

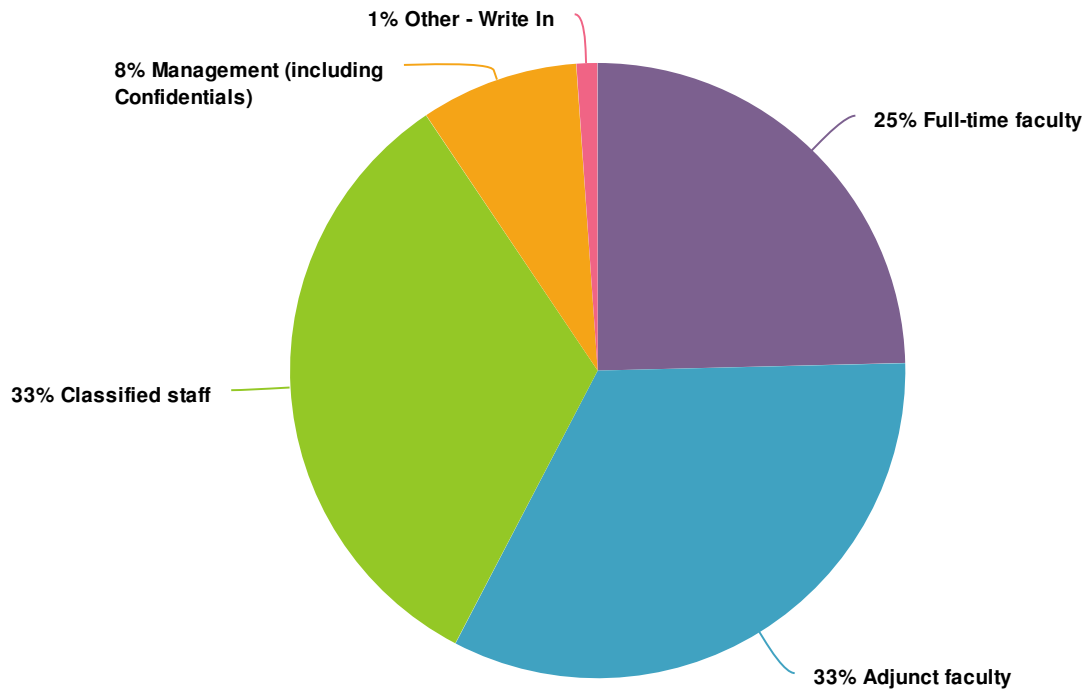
Report for Employee Survey, SMC Plan for Transitioning to On- Ground/In Person Operations and Activities

Response Counts



Totals: 983

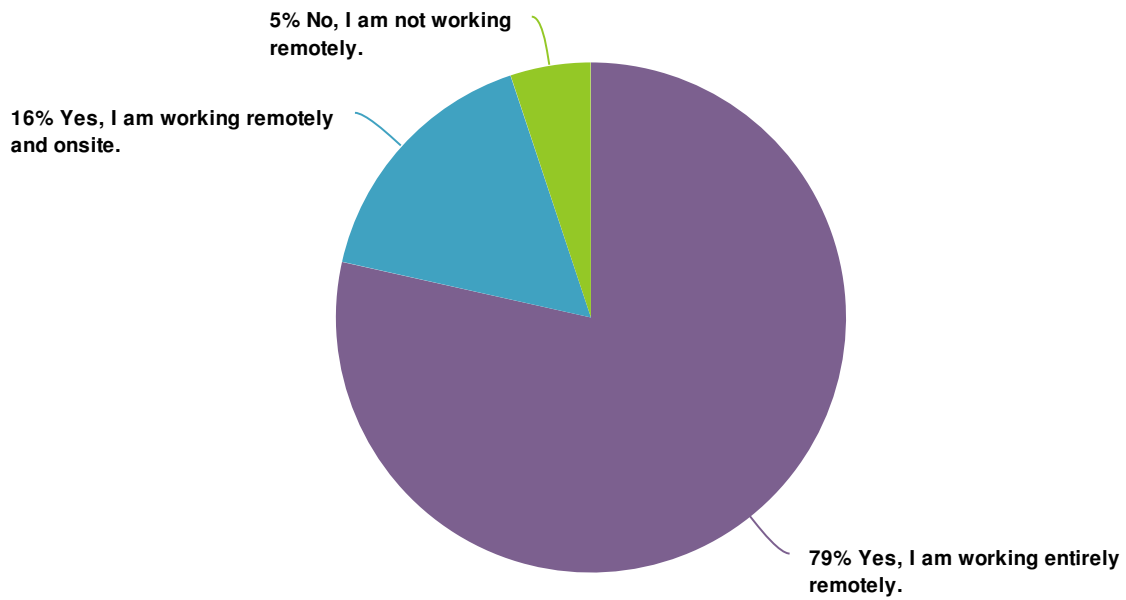
1. What is your primary job classification?






Value	Percent	Responses
Full-time faculty	24.6%	238
Adjunct faculty	33.0%	319
Classified staff	32.9%	318
Management (including Confidentials)	8.3%	80
Other - Write In	1.1%	11

Totals: 966

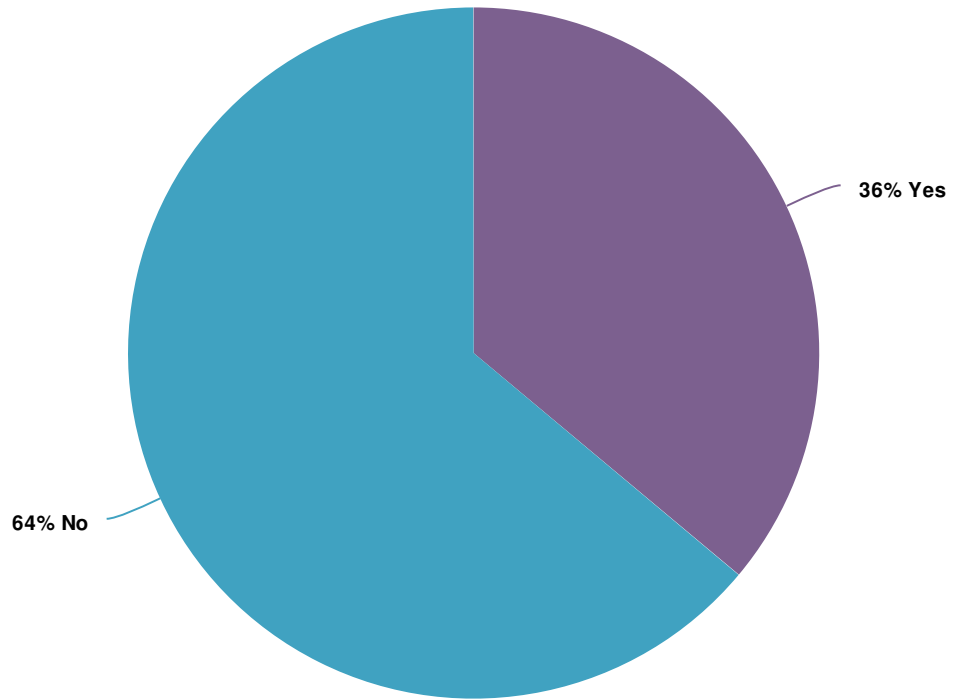
2. Are you currently working remotely?





Value		Percent	Responses
Yes, I am working entirely remotely.		78.5%	759
Yes, I am working remotely and onsite.		16.4%	159
No, I am not working remotely.		5.1%	49

Totals: 967

3. Does your day-to-day job require in-person contact with students?



Value		Percent	Responses
Yes		36.1%	143
No		63.9%	253

Totals: 396










4. Please indicate your level of agreement for the following statements about SMC's response to the COVID-19 pandemic:

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not applicable	Responses
SMC has shown they care about me during the COVID-19 pandemic. Count Row %	402 45.5%	328 37.1%	64 7.2%	77 8.7%	12 1.4%	883
SMC has supported me in the transition to working remotely. Count Row %	358 40.7%	350 39.8%	61 6.9%	72 8.2%	39 4.4%	880
SMC has provided me adequate support and resources during the COVID-19 pandemic. Count Row %	318 36.3%	373 42.5%	95 10.8%	80 9.1%	11 1.3%	877
Overall, I am satisfied with SMC's response to the COVID-19 pandemic. Count Row %	347 39.6%	369 42.1%	81 9.2%	72 8.2%	7 0.8%	876
Totals Total Responses						883

5. Please indicate your level of agreement for the following statements about SMC's communication about the College's response to the COVID-19 pandemic:

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not applicable	Responses
SMC has communicated information effectively to me regarding changes due to the COVID-19 pandemic Count Row %	414 47.0%	359 40.8%	89 10.1%	17 1.9%	1 0.1%	880
SMC has communicated frequently enough about updates and status related to COVID-19 pandemic Count Row %	405 46.2%	361 41.2%	89 10.1%	20 2.3%	2 0.2%	877
Totals Total Responses						880

6. Which of the following challenges or issues have you faced at any time while working remotely? Check all that apply.

Value		Percent	Responses
Managing workload and work expectations effectively		54.9%	354
Accessing the technology and/or other devices or equipment necessary to do my job (computer, monitor, camera, headset, etc.)		47.4%	306
Printing, copying or scanning documents necessary to do my job		46.8%	302
Lack of proper workspace		43.9%	283
Psychological/mental health concerns		40.9%	264
Accessing the software or applications necessary to do my job		39.5%	255
Accessing the electronic documents and databases necessary to do my job		35.7%	230
Working collaboratively with other colleagues		35.0%	226
Concerns with supervising/being supervised		15.8%	102

7. Did SMC do enough to respond to the challenges/issues you faced while working remotely?

	SMC's response was adequate	SMC's response was not adequate	I did not inform SMC about the challenge/issue I was facing	Responses
Accessing the electronic documents and databases necessary to do my job Count Row %	125 56.3%	68 30.6%	29 13.1%	222
Accessing the software or applicatins necessary to do my job Count Row %	132 53.2%	90 36.3%	26 10.5%	248
Accessing the technology and/or other devices or equipment necessary to do my job (computer, monitor, camera, headset, etc.) Count Row %	112 37.3%	135 45.0%	53 17.7%	300
Printing, copying or scanning documents necessary to do my job Count Row %	62 21.2%	113 38.6%	118 40.3%	293
Managing workload and work expectations effectively Count Row %	82 23.6%	145 41.7%	121 34.8%	348
Lack of proper workspace Count Row %	38 13.8%	101 36.6%	137 49.6%	276
Psychological/mental health concerns Count Row %	58 22.2%	74 28.4%	129 49.4%	261

	SMC's response was adequate	SMC's response was not adequate	I did not inform SMC about the challenge/issue I was facing	Responses
Working collaboratively with other colleagues Count Row %	58 26.4%	85 38.6%	77 35.0%	220
Concerns with supervising/being supervised Count Row %	19 19.2%	44 44.4%	36 36.4%	99
Totals Total Responses				348

8. Please indicate your level of agreement for the following statements about your perception of SMC's ability to bring employees back to work on campus and your attitudes about safely returning to work.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not applicable	Responses
I feel confident SMC can bring employees back to work on campus safely. Count Row %	181 21.3%	327 38.4%	187 22.0%	134 15.7%	22 2.6%	851
I believe appropriate safety protocols will be in place when employees return to work on campus. Count Row %	180 21.1%	374 43.8%	171 20.0%	111 13.0%	17 2.0%	853
I understand the safety protocols being implemented to prevent COVID-19 infections on campus. Count Row %	237 28.0%	351 41.4%	163 19.2%	72 8.5%	24 2.8%	847
I have no fear of being infected with the coronavirus while at work because of my own health conditions. Count Row %	114 13.4%	177 20.8%	267 31.3%	278 32.6%	17 2.0%	853

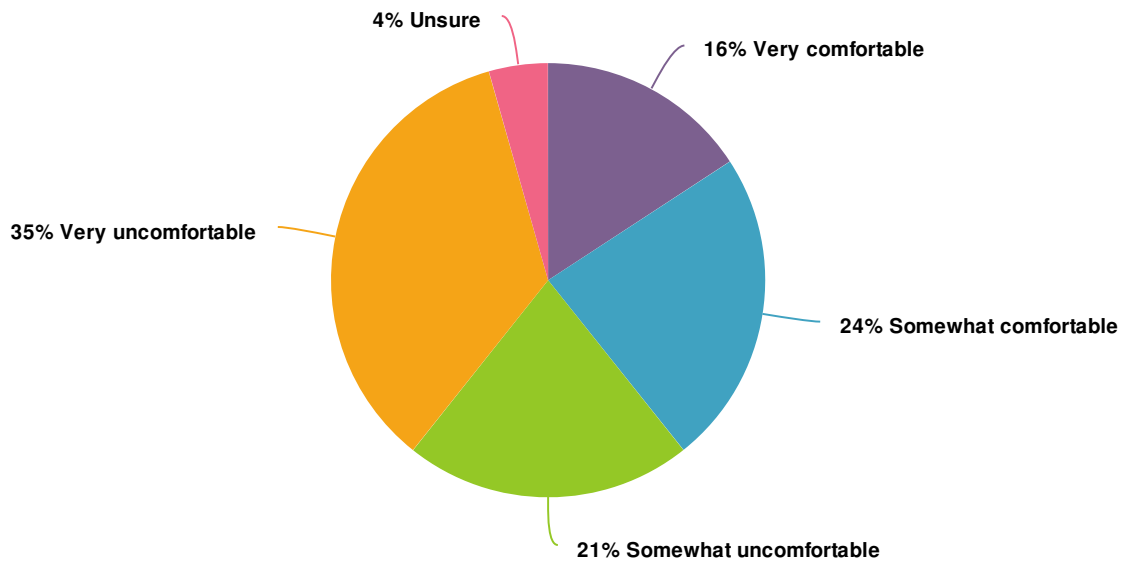
	Strongly Agree	Agree	Disagree	Strongly Disagree	Not applicable	Responses
I have no fear that I will carry the virus home to family members and infect them. Count Row %	107 12.6%	126 14.8%	291 34.2%	304 35.8%	22 2.6%	850
I feel safe commuting to and from work. Count Row %	210 24.7%	339 39.9%	141 16.6%	142 16.7%	18 2.1%	850
Totals Total Responses						853

9. Which safety measures in your immediate workspace do you require in order to feel confident about returning safely to work on campus?

	Yes	No	Unsure	Not applicable to my work area	Responses
Required face coverings Count Row %	723 85.2%	57 6.7%	59 6.9%	10 1.2%	849
Optional face coverings Count Row %	171 22.2%	507 65.8%	74 9.6%	19 2.5%	771
Face shields Count Row %	304 37.5%	302 37.2%	188 23.2%	17 2.1%	811
Individual hand sanitizer Count Row %	684 82.3%	94 11.3%	45 5.4%	8 1.0%	831
Hand sanitizer stations Count Row %	784 93.1%	31 3.7%	19 2.3%	8 1.0%	842
Disposable gloves Count Row %	471 57.0%	219 26.5%	119 14.4%	18 2.2%	827
Daily disinfection of work areas/common areas Count Row %	765 90.4%	42 5.0%	30 3.5%	9 1.1%	846
Physical-distancing protocols Count Row %	703 82.8%	95 11.2%	40 4.7%	11 1.3%	849
Staggered shifts/breaks/days in office Count Row %	548 65.7%	135 16.2%	101 12.1%	50 6.0%	834

	Yes	No	Unsure	Not applicable to my work area	Responses
Staggered students in the classroom/office (some in-person, some learning/receiving services remotely) Count Row %	489 58.4%	137 16.3%	124 14.8%	88 10.5%	838
Daily employee health screening Count Row %	544 65.4%	145 17.4%	129 15.5%	14 1.7%	832
Increased telecommuting options Count Row %	658 78.3%	106 12.6%	55 6.5%	21 2.5%	840
Plexiglass barriers between co-workers/students Count Row %	500 59.9%	162 19.4%	129 15.4%	44 5.3%	835
One-way walking systems Count Row %	410 49.5%	218 26.3%	172 20.7%	29 3.5%	829
Social distance signage/indicators Count Row %	645 76.7%	122 14.5%	62 7.4%	12 1.4%	841
Totals Total Responses					849

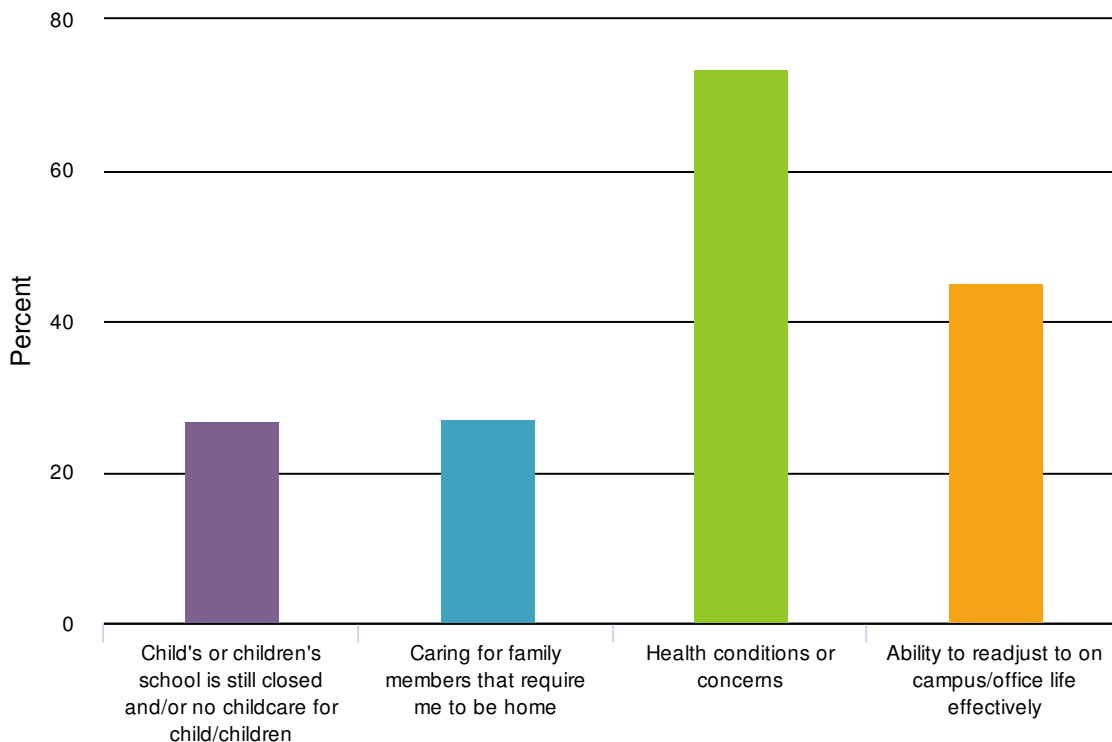
10. Given your current understanding of how safe it is, how comfortable are you returning to work on campus?



Value	Percent	Responses
Very comfortable	15.8%	128
Somewhat comfortable	23.5%	190
Somewhat uncomfortable	21.4%	173
Very uncomfortable	34.9%	283
Unsure	4.4%	36

Totals: 810

11. What concerns do you have about returning to work on campus?
Check all that apply.

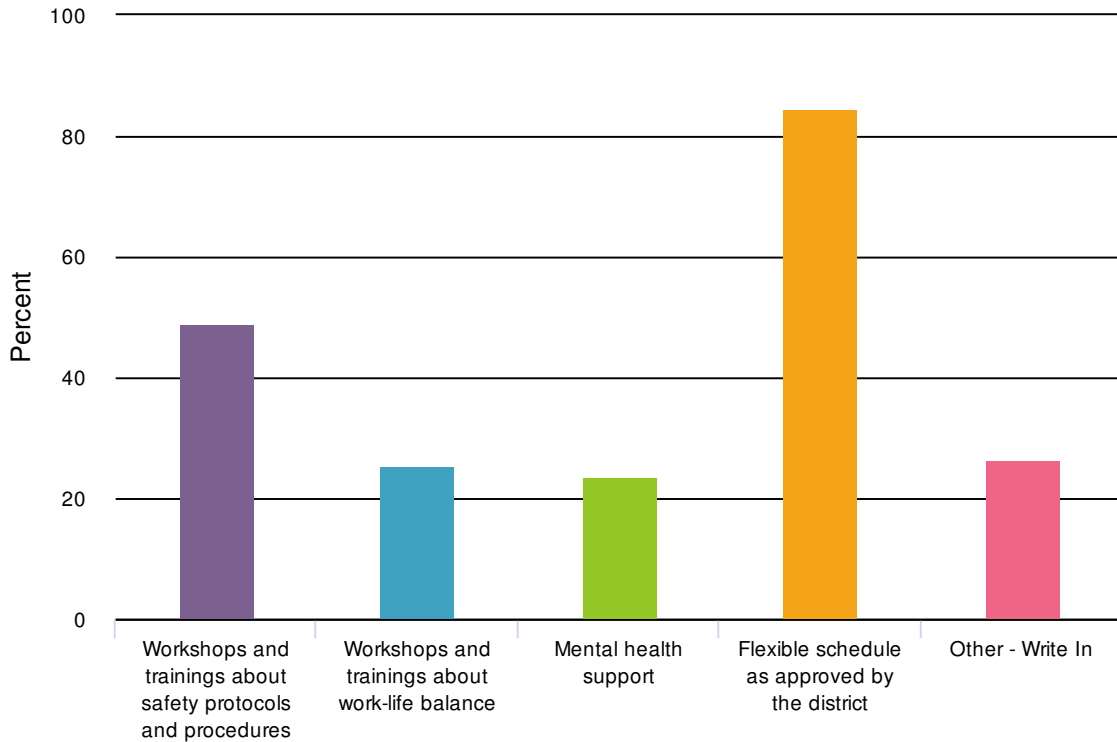


Value	Percent	Responses
Child's or children's school is still closed and/or no childcare for child/children	26.8%	183
Caring for family members that require me to be home	27.2%	186
Health conditions or concerns	73.5%	502
Ability to readjust to on campus/office life effectively	45.2%	309

Statistics

Total Responses 683

12. What support do you need in order to effectively transition to working on campus? Check all that apply.



Value	Percent	Responses
Workshops and trainings about safety protocols and procedures	49.1%	336
Workshops and trainings about work-life balance	25.6%	175
Mental health support	23.4%	160
Flexible schedule as approved by the district	84.6%	579
Other - Write In	26.5%	181