

**ECU Covid-19 Impact Survey:
Impacts on Staff Adherence to Pandemic Protective Practices**

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**Jacob Grubb, B.S.
Department of Sociology and Anthropology
Georgia Southern University**

**Brittany Meier, M.A.
Department of Psychology
East Carolina University**

**Bob Edwards, Ph.D.
Department of Sociology
East Carolina University**

**Peter Francia, Ph.D.
Department of Political Science
Center for Survey Research
East Carolina University**

**Marieke Van Willigen, Ph.D.
Department of Sociology and Anthropology
Georgia Southern University**

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Executive Summary

Sociologists from East Carolina University (ECU) and Georgia Southern University, as well as members of ECU's Center for Survey Research (CSR), developed a survey to gather systematic, empirical data on a broad range of Covid-19 experiences within the ECU community (Edwards, Francia, and Van Willigen 2020). Between June 19 and July 3, the CSR administered the survey to a random sample of 1,000 ECU faculty and staff. Overall, 32.3% of employees surveyed responded, with a $\pm 5\%$ margin of error, resulting in responses from 323 faculty and staff members total. Of these, 156 responses came from *staff members*. Staff experiences alone are considered in this report. The margin of error for the analysis of staff members is $\pm 7.55\%$.

Given the results of the study, estimates indicate that:

- Many staff members were living with someone who is a member of a vulnerable population. This includes children ages 15 and younger (35.3%), adults over age 60 (4.9%), and those with existing medical conditions (12.1%) or physical disabilities or impairments (2%).
- 36.9% of staff reported increased work commitments.
- 49.6% of staff reported increased family responsibilities.
- Female respondents were more likely to report having increased work and family responsibilities. Approximately 42.9% of female respondents reported increased work responsibilities compared to 22.7% of male counterparts. The same can be said for family responsibilities with 57.1% of female staff members reporting increased responsibilities compared to 31.8% of male respondents.
- In early July, 45.2% of staff knew someone personally who had been diagnosed with the coronavirus.
- With regard to returning to campus, 30% of staff members expressed a strong sense of worry about returning to campus.
- Staff members' well-being and stress levels were seemingly affected by the pandemic. Some 31.5% of staff reported feeling a "great deal" more anxious, while 23.4% reported feeling a "great deal" more irritated, and 22% reported having more difficulty concentrating. By comparison, fewer staff experienced greater feelings of sadness (5.4%).
- There were significant differences in the well-being of female and male participants. The results reveal that 38.1% of women reported feeling a "great deal" more anxious compared to 14% of men.
- Nearly three-quarters (73.9%) of staff reported a "very high" level of understanding of social distancing practices, although less than half (47%) reported always practicing social distancing when out in public. More than half (50.4%) of respondents reported always wearing a mask while indoors in public, compared to 20.5% of staff who reported sometimes or never doing so.

- In general, Black staff members were more likely to experience increased feelings of anxiety and irritation compared to White staff members, who were more likely than Black staff to experience increased sadness and difficulty concentrating.
- Black staff were more likely than White to express a “very high” level of understanding of social distancing practices.
- Black staff were almost twice as likely as White staff to always wear masks when indoors in public places, while White staff were three times more likely than Black staff to never or only sometimes wear a mask in public.
- The most stark differences were seen in political party affiliation. While most respondents expressed having a “very high” level of understanding about social distancing practices, Republicans (who include independents who “lean” toward the Republican Party) were far less likely to implement pandemic protective practices such as social distancing and mask wearing. More than half of Republicans (52.8%) reported sometimes or never wearing a mask while indoors in public with only 16.7% reporting always wearing mask. In contrast, 6.2% of Democrats (who include independents who lean toward the Democratic Party) and 18.7% of independents reported sometimes or never wearing a mask. Regarding social distancing practices, 24.3% of Republicans reported always practicing social distancing when in public, as compared to 10.8% reporting sometimes or never doing so. Zero percent of Democrats and 6.1% of independents reported only sometimes or never social distancing.

Background

The World Health Organization declared Covid-19, the disease caused by the coronavirus, to be a public health emergency of international concern on January 30, 2020. One week later, on February 6, Patricia Dowd of San Jose, California became the first Covid-19 death in the United States. As Covid-19 cases increased nationwide, U.S. colleges and universities transitioned to remote-access teaching in March to help slow the spread of the virus. East Carolina University (ECU) was no exception.

ECU announced plans to shift all course instruction to online delivery and to send students home for the remainder of the spring semester to protect the campus and broader Greenville communities. The online transition occurred during Spring Break and disrupted nearly all aspects of university activities. This mid-semester shift to remote instruction raised many important questions about the educational, health, economic, and social impacts of both Covid-19 and ECU’s complete shift to online instruction that began on March 16, 2020.

Characteristics of the ECU Staff Population and Covid-19 Survey Sample Characteristics of the ECU staff population are shown in Table 1. Supporting information was obtained from the ECU Factbook (see the ECU Analytics Portal at <https://performance.ecu.edu/portal>). A survey weight corrected for any small imbalances on gender and race between the sample and the full population, allowing for more precise estimations of staff members’ experiences, attitudes, and behaviors.

Covid-19 Impacts on Staff

Tables 2, 3, 4, and 5 provide descriptive statistics related to a series of survey questions thought to be most relevant to ECU's fall 2020 return to campus. These consider staff experiences, including who lived with a member of a vulnerable population, changes in family and work responsibilities, changes in emotional well-being, and the level of worry associated with returning to in-person operations. In this report, we also examine the practice of social distancing, the wearing of pandemic protective equipment when in public, and how frequently staff left home for essential errands or participated in social gatherings with more than 10 people. Table 2 examines these questions for all staff. Tables 3, 4, and 5 examine differences related to gender, race, and political party identification, respectively.

Vulnerable Population The survey asked staff if they were currently living with someone in a vulnerable population. This includes children under the age of 15, adults over the age of 60, those with a physical disability or mobility impairment, and those with an existing medical condition. Approximately 35.3% of staff reported living with children aged 15 years or younger, while 12.1% reported living with someone with an existing medical condition that might make them more vulnerable to the coronavirus. Very few staff members (4.9%) reported living with someone over the age of 60 or someone with an existing physical disability or mobility impairment (2%).

Work and Family Responsibilities Nearly half of all respondents (49.6%) reported having increased family commitments since Spring Break. The results also showed that 45.2% of staff reported personally knowing someone who had been diagnosed with the coronavirus, while 8.5% were currently taking care of someone who was ill. Additionally, 36.9% of staff reported having increased work responsibilities.

Emotional Well-being and Stress After Spring Break, 31.5% of staff reported feeling a "great deal" more anxious. Some 23.4% reported feeling a "great deal" more irritated, while 22% expressed a "great deal" more difficulty concentrating. A small percentage of staff members reported feeling a "great deal" more sad (5.4%).

Covid-19 Impacts and Pandemic Protective Practices

The bottom three panels on Table 2 shift the focus to issues with implications related directly to the reopening of ECU for in-person and in-residence operations during the fall semester. It also covers staff pandemic protective practices and the frequency of their outings into the community while under Phase II stay at home directives from Governor Roy Cooper.

Worry About Returning to Campus When presented the statement, "At the present time, I am worried about returning to the ECU campus for the fall semester due to concerns about the coronavirus," 30% of staff members indicated strong agreement, whereas 11.5% of staff members strongly disagreed with this statement.

Covid-19 Pandemic Protective Practices Staff responded to questions asking about their understanding of social distancing practices, the frequency with which they practiced social distancing, and how often they wore masks when indoors in public places. About three out of every four (73.9%) respondents indicated having a "very high" level of understanding of social

distancing practices, with less than half (47%) of staff reporting that they always practice social distancing when going out in public. Very few individuals (3.2%) reported only sometimes or never practicing social distancing. When it comes to mask wearing, 50.4% of staff members (approximately 1,576) reported always wearing a mask when indoors in public places. In addition, 20.5% of staff members (approximately 641) reported only sometimes or never wearing a mask.

At the time ECU staff responded to the survey, North Carolina was operating under Phase II of Governor Cooper's three-step process for safely reopening North Carolina's venues. The state government *strongly recommended* taking actions including social distancing in public and wearing masks when indoors in public places. However, these were *not* strict mandates. Overall, results suggest that, at the time of this survey, about half of ECU staff were complying with state recommendations regarding mask wearing and distancing. In the next section, we explore how ECU staff complied with another Phase II recommendation regarding participation in social gatherings with more than 10 people.

Weekly Essential Errands and Social Gatherings The questionnaire asked staff members how often they left their home in a typical week for essential errands (work, school, grocery shopping, picking up prescriptions, etc.) and separately about attending social gatherings of friends, family, or others with more than 10 people. Staff reported an average of about 4 outings per week for essential errands. More than half (52.8%) reported 3 or fewer outings with 80.3% reporting 5 or fewer outings. In contrast, 5% of respondents reported going out 10 or more times. Far fewer respondents reported leaving the house to attend social gatherings of more than 10 people with staff averaging 0.7 outings per week. Most staff members (68.4%) reported attending zero social gatherings of 10 or more people during a typical week.

Implications for ECU Reopening

Our data only allow us to estimate the total number of weekly outings for essential errands and total number of social outings to events including more than 10 people made by ECU staff while ECU's campus population was limited over the summer. Staff members' distancing and masking practices may have changed between late June (when staff responded to the survey) and early August (when the university reopened). Nonetheless, these estimates provide insights into the potential influence staff will have on the broader Greenville and ECU communities during the fall semester.

An Examination of Gender, Racial and Partisan Differences

ECU students, staff, and faculty alike, faced challenges and uncertainty arising from ECU's partial closure of campus and shift to online instruction on March 16, 2020. Adjustments made to slow the spread of the coronavirus have influenced changes to many aspects of everyday life. The coronavirus pandemic marks a shared experience among all members of the ECU community, though personal experiences may vary between individuals. Some of these differences for staff members (related to gender, race, and political affiliation) are further explored in the next sections.

Gender Differences

Vulnerable Population Female staff members were more likely than male staff members to be living with someone in a vulnerable population. According to the survey results, 40.2% of female staff members reported living with children aged 15 years or younger compared to only 22.7% of male staff. Female respondents (13.4%) were also more likely to report living with someone with an existing medical condition that might make them more vulnerable to the coronavirus as compared to 9.1% of male respondents.

Work and Family Responsibilities Female participants were also more likely to report increased work and family responsibilities. Some 42.9% of women reported increased work commitments compared to 22.7% of men. The same is true of family responsibilities, as more than half of women (57.1%) reported increased family responsibilities as compared to 31.8% of men, a difference that was statistically significant. At the time of the survey, female respondents were also more likely to be taking care of someone who was ill (10.7%). However, male participants were more likely to know someone personally that had been diagnosed with the coronavirus (56.8%) than were female staff members (40.5%).

Emotional Well-being and Stress Female staff members were significantly more likely to report higher levels of anxiety and sadness, while also reporting more difficulty concentrating. Approximately 38.1% of female respondents reported feeling a “great deal” more anxious compared to 14% of male respondents. The same can be said in the case of sadness with percentages of 5.4% and 4.7% for female and male staff members, respectively. Some 23% of female staff reported experiencing a “great deal” more difficulty concentrating compared to 20.9% of male staff. In contrast, 27.3% of men reported feeling a “great deal” more irritated compared to 22.3% of women.

Social Distancing and Pandemic Protective Practices While both male and female staff reported a “very high” level of understanding of the practice of social distancing, female respondents were more likely to implement protective practices. Nearly half of women (49.6%) reported always practicing social distancing when going out in public, as compared to 39.5% of men. Similar gender differences were reported for always wearing a mask (57.1% female, 32.6% male). Men were more likely to report sometimes or never wearing a mask (23.3%) than women (18.8%) and were more likely to leave home for both essential errands and social gatherings of more than 10 people. Men averaged nearly 5 trips per week for essential errands and 1.1 trips weekly to social gatherings, as compared to 3.5 essential and 0.5 social weekly trips for women.

Racial Identification Differences

Below we examine if differences exist between staff identifying as either Black or African American and those identifying as White. Table 4 presents these results. There were no significant differences among between Black and White respondents related to who was living with someone in a vulnerable population.

Work and Family Responsibilities Two out of every five (40.9%) Black staff members reported increased work commitments since Spring Break compared to about one in four (27.6%) White staff. Black staff members also experienced greater increases in family responsibilities (56.8%); less than half of White respondents (41.8%) reported the same. One in five Black staff members

reported that they were currently taking care of someone who was ill compared to 4.1% of White staff members. Black respondents were also more likely to report personally knowing someone who had been diagnosed with the coronavirus (56.8% of Black staff, 46.4% of White staff).

Emotional Well-being and Stress Some 34.9% of Black staff members reported feeling a “great deal” more irritated compared to 20.6% of White staff members. Black staff members were also slightly more likely to report feeling a “great deal” more anxious (37.2%) than White colleagues (33.7%). White staff members expressed greater difficulty concentrating at 22.4% compared to 15.6% of Black staff members. Likewise, White respondents reported feeling a “great deal” more sad since Spring Break (8.2%), than did Black respondents (0%).

Pandemic Protective Practices and Worry About Returning to Campus When presented with the statement, “At the present time, I am worried about returning to the ECU campus for the fall semester due to concerns about the coronavirus,” 36.4% of Black staff members strongly agreed compared to 25.5% of White staff members. White staff members were more likely to disagree, with 15.3% stating that they “strongly disagreed” with the statement.

While both Black and White staff members reported a “very high” level of understanding of the practice of social distancing, Black staff members were more likely to implement those practices. Almost three out of five (59.1%) Black respondents reported always practicing social distancing, and almost seven in ten (68.2%) reported always wearing a mask when indoors in public places. By contrast, less than half (42.4%) of White respondents reported always practicing social distancing and only 37.8% reported always wearing a mask when in public. In addition, 28.6% of White staff members reported that they sometimes or never wear a mask when indoors in public places, a rate that was three times greater than that of their Black colleagues (9.1%). Black and White staff members attended, on average, the same number of social gatherings in a typical week (0.8). However, Black staff members took more essential trips throughout the week (4.3), when compared to White staff (3.9).

Political Partisanship Differences

The Covid-19 pandemic is fraught with issues concerning political partisanship, despite the fact that it is a matter of public health, to which members of all political parties are susceptible. Regardless, recent academic and polling data suggest that Covid-19 is a politicized matter.

Recent research indicates a significant partisan divide nationally among Americans. Our results here show that Republicans and Democrats have quite different beliefs, behaviors, and practices related to Covid-19. Self-identified Republicans reported less concern about the risks of Covid-19 and its potential impacts than self-identified Democrats and independents (Newport 2020; Pew Research Center 2020; Thomson-DeVeaux 2020). Republicans are also less likely to say that they practice the safety precautions recommended by public health experts to slow or stop the spread of Covid-19, such as wearing a face mask, avoiding large public gatherings, and practicing social distancing (Newport 2020; Pew Research Center 2020; Thomson-DeVeaux 2020). To examine if similar partisan patterns are present among ECU staff, our survey asked employees a commonly used one to two-part question from the American National Election Study (ANES 2020).

Our results are consistent with the research discussed above, with great differences noted among staff members' party identifications. There were significant differences between Democrats and Republicans, with independents' responses varying.

Vulnerable Population Republicans and independents were more likely to be living with someone in a vulnerable population, with 36.1% and 43.8%, respectively, reporting that they lived with children aged 15 or younger. On the other hand, only 21.5% of Democrats reported the same. Approximately 15.6% of independents reported living with someone with an existing medical condition that might make them more vulnerable to the coronavirus, as compared to 8.1% of Republicans and 7.7% of Democrats.

Work and Family Responsibilities Independents were most likely to report an increase in work-related responsibilities (40.6%) and familial responsibilities (62.5%). At the time of the survey, Democrats were most likely to be caring for a person who was ill (10.8%). There were also partisan differences regarding whether respondents knew someone personally who has been diagnosed with the coronavirus (50% Democrat, 43.8% independent, 40.5% Republican).

Emotional Well-being and Stress At the time of this survey, the pandemic seemed to have a greater effect on independents' emotional well-being than on that of Democrats or Republicans. The result reveal that 18.9% of Republicans reported feeling a "great deal" more difficulty concentrating compared to 32.3% and 21.5% of independents and Democrats, respectively. Republicans (32.4%), independents (31.3%), and Democrats (30.8%) all reported similar feelings of anxiety. Some 7.6% of Democrats reported feeling a "great deal" more sad compared to 5.6% of Republicans, and 3.1% of independents. Independent respondents were the most likely to report feeling a "great deal" more irritated (27.3%) as compared to either Democrats (21.9%) or Republicans (21.6%). None of these differences were significant.

Social Distancing and Pandemic Protective Practices When presented with the statement, "At the present time, I am worried about returning to the ECU campus for the fall semester due to concerns about the coronavirus," 50% of independents and 29.7% of Democrats "strongly agreed." Republicans (16.2%) were less likely to express strong agreement with that statement. One-third of Republicans (32.4%) said that they "strongly disagreed" with the same statement, while independents (9.4%) and Democrats (3.1%) were significantly less likely to say the same.

Most respondents, regardless of partisanship, reported "very high" levels of understanding regarding social distancing practices. Approximately 83.1% of Democrats responded this way. While most Republicans (64.9%) and independents (57.6%) reported a "very high" level of understanding, they were significantly less likely to practice social distancing than Democrats. Three-fifths (60%) of Democratic respondents stated that they always practiced social distancing when in public, while one-fourth (24.3%) of Republicans and over one-third (36.4%) of independents reported the same. Regarding mask wearing, more than half of Democrats (59.4%) and independents (56.3%) reported always wearing a mask compared to less than one in five (16.7%) Republicans. More than half (52.8%) of Republicans reported never or only sometimes wearing a mask when indoors in a public place compared to 18.7% of independents and 6.2% of Democrats. Republicans, on average, left the house more times per week than both independents

and Democrats with an average of 4.6 essential and 1.5 social outings. The average number of essential outings was 3.3 for independents and 3.7 for Democrats. For social outings, independents (0.3) left their homes half as many times per week as did Democrats (0.6).

Summary

The results of this survey indicate some notable findings. To start, a sizeable number of staff members reported increases in work and family responsibilities, especially among the female population. Due to the shift to online-only classes, many staff members may have had to care for or find care for their children that they otherwise would not have needed. Work responsibilities also increased during the shift to online learning, as ECU staff began to implement new state, system, and campus policies and procedures throughout the university.

Next, the pandemic had a negative influence on staff members' well-being and stress-related experiences. Again, this was especially true for female staff members. The mental health and wellness of staff is critical in ensuring the university operates successfully. Reports of increased anxiety, irritation, sadness, and difficulty concentrating can have negative consequences for staff members, their goals, and, in turn, the university, as a whole.

Lastly, only about half of university staff members reported following public health officials' safety recommendations. Despite most reporting having a "very high" level of understanding regarding social distancing practices, less than half of staff members reported always practicing social distancing and about half reported always wearing a mask. However, Black staff members were an exception to this general finding. Two out of three Black staff members (68.2%) reported always wearing a mask in indoor public places compared to only about one in three (37.8%) White colleagues. Similarly, White staff were three times more likely to never or only sometimes wear a mask in public than Black staff members.

We recognize that these responses only provide information related to staff pandemic protective practices, experiences, and attitudes during the summer, when individuals' life situations may have differed from those noted in August. Yet, these estimates provide insight into the potential impact of reopening ECU's campus and reintegrating staff into the larger population. To provide the best opportunities to maintain in-person operations throughout the pandemic, members of the ECU community should be educated about effective preventative practices to help slow the spread of Covid-19 within the campus and greater Greenville communities.

Table 1: ECU Staff Characteristics: ECU Population and Covid-19 Survey Sample	ECU Population	Unweighted Survey Sample	Weighted Survey Sample
Total number of staff (SHRA or CSS status) in ECU population and Covid-19 Survey Sample	3,126	160	156
Staff Gender *			
Female	69%	75.2%	72.0%
Male	31%	24.8%	28.0%
Staff Racial Identification **			
Black/African American	24%	17.9%	30.8%
White/Caucasian	62%	82.1%	69.2%
Staff Political Party Identification ***			
Republican	n/a	33.8%	27.3%
Independent	n/a	22.1%	24.1%
Democrat	n/a	44.1%	48.7%

* No staff members elected to self-describe their gender identity.

** Staff not identifying as either Black/African American or White/Caucasian were not included in this analysis (Asian Americans n=1; Hispanic or Latino n=11; Other n=2)

*** Republicans are defined as staff who reported that either they “usually think of themselves as Republicans” or as being “closer to the Republican Party.” Democrats were defined the same way. Independents are staff who fit neither of these categories and includes staff who specifically thought of themselves as Independent. Those that chose not to answer or did not consider themselves to be Republican, Democrat, or Independent are not included. Non-respondents were excluded from these calculations.

Table 2: Results for all staff on selected questions (N=156).	Percent Yes	Estimated number of ECU Staff
Vulnerable population: Which of the following describes who you are living with now...		
Children (15 years of age or younger)	35.3	1,104
Someone over the age of 60	4.9	153
Someone with a physical disability or mobility impairment	2.0	63
Someone with an existing medical condition that might make them more vulnerable to the coronavirus	12.1	378
Work and Family Responsibilities: Since Spring Break have...		
your work commitments (school or job related) increased?	36.9	1,154
your family responsibilities increased?	49.6	1,551
Are you currently taking care of someone who is ill?	8.5	266
Do you know anyone personally who has been diagnosed with the Coronavirus?	45.2	1,413
Well-being and Stress: Since Spring Break would you say that...		
you have felt a great deal more anxious?	31.5	985
you have been a great deal more sad?	5.4	169
you have felt a great deal more irritated?	23.4	732
you say you have felt a great deal more difficulty concentrating?	22.0	688
Worried about returning to campus		
At the present time, I am worried about returning to the ECU campus for the fall semester due to concerns about the coronavirus.		
...strongly agree	30.0	938
...strongly disagree	11.5	360
Social distancing and wearing masks		
Staff reported...		
a very high level of understanding of practicing social distancing	73.9	2,310
always practicing social distancing when going out in public	47.0	1,469
sometimes or never practicing social distancing when out in public	3.2	100
always wear a mask when indoors in public places (shopping, etc.)	50.4	1,576
sometimes or never wear a mask when indoors in public places (shopping etc.)	20.5	641
Going out during Phase II stay-at-home recommendations		
	Mean (SD)	Estimated number of staff outings
About how many times each week did left your apartment, house to... go to work or for essential errands buying food, picking up prescriptions?	3.88 (2.65)	12,129
attend a social gathering of friends, family members, and/or others of more than 10 people?	0.69 (1.65)	2,157

* Results in **bold font** are statistically significant $\leq .05$ (one-tailed).

Table 3: Results for all staff on selected questions by gender (N=156).	% Female (N=112)	% Male (N=44)
Vulnerable population		
Which of the following describes who you are living with now?		
Children (15 years of age or younger)	40.2	22.7
Someone over the age of 60	4.5	6.8
Someone with a physical disability or mobile impairment	1.8	2.3
Someone with an existing medical condition that might make them more vulnerable to the coronavirus	13.4	9.1
Work and family responsibilities		
Since Spring Break would you say that...		
your work commitments (school or job related) increased?	42.9	22.7
your family responsibilities increased?	57.1	31.8
Are you currently taking care of someone who is ill?	10.7	2.3
Do you know anyone personally who has been diagnosed with the Coronavirus?	40.5	56.8
Well-being and stress		
Since Spring Break would you say that...		
you have felt a great deal more anxious?	38.1	14.0
you have felt a great deal more sad?	5.4	4.7
you have felt a great deal more irritated?	22.3	27.3
you have felt a great deal more difficulty concentrating?	23.0	20.9
Worried about returning to campus		
At the present time, I am worried about returning to the ECU campus for the fall semester due to concerns about the coronavirus.		
...strongly agree	33.3	22.7
...strongly disagree	8.1	20.5
Social distancing and wearing masks		
Staff reported...		
a very high level of understanding of the practice social distancing	73.2	76.7
always practicing social distancing when going out in public	49.6	39.5
sometimes or never practicing social distancing when going out in public	2.7	4.5
always wear a mask when indoors in public places (shopping, etc.)	57.1	32.6
sometimes or never wear a mask when indoors in public places (shopping etc.)	18.8	23.3
Going out during Phase II stay-at-home recommendations		
Mean		
About how many times each week have you left your apartment or house to...		
go to work or for essential errands (buying food, picking up prescriptions)?	3.50	4.82
attend a social gathering of friends, family members, and/or others of more than 10 people?	0.54	1.06

* Results in **bold font** are statistically significant $\leq .05$ (one-tailed).

Table 4: Results for all staff on selected questions by racial identification (N=156).	% Black (N=44)	% White (N=98)
Vulnerable population		
Which of the following describes who you are living with now?		
Children (15 years of age or younger)	36.4	33.7
Someone over the age of 60	6.8	5.1
Someone with a physical disability or mobile impairment	0.0	3.1
Someone with an existing medical condition that might make them more vulnerable to the coronavirus	18.2	11.2
Work and family responsibilities		
Since Spring Break would you say that...		
your work commitments (school or job related) increased?	40.9	27.6
your family responsibilities increased?	56.8	41.8
Are you currently taking care of someone who is ill?	20.9	4.1
Do you know anyone personally who has been diagnosed with the Coronavirus?	56.8	46.4
Well-being and Stress: Since Spring Break would you say that...		
you have felt a great deal more anxious?	37.2	33.7
you have been a great deal more sad?	0.0	8.2
you have felt a great deal more irritated?	34.9	20.6
you say you have felt a great deal more difficulty concentrating?	15.6	22.4
Worried about returning to campus		
At the present time, I am worried about returning to the ECU campus for the fall semester due to concerns about the coronavirus.		
...strongly agree	36.4	25.5
...strongly disagree	6.8	15.3
Social distancing and wearing masks		
Staff reported...		
a very high level of understanding of practicing social distancing	88.6	70.4
always practicing social distancing when going out in public	59.1	42.4
sometimes or never practicing social distancing when going out in public	4.5	4.1
always wearing a mask when indoors in public places (shopping, etc.)	68.2	37.8
sometimes or never wearing a mask when indoors in public places (shopping, etc.)	9.1	28.6
Going out during Phase II stay-at-home recommendations		
About how many times each week have you left your apartment or house to...		
go to work or for essential errands buying food, picking up prescriptions?	4.30	3.93
attend a social gathering of friends, family members, and/or others of more than 10 people?	0.75	0.75

* Staff not identifying as either Black/African American or White/Caucasian were not included in this analysis (Asian Americans n=1; Hispanic or Latino n=11; Other n=2)

** Results in **bold font** are statistically significant at the $\leq .05$ (one-tailed).

Table 5: Staff response on selected questions by party identification (N=156).	% REP (N=36)	% IND (N=32)	% DEM (N=65)
Vulnerable population			
Which of the following describes who you are living with now?			
Children (15 years of age or younger)	36.1	43.8	21.5
Someone over the age of 60	8.3	9.4	1.5
Someone with a physical disability or mobility impairment	2.8	0.0	1.5
Someone with an existing medical condition that might make them more vulnerable to the coronavirus	8.3	15.6	7.7
Work and family responsibilities			
Since Spring Break have...			
your work commitments (school or job related) increased?	34.4	25.0	40.6
your family responsibilities increased?	50.0	62.5	41.5
Are you currently taking care of someone who is ill?	5.6	6.1	10.8
Do you know anyone personally who has been diagnosed with the coronavirus?	40.5	43.8	50.0
Well-being and stress			
Since Spring Break would you say that...			
you have felt a great deal more anxious?	32.4	31.3	30.8
you have been a great deal more sad?	5.6	3.1	7.6
you have felt a great deal more irritated?	21.6	27.3	21.9
you have felt a great deal more difficulty concentrating?	18.9	32.3	21.5
Worried about returning to campus			
At the present time, I am worried about returning to the ECU campus for the fall semester due to concerns about the coronavirus.			
...strongly agree	16.2	50.0	29.7
...strongly disagree	32.4	9.4	3.1
Social distancing and wearing masks			
Staff reported...			
a very high level of understanding of practicing social distancing	64.9	57.6	83.1
always practicing social distancing when going out in public	24.3	36.4	60.0
sometimes or never practicing social distancing when out in public	11.1	6.3	0.0
always wear a mask when indoors in public places (shopping, etc.)	16.7	56.3	59.4
sometimes or never wear a mask when indoors in public places (shopping etc.)	52.8	18.8	6.2
Going out during Phase II stay-at-home recommendations			
	Mean	Mean	Mean
About how many times each week did left your apartment, house to...			
go to work or for essential errands buying food, picking up prescriptions?	4.62	3.34	3.70
attend a social gathering of friends, family members, and/or others of more than 10 people?	1.51	0.28	0.55

* Republicans are defined as staff who reported that either that they “usually think of themselves as Republicans” or that they think of themselves as “closer to the Republican Party.” Democrats were defined the same way. Independents are staff who fit neither of these categories and includes how specifically thought of themselves as Independent or preferred not to answer these questions.

** Results in **bold font** are statistically significant at the $\leq .05$ (one-tailed).

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