

Reimagining Our Campus after COVID-19: How Do We Return to Work?

One of the first things that we can do to *right the ship* is to ask for input from faculty and staff, listen thoughtfully, and use feedback to make informed decisions.

When the coronavirus pandemic began, there were an overwhelming number of decisions that needed to be quickly made. Were faculty and staff set up to work remotely? Did they have the support that they needed? What concerns did they have about their work or their work-life balance? To address these questions, our leadership team check-in was essential. The resulting plans were extremely valuable as they enabled remote work and addressed the challenges of our faculty and staff.

But even during this pandemic, we understand that we always need to be steps ahead. No one knows when the curve will flatten and the crisis will end, so it made sense that asking faculty and staff about returning to the office was the next step. Our leadership teams recognized that we cannot expect to go back to “business as usual” and that we need to reimagine what our work looks like in the future. To do that, we needed faculty and staff to weigh in to help us navigate this “new normal”.

We made a return to work survey available to better understand faculty and staff concerns, as well as understand what would make them feel more comfortable about returning to campus when it’s safe to do so. Over 75% of faculty and staff provided insight into what they are feeling in the survey.

Here’s what we learned from our survey that can be used to encourage further exploration.

We asked what concerns faculty and staff had about returning to campus. The majority (71%) reported concern with “getting exposed to the coronavirus at the office”.

We also asked for one word to describe how they feel about returning to campus. “Cautious” and “apprehensive” topped the list although several responses also included “optimistic” and “ready”.

What can we do to alleviate these concerns? We asked what would make them feel more comfortable about returning to campus and here’s what they shared:

- Availability of a vaccine (64%)
- Office hygiene protocols, such as nightly deep cleans (49%) and hand sanitizer stations (49%)
- Wearing masks in the office (48%)
- Limiting the number of employees in the building by staggering their hours or days (39%)

While the availability of a vaccine is out of our control, it was important to get a sense of what gaps, if any, our planning committees could address. We understand that these plans will not instantly result in making employees feel comfortable; however, they can serve as a guide in moving forward.

Considering how to return to campus when the curve flattens and the crisis ends is a dynamic process. Our campus leaders spent an inordinate amount of time putting plans into place for faculty and staff, as well as for students. This survey does not provide all of the answers, but it can help to move us forward in the right direction. The planning committees can use the detailed results to better understand the support our employees need to help us continue planning for our return to campus.

The coronavirus crisis has made it clear that it's more important now more than ever to connect with faculty and staff and to thoughtfully consider how they'll do their best work. Asking "how are you feeling?" and "what would make you feel comfortable?" continues to strengthen a relationship of trust. There's no toolkit or handbook for dealing with this crisis or determining the best way to return to the office but simply asking faculty and staff is a great place to start.

*Prepared by:
Office of Research, Planning, & Effectiveness
jevans@nmc.edu*

DETAILED RESULTS

Table 1: How comfortable do you feel returning to campus?

	#	%
Somewhat comfortable	98	33%
Very comfortable	82	27%
Somewhat uncomfortable	57	19%
Neither comfortable nor uncomfortable	42	14%
Very uncomfortable	22	7%
Total	301	

Table 2: Which of the following are concerns you have about returning to work on campus? (Select all that apply.)

	#	%
Getting exposed to the coronavirus at the office	192	64%
Potentially spreading coronavirus to my coworkers	90	30%
Something else (please specify)	82	27%
Decreased flexibility to work from home	80	27%
Decreased productivity	39	13%
Organizing childcare	34	11%
Getting exposed to the coronavirus while commuting to work	23	8%
Leaving family members at home who need assistance	20	7%
Not being able to return to the office due to health reasons	13	4%

Table 2 OTHER: What else concerns you about having to return to campus?

Reponses grouped into themes

	#	%
No Concerns	15	20%
Non-Compliance	14	18%
Ongoing Risk	11	14%
Students/Instruction	9	12%
Immunocompromised	8	11%
Other	7	9%
Restrictions	5	7%
Common Areas	4	5%
Childcare or Family Members	3	4%

Note. Comments included in Appendix

Figure 1: What one word best describes how you feel about returning to campus?



Table 4: Which of the following would make you feel more comfortable returning to work on campus? (Select all that apply.)

	#	%
Availability of a vaccine	191	63%
Hand sanitizer stations	146	49%
Nightly deep cleans/sanitation	146	49%
Wearing masks in the office	143	48%
Limiting outside visitors to the office	117	39%
Availability of antibody testing	109	36%
Limiting the number of employees in the building	103	34%
Staggering hours/shifts	82	27%
Completing the self- screening check-list	70	23%
Government guidance saying it is okay to return to work	68	23%
Nothing, I feel comfortable returning to campus	64	21%
Something else (please specify)	50	17%
Closing any communal spaces (e.g. gym, break room)	48	16%
Installing partitions in between desks	35	12%
Having secured care/support for children or other family members	34	11%
Staggering lunchtimes	15	5%

Table 4 OTHER: What else would make you feel more comfortable returning to work on campus?

Responses grouped into themes

	#	%
Social Distancing	11	29%
Out of NMC's control	7	18%
Compliance	5	13%
Remote work/instruction	5	13%
Health and Hygiene	4	11%
Training	3	8%
Other	3	8%

Note. Comments included in Appendix

Table 5: Please share any comments, questions, concerns, or suggestions regarding returning to work on campus.

Responses grouped into themes

	#	%
PPE and Safety	35	23%
Remote Work	31	21%
Other	20	13%
Continued Concern	17	11%
Positive	17	11%
Immunocompromised or At-Risk	13	9%
Back to Work	9	6%
Remote Learning/Instruction	5	3%
Communication	3	2%

Note. Comments included in Appendix

Recommendations:

- Continue Safety and Cleaning protocols
- Continue implementation of Exposure Control Plan to minimize risk
- Continue to communicate plans to mitigate risk of exposure
- Consider including details in plans that enforce compliance with safety and cleaning

APPENDIX

Table 2 Other: What else concerns you about having to return to campus?

Comments grouped into themes

NO CONCERNS
dont have any concerns
I do not have any real concerns as long as everyone follows the plan.
I don't have any concerns at the moment.
I have not concerns
I really do not have any concerns. The college is following all the protocols for keeping us safe while at work.
I really don't have concerns returning to work
no concerns
no concerns.
none
None
Not concerned
not worried
I've been working on campus through most of this time frame so I'm not really concerned about it.
Not overly concerned, being exposed will always be a concern as it will always be a virus we will have to deal with.
Not really a concern, just a comment. My job role is totally mobile now. I have personally invested in a better Wi-Fi and am able to work from home and office seamlessly. I have been flowing between the office and home for some time. In order to lesson the number of people using the common areas when our students return, we have discusses alternating days from home and work.

NON-COMPLIANCE
Concerned about challenges holding vendors and other third party folks accountable for masks and distancing (such measures seem largely ignored and derided by contractors on the Innovation Center project, for example)
Demands of policing student and room safety (dealing with students who refuse to wear masks, sanitizing rooms)
Getting coronavirus from students who don't take the situation seriously
I hear coworkers dismiss the NMC guidelines that upper management are trying to setup. For example, designated entry and exit doors, flow of foot traffic suggestions are being dismissed by people in our building. It concerns me that they won't practice safety protocols at all.
Interacting with Students that don't take the virus seriously.
NMC considering Coronavirus trivial
Other employees not properly sanitizing surfaces after use
People not adhering to the safety guidelines.
possible non adherence of mask rule by students and/or staff

Students and others who don't follow the covid-19 policy
The behavior of other people if they fail to take the recommended precautions
Ventilation in some of the buildings is old & inadequate. Mask quality requirements are being overlooked.
Everybody Should Be Wearing Their Face Masks. There Already Are Some Of Us That Already Are.

ONGOING RISK
Computer Labs as Germ Vectors
exposure from childcare/TCAPS student, NMC students who won't follow precautions in the classroom (and heatedly argue about it)
Exposure risk in clinicals at Munson Medical Center.
Increasing infection rates in the future.
Lack of testing, cure, & vaccine + People in general seem less cautious than I am about the gravity of the disease
Not knowing how seriously students, faculty, and staff are taking the pandemic precautions
Spreading the virus among students
uneasyness among staff and students
getting used to another new normal during a busy time
I just am not used to the "new" normal.
spouses that are health care front line workers

STUDENTS AND INSTRUCTION
Being able to effectively teach my students
Having the same teaching quality because the nursing program is very intimate and hands on
Managing safety of my students
My worry is for the students.
keeping my students safe
Students not returning in full.
Trying to get all my classes ready in time!
The increased difficulty of providing a high level of instruction due to the changes made necessary by the pandemic
Less contact with students and staff

IMMUNOCOMPROMISED OR AT-RISK
Being exposed to something at work and bringing it home to my wife who has a compromised immune system due to cancer.
Family is high risk - I'm asthmatic
Family members that are at high risk.
Getting exposed to the virus in the classroom and bringing it home to my older husband.
getting exposed, being asymptomatic and spreading to elderly parent

I am concerned about being an asymptomatic carrier and bringing it home to family members inadvertently.

I have an at-risk child so exposure is a concern. I teach online so I would largely be worried about meetings and exposure during PD.

Potentially bring the virus home

OTHER

After being alone so long. Being around a lot of people. I have been back on campus a few times. But there have been few to no employees in the building.

I've gotten used to working at home - playing music, adjusting the temperature to my comfort level, eating when I want, etc. It may be difficult transitioning to a more structured work environment.

Lack of work/business due to the virus

Reduced work hours and resulting income.

I have crap internet at home. Working from home is NOT easy at all.

Computer. I have moved my office computer to my home. It will be inconvenient to move it back and forth, but I need it in both places.

There would be increased productivity, not decreased. see comment #5 below.

RESTRICTIONS

Always wondering - are the guidelines really necessary and effective?

Being uncomfortable wearing PPE for long hours

Excessive restrictions hampering productivity and instruction.

Overly restrictive measures and procedures not based on sound research.

Wearing a mask for extended periods could be unhealthy for my immune system

COMMON AREAS

Bathroom Usage

Unsure of the level of cleaning on a daily basis in shared spaces - like the bathrooms.

using public bathrooms seems very unsafe due to aerosols released when toilets are flushed

Offices not being cleaned like they should be

CHILD OR FAMILY CARE

Fall situation -- what to do with children in school

Not childcare, but leaving kids at home while they are schooling.

securing care for an ill family member

Table 4 OTHER: What else would make you feel more comfortable returning to work on campus?

Responses grouped into themes

SOCIAL DISTANCING
A larger space for the NMC Magazine meetings.
Ability to maintain 6 feet between myself and others
Allow partial telecommuting. Example: 2 days in the office, 3 days telecommute. Stagger days so office has reduced manning.
Assurance of enough space to social distance and daily deep cleaning
limiting persons, including students, in rooms
Limiting students accessing the building and Student Health Services
Not having to share an office space
Overall comfortable returning to my office and workmates, just keeping uncontrolled outside visitors at a minimum to start seems sufficient.
Partitions between employees and clients
private office with door
If things get bad again, staggered office hours versus a complete closure of the campus. Many faculty would benefit from one day or half day a week of office time to make videos, use the scanner, etc.,.

OUT OF NMC'S CONTROL
An effective vaccine
blood type tests for students and faculty if requested
Testing and antiviral drug
No new cases in our region, post tourist season
Waiting long enough until there is no risk
I'm still concerned about opening Lobdell's even with following the health department guidelines.
nothing, I don't think it's wise to return at all

COMPLIANCE
100% compliance to the specified guidelines by everyone
All staff on campus wearing masks, especially when they are entering someone else's work space.
Continued reinforcement, communications. Required (anonymous) daily documenting of the Self-Screening checklist P.S. the Disinfectant Spray small type says, "HAZARDS to humans.. Harmful if inhaled or absorbed through the skin...Avoid contact..." It could have been delivered WITH gloves?
Enforcing PPE for all students, staff, and faculty on campus
Holding Personnel/Students accountable for proper sanitation practices.
make masks mandatory for ALL
Making sure people keep their distance.

Mandating masks by everyone at all time indoors
Mandatory masks and mandatory social distancing
Mandatory temperature checks.
Oversight of screening (self reporting is traditionally unreliable) , enforcement of mask guidelines
Somehow enforcing all of the above. Co workers are already voicing that they don't plan to follow most guidelines that have been suggested so far.
strict enforcement of the safety protocols
Students that are in East Hall and North Hall should be required to wear masks when they leave their room and entering buildings!
The public's ability and willingness to cooperate with guidelines.
N95 masks for all & requirement to use them.
Responsible behavior by students.

REMOTE WORK OR LEARNING
Optional online meeting and PD attendance instead of just face-to-face meetings.
Simulcast or flexible options for computer lab classes
Teaching online
The ability to work from home when on campus work is not essential
Video offices for 1 on 1 meetings on campus with students

TRAINING
Major educating of our student body that tends to be younger, thus less careful about protective measures
Procedures for my specific position. When students return, classrooms/labs open so that they are not congregating outside my office waiting to get into their classroom.
Training students so they come in with masks

HEALTH AND HYGIENE
Today (actually) I heard on NPR that clear face shields might be better than face masks. I think it would be better because students/co-workers could see your face and it prevents people from touching their masks and then touching a surface. I wonder if NMC might offer to purchase face shields for people who would prefer that? Or suggest where we could find some? Seems like students on campus could make them using 3D printers.
Hand washing stations - these would be preferred over sanitizer!
I know I checked nothing, but I do feel comfortable coming to campus, but I have to admit I like the hand sanitizer stations and use them whenever I can.

OTHER
Opening windows to allow flow of fresh air in the building.
See comments below. A new window of opportunity is before us. My hesitancy, as noted above, surrounds what we do with this new, rather than what we do with the old.

Today (actually) I heard on NPR that clear face shields might be better than face masks. I think it would be better because students/co-workers could see your face and it prevents people from touching their masks and then touching a surface. I wonder if NMC might offer to purchase face shields for people who would prefer that? Or suggest where we could find some? Seems like students on campus could make them using 3D printers.

Table 5: Please share any comments, questions, concerns, or suggestions regarding returning to work on campus.

Comments grouped into themes

PPE AND SAFETY
As long as we wear masks, I would like to return to campus
I really don't have any other than masks should be mandatory inside buildings.
If we make social distancing a reality and require masks then I think we are fine.
I'm concerned about students disregarding requests to wear masks and social distancing protocols.
Please be clearer about the mask policy outside - if we're on campus, masks outside? Holding class outside?
I think we should wear our masks when we're in communal areas, but not in our individual offices. If someone comes into our offices, we both have to wear a mask.
Increasing building ventilation rates and enforcement of mask wearing.
Masks are really hot, it would be difficult to teach with them on. If we could get the masks with air vents, that would be great.
My concern is more with outsiders and students, as I don't believe we can compel them to wear masks. I am not confident in the checklist, as I have 1 or 2 of those symptoms virtually every day. I am going to be leaning on the other symptoms including those from the CDC that aren't on the checklist (like loss of sense of smell) in lieu of those that conflict with my 'normal'
Concerned about opening to the public. All employees should be required to wear masks while in the buildings!
I believe there is great risk of physical confrontation over mask or other political beliefs
What Would Be A Little More Comfortable As Far As Working On Or Off Campus Is Everybody Wore Their Face Masks. Some People Are Doing So But Those Who Are Not Should Comply Like Everyone Else Who Have Been Since Day 1
I am staff, my door opens directly to the hallway, am I to keep my office door open? My office will not have Plexiglas. So if it is open all day, then do I wear the mask all day? When students return, could labs be open so that they are not congregating outside my office waiting to get into their classrooms. Maybe the instructor could arrive early to unlock the room. Larger break between classes scheduled to meet face-2-face. With 10 mins between classes, in the same room, students will be arriving before or at the same time students are leaving. Also wondering about when classes take breaks and everyone heads to the bathroom at the same time.
I have been in the office off and on for weeks. I notice the following: 1. buildings feel very empty without students. 2. Somethings I am more efficient doing from home 3. Some students / public are anti-masks so we will need to educate. 4. I think we need a plan or rotation to start getting people in on a limited basis from all areas (IT on certain days, staff on certain days, etc). If we don't, the fall ramp up may be very difficult.

Another concern is wearing face masks. I don't like wearing them. If I forget to put one on while running to the bathroom, would I get written up for not having one on? I'm hoping when the campus is in full swing, after awhile the face mask requirement will get relaxed. Like in some stores, if you wear one great, if not, that is fine too. Should be a choice, not a requirement.

Some students / public are anti-masks so we will need to educate.

This is especially true because of the inconsistent wearing of masks that I've seen among some (not all) NMC employees and other contracted workers on campus -- either not wearing them at all, wearing them around their necks, or pulling them down to talk. The lack of adherence to this very visible policy (mask-wearing) leaves me with little confidence in other, less visible aspects of the safety policy, such as the self-screening tests. If workers aren't courteous enough to follow the mask part of the policy, I worry that they won't be accountable for actually self-screening either.

I'm feeling very protective of high-risk people who I live with; I worry about putting them in danger by coming to work. I also worry that NMC's policy doesn't do enough to protect high-risk members of our college community.

* Poor mask quality & fit, plus people not wearing them correctly; * Some people don't believe in the seriousness of this; they will take chances, & the rest of us may suffer;

main entrance doors and bathrooms should be cleaned often. face masks must be worn when not at our desks... in common areas and hallways when others are present.

Making sanitizer available and having policies and signage about not coming into buildings sick are enough. Don't make the healthy sick by forcing them to wear a mask and re-breathing carbon dioxide all day.

My concern at the Hagerty Center is if we reopen people attending functions will not follow the guidelines by wearing masks and social distancing. How would we enforce this? They would be putting our staff and other guests at risk.

My only concern is how NMC/we will handle students, faculty/staff and visitors that refuse to wear a mask. I think we need to be able to give clear direction about service expectations.

Need clarity on mask rules for outdoor spaces.

This is all chance. We can protect ourselves and clean aggressively, but it only takes one carrier. Therefore masks and distance apart will be the most effective way to slow the spread.

To be honest, mask requirement to work makes me not in a hurry to return to campus. Can't breathe and they make me claustrophobic.

Very concerned about students that may refuse to wear masks in classrooms or public areas. Who will enforce wearing masks & social distancing ?

Human behavior is hard to change, and unfortunately there seems to be a broad unwillingness to grasp the impact of personal decision-making on the lives and health of others. This dynamic has been exacerbated by polarized politics, which is locally evident in terms of contractors on campus (construction + landscaping crews at the Innovation Center, moving crews). my concerns have to do with compliance with those protocols, and difficulty in enforcing them, especially when it comes to visitors or third parties. These concerns hold for any substantial return by students to campus before a vaccine is widely available, as I would anticipate significant challenges with student compliance as well (just need to drive along the bay on a nice afternoon these days to see why - tons of folks in their late teens/early twenties gathering in groups in close proximity without masks).

Though it can be a bit scary, returning to work is important for community, collaboration and growth. I think it is important that we do so - but everyone must take the guidelines seriously.

As long as I feel I can socially distance, I am okay with working in the office.

I'm wondering if NMC is considering altering the plan to close campus for cleaning Fri-Sun in light of new guidelines coming from health organizations like the CDC that touching surfaces is not the main way the virus is spread. Person-to-person spread is now thought to be the biggest risk, with surface transmission "possible" but not the main concern: <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/how-covid-spreads.html> I would prefer the ability to have staff on campus every day of the week (including weekends) to spread out work schedules if they choose. This would afford employees the option to avoid what health organizations now think is the biggest risk; person-to-person transmission.

In question #4 I believe all of us will do this on our own (staggering lunchtimes, checklist,) so I didn't check them. However, if people don't, I think the college should issue advice based on expert guidance (CDC, health department.)

Looking forward to a vaccine.

More cleaning of buildings frequently when students are allowed back on campus; have a custodian or student employee dedicated to each building if financially possible to wipe down door handles and common areas (when the buildings are open).

A campus-wide policy needs to be established and everyone, students and staff, needs to be familiar with it.

REMOTE LEARNING

Changing many of the lecture courses to livestream will make a big difference in reducing the possibility of Covid being passed to others in a classroom setting.

I'm faculty that doesn't need physical face to face classes, so I feel me returning to the classroom would be an unnecessary risk (that we aren't set up to currently take, so there's not really much reason for me to be on campus other than meetings which I think should continue to be done at least with the option of using zoom). Being in my (singular) office and walking from car to there is not concerning to me. (I feel like this survey was geared much more toward staff than faculty as none of the responses were about students in the classrooms. Another survey geared more toward faculty might be a good idea.)

If we don't have on-campus classes, then you need to address much better the needs of adjuncts who don't live in an area with good internet and other accessibility. Teaching online is A LOT to ask of someone who only does 1 or 2 classes a term.

The major concern is fact that the majority of the students are younger than the faculty, which makes them more likely to not care much about protective measures that the older population on campus. Fall should still be all online with the hope that a vaccine becomes available in the spring semester. Thank you for giving us the chance to express our thoughts on this matter.

I think we're moving towards an on-campus/tele-commute hybrid type of schedule for just about everyone.

OTHER

Please various ways for employees to work and participate regarding all NMC offers. We need the same flexibility we're offering our students. Thank you.

we will do the best we can....

Better ventilation in Scholars Hall. In the perfect future, I would love to be able to open my office window!

I sense our present state is an invitation to explore new models for community college edu within the space of higher ed. My hesitation is coming back and trying our hardest to make an old, becoming outdated model of edu work again. To return with hope of resurrecting the old is not attractive or compelling. To return with hope and vision for birthing the new? Sign me up!

NMC might consider having an "open house" sometime in early August to introduce people to the new West Hall. And/or have folks walk through the buildings.

I am one of the custodians that has gone to days to cover buildings that need to be disinfected. Keeping the buildings clean to keep people healthy

has anyone looked into the free campus clear app?campusclear.com

I never left campus.

It would be nice to have picnic tables or areas set up outside to be able to take breaks or eat lunch at.

Will people feel welcome on the campus?

Thank you for allowing us an opportunity to comment.

Thanks for the survey. All these responses apply to the classroom as much as they do to the office space.

It was sad that hourly staff had to use vacation time, or not get paid for a few weeks, or maybe they still have to. They are the ones that get paid less.

I've been on campus since the end of May.

Each area has different needs and workflow. Recommend leaving it up to the individual work areas.

The limitations on opening are restricting our ability to work full weeks and earn the income required to live. It feels as though the restrictive soft open is more to advertise 'we're open' to the community, at the expense of some staff members, mostly those paid hourly, livelihoods.

Our office staffing levels were insufficient even before this crisis, and now we have lost all of our supplemental help and vacant positions are not being filled. I am apprehensive about our office opening back up to students and public because there are now only a few of us that will be serving on the front lines. This means that more of my time will be spent on student service and I will have less time to complete other work for which I am responsible. Our back office duties have not changed or lessened due to the pandemic, if anything they have increased.

for my class we are already small so I am not to concerned with being on campus.

I am in an office that does not frequently see outside visitors and spaces are already set up with spacing/walls between desks so no big concerns for my area although I understand feelings of others in busier areas might be different.

I wanted to put cautiously optimistic, but you said one word :)

CONTINUED CONCERN

I worry for a second wave during fall especially with the amount of visitors we get in the summer to this area.

It's not over

I am not sure that we will be able to prevent the spread no matter how careful we are

I'm concerned about how we will successfully deliver lab classes. Classes that are close to 100% capacity already in the lab need to be reduced to 50% for social distancing yet we can not open another class section or extend the faculties' teach hours due to budget restraints. I understand our situation, I am concerned that the students will be charged for a full lab class yet really only receive half the time due to the hybrid scenario. We will make it work no matter what, this is just a concern.

Local & state govts. are relying on the fed. gov. & HHS/CDC that have proven very "unreliable." We are, to a large extent, on our own to obtain emerging & reliable, science-based information & act carefully & safely on it. Do not open just because others are. There is no quick fix, too many people are taking chances, and the consequences are harsh. NMC's Foundation is strong, as are the contributions; take a short-term loss, if necessary. Safety and patience will be rewarded in saved lives. Negatives of shared workspaces: * Stagnant air in some work areas; physical barriers with shared air access offer limited protection, e.g., to direct exhalation or coughing; aerosolized particles spread everywhere; * Media focuses on deaths & lives saved. Complications from infection are overlooked, e.g., lung, heart, kidney, & other organ damage; * Grand Traverse area has been relatively lucky so far; however, the recent "reopening" & increased tourism may well worsen the situation here as summer progresses; Successful virus infection = Degree of exposure x time.

Uneasy knowing some of us have spouses that are front line health workers and bringing it into the office, even if we (the employee) are not showing any signs.

We cannot guarantee students aren't bringing the virus to campus once we allow students to come back to campus and that is honestly the biggest point of my concern.

Thanks for ignoring the impact of this virus.

We cannot take this virus lightly, we must make smart choices to keep everyone safe.

I feel comfortable in my office. I'm most concerned about bringing the virus home to my family and/or spreading it to colleagues.

I am also concerned that after coming back to campus, all of these safety measures we have in place will become more relaxed if found that they create barriers for some to get work done putting us all at risk of exposure again.

I am concerned that as the weather gets colder in the fall, the buildings may become more attractive to homeless people who are unable to go to the public library for long periods of time. The city might need to provide day shelters if Safe Harbor can't be opened.

I feel that there are a lot of people who don't take the proper safety precautions and are at risk of exposing others along with students.

I will not be returning to work on campus until I can do so without significant risk. This is not negotiable. NMC has done nothing to mitigate risk in stairways and restrooms, which I cannot avoid using in a workday.

If everyone doesn't follow the guidelines due to their own personal opinion about the health issue, then it doesn't work for all the others who are following the guidelines. If employees who are responsible for making sure others on campus are following guidelines aren't following them themselves and setting the example, the guidelines don't work. No one knows what health issues a fellow co-worker we come in contact with has or what their family situation is at home. I think stressing the piece about considering others, about caring about our co-workers, caring about their families is important in my opinion.

Every workspace at each campus is different, and so there are variable considerations for each department/area. I think that there are many different precautions being taken to protect faculty and staff as well as students and community members, and each area has their own plan with the controls and safety protocols that they have established. My apprehension is related more to the uncertainty of everything; not knowing whether anyone else is taking the best care to protect themselves and other outside of the work environment is something that I think about a lot. I think that I would likely feel more comfortable with returning to work, when I do actually go into the physical office space.

I would be concerned if guidelines were not mandatory or enforced

POSITIVE

I appreciate NMC's efforts.

Thank you for the hard work you are doing!

Thank you for your continued concern for thre health and safety of both students and staff

I think NMC is doing well...no additional needs on this front, it's just still a very uncertain, confusing time... how to balance comfort with the real risk that the virus is still here and no vaccine... and childcare/school, risk to family, etc...

I believe that NMC is taking reasonable science based precautions to minimize the virus spread among coworkers and students.

I feel that our custodial people are doing a great job in keeping the campus clean.

Thank you. I think NMC has done a fabulous job so far dealing with the circumstances.

Balancing not over reacting and being cautious...I think we are doing a good job preparing our re-entry plan. Thanks!

For the most part, I am comfortable with returning to work. We have a pretty good plan in place in our department.

I believe NMC has done a great job preparing staff, faculty, and students to return. I think many people will be uneasy as the situation is uncertain and fluid.

I feel like the problem-solving steps we're taking in being pragmatic, realistic, and communicative are most important. Looking for insight from the ground up is critical. Spreadsheets and data analytics won't generate new ideas, people will. Bravo, thus far, to our leadership team.

I feel NMC is doing an exceptional job at taking the risks and precautions of COVID-19 seriously and also in creating new policies and procedures/guidelines so quickly for employees to follow for their safety and the safety of others.

It looks as though NMC is doing everything possible to address this situation. The fact that the situation exists (pandemic) and the potential for infection is real is disconcerting. I suspect I am not alone in my concerns.

I think NMC has done a great job on crafting sensible public health protocols;

I am glad you are doing this, but many of us have already been called back to work, so it seems like something we could've done sooner.

So far, I think NMC is trying to do the right things. I don't know if everything is getting sanitized where staff are working, so I have been doing it myself.

I am comfortable with all the measures that NMC has already put in place for our safety. When we know that staying away from others is the best course of action to not catch the virus, if we can accomplish that and our work, let's simply mitigate our risks by staying apart when we can.

VULNERABLE/IMMUNOCOMPROMISED

Being in a higher risk group, nothing short of a vaccine that has a very high percentage of working motivates me to return to campus with other people.

I am in the vulnerable age group with two major health concerns. I will remain careful and safe until I have received the vaccine.

I'm high risk and am concerned that others aren't wearing masks. I'm further concerned because our students demographic tend not to socially distanced or wear masks.

The major concern is fact that the majority of the students are younger than the faculty, which makes them more likely to not care much about protective measures that the older population on campus. Fall should still be all online with the hope that a vaccine becomes available in the spring semester. Thank you for giving us the chance to express our thoughts on this matter.

For those of us who have compromised immune systems, rushing back to campus puts us (and our families) at risk, especially from others who don't adhere to strict safety protocols.

I don't feel as if there was enough guidance on what employees should do if they have health issues, that when partnered with wearing a mask for extended periods, could cause those health conditions to flare up.

I think the College is doing a good job of taking necessary precautions to return to campus. I'm not concerned that I will catch something as a result of returning to work, but rather carrying something home with me and passing it on to my wife who has a very compromised immune system.

I'm a type 1 diabetic, and Fauci just stated that every single state should be implementing strict stay-at-home orders because we're nowhere close to the end of this, nor is a vaccine expected in the near future. Going to the office just seems like a recipe for disaster.

I've observed that social distancing and mask-wearing is NOT being followed by every person in our community. These measures work best when everyone participates. This and potentially spreading to vulnerable family members are my greatest concerns about feeling comfortable returning to campus.

Since I live with someone with a compromised immune system I would appreciate coming back to campus as little as possible.

I fall into an at-risk definition and expect a second wave in the fall. This is deeply concerning to me.

While I truly miss connecting in person with students and colleagues, I believe the best defense is social isolation and so I'm still in favor of minimizing contacts, especially since I'm in the 65 and older category, as is my husband. I think if people are able to accomplish the same work from home, it's probably best that they do that and help minimize the number of people on campus until there is a vaccine.

For those of us who have compromised immune systems, rushing back to campus puts us (and our families) at risk, especially from others who don't adhere to strict safety protocols.

BACK TO WORK

I'd love the opportunity to return to our beautiful Campuses, and GET BACK TO WORK, and some semblance of NORMALCY ;)

Let's get back to work.

Let's get on with life, education, and business!

Let's open up and get back to normal.

We are at work not working from home , I feel people need to be back to work to be productive and effective for the College to thrive .

If all employees follow the guidelines set up in the "safely returning to work" plan, we should be able to carry out our on-campus duties with confidence.

Tough decisions, but I do trust the college to make the best decision and my discomfort won't keep me from returning to campus if that's the consensus.

Looking forward to getting campus back in gear!

Long overdue and ready to get back at it!

REMOTE LEARNING

Changing many of the lecture courses to livestream will make a big difference in reducing the possibility of Covid being passed to others in a classroom setting.

I'm faculty that doesn't need physical face to face classes, so I feel me returning to the classroom would be an unnecessary risk (that we aren't set up to currently take, so there's not really much reason for me to be on campus other than meetings which I think should continue to be done at least with the option of using zoom). Being in my (singular) office and walking from car to there is not concerning to me. (I feel like this survey was geared much more toward staff than faculty as none of the responses were about students in the classrooms. Another survey geared more toward faculty might be a good idea.)

If we don't have on-campus classes, then you need to address much better the needs of adjuncts who don't live in an area with good internet and other accessibility. Teaching online is A LOT to ask of someone who only does 1 or 2 classes a term.

The major concern is fact that the majority of the students are younger than the faculty, which makes them more likely to not care much about protective measures that the older population on campus. Fall should still be all online with the hope that a vaccine becomes available in the spring semester. Thank you for giving us the chance to express our thoughts on this matter.

I think we're moving towards an on-campus/tele-commute hybrid type of schedule for just about everyone.

COMMUNICATION

Better communication for those not working from home would have made this situation less stressful and frustrating. Executive changes don't just trickle down to some groups of employees which leaves a high level of uncertainty.

Keep information and required processes simple, consistent, and manageable for people.

Also, I don't think the communication has been that great. It took a long time to update the Covid site.