

Appendix 1
Longitudinal data

Group	Statement	Survey	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Average	Trend	
My manager	My manager is accessible	Jun-20	25	53	128	705	757	1.27	↘	
		Oct-20	22	60	136	568	612	1.21		
		Feb-21	35	62	122	558	635	1.20		
My manager	My manager is supportive of my efforts to combine work/home commitments	Jun-20	21	42	220	537	842	1.29	↘	
		Oct-20	22	29	170	455	722	1.31		
		Feb-21	31	44	177	463	696	1.24		
My manager	I can rely on my manager to give me the support I need	Jun-20	51	100	247	572	696	1.06	↘	
		Oct-20	36	94	204	495	568	1.05		
		Feb-21	55	103	211	470	573	0.99		
My manager	My manager trusts me to do my job	Jun-20	19	33	105	512	996	1.46	↘	
		Oct-20	22	24	80	460	813	1.44		
		Feb-21	26	39	99	469	778	1.37		
My manager	My manager has taken an interest in my wellbeing	Jun-20	50	107	239	564	707	1.06	↘	
		Oct-20	41	87	212	479	579	1.05		
		Feb-21	57	94	219	480	561	0.99		
Communications	I feel well informed about the University's response	Jun-20	95	239	318	809	210	0.48	↑	
		Oct-20	50	142	242	765	198	0.66		
		Feb-21	28	88	242	815	237	0.81		
Communications	The communications I have received have been helpful	Jun-20	78	210	389	801	193	0.49	↑	
		Oct-20	40	132	319	738	168	0.62		
		Feb-21	35	82	311	792	192	0.73		
Communications	I know how to access support if I need it	Jun-20	40	149	336	878	265	0.71	↑	
		Oct-20	22	125	272	782	196	0.72		
		Feb-21	20	79	229	837	244	0.86		
Return	I am comfortable with the idea of returning to campus	Jun-20	236	408	330	471	194	-0.01	↗	
		(some of the time)	Oct-20	156	272	233	510	206		0.25
		(all of the time)	Oct-20	473	376	200	228	110		-0.63
		Feb-21	136	306	309	403	249	0.23		
Average is based on -2 for Significantly Disagree up to +2 for Significantly Agree										