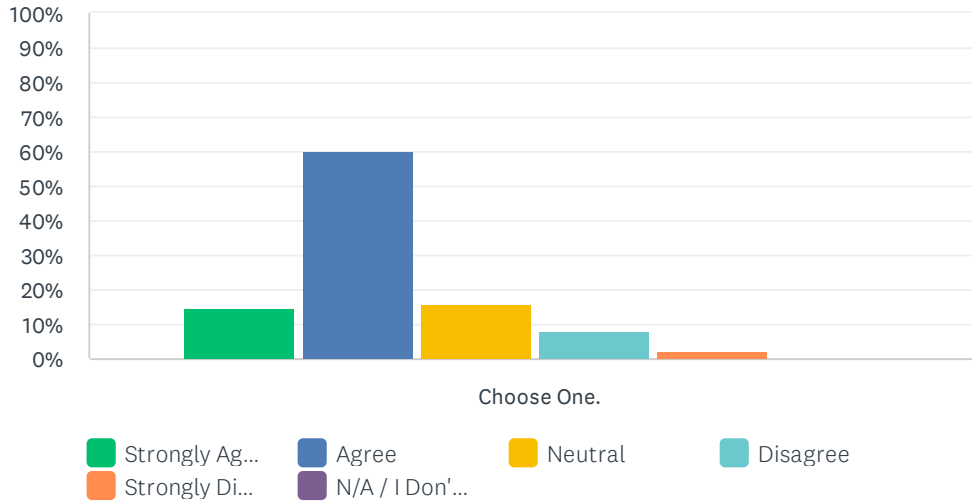


Q1 My institution demonstrates a strong commitment to improving my teaching skills.

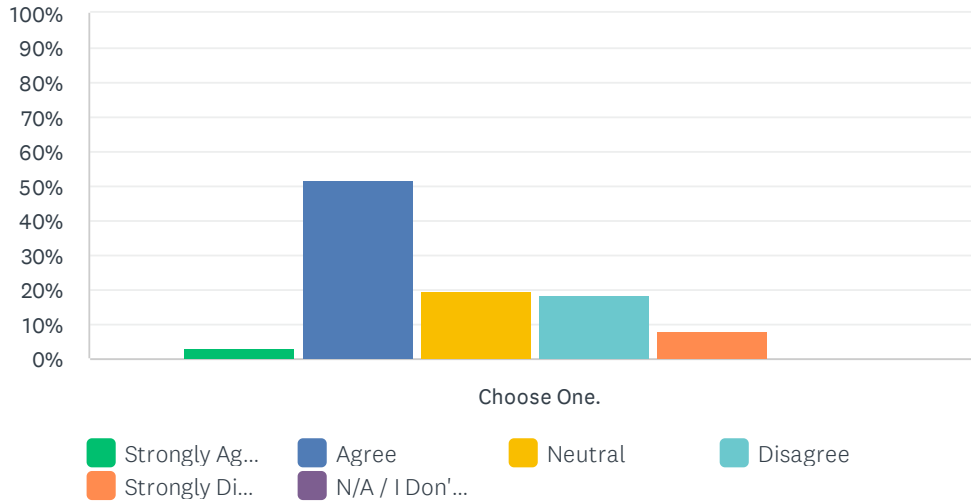
Answered: 103 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A / I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Choose One.	14.56% 15	60.19% 62	15.53% 16	7.77% 8	1.94% 2	0.00% 0	103	2.22

Q2 My institution demonstrates a strong commitment to improving my discipline-specific knowledge.

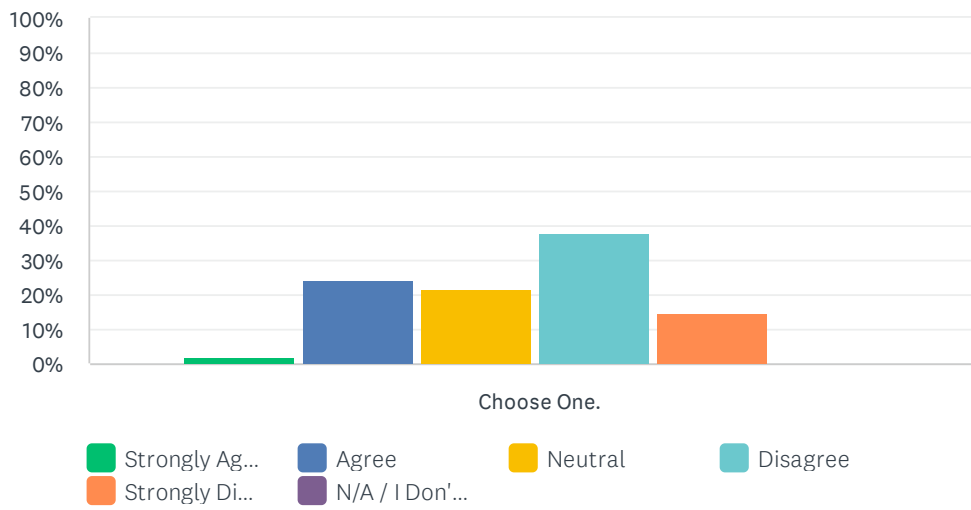
Answered: 103 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A / I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Choose One.	2.91% 3	51.46% 53	19.42% 20	18.45% 19	7.77% 8	0.00% 0	103	3.23

Q3 I have enough time to attend to my professional development needs.

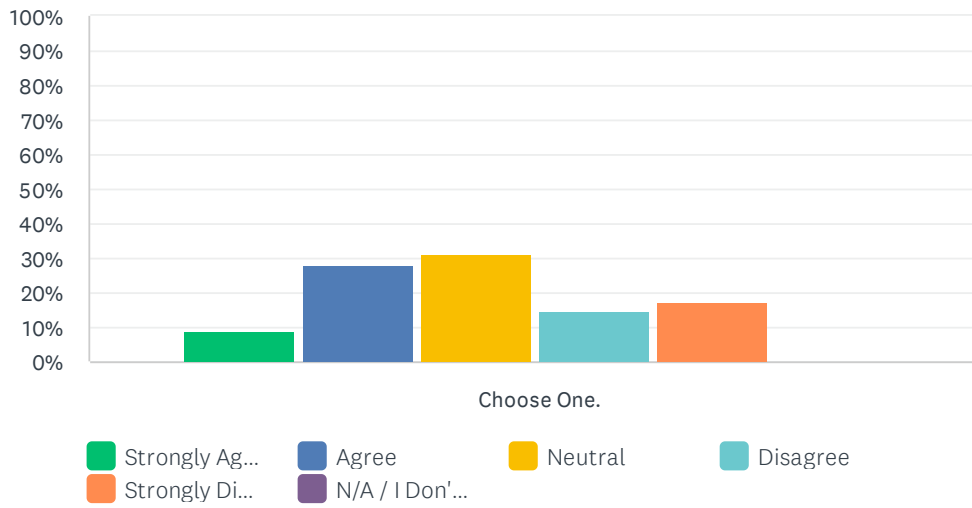
Answered: 103 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A / I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Choose One.	1.94% 2	24.27% 25	21.36% 22	37.86% 39	14.56% 15	0.00% 0	103	2.61

Q4 Senior administration communicates openly with faculty.

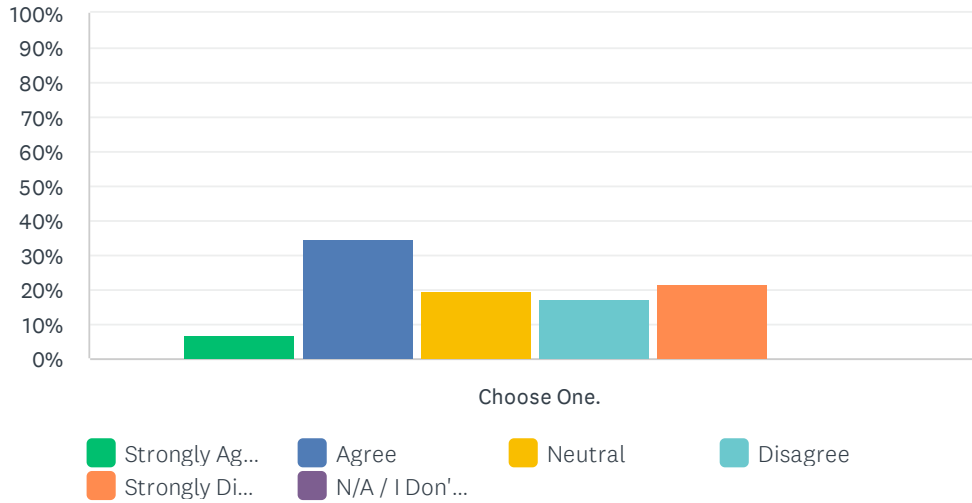
Answered: 103 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A / I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Choose One.	8.74%	28.16%	31.07%	14.56%	17.48%	0.00%	103	2.96
	9	29	32	15	18	0		

Q5 I am informed in a timely manner about important changes that affect me.

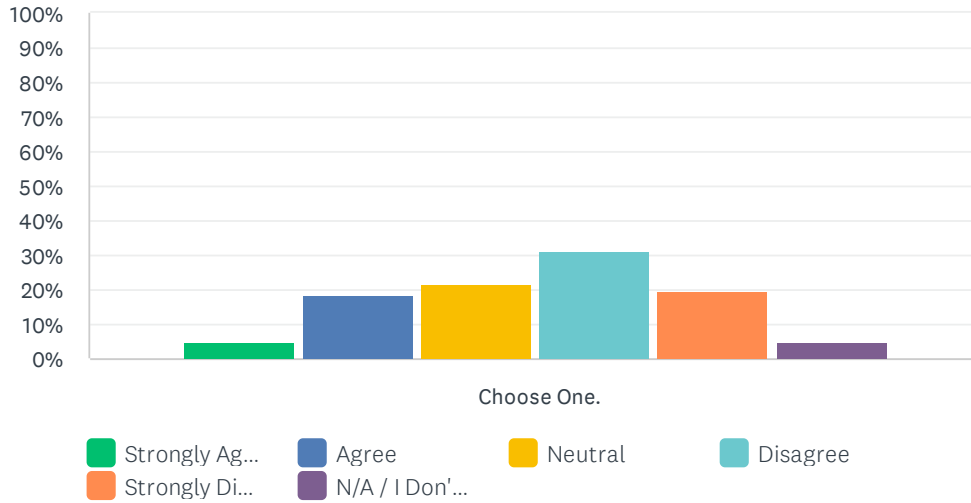
Answered: 103 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A / I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Choose One.	6.80% 7	34.95% 36	19.42% 20	17.48% 18	21.36% 22	0.00% 0	103	2.88

Q6 Input from faculty is sought AND seriously considered in decision-making at my institution.

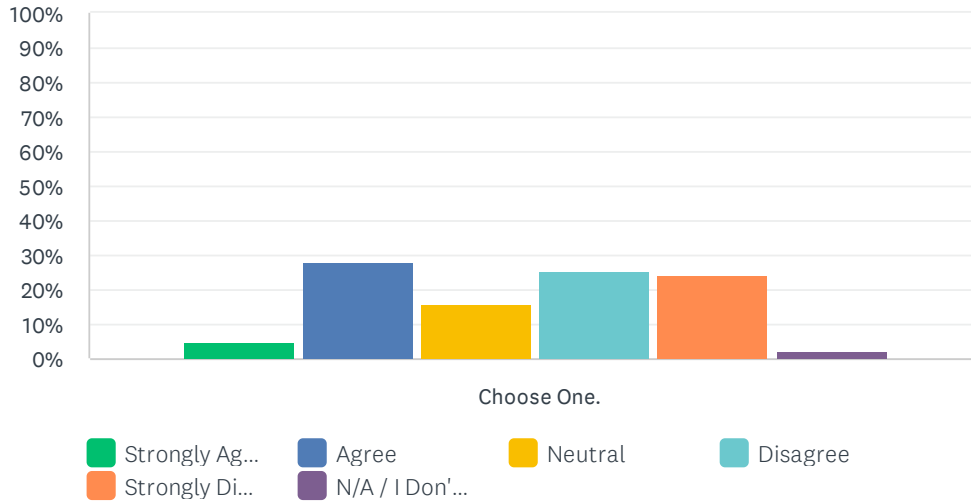
Answered: 103 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A / I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Choose One.	4.85% 5	18.45% 19	21.36% 22	31.07% 32	19.42% 20	4.85% 5	103	2.56

Q7 Senior administration understands day-to-day challenges faced by instructors.

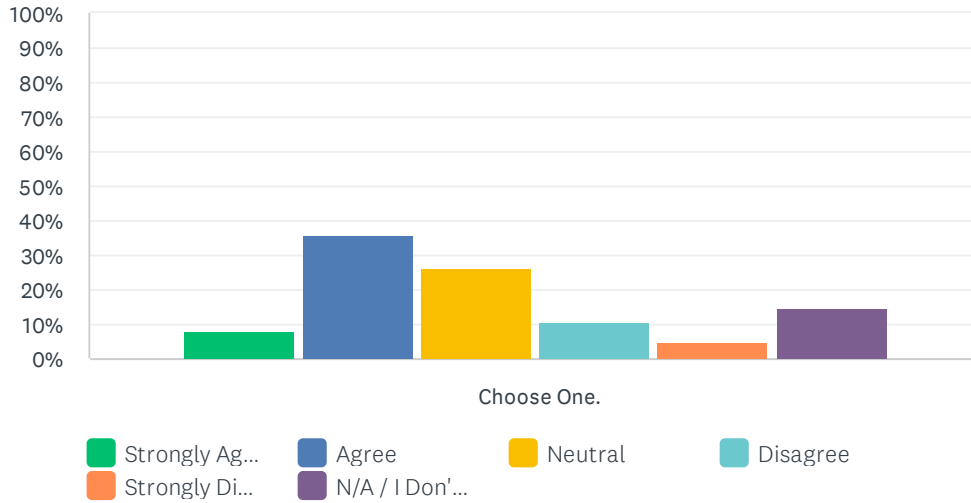
Answered: 103 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A / I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Choose One.	4.85% 5	28.16% 29	15.53% 16	25.24% 26	24.27% 25	1.94% 2	103	2.63

Q8 When making decisions, this institution refers to one or all of: a mission statement, a statement of goals, or a statement of values.

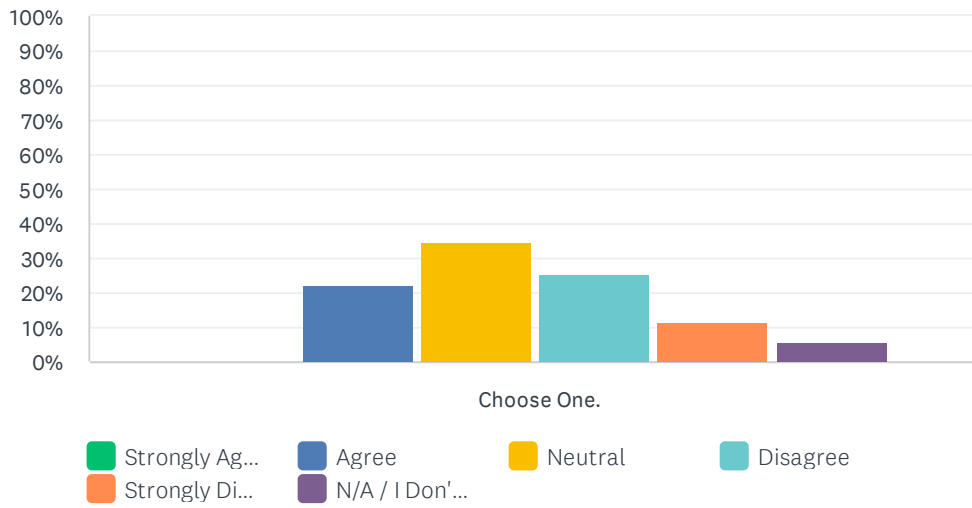
Answered: 103 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A / I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Choose One.	7.77% 8	35.92% 37	26.21% 27	10.68% 11	4.85% 5	14.56% 15	103	3.36

Q9 Outstanding performance by instructors is rewarded.

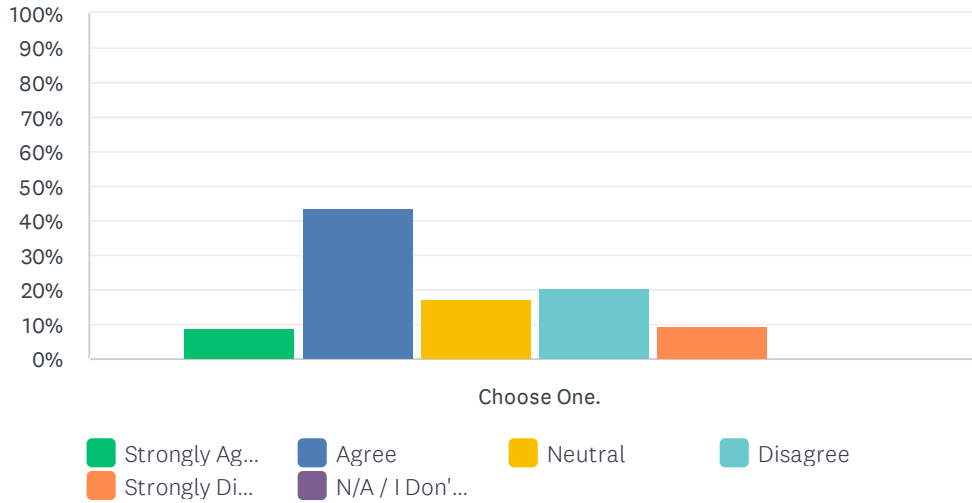
Answered: 103 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A / I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Choose One.	0.00% 0	22.33% 23	34.95% 36	25.24% 26	11.65% 12	5.83% 6	103	2.72

Q10 My institution demonstrates a strong commitment to my health and well being.

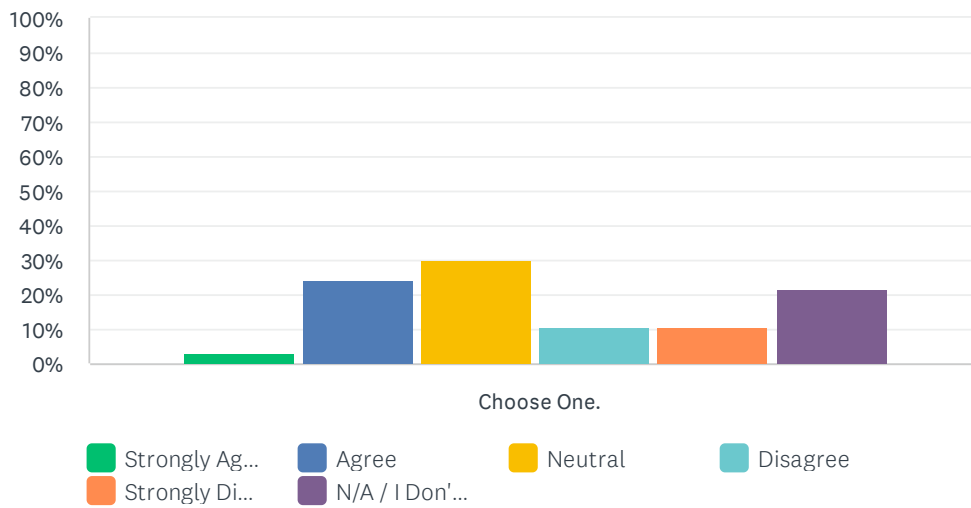
Answered: 103 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A / I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Choose One.	8.74% 9	43.69% 45	17.48% 18	20.39% 21	9.71% 10	0.00% 0	103	3.21

Q11 Academic council has a meaningful impact on academic decisions.

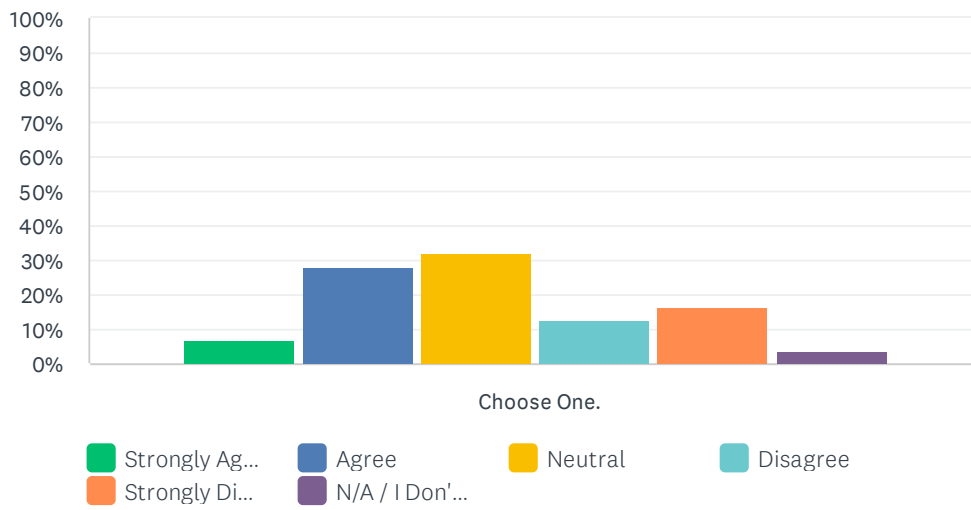
Answered: 103 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A / I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Choose One.	2.91% 3	24.27% 25	30.10% 31	10.68% 11	10.68% 11	21.36% 22	103	2.98

Q12 The president of this institution provides effective leadership.

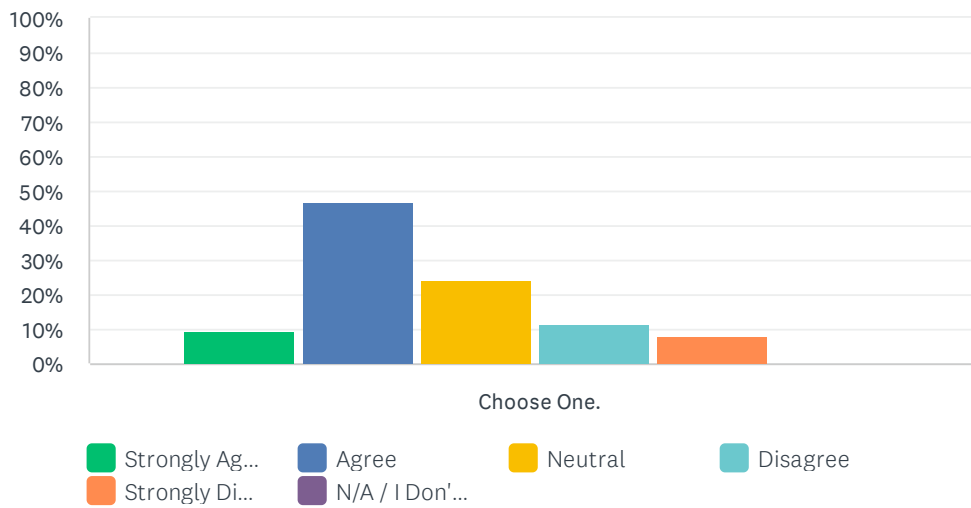
Answered: 103 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A / I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Choose One.	6.80% 7	28.16% 29	32.04% 33	12.62% 13	16.50% 17	3.88% 4	103	2.96

Q13 I have the resources I need to do my job effectively.

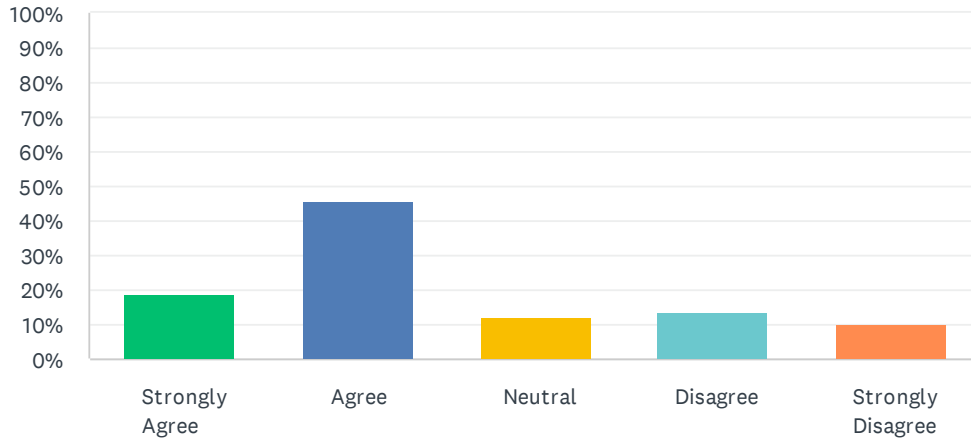
Answered: 103 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A / I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Choose One.	9.71% 10	46.60% 48	24.27% 25	11.65% 12	7.77% 8	0.00% 0	103	3.39

Q14 The Administration is responding suitably, and is doing its best to keep staff safe through the pandemic.

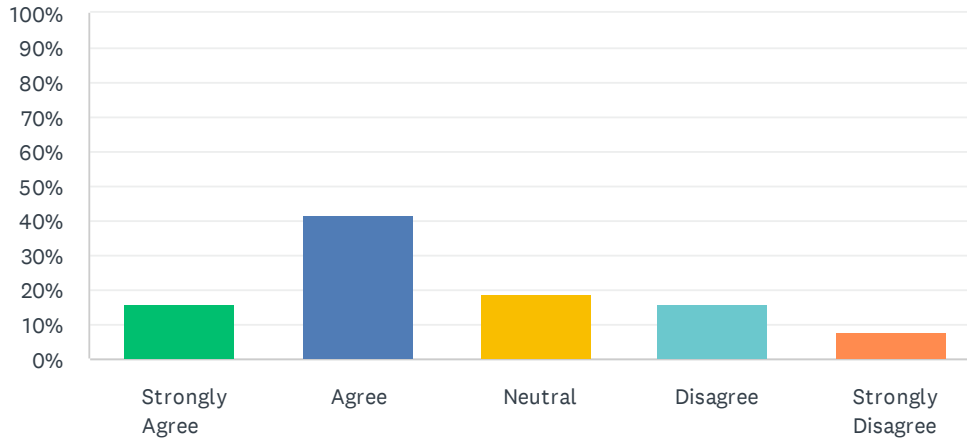
Answered: 101 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Agree	18.81%	19
Agree	45.54%	46
Neutral	11.88%	12
Disagree	13.86%	14
Strongly Disagree	9.90%	10
TOTAL		101

Q15 The Administration values and appreciates work faculty are doing to deliver instruction in this new environment.

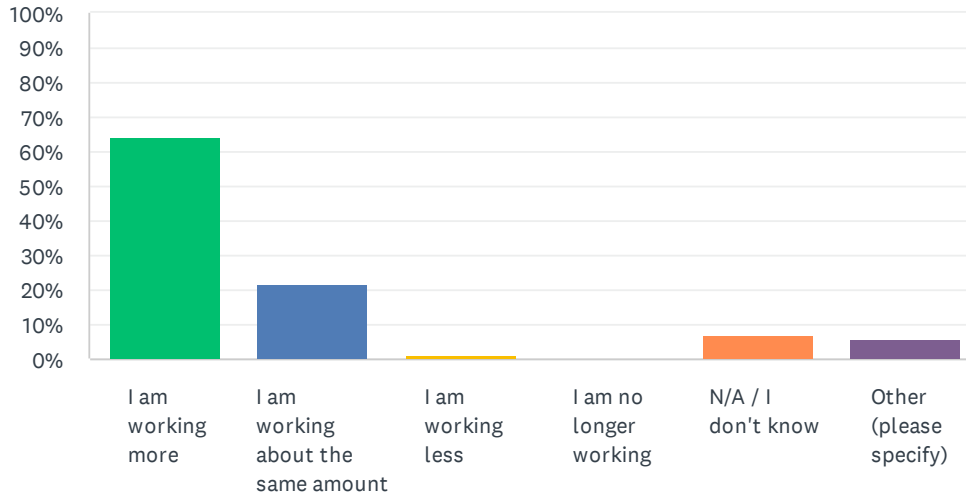
Answered: 101 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Agree	15.84%	16
Agree	41.58%	42
Neutral	18.81%	19
Disagree	15.84%	16
Strongly Disagree	7.92%	8
TOTAL		101

Q16 How has the amount of work that you do changed since the COVID-19 outbreak (March 2020)?

Answered: 101 Skipped: 2

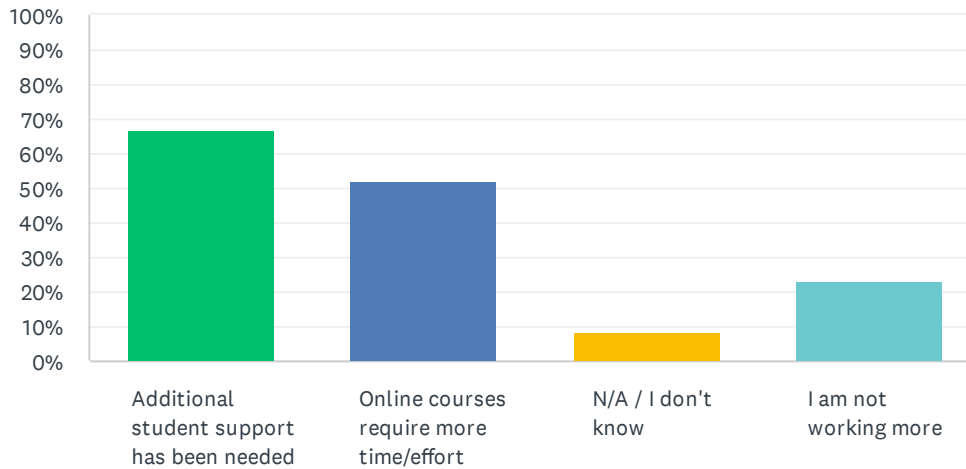


ANSWER CHOICES	RESPONSES	
I am working more	64.36%	65
I am working about the same amount	21.78%	22
I am working less	0.99%	1
I am no longer working	0.00%	0
N/A / I don't know	6.93%	7
Other (please specify)	5.94%	6
TOTAL		101

#	OTHER (PLEASE SPECIFY)	DATE
1	I am a DL instructor	12/1/2021 7:47 AM
2	I am working the same amount, but I am on reduced workload this year (Term Certain).	11/19/2021 11:16 AM
3	More stressful, students are more demanding and have more personal issues which impacts the classroom behaviors; has been the most stressful year of teaching that I have had in all my years of teaching	11/18/2021 2:57 PM
4	I have worked more at certain points (e.g., transtiiion with vaccine requirements and accommodating students online) and about the same most of the time.	11/18/2021 12:49 PM
5	I was not scheduled to work the 20WN semester, but lost work in the Spring 2020 semester, and have worked since the 20FL. The work load is definitely keeping me busy.	11/15/2021 10:22 AM
6	lots of unpaid work over getting alternative materials prepared	11/10/2021 7:40 AM

Q17 If you are working more since the COVID-19 outbreak, why are you working more? Check all that apply.

Answered: 94 Skipped: 9



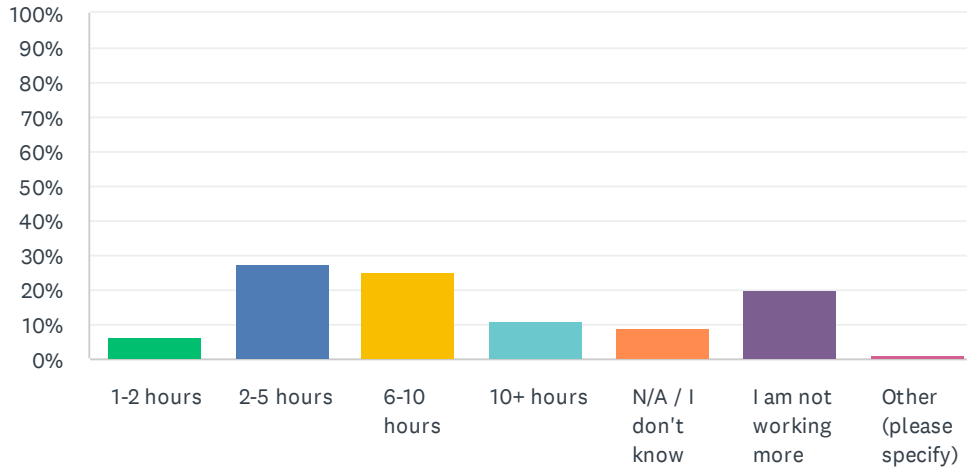
ANSWER CHOICES	RESPONSES
Additional student support has been needed	67.02% 63
Online courses require more time/effort	52.13% 49
N/A / I don't know	8.51% 8
I am not working more	23.40% 22
Total Respondents: 94	

#	OTHER (PLEASE SPECIFY)	DATE
1	larger student groups	12/6/2021 11:47 AM
2	Students are working at a diminished capacity due to the pandemic restrictions. Their mental health is suffering, they have a harder time managing workload, they need more explanations, more support across the board.	11/18/2021 4:19 PM
3	Some of our staff in our division are in quarantine and others need to take their classes. Another member left our team for personal vaccination reasons.	11/18/2021 2:51 PM
4	Student expectations have shifted, they now expect an in-person delivery, but also expect recorded options for lectures they choose not to attend. It feels as though they would like to maintain all the parts of remote learning they liked (exams from home) but with an in-person option for lectures. Since I cannot record lectures while delivering them in-person, I find myself recording lectures AGAIN, from home, to post on Canvas for the students who choose not to attend. In other words, I feel as though I am doing part of my job twice and attendance is definitely down so...I either have half of my class fail and I face the repercussions of that or I record the lectures from home for those not in attendance so that they can pass. And...since office hours are virtual, instead of having a couple of drop-in hours per week for student to come by my office, I find myself in several Zoom meetings per week doing essentially private tutoring sessions for students. Exam weeks, I have upwards of 20 requests from students to meet and these are all anywhere from 30 minutes to half an hour. I prefer virtual office hours, however, it seems like in-person office hours were too effortful for students and requesting Zoom ones are too easy...no middle ground.	11/18/2021 12:46 PM

5	More effort is required to keep the classroom safe. Very little support from the Centre management.	11/17/2021 8:50 AM
6	Students seem to have more difficulty than previously with time management and study skills, they are requiring far more communication and follow-up than previously	11/15/2021 10:22 AM
7	teaching campus and online at the same time to accommodate those students that cannot/will not come to campus	11/13/2021 7:59 AM
8	colleagues needing stress/sick leave causes more work	11/10/2021 11:07 AM
9	We are also rolling out a new curriculum, so multiple factors are at play	11/10/2021 9:44 AM
10	Online course development, once developed though time is same.	11/9/2021 4:18 PM
11	Many staff have been given the option to working at home which is less efficient for completing teamwork.	11/9/2021 4:01 PM
12	Roll out of new courses	11/9/2021 3:47 PM
13	We have less support from technicians and IT people, seeing as some of these people lost their jobs.	11/9/2021 3:11 PM
14	Lack of timely communication as everyone is working from home!	11/9/2021 3:04 PM

Q18 If you are working more since the COVID-19 outbreak, how many more hours per week (on average) are you working?

Answered: 99 Skipped: 4

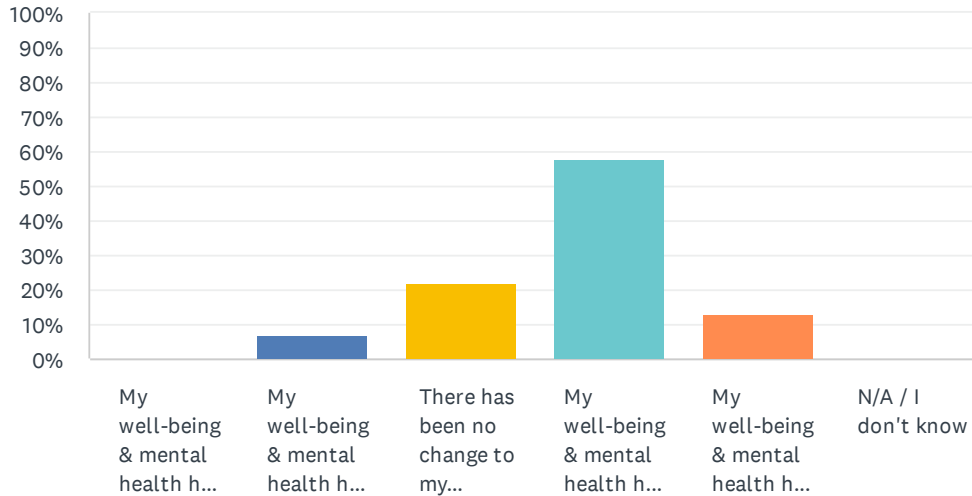


ANSWER CHOICES	RESPONSES
1-2 hours	6.06% 6
2-5 hours	27.27% 27
6-10 hours	25.25% 25
10+ hours	11.11% 11
N/A / I don't know	9.09% 9
I am not working more	20.20% 20
Other (please specify)	1.01% 1
TOTAL	99

#	OTHER (PLEASE SPECIFY)	DATE
1	In 19FL I was a brand new instructor and very busy creating lessons; now, my time is spent keeping track of students who are handing in late assignments, or emailing about mental health concerns, or dropping off the face of the earth. It definitely is taking a couple of hours a week to keep track of people this semester and follow up on emails and assignments.	11/15/2021 10:22 AM

Q19 How has your well-being & mental health been affected by COVID-19?

Answered: 100 Skipped: 3

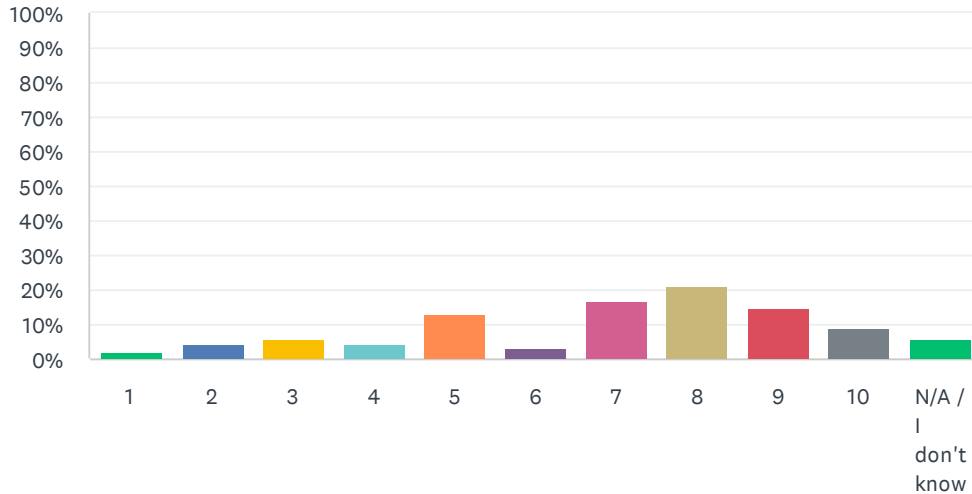


ANSWER CHOICES	RESPONSES	
My well-being & mental health has improved very positively	0.00%	0
My well-being & mental health has improved somewhat positively	7.00%	7
There has been no change to my well-being & mental health	22.00%	22
My well-being & mental health has been affected somewhat negatively	58.00%	58
My well-being & mental health has been affected very negatively	13.00%	13
N/A / I don't know	0.00%	0
TOTAL		100

#	OTHER (PLEASE SPECIFY)	DATE
1	I feel as tho there is way more added to my work load.	11/18/2021 2:51 PM
2	Physical health declined somewhat due to less physical activity, however the past two months I have created a new exercise routine	11/18/2021 12:49 PM
3	It's better now that I can be in person in class, teaching on Zoom is exhausting. The flexibility of being able to move to Zoom on days I am not feeling well (migraines) is appreciated though. I have days when I can't get to campus but can teach from home, so that flexibility is definitely appreciated.	11/15/2021 10:22 AM
4	going to a life threatening environment daily is wearing me down. Very little compliance with mask mandates, reduction in custodial staff means rooms are not cleaned between classes, nor in the evening. And our OH&S - safety person does NOTHING about it.	11/10/2021 7:40 AM
5	Covid has had almost no impact - the College's policies have hurt staff and students	11/9/2021 5:05 PM

Q20 Do you feel like you have the tools to support your own mental well-being where 1 is not at all and 10 is yes, absolutely?

Answered: 100 Skipped: 3



ANSWER CHOICES	RESPONSES
1	2.00% 2
2	4.00% 4
3	6.00% 6
4	4.00% 4
5	13.00% 13
6	3.00% 3
7	17.00% 17
8	21.00% 21
9	15.00% 15
10	9.00% 9
N/A / I don't know	6.00% 6
TOTAL	100

#	OTHER (PLEASE SPECIFY)	DATE
1	I answered 5 because management of health and wellbeing is not the same as prevention of poor health . Worklife balance expectations are not sustainable and negatively impact health, especially mental health and well being	11/19/2021 12:54 PM
2	the tools are available, it is dealing with the students behaviors that are exhausting....I just focus on the next break and hope next term is better.	11/18/2021 2:57 PM
3	I think we need a group for support, to not feel so isolated in this and to figure out if my "normal" is like someone else's or not, and help each other find solutions.	11/15/2021 10:22 AM

4	I have the tools but not the time	11/13/2021 7:59 AM
5	Yes I own a gun	11/12/2021 12:18 PM
6	When Shepell is booking 2 to 3 weeks away, how does that help someone in crisis? A lot of time to think about things, if you know what I mean.	11/9/2021 3:04 PM