UW Enterprise Risk Management Advisory Assessment

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ABOUT THIS REPORT

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Contents

Introduction

The Wyoming Survey & Analysis Center (WYSAC) at the University of Wyoming (UW) completed a survey of employees and students at the University of Wyoming to obtain feedback from the entire University community on how our institution handled the COVID-19 pandemic period in the course of the past two years. The survey was commissioned by the UW Enterprise Risk Management Advisory Committee (ERMAC). The findings are to help design actionable items for the immediate future and in similar crises situations that our institution may be faced with again.

The survey was conducted using the online mode of data collection.

Survey Facts

Start and End Dates
February 8, 2022 – February 21, 2022[1]

Completed Surveys
1959 Total Surveys
837 Employees
1122 Students

Response Rates
31% Employees
14% Students

Median Survey Length
13 Minutes

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[1] On Wednesday morning, February 16, the UW Board of Trustees voted to lift mask requirements in most indoor spaces, effective February 21. At the time of that announcement, 93% (n=1826) of surveys had been completed for this project. This should be considered when interpreting the results presented in this report.

Methods

Questionnaire Development

The survey instrument for this project was developed by WYSAC in collaboration with the UW Enterprise Risk Management Advisory Committee. The questionnaire was designed to capture all aspects of the policies, procedures and measures undertaken by the UW Administration in their efforts to mitigate the effects of the COVID-19 pandemic on the functioning of our institution, and obtain feedback from the entire University community on how timely, appropriate and successful these efforts have proven.

Mode of Contact and Mode of Data Collection

Potential respondents were contacted by email and provided with a link to the online version of the survey and a unique access code.

Sampling Frame, Sample Design, and Sample Size

WYSAC obtained contact information for all UW Laramie campus students and for all UW Laramie campus employees from the UW Registrar and from the UW Human Resources Department, respectively. All individuals contained in these lists were invited to take the survey.

Survey Administration

After the survey instrument was finalized, it was programmed for online survey administration, and tested for programming errors. An initial survey invitation email was sent on February 8th, 2022, with reminder emails sent to those who had not completed the survey on February 11th and February 16th.

Response Rates

A total of 1959 completed surveys were obtained. Of all surveys, 837 were completed by employees for a response rate of 31%, and 1122 surveys were completed by students for a response rate of 14%

Data Compilation and Analysis

After data collection was closed, the data were exported into SPSS software and checked for consistency, including looking for any missing data and declaring missing values.

Demographics

As can be seen from the table below, all major categories of UW employees are well represented in the final sample of respondents.

Table 1

	N of respondents
Tenure or Tenure Track Faculty	153
Academic Professional with teaching responsibilities	86
Academic Professional with no teaching responsibilities	53
Administrative Professional	52
Administrator	43
Staff	450
Student	1122
Total	**1959**

The final sample of employees includes employees with varying years in service at UW.

Table 2

	Count	Valid %
One year or less	73	8.7
Over one year to five years	247	29.5
Six to 15 years	270	32.3
16 to 25 years	176	21.1
Over 25 years	70	8.4
Total valid	836	100.0
No answer	1	
Total	837	

In the final sample of tenure or tenure track faculty and of academic professionals, those who taught classes in the past two year are well represented.

Table 3

	Count	Valid %
Yes	242	**82.9**
No	50	**17.1**
Total valid	**292**	100.0
System missing	545	
Total	**837**	

In the final sample of students, students from all class standing categories are present.

Table 4

	Count	Valid %
Freshman	127	**11.3**
Sophomore	178	**15.9**
Junior	286	**25.5**
Senior	289	**25.8**
Graduate student	241	**21.5**
Total valid	**1121**	100.0
No answer	1	
Total	**1122**	

Key Findings

Respondents were asked for their opinion on the timing, need and success of implementation of several measures introduced by the institution aimed at coping with the COVID-19 pandemic.

A majority of employee respondents believe that the timing of the face covering policy on campus (63%), the testing policy for COVID (67%), the work from home arrangements (67%), the remote classroom /teaching arrangements (53%) were "*on time.*" (See Tables 6, 7, 8, 9.)

Student respondents are less positive, but still close to 50% of those responding seem to believe that these measures were introduced *on time*. (See Tables 6, 7, 9.)

Among employees, similar are the results regarding the need for those measures. A majority of employee respondents believe that the face covering policy on campus (63%), the testing policy for COVID (64%), the work from home arrangements (61%), remote classroom/ teaching arrangement (62%), isolation or quarantining of students (66%) were *extremely necessary* measures. (See Tables 10, 11, 12, 13, 14.)

When considering students, in no case are those who think the measure was *extremely necessary* the majority. (See Tables 10, 11, 13, 14.)

Regarding the rate of success of the implementation of the aforementioned measures, employee respondents tend to believe that all of those measures were either *very successful*, or *somewhat successful* (69% re: face-covering policy; 70% re: testing policy; 76% re: work from home arrangements; 60% re: remote classroom/teaching arrangement; 52% re: isolation or quarantining of students). (See Tables 15, 16, 17, 18, 19.)

Again, students appear to be less convinced of the successful implementation of these measures. (See Tables 15, 16, 18, 19.)

The difference in satisfaction levels between teaching faculty and students with regard to how remote classroom/teaching was organized is significant. While 63% of faculty are either *very satisfied* or *somewhat satisfied*, only 33% of students express satisfaction. (See Table 20.)

Employees and students differ by a large margin in their overall satisfaction with how the institution handled the situation around the pandemic, with 50% of employees reporting to be

either *very satisfied* or *somewhat satisfied*, while only 29% of students appear to feel the same way. (See Table 22.)

Employees are much more satisfied with how their department handled the situation around the pandemic, with 73% reporting to be either *very satisfied* or *somewhat satisfied*. (See Table 23.)

Satisfaction with the vaccination campaign the institution undertook in spring 2021 stands at only 50% among employees and 31% among students. (See Table 24.)

Respondents were asked to reflect specifically on the testing policies at the University in fall 2021. Over half of employee respondents, and close to half of student respondents assess them as being *about right*. (See Table 25.)

Respondents were then asked to reflect on the current testing policies. Less than half of employee respondents (43%) consider those to *be about right*, and a similar number consider them to be *less than they would like*. Students appear to be more satisfied with these policies, with close to half considering them to be *about right*, and only 29% considering them to *be less than they would like*. (See Table 26.)

Both employees and students appear to be less satisfied with the current face-covering policies[2] than they are with the current testing policies; 39% of employees and 28% of students consider them to be *about right*. It should be noted, however, that 50% of students consider the "current" face-covering policies to be *more than they would like*, while only 29% of employees think the same way. (See Table 27.)

Over half of responding students report having been required to quarantine or isolate during the past two years of the pandemic. And over half (57%) of those assess the support and care they received from the University during their quarantine as *not very good* or *not good at all*. (See Table 28 and 29.).)

Respondents were presented with a set of more general statements regarding the University's handling of the COVID-19 pandemic. Overall, employees were quite positive in their assessment:

- **"**The University took precautions to ensure employees /students safety during the coronavirus pandemic."--78% of employee respondents *strongly agree*, or *somewhat agree* with that statement. (See Table 30.)

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[2] On Wednesday morning, February 16, the UW Board of Trustees voted to lift mask requirements in most indoor spaces, effective February 21. At the time of that announcement, 93% (n=1826) of surveys had been completed for this project. Hence, the results are not representative of the sentiments with respect to the current face covering policies.

- "I understand the safety protocols being implemented to prevent COVID-19 infections."--76% of employee respondents *strongly agree*, or *somewhat agree* with that statement. (See Table 32.)
- "I understand the importance of screening employees / students for symptoms of COVID-19."--84% of employee respondents *strongly agree*, or *somewhat agree* with that statement. (See Table 33.)
- "I understand updated University of Wyoming health and safety policies/protocols that are being put in place as a result of the COVID-19 pandemic."--70% of employee respondents *strongly agree*, or *somewhat agree* with that statement. (See Table 34.)

Students' perceptions seem to be in line with those of employees, though smaller majorities *strongly agree*, or *somewhat agree* with these statement.

Respondents to the survey are somewhat less satisfied with the <u>institution's communication during the pandemic crises</u> – only 56% of employee respondents *strongly agree*, or *somewhat agree* with the statement "The University provided timely and clear communication during the crisis." Student responses follow the same direction as those of employee respondents. Close to, but still less than half of student respondents *strongly agree* or *somewhat agree* with the above statement. (See Table 31.)

The comfort levels of employees and students with regard to <u>fear of contracting the virus from co-workers/students,</u> are quite different. Only 33% of employee respondents *strongly agree*, or *somewhat agree* with the statement: "I have no fear of contracting the virus from co-workers/students." While a majority (56%) of student respondents *strongly agree*, or *somewhat agree* with the same statement. (See Table 35.)

Respondents were presented with a list of <u>possible safety measures</u> and asked if they want to see them at the University. Presented below are the six chosen by a majority of employees, presented in descending order of the number of affirmative responses. (See Table 36.)

Table 5

	Employees	Students
	% Yes	**% Yes**
Hand sanitizer stations	**82.1**	**79.0**
UW testing for COVID-19	**77.3**	**54.8**
University provided mask	**69.9**	**63.4**
Increased telecommuting	**66.0**	**40.2**
Required masks	**60.8**	**40.3**
Physical-distancing protocols	**58.5**	**31.4**

As can be seen in Table 5, hand sanitizer stations are favored by large majorities of both employees and students. University provided masks are also an item about which employees and students feel alike. Beyond these two measures employees and students are not in agreement.

The responses to the question designed to measure <u>comfort levels with learning or working in-person at the university at this moment in time</u> are a logical continuation to the responses to the question regarding fear of contracting the virus from co-workers/students. While 70% of student respondents indicate that they are *extremely* or *somewhat comfortable* learning in-person at the university, a slight majority (58%) of employee respondents indicate that they are *extremely* or *somewhat comfortable* working in-person at the university. (See Table 37.)

Respondents were further prompted to indicate <u>what measures would increase their comfort levels of working/learning in-person at the university</u>. Results are very telling of UW employee's sentiments on that subject. Of the nine named measures, three were selected by half or close to half of all employee respondents: *mandatory vaccine requirement* (52%), *mandatory face covering requirements* (49%), *public health regulations being followed* (49%). (See Table 38.)

In closing, respondents were asked if they see any <u>downsides to the "remote" work arrangements</u> available to UW personnel at this point. Although the majority (55%) of employee respondents appear to not see any downsides to these arrangements, still close to half (45%) do see downsides. (See Table 40.)

Survey Results

This section of the report contains the responses to all substantive close-ended questions included in the survey.

Raw frequency counts and percentage distributions of responses are presented broken down by the major respondent categories of *employee* or *student*.

No answer/Refused values are excluded from the valid percent calculations.

 On *Select all that apply* items percentage may total more than 100.

If a particular question was asked only of a certain subgroup, there is a notation to that effect.

Responses to the open-ended questions included in the survey are presented in Appendix A, as a separate document.

Q5. How would you rate the <u>timing</u> of the following measures and policies introduced by our institution?

Face covering policy on campus

Table 6

	Employee		Student	
	Count	Valid %	Count	Valid %
Too early	70	**8.4**	229	**20.5**
On time	524	**62.8**	561	**50.2**
Too late	173	**20.7**	149	**13.3**
Don't know/Not sure	68	**8.1**	179	**16.0**
Total valid	**835**	100.0	**1118**	100.0
No answer	2		4	
Total	**837**		**1122**	

Testing policy for COVID

Table 7

	Employee		Student	
	Count	Valid %	Count	Valid %
Too early	45	**5.4**	198	**17.5**
On time	557	**66.9**	552	**49.4**
Too late	157	**18.9**	190	**17.0**
Don't know/Not sure	73	**8.8**	180	**16.1**
Total valid	**832**	100.0	**1118**	100.0
No answer	5		**4**	
Total	**837**		**1122**	

Work from home arrangements (*asked only of employees*)

Table 8

	Employee	
	Count	Valid %
Too early	53	**6.3**
On time	557	**66.7**
Too late	132	**15.8**
Don't know/Not sure	93	**11.1**
Total valid	**835**	100.0
No answer	2	
System Missing		
Total	**837**	

Remote classroom/teaching arrangements

Table 9

	Employee		Student	
	Count	Valid %	Count	Valid %
Too early	55	**6.6**	301	**26.9**
On time	444	**53.2**	521	**46.6**
Too late	163	**19.5**	130	**11.6**
Don't know/Not sure	172	**20.6**	167	**14.9**
Total valid	**834**	100.0	**1119**	100.0
No answer	3		3	
Total	**837**		**1122**	

Q6 Now think about the <u>need</u> for these measures. In your opinion how necessary or unnecessary were these measures?

Face covering policy on campus

Table 10

	Employee		Student	
	Count	Valid %	Count	Valid %
Extremely necessary	526	**62.9**	417	**37.2**
Somewhat necessary	10	**14.4**	150	**13.4**
Somewhat unnecessary	74	**8.9**	162	**14.4**
Completely unnecessary	108	**12.9**	384	**34.2**
Don't know/Not sure	8	**1.0**	9	**0.8**
Valid Total	**836**	100.0	**1122**	100.0
No answer	1			
Total valid	**837**		**1122**	

Testing policy for COVID

Table 11

	Employee		Student	
	Count	Valid %	Count	Valid %
Extremely necessary	533	**63.8**	364	**32.5**
Somewhat necessary	166	**19.8**	289	**25.8**
Somewhat unnecessary	72	**8.6**	213	**19.0**
Completely unnecessary	58	**6.9**	243	**21.7**
Don't know/Not sure	7	**0.8**	10	**0.9**
Valid Total	**836**	100.0	**1119**	100.0
No answer	1		3	
Total valid	**837**		**1122**	

Work from home arrangements (*asked of employees only*)

Table 12

	Employee	
	Count	Valid %
Extremely necessary	505	**60.5**
Somewhat necessary	189	**22.6**
Somewhat unnecessary	64	**7.7**
Completely unnecessary	55	**6.36**
Don't know/Not sure	22	**2.6**
Valid Total	**835**	100.0
No answer	2	
System Missing	0	
Total valid	**837**	

Remote classroom/teaching arrangements

Table 13

	Employee		Student	
	Count	Valid %	Count	Valid %
Extremely necessary	511	**61.1**	289	**25.8**
Somewhat necessary	165	**19.7**	351	**31.3**
Somewhat unnecessary	63	**7.5**	174	**15.5**
Completely unnecessary	54	**6.5**	289	**25.8**
Don't know/Not sure	43	**5.1**	18	**1.6**
Valid Total	**836**	**100.0**	**1121**	**100.0**
No answer	1		1	
Total valid	**837**		**1122**	

Isolation or quarantining of students

Table 14

	Employee		Student	
	Count	Valid %	Count	Valid %
Extremely necessary	549	**65.6**	457	**40.8**
Somewhat necessary	166	**19.8**	318	**28.4**
Somewhat unnecessary	51	**6.1**	160	**14.3**
Completely unnecessary	53	**6.3**	170	**15.2**
Don't know/Not sure	18	**2.2**	15	**1.3**
Valid Total	**837**	**100.0**	**1120**	**100.0**
No answer			2	
Total valid	**837**		**1122**	

Q7 Now think about the <u>implementation</u> of these measures. In your opinion how successful or not successful was their implementation?

Face covering policy on campus

Table 15

	Employee		Student	
	Count	Valid %	Count	Valid %
Very successful	138	**16.5**	117	**10.4**
Somewhat successful	359	**42.9**	318	**28.3**
Somewhat unsuccessful	203	**34.3**	334	**29.8**
Completely unsuccessful	109	**13.0**	317	**28.3**
Don't know/Not sure	27	**3.2**	36	**3.2**
Total valid	**836**	100.0	**1122**	100.0
No answer	1			
Total	**837**			

Testing policy for COVID

Table 16

	Employee		Student	
	Count	Valid %	Count	Valid %
Very successful	228	**27.2**	143	**12.7**
Somewhat successful	360	**43.0**	430	**38.3**
Somewhat unsuccessful	159	**19.0**	277	**24.7**
Completely unsuccessful	63	**7.5**	221	**19.7**
Don't know/Not sure	27	**3.2**	51	**4.5**
Total valid	**837**	100.0	**1122**	100.0
Total	**837**		**1122**	

Work from home arrangements (*asked of employees only*)

Table 17

	Employee	
	Count	Valid %
Very successful	296	**35.4**
Somewhat successful	339	**40.6**
Somewhat unsuccessful	88	**10.5**
Completely unsuccessful	46	**5.5**
Don't know/Not sure	66	**7.9**
Total valid	**835**	**100.0**
No answer	2	
System Missing		
Total	**837**	

Remote classroom/teaching arrangements

Table 18

	Employee		Student	
	Count	Valid %	Count	Valid %
Very successful	163	**19.5**	172	**15.3**
Somewhat successful	336	**40.3**	394	**35.1**
Somewhat unsuccessful	120	**14.4**	233	**20.8**
Completely unsuccessful	57	**6.8**	260	**23.2**
Don't know/Not sure	158	**18.9**	63	**5.6**
Total valid	**834**	**100.0**	**1122**	**100.00**
No answer	3			
Total	**837**		**1122**	

Isolation or quarantining of students

Table 19

	Employee		Student	
	Count	Valid %	Count	Valid %
Very successful	121	**14.5**	137	**12.2**
Somewhat successful	312	**37.3**	379	**33.8**
Somewhat unsuccessful	138	**16.5**	219	**19.5**
Completely unsuccessful	74	**8.9**	221	**19.7**
Don't know/Not sure	191	**22.8**	166	**14.8**
Total valid	**836**	100.0	**1122**	100.0
No answer	1			
Total	**837**		**1122**	

Q8 How satisfied or dissatisfied were you with how remote classroom/teaching was organized technologically during Spring and Summer 2020? *(Asked of teaching faculty and students)*

Table 20

	Teaching faculty		Student	
	Count	Valid %	Count	Valid %
Very satisfied	59	**29.2**	98	**11.6**
Somewhat satisfied	68	**33.7**	177	**21.0**
Neither satisfied nor	33	**16.3**	115	**13.6**
Somewhat dissatisfied	29	**14.4**	172	**20.4**
Very dissatisfied	13	**6.4**	282	**33.4**
Total valid	**202**	100.0	**844**	100.0
No answer/ Does not apply	40		278	
System Missing	595			
Total valid	**837**		**1122**	

[If dissatisfied]
Q9 Did things improve with time?
Table 21

	Teaching faculty		Student	
	Count	Valid %	Count	Valid %
Definitely yes	7	**16.7**	45	**9.9**
Somewhat	17	**40.5**	180	**39.6**
Not really	14	**33.3**	144	**31.7**
Definitely not	4	**9.5**	85	**18.7**
Total valid	**42**		**454**	**100.0**
System Missing	795		668	
Total valid	**837**		**1122**	

[If things did not improve]
Q10 What are the major problems that you have been encountering?

       See Appendix A for complete text listing

Q11 Overall how satisfied or dissatisfied are you <u>now</u> with how our <u>institution</u> handled the situation around the pandemic?

Table 22

	Employee		Student	
	Count	Valid %	Count	Valid %
Very satisfied	149	**17.8**	93	**8.3**
Somewhat satisfied	272	**32.5**	229	**20.4**
Neither satisfied nor	102	**12.2**	162	**14.4**
Somewhat dissatisfied	186	**22.2**	307	**27.4**
Very dissatisfied	122	**14.7**	316	**28.2**
Don't know/Not sure	6	**0.7**	15	**1.3**
Total valid	**837**	**100.0**	**1122**	**100.0**
Total	**837**		**1122**	

Q12 What about <u>your department</u>? Overall how satisfied or dissatisfied are you now with how your department handled the situation around the pandemic? *(Asked of employees only)*

Table 23

Employee

	Count	Valid %
Very satisfied	411	**49.1**
Somewhat satisfied	198	**23.7**
Neither satisfied nor	83	**9.9**
Somewhat dissatisfied	78	**9.3**
Very dissatisfied	55	**6.6**
Don't know/Not sure	12	**1.4**
Total valid	**837**	**100.0**
System Missing		
Total valid	**837**	

Q13 What *pleased you the most* in how <u>our institution</u> handled the early months of the pandemic?

> *See Appendix A for complete text listing*

Q14 What disappointed you the most in how <u>our institution</u> handled the early months of the pandemic?

> *See Appendix A for complete text listing*

Q15 What *pleased you the most* in how <u>your department</u> handled the early months of the pandemic?

> *See Appendix A for complete text listing*

Q16 What *disappointed you the most* in how <u>your department</u> handled the early months of the pandemic?

> *See Appendix A for complete text listing*

Q17 Can you name one thing in particular that our institution could have done better in the early months of the pandemic?

> *See Appendix A for complete text listing*

Q18 Now think about the vaccination campaign our institution undertook in spring 2021. How satisfied or dissatisfied are you with how the vaccination campaign was organized and executed?

Table 24

	Employee		Student	
	Count	Valid %	Count	Valid %
Very satisfied	197	**24.1**	104	**10.5**
Somewhat satisfied	207	**25.4**	207	**20.8**
Neither satisfied nor dissatisfied	145	**17.8**	198	**19.9**
Somewhat dissatisfied	107	**13.1**	125	**12.6**
Very dissatisfied	135	**16.5**	267	**26.8**
Don't know/Not sure	25	**3.1**	94	**9.4**
Total valid	**816**	100.0	**995**	100.0
No answer/Does not apply	21		127	
Total	**837**		**1122**	

[If dissatisfied]
Q19 What could have been done better in terms of how the campaign was organized and executed?

> *See Appendix A for complete text listing*

Q20 Now think about fall 2021. How would you rate the testing policies at the University in the fall of 2021?

Table 25

	Employee		Student	
	Count	Valid %	Count	Valid %
More than I would like	129	**16.1**	372	34.9
About right	410	**51.2**	474	44.5
Less than I would like	262	**32.7**	219	20.6
Total valid	**801**	100.0	**1065**	100.0
No answer	36		57	
Total	**837**		**1122**	

Q21 Now think about spring 2022. How would you rate the current testing policies at the University?

Table 26

	Employee		Student	
	Count	Valid %	Count	Valid %
More than I would like	110	**13.3**	242	**21.5**
About right	355	**43.0**	552	**49.2**
Less than I would like	361	**43.7**	327	**29.2**
Total valid	**826**	100.0	**1121**	100.0
No answer	11		1	
Total	**837**		**1122**	

Q22 How would you rate the current face covering policies at the University?[3]

Table 27

	Employee		Student	
	Count	Valid %	Count	Valid %
More than I would like	237	**28.6**	559	**49.9**
About right	326	**39.3**	310	**27.7**
Less than I would like	267	**32.2**	251	**22.4**
Total valid	**830**	100.0	**1120**	100.0
No answer	7		2	
Total	**837**		**1122**	

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[3] On Wednesday morning, February 16, the UW Board of Trustees voted to lift mask requirements in most indoor spaces, effective February 21. At the time of that announcement, 93% (n=1826) of surveys had been completed for this project. Hence, the results are not representative of the sentiments with respect to the current face covering policies.

Q23 What deficiencies, if any, do you see in the current testing policies?

See Appendix A for complete text listing

Q24 What deficiencies, if any, do you see in the current face covering requirements at the University?

See Appendix A for complete text listing

Q25 Have you been required to quarantine, or be isolated during the past two years of the pandemic? *(Asked of students only)*

Table 28

	Count	Valid %
Yes	604	**53.9**
No	517	**48.1**
Total valid	**1121**	100.0
No answer	1	
Total	**1122**	

[If yes]

Q26 How would you rate the support and care you received from the University during your quarantine?

Table 29

	Count	Valid %
Excellent	42	**9.0**
It was OK	141	**30.3**
Not very good	78	**16.7**
Not good at all	186	**39.9**
Not sure	19	**4.1**
Total valid	**466**	100.0
No answer	138	
Not applicable/System	518	
Total	**1122**	

Q27 How strongly do you agree or disagree with the following statements?

Table 30

The University took precautions to ensure employees /students safety during the coronavirus pandemic	Employee		Student	
	Count	Valid %	Count	Valid %
Strongly agree	300	**36.1**	250	**22.5**
Somewhat agree	346	**41.7**	480	**43.2**
Neither agree nor disagree	51	**6.1**	162	**14.6**
Somewhat disagree	70	**8.4**	107	**9.6**
Strongly disagree	51	**6.1**	89	**8.0**
Don't know/Not sure	12	**1.4**	23	**2.1**
Total Valid	**830**	**100.0**	**1111**	**100.0**
No answer	7		11	
Total	**837**		**1122**	

Table 31

The University provided timely and clear communication during the crisis	Employee		Student	
	Count	Valid %	Count	Valid %
Strongly agree	180	**21.7**	174	**15.6**
Somewhat agree	285	**34.3**	332	**29.9**
Neither agree nor disagree	76	**9.1**	147	**13.2**
Somewhat disagree	163	**19.6**	204	**18.3**
Strongly disagree	117	**14.1**	228	**20.5**
Don't know/Not sure	10	**1.2**	27	**2.4**
Total valid	**831**	**100.0**	**1112**	**100.0**
No answer	6		10	
Total	**837**			

Table 32

I understand the safety protocols being implemented to prevent COVID-19 infections.	Employee		Student	
	Count	Valid %	Count	Valid %
Strongly agree	375	**45.1**	396	**35.6**
Somewhat agree	26	**31.3**	353	**31.7**
Neither agree nor disagree	79	**9.5**	116	**10.4**
Somewhat disagree	65	**7.8**	118	**10.6**
Strongly disagree	45	**5.4**	120	**10.8**
Don't know/Not sure	8	**1.0**	9	**0.8**
Total valid	**832**	**100.0**	**1112**	**100.0**
No answer	5		10	
Total	**837**		**1122**	

Table 33

I understand the importance of screening employees / students for symptoms of COVID-19	Employee		Student	
	Count	Valid %	Count	Valid %
Strongly agree	519	**62.5**	454	**41.7**
Somewhat agree	178	**21.4**	273	**34.6**
Neither agree nor disagree	36	**4.3**	103	**9.3**
Somewhat disagree	42	**5.1**	99	**8.9**
Strongly disagree	50	**6.0**	170	**15.3**
Don't know/Not sure	6	**0.7**	3	**0.3**
Total valid	**831**	**100.0**	**1112**	**100.0**
No answer	6		10	
Total	**837**		**1122**	

Table 34

I understand updated University of Wyoming health and safety policies/protocols that are being put in place as a result of the COVID-19 pandemic	Employee		Student	
	Count	Valid %	Count	Valid %
Strongly agree	324	**39.0**	326	**29.4**
Somewhat agree	257	**30.9**	344	**31.0**
Neither agree nor disagree	86	**10.3**	159	**14.3**
Somewhat disagree	82	**9.9**	112	**10.1**
Strongly disagree	67	**8.1**	155	**14.0**
Don't know/Not sure	15	**1.8**	14	**1.3**
Total valid	**831**	100.0	**1110**	100.0
No answer	6		12	
Total	**837**		**1122**	

Table 35

I have no fear of contracting the virus from co-workers / students.	Employee		Student	
	Count	Valid %	Count	Valid %
Strongly agree	173	**20.8**	494	**44.0**
Somewhat agree	101	**12.1**	138	**12.4**
Neither agree nor disagree	91	**10.9**	99	**8.9**
Somewhat disagree	157	**18.8**	134	**12.0**
Strongly disagree	300	**36.0**	244	**21.9**
Don't know/Not sure	11	**1.3**	4	**0.4**
Total valid	**833**	100.0	**1113**	100.0
No answer	4		9	
Total	**837**		**1122**	

Q28 Which safety measures do you want to see at UW?*

Table 36

	Employee			Student		
	Valid % Yes	Valid % No	Valid N	Valid % Yes	Valid % No	Valid N
Required masks	**60.8**	39.2	758	**40.3**	59.7	1055
Optional masks	**46.7**	53.3	750	**60.3**	29.7	1032
Face shields	**5.2**	94.8	659	**5.8**	94.2	937
University-provided masks	**69.9**	30.1	764	**63.4**	36.6	1017
Individual hand sanitizer	**49.0**	51.0	700	**48.8**	51.4	960
Hand sanitizer stations	**82.1**	17.9	769	**79.0**	21.0	1046
Physical-distancing	**58.5**	41.5	727	**31.4**	68.6	991
UW testing for COVID-19	**77.3**	22.7	766	**54.8**	45.2	987
Increased telecommuting	**66.0**	34.0	673	**40.2**	59.8	891
Total			**837**			**1122**

***"Unsure" responses not included in the Valid Percent calculations.*

Q29 What one thing stands out as <u>commendable</u> in how our institution handled the COVID crises?

    See Appendix A for complete text listing

Q30 What one thing stands out as an area most <u>in need of improvement</u> should we face another similar pandemic event in the future?

    See Appendix A for complete text listing

Q31 At this moment in time, how comfortable or uncomfortable are you learning or working in-person at the university? (e.g., in an office, in a classroom, on your jobsite, etc.)?

Table 37

	Employee		Student	
	Count	Valid %	Count	Valid %
Extremely uncomfortable	84	**10.1**	87	**7.8**
Somewhat uncomfortable	193	**23.1**	166	**14.8**
Neither comfortable nor	70	**8.4**	75	**7.0**
Somewhat comfortable	189	**22.6**	163	**14.6**
Extremely comfortable	299	**35.8**	624	**55.8**
Total valid	**835**	100.0	**1118**	
No answer	2		4	
Total	**837**		**1122**	

Q32 Which of the following would help you feel more comfortable? (Please select all that apply.)

Table 38

	Employee		Student	
	Count	Valid %	Count	Valid %
Public health regulations being followed (e.g., government, WHO)	399	**49.1**	363	**34.4**
Being provided personal protective equipment	243	**29.9**	268	**25.4**
Knowing that mandatory symptom checks are required before entering the workplace	198	**24.1**	206	**19.5**
Knowing work spaces are cleaned/sanitized daily	321	**39.5**	477	**45.2**
Cleaning/sanitizing supplies are made readily available to all employees	328	**40.3**	410	**38.9**
Maintaining social distancing protocols	312	**38.4**	243	**23.0**
Mandatory face covering requirements	402	**49.4**	359	**34.0**
Mandatory vaccine requirements	421	**51.8**	339	**32.1**
There is nothing that will make me feel more comfortable	113	**13.9**	289	**27.4**
Other (please specify)	153	**18.8**	166	**15.7**
Total	**837**		**1122**	

See Appendix A for complete text listing of OTHER measures specified.

Q33. Do you currently have a work arrangement where you work 50% or more of the time remotely? *(Asked of employees only)*

Table 39

	Count	Valid %
Yes	146	**17.5**
No	688	**82.5**
Total valid	**834**	**100.0**
No answer	3	
Total	**837**	

Q34 Do you see any downsides to the "remote" work arrangements available to UW personnel at this point?

Table 40

	Employee		Student	
	Count	Valid %	Count	Valid %
Yes	374	**45.0**	576	**52.0**
No	457	**55.0**	532	**48.0**
Total valid	**831**	**100.0**	**1108**	**100.0**
No answer	6		14	
Total	**837**		**1122**	