



## 2021 - UC San Diego Learning Lessons from the Pandemic – Reimagining the Workplace Survey [UC SAN DIEGO](#)

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3,766 respondents  
39% of 9,682 invited

Current Work Location		Before restrictions were imposed		Preferred (when return to work)	
On-site	<b>12%</b> (456)	On-site entirely	<b>70%</b> (2,612)	On-site entirely	<b>6%</b> (232)
		Remote occasionally	<b>27%</b> (1,009)	Remote occasionally	<b>71%</b> (2,577)
Remote	<b>88%</b> (3,302)	Remote full-time	<b>3%</b> (117)	Remote full-time	<b>22%</b> (807)

### 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



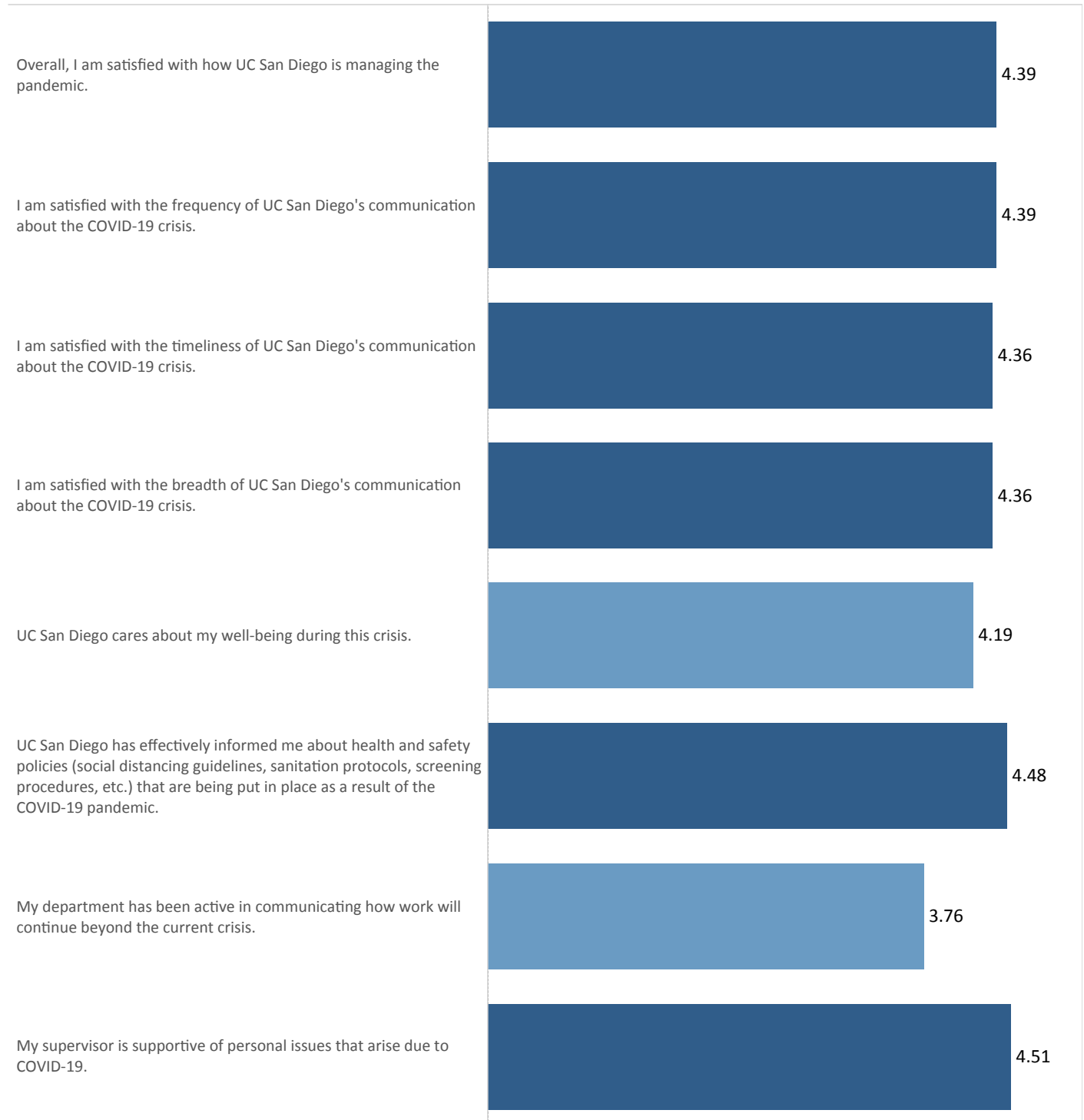
### Current Work Location

On-site	12% (456)
Remote	88% (3,302)

3,766  
respondents  
39% of 9,682  
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





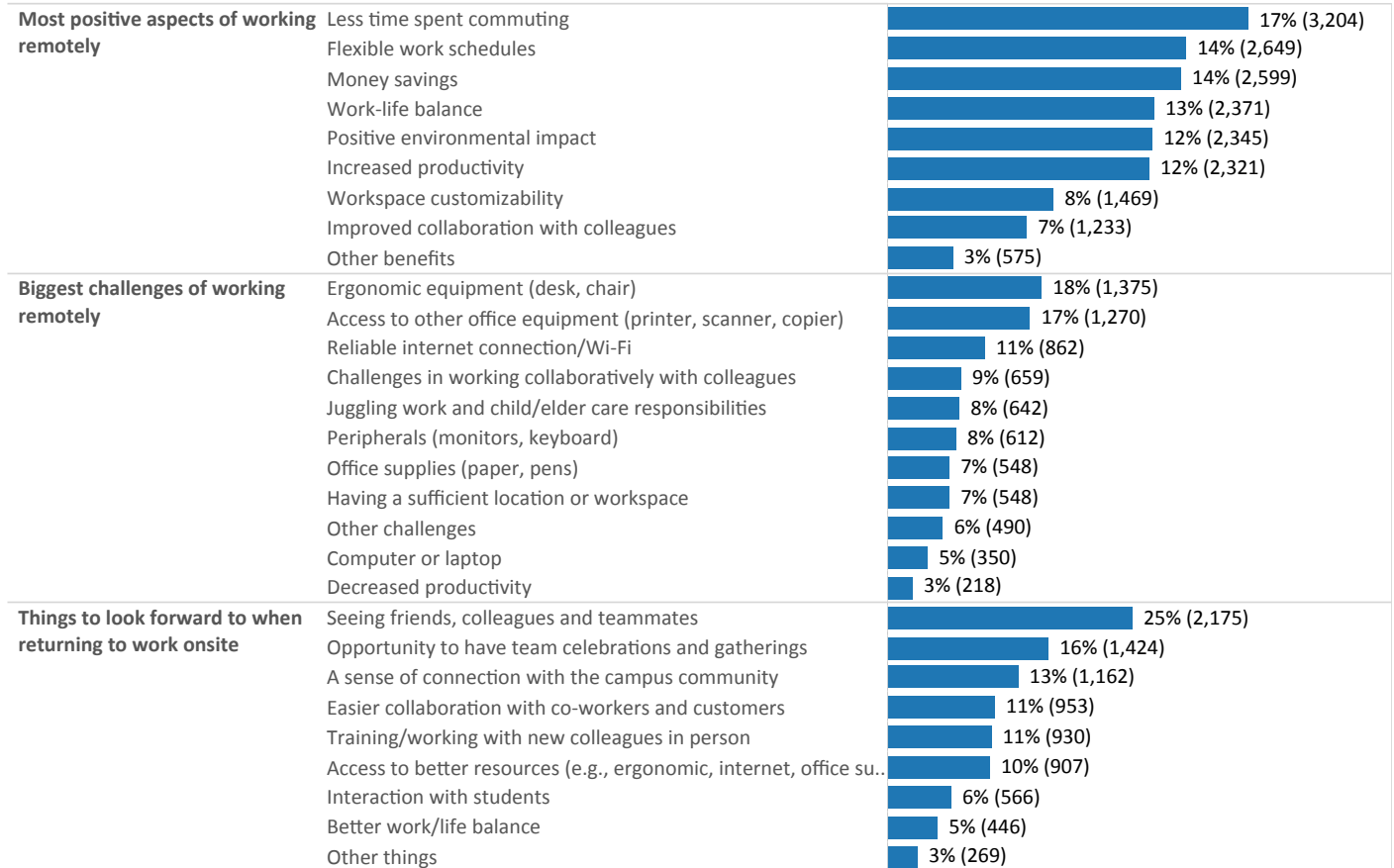
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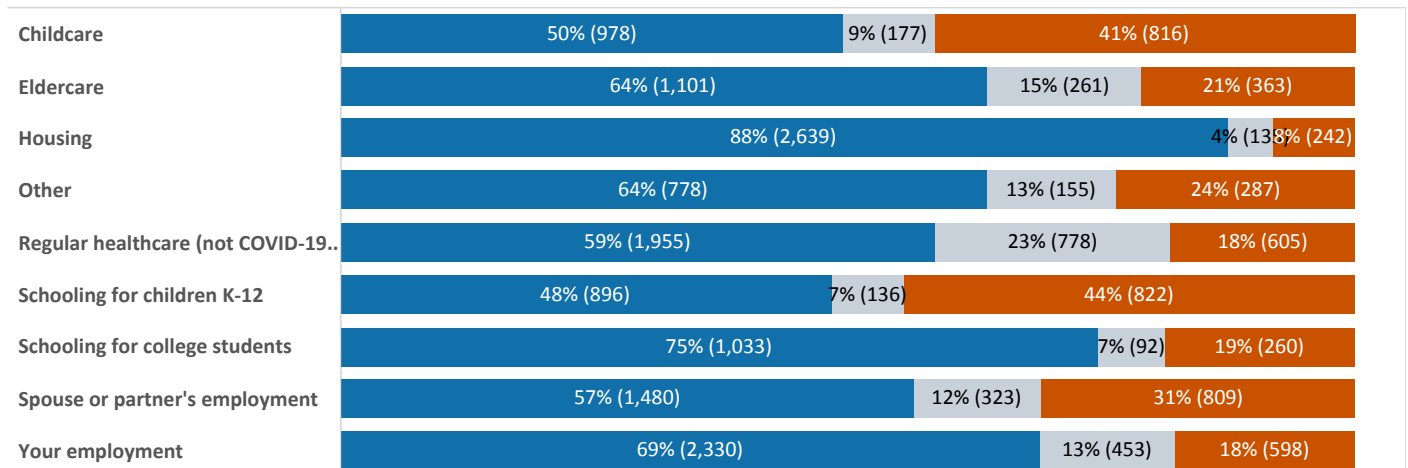
### Current Work Location

On-site	<b>12%</b> (456)
Remote	<b>88%</b> (3,302)

### 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



...

## 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	<b>70%</b> (2,612)	On-site entirely	<b>6%</b> (232)	Often	On-site entirely	<b>23%</b> (135)
					Remote full-time	<b>8%</b> (47)
					Remote occasionally	<b>70%</b> (417)
Remote occasionally	<b>27%</b> (1,009)	Remote occasionally	<b>71%</b> (2,577)	Sometimes	On-site entirely	<b>6%</b> (64)
					Remote full-time	<b>10%</b> (110)
					Remote occasionally	<b>84%</b> (915)
Remote full-time	<b>3%</b> (117)	Remote full-time	<b>22%</b> (807)	Rarely	On-site entirely	<b>2%</b> (31)
					Remote full-time	<b>34%</b> (647)
					Remote occasionally	#####

## Alternative types of work schedule being considered:

\*Personal interactions that cannot be feasibly conducted virtually

Hybrid schedule of remote and on-site work	41% (2,878)
Flexible daily work hours	29% (2,016)
Ability to have an alternate work schedule	27% (1,912)
Other, please specify:	3% (234)

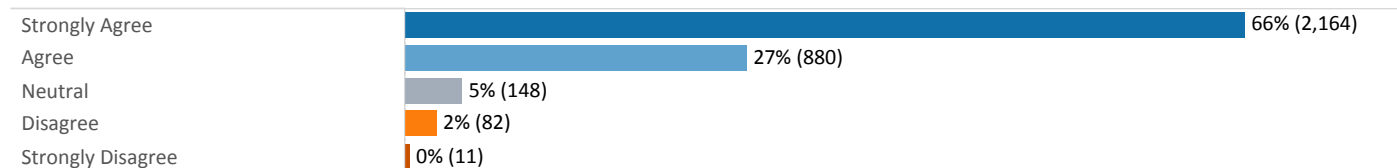
## Return to Work (Working remote entirely or partially):

It is important to me to be able to work on-site (e.g., in an office, outside of my home, or at a specific location).	Strongly Agree	10% (304)
	Agree	17% (553)
	Neutral	21% (685)
	Disagree	20% (651)
	Strongly Disagree	31% (1,007)
I understand what is expected of me in maintaining a healthy and safe environment at work.	Strongly Agree	53% (1,689)
	Agree	39% (1,228)
	Neutral	5% (172)
	Disagree	2% (62)
	Strongly Disagree	1% (34)
I am comfortable about returning to work (e.g., in an office, outside of your home, or at a specific location)?	Strongly Agree	13% (400)
	Agree	28% (899)
	Neutral	16% (520)
	Disagree	28% (886)
	Strongly Disagree	15% (492)

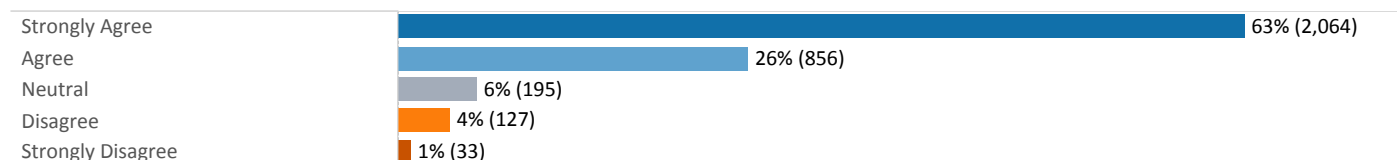


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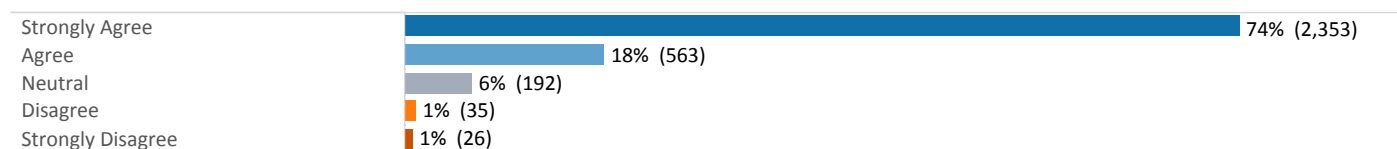
**Staff - While working remotely, I have been able to collaborate well with co-workers as needed.**



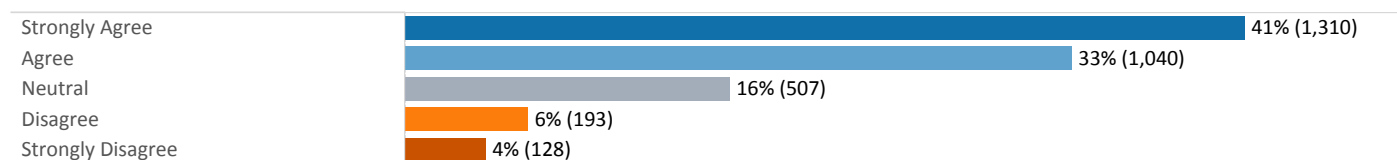
**Staff - I have the tools I need to continue to perform my job duties regardless of where I am working.**



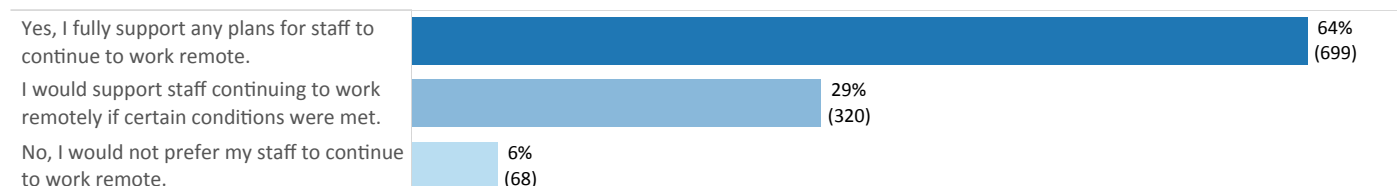
**Staff - If you are currently working remotely, how strongly do you agree that it is important to continue being able to work remotely after the pandemic restrictions are lifted?**



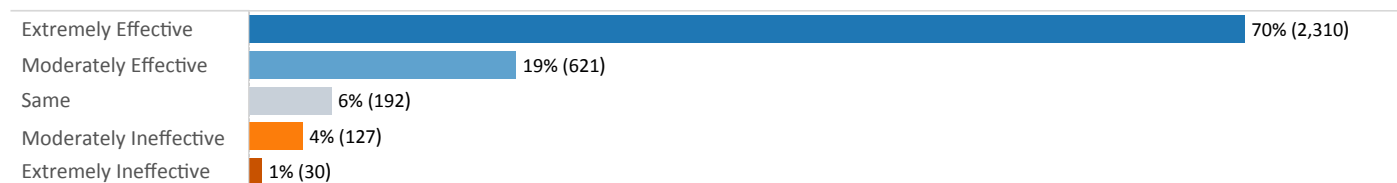
**Staff - I believe my supervisor would support me if I chose to continue working remotely after COVID-19 restrictions were lifted.**



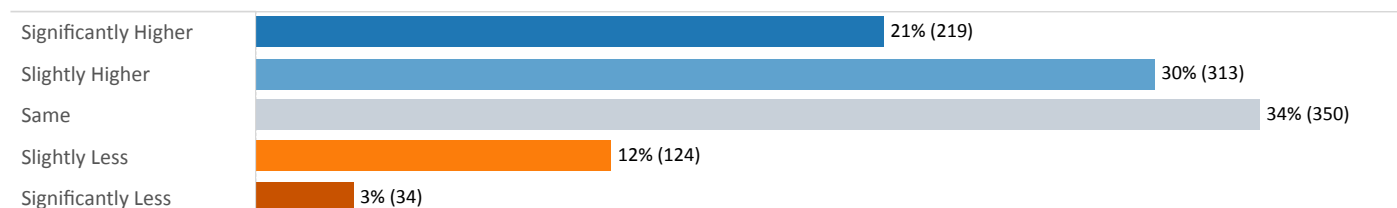
**Supervisors - Will you be supportive of your employees working remotely?**



**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?**





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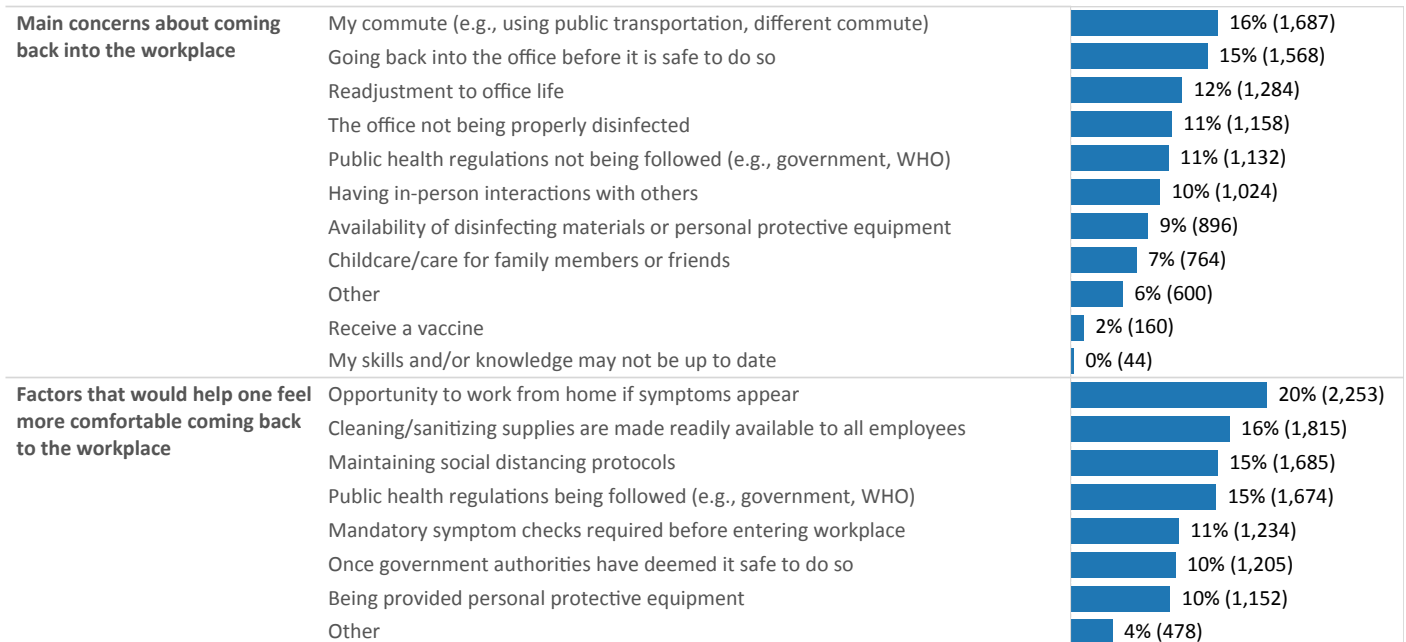
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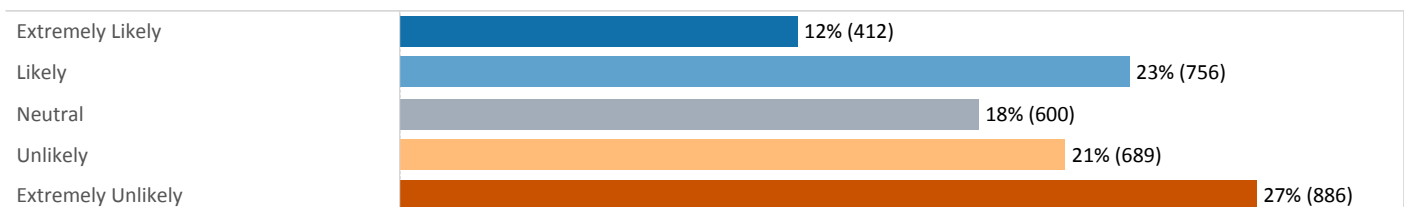
### Return to Work - Concerns (Working remote entirely or partially):

#### 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?

