

Post-COVID Workplace Project

Supervisor Survey Preliminary Results Summary as of August 12, 2021

Distribution of survey

The supervisor experience survey was developed by the Transition Monitoring Team with feedback from the Project Team. A communication, with the link to the survey, was sent to supervisors on Wednesday, June 2, 2021. The survey was open until 5pm on Friday, July 9, 2021.

Demographics of respondents

- 379 supervisors responded to the survey. Of these, 35.62% are affiliated with UAA, 46.70% with UAF, 7.12% with UAS and 10.55% with Statewide.
- 89.18% of respondents supervise staff, 14.51% supervise faculty, and 40.37% supervise students (38.26% supervise more than one type of employee)
- Of all respondents, 68.34% of respondents are 1st line supervisors, 15.04% are 2nd line supervisors and 16.62% are executive or Senior Administrators.
- 47.76% of respondents have been a supervisor for five years or less, 22.69% have been a supervisor for 6-10 years and 29.55% have been a supervisor for more than 10 years.

Key initial findings

Details of the results and a full analysis can be found on the [project website](#) once the Transition Monitoring Team has finished tabulating the final results. Here are some key initial findings that are of interest for the aggregate population.

- Supervisors stated that the most predominant work situation for those they supervised over the past year was hybrid, with most of the time spent remote (38.26%). The next most frequent work situation was full time remote work (30.08%).
- 64.00% of the respondents stated that the availability of long-term remote work would definitely or probably make it easier to hire and retain employees. 20.00% said it might or might not.
- The top two items that supervisors stated are critical or essential in assessing a position to determine if remote work is possible is the business needs of the department and the face-to-face interaction requirements with those the position serves.
- 72.88% of respondents felt they definitely or probably had the capacity, training and support to effectively supervise employees who are working remotely and/or have a flexible work schedule.
- The top five challenges supervisors anticipate with long-term remote or hybrid work arrangements are difficulty with effectively onboarding new team members, proper equipment for team members working remotely, decreased collaboration, building and maintaining employee and team morale, productivity and accountability.
- The top five positive outcomes anticipated with long-term or hybrid work arrangements include ability to offer flexible schedules, support employee work/life balance, improved employee and team morale, better and/or widespread utilization of digital work processes, and decreased department costs.