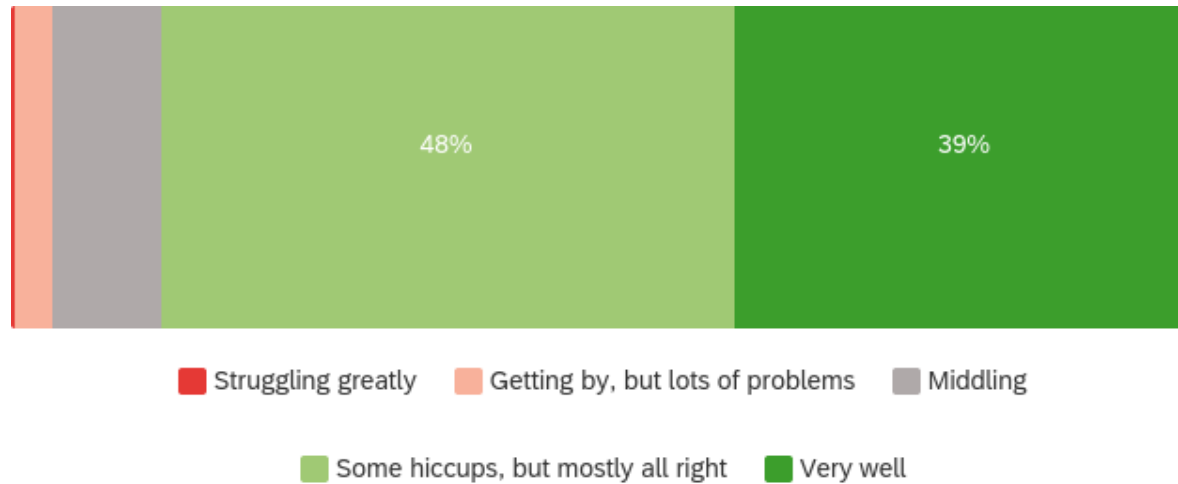


**Swarthmore College
Staff Check-in Survey
Fall 2020**

Summary of Results (N=413)

Conducted December 8th to December 16th 2020

Given adjustments in work patterns and changes due to the pandemic, how is your work going in general?



Pertinent Open-Ended Responses

Gratitude

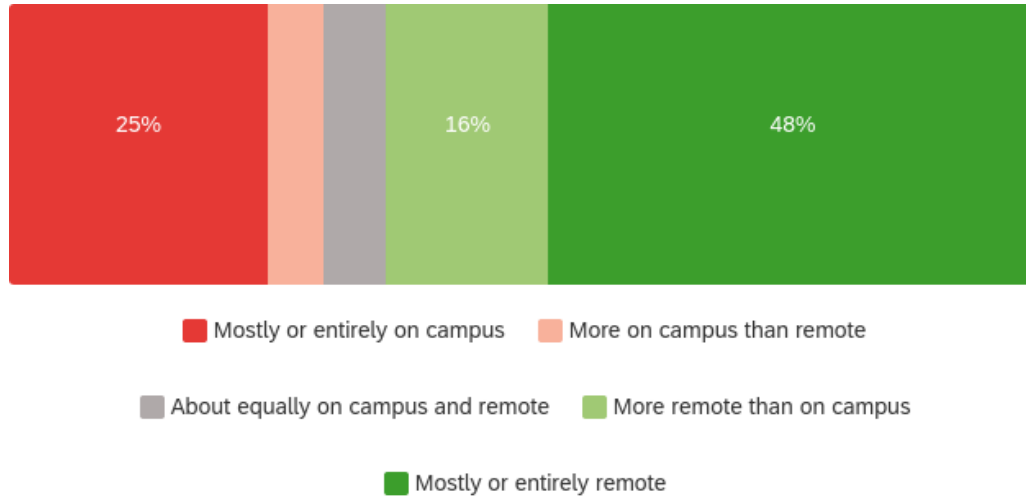
“Swarthmore is an anomaly in it's stability.”

“A big thank you to everyone who worked so hard to keep Swarthmore running with as few cuts to personnel as possible. All of your work is very much appreciated! I can't imagine how challenging it was to make decisions with so little information.”

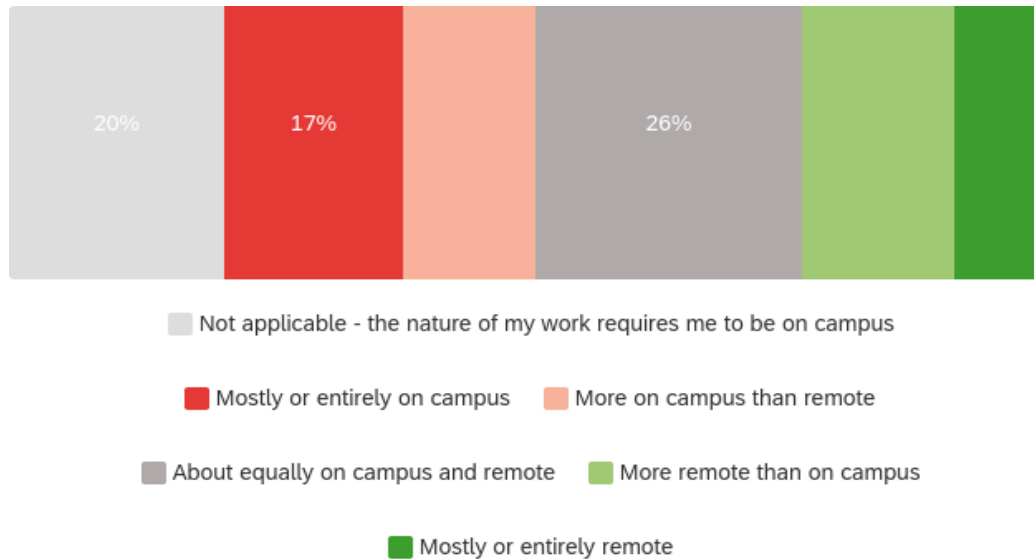
“Support by ITS has been critical and invaluable as well effective.”

“The COVID-19 website should win awards for it's usefulness and clarity. I can find all college communications, policies, FAQ in one easy-to-remember link, and that's been terrific.”

What has been your on campus versus remote work pattern during the fall semester while students were in residence?



Given your experiences this past year, what would be your preferred pattern for working after the pandemic is over and the College returns fully to in-person instruction?



Pertinent Open-Ended Responses

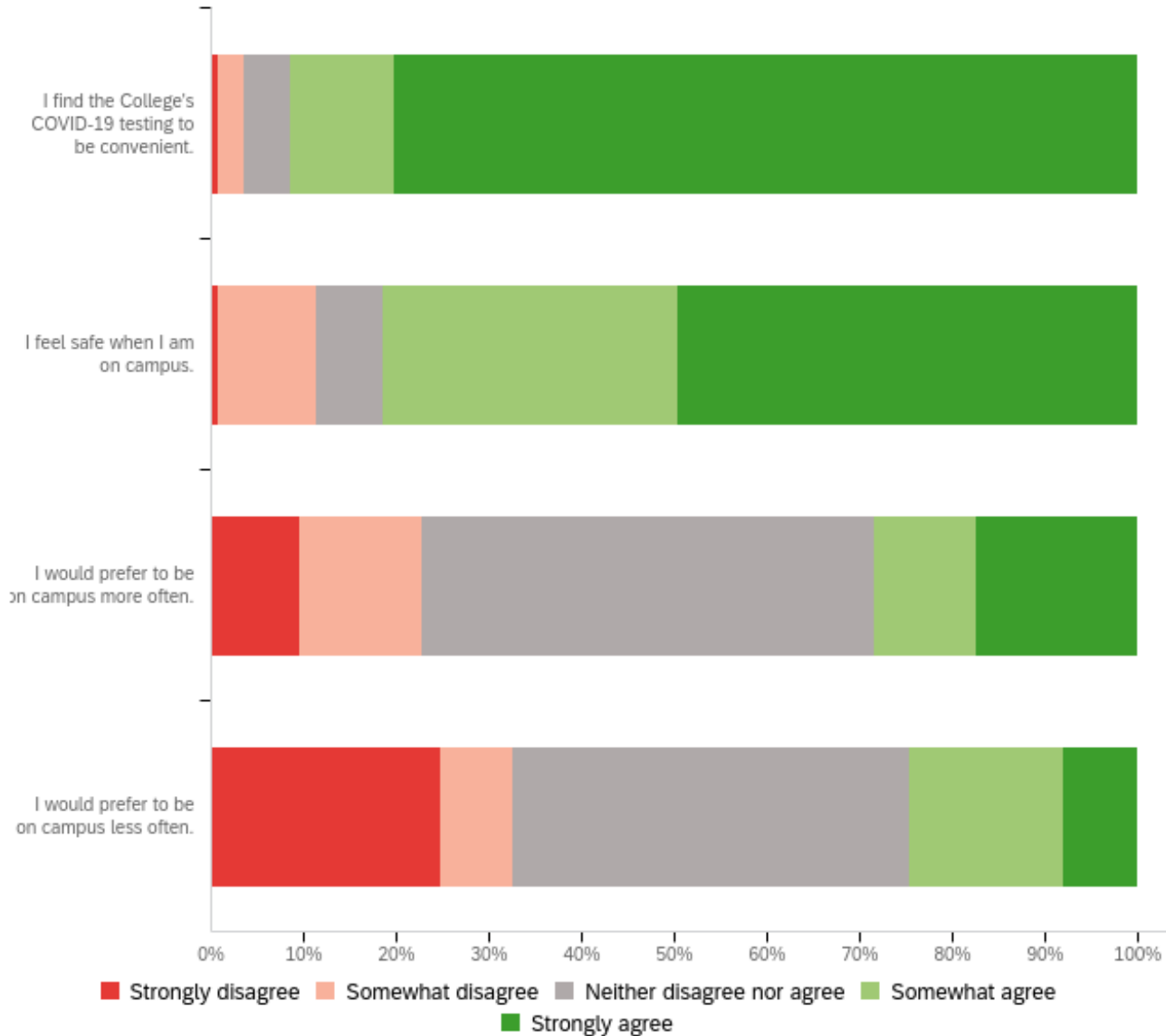
Resources and Remote Work

“I would love to see the opportunities for remote work to continue after the pandemic is over.”

“(We) don't have the proper support to work from home, such as proper office chairs and equipment. There's confusion in our unit on where to go if we had these needs.”

“When the College is in a better place, financially, I think splitting work between campus and remote would be much more feasible if there was a small allowance for creating productive home-office spaces.”

How much do you disagree or agree with the following regarding your experience on campus in the fall semester?



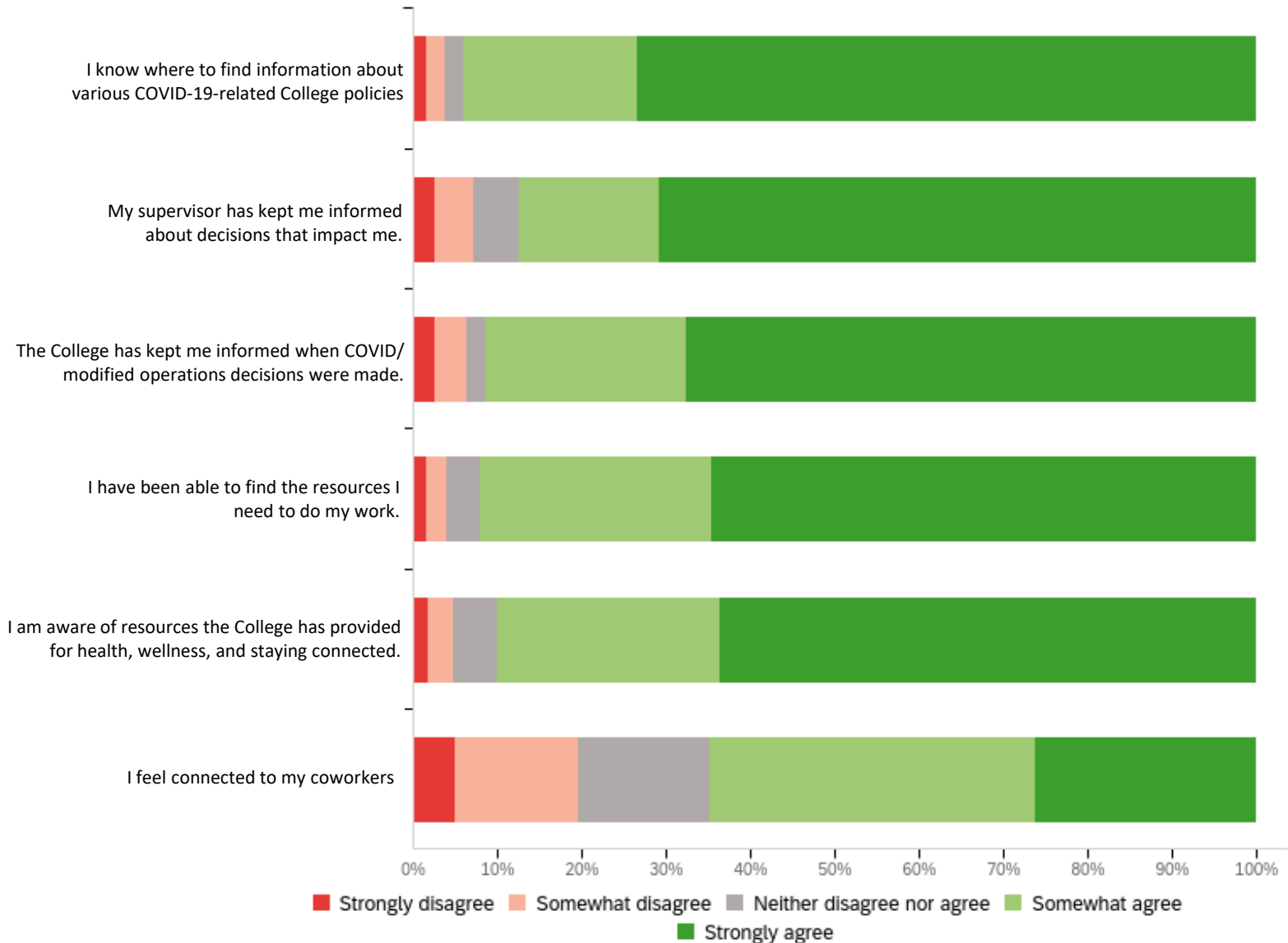
Pertinent Open-Ended Responses

Health and Well-Being

“I appreciate how well Swarthmore’s covid protocols worked last semester, but I’m still a bit worried for on-campus colleagues once spring semester starts.”

“The College should be applauded for the efforts to keep income coming in for so many staff. And, the peace of mind testing every week brings is incredible...”

How much do you disagree or agree with the following?



Pertinent Open-Ended Responses

Communication

“Communication wasn't great in the spring 2020 or most of summer but it changed and became much better in the fall.”

“Having a more well-communicated, overarching, and encompassing way to show commitment to and support of us in the intersectional ways we exist...”

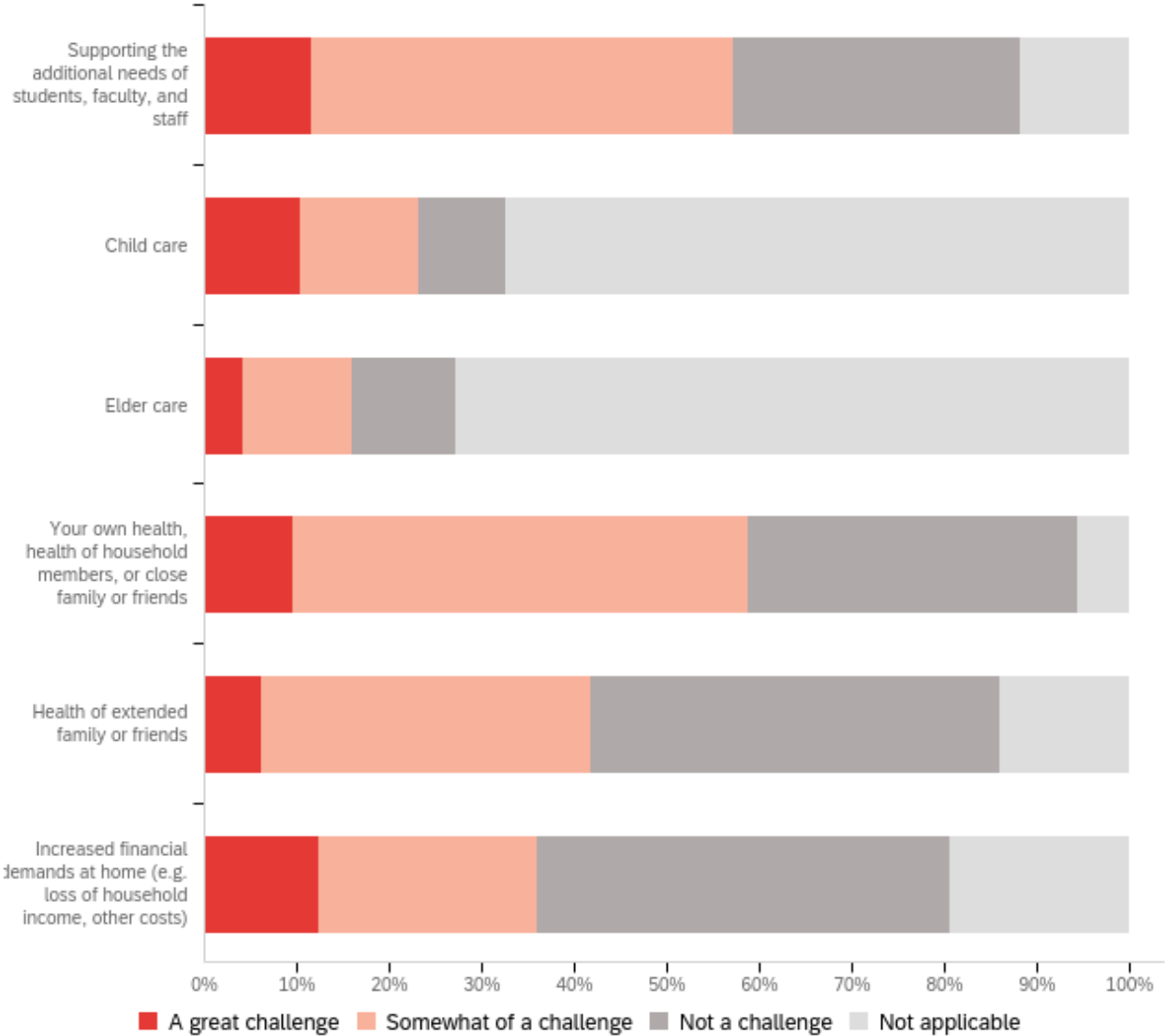
“I have found senior leadership to be exceptionally accessible and communicative.”

Loss of Community

“I know some staff who live alone are feeling very lonely and have had a particularly difficult time adjusting to working this way.”

“I appreciate that some offices are trying to create online opportunities, but I generally don't have the time or the energy to participate.”

Regardless of whether or not it has impacted your work, how much has each of the following been a challenge for you during this semester due to the COVID-19 pandemic?



Pertinent Open-Ended Responses

Challenges

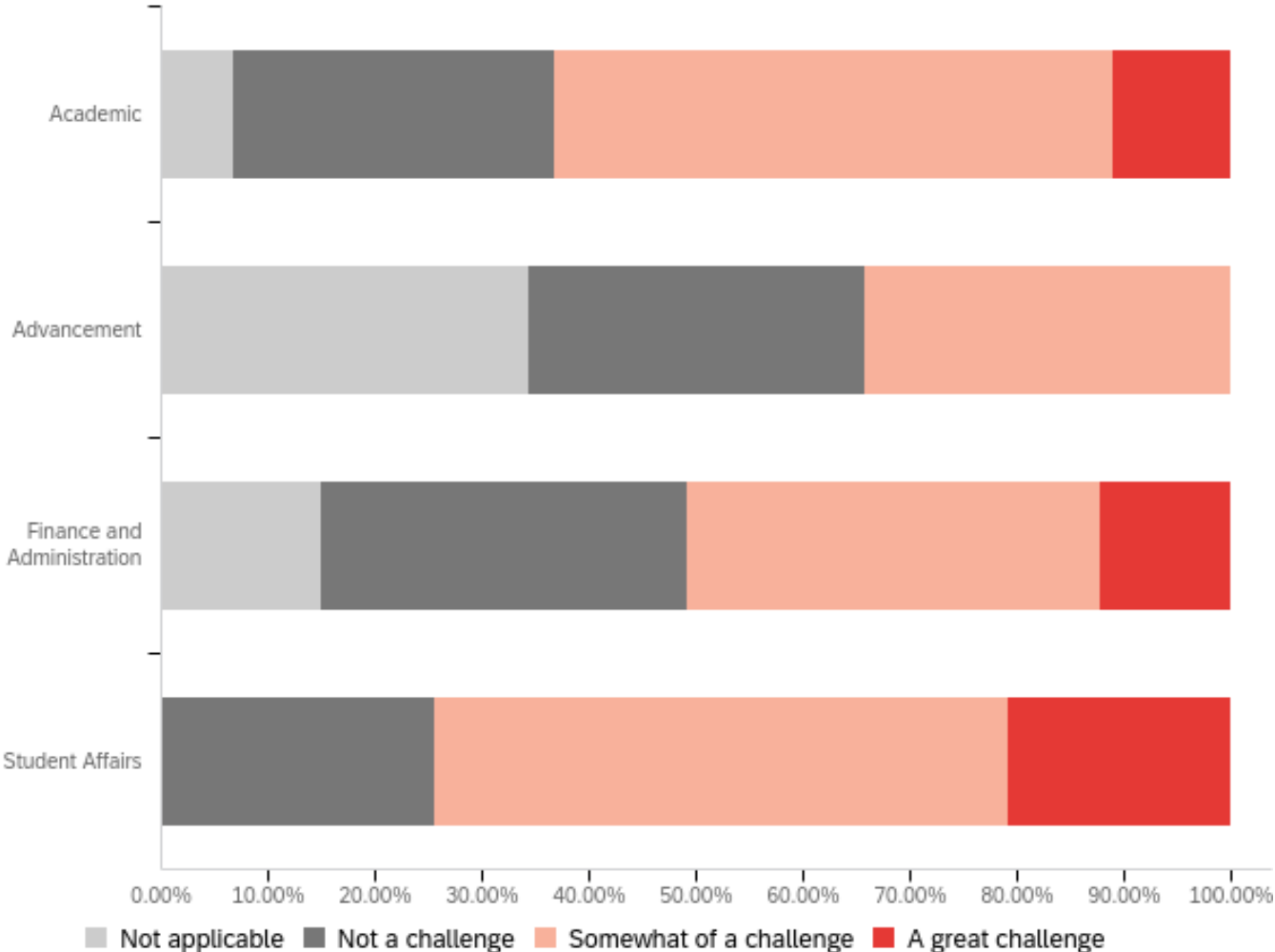
“This year has been challenging for everyone but I feel like it has been more challenging for people working in Facilities (Grounds, dining, EVS, maintenance, etc) especially for those of us that have dependents at home.”

“As a single working mom, I feel like I’m not doing a great job at either of my jobs (mom and employee at Swarthmore.) I think it would just help to know that my supervisor and those in administration understand how we are feeling and this survey helps!”

“...There are some nice initiatives...but official support for childcare needs or for mental health needs felt lacking.”

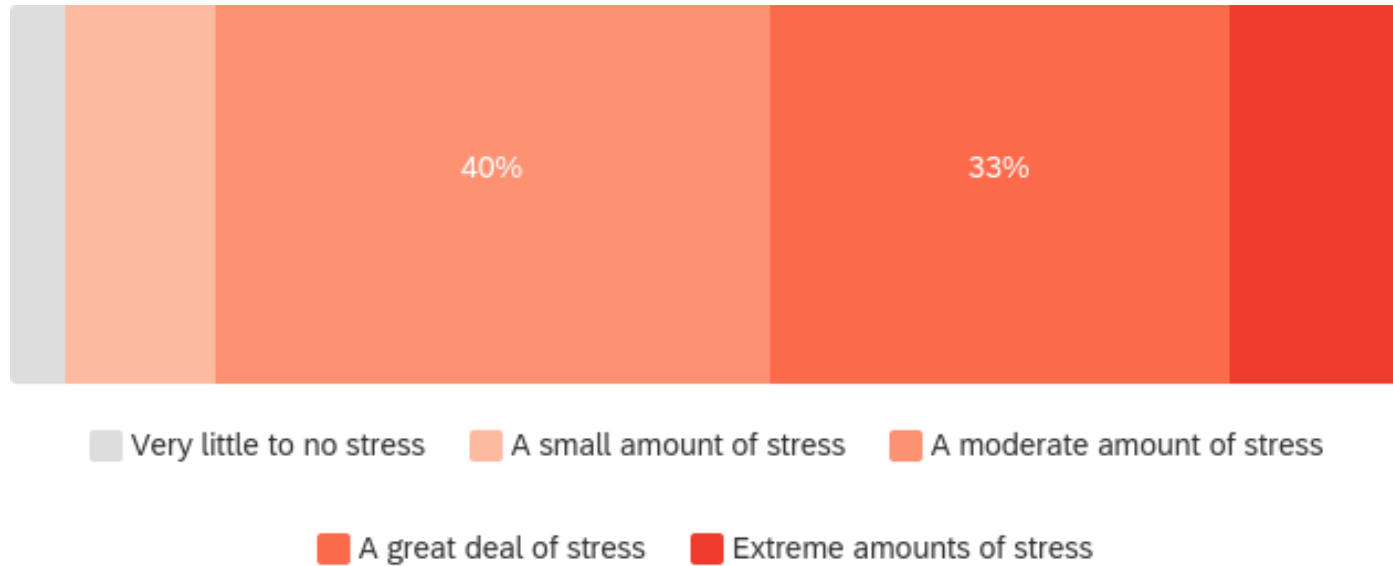
“The College should work to establish a culture that respects employees' time off and other work life balance concerns.”

Regardless of whether or not it has impacted your work, how much has supporting the additional needs of students, faculty, and staff been a challenge for you during this semester due to the COVID-19 pandemic?



How much stress do you feel that you are experiencing? This can be due to any combination of the pandemic, current events, and/or personal challenges (n=411)

3.4 on a scale of 1=Very little to no stress to 5=Extreme amounts of stress



Those who reported the following as a “great challenge” reported higher than average stress levels

- Health of extended family or friends (n=27)
- Your own health, health of household members, or close family or friends (n=39)
- Elder care (n=17)
- Increased financial demands at home (e.g. loss of household income, other costs) (n=49)
- Child care (n=42)
- Supporting the additional needs of students, faculty, and staff (n=47)

Pertinent Open-Ended Responses

Stress

“[Gratitude expressed]...that being said...I feel like I am drowning, and that the Spring is going to be more challenging than the Fall. It’s a feeling of overwhelming anxiety and fear, and I know I am not alone in feeling that way.”

“I have worked to manage expectations but everyone must be feeling pressure to continue to be productive. I have found I am working 50+ hour weeks and am still not necessarily meeting demands.”

“...there is A LOT more anxiety and depression in nearly everyone. Some supervisors I better equipped to handle the new emotional state of their employees. There's a lot of "just getting by" that is happening.”

Pertinent Open-Ended Response

“Thank you for your continued efforts to avoid furloughs and layoffs and continuously considering the well-being of all faculty, staff, and students.”



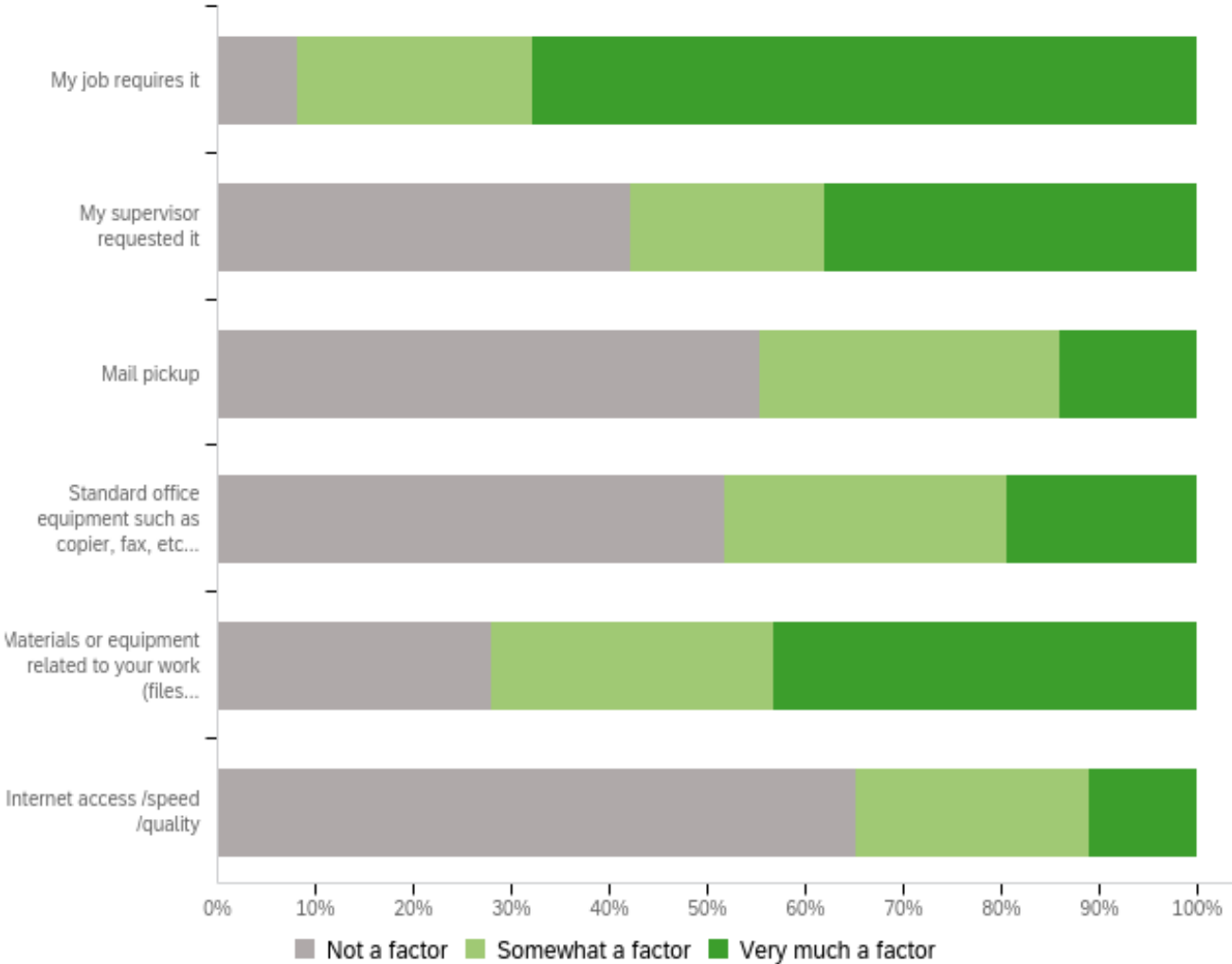
What would you like staff in support areas (that provide resources or services) and senior leadership to know about your work - whether on campus or remote - that might help them to understand how to better support you?

Please provide any additional comments, concerns, or context you wish to share below.



Additional Detailed Results

Please indicate the extent to which each of the following is a factor in your coming to campus?



Additional Detailed Results

How much stress do you feel that you are experiencing? This can be due to any combination of the pandemic, current events, and/or personal challenges (n=411)

Overall:3.4 on a scale of 1=Very little to no stress to 5=Extreme amounts of stress

<i>Those who listed as a "great challenge":</i>	N	Average Overall Stress (1-5)
Health of extended family or friends	27	4.5
Your own health, health of household members, or close family or friends	39	4.4
Elder care	17	4.1
Increased financial demands at home (e.g. loss of household income, other costs)	49	4.0
Child Care	42	3.9
Supporting the additional needs of students, faculty, and staff	47	3.8