

Purpose: COVID-19 has precipitated a paradigm shift regarding many aspects of society, notably in schools and education. Many studies have assessed the effects COVID-19 on students, but few have assessed potential impacts on faculty and staff at a university level. This research aims to evaluate the impact of COVID-19 on SIUE SOP faculty and staff, and determine what areas SIUE SOP can improve upon in order to address any concerning findings.

Methods: A survey was developed and administered to all members of SIUE SOP's faculty and staff. The survey was available from July 16, 2020 to August 16, 2020. Survey questions revolved around assessing participants mental health and feelings regarding COVID-19. The survey included questions from the WHO-5 Well-Being index to assess participants overall well-being. No identifying information was collected in order to keep participation anonymous. Qualtrics survey software was used to develop and distribute the survey. The Institutional Review Board approved this research with exempt status.

Results: Thirty-three faculty and staff members completed the survey (response rate of 53.2%). 65.7% of respondents were female. 80% of respondents were between the ages of 35 and 54. 71.4% of respondents indicated that they felt pressured to succeed at work. 68.6% of respondents indicated they felt as though they had so much work to do that they could not complete it all. 51% of respondents indicated that COVID-19 had a negative impact on their mental health, 30% said that COVID-19 did not have a negative impact on their mental health, and 18% felt indifferently. The average WHO-5 Well-Being Index score was 63.2 out of 100 among all participants. Rates of reported anxiety were similar at the beginning of the COVID-19 pandemic versus when the survey was distributed, with 21.21% of respondents reporting feeling anxious when the work from home mandate was put into effect and 17.17% reporting anxiety when they took the survey.

Conclusions: Our results give insight into the general well-being of faculty and staff and SIUE SOP.

Overall, it seems as though faculty and staff are handling COVID-19 fairly well. Some potential ways to

increase faculty and staff well-being during this difficult time include having virtual social functions such as virtual lunches or happy-hours. Other feedback from faculty and staff members include ensuring that there is open communication via email or Zoom, since in-person communication is not as prevalent during this time.