



COVID SAFETY SURVEY RESULTS

There's a buzz of conversation coming out of PGC around the possibility of the college changing COVID safety rules for Spring 2023. To the best of our knowledge, the District has entirely failed to take broad input.

AFT 2121 surveyed faculty so that our voices can be heard in the conversation. Comments reveal a wide range of opinion and persuasive arguments on all sides. We don't know of any other forum where such a wide range of faculty voices can be heard on these issues.

Here are some information about the results. Please scroll down for more complete data and to see the comments.

147 faculty participated. ESL and Counseling had by far the most participants. While there were 42 departments represented, some of them had only one or two participants. Six campuses and two offsites were represented. 80 participants work in-person at the Ocean Campus, 12 at Mission, and the other campuses had 6 or fewer.

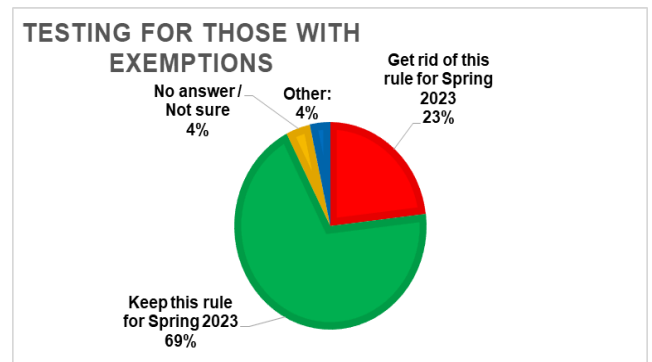
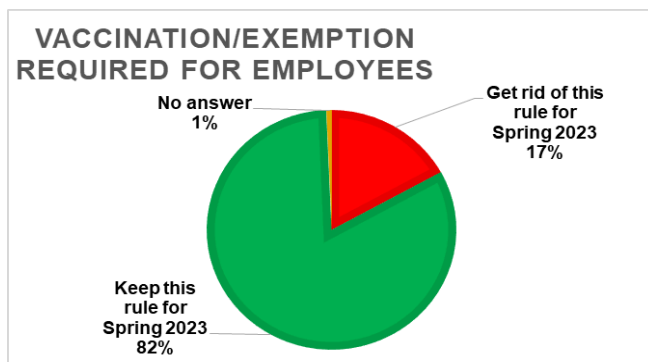
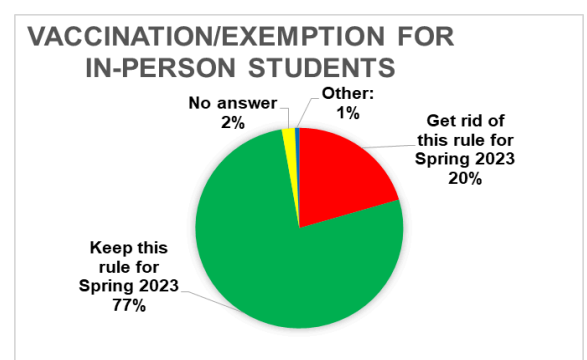
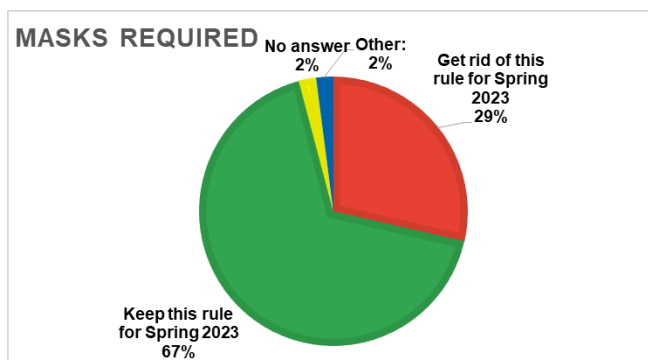
Most participants reported that they, people in their household, or others they know at CCSF are medically vulnerable and need more stringent protections from COVID-19. 45 people reported that they do not know anyone at CCSF in that situation.

- **Overall, participants favored keeping COVID safety rules.** The comments showed strong feelings about these rules, especially about masking.
- **Safety measures depend on each other.** For some participants good ventilation might allow removal of masks, or keeping masks might allow relaxation of vaccination mandates, for instance.

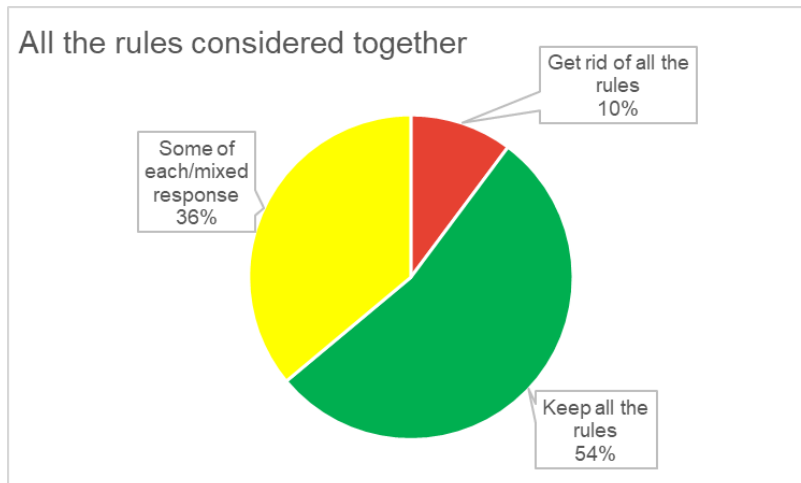
One question was very open: "How do you feel about COVID safety in your in-person assignments?" There were 49 generally positive responses, 31 generally negative, and 28 mixed. The people who gave generally negative comments reported that they do not feel safe as is, and 72% of them wanted to keep all the rules. Of the people who gave generally positive comments, 38.5% wanted to keep all the rules. A few reported that they feel safe **because** of the current rules.

- **Comments showed concern about the facilities, especially ventilation and air quality.** Many participants also reported lack of custodial and maintenance resources, problems with temperature control, and more.
- **Common threads** included the need to protect more vulnerable community members, the lack of enforcement of current rules, and need for better facilities for safety. Many participants reported feeling safe and comfortable. Participants on all sides said CCSF should follow guidance of medical experts and government agencies, showing there is no consensus on what that guidance is or what it means.

Summary of results about the rules (scroll down for more details and comments)



Looking at what individual participants reported across multiple questions:



Masks required in all CCSF buildings			
Get rid of this rule for Spring 2023	42	28.57%	
Keep this rule for Spring 2023	99	67.35%	
No answer	3	2.04%	
Other:	3	2.04%	
Mask according to government guidelines. Masks required for vaccination exempted.			
Keep this rule for Spring 2023, Get rid of this rule for Spring 2023			
masking requirements should be based on the current county community level, if it's low then masks should be recommended but not required. As community levels change we should be flexible and adapt to level changes.			

Comments from people saying get rid of the rule

I think it's time to make masks optional.

Get rid of this rule now

Remove the rule now, as most of our community has. Many students are asking for this.

Base the mask requirements on community levels and CDC recommendations.

Optional, following CDC and local health guidelines.

Masks should be recommended (3 comments)

If individuals feel comfortable wearing a face mask, they should be allowed to. (not forced to)

We are hurting our enrollment with the mask mandate. If we really care about teacher's jobs, it's time to relax restrictions.

Most places in SF do not have a mask policy; we should not be holding a higher standard than the Dept of Public Health.

Most schools do not require masks.

I want to see my students' faces. The vast majority clearly do not want to wear masks. This is getting ridiculous. We are at the point where COVID cases are down, cases that lead to hospitalizations are incredibly low, and vaccines and boosters are regularly available. We don't mask up for the flu, and yet that's COVID ends up being for most people. It's time to move on like the rest of the world has.

Masks are really tough in classrooms - hard to enforce, hard to hear each other. Since my students can mask if they want to, I think it should be optional

People are not always wearing masks indoors and only a few are enforcing it. Undue burden on those enforcing it and inconsistent messaging to students is just another frustration they have to endure.

CCSF is way behind the curve when it comes to masking. It's not required at most other schools, or other City of San Francisco worksites.

If we want students to return to campus, we should eliminate mask mandates

I would like mask mandates be eliminated until and unless required by the CDC

I would like to have masks voluntary in the classroom. It is difficult to teach seven hours of class in a mask.

Comments from people saying keep the rule

The ventilation is poor and it's not even clear which buildings/rooms get ventilation from vents and what filters they have in place in buildings. and I have too many students in each class, so keep it. Also, the public is not staying on top of their boosters and of course younger people, like are students, are going to be even less likely to be doing so.

It might depend on the overall public health situation

Keep and enforce this rule

Strongly recommended might be good. They're off everywhere else and we have no idea what systems are like.

Its not enforced, so does it matter?

I think we should follow guidance of medical professionals

Yes! Especially if they're thinking of not requiring students to show proof of vaccination or exemption.

I wear a mask and feel it best to continue doing so. It is several hours together in one room.

The masking policy seems to be helping to limit the spread of COVID on campus

Proof of vaccination or exemption required for all employees			
Get rid of this rule for Spring 2023	25	17.01%	
Keep this rule for Spring 2023	121	82.31%	
No answer	1	0.68%	

Comments from people saying keep the rule

The virus keeps mutating and young people are some of the biggest spreaders/carriers.

No exemptions - Everyone gets vaccinated and boosted.

Follow guidance of medical professionals

Including boosters... it does/should have the effect of making more people aware of the new boosters available...

Yes, keep! Especially if they're thinking of not requiring students to mask up when they meet with us.

Proof of vaccination or exemption required for students to register for in-person classes			
Get rid of this rule for Spring 2023	30	20.41%	
Keep this rule for Spring 2023	113	76.87%	
No answer	3	2.04%	
Other:	1	0.68%	
	It might increase enrollment if proof is not required		

Comments from people saying get rid of the rule

Allow faculty to make this decision for their own classes

Comments from people saying keep the rule

I'm teaching in person and I expect this for protection for myself and students. Being around a number of unvaccinated students is a serious work hazard for me.

No exemptions - Everyone gets vaccinated and boosted.

I am inclined to keep this rule, but the case for not keeping it is stronger than with the other rules. proof of the bivalent booster vaccination (the newest 3rd booster)

Follow the guidance of medical professionals

Include boosters

Yes, keep! Especially if they're thinking of not requiring students to mask up when they meet with us. I would get rid of this rule before I give up required masking if the next variants also break through 'immunity.'

Another campus I work at is eliminating the vaccination requirement for students, and this is giving me some anxiety. COVID continues to have the potential for serious illness and disruption, and vaccination should be required as with other serious illnesses.

Weekly PCR testing required for those who have exemptions			
Get rid of this rule for Spring 2023	34	23.13%	
Keep this rule for Spring 2023	102	69.39%	
No answer / Not sure	6	4.08%	
Other:	5	3.40%	
Follow the guidance of medical professionals			
Randomly selected PCR testing would be good for all			
only if they have symptoms			
Perhaps this could change if the mask mandate remains			
Recommended weekly testing			

Comments from people saying get rid of the rule

PCR tests are highly sensitive and can register as positive weeks after an initial infection, so it is not an efficient way of testing.

The weekly PCR testing recommendation has been removed at the local, state and federal level. our policy is out of date. Having people submit vaccine records of covid vaccines they got over a year ago isn't keeping the campus safe. it is reducing the risk of hospitalization and/or death of that individual but as we have come to find out, it is not lowering rates of transmission and protecting others the way we thought it would when the vaccines first came out.

Comments from people saying keep the rule

No exemptions - everyone gets vaccinated and boosted.

I am inclined to keep this rule, but the case for not keeping it is stronger than with the other rules.

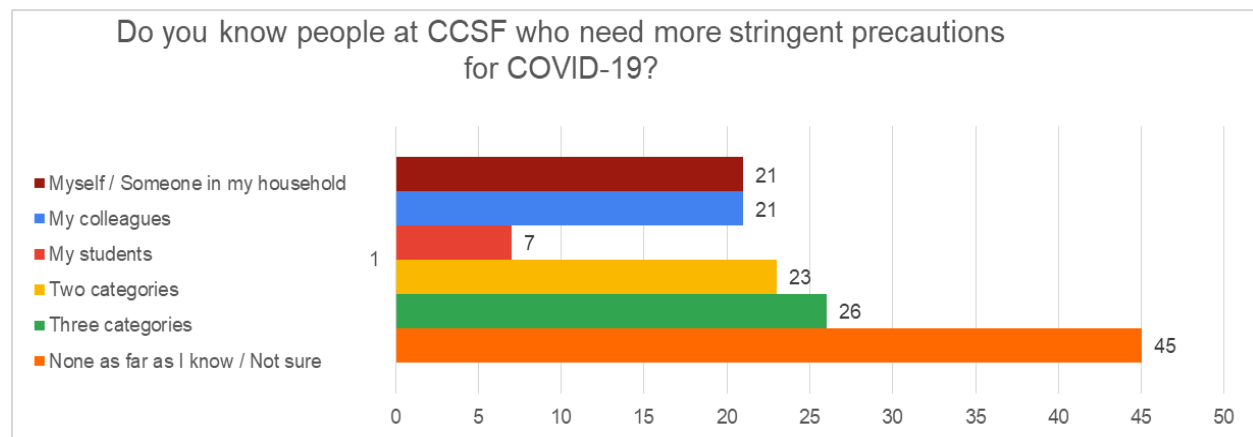
I would get rid of this rule before I give up required masking.

How will we ensure students are coming in on Mondays with a negative PCR test? Can we have testing vans at the centers?

It seems the weekly PCR testing for those with an exemption is not being enforced. I have a student who received an exemption who has never been tested.

Do you know people at CCSF who are medically vulnerable and need more stringent safety precautions for COVID-19?		
Myself / Someone in my household	21	14.29%
My colleagues	21	14.29%
My students	7	4.76%
My students AND My colleagues	10	6.80%
Myself / Someone in my household AND My colleagues	7	4.76%
Myself / Someone in my household AND My students	6	4.08%
Myself / Someone in my household AND My students AND My colleagues	26	17.69%
None as far as I know / Not sure	45	30.61%
No answer	4	2.72%

Comments: Students with disabilities are a particularly vulnerable student population
Paraprofessionals that assist students with disabilities in classes
colleagues' children
I'm somewhat vulnerable myself and would prefer better ventilation, but we need to be back in person for our students who have been waiting.



Department		
ESL	26	17.69%
Counseling	25	17.01%
English	10	6.80%
Social Sciences	9	6.12%
Library / LLR	7	4.76%
Art	6	4.08%
Math	5	3.40%
Computer Science	4	2.72%

Visual Media Design	4	2.72%
Biology	3	2.04%
Child Development	3	2.04%
Student Health Services	3	2.04%
Admin of Justice / Fire Science	2	1.36%
Astronomy	2	1.36%
Business	2	1.36%
Culinary Arts	2	1.36%
Engineering	2	1.36%
Health Education	2	1.36%
Photography	2	1.36%
Physics	2	1.36%
Registered Nursing	2	1.36%
Transitional Studies	2	1.36%
Architecture	1	0.68%
Asian American Studies	1	0.68%
Automotive	1	0.68%
BEMA	1	0.68%
Chemistry	1	0.68%
Cinema	1	0.68%
CNIT	1	0.68%
DSPS (Instruction)	1	0.68%
Earth Sciences	1	0.68%
Env. Horticulture & Floristry	1	0.68%
Fashion	1	0.68%
Interdisciplinary Studies	1	0.68%
Journalism	1	0.68%
LALS	1	0.68%
License Vocational Nursing	1	0.68%
Music	1	0.68%
OLAD	1	0.68%
PE and Dance	1	0.68%
World Languages	1	0.68%
Multiple Departments	3	2.04%

If you are working in-person, what buildings are you assigned in?		
Mission	12	10.34%
Chinatown	6	5.17%
JAD	6	5.17%
Downtown	5	4.31%
Evans	1	0.86%
Ocean, MUB	13	11.21%
Ocean, Sci	12	10.34%
Ocean, Health Center	8	6.90%
Ocean, Cloud	7	6.03%

Ocean, VA	7	6.03%
Ocean, Rosenberg	6	5.17%
Ocean, Judson Village	3	2.59%
Ocean, Bungalows	2	1.72%
Ocean, Conlon	2	1.72%
Ocean, Creative Arts	2	1.72%
Ocean, Health Center	2	1.72%
Ocean, Statler	2	1.72%
Ocean, Arts	1	0.86%
Ocean, Arts X	1	0.86%
Ocean, Horticulture	1	0.86%
Ocean, Wellness Center	1	0.86%
Ocean, Multiple Buildings	9	7.76%
Multiple Campuses (Including 2 offsite)	7	6.03%

How do you feel about COVID safety in your in-person assignments?

Generally positive comments (49)

Ok / Safe / Fine / Adequate / Comfortable (26)

All of the students in our program are healthy and capable of making their own medical decisions.

All students have been cooperating with mask requirements.

Comfortable, non-threatening. Implementing proper ventilation measures

Fairly safe. Can open windows. Will not teach in person if mask rule removed.

Feel safe; would prefer to not wear a mask

Fine - my classrooms are well-ventilated enough

Good. People are complying, PPE is available.

I feel good about it and am ready to get rid of the mask mandate, though not the vaccine mandate.

I feel good about it. All students, faculty, and staff adhere to the policies imposed .

I feel perfectly safe. Teaching in person has always come with risks of exposure to diseases, and I have always accepted those risks.

I feel safe at this point. The SF community has opened up, including my kids schools to masks optional. The data supports these decisions.

I feel safe. Masks are an undue burden on students and faculty.

I feel safe. The room has windows and we practice social distancing.

I see students in person but off-site. They have daily testing, mask requirements, and social distancing. It has worked very well

Judson felt reasonable--not crowded, could open door when not too cold, students were masked
More than enough

No less safe than on BART or Muni which no longer require any of this ridiculousness

Not a problem due to high vaccination rates and masking. Buildings do not promote spread, behaviors and vaccinations do.

OK. My students and I are fully masked in class.

Okay, we are limiting in-person contact for counseling

Since foot traffic is slow, I am not concerned because of my office set up and masks.

We are abiding by mask wearing and not meeting in crowded rooms to conduct meetings, I feel somewhat safe.

With masking and vaccination, I feel good about it without social distancing.

Of the people who gave generally positive comments	
Get rid of all the rules	15.79%
Keep all the rules	38.60%
Some of each/mixed response	45.61%

Generally negative comments (31)

Poor / Not safe / Not comfortable (4)

I was really unhappy (and dropped a class) when the teacher said masks were optional.

Air filtration in building is not updated. HVAC system continues to be an ongoing issue (heater doesn't work well, so I assume that this means the filtration is also outdated or possibly not working). QR code system is no longer in place. It could be used to help with contact tracing in case of a large outbreak. it also helped to remind people to check their health symptoms and agree that they were well before entering.

Ventilation is an issue.

I do not feel safe as winter sets in.

extremely insecure and concerned

No enforcement. Violators are not challenged. Is it up to faculty to enforce the rules?

In order to have even a slight sense of safety, I will have to be double masked and have windows that can be opened. That likely means a freezing classroom in the winter. There is no air conditioning or filtration. I will have to change how I teach because I am not sure 50 or more students can hear well when one is masked. We need microphones in the large classrooms. Even then, I don't have a sense that I will be well protected from Covid. Our college has not done the work many others have to create safe buildings and classrooms.

Not-safe since I got sick with COVID-19 when I came back to work this FALL 2022 semester

There is no covid safety in my area.

Safety is not really enforced

Anxious on a regular basis

At risk every day since January

Not good anyone can just walk in the building off the street

Don't feel adequately protected.

feeling apprehensive

Not good! There is no air circulation in the classrooms. Windows open only half way. Classrooms are crowded. Students sit closely with each other. There is high risk of spreading the virus.

Not good. No faith in the administration means no faith in the school's choices.

Not good...poor ventilation...don't trust that air is filtered. Side effect of COVID due to the building not being used as much as pre-COVID = I have heard vermin in the air vents in my office since I returned to campus...so I do not spend any time in there as I am concerned about disease. I do feel good knowing students and staff have mostly been vaxxed against COVID and I have students wear masks in class...if these measures were not in place I would not want to work in-person.

Not great with large size classrooms

Not protected. Not consistently enforced. No cleaning supplies. What about de-escalation tactics when students or other faculty refuse to comply?

Not really good circulation so safety not ideal.

Buildings do not have proper ventilation installed.

I am surprised with the inconsistency of mask wearing compliance. There are classified, administrators, and security officers who do not wear masks. There are faculty who do not required students to wear masks in classrooms.

I don't like the windows in MUB and don't believe I have enough air flow from the windows. My previous office in Science had bigger windows and better air flow.

I also don't feel confident that our lobby is being disinfected by custodians.

I feel like its not really a priority for Administration since there is zero HEPA filters that were supposed to be installed, custodial was slashed to 1 person for 2 buildings with 4 floors even for

basic sanitary purposes, we do not have the basics in place to feel safe. Plexi glasses are on back order etc.

I have seen less than five students the entire semester in person. Based on those instances, the covid safety policies were followed but I still did not feel safe due to my small office size which forced less social distance, and poor ventilation of the entire bungalow.

not especially confident: have accomplished some mitigations with open windows and high quality (personal) mask in ART building

Of the people who gave generally negative comments	
Get rid of all the rules	3.13%
Keep all the rules	71.88%
Some of each/mixed response	25.00%

Mixed (28)

my students are very diligent about wearing masks and staying home when feeling ill, but the facilities

I only feel safe with masks on

Mixed. We open the windows, but they won't stay open wide.

So so

ok. The windows and doors open, but when it's cold, we close them. The ventilation, or lack of, is an issue for me.

OK as long as masks are required of students, faculty, and staff

As long as the staff is distancing, wearing masks, and vaccinated I feel relatively safe. I still prefer to work remotely with my students with disabilities since they are such a vulnerable group of students.

It's good in my class; not so good in the room next door: a very crowded ESL class and few are wearing masks.

At the time, I had a small class and the windows opened. Once the weather got cold, I was concerned about ventilation.

Chinatown - good. Other campuses- so-so. I've had problems with students basically refusing to wear their masks or wear them properly in very crowded classes without proper ventilation. (I've taught in numerous classes of over 50 students packed into a room meant to accommodate 30-40 ... forget any semblance of social distancing, only one or two small windows and no air circulation system). I have a feeling that many instructors do not enforce the rule, and I don't have much leverage as a sub.

Currently, I feel okay about COVID safety provided masks and vaccination requirements are still in place. However, the facilities are definitely lacking in meeting workplace safety. (More below.)

Fine - hand sanitizer is lacking and regular cleaning of classrooms

For this semester (S158), quite secure. I am a bit concerned with other rooms in the building (S100, S136 in particular), to which I am likely to be assigned next semester.

I am comfortable with it in my space. Everyone works together to ensure consistent communication about wearing masks. I find it pointless outside of the space, since I am always seeing people not wearing masks in their offices, hallways, bathrooms, etc. Also, in the last several weeks there was NO one actually cleaning bathroom floors and spaces well. The smell was terrible! This week though someone did a thorough clean and it had a better smell.

I feel generally satisfied about COVID safety in my in-person assignments. I'm concerned, however, about students taking off their masks to eat in hallways. And also about the max number of students allowed in a classroom. Is it full capacity as it used to be pre-pandemic? One other concern is visitors coming to the campus. Are they required to show proof of vaccination? And my last concern is about student events. Can we hold events in our DTN Center auditorium?

I feel ok so long as everyone wears a mask

I feel somewhat safe although we have to provide our own hand sanitizing gel and paper towel for the bathrooms

I feel somewhat safe, only cause I can stand away/keep away from students a large majority of the time, standing in front of the classroom. I would not want to be a student in one, though, with others close to me for longer than an hour at a time. Students really don't know how serious COVID still is and the school's weak enforcement and lack of health information about it makes it worse. It's just a matter of time before someone who works at City dies from COVID. I'm sure of it. I have asked for information about the ventilation in the building and I haven't been able to get a detailed answer about how well the building is ventilated. I requested 5 air purifiers for the library and received one and brought in 2 on my own.

I strictly enforce the mask policy. The students have never seen my nose or mouth and I've never seen theirs. We keep the windows open. The science hall has no heat, so it is very cold. But hopefully nobody gets Covid in my classrooms!

Mixed. Depends on room assignment. Not comfortable in rooms without windows or air purifier. We have been moving our air purifier depending on need. Need more!

Mostly feel safe, but have several colleagues who don't feel the same

Mostly good. Most students are staying masked with little fuss. Fixing the HVAC would make me feel better.

My new office is my safer than my previous one in Cloud Hall. I also brought in my own air purifier, which may be even more necessary next semester if I have to share my office. Most of the bathrooms in MUB don't seem to have any ventilation but I'm only in them briefly, so I don't worry too much.

Ok, would prefer knowing there was high quality air filtration

Overall, it's not great, but it's probably better than some departments. Early on, those of us who were very concerned about covid got our chair to set the standard for everyone in the building to wear KN95 masks in the building. These days, even with some faculty/staff not fully complying or not enforcing the policy with students, it's still better than surgical or cloth masks. At this point, I'm wearing my mask to protect myself and my family more than to protect coworkers and students. So-so. Unsure whether HVAC is working properly, windows do not stay open without being propped. Classroom configuration is OK. Supplies such as masks and hand sanitizer should be replenished regularly.

While the people traffic volume is low and folks are masking, I feel ok. I am concerned about what the space will be like if more folks return, if the constantly plagued HVAC system for Rosenberg deteriorates further, or if we have to limit the amount of outside air coming in. At the moment, my understanding is that the system is set to let in 100% fresh air. I also think I have been told that the system for 'conditioning' needs replacing. If we had to switch to a scenario where we cannot have 100% fresh air pumped in (such as poor air quality day outside), I would feel less safe.

Are the facilities at your workplace sufficient for safety? If not, what needs to improve?

Yes (29)

Yes / sufficient / ok (28)

Yes, however I have a window in my office I can open and do not share an office like others do.

Need for custodial /maintenance (8)

Broken linoleum floors in Cloud Hall are a hazard

Clean the classroom tables

Clean the classrooms

I also don't feel confident that our lobby is being disinfected by custodians. I feel the same about the common areas of the building (bathroom, doors, hallways, etc...) I have not seen custodians wiping down common areas during the day. Our bathrooms sometimes run out of paper towels. I see lots of people coming into the building without a mask.

Maintenance should have been done in the 2 years the classrooms were empty. What happened?

No. On-Site colleagues say the classrooms are not cleaned and that there are no supplies in classrooms or bathrooms. Just like before COVID except now we are (still) in a pandemic. We need more janitorial staff. But that's probably not happening. Windows need to be repaired.

Crowding (4)

Classes are too crowded - more than ever we need small sized classrooms = 15 or so. Move to a larger space like MUB 140, any Wellness Center room, Mission Campus large room. We are required to have enrollment minimums in rooms that are too small to allow safe spacing. Yes, the ventilation is more than adequate. However the other two factors, duration of class meeting time, which is three hours, and physical proximity to other students, are not ideal. This is why we must continue wearing masks.

Safety rules not enforced (6)

no one is at the entrance of the building to check
No. No evidence of monitors. I have not seen a monitor that has been promised all semester. Should be checking students at the door vac status
The class was PE. The air purifiers were tiny and never on. The gym was used for basketball games and open to the public but no mask rules enforced at all.
The college is not following its own protocols. Students enter buildings freely without being masked / checking for vac status, etc.
Would be safer if we didn't have to chase the students down who don't wear masks. Maybe some education for students on the effectiveness for masks would be helpful. This would need to include information on how it keeps their instructors/librarians safe as well, and keeps the classes and libraries open. Sick staff = closures

Multiple issues (13)

Air circulation could be improved, no hot water in our restrooms to safely wash our hands. There are no air filters in our office spaces to support air flow, we have no window in our building that can support air flow.
Air purifiers in all workspaces and a fully functioning HVAC system including indoor temperature regulation.
Air purifiers with HEPA filters in every classroom without windows that open are needed; mask compliance in shared spaces needs to be enforced; also needed, reporting of Covid exposure and district disclosure of Covid exposure at worksites. The Board returning to in-person meetings at different sites would demonstrate assuredness in the safety of environments or give them first-hand experience in seeing where improvements need to be made.
HVAC and air filtration systems, ability to pivot to remote if multiple students test positive
I do not believe that the facilities are sufficient for safety due to many outdated/old features as well as spaces that are too small/ breaking down. I would reiterate here that several employees in our bungalow were experiencing health issues due to poor ventilation and possible mold/bad air. Some also suffering due to lack of temperature control/malfunctioning thermostat leading to extreme heat/cold, frequent electrical outages when attempting to use personal portable heaters. I think that air purifiers need to be standard equipment for each of the offices along with sneeze shields. Windows can only be opened during temperate or warm weather conditions. Once weather temperatures drop during the winter and early spring months it will be challenging to work in-person with open windows. Also free covid testing needs to be available to faculty and staff so we can determine if we need to stay home and isolate.
Install more hand sanitizing stations or pods, stock the bathrooms with more paper towel, wipe down the main table or compute stand in the classrooms each night, allow more remote teaching or hybrid teaching (one day in the classroom and one day on remote)
Keep the # of students /class 20-24. Have HEPA filtration units in each class. We keep windows open and the classes are really cold at night.

No. My office itself has no heat. There is no air conditioning or filtration in Science Hall. The heating system is not trustworthy. The elevator breaks a lot, which means students and faculty have to walk up to 7 flights up stairs to get to a classroom or office.

Roof, ventilation, cleanliness

The facilities are fine for covid safety (and other germs). People need to take responsibility for themselves (washing hands, covering coughs, etc.) and not expect others to make sure the environment is risk-free for them.

The issues with MUB are that it isn't possible to lock classroom doors without going into the hall, which could be dangerous in the event of an intruder situation, and there is no heat in the building. It's quite challenging for students, and teachers, to function in such a cold environment.

There is not adequate ventilation or filtration in Science Hall. In order to achieve any sense of ventilation, we must open the windows which introduces noise and very cold temperatures into a building that is already not routinely/ever heated. Also, next semester I may be assigned to teach in Science 136, which has no windows and a fan that sounds like it comes on, but it does not produce adequate air flow. Prior to COVID, those fans were inadequate at removing any stuffiness, heat, or smell accumulated from classes that preceded my class. Unless those fans are now capable of moving the required amount of air to provide true ventilation and have HEPA filters in place, I don't feel that the facilities meet workplace safety requirements during COVID times. There needs to be air filters placed into these rooms (multiple air filters in the case of large lecture rooms like Science 136/Science 100) so that those teaching and taking courses can have confidence that the college is doing all it can to keep us safe.

Zero ventilation in my office, no windows, Air/heater in building does not work-installation of HEPA filters would be amazing, but regular maintenance of buildings needs to be addressed! For example, air/heater in the building does not work, and we resort to space heaters for heat which causes the electricity in our building to go out if too many are on. That's step 1, Step 2 hire more custodial for continuous cleaning because high touch surfaces, nor floors get cleaned- its filthy and it will only get worse when the cold/flu/Covid spike. Step 3 provide air purifiers if HEPA filters will not be installed as this can at least help circulate air in offices with no windows.

Need temperature control (8)

Better circulation. Thermostat needs to allow being adjusted. Currently locked in plastic.

Better heating and air condition performance

It's not realistic for us to have windows open. Already it's cold. I have a medical condition that makes me extremely cold intolerant. I'm freezing every day. My body can't keep itself warm. Also, because we have limited janitorial services there is often no soap available in the restrooms. We need to wash our hands, COVID or not.

not necessarily covid-related but V-133 (painting studio) has NO heat and often has cold air blasting through, even on very cold days. Impossible to heat the room and plugging in space heaters (which do nothing) short out. I've been told there is no solution bc the building and HVAC is old and faulty. (In other words, to just live with it)

Temperature balance

the heater needs to be fixed in the MUB

They are cold, but covid safe.

We need heat! This may seem unrelated but sitting in a cold classroom or office is good for no one's immune system. Get the heat fixed, please!

Need better ventilation / air quality (33)

Better air circulation

Better dedicated ventilation systems

Better ventilation in Batmale Hall

Cleanliness and ventilation

Does every building have adequate filters installed in the air system?

Have a larger workspace and air filters in each office

HEPA filters in offices

HVAC has never worked correctly since we moved into the building 12+ years ago.
HVAC system in place.

I am not sure about the HVAC system in Cloud Hall. I would also like to say that our home building is Batmale Hall, where the HVAC system seems mostly defunct on the 3rd and 4th floors and would require major repair/upgrade before being able to provide acceptable filtration.

I haven't checked some of the rooms lately, but I would be concerned with ventilation in many of the rooms (S100, S136 especially) as they were several years ago.

I know that the building had its HVAC serviced before the pandemic and that MERV 13 filters are in place but since we don't have any operable windows in this building, we have to rely solely on the quality of the mechanical ventilation of the building. It would be great to have some specific information about how the building's ventilation performs compared to the standard set out by some sort of agency, maybe follow the White House Guidelines?

<https://www.whitehouse.gov/ostp/news-updates/2022/03/23/lets-clear-the-air-on-covid/>

Here's the fact sheet for the green air challenger:

https://www.epa.gov/system/files/documents/2022-03/508-cleanairbuildings_factsheet_v5_508.pdf

Other colleges are doing things to reassure their communities that it's safe.

I want ventilation. Our dept. can order and pay for air filters, but the vice chancellor did not approve, so I have brought in my own Hepa air filter.

I wonder if an outside audit with transparent results for all buildings would be helpful. It seems like an updated HVAC system with modern allowances for fire season and ventilation to reduce illness would be forward thinking and prevent negative impacts of illness on staffing.

I'd like the HVAC filter status to be posted in the room (with the date of last change)

It's hard to say. The HVAC is not fully functional in our building. We asked for repairs and were told no. Filters have been upgraded according to Facilities, but if the HVAC isn't functional in the first place... Meanwhile, the kitchens do have a ventilation system so the air flow is generally good.

Need more portable air filters

no ventilation

No, not at all. Ventilation at the very least.

No, we need air purifiers in counseling offices. It's too cold most of the time to open the window.

no. classrooms in batmale are totally unventilated and the HVAC system never works. either the doors have to be fit for mechanical ventilation or the department must move to another building.

No. Fix built in window fans v102. Is Hvac system using proper filtration? Can we get portable air purifiers?

No. Improved ventilation should be the major priority in all spaces.

No. Inadequate ventilation and zero testing

Nope. We need ventilation. Also, my classroom is freezing. Space heaters.

The building needs an adequate ventilation system that meets the CDC recommendations, as there are NO real windows that can be opened for fresh air.

The ventilation system. Heating and cooling in the classrooms.

Update HVAC system.

Ventilation and air purification are needed

ventilation is non-existent, except for a few partially opening windows.

Ventilation. I work at another college which has provided two portable air filters in my classroom along with a functioning HVAC system. Smaller class size.

We do not have proper ventilation or heat. This means that we need mask mandates in place since our buildings are not properly heated or ventilated.

Would love the school to provide HEPA air filters if the mask mandate goes away.

In general all facilities need improvement. But Batmale faculty offices and classrooms and Art Extension classrooms are especially in very poor conditions. Need urgent improvements. It would be nice if the floors and whiteboards would be cleaned. All my classes are overenrolled, so we need more teachers.

Need gloves, lysol wipes, & air purifiers in office when seeing students. Bathrooms aren't properly cleaned at JAD

No plexiglass yet at the Rosenberg Library office, not enough plexiglass for every counseling office space.

No, but that's not about Covid

No. Better management.

No. Mask requirement needs to be enforced. Cleaning supplies should be provided, and a central station to refer to with questions or deal with compliance in every building.

Often there is only 1 teacher working on the 3rd floor of the wellness center---it felt safer when more classes were happening in the facility...more teachers and more students increase security...so adding classes to the decimated schedule would be an improvement. Sometimes there are events in the building on the 2nd floor...and the many people participating in those events do not wear masks...that does not feel safe as their breath flows thru the ventilation system into the rooms where I teach.

Only one or two rooms are sufficient.

See above. Need for functioning air circulation systems. Another problem is that if doors and windows are opened, it's sometimes too noisy outside to conduct class.

Smaller classroom sizes. Better sanitation.

sufficient but if you are going to ease restrictions, it is important to have some framework for some remote accommodations for your most immunocompromised staff.

They are as safe as they have ever been. Covid hasn't made anything worse than existed previous to the pandemic.

Comments about enforcement

Current rules about masking are not enforced. I don't know if any of the rules are enforced. There are no protections against noncompliance. If my students or colleagues don't comply, there's no recourse to keep myself and others safe. It's just "oh well".

I think one of the biggest problems is that masking and Covid-reporting policies aren't being enforced/maintained. There also seems to be a lot of confusion about whether instructor/student cases should be reported and if so, where/how.

The school needs to have a well-defined COVID policy and maintain it consistently, including enforcing its rules.

Students and some staff don't follow the current mandate of wearing a mask

I wish students would keep their masks on without me having to remind them.

Comments about facilities & COVID safety

Or fix the ventilation in the buildings. But THAT'S never going to happen so...

I am working in a basement with up to 25 people . There is no HVAC air purifier. Sometimes we need to unmask for short periods due to the discipline (vocal training). I have repeatedly asked to be moved and recently to have an air purifier as I heard there is a stockpile somewhere. I am a broken record. This is situation is suggested for next semester as well.

My office has zero windows, zero ventilation, no HEPA filter, and Air/heat do not work in the building. I work in close proximity to students less than 6 ft. from them as well due to office space limits. Custodial services were cut and the buildings are not cleaned regularly, I cant imagine when cases spike in the winter what we will be up against!

I spent \$300 on an air filter for my class room. The Administration was given millions in grants from the federal government to make the campus safe for students and faculty but their

leadership skills and lack of vision are so bad they just let us risk COVID with no effort to make us safer while resources that could help were left sitting unused!

Air purifiers in classrooms or shared areas without windows that open would also benefit students, faculty, and staff at CCSF.

We need regular supplies of hand sanitizer, masks and ventilation if windows don't open or for winter.

We need custodians (2 comments)

The air filtration systems are different at CCSF than other institutions

Would like more air purifiers (currently only have 2 in our dept.).

I started to teach in-person classes in Fall 2022. I was shocked to see there was no improvement in the classrooms although there were announcements that the campus was Covid ready. In fact, there is no change in the facilities after 2 years of Covid! I appreciate the masks we are given for students who come to class without a mask. But that's not enough!

We NEED ventilation & air filters in the classrooms!

The HVAC system for the Library should be fully functional and all workspaces should include air purifiers. The CCSF COVID dashboard should include more information (i.e. buildings where cases occurred.). The college should also do wastewater testing.

Comments about safety and facilities, in addition to COVID

Include flu vaccines as in COVID

I don't feel comfortable at all teaching in person due to Covid and Monkey Pox. In the Fashion Design Department students work with Fabric that can transmit Monkey Pox!!!!!!!!!! Teacher are supposed to handle students fabric projects and not get Monkey Pox???????

Not so much a safety concern, but all classrooms should be inspected for cleanliness and operability, and smart tech tested, before being put back into service. My classroom had a dead computer, which is not at all surprising after two years without use.

Building safety has problems, Covid being a minor part of that. Buildings need working exits and to have mold removed.

In terms of campus safety, I am also very worried about gun violence. The police Chief said at Flex that one strategy, according to research (his words) is to BE NICE to an active shooter in order to be BYPASSED. Really, City College? That's the best you've got?

I'm really pissed off that I'm having to teach in a shitty, not-smart classroom because so many smart classrooms are closed due to COVID (Batmale) or being converted to offices (700 Bungalows). We need to move the f*** on

I have no intention of teaching in Person at CCSF ever again for lack of safety on many levels.

Before Covid, when I would teach at the Chinatown Campus, the security was a joke...

Although this is not a covid issue, it would be amazing if they would fix the hvac system in the library so that we don't all freeze through the winter. I bought a bag of chemical hand warmers to help myself, but what about the students?

Comments about in-person vs. remote / online

We should have been back to full in person teaching by Fall 2021 at the latest. Our students have been harmed (ask) and shame on AFT and all who worked to keep that from happening.

I find my students are hungry for community and for in-person activities!

I am interested in long-term remote solutions.

Some departments are focusing on return to campus over unrelated requests from faculty to teach online.

I am inclined to keep lecture remote, but not to the point where I am willing to go through IOTL.

Labs are now in person, and much better that way.

I only say I want to work in-person cause remote/online teaching sucks. It's tedious, labor intensive and not good for a lot of students.

Would prefer 2 days in person and 2 days remote

I am thrilled to be back in the classroom this semester, and look forward to being able to see my students' faces very soon.

It's time to have in-person and online only, no remote.

It's wonderful to be back in person for the second semester and I think it will protect jobs if more classes are in person.

My students performed too highly on remote classes. I know they are cheating somehow. The test scores have fallen to normal levels this semester. Remote is bad for student learning, but is safer for teachers.

Our Business students appear to prefer taking classes remotely or online rather than in person.

Allow more classes to be taught remotely to increase enrollment and COVID safety.

After working over two years remote and reviewing the data a very larger number of student would prefer to see a counselor remotely. Remote Classroom data verse Advising data is clear student do better in person but prefer remote advising.

Not returning to in person learning hurts students and programs who do not learn virtually—trades and older adults. Services which do both online and in person are running two versions and require more staffing and funding to do both. Online work serves communities outside of SF as well as SF—why are we doing this when locals need and deserve community services first? Why are a few members holding the in person services hostage and taking resources for those in need? What about members living outside of California and never planning to return or participate in the community? They need to move on to other local community colleges—we do not need a remote workforce devoid of locals, this is no longer a local job supporting local community when we do not return to serve them. And locals know it and will not expect service from the college and our local support and funding will dry up.

[In-person education] must continue!

I had asked to do a hybrid in-person one day/remote one day class for S23 (for one class only) and was told this wasn't possible. my reasoning was that it would allow students who are ill or who want to limit their exposure to meet online for lectures and meet in person for lab/studio. seems to be the best of both worlds, but I received a firm NO. wish we could consider creative approaches and strategies instead of black/white, either/or, binary thinking.

The hybrid option works well for me. In addition to safety concerns at CCSF, staff and students have obligations and concerns related to Covid safety for their children and those they care for. In my case, I don't want my kids taking the city bus or getting exposed after school any more than they have to. Hybrid allows me to pick up my kids after school most days. I'm sure my students and other staff have similar concerns. I am adding to my previous comment. I hope that CCSF will not follow the example of my other college Evergreen valley college, which is requiring annual training for all faculty who are teaching remotely or hybrid and they are not compensating them. It is excessive to have annual required training and also not fair that it is not compensated.

Hopefully, once an instructor has been certified, there will be minimal required training and all training required or not would be compensated. Thanks.

Other comments:

I think antigen testing should be available on campus for anyone with cold, flu or other COVID symptoms.

There will likely be a surge of infections this winter when spring 2023 semester begins. Let's be careful!

The pandemic is essentially over. (per the science and even the president of our great nation 2 weeks ago) At this point, every facet of our society has dropped all safety precautions. Some people still wear masks. Some people are choosing to get vaccinated and boosted. All of that is fine. But a mask and a vaccine only protects the person who is wearing the mask and who is vaccinated. Therefore it makes zero sense to keep asking those who do not want to wear a mask to wear one.

The people that are in favor of indoor masking want EVERYONE to comply with their wishes. If anyone wants to wear a mask, go right ahead. Those of us that do not want to wear a mask, are not asking people who want to wear a mask, to take them off. So if I'm not asking someone who wants to wear a mask, to act against their own wishes, why is it permissible then for me to be asked to act against my own wishes?

This is an issue of people respecting each other and not imposing their will on others. AFT 2121 should be advocating for their members to have the FREEDOM to choose what precautions are best for them. It is completely unfathomable that in this day and age, anyone would be in favor of forcing a free person to do something against their will simply because they feel it is right for themselves.

Can there be a cap on class size as before in case of a winter surge?

Keeping good protocols will be a very necessary layer of protection for those who are vulnerable and also help to slow the spread in general. Experts believe a new winter wave is inevitable as are new variants this year.

Flex Days for Spring should continue to have an online option, not only in person

It's really important that policies are rooted in scientific and medical evidence that supports restrictions. Masks (properly fitted N95s) have been shown to have moderate success in blocking larger particles than those which are spread with the C19 virus. Moreover, the use of masks only protects the wearer and it should be an individual's decision to wear a mask based on personal risk-factor and choice.

That they are still calling 4X injections of a leaky vaccine that was never tested or proven to stop transmission of the virus "vaccines" rather than therapeutics, is a terrible mistake which is now finally coming to light for the masses. Those who are injected still contract and spread the virus; therefore, the mandates are rendered meaningless. This reality should NEVER have resulted in mandates for such overt and mindless discrimination against those who choose not to take the therapeutics, ad nauseam, without reviewing the data or questioning the efficacy of the product. Policies re: public health, especially those which discriminate against an individual's right to medical choice, should be rooted in scientific data and analysis, not politics and fear. Of all places to understand this and cultivate critical thinking, shouldn't an institution of higher learning be the first to recognize this, not the last?

The Covid 19 is spiking again. Some colleagues and students are infected.

I recommend COVID related rules/policies that are much in line with what the surrounding community is doing.

Dr. Ashish Jha warned of an impending surge in hospitalizations this winter. "It's reasonable to assume that we are going to see a level of influenza that we saw pre-pandemic. Throw in COVID on top of that. Jha added that the biggest structural change society can make going into cooler months is to improve indoor air quality." (EXCERPT FROM WASHINGTON POST ARTICLE) CCSF can and should be part of communicating public health concerns and care. That includes prioritizing safety for vulnerable members of our population.

I don't know why people are acting like COVID is over. Spring semester includes wintertime, which is when we are expecting a surge

Follow the guidance of medical professionals

It's ridiculous that you are continuing to come up against all attempts to bring more faculty back in person. Workers in other fields and industries have been working face-to-face for months. Why are teachers and staff at CCSF so special? Admin has said faculty can submit a medical accommodation if they need to work remotely for that reason. You are determined to fight admin on everything, just because.

There are Covid asymptomatic people who can spread the virus to others, especially in the in-person classrooms, crowded elevators, hallways and tiny restrooms.

COVID is not over and I will be working online as long as I can. I do not feel safe or protected.

Testing EVERY DAY YOU ARE ON CAMPUS, whether student, faculty, or staff.

Community level changes should be communicated and provided to faculty, staff, students, and visitors. CCSF should go by recommended local and CDC guidelines regarding mask mandates and have visible signage posted.

I have been reading that an equity centered perspective on this issue would be to center our vulnerable colleagues and students. While I am health privileged, I am aware that we have colleagues and students who are in minoritized communities most impacted by COVID, that are immunocompromised, caregiving for folks who cannot receive vaccines, and/or live in

multi-generational households. Masking is a very simple precaution we can take. I would also support improved ventilation, including portable filtering, regular transparent testing results for air circulation in all buildings, and UVGI. This has the added benefit of supporting us better during fire season.

Beware of COVID-19!

At this point, we should return to some state of normalcy. There is no sufficient data to support continued masking, testing, or vaccination. Furthermore, students should not be held back from returning to campus and accessing their right to an in-person education. If a faculty member is medically vulnerable, they have the right to teach remotely or wear a mask and obtain their boosters in order to be in person. These protocols cannot go on forever. I don't mean to sound insensitive, but many of us have reached our limit already.

RN Dept. has prevented any COVID spread. All are vaccinated all wear masks.

A public survey of non-medical scientists should NOT be setting our pandemic safety policies. A majority vote should not be able to wipe out the rights of others.

The CDC is acting like an arm of the Chamber of Commerce, so there's that.

If you are going to keep anything, keep the mask mandate. We would need to keep it at Student Health as we see actively sick patients.

In short, after almost three years, let's move forward with sensible rules but not like it's 2020.

I have been working in person since the beginning of covid. Our program was fine during the height of the pandemic. Before vaccines were even available, we kept training. Now we are 2 years past the start of this, well past vaccines being available... and it is time to move on. The vulnerable are smart enough now to take the proper measures to protect themselves. We do not need mandates to ensure people will do the right thing. Let faculty and students choose for themselves! Everyone at city college is an ADULT, both students and Faculty. Not even CHILDREN are being forced to wear masks indoors for almost a year now!

I have been teaching in person for three semesters now in the Creative Arts Building. None of my students have contracted COVID from being on the classroom. I attribute this to our adherence to the protocols of vaccination, masking and distancing.

"Let go thy hold on a big wheel when it rolls down the hill lest it break thy neck in following "

William Shakespeare/ advise from the fool in King Lear

The health and safety of all are important, not selected few.

The pandemic is not over and we must continue to lead by example to our students. This means being vaccinated with the latest vaccines and boosters, and wearing a mask at all times we are indoors together in a classroom.

In-person is still my preferred delivery for course material, but I am also relying on my workplace to keep all of us safe by providing the necessary mitigation measures, such as masking, vaccination, and adequate ventilation/filtration.

I want to work both in person and remote, but with enhanced security. "Spring 2023" really means beginning in January, when all kinds of winter viruses are rampant.

The administration has not done enough to make our work environments as safe as they could be.

Sounds like administration might believe the Covid pandemic and danger is over. Perhaps A consultation with experts at UCSF, for example, might be warranted!

I think Administration needs to address the basics at least! Hire more custodial IF you want a no mask policy or vaccine. High touch surfaces and restrooms need to be clean with soap in soap dispensers! I don't feel safe that its being taken seriously that the need to clean is important for our health and not a luxury they can continue to cut without impact on its people and facility.

Dr. Ashish Jha warned of an impending surge in hospitalizations this winter. "It's reasonable to assume that we are going to see a level of influenza that we saw pre-pandemic. Throw in COVID on top of that. Jha added that the biggest structural change society can make going into cooler months is to improve indoor air quality." (EXCERPT FROM WASHINGTON POST ARTICLE)

I am planning on retiring at the end of this semester, I have had it!! And I am way over due for retirement, anyway.

My answer to the above question about Spring 2023 is almost entirely reliant on whether there are changes to safety measures.

Barring a new Covid outbreak, I think it is safe to strongly advise (but not require) the wearing of masks to in-person classes.

The U.S. will likely enter another COVID wave following the current rising cases in Europe, especially in the fall and winter. The flu is another threat.

Please demand we have a remote option for FLEX! We have the technology and many employees need protection from working in large groups. Also consider the expense and time of the commute for many employees. We can get more done with remote options and attend and participate in more workshops and meetings.

I said that we should get rid of the mask mandate for spring 2023, but I'm ambivalent about this one. I think we should get rid of the other requirements.

I would happily go back to live teaching if I worked elsewhere, but I do not trust that I will be safe at CCSF

I know it may be difficult to continue to have a mask mandate now that many places no longer require one. I would love the college to focus on ventilation - it has the added benefit of preventing other airborne illnesses, improving cognitive function, and will make us prepared for wildfire season. Having a guiding document with guidelines and plans and specific standards would be great.

Many other community colleges have put in place a flexible/remote work policy that allows employees to support students and has created a modern working environment that creates positive employee morale. Many students are opting to enroll in online/hybrid/hyflex classes, we need to be flexible and evolve with what students are asking for. Enrollment numbers may suffer if we don't meet the demand of our learners.

I am enjoying teaching in-person but do not feel great about the college's response to workers and students returning to campus. My expectations of the college to deal with the return to campus are pretty low...I do not expect them to do much to keep us safe. I have seen this as myself and others return to work in various buildings around campus...vermin feces, mold, water leaks, ventilation issues, lack of heating and air conditioning, fire hazards...all of them not being corrected. My department bought some air filters for the room I teach in, but I wonder if they are really big enough to make a dent.

No exemptions - everyone gets vaccinated and boosted.

Until the Board of Trustees meets in person, there should definitely not be a requirement that teachers meet in person. Regardless of what the board does, the decision to teach in person or remotely should be up to each individual teacher.

Thank you for this survey / Why didn't the college do this? (6 comments)

Thank you for trying to hold administration accountable for faculty and student safety in the buildings and classrooms.