

Campus Climate Employee Survey

N = 22

Classified Staff

Spring 2018

Compton College is a welcoming environment.

Response	Frequency	Percent	Mean: 2.48
Strongly Agree	3	14.29	
Agree	7	33.33	
Disagree	8	38.10	
Strongly Disagree	3	14.29	
N/A	1		

Compton College supports the diversity of its students and campus community.

Response	Frequency	Percent	Mean: 2.55
Strongly Agree	3	13.64	
Agree	9	40.91	
Disagree	7	31.82	
Strongly Disagree	3	13.64	
N/A	0		

Compton College programs support the pursuit of academic and professional excellence.

Response	Frequency	Percent	Mean: 2.43
Strongly Agree	2	9.09	
Agree	9	40.91	
Disagree	6	27.27	
Strongly Disagree	4	18.18	
N/A	0		
Invalid	1	4.55	

I understand my role in helping Compton College achieve its mission.

Response	Frequency	Percent	Mean: 3.27
Strongly Agree	10	45.45	
Agree	8	36.36	
Disagree	4	18.18	
Strongly Disagree	0	0.00	
N/A	0		

Compton College is a welcoming environment for faculty and staff.

Response	Frequency	Percent	Mean: 2.05
Strongly Agree	0	0.00	
Agree	6	27.27	
Disagree	11	50.00	
Strongly Disagree	5	22.73	
N/A	0		

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

Response	Frequency	Percent	Mean: 2.35
Strongly Agree	0	0.00	
Agree	10	50.00	
Disagree	7	35.00	
Strongly Disagree	3	15.00	
N/A	2		

Supervisors, managers, and administrators lead by example.

Response	Frequency	Percent	Mean: 1.67
Strongly Agree	0	0.00	
Agree	4	19.05	
Disagree	6	28.57	
Strongly Disagree	11	52.38	
N/A	1		

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

Response	Frequency	Percent	Mean: 1.86
Strongly Agree	0	0.00	
Agree	6	27.27	
Disagree	7	31.82	
Strongly Disagree	9	40.91	
N/A	0		

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

Response	Frequency	Percent	Mean: 1.71
Strongly Agree	0	0.00	
Agree	4	19.05	
Disagree	7	33.33	
Strongly Disagree	10	47.62	
N/A	1		

I believe Compton College is working towards an environmentally sustainable campus.

Response	Frequency	Percent	Mean: 2.10
Strongly Agree	1	5.00	
Agree	5	25.00	
Disagree	9	45.00	
Strongly Disagree	5	25.00	
N/A	2		

I feel safe when I am on campus during the daytime.

Response	Frequency	Percent	Mean: 2.95
Strongly Agree	5	22.73	
Agree	13	59.09	
Disagree	2	9.09	
Strongly Disagree	2	9.09	
N/A	0		

I have opportunities to participate in department planning and evaluation of programs and services.

Response	Frequency	Percent	Mean: 2.67
Strongly Agree	3	14.29	
Agree	10	47.62	
Disagree	6	28.57	
Strongly Disagree	2	9.52	
N/A	1		

I take pride in working for Compton College.

Response	Frequency	Percent	Mean: 3.29
Strongly Agree	7	33.33	
Agree	13	61.90	
Disagree	1	4.76	
Strongly Disagree	0	0.00	
N/A	1		

Compton's campus is clean and well maintained.

Response	Frequency	Percent	Mean: 1.62
Strongly Agree	0	0.00	
Agree	4	19.05	
Disagree	5	23.81	
Strongly Disagree	12	57.14	
N/A	1		

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

Response	Frequency	Percent	Mean: 1.50
Strongly Agree	0	0.00	
Agree	2	10.00	
Disagree	6	30.00	
Strongly Disagree	12	60.00	
N/A	2		

I feel safe when I am on campus after dark.

Response	Frequency	Percent	Mean: 2.67
Strongly Agree	0	0.00	
Agree	13	72.22	
Disagree	4	22.22	
Strongly Disagree	1	5.56	
N/A	4		

My input has translated into meaningful changes in policy, practices, or other administrative changes.

Response	Frequency	Percent	Mean: 2.05
Strongly Agree	0	0.00	
Agree	6	30.00	
Disagree	8	40.00	
Strongly Disagree	5	25.00	
N/A	2		
Invalid	1	5.00	

Teamwork is part of the Compton College climate.

Response	Frequency	Percent	Mean: 2.14
Strongly Agree	2	9.09	
Agree	5	22.73	
Disagree	9	40.91	
Strongly Disagree	6	27.27	
N/A	0		

Employees at Compton are given meaningful feedback concerning their performance.

Response	Frequency	Percent	Mean: 2.15
Strongly Agree	0	0.00	
Agree	8	40.00	
Disagree	7	35.00	
Strongly Disagree	5	25.00	
N/A	2		

I am familiar with Compton College's programs and services used to support student achievement and student learning.

Response	Frequency	Percent	Mean: 3.09
Strongly Agree	6	27.27	
Agree	13	59.09	
Disagree	2	9.09	
Strongly Disagree	1	4.55	
N/A	0		

Students of different races/ethnicities.

Response	Frequency	Percent	Mean: 3.45
Strongly Agree	10	45.45	
Agree	12	54.55	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

Students with disabilities.

Response	Frequency	Percent	Mean: 3.18
Strongly Agree	7	31.82	
Agree	12	54.55	
Disagree	3	13.64	
Strongly Disagree	0	0.00	
N/A	0		

Students with different religious affiliations.

Response	Frequency	Percent	Mean: 3.41
Strongly Agree	10	45.45	
Agree	11	50.00	
Disagree	1	4.55	
Strongly Disagree	0	0.00	
N/A	0		

I have access to the training that can help me improve my job skills.

Response	Frequency	Percent	Mean: 2.23
Strongly Agree	1	4.55	
Agree	10	45.45	
Disagree	4	18.18	
Strongly Disagree	7	31.82	
N/A	0		

I know where to direct students to get their questions answered.

Response	Frequency	Percent	Mean: 3.27
Strongly Agree	10	45.45	
Agree	8	36.36	
Disagree	4	18.18	
Strongly Disagree	0	0.00	
N/A	0		

Students of different genders and gender identities.

Response	Frequency	Percent	Mean: 3.32
Strongly Agree	10	45.45	
Agree	9	40.91	
Disagree	3	13.64	
Strongly Disagree	0	0.00	
N/A	0		

Students from different economic backgrounds.

Response	Frequency	Percent	Mean: 3.45
Strongly Agree	10	45.45	
Agree	12	54.55	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

Students with different political affiliations.

Response	Frequency	Percent	Mean: 3.36
Strongly Agree	10	45.45	
Agree	10	45.45	
Disagree	2	9.09	
Strongly Disagree	0	0.00	
N/A	0		

Students with different sexual orientations.

Response	Frequency	Percent	Mean: 3.36
Strongly Agree	10	45.45	
Agree	10	45.45	
Disagree	2	9.09	
Strongly Disagree	0	0.00	
N/A	0		

Overall, I am satisfied with my job at Compton College.

Response	Frequency	Percent	Mean: 2.63
Strongly Agree	2	10.53	
Agree	10	52.63	
Disagree	5	26.32	
Strongly Disagree	2	10.53	
N/A	3		

I am satisfied with my campus experience regarding diversity at this college.

Response	Frequency	Percent	Mean: 2.71
Strongly Agree	2	9.52	
Agree	12	57.14	
Disagree	6	28.57	
Strongly Disagree	1	4.76	
N/A	1		

I feel that I can talk to management about my concerns.

Response	Frequency	Percent	Mean: 2.20
Strongly Agree	0	0.00	
Agree	8	40.00	
Disagree	8	40.00	
Strongly Disagree	4	20.00	
N/A	2		

Compton College disseminates information relevant to me in a timely manner.

Response	Frequency	Percent	Mean: 2.10
Strongly Agree	0	0.00	
Agree	6	28.57	
Disagree	11	52.38	
Strongly Disagree	4	19.05	
N/A	1		

I have witnessed or heard about instances of discrimination or harassment on campus.

Response	Frequency	Percent	Mean: 3.12
Strongly Agree	5	29.41	
Agree	9	52.94	
Disagree	3	17.65	
Strongly Disagree	0	0.00	
N/A	5		

I believe my current position meets my professional goals and aspirations.

Response	Frequency	Percent	Mean: 2.33
Strongly Agree	1	4.76	
Agree	8	38.10	
Disagree	9	42.86	
Strongly Disagree	3	14.29	
N/A	1		

I am aware of specific improvements made to particular programs or services following an evaluation process.

Response	Frequency	Percent	Mean: 2.10
Strongly Agree	0	0.00	
Agree	5	25.00	
Disagree	12	60.00	
Strongly Disagree	3	15.00	
N/A	2		

Compton College communicates openly with employees at all levels.

Response	Frequency	Percent	Mean: 1.80
Strongly Agree	0	0.00	
Agree	4	20.00	
Disagree	8	40.00	
Strongly Disagree	8	40.00	
N/A	2		

I read College publications and webpages to help me understand the campus and its concerns.

Response	Frequency	Percent	Mean: 3.14
Strongly Agree	4	19.05	
Agree	16	76.19	
Disagree	1	4.76	
Strongly Disagree	0	0.00	
N/A	1		

If you indicated "Agree" or "Strongly Agree" to the statement about publications and webpages, which publication(s) have you read at least a few times? (Select all that apply.)

Response	Frequency	Percent	Mean: -
Message from the President	21	95.45	
ECC/Compton In the News	16	72.73	
Other news items press releases or media coverage emailed to employees	13	59.09	
Union newspaper student paper	3	13.64	
Compton Colleges Facebook page	9	40.91	
Other webpages please specify	1	4.55	
Other social media platforms e.g. Instagram Twitter etc.	3	13.64	
Invalid	1	4.55	

I believe change and innovation is occurring on campus.

Response	Frequency	Percent	Mean: 2.57
Strongly Agree	1	4.76	
Agree	12	57.14	
Disagree	6	28.57	
Strongly Disagree	2	9.52	
N/A	1		

I am concerned about how Compton College's transition from a partnership with El Camino College will affect the campus in general.

Response	Frequency	Percent	Mean: 3.58
Strongly Agree	13	65.00	
Agree	4	20.00	
Disagree	2	10.00	
Strongly Disagree	0	0.00	
N/A	2		
Invalid	1	5.00	

Compton College is effectively planning for the future.

Response	Frequency	Percent	Mean: 2.45
Strongly Agree	1	5.00	
Agree	10	50.00	
Disagree	6	30.00	
Strongly Disagree	3	15.00	
N/A	2		

Senior management effectively addresses the challenges facing Compton College.

Response	Frequency	Percent	Mean: 2.00
Strongly Agree	0	0.00	
Agree	5	26.32	
Disagree	9	47.37	
Strongly Disagree	5	26.32	
N/A	3		

Compton College is a welcoming environment for students.

Response	Frequency	Percent	Mean: 2.64
Strongly Agree	3	13.64	
Agree	9	40.91	
Disagree	9	40.91	
Strongly Disagree	1	4.55	
N/A	0		

Compton College is improving processes for students.

Response	Frequency	Percent	Mean: 2.71
Strongly Agree	2	9.52	
Agree	12	57.14	
Disagree	6	28.57	
Strongly Disagree	1	4.76	
N/A	1		

Students of different genders and gender identities.

Response	Frequency	Percent	Mean: 2.91
Strongly Agree	5	22.73	
Agree	11	50.00	
Disagree	5	22.73	
Strongly Disagree	1	4.55	
N/A	0		

Students from different economic backgrounds.

Response	Frequency	Percent	Mean: 3.05
Strongly Agree	6	27.27	
Agree	11	50.00	
Disagree	3	13.64	
Strongly Disagree	1	4.55	
N/A	0		
Invalid	1	4.55	

Students with different political affiliations.

Response	Frequency	Percent	Mean: 2.95
Strongly Agree	6	28.57	
Agree	9	42.86	
Disagree	5	23.81	
Strongly Disagree	1	4.76	
N/A	1		

I believe Compton College is trying hard to make sure that all employees are treated fairly.

Response	Frequency	Percent	Mean: 1.76
Strongly Agree	0	0.00	
Agree	4	19.05	
Disagree	8	38.10	
Strongly Disagree	9	42.86	
N/A	1		

Students of different races/ethnicities.

Response	Frequency	Percent	Mean: 2.95
Strongly Agree	5	22.73	
Agree	12	54.55	
Disagree	4	18.18	
Strongly Disagree	1	4.55	
N/A	0		

Students with disabilities.

Response	Frequency	Percent	Mean: 2.82
Strongly Agree	4	18.18	
Agree	12	54.55	
Disagree	4	18.18	
Strongly Disagree	2	9.09	
N/A	0		

Students with different religious affiliations.

Response	Frequency	Percent	Mean: 3.00
Strongly Agree	6	28.57	
Agree	10	47.62	
Disagree	4	19.05	
Strongly Disagree	1	4.76	
N/A	1		

Students with different sexual orientations.

Response	Frequency	Percent	Mean: 2.95
Strongly Agree	6	27.27	
Agree	10	45.45	
Disagree	5	22.73	
Strongly Disagree	1	4.55	
N/A	0		

I feel valued as an individual at Compton College.

Response	Frequency	Percent	Mean: 2.05
Strongly Agree	0	0.00	
Agree	6	27.27	
Disagree	11	50.00	
Strongly Disagree	5	22.73	
N/A	0		

I feel close to people at Compton College.

Response	Frequency	Percent	Mean: 2.71
Strongly Agree	2	9.09	
Agree	13	59.09	
Disagree	4	18.18	
Strongly Disagree	2	9.09	
N/A	0		
Invalid	1	4.55	

I am happy to be an employee at Compton College.

Response	Frequency	Percent	Mean: 2.79
Strongly Agree	4	21.05	
Agree	9	47.37	
Disagree	4	21.05	
Strongly Disagree	2	10.53	
N/A	3		

What is your employee group at Compton College?

Response	Frequency	Percent	Mean: 4.00
Faculty	0	0.00	
Manager/Administrator/Supervisor or Staff	22	100.00	
Student Employee	0	0.00	
Other	0	0.00	

How many years have you been employed at Compton College?

Response	Frequency	Percent	Mean: 2.86
Less than 1 year	0	0.00	
1 to 5 years	9	40.91	
More than 5 but less than 16 years	7	31.82	
16 years or more	6	27.27	

I feel like I am part of Compton College.

Response	Frequency	Percent	Mean: 2.77
Strongly Agree	3	13.64	
Agree	12	54.55	
Disagree	6	27.27	
Strongly Disagree	1	4.55	
N/A	0		

I believe that employees at Compton College respect one another.

Response	Frequency	Percent	Mean: 2.32
Strongly Agree	1	4.55	
Agree	8	36.36	
Disagree	10	45.45	
Strongly Disagree	3	13.64	
N/A	0		

In what area of Compton College do you work?

Response	Frequency	Percent	Mean: 3.47
Academic Affairs	4	18.18	
Administrative Services	0	0.00	
Human Resources or Presidents Office	0	0.00	
Student Services	13	59.09	
Other	2	9.09	
Invalid	3	13.64	

What is your employment status?

Response	Frequency	Percent	Mean: 1.05
Full Time	21	95.45	
Part Time	1	4.55	

Please indicate how often you check your Compton College email account.

Response	Frequency	Percent	Mean: 3.95
Daily	21	95.45	
Weekly	1	4.55	
Monthly or less often	0	0.00	
Never or I dont have one	0	0.00	

Do you identify as transgender?

Response	Frequency	Percent	Mean: 2.23
Yes	0	0.00	
No	17	77.27	
Decline to state	5	22.73	

What is your ethnicity? (Select all that apply.)

Response	Frequency	Percent	Mean: -
African American or Black	7	31.82	
American Indian or Alaskan Native	1	4.55	
Asian	1	4.55	
Latino or Hispanic	5	22.73	
Pacific Islander or Hawaiian Native	1	4.55	
White	2	9.09	
Other	1	4.55	
Decline to state	10	45.45	

Which term best describes you?

Response	Frequency	Percent	Mean: 2.36
Man	6	27.27	
Woman	9	40.91	
I prefer another term. Please feel free to specify.	0	0.00	
Decline to state	7	31.82	


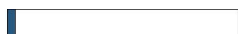

Which term best describes your sexual orientation?

Response	Frequency	Percent	Mean: 4.14
Bisexual	1	4.55	
Gay	0	0.00	
Heterosexual or straight	14	63.64	
Lesbian	0	0.00	
Questioning	0	0.00	
I prefer another term. Please feel free to specify.	1	4.55	
Decline to state	6	27.27	

What is your disability status?

Response	Frequency	Percent	Mean: 2.00
I do not have a disability that affects my learning working or living conditions.	13	59.09	
I have a disability that affects my learning working or living conditions.	2	9.09	
I have a disability but it does not affect my learning working or living conditions.	1	4.55	
Decline to state	6	27.27	

What is your veteran status?

Response	Frequency	Percent	Mean: 3.05
I am a veteran not disabled	1	4.55	
I am a veteran disabled	1	4.55	
I am not a veteran	16	72.73	
Decline to state	4	18.18	