

Results from the 2021SP Promoting Organizational Success (HR Survey)

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*Institutional Research
(233 Respondents)*





- **233 Respondents**
- **220 were working remotely**
 - **There was a good distribution of stakeholders FT-Faculty (n= 76), CSEA (n= 56), PT-Faculty (n= 34) & Administrators (n= 29)**
- **72% were working remotely 5 days a week**
 - **Intermittent remote workers consisted of CSEA (n= 19) PT-Faculty (n= 16) and FT-Faculty (n= 11)**



60% (n= 123) survey respondents favor remote work experience

Benefits Include:

- **Increased Flexibility, and Productivity (n= 57) (e.g., Closer to family, no commute, fewer distractions)**
- **Avoid COVID (n= 11)**

However,

- **Responses differ by position with 50% split among faculty who cite student development**
- **75% CSEA & Admin favor remote work experience**

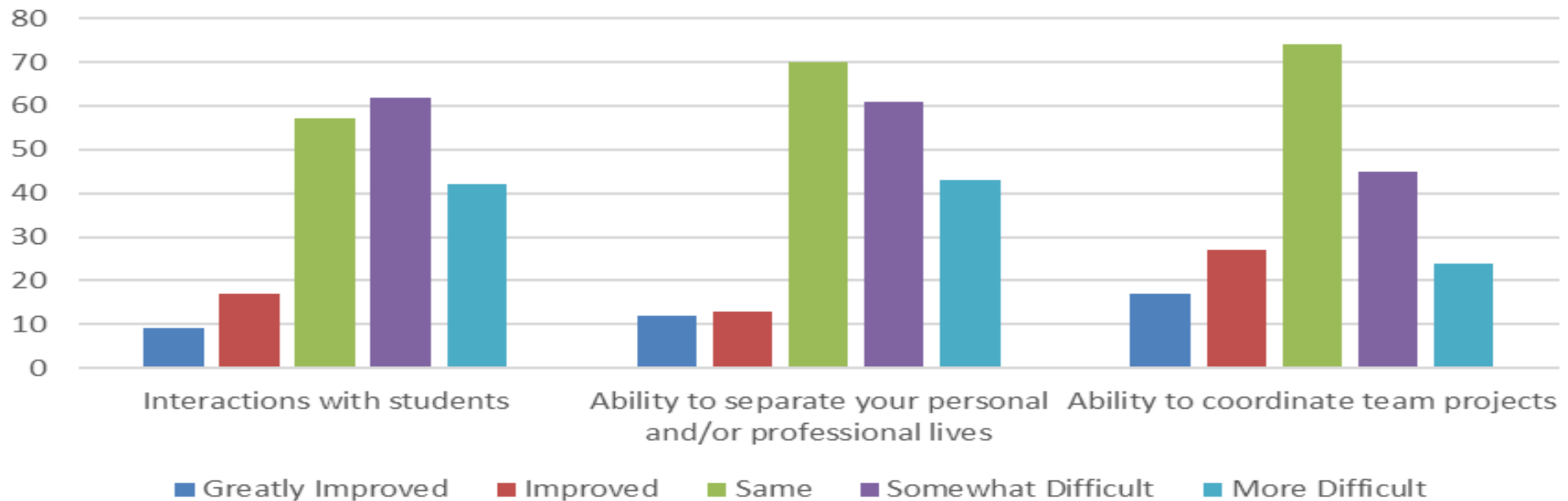
Potential Issues include:

- **Concerns with student development (n= 20)**
- **Fewer collegial/social experiences (n= 8)**
- **Small children (n= 2)**
- **Health weight gain/Overwork (n= 2)**
- **Technical Issues (n= 2)**

Question 4: Impacts of remote work



Q4: How has the transition to remote work impacted your...



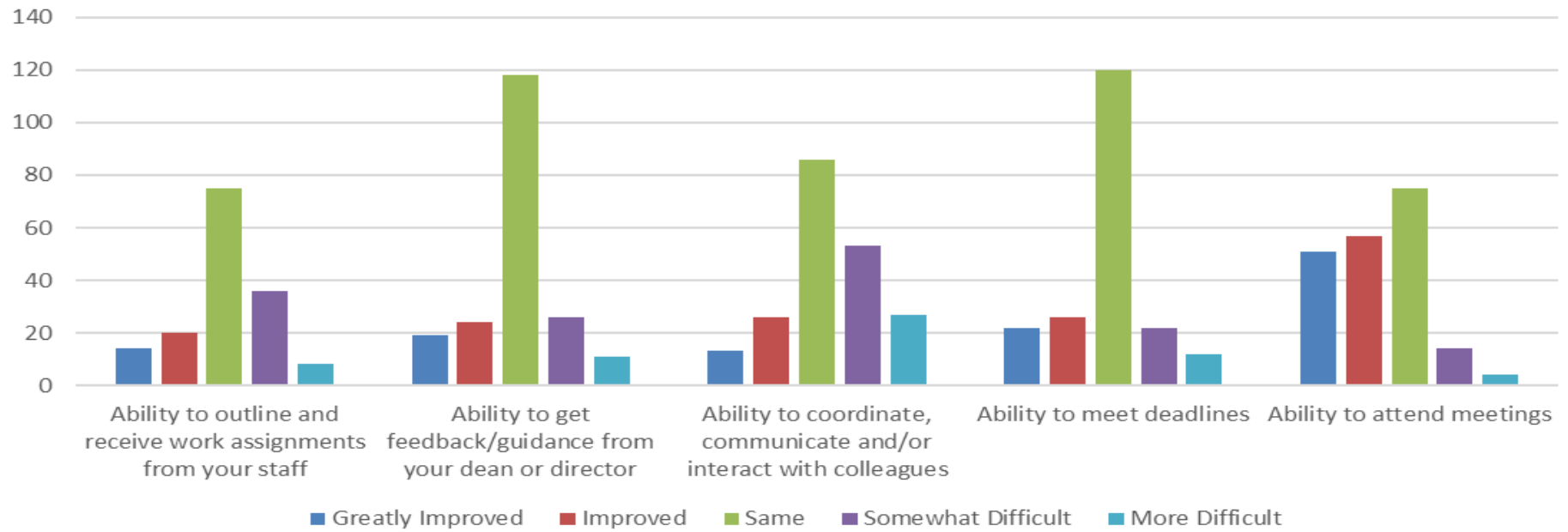
Largest impact of the transition has been ‘interactions with students’ and their ability to separate personal & professional lives, based on statements that they’re working longer, are more productive and concerned with student development.

- 65% of responses report as Same or Somewhat difficult.

Question 5: Productivity/Interactions



Q5: How has the transition to working remotely affected your ...?

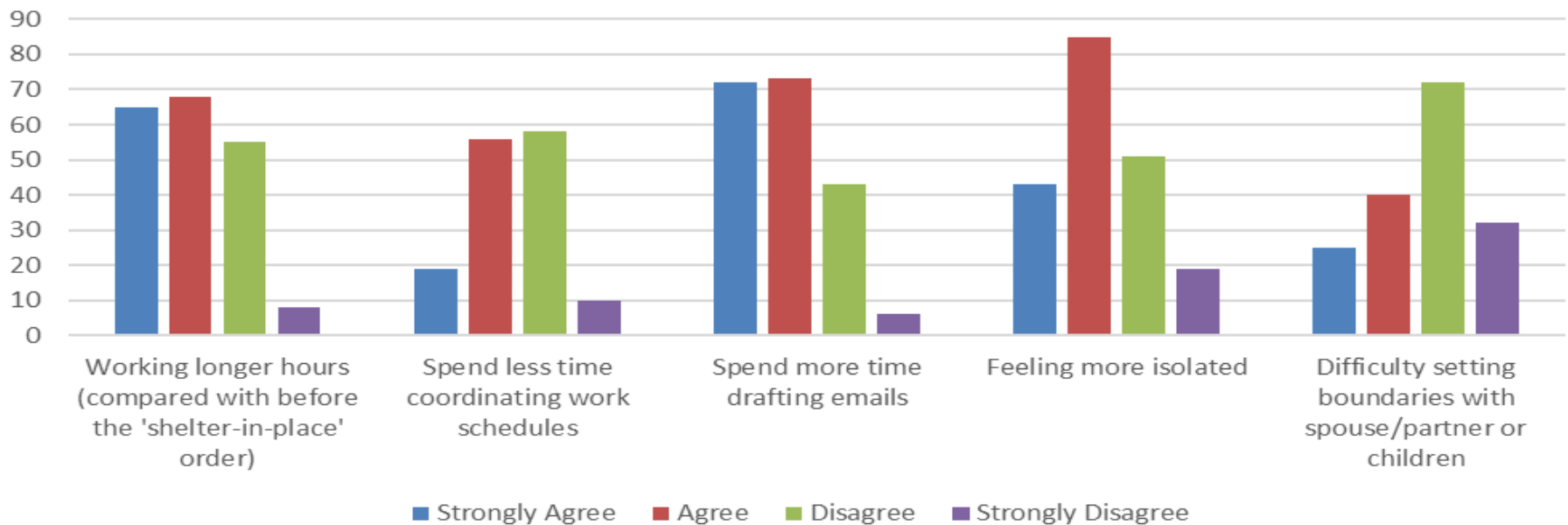


- Many favorable comments, like increased productivity and/or flexibility (no commute, ability attend more meetings, and coordinated schedules across campus(es)).
- Respondents miss collegial interactions, so timely email responses are now more important.
- There is a 50/50 split among faculty, who are generally concerned with student development

Q6: Work-life balance



Q6: How has your work been impacted, since the college transition to working remotely? Are you...?

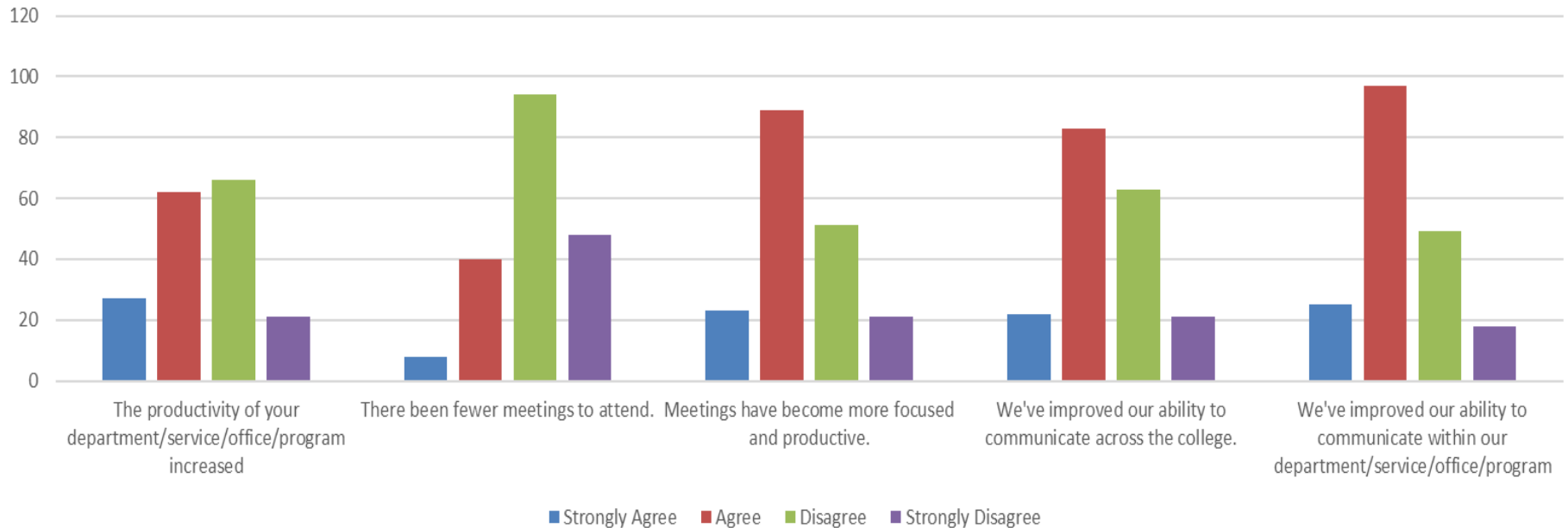


- Even though 68% of survey respondents say they're working longer and 64% feel more isolated, the majority 66% say that remote work is a viable long-term option for their position. Note: Varies by position (re: Q10).
- Difficulty setting boundaries applies to those with small children.

Q7: Productivity measures



Q7: Has/Have ... as a result of the remote work experience?



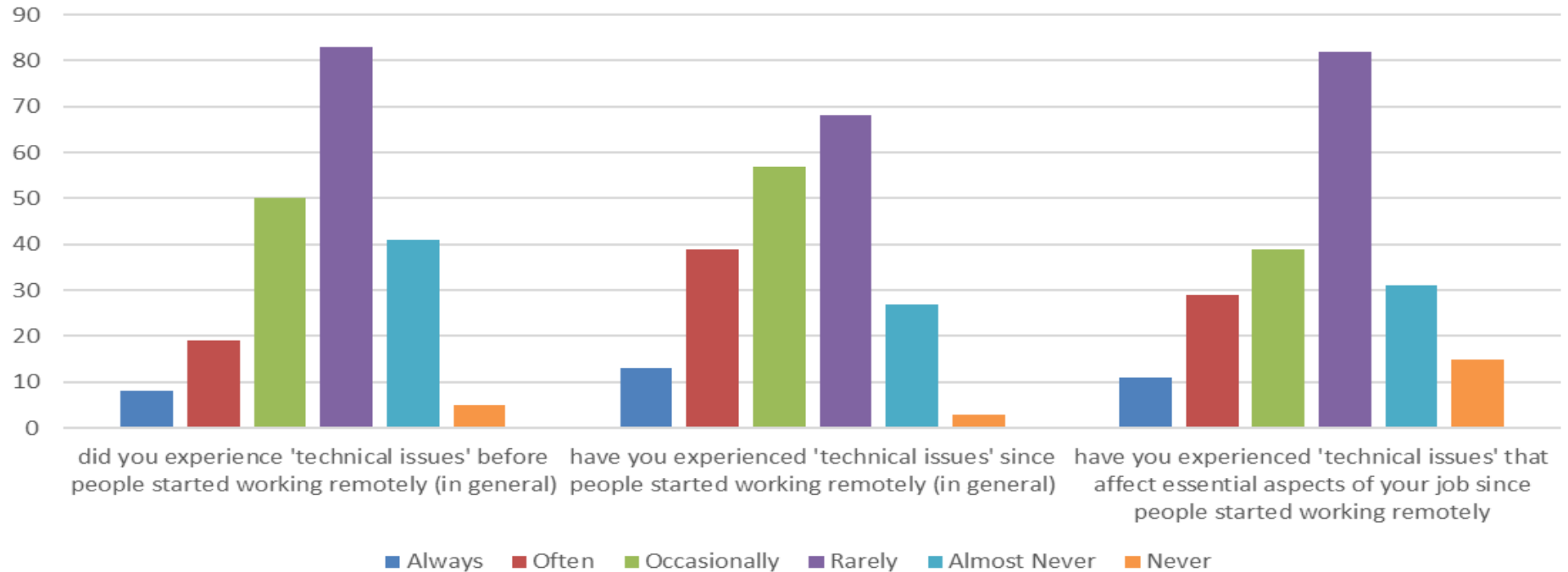
Response to remote meetings are favorable (includes counselors & multi-campus positions):

- **55%** say it's easier to communicate across campus
- **61%** say meetings are more focused
- **65%** say communication has improved in their office

Q8: Technical Issues: Good News



Q8: How often ...?



Technical issues have largely focused on internet connections (n= 53)

- Most of the Hardware issues (n= 20) have focused on chromebooks, hotspots and/or need for dual-monitors
- Occasionally = every other week, Rarely = once a month, almost never = once a year



71% (n= 149) said they had the equipment and/or technology to be successful working remotely

- **33% (n= 18) cited dual monitors/laptop**
- **28% (n= 15) cited office equipment, chairs desk, printers**
- **19% (n= 10) cited internet access**
- **21% (n= 11) cited special needs (software, kiln)**

66% felt that working remotely was a viable long-term option for their positions, again split among faculty

- **72.4% Administrator**
- **65.5% Classified CSEA Staff**
- **72.7% Confidential Staff**
- **52.6% Full-Time Faculty**
- **44.1% Part-Time Faculty**