

When things are relatively normal again, would you like to increase the proportion of your work that you do from home? Why or why not?

Yes

1. Productivity increase at home

- Absolutely, I am far more productive at home than I am in the office. There is too much interruption and not enough awareness or respect for scheduled time vs. random pop-ins.
- Absolutely, I'm a writer and I can accomplish much more at home without all the interruptions if face constantly at work
- Absolutely, The ability to work without interruptions increases my productivity in certain areas.
- Absolutely. Able to do 90% or required work at home. As productive if not more without hassles of commuting.
- I would like the option to work from home if my work load/schedule allows. Simple reasons: no distractions, no commute, greater focus.
- Yes-very productive with fewer work distractions
- Yes; I am able to focus better (rather than being in a room full of 20 cubbies)
- Yes. Less distractions. Flexibility.
- Yes. I've very productive here.
- Yes. I'm much more productive and much happier working from home.
- Yes. I get more done and like the quiet.
- Yes. I feel I am more productive here
- Yes. I enjoy working from home, and I find myself so much more productive when I am not driving all over the state.
- Yes. Less interruptions
- Yes. I am much more productive at home with fewer distractions.
- Yes, to cut down on commuting, also I feel I can be more productive at home when working on certain tasks (e.g., writing).
- Yes, there is less distractions and more flexibility in the work day.
- Yes, less time commuting more productive at home
- Yes, it's not necessary to have staff "manning" an office space 40 hours a week. I can be more productive from home without endless interruptions.
- Yes, increased ability to focus, no need to travel to office to complete administrative tasks (meetings, calls, email, etc.), more time with family and home without added travel time at beginning/end of day.
- Yes, I am more productive when not commuting from Washington to Chittenden County and many meetings can easily be done remotely
- Yes, definitely. I've found that it's easier to work on certain projects from home and I get a lot of work done.

- Yes, because I am more productive at home with less distractions than my open office environment. I am also able to have more flexible hours, working early in the morning resulting in more family time in the afternoon.
- YES! At home: No cube, fewer annoying interruptions, fresh air, plus no driving (savings of time and \$ and vehicle wear and tear... also, the at home I have the ability when I take a break, to tackle some domestic drudgery instead of facing it after a long day at the office.
- Yes I think working from home can be more productive and less stressful.
- Yes I think working from home has increased my productivity and I have less distractions from normal office
- Yes - to help focus without interruption (not because of commute, which is very short)
- Yes - it is more productive than I would have guessed before we started working remotely.
- Yes - in some ways I am more productive and I appreciate the flexibility that working from home can provide
- Yes - I tend to get my work done at different hours, often when I'm more productive; it also allows me to better balance work/life needs (laundry going while I'm working = more time to enjoy on the weekend or at night)
- Yes -- I get more done at home, and I am more focused. Zoom meetings are great in some contexts. I can record them and I take excellent notes.
- Increase. It's worked well for me. I am just as productive at home and I also like avoiding a long commute
- Increase. Because I spend too much time at work and have discovered that I actually can be productive at home.
- Increase. At home I have better concentration, focus, and great communication with I.T. Dept. members via Teams.

2. **No commute**

- Absolutely. Able to do 90% or required work at home. As productive if not more without hassles of commuting.
- Absolutely. I hate commuting, and enjoy the freedom of wfh
- I would like to! I love it! No transportation and parking. I do like the balance if going into office a few days a week do I have some social connection.
- I would love to be able to work from home certain days for ease in commuting and greater quantity of free time.
- Increase - no commuting (more time/less emissions); more time with young toddler at home; more enjoyable workspace in almost every way.
- yes...saves commute and nice change
- Yes. Saves time traveling to work, especially meetings; also makes it easier for others who live a long way from my work place (the State House) to participate in legislative meetings (e.g. otherwise, someone from Bennington, for instance, spends much more time driving than they do meeting)
- Yes. Saves a commute and much of what I do is online anyhow, even from the office.

- Yes. Reduces travel time and GHG emissions. My non-home workplace is an open office, which I find it difficult to concentrate on.
- Yes. No commute (less cost for fuel; less time), no parking hassles. I can really focus in my home office -less distraction- so I am much more efficient. Great for some tasks -email, budget work, etc.
- Yes. Less time & energy spent commuting. More time at home and with family. Easier to coordinate logistics of other family needs (daycare drop off/pick up). Easier to focus on work.
- Yes. It would help me to flex my time, and save on commuting expenses
- Yes. It would be nice to work from home one day at week to cut down on driving.
- Yes. It is wonderful not having to commute 92 miles per day and there are many tasks that I can accomplish while working outside of the office.
- Yes. It allows me to concentrate, keeps me the required social distance from people (I encounter a lot of visitors and have a desk in an open, cross-through space), and saves me nearly 3 hours of commuting by bus every day. Being able to telecommute even one or two days a week would simplify my life dramatically.
- Yes. In not having a commute by car, it reduces my carbon output, reduces vehicle costs (fuel and maintenance), and increases my free time by approximately 1.25 hours for each day that I work from home when appropriate.
- Yes. I would like to work from home 1 to 2 days a week if possible. I can be just as productive at home, stay in contact with my team via Teams and Email, and it reduces my carbon footprint/money spent on gas/commute time not having to drive from my home (I live in Burlington) to the office (St. Albans UVM Extension office). Working from home saves me 80 minutes of driving per day.
- Yes. I prefer not having to commute.
- Yes. I have a long commute and do not like it--it is tiring and can be stressful in bad weather. I also have more access to the outdoors at lunch at home than I do at the office. And I like being around my dog.
- Yes. I have a 50-minute commute - who wouldn't want to work at home more?
- Yes. I hate commuting.
- Yes. I get so much more done at home; saves commuting time and money; turns out a lot can get done remotely - more than we realized!
- Yes. I enjoy being home, which is a 50 minute commute from Burlington.
- Yes. Would like to reduce commute.
- Yes. Save on gas and time spent commuting.
- Yes. Mainly to eliminate commute time (about 45 minutes one way)
- Yes. Less commuting time, better for the environment, more focus time.
- Yes. I would love to skip the commuting for environmental impact and time saved. And having that flexibility would be a great perk to have available
- Yes. I loved not having to spend so much time commuting to Montpelier
- Yes, to save the cost of gas, to lower emissions, and to regain time spent commuting
- Yes, to save money on travel as well as time.

- Yes, to limit commuting time from home in Burlington to office in Montpelier. Also more productive in quiet home office than in open-office environment at work.
- Yes, to cut down on my commute
- Yes, to cut down on commuting, also I feel I can be more productive at home when working on certain tasks (e.g., writing).
- Yes, to cut down on commuting time (45 min each way from Burlington to Montpelier)
- Yes, this would cut down on commute time, travel expenses and reduce co2 emissions and other pollution from my car.
- Yes, parts of the job can be done from home and that will reduce travel and help reduce fossil fuel consumption
- yes, maybe one day a week because it saves the time of commuting, so I'd have more free time in my day, can sleep later, etc.
- Yes, less travel, less money for rental of office.
- Yes, less time commuting more productive at home
- Yes, less driving would be a welcome- saving both time and money.
- Yes, it was an option before but I'd never taken advantage of it because I was a recent hire. Now I know how it can work and it would save me a 30 minute commute.
- Yes, it saves on commuting time and I like it .
- Yes, I would like to work from home more ... the commute has been crazy in recent years. Having days to omit the commute feels like a gift, and cutting down on gas costs to get to work and the wear and tear on my older vehicle are benefits as well.
- Yes, I would like to continue more time working at home to reduce travel (an associated polluting and wasteful spending with travel).
- Yes, I live in St. Albans and not having the commute really gives me more breath in my day.
- Yes, I like not driving (reduce carbon, cost and time)
- Yes, I have an hour long commute each way - I would love to have some of those 10 hours each week to use for other things.
- Yes, I can do most of my work from home and it's nice not having to commute
- Yes, for clinical note time. Less time in my car, less environmental impact from driving
- yes, especially since i have a one hour commute each way to and from the office
- Yes, because I prefer to avoid commuting if possible
- Yes, because I live an hour's drive (1.3 hour bus ride) from the UVM campus and some days I don't have a single meeting requiring me to be in the office. The vast majority of my work can be conducted remotely.
- Yes, saves commute time, less use of vehicle and fuel.
- yes, most of my work is at a distance and I don't want to drive that much anymore

- Yes! I live 45 minutes away and much of my work can easily be done from home.
- YES! At home: No cube, fewer annoying interruptions, fresh air, plus no driving (savings of time and \$ and vehicle wear and tear... also, the at home I have the ability when I take a break, to tackle some domestic drudgery instead of facing it after a long day at the office.
- Yes- to limit commuting and allow for focus on specific projects.
- Yes lack of commute
- Yes- environmental/economic advantages of not driving as much
- yes because it means I can spend my usual commute time either cooking meals or getting more exercise
- Yes - would like to work from home one day a week due to the distance I have to drive
- Yes - working from home allows me to effectively use the time I would otherwise be commuting
- Yes - while I enjoy office time with co-workers, working from home would allow more time with kids and less driving time (my commute is ~40 minutes).
- Yes - no commuting!
- Probably. I enjoy not commuting.
- Increase. Diminished commute, focus time
- Increase. It's worked well for me. I am just as productive at home and I also like avoiding a long commute
- Increase - no commuting (more time/less emissions); more time with young toddler at home; more enjoyable workspace in almost every way.
- I would. I commute for an hour each way and this saves me a lot of time and energy, along with being better for the environment
- I would love to be able to work from home more often, I regularly commute 33 miles to work each way, and working from home would help save time and the environment. However, I know that the nature of my position will never allow working from home.
- I would love it. I live in East Montpelier and work in Burlington, which often takes 45-50 minutes to drive to plus a 20-minute walk from Gutterson to my building on Campus one way, so 2 hours + per day. I often take the bus, and that takes about the same amount of time, although I wonder what the bus situation will be like going forward if it will be safe to ride the bus again. I only work with one other person in the office, and also have a part-time staffer who works entirely remotely, as well as with Extension staff, partners, and volunteers all over the state. Our courses and much of what we do is already online, so the commute seems unnecessary, other than maybe one or two days a week at the most to check in with the staff on campus. I often have meetings in Montpelier or further south, so it doesn't make sense to go to Burlington and then drive back here in the middle of the day, or drive north and then drive south again. Because of my location, I think it makes a lot more sense to be here more often than not. I also like the idea of reducing my carbon footprint and being more connected with

my local community, which is harder to do when I'm going to Burlington every day.

- Absolutely. I commuted an hour each way - and now realize that is not as necessary as I thought to stay connected to people and accomplish the work

3. Environmental consciousness

- I would. I commute for an hour each way and this saves me a lot of time and energy, along with being better for the environment
- Increase work time at home-more productive as not travelling to the office for meetings, etc, which can be done via video, less impact on environment, save on wear and tear on vehicle and gas.
- Sure! Less carbon emissions, less time spent driving, less gas money, don't have to worry about letting the dogs out
- Yes - I enjoy the lower carbon footprint and get more done working at home
- Yes! It reduces my carbon footprint
- Yes. Save cost on fuel and curb the environmental impact on daily transit.
- Yes. Reduces travel time and GHG emissions. My non-home workplace is an open office, which I find it difficult to concentrate on.
- Yes. Minimize carbon emissions and costs from driving. Have less time commuting and more time with my family and for exercise on either end of the day.
- Yes. In an ideal world I would split my time between the office, field, and home for work. My commute is 30 minutes each way - the primary reason for wanting to work from home is to spend less time in my car, reduce my carbon footprint.
- Yes. In not having a commute by car, it reduces my carbon output, reduces vehicle costs (fuel and maintenance), and increases my free time by approximately 1.25 hours for each day that I work from home when appropriate.
- Yes. I think telecommuting is a great way to reduce fossil fuel emissions and is somewhat more relaxing than having to get up really early and rush to work 25 miles away from home, especially considering I can do most if not all office-related work from home.
- Yes. I like that we're not emitting as much carbon via transportation.
- Yes. I like having my dogs nearby! And, although I miss my commute in terms of time alone to listen to music or podcasts, I like not burning gasoline.
- Yes. I would love to skip the commuting for environmental impact and time saved. And having that flexibility would be a great perk to have available
- Yes. Health. Environmental impact. Monetary savings.
- Yes, to save the cost of gas, to lower emissions, and to regain time spent commuting
- Yes, this would cut down on commute time, travel expenses and reduce CO₂ emissions and other pollution from my car.
- Yes, parts of the job can be done from home and that will reduce travel and help reduce fossil fuel consumption

- Yes, most definitely and have pitched it to management. Commuting to and from the office everyday is polluting our environment, wasting resources, causing wear on the roadways, potential increase for first responders, costing our employers more money in office space and utilities, etc. The list goes on and on.
- Yes, I would like to continue more time working at home to reduce travel (an associated polluting and wasteful spending with travel).
- Yes, I grocery shop for a relative going through chemo. I enjoy having a lower carbon footprint. I can avoid the random distractions of co-workers.
- Yes, for clinical note time. Less time in my car, less environmental impact from driving
- Yes- environmental/economic advantages of not driving as much
- Yes - I enjoy the lower carbon footprint and get more done working at home
- These circumstances seem to indicate that it is possible to do so, thereby cutting down on VMT to get to/from work, and hence reducing our carbon footprint.
- I would. I commute for an hour each way and this saves me a lot of time and energy, along with being better for the environment
- I would love to be able to work from home more often, I regularly commute 33 miles to work each way, and working from home would help save time and the environment. However, I know that the nature of my position will never allow working from home.
- Absolutely. I find that it is so much better for my mental health, and I save on GHG emissions by not commuting!

4. Family time/Child care

- Yes, I see it can work. Saves on gas, and increase family time.
- Yes, I would like to reduce the time my kids spend in childcare (previously ~45 hours per week) and reduce the time I spend commuting. Much of my work can now be done online.
- Yes; partly because I have a new daughter and need to work from home in order to also take care of her.
- Yes. The time i spent commuting is time i can now spend with my family.
- Yes. I like the convenience of working very early and very late and spending time with my family in between.
- Yes. Minimize carbon emissions and costs from driving. Have less time commuting and more time with my family and for exercise on either end of the day.
- Yes. Less time & energy spent commuting. More time at home and with family. Easier to coordinate logistics of other family needs (daycare drop off/pick up). Easier to focus on work.
- Yes. I think that 1 or 2 days a week of my job can be completed from home. This is useful for family life, my general mental health, and, in the future, childcare.
- Yes. flexibility to respond to family and personal tasks.

- Yes. Allows me to spend more time with my toddler and get ahead of domestic tasks.
- Yes. Less commuting time, better for the environment, more focus time.
- Yes. I have a small child and it has been good to enjoy these flexible hours to care for him during the day. My home work setup is still not perfect, but with a few improvements it will be as comfortable as working at the office, but with less interruptions from coworkers.
- Yes, it will be very helpful during school vacations or snow days.
- Yes, in part because of family obligations and preferences (have a newborn) and in part because of the poor accessibility of campus for off-campus commuters (20+ min walk to office each way once I park my car, on top of driving to remote parking location after kiddo daycare dropoff/pickup)
- Yes, I can set my schedule in ways to accommodate my family and accomplish my work
- Yes, because I am more productive at home with less distractions than my open office environment. I am also able to have more flexible hours, working early in the morning resulting in more family time in the afternoon.
- Yes - while I enjoy office time with co-workers, working from home would allow more time with kids and less driving time (my commute is ~40 minutes).
- Increase. It works. Closer to family and home.
- Increase - no commuting (more time/less emissions); more time with young toddler at home; more enjoyable workspace in almost every way.

5. Mental health

- yes. my mind feels healthier
- Absolutely. I find that it is so much better for my mental health, and I save on GHG emissions by not commuting!
- I would, as I have better flexibility to be available at the times needed of me without having to factor in the commute, I have fewer distractions at home, and my home office is now set up nicely for productivity. To have a day or two at home each week would most likely replace the need for 'mental health days' as well.
- Yes. I think that 1 or 2 days a week of my job can be completed from home. This is useful for family life, my general mental health, and, in the future, childcare.
- Yes. I'd like the option of having a day or two to work from home, as a bit of a mental break from the office. I've found that I'm just as productive from home, if not more so, than at the office.
- Yes, if able to. So much of my work can be done remotely and I find I've had a lot less anxiety to manage by staying home.
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6. Monetary savings

- Yes, less driving would be a welcome- saving both time and money.
- Yes, less travel, less money for rental of office.
- Yes, save money on commuting fuel and car expenses

- YES. I LIKE BEING GREEN BY NOT COMMUTING; I SAVE TIME AND MONEY.
- Yes. Technology for working remotely is effective. Save on transportation costs.
- Yes. Minimize carbon emissions and costs from driving. Have less time commuting and more time with my family and for exercise on either end of the day.
- Yes. In not having a commute by car, it reduces my carbon output, reduces vehicle costs (fuel and maintenance), and increases my free time by approximately 1.25 hours for each day that I work from home when appropriate.
- Yes. Technology for working remotely is effective. Save on transportation costs.
- Yes. Save on gas and time spent commuting.
- Yes. Health. Environmental impact. Monetary savings.
- Yes, to save the cost of gas, to lower emissions, and to regain time spent commuting
- Yes, to save money on travel as well as time.
- Yes, this would cut down on commute time, travel expenses and reduce co2 emissions and other pollution from my car.
- Yes, most definitely and have pitched it to management. Commuting to and from the office everyday is polluting our environment, wasting resources, causing wear on the roadways, potential increase for first responders, costing our employers more money in office space and utilities, etc. The list goes on and on.
- Yes, less travel, less money for rental of office.
- Yes, less driving would be a welcome- saving both time and money.
- Yes, I save in gas and eating out
- Yes, saves commute time, less use of vehicle and fuel.
- Yes! Saves me time and \$
- Yes- environmental/economic advantages of not driving as much

7. General health concerns

- Yes. 1) To minimize the recurrence of the novel coronavirus and 2) Because now I realize that I (and my co-workers) can do a lot of our work from home with the right equipment and access to resources.
- Yes. I have found that my productivity is as good, or better working from home. I still will be concerned about being infected by COVID-19, and this concern will be lessened by working from home as much as possible.
- Yes. It allows me to concentrate, keeps me the required social distance from people (I encounter a lot of visitors and have a desk in an open, cross-through space), and saves me nearly 3 hours of commuting by bus every day. Being able to telecommute even one or two days a week would simplify my life dramatically.
- Probably will work more from home. My age, over 70, puts me in a higher-risk group.
- I am doing 100% from home now. I might wish to decrease slowly for safety

- Yes...because I don't think things will be entirely normal for awhile and you can get a lot done at home.
- Yes. Health. Environmental impact. Monetary savings.
- Yes, I work with people who are high risk/vulnerability and I want to help minimize the risk of sickness for them and me. I also have a second job as an essential worker and want to minimize my own exposure. This experience has made it clear that it is possible to work from home, and I hope my organization takes steps to make that more possible for its employees.
- yes, for health safety
- Yes, because I remain cautious until a vaccine exists.
- Probably for social distancing reasons.
- Possibly, as our son was diagnosed with cancer last June and his immune system is compromised. I may need to extend my telecommuting longer to protect him.
- Possibly, depends on the course of this, and what is allowed

8. Hybrid of both office & home

- Yes. I think that 1 or 2 days a week of my job can be completed from home. This is useful for family life, my general mental health, and, in the future, childcare.
- Yes. In an ideal world I would split my time between the office, field, and home for work. My commute is 30 minutes each way - the primary reason for wanting to work from home is to spend less time in my car, reduce my carbon footprint.
- Yes; I think a day or two home a week allows for less interruption and more time to work on projects that require quieter space.
- I think so....maybe stay home one day for sure...
- I would like to! I love it! No transportation and parking. I do like the balance of going into office a few days a week so I have some social connection.
- Yes; I think a day or two home a week allows for less interruption and more time to work on projects that require quieter space.
- Yes. Working from home with some travel is ideal for me.
- Yes. While I find it stimulating to work in the office so that I can share ideas with my co-workers, I also find that I can focus on certain types of work more readily from home and very much appreciate not having to commute everyday. I miss interacting with my co-workers and miss the learning and sharing that happens when we are all together, but I could see working from home one or two days a week as needed or as would be beneficial.
- Yes. My plan is to work from home four days per week with one day in the office dedicated solely to meetings. Prior to this position, I worked remotely for six years for a global advertising agency successfully. I feel I'm more productive when working from home and I reduce my spending on food and transportation while reducing emissions.
- Yes. I would like to work from home 1 to 2 days a week if possible. I can be just as productive at home, stay in contact with my team via Teams and Email,

and it reduces my carbon footprint/money spent on gas/commute time not having to drive from my home (I live in Burlington) to the office (St. Albans UVM Extension office). Working from home saves me 80 minutes of driving per day.

- Yes. I would like to work 2-3 days from home and remaining time in the office.
- Yes. I can do 1 or 2 days from home pretty easily.
- Yes. One day a week from home would be good for uninterrupted project work
- Yes. I think working up to 50% of my hours at home would be reasonable. It offsets the distractions of an open-office environment, allows for flexible hours, better work-life balance, and decrease commuting.
- YES, would like to work from home one or two days a week to focus on big projects. Also saves on commuting time, environmental impact of automobile
- Yes, to 2 days a week.
- Yes, definitely! As we've all seen there have been some awesome air quality improvements as a result from this near shutdown so a society-wide transition to a more remote workforce is no doubt a good thing for the planet. Not all jobs are office-based like mine though and easy to do from anywhere with a strong internet location. There's lots of value for in-person meetings for mental health, productivity, etc. but I like the idea of 2 days "in the office" per week. I think our CEO would have other ideas on that topic though. Many of our important health education messages can be shared through the internet and our Chief Mission Officer has been hosting weekly briefings on covid-19 for patients and other constituents every Monday afternoon since early March.
- Yes, as it's more peaceful, generally. I would need a more official, carved-out space out of the way of daily activity to call my office, however. And I wouldn't want to work from home every day of the week.
- Yes, 2-3 days would allow for more flexibility for family obligations and time to focus on critical projects. The remaining days at work would be filled with in person meetings and direct project management.
- More than likely would adopt a 2 day WFH schedule.
- I would, as I have better flexibility to be available at the times needed of me without having to factor in the commute, I have fewer distractions at home, and my home office is now set up nicely for productivity. To have a day or two at home each week would most likely replace the need for 'mental health days' as well.

9. Inclement driving conditions

- I would like the option to work from home when there is inclement weather.
- Yes - especially in the bad weather months of winter
- Yes, bad weather or in other situations (appointments and such) it can be handier to work from home without losing hours. Since a fair share of my work is done on the computer it can almost be done from anywhere.

- Yes, it allows for more flexibility and would mean not having to use PTO for sickness or weather
- Yes. I have a long commute and do not like it--it is tiring and can be stressful in bad weather. I also have more access to the outdoors at lunch at home than I do at the office. And I like being around my dog.
- Yes. It would be good to be able to work from home in case of bad weather to minimize unsafe travel.
- Yes. I am happy not to have to drive during the winter months.
- Yes, slightly, for instances such as a snow day when commuting is slow/dangerous
- Yes, especially when I'm working on intense projects that require focused thought and no interruptions. Also on days when there are snowstorms and the roads are bad.

10. General Comfort

- Yes - I am more productive at home because there are fewer interruptions and it is a much more comfortable environment. I also don't have to commute and can take time to exercise during lunch.
- Yes, because I'm more comfortable working from home and I'm able to get more work done
- yes, I am more focused and comfortable and my schedule is more flexible. but I don't think this is possible for educators.
- Yes, it is comfortable and less stressful
- Compared to pre-covid --- yes. Compared to now --- no. Should be phrased as such. The freedom and comfort of it is great.
- Yes. Much more relaxed. I thought I would miss my co-workers, but with the amount of face time we get (we use Microsoft Teams) it was not an issue
- Yes. Took some getting used to but it is working smoothly. Plus I kinda love the sweatpants thing. :-)
- Yes. More productive, focused and flexible. All is possible. Stress is reduced. Two hour per day commute is eliminated. My dogs can enjoy the outside. I can see the sunshine through my window. I can work late or start early without worrying about inconveniencing my spouse.
- Yes. It is quiet and easy - feels less pressured not having to get up, dressed, out the door.
- Yes. I think telecommuting is a great way to reduce fossil fuel emissions and is somewhat more relaxing than having to get up really early and rush to work 25 miles away from home, especially considering I can do most if not all office-related work from home.
- yes. I get more done; it is more comfortable; we have access to more and better meetings online, with better attendance and broader scope of clients. As a teacher, I enjoy the individualized learning students are able to accomplish; as a community organizer, I am able to contact and communicate with more community members, including those not able to leave home because of childcare, elder care, or time constraints.

- Yes. The pace and reduced level of stress are nice. Sometimes easier to focus on things than in the office.
- yes. I like not having to spend time looking nice or commuting
- Yes, while I can't do specific parts of my job from home, the organization I support had already moved parts of my job to the virtual world, which could be done at home. Also, The administrative aspects of my job (ex. paperwork, project planning, etc) have been completed more quickly and efficiently without interruptions as I have done them at home. Plus... I would love to work a couple of days a week in my pajamas.
- Yes, more convenient and less interruptions
- yes, I am more focused and comfortable and my schedule is more flexible. but I don't think this is possible for educators.
- Yes, easier to take breaks, make food, keep a more relaxed pace of work
- yes, because I am able to balance my life better
- Yes, as it's more peaceful, generally. I would need a more official, carved-out space out of the way of daily activity to call my office, however. And I wouldn't want to work from home every day of the week.
- Yes I would like to work from home. I have access to natural light. I can control the temperature in my workspace so I am not freezing all of the time. I feel more human in that I can take a 15 minute break and weed my garden, warm up leftovers, pet my dog. I don't feel like my productivity is suffering.
- Yes because it is convenient
- Yes peaceful ... get more done ... like the ambiance
- Yes - I am more productive at home because there are fewer interruptions and it is a much more comfortable environment. I also don't have to commute and can take time to exercise during lunch.
- Interested in increasing work from home as I'm able to work in some exercise during the day on the treadmill.
- I'd like to work from home more. It's easier, comfortable and very doable.
- Absolutely, I could work 2/3 of my time from home. I am very comfortable and feel connected to students and staff.
- Definitely I would like to increase the amount of work I do from home. It is a much more relaxed environment and I am working more creatively, which in my job, is a plus.

No

1. Social aspect removed

- no - I like being around people, it motivates me
- No - I need the energy and creativity generated by in person collaboration
- No - really miss the work space interaction
- NO--- Interaction with humans is too important for culture

- No, because my job involves a significant amount of coordination with my colleagues within the organization and doing this job via telework is much more labor intensive, time consuming and not as productive aka: you don't always get the responses you need without the opportunity to see them/catch colleagues in person. In addition, my home space is not well suited to being adapted to telework.
- Not really. My commute is easy, and I like working in the office because it's much easier to communicate and collaborate with my coworkers.
- Not really. It's much easier to communicate and collaborate with coworkers in person. And my internet connection isn't strong enough to allow for GIS work through a remote connection.
- Not necessarily. I enjoy in person collaboration with my co-workers and often need to be present at office for meetings and to assist my team. My commute is very short (live and work in BTV).
- No. Teaching remotely is inferior and I find being alone in my house depressing. I need people.
- No. It is lonely working in an office alone. It is important to just have others around.
- No. I would prefer home to be a place of respite. I miss my colleagues.
- NO. I miss the conversation with co-workers, and the chance for collaborative efforts, exchange of ideas, and just being elsewhere than my home office. I also like having all my files, wall maps, books etc kept at work office.
- No. I prefer the human interaction of being with coworkers. In addition the technology is adequate at home but not as good as at the office.
- No. Although I have access to my work files on the server, the work atmosphere which includes social interaction with colleagues and immediate feedback on projects makes it more focused/concentrated on work tasks. I feel that I'm more efficient/effective at the office vs. at home. A good portion of my work includes field work for transportation.
- "No. It is difficult to work with colleagues and clients using virtual technology. Working from home is isolating. ...3. It makes me like being home less."
- No, I need to work from the office. As a finance manager I need to access to files, records, documents. On a personal note, I need to socialize and see other people.
- No, I like the camaraderie and social aspects of the office, and my 2-mile bike commute is not only not a barrier, it's a positive bit of activity and transition that I think I'm missing physically and mentally.
- No, I enjoy my teammates and guests.
- No - really miss the work space interaction
- No - I miss being at my office and don't feel like my work-life balance benefits from me working from home. I also feel that my relationships with colleagues is suffering during this time when I feel like we could support each other more.

- No - I enjoy my space at my physical office. I appreciate the easy flow of information between coworkers while at the office. The RPC hosts many public meetings which are much easier from physical location.

2. Inadequate internet connection

- Not at this time, but if I moved to somewhere else with better internet I would.
- Not really. It's much easier to communicate and collaborate with coworkers in person. And my internet connection isn't strong enough to allow for GIS work through a remote connection.
- Only a little. I live close to the office, I have a nice office space, bigger screen, faster computer access (home work is via remote login, which is slow, not necessarily an internet issue), enjoy getting out of the house, etc.
- Up to twice/wk. Internet better in office & interact w/ other staff
- It would be nice to cut down on commute and have more dedicated time to work without interruption. However, we cannot access broadband internet where we live which makes telework challenging.
- NO - due to lack of high speed internet

3. On-site physical presence required

- No it is not possible. I spay animals for a living.
- No - access to important information is located on site
- No all records are stored in town office
- No Research program requires laboratory engagement
- No. Much of my museum work is site specific.
- Ski Patrol trail work and customer service requires hands on/ on site.
- Probably not. Need to be at City Hall to serve public.
- Probably not. My position is operational and supports our physical space.
- No. My work requires that I be at the Statehouse interacting with lawmakers, state officials and lobbyists.
- No. I do a lot of work with the library's physical collection, and I am unable to do so now. I also hope that students will return to campus, where we can help them in person.
- No, most of my work is cooking for preschoolers
- No, I need to work from the office. As a finance manager I need to access to files, records, documents. On a personal note, I need to socialize and see other people.
- No, I have to perform experiments in a laboratory and use equipments in the core facilities.
- No, I don't have the facilities at home to do laboratory work
- No, due to the nature of my work. To process and catalog items, I need lots of material and equipment that's hard to set up at home. And I'd have to trundle the items back and forth to the library. I also do interlibrary loan, so I have to run around the library pulling items off the shelves and bagging them up to send to other libraries or put on a shelf for our patrons. And lastly, I work at the help desk, helping real people, answering questions, giving a smile. I have made "How are you doing?" phone calls from home during the pandemic, but it's not

quite the same, is it? Also, there are too many distractions at home when I'm doing "non-in-the-library" work.

- no work w patients
- No - because a large percentage of my work requires in-person, in-court interaction under normal circumstances.
- Generally, barring emergencies, we are required to occupy a seat in Montpelier

4. Separation of work/personal life

- No, separation of work & home stress & to-do lists.
- No - I prefer working out of the house and in an office setting.
- No. I prefer the clear division between my work life and my home life that is provided by being at work to do work and being home when I'm not at work. I also prefer the social interaction that occurs more effortlessly when around colleagues in the workplace setting.
- No. No work/life boundaries are unhealthy in social work positions, for me.
- No. Procrastination is a problem, plus separation of work and leisure.
- Prefer physical space between work and home and I like being downtown or near the lake
- Only if there is a project that needs complete attention. Don't like working bleeding into home life.
- Not really. I prefer a separation between my home and my work space. My home is not all that big, and bringing work home takes up living space. I am fine with some work at home, but not more than I already was doing.
- No. Its like I never leave work. I hate working from home. Need separation.
- No. I would prefer home to be a place of respite. I miss my colleagues.
- No. I prefer the office environment and separating work and home life.
- No. I had too little separation between work life and home life as things were.
- No. I find work/life balance harder to maintain when working from home
- No, too difficult to separate work and home life
- No - I prefer working out of the house and in an office setting.
- No - I miss being at my office and don't feel like my work-life balance benefits from me working from home. I also feel that my relationships with colleagues is suffering during this time when I feel like we could support each other more.
- Maybe. My productivity level is decreased by the fact that my children are also home. When kids are back in school, it would be easier to feel like I have a "full" work day at home. However, I dislike the way that work and home blend together when I don't have the physical separation that is inherent in having different spaces for the two. I am likely to continue to work primarily from work. On the plus side, I am amazed at how quickly environmental issues related to commuting etc have improved. This is a significant reason to work from home!

5. Productivity decrease at home

- One day/week might be nice. The absence of face-to-face meetings is difficult. Distractions at home are challenging.

- No, because I find it difficult to stay in "work mode" when I'm home, and get distracted frequently
- No, it is very difficult to get work done, and I look forward to being able to see my coworkers in person. In Athletics it is very difficult to work from home.
- no, too many disruptions / distractions that interfere with productivity
- No, too many distractions at home and limited access to non-digital information needed to do job
- No. Procrastination is a problem, plus separation of work and leisure.
- No. In-person interactions and laboratory work are essential components of my productivity.
- No. Although I have access to my work files on the server, the work atmosphere which includes social interaction with colleagues and immediate feedback on projects makes it more focused/concentrated on work tasks. I feel that I'm more efficient/effective at the office vs. at home. A good portion of my work includes field work for transportation.
- No. I am more productive at work.
- No, I really like my office at UVM and am able to be more productive there.
- No, because I work much better in the office and I live close to my office.
- No b/c work is not really suited to it and b/c I am easily distracted, mostly by my kitchen
- Maybe. My productivity level is decreased by the fact that my children are also home. When kids are back in school, it would be easier to feel like I have a "full" work day at home. However, I dislike the way that work and home blend together when I don't have the physical separation that is inherent in having different spaces for the two. I am likely to continue to work primarily from work. On the plus side, I am amazed at how quickly environmental issues related to commuting etc have improved. This is a significant reason to work from home!

6. Inefficient workspace at home

- No. I find my working space to not be very ergonomic or comfortable, and I get interrupted too much.
- No. I do not have adequate space at home.
- No don't have a great set up at home
- No- I do not think therapy via tele-therapy is an effective, and, I do not have an office at home, so I do it from my dining room and that feels invasive.
- No, because my job involves a significant amount of coordination with my colleagues within the organization and doing this job via telework is much more labor intensive, time consuming and not as productive aka: you don't always get the responses you need without the opportunity to see them/catch colleagues in person. In addition, my home space is not well suited to being adapted to telework.
- Not necessarily. If I lived alone and had my own space, I think I would like to work more from home. But, I live relatively close to my office and lives with roommates, so having the separation of work and home is preferred in my current situation.

- No, due to the nature of my work. To process and catalog items, I need lots of material and equipment that's hard to set up at home. And I'd have to trundle the items back and forth to the library. I also do interlibrary loan, so I have to run around the library pulling items off the shelves and bagging them up to send to other libraries or put on a shelf for our patrons. And lastly, I work at the help desk, helping real people, answering questions, giving a smile. I have made "How are you doing?" phone calls from home during the pandemic, but it's not quite the same, is it? Also, there are too many distractions at home when I'm doing "non-in-the-library" work.
- Maybe. I live close to work, and my "home office" setup consists of a dining room chair and short filing cabinet in the middle of the bedroom. With the kids not at home that would be less of a problem, and certainly in the future when we might be able to have a dedicated office space (or at least a desk) in our next house I'd be a lot more interested in it.

7. Job efficacy

- No. Working with students in person is much more effective in every way
- No. I cannot teach or advise as effectively online.
- No, this has been extremely challenging due to the amount of work we do with other people in our organization
- NO - The work is with seniors for clinics like BP, home was not as effective.
- No, I would prefer to be in a regular classroom engaging with students in real life. That being said, perhaps my prep time would take place in my home office rather than at school.
- No. The legislature works best when meeting in person.
- No. It's too difficult to offer counseling and other services to students via the internet.
- No. I prefer to conduct internship interviews in person and then be able to give a tour of Common Roots, especially to show students the program they are interviewing for as well as introduce them to other staff, including our director. I enjoy working with other people and helping outside at our farm, farm stand and in the kitchen cooking for our programs. I would feel too isolated from our mission if I increased my work time at home.
- No. I do a lot of work with the library's physical collection, and I am unable to do so now. I also hope that students will return to campus, where we can help them in person.
- No, unless we were given a paperwork day. I work with students. It's really hard to do this effectively for those with special needs.
- No, much of what I do requires seeing and examining a patient in a way that is not possible on video
- No - not as effective for teaming
- No -- My work as a teacher is very relational and online courses are not that helpful for adolescents.

8. Being stuck at home

- No, I'll want to get out of here regularly after being stuck at home for so long

- No. I have flexibility and love the contact with real people. Yesterday, I had 5 Zoom Meetings and spent most of the day sitting.
- No. I feel more productive at my office and like the act of leaving home
- No. Teaching remotely is inferior and I find being alone in my house depressing. I need people.
- No: I regularly worked remotely before the pandemic, but I would often work from a cafe or library - at least for a couple of hours a day. I find working from home convenient but isolating, and also find that in-person interaction with others is much more likely to result in creative ideas and solutions than remote work or online interaction.
- No. I feel more productive at my office and like the act of leaving home
- "No. It is difficult to work with colleagues and clients using virtual technology. Working from home is isolating. ...3. It makes me like being home less."
- No. I'm already on campus only 1 day/week typically. Anything less than that on an ongoing basis would be highly demoralizing.
- No. I prefer to conduct internship interviews in person and then be able to give a tour of Common Roots, especially to show students the program they are interviewing for as well as introduce them to other staff, including our director. I enjoy working with other people and helping outside at our farm, farm stand and in the kitchen cooking for our programs. I would feel too isolated from our mission if I increased my work time at home.

9. Face-to-face communication

- No. I find the ease of communication (particularly as a manager who needs to talk with a bunch of people regularly) in an office to be preferable. I am so excited to return to office work 5 days a week.
- No. The face-to-face interactions at the State House are very important.
- No, we require informal and unplanned interaction between employees
- No, face to face contact with students makes the dream work
- No. Face to face is always better and more stakeholders can participate face to face
- One day/week might be nice. The absence of face-to-face meetings is difficult. Distractions at home are challenging.
- No--outreach is better done face-to-face
- No; I strongly believe in the value of face-to-face education and prefer to teach in person rather than remotely. In my position, I have a fair amount of flexibility in terms of my work hours and location.
- No. Working with students face to face is far superior.
- No. I find the ease of communication (particularly as a manager who needs to talk with a bunch of people regularly) in an office to be preferable. I am so excited to return to office work 5 days a week.
- No. In my role the person to person, in face contact is important.
- No. Interpersonal relations crucial.

- No. Good teaching needs to happen face-to-face. I am aware some of my colleagues disagree, but the students at our university selected because of the in-person teaching and that is what they should get.
- No - our business requires lots of person to person communication
- My work requires me to interact with people in person, and virtual meetings can't replace those meetings.
- I'd like to keep teaching to in-person because interpersonal interactions have more capacity for nuance and depth. I'd like to increase remote meetings because it makes it a lot more possible to attend/participate when it is remote and driving time is cut and scheduling is easier.
- As a public school teacher I find it essential to work face-to-face with students in the classroom. While I enjoy some of the aspects about working from home (i.e. not commuting, more time for reflection, more control over schedule), the nature of the work I do requires working on-site to be done well.

10. Already work from home

- No, I typically work 8 out of 10 days remote. This stretch of 40+ days remote has been a lot. Ready to break things up.
- No, I've been working at home full-time for over three years now.
- No. I'm already on campus only 1 day/week typically. Anything less than that on an ongoing basis would be highly demoralizing.
- No, because I already worked 100% from home
- No- I already worked from home.
- Same level for this retired guy
- Same amount as before, which was 100%
- Probably the same. Worked mostly at home
- No. I already work full-time from home.
- No. I already had a home office before covid.
- No, I've been working at home full-time for over three years now.
- No, I have worked from home for 10 years, so nothing has changed for me except I am not longer travelling for business.
- No, because I already worked 100% from home
- My work studio is in my home, so it would stay the same
- I'm already working from home pretty much all the time and expect this will continue. However, I would prefer to attend research meetings in person on campus. Zoom or Teams just isn't the same.
- already worked primarily from home
- I have always worked from home: I visit UVM about once a month (before March 2020)