



Primary CHC Role of Respondent

CHC Role	Number of Respondents	Percent of Total Respondents
Full-Time Faculty	31	52.5%
Part-Time Faculty	24	40.7%
Unknown	4	6.8%
Total	59	100%

Technical Resources and Support

Hardware Needs		
Hardware Type	Yes Responses/Total Responses	Percent of Yes Responses (%)
Mobile Hotspot	16/46	35%
Selfie/Clipon/Ring Light	16/44	36%
District Issued Laptop	15/49	31%
Printer	14/48	29%
Webcam	14/43	33%
Second Monitor	11/43	26%
USB Hub	11/32	34%
Microphone	10/47	21%
Writing Tablet, such as Wacom	10/42	24%
Additional Computer Memory (e.g., SD cards)	7/47	15%
Document Camera	7/44	16%
District Issued Desktop	3/44	7%
Other	1/28	4%

Other Responses: <i>Hardware Needs</i>	
	Response
1.	not sure if this is correct place for this- need a stand to raise my laptop during lecture
2.	mouse batteries and printer cartridges
3.	I have been provided everything I need.

Training Needs for Online Tools		
Online Tool	Yes Responses/Total Responses	Percent of Yes Responses (%)
Google Docs	15/48	31%
Microsoft One Drive	13/45	29%
Canvas	12/46	26%
Cranium Café	12/45	27%
Starfish	10/41	24%
Pronto	9/42	21%
Creating Electronic Signature	8/44	18%
Google Meet	8/42	19%
SARS	8/41	20%
Canvas App	6/41	15%
Colleague	5/42	12%
Skype	4/41	10%
Zoom	4/43	9%
Chatting Software	3/42	7%
Other software programs	1/29	3%

Other Responses: Training Needs for Online Tools	
	Response
1.	Time!
2.	GoReact
3.	Goreact
4.	adobe premier pro training, Camtasia training or other video editing software training
5.	Time!

Additional Software Needs		
Software Tool	Yes Responses/Total Responses	Percent of Yes Responses (%)
Video Editor	29/46	63%
Screen Capture Tools	22/48	46%
Screen Recorder	21/45	47%
Camtasia	19/44	43%
Internet Browser Add-on (e.g., Grammarly)	17/42	40%
Microsoft Office	17/45	38%
Internet Browser	10/44	23%
Other Software Programs	3/25	12%

Other Responses: Additional Software Needs	
	Response
1.	Go React, FlipGrid
2.	Automatic closed captioning
3.	At this point, I have purchased all of my IT needs last Spring/summer 2020. CARES monies was not helpful to get us started in time, items did not come in until end of October and were not ready for use until November.
4.	Adobe Indesign
5.	Go React, FlipGrid

Question: <i>Are you experiencing challenges installing necessary software on your district-issued computer?</i>		
Response	Responses (Count)	Percent
Yes	12	21%
No	45	79%
Total	57	100%

Follow-up for “Yes” Responses: <i>Reported Challenges Installing Necessary Software</i>	
	Response
1.	when software warns it needs update and i do not have admin rights
2.	When I attempt to download updated software on my office computer, I usually receive a message that says it requires administrator permission.
3.	Sometimes if I want to download/install something on my school-issued computer, I do not have the clearance (passcode) to do so. This hasn't been a major impediment to my work, but it would be helpful to have that clearance.
4.	Some will pop up with the need for IT to go in and approve it.
5.	My district laptop computer does not allow me to install new software or updates without an admin password, which I do not have. It's very frustrating! Can we please have admin rights? I cannot even update my Firefox browser to the newest version because of this.
6.	My computer is old. I am getting a new one. It can be a challenge to get things to work on Macs.
7.	Must contact tech support to download software that’s already on office desktop. Would be nice to have ability to download programs that are already on our office workstation without having to create a ticket.
8.	Loaner computer continually need updates and I have to make appointments with IT that interfere with class prep, instructional time, or projects I am working on. I do not have access to all of the files I need because they are on a secure server that needs permission and additional setup
9.	Cannot access shared folders and apps need to be constantly updated remotely
10.	All software updates need admin password.

Faculty Workload

Question: Are you working more than 40 hours per week?		
Response	Responses (Count)	Percent
Yes	35	60%
No	23	40%
Total	58	100%

Follow-up for "Yes" Responses: Number of Hours Beyond 40 Worked Per Week	
	Response
1.	No idea. On and off 7 days a week.
2.	Anywhere from 10 to 20 additional hours
3.	8
4.	6-8
5.	55
6.	50-60
7.	50-60
8.	50 hours
9.	5-8
10.	5-10
11.	5
12.	5
13.	5
14.	30
15.	30
16.	20-30
17.	20-30
18.	20
19.	18-30 hours more per week
20.	15-25
21.	15
22.	10-15 hrs
23.	10-15
24.	10
25.	10
26.	10
27.	10
<i>Note.</i> Responses limited to full-time faculty since the question is in reference to working more than 40 hours per week @ CHC.	

Question: How far ahead of student progress is your course content generally built out?		
Response	Responses (Count)	Percent
One month or more	19	32%
Two weeks	13	23%
One week	11	20%
One day	2	4%
Other	11	20%
Total	56	100%

Other Responses: How far ahead of student progress is your course content generally built out?	
	Response
1.	one hour or i am pistponing duecdates because i need more development time
2.	Non-teaching faculty
3.	I spend ALL break time getting ready for next semesters
4.	General content is laid out before semester, but modifications and uploading of content occurs weekly
5.	Full semester
6.	a semester ahead to prepare workshop topics, new student advising sessions etc.
7.	2-3 weeks

Question: How long have you worked on your Fall 2020 content?		
Response	Responses (Count)	Percent
Since Summer 2020	31	55%
Since Spring 2020	14	25%
Since the beginning of Fall 2020	2	4%
Other	9	16%
Total	56	100%

Other Responses: How long have you worked on your Fall 2020 content?	
	Response
1.	fall 2019
2.	Fall 2019
3.	I don't teach during the summer and I had two weeks total off last summer w/o pay
4.	No course content
5.	Not teaching in Fall
6.	Starting now to teach in Summer 2021 and Fall 2021
7.	fall 2019
8.	Fall 2019
9.	N/A

Question: When do you plan on working on your Spring 2021 content?		
Response	Responses (Count)	Percent
Already started	30	54%
Winter break	21	38%
Beginning of Spring 2021	1	2%
Other	4	7%
Total	56	100%

Other Responses: When do you plan on working on your Spring 2021 content?	
	Response
1.	N/a
2.	need to create canvas shell maybe over winter break
3.	Winter break does not come close to being sufficient for me to effectively prepare my Spring classes...not even close

Question: Do you feel overwhelmed by your Spring 2021 prep work?		
Response	Responses (Count)	Percent
Yes	31	56%
No	24	44%
Total	55	100%

Personal and Social Needs

Reported Experiences in the Preceding Month		
Outcome	Yes Responses/Total Responses	Percent of Yes Responses (%)
Feelings of burnout	37/52	71%
Decrease in energy level	36/51	71%
Decrease in physical activity	34/49	69%
Fear or worry about health of loved ones	35/53	66%
Changes in sleeping or eating patterns	33/52	63%
Fear or worry about own health	27/53	51%
Difficulty sleeping or concentrating	26/51	51%
Feelings of isolation	26/51	51%
Fear or worry about own financial situation	22/53	42%
Increased use of tobacco or alcohol	15/51	29%
Worsening of existing health problems	6/51	12%
Other	5/22	23%

Other Responses: Reported Experiences in the Preceding Month	
	Response
1.	depression
2.	Depression
3.	Grieving for my profession and its standards
4.	I am concerned that District does not have a clue about faculty work load, especially for instructors lacking (1) time and (2) experience teaching in any online capacity
5.	In the options above, fear is not a helpful term to express what we are all experiencing in this pandemic. Worry isn't exactly it either. Perhaps additional stress would be a better term.
6.	more than can be discussed here.
7.	New health problem: Tendonitis from increased computer work
8.	Overwhelmed with student excuses and failure to be accountable
9.	spontaneous weeping, volatile temper

Satisfaction with the Amount of Time for Activities				
Activity	Very Satisfied (%)	Satisfied (%)	Dissatisfied (%)	Very Dissatisfied (%)
Time to spend with family or loved ones (N = 53)	17	42	26	15
Time to spend with friends (N = 52)	2	21	42	35
Time for relaxation or leisure activities (N = 53)	6	30	42	23
Time for exercise (N = 53)	8	30	43	19
Time for other activities (N = 21)	0	43	29	29

Other Responses: Satisfaction with the Amount of Time for Activities	
	Response
1.	Minimal
2.	N/A
3.	Taking care of health problems, no time for doctors appointments, physical therapy
4.	Time for anything related to taking care of myself: TIME
5.	time in general
6.	travel-have time but not able
7.	TV, Reading
8.	Volunteering

Question: Has your time for dependent care increased?		
Response	Responses (Count)	Percent
Yes	22	43%
No	29	57%
Total	51	100%

Question: Do you feel that your time dedicated to dependent care is making it difficult to work?		
Response	Responses (Count)	Percent
Yes	17	36%
No	30	64%
Total	47	100%

Question: <i>How can CHC best help you feel connected to the campus, your colleagues, and students?</i>	
	Response
1.	A Pandemic Survival Canvas page where we have discussion boards, links to resources, meetings. Something similar on Twitter or Facebook. Be courageous.
2.	activities that are fun during flex, games, fun videos, memes during campus updates from leadership were nice, recognition from leadership on special projects worked on , team building time -being just as important and day to day work
3.	Advocate for PT faculty as the budget is decreasing and we are losing our hours.
4.	Allow us to work in our offices.
5.	Bring us back to campus
6.	campus zoom gatherings - not training related
7.	Continue providing online gatherings and weekly informational meetings.
8.	Continue to hold all-campus and department meetings on a regular basis via Zoom; continue to send out informational email updates (thank you!!)
9.	dunno ... but we need something ...
10.	I already feel very supported by CHC, and as much as we are able to be, I feel connected to my campus, colleagues, and students. I value my department, committee, and class Zoom meetings. I think we're making the best out of the situation!
11.	I am experiencing Zoom burnout. The irony is that when I turn on Zoom to teach or meet, I am simultaneously thrilled to connect with others yet dread sitting in front of a computer screen for one minute more than I have to.
12.	I really like the all campus zoom meetings.
13.	I really wish there would be more accountability of our students. While some are experiencing hardships, I have personally caught students lying about having COVID and taking full advantage of online learning by asking for ridiculous accommodations. When faculty say no because requests are unreasonable some students write horrible things online and in SOTES or even become rude and combative via email or Zoom. I think they should be reminded that student code of conduct rules still apply. Just because we are learning online doesn't mean anything goes!
14.	I think that CHC is doing everything that they can in terms of support by offering wellness information, emotional support, community gatherings. My biggest problem is finding balance in my life. Because of the learning curve with Canvas, Zoom and other platforms, I am devoting a lot of extra time to my job leaving me little to no time to re-charge. One suggestion would be to offer on-line fitness and wellness courses such as yoga for beginners, pilates, mindfulness exercises, etc.
15.	I would like to teach a course in Spring 2021
16.	It is not a matter of needing to be more connected to the campus. With so many added, unnecessary meetings that are chipping away at much needed time for students, grading, prep time, and all of the above personal needs, no more meetings are needed to help us feel better. We just need more time to attend to those responsibilities without hours and hours added of extra meetings.
17.	It seems as though the quantity of meetings has increased significantly since COVID. Can CHC add more hours in the day?? I am still building courses since we recently switched curriculum and there is so much to do.
18.	Keep teaching me, and training me and keep me involved and employed
19.	Less meetings and only meaningful ones where decisions are needed. Real validation for the hours we are contributing. Please consider taking the in-service days and allowing us to do our work and get ready for courses rather than all of the meet and greets, information that can come in an e-mail, and other activities. We are doing this to create the best teaching environment for our number one reason for being here:

	students. btw, there has not been one semester where I haven't already completed all flex hours before the semester even starts.
20.	Limit the constant additions to work load. For example, the all campus meetings were initially for morale boosting and quarantine updates. Now, they are work. The more I am distracted by these events, the less I focus on the students. They are our # 1 priority.
21.	Lower the expected workload.
22.	Offer more social hour type zoom get-togethers. Decrease workload (reduce class load and/or committee work, maybe suggest once a month meetings instead of twice a month meetings for committees that can manage with that). Keep offering surveys like this one to stay in touch with employee needs.
23.	Open Campus when safe!
24.	Opportunities to learn from colleagues' best practices, regular faculty meetings without administration to facilitate open dialogue.
25.	PD that involves just getting together in small groups to catch up or something
26.	Provide free Tai Chi/Yoga via zoom
27.	Regular meetings would be helpful.
28.	Regular substantive interaction. The regular, friendly messages from members of the administration are very helpful. This term, they've done a great job and it has made work life better. Thank you. Also, sometimes what is intended to be helpful (info emails on apps and tools) gets to be overwhelming. There's just not enough time to even scan all of them more or less access some or most of them. Is there a place on the campus website where they can be prominently organized and posted and accessed?
29.	This is not needed as much as more time away from work. Work demands have increased tremendously in every area, including more meetings than ever, that do not have much purpose.
30.	When evaluating, managers should take into consideration that people may not be at their best during this remote pandemic. Otherwise, CHC has done a great job of offering logistical support to faculty.

Library Resources and Supports

Reported Library Resources and Support Needs		
Library Resource or Support	Yes Responses/Total Responses	Percent of Yes Responses (%)
Library orientation	12/48	25%
Course-related library instruction	10/48	21%
Book purchasing suggestions	6/46	13%
Textbook reserve requests	8/48	17%
Other	3/24	13%

Other Responses: <i>Library Resources and Support Needs</i>	
	Response
1.	Assistive with research.
2.	Having Films on Demand is great, but how do we access it? Where can we find a listing of films available? The link takes us to Films on Demand site, but the library username and password don't enable access.
3.	More electronic devices for students to checkout, eg cameras
4.	Non instructional faculty
5.	outreach re how library can help , maybe there are resources i dont know about
6.	The library services are great!

Overall Feedback

Question: <i>Please provide any additional comments and/or concerns regarding your overall needs</i>	
	Response
1.	Although I feel a decent amount of stress and busyness, as well as feelings of isolation, I can't say I need much additional support at the moment. It's the end of the term, and a lot of these feelings are typical to teaching as we near finals. The isolation is particular to the Pandemic, but I'll add that I have the support of my partner and close friends and family, despite choosing to stay self-quarantined as much as possible. My physical and emotional health is not in danger, and I know how to focus on self-care, such as resuming a meditation practice and healthy eating and exercise habits, as well as finding ways to relax and socialize.
2.	ask admin to show grace and mercy to teachers and staff, as well as students
3.	Having full-timers touch base now and again would be nice.
4.	I am doing ok and have older children. Working from home is challenging because of internet access. Grading assignments on Canvas is very difficult and time consuming. But I will continue to work and move forward.
5.	I am hoping that all of this survey information is taken most seriously for the benefit and quality of all campus personnel. District decisions related to this survey will show that you indeed validate campus concerns; doing so will show that you do care about the gross burn-out that is happening to nearly all staff and faculty. I most greatly appreciated the chancellor's directive to cancel December meetings...even though we still had some. Please listen and thank you.
6.	I express gratitude to Crafton Hills for having me as part of their faculty. It is the most rewarding place I have been in my life.
7.	I find that I feel much more supported as a faculty member at Crafton than I do teaching at the larger universities, so thank you for that. My biggest issue is that students really need to be reminded from higher ups that they are still bound to student code of conduct rules even if they are sitting in their own living room for class. Thank you for the opportunity to be heard.
8.	I truly appreciate Crafton Hills and the opportunity to work. I would like to be more informed on things, but as I struggle forward, some are willing to invest some time.
9.	My classes were on the small side this semester so I was able to stay at the 40 hours per week with set-up and grading etc. If all my courses were to hit their caps in the Spring and I don't change the level of engagement and activities I do, it might kill me off. lol. (; I feel very conflicted between cutting back on all the games and activities I do each week and making grading manageable. I will have to wait and see how my classes fill and make adjustments then. Hoping that some of what I created this semester will be helpful in preparing for next. I think we need some type of better resource for faculty to help students. I have had so many students who just are tech challenged or just don't want to take the time they need to contact support to figure out how to do things. I have spend so much time helping students with tech issues these past two semesters. I don't know if I should believe my students or not but they often tell me tech support just couldn't help them with their issues. They get ticket numbers to show they contact them... but don't always get resolutions. Not sure if we can have a specialized person that can screen share and help students navigate through submitting an assignment when they have issues. I have students who constantly have issues embedding pics because of the canvas limits and they have to constantly be taught by me on how to delete the files. Not sure if limits can be increased? Overall I think the campus is doing its very best for its employees and its students. (:
10.	My life (perhaps our lives) can be categorized by the movie, "Groundhog Day." Everyday I wake up I feel like I am doing the exact same thing, different day. I have to strive to keep my life diversified and driven.

11.	Official meetings and communication to faculty & staff should display more awareness and empathy of the current situation. Better workflow of starfish flags, making sure flagged students are for sure contacted by counseling when faculty communicates concerns.
12.	Overall I think Crafton is doing a great job of providing resources and information for faculty, staff and students. Thank you. Keep up the great work!
13.	Overall, I am extremely appreciative of everything the college and the district has done for their employees. I am grateful to have a full-time job with full-time pay, the flexibility to do what I need to do, the tools that I need to do my job (with a few exceptions), the support our department has received from administration, the spirit of can-do that this campus has and the willingness of other faculty and staff to help when they can. Thank you. The exceptions would be supplies like printer ink, an ergonomically correct desk and chair, a filing cabinet so that my papers are not all over my house. I know that I can check out my office chair but because a part of my job requires me to be on campus for skills lab, I still need a chair in my office.
14.	Please do not take up any extra precious time with meetings. It feels as though our time must be accounted for more so, when there is no more time. To understand the amount of extra time an instructor is putting into the care of their students, in terms of prepping/grading course work, the enormous amount of emails from students and the college; the difficulty of teaching under these conditions can only be understood by instructors who are teaching more than two courses. Time is what is needed, that is where the real support lies. Instructors are dealing with so much more than delivering course material to students, and have their own family concerns, worries, and needs. Added stresses from work is in the exhaustive need to maintain business as usual and extra meetings to connect. Thank you.
15.	Please pass on thanks to all the kind and thoughtful staff who have made this year doable. They have been a pleasure to talk with and work with. Thank you.
16.	Really need to have our time taken into consideration, and not create more work and meetings.
17.	Students are looking to faculty for emotional as well as academic support. Only a few of us are trained for this or naturally gifted. Lots of advice re how to do this, while minimizing burnout.
18.	Thank you for offering this survey!
19.	To actually have a PD discussing how to choose OER and low cost textbooks, not just a PD to talk about benefits and how instructors use it. To get to the nitty gritty of finding and choosing them.

For questions, please contact Giovanni Sosa at gsosa@craftonhills.edu.