

2,813 respondents 45% of 6,300 invited

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

### **Current Work Location**



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

On-site	<b>11%</b> (311)	2,813 respondents 45% of 6,300
Remote	<b>89%</b> (2,494)	invited

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**



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

On-site	<b>11%</b> (311)
Remote	<b>89%</b> (2,494)

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

Most positive aspects of working	Less time spent commuting	17% (2,418)
remotely	Flexible work schedules	14% (2,008)
	Money savings	14% (1,969)
	Work-life balance	13% (1,789)
	Positive environmental impact	12% (1,762)
	Increased productivity	12% (1,739)
	Workspace customizability	7% (1,056)
	Improved collaboration with colleagues	7% (931)
	Other benefits	3% (426)
Biggest challenges of working	Ergonomic equipment (desk, chair)	19% (1,084)
remotely	Access to other office equipment (printer, scanner, copier)	16% (942)
	Reliable internet connection/Wi-Fi	12% (679)
	Challenges in working collaboratively with colleagues	9% (532)
	Juggling work and child/elder care responsibilities	8% (486)
	Peripherals (monitors, keyboard)	8% (474)
	Having a sufficient location or workspace	7% (438)
	Office supplies (paper, pens)	7% (417)
	Other challenges	6% (369)
	Computer or laptop	4% (256)
	Decreased productivity	3% (173)
Things to look forward to when	Seeing friends, colleagues and teammates	24% (1,714)
returning to work onsite	Opportunity to have team celebrations and gatherings	16% (1,134)
	A sense of connection with the campus community	14% (979)
	Easier collaboration with co-workers and customers	11% (744)
	Training/working with new colleagues in person	10% (721)
	Access to better resources (e.g., ergonomic, internet, office su	10% (703)
	Interaction with students	7% (514)
	Better work/life balance	5% (338)
	Other things	3% (208)

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

Childcare	50% (753)	9% (130	0)	41% (63	10)
Eldercare	64% (831)		15	5% (195)	21% (280)
Housing	87% (1	,960)			5 <mark>% (11(</mark> 8% (186)
Other	64% (567)		139	% (112)	24% (210)
Regular healthcare (not COVID-19 related)	59% (1,467)		23	% (563)	19% (461)
Schooling for children K-12	49% (684)	7% (103)		44% (618	3)
Schooling for college students	75% (790)			7% (74)	18% (188)
Spouse or partner's employment	56% (1,107)		12% (237)	32	2% (630)
Your employment	68% (1,718)			14% (347)	18% (462)
Not at all/Rarely	Occasionally	Modera	ate/Great deal		

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

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



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

Strongly Agree		65% (1,609)
Agree	27% (678)	
Neutral	5% (112)	
Disagree	3% (70)	
Strongly Disagree	0% (10)	

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

Strongly Agree		62% (1,532)
Agree	27% (667)	
Neutral	6% (143)	
Disagree	4% (101)	
Strongly Disagree	1% (28)	

## 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?

Strongly Agree		74% (1,782)
Agree	18% (429)	
Neutral	6% (139)	
Disagree	1% (27)	
Strongly Disagree	1% (17)	

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

Strongly Agree				43% (1,030)
Agree			33% (790)	
Neutral		15% (365)		
Disagree	6% (134)			
Strongly Disagree	4% (85)			

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

Yes, I fully support any plans for staff to continue to work remote.			65% (550)
I would support staff continuing to work remotely if certain conditions were met.		29% (245)	
No, I would not prefer my staff to continue to work remote.	6% (49)		

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

Extremely Effective			
Moderately Effective		19% (466)	
Same	6% (151)		
Moderately Ineffective	4% (99)		
Extremely Ineffective	1% (23)		

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

Significantly Higher			22% (177)	
Slightly Higher				31% (246)
Same				33% (267)
Slightly Less		11% (91)		
Significantly Less	3% (25)			

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

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

Yes		77% (1,851)
No	23% (563)	
Main concerns about coming back into the workplace	My commute (e.g., using public transportation, different commute) Going back into the office before it is safe to do so Readjustment to office life The office not being properly disinfected	16% (1,283) 15% (1,205) 12% (989) 11% (897)
	Public health regulations not being followed (e.g., government, WHO) Having in-person interactions with others Availability of disinfecting materials or personal protective equipment Childcare/care for family members or friends	11% (873) 10% (825) 9% (682) 7% (565)
	Other Receive a vaccine My skills and/or knowledge may not be up to date	6% (446) 1% (111) 0% (38)
Factors that would help one feel nore comfortable coming back o the workplace		20% (1,716 16% (1,383) 15% (1,286) 15% (1,285) 11% (934) 10% (917) 10% (848) 4% (371)

### 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?



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