Question 6 – Anything else you would like to add?
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1. **Thanks/Curious about results**
   ○ Good luck with your survey--(you should have asked people to give their job titles)
   ○ Good survey and really interesting topic for society to consider. If actions are taken this could be a silver lining/opportunity to improve that comes from this crisis.
   ○ Great idea to collect data, but the survey oversimplified situations.
   ○ I look forward to seeing the results of your research
   ○ I look forward to seeing what ever comes from this survey.
   ○ **I would also like to participate in your survey of Vermonters who left for many years, and then returned to live here. I had put this request online, but haven't heard back from anyone in your office., Thanks.**
   ○ I would like to know more about non-Vermont residents experiences working from VT and their views
   ○ I'm interested to learn what you discover!
   ○ If possible, I would like to be contacted with the results of this survey.
   ○ I'll be interested to see the results of this survey.
   ○ Let me know how these results come out ... interesting to us/me.
   ○ Look forward to hearing the survey results -- thank you.
   ○ Looking forward to hearing the responses of folks who commute longer distances!
   ○ No, thanks for the opportunity to provide information.
   ○ please do a study on ones mental health and working from home. my entire team is now teleworking (20ish) and we all speak to the isolation. especially on rainy days!! teleworking has its ups and downs. it was much harder at the beginning, but it is better. however, some younger (newer) employees are fairing much worse than older ones, and are likely less productive due to slight depressive symptoms. those without animals or a partner are doing worse also. thanks!!
   ○ please share the results of your research when it is ready
   ○ please share your results
   ○ **Research on working from home and correlations with rates of happiness, depression, divorce, etc. would be interesting.**
   ○ Stay happy and healthy.
   ○ Thank you for conducting this research.
   ○ Thank you for considering researching this important topic.
   ○ Thank you for doing this research!
   ○ Thanks - I'd be interested in the results.
   ○ Thanks for conducting this survey. I am interested in seeing the results. I hope that more folks will continue telecommuting as I think it is better for the environment and might even spur more community building when those working from home go out to seek social connection.
   ○ Thanks for conducting this survey.
   ○ Thanks for doing this survey - very interested in the results as a planning professional!
   ○ Thanks for doing this! There has been a working group exploring a telecommuting policy for NON-EXEMPT staff at UVM for several months, and we will eagerly follow your findings when they're shared.

- Thanks for doing this. I would like to join you in thinking about how to best retain telecommuting as an option for Vermonters as we emerge from this current situation.
- Thanks for everything that you do.
- Thanks for putting this together, I am curious to see how this experience impacts how we work in Vermont moving forward. Would love to see the results when it's done.
- Very interested in this research!!!! Let me know if I can help!
- Useful & timely survey - I'm looking forward to seeing your results.
- This took me way more than 3 minutes , but that's OK :). I think big-picture, it's really important to be thinking about what this time is teaching us, so thank you for doing this work!
- Will be interested to see the results of your survey!

2. Specific occupation listed

- As a business owner I'm less concerned about remote working than before "stay at home"
- As a sociologist, I would like to point out that the trade off between sociability and impact on the climate is not a simple one. I would choose sociability almost all the time, especially because it has a long-term impact on the ability of people or organize and engage in activism against the incredible power of those whose only concerns are driven by the requirements of capitalism.
- As a writer and composer and teacher, I have been telecommuting increasingly since the 1980s (IRC pre-Web). Aside from travel to performances, almost all my work is done at home.
- I am a part-time freelance worker for my company, if that makes any difference.
- I am a research scientist who by choice has worked alone at home in VT for 40 years, so the COVID-19 crisis has barely affected my work.
- I am an international consultant based out of my home in VT, working both locally and overseas. Connectivity has long been an issue and I would like to see that improved in some sort of comprehensive and concerted effort. It is a sad state of affairs that I have much better and affordable access in many of the developing countries around the world than I do here ... would love to see the state take some independent steps in overcoming this situation. Telecom giants are not serving us, so lets serve ourselves; it is time to leap-frog antiquated infrastructure and institutional approaches.
- I am trying to brainstorm a survey for further down the line for XXX members about their experience teleworking, and would be super interested in any intriguing findings you gather from this survey!
- I'm retired but as an indexer I was able to work at home and take the product to a central office weekly. It was the major benefit other than the exposure to interesting material. Good job all around. I/several colleagues found it much nicer than being in a building full of people all the time.
- Laboratory scientists can not work from home

3. **Telecom Concerns/Reluctance**
    - I am concerned that admin positions will be cut as a result of closing offices and an increase in staff telecommuting. There will be less need for individuals to answer calls and complete office based support.
    - How do we set up equitable telework policies? Not all jobs can easily be done remotely. If shifting to a more remote workplace, how do new employees become integrated and get to know staff? So many valuable connections occur during casual workplace conversations - how can that be replicated virtually?
    - Finding motivation and being productive has been the biggest challenge while working at home. That would be the biggest deterrent to doing it more often, though it would be decidedly easier without a 4-year-old coworker here full-time!
    - Companies with employees that build products, especially custom products, have difficulty working offsite.
    - Child care and education, along with internet speed, have been the biggest challenges to remote work.
    - Childcare is essential to make it work :)
    - Collaboration, idea generation and sharing are paramount in our business. And can't just happen during a scheduled Zoom meeting.
    - I still need access to some equipment at the office, but not on a regular basis.
    - It would be nice to have better internet connection (speed and reliability) in Grand Isle county. DSL is not ideal."
    - I have telecommuted in past positions and as an independent contractor with great success, despite our local telephone provider (OTELCO) providing less-than-satisfactory DSL speeds. (We have no other internet provider options where we live.) It would help a lot of people if the state could incentivize high-speed internet providers, and if they could ensure a standard of service, pricing, and upkeep to which all internet providers must adhere.
    - I think for many, they enjoyed working from home and would like to continue to do so. I question whether continuing this practice would provide the needed resources and support that is required of all positions. Clearly some positions could telecommute without any negative affect, but that is not the case with most positions in our office.
    - In addition to the potential benefits and preferences regarding telecommuting, it is essential that we consider the potential drawbacks -- including increased social isolation, elimination of jobs/positions, increased workload on some employees, disruption of work/life balance or routine, etc....
    - "It's a good thing for businesses to be flexible about allowing employees to telecommute when there's a good reason for them to do so. At the same time - as someone who already worked from home - I think it's important to acknowledge that telecommuting can be deeply isolating. It also often puts the burden on the employee to provide a suitable workspace and work station. I've looked into co-working spaces and, if finances allowed, would have been making use of one, because I find it's important to interact with other individuals in a professional setting, and to have a change of place (which makes it easier to leave work at work). Connections are important, both socially and professionally, and other humans are inspiring. To have a vital, innovative professional culture, I believe we must work face-to-face with other humans on a regular basis.

- We all have days when we don't feel like working, no matter how much we love our jobs. And different set-ups work for different people. But as a general rule, if employees would always rather stay home than go into their place of work, I would wonder if the workplace itself needed improvement (whether culturally or physically). Telecommuting isn't a solution for that; it's just a band-aid. If an employer is providing meaningful work with fair compensation and means for employees to have agency in the company, is nurturing a healthy company culture, and has set up a pleasant and ergonomic workspace, I expect that most people would look forward to work most days. "
- let's be mindful of employers not shifting "doing business" costs onto employees :-)
- nope- except many Vermonters have LOUSY od non existent cell and high speed internet. We need to fix that or leave them (especially their children) behind.
- "Right now there are a couple real problems with telecommuting. First we do not have social expectations guiding our behavior. It is one thing to work in pajamas, it is another to be engaged in a domestic activity while on a conference call. The normal body language cues that are so important in conducting business are not available on the phone, and may not be very observable through Zoom. Next we do not have ways to maintain people's attention at virtual meetings--too much of the communication is lost. It may be that virtual interaction technology will improve to the extent where it becomes even more effective than face-to-face meetings. However, we do not know how to prepare for a virtual meeting--it will be like the difference between teaching in a classroom and online. You might think about where the change will come from--online instruction, VR computer games. Some of the shift may come in telemedicine because of the demands to more efficiently treat COVID."
- The biggest downside of telework is that meetings don't give me a break from my computer screen. I'm suffering from too much screen time even more than before.
- We do a lot in our line of work to encourage and facilitate activity in downtowns and village centers. A daily workforce contributes to the vitality of these areas. If large numbers of people telecommute from remote/rural locations, will we be discouraging people from living in/moving to our centers and making it less likely that people will shop and dine in those mixed use centers during, or after, work?
- While more telecommuting is desirable, there is a strong trade-off with the benefit of actual face time with colleagues, other partners, and clients in the office work space environment.

4. **Hope for change**
   - I hope more employers recognize the benefits of more telecommuting and encourage their staff to take part.
   - I hope that UVM will reconsider it's policies and let more people work from home more often!
   - I hope this experience creates more opportunities for people to telecommute. It will reduce car traffic and pollution and possibly save businesses money by not having to have as much physical space. Perhaps better use could be found for these spaces.
   - I hope this virus also has us aware of how much we can stay at home and save energy, the environment, and time by telecommuting.

- I know we will be working from home much more regularly after this extended social experiment of everyone working from home. This will have a lasting impact to our work place culture.
- I purposely live in a community in which I can walk to work or work from home. I hope we can find ways to successfully encourage more of that.
- I put I would be working 0 telecomputing days a week when things are relativelly normal because that is what it was prior to the pandemic. However, I wish I could work at least 3-4 days a week from home.
- "I think that there is a stigma associated with those who work remotely. People think that you aren't working, that you are multi-tasking or somehow taking advantage of the situation. For the most part, I feel that employees have to be trusted to be putting out good work. If your level of work, involvement and participation is not affected by where you are sitting, then I think the option should be given.
- I think that this pandemic will fundamentally shift the nature of the relationship that individuals have with work. My hope is that employers will adapt accordingly.
- I think the remote capabilities we have developed could be a big asset in helping employees find better jobs outside the local area, and also help employers find the most qualified talent wherever they may live. This capability could really be a win/win in a state like Vermont where there aren't a large number of jobs or people.
- I think the SOV should adopt a policy promoting statewide remote working.
- I would love it if the new 'normal' had a much lower carbon footprint - anything we can do to make doing business remote would be great - but still going out to local restaurants and stores. Let's work together to make that happen!
- I would love to see UVM institute a tele-commuting initiative as an option for reducing commuting. I also think it is great to see increased accessibility for those with disabilities and I hope that continues going forward.
- Infrastructure is critical -- hopefully this data will help push the state to ensure access for all Vermonters soon.
- It would be great to give employees a tax incentive like private contractors for working from home. We are saving the company a lot of money by not using their utilities or resources.
- It would be nice for non-essential personnel to have the option to work from home.
- It would be nice if this situation made people reassess what is/isn't working; but I don't think anything is going to change. I think people are going to be so desperate to get back to how it was and forget this happened, that any change (even if positive) would be an unwelcome reminder.
- It would really be nice to work remotely if the whole office is still doing it. Or split days at home with days in the office. I expect our office will go back to the way it was before COVID-19. But it has made a real difference on the environment so that is a shame.
- I've loved working from home, it's better for the environment, and I really hope that working from home can become more normalized.
- I've wasted so much time driving over the years and would love to reduce that for personal wellbeing and for the environmental impact.
- More telecommuting jobs in Vermont would be amazing.
- Telecommuting has the potential to allow people to live the rural lifestyle they value and enjoy while still earning a decent living. Services like delivery and telemedicine also allow people to decide to live in rural areas more comfortably, safely and conveniently. I

would love to see Vermont more aggressively support an infrastructure that allows people to choose to work from home and less populated areas.

○ Telecommuting benefits the environment! Hurray.

○ The practice of form-based codification and the employment of project review teams to substantially reduce DRB proceedings is fascinating. This seems a ripe area for further exploration. Thank you.

○ We are new to ZOOM. It is ironic that a month ago, the concept of ZOOM was so new to everyone, and now it is integral to the way we function. I love it because it is in some ways much more efficient than meeting in person where there are many distractions, and often the expense of feeding everyone.

○ While I would like to telecommute to work after things return to normal, my workplace currently has strong policies against that which is why my responses predict 0 days of telecommute after normalcy. My hope is that this will change as I have been productive at home, and at ease having a more flexible schedule. Thank you for conducting this research.

○ Working at home has been a good way to smell flowers...

○ Working from home, online video conferences (MS TEAMS) works really well in my I.T. job. I'm an introvert. It suits me. However, I recognize there are staff members who need and/or prefer to work "in person" with their colleagues. I believe, my employer will be much more flexible about working from home now that we've all adapted to it. I think overall communication in the organization has improved.

○ Working remotely has eliminated a lot of stress associated with my position, the degree of interruptions is almost non-existent as I can decide when I want to respond to emails and Teams chats. Also since everyone is working remotely, the details put into email messages is great! less chance of confusion or "reading" the intent of a conversation wrong.

5. **Survey Criticisms/Suggestions**

○ I'm sorry, but this survey is poorly designed! One basic practice is ALWAYS put the personal/demographic questions LAST. I would imagine a lot of people won't answer because you require a phone number and email -- you should think about whether you care more about getting lots of answers or whether you really need names and phone numbers (probably not!). Also you have questions that repeat themselves about how much I plan to work from home. And your agree/disagree questions are worded poorly for that type of response.

○ Great idea to collect data, but the survey oversimplified situations.

○ Some of these survey questions are problematic because they donâ€™t allow for employees who already work virtually. And there quite a few of us in Vermont. For example, before March 2020, how did you commute to work? I answered walking because I walked from my first floor to my basement office. I suspect your results to be skewed by (a) people who always telecommute and (b) people whose jobs changed during March-April. Anyway, something for your limitations section. Also, the survey took longer than 3 minutes because of the problematic questions. Good luck!

○ Some of your questions presume approval of telecommuting, inherent bias?

- The question asking, "My regular commute to work is..." was not specific on if you are asking roundtrip or one-way. One way, I drive 27 miles, roundtrip that would be 54 miles.
- The questions aren't designed with people like me in mind and some of the answers might thus be inapplicable - for example, I work 7-day weeks, and that is unaffected by the current crisis. Vermont is a superb place for people like me whose work is out of state but can work anywhere, and in a crisis like this, I'd rather be in Vermont - beautiful, civilized, pragmatic, and now, home.
- "the survey should ask all what they consider to be the top 5 benefits of frequent at home work. for me- working at home has given me a better sense of work-personal balance, I have been able to complete more strategic deep thinking work due to reduced interruptions, the time I would spend commuting goes to exercise and house cleaning
- This survey took quite a bit more than three minutes. On a happier note: good luck with your research!
- This survey was a bit awkward -- typically you should not include identifying information if you want people to be honest. I know i didn't feel comfortable leaving my name and contact information.
- This took me way more than 3 minutes , but that's OK :). I think big-picture, it's really important to be thinking about what this time is teaching us, so thank you for doing this work!
- This survey may not reflect my opinions and/or work situation
- Yes -- 2 of the questions above start with "When things are relatively normal again...." Question should be reworded - not "do I think" but "do I want"....I can't answer those questions without knowing what leadership intends. Will WFH be permitted post-covid? If so, for whom? How often? It would be very interesting to survey decision makers. Will they be open and supportive to WFH for their staff when things "return to normal"? If so, why? If not, why not?
- You ask for lots of personally identifiable info in this survey with no promises regarding how you plan to use it. Just something to think about.
- You might find this Blog article to be useful for your survey: https://www.farsightsecurity.com/blog/long-view/april-remoteteams-20200427/