

# Campus Climate Employee Survey

N = 76

Spring 2018

## Compton College is a welcoming environment.

Response	Frequency	Percent	Mean: 2.63
Strongly Agree	10	13.33	
Agree	38	50.67	
Disagree	16	21.33	
Strongly Disagree	11	14.67	
N/A	1		

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

Response	Frequency	Percent	Mean: 2.82
Strongly Agree	14	18.42	
Agree	41	53.95	
Disagree	14	18.42	
Strongly Disagree	7	9.21	
N/A	0		

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

Response	Frequency	Percent	Mean: 2.53
Strongly Agree	10	13.51	
Agree	32	43.24	
Disagree	18	24.32	
Strongly Disagree	13	17.57	
N/A	2		
Invalid	1	1.35	

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

Response	Frequency	Percent	Mean: 3.29
Strongly Agree	33	43.42	
Agree	35	46.05	
Disagree	5	6.58	
Strongly Disagree	3	3.95	
N/A	0		

## Compton College is a welcoming environment for faculty and staff.

Response	Frequency	Percent	Mean: 2.27
Strongly Agree	6	8.00	
Agree	28	37.33	
Disagree	21	28.00	
Strongly Disagree	20	26.67	
N/A	1		

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

Response	Frequency	Percent	Mean: 2.58
Strongly Agree	6	8.22	
Agree	41	56.16	
Disagree	15	20.55	
Strongly Disagree	11	15.07	
N/A	3		

## Supervisors, managers, and administrators lead by example.

Response	Frequency	Percent	Mean: 2.04
Strongly Agree	5	6.94	
Agree	21	29.17	
Disagree	17	23.61	
Strongly Disagree	28	38.89	
N/A	4		
Invalid	1	1.39	

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

Response	Frequency	Percent	Mean: 2.01
Strongly Agree	3	4.17	
Agree	23	31.94	
Disagree	18	25.00	
Strongly Disagree	28	38.89	
N/A	4		

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

Response	Frequency	Percent	Mean: 1.96
Strongly Agree	2	2.82	
Agree	22	30.99	
Disagree	16	22.54	
Strongly Disagree	29	40.85	
N/A	5		
Invalid	2	2.82	

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

Response	Frequency	Percent	Mean: 1.99
Strongly Agree	3	4.35	
Agree	16	23.19	
Disagree	26	37.68	
Strongly Disagree	23	33.33	
N/A	7		
Invalid	1	1.45	

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

Response	Frequency	Percent	Mean: 3.07
Strongly Agree	18	23.68	
Agree	49	64.47	
Disagree	3	3.95	
Strongly Disagree	5	6.58	
N/A	0		
Invalid	1	1.32	

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

Response	Frequency	Percent	Mean: 2.83
Strongly Agree	10	14.08	
Agree	44	61.97	
Disagree	12	16.90	
Strongly Disagree	5	7.04	
N/A	5		

**Compton's campus is clean and well maintained.**

Response	Frequency	Percent	Mean: 1.83
Strongly Agree	1	1.33	
Agree	15	20.00	
Disagree	29	38.67	
Strongly Disagree	30	40.00	
N/A	1		

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

Response	Frequency	Percent	Mean: 1.80
Strongly Agree	2	2.86	
Agree	12	17.14	
Disagree	25	35.71	
Strongly Disagree	30	42.86	
N/A	6		
Invalid	1	1.43	

**I feel safe when I am on campus after dark.**

Response	Frequency	Percent	Mean: 2.84
Strongly Agree	10	15.63	
Agree	37	57.81	
Disagree	14	21.88	
Strongly Disagree	3	4.69	
N/A	12		

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

Response	Frequency	Percent	Mean: 2.06
Strongly Agree	3	4.62	
Agree	18	27.69	
Disagree	22	33.85	
Strongly Disagree	20	30.77	
N/A	11		
Invalid	2	3.08	

**I take pride in working for Compton College.**

Response	Frequency	Percent	Mean: 3.15
Strongly Agree	27	36.49	
Agree	36	48.65	
Disagree	4	5.41	
Strongly Disagree	6	8.11	
N/A	2		
Invalid	1	1.35	

**Employees at Compton are given meaningful feedback concerning their performance.**

Response	Frequency	Percent	Mean: 2.31
Strongly Agree	5	7.04	
Agree	26	36.62	
Disagree	25	35.21	
Strongly Disagree	14	19.72	
N/A	5		
Invalid	1	1.41	

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

Response	Frequency	Percent	Mean: 3.04
Strongly Agree	18	25.00	
Agree	41	56.94	
Disagree	9	12.50	
Strongly Disagree	3	4.17	
N/A	4		
Invalid	1	1.39	

**Students of different races/ethnicities.**

Response	Frequency	Percent	Mean: 3.43
Strongly Agree	32	42.67	
Agree	42	56.00	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	1		
Invalid	1	1.33	

**Teamwork is part of the Compton College climate.**

Response	Frequency	Percent	Mean: 2.12
Strongly Agree	5	6.85	
Agree	20	27.40	
Disagree	27	36.99	
Strongly Disagree	21	28.77	
N/A	3		

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

Response	Frequency	Percent	Mean: 2.49
Strongly Agree	6	8.33	
Agree	34	47.22	
Disagree	21	29.17	
Strongly Disagree	11	15.28	
N/A	4		

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

Response	Frequency	Percent	Mean: 3.09
Strongly Agree	24	31.58	
Agree	35	46.05	
Disagree	13	17.11	
Strongly Disagree	2	2.63	
N/A	0		
Invalid	2	2.63	

**Students of different genders and gender identities.**

Response	Frequency	Percent	Mean: 3.34
Strongly Agree	30	40.54	
Agree	38	51.35	
Disagree	5	6.76	
Strongly Disagree	0	0.00	
N/A	2		
Invalid	1	1.35	

**Students with disabilities.**

Response	Frequency	Percent	Mean: 3.32
Strongly Agree	30	40.54	
Agree	36	48.65	
Disagree	7	9.46	
Strongly Disagree	0	0.00	
N/A	2		
Invalid	1	1.35	

**Students with different religious affiliations.**

Response	Frequency	Percent	Mean: 3.38
Strongly Agree	30	41.10	
Agree	39	53.42	
Disagree	3	4.11	
Strongly Disagree	0	0.00	
N/A	3		
Invalid	1	1.37	

**Students with different sexual orientations.**

Response	Frequency	Percent	Mean: 3.37
Strongly Agree	29	40.28	
Agree	39	54.17	
Disagree	3	4.17	
Strongly Disagree	0	0.00	
N/A	4		
Invalid	1	1.39	

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

Response	Frequency	Percent	Mean: 2.67
Strongly Agree	7	9.72	
Agree	39	54.17	
Disagree	16	22.22	
Strongly Disagree	7	9.72	
N/A	4		
Invalid	3	4.17	

**Students from different economic backgrounds.**

Response	Frequency	Percent	Mean: 3.40
Strongly Agree	30	40.00	
Agree	42	56.00	
Disagree	1	1.33	
Strongly Disagree	0	0.00	
N/A	1		
Invalid	2	2.67	

**Students with different political affiliations.**

Response	Frequency	Percent	Mean: 3.35
Strongly Agree	28	38.36	
Agree	40	54.79	
Disagree	3	4.11	
Strongly Disagree	0	0.00	
N/A	3		
Invalid	2	2.74	

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

Response	Frequency	Percent	Mean: 2.97
Strongly Agree	19	32.76	
Agree	23	39.66	
Disagree	11	18.97	
Strongly Disagree	5	8.62	
N/A	18		

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

Response	Frequency	Percent	Mean: 2.59
Strongly Agree	11	14.86	
Agree	32	43.24	
Disagree	16	21.62	
Strongly Disagree	12	16.22	
N/A	2		
Invalid	3	4.05	

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

Response	Frequency	Percent	Mean: 2.74
Strongly Agree	10	13.89	
Agree	41	56.94	
Disagree	10	13.89	
Strongly Disagree	9	12.50	
N/A	4		
Invalid	2	2.78	

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

Response	Frequency	Percent	Mean: 2.25
Strongly Agree	5	6.85	
Agree	25	34.25	
Disagree	25	34.25	
Strongly Disagree	17	23.29	
N/A	3		
Invalid	1	1.37	

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

Response	Frequency	Percent	Mean: 2.31
Strongly Agree	7	9.59	
Agree	23	31.51	
Disagree	26	35.62	
Strongly Disagree	15	20.55	
N/A	3		
Invalid	2	2.74	

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

Response	Frequency	Percent	Mean: 2.25
Strongly Agree	6	8.70	
Agree	19	27.54	
Disagree	29	42.03	
Strongly Disagree	14	20.29	
N/A	7		
Invalid	1	1.45	

**Compton College communicates openly with employees at all levels.**

Response	Frequency	Percent	Mean: 2.04
Strongly Agree	6	8.57	
Agree	14	20.00	
Disagree	26	37.14	
Strongly Disagree	23	32.86	
N/A	6		
Invalid	1	1.43	

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

Response	Frequency	Percent	Mean: 3.12
Strongly Agree	16	23.19	
Agree	46	66.67	
Disagree	2	2.90	
Strongly Disagree	3	4.35	
N/A	7		
Invalid	2	2.90	

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	57	75.00	
ECC/Compton In the News	47	61.84	
Other news items press releases or media coverage emailed to employees	33	43.42	
Union newspaper student paper	7	9.21	
Compton Colleges Facebook page	15	19.74	
Other webpages please specify	4	5.26	
Other social media platforms e.g. Instagram Twitter etc.	11	14.47	
<b>Invalid</b>	15	19.74	

I believe change and innovation is occurring on campus.

Response	Frequency	Percent	Mean: 2.54
Strongly Agree	5	7.35	
Agree	36	52.94	
Disagree	16	23.53	
Strongly Disagree	10	14.71	
N/A	8		
<b>Invalid</b>	1	1.47	

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: 3.39
Strongly Agree	36	50.70	
Agree	27	38.03	
Disagree	5	7.04	
Strongly Disagree	2	2.82	
N/A	5		
<b>Invalid</b>	1	1.41	

Compton College is effectively planning for the future.

Response	Frequency	Percent	Mean: 2.47
Strongly Agree	6	9.09	
Agree	27	40.91	
Disagree	22	33.33	
Strongly Disagree	9	13.64	
N/A	10		
<b>Invalid</b>	2	3.03	

Senior management effectively addresses the challenges facing Compton College.

Response	Frequency	Percent	Mean: 2.12
Strongly Agree	3	4.35	
Agree	23	33.33	
Disagree	22	31.88	
Strongly Disagree	21	30.43	
N/A	7		

Compton College is a welcoming environment for students.

Response	Frequency	Percent	Mean: 2.78
Strongly Agree	12	16.22	
Agree	36	48.65	
Disagree	22	29.73	
Strongly Disagree	3	4.05	
N/A	2		
<b>Invalid</b>	1	1.35	

**Compton College is improving processes for students.**

Response	Frequency	Percent	Mean: 2.76
Strongly Agree	9	12.68	
Agree	38	53.52	
Disagree	17	23.94	
Strongly Disagree	4	5.63	
N/A	5		
Invalid	3	4.23	

**Students of different genders and gender identities.**

Response	Frequency	Percent	Mean: 2.91
Strongly Agree	11	15.94	
Agree	42	60.87	
Disagree	11	15.94	
Strongly Disagree	3	4.35	
N/A	7		
Invalid	2	2.90	

**Students from different economic backgrounds.**

Response	Frequency	Percent	Mean: 3.03
Strongly Agree	13	18.57	
Agree	44	62.86	
Disagree	9	12.86	
Strongly Disagree	1	1.43	
N/A	6		
Invalid	3	4.29	

**Students with different political affiliations.**

Response	Frequency	Percent	Mean: 3.02
Strongly Agree	12	18.75	
Agree	40	62.50	
Disagree	7	10.94	
Strongly Disagree	2	3.13	
N/A	12		
Invalid	3	4.69	

**Students of different races/ethnicities.**

Response	Frequency	Percent	Mean: 3.04
Strongly Agree	12	17.14	
Agree	48	68.57	
Disagree	7	10.00	
Strongly Disagree	1	1.43	
N/A	6		
Invalid	2	2.86	

**Students with disabilities.**

Response	Frequency	Percent	Mean: 2.93
Strongly Agree	11	15.71	
Agree	44	62.86	
Disagree	10	14.29	
Strongly Disagree	3	4.29	
N/A	6		
Invalid	2	2.86	

**Students with different religious affiliations.**

Response	Frequency	Percent	Mean: 3.00
Strongly Agree	12	19.05	
Agree	39	61.90	
Disagree	8	12.70	
Strongly Disagree	2	3.17	
N/A	13		
Invalid	2	3.17	

**Students with different sexual orientations.**

Response	Frequency	Percent	Mean: 2.94
Strongly Agree	12	17.65	
Agree	40	58.82	
Disagree	10	14.71	
Strongly Disagree	3	4.41	
N/A	8		
Invalid	3	4.41	

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

Response	Frequency	Percent	Mean: 1.94
Strongly Agree	4	5.56	
Agree	16	22.22	
Disagree	22	30.56	
Strongly Disagree	28	38.89	
N/A	4		
Invalid	2	2.78	

**I feel close to people at Compton College.**

Response	Frequency	Percent	Mean: 2.67
Strongly Agree	11	15.07	
Agree	33	45.21	
Disagree	18	24.66	
Strongly Disagree	8	10.96	
N/A	3		
Invalid	3	4.11	

**I am happy to be an employee at Compton College.**

Response	Frequency	Percent	Mean: 2.75
Strongly Agree	13	18.57	
Agree	34	48.57	
Disagree	10	14.29	
Strongly Disagree	10	14.29	
N/A	6		
Invalid	3	4.29	

**What is your employee group at Compton College?**

Response	Frequency	Percent	Mean: 5.15
Faculty	37	48.68	
Manager/Administrator/Supervisor or Staff	6	7.89	
Staff	22	28.95	
Student Employee	1	1.32	
Other	1	1.32	
Invalid	9	11.84	

**I feel valued as an individual at Compton College.**

Response	Frequency	Percent	Mean: 2.24
Strongly Agree	6	8.00	
Agree	25	33.33	
Disagree	24	32.00	
Strongly Disagree	19	25.33	
N/A	1		
Invalid	1	1.33	

**I feel like I am part of Compton College.**

Response	Frequency	Percent	Mean: 2.74
Strongly Agree	13	17.11	
Agree	36	47.37	
Disagree	18	23.68	
Strongly Disagree	7	9.21	
N/A	0		
Invalid	2	2.63	

**I believe that employees at Compton College respect one another.**

Response	Frequency	Percent	Mean: 2.38
Strongly Agree	5	6.76	
Agree	30	40.54	
Disagree	24	32.43	
Strongly Disagree	13	17.57	
N/A	2		
Invalid	2	2.70	

**In what area of Compton College do you work?**

Response	Frequency	Percent	Mean: 2.89
Academic Affairs	24	31.58	
Administrative Services	1	1.32	
Human Resources or Presidents Office	1	1.32	
Student Services	17	22.37	
Other	13	17.11	
Invalid	20	26.32	



**How many years have you been employed at Compton College?**

Response	Frequency	Percent	Mean: 2.76
Less than 1 year	4	5.26	
1 to 5 years	24	31.58	
More than 5 but less than 16 years	27	35.53	
16 years or more	15	19.74	
<b>Invalid</b>	6	7.89	

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

Response	Frequency	Percent	Mean: 3.90
Daily	63	82.89	
Weekly	7	9.21	
Monthly or less often	0	0.00	
Never or I dont have one	0	0.00	
<b>Invalid</b>	6	7.89	

**Do you identify as transgender?**

Response	Frequency	Percent	Mean: 2.22
Yes	0	0.00	
No	53	69.74	
Decline to state	15	19.74	
<b>Invalid</b>	8	10.53	

**What is your employment status?**

Response	Frequency	Percent	Mean: 1.20
Full Time	56	73.68	
Part Time	14	18.42	
<b>Invalid</b>	6	7.89	

**Which term best describes you?**

Response	Frequency	Percent	Mean: 2.24
Man	22	28.95	
Woman	27	35.53	
I prefer another term. Please feel free to specify.	0	0.00	
Decline to state	19	25.00	
<b>Invalid</b>	8	10.53	

**Which term best describes your sexual orientation?**

Response	Frequency	Percent	Mean: 4.29
Bisexual	1	1.32	
Gay	0	0.00	
Heterosexual or straight	45	59.21	
Lesbian	0	0.00	
Questioning	0	0.00	
I prefer another term. Please feel free to specify.	1	1.32	
Decline to state	22	28.95	
<b>Invalid</b>	7	9.21	

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

Response	Frequency	Percent	Mean: -
African American or Black	17	22.37	
American Indian or Alaskan Native	3	3.95	
Asian	3	3.95	
Latino or Hispanic	14	18.42	
Pacific Islander or Hawaiian Native	1	1.32	
White	9	11.84	
Other	2	2.63	
Decline to state	30	39.47	
<b>Invalid</b>	<b>8</b>	<b>10.53</b>	

**What is your veteran status?**

Response	Frequency	Percent	Mean: 3.03
I am a veteran not disabled	3	3.95	
I am a veteran disabled	2	2.63	
I am not a veteran	54	71.05	
Decline to state	10	13.16	
<b>Invalid</b>	<b>7</b>	<b>9.21</b>	

**What is your disability status?**

Response	Frequency	Percent	Mean: 1.72
I do not have a disability that affects my learning working or living conditions.	50	65.79	
I have a disability that affects my learning working or living conditions.	3	3.95	
I have a disability but it does not affect my learning working or living conditions.	1	1.32	
Decline to state	15	19.74	
<b>Invalid</b>	<b>7</b>	<b>9.21</b>	