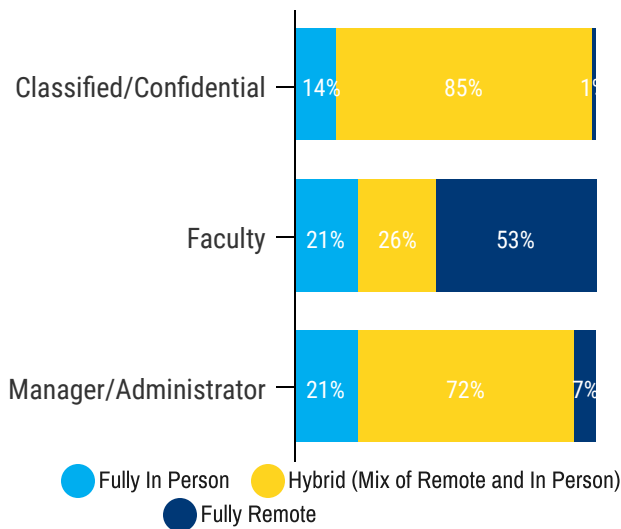


# Education Engagement Index: Employee Data Highlights

NOCCCD administered an online survey in spring 2023 to all employees. Districtwide, 1,008 employees responded to the survey and provided feedback on their experiences teaching/working during the pandemic and their preferences for the future. Key data trends are presented below.

## Current Schedule by Employee Type

### Current Schedule



### Top 3 Drivers for Current Modality

#### Classified/Confidential

1. I work best this way
2. Safety/health reasons (i.e., COVID-19)
3. Saving time

#### Faculty

1. Safety/health reasons (i.e., COVID-19)
2. I teach best this way
3. Meeting with students

#### Manager/Administrator

1. Saving time
2. I work best this way
3. My commute

## Employee Experience with In-Person vs Remote Work

Stressful Fun  
**Productive**  
Engaging Safe



**In-person**

### Like Most:

1. Working in-person with students
2. Socializing with others
3. Impromptu, face-to-face connections
4. Working in-person with colleagues

### Easier:

1. Connecting with Colleagues
2. Collaborating with others
3. Addressing questions that arise from your students/faculty/colleagues



**Remote**

Empowering  
**Productive**  
Safe Fun  
Convenient  
Engaging

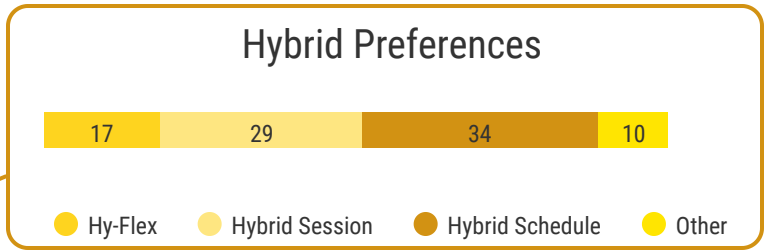
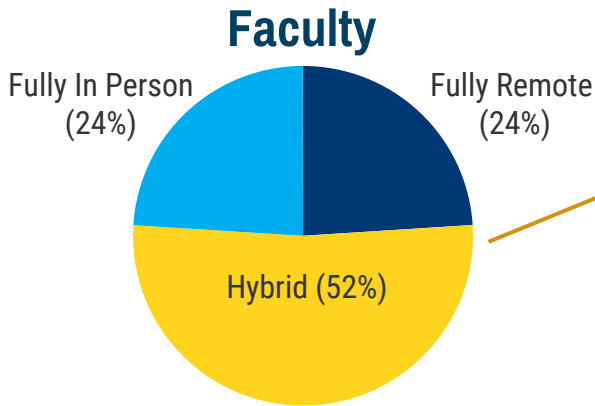
### Like Most:

1. Not needing to commute
2. The flexible schedule/routine
3. Virtual instruction/meeting format
4. Having control over my personal space
5. Options for when and how you teach/work

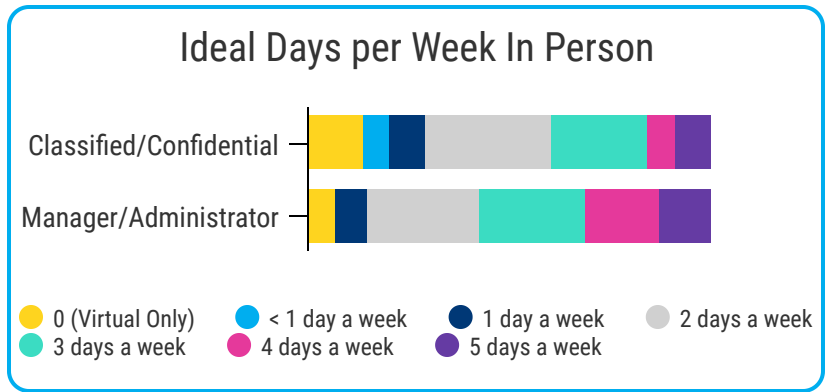
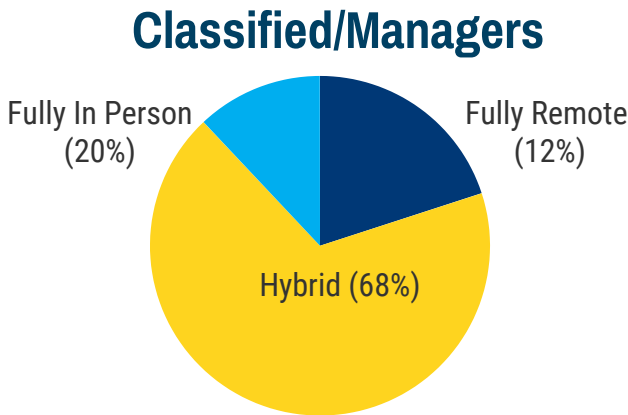
### Easier:

1. Avoiding Distractions
2. Finding time to complete your work
3. Time Management

# What Modality Would You Choose for the Future?



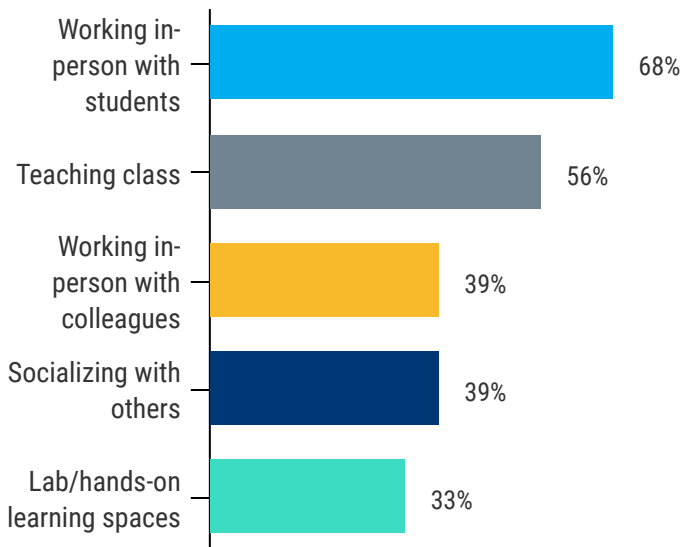
**Hy-Flex:** Class meetings with all activities both virtual and in person with students choosing their preferred format  
**Hybrid Session:** Class meetings with some activities in person and other activities virtual  
**Hybrid Schedule:** Class scheduled to meet in person or virtual based on the day of the week or portion of the semester (example: Mondays in person and Tuesdays online; first half of the semester online and the second half in person)



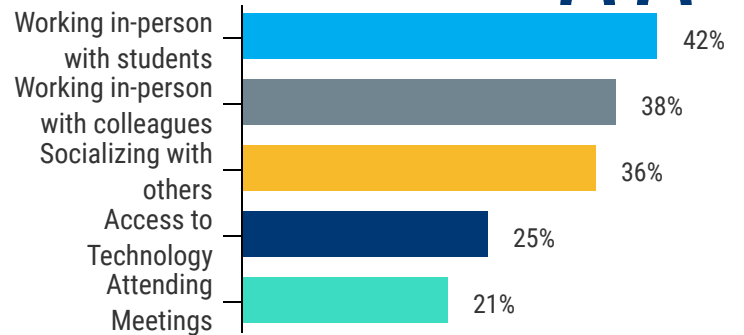
## Drivers for Coming to Campus



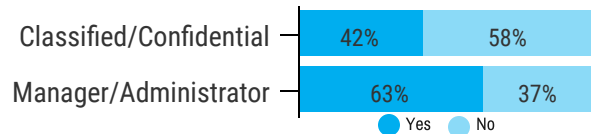
### Faculty



### Classified/Managers



### Work Requires Employee to be On-Campus to Perform Essential Duties



Yes represents employees who indicated they provide direct and/or physical services to students and/or employees.

## Technical Notes

Faculty (N=434), Classified (N=342), and Manager/Administrator (N=168) responses were large enough to generalize to NOCCCD's populations for the district as a whole at a 95% confidence interval. These survey results represent one data point to help design a campus environment that reflects what students and employees want and need to succeed.