Wave 3 Results for 639 Faculty, Staff, Post-Docs, and Graduate & Undergraduate Students in the College of Liberal Arts (CLA)¹

Demographic Information for Wave 3 CLA Respondents

- Total N = 639
- 60.1% Female | 32.9% Male | 7.1% Other or Not Provided
- 9.9% Asian | 4.1% Black or African American | 6.7% Latinx or Hispanic | 76.7% White | 8.9% Selected Another Category or Preferred Not to Answer
- 91.1% U.S. Citizen or Permanent Resident | 7.0% Non-U.S. Citizen | 1.9% Did Not Report
- CDC High Risk²: 21.8% - Self | 24.8% - Live With or Take Care of Someone Else
- CDC Secondary Risk Factors: 27.1% - Self | 31.7% - Live With or Take Care of Someone Else
- Employee Status: 13.9% Staff | 41.9% Faculty | 24.9% Graduate Students & Post-Docs | 10.2% Undergraduate Students | 9.1% Other & Retired
- 72.5% took the Baseline Survey | 67.0% took Wave 2 Survey

Current, Expected for Fall, and Preferred for Fall Working Location

<table>
<thead>
<tr>
<th>Working Location</th>
<th>Current</th>
<th>Expected</th>
<th>Preferred</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working from home</td>
<td>67.6%</td>
<td>34.4%</td>
<td>58.5%</td>
</tr>
<tr>
<td>Combination of Home and On Campus</td>
<td>17.5%</td>
<td>48.8%</td>
<td>29.4%</td>
</tr>
<tr>
<td>Working on Campus</td>
<td>6.1%</td>
<td>16.8%</td>
<td>12.1%</td>
</tr>
</tbody>
</table>

¹ Wave 1 survey was administered between 3 June 2020 and 9 June 2020. Wave 2 survey was administered between 25 June 2020 and 2 July 2020. Wave 3 survey was administered between 3 August 2020 and 11 August 2020.
Preference for Working Location in the Fall

- Working from home: 54.5% (↑5.8% from Wave 2)
- Combination of Home and On Campus: 27.4% (↓9.2%)
- Working on Campus: 11.3% (↓3.5%)

Change in Working Location Preference: Early June to Early August

- Work Remotely:
  - Baseline: 53.5%
  - Through July 2nd: 48.7%
  - Through August 11: 54.5%

- Combo of Remote & On Campus:
  - Baseline: 34.6%
  - Through July 2nd: 36.5%
  - Through August 11: 27.4%

- On Campus:
  - Baseline: 11.9%
  - Through July 2nd: 14.8%
  - Through August 11: 11.3%
Perception of Safety Returning to Campus in the Fall

- Less Safe: 50.7%
- Same as Before: 34.8%
- More Safe: 14.5%

Preference for Teaching and Interacting with Students in the Fall

<table>
<thead>
<tr>
<th>Change in Preference from Baseline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Face-to-Face Only: 4.8%</td>
</tr>
<tr>
<td>Mostly Face-to-Face with Some Online: 17.0%</td>
</tr>
<tr>
<td>Mostly Online w/Some Face-to-Face: 22.7%</td>
</tr>
<tr>
<td>Zoom/Webex in Real Time: 28.0%</td>
</tr>
<tr>
<td>Online Only, Asynchronous: 27.5%</td>
</tr>
</tbody>
</table>

Note. "Mostly Face-to-Face with Some Online" was added as an option to the Wave 3 survey. Now that it is available, it appears that some shifted their preferences from "Mostly Online with Some Face-to-Face" to "Mostly Face-to-Face with Some Online" while others likely shifted to Online Only.

Perception of Safety in Teaching and Interacting with Students in the Fall

- Less Safe: 55.9%
- Same as Before: 31.4%
- More Safe: 12.7%
Change in Preference for Teaching & Interacting: Early June to Early August

Overall Personal and Financial Concerns about Reopening in the Fall
Additional
Concerns about Reopening in the Fall

<table>
<thead>
<tr>
<th>Concern</th>
<th>More than Wave 2</th>
<th>Same as Wave 2</th>
<th>Less than Wave 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keeping Job</td>
<td>41.4%</td>
<td>50.9%</td>
<td>7.7%</td>
</tr>
<tr>
<td>Insurance</td>
<td>34.6%</td>
<td>60.2%</td>
<td>5.3%</td>
</tr>
<tr>
<td>Medical Bills</td>
<td>37.9%</td>
<td>56.5%</td>
<td>5.6%</td>
</tr>
<tr>
<td>Child Care</td>
<td>44.1%</td>
<td>50.8%</td>
<td>5.1%</td>
</tr>
<tr>
<td>Food Shortages</td>
<td>27.1%</td>
<td>62.2%</td>
<td>10.8%</td>
</tr>
<tr>
<td>Housing</td>
<td>20.4%</td>
<td>71.4%</td>
<td>8.2%</td>
</tr>
<tr>
<td>Visa Status</td>
<td>32.8%</td>
<td>64.7%</td>
<td>2.5%</td>
</tr>
</tbody>
</table>

- Staff (49%) and grad students & post docs (44%) reported more concerns about *keeping their jobs* compared to faculty (37%) and undergrads (38%).
- More concern regarding *housing* was reported by undergrads (35%) followed by grad students & post docs (27%), faculty (15%), and staff (14.0%).
- *Food shortages* were of more concern for grad students & post docs (41%) and undergrads (34%) followed by staff (24%) and faculty (17%).
- Significantly greater concern about *medical bills* was reported by grad students & post docs (47%) followed by staff (37%), undergrads (33%), and faculty (33%).
- Grad students & post docs reported significantly more concern about *insurance* (48%) followed by staff (29%), undergrads (25%), and faculty (25%).
- Significantly greater concern about *child care* was noted for faculty (51%) and staff (51%) compared with grad students & post docs (31%) and undergrads (27%).³
- Undergrads (71%) and grad students & post docs (50%) were significantly more concerned about their *visa status* followed by faculty (18%).⁴

³ Note that only 236 participants (i.e., 37%) out of 639 reported that child care issues were applicable.
⁴ Note that only 119 participants (i.e., 19%) out of 639 reported that visa status was applicable.
### Overall Personal Well-Being

<table>
<thead>
<tr>
<th>Statement</th>
<th>True for Me</th>
<th>Neither True/False</th>
<th>False for Me</th>
</tr>
</thead>
<tbody>
<tr>
<td>My supervisor shows that they genuinely care about my well-being</td>
<td>74%</td>
<td>13%</td>
<td>12%</td>
</tr>
<tr>
<td>In general, I feel what I am doing when working is worthwhile</td>
<td>68%</td>
<td>15%</td>
<td>17%</td>
</tr>
<tr>
<td>Most days, I can accomplish all I need to do during my normal working hours</td>
<td>58%</td>
<td>6%</td>
<td>36%</td>
</tr>
<tr>
<td>I can work productively in my current environment</td>
<td>55%</td>
<td>15%</td>
<td>30%</td>
</tr>
<tr>
<td>I feel equipped to manage both personal and work life demands right now</td>
<td>46%</td>
<td>13%</td>
<td>41%</td>
</tr>
<tr>
<td>I am able to effectively switch off from work to make time for rest</td>
<td>42%</td>
<td>11%</td>
<td>48%</td>
</tr>
<tr>
<td>Purdue has addressed key areas of concern in relation to COVID-19</td>
<td>35%</td>
<td>19%</td>
<td>46%</td>
</tr>
<tr>
<td>I am spending enough quality time interacting with others</td>
<td>33%</td>
<td>11%</td>
<td>56%</td>
</tr>
</tbody>
</table>

### Personal Well-Being by Employee Status

#### I am spending enough quality time interacting with others
- Staff: 20%
- Faculty: 33%
- Grads | Post Docs: 39%
- Undergrads: 45%

#### I am able to effectively switch off from work to make time for rest
- Staff: 21%
- Faculty: 36%
- Grads | Post Docs: 42%
- Undergrads: 48%

#### Purdue has addressed key areas of concern in relation to COVID-19
- Staff: 28%
- Faculty: 40%
- Grads | Post Docs: 48%
- Undergrads: 61%

#### I feel equipped to manage both personal and work life demands right now
- Staff: 25%
- Faculty: 45%
- Grads | Post Docs: 54%
- Undergrads: 59%

#### I can work productively in my current environment
- Staff: 44%
- Faculty: 50%
- Grads | Post Docs: 60%
- Undergrads: 62%

#### Most days, I can accomplish all I need to do during my normal working hours
- Staff: 36%
- Faculty: 56%
- Grads | Post Docs: 58%
- Undergrads: 68%

#### My supervisor shows that they genuinely care about my well-being
- Staff: 62%
- Faculty: 72%
- Grads | Post Docs: 77%
- Undergrads: 70%

#### In general, I feel what I am doing when working is worthwhile
- Staff: 50%
- Faculty: 53%
- Grads | Post Docs: 76%
- Undergrads: 82%

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5 Items adapted from [https://www.culturefirst.com/insights/covid-19-wellbeing](https://www.culturefirst.com/insights/covid-19-wellbeing)
COVID-19 Testing

- 23.6% Taken a COVID-19 test
- 0.7% Tested positive for active COVID-19 infection
- 0.7% Tested positive for COVID-19 antibodies
- 2.9% Lived with or interacted closely with someone who tested positive
- 12.8% Wanted a COVID-19 test but were unable to get one

COVID-19 Test Turnaround

- 44.6% Received COVID-19 results in < 3 days
- 43.9% Received COVID-19 results in 3 to 7 days
- 9.5% Received COVID-19 results in > 7 days

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6 Sums to >100% because respondents may have taken more than one COVID-19 test.
Confidence in Others’ Willingness to Engage in Health & Safety Measures

<table>
<thead>
<tr>
<th>Activity</th>
<th>Not At All/Not Very Confident</th>
<th>Somewhat/Confident</th>
<th>Change in Confidence from Wave 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Socially distance outside the classroom</td>
<td>94.3%</td>
<td>5.7%</td>
<td>↑ 0.4%</td>
</tr>
<tr>
<td>The Purdue Pledge will change student behavior</td>
<td>78.8%</td>
<td>21.2%</td>
<td>↓ 0.9%</td>
</tr>
<tr>
<td>Protect Purdue Implementation recommendations will be effective</td>
<td>71.6%</td>
<td>28.4%</td>
<td>↓ 5.0%</td>
</tr>
<tr>
<td>Students will wear masks most of the time</td>
<td>63.3%</td>
<td>36.7%</td>
<td>↑ 11.5%</td>
</tr>
<tr>
<td>Faculty and staff will socially distance outside of work</td>
<td>58.0%</td>
<td>42.0%</td>
<td>↓ 2.4%</td>
</tr>
<tr>
<td>COVID-19 testing will be available if you need it</td>
<td>43.6%</td>
<td>56.4%</td>
<td></td>
</tr>
<tr>
<td>Students will socially distance in the classroom</td>
<td>42.5%</td>
<td>57.5%</td>
<td>↑ 14.9%</td>
</tr>
<tr>
<td>Faculty and staff will socially distance while at work</td>
<td>5.7%</td>
<td>81.3%</td>
<td>↑ 2.2%</td>
</tr>
<tr>
<td>Faculty and staff will wear masks most of the time</td>
<td>5.7%</td>
<td>84.3%</td>
<td>↑ 2.9%</td>
</tr>
</tbody>
</table>
## Personal Willingness to Engage in Health & Safety Measures

<table>
<thead>
<tr>
<th>Activity</th>
<th>Yes %</th>
<th>Unsure</th>
<th>No %</th>
<th>Change from Wave 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wear a mask in designated areas</td>
<td>98.4%</td>
<td></td>
<td></td>
<td>↑ 2.7%</td>
</tr>
<tr>
<td>Socially distance at work</td>
<td>98.0%</td>
<td></td>
<td></td>
<td>↑ 3.8%</td>
</tr>
<tr>
<td>Quarantine if you are exposed to a person with COVID-19</td>
<td>96.3%</td>
<td></td>
<td></td>
<td><strong>new</strong></td>
</tr>
<tr>
<td>Monitor your own temperature</td>
<td>93.5%</td>
<td></td>
<td></td>
<td>↑ 0.1%</td>
</tr>
<tr>
<td>Socially distance while not at work</td>
<td>89.9%</td>
<td></td>
<td></td>
<td>↑ 9.2%</td>
</tr>
<tr>
<td>Obtain a flu vaccine</td>
<td>87.6%</td>
<td></td>
<td></td>
<td>↑ 1.9%</td>
</tr>
<tr>
<td>Discuss personal health history with HR or supervisor?</td>
<td></td>
<td></td>
<td>74.7%</td>
<td>↑ 2.3%</td>
</tr>
<tr>
<td>Confront and educate others regarding violations of the Purdue Pledge</td>
<td>32.2%</td>
<td></td>
<td>67.8%</td>
<td>↑ 3.0%</td>
</tr>
</tbody>
</table>
**Barriers to Working Remotely**

- Lack of Privacy: 36.2%
- Lack of Space: 27.4%
- Lack of Other Equipment to Do My Job: 26.0%
- Spotty, Poor, or No Internet: 24.7%
- Lack of IT Equipment: 23.3%
- Other Barriers: 15.6%
- Lack of Child Care: 12.4%

**Increased Monthly Expenses**

Across all respondents, 38.2% reported increased monthly expenses averaging about $87 per month (SD = 44). As with the overall survey results, the majority of expenses were associated with upgrading to higher-quality internet service, experiencing higher utility costs, needing consumable office supplies, and outfitting a home office. Nearly as many respondents who did not purchase these items reported needing them to more effectively do their jobs.

About 45% of staff reported spending more per month working remotely followed by graduate students and post docs (i.e., 40.3%), faculty (i.e., 38.8%), others (i.e., 32.1%), and undergraduate students (24.5%). This difference was not statistically significant, however\(^7\). Staff costs were estimated at $45 extra per month followed by others ($56 extra); undergraduates ($64 extra); grad students & post docs ($72 extra); and faculty ($74 extra).

\(^7\) \(\chi^2(4) = 6.98, p = .137, \text{Cramer's V} = .14\)
**Benefits to Working Remotely**

- Zero Commute Time: 72.8%
- Flexible Schedule: 65.7%
- Comfortable Clothing: 60.7%
- Custom or Private Workspace: 45.5%
- Saving Money: 39.9%
- No Office Distractions: 39.4%
- More Time with Family: 35.4%
- Other Benefits: 16.7%

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**Findings of Note**

CLA respondents continue to express significant concerns across multiple indicators about reopening this fall including a greater desire to work and teach remotely; higher levels of stress and anxiety; more financial concerns; and diminished well-being, particularly among faculty, grad students, and post docs. CLA respondents also report many benefits and a number of barriers to working remotely. Please note that the overall Wave 3 Fact Sheet details open-ended responses to other identified barriers and benefits to remote work; reasons for increased monthly expenses; and ideas for additional compensation and benefits that would help during this difficult period.

**Prepared By:**

Deborah L. Nichols, PhD  
Cheryl Cooky, PhD  
Stephen Beaudoin, PhD  
Audrey Ruple, DVM, MS, PhD, DipACVPM, MRCVS

Additional assistance provided by Manushag Powell, PhD