

York University

**IMPACTS OF COVID-19
ON THE WORKING
ARRANGEMENTS OF
FACULTY AND STAFF**

Report

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TABLE OF CONTENTS

EXECUTIVE SUMMARY	3
Introduction	4
Methods	5
Individual Characteristics	5
Work Factors	7
Report Tables	8
Table 1: Sample statistics of individual characteristics	9
Table 2: Preferred arrangement of work	10
Table 3: How work arrangements changed	13
Table 4: Personal experiences and satisfaction	25
Table 5: Work expectations, work-space, and work environment	31
Conclusion	40
APPENDIX 1: York and other Canadian Universities Compared	41
APPENDIX 2: Power Analysis	66

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This report is based on findings from a survey conducted at York University in August/September 2020. The original survey was designed and led by Professor Emeritus David Peetz and Professor Emeritus Glenda Strachan at Griffith University in Australia, then adapted slightly for the Canadian context, and administered at a total of seven universities in Australia and seven universities in Canada. The local research at York was led by Assistant Professor Kelly Pike, School of Human Resource Management, on behalf of the Global Labour Research Centre. Quantitative data analysis is being led by Assistant Professor James Chowhan, School of Human Resource Management. This research has received ethics review and approval by the Human Participants Review Sub-Committee, York University's Ethics Review Board and conforms to the standards of the Canadian Tri-Council Research Ethics guidelines.

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This report represents the views of the authors and does not necessarily reflect the opinions of York University.

More information about the "COVID-19 Home-working by university staff survey" is available on the [project home page](#).

EXECUTIVE SUMMARY

This report presents descriptive findings based on data that were collected as part of the COVID Homeworking for University Staff Survey (CHUSS) project. The CHUSS is an international research collaboration (including researchers at 14 universities – seven in Australia and seven in Canada) looking into the impact of the COVID-19 pandemic on the working arrangements of faculty and staff at universities, and it is led by Dr. David Peetz at Griffith University, Australia. This report mainly focuses on cross-sectional survey data collected at York University (n=1,292) in August and September of 2020. The survey was sent to all York faculty and staff using email distribution lists. Participation in the survey was voluntary, and as such this implies the potential for non-response bias with the implication that caution would be required when interpreting the results.

Due to the COVID-19 pandemic, workplaces in Canada and around the world have needed to close facilities due to emergency government requirements, and as such workers began to engage in homeworking activities. For some workers, this was a seamless transition, while for others, the transition was not so easy. This study seeks to examine the impact of the COVID-19 pandemic on work factors of interest (i.e. preferred arrangement of work; how work arrangements changed; personal experiences and satisfaction; and work expectations, work-space, and work environment) across individual characteristics (including job role, gender, age, Indigenous, visible minority, immigrant status, activity limitation, and care responsibilities) for faculty and other staff (i.e. librarian or archivist; administrative, professional, technical and general staff; and senior university management) at York University.

The findings for York University indicate that most respondents reported increases in working from home (96.6%) compared to before the pandemic (6.7%) and for many the new arrangement was a preferred working arrangement post-pandemic (44.1%). Working at home seemed to create some challenges as 45% reported an increase in work interfering with personal life, while 39% reported an increase in personal life interfering with work. These challenges may have been mitigated in that 57% agreed that their workload was manageable; 52% agreed that the university provided adequate support to enable work at home, and 70% agreed with the statement “it is clear what is expected of me in my job”. Nonetheless, 70% reported an increase in stress, and 40% a decrease in job satisfaction (with 71% reporting an increase in worry, and 45% a decrease in happiness). Concerns with career progress, quality of work and productivity were also reported (in particular for faculty and especially in the domain of research).

It is important to note that while the cross-tabulations in this report enable rich comparisons across many characteristics of interest, more nuanced and enriching analyses were generally not possible because of sample size and confidentiality concerns. Further, future analyses will explore in a multivariate framework the role of individual characteristics on some of the work factors of interest. Finally, the results in this report are based on a survey that used voluntary participation, and as such non-sampling errors (e.g. coverage and nonresponse) may impact the quality of the results; especially if different sub-groups of the population are systematically underrepresented in the sample.

INTRODUCTION

The data presented in this report was collected as part of the COVID-19 Homeworking for University Staff Survey (CHUSS) project. CHUSS is an international research collaboration looking into the impact of the COVID-19 pandemic on the working arrangements of faculty and staff at universities in Canada and Australia.

Due to the COVID-19 pandemic, workplaces in Canada and around the world have needed to close facilities due to emergency government requirements, and as such workers began to engage in homeworking activities. For some workers, this was a seamless transition as their home environment was already conducive to conducting their work at home and this meant that their work tasks were easily done remotely. For others, the transition was not so easy. In particular, home offices needed to be set up or upgraded and other responsibilities may have competed for their attention (such as responsibilities in caring for children who were now home from school and requiring help with online learning, etc.). This study seeks to examine the impact of the COVID-19 pandemic on working arrangements of academic and administrative/professional staff at several universities in Canada, including York University.

There is some early evidence suggesting substantive impacts are arising from COVID19 responses. For example, popular media news stories have identified that women and parents are facing greater challenges and seeing more impact on their work (e.g. news stories about fewer journal articles being submitted by female academics). This study makes a substantive contribution to knowledge through a systematic study of working arrangements and impacts among all university staff (academic and administrative). It further captures the state of working arrangements during a key period within the pandemic, when perceptions are still fresh in people's minds and before re-entry phases create new and different environments. Some of the general topic areas and research questions include the following: (1) What was the nature of the working arrangements experienced by university academic and administrative staff? (2) What was the impact of homeworking on people's ability to do their jobs and on their perceptions of their work? (3) Is there a gendered or intersectional impact of homeworking on work outputs and perceptions of work?

The CHUSS is led by Dr. David Peetz at Griffith University, Australia and involves researchers at 14 universities – seven in Australia and seven in Canada. An online survey was sent to all academic staff (i.e. faculty, librarians and archivists), all non-academic staff in administrative, professional and general roles, and all senior administration at each participating institution between July and October 2020. A total of 12,844 employees across all 14 universities participated in the survey. This report mainly focuses on the survey data collected at York University (n=1,292) (see Appendix 1 for a comparison of York University to other Canadian universities for the key questions included in this report).

METHODS

This report is based on a cross-sectional survey of York University faculty and staff as a part of larger project being conducted across 14 universities in Australia and Canada. The survey entitled “Impact of COVID-19 work at home on York University staff” was collected in August and September of 2020. The survey was sent to all faculty and all staff using email distribution lists (i.e. distributed via the ALL-FACULTY and ALL-STAFF listservs at York University); thus, both academic and other university staff received email notifications regarding the survey. A follow up reminder email was sent about two weeks after the first invitation to participate in the survey. Faculty and staff were asked to complete an online survey taking approximately 10-15 minutes to complete. The email invitation to participate in the survey identified potential risks and discomforts (e.g. related anxiety or trauma) that may be associated with participation. The benefits of the research and the potential benefits to the participants were also identified (e.g. the findings can enable York University to address issues or concerns around the effects of working arrangements arising from COVID-19).

Participation in the survey was voluntary, and participants could withdraw from the survey at any time. A total of n=1,292 faculty and staff participated in the survey. Based on data available at the York University Office of Institutional Planning and Analysis (OIPA) webpage, the total all faculty and all staff count is approximately N=6,798 (with 55.7% female and 44.2% male), which implies a 19% response rate (i.e. $1292/6798=0.19$). In addition to the confidentiality protocol taken during the collection of the data (e.g. secure data management and anonymization of the data records), in this report, care has been taken to ensure individual information and responses are not revealed through the reporting of the findings.

For this report, cross-tabulations are the main analyses that are used to develop estimates that enable a comparison of outcomes across individual characteristics and work factors. With regard to individual characteristics, this report focuses on the following: job role, gender, age, Indigenous, visible minority, immigrant status, activity limitation, and care responsibilities. The work factors of interest are the following: preferred arrangement of work; how work arrangements changed; personal experiences and satisfaction; and work expectations, work-space, and work environment.

INDIVIDUAL CHARACTERISTICS

As noted above, there are several individual characteristics that were collected from the participants. This report focuses on the following: job role, gender, age, Indigenous, visible minority, immigrant status, activity limitation, and care responsibilities. The overall sample descriptive statistics for these variables are presented in Table 1 below. For job role, participants were asked: “What is your job role at the university?” They could identify four main categories: faculty; librarian or archivist; administrative, professional, technical and general staff (including trades, caretaking and hospitality); and senior university management (Dean or AVP and above). For this report, a job role binary variable was created with 1=faculty and 0=otherwise.

Several demographic characteristics were collected including gender and age. For gender, the question, “what is your gender?” was asked and three categories were collected (male, female, and non-binary / fluid / other, please specify). All three of these categories were used in the report. For age, respondents were asked, “In what decade were you born?” with the following categories provided: 1950s or earlier; 1960s; 1970s; 1980s; 1990s; and 2000s or later. These categories were used to create a binary variable, with similar sized categories, where 1=aged 51-70 (and earlier) and 2=aged 50 and less.

Additional demographic characteristics that were collected include Indigenous identification, visible minority and immigrant status. For the Indigenous identification and visible minority variables, the respondents were asked the following question: “Do you identify as any of the following?” with the following responses (possible to select multiple): sole parent; First Nations; Métis; Inuit; Other Indigenous peoples; LGBTIQ; and visible minority. Responses indicating First Nations, Métis, Inuit, or Other Indigenous peoples were coded as Indigenous (1/0). With regard to visible minority, respondents specified their identification. For example, respondents used terms such as African, Arab, Asian, Black, Brown, Chinese, East Indian, Person of colour, Racial minority, and South Asian to self-identify (this list is not exhaustive but rather illustrative only (i.e. it does not include all of the nuanced variation reported)). For the purposes of aggregating the categories, it was assumed that these identification categories were visible minority (=1), all others were considered non-visible minority (=0).

For the immigrant status variable, respondents were asked the question, “Where were you born?” The response categories included the following: Canada and somewhere else. If respondents identified somewhere else, then they were asked the following question, “In which region?” They could then select from the following categories: Europe; USA; Asia and Middle East; Africa; Mexico, Central and South America; and Oceania (Australia, New Zealand & Pacific). A binary variable identifying 0=born in Canada and 1=born Elsewhere was generated from these questions.

Regarding activity limitation, participants were asked “Do you have a long-term chronic illness, physical or mental impairment, or disability that restricts you in your everyday activities and has lasted, or is likely to last, 6 months or more?” to which they could reply no or yes. This question was used to create a binary variable where 1=Activity Limitations and 0=Non-Activity Limitations. Finally, care responsibilities variables were created using two questions from the survey: “Do you have children/dependents under 18, living at home with you?” and “Do you have caring responsibilities for any other people (e.g. a disabled person or a parent), not listed above?” Two variables were created in combining these questions: a four category variable (1=No Care Responsibilities, 2=Care for Children Only, 3=Care for non-Children Only, and 4=Care for Children and Other; used in Table 1) and a binary variable (1=No Care Responsibilities and 2=Care Responsibilities; used in Tables 2 to 5).

WORK FACTORS

The work factor characteristics of interest for this report can be grouped in to four main categories: (1) preferred arrangement of work, (2) how work arrangements changed, (3) personal experiences/satisfaction, and (4) work expectations, work-space, and work environment. With regard to the preferred arrangement of work, three questions were asked to access preferences for work arrangements before, during, and after the COVID-19 pandemic, “To what extent did you work from home before the Covid-19 pandemic?” “To what extent did you work from home during the Covid-19 pandemic?” “Overall, what would be your preferred working arrangements once the Covid-19 pandemic is over?” For each of these questions, respondents could answer on an 11-point scale from 0 to 10 with anchors of Never work from home (at point 0), About half and half (positioned at about 5-6), and Always work from home (at point 10). To aggregate the information provided in the survey, for ease of presentation in this report’s tables, the scale range from 0 to 3 was included in the never work from home category, 4 to 6 was coded as about half and half, and 7 to 10 was coded as always work from home. The cross-tabulation results for these variables are presented in Tables 2a, 2b, and 2c below.

With regard to how work arrangements changed pre-COVID-19 to during COVID-19, respondents were asked to answer the following question: “Do you consider that the following things associated with your work increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements?” with the following scale options: decreased a lot, decreased a little, stayed about the same, increased a little, increased a lot, and not applicable. Several elements were presented to respondents and, for brevity, the list of elements is presented only in the cross-tabulations with the individual characteristics of interest in the Table 3 set of tables. Further, for these tables, the responses were aggregated into decreased (i.e. decreased a lot and decreased a little), stayed about the same, and increased (i.e. increased a little and increased a lot) with not applicable recoded as missing.

Similarly, for the question regarding the personal experiences/satisfaction elements, the following question was asked: “Do you consider that the following things associated with your personal feelings or well being increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements?” with the same scale response options: decreased a lot, decreased a little, stayed about the same, increased a little, increased a lot, and not applicable (with the same aggregation as noted above). The set of tables in Table 4 presents the list of elements for this question and the individual characteristics of interest in the cross-tabulations.

Finally, with regard to the work factors, the work expectations, work-space, and work environment elements were collected with the following statement: “Please indicate the extent to which you agree or disagree with the following statements about working arrangements during the COVID-19 pandemic,” followed by statements with the response options being: strongly disagree, somewhat disagree, neither agree nor disagree, somewhat agree, strongly agree, and not applicable. For the set of Table 5 tables, these categories were aggregated as follows: disagree (i.e. strongly disagree and somewhat disagree), neither agree nor disagree, and agree (i.e. somewhat agree and strongly agree), with not applicable being recoded as missing.

REPORT TABLES

For this report, descriptive statistics are the main results that are presented. Table 1 presents univariate frequency estimates for the individual characteristics that this report focuses on: job role, gender, age, Indigenous, visible minority, immigrant status, activity limitation, and care responsibilities. Tables 2 to 5 present the bi-variate cross-tabulations for the work factor variables by each of the individual characteristics. Thus, these tables enable comparisons of work factors across the individual characteristics, such that any differences in outcomes for the work factors across individual characteristics can be assessed.

Similar to most survey data, the data collected for this survey has item non-response. This implies that not all of the questions were answered by all of the participants. For example, for the individual characteristics variables, the survey has a 91% completion rate for all of these questions, which implies that 9% have item non-response. Given the item non-response, there are two main ways to present multivariate results: (1) use all available information for each of the respective analyses (i.e. this implies sample sizes will vary as variable combinations change), and (2) create a data set with full responses (i.e. drop records with any item non-response). For this report, the first of these main options was selected. This implies that the total sample used for each of the cross tabulations below will vary depending on the degree of item non-response for the variables used in each of the combinations. A word of caution with regard to high incidence of item non-response and (potential) systematic item non-response is that these can be associated with higher levels of bias in the results, with the implication that caution would be required when interpreting combinations of variables with relatively higher item non-response.

Regarding the precision of the results reported in the tables below, some points should be considered. A detailed population survey frame was not available and, as such, we are not able to determine the degree to which our sample is representative of the population of interest (i.e. all staff at York University). Precision of the results presented can be impacted by the variability of the characteristics of interest (e.g. individual characteristics and work factors) in the population, the size of the population, and the response rate. Thus, sampling error and sampling variance can impact the precision and reliability of the estimates included in this report. In particular, when sample sizes are lower in bivariate analyses, this implies relatively lower precision (e.g. especially when considering the sample size of each of the cells of the table, these sample sizes can become relatively low, and this suggests relatively lower precision). Nonetheless, the sample size collected using the survey was large (i.e. $n=1292$), and this suggests relatively high overall precision in the estimates. As a guideline, for a population size of 10,000 the required sample size of 385 will give a margin of error of 0.05 (assuming a 95% confidence level and effect size of 0.5). Further, the sample size is sufficient for relatively high levels of power for smaller effect sizes (see Appendix 2 for graphical guideline details).

Finally, data confidentiality and quality evaluation have been conducted on the tables included below. This implies that some estimates have been suppressed in order to preserve individual respondent and group response confidentiality (i.e. samples small enough that individual approximate information can be inferred) when sample sizes were not sufficiently large. Thus, the authors have used a “cut-off rule” and suppressed estimates when table cell total sample sizes

were less than n=5. This technique has also been used to avoid the issue of implied precision that can be associated with the inclusion of estimates even though they are based on small sample sizes. Below, the letter "s" has been used to indicate estimates that have been suppressed. The remaining estimates based on small sample sizes should be interpreted with caution.

TABLE 1: SAMPLE STATISTICS OF INDIVIDUAL CHARACTERISTICS

Table 1: Sample descriptive statistics (n=1292)

Individual Characteristics	Percent
Job Role	
Other Staff	69.3
Faculty	30.8
Gender	
Male	27.8
Female	71.6
Non-Binary/Fluid/Other	0.5
Age group	
Aged 51-70	40.5
Aged 50 and less	59.5
Indigenous/Non-Indigenous	
Non-Indigenous	97.8
Indigenous	2.2
Visible minority	
Non-Visible Minority	84.3
Visible Minority	15.7
Place of birth	
Born in Canada	63.6
Born Elsewhere	36.4
Activity Limitations	
No Activity Limitations	84.1
Activity Limitations	16.0
Caring responsibilities (children or others)	
No Care Responsibilities	44.1
Care for Children Only	21.4
Care for non-Children Only	23.1
Care for Children and Other	11.4

TABLE 2: PREFERRED ARRANGEMENT OF WORK

Table 2: Preferred arrangement of work

Table2a: Work Arrangements Before, During, and After COVID-19

Work arrangements:	Job Role		Gender		
	Other Staff	Faculty	Male	Female	Non-Binary/ Fluid/Other
Work from home BEFORE COVID-19					
Never work from home	95.3	47.7	75.3	82.6	85.7
About half and half	3.4	34.9	16.9	11.6	14.3
Always work from home	1.4	17.4	7.9	5.8	0.0
Total (n)	890	396	356	921	7
Work from home DURING COVID-19					
Never work from home	2.4	0.8	2.8	1.5	0.0
About half and half	2.0	0.5	3.1	1.0	0.0
Always work from home	95.6	98.7	94.1	97.5	100.0
Total (n)	890	392	357	916	7
Preferred arrangement AFTER COVID-19					
Never work from home	14.5	23.8	23.5	14.7	57.1
About half and half	37.2	41.5	37.0	39.3	28.6
Always work from home	48.3	34.7	39.5	46.0	14.3
Total (n)	888	395	357	917	7

Table2b: Work Arrangements Before, During, and After COVID-19

Work arrangements:	Age group		Indigenous/Non-Indigenous		Visible minority	
	Aged 51-70	Aged 50 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
Work from home BEFORE COVID-19						
Never work from home	73.4	85.6	80.7	75.0	79.5	86.1
About half and half	17.6	9.6	13.2	10.7	14.0	8.4
Always work from home	9.0	4.8	6.2	14.3	6.5	5.5
Total (n)	489	716	1262	28	1088	202
Work from home DURING COVID-19						
Never work from home	2.3	1.4	1.8	3.6	1.8	2.5
About half and half	2.9	0.7	1.4	7.1	1.5	2.0
Always work from home	94.9	97.9	96.7	89.3	96.8	95.6
Total (n)	485	718	1258	28	1083	203
Preferred arrangement AFTER COVID-19						
Never work from home	18.4	16.0	17.2	21.4	18.5	11.3
About half and half	38.3	38.2	38.8	32.1	38.7	38.4
Always work from home	43.2	45.8	44.0	46.4	42.9	50.3
Total (n)	488	717	1259	28	1084	203

Table2c: Work Arrangements Before, During, and After COVID-19

Work arrangements:	Place of birth		Activity Limitations		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Limitations	Activity Limitations	No	Yes
Work from home BEFORE COVID-19						
Never work from home	81.8	78.3	80.8	80.7	81.2	80.1
About half and half	12.4	13.7	12.8	12.5	10.6	14.5
Always work from home	5.8	8.0	6.4	6.8	8.2	5.3
Total (n)	764	438	1010	192	527	674
Work from home DURING COVID-19						
Never work from home	1.8	1.6	1.5	3.1	2.3	1.2
About half and half	1.4	1.8	1.3	2.6	1.7	1.5
Always work from home	96.7	96.6	97.2	94.3	96.0	97.3
Total (n)	763	437	1008	192	526	673
Preferred arrangement AFTER COVID-19						
Never work from home	18.6	14.7	16.4	19.8	18.0	16.0
About half and half	38.2	38.4	38.7	35.9	37.4	39.2
Always work from home	43.3	46.9	44.9	44.3	44.6	44.8
Total (n)	765	437	1010	192	527	674

TABLE 3: HOW WORK ARRANGEMENTS CHANGED

Table 3.1.a: Do you consider that the following things associated with your work increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Job Role		Gender		
	Other Staff	Faculty	Male	Female	Non-Binary/ Fluid/Other
Paid work hours					
Decreased	3.2	10.9	7.5	4.5	33.3
Stayed the same	82.7	74.3	82.3	80.0	50.0
Increased	14.2	14.9	10.3	15.6	16.7
Total (n)	727	303	282	739	6
Hours actually spent on work					
Decreased	11.6	13.1	15.5	10.7	14.3
Stayed the same	28.0	12.9	23.5	23.2	14.3
Increased	60.5	74.0	61.0	66.1	71.4
Total (n)	830	373	341	852	7
The clarity of what was expected of you					
Decreased	26.5	50.3	37.5	31.8	85.7
Stayed the same	57.4	34.8	47.9	52.0	14.3
Increased	16.1	14.9	14.6	16.3	0.0
Total (n)	827	362	336	843	7
Time spent on teaching (including preparation)					
Decreased	7.7	3.6	3.2	4.3	s
Stayed the same	7.7	12.8	16.8	10.2	s
Increased	84.6	83.6	80.0	85.6	s
Total (n)	13	304	125	187	s
Time you spent on research					
Decreased	35.0	56.4	53.3	56.8	s
Stayed the same	25.0	20.8	25.6	17.9	s
Increased	40.0	22.8	21.2	25.3	s
Total (n)	20	312	137	190	s
Time you spent on administration and service					
Decreased	15.0	16.8	12.7	18.9	s
Stayed the same	45.0	30.4	30.6	31.9	s
Increased	40.0	52.8	56.7	49.2	s
Total (n)	20	309	134	191	s
How satisfied students were					
Decreased	23.1	51.9	55.3	47.0	s
Stayed the same	61.5	40.1	35.9	44.6	s
Increased	15.4	8.0	8.7	8.3	s
Total (n)	13	262	103	168	s

Table 3.1.b: Do you consider that the following things associated with your work increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Job Role		Gender		
	Other Staff	Faculty	Male	Female	Non-Binary/ Fluid/Other
Ability to seek or apply for research funding					
Decreased	40.0	48.1	44.4	50.7	s
Stayed the same	50.0	46.5	49.5	45.3	s
Increased	10.0	5.4	6.1	4.1	s
Total (n)	10	241	99	148	s
Ability to do field or lab work or collect data for research					
Decreased	62.5	88.5	90.3	85.6	s
Stayed the same	25.0	9.0	5.4	12.3	s
Increased	12.5	2.6	4.3	2.1	s
Total (n)	8	234	93	146	s
Ability to finish or submit research papers					
Decreased	.	59.9	55.6	62.3	s
Stayed the same	.	25.3	27.4	24.0	s
Increased	.	14.9	17.1	13.8	s
Total (n)	0	289	117	167	s
Ability to meet the university's likely teaching expectations					
Decreased	.	38.3	34.4	39.9	s
Stayed the same	.	51.7	59.0	48.0	s
Increased	.	10.0	6.6	12.1	s
Total (n)	0	300	122	173	s
Ability to meet the university's likely research expectations					
Decreased	42.9	62.0	58.5	62.8	s
Stayed the same	42.9	30.6	33.9	29.3	s
Increased	14.3	7.4	7.6	7.9	s
Total (n)	14	271	118	164	s
Ability to meet the university's likely expectations					
Decreased	14.7	.	21.7	12.6	s
Stayed the same	58.7	.	53.8	60.0	s
Increased	26.6	.	24.5	27.4	s
Total (n)	811	0	184	620	s

Table 3.1.c: Do you consider that the following things associated with your work increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Job Role		Gender		
	Other Staff	Faculty	Male	Female	Non-Binary/ Fluid/Other
Connections with colleagues					
Decreased	70.7	81.1	76.9	72.6	100.0
Stayed the same	16.7	10.1	12.9	15.4	0.0
Increased	12.6	8.8	10.2	12.0	0.0
Total (n)	834	375	342	857	7
Personal daily productivity					
Decreased	20.5	58.8	41.2	28.5	71.4
Stayed the same	25.1	20.2	25.3	23.2	14.3
Increased	54.4	21.0	33.5	48.3	14.3
Total (n)	833	371	340	855	7
Quality of your work					
Decreased	9.2	34.1	21.8	14.7	71.4
Stayed the same	50.5	51.3	50.9	50.7	28.6
Increased	40.4	14.5	27.4	34.6	0.0
Total (n)	830	372	340	852	7
How tired work makes you feel					
Decreased	33.0	6.5	23.3	25.0	28.6
Stayed the same	19.1	18.7	20.1	18.8	0.0
Increased	47.9	74.9	56.6	56.2	71.4
Total (n)	822	370	339	844	7
Extent to which your working time was disrupted by other people					
Decreased	53.0	17.9	34.8	45.2	14.3
Stayed the same	20.3	22.5	25.6	19.3	14.3
Increased	26.6	59.6	39.6	35.6	71.4
Total (n)	822	364	336	841	7
Extent to which your working time was disrupted by other non-work responsibilities					
Decreased	8.3	5.5	6.6	7.8	0.0
Stayed the same	40.8	27.3	35.6	36.6	33.3
Increased	50.9	67.2	57.8	55.6	66.7
Total (n)	748	363	320	782	6

Table 3.1.d: Do you consider that the following things associated with your work increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Job Role		Gender		
	Other Staff	Faculty	Male	Female	Non-Binary/ Fluid/Other
Likelihood of being promoted in the near future					
Decreased	16.8	33.8	24.6	20.7	42.9
Stayed the same	73.9	62.5	66.3	72.3	57.1
Increased	9.3	3.7	9.1	7.0	0.0
Total (n)	648	272	264	647	7
Career prospects over the next 5-10 years					
Decreased	17.3	38.4	23.7	23.5	60.0
Stayed the same	66.2	55.0	61.7	63.5	40.0
Increased	16.6	6.6	14.7	13.0	0.0
Total (n)	742	320	300	753	5

Table 3.2.a: Do you consider that the following things associated with your work increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Age group		Indigenous/Non-Indigenous		Visible minority	
	Aged 51-70	Aged 50 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
Paid work hours						
Decreased	6.3	4.9	5.4	8.7	5.6	4.7
Stayed the same	77.4	82.1	80.1	87.0	81.4	74.3
Increased	16.3	13.1	14.6	4.4	13.0	21.1
Total (n)	412	613	1010	23	862	171
Hours actually spent on work						
Decreased	10.3	13.1	12.2	3.7	11.8	13.4
Stayed the same	18.4	26.5	23.0	33.3	23.1	23.8
Increased	71.3	60.4	64.8	63.0	65.1	62.9
Total (n)	485	712	1179	27	1004	202
The clarity of what was expected of you						
Decreased	33.0	34.2	33.3	51.9	35.2	26.6
Stayed the same	50.0	50.9	50.9	33.3	49.7	54.8
Increased	17.0	14.9	15.8	14.8	15.2	18.6
Total (n)	476	707	1165	27	993	199
Time spent on teaching (including preparation)						
Decreased	4.1	2.8	3.9	0.0	3.9	3.1
Stayed the same	16.0	9.0	12.6	12.5	12.3	15.6
Increased	79.9	88.2	83.5	87.5	83.9	81.3
Total (n)	169	144	309	8	285	32
Time you spent on research						
Decreased	54.7	55.5	55.0	60.0	56.4	46.3
Stayed the same	23.8	18.7	21.4	10.0	20.6	24.4
Increased	21.5	25.8	23.6	30.0	23.0	29.3
Total (n)	172	155	322	10	291	41
Time you spent on administration and service						
Decreased	17.4	15.4	16.9	10.0	17.7	10.0
Stayed the same	31.7	30.8	32.0	10.0	30.8	35.0
Increased	50.9	53.9	51.1	80.0	51.6	55.0
Total (n)	167	156	319	10	289	40
How satisfied students were						
Decreased	43.8	58.4	50.0	71.4	49.8	57.7
Stayed the same	46.6	34.4	41.4	28.6	41.8	34.6
Increased	9.6	7.2	8.6	0.0	8.4	7.7
Total (n)	146	125	268	7	249	26

Table 3.2.b: Do you consider that the following things associated with your work increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Age group		Indigenous/Non-Indigenous		Visible minority	
	Aged 51-70	Aged 50 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
Ability to seek or apply for research funding						
Decreased	44.4	50.4	48.4	33.3	46.6	56.7
Stayed the same	49.2	44.8	46.7	44.4	47.5	40.0
Increased	6.5	4.8	5.0	22.2	5.9	3.3
Total (n)	124	125	242	9	221	30
Ability to do field or lab work or collect data for research						
Decreased	84.3	91.6	88.5	62.5	87.6	87.9
Stayed the same	11.6	6.7	9.4	12.5	10.5	3.0
Increased	4.1	1.7	2.1	25.0	1.9	9.1
Total (n)	121	119	234	8	209	33
Ability to finish or submit research papers						
Decreased	53.8	65.7	60.0	55.6	58.5	69.4
Stayed the same	26.9	23.8	25.4	22.2	26.5	16.7
Increased	19.3	10.5	14.6	22.2	15.0	13.9
Total (n)	145	143	280	9	253	36
Ability to meet the university's likely teaching expectations						
Decreased	35.6	41.5	38.7	25.0	39.1	31.0
Stayed the same	49.7	54.1	51.0	75.0	52.0	48.3
Increased	14.7	4.4	10.3	0.0	8.9	20.7
Total (n)	163	135	292	8	271	29
Ability to meet the university's likely research expectations						
Decreased	59.2	63.1	61.2	55.6	61.0	61.1
Stayed the same	31.6	30.8	31.5	22.2	32.1	25.0
Increased	9.2	6.2	7.3	22.2	6.8	13.9
Total (n)	152	130	276	9	249	36
Ability to meet the university's likely expectations						
Decreased	15.4	14.2	14.5	23.5	14.8	14.0
Stayed the same	58.1	58.9	58.6	64.7	58.4	59.9
Increased	26.5	26.9	27.0	11.8	26.8	26.1
Total (n)	279	528	794	17	654	157

Table 3.2.c: Do you consider that the following things associated with your work increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Age group		Indigenous/Non-Indigenous		Visible minority	
	Aged 51-70	Aged 50 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
Connections with colleagues						
Decreased	75.5	73.1	74.2	66.7	75.0	69.3
Stayed the same	12.6	15.8	14.6	14.8	14.0	17.8
Increased	11.9	11.2	11.2	18.5	11.1	12.9
Total (n)	486	717	1185	27	1010	202
Personal daily productivity						
Decreased	31.1	33.1	32.4	29.6	33.0	28.9
Stayed the same	26.4	21.9	23.6	25.9	23.3	25.4
Increased	42.5	45.1	44.0	44.4	43.7	45.8
Total (n)	485	714	1181	27	1007	201
Quality of your work						
Decreased	18.0	16.3	16.9	23.1	18.0	12.0
Stayed the same	54.9	48.3	50.8	46.2	50.2	53.5
Increased	27.1	35.5	32.3	30.8	31.8	34.5
Total (n)	483	713	1179	26	1005	200
How tired work makes you feel						
Decreased	19.4	28.3	24.9	17.9	23.4	31.5
Stayed the same	20.5	18.1	18.9	21.4	18.9	19.3
Increased	60.1	53.7	56.2	60.7	57.7	49.2
Total (n)	479	708	1168	28	999	197
Extent to which your working time was disrupted by other people						
Decreased	43.4	41.8	42.7	22.2	41.7	45.2
Stayed the same	24.4	18.4	20.7	29.6	21.6	17.8
Increased	32.2	39.8	36.5	48.2	36.8	37.1
Total (n)	475	706	1163	27	993	197
Extent to which your working time was disrupted by other non-work responsibilities						
Decreased	8.7	6.6	7.3	9.1	7.1	8.9
Stayed the same	44.6	31.1	36.1	50.0	36.2	37.4
Increased	46.7	62.3	56.6	40.9	56.8	53.6
Total (n)	437	668	1092	22	935	179

Table 3.2.d: Do you consider that the following things associated with your work increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Age group		Indigenous/Non-Indigenous		Visible minority	
	Aged 51-70	Aged 50 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
Likelihood of being promoted in the near future						
Decreased	20.1	23.1	21.8	25.0	22.1	20.8
Stayed the same	77.2	66.9	70.4	75.0	70.7	69.8
Increased	2.8	10.0	7.8	0.0	7.2	9.4
Total (n)	324	592	899	24	764	159
Career prospects over the next 5-10 years						
Decreased	21.3	25.3	23.6	23.1	24.4	19.7
Stayed the same	72.6	57.2	63.0	57.7	63.5	59.6
Increased	6.2	17.5	13.4	19.2	12.1	20.8
Total (n)	390	664	1037	26	885	178

Table 3.3.a: Do you consider that the following things associated with your work increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Limitations		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Limitations	Activity Limitations	No	Yes
Paid work hours						
Decreased	5.6	5.3	5.2	6.8	5.5	5.5
Stayed the same	81.0	78.7	80.4	78.4	80.9	79.5
Increased	13.5	16.0	14.3	14.8	13.6	15.0
Total (n)	647	375	859	162	440	581
Hours actually spent on work						
Decreased	11.8	12.2	11.6	13.3	10.9	12.9
Stayed the same	23.7	22.4	24.4	18.1	27.5	20.0
Increased	64.5	65.4	64.0	68.6	61.6	67.1
Total (n)	760	434	1006	188	524	669
The clarity of what was expected of you						
Decreased	36.8	28.8	31.7	41.8	33.9	33.7
Stayed the same	48.9	53.4	52.2	43.9	53.4	48.2
Increased	14.3	17.8	16.2	14.3	12.8	18.1
Total (n)	753	427	991	189	517	662
Time spent on teaching (including preparation)						
Decreased	4.1	2.5	3.6	3.4	5.2	1.7
Stayed the same	13.8	10.9	15.0	3.4	18.7	8.3
Increased	82.1	86.6	81.4	93.2	76.1	90.0
Total (n)	196	119	253	59	134	180
Time you spent on research						
Decreased	55.1	55.0	52.3	67.7	44.6	63.2
Stayed the same	22.2	19.9	22.5	15.4	28.1	16.3
Increased	22.7	25.2	25.2	16.9	27.3	20.5
Total (n)	198	131	262	65	139	190
Time you spent on administration and service						
Decreased	14.5	19.2	15.8	17.2	14.9	17.8
Stayed the same	27.5	37.6	32.1	29.7	35.1	28.8
Increased	58.0	43.2	52.1	53.1	50.0	53.4
Total (n)	200	125	259	64	134	191
How satisfied students were						
Decreased	46.5	57.3	46.7	63.2	47.3	52.8
Stayed the same	43.5	36.9	43.5	33.3	43.8	39.1
Increased	10.0	5.8	9.8	3.5	8.9	8.1
Total (n)	170	103	214	57	112	161

Table 3.3.b: Do you consider that the following things associated with your work increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Limitations		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Limitations	Activity Limitations	No	Yes
Ability to seek or apply for research funding						
Decreased	44.7	51.5	44.7	56.1	37.3	55.1
Stayed the same	49.3	43.4	48.4	42.1	55.9	40.1
Increased	6.0	5.1	6.8	1.8	6.9	4.8
Total (n)	150	99	190	57	102	147
Ability to do field or lab work or collect data for research						
Decreased	89.4	85.7	86.3	91.7	81.8	91.5
Stayed the same	8.5	10.2	10.5	6.3	16.2	5.0
Increased	2.1	4.1	3.2	2.1	2.0	3.6
Total (n)	142	98	190	48	99	141
Ability to finish or submit research papers						
Decreased	61.0	58.1	57.8	66.7	43.3	71.4
Stayed the same	23.8	27.4	25.8	23.3	41.7	13.7
Increased	15.2	14.5	16.4	10.0	15.0	14.9
Total (n)	164	124	225	60	120	168
Ability to meet the university's likely teaching expectations						
Decreased	36.4	40.9	35.6	47.5	33.1	42.1
Stayed the same	56.0	45.2	54.7	40.7	57.5	47.4
Increased	7.6	13.9	9.8	11.9	9.5	10.5
Total (n)	184	115	236	59	127	171
Ability to meet the university's likely research expectations						
Decreased	58.8	64.4	60.3	64.9	48.3	70.6
Stayed the same	34.6	26.3	32.6	24.6	41.7	23.3
Increased	6.7	9.3	7.1	10.5	10.0	6.1
Total (n)	165	118	224	57	120	163
Ability to meet the university's likely expectations						
Decreased	15.7	12.8	13.6	21.6	15.1	14.6
Stayed the same	58.7	58.4	60.0	49.1	62.5	55.9
Increased	25.5	28.8	26.4	29.3	22.4	29.5
Total (n)	521	281	690	116	357	444

Table 3.3.c: Do you consider that the following things associated with your work increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Limitations		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Limitations	Activity Limitations	No	Yes
Connections with colleagues						
Decreased	74.9	72.7	73.4	76.8	75.4	73.0
Stayed the same	14.0	15.1	15.4	11.1	16.0	13.4
Increased	11.1	12.2	11.3	12.1	8.6	13.7
Total (n)	764	436	1010	190	525	674
Personal daily productivity						
Decreased	31.7	33.6	31.0	38.0	28.1	35.5
Stayed the same	24.1	23.5	24.6	19.3	26.2	22.0
Increased	44.3	43.0	44.5	42.7	45.7	42.5
Total (n)	761	435	1005	192	527	668
Quality of your work						
Decreased	15.5	19.7	15.9	22.5	13.5	19.8
Stayed the same	52.5	48.3	51.2	48.1	52.6	49.3
Increased	32.0	32.0	32.9	29.4	33.9	30.9
Total (n)	762	431	1007	187	525	667
How tired work makes you feel						
Decreased	25.4	23.8	25.1	23.9	27.3	22.7
Stayed the same	18.2	20.5	20.3	12.2	20.1	18.0
Increased	56.4	55.7	54.6	63.8	52.6	59.3
Total (n)	755	429	996	188	523	661
Extent to which your working time was disrupted by other people						
Decreased	42.8	41.8	43.3	38.1	52.0	34.9
Stayed the same	21.7	19.6	21.8	16.4	23.3	18.9
Increased	35.5	38.5	34.9	45.5	24.7	46.2
Total (n)	755	423	990	189	510	667
Extent to which your working time was disrupted by other non-work responsibilities						
Decreased	6.3	9.4	7.2	7.4	9.6	5.8
Stayed the same	38.0	33.7	37.1	33.5	51.6	25.6
Increased	55.7	56.9	55.7	59.1	38.8	68.6
Total (n)	711	392	927	176	459	644

Table 3.3.d: Do you consider that the following things associated with your work increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Limitations		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Limitations	Activity Limitations	No	Yes
Likelihood of being promoted in the near future						
Decreased	20.8	24.5	20.1	31.8	19.1	24.3
Stayed the same	72.2	67.4	72.9	59.6	72.1	69.3
Increased	7.0	8.2	7.1	8.6	8.8	6.5
Total (n)	583	331	763	151	387	527
Career prospects over the next 5-10 years						
Decreased	24.1	23.4	21.5	33.9	22.7	24.8
Stayed the same	63.2	61.9	65.3	50.9	63.5	62.3
Increased	12.8	14.7	13.2	15.2	13.8	13.0
Total (n)	673	381	880	171	449	602

TABLE 4: PERSONAL EXPERIENCES AND SATISFACTION

Table 4.1.a: Do you consider that the following things associated with your personal feelings or well being increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Job Role		Gender		
	Other Staff	Faculty	Male	Female	Non-Binary/ Fluid/Other
Your job security					
Decreased	32.3	32.8	35.0	31.5	28.6
Stayed the same	59.7	64.1	59.0	61.8	57.1
Increased	8.0	3.1	6.1	6.7	14.3
Total (n)	821	351	329	833	7
Your job satisfaction					
Decreased	31.0	60.2	45.1	38.1	57.1
Stayed the same	38.4	29.3	33.2	36.6	42.9
Increased	30.6	10.6	21.7	25.3	0.0
Total (n)	828	369	337	850	7
Your personal income					
Decreased	5.8	15.2	11.2	7.5	50.0
Stayed the same	80.8	80.1	79.4	81.6	33.3
Increased	13.4	4.8	9.4	11.0	16.7
Total (n)	814	356	330	831	6
The total income of your household					
Decreased	20.2	29.2	23.7	22.7	42.9
Stayed the same	68.3	65.3	67.8	67.4	42.9
Increased	11.5	5.6	8.5	9.9	14.3
Total (n)	802	360	329	825	7
The number of hours worked by your partner in paid employment					
Decreased	24.4	25.7	22.3	26.2	16.7
Stayed the same	54.8	41.4	53.9	49.1	33.3
Increased	20.9	33.0	23.9	24.7	50.0
Total (n)	575	261	260	568	6
The stress you experience					
Decreased	22.6	5.0	14.8	18.2	0.0
Stayed the same	15.6	6.9	14.8	12.1	14.3
Increased	61.8	88.1	70.5	69.7	85.7
Total (n)	813	360	332	832	7

Table 4.1.b: Do you consider that the following things associated with your personal feelings or well being increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Job Role		Gender		
	Other Staff	Faculty	Male	Female	Non-Binary/ Fluid/Other
How worried you have felt					
Decreased	12.6	3.2	8.2	10.2	0.0
Stayed the same	20.4	16.6	21.8	18.2	14.3
Increased	67.0	80.2	70.0	71.6	85.7
Total (n)	827	374	340	852	7
How happy you have felt					
Decreased	38.0	61.9	48.4	44.2	85.7
Stayed the same	27.1	26.4	28.9	26.2	14.3
Increased	34.9	11.7	22.7	29.6	0.0
Total (n)	828	375	339	855	7
The time you spend on domestic responsibilities (including childcare, shopping, and cleaning)					
Decreased	7.6	4.0	4.1	7.3	14.3
Stayed the same	48.2	30.3	42.8	42.7	14.3
Increased	44.2	65.7	53.1	50.0	71.4
Total (n)	821	373	339	846	7
How much work interferes with your personal life					
Decreased	19.2	6.7	16.2	14.8	0.0
Stayed the same	42.1	34.2	37.2	40.7	42.9
Increased	38.8	59.0	46.6	44.5	57.1
Total (n)	820	371	339	843	7
How much your personal life interferes with your work					
Decreased	12.6	3.8	10.7	9.5	0.0
Stayed the same	56.0	41.3	50.0	52.2	14.3
Increased	31.4	55.0	39.4	38.3	85.7
Total (n)	807	373	338	833	7

Table 4.2.a: Do you consider that the following things associated with your personal feelings or well being increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Age group		Indigenous/Non-Indigenous		Visible minority	
	Aged 51-70	Aged 50 and less	Indigenous	Non-Indigenous	Non-Visible Minority	Visible Minority
Your job security						
Decreased	24.6	37.7	32.3	37.0	32.5	32.3
Stayed the same	69.6	55.2	61.2	55.6	61.2	60.1
Increased	5.8	7.1	6.5	7.4	6.4	7.6
Total (n)	463	705	1148	27	977	198
Your job satisfaction						
Decreased	44.8	37.0	39.8	50.0	41.6	31.8
Stayed the same	34.2	36.4	35.8	30.8	34.7	40.4
Increased	21.0	26.6	24.5	19.2	23.7	27.8
Total (n)	482	711	1174	26	1002	198
Your personal income						
Decreased	7.5	9.6	8.6	11.1	9.0	7.5
Stayed the same	85.8	77.0	80.5	81.5	80.9	79.1
Increased	6.7	13.4	10.8	7.4	10.2	13.4
Total (n)	466	700	1146	27	972	201
The total income of your household						
Decreased	22.1	23.6	23.0	22.2	22.2	26.8
Stayed the same	70.3	65.5	67.2	74.1	68.2	63.6
Increased	7.6	10.9	9.8	3.7	9.6	9.6
Total (n)	471	687	1138	27	967	198
The number of hours worked by your partner in paid employment						
Decreased	28.0	22.9	24.7	30.8	24.1	29.1
Stayed the same	53.3	49.2	50.6	53.9	51.1	48.0
Increased	18.8	28.0	24.7	15.4	24.9	22.8
Total (n)	304	529	825	13	711	127
The stress you experience						
Decreased	14.3	19.2	17.2	18.5	16.5	20.9
Stayed the same	12.5	13.2	12.8	18.5	12.5	14.8
Increased	73.2	67.6	70.0	63.0	71.0	64.3
Total (n)	463	707	1150	27	981	196

Table 4.2.b: Do you consider that the following things associated with your personal feelings or well being increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Age group		Indigenous/Non-Indigenous		Visible minority	
	Aged 51-70	Aged 50 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
How worried you have felt						
Decreased	6.2	12.1	9.5	17.9	9.7	9.6
Stayed the same	20.6	18.1	19.2	17.9	18.4	23.1
Increased	73.2	69.9	71.3	64.3	71.9	67.3
Total (n)	485	713	1177	28	1006	199
How happy you have felt						
Decreased	49.2	43.0	45.6	42.9	47.0	37.7
Stayed the same	29.2	25.1	26.7	32.1	26.0	31.2
Increased	21.6	31.9	27.7	25.0	27.0	31.2
Total (n)	486	714	1179	28	1008	199
The time you spend on domestic responsibilities (including childcare, shopping, and cleaning)						
Decreased	7.9	5.5	6.5	3.7	6.1	8.2
Stayed the same	49.6	37.4	42.5	44.4	43.8	36.2
Increased	42.5	57.1	51.0	51.9	50.1	55.6
Total (n)	480	711	1171	27	1002	196
How much work interferes with your personal life						
Decreased	13.0	16.9	15.2	21.4	14.9	17.4
Stayed the same	42.9	37.1	40.0	21.4	39.8	38.5
Increased	44.1	46.1	44.8	57.1	45.3	44.1
Total (n)	476	712	1167	28	1000	195
How much your personal life interferes with your work						
Decreased	8.9	10.4	9.8	10.7	9.0	14.0
Stayed the same	60.9	44.9	50.7	75.0	51.8	48.7
Increased	30.2	44.7	39.5	14.3	39.3	37.3
Total (n)	473	704	1156	28	991	193

Table 4.3.a: Do you consider that the following things associated with your personal feelings or well being increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Limitations		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Limitations	Activity Limitations	No	Yes
Your job security						
Decreased	34.2	29.5	31.6	35.8	31.0	33.8
Stayed the same	58.8	64.5	62.1	56.2	63.5	58.7
Increased	7.0	6.0	6.3	8.0	5.5	7.5
Total (n)	745	420	978	187	510	654
Your job satisfaction						
Decreased	42.2	36.7	38.6	47.1	39.5	40.6
Stayed the same	32.9	39.9	36.8	30.7	37.0	34.8
Increased	24.9	23.4	24.6	22.2	23.6	24.6
Total (n)	759	431	1002	189	522	667
Your personal income						
Decreased	8.7	8.9	7.6	15.2	9.2	8.4
Stayed the same	80.3	80.8	81.3	76.1	79.6	81.2
Increased	11.0	10.3	11.1	8.7	11.2	10.4
Total (n)	736	428	979	184	510	653
The total income of your household						
Decreased	22.4	23.9	21.7	30.1	22.1	23.6
Stayed the same	68.3	66.1	69.0	58.5	70.7	65.0
Increased	9.4	10.0	9.3	11.5	7.2	11.4
Total (n)	737	419	972	183	498	657
The number of hours worked by your partner in paid employment						
Decreased	25.0	24.1	24.6	27.0	24.6	24.7
Stayed the same	51.2	49.8	51.7	45.2	53.0	49.2
Increased	23.9	26.1	23.7	27.8	22.4	26.1
Total (n)	524	307	716	115	330	502
The stress you experience						
Decreased	16.5	18.8	17.1	18.8	20.3	14.6
Stayed the same	11.7	15.0	13.4	10.2	15.6	11.1
Increased	71.9	66.3	69.5	71.0	64.2	74.3
Total (n)	746	421	983	186	508	658

Table 4.3.b: Do you consider that the following things associated with your personal feelings or well being increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements? (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Limitations		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Limitations	Activity Limitations	No	Yes
How worried you have felt						
Decreased	8.7	11.8	9.5	11.5	9.7	9.7
Stayed the same	18.0	21.0	20.8	11.0	20.0	18.4
Increased	73.3	67.3	69.7	77.5	70.2	71.9
Total (n)	761	434	1004	191	524	670
How happy you have felt						
Decreased	47.3	42.7	43.9	52.9	42.6	48.1
Stayed the same	25.9	27.7	27.8	21.5	28.7	25.1
Increased	26.8	29.6	28.2	25.7	28.7	26.9
Total (n)	764	433	1006	191	526	670
The time you spend on domestic responsibilities (including childcare, shopping, and cleaning)						
Decreased	5.9	7.5	6.3	7.4	6.8	6.0
Stayed the same	42.2	42.7	42.5	42.1	55.0	32.6
Increased	51.8	49.9	51.2	50.5	38.2	61.4
Total (n)	760	429	999	190	518	669
How much work interferes with your personal life						
Decreased	17.4	11.7	14.9	16.8	17.2	13.5
Stayed the same	38.9	40.4	40.8	33.2	43.7	36.3
Increased	43.7	47.9	44.3	50.0	39.1	50.2
Total (n)	759	426	995	190	517	667
How much your personal life interferes with your work						
Decreased	9.5	10.6	9.2	12.6	11.5	8.4
Stayed the same	51.5	50.5	53.0	42.6	63.2	41.8
Increased	39.0	38.9	37.9	44.7	25.3	49.8
Total (n)	751	424	984	190	506	667

TABLE 5: WORK EXPECTATIONS, WORK-SPACE, AND WORK ENVIRONMENT

Table 5.1.a: Working arrangements during the COVID-19 pandemic (Column percent and n sample size)

Work arrangements:	Job Role		Gender		
	Other Staff	Faculty	Male	Female	Non-Binary/ Fluid/Other
It is clear what is expected of me in my job					
Disagree	16.0	32.5	22.9	20.0	71.4
Neither agree or disagree	7.0	14.3	9.5	9.2	0.0
Agree	77.0	53.2	67.7	70.8	28.6
Total (n)	830	372	337	855	7
I have a separate space at home where I can do university work					
Disagree	27.6	31.9	29.8	28.7	42.9
Neither agree or disagree	4.2	2.7	3.0	4.1	0.0
Agree	68.2	65.4	67.3	67.3	57.1
Total (n)	827	373	336	855	7
I have good equipment at home					
Disagree	27.3	28.7	20.8	30.6	42.9
Neither agree or disagree	8.7	7.8	9.5	7.9	28.6
Agree	64.1	63.5	69.7	61.5	28.6
Total (n)	829	373	337	856	7
The university provided adequate support to enable me to work at home					
Disagree	25.5	42.6	31.4	30.3	42.9
Neither agree or disagree	14.9	21.4	21.5	15.0	57.1
Agree	59.6	36.0	47.1	54.8	0.0
Total (n)	819	364	331	843	7
My workload is manageable					
Disagree	21.4	40.5	27.6	27.3	28.6
Neither agree or disagree	13.0	22.8	18.1	15.1	28.6
Agree	65.6	36.7	54.3	57.7	42.9
Total (n)	829	373	337	855	7

Table 5.1.b: Working arrangements during the COVID-19 pandemic
(Column percent and n sample size)

Work arrangements:	Job Role		Gender		
	Other Staff	Faculty	Male	Female	Non-Binary/ Fluid/Other
I feel there are unrealistic expectations of me in terms of teaching outcomes (teaching academics only)					
Disagree		24.0	22.4	24.7	s
Neither agree or disagree		25.0	24.8	25.8	s
Agree		51.0	52.8	49.4	s
Total (n)		308	125	178	s
I feel there are unrealistic expectations of me in terms of research outputs (academics and L&As only)					
Disagree	28.6	29.7	26.1	31.9	s
Neither agree or disagree	35.7	32.7	36.5	30.7	s
Agree	35.7	37.6	37.4	37.4	s
Total (n)	14	269	115	166	s
I feel there are unrealistic work expectations of me (general/professional and L&As only)					
Disagree	48.8		48.6	48.9	s
Neither agree or disagree	25.8		25.7	25.8	s
Agree	25.4		25.7	25.3	s
Total (n)	810		183	620	s
I am concerned about how performance appraisal will be managed					
Disagree	29.3	19.6	24.9	27.0	0.0
Neither agree or disagree	37.4	32.0	34.8	36.3	40.0
Agree	33.2	48.5	40.3	36.8	60.0
Total (n)	743	322	305	753	5
I am satisfied with my career opportunities in the university sector as a whole					
Disagree	27.1	39.7	32.2	30.2	57.1
Neither agree or disagree	32.4	23.3	27.2	30.7	0.0
Agree	40.5	37.1	40.6	39.1	42.9
Total (n)	800	348	323	817	7

Table 5.1.c: Working arrangements during the COVID-19 pandemic (Column percent and n sample size)

Work arrangements:	Job Role		Gender		
	Other Staff	Faculty	Male	Female	Non-Binary/ Fluid/Other
I am satisfied that my workload is fair					
Disagree	25.9	42.6	29.4	31.7	28.6
Neither agree or disagree	19.7	24.4	24.6	19.7	14.3
Agree	54.4	33.1	46.0	48.6	57.1
Total (n)	829	369	337	852	7
The physical environment at and around my home is pleasant					
Disagree	10.0	18.3	14.5	11.7	57.1
Neither agree or disagree	8.4	11.3	10.4	9.1	0.0
Agree	81.6	70.4	75.2	79.2	42.9
Total (n)	830	372	338	855	7
During my non-work hours, I do not think about work at all					
Disagree	66.7	88.0	78.2	71.5	100.0
Neither agree or disagree	6.4	4.0	4.7	6.1	0.0
Agree	27.0	8.0	17.1	22.5	0.0
Total (n)	834	374	340	859	7
I have been worried that I or someone close to me would contract COVID-19					
Disagree	17.3	13.4	20.3	14.5	14.3
Neither agree or disagree	11.9	11.5	13.5	11.1	14.3
Agree	70.9	75.1	66.2	74.5	71.4
Total (n)	827	373	340	851	7

Table 5.2.a: Working arrangements during the COVID-19 pandemic (Column percent and n sample size)

Work arrangements:	Age group		Indigenous/Non-Indigenous		Visible minority	
	Aged 51-70	Aged 50 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
It is clear what is expected of me in my job						
Disagree	22.0	20.5	21.0	29.6	21.8	17.9
Neither agree or disagree	9.5	8.9	9.3	3.7	8.6	12.4
Agree	68.5	70.5	69.7	66.7	69.6	69.7
Total (n)	483	716	1178	27	1004	201
I have a separate space at home where I can do university work						
Disagree	21.1	34.3	28.8	33.3	27.9	34.0
Neither agree or disagree	5.2	2.8	3.7	7.4	3.6	4.5
Agree	73.8	62.9	67.5	59.3	68.5	61.5
Total (n)	484	714	1177	27	1004	200
I have good equipment at home						
Disagree	25.7	29.3	27.7	29.6	27.0	31.5
Neither agree or disagree	7.6	9.0	8.4	14.8	8.8	7.5
Agree	66.7	61.8	63.9	55.6	64.2	61.0
Total (n)	486	714	1179	27	1006	200
The university provided adequate support to enable me to work at home						
Disagree	28.5	32.0	30.3	48.0	30.5	31.7
Neither agree or disagree	18.4	16.2	17.2	8.0	17.7	13.6
Agree	53.2	51.8	52.5	44.0	51.8	54.8
Total (n)	474	706	1161	25	987	199
My workload is manageable						
Disagree	28.0	27.0	27.0	40.7	27.6	25.6
Neither agree or disagree	18.1	14.6	16.0	14.8	16.3	14.6
Agree	53.8	58.4	57.0	44.4	56.1	59.8
Total (n)	485	714	1178	27	1006	199

Table 5.2.b: Working arrangements during the COVID-19 pandemic (Column percent and n sample size)

Work arrangements:	Age group		Indigenous/Non-Indigenous		Visible minority	
	Aged 51-70	Aged 50 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
I feel there are unrealistic expectations of me in terms of teaching outcomes (teaching academics only)						
Disagree	27.9	19.7	23.9	28.6	24.0	24.1
Neither agree or disagree	25.5	24.7	25.3	14.3	24.4	31.0
Agree	46.7	55.6	50.8	57.1	51.6	44.8
Total (n)	165	142	301	7	279	29
I feel there are unrealistic expectations of me in terms of research outputs (academics and L&As only)						
Disagree	32.6	26.5	30.4	10.0	28.7	36.1
Neither agree or disagree	38.2	27.9	32.2	50.0	34.4	22.2
Agree	29.2	45.6	37.4	40.0	36.8	41.7
Total (n)	144	136	273	10	247	36
I feel there are unrealistic work expectations of me (general/professional and L&As only)						
Disagree	45.5	50.7	49.1	35.3	48.3	50.7
Neither agree or disagree	24.9	26.1	25.6	35.3	26.2	24.0
Agree	29.6	23.3	25.4	29.4	25.5	25.3
Total (n)	277	529	793	17	656	154
I am concerned about how performance appraisal will be managed						
Disagree	23.4	28.1	26.4	28.0	26.2	27.3
Neither agree or disagree	41.6	32.4	36.0	28.0	36.6	31.8
Agree	35.0	39.6	37.7	44.0	37.2	40.9
Total (n)	411	652	1043	25	892	176
I am satisfied with my career opportunities in the university sector as a whole						
Disagree	26.8	33.8	31.3	18.5	30.1	35.4
Neither agree or disagree	36.8	25.1	29.4	37.0	30.3	26.2
Agree	36.4	41.1	39.3	44.4	39.6	38.5
Total (n)	440	708	1125	27	957	195

Table 5.2.c: Working arrangements during the COVID-19 pandemic (Column percent and n sample size)

Work arrangements:	Age group		Indigenous/Non-Indigenous		Visible minority	
	Aged 51-70	Aged 50 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
I am satisfied that my workload is fair						
Disagree	34.3	28.8	30.4	53.6	30.8	31.8
Neither agree or disagree	19.3	22.4	21.6	3.6	21.3	20.4
Agree	46.4	48.8	48.0	42.9	48.0	47.8
Total (n)	481	715	1174	28	1001	201
The physical environment at and around my home is pleasant						
Disagree	8.2	15.7	12.7	11.1	12.0	16.1
Neither agree or disagree	10.1	9.0	9.1	22.2	8.9	11.6
Agree	81.7	75.4	78.2	66.7	79.1	72.4
Total (n)	486	714	1179	27	1007	199
During my non-work hours, I do not think about work at all						
Disagree	77.9	70.2	73.1	85.7	75.0	65.4
Neither agree or disagree	4.9	6.1	5.7	3.6	5.6	5.5
Agree	17.2	23.7	21.3	10.7	19.4	29.2
Total (n)	489	717	1184	28	1010	202
I have been worried that I or someone close to me would contract COVID-19						
Disagree	15.2	16.6	15.9	21.4	15.7	17.9
Neither agree or disagree	13.6	10.6	11.7	14.3	11.8	11.4
Agree	71.3	72.9	72.5	64.3	72.6	70.7
Total (n)	487	711	1176	28	1003	201

Table 5.3.a: Working arrangements during the COVID-19 pandemic (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Limitations		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Limitations	Activity Limitations	No	Yes
It is clear what is expected of me in my job						
Disagree	22.9	18.3	19.2	30.0	21.0	21.4
Neither agree or disagree	8.6	10.2	8.8	11.6	8.8	9.5
Agree	68.5	71.5	72.1	58.4	70.2	69.1
Total (n)	764	432	1006	190	523	672
I have a separate space at home where I can do university work						
Disagree	31.1	25.4	27.7	34.0	26.4	31.0
Neither agree or disagree	3.9	3.2	3.3	5.8	4.4	3.0
Agree	64.9	71.4	69.0	60.2	69.2	66.1
Total (n)	761	434	1004	191	522	672
I have good equipment at home						
Disagree	28.6	26.5	26.0	37.2	26.8	28.7
Neither agree or disagree	7.3	10.4	7.8	11.0	7.5	9.5
Agree	64.1	63.1	66.2	51.8	65.8	61.8
Total (n)	763	434	1006	191	523	673
The university provided adequate support to enable me to work at home						
Disagree	32.6	27.3	28.8	39.9	30.8	30.8
Neither agree or disagree	16.0	19.2	16.4	20.7	15.4	18.6
Agree	51.4	53.5	54.8	39.4	53.8	50.7
Total (n)	749	428	989	188	513	663
My workload is manageable						
Disagree	27.9	26.3	25.6	36.5	23.0	30.9
Neither agree or disagree	16.0	16.2	15.8	16.9	16.3	15.8
Agree	56.1	57.5	58.6	46.6	60.7	53.3
Total (n)	763	433	1007	189	522	673

Table 5.3.b: Working arrangements during the COVID-19 pandemic (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Limitations		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Limitations	Activity Limitations	No	Yes
I feel there are unrealistic expectations of me in terms of teaching outcomes (teaching academics only)						
Disagree	22.8	26.1	24.3	22.8	22.3	25.4
Neither agree or disagree	26.4	22.6	27.9	12.3	28.5	22.0
Agree	50.8	51.3	47.8	64.9	49.2	52.5
Total (n)	193	115	247	57	130	177
I feel there are unrealistic expectations of me in terms of research outputs (academics and L&As only)						
Disagree	27.3	32.8	30.8	21.8	28.7	29.9
Neither agree or disagree	33.9	31.9	32.6	34.6	42.6	26.4
Agree	38.8	35.3	36.6	43.6	28.7	43.7
Total (n)	165	116	224	55	115	167
I feel there are unrealistic work expectations of me (general/professional and L&As only)						
Disagree	46.3	53.4	50.1	41.0	50.8	47.0
Neither agree or disagree	25.6	25.8	26.0	25.6	24.9	26.6
Agree	28.1	20.8	24.0	33.3	24.3	26.4
Total (n)	523	279	689	117	358	443
I am concerned about how performance appraisal will be managed						
Disagree	27.7	23.9	26.7	24.7	29.3	23.9
Neither agree or disagree	34.2	38.4	36.8	31.3	35.8	35.8
Agree	38.1	37.6	36.5	44.0	34.9	40.3
Total (n)	687	372	893	166	464	595
I am satisfied with my career opportunities in the university sector as a whole						
Disagree	29.3	34.5	29.8	36.5	27.2	34.1
Neither agree or disagree	31.0	27.3	29.8	29.8	32.8	27.3
Agree	39.8	38.3	40.5	33.7	40.0	38.6
Total (n)	727	418	964	181	497	645

Table 5.3.c: Working arrangements during the COVID-19 pandemic (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Limitations		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Limitations	Activity Limitations	No	Yes
I am satisfied that my workload is fair						
Disagree	31.7	29.9	29.6	38.6	27.0	34.1
Neither agree or disagree	19.8	23.2	21.5	19.6	21.6	20.6
Agree	48.5	47.0	48.9	41.8	51.4	45.3
Total (n)	761	432	1004	189	523	669
The physical environment at and around my home is pleasant						
Disagree	12.8	12.7	11.3	20.7	12.2	13.2
Neither agree or disagree	8.4	11.1	8.6	12.8	7.3	10.9
Agree	78.8	76.3	80.1	66.5	80.5	75.9
Total (n)	763	434	1009	188	523	673
During my non-work hours, I do not think about work at all						
Disagree	74.9	70.9	72.7	76.0	72.0	74.3
Neither agree or disagree	5.2	6.2	5.8	4.2	5.5	5.6
Agree	19.8	22.9	21.5	19.8	22.5	20.0
Total (n)	766	437	1011	192	528	674
I have been worried that I or someone close to me would contract COVID-19						
Disagree	14.6	18.7	16.8	12.1	17.0	15.2
Neither agree or disagree	10.6	13.2	12.6	6.3	12.8	10.7
Agree	74.8	68.1	70.6	81.6	70.2	74.1
Total (n)	762	433	1005	190	523	671

CONCLUSION

The findings from the York University portion of the CHUSS project illustrate that university workers experienced an assortment of outcomes that were associated with adapting to the impact of the COVID-19 pandemic. In particular, this report focused on how work factors of interest (i.e. preferred arrangement of work; how work arrangements changed; personal experiences and satisfaction; and work expectations, work-space, and work environment) varied across individual characteristics, including: job role, gender, age, Indigenous, visible minority, immigrant status, activity limitation, and care responsibilities.

In summary, most respondents from both the faculty and other staff (i.e. librarian or archivist; administrative, professional, technical and general staff; and senior university management), reported increases in working from home (96.6%) compared to before the pandemic (6.7%) and for many the new arrangement was a preferred working arrangement post-pandemic (44.1%). While the number of paid work hours did not increase substantively for most respondents (14.3%), over half indicated an increase in their actual time spent working (64.8%). Compared to other staff, the faculty generally reported relatively higher concerns with job expectations, university support, and manageable workload. Further, these patterns continued for job satisfaction and workload satisfaction outcomes with faculty reporting lower satisfaction levels. Further, work-life balance and work strain levels were also generally higher for faculty compared to other staff. Finally, these concerns with satisfaction and stress seem to have had an impact on work productivity and quality with relatively higher levels of decreases being reported by faculty compared to other staff.

It is important to note that while these patterns exist for job role, they are also present to varying degrees across other individual characteristics such as: gender, age, Indigenous, visible minority, immigrant status, activity limitation, and care responsibilities. The cross-tabulations used as the main analyses in the full report provide an opportunity for these types of rich comparisons; however, it should be noted that only multi-variate analyses can separate out the significant role of individual characteristics with regard to outcomes of interest. Future research will use multivariate modelling to explore the role of individual characteristics on some of the work factors of interest, such as preferred arrangement of work, how work arrangements changed, personal experiences and satisfaction, and work environment.

Overall, these tables suggest that individual characteristics could be linked to differential outcomes, whereby some workers may be disproportionately impacted by the pandemic. As work arrangements under COVID19 conditions persist, these disruptions in work and life can become more acute, and as such it will be important for university administrators to maintain an active dialogue to enable an understanding with regard to how these concerns are progressing and whether issues are being effectively addressed.

APPENDIX 1: YORK AND OTHER CANADIAN UNIVERSITIES COMPARED

Table of variable : University and Q12r

RECODE of Q12 ([Work from home BEFORE COVID 19] To what extent did you work from	University		Total
	Other	York	
Never work from home	4,071 87.59	1,039 80.54	5,110 86.06
About half and half	338 7.27	169 13.10	507 8.54
Always work from home	239 5.14	82 6.36	321 5.41
Total	4,648 100.00	1,290 100.00	5,938 100.00

Pearson chi2(2) = 48.7567 Pr = 0.000

Table of variable : University and Q13r

RECODE of Q13 ([Work from home DURING COVID 19] To what extent did you work from	University		Total
	Other	York	
Never work from home	287 6.19	24 1.87	311 5.25
About half and half	160 3.45	20 1.56	180 3.04
Always work from home	4,193 90.37	1,242 96.58	5,435 91.71
Total	4,640 100.00	1,286 100.00	5,926 100.00

Pearson chi2(2) = 51.9087 Pr = 0.000

Table of variable : University and Q14r

RECODE of Q14 ([Work from home PREFERRED ARRANGEMENT AFTER COVID 19] To what ext	University		Total
	Other	York	
Never work from home	1,254	223	1,477
	27.08	17.33	24.96
About half and half	1,529	497	2,026
	33.02	38.62	34.24
Always work from home	1,847	567	2,414
	39.89	44.06	40.80
Total	4,630	1,287	5,917
	100.00	100.00	100.00

Pearson chi2(2) = 51.8889 Pr = 0.000

Table of variable : University and Q21a_r

RECODE of Q21a ([a.Your number of paid work hours] Do you consider that the foll	University		Total
	Other	York	
Decreased	207	56	263
	5.10	5.42	5.16
Stayed the same	3,317	829	4,146
	81.70	80.25	81.41
Increased	536	148	684
	13.20	14.33	13.43
Total	4,060	1,033	5,093
	100.00	100.00	100.00

Pearson chi2(2) = 1.1543 Pr = 0.561

Table of variable : University and Q21b_r
 RECODE of Q21b |
 ([b.The number |
 of hours you |
 actually spent |
 on work] Do you |
 consid |

	University		Total
	Other	York	
Decreased	887	145	1,032
	19.76	12.02	18.12
Stayed the same	1,178	280	1,458
	26.25	23.22	25.61
Increased	2,423	781	3,204
	53.99	64.76	56.27
Total	4,488	1,206	5,694
	100.00	100.00	100.00

Pearson chi2(2) = 54.4328 Pr = 0.000

Table of variable : University and Q21c_r
 RECODE of Q21c |
 ([c.The clarity |
 of what was |
 expected of |
 you] Do you |
 consider that |

	University		Total
	Other	York	
Decreased	1,398	402	1,800
	31.37	33.72	31.87
Stayed the same	2,473	602	3,075
	55.50	50.50	54.44
Increased	585	188	773
	13.13	15.77	13.69
Total	4,456	1,192	5,648
	100.00	100.00	100.00

Pearson chi2(2) = 10.7426 Pr = 0.005

Table of variable : University and Q21d_r

RECODE of Q21d ([d.The time you spent on teaching, including preparation] Do you	University		Total
	Other	York	
Decreased	64	12	76
	6.62	3.79	5.92
Stayed the same	184	40	224
	19.03	12.62	17.45
Increased	719	265	984
	74.35	83.60	76.64
Total	967	317	1,284
	100.00	100.00	100.00

Pearson chi2(2) = 11.5203 Pr = 0.003

Table of variable : University and Q21e_r

RECODE of Q21e ([e.The time you spent on research] Do you consider that the foll	University		Total
	Other	York	
Decreased	510	183	693
	47.49	55.12	49.29
Stayed the same	265	70	335
	24.67	21.08	23.83
Increased	299	79	378
	27.84	23.80	26.88
Total	1,074	332	1,406
	100.00	100.00	100.00

Pearson chi2(2) = 5.9137 Pr = 0.052

Table of variable : University and Q21f_r

RECODE of Q21f ([f.The time you spent on administration and service] Do you cons	University		Total
	Other	York	
Decreased	203 17.85	55 16.72	258 17.60
Stayed the same	375 32.98	103 31.31	478 32.61
Increased	559 49.16	171 51.98	730 49.80
Total	1,137 100.00	329 100.00	1,466 100.00

Pearson chi2(2) = 0.8117 Pr = 0.666

Table of variable : University and Q21g_r

RECODE of Q21g ([g.How satisfied the students were] Do you consider that the fol	University		Total
	Other	York	
Decreased	453 51.42	139 50.55	592 51.21
Stayed the same	348 39.50	113 41.09	461 39.88
Increased	80 9.08	23 8.36	103 8.91
Total	881 100.00	275 100.00	1,156 100.00

Pearson chi2(2) = 0.2850 Pr = 0.867

Table of variable : University and Q21h_r

RECODE of Q21h ([h.Your ability to seek or apply for research funding] Do you co	University		Total
	Other	York	
Decreased	374	120	494
	45.28	47.81	45.87
Stayed the same	346	117	463
	41.89	46.61	42.99
Increased	106	14	120
	12.83	5.58	11.14
Total	826	251	1,077
	100.00	100.00	100.00

Pearson chi2(2) = 10.3628 Pr = 0.006

Table of variable : University and Q21i_r

RECODE of Q21i ([i.Your ability to do field or lab work or collect data for rese	University		Total
	Other	York	
Decreased	667	212	879
	81.44	87.60	82.85
Stayed the same	131	23	154
	16.00	9.50	14.51
Increased	21	7	28
	2.56	2.89	2.64
Total	819	242	1,061
	100.00	100.00	100.00

Pearson chi2(2) = 6.3552 Pr = 0.042

Table of variable : University and Q21j_r

RECODE of Q21j ([j.Your ability to finish or submit research papers] Do you cons	University		Total
	Other	York	
Decreased	495	173	668
	53.05	59.86	54.66
Stayed the same	244	73	317
	26.15	25.26	25.94
Increased	194	43	237
	20.79	14.88	19.39
Total	933	289	1,222
	100.00	100.00	100.00

Pearson chi2(2) = 5.9176 Pr = 0.052

Table of variable : University and Q21k_r

RECODE of Q21k ([k.Your ability to meet the university's likely teaching expecta	University		Total
	Other	York	
Decreased	388	115	503
	44.34	38.33	42.81
Stayed the same	418	155	573
	47.77	51.67	48.77
Increased	69	30	99
	7.89	10.00	8.43
Total	875	300	1,175
	100.00	100.00	100.00

Pearson chi2(2) = 3.7651 Pr = 0.152

Table of variable : University and Q211_r

RECODE of Q211 ([1.Your ability to meet the university's likely research expecta	University		Total
	Other	York	
Decreased	543	174	717
	55.35	61.05	56.64
Stayed the same	348	89	437
	35.47	31.23	34.52
Increased	90	22	112
	9.17	7.72	8.85
Total	981	285	1,266
	100.00	100.00	100.00

Pearson chi2(2) = 2.9492 Pr = 0.229

Table of variable : University and Q21m_r

RECODE of Q21m ([m.Your ability to meet the university's likely expectations] Do	University		Total
	Other	York	
Decreased	529	119	648
	16.56	14.67	16.18
Stayed the same	2,020	476	2,496
	63.22	58.69	62.31
Increased	646	216	862
	20.22	26.63	21.52
Total	3,195	811	4,006
	100.00	100.00	100.00

Pearson chi2(2) = 15.9193 Pr = 0.000

Table of variable : University and Q21n_r

RECODE of Q21n ([n.Your connections with colleagues] Do you consider that the fo	University		Total
	Other	York	
Decreased	3,377	897	4,274
	75.04	74.01	74.82
Stayed the same	692	177	869
	15.38	14.60	15.21
Increased	431	138	569
	9.58	11.39	9.96
Total	4,500	1,212	5,712
	100.00	100.00	100.00

Pearson chi2(2) = 3.6469 Pr = 0.161

Table of variable : University and Q21o_r

RECODE of Q21o ([o.Your personal daily productivity] Do you consider that the fo	University		Total
	Other	York	
Decreased	1,453	390	1,843
	32.31	32.28	32.30
Stayed the same	1,212	286	1,498
	26.95	23.68	26.26
Increased	1,832	532	2,364
	40.74	44.04	41.44
Total	4,497	1,208	5,705
	100.00	100.00	100.00

Pearson chi2(2) = 6.3964 Pr = 0.041

Table of variable : University and Q21p_r
 RECODE of Q21p |
 ([p.The quality |
 of your work] |
 Do you consider |
 that the |
 following |
 -----+-----+-----+-----

	University		Total
	Other	York	
Decreased	693 15.48	205 17.01	898 15.80
Stayed the same	2,541 56.76	611 50.71	3,152 55.47
Increased	1,243 27.76	389 32.28	1,632 28.72
Total	4,477 100.00	1,205 100.00	5,682 100.00

Pearson chi2(2) = 14.4276 Pr = 0.001

Table of variable : University and Q21q_r
 RECODE of Q21q |
 ([q.How tired |
 work makes you |
 feel] Do you |
 consider that |
 the follo |
 -----+-----+-----+-----

	University		Total
	Other	York	
Decreased	1,165 26.13	296 24.75	1,461 25.84
Stayed the same	977 21.91	227 18.98	1,204 21.29
Increased	2,317 51.96	673 56.27	2,990 52.87
Total	4,459 100.00	1,196 100.00	5,655 100.00

Pearson chi2(2) = 7.8086 Pr = 0.020

Table of variable : University and Q21r_r

RECODE of Q21r ([r.The extent to which your working time was disrupted by other	University		Total
	Other	York	
Decreased	2,158 48.74	503 42.27	2,661 47.37
Stayed the same	840 18.97	249 20.92	1,089 19.38
Increased	1,430 32.29	438 36.81	1,868 33.25
Total	4,428 100.00	1,190 100.00	5,618 100.00

Pearson chi2(2) = 15.8712 Pr = 0.000

Table of variable : University and Q21s_r

RECODE of Q21s ([s.The extent to which your working time was disrupted by other	University		Total
	Other	York	
Decreased	296 7.00	82 7.36	378 7.07
Stayed the same	1,563 36.96	405 36.36	1,968 36.83
Increased	2,370 56.04	627 56.28	2,997 56.09
Total	4,229 100.00	1,114 100.00	5,343 100.00

Pearson chi2(2) = 0.2594 Pr = 0.878

Table of variable : University and Q21t_r

RECODE of Q21t ([t.The likelihood of being promoted in the near future] Do you c	University		Total
	Other	York	
Decreased	600 16.95	202 21.89	802 17.97
Stayed the same	2,670 75.45	651 70.53	3,321 74.43
Increased	269 7.60	70 7.58	339 7.60
Total	3,539 100.00	923 100.00	4,462 100.00

Pearson chi2(2) = 12.2797 Pr = 0.002

Table of variable : University and Q21u_r

RECODE of Q21u ([u.Your career prospects over the next 5-10 years] Do you consid	University		Total
	Other	York	
Decreased	715 17.68	251 23.61	966 18.92
Stayed the same	2,859 70.70	668 62.84	3,527 69.06
Increased	470 11.62	144 13.55	614 12.02
Total	4,044 100.00	1,063 100.00	5,107 100.00

Pearson chi2(2) = 25.7743 Pr = 0.000

Table of variable : University and Q22a_r

RECODE of Q22a ([Your job security] Do you consider that the following things as	University		Total
	Other	York	
Decreased	1,270	381	1,651
	28.53	32.43	29.35
Stayed the same	2,807	717	3,524
	63.06	61.02	62.64
Increased	374	77	451
	8.40	6.55	8.02
Total	4,451	1,175	5,626
	100.00	100.00	100.00

Pearson chi2(2) = 9.3858 Pr = 0.009

Table of variable : University and Q22b_r

RECODE of Q22b ([Your job satisfaction] Do you consider that the following thing	University		Total
	Other	York	
Decreased	1,628	480	2,108
	36.25	40.00	37.04
Stayed the same	1,703	428	2,131
	37.92	35.67	37.45
Increased	1,160	292	1,452
	25.83	24.33	25.51
Total	4,491	1,200	5,691
	100.00	100.00	100.00

Pearson chi2(2) = 5.7098 Pr = 0.058

Table of variable : University and Q22c_r
 RECODE of Q22c |
 ([Your personal |
 income] Do you |
 consider that |
 the following |
 things |

	University		Total
	Other	York	
Decreased	283	102	385
	6.39	8.70	6.87
Stayed the same	3,690	945	4,635
	83.26	80.56	82.69
Increased	459	126	585
	10.36	10.74	10.44
Total	4,432	1,173	5,605
	100.00	100.00	100.00

Pearson chi2(2) = 8.1539 Pr = 0.017

Table of variable : University and Q22d_r
 RECODE of Q22d |
 ([The total |
 income of your |
 household] Do |
 you consider |
 that the fo |

	University		Total
	Other	York	
Decreased	947	268	1,215
	21.52	23.00	21.83
Stayed the same	3,061	785	3,846
	69.57	67.38	69.11
Increased	392	112	504
	8.91	9.61	9.06
Total	4,400	1,165	5,565
	100.00	100.00	100.00

Pearson chi2(2) = 2.0681 Pr = 0.356

Table of variable : University and Q22e_r
 RECODE of Q22e |
 ([The number of |
 hours worked by |
 your partner in |
 paid |
 employment] |
 University
 Other York | Total

	Other	York	Total
Decreased	848	208	1,056
	25.52	24.82	25.38
Stayed the same	1,784	424	2,208
	53.69	50.60	53.06
Increased	691	206	897
	20.79	24.58	21.56
Total	3,323	838	4,161
	100.00	100.00	100.00

Pearson chi2(2) = 5.7868 Pr = 0.055

Table of variable : University and Q22f_r
 RECODE of Q22f |
 ([The stress |
 you experience] |
 Do you consider |
 that the |
 following |
 University
 Other York | Total

	Other	York	Total
Decreased	805	203	1,008
	18.21	17.25	18.01
Stayed the same	709	152	861
	16.04	12.91	15.38
Increased	2,906	822	3,728
	65.75	69.84	66.61
Total	4,420	1,177	5,597
	100.00	100.00	100.00

Pearson chi2(2) = 8.7240 Pr = 0.013

Table of variable : University and Q22g_r
 RECODE of Q22g |
 ([How worried |
 you have felt] |
 Do you consider |
 that the |
 following |
 University
 Other York | Total

	Other	York	Total
Decreased	396 8.81	117 9.71	513 9.00
Stayed the same	1,019 22.68	231 19.17	1,250 21.94
Increased	3,078 68.51	857 71.12	3,935 69.06
Total	4,493 100.00	1,205 100.00	5,698 100.00

Pearson chi2(2) = 7.1218 Pr = 0.028

Table of variable : University and Q22h_r
 RECODE of Q22h |
 ([How happy |
 you have felt] |
 Do you consider |
 that the |
 following th |
 University
 Other York | Total

	Other	York	Total
Decreased	1,930 42.85	549 45.48	2,479 43.41
Stayed the same	1,348 29.93	324 26.84	1,672 29.28
Increased	1,226 27.22	334 27.67	1,560 27.32
Total	4,504 100.00	1,207 100.00	5,711 100.00

Pearson chi2(2) = 4.6879 Pr = 0.096

Table of variable : University and Q22i_r
 RECODE of Q22i |
 ([The time you |
 spend on |
 domestic |
 responsibilities |
 s (including |
 chi | University

	Other	York	Total
Decreased	365	77	442
	8.17	6.43	7.80
Stayed the same	1,866	510	2,376
	41.75	42.57	41.93
Increased	2,238	611	2,849
	50.08	51.00	50.27
Total	4,469	1,198	5,667
	100.00	100.00	100.00

Pearson chi2(2) = 3.9778 Pr = 0.137

Table of variable : University and Q22j_r
 RECODE of Q22j |
 ([How much |
 work interferes |
 with your |
 personal life] |
 Do you consi | University

	Other	York	Total
Decreased	777	183	960
	17.39	15.31	16.96
Stayed the same	1,896	473	2,369
	42.44	39.58	41.84
Increased	1,794	539	2,333
	40.16	45.10	41.20
Total	4,467	1,195	5,662
	100.00	100.00	100.00

Pearson chi2(2) = 9.8451 Pr = 0.007

Table of variable : University and Q22k_r
 RECODE of Q22k ([How much personal life interferes with your work] Do you consider)

	University		Total
	Other	York	
Decreased	459 10.37	116 9.80	575 10.25
Stayed the same	2,209 49.92	607 51.27	2,816 50.21
Increased	1,757 39.71	461 38.94	2,218 39.54
Total	4,425 100.00	1,184 100.00	5,609 100.00

Pearson chi2(2) = 0.7791 Pr = 0.677

Table of variable : University and Q23a_r
 RECODE of Q23a ([a.It is clear what is expected of me in my job] Please indicate)

	University		Total
	Other	York	
Disagree	833 18.52	255 21.16	1,088 19.08
Neither agree or disagree	490 10.90	111 9.21	601 10.54
Agree	3,174 70.58	839 69.63	4,013 70.38
Total	4,497 100.00	1,205 100.00	5,702 100.00

Pearson chi2(2) = 6.1484 Pr = 0.046

Table of variable : University and Q23b_r

RECODE of Q23b ([b.I have a separate space at home where I can do university wor	University		Total
	Other	York	
Disagree	1,177 26.71	348 28.90	1,525 27.18
Neither agree or disa	176 3.99	45 3.74	221 3.94
Agree	3,053 69.29	811 67.36	3,864 68.88
Total	4,406 100.00	1,204 100.00	5,610 100.00

Pearson chi2(2) = 2.3401 Pr = 0.310

Table of variable : University and Q23c_r

RECODE of Q23c ([c.I have good equipment at home] Please indicate the extent to	University		Total
	Other	York	
Disagree	1,091 24.72	335 27.78	1,426 25.37
Neither agree or disa	331 7.50	103 8.54	434 7.72
Agree	2,992 67.78	768 63.68	3,760 66.90
Total	4,414 100.00	1,206 100.00	5,620 100.00

Pearson chi2(2) = 7.2119 Pr = 0.027

Table of variable : University and Q23d_r

RECODE of Q23d ([d.The university provided adequate support to enable me to work	University		Total
	Other	York	
Disagree	952 22.01	364 30.69	1,316 23.88
Neither agree or disa	645 14.91	202 17.03	847 15.37
Agree	2,729 63.08	620 52.28	3,349 60.76
Total	4,326 100.00	1,186 100.00	5,512 100.00

Pearson chi2(2) = 50.0276 Pr = 0.000

Table of variable : University and Q23e_r

RECODE of Q23e ([e.My workload is manageable] Please indicate the extent to whic	University		Total
	Other	York	
Disagree	1,044 23.28	329 27.30	1,373 24.13
Neither agree or disa	625 13.94	193 16.02	818 14.38
Agree	2,815 62.78	683 56.68	3,498 61.49
Total	4,484 100.00	1,205 100.00	5,689 100.00

Pearson chi2(2) = 14.9571 Pr = 0.001

Table of variable : University and Q23f_r

RECODE of Q23f ([f.I feel there are unrealistic expectations of me in terms of t	University		Total
	Other	York	
Disagree	253 28.43	74 24.03	327 27.30
Neither agree or disa	230 25.84	77 25.00	307 25.63
Agree	407 45.73	157 50.97	564 47.08
Total	890 100.00	308 100.00	1,198 100.00

Pearson chi2(2) = 3.0235 Pr = 0.221

Table of variable : University and Q23g_r

RECODE of Q23g ([g.I feel there are unrealistic expectations of me in terms of r	University		Total
	Other	York	
Disagree	312 31.55	84 29.68	396 31.13
Neither agree or disa	345 34.88	93 32.86	438 34.43
Agree	332 33.57	106 37.46	438 34.43
Total	989 100.00	283 100.00	1,272 100.00

Pearson chi2(2) = 1.4722 Pr = 0.479

Table of variable : University and Q23h_r

RECODE of Q23h ([h.I feel there are unrealistic work expectations of me] Please	University		Total
	Other	York	
Disagree	1,597	395	1,992
	52.58	48.77	51.78
Neither agree or disa	768	209	977
	25.29	25.80	25.40
Agree	672	206	878
	22.13	25.43	22.82
Total	3,037	810	3,847
	100.00	100.00	100.00

Pearson chi2(2) = 4.9285 Pr = 0.085

Table of variable : University and Q23i_r

RECODE of Q23i ([i.I am concerned about how performance appraisal will be manage	University		Total
	Other	York	
Disagree	1,369	282	1,651
	32.33	26.40	31.13
Neither agree or disa	1,424	382	1,806
	33.62	35.77	34.06
Agree	1,442	404	1,846
	34.05	37.83	34.81
Total	4,235	1,068	5,303
	100.00	100.00	100.00

Pearson chi2(2) = 14.2533 Pr = 0.001

Table of variable : University and Q23j_r

RECODE of Q23j ([j.I am satisfied with my career opportunities in the university	University		Total
	Other	York	
Disagree	1,108 25.31	357 30.99	1,465 26.50
Neither agree or disa	1,340 30.61	341 29.60	1,681 30.40
Agree	1,929 44.07	454 39.41	2,383 43.10
Total	4,377 100.00	1,152 100.00	5,529 100.00

Pearson chi2(2) = 15.9927 Pr = 0.000

Table of variable : University and Q23k_r

RECODE of Q23k ([k.I am satisfied that my workload is fair] Please indicate the	University		Total
	Other	York	
Disagree	1,112 24.77	372 30.95	1,484 26.08
Neither agree or disa	858 19.11	254 21.13	1,112 19.54
Agree	2,519 56.11	576 47.92	3,095 54.38
Total	4,489 100.00	1,202 100.00	5,691 100.00

Pearson chi2(2) = 27.5559 Pr = 0.000

Table of variable : University and Q231_r

RECODE of Q231 ([1.The physical environment at and around my home is pleasant] P	University		Total
	Other	York	
Disagree	417 9.31	153 12.69	570 10.03
Neither agree or disa	376 8.40	113 9.37	489 8.60
Agree	3,685 82.29	940 77.94	4,625 81.37
Total	4,478 100.00	1,206 100.00	5,684 100.00

Pearson chi2(2) = 14.0411 Pr = 0.001

Table of variable : University and Q23m_r

RECODE of Q23m ([m.During my non-work hours, I do not think about work at all] P	University		Total
	Other	York	
Disagree	3,291 72.97	889 73.35	4,180 73.05
Neither agree or disa	293 6.50	68 5.61	361 6.31
Agree	926 20.53	255 21.04	1,181 20.64
Total	4,510 100.00	1,212 100.00	5,722 100.00

Pearson chi2(2) = 1.3268 Pr = 0.515

Table of variable : University and Q23n_r

RECODE of Q23n ([n.I have been worried that I or someone close to me would contr	University		Total
	Other	York	
Disagree	779 17.27	193 16.03	972 17.00
Neither agree or disa	580 12.85	141 11.71	721 12.61
Agree	3,153 69.88	870 72.26	4,023 70.38
Total	4,512 100.00	1,204 100.00	5,716 100.00

Pearson chi2(2) = 2.6023 Pr = 0.272

APPENDIX 2: POWER ANALYSIS



