

# Remote Work Is Here to Stay...

# So Is the Office

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DISCUSSING THE 2023 APRA CONNECTIONS WORK MODE SURVEY

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Remote Work Is  
Here to Stay...

So Is the Office

1. Review the results from the latest Apra Connections work mode survey
2. Discuss differences/trends from the initial survey (2021)
3. Q&A (including those questions already submitted)

Personal Experience:  
Princeton → Stanford

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## **Personal Bias Disclosure**

# Survey Respondents (Demographics)

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The latest work mode survey was open from December 14, 2022 to February 3, 2023 and received 176 responses:

- Respondents are located predominantly in the United States, with a few responses coming from Canada and Australia
- Institutional foci range from consultancies to a hands-on science museum, but higher education employees are the largest group of respondents (59%) followed by health care/medical (17%) and human/social services (6%)
- Their roles involve prospect research (88%), relationship/prospect management (72%), analytics (47%), campaigns (26%) and consulting (9%)
- 48% have three or fewer team members, 11% had teams of 16+
- 46% are managers
- *If you would like to review a specific group within the responses, I'm happy to meet 1:1 to discuss the data*

# Where are we now?

## Remote vs. Hybrid vs. In-Person

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### Work Modes

Hybrid work has supplanted in-person work as the new “normal”

Few respondents reported working fully in-person

Remote work appears to be here to stay

### Transition to Current Work Mode

- 26% 2020
- 29% 2021
- 31% 2022
- 9% unchanged over this period
- 5% 2019

### Team Makeup

Hybrid describes most teams

- 37% mixed teams
- 7% in-person only
- 18% remote only
- 31% hybrid only

Team setup flexibility is a shift at most institutions

Will there be an impact on recruiting?

# Career Changes

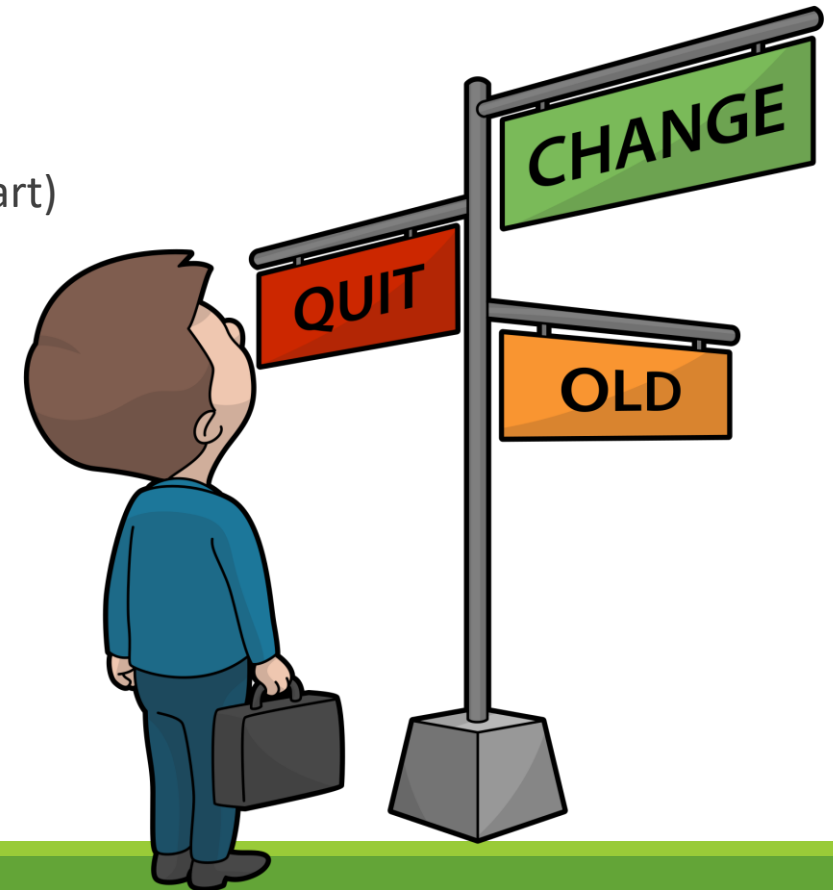
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## A Shifting Workforce

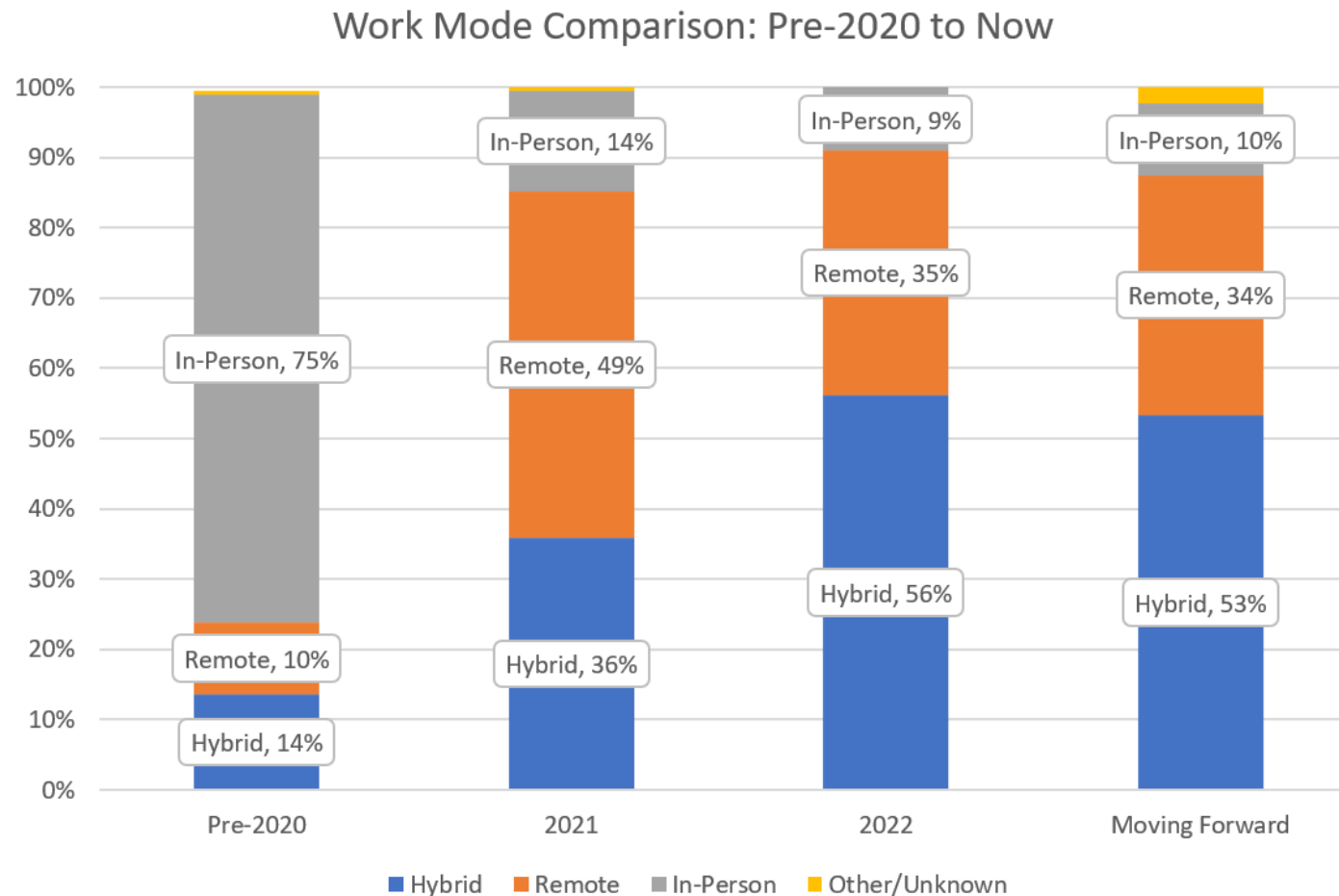
24% respondents change jobs in 2022

42% changed jobs since March 2020

- 21% noted work mode policies motivating their decision (at least in part)
- 56% external opportunities
- 25% internal opportunities

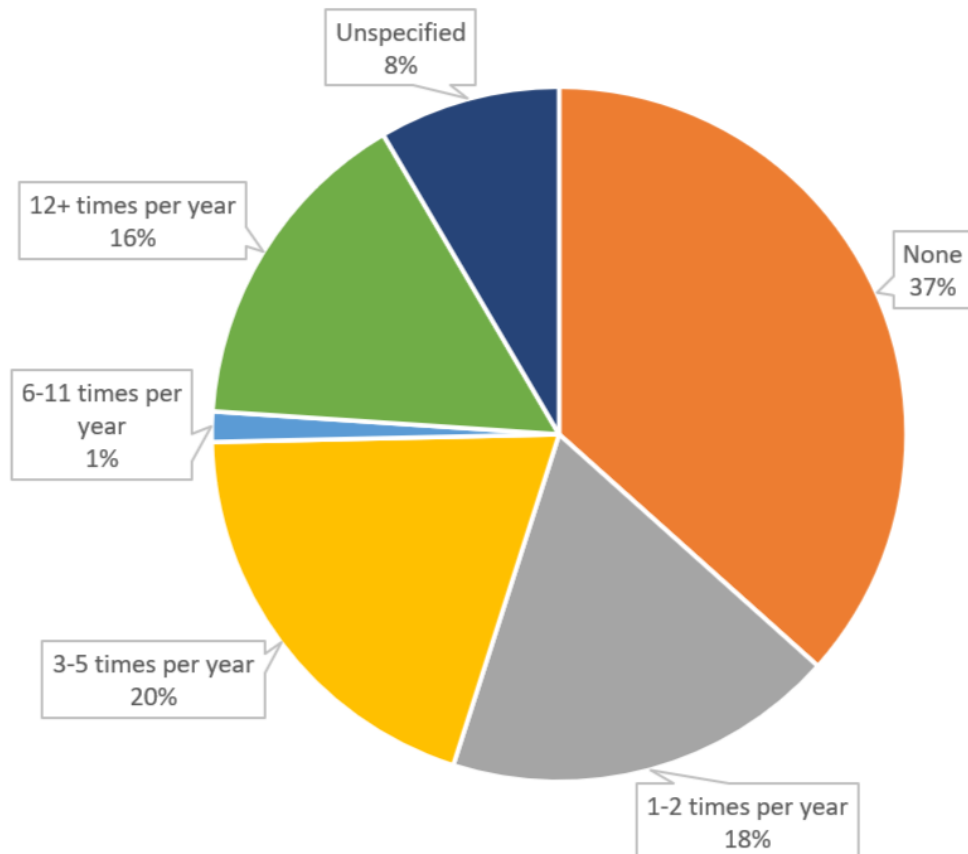


# Work Modes Shifting Over Time



# Remote Requirements

Remote Work Variety via In-Person Requirements



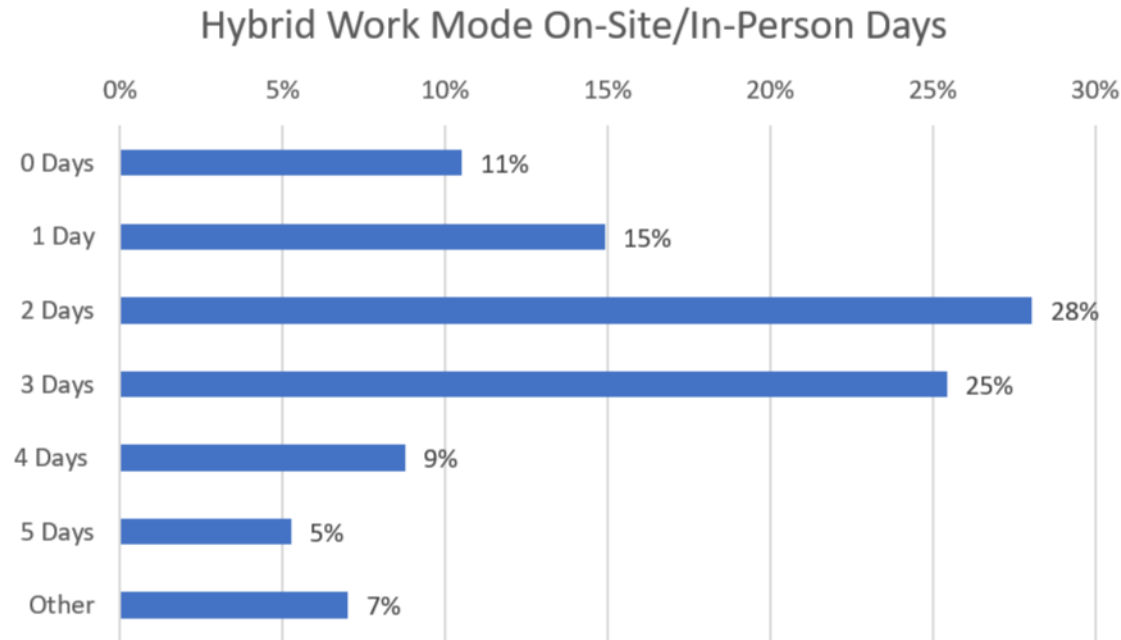
“Remote” doesn’t always mean remote

- A few institutions require 12+ annual visits (16%)
- 38% 1 to 5 times per year; 37% none
- Others none at all (37%)
- 8% report unspecified in-person requirements



# Hybrid Situations

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## What is a hybrid schedule?

- 53% report 2-3 days on-site/in-person
- 11% are functionally remote
- 5% are functionally in-person
- The survey did not address the differences within a team, department, or institution

# Reality, Ideals, and Planning

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## Reality vs. Ideal Work Modes

- 71% current work modes match ideal work modes (to a certain extent)
- 12% felt a disconnect
- 18% felt ambivalent

## Ideal Work Modes

- 2% in-person
- 47% remote (55% commutable distance)
- 50% hybrid (88% flexible in-person days)

## What does the future look like?

- 70% of respondents think a work mode change is unlikely in the next year
- 16% of respondents think their work mode would change
- 14% are unsure

*For prospect development, hybrid and remote work appear to be here to stay...  
It is what the people want, and it is what they expect institutions to continue to support.*

# Primary Concerns

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## In-Person

- Commute/Transportation (70%)
- Health Concerns (44%)
- Office Space (39%)
- Mental Health (37%)
- Productivity (33%)
- Caregiver Responsibilities (32%)

## Hybrid

- Commute/Transportation (51%)
- Quality of Interactions with Colleagues (40%)
- Quality of Ideation/Spontaneous Conversations (37%)
- Productivity (36%)
- Quality and Setup of Meetings (36%)
- Office Space (31%)
- Health Concerns (28%)
- Mental Health (25%)
- Calendaring/Scheduling Issues (25%)

## Remote

- Quality of Interactions with Colleagues (62%)
- Visibility to Colleagues (56%)
- Quality of Ideation/Spontaneous Conversations (52%)
- Technology (24%)
- Mental Health (23%)

# Answering Questions

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## Your Questions With Some Answers

- What surprised me about the results?
  - Remote's staying power, in-person's continued absence
- Finding remote work and remote workers
  - Advocating for remote/hybrid work modes
  - How do managers stay connected remotely?
  - How do remote workers stay connected/collaborate?
- Best practices/successful arrangements with remote/hybrid workers (responsibilities, teamwork, collaboration)
  - Balance flexibility, accountability, and visibility
  - In-person staff working alongside remote workers
  - Blurring of boundaries; transparency with hybrid work can lead to "private-life-details-sharing creep"
  - Reconciling remote and in-person work
  - Building community/camaraderie on a hybrid team? (e.g., chat messaging doesn't seem to do the trick)

# Discussion

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## **From Apra Connections:**

Remote Work Is Here to Stay – So Is the In-Person Office (June 2023):

<https://connections.aprahome.org/Articles/remote-work-is-here-to-stay-so-is-the-in-person-office>

Prospect Development's Post-Pandemic Transition (November 2021):

<https://connections.aprahome.org/Articles/prospect-development-s-post-pandemic-transition>

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