



# 2021 Employee Campus Climate Survey

## Work Environment and Job Satisfaction

### SURVEY BACKGROUND

**Source:** El Camino College 2021 Employee Campus Climate Survey

- **Administration:** Online, Spring 2021
- **Number of respondents:** 447 employees (35% response rate)
- **Respondents' distribution:** 49% faculty; 84% full-time employees; 36% employed at ECC between 6-15 years
- **Full report:** Will be released in Fall 2021 on the [ECC Institutional Research and Planning webpage](#).

### CULTURE OF WORK ENVIRONMENT

Faculty	Staff	Managers
71%	86%	88%

The College is a welcoming environment for faculty and staff.



Faculty	Staff	Managers
84%	80%	82%

Staff members respond efficiently and effectively to requests coming from other staff members.

Faculty	Staff	Managers
86%	80%	87%

Faculty and staff usually treat each other with respect when services are requested.



Faculty	Staff	Managers
54%	62%	84%

Overall, the needs of employees are addressed by the college.

Faculty	Staff	Managers
64%	54%	81%

Supervisors, managers and administrators lead by example.



Faculty	Staff	Managers
58%	65%	78%

Overall, the President, Vice Presidents, Deans and other leadership staff are genuinely concerned about my well-being.

Faculty	Staff	Managers
59%	75%	79%

Overall, the President, Deans, and other leadership staff treat employees fairly.



Faculty	Staff	Managers
61%	64%	70%

Administrators, faculty, and staff members communicate well among each other.

### JOB SATISFACTION IS HIGH BUT LOWER COMPARED TO 2018



	2018 Campus Climate Survey	2021 Campus Climate Survey
Overall, I am satisfied with my job at ECC.	90%	84%
I feel like I am part of ECC.	85%	82%
I feel valued as an individual at ECC.	78%	70%
I feel close to people at ECC.	85%	80%
I believe that employees at ECC respect one another.	81%	81%
I believe my current position meets my professional goals and aspirations.	81%	76%

"As a long time employee I have seen positive changes over the past 5 years in regards to students, but I still feel that the employees are given a pat on the head and no support sometimes in the performance of their jobs. I am fortunate that my Dean is receptive and open to dialogue and listens to both faculty and staff, but we are an exception. Employees talk to each other and we know that not everyone is heard or taken seriously on issues. I would like to see more progress in treating all staff fairly and listening to issues and not dismissing them."