Reopening Survey for Staff – Survey Results
Results as of May 26, 2021

Response Rate

Survey Population	Survey Respondents*	Response Rate (%)
589	358	61%

Completed and partially completed surveys

Would any of these factors help you feel more comfortable returning to campus? Please select all that apply.

#	Answer	%	Count
1	Public health regulations being followed? (e.g. Cal-OSHA, State Dept. of Public Health)	14.91%	193
2	Being provided personal protective equipment	11.51%	149
3	Knowing that mandatory symptom checks are required before entering the workplace	12.83%	166
4	Knowing common areas are cleaned daily	17.08%	221
5	Cleaning/sanitizing supplies are made readily available to all employees	17.62%	228
6	Maintaining physical distancing protocols	11.21%	145
7	I am comfortable returning to work	10.74%	139
8	Other, please specify	4.10%	53
	Total	100%	1,294

Highlight

- The top three factors respondents indicated would help them feel more comfortable returning to campus are cleaning/sanitizing supplies are made readily available to all employees, knowing common areas are cleaned daily, and public health regulations are being followed.

What are your main concerns about coming back into the workplace? Please select all that apply.

#	Answer	%	Count
1	Going back into the office before it is safe	12.20%	133
2	Public health regulations not being followed (e.g. Cal-OSHA, State Dept. of Public Health)	14.31%	156
3	The office being not properly disinfected	12.11%	132
4	Availability of disinfecting materials or personal protective equipment	9.72%	106
5	Childcare/care for family members or friends	9.08%	99
6	Readjustment to office life	11.38%	124
7	My commute (e.g., using public transportation, different commute)	5.69%	62
8	Having in-person interactions with others	13.49%	147
9	I don't have any concerns	6.51%	71
10	Other, please specify	5.50%	60
	Total	100%	1,090

Highlight

- The top four factors respondents indicated were their main concerns with coming back into the workplace are public health regulations not being followed, having in-person interactions with others, going back into the office before it is safe, and the office not being properly disinfected.

I am aware of the current health and safety policies/protocols in place as a result of the COVID-19 pandemic.
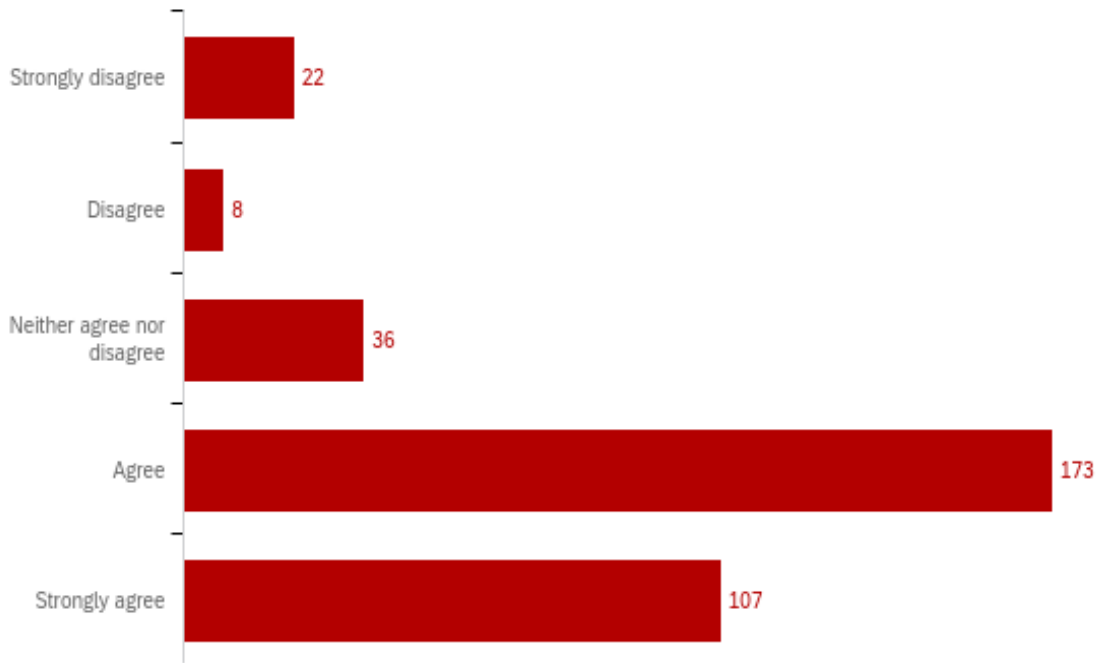
#	Answer	%	Count
1	Strongly disagree	6.36%	22
2	Disagree	2.31%	8
3	Neither agree nor disagree	10.40%	36
4	Agree	50.00%	173
5	Strongly agree	30.92%	107
	Total	100%	346

Highlight

- Nearly 81% strongly agree or agree with being made aware of the current health and safety policies/protocols in place.

What are you looking forward to about returning to campus? Please select all that apply.

#	Answer	%	Count
1	Easier access to tools and resources	13.47%	109
2	No longer having to work from home	5.69%	46
3	Better work/life balance	13.10%	106
4	Easier collaboration with co-workers/customers	19.28%	156
5	Access to physical resources (e.g. ergonomic chairs, conference rooms, etc.)	11.74%	95
6	Seeing friends, colleagues, and students	27.56%	223
7	Training programs and courses in-person	5.07%	41
8	Other (please specify)	4.08%	33
	Total	100%	809

Highlight

- About 28% of staff are looking forward to seeing friends, colleagues, and students when returning to campus while 19.3% are looking forward to easier collaboration with colleagues.

If your role requires you to travel, how comfortable do you feel traveling at this time?
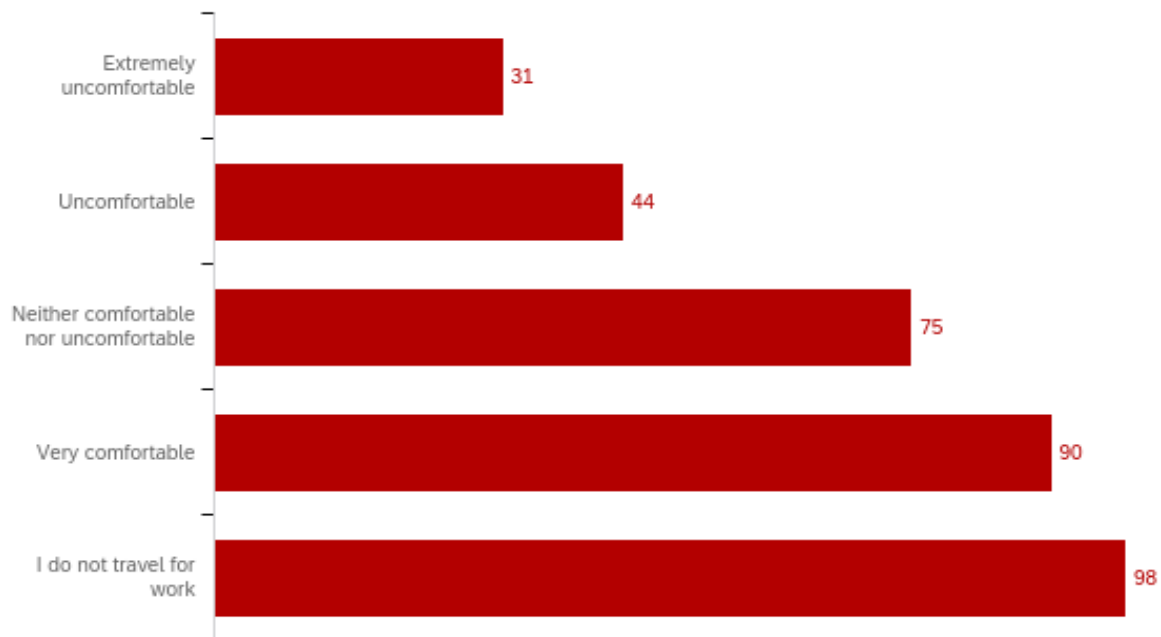
#	Answer	%	Count
1	Extremely uncomfortable	9.17%	31
2	Uncomfortable	13.02%	44
3	Neither comfortable nor uncomfortable	22.19%	75
4	Very comfortable	26.63%	90
5	I do not travel for work	28.99%	98
	Total	100%	338

Highlight

- For those that travel, 26.6% feel very comfortable traveling at this time.

Do you have any suggestions on how to make the transition back to working on campus easier?

Theme: Telecommute and Flexible Work Schedule Options

"Recognize the intersectionality between the need to open and the hinderances for parents doing so. While schools are reopening, not all after school programs will remain safely at 100% capacity in comparison to pre-COVID, thus a hybrid of working on campus and from home is still largely a concern for single parents. Modified schedules should be considered reasonable as long as the employees are still able to function fully at capacity (even if that means still working from home)."

"The university should promote a flexible/fully or partially remote work schedule for jobs that can be performed remotely. The 40-hour in person work week as quickly become an antiquated way of operating in an organization. As a university that promotes growth, innovation, and learning, we should be on the cutting edge as organizations move to more flexible environments. Remote work (even partially) enables employees to balance work and personal responsibilities much differently and in ways that reduce stress and promote efficiency."

"Continue to allow a hybrid option for telecommuting. Allow departments to determine if their staff can continue to telecommute, rather than making a blanket requirement that all staff must return."

"Continue to allow flexibility for working remote and on campus until covid is better controlled."

Theme: Phased Transition

"Listen to the needs of individual departments and employees/students. Everyone must transition at their own pace."

"Maybe give employees the option of continuing to work from home for the fall semester, but then (assuming no change in the progression of the pandemic), it might be could to require all employees to again return to working on campus. I think this would save supervisors a lot of headaches."

"A smoothed transition would be ideal. Start with a few days in the office a week or something instead of jumping straight in."

"Allow employees to return to work on campus in a phased in approach to reduce stress."

"A phased in approach with maybe 1 day a week on campus and gradually building back up."

Theme: Clear Guidelines

"Give some clearer guidance on return to work - it is very vague, up in the air right now as things are changing and it is difficult for my managers to give direction to their staff members on what is required, not required. Be clearer on the telecommuting policy going forward. When will it be allowed and why - need specific criteria to follow."

"Establishing a set of guidelines that is followed campus wide and is clearly and effectively communicated to all staff and faculty. This information will ensure everyone is on the same page about the expectations of the campus community to ensure safe working environments."

"While so many of these guidelines are still in the works and being redeveloped by CDC and Cal-Osha and the other public health organizations at some point we need to make a plan with the information we do have because I think the continued "we're not sure yet" is not providing people with the confidence they need to be excited about returning to campus. From what it looks like the mandates are getting less and less strict as individuals are vaccinated and the number of positive cases are dropping so I think making a plan off the current set of rules would set us up for success. I think a plan based on stricter guidelines is better than "we aren't sure yet"."

**Please tell us about your COVID-19 vaccine status:**
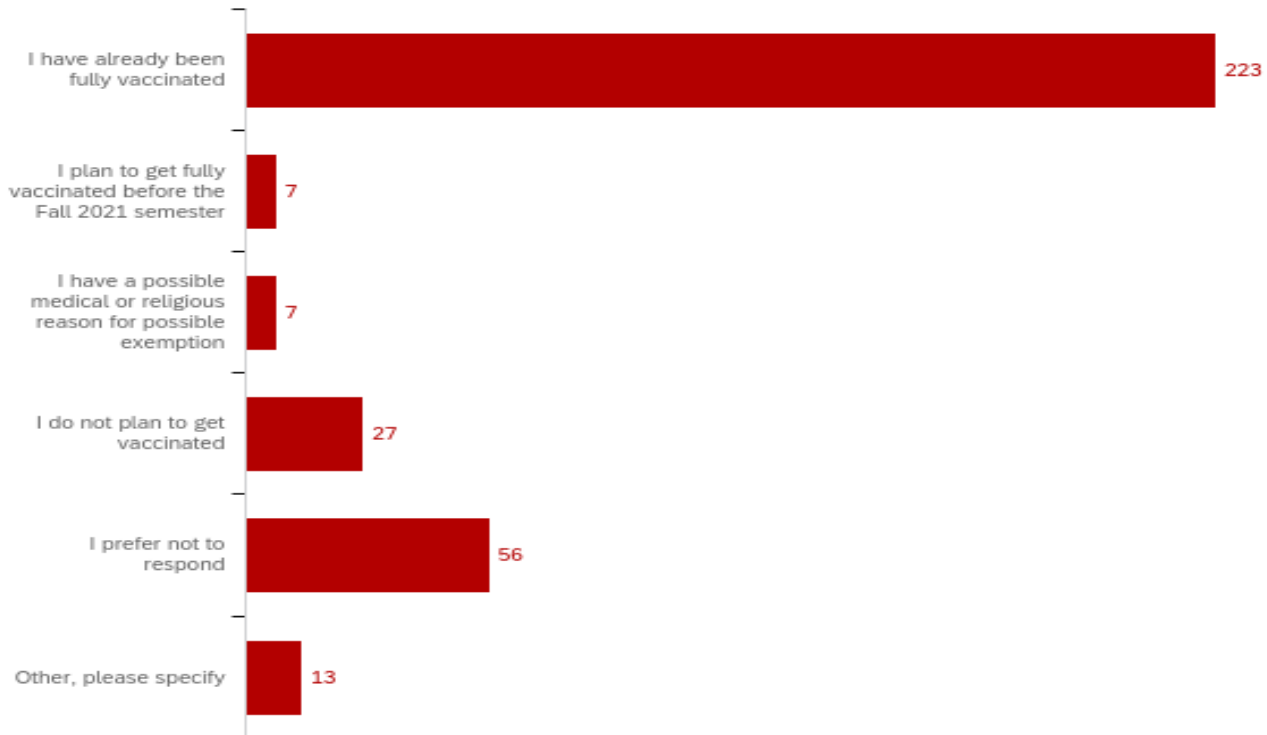
#	Answer	%	Count
1	I have already been fully vaccinated	66.97%	223
2	I plan to get fully vaccinated before the Fall 2021 semester	2.10%	7
3	I have a possible medical or religious reason for possible exemption	2.10%	7
4	I do not plan to get vaccinated	8.11%	27
5	I prefer not to respond	16.82%	56
6	Other, please specify	3.90%	13
	Total	100%	333

Highlight
- More than half of the respondents indicated they are fully vaccinated and 2% plan to get fully vaccinated before the Fall 2021 semester. Over 10% of respondents do not plan to get vaccinated due to medical, religious, or personal reasons.

In which division do you currently work?
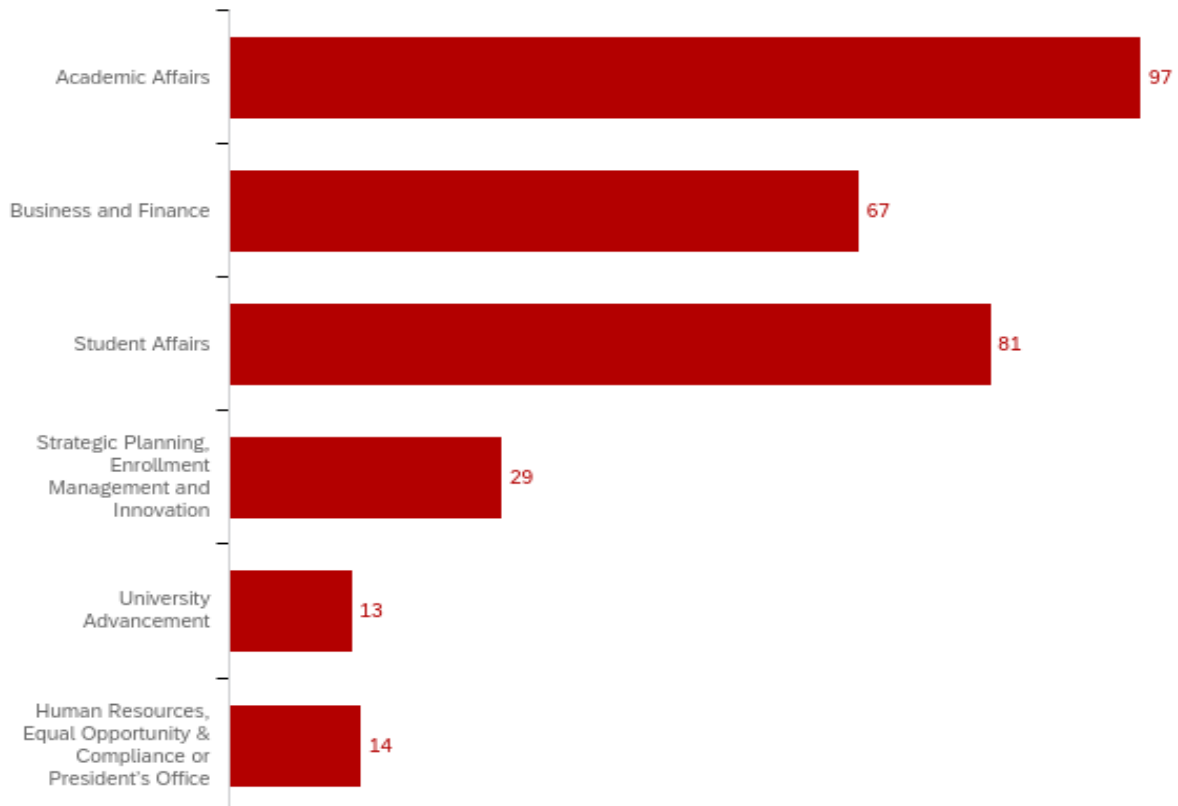
#	Answer	%	Count
1	Academic Affairs	32.23%	97
2	Business and Finance	22.26%	67
3	Student Affairs	26.91%	81
4	Strategic Planning, Enrollment Management and Innovation	9.63%	29
5	University Advancement	4.32%	13
6	Human Resources, Equal Opportunity & Compliance or President's Office	4.65%	14
	Total	100%	301