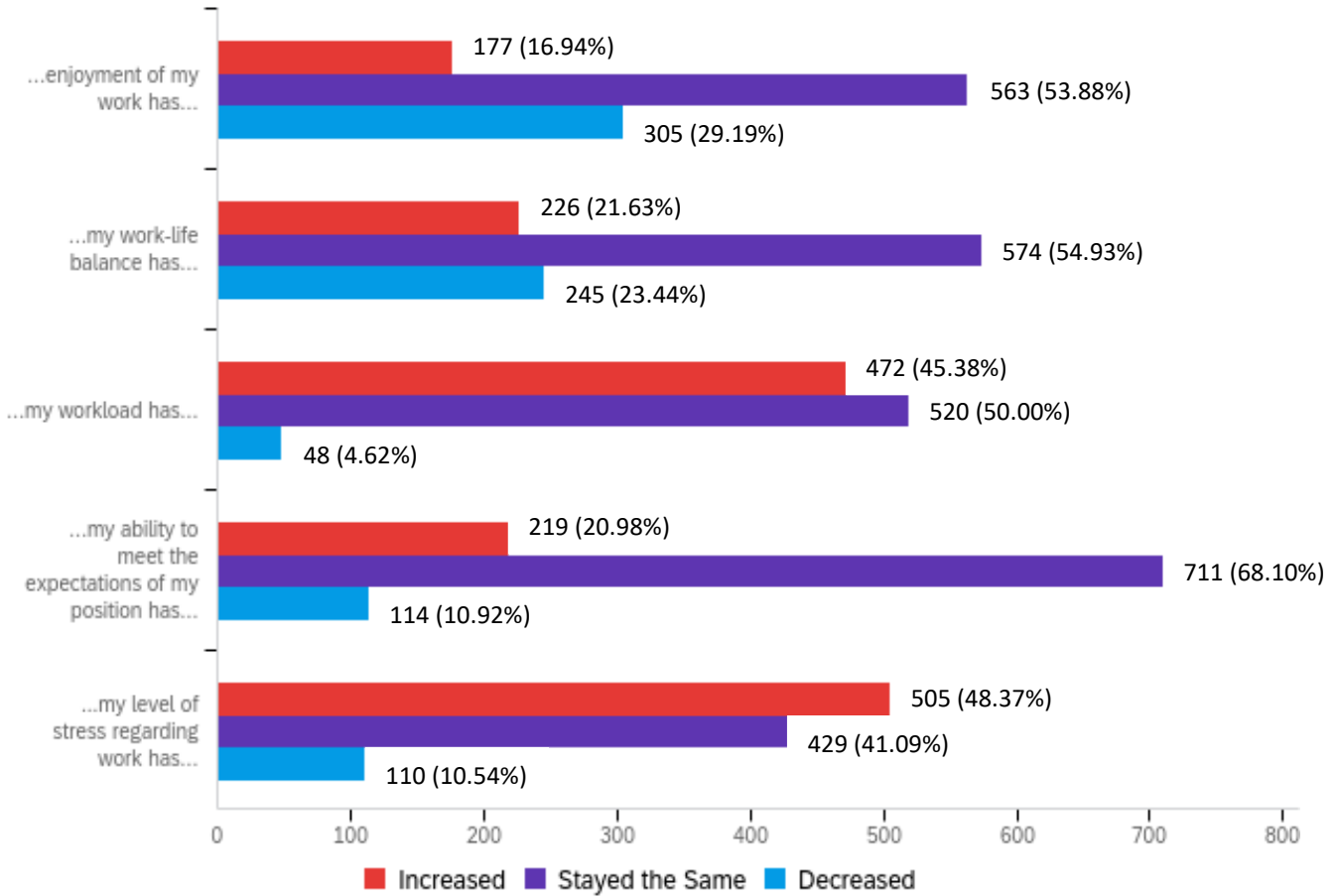
#	Item	Strongly agree		Agree		Disagree		Strongly disagree		Total
1	OSU administration responded well to COVID-19.	28.19%	296	56.10%	589	11.24%	118	4.48%	47	1,050
2	My unit's upper administration responded well to COVID-19.	38.53%	403	47.51%	497	10.33%	108	3.63%	38	1,046
3	I feel OSU has my safety as a top priority.	30.17%	315	49.33%	515	14.94%	156	5.56%	58	1,044

Q4 - In response to COVID-19, OSU's policies and mandates have been:



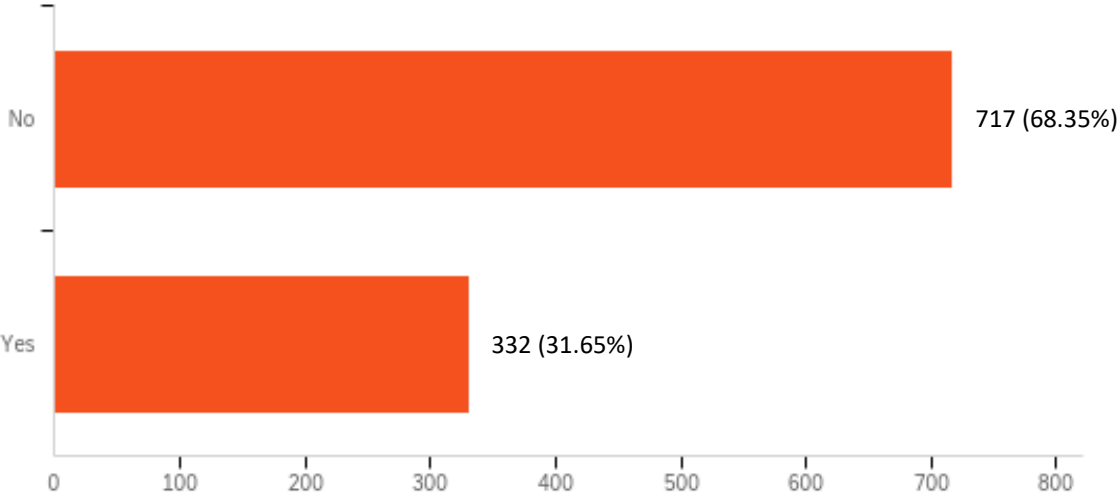
Answer	%	Count
Mostly reasonable	88.41%	915
Mostly unreasonable	11.59%	120
Total	100%	1,035

Q5-Q9 - Since the start of 2020...



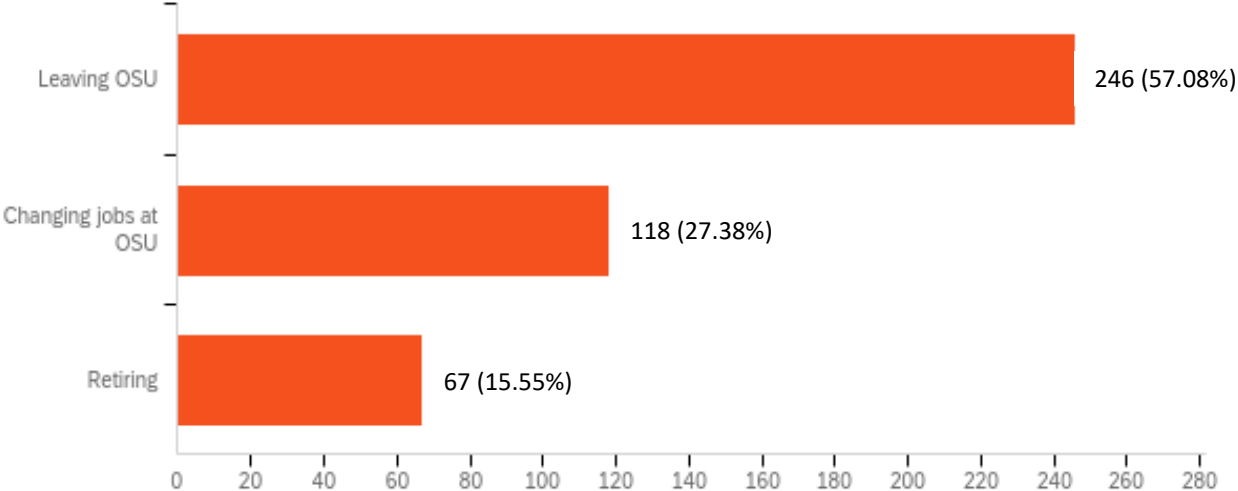
#	Item	Increased		Stayed the Same		Decreased		Total
5	...enjoyment of my work has...	16.94%	177	53.88%	563	29.19%	305	1,045
6	...my work-life balance has...	21.63%	226	54.93%	574	23.44%	245	1,045
7	...my workload has...	45.38%	472	50.00%	520	4.62%	48	1,040
8	...my ability to meet the expectations of my position has...	20.98%	219	68.10%	711	10.92%	114	1,044
9	...my level of stress regarding work has...	48.37%	505	41.09%	429	10.54%	110	1,044

Q10 - Due to concerns related to OSU's response to the pandemic, have you seriously considered changing jobs at OSU, leaving OSU, or retiring?



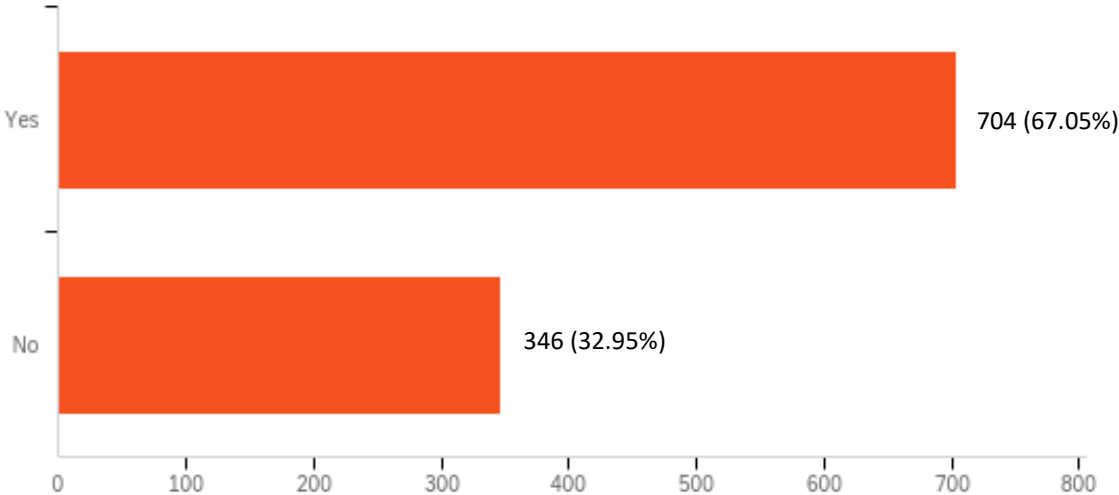
Answer	%	Count
No	68.35%	717
Yes	31.65%	332
Total	100%	1,049

**Q11 - Based on your previous “Yes” response, which option(s) have you considered?
Select all that apply.**



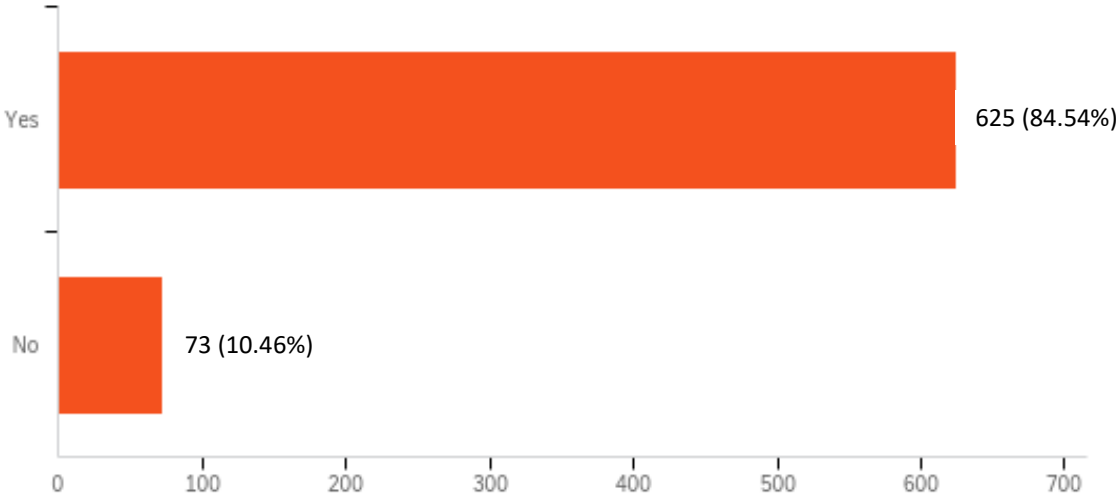
Answer	%	Count
Leaving OSU	57.08%	246
Changing jobs at OSU	27.38%	118
Retiring	15.55%	67
Total	100%	431

Q12 - Can your job be done remotely?



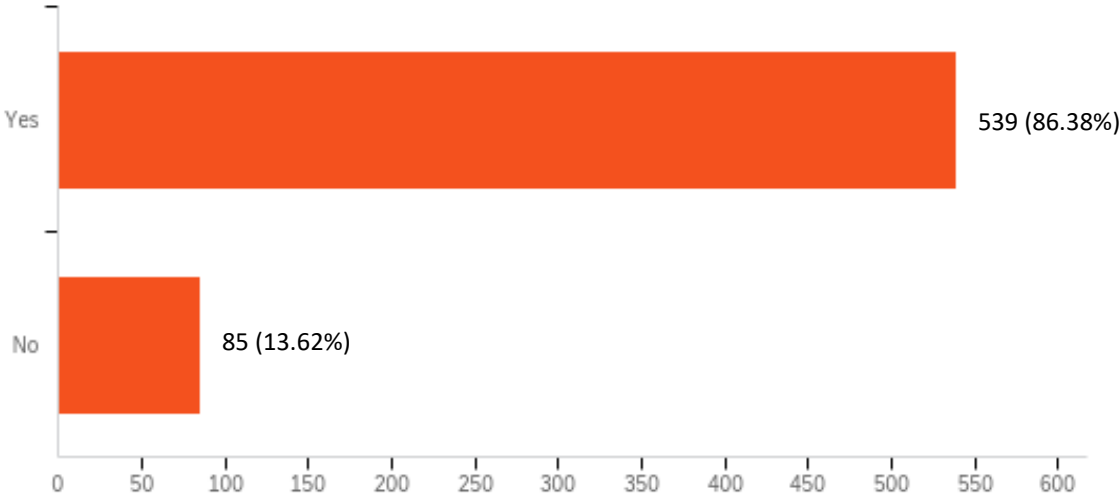
Answer	%	Count
Yes	67.05%	704
No	32.95%	346
Total	100%	1,050

Q13 - Were you given the opportunity to work remotely through the pandemic?



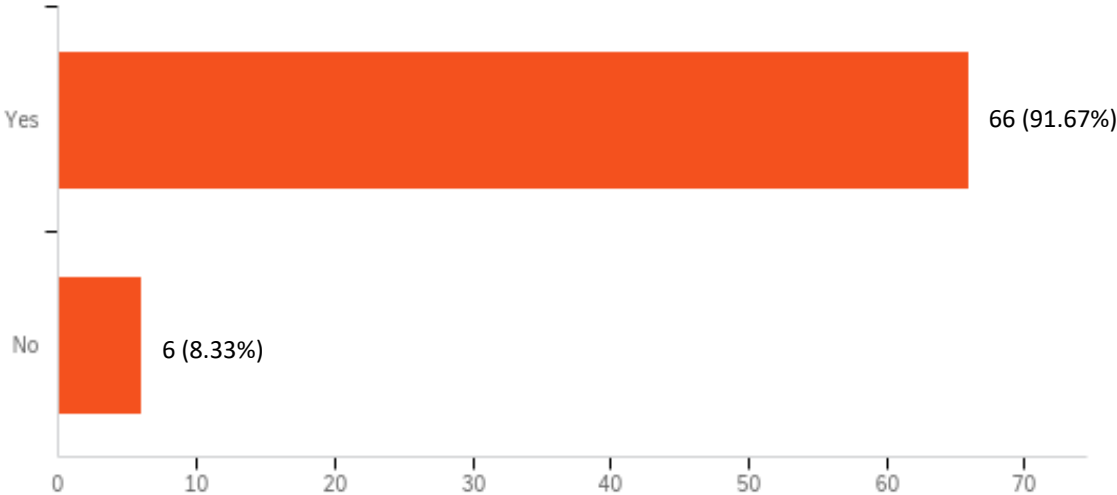
Answer	%	Count
Yes	89.54%	625
No	10.46%	73
Total	100%	698

Q14 - Did/Do you work remotely through the pandemic?



Answer	%	Count
Yes	86.38%	539
No	13.62%	85
Total	100%	624

Q15 - If you were given the opportunity to work remotely, would you have accepted?



Answer	%	Count
Yes	91.67%	66
No	8.33%	6
Total	100%	72

Q16 - Since your work could be done remotely but you were not given the opportunity to do so, please elaborate on your thoughts and any struggles you may have faced due to working in person.

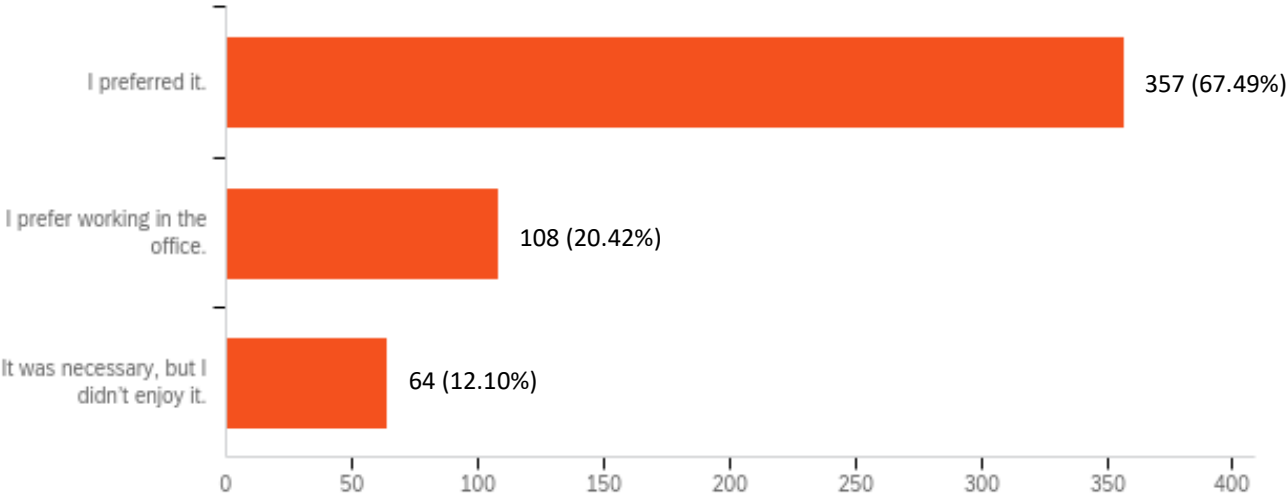
Number of responses: 51

Other people taking advantage of remote work. Most active policies are due to the current irresponsible workforce OSU employees.
my unit selectively allowed departments to work remotely, including our production department, the largest group of our staff. working in a mostly empty office was pretty discouraging and lonely.
The fact that my family was at home without me.
The majority of my job duties can be done at home but someone needed to be here and i was 'elected' no real struggles
Working in person during a pandemic put myself and my significant other at risk. If a job can be done remotely, then the employee should be granted the opportunity to do so.
my internet connection is bad out where we live which made it had.
Worked for the College of Engineering was considered essential.
I have a child who is too young to be vaccinated. I worry about being around students, faculty, and staff all day and taking the virus home. I also worry about sending her to daycare, which is necessary when my husband (also OSU staff) and I are both working on campus. It would make me feel like my concerns were actually recognized if the department would at least consider letting us work remotely, rather than saying no one at all will be allowed.
the effort it takes to get approval to work from home is too high and my management is sooner to use my annual leave before allowing me to continue working from a location that isn't OSU
January 2022, I was forced to take 3 sick days because I was "exposed" to a co-worker. I was never close to her and stayed in my office. I was able to work from home and had in the past because of COVID but was denied this time. It was very UNREASONALBE in my opinion....
The disparity across campus increased dissatisfaction with my job. My employer made us work in the office but supervisors within the College allowed some to continue to work from home.
My job was done remotely briefly but quickly moved back on campus without the input of staff or addressing safety concerns
Inconsistent adherence among students, staff, faculty to masking and social distancing policies. No centralized top-down response
I work in an open area where masks were not encouraged so therefore several staff and student workers did not wear them. This seems counterproductive to the feeling of safety in the workplace if others are not concerned about how to protect each other. We were allowed to work briefly from home but then were told we had to be on the job unless we had comorbidities that prevented this. Even after being vaccinated, there were staff members coming in who had had the virus but either didn't comply with the CDC guidance for staying home long enough or wearing masks while in the office.
The Dean felt his direct staff needed to be on site in the office
I did work remotely for a period of time, but then was required to come back by Dean Tikalsky even though my work productivity was to expectations and my director was fine with us working from home.
I only been in the position for a year. I worked only a few months before getting the vaccine and the mask mandates were still in place. It was only at the begin of Fall 21 semester that I was stressed out specially because of the Delta variant. Even though, I had all vaccines, the thought of getting into crowds where most were not masked was very stressful and it made coming to work tough.

We were only allowed to work remotely for the first 6 months. Then management insisted we be at work in person. This put us at risk for contracting COVID with our open office plan. This also made the job more stressful because of worrying about said risk. Even having two days be remote would have made this better.
We were given the option to work remotely for a very limited amount of time. I am an at risk individual, and would have felt much safer working from home.
My only concern working in person was washing and sanitizing hands and surfaces too often, which I believe I should not have done that often while working remotely.
My office did not adhere to policies and guidelines. Nobody wore a mask. People continue to come to work when sick. Even if they are not sick with COVID, I do not want whatever it is they have. .
Work-from-home choice priority was given to those with children or existing health conditions. My former coworkers abused that to constantly work from home, which forced my other coworker and I (who are both also immuno-compromised) to work fully in-person. Work-from-home choice priority ended up going to whoever complained the most, and not realistically who needed it the most.
Admin Assistants need to stay in the office to keep it open. We risk exposure every day, and have to take our own sick time if we get sick/have to quarantine.
After the initial shut down of the university, CEAT Deans office employees were not allowed to work remotely at all. We were forced to use sick leave and our responsibilities would have to wait until we returned. This felt highly inefficient and like there was no concern for employee well-being. My job can be done from anywhere in the world that has an internet connection yet I still got in trouble for doing work while I was "sick" with no symptoms. This policy has seemingly changed since the Dean has needed to be away from the office recently.
It was offered when it 1st happened, after that it was not really discussed
We were allowed to work remotely at the very beginning of the pandemic but were brought back too early. I caught covid from exposure to a student who tested positive. I have now been battling long haul covid ever since.
We were allowed about 3 months to work from home. After that, it was everyone back in the office full time unless you had a doctor's note. I would have preferred staggered schedules.
Risks
It was very inconsistent in the different departments of the school. We were told that we were not able to work remotely after the return to campus. However, many other departments were still able to work from home. Departmentally, if we had any Covid-19 symptoms or had been exposed - we had to use leave. This was a problem especially after the covid leave was no longer offered. So, most people continued to work even if they had symptoms. I feel like if the "work from home" option was offered, we probably wouldn't have had covid so rampant in our department. We were told the Dean did not allow remote work, however, many in the Deans office continued to work from home if exposed.
For a few months, working remotely was preferred. However, being in the office since Fall 2020 has been better for my work/life balance. Knowing I could do my job remotely makes it difficult to go to work when weather is bad.
Nearly all of my peers in the college were telecommuting when I was instructed by my supervisor to return to the office.
I was given the oppurtunity to work from home in a previous position at OSU but my new position does not want people working from home.
I have COPD and cannot wear a mask. That is the only reason I would have chosen to work from home.
Our leadership is scared that if one person works remotely, then all people will want to work remotely. Personally, if students are not on campus, I don't need to be on campus.
Hire in July 2021. Was working in person, but previously office had done remote work.
I am at high risk and would prefer the option to work from home or do a split schedule 2 days from home 3 in the office or vice versa.

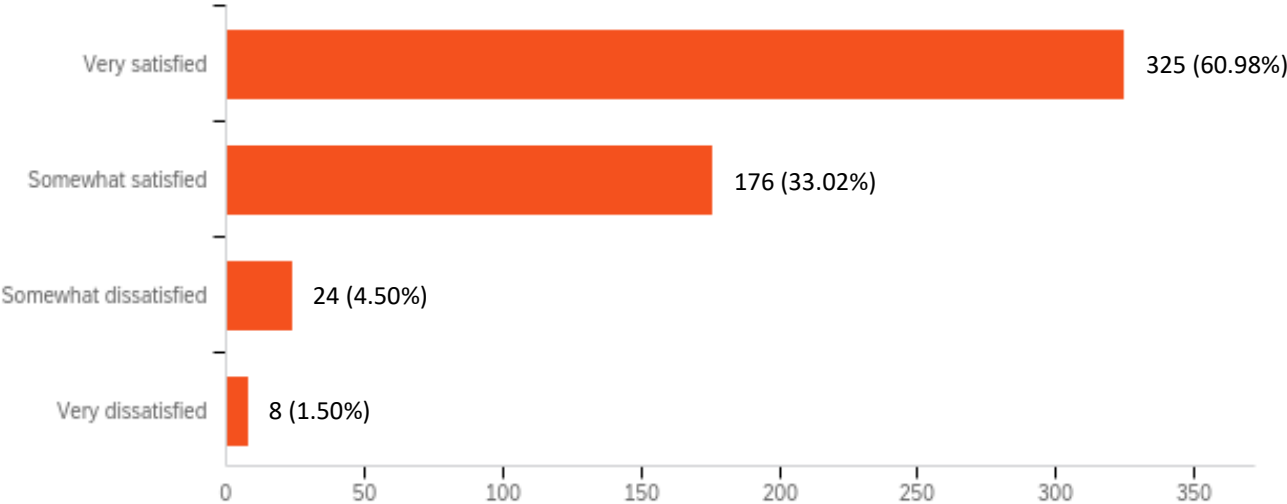
<p>I am immuno compromised, had several letters from my doctor stating I NEEDED to work from home, and was still required to work from campus doing a job that could be completed from my house. I was scared to come to work every single day. It was NOT my supervisors that would not allow me to work from home, but rather the EO office that deemed my doctor's letters "not enough" and instead told me to just shut the door to keep the virus out.</p>
<p>Childcare, having to keep distance from elderly parents because of exposure to more people at work, my own personal health, anything I was coming to campus to do could have easily been completed at home because we were still socially distance and wearing masks location didn't matter considering you can do a zoom meeting from anywhere with internet access and a computer and certain colleges required virtual meetings and others were going back to in person and then hybrid had to happen to accommodate everyone. The most frustrating part of the whole situation concerning work was the colleges/deans having decision for their own instead of OSU as a whole making a decision for all. It very much caused inconsistency. Confusion for students when they returned because if they had a CAS class then it was virtual and highly restricted compared to CEAT that was in person with minimal accommodations. If this should ever EVER happen again the communication from OSU should be for all of campus instead of the colleges saying nope that doesn't apply to you. You still have to come to work. Yes the building is locked but you have a key and need to be here. Most ridiculous thing I have ever experienced. Communication was terrible in the beginning but it did improve. I had to pay for a electronic transcript because the registrar office was all working remote and couldn't print transcripts. So basically I paid \$6 for my educational attainment raise because I needed a transcript.</p>
<p>Others in my area work remotely rotating days. I would like to have the same opportunity</p>
<p>Phones needed constant monitoring</p>
<p>It was hard to get any thing complted as alot of people were gone working from home</p>
<p>Not working at OSU at the time, so couldn't have worked from home.</p>
<p>We were given the opportunity (and I took it) to work remotely only during very short periods and even during that time only for every other day.</p>
<p>I worked remotely during the a/b scheduled time, but other than that have worked in the office. I am pregnant and it would have been nice to have the option to better protect myself and my baby by working from home and then coming in for the few things that would require my presence in office. My boss is old school though and believes in doing everything face to face and doesn't like telework.</p>
<p>I changed jobs last year to greatly improve my protection from Covid 19. I worked in Engineering Technology in 2020 and the Unit Administration was unaware all other units were working from home. We were made to be in the office. I had co-workers and faculty who refused to wear masks. Finally when the Dean's office became aware they tried to make those wear masks. Those still refused to wear masks and to feel safe I had to remain in my office with the door closed. It was very stressful to the point I had co-workers hostile toward me. I am in a different college now and very happy. Engineering Technology is the worst place to work on campus.</p>
<p>There are administrative functions of my job that I can do at home, but I am one of the managers of the University Store so if the store was open I had to be here at least part time to ensure the store was functioning and serving student needs.</p>
<p>Safety was my primary concern due to high face to face time with students</p>
<p>I was a student worker in 2020 - I moved to staff early 2021</p>
<p>Exposure to general public and those who may be carrying illness was very valid and real in our office. There was no enforcement of masks or distancing. People were afraid to use their sick leave for fear of retaliation.</p>
<p>I worked remotely when campus was shut down but I was told to come back to campus in June. 90% of our building was still working from home and 90% of my department was still working from home which made getting anything done extremely hard. No on answered phones or emails.</p>
<p>I believe my department head doesn't realize my job can mostly be done remotely. At least 80% can be done online and the rest I could come in twice a week.</p>

Q17 - How did you personally feel about working remotely?



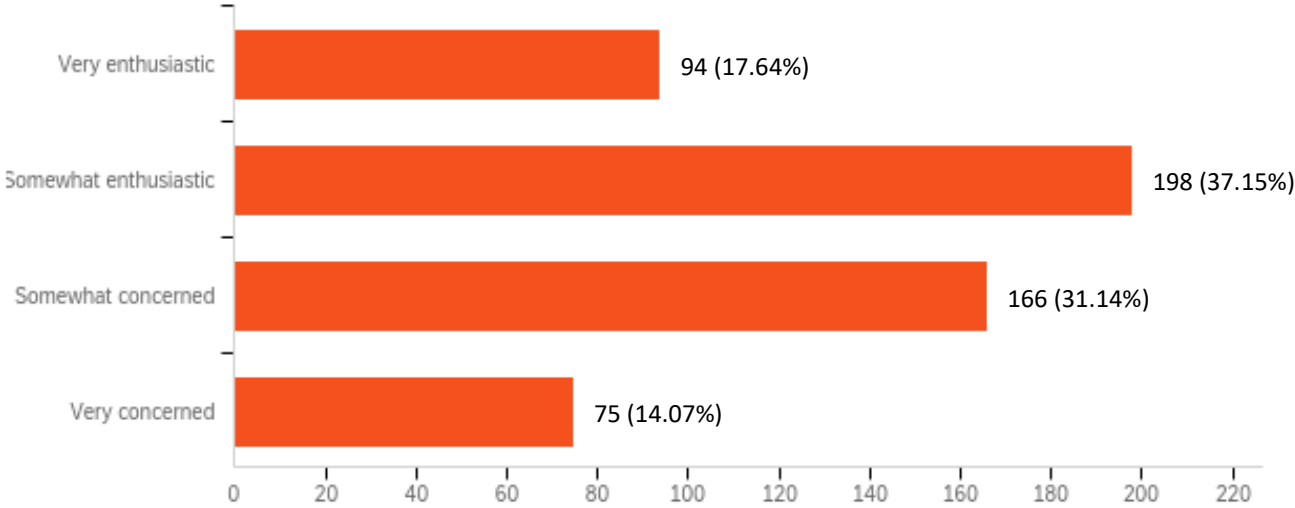
Answer	%	Count
I preferred it.	67.49%	357
I prefer working in the office.	20.42%	108
It was necessary, but I didn't enjoy it.	12.10%	64
Total	100%	529

Q18 - When working remotely throughout the pandemic, how satisfied were you with the accommodations made for staff?



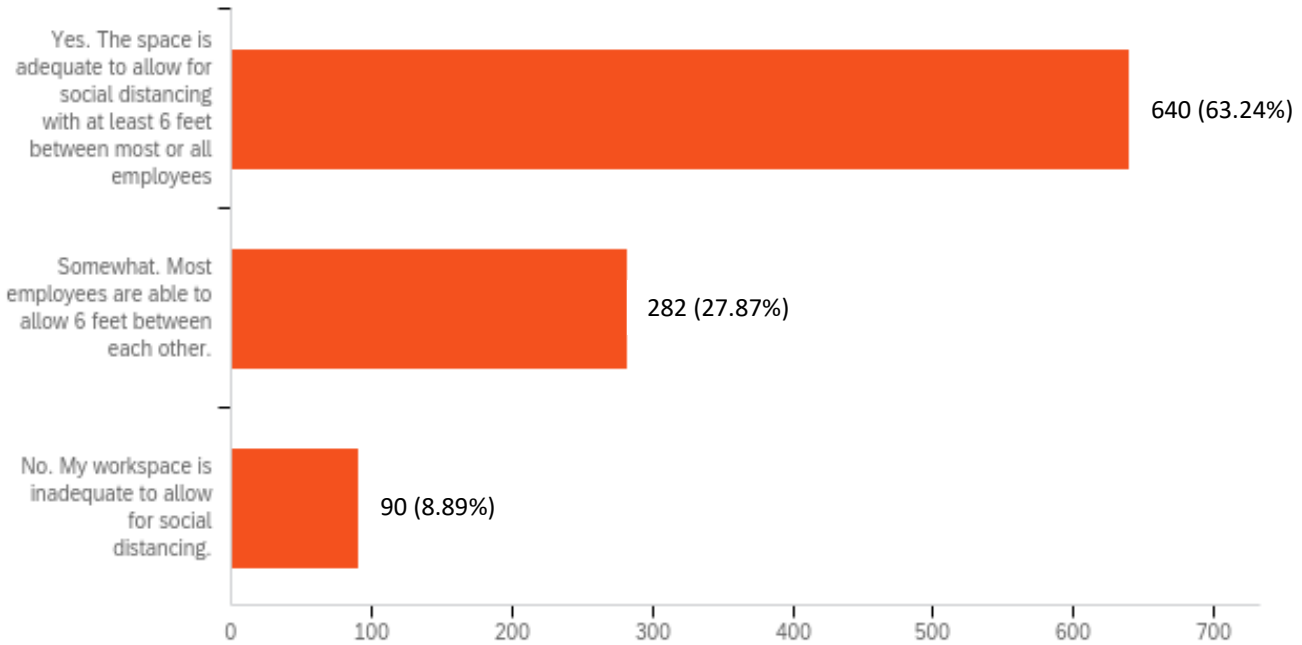
Answer	%	Count
Very satisfied	60.98%	325
Somewhat satisfied	33.02%	176
Somewhat dissatisfied	4.50%	24
Very dissatisfied	1.50%	8
Total	100%	533

Q19 - How would you describe your feelings when you returned to work in your on-campus office? OR, if you have not yet returned to working on campus, how would you describe your feelings about doing so in the future?



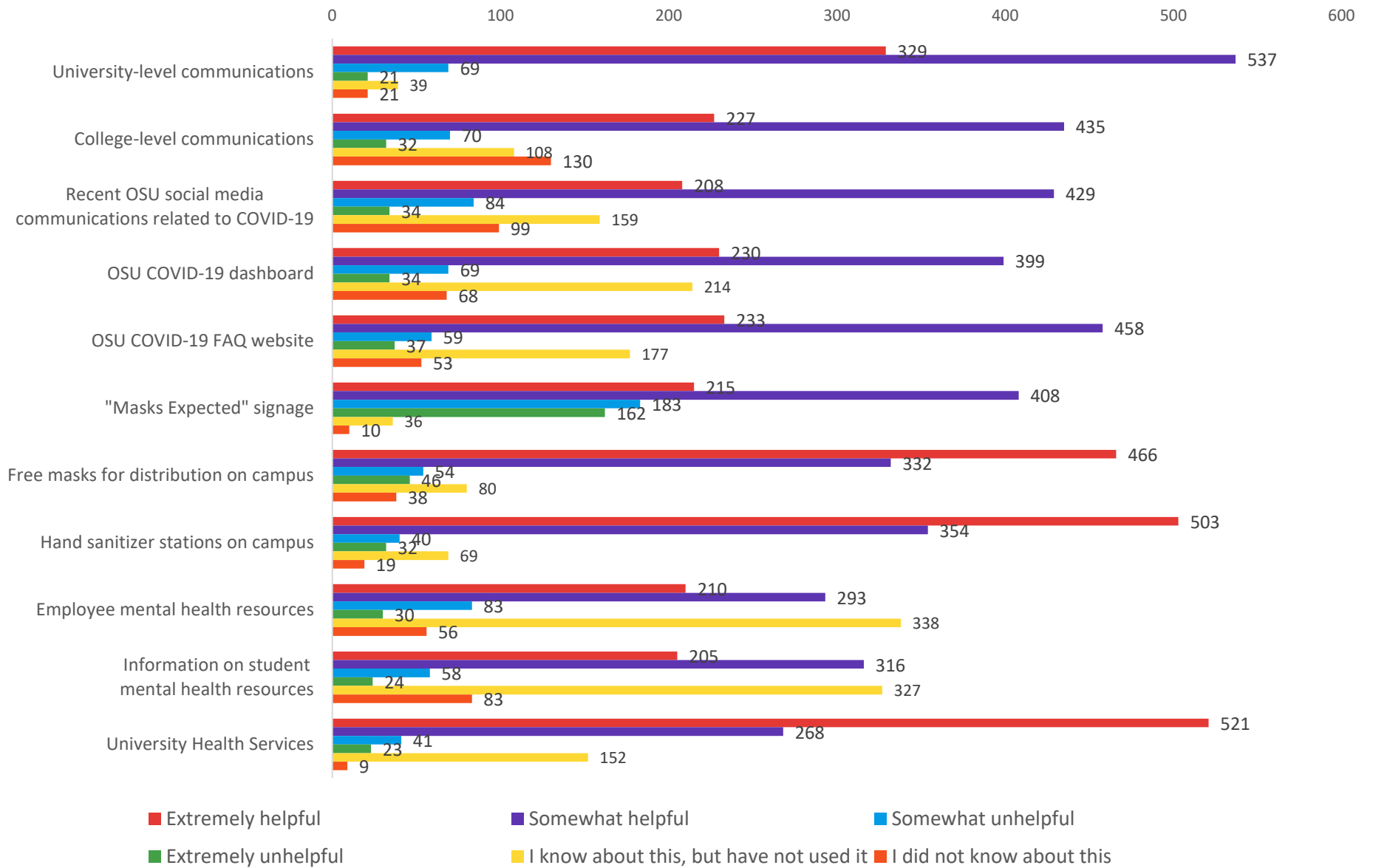
Answer	%	Count
Very enthusiastic	17.64%	94
Somewhat enthusiastic	37.15%	198
Somewhat concerned	31.14%	166
Very concerned	14.07%	75
Total	100%	533

Q20 - Is your office/workspace set up for social distancing?

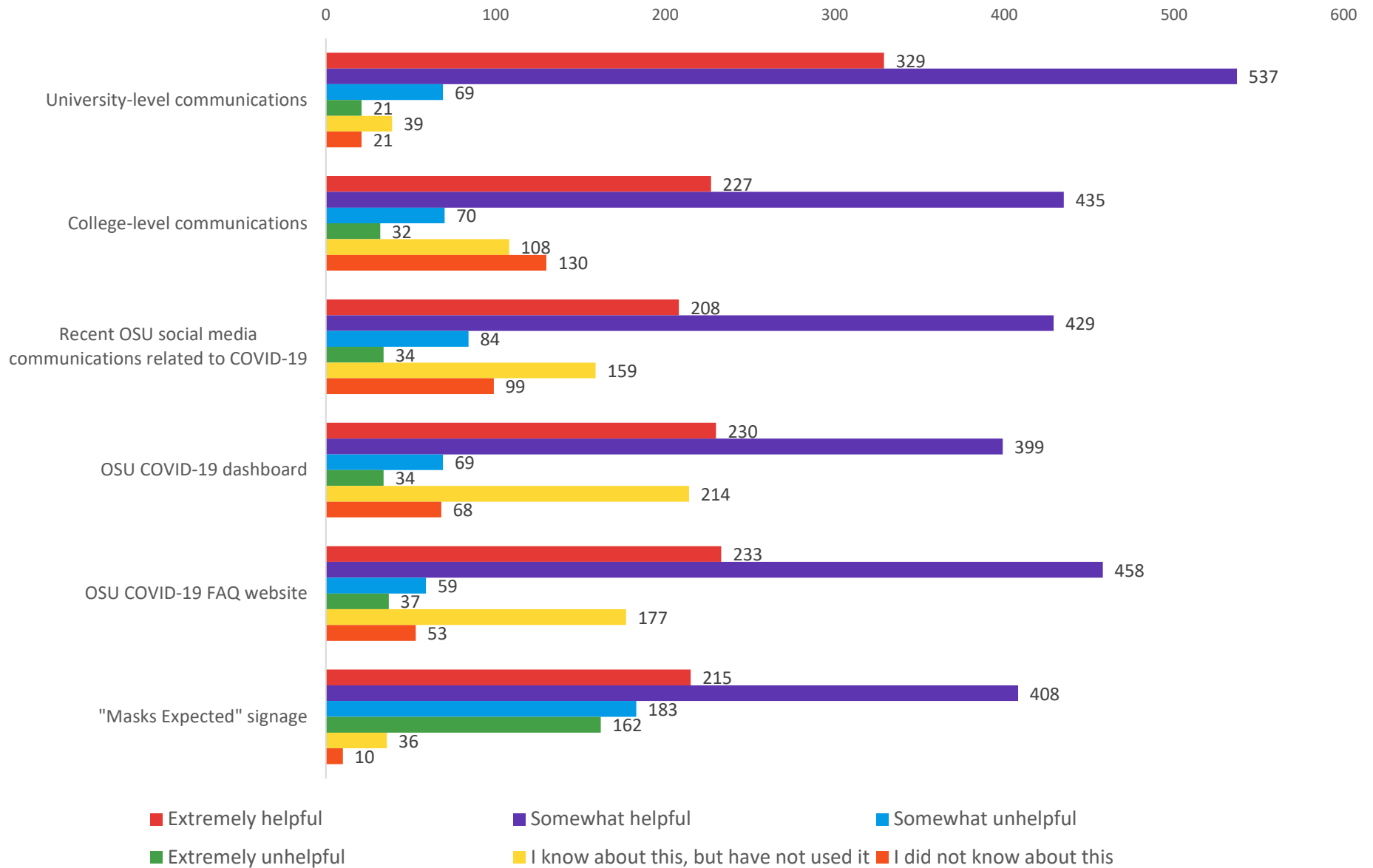


Answer	%	Count
Yes. The space is adequate to allow for social distancing with at least 6 feet between most or all employees	63.24%	640
Somewhat. Most employees are able to allow 6 feet between each other.	27.87%	282
No. My workspace is inadequate to allow for social distancing.	8.89%	90
Total	100%	1,012

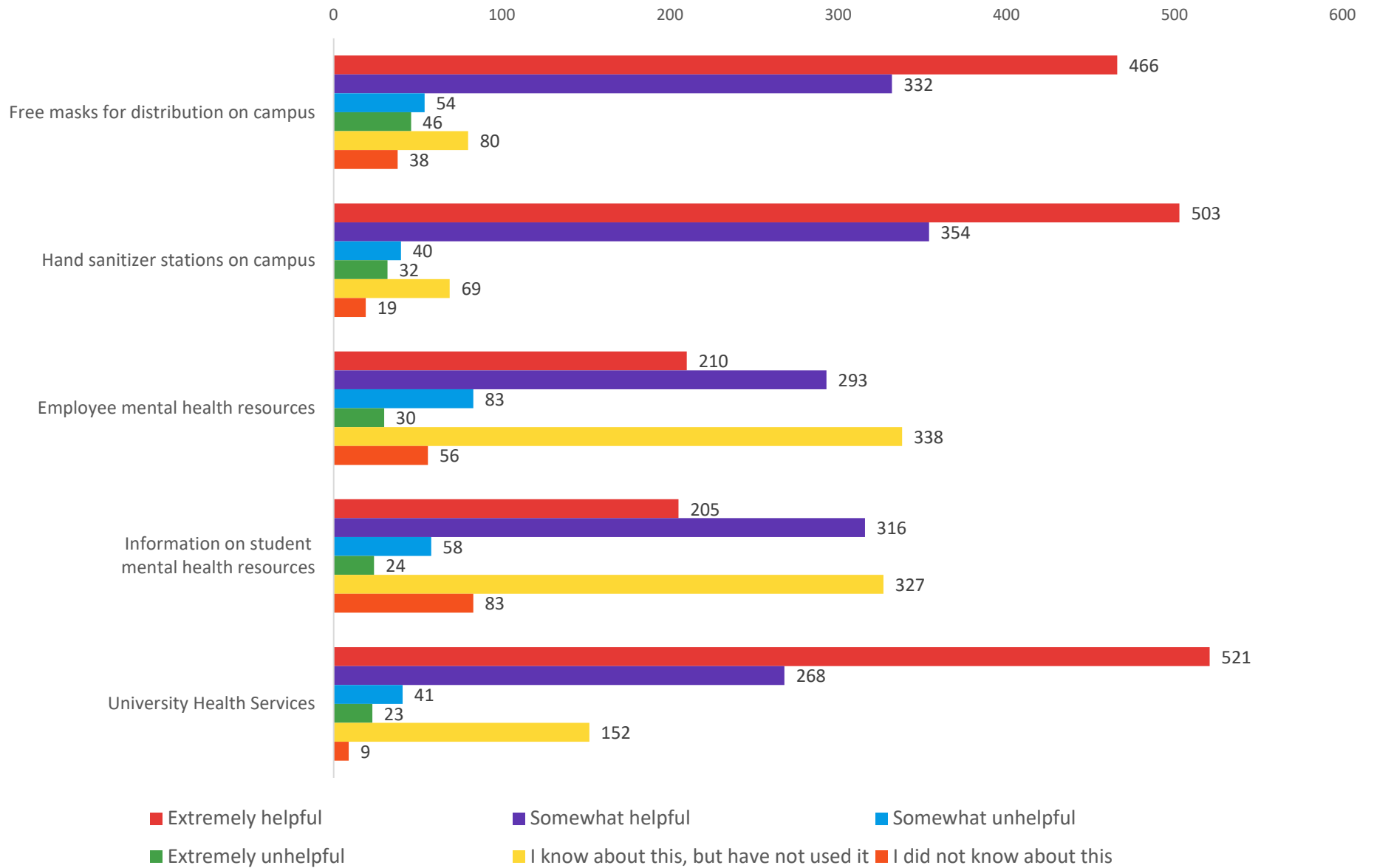
Q21-Q31 - How helpful have each of the following OSU resources been to you?



Q21-Q26 - How helpful have each of the following OSU resources been to you?



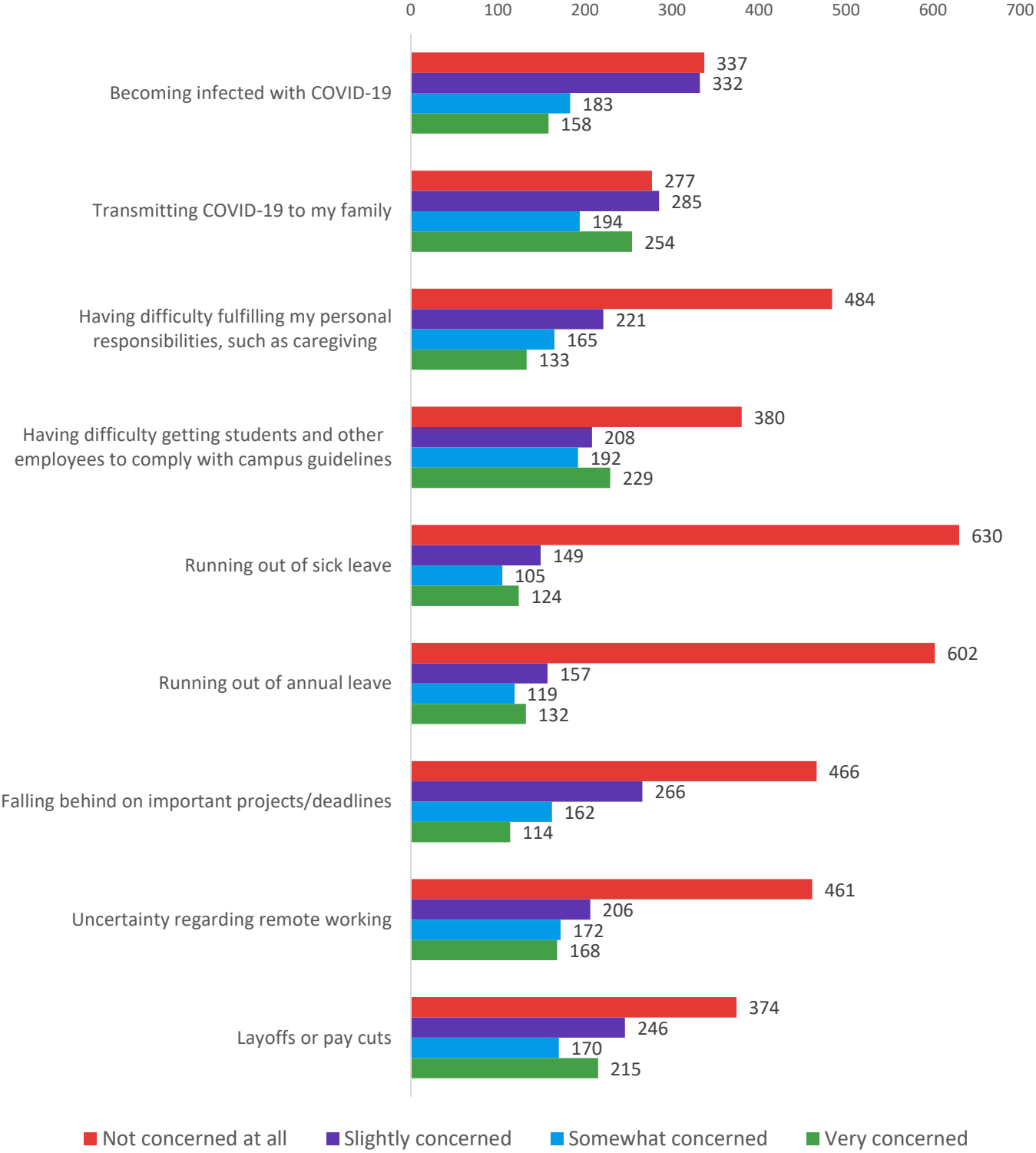
Q27-Q31 - How helpful have each of the following OSU resources been to you? *Cont.*



Q21-Q31 - How helpful have each of the following OSU resources been to you?

#	Question	Extremely helpful		Somewhat helpful		Somewhat unhelpful		Extremely unhelpful		I know about this, but have not used it		I did not know about this		Total
		%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
21	University-level communications	32.38%	329	52.85%	537	6.79%	69	2.07%	21	3.84%	39	2.07%	21	1,016
22	College-level communications	22.65%	227	43.41%	435	6.99%	70	3.19%	32	10.78%	108	12.97%	130	1,002
23	Recent OSU social media communications related to COVID-19	20.53%	208	42.35%	429	8.29%	84	3.36%	34	15.70%	159	9.77%	99	1,013
24	OSU COVID-19 dashboard	22.68%	230	39.35%	399	6.80%	69	3.35%	34	21.10%	214	6.71%	68	1,014
25	OSU COVID-19 FAQ website	22.91%	233	45.03%	458	5.80%	59	3.64%	37	17.40%	177	5.21%	53	1,017
26	“Masks Expected” signage	21.20%	215	40.24%	408	18.05%	183	15.98%	162	3.55%	36	0.99%	10	1,014
27	Free masks for distribution on campus	45.87%	466	32.68%	332	5.31%	54	4.53%	46	7.87%	80	3.74%	38	1,016
28	Hand sanitizer stations on campus	49.46%	503	34.81%	354	3.93%	40	3.15%	32	6.78%	69	1.87%	19	1,017
29	Employee mental health resources	20.79%	210	29.01%	293	8.22%	83	2.97%	30	33.47%	338	5.54%	56	1,010
30	Information on student mental health resources	20.24%	205	31.19%	316	5.73%	58	2.37%	24	32.28%	327	8.19%	83	1,013
31	University Health Services	51.38%	521	26.43%	268	4.04%	41	2.27%	23	14.99%	152	0.89%	9	1,014

Q32-Q40 - How concerned are you about the following scenarios regarding your future work at OSU with COVID-19 present?



#	Item	Not concerned at all		Slightly concerned		Somewhat concerned		Very concerned		Total
32	Becoming infected with COVID-19	33.37%	337	32.87%	332	18.12%	183	15.64%	158	1,010
33	Transmitting COVID-19 to my family	27.43%	277	28.22%	285	19.21%	194	25.15%	254	1,010
34	Having difficulty fulfilling my personal responsibilities, such as caregiving	48.26%	484	22.03%	221	16.45%	165	13.26%	133	1,003
35	Having difficulty getting students and other employees to comply with campus guidelines	37.66%	380	20.61%	208	19.03%	192	22.70%	229	1,009
36	Running out of sick leave	62.50%	630	14.78%	149	10.42%	105	12.30%	124	1,008
37	Running out of annual leave	59.60%	602	15.54%	157	11.78%	119	13.07%	132	1,010
38	Falling behind on important projects/deadlines	46.23%	466	26.39%	266	16.07%	162	11.31%	114	1,008
39	Uncertainty regarding remote working	45.78%	461	20.46%	206	17.08%	172	16.68%	168	1,007
40	Layoffs or pay cuts	37.21%	374	24.48%	246	16.92%	170	21.39%	215	1,005

Q41 - Is there anything else you would like OSU Staff Advisory Council to know regarding the impact of COVID-19 on you and your experience at OSU?

Number of responses: 380

Now that I know my job can be done remotely, I wouldn't mind having the opportunity to work from home a couple days a week. I think my cat really misses having me there during the day.
Thank you for taking care if us during this difficult time.
I feel that if we were given the option to continue working from home at least part-time, the work productivity would increase due to less stress in the workplace.
COVID was made up by the government and OSU fell for it just like the rest of the business that forced masks and shots, and I don't support any of this what so ever, y'all created just as many problems as the made up pandemic did.
We should be working remotely
The pandemic had many hard moments for our campus. Overall, I think we weathered the crisis well compared to our higher Ed peers. I hope OSU considers a strategy for long term remote work options for its work force to keep our policies in line with our state peers and corporate industry.
At a time when the business sector is embracing remote working, higher education seems to be moving away from it. Our salaries are not competitive with the private sector but when we tell prospective employees there is no option to remote work, it makes it even more difficult to recruit new staff.
The lack of OSU's ability to enforce guidelines and seemingly continual changing guidelines is frustrating. Students, faculty, staff ignoring them is frustrating. There is a strong feeling of mistrust and not being appreciated by OSU for many staff members across the University.
No
Students did not wear masks during the times that we said masks required or expected.
If a position could be performed remotely and still meet expectations, the option should be available. Otherwise, myself and many other are going to leave where that option is available. Remote options are not considered a benefit and it's wrong to withhold that benefit based on a few bad employees.
For employees who are high risk for covid-19 or share homes with others that are, the pandemic is still very much a threat. OSU needs to continue Covid-19 accommodation.
While I worked remotely there was not universal instructions on time. I had to write down everything to the minute as to what I did while working at home and others were able to estimate for example 1 email = 15 minutes for some while I would only claim a minute or two. Time keeping instructions would have made it easier especially when you have supervisors who aren't happy about you being at home.
I think it is more of our new director-not OSU- but she made it very difficult to work remotely.
Keep up the good work
I have been approved to work remote through the end of the current semester. I am expected to return to the office May 9. Knowing that returning to campus to work is near, my stress and anxiety have increased. My underlying health conditions are aggravated by the additional stress. I am very concerned about losing the life balance I have gained by being able to work remotely. I also feel like I preform my job better from home where there are few distractions and my lifestyle lends itself to complete focus during my work hours.
Prayer is the only way to get through difficult times... don't ever take prayer out of school.
I think the pressure and mental toll of the last few years is not to be underestimated. I appreciate the university's efforts to ensure employee safety to communicate updates. I am just worn out.

<p>There has been a lot of talk in my department (IT) about allowing people to permanently work remotely. I do not prefer it for myself. But I have no problem with others doing it if it means not losing good people. People will leave if they are required to return to the office. That work load will have to be re-distributed. Then we have to go through training efforts with new employees assuming we get to fill the vacated position. It's a vicious cycle.</p>
<p>Not every person has the same risks for covid. As a high risk person due to other significant medical issue, it is unnerving to return to campus with no masks, no more social distancing reminders and very few sanitizing stations.</p>
<p>As for the mandates that if all they are not law they do not supersede my constitutional rights to live and die as I see fit. The go around of mandates has already been voiced they will quit the next time that an employee goes to supervisor to force them to wear a mask. CDC report reads this virus is transmittable to mammals of all walks when they wear a mask then we wear mask. Why must science be seen as god and common sense as irrational!!!!</p>
<p>hard to do job safely when direct boss thinks covid is not real</p>
<p>People on both sides of the issue can really be disrespectful and verbally aggressive.</p>
<p>I felt like we were the only ones on campus, because we couldn't work from home.</p>
<p>I am my elderly mother's caregiver. It would be a great time saver if I worked remotely on the days I take her to doctor appts in OKC. It would save the driving time back and forth to the office so I would have more time for work.</p>
<p>NO</p>
<p>The course I teach can not be taught remotely and consistent attendance is a must to be successful in the course. We currently struggle more with attendance in the course than pre-COVID. The degree of flexibility required when COVID first hit still seems to be expected by a good many students. The number absences the past academic year are higher than pre-COVID, but the majority are not COVID related. The situation creates additional work for all teaching staff in this course due to the nature of the course students who miss still have to perform the work, which means time with teaching staff outside of their scheduled section.</p>
<p>I am a member of the police department. And during my field training at the beginning of my employment I arrested a Covid positive subject. During the course of the arrest it was found that I was exposed. Due to that exposure I was asked to take time off. I did not have enough sick time to cover the time I was out due to the exposure. As I did not contract COVID-19 I was allowed to return to work after two negative tests. But there was time that I was not compensated for that I was willing to be at work. As a new hire I found that disconcerting as I had acted within the scope of my job duties.</p>
<p>Did not like the way we were threatened with our jobs if we did not get a covid shot, I was looking another place of employment and knew of others that were doing the same.</p>
<p>I appreciate that OSU cares about its students and employees. I think OSU has gone to great lengths to be considerate and responsive during the pandemic. I have a stronger feeling of loyalty and commitment to the University.</p>
<p>To more accurately answer your question: I would prefer to be able to work remotely part of the time. Full time would not be practical for my job but the flexibility to work from home periodically without feeling it frowned on would be great.</p>
<p>no, thank you</p>
<p>I just had concerns coming into my office with people I know that did not follow CDC guidelines. That gave me great anxiety.</p>
<p>Thankful to have the opportunity to be able to work from home as needed. I wish I could have received help purchasing a laptop to use at home, but because of the pandemic, I can now work from home if need be.</p>
<p>Actually you have those that want to use this as an excuse to stay home from work, but they go to church and don't wear a mask, they go out to eat, they just want a paycheck and claim fear of covid</p>
<p>I had covid. Your questionnaire does not capture the true picture very well.</p>

n/a
No
I started at OSU in July of 2021
The counsel HR gives to campus is not the same message to HR employees. No grace has been given with regard to those who were not able to work a full 40 hour work week (exempt) because the work still had to be done. I can't be held accountable to 40 hours when 10 had to be off for Covid to have time to work with kids on their distance learning. Nobody cares how you get it done. You just have to get it done. If we have employees on leave, we expect supervisors to take that into consideration when discussing performance with nonexempt. If they can't work a full 40, be reasonable on deadlines. It's just not the same message to HR employees. People are tired. Quit pushing on them to do more.
The spread of misinformation
This semester Covid guidance has been confusing. Communication from the university has been limited causing students and staff to go their own way. If the university is following government guidelines then the university should tell students, staff and faculty their position. Just saying Masks are encouraged does not define anything.
Response felt slow and was at time inconsistent with scientific/medical recommendations; accommodations for continuing remote work (or even blending in-office/work-from-home depending on changing conditions) are exceedingly (ridiculously?) difficult to obtain; response could have been stronger - stronger language/enforcement of masking, social distancing, testing requirements; staff and faculty need to feel confident and empowered to keep themselves and their students safe, and to enforce mandates/requirements. The availability of free testing and vaccination on campus was a great resource.
I got covid 19 from my office where three people were out sick at the same time in a 5 person office. OSU did not once contact me or my supervisors about this issue to follow up on how this happened. This occurred in January 2020 just prior to vaccine availability. OSU doesn't seem to care about the longterm implications of requiring/asking students to wear masks from a social standpoint for two academic years.
I find it disappointing that faculty and staff are treated differently with regard to remote work and COVID 19. Staff no longer have the option to work remotely, which worked very well for my position. There are some faculty who still have not returned to campus or been required to. I feel very undervalued as a staff member at OSU
My biggest frustration is the attitude of some employees that have taken advantage of working from home and not doing their jobs as fully as they should on campus. Most of us our responsible, and conscientious employees but this pandemic has brought the best and also the worst out in people that don't necessarily have the same work ethic. At this point, I find it a little ridiculous that some people are still working remotely.
Having been vaccinated and boosted, I would not mind the mask expected to be lifted across all areas of campus
How did you personally feel about working remotely? I don't have a preference of one over the other. Working from home was a nice change of pace but I have no problem working in the office.
I feel like a lot of steps were half measured for instance masks are expected in the Student Union, yet I regularly see employees in public spaces w/o masks. I know we can't always get students to comply, but it sends the wrong message when even the staff don't.
Our college/dean doesn't support remote work.
I think the biggest issue is in morale between departments where they are still letting people work from home. For those in our department who CAN work from home, they are bitter that others are still able to do so and they can't. I know OSU has sent out communications that the work from home should no longer be an option, but there are many departments still allowing it. It's understandably upsetting to those people in departments who are not allowing it anymore.
When a department head change is made during times like this, the new head needs to be caught up on what policy/training/meetings have taken place prior. It does not feel as easy to work remotely when needed as it was before, they even asked if I could just take some medicine and make it in to work.

My particular college is very against remote work, which is concerning. If I get COVID, I cannot afford to take sick leave until I am able to come back. I have too much work and it is all able to be done remotely. My coworkers do not believe in COVID/Masks/vaccines, so the probability of transmission is high in my office. I would like the option to work from home if I need it.
I agreed with mandatory mask wearing when there was not a vaccine, but feel it should be a personal choice once the vaccine was out and people had the opportunity to get vaccinated.
N/A
N/A
While I am able to work remote it is not feasible that I work remote every day because we need to provide some in person services. I think it would benefit OSU to offer some flexible remote work options for employees.
I understand that decision makers were trying to go good science with some extremist views in state politics and among citizens (and students). I wouldn't want to be in their shoes having to make these decisions. I do wish OSU's administration had taken a stronger stance on masking, but I understand why you went with "expected."
I learned through this that OSU does not have my best interests at heart and we are NOT a "family." This was very disappointing to me as I believed the hype up til now. All OSU cared about was losing funding. OSU bowed down to the tyrant instead of taking a stand, leading with integrity, and encouraging other institutions to do the same. Instead you forced masking, and injurious injections with a threat of loss of livelihood. OSU joined MSM in creating an environment of vaxxed VS. nonvaxxed and many were subjected to bullying and degradation. No respect for autonomy or basic human rights at all. There is NO coming back from what OSU has shown us. It's all about the money here. Actions speak louder than words. You were ready to fire me for not taking an experimental drug. Shame on you! I have the right to decide what goes in my body and I shouldn't have to choose that right over providing for my family. I have a ton to say, but my words are probably falling on deaf ears attached to blind eyes and hard hearts. I'm bitter because I trusted OSU and you let me down. I thought our values were aligned but you proved me wrong. Years of loyalty wasted. That upsets me.
I have gone to the CDC for COVID-19 information and found it to be very helpful.
the vaccine mandates would have made me quit if they were not stalled. I do not believe that we should be forced to take the vaccine, and if we have to, I will resign.
Need to get everybody back to work and quit working remotely
Quit implementing rules and let people be adults and make their own decisions on their health, concerns, and beliefs.
vaccine for covid should be mandatory - no reason is it not other than anti-science politicians
No
Its over, lets move on. It is very sad that some campus departments are still allowed to working remotely.
NA
the CDC website does not mimic OSU's policies for vaccination status. OSU has higher standard than what CDC guidelines actually cover, which is challenging to see how employees can be reprimanded for not "following CDC guidelines" when OSU covid guidelines don't match the actual CDC website.
it has increased my employees seeking higher wages and being able to continue to work remotely. Most people who have left have almost doubled their salaries and get to work from home.
I was mostly able to work remotely but some required coming to campus once a week. When masking was lifted the first time with students having to return to campus, even though I continued to mask I still got covid. I am still suffering with the effects. Just saying masking is expected is not enough. I am really not comfortable coming to campus to do the required part of my job.

I actually enjoyed remote working. I have an hour commute to my regional job with extension and felt at times it decreased my stress of my work life balance. I still felt that I was able to meet all deadlines and excelled in some areas.
As an OSU staff member for nearly 20 years, I believe the university handled circumstances related to COVID-19 about as well as could be reasonably expected. That said, I do believe COVID-19 has forever shifted how we offer services, execute our jobs and make ourselves relevant as a higher education institution. I would encourage the SAC to act accordingly to promote a more flexible work environment with or without COVID-19.
At the very start of the pandemic (Spring Break 2020), our office moved to remote working for roughly 2 months. Then we were required (by, as I understand, the CEAT leadership) to be on-campus full-time from then on. Even though we were able to continue our services remotely with no problems (and in fact, I myself still came up to campus many times during that small time window), our office was then on-campus full-time for well over a year longer than most other groups were required to be, even groups within our college. There are still offices that are work "in shifts" for remote and then on-campus, but there is no option for many offices within our college.
I started working at OSU in mid-February 2020. I moved here from Iowa, so I have no frame of reference of what was different when we went remote!
OSU Administration and the Board of Regents chose NOT to re-implement a mask mandate on campus following the temporary injunction of SB 658 on September 8, 2021. The reason given in a COVID-19 task force meeting for the choice not to mandate masks was that OSU did not want to upset state legislators. Since OSU has chosen not to implement the one strategy that's proven most effective at reducing transmission of COVID-19, I know that politics and public opinion is more important to OSU than the safety of its students and staff. That is totally unacceptable.
Communication could be better.
special treatment to some staff members being able to get to stay longer or go home early due to covid
Did you know there are still Colleges allowing staff to work from home? Some of the staff have not been back to campus in two years!
if OSU or Stillwater has high numbers we should all where masks
UHS and its services (testing, vaccinations) were incredibly helpful. Overall, OSU needs strong, centralized leadership so we have consistent standards across campus. Don't push it off on the colleges/departments.
Inflation is making it harder to get by. Looking for another job that pays more, and offers more pay raises seems appealing.
I think the entire thing is blown out of proportion and that you are allowing people to due less or even nothing in some cases and paying them a salary for it. Covid will be a part of life from now on, life must continue as normal for healthy individuals. if you are not healthy you need to address your safety concerns but for everyone else the learning, teaching, and living needs to get back to normal. and yesterday would not be soon enough in my opinion.
OSU's teleworking paperwork packet is long (8 pages?), cumbersome and outdated. It needs to be in a digital format ASAP. Completing paperwork for 20+ staff members under my leadership, then having it reviewed by HR and scrutitized and signed by our VP... only to repeat it all again in a few months. So inefficient and costly to the organization when we have too much to do already. Additionally, the culutre needs to shift so people who do work from home aren't made to feel guilty, even ostracized. If we're expected to recruit the best and brightest staff, we need agility and ecouragement as leaders to offer flex/hybrid schedules. It's almost like it has to be a secret side deal, not a truly transparent process. Industry has done this, has already adapted and OSU needs to find a happy medium that works both for the employee and the organization, with accountability/productivity parameters in place. Additionally, it is well know that OSU has a systemic problem with paying staff a fair wage. Inequities in pay/advancement are rampant. It is difficult to promote your best workers, etc. We are years behind in adjusting pay rates for professional staff, who are mission critical to the success of OSU. I've had staff quit in recent months, leave for higher paying jobs, because they could no longer pay their rent.

not at this time
People are safe to return to work. OSU needs to implement that! People are just working from home because they WANT TO!
The school was very accommodating at the beginning of Covid, but I don't know why there couldn't be more remote options extended after we returned to work to just allow us to have more person work-life balance. If I could have one day a week that I worked remotely, it would go a long way in making me more satisfied with my job. The biggest problem I felt that resulted from Covid was the lack of engagement from students when we returned to in person. It is very difficult to do my job working with students when they don't participate, and without students on campus it is hard to promote events to get more students engaged. I am moving to a different job with a different university because I want my work to be more challenging and have more opportunities for advancement, and I didn't feel like I had that at OSU Tulsa.
If we can do our jobs from home, why can't we continue? Supposedly we were trusted then, but not now? Get with the program!
Pandemic proved that many offices can work remotely with little to no disruption. Since space is at a premium, perhaps this should be a consideration for some positions.
My job could be done remotely, but I am not allowed to go remote beyond that brief time in 2020.
Let people that can work remotely if they'd like. Most of us did it for over a year without any problems and increases morale immensely for introverted types.
Our leadership was not great in response to the pandemic. Masks should have been mandatory and all professors (who could) should have been able to teach remotely for this entire period.
I am very unhappy that we are no longer able to work remotely and that we are required to use our own leave if we or someone in our household are exposed to COVID or catch COVID. Now, we are required to work on campus, which exposes us to so many more people. It isn't fair that we are required to use our accrued leave now that our exposure has increased. When we worked remotely, COVID leave was provided.
I think it's time to take the mask signage away.
I appreciate that a stand was taken even if not easy to do.
The only reason I have concern about contracting C-19 at this time is due to not having enough time to take care of myself or family members and being required to be off if I test positive.
The primary impact I have felt is interactions with student employees. As an on campus employer we have experienced increased difficulty in hiring and retaining student employees since the shutdowns of 2019. When we re-opened we experienced an increased rate of call outs among our Student staff. This was to be expected, particularly early in the pandemic as everyone took extreme precautions owing to the unknown nature of COVID-19. As the pandemic progress and more knowledge was gained a pattern emerged where organizations were quick to adopt CDC recommendations that were more restrictive but slower to adopt CDC recommendations when they were less restrictive. This created a sense of ambiguity regarding the organizations respect for the CDC and their recommendations.
I found working from home when I did not have projects in the building was actually more productive.
I feel that the bonuses paid to the covid staff response team was unfair and possibly a violation of state money - cant pay bonuses with state funds. The highest paid got bonuses and those of us that made \$12/hr and did all the work got NOTHING extra for our efforts while those making \$70k+ got extra.
Inconsistent and or unclear communication was not helpful. In a crisis such as March 2020, someone needs to provide clear directions
It's frustrating to see similar positions treated so differently (allowed or not allowed to work from home) just because their supervisors are different even though other factors are all equal.
Most of the directives concerning COVID were not relevant to remote locations with small staff

Sick students were were told by others NOT to go get tested and just go to bed until they felt well enough to go to class. Whatever records the university was keeping about testing and who had COVID were not valid.
I feel like there has been inconsistent "rules" concerning covid. I know it has to change due to circumstances but when we are told to wear our mask to work but no-one (I'm referring higher-up administration at OSU) not wearing them in the enclosed box sets at the football games it is frustrating. I work in an office where masks are still required and at times it is frustrating. I got the covid vaccine because I was scared I would lose my job if I did not. Our office was able to telecommute during covid 2020. We were given two weeks' notice to come back to the office in March 2021. I had been home for a year. I did not have childcare. I got NO support from my administration. I was told to come back to work to do my job remotely still. I sat in my office seeing student remotely worrying if my daughter was going to be okay because I had to higher the first babysitter I could. I don't live in Stillwater I live in a small town where there is no childcare so that is not an easy task, but I did it.
Vast majority of students do not wear masks when indoors regardless of signage or wishes of staff/faculty. The inability of students to take basic precautions is very disappointing and will require stricter guidelines.
As a temp employee, I do not have sick or annual leave... so the time I was off work due to myself and husband having covid at the same time was unpaid leave. It was almost a month before my husband and I were both in the clear to safely return to work and that time was unpaid.
My son has battled leukemia and had a stem cell transplant during this. Coming back to work was incredibly hard because no one wears masks or cares. If I get sick it could be fatal for my son and I can't afford to quit working.
N/A
Students ignore the "Masks Expected" signs in my area, and most think my asking them to put on a mask to be amusing, or a problem for THEM.
We need more employee benefits and promotions, OSU used to do things for the employees and now it feels we are not appreciated.
Hybrid and remote working needs to not only stay (or come back rather) but needs to be actively supported as an option for any position that can function. We are going to lose a lot of talent otherwise to places that are going full remote or offering hybrid working conditions.
Although remote work is appropriate and helpful for some people and in certain areas, it should also not be an expectation. Supervisors should also have the choice to allow it or not for their teams, unless it is an official accommodation.
Being able to work remotely has significantly improved my work/life balance and my stress/anxiety. I work a position which requires me to spend a large amount of time in my office alone. This can be very isolating and has significant impacts on my mental health. Being forced to return to my office for full days, when my proficiency as a remote worker has been demonstrated, is the number one reason I am exploring fully remote options at other universities.
UHS did an amazing job meeting the health needs of our campus. Props to them!
Since the pandemic started i have moved up in position twice but have not received adequate training due to understaffing and the pandemic. I would also like to see a more work/life balance from my dept. Letting employees work remotely a few days a week would be nice to help with that issue. I feel like i never see my family.
I realize that OSU has to follow the state set rules and laws and that makes it difficult for OSU to follow the concerns of its faculty and staff, but it would make me feel better if OSU followed science more and not so much politics.
I have felt that OSU has made informed medical decisions regarding the safety of its faculty and staff. With all the misinformation that is spread about Covid, OSU has remained steadfast and has worked diligently to create safe working environments. I greatly appreciate the effective measures that have been implemented.
According to Johns Hopkins study recently released, mandates and lockdowns did more harm than good, and had zero effect on the overall deaths attributed to Covid.
I do not work on the main campus, so therefore I am not sure what goes on at the main campus

<p>The fact that masks are still "expected" is frustrating. The current CDC guidelines, local cases and hospitalizations, risk of omicron all support moving on, at least for now. As an institution, we're still pretending like its 2020 and we don't know the risks. However, almost all students and the majority of the employees have moved on. Why are masks still expected instead of being up to the individual?</p>
<p>I believe OSU failed its students, staff, and faculty by not taking a stronger masks required stance. Proven by the huge spike in COVID cases each time the students returned from a break.</p>
<p>Masks "expected" did not work; we should have gone to required indoors and gone to the mat on it with the state. We are the land grant institution that takes research to the public. We should have been leaders on masking since it was a proven way to prevent spread.</p>
<p>This experience has proven to me that many jobs can be done remotely, and the option to do so — even just some days a week — would help my mental health and increase productivity.</p>
<p>The ability to work remotely has done great things for our office and our ability to keep up with deadlines even from home.</p>
<p>No</p>
<p>None</p>
<p>no.</p>
<p>Many organizations are offering flexible office schedules that include remote work. This would influence me to stay at OSU, or change jobs within OSU to work in a department that has a remote schedule opportunity.</p>
<p>I am a remote employee so I did not have any issues with COVID-19 to consider.</p>
<p>We get updates on the Cowboy family re: Covid, but mostly what I have seen are some of the Cowboy family will not comply to staying healthy.</p>
<p>My main concern was others in the office not wearing mask etc and risking exposing my family to COVID. That was a problem everywhere not just work. Even though I received a booster shot I take precautions. I felt the University quickly responded to the pandemic with clear guidelines with the information they had available. Before the pandemic, I was planning on how to change my career path forward due to turning 50 and personal changes on how I want to spend my time since retirement is near. Unfortunately, my husband passed March 2020 so my life circumstance and the pandemic intensified my feeling about work. The University I felt handled the communication and expectations very well and has strived to offer health benefits even before the pandemic. The pandemic made access to the mental health offerings difficult. LiveMD had a backlog on appt when I checked into grief counseling. I've utilized MDLive for dr appt since it was offered & love it. I do somewhat worry about layoffs, running out of leave but with current world events and the fact that my program relays on in-person education it is a concern.</p>
<p>I left my (much) higher paying job to take a job w/ OSU because of OSU's COVID response and allowing remote work. My last job allowed no one to take time off (short staff) and I went a year with no time off, no permission to work remotely, poor management during pandemic. I am happy to make less money but have more support, understanding, and better work-life balance.</p>
<p>I am concerned about the lack of choice employees have been given during the pandemic.</p>
<p>I wish there had been a third choice about remote work. I prefer a hybrid and it would be great to be more flexible with staff when the students are not in town. For example, we should be afforded a more flexible schedule on spring break, Christmas break (days leading up to) and summer. I'd love to work a hybrid schedule then and then be in the office otherwise.</p>
<p>I believe a lot of fear was created for students, faculty, and staff with the constant bombardment of messages. We have been long at the point where masking should be optional. There should be no stigma for not wearing a masks. We do not have enough definitive research to prove their effectiveness. We do have research to prove how damaging they have been to kids' mental health and speech and language development. It pains me to see the young children in the child development center in masks. This could do permanent damage to them. Vaccines should have never even been considered to be mandatory for students or employees. There is so much unknown</p>

<p>about the vaccine. Bribing students with gifts seems disgusting to me. We don't know how many students will suffer long term effects from the vaccine. I have seen vaccine injuries firsthand and I think to blindly accept that this vaccine is best for everyone is a mistake. The CDC has lost credibility with a great share of Americans at this point in the pandemic. When lifesaving treatments could have been used to help people and weren't allowed, we have a serious problem with CDC guidance. To look at the vaccine as the only solution for this pandemic was a grave mistake, especially when we see the number of people getting the virus after being triple vaccinated. I know OSU has to follow the approved government narrative, but I feel it was overdone. I prefer to work remotely because I can do my job more effectively that way. I also feel that I am less subjected to the constant barrage of COVID-19 messaging everywhere I turn. I do think the over-messaging contributed to student mental health concerns.</p>
<p>no</p>
<p>I worked remotely until the college wanted us back in the office. It was fine working remotely as I have an office at home, but some people do not. I think more recently there was not enough done when the second increase of covid hit. Masks should be mandatory and remote work allowed. I have an edery mother I visit often and i worry about transmitting. I use a mask but alot don't. I also have health issues that cause me concern with Covid.</p>
<p>One of the most frustrating parts is when other employees say they are afraid to come to work because of COVID but they announce to the world that they are traveling to different states or going to casinos every single weekend. It's EXTREMELY frustrating when I work my butt off but others can't manage to do their job remotely and they refuse to come back to work. When things like that don't get resolved, the loyal and hard working employees get super frustrated and want to quit. Workload becomes much higher when others don't want to do their jobs.</p>
<p>Get people back to work ON campus, not remotely!</p>
<p>no</p>
<p>Apparent inconsistencies re: remote work policies across campus during COVID-19 and that many jobs can be effectively and successfully performed remotely/with hybrid scheduling going forward. Are these options being considered for their positive outcomes and will OSU follow up in offering more remote/hybrid schedule options going forward for work that was effectively and successfully performed remotely during COVID-19?</p>
<p>It appears some departments, including HR and EOC, are continuing with remote work yet others won't even allow discussion about it. It was proven over and over in our building that work production INCREASED with remote working as employees weren't interrupted with useless meetings, people stopping by to chat, etc. Moral is awful and a lack of leadership from any level is non-existent. Signs saying "masks expected" are useless as very few people are wearing masks for fear of ridicule from peers and leadership even though we are told it is our option to wear one. My particular job can be done 100% remotely but a blanket policy is put over the entire building that no one can do remote work--even those with health issues, caregiving responsibilities, etc. so people have to make very difficult decisions that leaves them unemployed in a very challenging workforce market. LOTS more discrimination is occurring with older and persons of color employees but the fight that it takes for them to represent/defend themselves isn't worth the stress it causes. Loyalty means nothing. It would be great to see the university move into the 21st century regarding remote work and the treatment of its employees.</p>
<p>definitely hit and miss on the compliance side of things. wear a mask at 8am but not rest of day, etc.</p>
<p>I honestly think some of the protocols were too much. Also I work in Extension and we were told to go back to work/office almost a year before campus. Ridiculous!</p>
<p>Since we have been able to work from home, several employees are looking for jobs else where. They want to continue to work from home, and they can get different jobs making twice as much money or more. One employee is now making 3 times the salary at his new job, gets to work from home, and has better benefits. Several, and I do mean several employees in my department are out looking for jobs. OSU needs to start aligning themselves with more competitive salaries because a mass exodus is about the happen.</p>
<p>My biggest issue with the universities response to covid has been the way work from home has been implemented. I have been required to return fully in person while still doing everything virtually. It makes zero</p>

sense to me that my unit required us to return only to be still doing everything digitally as we were from home. It seems like there is no thought or concern with this. It is very illogical to require employees to come in person and yet still have them only do everything digitally. If we are required to be in person there should be in person duties.
Grateful for remote work at the height of the pandemic. Now OSU needs to think more flexibly about what we can and should be allowed to do moving forward. We proved much work can be done remote, but have VERY limited opportunity to work remote and SO MANY approvals needed to do it. It's so frustrating to not be trusted to work remote, knowing that we did it so well before.
Going from working remotely to being back in the office 100% of the time was really difficult. I wish that HR would make remote working part of policy for those of us that have the ability to do so.
I saw how quickly our college responded to Covid readiness.
I believe that masks and vaccinations should be mandatory for faculty, staff, and students. The response of the State of Oklahoma and the University have been delayed, inadequate, and in general poorly managed when compared to other states and institutes. In my opinion Oklahoma State University has failed in its duty to adequately ensure a safe working and learning environment.
The nature of the pandemic meant that we all have a vast amount of uncertainty which contributes to many of my answers. That being said, there seemed a point at which having an open university was more important than campus safety. I have been so impressed with OSU administration during this time but the switch to concern for being open instead of concern for health was very concerning to me.
I do not agree with the expectation of submitting proof of vaccine and I do not support mandatory vaccines. However, I think OSU has handled this delicate situation with poise.
One of my biggest concerns was masks not being enforced when the wording said masks were mandatory in classrooms. I know for a fact most of the students and faculty were not wearing masks during class. Signage saying expected probably had little effect. Was disappointed seeing the amount of people not wearing masks indoors in crowded area's.
Great survey. Thanks folks!
While social distancing was encouraged, students almost never followed the rules in public spaces we had to share with them, and the welcome party for President Shrum was also completely overcrowded with employees who were not social distancing or wearing masks. The policies OSU made helped somewhat, but enforcement in classrooms and around campus was greatly lacking.
"Masks Expected" isn't good enough. Students and employees can't be expected to make appropriate decisions regarding the health and safety of others. Remote work should be made permanently available. A number of my responses in this are unique to my situation. I don't live near family, I don't have a child, I'm not stationed near students, etc. If any of those applied I would be significantly more concerned with OSU's lack of ability to enforce social distancing, mask, and vaccine policies.
Please no mask or vaccination mandates!
Your Admin workers that have to be here are suffering.
Stop requiring masks
I believe the situation has shown us that we can be successful working remotely. My staff would overwhelmingly like the opportunity to have a limited remote work rotation going forward. We have lost potential hires to other employers who are allowing permanent remote work/office work rotations, and I am a little concerned I will lose current staff at some point, as the many employers are shifting to in-person/remote rotations permanently for morale purposes.
My department worked remotely throughout the pandemic and somehow we are currently unable to perform our jobs remotely
For the question about how I felt working remotely, none of the provided answers reflected my opinion which is why left it unanswered.

Employee health should be of the utmost importance. If we are expected to be in office, the students should be REQUIRED to wear masks. They are making the decision to go to bars, sporting events, etc without wearing masks and then coming to campus and spreading the virus to the staff (who are REQUIRED to be here).
I believe you are doing your best with what little of good information given you
There did not seem to be consistency when we were told to come back to work. Some came back in April, some in August and some later. It did not seem to have a reason, but more random.
The university had very little teeth to their statements and measures as time progressed. I sit six feet from someone who actively believes all the crazy conspiracy theories around the vaccines from Facebook. It's made for an extremely unpleasant work environment since neither of our jobs can be done remotely. The amount of passive-aggressive actions has also increased and my department does not seem to care to address them.
Extension response and enforcement has been lacking, both from leadership and county-level
our area in IT was measured and determined to be too small for in-office work, but we were required to come back during delta and omicron. OSU IT did not provide ANY computers or monitors for working from home even though IT is "critical infrastructure" and "essential services". Due to staff shortages, not all employees could work from home and this situation has still not been addresses by IT management.
We must be able to work remote or have remote options. The higher ups need to join reality and realize the world changed so can or work. We're going to start losing employees if we don't increase pay and allow remote work...
I feel the restrictions have dragged on longer than needed.
The pandemic proved remote is not only possible, but many excel at it. Being forced back to the office as cases surged and resurged was absurd, and had nothing to do with protecting staff and their families during a global health crisis. If OSU wants to retain skilled staff and be competitive in the national workforce during the digital age, it needs to re-evaluate positions and allow remote work for those of us who desire it, not only during a pandemic but permanently. The frustration and burnout is real and is reflected the amount of staff leaving OSU.
I am the main caregiver for my 90-year old mother. I have limited my activities to also limit my exposure to COVID-19 and all the variants. Coming back into the office is a major source of stress. I worked in the office for six months before we were all sent home to work remotely. I have now worked remotely for two years. I pay have used my own technology devices and purchased extra WiFi options to be able to perform my job duties as required. I prefer to remain working remotely. I feel safer with the current situation. I will be 63 in a month and my own health concerns in addition to those of my mother are a major issue.
compensation for employees that didn't get to work remotely over the past two years and had to continue to come to the workplace
na
NA
COVID-19 allow to show that working remotely was possible and work quite well or even better than being in the office.
We were not allowed to work remotely the entire time. We got called back into the office time and time again.
I found the student and faculty response to be superior to the response for staff. I remain shocked at the lack of awareness by some on campus to the burdens put on staff to keep the university going and accommodate for faculty and students. This relates also to the question on if my job can be done remotely. I answered no because it cannot be 100% remote, but it could be 75% remote.
I appreciated how proactive the university was in coordinating with the City of Stillwater early on in the pandemic.
COVID-19 had a huge impact on staffing. Those of us who remained only saw increased workload, more stressful working conditions, and no reward to compensate. Yes, we were eligible for the merit raise Dr. Shrum announced, but with the current state of the economy, lack of staff, and work stress, that was almost more of a

<p>slap in the face than anything. I'm sharing the workload of missing staff members; why is that pay not even slightly split among the staff remaining to compensate? OSU made me feel like a cog in the wheel of the giant machine. Cogs don't get attention until they break. OSU talks about caring for staff, but I don't feel like they back their words with actions.</p>
<p>The pandemic has taught us that thinking differently about remote work can offer efficiency, flexibility and better work life balance. I hope that OSU embraces this and other forms of innovation to retain and recruit its employees in the future.</p>
<p>I feel like the biggest challenges with COVID protocols was because our state governor crippled the agency of the university. It was also frustrating to see higher profile campus social media accounts like Pete's Pet Posse continue to state "mask expected" for events but also continue to promote photos on social media of unmasked students. I also wish that ComPsyc offered more than a mere 6 therapy appointments per year. It was barely adequate pre-pandemic, not adequate with huge rise in stress. Many of my answers are "about the same" because concerns went up a during peak times of outbreaks when students continued to show up to class without masking at all. The "masks expected" did virtually nothing, and a huge majority of students especially in lower division courses refused to mask at all, as did some employees.</p>
<p>I greatly preferred working from home; it provided better work-life balance & I wish to continue this flexible schedule. One of my greatest stresses was actually the aggressive attitudes from co-workers concerning masks & politics. I felt harassed and unable to express my own opinions, especially if I chose not to wear a mask in my personal space.</p>
<p>"Masks expected" is a somewhat weak stance as there are plenty of people who are not attempting to meet that expectation. Working from home has some advantages (more of my lunchtime is mine and it helps me provide caregiving to an elderly person in my household) but it then leads to feelings of isolation. However, I am wary of being at work in person because of lax encouragement in the "masks expected" stance.</p>
<p>The increase in pay was nice, but did very little to help reduce the impact of inflation due to COVID19. It had been so long since we had seen a pay increase that it was nice, but really did not make a difference. Almost everyone below the Director level at OSU-Tulsa has a second job or some kind of side hustle. We are not retaining employees and it's getting worrisome. OSU needs to seriously look at market data and increase pay rates to match job description. I don't mean titles, I mean job descriptions. You can't look at titles and market data when it comes to OSU-Tulsa because many people have one title but do the jobs of two to three people. We are exhausted.</p>
<p>I turly enjoyed working from home during the pandemic. It allowed me to have flexibility to stay safe, therefore keeping my family safe, and have a better work life balance.</p>
<p>At times there should be flexibility with working remote. I don't foresee utilizing the majority of the time but would be nice as an option. Salaries & positions should be reviewed. Employees are seeking opportunities elsewhere outside of higher education with better pay, benefits, and work/life balance.</p>
<p>My supervisors (ast director, asc. director and director did not do a good job reintegrating staff when they returned.</p>
<p>I have only been a staff member for a short time, so I cannot speak to most of the Pandemic Response to date. However, the response that I've seen has been largely underwhelming. My previous institution enacted mandatory remote work for the entire 2020-2021 AY, which helped prevent cases being spread at all. OSU could and should have been more strict with guidelines, such as an actual mask mandate rather than an "expectation".</p>
<p>OSU needs to stop expecting masks when it has been proven they don't work.</p>
<p>Working remotely was life changing. I was as productive or more productive. I ate healthier. I exercised more. I had the best work/life balance I've ever had. I would love for OSU to consider flexible, hybrid schedules. In my current position there are times when I need to be on campus, and when it's best to meet in person with other team members. A hybrid schedule would be better than a raise. (And it's a cost savings when it comes to gas, something that's becoming even more important.)</p>
<p>DASNR upper administration, particularly the Ferguson College of Agriculture, has continued to hold F2F events in close quarters since returning to campus, often STRONGLY URGING faculty/personnel from departments to</p>

participate. From my perspective, administration does not support remote working arrangements. My department head is great, and does support it..
A more detailed survey would have been helpful. The actions over the last 2 years have had a wide range of feelings, communication, health concerns, etc. As COVID is entering the end stage, campus life is more comfortable. However, the beginning and early return to campus was extremely stressful and not enough support from the university and college. My department was exceptional to support workers, within the confines of the university and college.
N/A
It showed my leadership that working remotely is a good option, so now I can do it on a semi-permanent basis.
OSU Advisory Council is following an unbalanced, contradictory set of guidelines put out by a very bias CDC. If you compare what they state to what they have published the hypocrisy is very blatant.
I felt that my direct supervisors were very unhelpful in letting us know when a coworker was infected so we could go get tested. They cited HIPA laws on not revealing a persons medical problems. My feeling on this is I want to know I was potentially exposed so I could get testing and not bring it home to elderly mother that I take care of. I could give a rats ass on who it was. I just wanted to know if I had been exposed.
I think to be really fair, this survey should break the response into the way each administration handled the pandemic. They are not the same. Previous leadership complied with expectations and rules set forth by their own administration. The current adminstration does not. "Masks are expected" is communicated - but the current adminstration doesn't comply with that expectation. That sets the tone for the rest of campus.
It's a hoax. A scam.
I have elderly neighbors and friends so i wear a n95 mask to keep from get infected.
The constant changes in policies and inconsistencies was very frustrating. There was a lack of response/empathy from leadership when staff members or their family members became ill with Covid. Staff members and students were coming in clearly sick and unmasked and there was no reinforcement of policies to help keep others safe. Eyes would roll if you even brought up concerns. While I am happy that the university took measures to help keep us safe, they were not enough. Employees who felt unsafe and could clearly perform their job remotely should have been given the opportunity instead of just assuming, once vaccinations were available, everyone was no longer at risk.
It has been extremely frustrating for me. I feel like OSU in general has done everything that was easy or to appear they are doing their part. It was broadcasted that all door handles were cleaned daily (they were not and if they were, they were not done in a way that would actually be beneficial.) They have said extra filtration is being done, it is not (not in Ag Hall.) We can't even keep our fire doors closed, how do they expect everyone to wear masks?
per usual, it seemed everything was catered to faculty and there was more concern for faculty's safety
Eight years and no cost of living raise. The 3% was a slap in the face and a gross insult.
I feel like the University hasn't done enough to protect it's faculty/staff/ or student body. I understand that state policies had something to do with that. But masks and vaccines should be heavily enforced and mandated on campus.
NO
really the impact is that I've had to be in the office a lot more, while other people get flexibility and flexible work schedules, while still making the same pay and benefits.
Enforcement of guidlines are not what they should be.
The mental health of all employees I know (including myself) continues to deteriorate, and the resources given by OSU dance around the real issue, which is that OSU as an organization is unwilling to sacrifice some efficiency from its employees in order for them to be healthy. You can advise us to "take steps to relax" and "practice self-

care" as much as you want, but without giving us time and ability to do so instead of doubling down with reduced staff, it comes across as insulting.
The subsequent inflation and price gouging is starting to greatly affect the cost of living situation in Stillwater. I feel that OSU really needs to look at what they pay their staff in comparison to CoL as I know many that are thinking of leaving due to salary concerns.
Once in my office, I was pretty comfortable, but not having masks required elsewhere made leaving my workspace a higher risk. I felt isolated even after returning to campus.
OSU did a great job with all things considered.
I am not concerned about COVID-19, but from the start certain people were generating unneeded hysteria about it. It has taken way too many resources to overcome this hysteria.
There is no consistency about wearing masks. Signs say expected. Some departments with lots of contact do not require them. Other departments with no contact do require them. It doesn't make sense. Also, hand sanitizer stands are great and appreciated but I don't think the one on our floor has ever been refilled. It has been empty for weeks. All in all though, the work remote setup was great and handled very well.
On all social media and OSU website no one is wearing a mask, yet everyday I am expected to wear a mask as well as every other staff member at OSU. But, faculty and even the president of OSU are not wearing masks. It makes me angry and is a double standard. Do as I say but not as I do.
Covid has increased our work load. Working remote is good to have as an option but sometimes it is better to be in the office. Most concerns I have heard/felt in regard to leaving the university were due to vaccine mandates. Social distancing, masks, and remote work are reasonable adjustments.
Though OSU stated masks were required or expected, employees and students largely ignored the request.
The surge of Covid in January 2022 was very significant. The toll it took on our staff was significant. I do not have the answers but there is much to learn from the Omicron surge 1/2022.
N/A
I had difficulty answering these questions because I did change jobs at OSU in 2021. The OSU job I had in 2020 was inherently stressful, and transitioning to teaching online was poorly supported. So COVID-19 made my work more stressful in my previous job. However at least I was allowed to work online! So I felt safer even though more stressed! Now that I've changed jobs, I have less work stress because this new job is an inherently less stressful job. But I do not have the option to work from home, even though this job is much easier to do from home than the previous job. So I feel much less safe. Also the community is less vigilant now than at the start of 2020, so I am feeling even less safe. I have more anxiety now. I worry that OSU will open up more and, because the majority of the community has not taken precautions, we'll all suffer.
No
It would be great to have the option university wide for more remote work and flexible schedules to limit the exposure, especially when employees are getting their jobs done.
There were times throughout the pandemic that I felt like the college level upper administration and OSU upper administration were not on the same page when it came to messaging about protocols and procedures. This led to confusion among staff, faculty and students on whether they should follow OSU's guidelines or the college's sometimes contradictory guidelines.
lack of flexibility in some univ areas of being able to work remotely
no
Originally, there was somewhat of a hassle in getting approval to work from home. Paperwork through EEO as well as department head approval was required even though my direct supervisor was more than happy to let me work from home. Things may be better now but the process indicated to me that OSU was not going to give me the choice to work from home when my supervisor had no issue. More than working strictly from home, a great

<p>advantage lies in having the option to choose where I work. This flexibility has brought me an immense amount of job satisfaction.</p>
<p>I found that my stress level was higher when being forced to work from home. I function better at the office and would prefer to not work from home.</p>
<p>I started in mid 2021, so my opinions may be slightly different than those that worked through 2020 here</p>
<p>I personally enjoy working from both home and the office. I think the most optimal situation moving forward is allowing a hybrid schedule. I think this highly benefits the mental health of staff and boosts overall morale. The most common comment I have heard from my coworkers is that we all wish we had a choice. We love coming to the office and seeing each other, but we also enjoy the days where we don't have to commute, can eat lunch in our homes, and have more time for our families in between meetings. I genuinely don't think any of us, "slack off," because we are working from our at-home offices or kitchen tables. I think it gives us peace and can make us more productive in some ways.</p>
<p>The past two years has made it evident I cannot fully engage in family life/parenting and maintain an 8-5 in office work schedule. I would love the university to consider closing offices at 3:00 pm to help with work life balance, allow parents to engage with their children after school, allows employees time to take care of their health and wellness, etc.</p>
<p>I have been disappointed in the response from OSU as not being cautious enough as well as their unwillingness to push against extremely short-sighted, detrimental policies put out by the state government. Masking requirements should never have been removed from the university and the fact that our newest president, a medical doctor no less, hasn't pushed against the executive order making it illegal for state institutions to require masks is disgusting and makes me disturbed by the lack of critical thought put out by the administration. In addition, the university's choice to generally follow the CDC's overly optimistic outlook on the pandemic is saddening.</p>
<p>Some OSU employees are continuing to take advantage of the work from home Covid policy to continue using it without basis.</p>
<p>OSU graciously accepted my religious exemption from the vaccine mandate. I do have deeply held religious beliefs that I would not have compromised even if it had meant losing my job. I am grateful to the University for allowing the exemption. However, when Dr. Stevens sent out the original notification regarding the vaccine mandate, it was intentionally threatening to those of us who chose to remain unvaccinated. At that time, there was no mechanism to apply for exemptions and there was not enough time to get both shots before the designated deadline. As of that writing, the only way to gain compliance was to take the J&J one dose, which was documented as causing myocarditis. Forcing employees to receive an experimental vaccine that has no studies to show long-term side effects, is unconscionable. New studies are surfacing daily that show the robust effectiveness of natural immunity and the detrimental side effects of the vaccine. I believe upper administration of the University contributed to our Cowboy Family turning on each other, using a climate of fear to pressure others into conformity.</p>
<p>I have worked remotely during the snow days and on occasion. It makes doing my job much more difficult. Also, not having people in offices makes it much harder too. The delay in getting a hold of someone. Only being able to reach people by email, slows down my work. Faculty expectations remained the same on the amount of work they expected done. I work with federal and state agencies and most of them are back in their offices. It's time to come back fulltime to the office. There's more of a risk out in the public than I feel here.</p>
<p>While I have taken steps to protect myself in returning to work and find my job easier to do in the office, having the flexibility from my supervisor in working from home when needed has been instrumental. There have been circumstances outside my control that have led to that need, and having her support in those times was crucial. It's a big reason why I would not consider leaving my job. University-wide, I feel that administration has done the bare minimum and followed the politicization of the pandemic to keep things as low-impact as possible to avoid parent complaints. I feel that the University administration would readily sacrifice my health and well-being for the tuition dollars.</p>

So impressed with the TownHall session and University Health Services quick availability and administration of the vaccines! Much appreciated!
The top administration panic showed lack of leadership
I think that OSU should actually follow the science and not the narrative.
I wish OSU had taken a stricter stance on mask enforcement for staff and faculty.
I am immunocompromised. My supervisor is extremely helpful and understanding.
Having the ability to work from home has had a marked improvement on my mental health.
I was expected to attend a conference on campus. At this conference I contracted Covid.
My position can somewhat be done remotely. But there are functions that can't be so there was a lot that resulted in having to come in and do while others got to stay home. Throughout the entire pandemic, I got a total of 8-weeks of being able to fully work from home. The rest of the time I was having to still come in so that stuff could get done so students could come and be on-campus to just take classes from their bed. Being a younger, healthy, no-children home, OT exempt, staff member (and others like me) got utterly shit when it comes to the handlings of things since March 2020 (and throughout this pandemic). All of the benefits (flexible working schedules, COVID leave, access to the vaccine, etc.) were given to the elderly, chronically ill, employees that already abuse perks of their jobs, or households with children. Those that didn't fall into those categories had to pick up the slack and figure out a way to make things work to allow campus to still function. Also, supervisors got shafted throughout (and still are) this process... "ohh, a supervisee has a Dr.'s note that says they have to work from home, so you have to let them do it. It doesn't matter that they go to large public gatherings, or do other risky behavior that is inconsistent (or not following the recommendation the Dr. is providing) with that they can't safely be at work, you just have to let it happen"... it's utter trash how these sort of things have been handled.
I feel I got Covid following Ext. conference in 01-22. Stillwater was a hotspot at the time & I feel it should have been postponed or cancelled.
I'm concerned restrictions will be lifted too soon, while there are still cases of COVID in our community and state. Also concerned about people meeting, traveling, vacationing, etc without precautions and bringing it back to others in the office.
Staff in my group felt several times that student safety mattered, instructor safety mattered only where it kept students safe, and that staff safety consisted of making sure we had 2 or 3 disposable good masks per semester. I used to be proud that OSU stood up for its scientists over outside pressure (geologists & wastewater injection quakes for example) and I was deeply disappointed in the stand-for-nothing approach OSU took to avoid losing support from science deniers - and the way it put me and my coworkers in danger.
If the POTUS has dropped the mask mandates, why are we still being asked to wear masks on campus?
The "masks encouraged" stance was very unhelpful. Those who wanted to wear masks did, and those who didn't ignored it. For those of us that work in cubicles, social distancing was impossible. We worked from home successfully for over a year, and demonstrated that we are capable of doing so effectively, yet were forced back to work so that students "felt safer".
When people work from home, my job is harder and less satisfying. I chose to not work at home during the pandemic.
Our office did a remote/in-office rotation Fall 2020 through Spring 2021 (this wasn't a clear option in earlier questions), this did help further reduce office density and limit potential for a full office closure due to exposures, I found this helpful. Much of my work can be done remotely, but some student facing activities benefit from in-person options, student compliance with masking expectations is highly variable, working primarily with graduate students it has generally been pretty good compared to what I hear from those who work with undergrads. Higher level administration often has sent the message that they do not care much about staff and faculty, thankfully I am in a unit that did not share these attitudes.

<p>Hello! Working from home during COVID-19 was truly a blessing and I appreciate the hard work to make it happen. I was able to have the right equipment to maintain productivity and communicate with coworkers effectively. Now that we are "back to normal" and know that it's possible to work from home, I think there might be an opportunity to evaluate employees' responsibilities and think about how they can best achieve them. I know from talking with friends across campus that each department's current working policies vary WIDELY. In the upcoming years, I'm interested to see if OSU will continue to support and encourage departments to offer flexible working schedules, however that may look like. For those who prefer it, flexible working schedules support employee wellness and their individual strengths. It also helps OSU stay competitive in the job market and attract top talent to the university that previously had not been considered due to distance. Again, thank you for all the work you and so many others did to keep us afloat during the pandemic. Go pokes!</p>
<p>I was very productive while working remotely. I would prefer to continue doing so indefinitely.</p>
<p>OSU's immediate response to COVID 19 was appreciated. Now that we are this far into it with vaccines being readily available for a year, it is time to move on. The signage needs to come down, professors need to be required to hold in person classes, and we need to begin to live with this virus as it is part of our world now. Most importantly we need students to have a real college experience rather than sitting on zoom still.</p>
<p>I am off campus so some of the questions did not pertain to me. It was frustrating because sometimes it was very hard to get in touch with benefits office when you were signing up new employees.</p>
<p>Now that we know we are able to work remotely and can work remotely, if we have proved we are effectively doing so I feel we should be able to do so. May business and other places of employment are doing so. It would be great if OSU would also consider doing this. If nothing else, give the option of a FLEX schedule to where employees come in a one or two days a week and work remotely the rest of the week.</p>
<p>Being essential, required to be on campus, only person in the dept. as essential, Carried loads of others, Physics Machine shop employees not wearing masks, coming in late daily, even now, electronics tech sleeping on job, physics supervisor hustling the electronics tech out of building when he was falling asleep in supervisors office, Physics machine shop employees sitting for 1.5 hrs every morning and only start work when student help arrives. Essential workers not recognized monetarily for going above and beyond while others don't have the gas bill to and from work and while you care partial load from several workers and after they do return you deal with their drama they return with. Physics staff employees and electronics tech meeting every morning sitting equating to 4 hrs of loss man hours daily (40 hrs. weekly) and the toxic environment they bring to the campus. Physics staff and electronic tech not wearing a mask and not sitting 6 ft. apart resulting in two ending up in intensive care at stillwater medical center and one now with long term illness. Professors refusing to work and tech, Professors bringing their animals into the building, Dept. Head bringing his dog into the building. professors bringing their cats into the building. Professors bringing their young infants into the building during covid. Flat out disrespectful professors that expect you on an instant that have been away just because your the only person present. As an essential worker my contributions were simply forgotten, I watched so many staff work harder playing the game, to figure out how to continue go home and work. Essential workers were not recognized at all, maybe the health care level, or FM employees but not I. Proactive people don't get recognized period on campus they just are asked to do more. Lazy people are allow to grow moss. Toxic physic people, they have played the game sitting at their table for probably 25 or more years. Now that gas prices and cost of living is on the rise, uncertainly abounds. Observed electronics tech sleeping and so has many others and nothing is done. Can't afford anything, house, vehicle, property taxes etc. but the liberals got their corrupt double minded Biden. I know I am an asset to the dept. but never get recognized, always under the radar of recognition, volunteered and helped several dept's on campus and nothing, not even an annual review, which I believe is against the law. Enough said.</p>
<p>COVID-19 forced the OSU workforce to dramatically shift operations. In doing so, we learned that we can accomplish our jobs remotely. More and more workers will be looking for this flexible work/life environment. In order to attract the best employees, OSU is going to have to change our workforce expectations.</p>
<p>Just that it has been amazing how unconcerned fellow colleague have not been concerned about getting COVID or possibly giving to someone in the office because they are not vaccinated or concerned about staying a distance form other or complying with College/Deans request.s.</p>

<p>The Masks "Requested" or "Expected" messaging felt like empty political nonsense. We know masks slow the spread, so we should have mandated them at the onset and pushed back against politics trying to get involved in matters of public health.</p>
<p>I was much more efficient during my WFH time since I was not constantly interrupted by others wanting to chat. I much prefer WFH and wish I could do it permanently.</p>
<p>There was more concern with the mental health of students and not enough on faculty and staff that are dealing with students mental health and their own.</p>
<p>Would be great to allow staff to continue to have the option to work remotely 1-2 days per week moving forward. Seems like a great perk & something that our employees would truly appreciate.</p>
<p>Some of the questions didn't allow for the responses I needed to make. For instance, most of my staff can social distance (and we moved the one who wasn't), but they meet with students and that is difficult to social distance. I think the top priority for OSU was to get back to in-person learning, and they've had added more hoops along the way for staff to request accommodations. I think telecommuting as a flex option should be made more available, but we need to come up with a more comprehensive and official policy, including alternate arrangements for employees who must work in-person. UHS is the rock star of all of this. I think the university's initial response was it's strongest and best, and it has weakened and atrophied over time. I'm not sure if the web resources are reliable as some of the information has aged. I think the current CDC guidelines require more nuanced interpretation for our particular situation, since the classroom and dorms are essentially congregant settings. I think we've learned a lot about policies that support staff and ones that don't even outside of the pandemic, and I hope that we can create a permanent culture change at OSU (ie, we don't work when we are sick, period).</p>
<p>i done all i could do to keep my staff safe and not send them into a known exposure situation</p>
<p>Concerns are we got new hand sanitizer station, it was NEVER refilled. Masks expected may as well be masks not required. Fellow employees and students don't mask, social distance and I don't want Covid. Working remotely allowed me that piece of mind. Other than being expected to sit at my desk in case someone stops by is rare for the work I do, less than 10 times per year, most everything is online or over the phone. The only assistance working remotely would have been nice to have a printer or copier access from time to time but not required. There is no reason we shouldn't be offered other work options. My dogs were happier, I was happier because there wasn't the stress of who might give me Covid today since masks aren't required.</p>
<p>I am high risk and approved to work remotely by EEOC on a semester-by-semester basis. My office isn't set up for social distancing. I am basically concerned that I will come back, contract COVID and die/be gravely ill/ kill my 89 year old mother. I don't believe that students/young co-workers are that concerned about safety by lack of masks, etc.</p>
<p>I think there are jobs, like mine, that could be given other duties and be allowed to remote work. However, that was not the case and I had to be in office since August 2020. Because everyone else's job pivoted, my job changed drastically in that there wasn't much for me to manage and so I spent days at work not really seeing people or having much to do. I also think a position like mine, Administrative Assistant, could be on a 10 or 11 month contract, still be considered full time, and save the university some money. Think like how a school teacher has their schedule. This would also help my mental state as there are times it is so slow in our department.</p>
<p>my job is with students and I could not use Banner at home while we were out.</p>
<p>I think they have done a great job!</p>
<p>OSU's attempt at implementing a vaccine mandate has permanently tarnished the university's reputation in my eyes.</p>
<p>While I would say the initial response to the COVID situation was handled well, the past 6-8 months have not. Masks expected signs were a joke. I work in a department which has interaction with students who would not wear them and the attitude that came with it was just concerning. I have a spouse at home who has health concerns and who does not need to catch this virus, yet, with the latest surge OSU did nothing. Very frustrating. We are short staffed in our office and have been for quite some time now. All of us are being over worked and</p>

there are no concessions being made. No pay increases, no moral support, just more work. I love my job and I am trying my best to continue to love my job but it is becoming harder and harder.
I think OSU has done a outstanding job with how it has handled COVID. In communications with other institutions that were at the same place we were and are at, it appears we are ahead. Concerning institution that have or had not opened campus when our campus opened, they looked to OSU for direction! Great job OSU!
The mandate of the vaccine caused unnessisary stress and is/was not appreciated. If not for the J&J jab, I'd be working elsewhere. Modifying DNA violates my religious beliefs, the J&J can cause problems with blood clots, but doesn't update DNA: acceptable risk. Though, jabs should always be an option (informed concent), never a mandate.
Keep up the good work! Thanks for representing us!
By and large, the response has seemed to be unnecessarily dramatic, since the decrease in cases and the low number of fatality in our community. The over-dramatization has made it difficult to build healthy relationships throughout campus because isolation has been pressured so much. There seems to be a greater concern about perceived "safety" than quality education for students.
OSU has lost my trust in how it handled the pandemic and treated staff. I am actively looking for new jobs and have seen many coworkers leave as well.
OSU's response to COVID was truly heartbreaking. I've worked here for decades and have never felt so disposable (note: not replaceable, but disposable like a piece of garbage) I have realized that this organization literally does not care if I live or die, and I will never feel the same way about OSU again. I feel so naïve so giving this place my loyalty. I am just a renewable resource to them, so now I am reprogramming myself to think of this place as just a pay check. They cannot fix the damage that has been. Side note: I had issues with several questions on this survey because there weren't appropriate responses available. For example on the mandate question: what mandates?! They may have pretended that mandates were in place, but there was no enforcement. The things that were **suggested** were perfectly reasonable, but fell far short of what should have been done to keep us healthy. On the remote work question, my team seems to agree that hybrid is the best of both worlds. And, my stress levels have increased but not improved (not sure why those terms were combined).
Some of my tasks can be done remotely, but not everything. Even working remotely, I would come in to accomplish tasks I could not do from home. The ability to do both is important to some positions.
I love working at OSU and my job. I think we should move on from mask, not sure if they really work. I think there are other ways to treat Covid. I appreciate the University giving Covid shots to everyone, but I don't think I am going to get another Booster Shot. I'm done.
Protocols by OSU and CDC were excessive in it hurt the employee by deminishing available work force personnel when people were made to quarantine (especially in exposuer only) and never tested positive. it also hurt employees who were newer and did not have enough sick time accrued or rand out of all time. Long lasting employees didn't have issues with sick leave and just ended up with "vaca" when they were made to quarantine with no symptoms or otherwise. there is inconsistancies when it comes to Vax and non-Vax person who have known antibodies which should be treated the same. natural antibodies work better than man made. Just a lot of frustrations throughout the entire process.
I believe the impact of COVID-19 at OSU has been handled expertly at every level.
I have thrived while working remotely. I hope OSU will find a way to accommodate more people who would prefer remote work. It benefits both the employee and the university in so many ways.
No
The "masks expected" policy is very unhelpful and confusing. Masks aren't required but the pressure to always wear a mask is uncomfortable even though most people think it's not necessary at this point. The continuation of the masks expected policy even after the CDC said that masks aren't necessary is completely unreasonable. Illogical and unreasonable policies are a good way to get people to ignore you in the future when there are really important things that people need to follow.

The university showed complete disregard for worker safety and scientific facts about appropriate safety measures at the beginning. Money and politics clearly was more important than the life of staff members and their families.
i see some people in our building not using masks, i'm afraid to say anything. what should i do?
The rigidity of some unit's allowing remote work on an ongoing basis and others requiring all staff to report is unequal and arbitrary per campus and college
go back to normal and treat covid like the flu
People being able to work remotely makes communications difficult.
Essential personnel do not have the luxury of working from home.
I was so excited to accept my position here. I was proud of the work I was doing and loved coming to work. Now I see it as a terrifying place where no one cares that I have a health condition that I may die from if I get sick. My job can be done remotely. All of the faculty work from home. The students can take classes virtually. We staff, the ones that keep this university running, are completely overlooked.
you guys spent so much time trying to look like you cared about us that you didn't take the time to actually care. you forced unreasonable mandates upon us just to cover your ass, and now that we are coming out of the pandemic you are taking away all the changes that we liked. when we ask why specific things are changing back to the old way we get told "stop being difficult" or "because management said so". you are treating us like children and not giving us any choices about it. as an employer osu sucks and does not care about their people and I tell everyone I meet about it.
I know you work hard to help. I appreciate it. You know that 3 percent raise in December was not nearly enough to make up for 5 years with out a pay increase and gas is approaching 4 dollars and groceries keep going up along with electric/heat/cooling bills. I feel I am mid range as far as salary on campus and I have trouble making ends meet so I can only imagine what others are experiencing and no wonder we have lost so many employees on campus this year. Pay has to be competitive or it will only get worse and the quality of employee will only decrease as will service to students and we will be out of business.
There has been a stark contrast between the COVID-19 safety measures mandated in official statements and what actually occurs on campus during day to day operations. Students and staff who actually social distance and wear masks in indoor spaces are in the extreme minority. I have frequently been required to attend meetings in person and found that no safety measures were being enforced. The fear of contracting COVID-19 due to lax safety protocols is an unnecessary distraction from my duties.
I am performing work that can be done remotely, although I am required to be on-campus fully. I believe OSU's inflexibility regarding requiring all staff to be on-campus for work is negatively impacting our ability to recruit highly qualified individuals for the multitude of jobs that are open right now at OSU.
I feel working remotely is a very easy and completely possible transition that leads to increased work-life balance and more productivity from employees and should be a viable option given to all OSU employees who are able to work remotely.
Masks do nothing. Look at current CDC statements.
There is no uncertainty about remote work it is not allowed in our department unless you have a health risk. Now I am worried about Layoffs and Paycuts. Is that a possibility?..
We proved we were fully capable of remote operations, and gained improvements to our work-life balance, and then it was taken away without consideration. My employees and coworkers are leaving for fully remote options and I'm left with more work. My work-life balance has substantially worsened, due to the shift in perspective which came with fully remote operations.
I am not satisfied with OSU's response to COVID-19 at all. My department was able to work remotely from 2020-summer of 2021. In August 2021, we had to go back to the office. I requested to work from home due to myself and my wife being high risk but I was denied. We were not offered the option to work remotely again until after returning from Xmas break. We had to come back into the office after the break and be exposed to everyone in

<p>the office before being offered the option to work remote for 2 weeks. After the 2 weeks, we AGAIN had to come back in to the office for a week (and be exposed to everyone AGAIN) before being told we could work remotely until the end of the semester. I am very disappointed with my department's (IT) response to COVID and I am eager to find another place of employment.</p>
<p>Some of my duties can be done remotely. Most of it cannot. The Yes/No options on that question don't give a complete picture.</p>
<p>No</p>
<p>The pandemic has helped us realize that there is more OSU can do to accommodate staff - including increasing compensation and providing flex scheduling.</p>
<p>Censorship of opposing scientific theories/ideologies is the most distressing part of all of this. Natural Immunity is a real thing and it (and the people who survived the disease) should not be dismissed. All medication does not work for all people. Stop forcing drugs you have accepted on other people, we do not have the exact same body. You can not average results and end with something that works for every person, there will always be outliers. You are choosing one group of people (those who would die from the disease) over another (those who get sick from medication). Why don't the medical professionals confront the Government Regulations that allow non-food to be marketed and sold as food. Co-morbidities are caused by poor food choices and NONE of the medical professionals are saying anything about that, why not?</p>
<p>I feel like there were options for this survey that were not available. For instance, the question about working remotely. they were: I enjoyed working from home, it was necessary but I did not enjoy wr, I prefer the office. And maybe this is an attempt to return to old normal, but there should have been an option for a split schedule. This is the option I would have chosen because while I enjoy working from home and in the office, sometimes being around people all of the time is emotionally draining, and being at home all of the time eventually started wearing on me, as I am an omnivert.</p>
<p>Our dept was closed from Mar 2020 - July 6, 2020. I had to come to work once a week during that period for essential duties. Otherwise worked from home. When we returned full time July 2020, there were other depts still gone for almost an entire year after. Other depts had to work the entire time. It seemed unfair, but work must go on. I preferred remote work, and actually got a lot more done without all the interruptions experienced in the office. I would love to have continued remote work option at least 2 days per week. I would save me a lot of \$ on gas/commute.</p>
<p>I think that we should have gotten a lot more masks than we did and I think we should still be able to get masks in our office. Because some of us still wear our masks and I think that they should be provided to us. Not at our expense but the Universities and we should still be given hand sanitizer always, not just for covid but because we go to homes that are less clean than should be.</p>
<p>Mental health is important and working remote was a nice benefit. It actually benefited the payroll department a lot by helping them use electronic options instead of printing and hand delivering everything by paper. Covid forcing us to use email instead of printing out so many steps saved us days of work. It would be nice to have the ability to do a hybrid work week throughout the year a few days in the office and a few days working from home each week or to offer the hybrid work week during the summer. Another option would be to have the flexibility to do a work remote week when requested on a case by case basis approved by your director.</p>
<p>I considered leaving if OSU mandated vaccines or masks and many of us will do so again should our rights to privacy, medical decisions, and personal safety be violated. There was an alarming degree of misinformation and lack of objective information literacy coming from this institution. The complete dismissal of dangerous side effects towards employees and students was appalling and inhumane, and the fact that the vaccine portal stated that concerns for side effects were not a valid concern for refusal was disgusting and totalitarian in nature. OSU is following a political agenda rather than hard scientific fact. It has contributed in spreading misinformation and stoking division among departments, students, and other individuals. Many employees discussed quitting despite the financial strain they were under when their rights to medical decisions and privacy were threatened by Oklahoma State. The "vaccines" are not true vaccines and any medical decisions regarding them should be left to the discretion of a patient and his or her own medical provider. In my own circle, there were multiple cases of</p>

<p>renal failure and heart conditions that left students, older adults, and the like in the hospital where they only then became exposed to COVID-19. While more flexible work schedules greatly improved quality of life for many, the response from OSU has been abysmal and unconstitutional. If the university cared about its staff and students--and if it wanted any consistency whatsoever in this idea of "inclusiveness" it promotes--then it would not be so intent on violating basic human rights.</p>
<p>Would like to continue to see consistent messages from the university leadership, and this has been improved since Dr. Shrum came to the position. Hope the university to highlight the current vaccine mandate against non-COVID illnesses has been long established, and it is not a surprise that unvaccinated children cannot attend a public school or waiting in the public area at the pediatrician's office to pose harm to others. Very upset about some coworkers do not take everybody's health and safety seriously, such as rejecting the mandate (not the vaccine directly) due to political stance, and unwittingly encouraging the choice of vaccination rejection (despite some employees' reasoning for vaccine rejection is simply lack of understanding). This behavior backed some compassionate employees into a corner and created a hostile work environment.</p>
<p>While my immediate unit was great regarding COVID, CEAT's overall policy of not allowing remote work during the Omicron outbreak endangered me and my family. I am immunocompromised and they would not allow remote work, despite doctor's recommendations.</p>
<p>our office has been back full time in-person since July 7th, 2020 and while many other people get to work from home we can't. There's been no incentive, compensation, or even a "thank you" for our in-person work.</p>
<p>University Health Services has done a stellar job of handling the pandemic. Very organized with testing and vaccinations.</p>
<p>no</p>
<p>It is disappointing that we are not leaders and recognized the futility of mask wearing earlier as a research institution. The impact and restrictions that continue on our students for COVID theater are shameful. End the mask mandates. Get back to normal. Be open to remote working at least part time. It will benefit the environment and create more parking on campus for staff.</p>
<p>The University failed to consider the Extension Offices, we were still expected to meet with the public, open our doors to hundreds of people, conduct in-person programming while the on campus employees were working remotely.</p>
<p>Masks and mandates do nothing to protect us. My concern is that we will be over regulated as a result of fear.</p>
<p>Some of the questions I was not sure how to answer so I left them blank. Thank you for allowing us to give our feedback.</p>
<p>More effort was required, so more pay would be appreciated.</p>
<p>I believe that OSU did the best it could considering the State government's efforts to hamstringing any public health initiatives. Much of my frustration is with Stitt's administration, not Shrum's. However, I do wish that post-pandemic, more employees would be allowed to work remotely if they chose to.</p>
<p>In addition to several family members within my immediate family being "at risk" and being forced to return to the office when we felt unsafe and I had a medical note to allow me to telecommute; my level of dissatisfaction came when we were told we "had to return in person" and were not given a transition period. I had a very close family member dying and request to continue to telecommute (100% of my job can be done online) so that I could see my family member the last few months of their life. I was denied the request and told I had to return in person. My family member did end up dying several months later and I was unable to spend time with them (due to my job and the risk of COVID being transmitted to them). Upper management attempt to remedy this after several weeks after returning but the damage was done and I felt my management cared more about us "having a presence" in our office. I had been doing 100% of my job online and was serving more on campus than ever before, almost 1 year. Additionally I requested mental health accommodations and was denied. I expressed feeling very depressed due to my family members deteriorated health and when I expressed working from home help led some of my mental health issues I was told, "coming to the office helped me (my supervisor) not be bored, so coming back to the office may help you too." I was not bored, I was seeing more students than ever, I</p>

<p>was grieving and request help. There was a total lack of empathy from upper management. I seriously considered leaving OSU after that. I want to work for a business that cares about me as a person. Studies show when a company cares about their employees productivity and quality increase. I want to work hard for OSU, I love my job. But I want my management to show they value me and I'm not replaceable...because quality work and people are not replaceable.</p>
<p>People have many different concerns regarding Covid mandates. It can be a little challenging when people in the same office space have many different levels of concern. However, I am grateful that OSU was so flexible with remote work. It saved jobs for caregivers and was reassuring to those with health concerns. The impact on student learning was immeasurable. I hope that OSU's focus will be to get students back into the face-to-face classes.</p>
<p>I know we were limited in restrictions by our inept state legislative body. I believe in listening to the science and following proven medical guidance. My critic of the clinic was because they would not give me a booster shot because i had Moderna vaccine. That was frustrating.</p>
<p>The initial response to the pandemic was exactly as was needed. However, requiring everyone to return to work in person, because vaccines were available BUT NOT MANDATED was not okay. I felt like my family and my health were being gambled with so we can be in person for our students. There was a big push to return to everything as "normal" when nothing was normal. We were all trying to survive a pandemic! While I understand not all jobs can be performed efficiently while remote, hybrid options and staff rotations absolutely helped limit the number of staff in an office allowing for better social distancing while still providing in-person support for students, but this was eliminated as well. Most staff who were symptomatic kept showing up anyway stating that it was just allergies as work demands did not ease up in this time. Year 3 in a pandemic and I am burned out, stressed, and still trying to deliver at my best capacity. Allowing hybrid options, and considering a few days of work from home options will allow for more productivity and work life balance and better mental health.</p>
<p>I think the work culture has changed, which is why we have so many open positions, and are having trouble filling them. I think the University needs to consider a hybrid work schedule for employees, to improve hiring/retainment. The Unit I work does not normally support remote work, but there has been a shift and we will continue to suffer (be short-staffed/lose staff) if we do not make changes.</p>
<p>What the council probably already knows is that the pandemic proved that much of the work at Oklahoma State can be completed remotely. The restriction against telecommuting in colleges like mine reduces our ability to recruit new employees. It also removes telecommuting as an accommodation for employees who legitimately need that accommodation for health reasons other than COVID. I have one such employee who thrived while on remote work because it alleviated her symptoms from an auto-immune disorder. When telecommuting was lifted as an option, both her health and productivity suffered. She applied for accommodation through OEO and was eventually informed that there would be no remote work accommodation and she needed to decide if she wanted to work at OSU. No employee should ever be asked to quit their job for health reasons, but that is what happened to her. She is reapplying now and meeting a similar runaround and confusion that she is still asking for a COVID accommodation when that is not the case. While I am happy to have all of my employees come to the office even though they can work from home, the restriction in my college (CEAT) forbidding any remote work outside of pandemic instructions is a health risk to certain employees who, I believe, have ADA compliant reasons to request and be granted telecommuting.</p>
<p>The Jobs which can be done 100% remote, the management should give them work from home if the person is concerned due to Covid-19</p>
<p>I worked mostly in hybrid mode (some days remote some days in office) and really liked the balance it provided. Also it provided convenience since I commute from Tulsa to Stillwater.</p>
<p>Lack of consistency of telecommuting around campus (some areas worked remote for longer than others, personal autonomy within departments and colleges led to not knowing what was possible or expected as a staff member). Not a lot of communication for online tools to stay in touch with coworkers (Teams, chat, etc.). Worked in silos and since returning to work, continue to work in silos with doors closed and people not talking to each other even though we can now look at each other's faces.</p>

<p>There was no reward system in place for people who were able to continue to work remotely during covid. There were employees in our dept who did not have adequate equipment at home to do much work and they were given covid admin leave to use. So essentially they got paid to not work during the entire OSU shut down, while the rest of us still had to work and pick up their slack.</p>
<p>I'm just ready to get back to normal. No masks and people being nice to each other again.</p>
<p>It appears the work and performance level in departments has not returned to Pre Covid levels.</p>
<p>Would like to see departments offer more opportunities to work from home during pandemic</p>
<p>The university first bombarded us with too much information and then failed to communicate adequately. Additionally they have failed to enforce compliance with mask requirements.</p>
<p>I'm thankful that safety has been and continues to be a priority. I will be grateful when the "expected masks" goes away. I have concern regarding the impact of the pandemic to our economy and the increase in living expenses compared to staff salaries.</p>
<p>I have read many medical journal articles and it is evident based on the research that masks are not effective and the vaccine does not prevent the transmission of or the spread of COVID-19. What small benefit it provides in reducing chance of hospitalization lasts only 8 to 12 weeks. The mandates on campus are extremely unreasonable. Our office is mandated to wear masks in our space and the "masks expected" and "mask required" signs are everywhere. I am a mental health professional and this is damaging to mental health. Being bomarded with mandates that are not based in science (I know they say they are, but I have researched this extensively and the data is clear that masks and vaccines are ineffective). The CDC mask guidelines are largely based on studies involving other viruses that have much larger particulates than COVID-19. The research specific to COVID-19 shows at most an 18% effective with paper masks and no benefit at all from cloth masks. I considered leaving OSU due to the vaccine mandate that is now stayed. I am vaccinated but it wreaked havoc on my health and caused new health problems for me. I realize I could get a medical exemption, but on principle I believe these mandates are wrong. I do believe that OSU is doing what they think is best and has our best interests at heart, I just think these mandates are misguided. There is also research to suggest that constant mask wearing creates other health problems including increased risk of respiratory illness and as I mentioned earlier, causes emotional distress as well. When people have no choice regarding decisions that affect their body, it can trigger depression, anger, and anxiety. Many people cannot wear masks for various reason and these things are not taken into consideration when mandates are in place. If I were put in a position where I was required to get a booster shot I would likely leave the university. I wish OSU would stop listening to the flawed information the CDC provides and do it's own research. There are plethora of studies showing the ineffectiveness of masks and COVID-19 vaccines. I search for research that is not tied to pharmaceutical companies or our government because the corporate and government sponsored research tends to be biased. .</p>
<p>Need consistency among colleges</p>
<p>If it gets bad again and I'm forced to leave remote work, I will never forgive OSU if I get sick and bring it home to my family and something terrible happens as a result. Remote work options should remain a fixture and not temporary. OSU is unable to require masks, vaccinations and proper distancing.</p>
<p>Working from home for nearly two years has demonstrated to me, and maybe of my colleagues, that our job duties can be performed from any location. I do not see the value of a brick-and-mortar work environment to my personal situation.</p>
<p>It's been the wild west. Enforcement of policies is poor. Expectations of student behavior are unrealistic. Priorities seem less faculty/staff focused and more PR focused. Employee moral is and has been low. Return to work felt like a slap in the face and lack of flexible options (from the top), even after demonstrated success at a variety of work situations is being strongly discouraged although if they truly want to promote mental health and work life balance there should be an openness to flexibility within reason. It feels like we are trying to go back to the way things were and there have actually been a lot of positive innovations that were forced upon us by the pandemic; failure to learn to adapt and embrace new opportunities seems to be counter to the very mission we promote and encourage for our students.</p>

<p>Yes, when you work in finance your work doesn't stop. I worked both on campus and remotely from April 5, 2020 until June 28, 2021. I had my own office on campus and felt very safe until the students came back. I am currently working remotely. I will retire in the next few months nothing to do with Covid, it is just time. I got my first 2 vaccines from University Health, they were great.</p>
<p>Statements made by OSU did not match public views. Also required was used and how are to police a client which did not want to conform to the rules. No useful guidance/support was offered.</p>
<p>I have niece and nephew going to universities in different states. Mask are mandatory for all inside buildings. If you didn't get the vaccine, you were required to get tested weekly. At nephew's university - caught breaking the mask rule, you were expelled. This shouldn't have been a political issue, but it was made that way. Is Measles/Mumps/Chicken Pox political? Staff who didn't believe in covid, were able to just walk into people's office unmasked Students were required to wear a mask for a few weeks in class, but out of class - nothing was required. I would be curious how many fac/staff goes to their politician for medical advice.</p>
<p>Just what I said previously about my former College. I had to leave to feel safe from Covid 19 and get away from a hostile work environment because faculty and staff refused to abide by OSU Covid guidelines. It was an extremely stressful work environment. It's too bad employees of OSU are treated in that way.</p>
<p>I feel if OSU hadn't succumbed to the political noise surrounding COVID, we could have mitigated the risks more effectively. Requiring masks, vaccines, etc. were successfully implemented at other institutions.</p>
<p>Remote working should be a regular option to those who can successfully perform their job virtually. "Masks Expected" is annoying and not even leadership follows these guidelines; I recommend doing away with expectations and allow people to wear masks as they choose..</p>
<p>I was much more efficient working from home b/c I didn't have to go to countless meetings. I acutally was able to attend more meetings that bring value to my area by using Zoom and I remained more productive as I didn't have to leave 20 minutes early to locate a parking place nor have to treck 20 minutes back home or to the office. In my group, because most can work more productively at home, if we don't get progressive and create an environment where that can happen when appropriate some of the time, we will lose people. I have 4 people monitoring the Indeed website for 100% remote work jobs. COVID19 only proved we can.</p>
<p>I worry that administration believes COVID-19 is over. I have a child who is in the high risk health category and I constantly worry about getting COVID-19 and giving it to him. There seems to be an attitude that it is no longer a risk and often those who are cautious are gaslit. Honestly, I wish I had the option for remote work and/or hybrid to mitigate risk factors. I don't know why those of us who have positions that could be remote/hybrid can't utilize that option when most companies across the country allow it. It feels very old fashioned of OSU to be so stubborn about in person work and to be honest, I contemplate quitting my job on an almost daily basis since this isn't an option.</p>
<p>I believe giving staff the option to work remotely is key. I know working some days from home have helped if I am feeling under the weather and can take a covid test.</p>
<p>Overall, OSU has done a fantastic job to serve all during this difficult time for everyone of us.</p>
<p>NO</p>
<p>I am a director of a unit. The most stress has been to adjust around employee absences due to COVID related issues. We are a public/ university unit and have been open for in-person visits since August 2020.</p>
<p>I don't lean one way or the other on the whole situation but faculty, professors specifically need to do all they can to be in person. My freshman even though high school was mostly online for them NEED the in person environment to build relationships, talk to professors and communicate their struggles clearly, and most importantly college is hard in person I cant imagine all online and that is what some of them are dealing with currently.</p>
<p>I can easily perform my job from home, but I've been forced to work in-office since July '21. Unacceptable.</p>
<p>I feel that those who were required to work remotely while the others who received ADMIN leave during the same time, should be rewarded. If I wanted to take time away from work while working remotely, I had to use</p>

<p>leave, while those who were not required to work remotely and receiving ADMIN leave seemed to have gotten a free vacation.</p>
<p>I would like to work remotely 2-3 days a week to lessen contact, but my office equipment (two large monitors and a tower Mac) are not easily portable. When I had these at home during full-time remote, work was unimpeded and flowed well. Co-workers who used laptops were able to easily work back and forth. I would have liked to continue working at home.</p>
<p>I didn't appreciate being threatened with termination simply because I wouldn't get a shot. That's a personal choice, and a violation of both my rights and my employment at this great university. At no time did I agree to let the university or government tell me what was best for my health, and yet I was threatened with termination for it. "Loyal and True" went out the window pretty quickly when the feds threatened to withhold research \$\$\$ for "unvaccinated" workers.</p>
<p>Working from home one day a week was very helpful and a boost to morale. It was often my most productive day of the week.</p>
<p>I think the remote work practices highlighted that at least 80% of our jobs can be done remotely, so returning to 40-hour, in-office work weeks was counterintuitive to saving money on office resources.</p>
<p>I did not appreciate being forced to come back in to the office with 50+ people in the building when most were not wearing masks. We had positive cases in the office and were not informed of it by management. It seemed to be very hush hush. It seemed it was all a ploy to get people in the office to impress the new CIO regardless of our safety since the people who make the decisions on it either have their own offices with doors they can close or don't even work in the building.</p>
<p>It's been made pretty clear that staff are the last priority in terms of COVID protocols. We can't require students to wear masks in our office, we can't continue working remotely even when everything is being done on Zoom, etc. I know upper administration thinks that if you just ask students to wear masks, that they will. But that's not the reality for most of us who actually work one on one with students every day.</p>
<p>A portion of my job can be done working remotely. There are parts that it is much easier to be in the office to complete. My biggest concern has been the students and their apathy towards wearing masks. No matter the signage you will find very few entering a building wearing a mask.</p>
<p>Most of the members on the floor are not really that concerned about the virus. Most of us have had the shot and the others are very leery about getting the shot.</p>
<p>If you are essential, throughout the pandemic you still have to come into the office, even if your position could be done from home.</p>
<p>The trend of working remotely is here to stay. OSU could lose top talent if we go back to old school thinking of 8-5, in-person.</p>
<p>OSU employees need better benefits and pay .. The longer you work at OSU the less pay you get... They are hiring people or their friends from other places and pay them well.. Not fair.</p>
<p>Personal behaviors and masking of the leadership imposing mask "expectations" are hypocritical; rules for thee but not for me</p>
<p>Everything was so polarizing and not implemented fairly or consistently. Some people got to work remotely 100% for almost 2 YEARS, others not at all - in the SAME OFFICE. It was heartbreaking and hard and no one cared.</p>
<p>The only reason I didn't work remotely was lack of internet at my home, everyone else in the office was remote. I think there was softness to many mandates that was disappointing and leadership didn't always lead by example especially when it came to wearing masks.</p>
<p>Mental health is a huge concern across the country and from what I have heard, it is very difficult to receive timely counseling here on campus due to the extreme need for licensed counselors. The ones we do employ are more than likely overloaded with patients.</p>
<p>My workload has increased but it hasn't improved, so I wasn't sure how to answer that question.</p>
<p>Offices in remote areas off campus were kind of left in the dark. In the beginning we were drowning in COVID cases while OSU campus had little. We kind of had to fend for ourselves because the emails and everything pertained to OSU campuses. Our department head was very helpful though</p>

Remote work is valuable for a lot of staff members and possibly detrimental to the student experience.
Working from home greatly improved my mental well-being while still enabling me to get work and projects done effectively. The extra time I was able to spend with my family was something I'll always cherish and miss
Our department waited too long to let us work remotely and the tradesmen in FM are mostly unvaccinated and didnt follow guidelines. I became infected right before we worked remotely and havent been right since. I took all percausions and stil got it. They were just way too slow in acting. And frankly my entire job can be done remotely.
I don't feel the need to wear masks any longer is beneficial in anyway shape of form.
While I could easily work remotely, I was required to report to the office in person once a week. Very few people in my area took social distancing and mask wearing seriously. I would happily and easily have done 99.9% of my work remotely. Returning to the office has been very stressful.
I put cannot work remotely, but my job can be done about 80% remotely, but not 100% as I still need to do some things physically in the office, so rotating works fine, just not home every day all of the time.
I personally feel that having the ability to work from home should become part of our process. I think a hybrid of working remotely and in office would be a great asset to the University. I feel it helps balance our work and personal life.
OSU administration sends out blanket rulings on things such as Covid without being aware of how rural offices under the OSU umbrella must operate.
If staff are able to do their job effectively, remotely, we should be given that as an option or a hybrid schedule.