



# Employee Campus Climate Survey

El Camino College & Compton Center

*Management Forum  
Thursday, June 3, 2010*

## Presentation Outcomes

- ▶ Upon completion of this presentation, you will be able to:
  - Describe aspects of the ECCCD & CCCD workforces,
  - Gain a general overview of employee opinions regarding campus climate,
  - Understand the major findings of the Winter Intersession Survey, and
  - Use information for my own program planning.

# Employee Campus Climate Survey

» Profile of Respondents  
Survey Results

## Respondents – Employees

▶ Count = 569	▶ Count = 139
▶ Response Rate = 39%	▶ Response Rate = 39%
◦ Margin of Error = ±3.2	◦ Margin of Error = ±6.5

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## Profile of Respondents – ECC

- ▶ Faculty (47%)
- ▶ Managers (10%)
- ▶ Staff (40%)
- ▶ Other (3%)
- ▶ Faculty (71%)
  - Includes part-time faculty as of 2008-09
- ▶ Managers (7%)
- ▶ Classified Staff (23%)

Respondents

Actual Workforce (est.)

## Profile of Respondents – CEC

- ▶ Faculty (51%)
- ▶ Managers (12%)
- ▶ Staff (36%)
- ▶ Other (1%)
- ▶ Faculty (62%)
  - Includes part-time faculty as of 2008-09
- ▶ Managers (9%)
- ▶ Classified Staff (33%)

Respondents

Actual Workforce (est.)

## College Mission – ECC

- ▶ Familiar with mission (88%)
- ▶ Quality, comprehensive educational programs and services (91%)
- ▶ Ensures educational success (82%)
- ▶ All members contribute (58%)
- ▶ All members share a common language (60%)
  - Up from 43% in 2006
  - *Over 94% thought both of these were important*

Most Agreement

Least Agreement

## College Mission – CEC

- ▶ Familiar with mission (96%)
- ▶ CEC planning for the future (88%)
- ▶ Ensures educational success (86%)
- ▶ All members contribute (64%)
- ▶ All members share a common language (65%)
  - *Over 94% thought both of these were important*

Most Agreement

Least Agreement

## Campus Climate – ECC

- ▶ ECC values diversity in workforce (89%)
- ▶ Climate is respectful of different beliefs or religions (88%)
- ▶ Employees take pride in their work (83%)
- ▶ Improvements made following evaluation process (54%)
- ▶ Managers lead by example (54%)
- ▶ Morale is high among employees (46%)

Most Agreement

Least Agreement

## Campus Climate – CEC

- ▶ CEC values diversity in workforce (83%)
- ▶ Climate is respectful of different beliefs or religions (86%)
- ▶ Good effort to provide a safe campus (88%)
- ▶ Improvements made following evaluation process (56%)
- ▶ Managers lead by example (54%)
- ▶ Morale is high among employees (42%)

Most Agreement

Least Agreement

## Communication – ECC

- ▶ Access to reliable information (80%)
- ▶ My input has translated into meaningful change (41%)
- ▶ Fac/staff treat each other w/ respect (81%)
- ▶ Majority can talk to management (50%)
- ▶ Reading pubs helps understanding (75%)
- ▶ Often feel left out (44% agree)

Most Agreement

Least Agreement

## Communication – CEC

- ▶ Leadership encourages dialog (75%)
- ▶ My input translates into meaningful change (44%)
- ▶ Fac/staff treat each other w/ respect (72%)
- ▶ I understand how budget is funded (50%)
- ▶ CEC communicates openly w/employees (51%)
- ▶ Majority can talk to management (52%)
- ▶ Reading pubs helps understanding (71%)
- ▶ Often feel left out (53% agree)

Most Agreement

Least Agreement

## Student Services – ECC

- ▶ ECC is a welcoming environment (87%)
- ▶ Needs of students are valued (76%)
- ▶ Services adequate (71%)
- ▶ ECC has done all it can to improve processes for students (52%)
- ▶ Services sufficient regardless of time of day (44%)
- ▶ Services better than 5 years ago (49%)

Most Agreement

Least Agreement

## Student Services – CEC

- ▶ CEC is a welcoming environment (82%)
- ▶ Needs of students are valued (70%)
- ▶ Ethnic mix of workforce reflects student diversity (77%)
- ▶ CEC has done all it can to improve processes for students (51%)
- ▶ Services sufficient regardless of time of day (43%)
- ▶ Services at CEC are adequate (57%)

Most Agreement

Least Agreement

# Survey Results

» Relations between Torrance campus and Compton Center

## Partnership Good for Center

▶ 87% Agreement	▶ 75% Agreement
▶ 92% Important	▶ 99% Important

Torrance Campus	Compton Center
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## Partnership Good for Torrance

- ▶ 52% Agreement
- ▶ 89% Important
- ▶ 86% Agreement
- ▶ 94% Important

Torrance Campus

Compton Center

## Get Along with Colleagues

- ▶ 90% Agreement
- ▶ 90% Important
- ▶ 89% Agreement
- ▶ 91% Important

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## Treated Like an Equal

- ▶ 84% Agreement
- ▶ 93% Important
- ▶ 66% Agreement
- ▶ 95% Important

Torrance Campus

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## Future Plans

- ▶ Publication of complete summary of survey results (June 2010)
- ▶ Publication of analysis of comments (Summer 2010)
- ▶ Breakdown of results by subgroup, where applicable (Fall 2010)
- ▶ Presentation of results to constituent groups (Fall 2010)

## Additional Information

Participating IR Staff:

**Heather Arata**  
**Irene Graff**  
**Mike Wilson**

Survey results will be posted soon at:  
<http://www.elcamino.edu/administration/ir>  
(click on "Surveys" at the left)