

Flexible Work Arrangement Survey
February 2023

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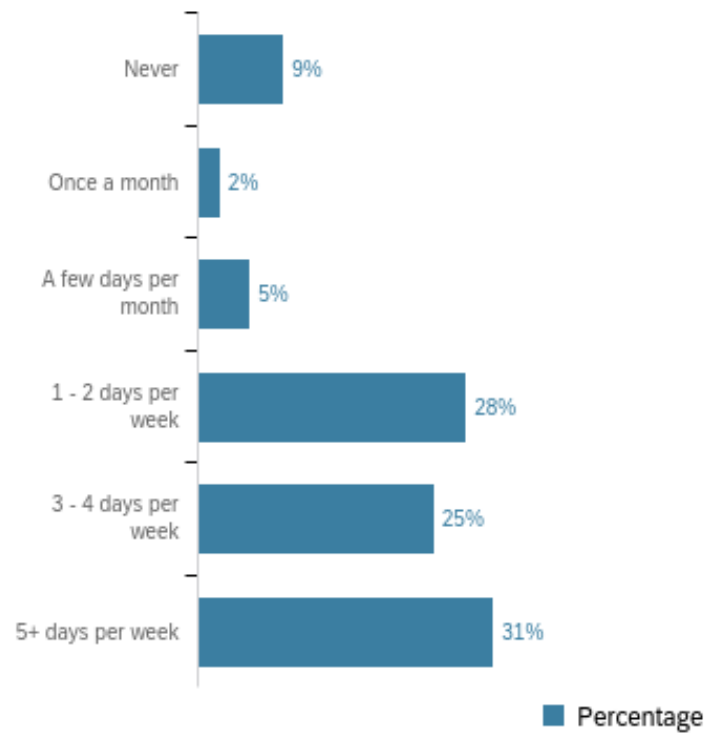
Berkeley People & Culture

Flexible Work Arrangement Survey

February 2023

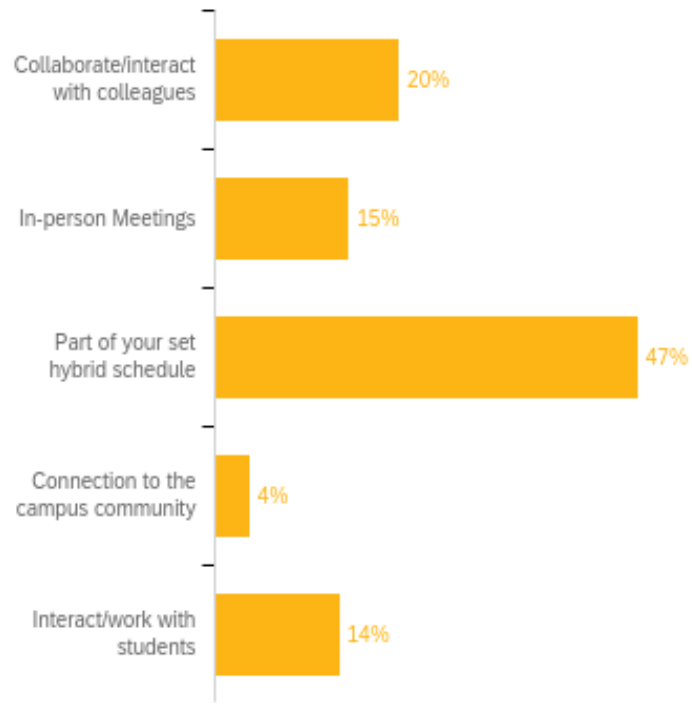
13,950 recipients, 4153 responses = ~30% response rate

On average, how often are you working remotely?



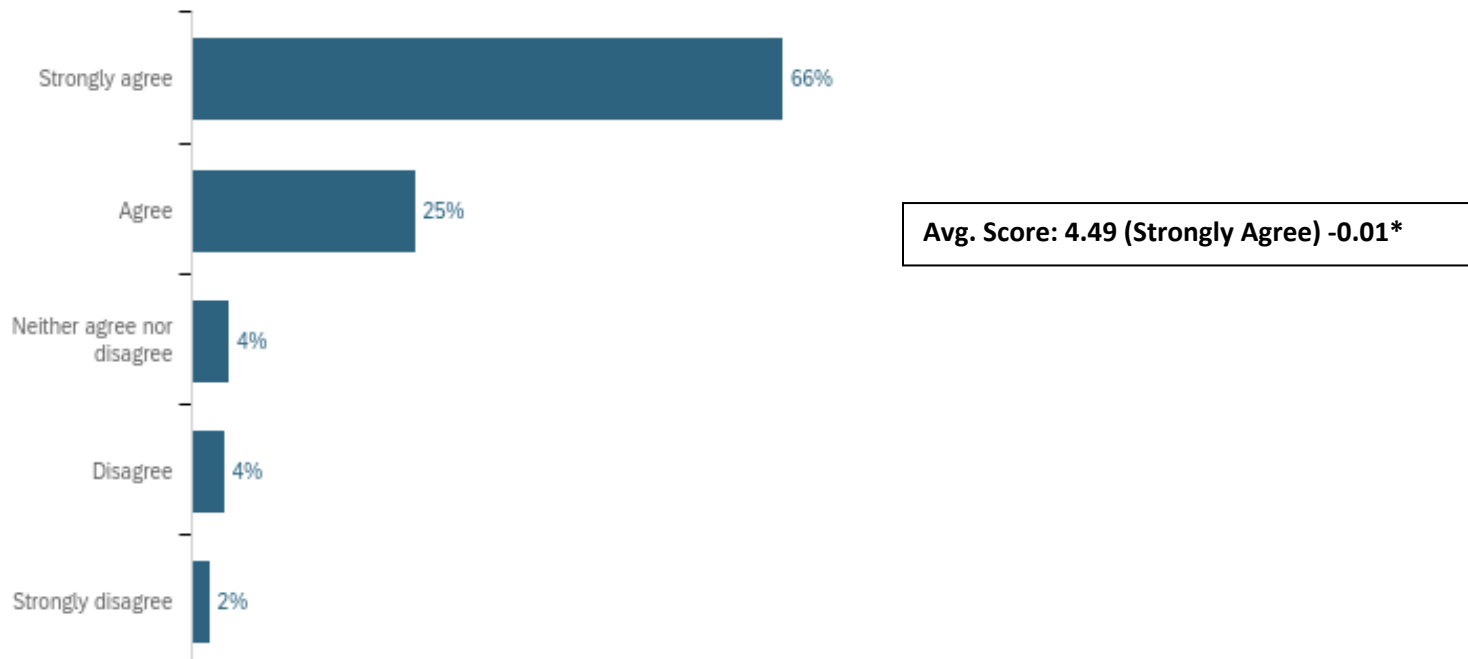
Answer	%	Count
Never	9%	371
Once a month	2%	95
A few days per month	5%	225
1 - 2 days per week	28%	1161
3 - 4 days per week	25%	1021
5+ days per week	31%	1280
Total	100%	4153

Why do you typically come to campus?



Answer	%	Count
Part of your set hybrid schedule	47%	1150
Interact/work with students	14%	338
In-person Meetings	15%	365
Connection to the campus community	4%	94
Collaborate/interact with colleagues	20%	501
Total	100%	2448

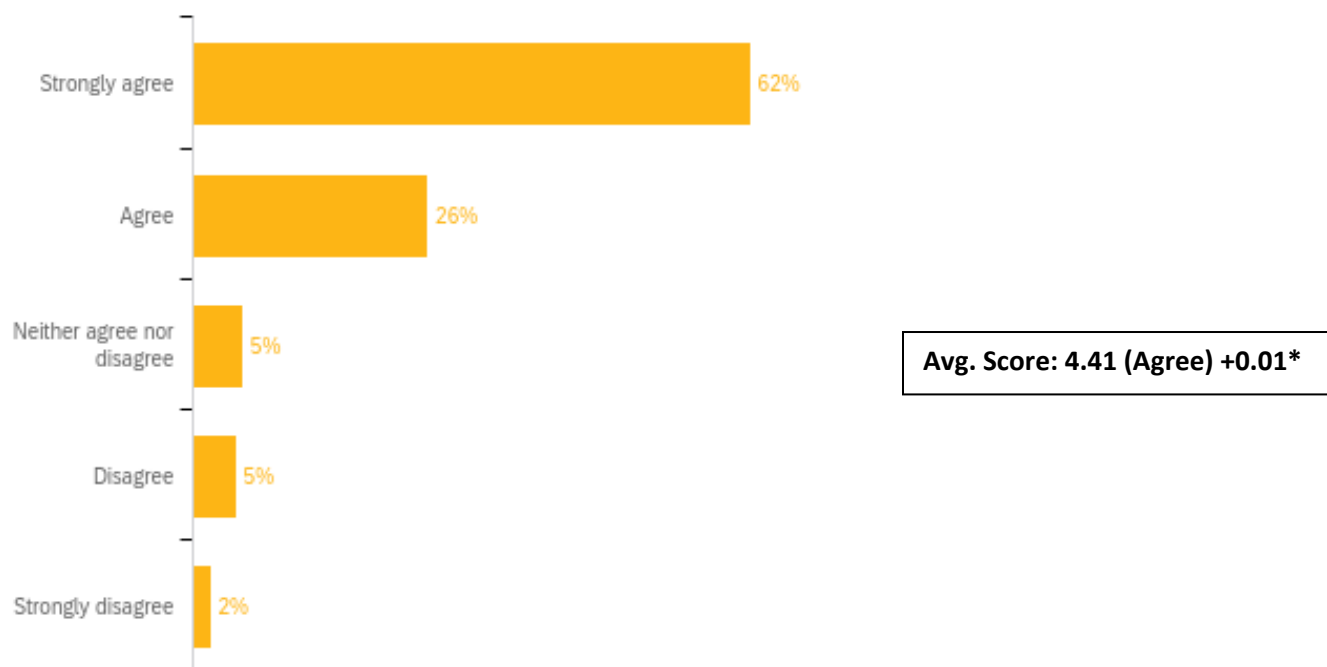
I can easily communicate with my coworkers (or colleagues) in my business unit (or office/lab/department) while they are working remotely.



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Strongly agree	66%	2530
Agree	25%	953
Neither agree nor disagree	4%	158
Disagree	4%	138
Strongly disagree	2%	74
Total	100%	3853

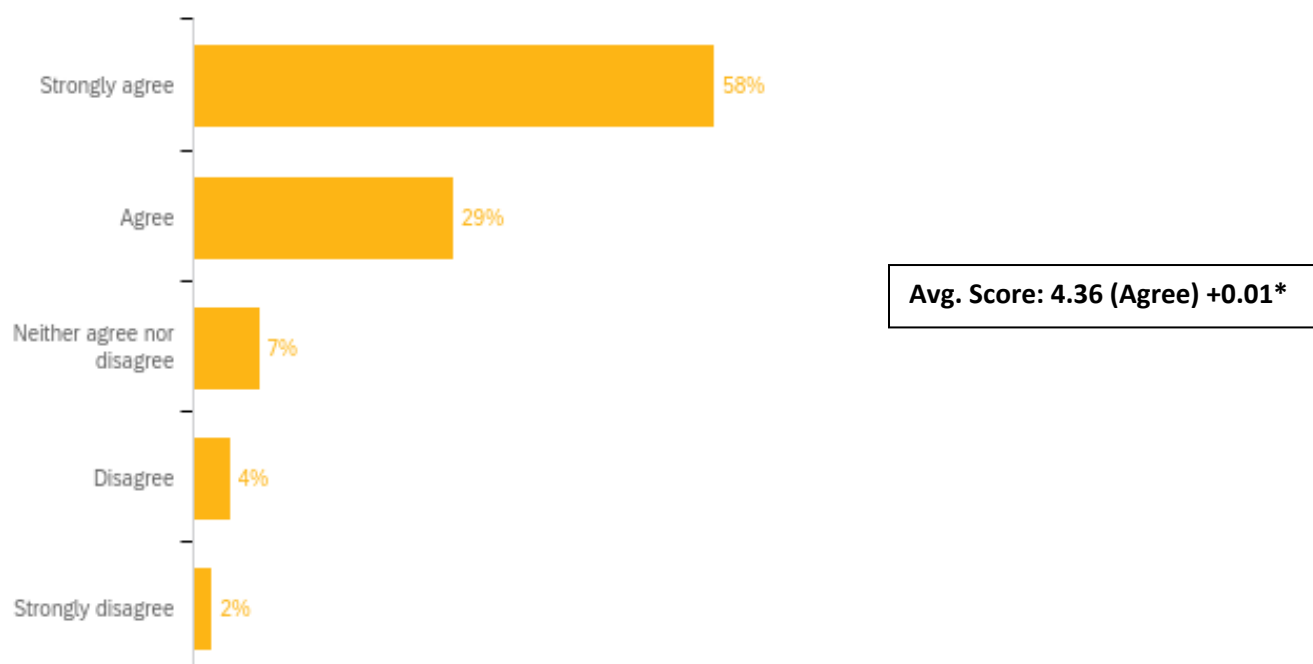
I can easily collaborate with my coworkers (or colleagues) in my business unit (or office/lab/department) while they are working remotely.



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Strongly agree	62%	2371
Agree	26%	999
Neither agree nor disagree	5%	210
Disagree	5%	181
Strongly disagree	2%	72
Total	100%	3833

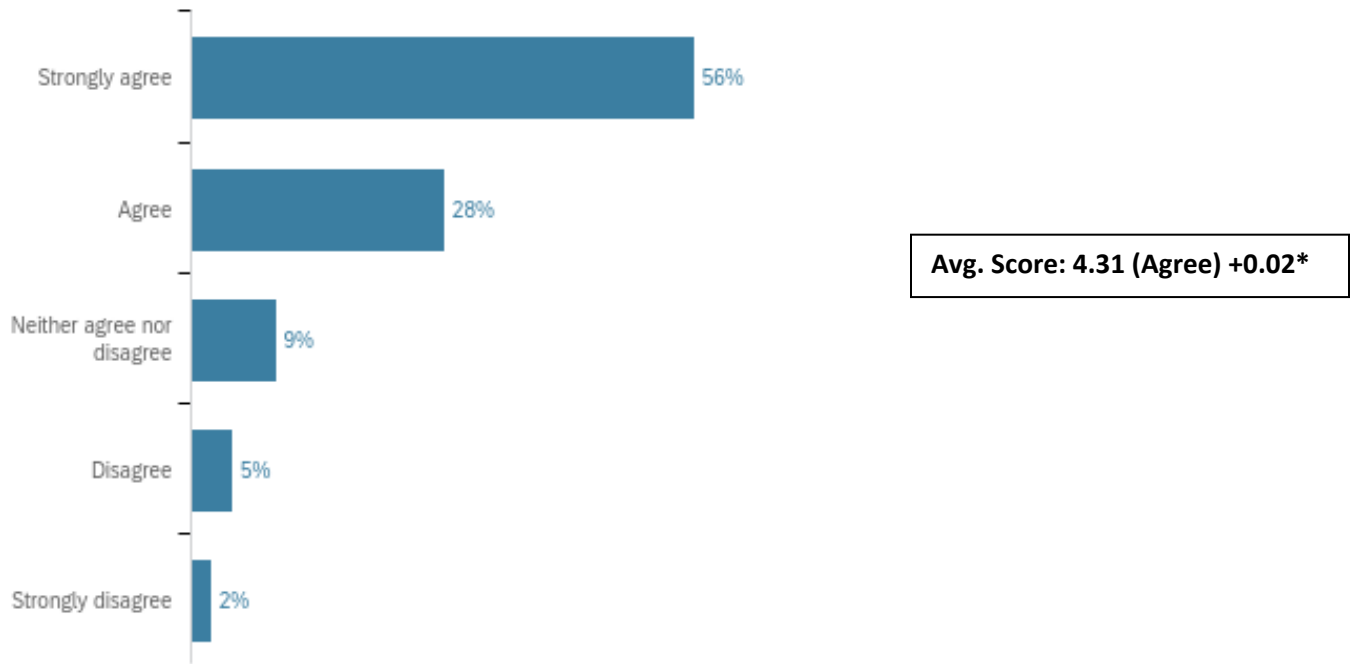
I can easily communicate with individuals in other business units (or office/lab/department) while they are working remotely.



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Strongly agree	58%	2192
Agree	29%	1094
Neither agree nor disagree	7%	276
Disagree	4%	153
Strongly disagree	2%	78
Total	100%	3793

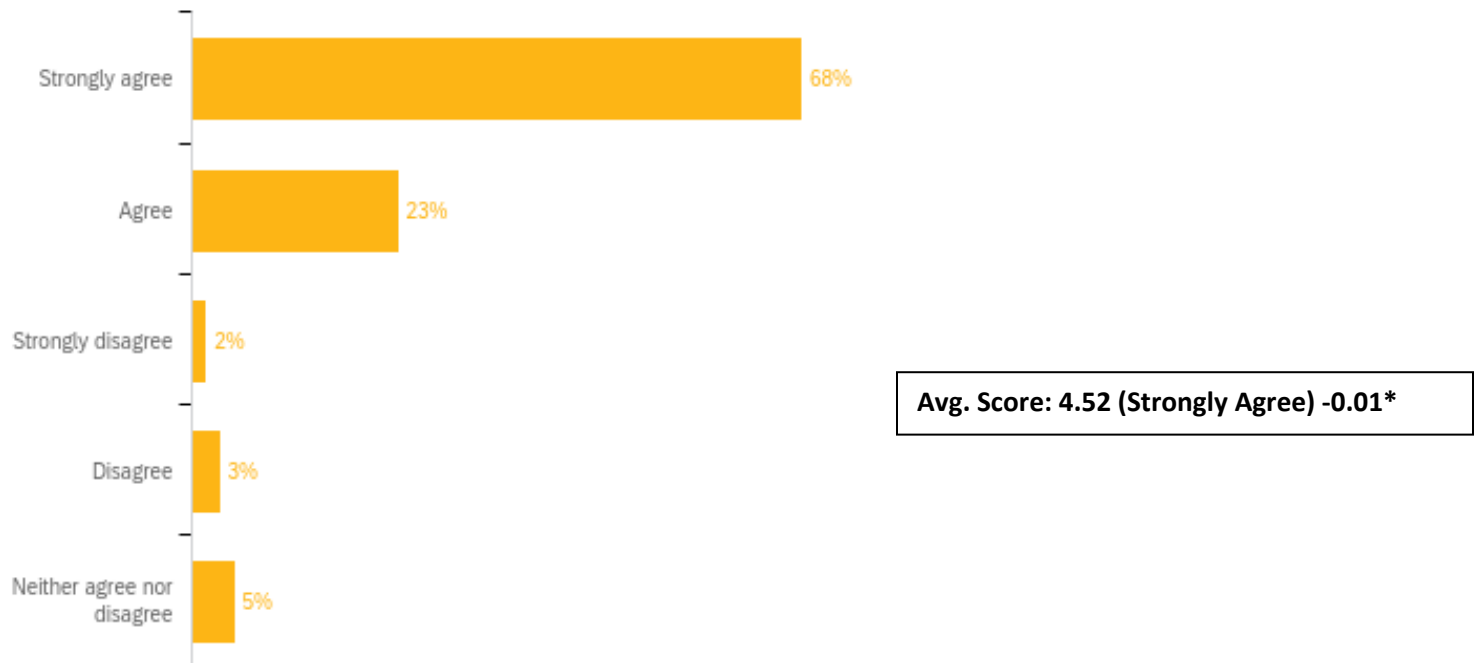
I can easily collaborate with individuals in other business units (or office/lab/department) while they are working remotely.



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Strongly agree	56%	2094
Agree	28%	1054
Neither agree nor disagree	9%	350
Disagree	5%	172
Strongly disagree	2%	81
Total	100%	3751

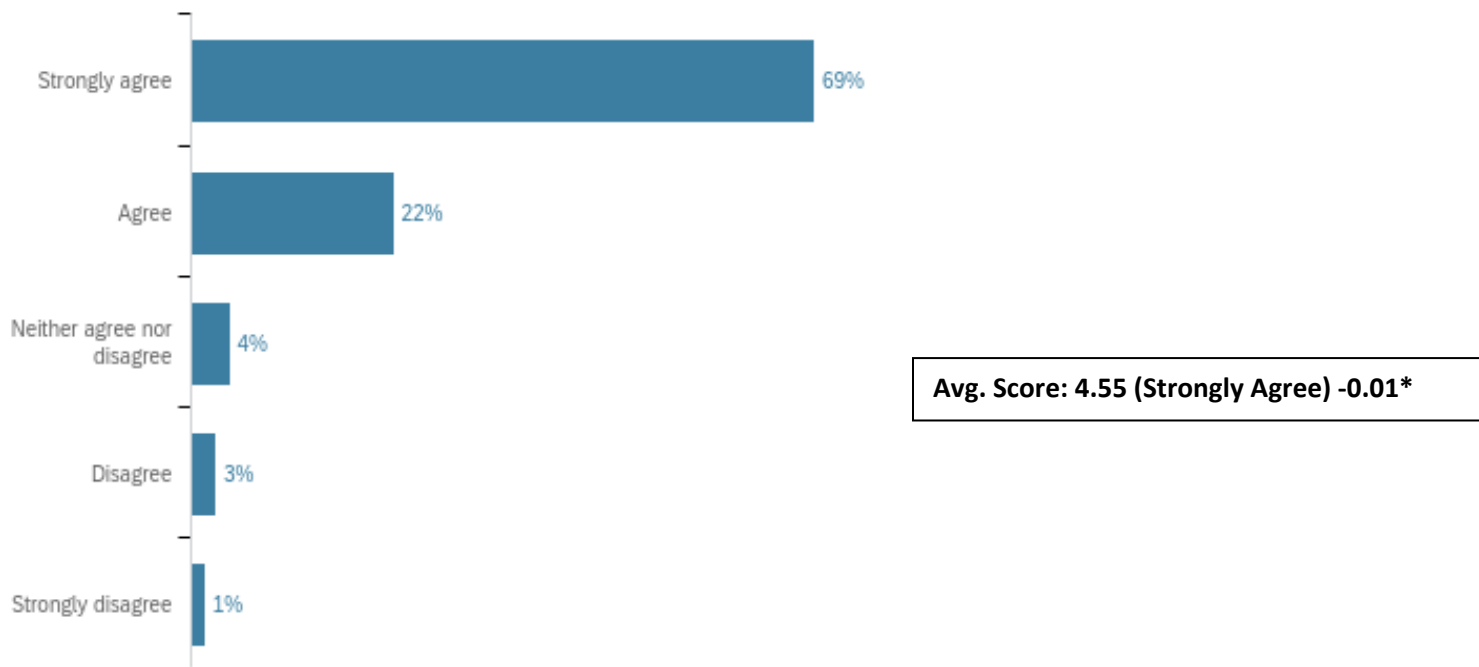
I can easily collaborate with my manager (or department chair/lab manager/supervisor) while they are working remotely.



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Strongly agree	68%	2590
Agree	23%	874
Neither agree nor disagree	5%	180
Disagree	3%	116
Strongly disagree	2%	61
Total	100%	3821

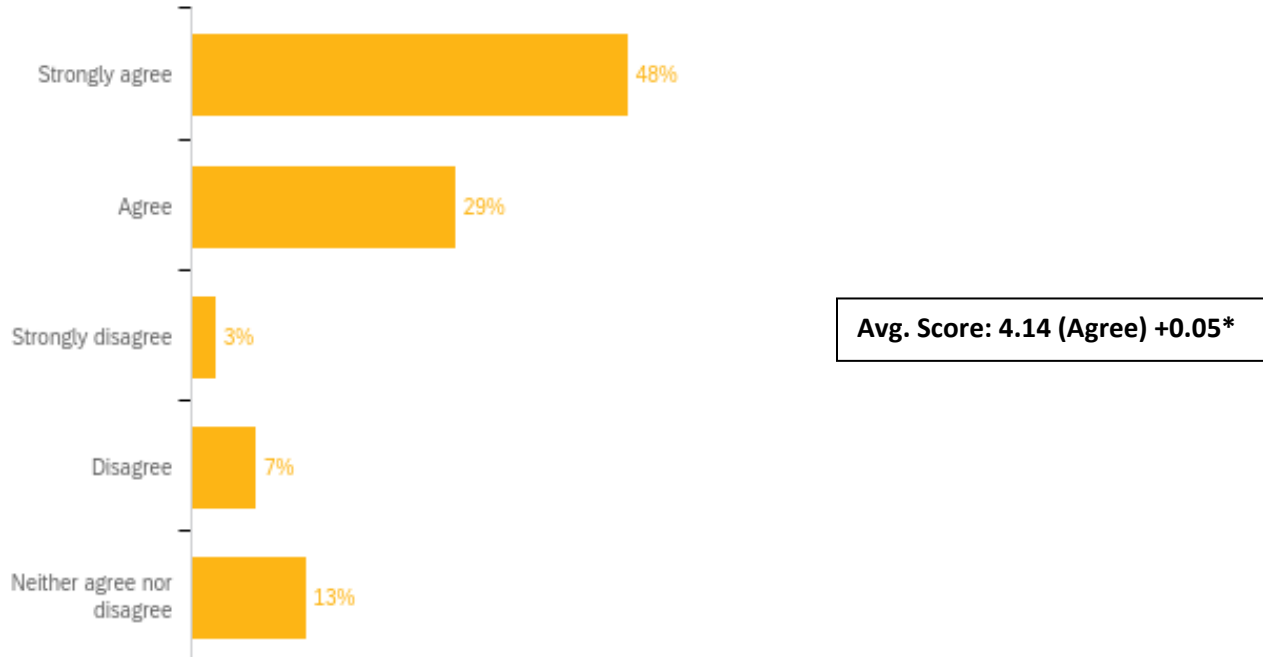
I can easily communicate with my manager (or department chair/lab manager/supervisor) while they are working remotely.



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Strongly agree	69%	2645
Agree	22%	857
Neither agree nor disagree	4%	161
Disagree	3%	104
Strongly disagree	1%	56
Total	100%	3823

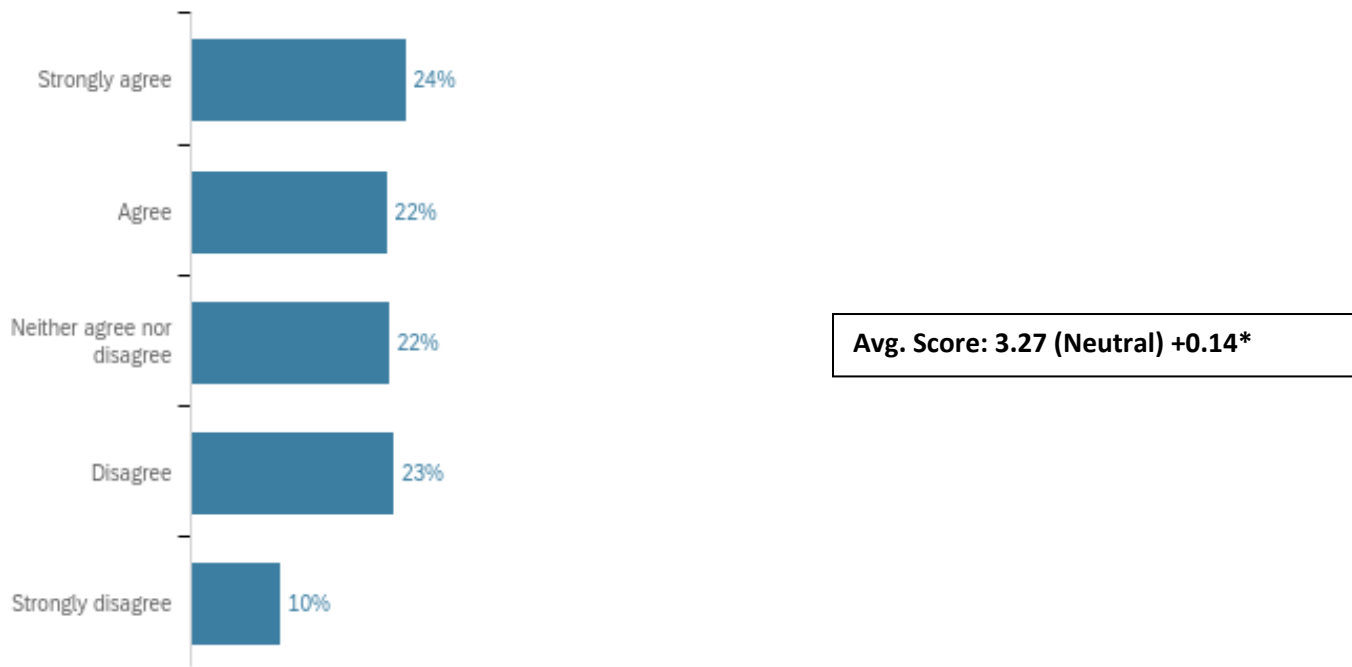
Meetings conducted on Zoom are as productive as meetings conducted face-to-face.



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Strongly agree	48%	1869
Agree	29%	1130
Neither agree nor disagree	13%	487
Disagree	7%	276
Strongly disagree	3%	102
Total	100%	3864

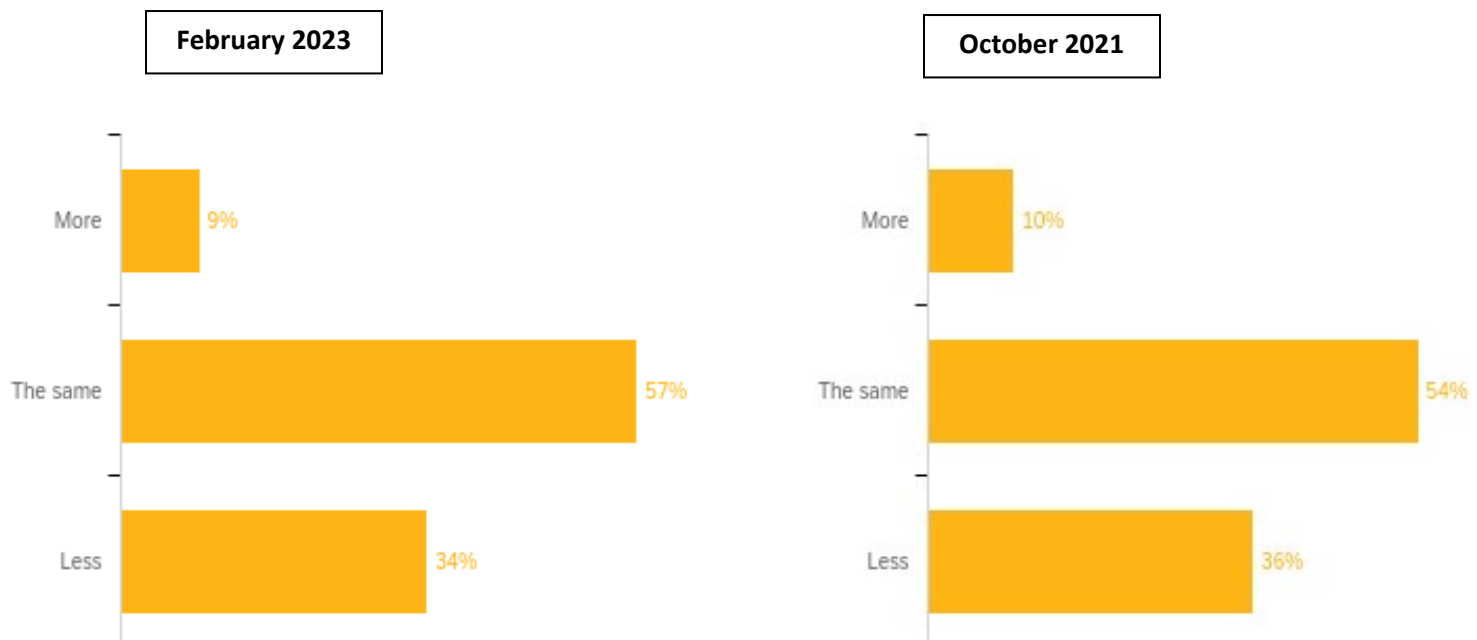
On-boarding, integrating and forming relationships with new employees hired remotely (that I've never met or worked with in person), has been the same or better as compared to hiring in person (answer NA if no new employees to your team).



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Strongly agree	24%	729
Agree	22%	665
Neither agree nor disagree	22%	673
Disagree	23%	689
Strongly disagree	10%	303
Total	100%	3059

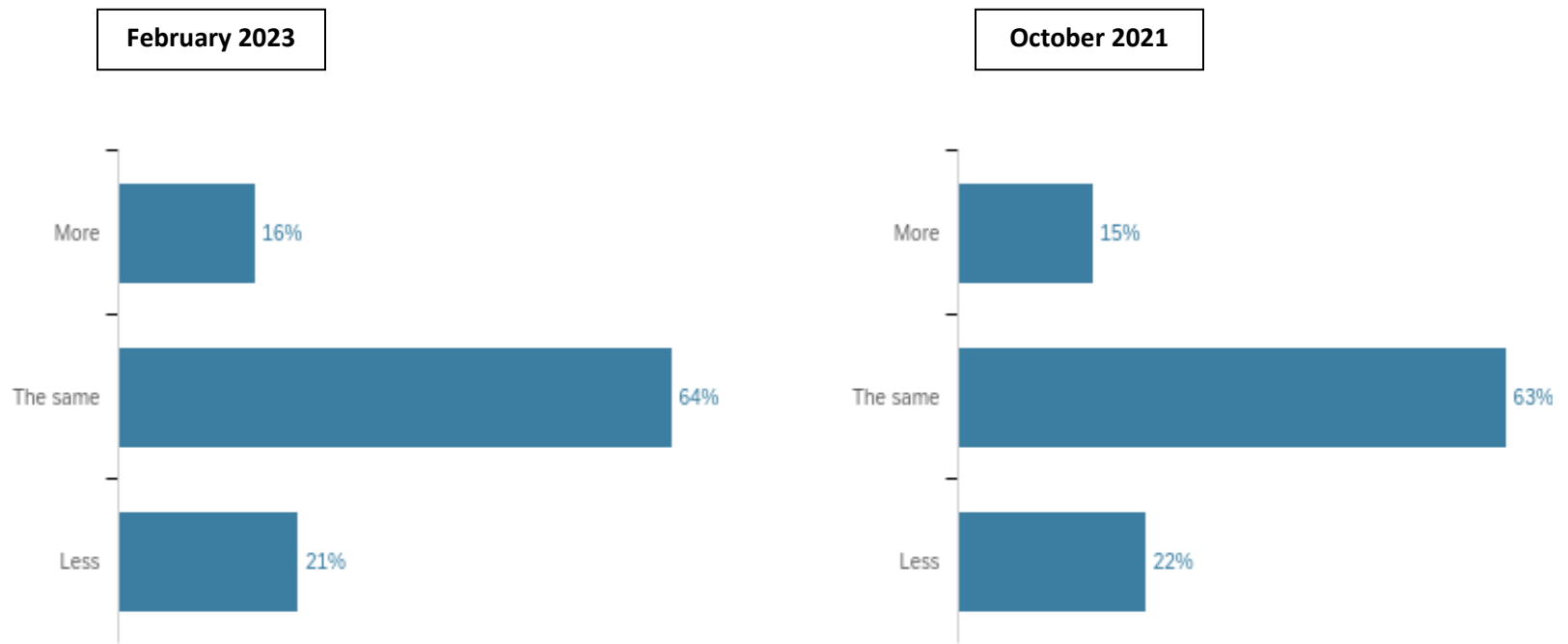
Compared to when my coworkers (or colleagues) are working on-site, I feel _____ sense of community with my coworkers when they are working remotely. (Select NA if you have not had this experience)



February 2023

Answer	%	Count
More	9%	302
The same	57%	1995
Less	34%	1183
Total	100%	3480

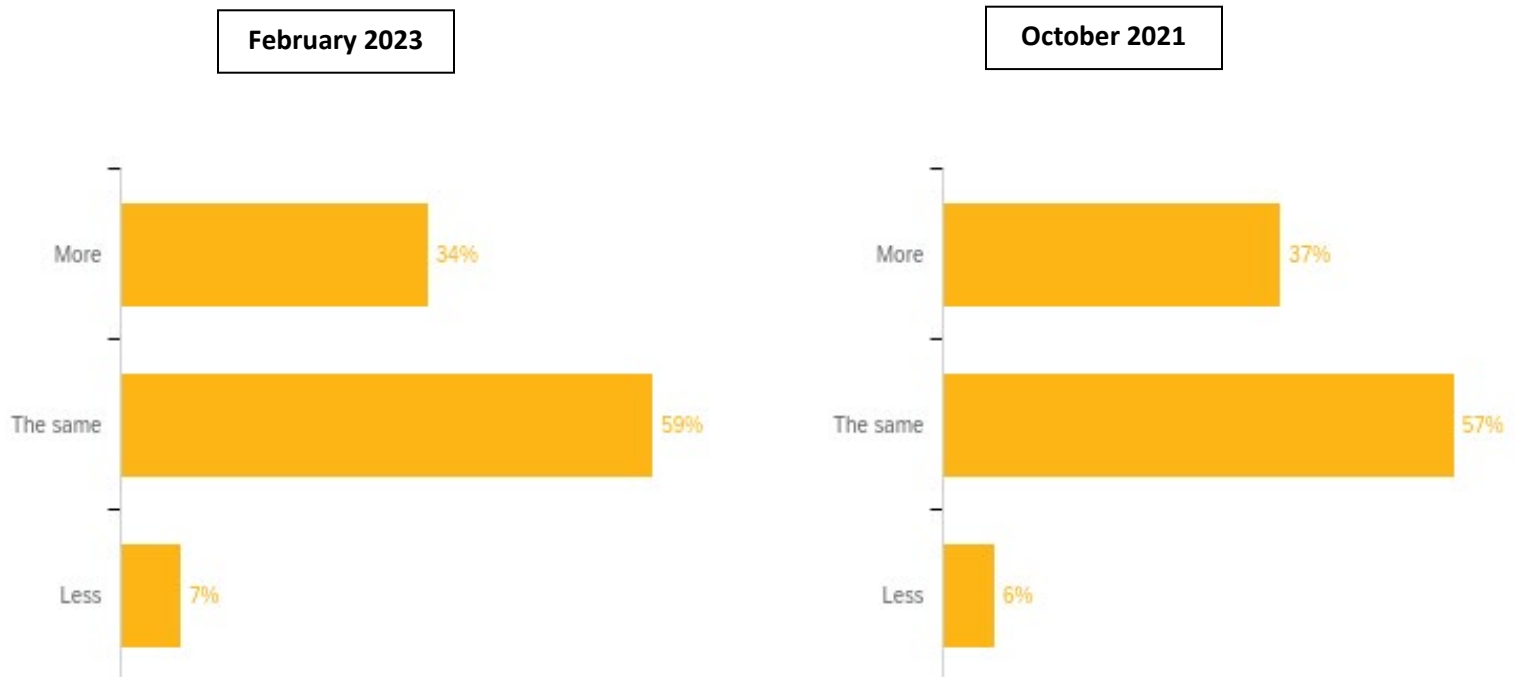
Compared to when my coworkers (or colleagues) are working on-site, it takes _____ time to get work-related questions answered when my co-workers are working remotely. (Select NA if you have not had this experience)



February 2023

Answer	%	Count
More	15%	539
The same	63%	2202
Less	22%	753
Total	100%	3494

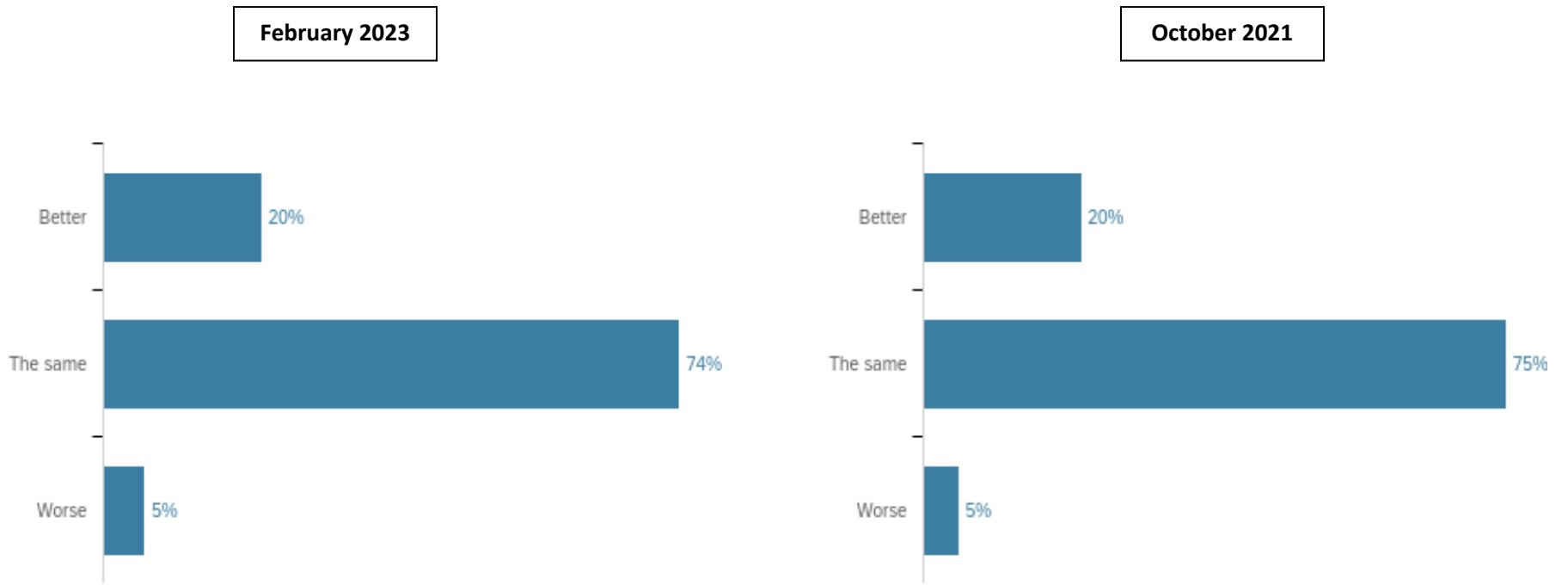
Compared to when my coworkers (or colleagues) are working on-site, my coworkers appear to be completing _____ amount of work while they are working remotely.



February 2023

Answer	%	Count
More	34%	1154
The same	59%	2000
Less	7%	225
Total	100%	3379

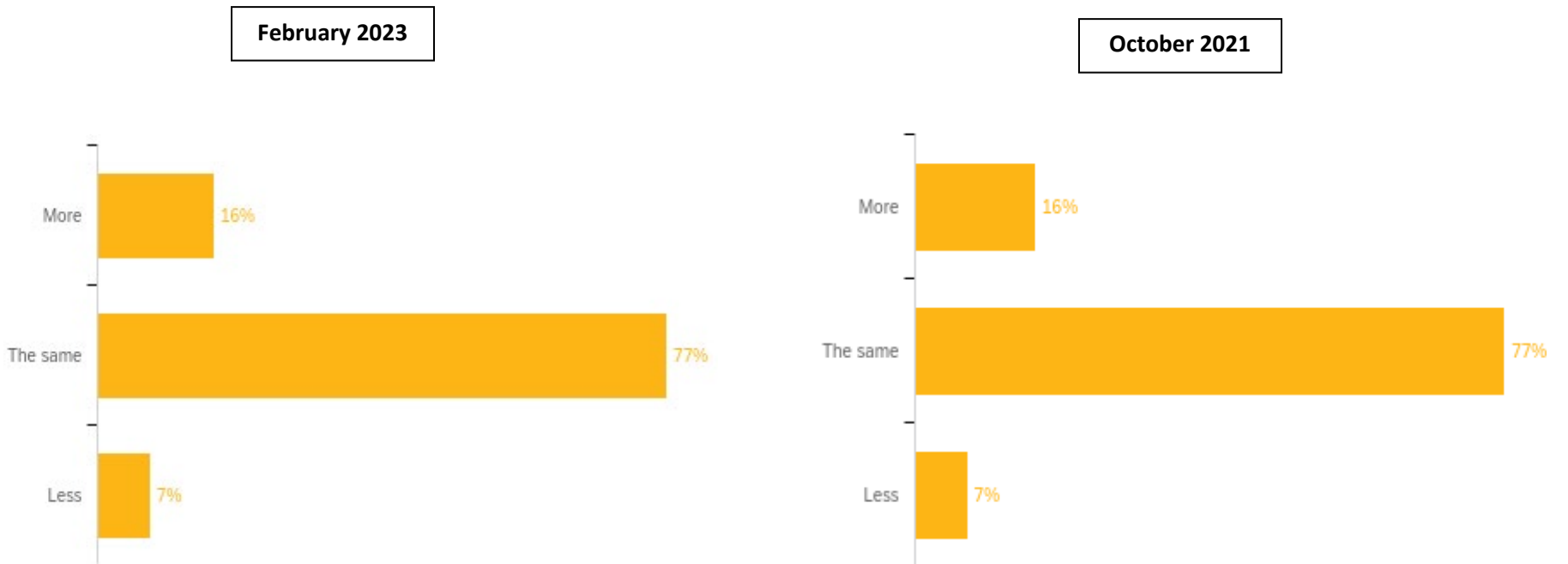
Compared to when my coworkers (or colleagues) are working on-site, the quality of my coworkers' work product is _____ when they are working remotely.



February 2023

Answer	%	Count
Better	20%	688
The same	74%	2512
Worse	5%	180
Total	100%	3380

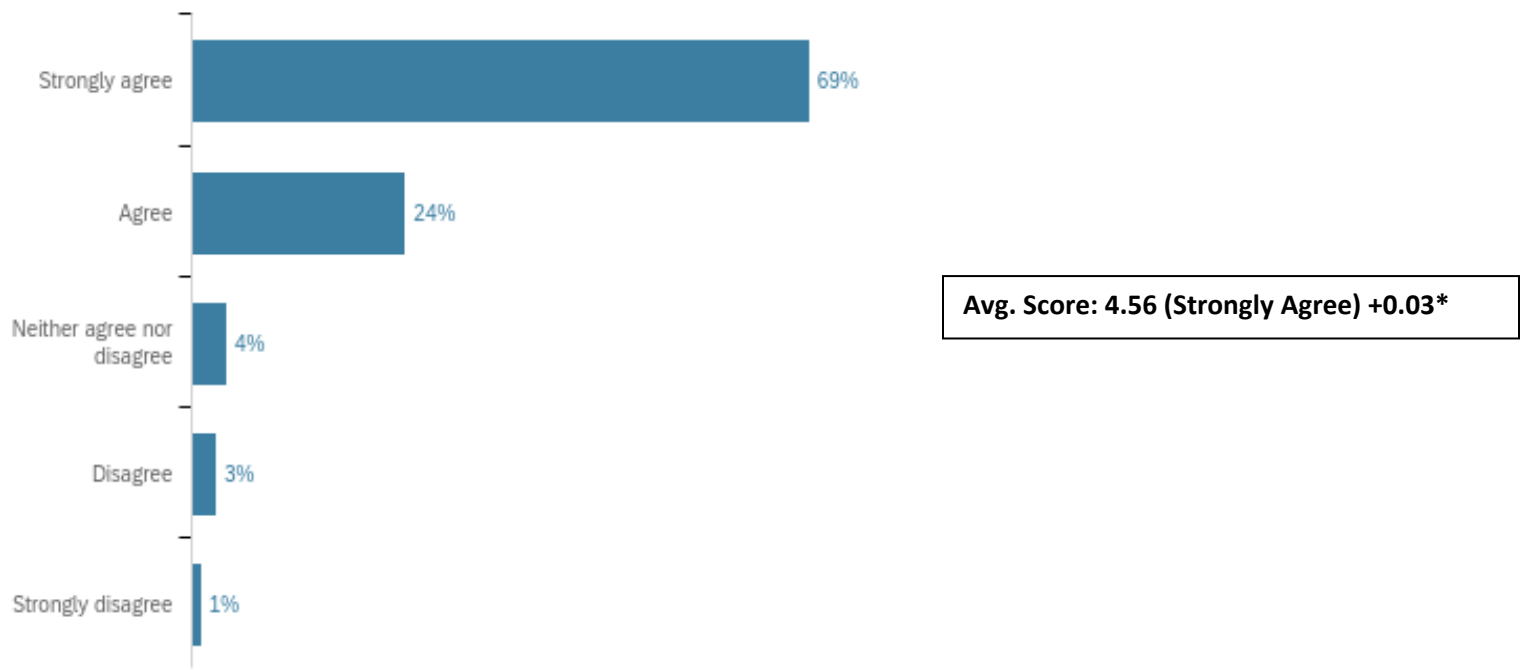
Compared to when my manager (or department chair/lab manager/supervisor) is working on-site, I feel supported _____ by my manager while my manager is working remotely.



February 2023

Answer	%	Count
More	16%	545
The same	77%	2669
Less	7%	246
Total	100%	3460

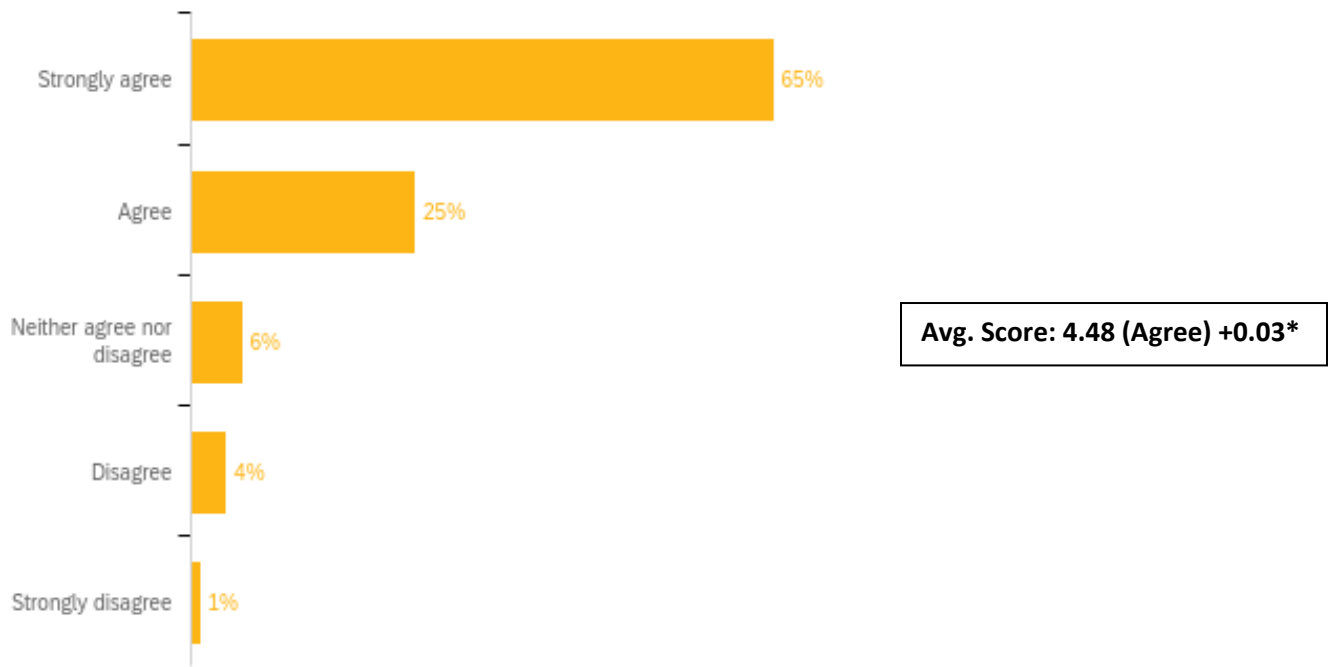
I can easily communicate with my coworkers (or colleagues) in my business unit (or offices/labs/departments) while I am working remotely.



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Strongly agree	69%	2381
Agree	24%	825
Neither agree nor disagree	4%	134
Disagree	3%	94
Strongly disagree	1%	35
Total	100%	3469

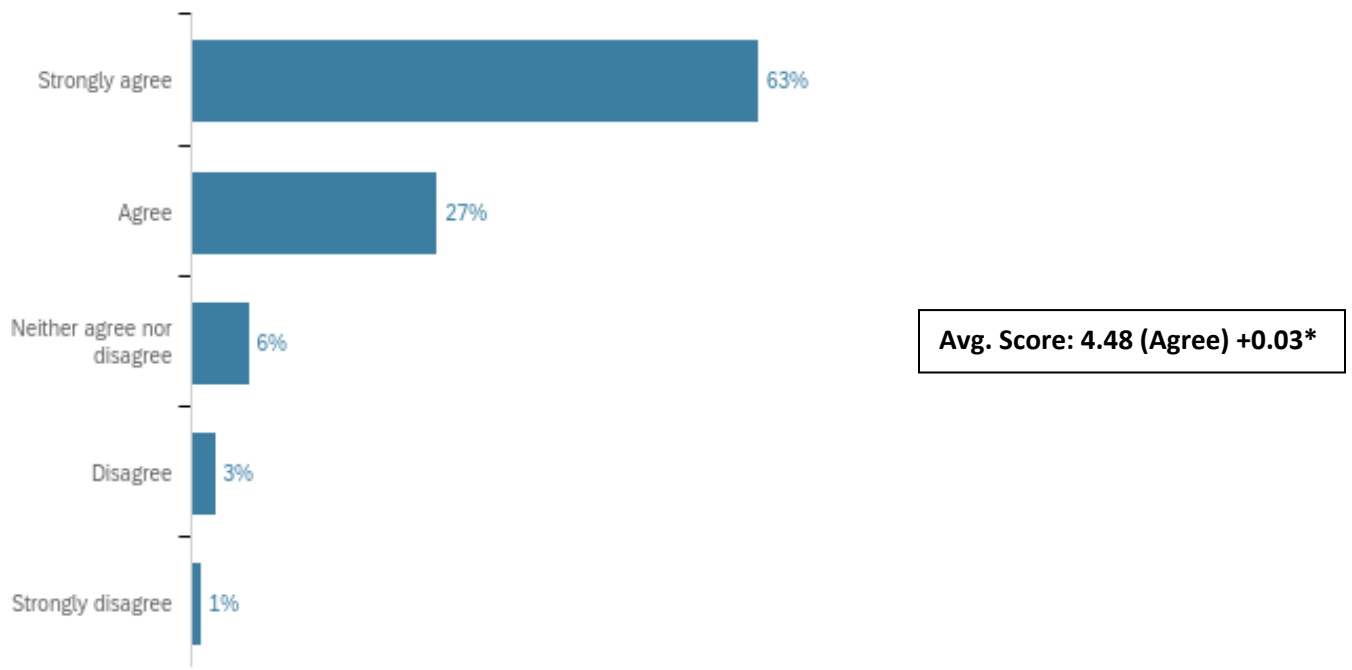
I can easily collaborate with my coworkers (or colleagues) in my business unit while I am working remotely.



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Strongly agree	65%	2235
Agree	25%	860
Neither agree nor disagree	6%	194
Disagree	4%	135
Strongly disagree	1%	33
Total	100%	3457

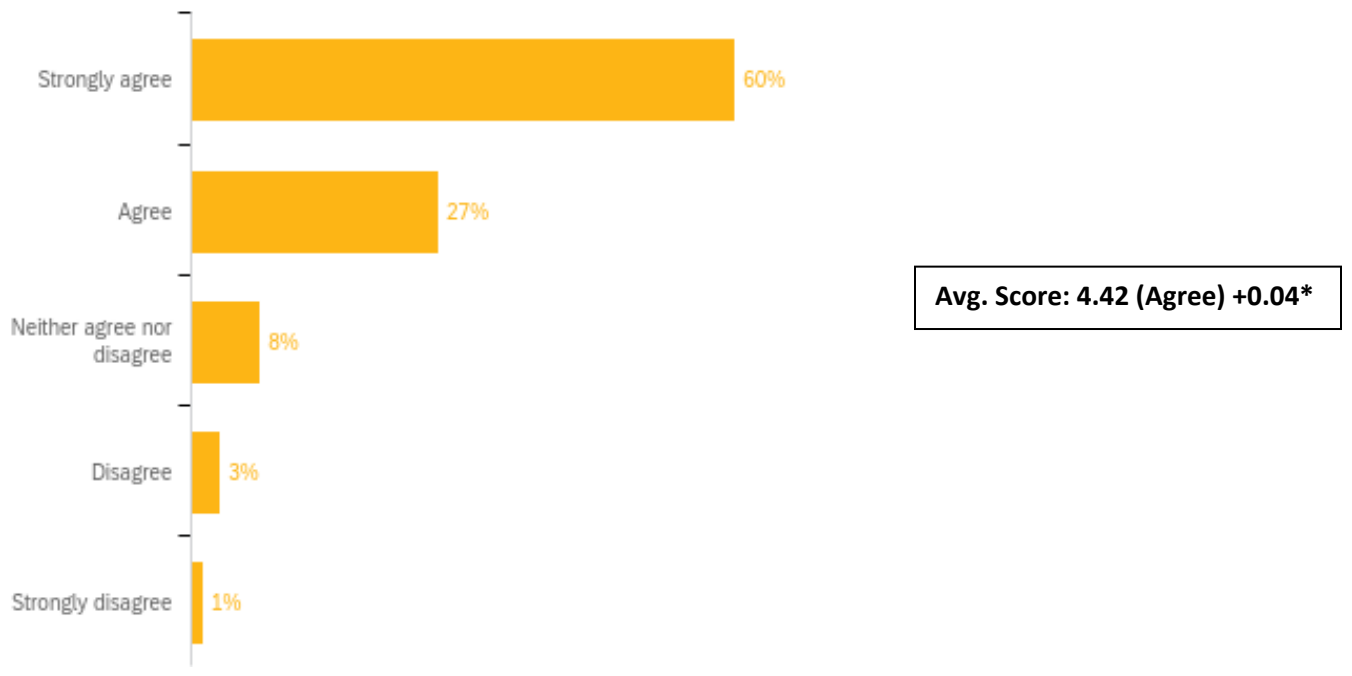
I can easily communicate with individuals in other business units (or offices/labs/departments) while I am working remotely.



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Strongly agree	63%	2141
Agree	27%	928
Neither agree nor disagree	6%	215
Disagree	3%	88
Strongly disagree	1%	34
Total	100%	3406

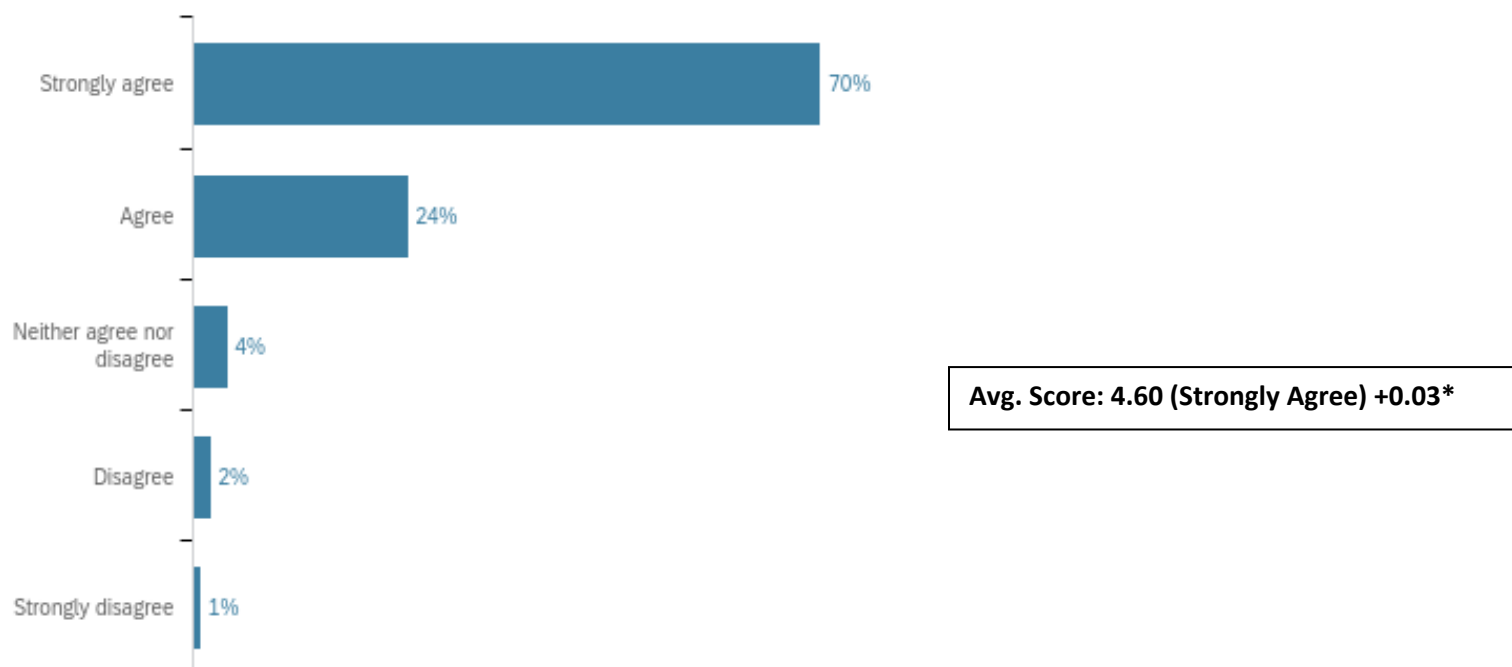
I can easily collaborate with individuals in other business units (or offices/labs/departments) while I am working remotely.



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Strongly agree	60%	2043
Agree	27%	929
Neither agree nor disagree	8%	260
Disagree	3%	109
Strongly disagree	1%	44
Total	100%	3385

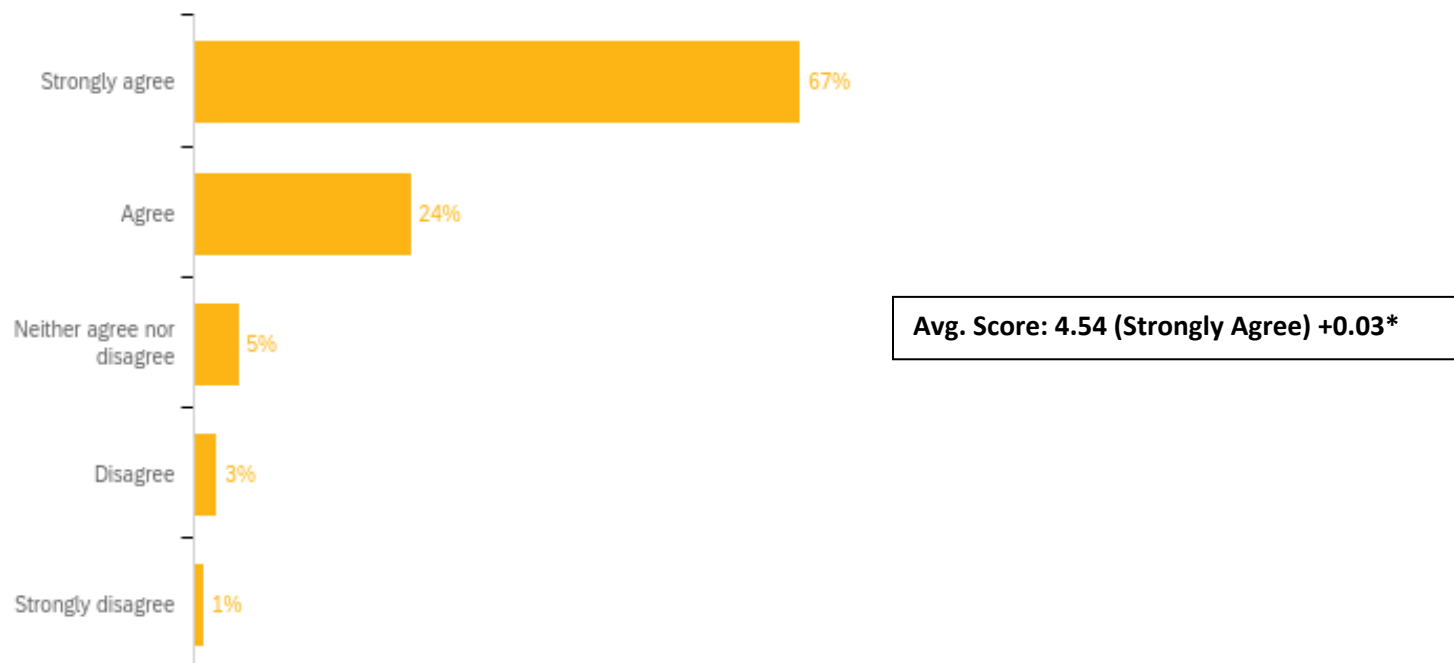
I can easily communicate with my supervisor/manager (or department chair/lab manager/supervisor) while I am working remotely.



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Strongly agree	70%	2409
Agree	24%	823
Neither agree nor disagree	4%	130
Disagree	2%	65
Strongly disagree	1%	28
Total	100%	3455

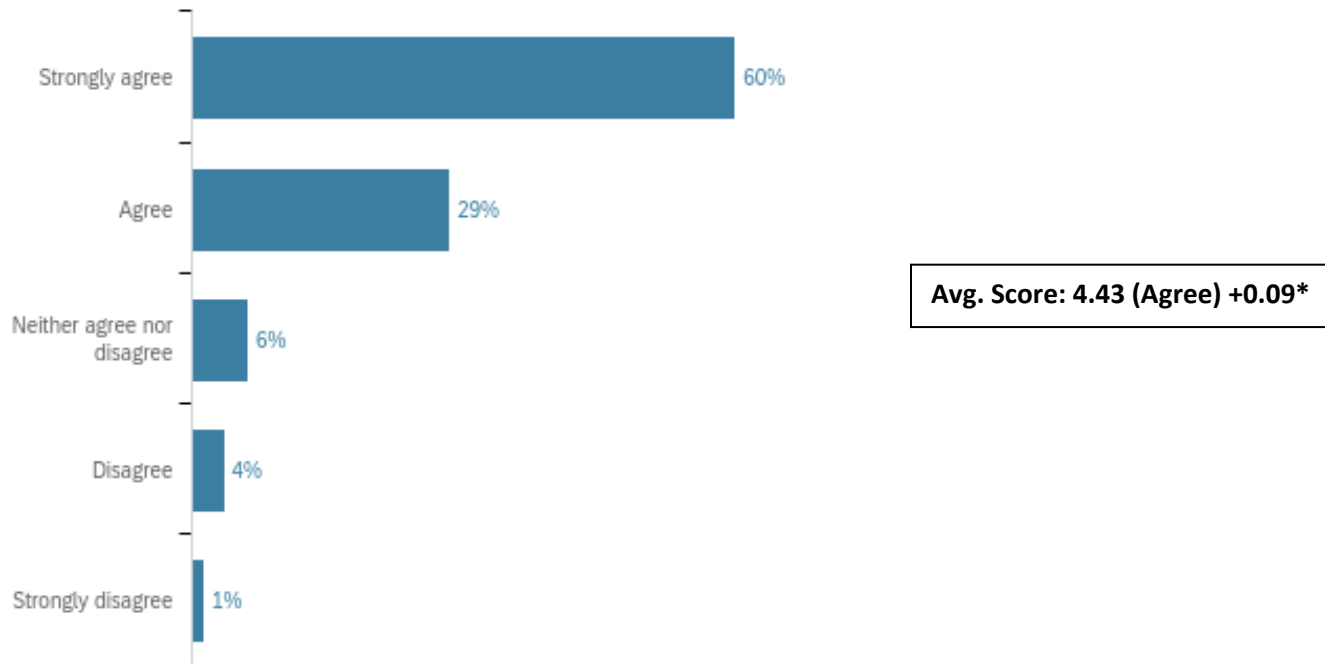
I can easily collaborate with my supervisor/manager (or department chair/lab manager/supervisor) while I am working remotely.



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Strongly agree	67%	2314
Agree	24%	827
Neither agree nor disagree	5%	169
Disagree	3%	88
Strongly disagree	1%	37
Total	100%	3435

I have access to the resources I need to do my job effectively while I am working remotely.



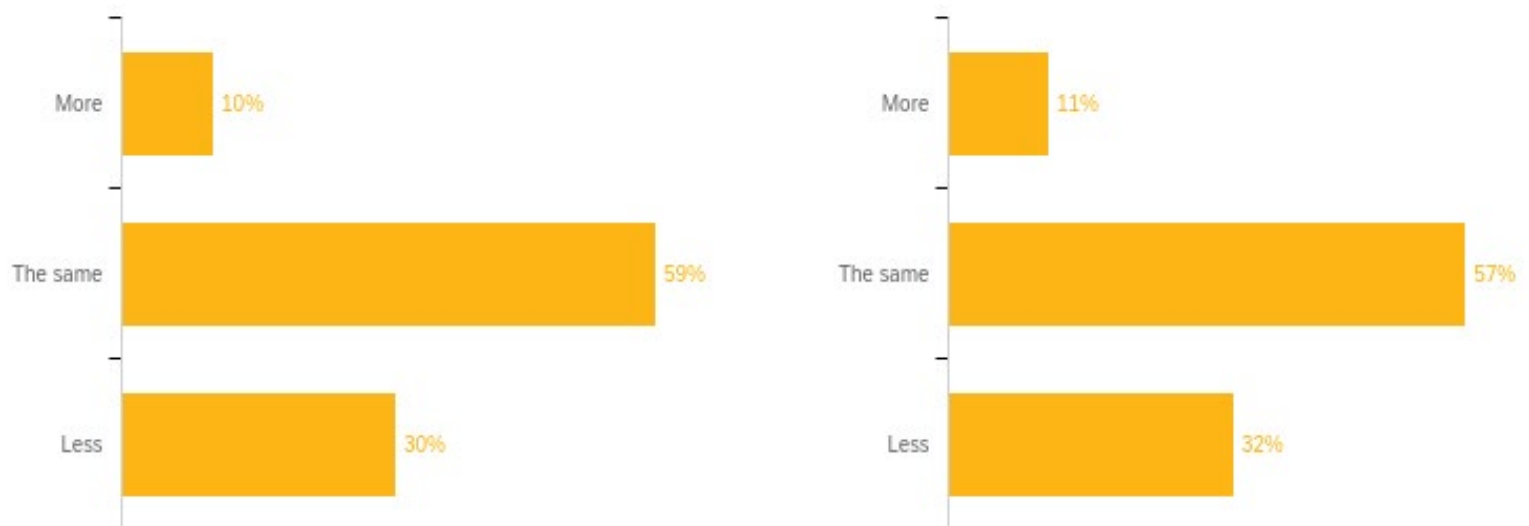
*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Strongly agree	60%	2096
Agree	29%	992
Neither agree nor disagree	6%	215
Disagree	4%	123
Strongly disagree	1%	46
Total	100%	3472

Compared to when I am working on-site, I feel _____ sense of community with my team when I am working remotely.
(Select NA if you have not had this experience)

February 2023

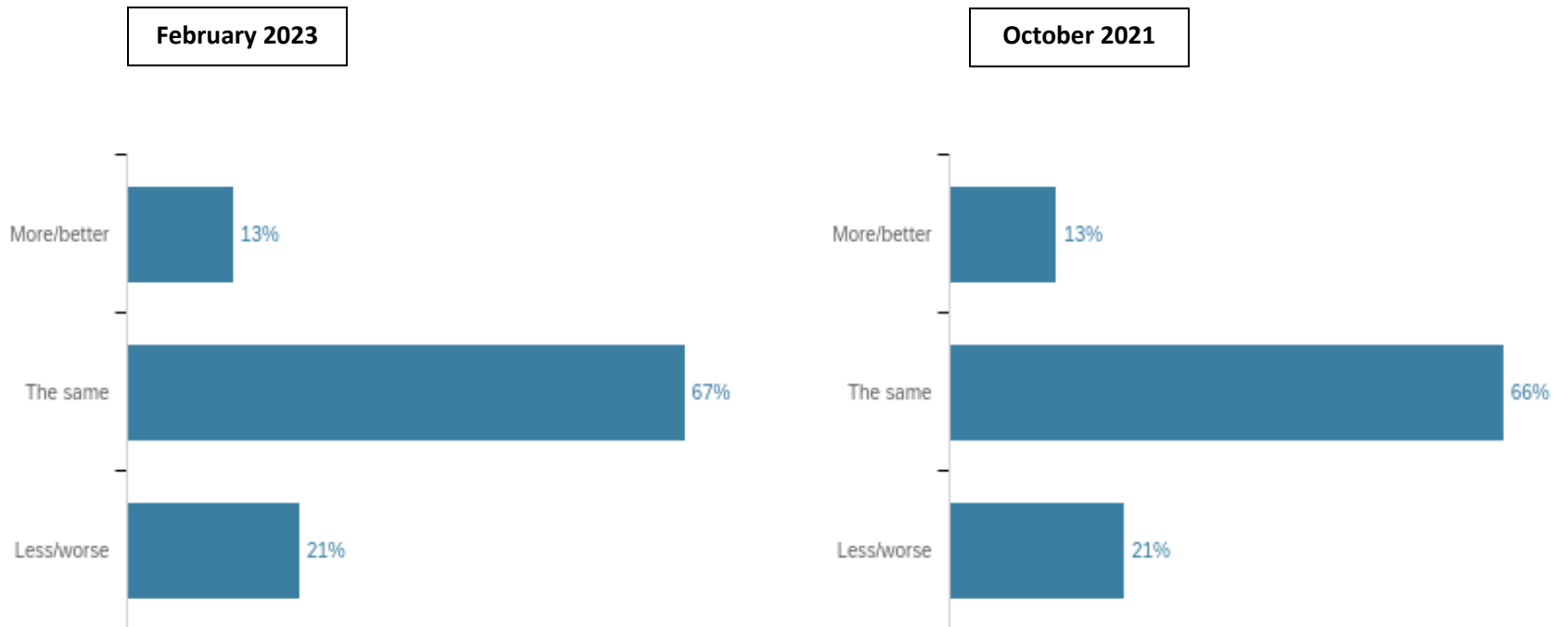
October 2021



February 2023

Answer	%	Count
More	10%	327
The same	59%	1905
Less	30%	977
Total	100%	3209

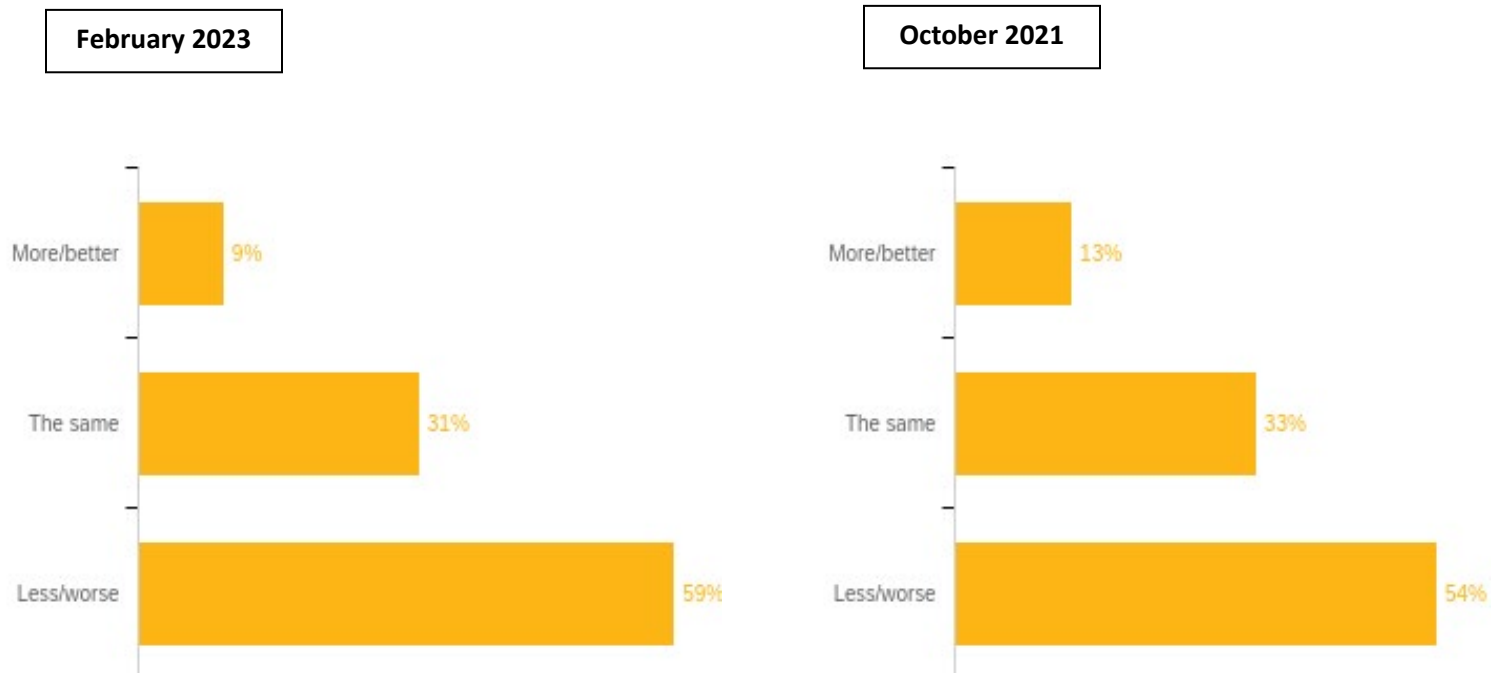
Compared to when I am advising on-site, I feel _____ sense of community with my team when I am working remotely.
 (Select NA if you have not had this experience)



February 2023

Answer	%	Count
More/better	13%	242
The same	67%	1273
Less/worse	21%	393
Total	100%	1908

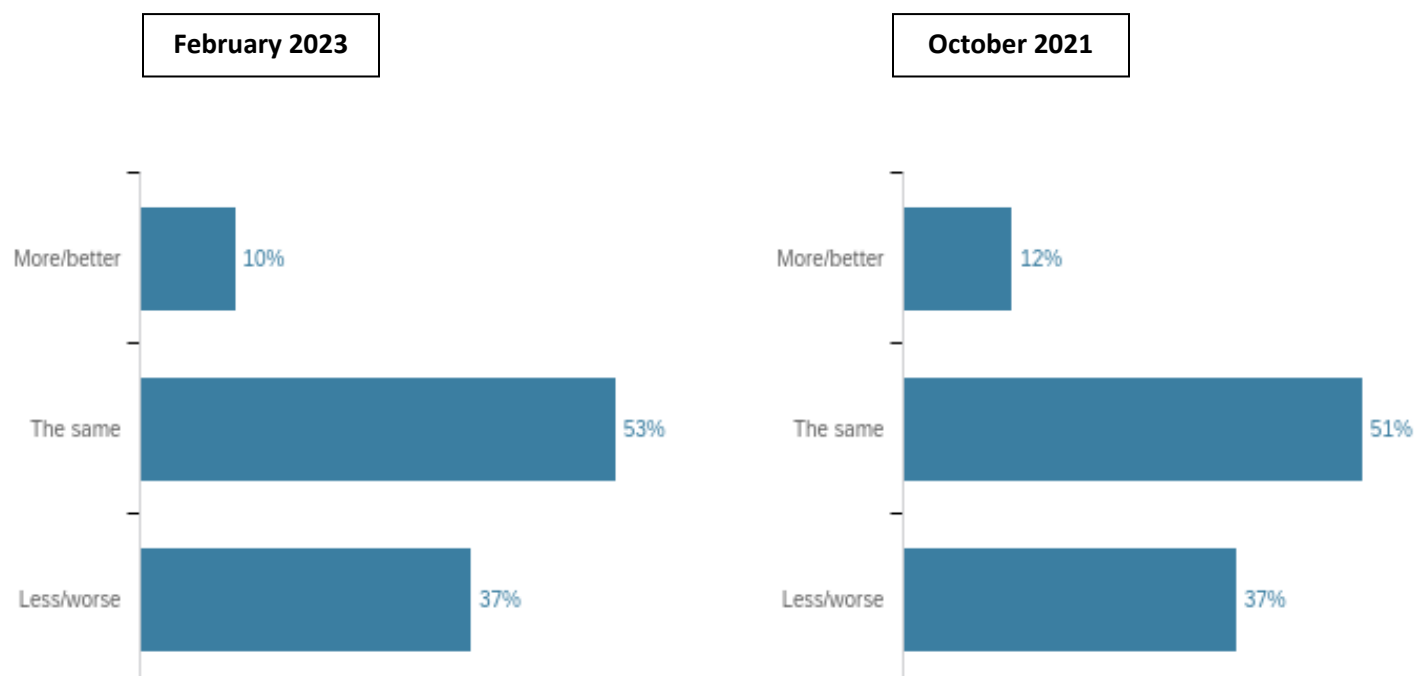
Compared to when I am teaching on-site, I feel _____ sense of community with my team when I am working remotely.
 (Select NA if you have not had this experience)



February 2023

Answer	%	Count
More/better	9%	27
The same	31%	89
Less/worse	59%	170
Total	100%	286

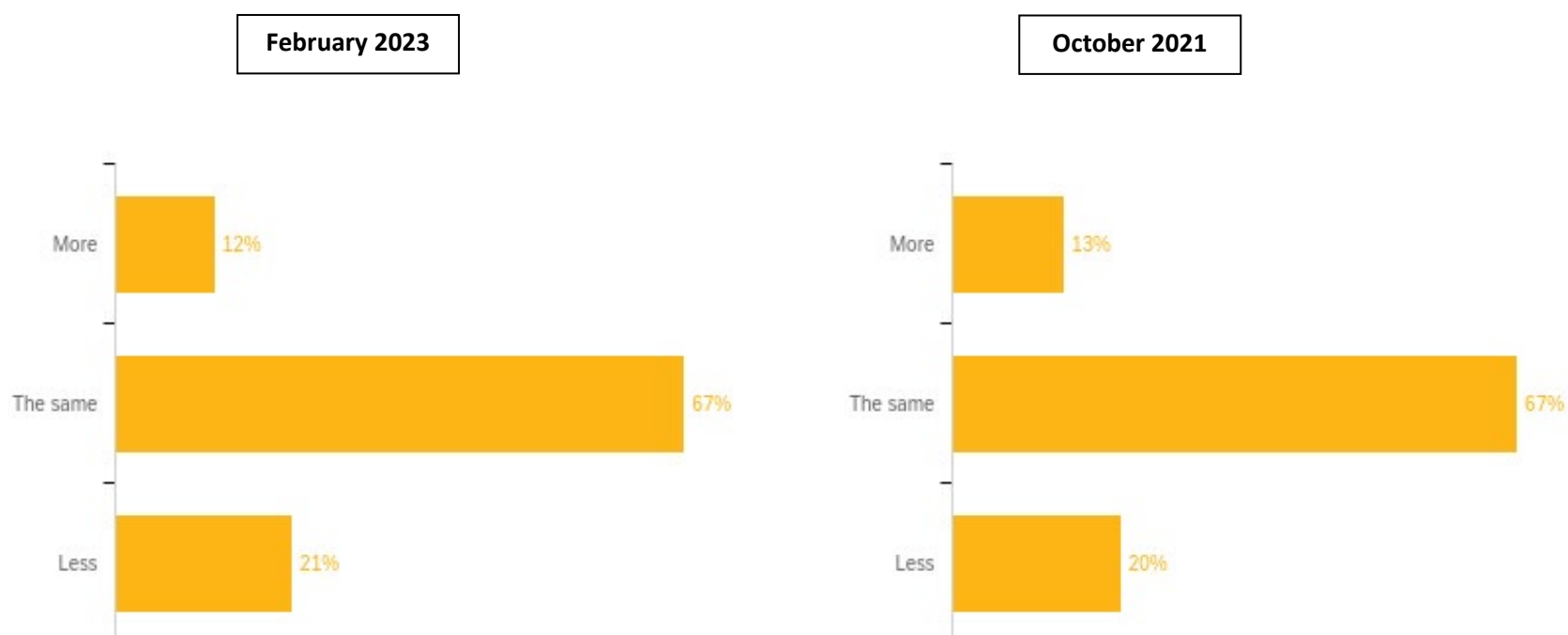
Compared to when I am doing research on-site, I feel _____ sense of community with my team when I am working remotely. (Select NA if you have not had this experience)



February 2023

Answer	%	Count
More/better	10%	36
The same	53%	181
Less/worse	37%	126
Total	100%	343

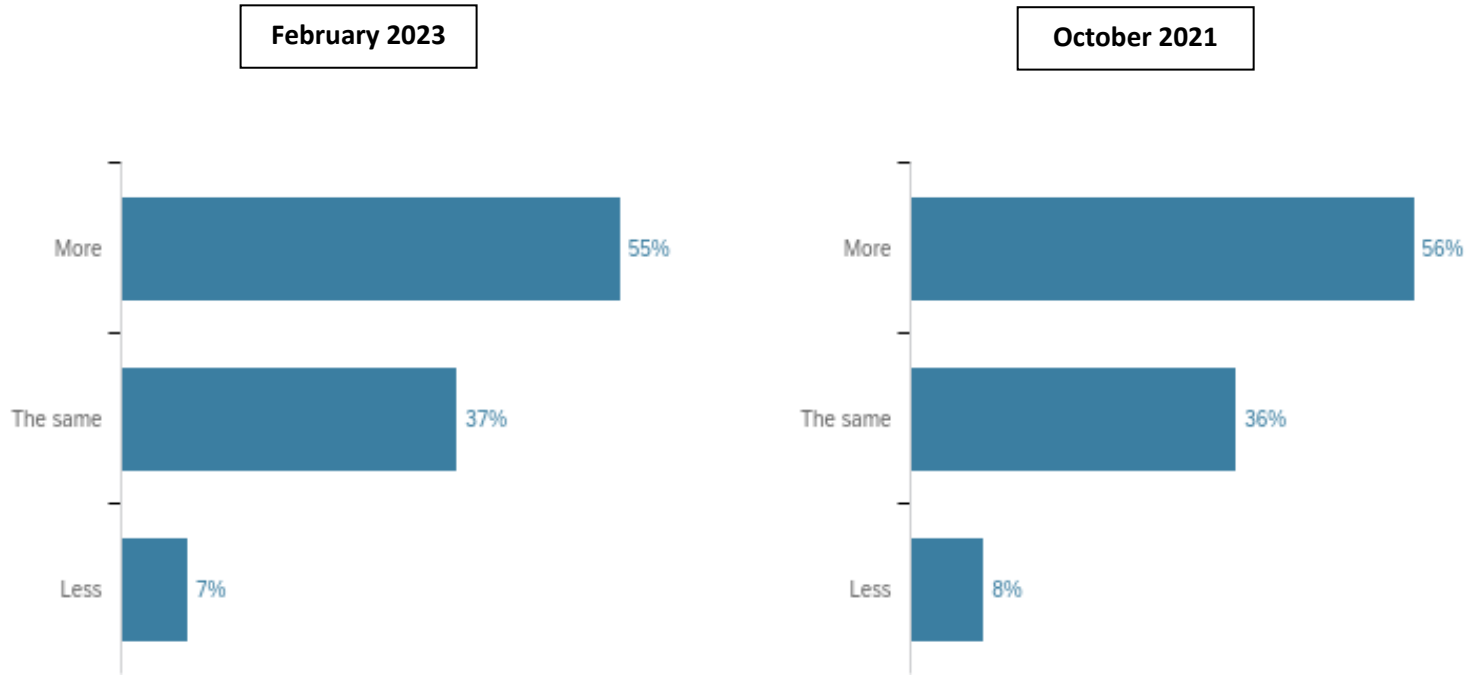
Compared to when I am working on-site, it takes _____ time to get work-related questions answered while I am working remotely. (Select NA if you have not had this experience)



February 2023

Answer	%	Count
More/better	12%	377
The same	67%	2166
Less/worse	21%	673
Total	100%	3216

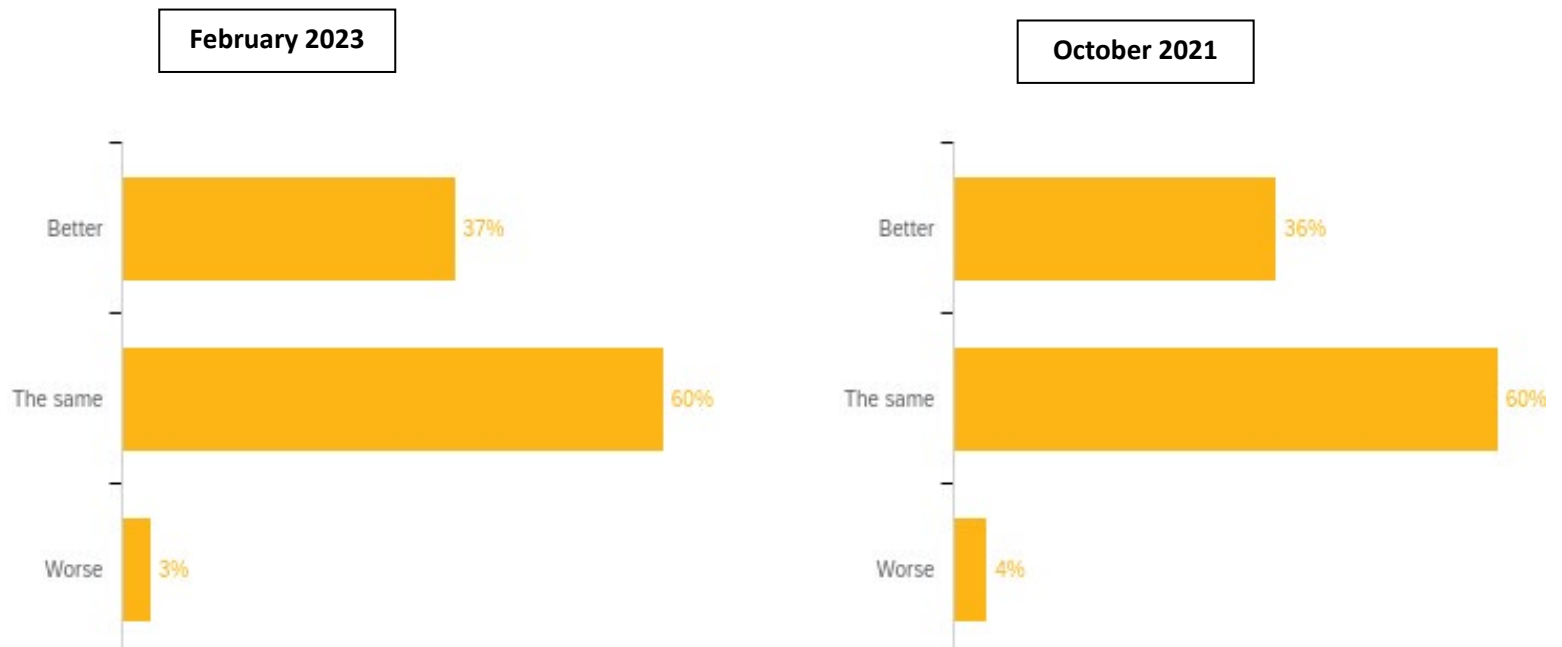
Compared to when I am working on-site, I am _____productive while I am working remotely



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Answer	%	Count
More	55%	1802
The same	37%	1214
Less	7%	240
Total	100%	3256

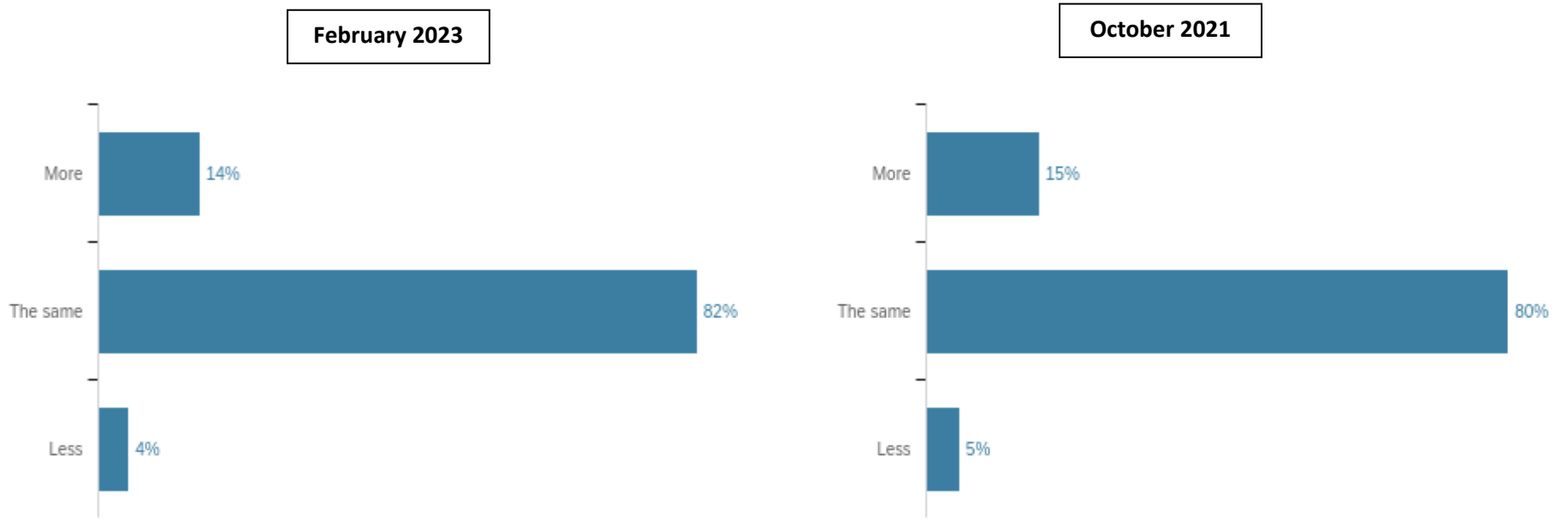
Compared to when I am working on-site, the quality of my work product is _____ while I am working remotely.



February 2023

Answer	%	Count
Better	37%	1199
The same	60%	1953
Worse	3%	101
Total	100%	3253

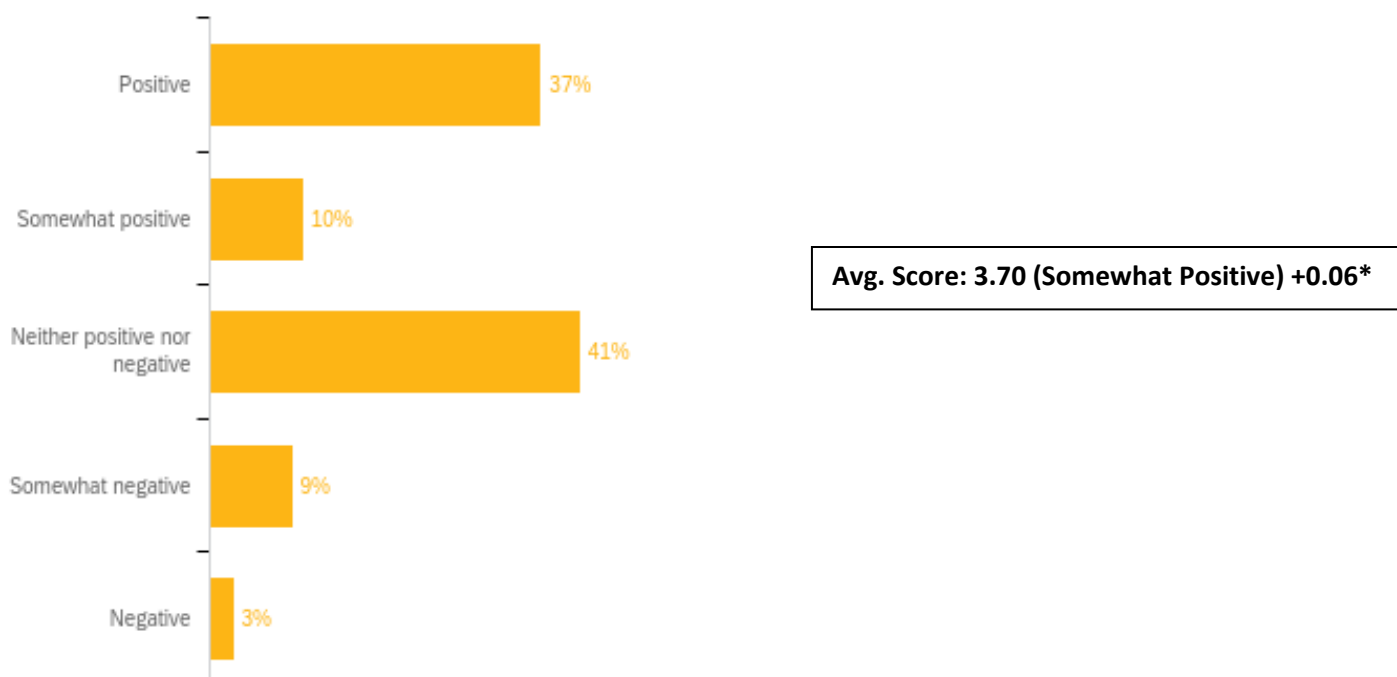
Compared to when I am working on-site, I feel supported _____ by my manager while I am working remotely.



February 2023

Answer	%	Count
More	14%	444
The same	82%	2627
Less	4%	134
Total	100%	3205

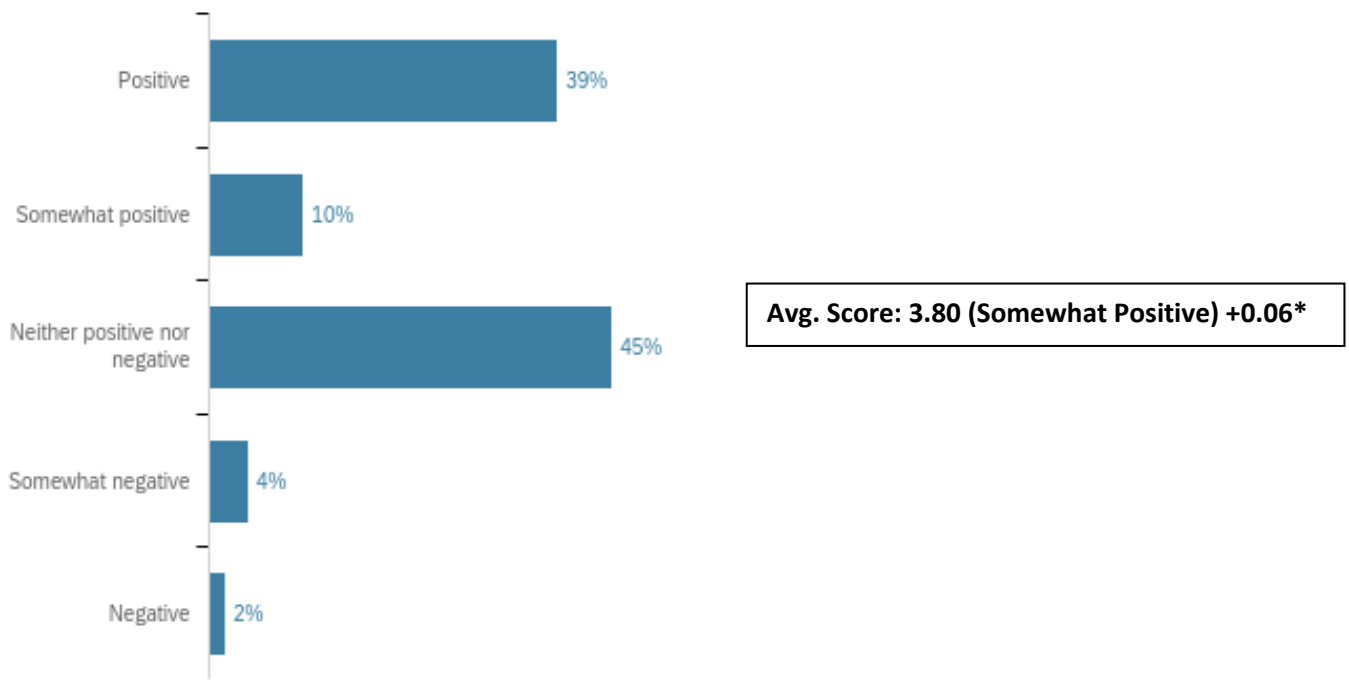
What impact has working remotely had on your relationship with coworkers (or colleagues)?



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Positive	37%	1235
Somewhat positive	10%	346
Neither positive nor negative	41%	1379
Somewhat negative	9%	306
Negative	3%	86
Total	100%	3352

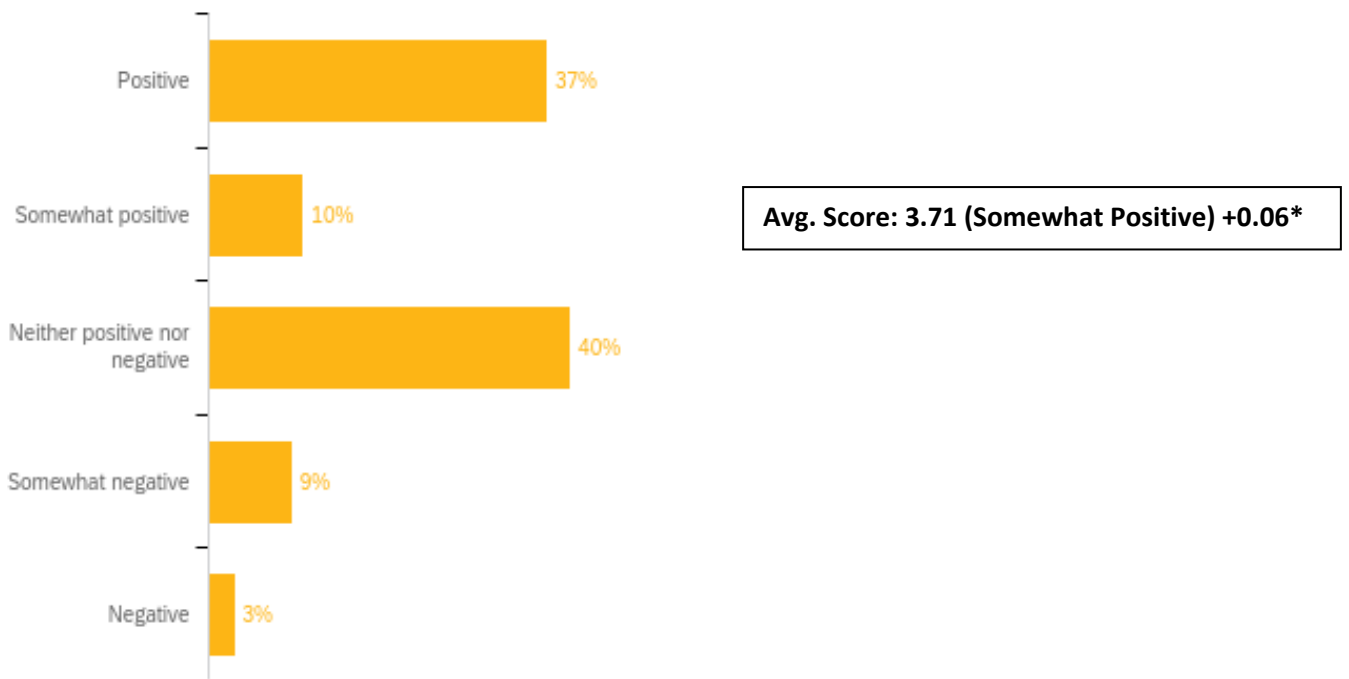
What impact has working remotely had on your relationship with managers (or department chair/lab manager/supervisor)?



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Positive	39%	1287
Somewhat positive	10%	349
Neither positive nor negative	45%	1489
Somewhat negative	4%	144
Negative	2%	59
Total	100%	3328

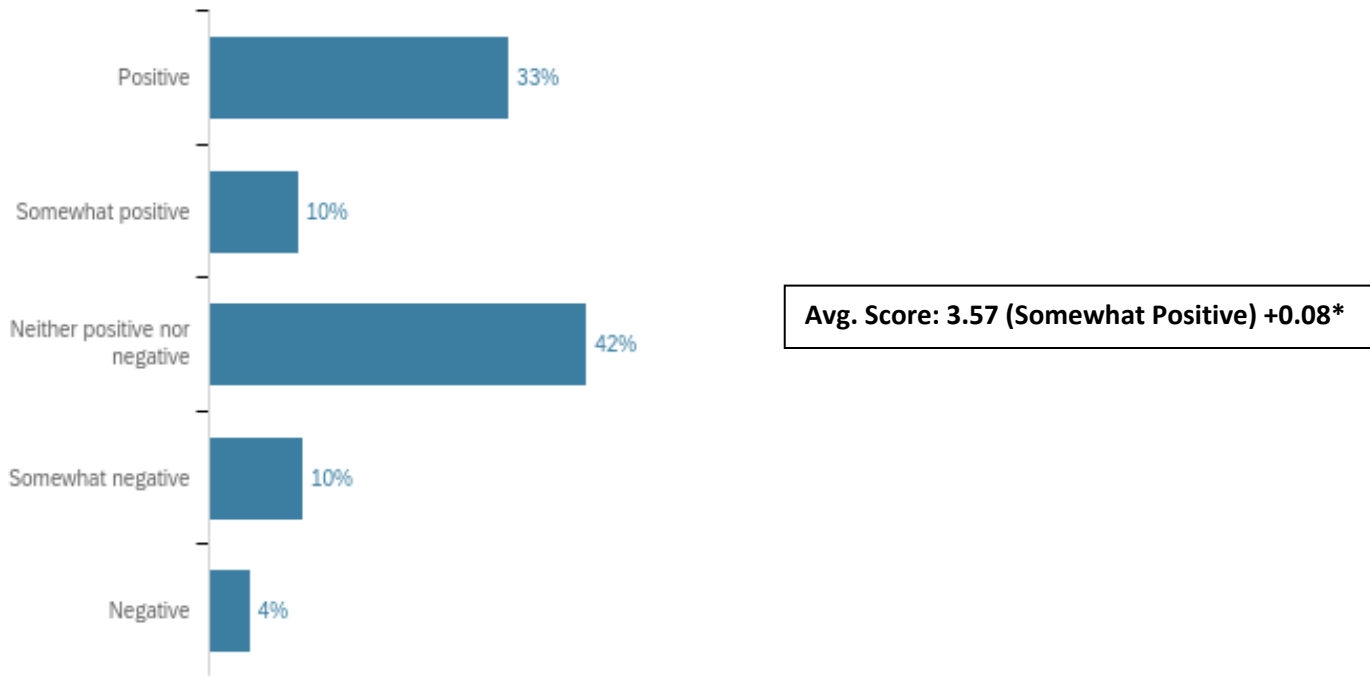
What impact has working remotely had on your relationship with direct reports (or employees I supervise)?



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Positive	37%	693
Somewhat positive	10%	194
Neither positive nor negative	40%	741
Somewhat negative	9%	170
Negative	3%	52
Total	100%	1850

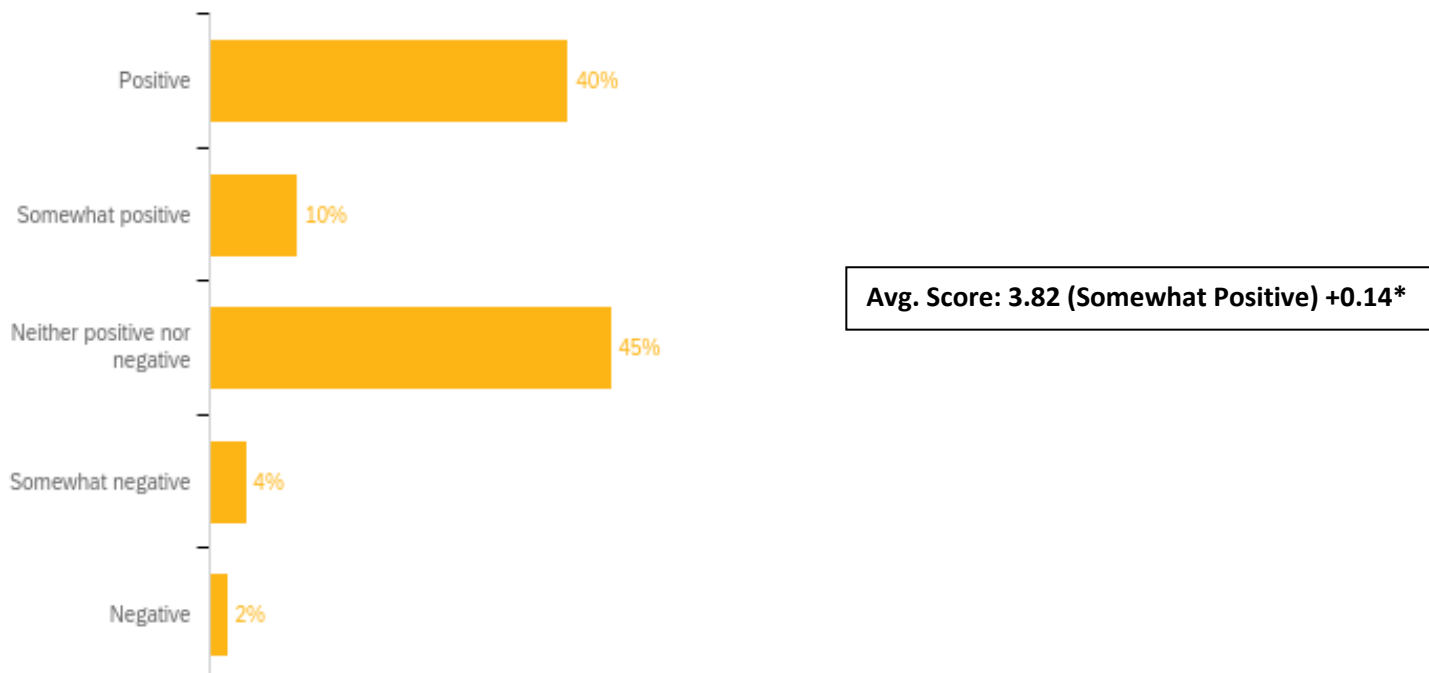
What impact has working remotely had on your relationship with students?



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Positive	33%	563
Somewhat positive	10%	167
Neither positive nor negative	42%	709
Somewhat negative	10%	176
Negative	4%	76
Total	100%	1691

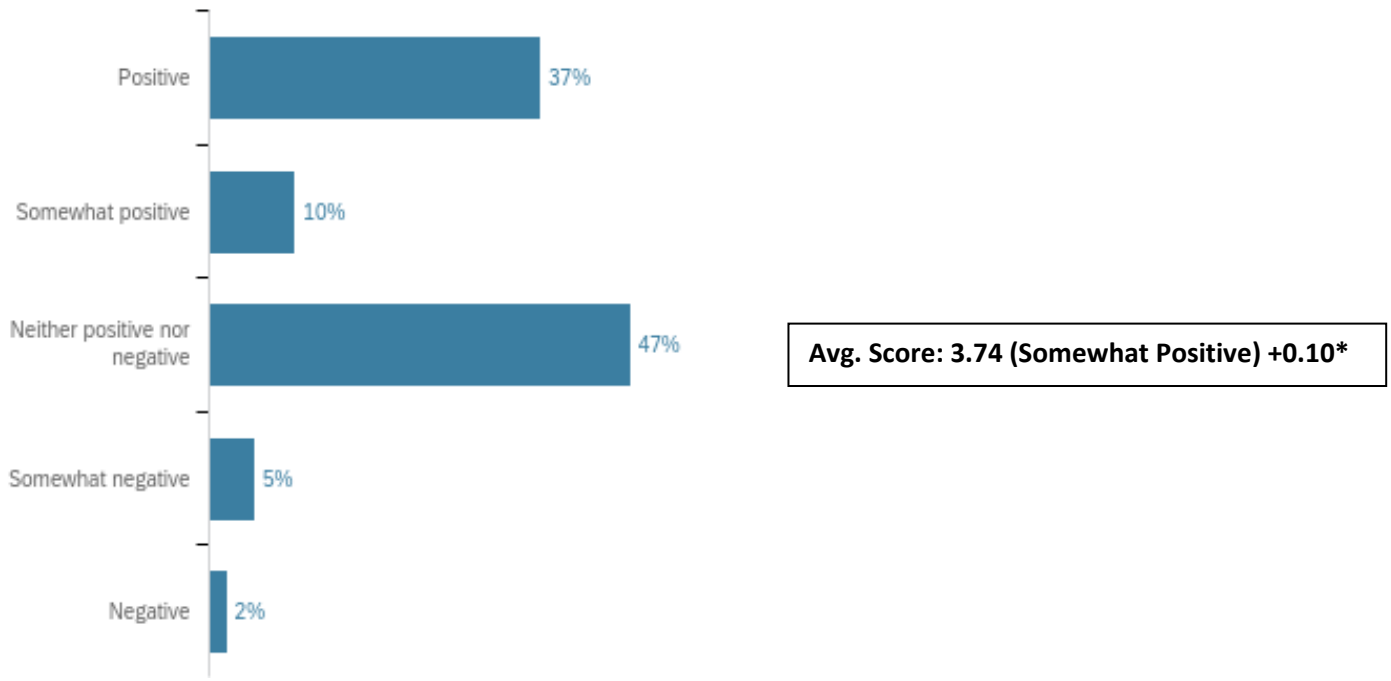
What impact has working remotely had on your relationship with campus clients?



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Positive	40%	905
Somewhat positive	10%	220
Neither positive nor negative	45%	1012
Somewhat negative	4%	90
Negative	2%	43
Total	100%	2270

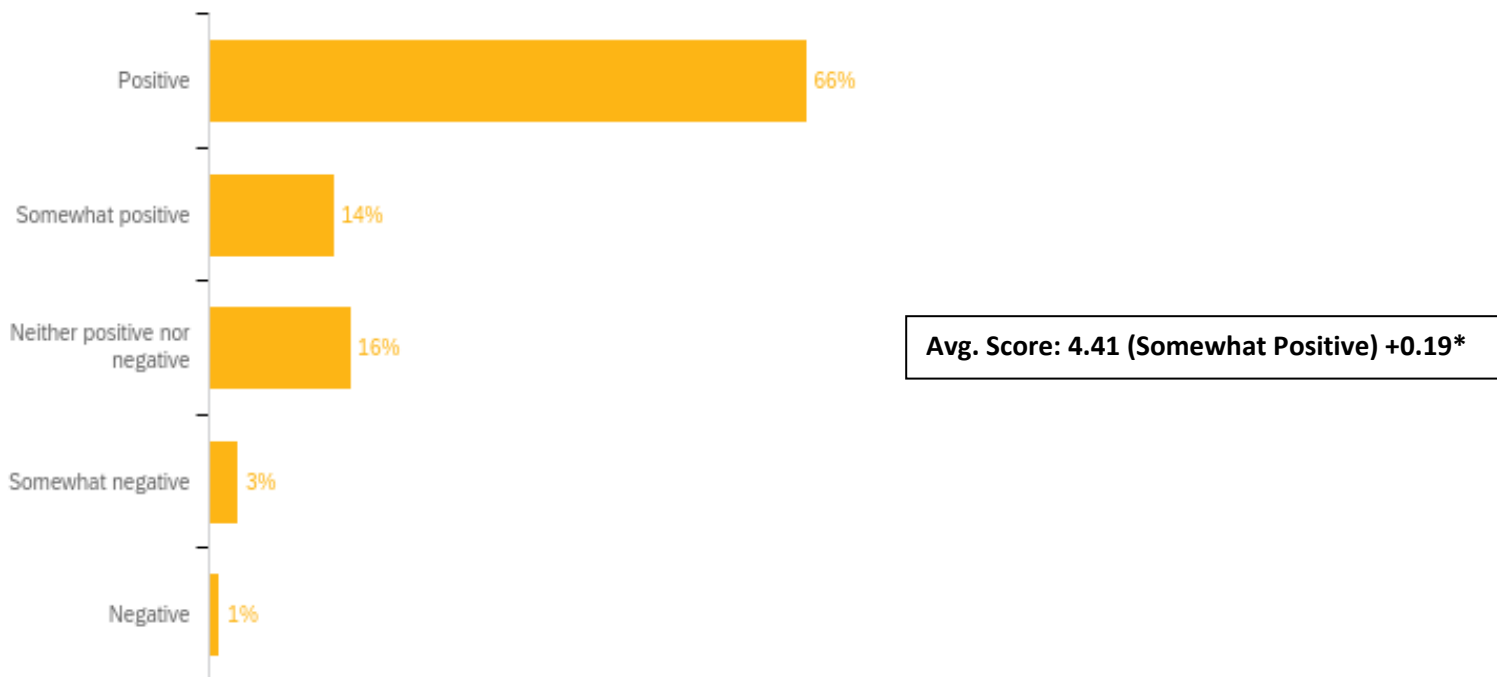
What impact has working remotely had on your relationship with campus stakeholders?



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Positive	37%	843
Somewhat positive	10%	219
Neither positive nor negative	47%	1071
Somewhat negative	5%	115
Negative	2%	44
Total	100%	2292

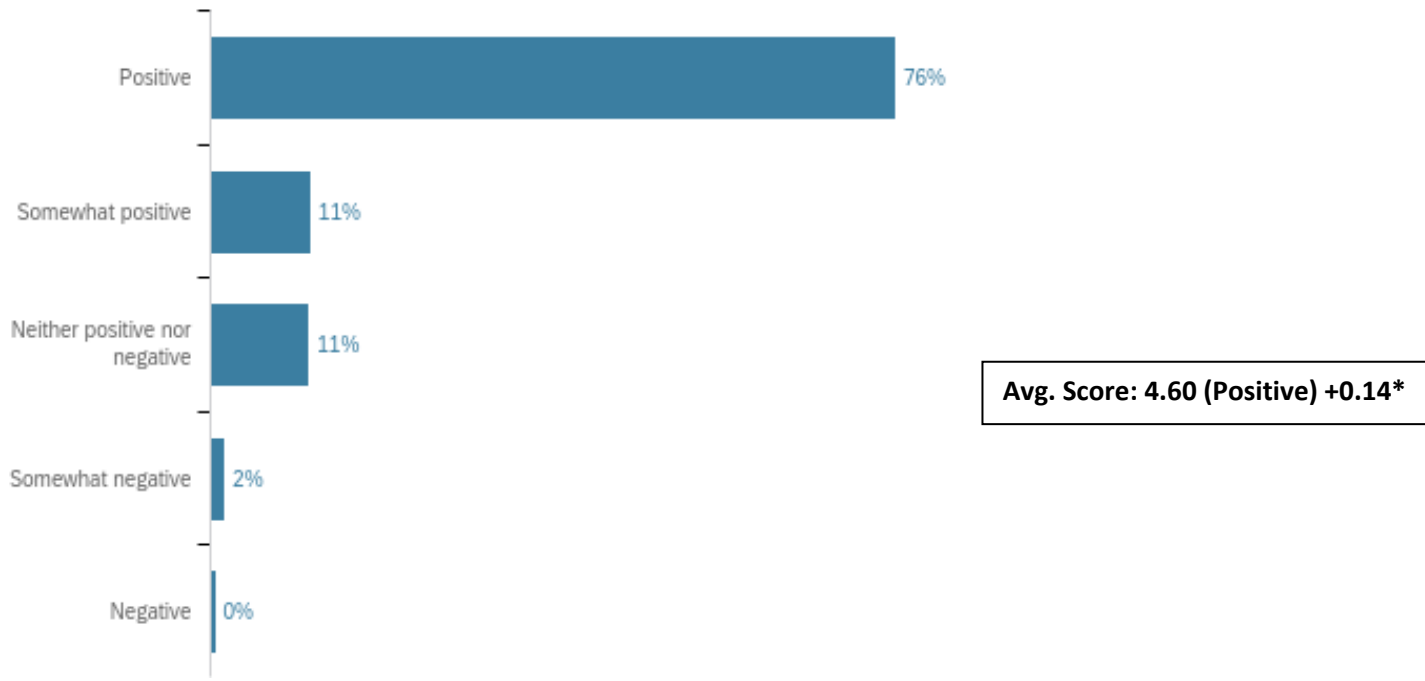
What impact has working remotely had on your relationship with your domestic partner?



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Positive	66%	1709
Somewhat positive	14%	355
Neither positive nor negative	16%	403
Somewhat negative	3%	82
Negative	1%	30
Total	100%	2579

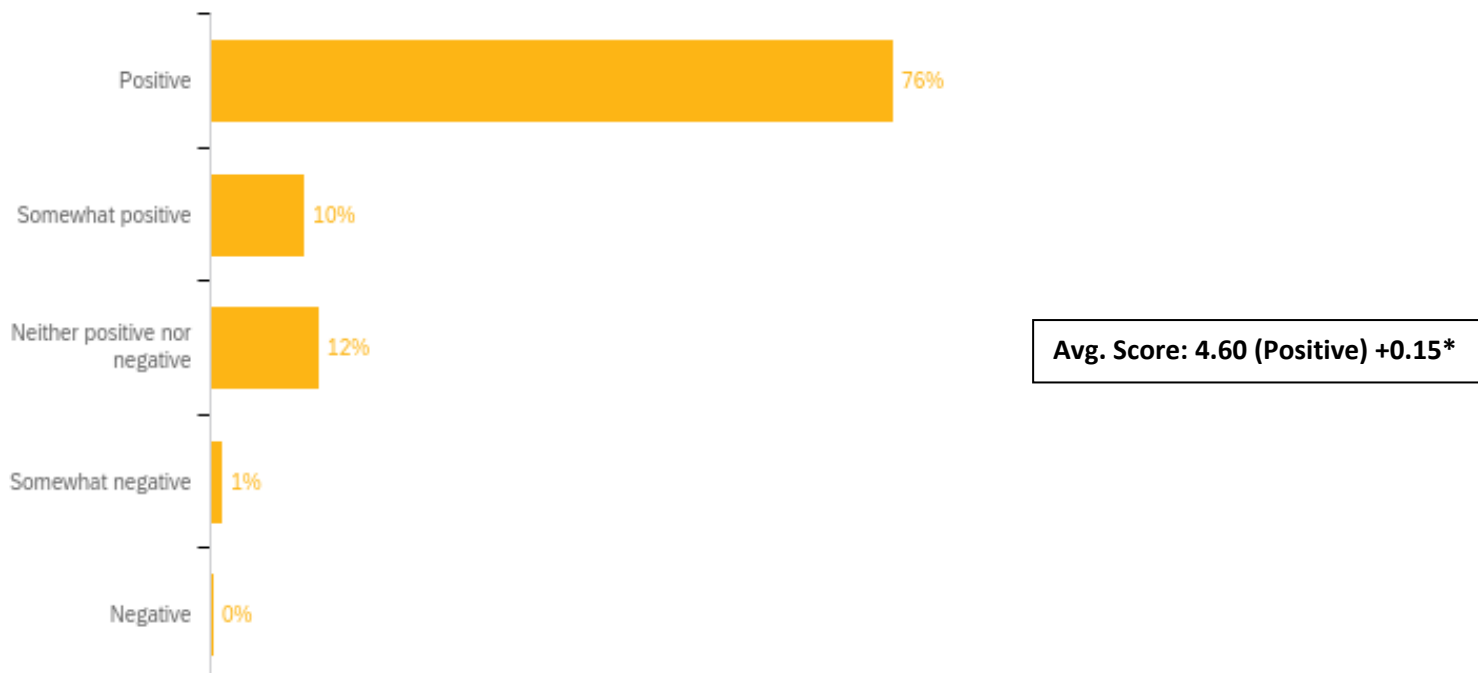
What impact has working remotely had on your relationship with your children?



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Positive	76%	1262
Somewhat positive	11%	184
Neither positive nor negative	11%	182
Somewhat negative	2%	26
Negative	0%	8
Total	100%	1662

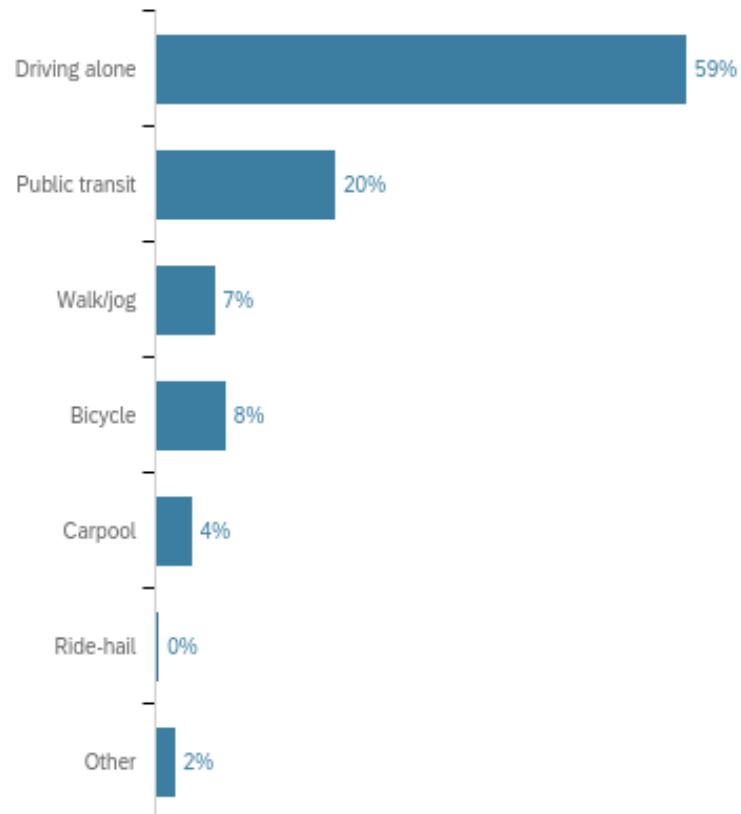
What impact has working remotely had on your relationship with others in your household?



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Positive	76%	1726
Somewhat positive	10%	239
Neither positive nor negative	12%	275
Somewhat negative	1%	31
Negative	0%	8
Total	100%	2279

On days you come to campus, how do you/will you commute?



Answer	%	Count
Driving alone	59%	1864
Public transit	20%	632
Walk/jog	7%	208
Bicycle	8%	247
Carpool	4%	128
Ride-hail	0%	14
Other	2%	69
Total	100%	3162

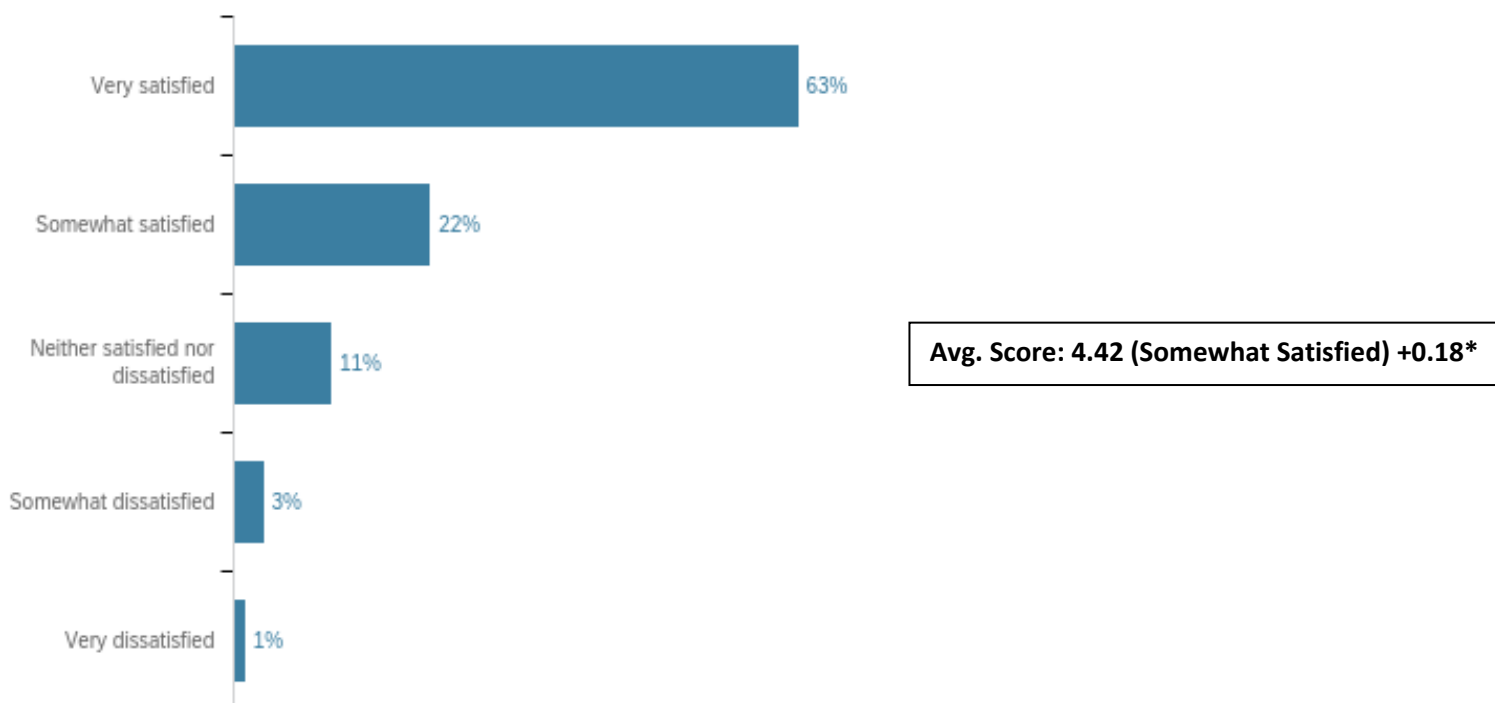
Thinking about your experience working remotely, have you experienced any of the following on an ongoing basis? (Check all that apply)

Answer	%	Count
Internet connectivity issues (reliability, slow speeds)	18%	615
Difficulty accessing network drives/files	8%	270
Difficulty connecting to a VPN	7%	223
Lack of timely technical support for basic computer hardware/software issues	7%	246
Lack of access to important software or databases	4%	141
Lack of access to equipment like dual monitors, printers, external keyboards, scientific equipment, etc.	14%	463
Lack of timely information (because of working remotely) that would help me do my job better	4%	142
My home workspace is not the same quality as that at work	18%	616
Higher utility and other expenses connected with remote work	20%	669
Low morale	6%	209
Feeling disconnected from the team/office	19%	627
Frequent distractions from kids, pets or other people at home	7%	239
Missing the commute time to exercise or relax	8%	282
Struggling to unplug from work	25%	827
Difficulty staying motivated	8%	272
Lower productivity	4%	147
Having difficulty participating in hybrid meetings (a mix of onsite and remote people in the same meeting)	10%	318
Experience Zoom fatigue	27%	910
None of these have negatively impacted me	37%	1235
Total	100%	3338

**Q41 - Thinking about your experience working remotely, have you experienced any of the following on an ongoing basis?
(Check all that apply)**

Answer	%	Count
Increased productivity	9%	1963
Better able to concentrate on work tasks	10%	2165
Worry less about hostile colleagues	4%	932
Worry less about a hostile manager	2%	440
Spending more time with family or friends	9%	1905
Sleeping more	8%	1706
Getting to know my neighbors better	3%	547
More time to work on household projects/chores	7%	1468
Saving money by not commuting to work (spending less on gas, public transportation, parking, etc.	12%	2568
Saving money by not eating out as frequently	9%	2007
Not commuting to work is decreasing my stress level	10%	2203
Exercising more	8%	1744
Eating more healthily	8%	1739
None of these have applied to me	1%	180
Total	100%	21567

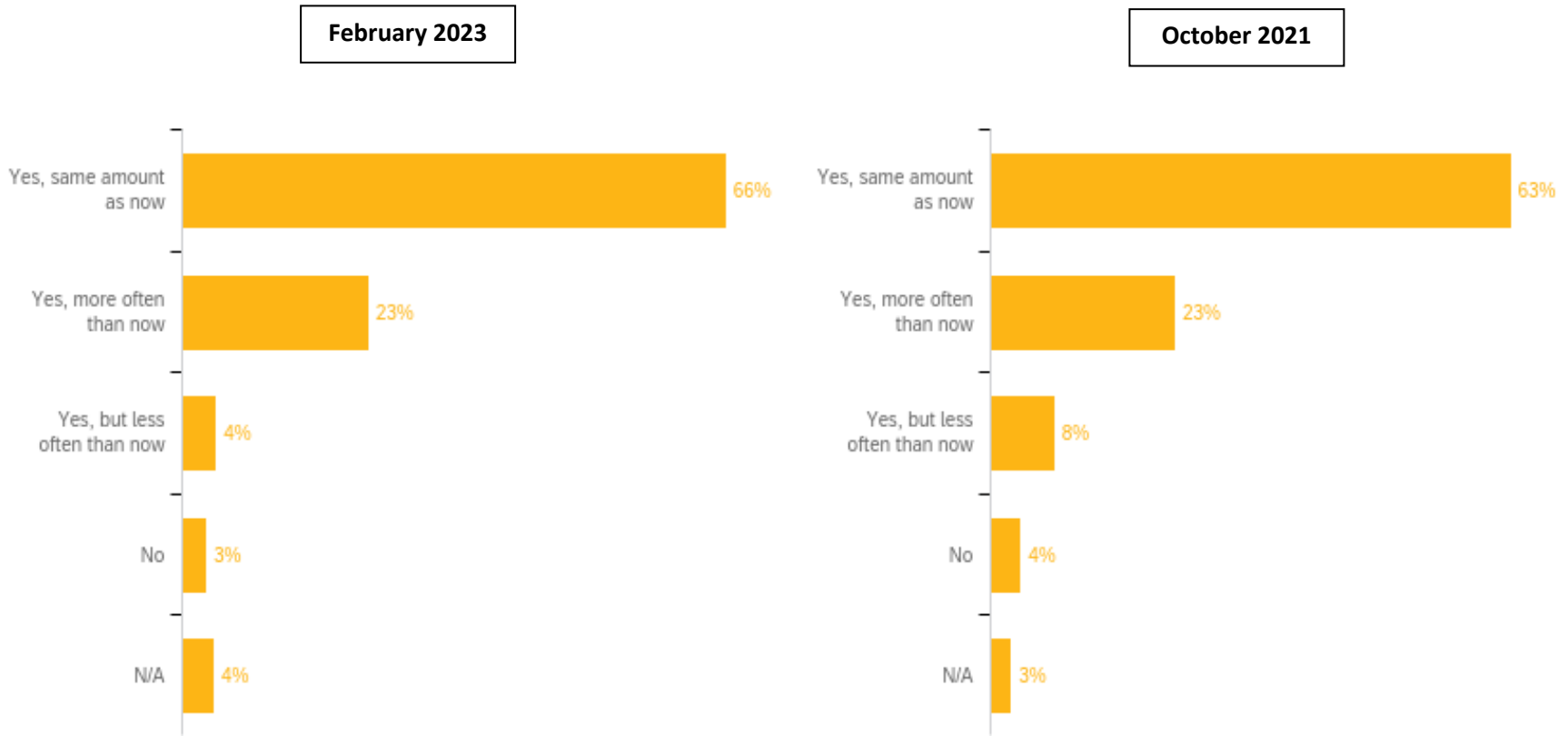
How satisfied have you been with the technical support you've received while working remotely?



*Difference in average score from Oct. 2021 FWA survey.

Answer	%	Count
Very satisfied	63%	1908
Somewhat satisfied	22%	665
Neither satisfied nor dissatisfied	11%	330
Somewhat dissatisfied	3%	100
Very dissatisfied	1%	38
Total	100%	3041

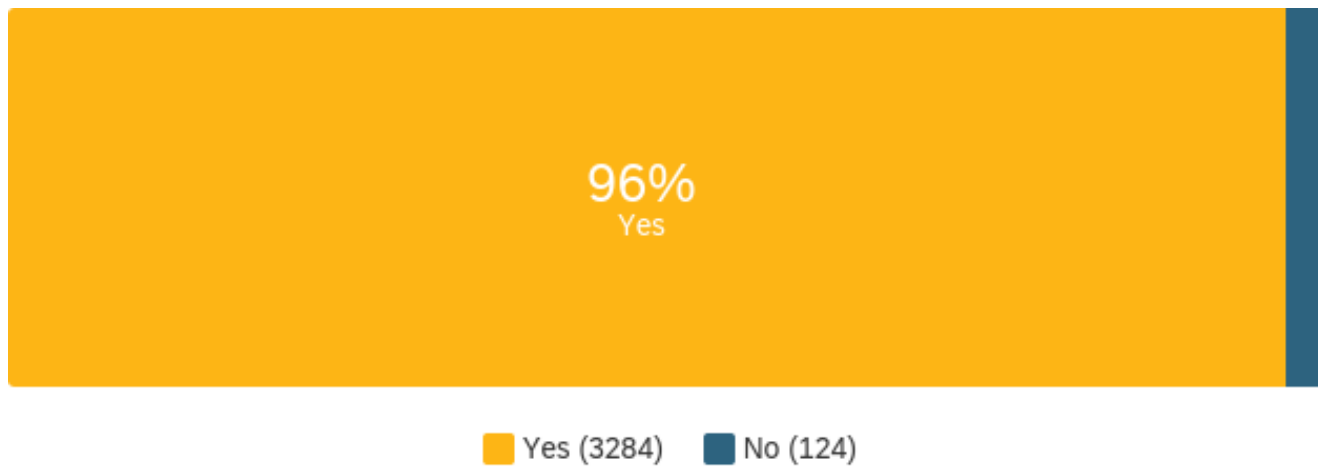
Would you like to continue working remotely?



February 2023

Answer	%	Count
Yes, same amount as now	66%	2286
Yes, more often than now	23%	783
Yes, but less often than now	4%	143
No	3%	102
N/A	4%	133
Total	100%	3447

Regardless of how much you are (or are not) working remotely, do you think that UC Berkeley benefits from offering Flexible Work Arrangements?



Why do you think UC Berkeley benefits from offering Flexible Work Arrangements?

Total comments = 2,488

Category	# (%)	Examples
Better work/life balance	530 (21%)	<ul style="list-style-type: none"> • “Fantastic work-life balance, different balances for folks' different needs” • “Work-life and family life becomes easier to manage.” • “It gives employees a way to balance work and life responsibilities and it demonstrates that people have agency and don't need to be on campus to produce.” • “It provides additional flexibility for people to balance work and non-work demands.”
Makes UCB a more attractive place to work/can hire more competitively/can hire from a wider talent pool	527 (21%)	<ul style="list-style-type: none"> • “For Berkeley to remain a competitive employer in the area, I think it's imperative to offer WFH options.” • “Flexibility is going to help recruit and retain quality faculty and staff.” • “It allows us to recruit staff from all over the country.” • “We just did a recruitment for a new staff member and because we aren't able to compete with the private sector when it comes it salary, I think the only reason we got a great candidate was because the position is up to 60% remote.”
Employee retention/reduced turnover	516 (21%)	<ul style="list-style-type: none"> • “We are able to retain talented staff who do not live locally (either hired remotely or moved away during the pandemic).” • “Better able to retain talent--people want remote work, and if UCB doesn't offer it people will go elsewhere.” • “It's definitely a plus factor as to why employees want to stay at UCB.” • “People are less likely to leave or find work that is more flexible. “
Employees have less stress and/or save time and money from lack or reduction of commute	512 (21%)	<ul style="list-style-type: none"> • “The time and stress from commuting to/from campus has decreased significantly since 2020 for me.” • “Commuting causes stress on staff and when they are able to work remote it lifts a weigh off their shoulders making them able to focus on work and be calm.” • “I drive almost 3 hours every day to and from work; sitting in traffic and being stressed about it is not something that I would like to do driving to work every day.” • “All the time I used to spend on my commute is now extra time I can spend with my son and family.”
Happier/more productive employees	507 (20%)	<ul style="list-style-type: none"> • “I think it's good for morale and productivity to allow people to work in an environment that suits them.” • “When staff are generally happy and well balanced, it can lead to improved productivity, and make working here a positive experience.” • “Happier employees, increased productivity” • “Happy & less stressed employees are better more productive employees - and that contributes greater value to the university.” • “Happier, more productive employees, who feel supported by UC.”
UCB saves money on real estate/infrastructure/utilities or can optimize/reallocate current resources	218 (9%)	<ul style="list-style-type: none"> • “Saves office space/utilities/supplies” • “Buildings and spaces rented out are no longer needed and are saving cost. Also true for utilities and other facility functions that are no longer needed or only very minimal.” • “The University might be able to convert some staff spaces to learning, studying or instructional spaces.”
More equitable/accessible for employees with disabilities/health issues/caregivers/historically marginalized groups	183 (7%)	<ul style="list-style-type: none"> • “Flexible work arrangements contribute to a supportive work culture that pushes back against the narrative that tells us to be professional/successful you must work onsite 9am-5pm and put aside family/your life. This narrative was developed by the U.S. dominate white male culture generations ago, which did not take into consideration the needs of those that didn't fit into that dominate culture.” • “As a disabled staff member, working remotely also allows me to freely engage in disability management without losing time from work” • “DEIB for sure. UCB could strengthen their stance on disability inclusion & belonging with continued support of remote work.”
Fewer distractions/improved focus	159 (6%)	<ul style="list-style-type: none"> • “Often there's a better ability to focus on certain tasks when working remotely.” • “Opportunities to really focus on work without distraction.” • “We can concentrate on our work”
UCB reduces carbon footprint	111 (4%)	<ul style="list-style-type: none"> • “Berkeley wants to be a green university, how can that happen when they have 100's of employees driving to work all the time” • “More aligned with UCB sustainability goals”
easier to meet/collaborate when working remotely	61 (2%)	<ul style="list-style-type: none"> • “Working from home, it is also easier to meet/collaborate with folks who are spread out on campus or elsewhere—no transit time in between meetings. “ • “Having meetings online for everyone allow for more participation.”

Berkeley People & Culture

Flexible Work Arrangement Survey – Race/Ethnicity

February 2023

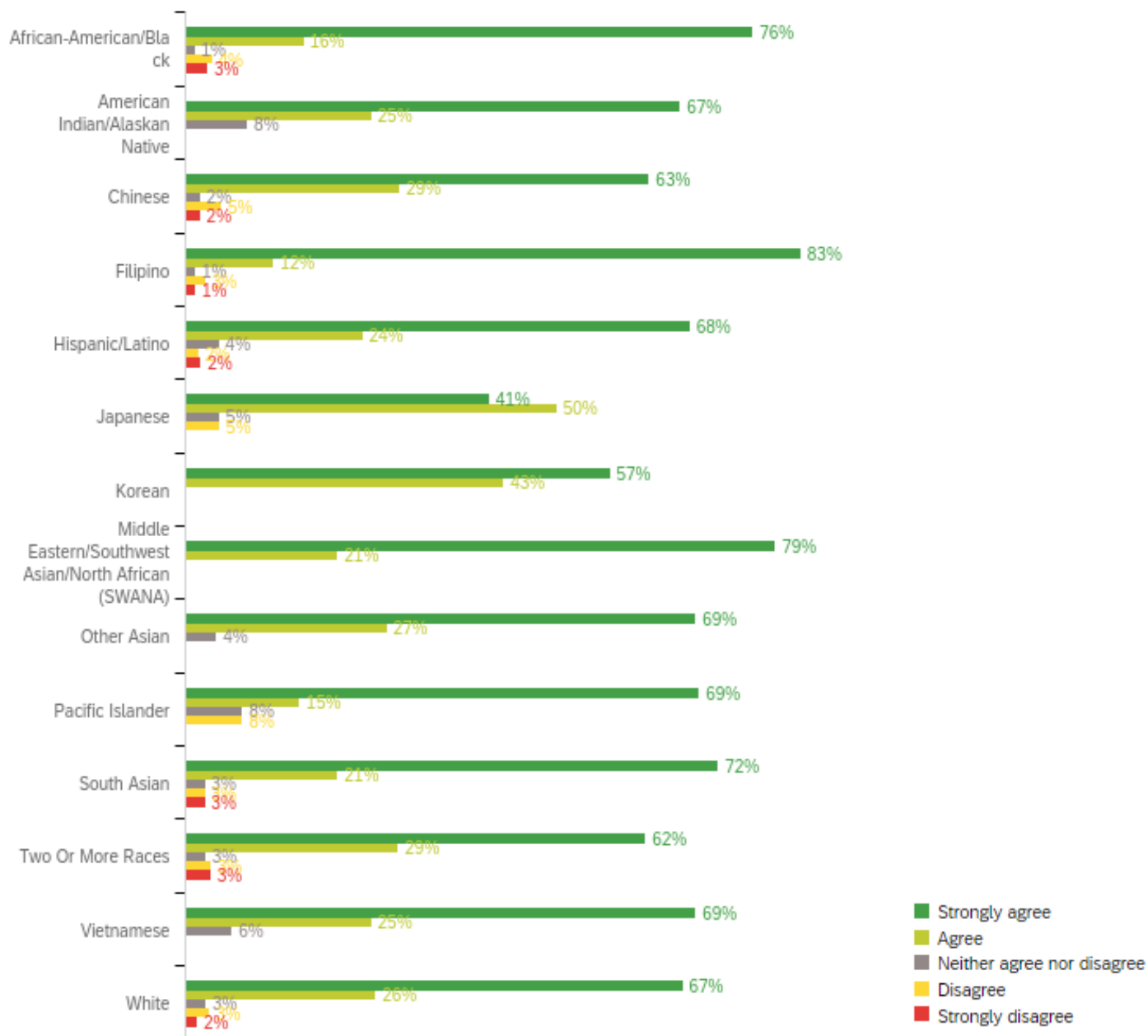
On average, how often are you working remotely?

Question	Never		Once a month		A few days per month		1 - 2 days per week		3 - 4 days per week		5+ days per week		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
African-American/Black	9%	16	2%	3	4%	6	25%	43	21%	36	39%	67	171
American Indian/Alaskan Native	0%	0	0%	0	8%	1	33%	4	33%	4	25%	3	12
Chinese	8%	8	5%	5	3%	3	25%	26	24%	25	37%	39	106
Filipino	3%	2	0%	0	0%	0	29%	22	29%	22	39%	30	76
Hispanic/Latino	6%	17	1%	2	4%	13	35%	101	24%	69	31%	89	291
Japanese	13%	3	0%	0	4%	1	43%	10	26%	6	13%	3	23
Korean	7%	1	0%	0	0%	0	43%	6	21%	3	29%	4	14
Middle Eastern/Southwest Asian/North African (SWANA)	0%	0	0%	0	5%	2	36%	14	33%	13	26%	10	39
Other Asian	2%	1	0%	0	10%	5	31%	15	13%	6	44%	21	48
Pacific Islander	15%	2	0%	0	0%	0	23%	3	38%	5	23%	3	13
South Asian	8%	3	0%	0	10%	4	26%	10	26%	10	31%	12	39
Two Or More Races	9%	13	3%	4	4%	6	32%	49	27%	41	26%	39	152
Vietnamese	0%	0	0%	0	0%	0	38%	6	31%	5	31%	5	16
White	6%	70	2%	25	4%	55	26%	313	28%	346	34%	415	1224

Why do you typically come to campus?

Question	Collaborate/interact with colleagues		In-person Meetings		Part of your set hybrid schedule		Connection to the campus community		Interact/work with students		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
African-American/Black	16%	14	15%	13	56%	49	7%	6	6%	5	87
American Indian/Alaskan Native	11%	1	11%	1	33%	3	0%	0	44%	4	9
Chinese	31%	18	15%	9	36%	21	2%	1	17%	10	59
Filipino	16%	7	18%	8	59%	26	0%	0	7%	3	44
Hispanic/Latino	21%	38	10%	19	58%	106	2%	4	9%	17	184
Japanese	24%	4	6%	1	53%	9	6%	1	12%	2	17
Korean	11%	1	11%	1	67%	6	0%	0	11%	1	9
Middle Eastern/Southwest Asian/North African (SWANA)	21%	6	14%	4	45%	13	3%	1	17%	5	29
Other Asian	12%	3	24%	6	36%	9	4%	1	24%	6	25
Pacific Islander	25%	2	0%	0	75%	6	0%	0	0%	0	8
South Asian	13%	3	29%	7	42%	10	0%	0	17%	4	24
Two Or More Races	19%	19	11%	11	55%	55	3%	3	12%	12	100
Vietnamese	55%	6	9%	1	36%	4	0%	0	0%	0	11
White	23%	170	15%	111	45%	330	4%	28	13%	96	735

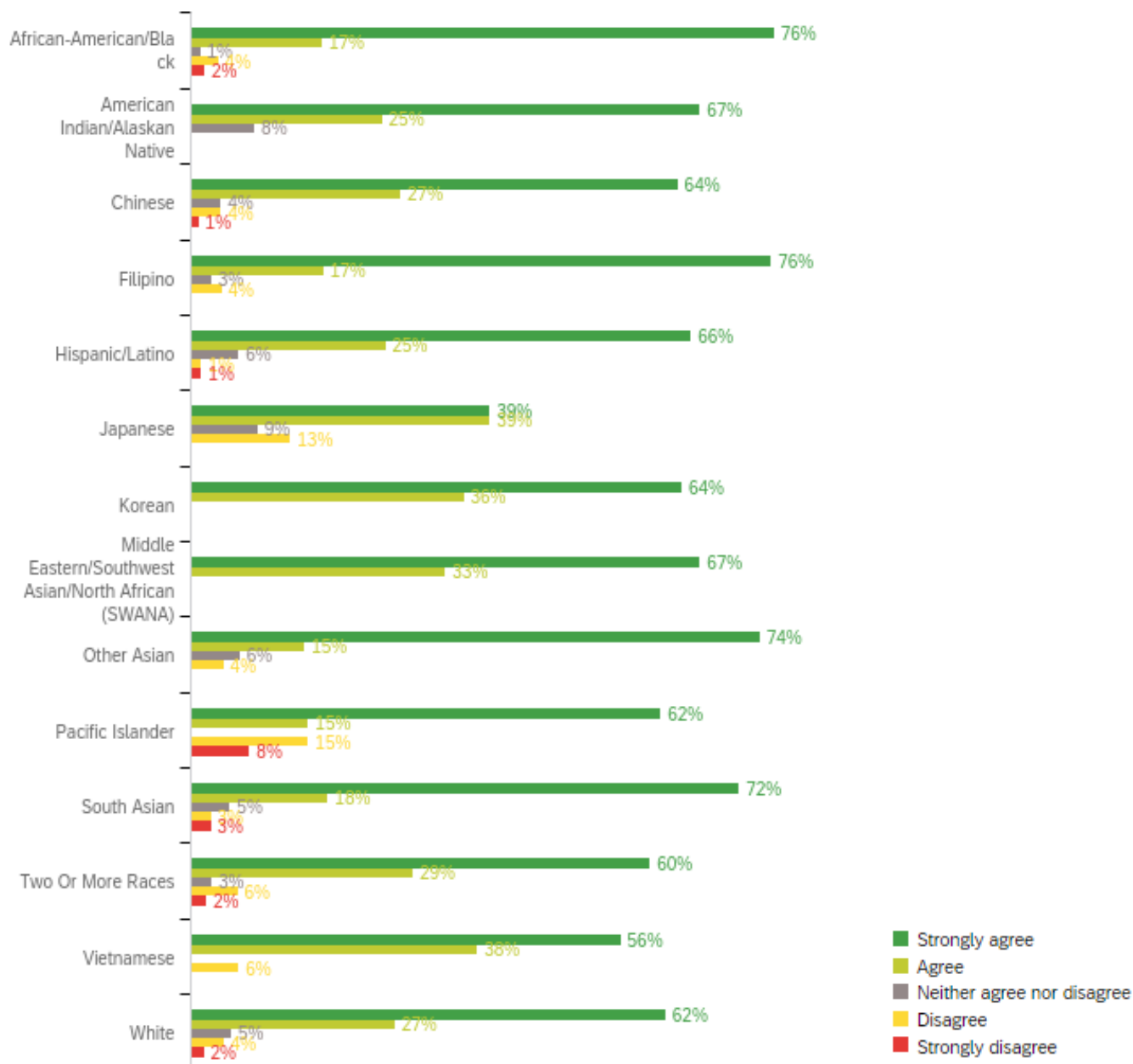
I can easily communicate with my coworkers (or colleagues) in my business unit (or office/lab/department) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
African-American/Black	76%	130	16%	27	1%	2	4%	6	3%	5	4.59 (0.04)	170
American Indian/Alaskan Native	67%	8	25%	3	8%	1	0%	0	0%	0	4.58 (0.03)	12
Chinese	63%	65	29%	30	2%	2	5%	5	2%	2	4.45 (-0.1)	104
Filipino	83%	63	12%	9	1%	1	3%	2	1%	1	4.72 (0.08)	76
Hispanic/Latino	68%	197	24%	69	4%	13	2%	5	2%	6	4.54 (-0.04)	290
Japanese	41%	9	50%	11	5%	1	5%	1	0%	0	4.27 (0.21)	22
Korean	57%	8	43%	6	0%	0	0%	0	0%	0	4.57 (-0.03)	14
Middle Eastern/Southwest Asian/North African (SWANA)	79%	31	21%	8	0%	0	0%	0	0%	0	4.79 (0.13)	39
Other Asian	69%	33	27%	13	4%	2	0%	0	0%	0	4.65 (0)	48
Pacific Islander	69%	9	15%	2	8%	1	8%	1	0%	0	4.46 (-0.43)	13
South Asian	72%	28	21%	8	3%	1	3%	1	3%	1	4.56 (0.06)	39
Two Or More Races	62%	93	29%	43	3%	4	3%	5	3%	5	4.43 (-0.02)	150
Vietnamese	69%	11	25%	4	6%	1	0%	0	0%	0	4.63 (-0.14)	16
White	67%	818	26%	313	3%	33	3%	39	2%	19	4.53 (-0.01)	1222

*Difference in average score from Oct. 2021 FWA survey.

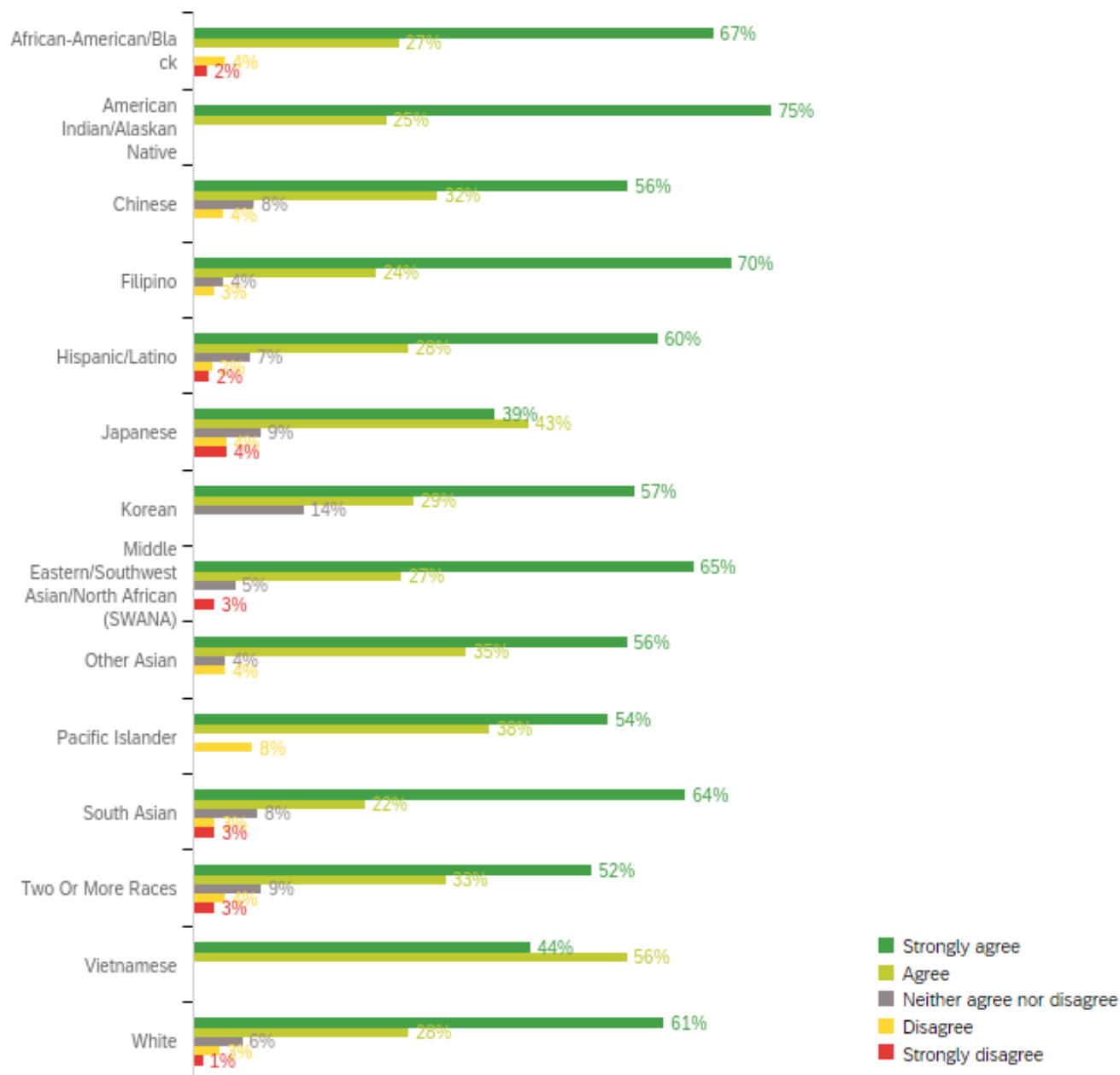
I can easily collaborate with my coworkers (or colleagues) in my business unit (or office/lab/department) while they are working remotely.



Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Avg. Score*	Total					
African-American/Black	76%	129	17%	29	1%	2	4%	6	2%	3	4.63 (0.09)	169
American Indian/Alaskan Native	67%	8	25%	3	8%	1	0%	0	0%	0	4.58 (0.03)	12
Chinese	64%	65	27%	28	4%	4	4%	4	1%	1	4.49 (0)	102
Filipino	76%	57	17%	13	3%	2	4%	3	0%	0	4.65 (0.04)	75
Hispanic/Latino	66%	188	25%	73	6%	18	1%	4	1%	4	4.52 (0.01)	287
Japanese	39%	9	39%	9	9%	2	13%	3	0%	0	4.04 (-0.02)	23
Korean	64%	9	36%	5	0%	0	0%	0	0%	0	4.64 (0.24)	14
Middle Eastern/Southwest Asian/North African (SWANA)	67%	26	33%	13	0%	0	0%	0	0%	0	4.67 (0.26)	39
Other Asian	74%	35	15%	7	6%	3	4%	2	0%	0	4.6 (0.1)	47
Pacific Islander	62%	8	15%	2	0%	0	15%	2	8%	1	4.08 (-0.7)	13
South Asian	72%	28	18%	7	5%	2	3%	1	3%	1	4.54 (-0.03)	39
Two Or More Races	60%	89	29%	43	3%	4	6%	9	2%	3	4.39 (0.04)	148
Vietnamese	56%	9	38%	6	0%	0	6%	1	0%	0	4.44 (-0.18)	16
White	62%	755	27%	324	5%	64	4%	52	2%	20	4.43 (0.02)	1215

*Difference in average score from Oct. 2021 FWA survey.

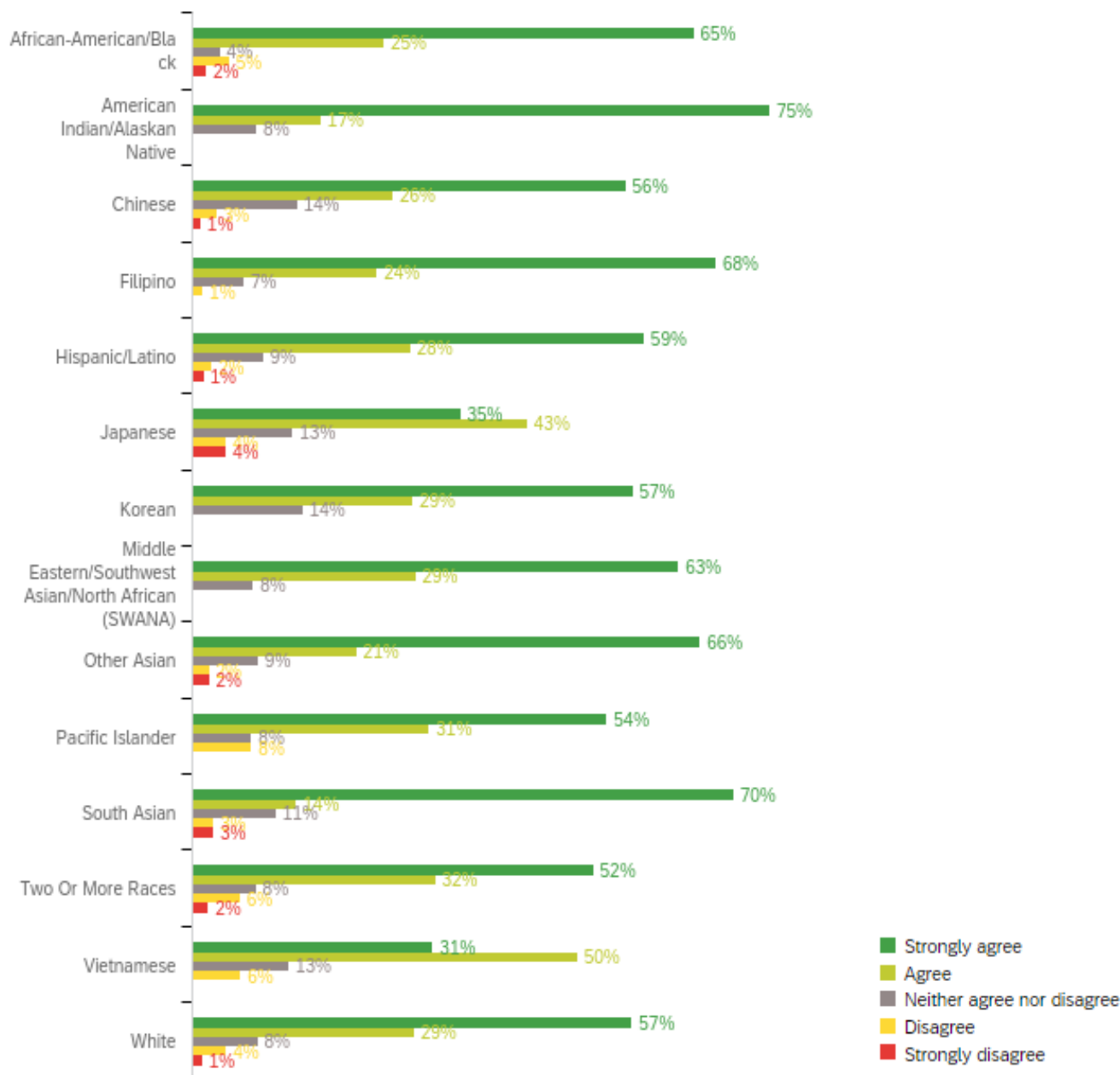
I can easily communicate with individuals in other business units (or office/lab/department) while they are working remotely.



Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Avg. Score*	Total					
African-American/Black	67%	114	27%	45	0%	0	4%	7	2%	3	4.54 (0.2)	169
American Indian/Alaskan Native	75%	9	25%	3	0%	0	0%	0	0%	0	4.75 (0.11)	12
Chinese	56%	57	32%	32	8%	8	4%	4	0%	0	4.41 (0.06)	101
Filipino	70%	53	24%	18	4%	3	3%	2	0%	0	4.61 (0.22)	76
Hispanic/Latino	60%	173	28%	80	7%	21	2%	7	2%	6	4.42 (0.07)	287
Japanese	39%	9	43%	10	9%	2	4%	1	4%	1	4.09 (-0.1)	23
Korean	57%	8	29%	4	14%	2	0%	0	0%	0	4.43 (0.1)	14
Middle Eastern/Southwest Asian/North African (SWANA)	65%	24	27%	10	5%	2	0%	0	3%	1	4.51 (0.01)	37
Other Asian	56%	27	35%	17	4%	2	4%	2	0%	0	4.44 (0.02)	48
Pacific Islander	54%	7	38%	5	0%	0	8%	1	0%	0	4.38 (0.38)	13
South Asian	64%	23	22%	8	8%	3	3%	1	3%	1	4.42 (0.03)	36
Two Or More Races	52%	76	33%	48	9%	13	4%	6	3%	4	4.27 (-0.07)	147
Vietnamese	44%	7	56%	9	0%	0	0%	0	0%	0	4.44 (-0.11)	16
White	61%	732	28%	335	6%	76	3%	41	1%	14	4.44 (0.02)	1198

*Difference in average score from Oct. 2021 FWA survey.

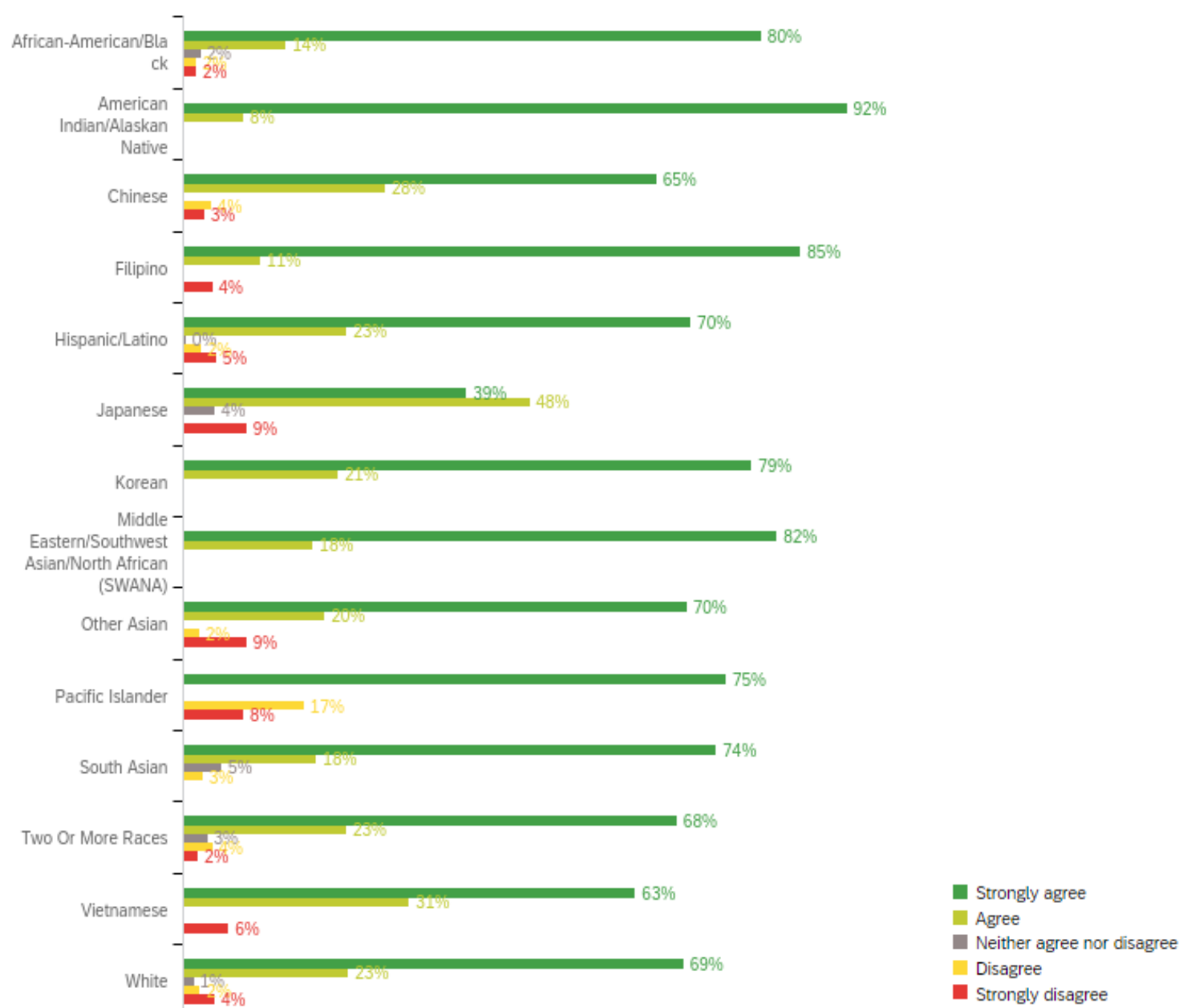
I can easily collaborate with individuals in other business units (or office/lab/department) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
African-American/Black	65%	110	25%	42	4%	6	5%	8	2%	3	4.47 (0.15)	169
American Indian/Alaskan Native	75%	9	17%	2	8%	1	0%	0	0%	0	4.67 (0.12)	12
Chinese	56%	54	26%	25	14%	13	3%	3	1%	1	4.33 (0.01)	96
Filipino	68%	51	24%	18	7%	5	1%	1	0%	0	4.59 (0.2)	75
Hispanic/Latino	59%	166	28%	80	9%	26	2%	7	1%	4	4.4 (0.05)	283
Japanese	35%	8	43%	10	13%	3	4%	1	4%	1	4 (-0.19)	23
Korean	57%	8	29%	4	14%	2	0%	0	0%	0	4.43 (0.05)	14
Middle Eastern/Southwest Asian/North African (SWANA)	63%	24	29%	11	8%	3	0%	0	0%	0	4.55 (0.15)	38
Other Asian	66%	31	21%	10	9%	4	2%	1	2%	1	4.47 (0.07)	47
Pacific Islander	54%	7	31%	4	8%	1	8%	1	0%	0	4.31 (0.42)	13
South Asian	70%	26	14%	5	11%	4	3%	1	3%	1	4.46 (0.11)	37
Two Or More Races	52%	76	32%	46	8%	12	6%	9	2%	3	4.25 (-0.04)	146
Vietnamese	31%	5	50%	8	13%	2	6%	1	0%	0	4.06 (-0.52)	16
White	57%	677	29%	341	8%	100	4%	52	1%	15	4.36 (0.04)	1185

*Difference in average score from Oct. 2021 FWA survey.

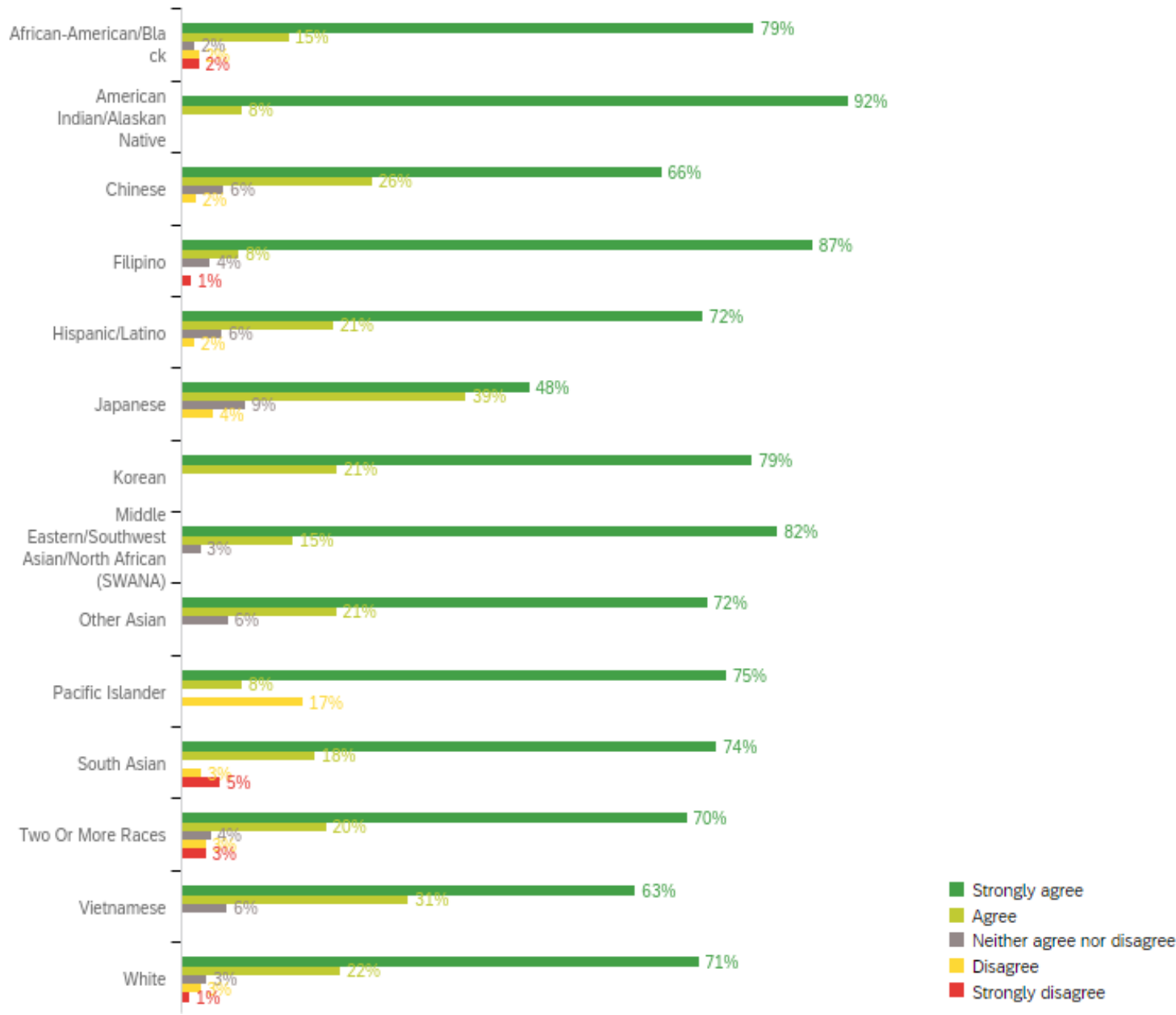
I can easily collaborate with my manager (or department chair/lab manager/supervisor) while they are working remotely.



Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Avg. Score*	Total					
African-American/Black	80%	135	14%	24	2%	3	2%	3	2%	4	4.67 (0.04)	169
American Indian/Alaskan Native	92%	11	8%	1	0%	0	0%	0	0%	0	4.92 (0.02)	12
Chinese	65%	68	28%	29	3%	3	4%	4	0%	0	4.55 (0.01)	104
Filipino	85%	64	11%	8	4%	3	0%	0	0%	0	4.81 (0.1)	75
Hispanic/Latino	70%	202	23%	65	5%	13	2%	7	0%	1	4.6 (-0.05)	288
Japanese	39%	9	48%	11	9%	2	0%	0	4%	1	4.17 (0.11)	23
Korean	79%	11	21%	3	0%	0	0%	0	0%	0	4.79 (0.19)	14
Middle Eastern/Southwest Asian/North African (SWANA)	82%	32	18%	7	0%	0	0%	0	0%	0	4.82 (0.13)	39
Other Asian	70%	32	20%	9	9%	4	2%	1	0%	0	4.57 (-0.2)	46
Pacific Islander	75%	9	0%	0	8%	1	17%	2	0%	0	4.33 (-0.45)	12
South Asian	74%	28	18%	7	0%	0	3%	1	5%	2	4.53 (0.01)	38
Two Or More Races	68%	103	23%	34	2%	3	4%	6	3%	5	4.48 (-0.03)	151
Vietnamese	63%	10	31%	5	6%	1	0%	0	0%	0	4.56 (-0.21)	16
White	69%	832	23%	275	4%	52	2%	28	1%	17	4.56 (0.02)	1204

*Difference in average score from Oct. 2021 FWA survey.

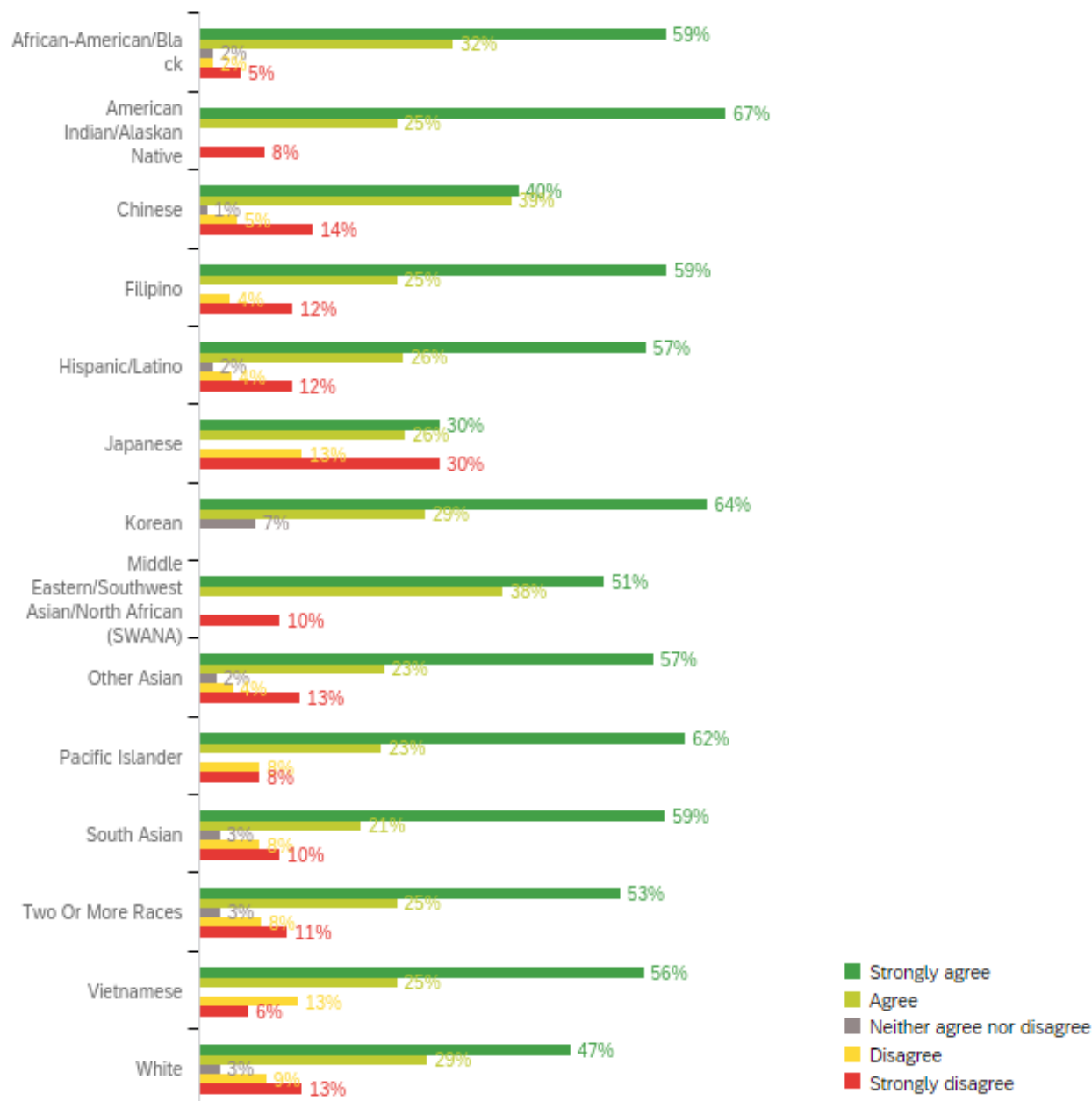
I can easily communicate with my manager (or department chair/lab manager/supervisor) while they are working remotely.



Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Avg. Score*	Total					
African-American/Black	79%	134	15%	25	2%	3	2%	4	2%	4	4.65 (0.01)	170
American Indian/Alaskan Native	92%	11	8%	1	0%	0	0%	0	0%	0	4.92 (0.1)	12
Chinese	66%	68	26%	27	6%	6	2%	2	0%	0	4.56 (-0.07)	103
Filipino	87%	66	8%	6	4%	3	0%	0	1%	1	4.79 (0.08)	76
Hispanic/Latino	72%	206	21%	60	6%	16	2%	5	0%	0	4.63 (-0.06)	287
Japanese	48%	11	39%	9	9%	2	4%	1	0%	0	4.3 (0.24)	23
Korean	79%	11	21%	3	0%	0	0%	0	0%	0	4.79 (0.19)	14
Middle Eastern/Southwest Asian/North African (SWANA)	82%	32	15%	6	3%	1	0%	0	0%	0	4.79 (0.1)	39
Other Asian	72%	34	21%	10	6%	3	0%	0	0%	0	4.66 (-0.15)	47
Pacific Islander	75%	9	8%	1	0%	0	17%	2	0%	0	4.42 (-0.25)	12
South Asian	74%	28	18%	7	0%	0	3%	1	5%	2	4.53 (0.01)	38
Two Or More Races	70%	105	20%	30	4%	6	3%	5	3%	5	4.49 (-0.04)	151
Vietnamese	63%	10	31%	5	6%	1	0%	0	0%	0	4.56 (-0.21)	16
White	71%	858	22%	263	3%	41	3%	31	1%	13	4.59 (0)	1206

*Difference in average score from Oct. 2021 FWA survey.

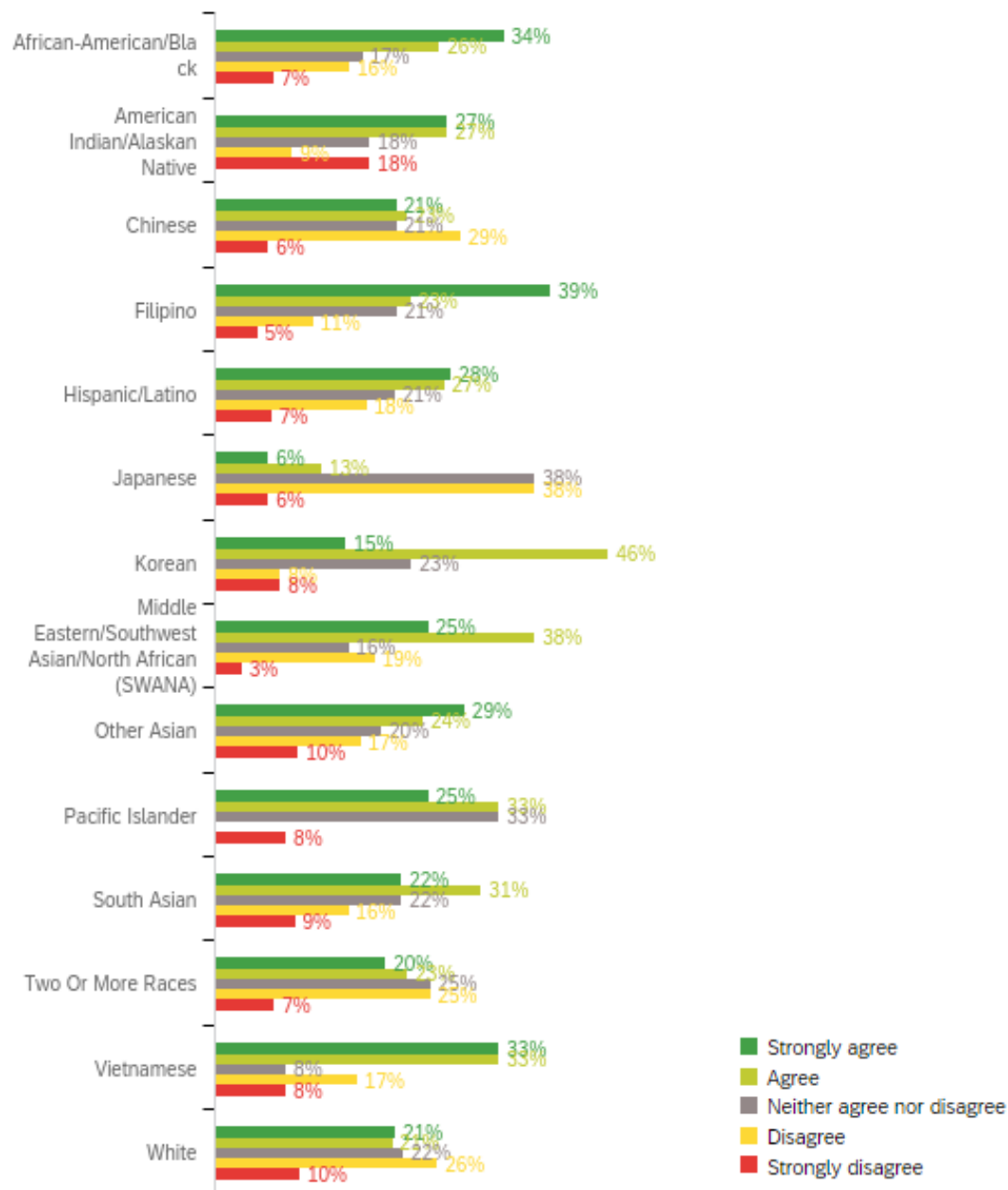
Meetings conducted on Zoom are as productive as meetings conducted face-to-face.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
African-American/Black	59%	101	32%	55	5%	9	2%	3	2%	3	4.45 (0.18)	171
American Indian/Alaskan Native	67%	8	25%	3	8%	1	0%	0	0%	0	4.58 (0.03)	12
Chinese	40%	42	39%	41	14%	15	5%	5	1%	1	4.13 (-0.19)	104
Filipino	59%	45	25%	19	12%	9	4%	3	0%	0	4.39 (0.08)	76
Hispanic/Latino	57%	164	26%	75	12%	34	4%	12	2%	5	4.31 (0.07)	290
Japanese	30%	7	26%	6	30%	7	13%	3	0%	0	3.74 (-0.01)	23
Korean	64%	9	29%	4	0%	0	0%	0	7%	1	4.43 (0.3)	14
Middle Eastern/Southwest Asian/North African (SWANA)	51%	20	38%	15	10%	4	0%	0	0%	0	4.41 (0.03)	39
Other Asian	57%	27	23%	11	13%	6	4%	2	2%	1	4.3 (0.07)	47
Pacific Islander	62%	8	23%	3	8%	1	8%	1	0%	0	4.38 (-0.18)	13
South Asian	59%	23	21%	8	10%	4	8%	3	3%	1	4.26 (0)	39
Two Or More Races	53%	81	25%	38	11%	17	8%	12	3%	4	4.18 (0.09)	152
Vietnamese	56%	9	25%	4	6%	1	13%	2	0%	0	4.25 (-0.06)	16
White	47%	574	29%	353	13%	159	9%	104	3%	32	4.09 (0.07)	1222

*Difference in average score from Oct. 2021 FWA survey.

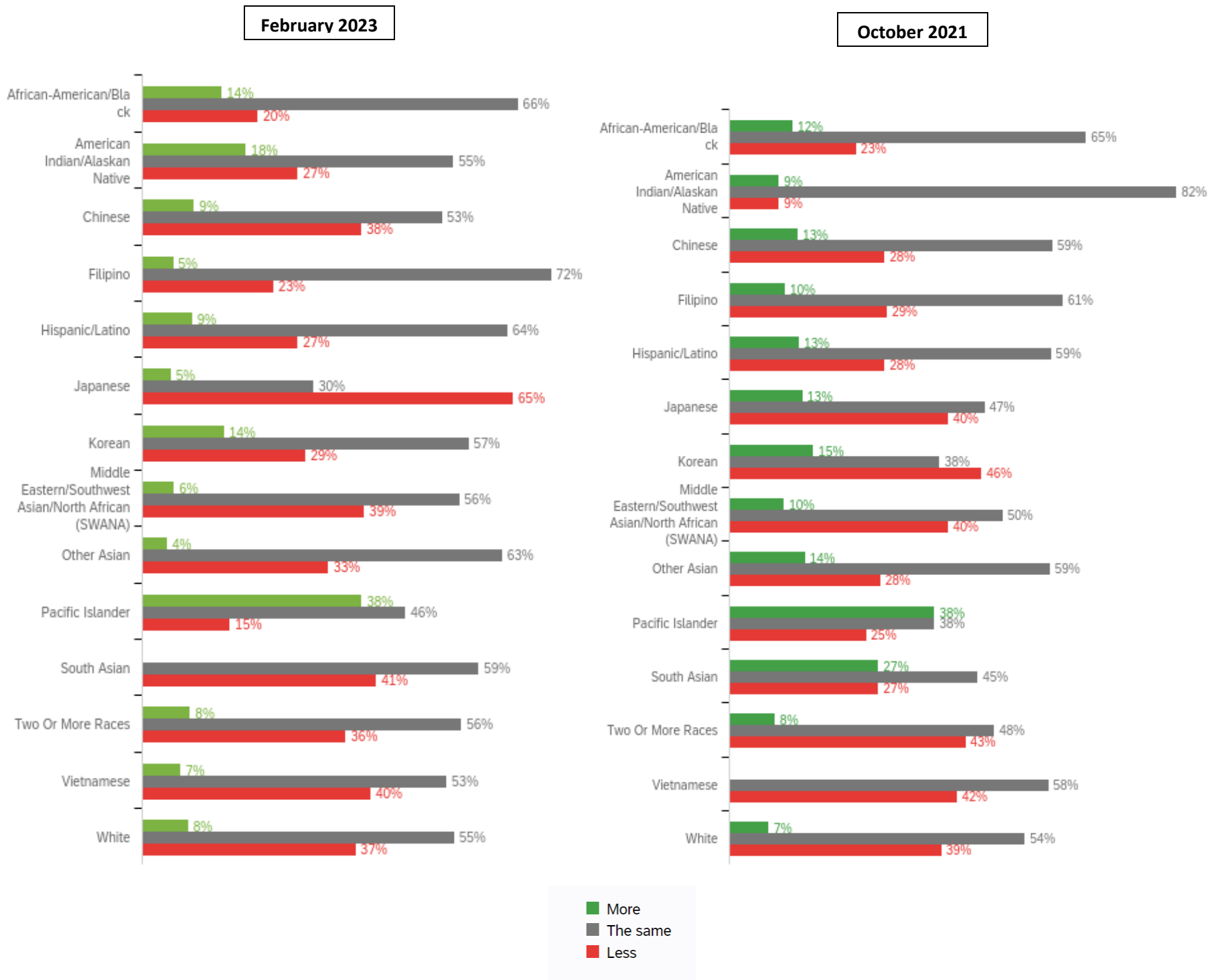
On-boarding, integrating and forming relationships with new employees hired remotely (that I've never met or worked with in person), has been the same or better as compared to hiring in person (answer NA if no new employees to your team).



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	34%	45	26%	35	17%	23	16%	21	7%	9	3.65 (0.43)	133
American Indian/Alaskan Native	27%	3	27%	3	18%	2	9%	1	18%	2	3.36 (0.69)	11
Chinese	21%	17	23%	18	21%	17	29%	23	6%	5	3.24 (-0.17)	80
Filipino	39%	24	23%	14	21%	13	11%	7	5%	3	3.8 (0.55)	61
Hispanic/Latino	28%	67	27%	65	21%	51	18%	43	7%	16	3.51 (0.22)	242
Japanese	6%	1	13%	2	38%	6	38%	6	6%	1	2.75 (-0.25)	16
Korean	15%	2	46%	6	23%	3	8%	1	8%	1	3.54 (0.43)	13
Middle Eastern/Southwest Asian/North African (SWANA)	25%	8	38%	12	16%	5	19%	6	3%	1	3.63 (0.4)	32
Other Asian	29%	12	24%	10	20%	8	17%	7	10%	4	3.46 (0.11)	41
Pacific Islander	25%	3	33%	4	33%	4	0%	0	8%	1	3.67 (0.24)	12
South Asian	22%	7	31%	10	22%	7	16%	5	9%	3	3.41 (0.02)	32
Two Or More Races	20%	23	23%	26	25%	29	25%	29	7%	8	3.23 (0.15)	115
Vietnamese	33%	4	33%	4	8%	1	17%	2	8%	1	3.67 (0.67)	12
White	21%	207	21%	203	22%	216	26%	255	10%	97	3.17 (0.15)	978

*Difference in average score from Oct. 2021 FWA survey.

Compared to when my coworkers (or colleagues) are working on-site, I feel _____ sense of community with my coworkers when they are working remotely. (Select NA if you have not had this experience)



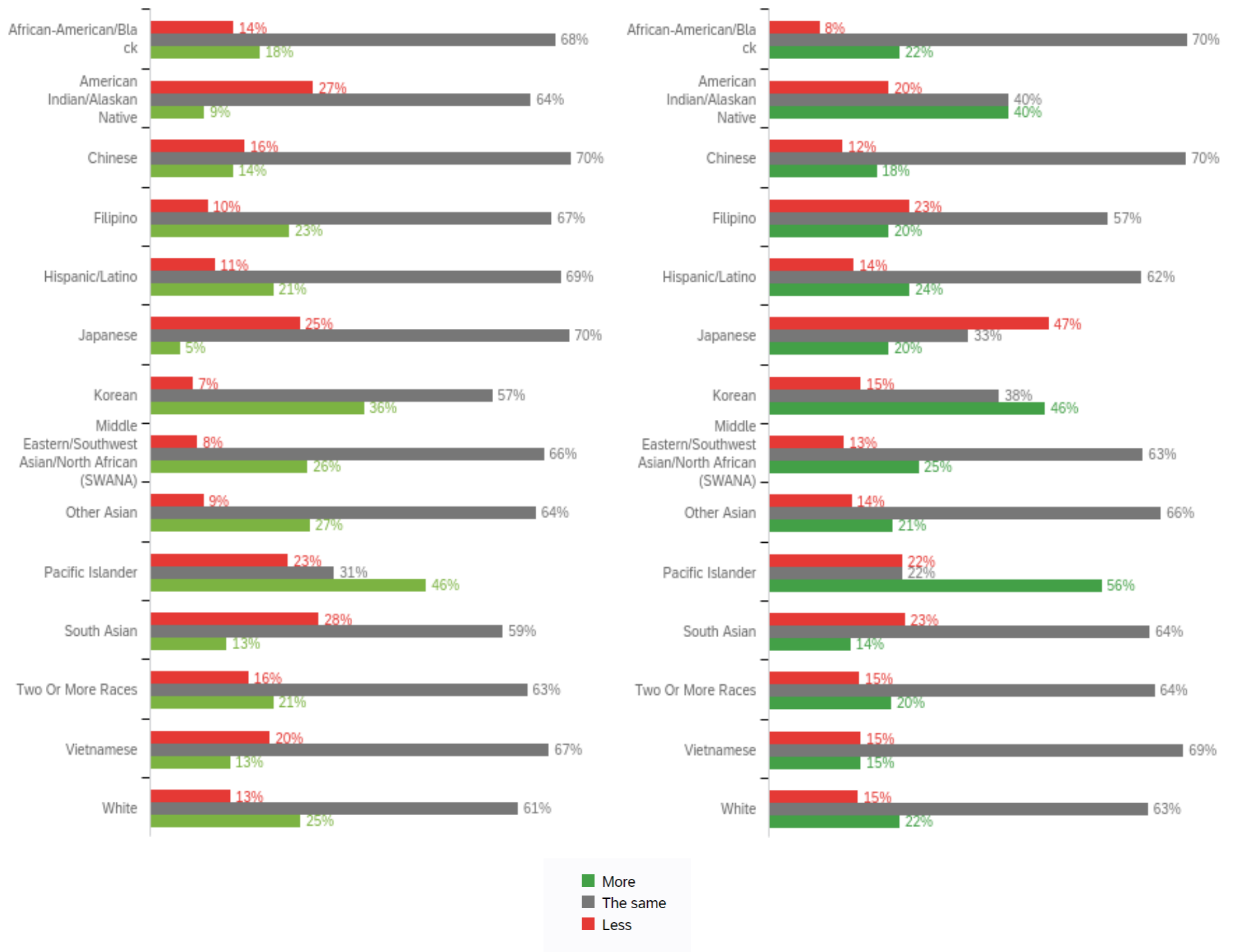
February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
African-American/Black	14%	22	66%	104	20%	32	158
American Indian/Alaskan Native	18%	2	55%	6	27%	3	11
Chinese	9%	9	53%	52	38%	38	99
Filipino	5%	4	72%	53	23%	17	74
Hispanic/Latino	9%	24	64%	176	27%	75	275
Japanese	5%	1	30%	6	65%	13	20
Korean	14%	2	57%	8	29%	4	14
Middle Eastern/Southwest Asian/North African (SWANA)	6%	2	56%	20	39%	14	36
Other Asian	4%	2	63%	29	33%	15	46
Pacific Islander	38%	5	46%	6	15%	2	13
South Asian	0%	0	59%	23	41%	16	39
Two Or More Races	8%	12	56%	80	36%	51	143
Vietnamese	7%	1	53%	8	40%	6	15
White	8%	93	55%	636	37%	435	1164

Compared to when my coworkers (or colleagues) are working on-site, it takes _____ time to get work-related questions answered when my co-workers are working remotely. (Select NA if you have not had this experience)

February 2023

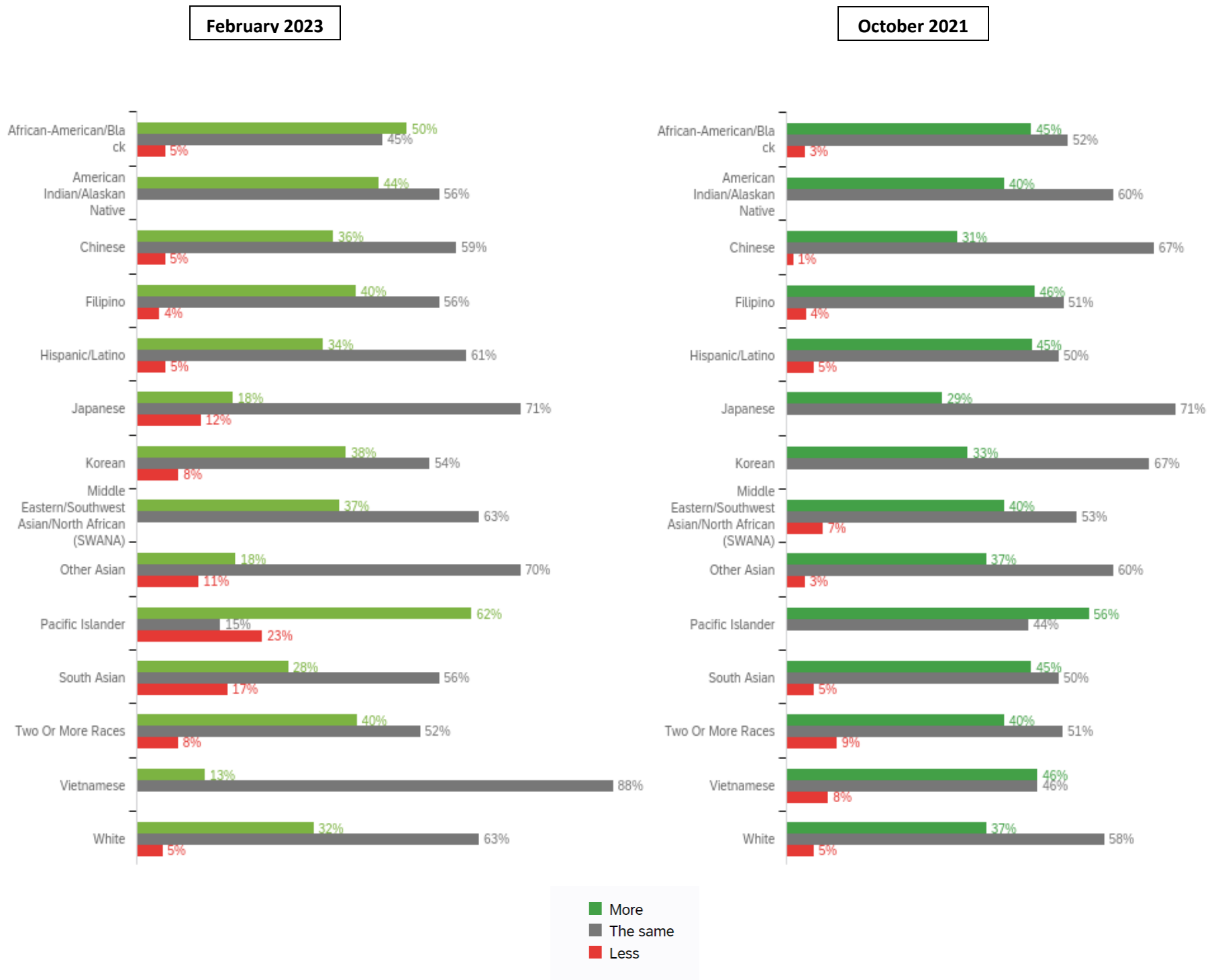
October 2021



February 2023

Question	More		The same		Less		Total
African-American/Black	14%	22	68%	107	18%	29	158
American Indian/Alaskan Native	27%	3	64%	7	9%	1	11
Chinese	16%	16	70%	71	14%	14	101
Filipino	10%	7	67%	49	23%	17	73
Hispanic/Latino	11%	30	69%	190	21%	57	277
Japanese	25%	5	70%	14	5%	1	20
Korean	7%	1	57%	8	36%	5	14
Middle Eastern/Southwest Asian/North African (SWANA)	8%	3	66%	25	26%	10	38
Other Asian	9%	4	64%	29	27%	12	45
Pacific Islander	23%	3	31%	4	46%	6	13
South Asian	28%	11	59%	23	13%	5	39
Two Or More Races	16%	24	63%	92	21%	30	146
Vietnamese	20%	3	67%	10	13%	2	15
White	13%	157	61%	721	25%	295	1173

Compared to when my coworkers (or colleagues) are working on-site, my coworkers appear to be completing _____ amount of work while they are working remotely.



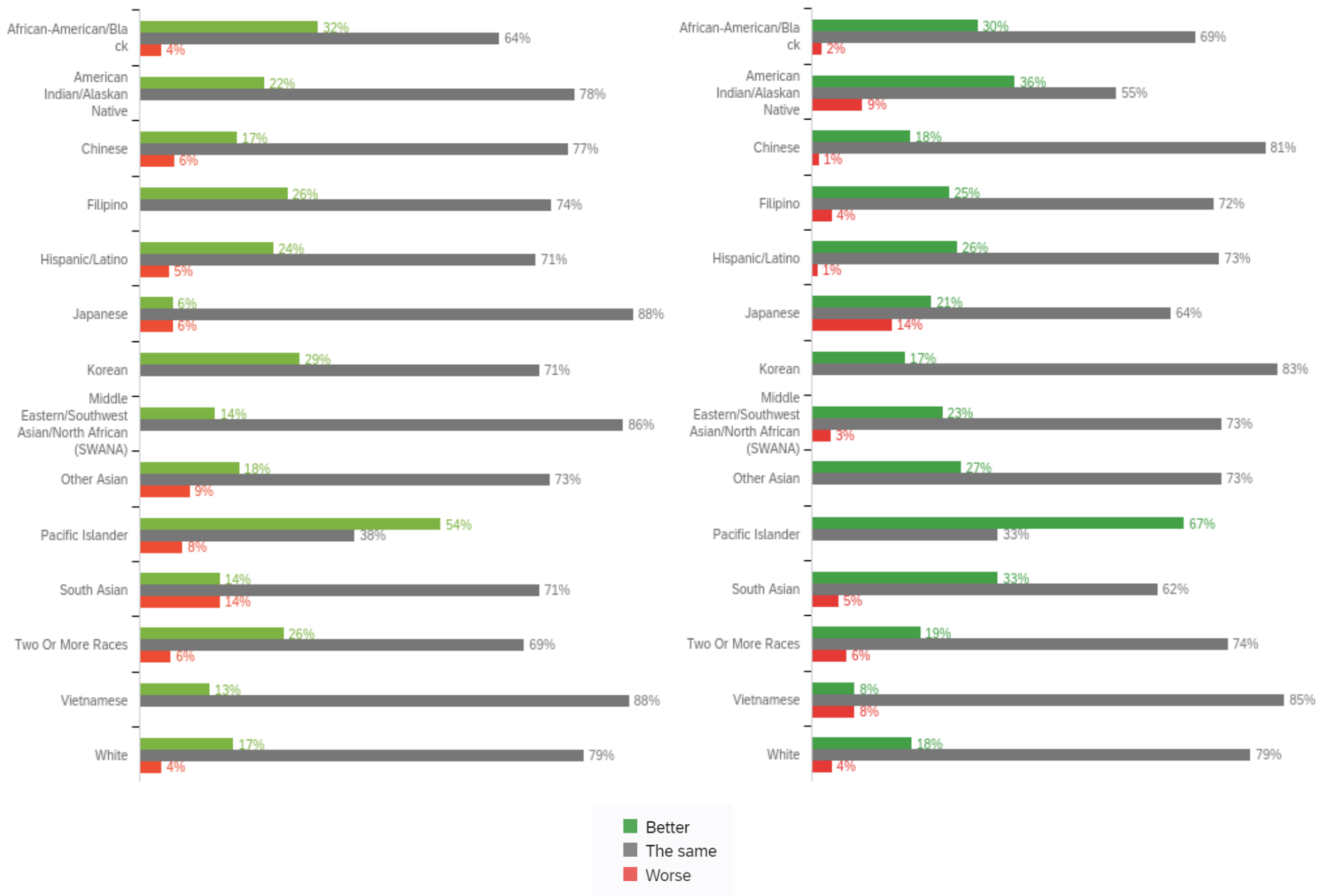
February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
African-American/Black	50%	77	45%	70	5%	8	155
American Indian/Alaskan Native	44%	4	56%	5	0%	0	9
Chinese	36%	35	59%	57	5%	5	97
Filipino	40%	29	56%	40	4%	3	72
Hispanic/Latino	34%	91	61%	161	5%	14	266
Japanese	18%	3	71%	12	12%	2	17
Korean	38%	5	54%	7	8%	1	13
Middle Eastern/Southwest Asian/North African (SWANA)	37%	13	63%	22	0%	0	35
Other Asian	18%	8	70%	31	11%	5	44
Pacific Islander	62%	8	15%	2	23%	3	13
South Asian	28%	10	56%	20	17%	6	36
Two Or More Races	40%	59	52%	76	8%	11	146
Vietnamese	13%	2	88%	14	0%	0	16
White	32%	367	63%	712	5%	53	1132

Compared to when my coworkers (or colleagues) are working on-site, the quality of my coworkers' work product is _____ when they are working remotely.

February 2023

October 2021



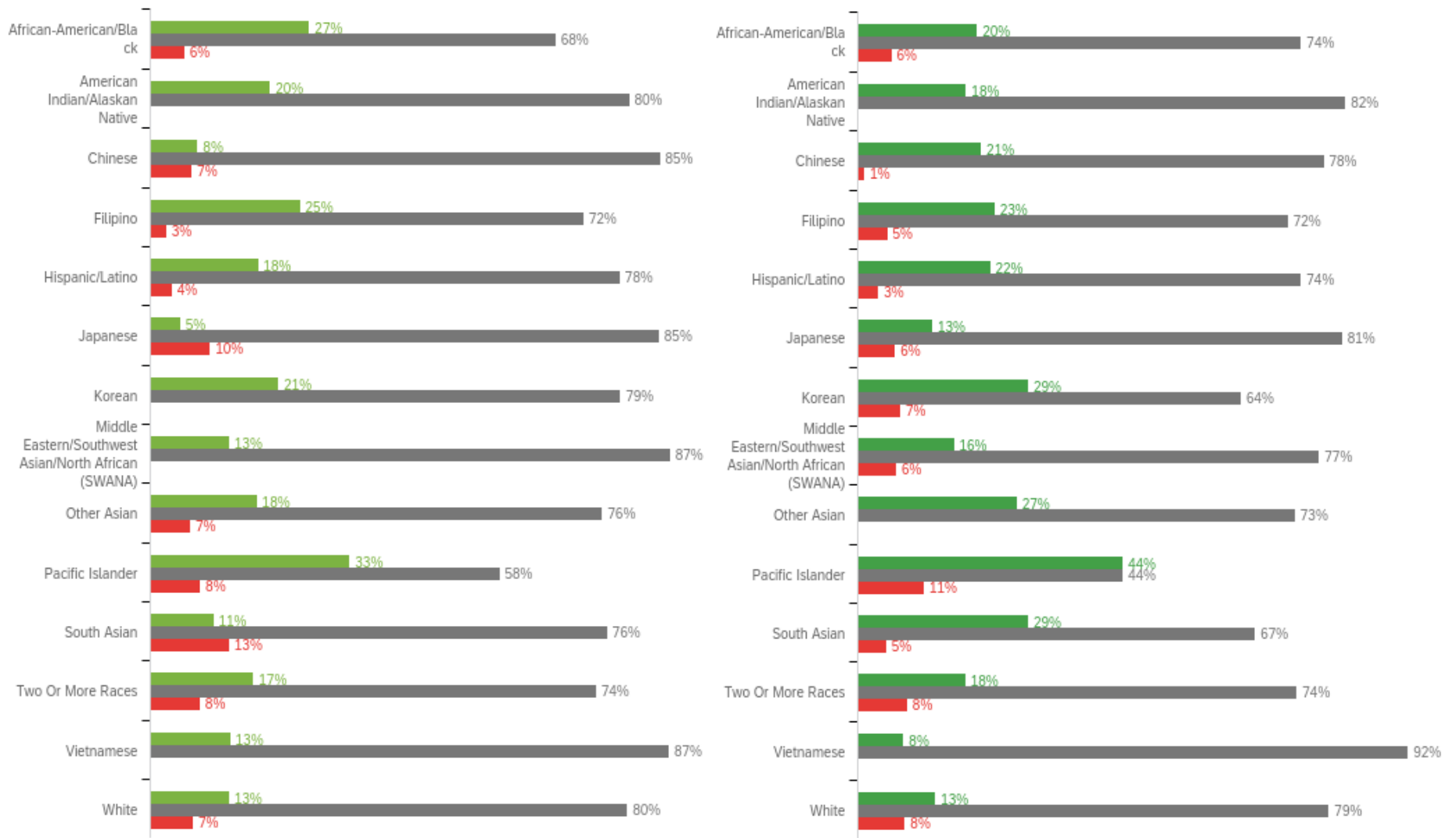
February 2023

Question	Better		The same		Worse		Total
	%	Count	%	Count	%	Count	
African-American/Black	32%	50	64%	101	4%	6	157
American Indian/Alaskan Native	22%	2	78%	7	0%	0	9
Chinese	17%	17	77%	75	6%	6	98
Filipino	26%	19	74%	53	0%	0	72
Hispanic/Latino	24%	64	71%	190	5%	14	268
Japanese	6%	1	88%	15	6%	1	17
Korean	29%	4	71%	10	0%	0	14
Middle Eastern/Southwest Asian/North African (SWANA)	14%	5	86%	32	0%	0	37
Other Asian	18%	8	73%	33	9%	4	45
Pacific Islander	54%	7	38%	5	8%	1	13
South Asian	14%	5	71%	25	14%	5	35
Two Or More Races	26%	37	69%	99	6%	8	144
Vietnamese	13%	2	88%	14	0%	0	16
White	17%	191	79%	904	4%	44	1139

Q15 - Compared to when my manager (or department chair/lab manager/supervisor) is working on-site, I feel supported _____ by my manager while my manager is working remotely.

February 2023

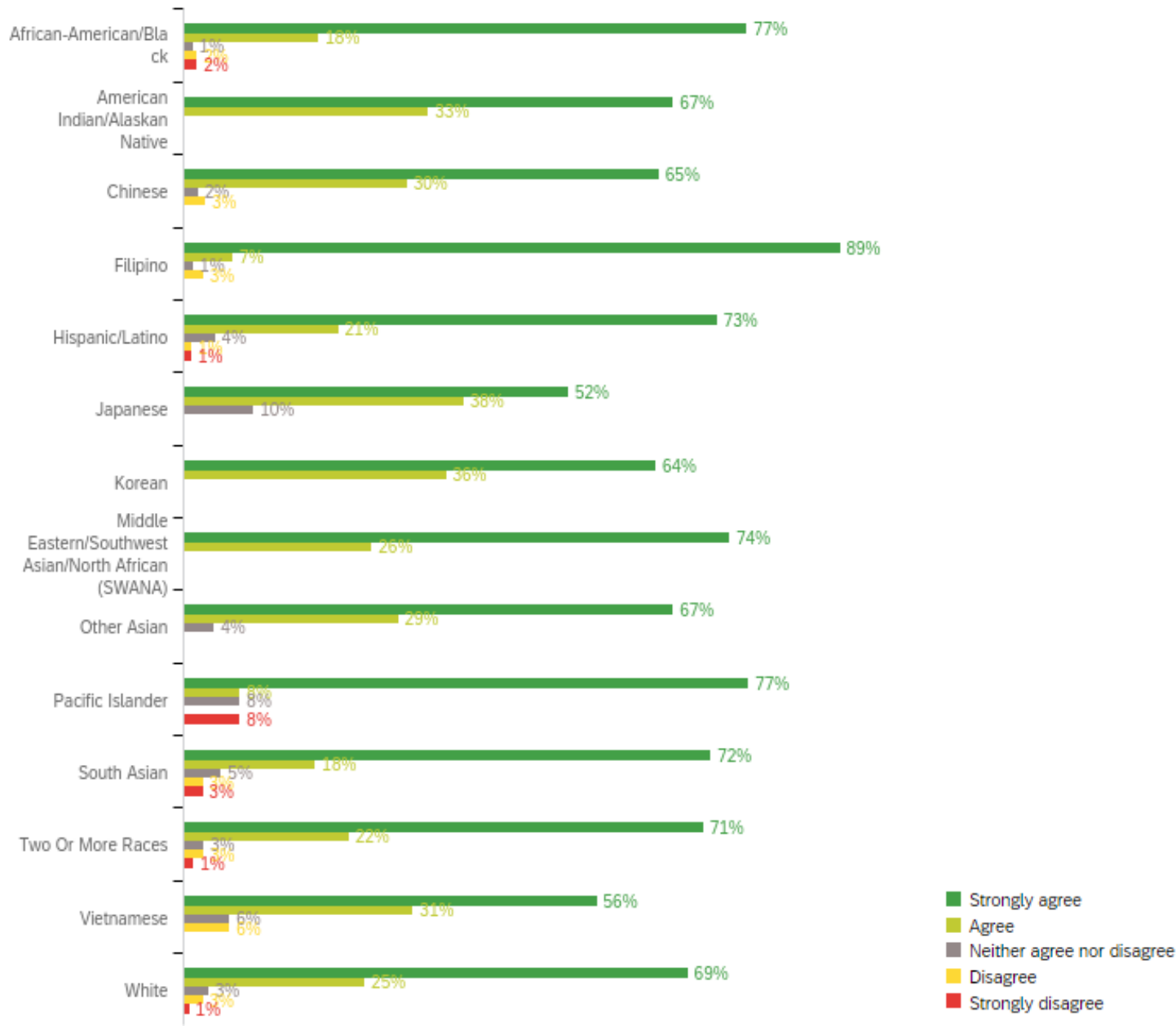
October 2021



February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
African-American/Black	27%	42	68%	107	6%	9	158
American Indian/Alaskan Native	20%	2	80%	8	0%	0	10
Chinese	8%	8	85%	86	7%	7	101
Filipino	25%	19	72%	55	3%	2	76
Hispanic/Latino	18%	50	78%	218	4%	10	278
Japanese	5%	1	85%	17	10%	2	20
Korean	21%	3	79%	11	0%	0	14
Middle Eastern/Southwest Asian/North African (SWANA)	13%	5	87%	33	0%	0	38
Other Asian	18%	8	76%	34	7%	3	45
Pacific Islander	33%	4	58%	7	8%	1	12
South Asian	11%	4	76%	29	13%	5	38
Two Or More Races	17%	25	74%	108	8%	12	145
Vietnamese	13%	2	87%	13	0%	0	15
White	13%	151	80%	916	7%	82	1149

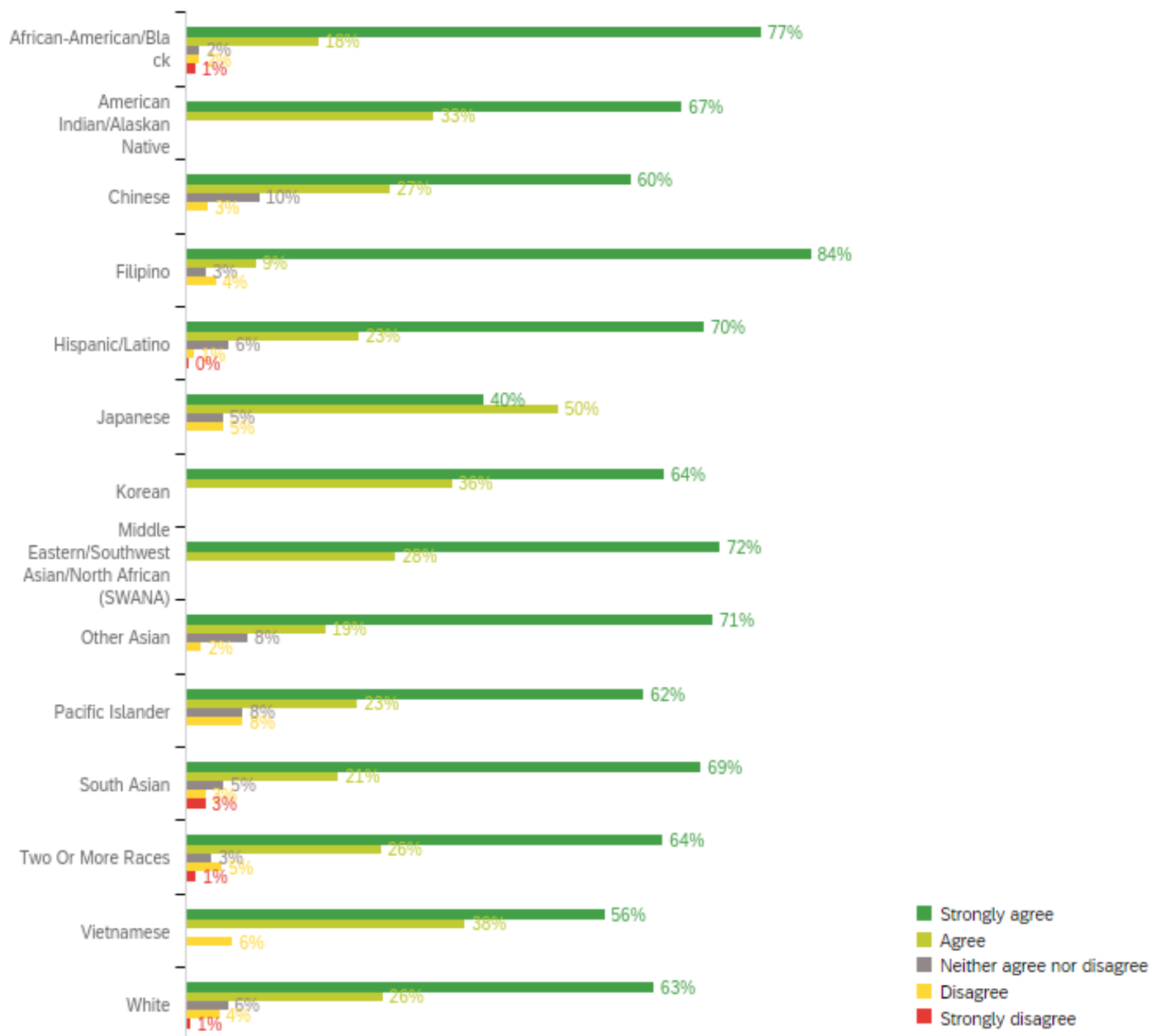
I can easily communicate with my coworkers (or colleagues) in my business unit (or offices/labs/departments) while I am working remotely.



Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Avg. Score*	Total					
African-American/Black	77%	125	18%	30	1%	2	2%	3	2%	3	4.66 (0.03)	163
American Indian/Alaskan Native	67%	8	33%	4	0%	0	0%	0	0%	0	4.67 (0.12)	12
Chinese	65%	66	30%	31	2%	2	3%	3	0%	0	4.57 (0.06)	102
Filipino	89%	67	7%	5	1%	1	3%	2	0%	0	4.83 (0.21)	75
Hispanic/Latino	73%	204	21%	59	4%	12	1%	3	1%	3	4.63 (-0.03)	281
Japanese	52%	11	38%	8	10%	2	0%	0	0%	0	4.43 (0.23)	21
Korean	64%	9	36%	5	0%	0	0%	0	0%	0	4.64 (0.11)	14
Middle Eastern/Southwest Asian/North African (SWANA)	74%	29	26%	10	0%	0	0%	0	0%	0	4.74 (0.15)	39
Other Asian	67%	32	29%	14	4%	2	0%	0	0%	0	4.63 (-0.05)	48
Pacific Islander	77%	10	8%	1	8%	1	0%	0	8%	1	4.46 (-0.43)	13
South Asian	72%	28	18%	7	5%	2	3%	1	3%	1	4.54 (-0.11)	39
Two Or More Races	71%	104	22%	33	3%	4	3%	4	1%	2	4.59 (0.05)	147
Vietnamese	56%	9	31%	5	6%	1	6%	1	0%	0	4.38 (-0.39)	16
White	69%	818	25%	294	3%	40	3%	31	1%	9	4.58 (0.04)	1192

*Difference in average score from Oct. 2021 FWA survey.

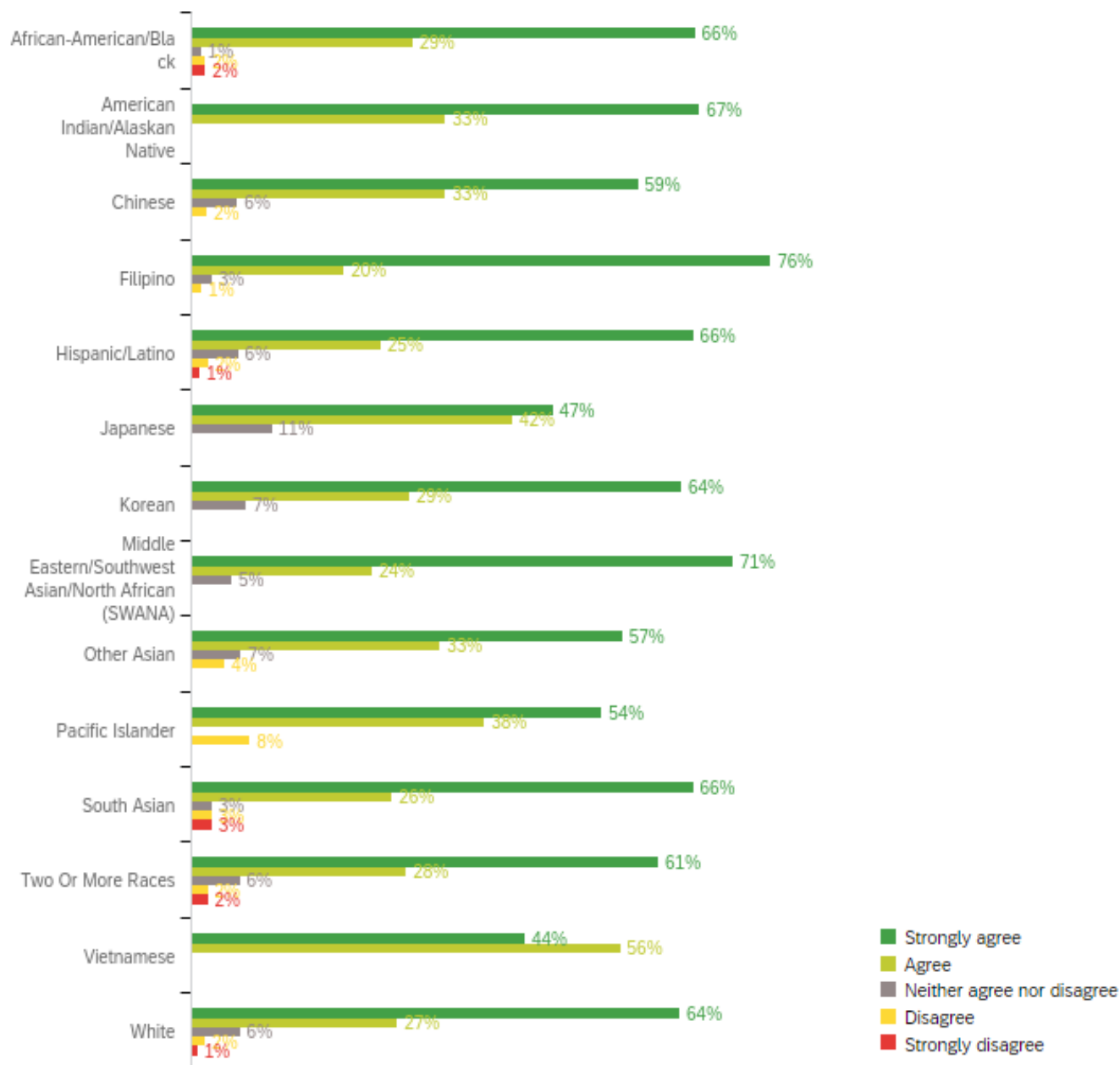
I can easily collaborate with my coworkers (or colleagues) in my business unit while I am working remotely.



Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Avg. Score*	Total					
African-American/Black	77%	126	18%	29	2%	3	2%	3	1%	2	4.68 (0.12)	163
American Indian/Alaskan Native	67%	8	33%	4	0%	0	0%	0	0%	0	4.67 (0.12)	12
Chinese	60%	61	27%	28	10%	10	3%	3	0%	0	4.44 (0.02)	102
Filipino	84%	63	9%	7	3%	2	4%	3	0%	0	4.73 (0.13)	75
Hispanic/Latino	70%	195	23%	65	6%	16	1%	3	0%	1	4.61 (-0.03)	280
Japanese	40%	8	50%	10	5%	1	5%	1	0%	0	4.25 (0.05)	20
Korean	64%	9	36%	5	0%	0	0%	0	0%	0	4.64 (0.24)	14
Middle Eastern/Southwest Asian/North African (SWANA)	72%	28	28%	11	0%	0	0%	0	0%	0	4.72 (0.31)	39
Other Asian	71%	34	19%	9	8%	4	2%	1	0%	0	4.58 (0.08)	48
Pacific Islander	62%	8	23%	3	8%	1	8%	1	0%	0	4.38 (-0.4)	13
South Asian	69%	27	21%	8	5%	2	3%	1	3%	1	4.51 (-0.13)	39
Two Or More Races	64%	93	26%	38	3%	5	5%	7	1%	2	4.47 (0.07)	145
Vietnamese	56%	9	38%	6	0%	0	6%	1	0%	0	4.44 (-0.25)	16
White	63%	748	26%	314	6%	67	4%	53	1%	7	4.47 (0.04)	1189

*Difference in average score from Oct. 2021 FWA survey.

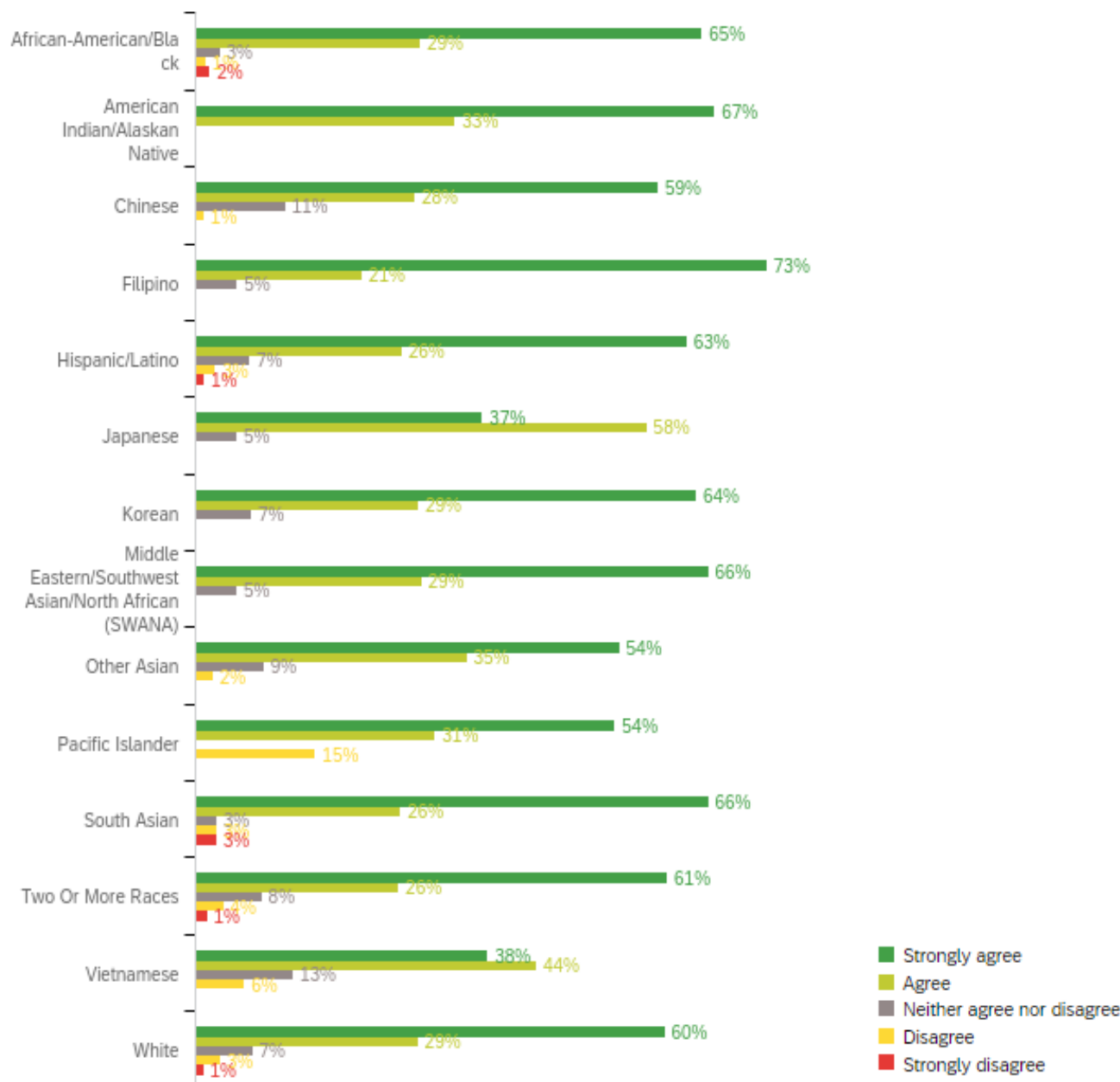
I can easily communicate with individuals in other business units (or offices/labs/departments) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
African-American/Black	66%	107	29%	47	1%	2	2%	3	2%	3	4.56 (0.1)	162
American Indian/Alaskan Native	67%	8	33%	4	0%	0	0%	0	0%	0	4.67 (0.12)	12
Chinese	59%	58	33%	33	6%	6	2%	2	0%	0	4.48 (0.11)	99
Filipino	76%	57	20%	15	3%	2	1%	1	0%	0	4.71 (0.23)	75
Hispanic/Latino	66%	183	25%	69	6%	17	2%	6	1%	3	4.52 (0.01)	278
Japanese	47%	9	42%	8	11%	2	0%	0	0%	0	4.37 (0.17)	19
Korean	64%	9	29%	4	7%	1	0%	0	0%	0	4.57 (0.04)	14
Middle Eastern/Southwest Asian/North African (SWANA)	71%	27	24%	9	5%	2	0%	0	0%	0	4.66 (0.21)	38
Other Asian	57%	26	33%	15	7%	3	4%	2	0%	0	4.41 (-0.14)	46
Pacific Islander	54%	7	38%	5	0%	0	8%	1	0%	0	4.38 (-0.06)	13
South Asian	66%	25	26%	10	3%	1	3%	1	3%	1	4.5 (-0.11)	38
Two Or More Races	61%	87	28%	40	6%	9	2%	3	2%	3	4.44 (-0.04)	142
Vietnamese	44%	7	56%	9	0%	0	0%	0	0%	0	4.44 (-0.23)	16
White	64%	747	27%	315	6%	74	2%	21	1%	9	4.52 (0.04)	1166

*Difference in average score from Oct. 2021 FWA survey.

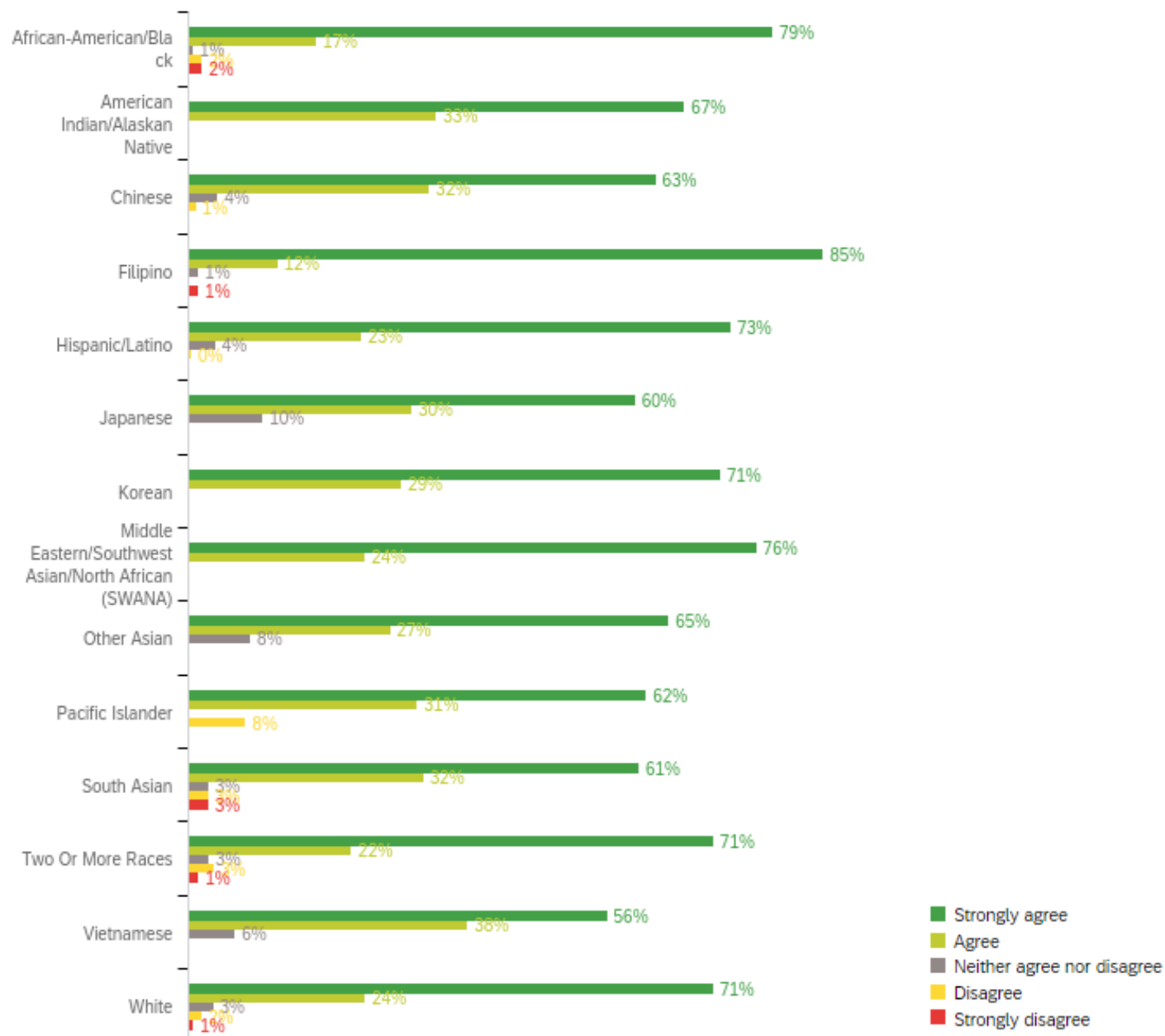
I can easily collaborate with individuals in other business units (or offices/labs/departments) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
African-American/Black	65%	106	29%	47	3%	5	1%	2	2%	3	4.54 (0.06)	163
American Indian/Alaskan Native	67%	8	33%	4	0%	0	0%	0	0%	0	4.67 (-0.23)	12
Chinese	59%	57	28%	27	11%	11	1%	1	0%	0	4.46 (0.09)	96
Filipino	73%	55	21%	16	5%	4	0%	0	0%	0	4.68 (0.19)	75
Hispanic/Latino	63%	174	26%	73	7%	19	3%	7	1%	3	4.48 (-0.01)	276
Japanese	37%	7	58%	11	5%	1	0%	0	0%	0	4.32 (0.12)	19
Korean	64%	9	29%	4	7%	1	0%	0	0%	0	4.57 (0.03)	14
Middle Eastern/Southwest Asian/North African (SWANA)	66%	25	29%	11	5%	2	0%	0	0%	0	4.61 (0.32)	38
Other Asian	54%	25	35%	16	9%	4	2%	1	0%	0	4.41 (-0.06)	46
Pacific Islander	54%	7	31%	4	0%	0	15%	2	0%	0	4.23 (0.01)	13
South Asian	66%	25	26%	10	3%	1	3%	1	3%	1	4.5 (0.05)	38
Two Or More Races	61%	86	26%	37	8%	12	4%	5	1%	2	4.41 (0.02)	142
Vietnamese	38%	6	44%	7	13%	2	6%	1	0%	0	4.13 (-0.6)	16
White	60%	699	29%	331	7%	84	3%	36	1%	11	4.44 (0.06)	1161

*Difference in average score from Oct. 2021 FWA survey.

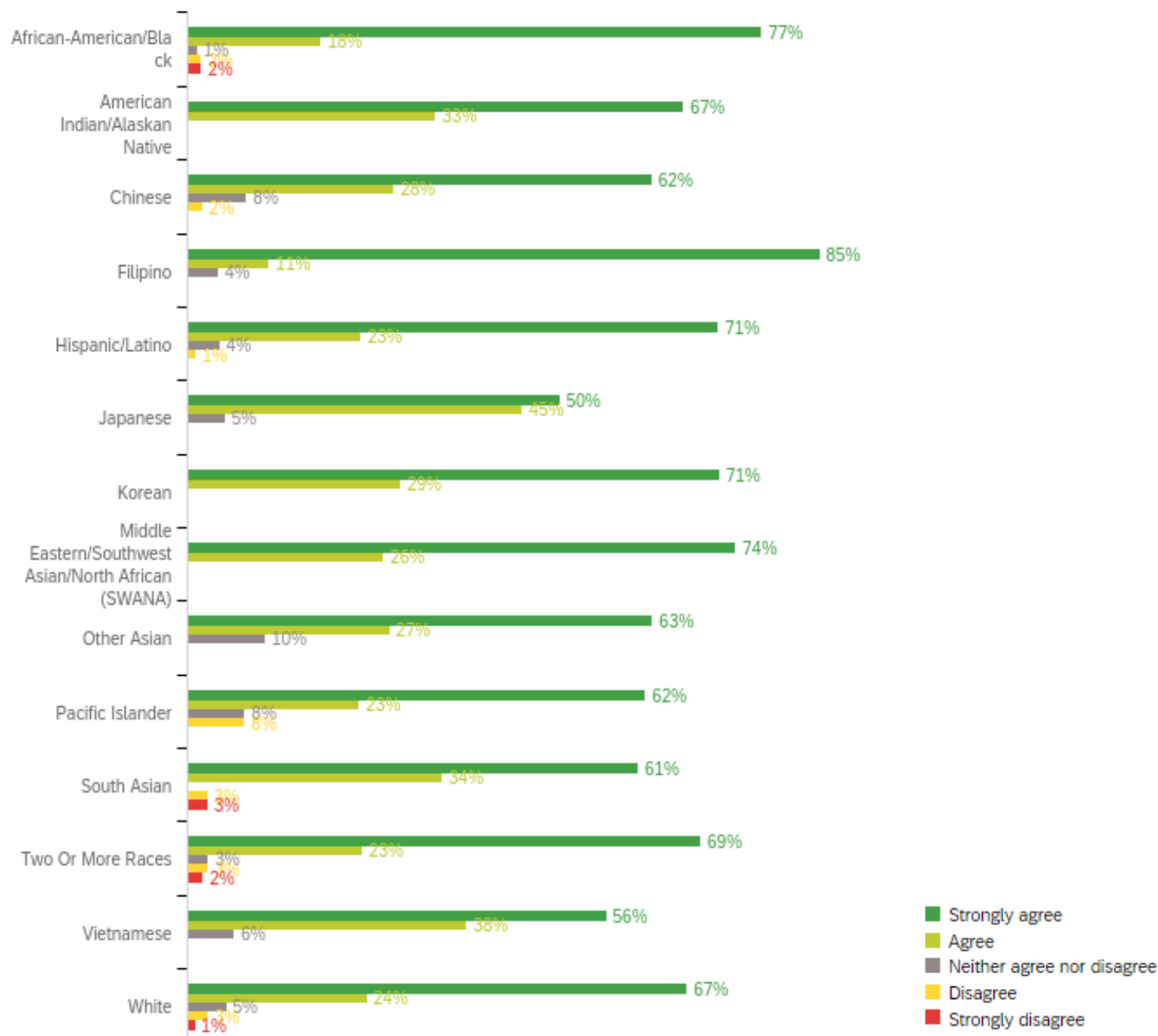
I can easily communicate with my supervisor/manager (or department chair/lab manager/supervisor) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
African-American/Black	79%	128	17%	28	1%	1	2%	3	2%	3	4.69 (0.06)	163
American Indian/Alaskan Native	67%	8	33%	4	0%	0	0%	0	0%	0	4.67 (-0.23)	12
Chinese	63%	64	32%	33	4%	4	1%	1	0%	0	4.57 (-0.01)	102
Filipino	85%	64	12%	9	1%	1	0%	0	1%	1	4.8 (0.17)	75
Hispanic/Latino	73%	204	23%	65	4%	10	0%	1	0%	0	4.69 (0.02)	280
Japanese	60%	12	30%	6	10%	2	0%	0	0%	0	4.5 (0.43)	20
Korean	71%	10	29%	4	0%	0	0%	0	0%	0	4.71 (0.18)	14
Middle Eastern/Southwest Asian/North African (SWANA)	76%	29	24%	9	0%	0	0%	0	0%	0	4.76 (0.01)	38
Other Asian	65%	31	27%	13	8%	4	0%	0	0%	0	4.56 (-0.12)	48
Pacific Islander	62%	8	31%	4	0%	0	8%	1	0%	0	4.46 (-0.43)	13
South Asian	61%	23	32%	12	3%	1	3%	1	3%	1	4.45 (-0.25)	38
Two Or More Races	71%	103	22%	32	3%	4	3%	5	1%	2	4.57 (-0.01)	146
Vietnamese	56%	9	38%	6	6%	1	0%	0	0%	0	4.5 (-0.19)	16
White	71%	837	24%	282	3%	39	2%	21	1%	8	4.62 (0.03)	1187

*Difference in average score from Oct. 2021 FWA survey

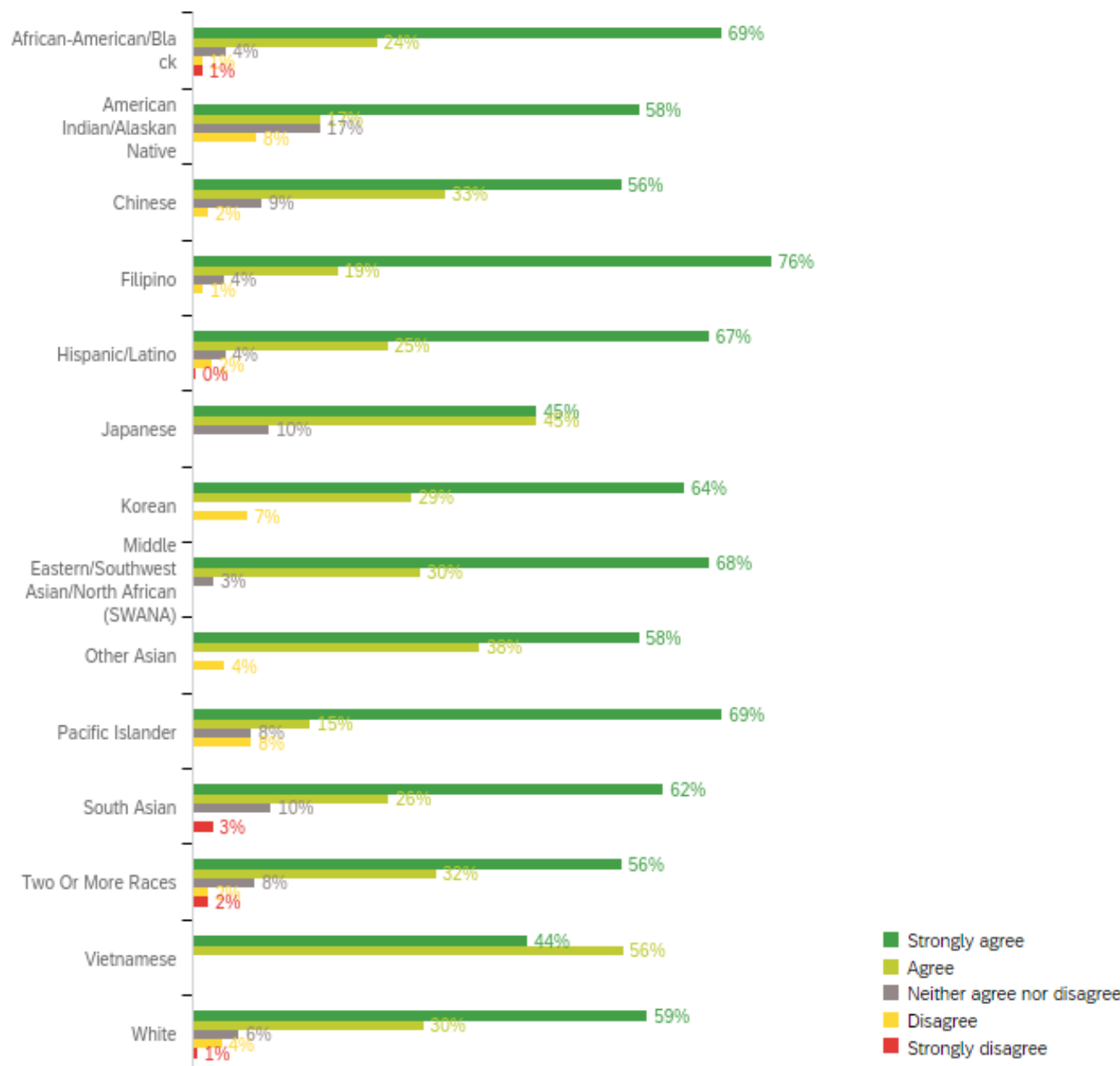
I can easily collaborate with my supervisor/manager (or department chair/lab manager/supervisor) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
African-American/Black	77%	125	18%	29	1%	2	2%	3	2%	3	4.67 (0.09)	162
American Indian/Alaskan Native	67%	8	33%	4	0%	0	0%	0	0%	0	4.67 (-0.23)	12
Chinese	62%	63	28%	28	8%	8	2%	2	0%	0	4.5 (-0.03)	101
Filipino	85%	62	11%	8	4%	3	0%	0	0%	0	4.81 (0.19)	73
Hispanic/Latino	71%	199	23%	65	4%	12	1%	3	0%	0	4.65 (-0.02)	279
Japanese	50%	10	45%	9	5%	1	0%	0	0%	0	4.45 (0.38)	20
Korean	71%	10	29%	4	0%	0	0%	0	0%	0	4.71 (0.31)	14
Middle Eastern/Southwest Asian/North African (SWANA)	74%	28	26%	10	0%	0	0%	0	0%	0	4.74 (0.11)	38
Other Asian	63%	30	27%	13	10%	5	0%	0	0%	0	4.52 (-0.11)	48
Pacific Islander	62%	8	23%	3	8%	1	8%	1	0%	0	4.38 (-0.29)	13
South Asian	61%	23	34%	13	0%	0	3%	1	3%	1	4.47 (-0.23)	38
Two Or More Races	69%	100	23%	34	3%	4	3%	4	2%	3	4.54 (0.01)	145
Vietnamese	56%	9	38%	6	6%	1	0%	0	0%	0	4.5 (-0.19)	16
White	67%	792	24%	284	5%	61	3%	32	1%	11	4.54 (0.03)	1180

*Difference in average score from Oct. 2021 FWA survey

I have access to the resources I need to do my job effectively while I am working remotely.



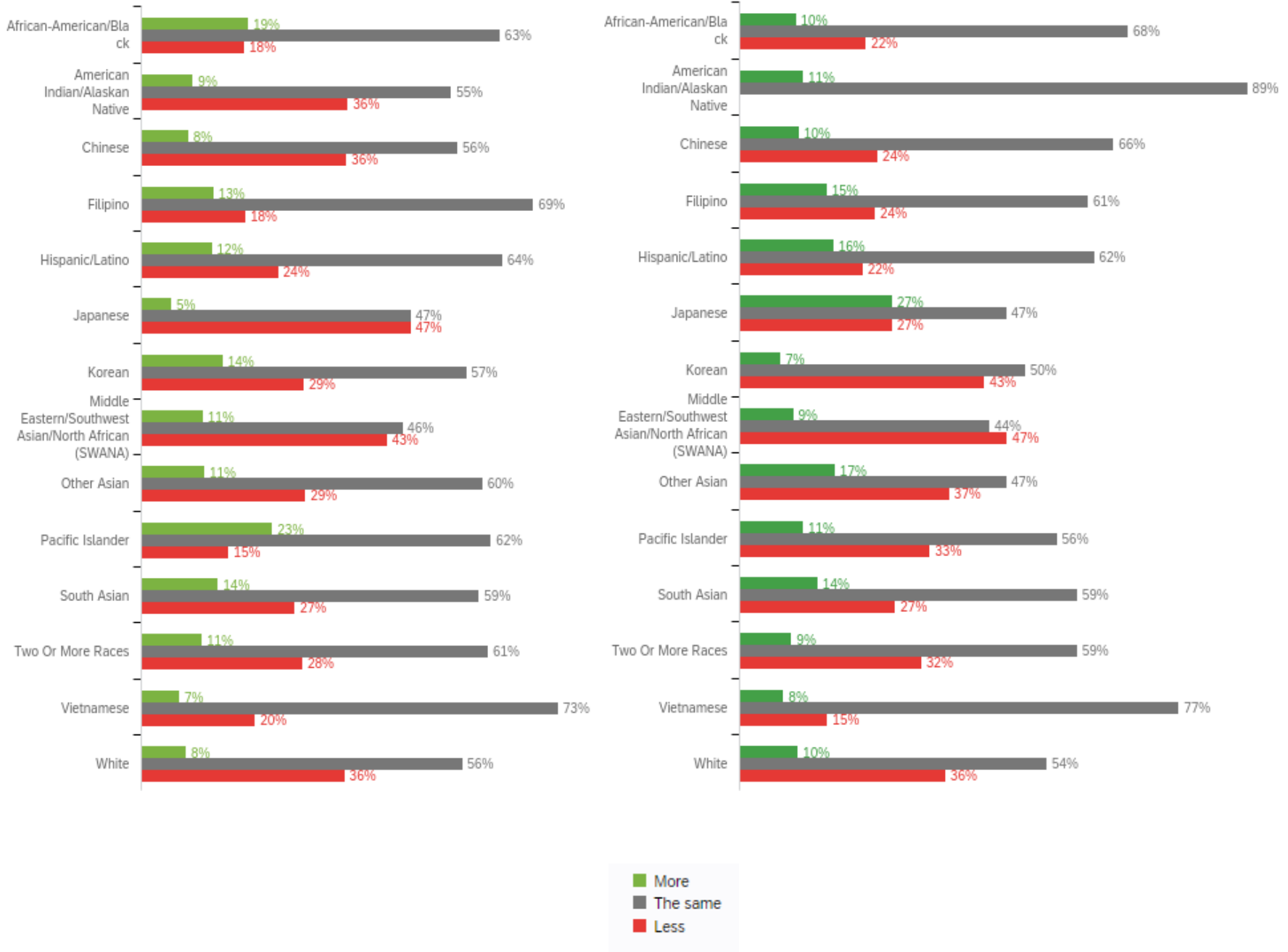
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	69%	112	24%	39	4%	7	1%	2	1%	2	4.59 (0.17)	162
American Indian/Alaskan Native	58%	7	17%	2	17%	2	8%	1	0%	0	4.25 (-0.25)	12
Chinese	56%	56	33%	33	9%	9	2%	2	0%	0	4.43 (0.16)	100
Filipino	76%	56	19%	14	4%	3	1%	1	0%	0	4.69 (0.26)	74
Hispanic/Latino	67%	191	25%	72	4%	12	2%	7	0%	1	4.57 (0.1)	283
Japanese	45%	9	45%	9	10%	2	0%	0	0%	0	4.35 (0.48)	20
Korean	64%	9	29%	4	0%	0	7%	1	0%	0	4.5 (0.03)	14
Middle Eastern/Southwest Asian/North African (SWANA)	68%	25	30%	11	3%	1	0%	0	0%	0	4.65 (0.21)	37
Other Asian	58%	28	38%	18	0%	0	4%	2	0%	0	4.5 (0.08)	48
Pacific Islander	69%	9	15%	2	8%	1	8%	1	0%	0	4.46 (-0.32)	13
South Asian	62%	24	26%	10	10%	4	0%	0	3%	1	4.44 (-0.08)	39
Two Or More Races	56%	83	32%	47	8%	12	2%	3	2%	3	4.38 (0.03)	148
Vietnamese	44%	7	56%	9	0%	0	0%	0	0%	0	4.44 (-0.02)	16
White	59%	708	30%	359	6%	72	4%	45	1%	7	4.44 (0.08)	1191

*Difference in average score from Oct. 2021 FWA survey

Compared to when I am working on-site, I feel _____ sense of community with my team when I am working remotely.
 (Select NA if you have not had this experience)

February 2023

October 2021



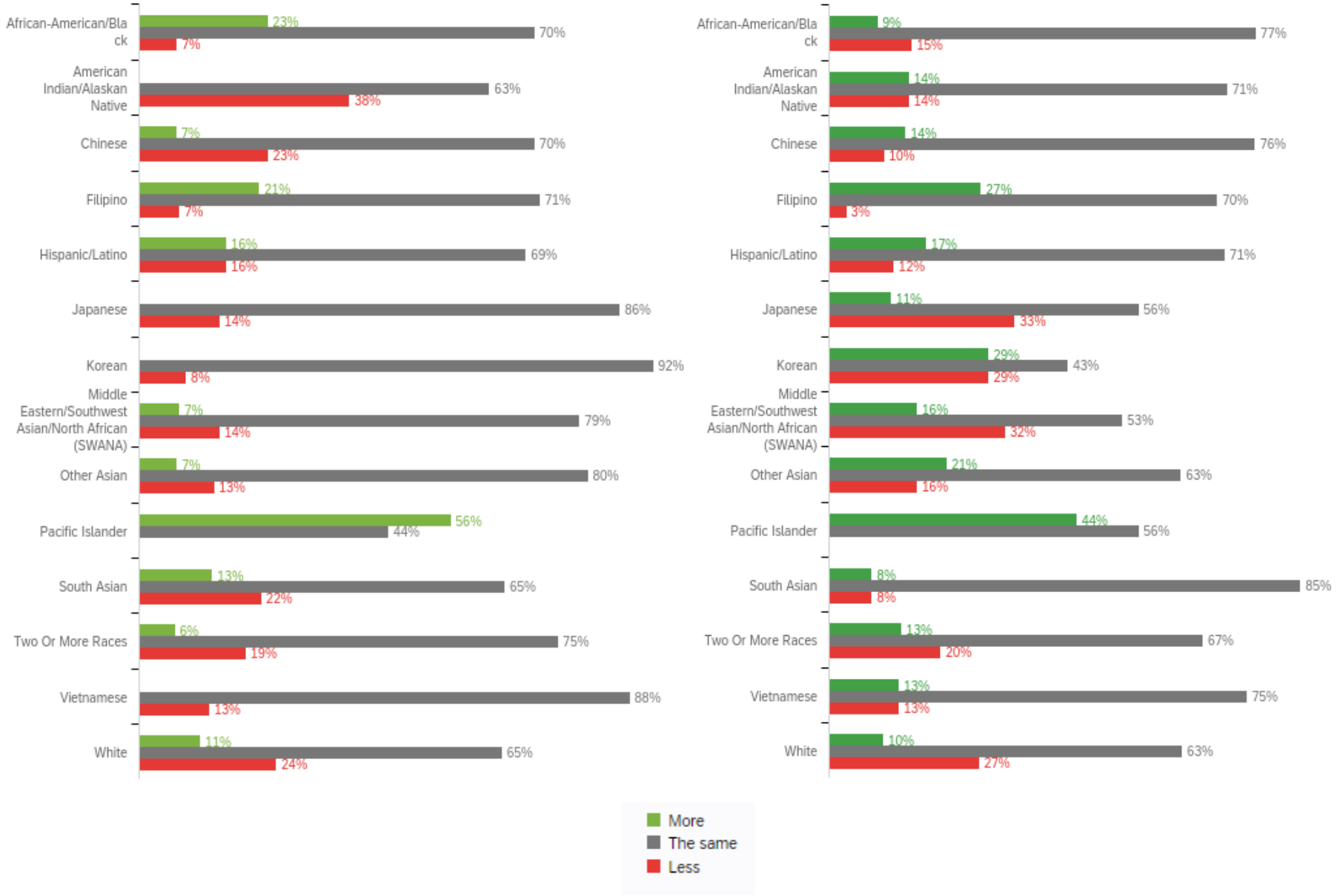
Feb 2023

Question	More		The same		Less		Total
	%	N	%	N	%	N	
African-American/Black	19%	28	63%	94	18%	27	149
American Indian/Alaskan Native	9%	1	55%	6	36%	4	11
Chinese	8%	8	56%	54	36%	35	97
Filipino	13%	9	69%	49	18%	13	71
Hispanic/Latino	12%	33	64%	169	24%	64	266
Japanese	5%	1	47%	9	47%	9	19
Korean	14%	2	57%	8	29%	4	14
Middle Eastern/Southwest Asian/North African (SWANA)	11%	4	46%	17	43%	16	37
Other Asian	11%	5	60%	27	29%	13	45
Pacific Islander	23%	3	62%	8	15%	2	13
South Asian	14%	5	59%	22	27%	10	37
Two Or More Races	11%	15	61%	86	28%	40	141
Vietnamese	7%	1	73%	11	20%	3	15
White	8%	89	56%	643	36%	407	1139

Compared to when I am advising on-site, I feel _____ sense of community with my team when I am working remotely.
 (Select NA if you have not had this experience)

February 2023

October 2021



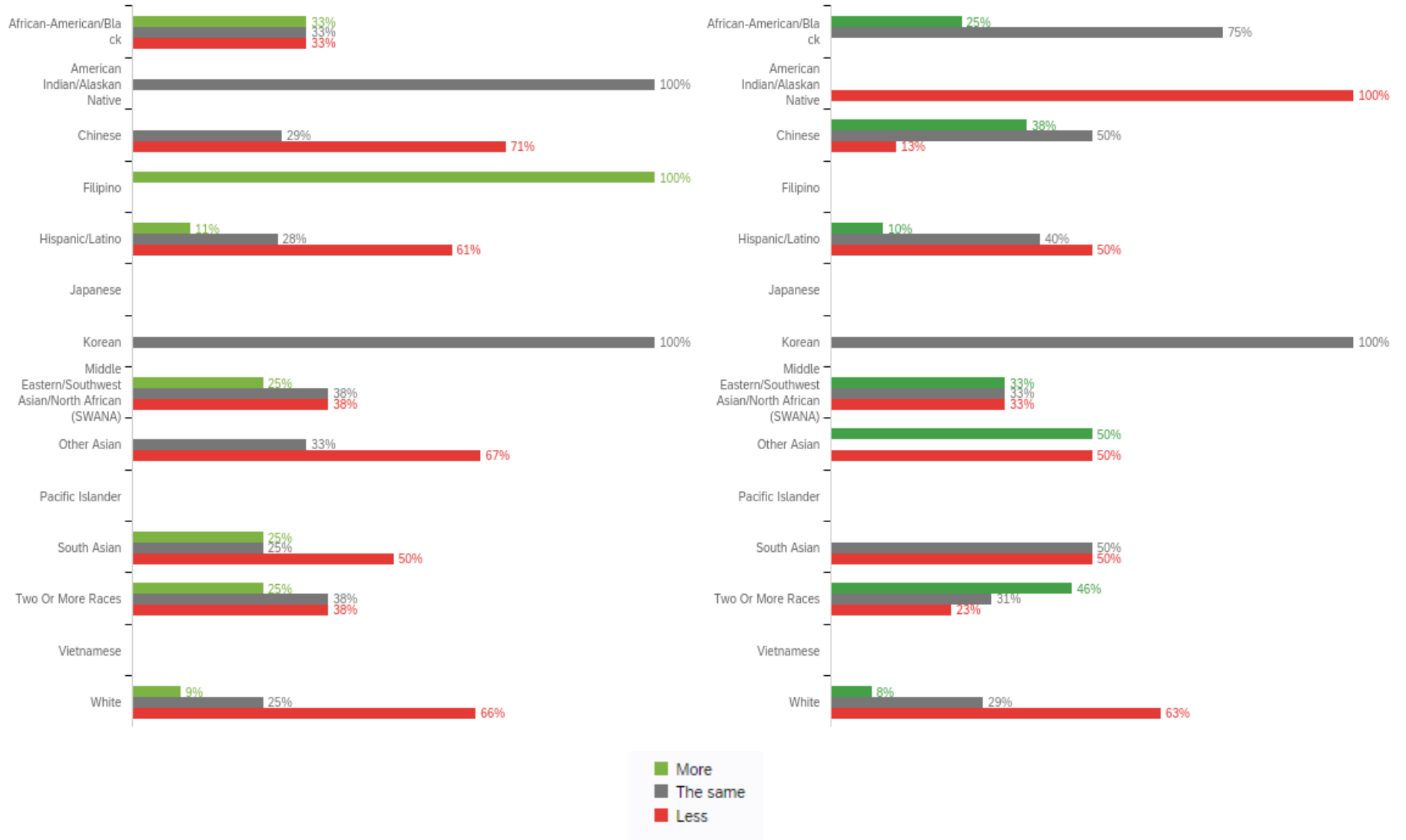
Feb 2023

Question	More		The same		Less		Total
	%	N	%	N	%	N	
African-American/Black	23%	24	70%	74	7%	7	105
American Indian/Alaskan Native	0%	0	63%	5	38%	3	8
Chinese	7%	4	70%	43	23%	14	61
Filipino	21%	9	71%	30	7%	3	42
Hispanic/Latino	16%	31	69%	138	16%	31	200
Japanese	0%	0	86%	6	14%	1	7
Korean	0%	0	92%	11	8%	1	12
Middle Eastern/Southwest Asian/North African (SWANA)	7%	2	79%	22	14%	4	28
Other Asian	7%	2	80%	24	13%	4	30
Pacific Islander	56%	5	44%	4	0%	0	9
South Asian	13%	3	65%	15	22%	5	23
Two Or More Races	6%	5	75%	59	19%	15	79
Vietnamese	0%	0	88%	7	13%	1	8
White	11%	64	65%	381	24%	144	589

Compared to when I am teaching on-site, I feel _____ sense of community with my team when I am working remotely. (Select NA if you have not had this experience)

February 2023

October 2021



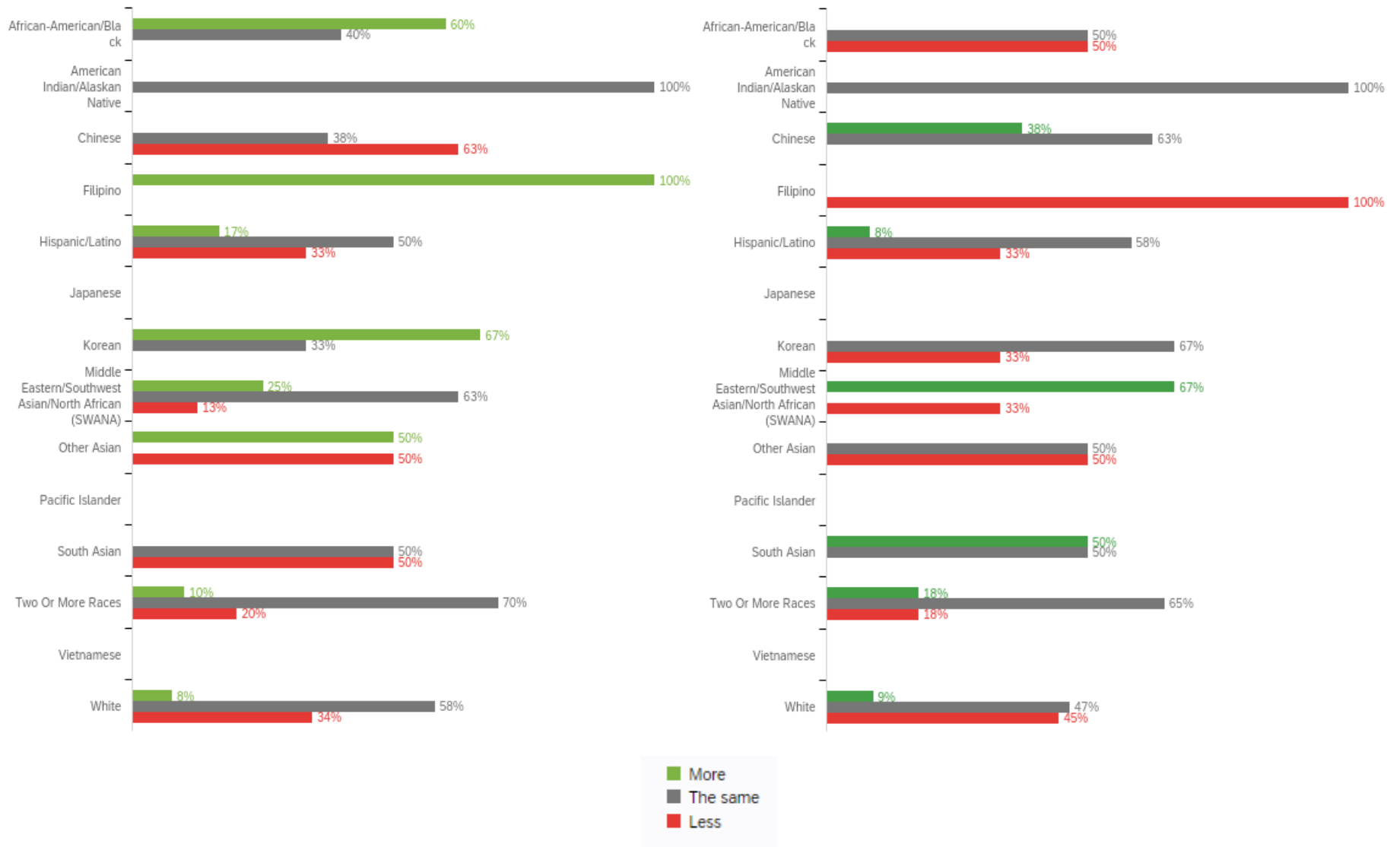
Feb 2023

Question	More		The same		Less		Total
African-American/Black	33%	1	33%	1	33%	1	3
American Indian/Alaskan Native	0%	0	100%	1	0%	0	1
Chinese	0%	0	29%	2	71%	5	7
Filipino	100%	1	0%	0	0%	0	1
Hispanic/Latino	11%	2	28%	5	61%	11	18
Japanese	0%	0	0%	0	0%	0	0
Korean	0%	0	100%	2	0%	0	2
Middle Eastern/Southwest Asian/North African (SWANA)	25%	2	38%	3	38%	3	8
Other Asian	0%	0	33%	1	67%	2	3
Pacific Islander	0%	0	0%	0	0%	0	0
South Asian	25%	2	25%	2	50%	4	8
Two Or More Races	25%	2	38%	3	38%	3	8
Vietnamese	0%	0	0%	0	0%	0	0
White	9%	10	25%	27	66%	71	108

Compared to when I am doing research on-site, I feel _____ sense of community with my team when I am working remotely. (Select NA if you have not had this experience)

February 2023

October 2021



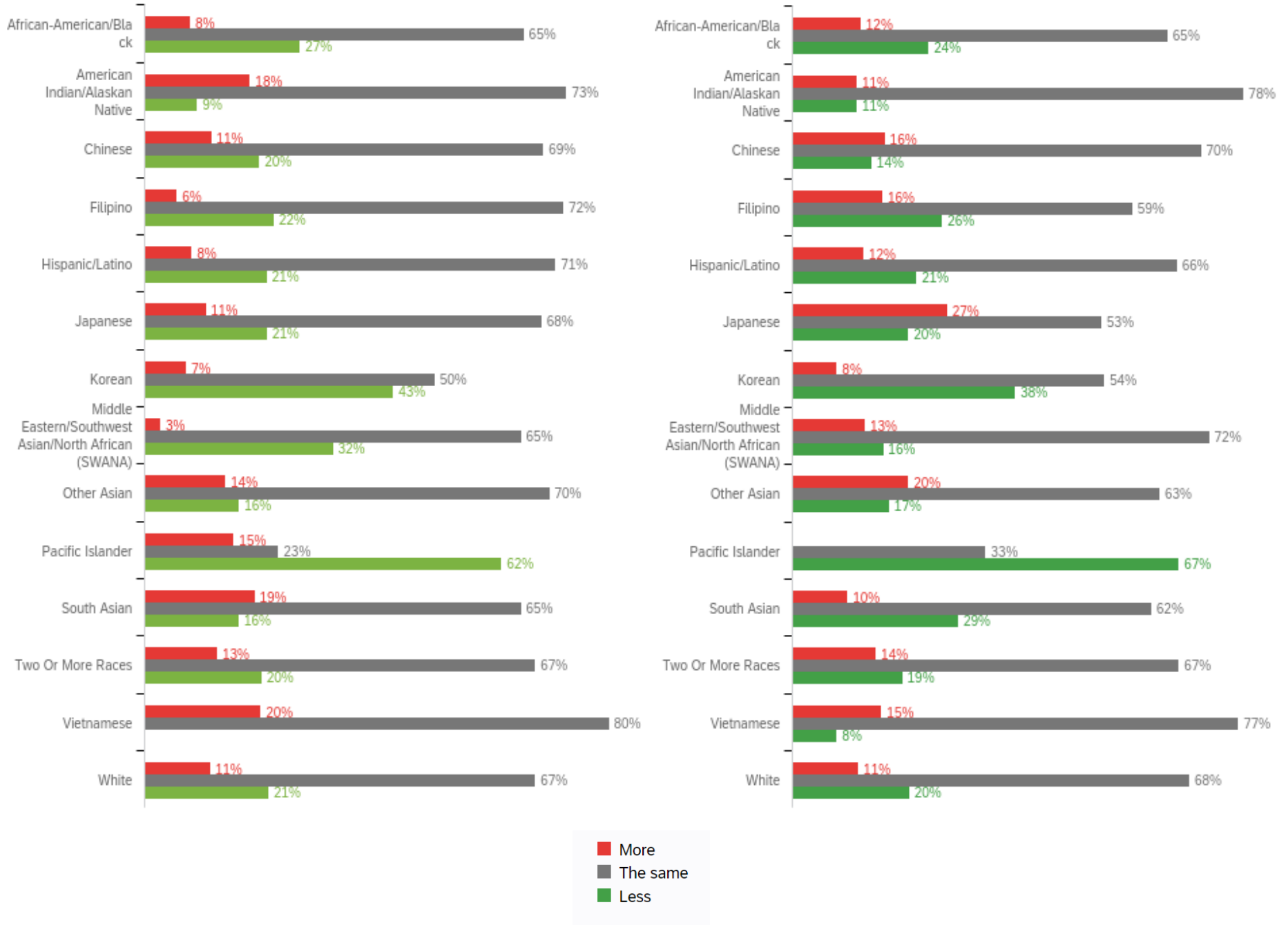
Feb 2023

Question	More		The same		Less		Total
African-American/Black	60%	3	40%	2	0%	0	5
American Indian/Alaskan Native	0%	0	100%	1	0%	0	1
Chinese	0%	0	38%	3	63%	5	8
Filipino	100%	1	0%	0	0%	0	1
Hispanic/Latino	17%	3	50%	9	33%	6	18
Japanese	0%	0	0%	0	0%	0	0
Korean	67%	2	33%	1	0%	0	3
Middle Eastern/Southwest Asian/North African (SWANA)	25%	2	63%	5	13%	1	8
Other Asian	50%	1	0%	0	50%	1	2
Pacific Islander	0%	0	0%	0	0%	0	0
South Asian	0%	0	50%	3	50%	3	6
Two Or More Races	10%	1	70%	7	20%	2	10
Vietnamese	0%	0	0%	0	0%	0	0
White	8%	11	58%	84	34%	50	145

Compared to when I am working on-site, it takes _____ time to get work-related questions answered while I am working remotely. (Select NA if you have not had this experience)

February 2023

October 2021



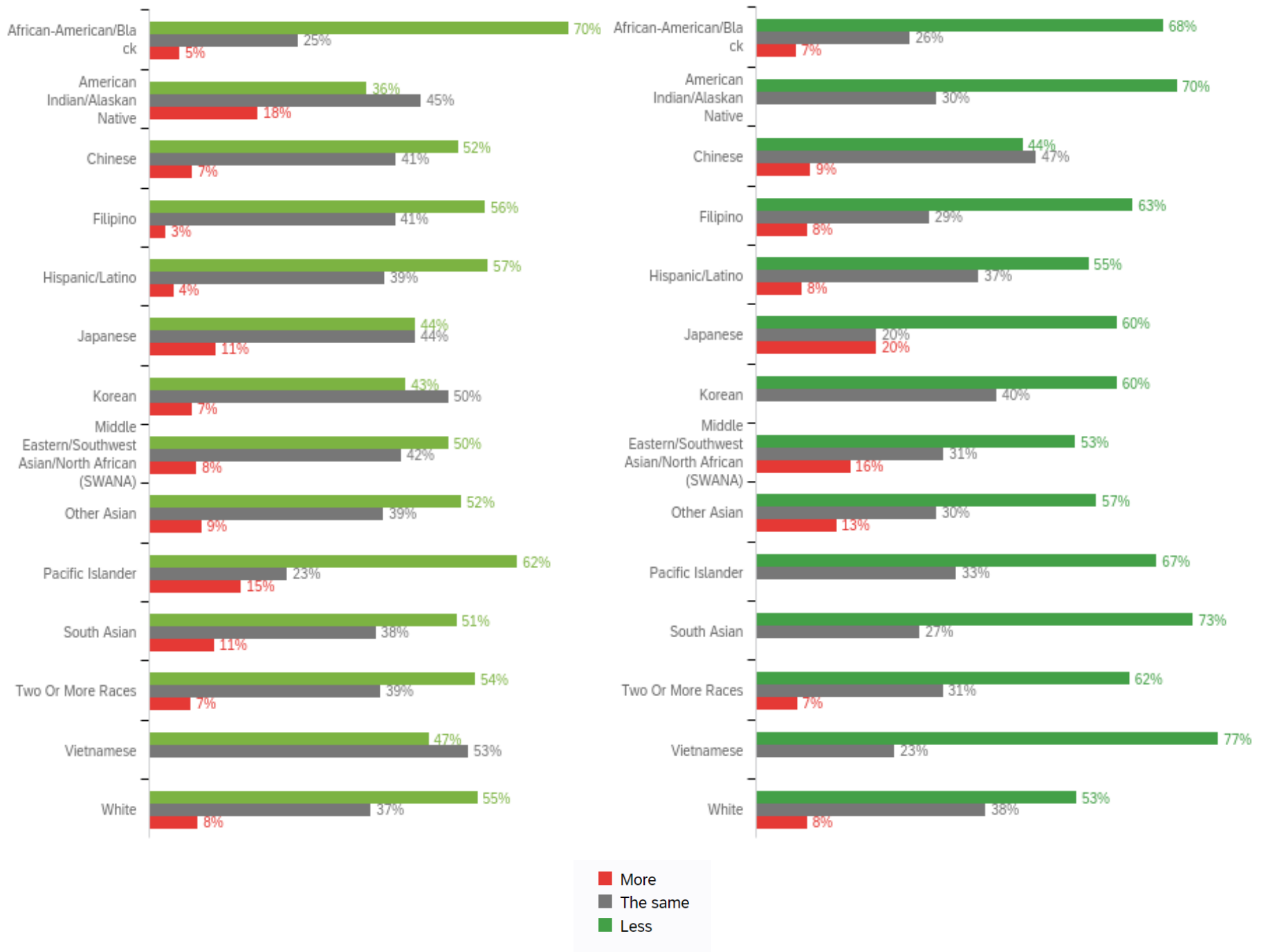
Feb 2023

Question	More		The same		Less		Total
African-American/Black	8%	12	65%	100	27%	41	153
American Indian/Alaskan Native	18%	2	73%	8	9%	1	11
Chinese	11%	11	69%	66	20%	19	96
Filipino	6%	4	72%	52	22%	16	72
Hispanic/Latino	8%	22	71%	192	21%	57	271
Japanese	11%	2	68%	13	21%	4	19
Korean	7%	1	50%	7	43%	6	14
Middle Eastern/Southwest Asian/North African (SWANA)	3%	1	65%	24	32%	12	37
Other Asian	14%	6	70%	30	16%	7	43
Pacific Islander	15%	2	23%	3	62%	8	13
South Asian	19%	7	65%	24	16%	6	37
Two Or More Races	13%	18	67%	97	20%	29	144
Vietnamese	20%	3	80%	12	0%	0	15
White	11%	128	67%	766	21%	243	1137

Compared to when I am working on-site, I am _____productive while I am working remotely

February 2023

October 2021



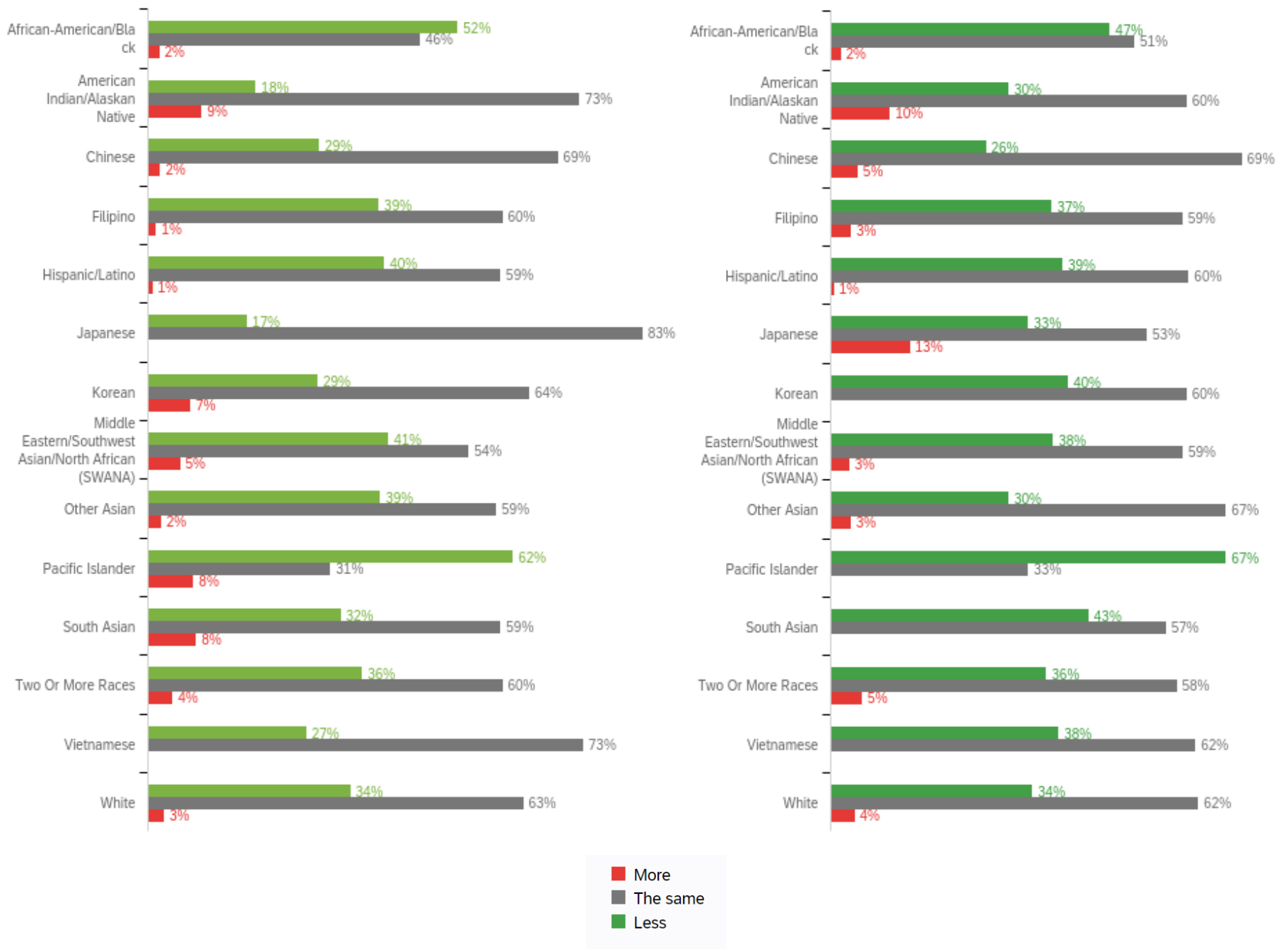
Feb 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
African-American/Black	70%	110	25%	39	5%	8	157
American Indian/Alaskan Native	36%	4	45%	5	18%	2	11
Chinese	52%	50	41%	40	7%	7	97
Filipino	56%	41	41%	30	3%	2	73
Hispanic/Latino	57%	154	39%	107	4%	11	272
Japanese	44%	8	44%	8	11%	2	18
Korean	43%	6	50%	7	7%	1	14
Middle Eastern/Southwest Asian/North African (SWANA)	50%	19	42%	16	8%	3	38
Other Asian	52%	24	39%	18	9%	4	46
Pacific Islander	62%	8	23%	3	15%	2	13
South Asian	51%	19	38%	14	11%	4	37
Two Or More Races	54%	79	39%	56	7%	10	145
Vietnamese	47%	7	53%	8	0%	0	15
White	55%	629	37%	425	8%	93	1147

Compared to when I am working on-site, the quality of my work product is _____ while I am working remotely.

February 2023

October 2021



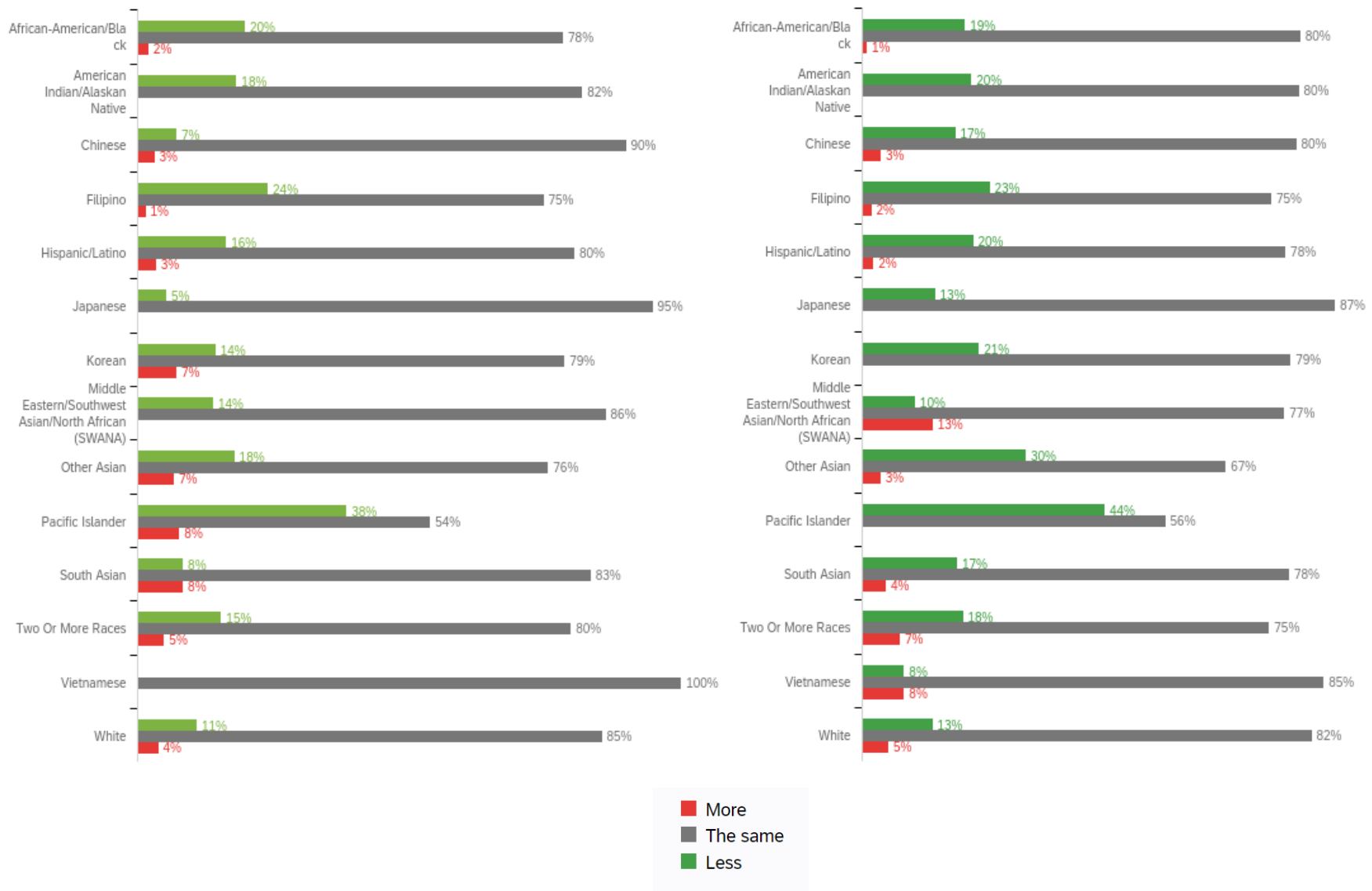
Feb 2023

Question	Better		The same		Worse		Total
	%	Count	%	Count	%	Count	
African-American/Black	52%	82	46%	72	2%	3	157
American Indian/Alaskan Native	18%	2	73%	8	9%	1	11
Chinese	29%	28	69%	67	2%	2	97
Filipino	39%	28	60%	43	1%	1	72
Hispanic/Latino	40%	108	59%	161	1%	2	271
Japanese	17%	3	83%	15	0%	0	18
Korean	29%	4	64%	9	7%	1	14
Middle Eastern/Southwest Asian/North African (SWANA)	41%	15	54%	20	5%	2	37
Other Asian	39%	18	59%	27	2%	1	46
Pacific Islander	62%	8	31%	4	8%	1	13
South Asian	32%	12	59%	22	8%	3	37
Two Or More Races	36%	52	60%	86	4%	6	144
Vietnamese	27%	4	73%	11	0%	0	15
White	34%	391	63%	726	3%	31	1148

Compared to when I am working on-site, I feel supported _____ by my manager while I am working remotely.

February 2023

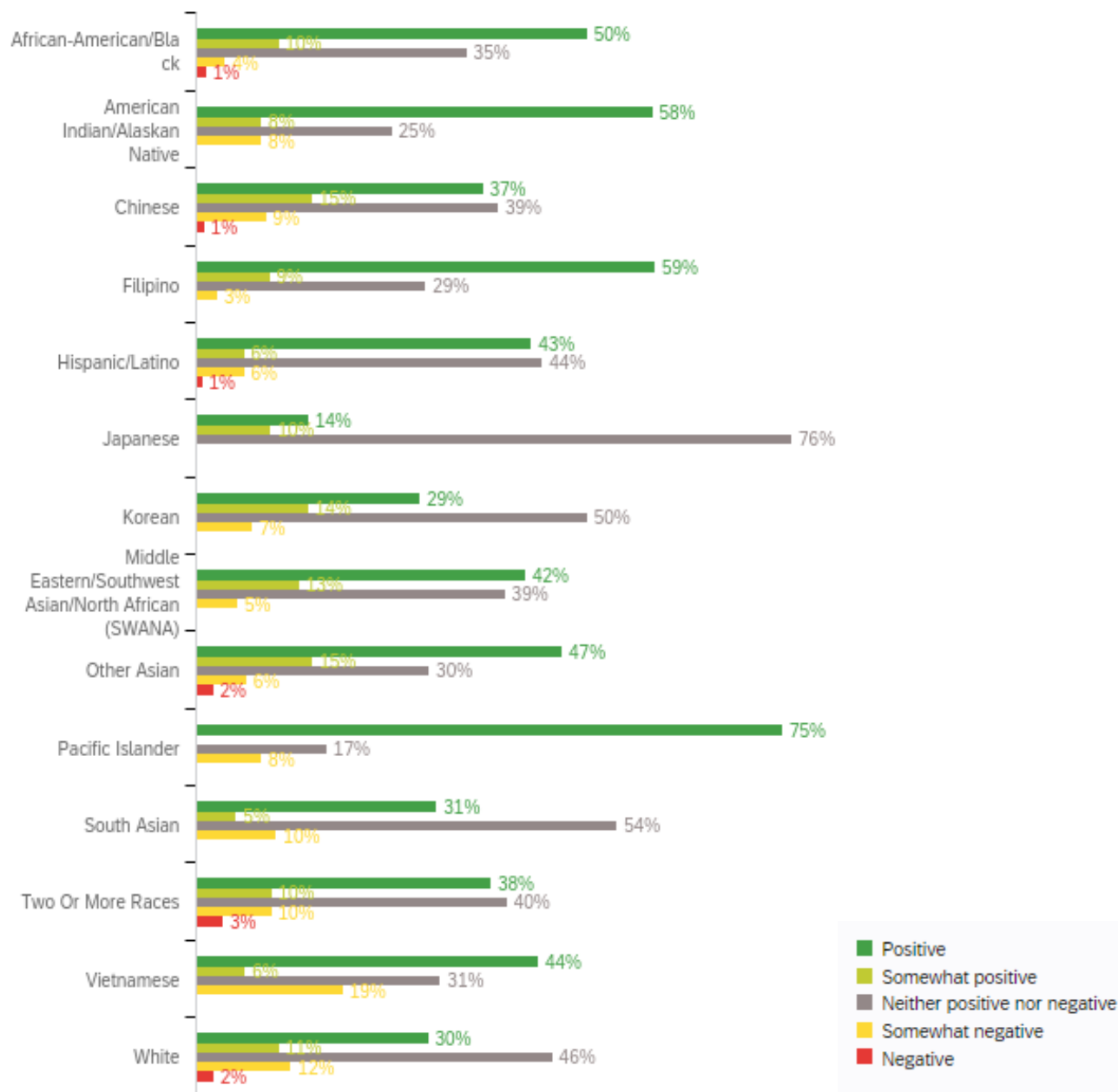
October 2021



Feb 2023

Question	More		The same		Less		Total
African-American/Black	20%	30	78%	119	2%	3	152
American Indian/Alaskan Native	18%	2	82%	9	0%	0	11
Chinese	7%	7	90%	88	3%	3	98
Filipino	24%	17	75%	53	1%	1	71
Hispanic/Latino	16%	44	80%	217	3%	9	270
Japanese	5%	1	95%	18	0%	0	19
Korean	14%	2	79%	11	7%	1	14
Middle Eastern/Southwest Asian/North African (SWANA)	14%	5	86%	31	0%	0	36
Other Asian	18%	8	76%	34	7%	3	45
Pacific Islander	38%	5	54%	7	8%	1	13
South Asian	8%	3	83%	30	8%	3	36
Two Or More Races	15%	22	80%	114	5%	7	143
Vietnamese	0%	0	100%	15	0%	0	15
White	11%	122	85%	958	4%	42	1122

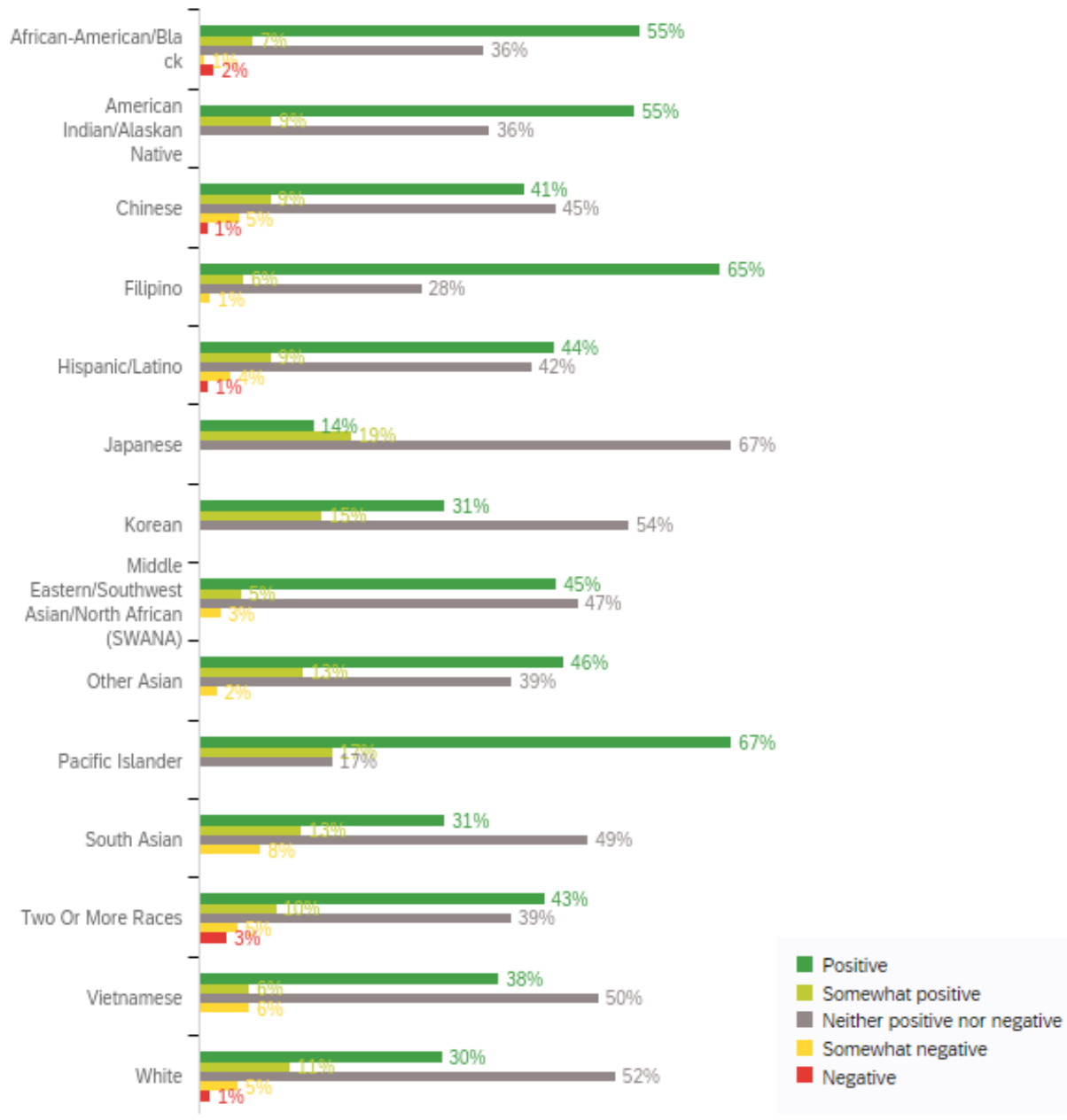
What impact has working remotely had on your relationship with coworkers (or colleagues)?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	50%	81	10%	17	35%	56	4%	6	1%	2	4.04 (0.24)	162
American Indian/Alaskan Native	58%	7	8%	1	25%	3	8%	1	0%	0	4.17 (0.37)	12
Chinese	37%	37	15%	15	39%	39	9%	9	1%	1	3.77 (0.05)	101
Filipino	59%	44	9%	7	29%	22	3%	2	0%	0	4.24 (0.24)	75
Hispanic/Latino	43%	120	6%	17	44%	124	6%	17	1%	2	3.84 (-0.07)	280
Japanese	14%	3	10%	2	76%	16	0%	0	0%	0	3.38 (0.05)	21
Korean	29%	4	14%	2	50%	7	7%	1	0%	0	3.64 (0.31)	14
Middle Eastern/Southwest Asian/North African (SWANA)	42%	16	13%	5	39%	15	5%	2	0%	0	3.92 (0.11)	38
Other Asian	47%	22	15%	7	30%	14	6%	3	2%	1	3.98 (0.27)	47
Pacific Islander	75%	9	0%	0	17%	2	8%	1	0%	0	4.42 (0.29)	12
South Asian	31%	12	5%	2	54%	21	10%	4	0%	0	3.56 (-0.22)	39
Two Or More Races	38%	55	10%	14	40%	58	10%	14	3%	5	3.68 (0)	146
Vietnamese	44%	7	6%	1	31%	5	19%	3	0%	0	3.75 (-0.02)	16
White	30%	352	11%	125	46%	541	12%	144	2%	26	3.53 (0.04)	1188

*Difference in average score from Oct. 2021 FWA survey

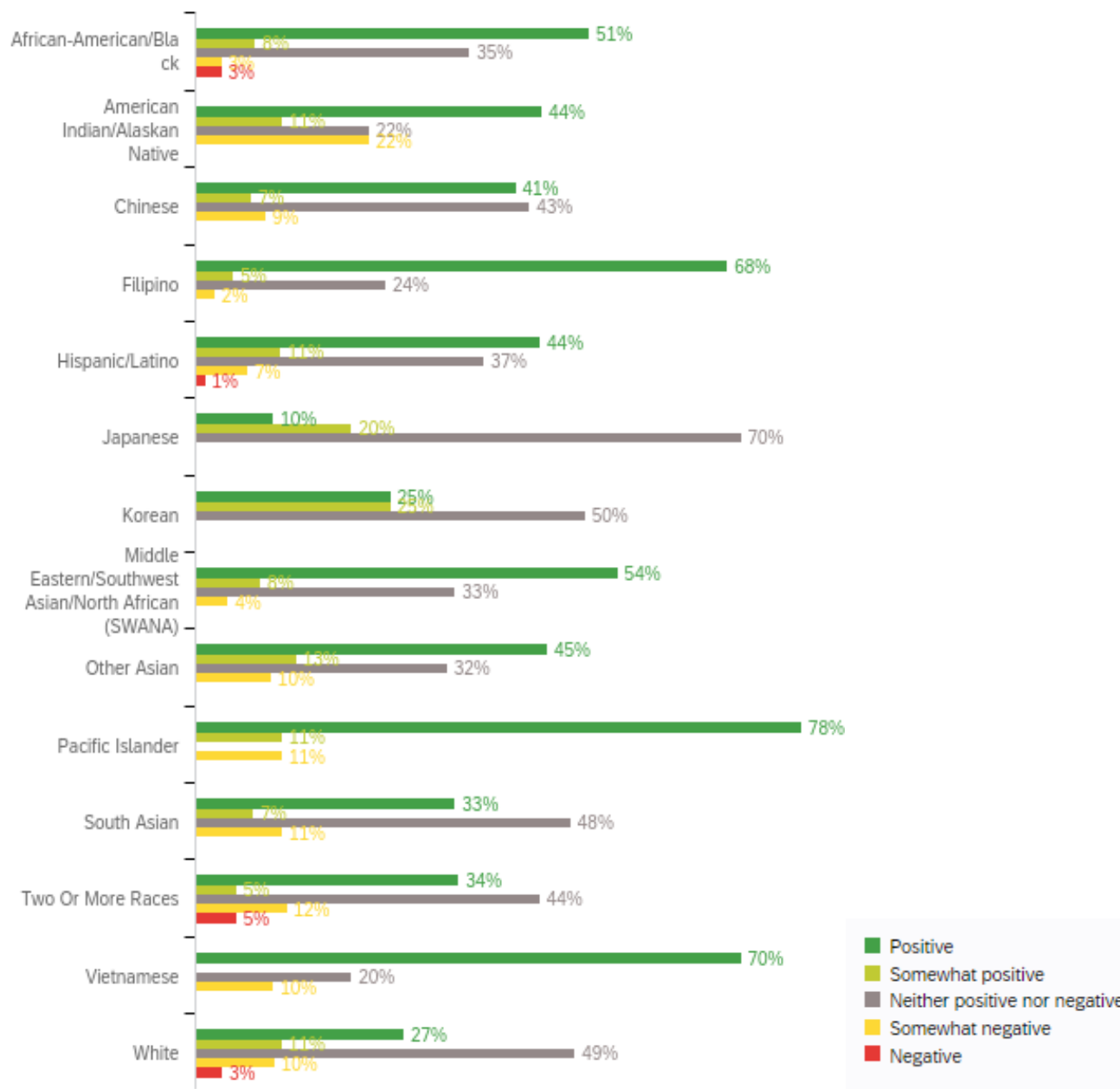
What impact has working remotely had on your relationship with managers (or department chair/lab manager/supervisor)?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	55%	90	7%	11	36%	58	1%	1	2%	3	4.13 (0.23)	163
American Indian/Alaskan Native	55%	6	9%	1	36%	4	0%	0	0%	0	4.18 (0.38)	11
Chinese	41%	41	9%	9	45%	45	5%	5	1%	1	3.83 (-0.09)	101
Filipino	65%	47	6%	4	28%	20	1%	1	0%	0	4.35 (0.29)	72
Hispanic/Latino	44%	124	9%	25	42%	116	4%	11	1%	3	3.92 (-0.13)	279
Japanese	14%	3	19%	4	67%	14	0%	0	0%	0	3.48 (-0.12)	21
Korean	31%	4	15%	2	54%	7	0%	0	0%	0	3.77 (0.24)	13
Middle Eastern/Southwest Asian/North African (SWANA)	45%	17	5%	2	47%	18	3%	1	0%	0	3.92 (0.04)	38
Other Asian	46%	21	13%	6	39%	18	2%	1	0%	0	4.02 (0.08)	46
Pacific Islander	67%	8	17%	2	17%	2	0%	0	0%	0	4.5 (0.37)	12
South Asian	31%	12	13%	5	49%	19	8%	3	0%	0	3.67 (-0.24)	39
Two Or More Races	43%	63	10%	14	39%	57	5%	7	3%	5	3.84 (0.04)	146
Vietnamese	38%	6	6%	1	50%	8	6%	1	0%	0	3.75 (-0.25)	16
White	30%	358	11%	134	52%	615	5%	57	1%	16	3.64 (0.04)	1180

*Difference in average score from Oct. 2021 FWA survey

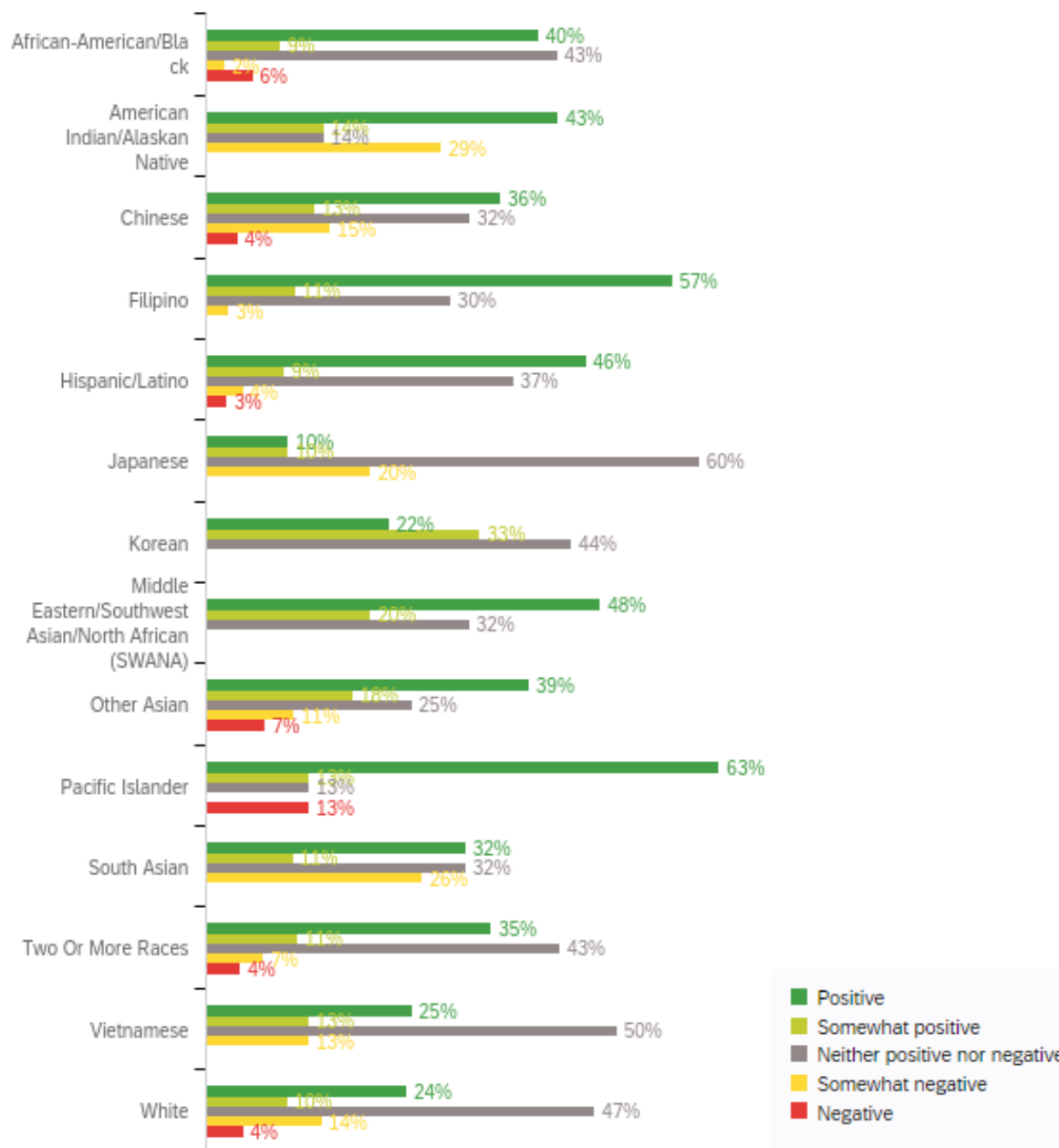
What impact has working remotely had on your relationship with direct reports (or employees I supervise)?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	51%	46	8%	7	35%	32	3%	3	3%	3	3.99 (0.14)	91
American Indian/Alaskan Native	44%	4	11%	1	22%	2	22%	2	0%	0	3.78 (0.78)	9
Chinese	41%	23	7%	4	43%	24	9%	5	0%	0	3.8 (0.08)	56
Filipino	68%	28	5%	2	24%	10	2%	1	0%	0	4.39 (0.6)	41
Hispanic/Latino	44%	73	11%	18	37%	61	7%	11	1%	2	3.9 (-0.13)	165
Japanese	10%	1	20%	2	70%	7	0%	0	0%	0	3.4 (0.26)	10
Korean	25%	3	25%	3	50%	6	0%	0	0%	0	3.75 (0.12)	12
Middle Eastern/Southwest Asian/North African (SWANA)	54%	13	8%	2	33%	8	4%	1	0%	0	4.13 (0.38)	24
Other Asian	45%	14	13%	4	32%	10	10%	3	0%	0	3.94 (0)	31
Pacific Islander	78%	7	11%	1	0%	0	11%	1	0%	0	4.56 (-0.04)	9
South Asian	33%	9	7%	2	48%	13	11%	3	0%	0	3.63 (-0.37)	27
Two Or More Races	34%	26	5%	4	44%	34	12%	9	5%	4	3.51 (-0.12)	77
Vietnamese	70%	7	0%	0	20%	2	10%	1	0%	0	4.3 (0.67)	10
White	27%	164	11%	68	49%	299	10%	62	3%	21	3.48 (-0.03)	614

*Difference in average score from Oct. 2021 FWA survey

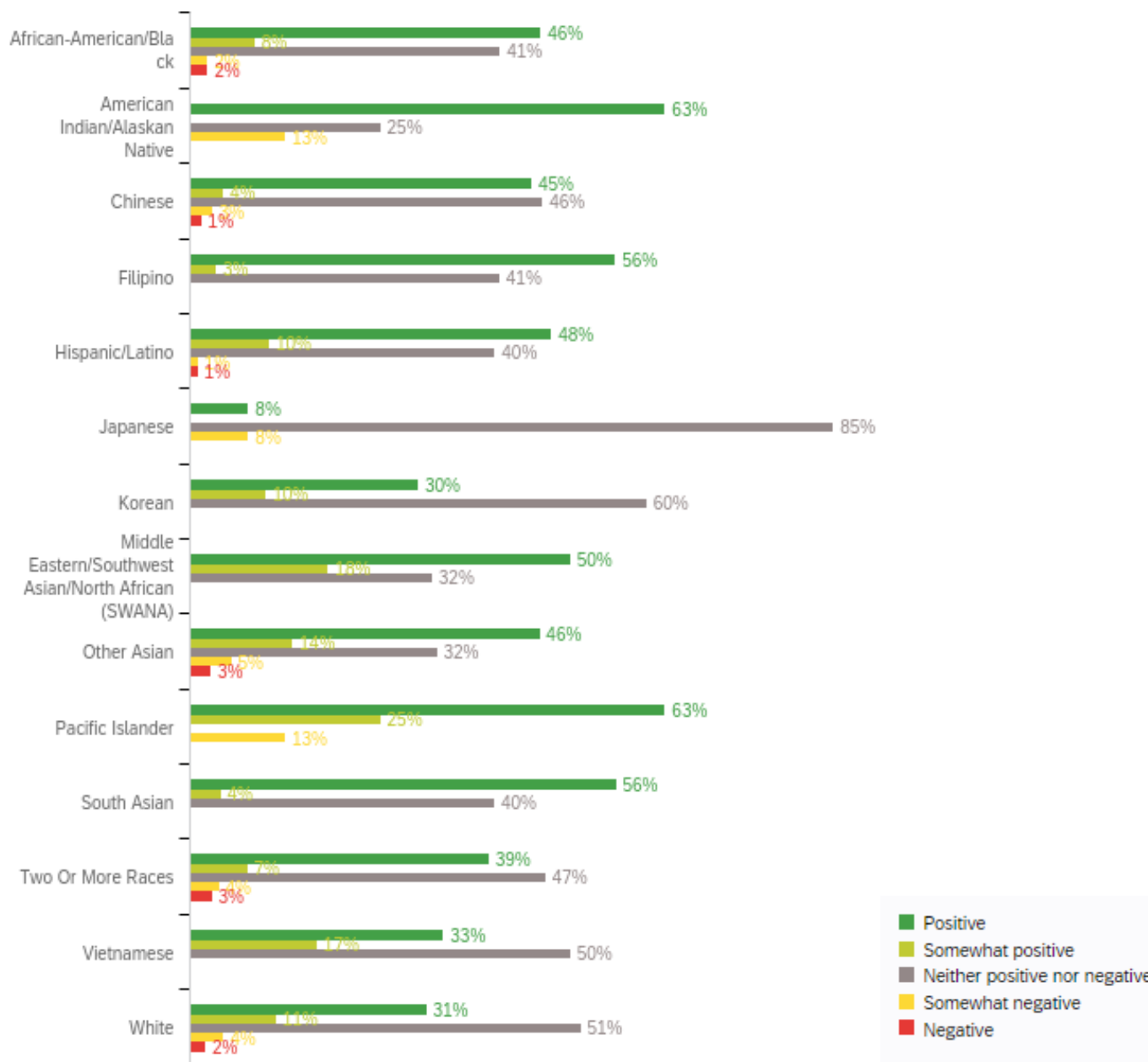
What impact has working remotely had on your relationship with students?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	40%	36	9%	8	43%	38	2%	2	6%	5	3.76 (0.13)	89
American Indian/Alaskan Native	43%	3	14%	1	14%	1	29%	2	0%	0	3.71 (-0.09)	7
Chinese	36%	19	13%	7	32%	17	15%	8	4%	2	3.62 (0.02)	53
Filipino	57%	21	11%	4	30%	11	3%	1	0%	0	4.22 (0.03)	37
Hispanic/Latino	46%	73	9%	15	37%	59	4%	7	3%	4	3.92 (0.06)	158
Japanese	10%	1	10%	1	60%	6	20%	2	0%	0	3.1 (0.1)	10
Korean	22%	2	33%	3	44%	4	0%	0	0%	0	3.78 (0.64)	9
Middle Eastern/Southwest Asian/North African (SWANA)	48%	12	20%	5	32%	8	0%	0	0%	0	4.16 (0.48)	25
Other Asian	39%	11	18%	5	25%	7	11%	3	7%	2	3.71 (0)	28
Pacific Islander	63%	5	13%	1	13%	1	0%	0	13%	1	4.13 (0.13)	8
South Asian	32%	6	11%	2	32%	6	26%	5	0%	0	3.47 (-0.28)	19
Two Or More Races	35%	25	11%	8	43%	31	7%	5	4%	3	3.65 (0.06)	72
Vietnamese	25%	2	13%	1	50%	4	13%	1	0%	0	3.5 (-0.5)	8
White	24%	132	10%	53	47%	256	14%	76	4%	24	3.36 (0.07)	541

*Difference in average score from Oct. 2021 FWA survey

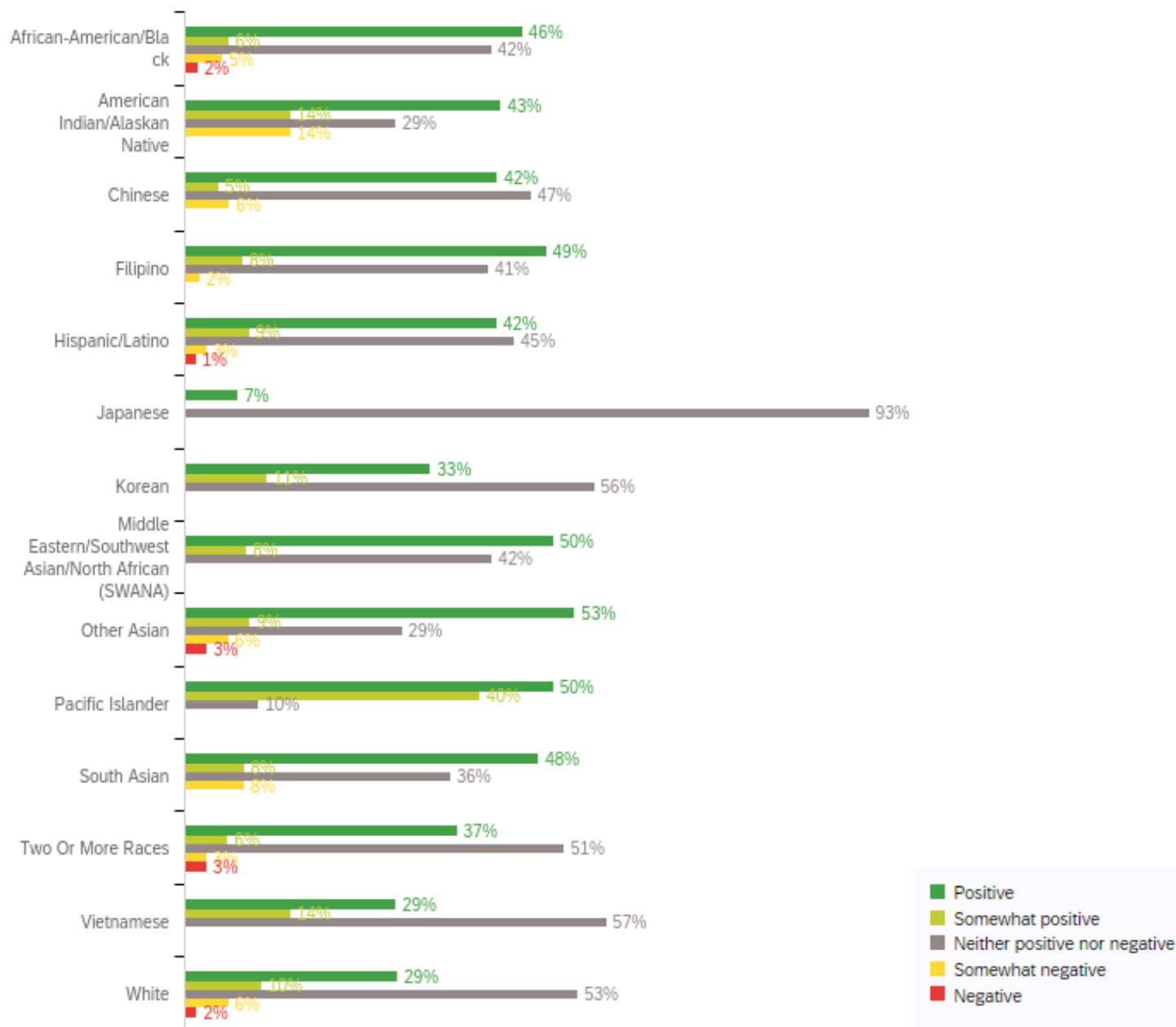
What impact has working remotely had on your relationship with campus clients?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	40%	36	9%	8	43%	38	2%	2	6%	5	3.76 (0.13)	89
American Indian/Alaskan Native	43%	3	14%	1	14%	1	29%	2	0%	0	3.71 (-0.09)	7
Chinese	36%	19	13%	7	32%	17	15%	8	4%	2	3.62 (0.02)	53
Filipino	57%	21	11%	4	30%	11	3%	1	0%	0	4.22 (0.03)	37
Hispanic/Latino	46%	73	9%	15	37%	59	4%	7	3%	4	3.92 (0.06)	158
Japanese	10%	1	10%	1	60%	6	20%	2	0%	0	3.1 (0.1)	10
Korean	22%	2	33%	3	44%	4	0%	0	0%	0	3.78 (0.64)	9
Middle Eastern/Southwest Asian/North African (SWANA)	48%	12	20%	5	32%	8	0%	0	0%	0	4.16 (0.48)	25
Other Asian	39%	11	18%	5	25%	7	11%	3	7%	2	3.71 (0)	28
Pacific Islander	63%	5	13%	1	13%	1	0%	0	13%	1	4.13 (0.13)	8
South Asian	32%	6	11%	2	32%	6	26%	5	0%	0	3.47 (-0.28)	19
Two Or More Races	35%	25	11%	8	43%	31	7%	5	4%	3	3.65 (0.06)	72
Vietnamese	25%	2	13%	1	50%	4	13%	1	0%	0	3.5 (-0.5)	8
White	24%	132	10%	53	47%	256	14%	76	4%	24	3.36 (0.07)	541

*Difference in average score from Oct. 2021 FWA survey

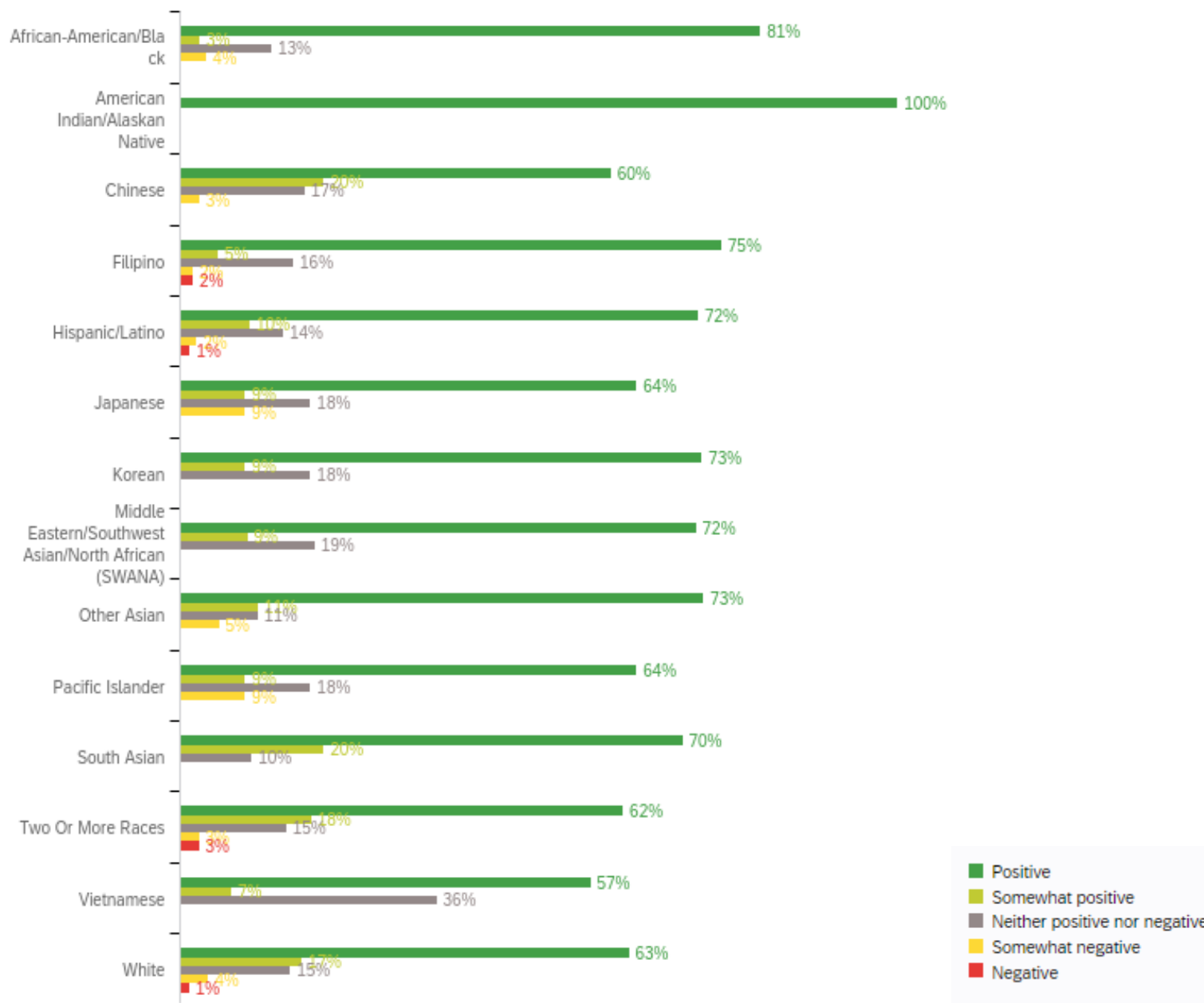
What impact has working remotely had on your relationship with campus stakeholders?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	40%	36	9%	8	43%	38	2%	2	6%	5	3.89 (0.17)	89
American Indian/Alaskan Native	43%	3	14%	1	14%	1	29%	2	0%	0	3.86 (0.29)	7
Chinese	36%	19	13%	7	32%	17	15%	8	4%	2	3.83 (0.03)	53
Filipino	57%	21	11%	4	30%	11	3%	1	0%	0	4.04 (-0.11)	37
Hispanic/Latino	46%	73	9%	15	37%	59	4%	7	3%	4	3.88 (-0.02)	158
Japanese	10%	1	10%	1	60%	6	20%	2	0%	0	3.14 (-0.31)	10
Korean	22%	2	33%	3	44%	4	0%	0	0%	0	3.78 (0.34)	9
Middle Eastern/Southwest Asian/North African (SWANA)	48%	12	20%	5	32%	8	0%	0	0%	0	4.08 (0.39)	25
Other Asian	39%	11	18%	5	25%	7	11%	3	7%	2	4.03 (-0.01)	28
Pacific Islander	63%	5	13%	1	13%	1	0%	0	13%	1	4.4 (0)	8
South Asian	32%	6	11%	2	32%	6	26%	5	0%	0	3.96 (0.31)	19
Two Or More Races	35%	25	11%	8	43%	31	7%	5	4%	3	3.71 (0.02)	72
Vietnamese	25%	2	13%	1	50%	4	13%	1	0%	0	3.71 (-0.07)	8
White	24%	132	10%	53	47%	256	14%	76	4%	24	3.59 (0.08)	541

*Difference in average score from Oct. 2021 FWA survey

What impact has working remotely had on your relationship with your domestic partner?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	81%	89	3%	3	13%	14	4%	4	0%	0	4.61 (0.37)	110
American Indian/Alaskan Native	100%	9	0%	0	0%	0	0%	0	0%	0	5 (1)	9
Chinese	60%	45	20%	15	17%	13	3%	2	0%	0	4.37 (0.06)	75
Filipino	75%	43	5%	3	16%	9	2%	1	2%	1	4.51 (-0.13)	57
Hispanic/Latino	72%	156	10%	21	14%	31	2%	5	1%	3	4.49 (0.21)	216
Japanese	64%	7	9%	1	18%	2	9%	1	0%	0	4.27 (0.07)	11
Korean	73%	8	9%	1	18%	2	0%	0	0%	0	4.55 (0.93)	11
Middle Eastern/Southwest Asian/North African (SWANA)	72%	23	9%	3	19%	6	0%	0	0%	0	4.53 (0.38)	32
Other Asian	73%	27	11%	4	11%	4	5%	2	0%	0	4.51 (0.13)	37
Pacific Islander	64%	7	9%	1	18%	2	9%	1	0%	0	4.27 (0.02)	11
South Asian	70%	21	20%	6	10%	3	0%	0	0%	0	4.6 (0.13)	30
Two Or More Races	62%	71	18%	21	15%	17	3%	3	3%	3	4.34 (-0.05)	115
Vietnamese	57%	8	7%	1	36%	5	0%	0	0%	0	4.21 (-0.54)	14
White	63%	602	17%	163	15%	148	4%	38	1%	12	4.36 (0.23)	963

*Difference in average score from Oct. 2021 FWA survey

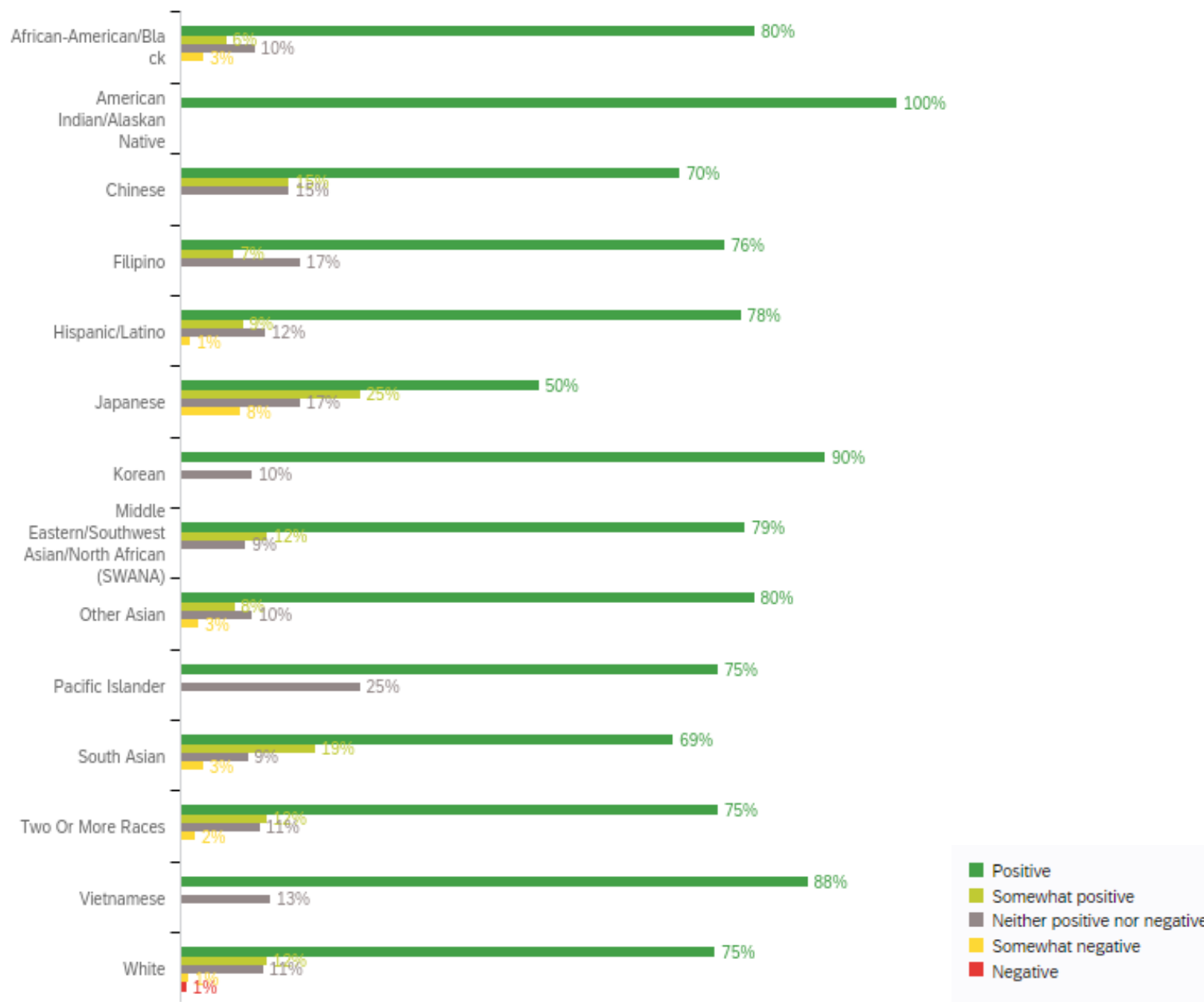
What impact has working remotely had on your relationship with your children?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	84%	71	7%	6	7%	6	2%	2	0%	0	4.72 (0.26)	85
American Indian/Alaskan Native	100%	4	0%	0	0%	0	0%	0	0%	0	5 (1.67)	4
Chinese	77%	34	16%	7	7%	3	0%	0	0%	0	4.7 (0.21)	44
Filipino	81%	25	10%	3	10%	3	0%	0	0%	0	4.71 (0.03)	31
Hispanic/Latino	79%	116	8%	12	10%	14	2%	3	1%	1	4.64 (0.23)	146
Japanese	56%	5	11%	1	33%	3	0%	0	0%	0	4.22 (-0.38)	9
Korean	86%	6	0%	0	14%	1	0%	0	0%	0	4.71 (0.08)	7
Middle Eastern/Southwest Asian/North African (SWANA)	71%	12	18%	3	12%	2	0%	0	0%	0	4.59 (0.21)	17
Other Asian	83%	20	4%	1	13%	3	0%	0	0%	0	4.71 (0)	24
Pacific Islander	75%	6	0%	0	25%	2	0%	0	0%	0	4.5 (0.3)	8
South Asian	73%	16	14%	3	14%	3	0%	0	0%	0	4.59 (-0.1)	22
Two Or More Races	77%	49	11%	7	5%	3	6%	4	2%	1	4.55 (-0.09)	64
Vietnamese	67%	4	0%	0	17%	1	0%	0	17%	1	4 (0)	6
White	74%	422	14%	79	11%	64	1%	8	0%	1	4.59 (0.15)	574

*Difference in average score from Oct. 2021 FWA survey

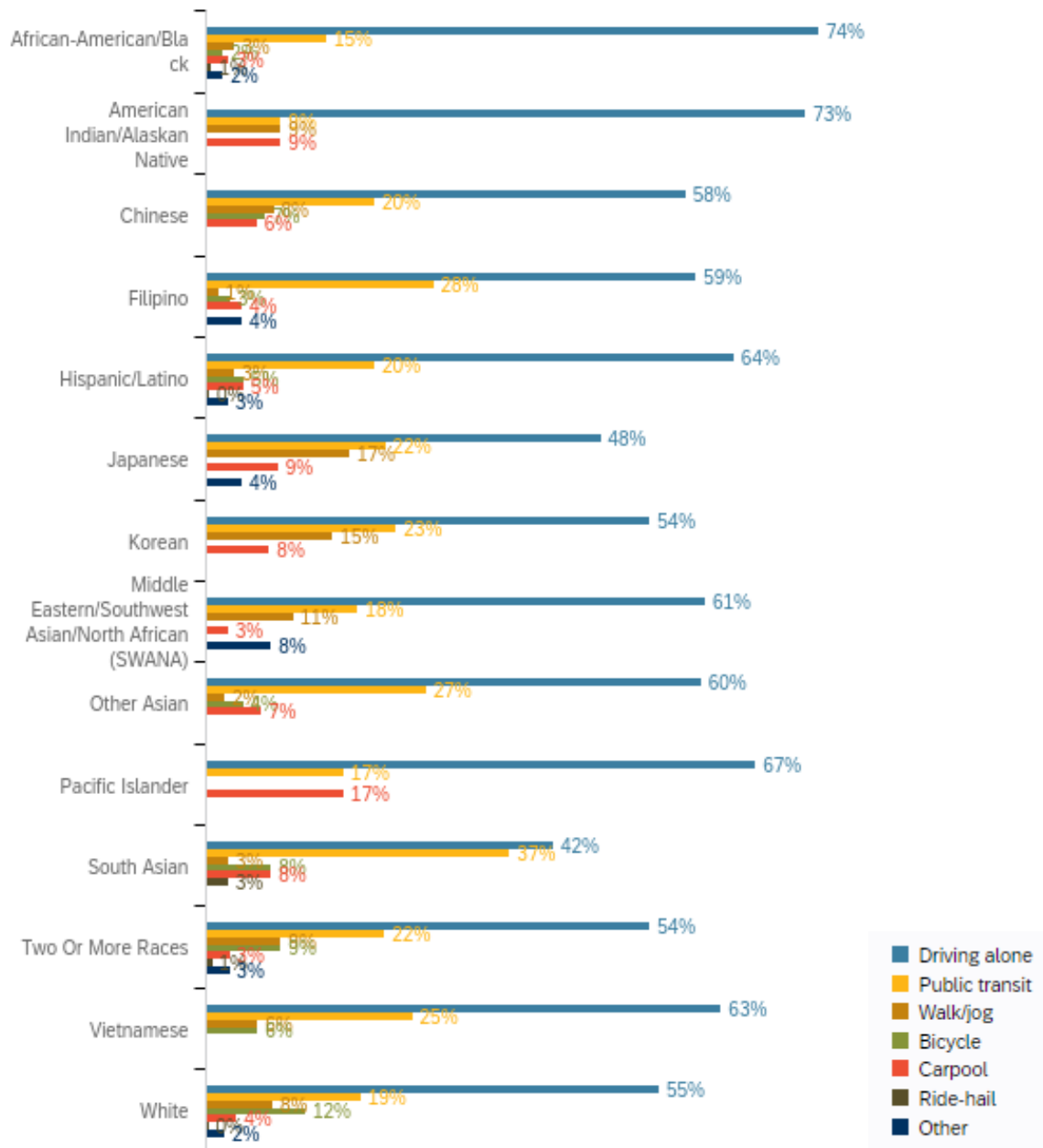
What impact has working remotely had on your relationship with others in your household?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	80%	101	6%	8	10%	13	3%	4	0%	0	4.63 (0.24)	126
American Indian/Alaskan Native	100%	10	0%	0	0%	0	0%	0	0%	0	5 (0.67)	10
Chinese	70%	46	15%	10	15%	10	0%	0	0%	0	4.55 (0.17)	66
Filipino	76%	41	7%	4	17%	9	0%	0	0%	0	4.59 (0.13)	54
Hispanic/Latino	78%	172	9%	19	12%	26	1%	3	0%	0	4.64 (0.16)	220
Japanese	50%	6	25%	3	17%	2	8%	1	0%	0	4.17 (-0.12)	12
Korean	90%	9	0%	0	10%	1	0%	0	0%	0	4.8 (0.24)	10
Middle Eastern/Southwest Asian/North African (SWANA)	79%	26	12%	4	9%	3	0%	0	0%	0	4.7 (0.12)	33
Other Asian	80%	32	8%	3	10%	4	3%	1	0%	0	4.65 (0.11)	40
Pacific Islander	75%	6	0%	0	25%	2	0%	0	0%	0	4.5 (0.12)	8
South Asian	69%	22	19%	6	9%	3	3%	1	0%	0	4.53 (0.09)	32
Two Or More Races	75%	75	12%	12	11%	11	2%	2	0%	0	4.6 (0.1)	100
Vietnamese	88%	7	0%	0	13%	1	0%	0	0%	0	4.75 (0.18)	8
White	75%	553	12%	89	11%	85	1%	8	1%	6	4.59 (0.16)	741

*Difference in average score from Oct. 2021 FWA survey

On days you come to campus, how do you/will you commute?



Question	Driving alone		Public transit		Walk/jog		Bicycle		Carpool		Ride-hail		Other		Total
	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
African-American/Black	74%	107	15%	21	3%	5	2%	3	3%	4	1%	1	2%	3	144
American Indian/Alaskan Native	73%	8	9%	1	9%	1	0%	0	9%	1	0%	0	0%	0	11
Chinese	58%	57	20%	20	8%	8	7%	7	6%	6	0%	0	0%	0	98
Filipino	59%	41	28%	19	1%	1	3%	2	4%	3	0%	0	4%	3	69
Hispanic/Latino	64%	169	20%	54	3%	9	5%	12	5%	12	0%	1	3%	7	264
Japanese	48%	11	22%	5	17%	4	0%	0	9%	2	0%	0	4%	1	23
Korean	54%	7	23%	3	15%	2	0%	0	8%	1	0%	0	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	61%	23	18%	7	11%	4	0%	0	3%	1	0%	0	8%	3	38
Other Asian	60%	27	27%	12	2%	1	4%	2	7%	3	0%	0	0%	0	45
Pacific Islander	67%	8	17%	2	0%	0	0%	0	17%	2	0%	0	0%	0	12
South Asian	42%	16	37%	14	3%	1	8%	3	8%	3	3%	1	0%	0	38
Two Or More Races	54%	77	22%	31	9%	13	9%	13	3%	4	1%	1	3%	4	143
Vietnamese	63%	10	25%	4	6%	1	6%	1	0%	0	0%	0	0%	0	16
White	55%	607	19%	207	8%	89	12%	133	4%	41	0%	3	2%	25	1105

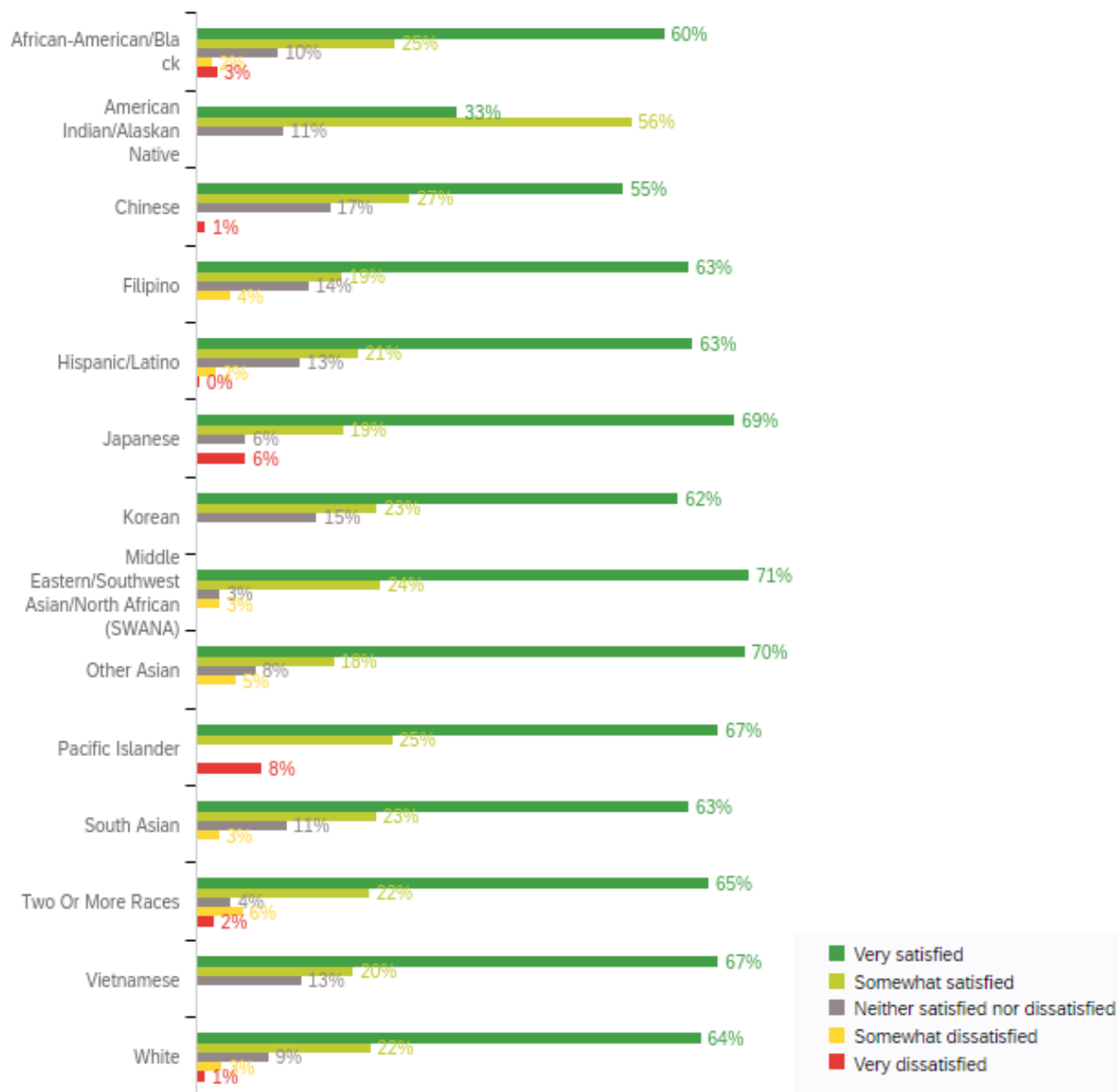
**Thinking about your experience working remotely, have you experienced any of the following on an ongoing basis?
(Check all that apply)**

Question	African-American/Black		American Indian/Alaskan Native		Chinese		Filipino		Hispanic/Latino		Japanese		Korean		Middle Eastern/Southwest Asian/North African (SWANA)		Other Asian		Pacific Islander		South Asian		Two Or More Races		Vietnamese		White		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Internet connectivity issues (reliability, slow speeds)	9%	38	0%	2	7%	28	4%	15	12%	49	0%	1	0%	1	2%	7	3%	11	0%	0	2%	10	8%	32	1%	3	51%	204	401
Difficulty accessing network drives/files	7%	11	1%	1	5%	7	5%	7	16%	25	2%	3	1%	1	2%	3	2%	3	1%	1	1%	2	9%	14	0%	0	49%	76	154
Difficulty connecting to a VPN	9%	12	1%	1	4%	5	3%	4	17%	23	2%	3	1%	1	3%	4	1%	2	1%	1	1%	2	5%	7	1%	2	52%	72	139
Lack of timely technical support for basic computer hardware/software issues	10%	14	1%	2	2%	3	3%	5	10%	15	0%	0	0%	0	1%	2	3%	4	1%	1	2%	3	8%	12	0%	0	58%	84	145
Lack of access to important software or databases	5%	4	1%	1	4%	3	4%	3	11%	9	1%	1	0%	0	1%	1	1%	1	1%	1	0%	0	6%	5	1%	1	63%	51	81
Lack of access to equipment like dual monitors, printers, external keyboards, scientific equipment, etc.	4%	13	1%	3	7%	21	1%	3	11%	34	0%	1	1%	3	1%	4	2%	7	0%	1	2%	5	7%	20	0%	1	61%	180	296
Lack of timely information (because of working remotely) that would help me do my job better	1%	1	0%	0	5%	4	4%	3	13%	10	0%	0	0%	0	0%	0	5%	4	1%	1	1%	1	13%	10	0%	0	55%	42	76
My home workspace is not the same quality as that at work	6%	23	1%	3	5%	19	3%	13	12%	47	1%	4	0%	1	2%	6	2%	6	1%	4	2%	8	9%	34	1%	3	57%	225	396
Higher utility and other expenses connected with remote work	5%	23	1%	3	6%	27	3%	11	11%	50	1%	5	0%	1	1%	4	3%	12	0%	2	3%	11	9%	38	1%	6	56%	244	437
Low morale	4%	5	1%	1	1%	1	2%	2	13%	17	1%	1	1%	1	0%	0	0%	0	1%	1	1%	1	8%	10	0%	0	69%	87	127
Feeling disconnected from the team/office	4%	15	0%	1	5%	20	2%	7	9%	38	1%	5	0%	2	1%	6	1%	6	0%	1	2%	8	7%	28	1%	3	66%	272	412
Frequent distractions from kids, pets or other people at home	5%	8	0%	0	5%	9	3%	6	11%	19	1%	2	0%	0	1%	2	3%	5	1%	1	2%	3	9%	16	0%	0	59%	101	172
Missing the commute time to exercise or relax	2%	5	1%	3	5%	10	3%	7	13%	27	0%	0	1%	2	1%	2	2%	5	0%	0	1%	2	6%	12	1%	2	62%	124	201
Struggling to unplug from work	6%	36	1%	4	5%	29	4%	20	14%	78	1%	6	1%	4	2%	11	3%	17	0%	1	2%	9	6%	34	1%	5	54%	302	556
Difficulty staying motivated	3%	6	0%	0	5%	9	2%	3	11%	21	2%	4	1%	1	1%	1	2%	4	1%	1	2%	3	6%	12	0%	0	65%	122	187
Lower productivity	4%	4	0%	0	6%	6	0%	0	10%	9	1%	1	1%	1	1%	1	3%	3	1%	1	2%	2	11%	10	0%	0	59%	55	93
Having difficulty participating in hybrid meetings (a mix of onsite and remote people in the same meeting)	1%	2	1%	2	8%	16	2%	4	8%	17	0%	0	0%	1	1%	3	2%	5	0%	0	2%	4	7%	15	0%	1	65%	132	202
Experience Zoom fatigue	5%	33	1%	5	4%	28	4%	25	12%	74	1%	6	1%	5	2%	14	2%	12	0%	2	2%	13	7%	43	0%	3	58%	366	629
None of these have negatively impacted me	9%	70	0%	3	4%	29	4%	28	15%	112	1%	6	1%	5	1%	9	2%	15	1%	7	2%	15	7%	53	1%	7	53%	398	757

**Thinking about your experience working remotely, have you experienced any of the following on an ongoing basis?
(Check all that apply)**

Question	African-American/Black		American Indian/Alaskan Native		Chinese		Filipino		Hispanic/Latino		Japanese		Korean		Middle Eastern/Southeast Asian/North African (SWANA)		Other Asian		Pacific Islander		South Asian		Two Or More Races		Vietnamese		White		Total
	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	
Increased productivity	9%	113	1%	8	4%	54	4%	45	13%	166	1%	10	1%	9	2%	26	2%	28	1%	9	2%	28	7%	89	1%	9	54%	684	1278
Better able to concentrate on work tasks	8%	111	1%	8	4%	59	4%	52	14%	191	1%	12	1%	9	2%	25	2%	30	1%	11	2%	27	7%	98	1%	11	54%	753	1397
Worry less about hostile colleagues	8%	50	1%	4	5%	27	3%	20	16%	95	0%	1	1%	4	2%	14	3%	17	1%	4	1%	5	9%	51	0%	2	50%	296	590
Worry less about a hostile manager	10%	27	0%	1	5%	15	4%	10	16%	44	0%	1	0%	0	3%	9	3%	8	1%	3	1%	2	12%	34	0%	1	44%	120	275
Spending more time with family or friends	6%	76	1%	8	5%	68	4%	47	13%	175	1%	13	1%	8	2%	28	2%	28	1%	7	2%	26	8%	100	1%	7	55%	723	1314
Sleeping more	6%	67	1%	7	5%	64	4%	45	14%	159	1%	7	1%	8	2%	21	2%	27	1%	6	2%	22	8%	94	1%	6	55%	640	1173
Getting to know my neighbors better	5%	20	1%	4	5%	18	4%	14	12%	48	0%	0	1%	4	2%	6	2%	6	0%	1	1%	4	7%	29	0%	1	61%	243	398
More time to work on household projects/chores	5%	52	1%	7	6%	59	3%	33	12%	124	1%	10	1%	8	2%	20	3%	26	0%	4	2%	17	9%	92	0%	4	55%	563	1019
Saving money by not commuting to work (spending less on gas, public transportation, parking, etc.)	8%	137	0%	8	5%	85	4%	66	14%	231	1%	17	1%	9	2%	28	2%	40	1%	11	2%	31	7%	121	1%	13	53%	889	1686
Saving money by not eating out as frequently	8%	111	1%	9	4%	59	4%	52	15%	197	1%	13	1%	10	2%	26	2%	29	1%	8	2%	24	7%	97	1%	11	51%	677	1323
Not commuting to work is decreasing my stress level	8%	118	1%	10	5%	72	4%	53	13%	191	1%	12	1%	10	2%	27	2%	30	1%	10	2%	23	7%	106	1%	8	53%	762	1432
Exercising more	7%	83	1%	8	4%	49	4%	42	14%	161	1%	8	1%	6	2%	25	1%	15	1%	9	2%	24	8%	87	1%	12	54%	626	1155
Eating more healthily	8%	92	1%	7	5%	53	4%	43	14%	162	1%	8	1%	8	2%	24	2%	17	1%	10	2%	21	8%	88	1%	10	52%	586	1129
None of these have applied to me	12%	12	0%	0	6%	6	3%	3	11%	11	1%	1	2%	2	1%	1	1%	1	0%	0	1%	1	6%	6	0%	0	57%	58	102

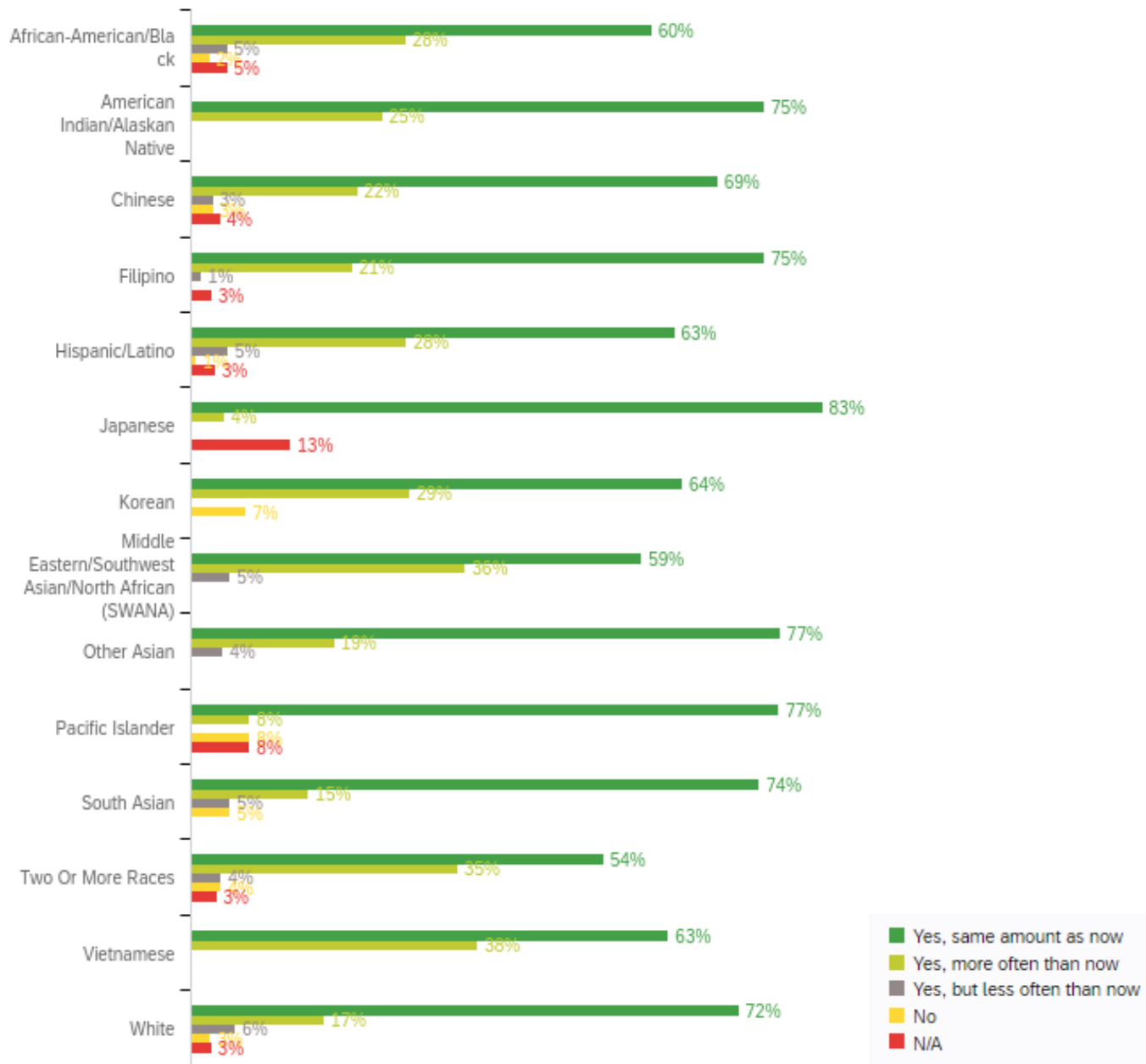
How satisfied have you been with the technical support you've received while working remotely?



Question	Very satisfied		Somewhat satisfied		Neither satisfied nor dissatisfied		Somewhat dissatisfied		Very dissatisfied		Avg. Score*	Total
African-American/Black	60%	92	25%	39	10%	16	2%	3	3%	4	4.38 (0.2)	154
American Indian/Alaskan Native	33%	3	56%	5	11%	1	0%	0	0%	0	4.22 (-0.34)	9
Chinese	55%	48	27%	24	17%	15	0%	0	1%	1	4.34 (0.1)	88
Filipino	63%	44	19%	13	14%	10	4%	3	0%	0	4.4 (0.17)	70
Hispanic/Latino	63%	163	21%	53	13%	34	2%	6	0%	1	4.44 (0.19)	257
Japanese	69%	11	19%	3	6%	1	0%	0	6%	1	4.44 (0.65)	16
Korean	62%	8	23%	3	15%	2	0%	0	0%	0	4.46 (0.38)	13
Middle Eastern/Southwest Asian/North African (SWANA)	71%	24	24%	8	3%	1	3%	1	0%	0	4.62 (0.22)	34
Other Asian	70%	28	18%	7	8%	3	5%	2	0%	0	4.53 (0.26)	40
Pacific Islander	67%	8	25%	3	0%	0	0%	0	8%	1	4.42 (0.09)	12
South Asian	63%	22	23%	8	11%	4	3%	1	0%	0	4.46 (0.08)	35
Two Or More Races	65%	89	22%	30	4%	6	6%	8	2%	3	4.43 (0.21)	136
Vietnamese	67%	10	20%	3	13%	2	0%	0	0%	0	4.53 (0.03)	15
White	64%	709	22%	244	9%	101	3%	35	1%	12	4.46 (0.15)	1101

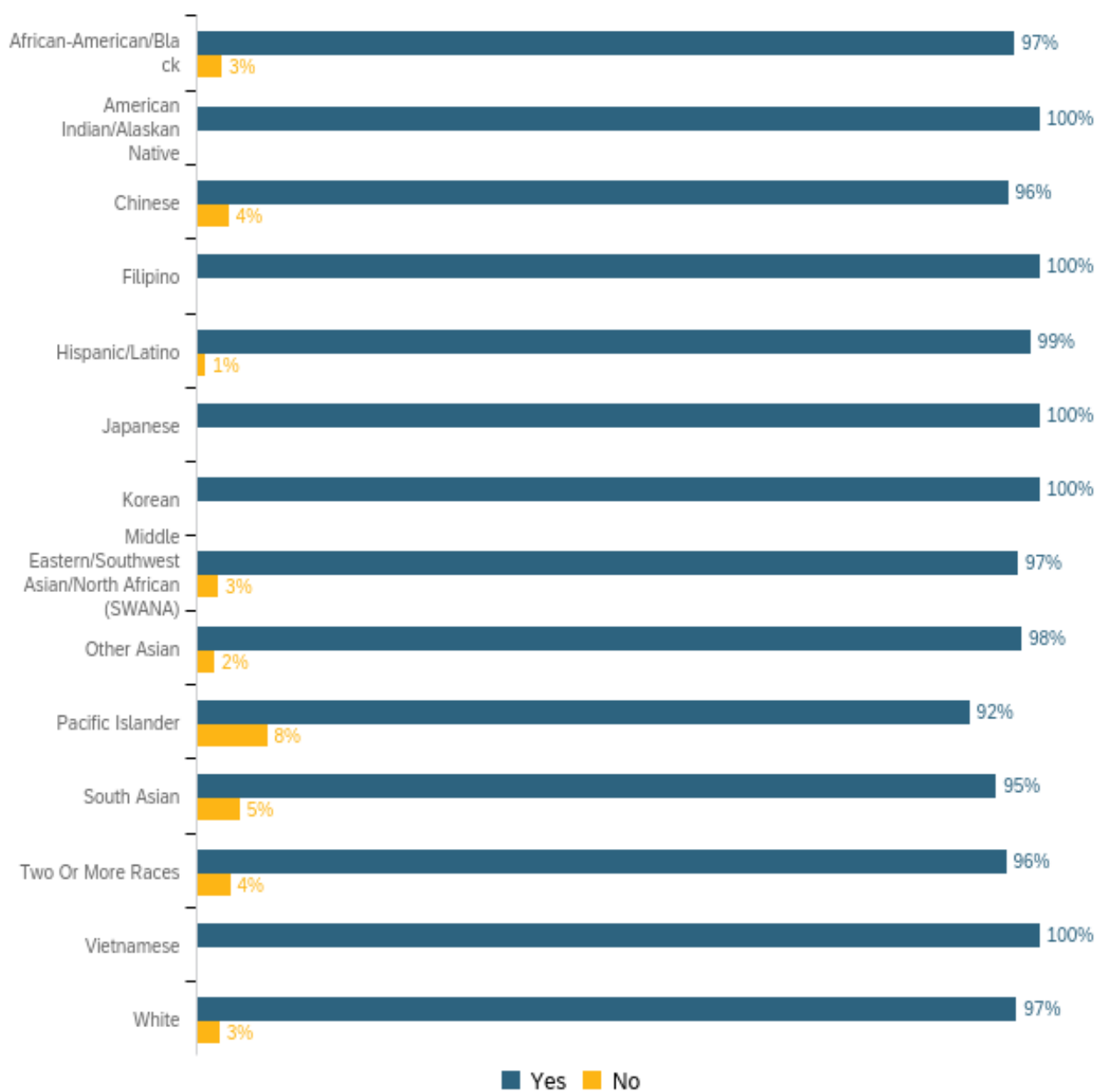
*Difference in average score from Oct. 2021 FWA survey

Would you like to continue working remotely?



Question	Yes, same amount as now		Yes, more often than now		Yes, but less often than now		No		N/A		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
African-American/Black	60%	103	28%	48	5%	8	2%	4	5%	8	171
American Indian/Alaskan Native	75%	9	25%	3	0%	0	0%	0	0%	0	12
Chinese	69%	73	22%	23	3%	3	3%	3	4%	4	106
Filipino	75%	57	21%	16	1%	1	0%	0	3%	2	76
Hispanic/Latino	63%	184	28%	82	5%	14	1%	2	3%	9	291
Japanese	83%	19	4%	1	0%	0	0%	0	13%	3	23
Korean	64%	9	29%	4	0%	0	7%	1	0%	0	14
Middle Eastern/Southwest Asian/North African (SWANA)	59%	23	36%	14	5%	2	0%	0	0%	0	39
Other Asian	77%	37	19%	9	4%	2	0%	0	0%	0	48
Pacific Islander	77%	10	8%	1	0%	0	8%	1	8%	1	13
South Asian	74%	29	15%	6	5%	2	5%	2	0%	0	39
Two Or More Races	54%	82	35%	53	4%	6	4%	6	3%	5	152
Vietnamese	63%	10	38%	6	0%	0	0%	0	0%	0	16
White	72%	877	17%	213	6%	71	3%	31	3%	32	1224

Regardless of how much you are (or are not) working remotely, do you think that UC Berkeley benefits from offering Flexible Work Arrangements?

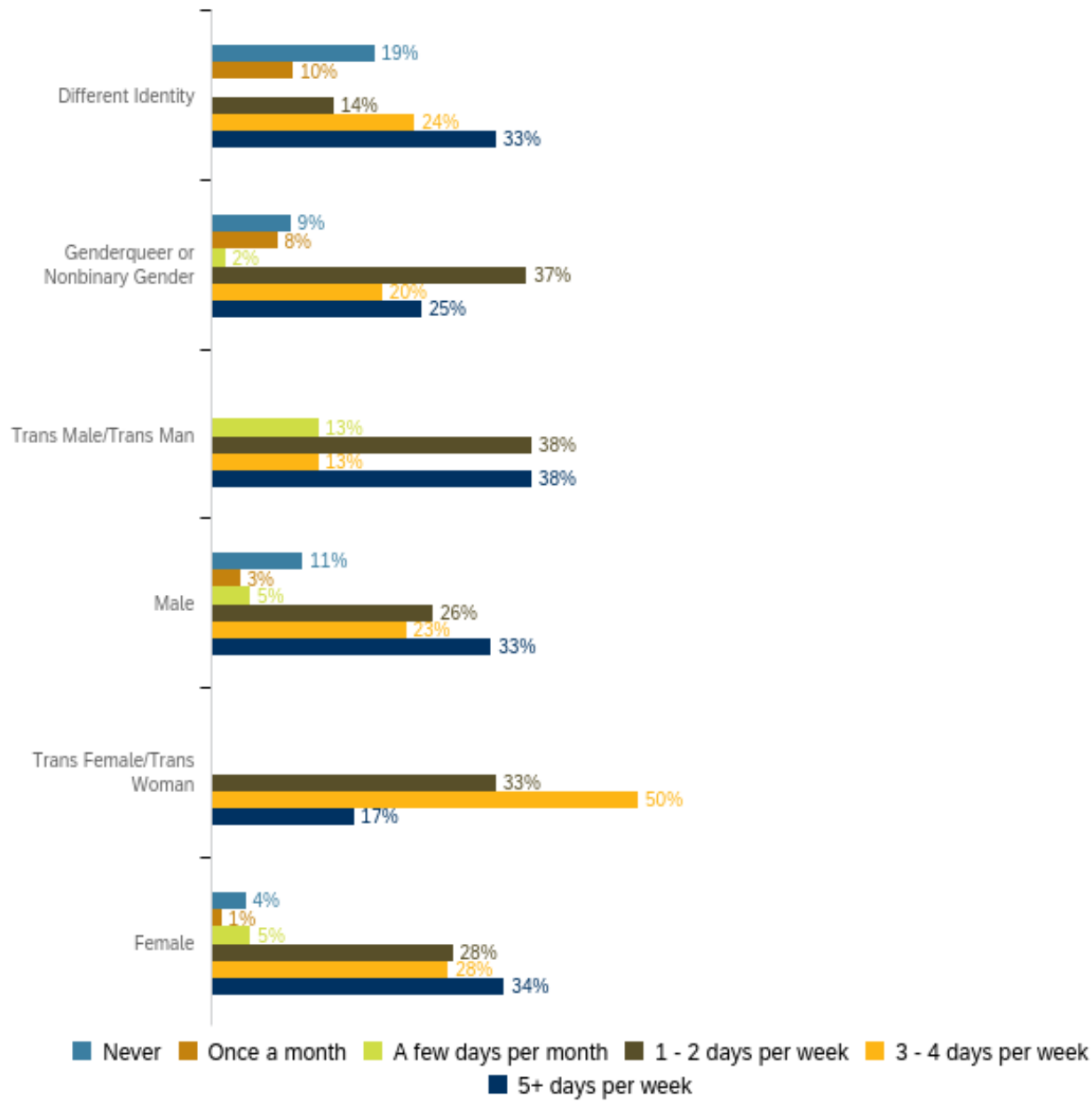


Question	Yes		No		Total
	%	Count	%	Count	
African-American/Black	97%	162	3%	5	167
American Indian/Alaskan Native	100%	12	0%	0	12
Chinese	96%	102	4%	4	106
Filipino	100%	75	0%	0	75
Hispanic/Latino	99%	281	1%	3	284
Japanese	100%	22	0%	0	22
Korean	100%	14	0%	0	14
Middle Eastern/Southwest Asian/North African (SWANA)	97%	38	3%	1	39
Other Asian	98%	46	2%	1	47
Pacific Islander	92%	11	8%	1	12
South Asian	95%	37	5%	2	39
Two Or More Races	96%	145	4%	6	151
Vietnamese	100%	16	0%	0	16
White	97%	1184	3%	33	1217

Berkeley People & Culture

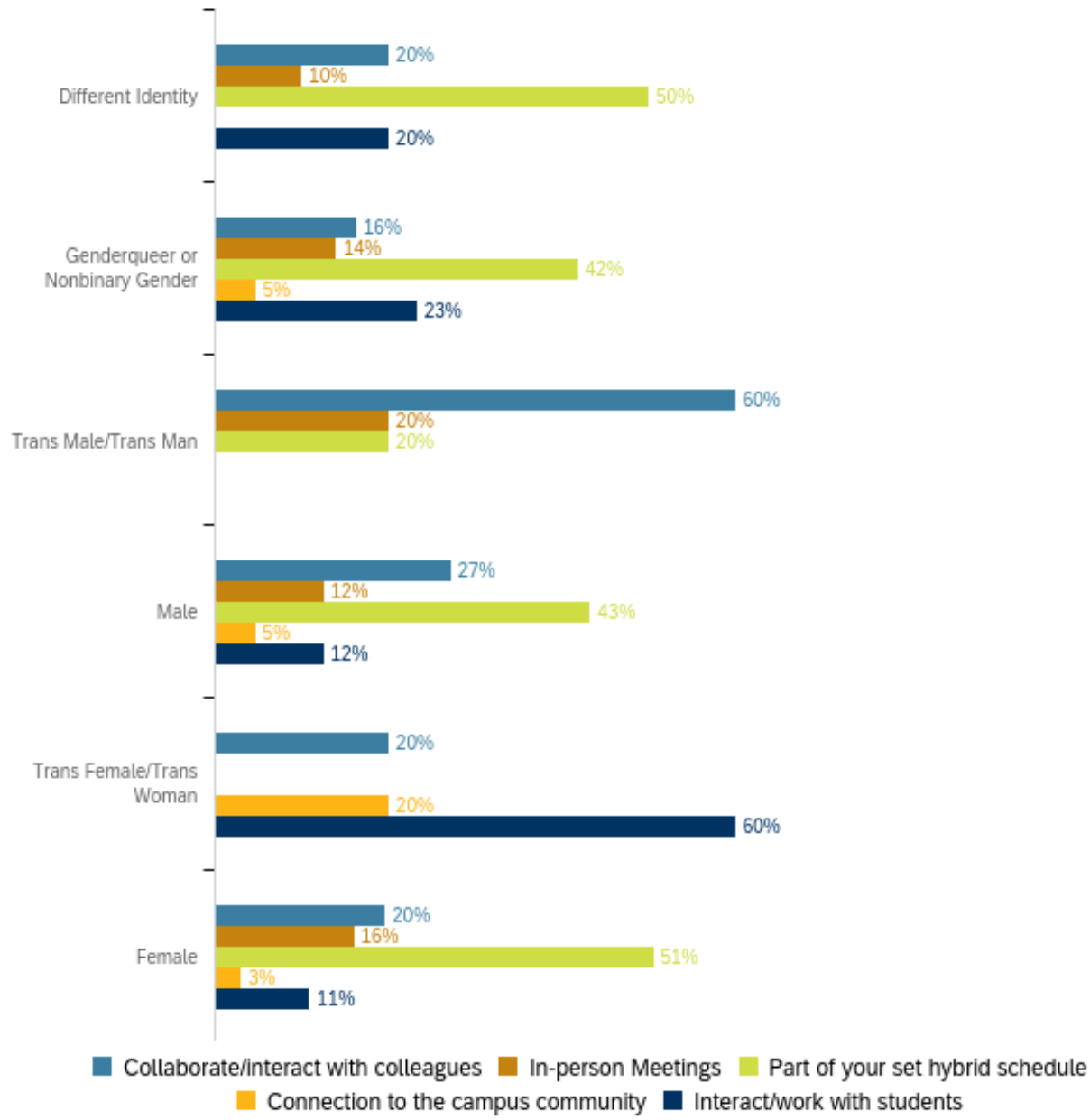
Flexible Work Arrangement Survey - Gender Identity February 2023

On average, how often are you working remotely?



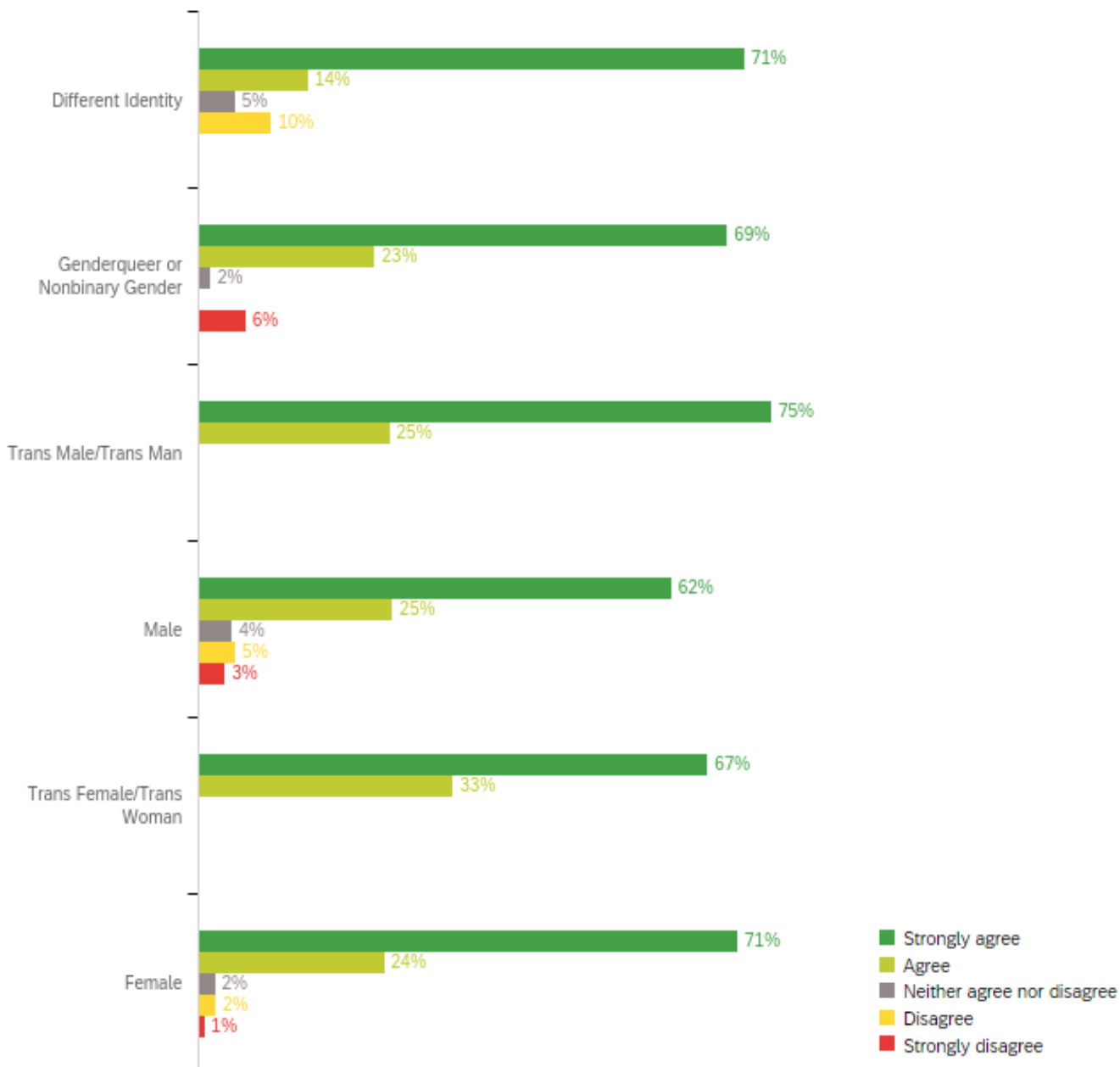
Question	Never	Once a month	A few times per month	1 - 2 times per week	3 - 4 times per week	5+ days per week	Total						
Different Identity	19%	4	10%	2	0%	0	14%	3	24%	5	33%	7	21
Genderqueer or Nonbinary Gender	9%	6	8%	5	2%	1	37%	24	20%	13	25%	16	65
Trans Male/Trans Man	0%	0	0%	0	13%	1	38%	3	13%	1	38%	3	8
Male	11%	78	3%	24	5%	33	26%	189	23%	166	33%	239	729
Trans Female/Trans Woman	0%	0	0%	0	0%	0	33%	2	50%	3	17%	1	6
Female	4%	69	1%	20	5%	80	28%	493	28%	484	34%	599	1745

Why do you typically come to campus?



Question	Collaborate/interact with colleagues		In-person Meetings		Part of your set hybrid schedule		Connection to the campus community		Interact/work with students		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Different Identity	20%	2	10%	1	50%	5	0%	0	20%	2	10
Genderqueer or Nonbinary Gender	16%	7	14%	6	42%	18	5%	2	23%	10	43
Trans Male/Trans Man	60%	3	20%	1	20%	1	0%	0	0%	0	5
Male	27%	111	12%	51	43%	177	5%	19	12%	51	409
Trans Female/Trans Woman	20%	1	0%	0	0%	0	20%	1	60%	3	5
Female	20%	210	16%	171	51%	541	3%	32	11%	117	1071

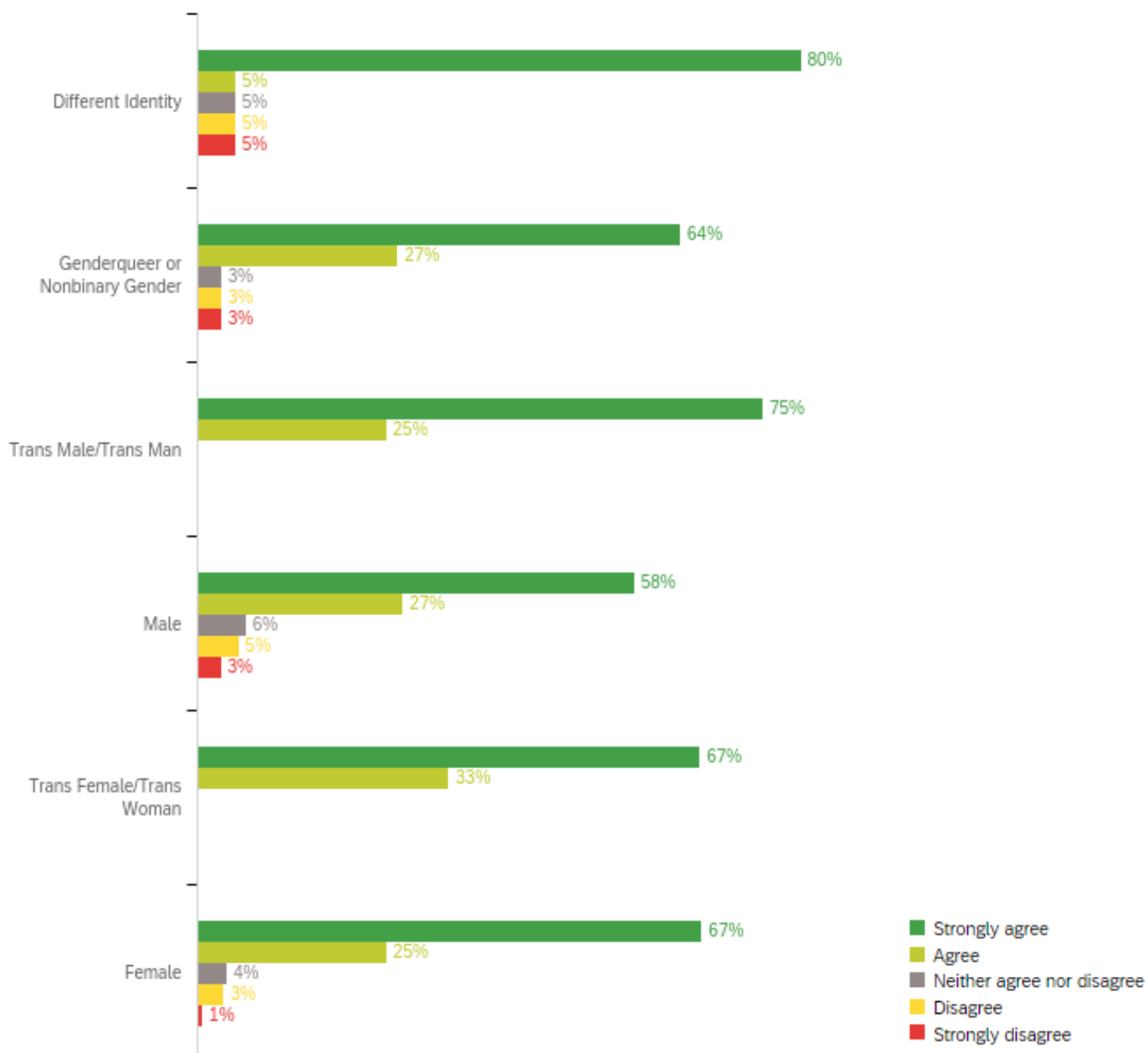
I can easily communicate with my coworkers (or colleagues) in my business unit (or office/lab/department) while they are working remotely.



Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Avg. Score*	Total					
Different Identity	71%	15	14%	3	5%	1	10%	2	0%	0	4.48 (-0.4)	21
Genderqueer or Nonbinary Gender	69%	45	23%	15	2%	1	0%	0	6%	4	4.49 (-0.12)	65
Trans Male/Trans Man	75%	6	25%	2	0%	0	0%	0	0%	0	4.75 (-0.25)	8
Male	62%	448	25%	184	4%	32	5%	35	3%	25	4.37 (-0.02)	724
Trans Female/Trans Woman	67%	4	33%	2	0%	0	0%	0	0%	0	4.67 (1.67)	6
Female	71%	1227	24%	422	2%	37	2%	39	1%	13	4.62 (0.01)	1738

*Difference in average score from October 2021 FWA Survey

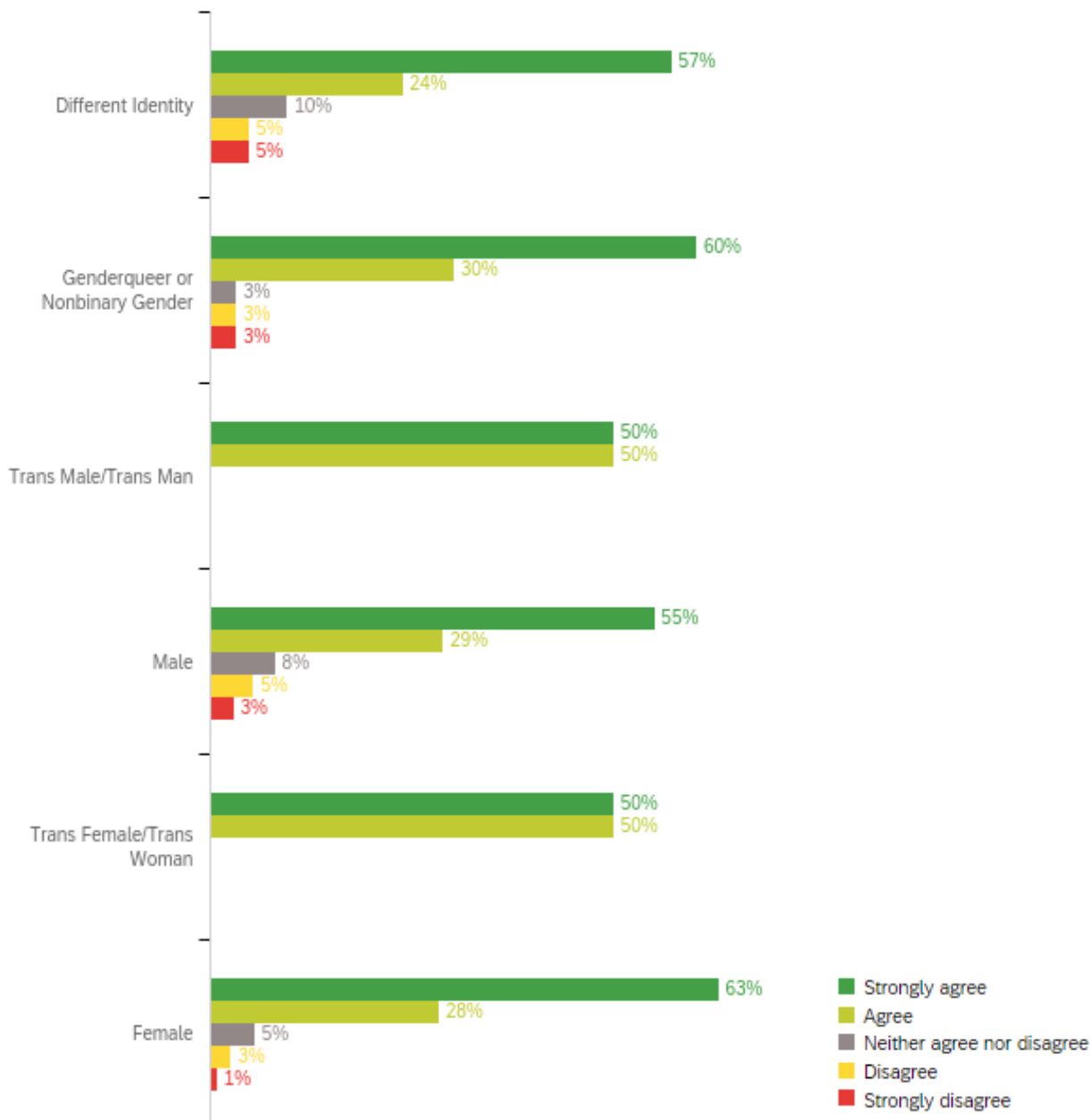
I can easily collaborate with my coworkers (or colleagues) in my business unit (or office/lab/department) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Different Identity	80%	16	5%	1	5%	1	5%	1	5%	1	4.5 (-0.5)	20
Genderqueer or Nonbinary Gender	64%	41	27%	17	3%	2	3%	2	3%	2	4.45 (-0.11)	64
Trans Male/Trans Man	75%	6	25%	2	0%	0	0%	0	0%	0	4.75 (-0.25)	8
Male	58%	417	27%	196	6%	46	5%	39	3%	22	4.32 (0.04)	720
Trans Female/Trans Woman	67%	4	33%	2	0%	0	0%	0	0%	0	4.67 (1.67)	6
Female	67%	1156	25%	433	4%	67	3%	60	1%	11	4.54 (0.05)	1727

*Difference in average score from October 2021 FWA Survey

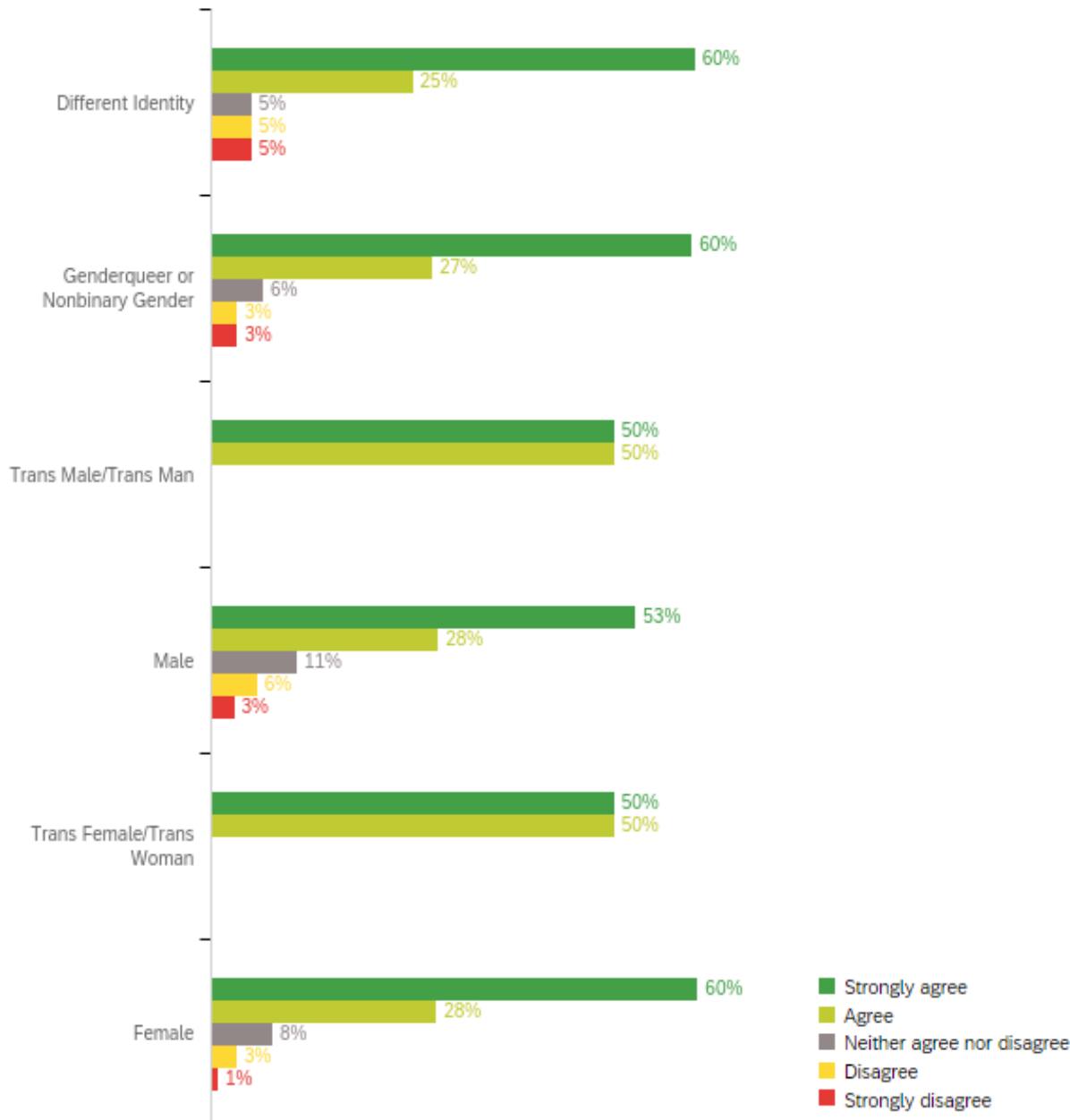
I can easily communicate with individuals in other business units (or office/lab/department) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Different Identity	57%	12	24%	5	10%	2	5%	1	5%	1	4.24 (-0.76)	21
Genderqueer or Nonbinary Gender	60%	38	30%	19	3%	2	3%	2	3%	2	4.41 (-0.04)	63
Trans Male/Trans Man	50%	4	50%	4	0%	0	0%	0	0%	0	4.5 (-0.33)	8
Male	55%	393	29%	206	8%	57	5%	38	3%	20	4.28 (0.04)	714
Trans Female/Trans Woman	50%	3	50%	3	0%	0	0%	0	0%	0	4.5 (0.5)	6
Female	63%	1075	28%	483	5%	93	3%	43	1%	13	4.5 (0.06)	1707

*Difference in average score from October 2021 FWA Survey

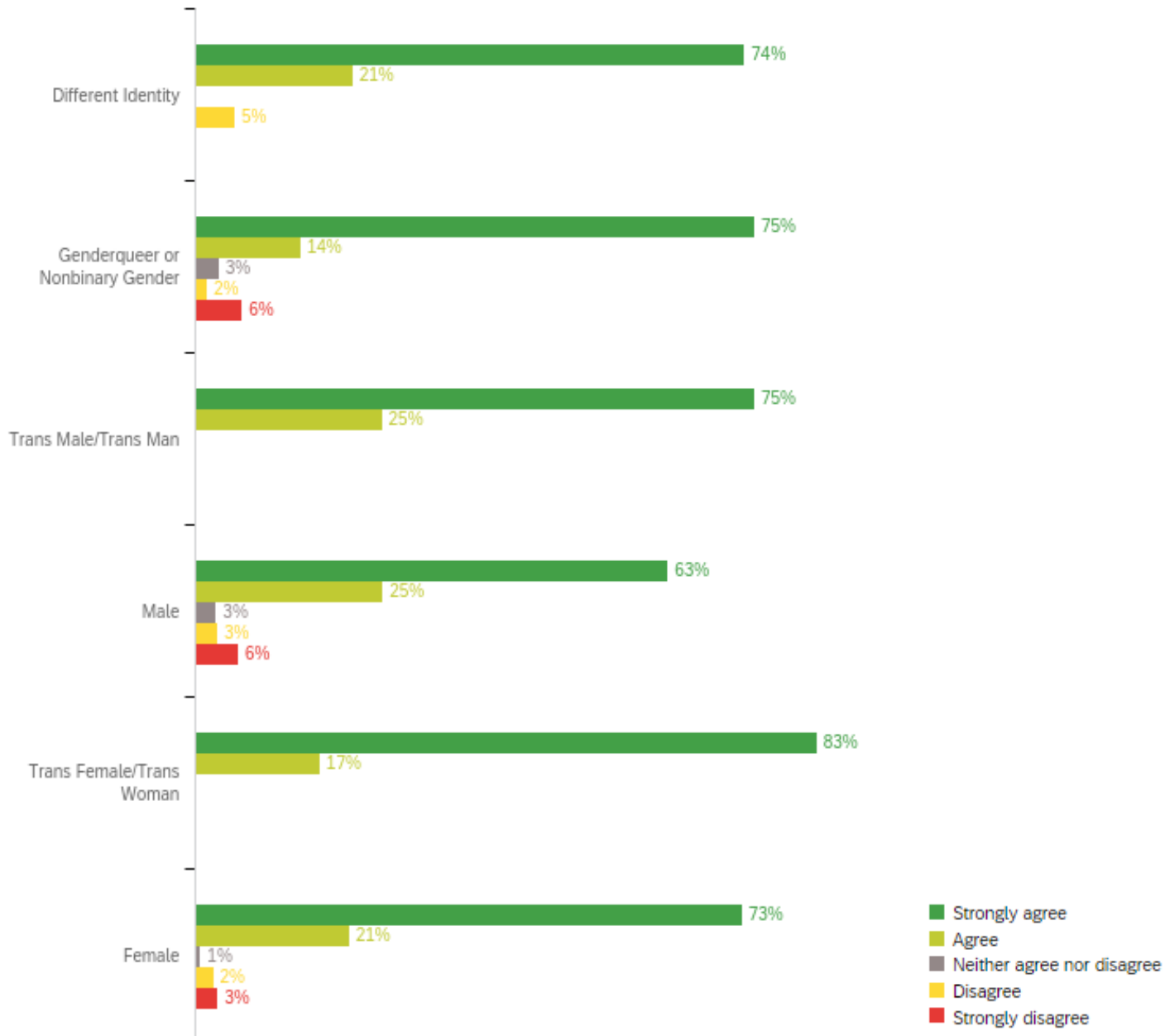
I can easily collaborate with individuals in other business units (or office/lab/department) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Different Identity	60%	12	25%	5	5%	1	5%	1	5%	1	4.3 (-0.7)	20
Genderqueer or Nonbinary Gender	60%	37	27%	17	6%	4	3%	2	3%	2	4.37 (-0.07)	62
Trans Male/Trans Man	50%	4	50%	4	0%	0	0%	0	0%	0	4.5 (-0.33)	8
Male	53%	372	28%	199	11%	75	6%	40	3%	20	4.22 (0.07)	706
Trans Female/Trans Woman	50%	3	50%	3	0%	0	0%	0	0%	0	4.5 (0.5)	6
Female	60%	1022	28%	473	8%	129	3%	54	1%	14	4.44 (0.06)	1692

*Difference in average score from October 2021 FWA Survey

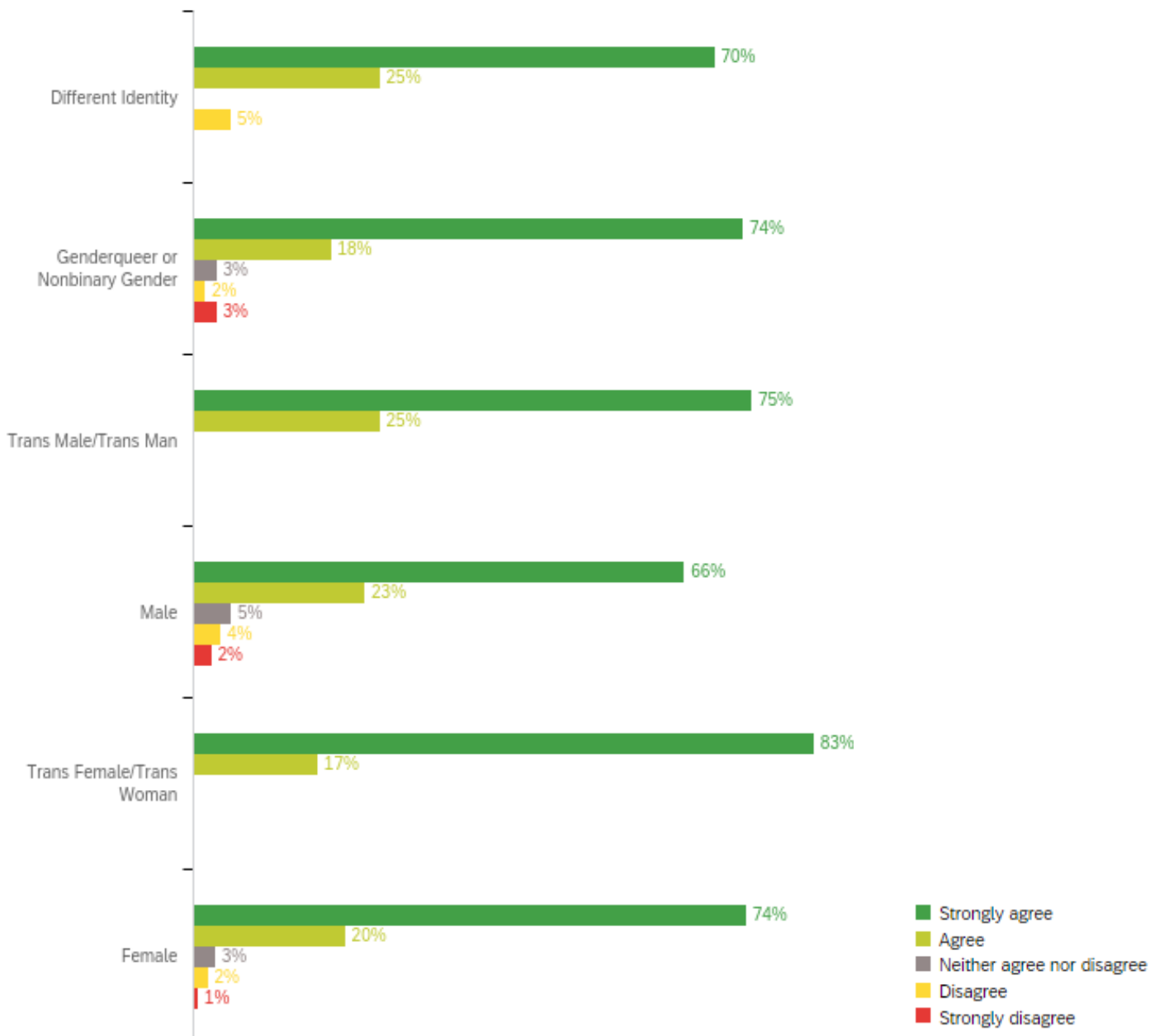
I can easily collaborate with my manager (or department chair/lab manager/supervisor) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Different Identity	74%	14	21%	4	0%	0	5%	1	0%	0	4.63 (-0.37)	19
Genderqueer or Nonbinary Gender	75%	48	14%	9	6%	4	2%	1	3%	2	4.56 (-0.12)	64
Trans Male/Trans Man	75%	6	25%	2	0%	0	0%	0	0%	0	4.75 (0.25)	8
Male	63%	454	25%	180	6%	41	3%	21	3%	20	4.43 (-0.05)	716
Trans Female/Trans Woman	83%	5	17%	1	0%	0	0%	0	0%	0	4.83 (0.83)	6
Female	73%	1264	21%	355	3%	52	2%	41	1%	12	4.63 (0.04)	1724

*Difference in average score from October 2021 FWA Survey

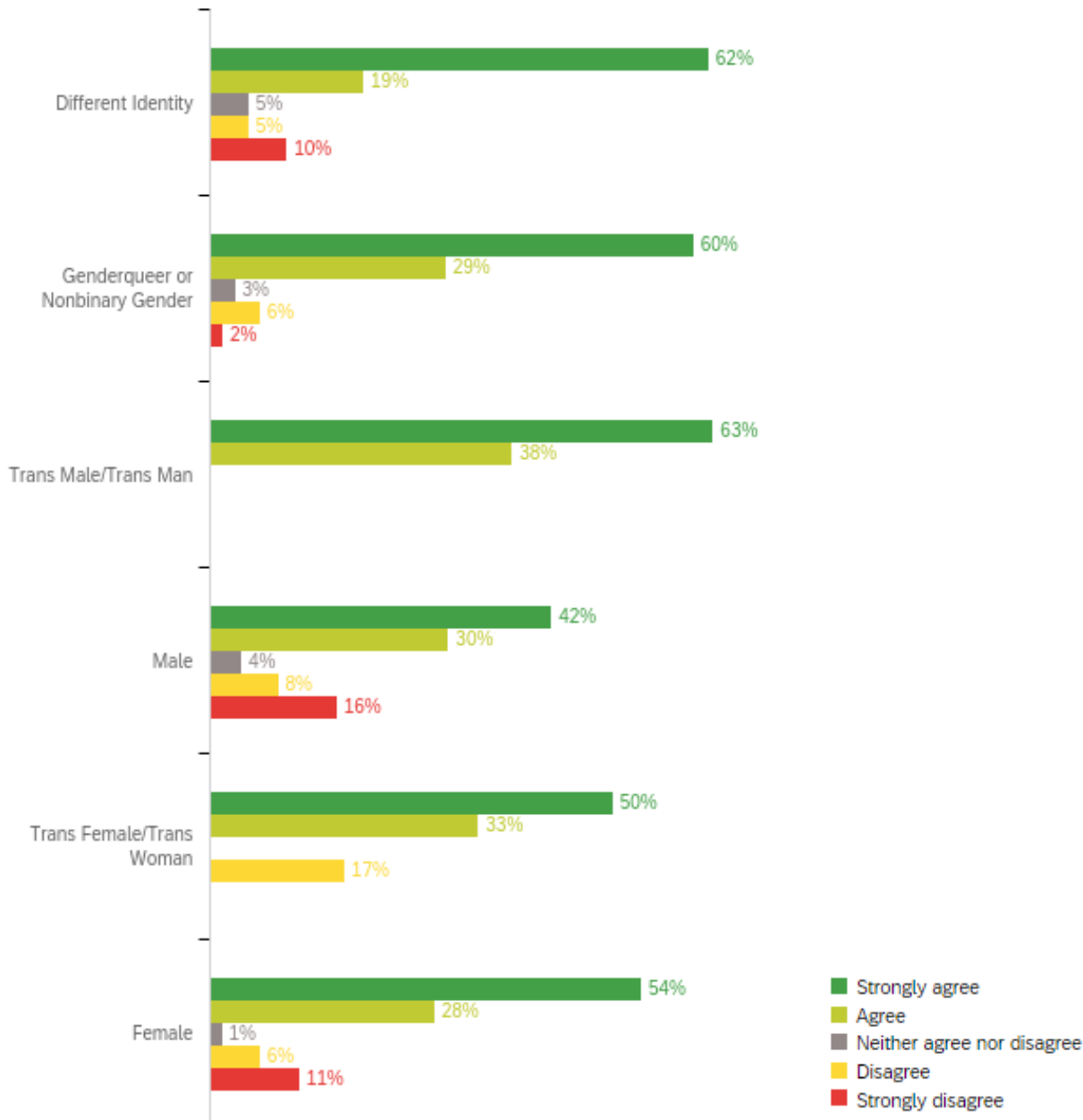
I can easily communicate with my manager (or department chair/lab manager/supervisor) while they are working remotely.



Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Avg. Score*	Total					
Different Identity	70%	14	25%	5	0%	0	5%	1	0%	0	4.6 (-0.4)	20
Genderqueer or Nonbinary Gender	74%	48	18%	12	3%	2	2%	1	3%	2	4.58 (-0.08)	65
Trans Male/Trans Man	75%	6	25%	2	0%	0	0%	0	0%	0	4.75 (0.25)	8
Male	66%	473	23%	165	5%	36	4%	26	2%	17	4.47 (-0.05)	717
Trans Female/Trans Woman	83%	5	17%	1	0%	0	0%	0	0%	0	4.83 (0.83)	6
Female	74%	1281	20%	351	3%	50	2%	33	1%	10	4.66 (0.03)	1725

*Difference in average score from October 2021 FWA Survey

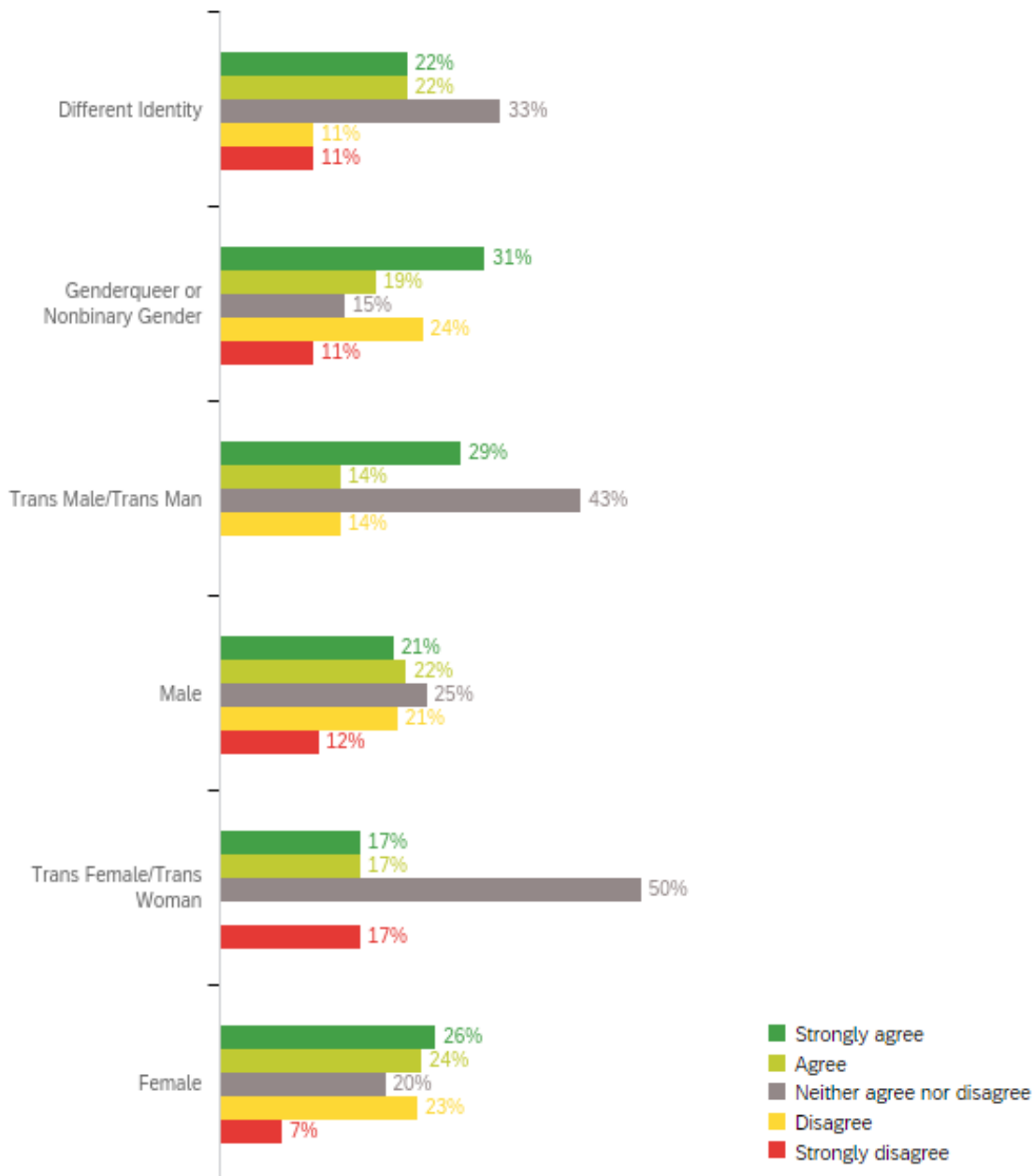
Meetings conducted on Zoom are as productive as meetings conducted face-to-face.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Different Identity	62%	13	19%	4	10%	2	5%	1	5%	1	4.29 (-0.46)	21
Genderqueer or Nonbinary Gender	60%	39	29%	19	2%	1	6%	4	3%	2	4.37 (0.08)	65
Trans Male/Trans Man	63%	5	38%	3	0%	0	0%	0	0%	0	4.63 (0.3)	8
Male	42%	308	30%	215	16%	114	8%	61	4%	28	3.98 (0.07)	726
Trans Female/Trans Woman	50%	3	33%	2	0%	0	17%	1	0%	0	4.17 (2.17)	6
Female	54%	933	28%	485	11%	192	6%	107	1%	25	4.26 (0.08)	1742

*Difference in average score from October 2021 FWA Survey

On-boarding, integrating and forming relationships with new employees hired remotely (that I've never met or worked with in person), has been the same or better as compared to hiring in person (answer NA if no new employees to your team).



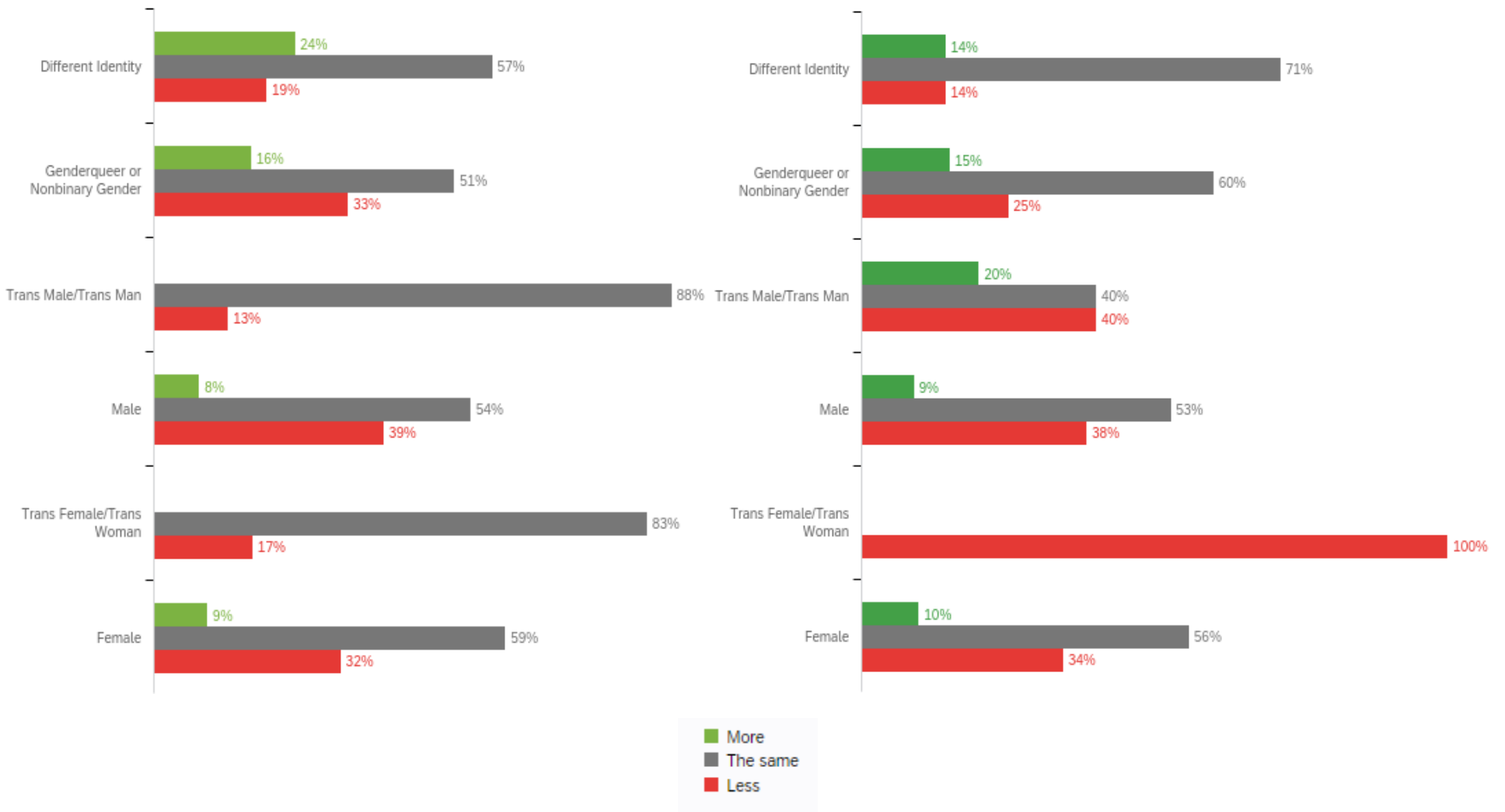
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Different Identity	22%	4	22%	4	33%	6	11%	2	11%	2	3.33 (-1)	18
Genderqueer or Nonbinary Gender	31%	17	19%	10	15%	8	24%	13	11%	6	3.35 (-0.09)	54
Trans Male/Trans Man	29%	2	14%	1	43%	3	14%	1	0%	0	3.57 (1.32)	7
Male	21%	120	22%	129	25%	143	21%	123	12%	68	3.19 (0.19)	583
Trans Female/Trans Woman	17%	1	17%	1	50%	3	0%	0	17%	1	3.17 (2.17)	6
Female	26%	358	24%	335	20%	274	23%	328	7%	103	3.37 (0.18)	1398

*Difference in average score from October 2021 FWA Survey

Compared to when my coworkers (or colleagues) are working on-site, I feel _____ sense of community with my coworkers when they are working remotely. (Select NA if you have not had this experience)

February 2023

October 2021



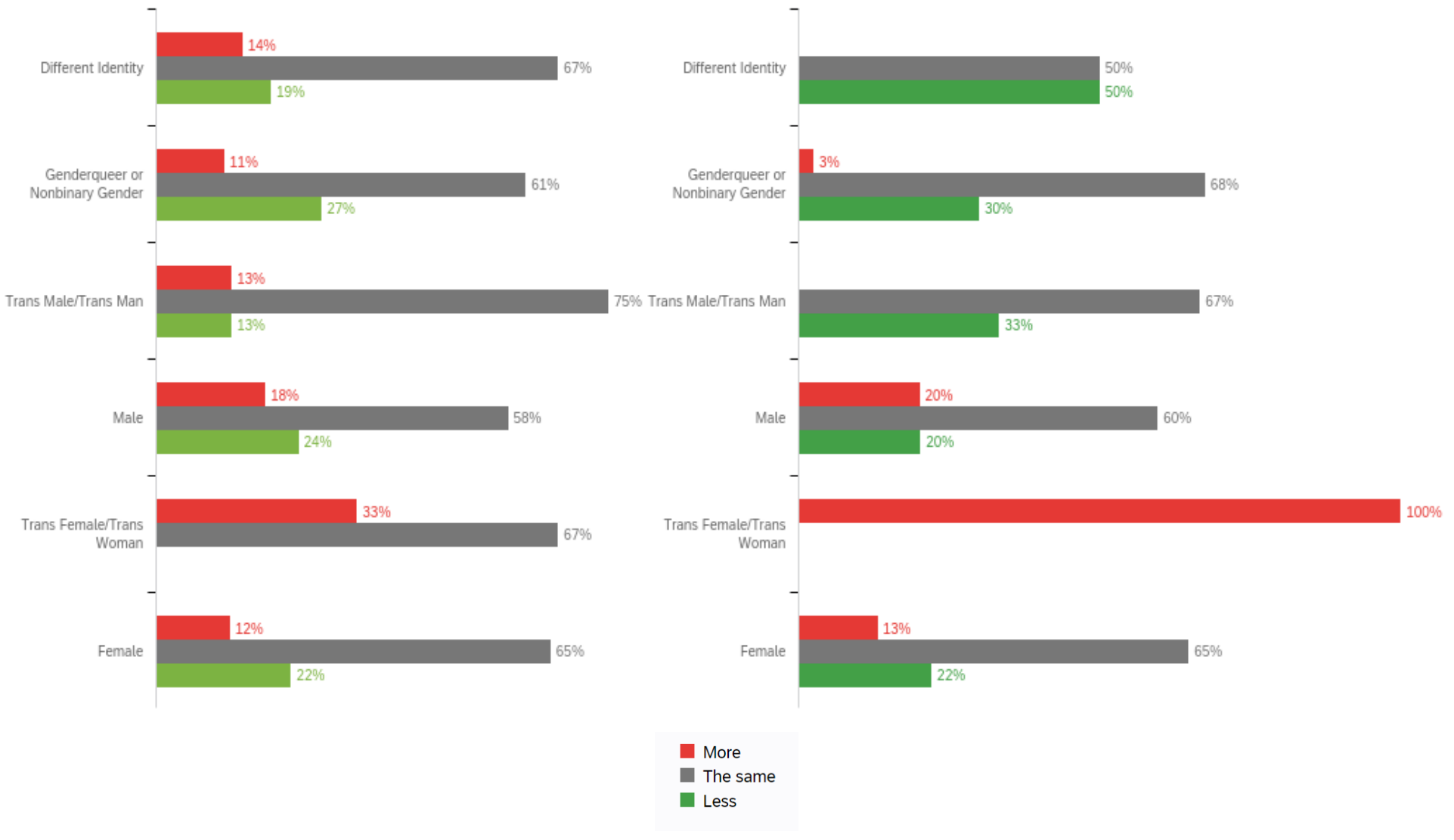
February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Different Identity	14%	1	71%	5	14%	1	7
Genderqueer or Nonbinary Gender	15%	6	60%	24	25%	10	40
Trans Male/Trans Man	20%	1	40%	2	40%	2	5
Male	9%	57	53%	339	38%	247	643
Trans Female/Trans Woman	0%	0	0%	0	100%	1	1
Female	10%	138	56%	788	34%	485	1411

Compared to when my coworkers (or colleagues) are working on-site, it takes _____ time to get work-related questions answered when my co-workers are working remotely. (Select NA if you have not had this experience)

February 2023

October 2021



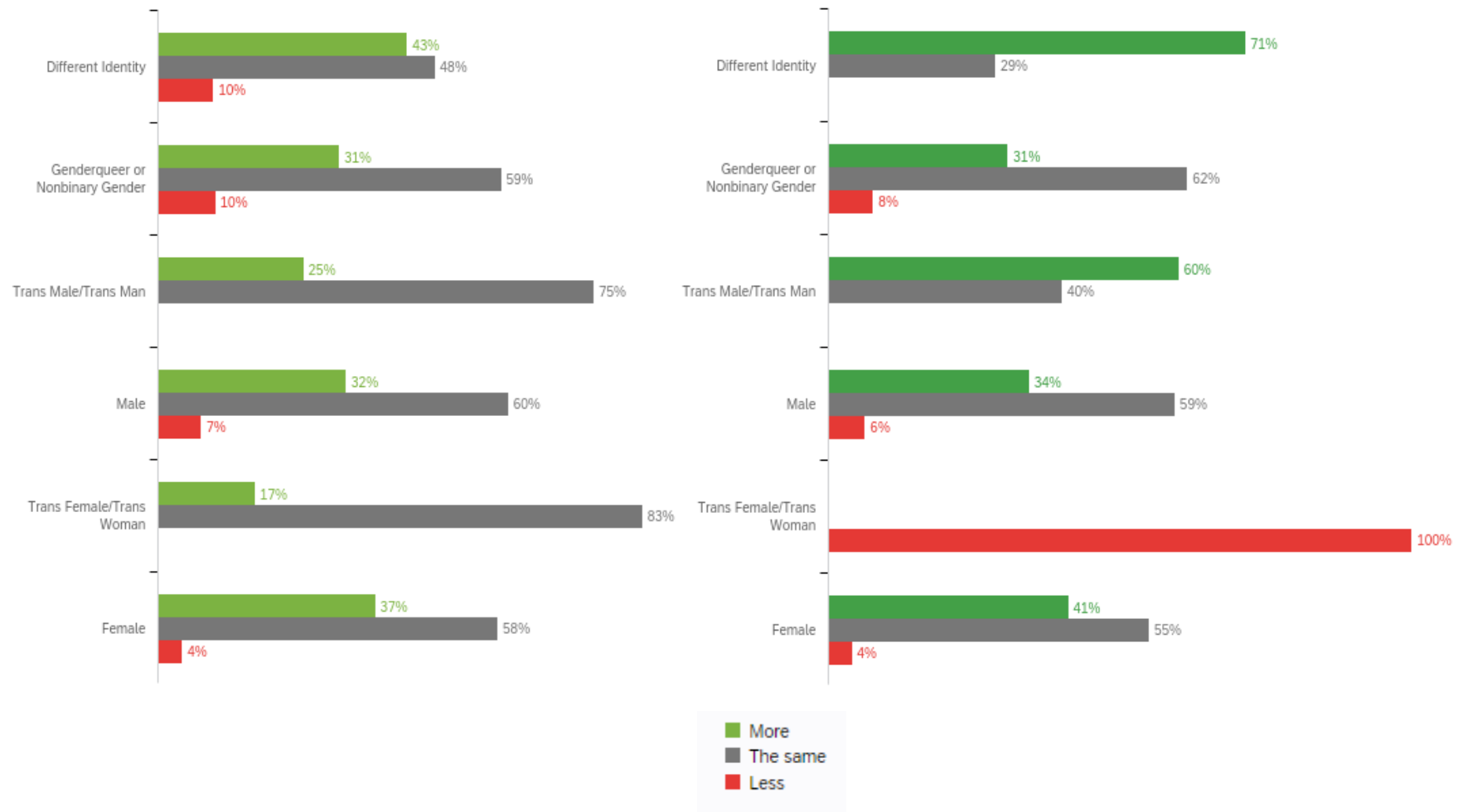
February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Different Identity	14%	3	67%	14	19%	4	21
Genderqueer or Nonbinary Gender	11%	7	61%	38	27%	17	62
Trans Male/Trans Man	13%	1	75%	6	13%	1	8
Male	18%	126	58%	406	24%	164	696
Trans Female/Trans Woman	33%	2	67%	4	0%	0	6
Female	12%	203	65%	1087	22%	372	1662

Compared to when my coworkers (or colleagues) are working on-site, my coworkers appear to be completing _____ amount of work while they are working remotely.

February 2023

October 2021



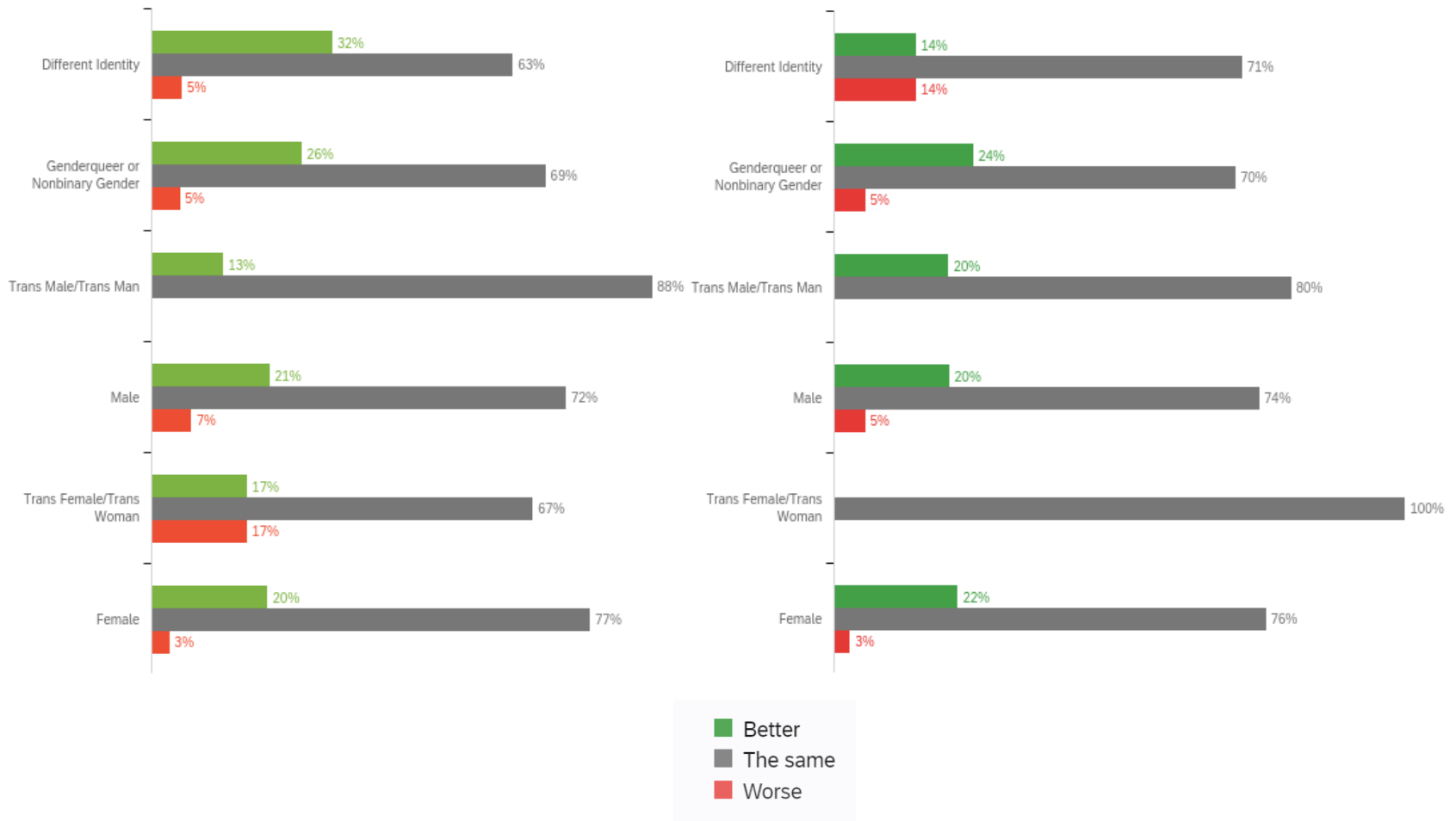
February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Different Identity	43%	9	48%	10	10%	2	21
Genderqueer or Nonbinary Gender	31%	19	59%	36	10%	6	61
Trans Male/Trans Man	25%	2	75%	6	0%	0	8
Male	32%	218	60%	406	7%	50	674
Trans Female/Trans Woman	17%	1	83%	5	0%	0	6
Female	37%	602	58%	942	4%	67	1611

Compared to when my coworkers (or colleagues) are working on-site, the quality of my coworkers' work product is _____ when they are working remotely.

February 2023

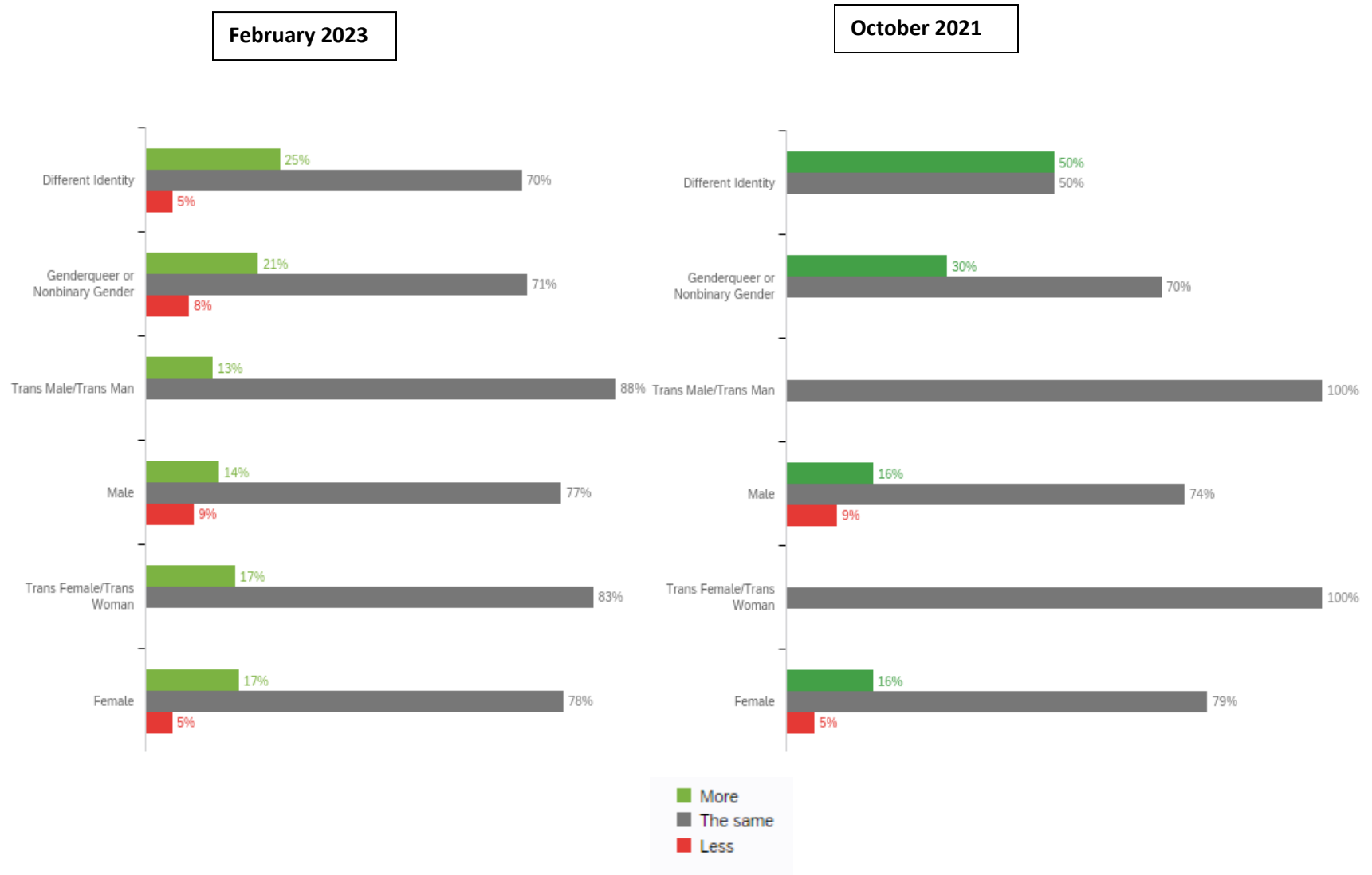
October 2021



February 2023

Question	Better		The same		Worse		Total
	%	Count	%	Count	%	Count	
Different Identity	32%	6	63%	12	5%	1	19
Genderqueer or Nonbinary Gender	26%	16	69%	42	5%	3	61
Trans Male/Trans Man	13%	1	88%	7	0%	0	8
Male	21%	139	72%	489	7%	47	675
Trans Female/Trans Woman	17%	1	67%	4	17%	1	6
Female	20%	328	77%	1240	3%	50	1618

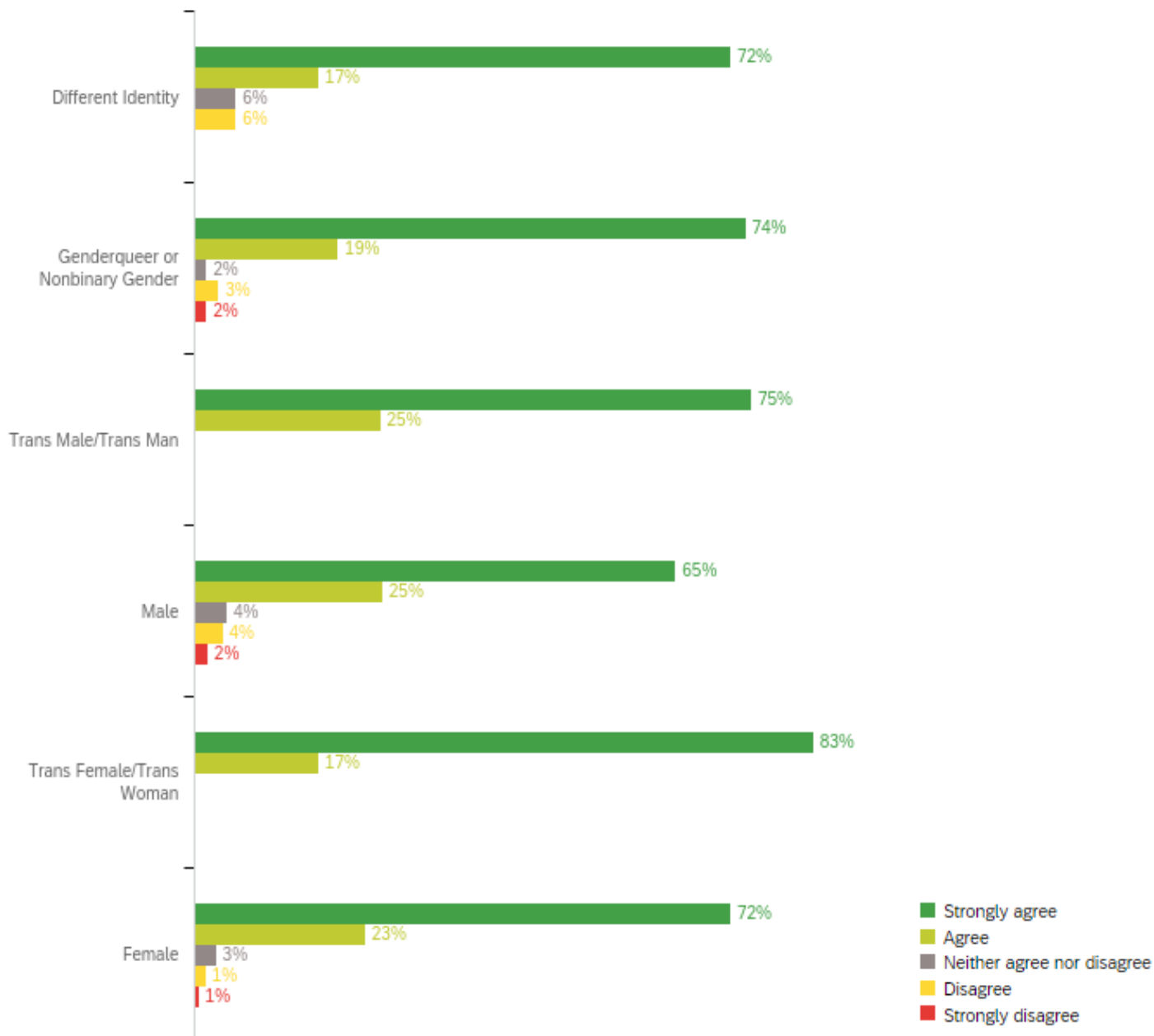
Compared to when my manager (or department chair/lab manager/supervisor) is working on-site, I feel supported _____
by my manager while my manager is working remotely.



February 2023

Question	Better		The same		Worse		Total
	%	Count	%	Count	%	Count	
Different Identity	25%	5	70%	14	5%	1	20
Genderqueer or Nonbinary Gender	21%	13	71%	44	8%	5	62
Trans Male/Trans Man	13%	1	88%	7	0%	0	8
Male	14%	93	77%	527	9%	61	681
Trans Female/Trans Woman	17%	1	83%	5	0%	0	6
Female	17%	286	78%	1282	5%	81	1649

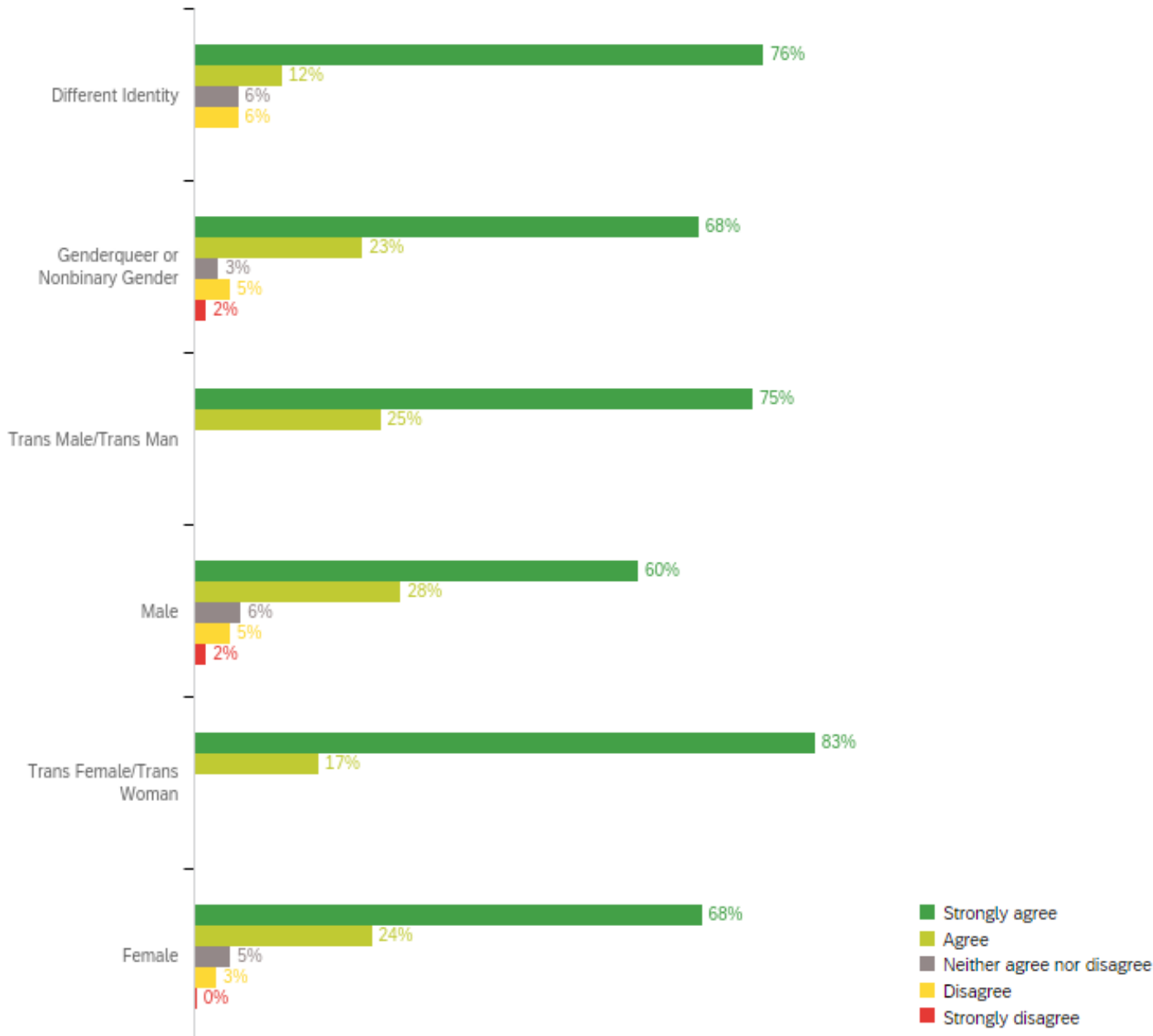
I can easily communicate with my coworkers (or colleagues) in my business unit (or offices/labs/departments) while I am working remotely.



Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Avg. Score*	Total					
Different Identity	72%	13	17%	3	6%	1	6%	1	0%	0	4.56 (-0.32)	18
Genderqueer or Nonbinary Gender	74%	46	19%	12	2%	1	3%	2	2%	1	4.61 (-0.06)	62
Trans Male/Trans Man	75%	6	25%	2	0%	0	0%	0	0%	0	4.75 (-0.08)	8
Male	65%	446	25%	174	4%	30	4%	26	2%	12	4.48 (0.07)	688
Trans Female/Trans Woman	83%	5	17%	1	0%	0	0%	0	0%	0	4.83 (0.83)	6
Female	72%	1239	23%	394	3%	49	1%	25	1%	9	4.65 (0.04)	1716

*Difference in average score from October 2021 FWA Survey

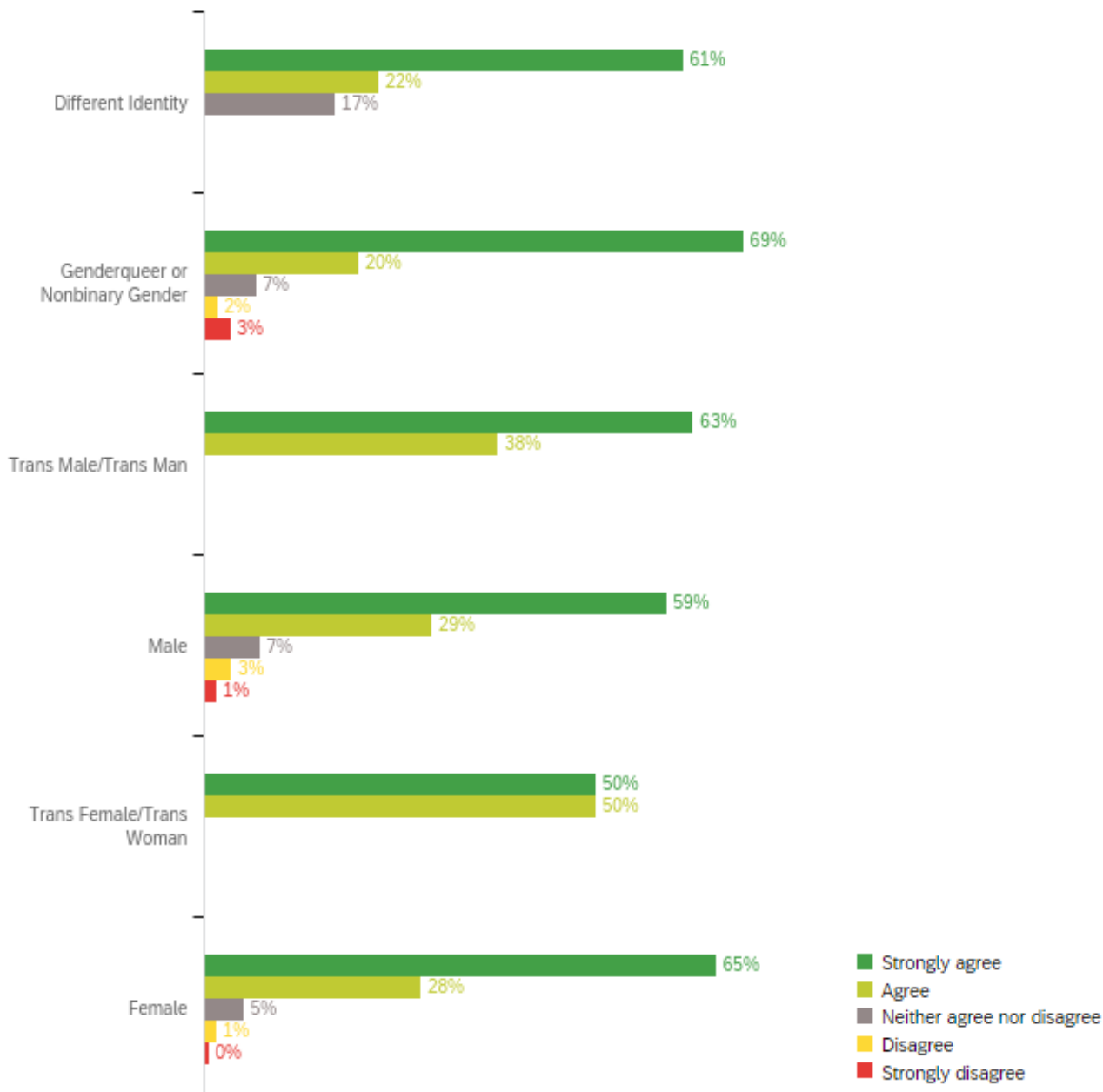
I can easily collaborate with my coworkers (or colleagues) in my business unit while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Different Identity	76%	13	12%	2	6%	1	6%	1	0%	0	4.59 (-0.29)	17
Genderqueer or Nonbinary Gender	68%	42	23%	14	3%	2	5%	3	2%	1	4.5 (-0.08)	62
Trans Male/Trans Man	75%	6	25%	2	0%	0	0%	0	0%	0	4.75 (0.42)	8
Male	60%	409	28%	190	6%	43	5%	33	2%	11	4.39 (0.06)	686
Trans Female/Trans Woman	83%	5	17%	1	0%	0	0%	0	0%	0	4.83 (1.83)	6
Female	68%	1167	24%	408	5%	83	3%	50	0%	5	4.57 (0.06)	1713

*Difference in average score from October 2021 FWA Survey

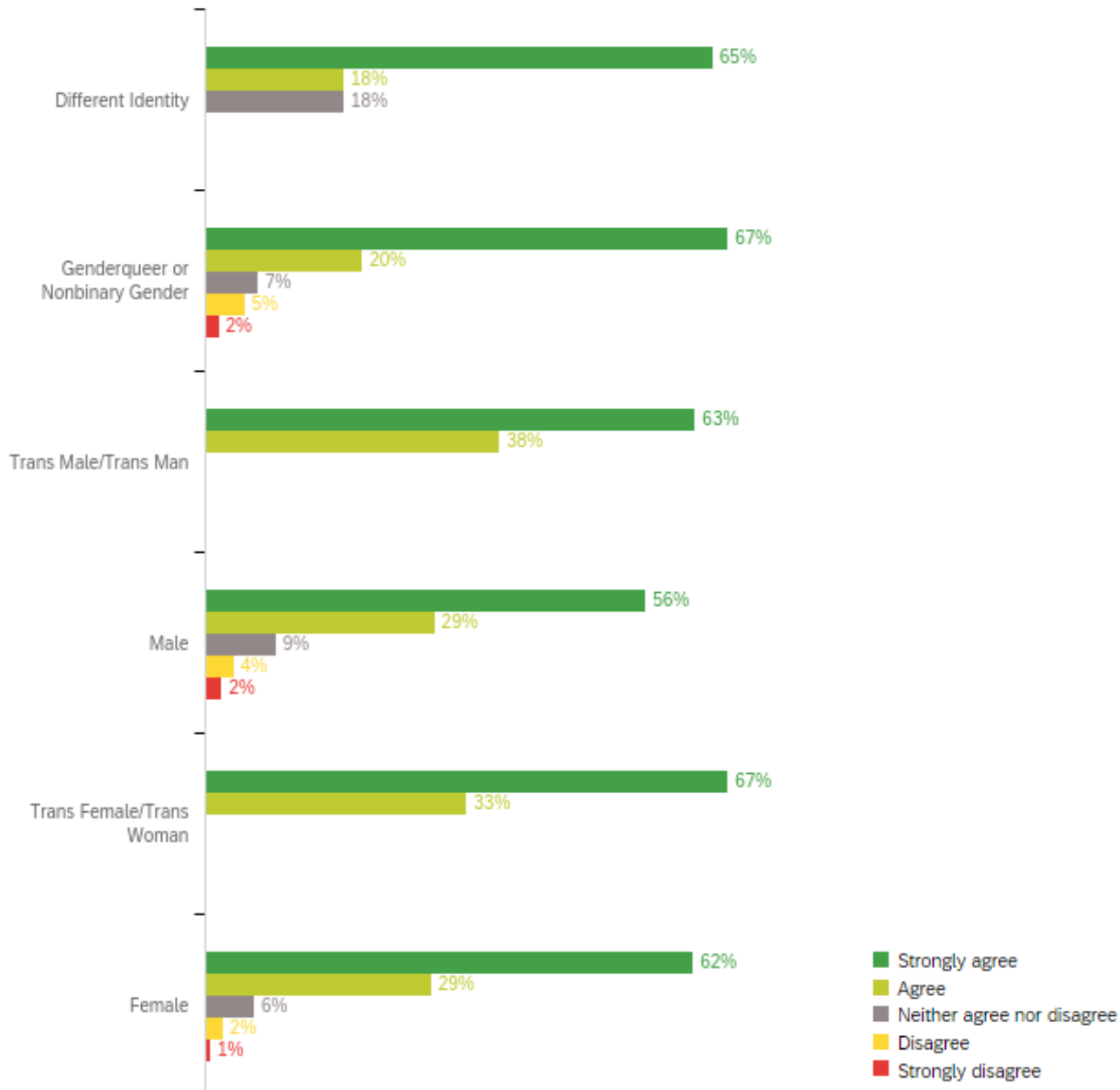
I can easily communicate with individuals in other business units (or offices/labs/departments) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Different Identity	61%	11	22%	4	17%	3	0%	0	0%	0	4.44 (-0.31)	18
Genderqueer or Nonbinary Gender	69%	42	20%	12	7%	4	2%	1	3%	2	4.49 (-0.06)	61
Trans Male/Trans Man	63%	5	38%	3	0%	0	0%	0	0%	0	4.63 (-0.04)	8
Male	59%	396	29%	195	7%	47	3%	23	1%	10	4.41 (0.08)	671
Trans Female/Trans Woman	50%	3	50%	3	0%	0	0%	0	0%	0	4.5 (0.5)	6
Female	65%	1104	28%	467	5%	84	1%	25	0%	8	4.56 (0.04)	1688

*Difference in average score from October 2021 FWA Survey

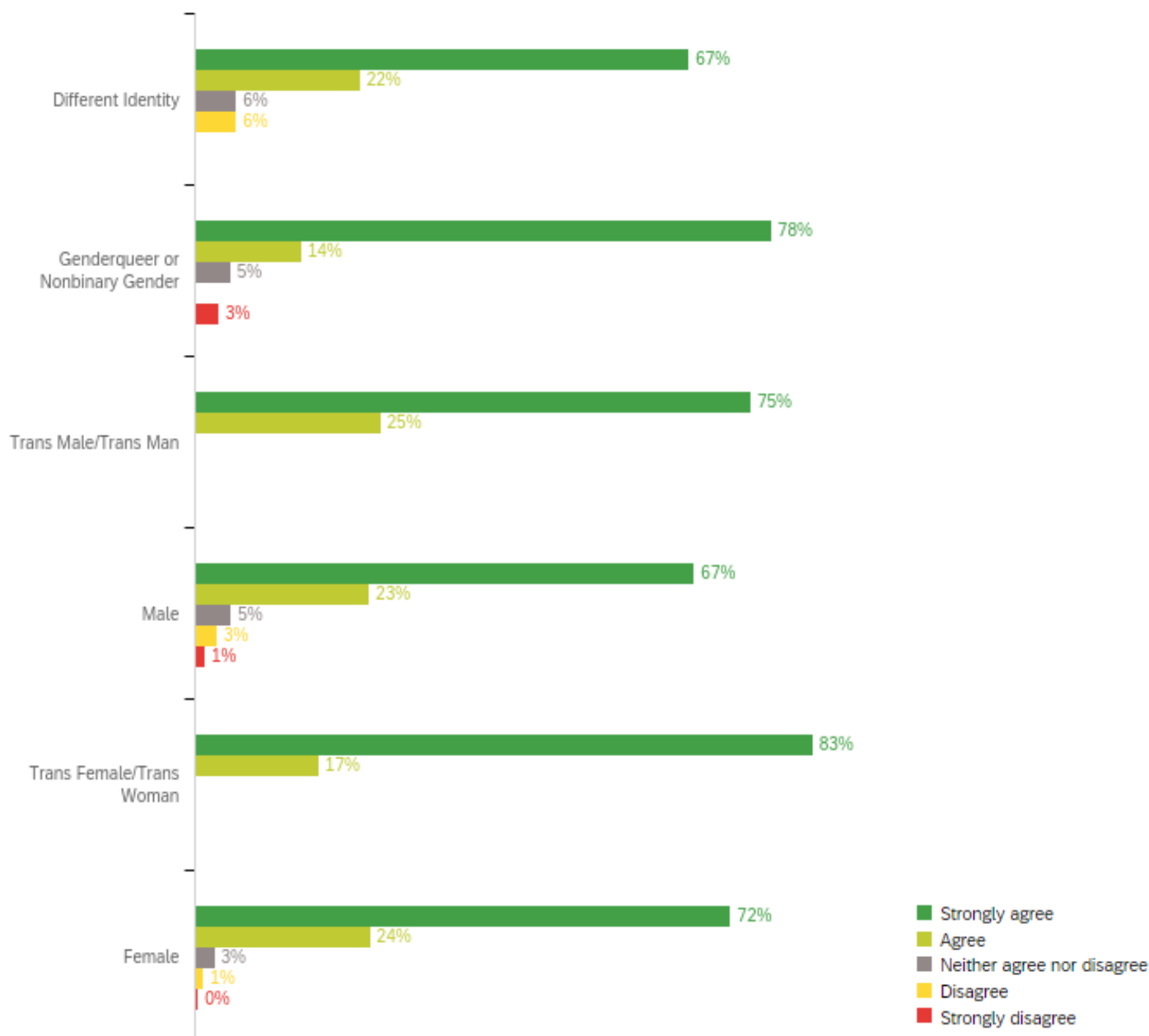
I can easily collaborate with individuals in other business units (or offices/labs/departments) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Different Identity	65%	11	18%	3	18%	3	0%	0	0%	0	4.47 (-0.28)	17
Genderqueer or Nonbinary Gender	67%	40	20%	12	7%	4	5%	3	2%	1	4.45 (-0.05)	60
Trans Male/Trans Man	63%	5	38%	3	0%	0	0%	0	0%	0	4.63 (-0.04)	8
Male	56%	377	29%	196	9%	60	4%	24	2%	14	4.34 (0.08)	671
Trans Female/Trans Woman	67%	4	33%	2	0%	0	0%	0	0%	0	4.67 (0.67)	6
Female	62%	1043	29%	482	6%	104	2%	37	1%	10	4.5 (0.05)	1676

*Difference in average score from October 2021 FWA Survey

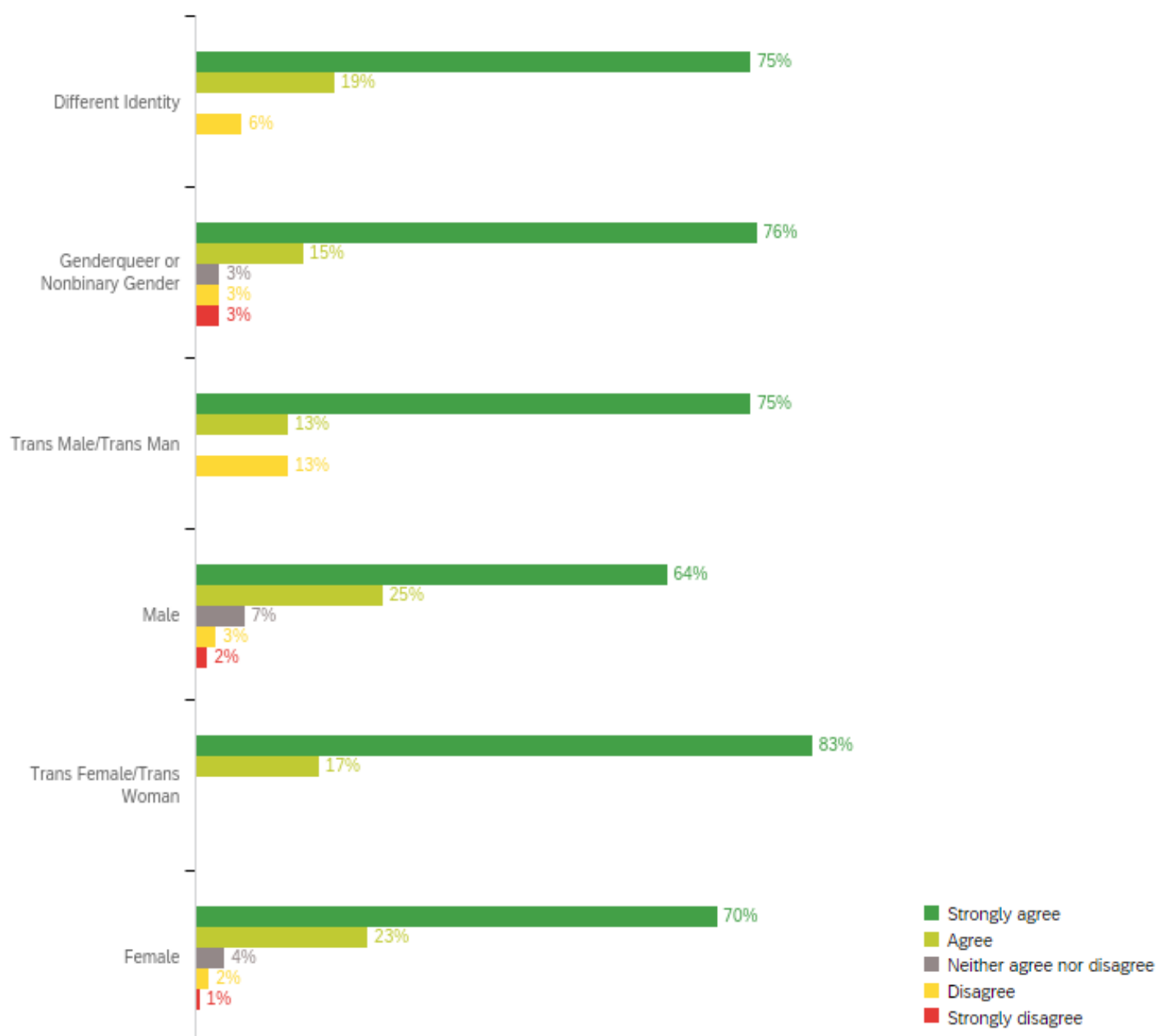
I can easily communicate with my supervisor/manager (or department chair/lab manager/supervisor) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Different Identity	67%	12	22%	4	6%	1	6%	1	0%	0	4.5 (-0.38)	18
Genderqueer or Nonbinary Gender	78%	49	14%	9	5%	3	0%	0	3%	2	4.63 (-0.09)	63
Trans Male/Trans Man	75%	6	25%	2	0%	0	0%	0	0%	0	4.75 (0.08)	8
Male	67%	459	23%	160	5%	33	3%	20	1%	9	4.53 (0.03)	681
Trans Female/Trans Woman	83%	5	17%	1	0%	0	0%	0	0%	0	4.83 (0.83)	6
Female	72%	1237	24%	404	3%	44	1%	19	0%	7	4.66 (0.04)	1711

*Difference in average score from October 2021 FWA Survey

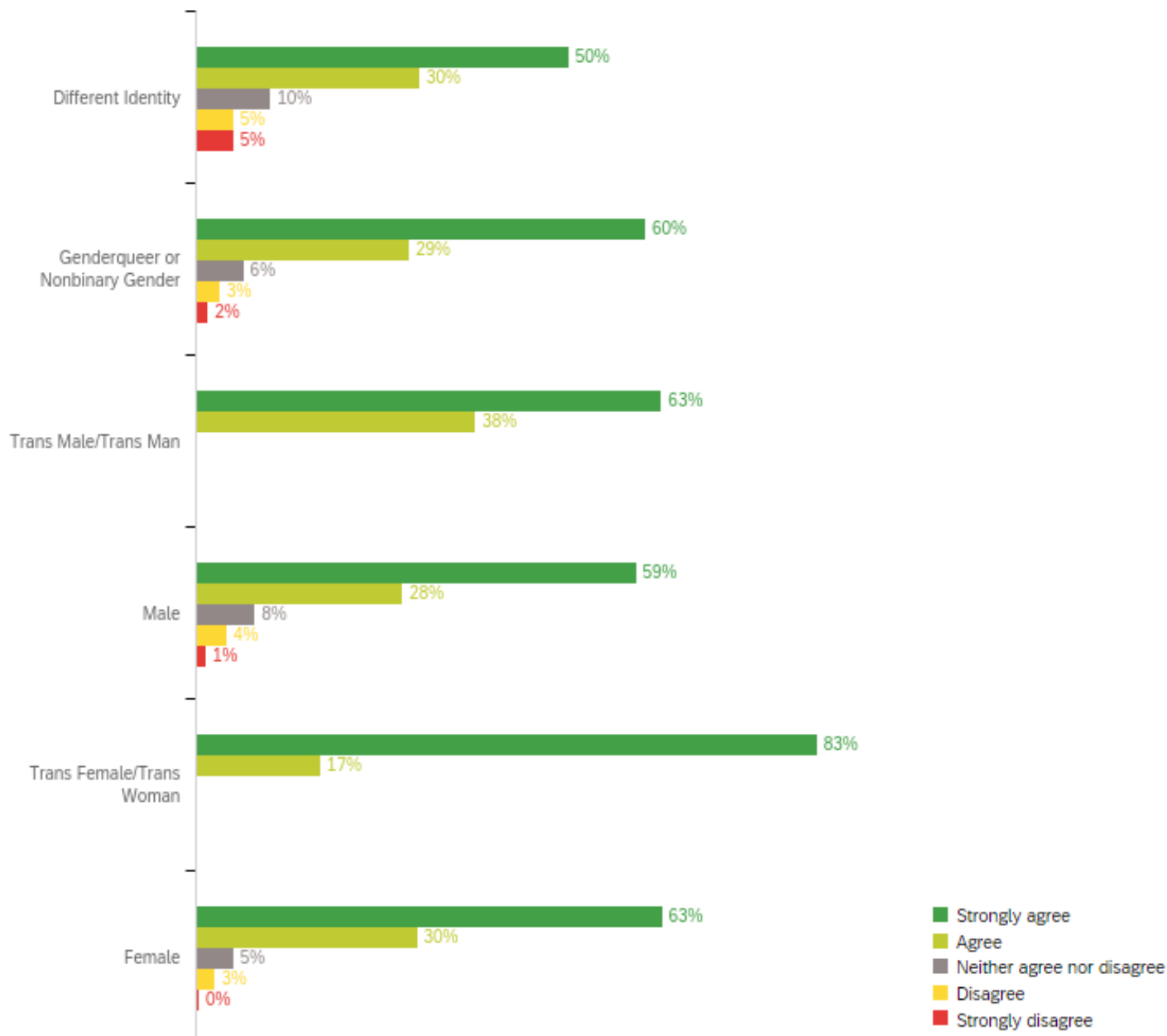
I can easily collaborate with my supervisor/manager (or department chair/lab manager/supervisor) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Different Identity	75%	12	19%	3	0%	0	6%	1	0%	0	4.63 (-0.25)	16
Genderqueer or Nonbinary Gender	76%	47	15%	9	3%	2	3%	2	3%	2	4.56 (-0.11)	62
Trans Male/Trans Man	75%	6	13%	1	0%	0	13%	1	0%	0	4.5 (-0.17)	8
Male	64%	433	25%	172	7%	45	3%	19	2%	11	4.47 (0.03)	680
Trans Female/Trans Woman	83%	5	17%	1	0%	0	0%	0	0%	0	4.83 (0.83)	6
Female	70%	1196	23%	395	4%	67	2%	31	1%	9	4.61 (0.05)	1698

*Difference in average score from October 2021 FWA Survey

I have access to the resources I need to do my job effectively while I am working remotely.



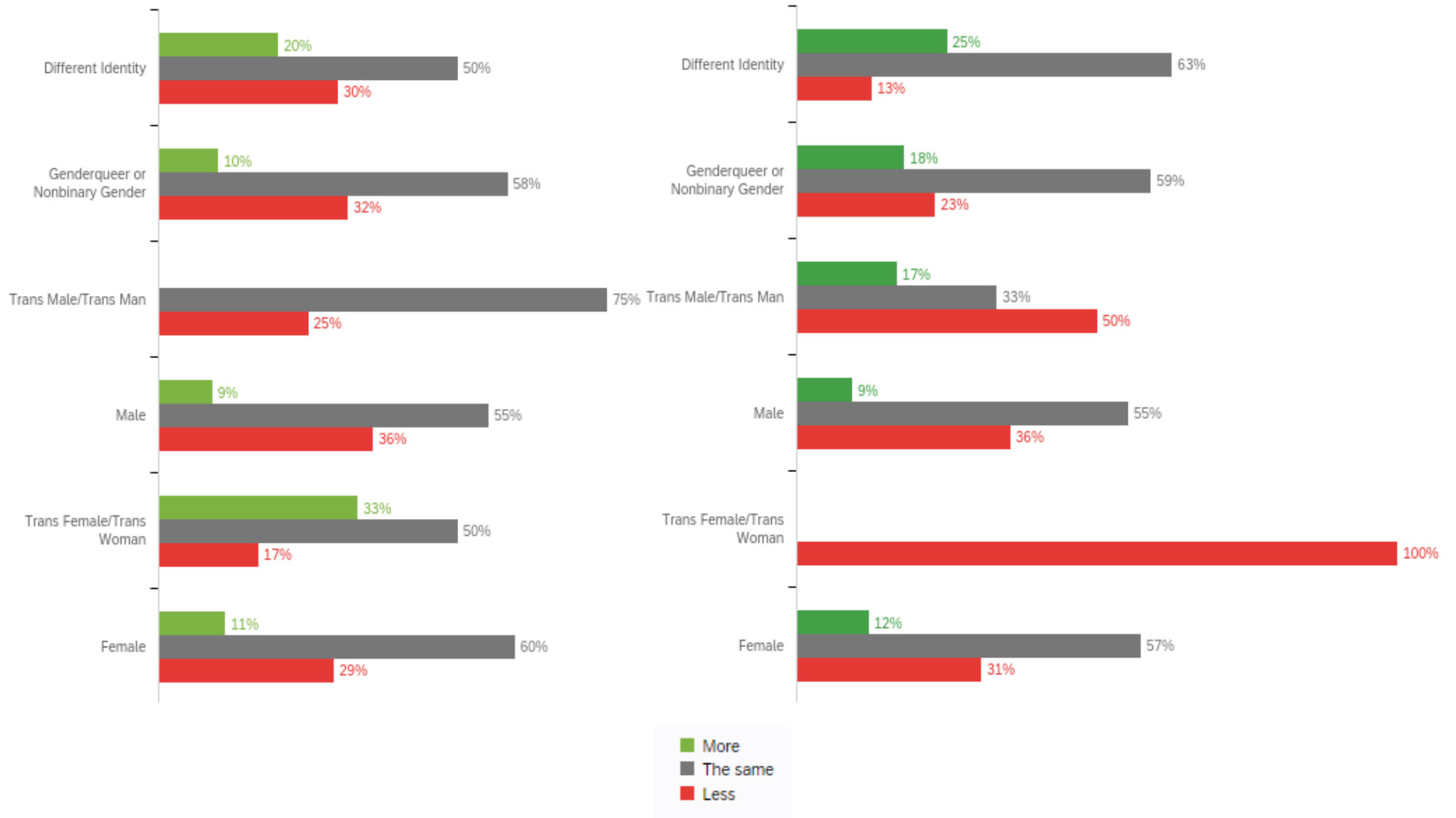
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Different Identity	50%	10	30%	6	10%	2	5%	1	5%	1	4.15 (-0.48)	20
Genderqueer or Nonbinary Gender	60%	38	29%	18	6%	4	3%	2	2%	1	4.43 (-0.02)	63
Trans Male/Trans Man	63%	5	38%	3	0%	0	0%	0	0%	0	4.63 (0.3)	8
Male	59%	405	28%	190	8%	54	4%	28	1%	9	4.39 (0.13)	686
Trans Female/Trans Woman	83%	5	17%	1	0%	0	0%	0	0%	0	4.83 (-0.17)	6
Female	63%	1071	30%	508	5%	85	3%	43	0%	6	4.51 (0.11)	1713

*Difference in average score from October 2021 FWA Survey

Compared to when I am working on-site, I feel _____ sense of community with my team when I am working remotely.
 (Select NA if you have not had this experience)

February 2023

October 2021

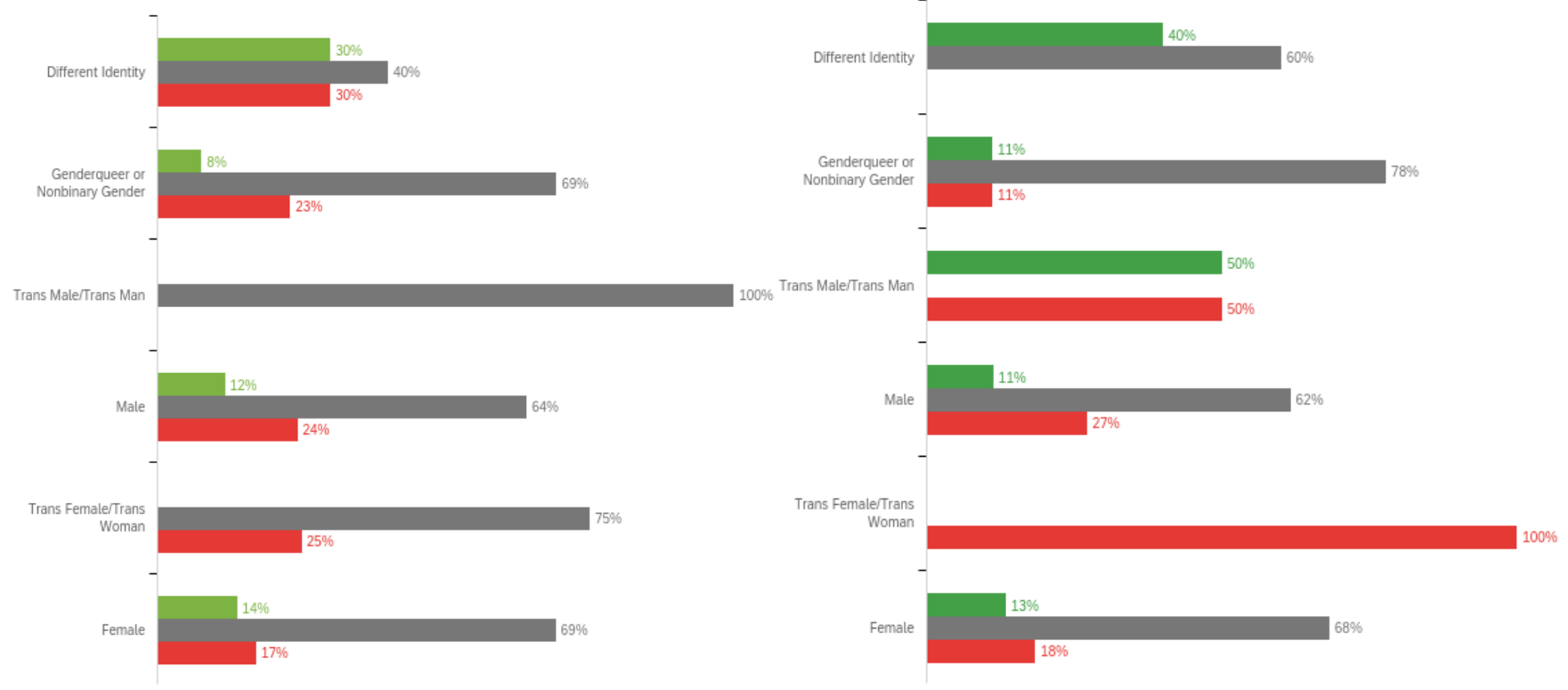


Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Different Identity	20%	4	50%	10	30%	6	20
Genderqueer or Nonbinary Gender	10%	6	58%	35	32%	19	60
Trans Male/Trans Man	0%	0	75%	6	25%	2	8
Male	9%	59	55%	363	36%	236	658
Trans Female/Trans Woman	33%	2	50%	3	17%	1	6
Female	11%	181	60%	967	29%	476	1624

Compared to when I am advising on-site, I feel _____ sense of community with my team when I am working remotely.
 (Select NA if you have not had this experience)

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October 2021

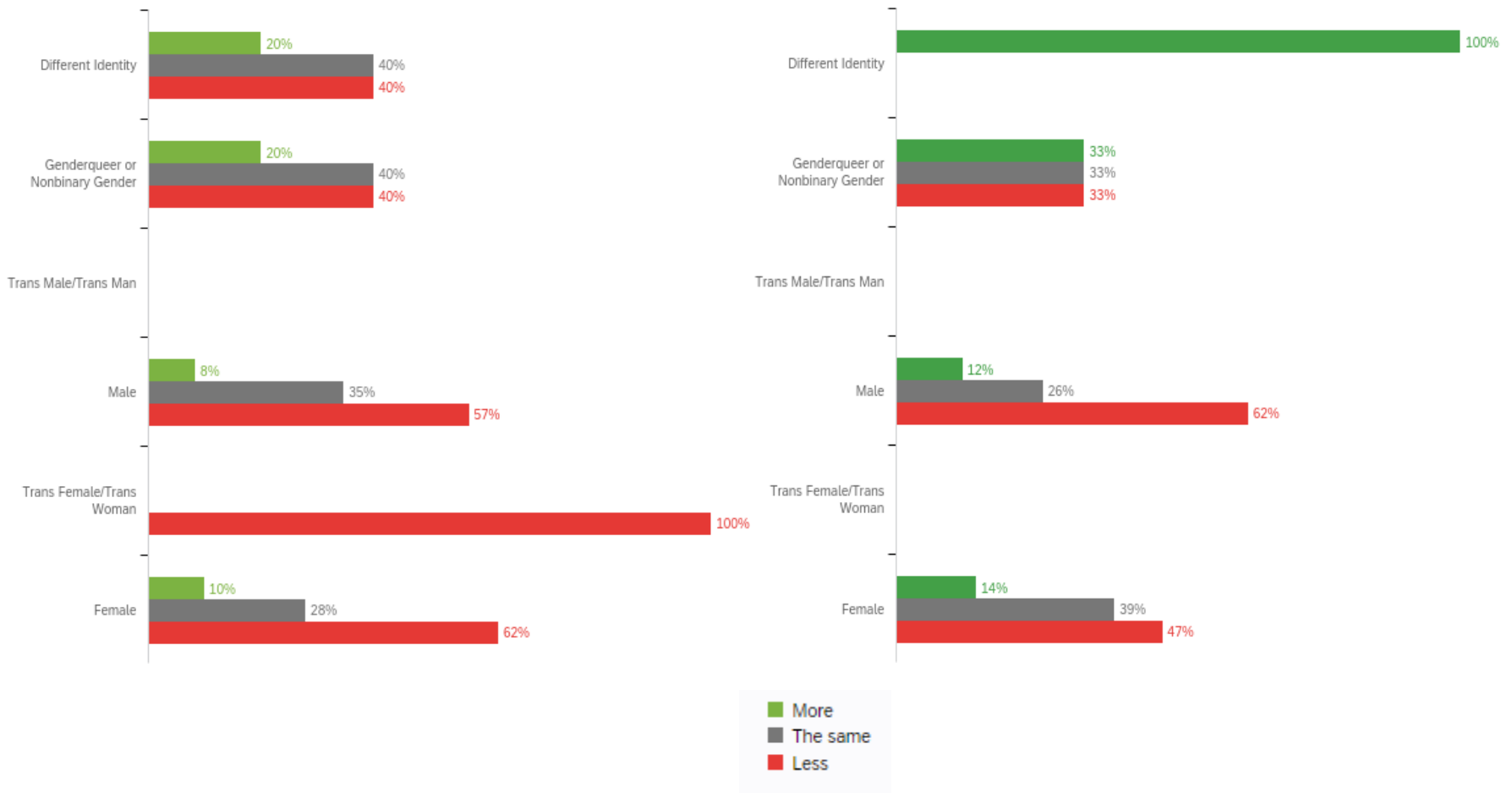


Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Different Identity	30%	3	40%	4	30%	3	10
Genderqueer or Nonbinary Gender	8%	3	69%	27	23%	9	39
Trans Male/Trans Man	0%	0	100%	6	0%	0	6
Male	12%	49	64%	269	24%	102	420
Trans Female/Trans Woman	0%	0	75%	3	25%	1	4
Female	14%	126	69%	630	17%	156	912

Compared to when I am teaching on-site, I feel _____ sense of community with my team when I am working remotely.
 (Select NA if you have not had this experience)

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October 2021

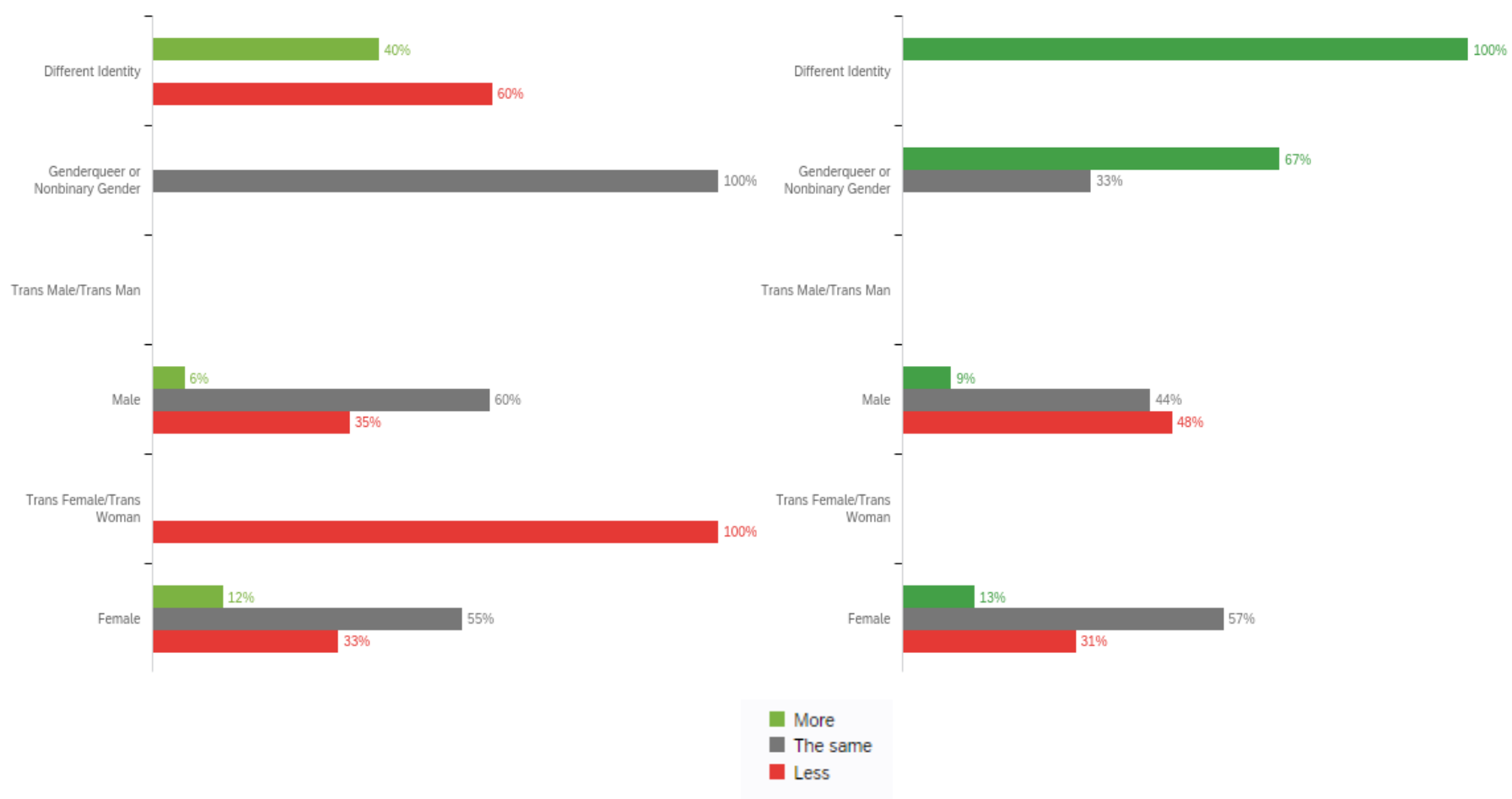


Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Different Identity	20%	1	40%	2	40%	2	5
Genderqueer or Nonbinary Gender	20%	1	40%	2	40%	2	5
Trans Male/Trans Man	0%	0	0%	0	0%	0	0
Male	8%	6	35%	25	57%	41	72
Trans Female/Trans Woman	0%	0	0%	0	100%	1	1
Female	10%	11	28%	31	62%	69	111

Compared to when I am doing research on-site, I feel _____ sense of community with my team when I am working remotely. (Select NA if you have not had this experience)

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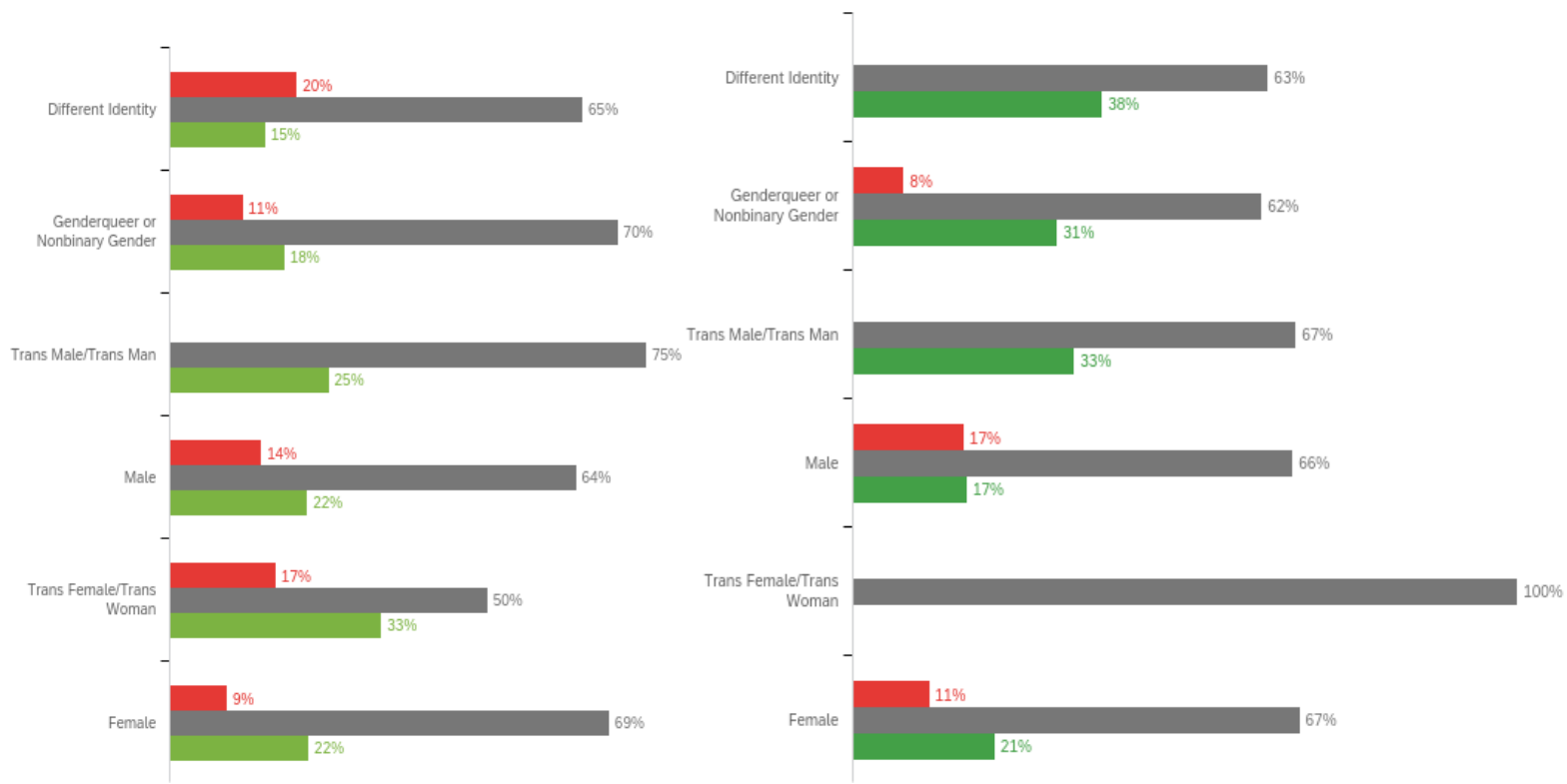


Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Different Identity	40%	2	0%	0	60%	3	5
Genderqueer or Nonbinary Gender	0%	0	100%	3	0%	0	3
Trans Male/Trans Man	0%	0	0%	0	0%	0	0
Male	6%	5	60%	53	35%	31	89
Trans Female/Trans Woman	0%	0	0%	0	100%	1	1
Female	12%	17	55%	75	33%	45	137

Compared to when I am working on-site, it takes _____ time to get work-related questions answered while I am working remotely. (Select NA if you have not had this experience)

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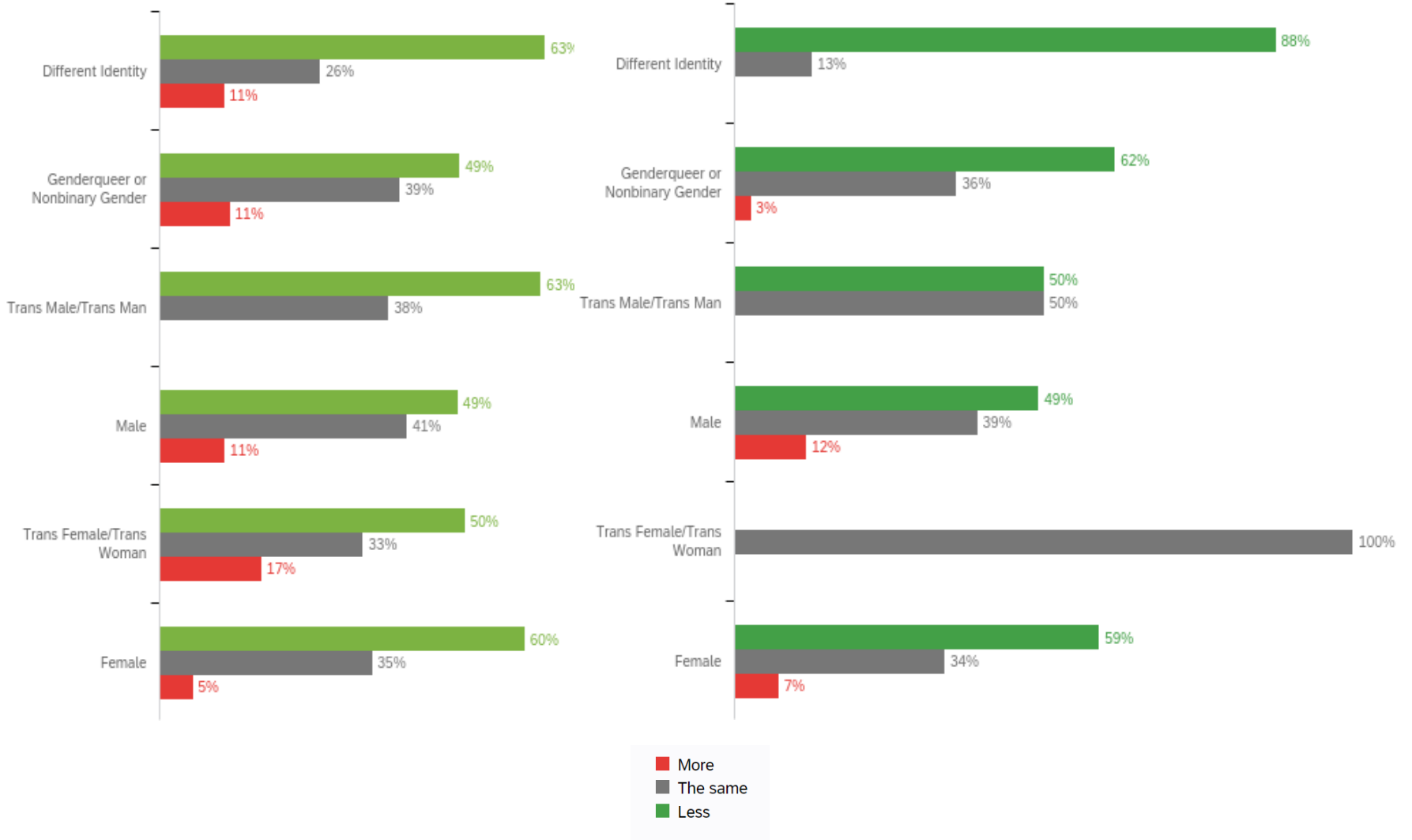


Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Different Identity	20%	4	65%	13	15%	3	20
Genderqueer or Nonbinary Gender	11%	7	70%	43	18%	11	61
Trans Male/Trans Man	0%	0	75%	6	25%	2	8
Male	14%	96	64%	425	22%	144	665
Trans Female/Trans Woman	17%	1	50%	3	33%	2	6
Female	9%	146	69%	1123	22%	355	1624

Compared to when I am working on-site, I am _____productive while I am working remotely

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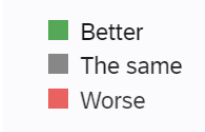
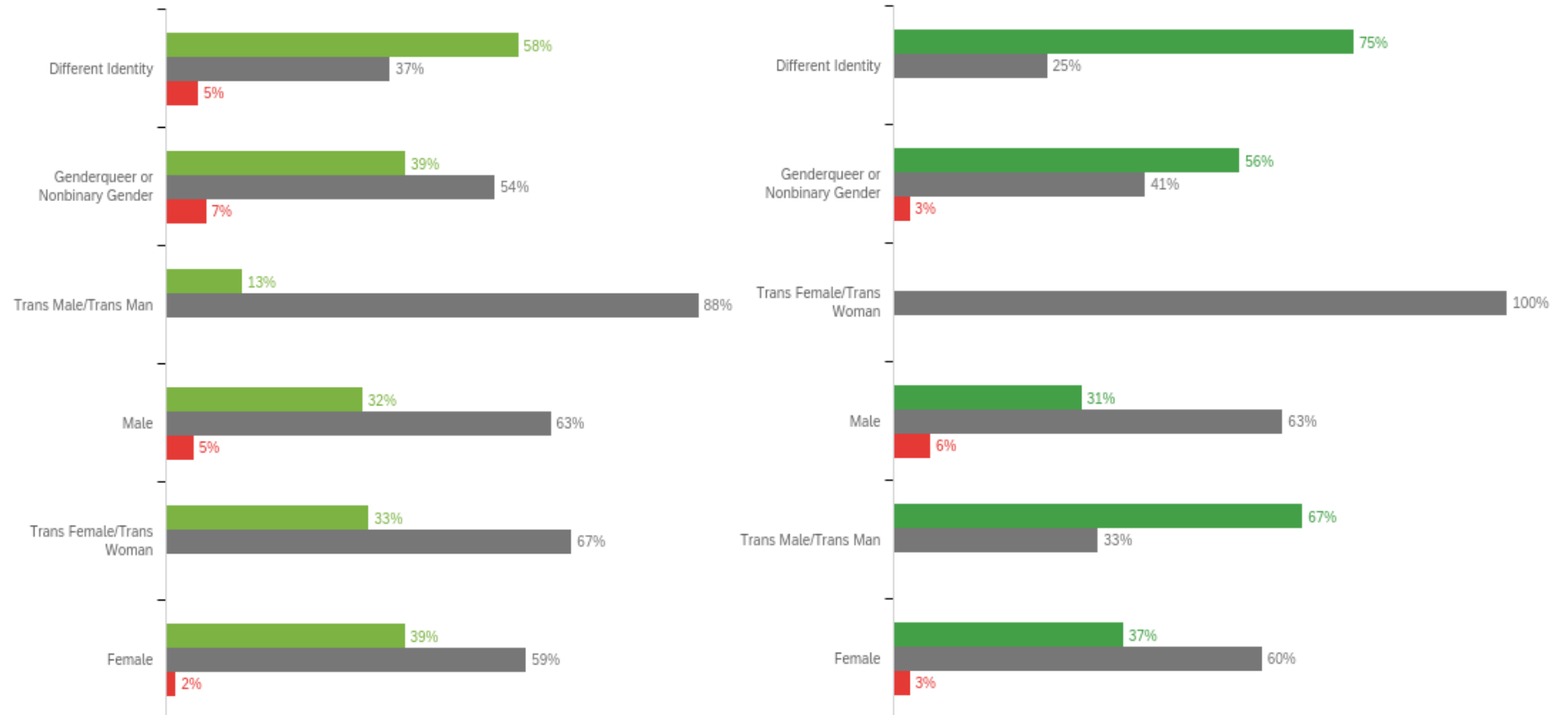


Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Different Identity	63%	12	26%	5	11%	2	19
Genderqueer or Nonbinary Gender	49%	30	39%	24	11%	7	61
Trans Male/Trans Man	63%	5	38%	3	0%	0	8
Male	49%	325	41%	270	11%	71	666
Trans Female/Trans Woman	50%	3	33%	2	17%	1	6
Female	60%	985	35%	573	5%	89	1647

Compared to when I am working on-site, the quality of my work product is _____ while I am working remotely.'

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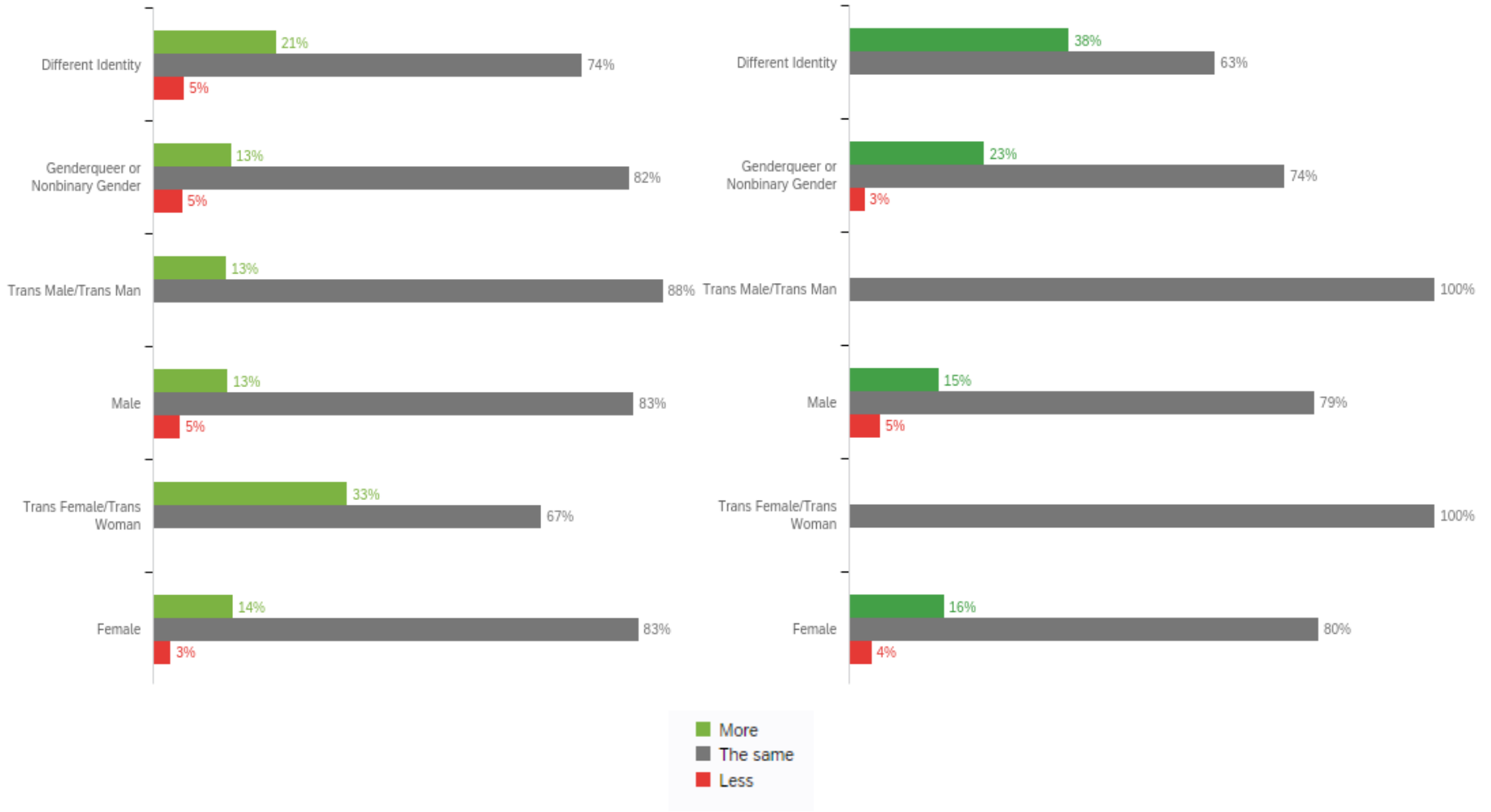


Question	Better		The same		Worse		Total
	%	Count	%	Count	%	Count	
Different Identity	58%	11	37%	7	5%	1	19
Genderqueer or Nonbinary Gender	39%	24	54%	33	7%	4	61
Trans Male/Trans Man	13%	1	88%	7	0%	0	8
Male	32%	215	63%	421	5%	30	666
Trans Female/Trans Woman	33%	2	67%	4	0%	0	6
Female	39%	645	59%	974	2%	26	1645

Compared to when I am working on-site, I feel supported _____ by my manager while I am working remotely.

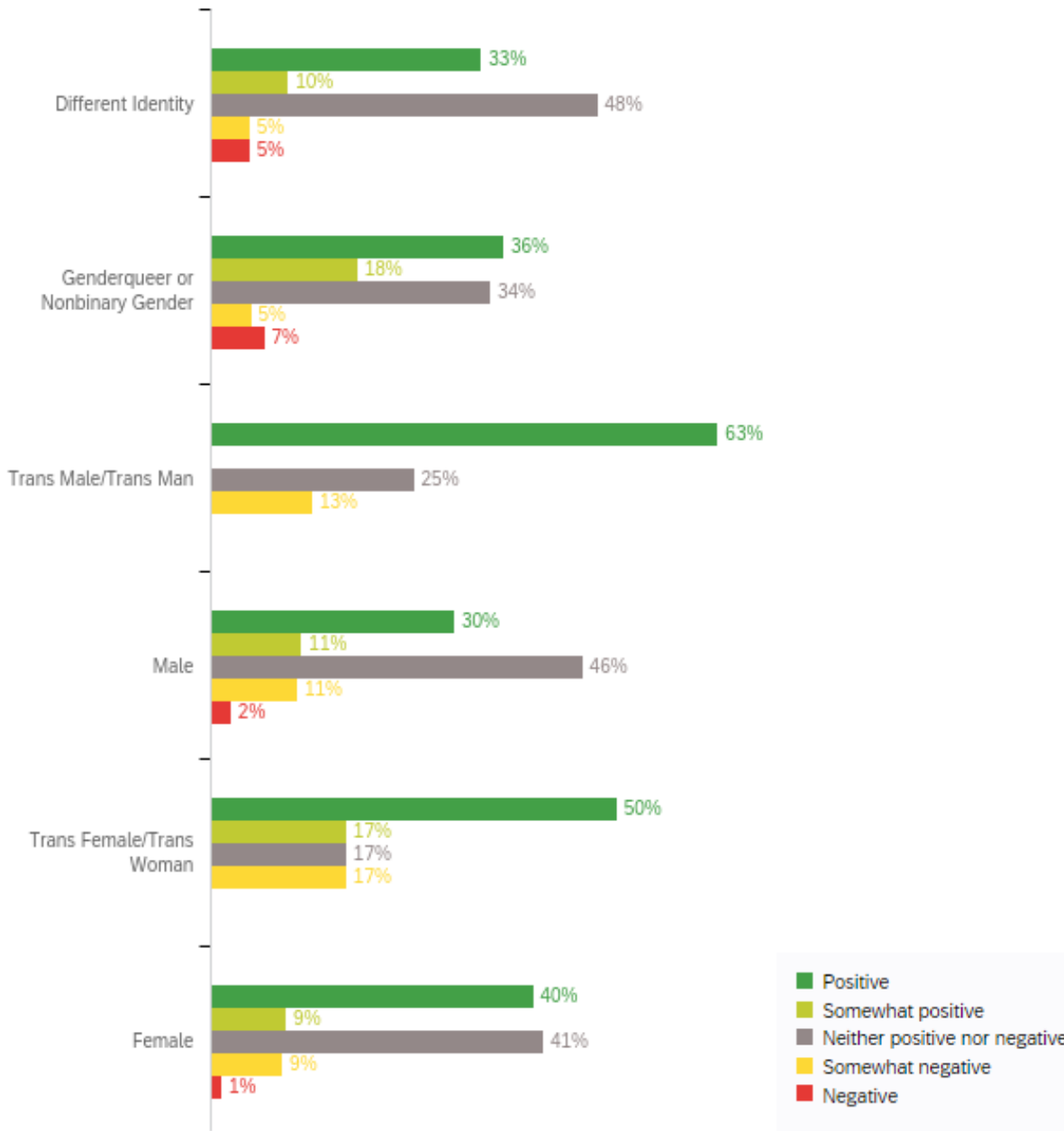
February 2023

October 2021



Question	Better		The same		Worse		Total
	%	Count	%	Count	%	Count	
Different Identity	21%	4	74%	14	5%	1	19
Genderqueer or Nonbinary Gender	13%	8	82%	49	5%	3	60
Trans Male/Trans Man	13%	1	88%	7	0%	0	8
Male	13%	83	83%	535	5%	30	648
Trans Female/Trans Woman	33%	2	67%	4	0%	0	6
Female	14%	222	83%	1353	3%	49	1624

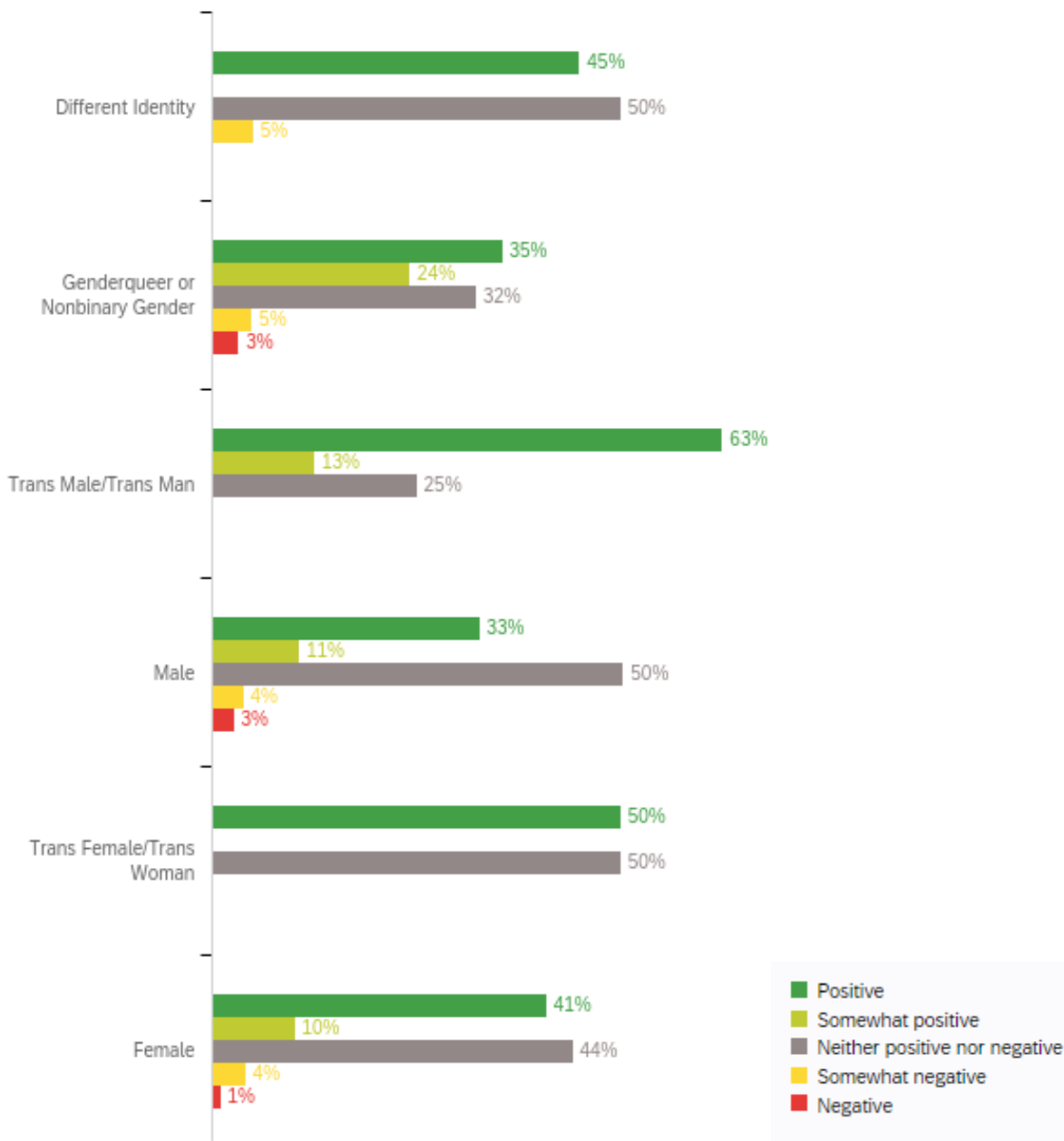
What impact has working remotely had on your relationship with coworkers (or colleagues)?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
Different Identity	33%	7	10%	2	48%	10	5%	1	5%	1	3.62 (-0.76)	21
Genderqueer or Nonbinary Gender	36%	22	18%	11	34%	21	5%	3	7%	4	3.72 (0.07)	61
Trans Male/Trans Man	63%	5	0%	0	25%	2	13%	1	0%	0	4.13 (0.63)	8
Male	30%	209	11%	78	46%	319	11%	74	2%	17	3.56 (0.08)	697
Trans Female/Trans Woman	50%	3	17%	1	17%	1	17%	1	0%	0	4 (2)	6
Female	40%	672	9%	157	41%	694	9%	149	1%	22	3.77 (0.08)	1694

*Difference in average score from October 2021 FWA Survey

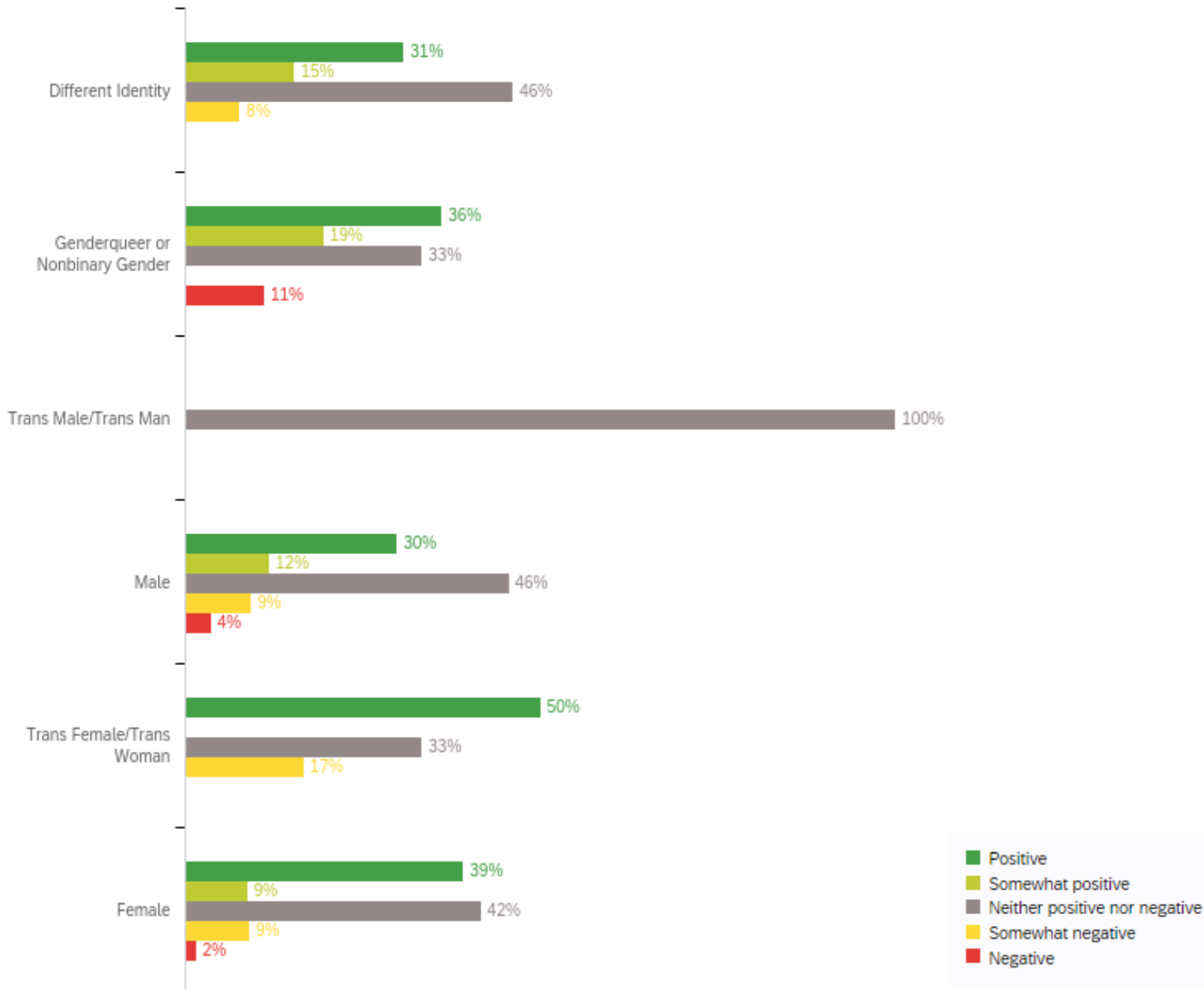
What impact has working remotely had on your relationship with managers (or department chair/lab manager/supervisor)?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
Different Identity	45%	9	0%	0	50%	10	5%	1	0%	0	3.85 (-0.53)	20
Genderqueer or Nonbinary Gender	35%	22	24%	15	32%	20	5%	3	3%	2	3.84 (0.09)	62
Trans Male/Trans Man	63%	5	13%	1	25%	2	0%	0	0%	0	4.38 (1.05)	8
Male	33%	227	11%	74	50%	350	4%	26	3%	18	3.67 (0.02)	695
Trans Female/Trans Woman	50%	3	0%	0	50%	3	0%	0	0%	0	4 (1)	6
Female	41%	688	10%	169	44%	742	4%	68	1%	16	3.86 (0.07)	1683

*Difference in average score from October 2021 FWA Survey

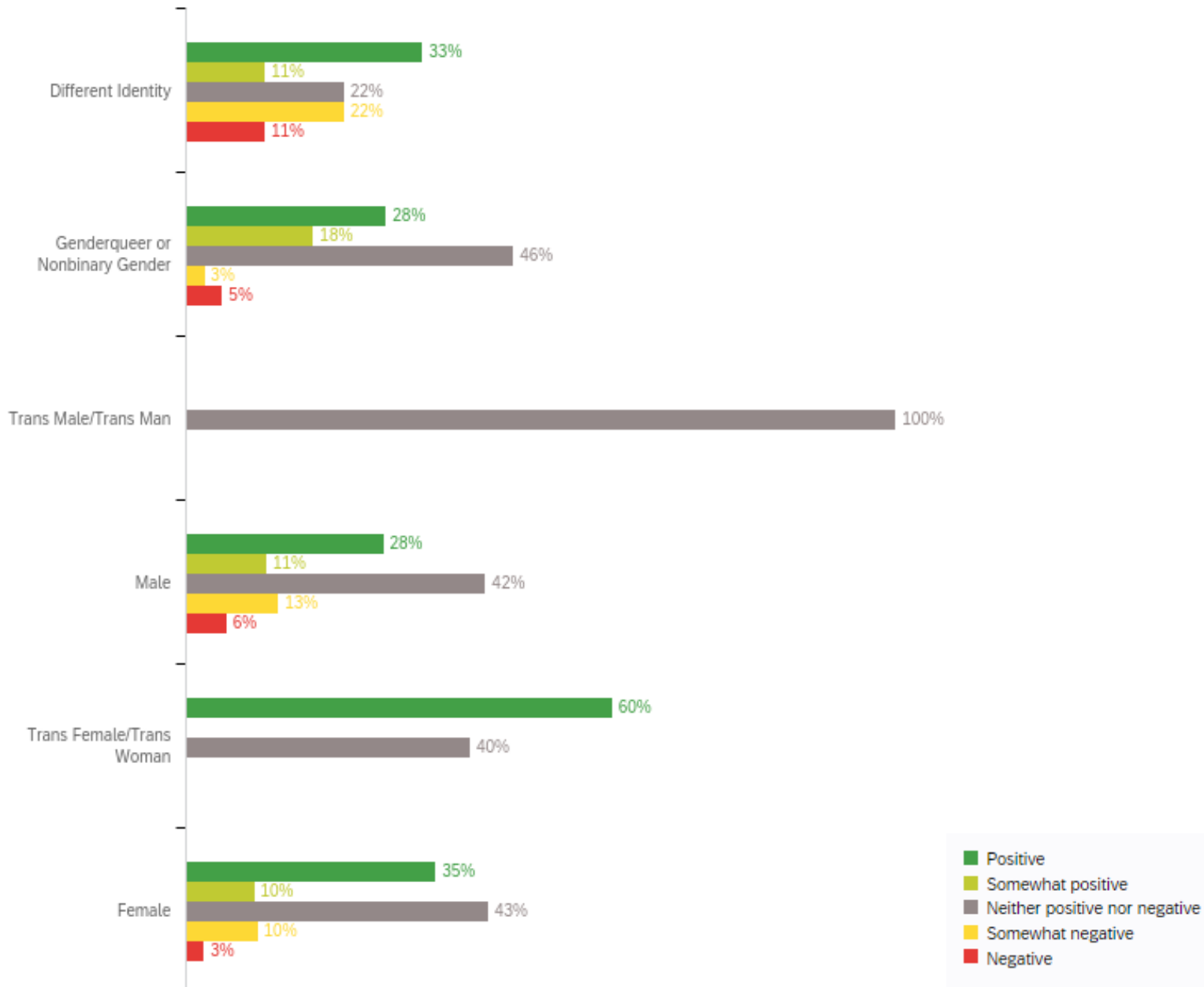
What impact has working remotely had on your relationship with direct reports (or employees I supervise)?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Different Identity	31%	4	15%	2	46%	6	8%	1	0%	0	3.69 (-0.51)	13
Genderqueer or Nonbinary Gender	36%	13	19%	7	33%	12	0%	0	11%	4	3.69 (-0.56)	36
Trans Male/Trans Man	0%	0	0%	0	100%	2	0%	0	0%	0	3.00	2
Male	30%	116	12%	46	46%	177	9%	36	4%	14	3.55 (0.02)	389
Trans Female/Trans Woman	50%	3	0%	0	33%	2	17%	1	0%	0	3.83 (0.83)	6
Female	39%	365	9%	81	42%	388	9%	84	2%	14	3.75 (0.04)	932

*Difference in average score from October 2021 FWA Survey

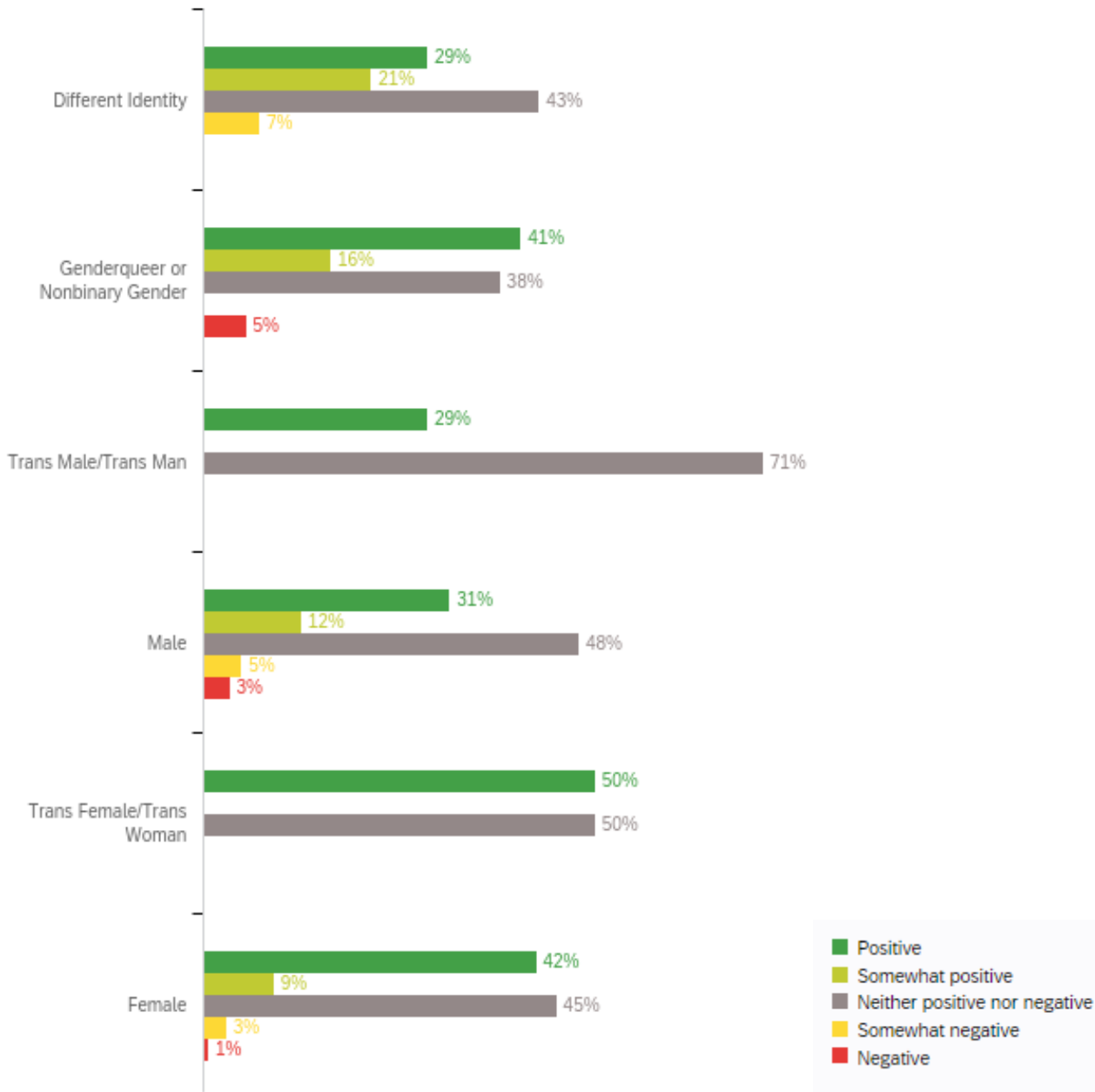
What impact has working remotely had on your relationship with students?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
Different Identity	33%	3	11%	1	22%	2	22%	2	11%	1	3.33 (-1.07)	9
Genderqueer or Nonbinary Gender	28%	11	18%	7	46%	18	3%	1	5%	2	3.62 (-0.26)	39
Trans Male/Trans Man	0%	0	0%	0	100%	3	0%	0	0%	0	3 (-1)	3
Male	28%	98	11%	40	42%	149	13%	46	6%	20	3.42 (0.11)	353
Trans Female/Trans Woman	60%	3	0%	0	40%	2	0%	0	0%	0	4.2 (1.2)	5
Female	35%	290	10%	79	43%	351	10%	83	3%	21	3.65 (0.08)	824

*Difference in average score from October 2021 FWA Survey

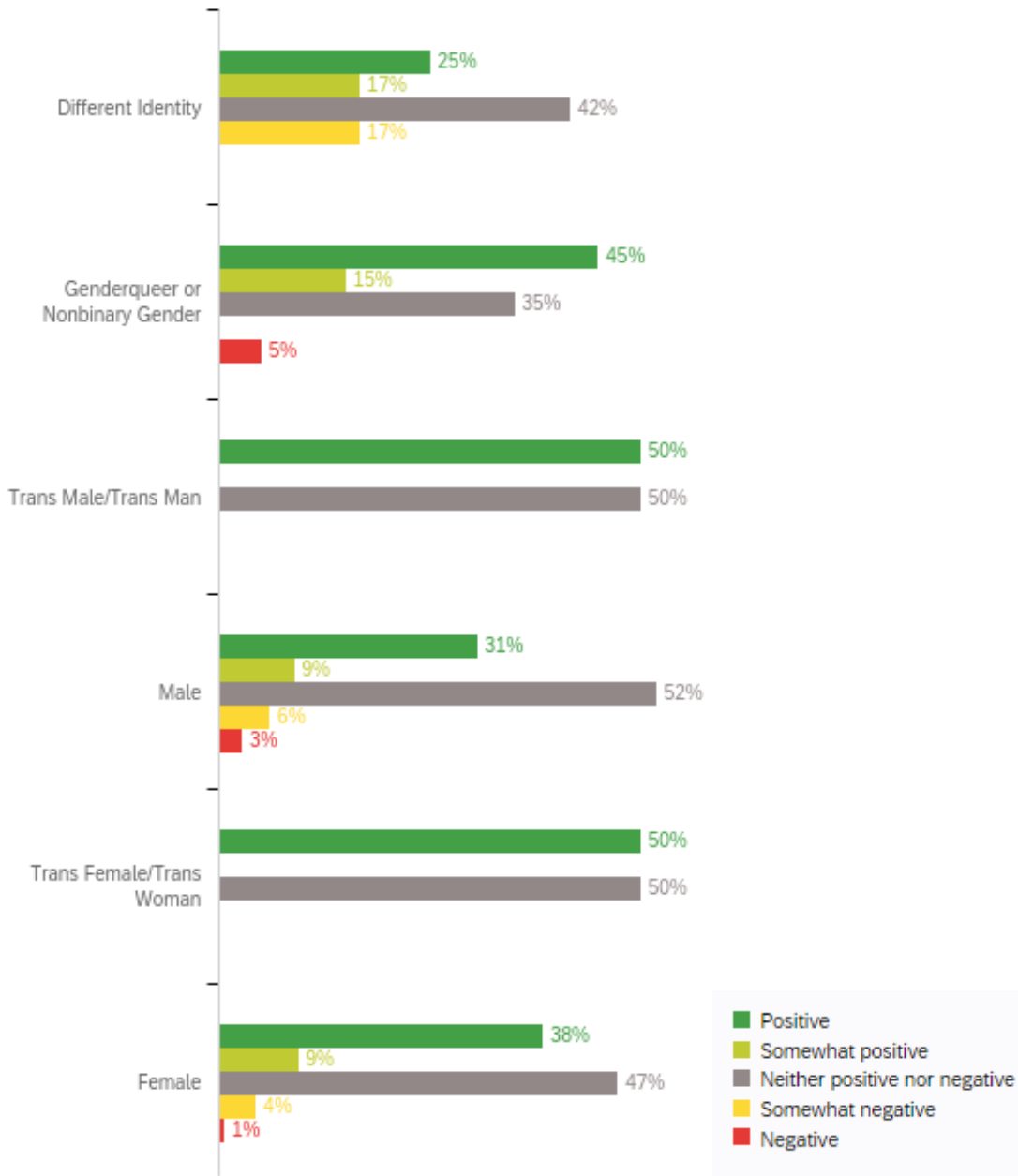
What impact has working remotely had on your relationship with campus clients?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
Different Identity	29%	4	21%	3	43%	6	7%	1	0%	0	3.71 (-0.29)	14
Genderqueer or Nonbinary Gender	41%	15	16%	6	38%	14	0%	0	5%	2	3.86 (0.06)	37
Trans Male/Trans Man	29%	2	0%	0	71%	5	0%	0	0%	0	3.57 (-0.43)	7
Male	31%	162	12%	64	48%	247	5%	25	3%	17	3.64 (0.13)	515
Trans Female/Trans Woman	50%	3	0%	0	50%	3	0%	0	0%	0	4 (1)	6
Female	42%	474	9%	100	45%	503	3%	32	1%	7	3.9 (0.12)	1116

*Difference in average score from October 2021 FWA Survey

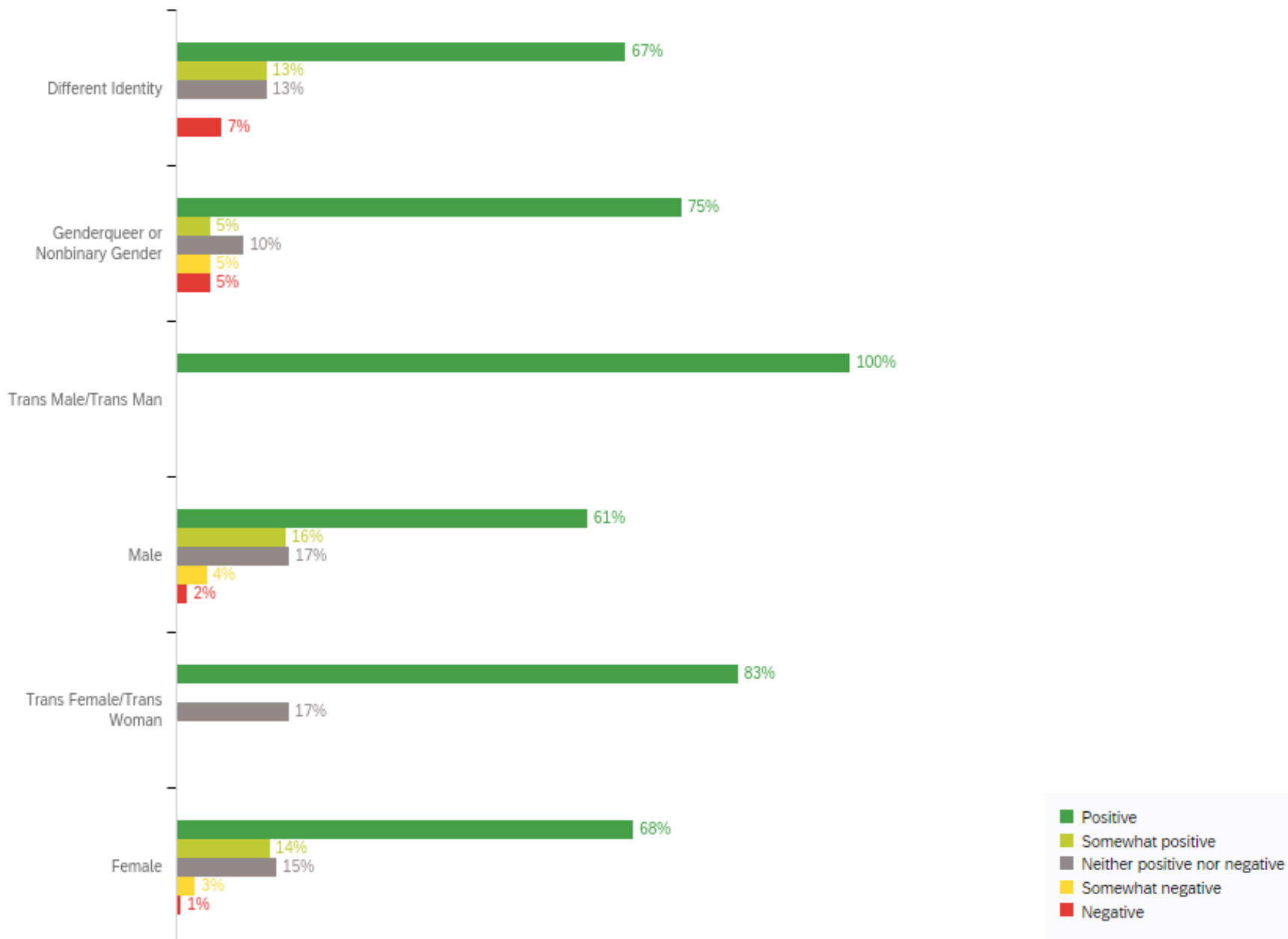
What impact has working remotely had on your relationship with campus stakeholders?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
Different Identity	25%	3	17%	2	42%	5	17%	2	0%	0	3.5 (-0.75)	14
Genderqueer or Nonbinary Gender	45%	18	15%	6	35%	14	0%	0	5%	2	3.95 (0.21)	37
Trans Male/Trans Man	50%	2	0%	0	50%	2	0%	0	0%	0	4 (0)	7
Male	31%	158	9%	46	52%	268	6%	31	3%	14	3.59 (0.09)	515
Trans Female/Trans Woman	50%	3	0%	0	50%	3	0%	0	0%	0	4 (1)	6
Female	38%	440	9%	107	47%	542	4%	50	1%	7	3.81 (0.1)	1116

*Difference in average score from October 2021 FWA Survey

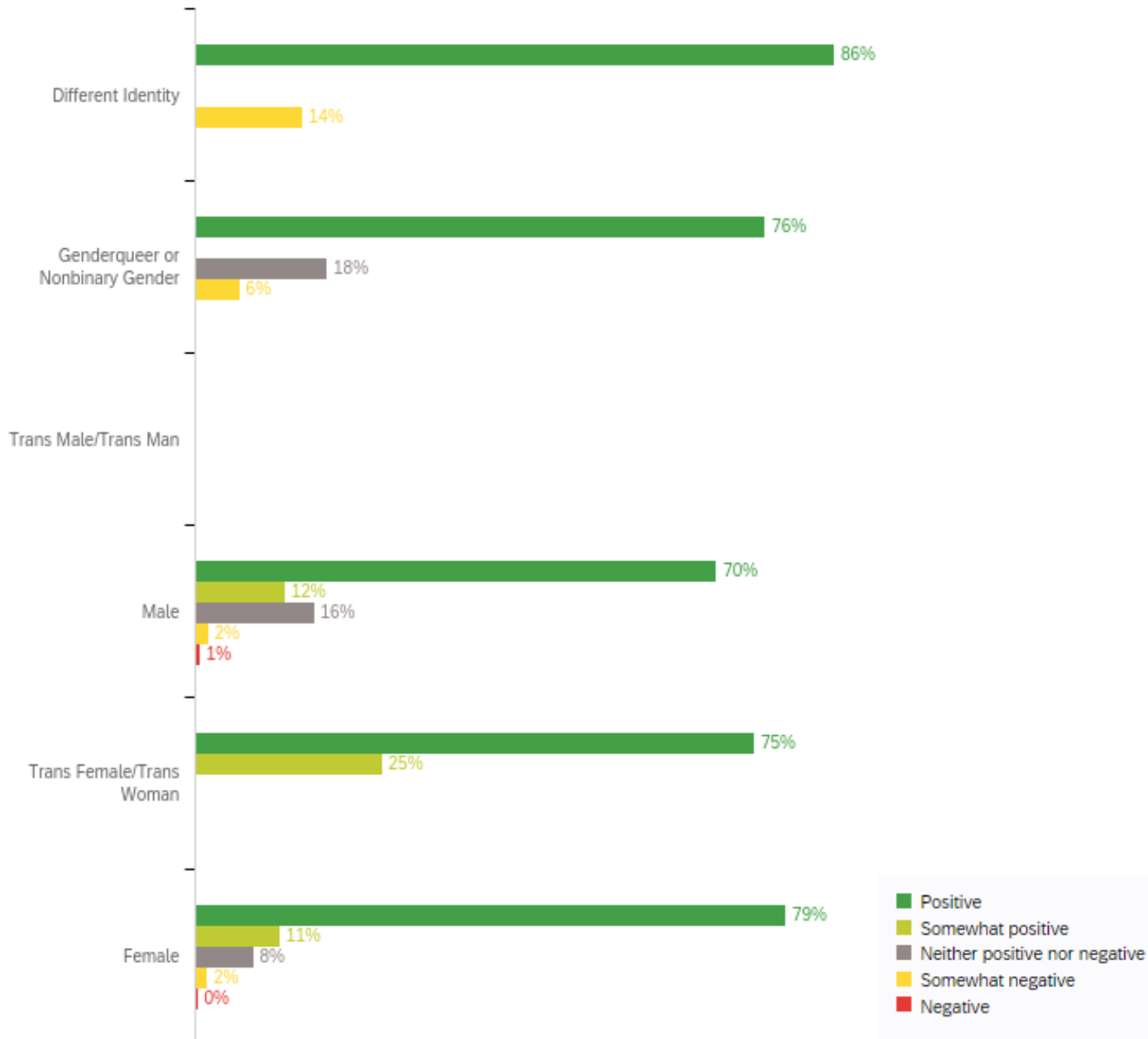
What impact has working remotely had on your relationship with your domestic partner?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Different Identity	67%	10	13%	2	13%	2	0%	0	7%	1	4.33 (-0.3)	15
Genderqueer or Nonbinary Gender	75%	30	5%	2	10%	4	5%	2	5%	2	4.4 (0.09)	40
Trans Male/Trans Man	100%	6	0%	0	0%	0	0%	0	0%	0	5 (0.2)	6
Male	61%	343	16%	91	17%	94	4%	25	2%	9	4.31 (0.19)	562
Trans Female/Trans Woman	83%	5	0%	0	17%	1	0%	0	0%	0	4.67 (0.67)	6
Female	68%	899	14%	183	15%	197	3%	37	1%	9	4.45 (0.19)	1325

*Difference in average score from October 2021 FWA Survey

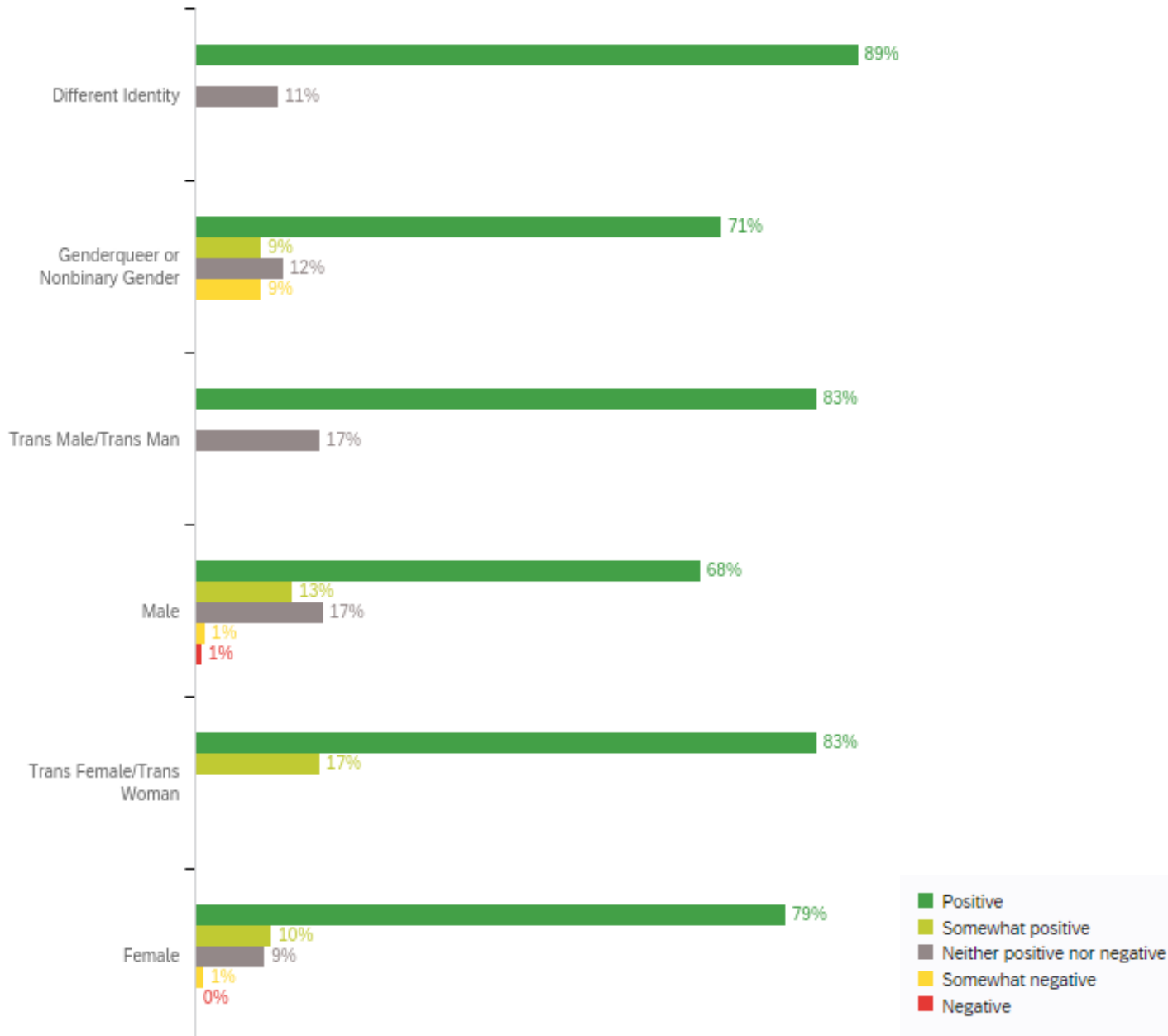
What impact has working remotely had on your relationship with your children?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Different Identity	86%	6	0%	0	0%	0	14%	1	0%	0	4.57 (-0.03)	7
Genderqueer or Nonbinary Gender	76%	13	0%	0	18%	3	6%	1	0%	0	4.47 (-0.43)	17
Trans Male/Trans Man	0%	0	0%	0	0%	0	0%	0	0%	0	0 (-4.5)	0
Male	70%	251	12%	43	16%	57	2%	6	1%	2	4.49 (0.19)	359
Trans Female/Trans Woman	75%	3	25%	1	0%	0	0%	0	0%	0	4.75 (0.75)	4
Female	79%	667	11%	95	8%	65	2%	13	0%	2	4.68 (0.15)	842

*Difference in average score from October 2021 FWA Survey

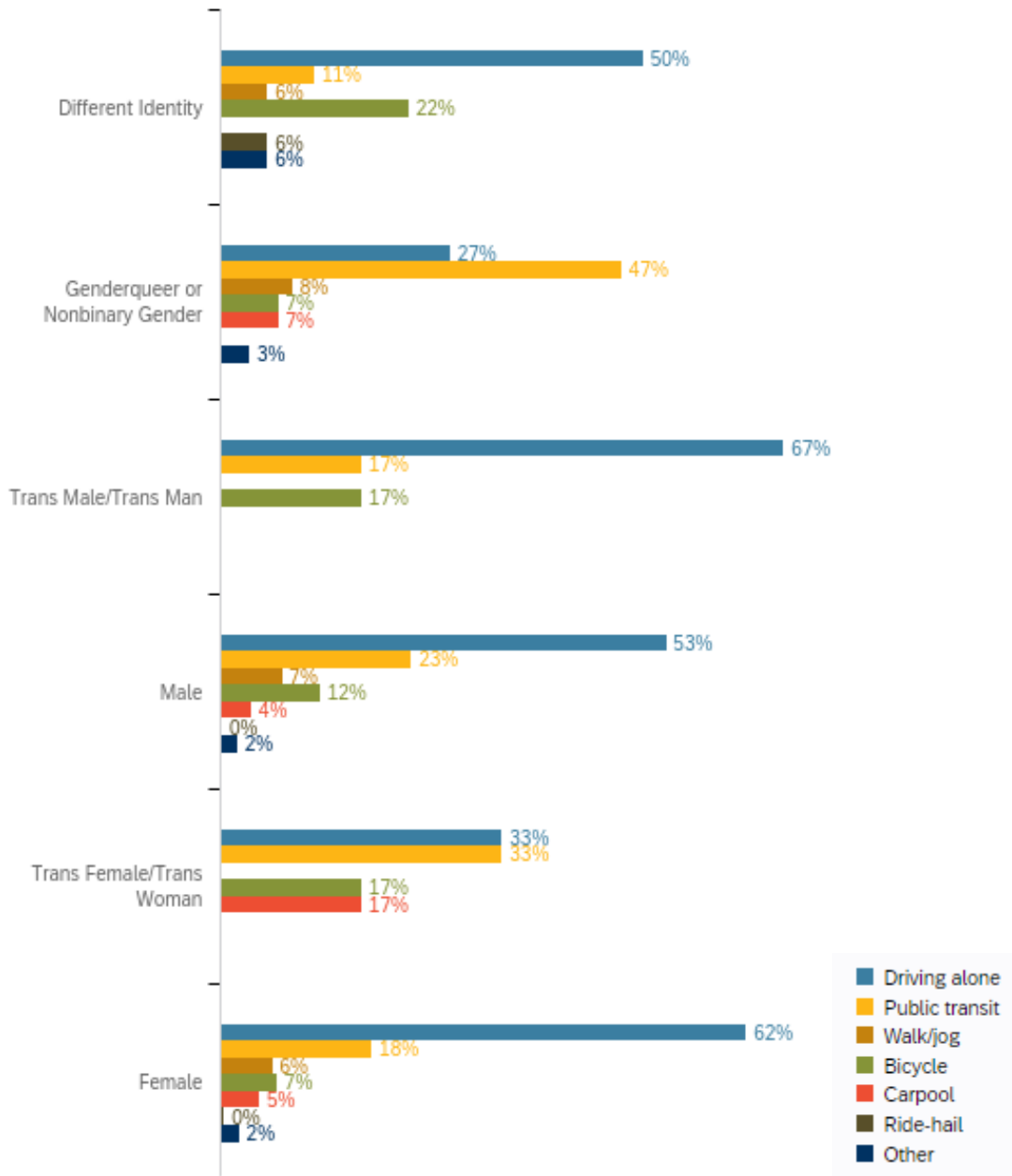
What impact has working remotely had on your relationship with others in your household?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
Different Identity	89%	8	0%	0	11%	1	0%	0	0%	0	4.78 (0.15)	9
Genderqueer or Nonbinary Gender	71%	24	9%	3	12%	4	9%	3	0%	0	4.41 (-0.07)	34
Trans Male/Trans Man	83%	5	0%	0	17%	1	0%	0	0%	0	4.67 (0.47)	6
Male	68%	317	13%	61	17%	80	1%	6	1%	4	4.46 (0.14)	468
Trans Female/Trans Woman	83%	5	17%	1	0%	0	0%	0	0%	0	4.83 (0.83)	6
Female	79%	927	10%	120	9%	109	1%	13	0%	2	4.67 (0.15)	1171

*Difference in average score from October 2021 FWA Survey

On days you come to campus, how do you/will you commute?



Question	Driving alone		Public transit		Walk/jog		Bicycle		Carpool		Ride-hail		Other		Total
Different Identity	50%	9	11%	2	6%	1	22%	4	0%	0	6%	1	6%	1	18
Genderqueer or Nonbinary Gender	27%	16	47%	28	8%	5	7%	4	7%	4	0%	0	3%	2	59
Trans Male/Trans Man	67%	4	17%	1	0%	0	17%	1	0%	0	0%	0	0%	0	6
Male	53%	350	23%	150	7%	48	12%	78	4%	24	0%	1	2%	13	664
Trans Female/Trans Woman	33%	2	33%	2	0%	0	17%	1	17%	1	0%	0	0%	0	6
Female	62%	984	18%	283	6%	96	7%	105	5%	72	0%	7	2%	34	1581

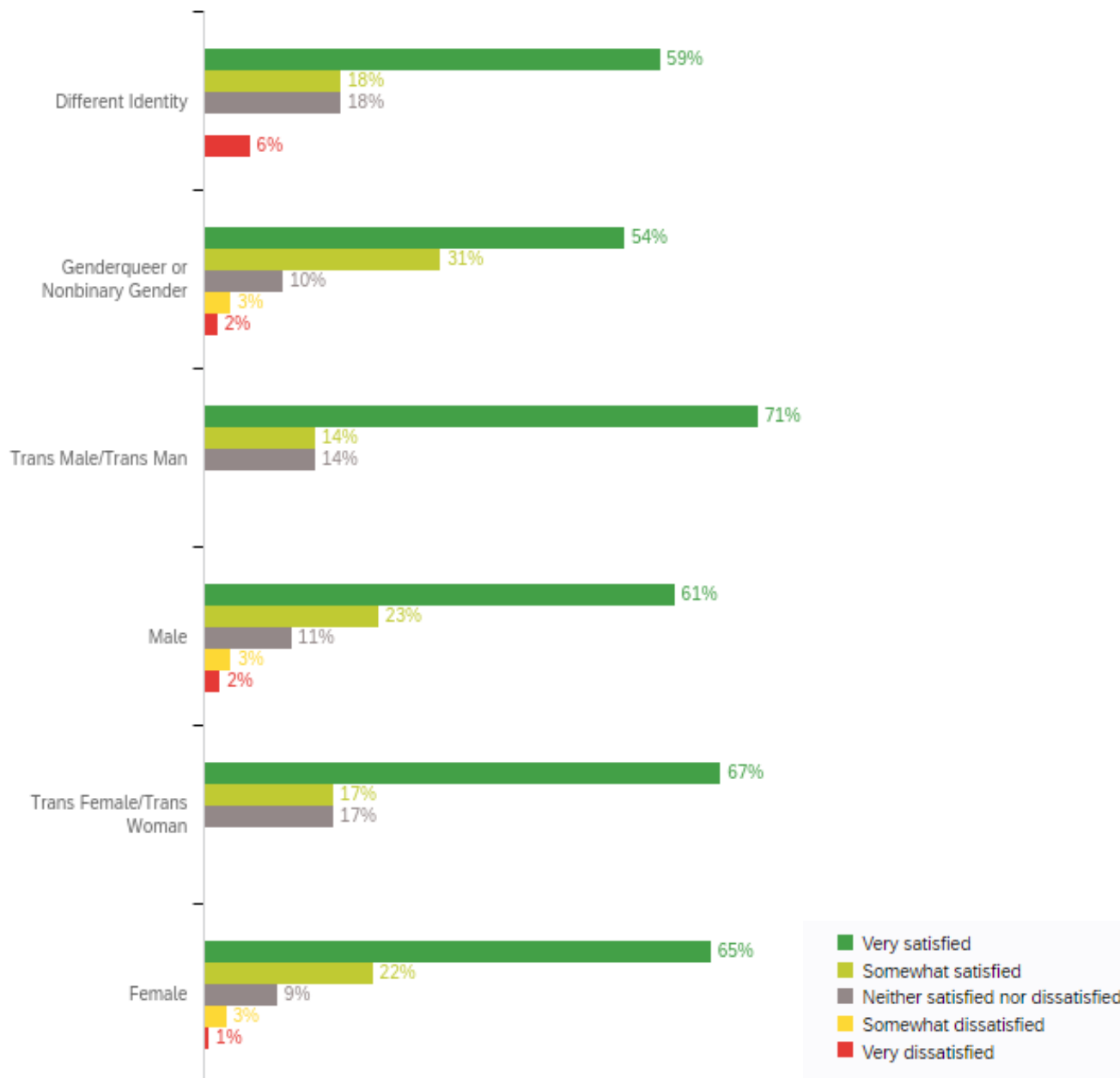
Thinking about your experience working remotely, have you experienced any of the following on an ongoing basis? (Check all that apply)

Question	Different Identity		Genderqueer or Nonbinary Gender		Trans Male/Trans Man		Male		Trans Female/Trans Woman		Female		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Internet connectivity issues (reliability, slow speeds)	1%	5	2%	10	0%	1	28%	127	0%	1	68%	308	452
Difficulty accessing network drives/files	1%	2	1%	2	1%	1	34%	60	0%	0	63%	111	176
Difficulty connecting to a VPN	2%	3	6%	9	0%	0	30%	48	0%	0	62%	98	158
Lack of timely technical support for basic computer hardware/software issues	2%	3	5%	8	1%	1	28%	48	1%	1	65%	111	172
Lack of access to important software or databases	1%	1	4%	4	1%	1	40%	38	0%	0	53%	50	94
Lack of access to equipment like dual monitors, printers, external keyboards, scientific equipment, etc.	1%	4	4%	13	1%	3	27%	89	0%	0	67%	224	333
Lack of timely information (because of working remotely) that would help me do my job better	0%	0	4%	4	1%	1	39%	35	0%	0	55%	49	89
My home workspace is not the same quality as that at work	1%	6	3%	13	0%	1	31%	144	0%	0	65%	298	462
Higher utility and other expenses connected with remote work	1%	6	2%	11	0%	1	29%	149	0%	2	67%	339	508
Low morale	1%	2	4%	6	1%	1	39%	57	0%	0	55%	81	147
Feeling disconnected from the team/office	1%	4	2%	10	0%	1	32%	153	0%	1	64%	303	472
Frequent distractions from kids, pets or other people at home	1%	1	3%	5	0%	0	40%	76	0%	0	57%	110	192
Missing the commute time to exercise or relax	0%	1	4%	8	0%	1	29%	64	0%	0	66%	145	219
Struggling to unplug from work	0%	2	2%	15	0%	3	28%	177	0%	1	69%	445	643
Difficulty staying motivated	0%	1	2%	4	0%	1	36%	75	0%	1	60%	124	206
Lower productivity	2%	2	5%	5	0%	0	45%	46	1%	1	47%	48	102
Having difficulty participating in hybrid meetings (a mix of onsite and remote people in the same meeting)	1%	2	3%	7	0%	0	31%	72	0%	0	66%	154	235
Experience Zoom fatigue	1%	6	4%	25	0%	1	29%	207	0%	2	66%	466	707
None of these have negatively impacted me	1%	9	2%	20	0%	4	26%	233	0%	3	70%	625	894

Thinking about your experience working remotely, have you experienced any of the following on an ongoing basis? (Check all that apply)

Question	Different Identity		Genderqueer or Nonbinary Gender		Trans Male/Trans Man		Male		Trans Female/Trans Woman		Female		Total
	1%		3%		0%		25%		0%		70%		
Increased productivity	1%	12	3%	41	0%	5	25%	377	0%	6	70%	1049	1490
Better able to concentrate on work tasks	1%	15	3%	43	0%	6	24%	393	0%	5	72%	1169	1631
Worry less about hostile colleagues	1%	9	3%	23	0%	2	20%	140	0%	2	75%	531	707
Worry less about a hostile manager	2%	6	6%	19	0%	1	19%	62	0%	1	73%	246	335
Spending more time with family or friends	0%	7	3%	44	0%	6	28%	418	0%	5	68%	1026	1506
Sleeping more	1%	10	4%	50	0%	5	25%	335	0%	4	70%	947	1351
Getting to know my neighbors better	1%	4	4%	18	0%	2	27%	119	0%	2	67%	295	440
More time to work on household projects/chores	1%	8	4%	50	0%	5	26%	298	0%	2	69%	799	1162
Saving money by not commuting to work (spending less on gas, public transportation, parking, etc.)	1%	13	3%	51	0%	7	26%	508	0%	5	70%	1384	1968
Saving money by not eating out as frequently	1%	11	3%	44	0%	7	26%	407	0%	6	70%	1083	1558
Not commuting to work is decreasing my stress level	1%	15	3%	52	0%	6	24%	403	0%	4	71%	1202	1682
Exercising more	1%	10	3%	37	0%	5	25%	331	0%	2	71%	937	1322
Eating more healthily	1%	11	3%	45	0%	6	24%	315	0%	4	71%	935	1316
None of these have applied to me	1%	1	3%	4	0%	0	47%	54	0%	0	49%	56	115

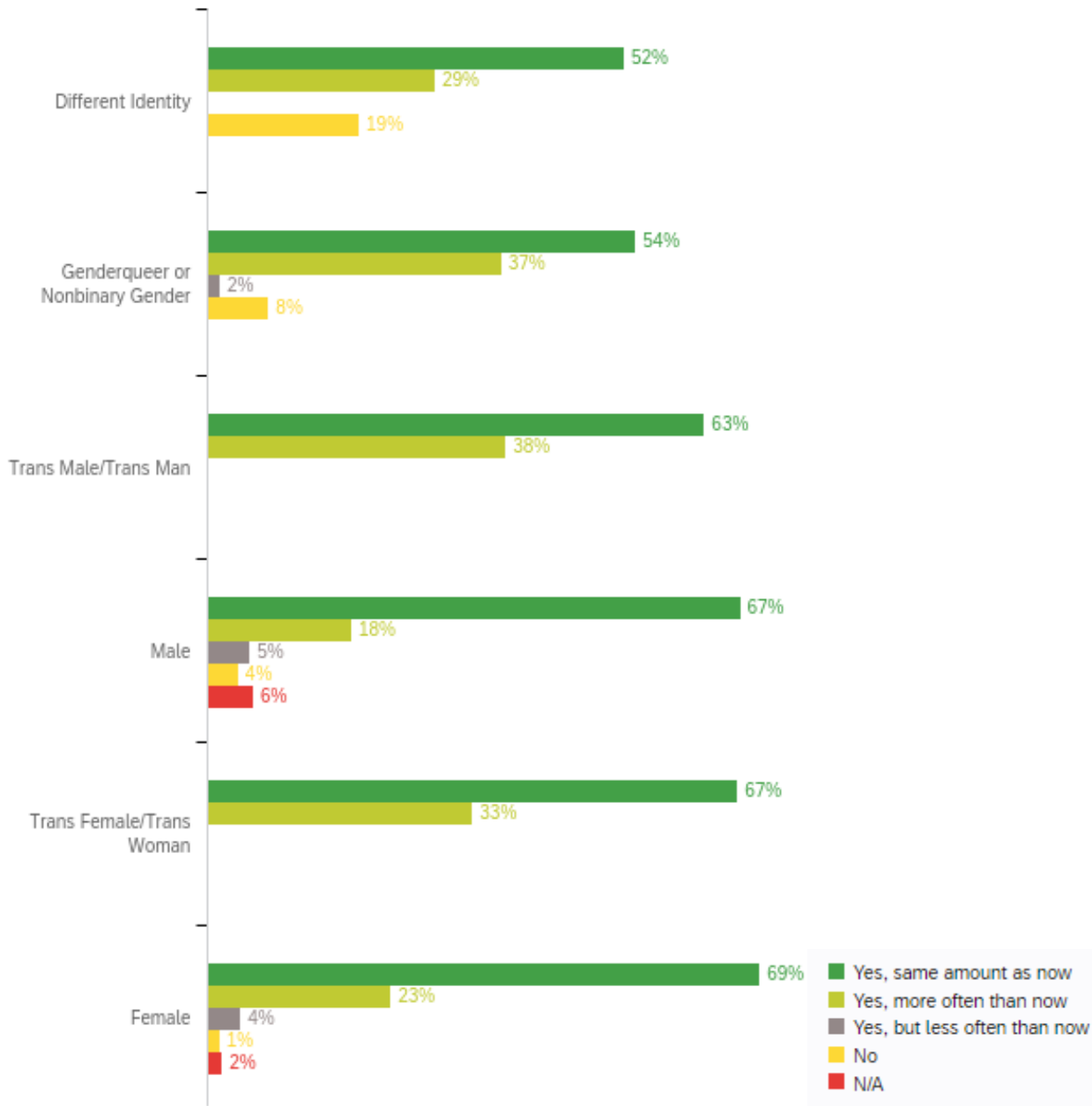
How satisfied have you been with the technical support you've received while working remotely?



Question	Very satisfied		Somewhat satisfied		Neither satisfied nor dissatisfied		Somewhat dissatisfied		Very dissatisfied		Avg. Score*	Total
Different Identity	59%	10	18%	3	18%	3	0%	0	6%	1	4.24 (-0.26)	17
Genderqueer or Nonbinary Gender	54%	32	31%	18	10%	6	3%	2	2%	1	4.32 (-0.06)	59
Trans Male/Trans Man	71%	5	14%	1	14%	1	0%	0	0%	0	4.57 (1.32)	7
Male	61%	383	23%	142	11%	71	3%	22	2%	13	4.36 (0.16)	631
Trans Female/Trans Woman	67%	4	17%	1	17%	1	0%	0	0%	0	4.5 (1.5)	6
Female	65%	1025	22%	341	9%	148	3%	44	1%	10	4.48 (0.21)	1568

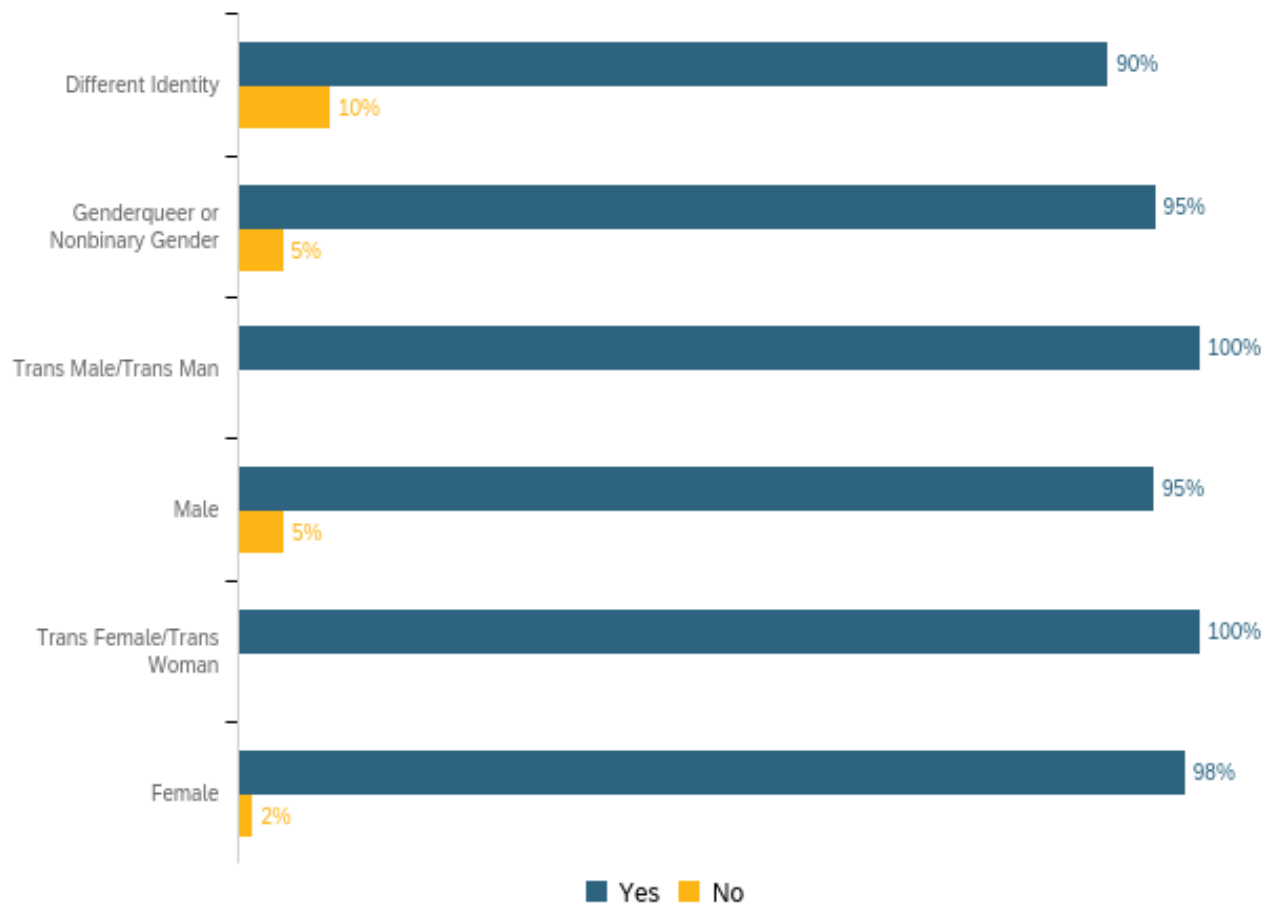
*Difference in average score from October 2021 FWA Survey

Would you like to continue working remotely?



Question	Yes, same amount as now		Yes, more often than now		Yes, but less often than now		No		N/A		Total
Different Identity	52%	11	29%	6	0%	0	19%	4	0%	0	21
Genderqueer or Nonbinary Gender	54%	35	37%	24	2%	1	8%	5	0%	0	65
Trans Male/Trans Man	63%	5	38%	3	0%	0	0%	0	0%	0	8
Male	67%	488	18%	132	5%	39	4%	28	6%	42	729
Trans Female/Trans Woman	67%	4	33%	2	0%	0	0%	0	0%	0	6
Female	69%	1212	23%	402	4%	73	1%	26	2%	32	1745

Regardless of how much you are (or are not) working remotely, do you think that UC Berkeley benefits from offering Flexible Work Arrangements?



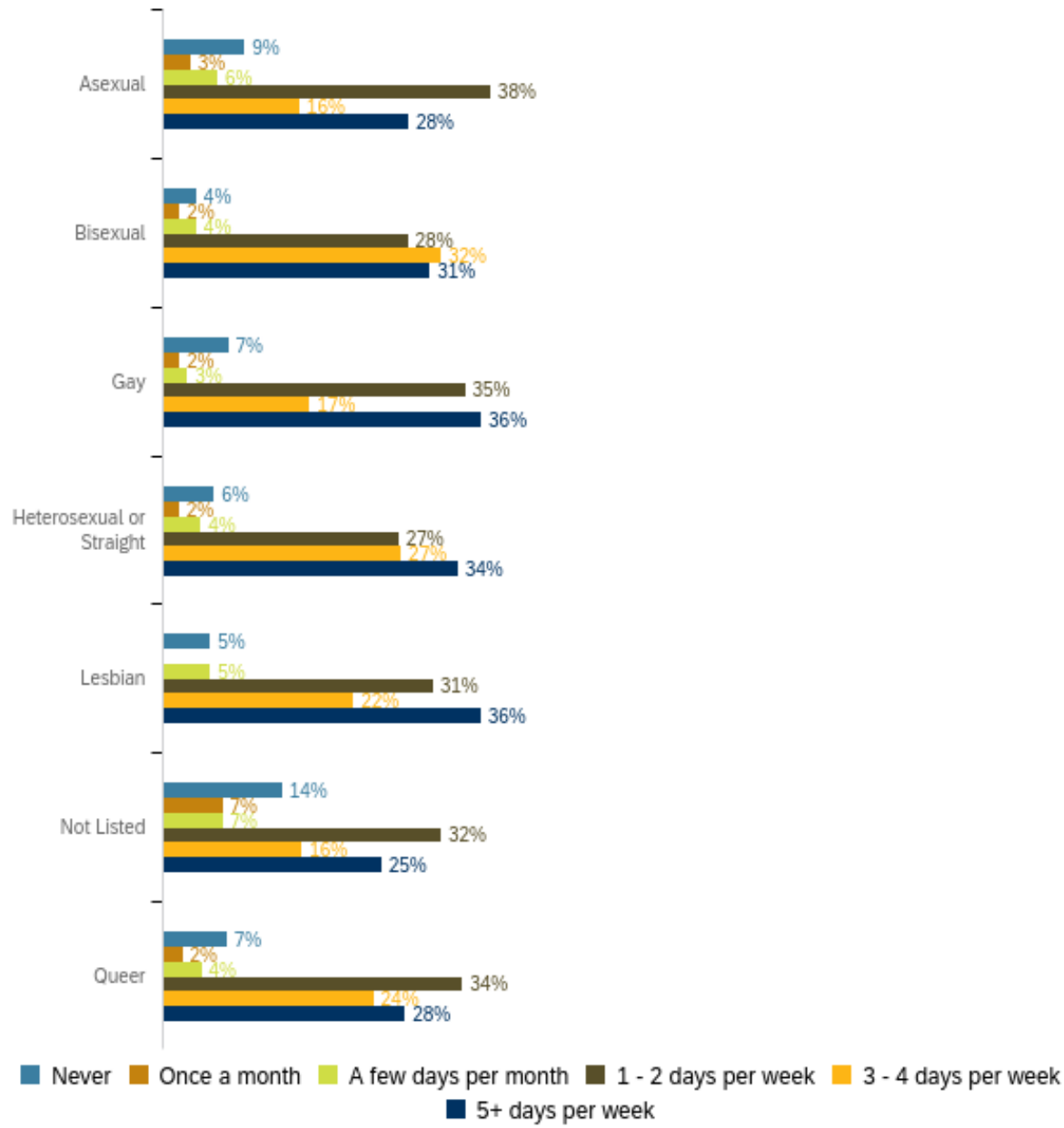
Question	Yes		No		Total
	%	Count	%	Count	
Different Identity	90%	19	10%	2	21
Genderqueer or Nonbinary Gender	95%	62	5%	3	65
Trans Male/Trans Man	100%	8	0%	0	8
Male	95%	685	5%	34	719
Trans Female/Trans Woman	100%	6	0%	0	6
Female	98%	1702	2%	26	1728

Berkeley People & Culture

Flexible Work Arrangement Survey - Sexual Orientation

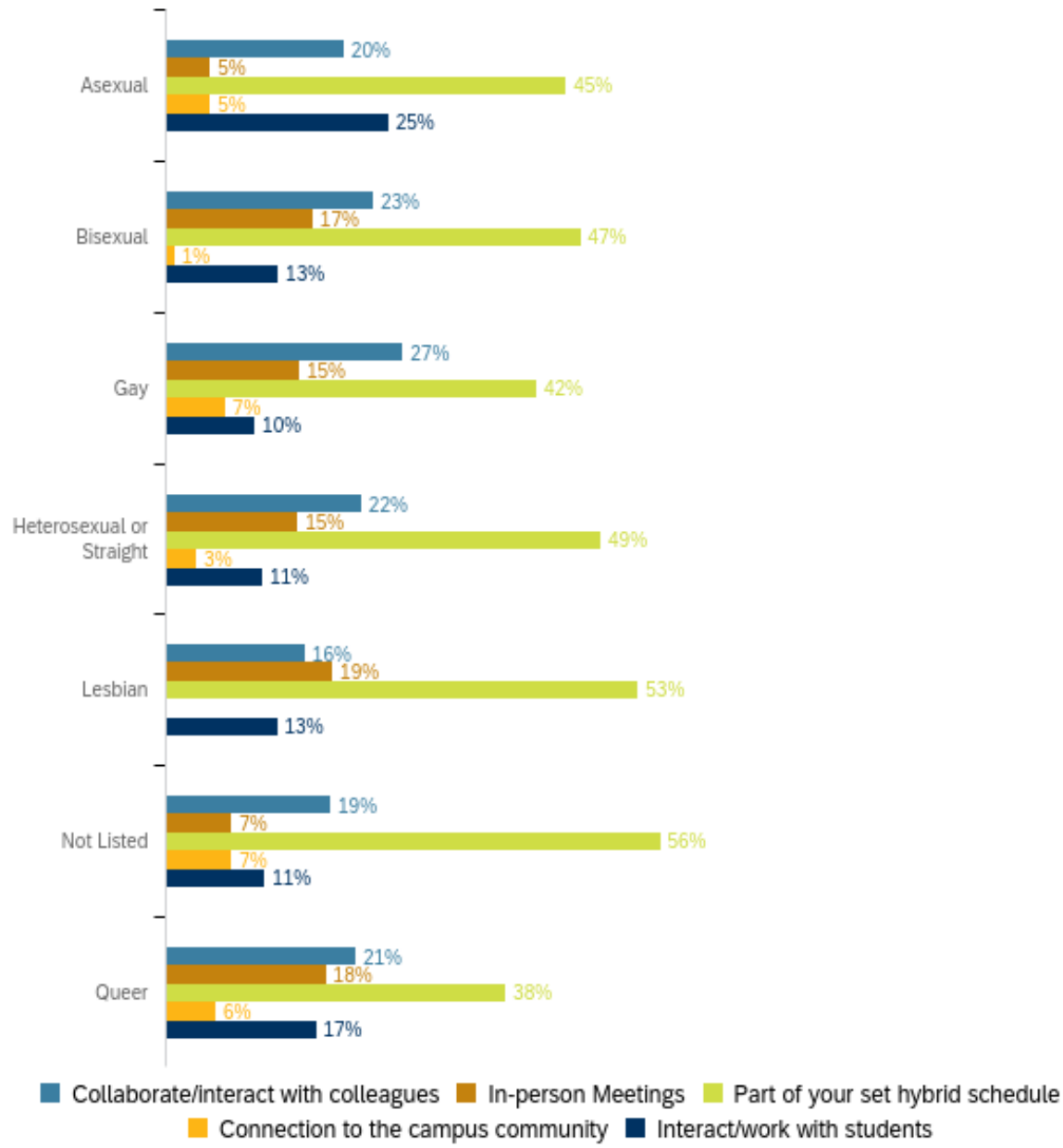
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On average, how often are you working remotely?



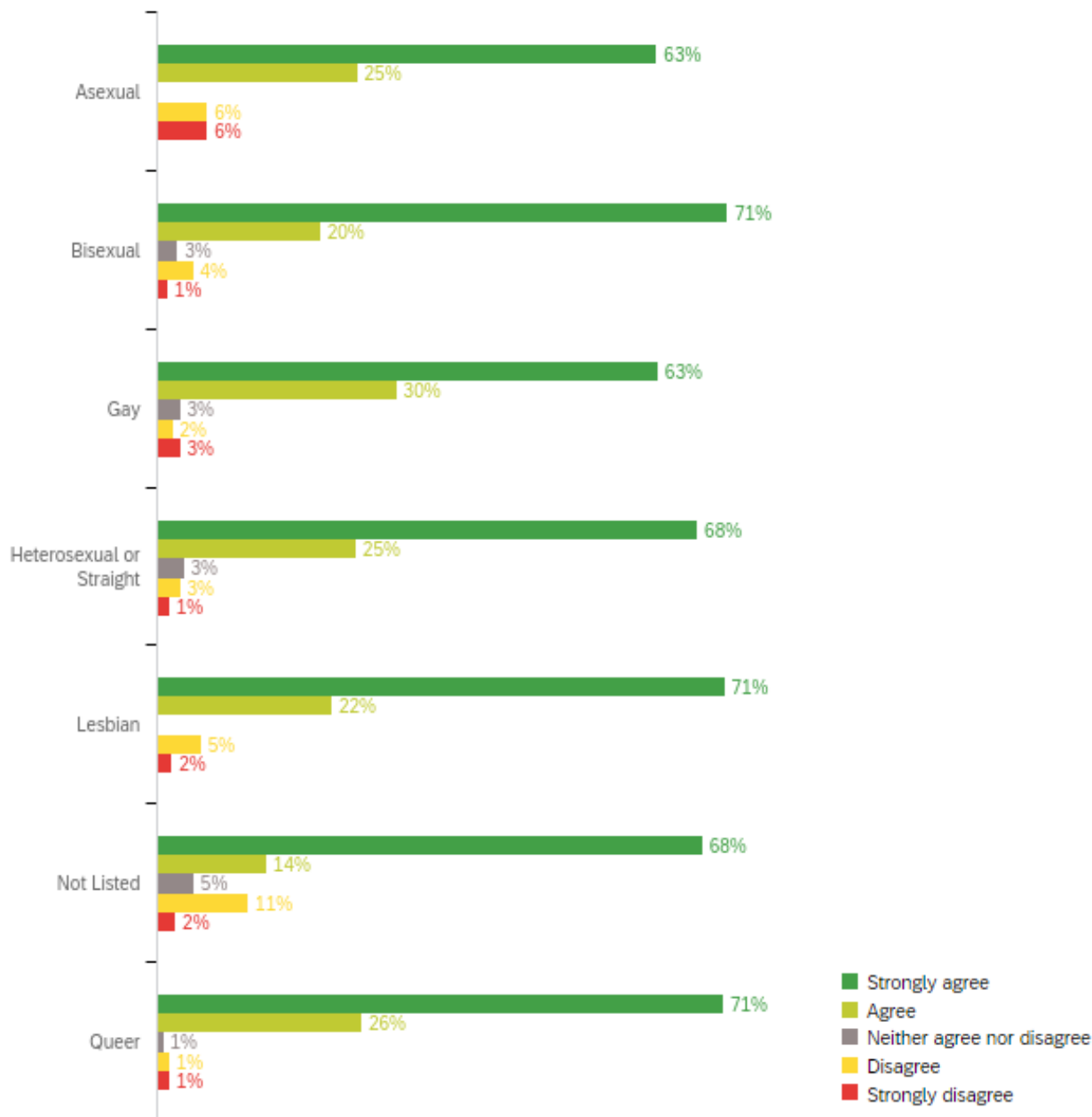
Question	Never	Once a month	A few times per month	1 - 2 times per week	3 - 4 times per week	5+ days per week	Total						
Asexual	9%	3	3%	1	6%	2	38%	12	16%	5	28%	9	32
Bisexual	4%	6	2%	3	4%	6	28%	44	32%	50	31%	48	157
Gay	7%	8	2%	2	3%	3	35%	37	17%	18	36%	39	107
Heterosexual or Straight	6%	108	2%	34	4%	80	27%	497	27%	503	34%	622	1844
Lesbian	5%	3	0%	0	5%	3	31%	17	22%	12	36%	20	55
Not Listed	14%	6	7%	3	7%	3	32%	14	16%	7	25%	11	44
Queer	7%	10	2%	3	4%	6	34%	47	24%	33	28%	38	137

Why do you typically come to campus?



Question	Collaborate/interact with colleagues		In-person Meetings		Part of your set hybrid schedule		Connection to the campus community		Interact/work with students		Total
Asexual	20%	4	5%	1	45%	9	5%	1	25%	5	20
Bisexual	23%	24	17%	17	47%	48	1%	1	13%	13	103
Gay	27%	16	15%	9	42%	25	7%	4	10%	6	60
Heterosexual or Straight	22%	243	15%	164	49%	541	3%	38	11%	120	1106
Lesbian	16%	5	19%	6	53%	17	0%	0	13%	4	32
Not Listed	19%	5	7%	2	56%	15	7%	2	11%	3	27
Queer	21%	19	18%	16	38%	34	6%	5	17%	15	89

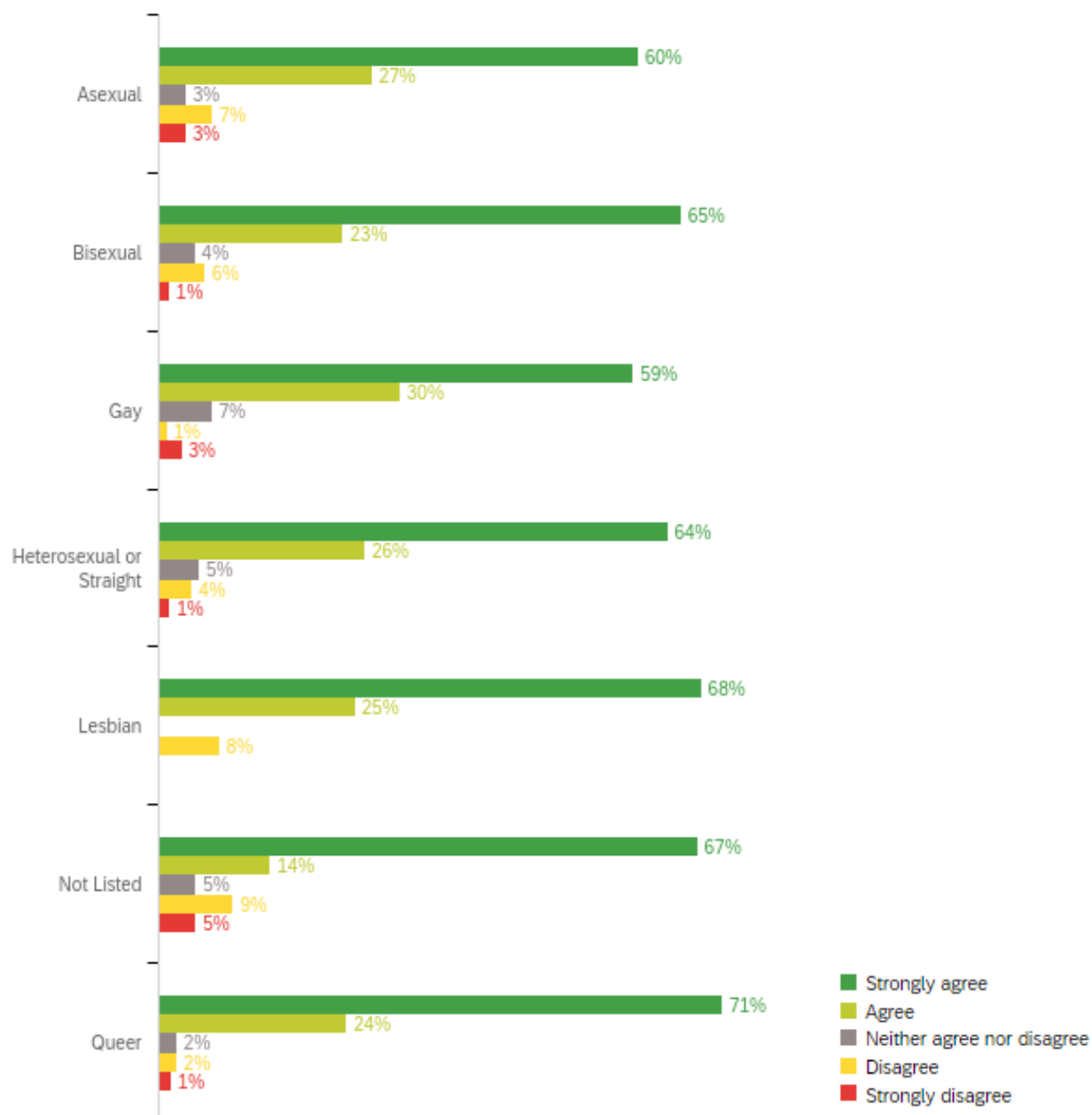
I can easily communicate with my coworkers (or colleagues) in my business unit (or office/lab/department) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Asexual	63%	20	25%	8	0%	0	6%	2	6%	2	4.31 (-0.19)	32
Bisexual	71%	112	20%	32	3%	4	4%	7	1%	2	4.56 (-0.15)	157
Gay	63%	67	30%	32	3%	3	2%	2	3%	3	4.48 (-0.1)	107
Heterosexual or Straight	68%	1238	25%	455	3%	60	3%	52	1%	27	4.54 (0.01)	1832
Lesbian	71%	39	22%	12	0%	0	5%	3	2%	1	4.55 (-0.12)	55
Not Listed	68%	30	14%	6	5%	2	11%	5	2%	1	4.34 (-0.03)	44
Queer	71%	97	26%	35	1%	1	1%	2	1%	2	4.63 (0.04)	137

*Difference in average score from October 2021 FWA survey

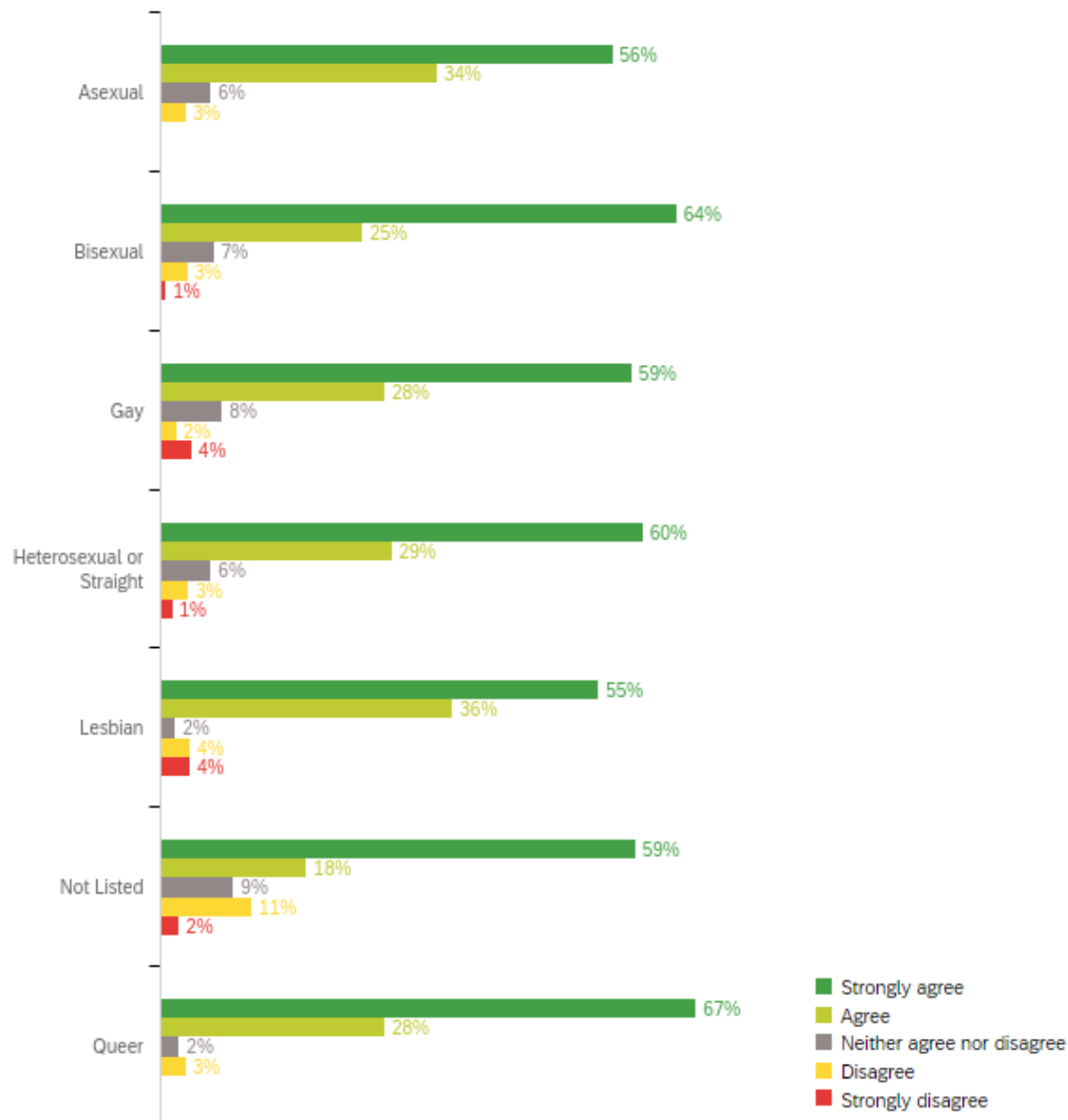
I can easily collaborate with my coworkers (or colleagues) in my business unit (or office/lab/department) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Asexual	60%	18	27%	8	3%	1	7%	2	3%	1	4.33 (0)	30
Bisexual	65%	102	23%	36	4%	7	6%	9	1%	2	4.46 (-0.06)	156
Gay	59%	63	30%	32	7%	7	1%	1	3%	3	4.42 (-0.05)	106
Heterosexual or Straight	64%	1163	26%	471	5%	92	4%	75	1%	25	4.46 (0.04)	1826
Lesbian	68%	36	25%	13	0%	0	8%	4	0%	0	4.53 (0.05)	53
Not Listed	67%	29	14%	6	5%	2	9%	4	5%	2	4.3 (-0.11)	43
Queer	71%	96	24%	32	2%	3	2%	3	1%	2	4.6 (0.06)	136

*Difference in average score from October 2021 FWA survey

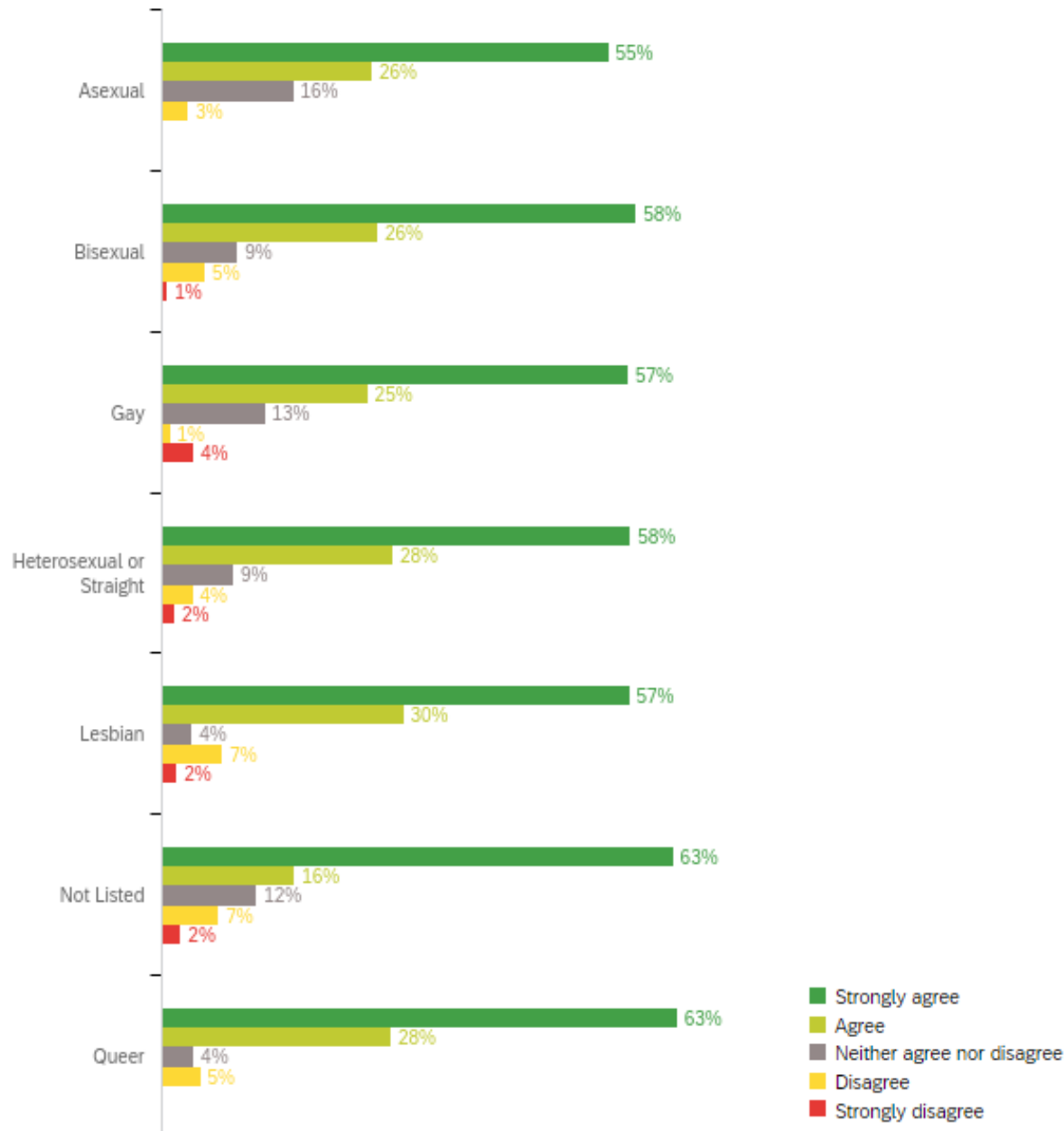
I can easily communicate with individuals in other business units (or office/lab/department) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Asexual	56%	18	34%	11	6%	2	3%	1	0%	0	4.44 (0.11)	32
Bisexual	64%	97	25%	38	7%	10	3%	5	1%	1	4.49 (-0.06)	151
Gay	59%	61	28%	29	8%	8	2%	2	4%	4	4.36 (0.01)	104
Heterosexual or Straight	60%	1087	29%	521	6%	114	3%	63	1%	26	4.42 (0.04)	1811
Lesbian	55%	30	36%	20	2%	1	4%	2	4%	2	4.35 (-0.14)	55
Not Listed	59%	26	18%	8	9%	4	11%	5	2%	1	4.2 (0.1)	44
Queer	67%	86	28%	36	2%	3	3%	4	0%	0	4.58 (0.12)	129

*Difference in average score from October 2021 FWA survey

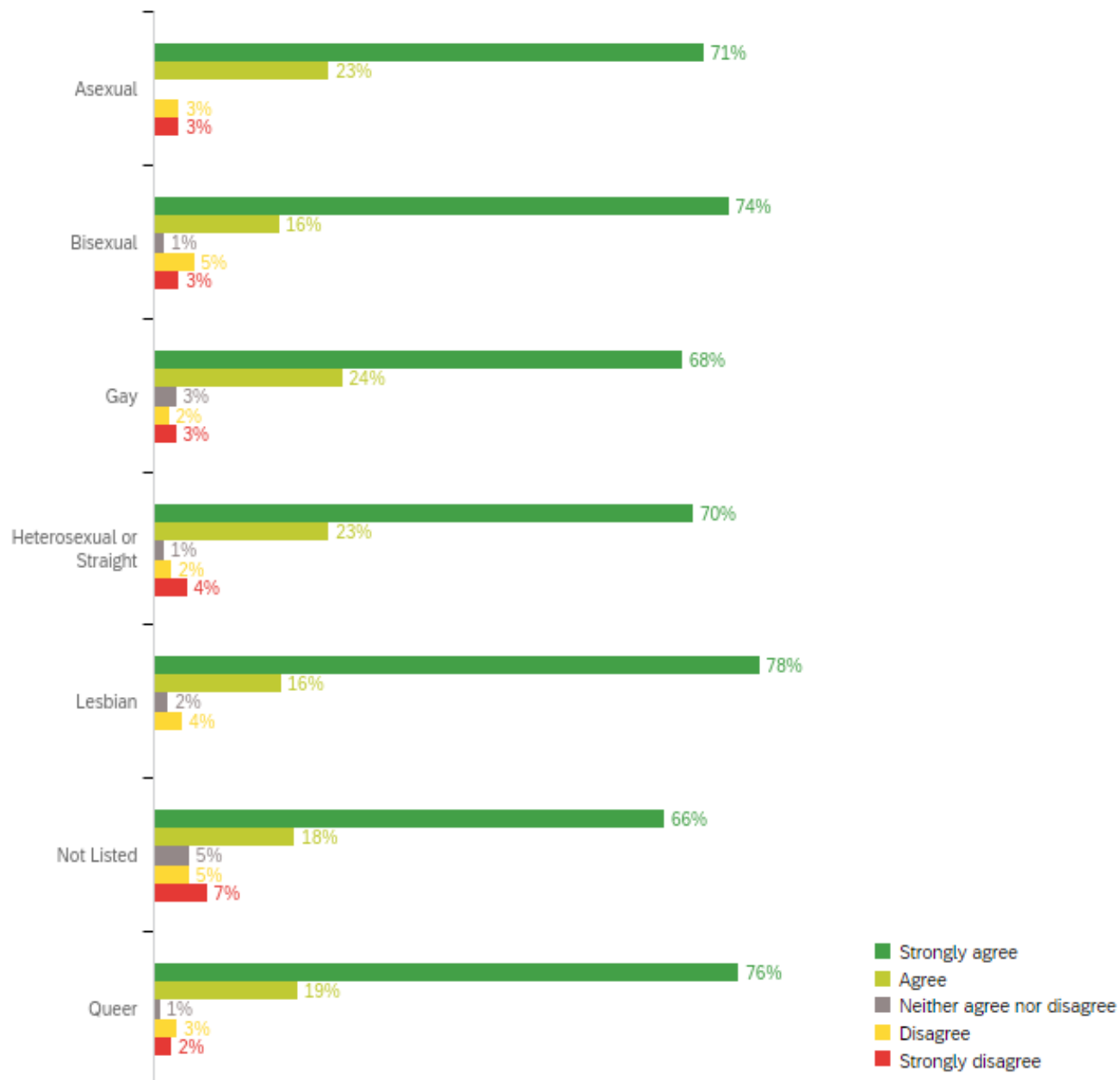
I can easily collaborate with individuals in other business units (or office/lab/department) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Asexual	55%	17	26%	8	16%	5	3%	1	0%	0	4.32 (0.07)	31
Bisexual	58%	88	26%	40	9%	14	5%	8	1%	1	4.36 (-0.04)	151
Gay	57%	59	25%	26	13%	13	1%	1	4%	4	4.31 (0)	103
Heterosexual or Straight	58%	1033	28%	509	9%	157	4%	67	2%	28	4.37 (0.05)	1794
Lesbian	57%	31	30%	16	4%	2	7%	4	2%	1	4.33 (-0.03)	54
Not Listed	63%	27	16%	7	12%	5	7%	3	2%	1	4.3 (0.19)	43
Queer	63%	81	28%	36	4%	5	5%	6	0%	0	4.5 (0.07)	128

*Difference in average score from October 2021 FWA survey

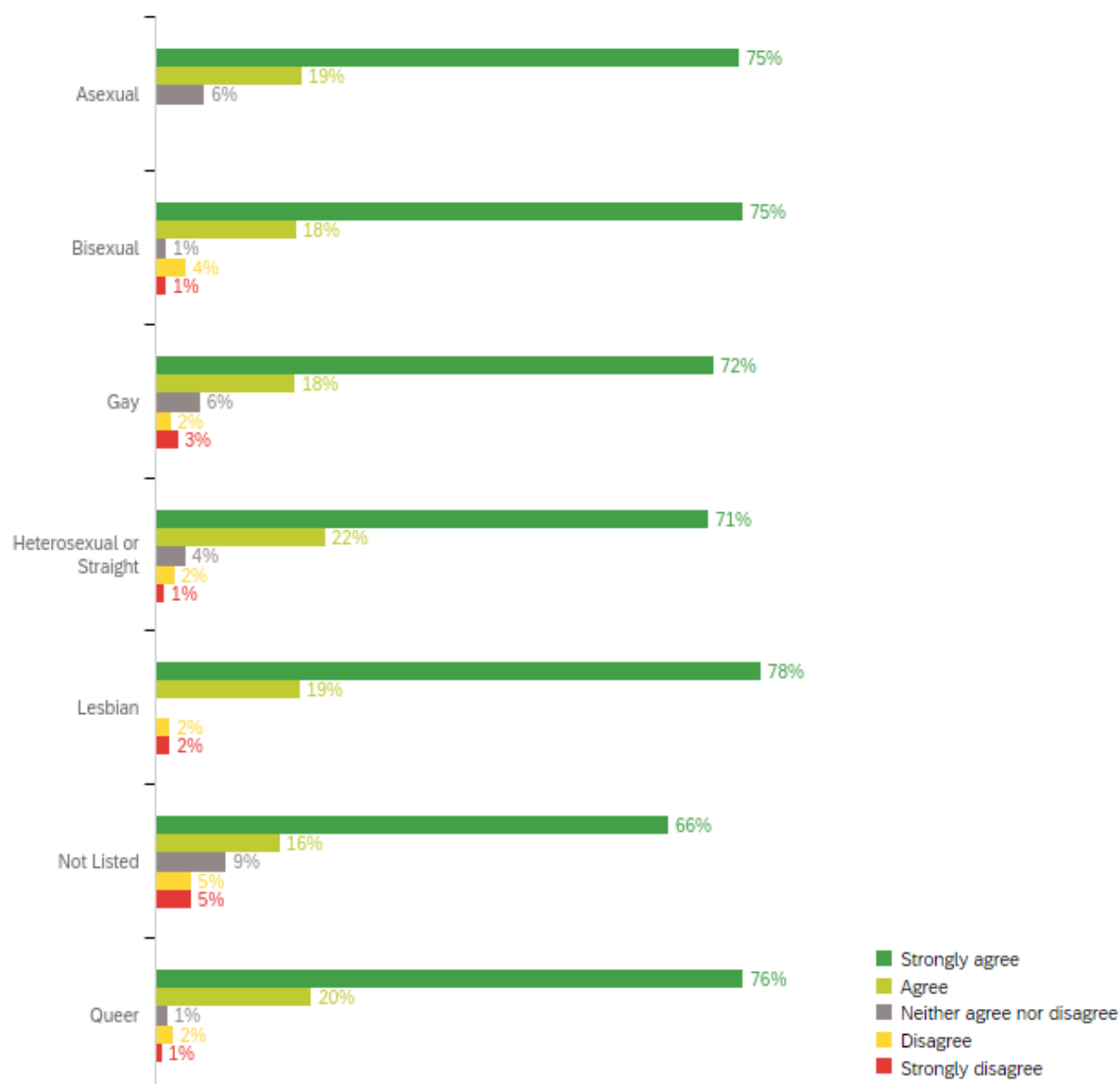
I can easily collaborate with my manager (or department chair/lab manager/supervisor) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Asexual	71%	22	23%	7	3%	1	3%	1	0%	0	4.61 (-0.14)	31
Bisexual	74%	115	16%	25	3%	5	5%	8	1%	2	4.57 (-0.03)	155
Gay	68%	73	24%	26	3%	3	2%	2	3%	3	4.53 (-0.04)	107
Heterosexual or Straight	70%	1263	23%	410	4%	77	2%	41	1%	23	4.57 (0.01)	1814
Lesbian	78%	43	16%	9	0%	0	4%	2	2%	1	4.65 (0.09)	55
Not Listed	66%	29	18%	8	7%	3	5%	2	5%	2	4.36 (0.03)	44
Queer	76%	102	19%	25	2%	3	3%	4	1%	1	4.65 (0.01)	135

*Difference in average score from October 2021 FWA survey

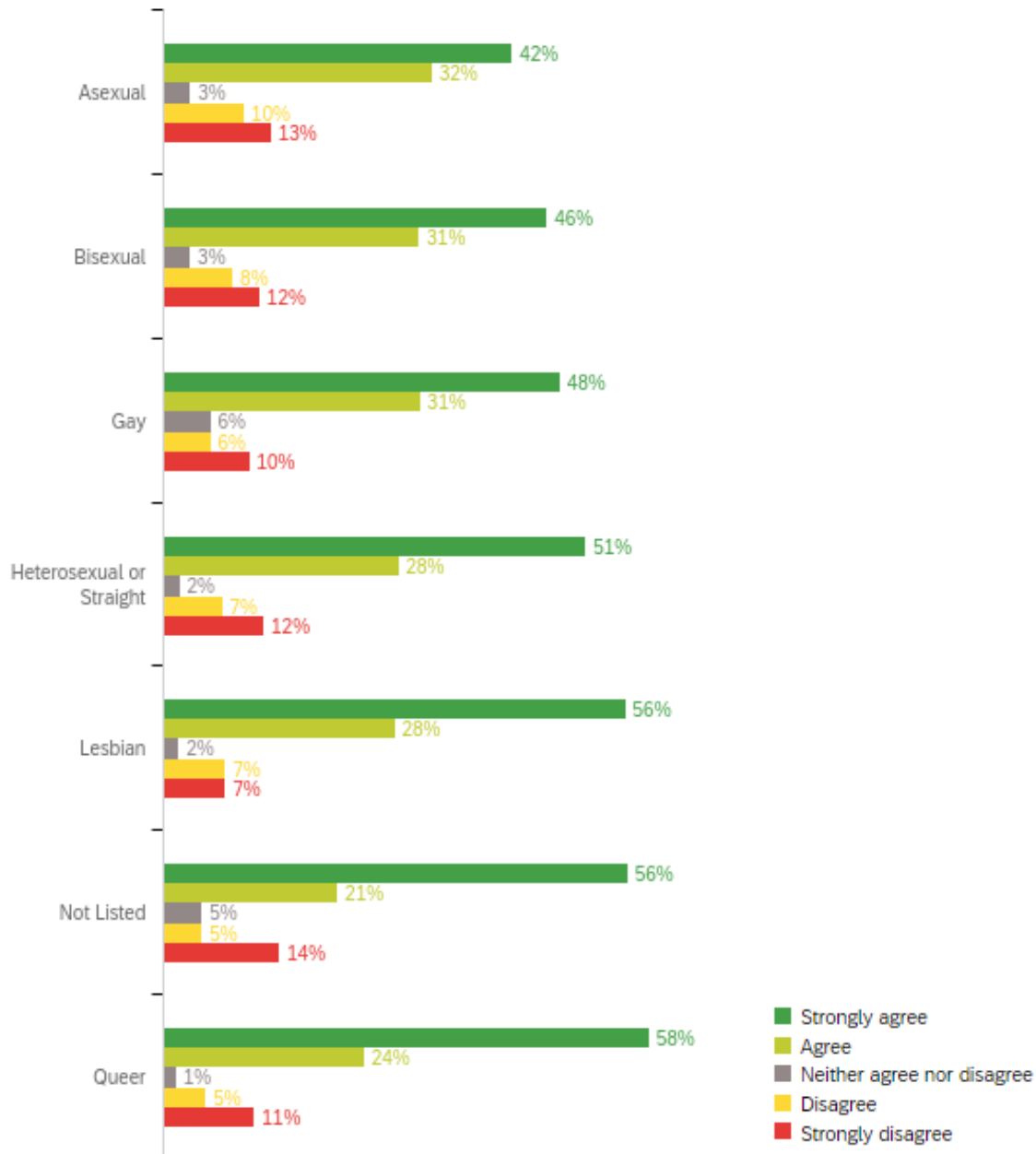
I can easily communicate with my manager (or department chair/lab manager/supervisor) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Asexual	75%	24	19%	6	6%	2	0%	0	0%	0	4.69 (-0.06)	32
Bisexual	75%	117	18%	28	1%	2	4%	6	1%	2	4.63 (-0.04)	155
Gay	72%	76	18%	19	6%	6	2%	2	3%	3	4.54 (-0.07)	106
Heterosexual or Straight	71%	1294	22%	396	4%	69	2%	43	1%	20	4.59 (0)	1822
Lesbian	78%	42	19%	10	0%	0	2%	1	2%	1	4.69 (0.01)	54
Not Listed	66%	29	16%	7	9%	4	5%	2	5%	2	4.34 (-0.06)	44
Queer	76%	102	20%	27	1%	2	2%	3	1%	1	4.67 (0.08)	135

*Difference in average score from October 2021 FWA survey

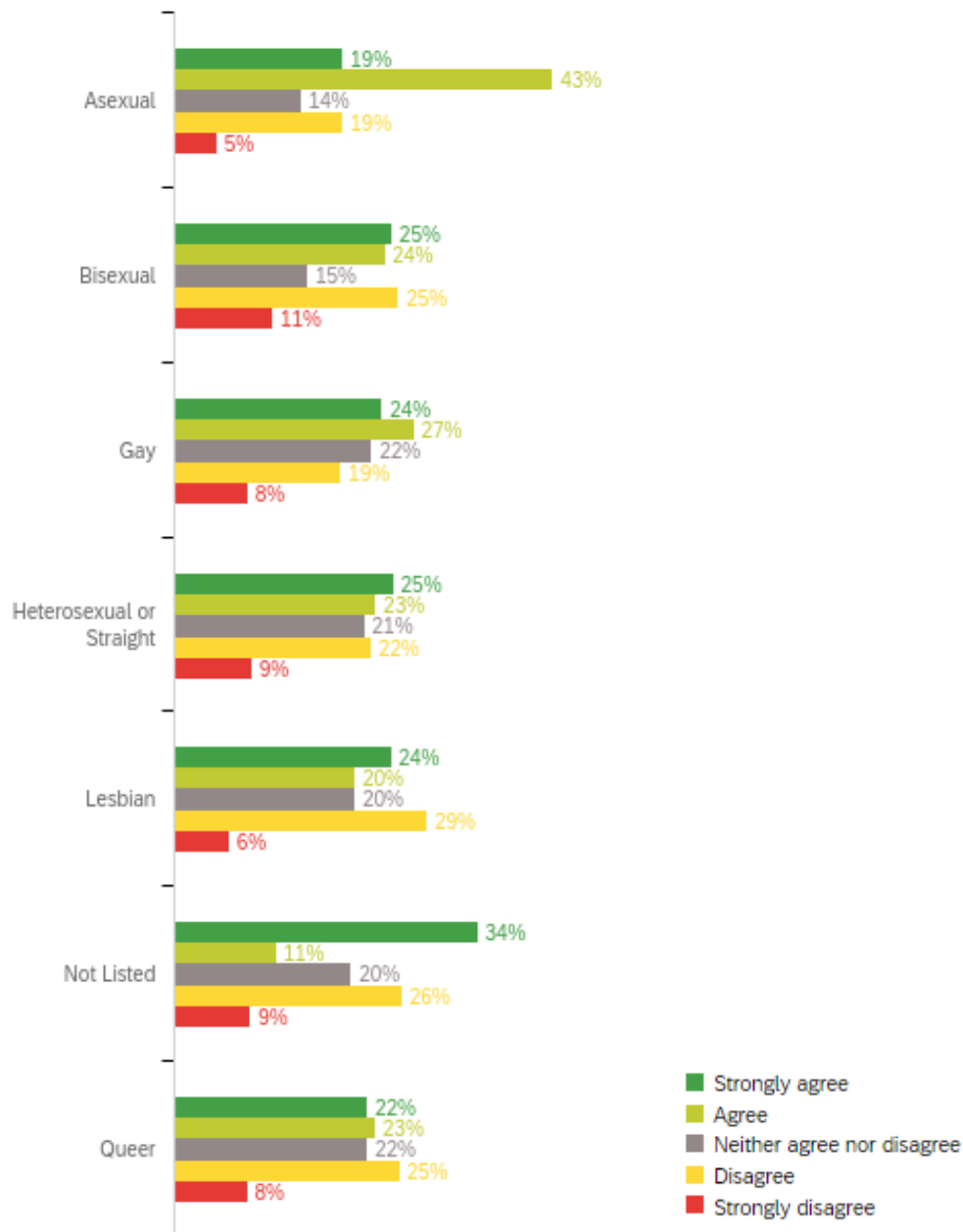
Meetings conducted on Zoom are as productive as meetings conducted face-to-face.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Asexual	42%	13	32%	10	13%	4	10%	3	3%	1	4 (-0.58)	31
Bisexual	46%	72	31%	48	12%	18	8%	13	3%	5	4.08 (0.04)	156
Gay	48%	51	31%	33	10%	11	6%	6	6%	6	4.09 (-0.02)	107
Heterosexual or Straight	51%	935	28%	520	12%	222	7%	129	2%	35	4.19 (0.09)	1841
Lesbian	56%	30	28%	15	7%	4	7%	4	2%	1	4.28 (0.15)	54
Not Listed	56%	24	21%	9	14%	6	5%	2	5%	2	4.19 (0.22)	43
Queer	58%	80	24%	33	11%	15	5%	7	1%	2	4.33 (0.16)	137

*Difference in average score from October 2021 FWA survey

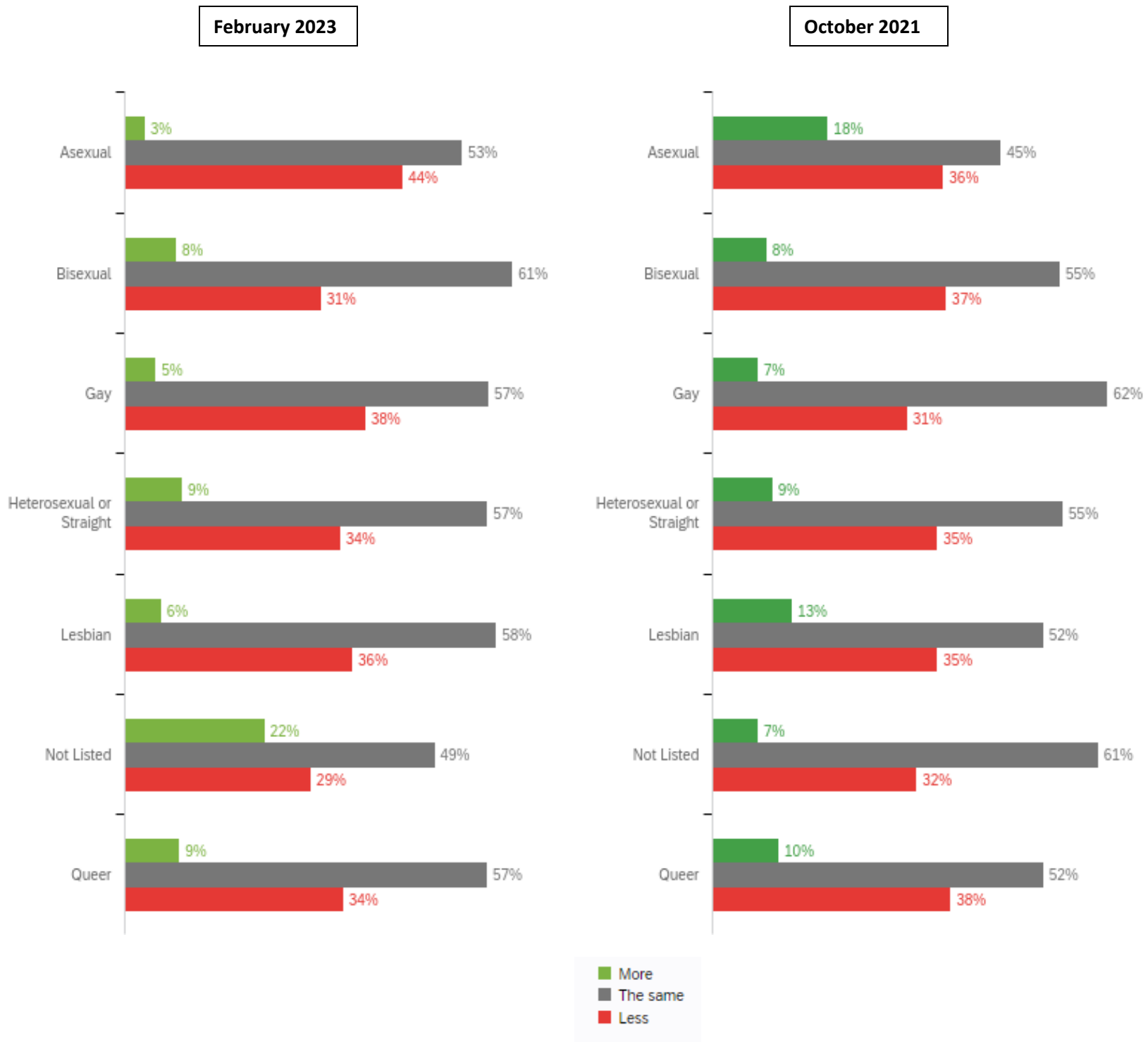
On-boarding, integrating and forming relationships with new employees hired remotely (that I've never met or worked with in person), has been the same or better as compared to hiring in person (answer NA if no new employees to your team).



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Asexual	19%	4	43%	9	14%	3	19%	4	5%	1	3.52 (-0.03)	21
Bisexual	25%	31	24%	30	15%	19	25%	32	11%	14	3.25 (0.09)	126
Gay	24%	20	27%	23	22%	19	19%	16	8%	7	3.39 (0.42)	85
Heterosexual or Straight	25%	364	23%	335	21%	316	22%	327	9%	128	3.33 (0.2)	1470
Lesbian	24%	12	20%	10	20%	10	29%	14	6%	3	3.29 (0.14)	49
Not Listed	34%	12	11%	4	20%	7	26%	9	9%	3	3.37 (0.16)	35
Queer	22%	24	23%	25	22%	24	25%	28	8%	9	3.25 (0.15)	110

*Difference in average score from October 2021 FWA survey

Compared to when my coworkers (or colleagues) are working on-site, I feel _____ sense of community with my coworkers when they are working remotely. (Select NA if you have not had this experience)



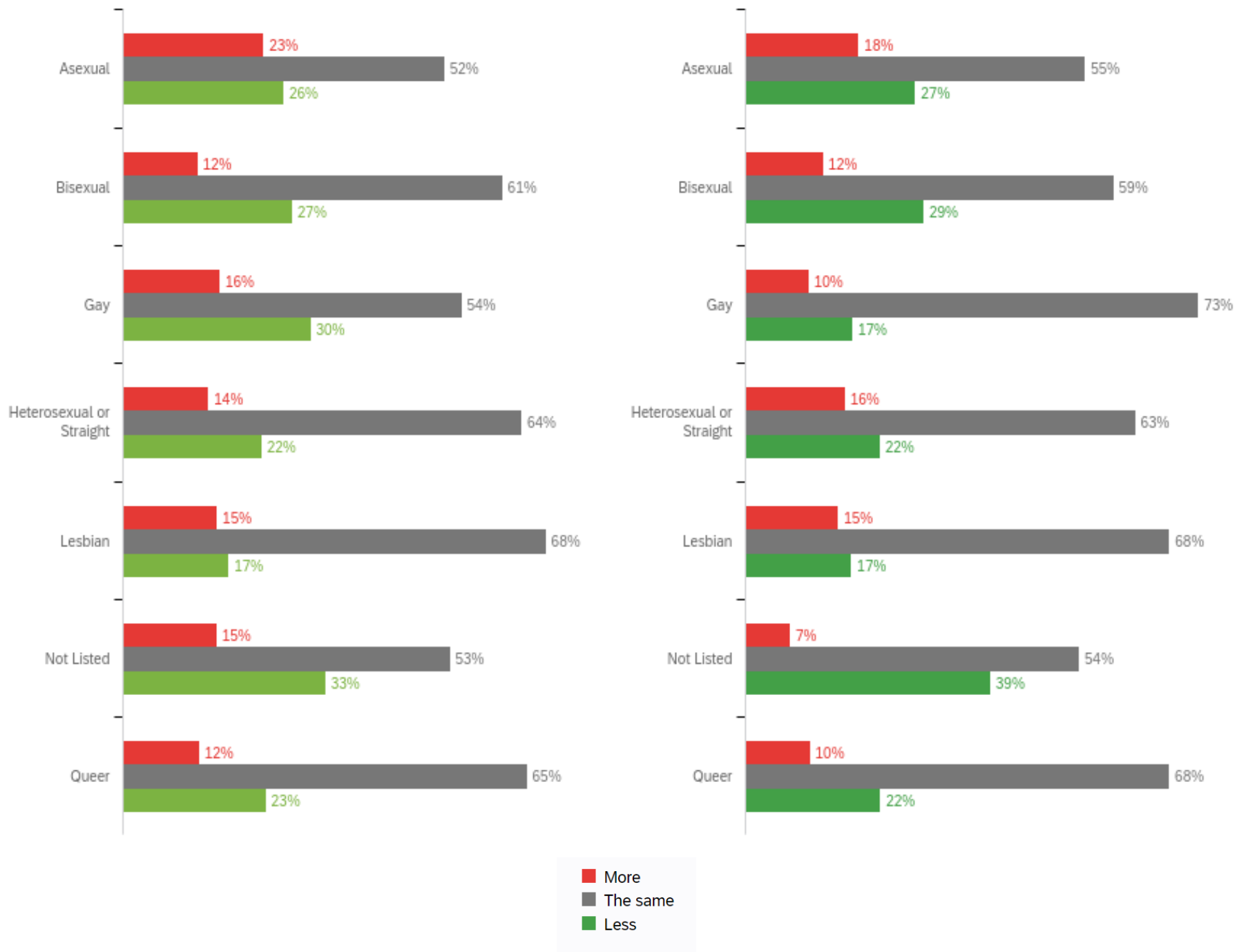
February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Asexual	3%	1	53%	17	44%	14	32
Bisexual	8%	12	61%	91	31%	46	149
Gay	5%	5	57%	59	38%	39	103
Heterosexual or Straight	9%	157	57%	995	34%	591	1743
Lesbian	6%	3	58%	31	36%	19	53
Not Listed	22%	9	49%	20	29%	12	41
Queer	9%	11	57%	73	34%	44	128

Compared to when my coworkers (or colleagues) are working on-site, it takes _____ time to get work-related questions answered when my co-workers are working remotely. (Select NA if you have not had this experience)

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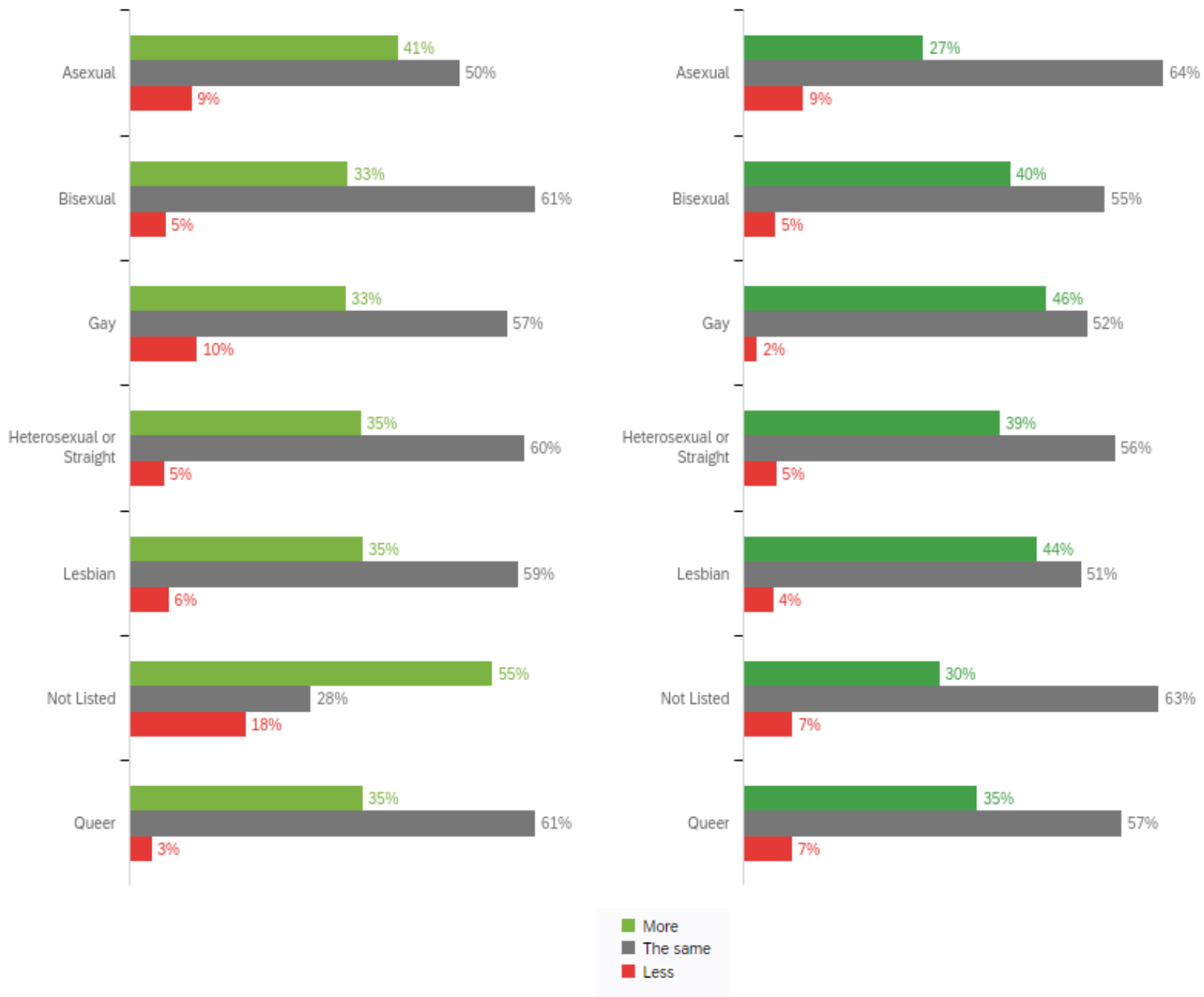
February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Asexual	23%	7	52%	16	26%	8	31
Bisexual	12%	18	61%	92	27%	41	151
Gay	16%	16	54%	56	30%	31	103
Heterosexual or Straight	14%	241	64%	1123	22%	390	1754
Lesbian	15%	8	68%	36	17%	9	53
Not Listed	15%	6	53%	21	33%	13	40
Queer	12%	16	65%	85	23%	30	131

Compared to when my coworkers (or colleagues) are working on-site, my coworkers appear to be completing _____ amount of work while they are working remotely.

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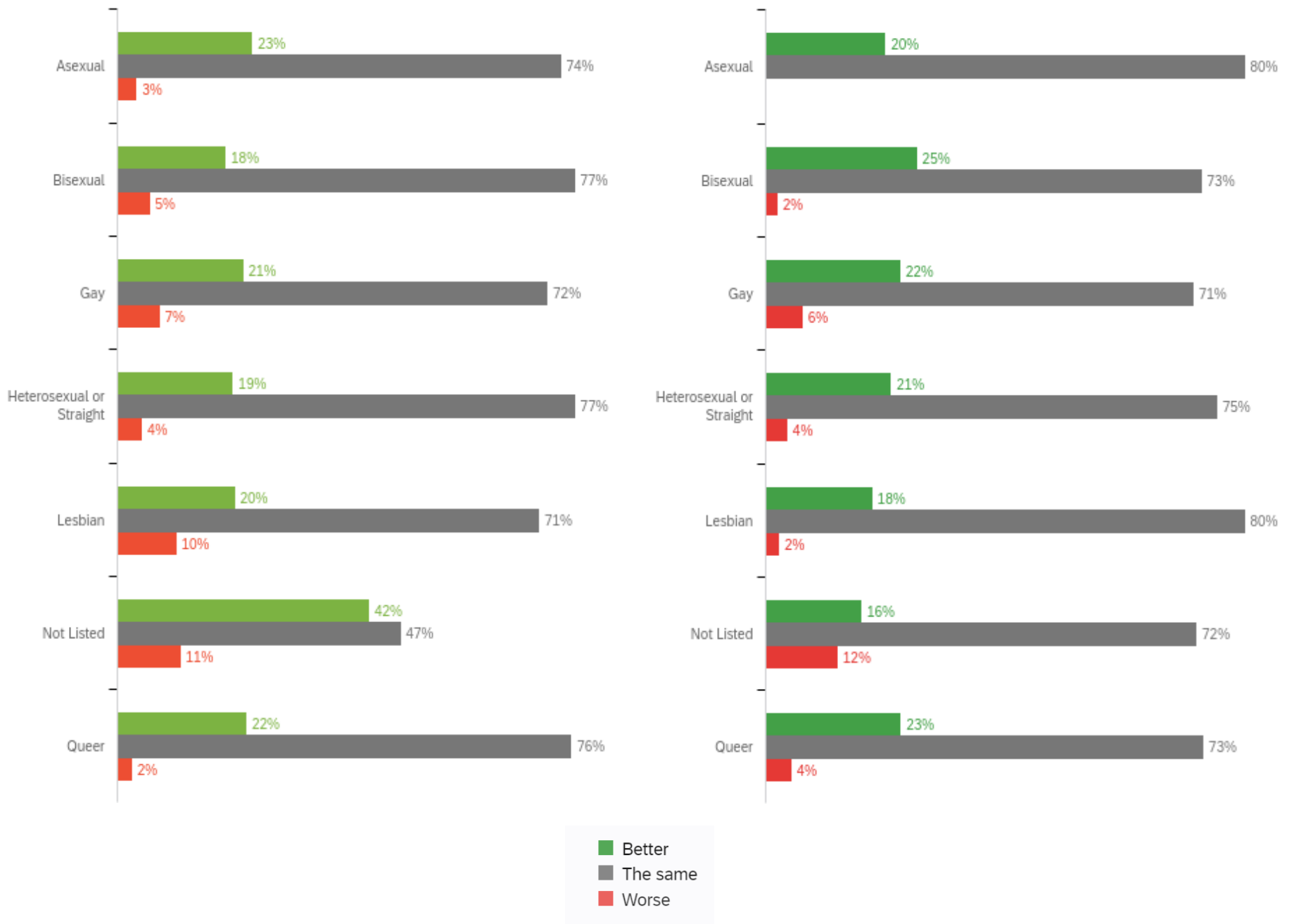
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Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Asexual	41%	13	50%	16	9%	3	32
Bisexual	33%	49	61%	91	5%	8	148
Gay	33%	32	57%	56	10%	10	98
Heterosexual or Straight	35%	597	60%	1021	5%	88	1706
Lesbian	35%	18	59%	30	6%	3	51
Not Listed	55%	22	28%	11	18%	7	40
Queer	35%	43	61%	75	3%	4	122

Compared to when my coworkers (or colleagues) are working on-site, the quality of my coworkers' work product is _____
when they are working remotely.

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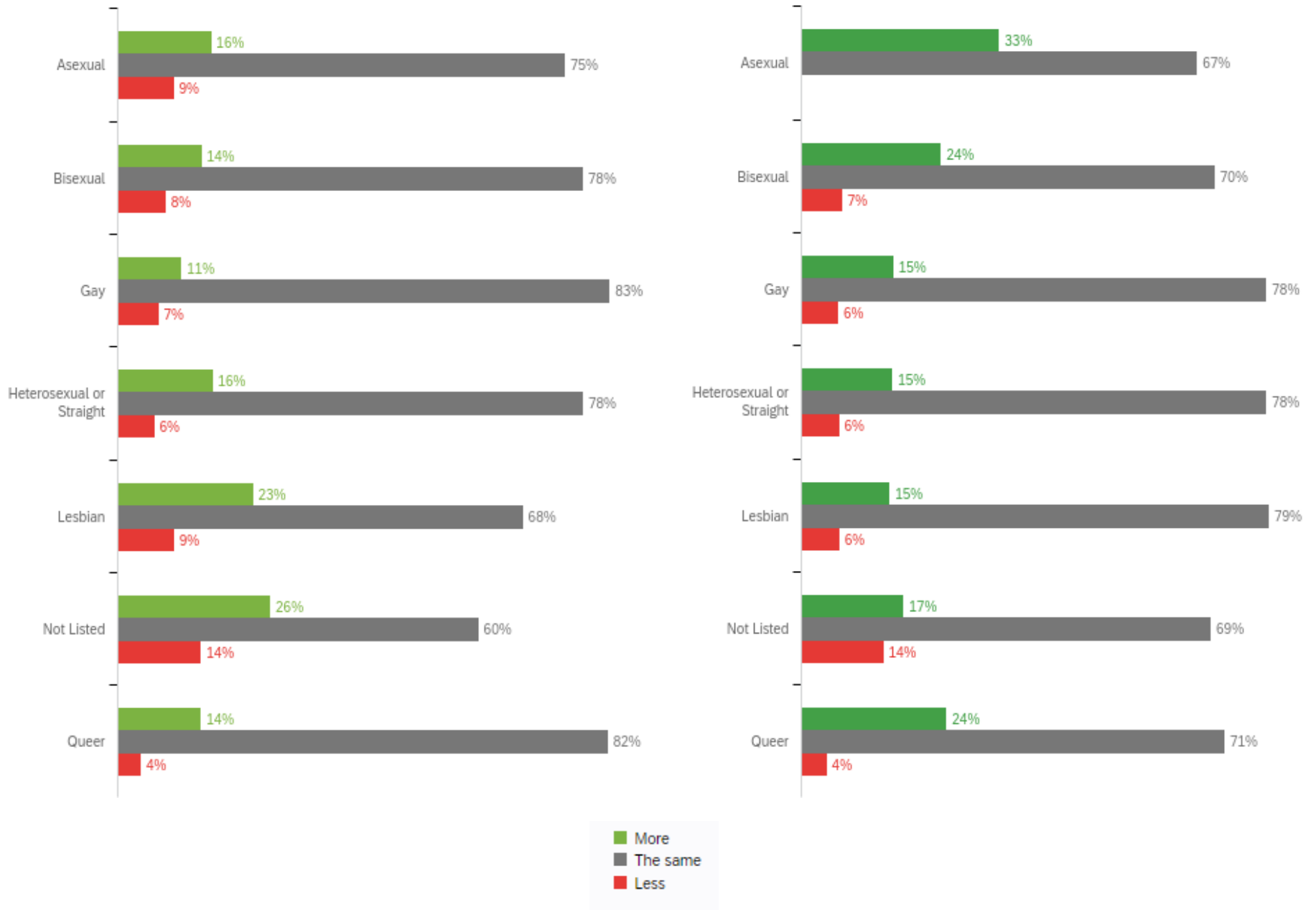
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Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Asexual	23%	7	74%	23	3%	1	31
Bisexual	18%	27	77%	114	5%	8	149
Gay	21%	21	72%	72	7%	7	100
Heterosexual or Straight	19%	331	77%	1309	4%	70	1710
Lesbian	20%	10	71%	36	10%	5	51
Not Listed	42%	16	47%	18	11%	4	38
Queer	22%	27	76%	95	2%	3	125

Compared to when my manager (or department chair/lab manager/supervisor) is working on-site, I feel supported _____
by my manager while my manager is working remotely.

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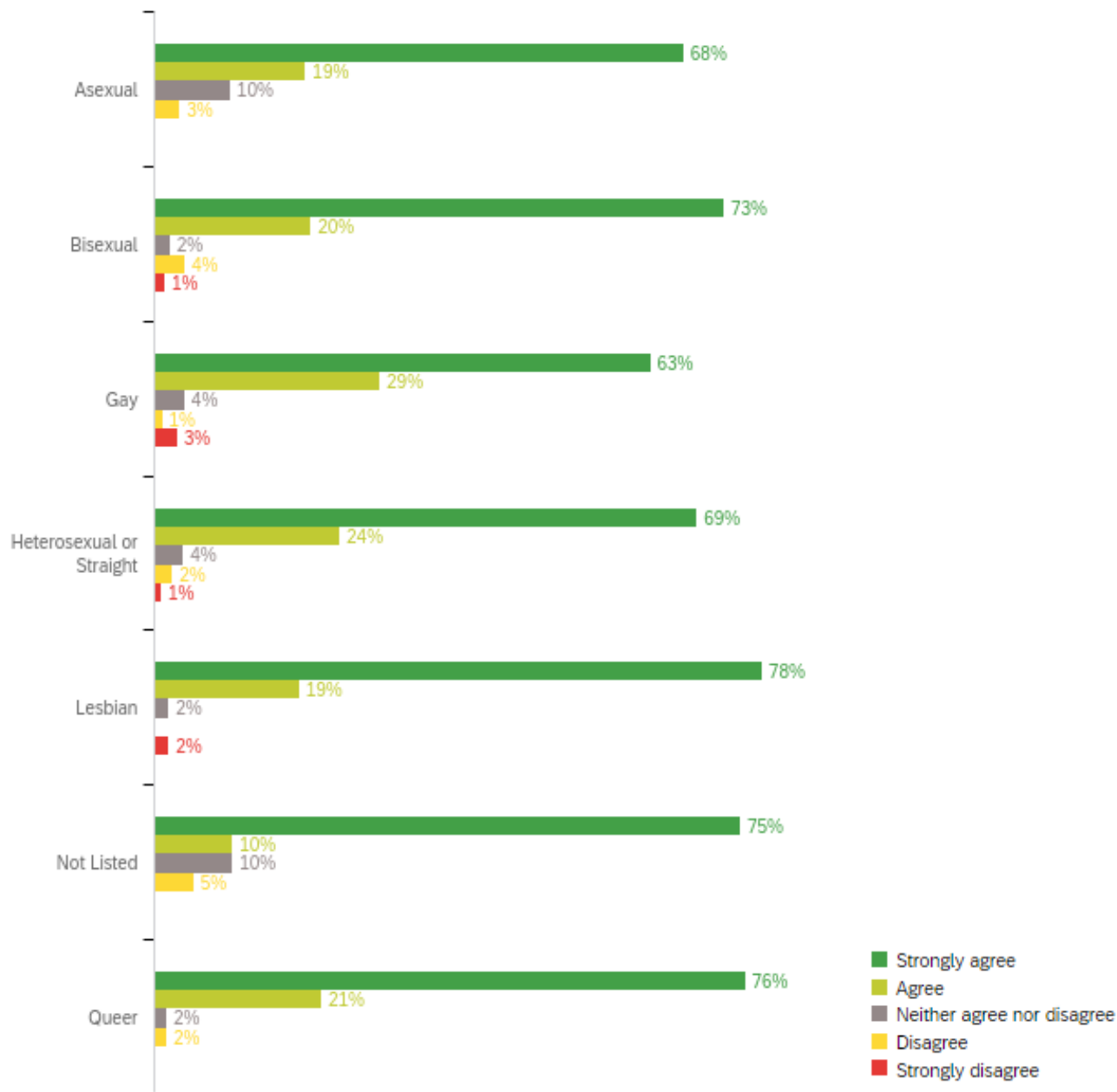
October 2021



February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Asexual	16%	5	75%	24	9%	3	32
Bisexual	14%	21	78%	117	8%	12	150
Gay	11%	11	83%	85	7%	7	103
Heterosexual or Straight	16%	274	78%	1347	6%	105	1726
Lesbian	23%	12	68%	36	9%	5	53
Not Listed	26%	11	60%	26	14%	6	43
Queer	14%	18	82%	106	4%	5	129

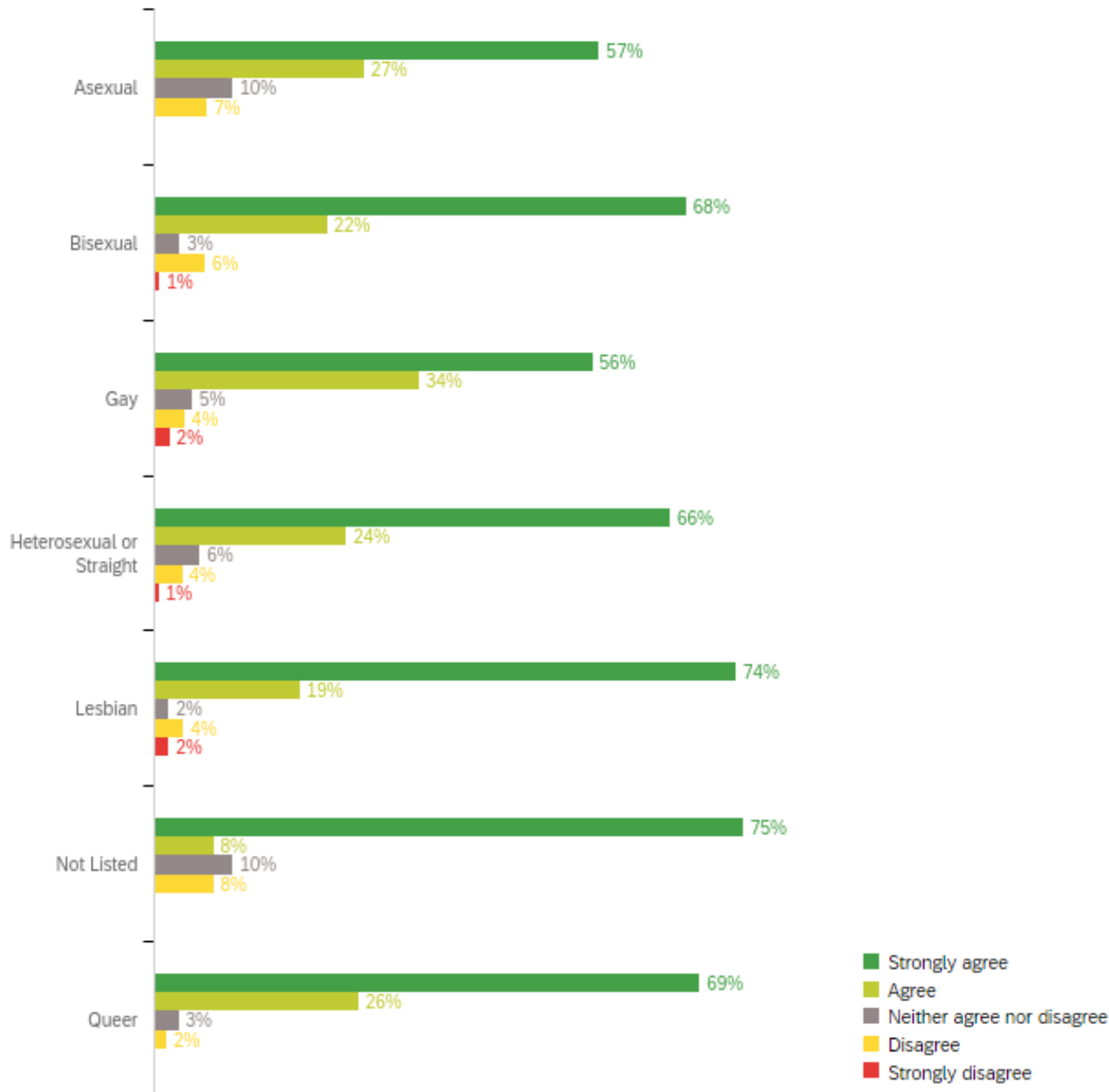
I can easily communicate with my coworkers (or colleagues) in my business unit (or offices/labs/departments) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Asexual	68%	21	19%	6	10%	3	3%	1	0%	0	4.52 (0.02)	21
Bisexual	73%	113	20%	31	2%	3	4%	6	1%	2	4.59 (-0.1)	126
Gay	63%	66	29%	30	4%	4	1%	1	3%	3	4.49 (-0.03)	85
Heterosexual or Straight	69%	1245	24%	425	4%	66	2%	41	1%	15	4.59 (0.05)	1470
Lesbian	78%	42	19%	10	2%	1	0%	0	2%	1	4.7 (0.05)	49
Not Listed	75%	30	10%	4	10%	4	5%	2	0%	0	4.55 (-0.03)	35
Queer	76%	99	21%	28	2%	2	2%	2	0%	0	4.71 (0.19)	110

*Difference in average score from October 2021 FWA survey

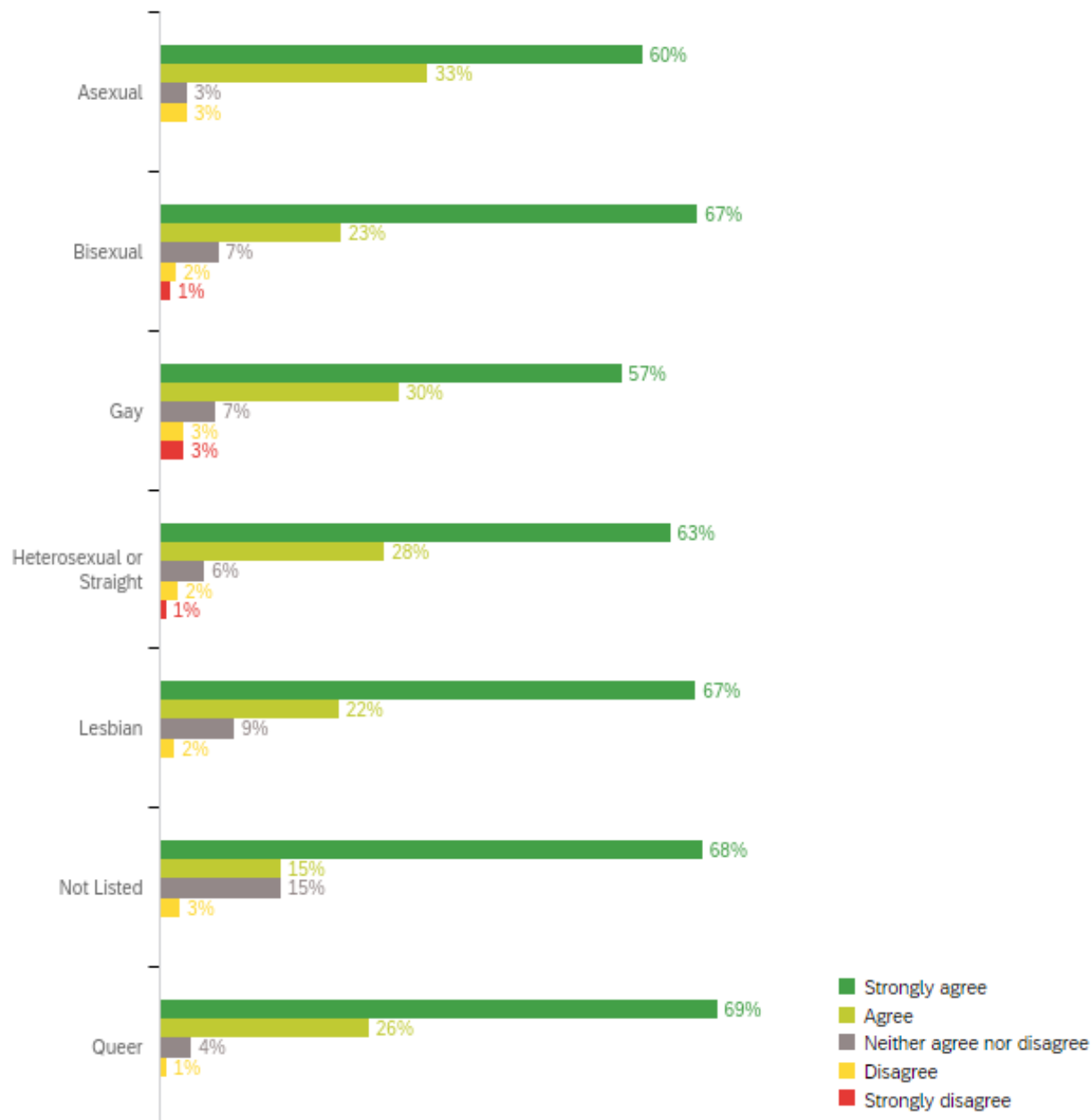
I can easily collaborate with my coworkers (or colleagues) in my business unit while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Asexual	57%	17	27%	8	10%	3	7%	2	0%	0	4.33 (-0.09)	30
Bisexual	68%	105	22%	34	3%	5	6%	10	1%	1	4.5 (-0.03)	155
Gay	56%	58	34%	35	5%	5	4%	4	2%	2	4.38 (-0.05)	104
Heterosexual or Straight	66%	1174	24%	437	6%	104	4%	63	1%	10	4.51 (0.06)	1788
Lesbian	74%	40	19%	10	2%	1	4%	2	2%	1	4.59 (0.09)	54
Not Listed	75%	30	8%	3	10%	4	8%	3	0%	0	4.5 (-0.04)	40
Queer	69%	91	26%	34	3%	4	2%	2	0%	0	4.63 (0.17)	131

*Difference in average score from October 2021 FWA survey

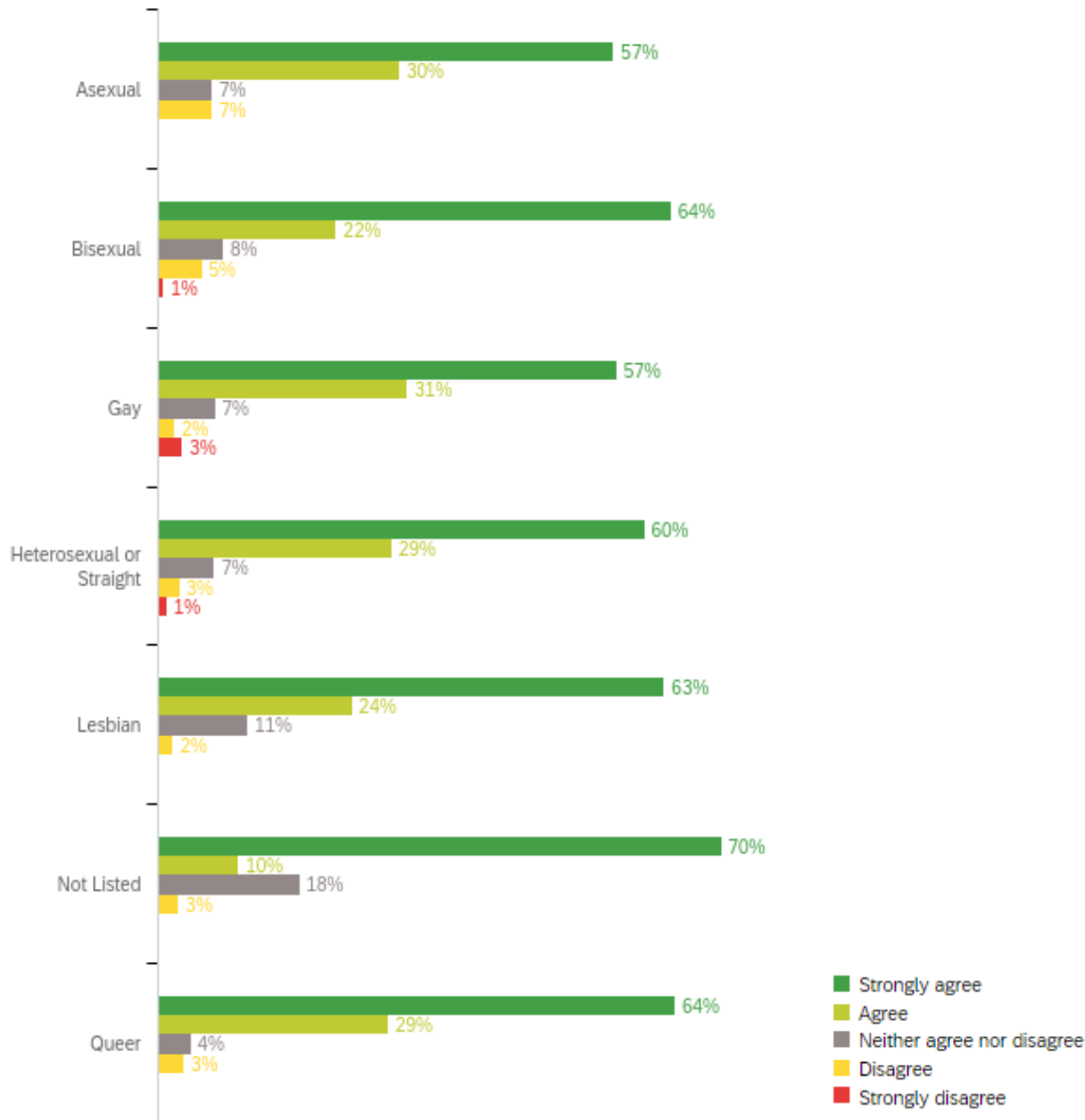
I can easily communicate with individuals in other business units (or offices/labs/departments) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Asexual	60%	18	33%	10	3%	1	3%	1	0%	0	4.5 (0.25)	30
Bisexual	67%	101	23%	34	7%	11	2%	3	1%	2	4.52 (-0.07)	151
Gay	57%	58	30%	30	7%	7	3%	3	3%	3	4.36 (-0.04)	101
Heterosexual or Straight	63%	1118	28%	492	6%	98	2%	40	1%	13	4.51 (0.05)	1761
Lesbian	67%	36	22%	12	9%	5	2%	1	0%	0	4.54 (-0.06)	54
Not Listed	68%	27	15%	6	15%	6	3%	1	0%	0	4.47 (0.35)	40
Queer	69%	88	26%	33	4%	5	1%	1	0%	0	4.64 (0.15)	127

*Difference in average score from October 2021 FWA survey

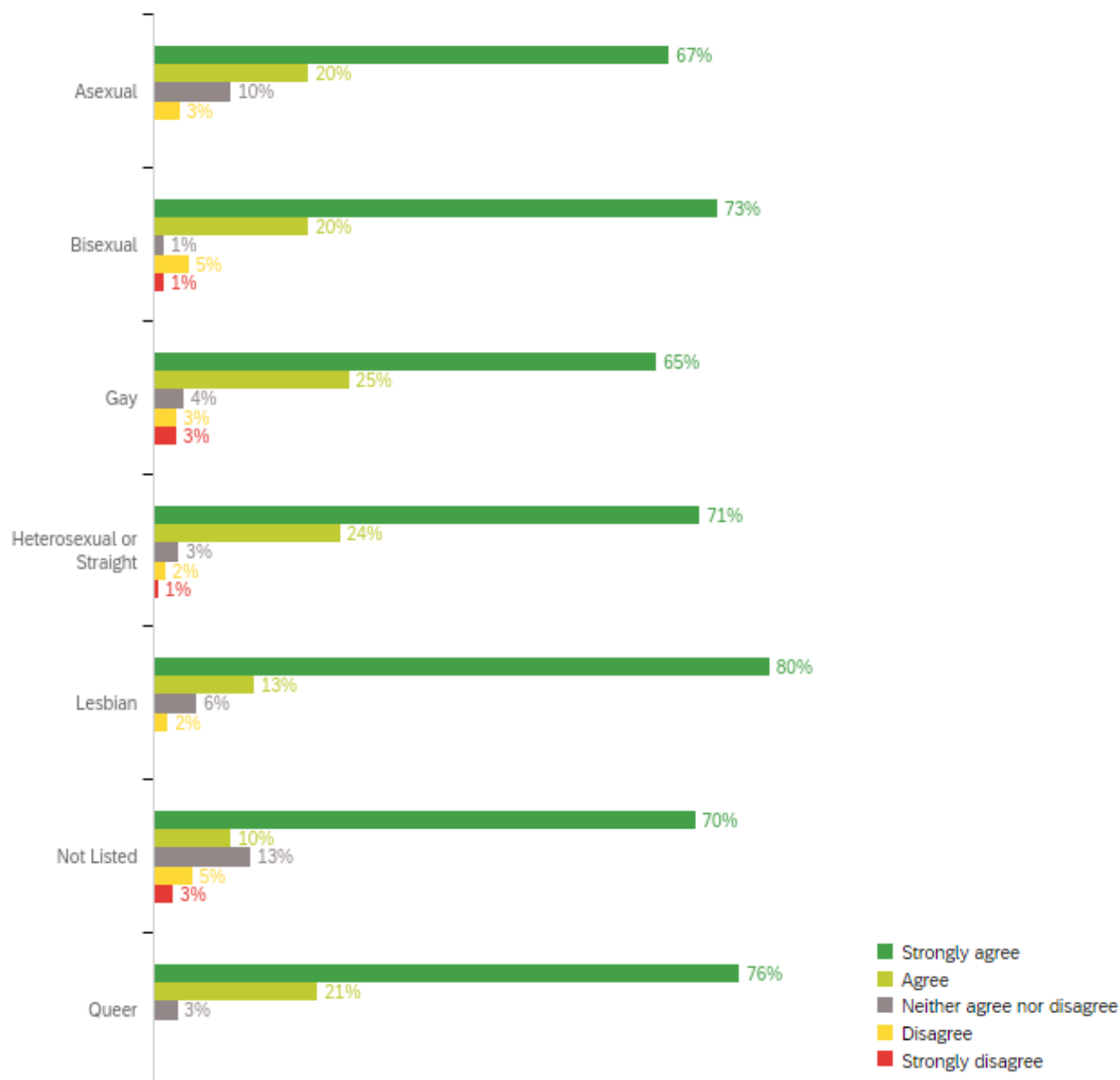
I can easily collaborate with individuals in other business units (or offices/labs/departments) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Asexual	57%	17	30%	9	7%	2	7%	2	0%	0	4.37 (0.12)	30
Bisexual	64%	95	22%	33	8%	12	5%	8	1%	1	4.43 (-0.05)	149
Gay	57%	57	31%	31	7%	7	2%	2	3%	3	4.37 (0.01)	100
Heterosexual or Straight	60%	1058	29%	508	7%	122	3%	45	1%	18	4.45 (0.06)	1751
Lesbian	63%	34	24%	13	11%	6	2%	1	0%	0	4.48 (0.03)	54
Not Listed	70%	28	10%	4	18%	7	3%	1	0%	0	4.47 (0.43)	40
Queer	64%	81	29%	36	4%	5	3%	4	0%	0	4.54 (0.08)	126

*Difference in average score from October 2021 FWA survey

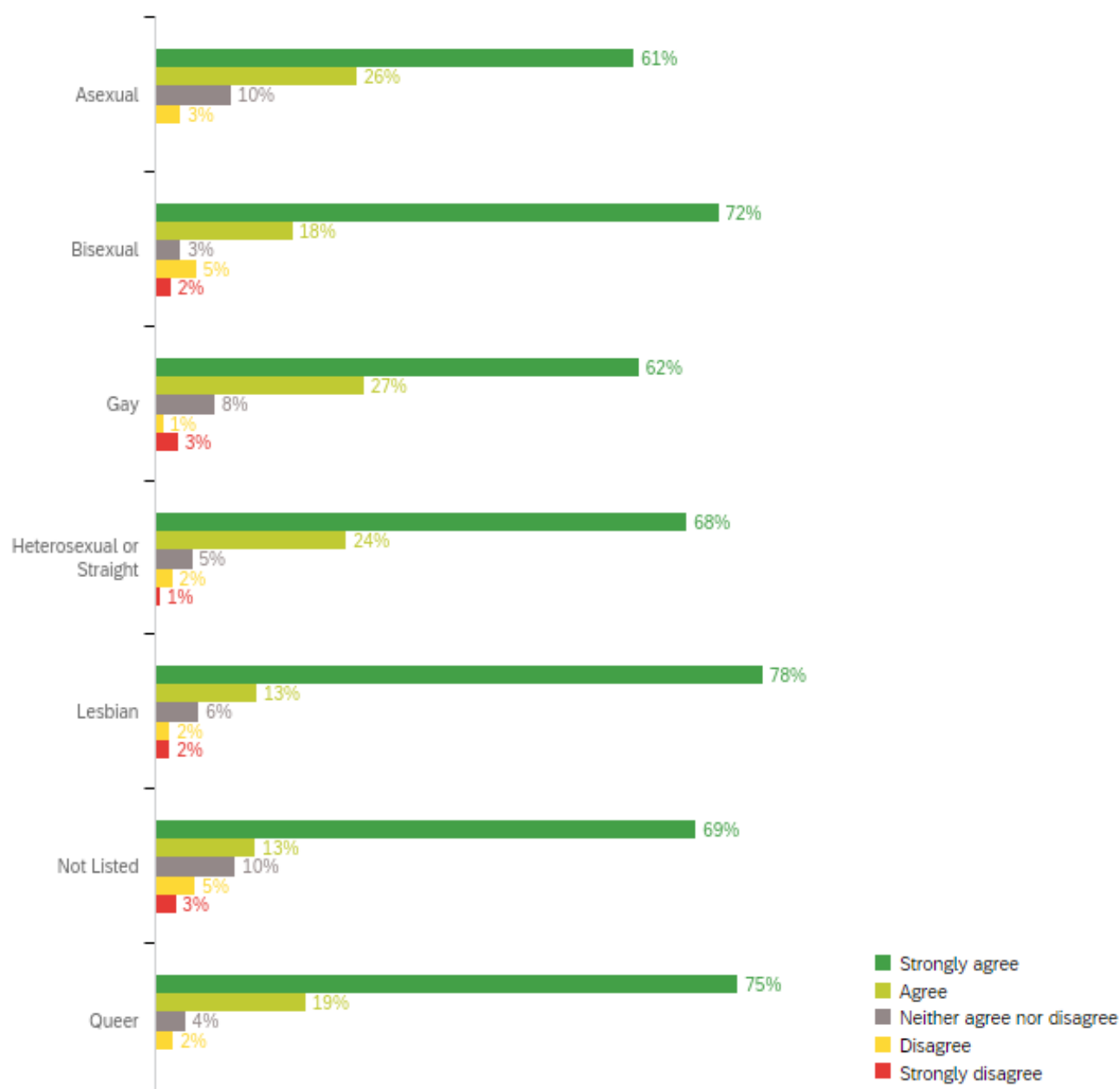
I can easily communicate with my supervisor/manager (or department chair/lab manager/supervisor) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Asexual	67%	20	20%	6	10%	3	3%	1	0%	0	4.5 (-0.08)	30
Bisexual	73%	113	20%	31	1%	2	5%	7	1%	2	4.59 (-0.11)	155
Gay	65%	67	25%	26	4%	4	3%	3	3%	3	4.47 (-0.03)	103
Heterosexual or Straight	71%	1258	24%	428	3%	58	2%	27	1%	10	4.63 (0.04)	1781
Lesbian	80%	43	13%	7	6%	3	2%	1	0%	0	4.7 (0.07)	54
Not Listed	70%	28	10%	4	13%	5	5%	2	3%	1	4.4 (-0.02)	40
Queer	76%	100	21%	28	3%	4	0%	0	0%	0	4.73 (0.12)	132

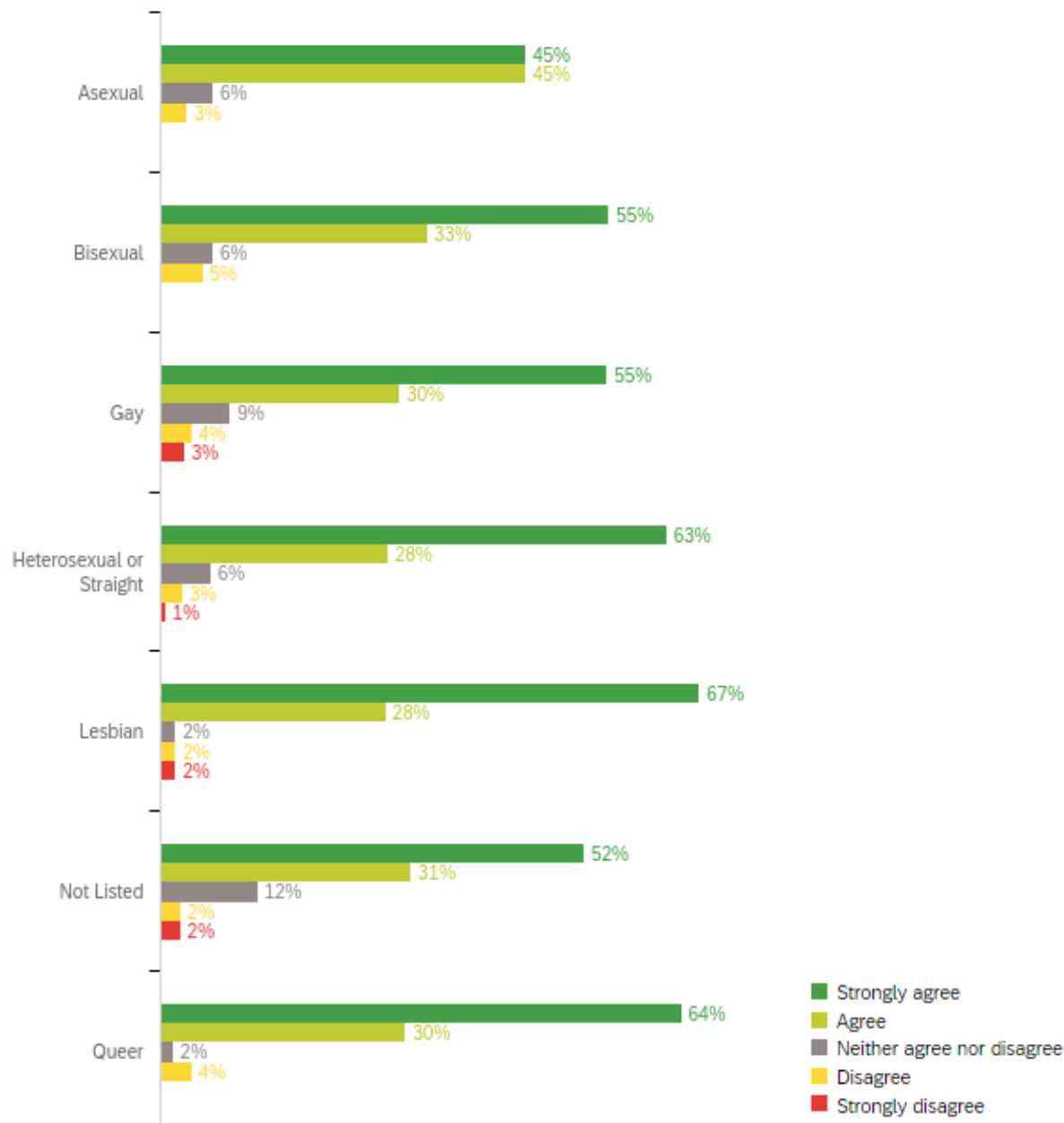
*Difference in average score from October 2021 FWA survey

I can easily collaborate with my supervisor/manager (or department chair/lab manager/supervisor) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Asexual	61%	19	26%	8	10%	3	3%	1	0%	0	4.45 (-0.05)	31
Bisexual	72%	111	18%	27	3%	5	5%	8	2%	3	4.53 (-0.11)	154
Gay	62%	65	27%	28	8%	8	1%	1	3%	3	4.44 (0)	105
Heterosexual or Straight	68%	1203	24%	432	5%	83	2%	38	1%	11	4.57 (0.05)	1767
Lesbian	78%	42	13%	7	6%	3	2%	1	2%	1	4.63 (0.05)	54
Not Listed	69%	27	13%	5	10%	4	5%	2	3%	1	4.41 (-0.01)	39
Queer	75%	97	19%	25	4%	5	2%	3	0%	0	4.66 (0.12)	130

I have access to the resources I need to do my job effectively while I am working remotely.



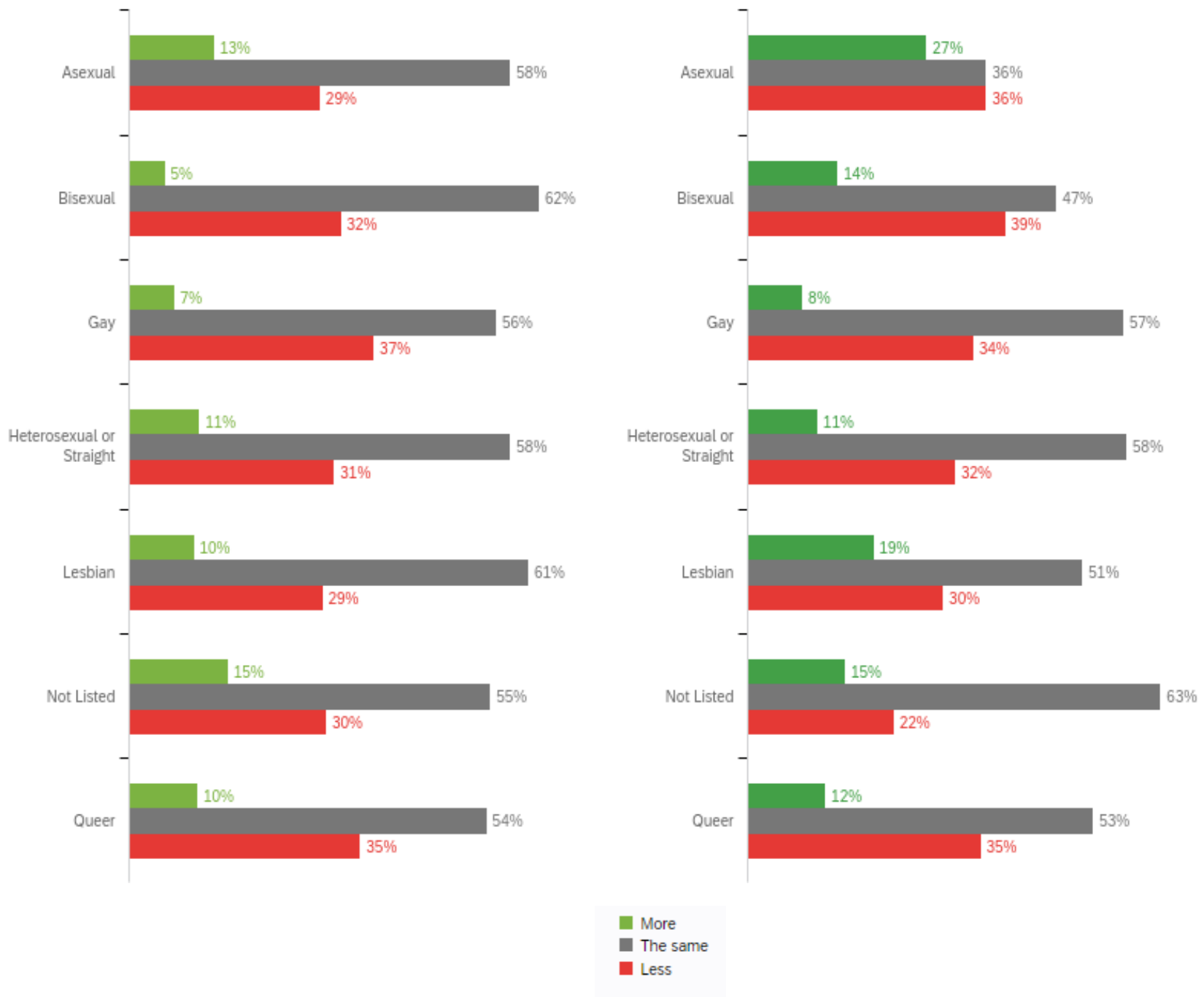
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Asexual	45%	14	45%	14	6%	2	3%	1	0%	0	4.32 (0.07)	31
Bisexual	55%	86	33%	51	6%	10	5%	8	0%	0	4.39 (-0.1)	155
Gay	55%	58	30%	31	9%	9	4%	4	3%	3	4.3 (0.09)	105
Heterosexual or Straight	63%	1118	28%	501	6%	110	3%	47	1%	10	4.49 (0.14)	1786
Lesbian	67%	36	28%	15	2%	1	2%	1	2%	1	4.56 (0.05)	54
Not Listed	52%	22	31%	13	12%	5	2%	1	2%	1	4.29 (0.06)	42
Queer	64%	85	30%	40	2%	2	4%	5	0%	0	4.55 (0.22)	132

*Difference in average score from October 2021 FWA survey

Compared to when I am working on-site, I feel _____ sense of community with my team when I am working remotely.
 (Select NA if you have not had this experience)

February 2023

October 2021



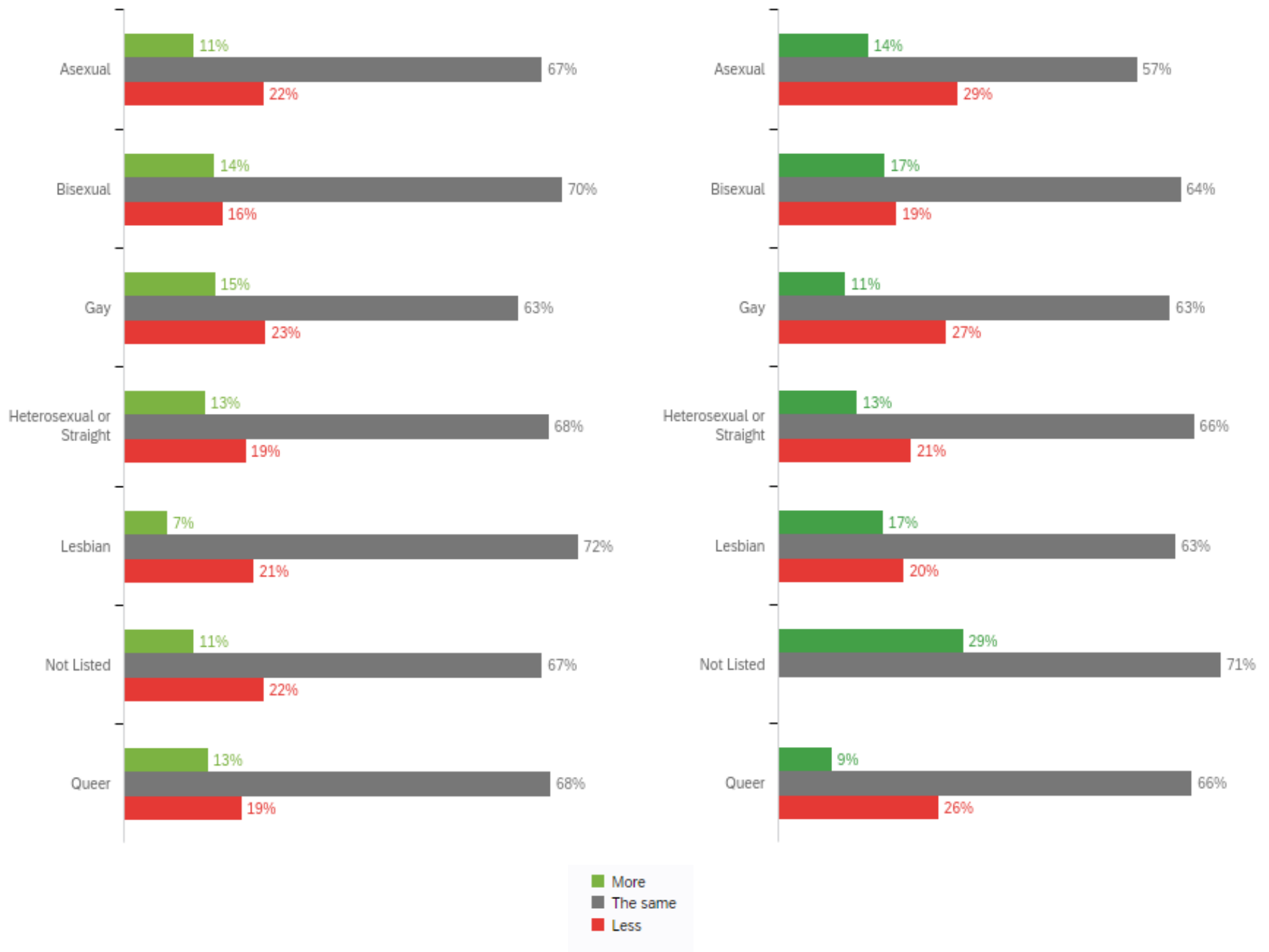
February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Asexual	13%	4	58%	18	29%	9	31
Bisexual	5%	8	62%	93	32%	48	149
Gay	7%	7	56%	57	37%	38	102
Heterosexual or Straight	11%	182	58%	987	31%	531	1700
Lesbian	10%	5	61%	31	29%	15	51
Not Listed	15%	6	55%	22	30%	12	40
Queer	10%	13	54%	68	35%	44	125

Compared to when I am advising on-site, I feel _____ sense of community with my team when I am working remotely.
 (Select NA if you have not had this experience)

February 2023

October 2021



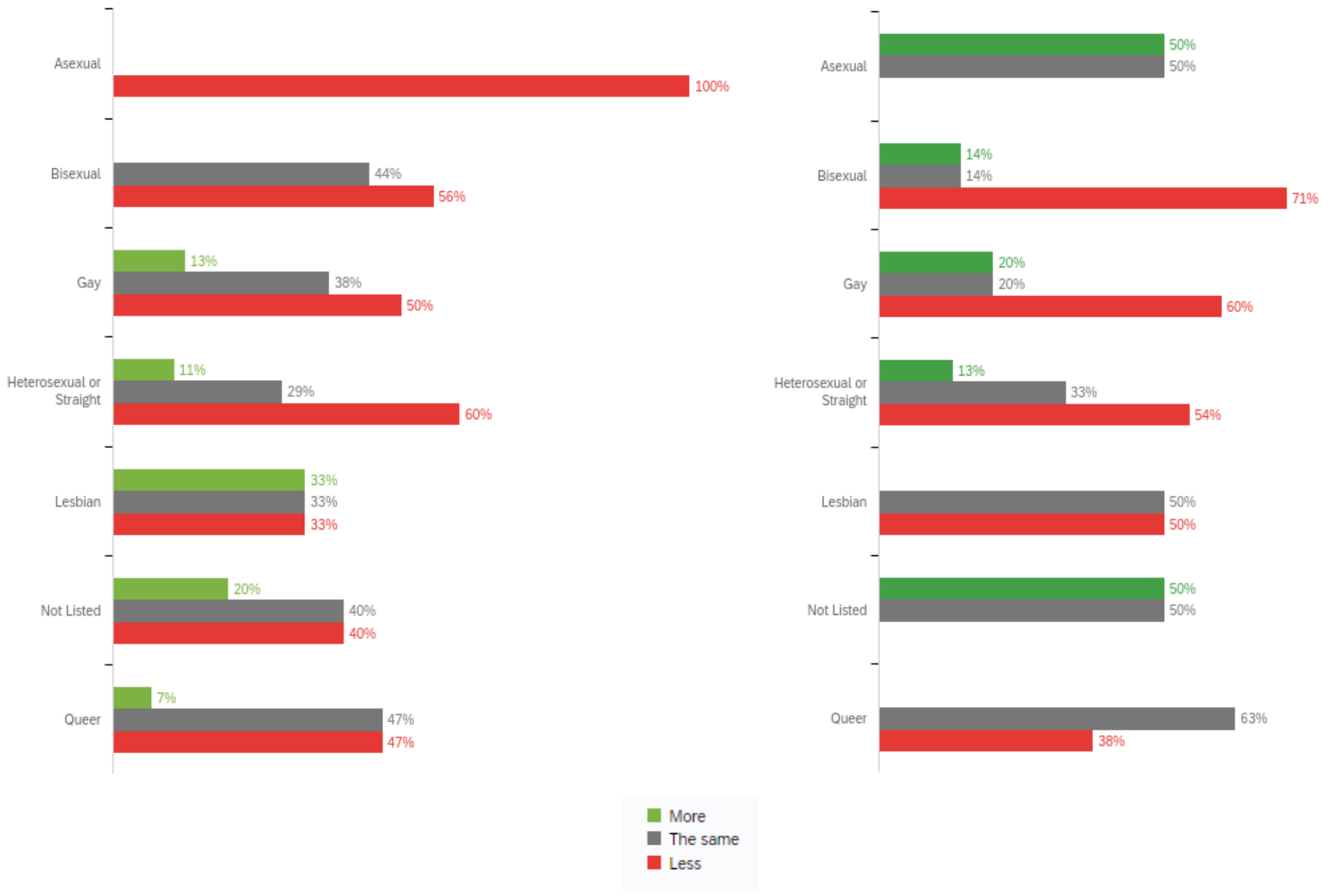
February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Asexual	11%	2	67%	12	22%	4	18
Bisexual	14%	12	70%	58	16%	13	83
Gay	15%	9	63%	39	23%	14	62
Heterosexual or Straight	13%	129	68%	675	19%	193	997
Lesbian	7%	2	72%	21	21%	6	29
Not Listed	11%	3	67%	18	22%	6	27
Queer	13%	10	68%	51	19%	14	75

Compared to when I am teaching on-site, I feel _____ sense of community with my team when I am working remotely.
 (Select NA if you have not had this experience)

February 2023

October 2021



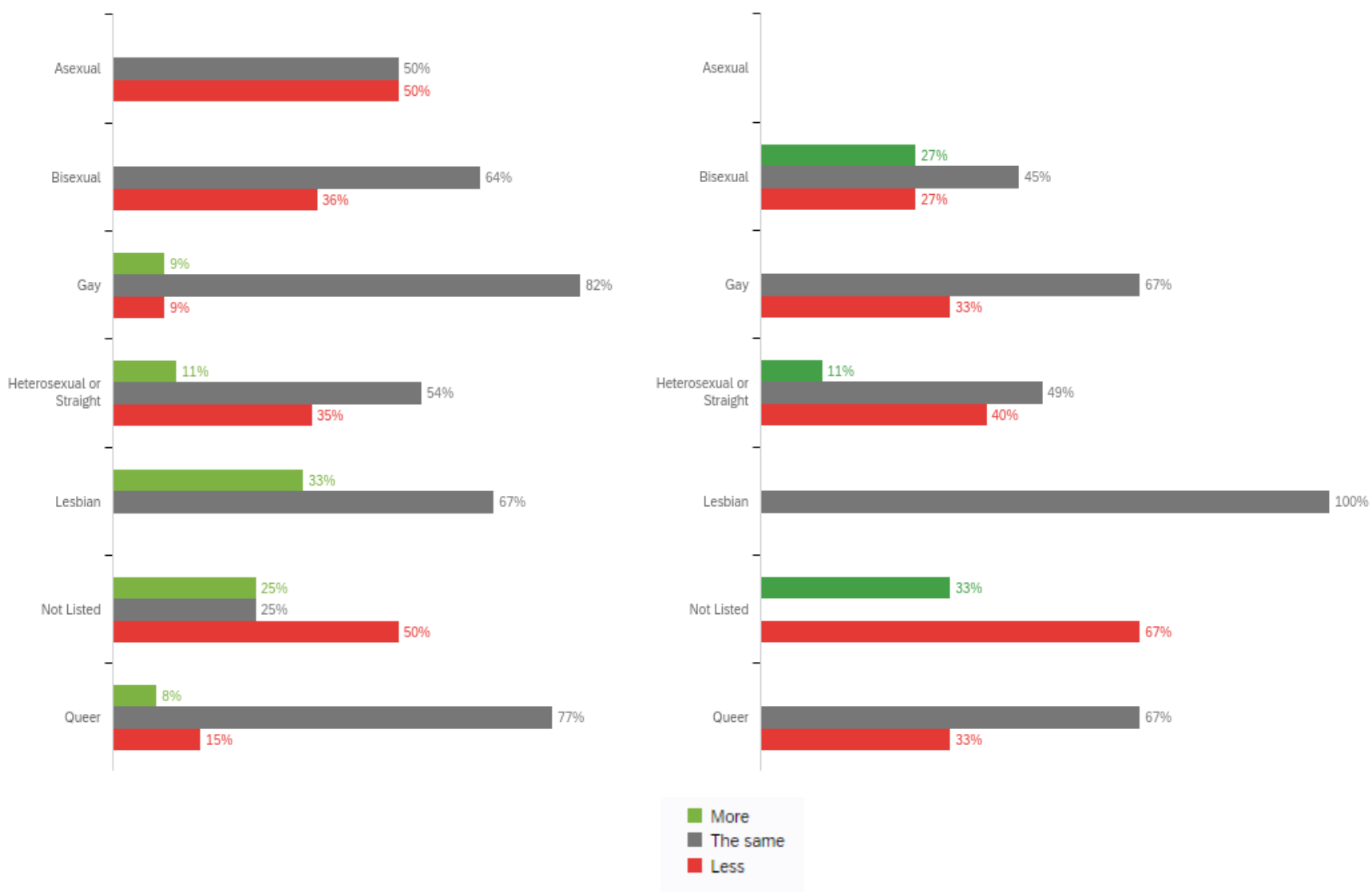
February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Asexual	0%	0	0%	0	100%	4	4
Bisexual	0%	0	44%	4	56%	5	9
Gay	13%	1	38%	3	50%	4	8
Heterosexual or Straight	11%	14	29%	39	60%	80	133
Lesbian	33%	1	33%	1	33%	1	3
Not Listed	20%	1	40%	2	40%	2	5
Queer	7%	1	47%	7	47%	7	15

Compared to when I am doing research on-site, I feel _____ sense of community with my team when I am working remotely. (Select NA if you have not had this experience)

February 2023

October 2021



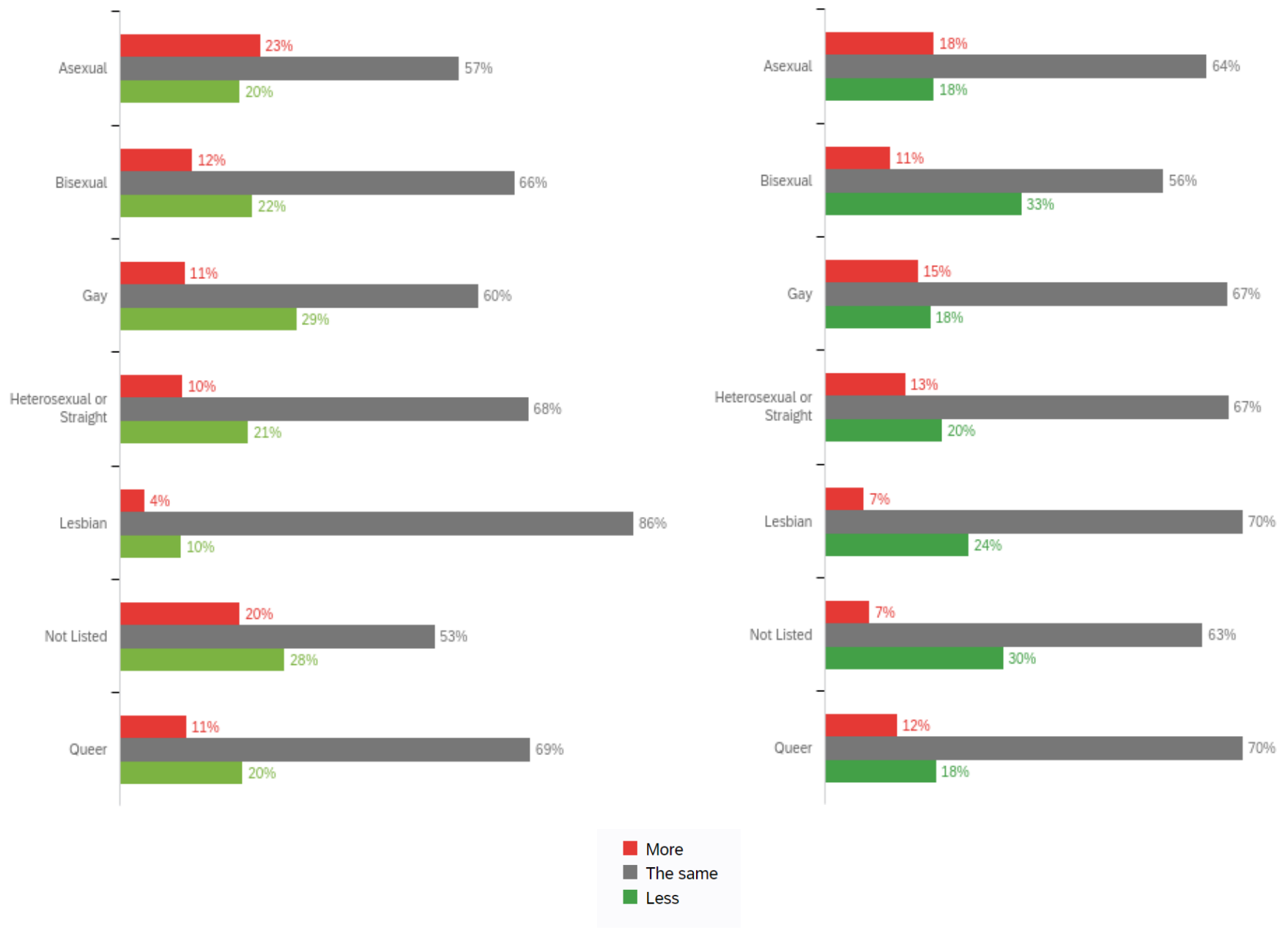
February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Asexual	0%	0	50%	2	50%	2	4
Bisexual	0%	0	64%	9	36%	5	14
Gay	9%	1	82%	9	9%	1	11
Heterosexual or Straight	11%	18	54%	87	35%	56	161
Lesbian	33%	1	67%	2	0%	0	3
Not Listed	25%	2	25%	2	50%	4	8
Queer	8%	1	77%	10	15%	2	13

Compared to when I am working on-site, it takes _____ time to get work-related questions answered while I am working remotely. (Select NA if you have not had this experience)

February 2023

October 2021



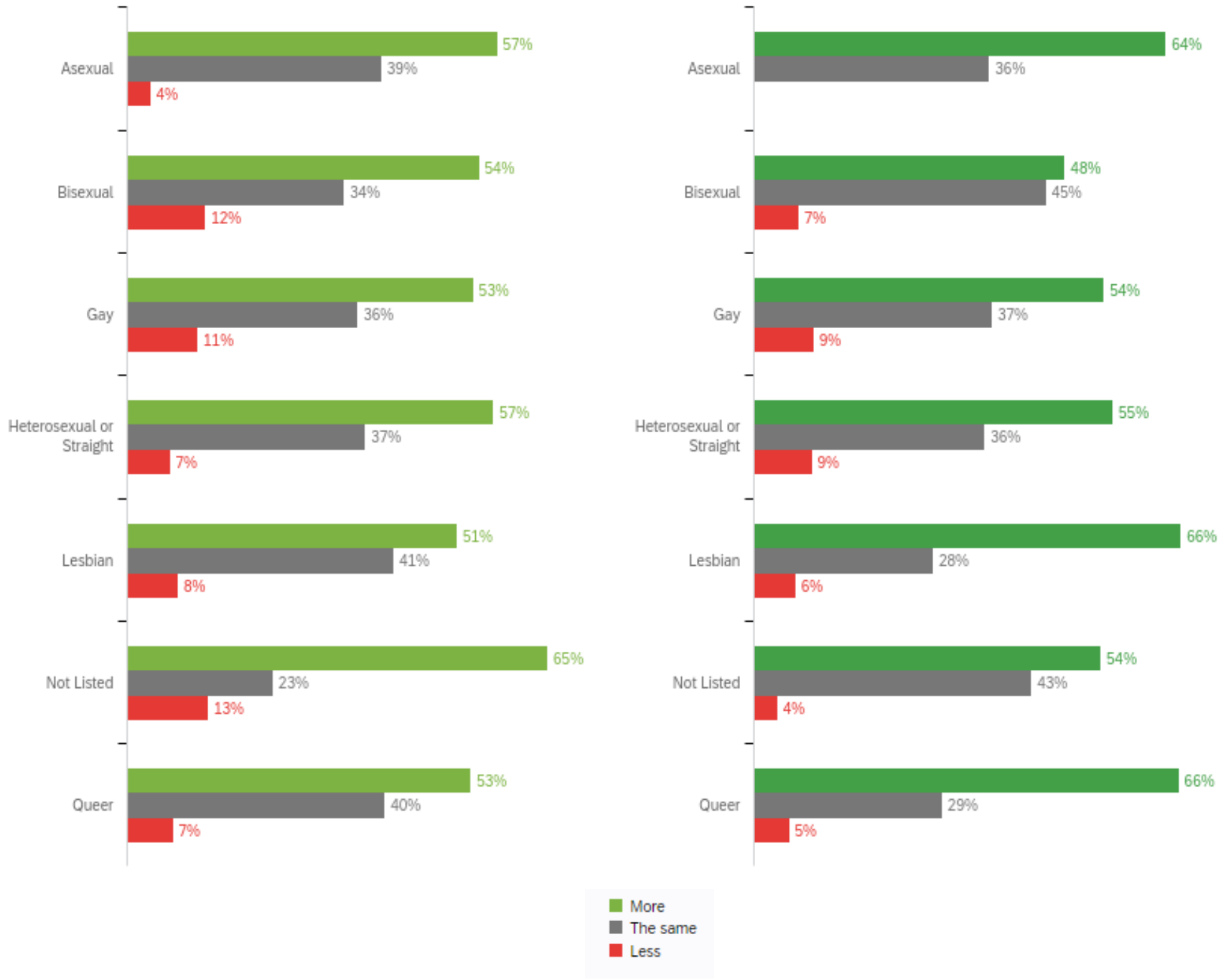
February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Asexual	23%	7	57%	17	20%	6	30
Bisexual	12%	18	66%	98	22%	33	149
Gay	11%	11	60%	61	29%	30	102
Heterosexual or Straight	10%	178	68%	1162	21%	365	1705
Lesbian	4%	2	86%	42	10%	5	49
Not Listed	20%	8	53%	21	28%	11	40
Queer	11%	14	69%	87	20%	26	127

Compared to when I am working on-site, I am _____productive while I am working remotely

February 2023

October 2021



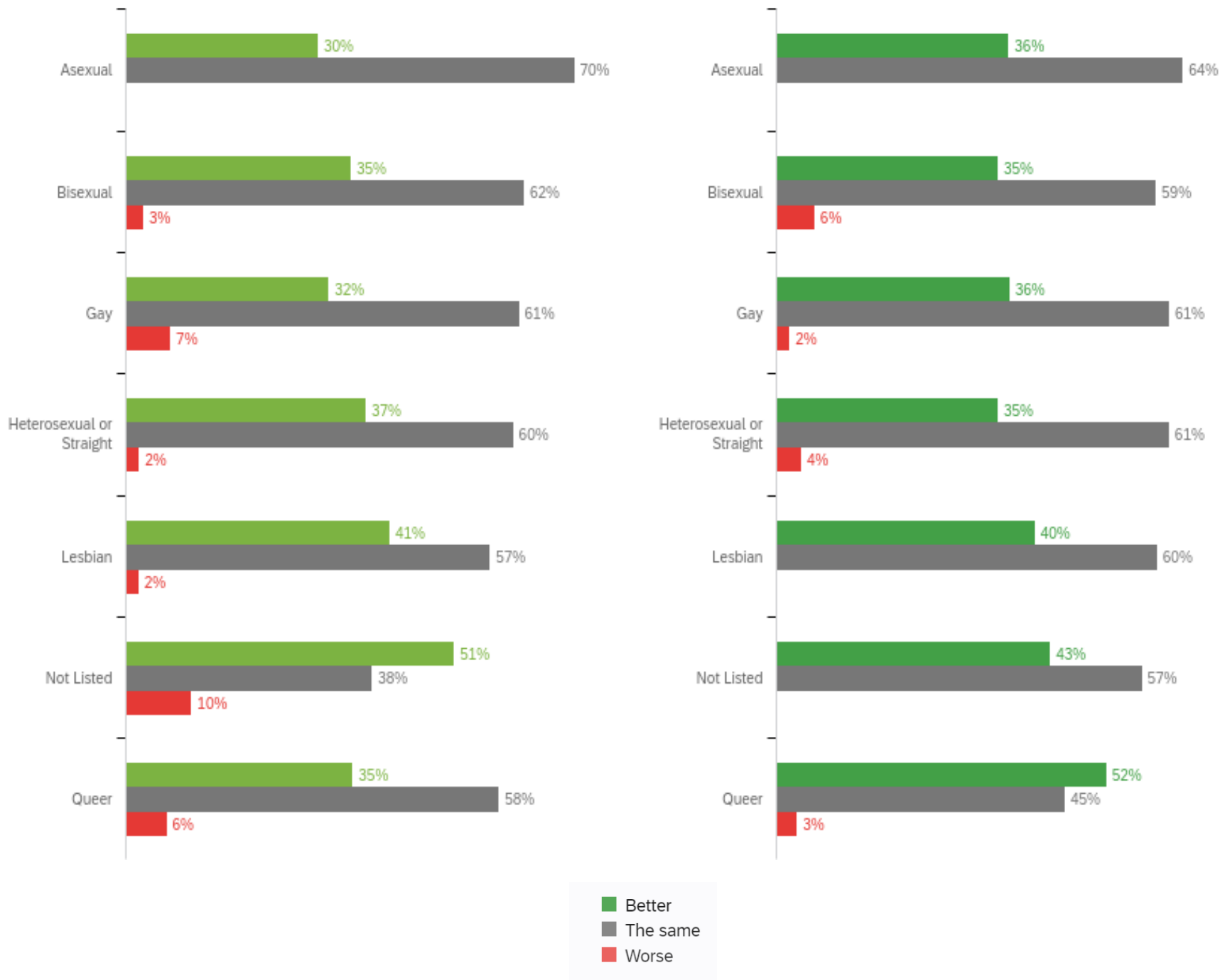
February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Asexual	57%	16	39%	11	4%	1	28
Bisexual	54%	81	34%	50	12%	18	149
Gay	53%	54	36%	36	11%	11	101
Heterosexual or Straight	57%	980	37%	637	7%	113	1730
Lesbian	51%	26	41%	21	8%	4	51
Not Listed	65%	26	23%	9	13%	5	40
Queer	53%	68	40%	51	7%	9	128

Compared to when I am working on-site, the quality of my work product is _____ while I am working remotely.

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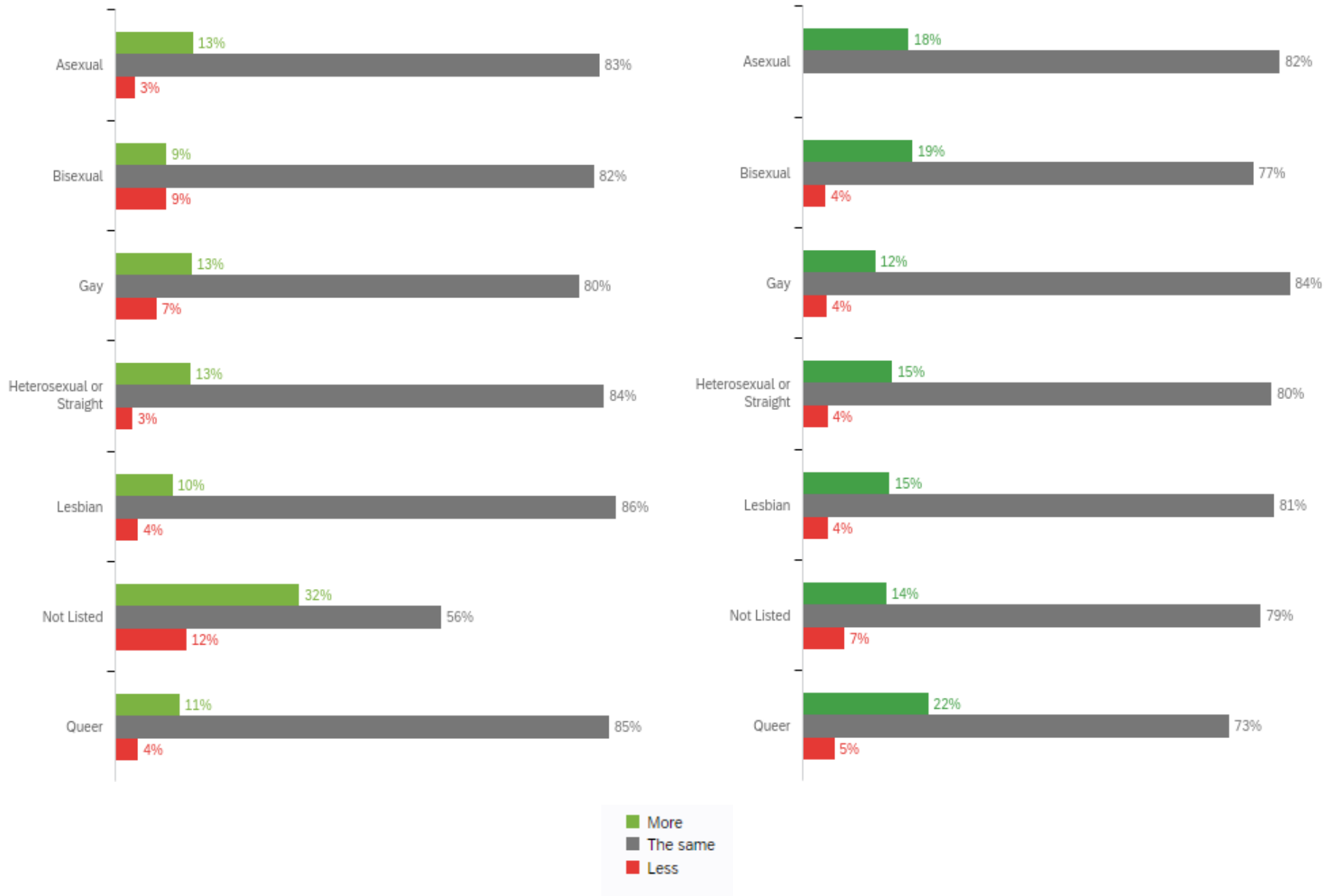
February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Asexual	30%	9	70%	21	0%	0	30
Bisexual	35%	52	62%	92	3%	4	148
Gay	32%	32	61%	62	7%	7	101
Heterosexual or Straight	37%	646	60%	1043	2%	36	1725
Lesbian	41%	21	57%	29	2%	1	51
Not Listed	51%	20	38%	15	10%	4	39
Queer	35%	45	58%	74	6%	8	127

Compared to when I am working on-site, I feel supported _____ by my manager while I am working remotely.

February 2023

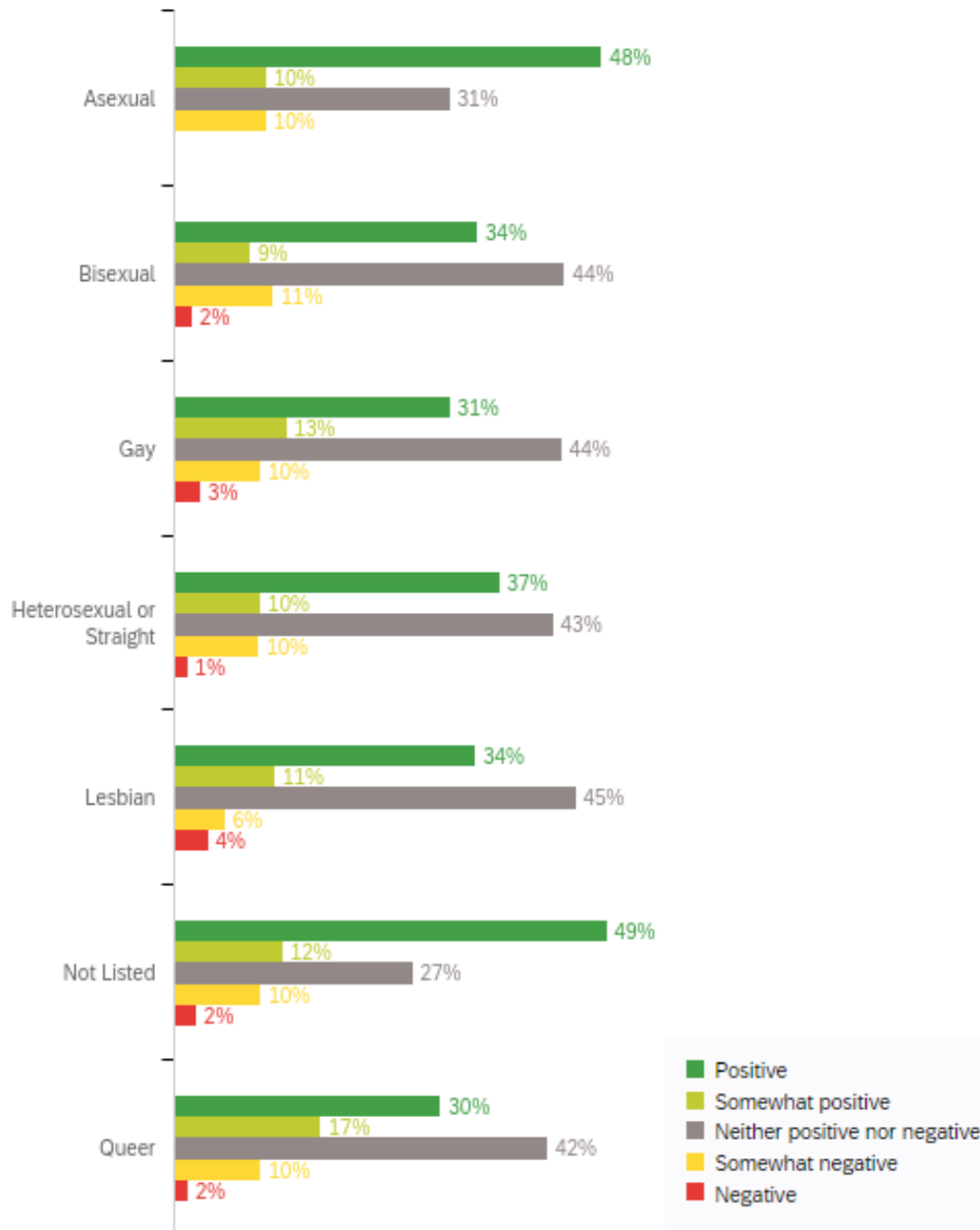
October 2021



February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Asexual	13%	4	83%	25	3%	1	30
Bisexual	9%	13	82%	122	9%	13	148
Gay	13%	13	80%	79	7%	7	99
Heterosexual or Straight	13%	218	84%	1423	3%	50	1691
Lesbian	10%	5	86%	44	4%	2	51
Not Listed	32%	13	56%	23	12%	5	41
Queer	11%	14	85%	108	4%	5	127

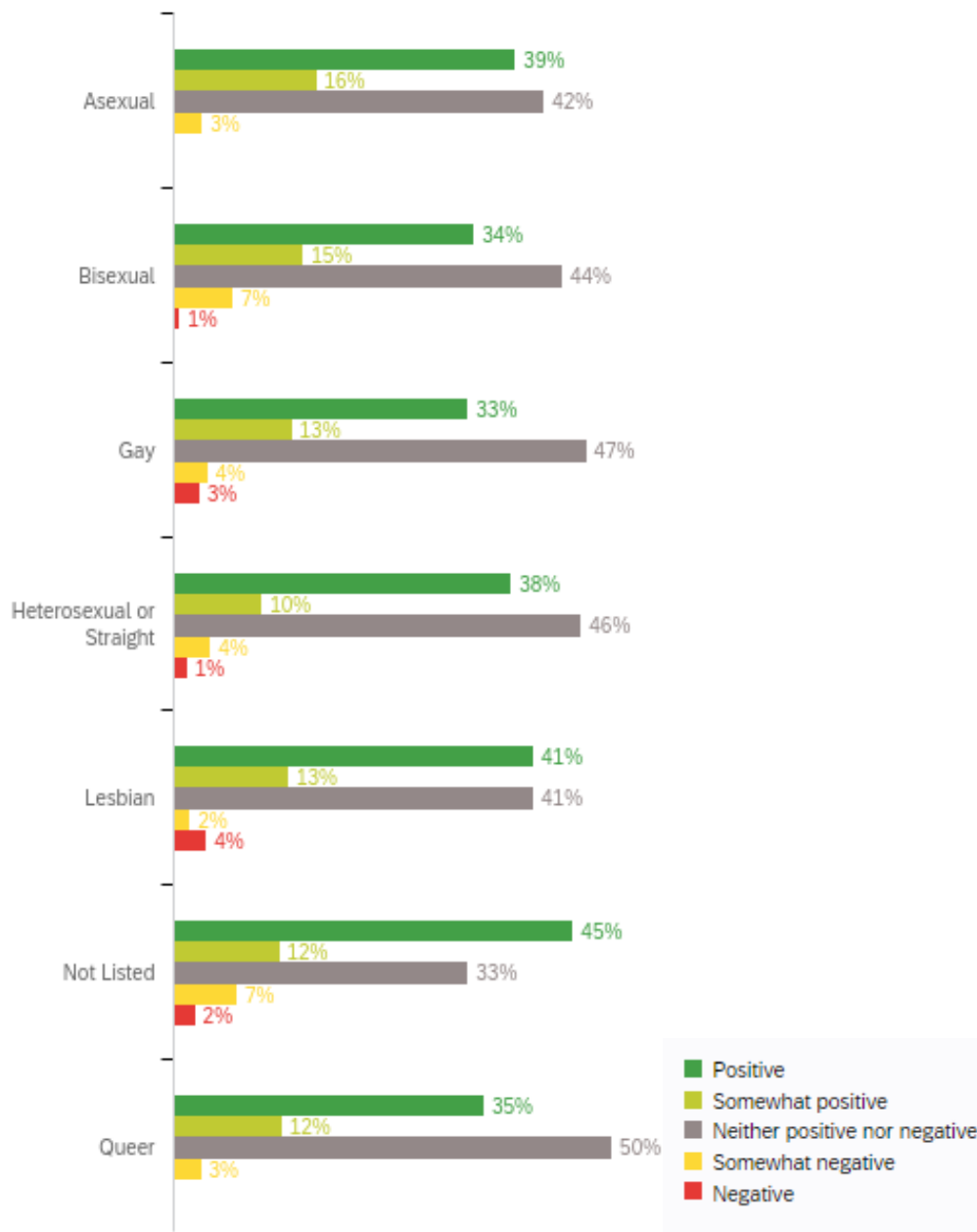
What impact has working remotely had on your relationship with coworkers (or colleagues)?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
Asexual	48%	14	10%	3	31%	9	10%	3	0%	0	3.97 (-0.03)	29
Bisexual	34%	52	9%	13	44%	67	11%	17	2%	3	3.62 (0.03)	152
Gay	31%	32	13%	13	44%	45	10%	10	3%	3	3.59 (0.05)	103
Heterosexual or Straight	37%	655	10%	173	43%	764	10%	170	1%	26	3.71 (0.08)	1788
Lesbian	34%	18	11%	6	45%	24	6%	3	4%	2	3.66 (-0.09)	53
Not Listed	49%	20	12%	5	27%	11	10%	4	2%	1	3.95 (0.06)	41
Queer	30%	40	17%	22	42%	56	10%	13	2%	2	3.64 (0.23)	133

*Difference in average score from October 2021 FWA

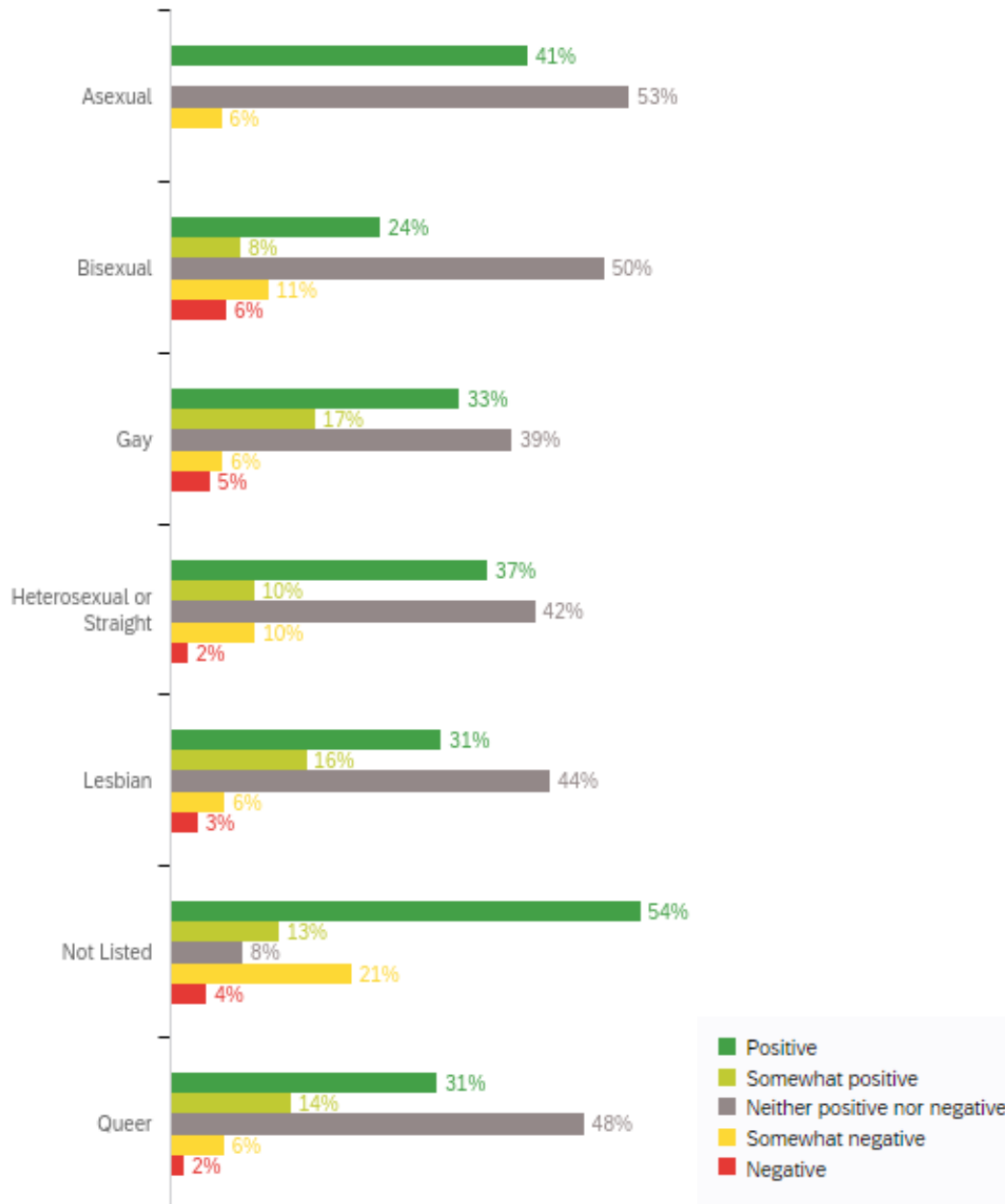
What impact has working remotely had on your relationship with managers (or department chair/lab manager/supervisor)?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
Asexual	39%	12	16%	5	42%	13	3%	1	0%	0	3.9 (0.15)	31
Bisexual	34%	51	15%	22	44%	66	7%	10	1%	1	3.75 (-0.1)	150
Gay	33%	35	13%	14	47%	49	4%	4	3%	3	3.7 (0.01)	105
Heterosexual or Straight	38%	678	10%	177	46%	819	4%	74	1%	26	3.79 (0.05)	1774
Lesbian	41%	22	13%	7	41%	22	2%	1	4%	2	3.85 (0)	54
Not Listed	45%	19	12%	5	33%	14	7%	3	2%	1	3.9 (0.15)	42
Queer	35%	46	12%	16	50%	65	3%	4	0%	0	3.79 (0.18)	131

*Difference in average score from October 2021 FWA

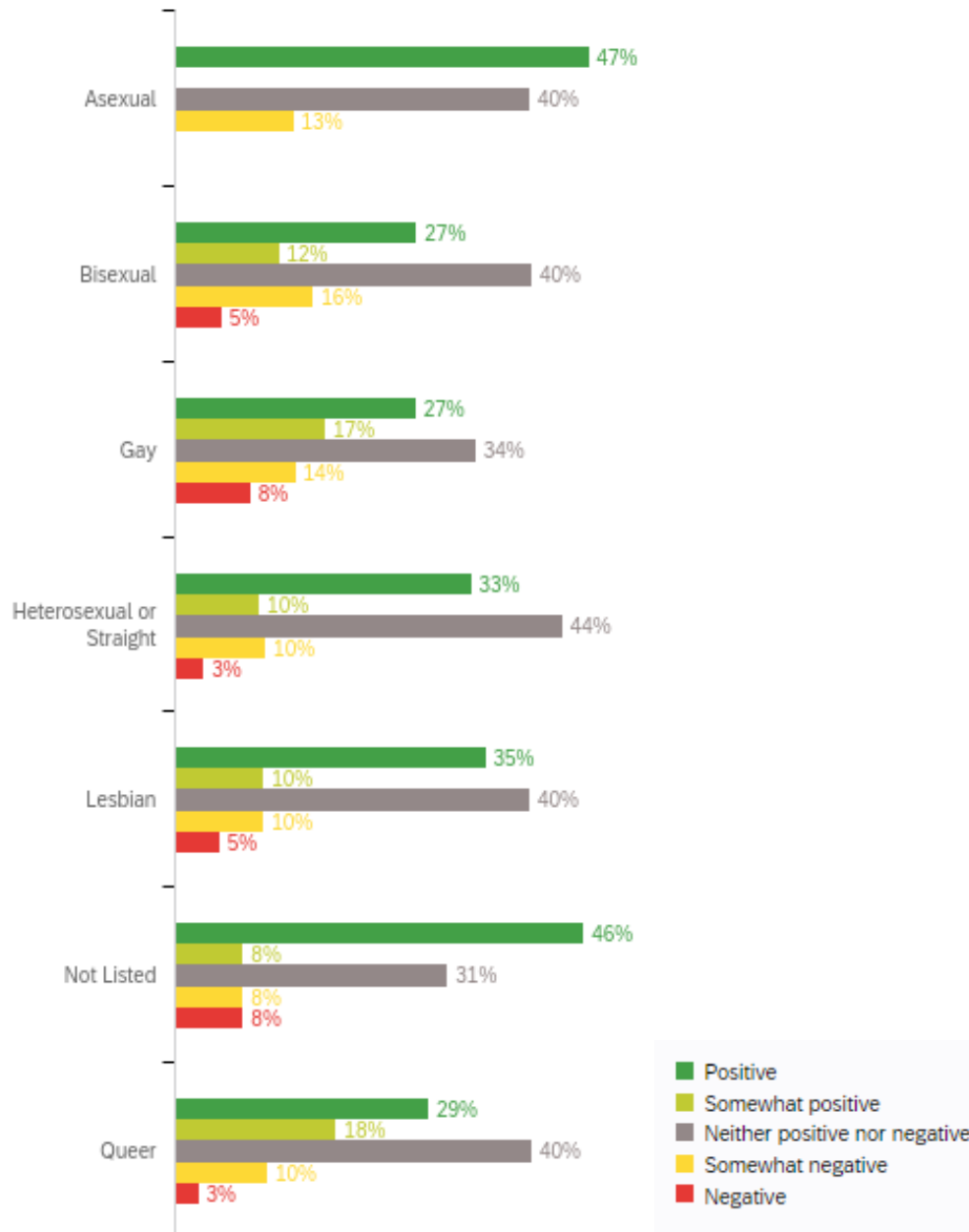
What impact has working remotely had on your relationship with direct reports (or employees I supervise)?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
Asexual	41%	7	0%	0	53%	9	6%	1	0%	0	3.76 (-0.24)	17
Bisexual	24%	15	8%	5	50%	31	11%	7	6%	4	3.32 (-0.09)	62
Gay	33%	22	17%	11	39%	26	6%	4	5%	3	3.68 (0)	66
Heterosexual or Straight	37%	367	10%	97	42%	422	10%	98	2%	20	3.69 (0.02)	1004
Lesbian	31%	10	16%	5	44%	14	6%	2	3%	1	3.66 (0.05)	32
Not Listed	54%	13	13%	3	8%	2	21%	5	4%	1	3.92 (0.04)	24
Queer	31%	20	14%	9	48%	31	6%	4	2%	1	3.66 (0.15)	65

*Difference in average score from October 2021 FWA

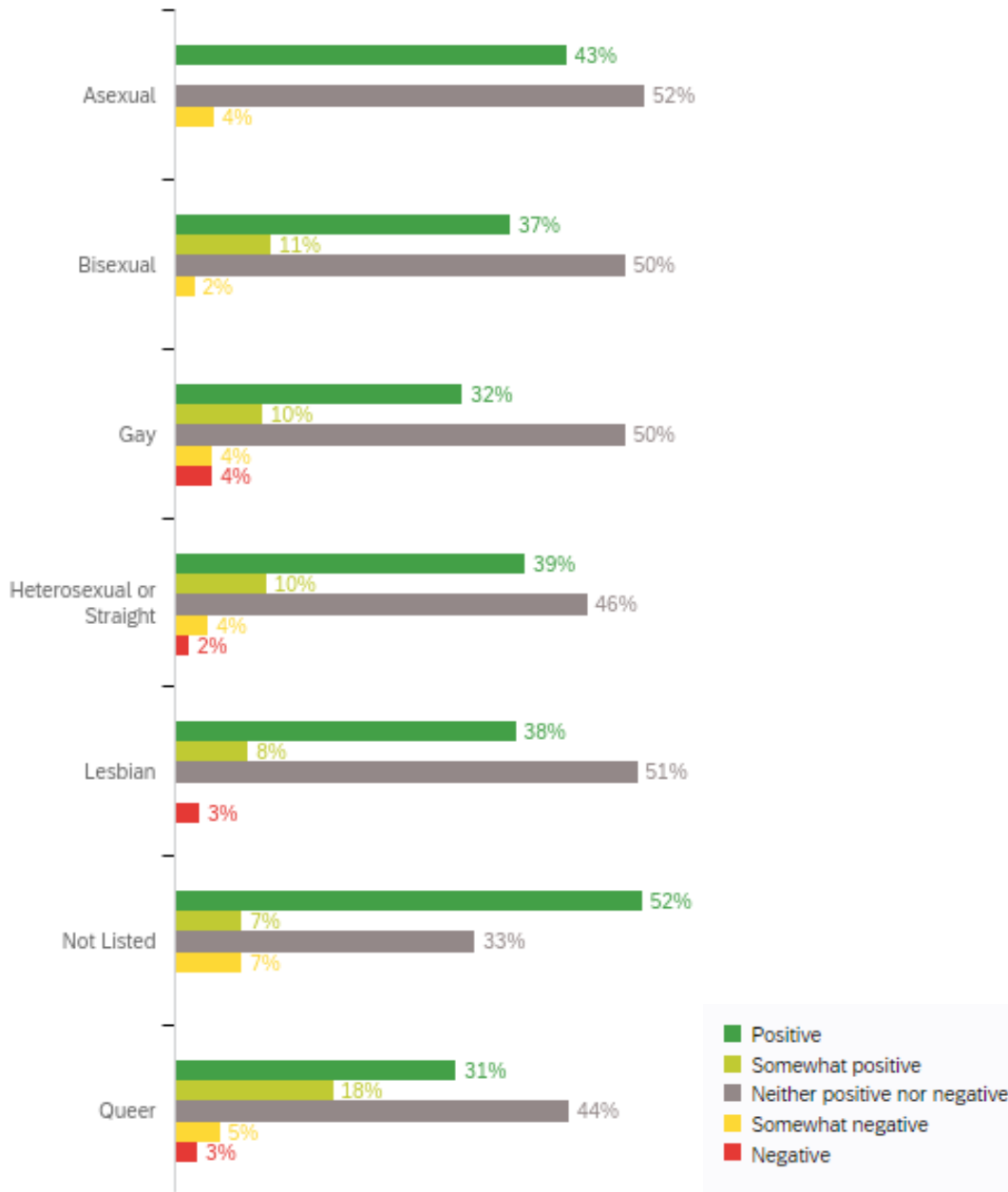
What impact has working remotely had on your relationship with students?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
Asexual	47%	7	0%	0	40%	6	13%	2	0%	0	3.8 (0.05)	15
Bisexual	27%	21	12%	9	40%	31	16%	12	5%	4	3.4 (-0.26)	77
Gay	27%	16	17%	10	34%	20	14%	8	8%	5	3.41 (-0.28)	59
Heterosexual or Straight	33%	288	10%	82	44%	377	10%	88	3%	28	3.6 (0.12)	863
Lesbian	35%	7	10%	2	40%	8	10%	2	5%	1	3.6 (-0.09)	20
Not Listed	46%	12	8%	2	31%	8	8%	2	8%	2	3.77 (0.06)	26
Queer	29%	22	18%	14	40%	31	10%	8	3%	2	3.6 (0.28)	77

*Difference in average score from October 2021 FWA

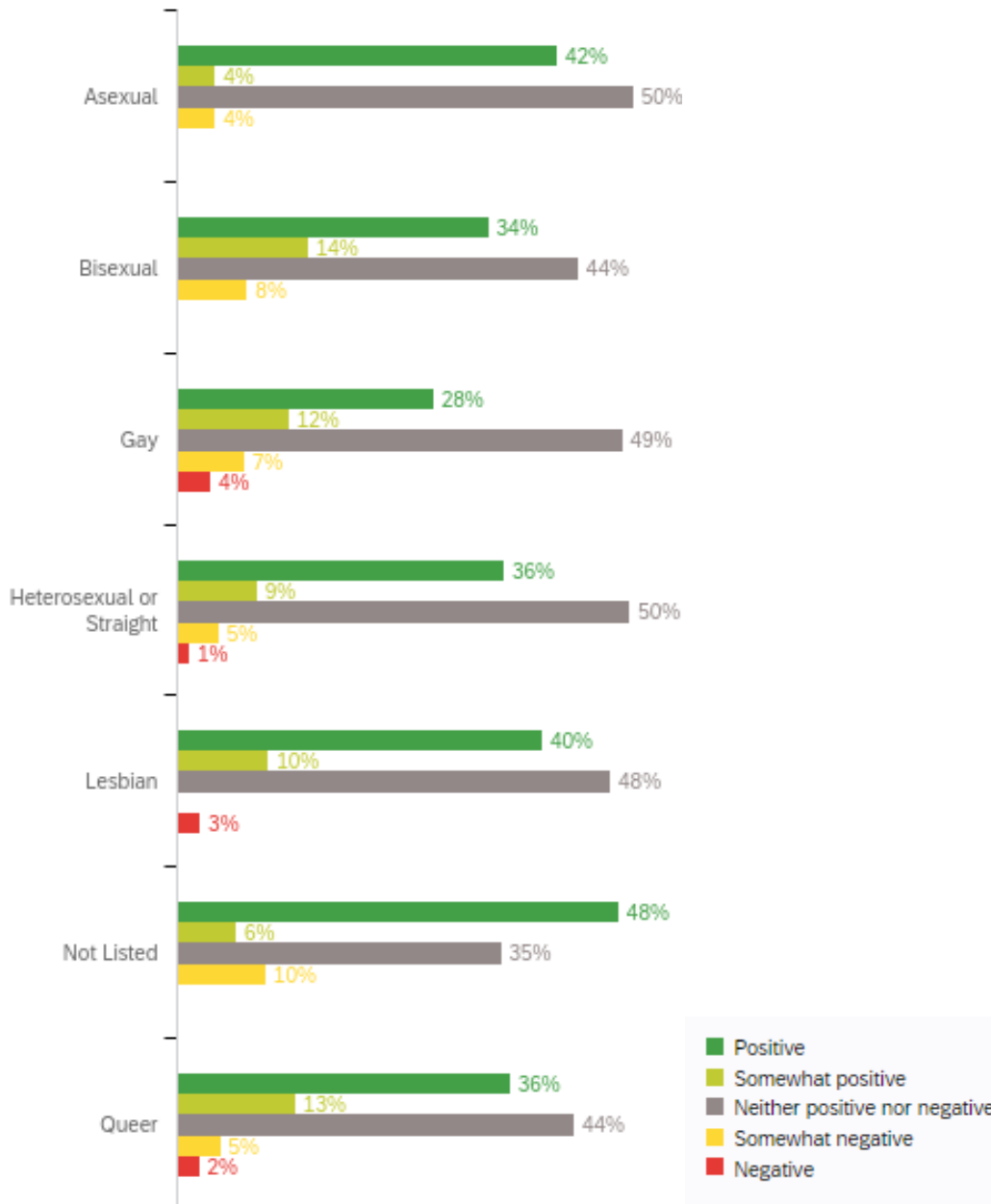
What impact has working remotely had on your relationship with campus clients?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
Asexual	43%	10	0%	0	52%	12	4%	1	0%	0	3.83 (0.27)	23
Bisexual	37%	35	11%	10	50%	47	2%	2	0%	0	3.83 (-0.01)	94
Gay	32%	23	10%	7	50%	36	4%	3	4%	3	3.61 (-0.11)	72
Heterosexual or Straight	39%	481	10%	125	46%	566	4%	46	2%	19	3.81 (0.13)	1237
Lesbian	38%	14	8%	3	51%	19	0%	0	3%	1	3.78 (-0.08)	37
Not Listed	52%	14	7%	2	33%	9	7%	2	0%	0	4.04 (0.1)	27
Queer	31%	25	18%	14	44%	35	5%	4	3%	2	3.7 (0.02)	80

*Difference in average score from October 2021 FWA

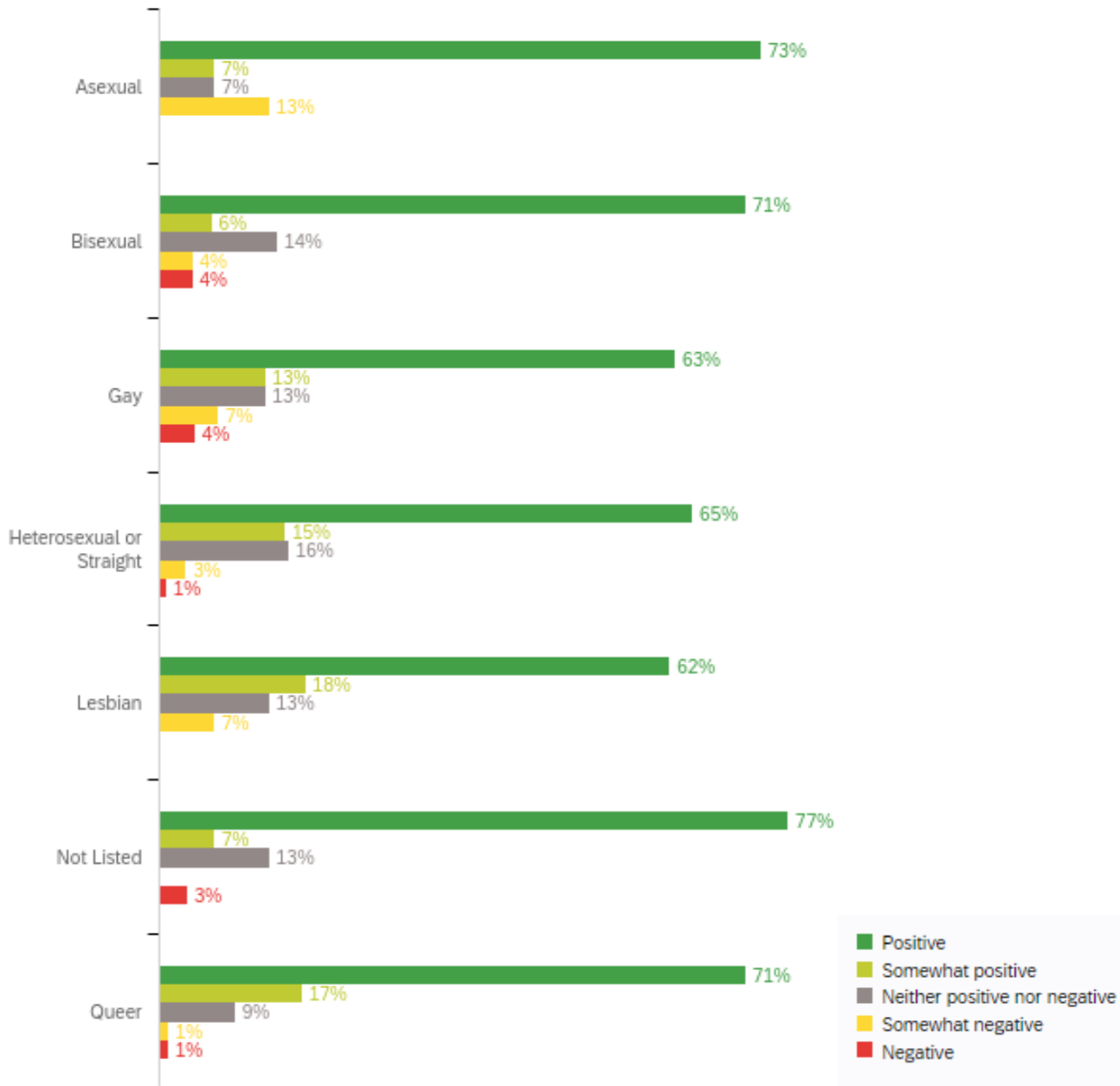
What impact has working remotely had on your relationship with campus stakeholders?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
Asexual	42%	10	4%	1	50%	12	4%	1	0%	0	3.83 (0.2)	24
Bisexual	34%	31	14%	13	44%	40	8%	7	0%	0	3.75 (0.04)	91
Gay	28%	23	12%	10	49%	40	7%	6	4%	3	3.54 (-0.12)	82
Heterosexual or Straight	36%	444	9%	108	50%	615	5%	56	1%	16	3.73 (0.09)	1239
Lesbian	40%	16	10%	4	48%	19	0%	0	3%	1	3.85 (0.19)	40
Not Listed	48%	15	6%	2	35%	11	10%	3	0%	0	3.94 (0)	31
Queer	36%	31	13%	11	44%	37	5%	4	2%	2	3.76 (0.25)	85

*Difference in average score from October 2021 FWA

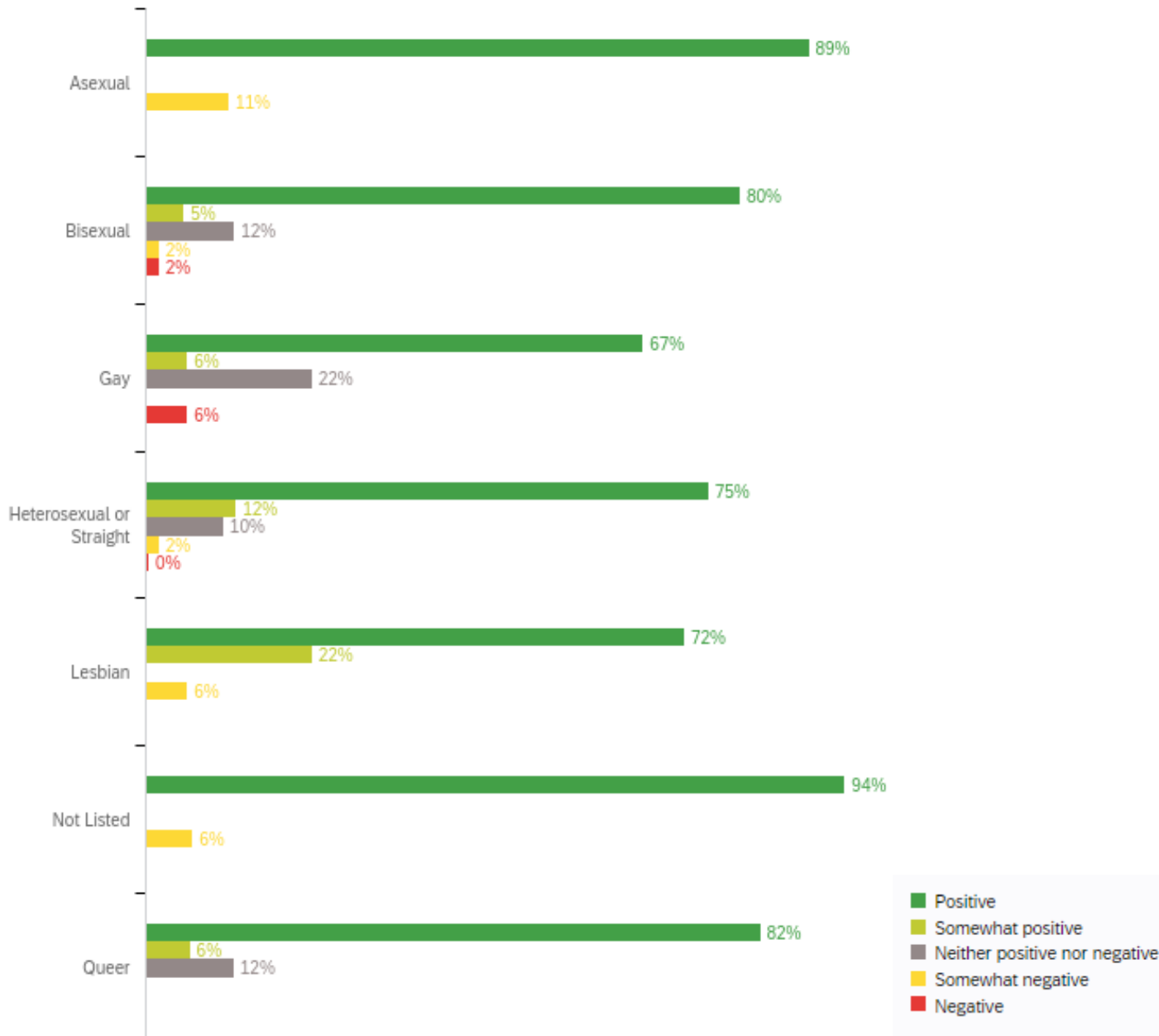
What impact has working remotely had on your relationship with your domestic partner?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
Asexual	73%	11	7%	1	7%	1	13%	2	0%	0	4.4 (-0.27)	15
Bisexual	71%	90	6%	8	14%	18	4%	5	4%	5	4.37 (0.09)	126
Gay	63%	44	13%	9	13%	9	7%	5	4%	3	4.23 (0.1)	70
Heterosexual or Straight	65%	931	15%	219	16%	225	3%	46	1%	11	4.41 (0.18)	1432
Lesbian	62%	28	18%	8	13%	6	7%	3	0%	0	4.36 (0.26)	45
Not Listed	77%	23	7%	2	13%	4	0%	0	3%	1	4.53 (0.34)	30
Queer	71%	70	17%	17	9%	9	1%	1	1%	1	4.57 (0.29)	98

*Difference in average score from October 2021 FWA

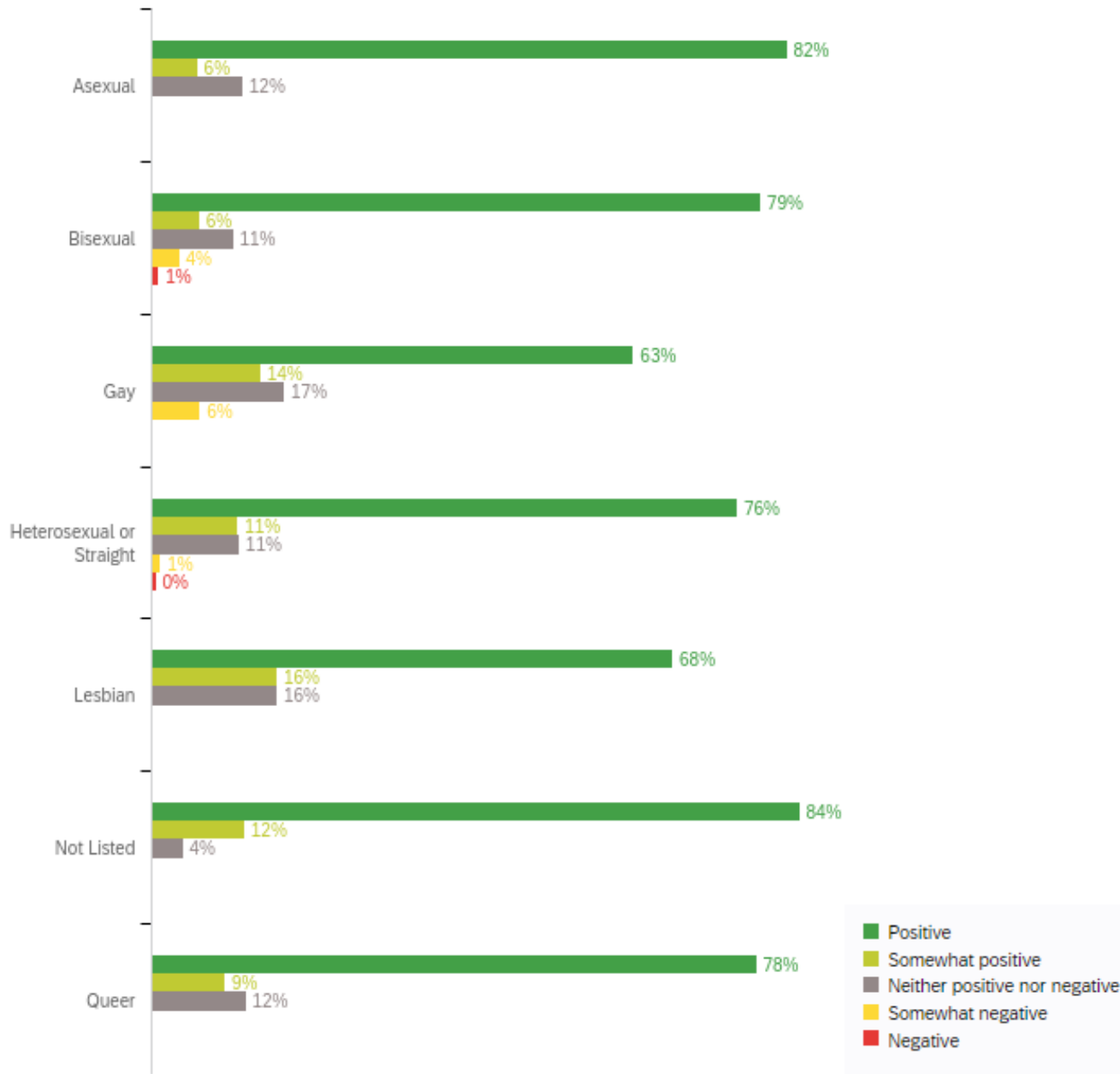
What impact has working remotely had on your relationship with your children?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
Asexual	89%	8	0%	0	0%	0	11%	1	0%	0	4.67 (-0.33)	9
Bisexual	80%	47	5%	3	12%	7	2%	1	2%	1	4.59 (0.04)	59
Gay	67%	12	6%	1	22%	4	0%	0	6%	1	4.28 (-0.22)	18
Heterosexual or Straight	75%	749	12%	120	10%	103	2%	17	0%	4	4.6 (0.14)	993
Lesbian	72%	13	22%	4	0%	0	6%	1	0%	0	4.61 (0.18)	18
Not Listed	94%	15	0%	0	0%	0	6%	1	0%	0	4.81 (0.43)	16
Queer	82%	28	6%	2	12%	4	0%	0	0%	0	4.71 (0.25)	34

*Difference in average score from October 2021 FWA

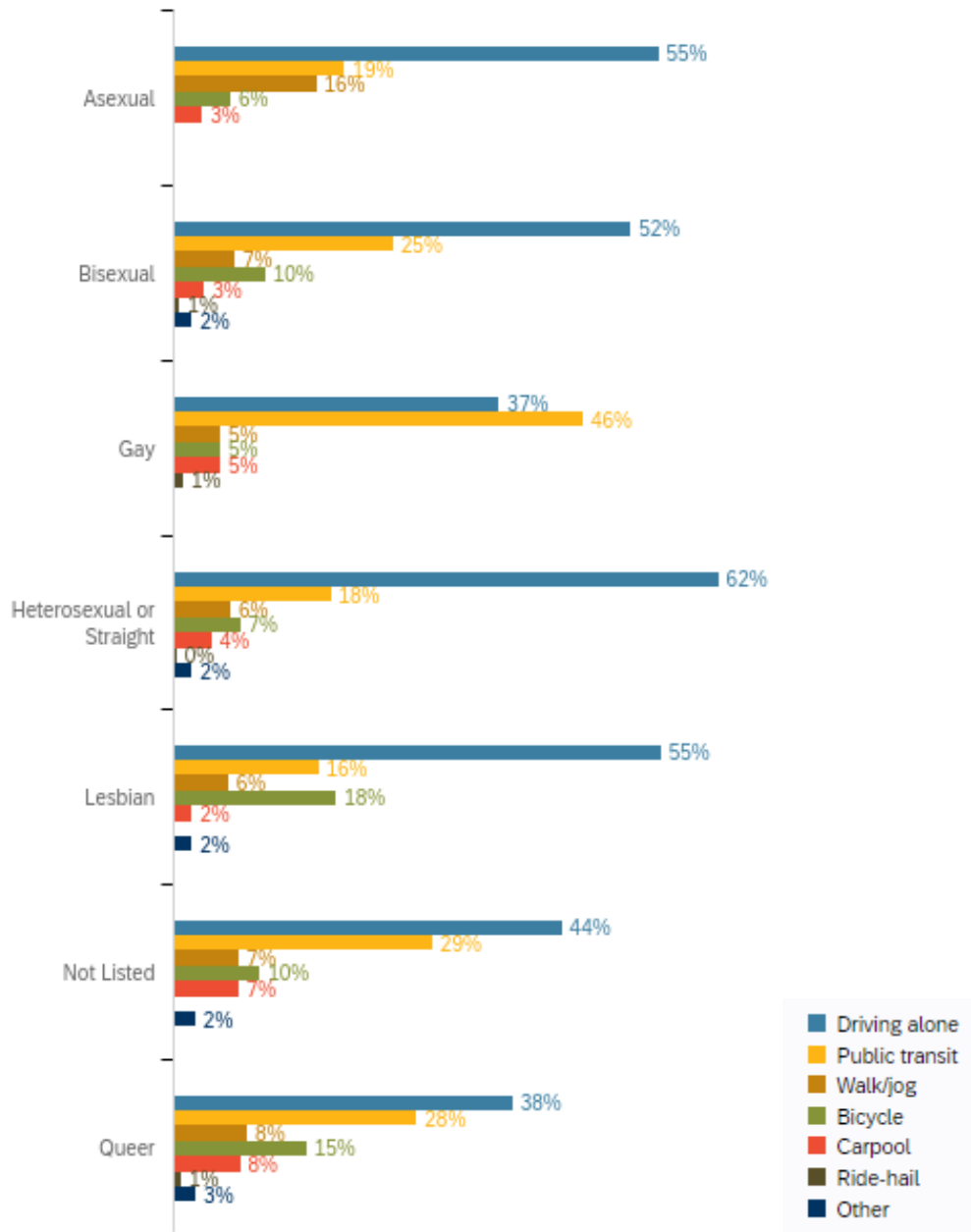
What impact has working remotely had on your relationship with others in your household?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
Asexual	82%	14	6%	1	12%	2	0%	0	0%	0	4.71 (0.38)	17
Bisexual	79%	90	6%	7	11%	12	4%	4	1%	1	4.59 (-0.03)	114
Gay	63%	40	14%	9	17%	11	6%	4	0%	0	4.33 (-0.01)	64
Heterosexual or Straight	76%	940	11%	138	11%	140	1%	14	0%	6	4.61 (0.16)	1238
Lesbian	68%	25	16%	6	16%	6	0%	0	0%	0	4.51 (-0.06)	37
Not Listed	84%	21	12%	3	4%	1	0%	0	0%	0	4.8 (0.67)	25
Queer	78%	58	9%	7	12%	9	0%	0	0%	0	4.66 (0.1)	74

*Difference in average score from October 2021 FWA

On days you come to campus, how do you/will you commute?



Question	Driving alone		Public transit		Walk/jog		Bicycle		Carpool		Ride-hail		Other		Total
Asexual	55%	17	19%	6	16%	5	6%	2	3%	1	0%	0	0%	0	31
Bisexual	52%	75	25%	36	7%	10	10%	15	3%	5	1%	1	2%	3	145
Gay	37%	35	46%	44	5%	5	5%	5	5%	5	1%	1	0%	0	95
Heterosexual or Straight	62%	1031	18%	297	6%	108	7%	125	4%	72	0%	5	2%	35	1673
Lesbian	55%	27	16%	8	6%	3	18%	9	2%	1	0%	0	2%	1	49
Not Listed	44%	18	29%	12	7%	3	10%	4	7%	3	0%	0	2%	1	41
Queer	38%	46	28%	33	8%	10	15%	18	8%	9	1%	1	3%	3	120

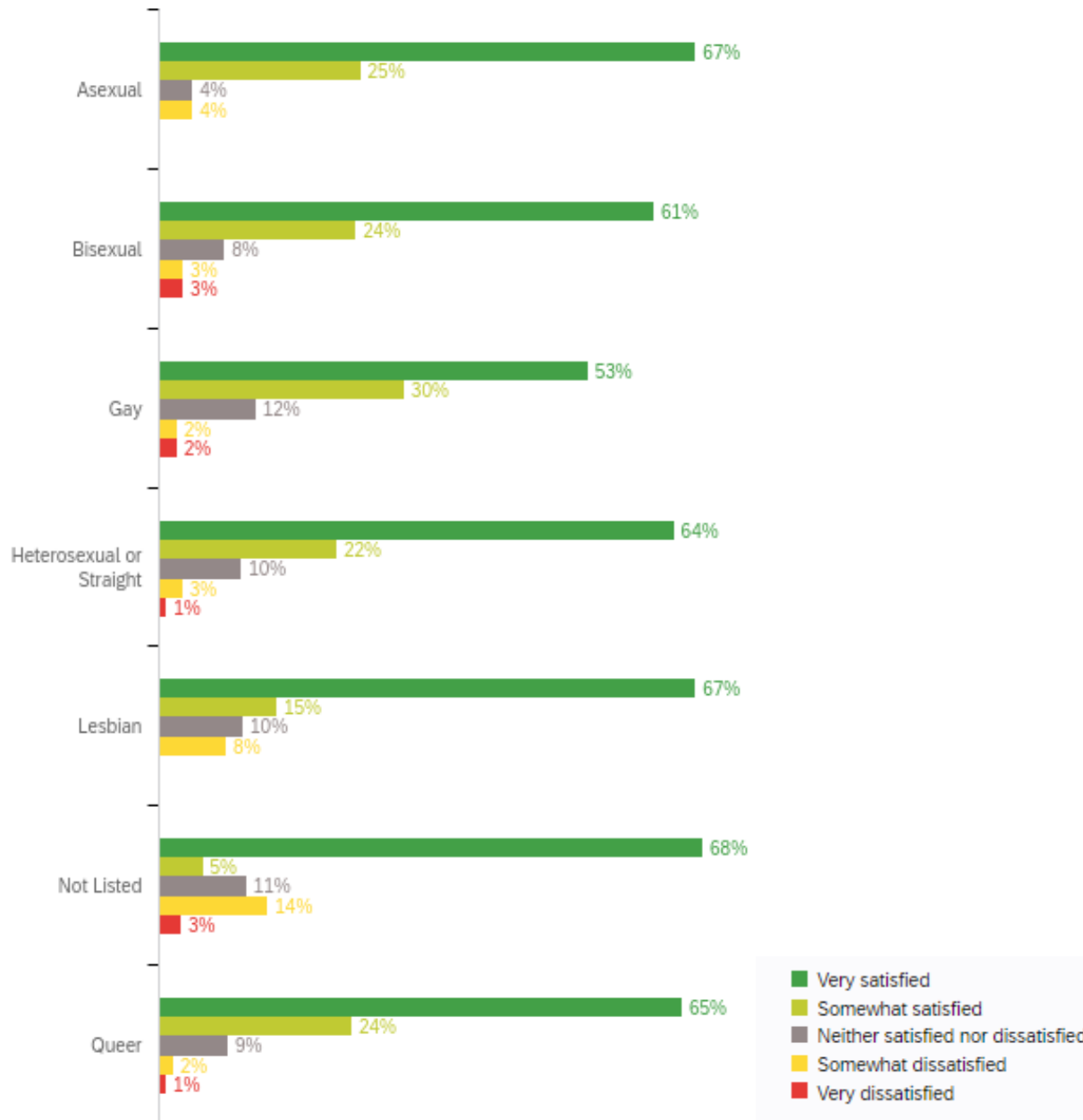
**Q40 - Thinking about your experience working remotely, have you experienced any of the following on an ongoing basis?
(Check all that apply)**

Question	Asexual		Bisexual		Gay		Heterosexual or Straight		Lesbian		Not Listed		Queer	
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Internet connectivity issues (reliability, slow speeds)	9%	6	7%	28	4%	12	8%	335	9%	12	5%	7	6%	20
Difficulty accessing network drives/files	1%	1	2%	8	2%	6	3%	137	3%	4	4%	5	2%	6
Difficulty connecting to a VPN	3%	2	2%	9	3%	7	2%	107	3%	4	6%	8	4%	13
Lack of timely technical support for basic computer hardware/software issues	3%	2	3%	11	3%	9	3%	115	7%	10	3%	4	3%	10
Lack of access to important software or databases	0%	0	1%	6	2%	5	1%	64	3%	4	2%	3	3%	11
Lack of access to equipment like dual monitors, printers, external keyboards, scientific equipment, etc.	6%	4	6%	27	6%	15	5%	218	4%	6	9%	12	7%	25
Lack of timely information (because of working remotely) that would help me do my job better	3%	2	2%	9	1%	2	1%	63	2%	3	4%	5	1%	3
My home workspace is not the same quality as that at work	10%	7	8%	33	8%	22	7%	321	6%	9	7%	10	8%	28
Higher utility and other expenses connected with remote work	7%	5	7%	31	8%	21	8%	358	11%	15	7%	9	8%	29
Low morale	0%	0	3%	11	3%	9	2%	98	3%	4	4%	5	3%	11
Feeling disconnected from the team/office	6%	4	8%	34	8%	21	8%	337	5%	7	7%	10	7%	26
Frequent distractions from kids, pets or other people at home	1%	1	5%	21	3%	9	3%	138	4%	5	2%	3	2%	6
Missing the commute time to exercise or relax	1%	1	5%	22	3%	7	3%	152	2%	3	3%	4	4%	14
Struggling to unplug from work	10%	7	9%	36	10%	28	11%	475	6%	8	9%	12	9%	33
Difficulty staying motivated	1%	1	4%	16	4%	11	3%	149	3%	4	4%	6	3%	9
Lower productivity	3%	2	2%	10	3%	9	1%	63	2%	3	4%	5	2%	7
Having difficulty participating in hybrid meetings (a mix of onsite and remote people in the same meeting)	3%	2	4%	16	4%	10	4%	159	4%	5	3%	4	5%	16
Experience Zoom fatigue	13%	9	11%	46	12%	32	11%	502	9%	13	8%	11	11%	40
None of these have negatively impacted me	18%	12	11%	48	12%	32	15%	648	14%	20	10%	14	13%	46
Total		68		422		267		4439		139		137		353

**Q41 - Thinking about your experience working remotely, have you experienced any of the following on an ongoing basis?
(Check all that apply)**

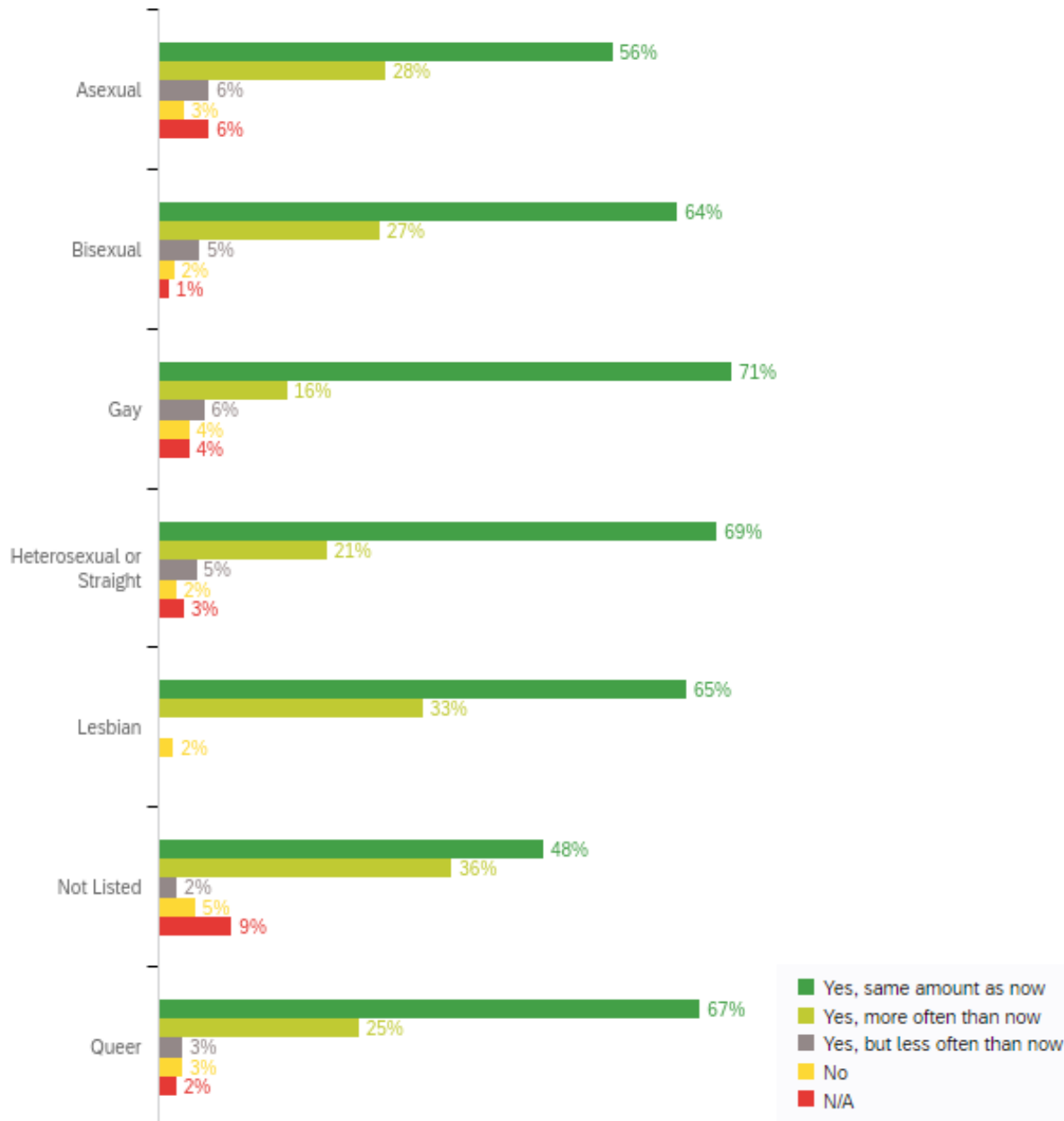
Question	Asexual		Bisexual		Gay		Heterosexual or Straight		Lesbian		Not Listed		Queer	
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Increased productivity	8%	14	8%	99	9%	61	9%	1054	9%	34	9%	28	8%	80
Better able to concentrate on work tasks	12%	20	9%	101	9%	64	10%	1155	10%	37	10%	31	10%	94
Worry less about hostile colleagues	8%	13	4%	44	5%	33	4%	492	3%	13	6%	19	4%	40
Worry less about a hostile manager	2%	4	2%	28	2%	16	2%	215	2%	6	3%	8	2%	24
Spending more time with family or friends	6%	10	9%	104	9%	63	9%	1071	8%	29	8%	26	9%	88
Sleeping more	8%	14	9%	105	9%	62	8%	926	9%	33	7%	23	9%	90
Getting to know my neighbors better	2%	4	3%	39	2%	15	3%	295	4%	15	3%	9	3%	29
More time to work on household projects/chores	8%	14	9%	104	7%	48	7%	789	6%	24	5%	17	8%	82
Saving money by not commuting to work (spending less on gas, public transportation, parking, etc.)	10%	18	11%	130	12%	84	12%	1410	12%	45	11%	34	10%	101
Saving money by not eating out as frequently	8%	14	9%	109	9%	60	9%	1094	10%	36	10%	31	10%	93
Not commuting to work is decreasing my stress level	12%	20	10%	114	10%	66	10%	1188	10%	37	10%	31	10%	96
Exercising more	8%	14	7%	86	7%	49	8%	951	9%	35	8%	26	7%	69
Eating more healthily	6%	10	8%	97	7%	48	8%	933	8%	30	9%	27	8%	74
None of these have applied to me	2%	4	0%	5	1%	6	1%	82	1%	3	1%	2	1%	7
Total		173		1165		675		11655		377		312		967

How satisfied have you been with the technical support you've received while working remotely?



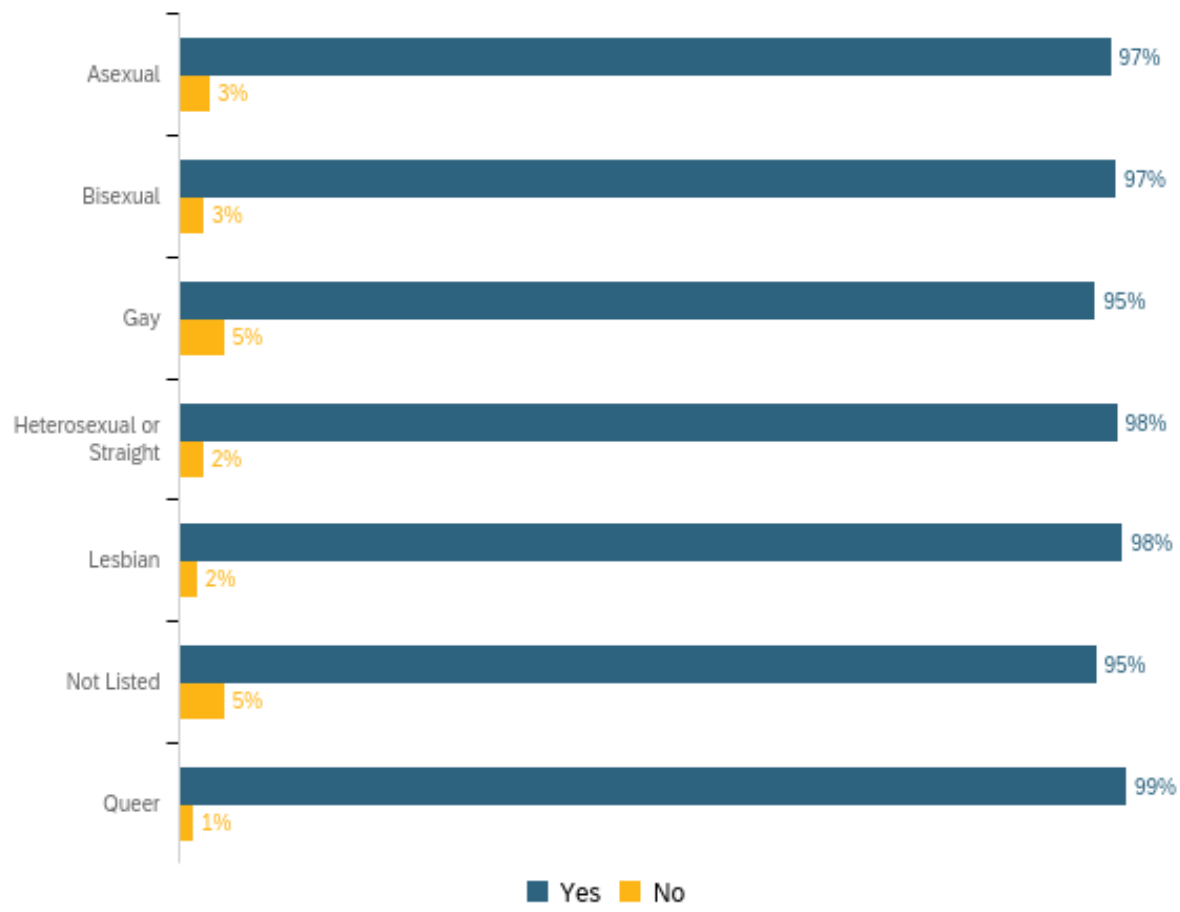
Question	Very satisfied		Somewhat satisfied		Neither satisfied nor dissatisfied		Somewhat dissatisfied		Very dissatisfied		Avg. Score*	Total
Asexual	67%	16	25%	6	4%	1	4%	1	0%	0	4.54 (0.32)	24
Bisexual	61%	83	24%	33	8%	11	3%	4	3%	4	4.39 (0.07)	135
Gay	53%	49	30%	28	12%	11	2%	2	2%	2	4.3 (0.22)	92
Heterosexual or Straight	64%	1065	22%	367	10%	170	3%	48	1%	15	4.45 (0.18)	1665
Lesbian	67%	32	15%	7	10%	5	8%	4	0%	0	4.4 (0.1)	48
Not Listed	68%	25	5%	2	11%	4	14%	5	3%	1	4.22 (-0.04)	37
Queer	65%	76	24%	28	9%	10	2%	2	1%	1	4.5 (0.35)	117

Would you like to continue working remotely?



Question	Yes, same amount as now		Yes, more often than now		Yes, but less often than now		No		N/A		Total
Asexual	56%	18	28%	9	6%	2	3%	1	6%	2	32
Bisexual	64%	101	27%	43	5%	8	2%	3	1%	2	157
Gay	71%	76	16%	17	6%	6	4%	4	4%	4	107
Heterosexual or Straight	69%	1277	21%	384	5%	86	2%	40	3%	57	1844
Lesbian	65%	36	33%	18	0%	0	2%	1	0%	0	55
Not Listed	48%	21	36%	16	2%	1	5%	2	9%	4	44
Queer	67%	92	25%	34	3%	4	3%	4	2%	3	137

Regardless of how much you are (or are not) working remotely, do you think that UC Berkeley benefits from offering Flexible Work Arrangements?



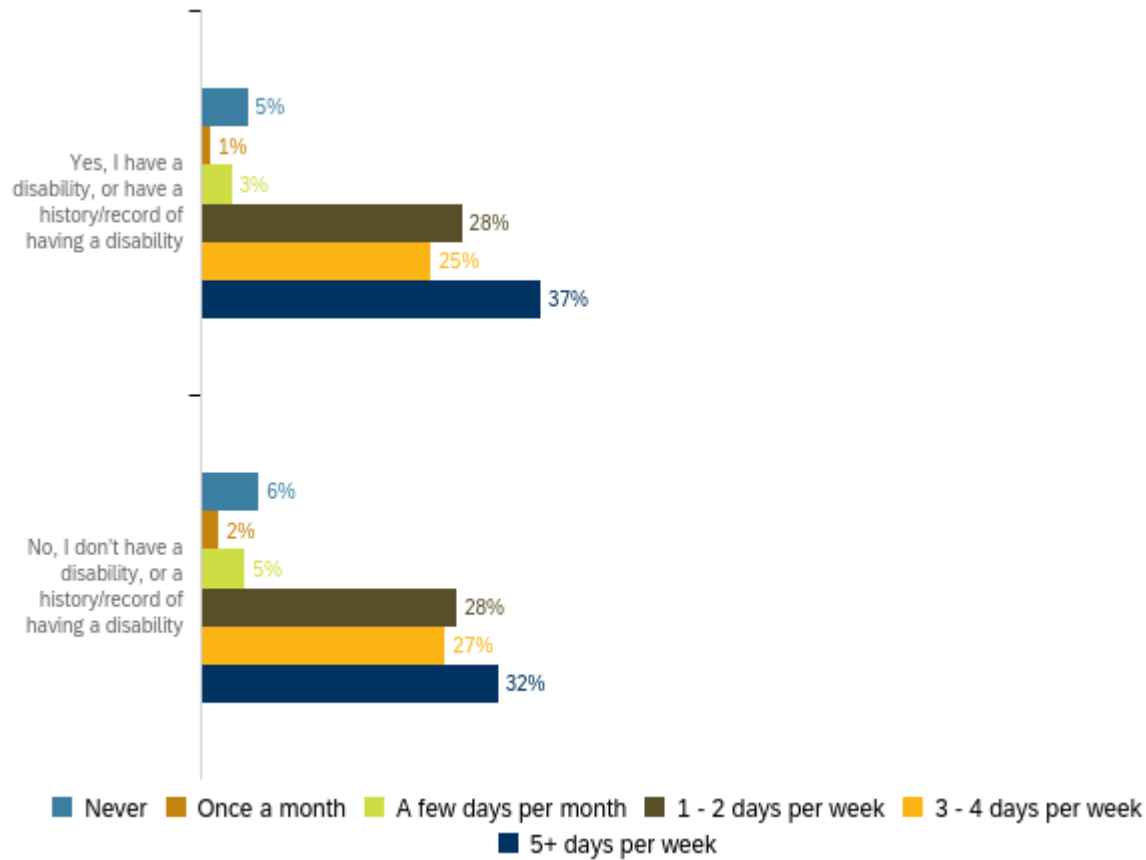
Question	Yes		No		Total
	%	Count	%	Count	
Asexual	97%	31	3%	1	32
Bisexual	97%	152	3%	4	156
Gay	95%	102	5%	5	107
Heterosexual or Straight	98%	1775	2%	45	1820
Lesbian	98%	53	2%	1	54
Not Listed	95%	41	5%	2	43
Queer	99%	135	1%	2	137

Berkeley People & Culture

Flexible Work Arrangement Survey - Disability Status

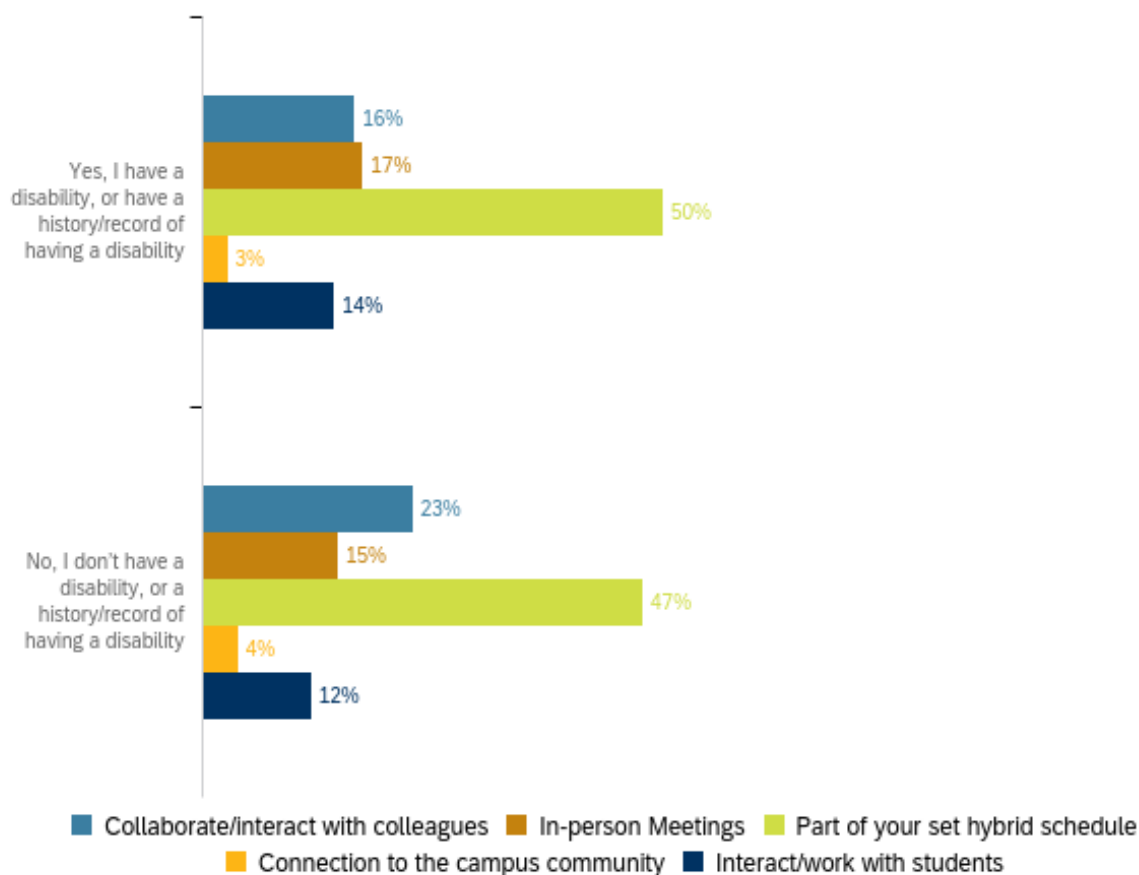
February 2023

On average, how often are you working remotely?



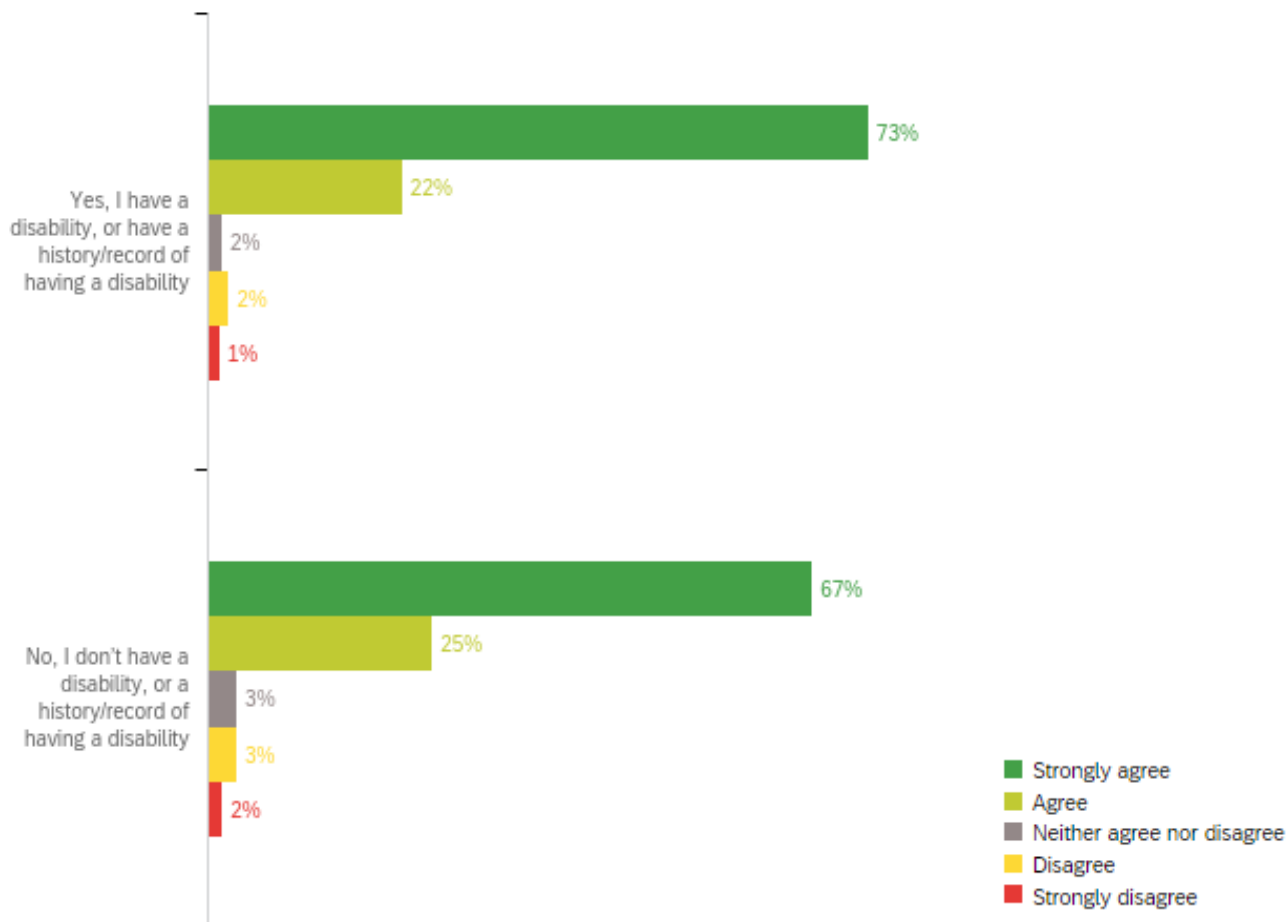
Question	Never		Once a month		A few times per month		1 - 2 times per week		3 - 4 times per week		5+ days per week		Total
Yes, I have a disability, or have a history/record of having a disability	5%	20	1%	4	3%	13	28%	112	25%	99	37%	146	394
No, I don't have a disability, or a history/record of having a disability	6%	137	2%	41	5%	104	28%	604	27%	577	32%	701	2164

Why do you typically come to campus?



Question	Collaborate/interact with colleagues		In-person Meetings		Part of your set hybrid schedule		Connection to the campus community		Interact/work with students		Total
Yes, I have a disability, or have a history/record of having a disability	16%	37	17%	39	50%	112	3%	6	14%	32	226
No, I don't have a disability, or a history/record of having a disability	23%	298	15%	192	47%	625	4%	50	12%	154	1319

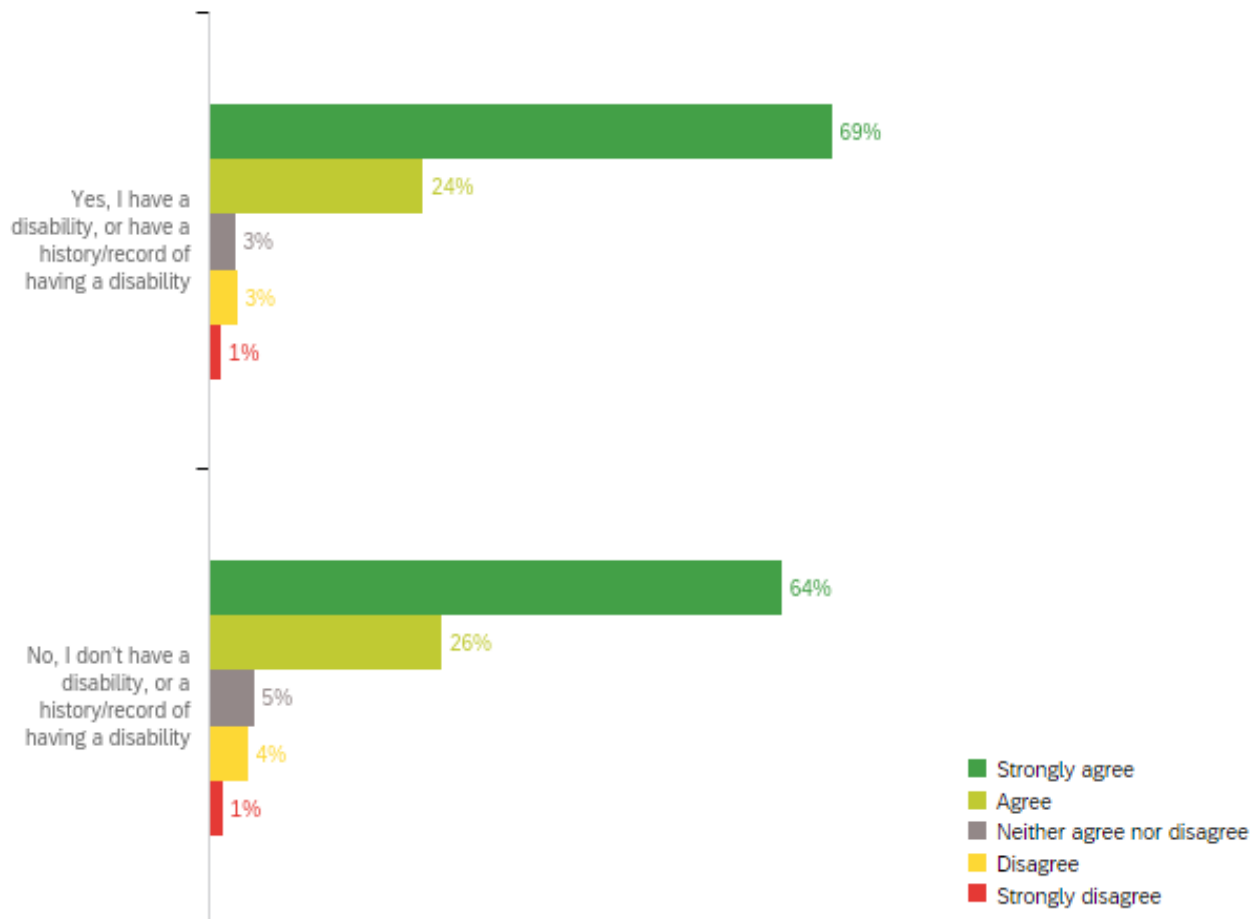
I can easily communicate with my coworkers (or colleagues) in my business unit (or office/lab/department) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Yes, I have a disability, or have a history/record of having a disability	73%	289	22%	85	2%	6	2%	9	1%	5	4.63 (0.03)	394
No, I don't have a disability, or a history/record of having a disability	67%	1445	25%	536	3%	69	3%	68	2%	34	4.53 (0)	2152

*Difference in average score from October 2021 FWA survey

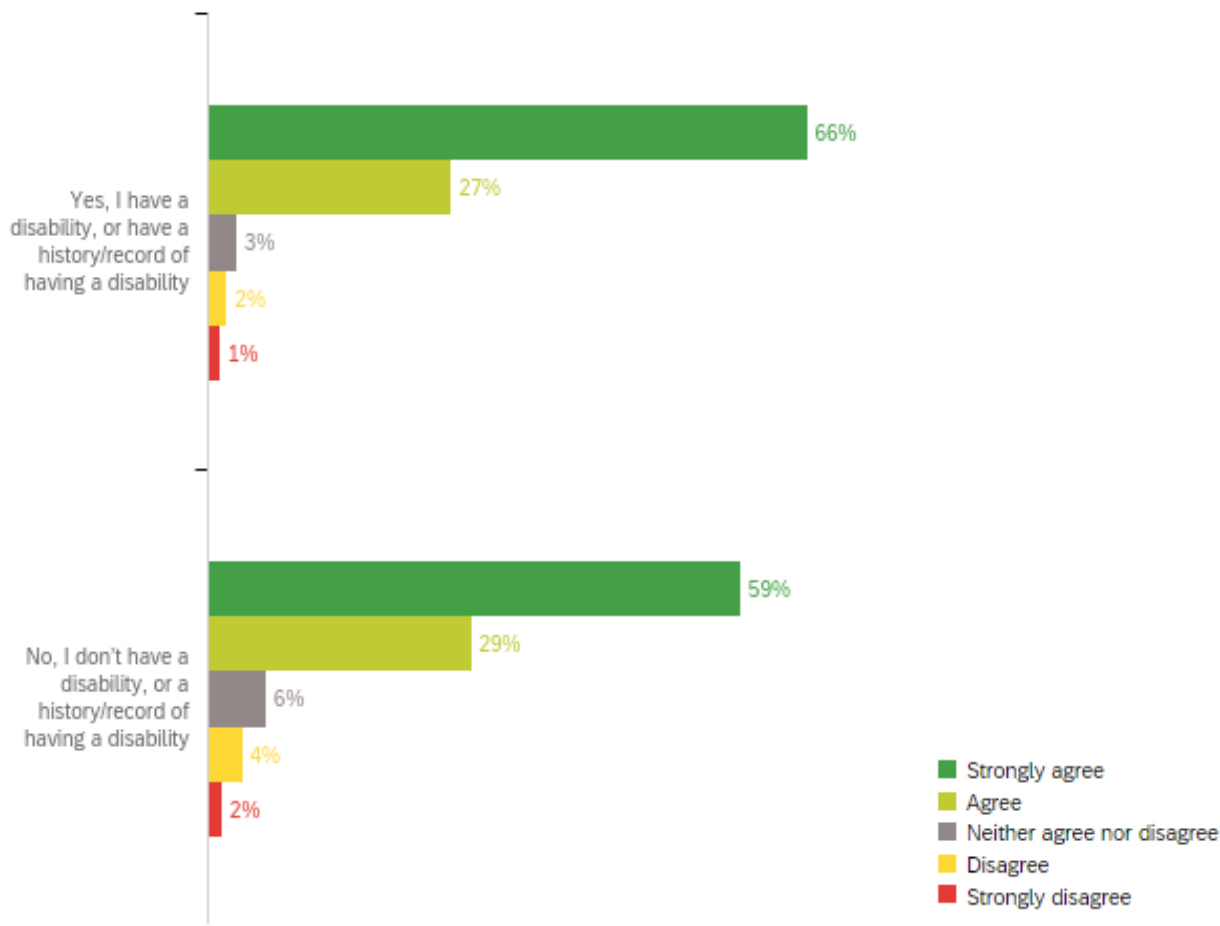
I can easily collaborate with my coworkers (or colleagues) in my business unit (or office/lab/department) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Yes, I have a disability, or have a history/record of having a disability	69%	270	24%	93	3%	11	3%	12	1%	5	4.56 (0.04)	391
No, I don't have a disability, or a history/record of having a disability	64%	1360	26%	552	5%	106	4%	92	1%	31	4.46 (0.04)	2141

*Difference in average score from October 2021 FWA survey

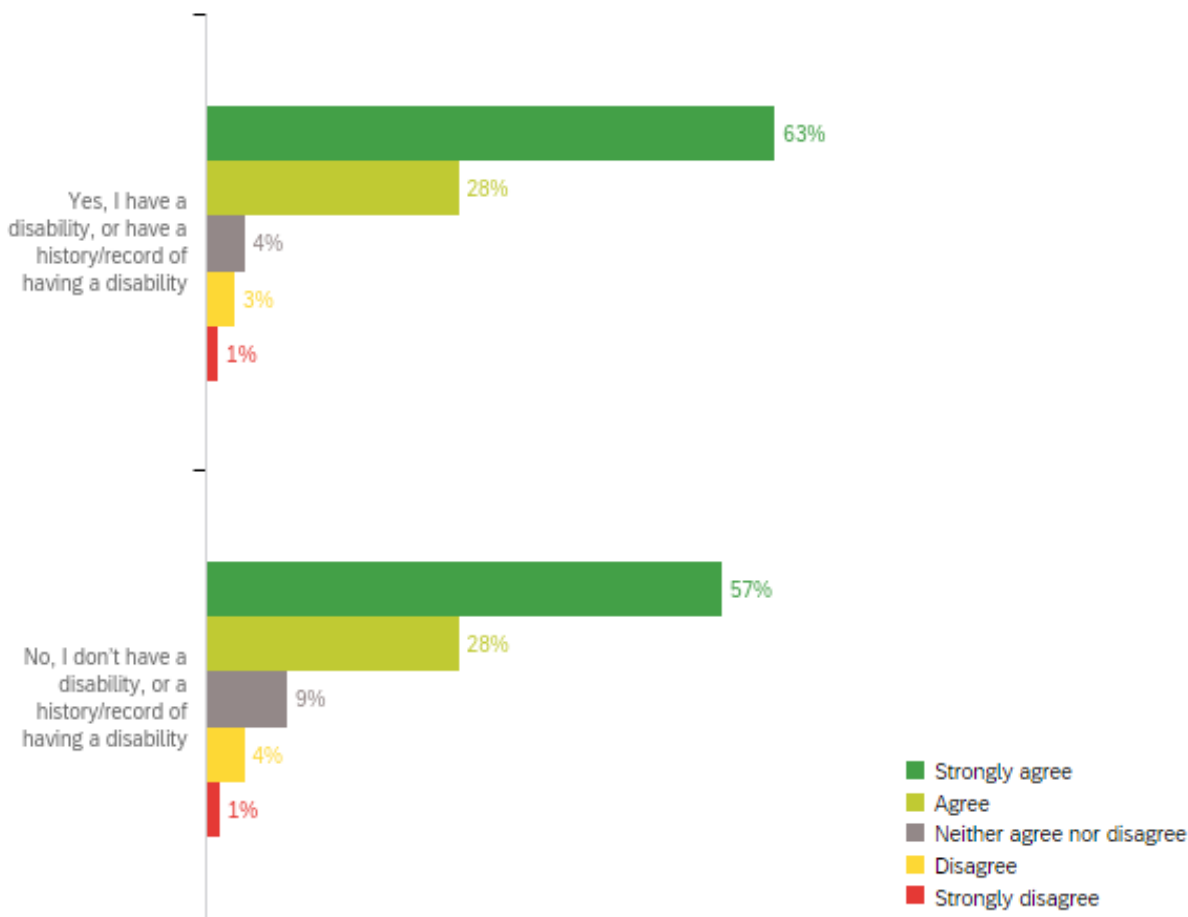
I can easily communicate with individuals in other business units (or office/lab/department) while they are working remotely.



Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Avg. Score*	Total					
Yes, I have a disability, or have a history/record of having a disability	66%	254	27%	103	3%	12	2%	8	1%	5	4.55 (0.1)	382
No, I don't have a disability, or a history/record of having a disability	59%	1254	29%	619	6%	136	4%	80	2%	32	4.41 (0.04)	2121

*Difference in average score from October 2021 FWA survey

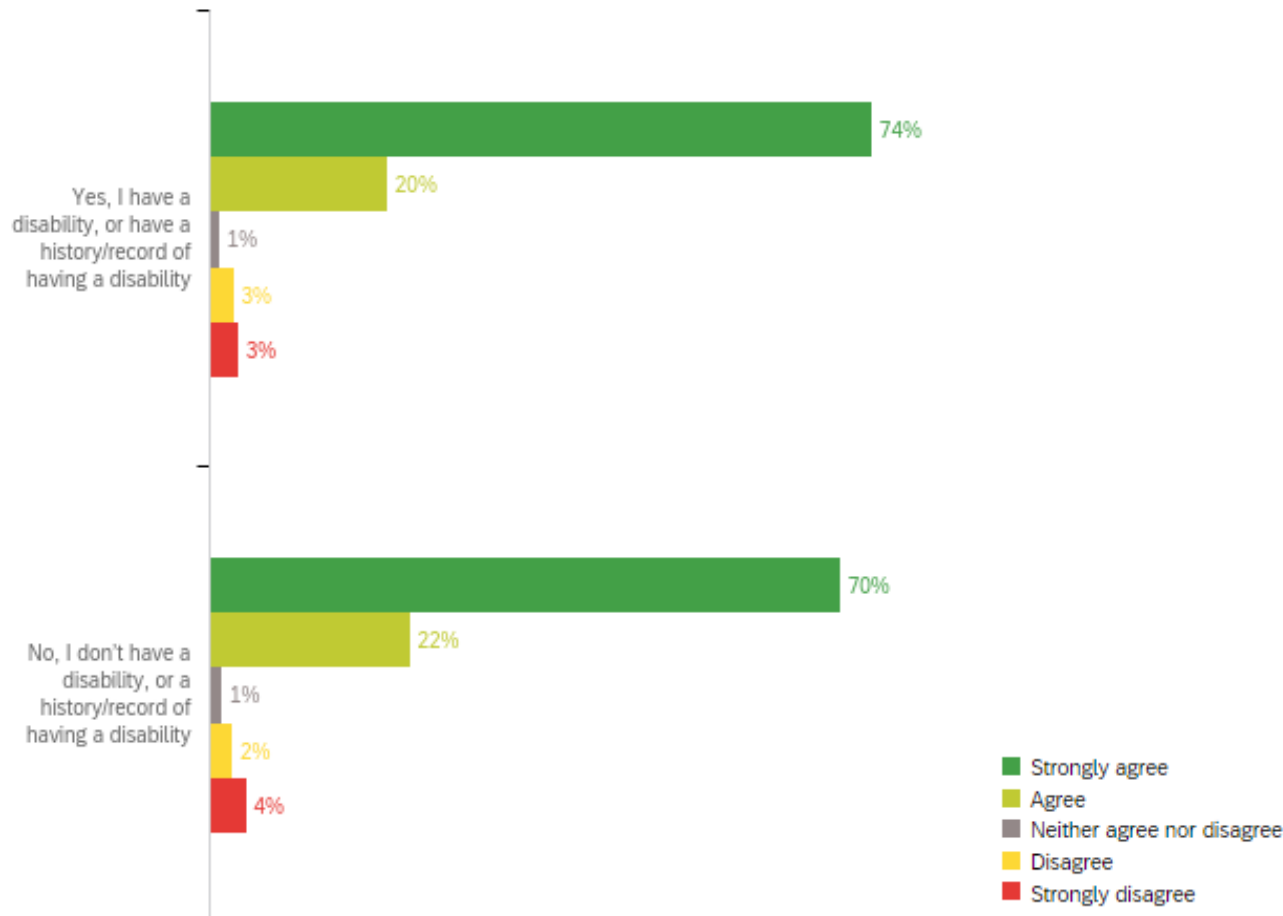
I can easily collaborate with individuals in other business units (or office/lab/department) while they are working remotely.



Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Avg. Score*	Total					
Yes, I have a disability, or have a history/record of having a disability	63%	237	28%	105	4%	16	3%	12	1%	5	4.49 (0.06)	375
No, I don't have a disability, or a history/record of having a disability	57%	1205	28%	590	9%	189	4%	89	1%	31	4.35 (0.05)	2104

*Difference in average score from October 2021 FWA survey

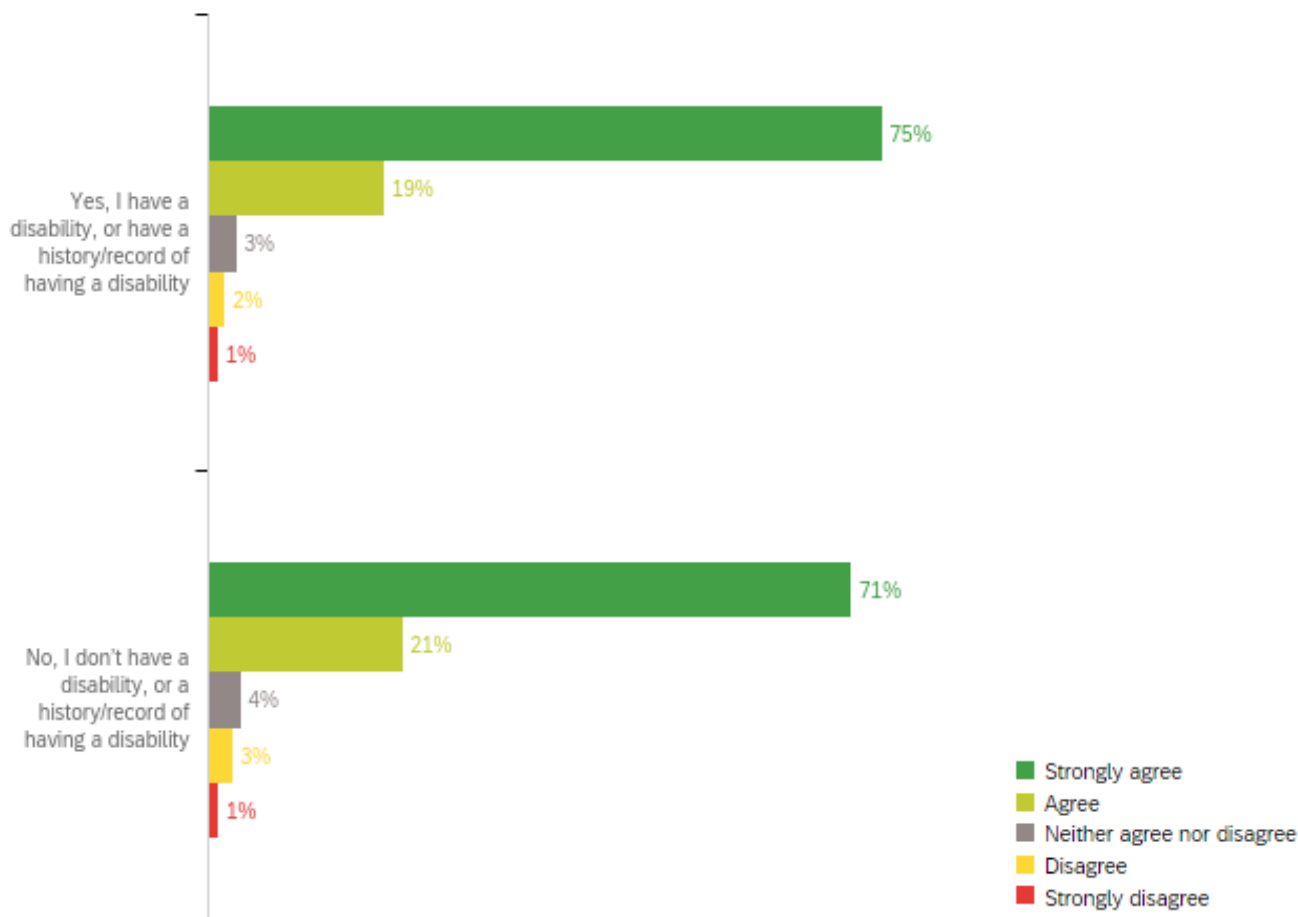
I can easily collaborate with my manager (or department chair/lab manager/supervisor) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Yes, I have a disability, or have a history/record of having a disability	74%	284	20%	76	3%	12	3%	10	1%	4	4.62 (0.03)	386
No, I don't have a disability, or a history/record of having a disability	70%	1494	22%	473	4%	85	2%	53	1%	28	4.57 (0.02)	2133

*Difference in average score from October 2021 FWA survey

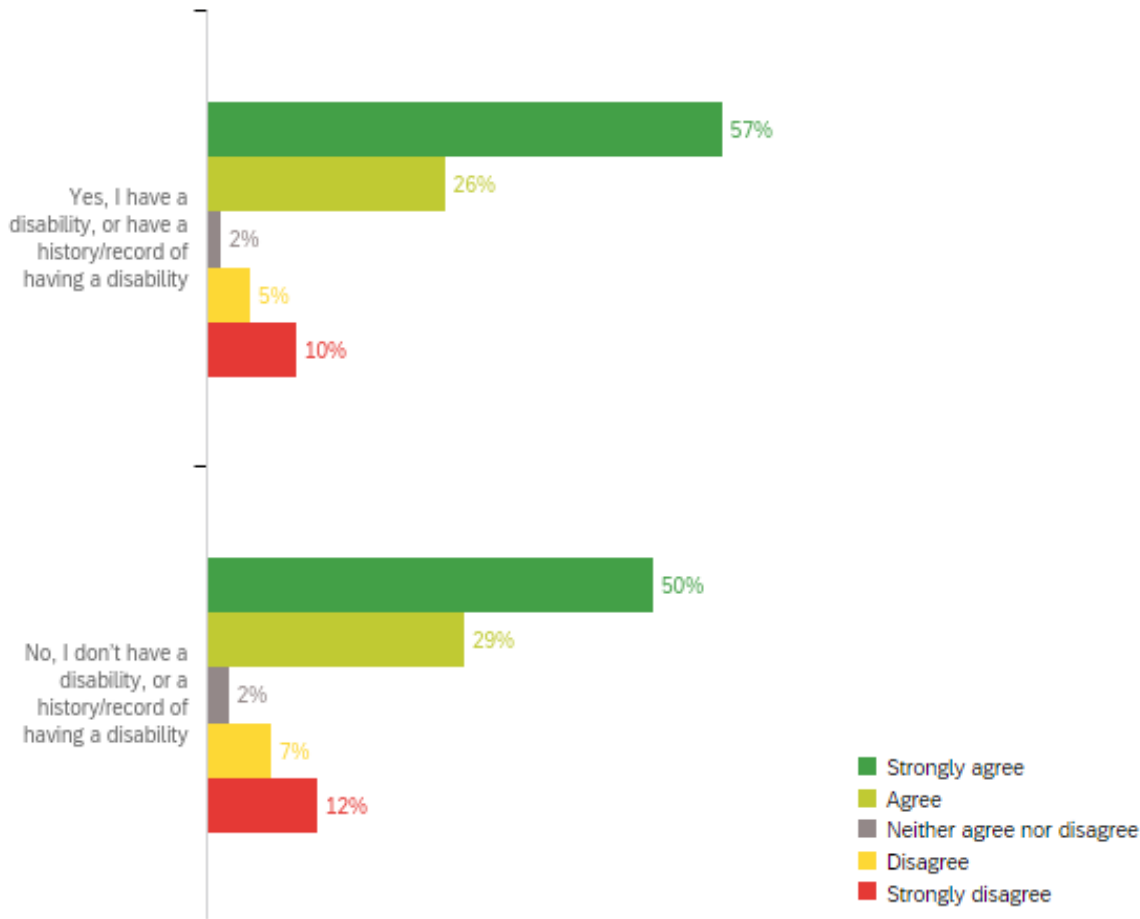
I can easily communicate with my manager (or department chair/lab manager/supervisor) while they are working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Yes, I have a disability, or have a history/record of having a disability	75%	292	19%	76	3%	12	2%	7	1%	4	4.65 (0.04)	391
No, I don't have a disability, or a history/record of having a disability	71%	1520	21%	458	4%	75	3%	56	1%	23	4.59 (0)	2132

*Difference in average score from October 2021 FWA survey

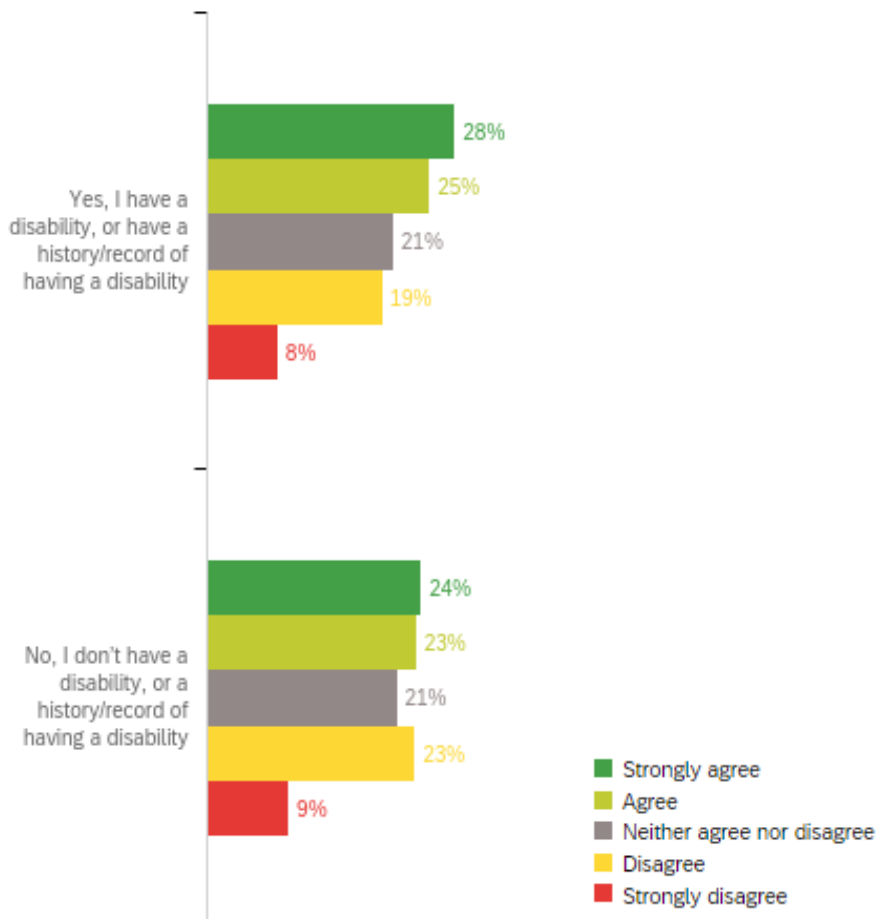
Meetings conducted on Zoom are as productive as meetings conducted face-to-face.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Yes, I have a disability, or have a history/record of having a disability	57%	225	26%	104	10%	39	5%	19	2%	6	4.33 (0.11)	393
No, I don't have a disability, or a history/record of having a disability	50%	1071	29%	617	12%	265	7%	154	2%	52	4.16 (0.08)	2159

*Difference in average score from October 2021 FWA survey

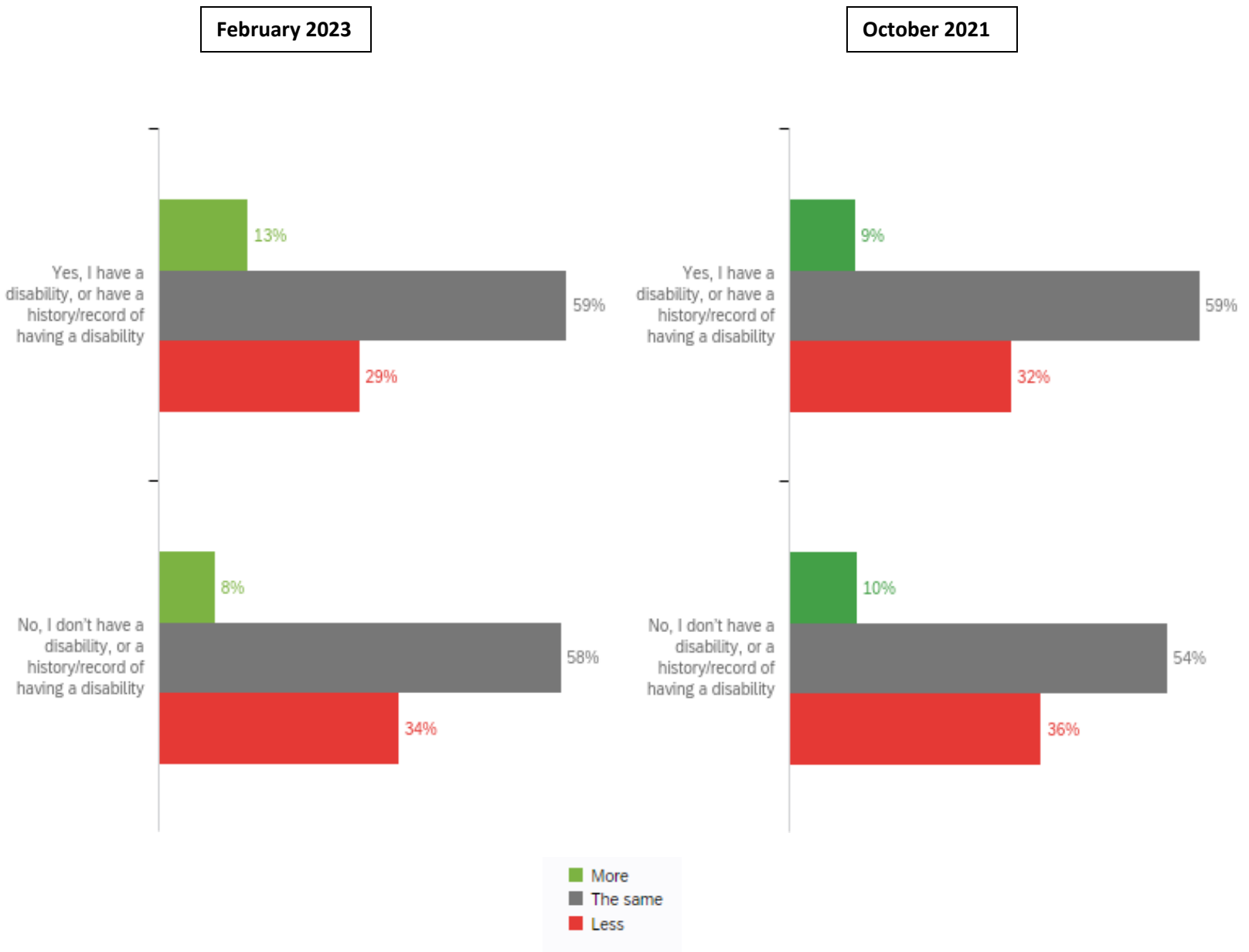
On-boarding, integrating and forming relationships with new employees hired remotely (that I've never met or worked with in person), has been the same or better as compared to hiring in person (answer NA if no new employees to your team).



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Yes, I have a disability, or have a history/record of having a disability	28%	88	25%	79	21%	66	19%	62	8%	25	3.45 (0.26)	320
No, I don't have a disability, or a history/record of having a disability	24%	410	23%	400	21%	363	23%	398	9%	156	3.3 (0.18)	1727

*Difference in average score from October 2021 FWA survey

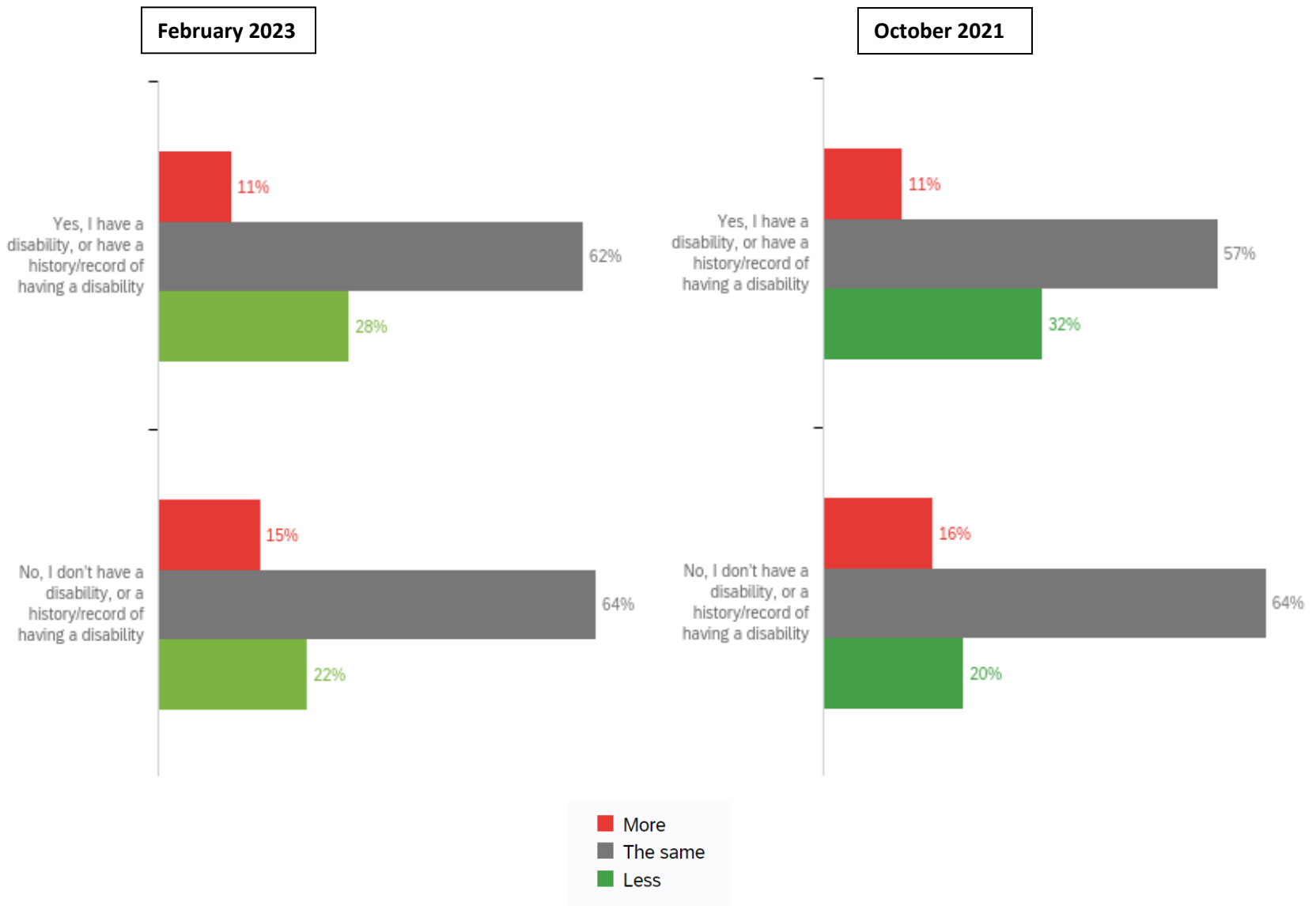
Compared to when my coworkers (or colleagues) are working on-site, I feel _____ sense of community with my coworkers when they are working remotely. (Select NA if you have not had this experience)



February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	13%	48	59%	220	29%	108	376
No, I don't have a disability, or a history/record of having a disability	8%	164	58%	1179	34%	703	2046

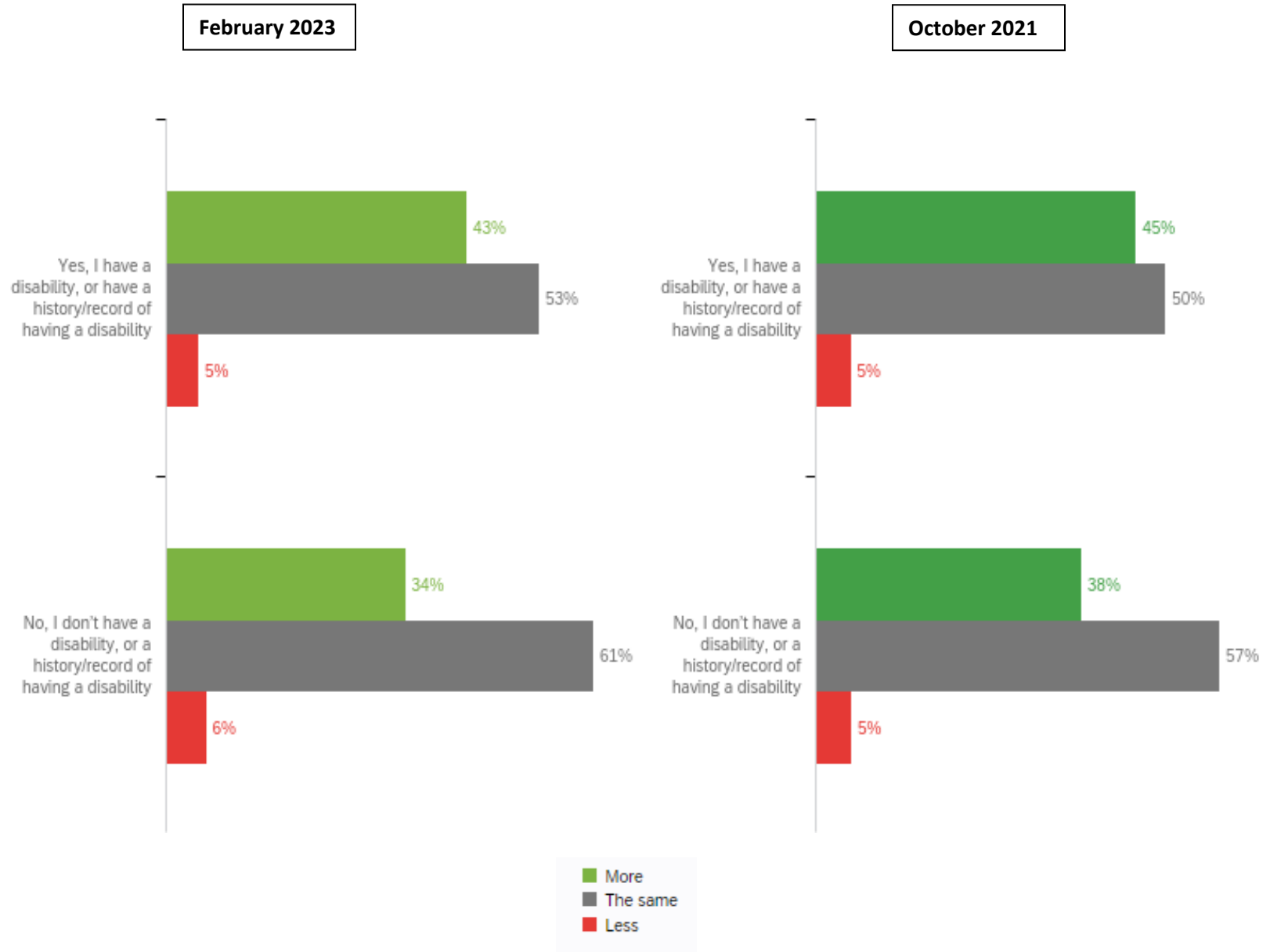
Compared to when my coworkers (or colleagues) are working on-site, it takes _____ time to get work-related questions answered when my co-workers are working remotely. (Select NA if you have not had this experience)



February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	11%	40	62%	234	28%	105	379
No, I don't have a disability, or a history/record of having a disability	15%	304	64%	1311	22%	446	2061

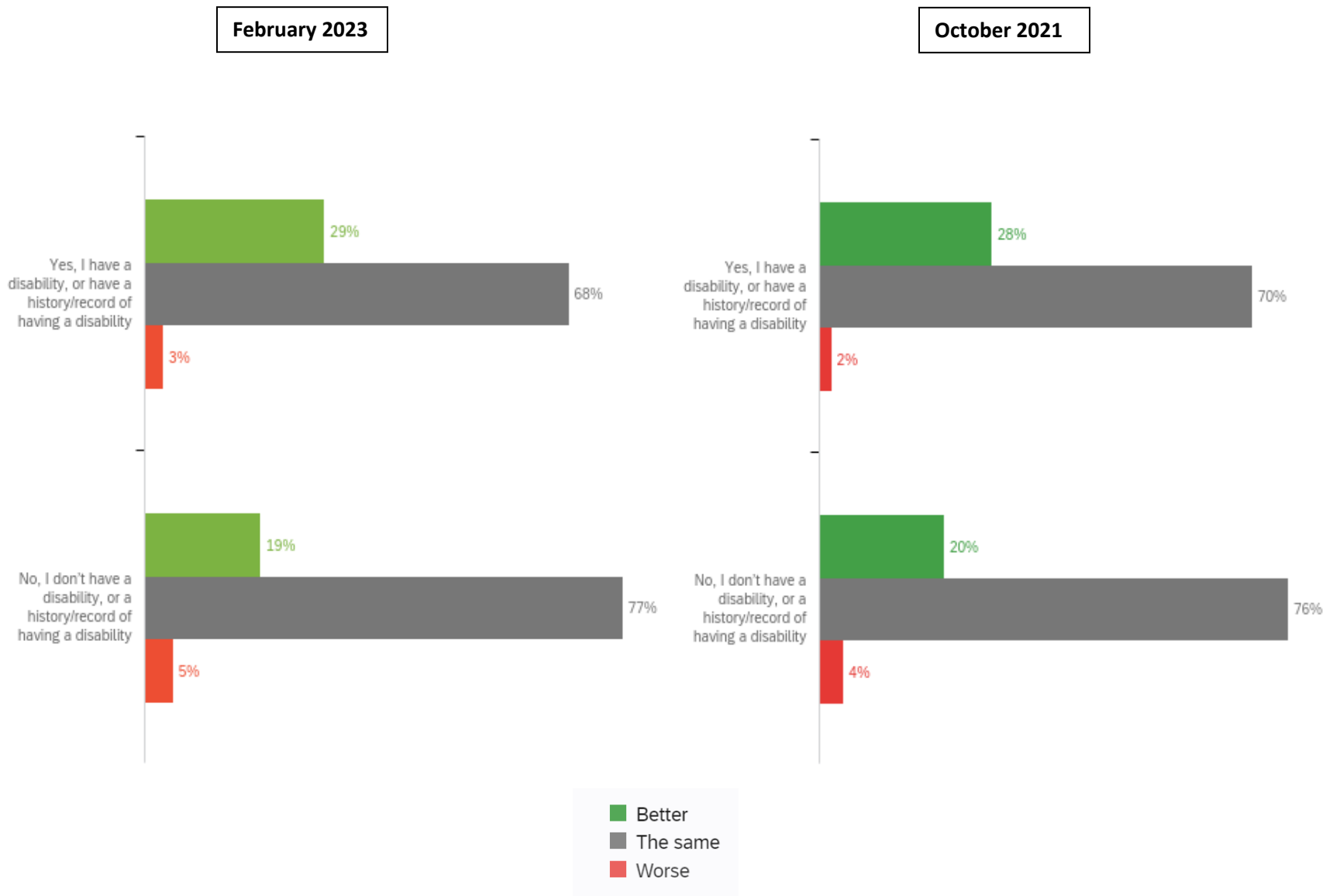
Compared to when my coworkers (or colleagues) are working on-site, my coworkers appear to be completing _____ amount of work while they are working remotely.



February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	43%	158	53%	196	5%	17	371
No, I don't have a disability, or a history/record of having a disability	34%	675	61%	1208	6%	112	1995

Q14 - Compared to when my coworkers (or colleagues) are working on-site, the quality of my coworkers' work product is _____ when they are working remotely.



February 2023

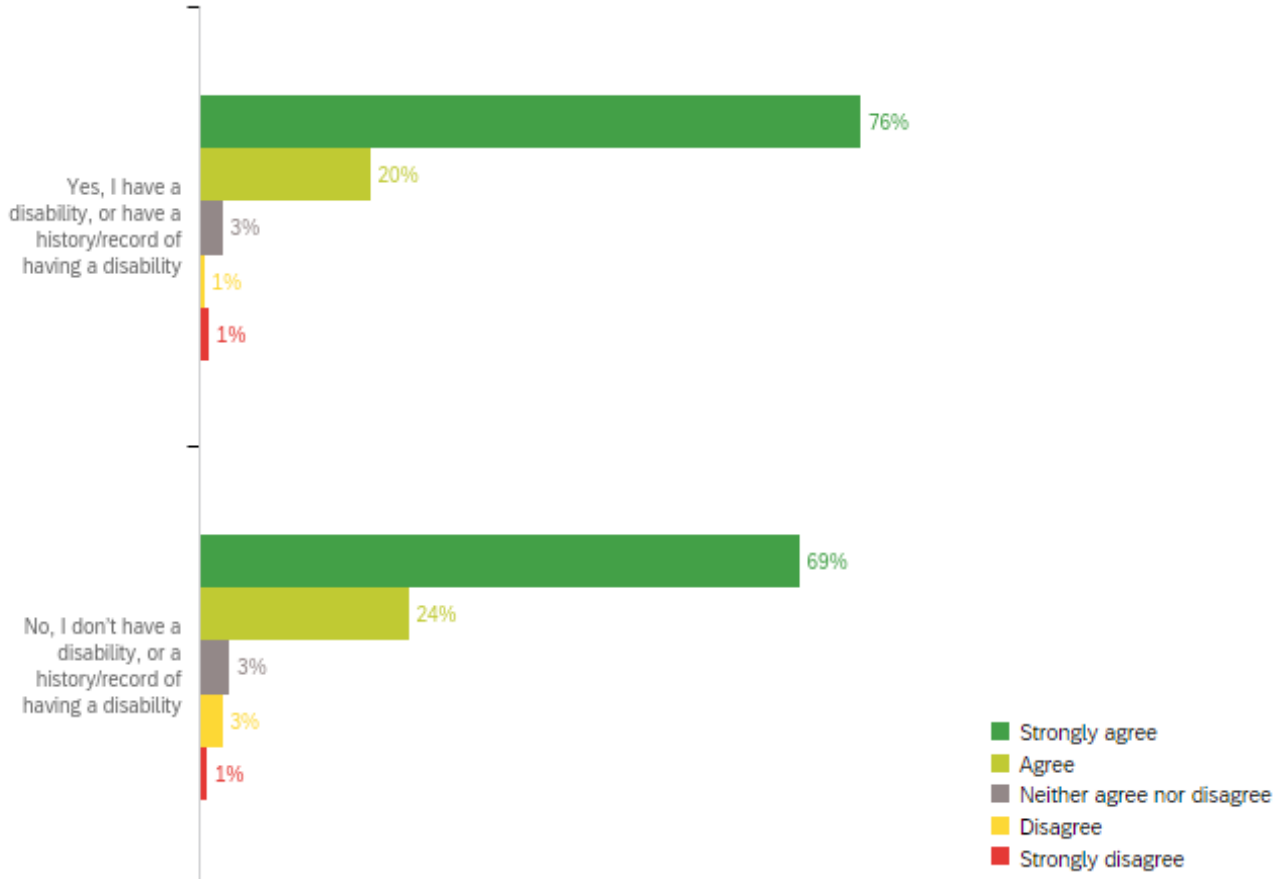
Question	Better		The same		Worse		Total
	%	Count	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	29%	107	68%	252	3%	11	370
No, I don't have a disability, or a history/record of having a disability	19%	374	77%	1541	5%	91	2006

Compared to when my manager (or department chair/lab manager/supervisor) is working on-site, I feel supported _____ by my manager while my manager is working remotely.



Question	Better		The same		Worse		Total
Yes, I have a disability, or have a history/record of having a disability	21%	78	73%	272	6%	21	371
No, I don't have a disability, or a history/record of having a disability	15%	310	79%	1601	6%	126	2037

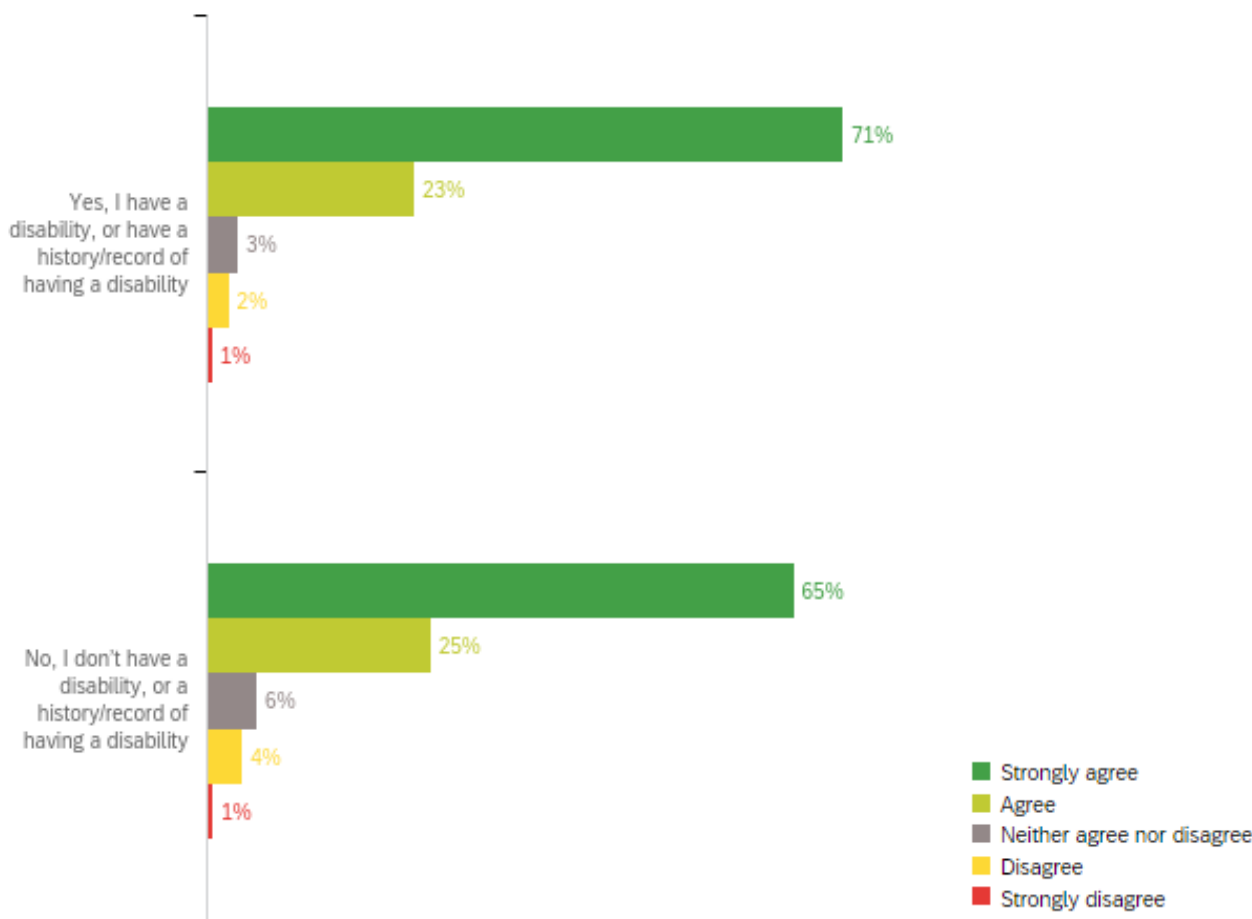
I can easily communicate with my coworkers (or colleagues) in my business unit (or offices/labs/departments) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Yes, I have a disability, or have a history/record of having a disability	76%	291	20%	75	3%	10	1%	2	1%	4	4.69 (0.1)	382
No, I don't have a disability, or a history/record of having a disability	69%	1450	24%	505	3%	72	3%	54	1%	18	4.58 (0.04)	2099

*Difference in average score from October 2021 FWA survey

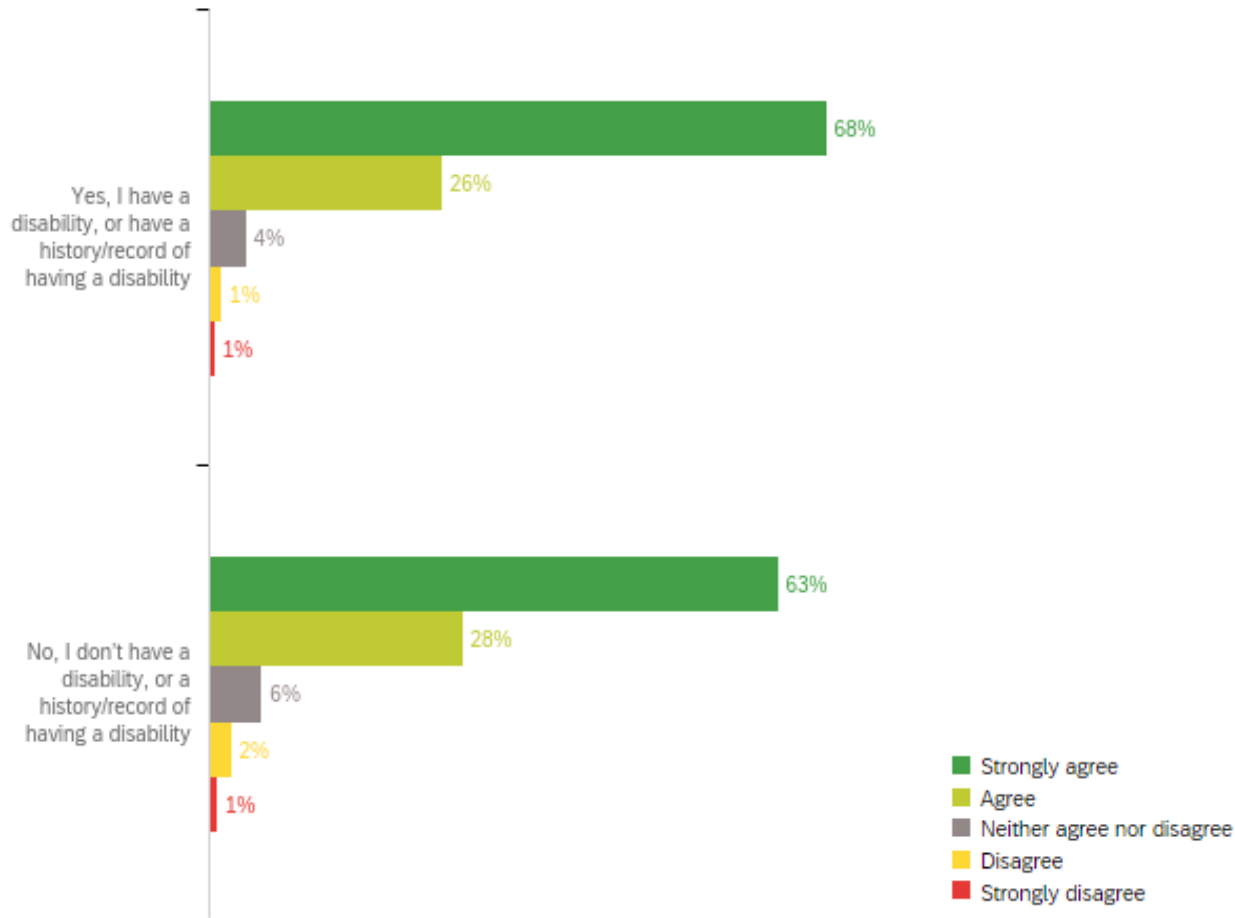
I can easily collaborate with my coworkers (or colleagues) in my business unit while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Yes, I have a disability, or have a history/record of having a disability	71%	267	23%	87	3%	13	2%	9	1%	2	4.61 (0.11)	378
No, I don't have a disability, or a history/record of having a disability	65%	1366	25%	520	6%	116	4%	82	1%	14	4.5 (0.05)	2098

*Difference in average score from October 2021 FWA survey

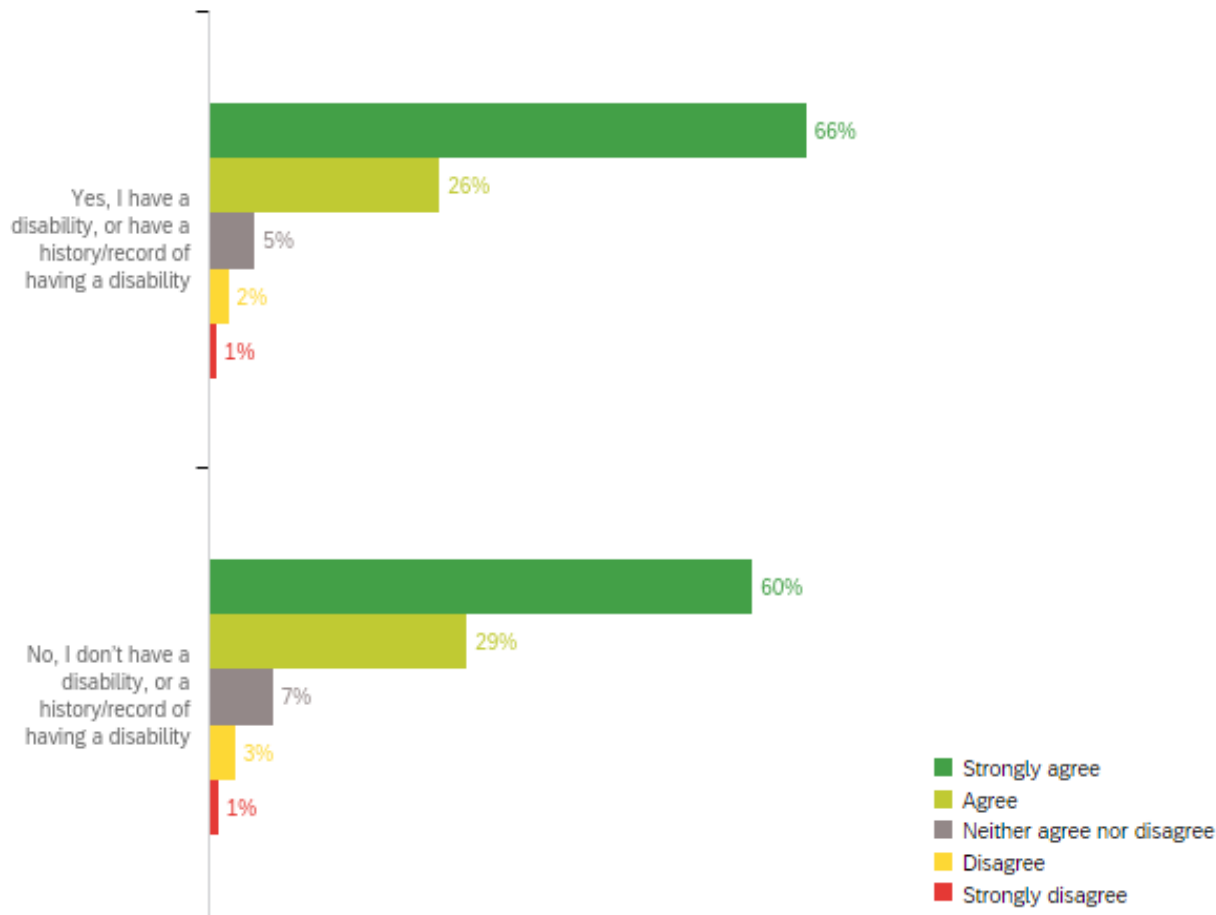
I can easily communicate with individuals in other business units (or offices/labs/departments) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Yes, I have a disability, or have a history/record of having a disability	68%	255	26%	96	4%	15	1%	5	1%	2	4.6 (0.1)	373
No, I don't have a disability, or a history/record of having a disability	63%	1298	28%	577	6%	120	2%	49	1%	17	4.5 (0.04)	2061

*Difference in average score from October 2021 FWA survey

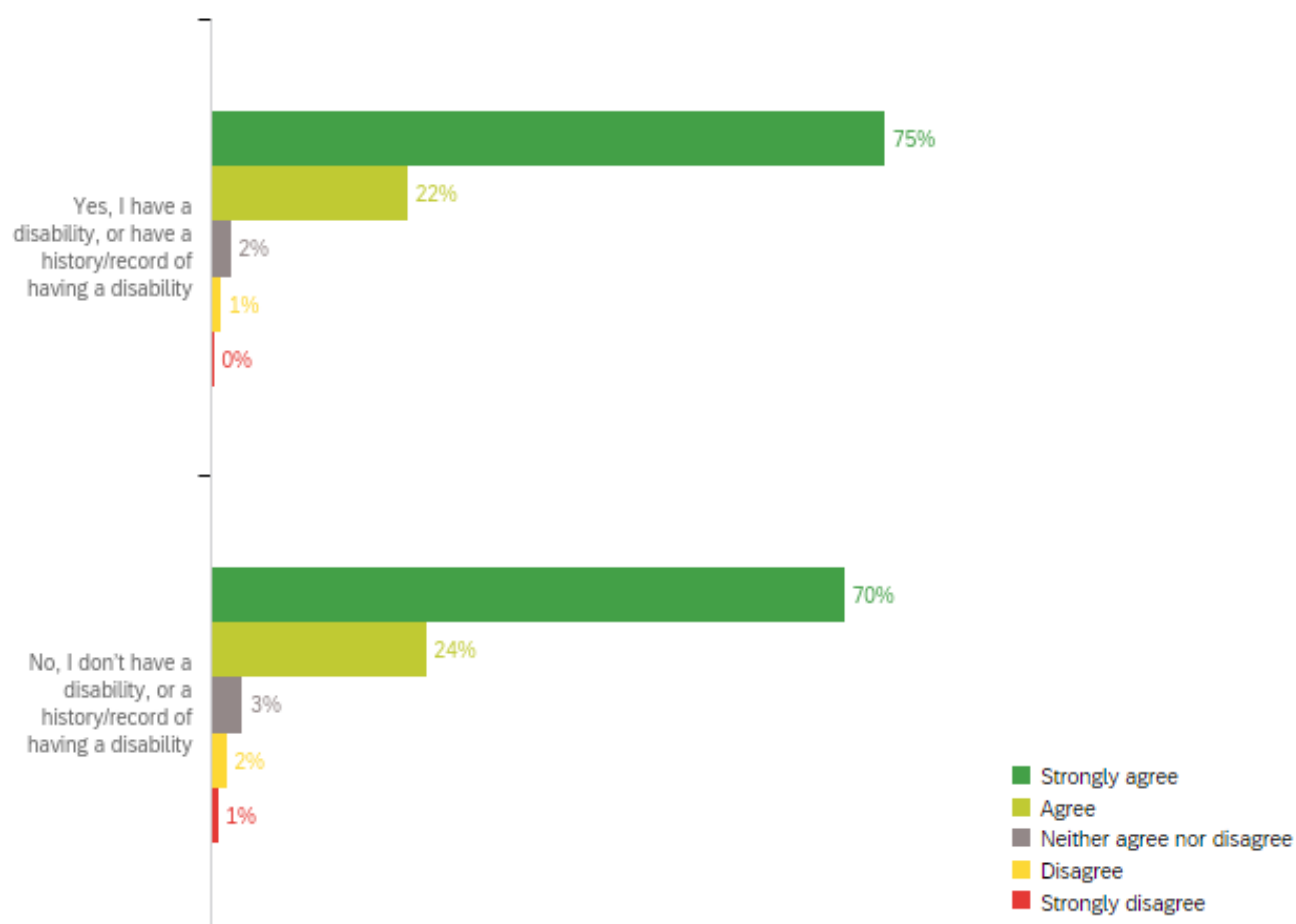
I can easily collaborate with individuals in other business units (or offices/labs/departments) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Yes, I have a disability, or have a history/record of having a disability	66%	246	26%	95	5%	19	2%	8	1%	3	4.54 (0.08)	371
No, I don't have a disability, or a history/record of having a disability	60%	1237	29%	587	7%	145	3%	59	1%	21	4.44 (0.06)	2049

*Difference in average score from October 2021 FWA survey

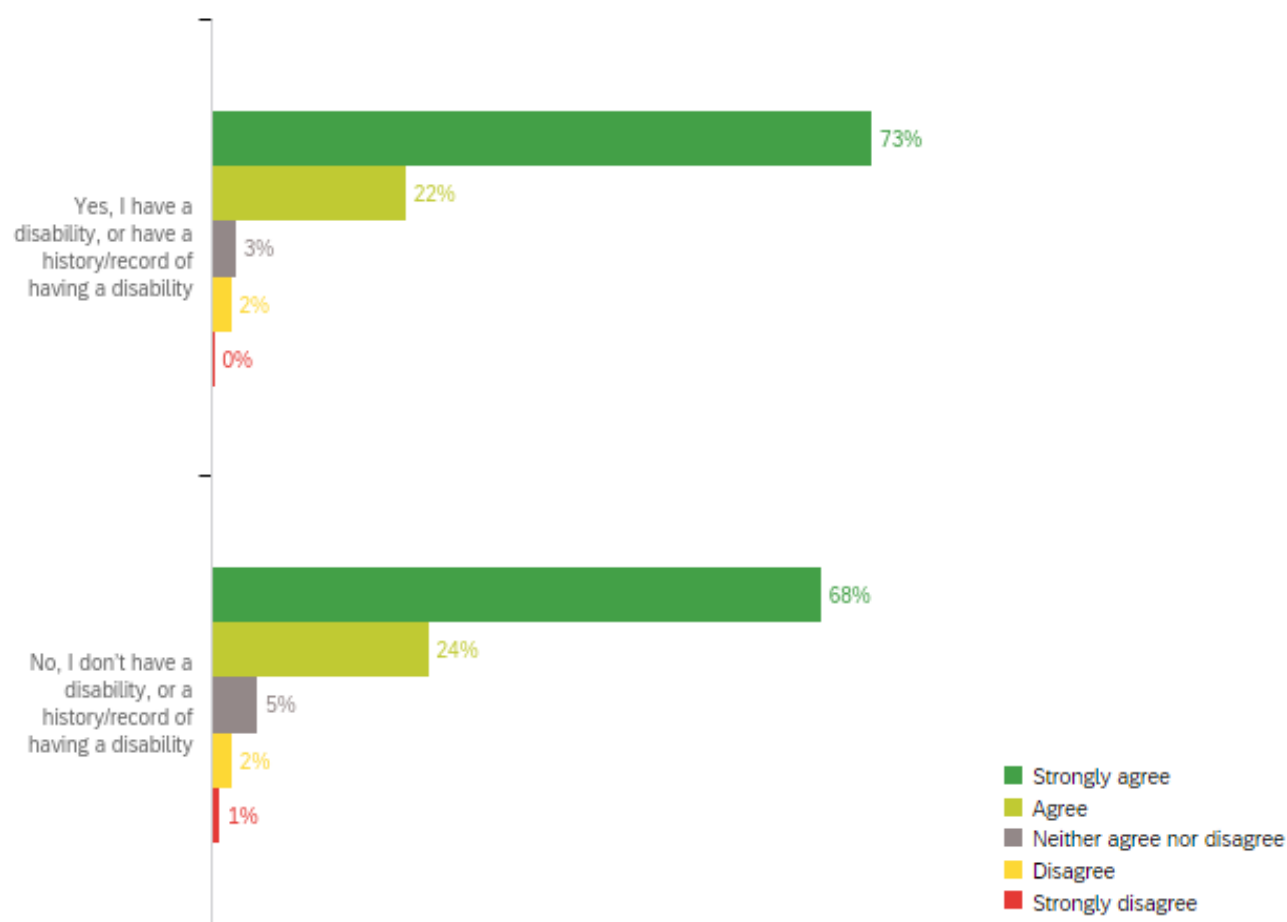
I can easily communicate with my supervisor/manager (or department chair/lab manager/supervisor) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Yes, I have a disability, or have a history/record of having a disability	75%	285	22%	83	2%	8	1%	4	0%	1	4.7 (0.08)	381
No, I don't have a disability, or a history/record of having a disability	70%	1468	24%	498	3%	73	2%	35	1%	15	4.61 (0.03)	2089

*Difference in average score from October 2021 FWA survey

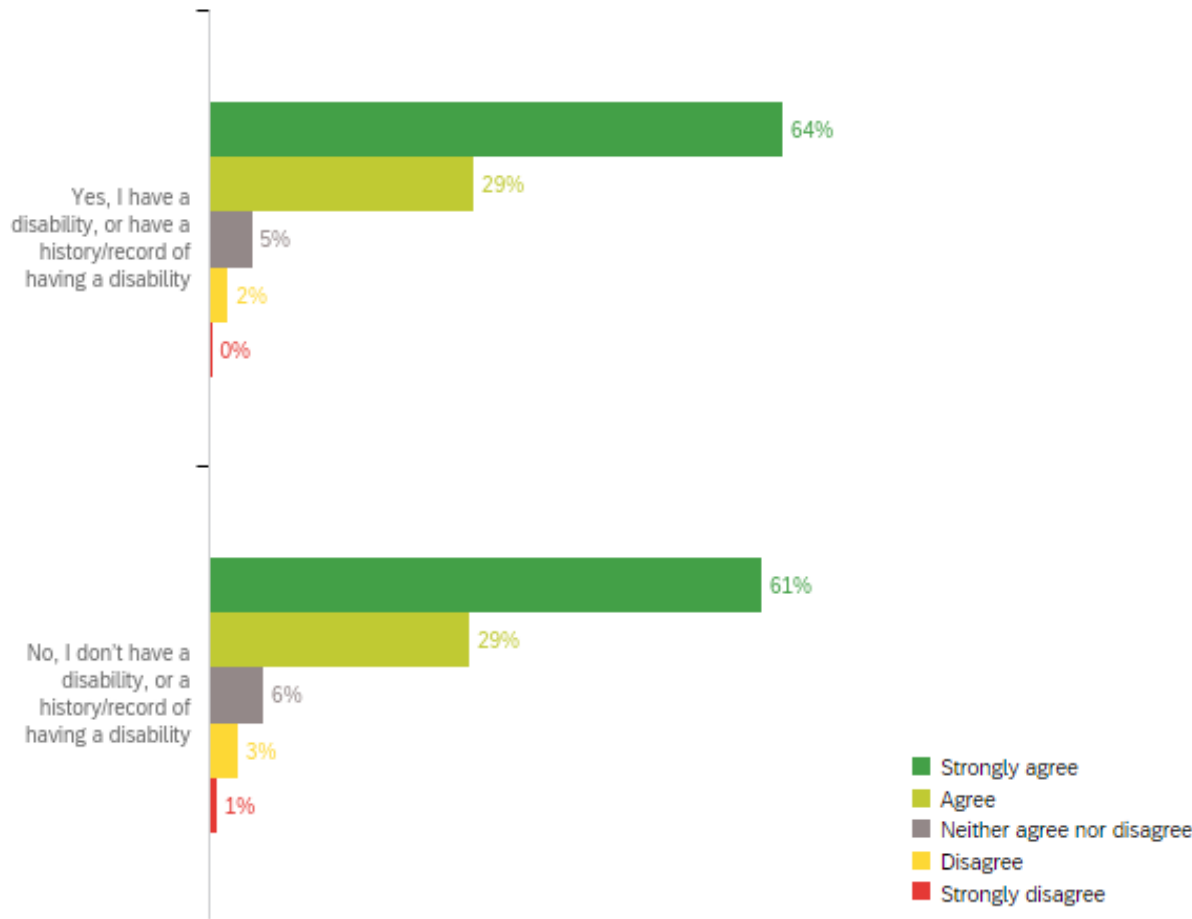
I can easily collaborate with my supervisor/manager (or department chair/lab manager/supervisor) while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Yes, I have a disability, or have a history/record of having a disability	73%	276	22%	81	3%	10	2%	8	0%	1	4.66 (0.12)	376
No, I don't have a disability, or a history/record of having a disability	68%	1407	24%	500	5%	106	2%	46	1%	19	4.55 (0.03)	2078

*Difference in average score from October 2021 FWA survey

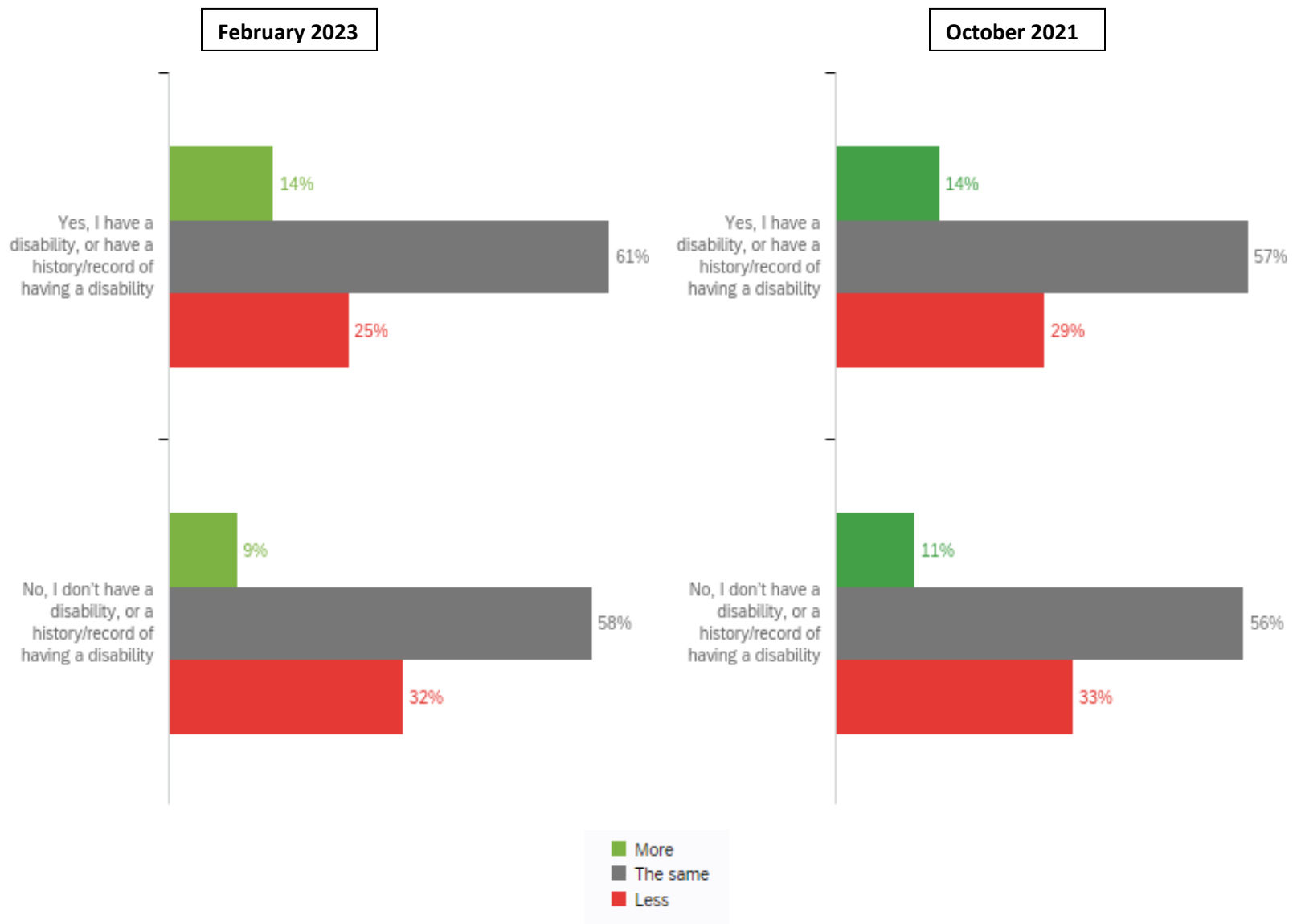
I have access to the resources I need to do my job effectively while I am working remotely.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
Yes, I have a disability, or have a history/record of having a disability	64%	243	29%	112	5%	18	2%	8	0%	1	4.54 (0.13)	382
No, I don't have a disability, or a history/record of having a disability	61%	1285	29%	605	6%	126	3%	66	1%	16	4.47 (0.12)	2098

*Difference in average score from October 2021 FWA survey

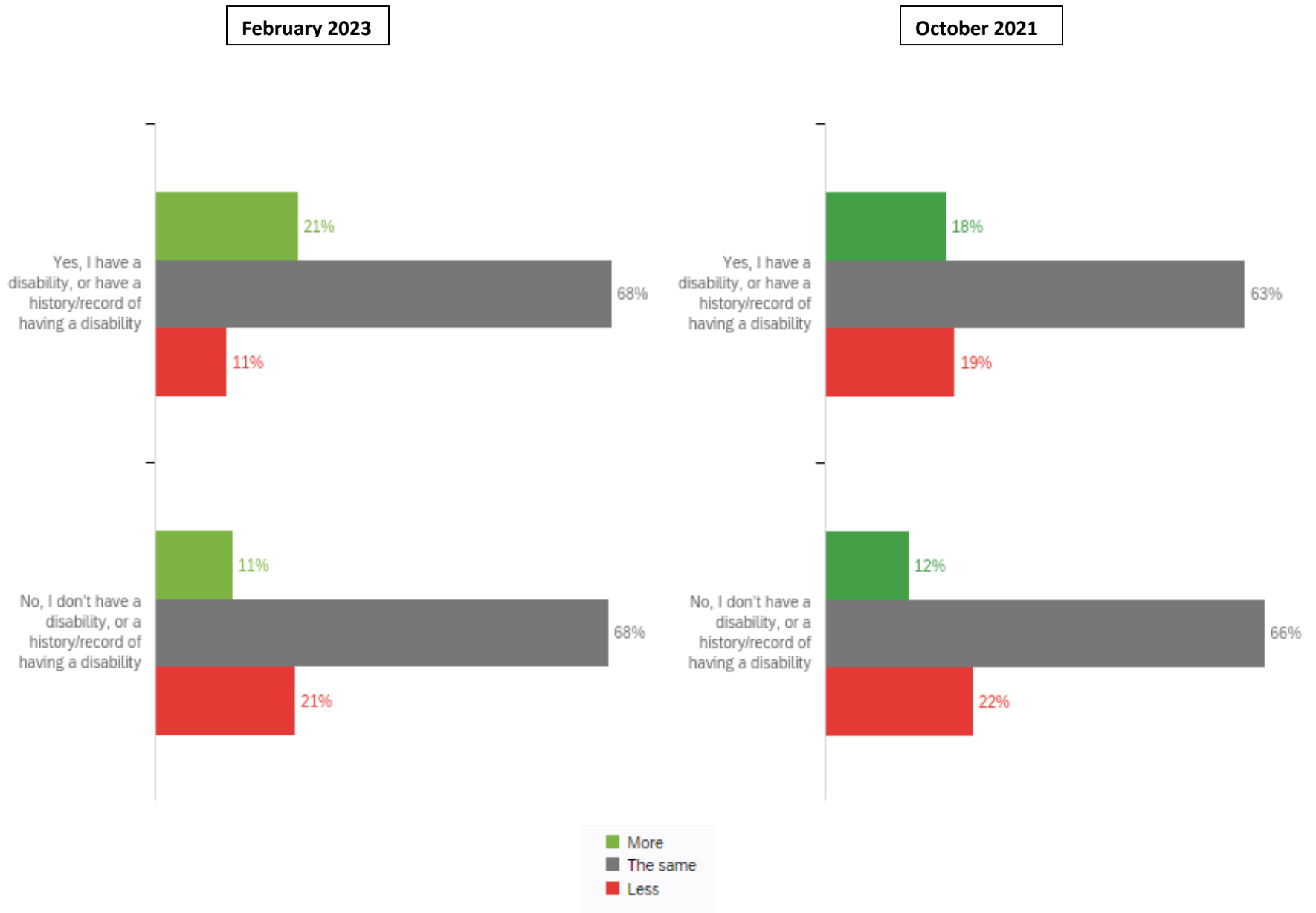
Compared to when I am working on-site, I feel _____ sense of community with my team when I am working remotely.
(Select NA if you have not had this experience)



February 2023

Question	More		The same		Less		Total
Yes, I have a disability, or have a history/record of having a disability	14%	52	61%	219	25%	89	360
No, I don't have a disability, or a history/record of having a disability	9%	187	58%	1167	32%	646	2000

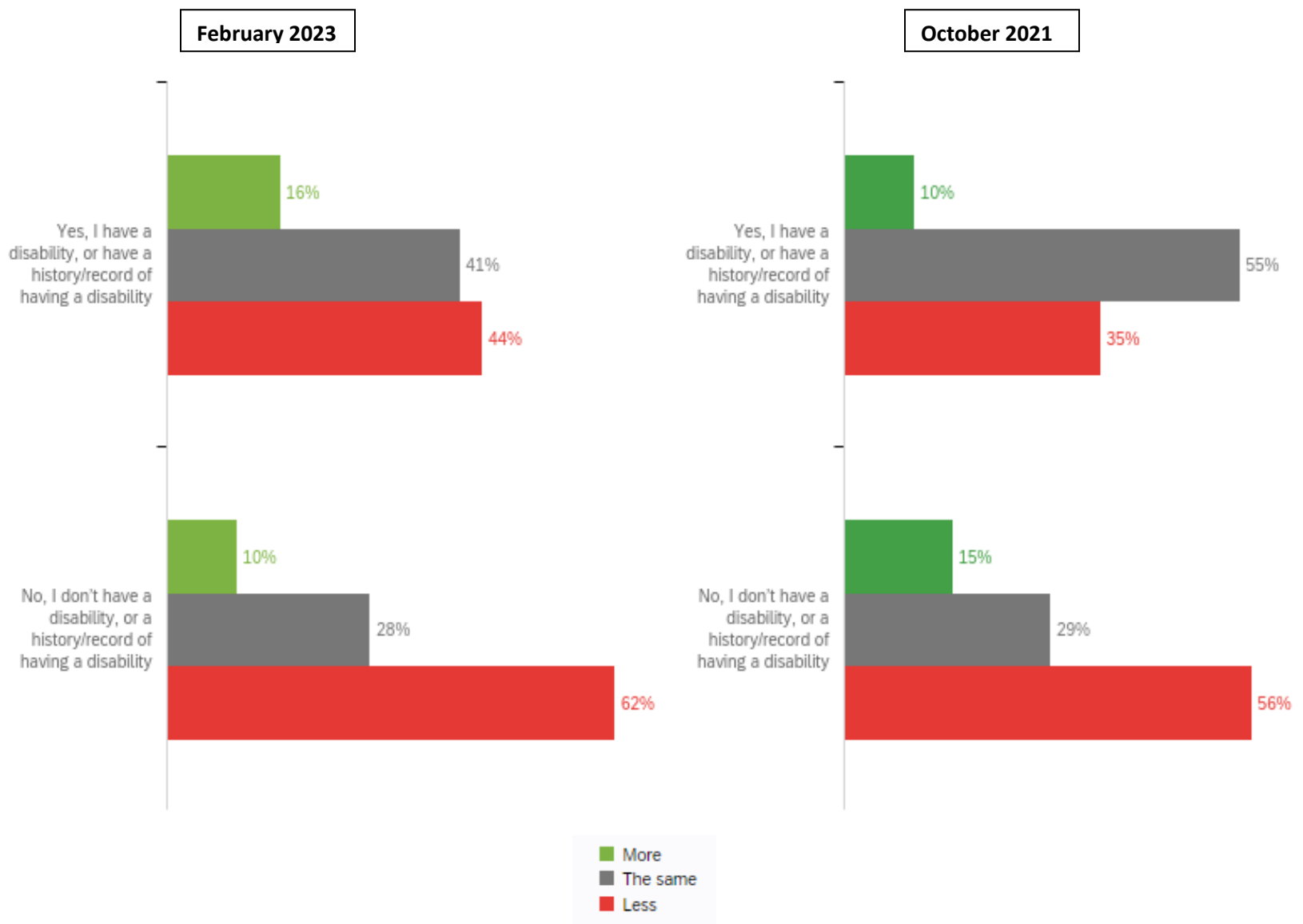
Compared to when I am advising on-site, I feel _____ sense of community with my team when I am working remotely.
(Select NA if you have not had this experience)



February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	21%	44	68%	141	11%	22	207
No, I don't have a disability, or a history/record of having a disability	11%	135	68%	798	21%	246	1179

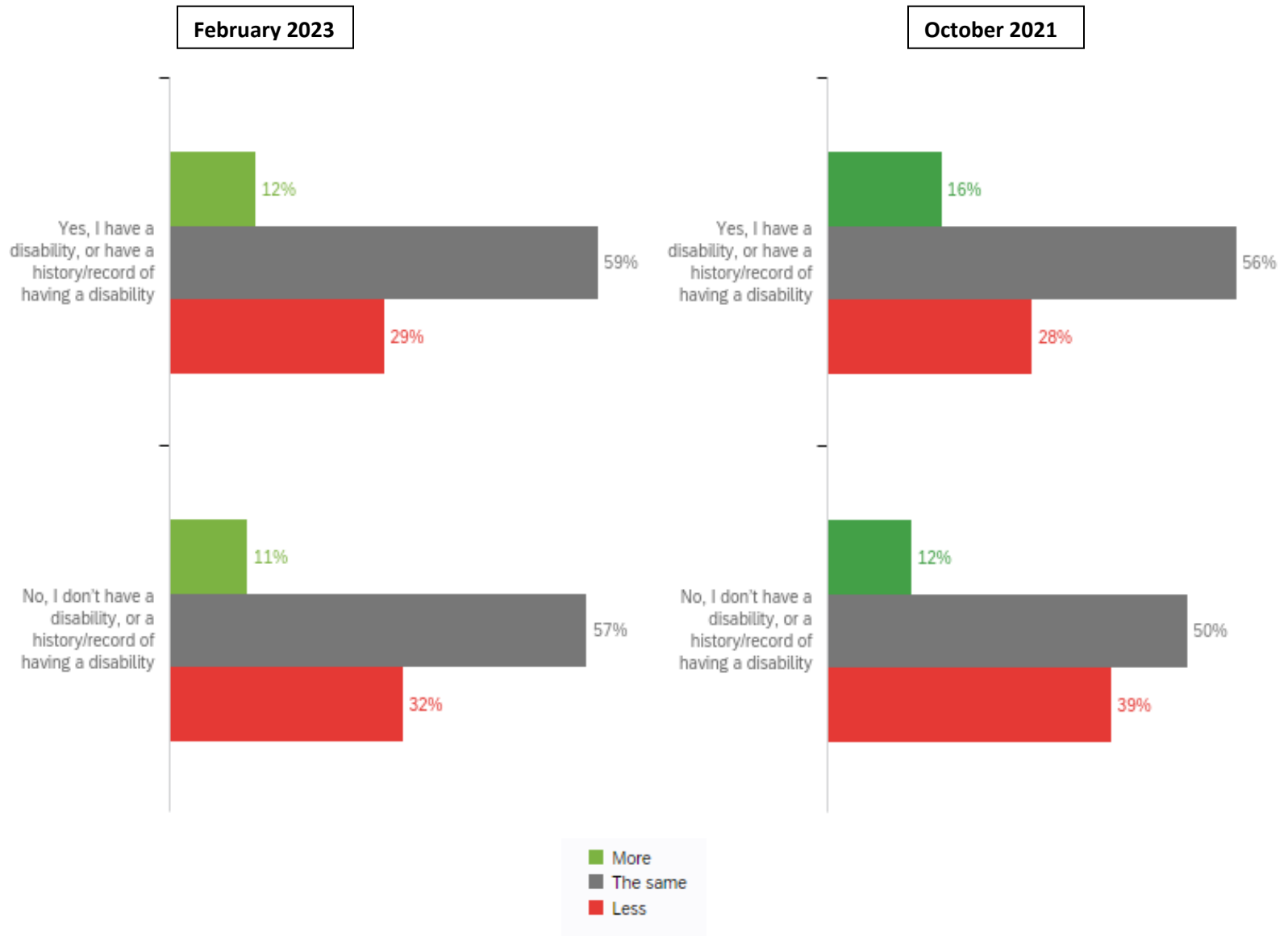
Compared to when I am teaching on-site, I feel _____ sense of community with my team when I am working remotely.
(Select NA if you have not had this experience)



February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	16%	5	41%	13	44%	14	32
No, I don't have a disability, or a history/record of having a disability	10%	15	28%	44	62%	97	156

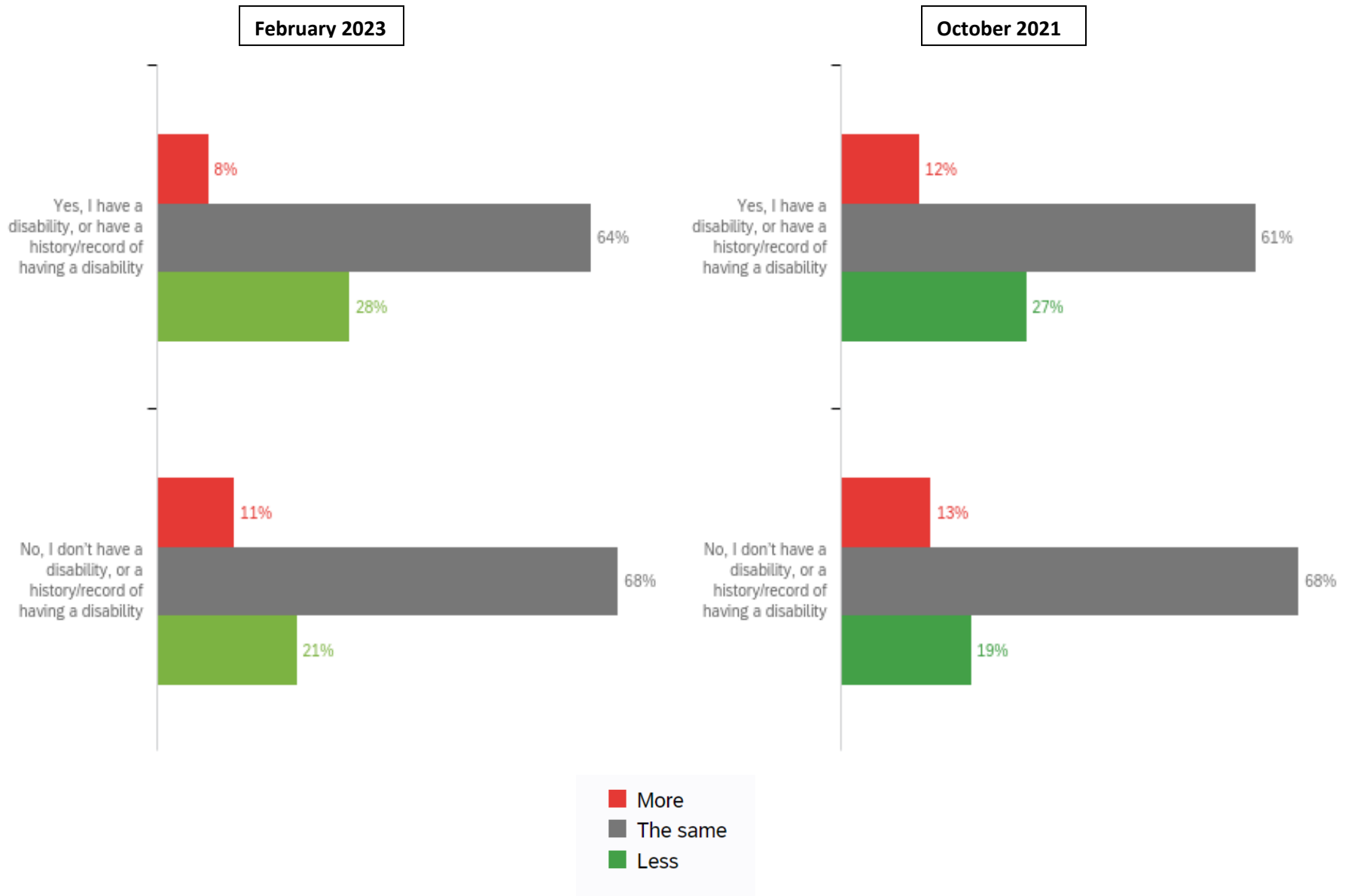
Compared to when I am doing research on-site, I feel _____ sense of community with my team when I am working remotely. (Select NA if you have not had this experience)



February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	12%	4	59%	20	29%	10	34
No, I don't have a disability, or a history/record of having a disability	11%	21	57%	113	32%	63	197

Compared to when I am working on-site, it takes _____ time to get work-related questions answered while I am working remotely. (Select NA if you have not had this experience)



February 2023

Question	More	The same	Less	Total			
Yes, I have a disability, or have a history/record of having a disability	8%	27	64%	230	28%	102	359
No, I don't have a disability, or a history/record of having a disability	11%	228	68%	1366	21%	412	2006

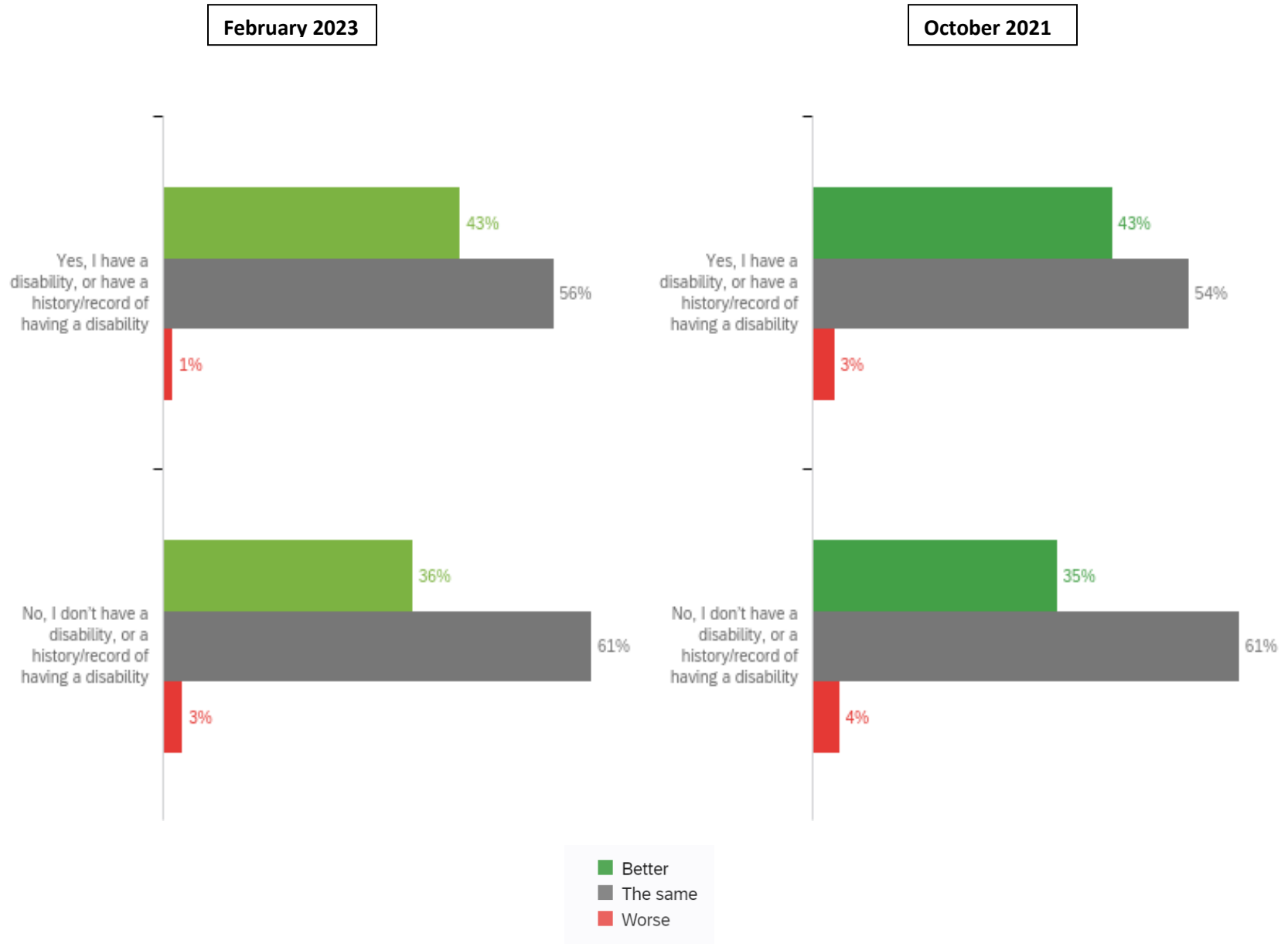
Compared to when I am working on-site, I am _____ productive while I am working remotely



February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	64%	234	31%	112	5%	19	365
No, I don't have a disability, or a history/record of having a disability	54%	1101	38%	770	7%	151	2022

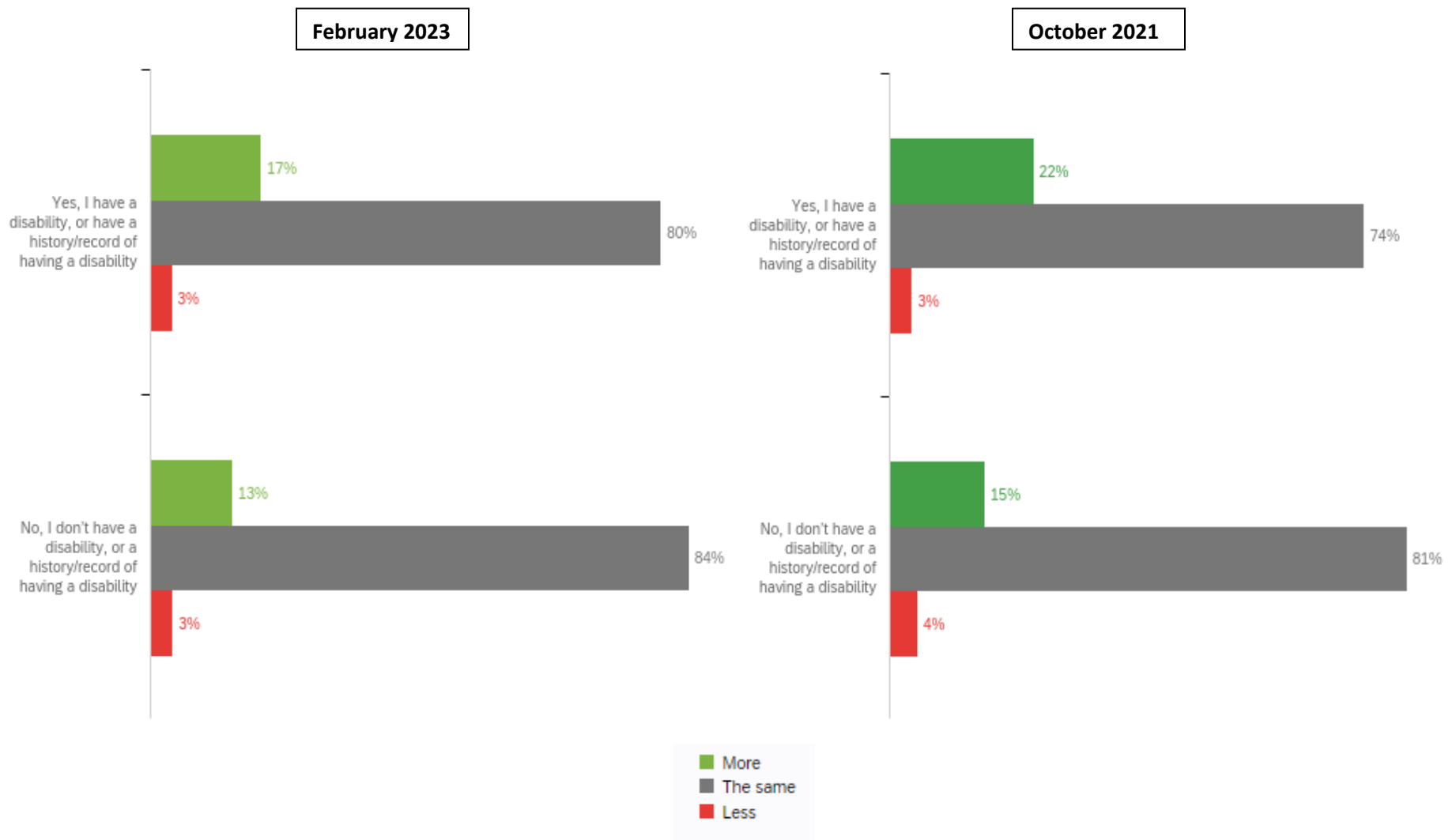
Compared to when I am working on-site, the quality of my work product is _____ while I am working remotely.



February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	43%	157	56%	206	1%	5	368
No, I don't have a disability, or a history/record of having a disability	36%	721	61%	1240	3%	56	2017

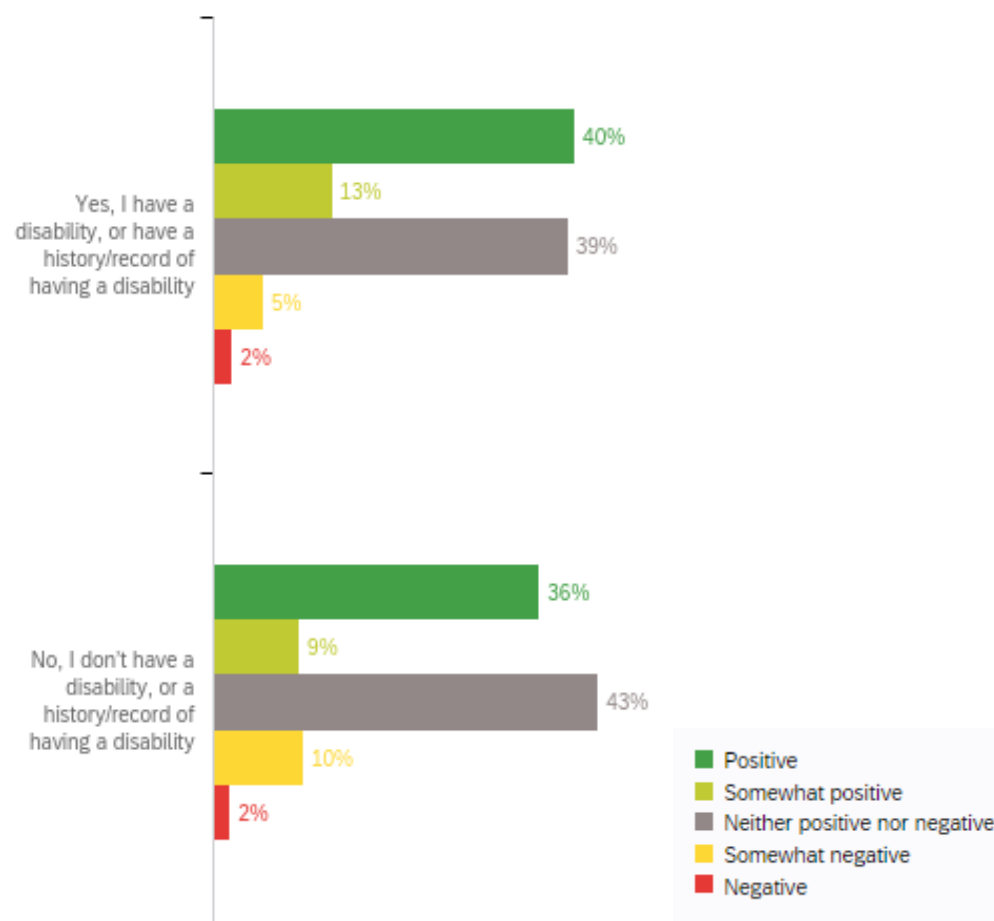
Compared to when I am working on-site, I feel supported _____ by my manager while I am working remotely.



February 2023

Question	More		The same		Less		Total
	%	Count	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	17%	63	80%	291	3%	12	366
No, I don't have a disability, or a history/record of having a disability	13%	252	84%	1661	3%	69	1982

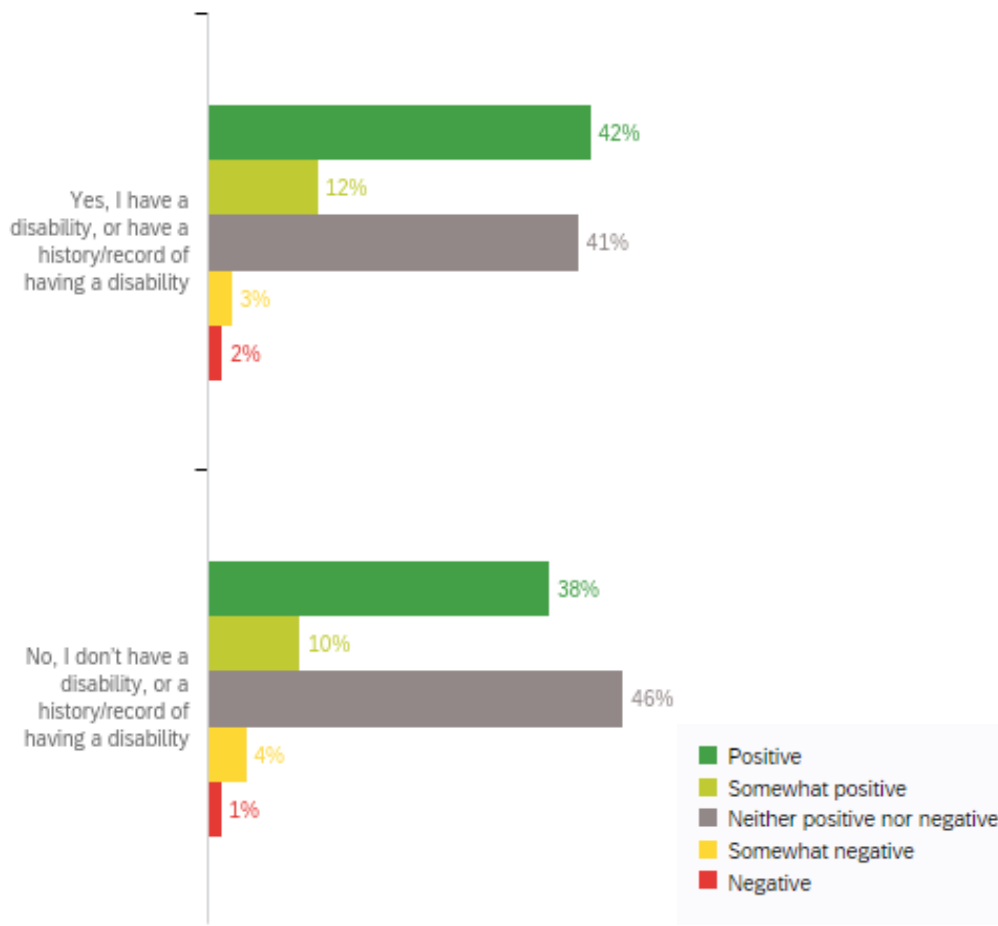
What impact has working remotely had on your relationship with coworkers (or colleagues)?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Yes, I have a disability, or have a history/record of having a disability	40%	153	13%	50	39%	150	5%	21	2%	8	3.84 (0.08)	382
No, I don't have a disability, or a history/record of having a disability	36%	757	9%	199	43%	893	10%	208	2%	38	3.68 (0.08)	2095

*Difference in average score from October 2021 FWA survey

What impact has working remotely had on your relationship with managers (or department chair/lab manager/supervisor)?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Yes, I have a disability, or have a history/record of having a disability	42%	161	12%	46	41%	156	3%	10	2%	6	3.91 (0.03)	379
No, I don't have a disability, or a history/record of having a disability	38%	788	10%	213	46%	960	4%	88	1%	30	3.79 (0.07)	2079

*Difference in average score from October 2021 FWA survey

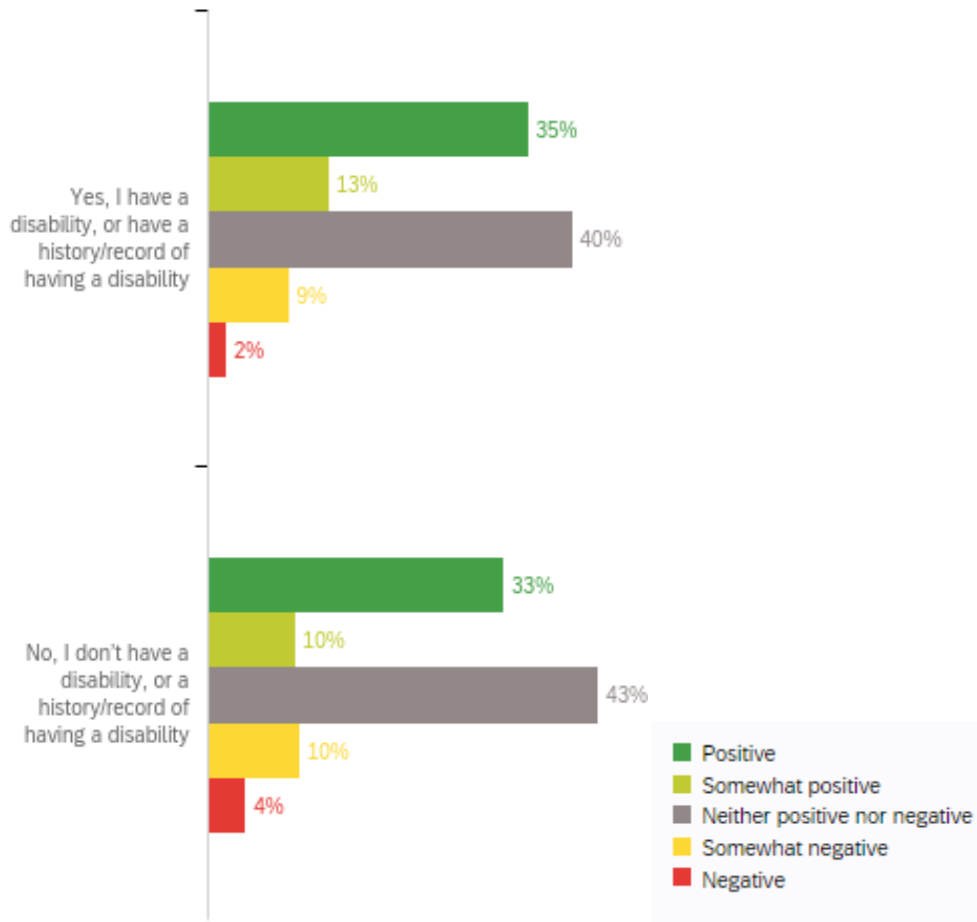
What impact has working remotely had on your relationship with direct reports (or employees I supervise)?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Yes, I have a disability, or have a history/record of having a disability	37%	74	11%	22	42%	83	7%	13	4%	8	3.71 (-0.09)	200
No, I don't have a disability, or a history/record of having a disability	37%	429	10%	114	42%	494	10%	112	2%	25	3.69 (0.06)	1174

*Difference in average score from October 2021 FWA survey

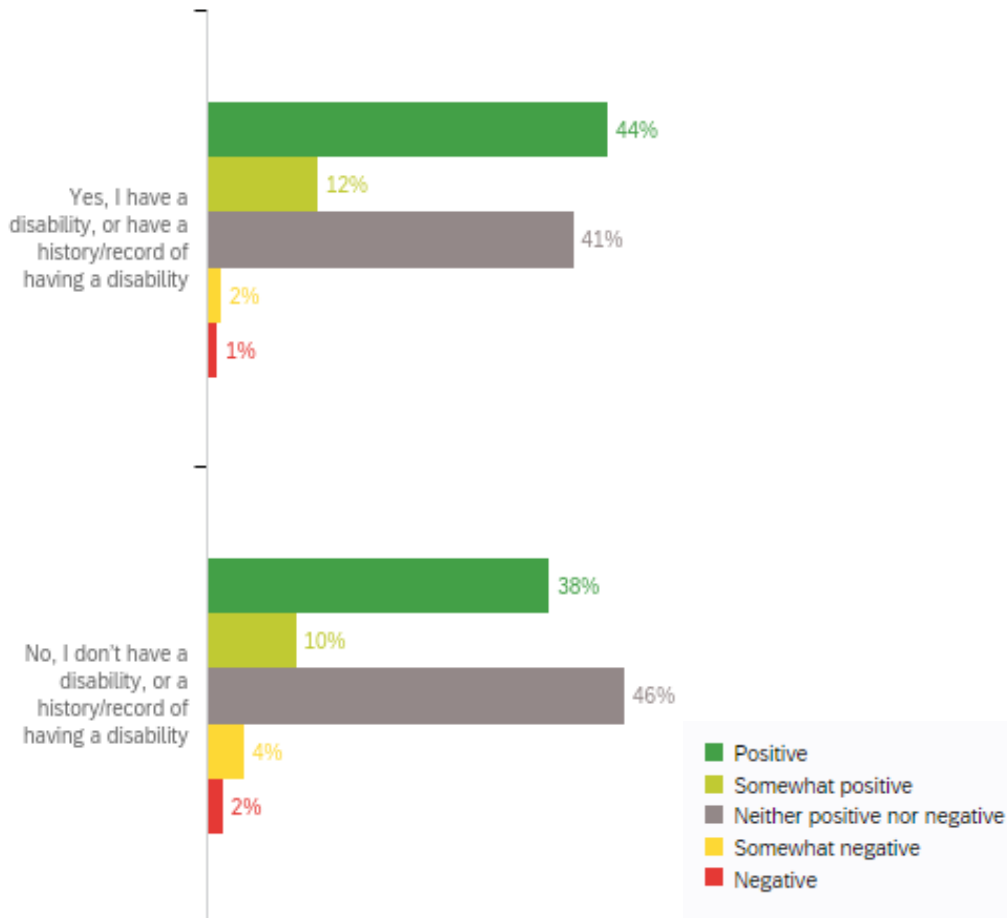
What impact has working remotely had on your relationship with students?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Yes, I have a disability, or have a history/record of having a disability	35%	72	13%	27	40%	82	9%	18	2%	4	3.71 (0.07)	203
No, I don't have a disability, or a history/record of having a disability	33%	338	10%	99	43%	446	10%	104	4%	43	3.57 (0.1)	1030

*Difference in average score from October 2021 FWA survey

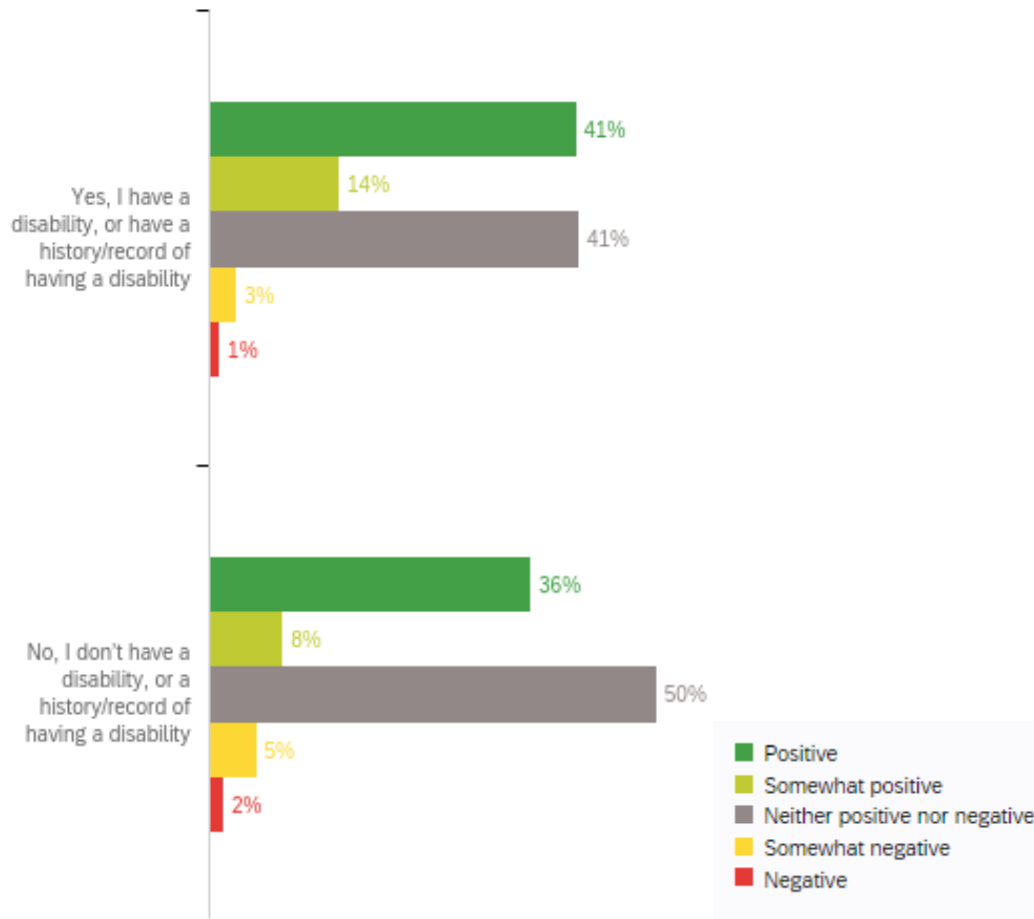
What impact has working remotely had on your relationship with campus clients?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Yes, I have a disability, or have a history/record of having a disability	44%	116	12%	32	41%	106	2%	4	1%	3	3.97 (0.11)	261
No, I don't have a disability, or a history/record of having a disability	38%	545	10%	141	46%	665	4%	59	2%	25	3.78 (0.12)	1435

*Difference in average score from October 2021 FWA survey

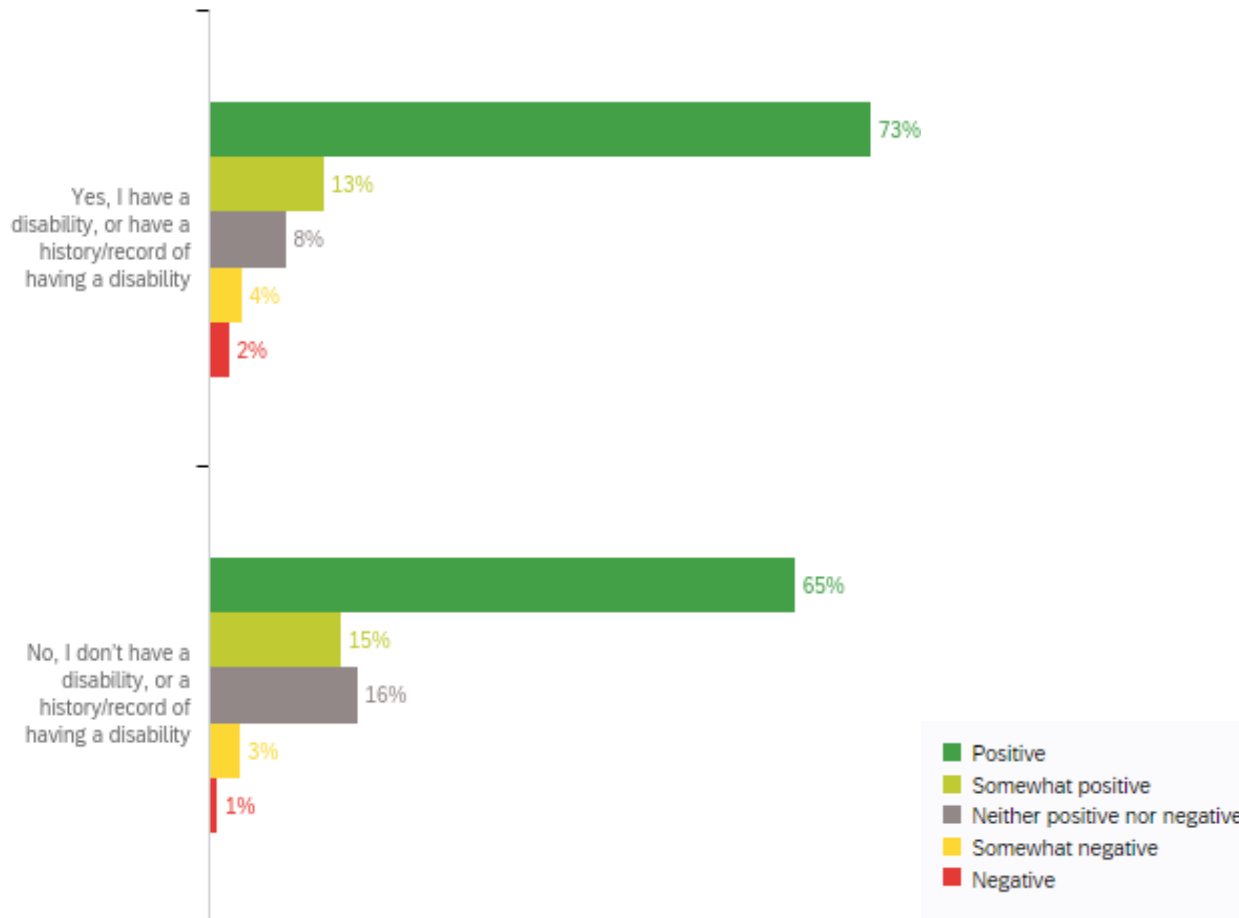
What impact has working remotely had on your relationship with campus stakeholders?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Yes, I have a disability, or have a history/record of having a disability	41%	110	14%	39	41%	111	3%	8	1%	3	3.9 (0.15)	271
No, I don't have a disability, or a history/record of having a disability	36%	516	8%	118	50%	718	5%	75	2%	22	3.71 (0.09)	1449

*Difference in average score from October 2021 FWA survey

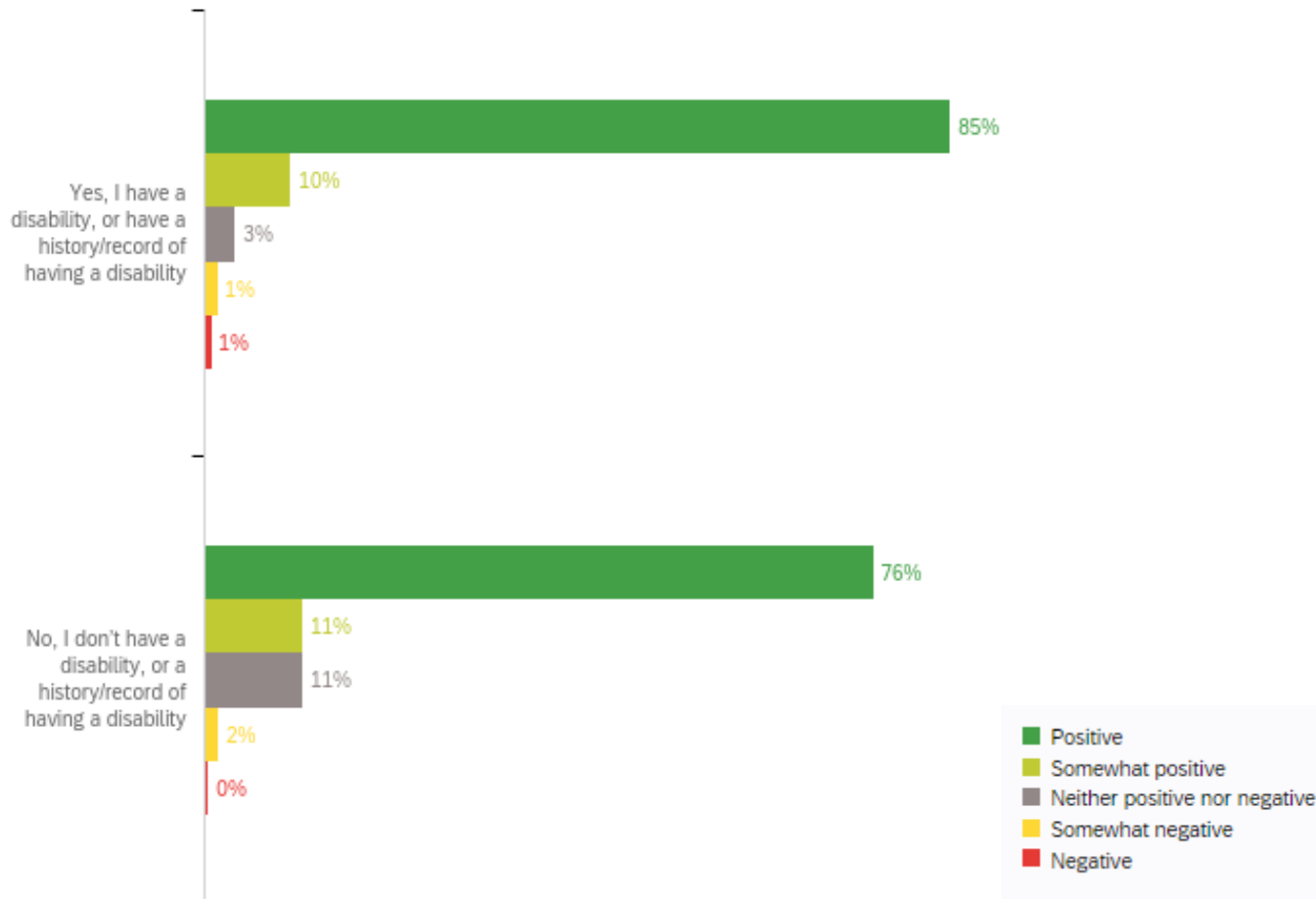
What impact has working remotely had on your relationship with your domestic partner?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Yes, I have a disability, or have a history/record of having a disability	73%	209	13%	36	8%	24	4%	10	2%	6	4.52 (0.2)	285
No, I don't have a disability, or a history/record of having a disability	65%	1077	15%	241	16%	271	3%	56	1%	14	4.39 (0.18)	1659

*Difference in average score from October 2021 FWA survey

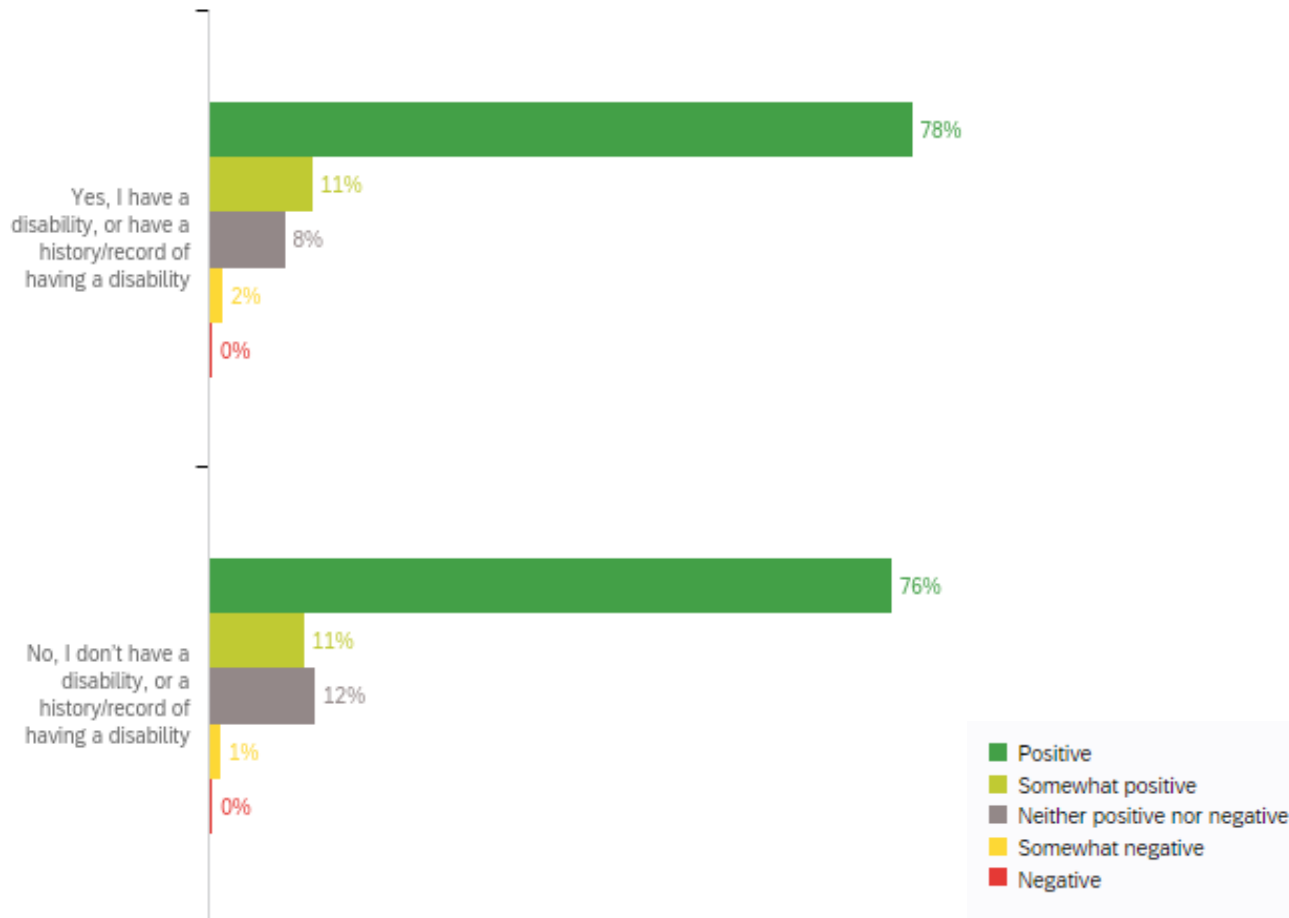
What impact has working remotely had on your relationship with your children?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Yes, I have a disability, or have a history/record of having a disability	85%	121	10%	14	3%	5	1%	2	1%	1	4.76 (0.11)	143
No, I don't have a disability, or a history/record of having a disability	76%	828	11%	121	11%	121	2%	17	0%	5	4.6 (0.15)	1092

*Difference in average score from October 2021 FWA survey

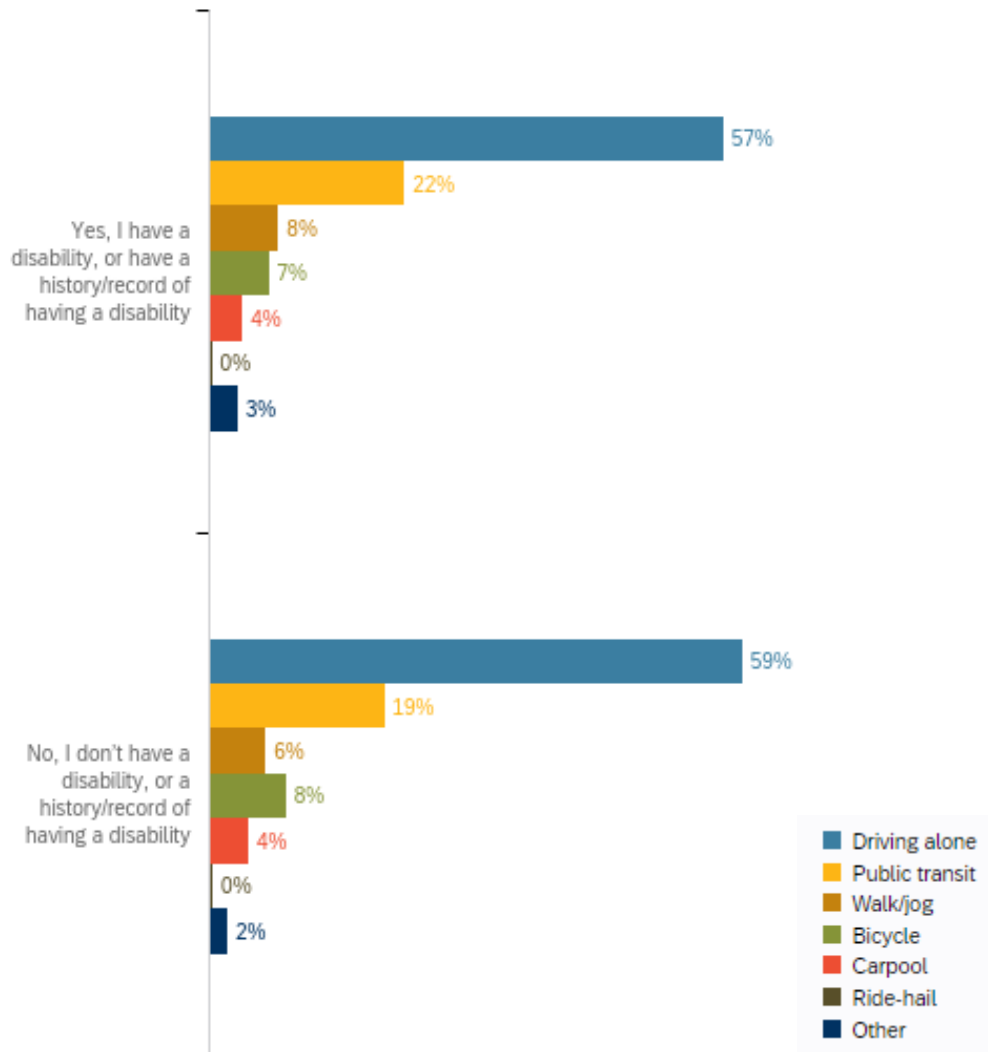
What impact has working remotely had on your relationship with others in your household?



Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Yes, I have a disability, or have a history/record of having a disability	78%	204	11%	30	8%	22	2%	4	0%	1	4.66 (0.17)	261
No, I don't have a disability, or a history/record of having a disability	76%	1085	11%	151	12%	169	1%	19	0%	6	4.6 (0.14)	1430

*Difference in average score from October 2021 FWA survey

On days you come to campus, how do you/will you commute?



Question	Driving alone		Public transit		Walk/jog		Bicycle		Carpool		Ride-hail		Other		Total
Yes, I have a disability, or have a history/record of having a disability	57%	200	22%	76	8%	27	7%	23	4%	13	0%	1	3%	11	351
No, I don't have a disability, or a history/record of having a disability	59%	1166	19%	382	6%	124	8%	167	4%	86	0%	8	2%	40	1973

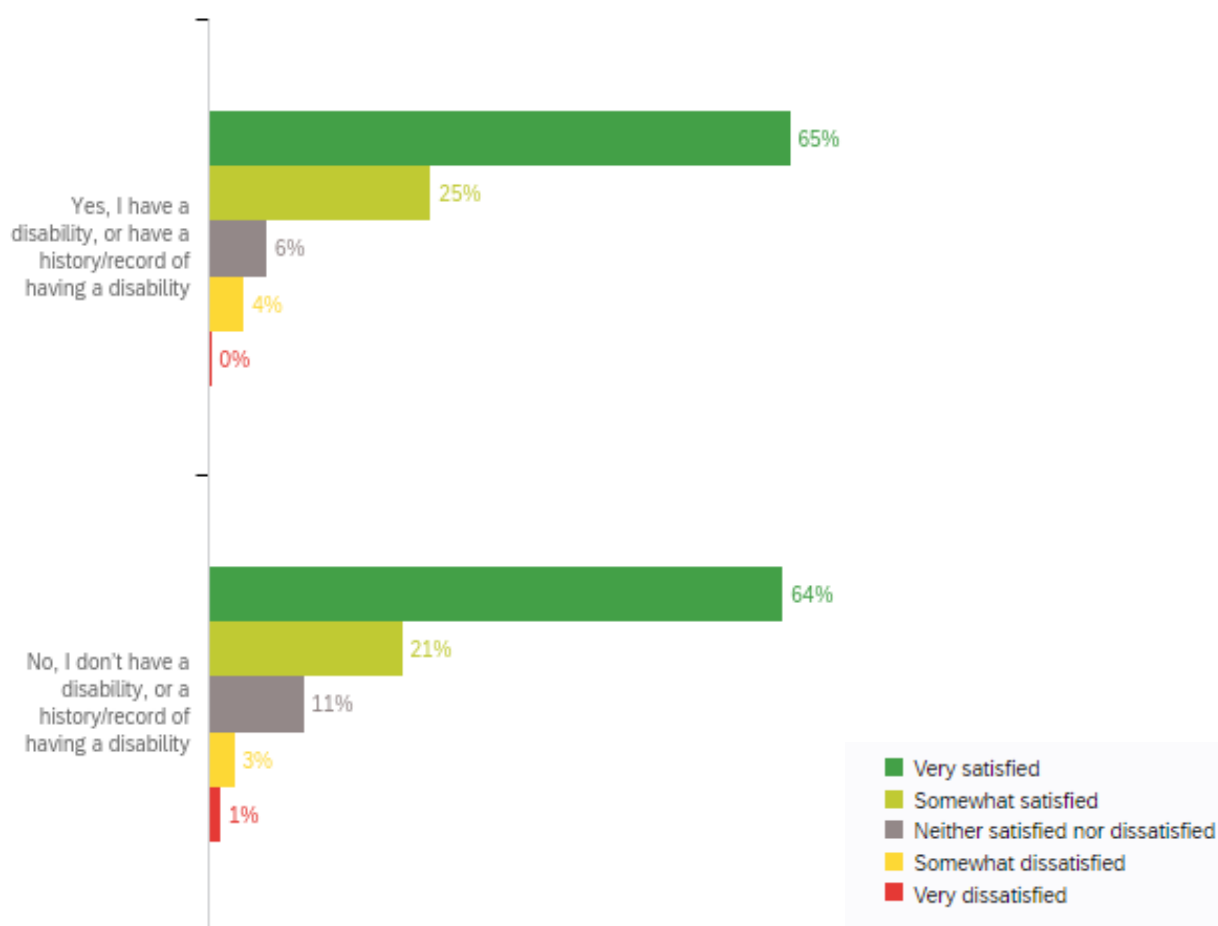
Thinking about your experience working remotely, have you experienced any of the following on an ongoing basis? (Check all that apply)

Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Internet connectivity issues (reliability, slow speeds)	8%	71	7%	375
Difficulty accessing network drives/files	2%	20	3%	154
Difficulty connecting to a VPN	3%	24	3%	133
Lack of timely technical support for basic computer hardware/software issues	4%	34	3%	142
Lack of access to important software or databases	1%	10	2%	84
Lack of access to equipment like dual monitors, printers, external keyboards, scientific equipment, etc.	5%	49	5%	274
Lack of timely information (because of working remotely) that would help me do my job better	1%	12	1%	78
My home workspace is not the same quality as that at work	7%	60	7%	392
Higher utility and other expenses connected with remote work	9%	79	8%	421
Low morale	2%	22	2%	126
Feeling disconnected from the team/office	6%	58	8%	404
Frequent distractions from kids, pets or other people at home	3%	23	3%	163
Missing the commute time to exercise or relax	4%	33	3%	182
Struggling to unplug from work	11%	97	10%	532
Difficulty staying motivated	3%	28	3%	176
Lower productivity	1%	13	2%	89
Having difficulty participating in hybrid meetings (a mix of onsite and remote people in the same meeting)	3%	27	4%	194
Experience Zoom fatigue	13%	118	11%	577
None of these have negatively impacted me	15%	139	15%	765
Total		917		5261

Thinking about your experience working remotely, have you experienced any of the following on an ongoing basis? (Check all that apply)

Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
	%	Count	%	Count
Increased productivity	9%	259	9%	1215
Better able to concentrate on work tasks	10%	283	10%	1339
Worry less about hostile colleagues	5%	145	4%	548
Worry less about a hostile manager	3%	71	2%	255
Spending more time with family or friends	8%	240	9%	1245
Sleeping more	8%	240	8%	1091
Getting to know my neighbors better	3%	84	3%	351
More time to work on household projects/chores	7%	202	7%	944
Saving money by not commuting to work (spending less on gas, public transportation, parking, etc.)	11%	315	12%	1630
Saving money by not eating out as frequently	9%	258	9%	1278
Not commuting to work is decreasing my stress level	10%	289	10%	1369
Exercising more	7%	196	8%	1106
Eating more healthily	8%	234	8%	1079
None of these have applied to me	1%	17	1%	100
Total		2833		13550

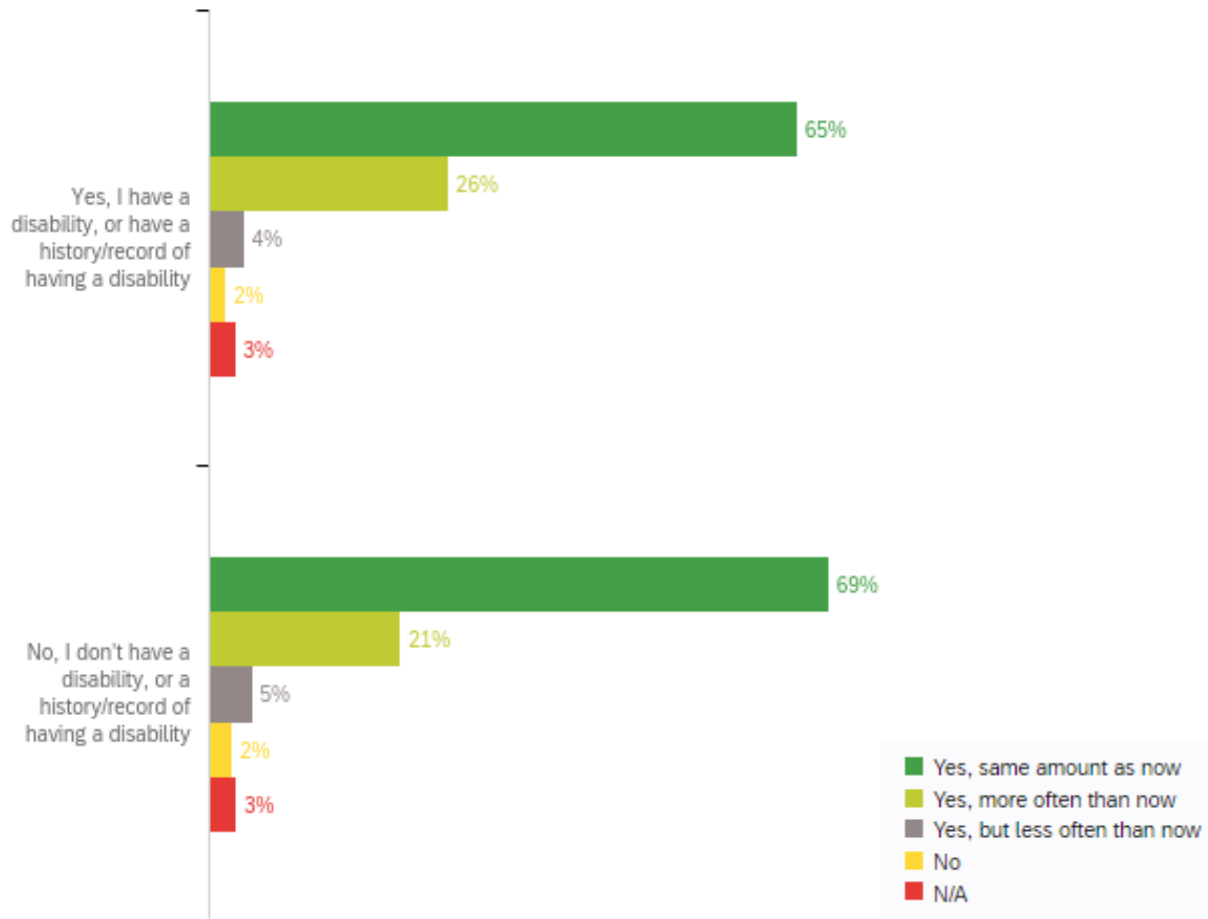
How satisfied have you been with the technical support you've received while working remotely?



Question	Very satisfied		Somewhat satisfied		Neither satisfied nor dissatisfied		Somewhat dissatisfied		Very dissatisfied		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Yes, I have a disability, or have a history/record of having a disability	65%	230	25%	88	6%	23	4%	14	0%	1	4.49 (0.21)	356
No, I don't have a disability, or a history/record of having a disability	64%	1226	21%	412	11%	202	3%	54	1%	25	4.44 (0.18)	1919

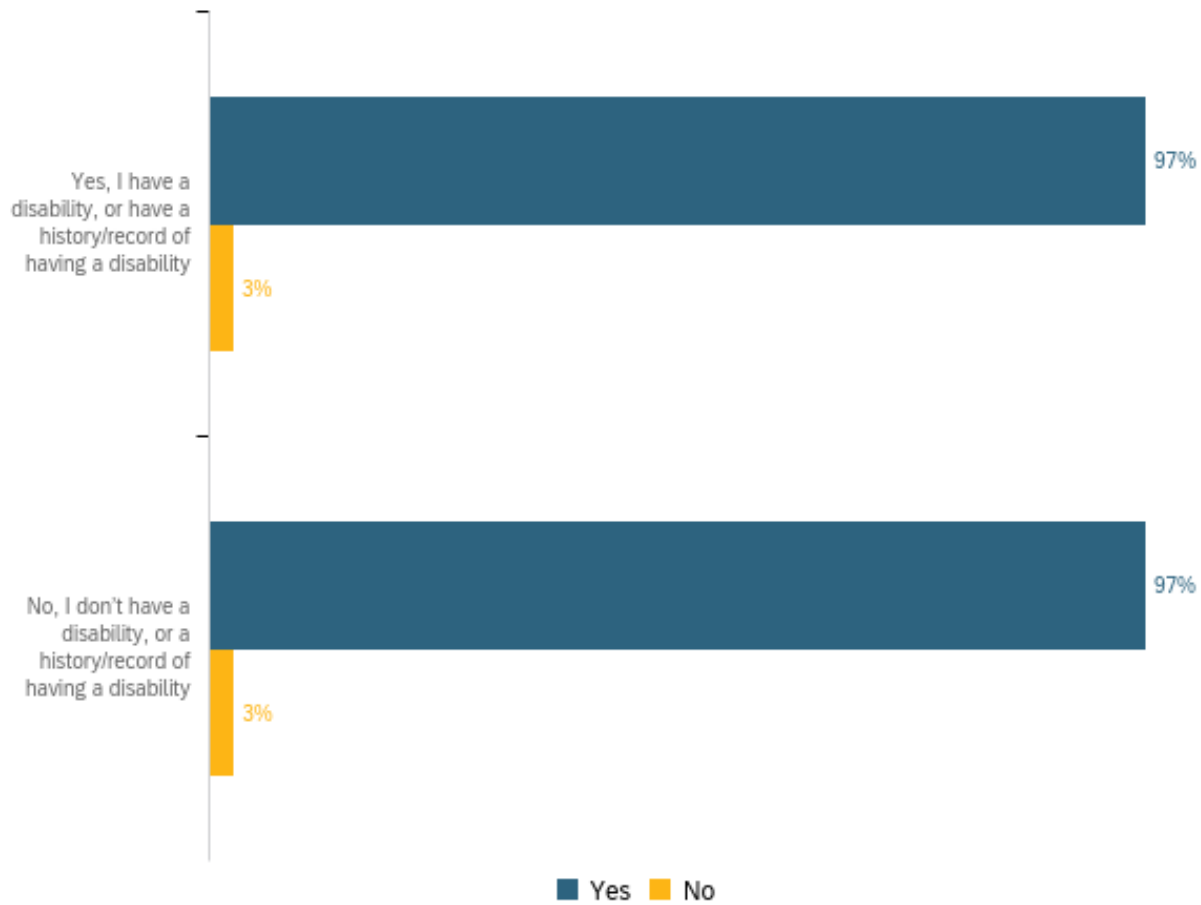
*Difference in average score from October 2021 FWA survey

Would you like to continue working remotely?



Question	Yes, same amount as now		Yes, more often than now		Yes, but less often than now		No		N/A		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	65%	256	26%	104	4%	15	2%	7	3%	11	393
No, I don't have a disability, or a history/record of having a disability	69%	1486	21%	459	5%	102	2%	54	3%	64	2165

Regardless of how much you are (or are not) working remotely, do you think that UC Berkeley benefits from offering Flexible Work Arrangements?



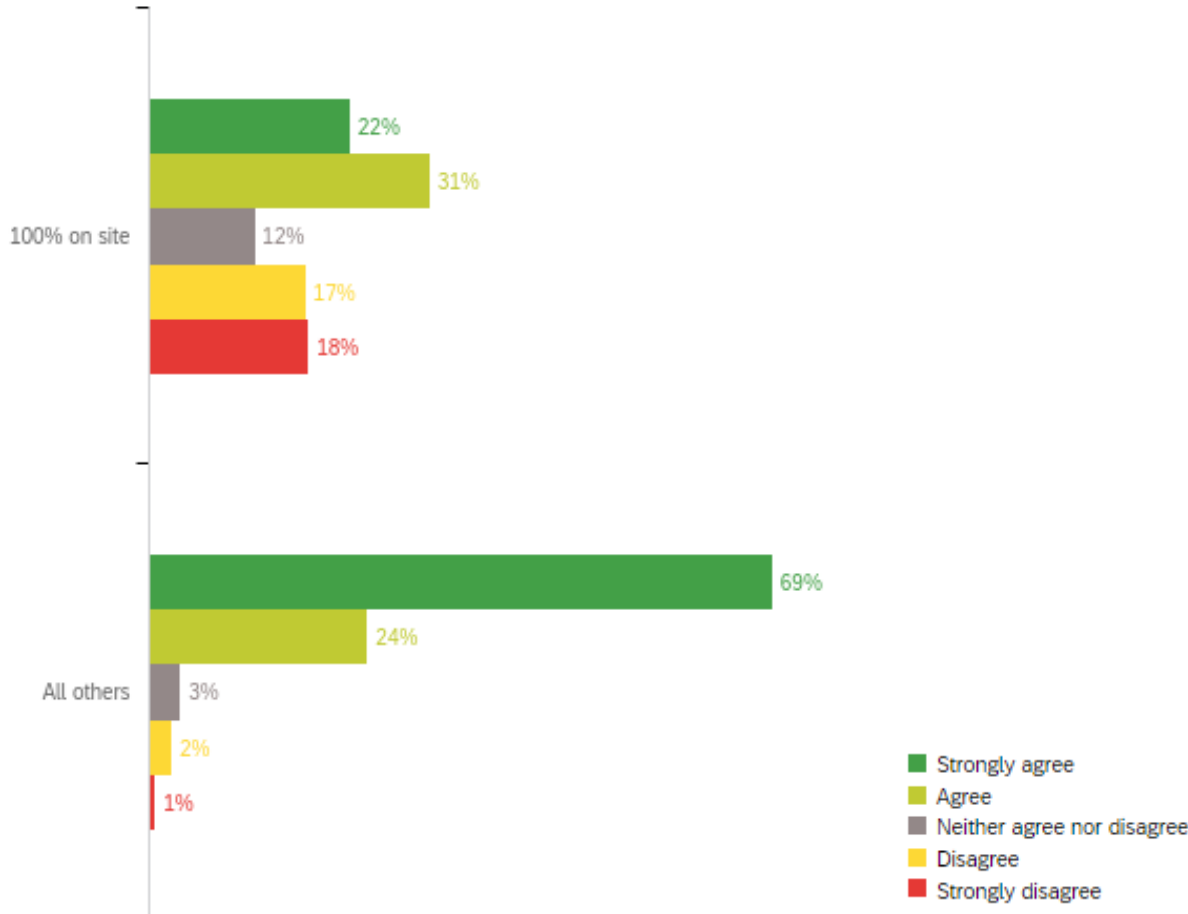
Question	Yes		No		Total
	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	97%	383	3%	10	393
No, I don't have a disability, or a history/record of having a disability	97%	2080	3%	55	2135

Berkeley People & Culture

Flexible Work Arrangement Survey – 100% On Site Employees vs. All Others

February 2023

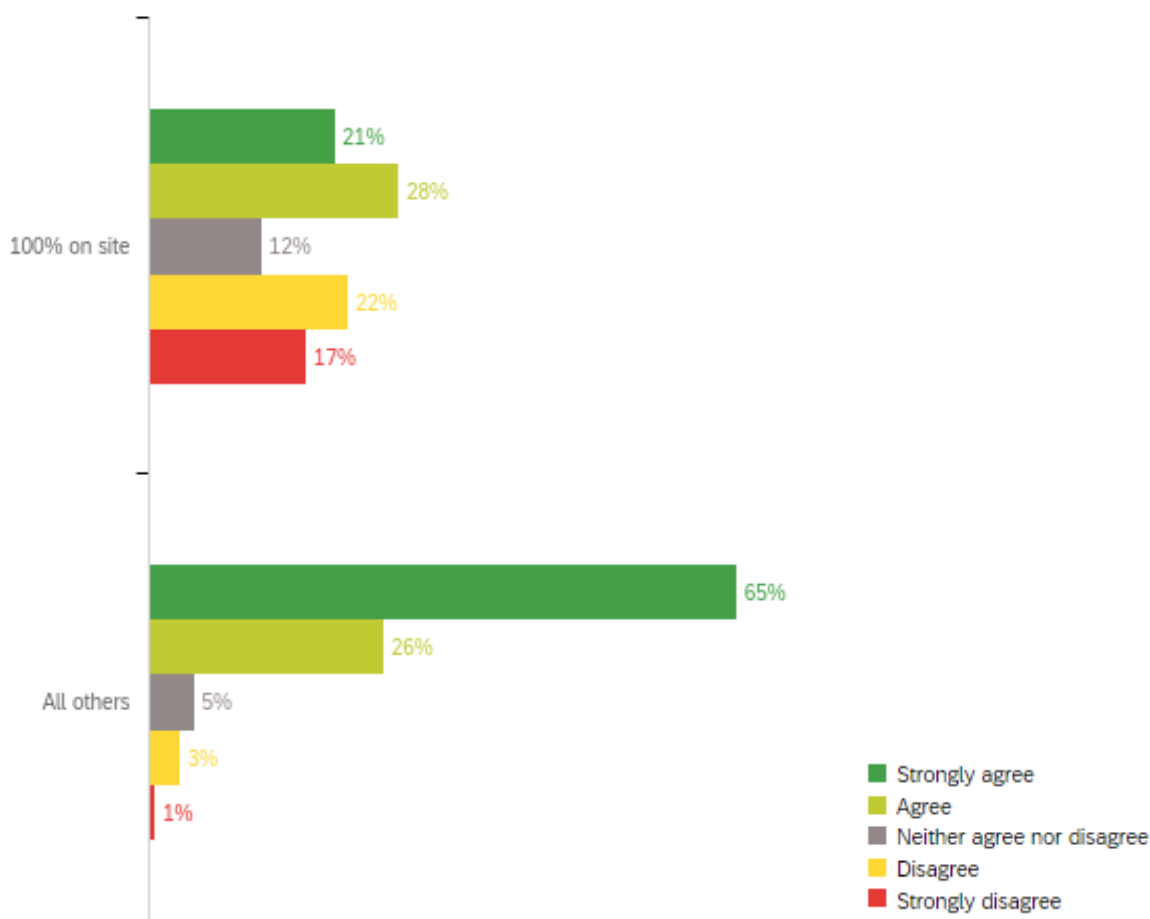
I can easily communicate with my coworkers (or colleagues) in my business unit (or office/lab/department) while they are working remotely.



Groups	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
100% on site	22%	63	31%	88	12%	33	17%	49	18%	50	3.23 (-0.23)	283
All others	69%	2466	24%	865	3%	124	2%	88	1%	24	4.59 (+0.01)	3567

*Difference in average score from Oct. 2021 FWA survey.

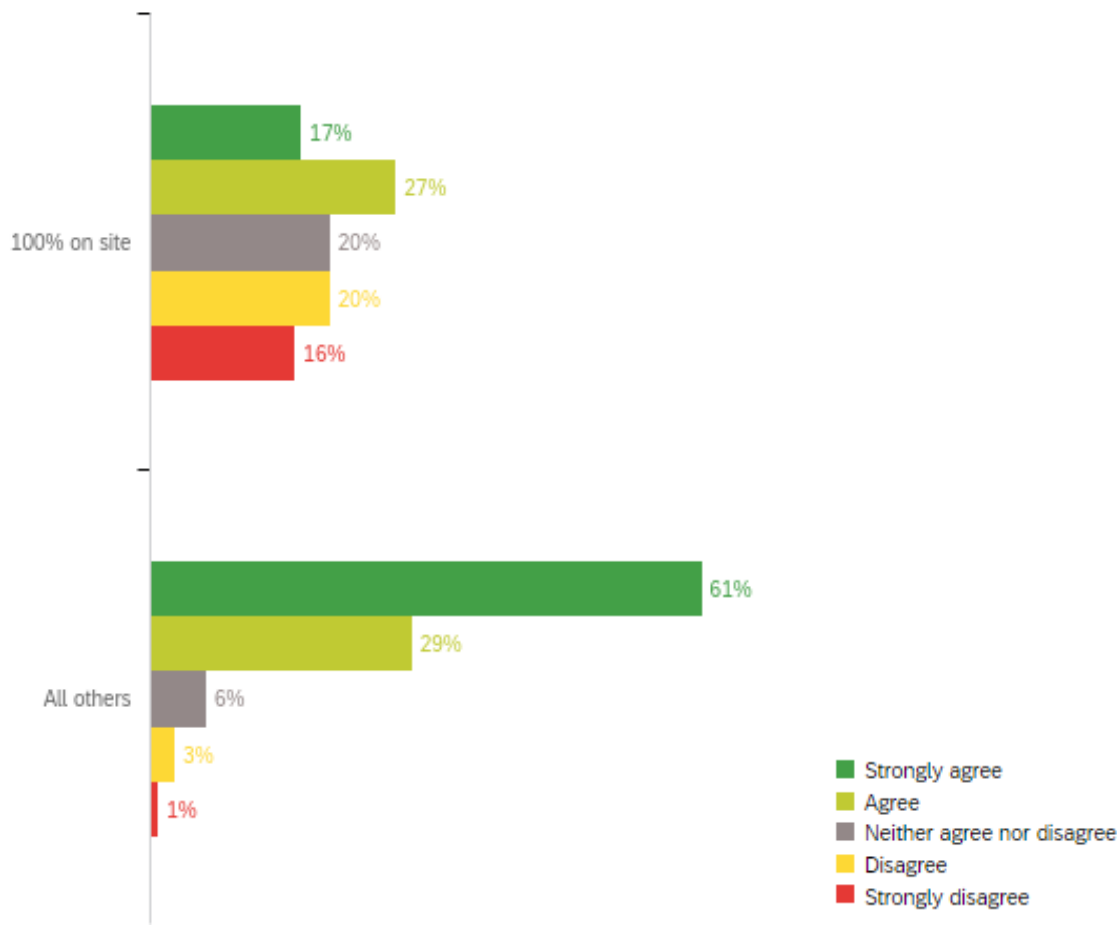
I can easily collaborate with my coworkers (or colleagues) in my business unit (or office/lab/department) while they are working remotely.



Groups	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
100% on site	21%	58	28%	78	12%	35	22%	62	17%	49	3.12 (-0.27)	282
All others	65%	2312	26%	921	5%	174	3%	119	1%	22	4.52 (+0.04)	3548

*Difference in average score from Oct. 2021 FWA survey.

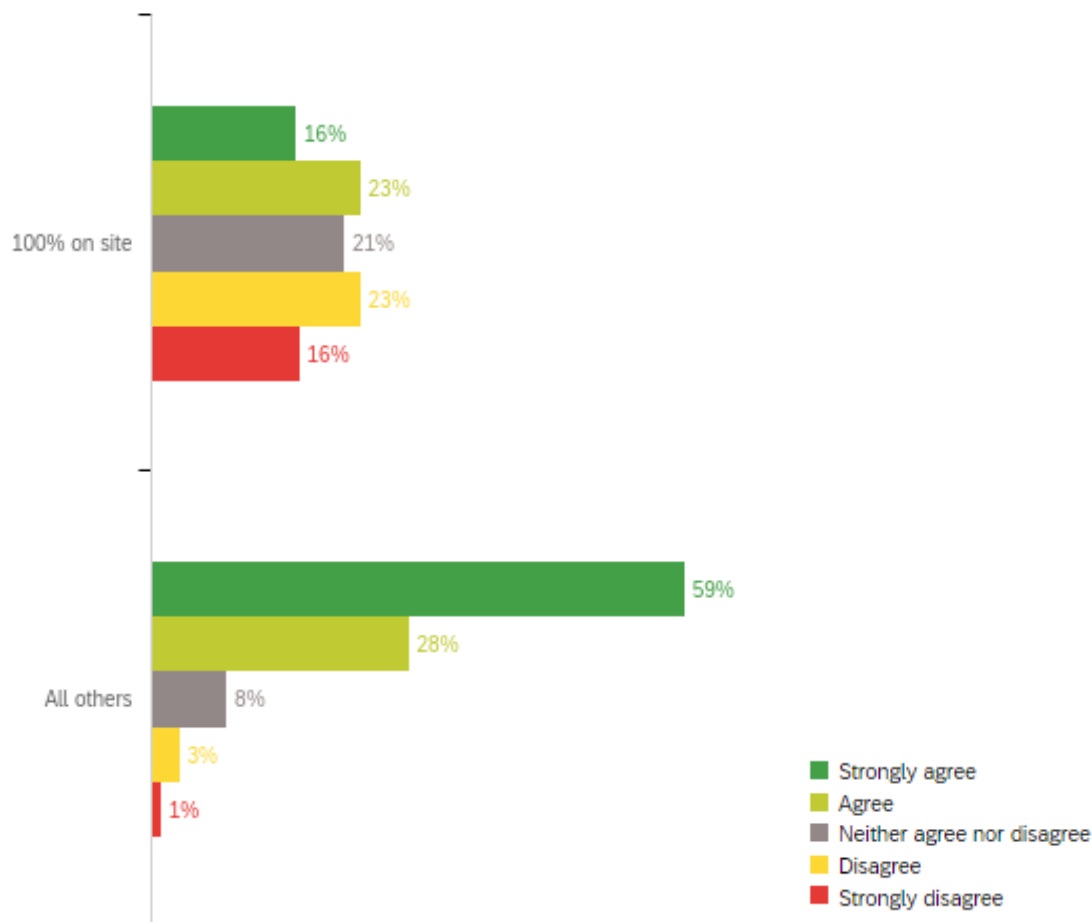
I can easily communicate with individuals in other business units (or office/lab/department) while they are working remotely.



Groups	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
100% on site	17%	48	27%	78	20%	57	20%	57	16%	46	3.09 (-0.23)	286
All others	61%	2143	29%	1016	6%	217	3%	96	1%	32	4.47 (+0.04)	3504

*Difference in average score from Oct. 2021 FWA survey.

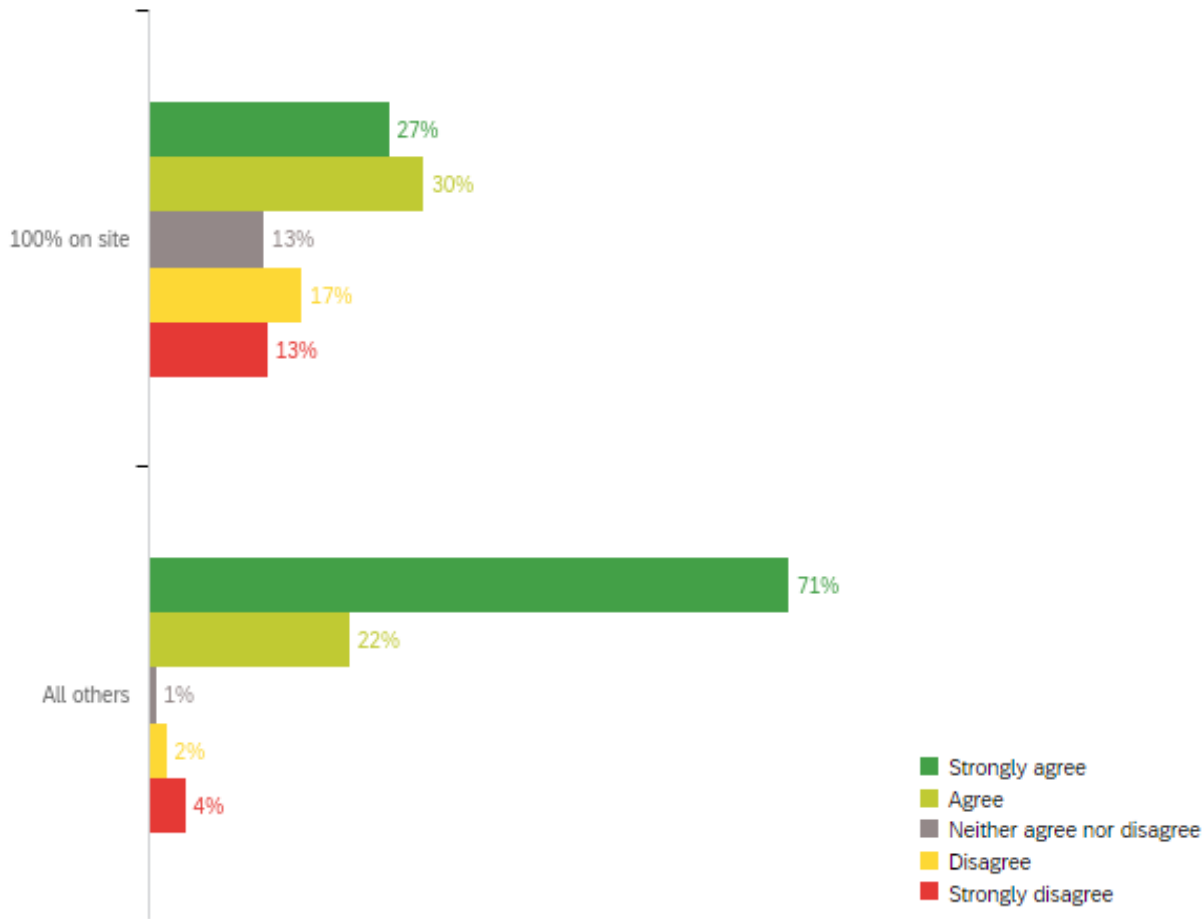
I can easily collaborate with individuals in other business units (or office/lab/department) while they are working remotely.



Groups	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
100% on site	16%	45	23%	65	21%	60	23%	65	16%	46	2.99 (-0.28)	281
All others	59%	2049	28%	988	8%	289	3%	106	1%	35	4.42 (+0.05)	3467

*Difference in average score from Oct. 2021 FWA survey.

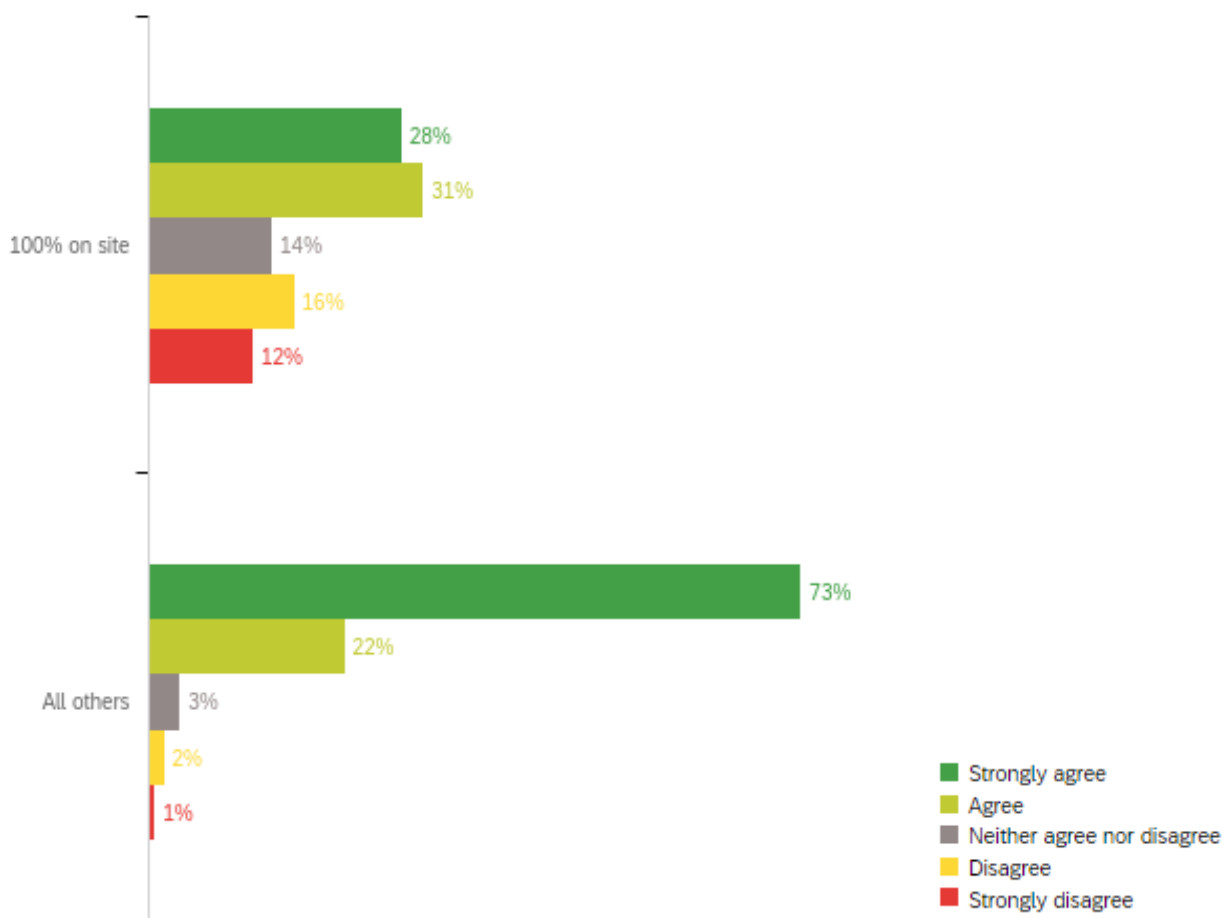
I can easily collaborate with my manager (or department chair/lab manager/supervisor) while they are working remotely.



Groups	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
100% on site	27%	75	30%	86	13%	37	17%	48	13%	36	3.41 (-0.34)	282
All others	71%	2514	22%	787	4%	142	2%	68	1%	25	4.61 (+0.02)	3536

*Difference in average score from Oct. 2021 FWA survey.

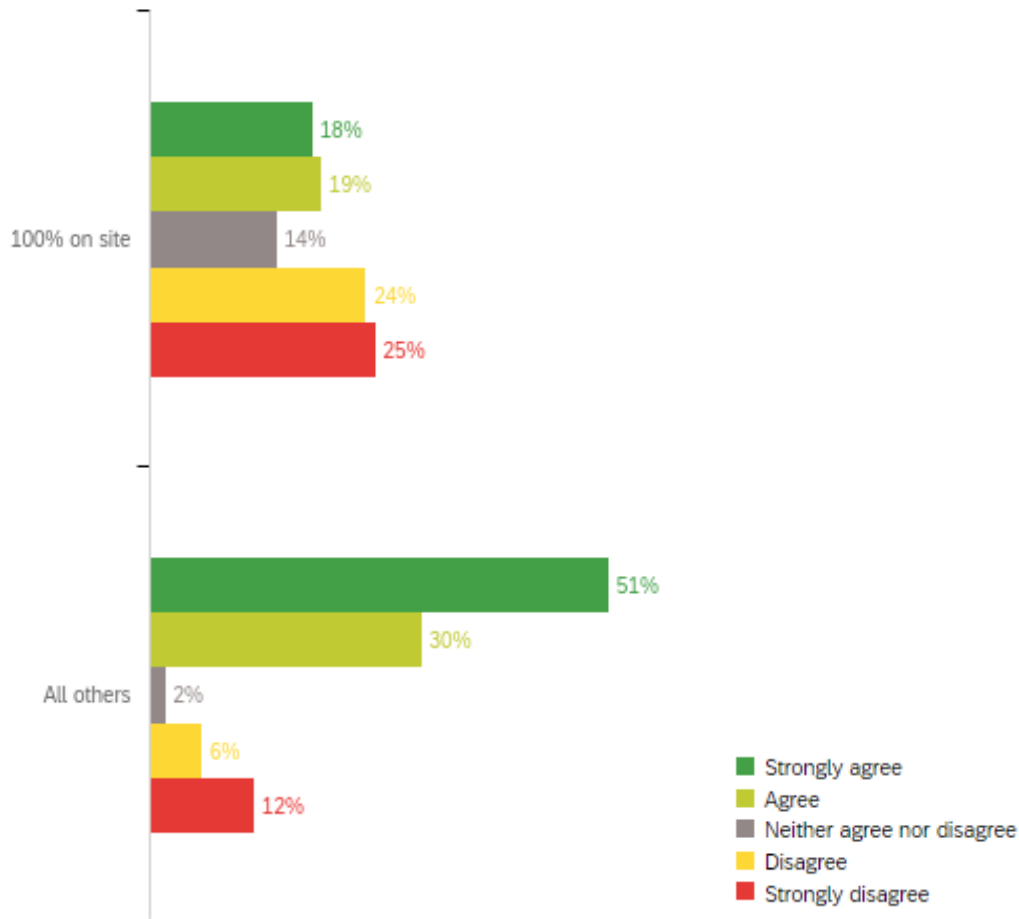
I can easily communicate with my manager (or department chair/lab manager/supervisor) while they are working remotely.



Groups	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
100% on site	28%	80	31%	87	14%	39	16%	46	12%	33	3.47 (-0.39)	285
All others	73%	2564	22%	768	3%	122	2%	58	1%	23	4.64 (+0.03)	3535

*Difference in average score from Oct. 2021 FWA survey.

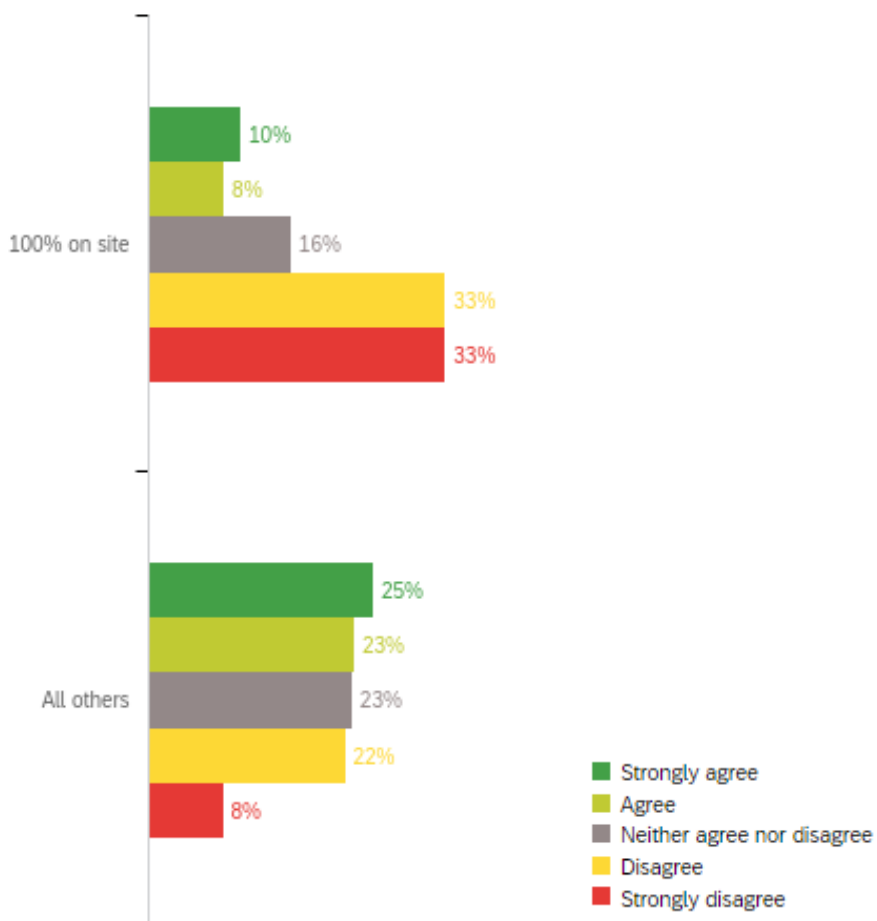
Meetings conducted on Zoom are as productive as meetings conducted face-to-face.



Groups	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
100% on site	18%	54	19%	57	25%	75	24%	72	14%	42	3.03 (-0.26)	300
All others	51%	1814	30%	1073	12%	411	6%	204	2%	59	4.23 (+0.08)	3561

*Difference in average score from Oct. 2021 FWA survey.

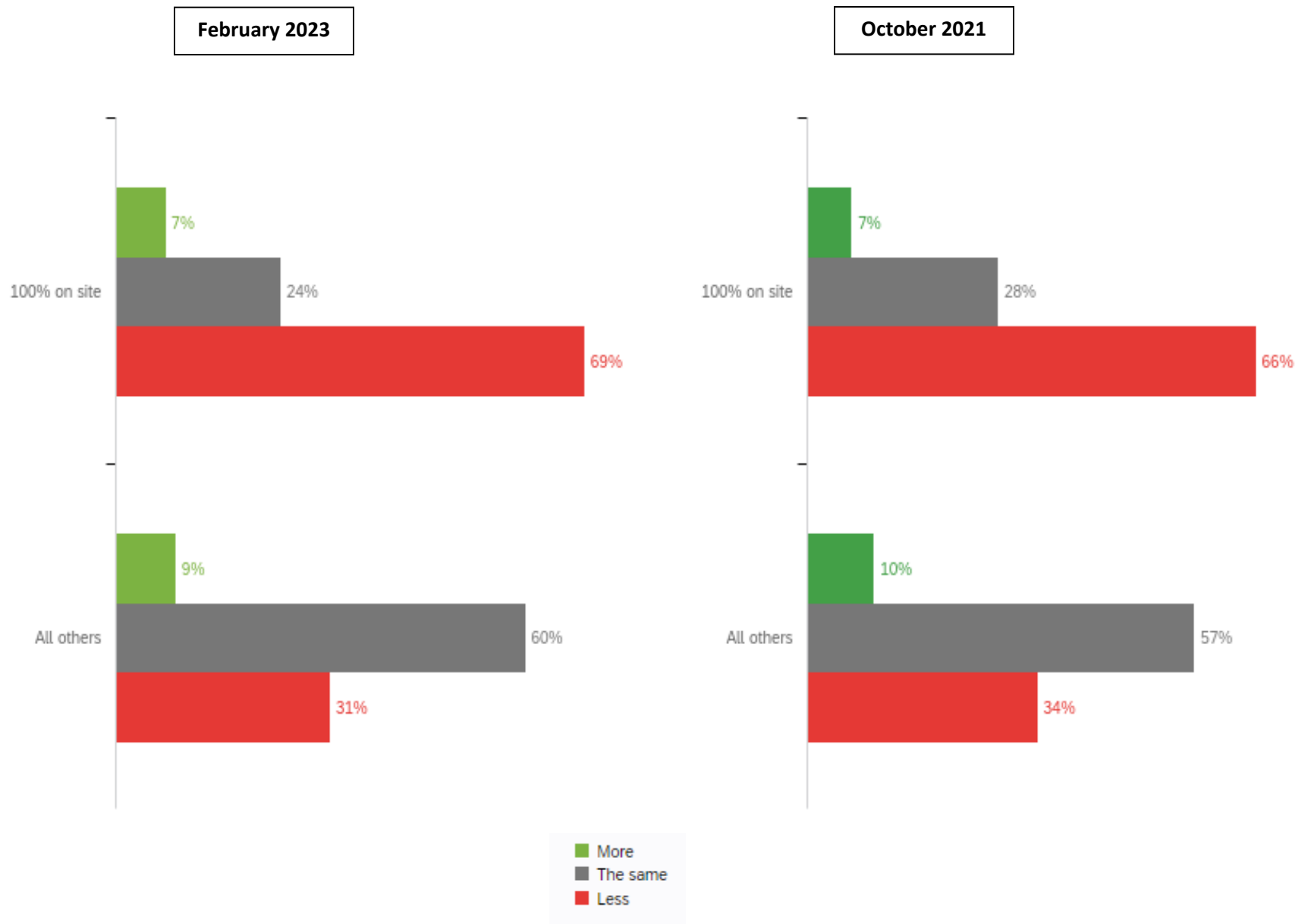
On-boarding, integrating and forming relationships with new employees hired remotely (that I've never met or worked with in person), has been the same or better as compared to hiring in person (answer NA if no new employees to your team).



Groups	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
100% on site	10%	22	8%	18	16%	34	33%	71	33%	71	2.30 (-0.06)	216
All others	25%	706	23%	646	23%	639	22%	617	8%	232	3.34 (+0.16)	2840

*Difference in average score from Oct. 2021 FWA survey.

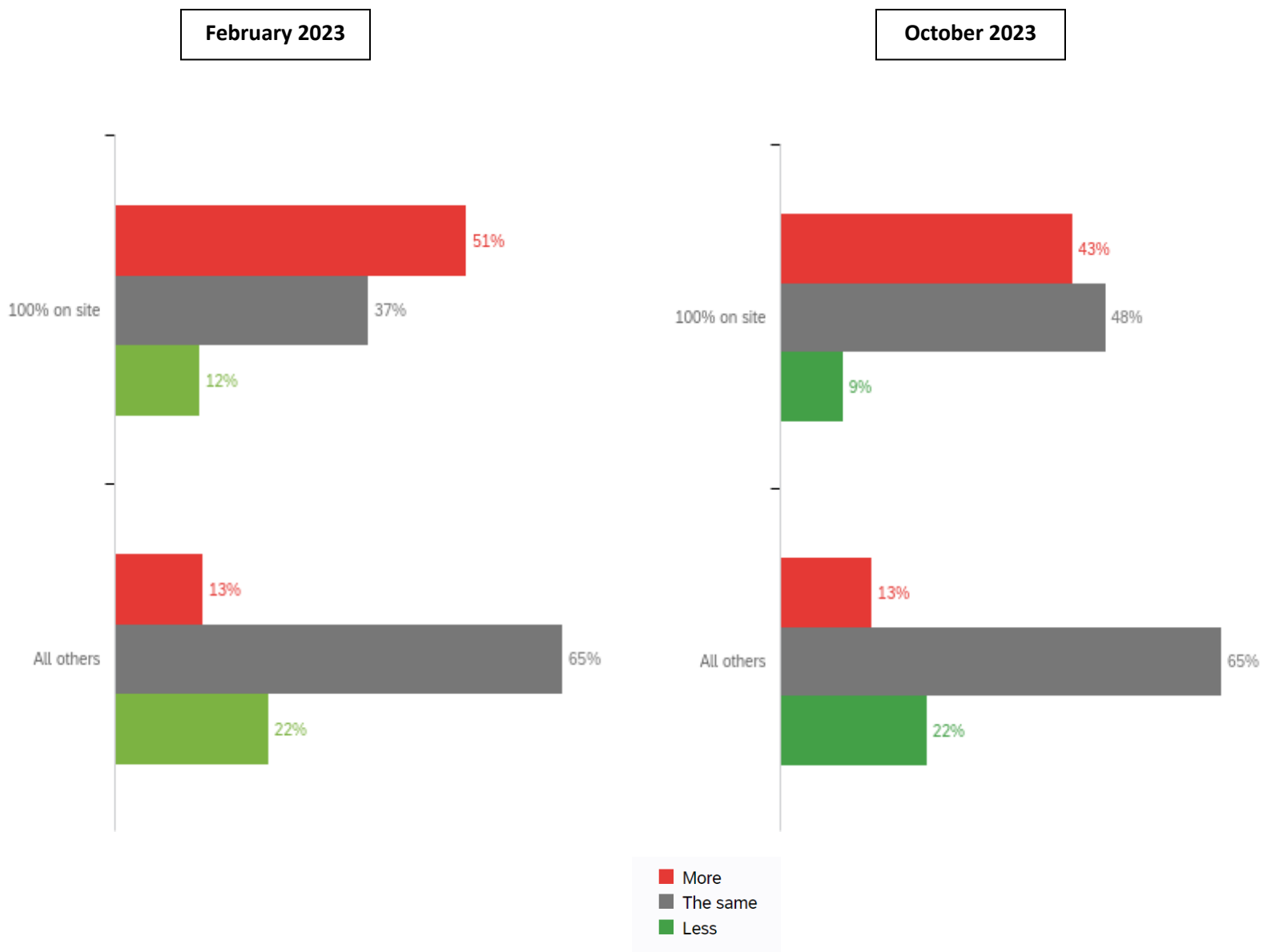
Compared to when my coworkers (or colleagues) are working on-site, I feel _____ sense of community with my coworkers when they are working remotely. (Select NA if you have not had this experience)



February 2023

Groups	More		The same		Less		Total
100% on site	7%	18	24%	60	69%	171	249
All others	9%	282	60%	1935	31%	1011	3228

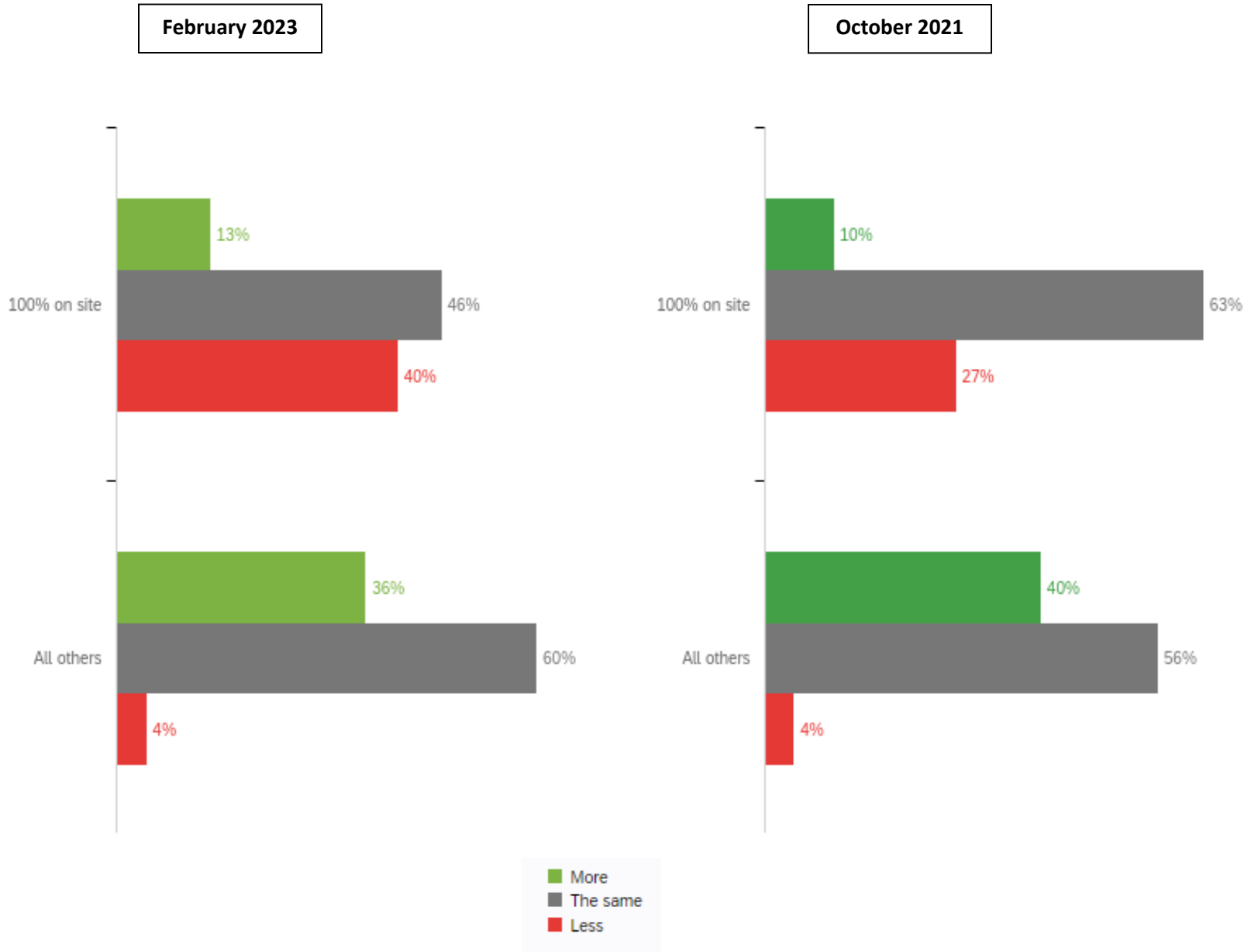
Compared to when my coworkers (or colleagues) are working on-site, it takes _____ time to get work-related questions answered when my co-workers are working remotely. (Select NA if you have not had this experience)



February 2023

Groups	More		The same		Less		Total
100% on site	51%	125	37%	90	12%	30	245
All others	13%	413	65%	2110	22%	723	3246

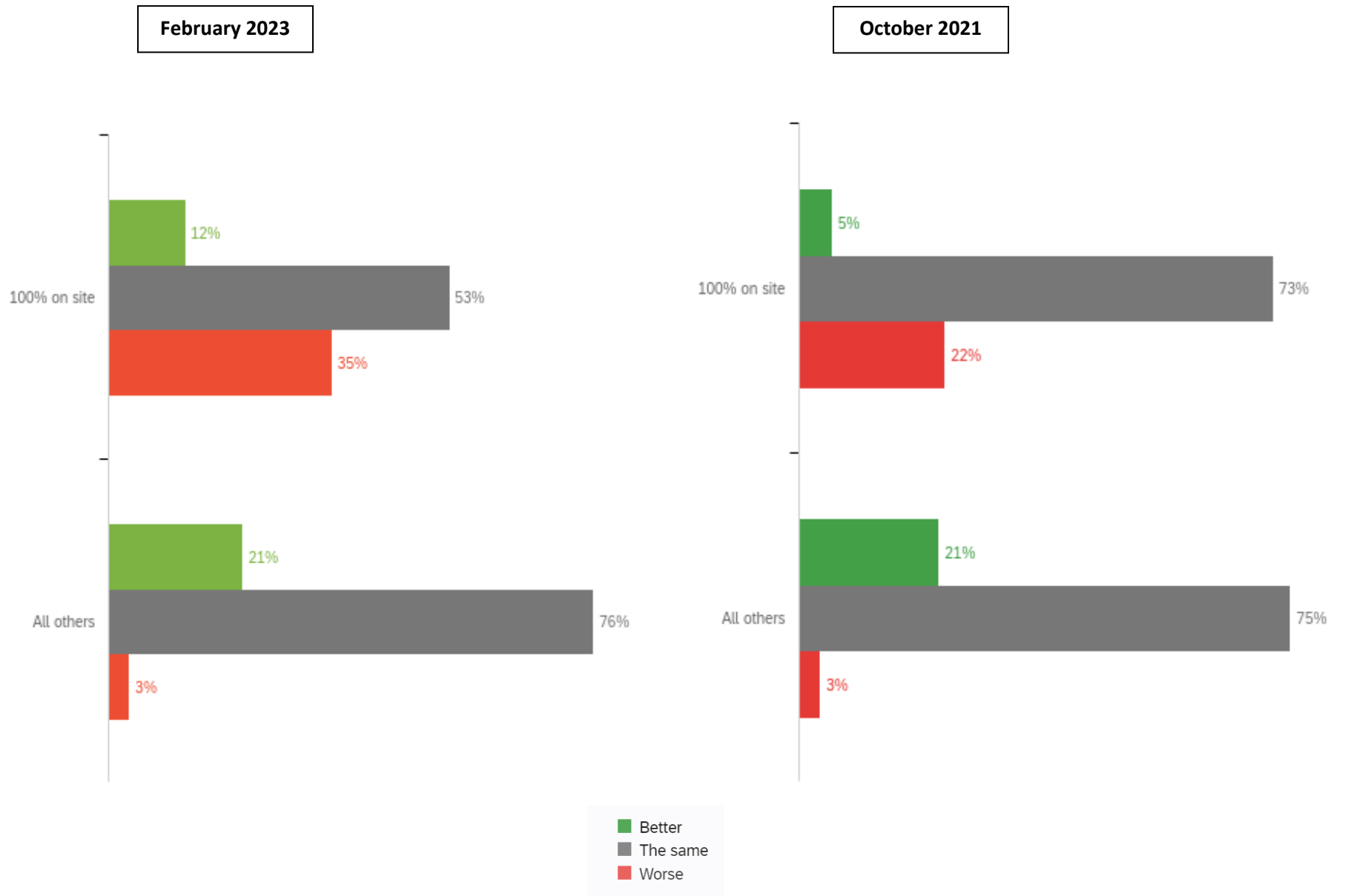
Compared to when my coworkers (or colleagues) are working on-site, my coworkers appear to be completing _____ amount of work while they are working remotely.



February 2023

Groups	More		The same		Less		Total
100% on site	13%	30	46%	104	40%	90	224
All others	36%	1124	60%	1895	4%	134	3153

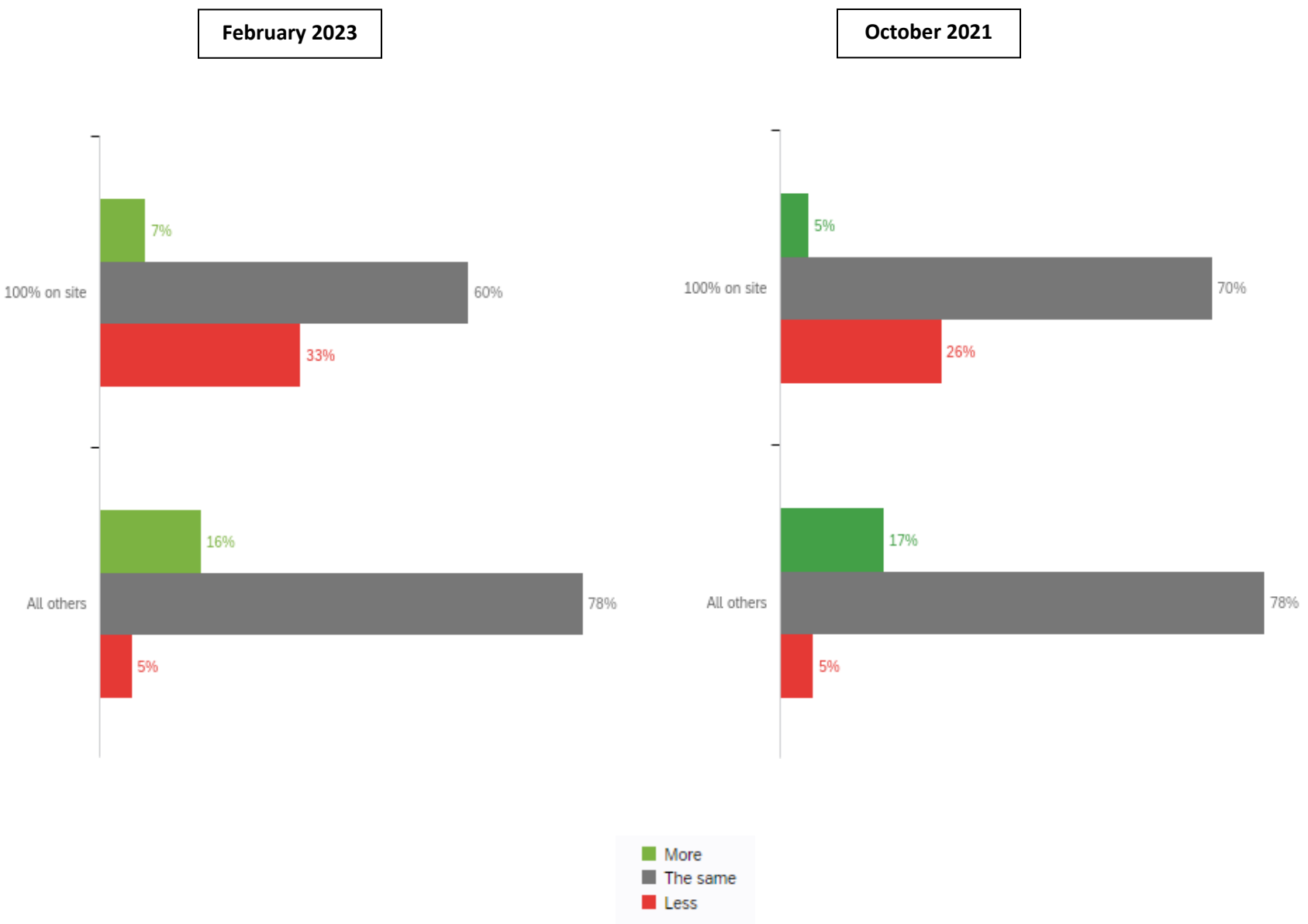
Compared to when my coworkers (or colleagues) are working on-site, the quality of my coworkers' work product is _____ when they are working remotely.



February 2023

Groups	Better		The same		Worse		Total
	%	Count	%	Count	%	Count	
100% on site	12%	26	53%	116	35%	76	218
All others	21%	662	76%	2394	3%	103	3159

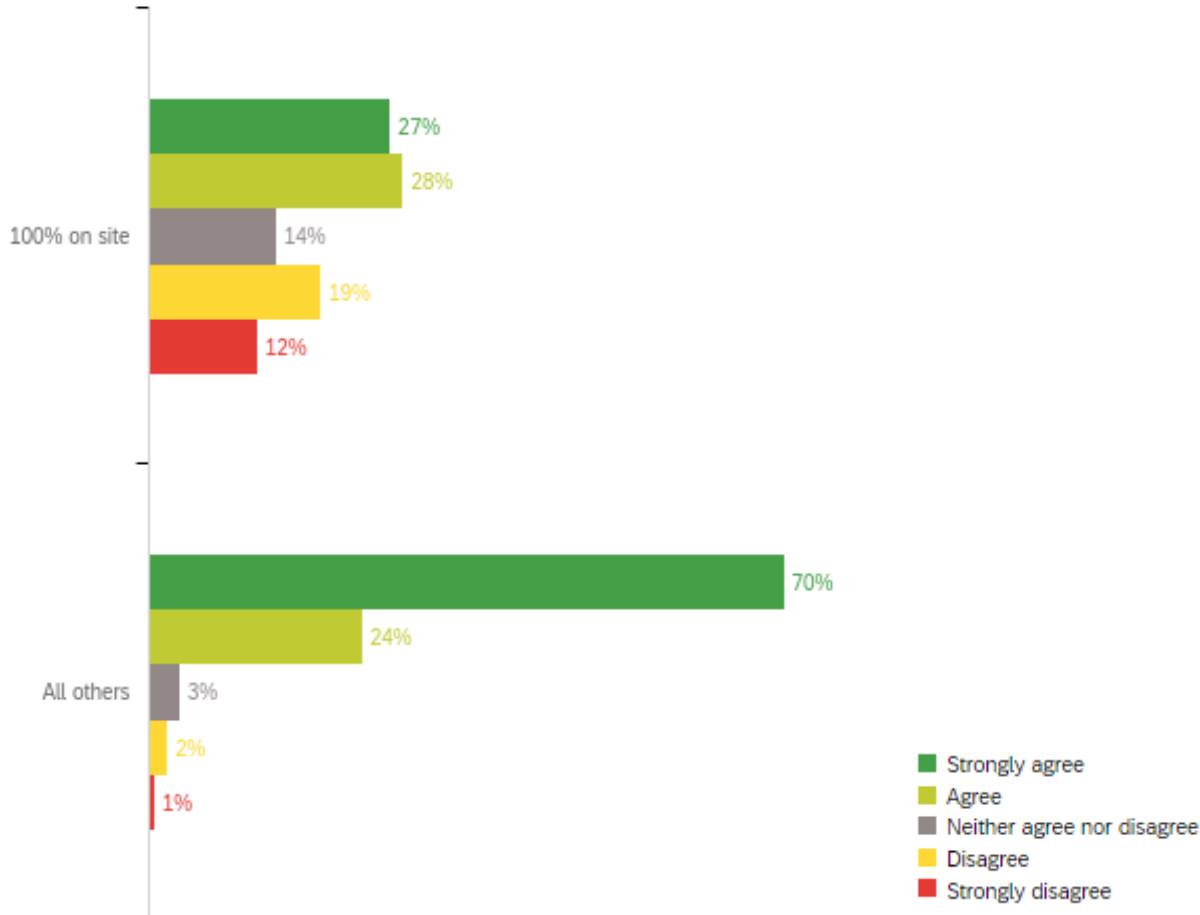
Compared to when my manager (or department chair/lab manager/supervisor) is working on-site, I feel supported _____ by my manager while my manager is working remotely.



February 2023

Groups	More		The same		Less		Total
	%	Count	%	Count	%	Count	
100% on site	7%	18	60%	145	33%	79	224
All others	16%	527	78%	2521	5%	167	3153

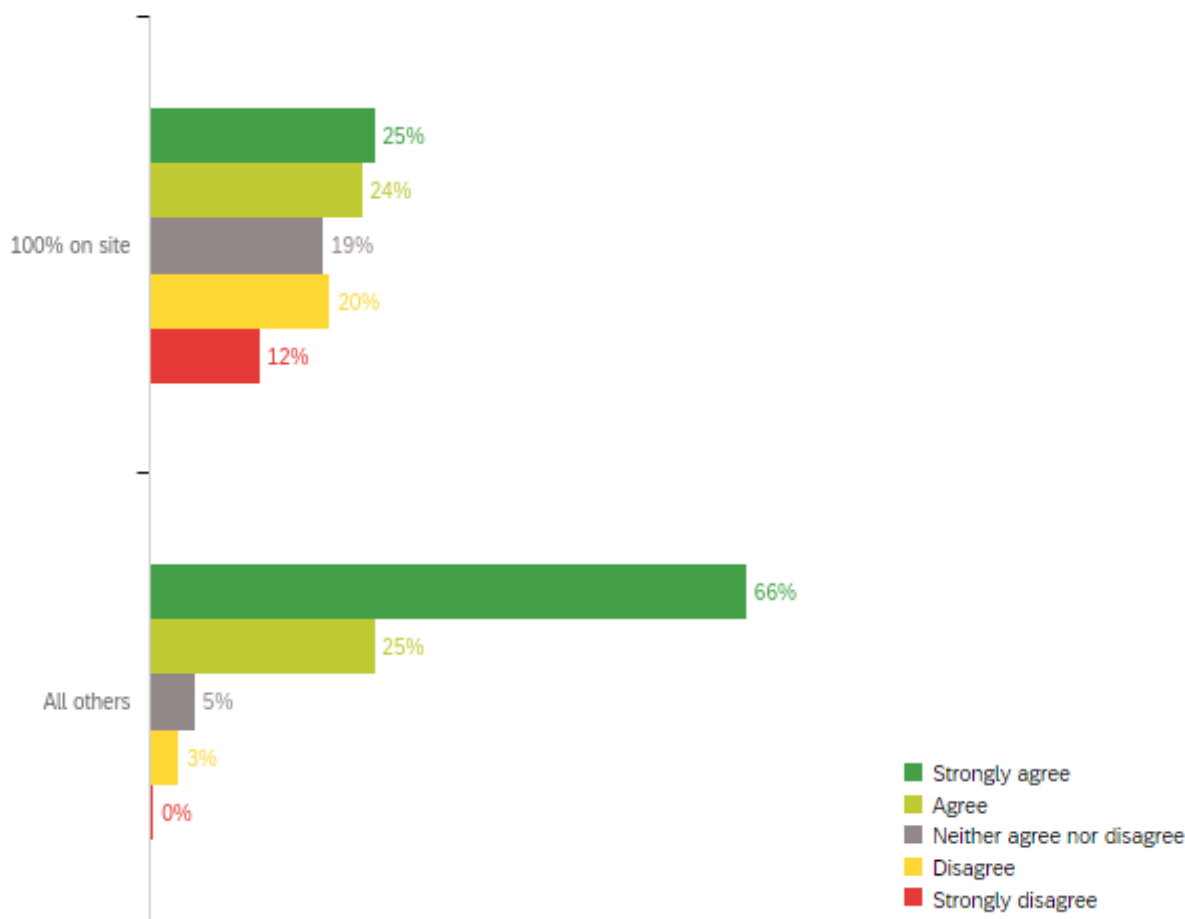
I can easily communicate with my coworkers (or colleagues) in my business unit (or offices/labs/departments) while I am working remotely.



Groups	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
100% on site	27%	38	28%	40	14%	20	19%	27	12%	17	3.39 (-0.13)	142
All others	70%	2342	24%	785	3%	112	2%	67	1%	18	4.61 (+0.03)	3324

*Difference in average score from Oct. 2021 FWA survey.

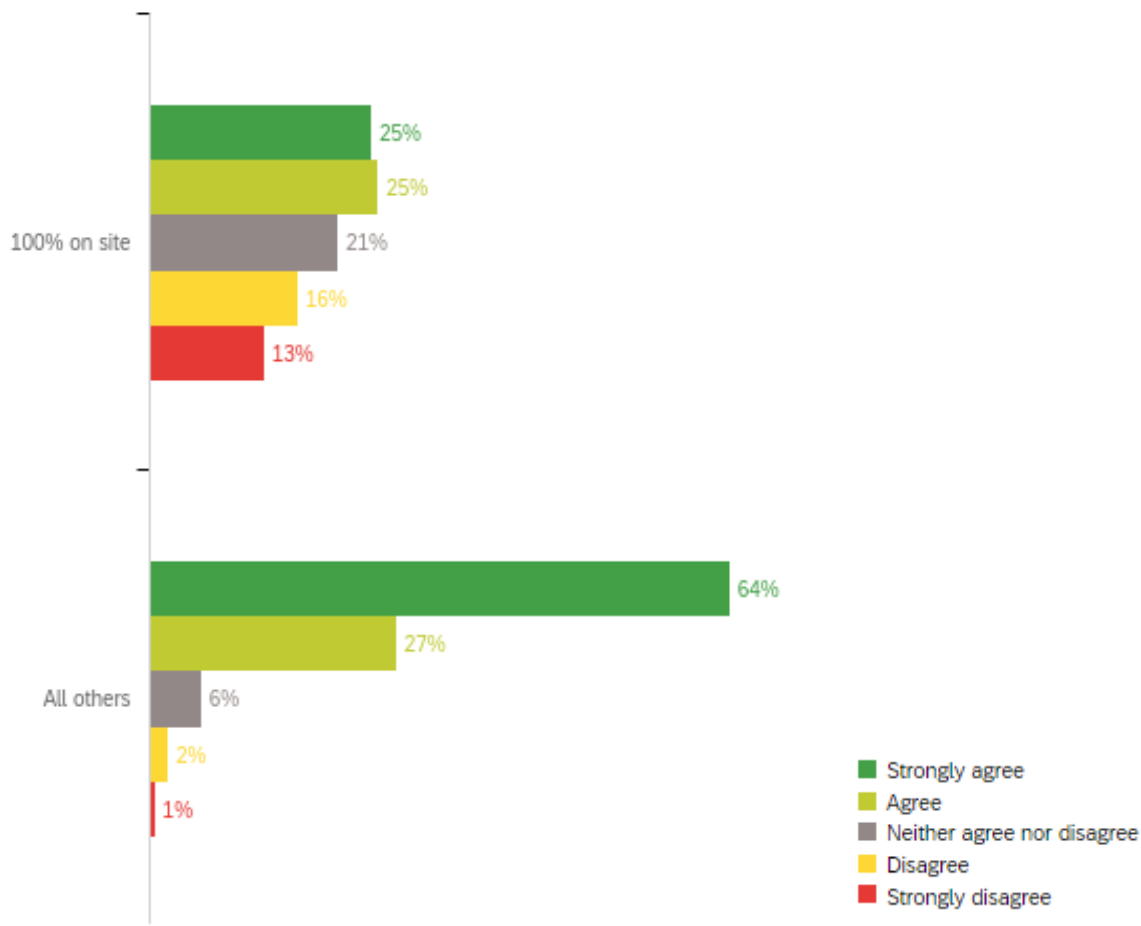
I can easily collaborate with my coworkers (or colleagues) in my business unit while I am working remotely.



Groups	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
100% on site	25%	35	24%	33	19%	27	20%	28	12%	17	3.29 (-0.12)	140
All others	66%	2199	25%	827	5%	166	3%	107	0%	15	4.54 (+0.04)	3314

*Difference in average score from Oct. 2021 FWA survey.

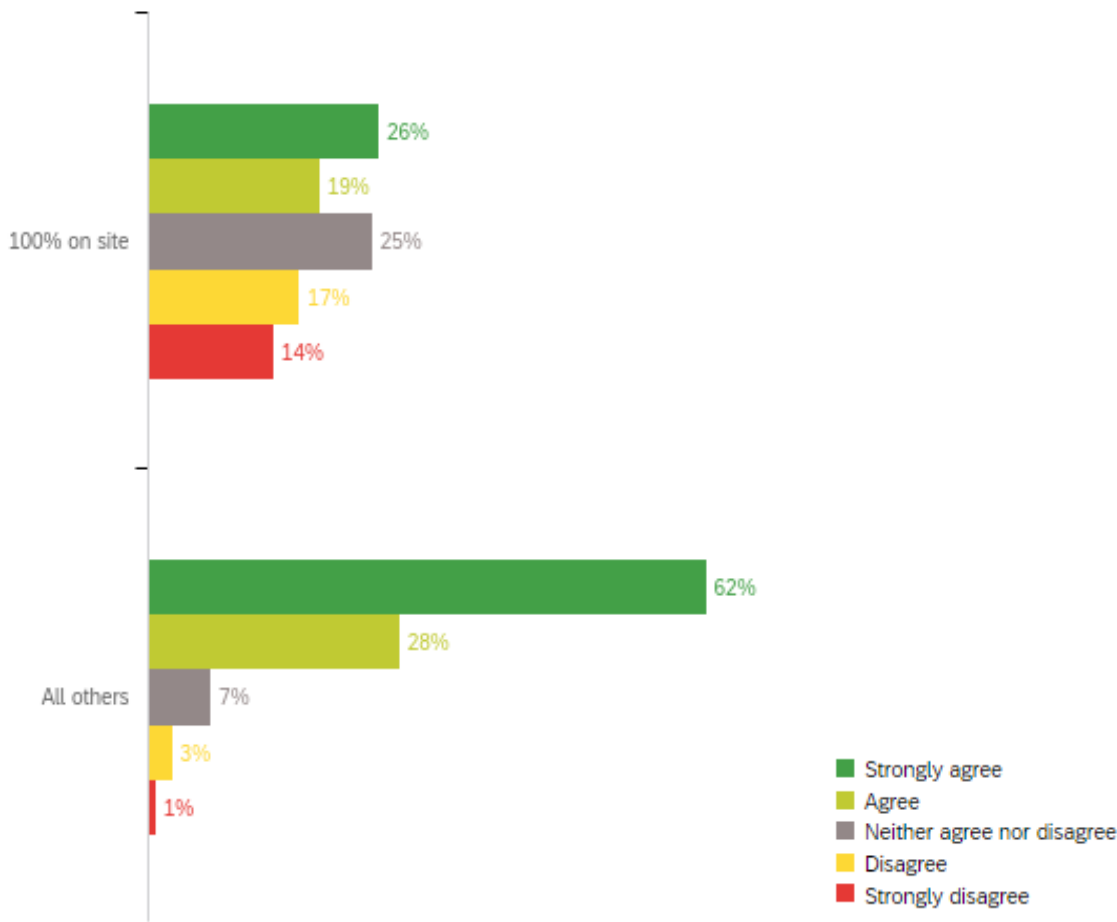
I can easily communicate with individuals in other business units (or offices/labs/departments) while I am working remotely.



Groups	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
100% on site	25%	33	25%	34	21%	28	16%	22	13%	17	3.33 (-0.09)	134
All others	64%	2107	27%	894	6%	185	2%	66	1%	17	4.53 (+0.01)	3269

*Difference in average score from Oct. 2021 FWA survey.

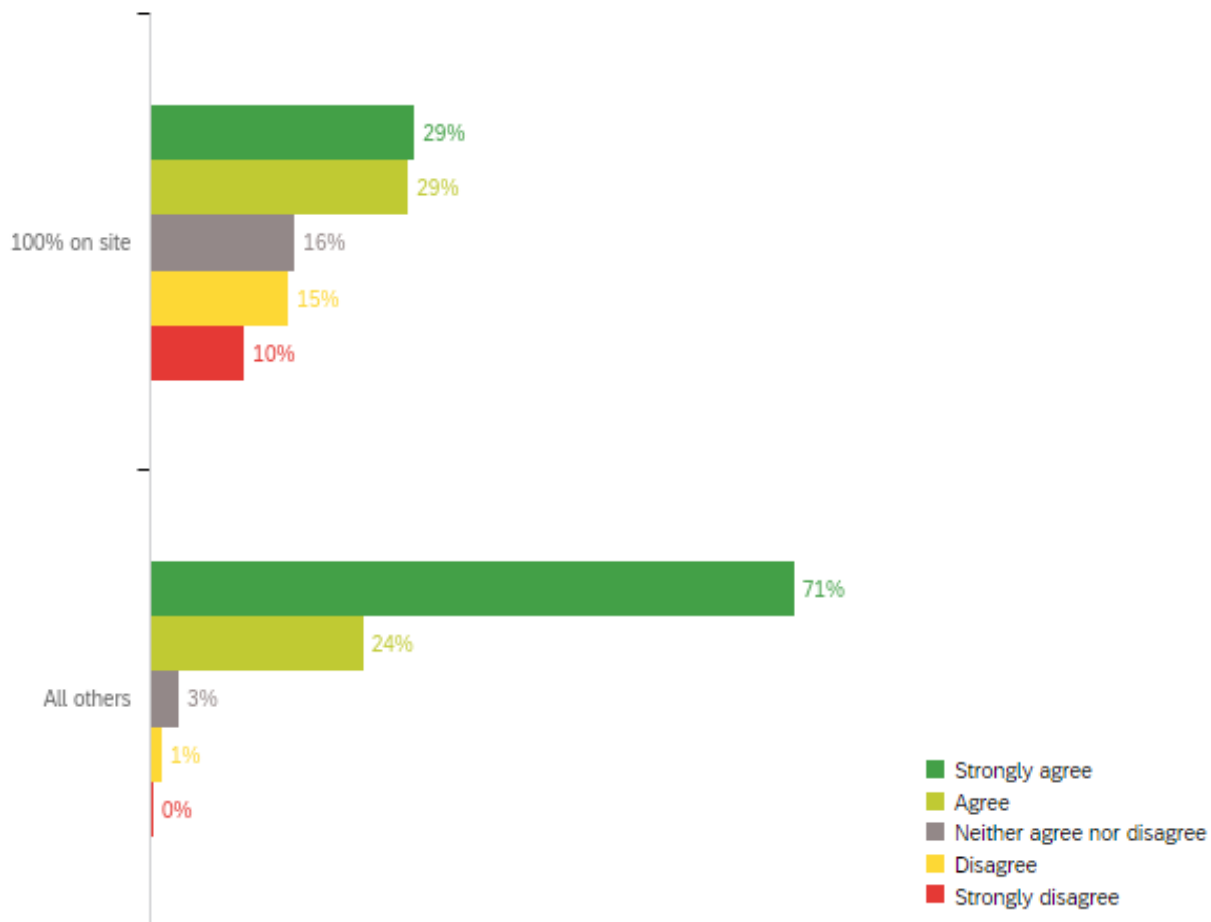
I can easily collaborate with individuals in other business units (or offices/labs/departments) while I am working remotely.



Groups	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
100% on site	26%	35	19%	26	25%	34	17%	23	14%	19	3.26 (-0.14)	137
All others	62%	2007	28%	903	7%	225	3%	85	1%	25	4.47 (+0.04)	3245

*Difference in average score from Oct. 2021 FWA survey.

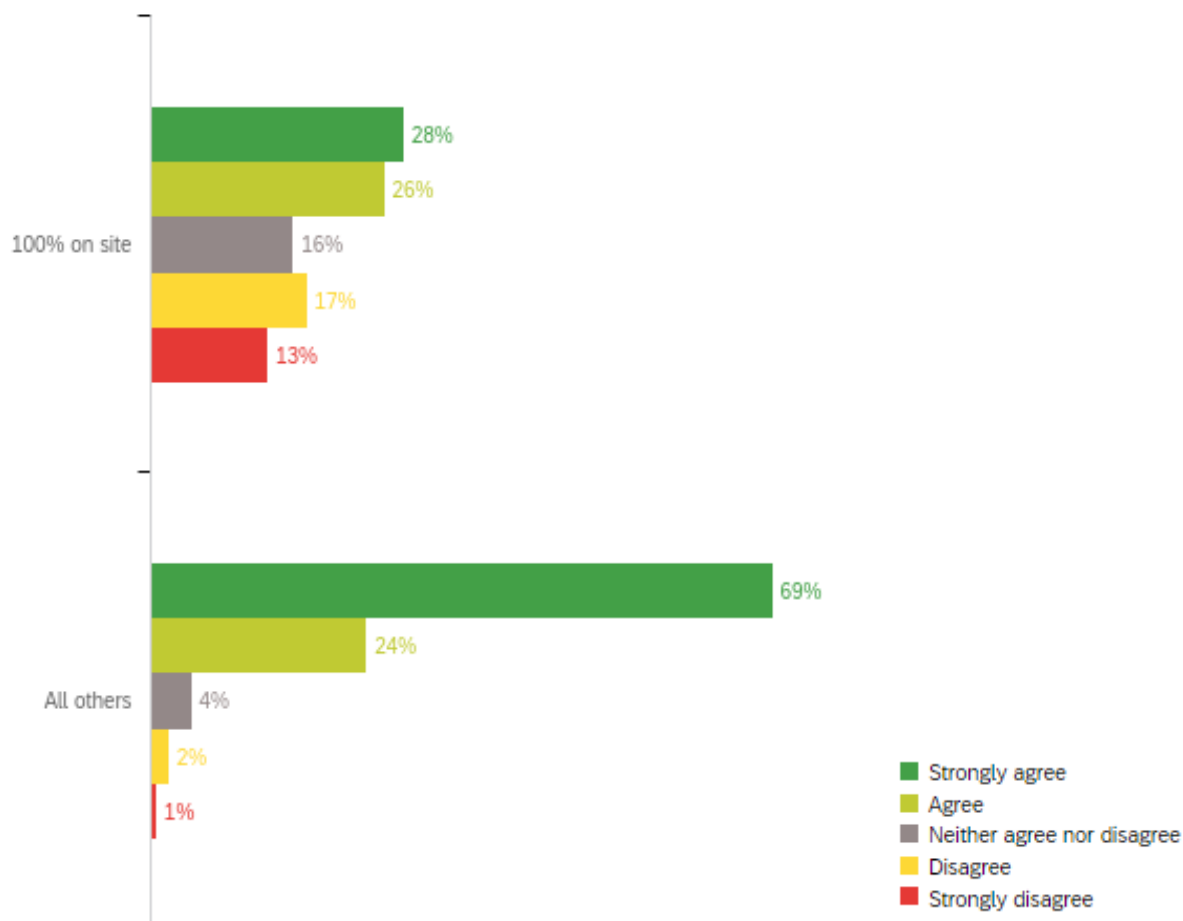
I can easily communicate with my supervisor/manager (or department chair/lab manager/supervisor) while I am working remotely.



Groups	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
100% on site	29%	42	29%	41	16%	23	15%	22	10%	15	3.51 (-0.21)	143
All others	71%	2365	24%	782	3%	106	1%	43	0%	13	4.64 (+0.03)	3309

*Difference in average score from Oct. 2021 FWA survey.

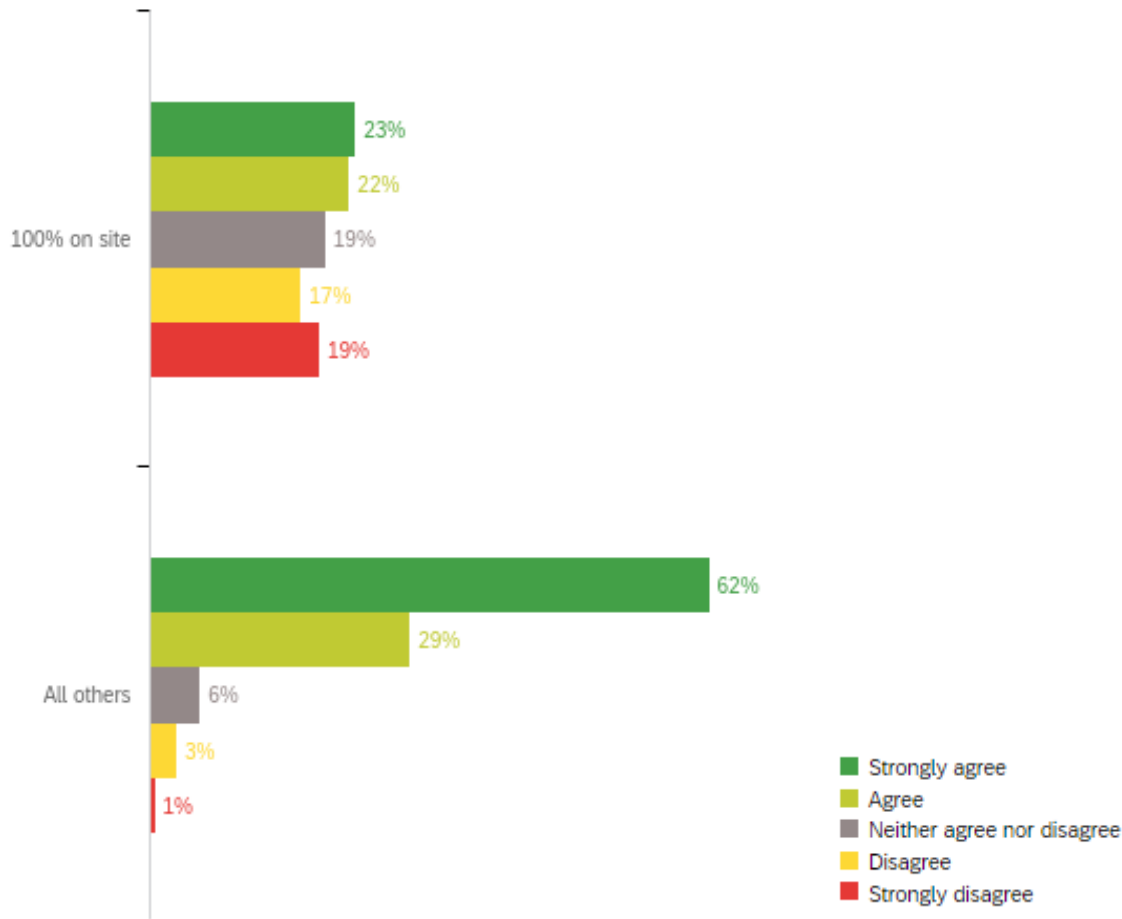
I can easily collaborate with my supervisor/manager (or department chair/lab manager/supervisor) while I am working remotely.



Groups	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
100% on site	28%	39	26%	36	16%	22	17%	24	13%	18	3.39 (-0.26)	143
All others	69%	2274	24%	790	4%	146	2%	64	1%	19	4.59 (+0.04)	3309

*Difference in average score from Oct. 2021 FWA survey.

I have access to the resources I need to do my job effectively while I am working remotely.



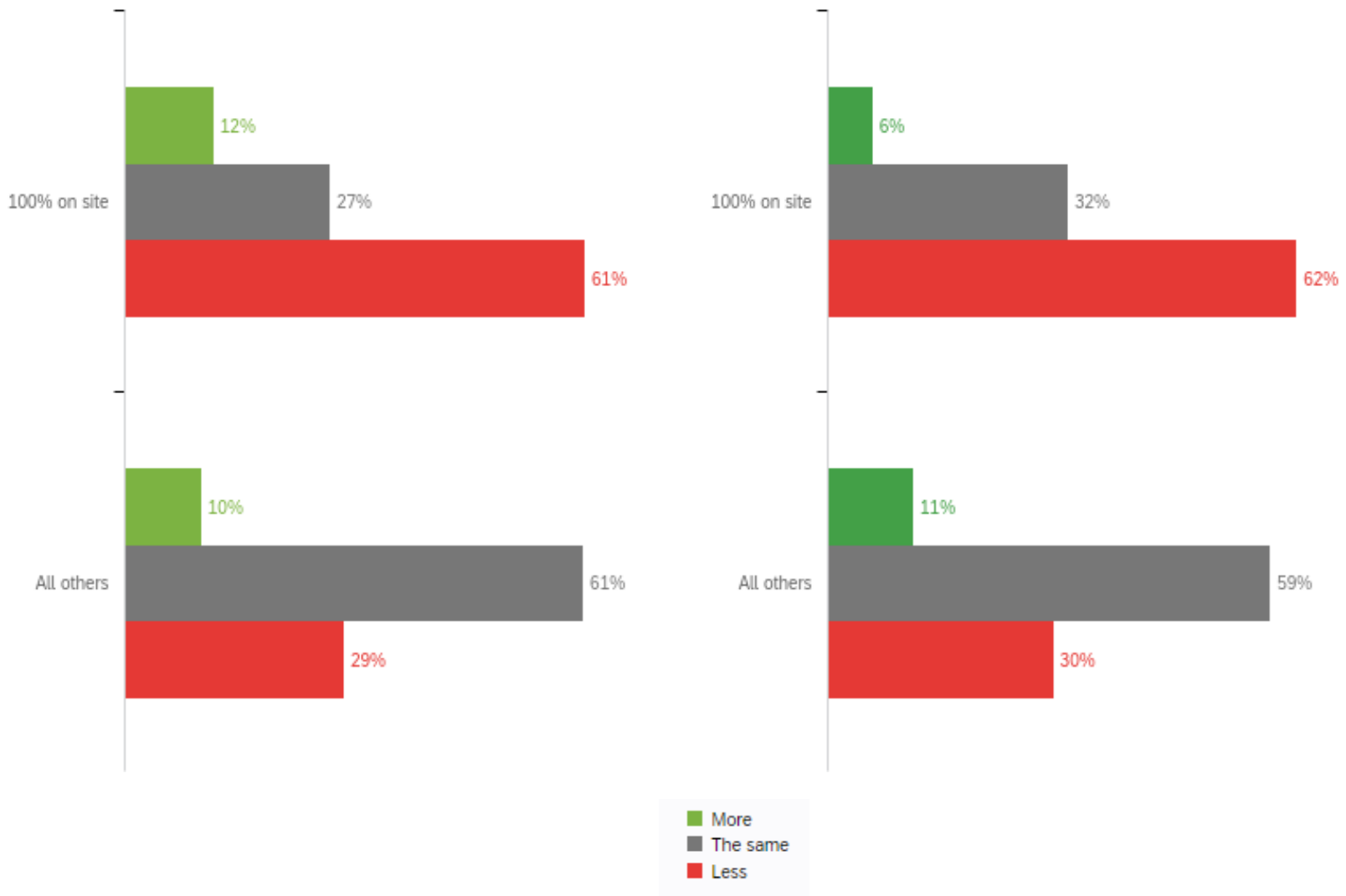
Groups	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score*	Total
100% on site	23%	34	22%	33	19%	29	17%	25	19%	28	3.13 (-0.09)	149
All others	62%	2061	29%	959	6%	185	3%	98	1%	17	4.49 (+0.09)	3320

*Difference in average score from Oct. 2021 FWA survey.

Compared to when I am working on-site, I feel _____ sense of community with my team when I am working remotely.
(Select NA if you have not had this experience)

February 2023

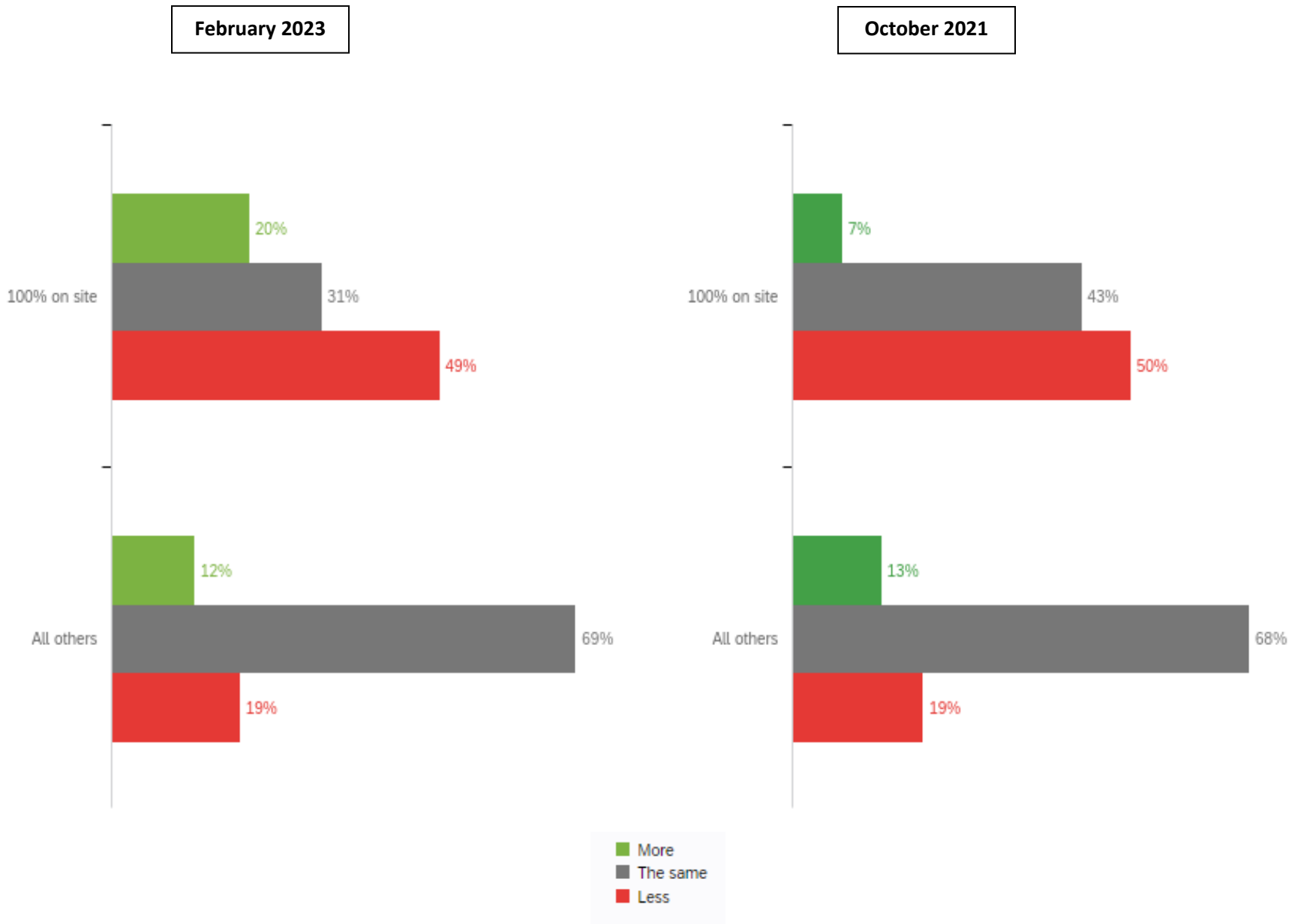
October 2021



February 2023

Groups	More		The same		Less		Total
100% on site	12%	16	27%	37	61%	83	136
All others	10%	311	61%	1867	29%	892	3070

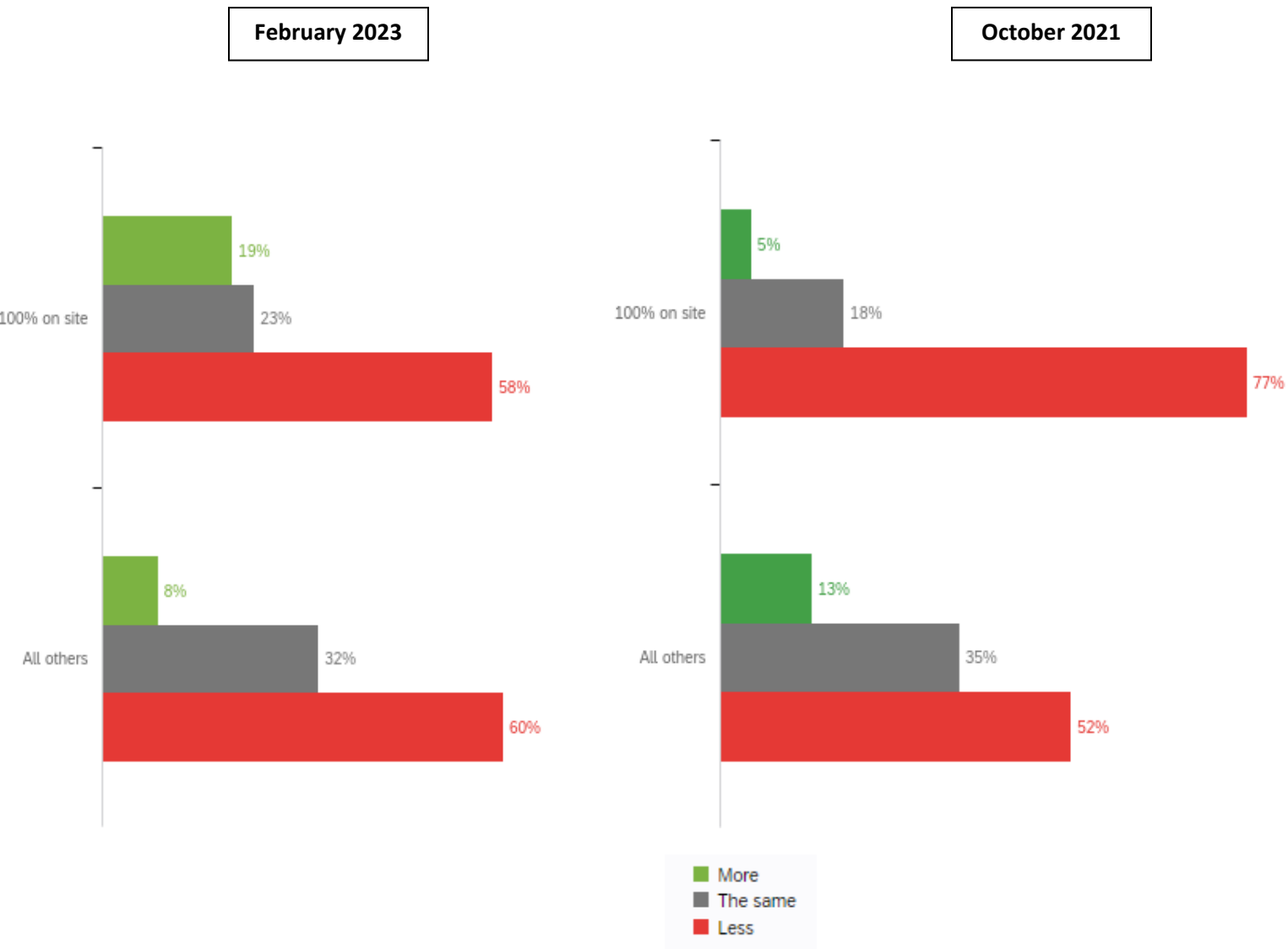
Compared to when I am advising on-site, I feel _____ sense of community with my team when I am working remotely.
 (Select NA if you have not had this experience)



February 2023

Groups	More		The same		Less		Total
	%	Count	%	Count	%	Count	
100% on site	20%	21	31%	32	49%	50	103
All others	12%	221	69%	1241	19%	342	1804

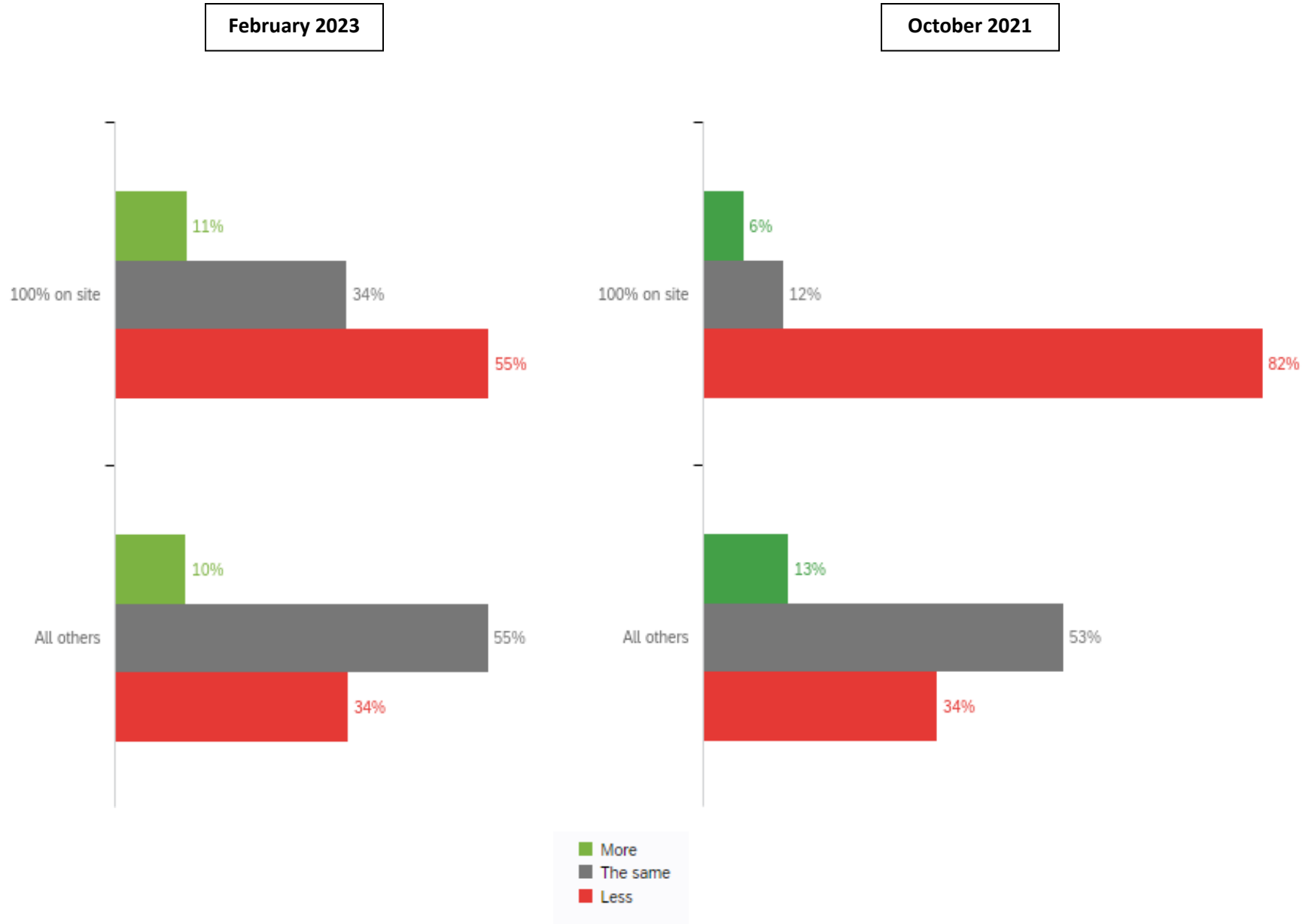
Compared to when I am teaching on-site, I feel _____ sense of community with my team when I am working remotely.
 (Select NA if you have not had this experience)



February 2023

Groups	More		The same		Less		Total
100% on site	19%	6	23%	7	58%	18	31
All others	8%	21	32%	82	60%	152	255

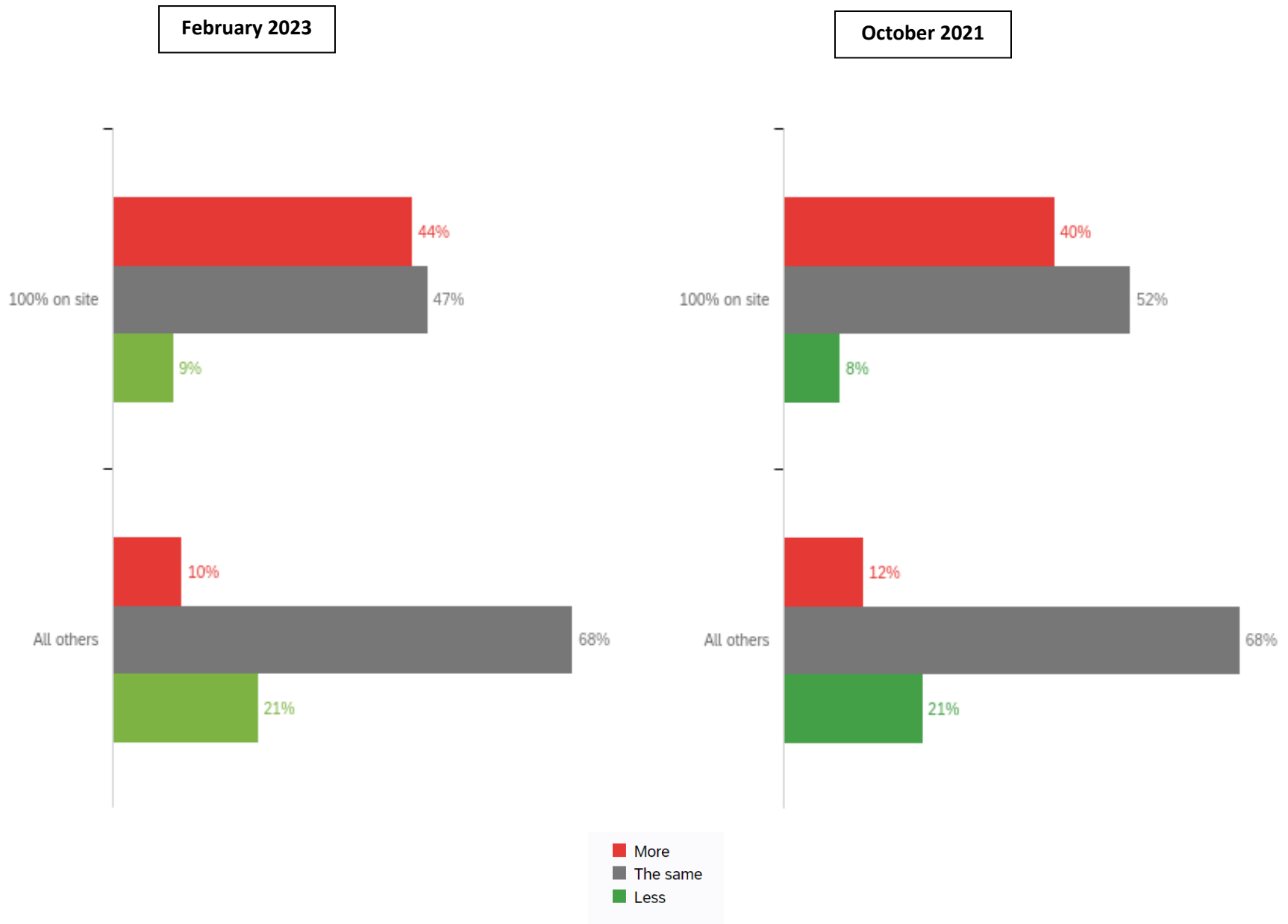
Compared to when I am doing research on-site, I feel _____ sense of community with my team when I am working remotely. (Select NA if you have not had this experience)



February 2023

Groups	More		The same		Less		Total
100% on site	11%	4	34%	13	55%	21	38
All others	10%	32	55%	168	34%	105	305

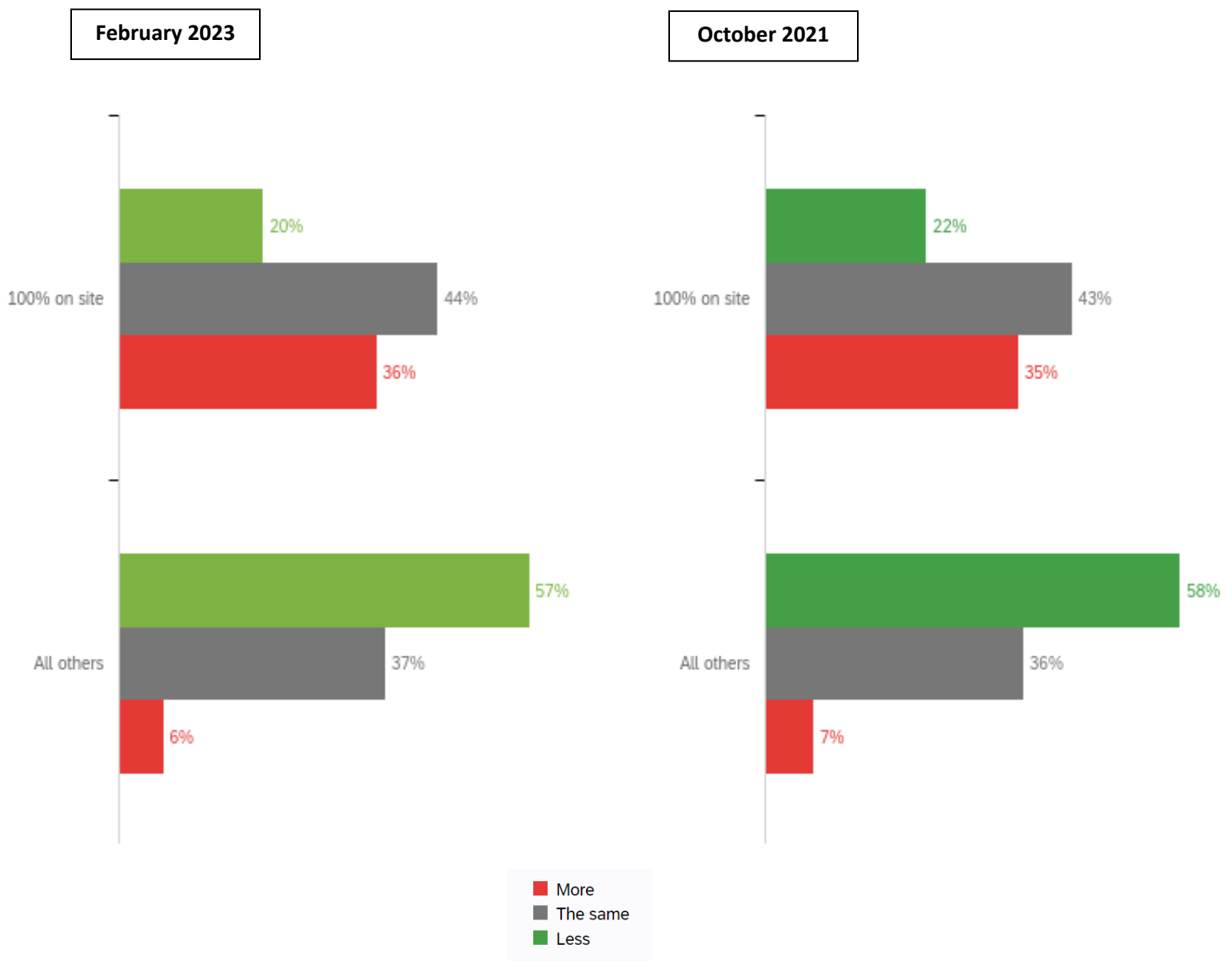
Compared to when I am working on-site, it takes _____ time to get work-related questions answered while I am working remotely. (Select NA if you have not had this experience)



February 2023

Groups	More		The same		Less		Total
	%	Count	%	Count	%	Count	
100% on site	44%	60	47%	63	9%	12	135
All others	10%	315	68%	2102	21%	661	3078

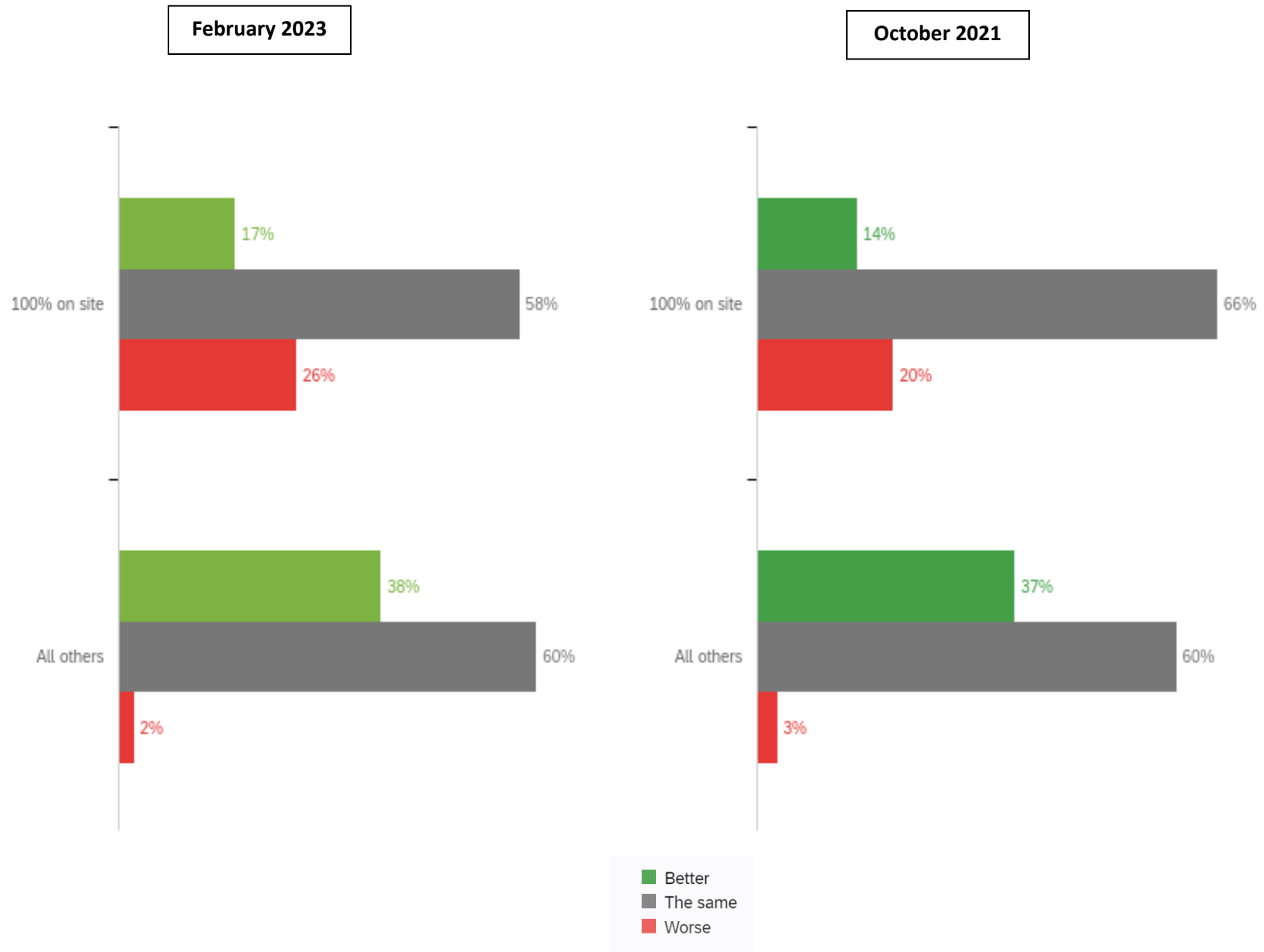
Compared to when I am working on-site, I am _____ productive while I am working remotely



February 2023

Groups	More		The same		Less		Total
	%	Count	%	Count	%	Count	
100% on site	2%	28	5%	62	21%	50	140
All others	98%	1773	95%	1150	79%	190	3113

Compared to when I am working on-site, the quality of my work product is _____ while I am working remotely.



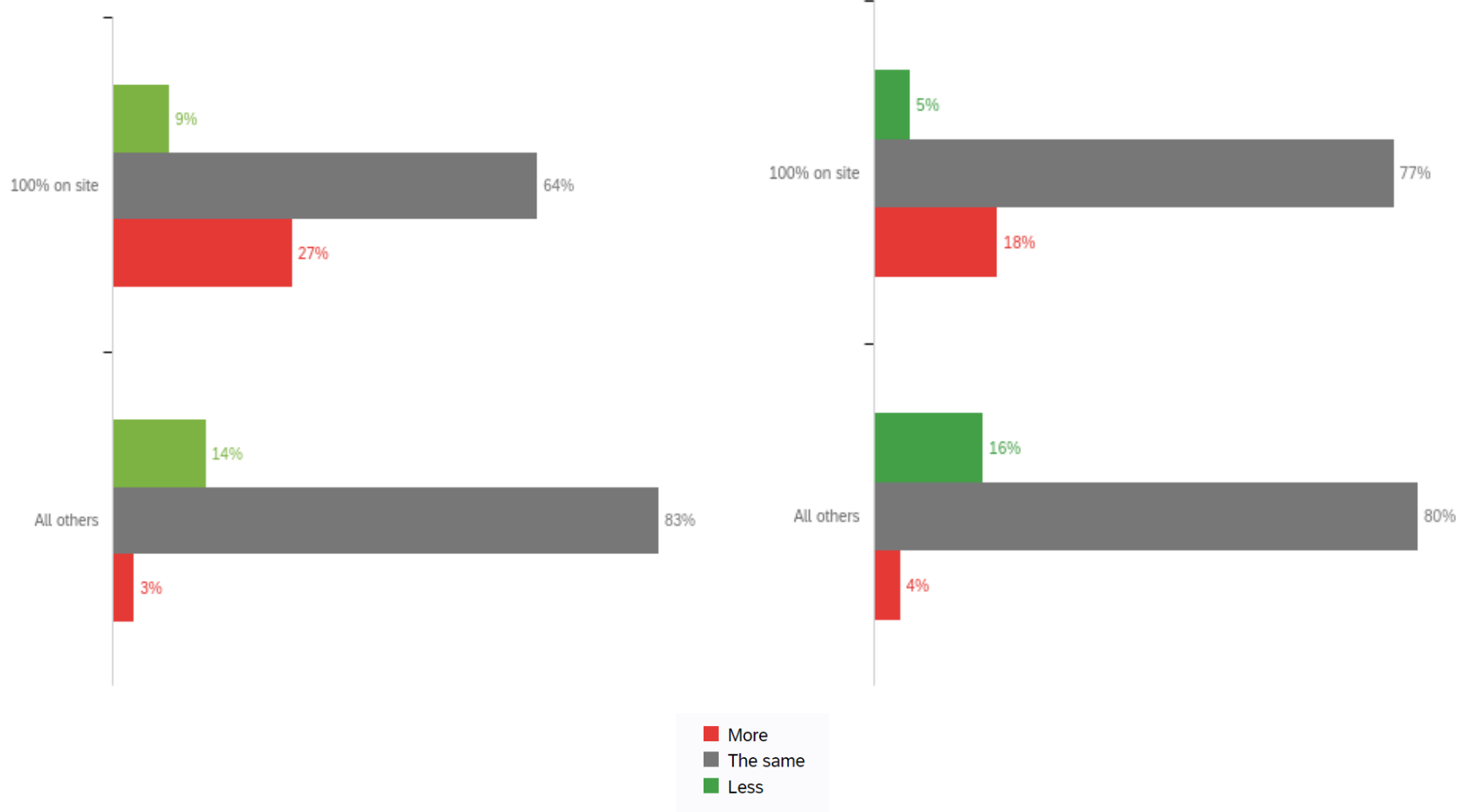
February 2023

Groups	Better		The same		Worse		Total
	%	Count	%	Count	%	Count	
100% on site	17%	23	58%	79	26%	35	137
All others	38%	1175	60%	1872	2%	66	3113

Compared to when I am working on-site, I feel supported _____ by my manager while I am working remotely.

February 2023

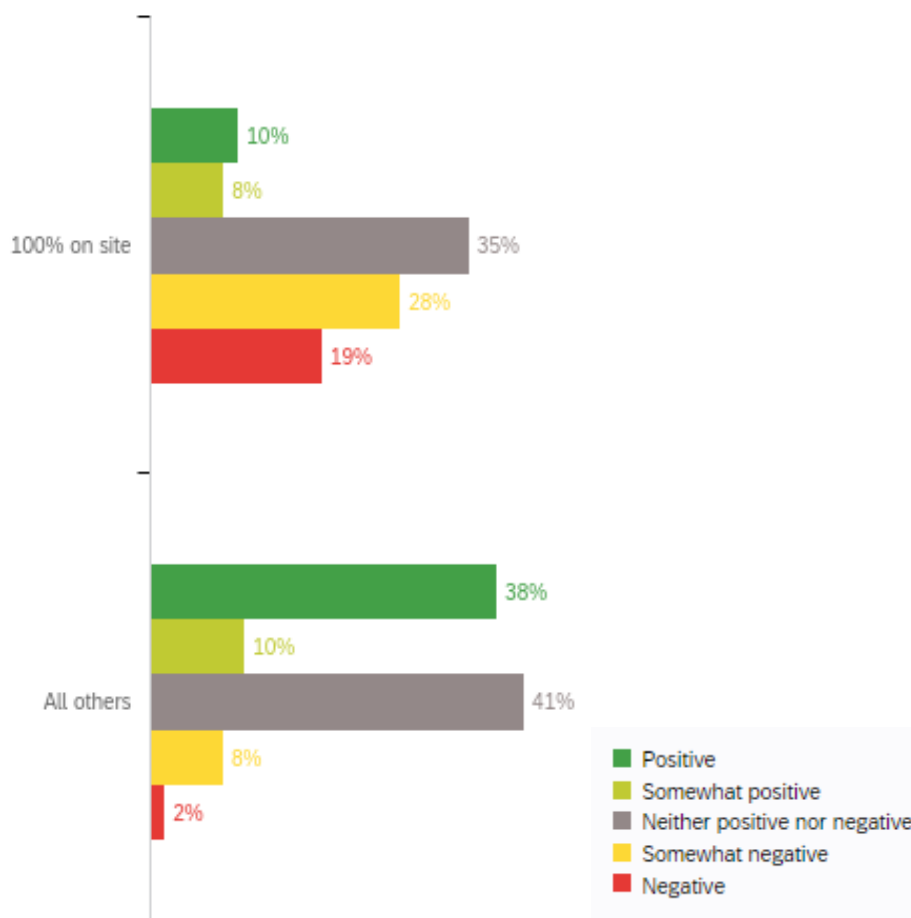
October 2021



February 2023

Groups	More		The same		Less		Total
	%	Count	%	Count	%	Count	
100% on site	9%	11	64%	83	27%	35	129
All others	14%	433	83%	2541	3%	99	3073

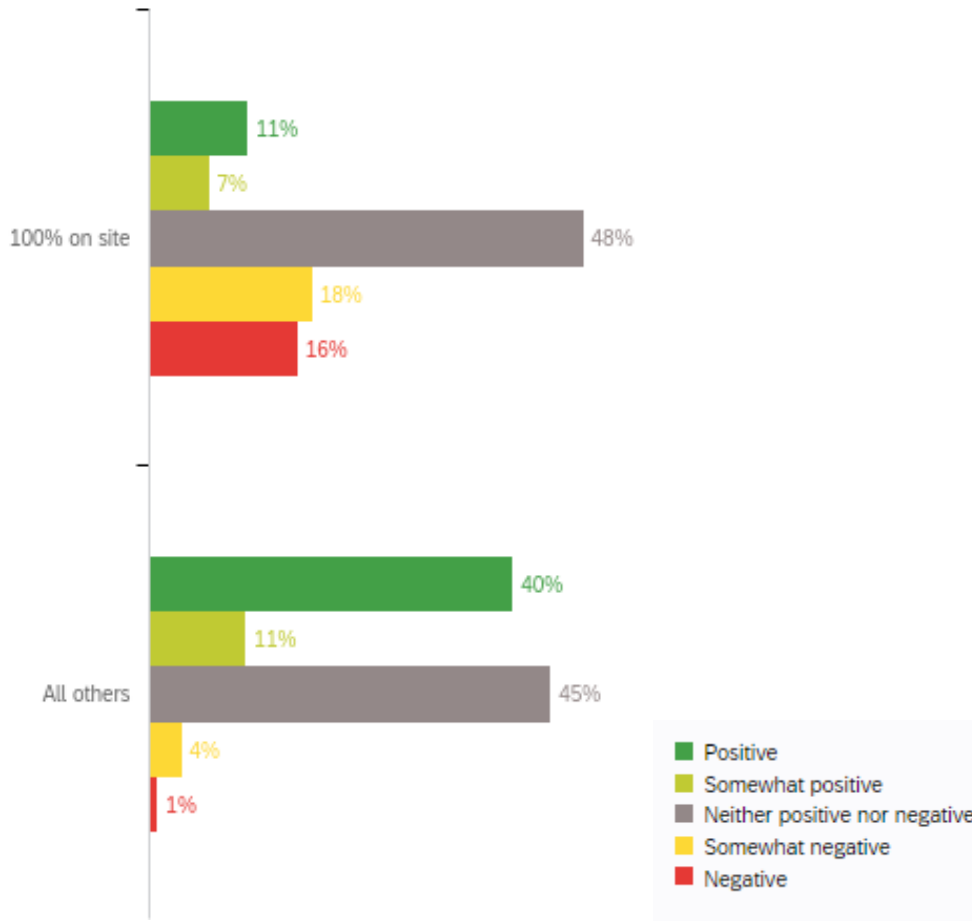
What impact has working remotely had on your relationship with coworkers (or colleagues)?



Groups	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
100% on site	10%	18	8%	15	35%	65	28%	51	19%	35	2.62 (-0.25)	184
All others	38%	1216	10%	331	41%	1312	8%	255	2%	51	3.76 (+0.08)	3165

*Difference in average score from Oct. 2021 FWA survey.

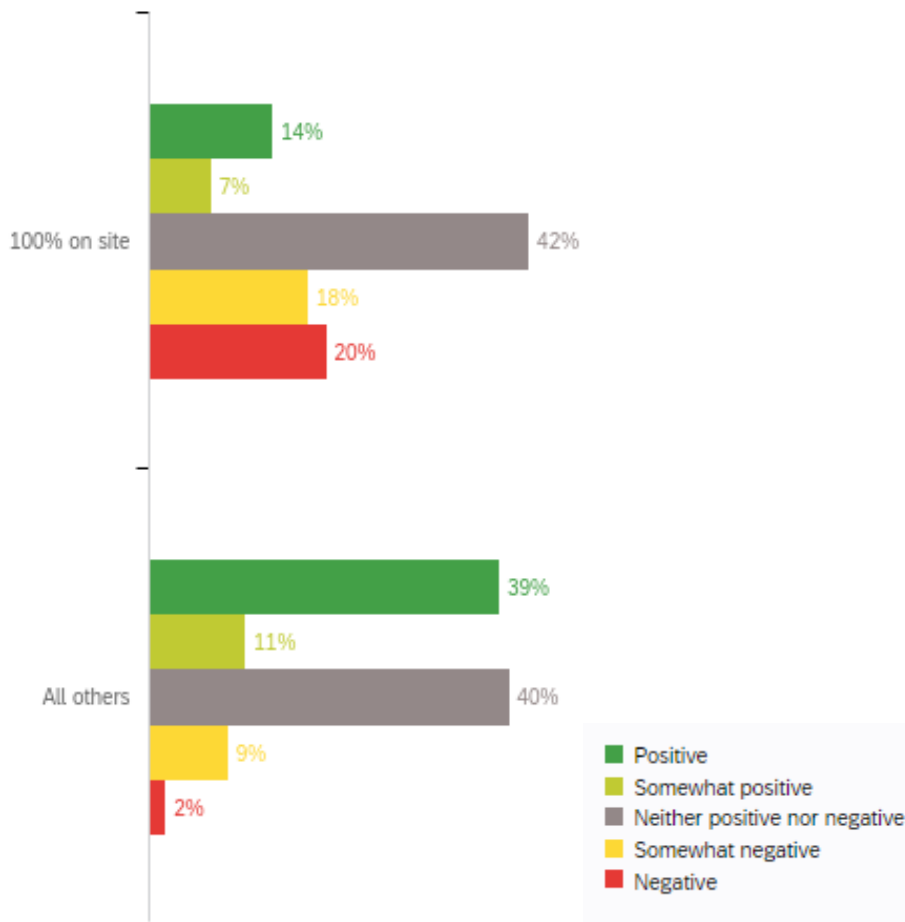
What impact has working remotely had on your relationship with managers (or department chair/lab manager/supervisor)?



Groups	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
100% on site	11%	20	7%	12	48%	88	18%	33	16%	30	2.78 (-0.32)	183
All others	40%	1266	11%	337	45%	1399	4%	111	1%	29	3.86 (+0.08)	3142

*Difference in average score from Oct. 2021 FWA survey.

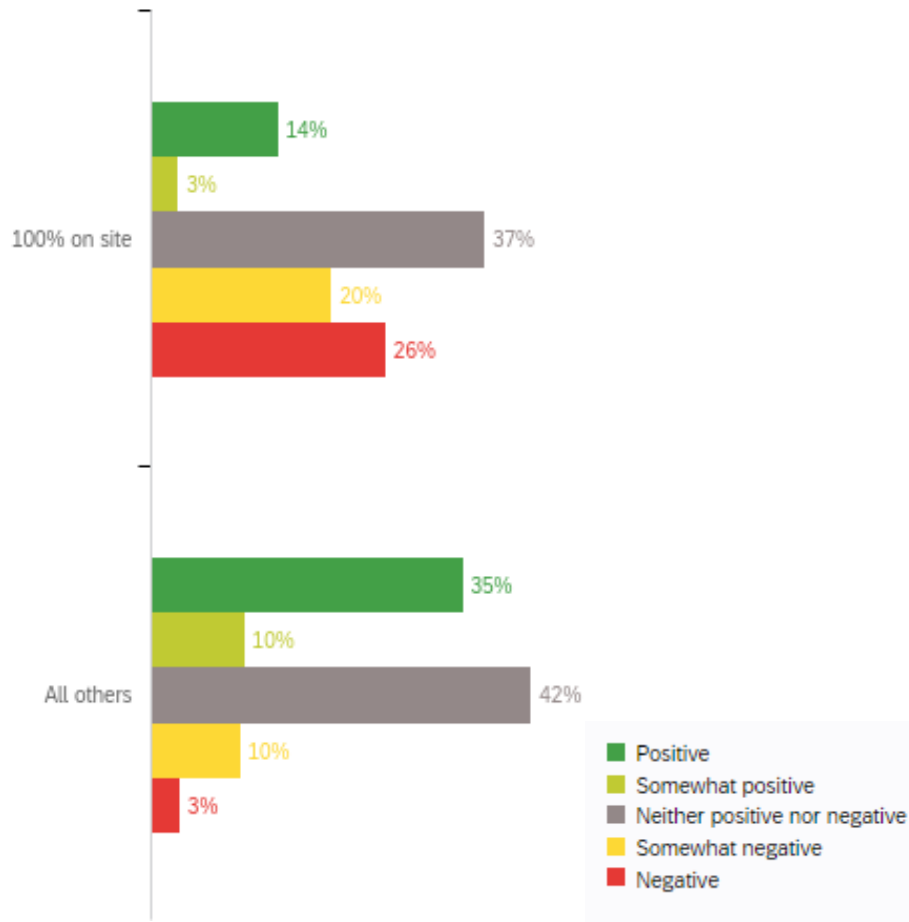
What impact has working remotely had on your relationship with direct reports (or employees I supervise)?



Groups	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
100% on site	14%	14	7%	7	42%	43	18%	18	20%	20	2.77 (+0.06)	102
All others	39%	678	11%	187	40%	696	9%	152	2%	32	3.76 (+0.05)	1745

*Difference in average score from Oct. 2021 FWA survey.

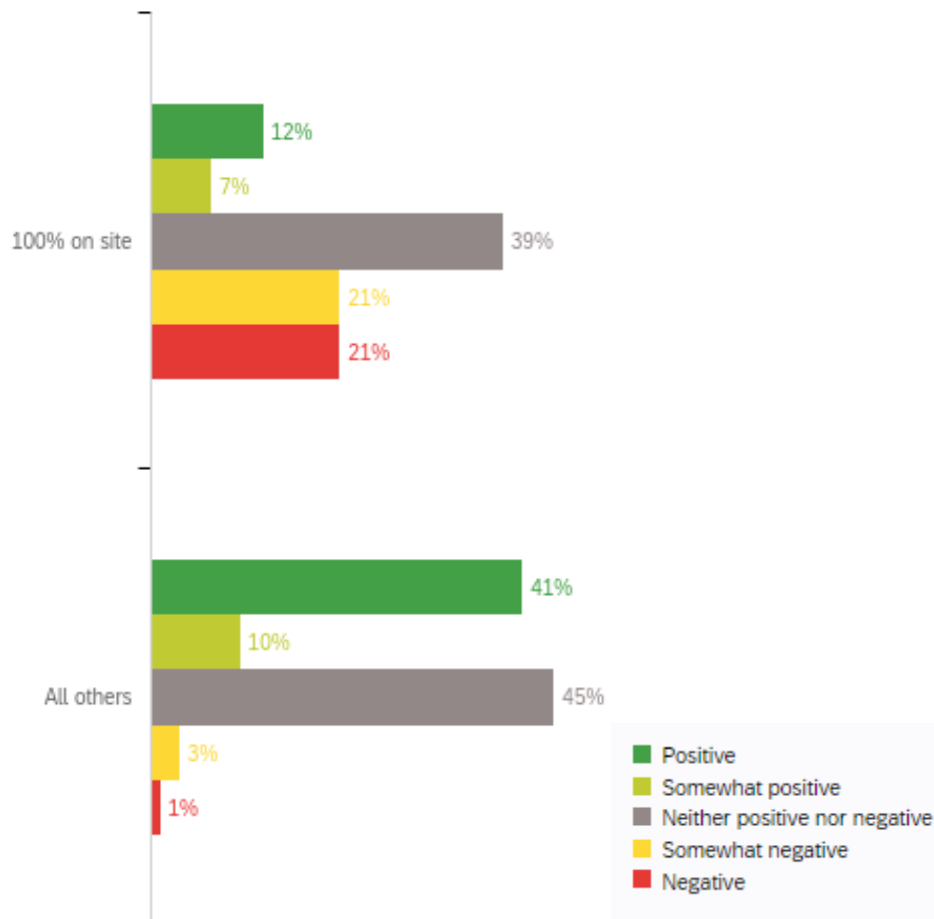
What impact has working remotely had on your relationship with students?



Groups	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
100% on site	14%	14	3%	3	37%	37	20%	20	26%	26	2.59 (+0.02)	100
All others	35%	549	10%	164	42%	671	10%	156	3%	50	3.63 (+0.08)	1590

*Difference in average score from Oct. 2021 FWA survey.

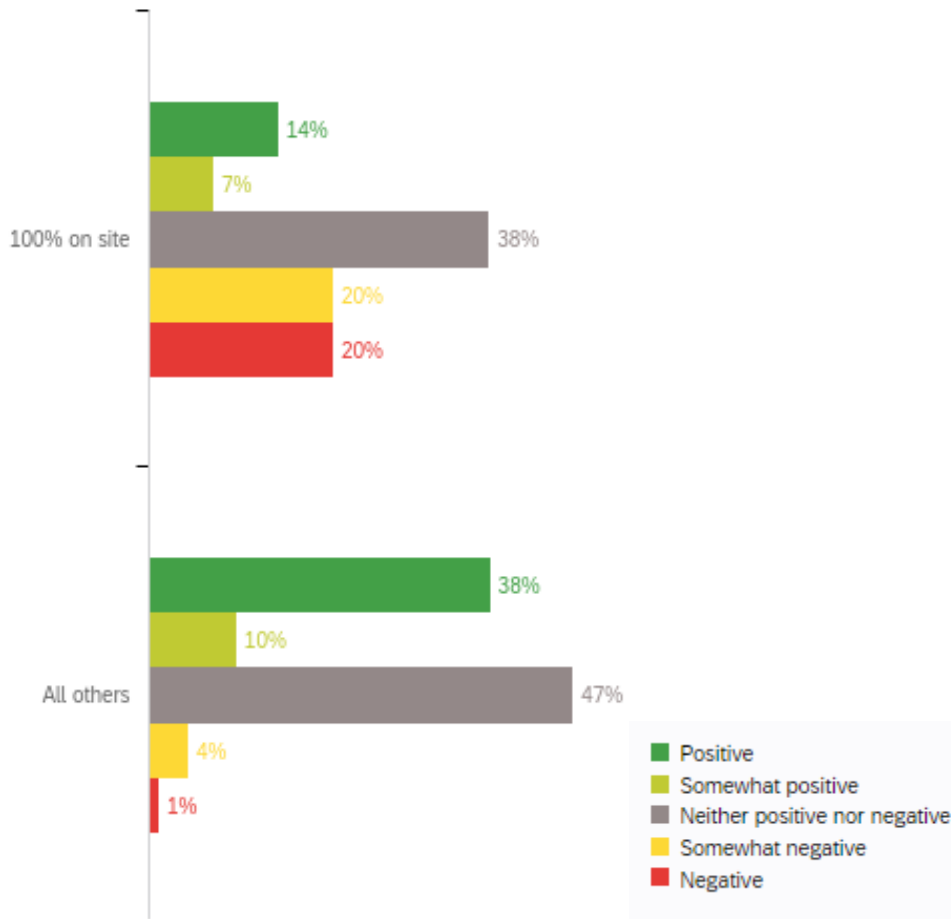
What impact has working remotely had on your relationship with campus clients?



Groups	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
100% on site	12%	13	7%	7	39%	41	21%	22	21%	22	2.69 (+0.16)	105
All others	41%	892	10%	213	45%	968	3%	68	1%	21	3.87 (+0.13)	2162

*Difference in average score from Oct. 2021 FWA survey.

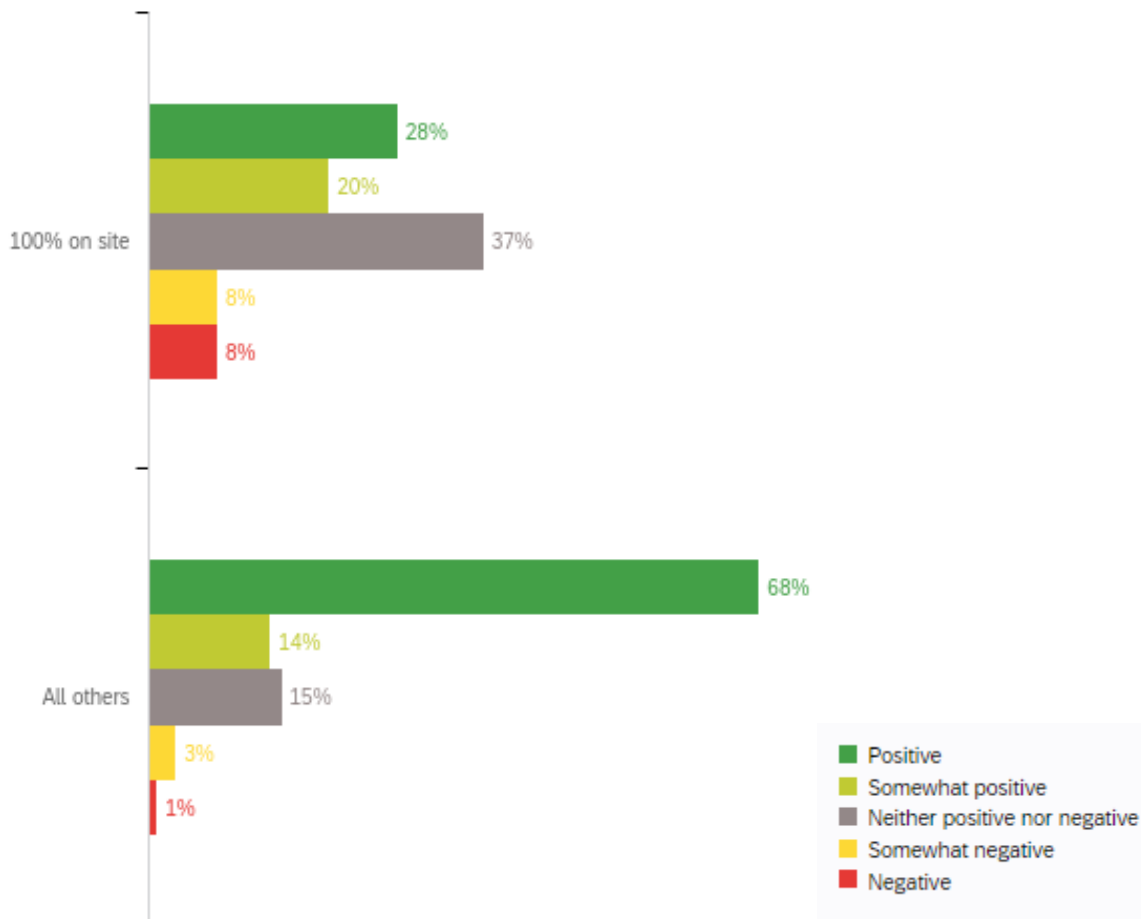
What impact has working remotely had on your relationship with campus stakeholders?



Groups	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
100% on site	14%	14	7%	7	38%	37	20%	20	20%	20	2.74 (+0.13)	98
All others	38%	829	10%	212	47%	1031	4%	95	1%	24	3.79 (+.10)	2191

*Difference in average score from Oct. 2021 FWA survey.

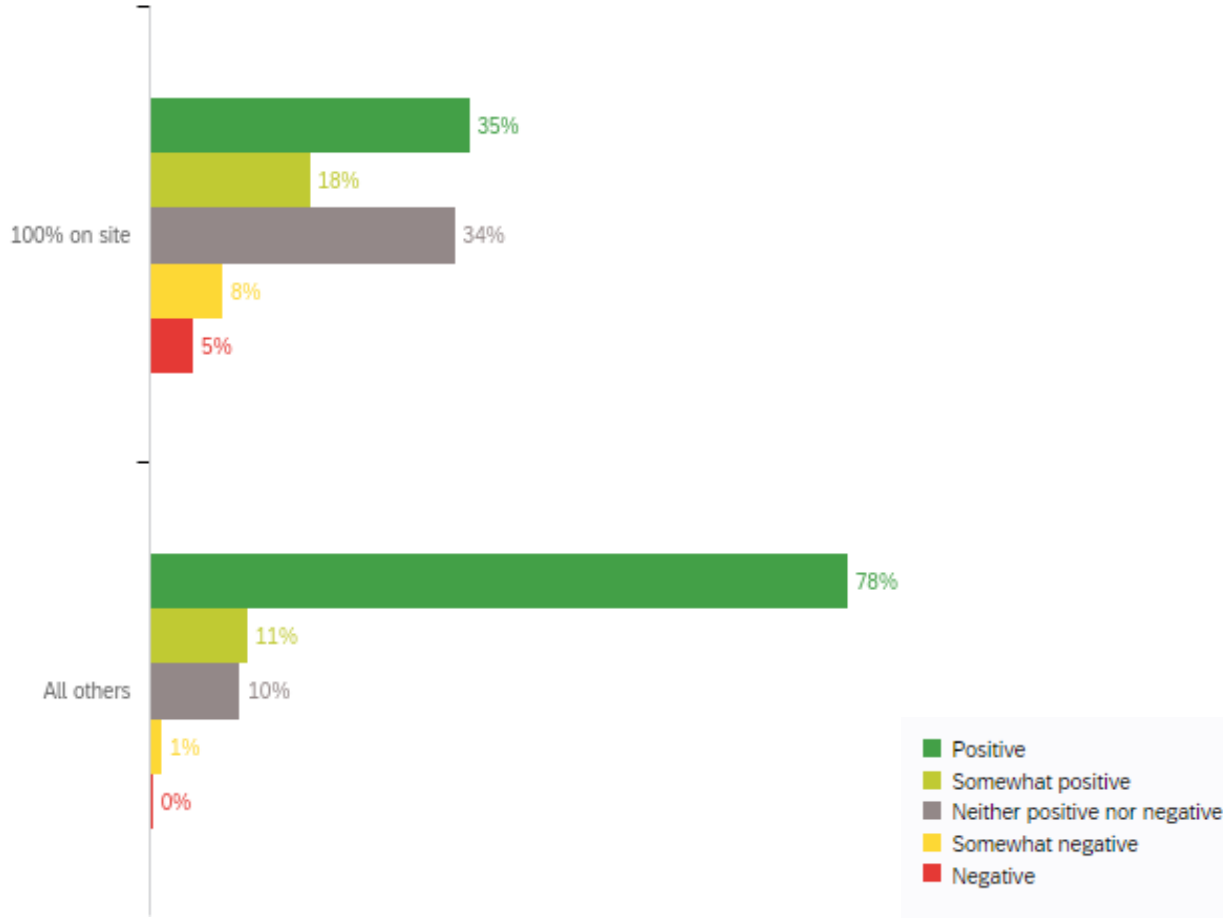
What impact has working remotely had on your relationship with your domestic partner?



Groups	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
100% on site	28%	29	20%	21	37%	39	8%	8	8%	8	3.52 (+0.14)	105
All others	68%	1677	14%	334	15%	364	3%	74	1%	22	4.44 (+0.18)	2471

*Difference in average score from Oct. 2021 FWA survey.

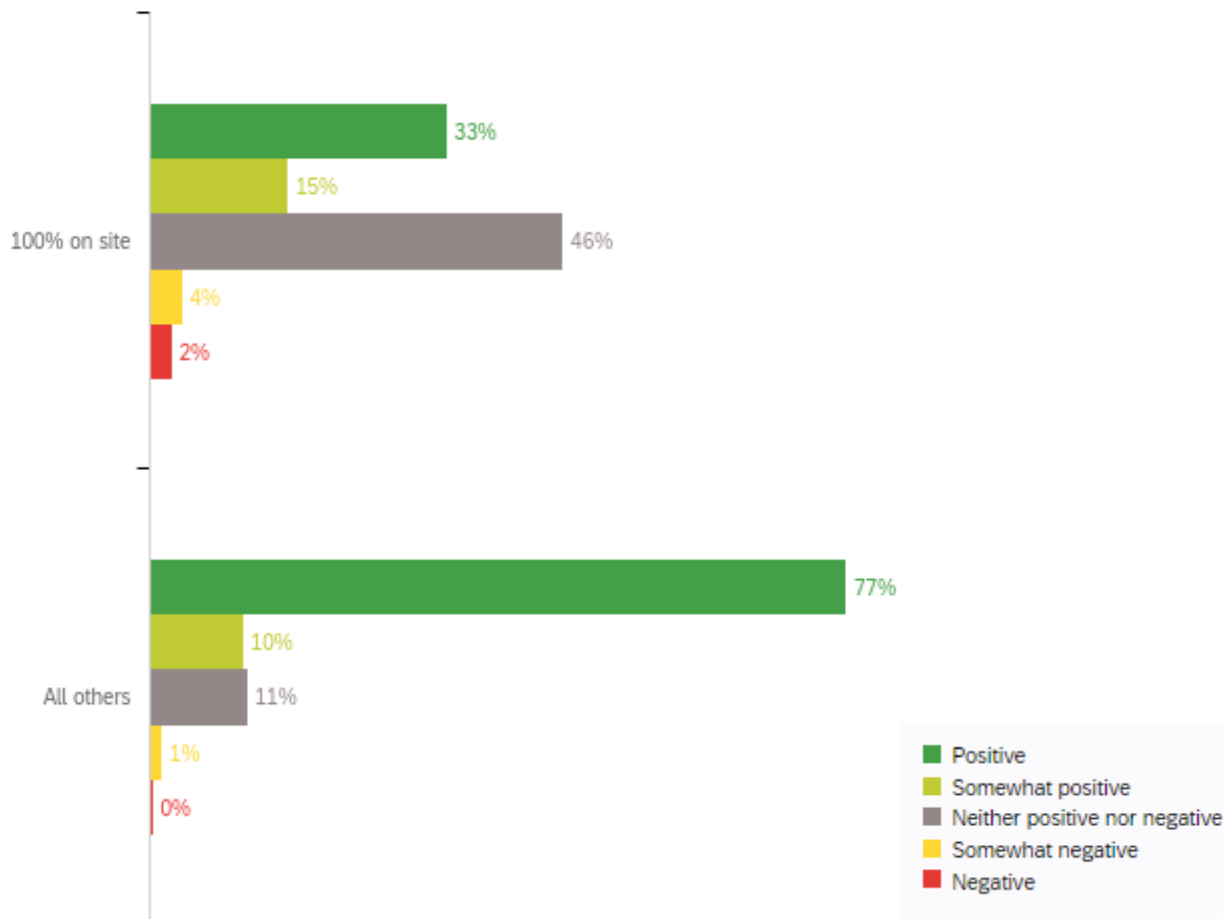
What impact has working remotely had on your relationship with your children?



Groups	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
100% on site	35%	22	18%	11	34%	21	8%	5	5%	3	3.71 (+0.22)	62
All others	78%	1239	11%	173	10%	160	1%	21	0%	5	4.64 (+0.13)	1598

*Difference in average score from Oct. 2021 FWA survey.

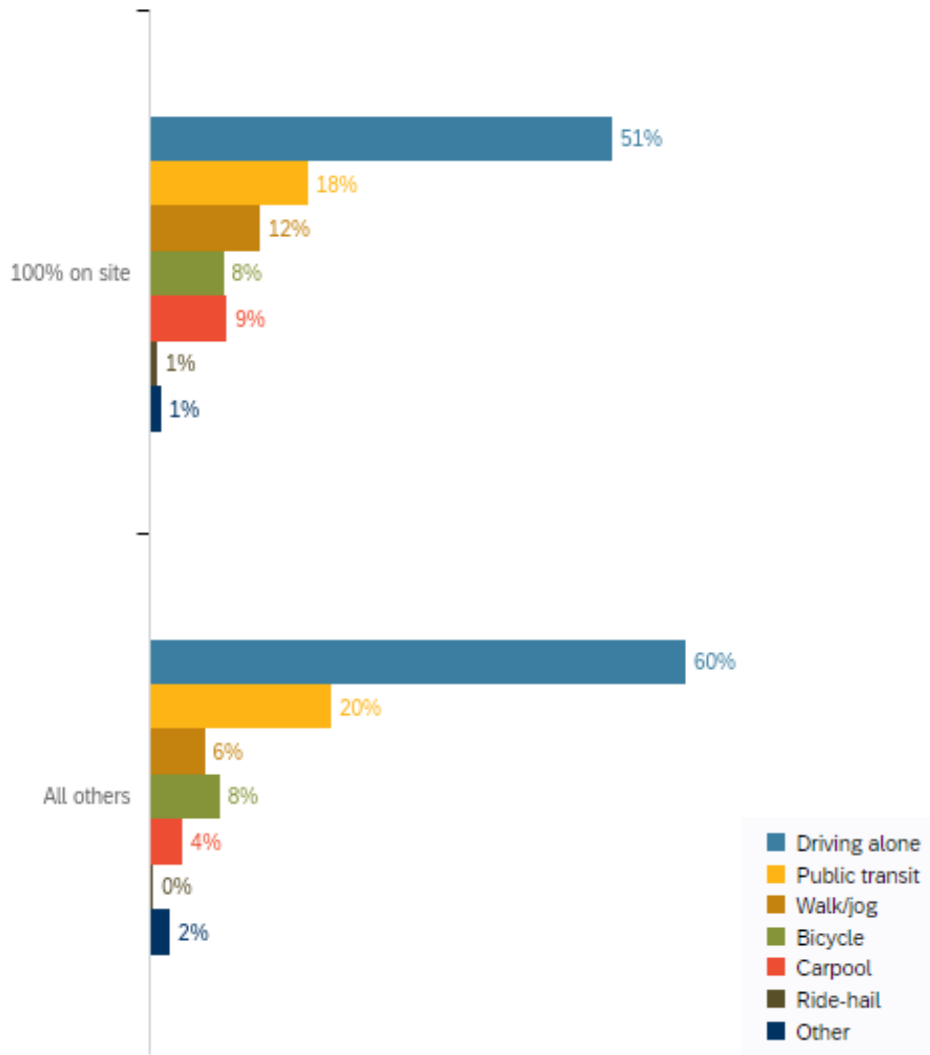
What impact has working remotely had on your relationship with others in your household?



Groups	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score*	Total
100% on site	33%	28	15%	13	46%	39	4%	3	2%	2	3.73 (-0.03)	85
All others	77%	1695	10%	226	11%	236	1%	28	0%	6	4.63 (+0.14)	2191

*Difference in average score from Oct. 2021 FWA survey.

On days you come to campus, how do you/will you commute?



Groups	Driving alone		Public transit		Walk/jog		Bicycle		Carpool		Ride-hail		Other		Total
100% on site	51%	126	18%	43	12%	30	8%	20	9%	21	1%	2	1%	3	245
All others	60%	1737	20%	588	6%	177	8%	227	4%	107	0%	12	2%	66	2914

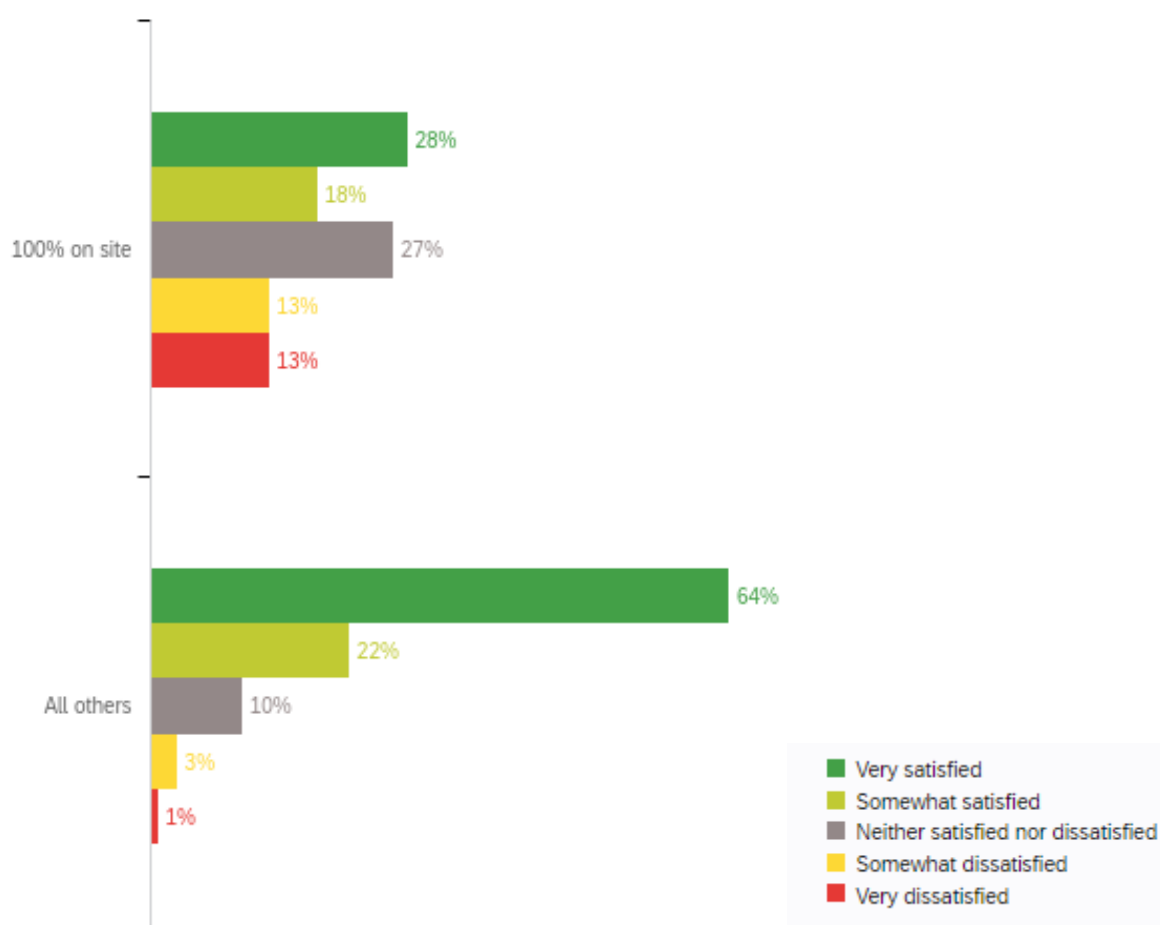
Thinking about your experience working remotely, have you experienced any of the following on an ongoing basis? (Check all that apply)

Question	100% on site		All others		Total
Internet connectivity issues (reliability, slow speeds)	10%	64	90%	551	615
Difficulty accessing network drives/files	16%	44	84%	226	270
Difficulty connecting to a VPN	12%	26	88%	197	223
Lack of timely technical support for basic computer hardware/software issues	14%	34	86%	212	246
Lack of access to important software or databases	25%	35	75%	106	141
Lack of access to equipment like dual monitors, printers, external keyboards, scientific equipment, etc.	13%	60	87%	402	462
Lack of timely information (because of working remotely) that would help me do my job better	29%	41	71%	100	141
My home workspace is not the same quality as that at work	12%	72	88%	543	615
Higher utility and other expenses connected with remote work	6%	37	94%	631	668
Low morale	20%	42	80%	167	209
Feeling disconnected from the team/office	12%	75	88%	551	626
Frequent distractions from kids, pets or other people at home	17%	41	83%	198	239
Missing the commute time to exercise or relax	10%	29	90%	252	281
Struggling to unplug from work	6%	51	94%	776	827
Difficulty staying motivated	15%	40	85%	231	271
Lower productivity	31%	46	69%	101	147
Having difficulty participating in hybrid meetings (a mix of onsite and remote people in the same meeting)	11%	36	89%	282	318
Experience Zoom fatigue	7%	66	93%	843	909
None of these have negatively impacted me	6%	70	94%	1164	1234

Thinking about your experience working remotely, have you experienced any of the following on an ongoing basis? (Check all that apply)

Question	100% on site		All others		Total
	%	Count	%	Count	
Increased productivity	2%	34	98%	1928	1962
Better able to concentrate on work tasks	2%	44	98%	2120	2164
Worry less about hostile colleagues	3%	30	97%	902	932
Worry less about a hostile manager	5%	21	95%	419	440
Spending more time with family or friends	2%	47	98%	1856	1903
Sleeping more	3%	53	97%	1651	1704
Getting to know my neighbors better	3%	16	97%	529	545
More time to work on household projects/chores	3%	51	97%	1416	1467
Saving money by not commuting to work (spending less on gas, public transportation, parking, etc.	3%	73	97%	2494	2567
Saving money by not eating out as frequently	3%	56	97%	1949	2005
Not commuting to work is decreasing my stress level	2%	50	98%	2152	2202
Exercising more	3%	50	97%	1692	1742
Eating more healthily	3%	45	97%	1693	1738
None of these have applied to me	51%	91	49%	89	180

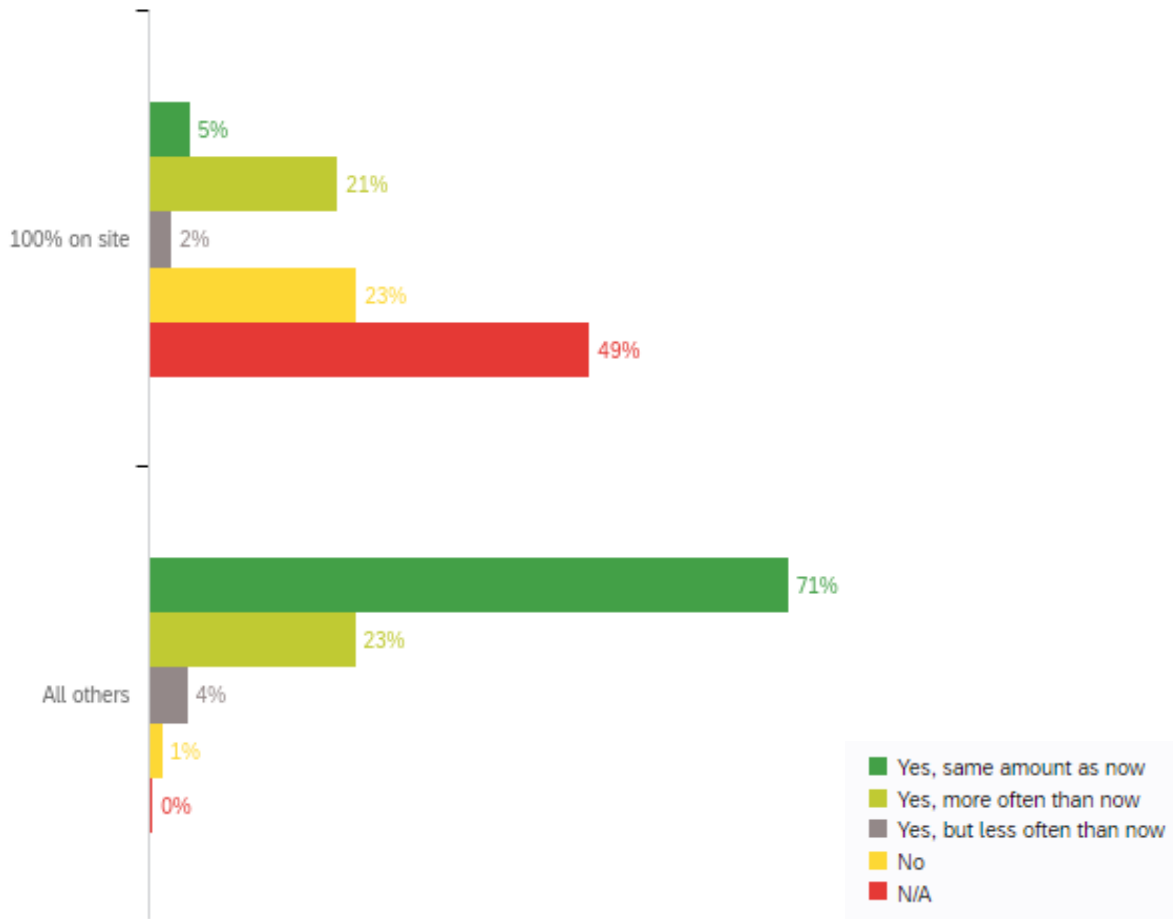
How satisfied have you been with the technical support you've received while working remotely?



Groups	Very satisfied		Somewhat satisfied		Neither satisfied nor dissatisfied		Somewhat dissatisfied		Very dissatisfied		Avg. Score*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
100% on site	28%	37	18%	24	27%	35	13%	17	13%	17	3.36 (-0.27)	130
All others	64%	1870	22%	641	10%	294	3%	83	1%	21	4.46 (+0.18)	2909

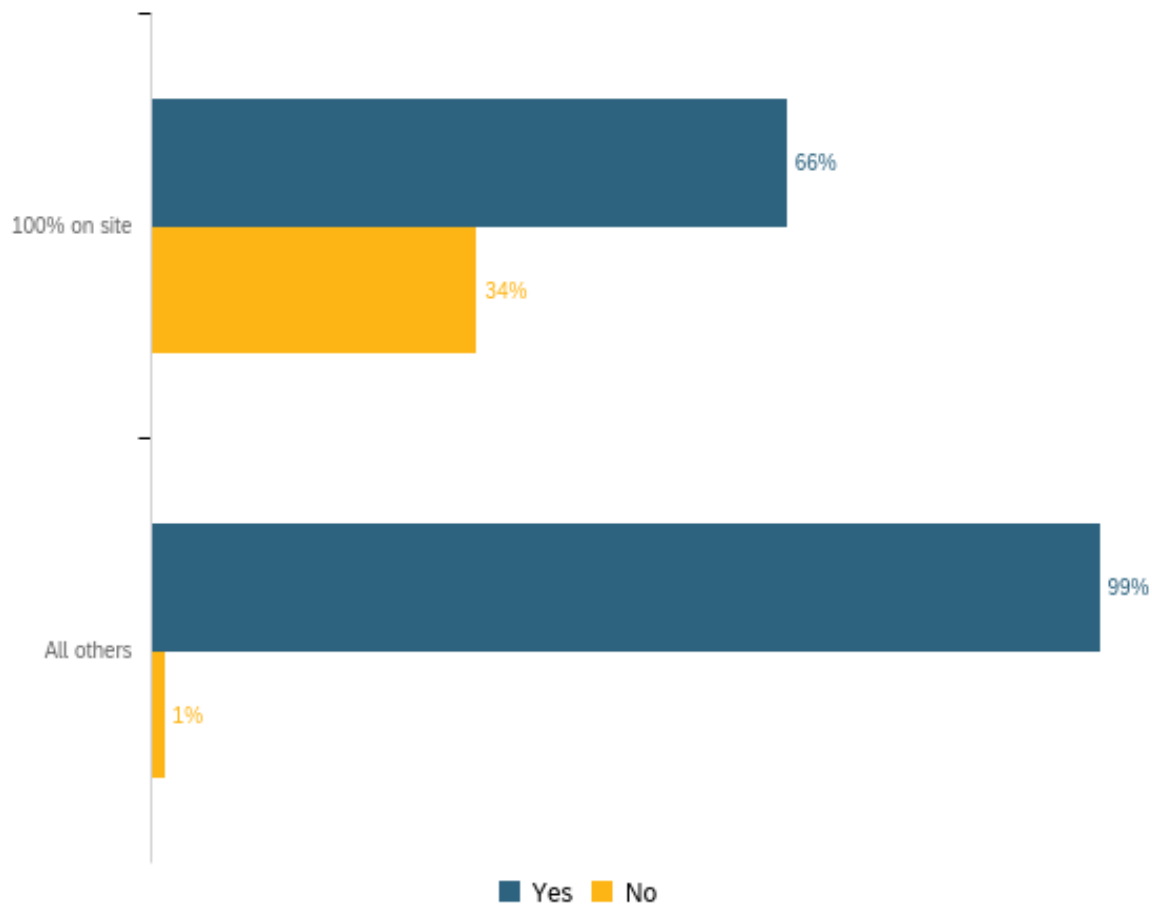
*Difference in average score from Oct. 2021 FWA survey.

Would you like to continue working remotely?



Groups	Yes, same amount as now		Yes, more often than now		Yes, but less often than now		No		N/A		Total
100% on site	5%	11	21%	51	2%	6	23%	56	49%	119	243
All others	71%	2273	23%	732	4%	137	1%	46	0%	14	3202

Regardless of how much you are (or are not) working remotely, do you think that UC Berkeley benefits from offering Flexible Work Arrangements?

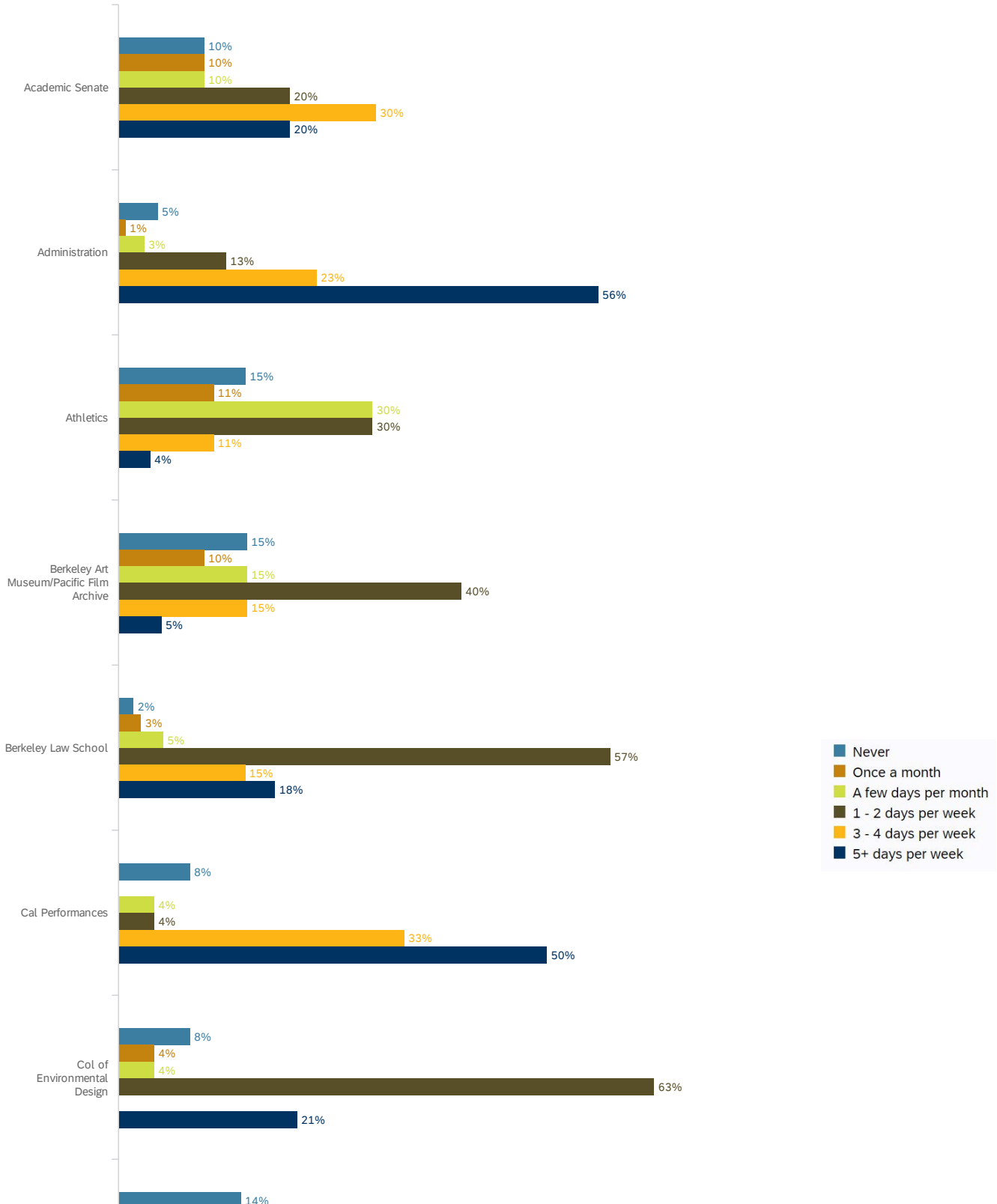


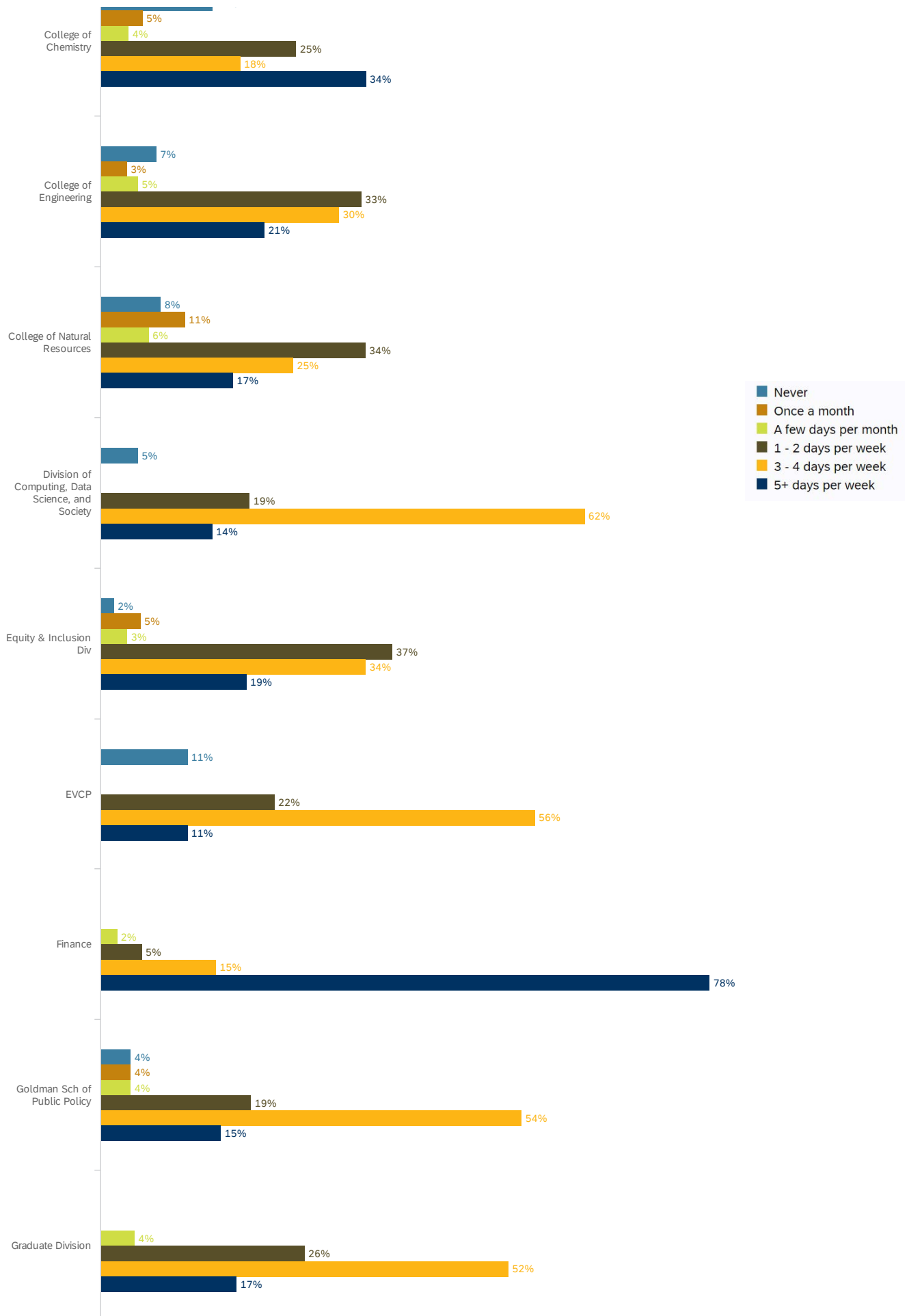
Groups	Yes		No		Total
100% on site	66%	158	34%	81	239
All others	99%	3124	1%	43	3167

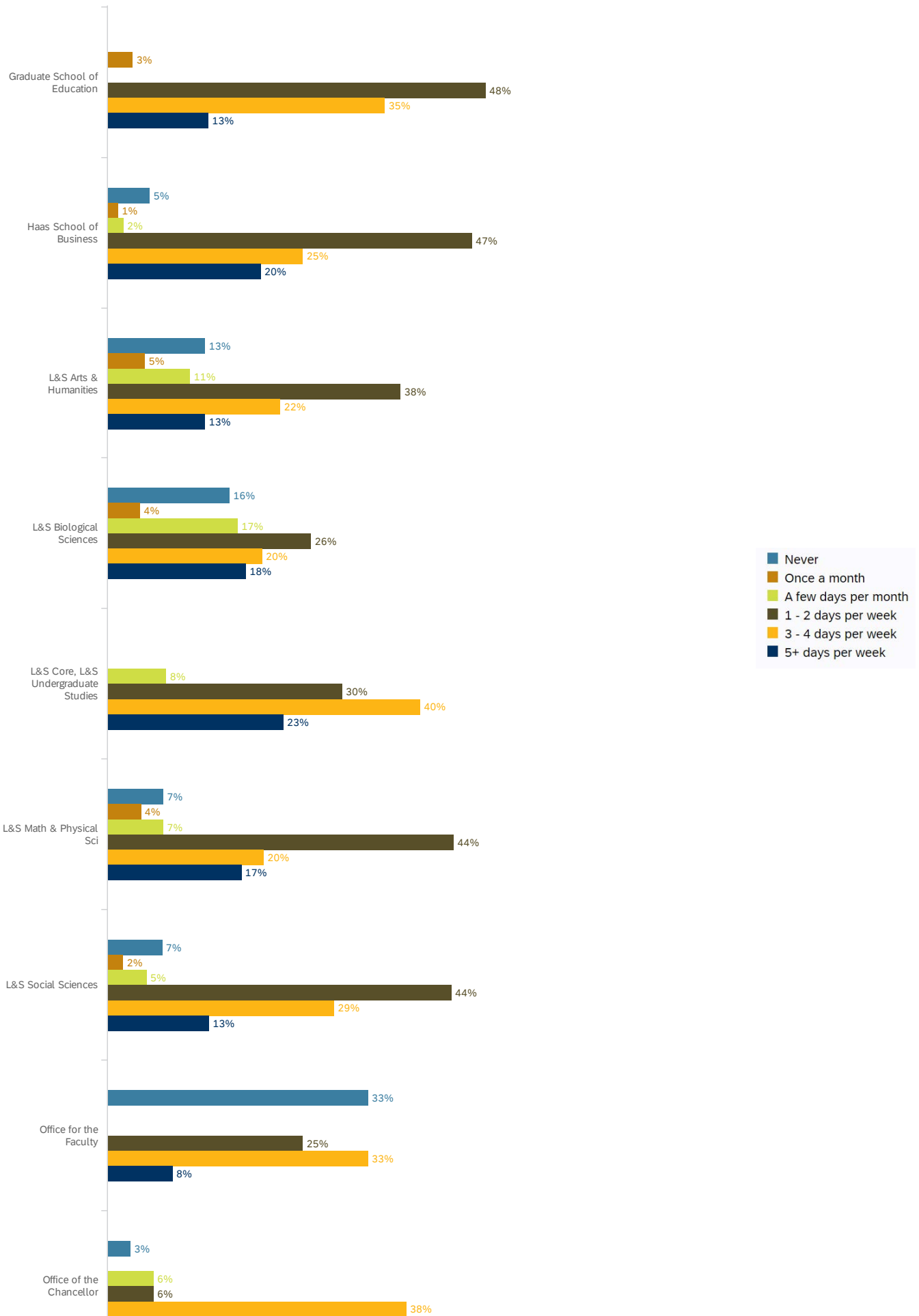
Berkeley People & Culture

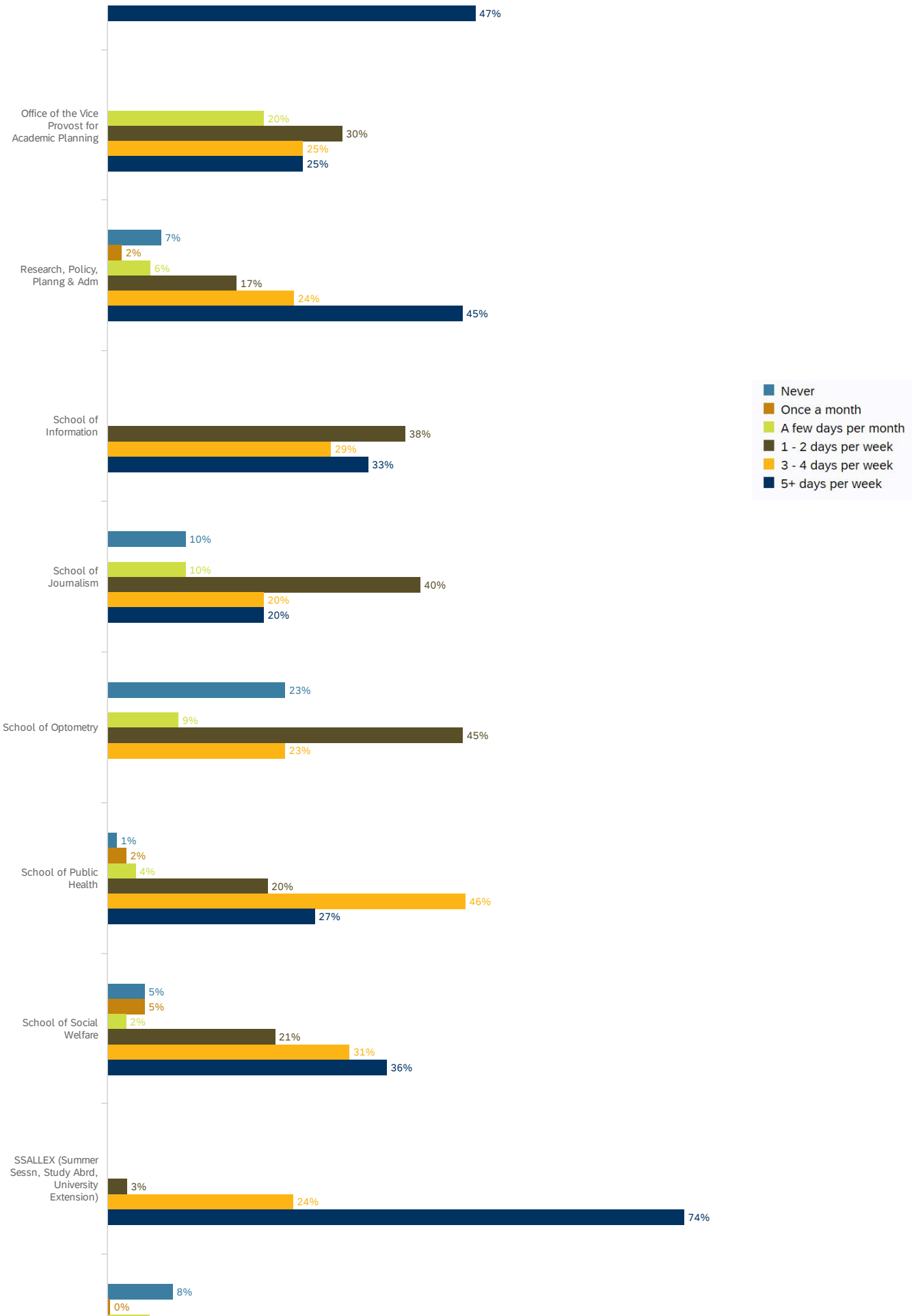
Flexible Work Arrangement - Divisions February 2023

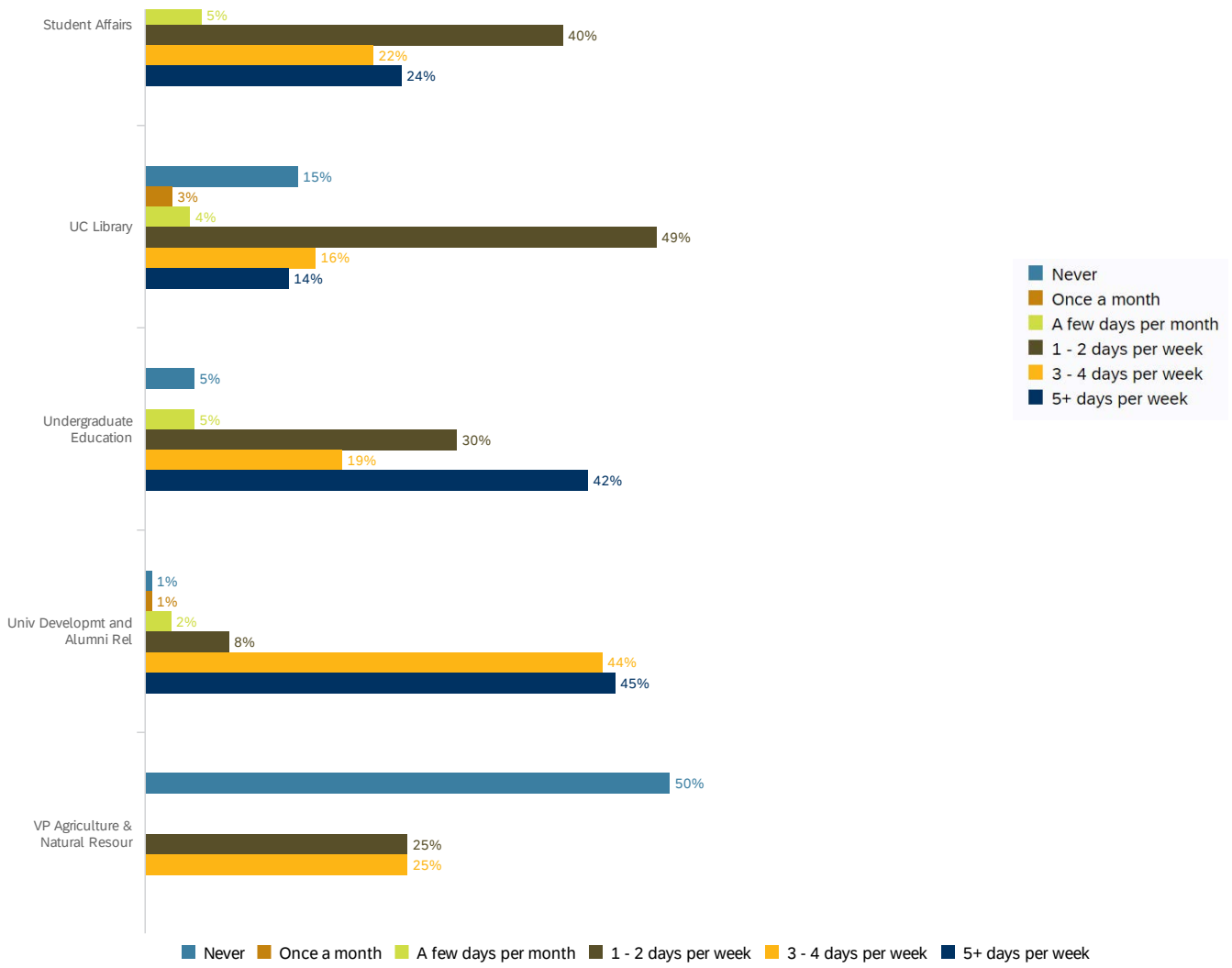
On average, how often are you working remotely?







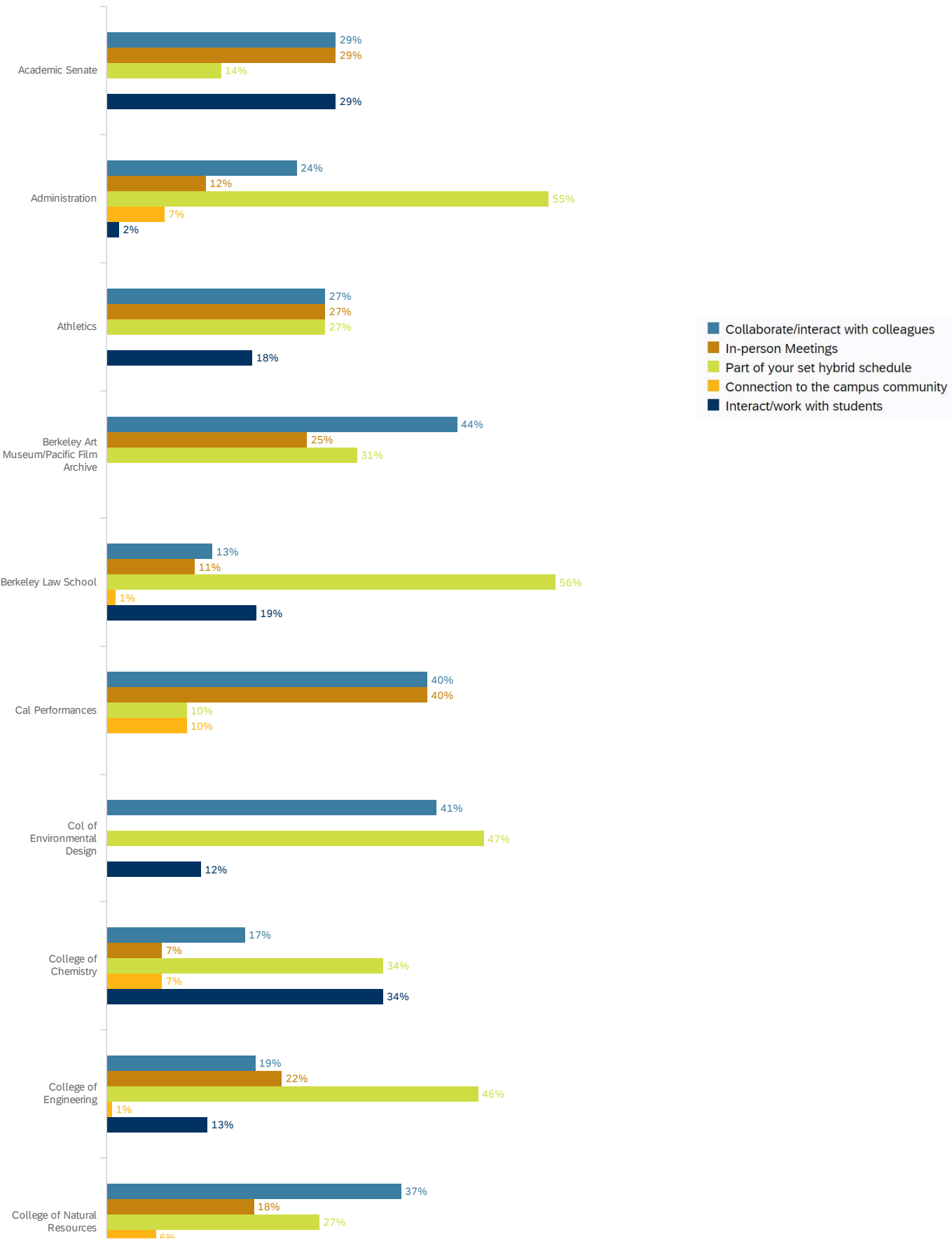


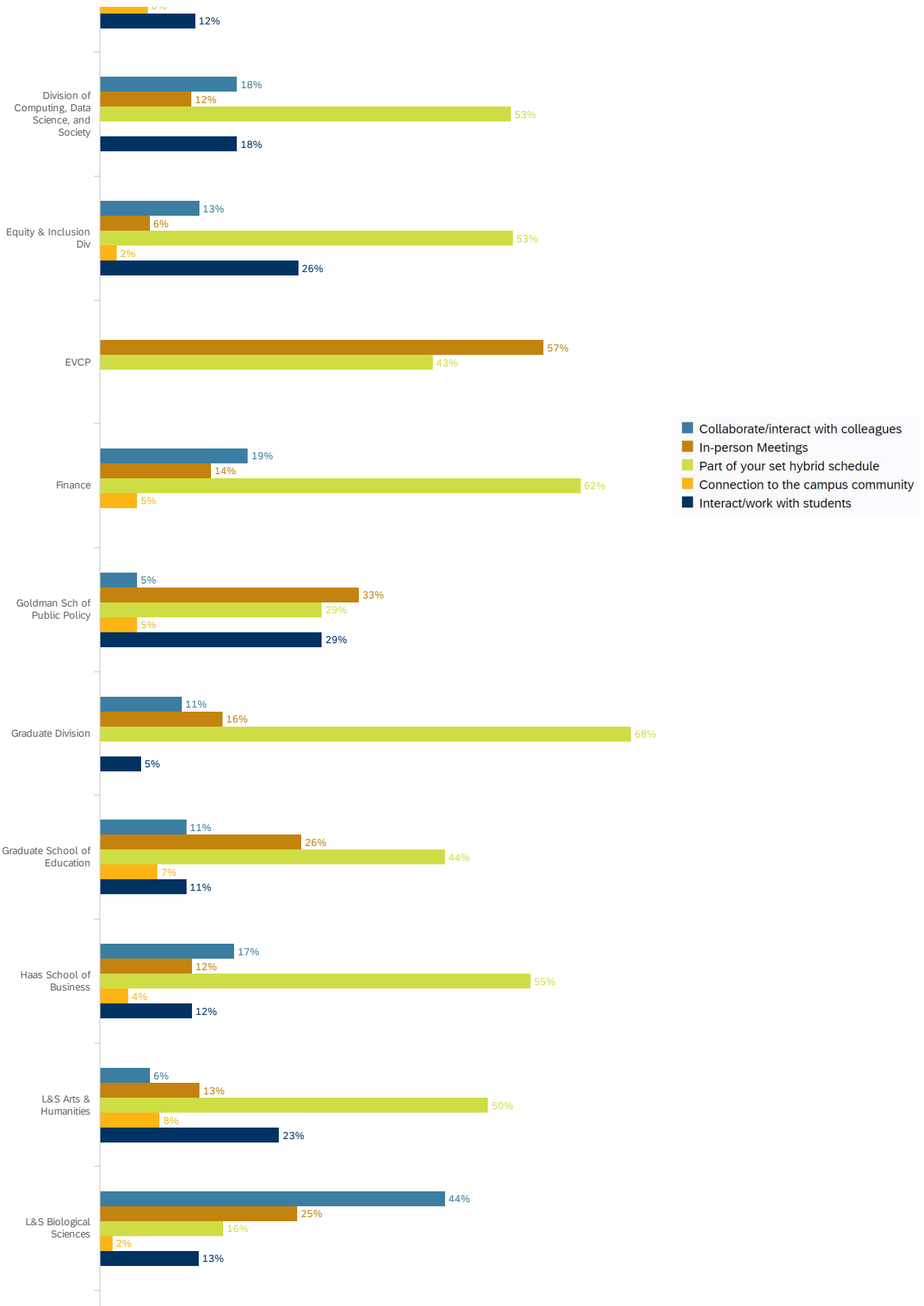


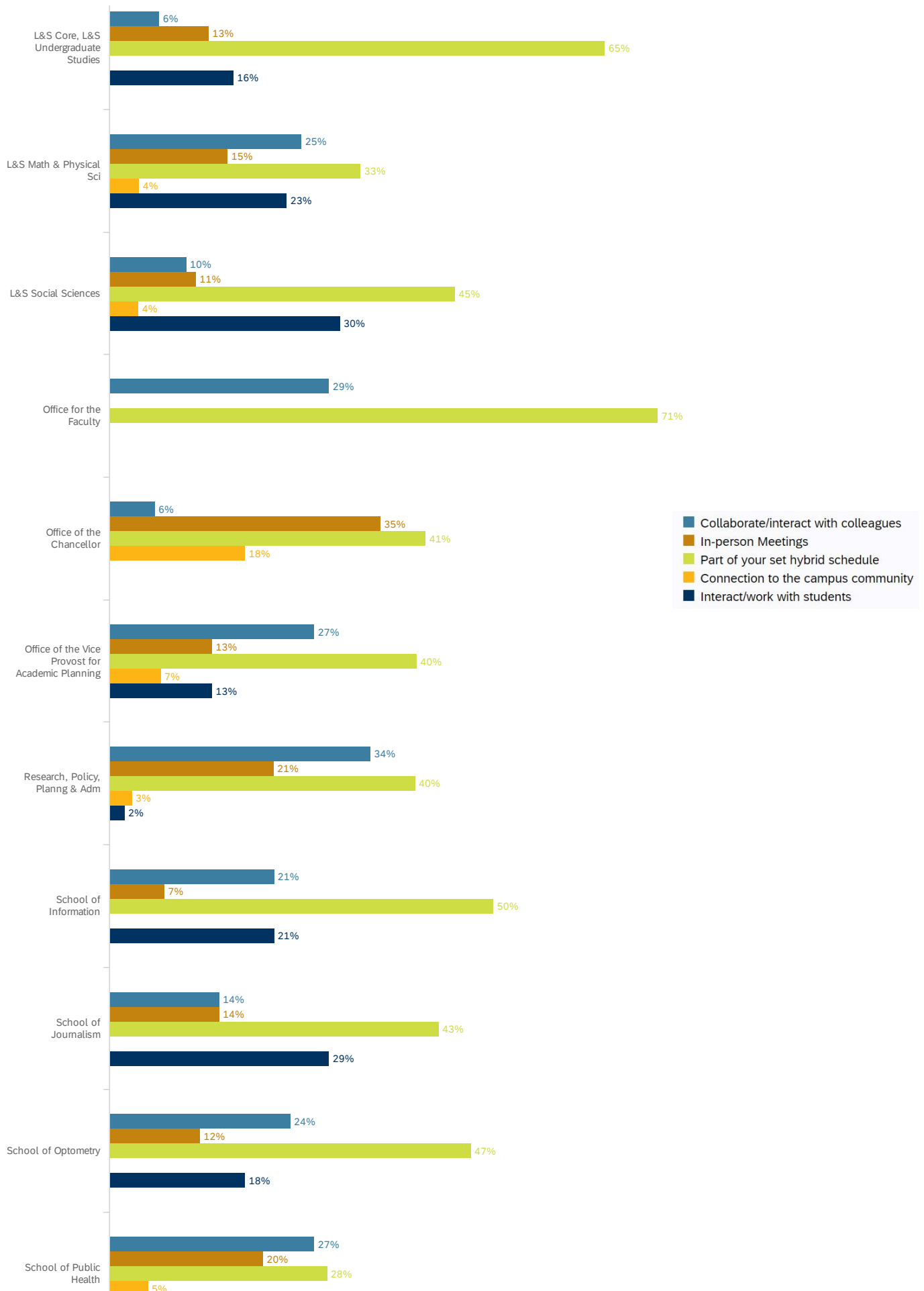
On average, how often are you working remotely?

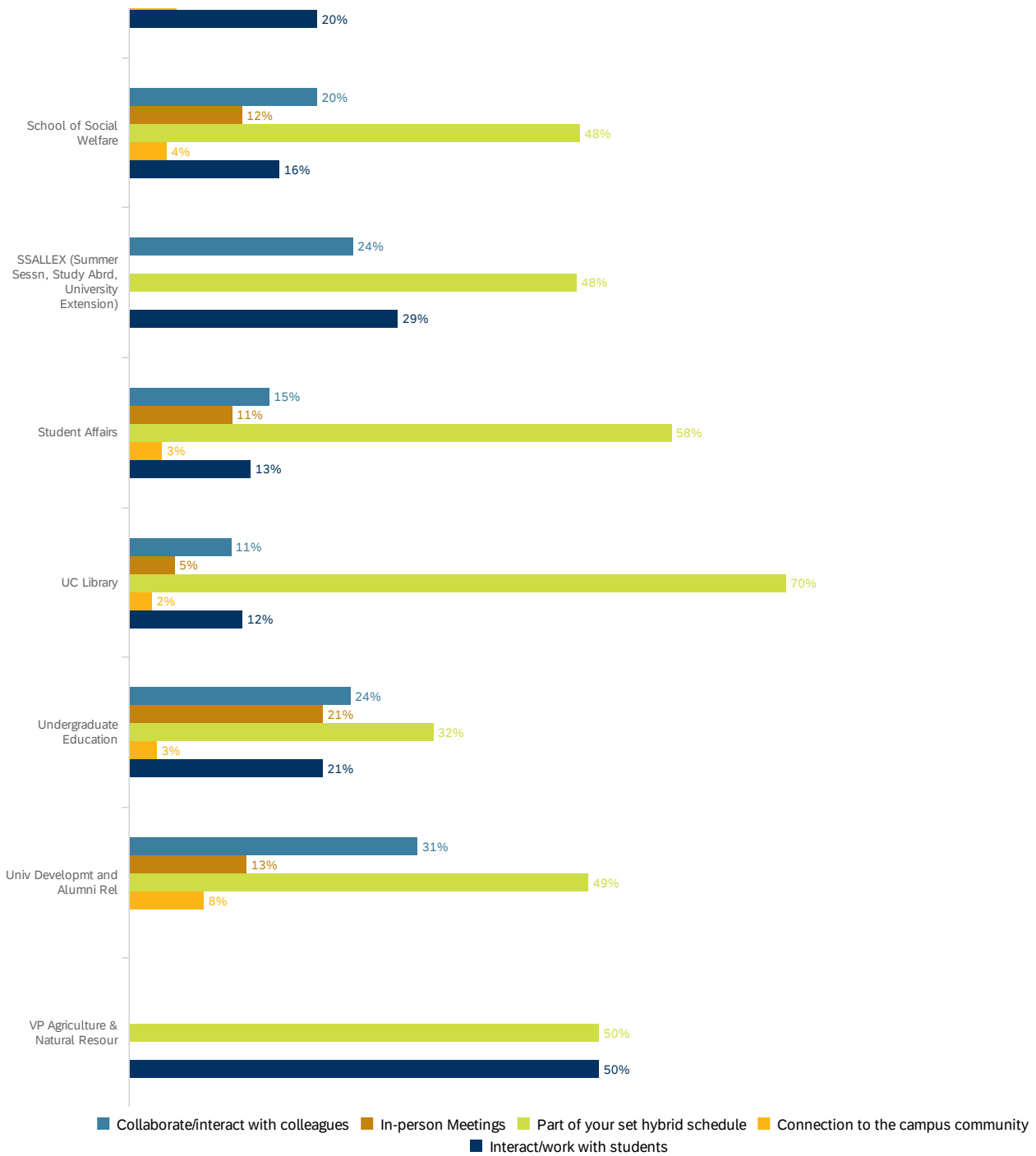
Question	Never		Once a month		A few days per month		1 - 2 days per week		3 - 4 days per week		5+ days per week		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Academic Senate	10%	1	10%	1	10%	1	20%	2	30%	3	20%	2	10
Administration	5%	23	1%	4	3%	15	13%	63	23%	116	56%	281	502
Athletics	15%	4	11%	3	30%	8	30%	8	11%	3	4%	1	27
Berkeley Art Museum/Pacific Film Archive	15%	3	10%	2	15%	3	40%	8	15%	3	5%	1	20
Berkeley Law School	2%	2	3%	3	5%	6	57%	66	15%	17	18%	21	115
Cal Performances	8%	2	0%	0	4%	1	4%	1	33%	8	50%	12	24
Col of Environmental Design	8%	2	4%	1	4%	1	63%	15	0%	0	21%	5	24
College of Chemistry	14%	8	5%	3	4%	2	25%	14	18%	10	34%	19	56
College of Engineering	7%	15	3%	7	5%	10	33%	70	30%	64	21%	44	210
College of Natural Resources	8%	5	11%	7	6%	4	34%	22	25%	16	17%	11	65
Division of Computing, Data Science, and Society	5%	1	0%	0	0%	0	19%	4	62%	13	14%	3	21
Equity & Inclusion Div	2%	1	5%	3	3%	2	37%	22	34%	20	19%	11	59
EVCP	11%	1	0%	0	0%	0	22%	2	56%	5	11%	1	9
Finance	0%	0	0%	0	2%	2	5%	5	15%	14	78%	74	95
Goldman Sch of Public Policy	4%	1	4%	1	4%	1	19%	5	54%	14	15%	4	26
Graduate Division	0%	0	0%	0	4%	1	26%	6	52%	12	17%	4	23
Graduate School of Education	0%	0	3%	1	0%	0	48%	15	35%	11	13%	4	31
Haas School of Business	5%	8	1%	2	2%	3	47%	69	25%	37	20%	29	148
L&S Arts & Humanities	13%	13	5%	5	11%	11	38%	39	22%	23	13%	13	104
L&S Biological Sciences	16%	15	4%	4	17%	16	26%	25	20%	19	18%	17	96
L&S Core, L&S Undergraduate Studies	0%	0	0%	0	8%	3	30%	12	40%	16	23%	9	40
L&S Math & Physical Sci	7%	5	4%	3	7%	5	44%	31	20%	14	17%	12	70
L&S Social Sciences	7%	7	2%	2	5%	5	44%	44	29%	29	13%	13	100
Office for the Faculty	33%	4	0%	0	0%	0	25%	3	33%	4	8%	1	12
Office of the Chancellor	3%	1	0%	0	6%	2	6%	2	38%	13	47%	16	34
Office of the Vice Provost for Academic Planning	0%	0	0%	0	20%	4	30%	6	25%	5	25%	5	20
Research, Policy, Planng & Adm	7%	15	2%	4	6%	12	17%	36	24%	52	45%	99	218
School of Information	0%	0	0%	0	0%	0	38%	8	29%	6	33%	7	21
School of Journalism	10%	1	0%	0	10%	1	40%	4	20%	2	20%	2	10
School of Optometry	23%	5	0%	0	9%	2	45%	10	23%	5	0%	0	22
School of Public Health	1%	1	2%	2	4%	3	20%	17	46%	38	27%	22	83
School of Social Welfare	5%	2	5%	2	2%	1	21%	9	31%	13	36%	15	42
SSALLEX (Summer Sessn, Study Abrd, University Extension)	0%	0	0%	0	0%	0	3%	2	24%	19	74%	59	80
Student Affairs	8%	25	0%	1	5%	16	40%	119	22%	65	24%	73	299
UC Library	15%	17	3%	3	4%	5	49%	57	16%	19	14%	16	117
Undergraduate Education	5%	3	0%	0	5%	3	30%	19	19%	12	42%	27	64
Univ Developmt and Alumni Rel	1%	1	1%	1	2%	4	8%	13	44%	71	45%	73	163
VP Agriculture & Natural Resour	50%	2	0%	0	0%	0	25%	1	25%	1	0%	0	4

Why do you typically come to campus?





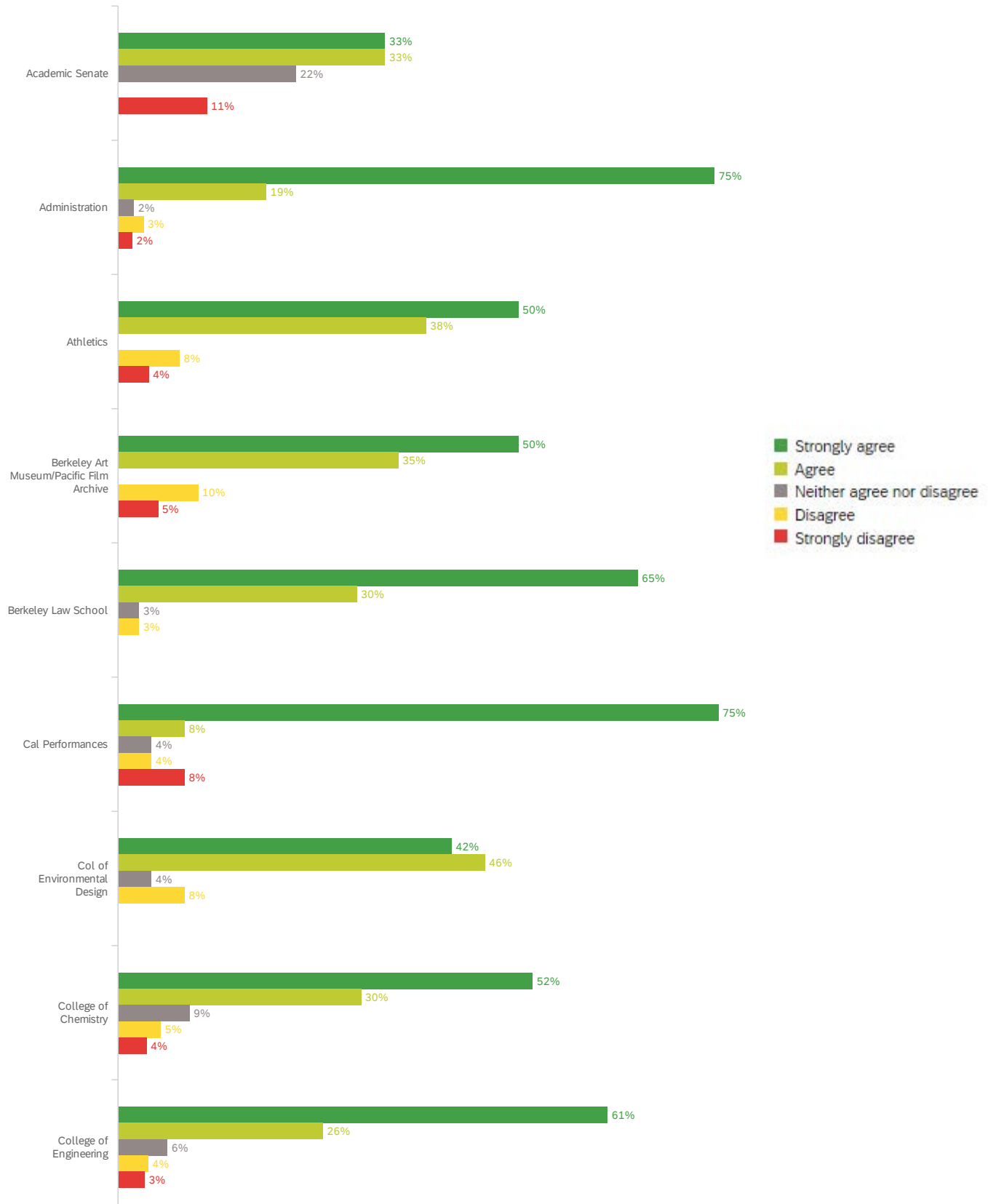


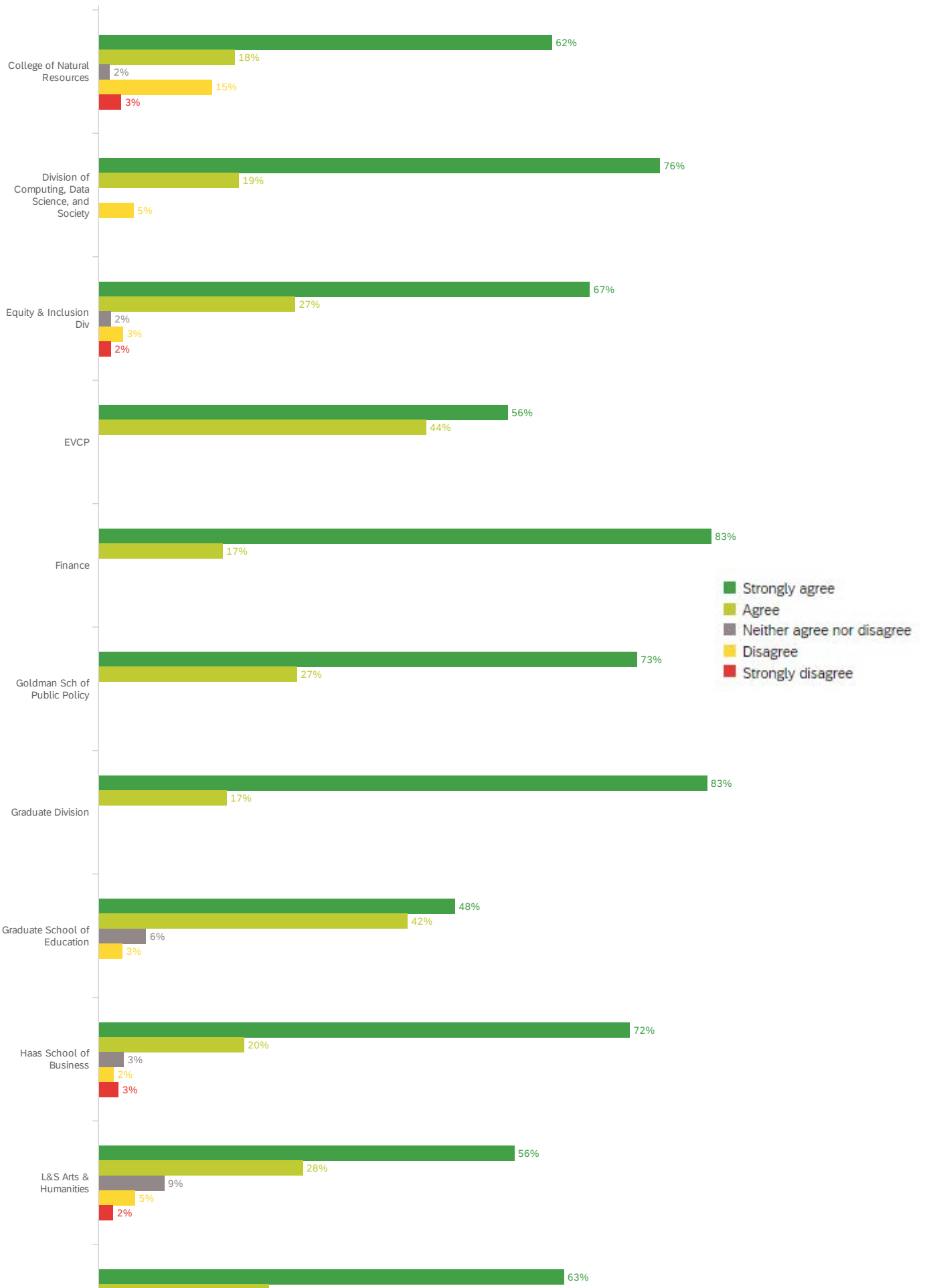


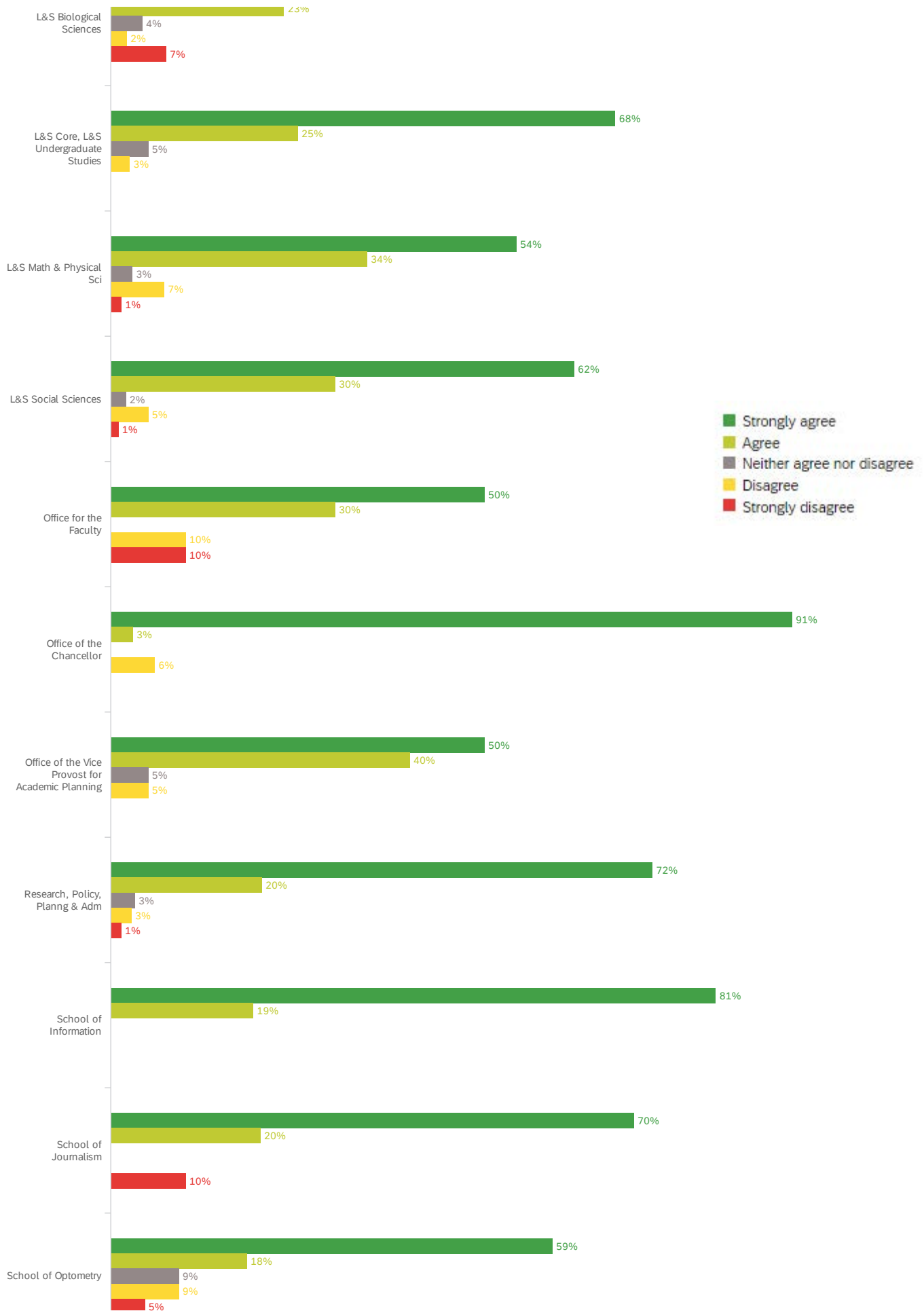
Why do you typically come to campus?

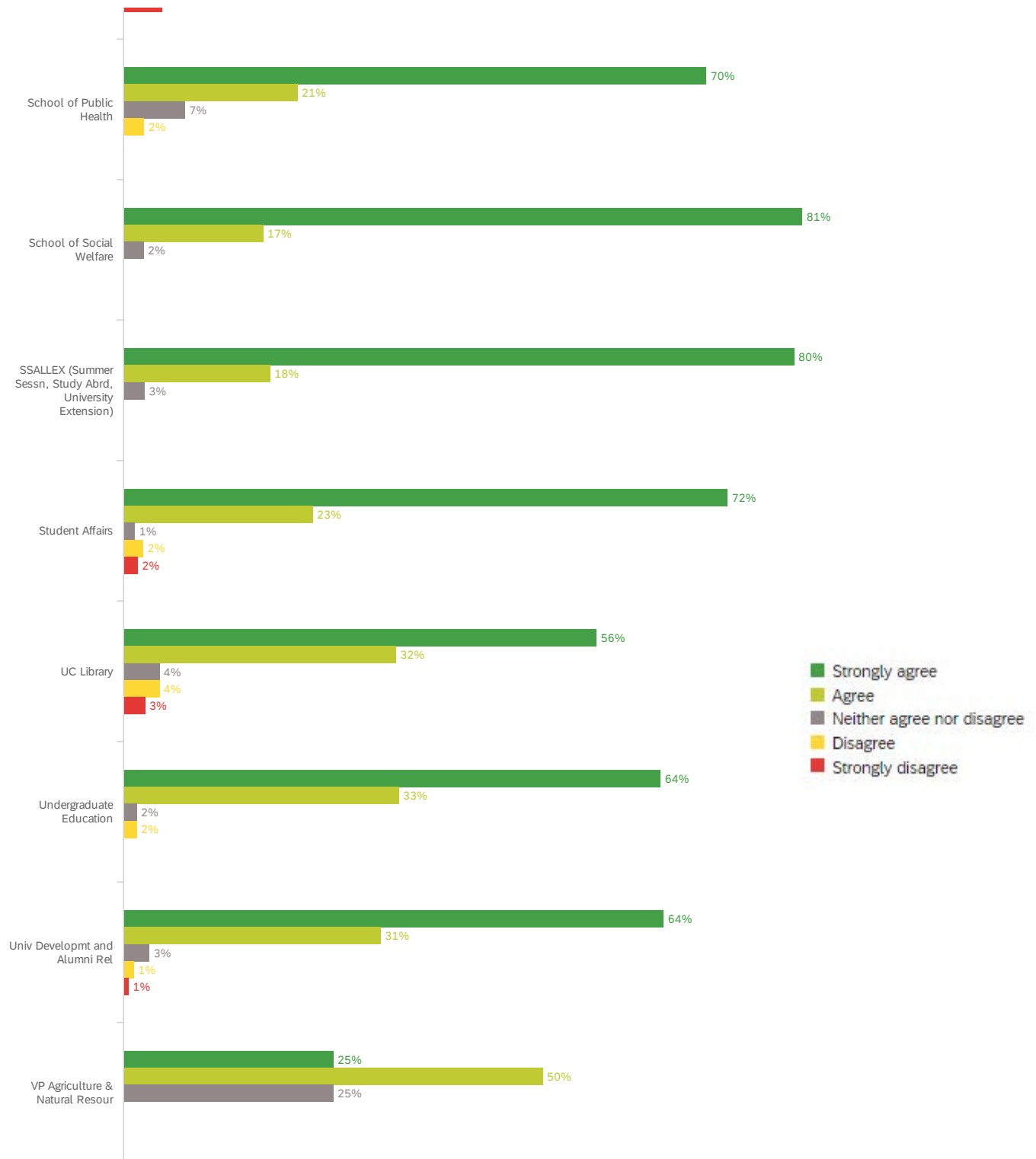
Question	Collaborate/interact with colleagues		In-person Meetings		Part of your set hybrid schedule		Connection to the campus community		Interact/work with students		Total
Academic Senate	29%	2	29%	2	14%	1	0%	0	29%	2	7
Administration	24%	46	12%	24	55%	107	7%	14	2%	3	194
Athletics	27%	6	27%	6	27%	6	0%	0	18%	4	22
Berkeley Art Museum/Pacific Film Archive	44%	7	25%	4	31%	5	0%	0	0%	0	16
Berkeley Law School	13%	12	11%	10	56%	51	1%	1	19%	17	91
Cal Performances	40%	4	40%	4	10%	1	10%	1	0%	0	10
Col of Environmental Design	41%	7	0%	0	47%	8	0%	0	12%	2	17
College of Chemistry	17%	5	7%	2	34%	10	7%	2	34%	10	29
College of Engineering	19%	28	22%	33	46%	70	1%	1	13%	19	151
College of Natural Resources	37%	18	18%	9	27%	13	6%	3	12%	6	49
Division of Computing, Data Science, and Society	18%	3	12%	2	53%	9	0%	0	18%	3	17
Equity & Inclusion Div	13%	6	6%	3	53%	25	2%	1	26%	12	47
EVCP	0%	0	57%	4	43%	3	0%	0	0%	0	7
Finance	19%	4	14%	3	62%	13	5%	1	0%	0	21
Goldman Sch of Public Policy	5%	1	33%	7	29%	6	5%	1	29%	6	21
Graduate Division	11%	2	16%	3	68%	13	0%	0	5%	1	19
Graduate School of Education	11%	3	26%	7	44%	12	7%	2	11%	3	27
Haas School of Business	17%	19	12%	13	55%	61	4%	4	12%	13	110
L&S Arts & Humanities	6%	5	13%	10	50%	39	8%	6	23%	18	78
L&S Biological Sciences	44%	28	25%	16	16%	10	2%	1	13%	8	63
L&S Core, L&S Undergraduate Studies	6%	2	13%	4	65%	20	0%	0	16%	5	31
L&S Math & Physical Sci	25%	13	15%	8	33%	17	4%	2	23%	12	52
L&S Social Sciences	10%	8	11%	9	45%	36	4%	3	30%	24	80
Office for the Faculty	29%	2	0%	0	71%	5	0%	0	0%	0	7
Office of the Chancellor	6%	1	35%	6	41%	7	18%	3	0%	0	17
Office of the Vice Provost for Academic Planning	27%	4	13%	2	40%	6	7%	1	13%	2	15
Research, Policy, Planng & Adm	34%	35	21%	22	40%	41	3%	3	2%	2	103
School of Information	21%	3	7%	1	50%	7	0%	0	21%	3	14
School of Journalism	14%	1	14%	1	43%	3	0%	0	29%	2	7
School of Optometry	24%	4	12%	2	47%	8	0%	0	18%	3	17
School of Public Health	27%	16	20%	12	28%	17	5%	3	20%	12	60
School of Social Welfare	20%	5	12%	3	48%	12	4%	1	16%	4	25
SSALLEX (Summer Sessn, Study Abrd, University Extension)	24%	5	0%	0	48%	10	0%	0	29%	6	21
Student Affairs	15%	30	11%	22	58%	116	3%	7	13%	26	201
UC Library	11%	9	5%	4	70%	58	2%	2	12%	10	83
Undergraduate Education	24%	8	21%	7	32%	11	3%	1	21%	7	34
Univ Developmt and Alumni Rel	31%	27	13%	11	49%	43	8%	7	0%	0	88
VP Agriculture & Natural Resour	0%	0	0%	0	50%	1	0%	0	50%	1	2

I can easily communicate with my coworkers (or colleagues) in my business unit (or office/lab/department) while they are working remotely.





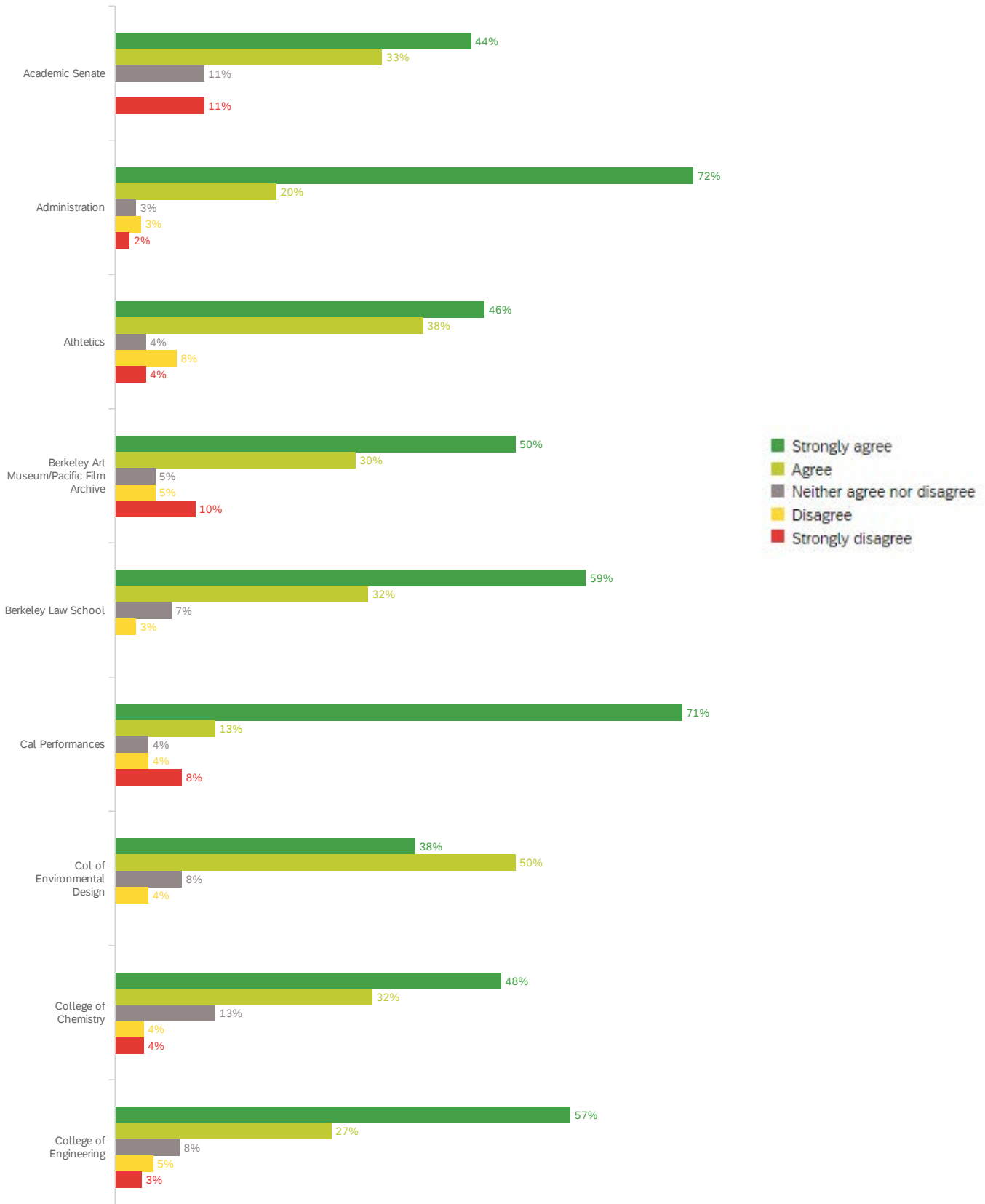


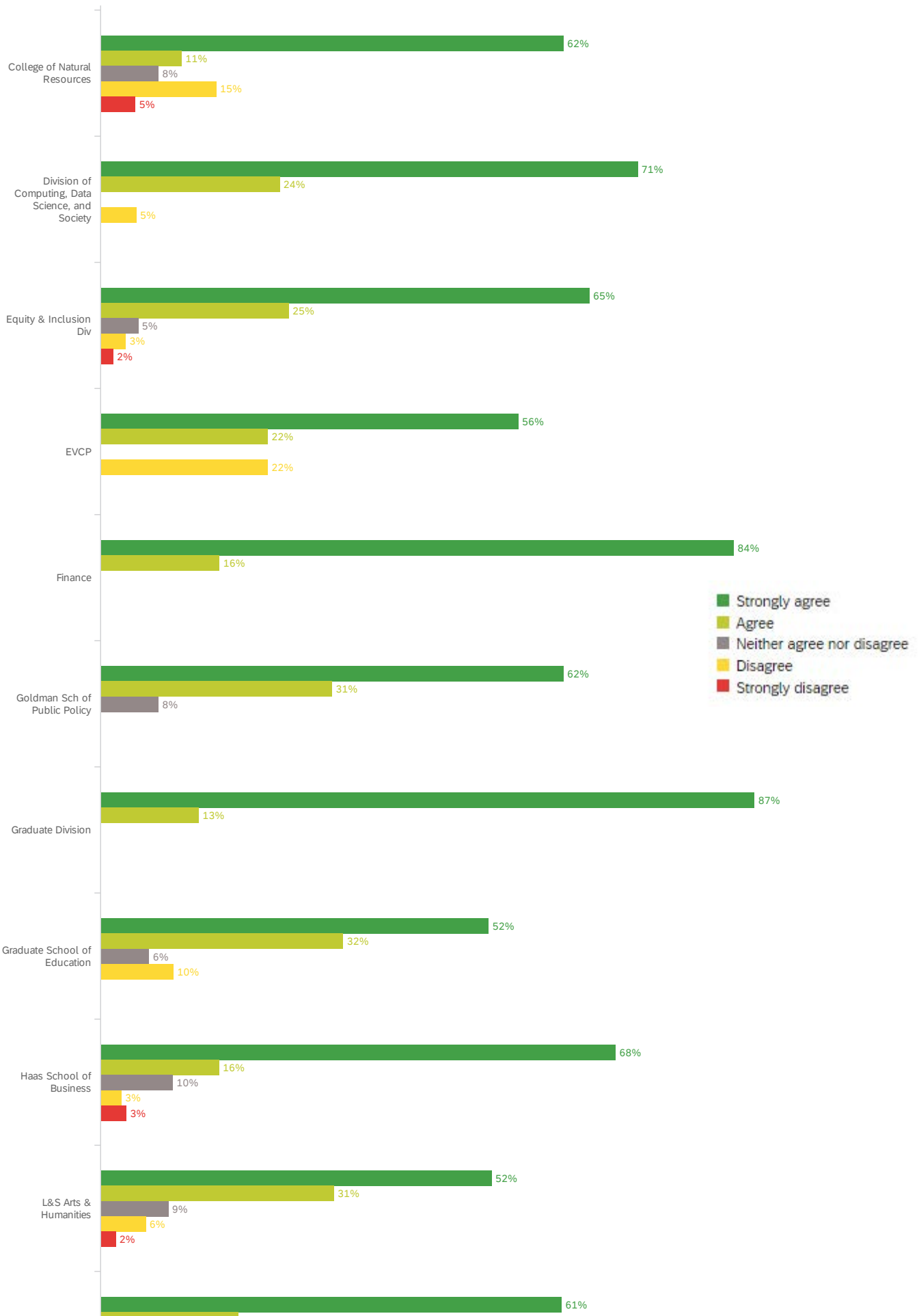


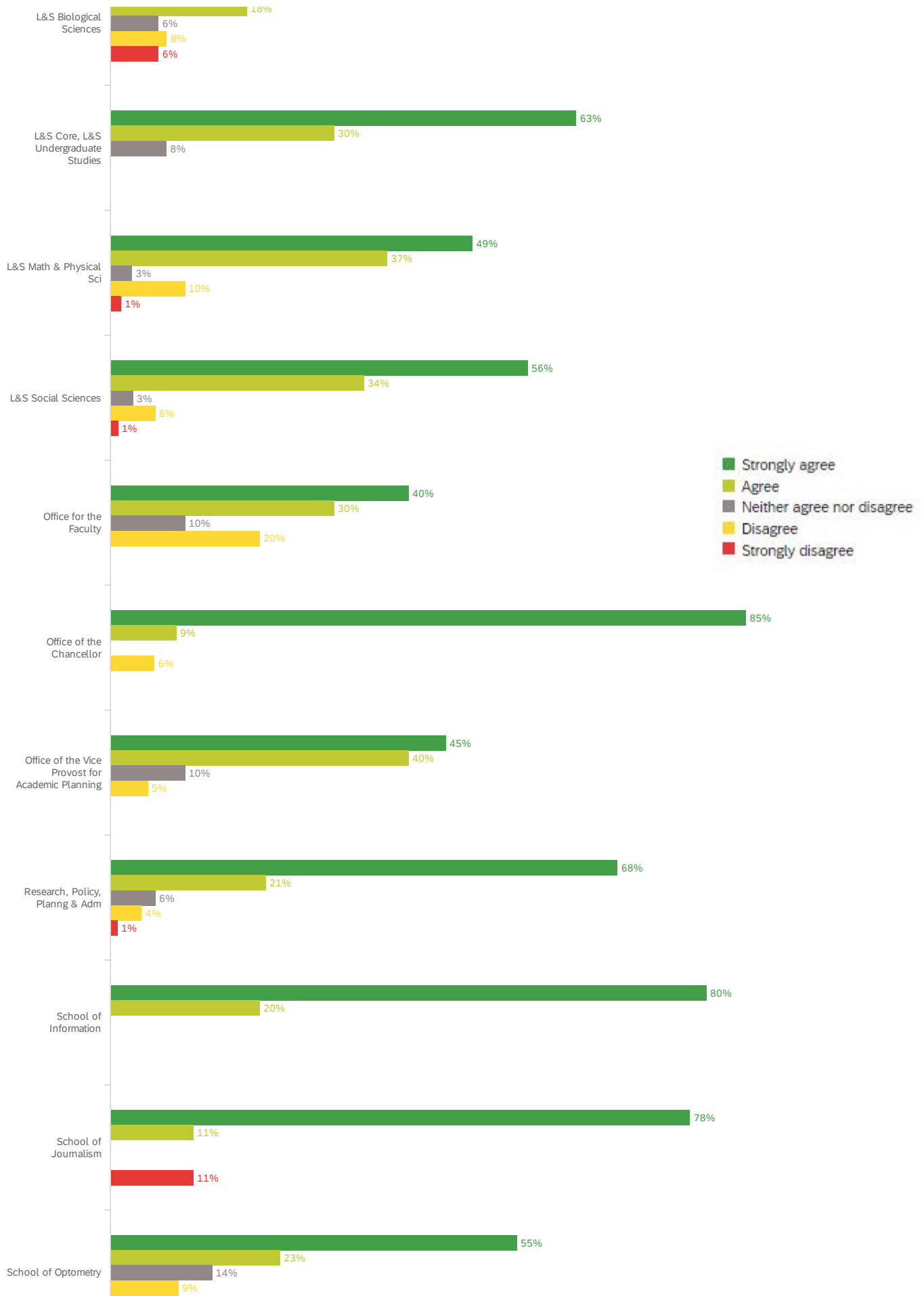
I can easily communicate with my coworkers (or colleagues) in my business unit (or office/lab/department) while they are working remotely.

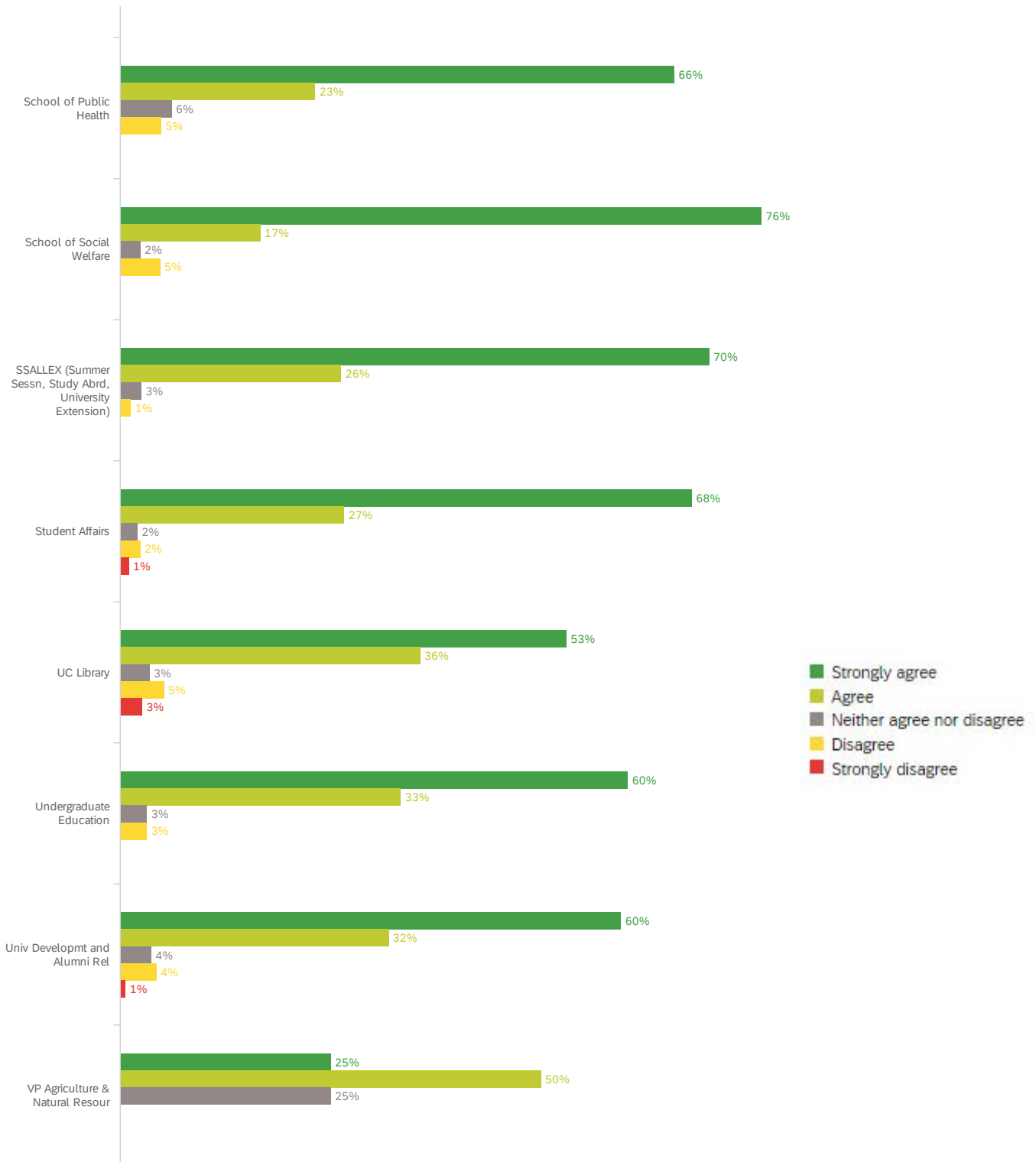
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	33%	3	33%	3	22%	2	0%	0	11%	1	3.78	9
Administration	75%	374	19%	93	2%	10	3%	16	2%	9	4.61	502
Athletics	50%	13	38%	10	0%	0	8%	2	4%	1	4.23	26
Berkeley Art Museum/Pacific Film Archive	50%	10	35%	7	0%	0	10%	2	5%	1	4.15	20
Berkeley Law School	65%	74	30%	34	3%	3	3%	3	0%	0	4.57	114
Cal Performances	75%	18	8%	2	4%	1	4%	1	8%	2	4.38	24
Col of Environmental Design	42%	10	46%	11	4%	1	8%	2	0%	0	4.21	24
College of Chemistry	52%	29	30%	17	9%	5	5%	3	4%	2	4.21	56
College of Engineering	61%	129	26%	54	6%	13	4%	8	3%	7	4.37	211
College of Natural Resources	62%	40	18%	12	2%	1	15%	10	3%	2	4.20	65
Division of Computing, Data Science, and Society	76%	16	19%	4	0%	0	5%	1	0%	0	4.67	21
Equity & Inclusion Div	67%	40	27%	16	2%	1	3%	2	2%	1	4.53	60
EVCP	56%	5	44%	4	0%	0	0%	0	0%	0	4.56	9
Finance	83%	79	17%	16	0%	0	0%	0	0%	0	4.83	95
Goldman Sch of Public Policy	73%	19	27%	7	0%	0	0%	0	0%	0	4.73	26
Graduate Division	83%	19	17%	4	0%	0	0%	0	0%	0	4.83	23
Graduate School of Education	48%	15	42%	13	6%	2	3%	1	0%	0	4.35	31
Haas School of Business	72%	106	20%	29	3%	5	2%	3	3%	4	4.56	147
L&S Arts & Humanities	56%	57	28%	28	9%	9	5%	5	2%	2	4.32	101
L&S Biological Sciences	63%	60	23%	22	4%	4	2%	2	7%	7	4.33	95
L&S Core, L&S Undergraduate Studies	68%	27	25%	10	5%	2	3%	1	0%	0	4.58	40
L&S Math & Physical Sci	54%	38	34%	24	3%	2	7%	5	1%	1	4.33	70
L&S Social Sciences	62%	62	30%	30	2%	2	5%	5	1%	1	4.47	100
Office for the Faculty	50%	5	30%	3	0%	0	10%	1	10%	1	4.00	10
Office of the Chancellor	91%	31	3%	1	0%	0	6%	2	0%	0	4.79	34
Office of the Vice Provost for Academic Planning	50%	10	40%	8	5%	1	5%	1	0%	0	4.35	20
Research, Policy, Planng & Adm	72%	158	20%	44	3%	7	3%	6	1%	3	4.60	218
School of Information	81%	17	19%	4	0%	0	0%	0	0%	0	4.81	21
School of Journalism	70%	7	20%	2	0%	0	0%	0	10%	1	4.40	10
School of Optometry	59%	13	18%	4	9%	2	9%	2	5%	1	4.18	22
School of Public Health	70%	57	21%	17	7%	6	2%	2	0%	0	4.57	82
School of Social Welfare	81%	34	17%	7	2%	1	0%	0	0%	0	4.79	42
SSALLEX (Summer Sessn, Study Abrd, University Extension)	80%	64	18%	14	3%	2	0%	0	0%	0	4.78	80
Student Affairs	72%	214	23%	67	1%	4	2%	7	2%	5	4.61	297
UC Library	56%	66	32%	38	4%	5	4%	5	3%	3	4.36	117
Undergraduate Education	64%	41	33%	21	2%	1	2%	1	0%	0	4.59	64
Univ Developmt and Alumni Rel	64%	105	31%	50	3%	5	1%	2	1%	1	4.57	163
VP Agriculture & Natural Resour	25%	1	50%	2	25%	1	0%	0	0%	0	4.00	4

I can easily collaborate with my coworkers (or colleagues) in my business unit (or office/lab/department) while they are working remotely.





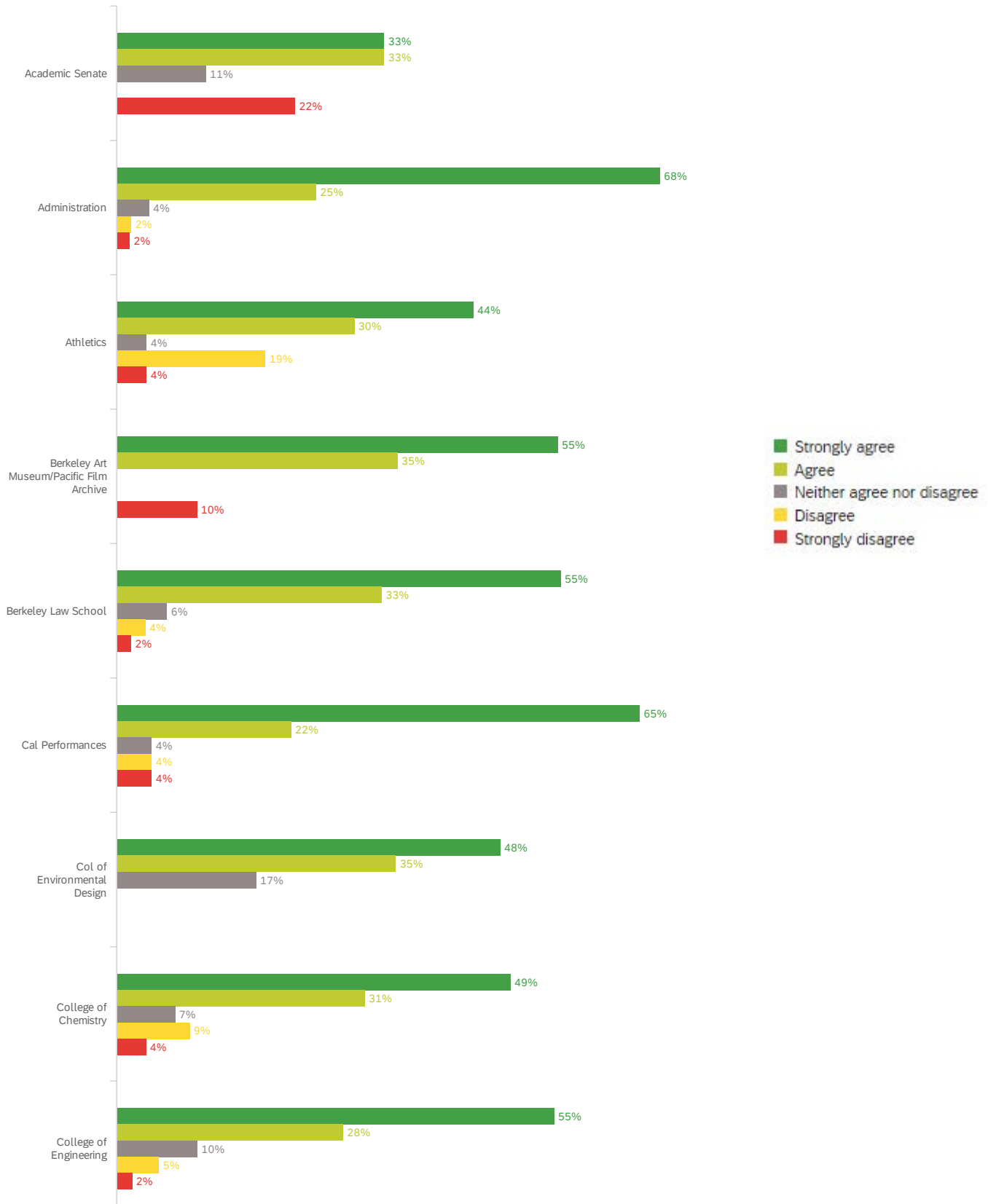


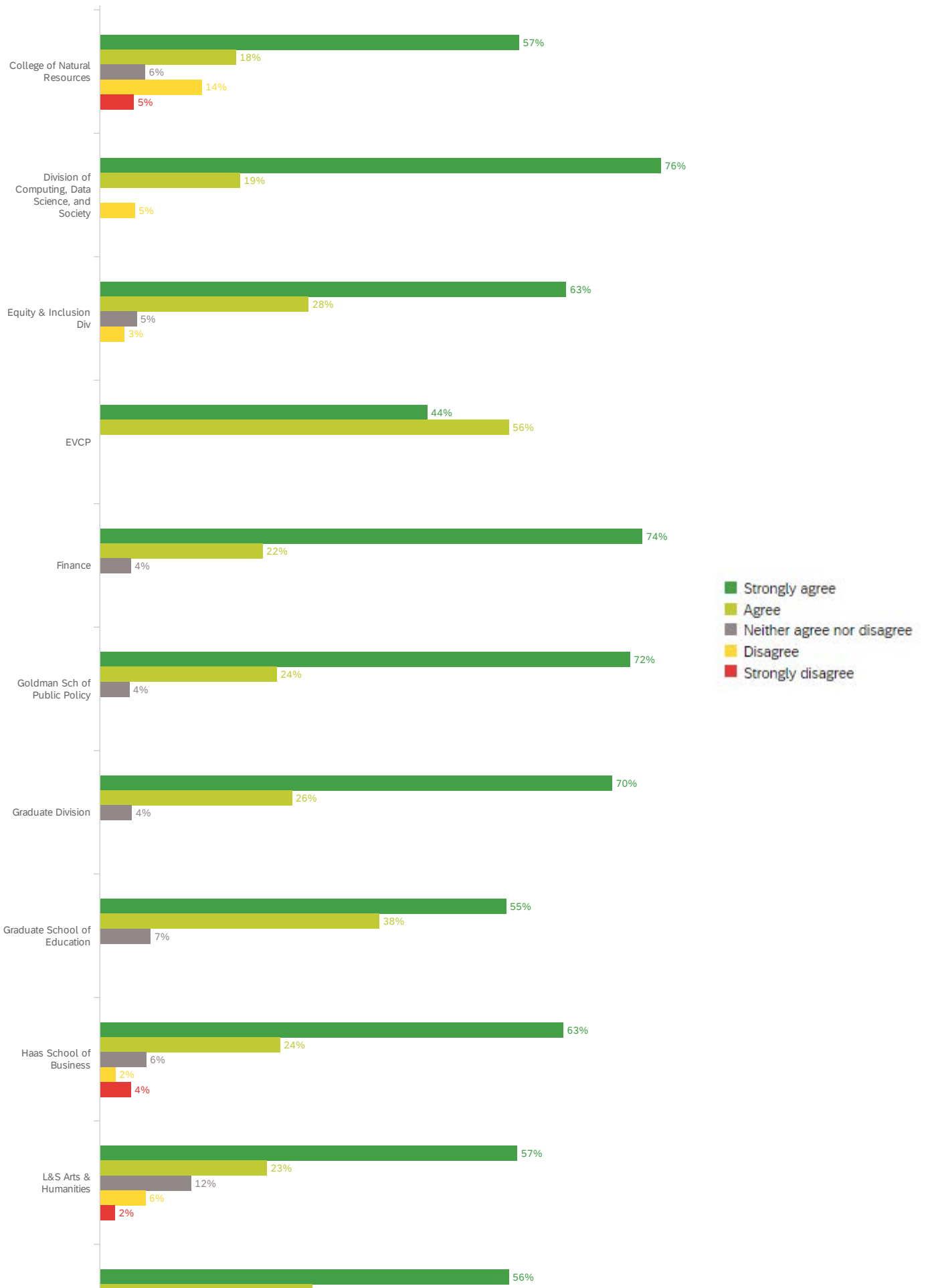


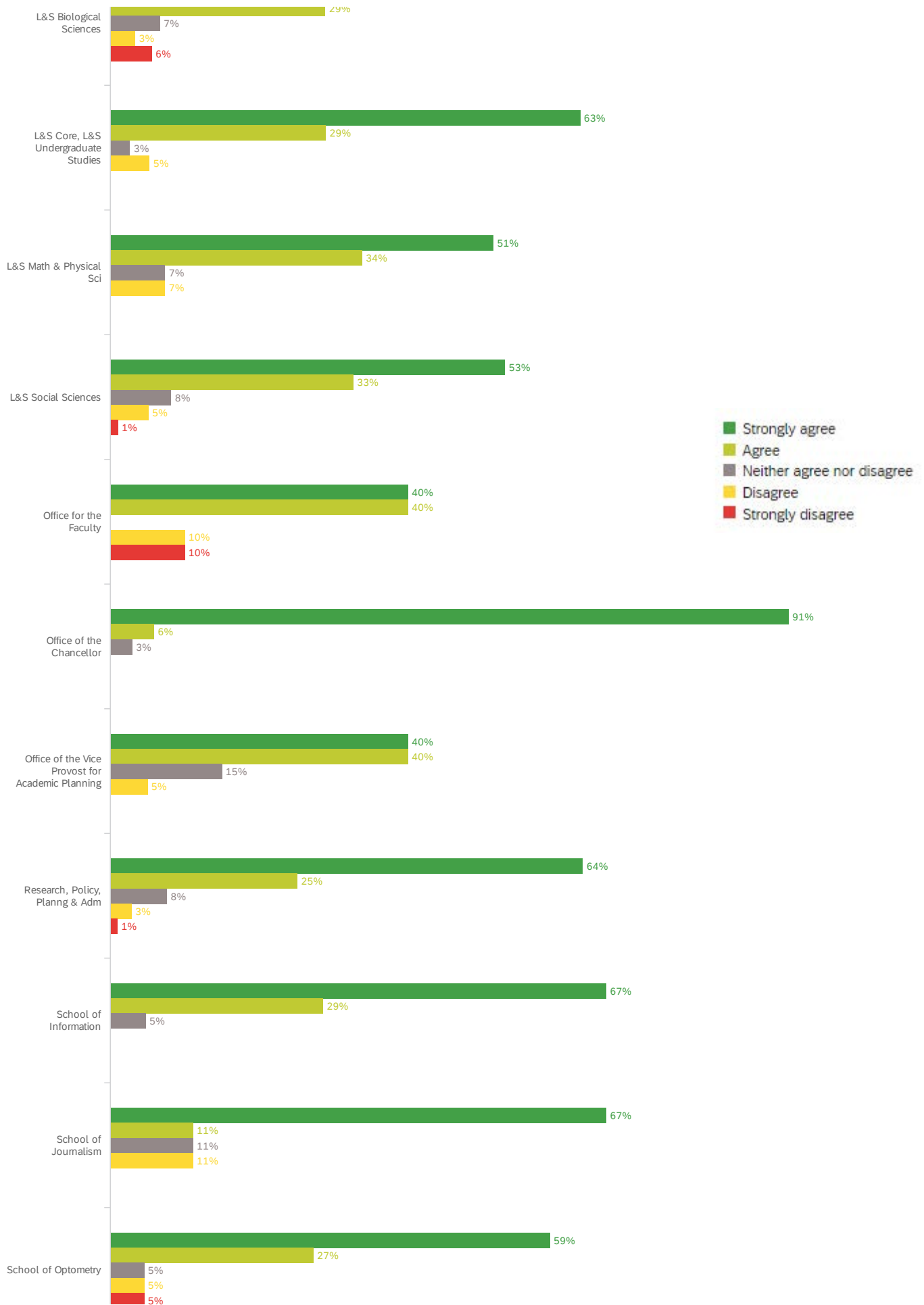
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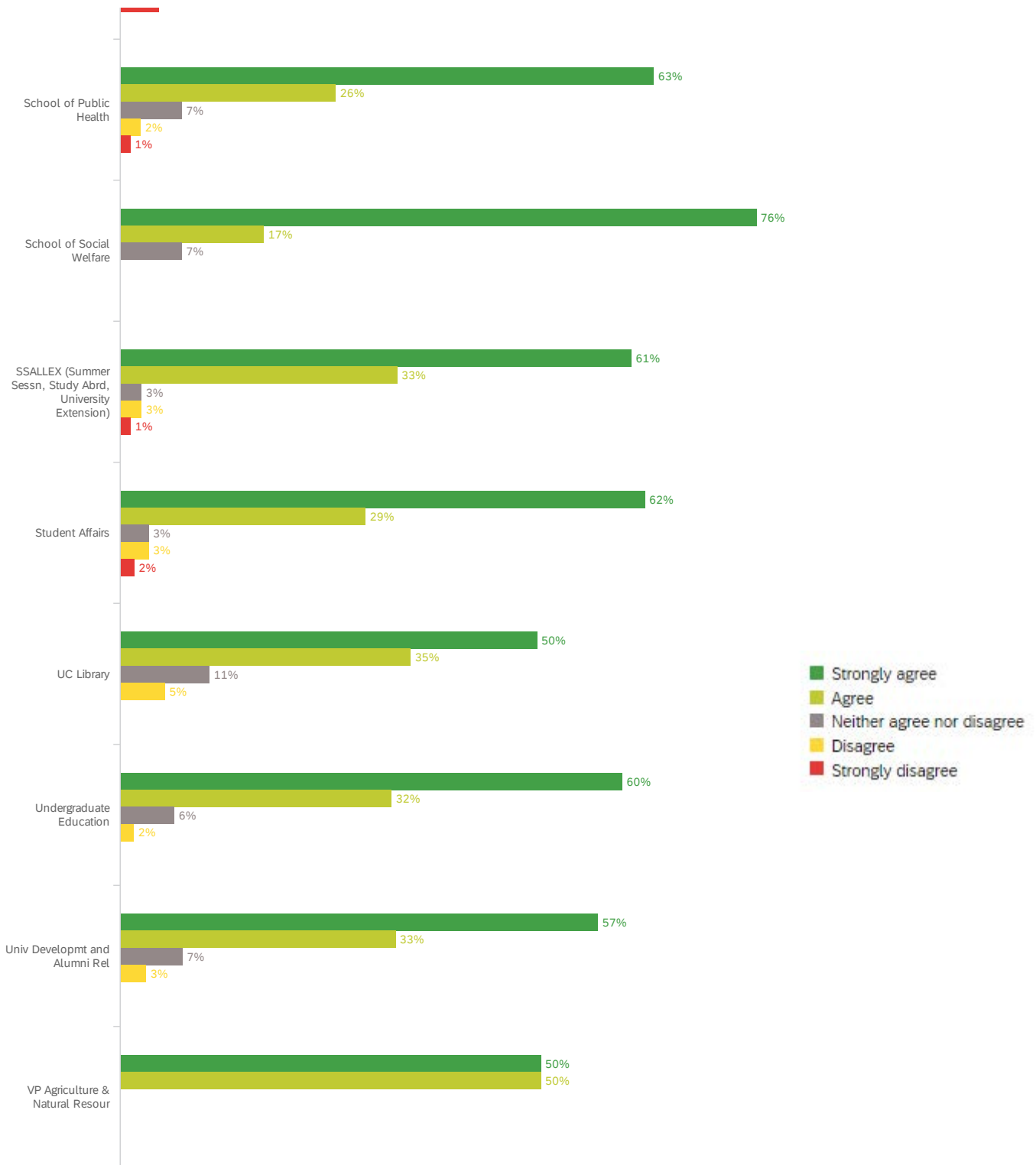
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Academic Senate	44%	4	33%	3	11%	1	0%	0	11%	1	4.00	9
Administration	72%	359	20%	100	3%	13	3%	16	2%	9	4.58	497
Athletics	46%	12	38%	10	4%	1	8%	2	4%	1	4.15	26
Berkeley Art Museum/Pacific Film Archive	50%	10	30%	6	5%	1	5%	1	10%	2	4.05	20
Berkeley Law School	59%	67	32%	36	7%	8	3%	3	0%	0	4.46	114
Cal Performances	71%	17	13%	3	4%	1	4%	1	8%	2	4.33	24
Col of Environmental Design	38%	9	50%	12	8%	2	4%	1	0%	0	4.21	24
College of Chemistry	48%	27	32%	18	13%	7	4%	2	4%	2	4.18	56
College of Engineering	57%	120	27%	57	8%	17	5%	10	3%	7	4.29	211
College of Natural Resources	62%	40	11%	7	8%	5	15%	10	5%	3	4.09	65
Division of Computing, Data Science, and Society	71%	15	24%	5	0%	0	5%	1	0%	0	4.62	21
Equity & Inclusion Div	65%	39	25%	15	5%	3	3%	2	2%	1	4.48	60
EVCP	56%	5	22%	2	0%	0	22%	2	0%	0	4.11	9
Finance	84%	80	16%	15	0%	0	0%	0	0%	0	4.84	95
Goldman Sch of Public Policy	62%	16	31%	8	8%	2	0%	0	0%	0	4.54	26
Graduate Division	87%	20	13%	3	0%	0	0%	0	0%	0	4.87	23
Graduate School of Education	52%	16	32%	10	6%	2	10%	3	0%	0	4.26	31
Haas School of Business	68%	100	16%	23	10%	14	3%	4	3%	5	4.43	146
L&S Arts & Humanities	52%	52	31%	31	9%	9	6%	6	2%	2	4.25	100
L&S Biological Sciences	61%	57	18%	17	6%	6	8%	7	6%	6	4.20	93
L&S Core, L&S Undergraduate Studies	63%	25	30%	12	8%	3	0%	0	0%	0	4.55	40
L&S Math & Physical Sci	49%	34	37%	26	3%	2	10%	7	1%	1	4.21	70
L&S Social Sciences	56%	56	34%	34	3%	3	6%	6	1%	1	4.38	100
Office for the Faculty	40%	4	30%	3	10%	1	20%	2	0%	0	3.90	10
Office of the Chancellor	85%	29	9%	3	0%	0	6%	2	0%	0	4.74	34
Office of the Vice Provost for Academic Planning	45%	9	40%	8	10%	2	5%	1	0%	0	4.25	20
Research, Policy, Planng & Adm	68%	147	21%	45	6%	13	4%	9	1%	2	4.51	216
School of Information	80%	16	20%	4	0%	0	0%	0	0%	0	4.80	20
School of Journalism	78%	7	11%	1	0%	0	0%	0	11%	1	4.44	9
School of Optometry	55%	12	23%	5	14%	3	9%	2	0%	0	4.23	22
School of Public Health	66%	54	23%	19	6%	5	5%	4	0%	0	4.50	82
School of Social Welfare	76%	32	17%	7	2%	1	5%	2	0%	0	4.64	42
SSALLEX (Summer Sessn, Study Abrd, University Extension)	70%	56	26%	21	3%	2	1%	1	0%	0	4.65	80
Student Affairs	68%	199	27%	78	2%	6	2%	7	1%	3	4.58	293
UC Library	53%	61	36%	41	3%	4	5%	6	3%	3	4.31	115
Undergraduate Education	60%	38	33%	21	3%	2	3%	2	0%	0	4.51	63
Univ Developmt and Alumni Rel	60%	97	32%	52	4%	6	4%	7	1%	1	4.45	163
VP Agriculture & Natural Resour	25%	1	50%	2	25%	1	0%	0	0%	0	4.00	4

I can easily communicate with individuals in other business units (or office/lab/department) while they are working remotely.





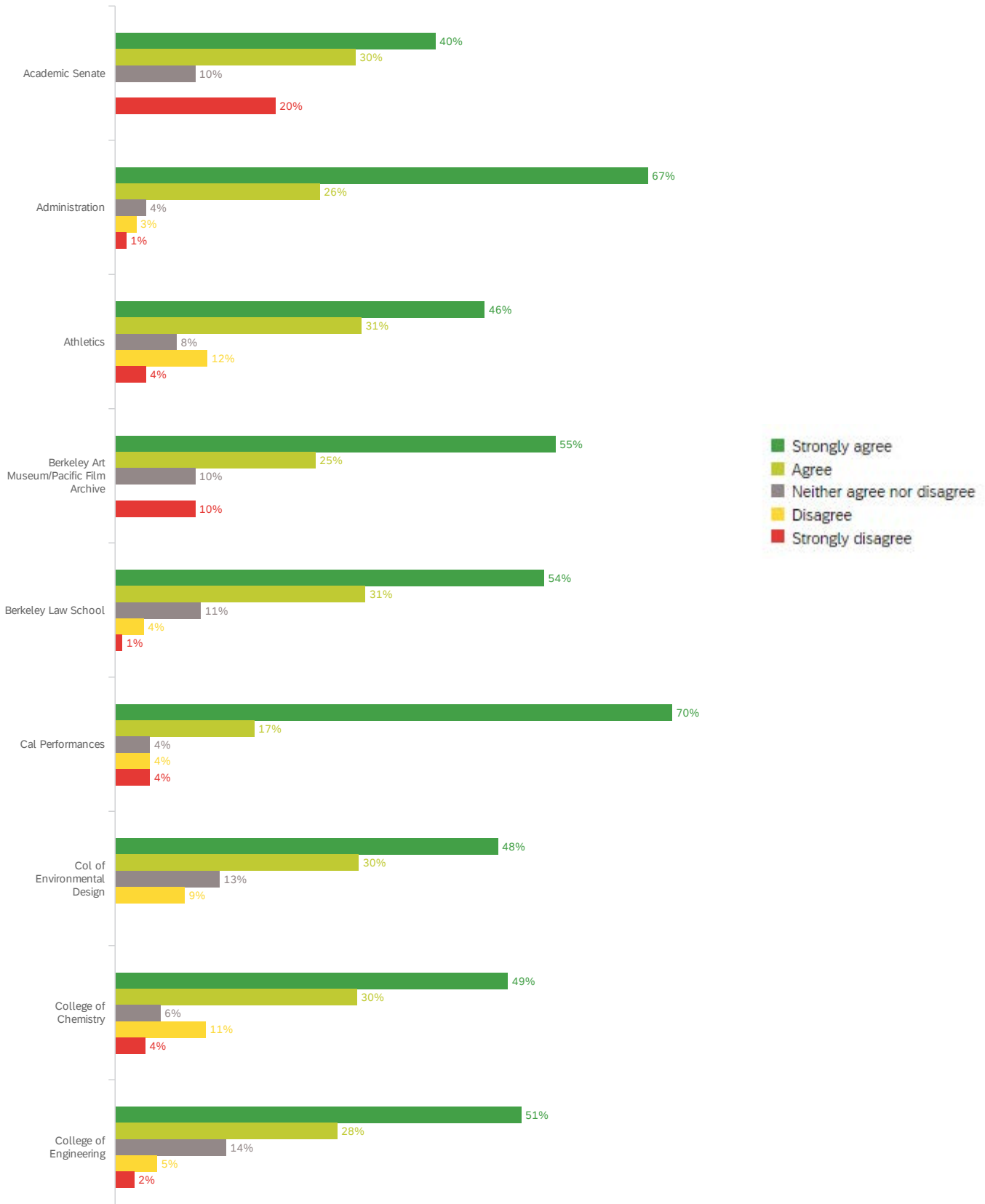


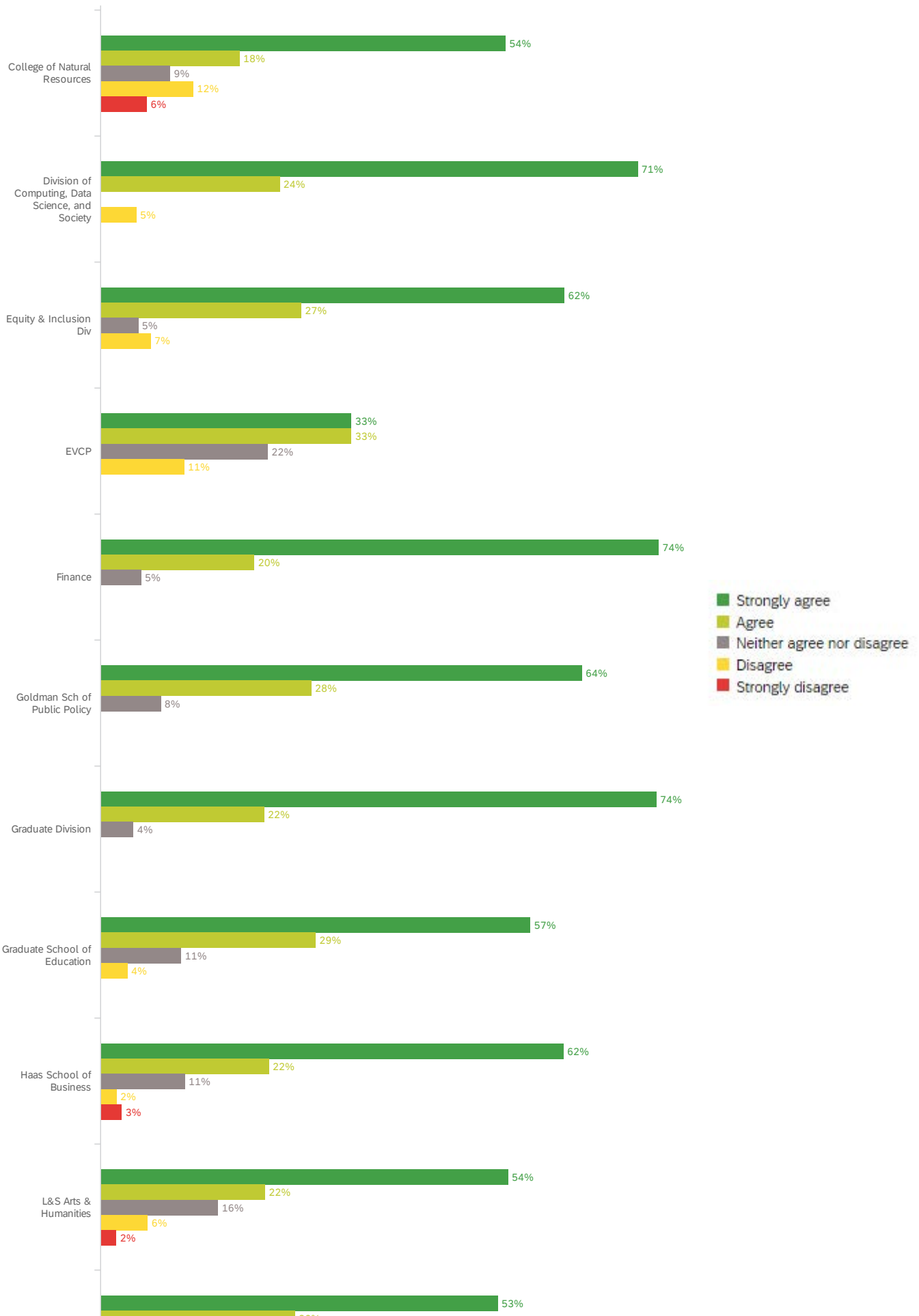


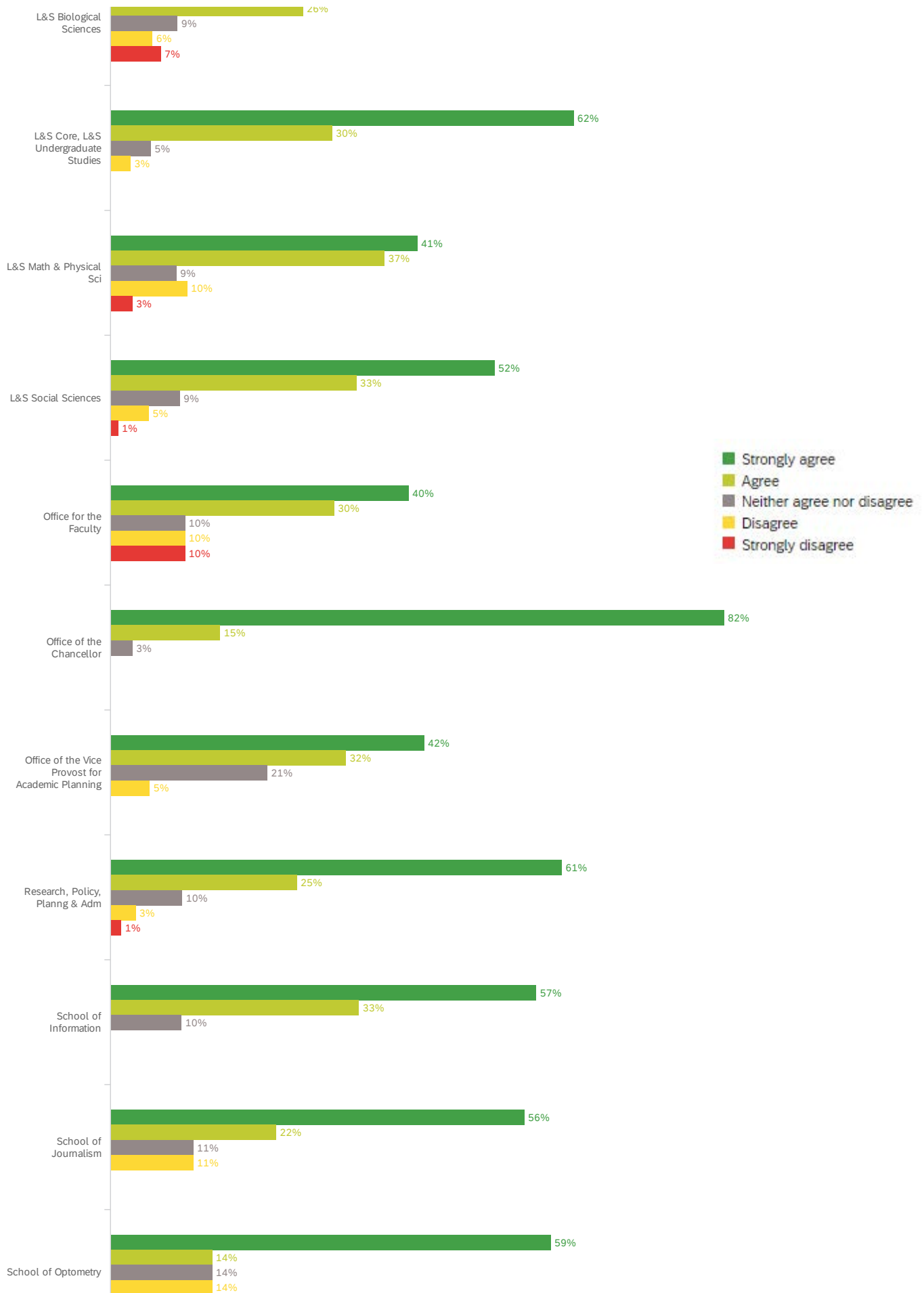
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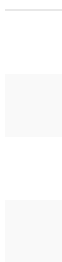
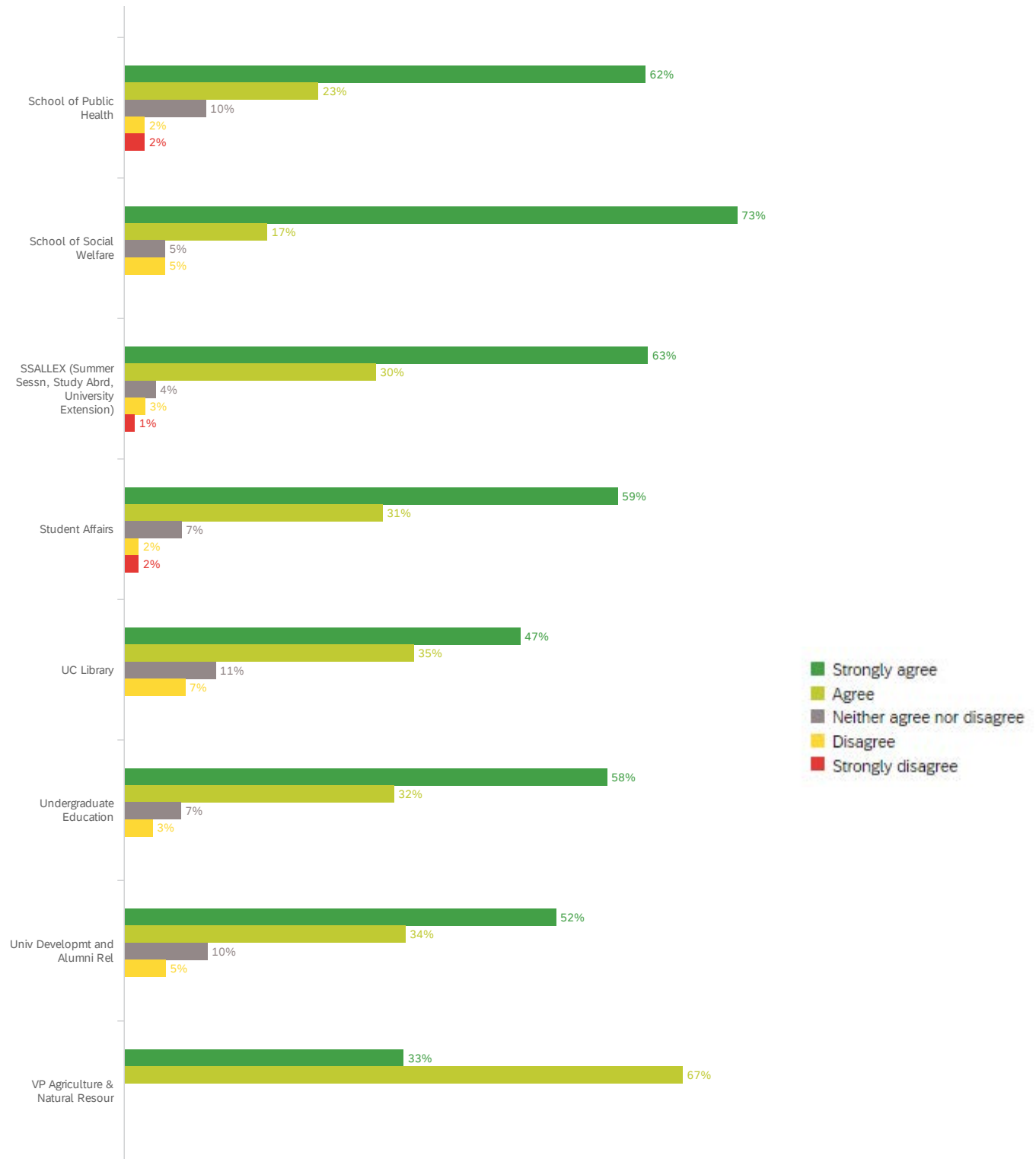
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Academic Senate	33%	3	33%	3	11%	1	0%	0	22%	2	3.56	9
Administration	68%	338	25%	124	4%	20	2%	9	2%	8	4.55	499
Athletics	44%	12	30%	8	4%	1	19%	5	4%	1	3.93	27
Berkeley Art Museum/Pacific Film Archive	55%	11	35%	7	0%	0	0%	0	10%	2	4.25	20
Berkeley Law School	55%	62	33%	37	6%	7	4%	4	2%	2	4.37	112
Cal Performances	65%	15	22%	5	4%	1	4%	1	4%	1	4.39	23
Col of Environmental Design	48%	11	35%	8	17%	4	0%	0	0%	0	4.30	23
College of Chemistry	49%	27	31%	17	7%	4	9%	5	4%	2	4.13	55
College of Engineering	55%	114	28%	59	10%	21	5%	11	2%	4	4.28	209
College of Natural Resources	57%	37	18%	12	6%	4	14%	9	5%	3	4.09	65
Division of Computing, Data Science, and Society	76%	16	19%	4	0%	0	5%	1	0%	0	4.67	21
Equity & Inclusion Div	63%	38	28%	17	5%	3	3%	2	0%	0	4.52	60
EVCP	44%	4	56%	5	0%	0	0%	0	0%	0	4.44	9
Finance	74%	70	22%	21	4%	4	0%	0	0%	0	4.69	95
Goldman Sch of Public Policy	72%	18	24%	6	4%	1	0%	0	0%	0	4.68	25
Graduate Division	70%	16	26%	6	4%	1	0%	0	0%	0	4.65	23
Graduate School of Education	55%	16	38%	11	7%	2	0%	0	0%	0	4.48	29
Haas School of Business	63%	90	24%	35	6%	9	2%	3	4%	6	4.40	143
L&S Arts & Humanities	57%	55	23%	22	12%	12	6%	6	2%	2	4.26	97
L&S Biological Sciences	56%	50	29%	26	7%	6	3%	3	6%	5	4.26	90
L&S Core, L&S Undergraduate Studies	63%	24	29%	11	3%	1	5%	2	0%	0	4.50	38
L&S Math & Physical Sci	51%	35	34%	23	7%	5	7%	5	0%	0	4.29	68
L&S Social Sciences	53%	52	33%	32	8%	8	5%	5	1%	1	4.32	98
Office for the Faculty	40%	4	40%	4	0%	0	10%	1	10%	1	3.90	10
Office of the Chancellor	91%	31	6%	2	3%	1	0%	0	0%	0	4.88	34
Office of the Vice Provost for Academic Planning	40%	8	40%	8	15%	3	5%	1	0%	0	4.15	20
Research, Policy, Planng & Adm	64%	134	25%	53	8%	16	3%	6	1%	2	4.47	211
School of Information	67%	14	29%	6	5%	1	0%	0	0%	0	4.62	21
School of Journalism	67%	6	11%	1	11%	1	11%	1	0%	0	4.33	9
School of Optometry	59%	13	27%	6	5%	1	5%	1	5%	1	4.32	22
School of Public Health	63%	52	26%	21	7%	6	2%	2	1%	1	4.48	82
School of Social Welfare	76%	31	17%	7	7%	3	0%	0	0%	0	4.68	41
SSALLEX (Summer Sessn, Study Abrd, University Extension)	61%	48	33%	26	3%	2	3%	2	1%	1	4.49	79
Student Affairs	62%	184	29%	86	3%	10	3%	10	2%	5	4.47	295
UC Library	50%	56	35%	39	11%	12	5%	6	0%	0	4.28	113
Undergraduate Education	60%	37	32%	20	6%	4	2%	1	0%	0	4.50	62
Univ Developmt and Alumni Rel	57%	92	33%	53	7%	12	3%	5	0%	0	4.43	162
VP Agriculture & Natural Resour	50%	1	50%	1	0%	0	0%	0	0%	0	4.50	2

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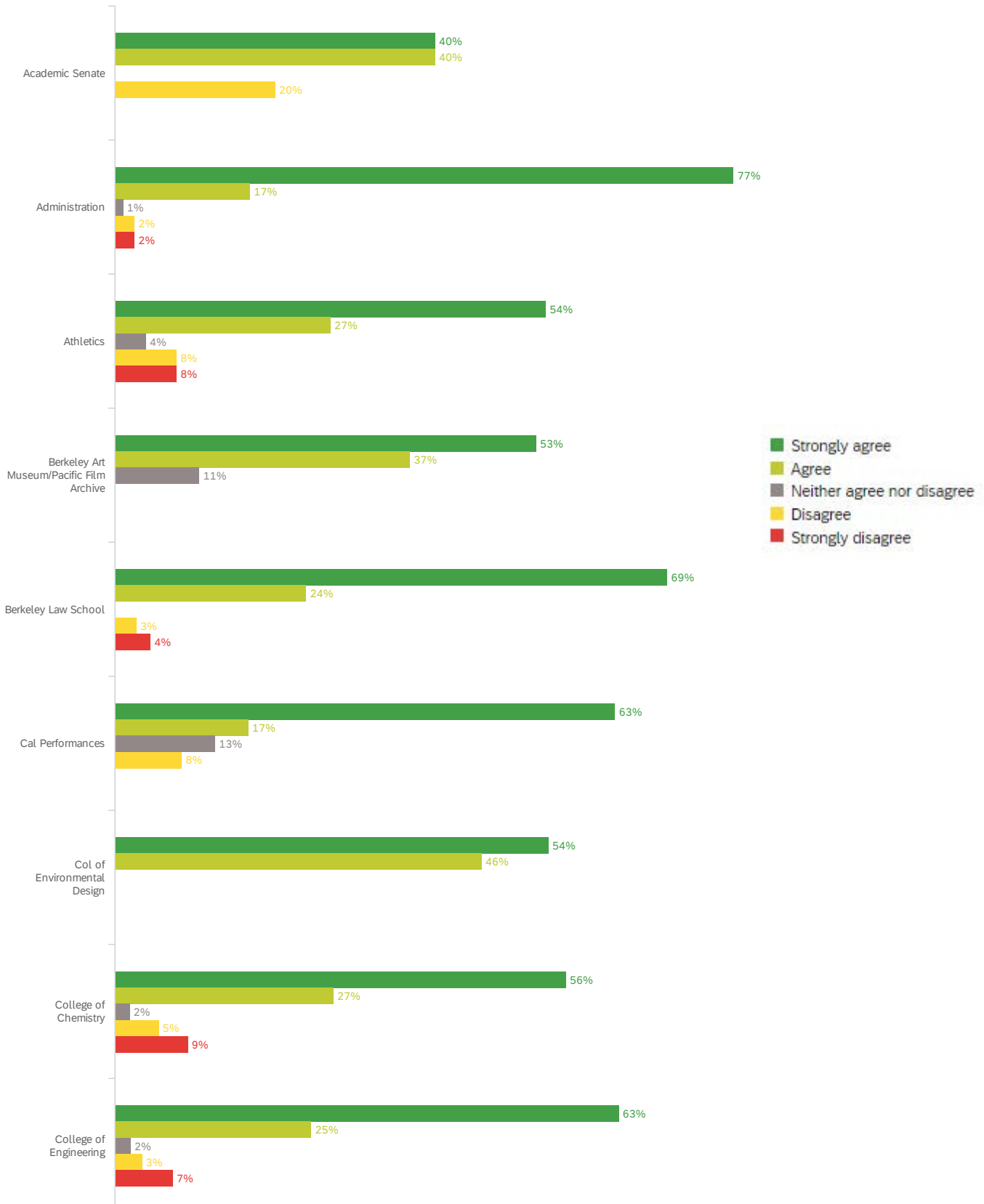


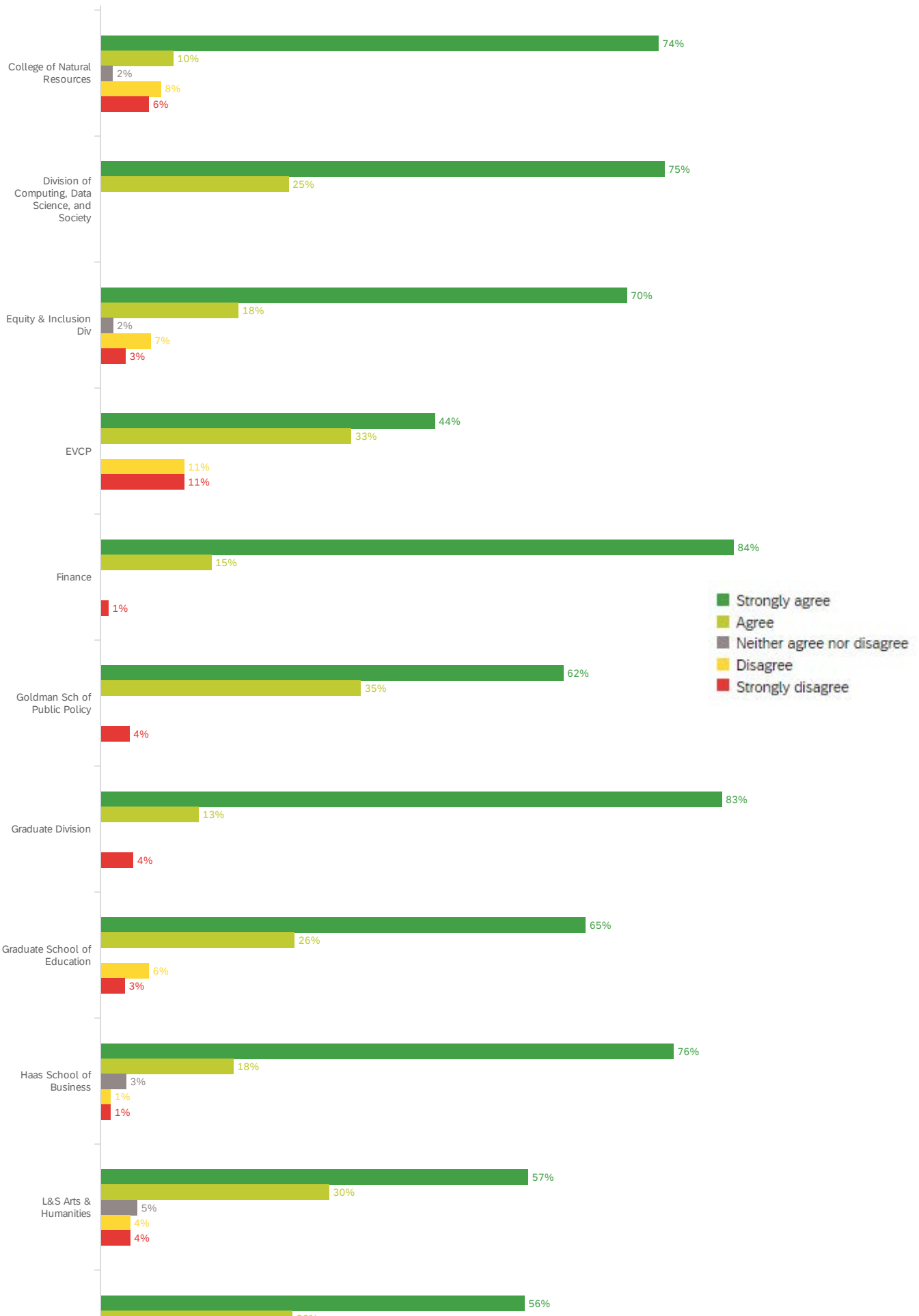


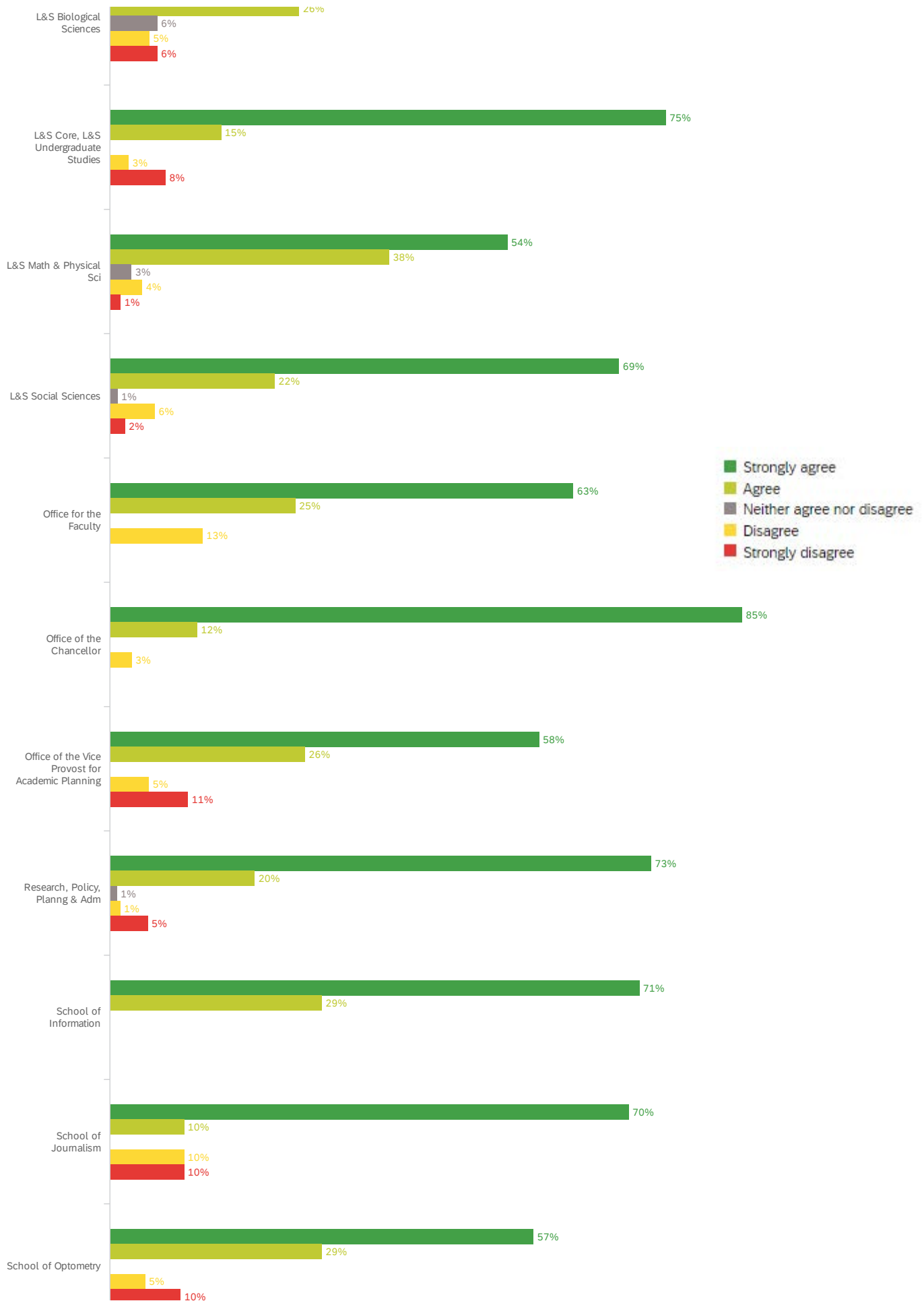
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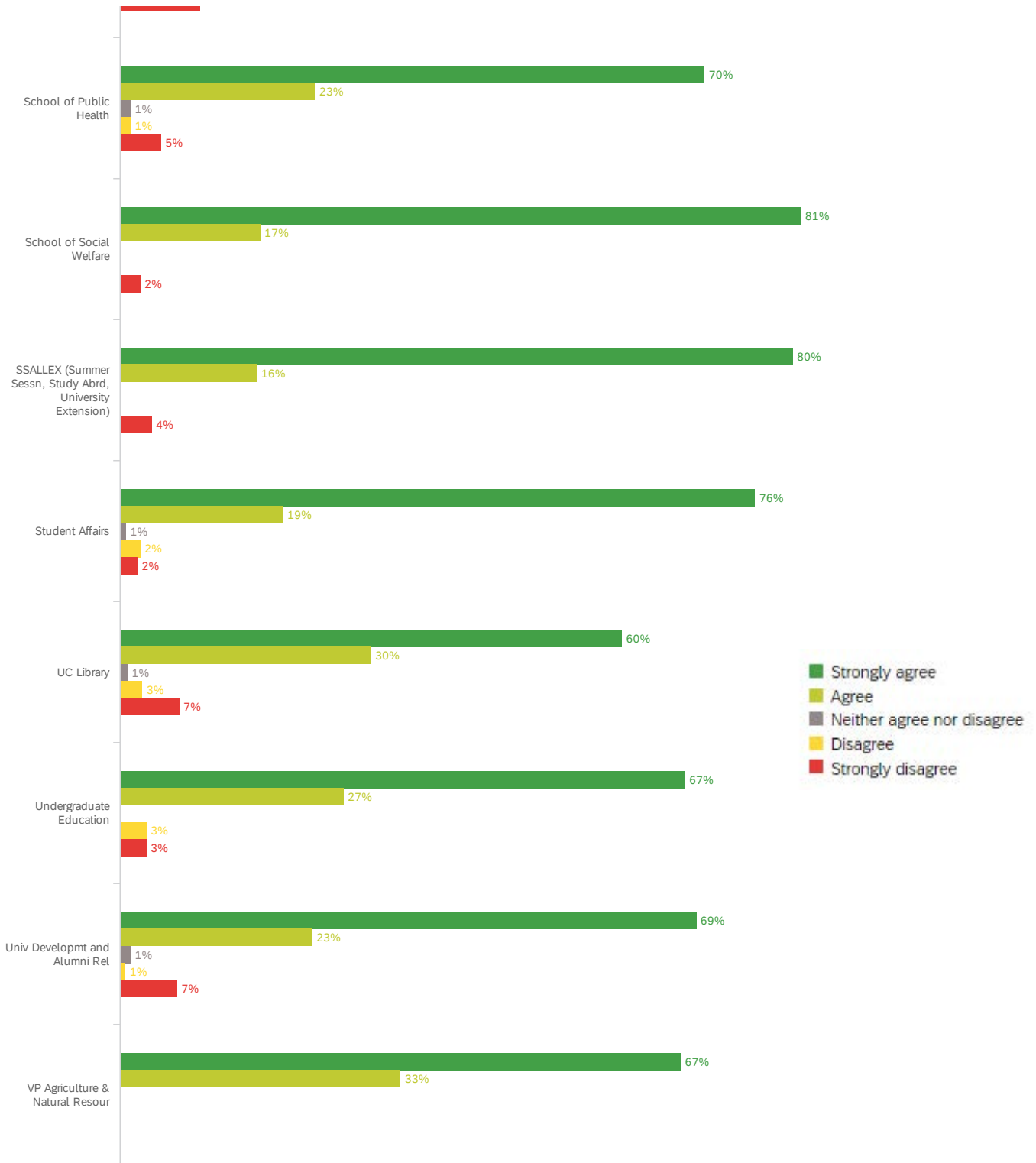
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Academic Senate	40%	4	30%	3	10%	1	0%	0	20%	2	3.70	10
Administration	67%	328	26%	126	4%	19	3%	13	1%	7	4.53	493
Athletics	46%	12	31%	8	8%	2	12%	3	4%	1	4.04	26
Berkeley Art Museum/Pacific Film Archive	55%	11	25%	5	10%	2	0%	0	10%	2	4.15	20
Berkeley Law School	54%	60	31%	35	11%	12	4%	4	1%	1	4.33	112
Cal Performances	70%	16	17%	4	4%	1	4%	1	4%	1	4.43	23
Col of Environmental Design	48%	11	30%	7	13%	3	9%	2	0%	0	4.17	23
College of Chemistry	49%	26	30%	16	6%	3	11%	6	4%	2	4.09	53
College of Engineering	51%	106	28%	58	14%	29	5%	11	2%	5	4.19	209
College of Natural Resources	54%	35	18%	12	9%	6	12%	8	6%	4	4.02	65
Division of Computing, Data Science, and Society	71%	15	24%	5	0%	0	5%	1	0%	0	4.62	21
Equity & Inclusion Div	62%	37	27%	16	5%	3	7%	4	0%	0	4.43	60
EVCP	33%	3	33%	3	22%	2	11%	1	0%	0	3.89	9
Finance	74%	69	20%	19	5%	5	0%	0	0%	0	4.69	93
Goldman Sch of Public Policy	64%	16	28%	7	8%	2	0%	0	0%	0	4.56	25
Graduate Division	74%	17	22%	5	4%	1	0%	0	0%	0	4.70	23
Graduate School of Education	57%	16	29%	8	11%	3	4%	1	0%	0	4.39	28
Haas School of Business	62%	88	22%	32	11%	16	2%	3	3%	4	4.38	143
L&S Arts & Humanities	54%	52	22%	21	16%	15	6%	6	2%	2	4.20	96
L&S Biological Sciences	53%	47	26%	23	9%	8	6%	5	7%	6	4.12	89
L&S Core, L&S Undergraduate Studies	62%	23	30%	11	5%	2	3%	1	0%	0	4.51	37
L&S Math & Physical Sci	41%	28	37%	25	9%	6	10%	7	3%	2	4.03	68
L&S Social Sciences	52%	50	33%	32	9%	9	5%	5	1%	1	4.29	97
Office for the Faculty	40%	4	30%	3	10%	1	10%	1	10%	1	3.80	10
Office of the Chancellor	82%	28	15%	5	3%	1	0%	0	0%	0	4.79	34
Office of the Vice Provost for Academic Planning	42%	8	32%	6	21%	4	5%	1	0%	0	4.11	19
Research, Policy, Planng & Adm	61%	126	25%	52	10%	20	3%	7	1%	3	4.40	208
School of Information	57%	12	33%	7	10%	2	0%	0	0%	0	4.48	21
School of Journalism	56%	5	22%	2	11%	1	11%	1	0%	0	4.22	9
School of Optometry	59%	13	14%	3	14%	3	14%	3	0%	0	4.18	22
School of Public Health	62%	51	23%	19	10%	8	2%	2	2%	2	4.40	82
School of Social Welfare	73%	30	17%	7	5%	2	5%	2	0%	0	4.59	41
SSALLEX (Summer Sessn, Study Abrd, University Extension)	63%	50	30%	24	4%	3	3%	2	1%	1	4.50	80
Student Affairs	59%	172	31%	90	7%	20	2%	5	2%	5	4.43	292
UC Library	47%	52	35%	38	11%	12	7%	8	0%	0	4.22	110
Undergraduate Education	58%	34	32%	19	7%	4	3%	2	0%	0	4.44	59
Univ Developmt and Alumni Rel	52%	83	34%	54	10%	16	5%	8	0%	0	4.32	161
VP Agriculture & Natural Resour	33%	1	67%	2	0%	0	0%	0	0%	0	4.33	3

I can easily collaborate with my manager (or department chair/lab manager/supervisor) while they are working remotely.





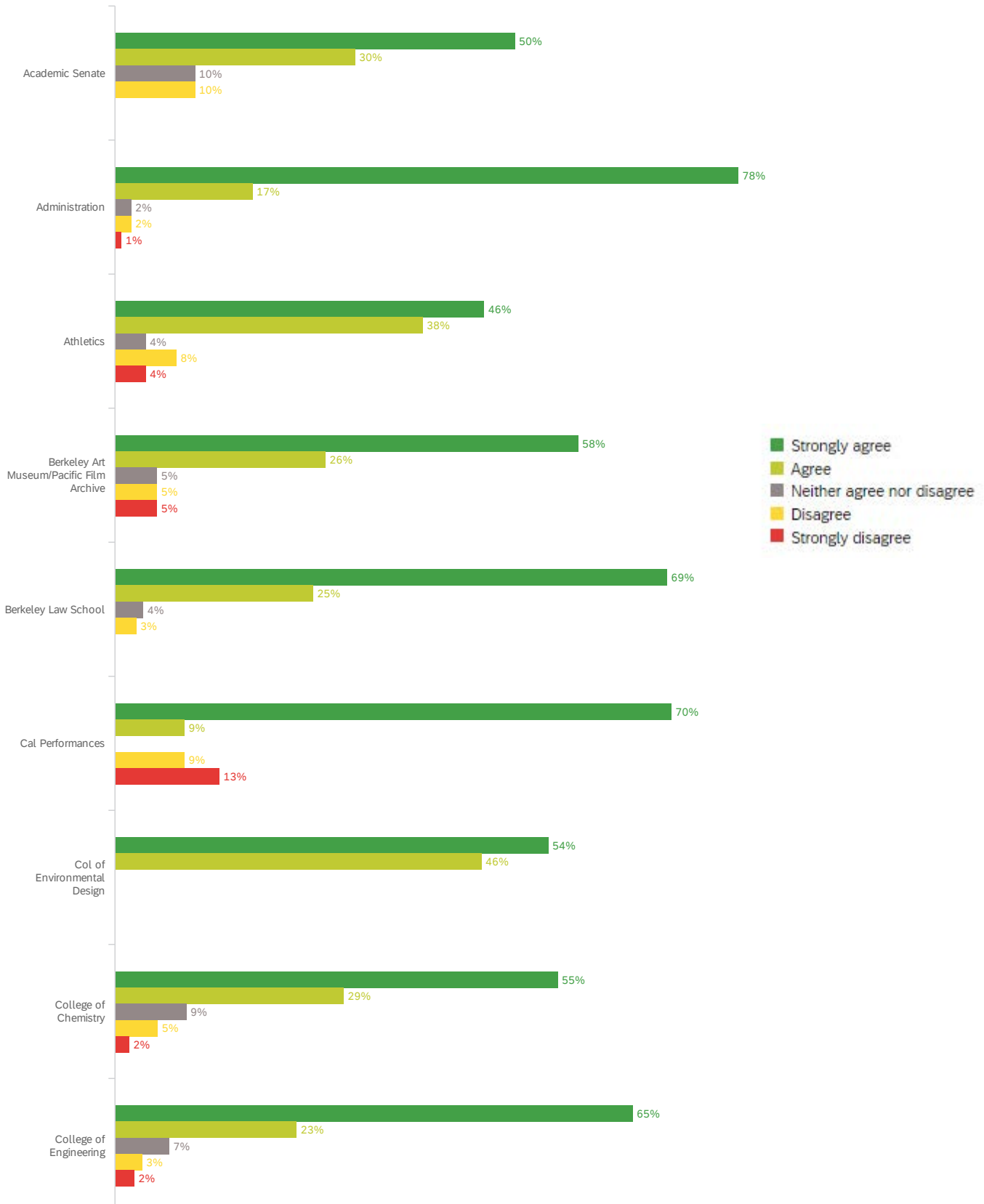


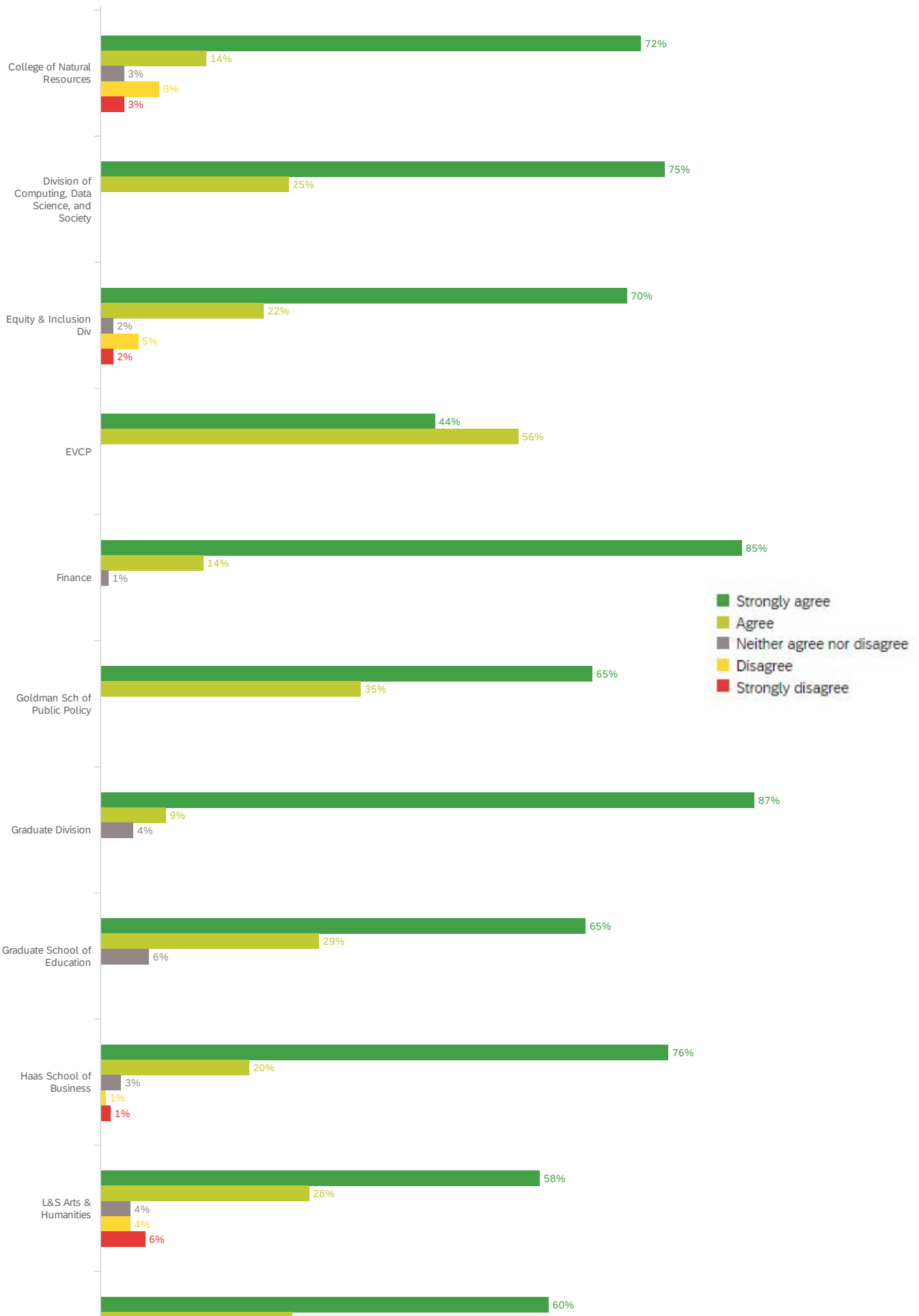


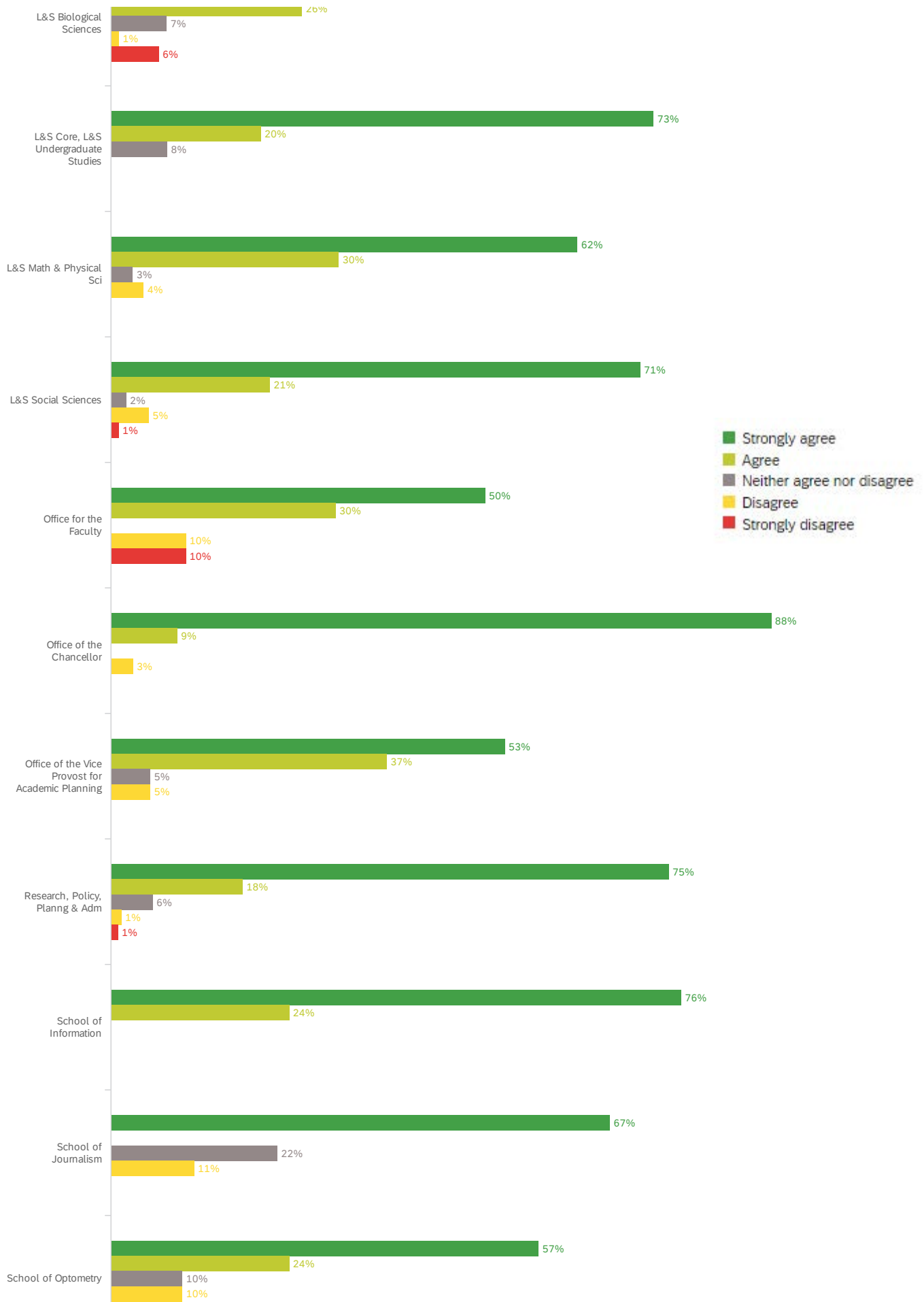
I can easily collaborate with my manager (or department chair/lab manager/supervisor) while they are working remotely.

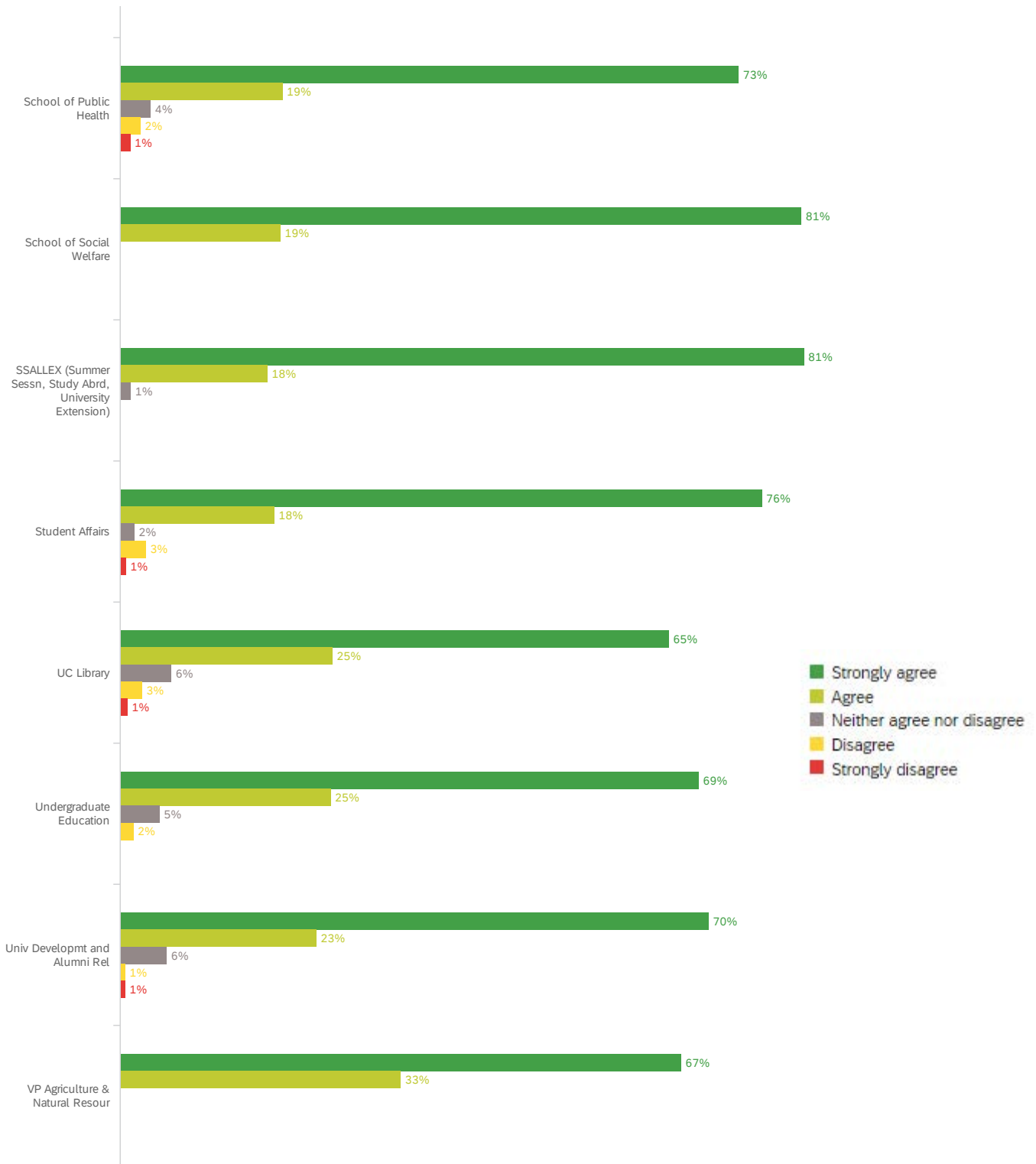
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	40%	4	40%	4	0%	0	20%	2	0%	0	4.00	10
Administration	77%	385	17%	84	2%	12	2%	12	1%	5	4.67	498
Athletics	54%	14	27%	7	8%	2	8%	2	4%	1	4.19	26
Berkeley Art Museum/Pacific Film Archive	53%	10	37%	7	0%	0	0%	0	11%	2	4.21	19
Berkeley Law School	69%	78	24%	27	4%	5	3%	3	0%	0	4.59	113
Cal Performances	63%	15	17%	4	0%	0	8%	2	13%	3	4.08	24
Col of Environmental Design	54%	13	46%	11	0%	0	0%	0	0%	0	4.54	24
College of Chemistry	56%	31	27%	15	9%	5	5%	3	2%	1	4.31	55
College of Engineering	63%	131	25%	51	7%	15	3%	7	2%	4	4.43	208
College of Natural Resources	74%	46	10%	6	6%	4	8%	5	2%	1	4.47	62
Division of Computing, Data Science, and Society	75%	15	25%	5	0%	0	0%	0	0%	0	4.75	20
Equity & Inclusion Div	70%	42	18%	11	3%	2	7%	4	2%	1	4.48	60
EVCP	44%	4	33%	3	11%	1	11%	1	0%	0	4.11	9
Finance	84%	80	15%	14	1%	1	0%	0	0%	0	4.83	95
Goldman Sch of Public Policy	62%	16	35%	9	4%	1	0%	0	0%	0	4.58	26
Graduate Division	83%	19	13%	3	4%	1	0%	0	0%	0	4.78	23
Graduate School of Education	65%	20	26%	8	3%	1	6%	2	0%	0	4.48	31
Haas School of Business	76%	112	18%	26	1%	2	1%	2	3%	5	4.62	147
L&S Arts & Humanities	57%	58	30%	31	4%	4	4%	4	5%	5	4.30	102
L&S Biological Sciences	56%	53	26%	24	6%	6	5%	5	6%	6	4.20	94
L&S Core, L&S Undergraduate Studies	75%	30	15%	6	8%	3	3%	1	0%	0	4.63	40
L&S Math & Physical Sci	54%	37	38%	26	1%	1	4%	3	3%	2	4.35	69
L&S Social Sciences	69%	68	22%	22	2%	2	6%	6	1%	1	4.52	99
Office for the Faculty	63%	5	25%	2	0%	0	13%	1	0%	0	4.38	8
Office of the Chancellor	85%	29	12%	4	0%	0	3%	1	0%	0	4.79	34
Office of the Vice Provost for Academic Planning	58%	11	26%	5	11%	2	5%	1	0%	0	4.37	19
Research, Policy, Planng & Adm	73%	157	20%	42	5%	11	1%	3	1%	2	4.62	215
School of Information	71%	15	29%	6	0%	0	0%	0	0%	0	4.71	21
School of Journalism	70%	7	10%	1	10%	1	10%	1	0%	0	4.40	10
School of Optometry	57%	12	29%	6	10%	2	5%	1	0%	0	4.38	21
School of Public Health	70%	57	23%	19	5%	4	1%	1	1%	1	4.59	82
School of Social Welfare	81%	34	17%	7	2%	1	0%	0	0%	0	4.79	42
SSALLEX (Summer Sessn, Study Abrd, University Extension)	80%	64	16%	13	4%	3	0%	0	0%	0	4.76	80
Student Affairs	76%	222	19%	57	2%	6	2%	7	1%	2	4.67	294
UC Library	60%	68	30%	34	7%	8	3%	3	1%	1	4.45	114
Undergraduate Education	67%	43	27%	17	3%	2	3%	2	0%	0	4.58	64
Univ Developmt and Alumni Rel	69%	111	23%	37	7%	11	1%	1	1%	2	4.57	162
VP Agriculture & Natural Resour	67%	2	33%	1	0%	0	0%	0	0%	0	4.67	3

I can easily communicate with my manager (or department chair/lab manager/supervisor) while they are working remotely.





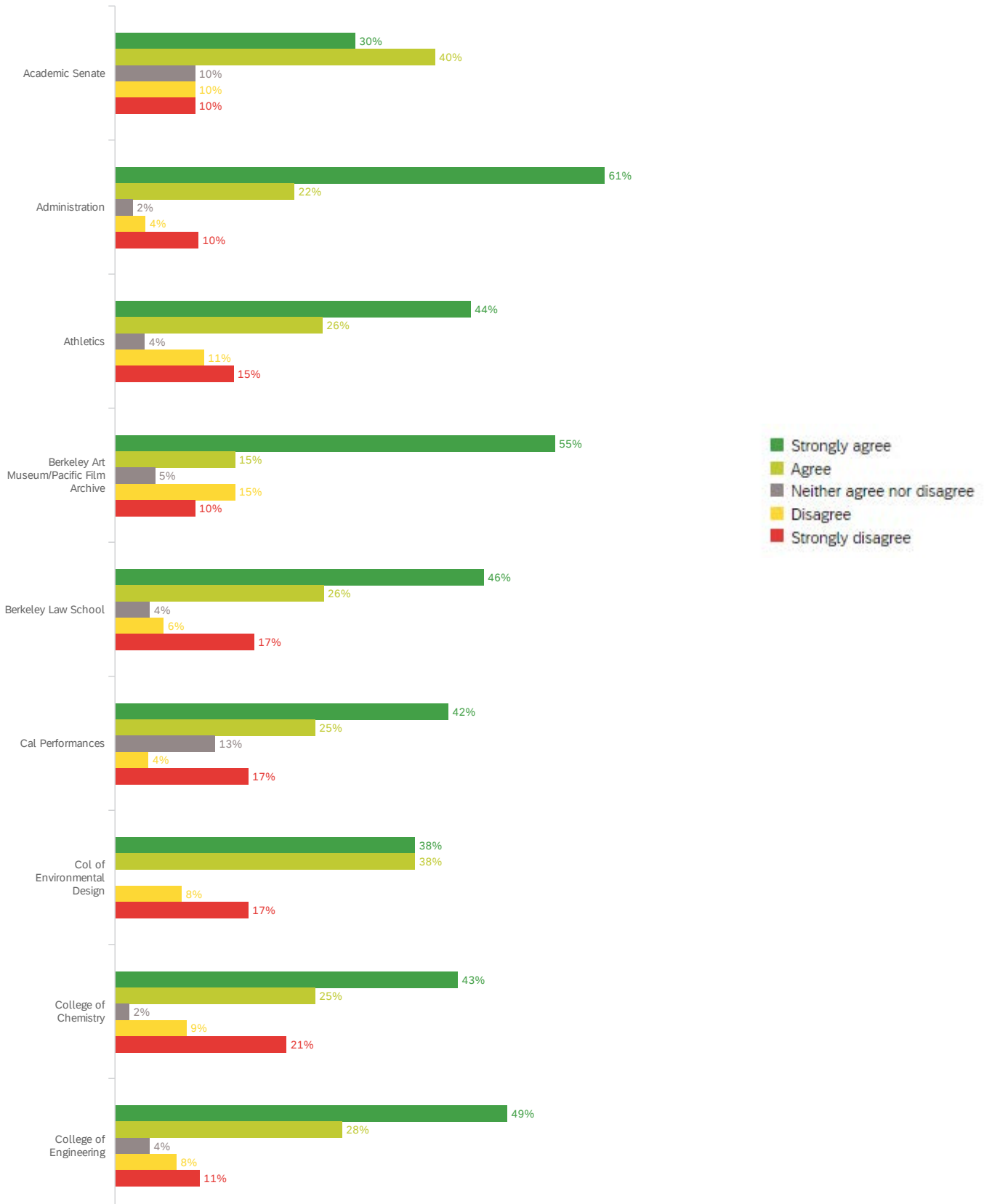


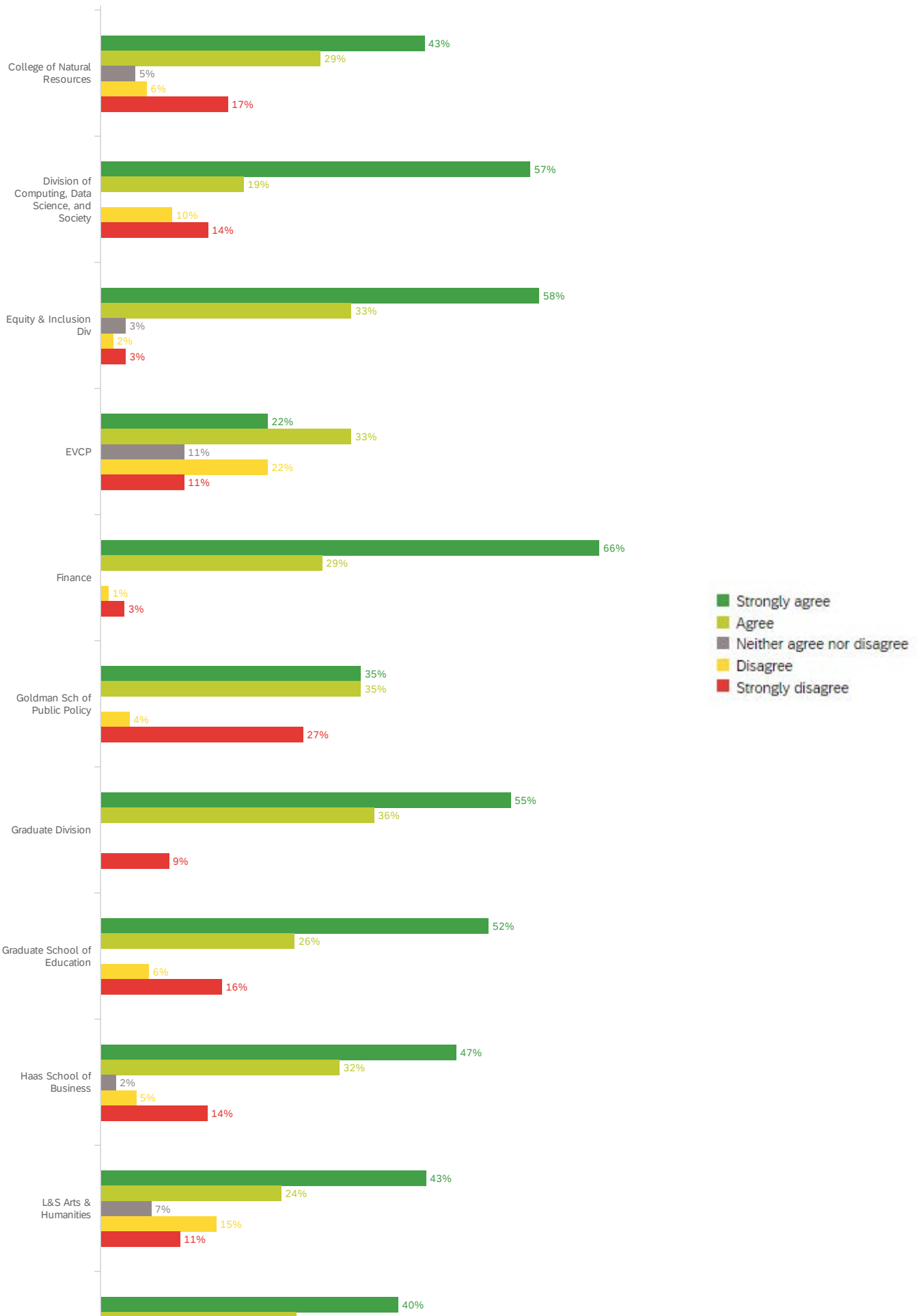


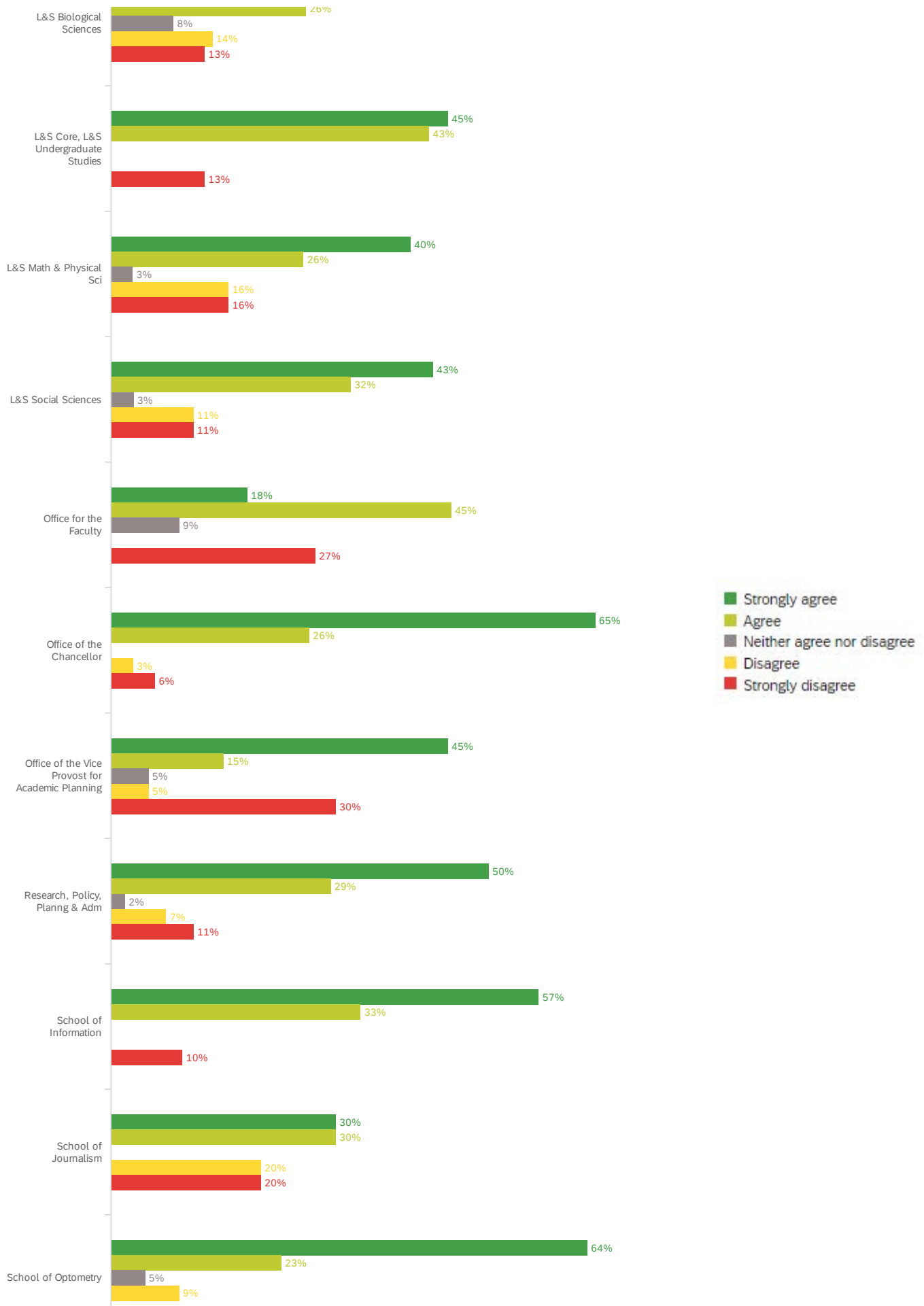
I can easily communicate with my manager (or department chair/lab manager/supervisor) while they are working remotely.

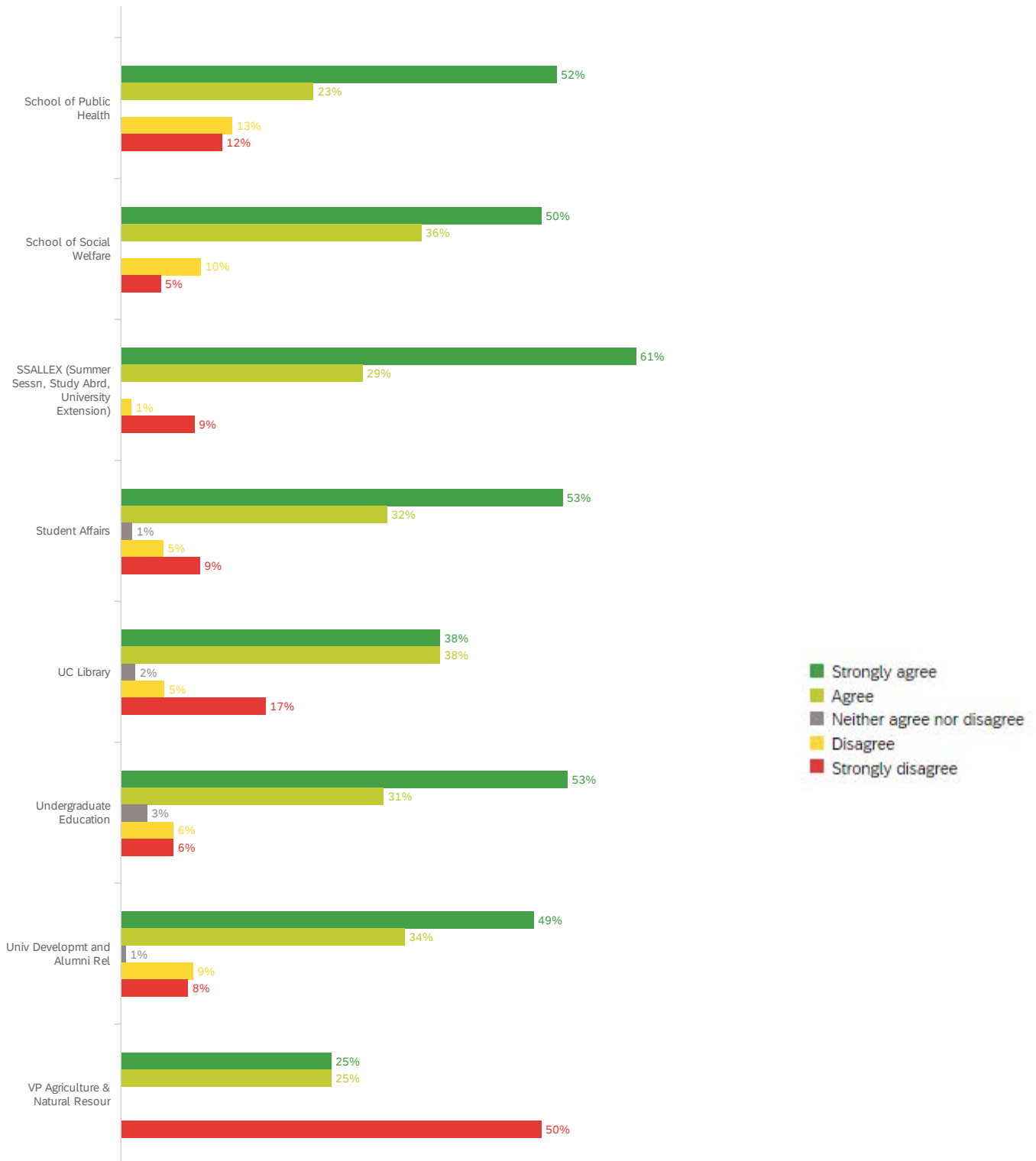
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	N	%	N	%	N	%	N	%	N		
Academic Senate	50%	5	30%	3	10%	1	10%	1	0%	0	4.20	10
Administration	78%	385	17%	85	2%	10	2%	10	1%	4	4.69	494
Athletics	46%	12	38%	10	4%	1	8%	2	4%	1	4.15	26
Berkeley Art Museum/Pacific Film Archive	58%	11	26%	5	5%	1	5%	1	5%	1	4.26	19
Berkeley Law School	69%	78	25%	28	4%	4	3%	3	0%	0	4.60	113
Cal Performances	70%	16	9%	2	0%	0	9%	2	13%	3	4.13	23
Col of Environmental Design	54%	13	46%	11	0%	0	0%	0	0%	0	4.54	24
College of Chemistry	55%	31	29%	16	9%	5	5%	3	2%	1	4.30	56
College of Engineering	65%	134	23%	47	7%	14	3%	7	2%	5	4.44	207
College of Natural Resources	72%	46	14%	9	3%	2	8%	5	3%	2	4.44	64
Division of Computing, Data Science, and Society	75%	15	25%	5	0%	0	0%	0	0%	0	4.75	20
Equity & Inclusion Div	70%	42	22%	13	2%	1	5%	3	2%	1	4.53	60
EVCP	44%	4	56%	5	0%	0	0%	0	0%	0	4.44	9
Finance	85%	81	14%	13	1%	1	0%	0	0%	0	4.84	95
Goldman Sch of Public Policy	65%	17	35%	9	0%	0	0%	0	0%	0	4.65	26
Graduate Division	87%	20	9%	2	4%	1	0%	0	0%	0	4.83	23
Graduate School of Education	65%	20	29%	9	6%	2	0%	0	0%	0	4.58	31
Haas School of Business	76%	111	20%	29	3%	4	1%	1	1%	2	4.67	147
L&S Arts & Humanities	58%	59	28%	28	4%	4	4%	4	6%	6	4.29	101
L&S Biological Sciences	60%	56	26%	24	7%	7	1%	1	6%	6	4.31	94
L&S Core, L&S Undergraduate Studies	73%	29	20%	8	8%	3	0%	0	0%	0	4.65	40
L&S Math & Physical Sci	62%	43	30%	21	3%	2	4%	3	0%	0	4.51	69
L&S Social Sciences	71%	70	21%	21	2%	2	5%	5	1%	1	4.56	99
Office for the Faculty	50%	5	30%	3	0%	0	10%	1	10%	1	4.00	10
Office of the Chancellor	88%	30	9%	3	0%	0	3%	1	0%	0	4.82	34
Office of the Vice Provost for Academic Planning	53%	10	37%	7	5%	1	5%	1	0%	0	4.37	19
Research, Policy, Planng & Adm	75%	161	18%	38	6%	12	1%	3	1%	2	4.63	216
School of Information	76%	16	24%	5	0%	0	0%	0	0%	0	4.76	21
School of Journalism	67%	6	0%	0	22%	2	11%	1	0%	0	4.22	9
School of Optometry	57%	12	24%	5	10%	2	10%	2	0%	0	4.29	21
School of Public Health	73%	61	19%	16	4%	3	2%	2	1%	1	4.61	83
School of Social Welfare	81%	34	19%	8	0%	0	0%	0	0%	0	4.81	42
SSALLEX (Summer Sessn, Study Abrd, University Extension)	81%	65	18%	14	1%	1	0%	0	0%	0	4.80	80
Student Affairs	76%	225	18%	54	2%	5	3%	9	1%	2	4.66	295
UC Library	65%	75	25%	29	6%	7	3%	3	1%	1	4.51	115
Undergraduate Education	69%	44	25%	16	5%	3	2%	1	0%	0	4.61	64
Univ Developmt and Alumni Rel	70%	114	23%	38	6%	9	1%	1	1%	1	4.61	163
VP Agriculture & Natural Resour	67%	2	33%	1	0%	0	0%	0	0%	0	4.67	3

Meetings conducted on Zoom are as productive as meetings conducted face-to-face.





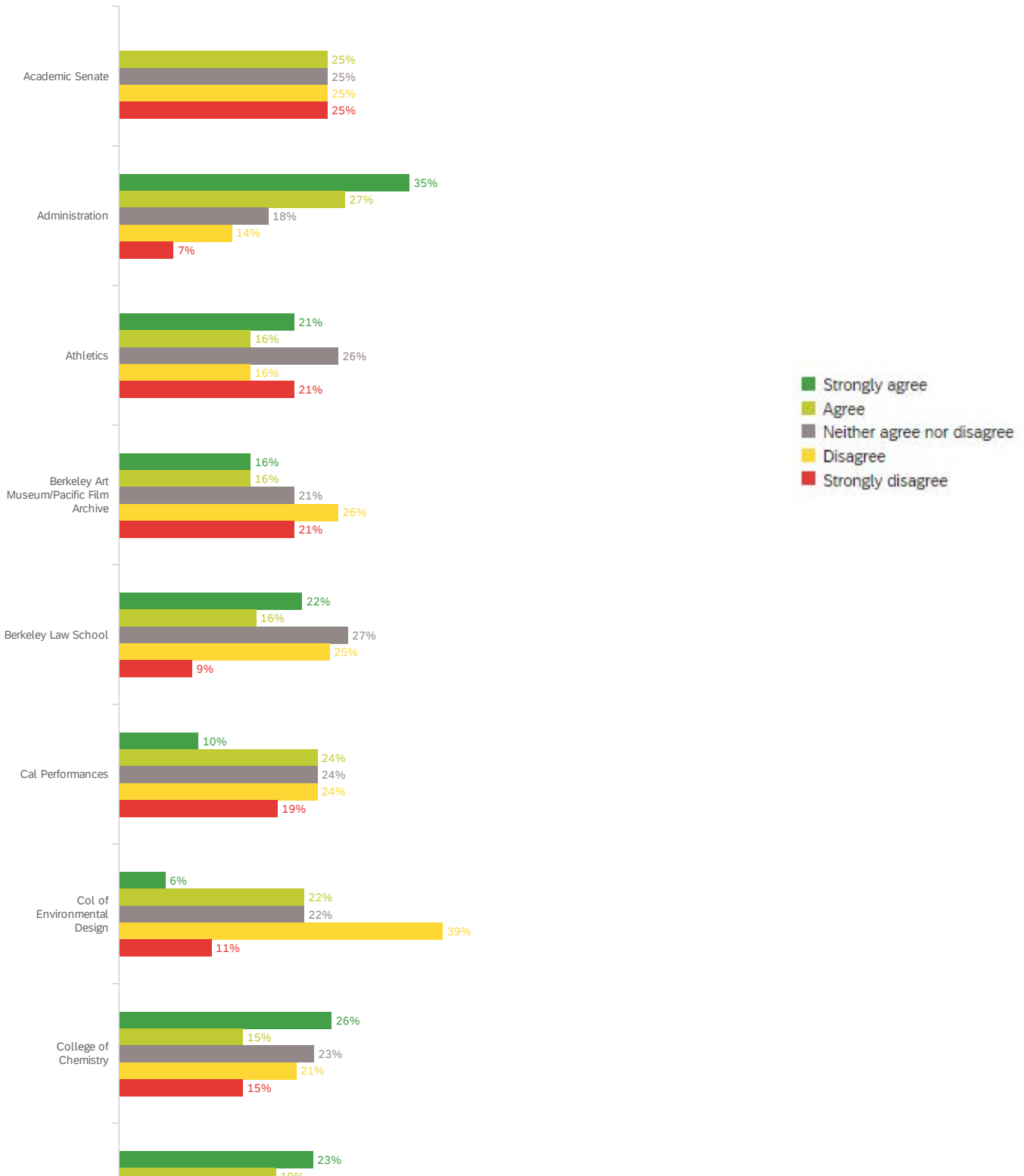


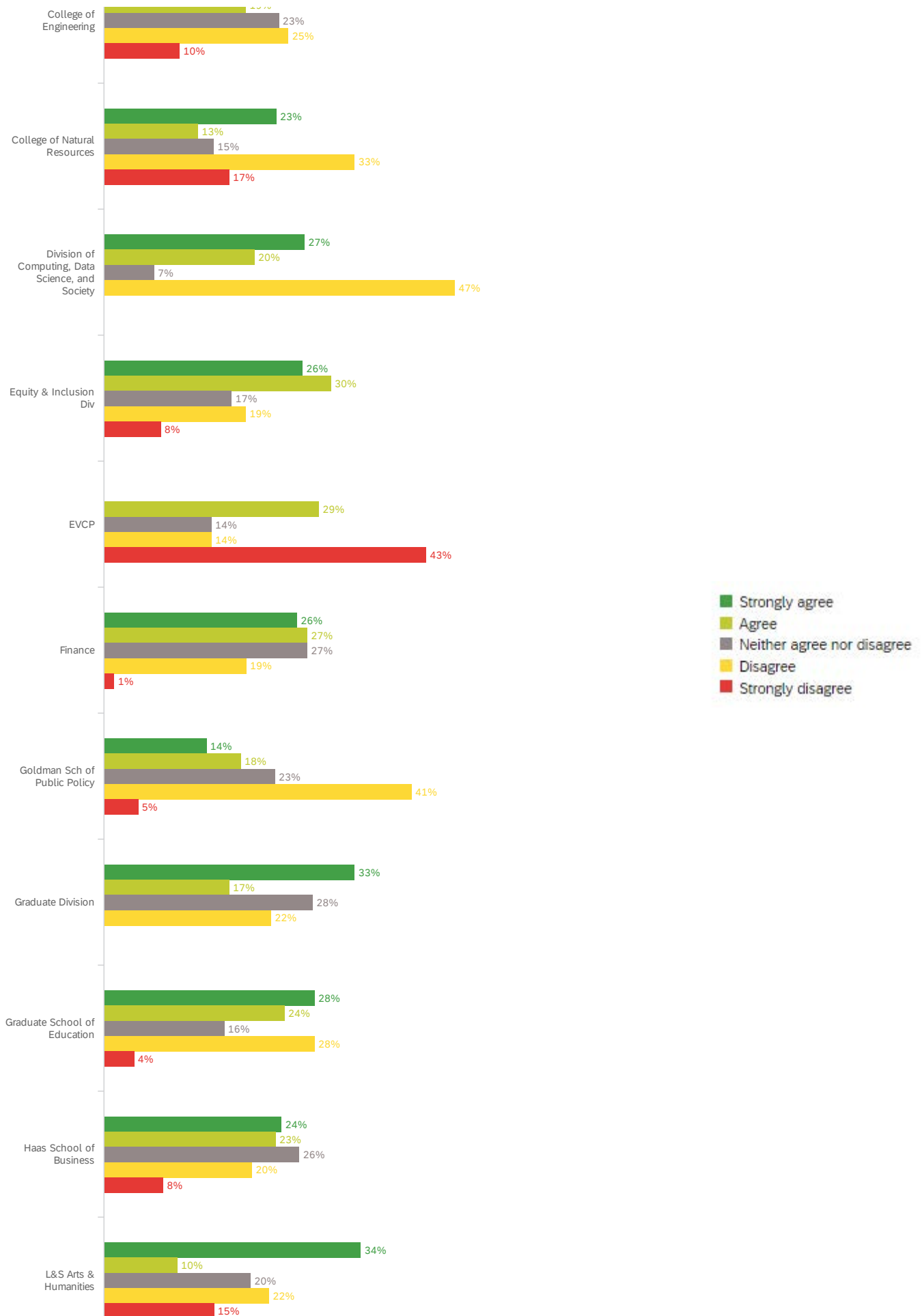


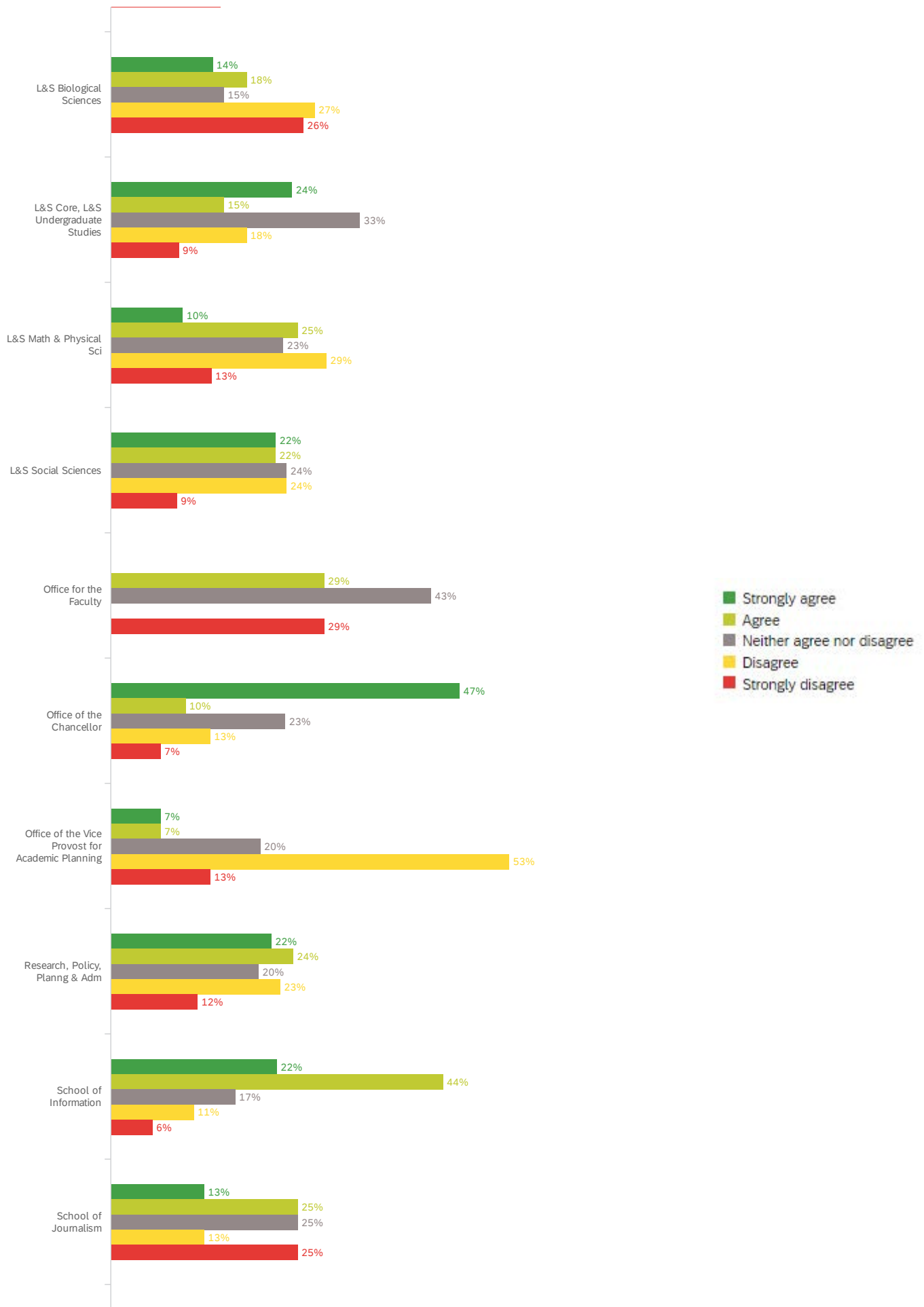
Meetings conducted on Zoom are as productive as meetings conducted face-to-face.

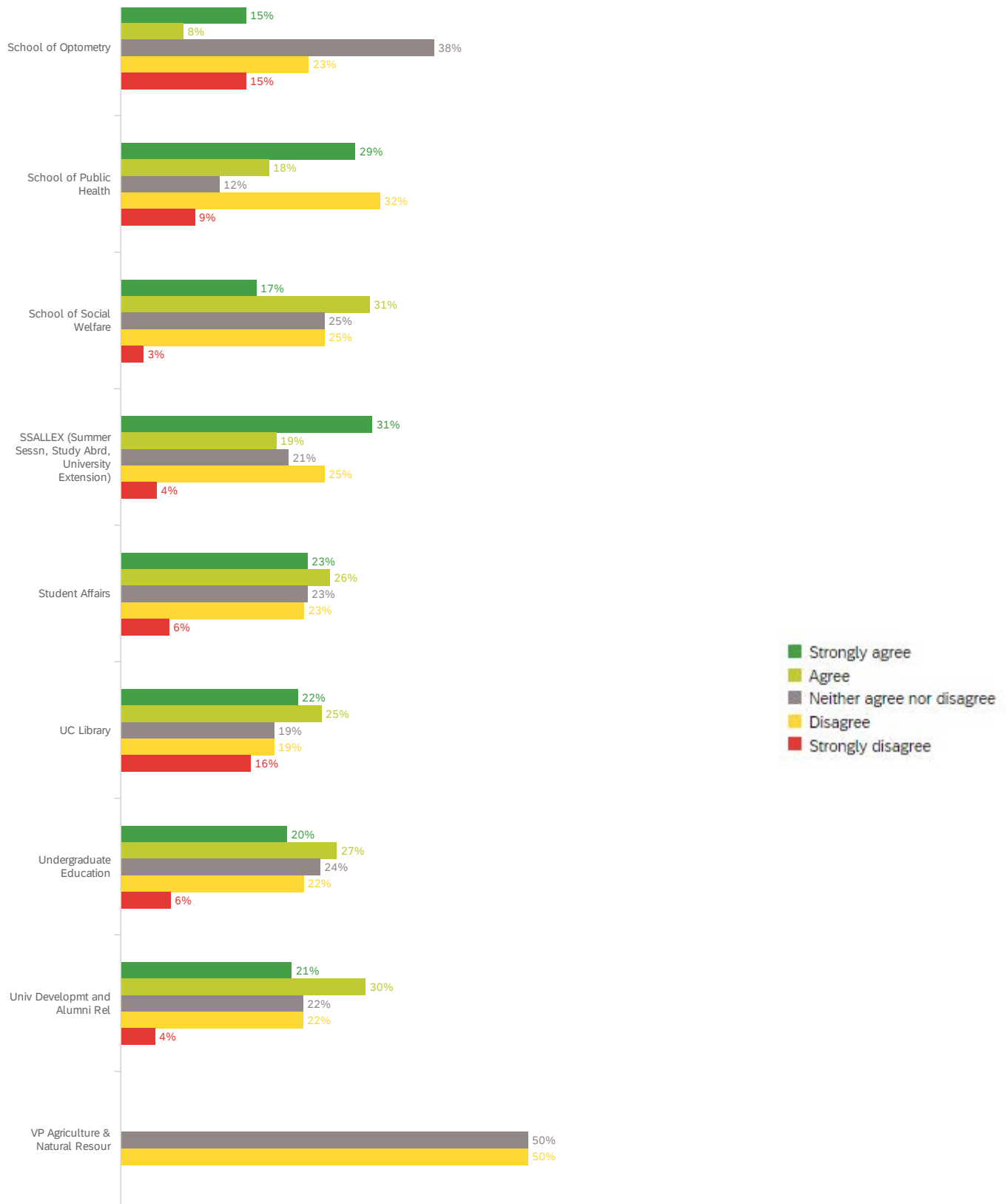
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Academic Senate	30%	3	40%	4	10%	1	10%	1	10%	1	3.70	10
Administration	61%	306	22%	112	10%	52	4%	19	2%	11	4.37	500
Athletics	44%	12	26%	7	15%	4	11%	3	4%	1	3.96	27
Berkeley Art Museum/Pacific Film Archive	55%	11	15%	3	10%	2	15%	3	5%	1	4.00	20
Berkeley Law School	46%	53	26%	30	17%	20	6%	7	4%	5	4.03	115
Cal Performances	42%	10	25%	6	17%	4	4%	1	13%	3	3.79	24
Col of Environmental Design	38%	9	38%	9	17%	4	8%	2	0%	0	4.04	24
College of Chemistry	43%	24	25%	14	21%	12	9%	5	2%	1	3.98	56
College of Engineering	49%	102	28%	59	11%	22	8%	16	4%	9	4.10	208
College of Natural Resources	43%	28	29%	19	17%	11	6%	4	5%	3	4.00	65
Division of Computing, Data Science, and Society	57%	12	19%	4	14%	3	10%	2	0%	0	4.24	21
Equity & Inclusion Div	58%	35	33%	20	3%	2	2%	1	3%	2	4.42	60
EVCP	22%	2	33%	3	11%	1	22%	2	11%	1	3.33	9
Finance	66%	63	29%	28	3%	3	1%	1	0%	0	4.61	95
Goldman Sch of Public Policy	35%	9	35%	9	27%	7	4%	1	0%	0	4.00	26
Graduate Division	55%	12	36%	8	9%	2	0%	0	0%	0	4.45	22
Graduate School of Education	52%	16	26%	8	16%	5	6%	2	0%	0	4.23	31
Haas School of Business	47%	70	32%	47	14%	21	5%	7	2%	3	4.18	148
L&S Arts & Humanities	43%	45	24%	25	11%	11	15%	16	7%	7	3.82	104
L&S Biological Sciences	40%	38	26%	25	13%	12	14%	13	8%	8	3.75	96
L&S Core, L&S Undergraduate Studies	45%	18	43%	17	13%	5	0%	0	0%	0	4.33	40
L&S Math & Physical Sci	40%	28	26%	18	16%	11	16%	11	3%	2	3.84	70
L&S Social Sciences	43%	43	32%	32	11%	11	11%	11	3%	3	4.01	100
Office for the Faculty	18%	2	45%	5	27%	3	0%	0	9%	1	3.64	11
Office of the Chancellor	65%	22	26%	9	6%	2	3%	1	0%	0	4.53	34
Office of the Vice Provost for Academic Planning	45%	9	15%	3	30%	6	5%	1	5%	1	3.90	20
Research, Policy, Planng & Adm	50%	110	29%	64	11%	24	7%	16	2%	4	4.19	218
School of Information	57%	12	33%	7	10%	2	0%	0	0%	0	4.48	21
School of Journalism	30%	3	30%	3	20%	2	20%	2	0%	0	3.70	10
School of Optometry	64%	14	23%	5	0%	0	9%	2	5%	1	4.32	22
School of Public Health	52%	43	23%	19	12%	10	13%	11	0%	0	4.13	83
School of Social Welfare	50%	21	36%	15	5%	2	10%	4	0%	0	4.26	42
SSALLEX (Summer Sessn, Study Abrd, University Extension)	61%	49	29%	23	9%	7	1%	1	0%	0	4.50	80
Student Affairs	53%	156	32%	94	9%	28	5%	15	1%	4	4.29	297
UC Library	38%	44	38%	44	17%	20	5%	6	2%	2	4.05	116
Undergraduate Education	53%	34	31%	20	6%	4	6%	4	3%	2	4.25	64
Univ Developmt and Alumni Rel	49%	80	34%	55	8%	13	9%	14	1%	1	4.22	163
VP Agriculture & Natural Resour	25%	1	25%	1	50%	2	0%	0	0%	0	3.75	4

On-boarding, integrating and forming relationships with new employees hired remotely (that I've never met or worked with in person), has been the same or better as compared to hiring in person (answer NA if no new employees to your team).





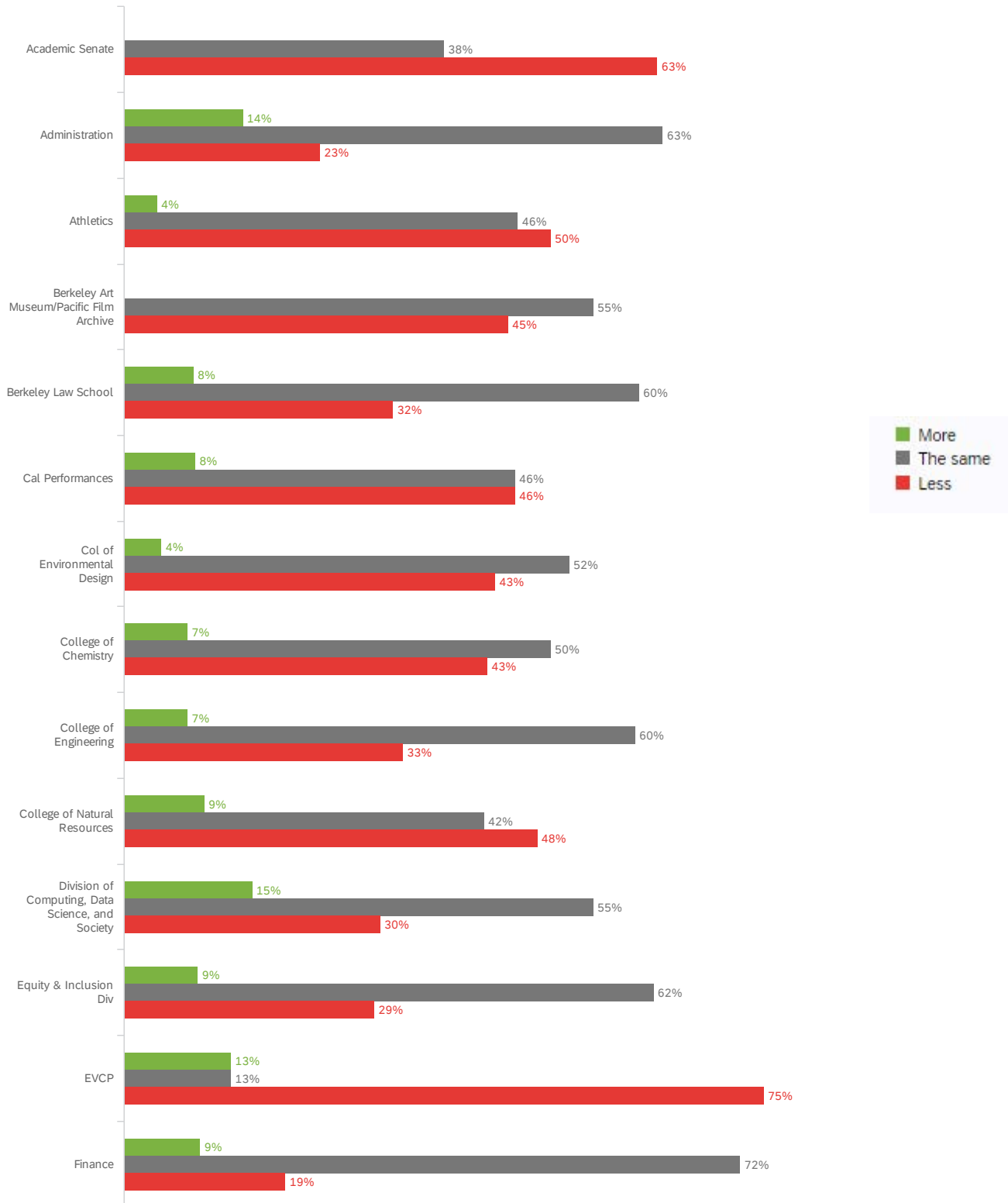


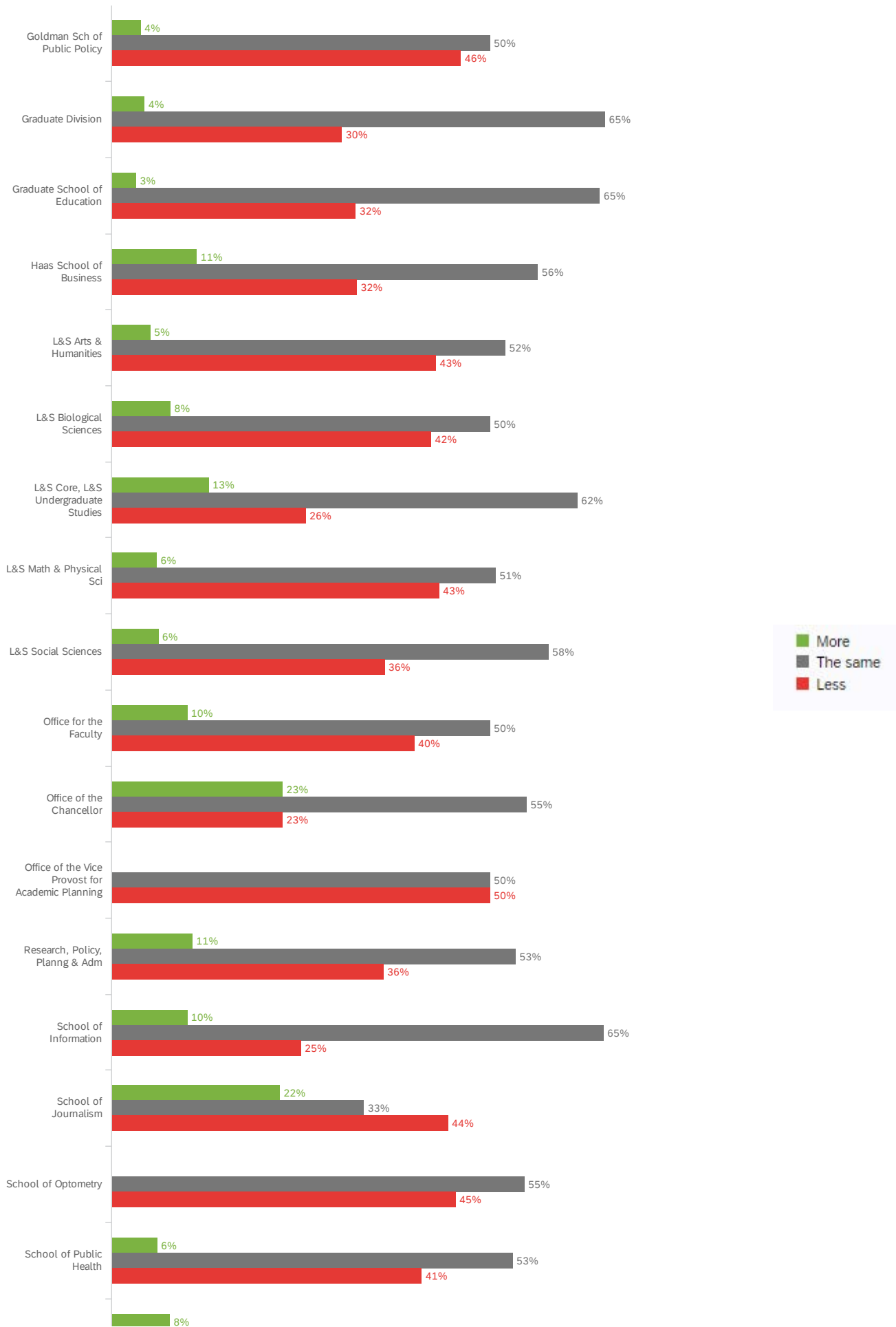


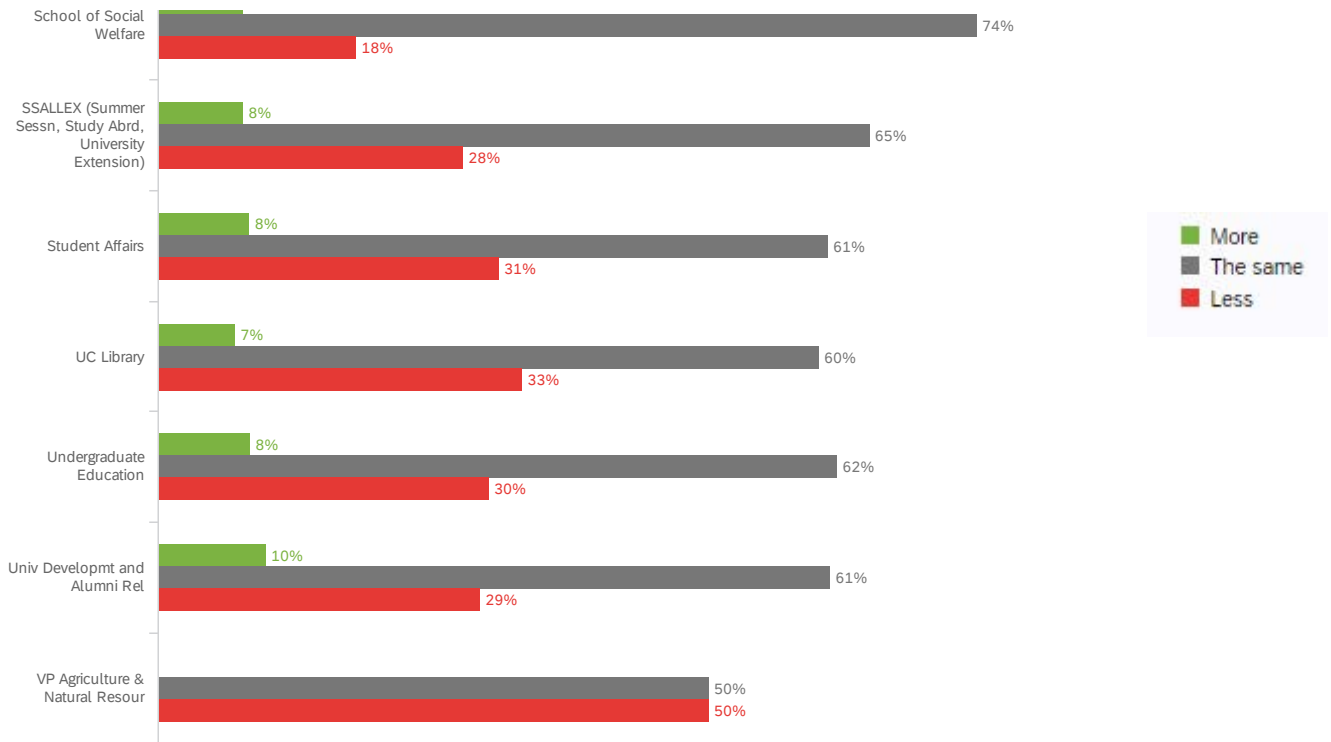
On-boarding, integrating and forming relationships with new employees hired remotely (that I've never met or worked with in person), has been the same or better as compared to hiring in person (answer NA if no new employees to your team).

Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	0%	0	25%	2	25%	2	25%	2	25%	2	2.50	8
Administration	35%	144	27%	112	18%	74	14%	56	7%	27	3.70	413
Athletics	21%	4	16%	3	26%	5	16%	3	21%	4	3.00	19
Berkeley Art Museum/Pacific Film Archive	16%	3	16%	3	21%	4	26%	5	21%	4	2.79	19
Berkeley Law School	22%	20	16%	15	27%	25	25%	23	9%	8	3.18	91
Cal Performances	10%	2	24%	5	24%	5	24%	5	19%	4	2.81	21
Col of Environmental Design	6%	1	22%	4	22%	4	39%	7	11%	2	2.72	18
College of Chemistry	26%	12	15%	7	23%	11	21%	10	15%	7	3.15	47
College of Engineering	23%	37	19%	30	23%	37	25%	39	10%	16	3.21	159
College of Natural Resources	23%	11	13%	6	15%	7	33%	16	17%	8	2.92	48
Division of Computing, Data Science, and Society	27%	4	20%	3	7%	1	47%	7	0%	0	3.27	15
Equity & Inclusion Div	26%	14	30%	16	17%	9	19%	10	8%	4	3.49	53
EVCP	0%	0	29%	2	14%	1	14%	1	43%	3	2.29	7
Finance	26%	19	27%	20	27%	20	19%	14	1%	1	3.57	74
Goldman Sch of Public Policy	14%	3	18%	4	23%	5	41%	9	5%	1	2.95	22
Graduate Division	33%	6	17%	3	28%	5	22%	4	0%	0	3.61	18
Graduate School of Education	28%	7	24%	6	16%	4	28%	7	4%	1	3.44	25
Haas School of Business	24%	30	23%	29	26%	33	20%	25	8%	10	3.35	127
L&S Arts & Humanities	34%	28	10%	8	20%	16	22%	18	15%	12	3.27	82
L&S Biological Sciences	14%	9	18%	12	15%	10	27%	18	26%	17	2.67	66
L&S Core, L&S Undergraduate Studies	24%	8	15%	5	33%	11	18%	6	9%	3	3.27	33
L&S Math & Physical Sci	10%	5	25%	13	23%	12	29%	15	13%	7	2.88	52
L&S Social Sciences	22%	15	22%	15	24%	16	24%	16	9%	6	3.25	68
Office for the Faculty	0%	0	29%	2	43%	3	0%	0	29%	2	2.71	7
Office of the Chancellor	47%	14	10%	3	23%	7	13%	4	7%	2	3.77	30
Office of the Vice Provost for Academic Planning	7%	1	7%	1	20%	3	53%	8	13%	2	2.40	15
Research, Policy, Planng & Adm	22%	37	24%	42	20%	34	23%	39	12%	20	3.22	172
School of Information	22%	4	44%	8	17%	3	11%	2	6%	1	3.67	18
School of Journalism	13%	1	25%	2	25%	2	13%	1	25%	2	2.88	8
School of Optometry	15%	2	8%	1	38%	5	23%	3	15%	2	2.85	13
School of Public Health	29%	19	18%	12	12%	8	32%	21	9%	6	3.26	66
School of Social Welfare	17%	6	31%	11	25%	9	25%	9	3%	1	3.33	36
SSALLEX (Summer Sessn, Study Abrd, University Extension)	31%	21	19%	13	21%	14	25%	17	4%	3	3.47	68
Student Affairs	23%	58	26%	65	23%	58	23%	57	6%	15	3.37	253
UC Library	22%	15	25%	17	19%	13	19%	13	16%	11	3.17	69
Undergraduate Education	20%	10	27%	13	24%	12	22%	11	6%	3	3.33	49
Univ Developmt and Alumni Rel	21%	30	30%	43	22%	32	22%	32	4%	6	3.41	143
VP Agriculture & Natural Resour	0%	0	0%	0	50%	1	50%	1	0%	0	2.50	2

Compared to when my coworkers (or colleagues) are working on-site, I feel _____ sense of community with my coworkers when they are working remotely. (Select NA if you have not had this experience)





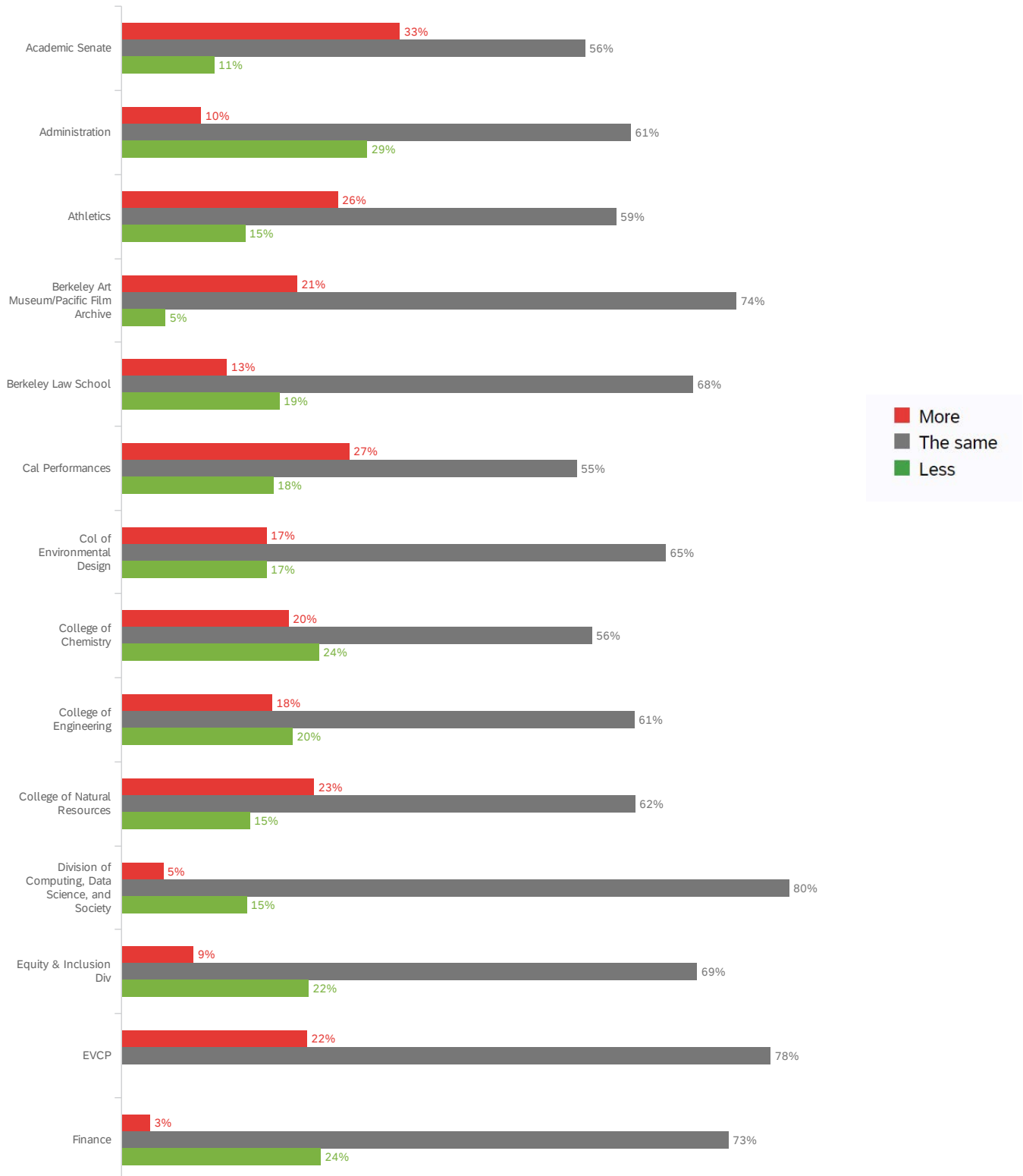


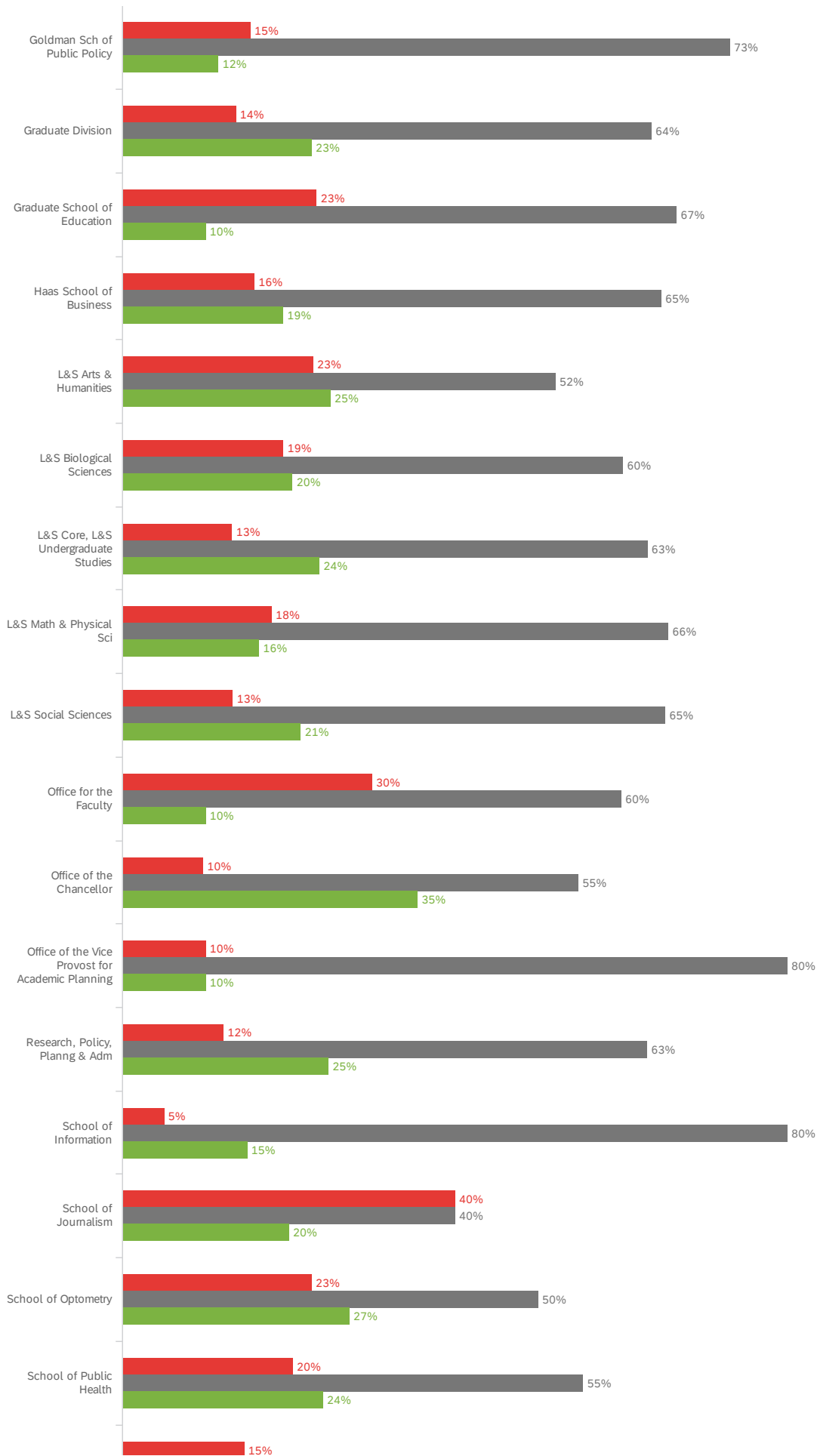
#	Field	More	The same	Less	Total
1	Academic Senate	0% 0	38% 3	63% 5	8
3	Administration	14% 63	63% 286	23% 104	453
4	Athletics	4% 1	46% 12	50% 13	26
5	Berkeley Art Museum/Pacific Film Archive	0% 0	55% 11	45% 9	20
6	Berkeley Law School	8% 9	60% 67	32% 35	111
7	Cal Performances	8% 2	46% 11	46% 11	24
8	Col of Environmental Design	4% 1	52% 12	43% 10	23
9	College of Chemistry	7% 4	50% 27	43% 23	54
10	College of Engineering	7% 15	60% 121	33% 66	202
11	College of Natural Resources	9% 6	42% 27	48% 31	64
12	Division of Computing, Data Science, and Society	15% 3	55% 11	30% 6	20
13	Equity & Inclusion Div	9% 5	62% 36	29% 17	58
14	EVCP	13% 1	13% 1	75% 6	8
15	Finance	9% 8	72% 65	19% 17	90
16	Goldman Sch of Public Policy	4% 1	50% 13	46% 12	26
17	Graduate Division	4% 1	65% 15	30% 7	23
18	Graduate School of Education	3% 1	65% 20	32% 10	31

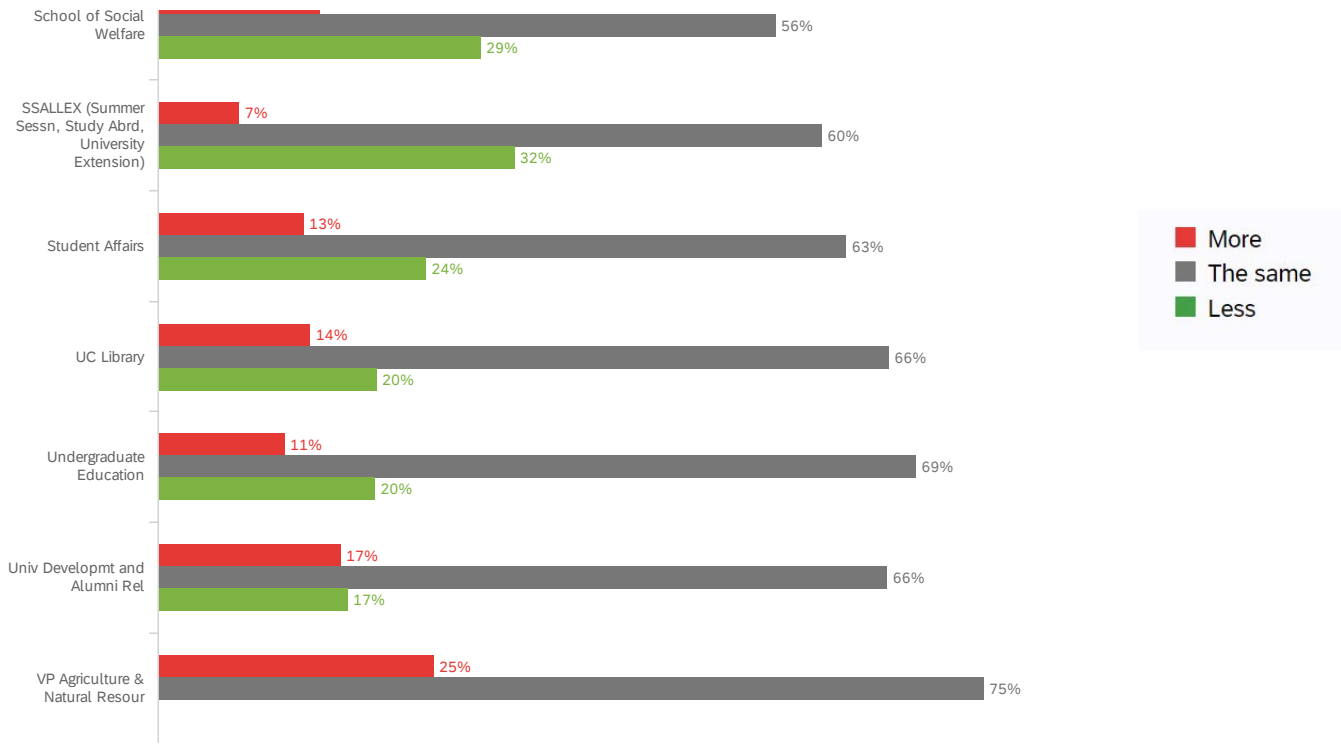
#	Field	More	The same	Less	Total
19	Haas School of Business	11% 16	56% 80	32% 46	142
20	L&S Arts & Humanities	5% 5	52% 51	43% 42	98
21	L&S Biological Sciences	8% 7	50% 45	42% 38	90
22	L&S Core, L&S Undergraduate Studies	13% 5	62% 24	26% 10	39
23	L&S Math & Physical Sci	6% 4	51% 34	43% 29	67
24	L&S Social Sciences	6% 6	58% 56	36% 35	97
25	Office for the Faculty	10% 1	50% 5	40% 4	10
26	Office of the Chancellor	23% 7	55% 17	23% 7	31
27	Office of the Vice Provost for Academic Planning	0% 0	50% 10	50% 10	20
28	Research, Policy, Planng & Adm	11% 22	53% 110	36% 74	206
39	School of Information	10% 2	65% 13	25% 5	20
29	School of Journalism	22% 2	33% 3	44% 4	9
30	School of Optometry	0% 0	55% 12	45% 10	22
31	School of Public Health	6% 5	53% 44	41% 34	83
32	School of Social Welfare	8% 3	74% 29	18% 7	39
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	8% 5	65% 42	28% 18	65
34	Student Affairs	8% 24	61% 177	31% 90	291
35	UC Library	7% 8	60% 69	33% 38	115
36	Undergraduate Education	8% 5	62% 37	30% 18	60
37	Univ Developmt and Alumni Rel	10% 15	61% 94	29% 45	154
38	VP Agriculture & Natural Resour	0% 0	50% 2	50% 2	4

Showing rows 1 - 38 of 38

Compared to when my coworkers (or colleagues) are working on-site, it takes _____ time to get work-related questions answered when my co-workers are working remotely. (Select NA if you have not had this experience)





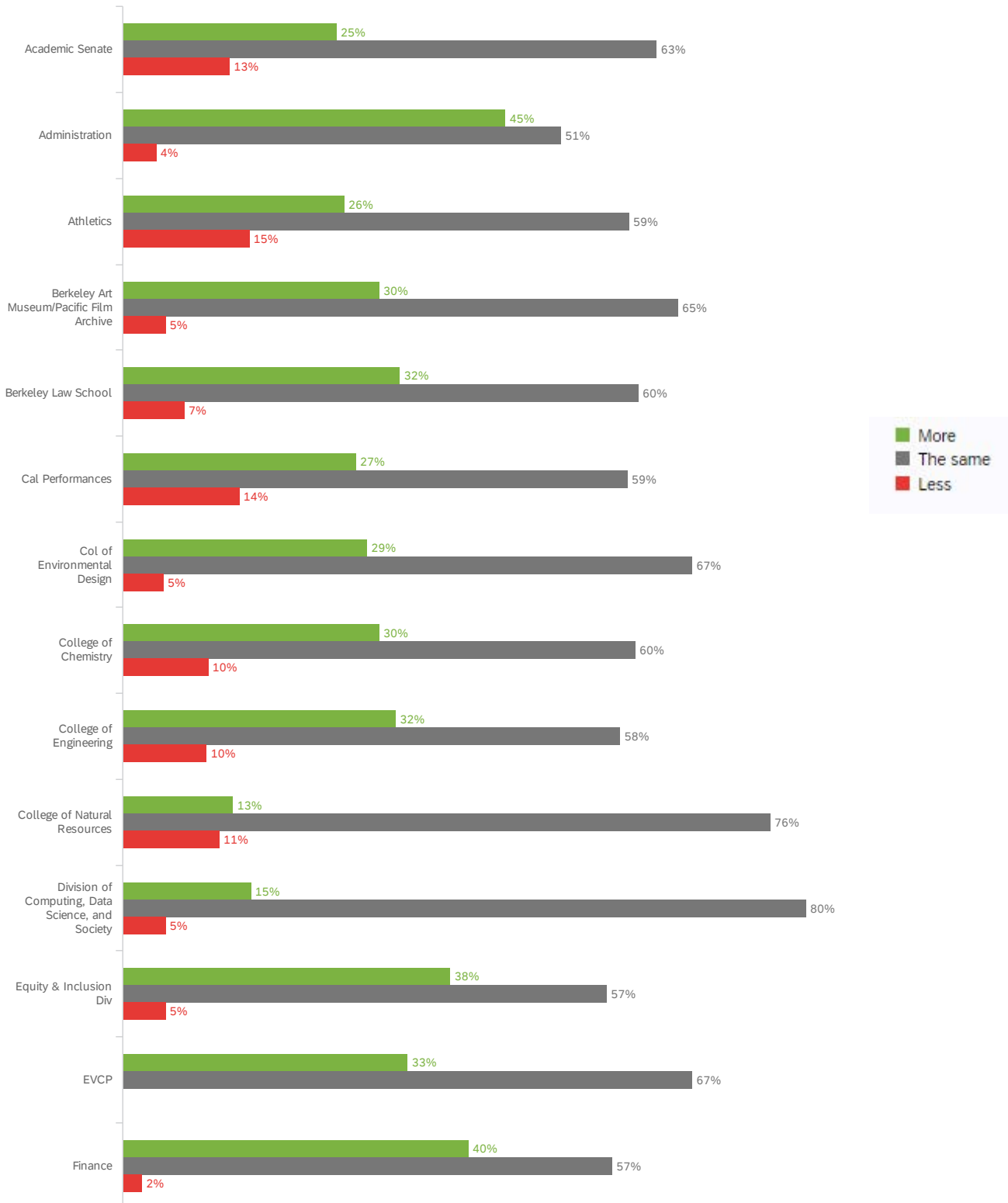


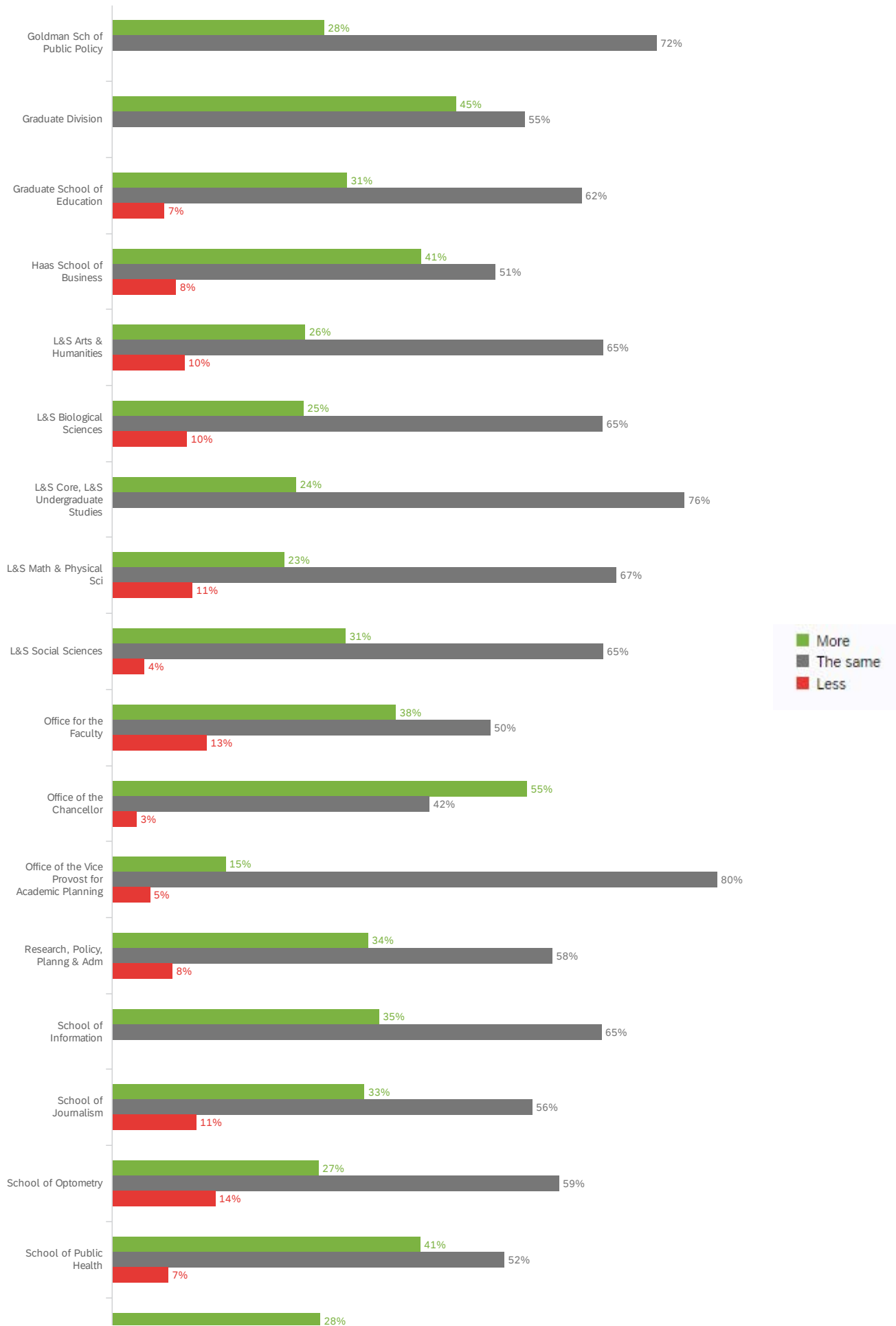
#	Field	More	The same	Less	Total
1	Academic Senate	33% 3	56% 5	11% 1	9
3	Administration	10% 44	61% 282	29% 136	462
4	Athletics	26% 7	59% 16	15% 4	27
5	Berkeley Art Museum/Pacific Film Archive	21% 4	74% 14	5% 1	19
6	Berkeley Law School	13% 14	68% 76	19% 21	111
7	Cal Performances	27% 6	55% 12	18% 4	22
8	Col of Environmental Design	17% 4	65% 15	17% 4	23
9	College of Chemistry	20% 11	56% 31	24% 13	55
10	College of Engineering	18% 37	61% 126	20% 42	205
11	College of Natural Resources	23% 15	62% 40	15% 10	65
12	Division of Computing, Data Science, and Society	5% 1	80% 16	15% 3	20
13	Equity & Inclusion Div	9% 5	69% 40	22% 13	58
14	EVCP	22% 2	78% 7	0% 0	9
15	Finance	3% 3	73% 64	24% 21	88
16	Goldman Sch of Public Policy	15% 4	73% 19	12% 3	26
17	Graduate Division	14% 3	64% 14	23% 5	22
18	Graduate School of Education	23% 7	67% 20	10% 3	30

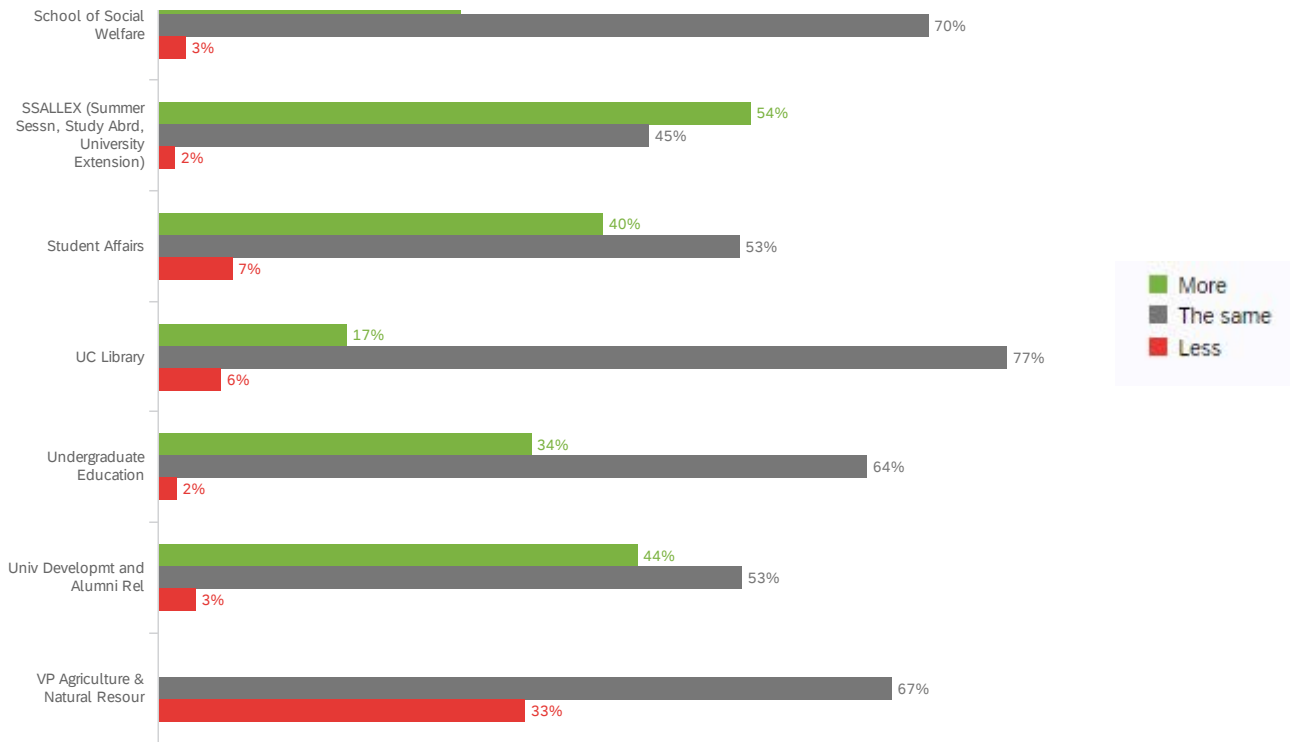
#	Field	More		The same		Less		Total
19	Haas School of Business	16%	23	65%	94	19%	28	145
20	L&S Arts & Humanities	23%	22	52%	50	25%	24	96
21	L&S Biological Sciences	19%	18	60%	56	20%	19	93
22	L&S Core, L&S Undergraduate Studies	13%	5	63%	24	24%	9	38
23	L&S Math & Physical Sci	18%	12	66%	44	16%	11	67
24	L&S Social Sciences	13%	13	65%	64	21%	21	98
25	Office for the Faculty	30%	3	60%	6	10%	1	10
26	Office of the Chancellor	10%	3	55%	17	35%	11	31
27	Office of the Vice Provost for Academic Planning	10%	2	80%	16	10%	2	20
28	Research, Policy, Planng & Adm	12%	25	63%	130	25%	51	206
39	School of Information	5%	1	80%	16	15%	3	20
29	School of Journalism	40%	4	40%	4	20%	2	10
30	School of Optometry	23%	5	50%	11	27%	6	22
31	School of Public Health	20%	17	55%	46	24%	20	83
32	School of Social Welfare	15%	6	56%	23	29%	12	41
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	7%	5	60%	41	32%	22	68
34	Student Affairs	13%	38	63%	180	24%	70	288
35	UC Library	14%	16	66%	77	20%	23	116
36	Undergraduate Education	11%	7	69%	42	20%	12	61
37	Univ Developmt and Alumni Rel	17%	26	66%	104	17%	27	157
38	VP Agriculture & Natural Resour	25%	1	75%	3	0%	0	4

Showing rows 1 - 38 of 38

Compared to when my coworkers (or colleagues) are working on-site, my coworkers appear to be completing _____ amount of work while they are working remotely.





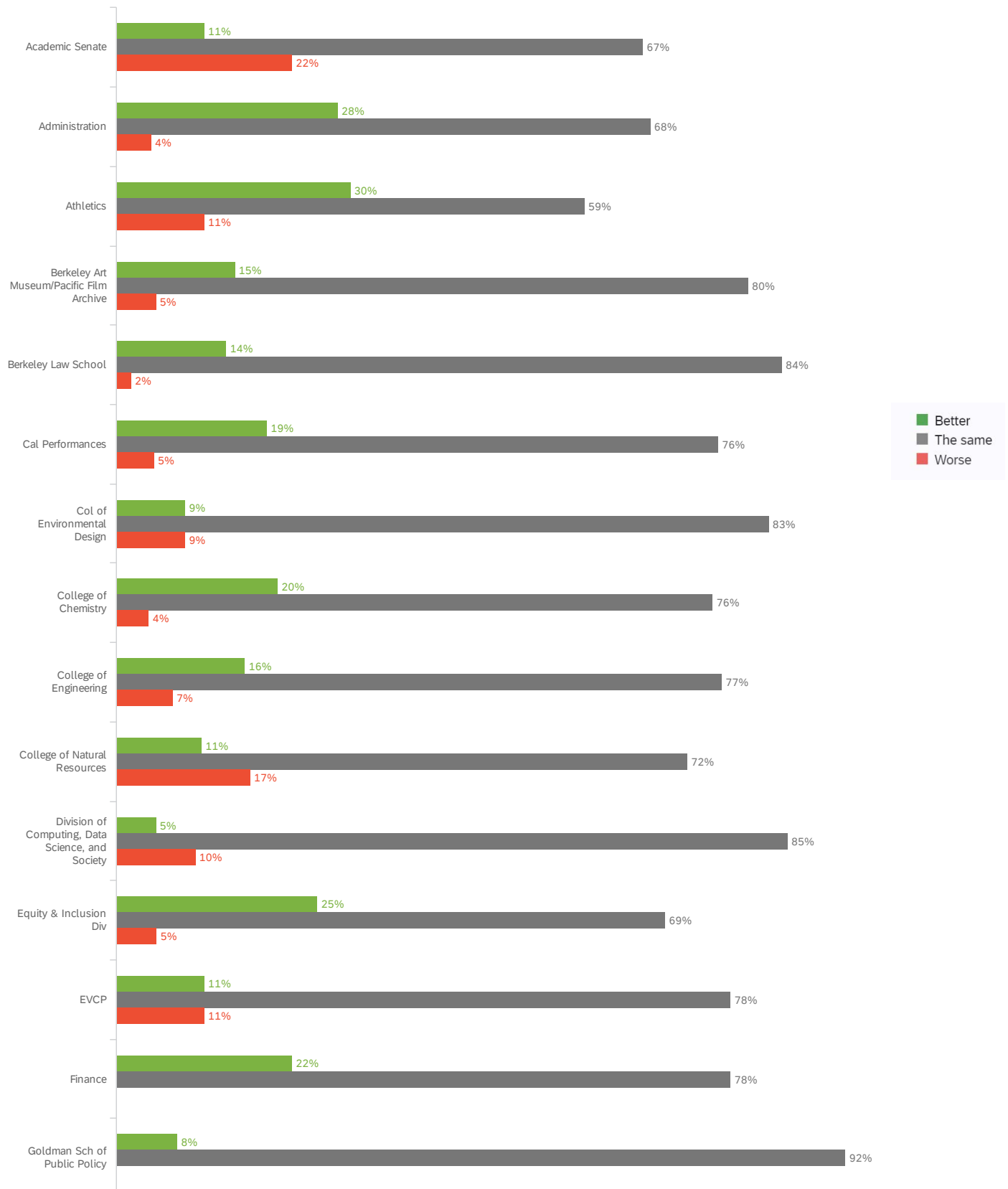


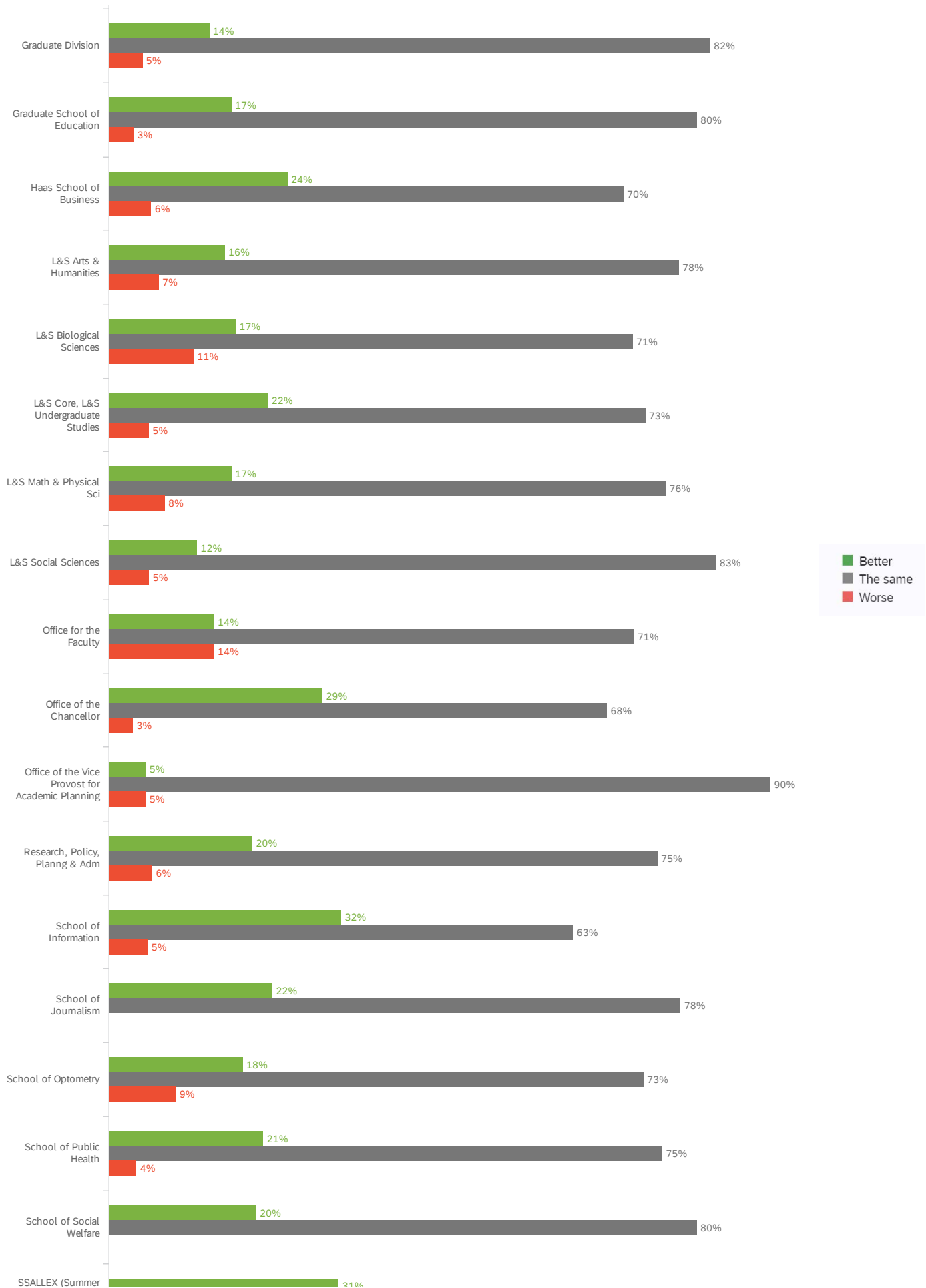
#	Field	More	The same	Less	Total
1	Academic Senate	25% 2	63% 5	13% 1	8
3	Administration	45% 206	51% 236	4% 18	460
4	Athletics	26% 7	59% 16	15% 4	27
5	Berkeley Art Museum/Pacific Film Archive	30% 6	65% 13	5% 1	20
6	Berkeley Law School	32% 36	60% 67	7% 8	111
7	Cal Performances	27% 6	59% 13	14% 3	22
8	Col of Environmental Design	29% 6	67% 14	5% 1	21
9	College of Chemistry	30% 15	60% 30	10% 5	50
10	College of Engineering	32% 62	58% 113	10% 19	194
11	College of Natural Resources	13% 8	76% 47	11% 7	62
12	Division of Computing, Data Science, and Society	15% 3	80% 16	5% 1	20
13	Equity & Inclusion Div	38% 23	57% 34	5% 3	60
14	EVCP	33% 3	67% 6	0% 0	9
15	Finance	40% 36	57% 51	2% 2	89
16	Goldman Sch of Public Policy	28% 7	72% 18	0% 0	25
17	Graduate Division	45% 10	55% 12	0% 0	22
18	Graduate School of Education	31% 9	62% 18	7% 2	29

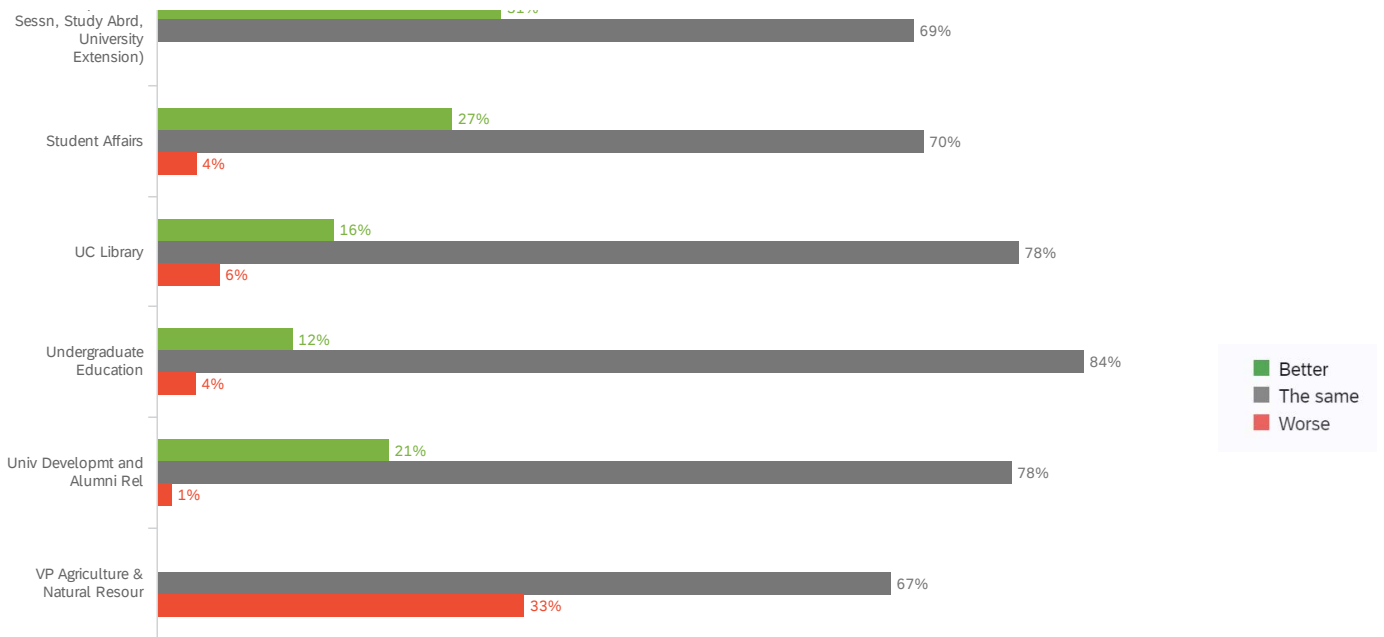
#	Field	More	The same	Less	Total
19	Haas School of Business	41% 58	51% 72	8% 12	142
20	L&S Arts & Humanities	26% 24	65% 61	10% 9	94
21	L&S Biological Sciences	25% 23	65% 59	10% 9	91
22	L&S Core, L&S Undergraduate Studies	24% 9	76% 28	0% 0	37
23	L&S Math & Physical Sci	23% 15	67% 44	11% 7	66
24	L&S Social Sciences	31% 29	65% 61	4% 4	94
25	Office for the Faculty	38% 3	50% 4	13% 1	8
26	Office of the Chancellor	55% 17	42% 13	3% 1	31
27	Office of the Vice Provost for Academic Planning	15% 3	80% 16	5% 1	20
28	Research, Policy, Planng & Adm	34% 68	58% 117	8% 16	201
39	School of Information	35% 6	65% 11	0% 0	17
29	School of Journalism	33% 3	56% 5	11% 1	9
30	School of Optometry	27% 6	59% 13	14% 3	22
31	School of Public Health	41% 33	52% 42	7% 6	81
32	School of Social Welfare	28% 11	70% 28	3% 1	40
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	54% 35	45% 29	2% 1	65
34	Student Affairs	40% 114	53% 149	7% 19	282
35	UC Library	17% 18	77% 81	6% 6	105
36	Undergraduate Education	34% 20	64% 38	2% 1	59
37	Univ Developmt and Alumni Rel	44% 64	53% 78	3% 5	147
38	VP Agriculture & Natural Resour	0% 0	67% 2	33% 1	3

Showing rows 1 - 38 of 38

Compared to when my coworkers (or colleagues) are working on-site, the quality of my coworkers' work product is _____ when they are working remotely.





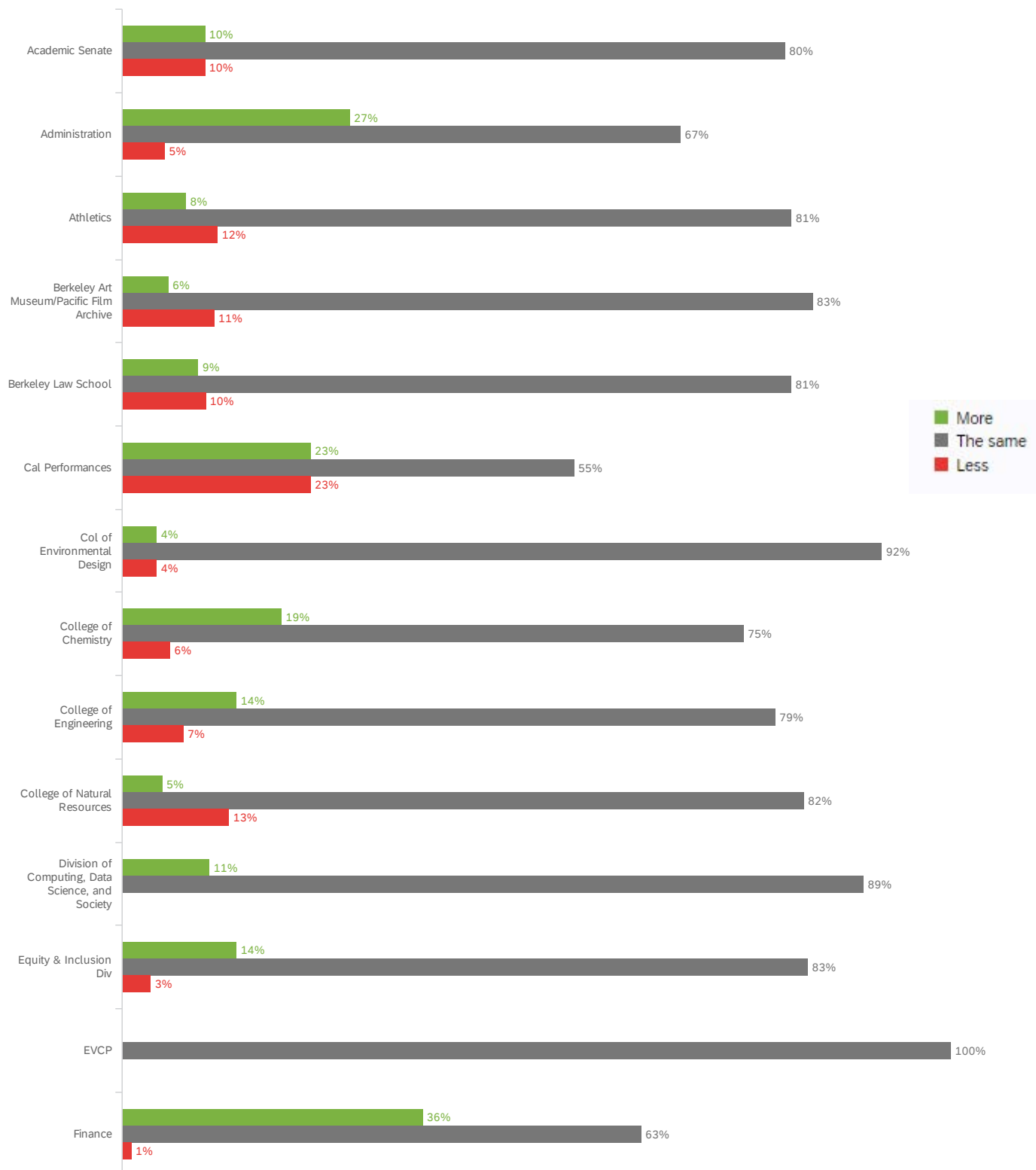


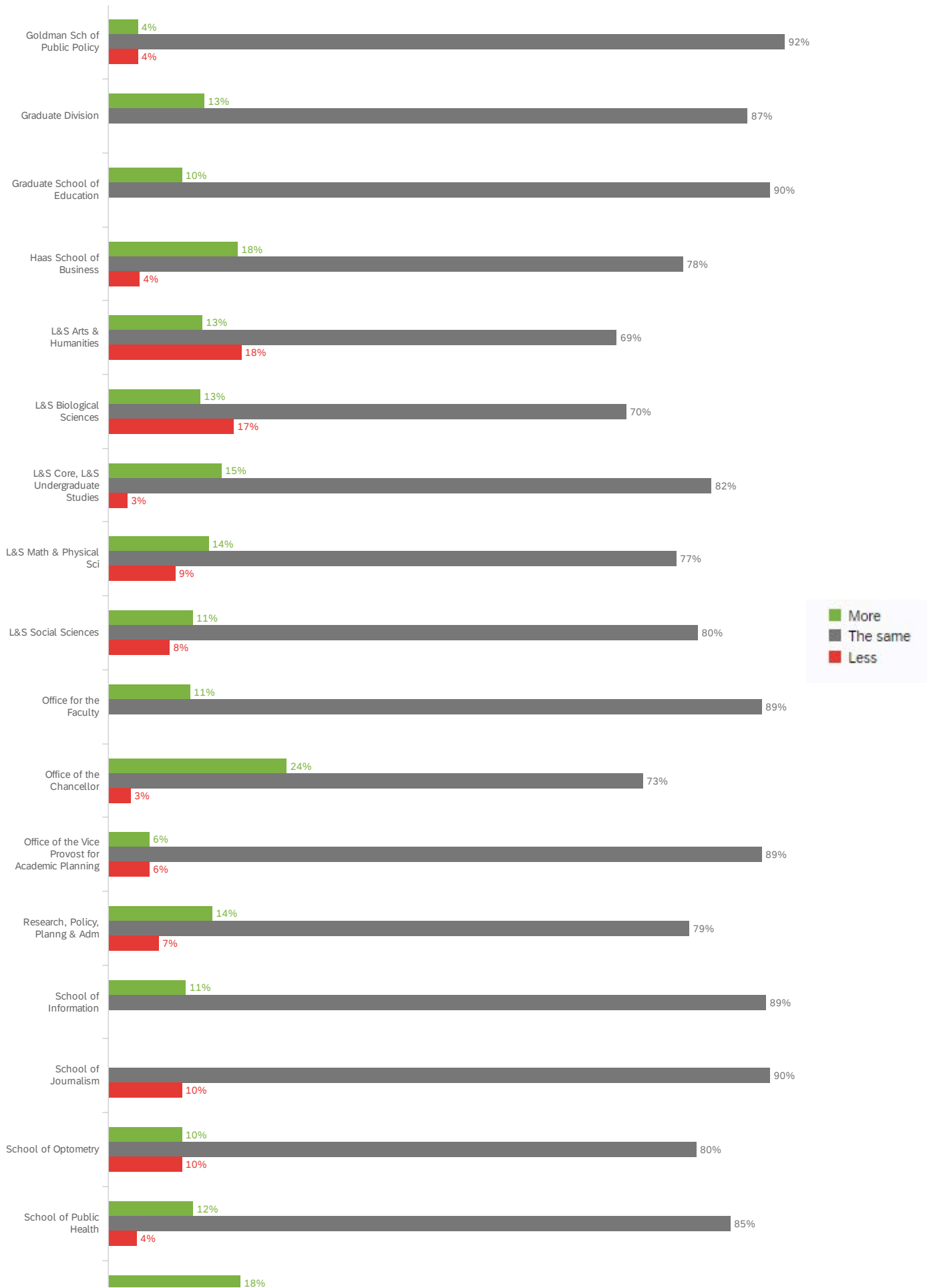
#	Field	Better	The same	Worse	Total
1	Academic Senate	11% 1	67% 6	22% 2	9
3	Administration	28% 128	68% 309	4% 20	457
4	Athletics	30% 8	59% 16	11% 3	27
5	Berkeley Art Museum/Pacific Film Archive	15% 3	80% 16	5% 1	20
6	Berkeley Law School	14% 15	84% 91	2% 2	108
7	Cal Performances	19% 4	76% 16	5% 1	21
8	Col of Environmental Design	9% 2	83% 19	9% 2	23
9	College of Chemistry	20% 10	76% 37	4% 2	49
10	College of Engineering	16% 32	77% 151	7% 14	197
11	College of Natural Resources	11% 7	72% 47	17% 11	65
12	Division of Computing, Data Science, and Society	5% 1	85% 17	10% 2	20
13	Equity & Inclusion Div	25% 15	69% 41	5% 3	59
14	EVCP	11% 1	78% 7	11% 1	9
15	Finance	22% 20	78% 70	0% 0	90
16	Goldman Sch of Public Policy	8% 2	92% 24	0% 0	26
17	Graduate Division	14% 3	82% 18	5% 1	22
18	Graduate School of Education	17% 5	80% 24	3% 1	30
19	Haas School of Business	24% 34	70% 98	6% 8	140

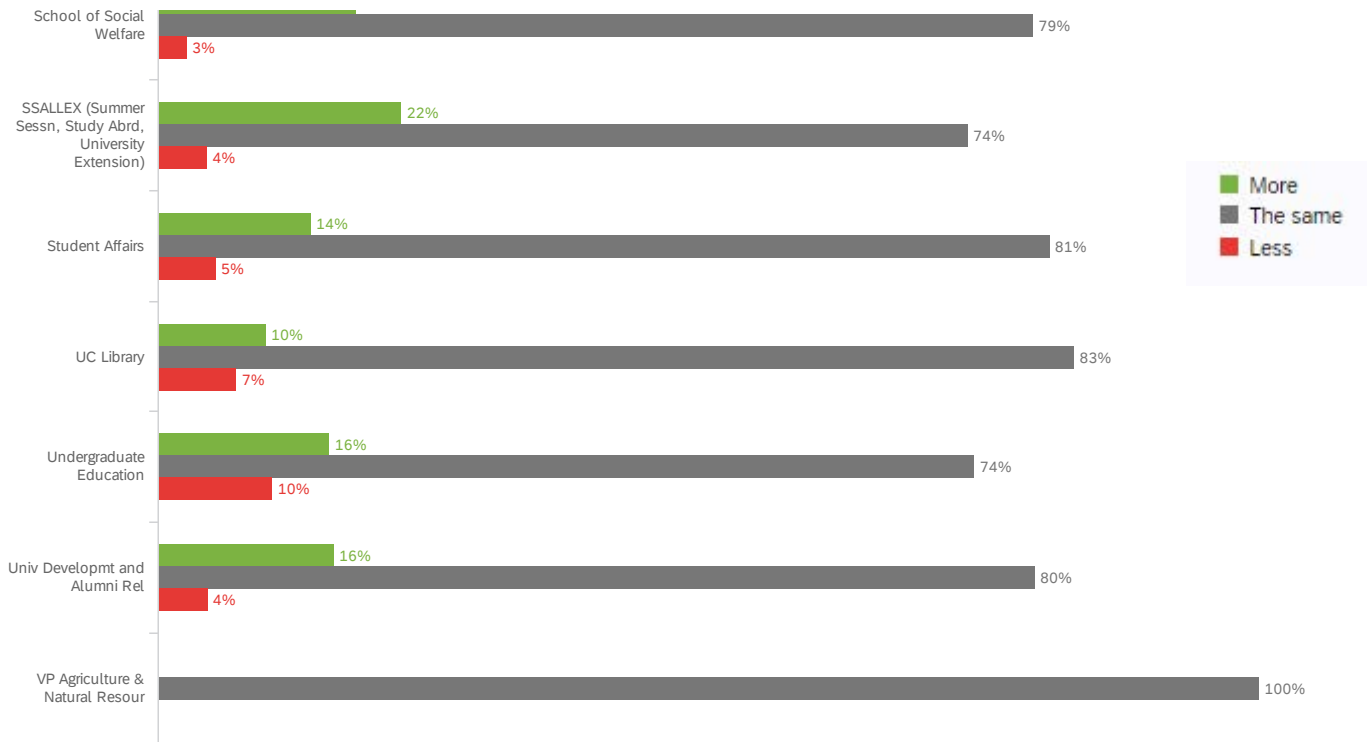
#	Field	Better	The same	Worse	Total
20	L&S Arts & Humanities	16% 14	78% 69	7% 6	89
21	L&S Biological Sciences	17% 15	71% 62	11% 10	87
22	L&S Core, L&S Undergraduate Studies	22% 8	73% 27	5% 2	37
23	L&S Math & Physical Sci	17% 11	76% 50	8% 5	66
24	L&S Social Sciences	12% 11	83% 76	5% 5	92
25	Office for the Faculty	14% 1	71% 5	14% 1	7
26	Office of the Chancellor	29% 9	68% 21	3% 1	31
27	Office of the Vice Provost for Academic Planning	5% 1	90% 18	5% 1	20
28	Research, Policy, Planng & Adm	20% 40	75% 153	6% 12	205
39	School of Information	32% 6	63% 12	5% 1	19
29	School of Journalism	22% 2	78% 7	0% 0	9
30	School of Optometry	18% 4	73% 16	9% 2	22
31	School of Public Health	21% 17	75% 61	4% 3	81
32	School of Social Welfare	20% 8	80% 32	0% 0	40
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	31% 20	69% 44	0% 0	64
34	Student Affairs	27% 75	70% 195	4% 10	280
35	UC Library	16% 17	78% 83	6% 6	106
36	Undergraduate Education	12% 7	84% 48	4% 2	57
37	Univ Developmt and Alumni Rel	21% 32	78% 118	1% 2	152
38	VP Agriculture & Natural Resour	0% 0	67% 2	33% 1	3

Showing rows 1 - 38 of 38

Compared to when my manager (or department chair/lab manager/supervisor) is working on-site, I feel supported _____ by my manager while my manager is working remotely.





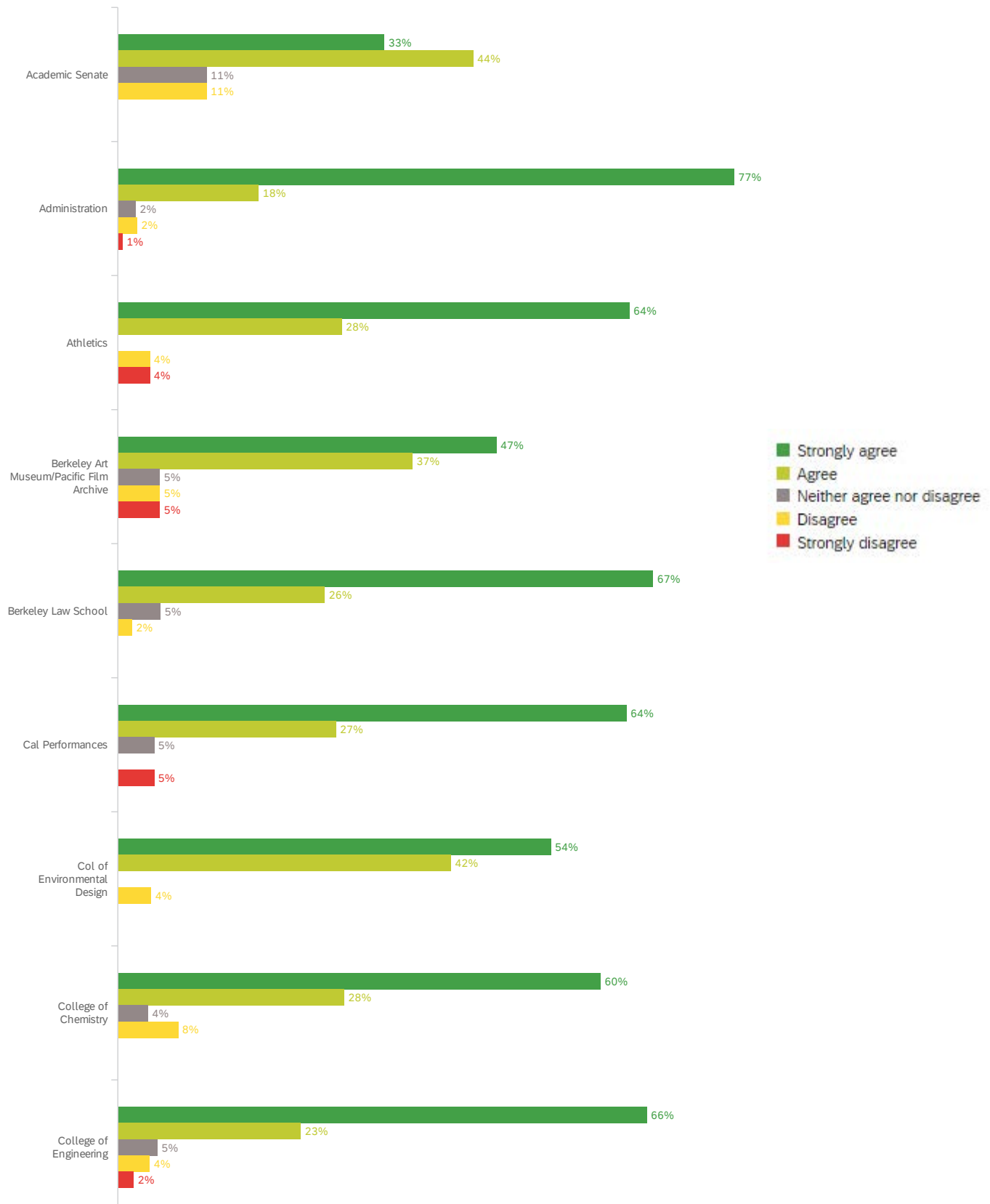


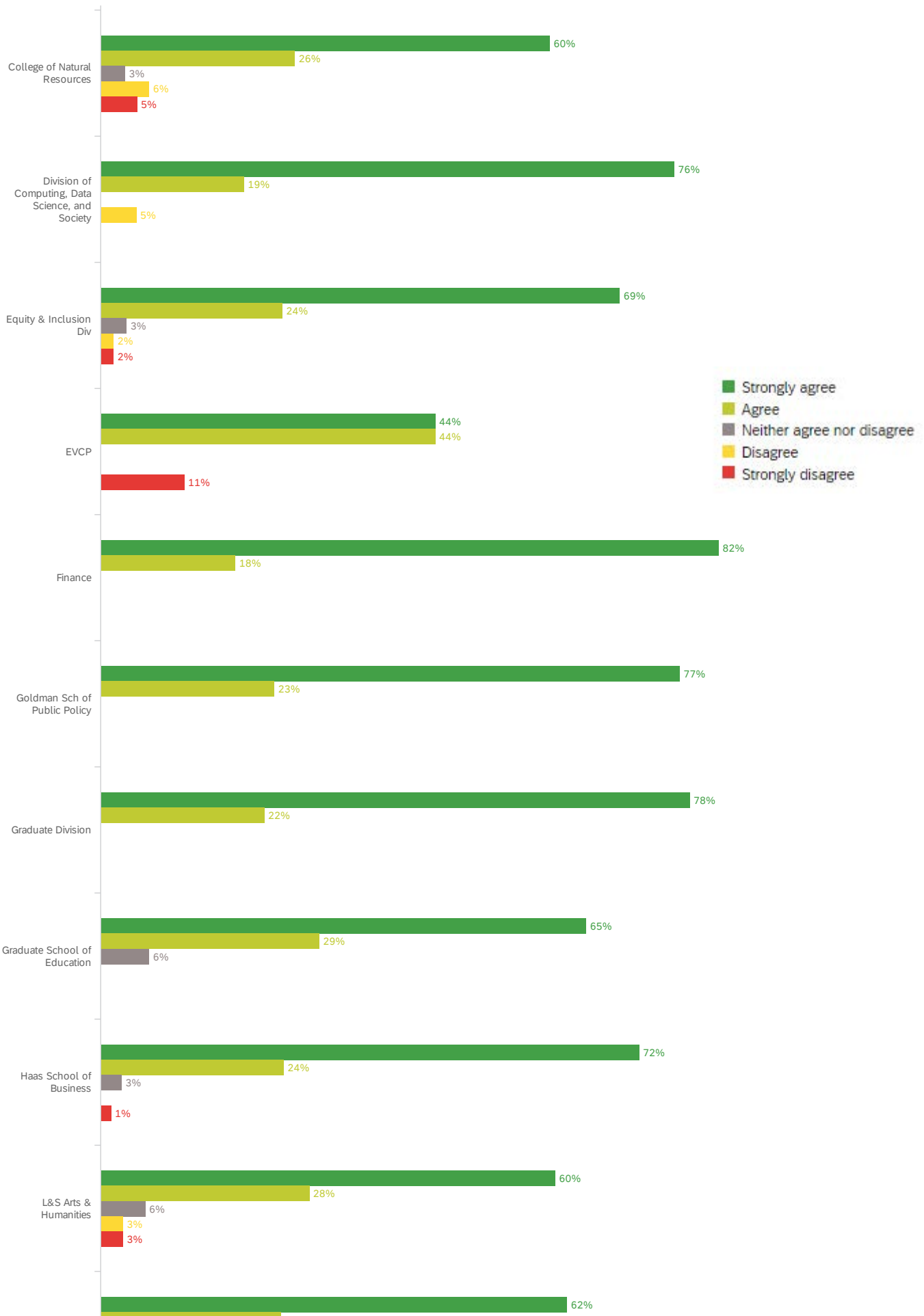
#	Field	More	The same	Less	Total
1	Academic Senate	10% 1	80% 8	10% 1	10
3	Administration	27% 128	67% 314	5% 24	466
4	Athletics	8% 2	81% 21	12% 3	26
5	Berkeley Art Museum/Pacific Film Archive	6% 1	83% 15	11% 2	18
6	Berkeley Law School	9% 10	81% 88	10% 11	109
7	Cal Performances	23% 5	55% 12	23% 5	22
8	Col of Environmental Design	4% 1	92% 22	4% 1	24
9	College of Chemistry	19% 10	75% 39	6% 3	52
10	College of Engineering	14% 28	79% 160	7% 15	203
11	College of Natural Resources	5% 3	82% 51	13% 8	62
12	Division of Computing, Data Science, and Society	11% 2	89% 17	0% 0	19
13	Equity & Inclusion Div	14% 8	83% 48	3% 2	58
14	EVCP	0% 0	100% 9	0% 0	9
15	Finance	36% 33	63% 57	1% 1	91
16	Goldman Sch of Public Policy	4% 1	92% 23	4% 1	25
17	Graduate Division	13% 3	87% 20	0% 0	23
18	Graduate School of Education	10% 3	90% 27	0% 0	30

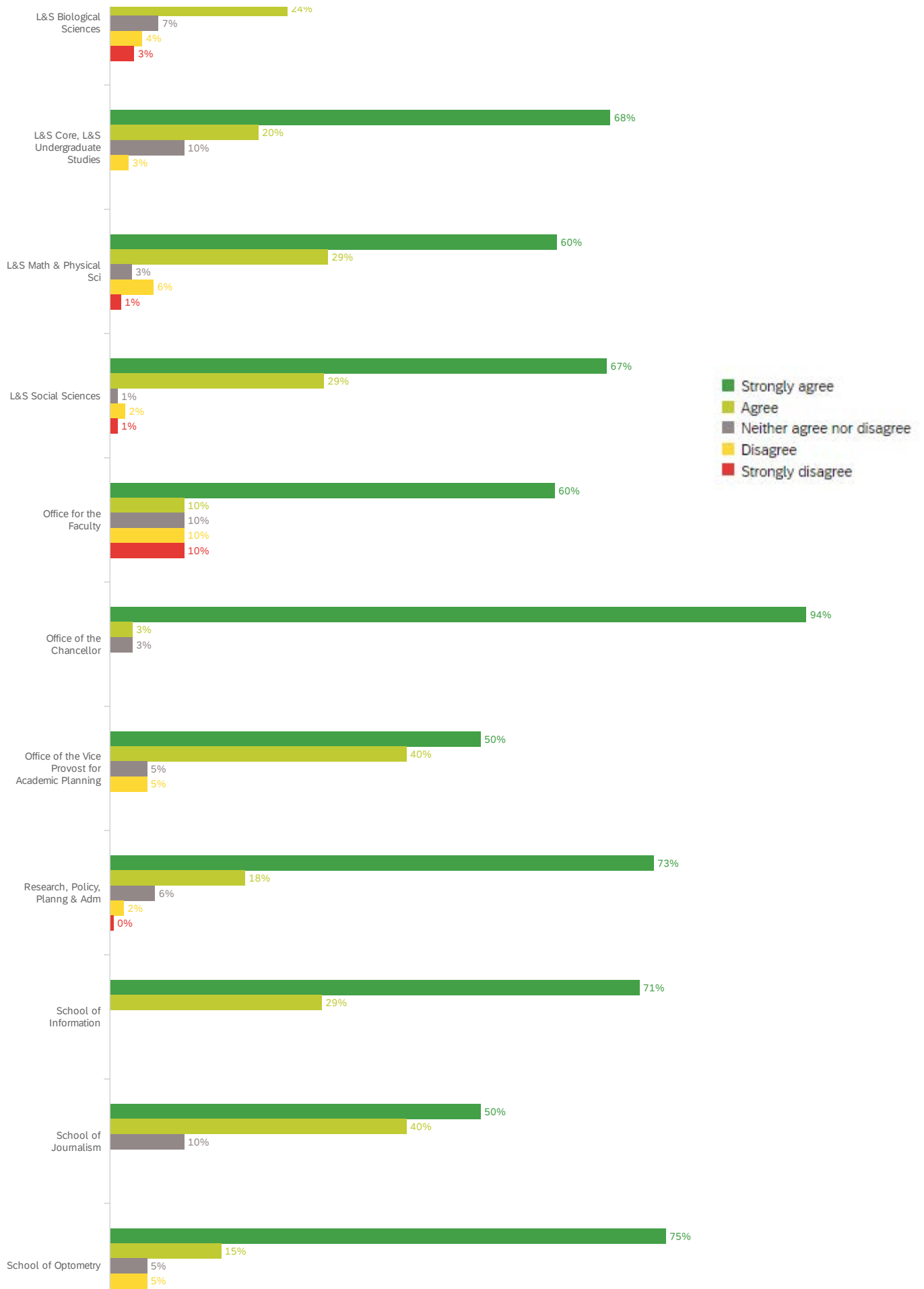
#	Field	More	The same	Less	Total
19	Haas School of Business	18% 25	78% 111	4% 6	142
20	L&S Arts & Humanities	13% 12	69% 65	18% 17	94
21	L&S Biological Sciences	13% 11	70% 62	17% 15	88
22	L&S Core, L&S Undergraduate Studies	15% 6	82% 32	3% 1	39
23	L&S Math & Physical Sci	14% 9	77% 51	9% 6	66
24	L&S Social Sciences	11% 11	80% 77	8% 8	96
25	Office for the Faculty	11% 1	89% 8	0% 0	9
26	Office of the Chancellor	24% 8	73% 24	3% 1	33
27	Office of the Vice Provost for Academic Planning	6% 1	89% 16	6% 1	18
28	Research, Policy, Planng & Adm	14% 29	79% 162	7% 14	205
39	School of Information	11% 2	89% 17	0% 0	19
29	School of Journalism	0% 0	90% 9	10% 1	10
30	School of Optometry	10% 2	80% 16	10% 2	20
31	School of Public Health	12% 9	85% 66	4% 3	78
32	School of Social Welfare	18% 7	79% 31	3% 1	39
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	22% 15	74% 50	4% 3	68
34	Student Affairs	14% 40	81% 234	5% 15	289
35	UC Library	10% 11	83% 94	7% 8	113
36	Undergraduate Education	16% 9	74% 43	10% 6	58
37	Univ Developmt and Alumni Rel	16% 25	80% 125	4% 7	157
38	VP Agriculture & Natural Resour	0% 0	100% 4	0% 0	4

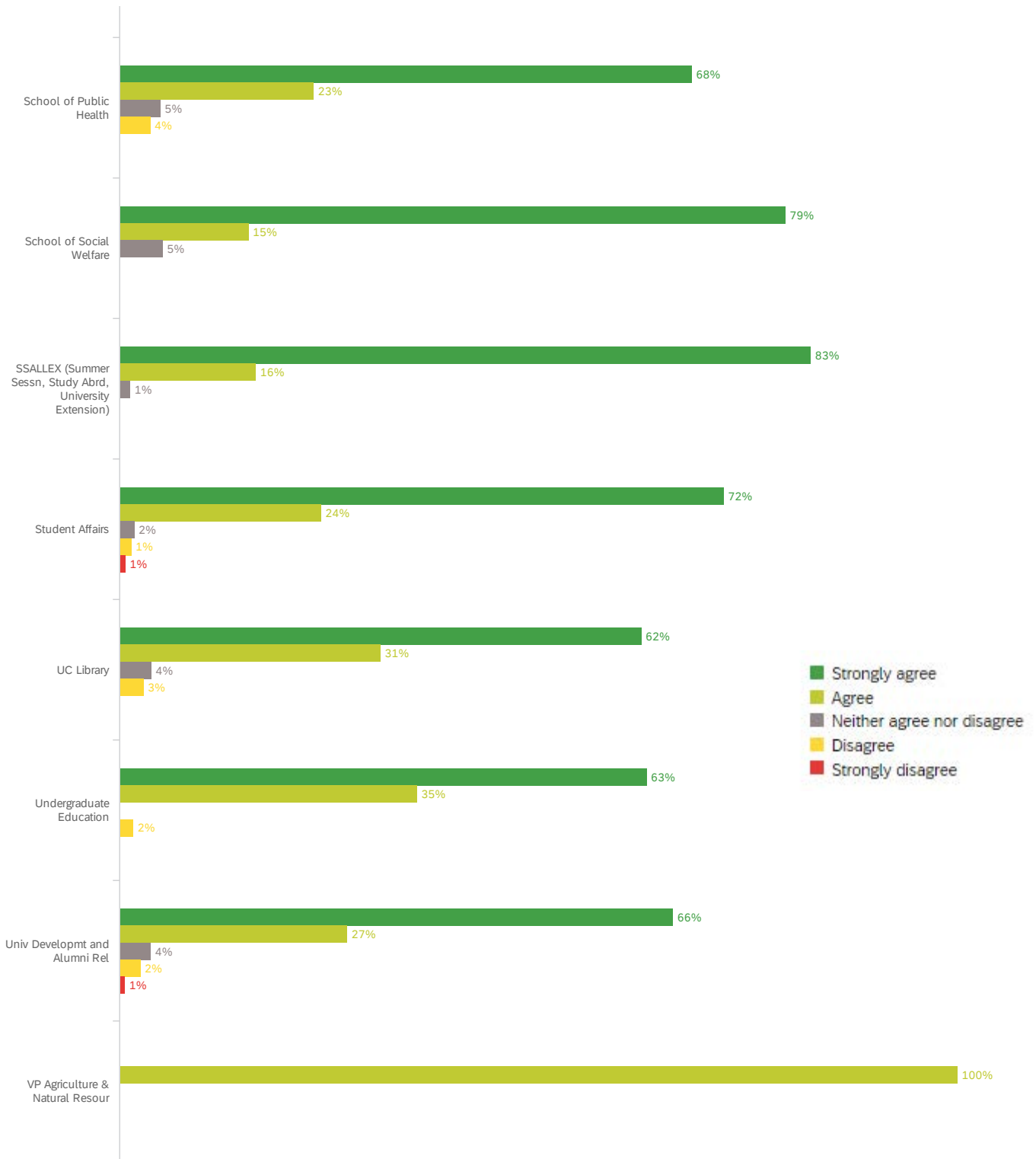
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I can easily communicate with my coworkers (or colleagues) in my business unit
(or offices/labs/departments) while I am working remotely.





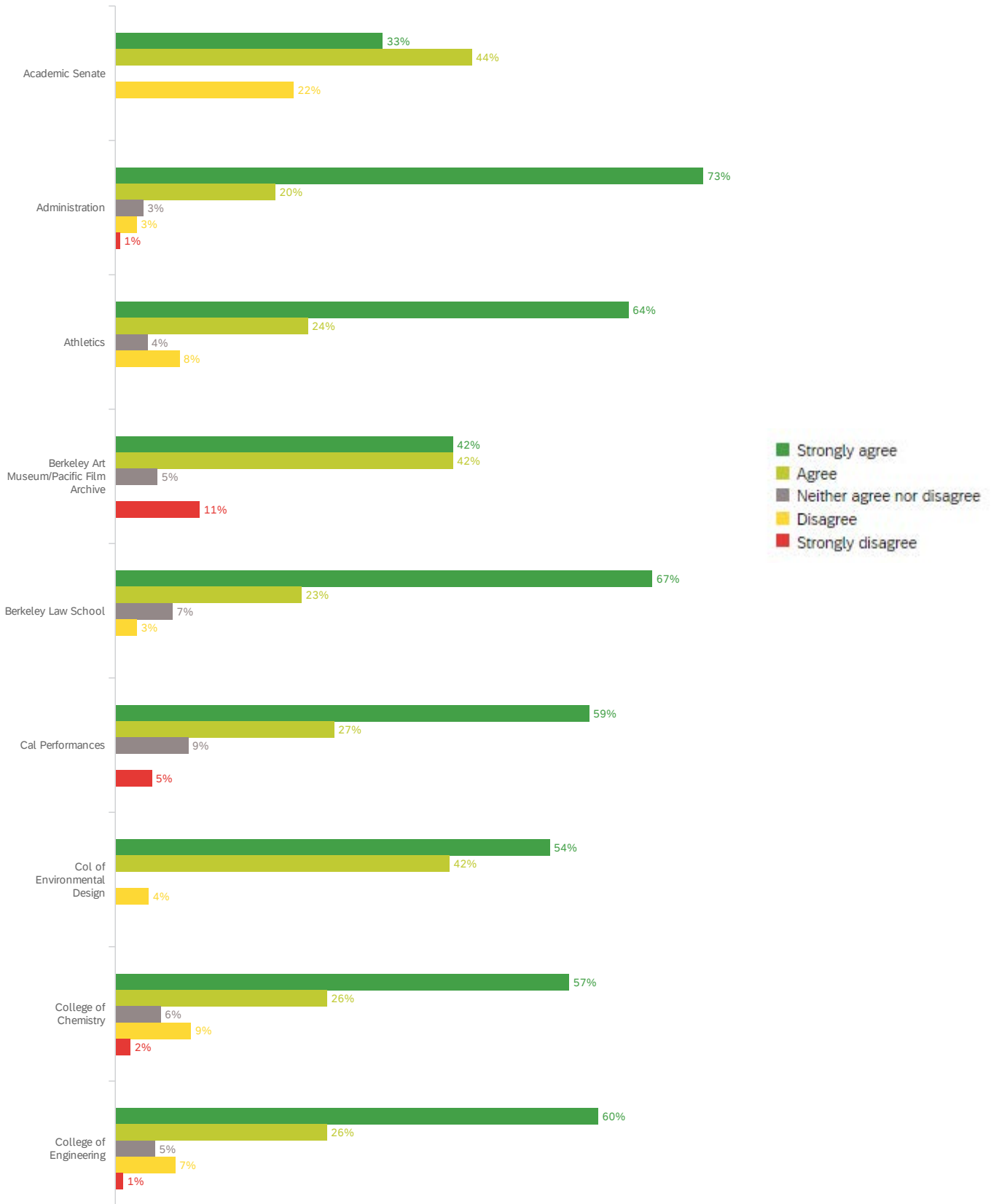


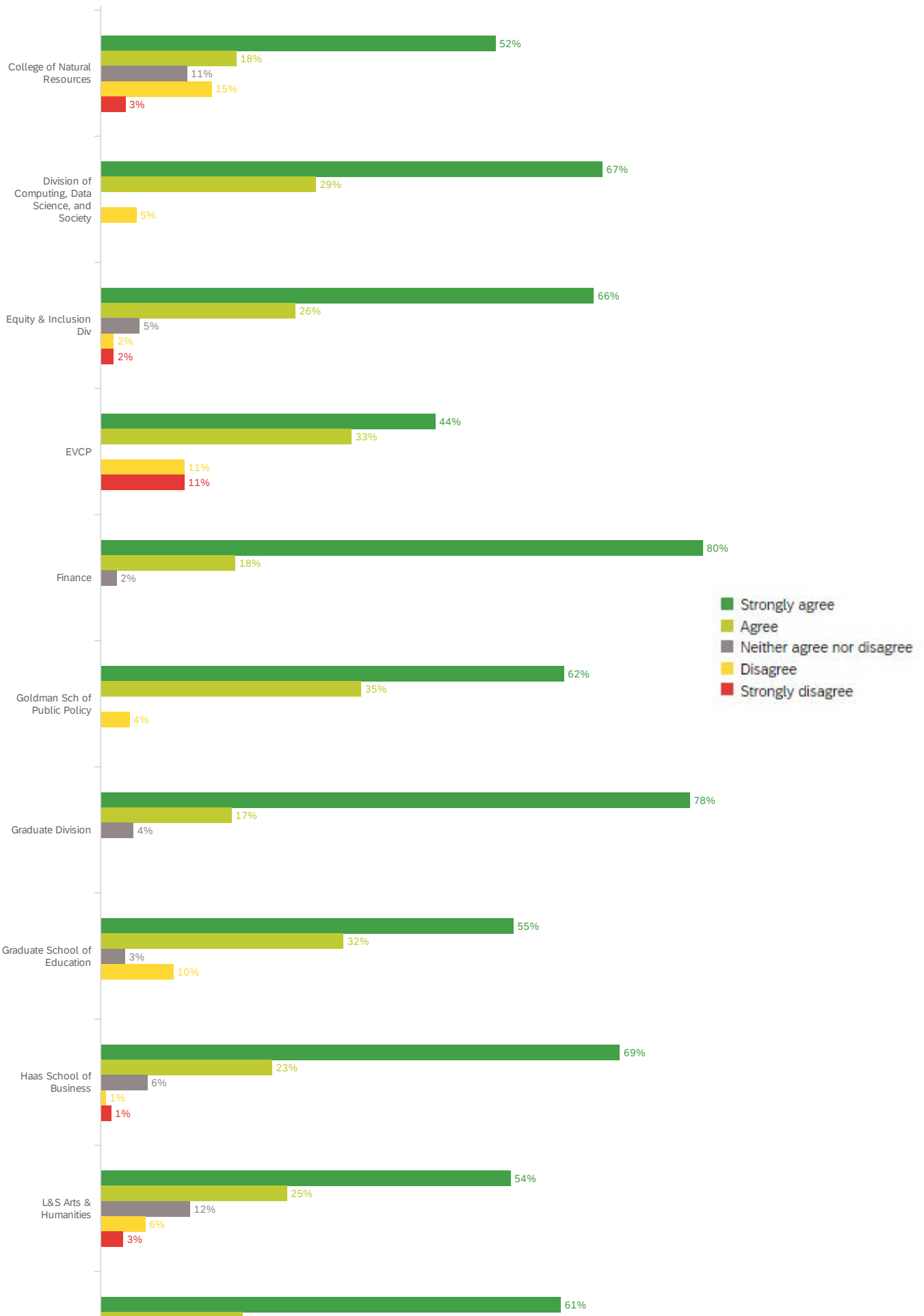


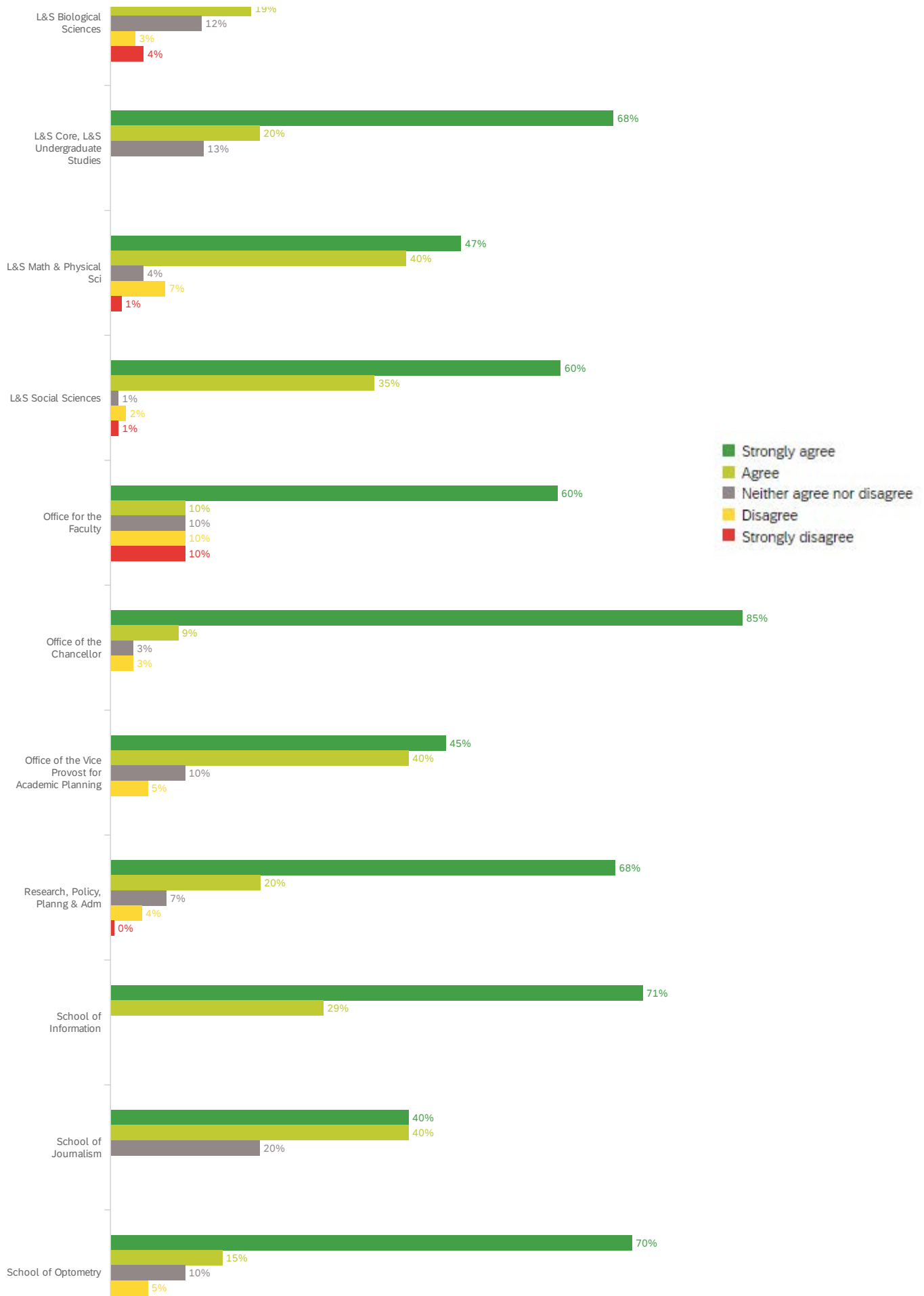
I can easily communicate with my coworkers (or colleagues) in my business unit (or offices/labs/departments) while I am working remotely.

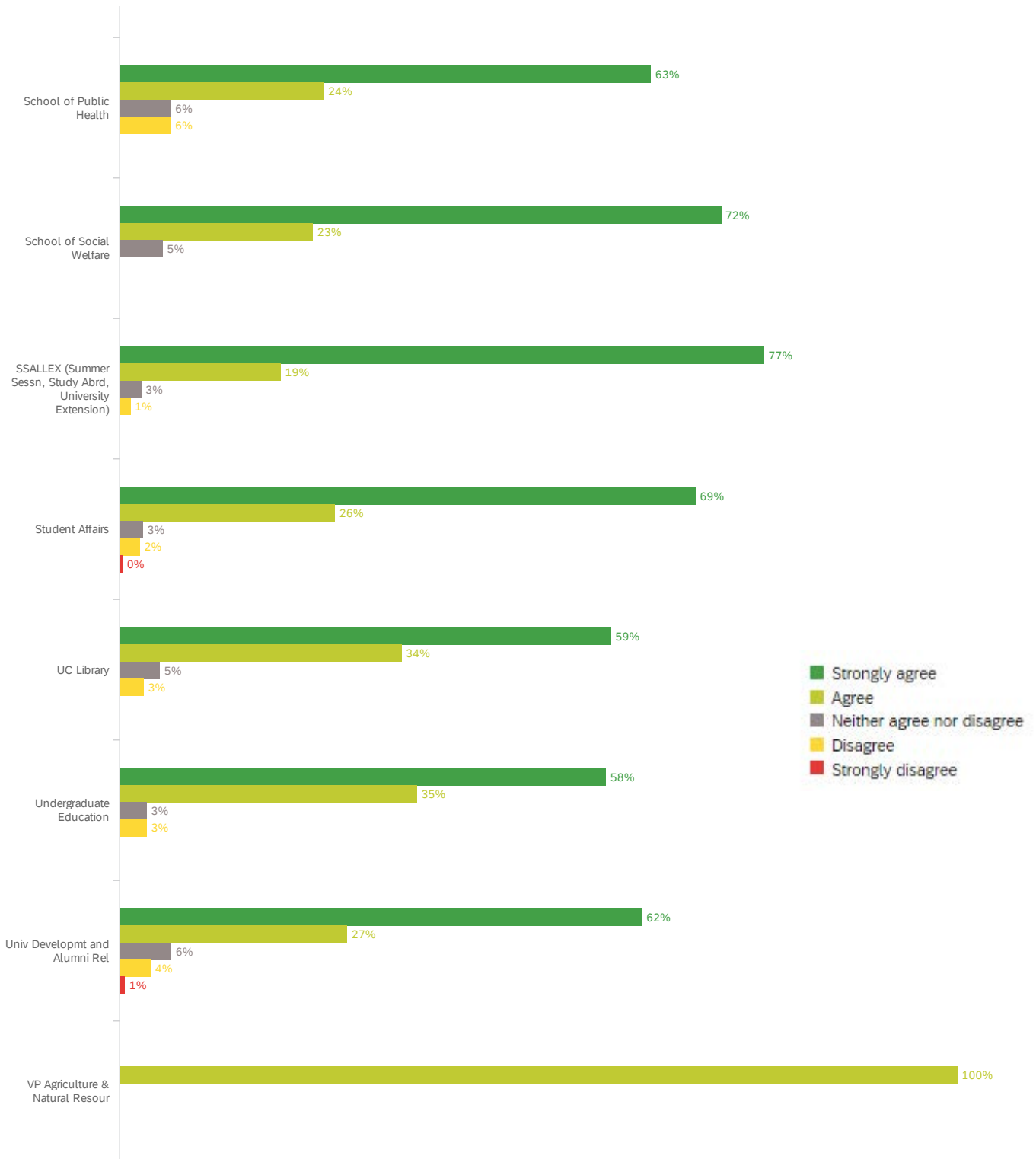
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	33%	3	44%	4	11%	1	11%	1	0%	0	4.00	9
Administration	77%	381	18%	87	2%	11	2%	12	1%	3	4.68	494
Athletics	64%	16	28%	7	0%	0	4%	1	4%	1	4.44	25
Berkeley Art Museum/Pacific Film Archive	47%	9	37%	7	5%	1	5%	1	5%	1	4.16	19
Berkeley Law School	67%	75	26%	29	5%	6	2%	2	0%	0	4.58	112
Cal Performances	64%	14	27%	6	5%	1	0%	0	5%	1	4.45	22
Col of Environmental Design	54%	13	42%	10	0%	0	4%	1	0%	0	4.46	24
College of Chemistry	60%	32	28%	15	4%	2	8%	4	0%	0	4.42	53
College of Engineering	66%	133	23%	46	5%	10	4%	8	2%	4	4.47	201
College of Natural Resources	60%	37	26%	16	3%	2	6%	4	5%	3	4.29	62
Division of Computing, Data Science, and Society	76%	16	19%	4	0%	0	5%	1	0%	0	4.67	21
Equity & Inclusion Div	69%	40	24%	14	3%	2	2%	1	2%	1	4.57	58
EVCP	44%	4	44%	4	0%	0	0%	0	11%	1	4.11	9
Finance	82%	78	18%	17	0%	0	0%	0	0%	0	4.82	95
Goldman Sch of Public Policy	77%	20	23%	6	0%	0	0%	0	0%	0	4.77	26
Graduate Division	78%	18	22%	5	0%	0	0%	0	0%	0	4.78	23
Graduate School of Education	65%	20	29%	9	6%	2	0%	0	0%	0	4.58	31
Haas School of Business	72%	103	24%	35	3%	4	0%	0	1%	2	4.65	144
L&S Arts & Humanities	60%	61	28%	28	6%	6	3%	3	3%	3	4.40	101
L&S Biological Sciences	62%	57	24%	22	7%	6	4%	4	3%	3	4.37	92
L&S Core, L&S Undergraduate Studies	68%	27	20%	8	10%	4	3%	1	0%	0	4.53	40
L&S Math & Physical Sci	60%	41	29%	20	3%	2	6%	4	1%	1	4.41	68
L&S Social Sciences	67%	65	29%	28	1%	1	2%	2	1%	1	4.59	97
Office for the Faculty	60%	6	10%	1	10%	1	10%	1	10%	1	4.00	10
Office of the Chancellor	94%	31	3%	1	3%	1	0%	0	0%	0	4.91	33
Office of the Vice Provost for Academic Planning	50%	10	40%	8	5%	1	5%	1	0%	0	4.35	20
Research, Policy, Planng & Adm	73%	157	18%	39	6%	13	2%	4	0%	1	4.62	214
School of Information	71%	15	29%	6	0%	0	0%	0	0%	0	4.71	21
School of Journalism	50%	5	40%	4	10%	1	0%	0	0%	0	4.40	10
School of Optometry	75%	15	15%	3	5%	1	5%	1	0%	0	4.60	20
School of Public Health	68%	56	23%	19	5%	4	4%	3	0%	0	4.56	82
School of Social Welfare	79%	31	15%	6	5%	2	0%	0	0%	0	4.74	39
SSALLEX (Summer Sessn, Study Abrd, University Extension)	83%	66	16%	13	1%	1	0%	0	0%	0	4.81	80
Student Affairs	72%	207	24%	69	2%	5	1%	4	1%	2	4.66	287
UC Library	62%	66	31%	33	4%	4	3%	3	0%	0	4.53	106
Undergraduate Education	63%	39	35%	22	0%	0	2%	1	0%	0	4.60	62
Univ Developmt and Alumni Rel	66%	107	27%	44	4%	6	2%	4	1%	1	4.56	162
VP Agriculture & Natural Resour	0%	0	100%	2	0%	0	0%	0	0%	0	4.00	2

I can easily collaborate with my coworkers (or colleagues) in my business unit while I am working remotely.





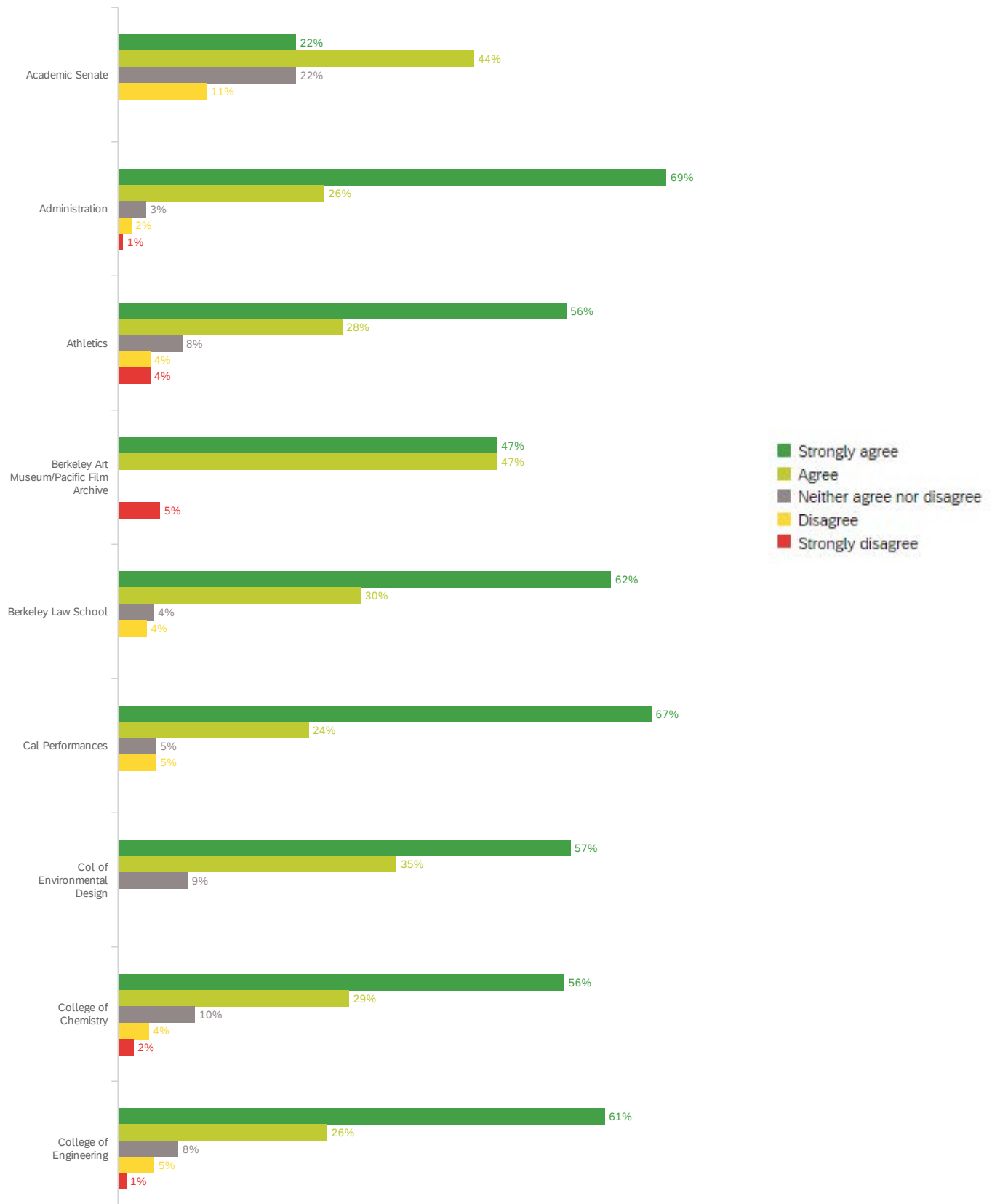


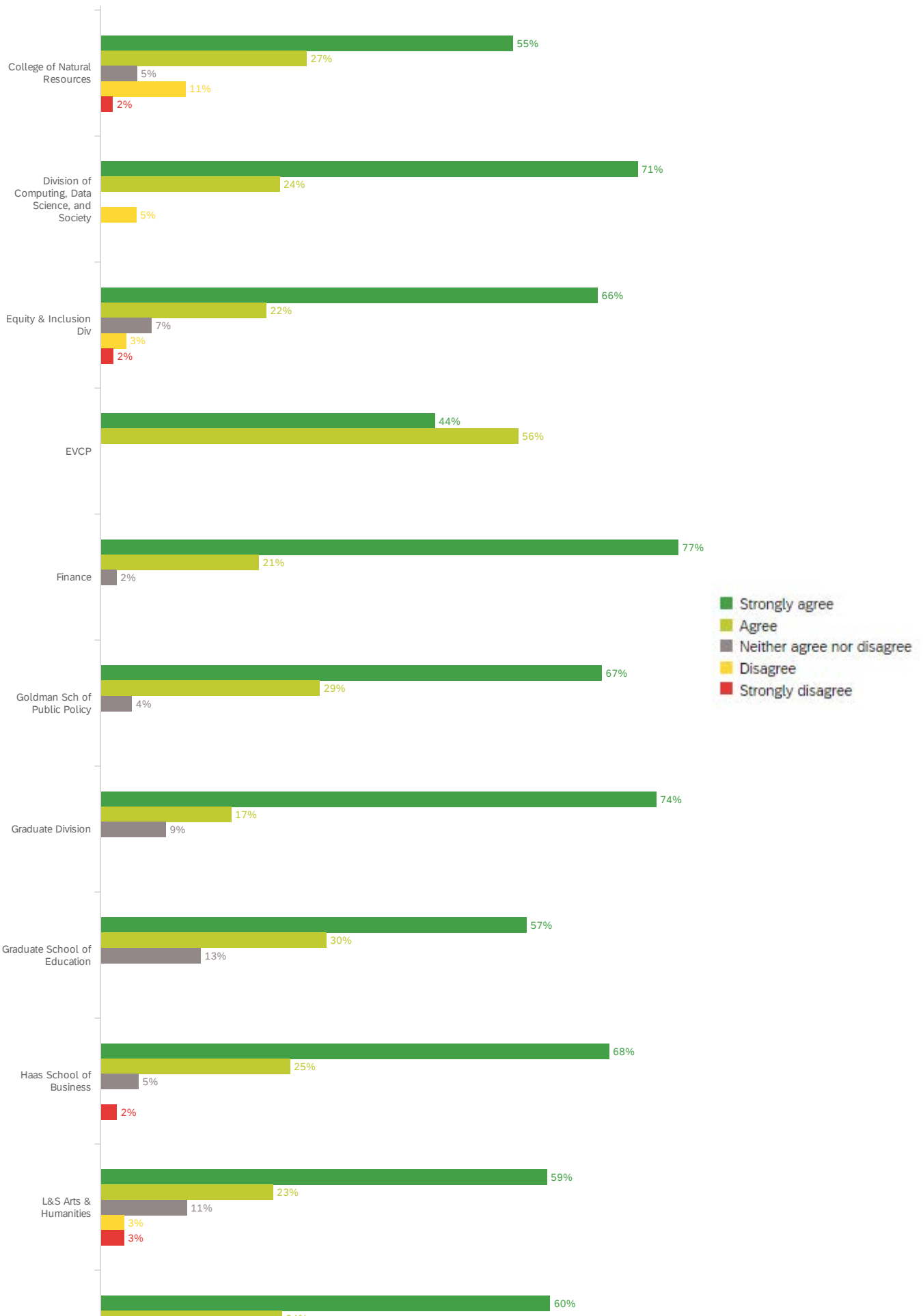


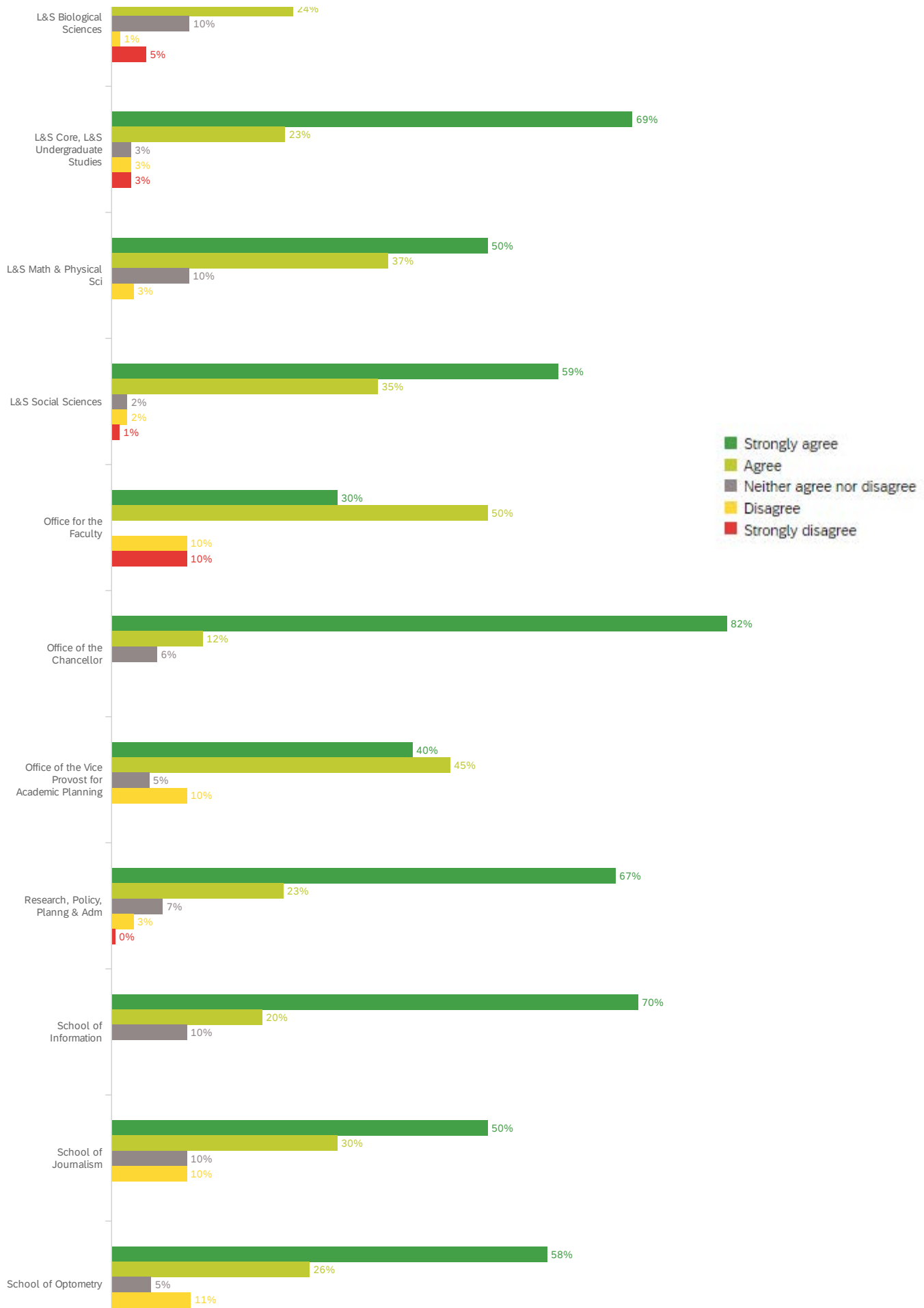
I can easily collaborate with my coworkers (or colleagues) in my business unit while I am working remotely.

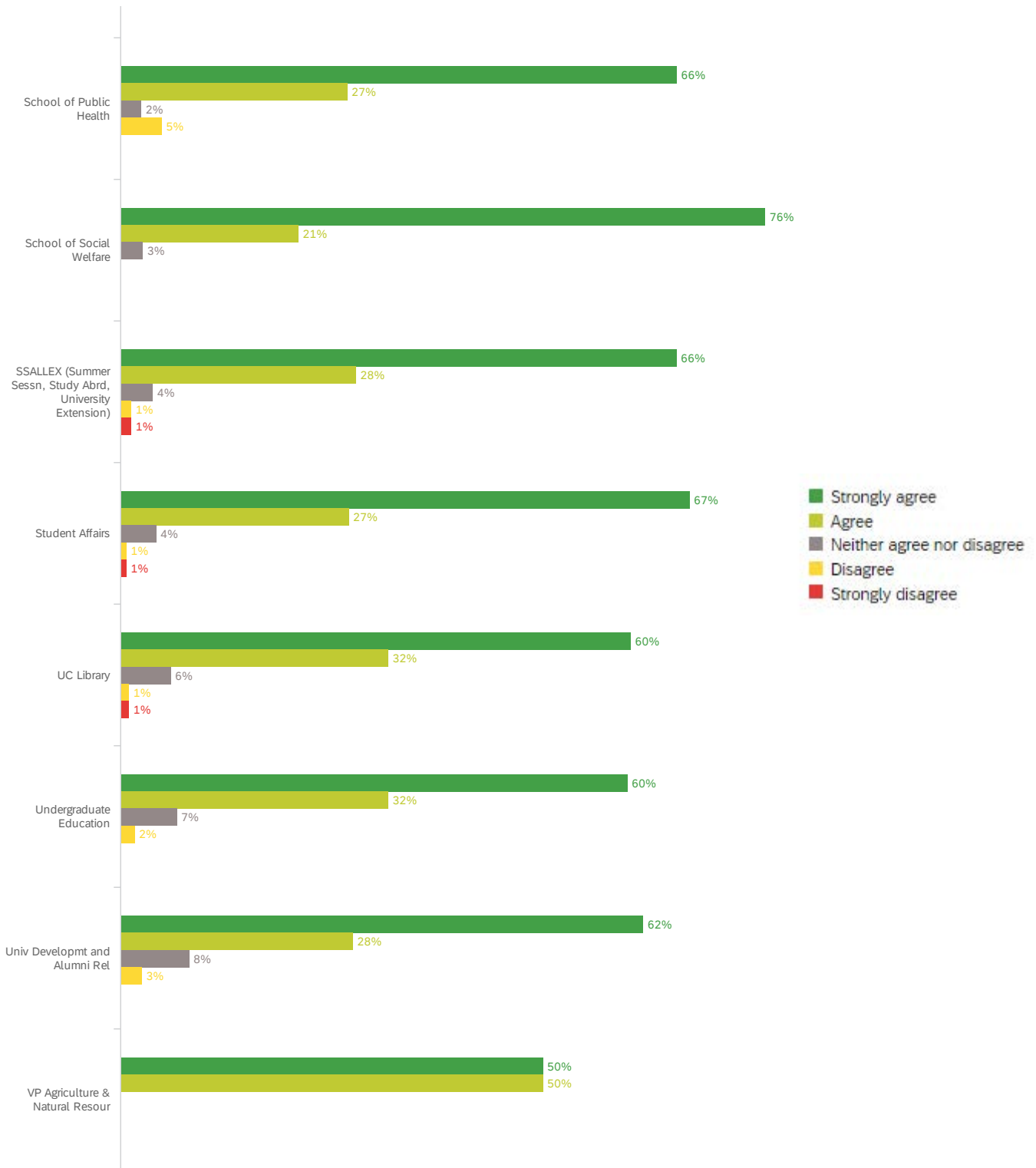
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	33%	3	44%	4	0%	0	22%	2	0%	0	3.89	9
Administration	73%	360	20%	98	3%	17	3%	13	1%	3	4.63	491
Athletics	64%	16	24%	6	4%	1	8%	2	0%	0	4.44	25
Berkeley Art Museum/Pacific Film Archive	42%	8	42%	8	5%	1	0%	0	11%	2	4.05	19
Berkeley Law School	67%	75	23%	26	7%	8	3%	3	0%	0	4.54	112
Cal Performances	59%	13	27%	6	9%	2	0%	0	5%	1	4.36	22
Col of Environmental Design	54%	13	42%	10	0%	0	4%	1	0%	0	4.46	24
College of Chemistry	57%	30	26%	14	6%	3	9%	5	2%	1	4.26	53
College of Engineering	60%	121	26%	53	5%	10	7%	15	1%	2	4.37	201
College of Natural Resources	52%	32	18%	11	11%	7	15%	9	3%	2	4.02	61
Division of Computing, Data Science, and Society	67%	14	29%	6	0%	0	5%	1	0%	0	4.57	21
Equity & Inclusion Div	66%	38	26%	15	5%	3	2%	1	2%	1	4.52	58
EVCP	44%	4	33%	3	0%	0	11%	1	11%	1	3.89	9
Finance	80%	76	18%	17	2%	2	0%	0	0%	0	4.78	95
Goldman Sch of Public Policy	62%	16	35%	9	0%	0	4%	1	0%	0	4.54	26
Graduate Division	78%	18	17%	4	4%	1	0%	0	0%	0	4.74	23
Graduate School of Education	55%	17	32%	10	3%	1	10%	3	0%	0	4.32	31
Haas School of Business	69%	100	23%	33	6%	9	1%	1	1%	2	4.57	145
L&S Arts & Humanities	54%	55	25%	25	12%	12	6%	6	3%	3	4.22	101
L&S Biological Sciences	61%	55	19%	17	12%	11	3%	3	4%	4	4.29	90
L&S Core, L&S Undergraduate Studies	68%	27	20%	8	13%	5	0%	0	0%	0	4.55	40
L&S Math & Physical Sci	47%	32	40%	27	4%	3	7%	5	1%	1	4.24	68
L&S Social Sciences	60%	58	35%	34	1%	1	2%	2	1%	1	4.52	96
Office for the Faculty	60%	6	10%	1	10%	1	10%	1	10%	1	4.00	10
Office of the Chancellor	85%	28	9%	3	3%	1	3%	1	0%	0	4.76	33
Office of the Vice Provost for Academic Planning	45%	9	40%	8	10%	2	5%	1	0%	0	4.25	20
Research, Policy, Planng & Adm	68%	145	20%	43	7%	16	4%	9	0%	1	4.50	214
School of Information	71%	15	29%	6	0%	0	0%	0	0%	0	4.71	21
School of Journalism	40%	4	40%	4	20%	2	0%	0	0%	0	4.20	10
School of Optometry	70%	14	15%	3	10%	2	5%	1	0%	0	4.50	20
School of Public Health	63%	52	24%	20	6%	5	6%	5	0%	0	4.45	82
School of Social Welfare	72%	28	23%	9	5%	2	0%	0	0%	0	4.67	39
SSALLEX (Summer Sessn, Study Abrd, University Extension)	77%	60	19%	15	3%	2	1%	1	0%	0	4.72	78
Student Affairs	69%	198	26%	74	3%	8	2%	7	0%	1	4.60	288
UC Library	59%	61	34%	35	5%	5	3%	3	0%	0	4.48	104
Undergraduate Education	58%	36	35%	22	3%	2	3%	2	0%	0	4.48	62
Univ Developmt and Alumni Rel	62%	101	27%	44	6%	10	4%	6	1%	1	4.47	162
VP Agriculture & Natural Resour	0%	0	100%	2	0%	0	0%	0	0%	0	4.00	2

I can easily communicate with individuals in other business units (or offices/labs/departments) while I am working remotely.





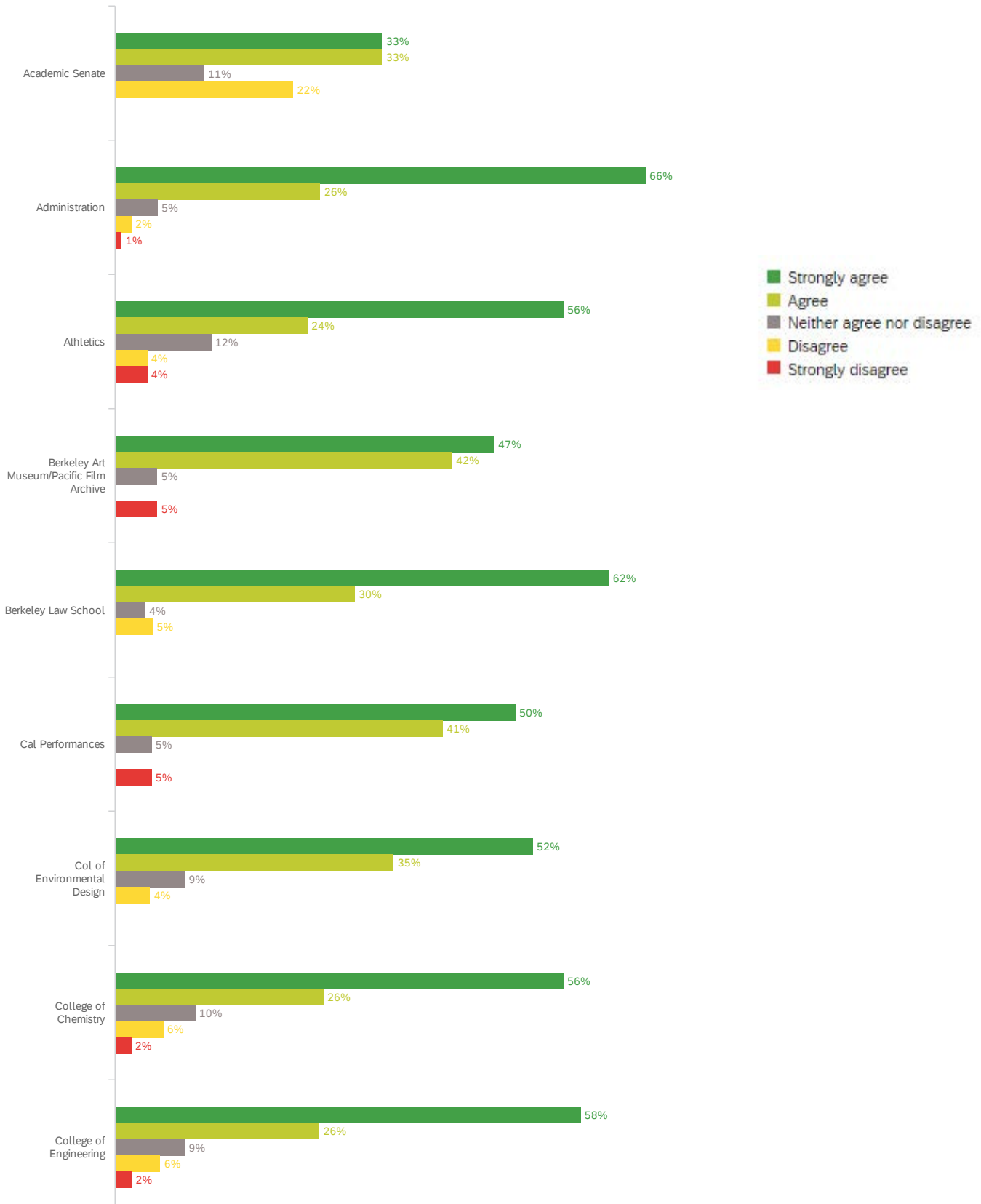


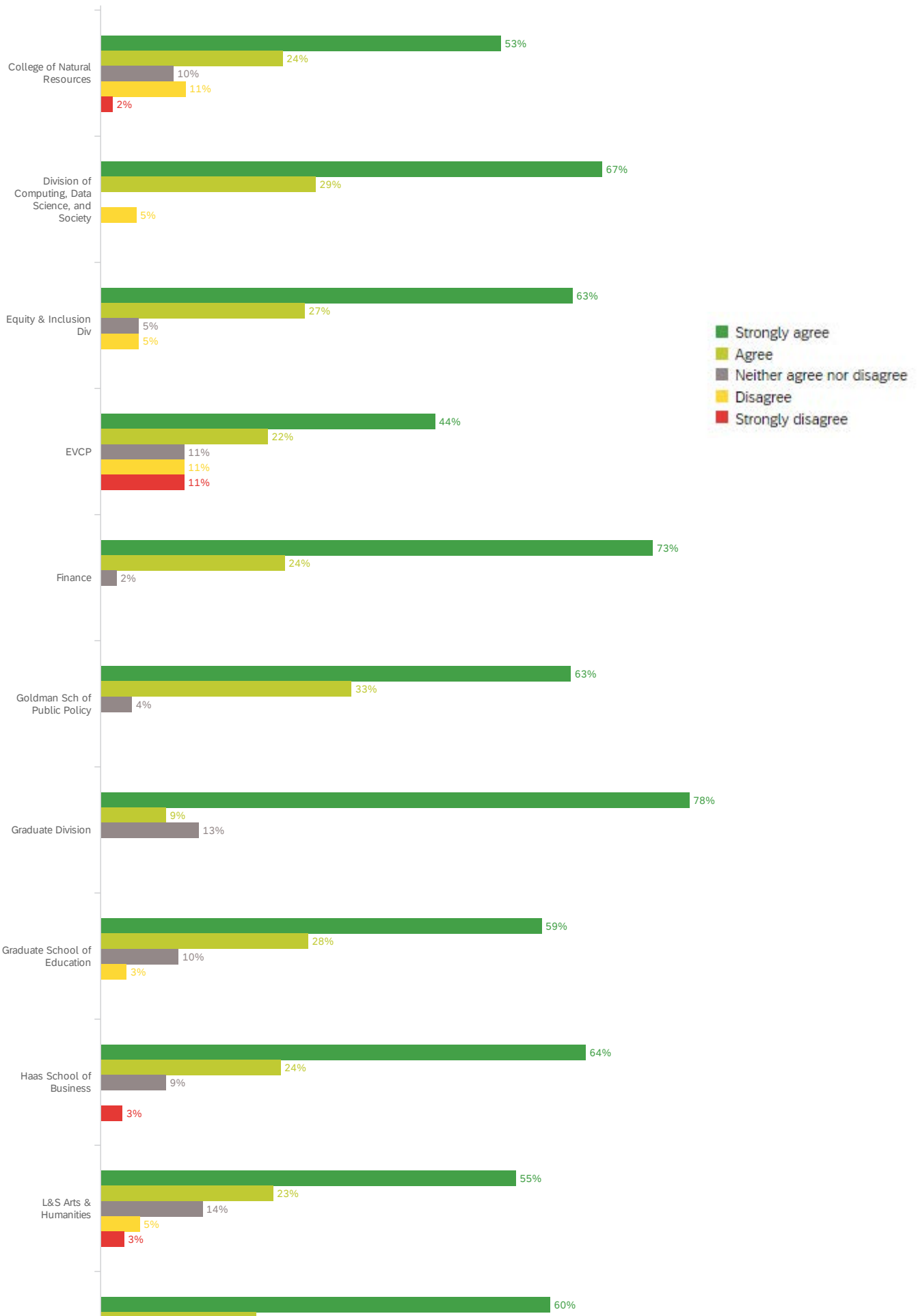


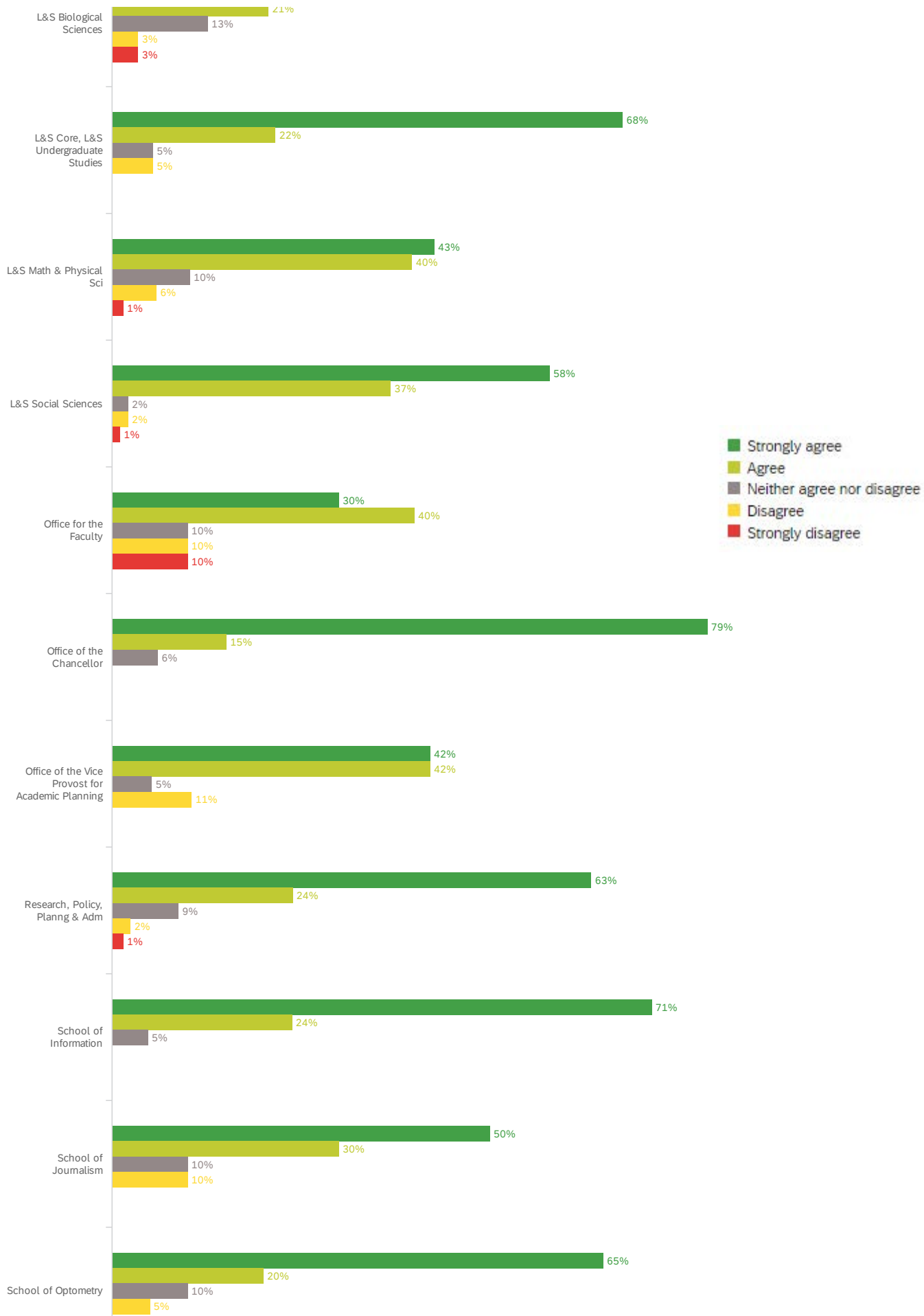
I can easily communicate with individuals in other business units (or offices/labs/departments) while I am working remotely.

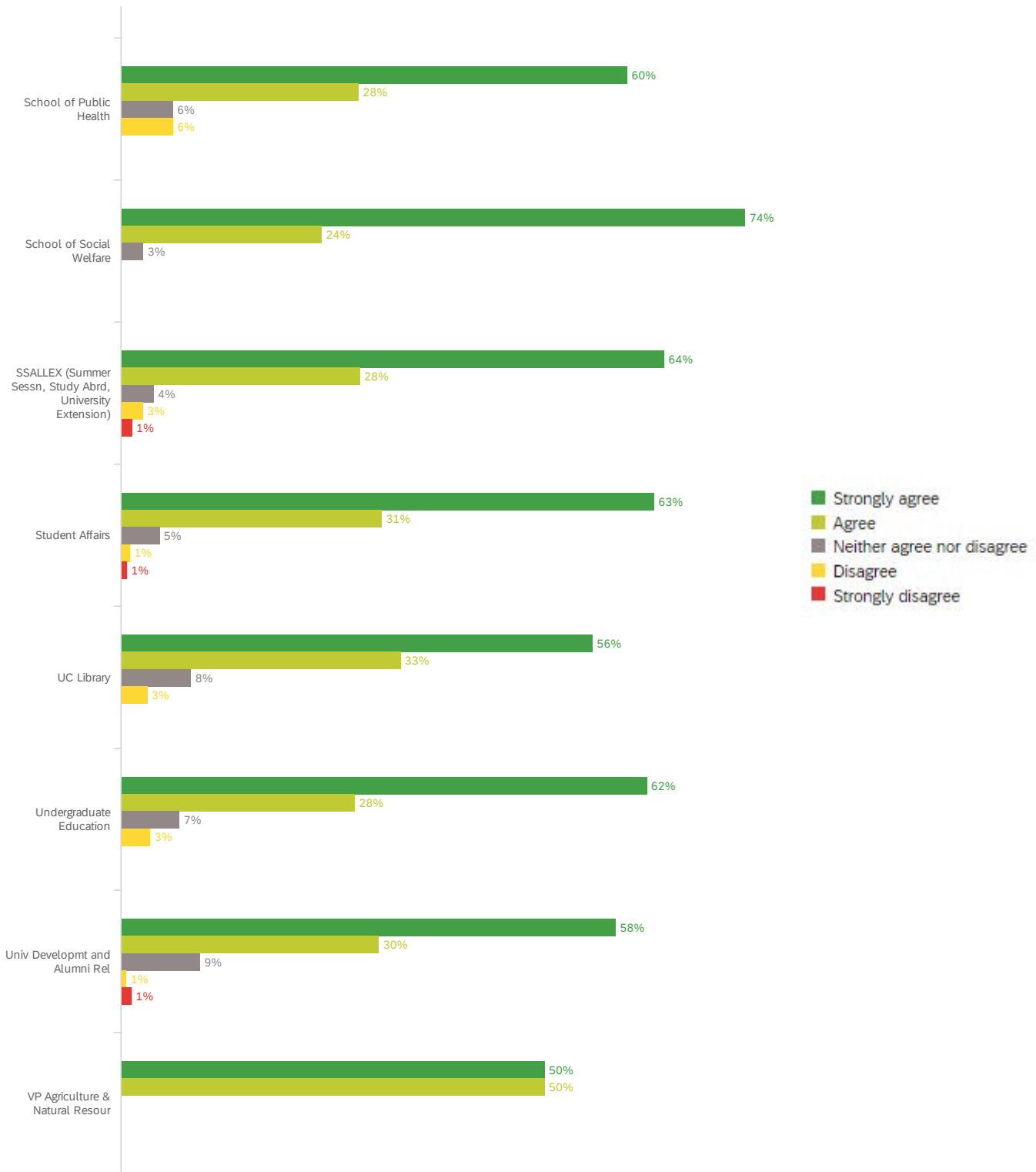
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	22%	2	44%	4	22%	2	11%	1	0%	0	3.78	9
Administration	69%	335	26%	126	3%	17	2%	8	1%	3	4.60	489
Athletics	56%	14	28%	7	8%	2	4%	1	4%	1	4.28	25
Berkeley Art Museum/Pacific Film Archive	47%	9	47%	9	0%	0	0%	0	5%	1	4.32	19
Berkeley Law School	62%	69	30%	34	4%	5	4%	4	0%	0	4.50	112
Cal Performances	67%	14	24%	5	5%	1	5%	1	0%	0	4.52	21
Col of Environmental Design	57%	13	35%	8	9%	2	0%	0	0%	0	4.48	23
College of Chemistry	56%	29	29%	15	10%	5	4%	2	2%	1	4.33	52
College of Engineering	61%	121	26%	52	8%	15	5%	9	1%	2	4.41	199
College of Natural Resources	55%	34	27%	17	5%	3	11%	7	2%	1	4.23	62
Division of Computing, Data Science, and Society	71%	15	24%	5	0%	0	5%	1	0%	0	4.62	21
Equity & Inclusion Div	66%	39	22%	13	7%	4	3%	2	2%	1	4.47	59
EVCP	44%	4	56%	5	0%	0	0%	0	0%	0	4.44	9
Finance	77%	73	21%	20	2%	2	0%	0	0%	0	4.75	95
Goldman Sch of Public Policy	67%	16	29%	7	4%	1	0%	0	0%	0	4.63	24
Graduate Division	74%	17	17%	4	9%	2	0%	0	0%	0	4.65	23
Graduate School of Education	57%	17	30%	9	13%	4	0%	0	0%	0	4.43	30
Haas School of Business	68%	94	25%	35	5%	7	0%	0	2%	3	4.56	139
L&S Arts & Humanities	59%	57	23%	22	11%	11	3%	3	3%	3	4.32	96
L&S Biological Sciences	60%	52	24%	21	10%	9	1%	1	5%	4	4.33	87
L&S Core, L&S Undergraduate Studies	69%	27	23%	9	3%	1	3%	1	3%	1	4.54	39
L&S Math & Physical Sci	50%	34	37%	25	10%	7	3%	2	0%	0	4.34	68
L&S Social Sciences	59%	57	35%	34	2%	2	2%	2	1%	1	4.50	96
Office for the Faculty	30%	3	50%	5	0%	0	10%	1	10%	1	3.80	10
Office of the Chancellor	82%	27	12%	4	6%	2	0%	0	0%	0	4.76	33
Office of the Vice Provost for Academic Planning	40%	8	45%	9	5%	1	10%	2	0%	0	4.15	20
Research, Policy, Planng & Adm	67%	138	23%	47	7%	14	3%	6	0%	1	4.53	206
School of Information	70%	14	20%	4	10%	2	0%	0	0%	0	4.60	20
School of Journalism	50%	5	30%	3	10%	1	10%	1	0%	0	4.20	10
School of Optometry	58%	11	26%	5	5%	1	11%	2	0%	0	4.32	19
School of Public Health	66%	54	27%	22	2%	2	5%	4	0%	0	4.54	82
School of Social Welfare	76%	29	21%	8	3%	1	0%	0	0%	0	4.74	38
SSALLEX (Summer Sessn, Study Abrd, University Extension)	66%	52	28%	22	4%	3	1%	1	1%	1	4.56	79
Student Affairs	67%	192	27%	77	4%	12	1%	2	1%	2	4.60	285
UC Library	60%	61	32%	32	6%	6	1%	1	1%	1	4.50	101
Undergraduate Education	60%	36	32%	19	7%	4	2%	1	0%	0	4.50	60
Univ Developmt and Alumni Rel	62%	99	28%	44	8%	13	3%	4	0%	0	4.49	160
VP Agriculture & Natural Resour	50%	1	50%	1	0%	0	0%	0	0%	0	4.50	2

I can easily collaborate with individuals in other business units (or offices/labs/departments) while I am working remotely.





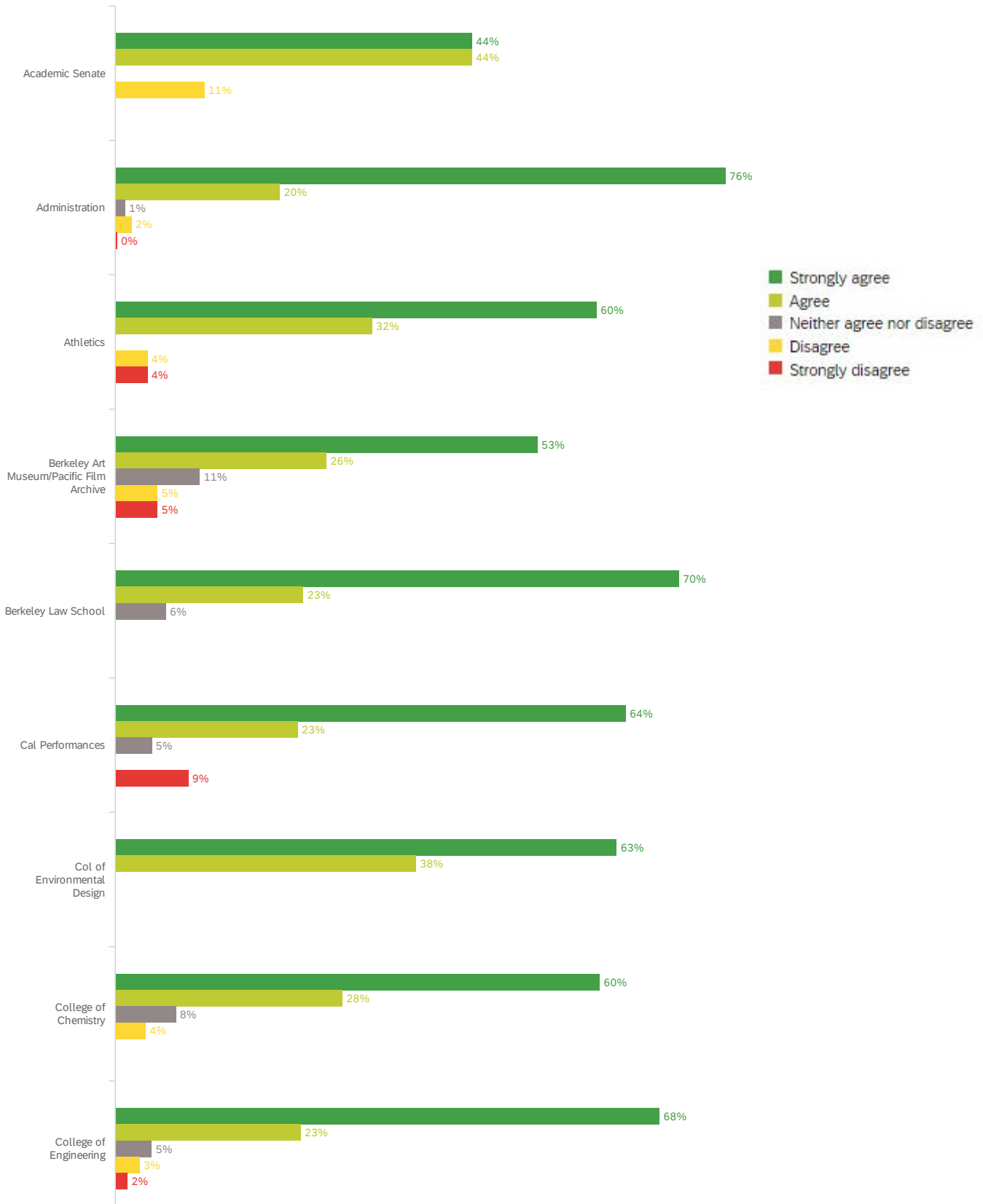


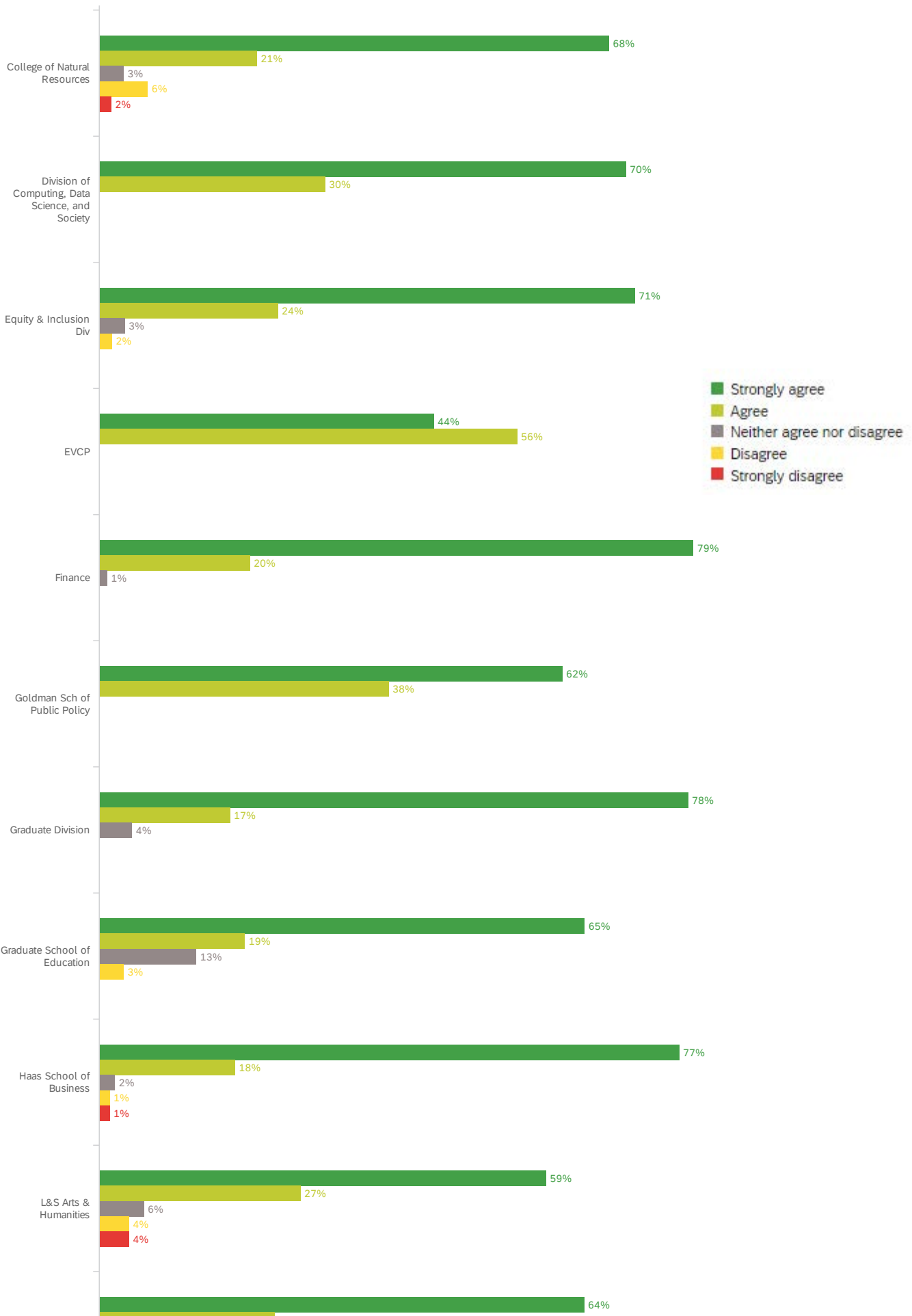


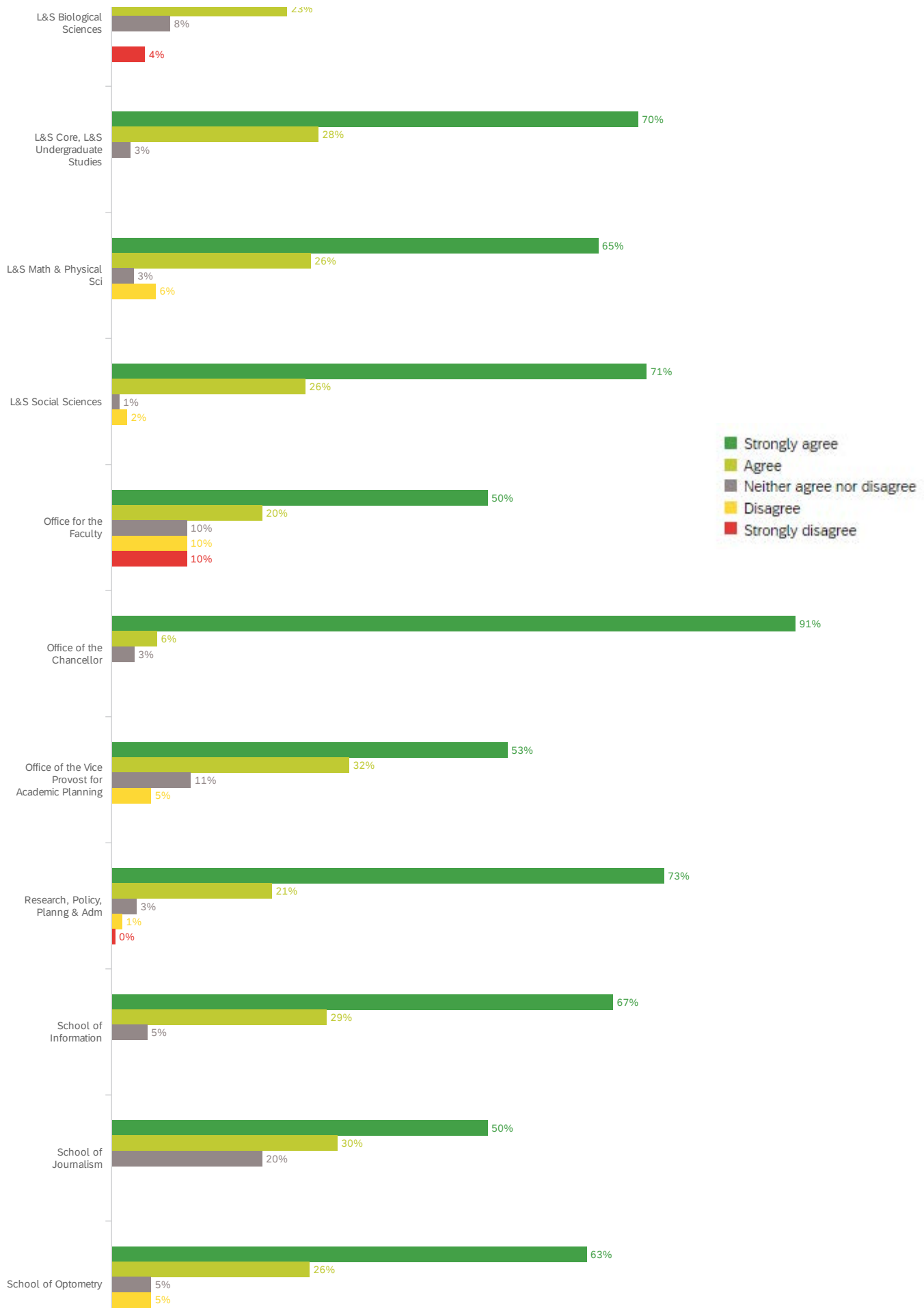
I can easily collaborate with individuals in other business units (or offices/labs/departments) while I am working remotely.

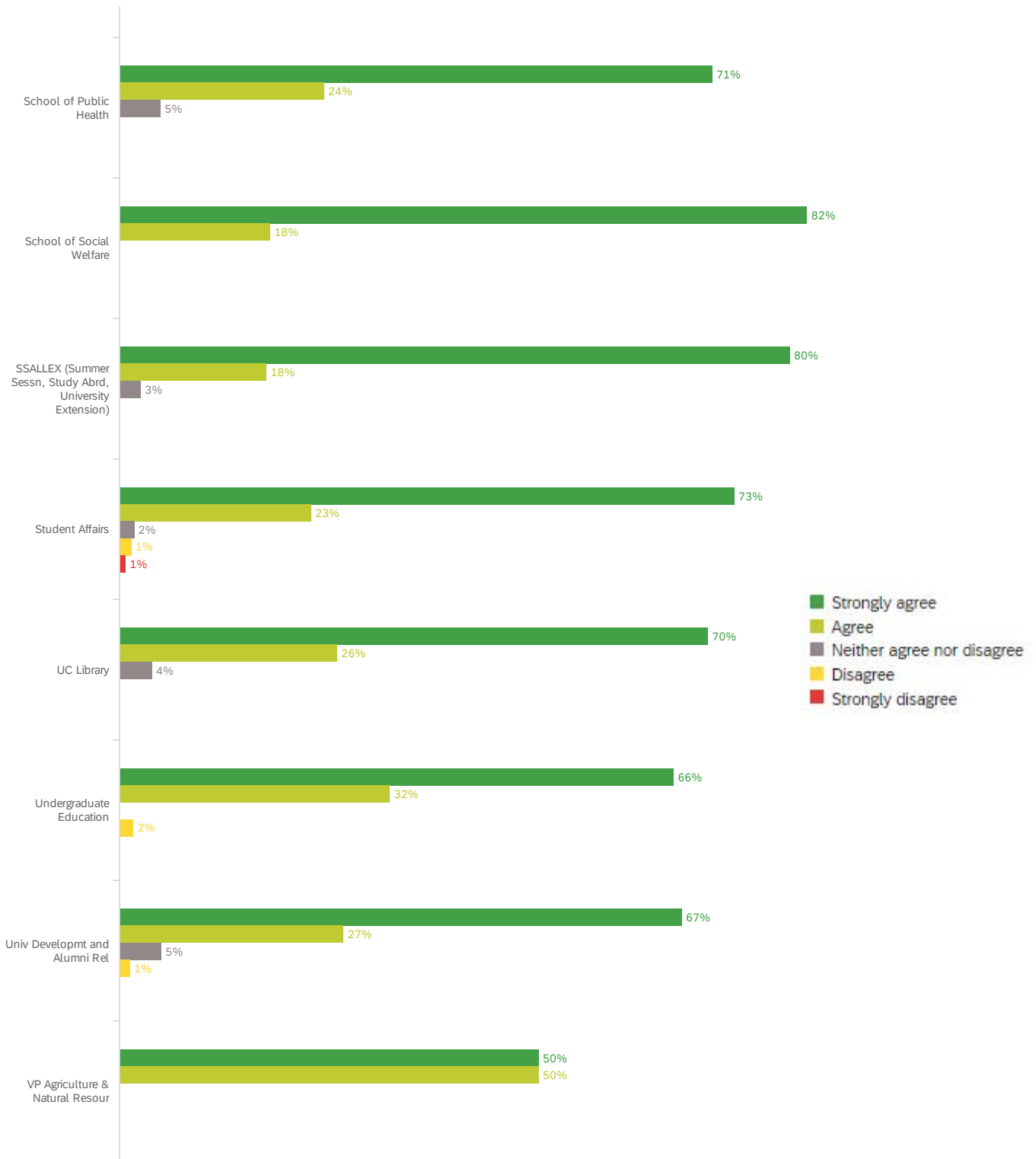
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	33%	3	33%	3	11%	1	22%	2	0%	0	3.78	9
Administration	66%	326	26%	126	5%	26	2%	10	1%	4	4.54	492
Athletics	56%	14	24%	6	12%	3	4%	1	4%	1	4.24	25
Berkeley Art Museum/Pacific Film Archive	47%	9	42%	8	5%	1	0%	0	5%	1	4.26	19
Berkeley Law School	62%	66	30%	32	4%	4	5%	5	0%	0	4.49	107
Cal Performances	50%	11	41%	9	5%	1	0%	0	5%	1	4.32	22
Col of Environmental Design	52%	12	35%	8	9%	2	4%	1	0%	0	4.35	23
College of Chemistry	56%	28	26%	13	10%	5	6%	3	2%	1	4.28	50
College of Engineering	58%	114	26%	50	9%	17	6%	11	2%	4	4.32	196
College of Natural Resources	53%	33	24%	15	10%	6	11%	7	2%	1	4.16	62
Division of Computing, Data Science, and Society	67%	14	29%	6	0%	0	5%	1	0%	0	4.57	21
Equity & Inclusion Div	63%	37	27%	16	5%	3	5%	3	0%	0	4.47	59
EVCP	44%	4	22%	2	11%	1	11%	1	11%	1	3.78	9
Finance	73%	69	24%	23	2%	2	0%	0	0%	0	4.71	94
Goldman Sch of Public Policy	63%	15	33%	8	4%	1	0%	0	0%	0	4.58	24
Graduate Division	78%	18	9%	2	13%	3	0%	0	0%	0	4.65	23
Graduate School of Education	59%	17	28%	8	10%	3	3%	1	0%	0	4.41	29
Haas School of Business	64%	89	24%	33	9%	12	0%	0	3%	4	4.47	138
L&S Arts & Humanities	55%	53	23%	22	14%	13	5%	5	3%	3	4.22	96
L&S Biological Sciences	60%	52	21%	18	13%	11	3%	3	3%	3	4.30	87
L&S Core, L&S Undergraduate Studies	68%	25	22%	8	5%	2	5%	2	0%	0	4.51	37
L&S Math & Physical Sci	43%	29	40%	27	10%	7	6%	4	1%	1	4.16	68
L&S Social Sciences	58%	55	37%	35	2%	2	2%	2	1%	1	4.48	95
Office for the Faculty	30%	3	40%	4	10%	1	10%	1	10%	1	3.70	10
Office of the Chancellor	79%	26	15%	5	6%	2	0%	0	0%	0	4.73	33
Office of the Vice Provost for Academic Planning	42%	8	42%	8	5%	1	11%	2	0%	0	4.16	19
Research, Policy, Planng & Adm	63%	130	24%	49	9%	18	2%	5	1%	3	4.45	205
School of Information	71%	15	24%	5	5%	1	0%	0	0%	0	4.67	21
School of Journalism	50%	5	30%	3	10%	1	10%	1	0%	0	4.20	10
School of Optometry	65%	13	20%	4	10%	2	5%	1	0%	0	4.45	20
School of Public Health	60%	49	28%	23	6%	5	6%	5	0%	0	4.41	82
School of Social Welfare	74%	28	24%	9	3%	1	0%	0	0%	0	4.71	38
SSALLEX (Summer Sessn, Study Abrd, University Extension)	64%	50	28%	22	4%	3	3%	2	1%	1	4.51	78
Student Affairs	63%	180	31%	88	5%	13	1%	3	1%	2	4.54	286
UC Library	56%	54	33%	32	8%	8	3%	3	0%	0	4.41	97
Undergraduate Education	62%	36	28%	16	7%	4	3%	2	0%	0	4.48	58
Univ Developmt and Alumni Rel	58%	94	30%	49	9%	15	1%	1	1%	2	4.44	161
VP Agriculture & Natural Resour	50%	1	50%	1	0%	0	0%	0	0%	0	4.50	2

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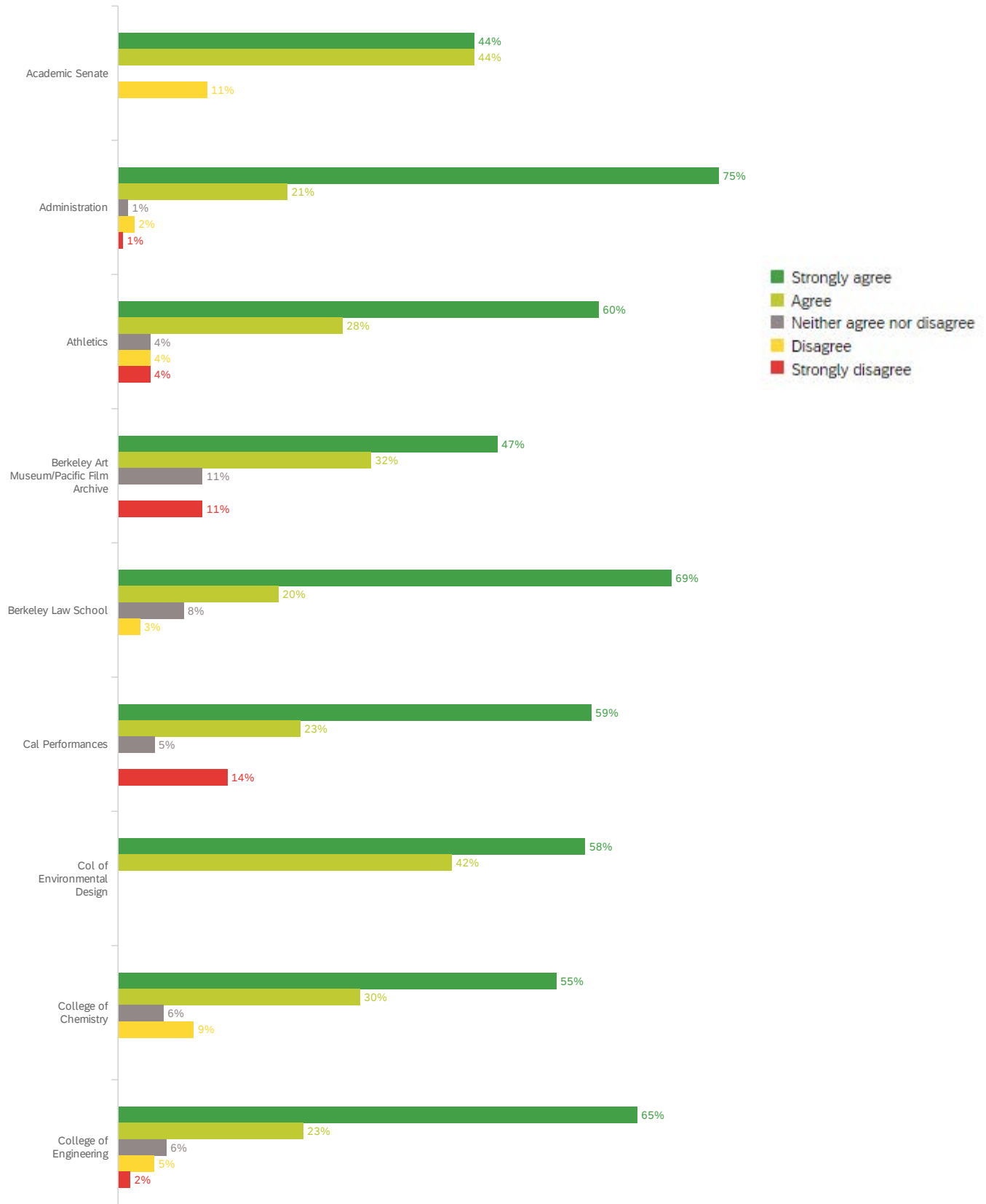


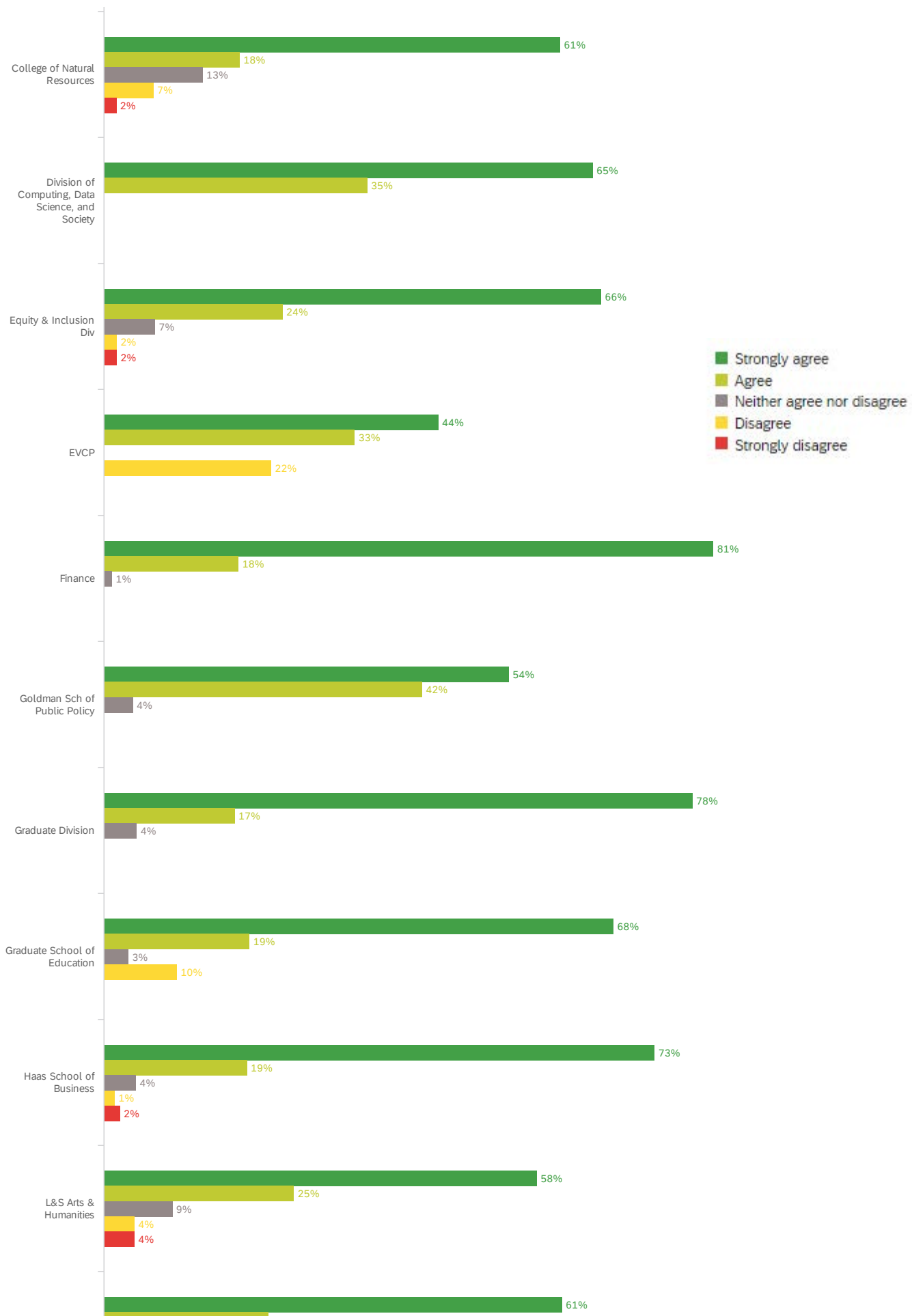


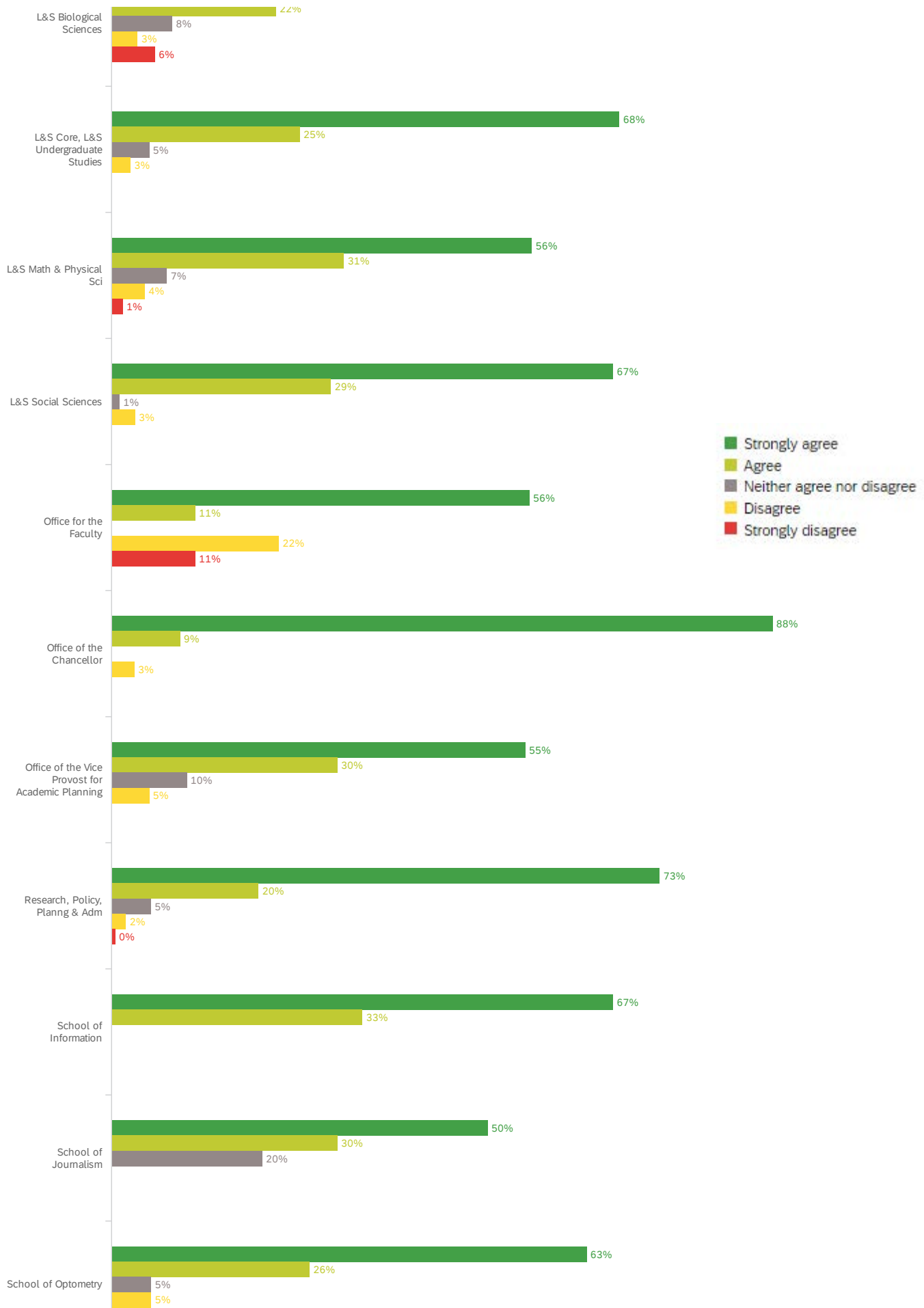
I can easily communicate with my supervisor/manager (or department chair/lab manager/supervisor) while I am working remotely.

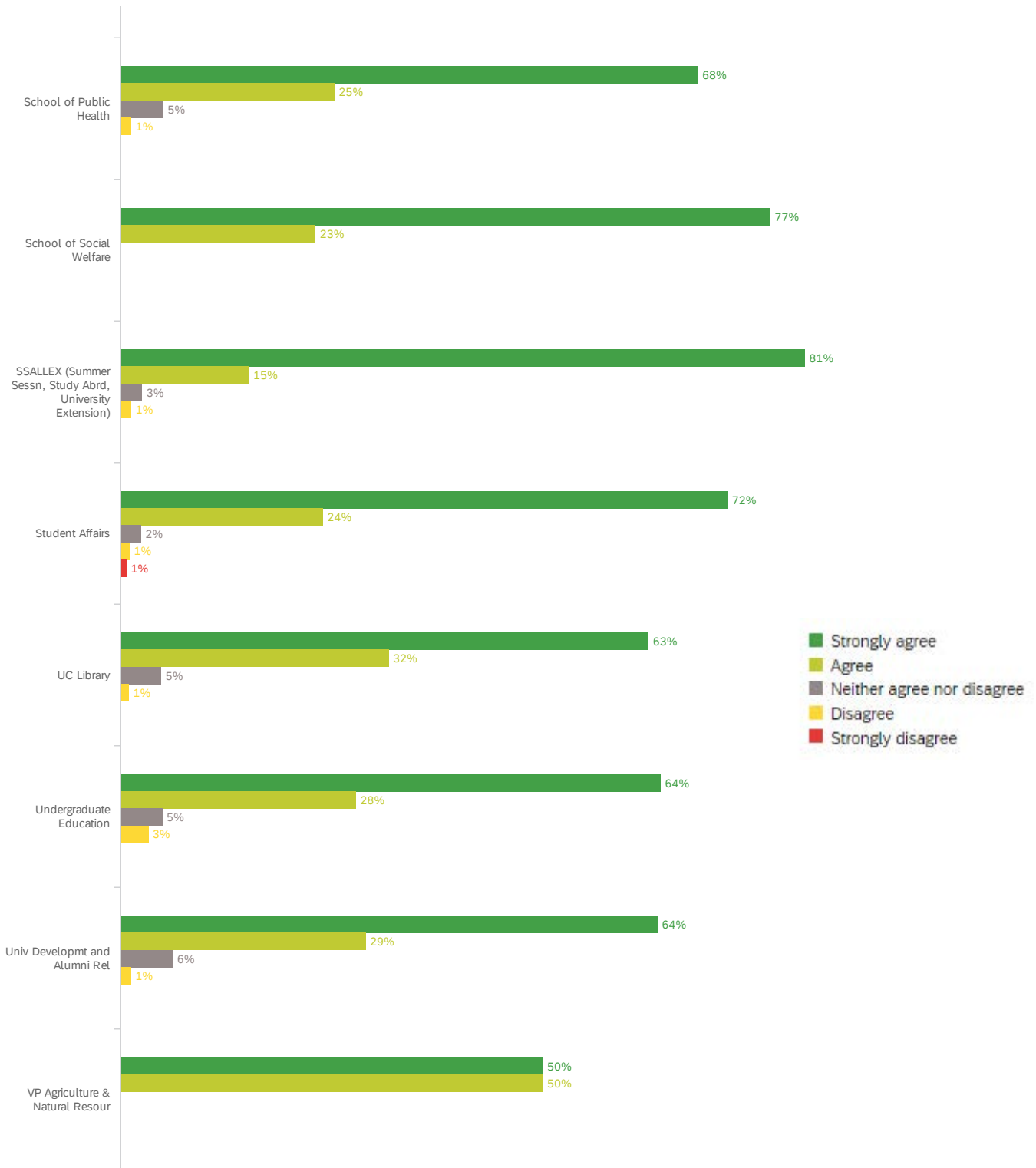
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	44%	4	44%	4	0%	0	11%	1	0%	0	4.22	9
Administration	76%	375	20%	101	1%	6	2%	10	0%	1	4.70	493
Athletics	60%	15	32%	8	0%	0	4%	1	4%	1	4.40	25
Berkeley Art Museum/Pacific Film Archive	53%	10	26%	5	11%	2	5%	1	5%	1	4.16	19
Berkeley Law School	70%	78	23%	26	6%	7	0%	0	0%	0	4.64	111
Cal Performances	64%	14	23%	5	5%	1	0%	0	9%	2	4.32	22
Col of Environmental Design	63%	15	38%	9	0%	0	0%	0	0%	0	4.63	24
College of Chemistry	60%	32	28%	15	8%	4	4%	2	0%	0	4.45	53
College of Engineering	68%	135	23%	46	5%	9	3%	6	2%	3	4.53	199
College of Natural Resources	68%	42	21%	13	3%	2	6%	4	2%	1	4.47	62
Division of Computing, Data Science, and Society	70%	14	30%	6	0%	0	0%	0	0%	0	4.70	20
Equity & Inclusion Div	71%	42	24%	14	3%	2	2%	1	0%	0	4.64	59
EVCP	44%	4	56%	5	0%	0	0%	0	0%	0	4.44	9
Finance	79%	75	20%	19	1%	1	0%	0	0%	0	4.78	95
Goldman Sch of Public Policy	62%	16	38%	10	0%	0	0%	0	0%	0	4.62	26
Graduate Division	78%	18	17%	4	4%	1	0%	0	0%	0	4.74	23
Graduate School of Education	65%	20	19%	6	13%	4	3%	1	0%	0	4.45	31
Haas School of Business	77%	111	18%	26	2%	3	1%	2	1%	2	4.68	144
L&S Arts & Humanities	59%	60	27%	27	6%	6	4%	4	4%	4	4.34	101
L&S Biological Sciences	64%	58	23%	21	8%	7	0%	0	4%	4	4.43	90
L&S Core, L&S Undergraduate Studies	70%	28	28%	11	3%	1	0%	0	0%	0	4.67	40
L&S Math & Physical Sci	65%	44	26%	18	3%	2	6%	4	0%	0	4.50	68
L&S Social Sciences	71%	69	26%	25	1%	1	2%	2	0%	0	4.66	97
Office for the Faculty	50%	5	20%	2	10%	1	10%	1	10%	1	3.90	10
Office of the Chancellor	91%	30	6%	2	3%	1	0%	0	0%	0	4.88	33
Office of the Vice Provost for Academic Planning	53%	10	32%	6	11%	2	5%	1	0%	0	4.32	19
Research, Policy, Planng & Adm	73%	155	21%	45	3%	7	1%	3	0%	1	4.66	211
School of Information	67%	14	29%	6	5%	1	0%	0	0%	0	4.62	21
School of Journalism	50%	5	30%	3	20%	2	0%	0	0%	0	4.30	10
School of Optometry	63%	12	26%	5	5%	1	5%	1	0%	0	4.47	19
School of Public Health	71%	58	24%	20	5%	4	0%	0	0%	0	4.66	82
School of Social Welfare	82%	32	18%	7	0%	0	0%	0	0%	0	4.82	39
SSALLEX (Summer Sessn, Study Abrd, University Extension)	80%	64	18%	14	3%	2	0%	0	0%	0	4.78	80
Student Affairs	73%	212	23%	66	2%	5	1%	4	1%	2	4.67	289
UC Library	70%	73	26%	27	4%	4	0%	0	0%	0	4.66	104
Undergraduate Education	66%	41	32%	20	0%	0	2%	1	0%	0	4.63	62
Univ Developmt and Alumni Rel	67%	108	27%	43	5%	8	1%	2	0%	0	4.60	161
VP Agriculture & Natural Resour	50%	1	50%	1	0%	0	0%	0	0%	0	4.50	2

I can easily collaborate with my supervisor/manager (or department chair/lab manager/supervisor) while I am working remotely.





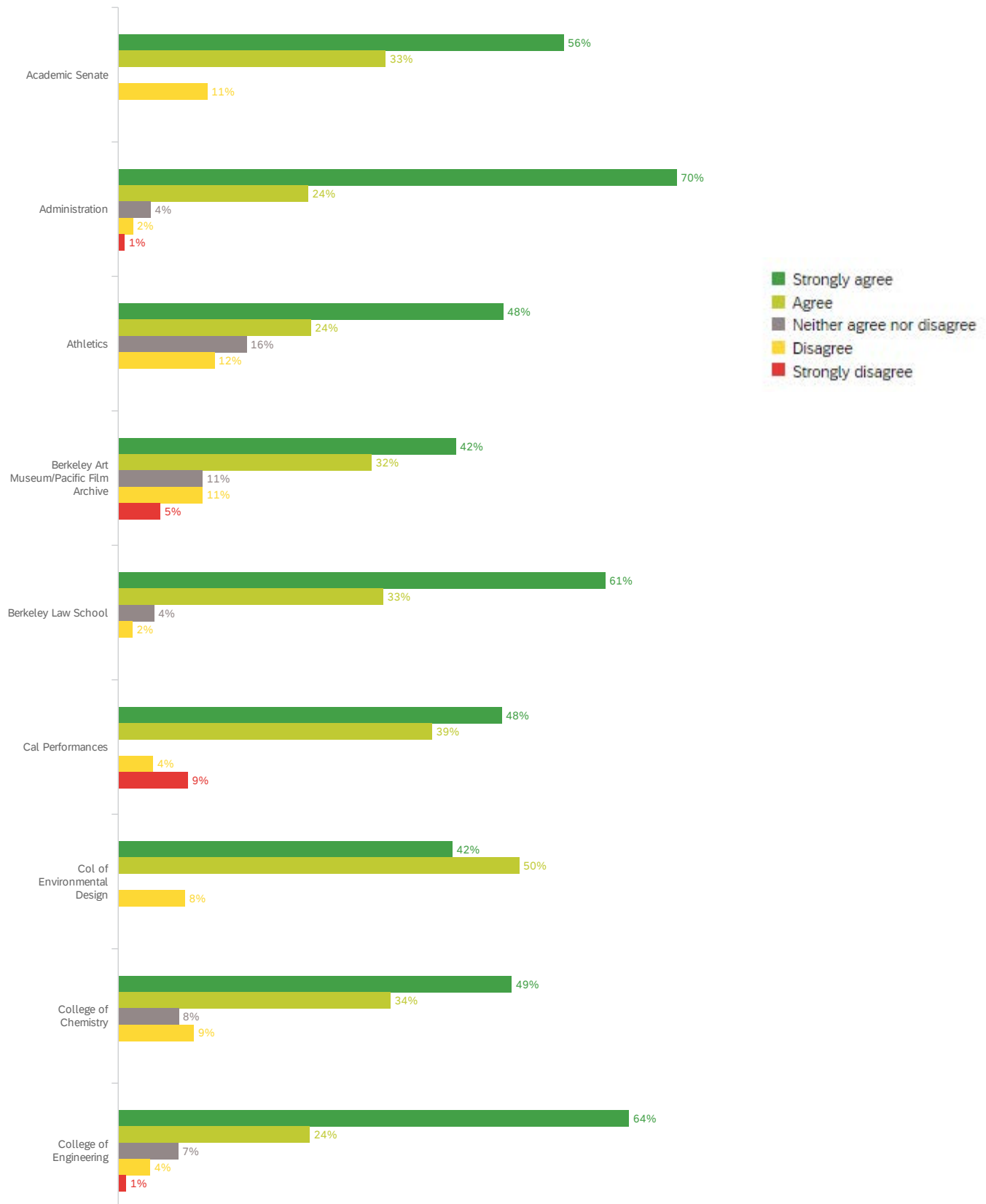


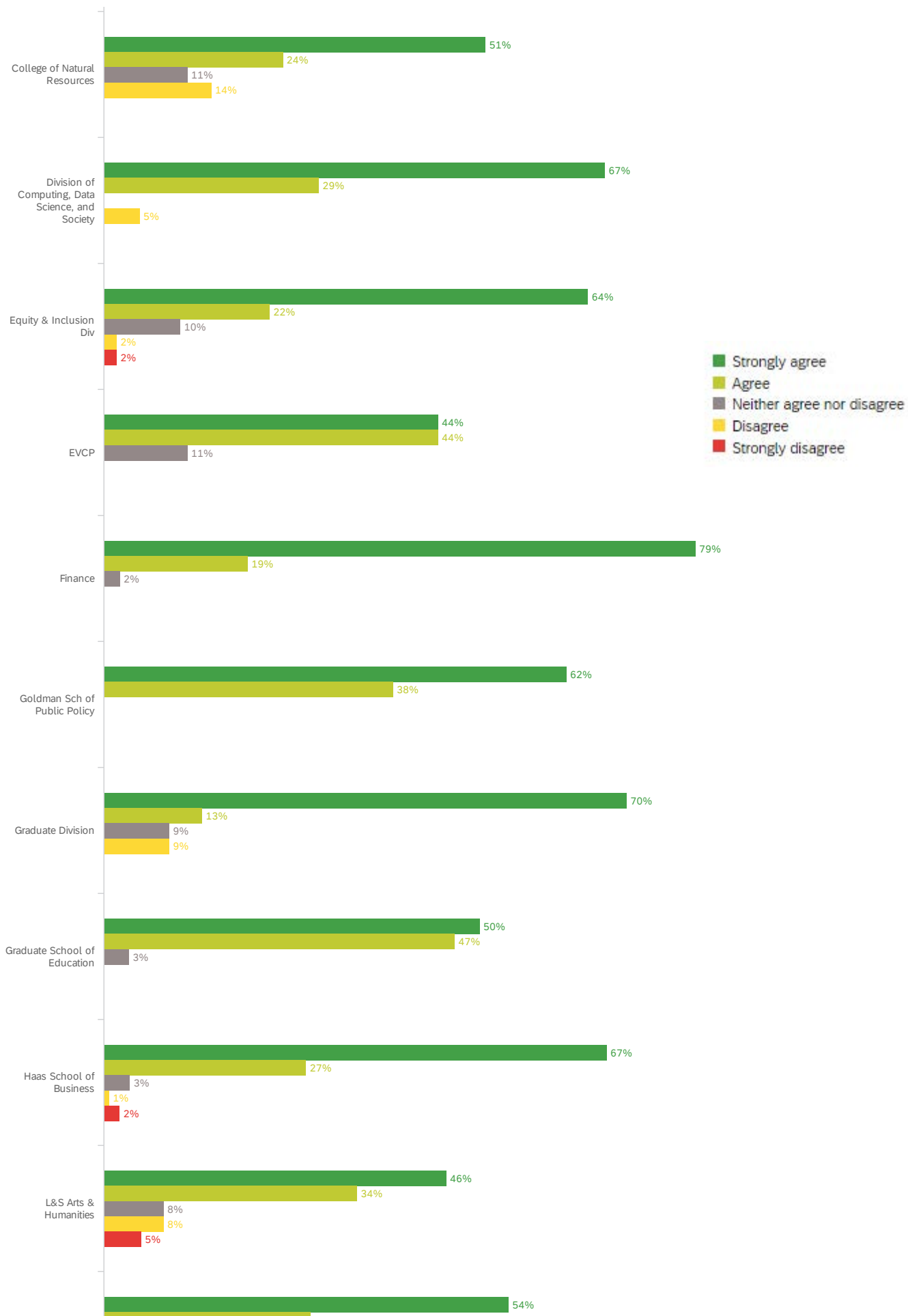


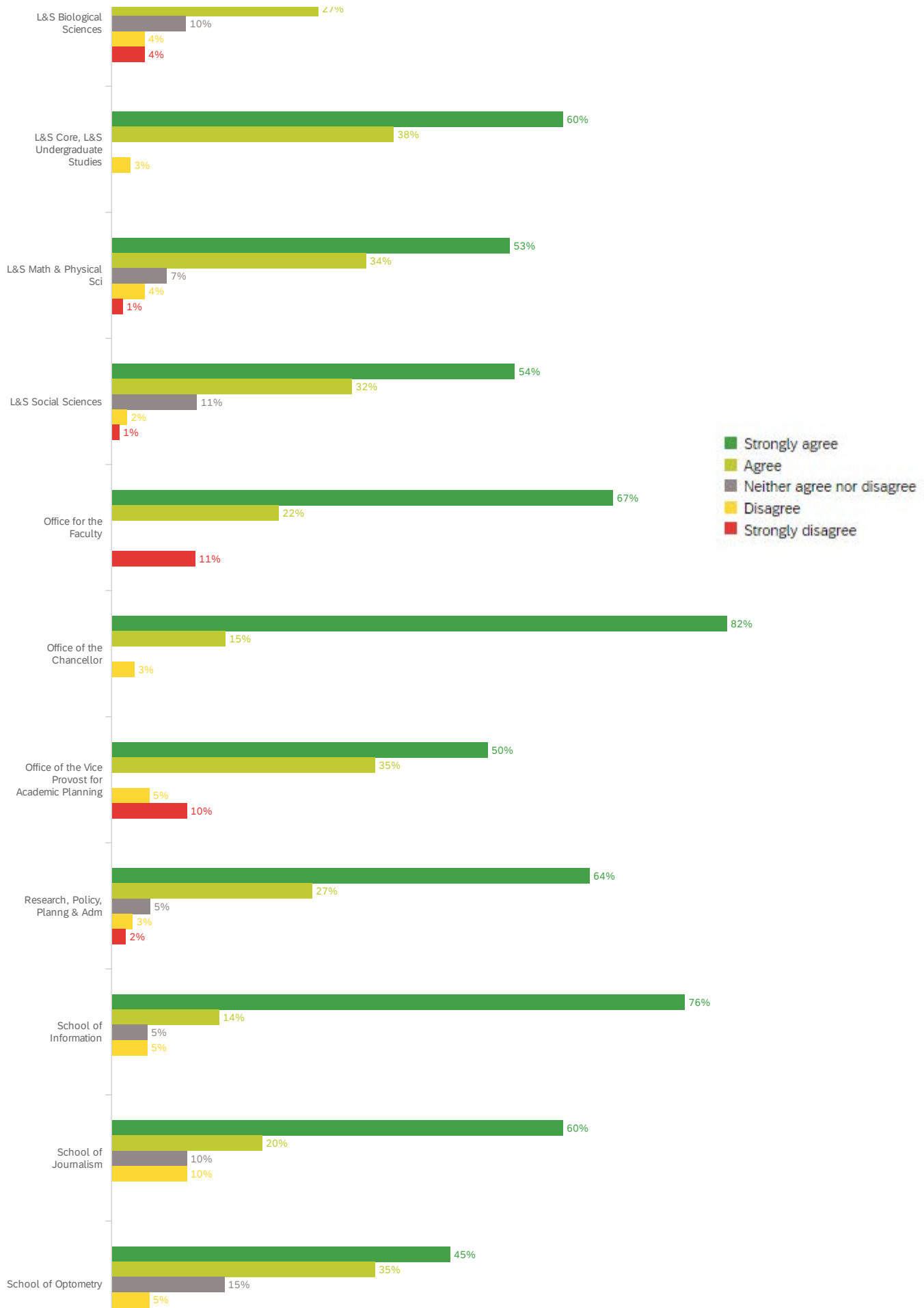
I can easily collaborate with my supervisor/manager (or department chair/lab manager/supervisor) while I am working remotely.

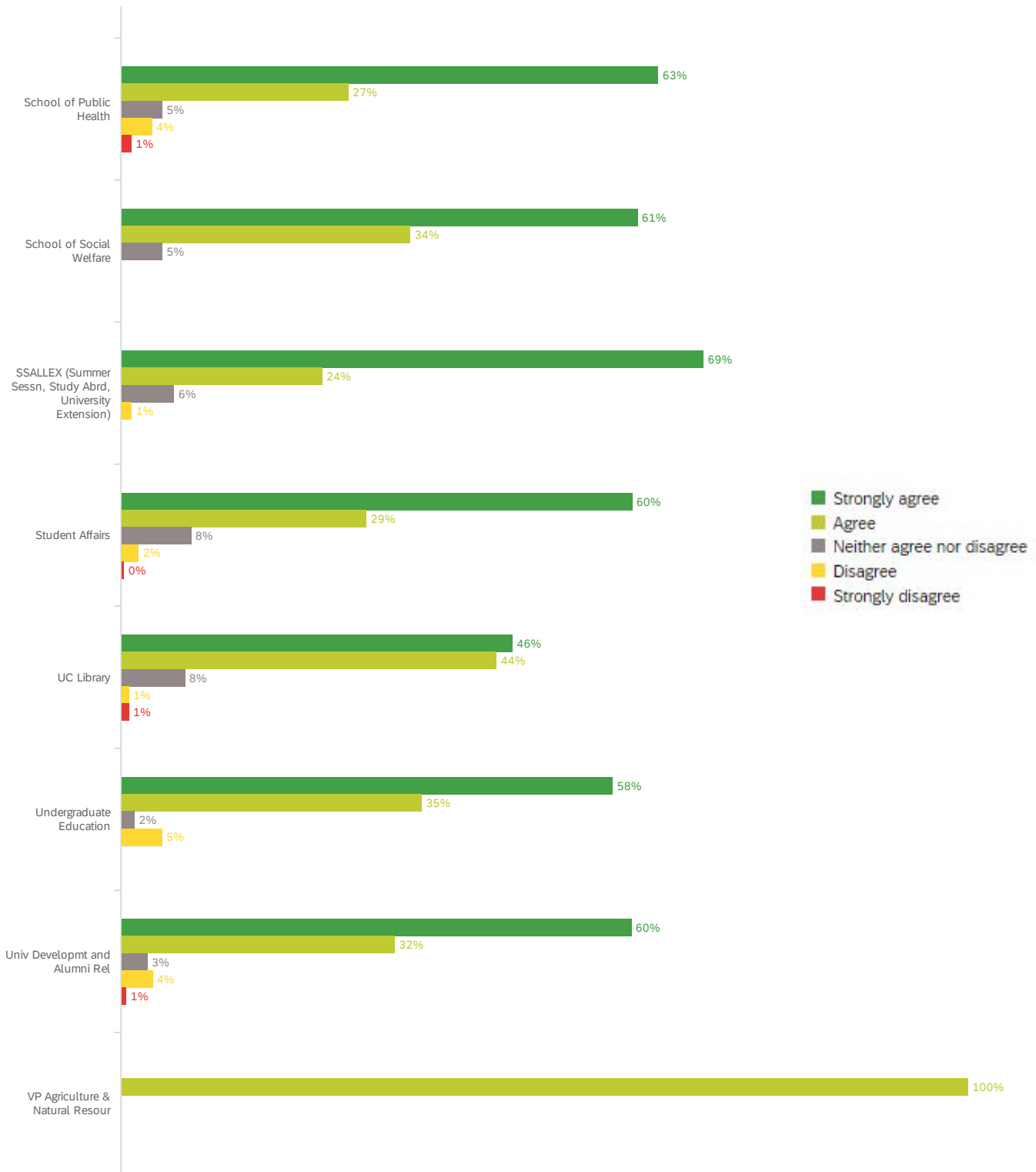
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Academic Senate	44%	4	44%	4	0%	0	11%	1	0%	0	4.22	9
Administration	75%	369	21%	104	1%	6	2%	10	1%	3	4.68	492
Athletics	60%	15	28%	7	4%	1	4%	1	4%	1	4.36	25
Berkeley Art Museum/Pacific Film Archive	47%	9	32%	6	11%	2	0%	0	11%	2	4.05	19
Berkeley Law School	69%	76	20%	22	8%	9	3%	3	0%	0	4.55	110
Cal Performances	59%	13	23%	5	5%	1	0%	0	14%	3	4.14	22
Col of Environmental Design	58%	14	42%	10	0%	0	0%	0	0%	0	4.58	24
College of Chemistry	55%	29	30%	16	6%	3	9%	5	0%	0	4.30	53
College of Engineering	65%	129	23%	46	6%	12	5%	9	2%	3	4.45	199
College of Natural Resources	61%	37	18%	11	13%	8	7%	4	2%	1	4.30	61
Division of Computing, Data Science, and Society	65%	13	35%	7	0%	0	0%	0	0%	0	4.65	20
Equity & Inclusion Div	66%	39	24%	14	7%	4	2%	1	2%	1	4.51	59
EVCP	44%	4	33%	3	0%	0	22%	2	0%	0	4.00	9
Finance	81%	77	18%	17	1%	1	0%	0	0%	0	4.80	95
Goldman Sch of Public Policy	54%	14	42%	11	4%	1	0%	0	0%	0	4.50	26
Graduate Division	78%	18	17%	4	4%	1	0%	0	0%	0	4.74	23
Graduate School of Education	68%	21	19%	6	3%	1	10%	3	0%	0	4.45	31
Haas School of Business	73%	104	19%	27	4%	6	1%	2	2%	3	4.60	142
L&S Arts & Humanities	58%	57	25%	25	9%	9	4%	4	4%	4	4.28	99
L&S Biological Sciences	61%	53	22%	19	8%	7	3%	3	6%	5	4.29	87
L&S Core, L&S Undergraduate Studies	68%	27	25%	10	5%	2	3%	1	0%	0	4.58	40
L&S Math & Physical Sci	56%	38	31%	21	7%	5	4%	3	1%	1	4.35	68
L&S Social Sciences	67%	64	29%	28	1%	1	3%	3	0%	0	4.59	96
Office for the Faculty	56%	5	11%	1	0%	0	22%	2	11%	1	3.78	9
Office of the Chancellor	88%	29	9%	3	0%	0	3%	1	0%	0	4.82	33
Office of the Vice Provost for Academic Planning	55%	11	30%	6	10%	2	5%	1	0%	0	4.35	20
Research, Policy, Planng & Adm	73%	153	20%	41	5%	11	2%	4	0%	1	4.62	210
School of Information	67%	14	33%	7	0%	0	0%	0	0%	0	4.67	21
School of Journalism	50%	5	30%	3	20%	2	0%	0	0%	0	4.30	10
School of Optometry	63%	12	26%	5	5%	1	5%	1	0%	0	4.47	19
School of Public Health	68%	54	25%	20	5%	4	1%	1	0%	0	4.61	79
School of Social Welfare	77%	30	23%	9	0%	0	0%	0	0%	0	4.77	39
SSALLEX (Summer Sessn, Study Abrd, University Extension)	81%	64	15%	12	3%	2	1%	1	0%	0	4.76	79
Student Affairs	72%	207	24%	69	2%	7	1%	3	1%	2	4.65	288
UC Library	63%	65	32%	33	5%	5	1%	1	0%	0	4.56	104
Undergraduate Education	64%	39	28%	17	5%	3	3%	2	0%	0	4.52	61
Univ Developmt and Alumni Rel	64%	103	29%	47	6%	10	1%	2	0%	0	4.55	162
VP Agriculture & Natural Resour	50%	1	50%	1	0%	0	0%	0	0%	0	4.50	2

I have access to the resources I need to do my job effectively while I am working remotely.









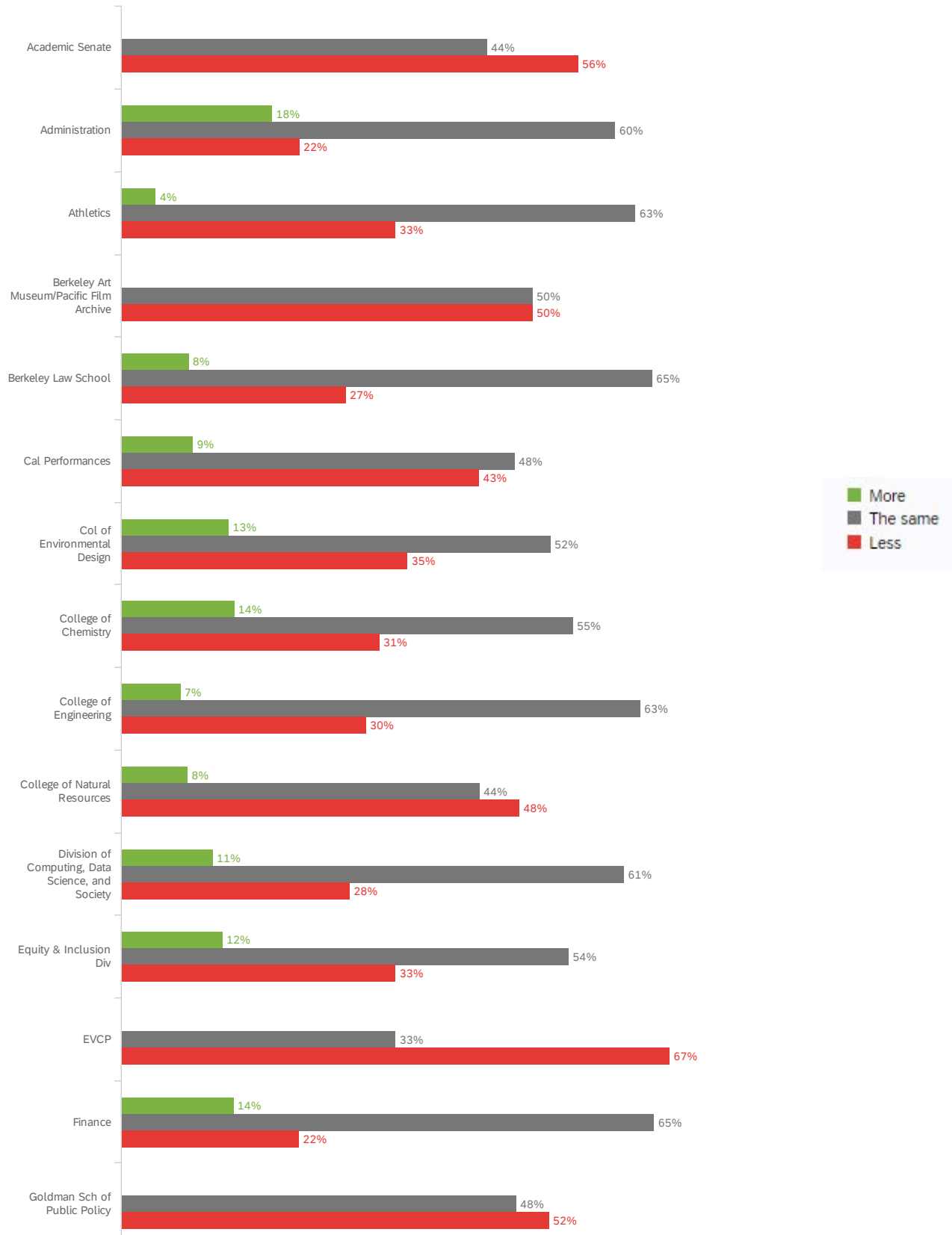
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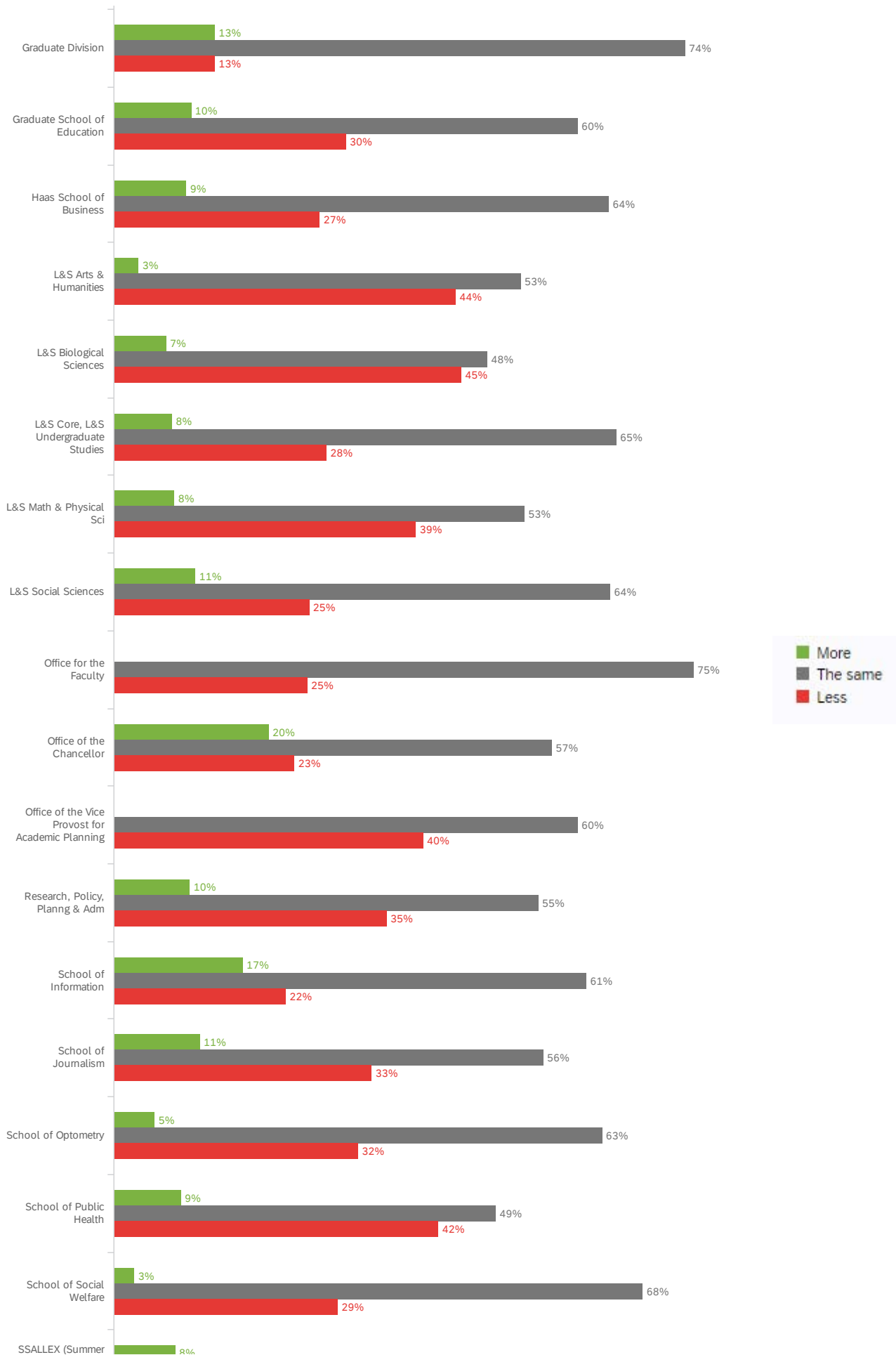


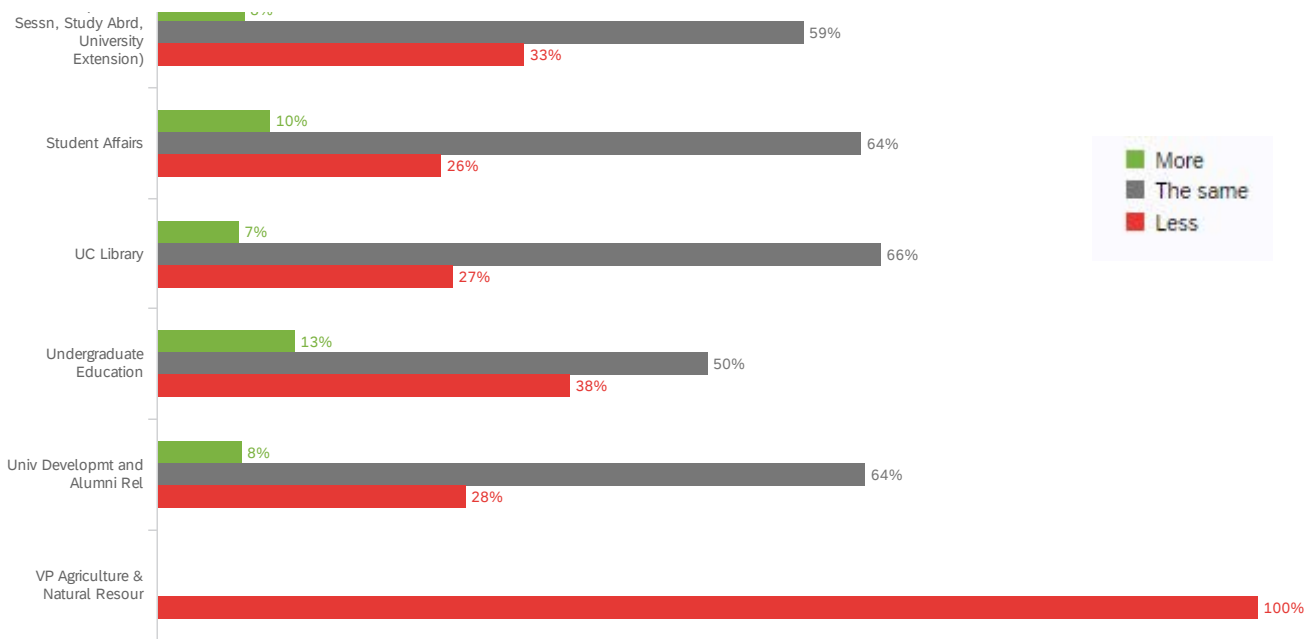
I have access to the resources I need to do my job effectively while I am working remotely.

Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	56%	5	33%	3	0%	0	11%	1	0%	0	4.33	9
Administration	70%	344	24%	117	4%	20	2%	9	1%	4	4.60	494
Athletics	48%	12	24%	6	16%	4	12%	3	0%	0	4.08	25
Berkeley Art Museum/Pacific Film Archive	42%	8	32%	6	11%	2	11%	2	5%	1	3.95	19
Berkeley Law School	61%	68	33%	37	4%	5	2%	2	0%	0	4.53	112
Cal Performances	48%	11	39%	9	0%	0	4%	1	9%	2	4.13	23
Col of Environmental Design	42%	10	50%	12	0%	0	8%	2	0%	0	4.25	24
College of Chemistry	49%	26	34%	18	8%	4	9%	5	0%	0	4.23	53
College of Engineering	64%	128	24%	48	7%	15	4%	8	1%	2	4.45	201
College of Natural Resources	51%	32	24%	15	11%	7	14%	9	0%	0	4.11	63
Division of Computing, Data Science, and Society	67%	14	29%	6	0%	0	5%	1	0%	0	4.57	21
Equity & Inclusion Div	64%	38	22%	13	10%	6	2%	1	2%	1	4.46	59
EVCP	44%	4	44%	4	11%	1	0%	0	0%	0	4.33	9
Finance	79%	74	19%	18	2%	2	0%	0	0%	0	4.77	94
Goldman Sch of Public Policy	62%	16	38%	10	0%	0	0%	0	0%	0	4.62	26
Graduate Division	70%	16	13%	3	9%	2	9%	2	0%	0	4.43	23
Graduate School of Education	50%	15	47%	14	3%	1	0%	0	0%	0	4.47	30
Haas School of Business	67%	97	27%	39	3%	5	1%	1	2%	3	4.56	145
L&S Arts & Humanities	46%	46	34%	34	8%	8	8%	8	5%	5	4.07	101
L&S Biological Sciences	54%	49	27%	25	10%	9	4%	4	4%	4	4.22	91
L&S Core, L&S Undergraduate Studies	60%	24	38%	15	0%	0	3%	1	0%	0	4.55	40
L&S Math & Physical Sci	53%	36	34%	23	7%	5	4%	3	1%	1	4.32	68
L&S Social Sciences	54%	52	32%	31	11%	11	2%	2	1%	1	4.35	97
Office for the Faculty	67%	6	22%	2	0%	0	0%	0	11%	1	4.33	9
Office of the Chancellor	82%	27	15%	5	0%	0	3%	1	0%	0	4.76	33
Office of the Vice Provost for Academic Planning	50%	10	35%	7	0%	0	5%	1	10%	2	4.10	20
Research, Policy, Planng & Adm	64%	136	27%	57	5%	11	3%	6	2%	4	4.47	214
School of Information	76%	16	14%	3	5%	1	5%	1	0%	0	4.62	21
School of Journalism	60%	6	20%	2	10%	1	10%	1	0%	0	4.30	10
School of Optometry	45%	9	35%	7	15%	3	5%	1	0%	0	4.20	20
School of Public Health	63%	52	27%	22	5%	4	4%	3	1%	1	4.48	82
School of Social Welfare	61%	25	34%	14	5%	2	0%	0	0%	0	4.56	41
SSALLEX (Summer Sessn, Study Abrd, University Extension)	69%	55	24%	19	6%	5	1%	1	0%	0	4.60	80
Student Affairs	60%	175	29%	84	8%	24	2%	6	0%	1	4.47	290
UC Library	46%	49	44%	47	8%	8	1%	1	1%	1	4.34	106
Undergraduate Education	58%	36	35%	22	2%	1	5%	3	0%	0	4.47	62
Univ Developmt and Alumni Rel	60%	97	32%	52	3%	5	4%	6	1%	1	4.48	161
VP Agriculture & Natural Resour	0%	0	100%	1	0%	0	0%	0	0%	0	4.00	1

Compared to when I am working on-site, I feel _____ sense of community with my team when I am working remotely. (Select NA if you have not had this experience)





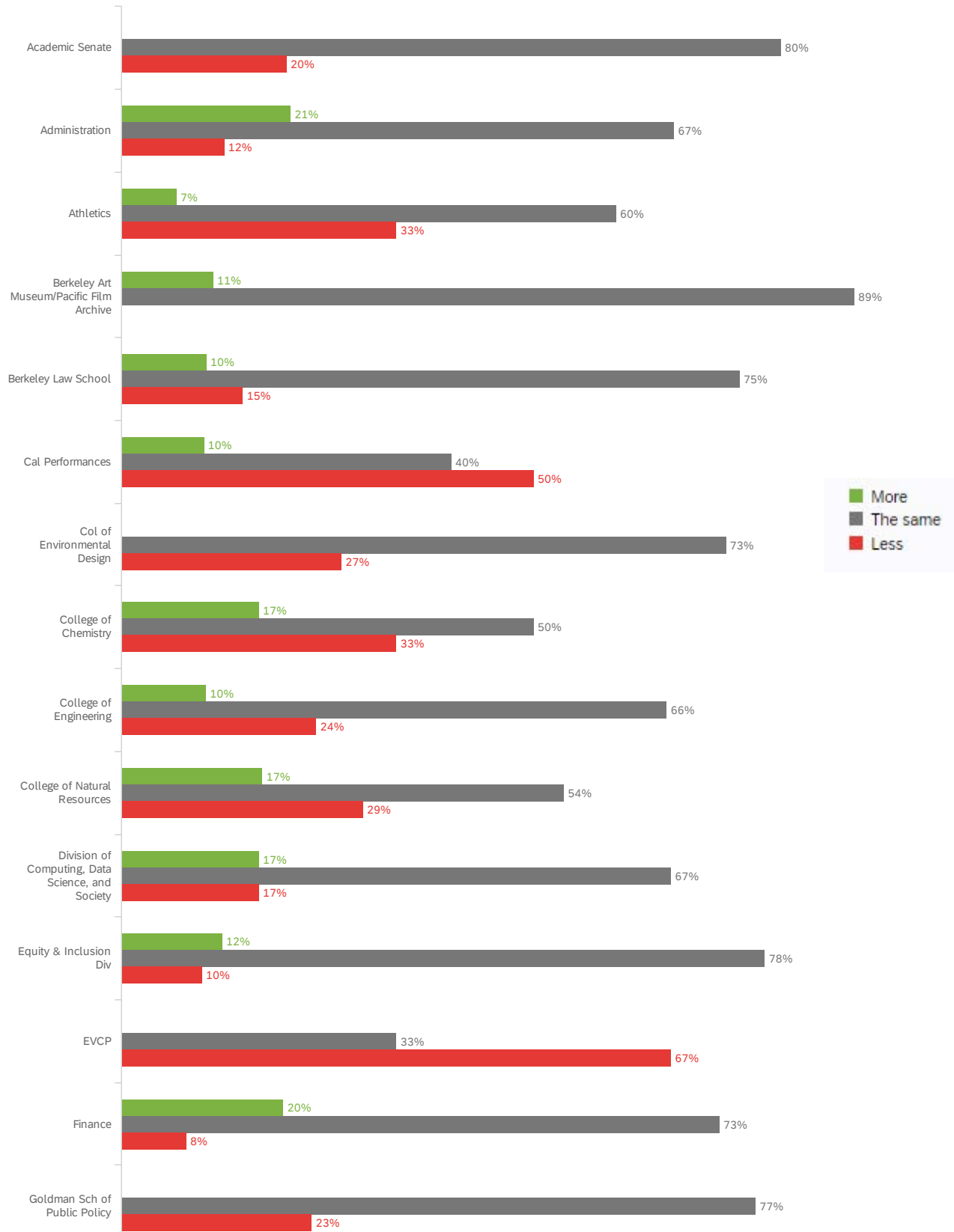


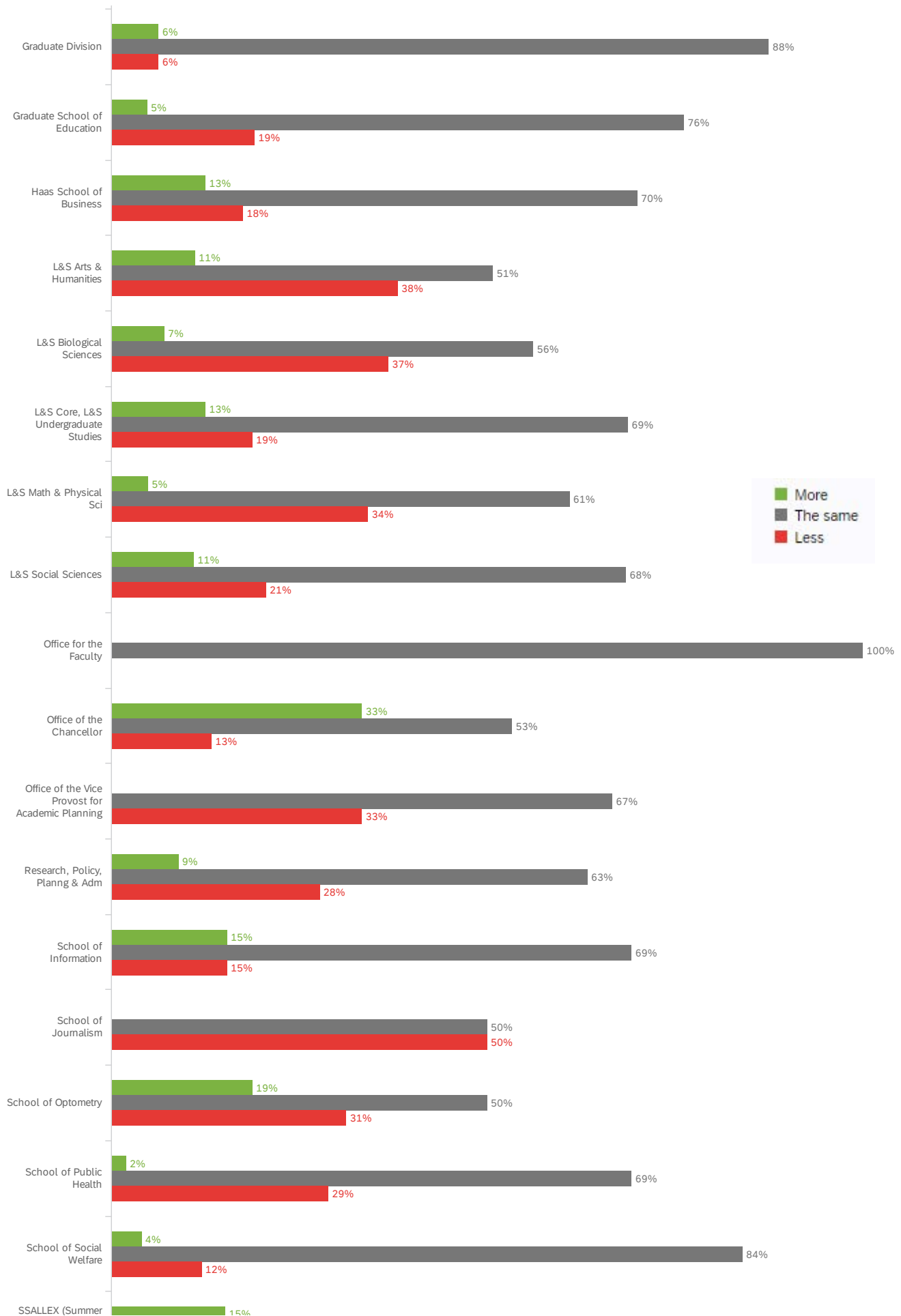
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3	Administration	18% 82	60% 269	22% 97	448
4	Athletics	4% 1	63% 15	33% 8	24
5	Berkeley Art Museum/Pacific Film Archive	0% 0	50% 9	50% 9	18
6	Berkeley Law School	8% 9	65% 71	27% 30	110
7	Cal Performances	9% 2	48% 11	43% 10	23
8	Col of Environmental Design	13% 3	52% 12	35% 8	23
9	College of Chemistry	14% 7	55% 28	31% 16	51
10	College of Engineering	7% 14	63% 123	30% 58	195
11	College of Natural Resources	8% 5	44% 27	48% 30	62
12	Division of Computing, Data Science, and Society	11% 2	61% 11	28% 5	18
13	Equity & Inclusion Div	12% 7	54% 31	33% 19	57
14	EVCP	0% 0	33% 3	67% 6	9
15	Finance	14% 12	65% 57	22% 19	88
16	Goldman Sch of Public Policy	0% 0	48% 12	52% 13	25
17	Graduate Division	13% 3	74% 17	13% 3	23
18	Graduate School of Education	10% 3	60% 18	30% 9	30
19	Haas School of Business	9% 13	64% 89	27% 37	139

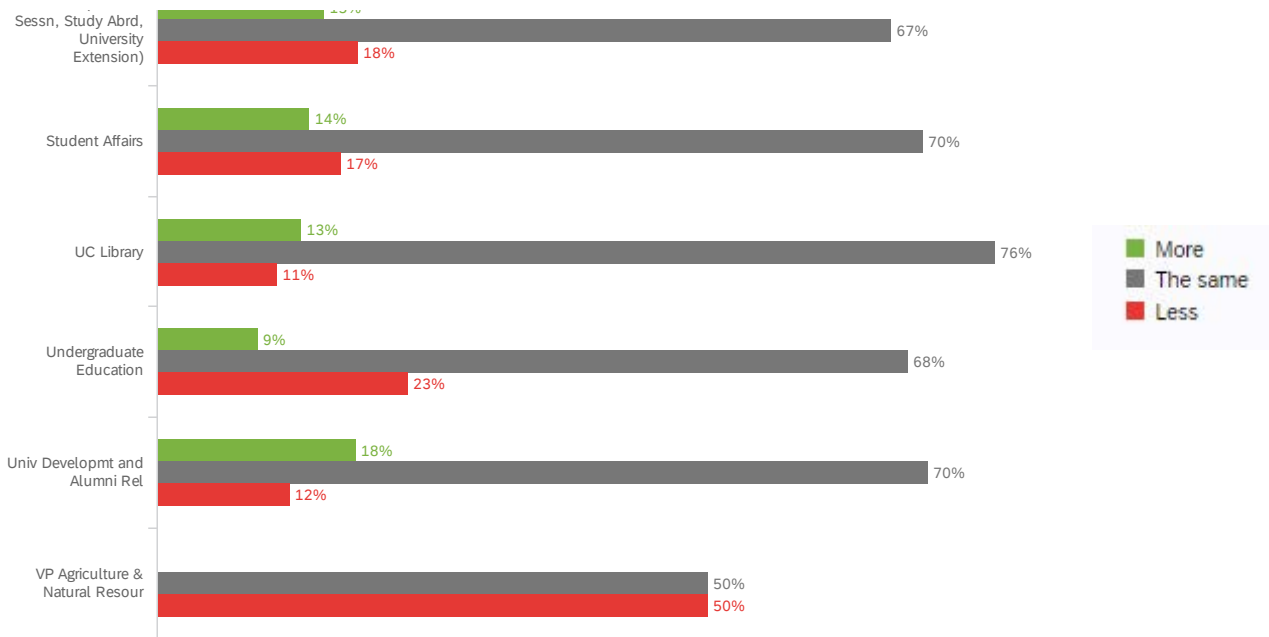
#	Field	More	The same	Less	Total
20	L&S Arts & Humanities	3% 3	53% 50	44% 42	95
21	L&S Biological Sciences	7% 6	48% 43	45% 40	89
22	L&S Core, L&S Undergraduate Studies	8% 3	65% 26	28% 11	40
23	L&S Math & Physical Sci	8% 5	53% 34	39% 25	64
24	L&S Social Sciences	11% 10	64% 61	25% 24	95
25	Office for the Faculty	0% 0	75% 6	25% 2	8
26	Office of the Chancellor	20% 6	57% 17	23% 7	30
27	Office of the Vice Provost for Academic Planning	0% 0	60% 12	40% 8	20
28	Research, Policy, Planng & Adm	10% 20	55% 112	35% 72	204
39	School of Information	17% 3	61% 11	22% 4	18
29	School of Journalism	11% 1	56% 5	33% 3	9
30	School of Optometry	5% 1	63% 12	32% 6	19
31	School of Public Health	9% 7	49% 40	42% 34	81
32	School of Social Welfare	3% 1	68% 26	29% 11	38
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	8% 5	59% 37	33% 21	63
34	Student Affairs	10% 29	64% 181	26% 73	283
35	UC Library	7% 8	66% 71	27% 29	108
36	Undergraduate Education	13% 7	50% 28	38% 21	56
37	Univ Developmt and Alumni Rel	8% 12	64% 101	28% 44	157
38	VP Agriculture & Natural Resour	0% 0	0% 0	100% 2	2

Showing rows 1 - 38 of 38

Compared to when I am advising on-site, I feel _____ sense of community with my team when I am working remotely. (Select NA if you have not had this experience)





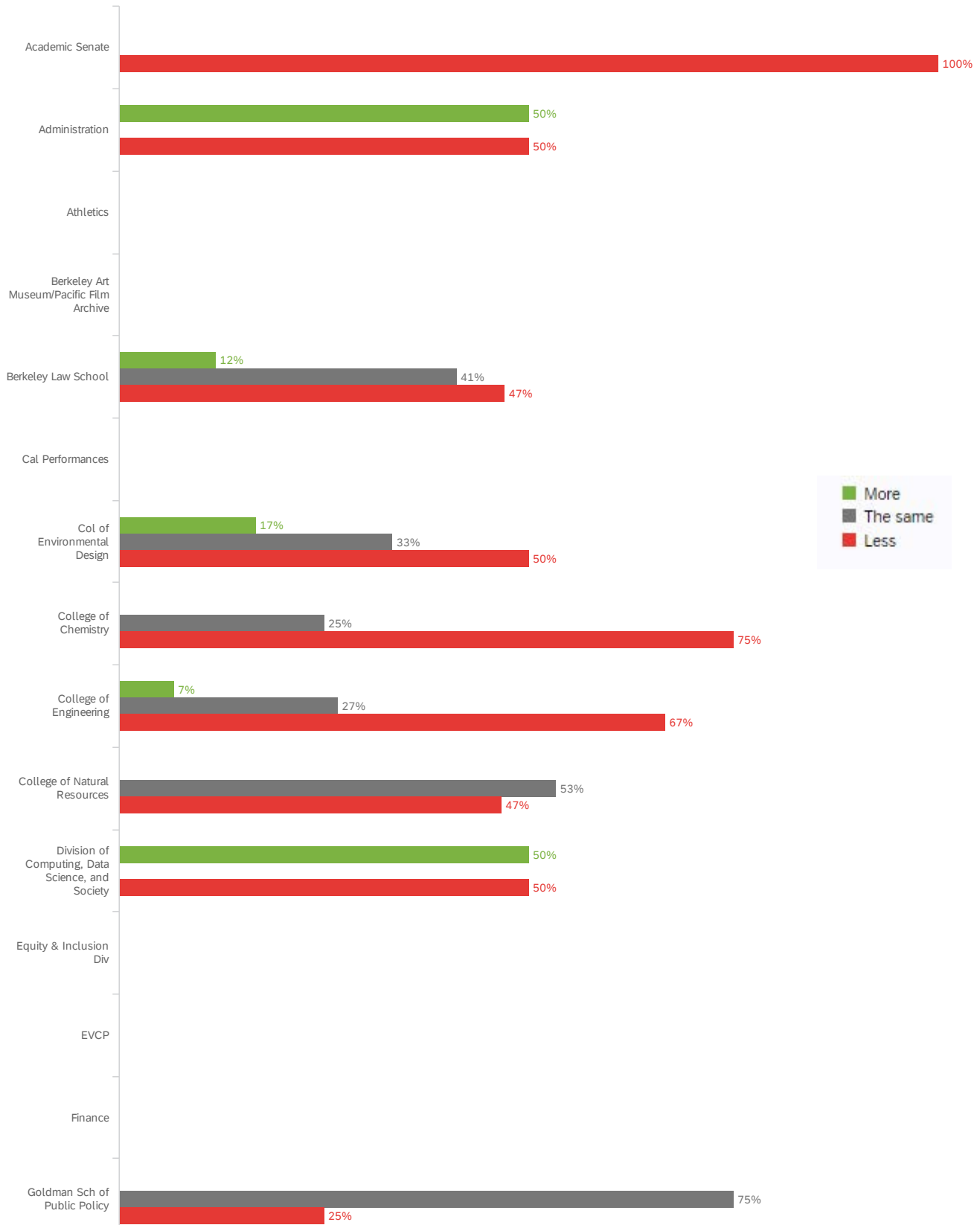


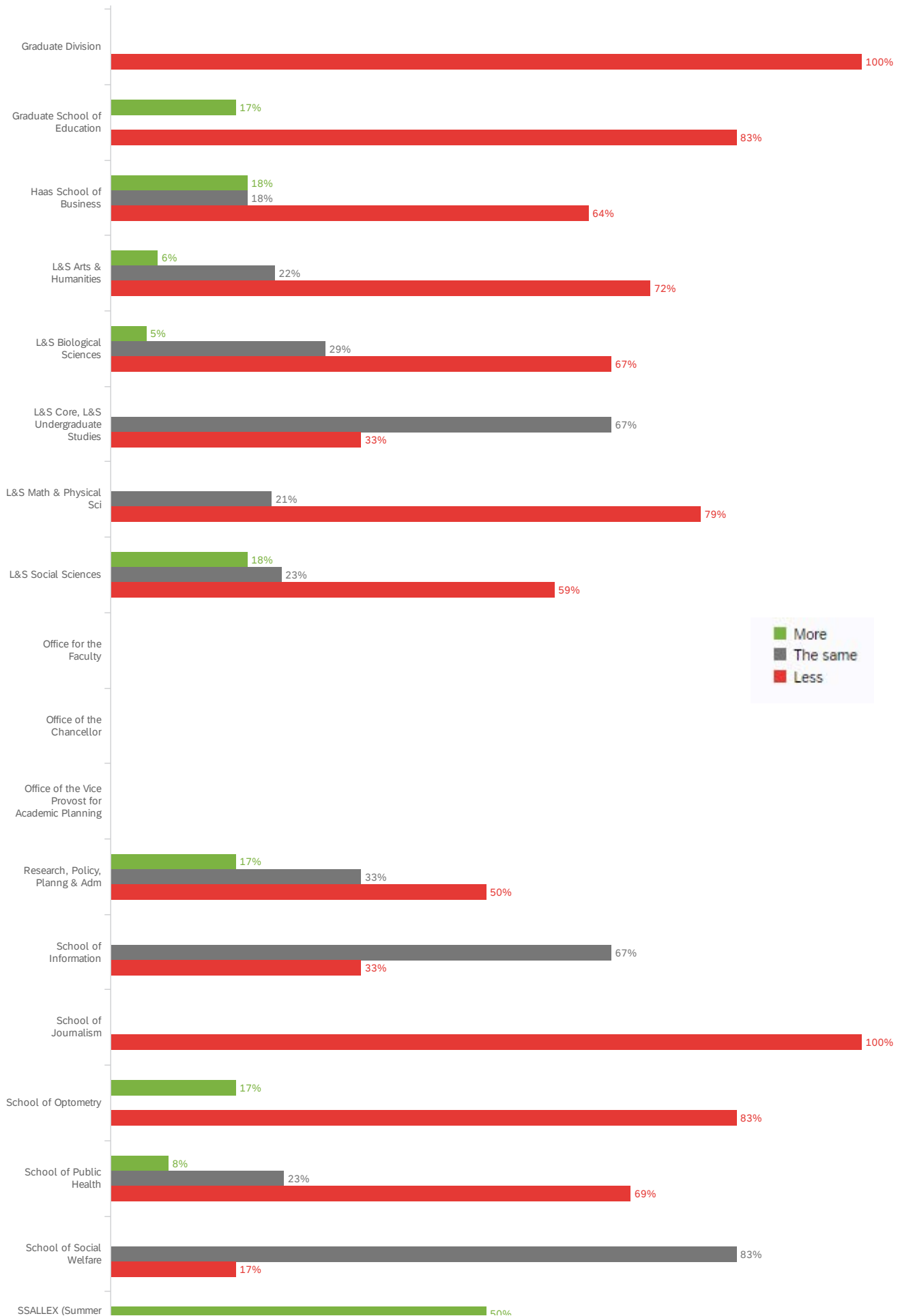
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3	Administration	21%	56	67%	183	12%	34	273
4	Athletics	7%	1	60%	9	33%	5	15
5	Berkeley Art Museum/Pacific Film Archive	11%	1	89%	8	0%	0	9
6	Berkeley Law School	10%	7	75%	51	15%	10	68
7	Cal Performances	10%	1	40%	4	50%	5	10
8	Col of Environmental Design	0%	0	73%	11	27%	4	15
9	College of Chemistry	17%	6	50%	18	33%	12	36
10	College of Engineering	10%	13	66%	84	24%	30	127
11	College of Natural Resources	17%	7	54%	22	29%	12	41
12	Division of Computing, Data Science, and Society	17%	2	67%	8	17%	2	12
13	Equity & Inclusion Div	12%	5	78%	32	10%	4	41
14	EVCP	0%	0	33%	1	67%	2	3
15	Finance	20%	10	73%	37	8%	4	51
16	Goldman Sch of Public Policy	0%	0	77%	10	23%	3	13
17	Graduate Division	6%	1	88%	14	6%	1	16
18	Graduate School of Education	5%	1	76%	16	19%	4	21
19	Haas School of Business	13%	10	70%	56	18%	14	80

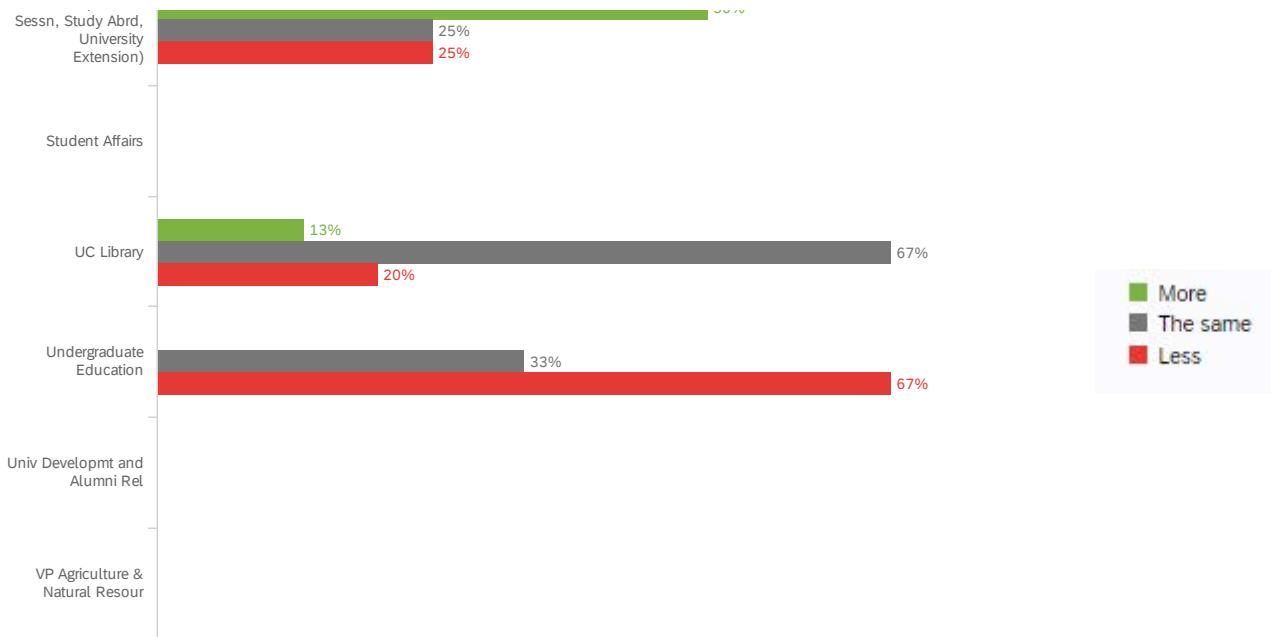
#	Field	More/better	The same	Less/worse	Total
20	L&S Arts & Humanities	11% 7	51% 32	38% 24	63
21	L&S Biological Sciences	7% 4	56% 32	37% 21	57
22	L&S Core, L&S Undergraduate Studies	13% 4	69% 22	19% 6	32
23	L&S Math & Physical Sci	5% 2	61% 25	34% 14	41
24	L&S Social Sciences	11% 8	68% 50	21% 15	73
25	Office for the Faculty	0% 0	100% 1	0% 0	1
26	Office of the Chancellor	33% 5	53% 8	13% 2	15
27	Office of the Vice Provost for Academic Planning	0% 0	67% 10	33% 5	15
28	Research, Policy, Planng & Adm	9% 9	63% 64	28% 28	101
39	School of Information	15% 2	69% 9	15% 2	13
29	School of Journalism	0% 0	50% 2	50% 2	4
30	School of Optometry	19% 3	50% 8	31% 5	16
31	School of Public Health	2% 1	69% 36	29% 15	52
32	School of Social Welfare	4% 1	84% 21	12% 3	25
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	15% 5	67% 22	18% 6	33
34	Student Affairs	14% 24	70% 121	17% 29	174
35	UC Library	13% 6	76% 35	11% 5	46
36	Undergraduate Education	9% 2	68% 15	23% 5	22
37	Univ Developmt and Alumni Rel	18% 9	70% 35	12% 6	50
38	VP Agriculture & Natural Resour	0% 0	50% 1	50% 1	2

Showing rows 1 - 38 of 38

Compared to when I am teaching on-site, I feel _____ sense of community with my team when I am working remotely. (Select NA if you have not had this experience)





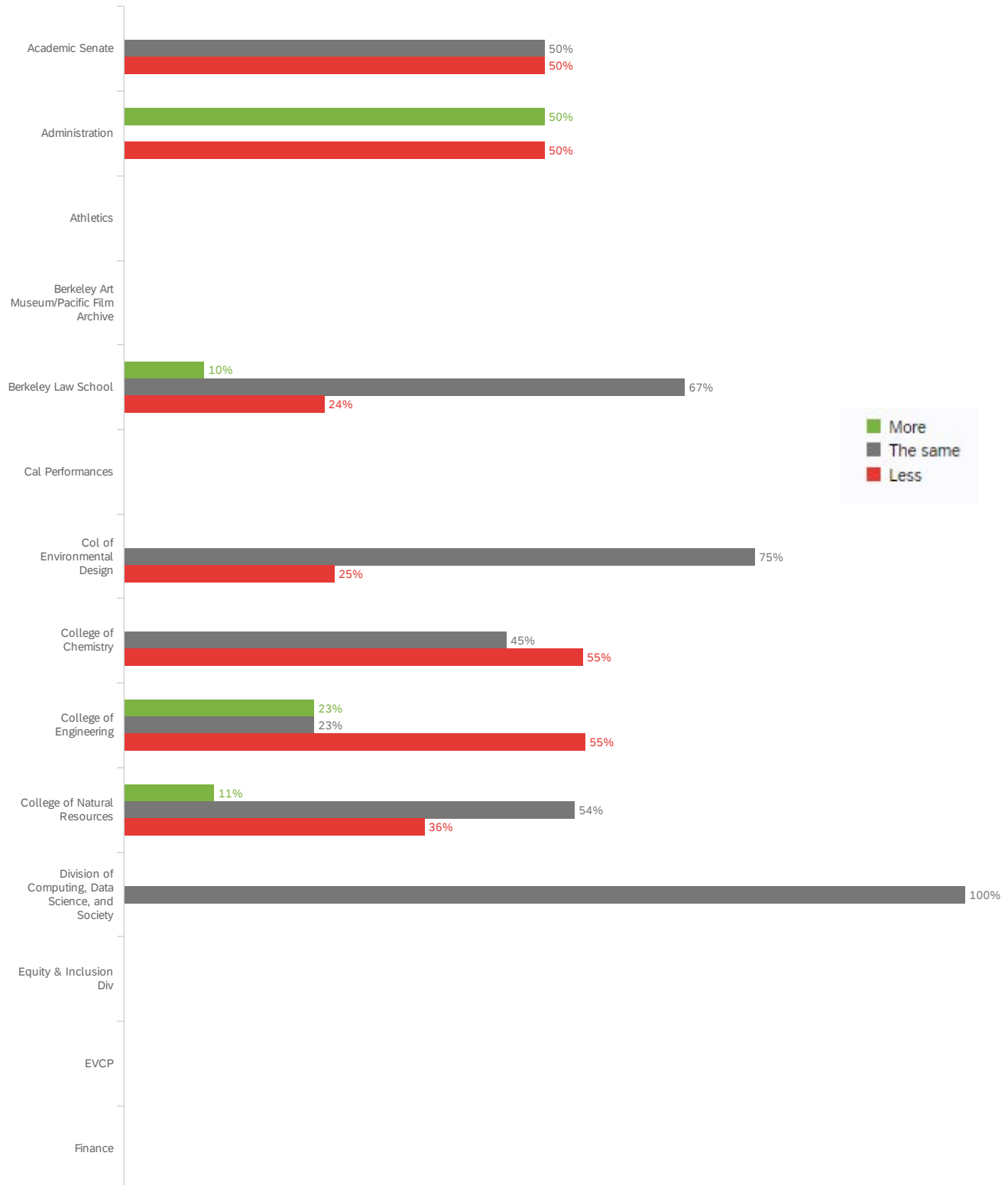


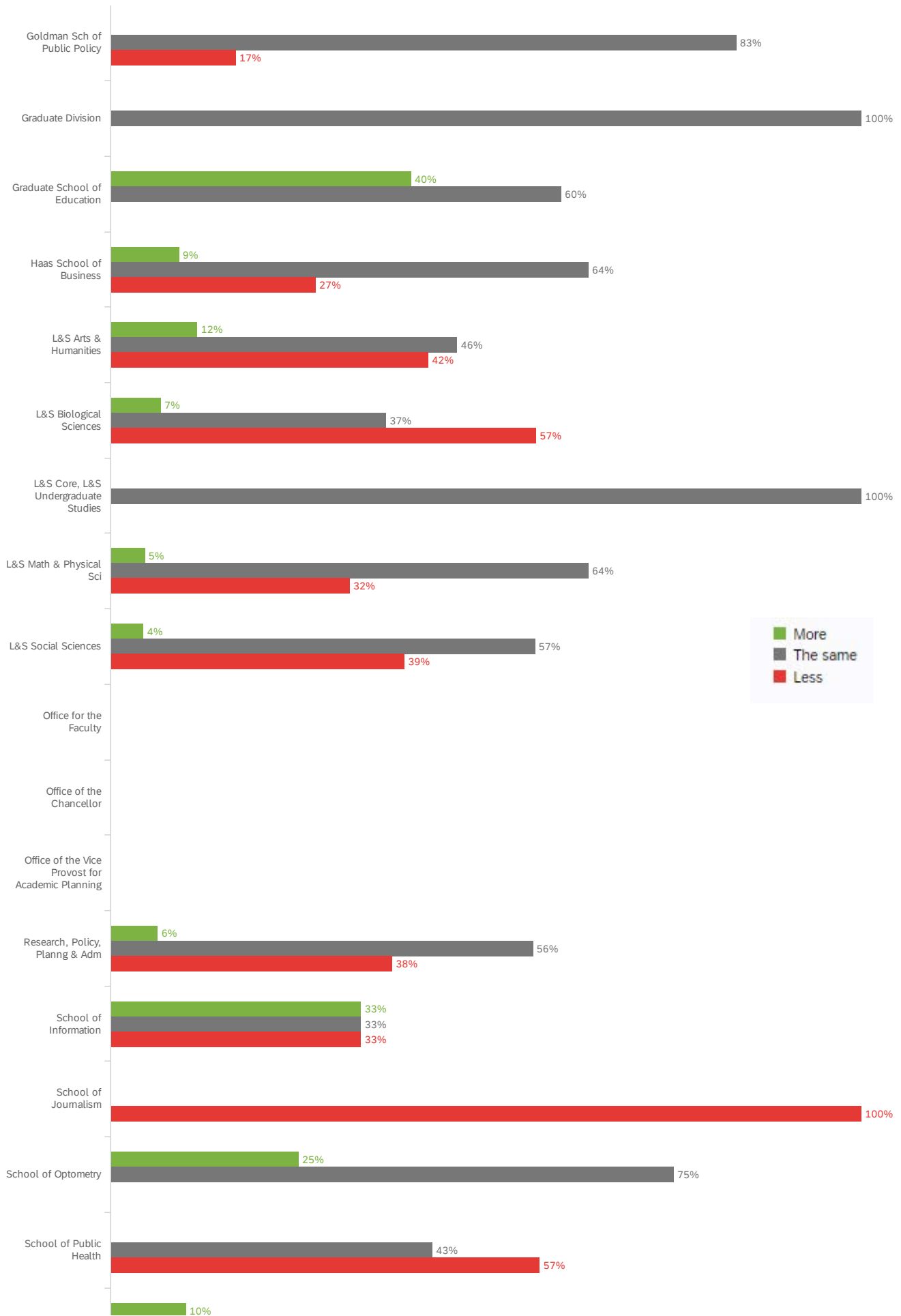
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1	Academic Senate	0% 0	0% 0	100% 3	3
3	Administration	50% 1	0% 0	50% 1	2
4	Athletics	0% 0	0% 0	0% 0	0
5	Berkeley Art Museum/Pacific Film Archive	0% 0	0% 0	0% 0	0
6	Berkeley Law School	12% 2	41% 7	47% 8	17
7	Cal Performances	0% 0	0% 0	0% 0	0
8	Col of Environmental Design	17% 1	33% 2	50% 3	6
9	College of Chemistry	0% 0	25% 3	75% 9	12
10	College of Engineering	7% 2	27% 8	67% 20	30
11	College of Natural Resources	0% 0	53% 8	47% 7	15
12	Division of Computing, Data Science, and Society	50% 1	0% 0	50% 1	2
13	Equity & Inclusion Div	0% 0	0% 0	0% 0	0
14	EVCP	0% 0	0% 0	0% 0	0
15	Finance	0% 0	0% 0	0% 0	0
16	Goldman Sch of Public Policy	0% 0	75% 3	25% 1	4
17	Graduate Division	0% 0	0% 0	100% 1	1
18	Graduate School of Education	17% 1	0% 0	83% 5	6
19	Haas School of Business	18% 2	18% 2	64% 7	11

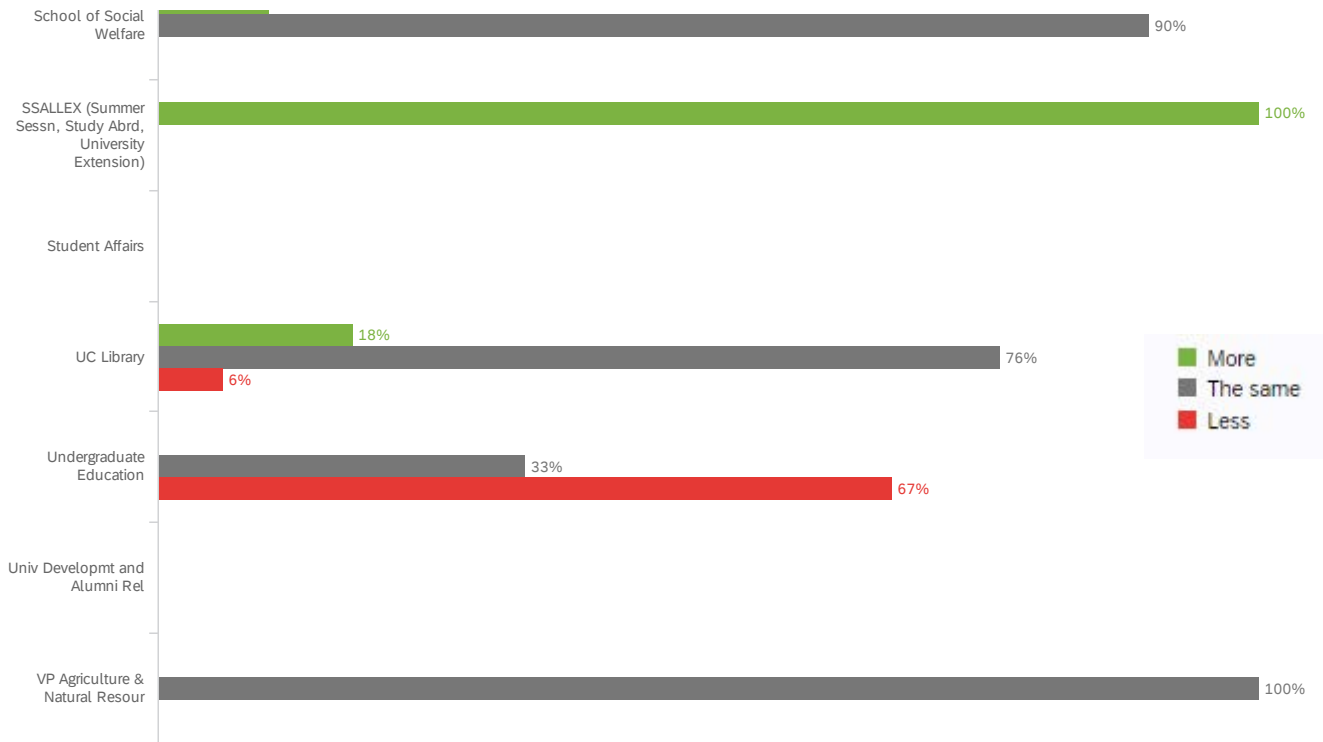
#	Field	More/better	The same	Less/worse	Total
20	L&S Arts & Humanities	6% 2	22% 7	72% 23	32
21	L&S Biological Sciences	5% 1	29% 6	67% 14	21
22	L&S Core, L&S Undergraduate Studies	0% 0	67% 2	33% 1	3
23	L&S Math & Physical Sci	0% 0	21% 3	79% 11	14
24	L&S Social Sciences	18% 4	23% 5	59% 13	22
25	Office for the Faculty	0% 0	0% 0	0% 0	0
26	Office of the Chancellor	0% 0	0% 0	0% 0	0
27	Office of the Vice Provost for Academic Planning	0% 0	0% 0	0% 0	0
28	Research, Policy, Planng & Adm	17% 1	33% 2	50% 3	6
39	School of Information	0% 0	67% 2	33% 1	3
29	School of Journalism	0% 0	0% 0	100% 2	2
30	School of Optometry	17% 1	0% 0	83% 5	6
31	School of Public Health	8% 1	23% 3	69% 9	13
32	School of Social Welfare	0% 0	83% 5	17% 1	6
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	50% 2	25% 1	25% 1	4
34	Student Affairs	0% 0	0% 0	0% 0	0
35	UC Library	13% 2	67% 10	20% 3	15
36	Undergraduate Education	0% 0	33% 1	67% 2	3
37	Univ Developmt and Alumni Rel	0% 0	0% 0	0% 0	0
38	VP Agriculture & Natural Resour	0% 0	0% 0	0% 0	0

Showing rows 1 - 38 of 38

Compared to when I am doing research on-site, I feel _____ sense of community with my team when I am working remotely. (Select NA if you have not had this experience)





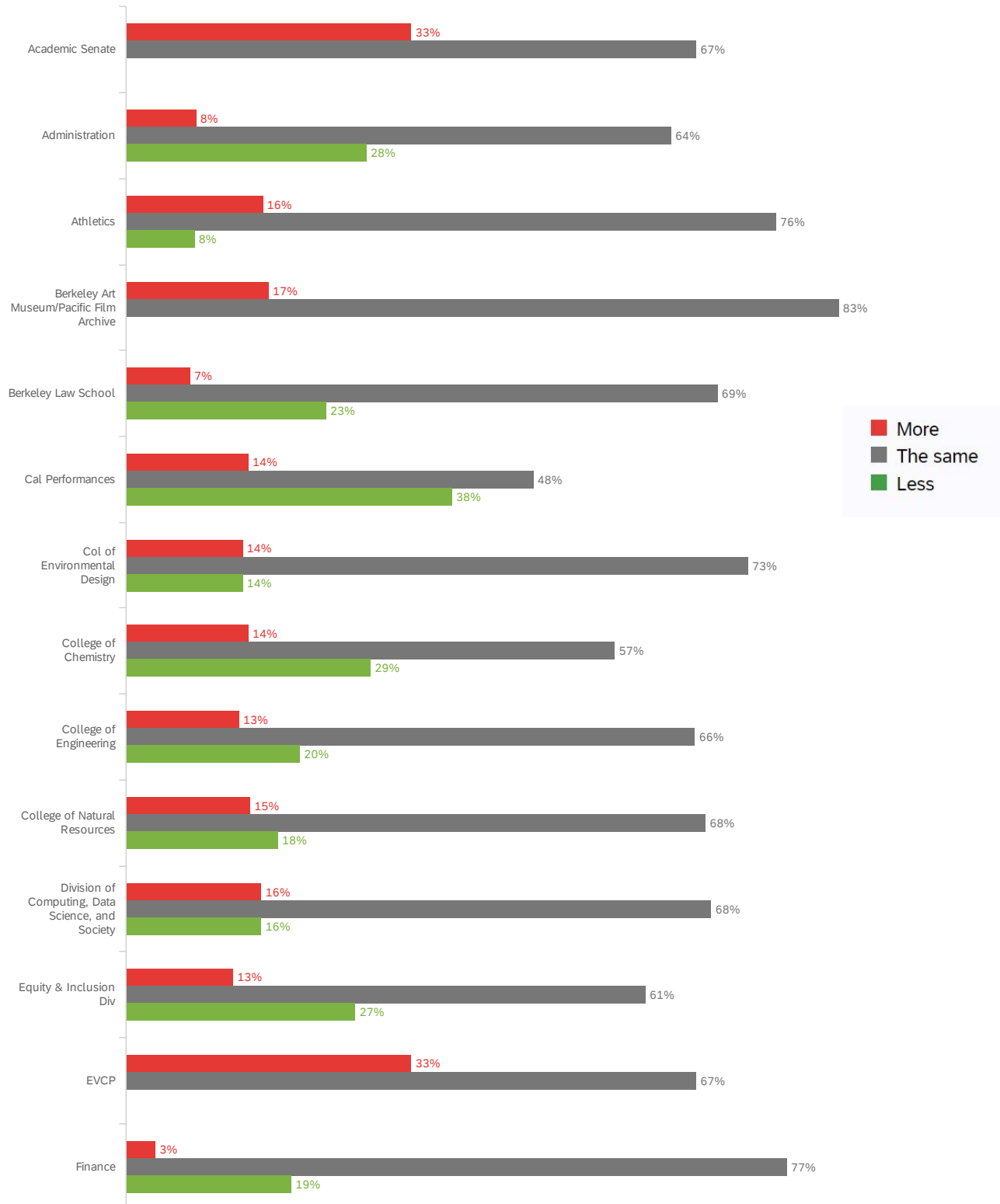


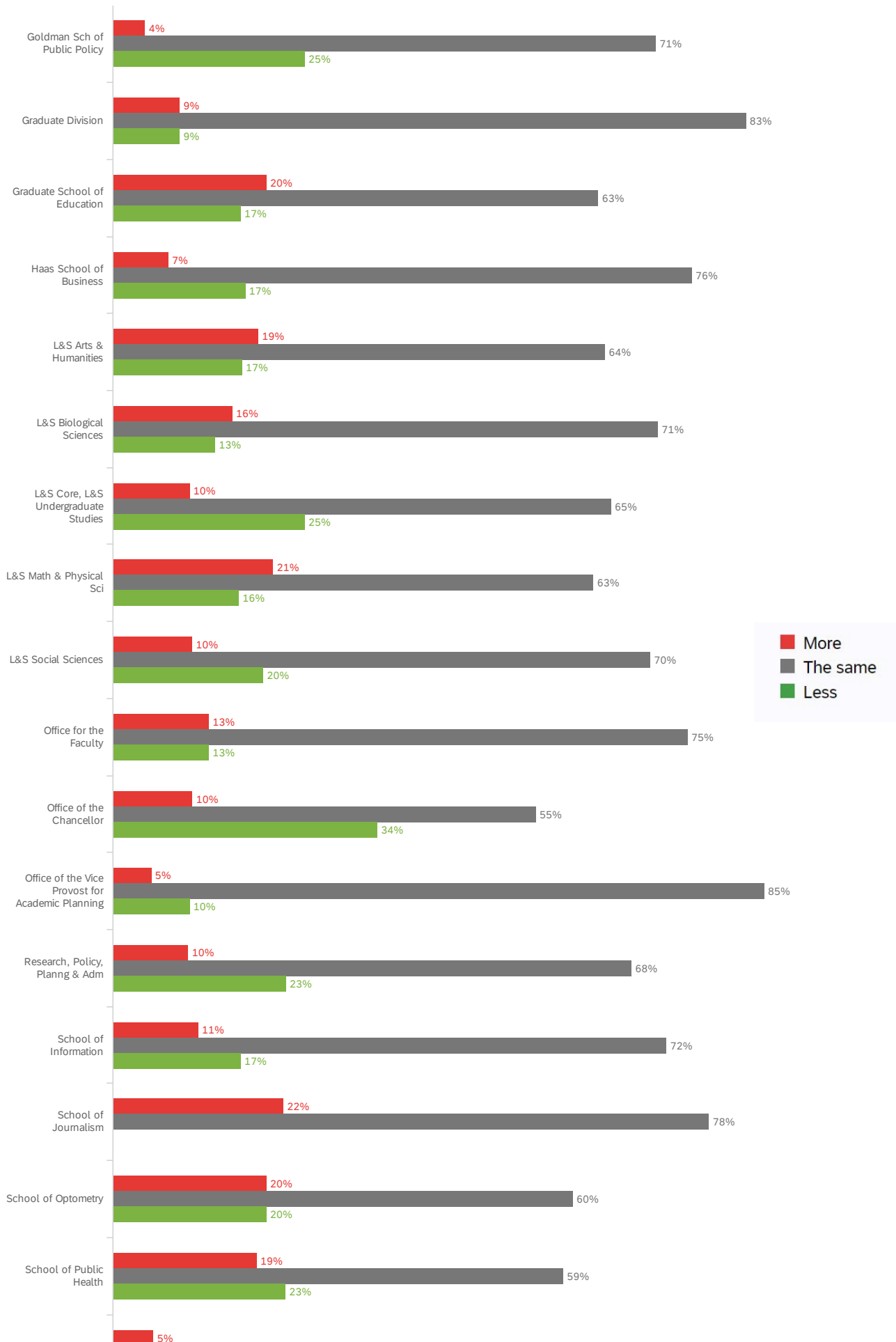
#	Field	More/better	The same	Less/worse	Total
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3	Administration	50% 1	0% 0	50% 1	2
4	Athletics	0% 0	0% 0	0% 0	0
5	Berkeley Art Museum/Pacific Film Archive	0% 0	0% 0	0% 0	0
6	Berkeley Law School	10% 2	67% 14	24% 5	21
7	Cal Performances	0% 0	0% 0	0% 0	0
8	Col of Environmental Design	0% 0	75% 3	25% 1	4
9	College of Chemistry	0% 0	45% 5	55% 6	11
10	College of Engineering	23% 7	23% 7	55% 17	31
11	College of Natural Resources	11% 3	54% 15	36% 10	28
12	Division of Computing, Data Science, and Society	0% 0	100% 2	0% 0	2
13	Equity & Inclusion Div	0% 0	0% 0	0% 0	0
14	EVCP	0% 0	0% 0	0% 0	0
15	Finance	0% 0	0% 0	0% 0	0
16	Goldman Sch of Public Policy	0% 0	83% 5	17% 1	6
17	Graduate Division	0% 0	100% 1	0% 0	1
18	Graduate School of Education	40% 2	60% 3	0% 0	5

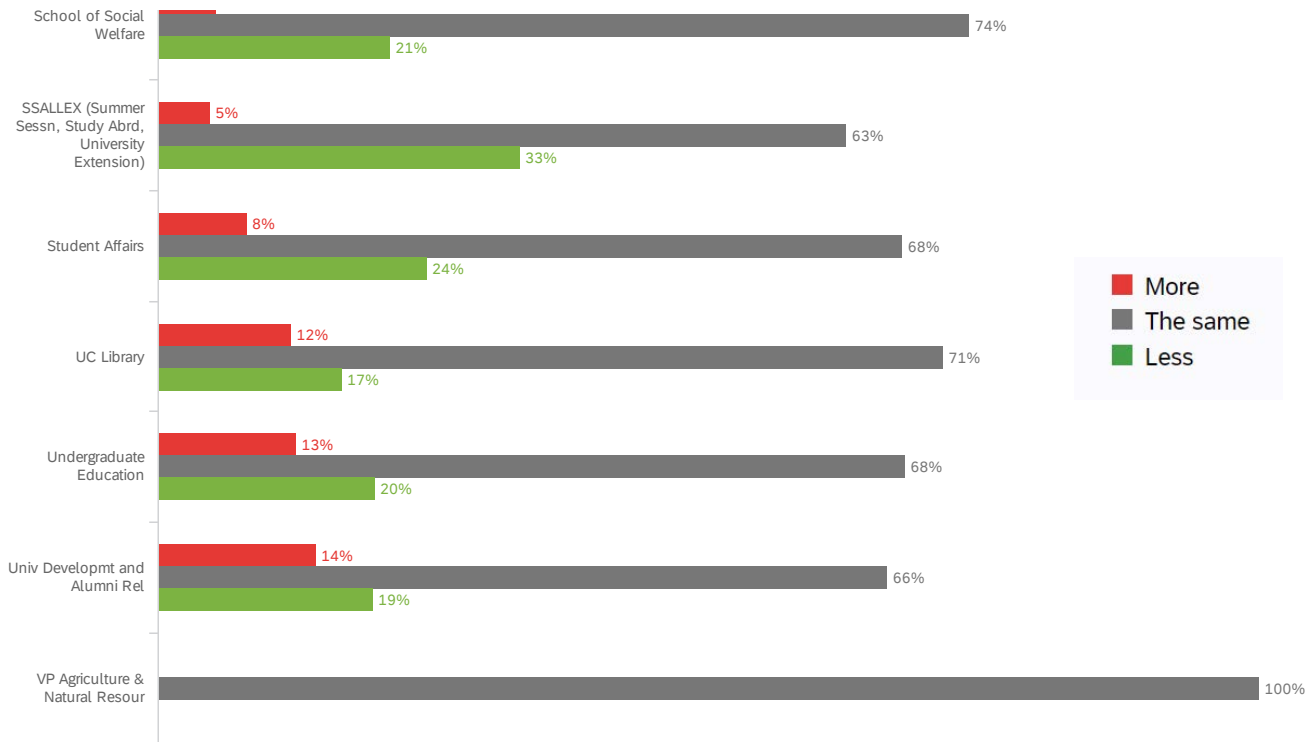
#	Field	More/better	The same	Less/worse	Total
19	Haas School of Business	9% 1	64% 7	27% 3	11
20	L&S Arts & Humanities	12% 3	46% 12	42% 11	26
21	L&S Biological Sciences	7% 2	37% 11	57% 17	30
22	L&S Core, L&S Undergraduate Studies	0% 0	100% 1	0% 0	1
23	L&S Math & Physical Sci	5% 1	64% 14	32% 7	22
24	L&S Social Sciences	4% 1	57% 13	39% 9	23
25	Office for the Faculty	0% 0	0% 0	0% 0	0
26	Office of the Chancellor	0% 0	0% 0	0% 0	0
27	Office of the Vice Provost for Academic Planning	0% 0	0% 0	0% 0	0
28	Research, Policy, Planng & Adm	6% 1	56% 9	38% 6	16
39	School of Information	33% 1	33% 1	33% 1	3
29	School of Journalism	0% 0	0% 0	100% 1	1
30	School of Optometry	25% 1	75% 3	0% 0	4
31	School of Public Health	0% 0	43% 6	57% 8	14
32	School of Social Welfare	10% 1	90% 9	0% 0	10
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	100% 1	0% 0	0% 0	1
34	Student Affairs	0% 0	0% 0	0% 0	0
35	UC Library	18% 3	76% 13	6% 1	17
36	Undergraduate Education	0% 0	33% 1	67% 2	3
37	Univ Developmt and Alumni Rel	0% 0	0% 0	0% 0	0
38	VP Agriculture & Natural Resour	0% 0	100% 1	0% 0	1

Showing rows 1 - 38 of 38

Compared to when I am working on-site, it takes _____ time to get work-related questions answered while I am working remotely. (Select NA if you have not had this experience)





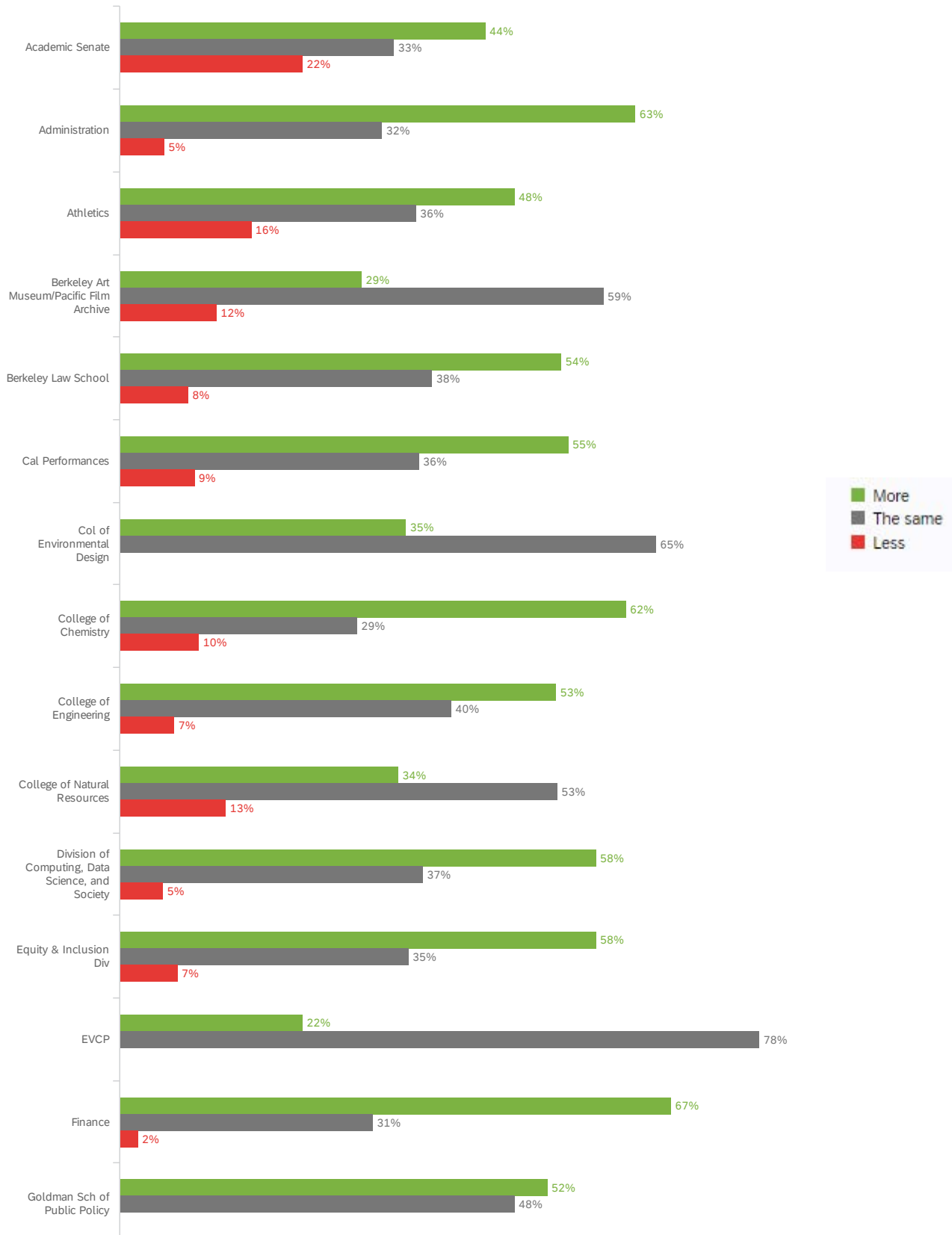


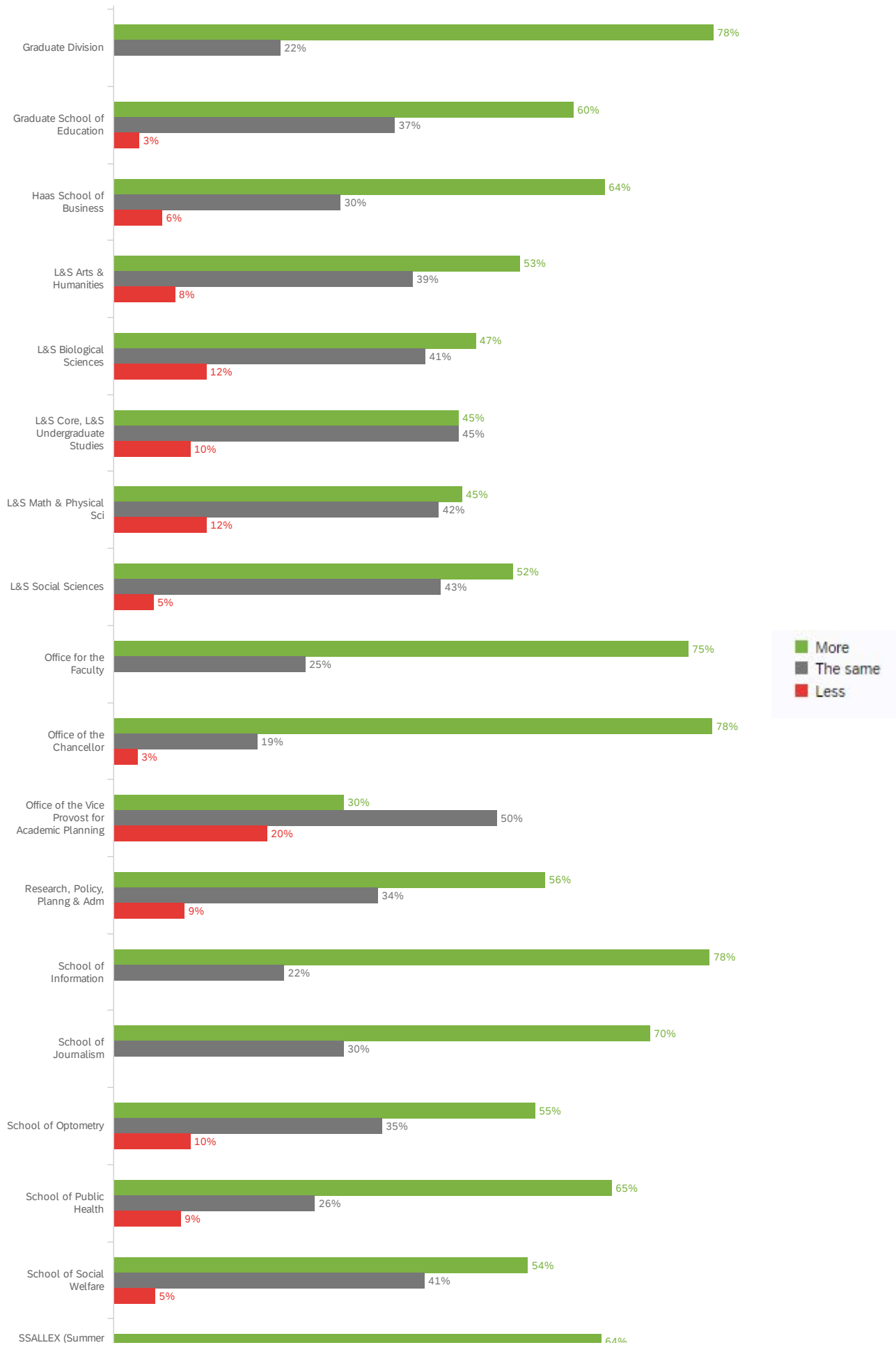
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3	Administration	8% 37	64% 288	28% 127	452
4	Athletics	16% 4	76% 19	8% 2	25
5	Berkeley Art Museum/Pacific Film Archive	17% 3	83% 15	0% 0	18
6	Berkeley Law School	7% 8	69% 74	23% 25	107
7	Cal Performances	14% 3	48% 10	38% 8	21
8	Col of Environmental Design	14% 3	73% 16	14% 3	22
9	College of Chemistry	14% 7	57% 28	29% 14	49
10	College of Engineering	13% 26	66% 131	20% 40	197
11	College of Natural Resources	15% 9	68% 42	18% 11	62
12	Division of Computing, Data Science, and Society	16% 3	68% 13	16% 3	19
13	Equity & Inclusion Div	13% 7	61% 34	27% 15	56
14	EVCP	33% 3	67% 6	0% 0	9
15	Finance	3% 3	77% 68	19% 17	88
16	Goldman Sch of Public Policy	4% 1	71% 17	25% 6	24
17	Graduate Division	9% 2	83% 19	9% 2	23
18	Graduate School of Education	20% 6	63% 19	17% 5	30

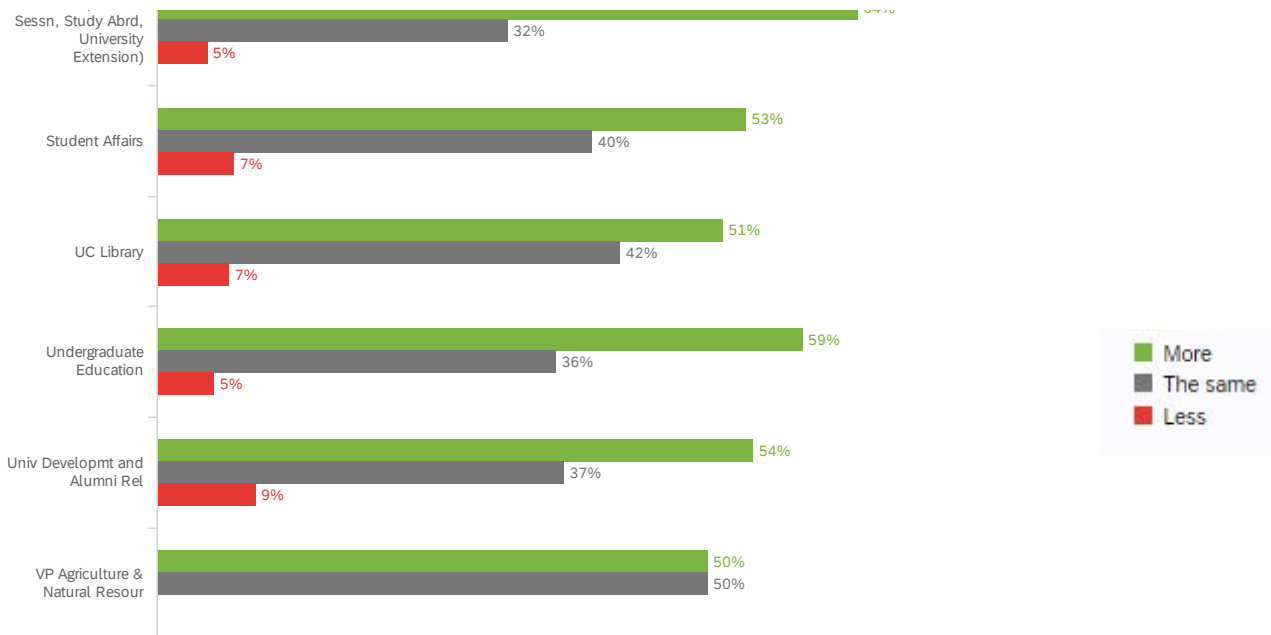
#	Field	More	The same	Less	Total
19	Haas School of Business	7% 10	76% 105	17% 24	139
20	L&S Arts & Humanities	19% 18	64% 61	17% 16	95
21	L&S Biological Sciences	16% 14	71% 64	13% 12	90
22	L&S Core, L&S Undergraduate Studies	10% 4	65% 26	25% 10	40
23	L&S Math & Physical Sci	21% 14	63% 42	16% 11	67
24	L&S Social Sciences	10% 10	70% 68	20% 19	97
25	Office for the Faculty	13% 1	75% 6	13% 1	8
26	Office of the Chancellor	10% 3	55% 16	34% 10	29
27	Office of the Vice Provost for Academic Planning	5% 1	85% 17	10% 2	20
28	Research, Policy, Planng & Adm	10% 20	68% 138	23% 46	204
39	School of Information	11% 2	72% 13	17% 3	18
29	School of Journalism	22% 2	78% 7	0% 0	9
30	School of Optometry	20% 4	60% 12	20% 4	20
31	School of Public Health	19% 15	59% 47	23% 18	80
32	School of Social Welfare	5% 2	74% 28	21% 8	38
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	5% 3	63% 40	33% 21	64
34	Student Affairs	8% 23	68% 194	24% 70	287
35	UC Library	12% 13	71% 77	17% 18	108
36	Undergraduate Education	13% 7	68% 38	20% 11	56
37	Univ Developmt and Alumni Rel	14% 22	66% 102	19% 30	154
38	VP Agriculture & Natural Resour	0% 0	100% 2	0% 0	2

Showing rows 1 - 38 of 38

Compared to when I am working on-site, I am _____productive while I am working remotely





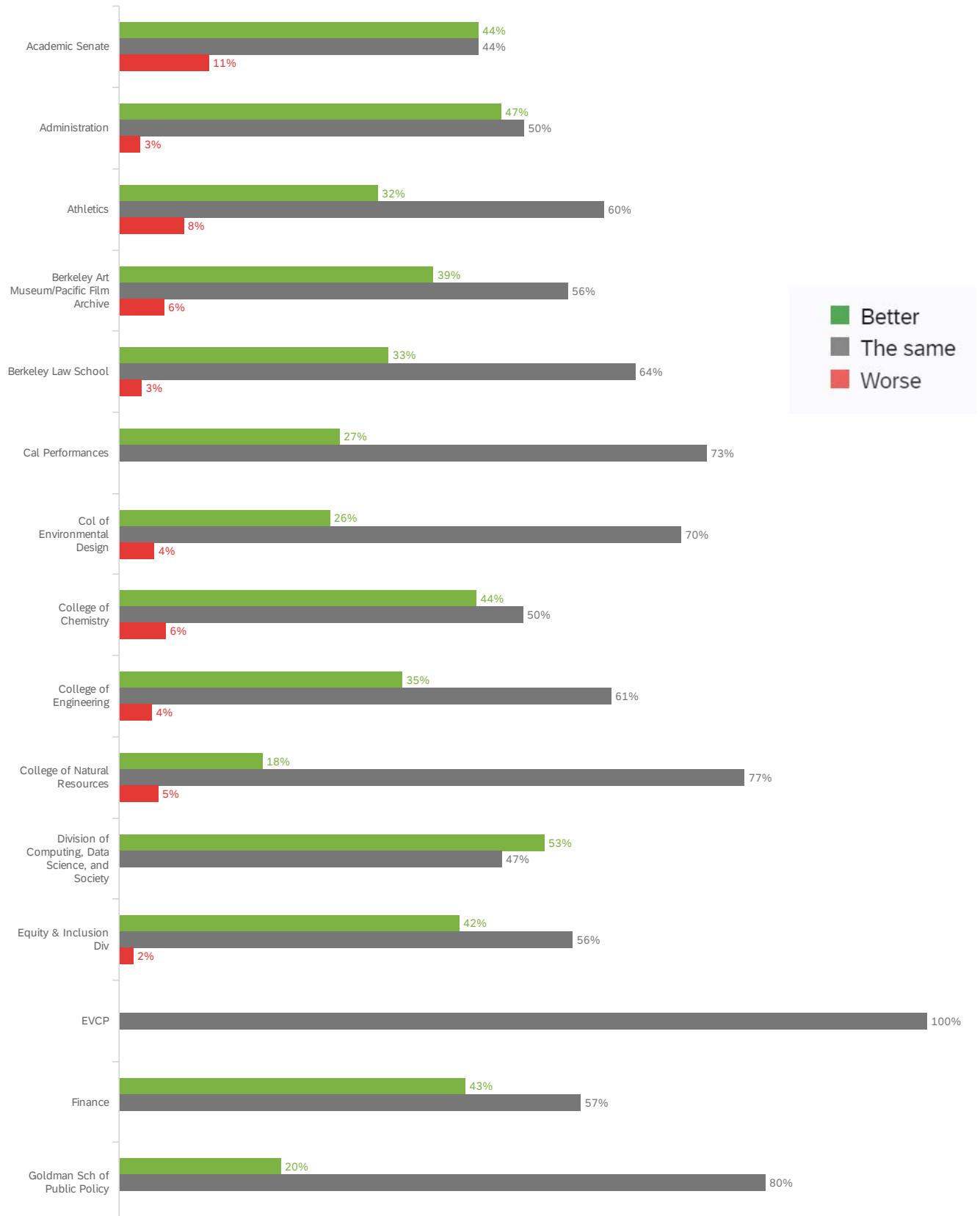


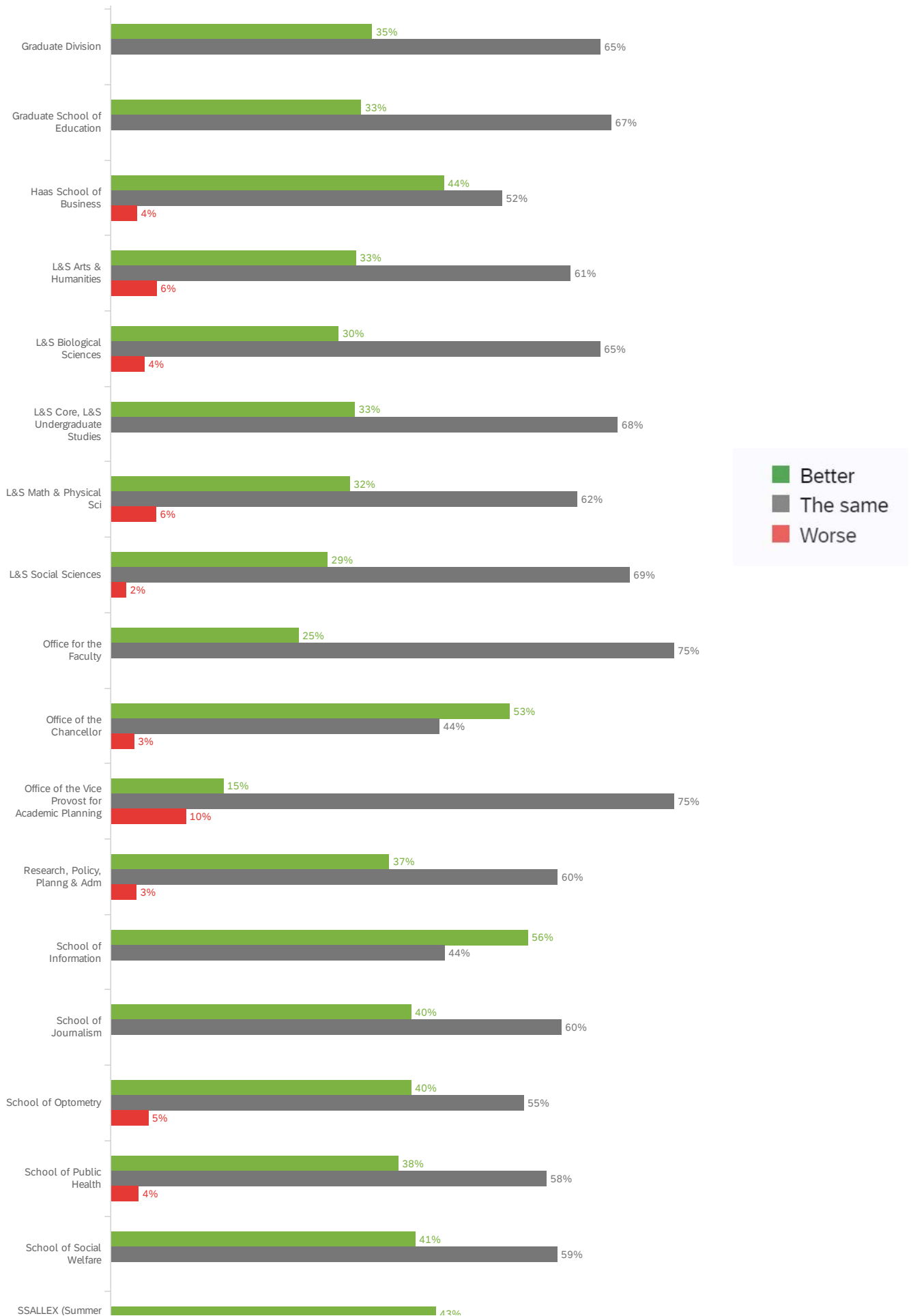
#	Field	More	The same	Less	Total
1	Academic Senate	44% 4	33% 3	22% 2	9
3	Administration	63% 289	32% 147	5% 25	461
4	Athletics	48% 12	36% 9	16% 4	25
5	Berkeley Art Museum/Pacific Film Archive	29% 5	59% 10	12% 2	17
6	Berkeley Law School	54% 58	38% 41	8% 9	108
7	Cal Performances	55% 12	36% 8	9% 2	22
8	Col of Environmental Design	35% 8	65% 15	0% 0	23
9	College of Chemistry	62% 32	29% 15	10% 5	52
10	College of Engineering	53% 104	40% 79	7% 13	196
11	College of Natural Resources	34% 21	53% 33	13% 8	62
12	Division of Computing, Data Science, and Society	58% 11	37% 7	5% 1	19
13	Equity & Inclusion Div	58% 33	35% 20	7% 4	57
14	EVCP	22% 2	78% 7	0% 0	9
15	Finance	67% 61	31% 28	2% 2	91
16	Goldman Sch of Public Policy	52% 13	48% 12	0% 0	25
17	Graduate Division	78% 18	22% 5	0% 0	23
18	Graduate School of Education	60% 18	37% 11	3% 1	30
19	Haas School of Business	64% 91	30% 42	6% 9	142

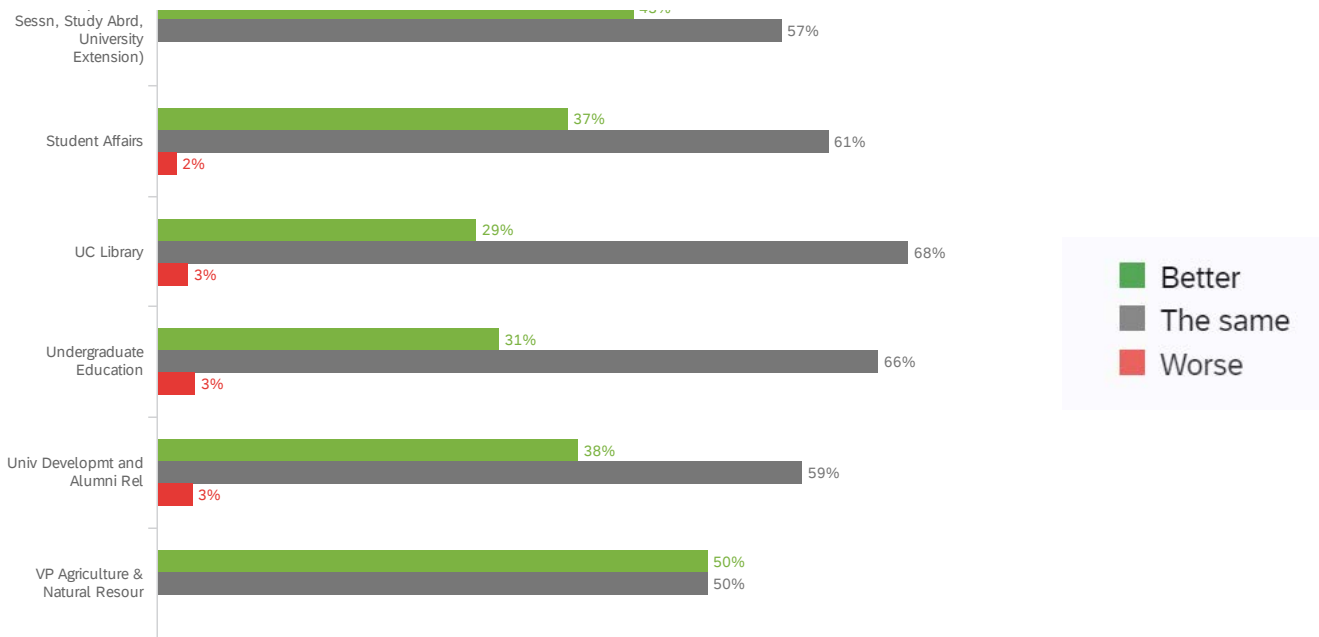
#	Field	More	The same	Less	Total
20	L&S Arts & Humanities	53% 53	39% 39	8% 8	100
21	L&S Biological Sciences	47% 43	41% 37	12% 11	91
22	L&S Core, L&S Undergraduate Studies	45% 18	45% 18	10% 4	40
23	L&S Math & Physical Sci	45% 30	42% 28	12% 8	66
24	L&S Social Sciences	52% 50	43% 41	5% 5	96
25	Office for the Faculty	75% 6	25% 2	0% 0	8
26	Office of the Chancellor	78% 25	19% 6	3% 1	32
27	Office of the Vice Provost for Academic Planning	30% 6	50% 10	20% 4	20
28	Research, Policy, Planng & Adm	56% 116	34% 71	9% 19	206
29	School of Journalism	70% 7	30% 3	0% 0	10
30	School of Optometry	55% 11	35% 7	10% 2	20
31	School of Public Health	65% 52	26% 21	9% 7	80
32	School of Social Welfare	54% 20	41% 15	5% 2	37
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	64% 42	32% 21	5% 3	66
34	Student Affairs	53% 153	40% 113	7% 20	286
35	UC Library	51% 55	42% 45	7% 7	107
36	Undergraduate Education	59% 34	36% 21	5% 3	58
37	Univ Developmt and Alumni Rel	54% 85	37% 58	9% 14	157
38	VP Agriculture & Natural Resour	50% 1	50% 1	0% 0	2
39	School of Information	78% 14	22% 4	0% 0	18

Showing rows 1 - 38 of 38

Compared to when I am working on-site, the quality of my work product is _____
while I am working remotely.





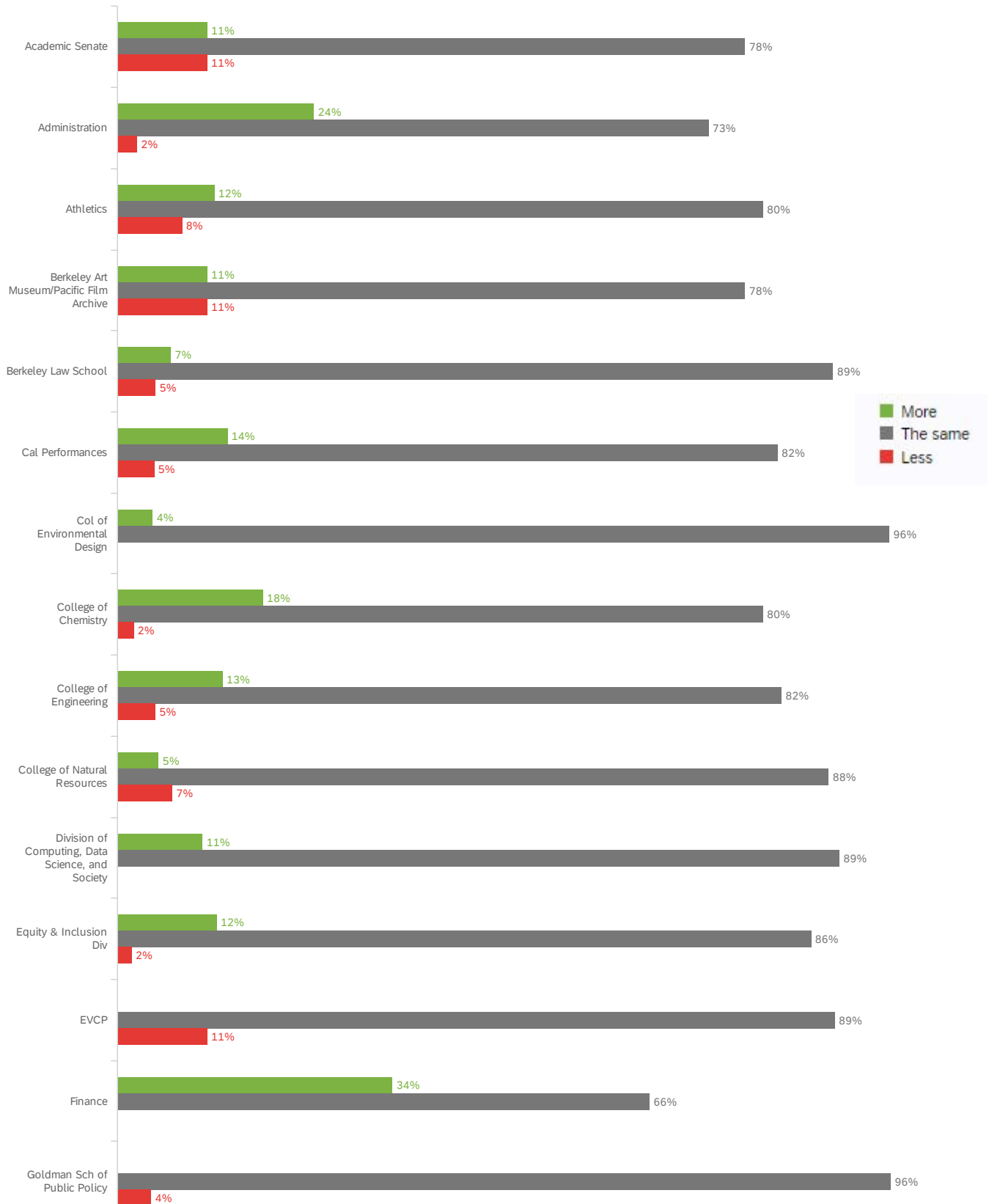


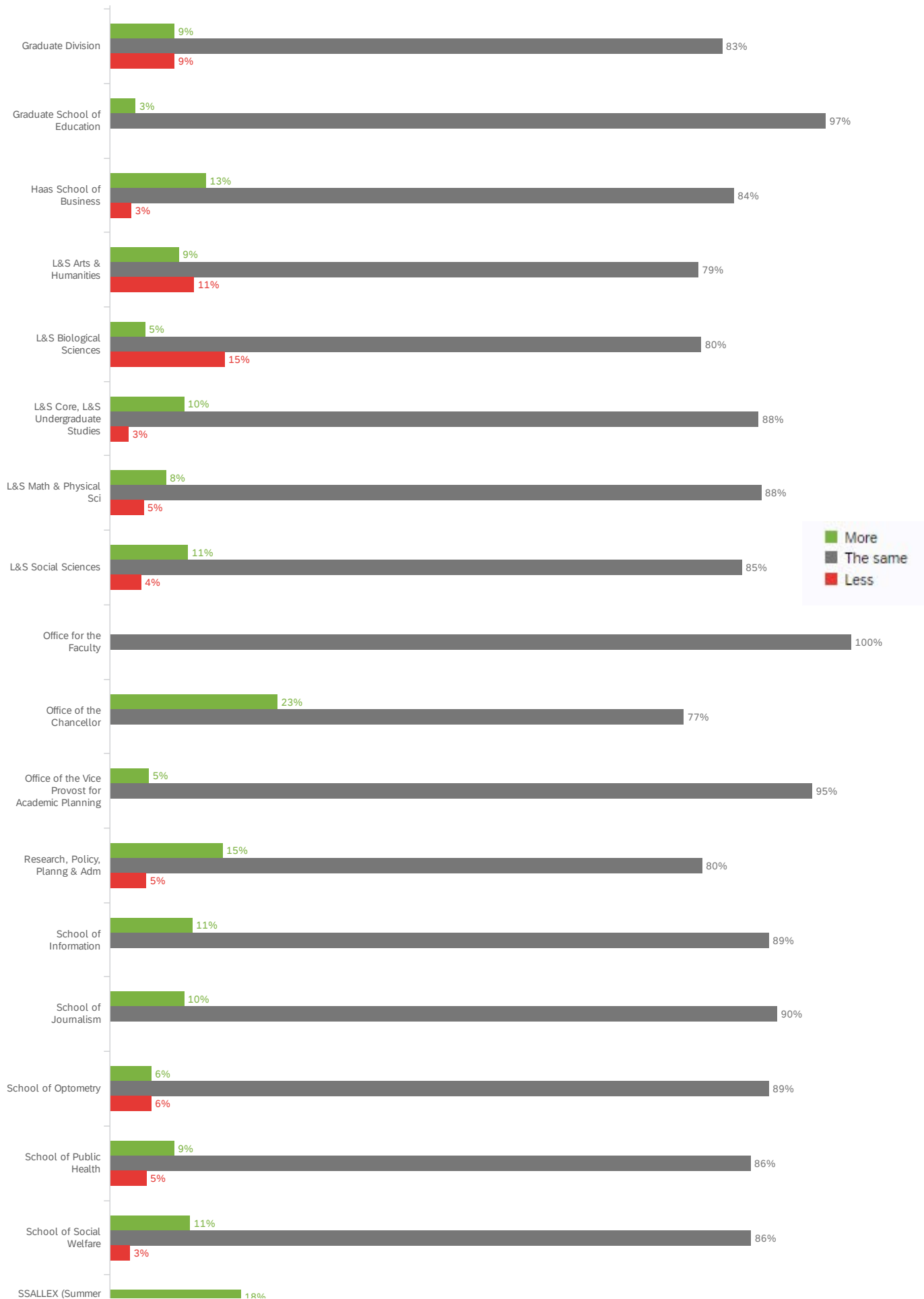
#	Field	Better	The same	Worse	Total
1	Academic Senate	44% 4	44% 4	11% 1	9
3	Administration	47% 217	50% 230	3% 12	459
4	Athletics	32% 8	60% 15	8% 2	25
5	Berkeley Art Museum/Pacific Film Archive	39% 7	56% 10	6% 1	18
6	Berkeley Law School	33% 36	64% 69	3% 3	108
7	Cal Performances	27% 6	73% 16	0% 0	22
8	Col of Environmental Design	26% 6	70% 16	4% 1	23
9	College of Chemistry	44% 23	50% 26	6% 3	52
10	College of Engineering	35% 69	61% 120	4% 8	197
11	College of Natural Resources	18% 11	77% 48	5% 3	62
12	Division of Computing, Data Science, and Society	53% 10	47% 9	0% 0	19
13	Equity & Inclusion Div	42% 24	56% 32	2% 1	57
14	EVCP	0% 0	100% 9	0% 0	9
15	Finance	43% 39	57% 52	0% 0	91
16	Goldman Sch of Public Policy	20% 5	80% 20	0% 0	25
17	Graduate Division	35% 8	65% 15	0% 0	23
18	Graduate School of Education	33% 10	67% 20	0% 0	30
19	Haas School of Business	44% 63	52% 74	4% 5	142

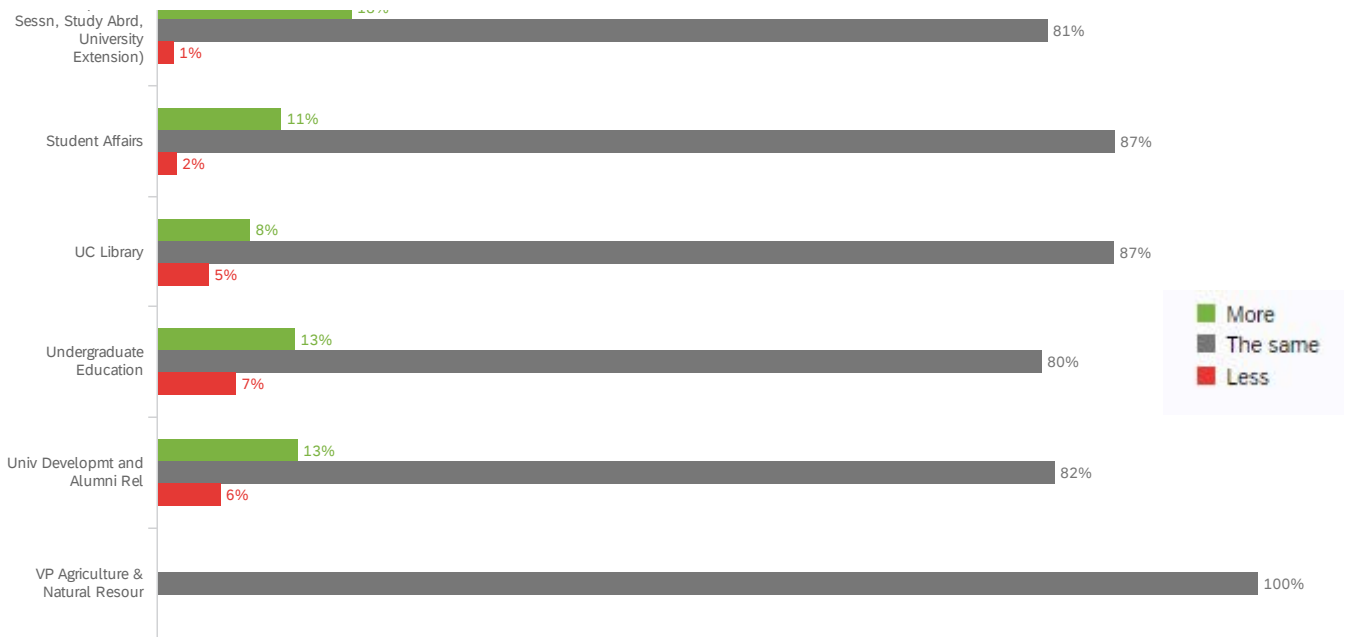
#	Field	Better		The same		Worse		Total
20	L&S Arts & Humanities	33%	32	61%	60	6%	6	98
21	L&S Biological Sciences	30%	27	65%	58	4%	4	89
22	L&S Core, L&S Undergraduate Studies	33%	13	68%	27	0%	0	40
23	L&S Math & Physical Sci	32%	21	62%	41	6%	4	66
24	L&S Social Sciences	29%	28	69%	67	2%	2	97
25	Office for the Faculty	25%	2	75%	6	0%	0	8
26	Office of the Chancellor	53%	17	44%	14	3%	1	32
27	Office of the Vice Provost for Academic Planning	15%	3	75%	15	10%	2	20
28	Research, Policy, Planng & Adm	37%	76	60%	122	3%	7	205
39	School of Information	56%	10	44%	8	0%	0	18
29	School of Journalism	40%	4	60%	6	0%	0	10
30	School of Optometry	40%	8	55%	11	5%	1	20
31	School of Public Health	38%	31	58%	47	4%	3	81
32	School of Social Welfare	41%	15	59%	22	0%	0	37
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	43%	29	57%	38	0%	0	67
34	Student Affairs	37%	107	61%	175	2%	5	287
35	UC Library	29%	31	68%	73	3%	3	107
36	Undergraduate Education	31%	18	66%	38	3%	2	58
37	Univ Developmt and Alumni Rel	38%	60	59%	92	3%	5	157
38	VP Agriculture & Natural Resour	50%	1	50%	1	0%	0	2

Showing rows 1 - 38 of 38

Compared to when I am working on-site, I feel supported _____ by my manager while I am working remotely.





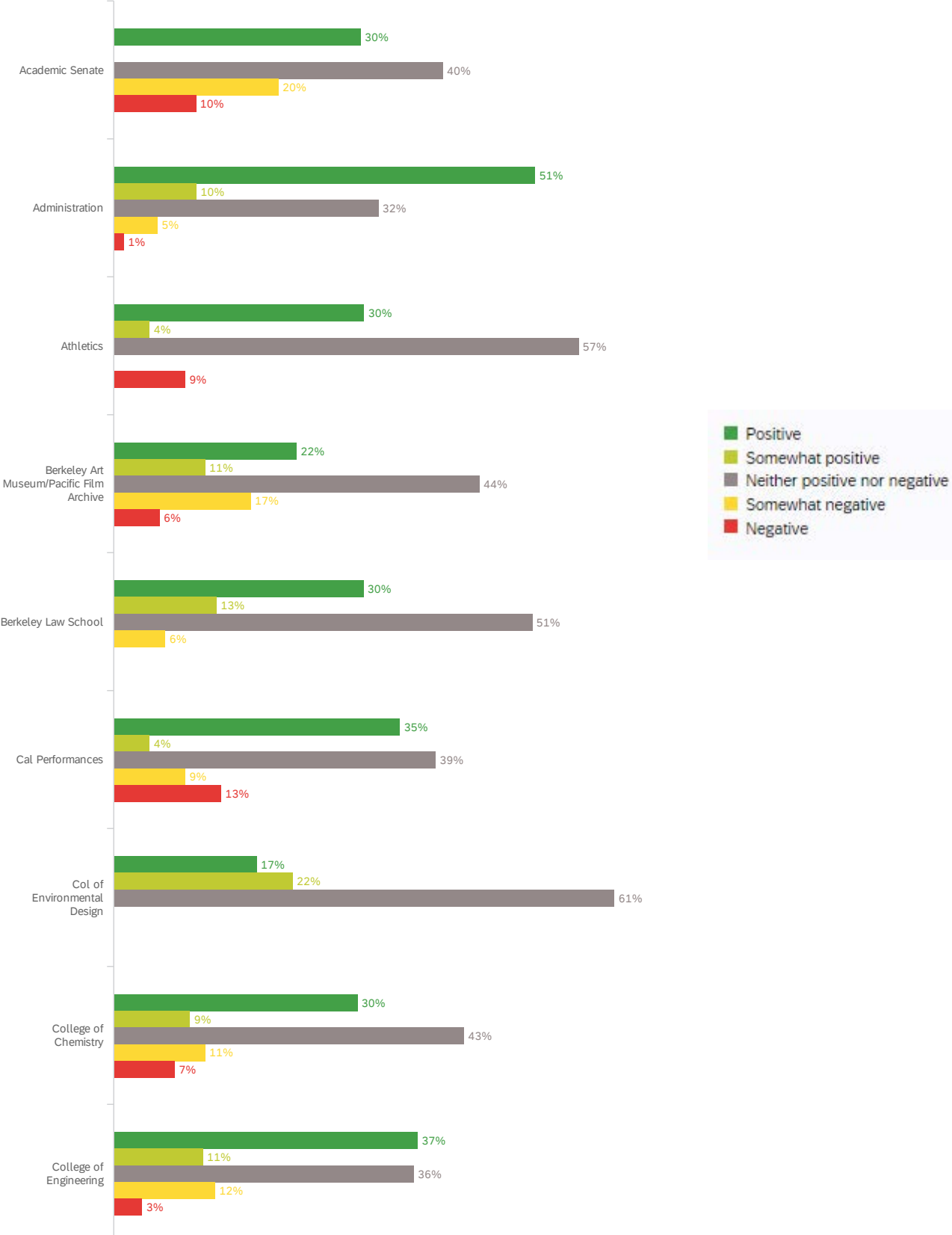


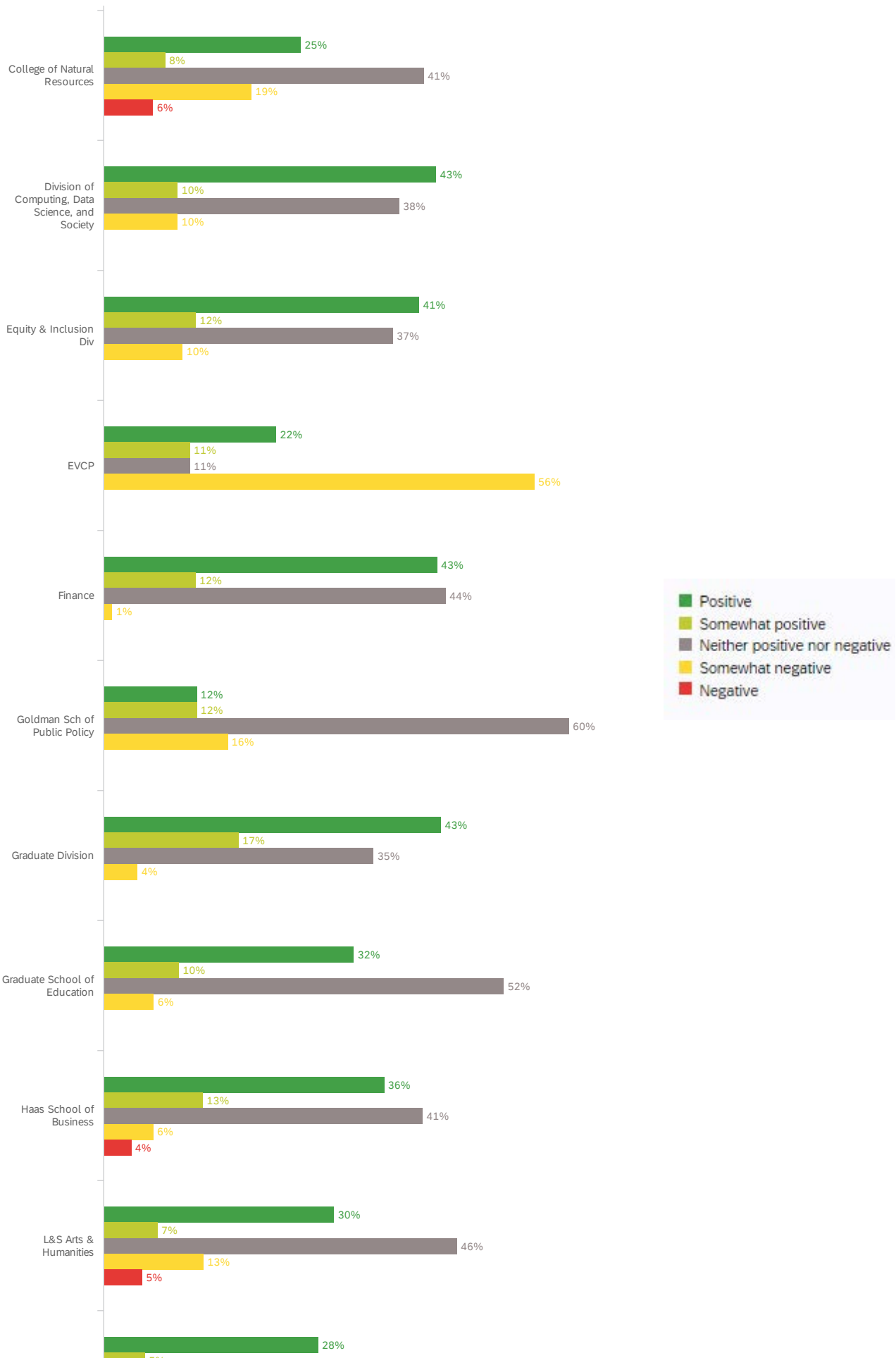
#	Field	More	The same	Less	Total
1	Academic Senate	11% 1	78% 7	11% 1	9
3	Administration	24% 111	73% 334	2% 11	456
4	Athletics	12% 3	80% 20	8% 2	25
5	Berkeley Art Museum/Pacific Film Archive	11% 2	78% 14	11% 2	18
6	Berkeley Law School	7% 7	89% 94	5% 5	106
7	Cal Performances	14% 3	82% 18	5% 1	22
8	Col of Environmental Design	4% 1	96% 22	0% 0	23
9	College of Chemistry	18% 9	80% 40	2% 1	50
10	College of Engineering	13% 25	82% 158	5% 9	192
11	College of Natural Resources	5% 3	88% 52	7% 4	59
12	Division of Computing, Data Science, and Society	11% 2	89% 17	0% 0	19
13	Equity & Inclusion Div	12% 7	86% 49	2% 1	57
14	EVCP	0% 0	89% 8	11% 1	9
15	Finance	34% 31	66% 60	0% 0	91
16	Goldman Sch of Public Policy	0% 0	96% 23	4% 1	24
17	Graduate Division	9% 2	83% 19	9% 2	23
18	Graduate School of Education	3% 1	97% 28	0% 0	29
19	Haas School of Business	13% 18	84% 117	3% 4	139

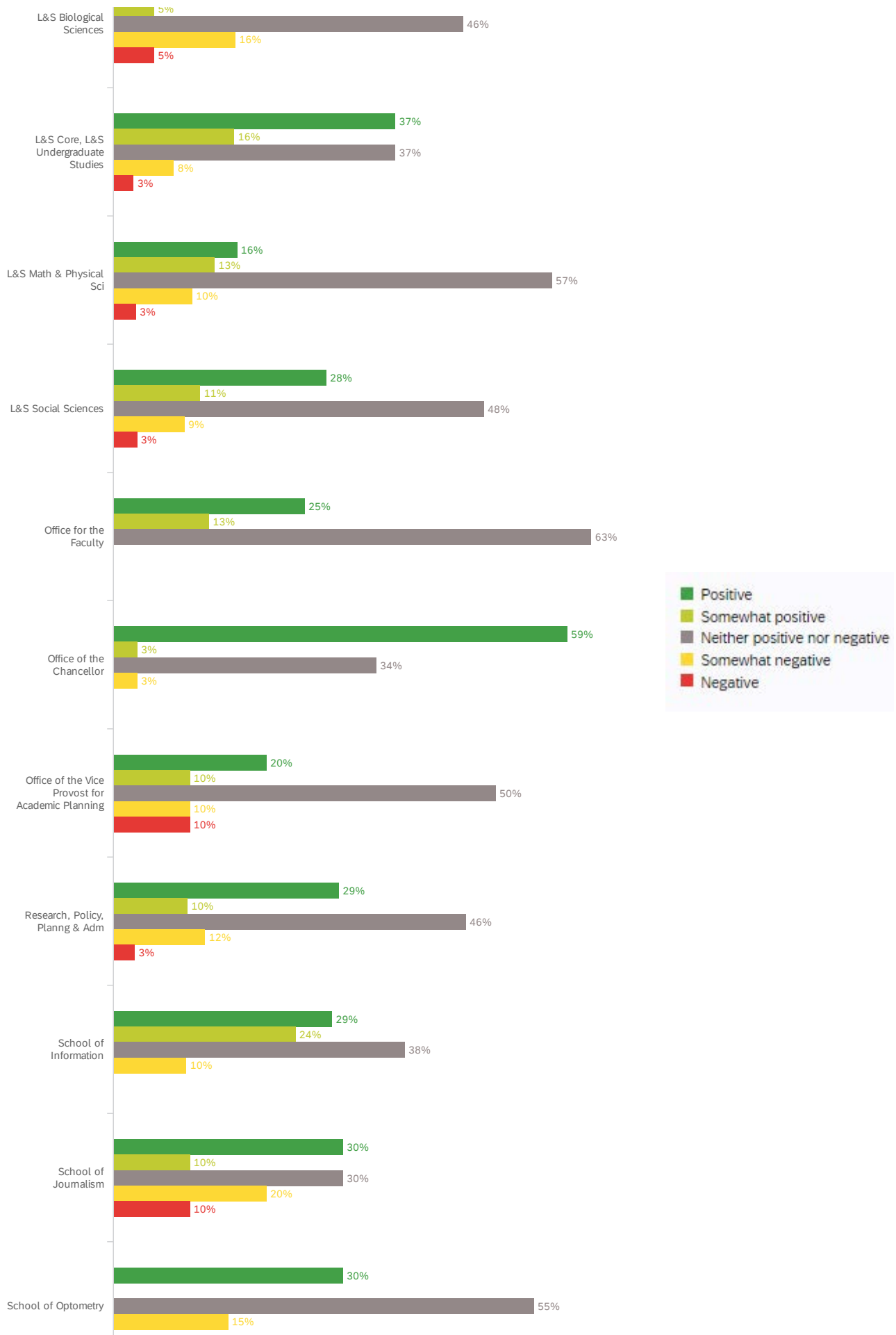
#	Field	More	The same	Less	Total
20	L&S Arts & Humanities	9% 9	79% 77	11% 11	97
21	L&S Biological Sciences	5% 4	80% 67	15% 13	84
22	L&S Core, L&S Undergraduate Studies	10% 4	88% 35	3% 1	40
23	L&S Math & Physical Sci	8% 5	88% 58	5% 3	66
24	L&S Social Sciences	11% 10	85% 81	4% 4	95
25	Office for the Faculty	0% 0	100% 8	0% 0	8
26	Office of the Chancellor	23% 7	77% 24	0% 0	31
27	Office of the Vice Provost for Academic Planning	5% 1	95% 18	0% 0	19
28	Research, Policy, Planng & Adm	15% 31	80% 163	5% 10	204
39	School of Information	11% 2	89% 16	0% 0	18
29	School of Journalism	10% 1	90% 9	0% 0	10
30	School of Optometry	6% 1	89% 16	6% 1	18
31	School of Public Health	9% 7	86% 70	5% 4	81
32	School of Social Welfare	11% 4	86% 32	3% 1	37
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	18% 12	81% 55	1% 1	68
34	Student Affairs	11% 32	87% 247	2% 5	284
35	UC Library	8% 9	87% 93	5% 5	107
36	Undergraduate Education	13% 7	80% 45	7% 4	56
37	Univ Developmt and Alumni Rel	13% 20	82% 128	6% 9	157
38	VP Agriculture & Natural Resour	0% 0	100% 2	0% 0	2

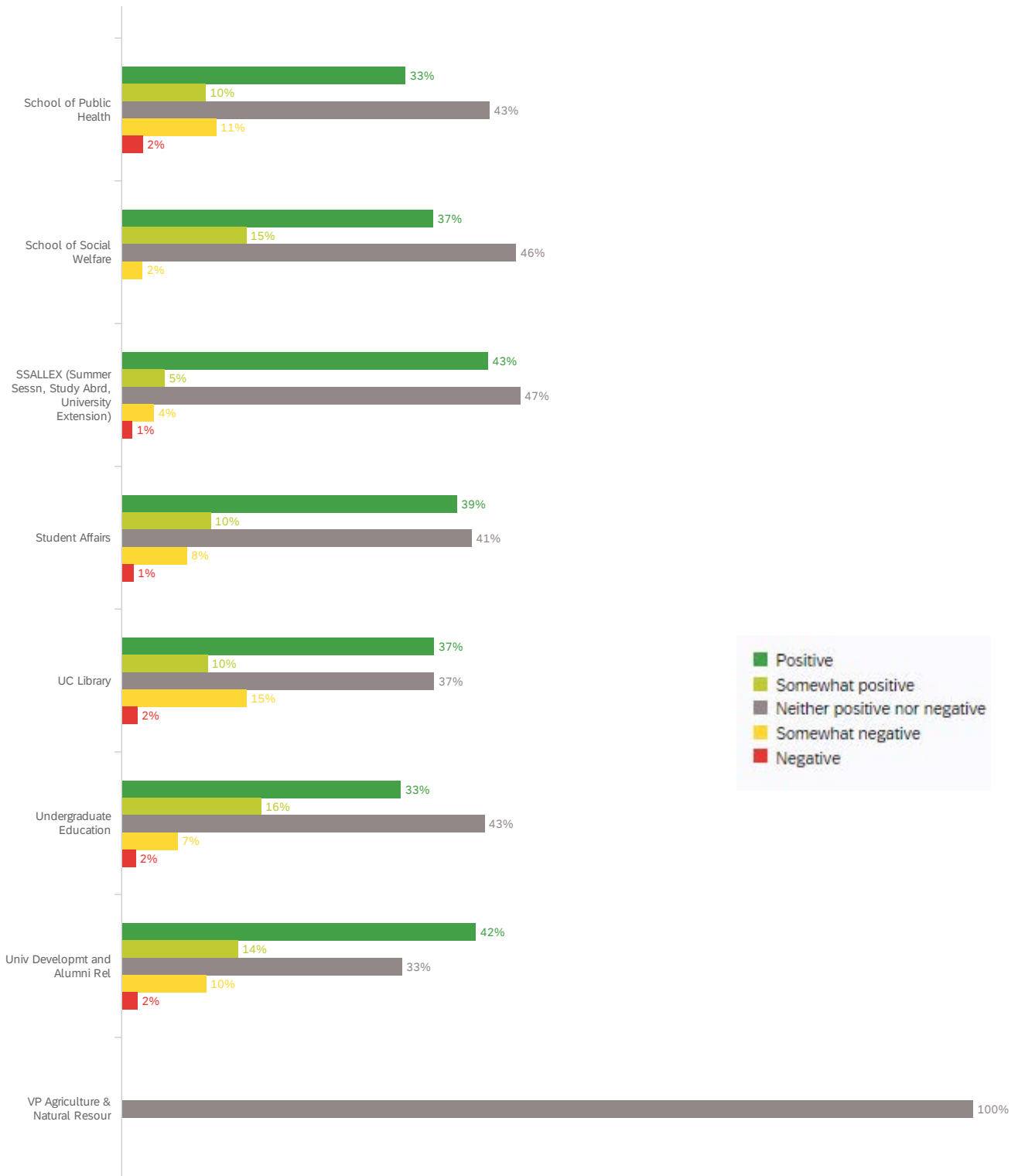
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What impact has working remotely had on your relationship with coworkers (or colleagues)?





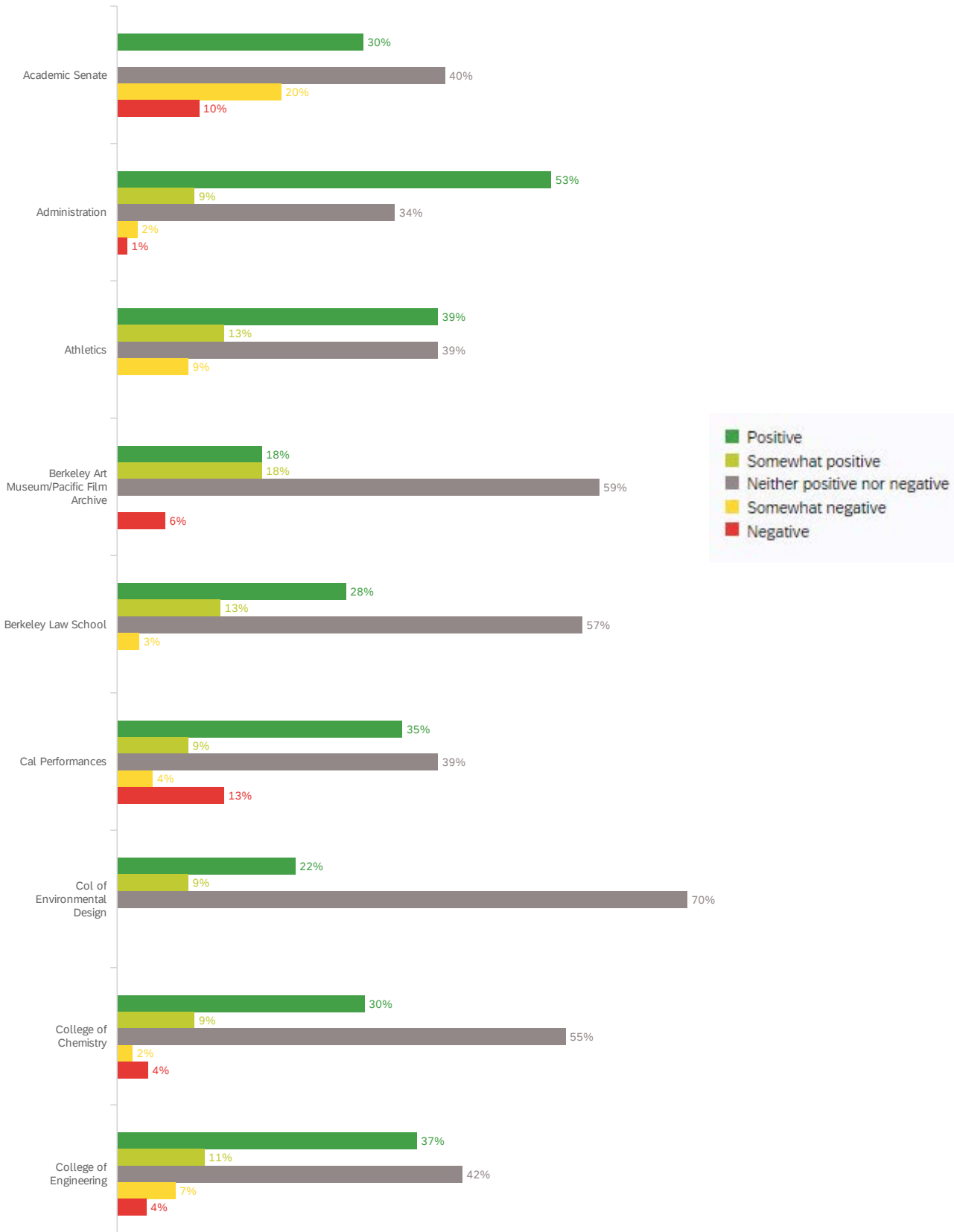


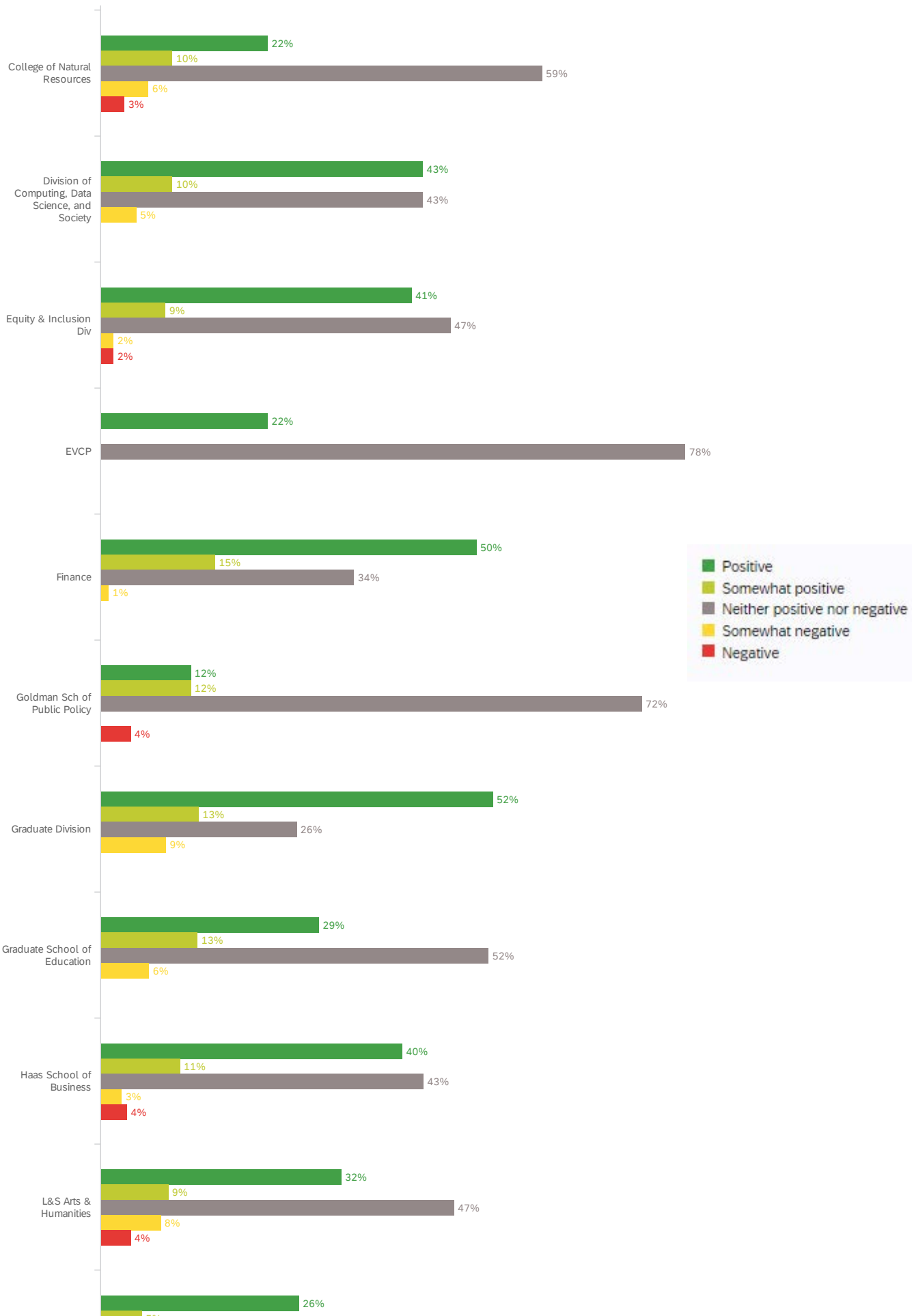


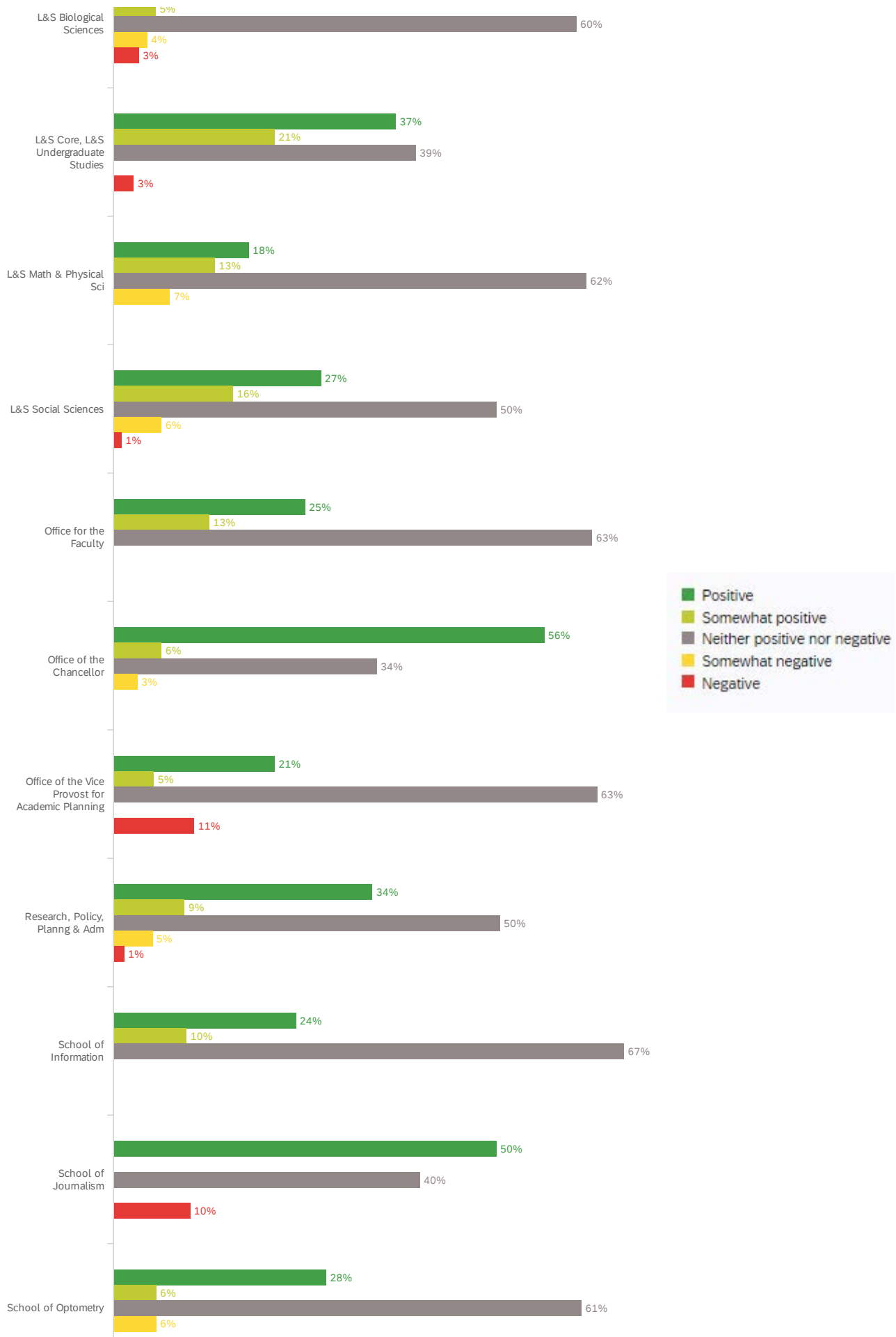
What impact has working remotely had on your relationship with coworkers (or colleagues)?

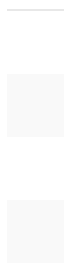
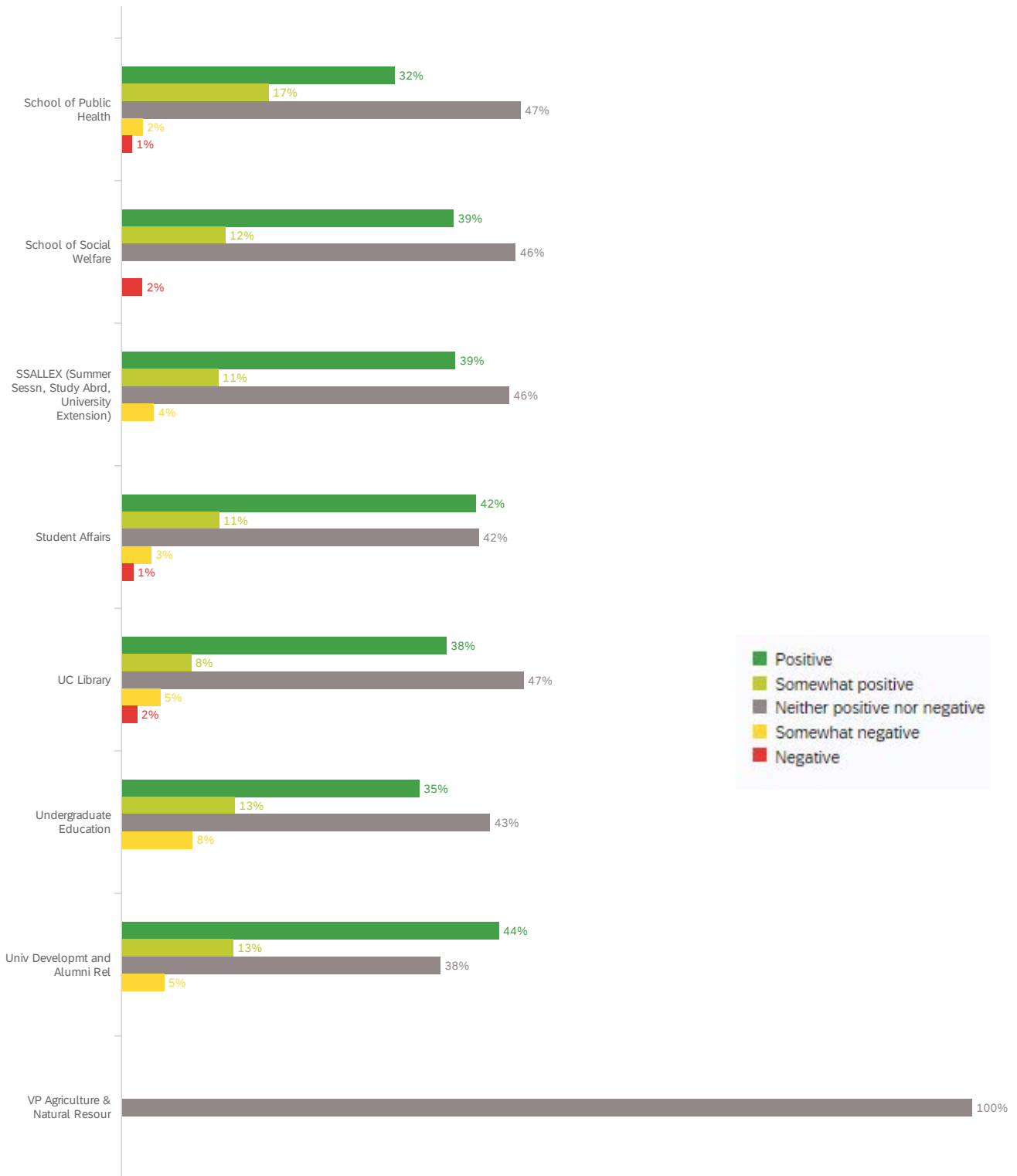
Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	30%	3	0%	0	40%	4	20%	2	10%	1	3.20	10
Administration	51%	250	10%	49	32%	157	5%	26	1%	6	4.05	488
Athletics	30%	7	4%	1	57%	13	0%	0	9%	2	3.48	23
Berkeley Art Museum/Pacific Film Archive	22%	4	11%	2	44%	8	17%	3	6%	1	3.28	18
Berkeley Law School	30%	34	13%	14	51%	57	6%	7	0%	0	3.67	112
Cal Performances	35%	8	4%	1	39%	9	9%	2	13%	3	3.39	23
Col of Environmental Design	17%	4	22%	5	61%	14	0%	0	0%	0	3.57	23
College of Chemistry	30%	16	9%	5	43%	23	11%	6	7%	4	3.43	54
College of Engineering	37%	75	11%	22	36%	74	12%	25	3%	7	3.66	203
College of Natural Resources	25%	16	8%	5	41%	26	19%	12	6%	4	3.27	63
Division of Computing, Data Science, and Society	43%	9	10%	2	38%	8	10%	2	0%	0	3.86	21
Equity & Inclusion Div	41%	24	12%	7	37%	22	10%	6	0%	0	3.83	59
EVCP	22%	2	11%	1	11%	1	56%	5	0%	0	3.00	9
Finance	43%	40	12%	11	44%	41	1%	1	0%	0	3.97	93
Goldman Sch of Public Policy	12%	3	12%	3	60%	15	16%	4	0%	0	3.20	25
Graduate Division	43%	10	17%	4	35%	8	4%	1	0%	0	4.00	23
Graduate School of Education	32%	10	10%	3	52%	16	6%	2	0%	0	3.68	31
Haas School of Business	36%	51	13%	18	41%	58	6%	9	4%	5	3.72	141
L&S Arts & Humanities	30%	30	7%	7	46%	46	13%	13	5%	5	3.44	101
L&S Biological Sciences	28%	26	5%	5	46%	43	16%	15	5%	5	3.34	94
L&S Core, L&S Undergraduate Studies	37%	14	16%	6	37%	14	8%	3	3%	1	3.76	38
L&S Math & Physical Sci	16%	11	13%	9	57%	39	10%	7	3%	2	3.29	68
L&S Social Sciences	28%	27	11%	11	48%	47	9%	9	3%	3	3.52	97
Office for the Faculty	25%	2	13%	1	63%	5	0%	0	0%	0	3.63	8
Office of the Chancellor	59%	19	3%	1	34%	11	3%	1	0%	0	4.19	32
Office of the Vice Provost for Academic Planning	20%	4	10%	2	50%	10	10%	2	10%	2	3.20	20
Research, Policy, Planng & Adm	29%	64	10%	21	46%	100	12%	26	3%	6	3.51	217
School of Information	29%	6	24%	5	38%	8	10%	2	0%	0	3.71	21
School of Journalism	30%	3	10%	1	30%	3	20%	2	10%	1	3.30	10
School of Optometry	30%	6	0%	0	55%	11	15%	3	0%	0	3.45	20
School of Public Health	33%	27	10%	8	43%	35	11%	9	2%	2	3.60	81
School of Social Welfare	37%	15	15%	6	46%	19	2%	1	0%	0	3.85	41
SSALLEX (Summer Sessn, Study Abrd, University Extension)	43%	34	5%	4	47%	37	4%	3	1%	1	3.85	79
Student Affairs	39%	113	10%	30	41%	118	8%	22	1%	4	3.79	287
UC Library	37%	40	10%	11	37%	40	15%	16	2%	2	3.65	109
Undergraduate Education	33%	20	16%	10	43%	26	7%	4	2%	1	3.72	61
Univ Developmt and Alumni Rel	42%	67	14%	22	33%	53	10%	16	2%	3	3.83	161
VP Agriculture & Natural Resour	0%	0	0%	0	100%	4	0%	0	0%	0	3.00	4

What impact has working remotely had on your relationship with managers (or department chair/lab manager/supervisor)?





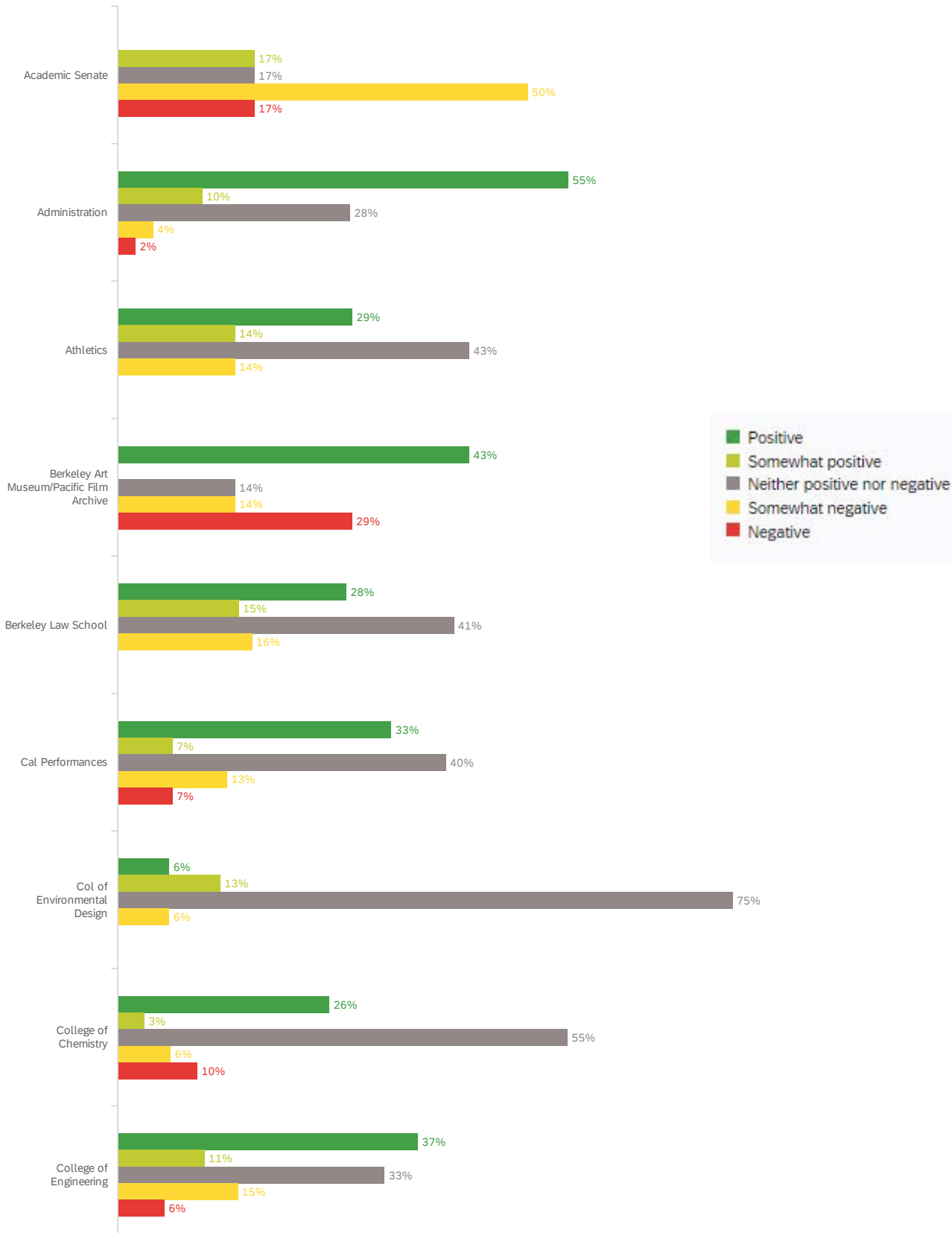


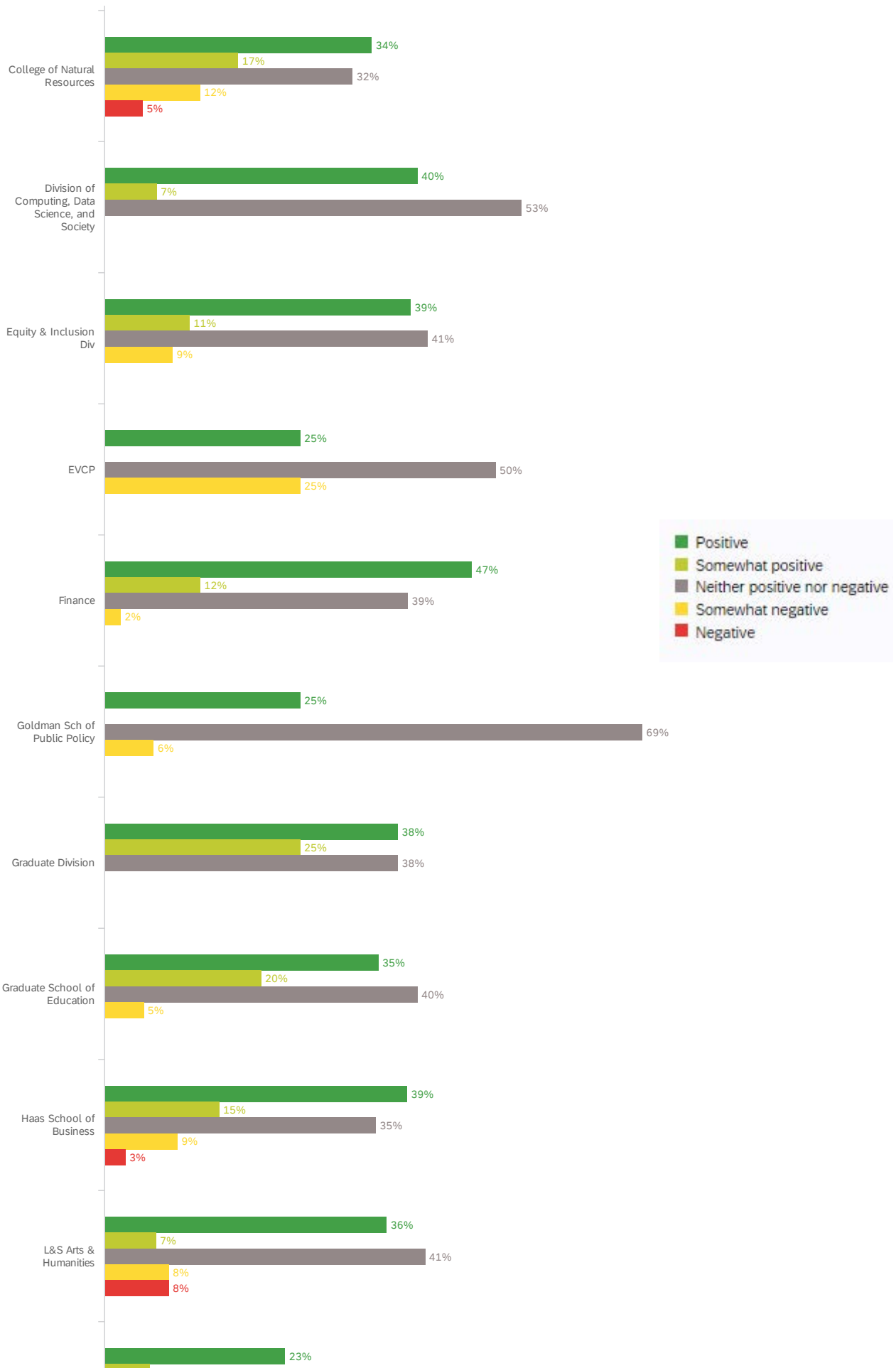


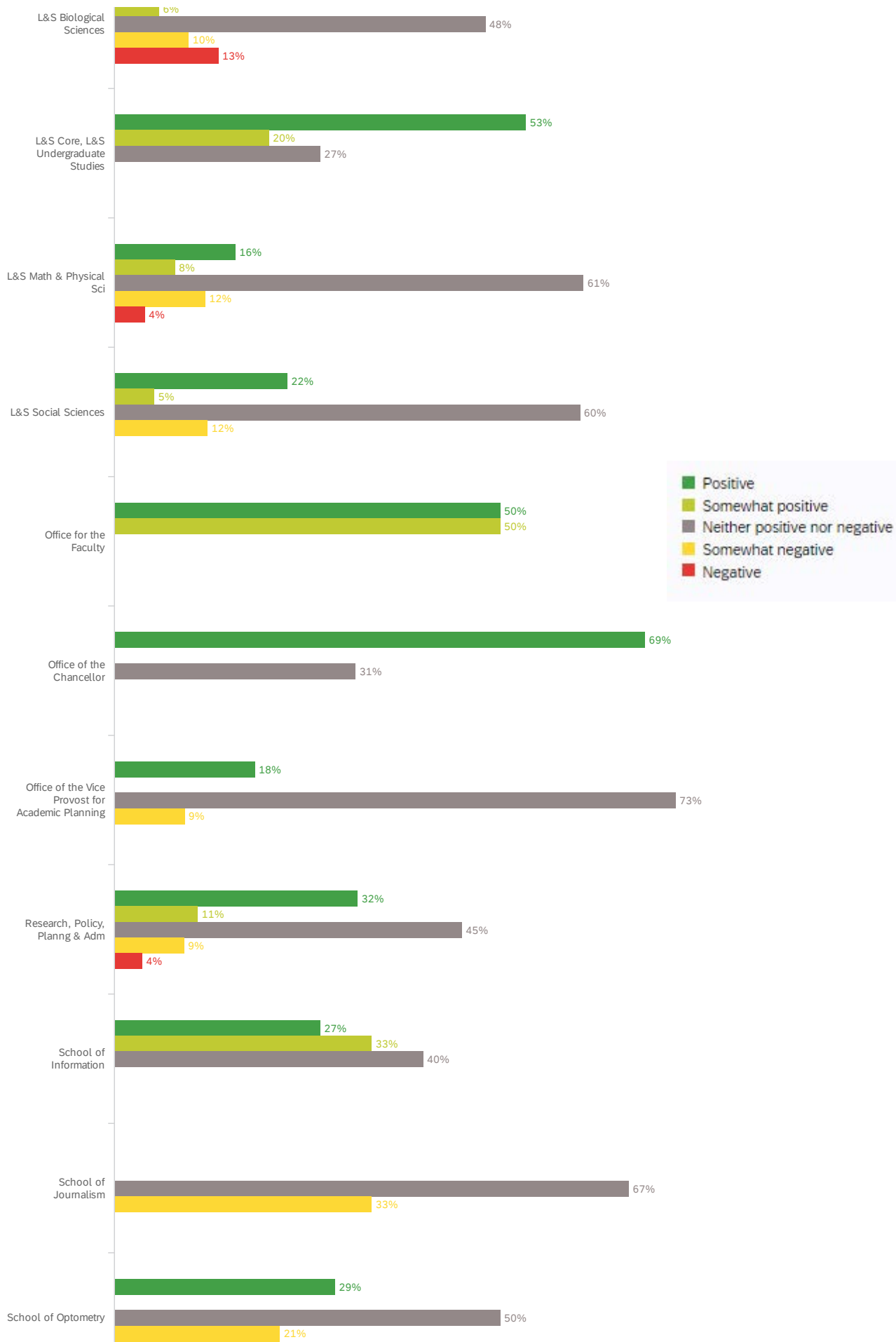
What impact has working remotely had on your relationship with managers (or department chair/lab manager/supervisor)?

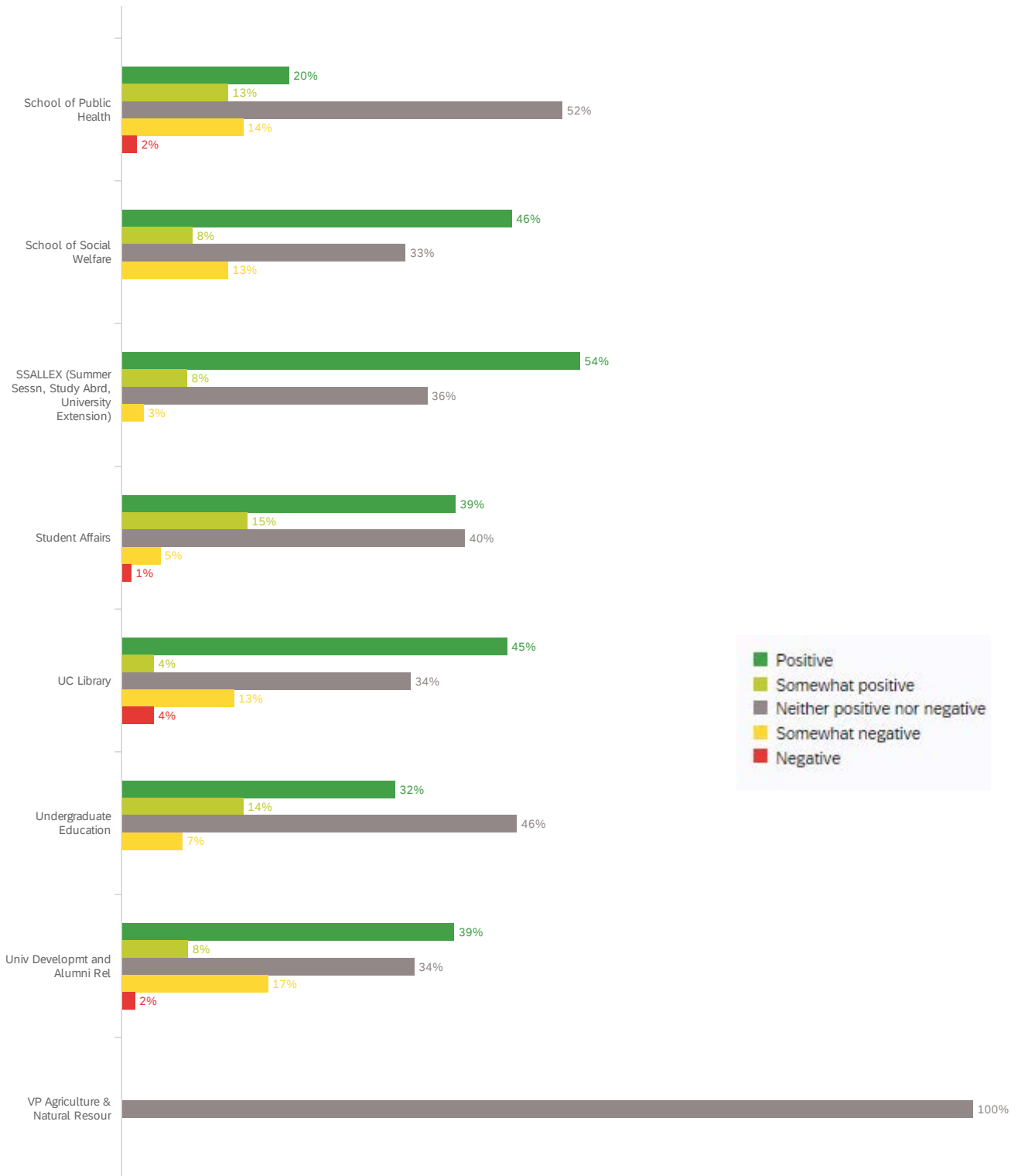
Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	30%	3	0%	0	40%	4	20%	2	10%	1	3.20	10
Administration	53%	258	9%	46	34%	165	2%	12	1%	6	4.10	487
Athletics	39%	9	13%	3	39%	9	9%	2	0%	0	3.83	23
Berkeley Art Museum/Pacific Film Archive	18%	3	18%	3	59%	10	0%	0	6%	1	3.41	17
Berkeley Law School	28%	31	13%	14	57%	63	3%	3	0%	0	3.66	111
Cal Performances	35%	8	9%	2	39%	9	4%	1	13%	3	3.48	23
Col of Environmental Design	22%	5	9%	2	70%	16	0%	0	0%	0	3.52	23
College of Chemistry	30%	16	9%	5	55%	29	2%	1	4%	2	3.60	53
College of Engineering	37%	72	11%	21	42%	83	7%	14	4%	7	3.70	197
College of Natural Resources	22%	14	10%	6	59%	37	6%	4	3%	2	3.41	63
Division of Computing, Data Science, and Society	43%	9	10%	2	43%	9	5%	1	0%	0	3.90	21
Equity & Inclusion Div	41%	24	9%	5	47%	27	2%	1	2%	1	3.86	58
EVCP	22%	2	0%	0	78%	7	0%	0	0%	0	3.44	9
Finance	50%	46	15%	14	34%	31	1%	1	0%	0	4.14	92
Goldman Sch of Public Policy	12%	3	12%	3	72%	18	0%	0	4%	1	3.28	25
Graduate Division	52%	12	13%	3	26%	6	9%	2	0%	0	4.09	23
Graduate School of Education	29%	9	13%	4	52%	16	6%	2	0%	0	3.65	31
Haas School of Business	40%	57	11%	15	43%	61	3%	4	4%	5	3.81	142
L&S Arts & Humanities	32%	32	9%	9	47%	47	8%	8	4%	4	3.57	100
L&S Biological Sciences	26%	24	5%	5	60%	55	4%	4	3%	3	3.47	91
L&S Core, L&S Undergraduate Studies	37%	14	21%	8	39%	15	0%	0	3%	1	3.89	38
L&S Math & Physical Sci	18%	12	13%	9	62%	42	7%	5	0%	0	3.41	68
L&S Social Sciences	27%	26	16%	15	50%	48	6%	6	1%	1	3.61	96
Office for the Faculty	25%	2	13%	1	63%	5	0%	0	0%	0	3.63	8
Office of the Chancellor	56%	18	6%	2	34%	11	3%	1	0%	0	4.16	32
Office of the Vice Provost for Academic Planning	21%	4	5%	1	63%	12	0%	0	11%	2	3.26	19
Research, Policy, Planng & Adm	34%	73	9%	20	50%	109	5%	11	1%	3	3.69	216
School of Information	24%	5	10%	2	67%	14	0%	0	0%	0	3.57	21
School of Journalism	50%	5	0%	0	40%	4	0%	0	10%	1	3.80	10
School of Optometry	28%	5	6%	1	61%	11	6%	1	0%	0	3.56	18
School of Public Health	32%	26	17%	14	47%	38	2%	2	1%	1	3.77	81
School of Social Welfare	39%	16	12%	5	46%	19	0%	0	2%	1	3.85	41
SSALLEX (Summer Sessn, Study Abrd, University Extension)	39%	31	11%	9	46%	36	4%	3	0%	0	3.86	79
Student Affairs	42%	120	11%	33	42%	121	3%	10	1%	4	3.89	288
UC Library	38%	42	8%	9	47%	52	5%	5	2%	2	3.76	110
Undergraduate Education	35%	21	13%	8	43%	26	8%	5	0%	0	3.75	60
Univ Developmt and Alumni Rel	44%	71	13%	21	38%	60	5%	8	0%	0	3.97	160
VP Agriculture & Natural Resour	0%	0	0%	0	100%	4	0%	0	0%	0	3.00	4

What impact has working remotely had on your relationship with direct reports (or employees I supervise)?





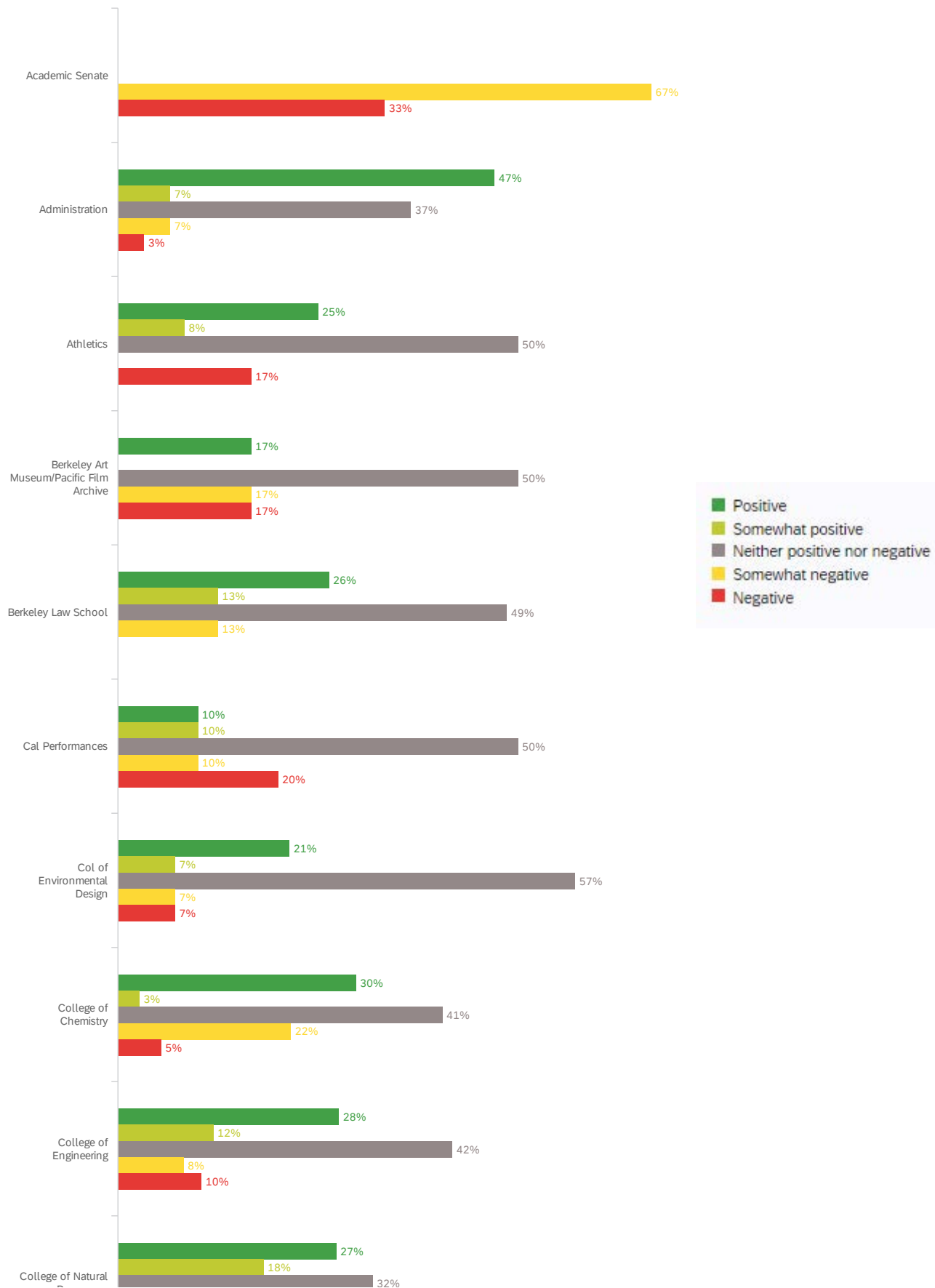


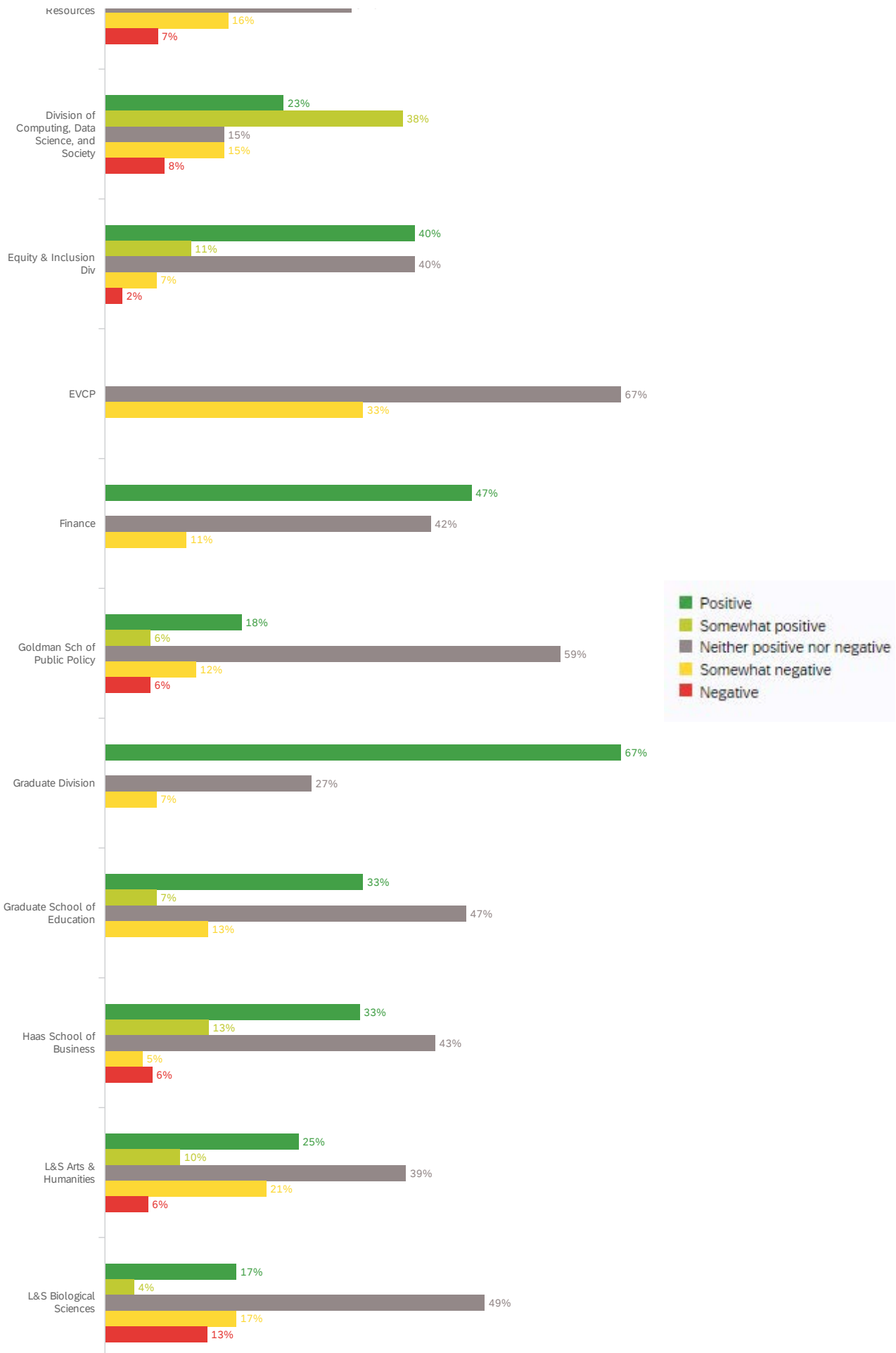


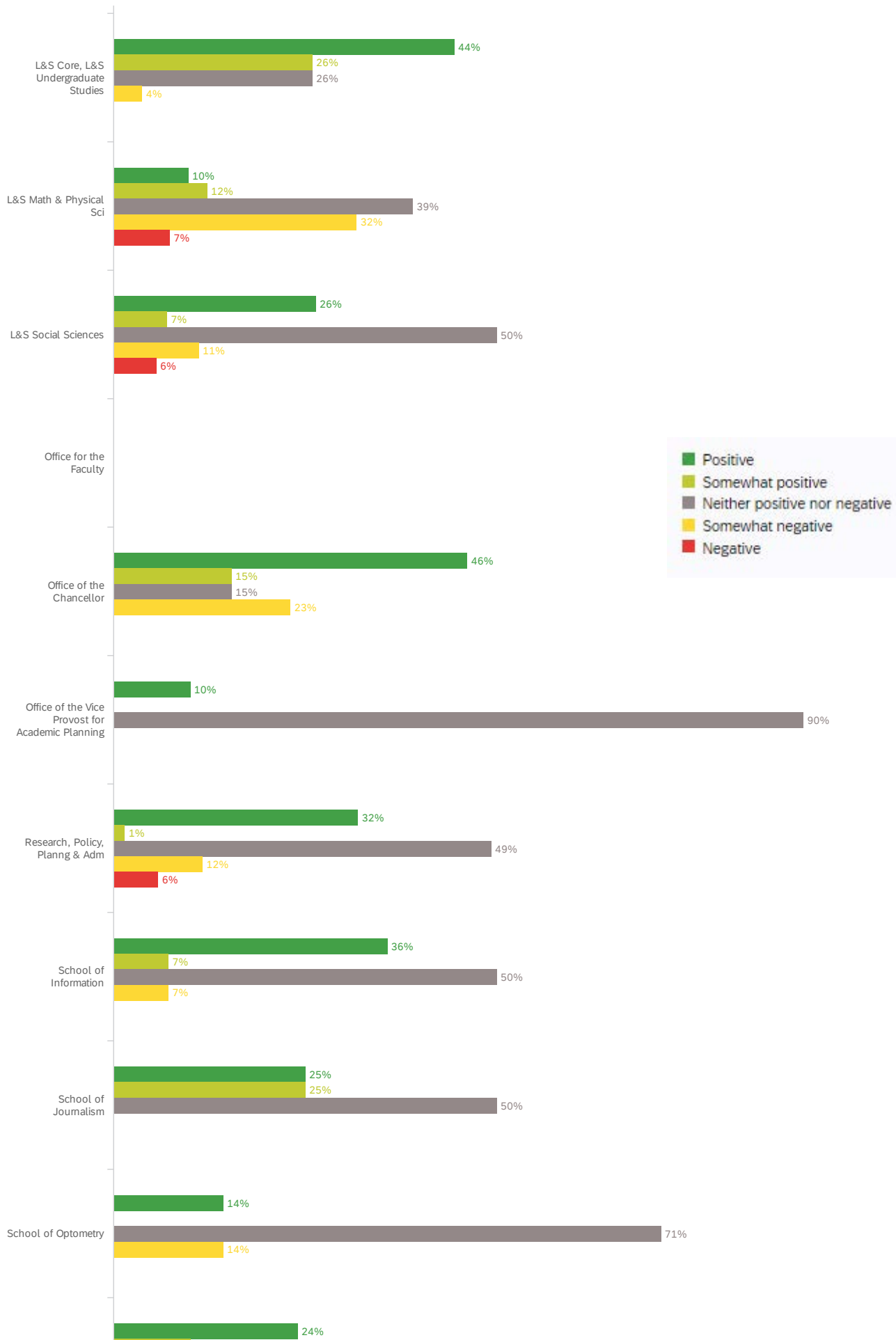
What impact has working remotely had on your relationship with direct reports (or employees I supervise)?

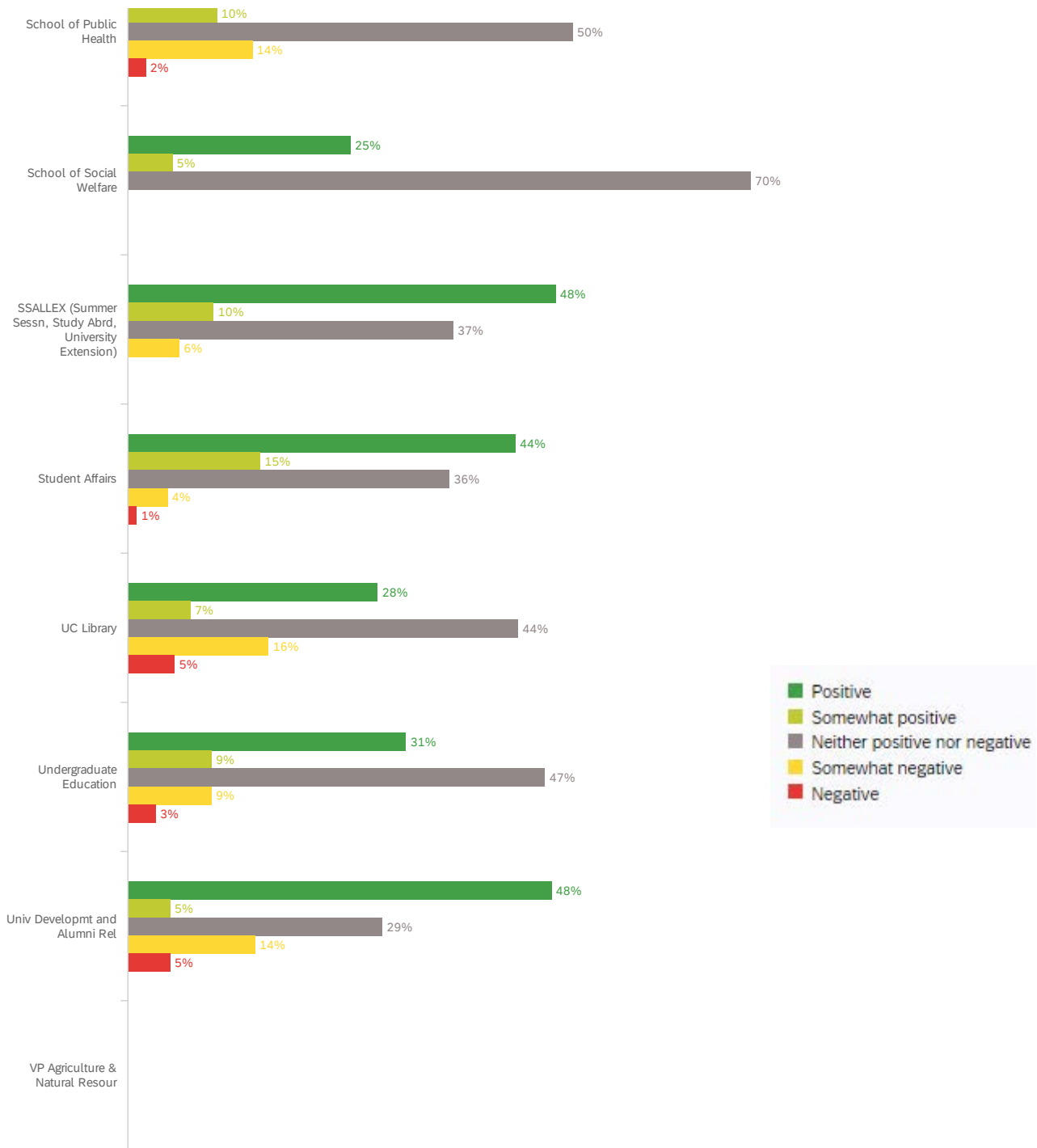
Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	0%	0	17%	1	17%	1	50%	3	17%	1	2.33	6
Administration	55%	128	10%	24	28%	66	4%	10	2%	5	4.12	233
Athletics	29%	4	14%	2	43%	6	14%	2	0%	0	3.57	14
Berkeley Art Museum/Pacific Film Archive	43%	3	0%	0	14%	1	14%	1	29%	2	3.14	7
Berkeley Law School	28%	17	15%	9	41%	25	16%	10	0%	0	3.54	61
Cal Performances	33%	5	7%	1	40%	6	13%	2	7%	1	3.47	15
Col of Environmental Design	6%	1	13%	2	75%	12	6%	1	0%	0	3.19	16
College of Chemistry	26%	8	3%	1	55%	17	6%	2	10%	3	3.29	31
College of Engineering	37%	45	11%	13	33%	40	15%	18	6%	7	3.58	123
College of Natural Resources	34%	14	17%	7	32%	13	12%	5	5%	2	3.63	41
Division of Computing, Data Science, and Society	40%	6	7%	1	53%	8	0%	0	0%	0	3.87	15
Equity & Inclusion Div	39%	18	11%	5	41%	19	9%	4	0%	0	3.80	46
EVCP	25%	1	0%	0	50%	2	25%	1	0%	0	3.25	4
Finance	47%	23	12%	6	39%	19	2%	1	0%	0	4.04	49
Goldman Sch of Public Policy	25%	4	0%	0	69%	11	6%	1	0%	0	3.44	16
Graduate Division	38%	6	25%	4	38%	6	0%	0	0%	0	4.00	16
Graduate School of Education	35%	7	20%	4	40%	8	5%	1	0%	0	3.85	20
Haas School of Business	39%	29	15%	11	35%	26	9%	7	3%	2	3.77	75
L&S Arts & Humanities	36%	22	7%	4	41%	25	8%	5	8%	5	3.54	61
L&S Biological Sciences	23%	12	6%	3	48%	25	10%	5	13%	7	3.15	52
L&S Core, L&S Undergraduate Studies	53%	8	20%	3	27%	4	0%	0	0%	0	4.27	15
L&S Math & Physical Sci	16%	8	8%	4	61%	31	12%	6	4%	2	3.20	51
L&S Social Sciences	22%	13	5%	3	60%	35	12%	7	0%	0	3.38	58
Office for the Faculty	50%	1	50%	1	0%	0	0%	0	0%	0	4.50	2
Office of the Chancellor	69%	11	0%	0	31%	5	0%	0	0%	0	4.38	16
Office of the Vice Provost for Academic Planning	18%	2	0%	0	73%	8	9%	1	0%	0	3.27	11
Research, Policy, Planng & Adm	32%	35	11%	12	45%	50	9%	10	4%	4	3.58	111
School of Information	27%	4	33%	5	40%	6	0%	0	0%	0	3.87	15
School of Journalism	0%	0	0%	0	67%	2	33%	1	0%	0	2.67	3
School of Optometry	29%	4	0%	0	50%	7	21%	3	0%	0	3.36	14
School of Public Health	20%	11	13%	7	52%	29	14%	8	2%	1	3.34	56
School of Social Welfare	46%	11	8%	2	33%	8	13%	3	0%	0	3.88	24
SSALLEX (Summer Sessn, Study Abrd, University Extension)	54%	21	8%	3	36%	14	3%	1	0%	0	4.13	39
Student Affairs	39%	69	15%	26	40%	71	5%	8	1%	2	3.86	176
UC Library	45%	24	4%	2	34%	18	13%	7	4%	2	3.74	53
Undergraduate Education	32%	9	14%	4	46%	13	7%	2	0%	0	3.71	28
Univ Developmt and Alumni Rel	39%	25	8%	5	34%	22	17%	11	2%	1	3.66	64
VP Agriculture & Natural Resour	0%	0	0%	0	100%	2	0%	0	0%	0	3.00	2

What impact has working remotely had on your relationship with students?





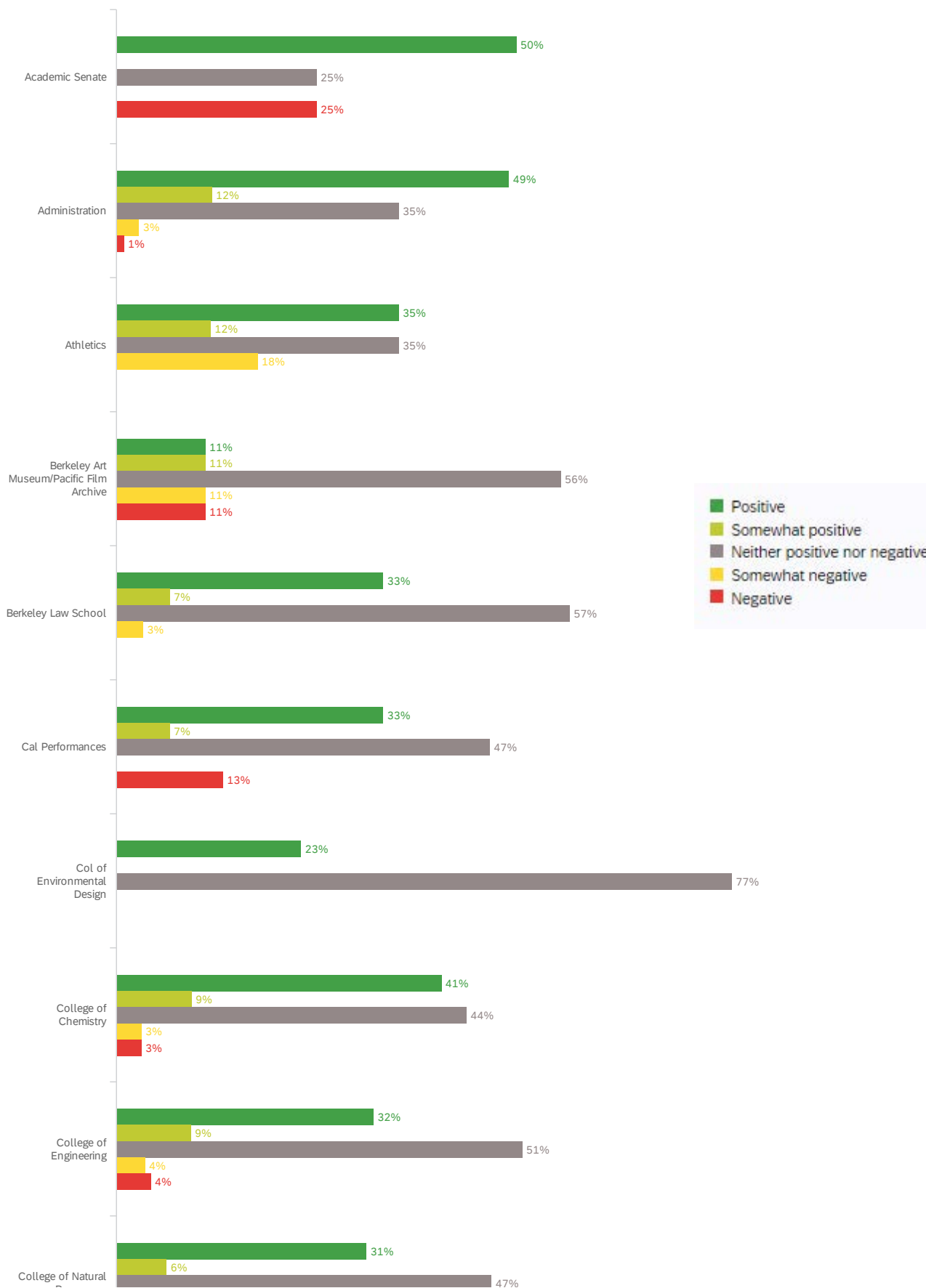


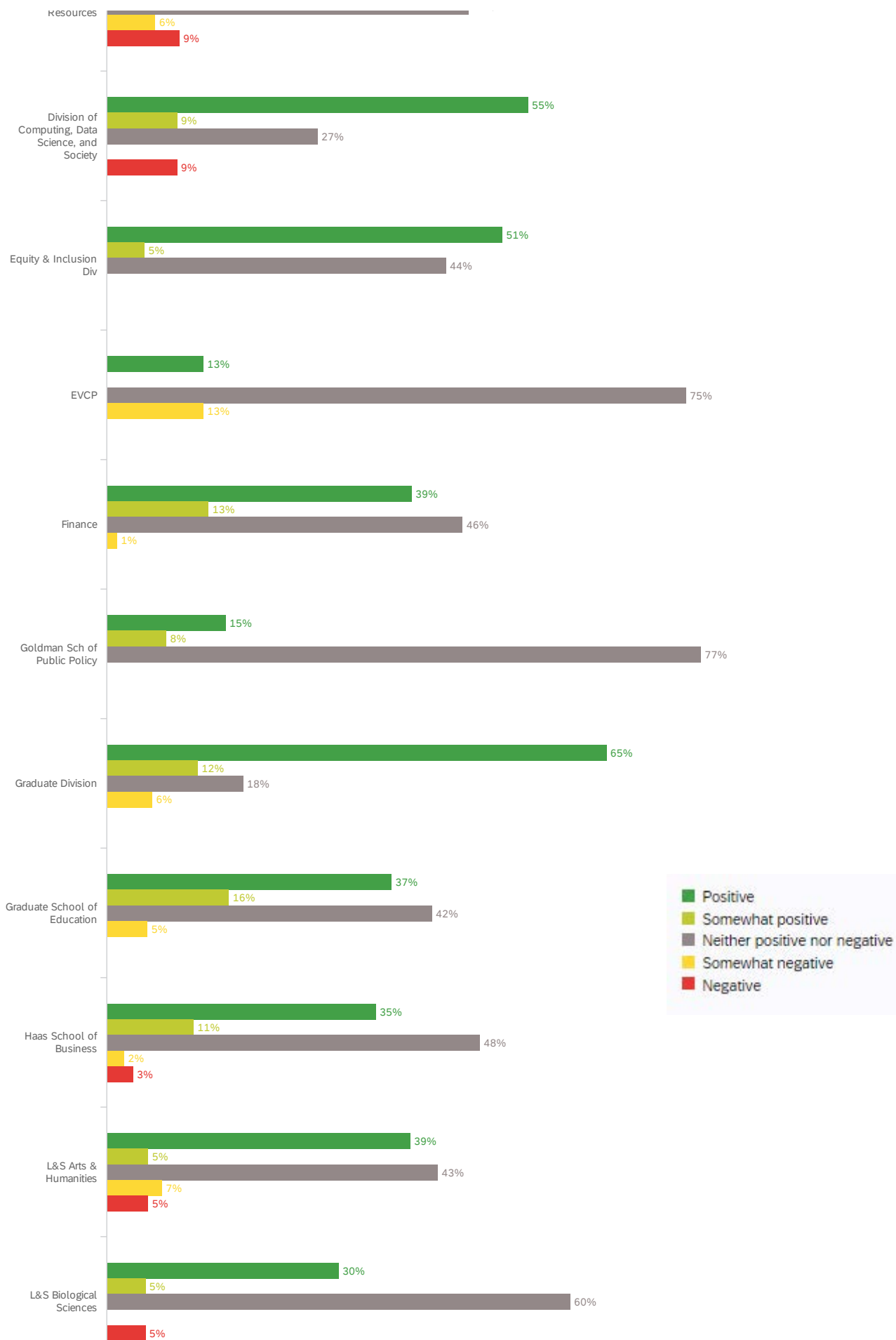


What impact has working remotely had on your relationship with students?

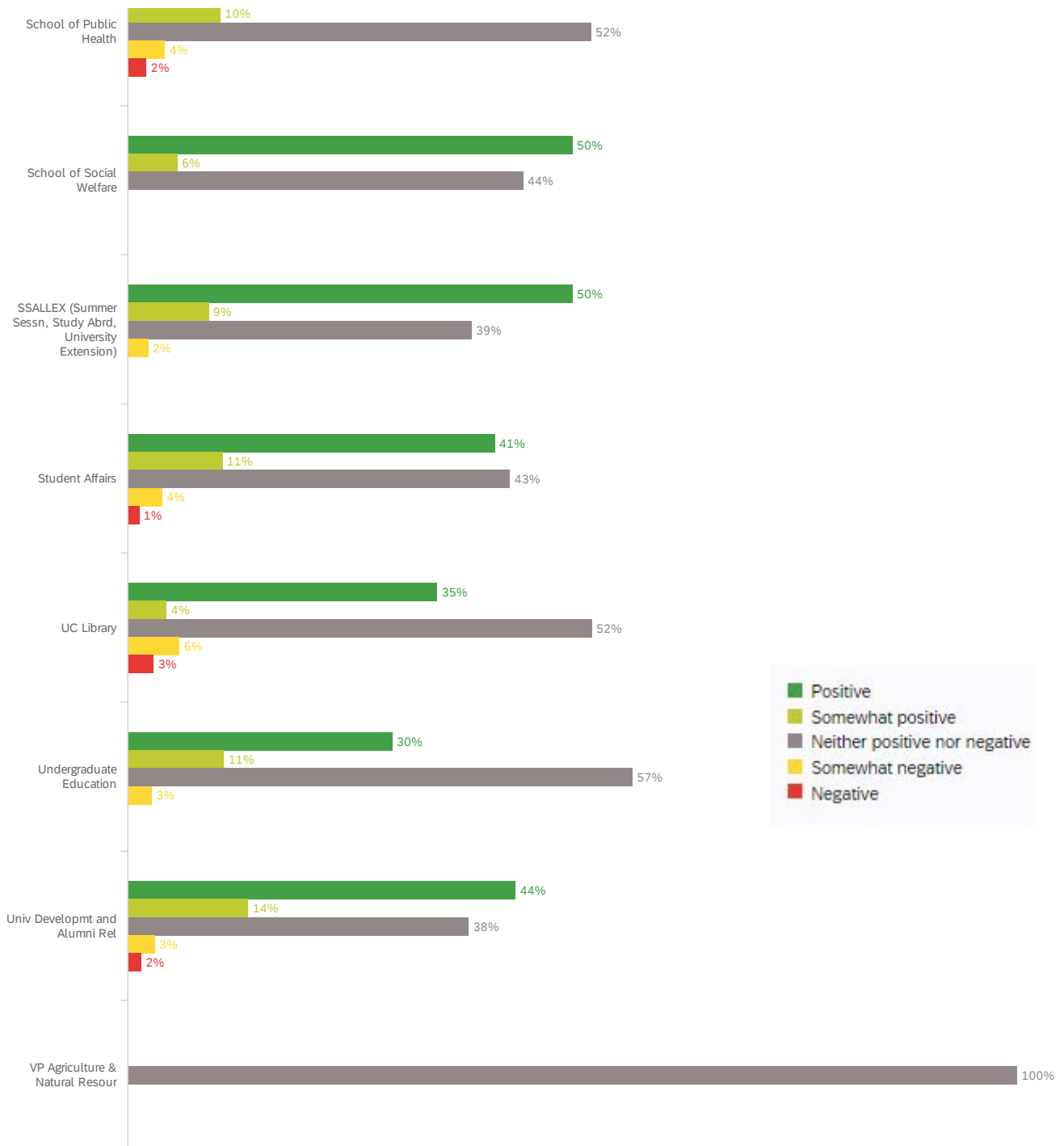
Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	0%	0	0%	0	0%	0	67%	2	33%	1	1.67	3
Administration	47%	72	7%	10	37%	56	7%	10	3%	5	3.88	153
Athletics	25%	3	8%	1	50%	6	0%	0	17%	2	3.25	12
Berkeley Art Museum/Pacific Film Archive	17%	1	0%	0	50%	3	17%	1	17%	1	2.83	6
Berkeley Law School	26%	19	13%	9	49%	35	13%	9	0%	0	3.53	72
Cal Performances	10%	1	10%	1	50%	5	10%	1	20%	2	2.80	10
Col of Environmental Design	21%	3	7%	1	57%	8	7%	1	7%	1	3.29	14
College of Chemistry	30%	11	3%	1	41%	15	22%	8	5%	2	3.30	37
College of Engineering	28%	37	12%	16	42%	56	8%	11	10%	14	3.38	134
College of Natural Resources	27%	12	18%	8	32%	14	16%	7	7%	3	3.43	44
Division of Computing, Data Science, and Society	23%	3	38%	5	15%	2	15%	2	8%	1	3.54	13
Equity & Inclusion Div	40%	18	11%	5	40%	18	7%	3	2%	1	3.80	45
EVCP	0%	0	0%	0	67%	2	33%	1	0%	0	2.67	3
Finance	47%	9	0%	0	42%	8	11%	2	0%	0	3.84	19
Goldman Sch of Public Policy	18%	3	6%	1	59%	10	12%	2	6%	1	3.18	17
Graduate Division	67%	10	0%	0	27%	4	7%	1	0%	0	4.27	15
Graduate School of Education	33%	5	7%	1	47%	7	13%	2	0%	0	3.60	15
Haas School of Business	33%	27	13%	11	43%	35	5%	4	6%	5	3.62	82
L&S Arts & Humanities	25%	18	10%	7	39%	28	21%	15	6%	4	3.28	72
L&S Biological Sciences	17%	9	4%	2	49%	26	17%	9	13%	7	2.94	53
L&S Core, L&S Undergraduate Studies	44%	12	26%	7	26%	7	4%	1	0%	0	4.11	27
L&S Math & Physical Sci	10%	4	12%	5	39%	16	32%	13	7%	3	2.85	41
L&S Social Sciences	26%	19	7%	5	50%	36	11%	8	6%	4	3.38	72
Office for the Faculty	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	0
Office of the Chancellor	46%	6	15%	2	15%	2	23%	3	0%	0	3.85	13
Office of the Vice Provost for Academic Planning	10%	1	0%	0	90%	9	0%	0	0%	0	3.20	10
Research, Policy, Planng & Adm	32%	22	1%	1	49%	34	12%	8	6%	4	3.42	69
School of Information	36%	5	7%	1	50%	7	7%	1	0%	0	3.71	14
School of Journalism	25%	1	25%	1	50%	2	0%	0	0%	0	3.75	4
School of Optometry	14%	2	0%	0	71%	10	14%	2	0%	0	3.14	14
School of Public Health	24%	12	10%	5	50%	25	14%	7	2%	1	3.40	50
School of Social Welfare	25%	5	5%	1	70%	14	0%	0	0%	0	3.55	20
SSALLEX (Summer Sessn, Study Abrd, University Extension)	48%	25	10%	5	37%	19	6%	3	0%	0	4.00	52
Student Affairs	44%	88	15%	30	36%	73	4%	9	1%	2	3.96	202
UC Library	28%	16	7%	4	44%	25	16%	9	5%	3	3.37	57
Undergraduate Education	31%	10	9%	3	47%	15	9%	3	3%	1	3.56	32
Univ Developmt and Alumni Rel	48%	10	5%	1	29%	6	14%	3	5%	1	3.76	21
VP Agriculture & Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	0

What impact has working remotely had on your relationship with campus clients?





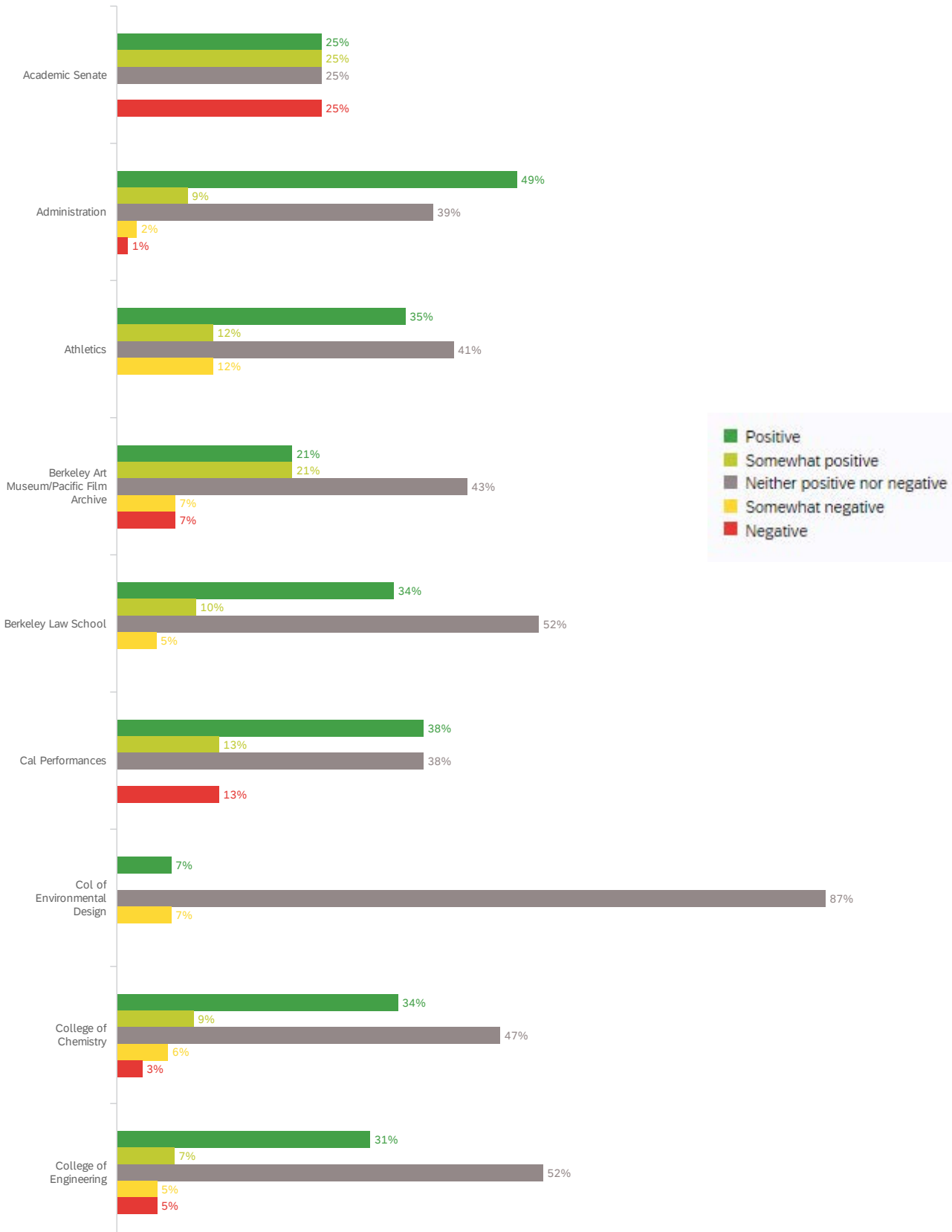


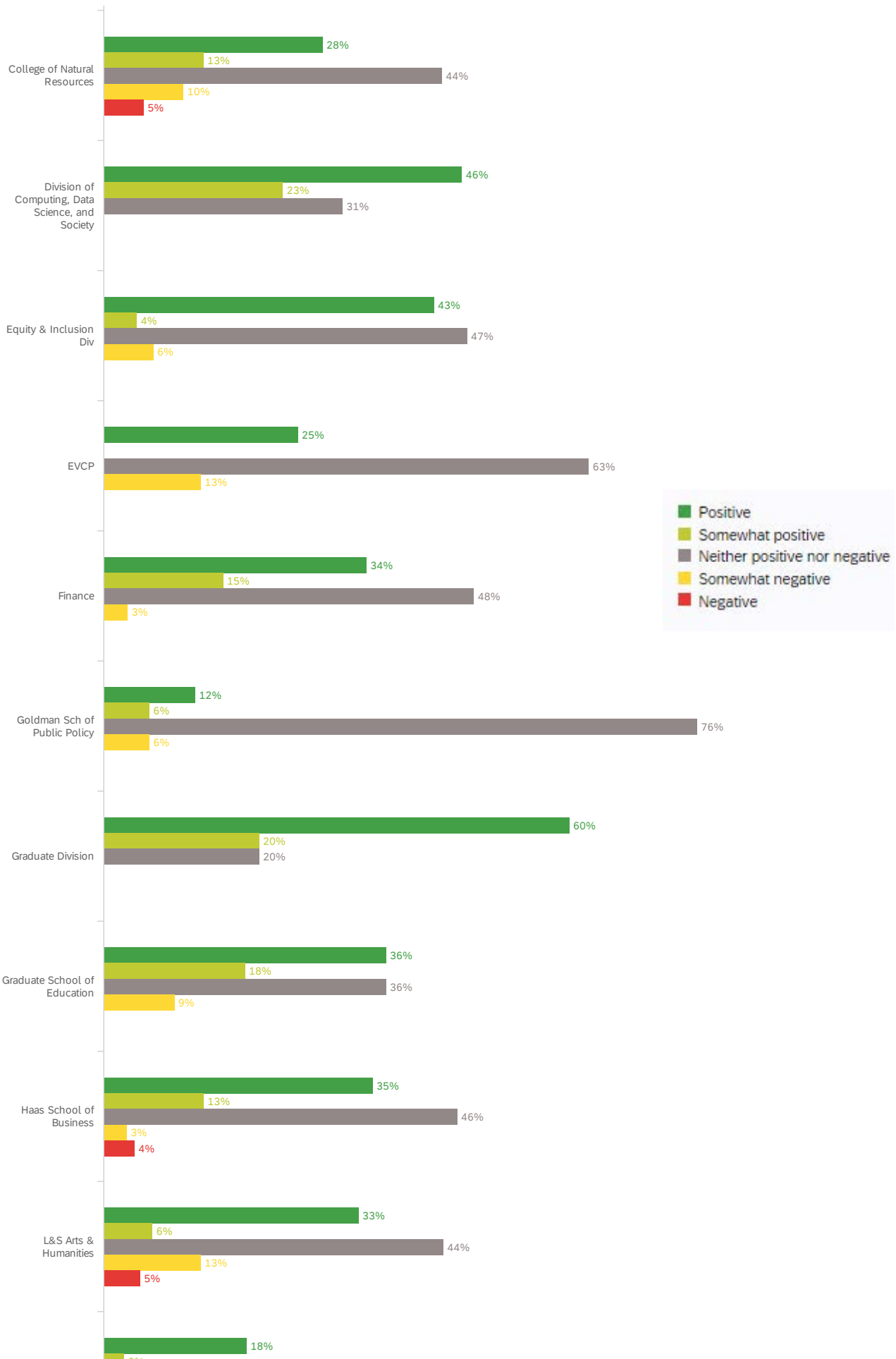


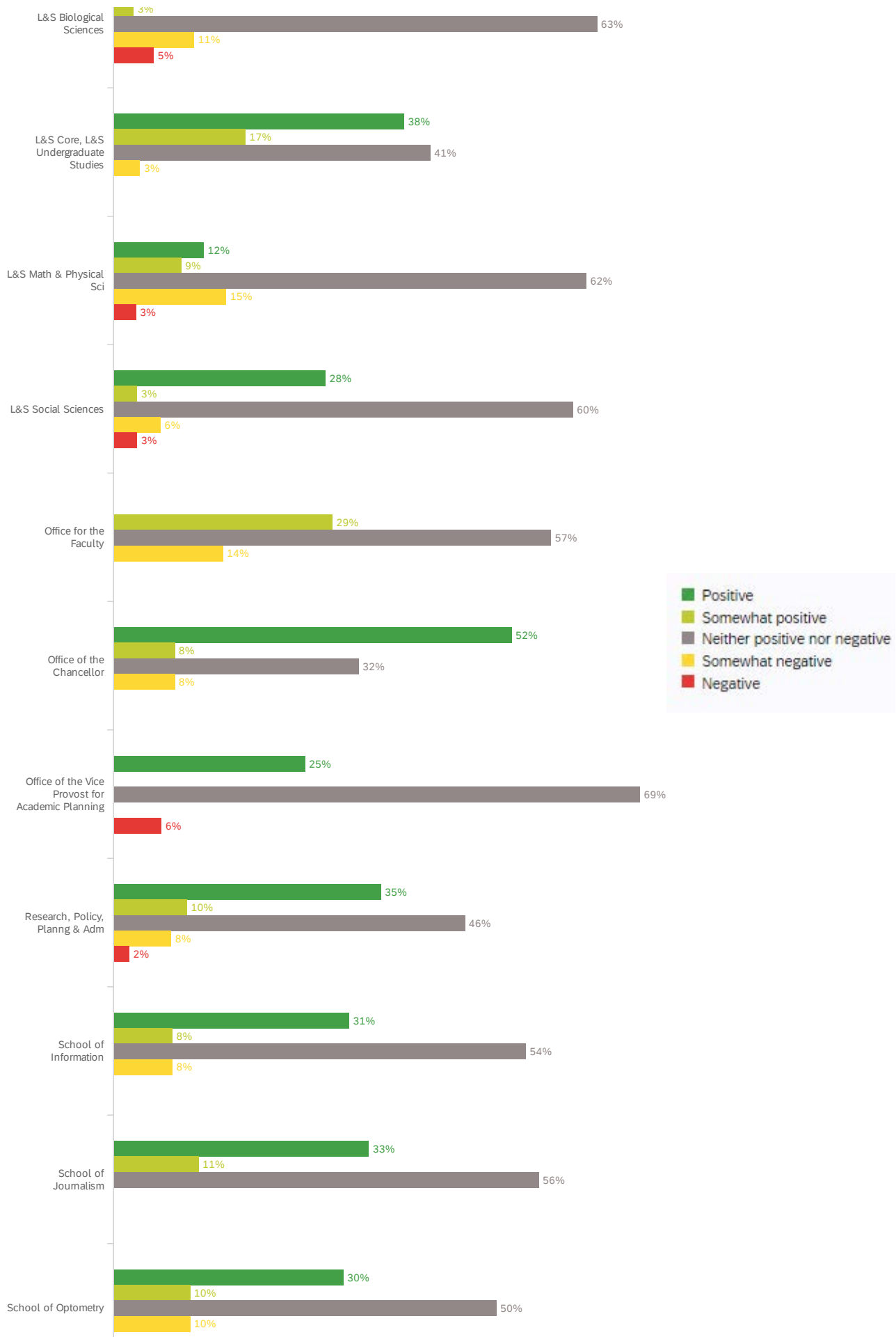
What impact has working remotely had on your relationship with campus clients?

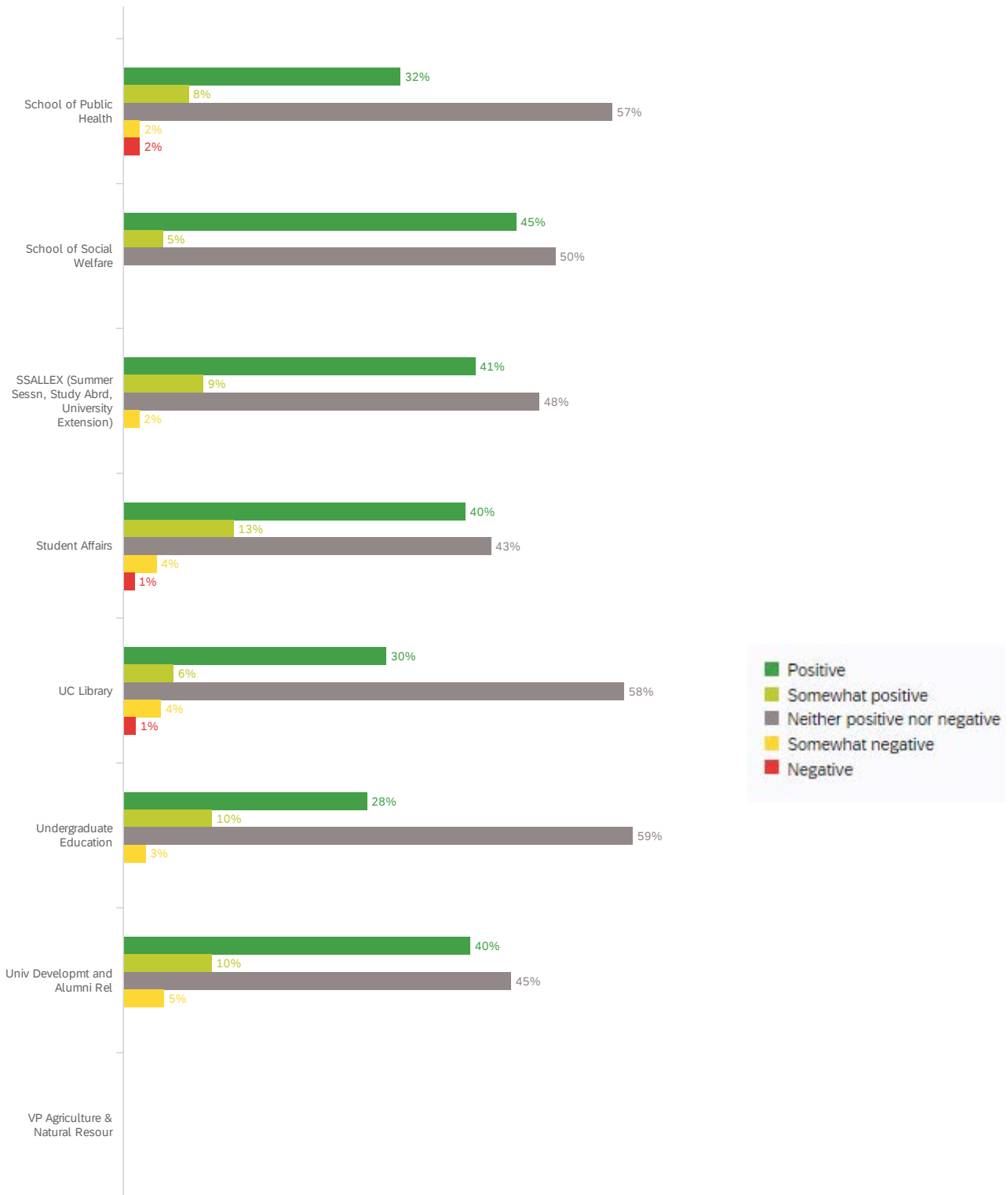
Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	50%	2	0%	0	25%	1	0%	0	25%	1	3.50	4
Administration	49%	210	12%	51	35%	151	3%	12	1%	4	4.05	428
Athletics	35%	6	12%	2	35%	6	18%	3	0%	0	3.65	17
Berkeley Art Museum/Pacific Film Archive	11%	1	11%	1	56%	5	11%	1	11%	1	3.00	9
Berkeley Law School	33%	20	7%	4	57%	34	3%	2	0%	0	3.70	60
Cal Performances	33%	5	7%	1	47%	7	0%	0	13%	2	3.47	15
Col of Environmental Design	23%	3	0%	0	77%	10	0%	0	0%	0	3.46	13
College of Chemistry	41%	13	9%	3	44%	14	3%	1	3%	1	3.81	32
College of Engineering	32%	45	9%	13	51%	71	4%	5	4%	6	3.61	140
College of Natural Resources	31%	10	6%	2	47%	15	6%	2	9%	3	3.44	32
Division of Computing, Data Science, and Society	55%	6	9%	1	27%	3	0%	0	9%	1	4.00	11
Equity & Inclusion Div	51%	21	5%	2	44%	18	0%	0	0%	0	4.07	41
EVCP	13%	1	0%	0	75%	6	13%	1	0%	0	3.13	8
Finance	39%	30	13%	10	46%	35	1%	1	0%	0	3.91	76
Goldman Sch of Public Policy	15%	2	8%	1	77%	10	0%	0	0%	0	3.38	13
Graduate Division	65%	11	12%	2	18%	3	6%	1	0%	0	4.35	17
Graduate School of Education	37%	7	16%	3	42%	8	5%	1	0%	0	3.84	19
Haas School of Business	35%	31	11%	10	48%	43	2%	2	3%	3	3.72	89
L&S Arts & Humanities	39%	22	5%	3	43%	24	7%	4	5%	3	3.66	56
L&S Biological Sciences	30%	12	5%	2	60%	24	0%	0	5%	2	3.55	40
L&S Core, L&S Undergraduate Studies	50%	10	10%	2	40%	8	0%	0	0%	0	4.10	20
L&S Math & Physical Sci	11%	4	17%	6	66%	23	6%	2	0%	0	3.34	35
L&S Social Sciences	32%	19	2%	1	61%	36	5%	3	0%	0	3.61	59
Office for the Faculty	0%	0	17%	1	83%	5	0%	0	0%	0	3.17	6
Office of the Chancellor	63%	15	13%	3	25%	6	0%	0	0%	0	4.38	24
Office of the Vice Provost for Academic Planning	24%	4	0%	0	65%	11	6%	1	6%	1	3.29	17
Research, Policy, Planng & Adm	36%	51	13%	18	43%	61	7%	10	2%	3	3.73	143
School of Information	36%	4	9%	1	55%	6	0%	0	0%	0	3.82	11
School of Journalism	40%	2	0%	0	60%	3	0%	0	0%	0	3.80	5
School of Optometry	20%	2	0%	0	60%	6	20%	2	0%	0	3.20	10
School of Public Health	31%	15	10%	5	52%	25	4%	2	2%	1	3.65	48
School of Social Welfare	50%	9	6%	1	44%	8	0%	0	0%	0	4.06	18
SSALLEX (Summer Sessn, Study Abrd, University Extension)	50%	22	9%	4	39%	17	2%	1	0%	0	4.07	44
Student Affairs	41%	97	11%	25	43%	101	4%	9	1%	3	3.87	235
UC Library	35%	24	4%	3	52%	36	6%	4	3%	2	3.62	69
Undergraduate Education	30%	11	11%	4	57%	21	3%	1	0%	0	3.68	37
Univ Developmt and Alumni Rel	44%	58	14%	18	38%	51	3%	4	2%	2	3.95	133
VP Agriculture & Natural Resour	0%	0	0%	0	100%	1	0%	0	0%	0	3.00	1

What impact has working remotely had on your relationship with campus stakeholders?





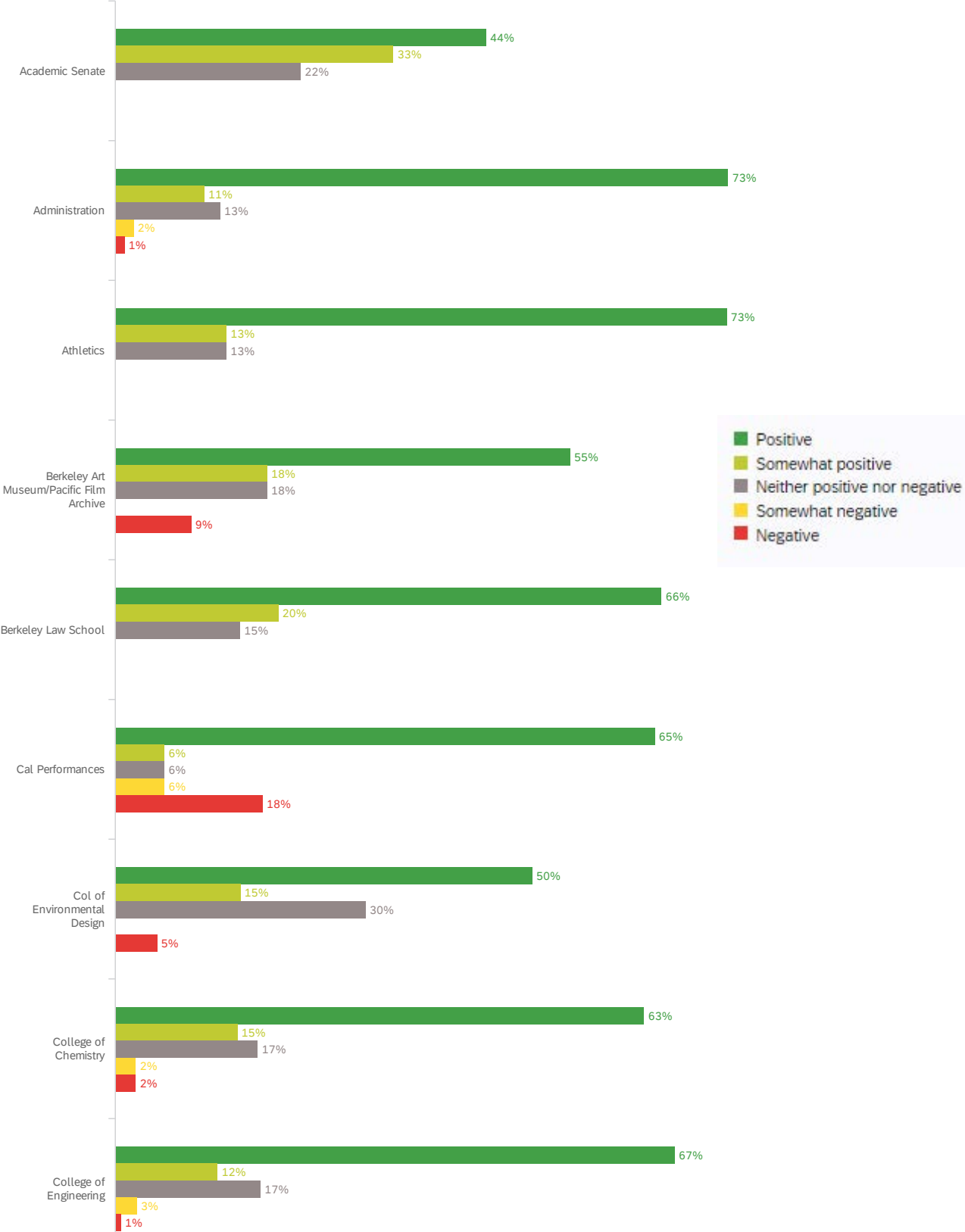


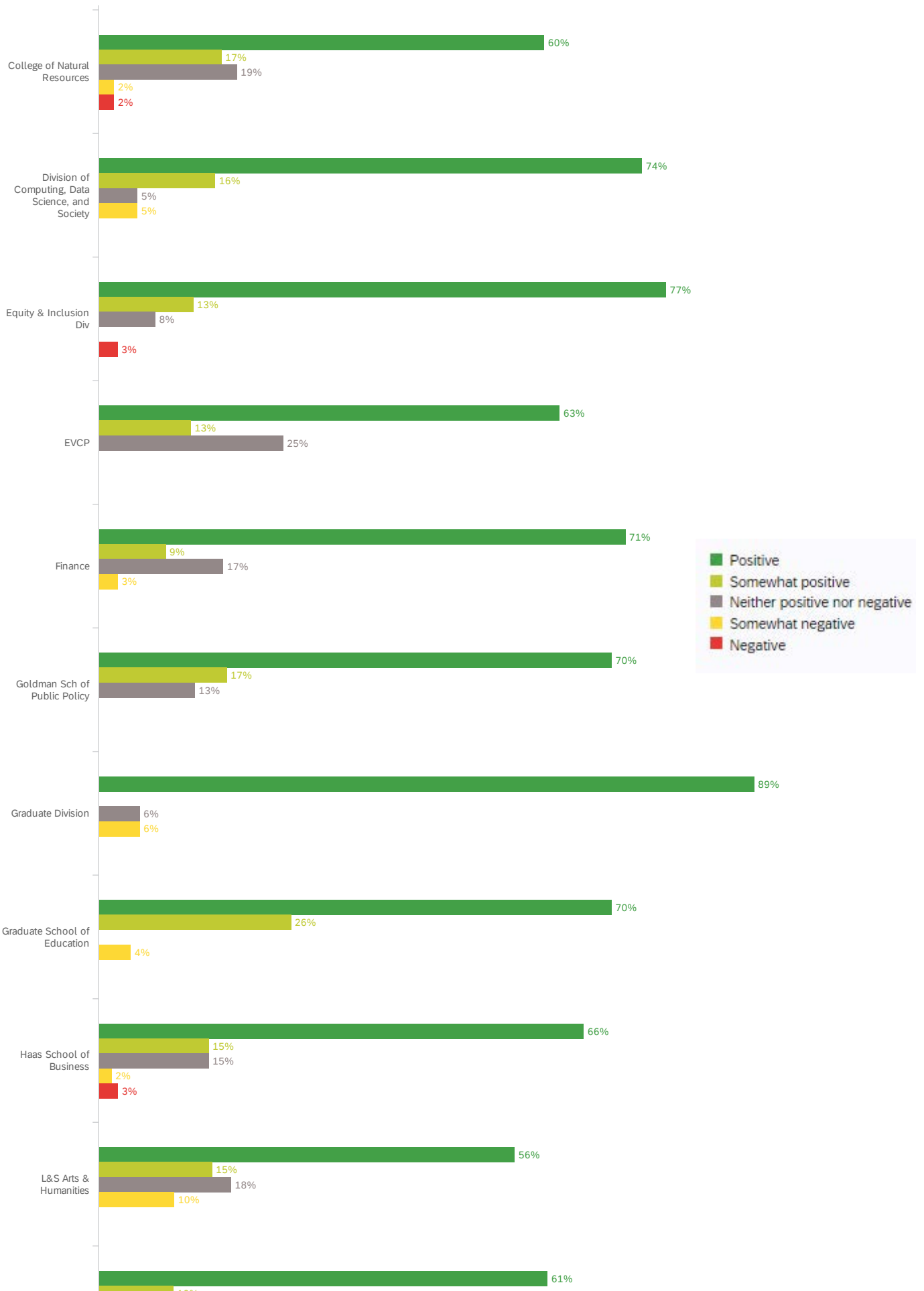


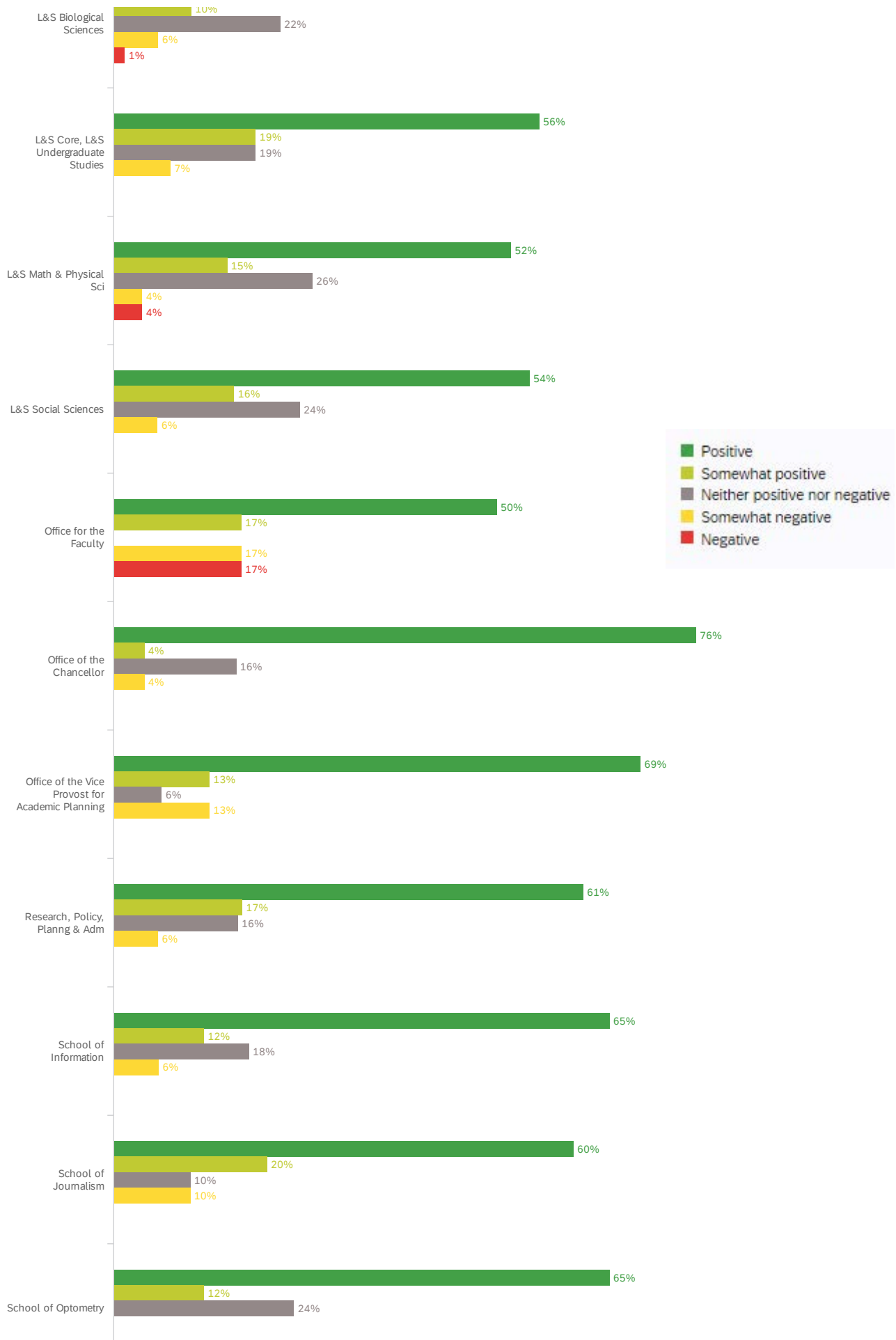
What impact has working remotely had on your relationship with campus stakeholders?

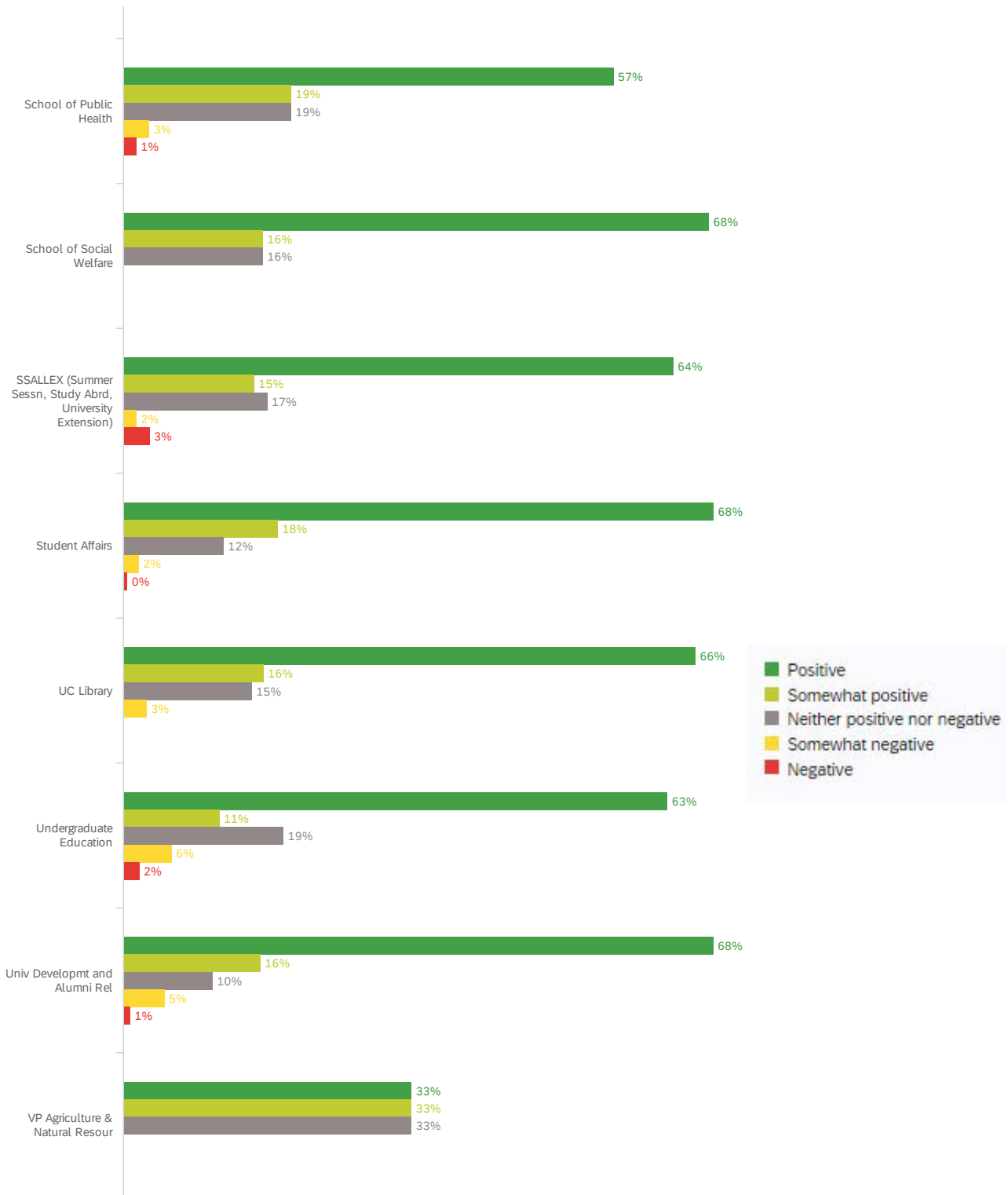
Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	25%	1	25%	1	25%	1	0%	0	25%	1	3.25	4
Administration	49%	181	9%	32	39%	143	2%	9	1%	5	4.01	370
Athletics	35%	6	12%	2	41%	7	12%	2	0%	0	3.71	17
Berkeley Art Museum/Pacific Film Archive	21%	3	21%	3	43%	6	7%	1	7%	1	3.43	14
Berkeley Law School	34%	21	10%	6	52%	32	5%	3	0%	0	3.73	62
Cal Performances	38%	6	13%	2	38%	6	0%	0	13%	2	3.63	16
Col of Environmental Design	7%	1	0%	0	87%	13	7%	1	0%	0	3.07	15
College of Chemistry	34%	11	9%	3	47%	15	6%	2	3%	1	3.66	32
College of Engineering	31%	44	7%	10	52%	74	5%	7	5%	7	3.54	142
College of Natural Resources	28%	11	13%	5	44%	17	10%	4	5%	2	3.49	39
Division of Computing, Data Science, and Society	46%	6	23%	3	31%	4	0%	0	0%	0	4.15	13
Equity & Inclusion Div	43%	20	4%	2	47%	22	6%	3	0%	0	3.83	47
EVCP	25%	2	0%	0	63%	5	13%	1	0%	0	3.38	8
Finance	34%	22	15%	10	48%	31	3%	2	0%	0	3.80	65
Goldman Sch of Public Policy	12%	2	6%	1	76%	13	6%	1	0%	0	3.24	17
Graduate Division	60%	12	20%	4	20%	4	0%	0	0%	0	4.40	20
Graduate School of Education	36%	8	18%	4	36%	8	9%	2	0%	0	3.82	22
Haas School of Business	35%	35	13%	13	46%	46	3%	3	4%	4	3.71	101
L&S Arts & Humanities	33%	21	6%	4	44%	28	13%	8	5%	3	3.50	64
L&S Biological Sciences	18%	7	3%	1	63%	24	11%	4	5%	2	3.18	38
L&S Core, L&S Undergraduate Studies	38%	11	17%	5	41%	12	3%	1	0%	0	3.90	29
L&S Math & Physical Sci	12%	4	9%	3	62%	21	15%	5	3%	1	3.12	34
L&S Social Sciences	28%	18	3%	2	60%	39	6%	4	3%	2	3.46	65
Office for the Faculty	0%	0	29%	2	57%	4	14%	1	0%	0	3.14	7
Office of the Chancellor	52%	13	8%	2	32%	8	8%	2	0%	0	4.04	25
Office of the Vice Provost for Academic Planning	25%	4	0%	0	69%	11	0%	0	6%	1	3.38	16
Research, Policy, Planng & Adm	35%	51	10%	14	46%	67	8%	11	2%	3	3.68	146
School of Information	31%	4	8%	1	54%	7	8%	1	0%	0	3.62	13
School of Journalism	33%	3	11%	1	56%	5	0%	0	0%	0	3.78	9
School of Optometry	30%	3	10%	1	50%	5	10%	1	0%	0	3.60	10
School of Public Health	32%	17	8%	4	57%	30	2%	1	2%	1	3.66	53
School of Social Welfare	45%	10	5%	1	50%	11	0%	0	0%	0	3.95	22
SSALLEX (Summer Sessn, Study Abrd, University Extension)	41%	22	9%	5	48%	26	2%	1	0%	0	3.89	54
Student Affairs	40%	93	13%	30	43%	100	4%	9	1%	3	3.86	235
UC Library	30%	21	6%	4	58%	40	4%	3	1%	1	3.59	69
Undergraduate Education	28%	11	10%	4	59%	23	3%	1	0%	0	3.64	39
Univ Developmt and Alumni Rel	40%	51	10%	13	45%	57	5%	6	0%	0	3.86	127
VP Agriculture & Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	0

What impact has working remotely had on your relationship with your domestic partner?





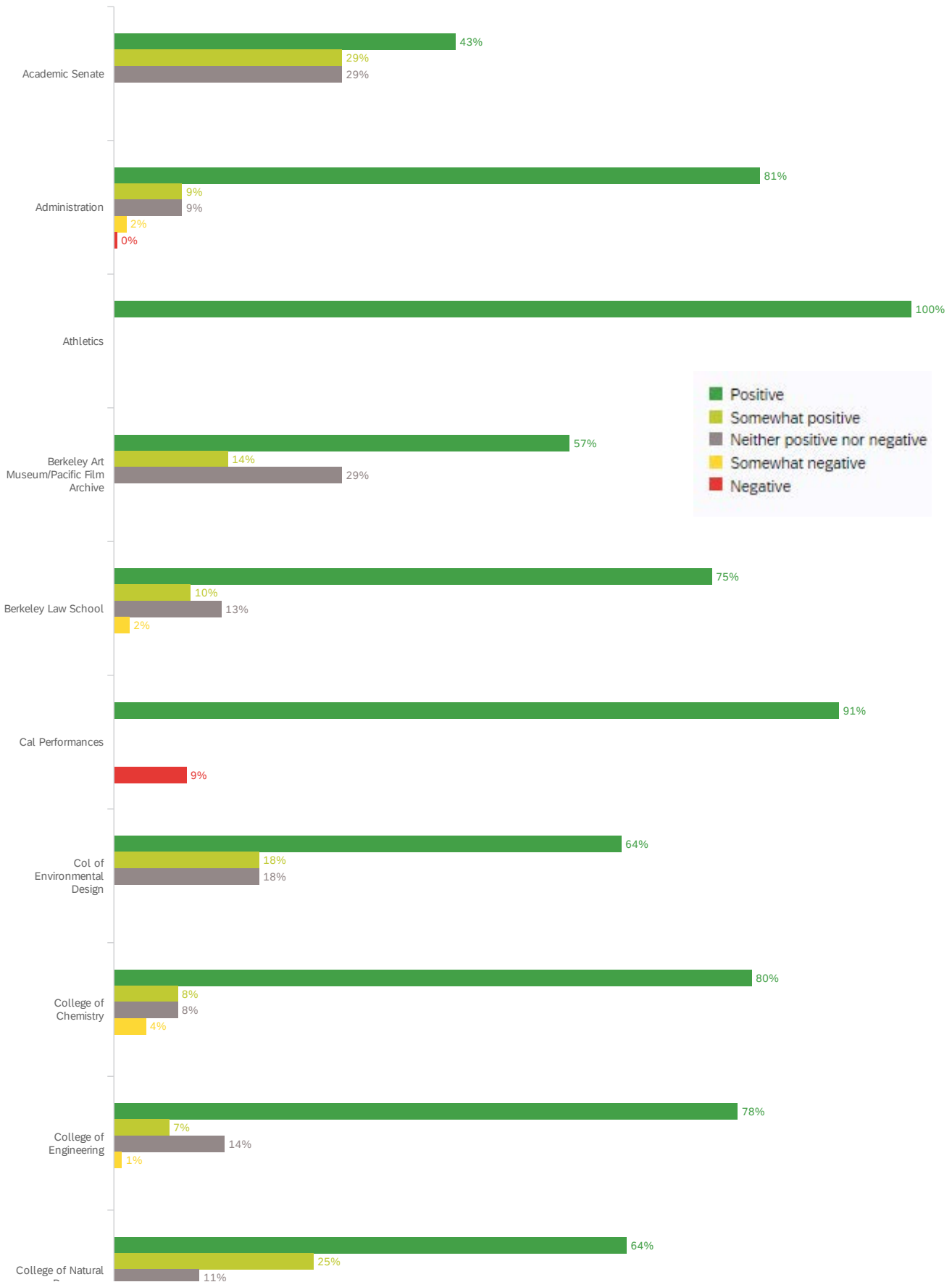


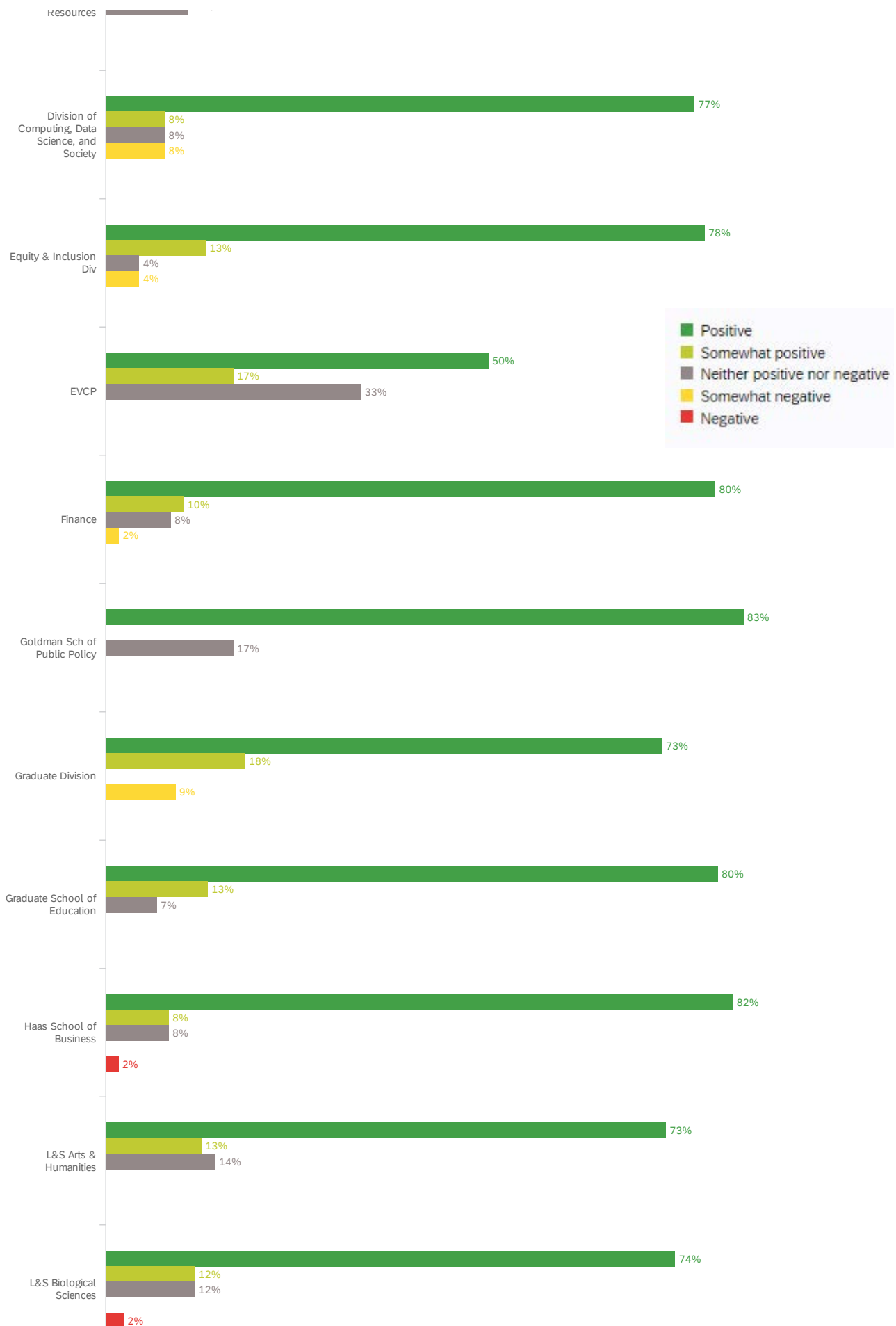


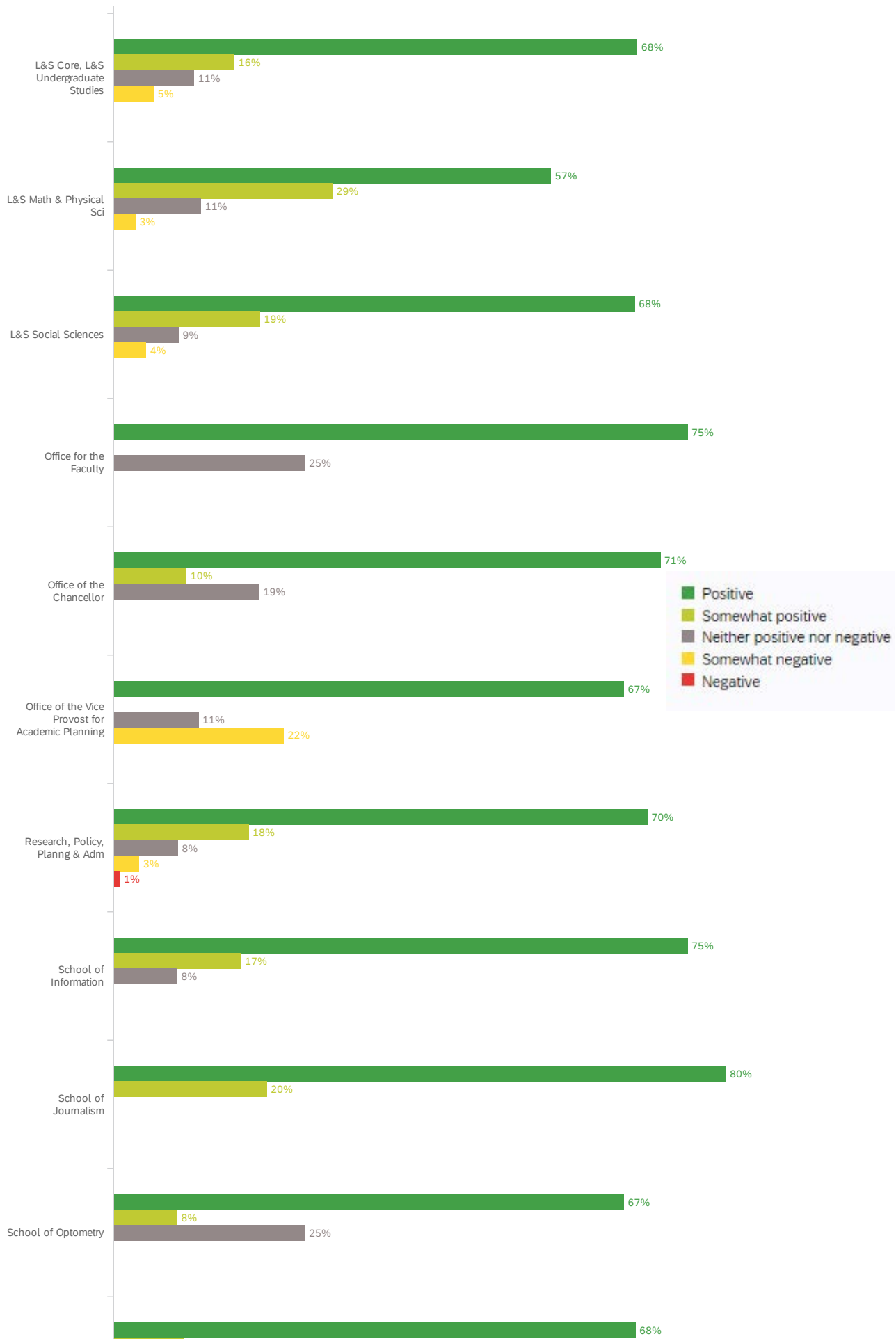
What impact has working remotely had on your relationship with your domestic partner?

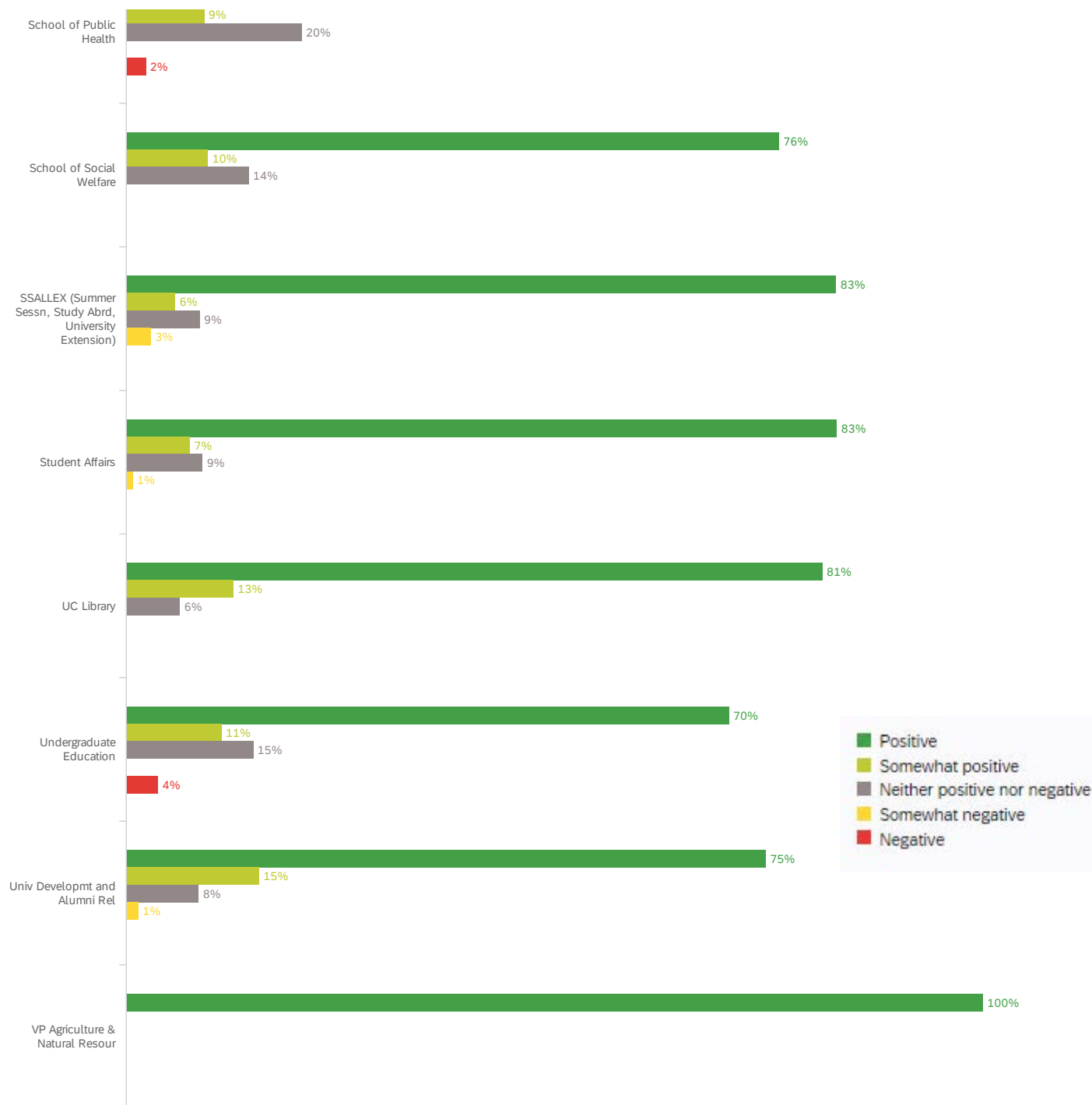
Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	44%	4	33%	3	22%	2	0%	0	0%	0	4.22	9
Administration	73%	269	11%	39	13%	46	2%	8	1%	4	4.53	366
Athletics	73%	11	13%	2	13%	2	0%	0	0%	0	4.60	15
Berkeley Art Museum/Pacific Film Archive	55%	6	18%	2	18%	2	0%	0	9%	1	4.09	11
Berkeley Law School	66%	57	20%	17	15%	13	0%	0	0%	0	4.51	87
Cal Performances	65%	11	6%	1	6%	1	6%	1	18%	3	3.94	17
Col of Environmental Design	50%	10	15%	3	30%	6	0%	0	5%	1	4.05	20
College of Chemistry	63%	26	15%	6	17%	7	2%	1	2%	1	4.34	41
College of Engineering	67%	104	12%	19	17%	27	3%	4	1%	1	4.43	155
College of Natural Resources	60%	29	17%	8	19%	9	2%	1	2%	1	4.31	48
Division of Computing, Data Science, and Society	74%	14	16%	3	5%	1	5%	1	0%	0	4.58	19
Equity & Inclusion Div	77%	30	13%	5	8%	3	0%	0	3%	1	4.62	39
EVCP	63%	5	13%	1	25%	2	0%	0	0%	0	4.38	8
Finance	71%	55	9%	7	17%	13	3%	2	0%	0	4.49	77
Goldman Sch of Public Policy	70%	16	17%	4	13%	3	0%	0	0%	0	4.57	23
Graduate Division	89%	16	0%	0	6%	1	6%	1	0%	0	4.72	18
Graduate School of Education	70%	16	26%	6	0%	0	4%	1	0%	0	4.61	23
Haas School of Business	66%	75	15%	17	15%	17	2%	2	3%	3	4.39	114
L&S Arts & Humanities	56%	44	15%	12	18%	14	10%	8	0%	0	4.18	78
L&S Biological Sciences	61%	42	10%	7	22%	15	6%	4	1%	1	4.23	69
L&S Core, L&S Undergraduate Studies	56%	15	19%	5	19%	5	7%	2	0%	0	4.22	27
L&S Math & Physical Sci	52%	28	15%	8	26%	14	4%	2	4%	2	4.07	54
L&S Social Sciences	54%	38	16%	11	24%	17	6%	4	0%	0	4.19	70
Office for the Faculty	50%	3	17%	1	0%	0	17%	1	17%	1	3.67	6
Office of the Chancellor	76%	19	4%	1	16%	4	4%	1	0%	0	4.52	25
Office of the Vice Provost for Academic Planning	69%	11	13%	2	6%	1	13%	2	0%	0	4.38	16
Research, Policy, Planng & Adm	61%	106	17%	29	16%	28	6%	10	0%	0	4.34	173
School of Information	65%	11	12%	2	18%	3	6%	1	0%	0	4.35	17
School of Journalism	60%	6	20%	2	10%	1	10%	1	0%	0	4.30	10
School of Optometry	65%	11	12%	2	24%	4	0%	0	0%	0	4.41	17
School of Public Health	57%	38	19%	13	19%	13	3%	2	1%	1	4.27	67
School of Social Welfare	68%	21	16%	5	16%	5	0%	0	0%	0	4.52	31
SSALLEX (Summer Sessn, Study Abrd, University Extension)	64%	42	15%	10	17%	11	2%	1	3%	2	4.35	66
Student Affairs	68%	153	18%	40	12%	26	2%	4	0%	1	4.52	224
UC Library	66%	49	16%	12	15%	11	3%	2	0%	0	4.46	74
Undergraduate Education	63%	34	11%	6	19%	10	6%	3	2%	1	4.28	54
Univ Developmt and Alumni Rel	68%	86	16%	20	10%	13	5%	6	1%	1	4.46	126
VP Agriculture & Natural Resour	33%	1	33%	1	33%	1	0%	0	0%	0	4.00	3

What impact has working remotely had on your relationship with your children?





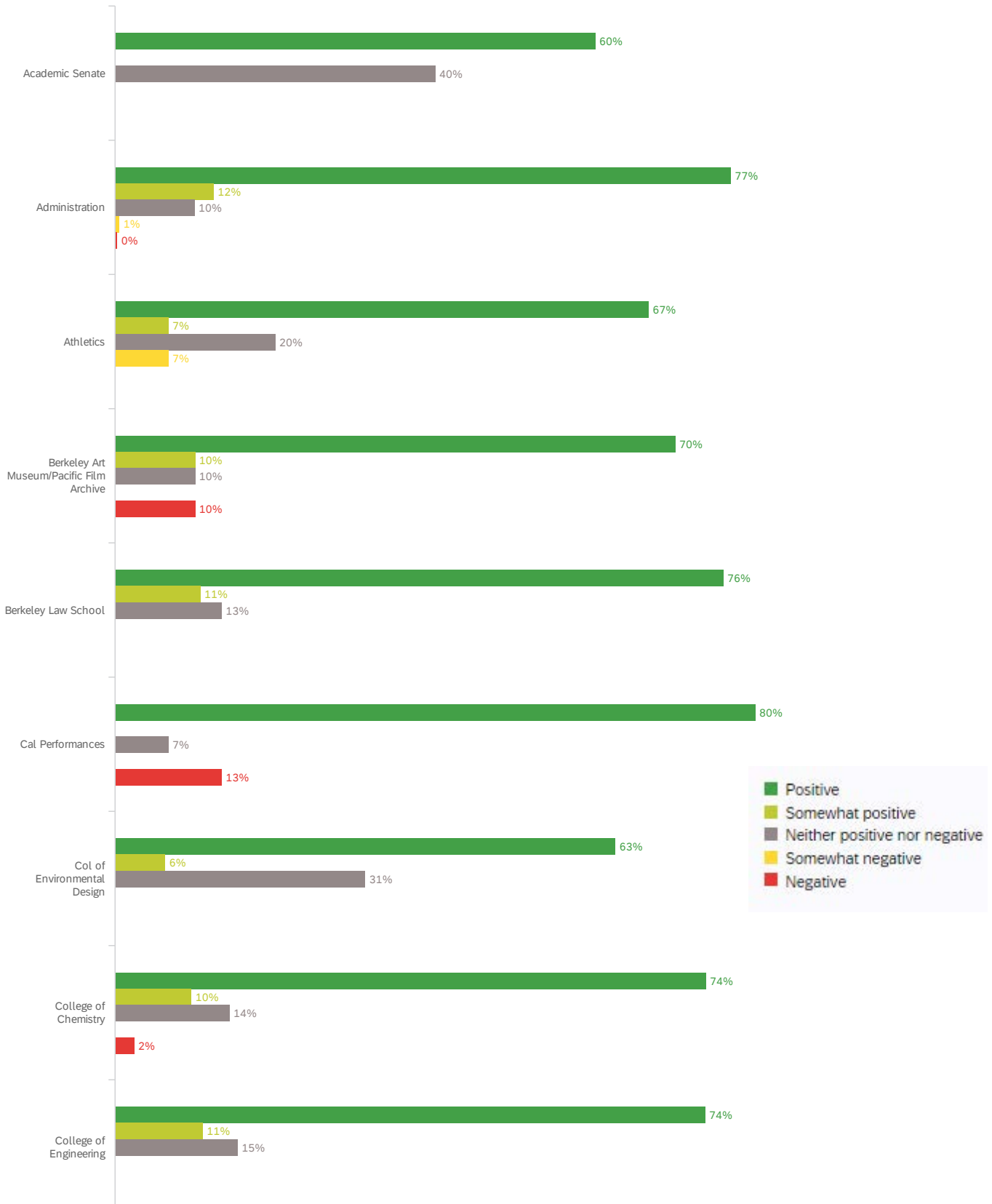


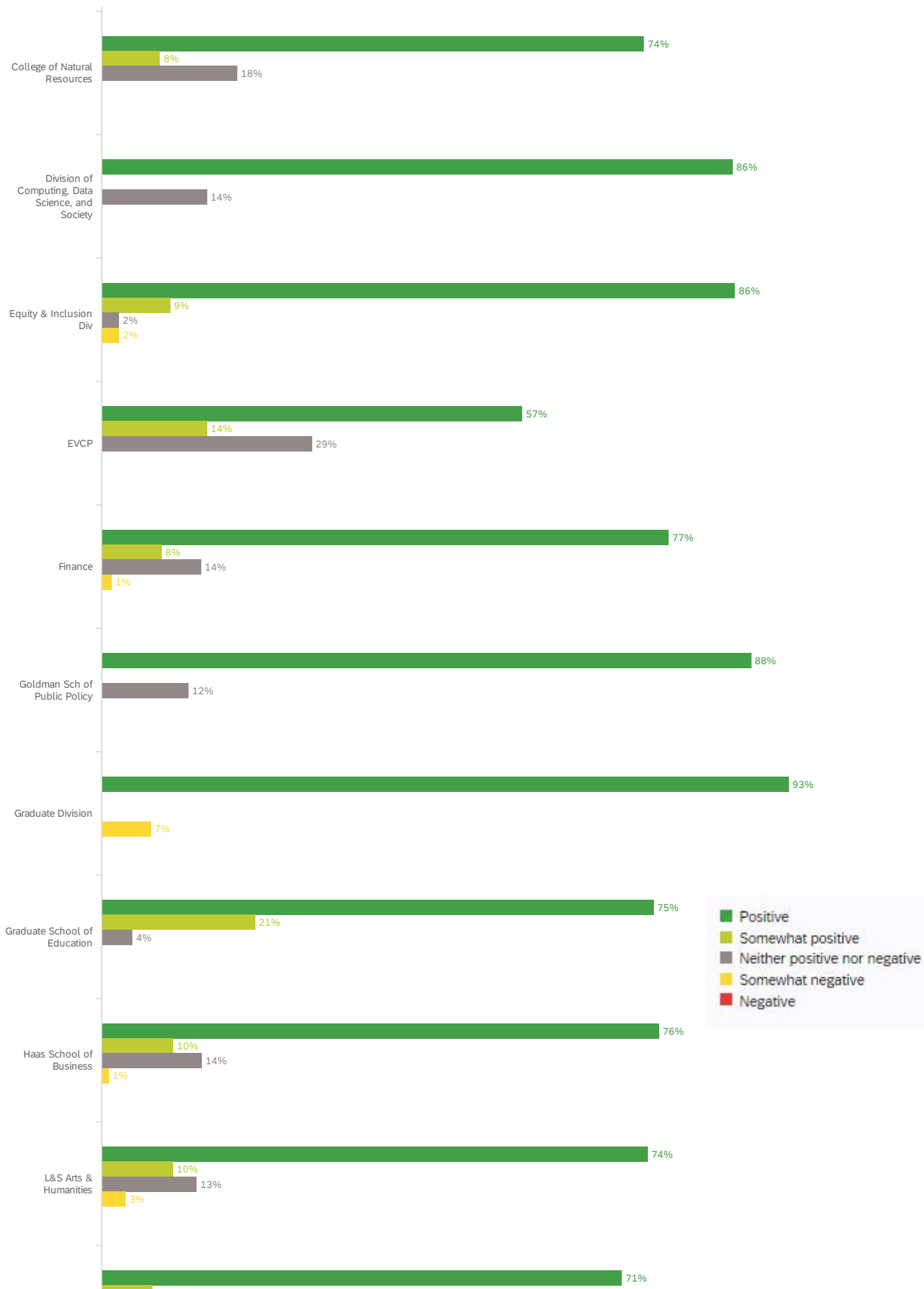


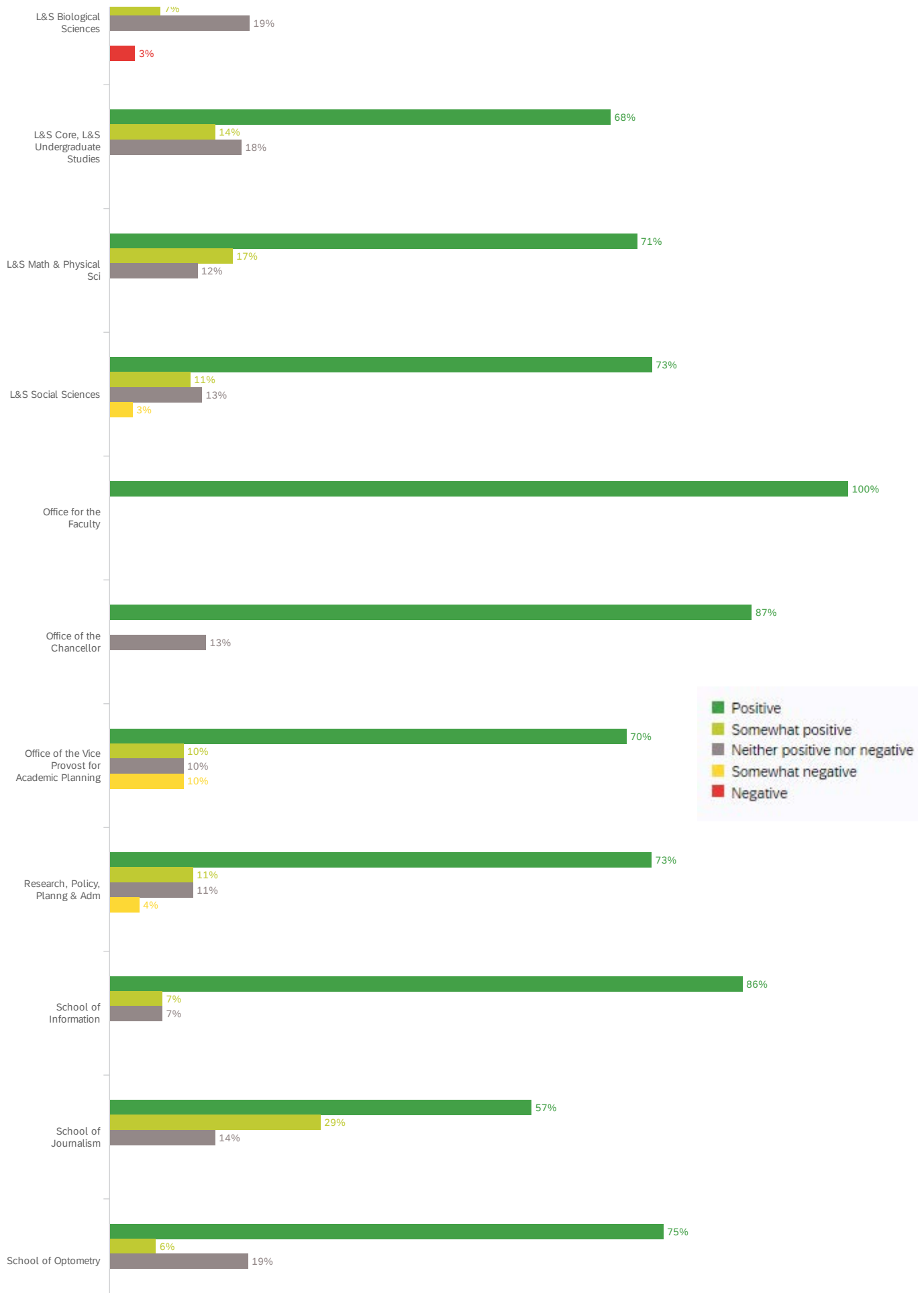
What impact has working remotely had on your relationship with your children?

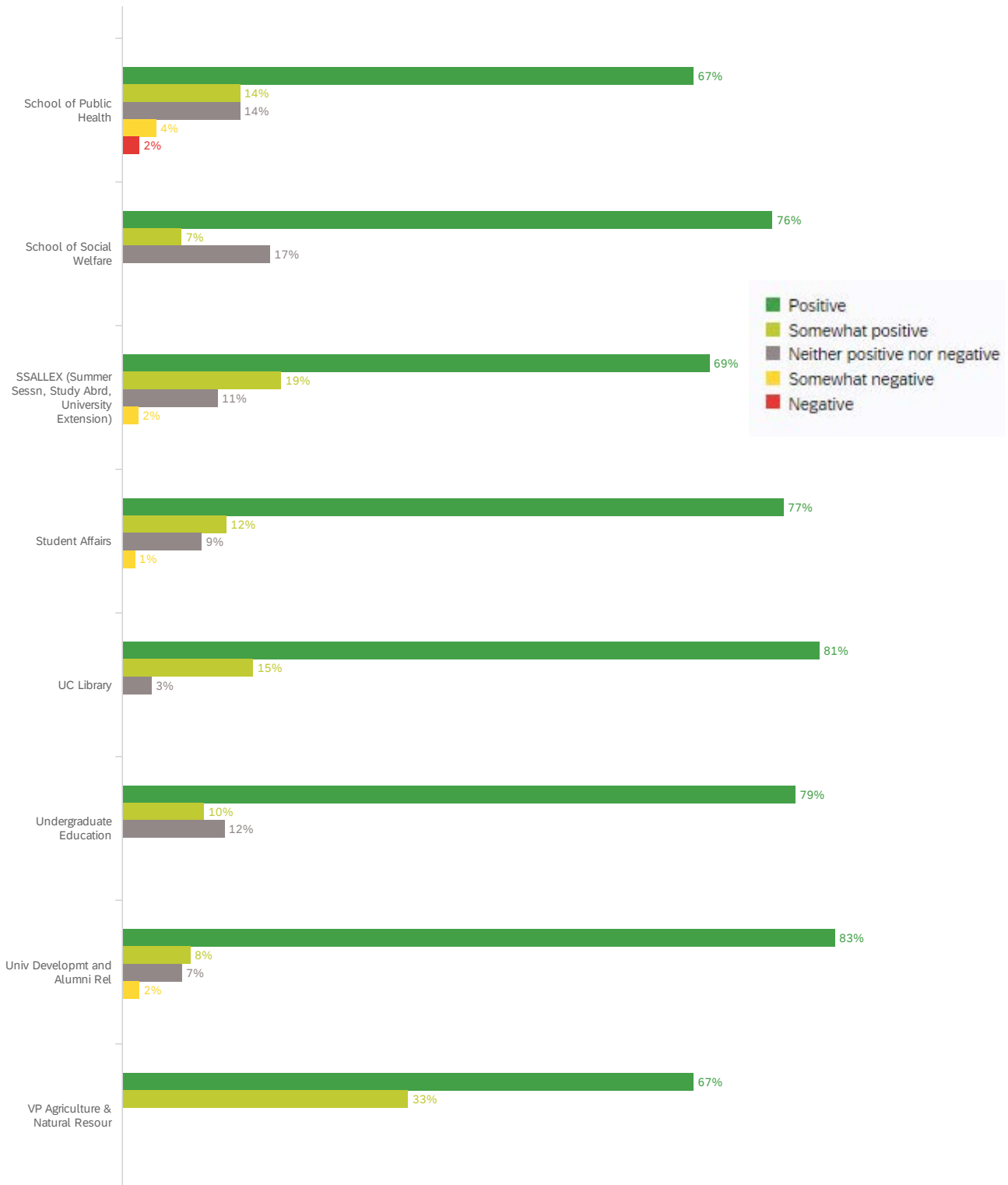
Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	43%	3	29%	2	29%	2	0%	0	0%	0	4.14	7
Administration	81%	209	9%	22	9%	22	2%	4	0%	1	4.68	258
Athletics	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	4
Berkeley Art Museum/Pacific Film Archive	57%	4	14%	1	29%	2	0%	0	0%	0	4.29	7
Berkeley Law School	75%	39	10%	5	13%	7	2%	1	0%	0	4.58	52
Cal Performances	91%	10	0%	0	0%	0	0%	0	9%	1	4.64	11
Col of Environmental Design	64%	7	18%	2	18%	2	0%	0	0%	0	4.45	11
College of Chemistry	80%	20	8%	2	8%	2	4%	1	0%	0	4.64	25
College of Engineering	78%	79	7%	7	14%	14	1%	1	0%	0	4.62	101
College of Natural Resources	64%	18	25%	7	11%	3	0%	0	0%	0	4.54	28
Division of Computing, Data Science, and Society	77%	10	8%	1	8%	1	8%	1	0%	0	4.54	13
Equity & Inclusion Div	78%	18	13%	3	4%	1	4%	1	0%	0	4.65	23
EVCP	50%	3	17%	1	33%	2	0%	0	0%	0	4.17	6
Finance	80%	47	10%	6	8%	5	2%	1	0%	0	4.68	59
Goldman Sch of Public Policy	83%	10	0%	0	17%	2	0%	0	0%	0	4.67	12
Graduate Division	73%	8	18%	2	0%	0	9%	1	0%	0	4.55	11
Graduate School of Education	80%	12	13%	2	7%	1	0%	0	0%	0	4.73	15
Haas School of Business	82%	50	8%	5	8%	5	0%	0	2%	1	4.69	61
L&S Arts & Humanities	73%	41	13%	7	14%	8	0%	0	0%	0	4.59	56
L&S Biological Sciences	74%	32	12%	5	12%	5	0%	0	2%	1	4.56	43
L&S Core, L&S Undergraduate Studies	68%	13	16%	3	11%	2	5%	1	0%	0	4.47	19
L&S Math & Physical Sci	57%	20	29%	10	11%	4	3%	1	0%	0	4.40	35
L&S Social Sciences	68%	32	19%	9	9%	4	4%	2	0%	0	4.51	47
Office for the Faculty	75%	3	0%	0	25%	1	0%	0	0%	0	4.50	4
Office of the Chancellor	71%	15	10%	2	19%	4	0%	0	0%	0	4.52	21
Office of the Vice Provost for Academic Planning	67%	6	0%	0	11%	1	22%	2	0%	0	4.11	9
Research, Policy, Planng & Adm	70%	83	18%	21	8%	10	3%	4	1%	1	4.52	119
School of Information	75%	9	17%	2	8%	1	0%	0	0%	0	4.67	12
School of Journalism	80%	4	20%	1	0%	0	0%	0	0%	0	4.80	5
School of Optometry	67%	8	8%	1	25%	3	0%	0	0%	0	4.42	12
School of Public Health	68%	30	9%	4	20%	9	0%	0	2%	1	4.41	44
School of Social Welfare	76%	16	10%	2	14%	3	0%	0	0%	0	4.62	21
SSALLEX (Summer Sessn, Study Abrd, University Extension)	83%	29	6%	2	9%	3	3%	1	0%	0	4.69	35
Student Affairs	83%	112	7%	10	9%	12	1%	1	0%	0	4.73	135
UC Library	81%	39	13%	6	6%	3	0%	0	0%	0	4.75	48
Undergraduate Education	70%	19	11%	3	15%	4	0%	0	4%	1	4.44	27
Univ Developmt and Alumni Rel	75%	53	15%	11	8%	6	1%	1	0%	0	4.63	71
VP Agriculture & Natural Resour	100%	1	0%	0	0%	0	0%	0	0%	0	5.00	1

What impact has working remotely had on your relationship with others in your household?





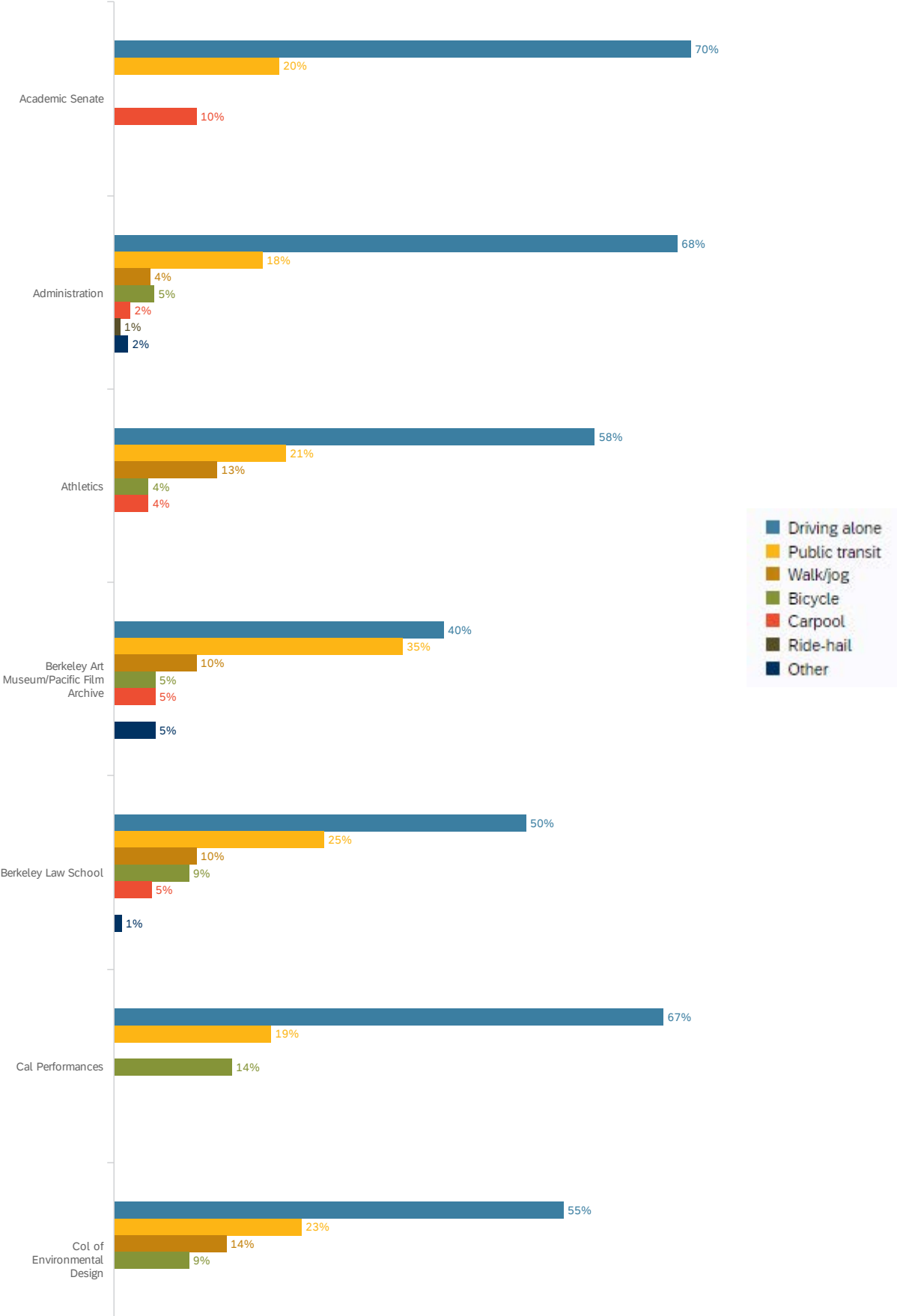


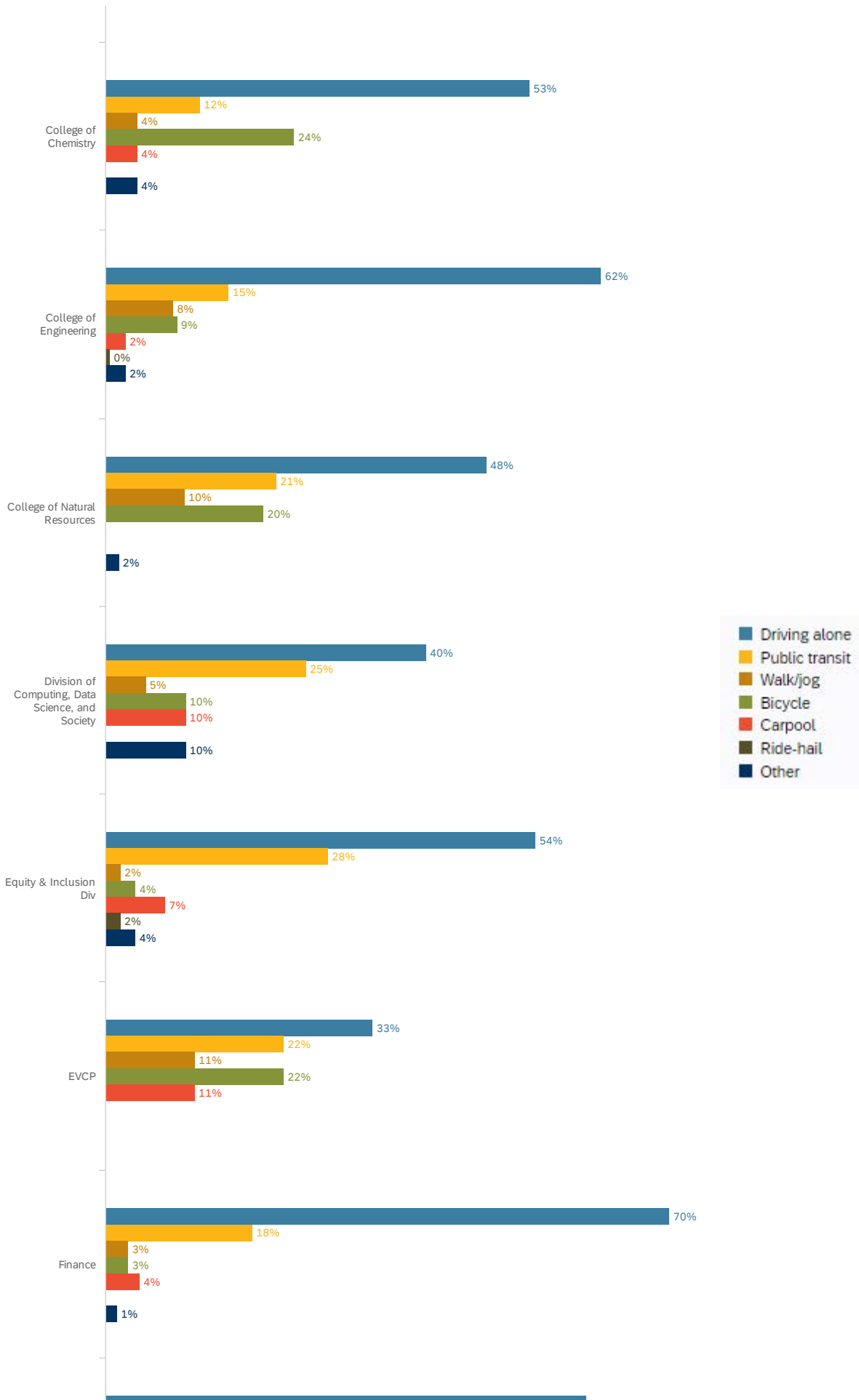


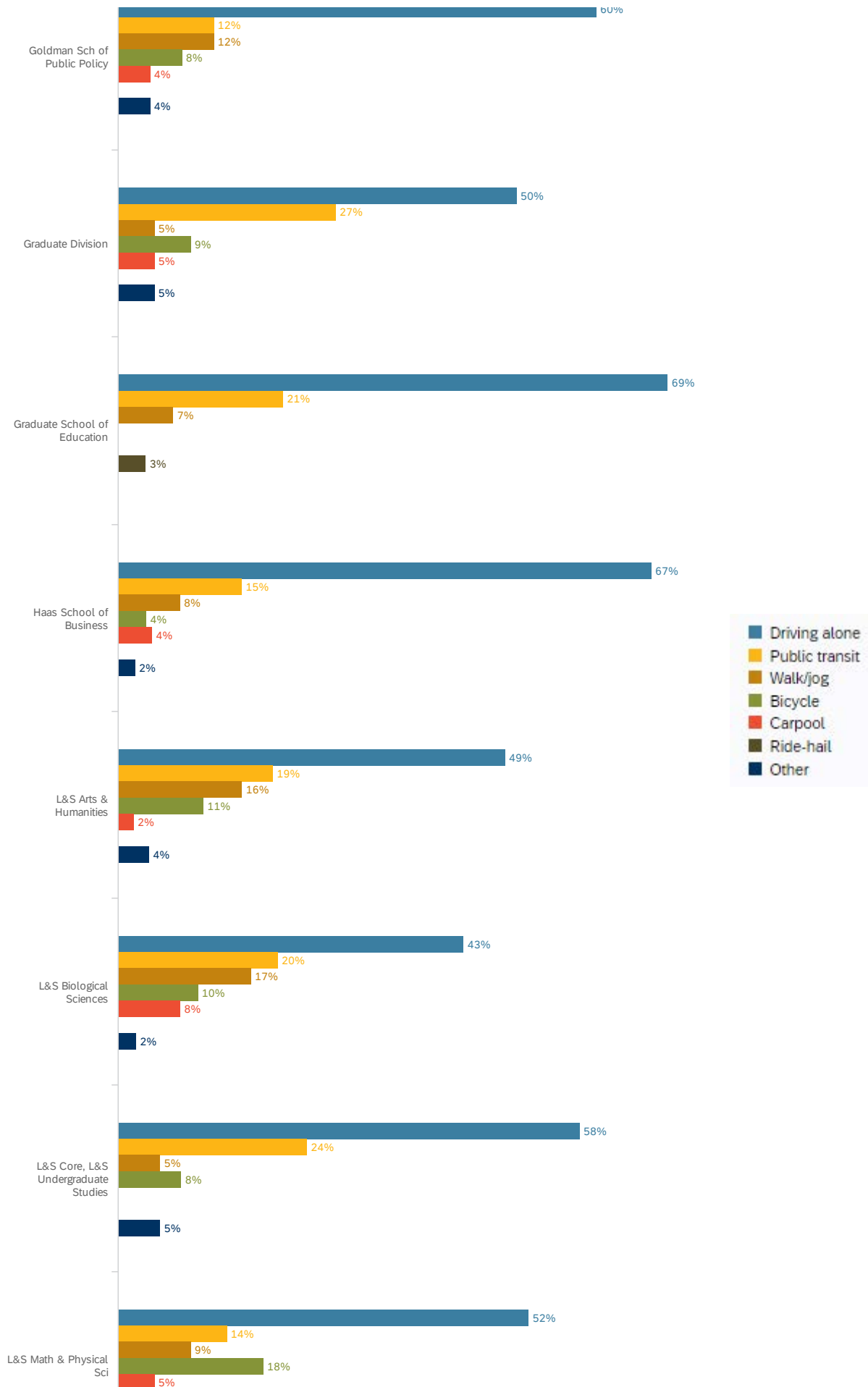
What impact has working remotely had on your relationship with others in your household?

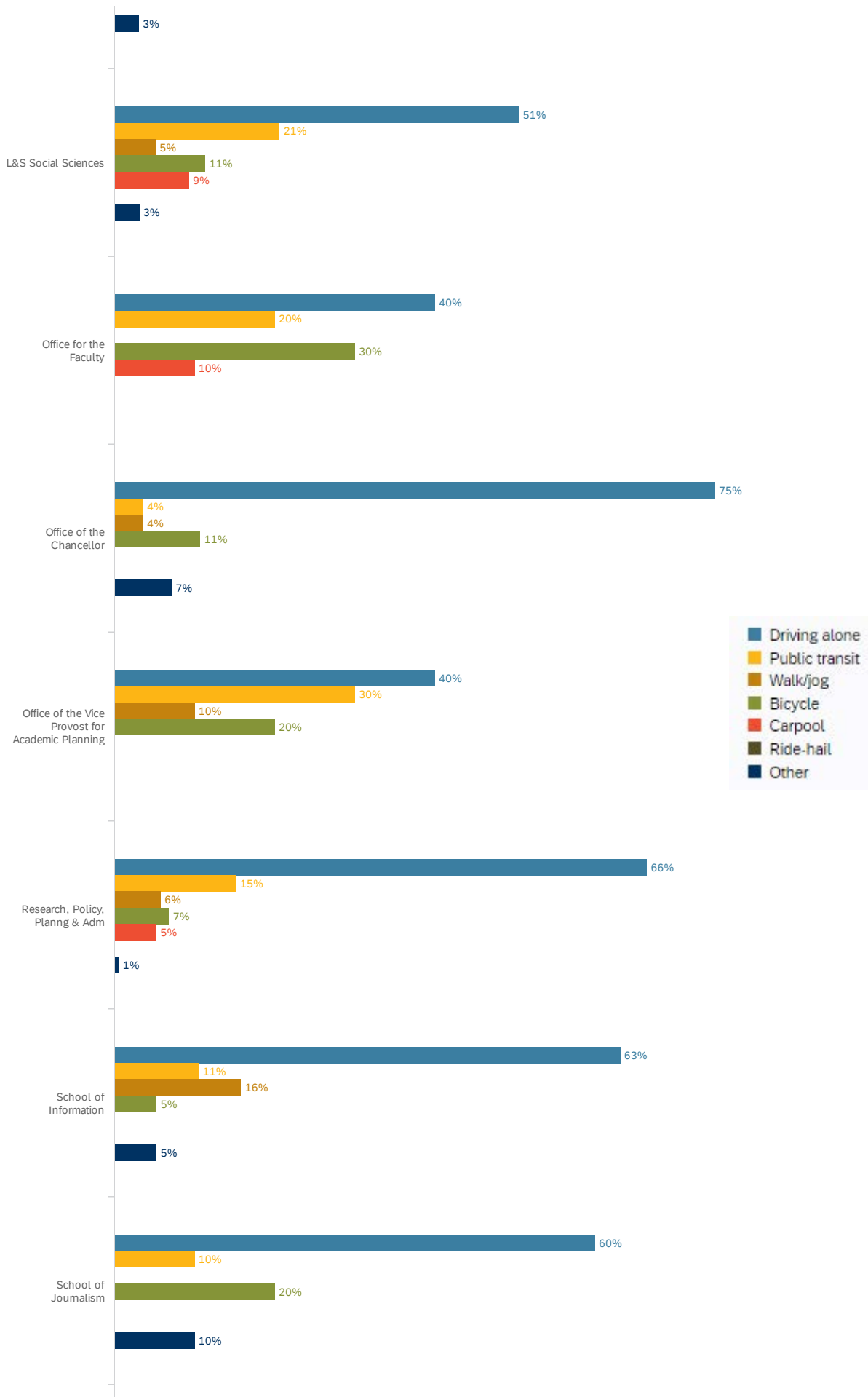
Question	Positive		Somewhat positive		Neither positive nor negative		Somewhat negative		Negative		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Senate	60%	3	0%	0	40%	2	0%	0	0%	0	4.20	5
Administration	77%	287	12%	46	10%	37	1%	2	0%	1	4.65	373
Athletics	67%	10	7%	1	20%	3	7%	1	0%	0	4.33	15
Berkeley Art Museum/Pacific Film Archive	70%	7	10%	1	10%	1	0%	0	10%	1	4.30	10
Berkeley Law School	76%	57	11%	8	13%	10	0%	0	0%	0	4.63	75
Cal Performances	80%	12	0%	0	7%	1	0%	0	13%	2	4.33	15
Col of Environmental Design	63%	10	6%	1	31%	5	0%	0	0%	0	4.31	16
College of Chemistry	74%	31	10%	4	14%	6	0%	0	2%	1	4.52	42
College of Engineering	74%	101	11%	15	15%	21	0%	0	0%	0	4.58	137
College of Natural Resources	74%	28	8%	3	18%	7	0%	0	0%	0	4.55	38
Division of Computing, Data Science, and Society	86%	12	0%	0	14%	2	0%	0	0%	0	4.71	14
Equity & Inclusion Div	86%	37	9%	4	2%	1	2%	1	0%	0	4.79	43
EVCP	57%	4	14%	1	29%	2	0%	0	0%	0	4.29	7
Finance	77%	57	8%	6	14%	10	1%	1	0%	0	4.61	74
Goldman Sch of Public Policy	88%	15	0%	0	12%	2	0%	0	0%	0	4.76	17
Graduate Division	93%	14	0%	0	0%	0	7%	1	0%	0	4.80	15
Graduate School of Education	75%	18	21%	5	4%	1	0%	0	0%	0	4.71	24
Haas School of Business	76%	78	10%	10	14%	14	1%	1	0%	0	4.60	103
L&S Arts & Humanities	74%	46	10%	6	13%	8	3%	2	0%	0	4.55	62
L&S Biological Sciences	71%	41	7%	4	19%	11	0%	0	3%	2	4.41	58
L&S Core, L&S Undergraduate Studies	68%	19	14%	4	18%	5	0%	0	0%	0	4.50	28
L&S Math & Physical Sci	71%	30	17%	7	12%	5	0%	0	0%	0	4.60	42
L&S Social Sciences	73%	47	11%	7	13%	8	3%	2	0%	0	4.55	64
Office for the Faculty	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	4
Office of the Chancellor	87%	20	0%	0	13%	3	0%	0	0%	0	4.74	23
Office of the Vice Provost for Academic Planning	70%	7	10%	1	10%	1	10%	1	0%	0	4.40	10
Research, Policy, Planng & Adm	73%	91	11%	14	11%	14	4%	5	0%	0	4.54	124
School of Information	86%	12	7%	1	7%	1	0%	0	0%	0	4.79	14
School of Journalism	57%	4	29%	2	14%	1	0%	0	0%	0	4.43	7
School of Optometry	75%	12	6%	1	19%	3	0%	0	0%	0	4.56	16
School of Public Health	67%	34	14%	7	14%	7	4%	2	2%	1	4.39	51
School of Social Welfare	76%	22	7%	2	17%	5	0%	0	0%	0	4.59	29
SSALLEX (Summer Sessn, Study Abrd, University Extension)	69%	37	19%	10	11%	6	2%	1	0%	0	4.54	54
Student Affairs	77%	159	12%	25	9%	19	1%	3	0%	0	4.65	206
UC Library	81%	48	15%	9	3%	2	0%	0	0%	0	4.78	59
Undergraduate Education	79%	33	10%	4	12%	5	0%	0	0%	0	4.67	42
Univ Developmt and Alumni Rel	83%	84	8%	8	7%	7	2%	2	0%	0	4.72	101
VP Agriculture & Natural Resour	67%	2	33%	1	0%	0	0%	0	0%	0	4.67	3

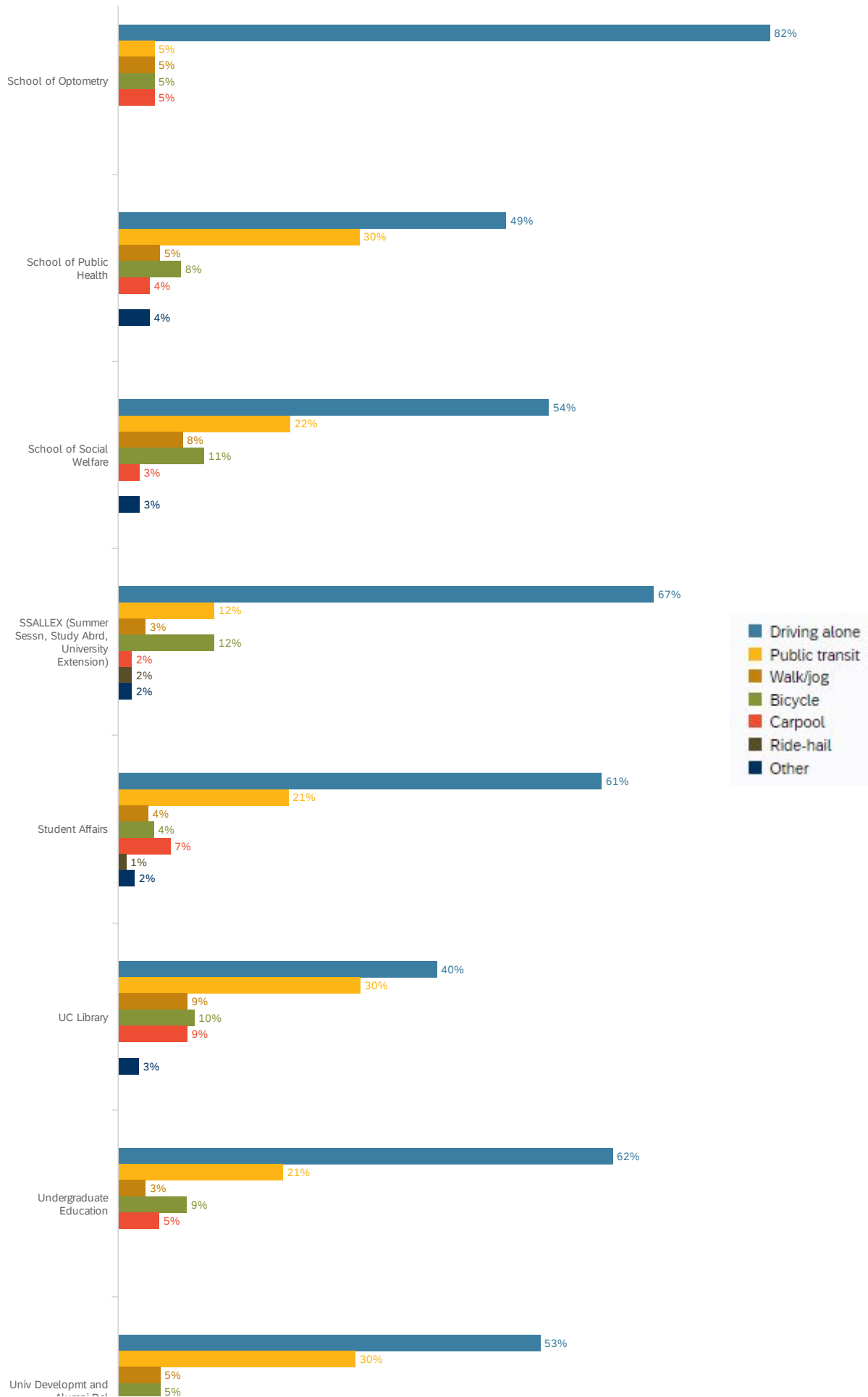
On days you come to campus, how do you/will you commute?

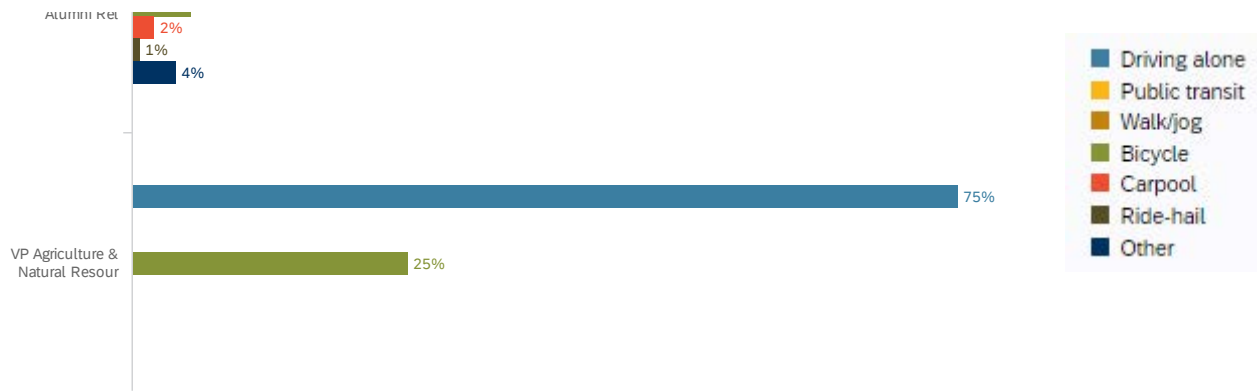










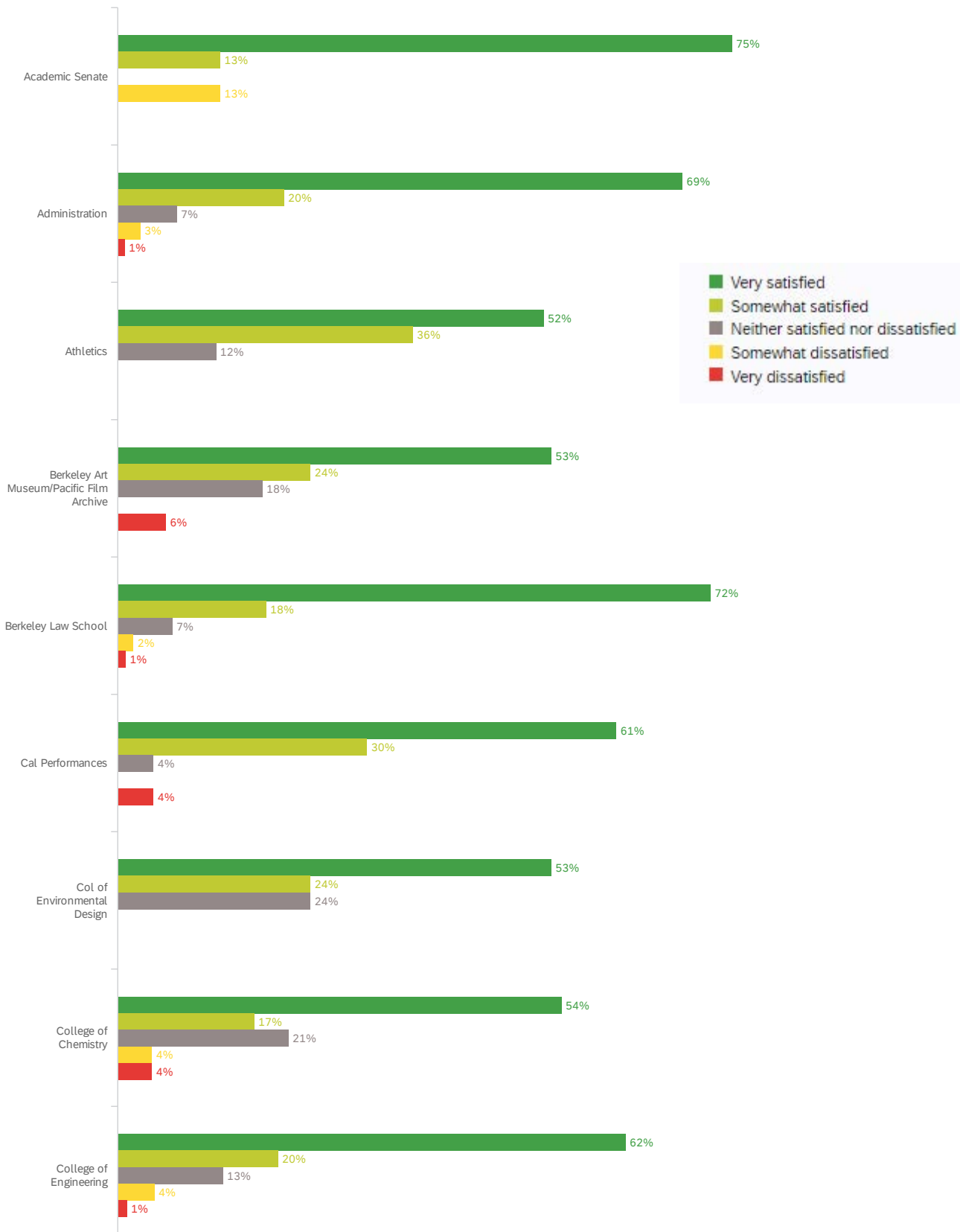


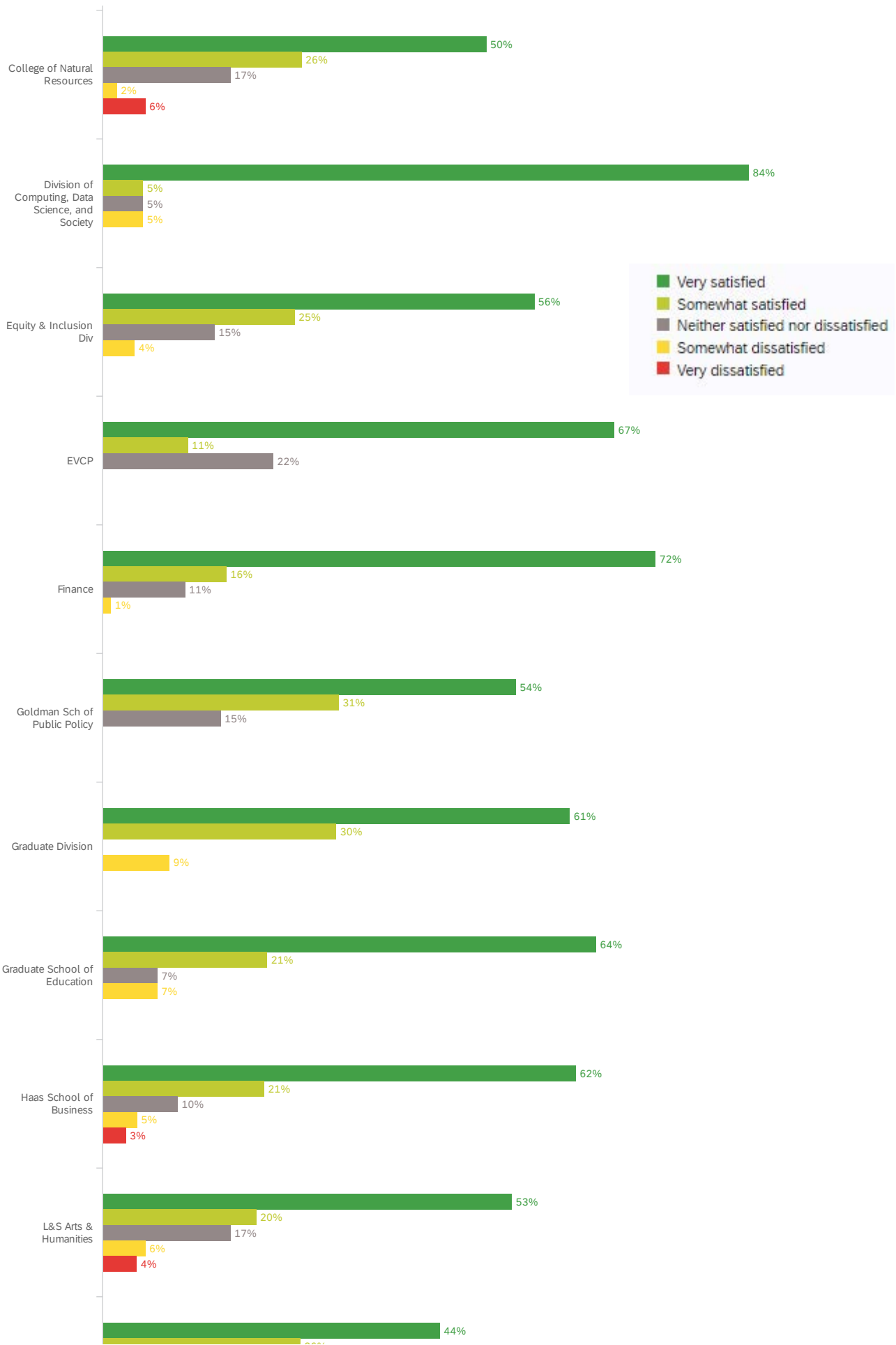
#	Field	Driving alone	Public transit	Walk/jog	Bicycle	Carpool	Ride-hail	Other
1	Academic Senate	70% 7	20% 2	0% 0	0% 0	10% 1	0% 0	0% 0
3	Administration	68% 281	18% 74	4% 18	5% 20	2% 8	1% 3	2% 7
4	Athletics	58% 14	21% 5	13% 3	4% 1	4% 1	0% 0	0% 0
5	Berkeley Art Museum/Pacific Film Archive	40% 8	35% 7	10% 2	5% 1	5% 1	0% 0	5% 1
6	Berkeley Law School	50% 55	25% 28	10% 11	9% 10	5% 5	0% 0	1% 1
7	Cal Performances	67% 14	19% 4	0% 0	14% 3	0% 0	0% 0	0% 0
8	Col of Environmental Design	55% 12	23% 5	14% 3	9% 2	0% 0	0% 0	0% 0
9	College of Chemistry	53% 27	12% 6	4% 2	24% 12	4% 2	0% 0	4% 2
10	College of Engineering	62% 125	15% 31	8% 17	9% 18	2% 5	0% 1	2% 5
11	College of Natural Resources	48% 29	21% 13	10% 6	20% 12	0% 0	0% 0	2% 1
12	Division of Computing, Data Science, and Society	40% 8	25% 5	5% 1	10% 2	10% 2	0% 0	10% 2
13	Equity & Inclusion Div	54% 29	28% 15	2% 1	4% 2	7% 4	2% 1	4% 2
14	EVCP	33% 3	22% 2	11% 1	22% 2	11% 1	0% 0	0% 0
15	Finance	70% 50	18% 13	3% 2	3% 2	4% 3	0% 0	1% 1
16	Goldman Sch of Public Policy	60% 15	12% 3	12% 3	8% 2	4% 1	0% 0	4% 1
17	Graduate Division	50% 11	27% 6	5% 1	9% 2	5% 1	0% 0	5% 1
18	Graduate School of Education	69% 20	21% 6	7% 2	0% 0	0% 0	3% 1	0% 0
19	Haas School of Business	67% 95	15% 22	8% 11	4% 5	4% 6	0% 0	2% 3

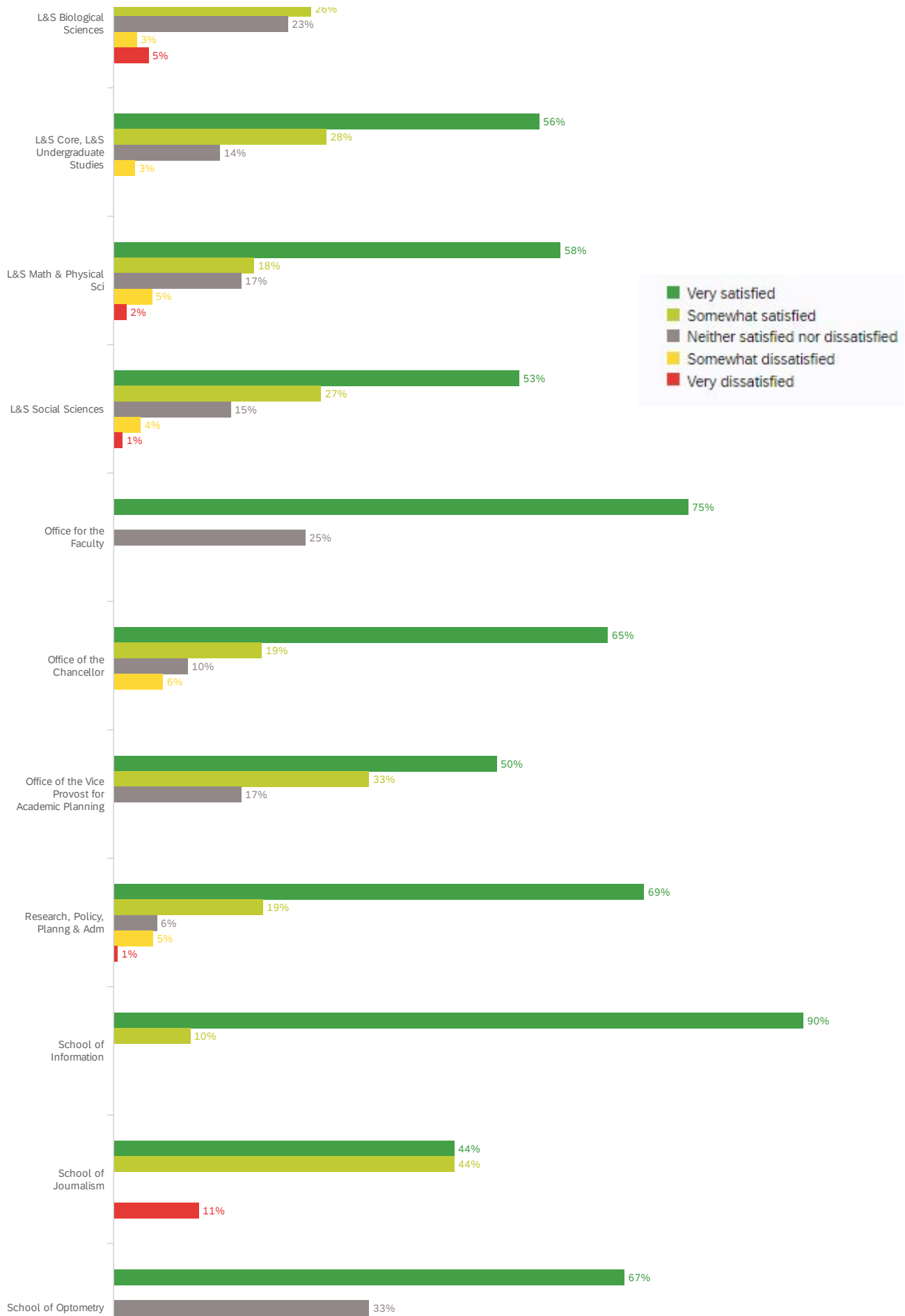
#	Field	Driving alone	Public transit	Walk/jog	Bicycle	Carpool	Ride-hail	Other
20	L&S Arts & Humanities	49% 50	19% 20	16% 16	11% 11	2% 2	0% 0	4% 4
21	L&S Biological Sciences	43% 39	20% 18	17% 15	10% 9	8% 7	0% 0	2% 2
22	L&S Core, L&S Undergraduate Studies	58% 22	24% 9	5% 2	8% 3	0% 0	0% 0	5% 2
23	L&S Math & Physical Sci	52% 34	14% 9	9% 6	18% 12	5% 3	0% 0	3% 2
24	L&S Social Sciences	51% 49	21% 20	5% 5	11% 11	9% 9	0% 0	3% 3
25	Office for the Faculty	40% 4	20% 2	0% 0	30% 3	10% 1	0% 0	0% 0
26	Office of the Chancellor	75% 21	4% 1	4% 1	11% 3	0% 0	0% 0	7% 2
27	Office of the Vice Provost for Academic Planning	40% 8	30% 6	10% 2	20% 4	0% 0	0% 0	0% 0
28	Research, Policy, Plannng & Adm	66% 127	15% 29	6% 11	7% 13	5% 10	0% 0	1% 1
39	School of Information	63% 12	11% 2	16% 3	5% 1	0% 0	0% 0	5% 1
29	School of Journalism	60% 6	10% 1	0% 0	20% 2	0% 0	0% 0	10% 1
30	School of Optometry	82% 18	5% 1	5% 1	5% 1	5% 1	0% 0	0% 0
31	School of Public Health	49% 37	30% 23	5% 4	8% 6	4% 3	0% 0	4% 3
32	School of Social Welfare	54% 20	22% 8	8% 3	11% 4	3% 1	0% 0	3% 1
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	67% 39	12% 7	3% 2	12% 7	2% 1	2% 1	2% 1
34	Student Affairs	61% 176	21% 62	4% 11	4% 13	7% 19	1% 3	2% 6
35	UC Library	40% 46	30% 35	9% 10	10% 11	9% 10	0% 0	3% 3
36	Undergraduate Education	62% 36	21% 12	3% 2	9% 5	5% 3	0% 0	0% 0
37	Univ Developmt and Alumni Rel	53% 80	30% 45	5% 8	5% 8	2% 3	1% 1	4% 6
38	VP Agriculture & Natural Resour	75% 3	0% 0	0% 0	25% 1	0% 0	0% 0	0% 0

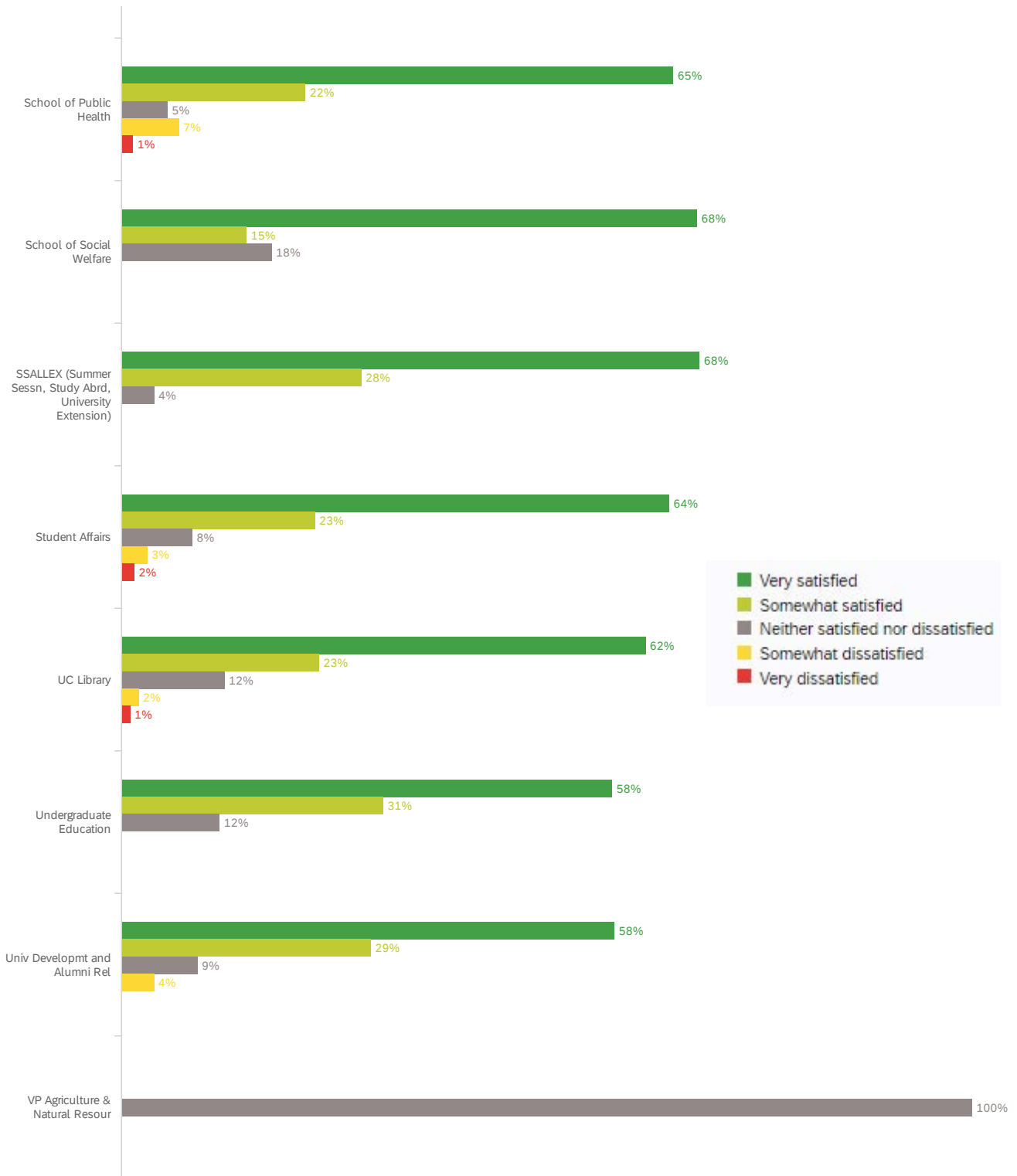
Showing rows 1 - 38 of 38

How satisfied have you been with the technical support you've received while working remotely?





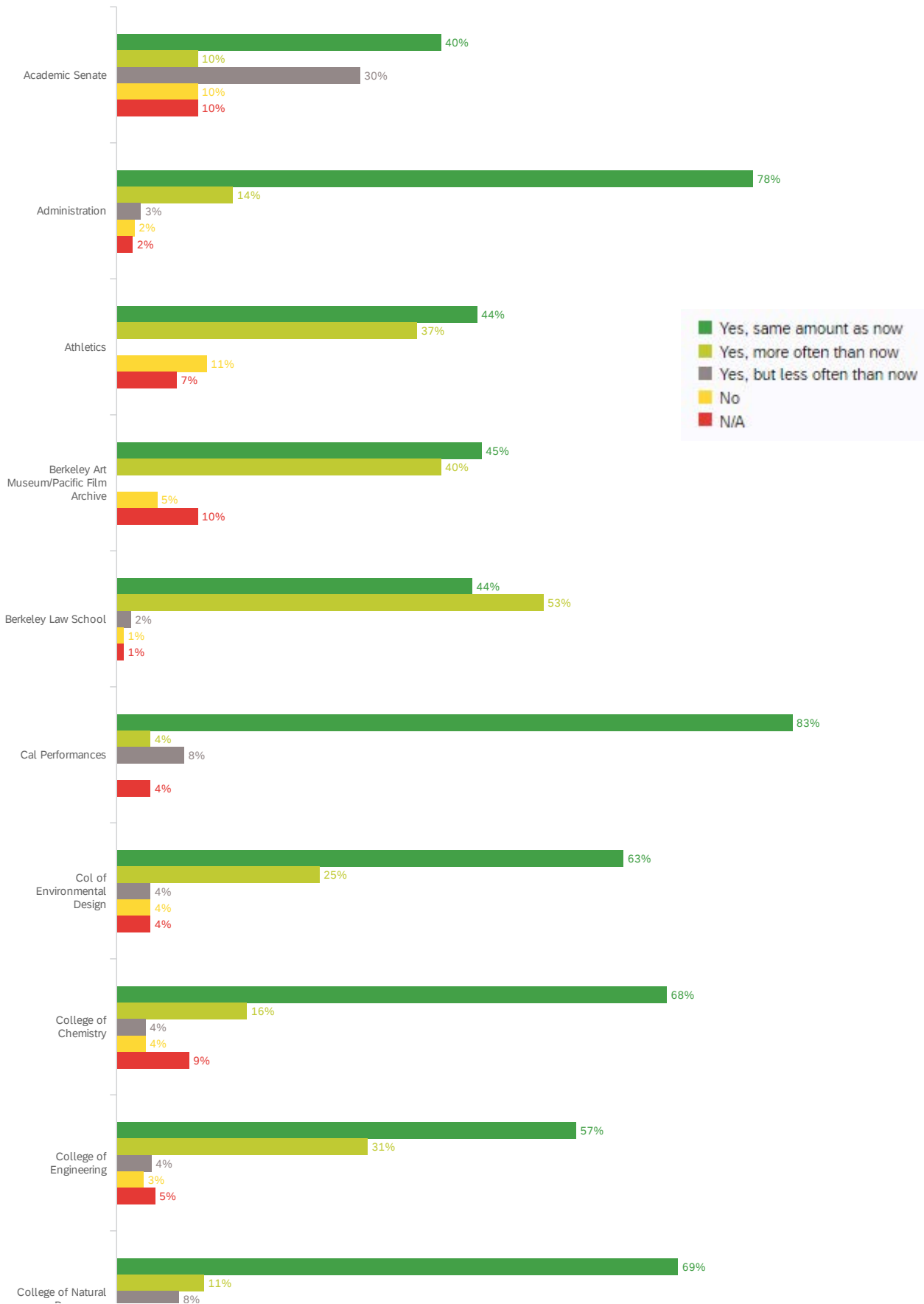


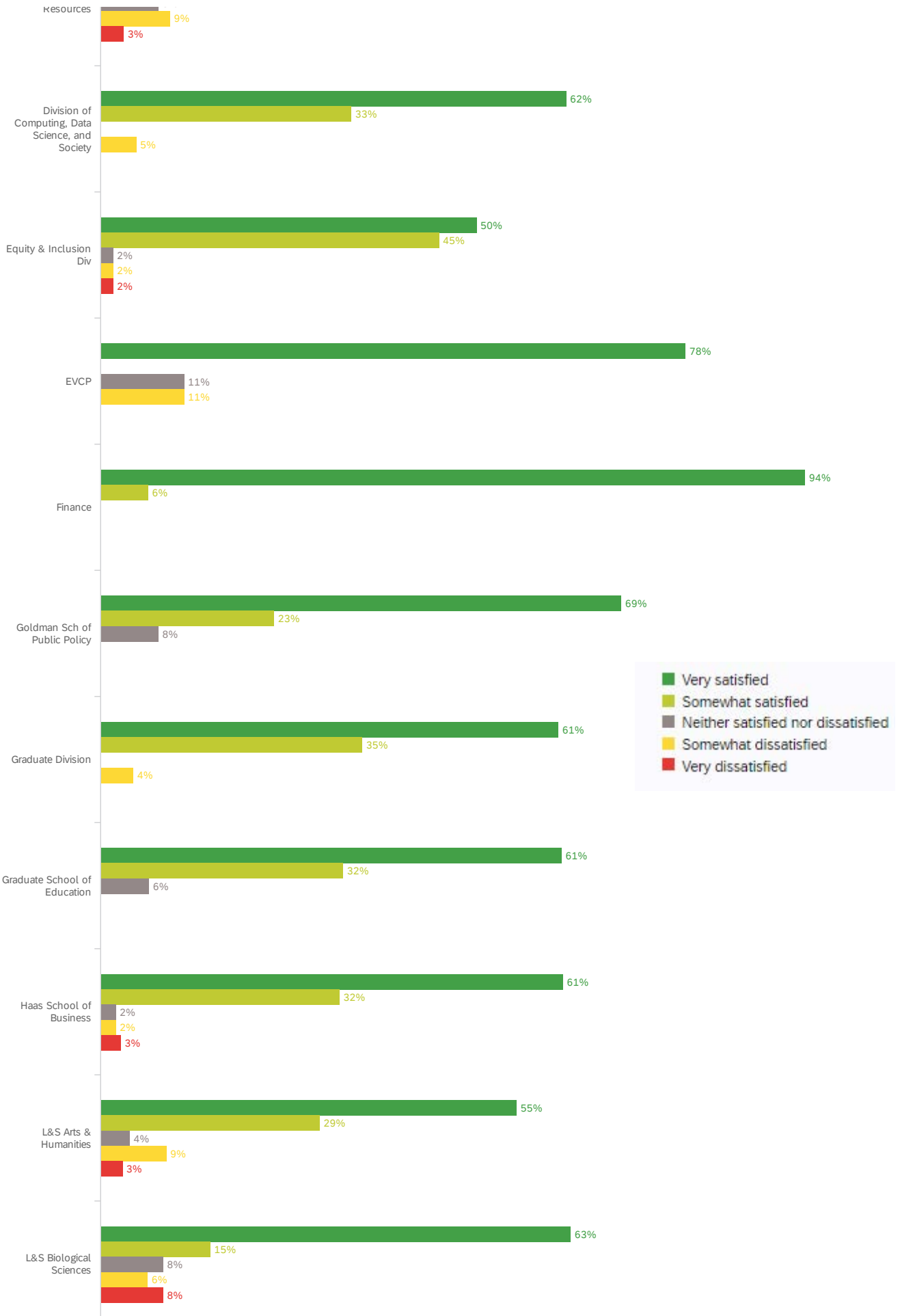


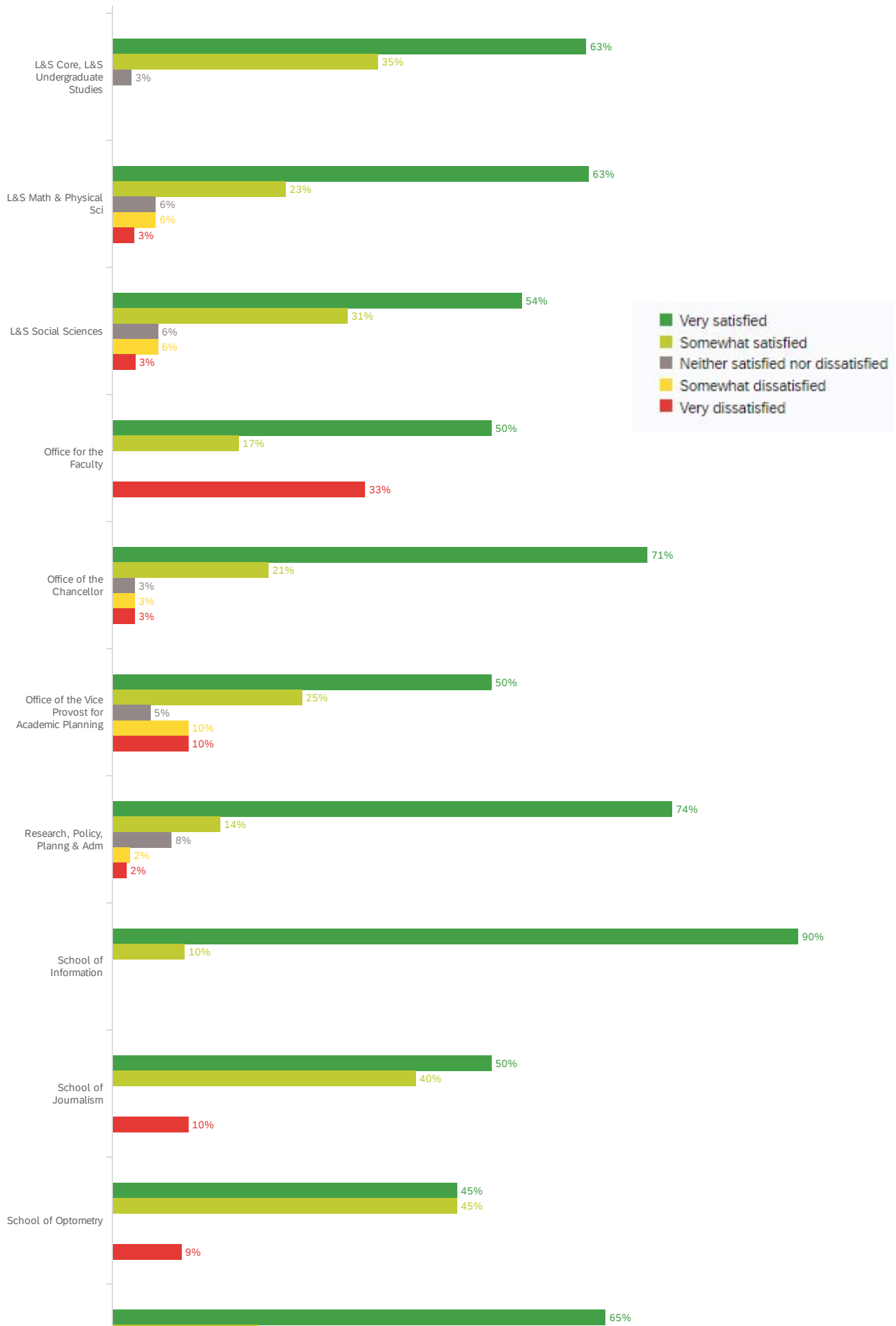
How satisfied have you been with the technical support you've received while working remotely?

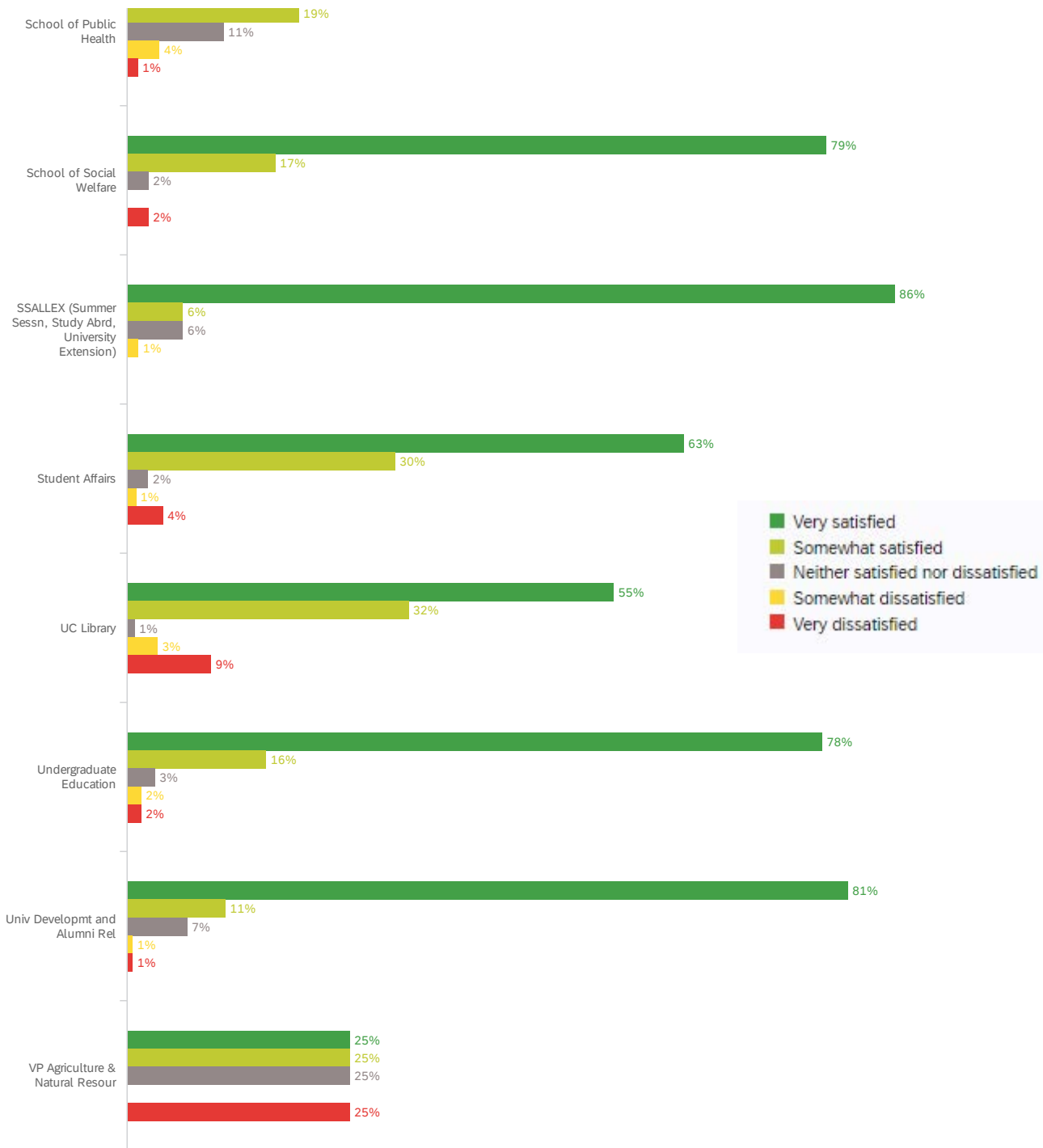
Question	Very satisfied		Somewhat satisfied		Neither satisfied nor dissatisfied		Somewhat dissatisfied		Very dissatisfied		Avg. Score	Total
	%	N	%	N	%	N	%	N	%	N		
Academic Senate	75%	6	13%	1	0%	0	13%	1	0%	0	4.50	8
Administration	69%	326	20%	96	7%	34	3%	13	1%	4	4.54	473
Athletics	52%	13	36%	9	12%	3	0%	0	0%	0	4.40	25
Berkeley Art Museum/Pacific Film Archive	53%	9	24%	4	18%	3	0%	0	6%	1	4.18	17
Berkeley Law School	72%	76	18%	19	7%	7	2%	2	1%	1	4.59	105
Cal Performances	61%	14	30%	7	4%	1	0%	0	4%	1	4.43	23
Col of Environmental Design	53%	9	24%	4	24%	4	0%	0	0%	0	4.29	17
College of Chemistry	54%	26	17%	8	21%	10	4%	2	4%	2	4.13	48
College of Engineering	62%	111	20%	35	13%	23	4%	8	1%	2	4.37	179
College of Natural Resources	50%	27	26%	14	17%	9	2%	1	6%	3	4.13	54
Division of Computing, Data Science, and Society	84%	16	5%	1	5%	1	5%	1	0%	0	4.68	19
Equity & Inclusion Div	56%	27	25%	12	15%	7	4%	2	0%	0	4.33	48
EVCP	67%	6	11%	1	22%	2	0%	0	0%	0	4.44	9
Finance	72%	67	16%	15	11%	10	1%	1	0%	0	4.59	93
Goldman Sch of Public Policy	54%	14	31%	8	15%	4	0%	0	0%	0	4.38	26
Graduate Division	61%	14	30%	7	0%	0	9%	2	0%	0	4.43	23
Graduate School of Education	64%	18	21%	6	7%	2	7%	2	0%	0	4.43	28
Haas School of Business	62%	82	21%	28	10%	13	5%	6	3%	4	4.34	133
L&S Arts & Humanities	53%	48	20%	18	17%	15	6%	5	4%	4	4.12	90
L&S Biological Sciences	44%	29	26%	17	23%	15	3%	2	5%	3	4.02	66
L&S Core, L&S Undergraduate Studies	56%	20	28%	10	14%	5	3%	1	0%	0	4.36	36
L&S Math & Physical Sci	58%	35	18%	11	17%	10	5%	3	2%	1	4.27	60
L&S Social Sciences	53%	45	27%	23	15%	13	4%	3	1%	1	4.27	85
Office for the Faculty	75%	6	0%	0	25%	2	0%	0	0%	0	4.50	8
Office of the Chancellor	65%	20	19%	6	10%	3	6%	2	0%	0	4.42	31
Office of the Vice Provost for Academic Planning	50%	9	33%	6	17%	3	0%	0	0%	0	4.33	18
Research, Policy, Planng & Adm	69%	135	19%	38	6%	11	5%	10	1%	1	4.52	195
School of Information	90%	18	10%	2	0%	0	0%	0	0%	0	4.90	20
School of Journalism	44%	4	44%	4	0%	0	0%	0	11%	1	4.11	9
School of Optometry	67%	12	0%	0	33%	6	0%	0	0%	0	4.33	18
School of Public Health	65%	48	22%	16	5%	4	7%	5	1%	1	4.42	74
School of Social Welfare	68%	23	15%	5	18%	6	0%	0	0%	0	4.50	34
SSALLEX (Summer Sessn, Study Abrd, University Extension)	68%	53	28%	22	4%	3	0%	0	0%	0	4.64	78
Student Affairs	64%	170	23%	60	8%	22	3%	8	2%	4	4.45	264
UC Library	62%	61	23%	23	12%	12	2%	2	1%	1	4.42	99
Undergraduate Education	58%	30	31%	16	12%	6	0%	0	0%	0	4.46	52
Univ Developmt and Alumni Rel	58%	91	29%	46	9%	14	4%	6	0%	0	4.41	157
VP Agriculture & Natural Resour	0%	0	0%	0	100%	1	0%	0	0%	0	3.00	1

Would you like to continue working remotely?









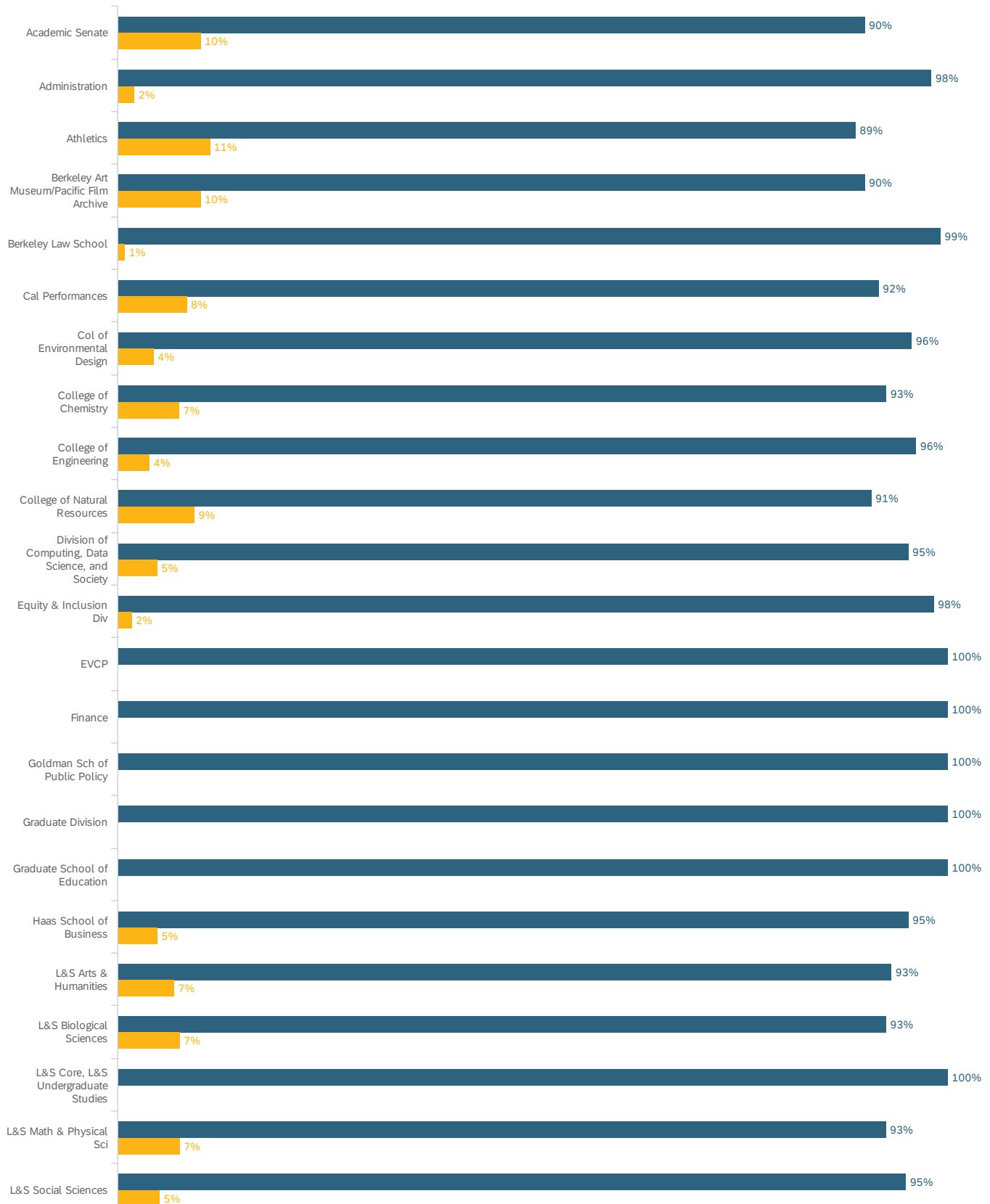
#	Field	Yes, same amount as now	Yes, more often than now	Yes, but less often than now	No	N/A	Total
1	Academic Senate	40% 4	10% 1	30% 3	10% 1	10% 1	10
3	Administration	78% 394	14% 72	3% 15	2% 11	2% 10	502
4	Athletics	44% 12	37% 10	0% 0	11% 3	7% 2	27
5	Berkeley Art Museum/Pacific Film Archive	45% 9	40% 8	0% 0	5% 1	10% 2	20
6	Berkeley Law School	44% 50	53% 60	2% 2	1% 1	1% 1	114

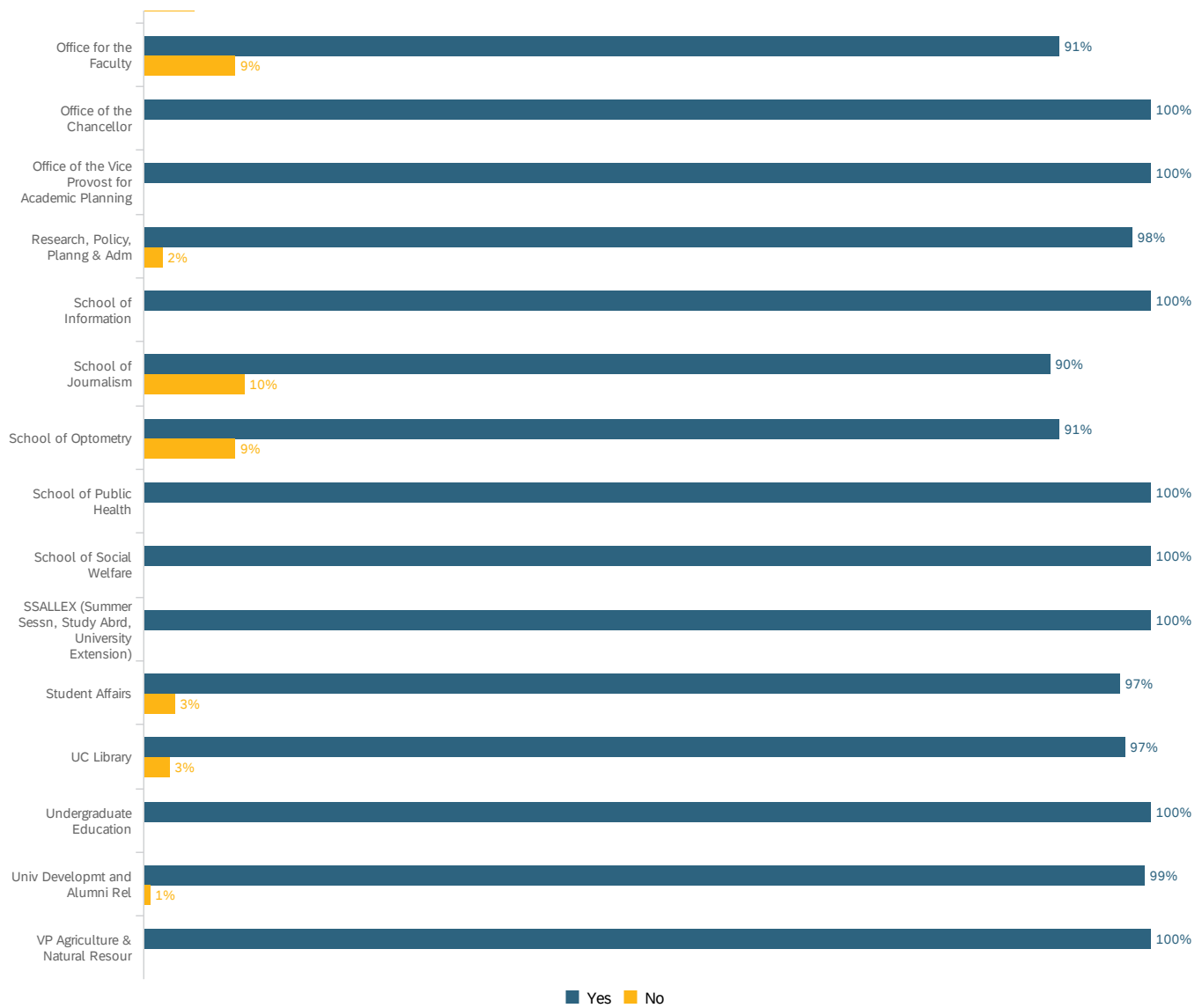
#	Field	Yes, same amount as now		Yes, more often than now		Yes, but less often than now		No		N/A		Total
7	Cal Performances	83%	20	4%	1	8%	2	0%	0	4%	1	24
8	Col of Environmental Design	63%	15	25%	6	4%	1	4%	1	4%	1	24
9	College of Chemistry	68%	38	16%	9	4%	2	4%	2	9%	5	56
10	College of Engineering	57%	119	31%	65	4%	9	3%	7	5%	10	210
11	College of Natural Resources	69%	45	11%	7	8%	5	9%	6	3%	2	65
12	Division of Computing, Data Science, and Society	62%	13	33%	7	0%	0	5%	1	0%	0	21
13	Equity & Inclusion Div	50%	30	45%	27	2%	1	2%	1	2%	1	60
14	EVCP	78%	7	0%	0	11%	1	11%	1	0%	0	9
15	Finance	94%	89	6%	6	0%	0	0%	0	0%	0	95
16	Goldman Sch of Public Policy	69%	18	23%	6	8%	2	0%	0	0%	0	26
17	Graduate Division	61%	14	35%	8	0%	0	4%	1	0%	0	23
18	Graduate School of Education	61%	19	32%	10	6%	2	0%	0	0%	0	31
19	Haas School of Business	61%	91	32%	47	2%	3	2%	3	3%	4	148
20	L&S Arts & Humanities	55%	57	29%	30	4%	4	9%	9	3%	3	103
21	L&S Biological Sciences	63%	60	15%	14	8%	8	6%	6	8%	8	96
22	L&S Core, L&S Undergraduate Studies	63%	25	35%	14	3%	1	0%	0	0%	0	40
23	L&S Math & Physical Sci	63%	44	23%	16	6%	4	6%	4	3%	2	70
24	L&S Social Sciences	54%	54	31%	31	6%	6	6%	6	3%	3	100
25	Office for the Faculty	50%	6	17%	2	0%	0	0%	0	33%	4	12
26	Office of the Chancellor	71%	24	21%	7	3%	1	3%	1	3%	1	34
27	Office of the Vice Provost for Academic Planning	50%	10	25%	5	5%	1	10%	2	10%	2	20
28	Research, Policy, Planng & Adm	74%	161	14%	31	8%	17	2%	5	2%	4	218
39	School of Information	90%	19	10%	2	0%	0	0%	0	0%	0	21
29	School of Journalism	50%	5	40%	4	0%	0	0%	0	10%	1	10
30	School of Optometry	45%	10	45%	10	0%	0	0%	0	9%	2	22
31	School of Public Health	65%	54	19%	16	11%	9	4%	3	1%	1	83
32	School of Social Welfare	79%	33	17%	7	2%	1	0%	0	2%	1	42

#	Field	Yes, same amount as now	Yes, more often than now	Yes, but less often than now	No	N/A	Total
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	86% 69	6% 5	6% 5	1% 1	0% 0	80
34	Student Affairs	63% 187	30% 90	2% 7	1% 3	4% 12	299
35	UC Library	55% 64	32% 37	1% 1	3% 4	9% 11	117
36	Undergraduate Education	78% 50	16% 10	3% 2	2% 1	2% 1	64
37	Univ Developmt and Alumni Rel	81% 132	11% 18	7% 11	1% 1	1% 1	163
38	VP Agriculture & Natural Resour	25% 1	25% 1	25% 1	0% 0	25% 1	4

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Regardless of how much you are (or are not) working remotely, do you think that UC Berkeley benefits from offering Flexible Work Arrangements?





#	Field	Yes	No	Total
1	Academic Senate	90% 9	10% 1	10
3	Administration	98% 489	2% 10	499
4	Athletics	89% 24	11% 3	27
5	Berkeley Art Museum/Pacific Film Archive	90% 18	10% 2	20
6	Berkeley Law School	99% 114	1% 1	115
7	Cal Performances	92% 22	8% 2	24
8	Col of Environmental Design	96% 22	4% 1	23
9	College of Chemistry	93% 50	7% 4	54
10	College of Engineering	96% 201	4% 8	209
11	College of Natural Resources	91% 59	9% 6	65

#	Field	Yes	No	Total
12	Division of Computing, Data Science, and Society	95% 20	5% 1	21
13	Equity & Inclusion Div	98% 58	2% 1	59
14	EVCP	100% 9	0% 0	9
15	Finance	100% 95	0% 0	95
16	Goldman Sch of Public Policy	100% 25	0% 0	25
17	Graduate Division	100% 23	0% 0	23
18	Graduate School of Education	100% 31	0% 0	31
19	Haas School of Business	95% 140	5% 7	147
20	L&S Arts & Humanities	93% 96	7% 7	103
21	L&S Biological Sciences	93% 87	7% 7	94
22	L&S Core, L&S Undergraduate Studies	100% 40	0% 0	40
23	L&S Math & Physical Sci	93% 62	7% 5	67
24	L&S Social Sciences	95% 94	5% 5	99
25	Office for the Faculty	91% 10	9% 1	11
26	Office of the Chancellor	100% 34	0% 0	34
27	Office of the Vice Provost for Academic Planning	100% 20	0% 0	20
28	Research, Policy, Planng & Adm	98% 212	2% 4	216
39	School of Information	100% 21	0% 0	21
29	School of Journalism	90% 9	10% 1	10
30	School of Optometry	91% 20	9% 2	22
31	School of Public Health	100% 83	0% 0	83
32	School of Social Welfare	100% 42	0% 0	42
33	SSALLEX (Summer Sessn, Study Abrd, University Extension)	100% 78	0% 0	78
34	Student Affairs	97% 284	3% 9	293
35	UC Library	97% 114	3% 3	117
36	Undergraduate Education	100% 61	0% 0	61
37	Univ Developmt and Alumni Rel	99% 160	1% 1	161
38	VP Agriculture & Natural Resour	100% 4	0% 0	4