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**Oklahoma State University
Staff Advisory Council COVID-19 Response Survey
Stillwater & Tulsa
Executive Summary
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University Assessment & Testing (UAT)

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Background

Introduction

The Oklahoma State University Staff Advisory Council in collaboration with University Assessment and Testing, designed and developed the COVID-19 Response Survey (COVID-RS). The purpose of this survey was to gather input and feedback from OSU staff on topics such as OSU's response to changing conditions, working remotely, safety and resources on campus, OSU communications, and health concerns during the COVID-19 pandemic.

The COVID-19 Response Survey contained 41 questions in Likert scale, multiple response, or yes/no format, plus two open-ended questions. The main open-ended question that every participant received as their last question asked, "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?" Quantitative methods were used to analyze the data collected from this survey.

Data Collection

The survey was administered online using Qualtrics Survey Software to the Stillwater, Tulsa, and Oklahoma City campus communities. This group included all employee types, excluding faculty and temporary employees. The COVID-RS was distributed via email invitation. Completion time for the survey was 5 to 10 minutes. Data collection took place for approximately 4.5 weeks (March 10th, 2022, to April 11th, 2022).

Response Rate and Demographic Statistics of Respondents – Stillwater & Tulsa

An email invitation for participation to the COVID-RS was distributed to 3,540 staff across the Stillwater and Tulsa campuses. A total of 1,168 responses were received, yielding a response rate of 33.0%. After data cleaning procedures, 1,054 responses were kept for analysis, yielding a final response rate of 29.8%. A total of 380 responses were collected for the open-ended question.

Demographic and Background Information – Stillwater & Tulsa¹

Employee Type: ($n = 1,053$)

- 52.1% of participants were Professional/Exempt ($n = 549$),
- 45.1% were Classified/Non-Exempt ($n = 475$), and
- 2.7% were Administration ($n = 28$).

Gender: ($n = 1,053$)

- 65.6% of participants were Female ($n = 691$) and
- 34.3% were Male ($n = 361$).

Race, Ethnicity, and Nationality: ($n = 1,053$)

- 81.8% of participants were White/European American ($n = 861$),
- 4.7% were Multiracial ($n = 49$),
- 4.0% were Native American or Pacific Islander ($n = 42$),
- 3.9% were Hispanic/Latin(a/o)/Latinx ($n = 41$),
- 2.5% were Black/African American ($n = 26$),
- 1.7% were Asian/Asian American ($n = 18$),
- 1.2% were International ($n = 13$), and
- 0.2% were Unknown ($n = 2$).

¹ One participant did not have demographic data and was therefore excluded from the demographic analysis.

Key Findings

- Overall, there were very similar findings between the STW-Tulsa and Oklahoma City group which seems to suggest a united front in terms of OSU's response and staff reception of OSU's response.
- A majority of respondents agreed that the OSU administration responded well to COVID-19 (84.4%) and that their units' upper administration responded well (86.1%).
- Conversely, 20.5% of respondents disagreed with the statement "I feel OSU had my safety as a top priority."
- Approximately 29.2% of respondents reported that their enjoyment of their work has decreased since the start of the 2020.
- Almost half (48.4%) of respondents felt that their level of stress regarding work has increased since the start of 2020.
- A majority of respondents (68.1%) reported that their ability to meet the expectations of their position has remained the same throughout the pandemic.
- Of those who seriously considered leaving their current position ($n = 332$), a majority reported that they had considered leaving OSU ($n = 246$, 57.1%).²
- Of the participants who indicated that their job could be done remotely ($n = 702$), a majority reported being given an opportunity to work remotely through the pandemic ($n = 624$, 88.9%). Additionally, 86.2% of those participants identified that they did or are currently working remotely through the pandemic ($n = 538$).
- Of the participants who said they weren't given an opportunity to work remotely, a majority indicated that they would have accepted the opportunity to work if given it (91.7%, $n = 66$).
- A majority of respondents (67.4%) indicated that they preferred working remotely during the pandemic. On the other hand, 20.5% of participants indicated that they preferred working in the office. Finally, 12.1% of participants stated that they felt working remotely was necessary, but they did not enjoy it.
- A vast majority of participants who worked remotely (94.0%) reported being very satisfied or somewhat satisfied with the accommodations made for staff.
- When asked about their enthusiasm for returning to their on-campus offices (in the past or in the future), participants were somewhat split between being somewhat enthusiastic (37.1%, $n = 198$) and somewhat concerned (31.1%, $n = 166$).
- A majority of participants felt that their on-campus office/workspace is set up to allow for adequate social distancing (63.2%, $n = 640$).
- Participants found having free masks distributed on campus ($n = 466$), hand sanitizer stations located around campus ($n = 503$), and University Health Services ($n = 521$) were the most helpful resources. They reported that college-level communications were the resource they were the least aware of ($n = 130$). They also indicated that employee mental health resources ($n = 338$) and information on student mental health resources ($n = 327$) were known about but infrequently used.
- Of all the listed potential concerns, participants were least concerned about running out of sick leave ($n = 630$) and annual leave ($n = 602$).
- Participants were most concerned about transmitting COVID-19 to their family ($n = 254$), having difficulty getting students and other employees to comply with campus guidelines ($n = 229$), and layoffs or pay cuts ($n = 215$).

² As this question was a "Select all that apply," the percentage is calculated from the total responses to the question ($n = 431$).