York University

IMPACTS OF COVID-19 ON THE WORKING ARRANGEMENTS OF FACULTY AND STAFF: WAVE 2, APRIL 2022

Report

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Acknowledgements:

This report is based on findings from a survey conducted at York University in April/May 2022. This survey is a follow-up to a survey conducted in August/September 2020 on the impacts of COVID-19 on the working arrangements of university faculty and staff. 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 universities in Australia and 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 universities in Australia and 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 focuses mainly on cross-sectional survey data collected at York University (n=1,322) in April and May of 2022. The survey was sent to all York faculty and staff using email distribution lists. Participation in the survey was voluntary, which 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 emerging in 2020, workplaces in Canada and around the world closed facilities in response to government requirements, and as such workers began to engage in homeworking activities. As conditions have evolved, workers have experienced many transitions in policies and work practices. This study seeks to examine the impact of the COVID-19 pandemic two years after its initial emergence 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 (83.0%) compared to before the pandemic (6.0%) and for many the new arrangement was a preferred working arrangement post-pandemic (58.5%). Working at home seemed to create some challenges as 36.3% reported an increase in work interfering with personal life, while 20.8% reported an increase in personal life interfering with work. These challenges may have been mitigated in that 62.5% agreed that their workload was manageable, and 69.5% agreed that the university provided adequate support to enable work at home. Nonetheless, 50.6% reported an increase in stress, and 36.24% a decrease in job satisfaction (with 49% reporting an increase in worry, and 34.2% 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 examining the impact of the COVID-19 pandemic on the working arrangements of faculty and staff at Canadian and Australian universities.

Emergency government requirements linked to the COVID-19 pandemic led workplaces in Canada and worldwide to close facilities and, thus, workers began engaging in homeworking activities in early 2020. While some workers found this transition to be seamless, as facilities within their homes were already conducive to remote work, others experienced challenges (and some more significant than others). From late 2020 through 2021, workers experienced several transitions as the pandemic evolved and government policies adapted to changes. In this context, workers continued to manage emerging changes in work practices while balancing competing responsibilities between work and home. This study aims to examine the impact of the COVID-19 pandemic on the working arrangements of faculty and staff at York University, two years after its initial emergence led to significant shifts in the academic workplace and how work is done.

The current report follows the previous May 2021 report by continuing to study the issues facing academic and administrative staff as health and policy conditions evolve. Specifically, the focus is 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. Thus, some of the main topic areas and research questions remain: (1) What was the nature of the working arrangements experienced by university academic and administrative staff? (2) What was the impact of working from home 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 involves researchers at universities in Australia and 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 April and May 2022. This report focuses mainly on the survey data collected at York University (n=1,322).

METHODS

This report is based on a cross-sectional survey of faculty and staff at York University as part of a larger project ongoing across Australian and Canadian universities. The survey entitled "Impact of COVID-19 work at home on York University staff" was collected in April and May of 2022. The survey was sent to all York University faculty and staff through email distribution lists (i.e. the ALL-FACULTY and ALL-STAFF listservs); thus, all academic and other staff at York University received notifications via email regarding the survey. A follow-up email reminding faculty and staff of the survey was sent approximately two weeks after the first invitation. Faculty and staff were asked to complete the survey online, approximating 10-15 minutes to complete. The initial email invitation included potential risks and discomforts (e.g., trauma or anxiety) that could be associated with participation in the survey. The invitation also identified benefits of the research as well as the potential benefits to the participants (e.g. the findings can aid York University in identifying and addressing issues surrounding COVID-19 working arrangements within the University).

Survey participation was voluntary, and participants were able to withdraw from the survey at any point. In total, n=1,322 faculty and staff participated in the survey. Based on available data at the York University Office of Institutional Planning and Analysis (OIPA) webpage, there is a total faculty and staff count of approximately N=6,671, implying a 20% response rate (i.e., 1,322/6,671=0.198). In addition to the confidentiality protocol taken during data collection (e.g., secure management of data and anonymization of all data records), care has been taken throughout this report to ensure that individual information and responses are not identifiable through the reported findings.

For this report, cross-tabulations are the main analyses 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: preferred arrangement of work; how work arrangements changed; personal experiences and satisfaction; and work expectations, work space, and work environment.

INDIVIDUAL CHARACTERISTICS

Several individual characteristics were collected from the participants, including: job role, gender, age, Indigenous, visible minority, immigrant status, activity limitation, and care responsibilities. Table 1 below presents the overall sample descriptive statistics for these variables. For job role, participants were asked "What is your job role at the university?" Participants 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 (woman, man, and trans / 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 52 plus = and 2=aged 51 and less.

Other demographic characteristics collected for this report include Indigenous identification, visible minority, and immigrant status. For the Indigenous identification and the visible minority variables, 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 if yes, and =0 otherwise). 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.

For the activity limitation variable, 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, the 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. For the preferred arrangement of work, the following three questions were asked to assess 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 do you work from home now?"; "What would be your preferred working arrangement in the future?" 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, and 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.

Regarding how work arrangements changed pre-COVID-19 to present (April to May 2022), respondents were asked to answer the following question: "Do you consider that the following things associated with your work at York University have increased, decreased or remained the same now, compared to what they were like under Pre-Covid working arrangements?" The scale options were as follows: 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.

Regarding the personal experiences/satisfaction elements, the following question was asked: " Do you consider that the following things associated with your personal feelings or wellbeing increased, decreased or remained the same now, compared to what they were like under pre-Covid 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 list of elements for this question is presented in the set of tables in Table 4, as well as 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 each of the following statements about your working arrangement applies to you" 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, the main results presented are descriptive statistics. 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, allowing for the assessment of any differences in outcomes for the work factors across individual characteristics.

Similar to most survey data, the data collected for this survey has item non-response. The implication of this is that not all of the questions were answered by all of the participants. For example, for the individual characteristics variables, the survey has an 87.7% completion rate for all of these questions, implying that 14% 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 two 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 (n=1322), which 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.

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=1,322)

Individual Characteristics	Percent
Job Role	
Other Staff	76.3
Faculty	23.7
Gender	
Woman	70.8
Man	25.7
Trans/Non-binary/Fluid/Other	3.5
Age group	
Aged 52 plus	33.1
Aged 51 and less	66.9
Indigenous/Non-indigenous	
Non-Indigenous	98.9
Indigenous	1.1
Visible minority	
Non-Visible Minority	90.2
Visible Minority	9.8
Place of birth	
Born in Canada	62.2
Born Elsewhere	37.8
Activity Restrictions	
No Activity Restrictions	81.4
Activity Restrictions	18.6
Caring responsibilities (children or others)	
No Care Responsibilities	44.6
Care Responsibilities	55.4

TABLE 2: PREFERRED ARRANGEMENT OF WORK

Table 2: Preferred arrangement of work

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

Work from home arrangements	Job Role		Gender		
	Other Staff	Faculty	Woman	Man	Trans/Non-binary/Fluid/Other
Work from home BEFORE COVID 19					
Never work from home	92.2	48.4	83.8	77.0	70.6
About half and half	3.7	39.5	10.7	16.2	11.8
Always work from home	4.1	12.1	5.5	6.8	17.7
Total (n)	979	306	931	339	17
Work from home PRESENT (April-May 2022)					
Never work from home	20.4	6.2	15.2	22.1	16.7
About half and half	30.7	11.1	27.6	22.7	5.6
Always work from home	49.0	82.7	57.2	55.2	77.8
Total (n)	982	306	933	339	18
Preferred arrangement IN THE FUTURE					
Never work from home	8.1	18.4	7.7	17.8	22.2
About half and half	27.4	42.6	29.4	34.9	33.3
Always work from home	64.5	39.0	62.9	47.3	44.4
Total (n)	983	305	934	338	18

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

Work arrangements:	Age group		Indigenous/Non-Indigenous		Visible minority	
	Aged 52 plus	Aged 51 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
Work from home BEFORE COVID-19						
Never work from home	76.8	84.1	82.1	57.1	81.7	83.0
About half and half	16.2	10.5	12.0	28.6	12.5	9.3
Always work from home	7.0	5.4	5.9	14.3	5.8	7.8
Total (n)	384	775	1273	14	1158	129
Work from home PRESENT (April-May 2022)						
Never work from home	16.9	17.1	17.1	14.3	16.4	23.4
About half and half	21.8	27.8	26.2	7.1	25.1	33.6
Always work from home	61.3	55.1	56.7	78.6	58.5	43.0
Total (n)	385	777	1276	14	1162	128
Preferred arrangement IN THE FUTURE						
Never work from home	13.3	8.9	10.6	7.1	10.6	10.2
About half and half	34.4	28.9	31.0	28.6	30.8	32.0
Always work from home	52.3	62.2	58.5	64.3	58.6	57.8
Total (n)	384	778	1276	14	1162	128

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

Work from home arrangements	Place of birth		Activity Restrictions		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Restrictions	Activity Restrictions	No	Yes
Work from home BEFORE COVID 19						
Never work from home	82.8	80.5	82.3	79.2	84.6	80.1
About half and half	12.5	11.7	12.6	11.1	11.1	12.9
Always work from home	4.7	7.8	5.1	9.7	4.3	7.0
Total (n)	719	436	944	216	513	642
Work from home PRESENT (April-May 2022)						
Never work from home	17.8	16.0	17.6	14.3	18.8	15.6
About half and half	24.1	28.7	26.3	24.0	27.2	24.4
Always work from home	58.1	55.4	56.1	61.8	54.0	60.0
Total (n)	719	439	946	217	515	643
Preferred arrangement IN THE FUTURE						
Never work from home	11.7	8.4	10.3	10.6	11.1	9.8
About half and half	30.0	32.1	31.6	26.7	30.8	30.4
Always work from home	58.3	59.5	58.1	62.7	58.1	59.8
Total (n)	719	439	946	217	516	642

TABLE 3: HOW WORK ARRANGEMENTS CHANGED

Table 3.1.a: Do you consider that the following things associated with your work at York University have increased, decreased or remained the same now, compared to what they were like under Pre-Covid working arrangements? (Column percent and n sample size)

Work arrangements:	Job Role		Gender		
	Other Staff	Faculty	Woman	Man	Trans/Non-binary/ Fluid/Other
Hours actually spent on work					
Decreased	2.9	6.7	3.0	5.9	11.1
Stayed the same	37.0	17.6	30.5	34.2	66.7
Increased	60.0	75.7	66.5	59.9	22.2
Total (n)	548	193	531	202	9
The clarity of what was expected of you					
Decreased	16.4	49.2	24.8	24.6	25.0
Stayed the same	61.7	39.0	55.1	57.4	62.5
Increased	21.9	11.8	20.1	18.0	12.5
Total (n)	543	187	528	195	8
Time spent on teaching (including preparation)					
Decreased	14.3	5.9	1.9	11.4	s
Stayed the same	28.6	12.9	10.4	18.6	s
Increased	57.1	81.3	87.7	70.0	s
Total (n)	7	171	106	70	s
Time you spent on research					
Decreased	28.6	57.6	56.2	54.9	s
Stayed the same	42.9	21.2	21.9	25.4	s
Increased	28.6	21.2	21.9	19.7	s
Total (n)	14	165	105	71	s
Time you spent on administration and service					
Decreased	13.3	7.6	8.0	5.6	s
Stayed the same	40.0	22.7	23.0	26.8	s
Increased	46.7	69.8	69.0	67.6	s
Total (n)	15	172	113	71	s
The proportion of teaching you do online					
Decreased	16.7	0.6	1.9	0.0	s
Stayed the same	16.7	2.9	1.9	5.7	s
Increased	66.7	96.5	96.2	94.3	s
Total (n)	6	170	104	70	s
Ability to seek or apply for research funding					
Decreased	.	57.2	54.4	61.7	s
Stayed the same	.	32.9	36.7	26.7	s
Increased	.	9.9	8.9	11.7	s
Total (n)	.	152	90	60	s

Table 3.1.b: Do you consider that the following things associated with your work at York University have increased, decreased or remained the same now, compared to what they were like under Pre-Covid working arrangements? (Column percent and n sample size)

Work arrangements:	Job Role		Gender		
	Other Staff	Faculty	Woman	Man	Trans/Non-binary/ Fluid/Other
Ability to do field or lab work or collect data for research					
Decreased	.	79.4	77.3	82.1	
Stayed the same	.	16.0	16.0	16.1	
Increased	.	4.6	6.7	1.8	
Total (n)	.	131	75	56	0
Ability to finish or submit research papers					
Decreased	.	70.6	70.1	71.9	s
Stayed the same	.	19.0	18.6	18.8	s
Increased	.	10.4	11.3	9.4	s
Total (n)	0	163	97	64	s
Ability to meet the university's likely research expectations					
Decreased	21.4	57.4	53.5	55.9	s
Stayed the same	71.4	35.5	39.4	36.8	s
Increased	7.1	7.1	7.1	7.4	s
Total (n)	14	155	99	68	s
Ability to meet the university's likely performance expectations					
Decreased	6.1	.	6.0	6.9	0.0
Stayed the same	48.7	.	48.8	45.7	100.0
Increased	45.2	.	45.3	47.4	0.0
Total (n)	522	0	400	116	6
Connections with colleagues					
Decreased	37.1	89.1	46.3	60.9	66.7
Stayed the same	39.8	6.2	32.7	27.7	11.1
Increased	23.1	4.7	21.0	11.4	22.2
Total (n)	550	193	533	202	9
Personal daily productivity					
Decreased	5.3	43.3	12.2	23.3	11.1
Stayed the same	20.3	29.9	22.0	23.8	44.4
Increased	74.4	26.8	65.7	53.0	44.4
Total (n)	547	194	531	202	9

Table 3.1.c: Do you consider that the following things associated with your work at York University have increased, decreased or remained the same now, compared to what they were like under Pre-Covid working arrangements? (Column percent and n sample size)

Work arrangements:	Job Role		Gender		
	Other Staff	Faculty	Woman	Man	Trans/Non-binary/ Fluid/Other
Quality of your work					
Decreased	3.3	32.0	8.7	16.3	11.1
Stayed the same	36.0	49.0	40.0	37.1	44.4
Increased	60.8	19.1	51.3	46.5	44.4
Total (n)	548	194	532	202	9
How tired work makes you feel					
Decreased	44.3	13.5	37.8	31.7	50.0
Stayed the same	22.7	13.0	19.5	22.6	0.0
Increased	33.0	73.6	42.8	45.7	50.0
Total (n)	537	193	524	199	8
Extent to which your working time was disrupted by other people					
Decreased	67.8	23.4	58.2	50.3	88.9
Stayed the same	19.4	26.1	20.6	23.4	0.0
Increased	12.8	50.5	21.2	26.4	11.1
Total (n)	540	188	519	201	9
Extent to which your working time was disrupted by other non-work responsibilities					
Decreased	19.8	5.8	16.6	13.0	28.6
Stayed the same	57.9	25.7	50.1	44.6	14.3
Increased	22.3	68.6	33.3	42.4	57.1
Total (n)	444	191	445	184	7
Likelihood of being promoted in the near future					
Decreased	11.0	23.7	11.9	19.1	16.7
Stayed the same	64.6	67.8	65.8	64.0	66.7
Increased	24.4	8.6	22.3	16.9	16.7
Total (n)	475	152	444	178	6
Career prospects over the next 5-10 years					
Decreased	8.3	27.8	10.6	19.7	28.6
Stayed the same	56.7	63.1	60.9	52.9	28.6
Increased	35.0	9.1	28.6	27.5	42.9
Total (n)	506	176	483	193	7
The benefit from being in a union					
Decreased	9.88	8.44	7.3	13.8	14.29
Stayed the same	58.85	59.09	62.41	50.9	57.14
Increased	31.28	32.47	30.29	35.3	28.57
Total (n)	243	154	274	116	7

Table 3.2.a: Do you consider that the following things associated with your work at York University have increased, decreased or remained the same now, compared to what they were like under Pre-Covid working arrangements? (Column percent and n sample size)

Work arrangements:	Age group		Indigenous/Non-indigenous		Visible minority	
	Aged 52 plus	Aged 51 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
Hours actually spent on work						
Decreased	3.2	4.0	4.0	0.0	4.1	2.4
Stayed the same	27.6	33.5	31.9	33.3	31.8	32.9
Increased	69.2	62.5	64.1	66.7	64.1	64.7
Total (n)	185	549	733	9	657	85
The clarity of what was expected of you						
Decreased	21.2	25.4	24.5	44.4	25.6	18.1
Stayed the same	59.2	55.2	56.0	44.4	54.8	63.9
Increased	19.6	19.5	19.5	11.1	19.6	18.1
Total (n)	179	544	722	9	648	83
Time spent on teaching (including preparation)						
Decreased	7.7	5.4	6.3	s	6.1	7.1
Stayed the same	16.9	11.7	13.2	s	14.0	7.1
Increased	75.4	82.9	80.5	s	79.9	85.7
Total (n)	65	111	174	s	164	14
Time you spent on research						
Decreased	46.8	59.3	55.2	60.0	54.0	66.7
Stayed the same	33.9	16.8	23.6	0.0	25.5	0.0
Increased	19.4	23.9	21.3	40.0	20.5	33.3
Total (n)	62	113	174	5	161	18
Time you spent on administration and service						
Decreased	9.4	7.6	8.2	0.0	8.1	6.7
Stayed the same	26.6	22.7	24.2	20.0	25.6	6.7
Increased	64.1	69.8	67.6	80.0	66.3	86.7
Total (n)	64	119	182	5	172	15
The proportion of teaching you do online						
Decreased	0.0	1.8	1.2	s	1.2	0.0
Stayed the same	3.2	3.6	2.9	s	3.7	0.0
Increased	96.8	94.6	95.9	s	95.1	100.0
Total (n)	63	111	172	s	162	14
Ability to seek or apply for research funding						
Decreased	56.9	56.3	57.4	s	55.5	73.3
Stayed the same	35.3	33.3	33.8	s	35.0	13.3
Increased	7.8	10.4	8.8	s	9.5	13.3
Total (n)	51	96	148	s	137	15

Table 3.2.b: Do you consider that the following things associated with your work at York University have increased, decreased or remained the same now, compared to what they were like under Pre-Covid working arrangements? (Column percent and n sample size)

Work arrangements:	Age group		Indigenous/Non-indigenous		Visible minority	
	Aged 52 plus	Aged 51 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
Ability to do field or lab work or collect data for research						
Decreased	76.1	81.3	79.7	s	78.6	85.7
Stayed the same	17.4	16.3	16.4	s	17.1	7.1
Increased	6.5	2.5	3.9	s	4.3	7.1
Total (n)	46	80	128	s	117	14
Ability to finish or submit research papers						
Decreased	70.4	70.2	69.8	s	69.4	81.3
Stayed the same	24.1	17.3	19.5	s	19.7	12.5
Increased	5.6	12.5	10.7	s	10.9	6.3
Total (n)	54	104	159	s	147	16
Ability to meet the university's likely research expectations						
Decreased	50.9	56.2	54.3	60.0	54.0	58.8
Stayed the same	42.4	37.1	39.0	20.0	40.1	23.5
Increased	6.8	6.7	6.7	20.0	5.9	17.7
Total (n)	59	105	164	5	152	17
Ability to meet the university's likely performance expectations						
Decreased	2.8	7.1	6.2	s	6.3	4.8
Stayed the same	58.9	46.0	48.7	s	47.5	57.1
Increased	38.3	47.0	45.2	s	46.2	38.1
Total (n)	107	411	518	s	459	63
Connections with colleagues						
Decreased	58.6	47.5	50.5	55.6	51.0	47.1
Stayed the same	25.8	32.8	30.9	44.4	30.4	36.5
Increased	15.6	19.7	18.6	0.0	18.7	16.5
Total (n)	186	549	735	9	659	85
Personal daily productivity						
Decreased	17.7	14.1	14.9	44.4	15.6	12.1
Stayed the same	25.3	21.9	22.9	11.1	22.3	26.5
Increased	57.0	64.0	62.2	44.4	62.1	61.5
Total (n)	186	547	733	9	659	83

Table 3.2.c: Do you consider that the following things associated with your work at York University have increased, decreased or remained the same now, compared to what they were like under Pre-Covid working arrangements? (Column percent and n sample size)

Work arrangements:	Age group		Indigenous/Non-indigenous		Visible minority	
	Aged 52 plus	Aged 51 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
Quality of your work						
Decreased	12.9	10.0	10.8	11.1	11.1	8.2
Stayed the same	50.5	35.2	39.2	44.4	39.2	40.0
Increased	36.6	54.7	50.0	44.4	49.7	51.8
Total (n)	186	548	734	9	658	85
How tired work makes you feel						
Decreased	26.4	39.8	36.6	11.1	37.2	29.4
Stayed the same	25.8	18.3	19.9	33.3	19.8	22.4
Increased	47.8	41.9	43.5	55.6	43.0	48.2
Total (n)	182	540	722	9	646	85
Extent to which your working time was disrupted by other people						
Decreased	52.5	58.0	56.7	33.3	56.5	55.3
Stayed the same	24.9	19.8	21.1	22.2	20.8	23.5
Increased	22.7	22.2	22.2	44.4	22.7	21.2
Total (n)	181	540	720	9	644	85
Extent to which your working time was disrupted by other non-work responsibilities						
Decreased	14.3	16.4	16.0	0.0	15.5	17.4
Stayed the same	48.1	48.3	48.2	44.4	48.0	49.3
Increased	37.7	35.3	35.9	55.6	36.5	33.3
Total (n)	154	476	627	9	567	69
Likelihood of being promoted in the near future						
Decreased	10.6	14.9	14.1	11.1	14.1	13.3
Stayed the same	73.9	62.7	65.1	77.8	65.8	61.3
Increased	15.5	22.4	20.8	11.1	20.1	25.3
Total (n)	142	482	619	9	553	75
Career prospects over the next 5-10 years						
Decreased	9.9	14.3	13.5	0.0	13.1	15.0
Stayed the same	74.5	53.2	58.2	62.5	58.9	53.8
Increased	15.5	32.6	28.3	37.5	28.0	31.3
Total (n)	161	519	675	8	603	80
The benefit from being in a union						
Decreased	4.4	10.9	9.4	s	10.2	2.2
Stayed the same	69.6	55.3	58.8	s	59.1	57.8
Increased	26.1	33.8	31.8	s	30.7	40.0
Total (n)	92	302	393	s	352	45

Table 3.3.a: Do you consider that the following things associated with your work at York University have increased, decreased or remained the same now, compared to what they were like under Pre-Covid working arrangements? (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Restrictions		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Restrictions	Activity Restrictions	No	Yes
Hours actually spent on work						
Decreased	4.0	3.6	4.0	3.0	5.5	2.4
Stayed the same	31.3	32.9	32.3	29.9	35.7	29.3
Increased	64.7	63.6	63.7	67.2	58.8	68.3
Total (n)	450	280	600	134	311	420
The clarity of what was expected of you						
Decreased	26.8	20.3	22.0	33.8	20.9	26.8
Stayed the same	54.2	58.7	57.3	51.9	58.5	54.2
Increased	19.0	21.0	20.7	14.3	20.6	19.0
Total (n)	448	271	590	133	306	415
Time spent on teaching (including preparation)						
Decreased	5.4	7.9	6.3	6.1	7.4	5.8
Stayed the same	14.3	12.7	14.0	12.1	7.4	15.8
Increased	80.4	79.4	79.7	81.8	85.2	78.3
Total (n)	112	63	143	33	54	120
Time you spent on research						
Decreased	56.3	53.1	55.3	57.1	54.2	55.2
Stayed the same	23.2	21.9	22.0	25.7	30.5	19.0
Increased	20.5	25.0	22.7	17.1	15.3	25.9
Total (n)	112	64	141	35	59	116
Time you spent on administration and service						
Decreased	5.0	14.1	6.8	13.9	6.9	8.9
Stayed the same	22.7	26.6	25.0	22.2	27.6	22.6
Increased	72.3	59.4	68.2	63.9	65.5	68.6
Total (n)	119	64	148	36	58	124
The proportion of teaching you do online						
Decreased	0.0	3.2	1.4	0.0	1.9	0.8
Stayed the same	3.6	3.2	4.3	0.0	1.9	4.2
Increased	96.4	93.7	94.3	100.0	96.2	95.0
Total (n)	110	63	141	33	52	120
Ability to seek or apply for research funding						
Decreased	57.6	55.4	55.2	65.6	56.8	57.3
Stayed the same	33.7	33.9	36.2	25.0	40.9	30.1
Increased	8.7	10.7	8.6	9.4	2.3	12.6
Total (n)	92	56	116	32	44	103

Table 3.3.b: Do you consider that the following things associated with your work at York University have increased, decreased or remained the same now, compared to what they were like under Pre-Covid working arrangements? (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Restrictions		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Restrictions	Activity Restrictions	No	Yes
Ability to do field or lab work or collect data for research						
Decreased	77.9	82.0	80.0	81.5	87.5	75.6
Stayed the same	18.2	14.0	17.0	11.1	10.0	19.8
Increased	3.9	4.0	3.0	7.4	2.5	4.7
Total (n)	77	50	100	27	40	86
Ability to finish or submit research papers						
Decreased	74.0	65.5	70.6	72.7	74.0	68.5
Stayed the same	16.0	24.1	18.3	24.2	22.0	18.5
Increased	10.0	10.3	11.1	3.0	4.0	13.0
Total (n)	100	58	126	33	50	108
Ability to meet the university's likely research expectations						
Decreased	59.6	44.3	51.5	66.7	49.1	56.4
Stayed the same	34.6	47.5	42.4	27.3	47.2	35.5
Increased	5.8	8.2	6.1	6.1	3.8	8.2
Total (n)	104	61	132	33	53	110
Ability to meet the university's likely performance expectations						
Decreased	6.7	5.5	5.7	8.4	6.8	5.7
Stayed the same	48.6	48.2	48.3	49.5	48.9	48.4
Increased	44.8	46.2	46.0	42.1	44.3	45.9
Total (n)	315	199	422	95	235	281
Connections with colleagues						
Decreased	52.1	47.5	49.9	52.2	50.0	50.7
Stayed the same	28.4	35.0	31.5	29.9	31.4	30.5
Increased	19.5	17.5	18.6	17.9	18.6	18.8
Total (n)	451	280	601	134	312	420
Personal daily productivity						
Decreased	16.5	12.9	14.9	14.9	13.5	16.2
Stayed the same	23.4	21.8	23.5	20.2	27.0	20.1
Increased	60.1	65.4	61.6	64.9	59.5	63.7
Total (n)	449	280	599	134	311	419

Table 3.3.c: Do you consider that the following things associated with your work at York University have increased, decreased or remained the same now, compared to what they were like under Pre-Covid working arrangements? (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Restrictions		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Restrictions	Activity Restrictions	No	Yes
Quality of your work						
Decreased	11.1	10.0	10.3	12.7	9.0	11.7
Stayed the same	41.7	36.2	40.8	31.3	43.0	36.5
Increased	47.2	53.8	48.8	56.0	48.1	51.8
Total (n)	451	279	600	134	312	419
How tired work makes you feel						
Decreased	36.4	36.4	36.3	36.8	35.7	36.4
Stayed the same	19.1	21.5	21.2	16.5	20.5	19.9
Increased	44.5	42.2	42.4	46.6	43.8	43.7
Total (n)	445	275	589	133	308	412
Extent to which your working time was disrupted by other people						
Decreased	58.7	52.9	56.0	59.4	62.1	52.3
Stayed the same	18.3	25.2	22.1	16.5	20.9	21.3
Increased	23.0	21.9	21.9	24.1	17.0	26.4
Total (n)	443	274	588	133	306	413
Extent to which your working time was disrupted by other non-work responsibilities						
Decreased	16.0	15.5	15.2	19.0	17.8	14.4
Stayed the same	46.8	50.6	50.3	40.5	58.9	40.9
Increased	37.2	33.9	34.5	40.5	23.3	44.7
Total (n)	393	233	513	116	253	374
Likelihood of being promoted in the near future						
Decreased	13.2	14.6	12.3	20.0	12.3	15.0
Stayed the same	66.7	63.5	66.2	62.5	70.5	61.9
Increased	20.2	21.9	21.5	17.5	17.2	23.1
Total (n)	387	233	503	120	261	360
Career prospects over the next 5-10 years						
Decreased	12.7	14.1	11.5	20.2	10.9	14.9
Stayed the same	59.7	55.9	59.7	53.5	63.2	54.9
Increased	27.7	30.1	28.8	26.4	26.0	30.3
Total (n)	419	256	548	129	285	390
The benefit from being in a union						
Decreased	11.69	6.29	9.21	9.09	10.98	8.3
Stayed the same	53.68	64.78	60.63	50.65	53.66	62.45
Increased	34.63	28.93	30.16	40.26	35.37	29.26
Total (n)	231	159	315	77	164	229

TABLE 4: PERSONAL EXPERIENCES AND SATISFACTION

Table 4.1.a: Do you consider that the following things associated with your personal feelings or wellbeing increased, decreased or remained the same now, compared to what they were like under pre-Covid working arrangements? (Column percent and n sample size)

Work arrangements and impact:	Job Role		Gender		
	Other Staff	Faculty	Woman	Man	Trans/Non-binary/ Fluid/Other
Your job security					
Decreased	19.1	22.2	20.4	19.0	11.1
Stayed the same	66.5	71.7	68.2	66.8	77.8
Increased	14.3	6.2	11.4	14.2	11.1
Total (n)	544	194	525	205	9
Your job satisfaction					
Decreased	24.5	69.4	34.3	42.0	22.2
Stayed the same	33.2	21.4	31.5	26.8	22.2
Increased	42.3	9.2	34.3	31.2	55.6
Total (n)	548	196	531	205	9
The stress you experience					
Decreased	38.8	7.1	31.3	28.1	37.5
Stayed the same	22.6	8.7	18.9	18.7	25.0
Increased	38.6	84.2	49.8	53.2	37.5
Total (n)	544	196	530	203	8
How worried you have felt					
Decreased	29.7	4.6	23.8	20.7	37.5
Stayed the same	31.2	18.9	27.1	30.5	12.5
Increased	39.2	76.5	49.1	48.8	50.0
Total (n)	539	196	525	203	8
How happy you have felt					
Decreased	23.1	65.3	31.4	41.7	33.3
Stayed the same	27.7	25.5	27.4	26.5	22.2
Increased	49.3	9.2	41.3	31.9	44.4
Total (n)	542	196	526	204	9
The time you spend on domestic responsibilities (including childcare, shopping, and cleaning)					
Decreased	12.0	4.1	10.8	7.5	0.0
Stayed the same	59.8	42.6	55.1	55.3	42.9
Increased	28.3	53.3	34.0	37.2	57.1
Total (n)	527	195	517	199	7
How much work interferes with your personal life					
Decreased	35.3	4.6	27.0	26.4	42.9
Stayed the same	39.6	29.1	36.8	36.8	28.6
Increased	25.1	66.3	36.2	36.8	28.6
Total (n)	530	196	519	201	7

Table 4.1.b: Do you consider that the following things associated with your personal feelings or wellbeing increased, decreased or remained the same now, compared to what they were like under pre-Covid working arrangements? (Column percent and n sample size)

Work arrangements and impact:	Job Role		Gender		
	Other Staff	Faculty	Woman	Man	Trans/Non-binary/ Fluid/Other
How much your personal life interferes with your work					
Decreased	24.8	3.1	19.5	16.9	28.6
Stayed the same	65.0	47.9	61.5	57.7	42.9
Increased	10.2	49.0	18.9	25.4	28.6
Total (n)	520	194	507	201	7
Your level of commitment to the University					
Decreased	13.1	40.2	17.2	28.3	11.1
Stayed the same	51.2	46.4	50.8	45.9	88.9
Increased	35.7	13.4	32.1	25.9	0.0
Total (n)	549	194	530	205	9
Management's willingness to listen to employees					
Decreased	27.9	60.8	33.4	43.2	42.9
Stayed the same	43.6	34.3	41.2	41.1	42.9
Increased	28.5	5.0	25.4	15.7	14.3
Total (n)	537	181	515	197	7
Management's willingness to work with the union					
Decreased	38.3	62.5	44.4	54.5	50.0
Stayed the same	54.0	32.6	46.7	43.8	50.0
Increased	7.7	4.9	8.8	1.8	0.0
Total (n)	235	144	261	112	6
The union's willingness to work with university management					
Decreased	10.9	23.5	15.0	18.6	0.0
Stayed the same	66.4	55.7	62.2	62.0	71.4
Increased	22.7	20.8	22.9	19.5	28.6
Total (n)	238	149	267	113	7
The union's willingness to listen to its members					
Decreased	8.3	19.3	10.7	17.4	0.0
Stayed the same	56.6	54.7	56.3	54.8	57.1
Increased	35.1	26.0	33.0	27.8	42.9
Total (n)	242	150	270	115	7
Your level of commitment to the union					
Decreased	10.2	13.8	10.6	14.7	0.0
Stayed the same	63.3	59.9	64.2	57.8	42.9
Increased	26.5	26.3	25.2	27.6	57.1
Total (n)	245	152	274	116	7

Table 4.1.c: There have been many changes in the university since the end of 2019. Comparing the present time to the end of 2019, please indicate if you agree or disagree with each statement. (Column percent and n sample size).

Work arrangements and impact:	Job Role		Gender		
	Other Staff	Faculty	Woman	Man	Trans/ Non-binary/ Fluid/Other
My workload is heavier					
Disagree	11.9	3.1	10.5	7.0	22.2
Neither agree or disagree	29.6	15.4	24.3	28.9	44.4
Agree	58.5	81.5	65.2	64.2	33.3
Total (n)	537	195	523	201	9
There is pressure to do more with less time					
Disagree	21.7	4.6	18.4	13.0	50.0
Neither agree or disagree	28.8	20.6	26.1	27.5	37.5
Agree	49.4	74.7	55.5	59.5	12.5
Total (n)	534	194	521	200	8
I work more evenings and weekends					
Disagree	32.6	11.9	28.9	20.9	62.5
Neither agree or disagree	25.3	18.0	21.6	28.1	12.5
Agree	42.1	70.1	49.5	51.0	25.0
Total (n)	518	194	509	196	8
My job is more complex					
Disagree	16.2	6.2	13.9	11.1	44.4
Neither agree or disagree	32.8	13.9	27.3	29.3	11.1
Agree	51.0	80.0	58.9	59.6	44.4
Total (n)	531	195	520	198	9
I work past the time I am supposed to finish, and do not get paid					
Disagree	24.1	11.6	20.4	20.0	75.0
Neither agree or disagree	29.3	19.7	25.3	31.9	12.5
Agree	46.5	68.8	54.3	48.1	12.5
Total (n)	518	173	499	185	8
The skills required to do my job have increased					
Disagree	13.9	5.1	11.7	9.6	44.4
Neither agree or disagree	35.5	16.4	29.2	33.7	22.2
Agree	50.7	78.5	59.1	56.8	33.3
Total (n)	533	195	521	199	9

Table 4.2.a: Do you consider that the following things associated with your personal feelings or wellbeing increased, decreased or remained the same now, compared to what they were like under pre-Covid working arrangements? (Column percent and n sample size)

Work arrangements and impact:	Age group		Indigenous/Non-indigenous		Visible minority	
	Aged 52 plus	Aged 51 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
Your job security						
Decreased	14.4	21.8	19.7	33.3	18.8	28.6
Stayed the same	74.0	65.8	68.2	44.4	69.2	58.3
Increased	11.6	12.4	12.1	22.2	12.1	13.1
Total (n)	181	550	730	9	655	84
Your job satisfaction						
Decreased	38.0	35.4	35.7	77.8	36.8	31.8
Stayed the same	37.0	27.7	30.2	22.2	29.7	32.9
Increased	25.0	36.9	34.1	0.0	33.5	35.3
Total (n)	184	553	736	9	660	85
The stress you experience						
Decreased	26.6	32.2	30.7	11.1	31.6	22.4
Stayed the same	22.3	17.8	18.9	22.2	18.1	24.7
Increased	51.1	50.0	50.4	66.7	50.3	52.9
Total (n)	184	550	732	9	656	85
How worried you have felt						
Decreased	16.4	25.6	23.3	11.1	24.2	14.3
Stayed the same	32.8	26.6	27.9	22.2	27.5	31.0
Increased	50.8	47.8	48.8	66.7	48.3	54.8
Total (n)	183	546	727	9	652	84
How happy you have felt						
Decreased	37.0	33.1	34.0	55.6	34.2	34.5
Stayed the same	32.1	25.2	27.0	33.3	26.7	29.8
Increased	31.0	41.7	39.0	11.1	39.1	35.7
Total (n)	184	547	730	9	655	84
The time you spend on domestic responsibilities (including childcare, shopping, and cleaning)						
Decreased	11.2	9.3	9.8	11.1	9.1	15.5
Stayed the same	68.7	50.7	55.3	33.3	56.3	45.2
Increased	20.1	40.0	34.9	55.6	34.6	39.3
Total (n)	179	537	714	9	639	84
How much work interferes with your personal life						
Decreased	14.4	31.5	27.2	11.1	26.8	28.6
Stayed the same	45.0	34.3	36.8	33.3	37.0	34.5
Increased	40.6	34.3	36.1	55.6	36.2	36.9
Total (n)	180	540	718	9	643	84

Table 4.2.b: Do you consider that the following things associated with your personal feelings or wellbeing increased, decreased or remained the same now, compared to what they were like under pre-Covid working arrangements? (Column percent and n sample size)

Work arrangements and impact:	Age group		Indigenous/Non-indigenous		Visible minority	
	Aged 52 plus	Aged 51 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
How much your personal life interferes with your work						
Decreased	16.6	19.9	19.1	0.0	18.7	20.5
Stayed the same	65.1	59.1	60.1	77.8	60.4	59.0
Increased	18.3	21.0	20.8	22.2	20.9	20.5
Total (n)	175	533	706	9	632	83
Your level of commitment to the University						
Decreased	16.8	21.4	19.7	55.6	20.3	18.8
Stayed the same	52.4	48.9	50.2	22.2	50.5	44.7
Increased	30.8	29.7	30.1	22.2	29.1	36.5
Total (n)	185	552	735	9	659	85
Management's willingness to listen to employees						
Decreased	32.0	37.4	36.2	33.3	36.8	31.3
Stayed the same	45.5	39.6	40.9	66.7	42.0	34.9
Increased	22.5	23.0	23.0	0.0	21.2	33.7
Total (n)	178	535	710	9	636	83
Management's willingness to work with the union						
Decreased	45.3	48.2	47.5	s	48.5	40.0
Stayed the same	47.4	45.4	45.9	s	44.9	53.3
Increased	7.4	6.4	6.7	s	6.6	6.7
Total (n)	95	282	375	s	334	45
The union's willingness to work with university management						
Decreased	16.0	15.8	15.4	s	15.2	20.0
Stayed the same	62.8	61.9	62.7	s	64.3	46.7
Increased	21.3	22.3	21.9	s	20.5	33.3
Total (n)	94	291	383	s	342	45
The union's willingness to listen to its members						
Decreased	15.6	11.2	12.4	s	12.7	11.1
Stayed the same	62.5	53.7	56.2	s	57.6	42.2
Increased	21.9	35.0	31.4	s	29.7	46.7
Total (n)	96	294	388	s	347	45
Your level of commitment to the union						
Decreased	13.7	11.0	11.5	s	12.3	6.5
Stayed the same	69.5	59.3	62.1	s	63.0	54.4
Increased	16.8	29.7	26.5	s	24.8	39.1
Total (n)	95	300	393	s	351	46

Table 4.2.c: There have been many changes in the university since the end of 2019. Comparing the present time to the end of 2019, please indicate if you agree or disagree with each statement. (Column percent and n sample size).

Work arrangements and impact:	Age group		Indigenous/Non-indigenous		Visible minority	
	Aged 52 plus	Aged 51 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
My workload is heavier						
Disagree	9.3	9.9	9.7	11.1	10.0	7.1
Neither agree or disagree	26.4	25.4	26.0	11.1	25.4	28.6
Agree	64.3	64.6	64.4	77.8	64.6	64.3
Total (n)	182	543	724	9	649	84
There is pressure to do more with less time						
Disagree	12.8	19.0	17.4	11.1	18.0	11.9
Neither agree or disagree	28.3	26.0	26.9	0.0	25.6	34.5
Agree	58.9	55.0	55.7	88.9	56.4	53.6
Total (n)	180	542	720	9	645	84
I work more evenings and weekends						
Disagree	21.7	29.3	27.0	33.3	26.7	29.6
Neither agree or disagree	21.7	24.0	23.4	11.1	24.1	17.3
Agree	56.6	46.8	49.6	55.6	49.2	53.1
Total (n)	175	530	704	9	632	81
My job is more complex						
Disagree	11.6	14.1	13.5	11.1	13.5	13.3
Neither agree or disagree	30.4	26.8	27.7	22.2	26.9	33.7
Agree	58.0	59.1	58.8	66.7	59.6	53.0
Total (n)	181	538	718	9	644	83
I work past the time I am supposed to finish, and do not get paid						
Disagree	14.0	23.4	21.1	12.5	21.5	16.9
Neither agree or disagree	26.8	27.3	27.1	12.5	26.8	27.7
Agree	59.2	49.3	51.9	75.0	51.7	55.4
Total (n)	164	521	684	8	609	83
The skills required to do my job have increased						
Disagree	7.2	13.0	11.5	11.1	11.9	8.4
Neither agree or disagree	33.2	29.4	30.1	44.4	29.7	34.9
Agree	59.7	57.6	58.3	44.4	58.4	56.6
Total (n)	181	540	720	9	646	83

Table 4.3.a: Do you consider that the following things associated with your personal feelings or wellbeing increased, decreased or remained the same now, compared to what they were like under pre-Covid working arrangements? (Column percent and n sample size)

Work arrangements and impact:	Place of birth		Activity Restrictions		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Restrictions	Activity Restrictions	No	Yes
Your job security						
Decreased	18.7	21.3	18.4	25.4	20.3	19.9
Stayed the same	68.4	67.5	69.7	61.9	68.1	67.7
Increased	12.9	11.2	11.9	12.7	11.6	12.4
Total (n)	450	277	597	134	310	418
Your job satisfaction						
Decreased	36.6	35.7	34.1	45.2	35.4	36.6
Stayed the same	29.4	30.7	31.4	25.2	32.2	29.1
Increased	34.0	33.6	34.6	29.6	32.5	34.3
Total (n)	453	280	602	135	311	423
The stress you experience						
Decreased	29.0	33.5	31.4	28.2	30.0	31.1
Stayed the same	19.0	18.4	18.9	19.3	19.4	18.3
Increased	52.0	48.2	49.8	52.6	50.7	50.6
Total (n)	452	278	599	135	310	421
How worried you have felt						
Decreased	21.8	25.7	23.4	23.0	21.4	24.6
Stayed the same	27.6	28.6	29.8	19.3	25.0	29.8
Increased	50.6	45.7	46.8	57.8	53.6	45.6
Total (n)	449	276	594	135	308	419
How happy you have felt						
Decreased	37.4	28.8	32.7	40.7	34.4	34.1
Stayed the same	24.5	30.9	27.7	24.4	29.9	25.2
Increased	38.1	40.3	39.6	34.8	35.7	40.8
Total (n)	449	278	596	135	311	417
The time you spend on domestic responsibilities (including childcare, shopping, and cleaning)						
Decreased	9.7	10.5	9.4	11.5	9.2	10.3
Stayed the same	56.6	52.1	57.1	48.1	67.8	45.9
Increased	33.7	37.5	33.5	40.5	23.1	43.8
Total (n)	445	267	585	131	295	418
How much work interferes with your personal life						
Decreased	29.7	23.1	25.9	32.3	29.0	25.7
Stayed the same	34.8	39.9	38.0	32.3	39.1	35.4
Increased	35.5	36.9	36.1	35.3	31.9	39.0
Total (n)	448	268	587	133	304	413

Table 4.3.b: Do you consider that the following things associated with your personal feelings or wellbeing increased, decreased or remained the same now, compared to what they were like under pre-Covid working arrangements? (Column percent and n sample size)

Work arrangements and impact:	Place of birth		Activity Restrictions		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Restrictions	Activity Restrictions	No	Yes
How much your personal life interferes with your work						
Decreased	21.9	14.7	17.9	23.4	19.9	18.1
Stayed the same	58.5	63.0	61.2	58.6	67.7	55.4
Increased	19.6	22.3	20.9	18.0	12.5	26.5
Total (n)	439	265	580	128	297	408
Your level of commitment to the University						
Decreased	21.2	18.9	18.8	26.7	20.2	20.1
Stayed the same	50.1	48.9	51.0	44.4	52.9	47.6
Increased	28.7	32.1	30.2	28.9	26.9	32.2
Total (n)	453	280	602	135	312	422
Management's willingness to listen to employees						
Decreased	38.6	32.0	34.3	44.7	36.3	36.1
Stayed the same	39.3	43.6	43.0	34.1	41.0	41.0
Increased	22.1	24.4	22.7	21.2	22.7	22.9
Total (n)	443	266	581	132	300	410
Management's willingness to work with the union						
Decreased	53.8	39.9	47.2	50.0	46.3	48.6
Stayed the same	42.7	49.3	46.9	43.1	46.9	45.4
Increased	3.6	10.8	5.9	6.9	6.9	6.0
Total (n)	225	148	303	72	160	216
The union's willingness to work with university management						
Decreased	18.1	13.0	16.2	14.9	16.6	15.4
Stayed the same	67.0	53.9	62.1	63.5	62.6	61.5
Increased	15.0	33.1	21.7	21.6	20.9	23.1
Total (n)	227	154	309	74	163	221
The union's willingness to listen to its members						
Decreased	11.8	13.4	12.7	9.5	14.0	11.1
Stayed the same	57.6	52.2	56.1	58.1	57.3	55.1
Increased	30.6	34.4	31.2	32.4	28.7	33.8
Total (n)	229	157	314	74	164	225
Your level of commitment to the union						
Decreased	12.5	10.0	10.7	14.9	10.2	12.7
Stayed the same	59.5	65.0	64.3	51.4	63.3	61.1
Increased	28.0	25.0	25.1	33.8	26.5	26.2
Total (n)	232	160	319	74	166	229

Table 4.3.c: There have been many changes in the university since the end of 2019. Comparing the present time to the end of 2019, please indicate if you agree or disagree with each statement. (Column percent and n sample size).

Work arrangements and impact:	Place of birth		Activity Restrictions		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Restrictions	Activity Restrictions	No	Yes
My workload is heavier						
Disagree	8.8	11.2	10.0	9.0	13.8	6.7
Neither agree or disagree	26.8	23.4	26.2	23.3	27.5	24.0
Agree	64.4	65.5	63.9	67.7	58.7	69.3
Total (n)	444	278	592	133	305	417
There is pressure to do more with less time						
Disagree	15.8	20.0	18.1	13.7	22.0	14.0
Neither agree or disagree	25.7	27.3	28.1	19.9	28.0	25.3
Agree	58.6	52.7	53.8	66.4	50.0	60.7
Total (n)	444	275	591	131	304	415
I work more evenings and weekends						
Disagree	29.6	23.3	27.8	24.6	31.9	24.0
Neither agree or disagree	21.8	25.9	23.8	20.8	20.8	24.8
Agree	48.6	50.8	48.4	54.6	47.3	51.2
Total (n)	436	266	575	130	298	404
My job is more complex						
Disagree	12.9	14.3	14.7	8.3	16.6	11.3
Neither agree or disagree	27.3	28.2	29.3	20.5	29.6	26.5
Agree	59.8	57.5	56.1	71.2	53.8	62.2
Total (n)	443	273	587	132	301	415
I work past the time I am supposed to finish, and do not get paid						
Disagree	22.0	19.9	21.5	19.1	26.4	17.5
Neither agree or disagree	28.5	24.6	27.6	24.6	25.4	27.9
Agree	49.5	55.5	51.0	56.4	48.3	54.7
Total (n)	428	256	559	126	288	395
The skills required to do my job have increased						
Disagree	11.4	11.4	11.5	10.6	16.2	8.2
Neither agree or disagree	31.4	28.3	31.2	28.0	29.4	31.3
Agree	57.2	60.3	57.2	61.4	54.5	60.6
Total (n)	446	272	589	132	303	416

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

Table 5.1.a: Please indicate the extent to which each of the following statements about your working arrangement applies to you. (Column percent and n sample size)

Work arrangements:	Job Role		Gender		
	Other Staff	Faculty	Woman	Man	Trans/Non-binary/ Fluid/Other
It is clear about what working here will look like 12 months from now					
Disagree	63.2	63.7	63.3	63.0	75.0
Neither agree or disagree	15.2	15.8	15.9	13.1	25.0
Agree	21.6	20.5	20.8	23.9	0.0
Total (n)	878	273	832	305	16
Generally speaking I am satisfied with this job					
Disagree	16.8	35.0	21.1	21.6	11.8
Neither agree or disagree	15.0	11.3	14.0	15.7	0.0
Agree	68.2	53.7	65.0	62.8	88.2
Total (n)	886	274	839	306	17
I have a separate space at home where I can do university work					
Disagree	8.5	28.2	11.0	19.0	18.8
Neither agree or disagree	3.8	2.9	3.2	4.3	6.3
Agree	87.8	69.0	85.8	76.7	75.0
Total (n)	875	277	838	300	16
I have good equipment at home					
Disagree	5.7	23.4	8.5	13.1	25.0
Neither agree or disagree	3.7	6.2	3.4	6.7	6.3
Agree	90.6	70.4	88.2	80.2	68.8
Total (n)	875	274	837	298	16
The university provided adequate support to enable me to work at home					
Disagree	11.7	45.8	18.9	21.2	50.0
Neither agree or disagree	7.8	19.4	8.9	15.8	0.0
Agree	80.5	34.8	72.2	63.0	50.0
Total (n)	872	273	834	297	16
My workload is manageable					
Disagree	16.8	40.4	22.1	23.6	11.8
Neither agree or disagree	13.7	19.9	14.9	16.4	5.9
Agree	69.5	39.7	63.0	60.0	82.4
Total (n)	886	272	838	305	17
I feel there are unrealistic expectations of me in terms of teaching outcomes (teaching academics only)					
Disagree	45.5	28.6	24.0	36.7	s
Neither agree or disagree	36.4	21.6	25.3	18.4	s
Agree	18.2	49.8	50.7	44.9	s
Total (n)	11	241	150	98	s

Table 5.1.b: Please indicate the extent to which each of the following statements about your working arrangement applies to you. (Column percent and n sample size)

Work arrangements:	Job Role		Gender		
	Other Staff	Faculty	Woman	Man	Trans/Non-binary/ Fluid/Other
I feel there are unrealistic expectations of me in terms of research outputs (academics and L&As only)					
Disagree	.	26.2	24.8	29.1	s
Neither agree or disagree	.	28.4	24.8	32.6	s
Agree	.	45.4	50.4	38.4	s
Total (n)	.	218	129	86	s
I feel there are unrealistic work expectations of me (general/professional and L&As only)					
Disagree	49.3	.	49.3	49.2	55.6
Neither agree or disagree	26.5	.	25.6	29.8	22.2
Agree	24.2	.	25.1	21.0	22.2
Total (n)	835	.	645	181	9
I am concerned about how performance appraisal will be managed					
Disagree	35.7	18.1	33.0	28.7	30.8
Neither agree or disagree	39.9	31.5	39.2	34.4	38.5
Agree	24.4	50.4	27.8	36.9	30.8
Total (n)	807	238	752	282	13
I am satisfied with my career opportunities in the university sector as a whole					
Disagree	26.5	41.0	29.4	31.8	18.8
Neither agree or disagree	26.1	24.1	26.0	24.5	25.0
Agree	47.4	35.0	44.7	43.7	56.3
Total (n)	878	266	828	302	16
I am satisfied that my workload is fair					
Disagree	25.7	48.9	31.6	30.4	18.8
Neither agree or disagree	19.9	21.0	19.1	23.8	6.3
Agree	54.5	30.2	49.4	45.9	75.0
Total (n)	885	272	840	303	16
The physical environment at and around my home is pleasant					
Disagree	2.4	11.7	3.3	7.3	17.7
Neither agree or disagree	3.6	8.8	4.4	6.0	5.9
Agree	94.0	79.5	92.3	86.8	76.5
Total (n)	883	273	839	302	17
During my non-work hours, I do not think about work at all					
Disagree	57.2	89.4	64.5	65.4	68.8
Neither agree or disagree	9.8	2.9	8.1	8.8	0.0
Agree	33.0	7.7	27.4	25.8	31.3
Total (n)	885	274	839	306	16

Table 5.1.c: Below you will find statements about your work/life balance. Please select your level of agreement with each statement. (Column percent and n sample size)

Work arrangements:	**Job Role**		**Gender**		
	Other Staff	**Faculty**	**Woman**	**Man**	**Trans/Non-binary/ Fluid/Other**
My personal life suffers because of my work					
Disagree	52.8	23.9	48.2	40.5	37.5
Neither agree or disagree	20.4	10.9	18.1	18.1	18.8
Agree	26.9	65.2	33.7	41.4	43.8
Total (n)	889	276	842	309	16
My work makes my personal life difficult					
Disagree	58.1	29.5	54.1	44.0	50.0
Neither agree or disagree	20.6	17.8	20.1	19.7	12.5
Agree	21.3	52.7	25.7	36.3	37.5
Total (n)	887	275	839	309	16
I feel like I have to neglect my personal needs because of work					
Disagree	55.4	26.1	50.8	42.2	43.8
Neither agree or disagree	16.8	12.0	14.8	17.9	18.8
Agree	27.8	62.0	34.4	39.9	37.5
Total (n)	886	276	840	308	16
My personal life drains me of energy for work					
Disagree	82.7	62.6	80.6	70.9	76.5
Neither agree or disagree	11.3	16.4	11.2	15.5	17.7
Agree	6.1	21.1	8.2	13.6	5.9
Total (n)	888	275	839	309	17
My work suffers because of my personal life					
Disagree	89.0	65.8	85.7	77.4	88.2
Neither agree or disagree	8.7	13.8	9.0	12.6	5.9
Agree	2.4	20.4	5.4	10.0	5.9
Total (n)	887	275	838	309	17

Table 5.1.d: Below you will find statements about your work/life balance. Please select your level of agreement with each statement. (Column percent and n sample size)

Work arrangements:	**Job Role**		**Gender**		
	Other Staff	**Faculty**	**Woman**	**Man**	**Trans/Non-binary/ Fluid/Other**
It is hard to work because of personal matters					
Disagree	85.0	59.3	81.0	74.4	58.8
Neither agree or disagree	10.1	16.4	9.9	15.9	11.8
Agree	5.0	24.4	9.1	9.7	29.4
Total (n)	886	275	838	308	17
My personal life gives me energy to do my work					
Disagree	11.3	20.8	13.4	13.9	12.5
Neither agree or disagree	33.3	34.7	34.2	32.4	25.0
Agree	55.4	44.5	52.4	53.7	62.5
Total (n)	888	274	839	309	16
I have a better mood at work because of personal life					
Disagree	8.6	18.5	11.0	10.8	12.5
Neither agree or disagree	31.0	33.7	31.8	31.4	25.0
Agree	60.4	47.8	57.2	57.8	62.5
Total (n)	881	276	837	306	16
My work gives me energy to pursue personal activities					
Disagree	35.9	53.8	38.9	43.2	50.0
Neither agree or disagree	35.6	29.5	34.6	33.1	25.0
Agree	28.5	16.7	26.4	23.7	25.0
Total (n)	887	275	840	308	16
I have a better mood because of my work					
Disagree	29.1	43.8	31.2	35.8	43.8
Neither agree or disagree	38.7	27.4	36.8	34.5	25.0
Agree	32.2	28.8	32.0	29.6	31.3
Total (n)	889	274	842	307	16

Table 5.2.a: Please indicate the extent to which each of the following statements about your working arrangement applies to you. (Column percent and n sample size)

Work arrangements:	Age group		Indigenous/Non-indigenous		Visible minority	
	Aged 52 plus	Aged 51 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
It is clear about what working here will look like 12 months from now						
Disagree	59.7	65.1	63.5	57.1	63.7	60.6
Neither agree or disagree	17.9	13.8	15.3	14.3	14.7	19.7
Agree	22.4	21.1	21.3	28.6	21.5	19.7
Total (n)	380	763	1139	14	1026	127
Generally speaking I am satisfied with this job						
Disagree	18.1	22.5	21.1	23.1	20.6	24.8
Neither agree or disagree	13.9	14.4	14.0	30.8	14.1	14.7
Agree	68.1	63.1	64.9	46.2	65.3	60.5
Total (n)	382	770	1149	13	1033	129
I have a separate space at home where I can do university work						
Disagree	11.0	14.3	13.1	21.4	13.1	14.2
Neither agree or disagree	2.4	4.1	3.5	7.1	3.6	3.2
Agree	86.6	81.7	83.4	71.4	83.4	82.7
Total (n)	381	764	1140	14	1027	127
I have good equipment at home						
Disagree	10.1	9.8	9.9	14.3	10.4	6.3
Neither agree or disagree	4.0	4.3	4.2	7.1	4.1	5.5
Agree	85.9	85.9	85.9	78.6	85.6	88.2
Total (n)	377	765	1137	14	1024	127
The university provided adequate support to enable me to work at home						
Disagree	18.2	20.8	19.9	28.6	20.1	18.9
Neither agree or disagree	12.4	9.5	10.5	14.3	10.6	10.2
Agree	69.4	69.7	69.6	57.1	69.3	70.9
Total (n)	379	758	1133	14	1020	127
My workload is manageable						
Disagree	24.7	21.2	22.4	14.3	22.4	21.9
Neither agree or disagree	14.6	15.3	15.2	14.3	15.4	13.3
Agree	60.7	63.5	62.4	71.4	62.2	64.8
Total (n)	377	773	1146	14	1032	128
I feel there are unrealistic expectations of me in terms of teaching outcomes (teaching academics only)						
Disagree	33.1	26.2	29.4	s	29.5	27.8
Neither agree or disagree	28.1	16.9	22.2	s	21.4	33.3
Agree	38.8	56.9	48.4	s	49.2	38.9
Total (n)	121	130	248	s	234	18

Table 5.2.b: Please indicate the extent to which each of the following statements about your working arrangement applies to you. (Column percent and n sample size)

Work arrangements:	Age group		Indigenous/Non-indigenous		Visible minority	
	Aged 52 plus	Aged 51 and less	Non-Indigenous	Indigenous	Non-Visible Minority	Visible Minority
I feel there are unrealistic expectations of me in terms of research outputs (academics and L&As only)						
Disagree	27.2	25.0	26.2	s	27.1	15.8
Neither agree or disagree	30.1	27.7	28.5	s	28.6	26.3
Agree	42.7	47.3	45.3	s	44.2	57.9
Total (n)	103	112	214	s	199	19
I feel there are unrealistic work expectations of me (general/professional and L&As only)						
Disagree	46.5	50.8	49.2	62.5	49.5	48.5
Neither agree or disagree	29.4	25.1	26.7	0.0	26.4	26.7
Agree	24.1	24.1	24.1	37.5	24.1	24.8
Total (n)	228	601	827	8	734	101
I am concerned about how performance appraisal will be managed						
Disagree	30.5	32.6	31.9	23.1	32.4	27.5
Neither agree or disagree	40.0	36.6	37.8	46.2	38.0	37.5
Agree	29.6	30.8	30.3	30.8	29.7	35.0
Total (n)	335	705	1034	13	927	120
I am satisfied with my career opportunities in the university sector as a whole						
Disagree	23.2	33.0	29.9	28.6	29.8	30.2
Neither agree or disagree	28.1	24.2	25.7	14.3	25.6	25.6
Agree	48.8	42.8	44.4	57.1	44.6	44.2
Total (n)	367	769	1132	14	1017	129
I am satisfied that my workload is fair						
Disagree	32.0	30.7	31.0	35.7	30.8	32.8
Neither agree or disagree	20.1	20.1	20.2	14.3	20.4	18.0
Agree	47.9	49.2	48.8	50.0	48.8	49.2
Total (n)	378	772	1145	14	1031	128
The physical environment at and around my home is pleasant						
Disagree	4.5	4.7	4.6	7.1	4.5	5.5
Neither agree or disagree	3.7	5.3	4.9	0.0	4.4	8.6
Agree	91.8	90.0	90.6	92.9	91.2	85.9
Total (n)	379	769	1144	14	1030	128
During my non-work hours, I do not think about work at all						
Disagree	68.9	62.6	64.9	57.1	65.8	56.6
Neither agree or disagree	8.2	8.3	8.2	7.1	7.5	14.0
Agree	23.0	29.1	26.9	35.7	26.7	29.5
Total (n)	379	773	1147	14	1032	129

Table 5.2.c: Below you will find statements about your work/life balance. Please select your level of agreement with each statement. (Column percent and n sample size)

Work arrangements:	**Age group**		**Indigenous/Non-indigenous**		**Visible minority**	
	Aged 52 plus	**Aged 51 and less**	**Non-Indigenous**	**Indigenous**	**Non-Visible Minority**	**Visible Minority**
My personal life suffers because of my work						
Disagree	46.9	45.9	46.0	50.0	46.0	46.1
Neither agree or disagree	16.8	18.4	18.1	14.3	17.3	24.2
Agree	36.4	35.7	35.9	35.7	36.7	29.7
Total (n)	382	776	1153	14	1039	128
My work makes my personal life difficult						
Disagree	51.6	51.4	51.3	57.1	51.2	53.2
Neither agree or disagree	21.6	19.1	20.0	14.3	19.5	23.8
Agree	26.8	29.6	28.7	28.6	29.4	23.0
Total (n)	380	775	1150	14	1038	126
I feel like I have to neglect my personal needs because of work						
Disagree	48.4	48.5	48.4	57.1	47.9	53.1
Neither agree or disagree	17.0	14.9	15.7	14.3	15.6	15.6
Agree	34.6	36.6	36.0	28.6	36.5	31.3
Total (n)	382	773	1150	14	1036	128
My personal life drains me of energy for work						
Disagree	81.6	76.3	78.0	71.4	78.1	76.6
Neither agree or disagree	11.1	13.0	12.4	14.3	12.3	13.3
Agree	7.4	10.7	9.6	14.3	9.6	10.2
Total (n)	380	775	1151	14	1037	128
My work suffers because of my personal life						
Disagree	86.9	82.0	83.7	71.4	83.1	86.7
Neither agree or disagree	8.4	10.5	9.9	7.1	10.0	8.6
Agree	4.7	7.5	6.4	21.4	6.9	4.7
Total (n)	382	772	1150	14	1036	128

Table 5.2.d: Below you will find statements about your work/life balance. Please select your level of agreement with each statement. (Column percent and n sample size)

Work arrangements:	**Age group**		**Indigenous/Non-indigenous**		**Visible minority**	
	Aged 52 plus	**Aged 51 and less**	**Non-Indigenous**	**Indigenous**	**Non-Visible Minority**	**Visible Minority**
It is hard to work because of personal matters						
Disagree	82.5	77.3	79.0	71.4	78.9	78.9
Neither agree or disagree	10.9	11.9	11.6	7.1	11.6	10.9
Agree	6.6	10.8	9.4	21.4	9.5	10.2
Total (n)	378	775	1149	14	1035	128
My personal life gives me energy to do my work						
Disagree	12.6	13.9	13.6	7.1	13.7	11.7
Neither agree or disagree	40.5	30.1	33.6	35.7	33.7	32.8
Agree	46.8	56.0	52.9	57.1	52.6	55.5
Total (n)	380	775	1150	14	1036	128
I have a better mood at work because of personal life						
Disagree	12.7	10.3	11.1	0.0	10.7	13.5
Neither agree or disagree	35.9	29.2	31.4	42.9	32.2	26.2
Agree	51.5	60.6	57.5	57.1	57.1	60.3
Total (n)	379	771	1145	14	1033	126
My work gives me energy to pursue personal activities						
Disagree	35.8	42.5	40.3	35.7	40.4	39.1
Neither agree or disagree	39.2	31.4	34.2	28.6	34.4	32.0
Agree	25.0	26.2	25.6	35.7	25.3	28.9
Total (n)	380	775	1150	14	1036	128
I have a better mood because of my work						
Disagree	26.0	35.9	32.6	35.7	32.9	30.5
Neither agree or disagree	36.2	35.7	36.1	28.6	36.0	36.7
Agree	37.8	28.4	31.3	35.7	31.2	32.8
Total (n)	381	775	1151	14	1037	128

Table 5.3.a: Please indicate the extent to which each of the following statements about your working arrangement applies to you. (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Restrictions		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Restrictions	Activity Restrictions	No	Yes
It is clear about what working here will look like 12 months from now						
Disagree	68.4	54.4	60.8	74.1	63.3	64.0
Neither agree or disagree	13.1	19.1	16.1	11.8	16.5	14.3
Agree	18.5	26.5	23.1	14.2	20.2	21.8
Total (n)	709	430	932	212	509	630
Generally speaking I am satisfied with this job						
Disagree	22.2	19.5	19.4	29.0	21.4	21.1
Neither agree or disagree	13.7	15.4	14.2	14.5	16.0	12.9
Agree	64.1	65.1	66.5	56.5	62.7	65.9
Total (n)	713	435	939	214	514	634
I have a separate space at home where I can do university work						
Disagree	13.8	12.2	12.1	17.6	13.2	12.6
Neither agree or disagree	3.0	4.6	3.7	3.2	4.5	2.8
Agree	83.2	83.1	84.2	79.2	82.3	84.5
Total (n)	709	433	931	216	508	633
I have good equipment at home						
Disagree	11.2	8.1	9.5	12.2	8.3	10.9
Neither agree or disagree	3.4	5.5	4.5	3.3	4.7	3.5
Agree	85.4	86.4	86.0	84.5	87.0	85.6
Total (n)	706	433	931	213	507	631
The university provided adequate support to enable me to work at home						
Disagree	21.9	17.3	18.7	26.4	18.6	21.2
Neither agree or disagree	9.6	11.9	10.4	11.1	12.7	8.9
Agree	68.5	70.7	70.9	62.5	68.8	69.9
Total (n)	707	427	922	216	506	627
My workload is manageable						
Disagree	23.6	20.5	20.3	31.9	19.5	24.6
Neither agree or disagree	15.6	14.8	15.0	16.4	15.4	14.8
Agree	60.8	64.8	64.7	51.6	65.0	60.6
Total (n)	712	434	938	213	512	634
I feel there are unrealistic expectations of me in terms of teaching outcomes (teaching academics only)						
Disagree	28.4	31.9	33.3	12.8	30.7	28.8
Neither agree or disagree	16.8	28.7	21.6	25.5	20.5	23.1
Agree	54.8	39.4	45.1	61.7	48.9	48.1
Total (n)	155	94	204	47	88	160

Table 5.3.b: Please indicate the extent to which each of the following statements about your working arrangement applies to you. (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Restrictions		Caring responsibilities	
	Born in Canada	Born Elsewhere	No Activity Restrictions	Activity Restrictions	No	Yes
I feel there are unrealistic expectations of me in terms of research outputs (academics and L&As only)						
Disagree	22.4	32.9	31.6	6.7	32.9	23.0
Neither agree or disagree	29.1	26.8	25.2	40.0	30.3	25.9
Agree	48.5	40.2	43.3	53.3	36.8	51.1
Total (n)	134	82	171	45	76	139
I feel there are unrealistic work expectations of me (general/professional and L&As only)						
Disagree	48.5	50.5	51.3	41.1	50.0	48.6
Neither agree or disagree	26.6	26.5	27.4	23.4	26.8	25.8
Agree	25.0	23.0	21.3	35.4	23.2	25.6
Total (n)	516	309	671	158	384	442
I am concerned about how performance appraisal will be managed						
Disagree	32.0	30.6	33.3	24.9	31.8	31.9
Neither agree or disagree	39.4	35.7	38.3	37.1	40.3	36.1
Agree	28.6	33.7	28.4	38.1	27.9	31.9
Total (n)	644	392	844	197	459	576
I am satisfied with my career opportunities in the university sector						
Disagree	29.8	29.6	28.0	38.4	26.6	32.3
Neither agree or disagree	26.0	25.3	27.0	19.9	28.7	23.0
Agree	44.3	45.2	45.0	41.7	44.7	44.7
Total (n)	709	423	926	211	501	631
I am satisfied that my workload is fair						
Disagree	32.0	30.0	28.4	43.3	28.8	32.9
Neither agree or disagree	19.1	22.2	21.1	15.8	18.2	21.2
Agree	49.0	47.8	50.5	40.9	52.9	45.9
Total (n)	713	433	936	215	510	636
The physical environment at and around my home is pleasant						
Disagree	4.6	4.4	3.4	9.2	2.7	5.7
Neither agree or disagree	4.9	4.9	4.4	6.9	5.1	4.4
Agree	90.5	90.7	92.2	83.9	92.2	89.9
Total (n)	712	432	932	217	511	633
During my non-work hours, I do not think about work at all						
Disagree	66.2	62.1	63.9	69.0	63.3	66.2
Neither agree or disagree	8.5	7.9	8.4	6.5	8.2	7.9
Agree	25.3	30.0	27.6	24.5	28.5	25.9
Total (n)	715	433	937	216	512	636

Table 5.3.c: Below you will find statements about your work/life balance. Please select your level of agreement with each statement. (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Restrictions		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Restrictions	Activity Restrictions	No	Yes
My personal life suffers because of my work						
Disagree	43.3	50.3	48.3	35.4	51.3	42.0
Neither agree or disagree	17.9	18.4	18.9	14.4	18.3	17.6
Agree	38.8	31.3	32.8	50.2	30.4	40.4
Total (n)	719	435	945	215	513	641
My work makes my personal life difficult						
Disagree	47.8	57.0	54.1	38.6	57.0	47.3
Neither agree or disagree	20.3	19.4	20.3	18.6	20.3	19.4
Agree	31.9	23.6	25.6	42.8	22.7	33.3
Total (n)	718	433	942	215	512	639
I feel like I have to neglect my personal needs because of work						
Disagree	46.4	51.5	50.9	37.4	54.6	43.9
Neither agree or disagree	14.9	17.0	16.7	10.8	16.6	14.7
Agree	38.7	31.5	32.5	51.9	28.9	41.4
Total (n)	716	435	943	214	513	638
My personal life drains me of energy for work						
Disagree	77.0	80.0	79.0	73.0	87.9	70.5
Neither agree or disagree	13.1	11.3	12.1	14.4	7.8	15.8
Agree	9.9	8.8	8.9	12.6	4.3	13.6
Total (n)	717	434	942	215	513	638
My work suffers because of my personal life						
Disagree	81.8	86.7	84.0	81.3	91.8	77.3
Neither agree or disagree	11.1	8.1	9.9	10.3	5.9	12.9
Agree	7.1	5.3	6.2	8.4	2.3	9.9
Total (n)	715	435	942	214	512	638

Table 5.3.d: Below you will find statements about your work/life balance. Please select your level of agreement with each statement. (Column percent and n sample size)

Work arrangements:	Place of birth		Activity Restrictions		Caring responsibilities (children or others)	
	Born in Canada	Born Elsewhere	No Activity Restrictions	Activity Restrictions	No	Yes
It is hard to work because of personal matters						
Disagree	76.1	84.1	80.7	71.5	86.7	73.1
Neither agree or disagree	13.8	7.9	10.8	14.5	9.2	13.1
Agree	10.1	8.1	8.5	14.0	4.1	13.8
Total (n)	716	433	941	214	513	636
My personal life gives me energy to do my work						
Disagree	14.8	10.8	12.0	19.6	12.7	14.1
Neither agree or disagree	31.9	36.4	33.9	32.2	33.9	33.3
Agree	53.3	52.8	54.1	48.1	53.4	52.7
Total (n)	717	434	943	214	511	640
I have a better mood at work because of personal life						
Disagree	10.8	10.7	9.3	17.8	10.7	11.0
Neither agree or disagree	30.8	33.1	31.7	31.5	31.0	31.9
Agree	58.4	56.3	59.0	50.7	58.4	57.1
Total (n)	714	432	939	213	507	639
My work gives me energy to pursue personal activities						
Disagree	42.7	35.6	37.4	53.1	41.0	40.1
Neither agree or disagree	32.7	36.8	36.4	23.9	33.6	33.8
Agree	24.6	27.6	26.2	23.0	25.4	26.1
Total (n)	716	435	944	213	512	639
I have a better mood because of my work						
Disagree	35.1	28.1	30.0	44.4	34.9	31.3
Neither agree or disagree	34.3	39.4	37.7	29.4	35.1	36.5
Agree	30.6	32.5	32.3	26.2	30.0	32.2
Total (n)	718	434	944	214	513	639

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 impacts of the COVID-19 pandemic and the subsequent transitions. 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, reported increases in working from home (83.0%) compared to before the pandemic (6.0%) and, for many, the new arrangement was a preferred working arrangement post-pandemic (58.5%). Over half (64.2%) indicated an increase in their actual time spent working. In comparison with other staff, faculty reported relatively higher concerns with university support and manageable workload. As well, these patterns were further seen for job satisfaction, with faculty generally reporting lower satisfaction levels. Further, work-life balance and work strain levels were 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. For example, women reported job satisfaction increased at a higher proportion than men, and women reported higher rates of increases in happiness. Further, visible minorities reported slightly higher rates of increased job satisfaction, while reporting slightly lower rates of increased happiness. 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 and subsequent challenges and transitions. As work arrangements under post-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 WAVE 1 AND 2 COMPARISON

```
Table of variable: Wave and Q12r
  RECODE of Q12r_1 ([ |
      BEFORE COVID 19 |
began] To what extent |
    did you work from |          Wave
                 home |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
 Never work from home |     1,039      1,053 |     2,092
                      |     80.54      81.82 |     81.18
----------------------+----------------------+----------
  About half and half |       169        157 |       326
                      |     13.10      12.20 |     12.65
----------------------+----------------------+----------
Always work from home |        82         77 |       159
                      |      6.36       5.98 |      6.17
----------------------+----------------------+----------
                Total |     1,290      1,287 |     2,577
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) =   0.6891   Pr = 0.709
```

```
Table of variable: Wave and Q13r
   RECODE of Q13_1 ([ |
  NOW] To what extent |
do you work from home |          Wave
                now?) |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
 Never work from home |        24        220 |       244
                      |      1.87      17.05 |      9.47
----------------------+----------------------+----------
  About half and half |        20        335 |       355
                      |      1.56      25.97 |     13.78
----------------------+----------------------+----------
Always work from home |     1,242        735 |     1,977
                      |     96.58      56.98 |     76.75
----------------------+----------------------+----------
                Total |     1,286      1,290 |     2,576
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) = 566.9645   Pr = 0.000
```

```
Table of variable: Wave and Q14r
   RECODE of Q14_1 ([ |
          Future work |
    arrangement] What |
        would be your |          Wave
    preferred working |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
 Never work from home |       223        136 |       359
                      |     17.33      10.54 |     13.93
----------------------+----------------------+----------
  About half and half |       497        399 |       896
                      |     38.62      30.93 |     34.77
----------------------+----------------------+----------
Always work from home |       567        755 |     1,322
                      |     44.06      58.53 |     51.30
----------------------+----------------------+----------
                Total |     1,287      1,290 |     2,577
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) =  58.5342   Pr = 0.000


Table of variable: Wave and Q21_2_r
RECODE of Q21_2 |
([The number of |
      hours you |
 actually spend |
on work] Do you |          Wave
        conside |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       145         29 |       174
                |     12.02       3.91 |      8.93
----------------+----------------------+----------
Stayed the same |       280        237 |       517
                |     23.22      31.94 |     26.54
----------------+----------------------+----------
      Increased |       781        476 |     1,257
                |     64.76      64.15 |     64.53
----------------+----------------------+----------
          Total |     1,206        742 |     1,948
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  47.0640   Pr = 0.000
```

```
Table of variable: Wave and Q21_3_r
RECODE of Q21_3 |
 ([ The clarity |
    of what was |
    expected of |
    you] Do you |          Wave
  consider that |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       402        181 |       583
                |     33.72      24.76 |     30.32
----------------+----------------------+----------
Stayed the same |       602        408 |     1,010
                |     50.50      55.81 |     52.52
----------------+----------------------+----------
      Increased |       188        142 |       330
                |     15.77      19.43 |     17.16
----------------+----------------------+----------
          Total |     1,192        731 |     1,923
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  17.9681   Pr = 0.000
```

```
Table of variable: Wave and Q21_4_r
RECODE of Q21_4 |
([ The time you |
       spend on |
      teaching, |
      including |
preparation] Do |          Wave
            you |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |        12         11 |        23
                |      3.79       6.18 |      4.65
----------------+----------------------+----------
Stayed the same |        40         24 |        64
                |     12.62      13.48 |     12.93
----------------+----------------------+----------
      Increased |       265        143 |       408
                |     83.60      80.34 |     82.42
----------------+----------------------+----------
          Total |       317        178 |       495
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =   1.6192   Pr = 0.445
```

```
Table of variable: Wave and Q21_5_r
RECODE of Q21_5 |
([ The time you |
       spent on |
   research] Do |
   you consider |          Wave
  that the foll |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       183         99 |       282
                |     55.12      55.31 |     55.19
----------------+----------------------+----------
Stayed the same |        70         41 |       111
                |     21.08      22.91 |     21.72
----------------+----------------------+----------
      Increased |        79         39 |       118
                |     23.80      21.79 |     23.09
----------------+----------------------+----------
          Total |       332        179 |       511
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =   0.3812   Pr = 0.826
```

```
Table of variable: Wave and Q21_6_r
RECODE of Q21_6 |
([ The time you |
       spent on |
 administration |
and service] Do |          Wave
       you cons |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |        55         15 |        70
                |     16.72       8.02 |     13.57
----------------+----------------------+----------
Stayed the same |       103         45 |       148
                |     31.31      24.06 |     28.68
----------------+----------------------+----------
      Increased |       171        127 |       298
                |     51.98      67.91 |     57.75
----------------+----------------------+----------
          Total |       329        187 |       516
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  14.0717   Pr = 0.001
```

```
Table of variable: Wave and Q21_8_r
RECODE of Q21_8 |
 ([Your ability |
     to seek or |
      apply for |
       research |
funding] Do you |         Wave
            con |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       120         87 |       207
                |     47.81      57.24 |     51.36
----------------+----------------------+----------
Stayed the same |       117         50 |       167
                |     46.61      32.89 |     41.44
----------------+----------------------+----------
      Increased |        14         15 |        29
                |      5.58       9.87 |      7.20
----------------+----------------------+----------
          Total |       251        152 |       403
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =   8.3600   Pr = 0.015
```

```
Table of variable: Wave and Q21_9_r
RECODE of Q21_9 |
 ([Your ability |
 to do field or |
    lab work or |
   collect data |         Wave
      for resea |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       212        104 |       316
                |     87.60      79.39 |     84.72
----------------+----------------------+----------
Stayed the same |        23         21 |        44
                |      9.50      16.03 |     11.80
----------------+----------------------+----------
      Increased |         7          6 |        13
                |      2.89       4.58 |      3.49
----------------+----------------------+----------
          Total |       242        131 |       373
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =   4.4403   Pr = 0.109
```

```
Table of variable: Wave and Q21_10_r
      RECODE of |
  Q21_10 ([Your |
     ability to |
      finish or |
submit research |
 papers] Do you |          Wave
           cons |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       173        115 |       288
                |     59.86      70.55 |     63.72
----------------+----------------------+----------
Stayed the same |        73         31 |       104
                |     25.26      19.02 |     23.01
----------------+----------------------+----------
      Increased |        43         17 |        60
                |     14.88      10.43 |     13.27
----------------+----------------------+----------
          Total |       289        163 |       452
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =   5.1880   Pr = 0.075
```

```
Table of variable: Wave and Q21_12_r
      RECODE of |
  Q21_12 ([Your |
ability to meet |
            the |
   university's |
likely research |          Wave
        expecta |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       174         92 |       266
                |     61.05      54.44 |     58.59
----------------+----------------------+----------
Stayed the same |        89         65 |       154
                |     31.23      38.46 |     33.92
----------------+----------------------+----------
      Increased |        22         12 |        34
                |      7.72       7.10 |      7.49
----------------+----------------------+----------
          Total |       285        169 |       454
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =   2.4830   Pr = 0.289
```

```
Table of variable: Wave and Q21_13_r
      RECODE of |
  Q21_13 ([Your |
ability to meet |
            the |
   university's |
         likely |
    performance |          Wave
           expe |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       119         32 |       151
                |     14.67       6.13 |     11.33
----------------+----------------------+----------
Stayed the same |       476        254 |       730
                |     58.69      48.66 |     54.76
----------------+----------------------+----------
      Increased |       216        236 |       452
                |     26.63      45.21 |     33.91
----------------+----------------------+----------
          Total |       811        522 |     1,333
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  58.6222   Pr = 0.000
```

```
Table of variable: Wave and Q21_14_r
      RECODE of |
  Q21_14 ([Your |
    connections |
           with |
 colleagues] Do |
   you consider |          Wave
    that the fo |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       897        376 |     1,273
                |     74.01      50.54 |     65.08
----------------+----------------------+----------
Stayed the same |       177        231 |       408
                |     14.60      31.05 |     20.86
----------------+----------------------+----------
      Increased |       138        137 |       275
                |     11.39      18.41 |     14.06
----------------+----------------------+----------
          Total |     1,212        744 |     1,956
                |    100.00     100.00 |    100.00

          Pearson chi2(2) = 114.9873   Pr = 0.000
```

```
Table of variable: Wave and Q21_15_r
      RECODE of |
  Q21_15 ([Your |
 personal daily |
  productivity] |
Do you consider |          Wave
    that the fo |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       390        113 |       503
                |     32.28      15.23 |     25.79
----------------+----------------------+----------
Stayed the same |       286        169 |       455
                |     23.68      22.78 |     23.33
----------------+----------------------+----------
      Increased |       532        460 |       992
                |     44.04      61.99 |     50.87
----------------+----------------------+----------
          Total |     1,208        742 |     1,950
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  81.1252   Pr = 0.000
```

```
Table of variable: Wave and Q21_16_r
      RECODE of |
   Q21_16 ([The |
quality of your |
   work] Do you |
  consider that |          Wave
 the following  |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       205         80 |       285
                |     17.01      10.77 |     14.63
----------------+----------------------+----------
Stayed the same |       611        292 |       903
                |     50.71      39.30 |     46.36
----------------+----------------------+----------
      Increased |       389        371 |       760
                |     32.28      49.93 |     39.01
----------------+----------------------+----------
          Total |     1,205        743 |     1,948
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  61.8512   Pr = 0.000
```

```
Table of variable: Wave and Q21_17_r
      RECODE of |
   Q21_17 ([How |
     tired work |
makes you feel] |
Do you consider |         Wave
 that the follo |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       296        265 |       561
                |     24.75      36.25 |     29.11
----------------+----------------------+----------
Stayed the same |       227        147 |       374
                |     18.98      20.11 |     19.41
----------------+----------------------+----------
      Increased |       673        319 |       992
                |     56.27      43.64 |     51.48
----------------+----------------------+----------
          Total |     1,196        731 |     1,927
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  34.9807   Pr = 0.000
```

```
Table of variable: Wave and Q21_18_r
      RECODE of |
   Q21_18 ([The |
extent to which |
   your working |
       time was |
   disrupted by |         Wave
         other  |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       503        411 |       914
                |     42.27      56.38 |     47.63
----------------+----------------------+----------
Stayed the same |       249        154 |       403
                |     20.92      21.12 |     21.00
----------------+----------------------+----------
      Increased |       438        164 |       602
                |     36.81      22.50 |     31.37
----------------+----------------------+----------
          Total |     1,190        729 |     1,919
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  48.4142   Pr = 0.000
```

```
Table of variable: Wave and Q21_19_r
      RECODE of |
   Q21_19 ([The |
extent to which |
   your working |
       time was |
   disrupted by |          Wave
         other  |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |        82        100 |       182
                |      7.36      15.72 |     10.40
----------------+----------------------+----------
Stayed the same |       405        306 |       711
                |     36.36      48.11 |     40.63
----------------+----------------------+----------
      Increased |       627        230 |       857
                |     56.28      36.16 |     48.97
----------------+----------------------+----------
          Total |     1,114        636 |     1,750
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  74.4663   Pr = 0.000
```

```
Table of variable: Wave and Q21_20_r
      RECODE of |
   Q21_20 ([The |
  likelihood of |
 being promoted |
    in the near |
 future] Do you |          Wave
              c |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       202         88 |       290
                |     21.89      14.01 |     18.70
----------------+----------------------+----------
Stayed the same |       651        410 |     1,061
                |     70.53      65.29 |     68.41
----------------+----------------------+----------
      Increased |        70        130 |       200
                |      7.58      20.70 |     12.89
----------------+----------------------+----------
          Total |       923        628 |     1,551
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  63.7529   Pr = 0.000
```

```
Table of variable: Wave and Q21_21_r
      RECODE of |
  Q21_21 ([Your |
         career |
 prospects over |
  the next 5-10 |
  years] Do you |          Wave
         consid |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       251         91 |       342
                |     23.61      13.32 |     19.59
----------------+----------------------+----------
Stayed the same |       668        398 |     1,066
                |     62.84      58.27 |     61.05
----------------+----------------------+----------
      Increased |       144        194 |       338
                |     13.55      28.40 |     19.36
----------------+----------------------+----------
          Total |     1,063        683 |     1,746
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  71.3112   Pr = 0.000
```

```
Table of variable: Wave and Q22_1_r
RECODE of Q22_1 |
     ([Your job |
   security] Do |
   you consider |
       that the |
      following |          Wave
       things a |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       381        147 |       528
                |     32.43      19.89 |     27.59
----------------+----------------------+----------
Stayed the same |       717        502 |     1,219
                |     61.02      67.93 |     63.69
----------------+----------------------+----------
      Increased |        77         90 |       167
                |      6.55      12.18 |      8.73
----------------+----------------------+----------
          Total |     1,175        739 |     1,914
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  45.6891   Pr = 0.000
```

```
Table of variable: Wave and Q22_2_r
RECODE of Q22_2 |
     ([Your job |
  satisfaction] |
Do you consider |
       that the |          Wave
 following thin |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       480        270 |       750
                |     40.00      36.24 |     38.56
----------------+----------------------+----------
Stayed the same |       428        224 |       652
                |     35.67      30.07 |     33.52
----------------+----------------------+----------
      Increased |       292        251 |       543
                |     24.33      33.69 |     27.92
----------------+----------------------+----------
          Total |     1,200        745 |     1,945
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  20.4008   Pr = 0.000
```

```
Table of variable: Wave and Q22_6_r
RECODE of Q22_6 |
  ([ The stress |
you experience] |
Do you consider |
       that the |          Wave
      following |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       203        226 |       429
                |     17.25      30.50 |     22.37
----------------+----------------------+----------
Stayed the same |       152        140 |       292
                |     12.91      18.89 |     15.22
----------------+----------------------+----------
      Increased |       822        375 |     1,197
                |     69.84      50.61 |     62.41
----------------+----------------------+----------
          Total |     1,177        741 |     1,918
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  73.3287   Pr = 0.000
```

```
Table of variable: Wave and Q22_7_r
RECODE of Q22_7 |
 ([ How worried |
 you have felt] |
Do you consider |
       that the |          Wave
      following |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       117        170 |       287
                |      9.71      23.10 |     14.79
----------------+----------------------+----------
Stayed the same |       231        205 |       436
                |     19.17      27.85 |     22.46
----------------+----------------------+----------
      Increased |       857        361 |     1,218
                |     71.12      49.05 |     62.75
----------------+----------------------+----------
          Total |     1,205        736 |     1,941
                |    100.00     100.00 |    100.00

          Pearson chi2(2) = 106.1982   Pr = 0.000
```

```
Table of variable: Wave and Q22_8_r
RECODE of Q22_8 |
   ([ How happy |
   you feel] Do |
   you consider |
       that the |
      following |          Wave
         things |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       549        253 |       802
                |     45.48      34.24 |     41.21
----------------+----------------------+----------
Stayed the same |       324        200 |       524
                |     26.84      27.06 |     26.93
----------------+----------------------+----------
      Increased |       334        286 |       620
                |     27.67      38.70 |     31.86
----------------+----------------------+----------
          Total |     1,207        739 |     1,946
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  31.5823   Pr = 0.000
```

```
Table of variable: Wave and Q22_9_r
RECODE of Q22_9 |
([ The time you |
       spend on |
       domestic |
responsibilitie |          Wave
s (including ch |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |        77         71 |       148
                |      6.43       9.82 |      7.70
----------------+----------------------+----------
Stayed the same |       510        398 |       908
                |     42.57      55.05 |     47.27
----------------+----------------------+----------
      Increased |       611        254 |       865
                |     51.00      35.13 |     45.03
----------------+----------------------+----------
          Total |     1,198        723 |     1,921
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  46.8082   Pr = 0.000
```

```
Table of variable: Wave and Q22_10_r
      RECODE of |
  Q22_10 ([ How |
      much work |
interferes with |
  your personal |
   life] Do you |          Wave
            con |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       183        196 |       379
                |     15.31      26.96 |     19.72
----------------+----------------------+----------
Stayed the same |       473        267 |       740
                |     39.58      36.73 |     38.50
----------------+----------------------+----------
      Increased |       539        264 |       803
                |     45.10      36.31 |     41.78
----------------+----------------------+----------
          Total |     1,195        727 |     1,922
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  40.4095   Pr = 0.000
```

```
Table of variable: Wave and Q22_11_r
      RECODE of |
  Q22_11 ([ How |
  much personal |
life interferes |
with your work] |         Wave
     Do you con |   Aug2020  April2022 |     Total
----------------+----------------------+----------
      Decreased |       116        135 |       251
                |      9.80      18.88 |     13.22
----------------+----------------------+----------
Stayed the same |       607        431 |     1,038
                |     51.27      60.28 |     54.66
----------------+----------------------+----------
      Increased |       461        149 |       610
                |     38.94      20.84 |     32.12
----------------+----------------------+----------
          Total |     1,184        715 |     1,899
                |    100.00     100.00 |    100.00

          Pearson chi2(2) =  79.9045   Pr = 0.000
```

```
Table of variable: Wave and Q23_14_r
RECODE of Q23_14 ([It |
  is clear about what |
    working here will |         Wave
 look like 12 months  |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
             Disagree |       255        731 |       986
                      |     21.16      63.40 |     41.82
----------------------+----------------------+----------
Neither agree or disa |       111        176 |       287
                      |      9.21      15.26 |     12.17
----------------------+----------------------+----------
                Agree |       839        246 |     1,085
                      |     69.63      21.34 |     46.01
----------------------+----------------------+----------
                Total |     1,205      1,153 |     2,358
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) = 567.7442   Pr = 0.000
```

```
Table of variable: Wave and Q23_2_r
  RECODE of Q23_2 ([I |
have a separate space |
  at home where I can |         Wave
   do university work |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
             Disagree |       348        152 |       500
                      |     28.90      13.17 |     21.20
----------------------+----------------------+----------
Neither agree or disa |        45         41 |        86
                      |      3.74       3.55 |      3.65
----------------------+----------------------+----------
                Agree |       811        961 |     1,772
                      |     67.36      83.28 |     75.15
----------------------+----------------------+----------
                Total |     1,204      1,154 |     2,358
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) =  88.6952   Pr = 0.000


Table of variable: Wave and Q23_3_r
  RECODE of Q23_3 ([I |
  have good equipment |
     at home ] Please |
  indicate the extent |         Wave
                 to   |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
             Disagree |       335        114 |       449
                      |     27.78       9.90 |     19.05
----------------------+----------------------+----------
Neither agree or disa |       103         49 |       152
                      |      8.54       4.26 |      6.45
----------------------+----------------------+----------
                Agree |       768        988 |     1,756
                      |     63.68      85.84 |     74.50
----------------------+----------------------+----------
                Total |     1,206      1,151 |     2,357
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) = 154.3248   Pr = 0.000
```

```
Table of variable: Wave and Q23_4_r
RECODE of Q23_4 ([The |
  university provides |
  adequate support to |         Wave
   enable me to work  |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
             Disagree |       364        229 |       593
                      |     30.69      19.97 |     25.42
----------------------+----------------------+----------
Neither agree or disa |       202        121 |       323
                      |     17.03      10.55 |     13.84
----------------------+----------------------+----------
                Agree |       620        797 |     1,417
                      |     52.28      69.49 |     60.74
----------------------+----------------------+----------
                Total |     1,186      1,147 |     2,333
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) =  72.5240   Pr = 0.000
```

```
Table of variable: Wave and Q23_5_r
RECODE of Q23_5 ([My |
          workload is |
   manageable] Please |
  indicate the extent |         Wave
             to which |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
             Disagree |       329        259 |       588
                      |     27.30      22.33 |     24.86
----------------------+----------------------+----------
Neither agree or disa |       193        176 |       369
                      |     16.02      15.17 |     15.60
----------------------+----------------------+----------
                Agree |       683        725 |     1,408
                      |     56.68      62.50 |     59.53
----------------------+----------------------+----------
                Total |     1,205      1,160 |     2,365
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) =   9.5166   Pr = 0.009
```

```
Table of variable: Wave and Q23_6_r
  RECODE of Q23_6 ([I |
       feel there are |
          unrealistic |
expectations of me in |         Wave
          terms of te |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
             Disagree |        74         74 |       148
                      |     24.03      29.37 |     26.43
----------------------+----------------------+----------
Neither agree or disa |        77         56 |       133
                      |     25.00      22.22 |     23.75
----------------------+----------------------+----------
                Agree |       157        122 |       279
                      |     50.97      48.41 |     49.82
----------------------+----------------------+----------
                Total |       308        252 |       560
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) =   2.1277   Pr = 0.345


Table of variable: Wave and Q23_7_r
  RECODE of Q23_7 ([I |
       feel there are |
          unrealistic |
expectations of me in |         Wave
          terms of re |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
             Disagree |        84         57 |       141
                      |     29.68      26.15 |     28.14
----------------------+----------------------+----------
Neither agree or disa |        93         62 |       155
                      |     32.86      28.44 |     30.94
----------------------+----------------------+----------
                Agree |       106         99 |       205
                      |     37.46      45.41 |     40.92
----------------------+----------------------+----------
                Total |       283        218 |       501
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) =   3.2305   Pr = 0.199
```

```
Table of variable: Wave and Q23_8_r
  RECODE of Q23_8 ([I |
       feel there are |
     unrealistic work |
 expectations of me ] |         Wave
              Please  |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
             Disagree |       395        412 |       807
                      |     48.77      49.34 |     49.06
----------------------+----------------------+----------
Neither agree or disa |       209        221 |       430
                      |     25.80      26.47 |     26.14
----------------------+----------------------+----------
                Agree |       206        202 |       408
                      |     25.43      24.19 |     24.80
----------------------+----------------------+----------
                Total |       810        835 |     1,645
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) =   0.3524   Pr = 0.838


Table of variable: Wave and Q23_9_r
  RECODE of Q23_9 ([I |
   am concerned about |
      how performance |
    appraisal will be |         Wave
              managed |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
             Disagree |       282        333 |       615
                      |     26.40      31.81 |     29.08
----------------------+----------------------+----------
Neither agree or disa |       382        397 |       779
                      |     35.77      37.92 |     36.83
----------------------+----------------------+----------
                Agree |       404        317 |       721
                      |     37.83      30.28 |     34.09
----------------------+----------------------+----------
                Total |     1,068      1,047 |     2,115
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) =  14.8090   Pr = 0.001
```

```
Table of variable: Wave and Q23_10_r
RECODE of Q23_10 ([I |
 am satisfied with my |
 career opportunities |         Wave
    in the university |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
             Disagree |       357        342 |       699
                      |     30.99      29.84 |     30.42
----------------------+----------------------+----------
Neither agree or disa |       341        293 |       634
                      |     29.60      25.57 |     27.59
----------------------+----------------------+----------
                Agree |       454        511 |       965
                      |     39.41      44.59 |     41.99
----------------------+----------------------+----------
                Total |     1,152      1,146 |     2,298
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) =   7.3072   Pr = 0.026
```

```
Table of variable: Wave and Q23_11_r
RECODE of Q23_11 ([I |
 am satisfied that my |
    workload is fair] |         Wave
 Please indicate the  |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
             Disagree |       372        360 |       732
                      |     30.95      31.06 |     31.00
----------------------+----------------------+----------
Neither agree or disa |       254        233 |       487
                      |     21.13      20.10 |     20.63
----------------------+----------------------+----------
                Agree |       576        566 |     1,142
                      |     47.92      48.84 |     48.37
----------------------+----------------------+----------
                Total |     1,202      1,159 |     2,361
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) =   0.4068   Pr = 0.816
```

```
Table of variable: Wave and Q23_12_r
     RECODE of Q23_12 |
       ([The physical |
   environment at and |
    around my home is |         Wave
          pleasant] P |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
             Disagree |       153         53 |       206
                      |     12.69       4.58 |      8.71
----------------------+----------------------+----------
Neither agree or disa |       113         56 |       169
                      |      9.37       4.84 |      7.15
----------------------+----------------------+----------
                Agree |       940      1,049 |     1,989
                      |     77.94      90.59 |     84.14
----------------------+----------------------+----------
                Total |     1,206      1,158 |     2,364
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) =  72.7973   Pr = 0.000


Table of variable: Wave and Q23_13_r
     RECODE of Q23_13 |
 ([During my non-work |
hours, I do not think |         Wave
 about work at all] P |   Aug2020  April2022 |     Total
----------------------+----------------------+----------
             Disagree |       889        752 |     1,641
                      |     73.35      64.77 |     69.15
----------------------+----------------------+----------
Neither agree or disa |        68         95 |       163
                      |      5.61       8.18 |      6.87
----------------------+----------------------+----------
                Agree |       255        314 |       569
                      |     21.04      27.05 |     23.98
----------------------+----------------------+----------
                Total |     1,212      1,161 |     2,373
                      |    100.00     100.00 |    100.00

          Pearson chi2(2) =  20.9413   Pr = 0.000
```