



Employee Campus Climate Survey

El Camino College & Compton Center

Spring 2010

Workshop Outcomes

- ▶ Upon completion of this workshop, participants will:
 - Be able to describe aspects of the ECCCD & CCCD workforces,
 - Gain a general overview of employee opinions regarding campus climate,
 - Develop recommendations for future action, and
 - Use information for their own application.

Employee Campus Climate Survey

- Profile of Respondents
- Survey Results
- Employee Comments

Respondents – Employees

▶ Count = 569	▶ Count = 139
▶ Response Rate = 39%	▶ Response Rate = 39%
◦ Margin of Error = ±3.2	◦ Margin of Error = ±6.5

Torrance Campus Compton Center

Profile of Respondents – ECC

- ▶ Faculty (47%)
- ▶ Managers (10%)
- ▶ Staff (40%)
- ▶ Other (3%)
- ▶ Faculty (71%)
 - Includes part-time faculty as of 2008-09
- ▶ Managers (7%)
- ▶ Classified Staff (23%)

Respondents

Actual Workforce (est.)

Profile of Respondents – CEC

- ▶ Faculty (51%)
- ▶ Managers (12%)
- ▶ Staff (36%)
- ▶ Other (1%)
- ▶ Faculty (62%)
 - Includes part-time faculty as of 2008-09
- ▶ Managers (9%)
- ▶ Classified Staff (33%)

Respondents

Actual Workforce (est.)

College Mission – ECC

- ▶ Familiar with mission (88%)
- ▶ Quality, comprehensive educational programs and services (91%)
- ▶ Ensures educational success (82%)
- ▶ All members contribute (58%)
- ▶ All members share a common language (60%)
 - Up from 43% in 2006
 - *Over 94% thought both of these were important*

Most Agreement

Least Agreement

College Mission – CEC

- ▶ Familiar with mission (96%)
- ▶ CEC planning for the future (88%)
- ▶ Ensures educational success (86%)
- ▶ All members contribute (64%)
- ▶ All members share a common language (65%)
 - *Over 94% thought both of these were important*

Most Agreement

Least Agreement

Campus Climate – ECC

- ▶ ECC values diversity in workforce (89%)
- ▶ Climate is respectful of different beliefs or religions (88%)
- ▶ Employees take pride in their work (83%)
- ▶ Improvements made following evaluation process (54%)
- ▶ Managers lead by example (54%)
- ▶ Morale is high among employees (46%)

Most Agreement

Least Agreement

Campus Climate – CEC

- ▶ CEC values diversity in workforce (83%)
- ▶ Climate is respectful of different beliefs or religions (86%)
- ▶ Good effort to provide a safe campus (88%)
- ▶ Improvements made following evaluation process (56%)
- ▶ Managers lead by example (54%)
- ▶ Morale is high among employees (42%)

Most Agreement

Least Agreement

Communication – ECC

- ▶ Access to reliable information (80%)
- ▶ My input has translated into meaningful change (41%)
- ▶ Fac/staff treat each other w/ respect (81%)
- ▶ Majority can talk to management (50%)
- ▶ Reading pubs helps understanding (75%)
- ▶ Often feel left out (44% agree)

Most Agreement

Least Agreement

Communication – CEC

- ▶ Leadership encourages dialog (75%)
- ▶ My input translates into meaningful change (44%)
- ▶ Fac/staff treat each other w/ respect (72%)
- ▶ I understand how budget is funded (50%)
- ▶ CEC communicates openly w/employees (51%)
- ▶ Majority can talk to management (52%)
- ▶ Reading pubs helps understanding (71%)
- ▶ Often feel left out (53% agree)

Most Agreement

Least Agreement

Student Services – ECC

- ▶ ECC is a welcoming environment (87%)
- ▶ Needs of students are valued (76%)
- ▶ Services adequate (71%)
- ▶ ECC has done all it can to improve processes for students (52%)
- ▶ Services sufficient regardless of time of day (44%)
- ▶ Services better than 5 years ago (49%)

Most Agreement

Least Agreement

Student Services – CEC

- ▶ CEC is a welcoming environment (82%)
- ▶ Needs of students are valued (70%)
- ▶ Ethnic mix of workforce reflects student diversity (77%)
- ▶ CEC has done all it can to improve processes for students (51%)
- ▶ Services sufficient regardless of time of day (43%)
- ▶ Services at CEC are adequate (57%)

Most Agreement

Least Agreement

Survey Results

» Relations between Torrance campus and Compton Center

Partnership Good for Center

▶ 87% Agreement	▶ 75% Agreement
▶ 92% Important	▶ 99% Important

Torrance Campus Compton Center

Partnership Good for Torrance

- ▶ 52% Agreement
- ▶ 89% Important
- ▶ 86% Agreement
- ▶ 94% Important

Torrance Campus

Compton Center

Get Along with Colleagues

- ▶ 90% Agreement
- ▶ 90% Important
- ▶ 89% Agreement
- ▶ 91% Important

Torrance Campus

Compton Center

Treated Like an Equal

- ▶ 84% Agreement
- ▶ 93% Important
- ▶ 66% Agreement
- ▶ 95% Important

Torrance Campus

Compton Center

Future Plans

- ▶ Publication of complete summary of survey results (June 2010)
- ▶ Publication of analysis of comments (Summer 2010)
- ▶ Breakdown of results by subgroup, where applicable (Fall 2010)
- ▶ Presentation of results to constituent groups (Fall 2010)

Survey Results

» Employee Comments

Best Aspects of ECC Torrance

- ▶ Quality faculty & staff (27%)
- ▶ Students / Commitment to students (17%)
- ▶ Beautiful campus (14%) – Included many votes of appreciation for recent improvements
- ▶ Work environment / Collegiality (11%)

Best Aspects of the Center

- ▶ Community Feel – “Family atmosphere” and collegiality (18%)
- ▶ Quality Staff & Faculty (15%)
- ▶ Commitment to Students – Recognition of strong student-centered focus (12%)
- ▶ Students (separate from enrollment growth) (8%)

Suggestions for Change – ECC

- ▶ Greater Student Focus (31%)
- ▶ Better Communication (12%)
- ▶ Bring Efficiencies to Services / Processes (11%)
- ▶ Campus Improvements (10%)
- ▶ Food Services (9%)
- ▶ Relations with Management – Styles (8%)
- ▶ Greater Support for Part-Timers (6%)

Suggestions for Change – CEC

- ▶ Building /Infrastructure Improvements (26%)
- ▶ More Communication with Leadership (16%)
- ▶ Expand Student Opportunities (8%)
- ▶ Improve Relations Across Campus (8%)
- ▶ Encourage Change & Innovation (7%)
- ▶ Technological Improvements (6%)

Comment Themes – ECC

- ▶ Recognition (30%)
- ▶ Morale (11%)
- ▶ Professional Development / Training Opportunities (8%)

Comment Themes – CEC

- ▶ Morale (20%)
- ▶ Infrastructure (17%)
- ▶ Partnership (15%)

Flex Day Focus Groups

- ▶ Results presented on Flex Day
- ▶ Small groups formed to gather recommendations for next steps
- ▶ Recommendations are anonymous
- ▶ Additional focus group opportunities planned
- ▶ Recommendations will be published

Additional Information

Participating IR Staff:

Irene Graff
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Survey results will be posted soon at:
<http://www.elcamino.edu/administration/ir>
(click on "Surveys" at the left)