Slide 04: Stance on out-of-state employment

1. What is your institution's primary stance on out-of-state employment? (single_choice)
   - Not allowed: 4%
   - Allowed for Pandemic but now being recalled: 3%
   - Case by case: 39%
   - Allowed only for designated positions: 26%
   - Allowed only for designated states: 14%
   - Fully supported: 14%

Slide 05: Employment in states

1. Including out of state remote workers, in how many states does your institution employ employees? (single_choice)
   - 1-4: 20%
   - 5-9: 29%
   - 10-19: 23%
   - 20-29: 9%
   - 30+: 19%
Slide 14: Programs implemented

1. Which of the following has your institution implemented to address out-of-state employment? (please select all that apply) (multiple_choice)
   - Professional employer organization: 10%
   - Dedicated FTE/personnel: 13%
   - Remote work policy: 77%
   - Remote work oversight committee: 19%
   - State-specific registrations (taxes, unemployment, etc.): 40%

Slide 15: Tracking for tax purposes

1. Does your institution track out of state remote workers for withholding tax purposes? (single_choice)
   - Yes: 73%
   - No: 9%
   - I don't know: 17%