

# Faculty Return to Work Survey

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*Sponsored by the Hartnell Academic Senate*

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The State of California began vaccinating educators on March 3.

Governor Newsom announced 10 percent of all incoming vaccine shipments would be set aside for educators.

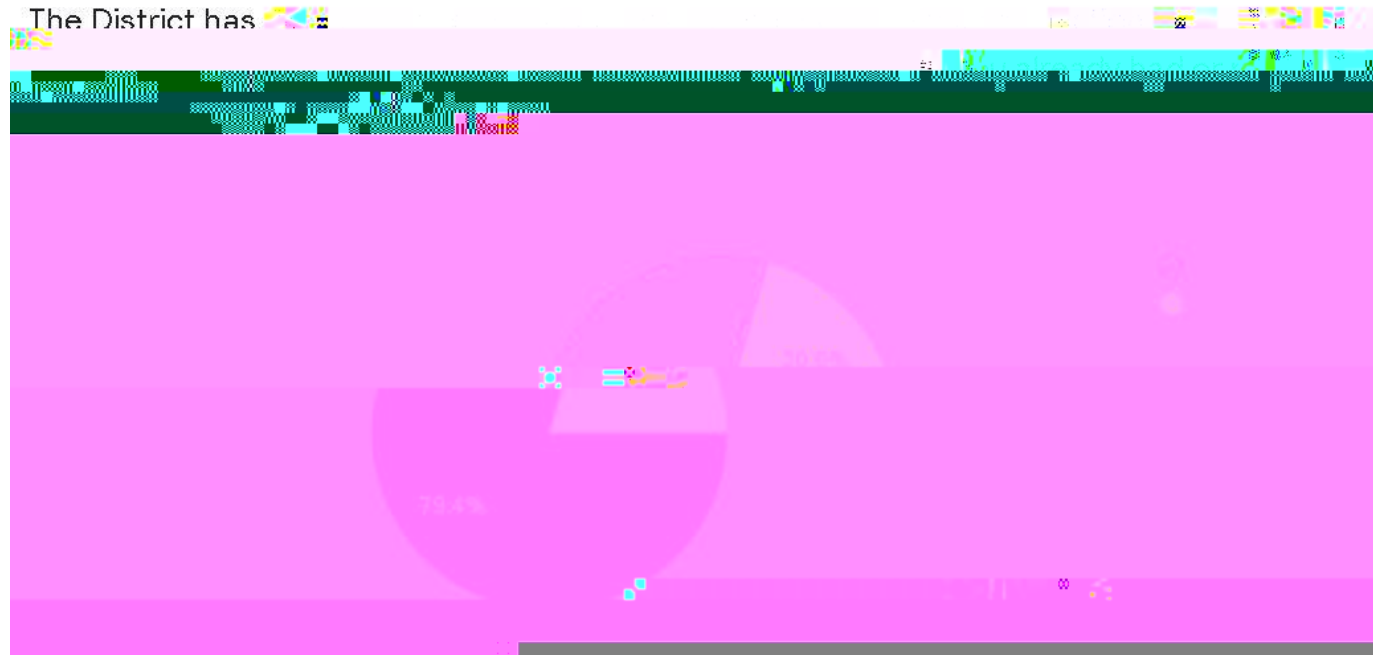
Other counties announced vaccinating educators even earlier than the March 3 official date.

Sent to all full-time and part-time faculty members.

The survey consisted of basic demographic data, as well as Likert-scale, multiple choice and short answer questions.

The survey was created in Google Forms and distributed via email on 02/18/21 and was closed at noon on 02/22/21.

There were 203 faculty respondents to the survey.



Slightly over 20 percent of faculty indicated they have not/will not receive the vaccine.

158 faculty members indicated "yes", 41 "no", and four left it blank.

Of the 41 answering "no", 18 were full-time faculty.



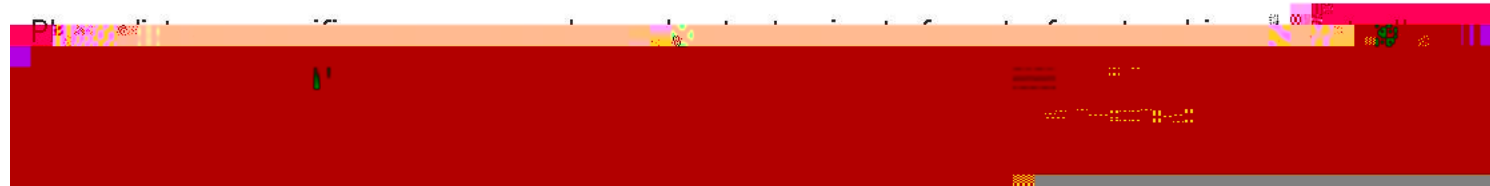


Fewer faculty were above the mid-point, with only 47.5 percent.

The majority were mid-point or below, with a full one-third of the faculty (33.1 percent) selecting the lowest three rankings.







146 faculty responded

The [complete list of concerns](#) is available for perusal.

Three main areas of concern were consistent:

Vaccination mandate and timing of reopening

Safety protocols and enforcement

Fear of contracting COVID-19 from unvaccinated students  
and carrying it to unvaccinated family members



21.3 percent prefer fully online

18.3 percent prefer fully ftf

17.8 percent prefer some ftf/hybrid/fully online

13.9 percent prefer some ftf/hybrid

13.4 percent prefer some hybrid/fully online





Hybrid and online modalities will have a significant increase in demand from faculty. There will also be an increased demand from the student body.

With this reality, part of the reopening plan from the District should include reconsidering allocation of resources. For example, more hybrid and online education means less space for physical classes/more space for technology and learning support.

The "new normal" at Hartnell College will not be the same as pre-pandemic...nor should that be a goal. All stakeholders need to acknowledge the lasting fundamental shifts the pandemic has made not only for our institution, but broader society. This reality should be discussed in negotiations:

- Allowing some faculty and staff to remain 100 percent remote
- New benefits, such as Internet and/or cellular phone stipends
- All meetings having a remote option going forward

