



# Employee Return to Work Survey

## Summary of Results

**August 26, 2021**

Prepared jointly by the Office of Planning and Policy, Office of Analytics, and Office of Human Resources and Strategic Talent Management

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## Introduction

The Employee Return to Work Survey, jointly designed by the Office of Planning and Policy, Office of Analytics and Insights, and Human Resources and Strategic Talent Management, was conducted between August 13 and August 21, 2021, via Microsoft Forms using the College's enterprise Office 365 suite. The survey was not intended to be a fully representative survey of the College community, but, rather, the purpose of the survey was to capture the pulse of employees across the College on a number of return to campus issues, including attitudes towards the College's return to campus planning, communication, awareness of decision making, vaccination status, and attitudes towards a vaccine mandate. To help assure anonymity, no personally identifying information, such as name, email, or M number, was collected – only employee type and primary work location. These self-reported responses to the survey questions – in addition to additional county, state, and regional data – will be used by College leadership to help inform the best course of action around our return to campus planning and decision making. Thanks to all of the employees who took the time to provide their thoughts and insights on these important matters.

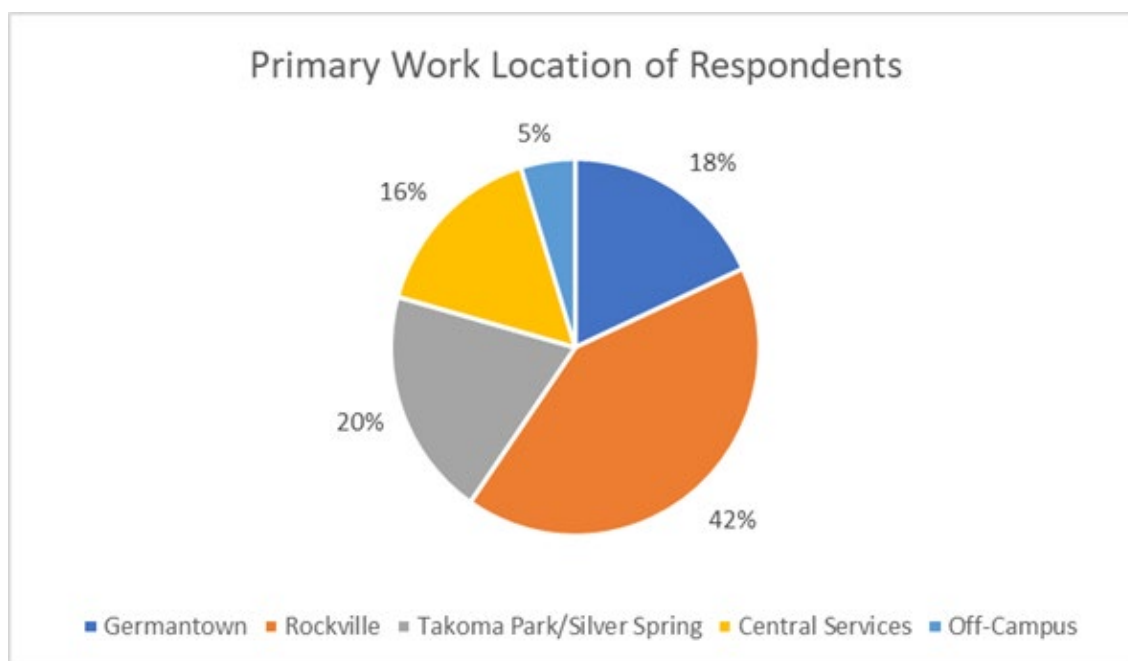
# Employee Return to Work Survey Results

## Respondent Demographics

A total of **1,382 respondents** completed the survey, constituting an approximate **45% response rate**. Full-time staff constituted the largest number of survey respondents (45%) which is a slight overrepresentation of their corresponding percentage of the workforce (39%). Full-time faculty/chairs were the second largest group of respondents (23%), followed by part-time credit faculty (20%). Full-time faculty/chairs were slightly overrepresented, with part-time credit faculty were slightly underrepresented. Part-time noncredit faculty (5%) and casual temps (1%) were also slightly underrepresented.

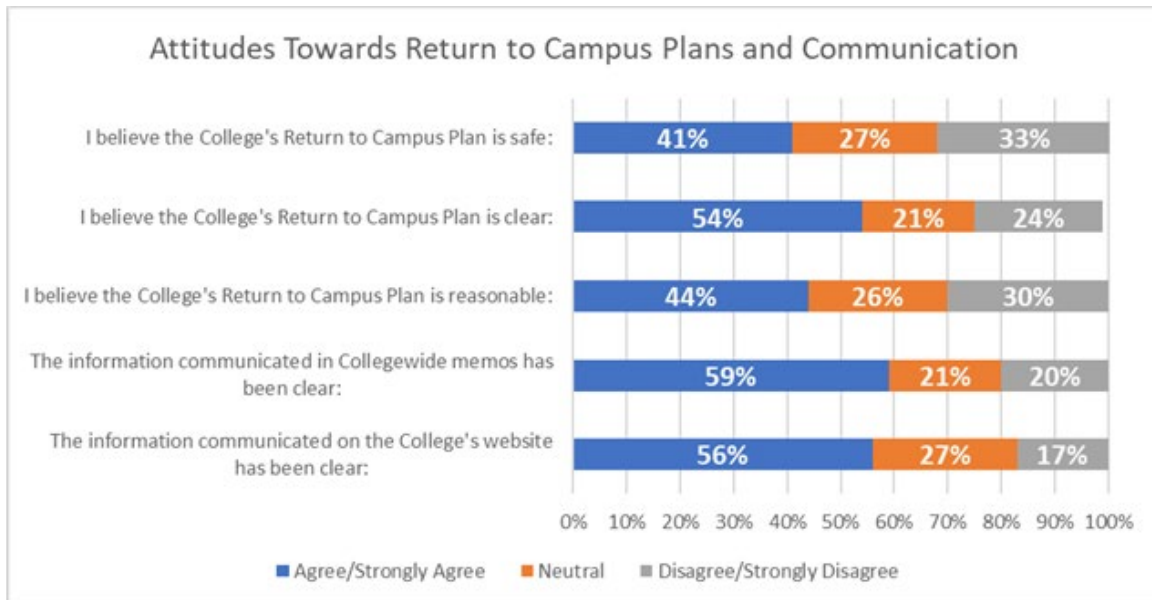
Employee Type	April 2021 Personnel Report	% of Workforce	Survey Respondents	% Survey Respondents	% Total Employee Group Responded
Administrators	80	3%	65	5%	81%
Casual Temps	98	3%	20	1%	20%
Full-Time Faculty/Chairs	564	18%	322	23%	57%
Full-Time Staff	1,207	39%	624	45%	52%
Part-Time Faculty (credit)	874	28%	276	20%	32%
Part-Time Faculty (WDCE)	251	8%	76	5%	30%
	<b>3,074</b>	<b>100%</b>	<b>1,383</b>	<b>100%</b>	<b>100%</b>

Most respondents (42%) reported Rockville as their primary work location, followed by Takoma Park/Silver Spring (20%) and Germantown (18%).

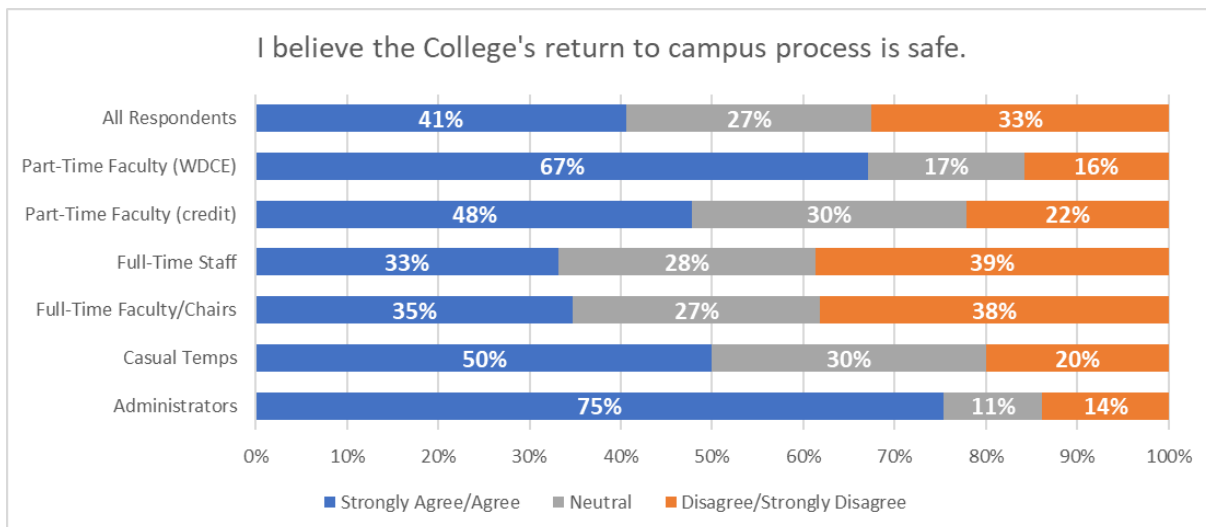


## Attitudes Towards Return to Campus Plans and Communication

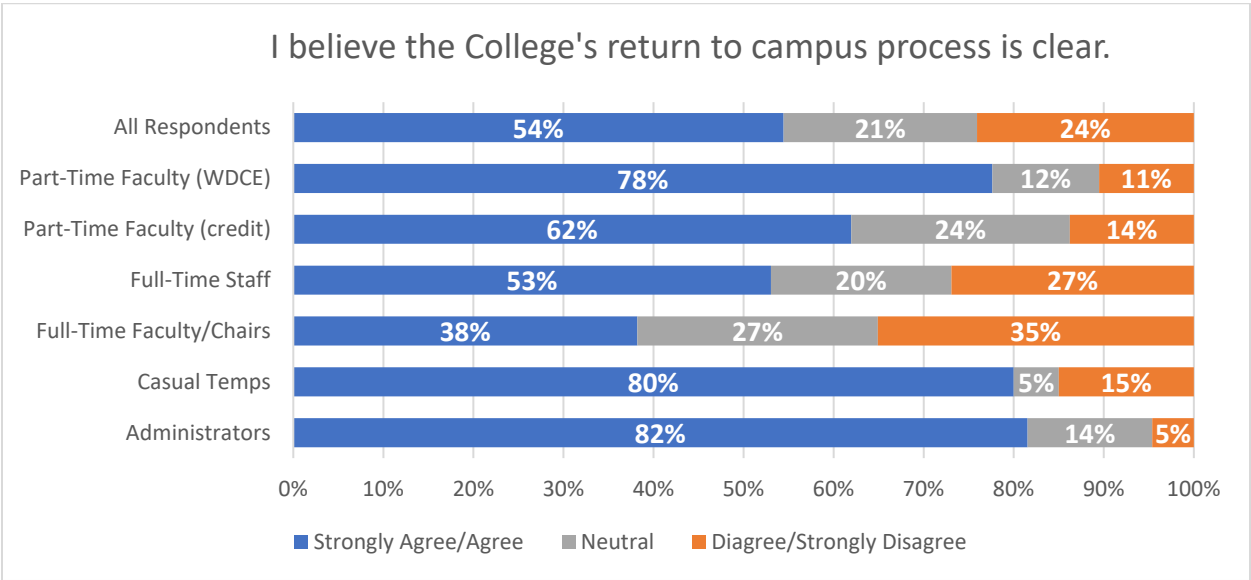
Attitudes towards the Return to Campus Plan remains mixed, however most respondents strongly agree/agree that the information in memos and on the website has been clear. There is less consistent agreement regarding the Return to Campus Plan, particularly regarding safety and reasonableness.



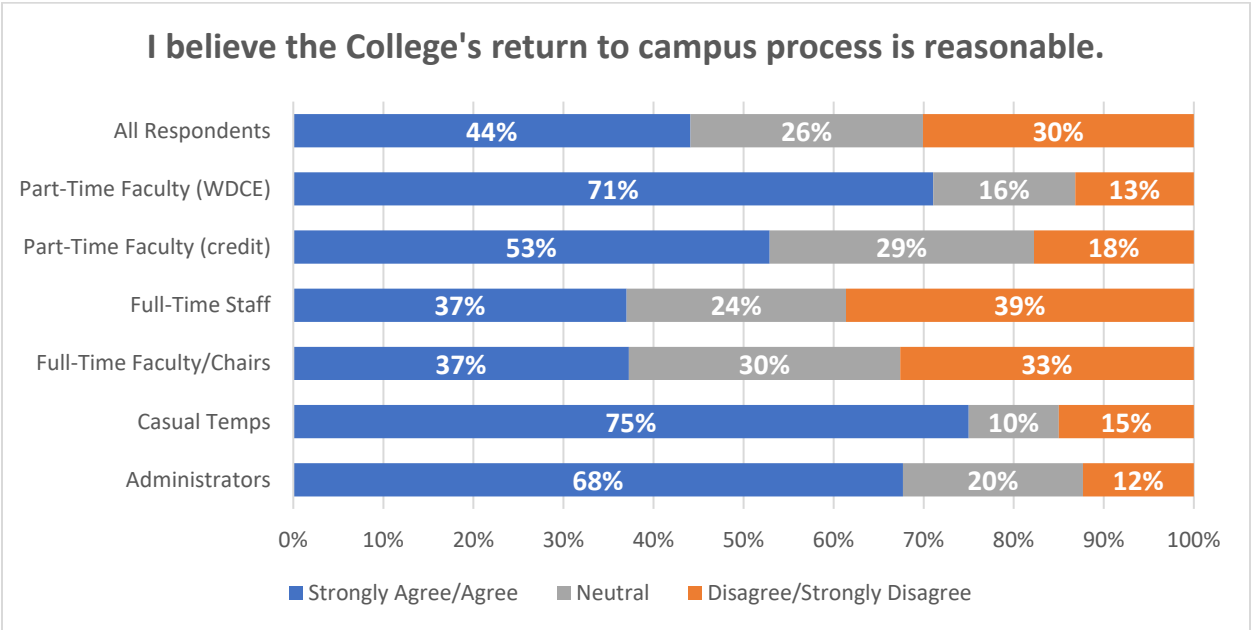
Regarding the individual questions, there is observable disparity among employee groups. Administrators and part-time noncredit faculty are more likely to strongly agree or agree that the return to campus process is safe. Full-time staff and full-time faculty and chairs have the highest rates of either disagreeing or strongly disagreeing with this statement.



Administrators, part-time noncredit faculty, and casual temps are more likely to either strongly agree or agree that the return to campus process is clear. Full-time faculty/chairs and full-time staff were more likely to disagree or strongly disagree with this statement.

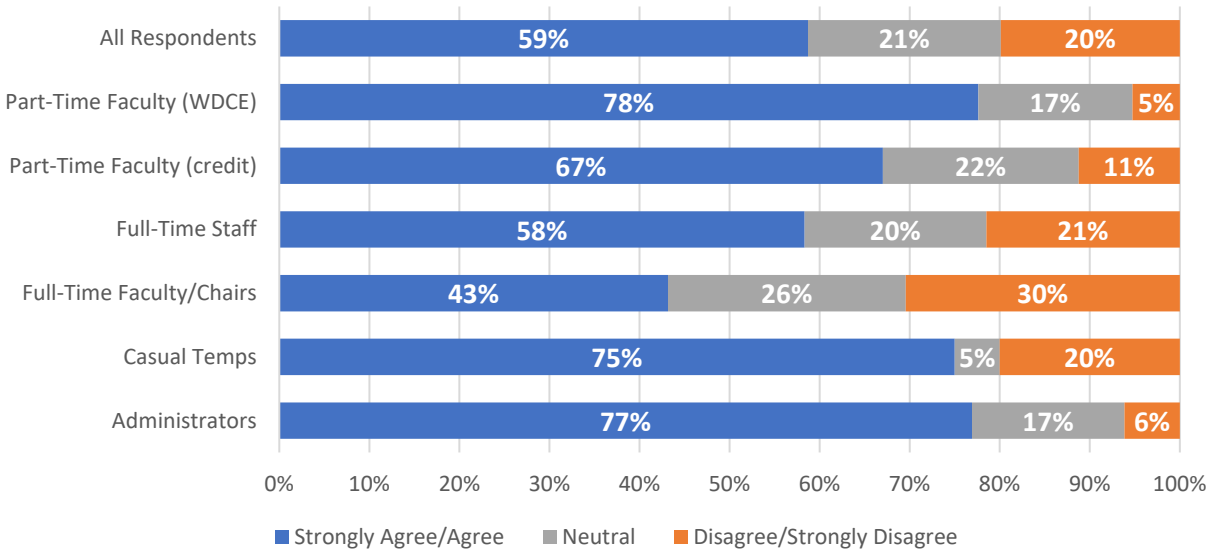


Casual temps, part-time noncredit faculty, and administrators were more likely to strongly agree or agree that the return to campus process is reasonable. Full-time staff and full-time faculty/chairs were more likely to disagree or strongly disagree with this statement.



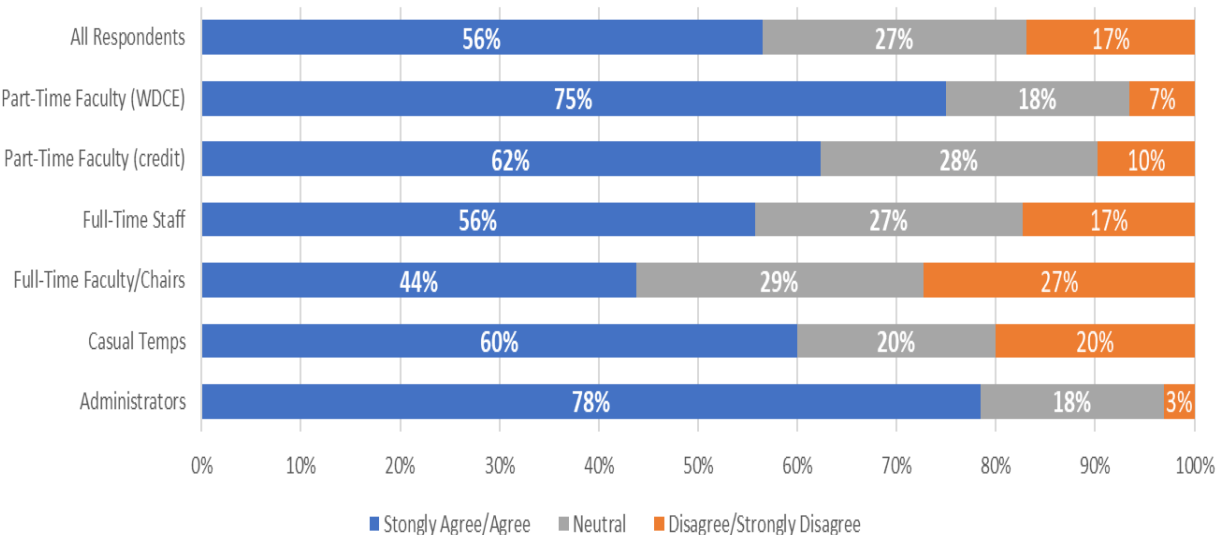
A majority of every employee group, except full-time faculty/chairs, believed that the information in College memos has been clear.

**The information that has been communicated in College memos about return to campus has been clear.**



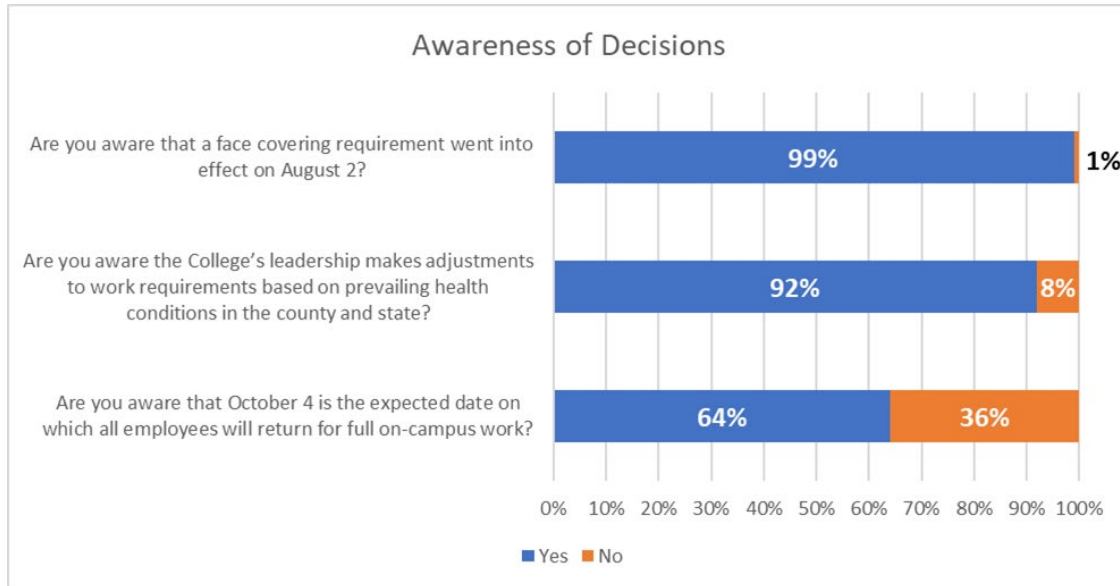
Nearly every employee group reported high levels of agreement that the information on the College website has been clear. Full-time faculty/chairs reported lower levels of agreement.

**The information that has been communicated on the College's website about return to campus has been clear.**

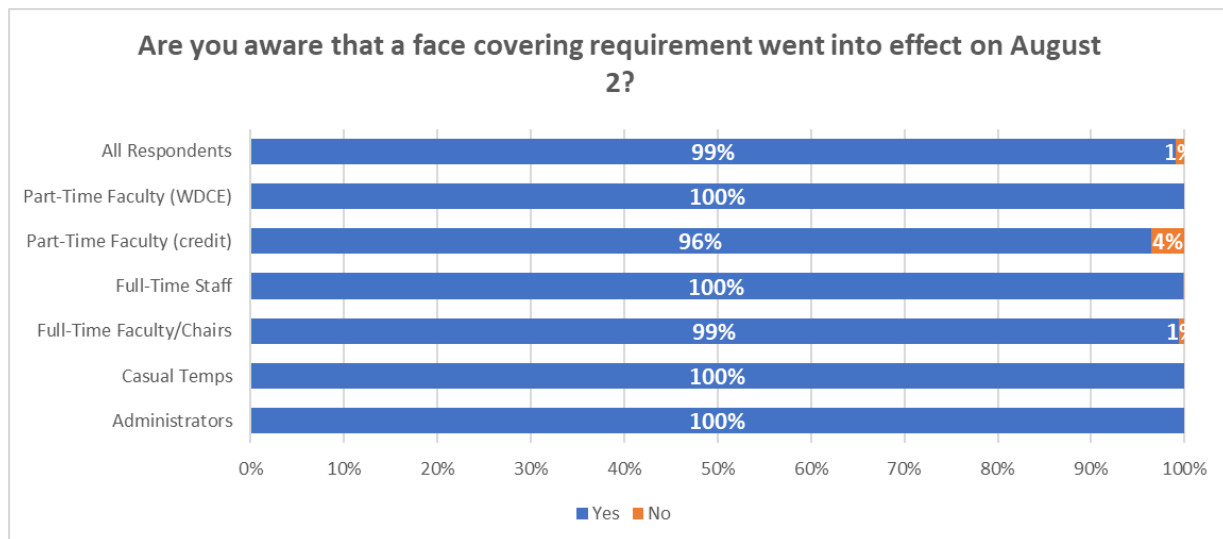


## Awareness of Decisions and Decision Making

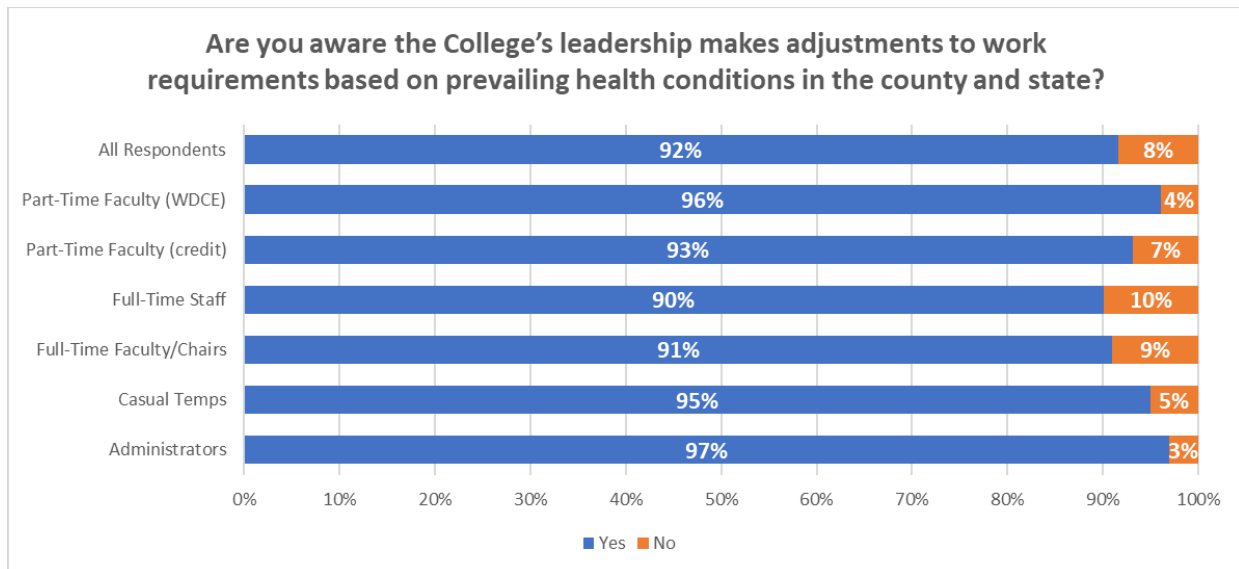
Awareness of various College decisions ranked highest among respondents, while the October 4 return date ranked lowest in awareness among employees.



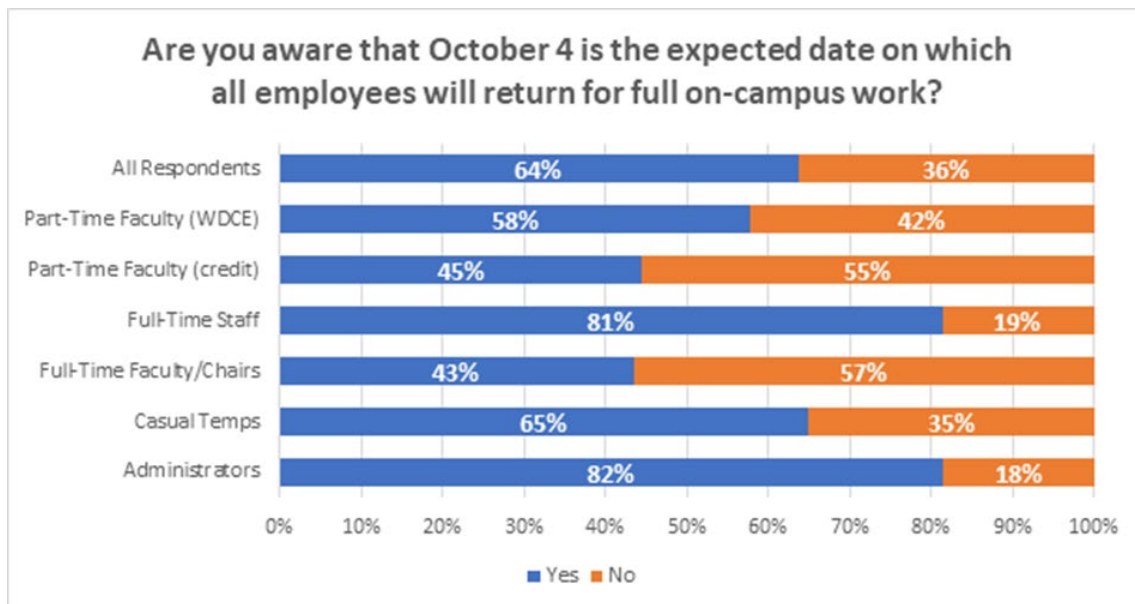
In reviewing responses by employee type, there was near universal awareness of the mask mandate.



Again, there was almost universal awareness that adjustments to work requirements are based on prevailing health conditions. Full-time staff and full-time faculty/chairs reported higher levels of unawareness.

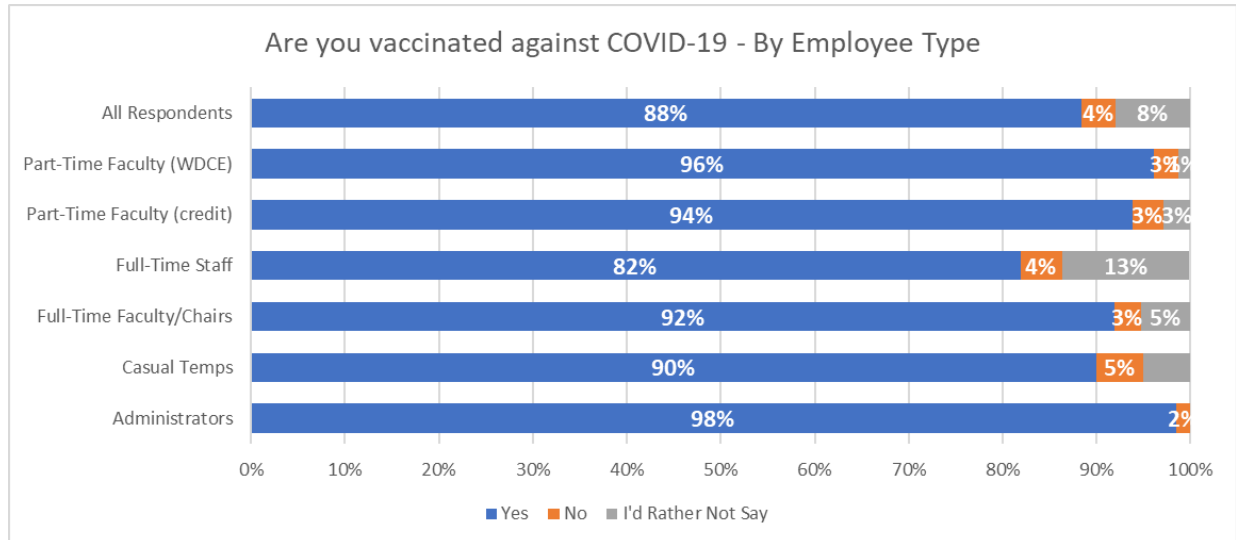


Awareness of the October 4 return date saw the greatest deviation in awareness among employees. Administrators (82%) and full-time staff (81%) reported the highest rates of awareness of the October 4 expected date of return. Part-time faculty (credit and noncredit) and full-time faculty/chairs reported lower levels of awareness.

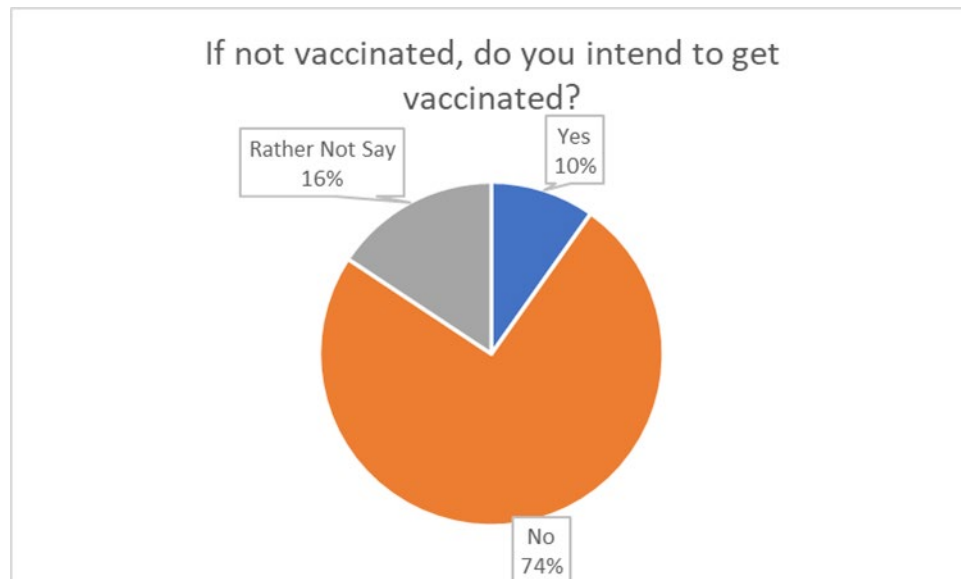


## Vaccination Status and Vaccine Mandate

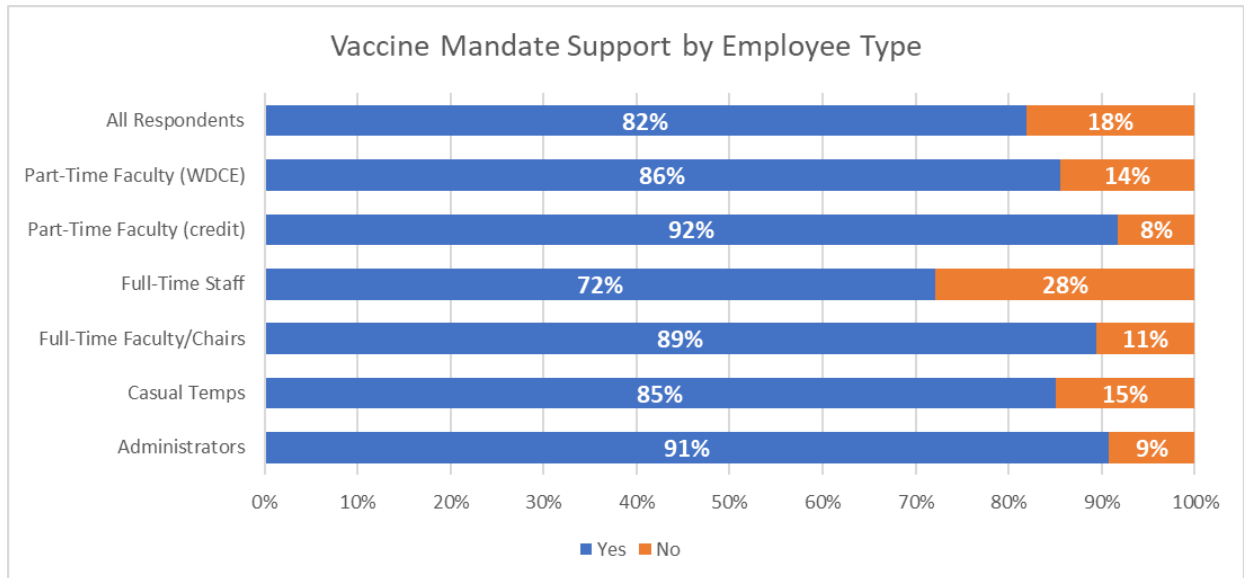
Reported vaccination status of all respondents was 88%, with some variation between employee types, most notably full-time staff.



Among respondents who reported they were not vaccinated (n=51), 74% of them indicated that they had no intention of getting the vaccine.



Support for a vaccine mandate is 82% among all survey respondents. Support varies among the employee categories with 92% of full-time faculty supporting a mandate, but only 72% of full-time staff indicating support for a vaccine mandate.



While this pulse survey provided useful information to inform decision making, we also recognize that it does not meet the highest standards of our normal surveying.

## Open-Ended Comments

There were 719 comments written by survey respondents in response to the question, “Feel free to share anything else regarding the College's return to campus process.” Comments were coded and organized into several large categories:

- Anxiety about the safety of returning to campus
- Need to clarify return to campus messaging
- Continue remote/telework where possible
- Insufficiency of the current return to campus plans
- Return to campus decision making should be more inclusive
- Noncompliance/inequity in return to campus plans/protocols
- Objection to one or more COVID-19 mitigation efforts (e.g., masks, vaccinations, social distancing)
- Support for a vaccine mandate
- No objections or reservations about returning to campus