



EL CAMINO COLLEGE

Division of Behavioral and Social Sciences

BSS DIVISION COUNCIL AGENDA

March 20, 2025

Membership:

Ali Ahmadpour (Art History)
Stacey Allen (Sociology)
Tanja Carter (Economics)
Mark Crossman (Communication Studies)
Renee Galbavy (Psychology)
Xocoyotzin Herrera (Ethnic Studies)
Felipe Leon (Philosophy)
Angela Mannen (Anthropology)
Cecelia Mataalii (Admin Ass't)
Michelle Moen (Childhood Education)
David Reed (Political Science)
Sandra Uribe (History)
Cecelia Mataallii (Staff)

Guests:

Dora Miranda (Counseling)
Julisa Celis (ASO)
Nicolas Tomsio (ASO)

AGENDA

I) Review and Discuss the Employee Engagement Survey

Chris explained that the survey focused on employee experience, as opposed to campus climate, which looks at larger issues and students. This survey focuses on employees, managers and executive leadership. The results were broken out by individual managers so they could be discussed with direct reports and have a conversation about how to improve conditions in the division.

When discussing the results, keep in mind that only 37 out of about 185 employees responded. Also, conditions in the College and outside the College impact the employee experience as well. The results may not be exactly accurate, but they give a general sense.

The office is currently understaffed, which is especially difficult given the very large size of the division. The committee reviewed the size of the division and the distribution of work. The Associate

Dean has been on leave for almost 8 months and the Administrative Clerk position is vacant and BSS was not given the go ahead to fill it this Spring.

Fall 2024 BSS Statistics – BSS is a very large division, overseeing about 25% of sections and over 30% of enrollments, yet currently has only 3 people while it is also building the annualized schedule. The BSS office appreciates your patience as we work through this challenging time.

In BSS this Spring, three people are overseeing:

- 543 sections (25% of ECC sections)
- 19,590 enrollments (31% of ECC)
- 1,921 FTES (25% of ECC)
- 109 FTEF (21% of ECC)

The Committee reviewed the survey results. Faculty shared the following information and ideas:

- Faculty are being inundated with changes and challenges that are impacting their employee experience. Some of these are broader changes in education and society that are making their job more difficult, like artificial intelligence, COVID, a lack of critical thinking, a lack of commitment to education, fraud, etc. And, some of the problems are created locally, like constantly and poorly implemented new procedures.
- Faculty no longer feel their job is the best profession.
- They are especially struggling with artificial intelligence and fraud. They find the Gen Z outlook challenging and there is a general loss of enthusiasm for learning.
- Faculty stressed that the problems are not management at the division level. The problems are coming from the broader college and society.
- The ongoing and swiftly implemented changes on campus are also making their jobs more difficult. They spend more time on things that are not related to education. They ask that the college stop changing so many things all at once and that they be implemented more strategically and carefully. There are constantly new platforms implemented without enough planning or forethought and a lack of consultation with end users.
- The college, students, and education in general are still recovering from the pandemic.
- Faculty feel that upper management is not concerned with morale on campus and there has not been continuity of leadership. Also, there is a lack of direction coming from above.
- Faculty have been saying for some time that the hybrid classes show up in a very confusing way in the searchable schedule. Hybrid classes need to be more clearly explained to students. Students often don't understand that they must attend class in-person.
- Faculty do not feel seen, heard and appreciated on campus.
- On Canvas they are bombarded with new technology.

Behavioral and Social Sciences

(185 Faculty, 13 Departments, Anthropology Museum, Forensics Team, Child Dev't MOUs, grants, contracts)

Fall 2024 – 543 sections (25% of ECC sections), 19,590 enrollments (31% of ECC), 1,921 FTES (25% of ECC), 109 FTEF (21% of ECC)

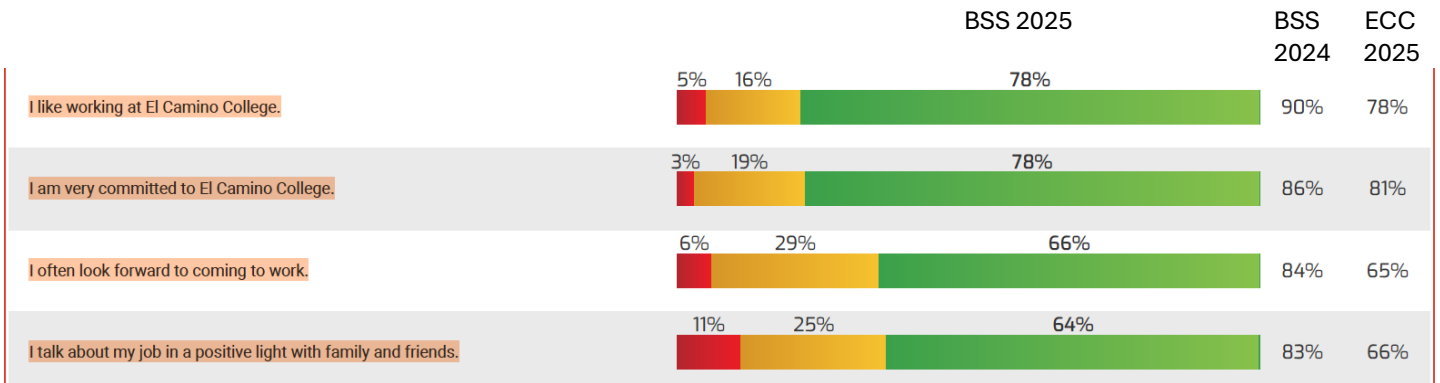
Fall 2024 without AHIS & COMS: 151 Faculty, 432 sections (20%), 16,151 enrollments (26%), 1,581 FTES (16.5%), FTEF (20%)

Admin Ass't II (Cecelia Mataalii)	Admin Clerk (vacant)	Clerical Ass't (Ana Celis)
- Scheduling (requests, offers, build sections, coordinate with programs, such as FYE, dual enrollment, etc., updates and adjustments). "Room Book"/25Live - Faculty contract development, distribution and collection - Dean's Schedule - Colleague (courses and contracts) - Faculty and staff hiring - Student worker hiring, training, and supervision. - Office management- train staff, organize and manage day-to-day operations - Answer complex faculty questions re: contract, scheduling, and campus procedures.	- Budget tracking - Purchasing - Board Docs - Personal Service Agreements - Time sheets/absence reports - Conferences/Travel - Study Abroad - Faculty evaluations (develop timeline, notify faculty, track and prompt faculty) - Dean's Schedule - Assist with scheduling and course adjustments in absence of Admin Assist I - Professional development hours tracking and reminders (Cornerstone) - Adjunct payments for professional development and SLOs; and FT faculty special assignment - Timekeeper 25Live - Tracking and reminders re: faculty reporting (No Show, Active Enrollment, Grades) - Meeting Minutes - Keys - Forensics (travel Formstacks, Board docs, PSAs, requisitions, food orders, on campus tournament, etc.) - Faculty rehire list	Ongoing Tasks - Front Desk/Phone - Grade change petitions - Website updates - Bulletin boards, classroom and mailroom maintenance - Stock supplies - Work orders - Adjunct office hours reporting - Prerequisite clearances and course equivalencies - Dean's schedule - Newsletter - Student complaints - Faculty schedules and office hours - Book orders - Collect and organize syllabi - Collect and post office hours - Academic awards 25Live

Dean (Christina Gold)	Associate Dean (on leave)
- Student complaints about faculty and each other - Non-academic dishonesty student discipline - FT faculty evaluations and non-RPL part-time evaluations - Scheduling - Enrollment tracking - Faculty and staff hiring - FT faculty prioritization - All purchasing, budgeting and division plans - Study Abroad - Anthro Museum - CDEV oversight – MOUs, grants, other contracts - Chair Division Council, PD Day, Load, Conference and Dept. meetings - College committees as assigned	- Petitions: grade change and course substitutions - Academic dishonesty Maxients - Campus-wide manager, division and department meetings - Approve/deny dual enrollment forms - Formstack approvals – keys, health reimbursement, OH, SLO payments. - Curriculum support to faculty - BSS program and department webpage recommendations and updates - Evaluations of faculty with rehire rights - Forensics Administration – track budgeting and point of contact - Oversee program review process and SLOs - Non-credit HDEV and CDEV - Shadow Dean with scheduling - Professional Development tracking and approval Future - COMS scheduling, Annual planning, Evolve, Assist with Study Abroad

BSS Employee Engagement Survey Results Conversation

1. Employee Engagement (p. 3)

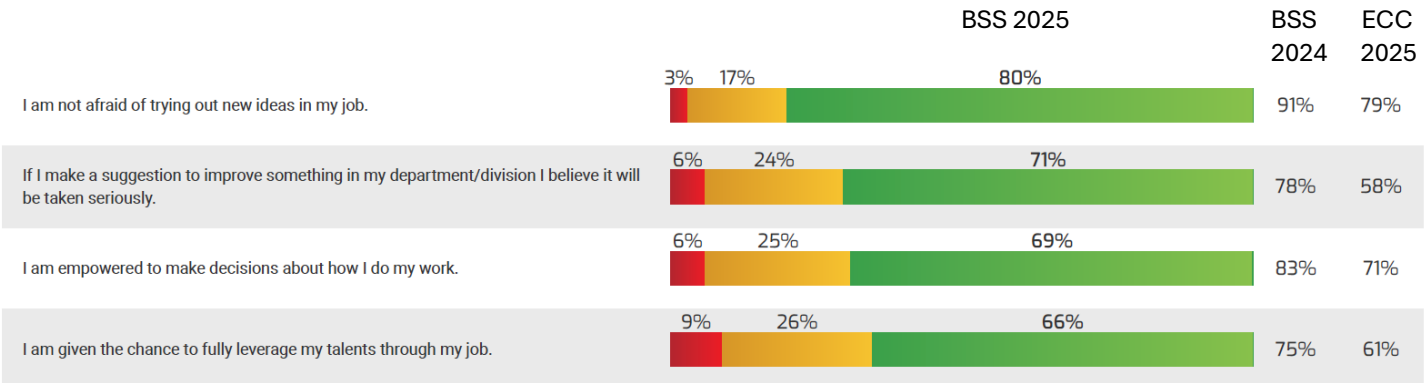


- Tell me about these results. What do you think accounts for the change?

- In the division, what is working?

- In the division what can I/we do differently?

2. Employee Empowerment (p. 9)



- Tell me about these results. What do you think accounts for the change?

- In the division, what is working?

- In the division what can I/we do differently?

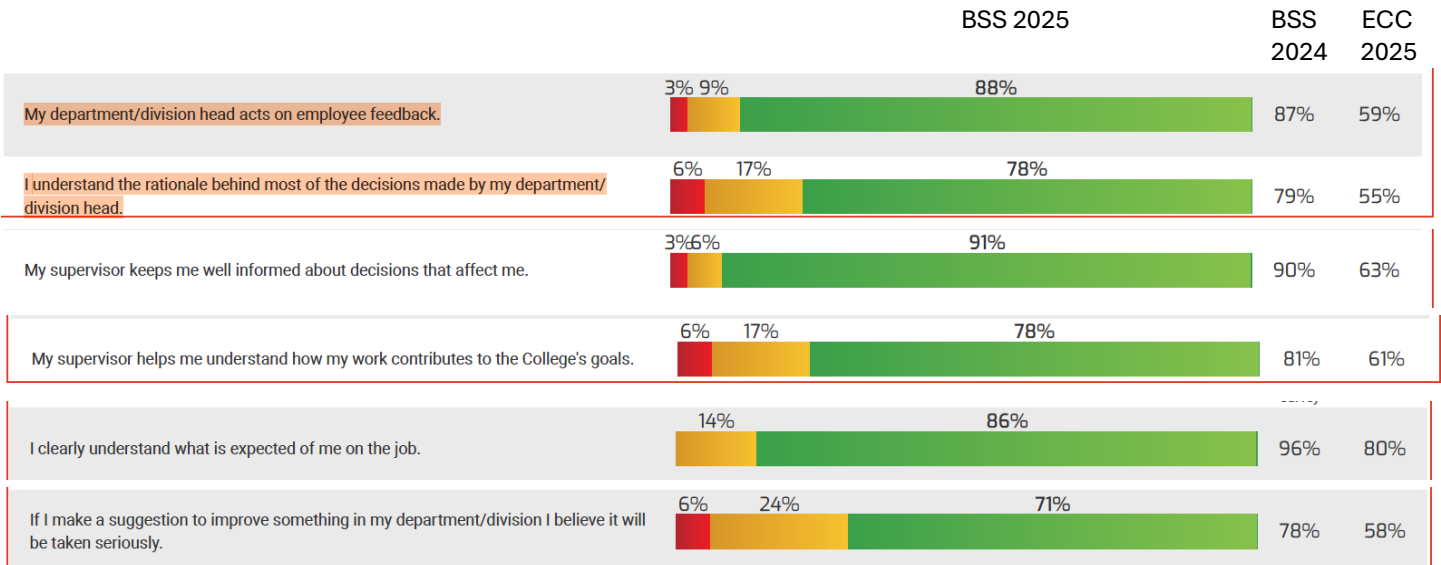
3. Recognition and Appreciation (pp. 8 & 10)

		BSS 2025	BSS 2024	ECC 2025
RECOGNITION			Previous Survey	Organization
My department/division shows appreciation for the work I do.		5% 16% 78%	79%	61%
	Bottom Box	Middle Box		
		Top Box		
My supervisor shows appreciation for the work I do.		3% 14% 83%	82%	66%
RECOGNITION			Previous Survey	Organization
I see others receive recognition when they deserve it.		6% 44% 50%	71%	47%
I receive recognition when I exceed expectations.		19% 34% 47%	47%	44%

- What do you think faculty would like to be recognized for?
- How would they like to receive recognition across the college and in the division?

4. Communication/Information Sharing/Collaboration (pp. 5, 7 & 8)

- Feeling informed, heard and responded to



What would you like to know, that you aren't being told?

What is the best way to share information with you?

When you or a colleague has a good idea, what is the best venue to share it?

What would help you feel heard and that the idea was seriously considered?

Department Full Engagement Scorecard

El Camino College

Behavioral & Social Sciences

Current period:

Sep 3, 2024 - Sep 21, 2024

of employees:

116

of responses:

37

Response rate:

32%

Actual employees: 185 faculty, 3 staff, 2 managers

Previous period:

Feb 10, 2022 - Mar 11, 2022

Behavioral & Social Sciences Results

El Camino College
Open Date: Sep 3, 2024
Close Date: Sep 21, 2024

of employees: 116
of responses: 37
Response Rate: 32%



BSS previous 2022 survey results (up or down compared to 2025)
ECC 2025 Organization

ENGAGEMENT RESULTS

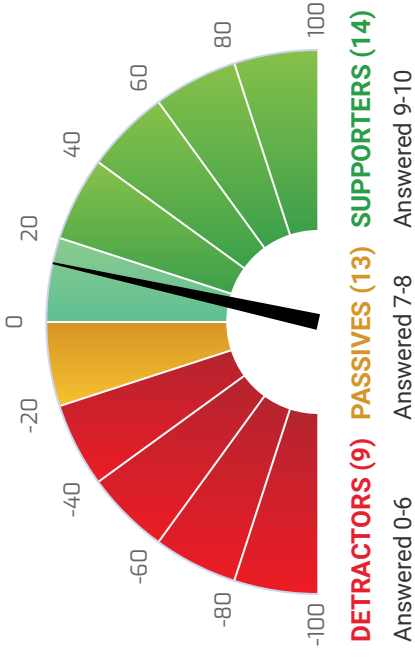


EMPLOYEE EXPERIENCE QUESTION

How likely would you be to recommend El Camino College to a qualified friend or a family member as a great place to work?

EMPLOYEE EXPERIENCE BREAKDOWN

(% of Supporters - % of Detractors)



EMPLOYEE EXPERIENCE SCORE

13.9

PREVIOUS SCORE

43.1

ORGANIZATION SCORE

7.4

Employee Experience Score

= % Supporters - % Detractors

DRIVER SCORES



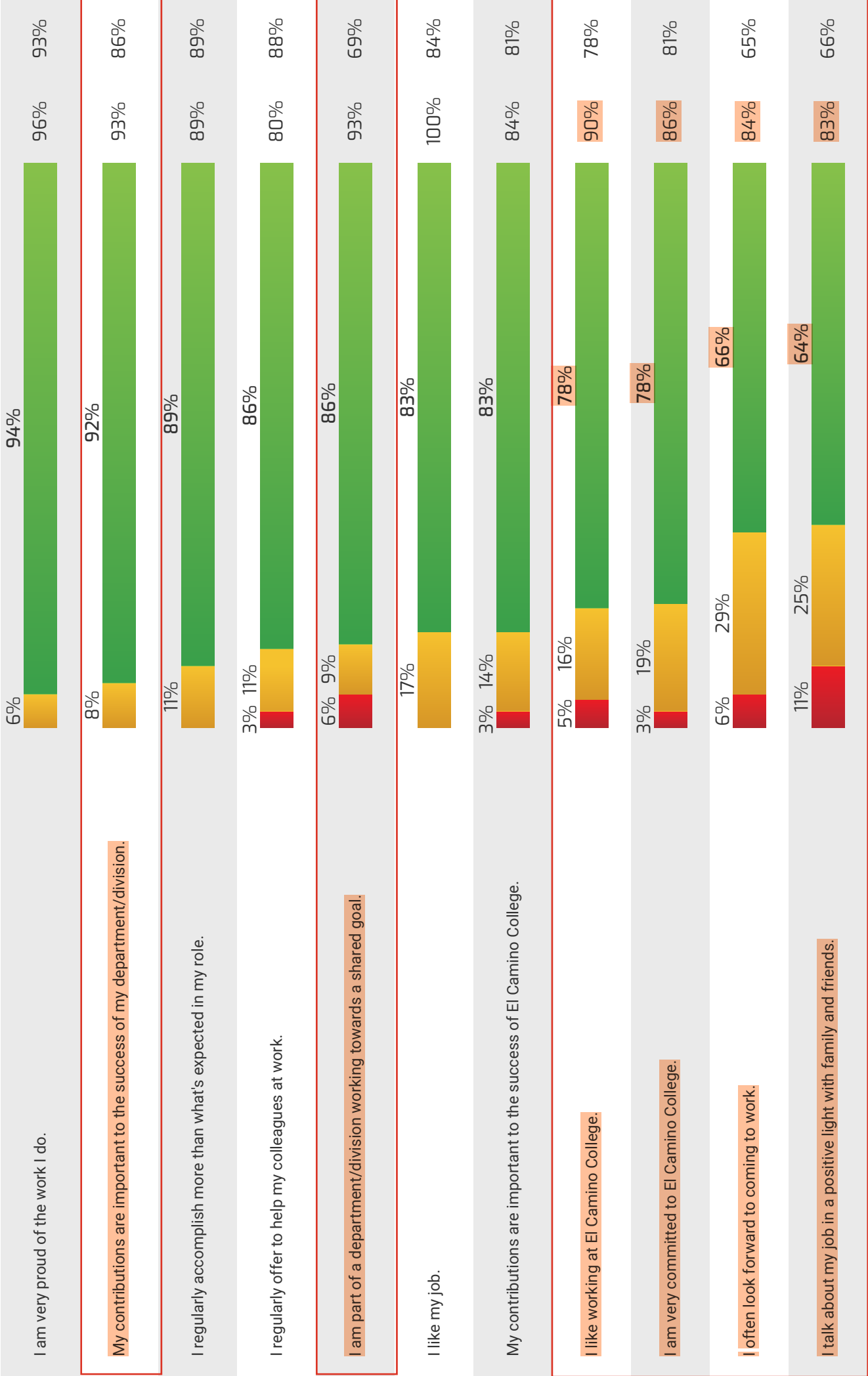
* Driver-level trending is not available for a Driver due to the addition of new question(s). See Driver Breakdown for question results.

< 40% Low Performing 40% - 59% Average Performing ≥ 60% High Performing

ENGAGEMENT MEASURE QUESTIONS

Previous Survey

Organization



Bottom Box

Middle Box

Top Box

TAKING ACTION QUESTIONS

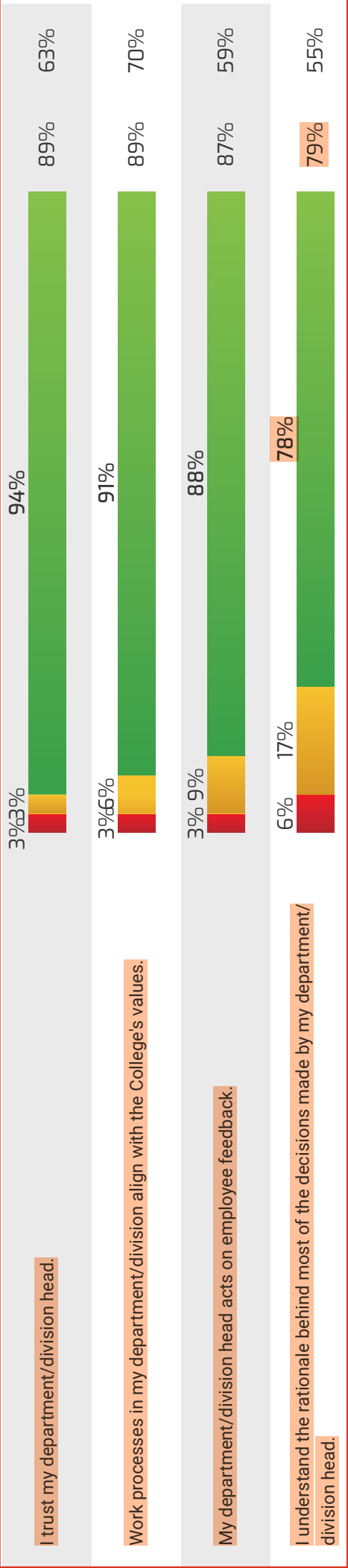


TRENDING QUESTIONS

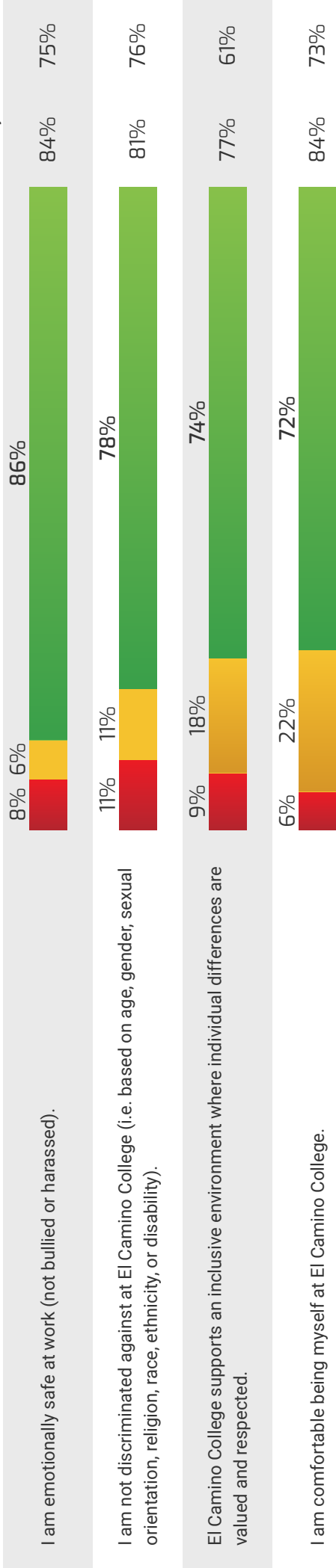


ORGANIZATION DRIVER QUESTIONS

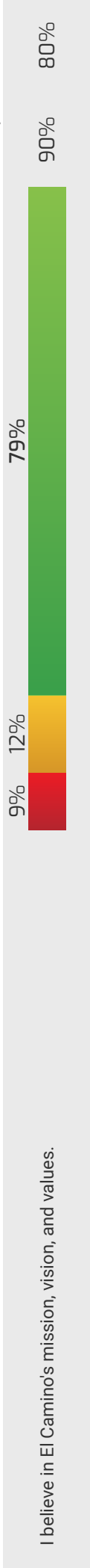
DEPARTMENT LEADERSHIP



INCLUSION



COMPANY POTENTIAL

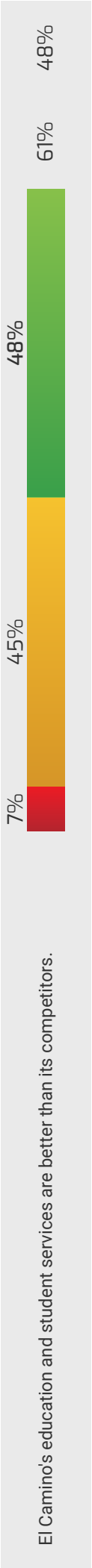
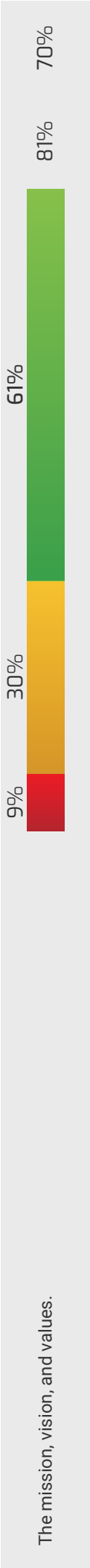
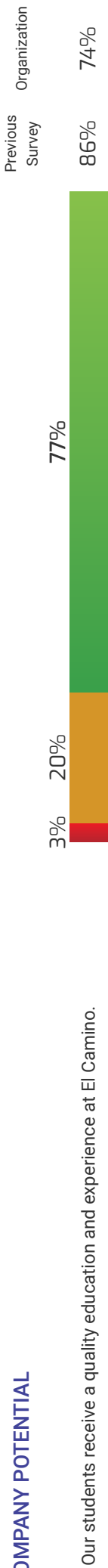


Bottom Box

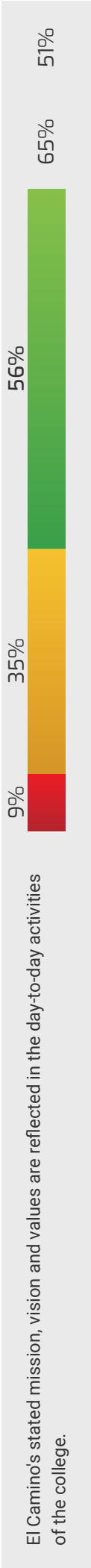
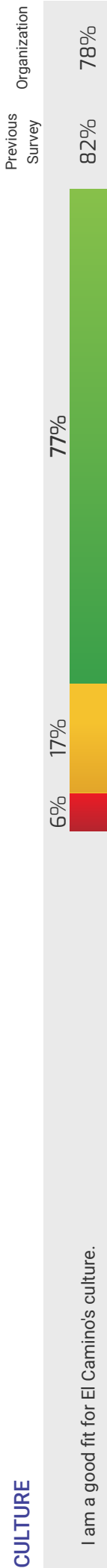
Middle Box

Top Box

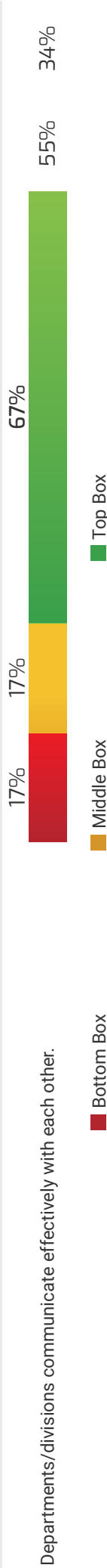
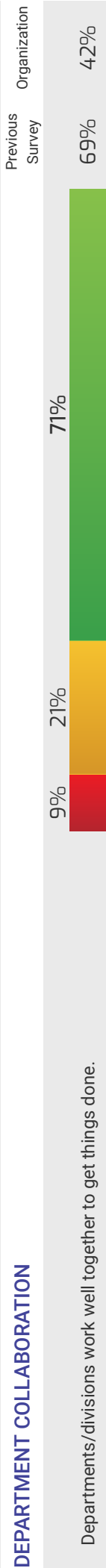
COMPANY POTENTIAL



CULTURE



DEPARTMENT COLLABORATION



Behavioral & Social Sciences Results

El Camino College

Open Date: Sep 3, 2024

Close Date: Sep 21, 2024

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DEPARTMENT COLLABORATION

El Camino College has a collaborative work environment.



EXECUTIVE LEADERSHIP

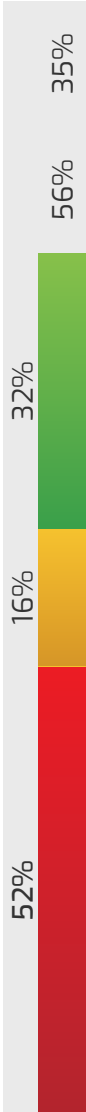
I trust the members of the executive leadership team.



The executive leadership team models El Camino's values.



The executive leadership team speaks to the mission, vision, and values in a way that is inspiring.



The executive leadership team acts on employee feedback.



I understand the rationale behind most of the business decisions made by the members of the executive leadership team.



Bottom Box

Middle Box

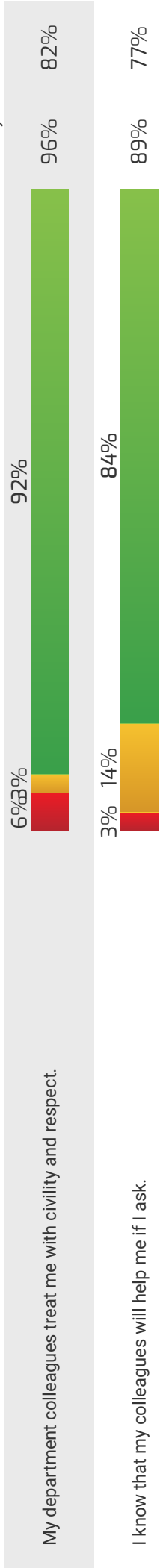
Top Box

JOB DRIVER QUESTIONS

MANAGER RELATIONSHIPS

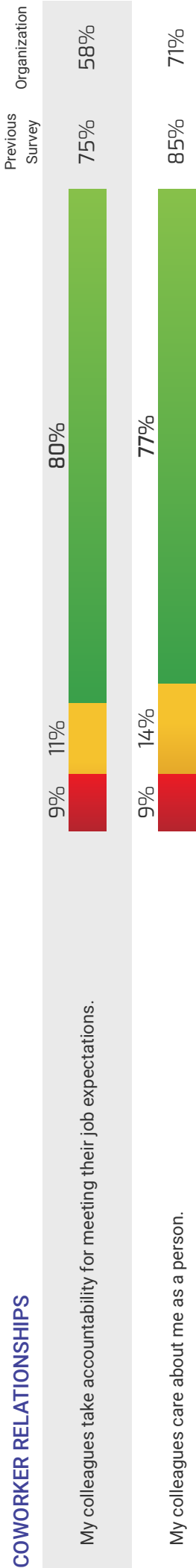


COWORKER RELATIONSHIPS

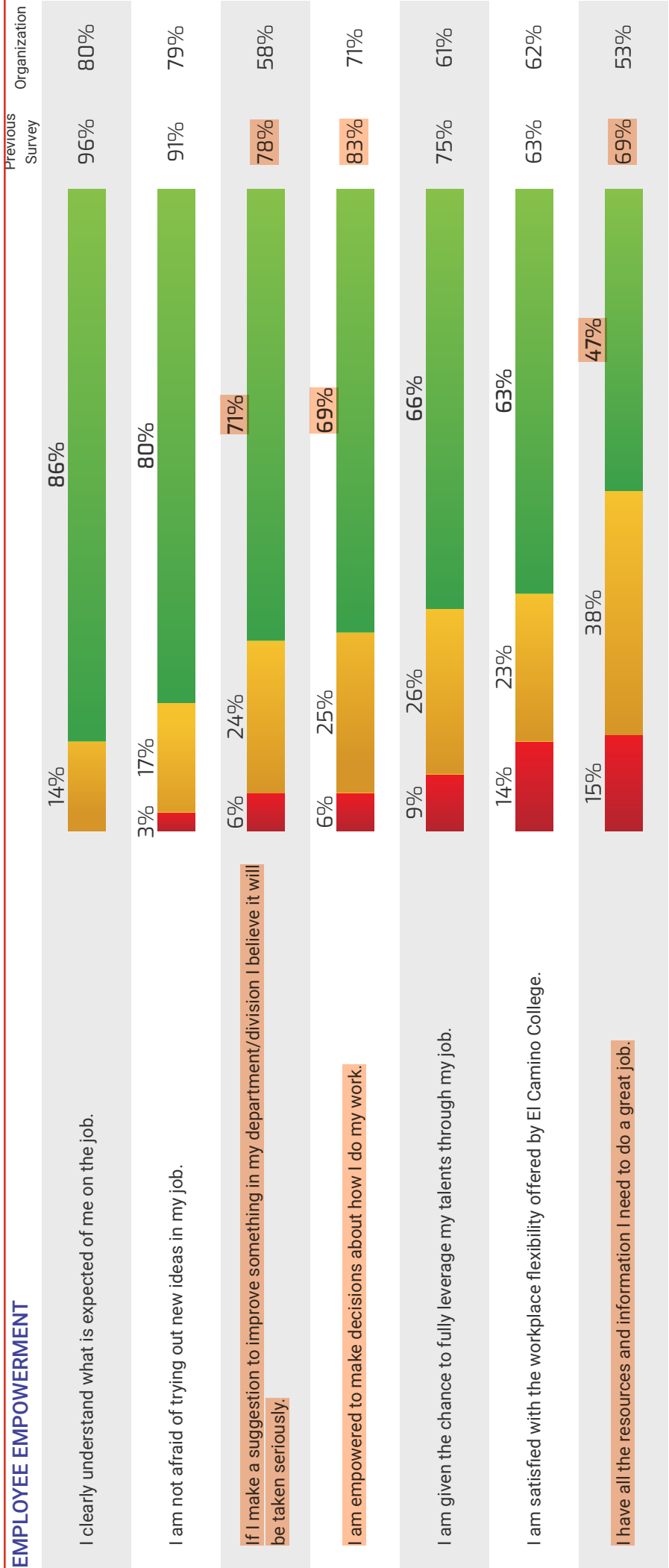


Bottom Box Middle Box Top Box

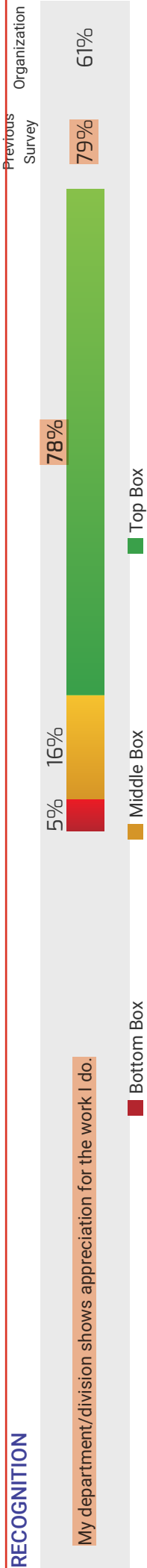
COWORKER RELATIONSHIPS



EMPLOYEE EMPOWERMENT



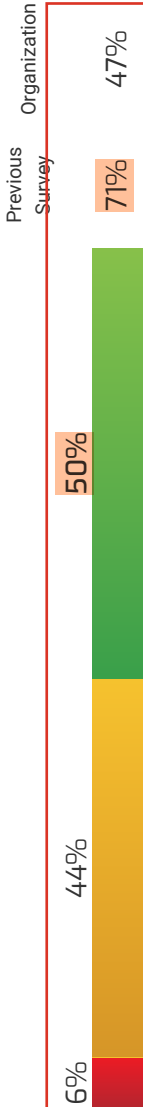
RECOGNITION



Bottom Box Middle Box Top Box

RECOGNITION

I see others receive recognition when they deserve it.

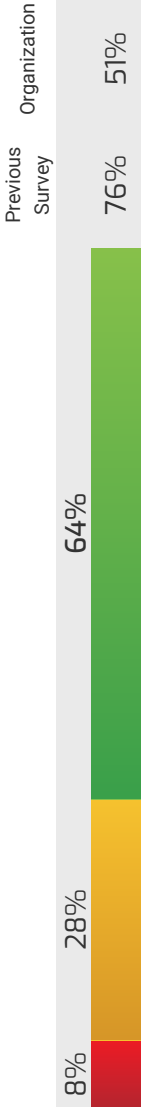


I receive recognition when I exceed expectations.



CAREER ADVANCEMENT & DEVELOPMENT

El Camino College offers adequate opportunities for me to learn new skills.



In the last year, the training and skills development I've received has helped me do my job better.



Support is available if I choose to pursue career advancement opportunities.



I can advance my career at El Camino College.



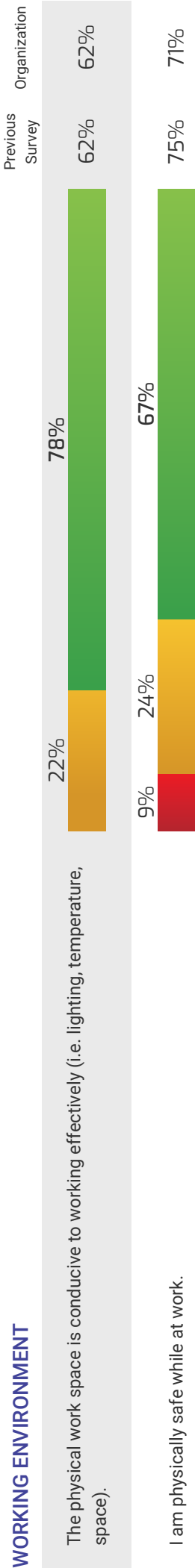
Bottom Box

Middle Box

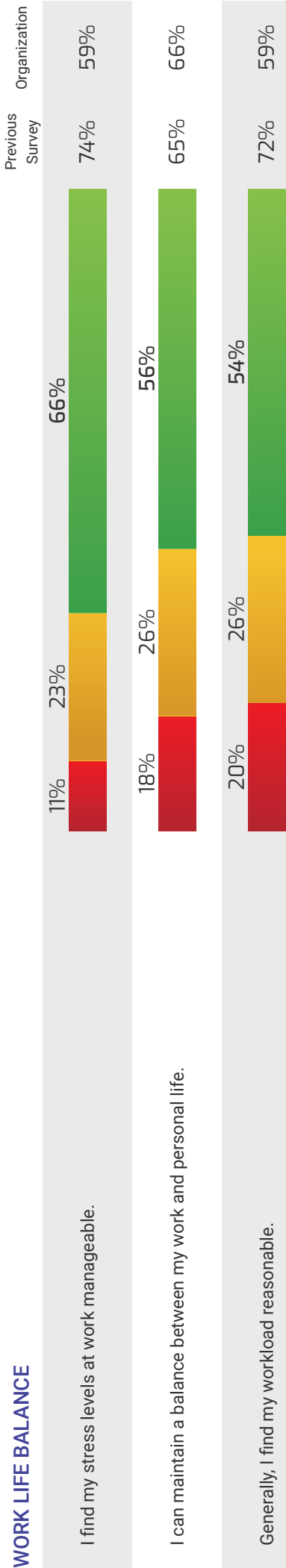
Top Box

RETENTION DRIVER QUESTIONS

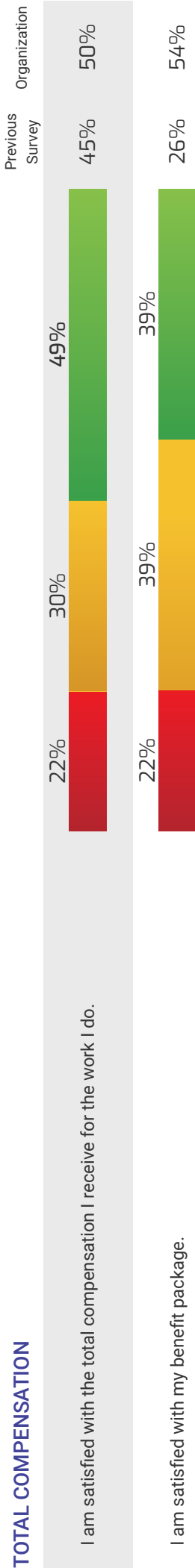
WORKING ENVIRONMENT



WORK LIFE BALANCE



TOTAL COMPENSATION



Interpreting the Results

Engagement Calculation

Each survey respondent is classified into one of four engagement levels based on their average response to the engagement measure questions.

The classification is as follows:

Average response to the engagement measure questions is **greater than 5 = Engaged**

Average response to the engagement measure questions is **greater than 4.5 but less than or equal to 5 = Almost Engaged**

Average response to the engagement measure questions is **greater than 4 but less than or equal to 4.5 = Indifferent**

Average response to the engagement measure questions is **less than or equal to 4 = Disengaged**

The percentage of respondents in each engagement level type is then included within the reports.

Question and Calculations

McLean & Company uses a 1 to 6-point agreement scale for data collection, with the additional option to respond not applicable (N/A) when participants deem that the question does not apply to them. Respondents are asked to indicate the extent to which they agree with each statement by choosing a whole number between 1 and 6 on the scale. The question results are displayed as bottom, middle, and top box results, which correspond to the percentage of respondents who selected 1 or 2, 3 or 4, and 5 or 6, respectively. Not applicable (N/A) responses are not included in any results calculations.

The top box scores for each are calculated by averaging the top box results for all survey questions assigned to that .

