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
- Response Rate = 39%
  - Margin of Error = ±3.2

- Count = 139
- Response Rate = 39%
  - Margin of Error = ±6.5
### 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%)

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

Communication – CEC

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

- 87% Agreement
- 92% Important
- 75% Agreement
- 99% Important

Partnership Good for Center

Torrance Campus

Compton Center
Partnership Good for Torrance

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

Get Along with Colleagues

- 90% Agreement
- 90% Important
- 89% Agreement
- 91% Important
Treated Like an Equal

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

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  
Marci Myers  
Carolyn Pineda

Survey results will be posted soon at:  
http://www.elcamino.edu/administration/ir  
(click on “Surveys” at the left)