Cal Poly Employee Survey Results

Cal Poly Space Optimization Project

October 2023
Overview

Over two-and-a-half weeks in June-July 2023, the Cal Poly Employee Survey received over 250 respondents.

Comprised of 38 questions that sought to understand work styles, preferences, and desired future states, the survey is directly informing the design, strategy, and programming at the Cal Poly Mustang Business Park, scheduled to open in 2024.

What follows is a snapshot of who we heard from and what we learned from them.
Employee survey respondent snapshot

SUMMARY

Mostly Staff
- 73% of respondents were Staff. 23% were Managers.

Nearly all full-time
- 96% of respondents were full-time employees.

Many were also long-time employees
- 45% with Cal Poly for 8+ years.
- Roughly one-quarter of respondents have been with Cal Poly for fewer than two years.
Employee survey key findings

- Given the choice, 73% of respondents would only need to be in office for three or fewer days to be effective in their role.

- Of all the space types, 50% reported that Meeting and Conference rooms were required to effectively work.

- 55% of respondents do not work directly with students.

- Of the staff Telecommuting (working a mix of remotely and in-person), their time was roughly split to be an even balance with half of their time spent working on campus, and half of their time working virtually.
Which division or department are you most affiliated with at Cal Poly?

In addition to guiding programming decisions, survey responses help us deepen our understanding of your needs, concerns, and appetite for change as we plan for the future of work at Cal Poly.
What other departments do you work with?

- Administration & Finance: 44
- Cal Poly Corporation: 37
- Information Technology Services: 36
- Academic Affairs: 36
- Student Affairs: 34
- University Personnel: 28
- President's Office: 26
- Extended, Professional & Continuing Education: 25
- University Development & Alumni Engagement: 23
- University Communications & Marketing: 22
- Strategic Enrollment and Management: 20
- Research, Econ Dev, Gradate Ed: 18
- Other: 15
- Cal Poly Arts: 10
If given the choice, how many days per week would you need to be in the office/on-campus to be effective in your role?

- 3 days per week: 27%
- 2 days per week: 24%
- <1 day per week: 22%
- 1 days per week: 15%
- 5 days per week: 7%
- 4 days per week: 5%
In your work, which of these spaces do you need to use? (select all that apply)

- Meeting Room/Conference Rooms: 186
- Service window for employees or students: 43
- Student facing/student services spaces: 35
- Other: 32
- Classrooms/learning spaces: 25
- Performance spaces (auditorium, theater, etc.): 13
- Recreation Spaces: 13
- Labs (computer, science, art, etc.): 10
- Studios (hands on learning spaces): 8
- Libraries: 3
Thank you.