



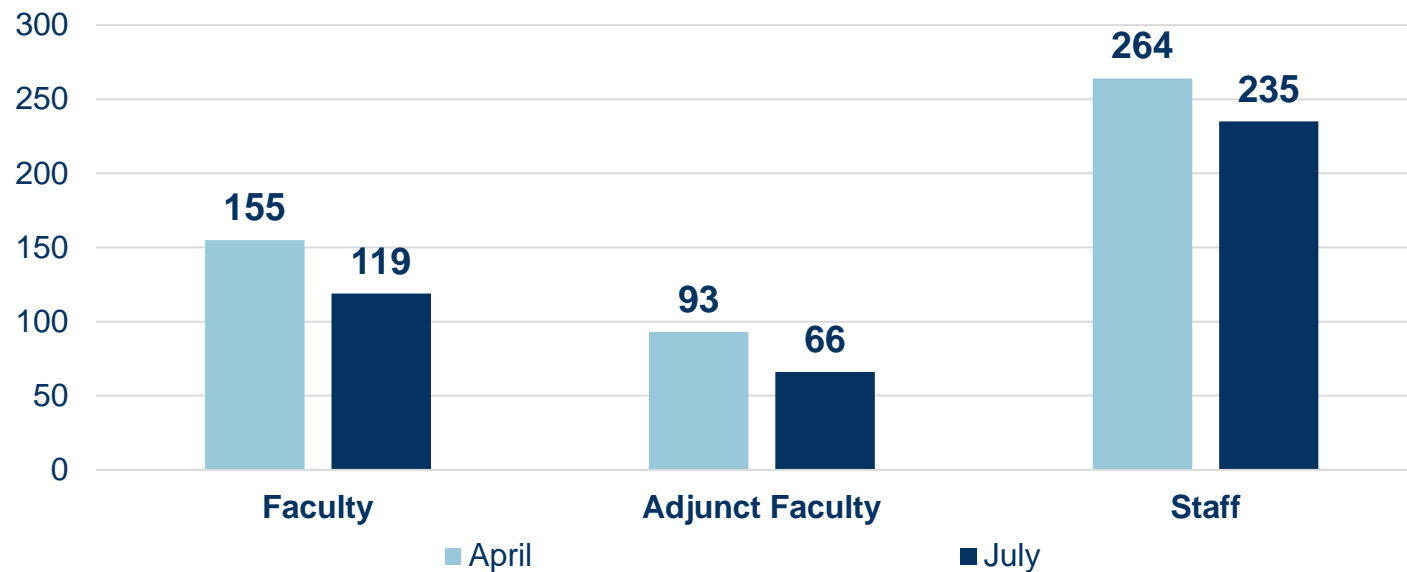
Simmons University COVID-19 Pulse Survey Results

August 27, 2020

COVID-19 Pulse Survey: Quick Facts

- Pulse surveys administered by Gallup to faculty and staff in April and July 2020
 - Questionnaire included 6 questions on a 5 point scale, and 2 open response questions
 - Short, <5 minute surveys were in the field for one week

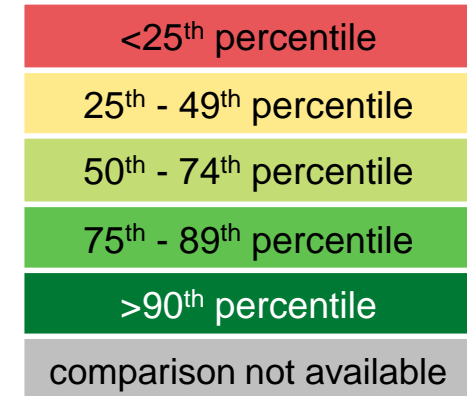
COVID Pulse Responses by Employee Type



COVID-19 Pulse Survey: Results from April & July 2020

Questions	Total N	April Mean	July Mean	Change	July Topbox *
I am confident in my organization's financial future.	427	2.57	2.64	+0.07	4
My employer has communicated a clear plan of action in response to COVID-19.	430	4.10	4.12	+0.02	39
I feel well prepared to do my job.	428	4.18	3.93	▼ -0.25	30
My immediate supervisor keeps me informed about what is going on at my organization.	430	4.24	4.06	-0.18	47
My organization cares about my overall wellbeing	429	3.81	3.41	▼ -0.40	20
I am able to maintain a healthy balance between work and personal commitments.	429	3.44	3.17	▼ -0.27	14

PERCENTILE RANGE IN GALLUP DATABASE



*Topbox score is the % of employees that strongly agree with each statement

COVID-19 Pulse Survey: Key Takeaways from July 2020



Questions	Total N	Positive	Negative	Neutral	Mixed
What can Simmons University improve upon to enhance your overall well-being?	242	25%	28%	45%	2%
Is there anything else you would like Simmons to know about how COVID-19 has impacted your experiences working at the University?	170	37%	40%	18%	5%

Key Takeaways

1. Concern shared by many about cuts to benefits, vacation time and professional development opportunities.
2. Overall, communication from leadership and at the local managerial level has been positive and well-received
3. Reduction in force has led to departments being asked to do more, and not feeling recognized for the increase in work
4. Expectations around working hours are unclear and current pace is unsustainable.
5. Insufficient access to materials needed to do the job effectively at home.