

Faculty Return to Work Survey

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Sponsored by the Hartnell Academic Senate

Sponsored by the Hartnell College Faculty Association

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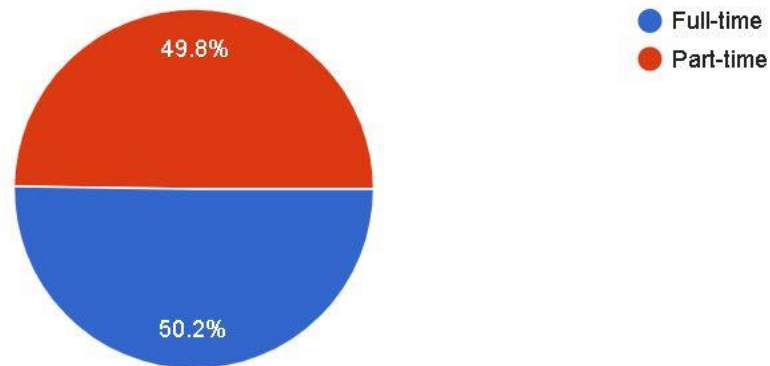
- **The State of California began vaccinating educators on March 3.**
- **Governor Newsom announced 10 percent of all incoming vaccine shipments would be set aside for educators.**
- **Other counties announced vaccinating educators even earlier than the March 3 official date.**



- Sent to all full-time and part-time faculty members.
- The survey consisted of basic demographic data, as well as Likert-scale, multiple choice and short answer questions.
- The survey was created in Google Forms and distributed via email on 02/18/21 and was closed at noon on 02/22/21.

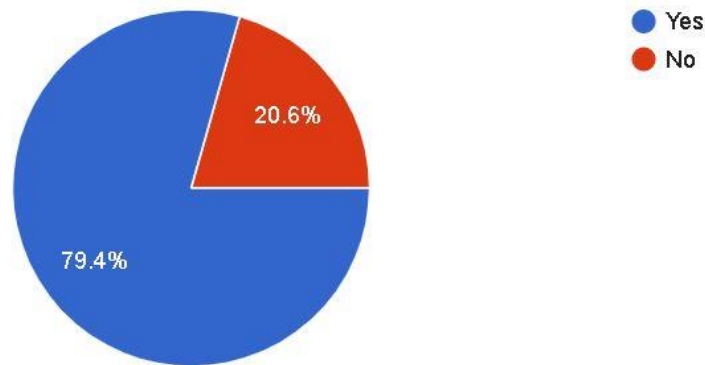
- There were 203 faculty respondents to the survey.
- Of these, 102 were full-time and 101 were part-time. Respondents represented the majority of disciplines at Hartnell College.

Faculty group
203 responses



The District has hinted that employees may be required to have vaccination documentation before allowing to work on one of the campuses. Have you already had or plan to pursue the COVID-19 vaccination?

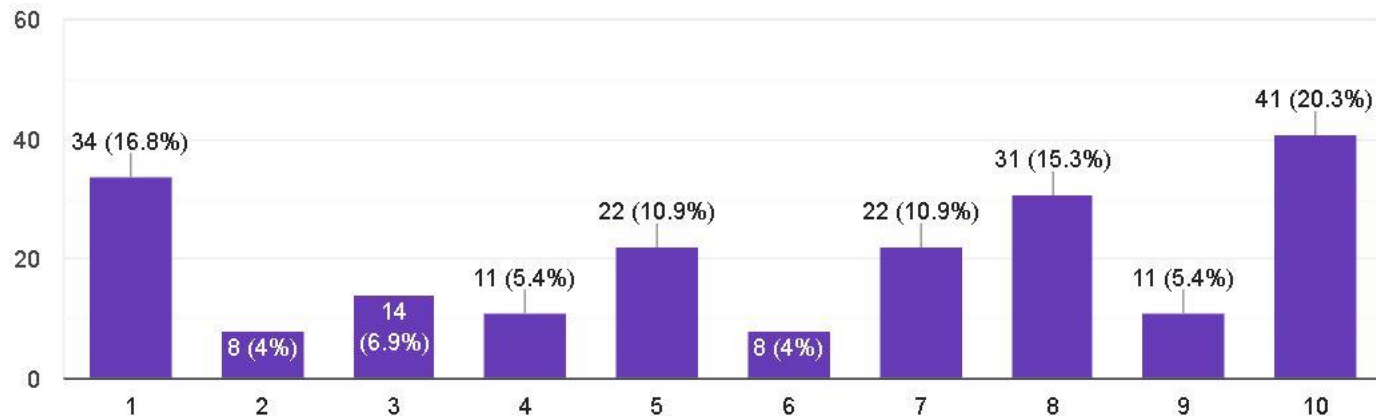
199 responses



- Slightly over 20 percent of faculty indicated they have not/will not receive the vaccine.
- 158 faculty members indicated “yes”, 41 “no”, and four left it blank.
- Of the 41 answering “no”, 18 were full-time faculty.

There is the assumption that all employees on all campuses will be required to have vaccination for reopening. With this in mind, on a scale of 1-10, with 1 being not at all and 10 being completely, how comfortable are you returning to campus?

202 responses

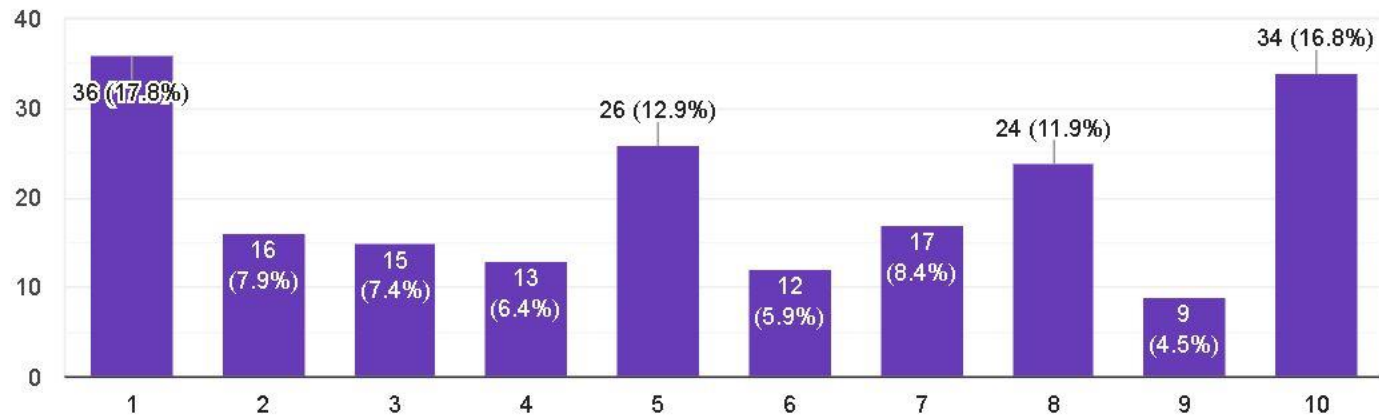


- The majority (55.9 percent) answered above the mid-point.
- However, in terms of comfort, a significant percentage (44 percent) of faculty indicated mid-point or below.



The District has not determined how it will handle on-campus meetings after reopening. In contrast, the Academic Senate will be requiring all of its subcommittees to have a remote option for meetings going forward. With this in mind, on a scale of 1-10, with 1 being not at all and 10 being completely, how comfortable are you attending on-campus meetings after reopening?

202 responses

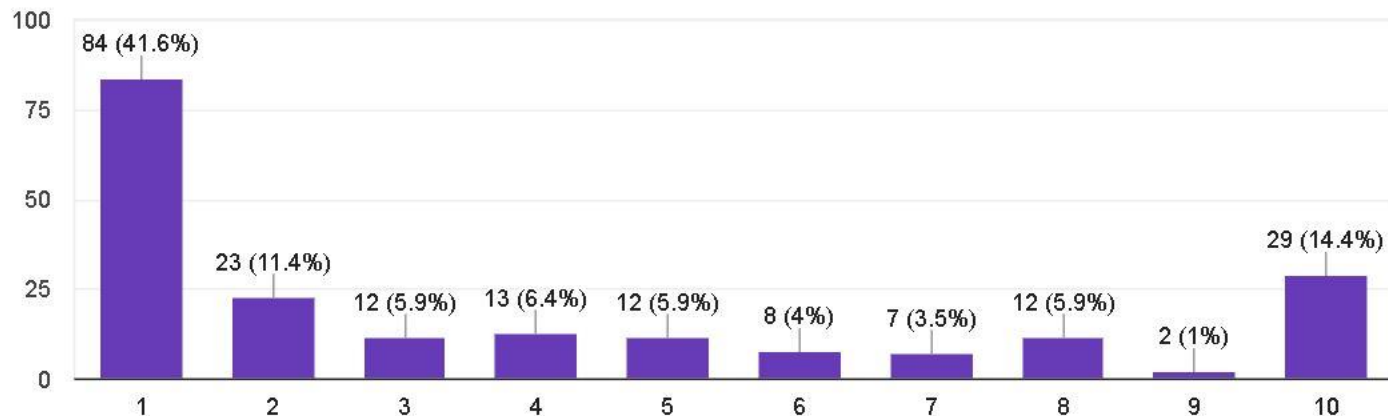


- Fewer faculty were above the mid-point, with only 47.5 percent.
- The majority were mid-point or below, with a full one-third of the faculty (33.1 percent) selecting the lowest three rankings.

QUESTION 4

At this time, the District will not require vaccination documentation for students attending face-to-face classes. With this in mind, on a scale of 1-10, with 1 being not at all and 10 being completely, how comfortable are you teaching face-to-face courses with unvaccinated students?

202 responses



- **71.2 percent of faculty answered mid-point or below.**
- **A full 41.6 percent selected the lowest ranking possible.**



Please list any specific concerns you have about returning to face-to-face teaching at Hartnell College.

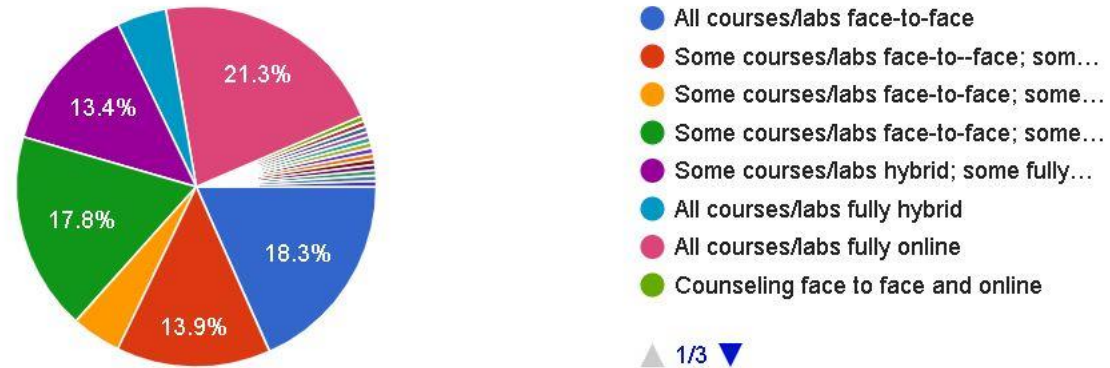
146 responses

- **146 faculty responded**
- The [complete list of concerns](#) is available for perusal.
- **Three main areas of concern were consistent:**
 - Vaccination mandate and timing of reopening
 - Safety protocols and enforcement
 - Fear of contracting COVID-19 from unvaccinated students and carrying it to unvaccinated family members

When you return to teaching, what will be your preferred teaching modality?



202 responses



- 21.3 percent prefer fully online
- 18.3 percent prefer fully ftf
- 17.8 percent prefer some ftf/hybrid/fully online
- 13.9 percent prefer some ftf/hybrid
- 13.4 percent prefer some hybrid/fully online



- Reopening will not be a switch. Only a phased approach with the most willing faculty members for face-to-face classes will provide the smoothest transition. The District needs to find out now which of the faculty are ready to come back face-to-face in the first “wave”.
- 1/5 of the faculty will not be pursuing the vaccine. Some of these are for currently recognized legal reasons; others are not. How will the District address these with its right of assignment?
- The vast majority of faculty are not comfortable returning to campus with unvaccinated students. Forcing an en masse return of faculty all at once would not be advisable and would produce attitudinal barriers.



- Hybrid and online modalities will have a significant increase in demand from faculty. There will also be an increased demand from the student body.
- With this reality, part of the reopening plan from the District should include reconsidering allocation of resources. For example, more hybrid and online education means less space for physical classes/more space for technology and learning support.
- The “new normal” at Hartnell College will not be the same as pre-pandemic...nor should that be a goal. All stakeholders need to acknowledge the lasting fundamental shifts the pandemic has made not only for our institution, but broader society. This reality should be discussed in negotiations:
 - Allowing some faculty and staff to remain 100 percent remote
 - New benefits, such as Internet and/or cellular phone stipends
 - All meetings having a remote option going forward

