



SAN DIEGO COMMUNITY COLLEGE DISTRICT

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CITY COLLEGE | MESA COLLEGE | MIRAMAR COLLEGE | CONTINUING EDUCATION

Student Services

COVID 19 Survey

Updated: 01/05/2021

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Survey Demographics:

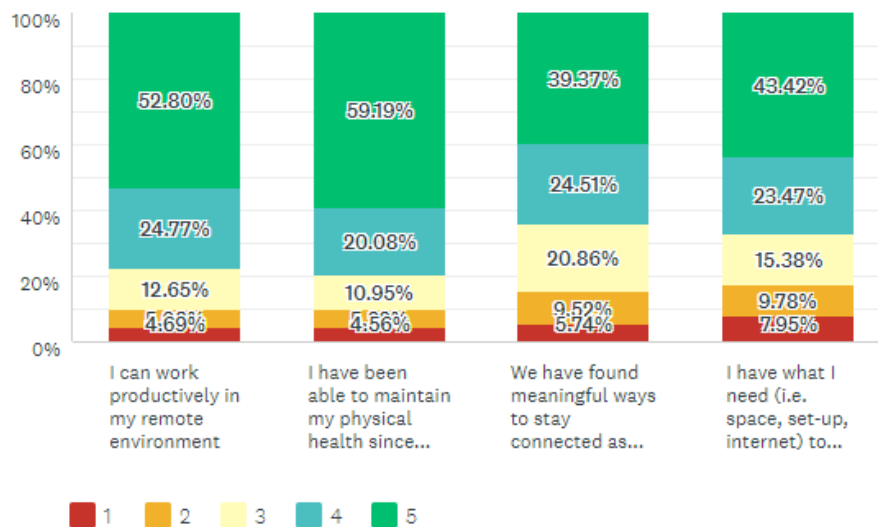
Responses as of 01/05/2021 – 820

ANSWER CHOICES	RESPONSES
Faculty Member	51.34% 421
Classified Professional	32.93% 270
Administrator/Supervisor	15.73% 129
TOTAL	820

ANSWER CHOICES	RESPONSES	
San Diego City College	19.27%	158
San Diego Mesa College	26.95%	221
San Diego Miramar College	18.90%	155
San Diego Continuing Education	17.32%	142
District	17.56%	144
TOTAL		820

Well Being:

On a scale of 1 to 5, with 1 being strongly disagree and 5 being strongly agree, how would you rate the following statements?

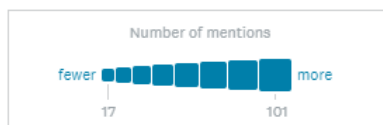


	1	2	3	4	5	TOTAL
I can work productively in my remote environment	4.69% 36	5.08% 39	12.65% 97	24.77% 190	52.80% 405	767
I have been able to maintain my physical health since working remotely	4.56% 35	5.22% 40	10.95% 84	20.08% 154	59.19% 454	767
We have found meaningful ways to stay connected as colleagues while working remotely	5.74% 44	9.52% 73	20.86% 160	24.51% 188	39.37% 302	767
I have what I need (i.e. space, set-up, internet) to effectively work remotely.	7.95% 61	9.78% 75	15.38% 118	23.47% 180	43.42% 333	767

What is one thing SDCCD can do to better support you while working remotely? (Full Responses on Page 6)

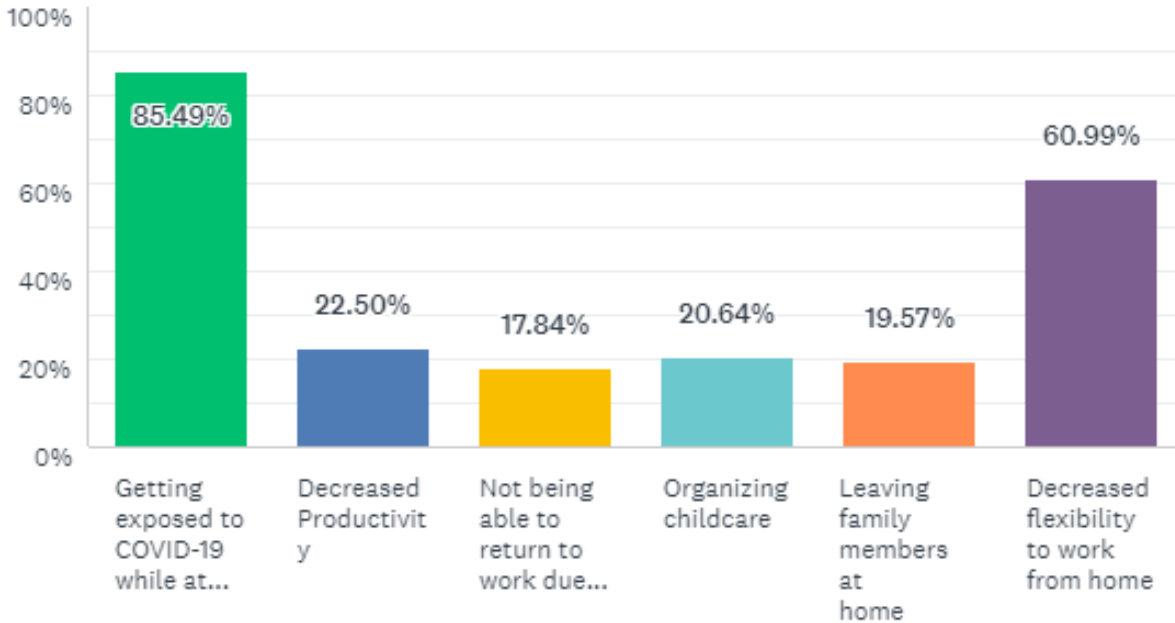
Word cloud:

district online us employees home well time SDCCD use internet
 computer pay students staff Provide office work
 work home need access support request better teaching
 working remotely supplies equipment make help etc
 technology



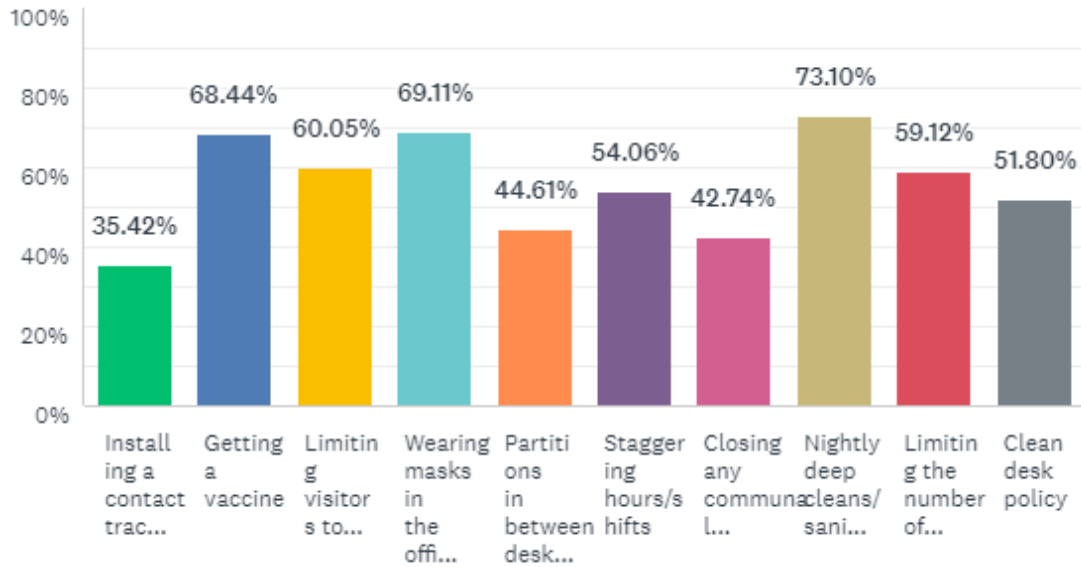
Return to Work:

Which of the following are concerns you have about returning to work in person? (select all that apply)



ANSWER CHOICES	RESPONSES
Getting exposed to COVID-19 while at work	85.49% 642
Decreased Productivity	22.50% 169
Not being able to return to work due to health reasons	17.84% 134
Organizing childcare	20.64% 155
Leaving family members at home who need assistance	19.57% 147
Decreased flexibility to work from home	60.99% 458
Total Respondents: 751	

Which of the following safety measures recommended by the Centers for Disease Control and state and county public health agencies, would you make you feel safe returning to work in person:



ANSWER CHOICES	RESPONSES
▼ Installing a contact tracing app	35.42% 266
▼ Getting a vaccine	68.44% 514
▼ Limiting visitors to building	60.05% 451
▼ Wearing masks in the office/classrooms	69.11% 519
▼ Partitions in between desks/workstations	44.61% 335
▼ Staggering hours/shifts	54.06% 406
▼ Closing any communal spaces	42.74% 321
▼ Nightly deep cleans/sanitation	73.10% 549
▼ Limiting the number of employees in the building	59.12% 444
▼ Clean desk policy	51.80% 389
Total Respondents: 751	

Do you have any other comments or concerns? (Full Responses on Page 32)

think_{return} also better people_{used} vaccine_{one} need_{return} campus
time_{work} home concerned_{building} work_{home}
students_{masks} will_{option} employees_{classes} office
return work campus_{none} District_{open} staff_{many} safe



Open Ended Responses – What is one thing SDCCD can do to better support you while working remotely?

#	Responses
1	Offer compensation for Internet service. Most of us had to upgrade our internet, because due to the pandemic everyone in the household had to work from home.
2	Offer more training sessions/webinars on software programs, works tips on time management, organization, creating effective workspaces at home, mental health, etc.
3	I'm good with what I need.
4	A stipend for faculty/staff experiencing work-related financial challenges. I had to increase my internet expenses and I now take up the only computer that was once used by my entire household.
5	The biggest help would be to remove the storage limitation or increase the space available for email. It's been challenging to archive in the remote environment, and my email is consistently full. Additionally, it would be very helpful to continue the process of updating district forms and making them into fillable PDFs that are more easily enabled for electronic signatures and record-keeping. Lastly, some staff do not have the economic means to upgrade their internet speed or to purchase home office equipment that could improve their work product. While acknowledging the very tight budget limitations we have at the moment, any consideration that could be given to staff stipends for internet speed upgrades, in particular, would be very helpful. We have made very good use of the laptops and other technology available through the district, but this equipment is often fairly outdated and staff have needed to purchase items on their own, so even a small stipend would likely be greatly appreciated.
6	More tech support for students and more availability of all dept to students daily- by phone and zoom. Less only email options!
7	Emotional support, motivational speakers, wellness counselors
8	Provide high speed internet service.
9	Ensuring that people have the correct equipment (supplies, furniture, technology) etc. to work as healthily and as easily as possible from home.
10	Use of office computers at our homes.
	decrease workload
	seriously evaluate what work is a priority- I spend so much time on tasks that are meaningless/unimportant right now
11	not hold so many Zoom meetings- they are exhausting, not productive, and sometimes take 4-6 hours of my day
	provide recognition/support of people who live alone (I know personally, my mental health is suffering), as well as flexibility for people who have families they are helping to care for.
12	Provide wi-fi hot spots to employees. Having internet access is an expense that should be covered by SDCCD.
13	Honestly, I feel SDCCD is trying it's best.
14	provide additional staff

15	Having an ergonomic workspace and an allotment/supplement for either upgraded internet or hotspots. Many faculty have utilized their own finances to upgrade their computers/workstations/software/internet. These upgrades far exceed the \$200 cap on reimbursements. What can be done to support the faculty who have done that in order to retain and provide our students with the best education they could under the given circumstances?
16	Hmmm...support with increased utility bills while working from home?
17	support collaborative tools with professional development
18	SDCCD and my co-workers have provided me with everything I need to assist our students.
19	Use of a better laptop. Current loaner laptop has a deep freeze so not all software can be updated, limiting access to many websites.
20	Continue allowing flexibility to employees post-COVID. As a chronically ill employee, I have been unable to work for the District when I am physically ill, even though I am mentally able to do so. Allowing employees to work from home when they need to not only increases productivity for the SDCCD, but provides higher quality of life and job satisfaction to employees. I am not suggesting that everyone wants to work remotely, but it should be at the very least an occasional option with supervisor approval.
21	Better access to the Campus lab area to create videos, maintain equipment or pickup items for demonstration during remote instruction. The current system is too restrictive resulting in lost opportunities for students and equipment that is not properly maintained.
22	Just continue to give us an early idea of potential plans, as you have been doing. You've been very helpful so far.
23	One of my biggest challenges has been ergonomics. I don't have a comfortable space and the necessary support items in my home to sit ergonomically. Borrowing an office chair would be helpful, as well as other small items (like a wrist support for in front of my mouse, or an ergonomic keyboard).
24	Our district has been phenomenal. I barely knew how to click a mouse, and still struggle, but I have felt supported the whole time. I'm proud of all of us, even myself
25	Offer adjuncts a stipend for the training we undertook or allow additional paid office hours to compensate higher student demand.
26	I think they offer everything I need at the moment.
27	More ergonomic accessories
28	Fewer e-mails! It's tough to focus and communicate with students with 20 e-mails a day from a bunch of programs. Maybe weekly summary e-mails with links to the information? It might be easier to sort through if it's a 'pull' of information, rather than a 'push'.
29	class is lab class. Really needs to be done in person.
30	On the SDCCD FAQs on anonymous questions and answers about benefits, pay, disagreements in one easy spot. Instead of looking at different locations.
31	Increasing the training for remote teaching
32	More equipment access

33	Let me check out limited video production equipment, so I can do (safe) in-person tutorials.
34	Especially considering the loss of adobe flash on Jan 1 2021, we desperately need access to virtual labs and computer programs in lieu of in-person laboratory courses.
35	Better laptops/ access to monitor screens
36	offer \$ incentives for attending so many webinars
37	Still feel isolated.
38	Reduce number of meetings
39	Build With Mesa Buddies is helpful, which is where I can assist students to cruise aka Canvas, so students and I enjoy learning while being online because it is different from how to teach face to face class.
40	I would like to be able to update the software on my district laptop (Perkins funding) myself, rather than having to bring it in to the IT office
41	More training on the technology required for those of us who were "not born yesterday"
42	Phone or internet stipend.
43	Provide direct support to students without putting faculty in the middle of it.
44	?
45	I would like to have my work computer available (not just a loaner laptop) for use OR have the same programs (i.e. Adobe Pro) added to my home computer in order to do my counseling work effectively rather than having to buy all of my own computer equipment and software on my own.
46	More timely responses to emails or an informal messaging platform would be really helpful.
47	Nothing additional at this time.
48	Allow us to continue the practice of working remotely as part of the regular work day routine, after the pandemic eases restrictions.
49	I can't think of anything at this time; SDCCD has been doing a great job. My manager specifically has made a point to make sure I feel supported.
50	I'm sitting and working on Zoom the majority of my time. It would be nice to have a stand-up desk but I realize this is not an option.
51	Maybe having a Canvas Page with announcements. Emails can be overwhelming at times as there are so many and hard to dig through.
52	More pay.
53	Continue regular communications regarding any changes.
54	provide a dedicated person who can help us with outreach and technical help for our students - each faculty would be assigned a specific person to whom they can reference their students
55	Provide employees with internet, good headphones and a printer.

56	Provide free childcare.
57	assist with electricity bills
58	Open campus because my classes can not be taught on line
59	Support adjuncts as well as contract faculty. When there's "limited" microphone, headphones, laptops, cameras, etc. who gets them first?
60	Update the district webpage to reflect accurate time frames for business processes. For example, if the website says that an evaluation takes 4-7 weeks but is actually taking 3 months or more, for this to be represented on the website to avoid irrate students expecting an earlier date.
61	Increase email capacity. Sent wifi boosters or mi-fi access.
62	Allow campus access to record tutorials in a quiet environment (it's pretty loud at home with two kids on their own Zooms!).
63	Continue having consistent communication with all community members, defining remote workplace goals, and continue to provide mental/physical health resources.
64	Nothing. It is what it is.
65	That one is pretty tough. I have everything I need to get it done, and SDCCD is doing what it can I feel. I think a bit more technology support for the students, and technology support for the professors (as my personal machine wasn't designed to download and host 20+ students worth of work) would be a good start for multimedia. It just becomes incredibly difficult and time consuming to overcome technology limits without the presence of our computers. And mine isn't all that powerful to begin with. In short. Technology grants so that I may update my system to better serve the students.
66	More equipment such as printers/scanners.
67	Offer a day each month to pick up supplies or equipment to use at home (i.e. office chairs, general office supplies etc.)
68	REMOTE MEETINGS ARE OK BUT WE MISS THE INTERACTION WITH OTHER STAFF MEMBERS, ALSO, IT TAKES MORE TIME TO GET ANYTHING DONE
69	Like everyone else, I'm working too many hours. How do we put constraints on the hours. Also, is there a way to systemize consecutive zooms? For example, can the standard be 50 minute zooms so that people have time for bio breaks between the zooms.
70	I'm impressed with the support Mesa College has offered however one area that I would like to see them make available is reprographic services for both students and faculty.
71	Reimburse what we spent in "panic" mode to get us up and running online. There is now an established way to seek approval and reimbursement. However most faculty purchased items without "approval" because there was no approval to be had. We had 1 week to get up and running to teach our students.
72	Help with supportive software

73	Communication
74	I felt very supported.
75	N/A, I have everything that I need to work remotely.
76	Nothing as long as supervisors and managers are ok with health breaks during the day such as stretching and walking.
77	I actually think the District has done as good as job as possible in supporting me to do my job teaching students.
78	Take on the responsibility of better supporting students. As a faculty member, I have spent countless hours helping students with tech help. There should be a place (remote) where students can drop in for tech help. I want to be able to send my students to someone for help. Tutorial videos only do so much for some of them. I would greatly appreciate some of the burden being lifted from instructors' shoulders.
79	The district needs to listen to their employees. I have express my needs to be able to work remotely several times to all of my supervisors and even completed the first SCDDC survey requesting reliable internet with no luck. It's been 2 semester now since we started working from home and I still struggle to complete my daily tasks due to unstable internet. I did not have strong internet at home before the pandemic. I paid out of pocket to increase the speed to be able to work, but I'm not the only one working from home in my household so it is still not enough internet speed. I cannot afford to keep increasing my internet speed which is why asked for support. Now, I'm not only expending my own money to be able to work from home, but I'm constantly risking my health traveling to different locations with internet around the community in order to work. Having a desk or a chair from work is not enough support from the SDCCD to work remotely. My work quality and productivity is expected to stay the same from when I worked on campus without support.
80	Office supplies!
81	Since Covid-19 we were rushed out of the workplace and were not provided with adequate District notebooks. I'm using my personal notebook which is 2 1/2 years old and sometimes it can't accommodate some of the work that I need. We should also have 2 monitors it is sometimes difficult working with one monitor.
82	At this point, I think I am doing o.k. My internet connection sometimes kicks me out of my class. That is embarrassing. We upgraded it, but it seems not to be sufficient sometimes.
83	Continue to provide access to services and programs such as Adobe on home devices and provide a stipend for paper and ink used from home printers (items printed for face to face labs from home devices).
84	Create an online advisor/consultant program similar to "Mesa Buddies" but specifically for online work related issues and skill development (Zoom settings, streaming quality, video creation/enhancement, workflow redesign, etc.)
85	An easier way to make phone calls to employees instead of using personal cell phone
86	response time to students via phone or email. Many students keep telling me that no one calls back or emails. They attempt 3-4x before any reply (Financial Aid and General Counseling).

87	No feedback. I am doing ok for now :)
88	Not sure
89	A stipend to assist with purchase of office equipment and supplies such as a desk riser, chair, faster internet.
90	Provide a stipend for WFH equipment.
91	ergonomic office funds
92	Financial assistance to pay for my increased Internet and electric bill.
93	Respond to requests for equipment upgrades, ergonomic furniture, etc. Help subsidize better Internet connections.
94	Nothing. They have done a great job.
95	The district has been incredibly supportive and in my view has gone above and beyond with Professional Development webinars, information updates from Chancellor Carroll and daily staff meetings to address staff questions or problems. I've very proud of how the SDCCD has kept it's employees, students and business partners safe and well informed. All I can advise the district is to keep it up, I trust their judgement and hope to be back in the office before the Fall 2021 semester. One thing that would make me able to work equally as effective from home as the office: Can a remote-access software (Currently using VMWare) that supports two monitors could be provided to the IT developer staff. The district has done an amazing job handling the pandemic's challenges!
96	I don't really think their is one thing that they can do better to support us. I feel they already are. We already get discounts on computers, Microsoft programs.
97	Assure to allow us to continue working at home until we have the vaccine.
98	Furniture, work space, computer, technology support
99	Better access to technology and ergonomic resources.
100	Have someone help me to improve the new email system. I seem to lose some emails from home, don't receive some, and don't have access to my folders.
101	n/a
102	A ring light, video editing software, decent headphones
103	My home technology is a bit older and my hard drives are filling up quickly with all of the documents I am processing. A "work laptop" would be nice to have. I am also sensitive to the budget situation, so I understand the barriers.
104	Not assign synchronous (i.e., Remote rather than Web) classes to instructors unless they specifically request it.
105	Continue allowing me to work remotely until I get the vaccine
106	The equipment I operate precludes remote operation.
107	Managers providing realistic benchmarks versus micromanaging.

108 Many faculty members just upgraded Internet service and bought new high-end router. Often 3-4 year old computers cannot handle the higher Internet speeds, thus a new computer purchase follows. While contract faculty might be able to afford such purchases in their own dime, many of our adjunct faculties might not...it would be great if some of the CARES Act monies will be used to support online instruction?! Online Instruction is only as good as the instructor and his/her equipment!

109 Better ways of assessing cheating with UniCheck. Specifically, if it shows that a student's paper matches another paper, then we should be able to see the name and paper of the student it matches. Currently, it's private -- even if I can see that it's another student in my class and for the same assignment. This is a completely useless feature if I can see that students are submitting similar work but am unable to easily identify which students it is. Even if it is not intentional on the student end, it would be useful to just be able to point out to them the similarities and remind them to submit individual work.

There are also other Canvas features that would be nice to have released for us.

110 computer equipment, office equipment, school access, teach from school option

111 To avoid technical changes in our web, Camvas, etc.

112 Can we have microsoft office products and increase the email storage space

113 Provide funding for office supplies, provide funding for extra work that faculty have had to do (outside of regular duties) as a result of the pandemic and working remotely particularly in converting hard to convert courses.

114 Provide facilities for adjuncts to prepare and conduct remote classes with proper resources and connectivity.

I've been able to figure out things pretty efficiently. As Gallery Director, once in a while I have problems with forms that are required for our Co-Curricular payments to Vendors or Honorariums for Speakers. If they were populated online rather than having to figure out how to use Acrobat to attach signatures and then have to email to Dean and Business Services. Other institutions have fillable online forms that make it so much easier. This could also help us be more efficient when we go back to in person.

115 In terms of teaching, Canvas has been working really well and the support from Librarians and others has been great.

Though internet is once in a while spotty, especially with other members of the family having to Zoom too, we've been able to alternate our schedules to work around it. I would have to pay a lot more to my provider COX for a higher level of internet. I don't want to do that.

116 provide strong and fast internet service

117 teacher assistants to help students during office hours

118 Keep up the informative seminars that are being provided for us.

119	better processes for access to technological resources
120	Provide more assistance to campus staff addressing student-related issues. There are too many student inquiries and needs and too few staff members. This directly places stress on faculty and impacts retention
121	Stipend for better internet access, paper, office supplies, desk partial reimbursement
122	Can we borrow office chairs?
123	More ways to connect to our colleagues and campus
124	buy me a house.
125	They can give us a computer so we don't have to use our own computer. They can pay for prints, ink, internet.
126	Provide the equipment needed to teach a skills based class remotely.
127	I need to get my instruments form the Mesa Music Department and bring them to my house.
128	Don't know.
129	I need a document camera for my zoom classes
130	Nothing comes to mind
131	I was lent a laptop and that was so helpful. I think that is enough for now.
132	We need more administrative support for submitting requisitions, correcting class schedule issues and assisting with other processes.
133	a way to let us know if the system is down - on the Live Safe app? posted on the district website somewhere (if it's not taken out) or an auto call/text like we have received in the past for emergency school closures? An outage of key areas such as the mysdccd portal for registration, grades, etc, District email, Library services, Canvas is like having a school closure.
134	I need better, more reliable technology. Equipment for higher definition cameras for classes and with higher RAM so the computer does not crash while I am running Zoom and Canvas.
135	Provide a fair stipend for internet and/or tools necessary for remote instruction.
136	More opportunities to interact with colleagues in meaningful ways. Schedule classes in PeopleSoft in a reasonable way so that the class does not show in four separate lines and scares students from enrolling.
137	Devices/tools available for loan would be great (i.e. laptops, iPads, document cameras, etc.). Now that practically ALL household members young and old have to either work or attend virtual school from home, there aren't enough devices to be had, unfortunately.
138	Permit more hybrid classes so that one day is remote and the other is online.
139	Add more hours of pay, as it takes SO MUCH TIME to convert your entire course to online. I probably made \$2/hr with how many hours I put in with recording, transferring everything to Canvas, adding extra assignments in, etc, etc etc.

140	Active teaching assignments for POA Adjunct Instructors.
141	I cannot think of anything SDCCD can do better in this situation.
142	Up to date technology with putting us through a lot of red tape to equipment.
143	Perhaps institute nonmeeting times to allow us to work.
144	Less pressure on enrollment and retention.
145	Adjunct pay compensation for expenses like wifi, electricity, etc. Additionally, offering faculty the option to get a WiFi hot spot, extended display monitor, laptop would be beneficial.
146	I have not been working remotely. I have been working on site 40+ hours a week and have gotten sick due to the high frequency of interaction with students and staff. I feel as if my department has no regard for my health or safety.
147	Internet connectivity is often unstable. Seriously thinking of networking my house directly with ethernet cable. However expense and hassle holding me back.
148	Nothing
149	Supporting by if we need certain office supplies/ equipment(paper,pens,printer,printer ink & desk, chair etc.) to give us a monthly allowance if needed for that month. Also to help pay partially the internet, electricity & water from what we use at home to support our work because we no longer use it at the campus/District.
150	provide better technology (laptops with better programs, webcams, microphones, etc)
151	Connectivity issues. Connection to remote access can be stronger. Pages can freeze.
152	Have someone on staff at City College during business hours to take temperature and sign in, like at Mesa, not a disorganized mess that is at City
153	<p>It would be very helpful if we had resources available to us (provided by SDCCD) so, we are not using our own (i.e. cell phone, internet, electricity to operate devices). Possibly a discount offer for using our personally paid services for work related purposes. I had to recently increase our internet speeds because we are overloading the broadband. This increase is very expensive and would not have been necessary had it not been for remote operation/work.</p> <p>Also, a more transparent process (with status updates) to be set in place so when we are requesting technology and resources, we are aware of where we are in the que.</p> <p>I'm still waiting on a status update, for tech equipment/resources (submitted months ago and following up regularly) and have yet to hear back. How are we to work effectively when we don't have all of the tools we need to continue in this remote way?</p>
154	Jjj
155	Help with increased electricity bills.
156	making funds available for technology/equipment needs

157	providing an easier way to get ergonomic work stations and computer accessories to work remotely
158	printer cartridges are expensive. although i have been able to obtain other office supplies through my department, my home printer has different cartridges than that in my office. it would be nice to have a fund for such expenses or a reimbursement procedure for office supplies that cannot be obtained directly from work.
159	Offer more opportunities for counselors to work remotely in the future.
160	I have been requesting for a loaner laptop for weeks now, and my request has not been granted. (Though I was promised to receive it Dec. 4th) I am using my personal laptop, which is about to die.
161	Get us back on campus ASAP.
162	Understand that this is twice the usual work. I had to buy another laptop as I had to share my home working environment with my spouse. also supplies such as paper and ink were needed frequently. I did not appreciate having to justify my work load hours when in actuality I was putting in 12 to 13 hour each day which was witnessed by my spouse who felt this was entirely inappropriate.
163	Have supervisors and managers allow you to work remote more and instead of being brought back to work because supervisors and managers don't fully support remote work practices
164	I have everything I need at home and feel supported. Email communications from leadership have been great and keep us effectively informed of information.
165	More functional Outlook.
166	clarify policies for late work and sick leave so that it is consistent across departments and courses
167	Maybe provide an easier way to contact people when you need help. For instance, if you need the adobe suite contact, if you need help with ... contact
168	Ergonomics, in particular to desk, chair, monitor stand, monitor.
169	let me work remotely until I retire in 2 years
170	I'd like to have open access to use the adjunct office in the M&S building since I can't afford a computer. The one I checked out from the library doesn't have windows office.
171	Not working remotely. Supplies to clean shared work areas would be great but so far have not been provided!
172	Allow faculty to access their offices to work alone as the situation (hopefully) improves in the spring and the vaccine becomes more widespread.
173	I hope that strong consideration is given to allow certain employees to either work remotely in permanent or hybrid fashion. I can complete my duties with equal effectiveness working remotely as I did on site, and in all honestly, I am more productive working remotely.

1. Allow us to take our office desktops, monitors and chairs..the cost for these items is too high.

174

2. EzText features embedded in campus solutions are needed to stay in better contact with our students..we are using cell phones to communicate via text with students.

175 Continue to prioritize safety for all. Thank you!

We need to rethink and correct for how positive attendance has warped the way we teach in CE, especially ESL. Positive attendance apportionment--over the last four decades--has led us to teach and design our department in a way that fosters student dependence on teachers, (rather than learner self-direction and agency), and we have done this because dependent students lead to more hours in the classroom, (hence more funding). As a result, now that we are all online, our students fare poorly. They are not prepared for online learning, because they have been conditioned to always have a teacher present to tell them what to do.

176

SDCE (or at least the ESL Dept.) needs to fundamentally change this, and SDCCD can better support us by supporting initiatives to change this culture of student dependence--not just for now, but for the long-term, when we're back on campus, so that we can better benefit from online instruction in general.

177 A better laptop

178 Computer with camera. Extra internet service and much, much better canvas support. It is really embarrassing.

179 Printer/Scanner/Fax Combo; Assistance with cost of Internet would be nice.

180 Reimburse for office equipment like a scanner.

181 Better communication from administration regarding district-wide policies.

182 Flexible work schedules in terms of hours

183 wi-fi is a continuing issue-I've done as much upgrading as I can afford, but still, with kids on zooms and the household needing to go on with its' daily functioning, I'm getting dropped from Zooms continually. Support for additional wifi bandwidth is needed to support the work from home component.

184 Flex schedule for everyone

185 Better communication as it relates to COVID for the people who aren't working remotely

186 uniform training

187 Give us reliable equipment to use such as a laptop.

188 Provide ergonomic work equipment and streamline the process to get the equipment, software, and materials we need to work well remotely. So far, I've spent approximately \$300 of my own money.

189	Better laptop (I can't use the one from work for most things involving typing due to the far left keyboard alignment), cover the cost of a paid Zoom account (and do so without my having to pay and get reimbursed, since I don't want to give Zoom my credit card number).
190	Provide us technology. Laptops, tablets, headphones, microphones, etc.
191	see if we can get discounts on our internet or get better speeds.
192	provide ergonomically appropriate equipment...chair, keyboard, monitor...
193	Keep allowing work at home! my quality of life is AWESOME now: more exercise and better balance of work/life
194	Make canvas simpler. Stop changing canvas.
195	Don, Dan, and John have been great. I have access to almost everything remotely.
196	More communication
197	I need a computer and wifi booster.
198	Maybe provide extra compensation/ support to help subsidize the costs associated with electricity/internet for those who needed to purchase higher internet speed, furniture to turn home space into office, and more.
199	Understand the challenges of the current situation and adjust expectations on deadlines and reports accordingly, such as accepting electronic documents to use on screen or print from home instead of expecting printed or bound reports which require the involvement of Reprographics and delivery services to the homes of managers and board members. These requests require extensive logistical planning which are difficult while staff are working remotely, and require staff to risk their health to come to the office, being in contact with others and delivering to multiple homes.
200	I feel extremely supported (working remotely) by my dean and the VP's.
201	Reduce the extra projects they are giving my supervisor so that he is available to support me and my coworkers effectively.
202	Help provide IT team members equipment if they need it. Members of my staff need work computers and are using personal computers instead.
203	Supplies. I still need access to paper to print. Since I can't be on campus, I have had to buy my supplies.
204	Provide supplies and technology upgrades
205	Provide more tools to work remotely. Provide reimbursement for working remotely - needed to purchase additional bandwidth; upgrade laptop and purchase additional technical tools for work. In addition, the tools that are used are subpar; compared to other organizations...

206	It seems like expectations have only increased due to the complexity of meeting student needs. Continued advocacy for more funding so we can improve staffing is what would make the most meaningful difference.
207	internet speed, provide set-up (desk/chair/computer/printer/supplies) I had to invest in items on my own
208	Integration of a messenger system to allow for quick, informal conversations between staff (i.e., to take the place of a quick phone call)
209	Not sure right now
210	I am able to do my work remotely very well with no issues. Collaboration with team members is very smooth,
211	My department has been great at providing me with the necessary resources.
212	Make it easier for students to set up portals, register, and enroll in classes - especially older adult and ESL students.
213	Provide printers or reimburse for ink
214	Suspend committee meetings.
215	Create a meeting recommendation of ending all meetings 10 minutes to the hour/half hour to help facilitate people getting up from the desks. the only health impact has been sitting in once place with few breaks.
216	Provide us with better technology to do our work. Reimbursements or financial support to obtain technology. Reimbursements or financial support to maintain technology i.e. faster internet, electricity.
217	I'm not sure how SDCCD can resolve this but I am lacking office and tech equipment. In the beginning, I didn't pay much attention because I thought we would be doing this for only a short time but the long haul is taking a toll.
218	Provide the necessary equipment and technology to perform our duties per our contract.
219	A studio to teach my classes in, since my bedroom is too small to set up an easel, drawing pad, camera, etc. I can't go outside and work since the internet is not good enough and the students would heya. difficult time to see the still lifes or my examples. A better, bigger computer which I am on the list to get soon.
220	second monitor, remote desktop for students

As an institution we need to be more technologically savvy and advanced for the sake of operations and student access. We need a policy and practices for accessible real time phone contacts. Some staff and supervisors do not share phone contact information which is challenging.

221 We need training on MS Teams especially and other applications and PD for paperless systems for business practices.

We are better now as an institution but our business office was not accommodating initially.

222 Perhaps help with providing resources for new technology. I will likely need to purchase a new computer soon and am lucky my existing computer happened to be capable of performing work functions when the pandemic hit. Providing stipends for internet services and technology needed to teach from home would be really practical. Even during non-pandemic time I often work from home to prepare, grade, etc on my personal equipment. Not sure if this is too much for the district or not. With cost of living being so high in San Diego it would help offset the financial burden.

223 Better lap tops! Need to have Windows 10 installed as well as Microsoft office on the lap tops. Or have a regular computer as the Logmein connection.

224 Provide office equipment like ergonomic chairs, mouse, keyboard etc. or small stipend to purchase those

225 Provide clarity and consistent modes of communications between staff and students. I don't believe everyone has a Google Voice number yet.

226 Continued support of the ability to work remotely is critical - as we develop tools to interact with students more directly than by e-mail, that will increase our reach even further.

227 Better internet

228 Provide a document management workflow software application to enable fully online workflows currently relying on hard copy forms.

229 Maintain remote work. In some ways I am more productive remotely than I would be in the office (fewer interruptions).

230 Access to in house files

231 Prepare for Computer / Laptop replacements. Encourage camera usage on Zoom, and provide Green screens for those that request it.

232 Allow faculty to use the classrooms to zoom for synchronous teaching times.

233 respond to my emails

234 Provide a stipend to support the needs to set up home office space.

235 Proper work desk

236 N/A

I would like to request to keep proctorio as a part of our instruction. I heard that we will be no longer use proctorio after spring break, but I am afraid that it will lead to cheating. While proctorio cannot prevent every cheating attempt, at least we can confirm the identity of test taker.

237 Being given shorter time than in-class sessions, I think it is a must to ensure ways to prevent cheating.

Also, since the class went online, we went through a lot of hardship, including non-reimbursed training, more time to prepare and grade online. I personally ended up investing for a new device and peripheral environment to support online teaching.

238 I feel SDCCD has supported me well enough during these trying times. I was provided with everything needed to work effectively from home.

239 Facilitating the acquisition of office equipment and supplies whether allowing us to borrow it while at home or disbursing some of the costs.

240 Encourage time away from the computer to improve work-life balance since I feel that I am working more hours since the shutdown since work is just always a few steps away. The Mindful emails from Marian have been helping with keeping things in perspective.

241 Make sure that we do not come back to campus too soon and until it can be verified that everyone has been vaccinated.

242 n/a

243 more clear the directions.

244 Provide us with tablets/laptops/chairs as necessary

245 I'd like the use of my office chair, if possible.

246 Hire trained health professionals to run COVID-19 screening for admittance to campus buildings.

247 Would like a higher computer chair. Mine is a little low.

248 I would love easier access to the materials stored in my lab classes that I would be able to use and show in lab. A camera for photos to photograph lab materials would be helpful.

249 Provide an allowance for team members to buy any necessary equipment or enhanced internet connection.

250 I Am A DSC carpenter, so working remotely is quite difficult for me since I need to be hands on and on site. My team and I try very hard to keep up with the work load, we simply ask for patience as we are only working 3 days a week to meet the districts needs, we are happy to help stop the spread by not being on site full time. Thank you

251 15 or 17" laptop computer.

252 My remote experience has been excellent, and I have been innovate in learning new skills to best serve students and expand services.

253	Allow us to work remotely more often or even full time. I feel more productive with my colleagues using TEAMS for quick text messages and shared conversations. It would help to receive funds for better ergonomic furniture and faster/reliable internet connection.
254	n/a
255	Have clearer expectations of "work hours" vs home time
256	SDCCD has been accommodating and understanding. I am grateful to work for a place that makes our health and safety a priority!
257	Improve district processes
258	Possibly a computer desk (nothing big like at the office) and a 2nd monitor, but I am able to work functionally and effectively with 1 screen (laptop).
259	Provide more ergonomic office equipment of our choice (without me paying for it) .My shoulders and hands, have taken a toll with more work added to my plate. Also, a stipend to cover my personal cell phone usage. At best, a partial credit.
260	I am finding that I am having trouble sitting all day and looking at screens. I have headaches and joint problems. I am not sure how SDCCD can help.
261	Everything has been great so far, so I cannot think of anything at the moment.
262	provide technical equipment
263	I feel that I am supported
264	Not sure. I am dealing with distance learning for my children as well as a spouse having to do distance learning because his lectures have moved online rather on-site.
265	Make remote work a permanent option, at least partially.
266	I think they the District is doing all that it can given the circumstances. The LogMeIn system is not very easy to use. This is an issue but I know it's temporary
267	I feel supported
268	Continue the opportunity to work remotely indefinitely now that we have invested the time in resources in making the transition it should continue to be an option indefinitely as it has been proven it can be done.
269	provide video proctoring for exams...cheating is rampant
270	Provide a plan for reimbursement on certain supplies. Some of us cannot do our jobs solely on the computer and need to print. Printer ink is expensive for standard home printers.
271	I think SDCCD has done an amazing job supporting us. I personally haven't had any special requests, but those who I know have their requests have been fulfilled as desired. I am not afraid to ask if I need something and that's what makes it a comfortable working environment (at least for me).
272	The only issue that I have right now is probably the internet. I wished I have a backup just in case my internet is down/slow.

Please keep Proctorio! We worked hard to develop online quizzes and exams, and we wish to use them even when we return to the regular classroom setting as a placement test, make-up test, or regular tests at the lab.

273 We adjunct faculties have lower pay with less opportunity for district support ; however, many of us ended up buying equipments such as a tablet, doc cam, headphones, mic, and applications to teach remotely on our own. It would be nice if we can get some expenses reimbursed.

Thank you for your consideration.

274 A stipend for all employees. Laptops for all employees.

275 The only thing I think I would need is maybe the ink for printing and paper to print. I have a printer at home. I do a lot of printing for some of the projects I work on.

276 Provide more email storage for faculty.

277 Include a district wide message on our websites that our response times are hindered due to the great surplus of students communicating electronically through this pandemic.

278 Continued communication from the Chancellor on updates and status of future return to work.

279 Provide easier access to sites to do "physical" work

280 Create a phone operator help desk to screen calls and direct them to the appropriate departments. Right now, students are calling any phone number they can find even when the issue does not pertain to that department

281 proctoring service for test taking

282 Please continue to keep us safe!! Appreciate that we have not been asked to return to campus in large gatherings.

283 I don't need much to work remotely, but a start of the semester packet of office supplies that includes some paper (couple of legal pads, for example) and pens would be tremendously helpful. I work from my home tablet (which is fine). I do take notes on paper and I've run out of paper and pens.

284 Being more understanding of supporting our children through distance learning, maintaining mental health, providing hot spots for internet functionality as there may be more than one person currently working from home or attending school remotely in the household.

285 better communication

286 Understandably, everyone is sort of doing their own thing wrt working and meeting remotely (I specifically mean using programs like Zoom or Google Meet, etc.), but since it looks like this will be going on for quite a while longer, a more "official" set of guidelines and resources, or at least best practices, might be a good idea

287 This survey is a nice step.

288 provide a district laptop - I am currently using my personal laptop

289 Provide printer, copier, scanner combination unit would be very helpful.

290	Nothing. Mesa loaned me a laptop. That was awesome.
291	Allow safe access to campus
292	provide district cell phone for calling students for tele-mental health
293	Provide adequate technology resources to those that support the IT infrastructure. five to ten year old laptops...if any, are not reliable means of supporting the IT infrastructure for ALL remote workers.
294	I have been well supported while working remotely. The improvement of responsiveness by IT when things have gone not as planned has been a large improvement. Since I need to connect remotely being sure that my remote log in is stable (because enough time has passed that updates are due) and if restarting my computer loses the connection, the ability to have it reconnected is vital.
295	\$\$ for better internet and to reimburse for tech purchased.
296	Easier access to Signmein program. It has not been easy for me to sign in remotely to get to my files in the SDCCD system.
297	CHILDCARE! Provide funding for Internet. Provide equipment. Reduce meetings. Stop adding responsibilities and short turn around projects. Encourage/allow vacations for more than a day or two for people to get a break. Stop increasing expectations. Understand that we are not okay and stop pretending everything is fine.
298	nothing comes to mind at this time
299	This is my sincere answer: I appreciate the District and all it has done for its employees during these difficult times. My family thanks you. We are well and do not require additional assistance.
300	Employee well being thru ergonomics, and proper equipment.
301	We need better IT support as well as financial compensation. Many of us are using our own equipment. Our electric bills are up as well as using our own internet.
302	I can't honestly think of anything. We're doing the best with what we have.
303	Provide an actual computer (not netbook).
304	Having a better laptop would be nice.
305	Bring people back to ensure everyone is treated fairly!!!
306	More readily make available large office equipment like desks, chairs, printers on loan (maybe as a list of what's available beyond someone's personal on-premise workspace) or provide stipend to purchase needed items for home.
307	I'd like to get my office chair.
308	Don't put limits on the amount of emails (retained).
309	Support & allow break times for physical activity.
310	The one thing that would make my job easier is having actual access to the g drive files (not LogMeIn). I'm not sure what this type of access is called. I am super grateful for LogMeIn though and am glad we have that as it does allow me to do my job.

311	Working laptop and gain access to my classroom to bring items home for use in remote learning
312	Access to remote computer (log in) stopped working part way through the semester and needs reconnected. My guess is there is overwhelm and it would be ideal to have.
313	please help me resolve internet issues related to Zoom. I cannot maintain a stable connection while using Zoom and it is negatively impacting my ability to conduct business and participate.
314	I can only work afternoons ... if provided with a hot spot I would be able to work mornings and afternoons
315	-reduce the load of email! (really I have no idea how to do that, but it's a pressure I feel) -send me a good quality headset
316	Accessibility to ergonomic furniture and equipment for home use.
317	It would be great if we could be reimbursed for using our personal supplies while working from home - like printer cartridges and paper, etc.
318	Assist with setting up in home office tech
319	Doc camera, a second monitor
320	Since the computer and peripherals were a priority, having a more ergonomic desk set up would be ideal; a sit-stand desk and ergonomic task chair.
321	Provide internet stipend
322	Figure out a way to do effective testing remotely.
323	I'm good
324	You've been so helpful with everything from training and support for technological issues. It would be nice to have more opportunities to talk to colleagues virtually in lieu of emails, but
325	I'm not sure how you can support me working remotely when I cannot work remotely at all. I'm in food services and without customers I can't do it.
326	Having all the resources in one place for employees to access. Example: FAQs for employees and students
327	Technical support for personally owned computers and equipment.
328	Support technology needs, such as printers.
329	I would like to have a better desk and chair.
330	I need a proper desk.
331	more \$\$ support to faculty
332	Access to the computer files on my office computer.
333	My supervisor has been supporting me very well while I have been working remotely. She stays in contact via Zoom meetings, e-mail, and phone calls to make sure I am well, safe, and have everything I need to work productively and I appreciate it.

334	Promote Microsoft Teams districtwide and actually offer training on it. Set up the telephony function in MS Teams. Connect Outlook to the Office 365 suite. All of that would save me from getting multiple texts on my personal cell phone and reduce the amount of email flowing back-and-forth from my department colleagues. My email box is full.
335	Even more email storage would be helpful--I know it was upgraded recently, but it's still not enough in the present remote environment.
336	I have requested items (and filled out tedious forms multiple times) and I never received the things I asked for.
337	Provide printer cartridges for my home printer
338	been supported.. can't think of anything
339	there has been significant costs associated with making my environment conducive to online learning. I had to clear trees to improve internet, upgrade my internet and the routers I use and purchase in home office equipment and furniture.
340	I have an ideal situation where I come in 1 day a week if I need to pick up something from my site.
341	Encourage all faculty and staff to be more responsive to emails with regards to timeliness and thoroughness.
342	Increase support to the services that most benefit students such as the English Center.
343	Things seem to be working fine.
344	Provide internet support. My WIFI connection drops 2-3 times per day.
345	Provide local printing/scanning/ergonomic equipment
346	I feel very well supported working remotely.
347	Provide more flexible alternative work schedule (i.e. 4/10)
348	Make sure the employees working from home are actually working. Most people from the District Office are impossible to get a hold of and they take FOREVER to return calls and emails. Disseminate COVID related guidelines or instructions directly to the supervisors. A lot of information has been going to the management level and doesn't make it any further. Recognize (compensate) the employees who put their physical health at risk everyday because they're essential and REQUIRED to work on site - like facilities and police employees. Other districts recognized the sacrifice of their essential employees and compensated them with hazardous pay.
349	I feel very supported
350	Technological devices, better wifi
351	Provide off-set employee stipend of internet charges. (\$30/month) I was arguing with ATT Uverse over cable bill and could not cancel because work-depended-on my internet :<
352	I can't think of anything, I appreciate the virtual trainings and support you have given.
353	SDCCD has done everything on your part to assist faculty.

354	If possible, determine how we can connect by phone without providing our private phone numbers.
355	Develop an attendance policy for professors who teach with Zoom. Although the usage report records who logs on and how many minutes they have been logged on, a lot of students hide their video and do not actually attend class. This is very frustrating. A lot of students are not really attending class. We are supposed to maintain authentic attendance.
356	Provide updated technology to those in need.
357	Return to the campuses
358	NEED BETTER INTERNET SUPPORT
359	Effective communication is lacking at all levels.
360	Provide internet discount for faster internet access.
361	Tech assist. I do not know who to call about receiving one -on-one technical expertise
362	none
363	What is anything SDCCD has done? I use MY computer, MY internet connection, MY office. All the district has done has been to mandate that I do so.
364	We really need technical help with Canvas, when we need it. There have been group online workshops, but the workload is so heavy that I can't go to them on their schedule and lots of times I just have a quick question or problem that could save me HOURS of time searching for an answer if there were someone available to answer questions all the time.
365	Provide proper equipment -adjustable tables and chairs, etc. I've developed an overuse cyst on my right wrist and sore left elbow along with back soreness. Hotspot card - Many problems with internet cutting out during middle on online teaching. There are 4 of us at home competing for internet service. Wireless mic - voice strain since I have to speak louder due to a noisier environment.
366	Giving us leeway in deadlines; for example, my first census date is too close to the start of my short term classes, and I have a hard time deciding who should be dropped (based on homework) at such an early date.
367	Provide payment to adjuncts to compensate for remote work expenses such as Internet access and needed technology (computer, peripherals such as doc cameras, ergonomic office chairs, etc.) as well as payment for time spent converting courses to remote modality and certification for DE delivery.
368	Support with Wi-Fi and better computer....
369	Nothing comes to mind right away.
370	Reimburse for equipment and technology including some costs for internet & phone

371	Adjuncts make 1/3 of what full time faculty earn. We don't have the money to pay for upgraded internet connections or upgraded equipment. We need the district to supply those. What are you doing for full time faculty? Their increased income can handle the extra expense. Is the District helping out full time faculty financially? Can Adjuncts get the same total financial help?
372	Communication response times between departments and providing office supplies needed to work from home.
373	It is hard to be working remotely and not be able to contact any support staff. When I go to HR payroll, they have a number that says no one will answer messages or phone calls. If I have to work from home, why does HR get to not support me or be responsive to my needs? It makes me feel "used" when I am working so hard and offices such as HR don't even need to answer a phone.
374	Provide links for free software to utilize in teaching my students remotely (i.e. Adobe Photoshop, Adobe Lightroom, SketchUp Pro, Bluebeam Revu, etc.).
375	I feel pretty supported.
376	cover printing costs. etc to include ink & paper for computer
377	pay adjuncts for prep time, student communication time (regardless of if it is over email, video or chat).
378	IT support is severely understaffed at our campus.
379	provide paper and ink for my remote classes
380	Provide me with a noise-cancelling headset for working on the computer or Zoom calls.
381	On a very broad level, make sure to respond to emails that come in at a district level. About half my emails are answered to any kind of HR, payroll, or other similar department.
382	Better connectivity to the district system/on campus computer
383	My position does not allow me to work remotely.
384	Monthly chair massages at home with certified COVID-free masseuses.
385	Everything is fine.
386	To have you work space be ergonomically situated. To be able to have two screens to work efficiently.
387	Have better communications, courses to help instructors, specifically for adjuncts.
388	Pandemic Pay for Classroom Faculty!!
389	Access to my classroom to get materials instead of having to re-purchase, re-create or do without.
390	I have what I need in the form of equipment, but I'm quite sure I should be giving more attention to the ergonomics of my work station. I haven't followed up on this, but I'm confident I should.
391	Nothing, I feel that I have received all the help that I reached out for

392	Be informed of Covid positive on site to better prepare myself or take extra precautions.
393	NA
394	I had to purchase a new desk to make my space ergonomic, and my wifi doesn't allow me to stream videos, so if there are tech fixes and ideas for tax write offs, that would be great information to have.
395	Easier access to getting help for student related questions
396	I have all need
397	Never having done it before, I do not know what the expectations are on the part of the student, so I do not know if those expectations are being met.
398	N/A
399	Maybe more training for students about what to expect in the realm of managed learning.
400	Providing equipment for digital curriculum development, like headphones and microphones.
401	Supply iPhones for us as some of the phones provided don't work. Provide more EAP for self care. Maybe provide COVID "mental health" days off without using vacation or sick time and not feeling like you will be fired. Also easy access to office supplies like paper and ergonomic pillows. Now that we are remote some offices such as evaluations need more staff to keep up with remote work.
402	We were supposed to get new laptop computers and never received them. HR should answer emails.
403	A stronger sense of community. I think, since March, I've only spoken to my Dean 8 times and Chair 3 times. On other campuses, departments are holding weekly departmental or school meetings. I don't enjoy micromanaging but I feel like this is too extreme on the other end. I don't need to be told how to do my job or what to do but I'd like more human connection.
404	It would be helpful for SDCCD to cover a portion of my internet bill so I can increase my plan to cover the additional use. I have exceeded my maximum levels since being home. Granted, my husband also works from home, and my kids stream classes, so the the overuse has been shared by all.
405	Department (specific to discipline) meetings to share ideas and concepts that work for each of us as well as introducing new methods of teaching.
406	Mail it's only done on Monday's I think we need to add more mail days.
407	Give us opportunities to meet in person as soon as possible. I would also like easier access to my campus workspace and materials. One day a week maybe or one day a month is all I am asking for. Without huge amounts of paperwork. Wearing masks, staying 6 feet of course. But six months without colleagues is very trying and bad for my health.
408	How to find better internet services, so we can do Zoom meetings.
409	Follow up on our requests, whether they can be fulfilled or not.

- At this point everyone knows that it is harder to work from home. On my case we have 2 people working remotely from home which is me and my son who is tutoring for the Math Center and my other Son taking class online. The speed of internet can be affected. The District should allow employee work comp time to cut up on employee work. From my experience we do more work from home than working in the office. Before we have our phone on our desk that replaced google voice front desk was replaced meeting student on zoom. There is time that student can get frustrated when they cannot see the person that they are talking with? There is time that is very hard to explain to student what they need to do because not everyone knows different kind of computer programs. When this happen it makes the employee work slow even though you want to be very productive. But If the District allow employees to work extra hours w/ out interruptions, it relieved our stress and anxiety. Working from home seems like you have more work, because your supervisor gives you extra duties as assign than you normally work in the office. But they won't let you work extra hours to cut up on your work. The work has to be distribute equally because there are more employee who can do extra duties as assigned. Supervisor should check employee often and ask how the employee is doing? In terms of if supervisor need to give some work to other staff to relieve stress level of her employee.
- 410** student integrity has been a problem and I could use a green screen ;)
- 411** Make it easier to find information on the web site
- 412** Allow us to continue working remotely.
- 413** Make sure that all our IA's have good Internet service. Provide them with it.
- 414** Let us get resources in our office
- 415** Wifi booster. Reimburse for all of the stuff I had to buy to create a work space (standing desk, standing chair, standing cushion, etc). The main thing I need is something you can't necessarily support me with - a bigger apartment with a dedicated work space. :-)
- 416** Provide better remote software as loss of productivity far exceeds the cost of good remote software and lost productivity due to inability to work efficiently is very stressful on employees, especially when deadlines do not change and demands have only increased.
- 417** technology and hope that we will get to go back to campus
- 418** Nothing that I can think of at this time.
- 419** Continue to have safety first mindset. Provide strong support for remote work. Support investment in infrastructure and innovation software and technology that support remote work and improve work flow efficiency.
- 420** Provide supplies and software, especially ergonomic supplies. My setup at home is not meant to be used for 8 hours straight. From my own pocket without reimbursement, I purchased Professional Adobe, upgraded Windows Office software, ergonomic mouse, keyboard, chair, and wrist brace. I sought out, on my own, a 2nd monitor for efficiency. I am a NANCE making minimally, but I bought these things in order to make my new home office more productive. I don't NEED these supplies, but without them, my work is hindered. What was necessary were the ergonomic mouse, keyboard, and chair.
- 421** Help students get the equipment and internet connections they need.
- 422** I am fine
- 423**

424	Keep up the great work.
425	not sure
426	Not sure
427	A special during work hours phone list for district.
428	Can't think of anything.
429	Reimburse internet/wifi connection upgrade, ergonomic desk accessories and chair accessories, free computer software, free upgraded online accounts for websites used in course design, such as Canva, Quizlet, Writing City, etc..., once a week (Friday afternoon) Zoom yoga classes or relaxation classes.
430	Have City and Miramar Admissions answer phones as well.
431	Work phone - either one connected directly to my office phone at work, or a separate cell phone just for work.
432	IT has picked up in response time. Still cant get some of the kinks worked out -email and accesses support. IT are superstars with great customer service BTW. Would have liked the to join district sponsored computer Suite classes we did to teach staff advances excel- please repeat.computer training.
433	<p>I would like to have training on different modes of instruction online, the laws surrounding those. Laws regarding student attendance and monitoring in class. For example can we request a student to have their camera on during class? If not how do we keep attendance?</p> <p>College should add a code of zoom conduct for the students and students need to be educated on it. Perhaps some kind of online tutorial, regarding attendance and conduct could be mandatory for all students and faculty so we know what the students and our rights are.</p> <p>Equipment to purchase, good deals, how to set up your computer, for example my mic does not work on my computer, and I bought an extra screen but I did not which is better, etc</p> <p>Most importantly for classes that have labs and software is involved automatically providing students who file a request with a temporary lap top.</p> <p>Sorry may be you got more than requested, if you want to talk to me I am Farnaz Khoromi</p>
434	Continue to offer virtual training which allow us to grow professionally and engage with others
435	Provide an internet stipend for staff/faculty that had to purchase a faster/more internet speed.
436	Paid Healthcare
437	assistance with ergo set up of work space
438	More recorded meetings so people can attend, and get as much information as possible, when they are not teaching.

439	Provide cell phone numbers of key people (i.e., supervisors of depts, student services offices like admissions, counseling, etc.).
440	Improve the schedule site so students can find my class.
441	Stop trying to track productivity.
442	To continue to have the option/flexibility to work from home for our health and safety, even after the pandemic.
443	Nothing! I pray we can get back into our "real" classrooms to interact with our students in person. The cheating and lack of active participation is an issue when "online."
444	I'm using my personal laptop to do DO work. My department has ordered a district laptop but it is back-ordered unfortunately.
445	I wish SDCCD can help us pay for work from home supplies. Other districts paid employees to purchase work from home office supplies.
446	Continue to offer remote working when at all possible. Thanks!
447	Stipends for setting up work spaces, internet, supplies, etc.
448	<p>It would be helpful if supervisors/managers can be more patient and not expect that we are sitting by our computer 8 hours a day or waiting by the phone to answer their call. Just as we are sometimes away from our desks at work and unavailable, at home, we may have to step away or take a break or a walk, and are unable to respond immediately.</p> <p>Another important way the SDCCD can support all of us working remotely, and those who are essential employees who put themselves in harm's way every day, is to provide a modest stipend, which, if nothing, else will help with the use of our internet, electricity, home computers, personal cell phones, etc. Some of us have had to upgrade our Wi-Fi at home in order to accommodate our remote work.</p>
449	Better chair, Monitor
450	improve help to our students with laptops and IT support
451	Provide easier ways to request funds in a timely fashion for remote teaching. Allow us to work in our offices while teaching remotely. compensation for the extra work for teaching remotely.
452	I work remotely in my bedroom. I have no extra room to be in. Everything are just pile up in boxes in my bedroom.
453	Not send important e-mails over the weekends and holidays.
454	My boss could answer my emails clearly and in a timely fashion, but he never did before COVID, either.
455	Chair computer with two monitors
456	Wow. I just realized now that there's nothing I've been longing for in the way of support. I do, though, wish in group settings that all students who can have a camera on, would. I suspect this might improve focus and give a nudge to participation.

457	Better internet and tech support. More modern, better-equipped and faster laptops to request on loan.
458	So far we are doing the best we can with the current situation. This is a situation where it really comes with constant adaptation and constant communication. Thank you.
459	Make Covid-related extended withdrawal forms easier for students to find.
460	There are some things I cannot do from home, so it would be good if I were allowed to occasionally go to my office and do some work there.
461	Perhaps negotiate with the local Internet providers for better QoS on their Internet service without requiring upgrades and higher cost.
462	Allow us to continue to work productively and safely from home. Although others are tired of being couped up, some of us appreciate the protection from this global pandemic.
463	Sometimes remote access to my desktop is very slow now that my access is through LogMeIn. It seemed to be faster and more reliable with VMware.
464	work chair and internet improvement
465	provide quality laptops (not small Chromebooks) so personal laptops aren't being used
466	provide a second screen for those that need them such as Business Admin
467	District can't control the wifi connectivity issues but increasing IT staff would speed up trouble ticket response times.
468	We need to have access to student files
469	SDCCD has done a tremendous job of getting me all the necessary equipment and software necessary. It's not optimal since working on the campus, seeing student face to face, is best for us to be able to provide all of the quality assistance we give to students, but it's as close as we can get during this time. I love working on the campus much better but I am maintaining. :)
470	Provide paper and scanners
471	I think the District is doing a great job of supporting us while we are working remotely.
472	Communicate system unavailable/down/crashed
473	monthly meeting within department, once a month.
474	Provide an easier way to be paid for equipment, office supplies, and ergonomic furniture in a timely manner.
475	City has been doing well to ensure I am well equip (with technology) and updated of news during remote work. I don't see any change at this time.
476	I think we need to develop some best practices, for all types of employees for working remotely. Not just office set up, being healthy, but how to better connect accountability, AND better technology - like shared working spaces.

477	Allow direct VPN connection to the district networks instead of having to work through remote desktop...which will have been on for a solid year.
478	We need more support from IT. Just because I am using my own computer doesn't mean I do not need help at times. Pay/allowances to help with equipment and internet upgrades. We are using our own resources and we really could use support. Don't just say you understand and thank us, show you understand and thank us.
479	Grant allowances to pay/upgrade internet.
480	More updates as to remote work as office work
481	provide funding so employees can upgrade internet for working remotely.
482	Financial assistance for computer equipment, desks, chairs, etc. that we would have in our offices on campus. Also, we need financial support to upgrade to premium accounts on websites and apps for instruction.
483	Financial reimbursement for supplies to effectively teach remotely
484	Some of us can't work remotely. The most important thing is remove common touch points, sinks, towels, water bottle fountains, automate doors or let them remain fixed open.
485	Provide a helpline for all Canvas and Zoom-related technology issues operational 24-hour, 7-days a week.
486	Provide reliable internet hot spots so ensure around the clock reliable WIFI.
487	Provide an allowance for wifi. Have a human on the other end of a phone when we need help online.
488	Funding for Dropbox storage...
489	Ensure that everyone has the tech equipment necessary to do their work online.
490	Could help subsidized increase in internet cost-not the full cost, but any help would be great.
491	Provide work phones or SDCCD phone numbers we can use at home; reimburse staff for upgrading internet service with faster speed
492	Open the mailroom in the afternoons at least once/month. Make it easier to access my office if I need to pick up papers, etc.
493	A possible stipend to partially cover the cost of internet and electricity at home.
494	body massage!
495	Allow full time faculty the choice to work full time from home teaching all online classes if they choose to.
496	electronic equipment that is faster as well as necessary software.
497	To not increase our workload by volunteering us to do more.
498	N/A
499	a second screen (monitor) would really help

	Take shared governance seriously.
500	There was an academic senate resolution to better prepare faculty for online teaching 6 months BEFORE COVID. It was ignored.
501	No, nothing. I am grateful that I have been able to perform my jobs remotely and efficiently. The LogMeIn set up has a tremendous help. Thank you!
502	I am very proud of the Administration, as they have thought of nearly everything to make communications and connections whole while we are away. Being proactive has been impressive to witness.
503	provide a better and safe work environment here at home (chair, table...i had to BUY my own chair and desk)
504	Hot spots, equipment, workshops or remote working
505	i think the biggest challenge has been information flow and overload...and i think it's due to the transition but also, there's really only one way to receive information now...our computers...so the amount of emails from various sources on the same topic at first was confusing, too much at once, and a little overwhelming...even for a long time employee like myself who understands why it happened, it was still overwhelming. I don't necessarily feel that way anymore. I feel like administrators have a better handle on work flow and information.
506	Move funds from supply budgets to "stipends"; this would reduce red-tape for getting office supplies, ensuring I and my staff have adequate internet connectivity, etc. If we give employees an Internet/supply stipend, we can then consider stipulating minimum standards for ISP's. In a District this size, I wonder how many people are unable to work because they do not have adequate internet, and we can't require them to spend their own money to upgrade their connections...
507	Maintain support of IT staff, remote connection to work desktop, and continue to offer professional development trainings. Consider long-term support of working remotely or even hybrid working remotely/in-person approach.
508	Human Resources has never responded to my emails about time banking, benefits, or other questions. Three emails went in limbo without a response.
509	Better communication from district office about changes in processes
510	The District has been very supportive: I am able to connect remotely as needed and I was able to bring home one of my monitors.
511	More/better communication/planning from/with direct and division manager
512	Supplies like dry pens and paper and borrowing equipment like interactive white board.
513	Remind employees of e-mail etiquette. I find that many are not reading e-mails in their entirety, not responding on the same e-mails chain, and some need to respect the fact that an e-mail cannot always be answered as quickly as they like.
514	People should be considerate and not abuse DL Emails.
515	Give each employee \$200 to pay the utility bill. Especially, faculty who teach online. They spent more time on computers and use a lot of utility.

516	Continue to let us work remotely, as reasonable, when this is over.
517	provide office supplies/printer; allow a flex schedule to accommodate working from home
518	Wi-fi continues to be problematic from home (bandwidth issues). Access to key sites (College Source, Web Extender, etc.) without having to use LogMein would work much better.
519	Provide internet access to all employees as it is a struggle sometimes with our own unreliable connection.
520	It would help if every employee, including NANCE's, had access to the Office suite.
521	Updated software in laptops.
522	More communication. More notice regarding requested deadlines (too many last minute requests).
523	More Zoom Parties
524	Continue to encourage regular communication.
525	Allow students to have college email addresses
526	Supply printer ink, paper for items printed at home

Open Ended Responses – Comments and Concerns

#	Responses
1	<p>There doesn't seem to be any updated cleaning/disinfecting practices in place for employees that are currently working in the office. Trash cans are emptied as usual, but the work areas remain exactly the same. I'd like to see further action in ensuring employee safety. Another concern is air ventilation in the building. Ventilation was poor previous to the shutdown and now it will be more critical to improve. I don't know what that would require, but sharing information on what is being done (or will be done) would help since that is a concern for many.</p> <p>Establishing a symptom check at the building entrance is much appreciated. I hope this continues when we return.</p>
2	<p>No comments or concerns at this time.</p>
3	<p>I really appreciate the emphasis that has been placed on helping to keep our students, staff, and faculty safe and healthy during this time. It's been evident from early on that the leadership at the district and at each campus was making a concerted effort to keep us informed and to provide opportunities to ask questions or give input. I greatly appreciate working for an organization that takes my health seriously and also takes my suggestions/feedback into account.</p>
4	<p>Limit the number of faculty that share a classroom. Assign no more than 2 instructors to the same classroom for the semester.</p>
5	<p>Ensure students are following protocols for safety.</p>
6	<p>My main concern with not opening up soon is that our degrees are going to be no better than online degrees that other colleges have been issuing. This will decrease out student population and I believe the value of the education that we provide has gone down.</p>
7	<p>Until we are sure that this pandemic is over, I think it will be of utmost importance to do all that is necessary to ensure everyone's safety both physically and emotionally. It will also be important to have some sort of checks and balances in place as well as plans for those who don't uphold the standards and policies set in place and for incidents of possible infectious outbreaks within the workplace.</p>
8	<p>I know that there are employees who do not take COVID seriously - the college/district cannot regulate what people do when they are not at work, so employees could easily contract the virus if they are holding family/community gatherings or not wearing masks outside of work hours, and then bring the virus to work and spread it to others. That is not even considering students, who I'm sure have a range of opinions and practices whether they are taking this seriously or not, or if they are essential workers who must work outside their home to pay bills.</p> <p>How can we be protected when there are so many variables?</p>

9	<p>Wearing masks in the office creates an issue with people that wear glasses. Not having enough ventilation while wearing masks is also another concern. Most importantly, covid has caused stress in all of us so having a more supportive, encouraging management approach is very helpful.</p> <p>If asked to return to the office PPE (e.g. mask, gloves, etc) should be supplied</p>
10	<p>Is an isolated educational environment worth it? Many of the long-term life skills students obtain while in school come from direct contact with both their peers and faculty as well as those interactions and relationships that students have on campus but outside of the classroom dealing with varied situations and people. How do we provide a rich and stimulating educational environment for students when they have to come to class do not intermingle and immediately leave campus as to decrease spread?</p>
11	<p>I work in an environment where computers/desks/offices are shared by multiple staff/ adjunct faculty. I do not wish to return to working in that type of physical space.</p>
12	<p>I am concerned about fellow employees, students and/or community members who have a blatant disregard for the seriousness of covid-19 and who will not follow protocol. Additionally, I am concerned about how individuals carry themselves outside the work setting which can impact my exposure and overall health..</p>
13	<p>I'm 62 and have health issues and work well from home with no interruptions. I'm praying my boss will aloud me to continue to work from home until I retire.</p>
14	<p>No public restrooms. Flexibility to work from home or in the office.</p>
15	<p>Returning to work too early will result in unsafe conditions both for employees and students. Please prioritize our safety.</p>
16	<p>If we close communal spaces, then opening up will not have the rewards for students that they need. For instance, they need the library - especially students who do not have a safe space to do their work during the day. I'd prefer to see limitations on numbers of visitors, partitions, and masks rather than closing these spaces.</p>
17	<p>The vaccine is truly the only measure that will make me feel safe enough to return. My classroom windows do not open, so it seems unlikely we could get enough air flow to have people safely working inside.</p>
18	<p>Thank you to everyone in a leadership role; these decisions aren't easy. Honestly, I don't feel unsafe returning to school. I don't relish the idea of being in the classroom with masks and I have deep concerns about vaccines being made mandatory - I would rather have us wear masks than take the vaccine, as I don't feel confident in its safety or its efficacy. In terms of long-term, I think of our student populations and the choices and futures they face. I hope we can address these things on a fundamental level - nutrition, holistic health, holistic education. Spring semester will be the first time in nine years of teaching at City that I'm not able to take a class. I'm told it's the result of retirees returning who have priority of assignment, and reduced number of sections due to Covid. I'm sure it's a combination of both, but I look forward to returning to campus at City, which always felt like a second home.</p>
19	<p>I think public restrooms should be maintained and cleaned more frequently.</p> <p>Work from home 2-3 days of the week</p>

20	I teach Emeritus, so my main concern in my students and their safety, since they are higher risk.
21	how about disinfecting classroomspace with led lights. There is new research out.
22	I have been self quarantine because I'm in a group where I would be high susceptible on catching COVID-19. So without measures in place I'm afraid of either catching or spreading to other family members.
23	No
24	<p>The issue of returning to in-person classes is a matter of inequity as much as it is of physical and mental health. Please consider our disadvantaged students: many of them are high-risk or live with/take care of high-risk family member. Many of them are essential workers.</p> <p>With regard to question 6, deep cleaning/sanitation and clean desk policies are not reassuring whatsoever.</p>
25	<p>Class sizes smaller.</p> <p>25 students max at a time.</p>
26	i work at an offsite agency, I am sure most of these concerns will not be noticed.
27	I feel you need to make it safe for the students to return.
28	For returning to campus, I would like to advocate for a hybrid of working remotely and in the office (staggered shifts or needing to be on campus only on specified days to have collaborative meetings/student meeting times), especially for departments that have proven to be productive over the past nine months. Also, I am worried about not being able to get the vaccine if I am pregnant. Additionally, my young child may not be able to get the vaccine for a while before we return to the office, so I am not even sure I feel comfortable returning while my child is not vaccinated. I am not sure I can rely on others around me to get the vaccine and/or take necessary precautions so that I am not exposed to the virus.
29	As soon as vaccines are available, they should be mandatory to be present on campus until the pandemic is over. Mask wearing should be enforced whenever cold symptoms are present from now on.
30	I would quit if required to return before it was really really safe to do so. I have risk factors. Vaccination should be required of everyone returning to campus including students.
31	As a manager, it is very important to me that I be empowered to work individually with my team members to address and accommodate their specific issues or concerns about returning to work. I do not want anyone to feel that they are being asked to risk their health, or the well-being of their families in order to be back in office.
32	None at this time.
33	I have a concern for an unsafe air system at the District Office.

34	Now that employees have had an opportunity to work effectively from home, will offering to work from home options become available? For example, a full-time employee could work 20 hours in the office and 20 hours from home. I would be interested in learning more about this.
35	I would prefer that as the vaccines become more widely available, only employees who can prove that they have been vaccinated be allowed on campus. All the rest can stay home.
36	We had issues in my building just getting it cleaned regularly, I am deeply concerned about working in a high-traffic building and the level of cleaning (or not) that will be done.
37	Asking other staff and supervisors to be more flexible understanding of individuals who have more to struggle with. Child care, taking care of other family members, losing second source of income. Small living space, limited devices, Losing loved one to covid. Financially and emotionally drained. All of this has been a factor in my life as a result of Covid
38	COVID is a Flu strain and it's political pushed. Let's get teachers and students back together on campus! Social separation is not good for anybody!
39	We can NOT resume in person education until we have both vaccinations and the means to document them for all parties: staff, students, faculty, admin, visitors. Also, community outbreaks must fall to the orange tier level or below
40	Recommendations and information if you have an immune-compromised or live with an immune-compromised individual.
41	City, like CE, is in/near downtown and comes with its own set of unique challenges, namely the homeless population in the surrounding area. I'd like to see dedicated faculty/staff bathrooms that are accessible by key due to this issue.
42	NO
43	All students, faculty, admin and staff should be required to have received a vaccine
44	If and when students return, finding adequate space for lines to social distance.
45	I would like to see options for students and faculty members when it comes to class offerings - a mix of in-person, hybrid, remote, AND fully online. I would prefer to slowly go back to campus over a few semesters.
46	The SDCCD should give cleaning supplies to employees in order for employees to maintain a clean working station. It should not come from program budgets.
47	I truly believe we should stagger the hours and shifts.
48	I teach my outreach classes in Nursing Homes, Medical Day Care facilities and an Alzheimer's Center. I am concerned about returning to these classes. Hopefully, the vaccine will help get rid of this pandemic, soon.
49	All persons entering campus should be required to wear masks. This includes district employees. I have had to ask people to put on a mask who were district employees and walking around in buildings without a mask. This does not set a good example for students, faculty or staff.
50	Flexibility to work 75% in work office and 25% from home/remote.

51	To add an option above for optional return to work on campus. I am a tutor and I can easily do my sessions on zoom and would be happy going on campus maybe once a week if needed until things settle down.
52	not at this time
53	I am concerned we will be forced to return to work on campus before we feel safe/ ready to do so.
54	I am not in the least bit concerned with COVID transmission. I believe the college should be opened up immediately, and N95 masks should be made available to people who are at risk of the disease while those who have a 99.97% survival rate are able to attend classes and move on with their lives. We've already stolen a year of meaningful education from these students.
55	My main concerns are for my students, who are older adults (Emeritus program). I don't think they will feel safe coming back to a classroom experience for some time. I believe the virus will have to be under control with a period of no activity before they might venture back into a classroom. They are responding well to the online environment at present.
56	Implement a Covid-19 testing program for employees and students combined with any contract tracing app. Its my understanding at-home Covid testing kits will be available early next year with next-day results. I believe this kind of testing capability is key to any safe return to "normal" until the 75% population vaccinated plateau is achieved. I also believe the district should consider an ongoing mask policy should be required whenever someone has a cold or contagious illness. I also believe improving air circulation and ventilation are key to maintaining a Covid-free environment.
57	Partitions in office counter where we help students.

58	<p>As an Adjunct Faculty member I lost 1/3 of my teaching assignment to a full time faculty member because they didn't want to put in the work of converting their regular teaching load to the online format. I was one of 5 adjunct faculty that lost classes, which also included my partner, so that this full-time member could teach basic courses rather than convert classes that should have been converted to the online format. The classes that this faculty member deemed too hard to convert are, and have been prior to the pandemic, successfully converted to an online format at other community colleges around the county. This person cost my family a huge chunk of our income this fall because they were unwilling to put in the hard work that every adjunct had to do to just keep working. I personally converted three lecture/lab and one lecture course total, between the three district I work in, to the online format. I worked seven days a week keeping up with my students and providing them with the same level of feedback and rigor as during the pre-pandemic times. I have been teaching online and with since 20012 and with Canvas since 2016. I have also completed equity training through @One and am part of the EMTLI cohort at GCCCD, so I know that I could have been a valuable resource to students this past fall in the digital format. This other full-faculty member did not have the same level of training nor experience that I have. I understand the they are guaranteed their 1.0 load due to the CBA, but they could have taught their regular courses online since they are all digital in the first place, regardless if they were taught at home or in a computer lab on campus. I think that this decision, to basically take the "easy route" during this trying time, should be considered during their next evaluation by the VPI.</p>
59	<p>SDCCD has kept the safety and well-bing of our staff and students at the forefront of all of the decision making. Kudos to the admin/leadership team.</p>
60	<p>I believe screening visitors to the District Office, asking them if they have symptoms and measuring body temperature before allowing entrance is a GOOD practice.</p>
61	<p>Being in a closed confined room as required for counseling with minimal protection</p>
62	<p>None of the CDC guidelines listed above seem feasible, so they would not make me feel "comfortable" to return.</p> <p>Additionally, my divisional dean has been completely absent in the shift to online, and the chair has not been particular helpful either. There seems to be an absence of leadership.</p>
63	<p>How would we limit number of people in the building if we try to serve as many students as possible (minimum number of students for positive attendance in a noncredit F-2-f course?!). Now that our students figured out how to learn online, I would prefer to continue teaching online to limit exposure!</p>
64	<p>It's been a lot of work to convert courses to the online format. Now that it's established and with the future course of the pandemic uncertain, I would prefer to work at home until the end of 2021.</p>
65	<p>Before Cov19, the classrooms and particularly the bathrooms were not clean properly. I am concern now with the pandemic if this services will do the same kind of job.</p>

66	There should be a mandatory requirement that all students , faculty members, and classified members returning to campus should not be traveling domestically or internationally.
67	I will not feel confident to return to work until we have reached herd immunity due to enough vaccinations. Also my children need to be back in school full time due to childcare concerns.
68	Regular testing of everyone that will be on campus should be a part of any reopening plan.
69	My main concern is that my husband is 75 and immunocompromised because he has a blood cancer. I am really afraid of getting sick and spreading the illness to him. I also have asthma so COVID-19 scares me.
70	make sure all students and staff have both vaccines and are constantly checked
71	I would prefer to teach from home until this virus is under control.
72	We shouldn't return to in person classes until all staff and students have affordable and easy access to an effective vaccine and the infection rate is very low.
73	As faculty that teaches off-site, I have concerns regarding what the facilities are able to do in terms of sanitation. Furthermore, as an instructor in the Emeritus Program, I have fears regarding anti-maskers and my role in enforcing such a policy when there's an active, politicized resistance to these policies.
74	I would hope the SDCCD does not REQUIRE all to go back to work until it is completely safe and necessary to do so. My job as a counselor does not need to be done at the worksite 100% of the time. I would have a hard time taking care of my child if I had to return to work, as he is in online school. There should be an option to return to campus when safe (because there are many who want to and can easily do so). We have done a great job at adapting to online services and should continue with that option for students who prefer it.
75	A vaccine is the key to returning to the classroom. While all of these items are needed, they are not the key to return, the vaccine is!
76	sick people coming to work but they don't know they are sick
77	I am not willing to go back to work until I have been vaccinated.
78	No
79	My concern with staggering hours/shifts is there is only one of me and only so many hours in the day. I would need additional faculty support through adjuncts since the other full-time faculty in my department would be in the same position. I also suggest modifying communal spaces instead of completely shutting them down. If they can be recreated outdoors with proper social distancing and masking in place, that can be made to work. Additionally, social and support services will need to be a priority. Students will need access to public transportation, food, mental health support, tutoring and childcare.
80	Ventilation in the building and having enough cleaning staff support is a concern. We are in hiring freeze and pre-COVID already had a severe shortage in facilities personnel due to the growth in the campus without staffing to match that increase.

81	physical science laboratory experiments are not easily adaptable to a virtual/remote format. Hybrid classes could be a way to limit numbers in the same space yet still provide a critical education component.
82	The loss of assignments/hours has been brutal across the board. I did not receive a class to teach this semester -- my first time in 10 years as an adjunct at Mesa -- and I know many share my predicament. These have been rough times for everyone but everyone is doing what can be done. We'll get through this together! Stay safe and positive!
83	I would appreciate a plan for those that do not follow the rules. There are many people frustrated and distrusting of the current pandemic, and I would like a plan for those students and/or staff that are unwilling to follow the rules.
84	Please work with AFT to achieve an end to Adjunct furloughs, and a return to active teaching assignments. Thank you so much for this opportunity to share.
85	You are doing great under circumstances.
86	none
87	Some organizations have timed stretch breaks. AT Intel at 10:00 am and 10:00 pm the Intel jingle would play and all employes stretch for or walk for 15 minutes. I am not sure how this would work at SDCCD.
88	Yes, what if I do not have any concerns about returning to work and do not need additional safety measures to feel safe? You did not provide that option for questions #5 and #6 which will seriously skew your results.
89	I think limiting people in communal spaces is important, but not to close them completely. What community resources are being offered to support adjunct faculty/ part-time staff who may have been negatively impacted during this time? If there are any being offered how is the information being pushed out to employees?
90	We have implemented all the aforementioned changes. Yet, I am exposed to over 100 individuals in a given day. I am responsible for checking students in, teaching them, and skills testing them. Our entire staff works in the EMS field and brings with them several known exposures to the workplace. Our high student volume is not appropriate for these times. I am on campus sometimes 16 hours a day for consecutive days with minimal rest between shifts and now I am sick with covid symptoms. My overhead does little to mitigate these factors and continues to push for more classes with more students. While we are an essential training institution this approach is clearly not appropriate. This is the second time I have been sick with covid symptoms since the start of the shut down and I find this lack of oversight reprehensible.
91	Yes, question 5 on the survey required an answer. My real answer is none of the above, no concerns.
92	I teach at 2 off site, off campus locations. Safety protocols there as well, need to be implemented and enforced
93	Nope
94	Also having everything wiped and sanitizing throughout the day. Have sanitizer stands everywhere. Have body temperature readers at entrance. Provide face shields and masks to employees.

95	Have someone on staff at City College during business hours to take temperature and sign in, like at Mesa, not a disorganized mess that is at City
96	We need to encourage employees to get the vaccine and/or come up with policies about what to do if no one elects to get the vaccine.
97	We don't have control over our students' lifestyles/protocols at home
98	after return to work, it would seem reasonable to assume some procedure for ensuring that everyone entering campus has been screened in some way, temperature checks, proof of vaccine, questionnaire completion, etc.
99	I think that the district has done an excellent job moving quickly on remote work and following safety guidelines.
100	As a single mom of a child with known allergies it will be some times before he would be able to get the vaccine safely. Even if I get the vaccine I could still get covid and pass it to him. The safest option for my family would be to work remotely until herd immunity is reached.
101	Productivity at work is moving forward, but very, very slow. E-mail responses from certain colleagues take days or weeks. Or not at all.
102	I do not have any concerns for question #5 but that is not an option. I also do not have any concerns with #6 either but again not an option. Because of this you have a serious flaw in your survey as you are forcing people to pick something that they do not believe. You need to resend this survey to everyone with an option of no concern and none required.
103	The diminished quality of educational opportunities for the students.
104	My supervisor and manager doesn't support remote and looks for ways to bring my team back to work
105	Until a vaccine is widely distributed, other safety measures are half-a-loaf, and work should continue remotely unless truly necessary and essential.
106	Temperature checks and distancing with limited number of people. Also a clear policy for sick leave and quarantine procedures because people may take health risks and put other people at risk if their productivity or job is at risk.
107	The big one for me is fear of contracting covid and having the negative effects last for a long time. I am over 60 and I need to take care of myself and my family
108	Provide PPEs
109	I am against deep cleanings since they may encourage the spread of antibiotic resistant bacteria.
110	Please give those of us working on site RIGHT NOW what we need to be safe. Clean bathrooms, sanitizer for shared computers!
111	I hope to return to in-person classes in the fall 2021 semester.
112	No
113	Lack of air flow (no windows that can open) in most buildings.

114	I have already been vaccinated, because I was in the Pfizer-BioNTech vaccine trial (and I could tell from my reactions that I received the real vaccine), but I hope that the district could advocate for CC teachers to get the vaccine soon, and to make it easy (and mandatory) for all district staff to be vaccinated.
115	No
116	Vaccine will hopefully be beneficial -- but side effects for long term are unknown. This is a concern.
117	<p>Please disregard my answers to questions 5 & 6.</p> <p>I answered them because a response was required.</p> <p>However, I would be comfortable returning to work even without questions 5 & 6. For me, just exercise basic common sense (e.g. if you're sick, coughing, feverish... stay home... wash hands, etc). One of the running jokes about washing hands is: "Weren't we supposed to be doing that already anyway? Even before COVID?"</p>
118	Need all plus extra space between desks/workstations. If it can't be done with extreme caution, wait on returning; delay return of non-student facing employees until vaccine distribution is completed to allow student-facing employees additional desk/workstation spacing.
119	I would like to bring my own cleaning supplies, as I have many allergies.
120	Hybrid classes would be great!
121	Air Filtration System. The third floor can smell toast from the 1st floor.
122	I highly recommend against mandating vaccines or mandating contact tracing apps. While I absolutely think people should do those things voluntarily, I do not at all support mandating either.
123	With an open campus and so many students and employees, it doesn't seem like it will be safe to be at work in person until it's safe to be out in the community
124	no matter what the CDC said or recommend this is a virus and it will get to you sooner or later. As President Trump says we all needs to be able to live with this virus.
125	I have autoimmune disorders, and am partially deaf, so the masks are harder for me, than working remotely.
126	I'm ok with zooming from home until Dec 2021, when I think it'll be safe, covid-wise.
127	I'm concerned that it will be mandatory to get the vaccine before it's been tested for at least a year.
128	Work from home has been a god-send for helping with mental health of my family members
129	I am very thankful for the District and the support I've received. I am on the campuses about 2-3 times a week for ongoing construction and everyone has been respectful to the Covid guidelines. Zoom, e-mail, and remote login have allowed me to support the campuses and the District from home; it's not the same as in person, but I think we're been very successful compared to other Districts.

130	Online teaching is not as effective as face-to-face.
131	Mainly keeping healthy
132	Ensuring that all staff members wear their masks properly and maintain proper distances while in the office; having staff rotate using bathroom facilities to avoid too many in a small area at one time; providing wipes for staff to be able to wipe down areas used by others such as door handles and printers.
133	It would be nice if the District was more open to remote working (especially in IT) after the pandemic has died down. A lot of work can be accomplished remotely as has been evident this year.
134	This question is difficult to answer completely without knowing precisely what you mean by "Clean desk policy". Also item 8 could simply be "Nightly cleaning/sanitation". The main issue, of course, is being vaccinated - everything else is contingent on that.
135	I would love to keep working remotely indefinitely.
136	Before COVID, the cleanliness was below expectations...
137	I would recommend option to continue to work from home if duties could still be met, or at least majority of hours from home.
138	People may not follow all the safety protocols recommended.
139	no
140	Being indoors in a shared space without much ventilation or air circulation is one of my biggest concerns about returning on site. The District Office doesn't have a lot of outdoor space for taking breaks or eating lunch.
141	Give employees the option to continue working remotely when possible.
142	It is critical to ensure the air filter recommendations have been installed in all buildings. If it is not feasible, there should be transparency and consideration of minimizing return to those buildings.
143	no
144	Does not make sense for non-essential or student facing employees to return to work if there will be a large amount of safety precautions like wearing mask in office (personal) when alone in it or holding zooms instead of meeting in person. Working from home ensures level of safety and comfort that returning to the office while we wait for cases to drop will not provide. Delay bringing back staff as long as you can as all the distractions of the safety measures (while necessary) may impact productivity in a negative way.
145	While you mention cleaning, it would be nice if the interior spaces were mopped more often than once a semester for areas that we have been working in weekly, ie. ceramics classroom at City. The dust is bad for our health each week.
146	Why does #5 require an answer? This implies that I have one of those concerns. The question should have a NA if you make it required.

147	1) HVAC at District Office is not good. 2) the primary reason to work in the office is to meet with other staff members - but that would still not be allowed unless we were all vaccinated so it feels like returning to work would be useless. 3) maintaining to offices - one at home and one at work seems more stressful than just staying at home
148	quality standards and regular review of HVAC systems and air flow.
149	Student usage of restrooms/lunch areas meant for staff
150	My # 1 safety measure would be limiting visitors to a building. Unless you work in the building or have a legitimate reason to be in that building you shouldn't need the access. I work in the Administrative Services building at Miramar and we get so much foot traffic from the outside. The bus station we have brings in this foot traffic for the use of our restroom. In addition student traffic needing Admissions when in fact we are Administrative Services (they get confused). Even with a sign and directory right outside our building we get that foot traffic. Until this pandemic is gone and/ or under control I would not feel comfortable working in my office and having to interact with several different people on a daily basis. If our students will be back on campus that is a for sure "no" unless we can lock the doors to our office/ and or building. I also don't want to see socializing in communal spaces; if we do keep them open then we should all be wearing masks at all times. I have no issues returning to Miramar and working in my office as long as we can figure out a solution to my concern. Our building does have a code only access on the far right double door when you are facing the building. We can lock the building and provide the code to all Miramar employees to get access if needed. Some will need access to the Mailroom, Reprographics, Business Office, etc. That would be my solution.
151	I'm concerned there will not be adequate staff to support the implementation of the safety measure listed above.
152	My office space would be shared with a coworker. It is very small with zero ventilation - the door to the room is the only passage for air flow. I do not believe a plexiglass partition in that space would effectively block airflow enough to prevent my coworker and myself from contaminating each other, if either of us carried the virus. Further, it is likely the plexiglass partition in such a small space would pose a tripping hazard. I see staggering our hours, days, or weeks in the office as the best solution to prevent the spread of the virus and maintain a healthy workplace.
153	I have no interest in returning to the office until every single student, staff, and faculty member has been vaccinated. I don't think I would be comfortable going back for sure until 2022. We need time fo the vaccine to work and to see the effects.
154	I hope that any planned return comes only after scientific evidence demonstrates low risks for individuals and our families - and that includes coming from our students as well as our colleagues.
155	In addition the list on question 6, frequent COVID testing for employees and students.
156	better ventilation don't want to be on 3rd floor of Student Services building since windows can't be open.

157	Without a doubt, enclosed buildings with no windows and centralized ventilation have been shown to be the Worst areas to be for community spread and outbreaks. It would be impossible to guarantee anyone's safety in the District building, so I hope we stay away until we have effective, validated vaccines
	I think that it is critical that anyone on campus have received the vaccine before coming back to campus en masse is considered.
158	Honestly, I would prefer to remain working from home and ask that the District and AFT begin conversations about amending the contract to allow individuals who prefer not to come back to campus to have that option.
	I am very concerned that given the student population we serve and our location as a COVID hot-spot that many may not have been given access to get the vaccine.
159	I suggest promoting a strategy of permanent remote work for those that excel and are experiencing increased productivity in the current climate. This would lower staff on staff contact, student to staff contact--contact. There are students that were struggling with on-campus visits prior to the pandemic due to transportation, childcare, attending multiple campuses, etc. We can create something with care and consideration.
160	I am afraid the enrollment will go down after being online this long. Some students get used to online instruction and do not feel like coming back to the classroom. So I hope we will have a choice both for us and students between in-person and online.
161	N/A
162	My main concern is having to return on site should my children continue with distance learning. Due to the pandemic, I lost childcare for both my children.
163	Supervisors are ordering classified staff who do not have training or certification in the allied health sciences to screen students and others for admission to on-campus activities. This is misguided, and potentially exposes SDCCD to liability issues.
164	n/a
165	Question 5 should have a none of the above option
166	Staggered shifts, part time work from home and nightly cleaning are the best ways to limit exposure to Covid or other viruses. The District needs to approach reopening by taking into account whether there is any need for a particular department or employee to be returning back to work in person full time. If the department/position of the employee has not seen any drop in productivity, there should be consideration of long term options to part time work from home option. This will help not only with Covid 19 but other prevalent viruses and future outbreaks.

167	I'm concerned about unnecessary exposure while working in the office as the infection is high and requiring masks and social distancing. Hopefully the vaccine is effective with no side effects. Until then, we may still need Urgent Care or ICU nearby at work and also near home for our family members.
168	I would encourage the District to consider a permanent hybrid remote work schedule for employees. A remote work environment promotes innovation, learning new skills, a more flexible work setting, reduced employer cost, and improved productivity. Thank you for considering this possible option.
169	Thank you so much for always being communicative and in touch with us.
170	<p>I would like disinfectant wipes on the podium to wipe clean the keyboard, mouse, and desk surface.</p> <p>If we are not sure how many of us and how many students are vaccinated, maybe we should keep our remote teaching option available.</p>
171	n/a
172	No
173	I would like vaccines to be mandatory
174	<p>COVID-19 is not my only concern in the workplace. In late February, I contracted the flu from a coworker. I was so very sick, and thought I had COVID because of the timing. Unfortunately, testing was not available at that time, and then we went remote. After taking the antibody test, I was negative, but it was stressful thinking I had it all of this time. After the crises of COVID passes, I would highly recommend we mandate mask wearing for those who have a lingering cough due to flu, cold, etc. Often, employees come in sick, or directly afterwards because they feel well enough to be there, but they sneeze and cough all day long. No one feels comfortable causing confrontation in asking a coworker not to come in sick, or to wear a mask if coughing lingers from an illness. If it were policy, that would make it easier to lean on versus a personal request. I am one who already sanitizes her desk and high touch areas 2x daily prior to the virus coming out, but I have learned not to touch unnecessary surfaces, and to protect myself and others through distance and improved hygiene practices. Lastly, since being remote, I have not had ANY respiratory illnesses or allergy symptoms whatsoever. My husband and I have stayed isolated to protect my parents who are in their late 70's since we now share the property and residence. I am so very fortunate to have an employer who supported each of us by allowing remote work in these unprecedented times. Thank you from the bottom of my heart. Carol Hilliard, Educational Services</p>
175	face masks and spray for classrooms need to be provided
176	No
177	I am not coming back to work.
178	I am high risk and I have family members in the household who are high risk. I would feel more comfortable continuing working remotely until COVID is under better control.

179	All measures help minimize risk but do not fully eliminate the risks. Our campus is also located in downtown San Diego and is completely open to all outside visitors which is not safe. We regularly had individuals showering and sleeping on site and in restrooms and there were no locked restrooms for employees
180	Thank you for still allowing me to work even as a temporary employee.
181	No
182	Make sanitation products abundantly available.
183	It would be a great improvement to have automated faucets and paper towel dispensers in the bathrooms. It absolutely defeats the purpose of washing off any viruses, and then touch the faucet or paper towel dispenser. Studies show that the blowing machines actually spread contaminants too, so just include the automated faucets and paper towel dispensers.
184	<p>I think COVID-19 is going to be with us longer than in other countries. I think that bringing back people and courses should be a slow, phased-in process so that we can see how it works, what processes are realistic for us, find out how many people do opt for vaccination, etc.</p> <p>Courses that can be taught remotely (synchronous or asynchronous) should transition back last.</p>
185	Thank you Dr. Carroll for making the District staff and our family's health a top concern and priority.
186	I hope the district manages to avoid meaningless theatrics that thwart our effort at actually educating students
187	How do we limit students from coming into our offices? How do we limit contact?
188	Work same as with the flu 2-3 years ago, install santiser stations in all work and public areas
189	Require everyone to have vaccine if they return to campus. Reconfigure office spaces, hallways, and ventilation systems. PLEASE allow for flexibility for those that can work from home and not require all hours to be done on campus. Provide understanding/ flexibility that we are not okay and having us show up on campus isn't going to make all this better. Many of us are burned out, exhausted, and no longer functioning and the continued expectation that we just keep going isn't reasonable. PLEASE let us have some time off and reduce the workload. Stop pretending we are fine and can keep going. Stop dumping work on those of us with computers and internet and having us do all the work of those who retired or left or don't have computers/internet. We are not okay.
190	The lack of fresh air in the district offices since the windows do not open. The number of door handles and security keypads you have to touch to go to the bathroom. Bathrooms do not have automatic faucets.

191	In Question 5, my answer "Decreased flexibility..." is meant as a "decrease in productivity at the office compared to working from home"
192	I do not think I am going to be as a productive employee wearing a mask in the office with a partition between my coworker's desk/workstation. We will be sharing an office space and being like that for 40 hours a week sounds like a nightmare to me. It will make my many hours of zoom meetings very uncomfortable as talking with a mask is cumbersome and I will not be heard clearly or easily. It will also make my ability to communicate with employees at the other campuses more challenging.
193	I work for Dsps so go to all campus sites.
194	shame none of the windows open since this airflow would be preferable to ducting. Changing some of the windows to ones where you can exit would also make escape easier in the event of a safety alert on campus.
195	I would not return to campus until there was little to no risk of catching COVID. Partitions and marks are NOT enough. Our janitorial staff could barely keep our classrooms swept on a weekly basis, there is NO WAY they could keep them clean and sanitized.
196	I have not seen enough acknowledgment of the varied HVAC needs of different buildings. In City's S-building, we don't have windows to open and our fume hoods don't work appropriately if doors are propped open. Ventilation and circulation need to be transparently addressed with all stakeholders.
197	I'm extremely worried about COVID-19 exposure while at work; it's the source of much anxiety. I'm concerned that my anxiety might continue to worsen as the time to return to campus gets closer.
198	I think I would feel very uneasy to see family members after a work week if I was surrounded by crowd of random people, i.e. students, co-workers.
199	no
200	Please see my comment in no. 4.
201	I am hopeful there will be a vaccine mandate for SDCCD. I would feel most comfortable with that in place.
202	We should not be returning to campus unless 100% necessary for work that cannot be performed any other way until the Covid pandemic has been adequately addressed, which it most definitely has not.
203	No
204	I have concerns about how air is moved through the buildings and office spaces. I have seen studies that show that even if you're across the room from someone, if there's a direct airflow being pushed between you, the virus could be transmitted beyond 6-feet. Not sure if it can travel from space to space via airducts, or if filters prevent this.
205	I have my own office. I feel my department already has social distancing in place. I'm mostly concerned about contamination through the ventilation system.
206	A gradual/staggered employee return to work.
207	I do not have concerns returning to work, open the campus!

	I probably will never be able to have a clean desk..
208	I do Not want to be forced to get a vaccine in order to work.
209	I appreciate that I have been able to work and be home safe. Working at home has been a very pleasant experience. I have enjoyed the flexibility of being able to work safely from home and increased productivity. I can do 100% of my work well from home and would be interested in being able to continue working from home in some capacity post-pandemic. I feel much happier without the stress of daily stress and gas expense of office commute, especially when it turns out I truly don't need to be there every day to do my job well.
210	I had no answers to number 5 as I am not concerned
211	I have been more productive working remotely- without some of the usual office politics and stressors (like traffic, micro managing supervisor, being able to eat from home). I have appreciated not increasing exposure to covid. Consider allowing staff who can (when things 'return') to at least work part time from home to serve students via internet and in person as a way of working in the future.
212	not a this time
213	-our chancellor has given us amazing, steady leadership and will be greatly missed when she retires in June! I have very much appreciated that she has given employees as much information as she can, has been conservative and careful in her decision making, and has let us know as soon as possible about timelines and decisions. Our new chancellor should use this as a model for how to communicate with students, staff, faculty.
214	It will be challenging to wear a mask and practice social distancing all day in a building that does not have windows and where there is a lot of traffic from students/ faculty/ staff. When we return, we need staggering shifts and days we can work from home. Plus modifications made to the building to keep us safe. The District and the campus should be as flexible as possible with this ever-changing situation.
215	I don't feel comfortable in returning to work as of yet
216	Ventilation is not on your list of potential safety measures. This is an airborne virus.
217	None
218	Not at this time. Thank you! :)
219	I have to wonder if my job will even exist after this.
220	My concern - my mom, who lives in the same house, has severe underlying chronic medical conditions, so even getting a vaccine, I don't know how long the vaccine will be effective and I don't want to increase a risk to my mom.

	Having a safe place to take breaks and eat meals/snacks.
221	Will need air purifiers throughout the building, especially in offices. How will student traffic be handled, especially in offices where students must physically go in to meet with staff/faculty. For example: DSPS, Counseling, Career, Transfer, EOPS
222	I am fortunate to be able to do all my work from home and that I can afford to have a good internet connection (fiber) and good computer setup (Mac and two monitors). Our online Office 365 subscription enables us faculty to finally have current Office software, which we've never had in the 20+ years I've been with the District (always been 5-6 years behind). Very nice.
223	I was forced to answer number 5 but none of those are concerns of mine.
224	A way to open the doors without using hands. Floor markers so we walk one way rather than crossing each other in tight spaces.
225	I do not know how the district can possibly provide safe environments at work in the classrooms and this concerns me. We have so many people transitioning between rooms and the facilities staff has always been minimal I cannot imagine how they can possibly clean all of the rooms every hour when classes change. In addition, I have always had to provide my own cleaning supplies and now more than ever the room, the desks, the whiteboard and markers, etc will need to be cleaned. Who will do this? Who will pay for this?
226	I appreciate the district's efforts and understanding to keep us working remotely and staying safe.
227	If I get COVID after returning to work, will I have to use my personal sick leave for the days I'm out during quarantine?
228	The District needs to understand the needs of those with children. Especially those who do not have resources to leave their children with during this time and over summer. Already hearing concerns about when employees need to return to work and the headache it may cause with childcare.
229	A subsidization for internet and cell phone costs would be good. I didn't have internet at home before the pandemic; my cell data sufficed. Also, my cell phone now is being used mostly for work matters than personal. Itemizing on taxes not possible to be effective. Given district's budget situation, a little is better than nothing for these last 9 months.
230	if wear mask.. it need to be clear mask to see facial expressions/lip read (disability accommodation for everyone)
231	I currently have no comments and concerns.

232	Pexiglass on front counter, buildings with updated air conditioning/cleaner air flow within office.
233	Provide off-set employee stipend of internet charges. (\$30/month) I was arguing with ATT uVerse over cable bill and could not cancel because work-dependend-on my internet :<
234	NO.
235	None of the protocols listed in question 6 make me feel safe enough to return to work in person. Once a vaccine has fully competed the safety protocols and is determined to be safe, which has yet to occur, and 70% of the population has been vaccinated, then I will feel better about the possibility of returning to work in person ... of course, with the implementation of all of the other protocols listed in question 6. The infection and death rate from COVID-19 in my community is staggering.
236	We should advocate for vaccine requirements of students and faculty if they wish to come on-campus.
237	Teaching with Zoom has been the most painful experience of my life. Since remote instruction is our new normal, we need more support for faculty. It would be great to have both a hotline for professors who are suffering under the strain and group meetings. We also need a District hotline for Zoom users. When I call the Zoom number, no one is there, and the Zoom people do not respond to e-mails. My biggest concern, though, is computer failure. I have been in a state of anxiety and discomfort the entire semester.
238	Besides staggering work hours, there are also opportunities to stagger work locations. With a little help in the overall plan and from IT, employees would not have to sit next to eachother at computers to do work.
239	Quest #5 needs an additional selection. ****None of the above
240	not penalizing older employees or those with other medical issues who would be more at risk for contacting Covid-19 virus if they do not choose to return to campus right away. I would not trust the the desk cleaning to campus staff and would like the materials to make sure we could clean it ourselves at the end of every work day
241	none
242	I would not feel safe teaching until more than 70% of the community has been vaccinated and until the virus is gone. I don't want to risk my health or the health of my students.
243	I believe students need to see each other and visit. What is the possibility of creating new outdoor spaces for students?
244	I would not feel comfortable being in a classroom until every person on campus is required to be vaccinated and the majority of the U.S. has been vaccinated with a vaccine that has been proven effective. I'm extremely concerned when I see that half of the people who wear masks on television have those masks slip off their noses as soon as they speak. We speak a lot in my classes, and talking appears to be a prime route for spread.

245	No
246	I doubt that the district will really do any of the above effectively enough to prevent me from getting COVID. I believe they will SAY they are doing it, but I doubt it will be done.
247	Some people won't do the mandatory requirements like wear masks. How can we reinforce that with faculty and students.
248	Checking the temperatures of anyone entering any building
249	No
250	Please just let us have the self-understanding to stay home when sick and go to work when healthy.
251	As long as my children are learning at home, I need to be at home too. I greatly appreciate the District's leadership and vision taking such a safe approach. My children's district bowed to parental/community pressure to re-open, and there have been outbreaks among the students, teachers and staff among the families that opted to return to campus. Thank you so much for taking a stand for science and safety. SDCCD is such an amazing place to work! I feel very proud to be part of it.
252	no..Would love to see (and attend) the management Faculty leadership course
253	Testing online is the main negative of a remote system since cheating sites are so available and are used by some students. Remote also feels remote to some students that in class contact does not create.
254	I don't like working from home and am eager to return to campus.
255	Just a general concern for returning safely and not simply reopening, especially because our students may not be first in line for vaccines once available.
256	The District should establish a benchmark on when a return to work would be prudent so employees would know what to look for. For example, "no new cases reported for two weeks," etc.
257	No,
258	FRESH AIR IN ALL BUILDINGS!!
259	Concerned about student safety and comfort returning to face to face classes.
260	I expected there to be questions about the possibilities around hybrid models of work that combine both remote and campus hours. There are clear benefits to both.
261	District is unfairly treating low end employees as not important.
262	The classrooms I spend 10 hours a week in are old bungalows with faulty ventilation. I would not work in these structures.
263	I think we should assess how to take advantage of what we've learned through this period of working remotely to re-think new possibilities for the way we use space on campus. Rather than try to recreate what we used to do, let's get back to campus in an improved way even if the virus becomes less of a concern.

264	Ensuring that while students have the right to not take the vaccine, SDCCD has the right to minimize the student's participation, such as not letting them on campus .
265	n/a
266	We have proved we can work from home. There should be that flexibility for happy, healthy and productive employees.
267	I truly appreciate Chancellor Carroll's high degree of precaution and proactive response.
268	Yes, I agree we need nightly deep cleans and sanitation but I'm worried about the toxicity of the materials used to deep clean and sanitize. I have high enough levels of phthalates, for example, I don't need more. I don't want headaches from the fumes caused by cleaning agents much less to breath in those fumes and end up with cancer.
269	When possible, staggering work days would be best, in my opinion. Also, consider making work from home available to those at a higher risk and also those not vaccinated and also to cover a staggered workweek schedule.
270	Feel perfectly safe about returning; this isn't ebola
271	I suggest to all employee to be wearing mask and face shields at all times even though people might already vaccinated. The District should make a policy that when employee is sick stay home don't even try to come to work. Even with just a regular cold symptoms. Especially when someone has a cough. I experience in the past that one of my co worker was very, very sick with the cold and she was spitting in her trust can. That is very unhealthy. Personally If it's an option to be able to work from home while we have covid, I would to continue doing it. #1 I have medical conditions and I have a husband and my Son at home who is a cancer patient and high risk of getting any type of infections.
272	No
273	I don't think I will feel comfortable unless vaccines are mandatory
274	no
275	<p>The key is limiting the number of people in the building at any given time.</p> <p>As more people return, the colleges don't have the capacity to screen everyone entering the buildings. Screenings should definitely be done.</p> <p>Also concerned that people will not wear their masks the entire time they are in the building. This would dramatically increase the risk of exposure.</p>
276	Only registering in-person students who can present proof of vaccine and the date of the vaccine should indicate that enough time has elapsed so that immunity has kicked in.
277	I don't want to return until I know it's safe. Staggering classroom session doesn't seem like it would help since the instructor is still exposed to everyone. My kid has asthma so if there is a return vs. not return choice, I'm going to not return for as long as possible to limit his risk.

278	There are no windows in the District Office and there is great concern regarding the safety of air quality in the building. Also, what protocols will be in place for cleaning necessary communal areas, such as restrooms, stairways, elevators, etc.
279	This is a biased survey with an underlying assumption that people don't want to return to campus. I was forced to answer what my concerns are, without any option to say what they really are. I am less afraid of COVID than I am of the negative educational, financial, civic, and mental health consequences of our shut downs. You will say these results reflect something real, but you have written biased questions that ignore certain perspectives.
280	Until there is a successful vaccine, I do not feel comfortable going back to in-person work. I actually hate teaching online, but feel it is the safest option at this time.
281	Appropriate screening, 10ft social distancing , limited face to face contact for services,. The most significant concerns are limiting capacity and social distance, and the cleaning and disinfecting of spaces that are high touch.
282	Germs spreading: people don't hand wash often enough. I see people walk from the toilet and straight out without washing hands and touching common areas/surfaces. People sneeze and don't wash/sanitize their hands.
283	Offer game night? Introduce people back to working together in smaller ways first -rather than just showing up to a building to work all day. Maybe make teams to review office changes and adherence practices and have mandatory report to a 2 hrs office preview of one's work site, Slower intro to reduce anxiety and lets people offer any notice of things maybe missed, in case supervises can actually make a change in something before they arrive to work. Perhaps just thinking of a full time shift on site if you live alone or grown agoraphobic? IDK I can see it could unnerve some people. Feral cat syndrome. But you can't change everyone's mind of course.
284	I am concerned about not being able to maintain safe distance passing in District hallways. And I'm also concerned about sharing bathrooms including safely getting to through narrow hallways and doorways.
285	Returning to campus would decrease productivity as I have been exponentially more productive working from home.
286	no
287	I'll only be comfortable going back once my wife and I are vaccinated.
288	Yes, staff not wearing masks properly when unable to remain a safe distance apart, especially indoors.
289	THanks
290	Don't feel safe being out in public. Only go to doctor's appointments, gas station, and grocery stores as a necessity. I have to work from home because don't have childcare for my minor children. I work in a very small office on campus. I'm more productive working from home because I have less interruptions.
291	Because our inability to effectively manage exposure, I think remote services is the best approach.
292	I am worried about losing healthcare benefits

293	No
294	Need partitions at front counters, especially for Admissions and VA departments which students frequently visit for assistance and general questions. Very concerned about working with student's at the front counter while maintaining social distance and providing good customer service
295	Thank you for for the opportunity to express my views about how the pandemic is affecting me. It's great that the District is taking the COVID-19 pandemic seriously and has the safety and well-being of students and staff as a top priority.
296	I don't feel safe going back to work. I am a caregiver for my parents and I can't afford to get Covid Exposure. I prefer to work from home. Its a lot better for me and I am more effective and efficient to get work done.
297	Stop this madness and let us go back to work.
298	<p>Many employees have health risks themselves and/or have family members who are at high health risk at home. The concern regarding a vaccine is verifiable safety and effectiveness and the time it takes to determine this. Until this is conclusively shown in data, I would suggest our district take the stance that if the work can be done remotely, then allow the employees to do so.</p> <p>For those classes such as labs and hands-on tech programs that need to be taught in person, use all of the above safety protocols listed in point 6 and stagger the classes to minimize the number of people who have to be in close proximity.</p> <p>When it comes to re-opening on campus, do this in conjunction with the AFT and the Academic/Classified Senates and open in gradual and staggered phases to see how it's working. Start with those deemed essential personnel as agreed upon and defined by Administration/Academic and Classified Senate/AFT and the classes in the categories previously mentioned.</p> <p>Also, poll our students to see what their concerns are and any feedback they might have.</p>
299	Return to work topic: limiting the campus to students and employees only. Some campuses have open lobbies that are used by the homeless or open to the public for restroom usage. Visitors would need to check-in at the front office or can do online class registration (now that this has been perfected). Perhaps the use of badges to identify employees and students could be implemented. In my opinion, campus cleanliness is important -which means additional site custodians or maintenance crew.
300	Nope
301	What is the campus doing to make sure the site is safe in the evening?

The answers to number 6 depend on so many variables. This is stuff I haven't thought of, but one thing I have: I don't want to return to campus until students have fully returned to campus. And I'd rather no one return until the use of masks is no longer mandated or suggested.

302

I'd like for all employees to have the option to work remotely until we can return to normal campus operations comparable to before the pandemic. And for all students to have adequate access to online courses until that time.

303 None at this time.

304 Having some monitoring of homeless people entering the building.

305 As a first contact to students/faculty/staff/community, I would feel more in danger to anger/mental illness than ever before. I am a petit, older, woman not ready to confront the INCREASED anger/mental illness issues on top of exposure to health dangers too.

306 I have a child that has other health issues. I fear getting COVID 19 and exposing her to it. Until there is a widely available vaccine, I prefer to be at home as I am completely capable of completing my work remotely.

307 I do not have any concerns with returning to my campus, but since I had to answer question 5, the only thing that may be a concern is the slight possibility of being exposed. I think we can maintain distancing and safety measures easily since our offices have cubicles surrounded by partitions and glass and offices.

308 None

309 The question: "Which of the following are concerns you have about returning to work in person?" is missing none or n/a as an option. This is a forced answer that requires identifying a concern whether or not there is one there before the survey can be submitted. That is going to skew your results towards concerns that might not actually be there.

310 On Question #5, my concern about getting exposed to Covid once vaccinations are more commonplace and masks continue to be worn for a time is not great.

311 At the DO, the lack of ability to open windows and the poor air circulation and "cleaning" is a GRAVE concern. I don't think the mask, cleaning, etc will correct the "bad air flow"

312 Only employees who must return to campus should return.

313 We need employee only bathrooms.

	<p>You need to provide a "None of the above" box for question 6. In addition, when it's time to transition professors back into the classroom, I hope SDCCD will consider the CDC's "precautions" for "Older Adults," allowing professors over 50 to continue teaching on Zoom and Canvas until it is 100% safe for them to return</p>
314	<p>to campus. Specifically, the cdc.gov/coronavirus Website notes "For example, people in their 50s are at higher risk for severe illness than people in their 40s." I understand it is unknown when transitioning will take place, but I think it is best to include the above factor in discussions long before any decisions are made. Professors invested a huge amount of time and energy converting their traditional classes to Canvas and Zoom, and they should be allowed to continue teaching remotely if they want, and especially if it is not as safe to return to campus as it was before the COVID-19 pandemic.</p>
315	<p>Please allow us more flexibility to come back sooner. I would like to come to the office at least once a week or once every 2 weeks. It would do wonders for my psyche.</p>
316	<p>For our academic programs in STEM to work efficiently, we need to figure out how to get key courses back on campus, and we need to have a campuswide testing center both on campus and remotely to be able to ensure students demonstrate content mastery.</p>
317	<p>Employees not wearing masks that is adequate such as multi-layers or not wearing them properly. I have been in the office and seen colleagues walked by my desk a couple times with mask below the nose.</p> <p>Also when walked up to the colleague, the masks are off because the employee thinks that the should be fine in their own cubicle. But the employee was talking a lot while in their cubicle with the other colleague sitting in the next cubicle.</p> <p>The concern also how other colleagues following all the safety rules outside of work. That is the most scary part.</p>
318	<p>Each department should install a keyless/badge entry for authorized staff only.</p>
319	<p>The survey wouldn't let me submit the form with nothing checked in question 6. The truth is that none of those would make me feel safe.</p>
320	<p>I am concerned with the airflow in the office. The CDC recommends that in office settings that windows should stay open and that air conditioning systems not recirculate the air in a closed office setting. I am concerned with how this will be addressed. The window s in most buildings do not open, and the District turns on the AC whether the employees want the airflow or not. Will there be airflow filtration systems introduced into each office?</p>
321	<p>working from home works well for me</p>
322	<p>Thank you for the administrative efforts in making sure our staff and students are safe during this pandemic.</p>
323	<p>Not at this time.</p>
324	<p>Let full time faculty work from home if they choose to.</p>

325	I have enjoyed the flexibility of working from home, having more time with family and not having to take time out of the day to commute. The downside is not having the two larger monitors and chair from my office, and the temptation/ease of working more hours.
326	N/A
327	OSHA has new COVID-19 guidelines.
328	no
329	Recommendation District considers essential employees NEEDED to return to the office in order to perform their duties/support students and employees who duties can be conducted remotely. Consider phasing back employees in order of essential need to work in-person.
330	I won't feel safe until I'm both vaccinated, and have a large assurance that most of the public i'm dealing with are vaccinated. The truth is, I'm much more productive and happy at home, for the most part. My job is mostly technical in nature, and I realized how much of other people's jobs i was tasked with simply by proximity. I will be requesting to work from home in lieu of our new contract language, regardless of a plan to 'return to campus'.
331	I cannot teach in person with a mask on...though I am a proponent of masks.
332	no
333	None of this will work without all complying.
334	I am sole breadwinner and also responsible for aging parents (immune compromised) and two immediate family members with asthma. I can't risk my own or my family's health unless the chances for exposure are minimal and all of us have had the vaccine.
335	Some of us faculty that are really good at teaching online should stay online and work mostly remote.
336	My main concern with returning to the office is my department's office space set up. Classified Staff are very close together and in frequent contact with students; shared desk duty means shared phones and computer keyboards, pens, copier machines, file cabinet, etc. Frequent sanitation would need to take place and would distract from productivity, concentration.
337	My main concern is our office's HVAC system. How can we prevent the spread if our HVAC is a recirculating system?
338	My main concern is ensuring there is proper ventilation in the building. While I am grateful SDCCD has allowed us to work remotely during this time, I look forward to getting back in the office when it is safe to do so.
339	I think we should limited classes on campuses. Any classes that can teach online should shift to fully Online Distance Education learning. Any classes require physical than operating on campuses. Reduce too many people on campuses for safe returning to work in person. It'll be good for staff, admin, faculty, and our students.
340	Consider allowing remote work to continue where possible

341	Another concern is restrooms. The Administrative Services building is close to the MTS Bus Stop and many come off the bus and either use the restrooms or the drivers even use the lobby for a break. Locking these restroom and removing furniture from the lobby may be a consideration when we return to work.
342	We should not return to campus until the situation improves.
343	The district cannot upgrade the indoor ventilation systems in most areas to adhere to CDC guidelines for safe indoor operation. We should not consider indoor operations until over 70% of the population is vaccinated.
344	Would like more safety measures on campus due to homeless population camping out in hallways and using restrooms, hanging around parking structures
345	Too many people around my area, people not observing personal space requirements, not enough cleaning of the office/restroom areas.
346	Not a fan of vaccines; irritates underlying health issues. Would be okay with mandatory yearly testing, like TB.
347	I do not support mandatory vaccinations to return to work.
348	Being flexible with amounts of meetings and lengths of meetings. For parents, 7 hours of meetings per day or 3-4 hour long meetings/trainings are difficult for parents who are also trying to assist their children in school.
349	I believe the District should consider the financial impact that working from home has had on faculty, staff & managers. There has been an increase in use of utilities while folks work from home. Possibly some kind of extra compensation for the added expense.