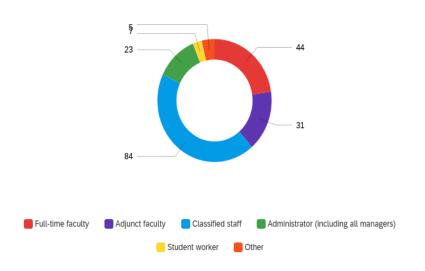# Compton College – Safe Return to Campus Survey

April 14, 2021

n=194, approximately 27% response rate (709 recipients)

What is your primary job classification?

Response rates of groups:

Full-time faculty=44%

Part-time faculty=9%
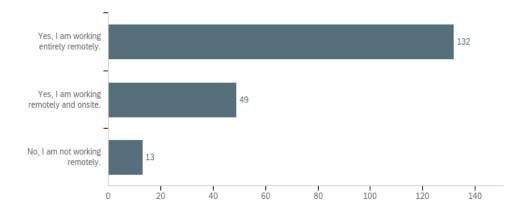
Classified staff= 35%

Administrators=56%

What is your primary department?

Department	Count
Academic Affairs	10
Admissions & Records	9
Adult Education	0
Athletics	4
Business & Industrial Studies (BIST)	7
Business Office	10
CalWORKs	5
Campus Police	2
Communications/ Community Relations	2

Department	Count
Counseling	12
Distance Education	3
Department	Count
Educational Partnerships	4
EOPS/CARE	9
Financial Aid	6
Fine Arts, Communications, and Humanities (FACH)	18
Health and Public Services (HEPS)	8
Human Resources	3
Information Technology Services (ITS)	5

Department	Count
Institutional Effectiveness	1
Maintenance & Operations (M&O)	6
Department	Count
Science, Technology, Engineering, & Math (STEM)	19
Social Sciences (SSCI)	9
Special Resource Center	5
Strong Workforce	0
Student Success Center/ Library	14
Other	10

Are you currently working remotely?

Response	Count
Yes, I am working entirely remotely.	132
Yes, I am working remotely and onsite.	49
No, I am not working remotely.	13

Does your day-to-day job require in-person contact with students?

Response	Count
Yes	79
No	113

Have you been vaccinated for COVID-19?

Response	Count
Yes	124
No	29
I prefer not to answer.	40

Which of the following challenges or issues have you faced at any time while working remotely? Check all that apply.

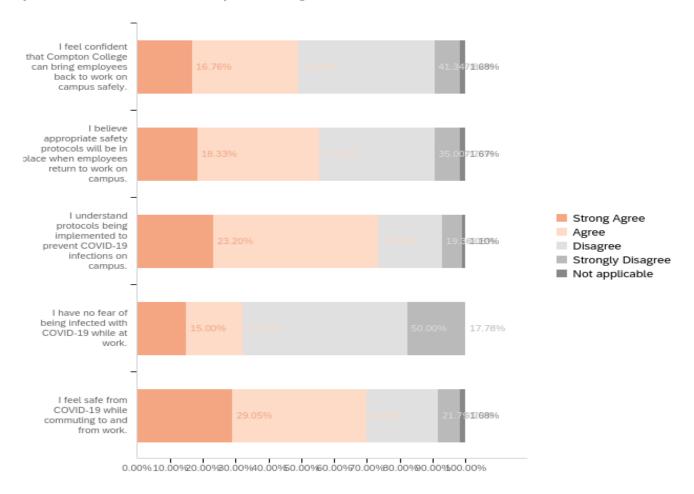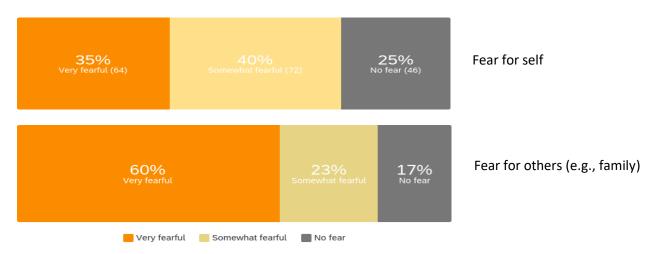| Challenge	Count
Accessing the electronic documents and databased n...	27
Accessing the software or applications necessary t...	25
Accessing the technology and/or other devices or e...	29
Printing, copying or scanning documents necessary ...	55
Lack of proper workspace	44
Psychological/mental health concerns	31
Working collaboratively with other colleagues	32
Concerns with supervising	11
Concerns with being supervised	5
Other	52
Other	5
Other	1

“Other” responses, included major themes:

- internet connection,
- childcare/home schooling issues;
- communication challenges with colleagues/supervisors, and
- distractions/challenges for students to complete the coursework.

To the left is a word cloud based on the responses.

Please indicate your level of agreement for the following statements about your perception of Compton College's ability to bring employees back to work on campus and your attitudes about safely returning to work.

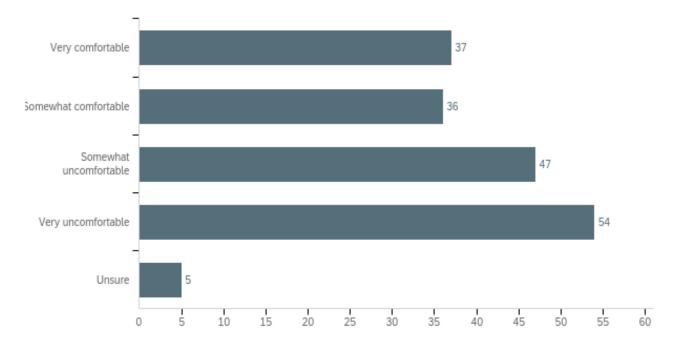## Please rate your level of fear related to COVID-19 infection:

35% Very fearful (64)	40% Somewhat fearful (72)	25% No fear (46)

Fear for self

60% Very fearful	23% Somewhat fearful	17% No fear

Fear for others (e.g., family)

■ Very fearful ■ Somewhat fearful ■ No fear

What safety measures in your immediate workspace do you require in order to feel confident about returning safely to work on campus?

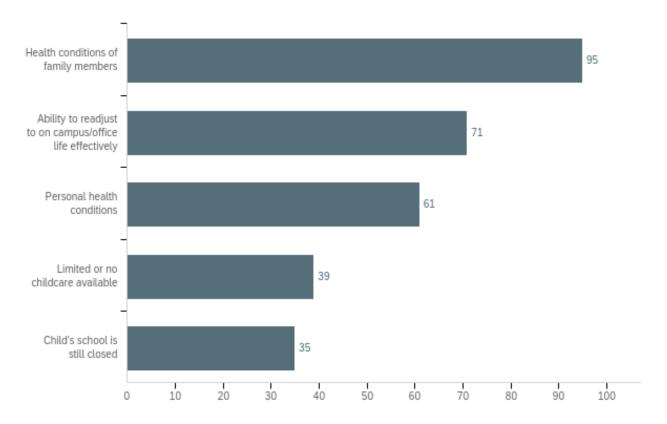|	Yes		No		Unsure		Total
Hand sanitizer stations	98%	175	1%	1	1%	2	178
Daily disinfection of common areas by Maintenance & Operations (M&O)	93%	166	3%	5	4%	7	178
Physical-distancing protocols	93%	162	4%	7	3%	5	174
Individual hand sanitizer	93%	163	5%	9	2%	4	176
Required face coverings	90%	159	5%	9	5%	8	176
Daily disinfection of work areas by Maintenance & Operations (M&O)	88%	157	7%	13	5%	9	179
Socially distancing signage/indicators	86%	149	8%	13	6%	11	173
Increased telecommuting options	83%	145	6%	10	11%	19	174
Daily disinfection of work areas by self	82%	142	13%	22	6%	10	174
Daily employee health screening	81%	142	12%	21	7%	12	175
Staggering shifts/breaks/days in office	80%	132	12%	20	7%	12	164
Staggered students in the classroom/office (some in-person, some learning/ receiving services remotely)	79%	133	13%	22	8%	13	168
Plexiglass barriers between co-workers/ students	74%	128	15%	26	10%	18	172
Disposable gloves	73%	126	19%	32	8%	14	172
Monthly employee COVID-19 testing	73%	125	17%	29	10%	18	172
Daily disinfection of common areas by self	60%	102	27%	46	12%	21	169
One-way walking systems	57%	97	30%	51	12%	21	169
Face shields	49%	81	31%	52	20%	33	166
Optional face coverings	23%	34	68%	102	9%	13	149

Are there other safety protocols that the college should consider that we haven't listed above? Please be specific and detailed.

- Clean campus every day, especially bathrooms
- Encourage 100% vaccination among employees and students, and testing if not inoculated
- Ventilation, and concerns about Compton College facilities. Notions that the ventilation is not to code. Need to transparently communicate facility ventilation functionality and status.
- Outdoor classes, limiting number of students in any one location
- Leverage online options to limit student/staff interaction (e.g., forms that can be filled in online), to maximize the in-person interaction.
- Consider level of stress introduced by socially distancing protocols, masks. Consider additional flexible schedules.

Given your current understanding of how safe it is, how comfortable are you returning to work on campus?
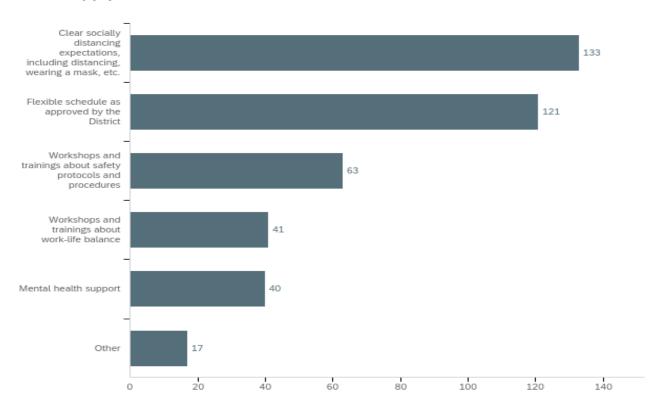
What concerns do you have about returning to work on campus? Check all that apply.

Health conditions of family members: 95
Ability to readjust to on campus/office life effectively: 71
Personal health conditions: 61
Limited or no childcare available: 39
Child's school is still closed: 35

What other concerns do you have about returning to work on campus?

- Need a written plan by the district
- Transparent cleaning protocols
- Leveraging productivity of working remotely
- Concerns about effectiveness of teaching in-person with safety protocols, "Lecturing while wearing a mask is very difficult….students may not be able to understand the instructor"
- Caretaker of elderly/disabled, "Compton is only considering individuals with children and not caretakers…in their dialogue about returning to campus"
- Ensuring students follow safety protocols
- Contact with people who are not vaccinated
- Facilities, cleaning protocols, and ventilation

What support do you need in order to effectively transition to working on campus? Check all that apply.

Clear socially distancing expectations, including distancing, wearing a mask, etc. — 133
Flexible schedule as approved by the District — 121
Workshops and trainings about safety protocols and procedures — 63
Workshops and trainings about work-life balance — 41
Mental health support — 40
Other — 17

Do you have any final comments about the return to campus?

While some people say we should offer flexible schedules, other say this needs to be fairly offered to all. Responses emphasized themes highlighted throughout the survey: cleaning protocols, hybrid telecommuting opportunities, ventilation systems, and vaccinations.

Appendix:

Open-Ended Responses

Are there other safety protocols that the college should consider that we haven't listed above? Please be specific and detailed.
Just make sure campus is cleaned every day.
demand !00% of Compton College be inoculated clean Restrooms
The offices need to be sprayed every Hour.
I am unsure if there is a later space so I will write it here. I have a child in LAUSD. I opted for my child to go back to school, however, it is not a full day. How flexible are work schedules to work part-time on campus and part-time remotely each day?
Weekly employee COVID-19 testing Student COVID-19 weekly testing Employee and student daily health screening: ex. temperature check Student vaccination Disinfecting classrooms after each used Continuous disinfection of common areas, not just daily Appropriate HVAC system Have PPE for all staff, faculty and students Pay for lab home kits so students can do the lab experiments at home Wait until Fall 2021 to return to campus for LA area to get to herd immunity
Labs will be limited seating and length of time for computers usage. Will someone be posted on 1st floor limit number of students in the building also 3 sets of entry point into the building, How will the restrooms occupancy be handle? Is there a policy on non-compliance of face covering, In the lab there is Insight Software for Instructional Assistance have access to monitor and assist students the problem is only one person can access it at a time. It would be helpful if all had access anytime. Another issue when students come into the labs swipe student Id cards machine does not always work lines do form. Question is it a way you can capture the log-in information when a student sign on to the computer if they don't have their student Id card. Is there a policy about students with children in labs.
Clear and direct signage on campus for students/staff. Organized appointment system for onsite student interactions.
The bathrooms need to be cleaned!!! Hard to believe they are sanitizing them when they're dirty. Office chairs need to be cleaned when someone comes in the office. Just because we're vaccinated, someone in the office thinks masks are optional. Walks around without one, until it's brought to their attention. How will we attend meetings? Will they continue to be via zoom? How are we able to utilize the bathrooms with limited slots and cleaning protocol? People talking and gathering in groups on campus, how can it be stopped?
Finding ways of helping students without having to stand close to students. Example: Students that have difficulty navigating their MyCompton Portal. Some student's use the computers available to them, we cannot help them like we did before the pandemic.
Facilitating conditions for lab activities as dividing students in groups as to create enough spacing.
Weekly Testing of students, weekly cleaning of buildings, daily disinfection/sanitizing common spaces. LBUSD has great protocols.

Ventilation improvements in classrooms to prevent spread of Covid-19. Soap and paper towels checked every hour in all restrooms, break rooms and classroom with sinks
Ensuring we have the appropriate air filters in every office especially if office where spaces are close to one another.
Design a system that will keep traffic of incoming and outcoming people in all offices at a minimum. Take into consideration having the main locked from the outside, and incoming people to be let in by the staff inside. To do this make use of existing windows by making them like a walk-up window and people stand outside in line. This way the staff can determine if the person needs to be let in or not. Many times it is quick service what a person requires, and only needs to submit documents or have a few questions. Things like this does not require for a person to come into an office and come into contact with anyone inside.
Please keep all documentation online. No more physical Excessive Repeat Petitions, grade change petitions, etc. Provide easy access and instructions to students on filling out the forms electronically.
Restroom capacity control / disinfecting schedule. We have a lot of restrooms, will they all be open? How often will they be disinfected? Food service customer capacity control. Common eating area physical distancing enforcement. How will this be handled? We can have great procedures to keep infections down, but if folks don't abide by them, they are useless. I don't feel confident we have the resources to do this, therefore I don't feel confident that we will be safe.
required vaccinations/ proof of vaccinations to return to campus for all.
Temperature is a substandard measure for possible infection. Measuring blood oxygen level, while still not great, is a better indicator of a possible problem. I'd recommend each person to have their blood oxygen level taken by use of a pulse oximeter.
I have concerns regarding ventilation. I think that when there is an issue with the building and air is not circulating (e.g. the plant is down) then the building needs to be shut down as well. I am also concerned abou the lack of outside seating if students and employees want to take advantage of working in open air spaces.
NOT SURE BECAUSE OF THE OPENING, CLOSURE AND RE-OPENING ONGOING...
eating areas will there be social distance protocols in place especially in the student lounge area Extended cafeteria hours of operation to accommodate having to limit capacity while ordering food etc
Limiting number of students allowed in the library at any one time. Closing group study rooms in library. Relocating photocopiers to group study rooms and limiting use to one student at a time. Setting up chairs to ensure social distancing at study tables.
Increased working from home options as well as virtual large gatherings
Outdoors classes
Location to place personal belongings such as lunch.
Exhaust fans in the bathrooms should be functioning and MERV 14 rating of ventilation systems.
Air filtration (MERV 13 or higher) in every building on campus (Admissions and Records, C and D rows, Student Life, Bookstore, Cafeteria, MS building, Student Success Center/Library, Child Development Center, Voc Tech building, etc., and the new Student Services building, Instructional building 1 and Instructional building 2). No employee should be working in an area without proper ventilation/air filtration. Employees and students should have access to disposable masks and hand sanitizer in every building, workspace, and in the classrooms where student interactions happen. The District should also provide cleaning supplies in each workspace (including classrooms) so that employees can

wipe surfaces down periodically through out the day. Daily M&O cleaning is not enough in areas where students interact with each other and with employees.

I believe that once the students return to campus there will have to be some sort of monitoring of students wearing masks at all times. This will include Student Lounge areas and cafeteria.

Bi-weekly employee COVID-19 testing.

Everyone should be respectable of others level of fear and individual views on what is safe or not safe.

My reticence is not about my own personal safety, so it is difficult to answer most of these questions accurately. I am vaccinated, and I keep up with formal medical studies on efficacy, which are greatly reassuring. Personally, I want nothing more than to return to in-person teaching ASAP.

However, I cannot advocate a return to campus unless the vast majority of staff and students are vaccinated as well. The college is not remotely functional enough to ensure safety to those without vaccines. Covid will return, and it will spread. It is not gone. There is ample, well-documented evidence of this worldwide.

Unfortunately, our college has a long-standing record of failure to maintain basic HVAC facilities or even the most rudimentary classroom maintenance, so the list of possible actions that we might take to ensure safety during a pandemic is not remotely credible.

Still, I want us to come back to work in person, and I feel the future of our college may rely on it.

If administration shares my view, the college should require proof of vaccination for all employees and students beginning in Fall 2021. Anyone who doesn't have a vaccine or a formal medical excuse should stay remote. Period.

This is a public institution, and such laws are already in effect at the K-12 level. We should do the same. The vaccine should not be optional for people who want to serve the public.

How about some bold, informed leadership here?

ventilation

The institution may or may not be familiar with state minimum codes for ventilation rates, but Compton College, is NOT within compliance which sets up the College for liabilities that could be detrimental to the College and its Executive Staff members. Much of the institutions ventilation systems are non-operational even prior to COVID-19 pandemic which alone violates minimum state code and standards. Post COVID-19 these standards were increased, but the institution still does not comply with state minimum standards of pre-COVID -19.

Individuals have ranted and raved that MERV 13 filters will help prevent the spread of COVID, when in fact, MERV 13 filters cannot and will not capture the virus. MERV 13 filters are NOT effective, and without a ventilation system that actually is operational, what good is a filter in any system if the ventilation system does not function?

Without complying with state minimum standards, Compton College puts the health and safety of staff and students alike at risk. Compton College is NOT prepared to bring face to face instruction back as nobody is safe with the current buildings lack of Air Conditioning, Heating, and Ventilation systems. One should call caution to returning to campus without fixing issues that existed even prior to COVID-19. I, and my colleagues Do NOT feel comfortable with returning to campus knowing the existing issues. Some of these issues had been mentioned to administration months ago and appeared to have been placed on the back burner with little to no urgency.

Confidentiality is an issue with our small office space and having to speak louder to hear each other while social distancing will not make our students feel safe disclosing their private/sensitive issues. Having maintenance clean up the restrooms between each use in order to keep staff and students safe. Triggering PTSD in staff or students unable to wear masks all day, feeling caged with plexiglass barriers, and the increased anxiety and panic that will cause higher levels of stress amongst staff and their interactions with students and other staff members. Many staff members have actually remained in quarantine and secluded from the outside world, it will take some time to reintegrate and develop a sense of normalcy. Staff that has taken additional jobs, enrolled in school, became caregivers to family members, or still have children in distance learning might not be able to continue to maintain those activities if they have to add travel times to their day. Too many other issues to write in this small space and honestly, I really don't feel as though anyone on campus cares what I have to say. This is not about providing students better service to our students because that can be done remotely, this is about making money at the expense of staff members health and safety.

*An extensive list of cleaning products used by maintenance or by the cleaning services to be provided to all faculty and staff.
*HVAC System is properly maintained.
*Air filtration systems are placed in each work place/area.

I would appreciate a hybrid working style. Only to come into the office for necessary reasons (group work, student face to face contact). Please do not apply a blanket rule for all classified, as it may put people in risk that do not Need to be at risk. Thank you for the work you are all doing!

In person student assistance by appointment only, no walk in's.

I think there must be weekly covid tests for those NOT vaccinated. And monthly for those that have been vaccinated.

What about student vaccination status? Blended remote/in-person classes mean faculty are teaching 2 classes and only being paid for one. In-person teaching and online (even with Zoom/live stream) are fundamentally different pedagogies.

If the maintenance crew can't make sure that bathrooms are clean/stocked with toilet paper/paper towels on Mondays mornings (which they rarely were), how will they maintain COVID level cleaning protocols?

Everyone needs face shield, face shield with glasses frame, safety glasses. face mask with face shield, wear gloves daily. One can contact covid thou the eyes.

Layered mitigation additional safety measures. The community is not being vaccinated at the same rates as more prosperous and diverse areas, or marginalized areas. This should not be a question, it should be automatic, in a pandemic.

We need to make sure that cleaning continues to happen in work spaces on a regular basis as we prepare for return,

staggered working schedules / on campus and telecommuting days to reduce the number of people on campus

The notion of childcare. Many of us have children and many of the daycares are either unsafe or still closed. I would give the option to those with children to still telecommute to work based on their performance and quality of work.

Office spaces need to be reimagined and cleaned thoroughly daily by M&O.

Unfortunately, to save a dollar I believe that Compton College will allow students and employees to risk infection.

Daily COVID testing.

- Online Check-Ins
- Minimizing items students AND staff touch (ie. shared pens, forms, etc). We should work towards making as many things as possible electronic. For example students give me verbal consent to electronically sign forms for them and/or I have a computer screen large enough to show students forms electronically and whatever we do I can email them a copy at the end of appt and have an optional low-touch/no-touch printing station if student prefers paper copy \
- Bathroom cleanliness
- Right air systems, what Compton College (many colleagues have said) do not meet the upmost required standards
- More transparency and communication about what the college is and will be doing to meet these needs. A campus townhall/update webinar. I am being to asked to return to campus but I have no idea what I am saying yes or no to because I have no idea what will be in place if/when we return.
- I am concerned if/how our maintenance staff, officers and other on the ground staff will be BETTER COMPENSATED for helping any return to campus happen safely and successfully. With all our campus demands - they MUST be paid more and shown appreciation for this huge undertaking. How they will be better compensated, supported, and appreciated should be transparent and a college discussion and college wide joint effort.

How do we know who has been vaccinated? and will they be allowed on campus?

Restrooms cleaned thoroughly every hour, no shared workstations - all individual spaces, hot water in all restrooms, better control of homeless people on campus, thoroughly cleaned office space, panic buttons installed, cleaning supplies for each staff; bimonthly COVID testing

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I would only consider plexiglass if there is a potential for someone to come within 6 ft - like a transaction window. Faculty in shared offices will need to negotiate a schedule for when each person would be in the office so as to not be there at the same time.

The college should allow people who have been and are able to telecommute to do so..

Much of the institutions ventilation systems are non-operational even prior to COVID-19 pandemic which alone violates minimum state code and standards. Post COVID-19, these standards were increased, but the institution still does not comply with state minimum standards.

Without complying with state minimum standards, the institution puts the health and safety of staff and students alike at risk. The institution is NOT prepared to bring face to face instruction back as nobody is safe with the current buildings lack of Air Conditioning, Heating, and Ventilation systems.

Do keep in mind that MERV 13 filtration captures nothing related to COVID virus and even if proper filtration were to be installed, the filters do nothing when the ventilation systems are inoperative.

Security that will be able to manage lines and implement protocol with students, staff, and faculty. (e.g. like telling people to put on their mask or enforce the number of people in a building).

Monthly employee COVID-19 testing is insufficient and not frequent enough. Bi-weekly at least. Weekly preferred.

Although it is not Covid related, since we have been away from our buildings for some time, the roaches are out a lot more. Is it possible to service the buildings for this before we return completely? The U building and the VT building both have this problem.

Some spaces do not have proper ventilation or windows do not open, ventilation is important.
Hot water is not available in the bathrooms.
Will face coverings be required in lunch tables? That is the norm if people are not eating outside. Where are people going to eat? We cannot eat inside our offices anymore. Are people expected to eat in their cars?
What is the purpose of everyone being on campus?

Students should set up appointments to conduct business in offices.

What other concerns do you have about returning to work on campus?
The continued social distancing when more people are on campus. Making sure when people are on campus they continue effective social distancing.   Fresh air flow/ ventilation in buildings without windows that open, or in areas of building without windows. Sanitation of common areas such as restrooms, staff lounges etc.
*Some carriers of COVID-19 are asymptomatic and regardless of temperature check or Dailey Wellness Survey, these individuals pose a threat. Vaccinations, shield guards, face mask are not 100% effective. *We have not reached her immunity *The proximity of offices and working spaces are too close. *Although there maybe safety protocols in place there is no one dedicated to the enforcement of such protocols. *Maintenance and operations do not clean thoroughly and effectively. *Plexi glass needs to be installed at all working stations *Air purifiers are not provided
Air filtration in the math/science building is insufficient to remove the COVID-19 virus from the air.
An individuals choices being different.
Being around more people and possibly catching the virus
Bringing Covid home to others. Lack of students.
Cleanliness of offices and air vents.
Compton should require employees and students to be vaccinated if they'd like to return to campus. Anyone who refuses a vaccination puts me and my family at risk.
Concern with returning home from work and infecting infants, children, and family members not vaccinated due to beliefs or medical conditions and living with me.
Ensuring appropriate cleaning of all buildings is being done effectively and responsibly.
Even after one year of the pandemic, the campus doesn't look or smell clean. I don't feel confident in M&O thoroughly cleaning our office. The vents are not cleaned regularly or circulating clean air. The office is shared by too many staff members and there is no way to socially distance. The student waiting area is small and there is no way to prevent close contact with students. There are too many entry ways to the campus and no way to ensure only authorized students are on campus. Even with the vaccine, there are still cases on campus. I've purchased a workstation that works with my disability and proven that I can work effectively from home and would like to continue. There is no way to haul my ergonomic equipment back and forth between home and work.
I am not very concerned about returning to work on campus, but I do think that there should be some flexibility and innovation moving forward about work from home options if we are continuing all meetings via zoom.
I am very confident I can perform all job duties with telecommuting or partial telecommuting. I think a gradual return to campus while keeping some folks working remotely or partially remotely could help make the return to campus as safe as possible. I also think permanent flexible schedules should be adopted to meet the needs of employees, especially those with young children. I am genuinely concerned about my ability to return to work full time while my children do not have the "normal" school and child care schedules available.
I cannot emphasize the fear of getting covid and my family members getting it since I live with someone who is at risk.
I cannot wear a mask for more than 5-10 minutes. I have remained in my home for over a year now and I go out only when absolutely necessary. Wearing a mask causes my anxiety to increase so much that I nearly pass out. Being worried all day that I am going to get sick because our campus is filthy dirty and disgusting will only make me completely paranoid and I will not be able to focus on what I am supposed to be doing. Every time a cold or flu spreads on campus, I end up taking a lot of time off because I get incredibly sick. I can only imagine what getting

COVID-19 would do to me. I can't go to work and come home and expose my family to whatever I might become exposed to on campus because we all have compromised immune systems. So I will need to temporarily relocate if forced to return to campus and I can't afford that financially and emotionally being away from my family will devastate me. I don't have confidence in the maintenance team to do a thorough job in cleaning and disinfecting properly. I most certainly will not be cleaning up after other people and exposing myself further. How are we going to keep shared or common areas clean and safe if we are opening up the MLB and what about the community walkers and bottle and can collectors? Are all of those people going to complete the same health questionnaires and temperature screenings? I don't believe our campus will be able to track any of this.
I don't feel unsafe in terms of contracting anything any more than prior to CV. We do need proper soap and hand-drying equipment in ALL restrooms as hand-washing is one of the most important things. I also think flexible schedules on campus including some remote days would benefit everyone. The stress level for those who commute would be improved. This would result in better overall health and immunity for all and help ease stress for some who are nervous about being on campus.
I don't work on campus.
I feel that we should have been back to campus last September and that all the athletes should be able to play sports. This is ridiculous. All these protocols should have been in place already.
I have a child in LAUSD. I opted for my child to go back to school, however, it is not a full day and after-care is unavailable. How flexible are work schedules to work part-time on campus and part-time remotely each day?
I no longer have childcare for my son.
I think the pandemic has permanently changed how we view working with our coworkers and working in enclosed spaces. I think that I am most worried that the district will reopen the campus and expect us to work in a pre-COVID environment.
I want personal cleaning supplies. Lysol spray. Clorox or Lysol wipes. Personal hand sanitizer. Masks. Or expense receipts paid for this stuff. Going to work you should change masks for each class if you have multiple classes. Or change masks every couple of hours. Those in admin areas. Need to get a ten minute or 20 min break to go outside and take off the masks. Very hour or two.
In the past, supervisor has not been responsive to the needs of our office. Concerned that they will continue to ignore our requests in these extreme circumstances.
Increased infection rate of students since many of them won't be vaccinated.
Intermingling with people who refuse to be vaccinated and engage is risky behavior.
It is potentially unsafe for students! how many have access to vaccines? how many are working and potentially exposed regularly? What about child care for them? The proposed "live stream" of classes will require a major tech overhaul - and is still asking faculty to teach two classes for the price of one How will social distancing be enforced? If a student, for example, refuses to wear a mask? Will the district be supplying masks, gloves, sanitizer to everyone? In what amounts?
It is too early to resume in-person contact; specifically in my unit, which entails bringing back part-time staff and students who most likely have no medical benefits; who will be asked to work 1-to-1 with students for up to 2 consecutive hours (our services do not allow for 6 feet of social distancing); and who will exchange a variety of learning supplies and materials (who will sanitize these materials?).
Limited office space that does not allow for proper social distancing.
Maintenance workers, in general, do the bare minimum. How can we trust that they are doing the job required to keep us all safe? There is a long history of poor quality cleaning and maintenance on campus.
Making should everybody have a temperate check and wearing masks. The masks and temperate check should be mandatory for everyone.
Making sure students feel comfortable with all the safety measures.
Making sure we have enough Personal Protective Equipment.

Management understanding that it will be a huge adjustment to many returning to office
Office space very, very limited... too many staff in too small office
Returning to an office that is so outdated stacked with boxes and hazardous if an emergency should arise causes poor productivity

Much of the institutions ventilation systems are non-operational even prior to COVID-19 pandemic which alone violates minimum state code and standards. Post COVID-19, these standards were increased, but the institution still does not comply with state minimum standards. Without complying with state minimum standards, the institution puts the health and safety of staff and students alike at risk. The institution is NOT prepared to bring face to face instruction back as nobody is safe with the current buildings lack of Air Conditioning, Heating, and Ventilation systems. Do keep in mind that MERV 13 filtration captures nothing related to COVID virus and even if proper filtration were to be installed, the filters do nothing when the ventilation systems are inoperative.
My grandfather is on hospice and I help take care of him. I do not want to run the risk of exposure, infect him, and add another layer to his deteriorating health
My husband is not vaccinated.
My major concern is associated with appropriate social distancing and complacency within the department.
Not knowing if everyone that I will be working with is taking the precautions needed to stay safe or seriously.
ON GOING COMMUNITY CLOSURES
People in other departments on campus. Too many people. Possibly infected, if didn't get vaccinated.
Protocols not being followed resulting in getting infected with COVID-19 and infecting someone in my household.
Returning too soon is my main concern, especially if another surge occurs this spring.
Space issues. Offices need to be separated and roles need to solidified.
Students following safety protocols. M&O actually maintaining the cleanliness of the campus. Our building was filthy before covid...I don't trust them to maintain it when we return.
Students not following safety protocol.
Students or other visitors not following safety protocols. What will be done to protect employees from individuals who do not want to keep their distance or wear a mask?
That I will be doing the same thing, the same way (lots of zoom meetings) that I can comfortably do at home.
That the district will state that protocols are in place but in reality, there will be none in place. Let's be honest. How much does the administration care about our health? How honest have they been with outbreaks on campus and isolating people that have been in contact with those that have tested positive. I believe that we should return to campus, but I do not have any faith that the district will do their part to ensure our safety. Having COVID is not a joke.
The District has not told employees what changes have been made, written detail, to ensure our safety. Why should we feel safe about returning to campus? The District has not proven in the past their ability to keep the campus clean, why should we expect any different now? Never has cleanliness been more necessary. Infections spread like wild fire in unsanitary conditions. I am not confident that the District will keep the campus clean and safe for me, my co-workers, and students. How could I feel comfortable about returning?
The college continue to have positive cases on campus I cannot go to a place that continue to have positive cases when I have 81 year old father and father in law
The departments are not really to return to work. Are there going to limit the amount of students that are allow to come on campus. Are the classroom ready and set-up with divider shields (students desk shields) for incoming

students to have lecture. The offices, labs set-up with divider shields or desk shields, Lecture divider shield.   We need to be safe

The eventual return to work will not be done fairly. If one office is required to return, then the entire staff should return not just some. It seems as if faculty will be given a choice and preference and classified staff will not be given any choice and/or preference. This is biased and discriminatory.

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Individuals have ranted and raved that MERV 13 filters will help prevent the spread of COVID, when in fact, MERV 13 filters cannot and will not capture the virus. MERV 13 filters are NOT effective, and without a ventilation system that actually is operational, what good is a filter in any system if the ventilation system does not function?

Without complying with state minimum standards, Compton College puts the health and safety of staff and students alike at risk. Compton College is NOT prepared to bring face to face instruction back as nobody is safe with the current buildings lack of Air Conditioning, Heating, and Ventilation systems. One should call caution to returning to campus without fixing issues that existed even prior to COVID-19. I, and my colleagues Do NOT feel comfortable with returning to campus knowing the existing issues. Some of these issues had been mentioned to administration months ago and appeared to have been placed on the back burner with little to no urgency.

There are still individuals testing positive for COVID-19 and the possibility of sharing the same space.

There is difficulty obtaining a full time caregiver for elderly/disabled family member and Compton is only considering individuals with children and not caretakers as well in their dialogue about returning to campus.

There is really no safe way to conduct face-to-face instruction. Lecturing while wearing a mask is very difficult on both the instructor and the students, who may not be able to understand the instructor.

Ventilation in my building
Ability for maintenance being available to clean

We should re-evaluate whether it is actually necessary for certain roles, positions, and people to return to work on campus full time M-F. If someone is getting the work done effectively and efficiently remote, perhaps having them come on site once a week or twice a month will suffice.

The pandemic has given us a wonderful opportunity to see what areas have been successful remote and what areas are not. Let's not waste this opportunity by going backwards and making everybody come back just because that's the way we used to do it.

Working remotely without disruption is more productive than commuting to campus a few days a week and having to maintain two workspaces.

With office co-workers in on opposite days, and being unable to gather in person in conference rooms, there is no advantage to physically being on campus. We will still communicate and meet remotely, just doing it from our offices rather than our homes. However, there is increased risk of exposure. Doesn't seem like a good trade-off.

inconsistent compliance with masking & social distance guidelines by significant portion of the public;
spread of new covid variants;
continued risk of sharing enclosed spaces with non-household members for extended periods of time;
limited availability of vaccines for all who want/need them;
insufficient herd immunity from significant portion of vaccine skeptics among public.

lack of a written plan by district

maintenance department do not clean and disinfect every hour ,if this is not done properly with a few of us here on campus how could they do if 50 of us are on campus. no confidents in maintenance to keep us safe

new buildings will not be ready. new environments always cause illnesses. the physical moving to new buildings

safety protocols

Do you have any final comments about the return to campus?
Consider returning in January 2022.
Don't do it
Don't rush it, because no one else is rushing to all in person services. Look at the local colleges and universities. They are not rushing people.
Eliminate the need for M/O - 10 hour work days in the Summer
Emphasis on working staggering days a week - at least 2 days & continue to work the 3 days remotely from home until COVID-19 is somewhat under control.
For the next year, at least I will need greater flexibility in having to return to campus. My children will be the main issue, as I'm not sure what school will be like for them. I would like to be allowed more DE options (more online, not remote instruction). Currently our department only allows 1 DE and 1 hybrid, and this will not work for me next year.
God help us in our return to what we knew as normal and to make our working environment better for all-hopeful we all learned how precious each day is Thank you
Have the opportunity to transition back to campus by working 4-6 hours. What will be done in the restrooms to keep them sanitized? Would air purifiers for shared office spaces be available?
I am ready to return to in person teaching.
I believe I have been able to complete more work, serving more students, and be more efficient working from home. If people want to return, they should be allowed to return. Those that feel safer in their homes, should remain in their homes. There has got to be a better way to handle this situation. If we will not be seeing students in our current space, then why bring staff back when they can do the same work from home?
I can faithfully complete my work from home. If I am to return to campus to be locked up in an office I would rather continue working from home.
I can't wait to return to the campus!
I do not think it is safe to return to face-to-face instruction.
I don't take issue with coming to the office, but if we have learned anything from this experience it is that much of our work can be done from home because we have made that happen. I would like to have the opportunity to work from home a certain number of days per month in the future and would like to grant that opportunity to those that I supervise if they want to do so. Although I work more hours per week than what is healthy, I do find that having the ability to prep my dinner in between meetings or take a walk around the block between zooms has provided me with a better quality of life than the normal "rat race". The pace is often overwhelming, and it is nice to have some work from home options considering that I have been denied vacation requests on more than one occasion. This is the first time in my working career that I have worked at an institution where I feel that it is never a good time to take vacation. I am a hard worker and rarely take vacation or sick time but that is not healthy in the long term. Burn out is real as is work life balance and quality of life. Stress is a main factor of several health conditions and I think that if Compton College truly cares about its employees and their health and wellbeing even beyond Covid-19, innovation and flexibility need to be a consideration with regards to some form of work from home options in the future.
I feel that this past year of working remotely has become very efficient and easy. With the new technologies we have been able to communicate and complete our job duties and tasks very well. The problem is in regards to child care as my children are back in school some days and not other days. In my opinion all staff should be able to come in on staggering schedules. This would eliminate a maximum capacity of staff every day. Eliminating the amount of people on campus at one time.

I feel we are more concerned about increasing our numbers than health and safety. The pandemic exposed the inadequacies we have regarding our processes, protocols and learning platforms. We still have not remedied these inadequacies as a campus and if we return too soon, they may never be addressed.
I have been vaccinated and I am grateful for that. But, I do not want to come back to a working environment that does not meet the standards of the CDC or LA Country Health Department. I want to work in an area that is cleaned consistently, where PPE and cleaning supplies are readily available, were social distancing is practiced and enforced, where bathrooms are clean for students and employees (all day long), where plexiglass is installed, etc. I also want to know what I am coming back to well in advance. To feel good about returning, we need a robust and highly detailed return plan that assures all employees we will be safe no matter what area or classroom we work in. No one currently working remotely should be made to come back until we have seen the detailed plan and have been provided the needed training to keep the campus clean and safe. Additionally, we should all be trained, before we return, on how to identify COVID-19 symptoms in students and what the protocols should be on our campus in reporting it.
I haven't heard anything about improvements to classroom ventilation. This is a big problem. There is no way to safely conduct classes, even with masks, if the ventilations systems are not adjusted and improved to prohibit the spread of the virus. I do not trust the maintenance staff to clean areas as often or as thoroughly as we would need to make the campus safe. There is evidence of workers using classrooms and offices for lounging and sleeping spaces. Who is supervising the M&O staff? This has been a problem for years.
I hope the campus continues contact tracing of campus employees and students who contract COVID-19.
I put I didn't get the vaccine. I want to choose the "I prefer to not disclose" response. Additionally, I would like to encourage the district to be timely with their response to students, staff, and faculty about the plan.
I think offering more hybrid classes would be a good thing.
I think the return to campus in May is too soon. I can continue to help students while working remotely.
I want to see a voluntary trial of classes for staggered schedule. Try out a couple of methods. With volunteers. That should be fall. It shouldn't be a crapshoot of here's the decision. No class should be let out when another class is. We can't have crowded halls. Also want to know what new air filters are being put in. And the closing of the classrooms and the cleaning. Dentists are using uv lights. And then let that room air out prior to new students entering. And a person to deep clean after one class ends. That's what should be done. Anything less is playing with lives. Do better than your best.
If one group of employees are given choices as in flexible schedules or the choice of working remotely entirely or partly, needs to be given to all not just some. The eventual return to work needs to be done fairly unlike when we were sent home in March 2020. That was not done fairly; there were some employees that were home before others. This is unfair, biased, and discriminatory.
It feels abrupt to return before late summer / early fall. People need time to secure their dependents at home before they can return to work.
I'm glad to see that Compton college is offering vaccinations to employees and students. I will feel more comfortable returning to in-person instruction when at least 80% of faculty, staff, and students are vaccinated.
I've been coming to work every week since the pandemic began. I felt safe because there weren't many people around. My biggest concern is that a lot of people will be back on campus and the chances of catching the virus will be higher. Therefore I suggest that the college allows me to come on a needed basis instead of every day. Especially since I'm able to perform many duties from home. My other concern is bringing the virus home to my granddaughter, she has a health condition that we don't know how the virus would affect her if she was exposed to it. Thank you
Let the faculty have the options to return or continue remotely.
Looking forward to it and want everyone to feel comfortable

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Do keep in mind that MERV 13 filtration captures nothing related to COVID virus and even if proper filtration were to be installed, the filters do nothing when the ventilation systems are inoperative.

No in-person meetings, regardless if on campus.
County alert system reversing trend back to higher infection rates due to variants and duration of vaccine efficacy.

One thing the pandemic has taught us is that telecommuting is not detrimental to being productive at work. I highly recommend that employees be given the option of telecommuting where possible. It improves morale and wastes the employees time less by reducing the need for commuting. It would be very frustrating to be required to come to campus for a day mostly comprised of virtual meetings when that can easily be done through telecommuting. There's no reason most employees can't work on some form of a hybrid schedule. If face to face interaction is required, those interactions can be scheduled and attended.

Additionally, my work station is wholly insufficient for my regular work, much less being required to attend virtual meetings should they occur when I'm on campus. This needs to be rectified as well.

Outdoor class options

Prefer courses to be hybrid. Would like to use the lab safely

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Reserve the right to comment at another time.

That we will not have the adequate staff to monitor students to follow the mask mandate and social distancing guidance.

The COVID-19 epidemy decides.

The District needs to consider flexible scheduling so that employees can effectively balance the continuous affects of the COVID-19 pandemic on their life and their family's lives. Adaptation does not stop because of a vaccine or a colored tier change. Employees need to feel supported, not manipulated and controlled. Blanketed return-to-campus policies are a one-sized fits all solution. You cannot simply flip a switch on and off. The return to campus should be tactfully and logically phased. Parents will minors should be given a flexible schedule, including the option to work remotely as K-12 schools and childcare organizations continue their own phase-back. Non-essential staff (including administrators, managers, and supervisors) should not have to come to campus if in-person attendance is non-justifiable (i.e., their daily work responsibilities have not been affected by remote work, and they can continue meeting the expectations of their job title as a remote/telecommuting worker).

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There needs to more transparency regarding the rational for having individuals return to work. We should not be asked to return to campus until Los Angeles County reaches the Minimal (Yellow) risk level.
This is a poorly designed study. The questions assume only personal concern, not worry for the campus population as a whole. It also ignores the entire vaccine question.
This should have happened already. Enough procrastinating.
Transparency and open dialogue needs to take place in order for the campus to feel comfortable with returning to campus. Our voices are important and we can collaboratively work on a plan or phases that will work for us all.
Use common sense and put extra safety measures in place to ease fears, for safety, and for all of us. Our campus should be a thriving vaccination site, enlarge it, do more. Since we work in Education, experts are everywhere making big bucks. Yet, all we do is wait on standardized guidelines...build trust with real effort, above and beyond. As things possibly, slowly return to so called "normal " safety and mitigation should be maintained. We should be an innovative safety first campus, but...we are not.
We need to allow folks to remain working from home when appropriate to help keep campus safer and address the needs of employees, especially those with young children.
i think this should be a slow process, and everyone should return by Spring 2022
make sure everyone is vaccinated; provide online alternatives until then, and prohibit entry for any who refuse to be vaccinated.
when is district providing a written updated plan? existing plan on website is from October 2020
who is available on campus Now & when are they present--