


2018 CAMPUS CLIMATE SURVEY

Exploring Perceived Areas for Improvement to Inform College Planning


Employees' Top 5 Areas for Improvement

1 
Work (18%)

El Camino College employees seek **higher compensation** for their work, as well as **opportunities for career advancement**.

SI-E: Institutional Effectiveness


Strengthen processes, programs, and services through the **effective & efficient use of** assessment, program, review, planning & **resource allocation**.

2 
Campus (17%)

El Camino College employees would like a **safer, cleaner, more accessible and ergonomic work space**, as well as a dedicated area on campus where **employees can congregate**.

SI-F: Modernization

Enhance infrastructures, services, and **resources related to facilities** and technologies to maintain a highly flexible learning and working environment.

3 
Communication/ Transparency (10%)

El Camino College employees believe there is a need for **better interdepartmental communication & leadership transparency** across departments and programs to keep employees informed about the College.

SI-C: Collaboration

Maintain an **effective process of collaboration & collegial consultation** with regard to planning, budgeting, implementation & evaluation of college programs and services.

4 
Professional Development (8%)


El Camino College employees seek professional growth through **increased professional development opportunities** for all part-time and full-time employees.

SI-A: Student Learning

Support student learning using a **variety of effective instructional methods, educational technologies, & college resources**.

SI-B: Student Success & Support

Strengthen the quality of educational & support services to close equity gaps & empower student learning, success, & self-advocacy.

5 
Campus Life & Culture (6%)

Employees desire a greater sense of value and belonging through **more events that recognize employees and encourage interactions between colleagues**

College Values: P.R.I.D.E.

People: We strive to **balance the needs of** our students, **employees**, & community.

Respect: We work in a **spirit of cooperation & collaboration**.

Diversity: We **recognize and appreciate** our similarities & differences.

Sources: Spring 2018 Student and Employee Campus Climate Survey; A more detailed report of the qualitative findings will be available upon request.