STAFF TOWN HALL
COVID-19 Dashboard

Total number of student tests since March 1, 2020: 312,390

Students diagnosed at UC San Diego Health since March 1, 2020: 1,052

Residential Undergraduate Move-In Testing
(First week Jan 3 – Jan 19)

Tests performed: 17,860
Positive cases identified: 142
Rate of positivity: .8%

Total number of campus employee tests since March 1, 2020: 82,193
Campus employees diagnosed at UC San Diego since March 1, 2020: 375

Updated June 29, 2021
TODAY’S TOWN HALL IS HOSTED BY:

UC San Diego Chancellor
Pradeep K. Khosla
Opening Remarks

Chief Human Resources Officer
Nancy E. Resnick
Host

Strategic Communications and Engagement Manager for Campus Human Resources
Hallie Nicholson
Panel Moderator
TODAY’S TOWN HALL WILL INCLUDE THE FOLLOWING PANELISTS:

- **Stephen Jackson**, Associate Vice Chancellor of Resource Management and Planning

- **Josh Kavanagh**, Director of Transportation Services

- **Pierre Ouillet**, Vice Chancellor and Chief Financial Officer

- **Nancy Resnick**, Chief Human Resources Officer

- **Melani Roberson**, Senior Strategy and Innovation Analyst

- **Angela Scioscia**, M.D., Interim Executive Director for Student Health and Well-Being

- **Angela Song**, Senior Director of Organizational Assessments and Strategy

- **Terri Winbush**, Senior Director of Labor Relations and Employee Relations
CAMPUS SAFETY GUIDANCE
Employees working remotely should continue to do so.
Certain low-density research and other endeavors may resume on campus.
Wear a face covering

Complete symptom screening

Maintain physical distancing in all areas

Limit one person per elevator
We’re bringing data science to the fight against COVID-19.

Anonymous data in your iPhone or Android device can help alert you to a possible exposure to COVID-19. **Add CA COVID Notify to your phone** and trust in data science to help keep you safe and informed.
WARREN MALL OUTDOOR CLASSROOMS AND STUDY SPACES
REVELLE PLAZA OUTDOOR CLASSROOMS AND STUDY SPACES
WASTEWATER TESTING
NEW CONFIRMED COVID-19 CASES PER DAY

ANGELA SCIOSCIA, M.D., Interim Executive Director for Student Health and Well-Being
NEW CONFIRMED COVID-19 CASES PER DAY BY STATES/TERRITORIES

ANGELA SCIOSCIA, M.D., Interim Executive Director for Student Health and Well-Being
COVID-19 CAMPUS TESTING UPDATE

ANGELA SCIOSCIA, M.D., Interim Executive Director for Student Health and Well-Being

- Fully vaccinated individuals
  - Daily symptom screener
  - Symptomatic testing
  - Asymptomatic testing not required

- Unvaccinated individuals
  - Daily symptom screener
  - Symptomatic testing
  - Asymptomatic weekly testing if coming to campus

- Vending Machines
  - Swipe card access – campus ID
  - Dollar on/dollar off

- Price Center
  - Provider-administered COVID testing and vaccination for employees and students
  - Appointment only
SARS COV-2: KEY COMPONENTS

Viral Spike Protein

ACE-2 Receptor

ANGELA SCIOSCIA, M.D., Interim Executive Director for Student Health and Well-Being
VARIANT OF CONCERN: DESIGNATION CRITERIA

ANGELA SCIOSCIA, M.D., Interim Executive Director for Student Health and Well-Being

- Increase in transmissibility
- More severe disease (e.g., increased hospitalizations or deaths)
- Significant reduction in neutralization by antibodies generated during previous infection or vaccination
- Reduced effectiveness of treatments or vaccines
- Diagnostic detection failures

The “British” Strain
Alpha

The “South African” Strain
Beta

The “Brazilian” Strain
Gamma

The “Indian” Strain
Delta
## COUNTY EPI AS OF 6/23/21

ANGELA SCIOSCIA, M.D., Interim Executive Director for Student Health and Well-Being

<table>
<thead>
<tr>
<th>Location First Detected</th>
<th>B.1.1.7</th>
<th>B.1.427</th>
<th>B.1.429</th>
<th>P.1</th>
<th>B.1.617.2</th>
</tr>
</thead>
<tbody>
<tr>
<td>WHO Label</td>
<td>U.K.</td>
<td>California</td>
<td>California</td>
<td>Brazil</td>
<td>India</td>
</tr>
<tr>
<td>Total Confirmed(^1) Cases</td>
<td>2,163</td>
<td>498</td>
<td>873</td>
<td>349</td>
<td>16</td>
</tr>
<tr>
<td>Hospitalizations</td>
<td>32</td>
<td>1.5%</td>
<td>7</td>
<td>1.4%</td>
<td>18</td>
</tr>
<tr>
<td>Deaths</td>
<td>2</td>
<td>0.1%</td>
<td>2</td>
<td>0.4%</td>
<td>4</td>
</tr>
</tbody>
</table>

### Selected Characteristics

<table>
<thead>
<tr>
<th>Age Groups</th>
<th>Median=31</th>
<th>Median=33</th>
<th>Median=34</th>
<th>Median=28</th>
<th>Median=27</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Range=0-93</td>
<td>Range=0-94</td>
<td>Range=0-101</td>
<td>Range=0-91</td>
<td>Range=4-88</td>
</tr>
<tr>
<td>0-9 years</td>
<td>117</td>
<td>5.4%</td>
<td>35</td>
<td>7.0%</td>
<td>14</td>
</tr>
<tr>
<td>10-19 years</td>
<td>278</td>
<td>12.9%</td>
<td>65</td>
<td>13.1%</td>
<td>108</td>
</tr>
<tr>
<td>20-29 years</td>
<td>621</td>
<td>28.7%</td>
<td>106</td>
<td>21.3%</td>
<td>207</td>
</tr>
<tr>
<td>30-39 years</td>
<td>477</td>
<td>22.1%</td>
<td>103</td>
<td>20.7%</td>
<td>160</td>
</tr>
<tr>
<td>40-49 years</td>
<td>308</td>
<td>14.2%</td>
<td>69</td>
<td>13.9%</td>
<td>138</td>
</tr>
<tr>
<td>50-59 years</td>
<td>229</td>
<td>10.6%</td>
<td>68</td>
<td>13.7%</td>
<td>117</td>
</tr>
<tr>
<td>60-69 years</td>
<td>95</td>
<td>4.4%</td>
<td>24</td>
<td>4.8%</td>
<td>61</td>
</tr>
<tr>
<td>70-79 years</td>
<td>30</td>
<td>1.4%</td>
<td>17</td>
<td>3.4%</td>
<td>25</td>
</tr>
<tr>
<td>80+ years</td>
<td>8</td>
<td>0.4%</td>
<td>11</td>
<td>2.2%</td>
<td>19</td>
</tr>
<tr>
<td>Age Unknown</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
MAJOR VACCINE PLATFORMS

ANGELA SCIOSCIA, M.D., Interim Executive Director for Student Health and Well-Being

- **Messenger RNA**
  - Pfizer-BioNTech
  - Moderna
  - Arcturus

- **Viral vector**
  - AstraZeneca
  - Janssen/Johnson and Johnson
  - Sputnik V

- **Protein subunit**
  - Novavax

- **Inactivated virus**
  - SinoVac/SinoPharm
MRNA: OUR PROTEIN SYNTHESIS INSTRUCTION SET FOR LIFE

ANGELA SCIOSCIA, M.D., Interim Executive Director for Student Health and Well-Being

[Diagram of DNA transcription into mRNA, then translation into protein, labeled 'Viral Spike Protein'].
Recently recognized in younger people vaccinated with mRNA vaccines
- 1,226 cases reported out of >30,000,000 doses of mRNA vaccine administered
- Most often 2-3 weeks after the second vaccination
- Most recover quickly
- Etiology is unclear
ADENOVIRUS VECTOR VACCINES AND CLOTTING COMPLICATIONS

ANGELA SCIOSCIA, M.D., Interim Executive Director for Student Health and Well-Being

- 15 women 18-48 out of 6.5 million people who have received the J&J vaccine 1-3 weeks from vaccination
  - Also seen with AstraZeneca vaccine
  - 0/96 million Pfizer vaccines
  - 3/83 million Moderna vaccines
- Rare condition of cavernous sinus thrombosis
- Associated with anti-PF4 antibodies
## Variants of Concern: Differences in Replication Kinetics and Immune Variation

Angela Scioscia, M.D., Interim Executive Director for Student Health and Well-Being

<table>
<thead>
<tr>
<th>Strain</th>
<th>Greek Name</th>
<th>Replication Kinetics</th>
<th>Immune Variation</th>
<th>mRNA Vaccine Efficacy</th>
<th>Adenovirus Vaccine Efficacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>B.1</td>
<td>Reference Strain</td>
<td>Reference Strain</td>
<td>++++</td>
<td>+++</td>
<td>+</td>
</tr>
<tr>
<td>B.1.1.7 (British)</td>
<td>Alpha</td>
<td>++</td>
<td>+</td>
<td>+++</td>
<td>++</td>
</tr>
<tr>
<td>B.1.351 (South African)</td>
<td>Beta</td>
<td>++</td>
<td>+++</td>
<td>+++</td>
<td>+</td>
</tr>
<tr>
<td>P.1 (Brazilian)</td>
<td>Gamma</td>
<td>++</td>
<td>+++</td>
<td>+++</td>
<td>+</td>
</tr>
<tr>
<td>B.1.427/429 (California)</td>
<td></td>
<td>+</td>
<td>+</td>
<td>+++</td>
<td>++</td>
</tr>
<tr>
<td>B.1.617.2 (Indian)</td>
<td>Delta</td>
<td>+++</td>
<td>+++</td>
<td>+++</td>
<td>+</td>
</tr>
</tbody>
</table>
Eligible Population: 2,802,581 San Diego County Residents Vaccinated

2,175,971 77.6%

San Diego County Residents Fully Vaccinated

1,849,440 66.0%

Eligible Population expanded to 12 years and older as of 5/13/2021. Eligible Population is San Diego County residents age 12 years and older, or 2,802,581 individuals. The total San Diego County population includes those who are not vaccinated and may be younger than 12 years old.
WHY SHOULD I BE VACCINATED?

ANGELA SCIOSCIA, M.D., Interim Executive Director for Student Health and Well-Being

- There is now a tremendous body of evidence that these vaccines are safe and effective
- They will prevent you from becoming severely ill
- They will reduce the likelihood that you will
  - Transmit the virus to those who are still vulnerable
  - Be an enabler of viral variation
- There are a number of things you can do safely that unvaccinated people cannot
  - Eat in an indoor restaurant
  - Go to an indoor gym
  - Travel on a plane or cruise ship
“BOOSTER” SHOTS

ANGELA SCIOSCIA, M.D., Interim Executive Director for Student Health and Well-Being

- We anticipate boosting will be required
  - Naturally waning immunity
  - Viral variation

- Timing is uncertain but might be different in people
  - Who received vaccines other than the mRNA vaccines
  - Who are immunologically less competent
    - Age
    - Underlying immunodeficiency state
  - Or those with “boosting” from periodic viral exposure
No changes to our current masking or physical distancing guidelines

Regardless of vaccination status, **everyone must mask indoors**
- Exceptions include:
  - While eating and drinking
  - Working alone in a closed room or office

When will UC San Diego lift the indoor mask requirement for vaccinated staff?
What to expect over the next few months, heading toward September 1:

- Human Resources is working closely with Vice Chancellors, providing resources and documentation to help guide planning and decision-making.
  - Flexible Work Policy

- Vice chancellors have designated Return to Campus project teams for their areas and are in different stages of developing and sharing guidelines and rubrics, and establishing flexible work arrangements for employees in their portfolio.

- Staff will be given **30 days notice** commitment for communication of work arrangement change.
  - If you don’t yet have a new work arrangement, don’t worry. You can anticipate receiving information by August, allowing for 30 days notice before returning in September.
RETURN TO CAMPUS: TRAINING

TERRI WINBUSH, Senior Director of Labor Relations and Employee Relations

Building Inclusive Teams and Trust
- Required for staff managers and supervisors
- Establishing a shared leadership philosophy
- Building connection and engagement in a remote and/or hybrid environment
- Fostering work environments in which employees can bring their whole selves
- Creating psychological safety and trust to support agility, innovation and high performing teams

Managing Remote and Hybrid Teams
- Required for staff managers and supervisors
- Adapting your supervisory toolkit for all work environments: on-site, hybrid and remote
- Establishing metrics for success, managing performance, goal setting and communicating expectations
- Ensuring equitable treatment, work distribution, opportunities and access to meetings
- Setting shared communication channels to ensure employees know when and how to contact each other

Collaboration and Communication Tools for Teams
- Identifying your team’s many and varied communication and collaboration needs
- How to match the tools and structures that work best for each
MENTAL HEALTH AND WELL-BEING

TERRI WINBUSH, Senior Director of Labor Relations and Employee Relations

Tritons Flourish

- Monthly virtual gathering on the third Thursday from 12 – 1 p.m.
  - Thursday, July 16
  - Thursday, August 20
- Facilitated by William Youngblood, FSAP counselor
- Share skills and strategies to maintain resilience while managing the many stressors of our daily lives
- Build a network of support and accountability with others who are interested in flourishing personally and professionally

Transitioning the Workplace

- Weekly facilitated discussion space on Tuesdays from 11 a.m. – 12 p.m., hosted by an FSAP counselor
- Share experiences and resources as we progress together through this new phase of change and uncertainty
- It is natural, normal and appropriate to experience stress, anxiety and other heightened emotions during this time of transition
IDEAWAVE CAMPAIGN BACKGROUND INFORMATION

MELANI ROBERSON, Senior Strategy and Innovation Analyst

- Initially launched in Fall 2020
- Sponsored by VC Leinen and CHRO Resnick
- Limited input/participation, which is believed to be due to pandemic fears and uncertainties of future job safety
- Relaunched in Spring 2021 with a new focus on ways to meet diverse operational needs in a reimagined workplace
SUMMARY

MELANI ROBERSON, Senior Strategy and Innovation Analyst

- Overall high viewership from eligible participants
- Persons from every VC area participated in the campaign!
- High engagement from those that actively participated
- Extremely high comment to idea ratio of 5:1 (indicates quality dialogue occurring)
- Thoughtful input from staff and interest for campaign topic are evident throughout all input
- There were anecdotal reports of individual staff members who were unwilling to participate due to fear of retaliation from supervisors they felt were unsupportive of remote work
Most ideas fell under Flexibility and Well-Being themes.
An idea moves from Community discussion to Hot! status if it receives 10 likes and 10 comments.

Out of 72 total ideas submitted 12 (17%) reached this Hot! Status threshold.

This indicates the coalescing of participants around particular ideas and topics. It shows the Heat!

5 out of the 12 Hot! Ideas (40%) fell within the Flexibility theme.
### USE OF AI TO DISCOVER KEY THEMES

**MELANI ROBERSON, Senior Strategy and Innovation Analyst**

<table>
<thead>
<tr>
<th>Theme</th>
<th>Example</th>
<th>Number of Instances</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respect for working hours.</td>
<td>“We respect working hours, and don’t schedule meetings or expect work to occur outside of normal business hours.”</td>
<td>123</td>
</tr>
<tr>
<td>More flexibility and options for how work is performed.</td>
<td>“For those who want to meet in person, or do not have a suitable place to work at home, clearly there must be in-person and hybrid work models as well as flex space available on all of the university’s owned and leased properties throughout the region.”</td>
<td>55</td>
</tr>
<tr>
<td>Commuting burden lessened.</td>
<td>“I worked standard work hours, and at the end of the day, I spend 15 minutes walking to my car and between 1-1.5 hours in traffic commuting from work --&gt; preschool--&gt;home. On a rainy day it was a 2 hour commute from work --&gt; preschool--&gt;home. I barely had enough time to get dinner on the table, and I felt like I was struggling to keep everything together.”</td>
<td>52</td>
</tr>
<tr>
<td>Productivity and accountability are unique to each employee.</td>
<td>“You can tell when someone is not producing as the output is not what you would expect. If that is the case, you have a larger problem that will not be solved simply by being in the office.”</td>
<td>44</td>
</tr>
<tr>
<td>High employee satisfaction.</td>
<td>“We can’t go back to this [pre-pandemic work inflexibility]. It was not sustainable.”</td>
<td>39</td>
</tr>
</tbody>
</table>
45% (2,813) of the 6,300 invited campus staff responded to the survey
- All VC areas are represented in the survey with at least 34% participation
- Percent of staff working remotely ranged from 58% to 100%

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**UC San Diego – Campus, Highlights**

Survey period: April 12 - May 14, 2021

<table>
<thead>
<tr>
<th>Department</th>
<th>Invited</th>
<th>Responded</th>
<th>% Working Remotely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Affairs</td>
<td>2122</td>
<td>1067</td>
<td>50%</td>
</tr>
<tr>
<td>Marine Sciences</td>
<td>592</td>
<td>256</td>
<td>43%</td>
</tr>
<tr>
<td>CFO</td>
<td>1538</td>
<td>595</td>
<td>39%</td>
</tr>
<tr>
<td>Student Affairs</td>
<td>360</td>
<td>154</td>
<td>43%</td>
</tr>
<tr>
<td>RMP</td>
<td>915</td>
<td>308</td>
<td>34%</td>
</tr>
<tr>
<td>Advancement</td>
<td>260</td>
<td>186</td>
<td>72%</td>
</tr>
<tr>
<td>Chancellor's Unit</td>
<td>113</td>
<td>94</td>
<td>83%</td>
</tr>
<tr>
<td>Research Affairs</td>
<td>369</td>
<td>136</td>
<td>37%</td>
</tr>
<tr>
<td>EDI</td>
<td>31</td>
<td>17</td>
<td>55%</td>
</tr>
<tr>
<td><strong>Total Campus</strong></td>
<td>6300</td>
<td>2813</td>
<td>45%</td>
</tr>
</tbody>
</table>
Satisfaction scores for how the university has handled the pandemic improved significantly from 2020. Satisfaction with how departments actively communicated during the pandemic decreased but it was not significant.

2020 Mean = **4.08**. Difference significant (p<.01)

2020 Mean = **4.03**. Difference significant (p<.01)
## Benefits and Challenges, Working Remotely

**ANGELA SONG, Senior Director of Organizational Assessments and Strategy**

### Benefits & Challenges of Working Remotely (Working remote entirely or partially):

#### Most positive aspects of working remotely:
- Less time spent commuting
- Flexible work schedules
- Money savings
- Work-life balance
- Positive environmental impact
- Increased productivity
- Workspace customizability
- Improved collaboration with colleagues
- Other benefits

#### Biggest challenges of working remotely:
- Ergonomic equipment (desk, chair)
- Access to other office equipment (printer, scanner, copier)
- Reliable internet connection/Wi-Fi
- Challenges in working collaboratively with colleagues
- Juggling work and child/elder care responsibilities
- Peripherals (monitors, keyboard)
- Having a sufficient location or workspace
- Office supplies (paper, pens)
- Other challenges
- Computer or laptop
- Decreased productivity

### Breakdown of Percentage Responses (Year 2023):

- **Less time spent commuting**: 17% (2,418 responses)
- **Flexible work schedules**: 14% (2,008 responses)
- **Money savings**: 14% (1,969 responses)
- **Work-life balance**: 13% (1,789 responses)
- **Positive environmental impact**: 12% (1,762 responses)
- **Increased productivity**: 12% (1,739 responses)
- **Workspace customizability**: 7% (1,056 responses)
- **Improved collaboration with colleagues**: 7% (931 responses)
- **Other benefits**: 3% (426 responses)
- **Ergonomic equipment (desk, chair)**: 19% (1,084 responses)
- **Access to other office equipment (printer, scanner, copier)**: 16% (942 responses)
- **Reliable internet connection/Wi-Fi**: 12% (679 responses)
- **Challenges in working collaboratively with colleagues**: 9% (532 responses)
- **Juggling work and child/elder care responsibilities**: 8% (486 responses)
- **Peripherals (monitors, keyboard)**: 8% (474 responses)
- **Having a sufficient location or workspace**: 7% (438 responses)
- **Office supplies (paper, pens)**: 7% (417 responses)
- **Other challenges**: 6% (369 responses)
- **Computer or laptop**: 4% (256 responses)
- **Decreased productivity**: 3% (173 responses)
ANGELA SONG, Senior Director of Organizational Assessments and Strategy

- Childcare and Schooling for Children K-12 were the top two items that affected the respondents moderately or a great deal, followed by Spouse or Partner’s Employment.
- The majority of spouse or partner’s employment cases were about employees’ spouse/partner losing their employment during the pandemic. As a result, they asked the university for provision of employment services or healthcare for their unemployed spouses/partners as well as requesting reinstatement of annual merit increases to help with finances.
98% of those who were working remotely would prefer to work remotely full-time or occasionally when the restrictions were lifted.

There are no differences in preferred future work location between those who have family care responsibilities and those who do not.

There are no differences in preferred future work location between supervisors and non-supervisors.
RETURN TO WORK, WORKING REMOTELY

ANGELA SONG, Senior Director of Organizational Assessments and Strategy

Things to look forward to when returning to work onsite:

- Seeing friends, colleagues and teammates
- Opportunity to have team celebrations and gatherings
- A sense of connection with the campus community
- Easier collaboration with co-workers and customers
- Training/working with new colleagues in person
- Access to better resources
- Interaction with students
- Better work/life balance
- Other things

24% (1,714) 16% (1,134) 14% (979) 11% (744) 10% (721) 10% (703) 7% (514) 5% (338) 3% (208)
EFFECTIVENESS OF WORKING REMOTELY, EMPLOYEES AND SUPERVISOR PERSPECTIVES

ANGELA SONG, Senior Director of Organizational Assessments and Strategy

- 95% of staff who were working remotely related their level of effectiveness as at least the same, moderately effective, or extremely effective
- 86% of the supervisors rated their staff effectiveness working remotely as at least the same, moderately higher, or significantly higher

Among supervisors who rated their staff as less effective or significantly less effective while remote, the top concerns were performance/responsiveness, collaboration, staff having a student-facing role, and staff not able to perform all duties remotely.
ANGELA SONG, Senior Director of Organizational Assessments and Strategy

Overall, satisfaction with customer service (Academic/Faculty and Staff) had improved during the pandemic

- In 2020, 7 (11%) departments’ overall satisfaction was in the excellent range (4.29 out of 5.00 or higher)
- A sample of 152 comments that mentioned the word “Pandemic” revealed that 24% (36) of them used the space to praise the excellent services that the departments had provided

- In 2020, 37 (64%) of the 58 departments (with trends) showed an increase in their satisfaction means

2020 CSS: 2,824/13,871 Total Invites = 20% responses
GROUP DIFFERENCES: SATISFACTION WITH PANDEMIC MANAGEMENT

ANGELA SONG, Senior Director of Organizational Assessments and Strategy

<table>
<thead>
<tr>
<th></th>
<th>Represented</th>
<th>Exempt</th>
<th>MSP/PSS</th>
<th>POC</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Overall, I am satisfied with how UC San Diego is managing the pandemic.</td>
<td>4.29</td>
<td>4.43</td>
<td>4.44</td>
<td>4.35</td>
</tr>
<tr>
<td>I am satisfied with the frequency of UC San Diego’s communication about the COVID-19 crisis.</td>
<td>4.28</td>
<td>4.38</td>
<td>4.30</td>
<td>4.30</td>
</tr>
<tr>
<td>UC San Diego cares about my well-being during this crisis.</td>
<td>4.42</td>
<td>4.50</td>
<td>4.56</td>
<td>4.39</td>
</tr>
<tr>
<td>UC San Diego has effectively informed me about health and safety policies</td>
<td>4.41</td>
<td>4.59</td>
<td>4.59</td>
<td>4.59</td>
</tr>
<tr>
<td>My department has been active in communicating how work will continue beyond the current crisis.</td>
<td>4.41</td>
<td>4.59</td>
<td>4.59</td>
<td>4.59</td>
</tr>
<tr>
<td>My supervisor is supportive of personal issues that arise due to COVID-19.</td>
<td>4.41</td>
<td>4.59</td>
<td>4.59</td>
<td>4.59</td>
</tr>
</tbody>
</table>

Mean differences shown were statistically significant (p < .01). Blank cells – between group mean differences not significant.

- Groups that rated **higher with their overall satisfaction**: Non-represented, Exempt, MSP, and White (Note: POC includes Black, Latinx, Asian/PI, Am Ind/AN, and Multi-ethnic)
- **Non-represented** rated higher in the followings: Breadth of Communication, UCSD had effectively informed about health and safety policies, and supervisor being supportive
Among those who worked remotely, individuals who have family care responsibility rated higher in their level of effectiveness, ability to collaborate well with co-workers, and have tools to perform job duties.

Female respondents rated higher in their level of effectiveness, ability to collaborate well with co-workers, and have tools to perform job duties.
RESPONDENT SUGGESTIONS

ANGELA SONG, Senior Director of Organizational Assessments and Strategy

Most commonly cited suggestions from survey respondents to make the transition back to work easier:

- Continue to allow flexible and/or hybrid schedules
- Have a phased return—don’t bring everyone back at once and allow people time to make the transition
- Stay fully remote until it is safe to return (e.g., children can get vaccinated)
- Reduce parking costs, update types of parking permit to reflect hybrid schedules
- Make sure that all workspaces allow for adequate social distancing
- Communicate and provide guidance (e.g., return schedule, safety requirements)
- Ensure that office space is clean and well-ventilated
- Encourage vaccination
- Continue to improve and support communication and collaboration technology
● Pay for parking only on the days you come to campus using the Parkmobile app
● A and B parking, including specialty variations (e.g., B+SIO, A+OB), available in the app to those who qualify
● No limits on daily parking use
● Payroll deduction option for daily parking starting fall quarter
● Fall quarter faculty & staff parking rates are the same as they were in 2019
● ~1,200 new parking spots at the Scholars Parking Structure in North Torrey Pines Living Learning Neighborhood
● ~500 new and restored parking spots on east campus
● Parking structure upgrades, including bright white paint, improved lighting, and parking guidance at Gilman & Hopkins
● Expanded real-time and modeled parking availability in the campus map
ABUNDANT ALTERNATIVES & INCENTIVES

JOSH KAVANAGH, Director of Transportation Services

Transit Savings
- Free transit with PRONTO from MTS during September
- ECO Pass trial program – save 100% your first quarter, 62.5% second quarter, and 25% off every quarter thereafter on MTS/NCTD bus and trolley
- Coaster trial program – save 50% for your first quarter

Triton Commuter Club
- Carpool and vanpool matching assistance and preferred parking
- Earn parking discounts and other rewards
- Monthly and quarterly prize drawings
- MTS-riders and remote workers now earn incentives too
- Emergency ride home support
- $10 MIPS bike and skate helmets

Rider Rewards
- Campus and community merchant discounts
SAFE & SIMPLE CIRCULATION

JOSH KAVANAGH, Director of Transportation Services

- Loop shuttles with service to Central Campus Station
- Extended SIO shuttle connecting to Gilman Transit Center
- Slower, safer streets
- Pedestrian-oriented University Center
- Three miles of new on-street protected bikeways
- Separated bicycle and pedestrian pathways on improved sections of Ridge Walk
- New wayfinding tools, including interactive digital kiosks
Upcoming Return to Learn Town Halls

Staff Town Hall
July 20
2:00 p.m.
Hosted by:
Nancy E. Resnick
Chief Human Resources Officer

Faculty & Research Town Hall
July 27
11:30 a.m.
Hosted by:
Elizabeth H. Simmons
Executive Vice Chancellor