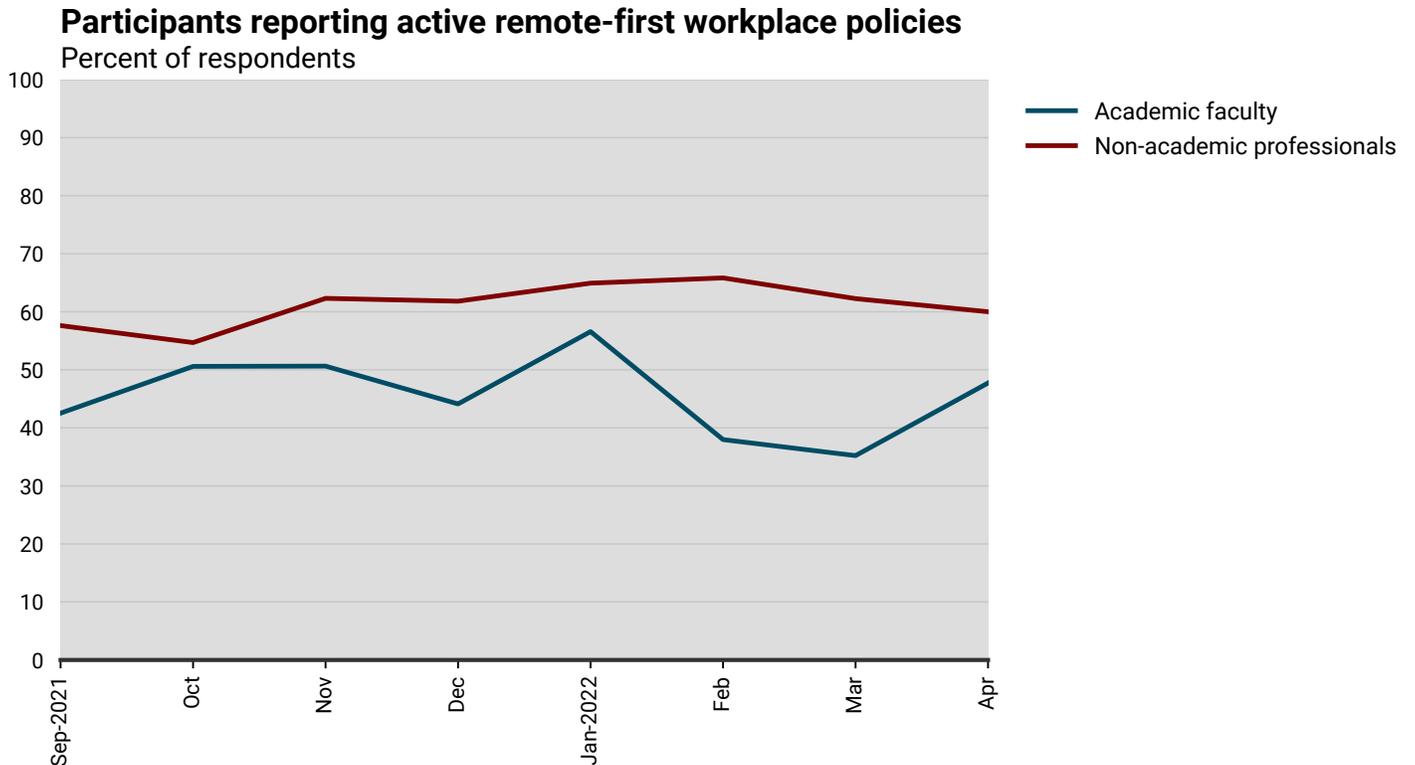




Responding to the Pandemic through Flexible Working Arrangements

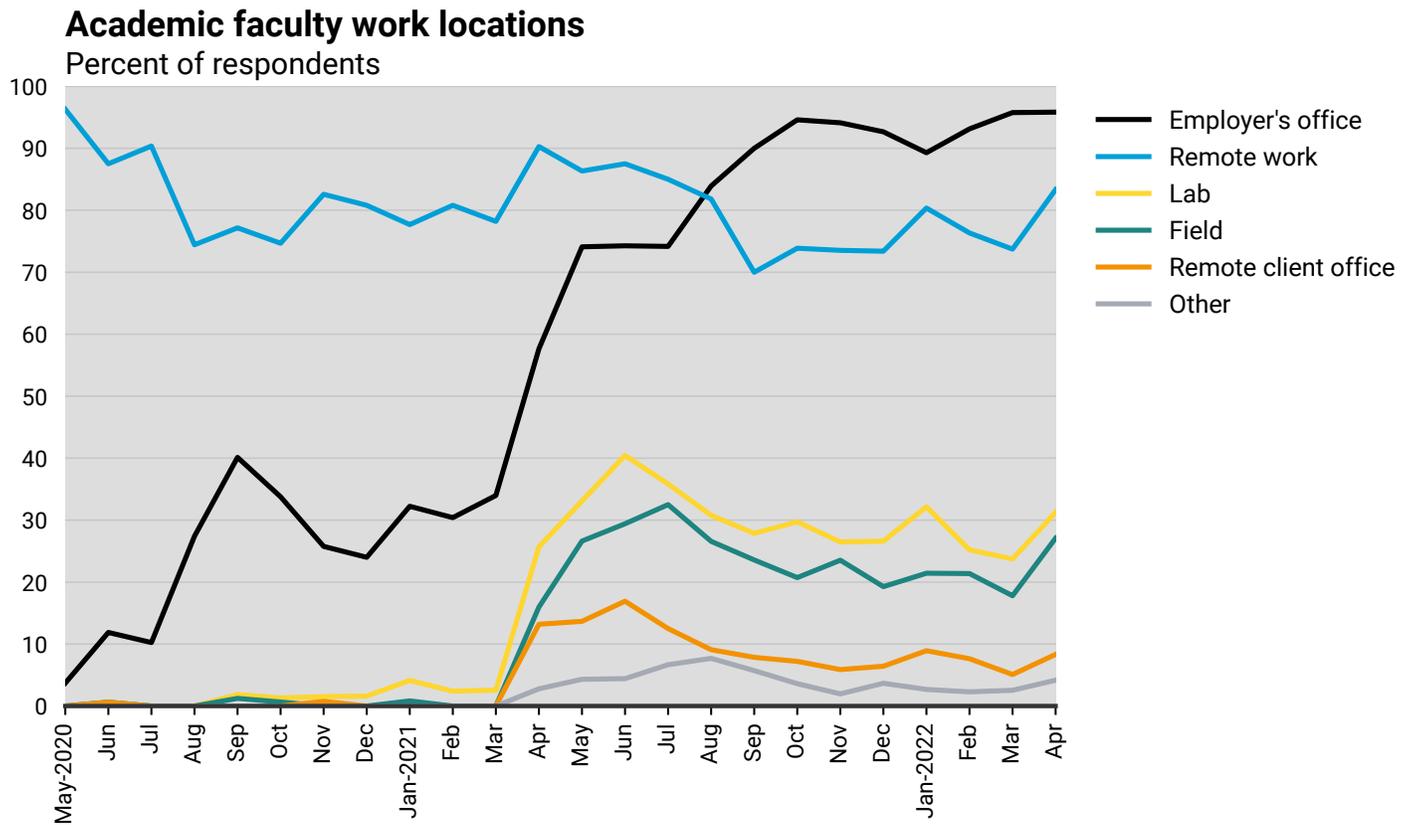


Credit: AGI, data from AGI's Geoscience COVID-19 Impacts Study

Throughout the pandemic, work environments have shifted between virtual, in-person and hybrid scenarios. Remote-first work policies, which allow employees to choose their work location for any given day, have enabled workplaces to more quickly adapt to changing pandemic conditions. Furthermore, while remote-first policies have been more common for non-academic

professionals than for college and university faculty, during the Delta and Omicron surges in late 2021 and early 2022, an increasing percentage of academic faculty and non-academic professionals reported that their employer's had remote-first workplace policies in effect.





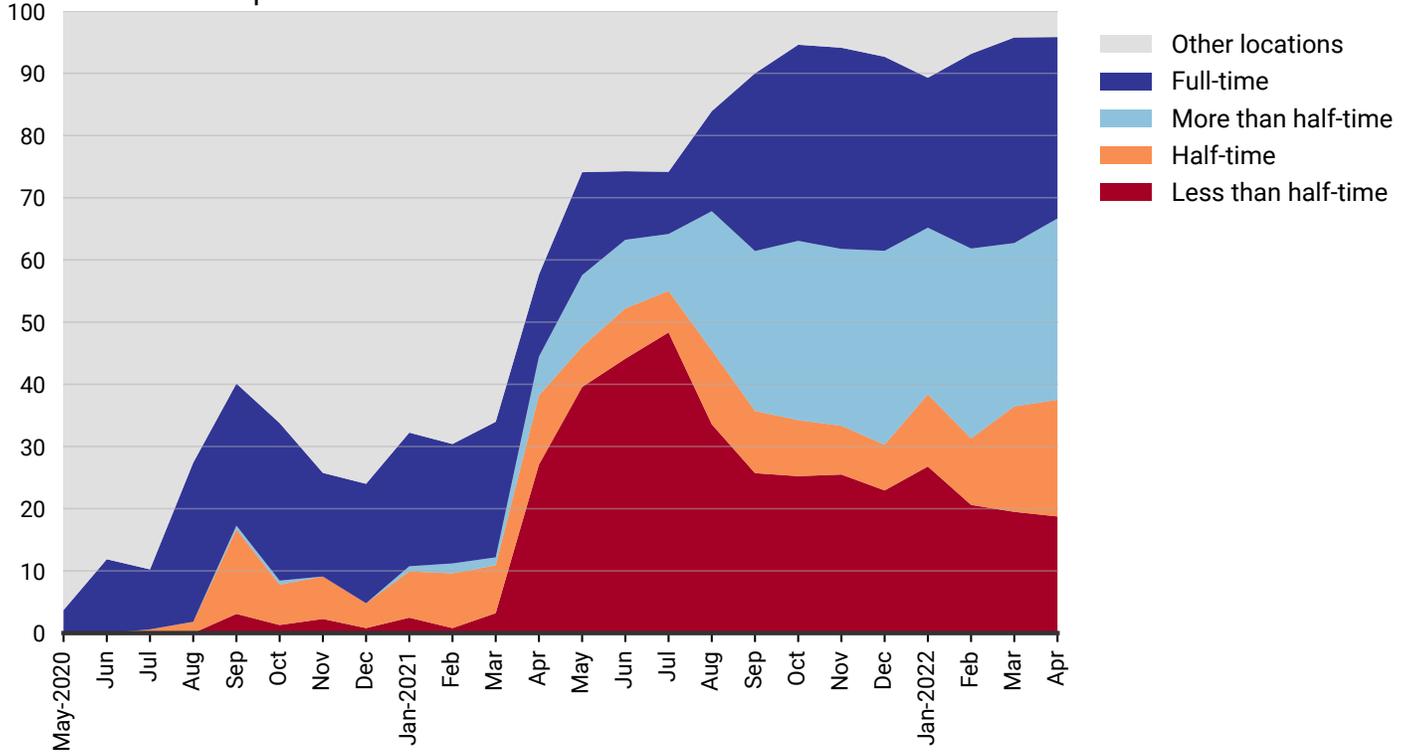
Note: Lines do not sum to 100%. Respondents were able to choose multiple work locations for any given month.
 Credit: AGI, data from AGI's Geoscience COVID-19 Impacts Study

Over the course of the pandemic, an increasing percentage of academic faculty worked on campus or in the office. With the re-opening of campuses in early 2021, the percentage of faculty working in the office increased substantially, and by Fall 2021 more faculty

reported working in the office than working remotely as campuses re-opened for in-person instruction. Remote work, however, remains a major, if not full-time, work environment for academic faculty alongside in-person instructional and on-campus activities.

Academic faculty: time spent at employer's office

Percent of respondents



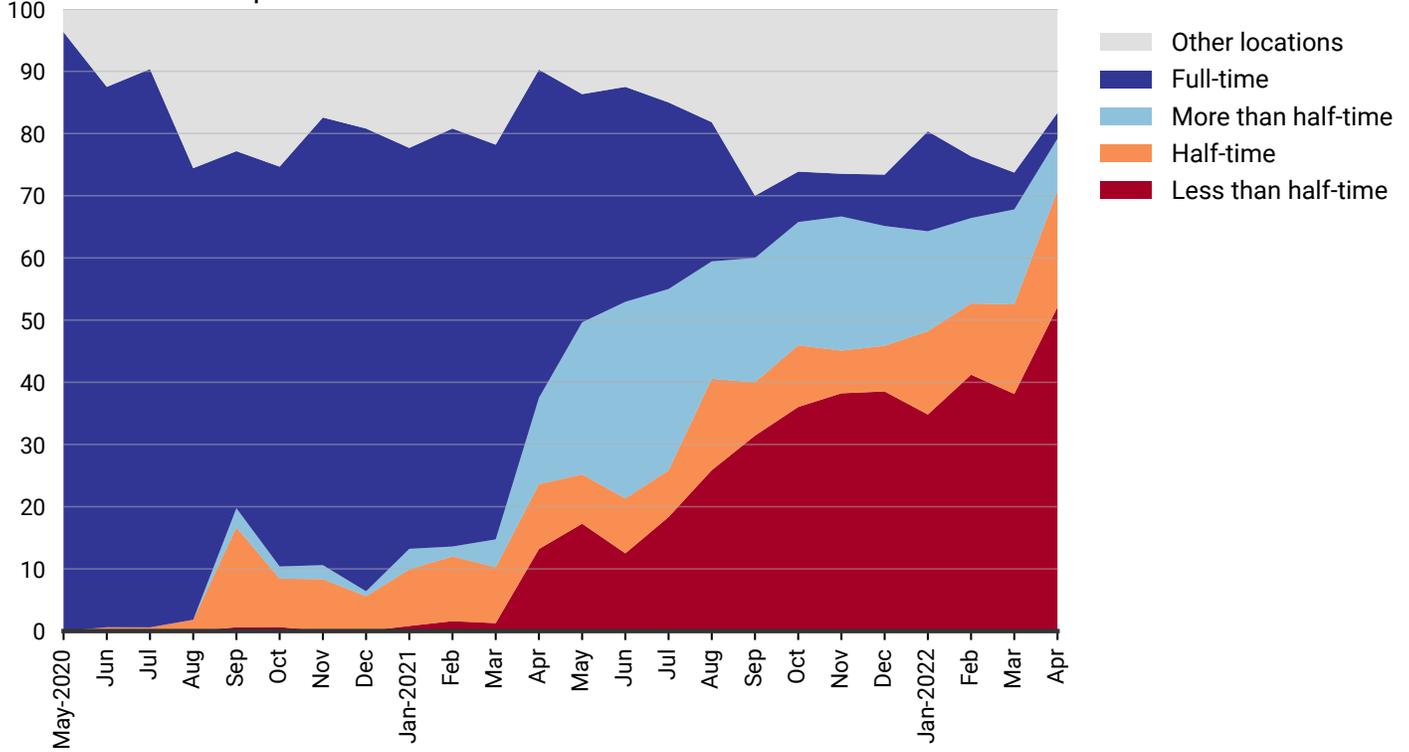
Credit: AGI, data from AGI's Geoscience COVID-19 Impacts Study

Starting in September 2021, over half of academic faculty reported working more than half-time or full-time on campus while just over one-third of faculty reported working half-time or less on campus. These

percentages have remained relatively steady since Fall 2021, albeit an uptick in more time spent off-campus in January 2022 during winter break which also coincided with the Omicron surge.

Academic faculty: time spent at remote work location

Percent of respondents



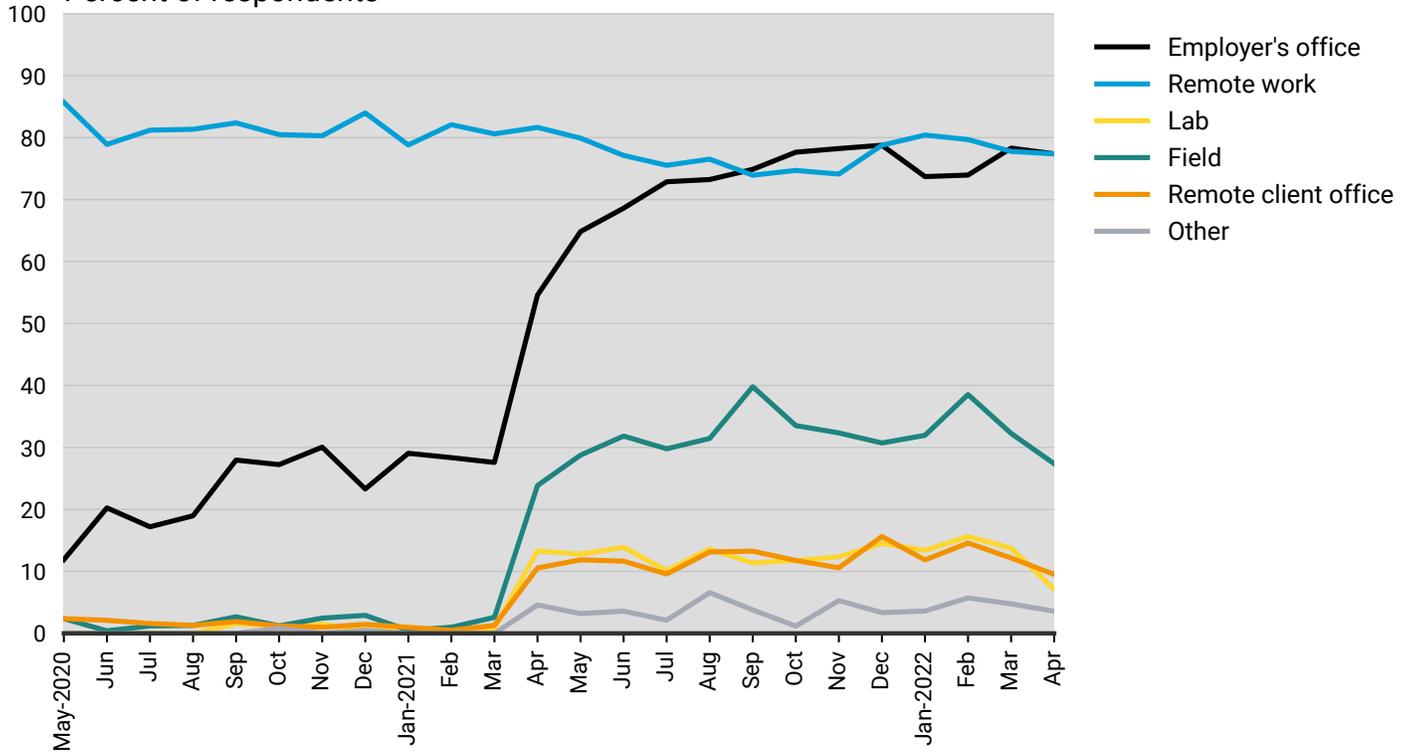
Credit: AGI, data from AGI's Geoscience COVID-19 Impacts Study

Academic faculty transitioned away from remote work as a primary work environment starting in Fall 2021, with only 41% of faculty reporting working remotely more than half-time or full time in August 2021. By April

2022, 71% of faculty reported working remotely half-time or less and only 13% reported working remotely more than half-time or full-time.

Non-academic professionals work locations

Percent of respondents



Note: Lines do not sum to 100%. Respondents were able to choose multiple work locations for any given month.

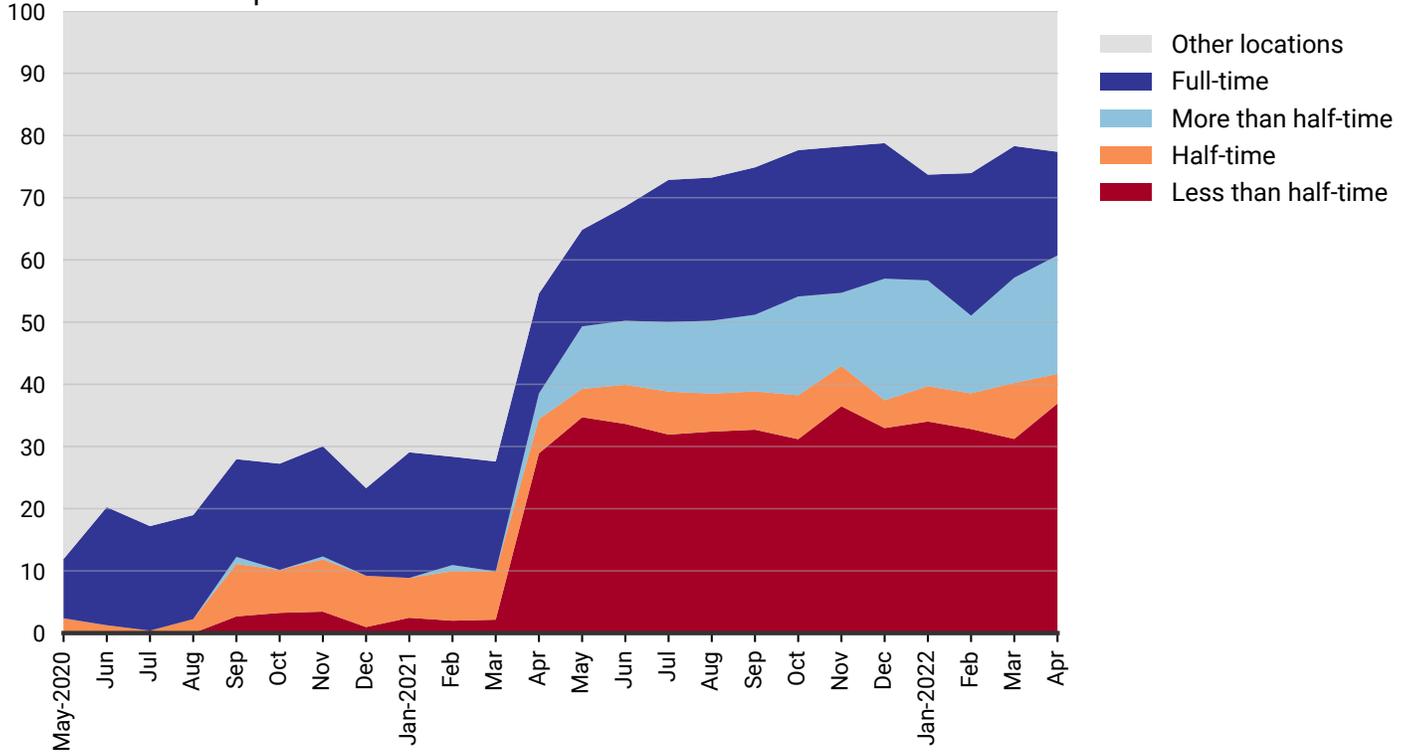
Credit: AGI, data from AGI's Geoscience COVID-19 Impacts Study

Non-academic professionals reported a return to in-office work shortly after the vaccine roll-out in early 2021, Starting in April 2021, over half of non-academic professionals reporting that they were working in the office, and this percentage continued to increase to almost

80% by October 2021, thereafter plateauing. Meanwhile, remote work has remained a prominent work option with 74% to 84% of non-academic professionals working from home to some level since June 2020.

Non-academic professionals: time spent at employer's office

Percent of respondents



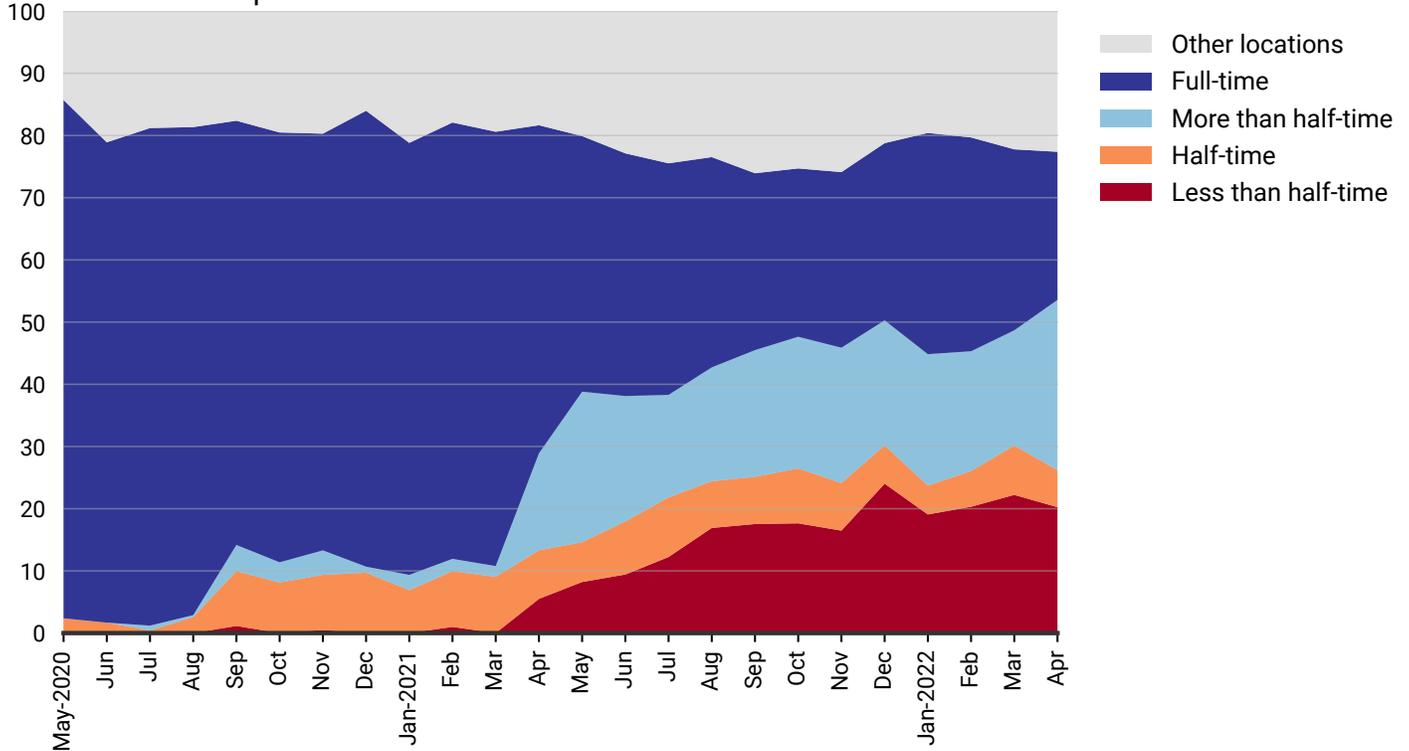
Credit: AGI, data from AGI's Geoscience COVID-19 Impacts Study

Since May 2021 nearly 40% of non-academic professionals have reported working in the office half time or less, and this percentage has remained relatively steady since. By July 2021, just over one-third of non-academic

professionals reported working more than half-time or full-time in the office, and this also has remained relatively steady since then with some minor fluctuations.

Non-academic professionals: time spent at remote work location

Percent of respondents



Credit: AGI, data from AGI's Geoscience COVID-19 Impacts Study

Remote work has remained a key work environment for non-academic professionals since May 2020, although as offices opened up in 2021, the percentage of non-academic professionals working remotely more than half-time or full time declined to approximately 50% by August 2021 and has remained relatively steady since then.

We will continue to provide current snapshots on the impacts of COVID-19 on the geoscience

enterprise throughout the year. For more information, and to participate in the study, please visit: www.americangeosciences.org/workforce/covid19

Funding for this project is provided by the National Science Foundation (Award #2029570). The results and interpretation of the survey are the views of the American Geosciences Institute and not those of the National Science Foundation.