



2021 - UC San Diego Learning Lessons from the Pandemic – Reimagining the Workplace Survey UC San Diego

2,813 respondents
45% of 6,300 invited

Current Work Location		Before restrictions were imposed		Preferred (when return to work)	
On-site	11% (311)	On-site entirely	69% (1,917)	On-site entirely	6% (170)
		Remote occasionally	28% (781)	Remote occasionally	71% (1,921)
Remote	89% (2,494)	Remote full-time	3% (94)	Remote full-time	23% (609)

Background:

- Survey period: April 12 to May 15, 2021.
- All VC Units, including Health Sciences, participated.
- Invited: Total - 9,682; Campus - 6,300; Health Sciences - 3,382.
- Response Rates: Total - 39%; Campus - 45%; Health Sciences - 28%.
- Questions: Work locations, COVID-19 impact, satisfaction pandemic management, remote work effectiveness, return to work, preferred future work schedule/location, supervisor support, and demographics.
- 8 open-ended questions for additional comments.

Contents:

1. Work Location Summary - Background.
2. Satisfaction with how UC San Diego managed the pandemic.
3. Benefits and challenges of working remotely. Impact of changes on employees and their family.
4. Return to work - Before and after the pandemic restrictions were lifted. Consideration of alternative work schedule.
5. Working remotely - Level of effectiveness, employees vs. supervisors' perspective. Support of supervisors on working remotely.
6. Return to work - Concerns and future workspaces/remote options



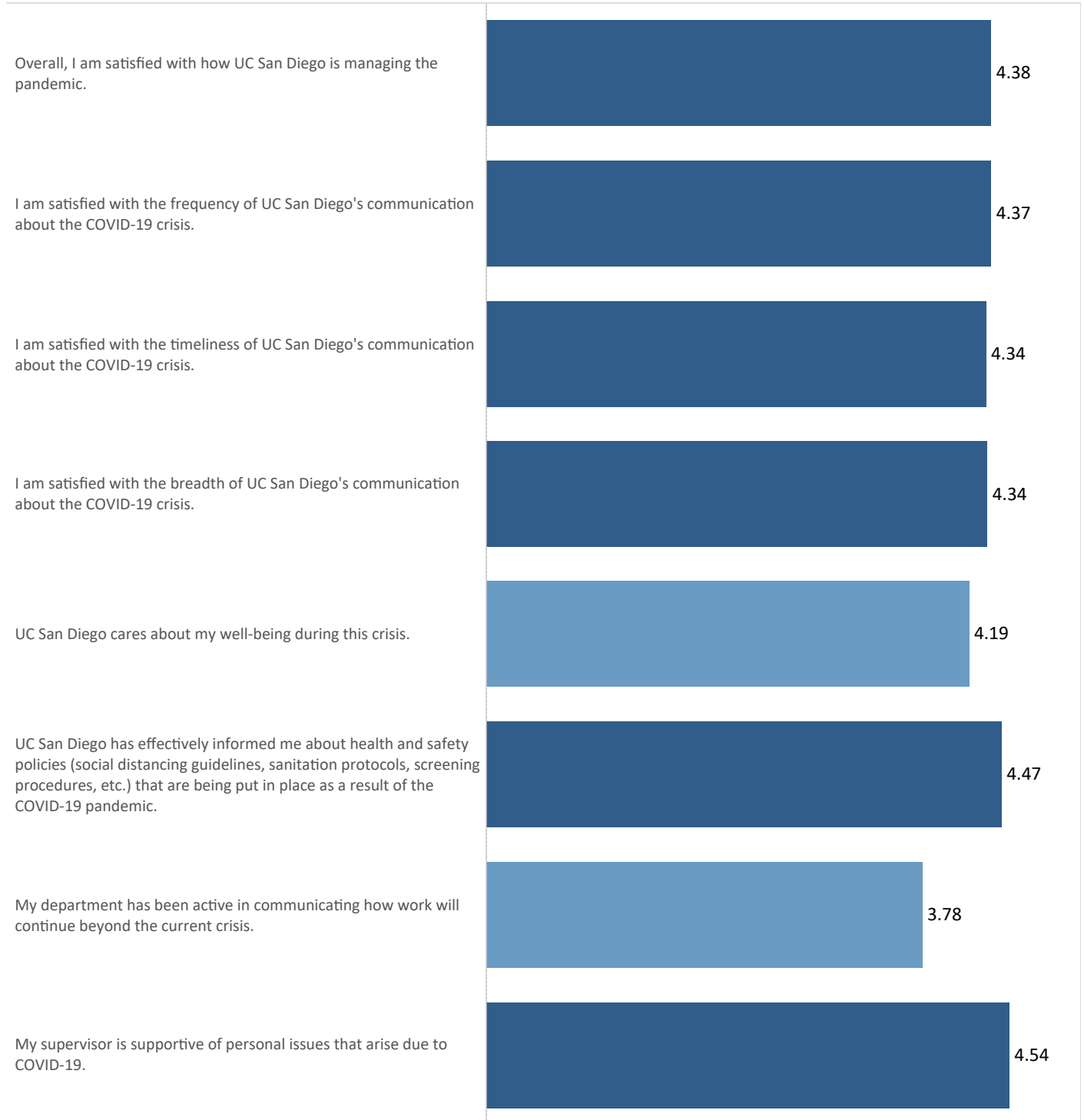
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Current Work Location

On-site	11% (311)
Remote	89% (2,494)

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Satisfaction with how the University has been managing the pandemic (All respondents - working on-site or remotely):
Mean (Scale 1-5) Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent



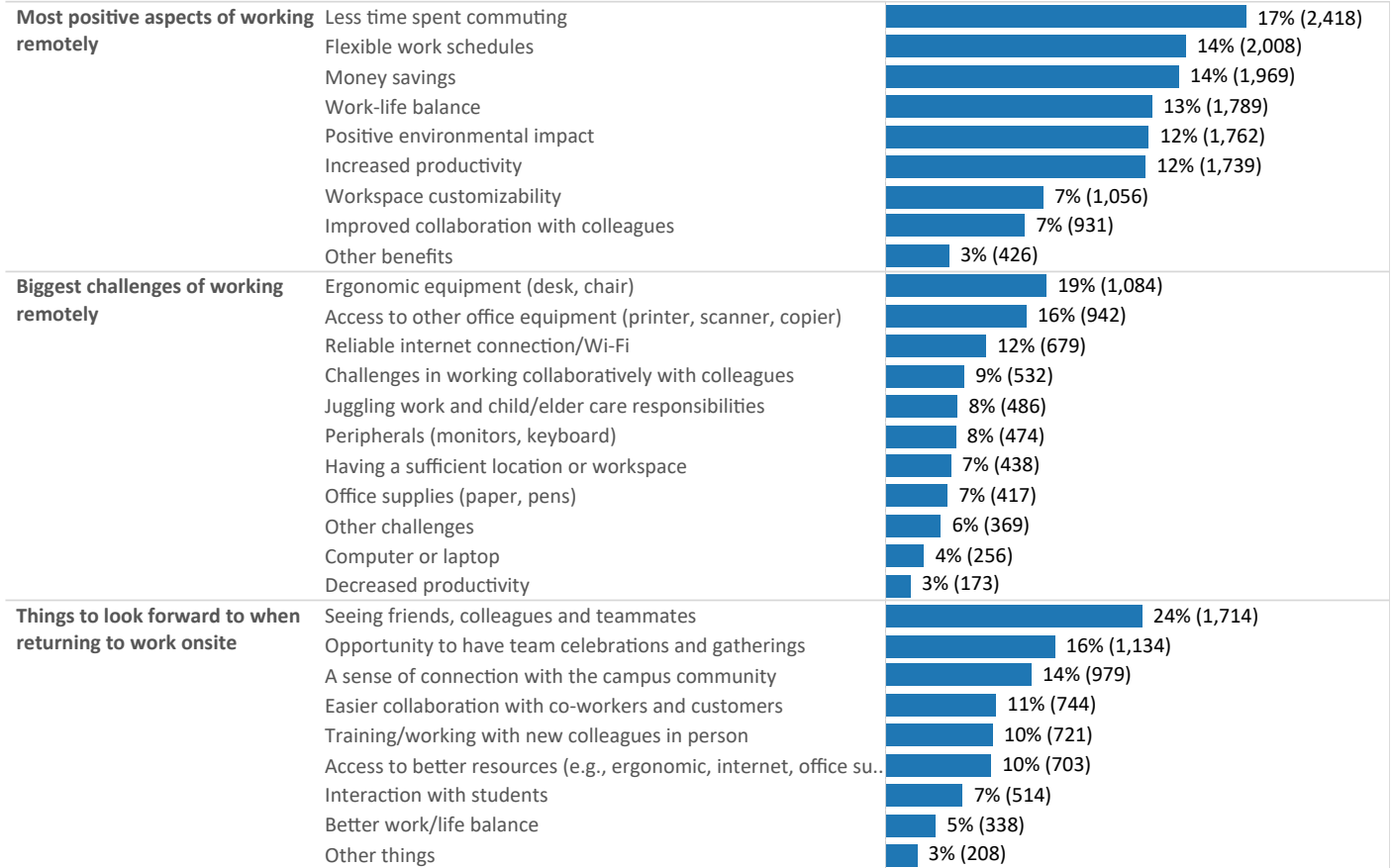


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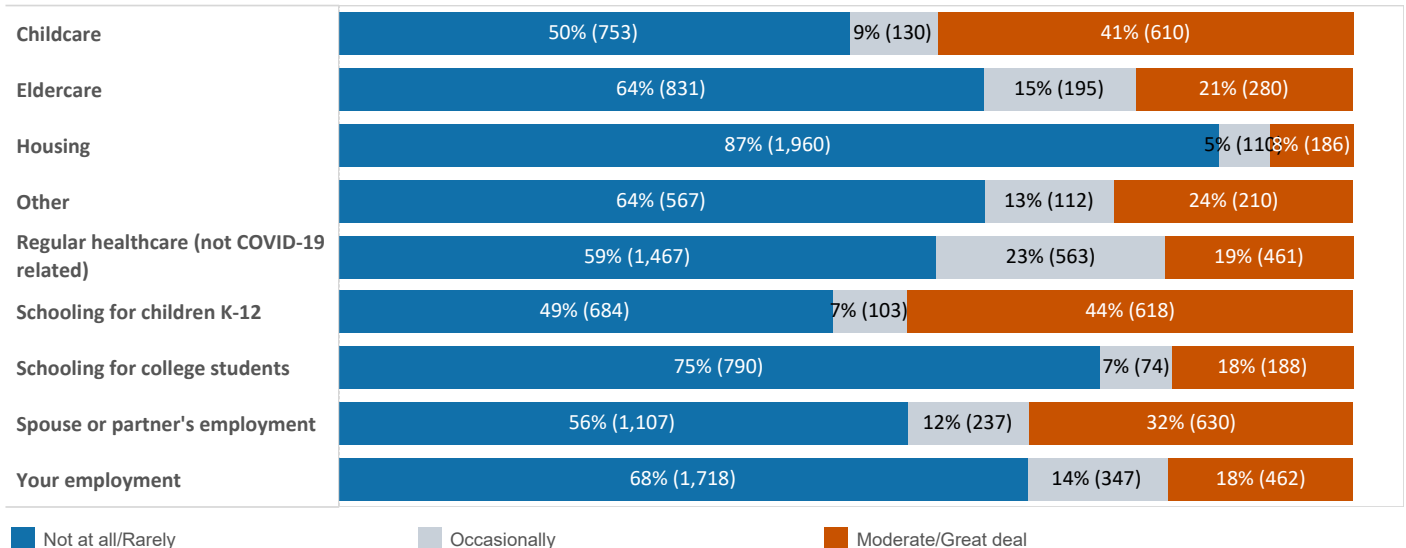
Current Work Location

On-site	11% (311)
Remote	89% (2,494)

Benefits & Challenges of Working Remotely (Working remote entirely or partially):



How often you and your family have been affected by changes or issues related to (All respondents - working on-site or remotely):



■ Not at all/Rarely
 ■ Occasionally
 ■ Moderate/Great deal



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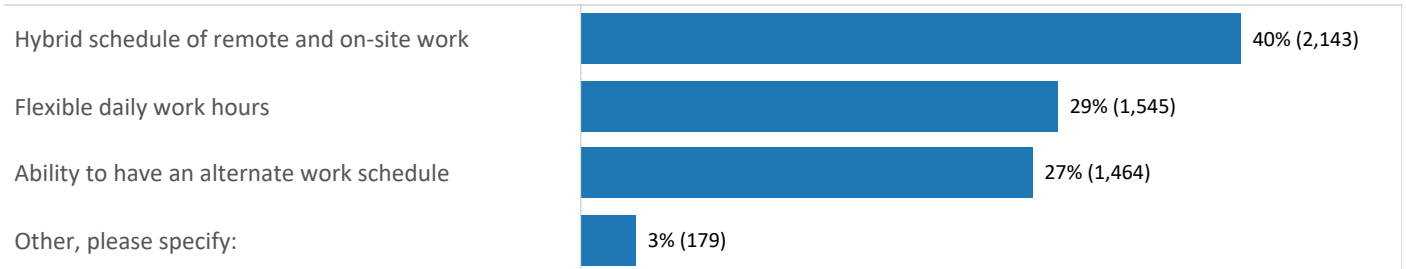
UC San Diego

Return to Work (All respondents - working on-site or remotely):

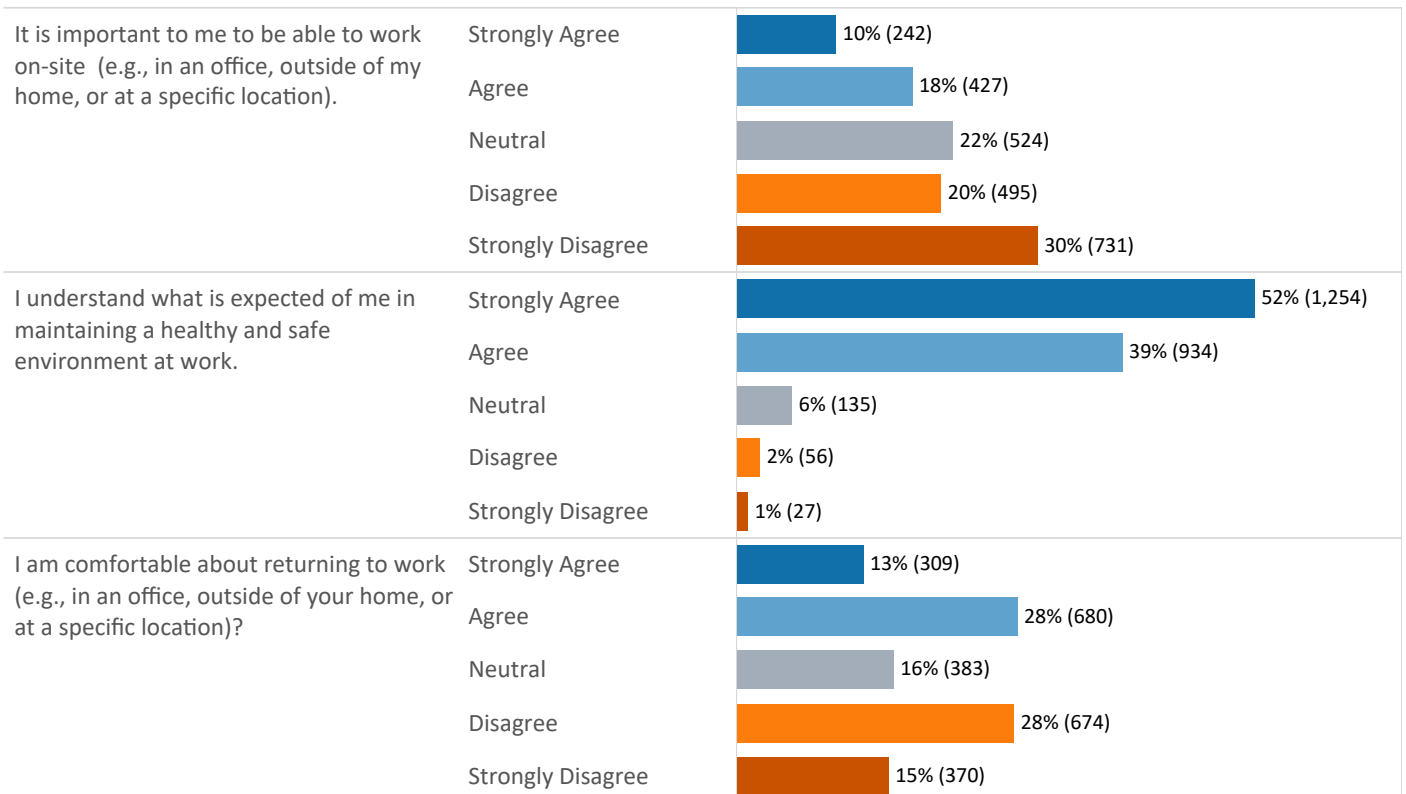
Before restrictions were imposed		Preferred (when return to work)		Interactions* by Preferred Work Locations		
On-site entirely	69% (1,917)	On-site entirely	6% (170)	Often	On-site entirely	23% (100)
					Remote full-time	8% (35)
					Remote occasionally	70% (308)
Remote occasionally	28% (781)	Remote occasionally	71% (1,921)	Sometimes	On-site entirely	5% (43)
					Remote full-time	11% (93)
					Remote occasionally	83% (679)
Remote full-time	3% (94)	Remote full-time	23% (609)	Rarely	On-site entirely	2% (25)
					Remote full-time	33% (478)
					Remote occasionally	65% (924)

Alternative types of work schedule being considered:

*Personal interactions that cannot be feasibly conducted virtually

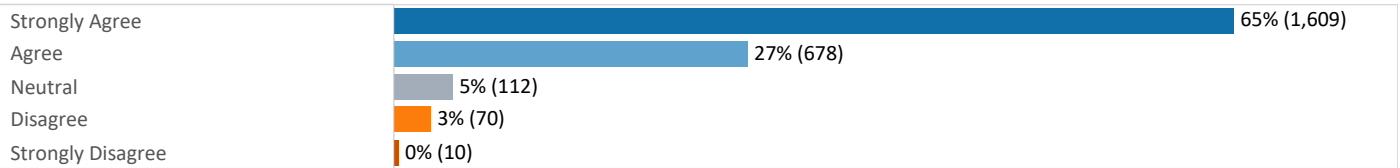


Return to Work (Working remote entirely or partially):

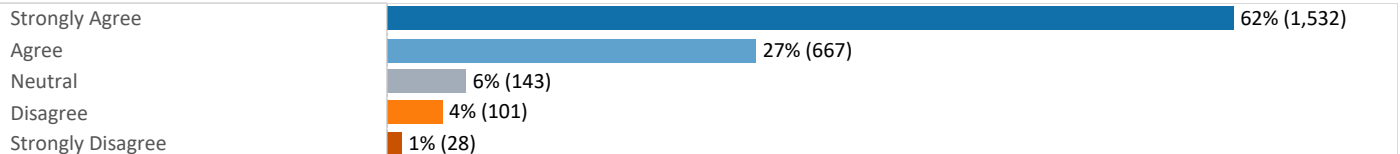




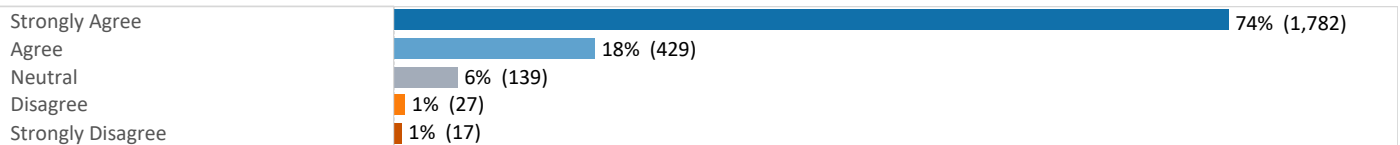
Staff - While working remotely, I have been able to collaborate well with co-workers as needed.



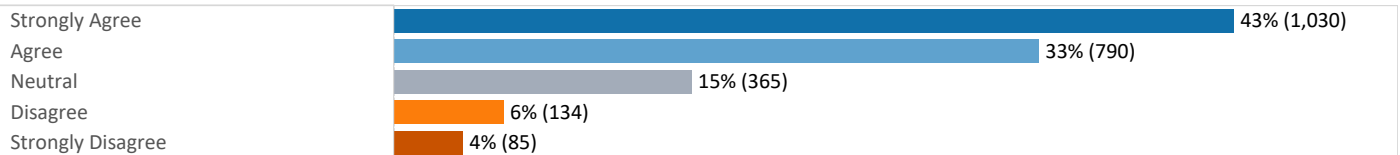
Staff - I have the tools I need to continue to perform my job duties regardless of where I am working.



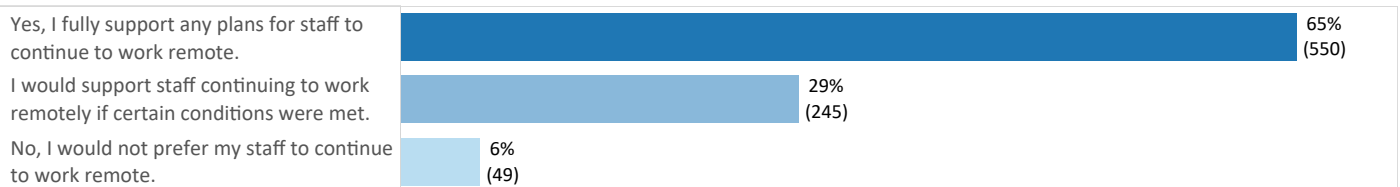
Staff - If you are currently working remotely, how strongly do you agree that it is important to continue being able to work remotely after the pandemic restrictions are lifted?



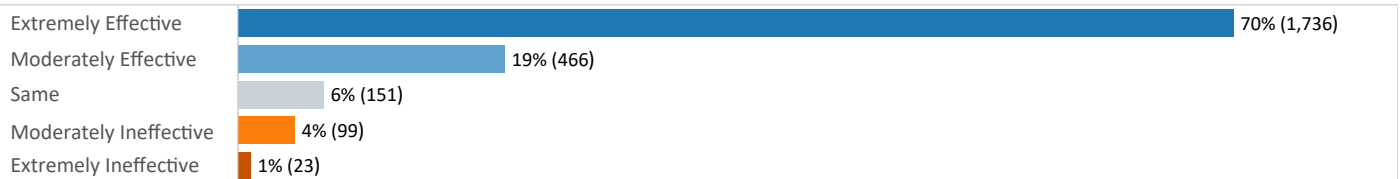
Staff - I believe my supervisor would support me if I chose to continue working remotely after COVID-19 restrictions were lifted.



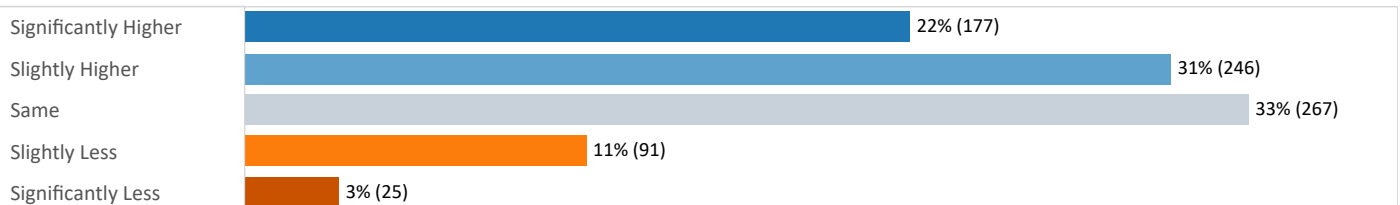
Supervisors - Will you be supportive of your employees working remotely?



Staff - If you are working remote full-time or part-time, how would you rate your level of effectiveness?



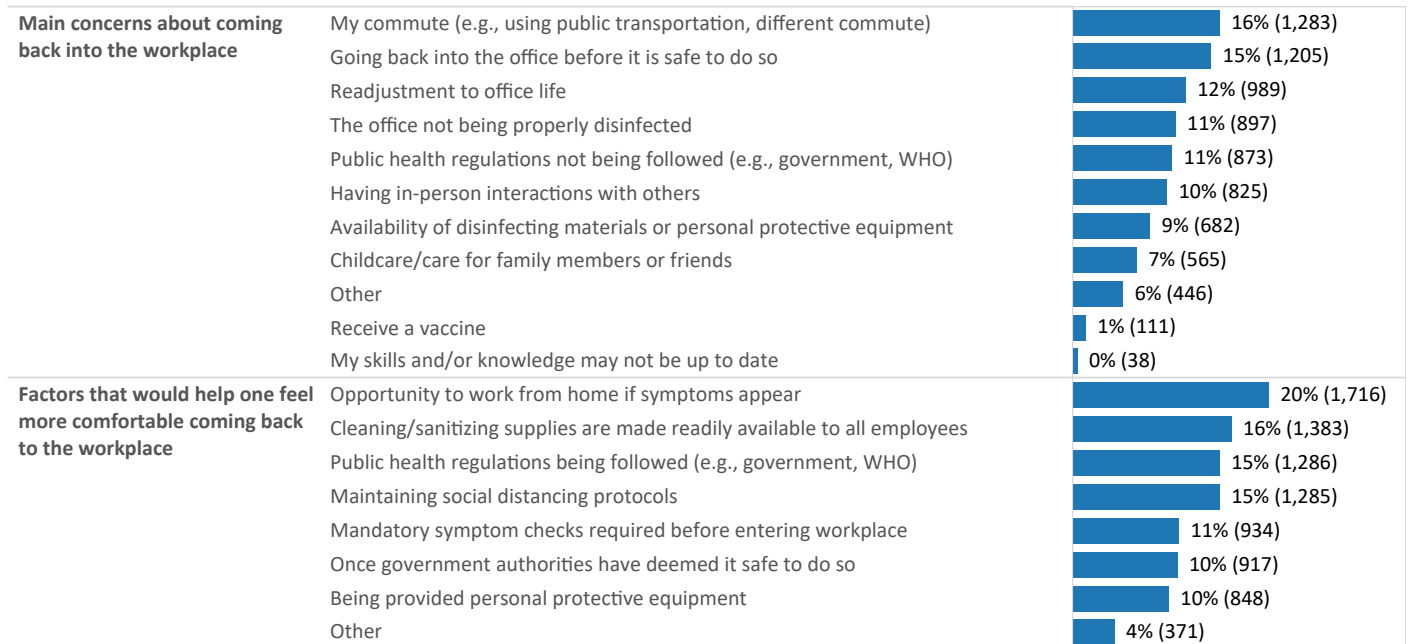
Supervisors - How would you rate your staff effectiveness working remotely since the restrictions were put in place?





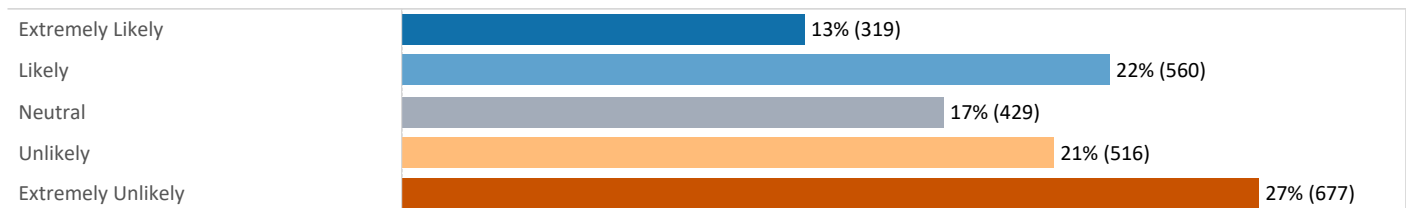
Return to Work - Concerns (Working remote entirely or partially):

Do you have any concerns about coming back into the workplace?



Return to Work (All respondents - working on-site or remotely):

How likely is it that more shared workspaces will work for you?



How important is it to have both remote and in-person options available for all meeting?

