

El Camino College, Employee Campus Climate Survey 2010

Mean Survey Scores by Group

Executive Summary

The Employee Campus Climate Survey was administered at El Camino College in Spring 2010. The survey asked employees to rate their agreement with a variety of statements about College Mission, Campus Climate, Communication, Student Service and Relations between Compton Center/Torrance. In addition, employees completed a series of demographic and employment questions.

How did Responses Differ by Employee Group?

In order to determine if there are any notable differences in responses for each sub-group of respondents, a mean score comparison was conducted for a variety of demographic and employment questions. Mean scores are based on a scale of 4=Strongly Agree, 3=Somewhat Agree, 2=Somewhat Disagree, 1=Strongly Disagree. A mean score greater than 2.50 suggests that employees (or an employee group) had more agreement than disagreement on the item.

The following tables display these mean score comparisons by category and employee subgroup for 4 questions: Employee Group, Administrative Area, Employee Status (full-time/part-time), and Years of Employment. In addition, campus climate questions were grouped by gender and ethnicity. Agreement items (agree/disagree) were tested to determine if the differences in mean scores among groups were statistically significant.¹ The attached tables list all mean scores for each group and survey item. Survey items with the largest *statistically significant* differences (≥ 0.4 spread) or with generally low agreement are summarized below.

Employee Group

Survey respondents indicated whether they were faculty, staff, manager/administrator/supervisor, or student employee. Only the first three groups were analyzed. College Mission questions with significant differences by employee group include familiarity with the mission (1) and “ECC ensures student success” (3). The Staff group was least familiar with the mission.

In terms of Campus Climate, items with the largest differences include “senior management effectively addresses challenges” (18), “I feel part of a wider ECC community” (19), and “managers lead by example” (22). This section included an item on campus morale. Although differences among groups were not large, all groups scored below the mid-point, with staff rating this item the lowest.

Regarding Communication, large-difference items include “employees can talk to management about concerns” (26), “I understand how college funds are budgeted” (29), “I have access to program information for students” (30), and “I feel left out of the process” (32). Note that #32 is a negatively-scaled item—employees who do not feel left out will have lower average scores. Staff scored the highest on this item suggesting a slight majority may feel left out.

¹ Those items with one or more stars (*) in the “Sig” column indicate that we are very certain that a difference would hold if every employee completed the survey. The magnitude, or size, of the difference may not be the same but a difference of some kind would very likely remain. Other differences may be too close to call for this survey sample.

Administrative Area

Differences among the major Administrative Areas were found on 12 of the 44 items. All of the lowest scores were in either Student and Community Advancement (8 low scores) and Academic Affairs (4 low scores). Four of the differences from lowest to highest were greater than 0.4. Of these, average responses from Student and Community Advancement staff and faculty were the lowest for “ECC shares a common language” (5), “Climate allows for innovation” (11), and “ECC has done all it can to improve processes” (35). Academic Affairs responses also scored low on this last item.

Employment Status

Comparisons were conducted based on full-time vs. part-time status. A separate breakdown was also created for Faculty only. A separate analysis was not possible for staff since the part-time count was very small. Overall, a total of 20 items showed differences by employment status. Full-time employees tallied the lowest average scores with larger than 0.4 disparities on 4 items: “Campus morale is high” (17), “Employees can talk to management about concerns” (26), “ECC has done all it can to improve processes” (35), and “[Compton] partnership has been good for Torrance” (42). Part-timers lodged the lowest score in terms of understanding “how College funds are budgeted” (29).

Among faculty only, 20 differences were found by employment status. Of these, nine had differences greater than 0.4. Lowest scores were found mostly among full-time faculty with the exception of familiarity with the mission (1) and partnership has been good for the center. In all, a total of 13 items showed more disagreement than agreement among full-time faculty, although there was less agreement on feeling “left out of the process” (32).

Years Employed at ECC

Respondents were asked how many years they have been employed at ECC to determine whether there are differences in opinions based on years of service. Thirty-two of the 44 items were different among the age groupings. With the exception of “familiar with the College mission” (1) – lowest for very new employees – all average scores were lowest in the 16+ years of service category. The largest disparities (around 1-point difference) were found on “managers lead by example” (22), “ECC communicates openly” (23), “student services are better than 5 years ago” (40), and “partnership has been good for Torrance” (42).

Gender

There were no statistically significant differences in mean scores between female and male employees, with the exception of item 20, “Access to training for job improvement” where the mean rating for men was slightly lower than for women.

Ethnicity

Ethnic groups were compared on items associated with Campus Climate questions. Three items showed statistically significant differences among some groups. With respect to ECC values diversity in the workforce (8), responses from White employees formed a significantly higher mean score than African-American employees on both agreement and rating of importance. But both agreement

scores were on the positive side and both importance scores were very high. Item 10 (Campus climate respects differences) showed that White employees had more agreement than Asian-American employees. Finally, regarding item 39 (Ethnic mix of faculty reflects student diversity), both Latino and White employees had average ratings higher than African-American employees.

A Word about Importance

Although only the agreement questions were statistically tested, it is valuable to examine importance levels along with agreement ratings for each item. For example, a rating that scored low in agreement may have also scored relatively low on importance, so it may not be as critical to address as other issues. Please refer to the Agreement/Importance matrix (p. 17) in the main Employee Campus Climate Survey report for a cross-analysis of both agreement and importance.

Technical Notes

Comparison of group means for agreement was tested using Analysis of Variance (ANOVA). Groups with very small sample sizes or those that were not identifiable (e.g., “decline to state” categories) were excluded from this analysis. Agreement items with one, two or three stars indicate those with a statistically significant difference at the $p<.05$, $p<.01$, and $p<.001$ levels, respectively.

Mean Scores by Group

Employee Group	Agreement				Importance		
	Faculty	Staff	Admin/Super	Sig	Faculty	Staff	Admin/Super
<i>Counts: Faculty= 569 Staff=226 Admin/Super=58</i>							
1. Familiar with mission	3.37	3.32	3.72	***	3.28	3.48	3.69
2. ECC fulfills mission	3.10	3.06	3.23		3.71	3.73	3.72
3. ECC ensures success	3.01	3.19	3.25	**	3.81	3.77	3.90
4. ECC offers quality programs and services	3.43	3.38	3.41		3.88	3.81	3.94
5. ECC shares common language	2.62	2.70	2.70		3.52	3.69	3.67
6. ECC is planning for the future	3.12	3.19	3.18		3.80	3.83	3.90
7. All contribute to mission	2.62	2.66	2.79		3.62	3.76	3.64
8. ECC values diversity in the workforce	3.33	3.34	3.36		3.49	3.66	3.63
9. ECC provides a safe environment	3.14	3.08	3.38		3.91	3.91	3.96
10. Campus climate respects difference	3.38	3.30	3.42		3.65	3.73	3.76
11. Climate allows innovation	2.67	2.71	2.60		3.62	3.67	3.73
12. Appreciation events bring campus together	2.65	2.92	2.82	**	3.11	3.51	3.31
13. Improvements are made following evaluation	2.62	2.57	2.75		3.60	3.69	3.73
14. Employees take pride in working for ECC	3.22	3.10	3.05		3.63	3.73	3.73
15. Meaningful feedback provided	2.78	2.68	2.84		3.66	3.74	3.73
16. ECC embraces a teamwork spirit	2.70	2.58	2.72		3.58	3.74	3.67
17. Campus morale is high among employees	2.46	2.23	2.47	*	3.73	3.76	3.67
18. Senior mgmt effectively address challenges	2.50	2.54	2.91	*	3.75	3.78	3.75
19. I feel part of a wider ECC community	2.82	2.71	3.14	**	3.38	3.50	3.40
20. Access to training for job improvement	3.14	2.94	3.28	*	3.62	3.73	3.66
21. ECC is welcoming for employees	2.99	2.99	3.11		3.67	3.69	3.65
22. Managers lead by example	2.56	2.37	2.96	***	3.71	3.75	3.75
23. ECC communicates openly	2.47	2.38	2.70		3.80	3.82	3.85
24. ECC disseminates timely information	2.81	2.60	2.90	*	3.71	3.76	3.75
25. College publications helps understand campus	2.99	3.00	3.07		3.35	3.43	3.47
26. Employees can talk to mgmt about concerns	2.58	2.26	2.71	***	3.77	3.81	3.82
27. I can talk to management about concerns	2.98	2.80	3.09		3.79	3.85	3.77
28. Employees respectful when services are needed	3.29	2.99	3.05	***	3.82	3.80	3.83
29. I understand how college funds are budgeted	2.36	2.55	3.32	***	3.42	3.55	3.65
30. Access to program information for students	3.14	3.00	3.44	***	3.56	3.57	3.70
31. Leadership encourages review and SLO process	2.98	2.92	3.38	**	3.30	3.54	3.54
32. Feel left out of the process	2.28	2.57	2.11	***	3.27	3.39	3.51
33. My input is translated into meaningful changes	2.37	2.31	2.76	**	3.35	3.46	3.45
34. ECC is welcoming to students	3.21	3.20	3.26		3.90	3.92	3.90
35. ECC has done all it can to improve processes	2.52	2.50	2.54		3.82	3.89	3.82
36. Student Services are adequate	2.80	2.90	2.91		3.83	3.88	3.85
37. Employees value student needs	3.03	3.10	3.05		3.80	3.85	3.90
38. Student services are sufficient at all times/day	2.29	2.53	2.35	*	3.69	3.80	3.78
39. Ethnic mix of faculty reflects student diversity	2.71	3.03	3.06	***	3.09	3.43	3.38
40. Student Services are better from 5 years ago	2.58	2.71	2.84		3.66	3.75	3.58
41. Partnership has been good for the center	3.32	3.21	3.53	*	3.48	3.50	3.67
42. Partnership has been good for Torrance campus	2.46	2.41	2.71		3.30	3.49	3.44
43. I get along well with the Center colleagues	3.36	3.27	3.42	**	3.35	3.52	3.71
44. I am treated like an equal by Center colleagues	3.41	3.15	3.40		3.48	3.60	3.71

Mean Scores by Group

Administrative Area	Agreement					Importance			
	AA	AS	SCA	Other	Sig	AA	AS	SCA	Other
<i>Counts: AA=140 AS=78 SCA=90 Other=126</i>									
1. Familiar with mission	3.44	3.36	3.47	3.24		3.29	3.56	3.53	3.62
2. ECC fulfills mission	3.07	3.22	3.04	3.16		3.66	3.75	3.80	3.73
3. ECC ensures success	3.02	3.39	3.12	3.18		3.75	3.84	3.85	3.77
4. ECC offers quality programs and services	3.35	3.44	3.32	3.50		3.84	3.82	3.86	3.86
5. ECC shares common language	2.67	2.96	2.47	2.72	**	3.54	3.84	3.61	3.62
6. ECC is planning for the future	3.12	3.36	3.07	3.27		3.81	3.89	3.82	3.85
7. All contribute to mission	2.58	2.91	2.59	2.73		3.65	3.76	3.69	3.71
8. ECC values diversity in the workforce	3.29	3.40	3.27	3.39		3.54	3.71	3.69	3.66
9. ECC provides a safe environment	3.15	3.37	3.02	3.05	*	3.91	3.95	3.91	3.93
10. Campus climate respects difference	3.30	3.45	3.24	3.32		3.66	3.70	3.81	3.68
11. Climate allows innovation	2.70	2.73	2.49	2.93	**	3.62	3.76	3.69	3.74
12. Appreciation events bring campus together	2.63	2.99	2.90	2.88	**	3.15	3.43	3.50	3.47
13. Improvements are made following evaluation	2.59	2.63	2.59	2.73		3.60	3.72	3.73	3.67
14. Employees take pride in working for ECC	3.17	3.22	3.11	3.09		3.57	3.67	3.69	3.78
15. Meaningful feedback provided	2.68	2.62	2.72	2.86		3.63	3.69	3.76	3.76
16. ECC embraces a teamwork spirit	2.62	2.66	2.56	2.79		3.59	3.63	3.76	3.80
17. Campus morale is high among employees	2.31	2.31	2.22	2.54		3.68	3.73	3.76	3.76
18. Senior mgmt effectively address challenges	2.51	2.65	2.47	2.74		3.70	3.68	3.82	3.81
19. I feel part of a wider ECC community	2.90	2.96	2.79	2.79		3.32	3.48	3.58	3.52
20. Access to training for job improvement	3.13	3.01	3.07	3.08		3.62	3.72	3.67	3.73
21. ECC is welcoming for employees	3.05	3.11	2.99	3.10		3.64	3.64	3.69	3.76
22. Managers lead by example	2.46	2.41	2.51	2.65		3.63	3.73	3.76	3.83
23. ECC communicates openly	2.39	2.47	2.30	2.66	*	3.78	3.86	3.84	3.85
24. ECC disseminates timely information	2.69	2.65	2.51	2.90	*	3.71	3.79	3.83	3.73
25. College publications helps understand campus	3.01	3.09	2.92	3.10		3.43	3.36	3.49	3.46
26. Employees can talk to mgmt about concerns	2.45	2.36	2.26	2.62		3.73	3.86	3.88	3.79
27. I can talk to management about concerns	2.92	2.87	3.06	2.92		3.75	3.90	3.86	3.83
28. Employees respectful when services are needed	3.23	3.10	2.84	3.14	**	3.77	3.77	3.86	3.89
29. I understand how college funds are budgeted	2.60	2.73	2.69	2.41		3.51	3.51	3.64	3.54
30. Access to program information for students	3.16	3.10	3.13	2.98		3.56	3.39	3.78	3.71
31. Leadership encourages review and SLO process	3.04	2.86	3.17	2.88		3.41	3.43	3.57	3.54
32. Feel left out of the process	2.33	2.45	2.30	2.43		3.28	3.33	3.48	3.30
33. My input is translated into meaningful changes	2.47	2.40	2.30	2.45		3.27	3.38	3.59	3.45
34. ECC is welcoming to students	3.14	3.31	3.09	3.34	*	3.89	3.91	3.93	3.91
35. ECC has done all it can to improve processes	2.37	2.60	2.32	2.78	***	3.79	3.90	3.86	3.91
36. Student Services are adequate	2.68	3.03	2.74	3.03	***	3.82	3.87	3.90	3.89
37. Employees value student needs	3.05	3.11	2.98	3.16		3.79	3.86	3.89	3.87
38. Student services are sufficient at all times/day	2.14	2.56	2.44	2.68	***	3.70	3.79	3.81	3.80
39. Ethnic mix of faculty reflects student diversity	2.67	3.15	2.94	2.98	**	3.13	3.42	3.55	3.39
40. Student Services are better from 5 years ago	2.47	2.84	2.73	2.69		3.64	3.73	3.69	3.75
41. Partnership has been good for the center	3.36	3.17	3.36	3.27		3.44	3.48	3.68	3.54
42. Partnership has been good for Torrance campus	2.53	2.27	2.45	2.70		3.23	3.58	3.66	3.45
43. I get along well with the Center colleagues	3.40	3.29	3.29	3.40		3.36	3.48	3.62	3.60
44. I am treated like an equal by Center colleagues	3.44	3.33	3.26	3.20		3.44	3.68	3.66	3.63

Mean Scores by Group

Employment Status	Agreement			Importance	
	Full Time	Part Time	Sig.	Full Time	Part Time
<i>Counts: Full Time= 411 Part Time=155</i>					
1. Familiar with mission	3.46	3.12	***	3.46	3.26
2. ECC fulfills mission	3.07	3.20		3.72	3.72
3. ECC ensures success	3.10	3.14		3.81	3.78
4. ECC offers quality programs and services	3.41	3.39		3.86	3.81
5. ECC shares common language	2.66	2.70		3.65	3.51
6. ECC is planning for the future	3.13	3.22		3.83	3.80
7. All contribute to mission	2.64	2.71		3.71	3.58
8. ECC values diversity in the workforce	3.34	3.35		3.60	3.52
9. ECC provides a safe environment	3.16	3.12		3.93	3.88
10. Campus climate respects difference	3.36	3.30		3.73	3.61
11. Climate allows innovation	2.59	2.99	***	3.66	3.62
12. Appreciation events bring campus together	2.76	2.82		3.30	3.33
13. Improvements are made following evaluation	2.55	2.84	**	3.68	3.60
14. Employees take pride in working for ECC	3.13	3.21		3.69	3.66
15. Meaningful feedback provided	2.68	2.92	*	3.70	3.71
16. ECC embraces a teamwork spirit	2.61	2.86	**	3.65	3.70
17. Campus morale is high among employees	2.28	2.67	***	3.74	3.74
18. Senior mgmt effectively address challenges	2.52	2.78	**	3.77	3.75
19. I feel part of a wider ECC community	2.84	2.77		3.42	3.49
20. Access to training for job improvement	3.09	3.01		3.67	3.65
21. ECC is welcoming for employees	3.00	3.02		3.68	3.68
22. Managers lead by example	2.43	2.82	***	3.74	3.70
23. ECC communicates openly	2.37	2.76	***	3.83	3.75
24. ECC disseminates timely information	2.68	2.90	*	3.75	3.67
25. College publications helps understand campus	2.97	3.14	*	3.40	3.37
26. Employees can talk to mgmt about concerns	2.36	2.81	***	3.82	3.73
27. I can talk to management about concerns	2.88	3.06		3.83	3.76
28. Employees respectful when services are needed	3.11	3.22		3.82	3.79
29. I understand how college funds are budgeted	2.64	2.22	***	3.55	3.39
30. Access to program information for students	3.15	2.99		3.59	3.58
31. Leadership encourages review and SLO process	2.99	3.00		3.45	3.37
32. Feel left out of the process	2.33	2.48		3.34	3.37
33. My input is translated into meaningful changes	2.34	2.54		3.39	3.43
34. ECC is welcoming to students	3.16	3.36	***	3.93	3.84
35. ECC has done all it can to improve processes	2.42	2.87	***	3.86	3.80
36. Student Services are adequate	2.79	3.07	***	3.87	3.77
37. Employees value student needs	3.02	3.20	*	3.85	3.78
38. Student services are sufficient at all times/day	2.30	2.66	***	3.76	3.72
39. Ethnic mix of faculty reflects student diversity	2.87	2.88		3.28	3.27
40. Student Services are better from 5 years ago	2.58	2.94	**	3.68	3.73
41. Partnership has been good for the center	3.32	3.22		3.53	3.39
42. Partnership has been good for Torrance campus	2.40	2.82	***	3.43	3.31
43. I get along well with the Center colleagues	3.33	3.29		3.47	3.42
44. I am treated like an equal by Center colleagues	3.32	3.17		3.58	3.46

Mean Scores by Group

Employment Status FACULTY ONLY	Agreement			Importance	
	Full Time	Part Time	Sig	Full Time	Part Time
Counts: Full Time= 163 Part Time=102					
1. Familiar with mission	3.52	3.11	***	3.30	3.25
2. ECC fulfills mission	3.03	3.23	*	3.69	3.73
3. ECC ensures success	2.94	3.11		3.83	3.78
4. ECC offers quality programs and services	3.43	3.41		3.90	3.84
5. ECC shares common language	2.58	2.71		3.56	3.45
6. ECC is planning for the future	3.08	3.19		3.80	3.80
7. All contribute to mission	2.57	2.70		3.67	3.52
8. ECC values diversity in the workforce	3.36	3.28		3.50	3.46
9. ECC provides a safe environment	3.18	3.08		3.93	3.87
10. Campus climate respects difference	3.42	3.30		3.72	3.54
11. Climate allows innovation	2.48	2.97	***	3.64	3.57
12. Appreciation events bring campus together	2.55	2.81	*	3.05	3.20
13. Improvements are made following evaluation	2.49	2.89		3.62	3.56
14. Employees take pride in working for ECC	3.23	3.21		3.64	3.61
15. Meaningful feedback provided	2.68	2.97	*	3.65	3.66
16. ECC embraces a teamwork spirit	2.62	2.84		3.55	3.63
17. Campus morale is high among employees	2.30	2.71	***	3.74	3.72
18. Senior mgmt effectively address challenges	2.39	2.70	*	3.77	3.70
19. I feel part of a wider ECC community	2.89	2.71		3.34	3.47
20. Access to training for job improvement	3.17	3.08		3.62	3.62
21. ECC is welcoming for employees	2.99	3.00		3.70	3.62
22. Managers lead by example	2.42	2.82	**	3.73	3.65
23. ECC communicates openly	2.30	2.76	***	3.82	3.75
24. ECC disseminates timely information	2.72	2.96	*	3.72	3.69
25. College publications helps understand campus	2.95	3.07		3.31	3.42
26. Employees can talk to mgmt about concerns	2.45	2.83	**	3.79	3.74
27. I can talk to management about concerns	2.97	2.99		3.82	3.73
28. Employees respectful when services are needed	3.29	3.29		3.81	3.82
29. I understand how college funds are budgeted	2.46	2.20	*	3.46	3.36
30. Access to program information for students	3.20	3.02		3.55	3.58
31. Leadership encourages review and SLO process	2.97	2.99		3.28	3.34
32. Feel left out of the process	2.18	2.46	*	3.25	3.33
33. My input is translated into meaningful changes	2.31	2.49		3.31	3.44
34. ECC is welcoming to students	3.12	3.37	**	3.91	3.87
35. ECC has done all it can to improve processes	2.30	2.89	***	3.83	3.80
36. Student Services are adequate	2.65	3.04	***	3.86	3.76
37. Employees value student needs	2.95	3.15		3.82	3.76
38. Student services are sufficient at all times/day	2.08	2.70	***	3.69	3.67
39. Ethnic mix of faculty reflects student diversity	2.66	2.79		3.06	3.15
40. Student Services are better from 5 years ago	2.33	3.04		3.65	3.68
41. Partnership has been good for the center	3.43	3.09	**	3.48	3.46
42. Partnership has been good for Torrance campus	2.35	2.75	**	3.31	3.29
43. I get along well with the Center colleagues	3.38	3.32		3.33	3.39
44. I am treated like an equal by Center colleagues	3.51	3.12	*	3.51	3.42

Mean Scores by Group

Employment Status STAFF ONLY	<i>Agreement</i>		<i>Importance</i>	
	Full Time	Part Time	Full Time	Part Time
<i>Counts: Full Time=190 Part Time=36</i>				
1. Familiar with mission	3.31	3.33	3.52	3.28
2. ECC fulfills mission	3.06	3.06	3.74	3.70
3. ECC ensures success	3.19	3.20	3.77	3.78
4. ECC offers quality programs and services	3.38	3.34	3.80	3.82
5. ECC shares common language	2.71	2.66	3.72	3.58
6. ECC is planning for the future	3.17	3.29	3.84	3.78
7. All contribute to mission	2.65	2.71	3.77	3.72
8. ECC values diversity in the workforce	3.31	3.48	3.67	3.65
9. ECC provides a safe environment	3.07	3.16	3.92	3.88
10. Campus climate respects difference	3.28	3.41	3.72	3.77
11. Climate allows innovation	2.67	2.92	3.66	3.73
12. Appreciation events bring campus together	2.92	2.91	3.51	3.50
13. Improvements are made following evaluation	2.54	2.74	3.71	3.59
14. Employees take pride in working for ECC	3.08	3.22	3.71	3.79
15. Meaningful feedback provided	2.64	2.88	3.72	3.81
16. ECC embraces a teamwork spirit	2.56	2.71	3.73	3.81
17. Campus morale is high among employees	2.19	2.42	3.76	3.75
18. Senior mgmt effectively address challenges	2.51	2.75	3.77	3.81
19. I feel part of a wider ECC community	2.70	2.79	3.50	3.50
20. Access to training for job improvement	2.95	2.88	3.73	3.73
21. ECC is welcoming for employees	2.98	3.03	3.67	3.78
22. Managers lead by example	2.28	2.82	3.75	3.76
23. ECC communicates openly	2.33	2.65	3.84	3.77
24. ECC disseminates timely information	2.59	2.64	3.79	3.66
25. College publications help understand the campus	2.95	3.28	3.46	3.32
26. Employees can talk to mgmt about concerns	2.18	2.71	3.84	3.71
27. I can talk to management about concerns	2.74	3.14	3.86	3.81
28. Employees respectful when services are needed	2.97	3.12	3.83	3.67
29. I understand how college funds are budgeted	2.58	2.38	3.60	3.32
30. Access to program information for students	2.99	3.03	3.59	3.46
31. College leadership encourages review	2.89	3.07	3.59	3.34
32. Feel left out of the process	2.54	2.72	3.37	3.48
33. My input is translated into meaningful changes	2.22	2.81	3.46	3.46
34. ECC is welcoming to students	3.16	3.37	3.95	3.79
35. ECC has done all it can to improve processes	2.48	2.66	3.91	3.79
36. Student Services are adequate	2.87	3.06	3.90	3.82
37. Employees value student needs	3.07	3.30	3.87	3.79
38. Student services are sufficient at all times/day	2.50	2.66	3.81	3.76
39. Ethnic mix of faculty reflects student diversity	3.01	3.12	3.44	3.37
40. Student Services are better from 5 years ago	2.72	2.64	3.74	3.80
41. Partnership has been good for the center	3.16	3.52	3.53	3.33
42. Partnership has been good for Torrance campus	2.35	2.83	3.52	3.31
43. I get along well with the Center colleagues	3.25	3.50	3.51	3.60
44. I am treated like an equal by Center colleagues	3.11	3.60	3.60	3.60

Mean Scores by Group

Years employed at your location	Agreement					Importance			
	< 1 yr	1-5 yrs	5-16 yrs	16+	Sig.	< 1	1-5 yrs	5-16 yrs	16+
<i>Counts: <1yr=32 1-5yrs=140 5-16yrs=230 16+yrs=166</i>									
1. Familiar with mission	3.03	3.28	3.37	3.49	**	3.43	3.49	3.45	3.30
2. ECC fulfills mission	3.39	3.20	3.07	3.03	*	3.73	3.79	3.73	3.63
3. ECC ensures success	3.27	3.25	3.11	2.97	**	3.67	3.82	3.82	3.79
4. ECC offers quality programs and services	3.43	3.45	3.40	3.37		3.64	3.84	3.86	3.88
5. ECC shares common language	3.08	2.78	2.66	2.51	**	3.75	3.60	3.62	3.60
6. ECC is planning for the future	3.32	3.27	3.14	3.06		3.73	3.88	3.87	3.73
7. All contribute to mission	3.05	2.76	2.69	2.48	**	3.55	3.77	3.70	3.58
8. ECC values diversity in the workforce	3.29	3.50	3.32	3.24	*	3.44	3.61	3.64	3.46
9. ECC provides a safe environment	3.37	3.16	3.15	3.08		3.88	3.91	3.95	3.88
10. Campus climate respects difference	3.33	3.36	3.34	3.34		3.50	3.72	3.77	3.60
11. Climate allows innovation	3.07	2.85	2.69	2.50	***	3.69	3.69	3.66	3.60
12. Appreciation events bring campus together	3.14	2.94	2.82	2.53	***	3.60	3.36	3.31	3.23
13. Improvements are made following evaluation	2.93	2.90	2.58	2.42	***	3.78	3.72	3.61	3.65
14. Employees take pride in working for ECC	3.17	3.29	3.16	3.02	*	3.60	3.72	3.70	3.63
15. Meaningful feedback provided	3.14	3.04	2.66	2.54	***	3.85	3.76	3.69	3.64
16. ECC embraces a teamwork spirit	3.19	2.94	2.67	2.37	***	3.81	3.71	3.66	3.60
17. Campus morale is high among employees	2.93	2.66	2.36	2.08	***	3.63	3.74	3.74	3.74
18. Senior mgmt effectively address challenges	3.07	2.92	2.54	2.28	***	3.80	3.77	3.75	3.77
19. I feel part of a wider ECC community	2.94	2.95	2.84	2.66	*	3.71	3.40	3.44	3.43
20. Access to training for job improvement	3.17	3.16	3.11	2.91		3.80	3.70	3.69	3.59
21. ECC is welcoming for employees	3.33	3.29	3.00	2.72	***	3.67	3.69	3.70	3.64
22. Managers lead by example	3.09	3.03	2.50	2.08	***	3.79	3.74	3.74	3.70
23. ECC communicates openly	3.14	2.76	2.47	2.11	***	3.73	3.75	3.84	3.84
24. ECC disseminates timely information	3.07	2.99	2.69	2.55	***	3.47	3.70	3.75	3.78
25. College publications helps understand campus	3.42	3.16	3.00	2.84	***	3.33	3.42	3.40	3.37
26. Employees can talk to mgmt about concerns	2.96	2.76	2.40	2.26	***	3.73	3.79	3.78	3.82
27. I can talk to management about concerns	3.31	3.18	2.90	2.68	***	3.73	3.85	3.80	3.81
28. Employees respectful when services are needed	3.38	3.26	3.11	3.04		3.84	3.85	3.80	3.80
29. I understand how college funds are budgeted	2.50	2.50	2.55	2.54		3.52	3.49	3.50	3.53
30. Access to program information for students	2.91	3.17	3.11	3.07		3.75	3.65	3.58	3.54
31. Leadership encourages review and SLO process	3.20	3.14	2.98	2.87		3.59	3.49	3.48	3.28
32. Feel left out of the process	2.04	2.27	2.34	2.56	*	3.33	3.36	3.39	3.29
33. My input is translated into meaningful changes	2.64	2.63	2.40	2.18	**	3.43	3.41	3.44	3.34
34. ECC is welcoming to students	3.32	3.34	3.17	3.15	*	3.71	3.89	3.92	3.91
35. ECC has done all it can to improve processes	2.96	2.75	2.45	2.40	***	3.54	3.85	3.85	3.87
36. Student Services are adequate	3.14	3.07	2.78	2.75	***	3.73	3.83	3.89	3.82
37. Employees value student needs	3.39	3.23	3.05	2.91	***	3.75	3.83	3.86	3.81
38. Student services are sufficient at all times/day	2.90	2.69	2.31	2.18	***	3.62	3.76	3.75	3.75
39. Ethnic mix of faculty reflects student diversity	2.95	3.07	2.82	2.77	*	3.52	3.35	3.30	3.13
40. Student Services are better from 5 years ago	3.44	3.07	2.62	2.46	***	3.80	3.70	3.69	3.68
41. Partnership has been good for the center	3.29	3.30	3.38	3.18		3.86	3.49	3.53	3.46
42. Partnership has been good for Torrance campus	3.47	2.72	2.40	2.29	***	3.71	3.38	3.40	3.41
43. I get along well with the Center colleagues	3.40	3.38	3.29	3.32		3.71	3.45	3.44	3.50
44. I am treated like an equal by Center colleagues	3.22	3.27	3.31	3.31		3.71	3.54	3.55	3.58

Mean Scores by Group

Ethnicity	Agreement					
	Afri-Am	Asn-Am	Latino	White	Mult.	Sig.
<i>Counts: Afr A=52 Asn A=70 Lat=88 Wht=261 Mul=18</i>						
8. ECC values diversity in the workforce	2.98	3.24	3.32	3.55	3.06	***
9. ECC provides a safe environment	3.22	3.03	3.07	3.26	3.00	*
10. Campus climate respects difference	3.30	3.15	3.35	3.46	3.22	***
11. Climate allows innovation	2.88	2.81	2.96	2.68	2.28	***
12. Appreciation events bring campus together	2.95	3.03	2.96	2.73	2.76	***
13. Improvements are made following evaluation	2.56	2.75	2.82	2.67	2.29	**
14. Employees take pride in working for ECC	3.22	3.14	3.28	3.15	3.00	
15. Meaningful feedback provided	2.91	2.69	2.85	2.77	2.59	
16. ECC embraces a teamwork spirit	2.83	2.71	2.84	2.74	2.29	***
17. Campus morale is high among employees	2.48	2.49	2.58	2.43	2.12	***
18. Senior mgmt effectively address challenges	2.85	2.57	2.75	2.59	2.24	*
19. I feel part of a wider ECC community	2.96	2.83	2.90	2.91	2.44	***
20. Access to training for job improvement	3.22	3.02	3.06	3.17	2.65	*
21. ECC is welcoming for employees	3.09	3.13	3.05	3.08	2.60	***
22. Managers lead by example	2.56	2.52	2.64	2.64	2.06	**
39. Ethnic mix of faculty reflects student diversity	2.43	2.85	3.01	2.97	2.50	**
41. Partnership has been good for the center	3.48	3.05	3.39	3.31	3.25	
18. Senior mgmt effectively address challenges	2.83	2.34	2.79	2.48	1.86	***
43. I get along well with the Center colleagues	3.53	3.30	3.40	3.32	3.17	
44. I am treated like an equal by Center colleagues	3.39	3.18	3.37	3.36	3.00	

Mean Scores by Group

Ethnicity	Importance				
	Afri-Am	Asn-Am	Latino	White	Mult.
<i>Counts: Afr A=52 Asn A=70 Lat=88 Wht=261 Mul=18</i>					
8. ECC values diversity in the workforce	3.81	3.71	3.82	3.44	3.69
9. ECC provides a safe environment	3.91	3.96	3.93	3.90	3.94
10. Campus climate respects difference	3.76	3.68	3.83	3.69	3.75
11. Climate allows innovation	3.74	3.72	3.72	3.58	3.67
12. Appreciation events bring campus together	3.72	3.46	3.59	3.11	3.53
13. Improvements are made following evaluation	3.79	3.67	3.76	3.61	3.71
14. Employees take pride in working for ECC	3.74	3.65	3.68	3.66	3.88
15. Meaningful feedback provided	3.86	3.74	3.76	3.64	3.65
16. ECC embraces a teamwork spirit	3.80	3.76	3.83	3.56	3.81
17. Campus morale is high among employees	3.74	3.80	3.76	3.69	3.88
18. Senior mgmt effectively address challenges	3.82	3.83	3.79	3.75	3.69
19. I feel part of a wider ECC community	3.62	3.59	3.74	3.30	3.47
20. Access to training for job improvement	3.91	3.74	3.72	3.60	3.71
21. ECC is welcoming for employees	3.79	3.75	3.73	3.65	3.65
22. Managers lead by example	3.74	3.75	3.82	3.69	3.76
39. Ethnic mix of faculty reflects student diversity	3.78	3.38	3.82	3.04	3.36
41. Partnership has been good for the center	3.96	3.33	3.66	3.42	3.43
42. Partnership has been good for Torrance campus	3.59	3.35	3.83	3.25	3.57
43. I get along well with the Center colleagues	3.79	3.34	3.62	3.36	3.67
44. I am treated like an equal by Center colleagues	3.70	3.34	3.75	3.51	3.64

Mean Scores by Group

Gender	Agreement			Importance	
	Female	Male	Sig.	Female	Male
<i>Counts: Female= 367 Male=181 Decline=20</i>					
8. ECC values diversity in the workforce	3.37	3.31		3.65	3.45
9. ECC provides a safe environment	3.13	3.20		3.94	3.87
10. Campus climate respects difference	3.36	3.34		3.77	3.56
11. Climate allows innovation	2.74	2.69		3.72	3.53
12. Appreciation events bring campus together	2.83	2.74		3.40	3.16
13. Improvements made after evaluation	2.64	2.63		3.72	3.53
14. Employees take pride working for ECC	3.18	3.10		3.73	3.58
15. Meaningful feedback provided	2.79	2.65		3.75	3.62
16. ECC embraces a teamwork spirit	2.70	2.69		3.72	3.55
17. Campus morale is high among employees	2.40	2.42		3.78	3.63
18. Senior mgmt effectively address challenges	2.65	2.53		3.80	3.69
19. I feel part of a wider ECC community	2.83	2.85		3.51	3.33
20. Access to training for job improvement	3.16	2.94 *		3.69	3.63
21. ECC is welcoming for employees	3.04	2.97		3.74	3.56
22. Managers lead by example	2.58	2.45		3.77	3.66