Employee Campus Climate Survey
El Camino College Compton Center
Spring 2010

SURVEY RESULTS

Institutional Research
June 7, 2010

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Table of Contents

Acknowledgments

This survey was developed locally in consultation with many employees and groups including ECC College Council, El Camino College Academic Senate, Compton Center Faculty Council, El Camino College Federation of Teachers, El Camino Classified Employees, and management at both Compton Center and the Torrance campus. These consultations ensured a quality survey that included issues of concern or interest expressed by these groups.

Special thanks to Heather Arata and Mike Wilson of Institutional Research for their assistance with survey development, administration, and compilation and analysis of results.

Irene Graff
Director, Institutional Research

Introduction

El Camino College (ECC) administered an opinion survey to all faculty and staff in spring 2010 to gauge general opinions about five topics: Campus Mission, Campus Climate, Communication, Student Service, and Relations between the Torrance campus and Compton Center. The survey instrument included seven background questions (below) and 46 opinion questions; the questions were developed at ECC and Compton Center, combining questions from 2001 and 2006 Torrance campus surveys with several new items. This survey asks Compton Community College District (CCCD) employees to rate statements under each topic by both level of agreement with a statement as well as level of importance for the related subject. The set of questions on relationships between locations was added in 2010. A copy of the survey is provided in Appendix A of this report. A separate report containing responses from El Camino Community College District employees is available.

The survey was distributed to all employees via two modes: Internet/web and scannable paper form where Internet access was inconvenient. The survey was distributed to the entire employee population, estimated at about 443. A total of 139 surveys were returned (mostly online) for a total response rate of 39%. The margin of error in responses is ±6.5 percentage points (with 95% certainty).

This report summarizes the results from the spring 2010 survey including the mean, or average, rating for each item, graphical displays and the item frequencies (response tallies—see Appendix C). A glossary of statistical terms is provided in Appendix B. Specific comments from the survey are in a separate document.

Background Information

The faculty and staff survey began with a set of seven background questions. These were employee group (employment type), division location, length of employment, employment status (full time/part time), frequency of ECC email use, and gender/ethnicity. These items are summarized below.

The Employee Group item (Table A below) shows a larger relative response from faculty than is represented in the workforce. The distributions for Area and Division (items C1 and C2) are also provided below; no comparison percentages are available. The large numbers of "Not Indicated" for these items is due to the fact that respondents were guided either towards C1 or C2 depending on their employee group.

A. Employee Group

	n	%	Actual %*
Faculty	71	51.1	69.9
Staff	50	36.0	35.6
Student Employee	2	1.4	n/a
Manager/Administrator/Supervisor	16	11.5	5.5
Total	139	100.0	

C1. Academic Division

	n	*%*	**Valid %**
Behavioral & Social Sciences	14	10.1	13.9
Business	3	2.2	3.0
Fine Arts	5	3.6	5.0
Health Sciences & Athletics	10	7.2	9.9
Humanities	21	15.1	20.8
Industry & Technology	5	3.6	5.0
Learning Resources	6	4.3	5.9
Mathematical Sciences	10	7.2	9.9
Natural Sciences	4	2.9	4.0
Other	23	16.5	22.8
Not Indicated	38	27.3	
Total	139	100.0	100.0

C2. Administrative Division

	n	*%*	**Valid %**
Academic Affairs	35	25.2	31.3
Administrative Services	12	8.6	10.7
Student Services	38	27.3	33.9
Other	27	19.4	24.1
Not Indicated	27	19.4	
Total	139	100.0	100.0

*Percentage of each group in the workforce as of 2008-09

D. Years at El Camino College

	n	*%*	**Valid %**
Less than 1 year	16	11.5	11.7
1 to 5 years	38	27.3	27.7
More than 5, less than 16 years	42	30.2	30.7
16 years or more	41	29.5	29.9
Not Indicated	2	1.4	
Total	139	100.0	100.0

E. Employment Status

	n	*%*	**Valid %**
Full Time	107	77.0	78.1
Part Time	30	21.6	21.9
Not Indicated	2	1.4	--
Total	139	100.0	100.0

F. How Often CC Email Account is Checked

	n	*%*	**Valid %**
Daily	122	87.8	89.1
Weekly	13	9.4	9.5
Rarely	1	0.7	0.7
Never or don't have one	1	0.7	0.7
Not Indicated	2	1.4	
Total	139	100.0	

G. Gender

	n	*%*	**Valid %**
Female	79	56.8	57.2
Male	56	40.3	40.6
Decline to State	3	2.2	2.2
Total	138	99.3	100.0
Not Indicated	1	0.7	
Total	139	100.0	100.0

H. Ethnicity

	n	*%*	**Valid %**
African-American	59	42.4	42.4
Asian-American or Filipino	10	7.2	7.2
Latino/Latina	19	13.7	13.7
Pacific Islander or Hawaiian Native	1	0.7	0.7
White	27	19.4	19.4
More than one race or ethnicity	9	6.5	6.5
Other	6	4.3	4.3
Decline to state	8	5.8	5.8
Total	139	100.0	100.0

Opinion Responses

Overview

The sections below provide statistical summaries of response under each of the four topic areas of the survey. Each summary includes the count (n), mean, or average rating and standard deviation (SD—see Glossary in Appendix B) on both importance of and level of agreement with the statements under the associated topic area. The scale for all items is 4=Very Important/Strongly Agree to 1=Very Unimportant/Strongly Disagree, with 0=N/A. Responses in the N/A category were excluded from the mean calculation. More detailed response tallies for each item can be found in Appendix C.

The difference between the agreement mean rating and a hypothetical neutral response (2.50) is provided in the column labeled "Mean - Neutral." Negative numbers indicate that Compton Community College District (CCCD) employees tend to *disagree* with the statement. Items with a difference larger than 0.25 are in red italics. Positive numbers indicate that CCCD employees tend to *agree* with the statement; differences larger than 0.25 are bolded blue. Statistically significant differences from the neutral response of 2.50 are indicated with one or more stars (*).

The difference column for the mean rating and a neutral response is not shown for Importance. Mean importance ratings on all items were significantly positive ($p<.001$), indicating CCCD employees found the topics on the survey, on average, Important or Very Important.

A graphical display comparing employee ratings of importance and agreement follows each table of results. In addition, a matrix plotting the average rating of both importance and agreement for each item may be found in the summary section.

College Mission ([top](top))

Under the topic of College Mission, the most important aspect of the El Camino College mission was offering "quality educational opportunities" (#5). Planning for the future (#7) and ensuring educational success (#3) also receive a high importance rating from faculty and staff.

On the agreement side, employees tended to agree with all of the 7 items, with larger differences from neutral found among 4 of the items. Overall, CCCD employees are familiar with the mission statement and feel that the Center is fulfilling the mission and planning for the future.
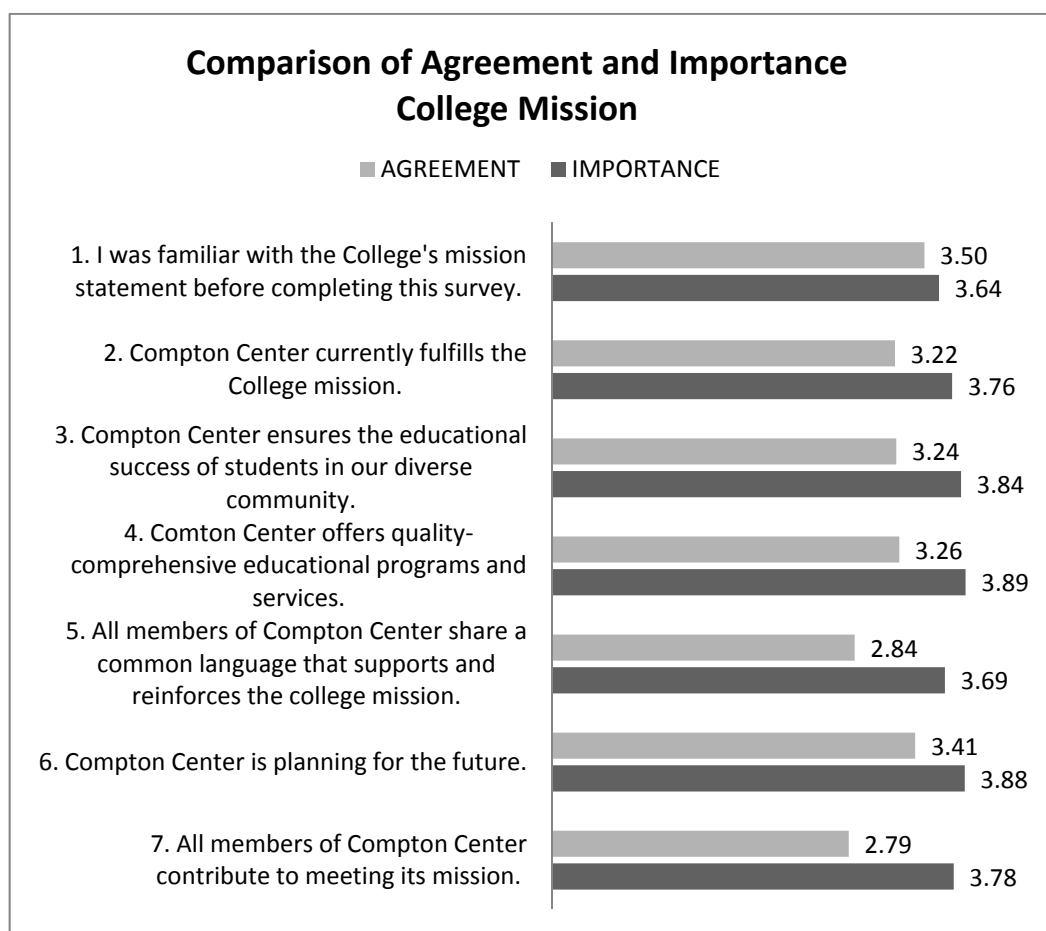
Items 1-7. Mean Responses on College Mission

Item	Importance			Agreement			Mean - Neutral	Sig.
	n	Mean	SD	n	Mean	SD		
1. Familiar with mission	91	3.64	0.64	138	3.50	0.70	1.00	***
2. CEC fulfills mission	88	3.76	0.53	134	3.22	0.73	**0.72**	***
3. CEC ensures educational success	90	3.84	0.45	136	3.24	0.73	**0.74**	***
4. CEC offers quality programs and services	89	3.89	0.41	136	3.26	0.71	**0.76**	***
5. CEC shares common language	88	3.69	0.57	135	2.84	0.95	0.34	***
6. CEC is planning for the future	91	3.88	0.42	138	3.41	0.76	**0.91**	***
7. All contribute to mission	89	3.78	0.52	133	2.79	0.94	0.29	***

*Difference is significant at the .05 level ($p<.05$).
** Difference is significant at the .01 level ($p<.01$).
*** Difference is significant at the .001 level ($p<.001$).
See Appendix B for an explanation of significance and *p*-values.

Comparison of Agreement and Importance College Mission

■ AGREEMENT   ■ IMPORTANCE

Item	AGREEMENT	IMPORTANCE
1. I was familiar with the College's mission statement before completing this survey.	3.50	3.64
2. Compton Center currently fulfills the College mission.	3.22	3.76
3. Compton Center ensures the educational success of students in our diverse community.	3.24	3.84
4. Comton Center offers quality-comprehensive educational programs and services.	3.26	3.89
5. All members of Compton Center share a common language that supports and reinforces the college mission.	2.84	3.69
6. Compton Center is planning for the future.	3.41	3.88
7. All members of Compton Center contribute to meeting its mission.	2.79	3.78

Campus Climate (*top*)

Regarding Campus Climate, all 11 items had an importance rating above 3.50 (on a 4-point scale). The highest of these was making a good effort on campus safety (#9).

In terms of agreement, 10 of the 11 items noted significantly more agreement than disagreement, with half of these showing strong differences from neutral. These larger differences include items 8, 9, 10, 14, and 20. Faculty and staff especially agree that the campus climate is

respectful of differences, has made a good effort on campus safety, and that the Center values diversity. Employees disagreed that morale on campus is high.

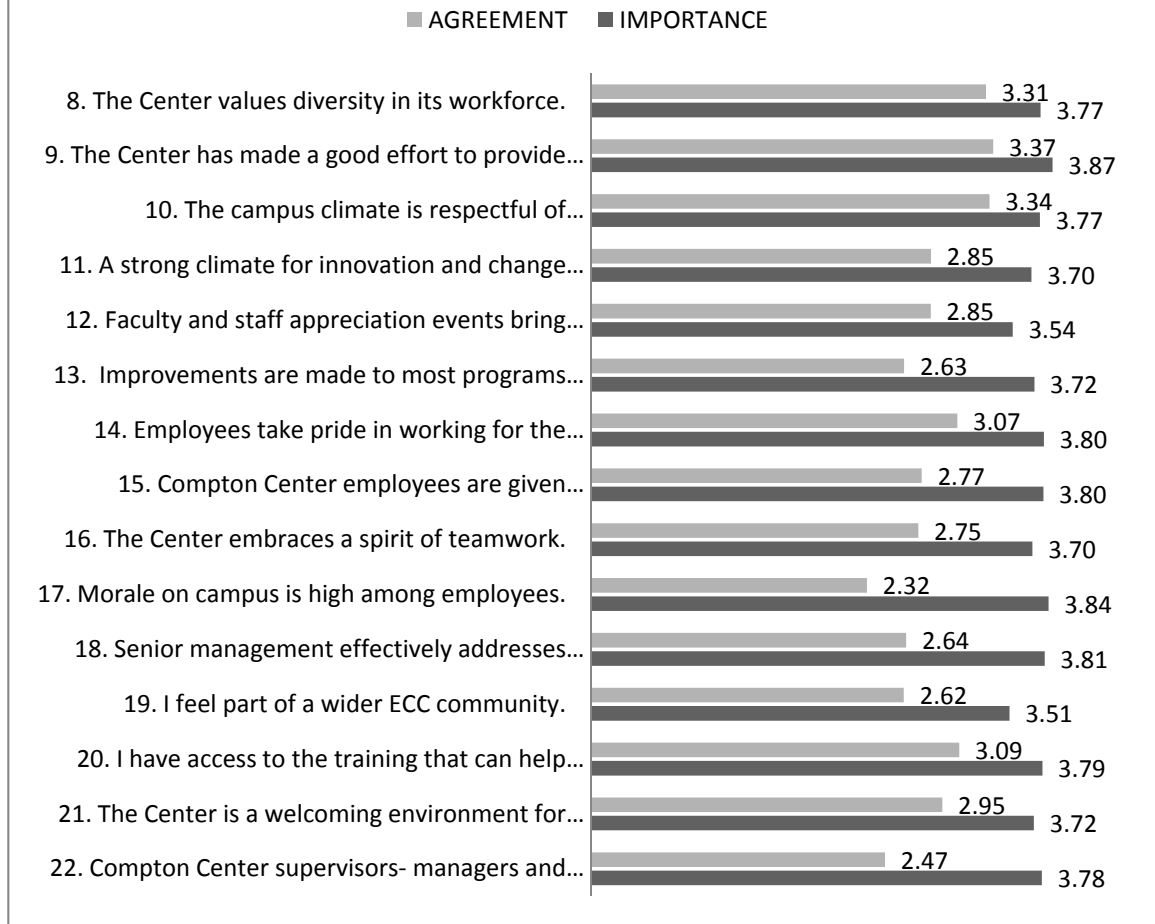**Items 8-22. Mean Responses on Campus Climate**

Item	Importance			Agreement			Mean - Neutral	Sig.
	n	Mean	SD	n	Mean	SD		
8. CEC values diversity in its workforce	92	3.77	0.52	137	3.31	0.86	**0.81**	***
9. CEC has made a good effort to provide safe campus environment	94	3.87	0.45	139	3.37	0.83	**0.87**	***
10. Campus climate is respectful of differences	94	3.77	0.54	137	3.34	0.80	**0.84**	***
11. Strong climate for innovation and change	92	3.70	0.64	135	2.85	0.95	0.35	***
12. Appreciation events bring campus together	91	3.54	0.72	127	2.85	0.94	0.35	***
13. Improvements are made following an evaluation process	93	3.72	0.61	126	2.63	0.94	0.13	
14. Employees take pride in working for the CCCD	95	3.80	0.43	136	3.07	0.86	**0.57**	***
15. Meaningful feedback provided	93	3.80	0.50	133	2.77	0.97	0.27	**
16. CEC embraces a spirit of teamwork	91	3.70	0.62	134	2.75	0.98	0.25	**
17. Morale on campus is high among employees	93	3.84	0.45	130	2.32	0.94	*-0.18*	*
18. Senior management effectively addresses challenges	93	3.81	0.49	132	2.64	0.96	0.14	
19. I feel part of a wider "ECC" community	90	3.51	0.75	133	2.62	1.11	0.12	
20. I have access to the training that can help me improve my job skills	94	3.79	0.46	133	3.09	0.93	**0.59**	***
21. CEC is welcoming for faculty and staff	95	3.72	0.56	133	2.95	0.89	0.45	***
22. Managers lead by example	92	3.78	0.53	135	2.47	1.01	*-0.03*	

* Difference is statistically significant at the .05 level ($p<.05$). See Appendix B.
** Difference is significant at the .01 level ($p<.01$).
*** Difference is significant at the .001 level ($p<.001$).

Comparison of Agreement and Importance
Campus Climate

■ AGREEMENT ■ IMPORTANCE

Item	Agreement	Importance
8. The Center values diversity in its workforce.	3.31	3.77
9. The Center has made a good effort to provide…	3.37	3.87
10. The campus climate is respectful of…	3.34	3.77
11. A strong climate for innovation and change…	2.85	3.70
12. Faculty and staff appreciation events bring…	2.85	3.54
13. Improvements are made to most programs…	2.63	3.72
14. Employees take pride in working for the…	3.07	3.80
15. Compton Center employees are given…	2.77	3.80
16. The Center embraces a spirit of teamwork.	2.75	3.70
17. Morale on campus is high among employees.	2.32	3.84
18. Senior management effectively addresses…	2.64	3.81
19. I feel part of a wider ECC community.	2.62	3.51
20. I have access to the training that can help…	3.09	3.79
21. The Center is a welcoming environment for…	2.95	3.72
22. Compton Center supervisors- managers and…	2.47	3.78

Communication (*top*)

Similar to the Campus Climate ratings, all 11 items on the topic of Communication had an importance rating above 3.50, with 6 items receiving especially high ratings of importance.

For the agreement ratings, while 6 items are statistically significant and positive, no items have a very high mean rating (>.5 difference). And while there are no statistically negative items, several items hover around neutral (similar percentages of agreement and disagreement).

Items 23-33. Mean Responses on Communication

Item	Importance			Agreement			Mean - Neutral	Sig.
	n	Mean	SD	n	Mean	SD		
23. ECC communicates openly	98	3.81	0.49	138	2.45	0.98	*-0.05*	
24. ECC disseminates timely information	99	3.84	0.40	136	2.71	0.93	0.21	*
25. Reading College publications helps me to understand the campus	92	3.55	0.56	125	2.97	0.82	0.47	***
26. The majority of employees feel they can talk to management about their concerns	94	3.84	0.42	132	2.46	0.99	*-0.04*	
27. I feel that I can talk to management about my concerns	94	3.84	0.40	134	2.73	1.08	0.23	*
28. Faculty and staff treat each other with respect when services are requested	96	3.85	0.35	136	2.92	0.88	0.42	***
29. I understand how college funds are budgeted	93	3.69	0.57	131	2.47	1.09	*-0.03*	
30. I have access to reliable information about programs and services to support student achievement and learning	91	3.78	0.42	130	2.88	0.88	0.38	***
31. College leadership encourages dialogue regarding planning- program review and SLO processes	93	3.69	0.55	130	2.98	0.89	0.48	***
32. I often feel left out of the process	88	3.63	0.67	127	2.54	1.04	0.04	
33. My input has translated into meaningful changes in policy, practices or other changes	91	3.63	0.64	117	2.36	1.05	*-0.14*	

* Difference is statistically significant at the .05 level ($p<.05$). See Appendix B.
*** Difference is significant at the .001 level ($p<.001$).

Comparison of Agreement and Importance
Communication

■ AGREEMENT   ■ IMPORTANCE

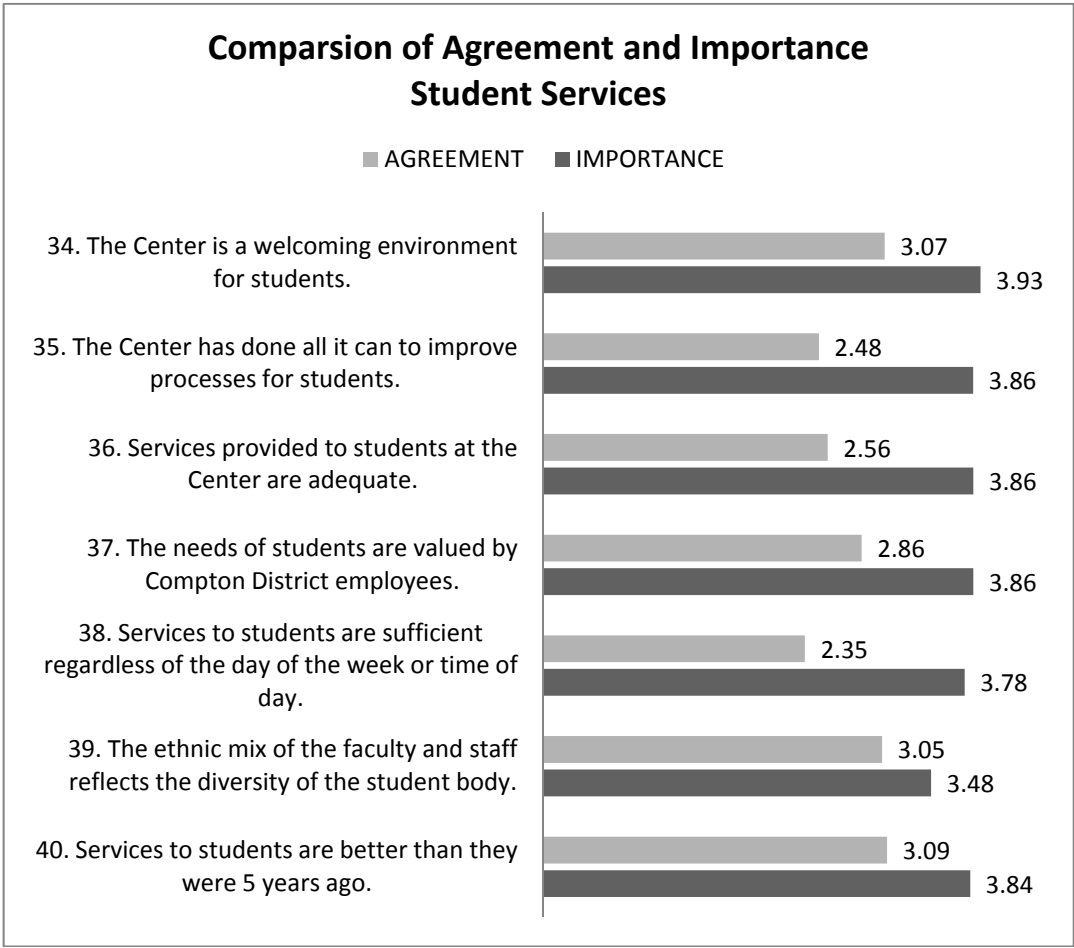| Question	Agreement	Importance
23. The Center communicates openly and honestly with employees at all levels.	2.45	3.81
24. The Center disseminates information in a timely manner.	2.71	3.84
25. Reading College and Center publications helps me to understand each location and its concerns.	2.97	3.55
26. The majority of our employees feel that they can talk to management about their concerns.	2.46	3.84
27. I feel that I can talk to management about my concerns.	2.73	3.84
28. Faculty and staff treat each other with respect when services are requested.	2.92	3.85
29. I understand how Center funds are budgeted.	2.47	3.69
30. I have access to reliable information about the ECC and Center's programs and services used to…	2.88	3.78
31. Compton Center leadership encourages faculty- staff and managers to engage in…	2.98	3.69
32. I often feel left out of the process.	2.54	3.63
33. My input has translated into meaningful changes in policy, practices or other…	2.36	3.63

Student Service (top)

Regarding Student Service, faculty and staff rated all but one item above 3.50 in importance. The highest rated was for the item "The Center being welcoming to students" (#34).

Regarding agreement levels, employees felt that the Compton Center is a welcoming environment for students (#34) and that the ethnic mix of faculty and staff reflects student diversity (#39), and that services are better than they were 5 years ago (#40). Three items had ratings close to neutral.

Items 34-40. Mean Responses on Student Service

Item	Importance			Agreement			Mean - Neutral	Sig.
	n	Mean	SD	n	Mean	SD		
34. CEC is welcoming to students	96	3.93	0.30	133	3.07	0.73	**0.57**	***
35. The Center has done all it can to improve processes	94	3.86	0.35	132	2.48	0.91	*-0.02*	
36. Service to students is adequate	95	3.86	0.35	131	2.56	0.87	0.06	
37. Needs of students are valued by CCCD employees	95	3.86	0.35	130	2.86	0.90	0.36	***
38. Services to students are sufficient regardless of day or time	93	3.78	0.51	125	2.35	0.92	*-0.15*	
39. Ethnic mix of the faculty and staff reflects student diversity	95	3.48	0.73	132	3.05	0.96	**0.55**	***
40. Services to students are better than they were 5 years ago	91	3.84	0.40	111	3.09	0.89	**0.59**	***

*** Difference is significant at the .001 level ($p<.001$). See Appendix B.

Comparsion of Agreement and Importance
Student Services

■ AGREEMENT ■ IMPORTANCE

Item	AGREEMENT	IMPORTANCE
34. The Center is a welcoming environment for students.	3.07	3.93
35. The Center has done all it can to improve processes for students.	2.48	3.86
36. Services provided to students at the Center are adequate.	2.56	3.86
37. The needs of students are valued by Compton District employees.	2.86	3.86
38. Services to students are sufficient regardless of the day of the week or time of day.	2.35	3.78
39. The ethnic mix of the faculty and staff reflects the diversity of the student body.	3.05	3.48
40. Services to students are better than they were 5 years ago.	3.09	3.84

Relations between Torrance Campus and Compton Center (*top*)
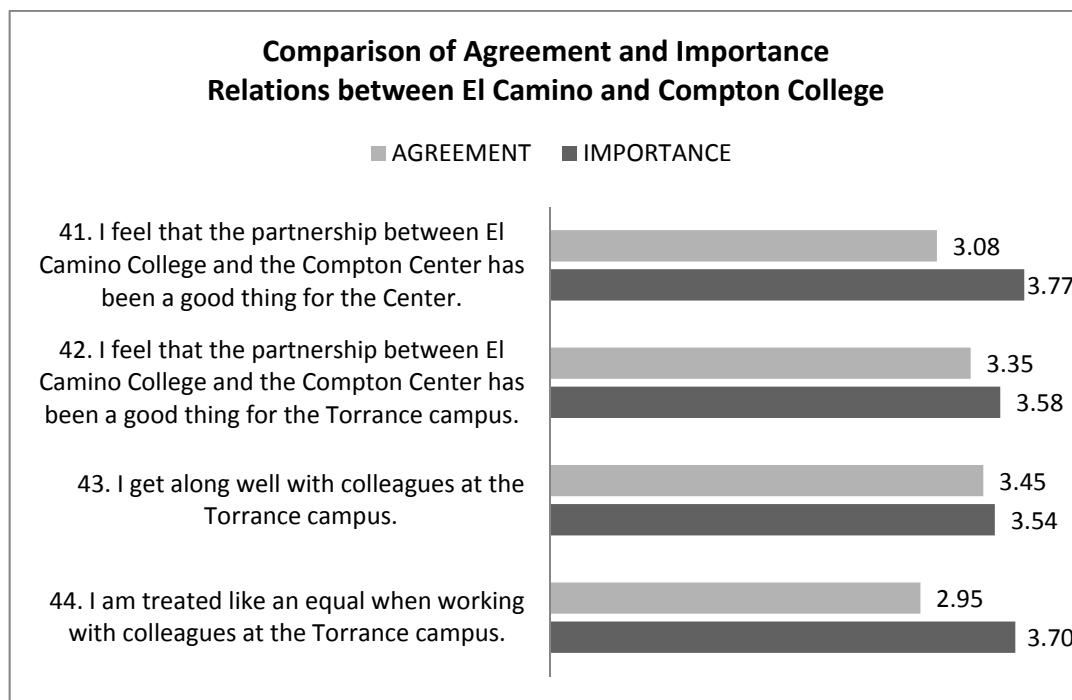
This category of items has been added for the first time to the 2010 climate survey. The items were developed with the assistance of constituents at both the Torrance campus and Compton Center to gain insight into employee relations across locations. Similar questions were asked of Compton Center employees; a comparative analysis is available in a separate document.

CCCD employees agreed fairly strongly that the partnership was good for both the Torrance campus Center. In addition, most felt that they got along well with colleagues at the Center and were treated as equals by them, but the latter was the lowest-scoring item with only 57% of employees in agreement (see Appendix C for percentages). These topics all rated highly in terms of importance.

Items 41-44. Relations between ECC's Torrance Campus and Compton Center

Item	Importance			Agreement			Mean - Neutral	Sig.
	n	Mean	SD	n	Mean	SD		
41. Partnership has been good for the CENTER.	92	3.77	0.45	129	3.08	1.04	**0.58**	***
42. Partnership has been good for the TORRANCE CAMPUS.	86	3.58	0.60	113	3.35	0.79	**0.85**	***
43. I get along well with colleagues at the Center	80	3.54	0.69	112	3.45	0.73	**0.95**	***
44. I am treated like an equal when working with colleagues at the Center	80	3.70	0.60	111	2.95	1.10	0.45	***

*** Difference is significant at the .001 level ($p<.001$).

**Comparison of Agreement and Importance
Relations between El Camino and Compton College**

■ AGREEMENT ■ IMPORTANCE

41. I feel that the partnership between El Camino College and the Compton Center has been a good thing for the Center.
AGREEMENT 3.08
IMPORTANCE 3.77

42. I feel that the partnership between El Camino College and the Compton Center has been a good thing for the Torrance campus.
AGREEMENT 3.35
IMPORTANCE 3.58

43. I get along well with colleagues at the Torrance campus.
AGREEMENT 3.45
IMPORTANCE 3.54

44. I am treated like an equal when working with colleagues at the Torrance campus.
AGREEMENT 2.95
IMPORTANCE 3.70

Other Items

Two additional items were added that are in a different format; they are summarized here.

Question 45 asked about the frequency of visits made to the Torrance campus, the reverse of the question posed on the survey sent to ECC District employees. About 68% of employees visit regularly (often or sometimes). About 5% of the workforce have never visited the Torrance campus.

Institutional publications are an important way to stay in touch with news, events and other updates on campus. Item 46 queried respondents on how often they read various campus publications. Table 46 shows the percentage of responses in each category.

Nearly all (95%) read official College emails while 83% read the President's Newsletter, Center Newsletter, and NEWS releases either often or sometimes. ECC Matters and Community newsletter are read often or sometimes by 75% of the workforce. The Union student newspaper is read regularly by 41%. Plans for wider distribution of the student newspaper on the Compton campus are in progress.

45. I have visited the Torrance Campus...

	n	*%*	**Valid %**
Often	56	40.3	44.4
Sometimes	30	21.6	23.8
Rarely	34	24.5	27.0
Never	6	4.3	4.8
Total	126	90.6	100
Not Indicated	13	9.4	
Total	139	100.0	100.0

46. I read [the following College and Center publications]...

	Often	*Sometimes*	*Rarely*	*Never*	**Total**
President's Newsletter	49.3	33.8	14.7	2.2	100.0
NEWS Releases	48.5	34.3	14.2	3.0	100.0
ECC Matters	34.8	40	14.1	11.1	100.0
The Union student paper	17	23.7	25.9	33.3	100.0
Community News	39.4	35.6	18.9	6.1	100.0
Center Newsletter	49.2	34.1	12.9	3.8	100.0
Official College Emails/Announcements	77.9	16.9	4.4	0.7	100.0

Summary of All Results

Out of the 44 opinion items, 27 had significant *agreement* (positive mean rating) while only 1 item had significant *disagreement* (negative mean rating). Twelve others could not be distinguished from an average neutral response (about the same percentage both agreed and disagreed with the item).

This next section will rank mean responses according to the 5 highest and 5 lowest in terms of Importance and Agreement. Items rated highly in both agreement and importance are in bolded green; items that are rated relatively high in importance but low in agreement are in red italics. The 5 items with the lowest agreement were all rated relatively important.

Highest Agreement	Mean	Most Important	Mean
1. I was familiar with the College's mission statement before completing this survey.	3.50	34. The Center is a welcoming environment for students.	3.93
43. I get along well with colleagues at the Torrance campus.	3.45	4. Compton Center offers quality educational programs and services.	3.89
6. Compton Center is planning for the future.	**3.41**	**6. Compton Center is planning for the future.**	**3.88**
9. The Center has made a good effort to provide a safe campus environment.	**3.37**	**9. The Center has made a good effort to provide a safe campus environment.**	**3.87**
42. I feel that the partnership has been a good thing for the Torrance campus.	3.35	36. Services provided to students at the Center are adequate.	3.86
Lowest Agreement		**Least Important**	
26. The majority of our employees feel that they can talk to management about their concerns.	2.46	25. Reading College and Center publications helps me to understand each location and its concerns.	3.55
23. The Center communicates openly and honestly with employees at all levels.	2.45	12. Faculty and staff appreciation events bring the campus together.	3.54
33. My input has translated into meaningful changes in policy, practices or other changes.	2.36	43. I get along well with colleagues at the Torrance campus.	3.54
38. Services to students are sufficient regardless of the day or time.	2.35	19. I feel part of a wider ECC community.	3.51
17. Morale on campus is high among employees.	2.32	39. The ethnic mix of the faculty/staff reflects diversity of the student body.	3.48

Importance/Agreement Matrix

In the Importance/Agreement matrix below, items are plotted by both ratings, with Importance on the y-axis (vertical) and Agreement on the x-axis (horizontal). Gridlines were set relative to all mean scores. The upper left quadrant contains statements of higher importance and lower agreement, indicating areas to possibly direct additional attention or resources.

The upper right represents services with both higher importance and higher agreement, allowing Center leaders to showcase particular aspects of the campus from a faculty/staff perspective. Plotted points are accompanied by their associated survey item number. Although several importance items appear below the gridline, it should be noted that all importance ratings were found to be statistically significant and positive. Again, gridlines are set relative to all mean scores and do not represent the neutral opinion. The chart is intended to show relative position and association.

Importance/Agreement Matrix – Opinion Items
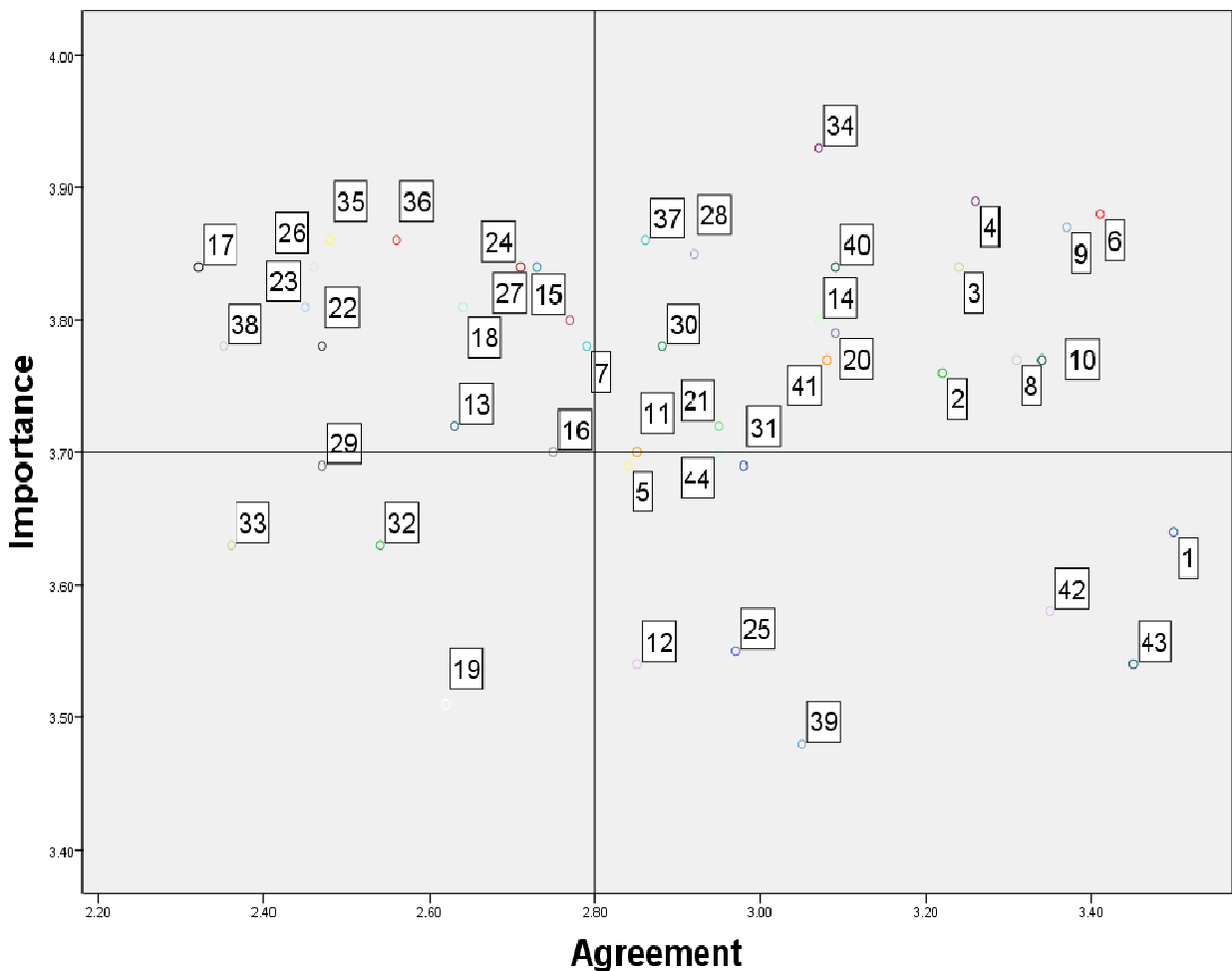
Conclusion

The majority of opinion items had significant positive results, with one significantly negative result. A dozen items had opinions indistinguishable from neutral. Areas of challenge include campus climate, services to students and open communication. Areas with higher levels of agreement involved knowledge and fulfillment of the campus mission and aspects of relations between the Torrance campus and Compton Center.

In addition to selecting levels of agreement and importance on the scalable opinion items of the survey, employees also had several opportunities to provide written comments, with a general comment area along with the opportunity to mention the best aspects of the Compton Center along with areas needing improvement. These comments will be published in a separate report.

Appendix A – Employee Campus Climate Survey 2010

El Camino College Compton Educational Center
Employee Opinion Survey 2010

We would like to hear your thoughts about your experience at El Camino College Compton Center. Results from this survey will be used to support accreditation but, more importantly, to gain feedback about El Camino College and working at the Center for use in future planning.

Your opinion is valued! You may complete this survey on paper or via the web; however, please complete the survey only once. To complete a paper survey, see your division dean or unit director. Do not print the online survey—it will not scan and your responses will be excluded from the survey results.

Please take a few minutes to complete the following survey. For paper surveys, *please fill in the circles completely*.

All responses are completely anonymous. **Thank you for your input!**

Please return your completed survey by Friday, May 7.

A. Employee Group
Faculty
Staff
Student Employee
Manager/Administrator/Supervisor

B. Location
Compton Educational Center
ECC Main Campus (Torrance)
Other

C1. Administrative Area
Academic Affairs
Administrative Services
Student and Community Advancement
Other

C2. Academic Division (If applicable)
Behavioral & Social Sciences
Business
Fine Arts
Health Sciences & Athletics
Humanities
Industry & Technology
Learning Resources
Mathematical Sciences
Natural Sciences
Other

D. Years employed at your location
Less than 1 year.
1 to 5 years

More than 5, but less than 16 years.
16 years or more.

E. Employment Status
Full Time
Part Time

F. Please indicate how often you check your ECC email account.
Daily
Weekly
Every two weeks or less often
Rarely
Never or don't have one

G. Gender
Female
Male
Other
Decline to State

H. Ethnicity
African-American/African
American Indian/Alaskan Native
Asian-American/Asian or Filipino
Latino
Pacific Islander or Hawaiian Native
White
More than one race or ethnicity
Other
Decline to state

In this survey, you will read a series of statements that relate to campus mission and climate, communication, student service, and relations between El Camino College and Compton Center.

For each statement, please indicate your level of agreement or disagreement. Please also indicate how *important* the statement is to you. If you have *no opinion* or the statement does not apply to you, please indicate "N/A."

You will have an opportunity to provide comments or suggestions at the end of the survey.

Scales:
Strongly Agree
Somewhat Agree
Somewhat Disagree
Strongly Disagree
N/A
Very Important
Somewhat Important
Somewhat Unimportant
Very Unimportant
N/A

COLLEGE MISSION
"El Camino College offers quality, comprehensive educational programs and services to ensure the educational success of students from our diverse community."

1. I was familiar with the College's mission statement before completing this survey.
2. Compton Center currently fulfills this mission.
3. Compton Center ensures the educational success of students in our diverse community.
4. Compton Center offers quality, comprehensive educational programs and services.
5. All members of Compton Center share a common language that supports and reinforces the college mission.
6. Compton Center is planning for the future.
7. All members of Compton Center contribute to meeting its mission.

CAMPUS CLIMATE
8. The Center values diversity in its workforce.
9. The Center has made a good effort to provide a safe campus environment.
10. The campus climate is respectful of religious, ethnic and other differences.
11. A strong climate for innovation and change is present at the Center.
12. Faculty and staff appreciation events bring the campus together.
13. Improvements are made to most programs and services following an evaluation process.
14. Employees take pride in working for the Center.
15. Compton Center employees are given meaningful feedback concerning their performance.
16. The Center embraces a spirit of teamwork.
17. Morale on campus is high among employees.
18. Senior management effectively addresses the challenges facing the Center.
19. I feel part of a wider "ECC" community.
20. I have access to the training that can help me improve my job skills.
21. The Center is a welcoming environment for faculty and staff.
22. Compton Center supervisors, managers and administrators lead by example.

COMMUNICATION
23. The Center communicates openly and honestly with employees at all levels.
24. The Center disseminates information in a timely manner.
25. Reading College and Center publications helps me to understand the campus and its concerns.
26. The majority of our employees feel that they can talk to management about their concerns.
27. I feel that I can talk to management about my concerns.
28. Faculty and staff treat each other with respect when services are requested.
29. I understand how college funds are budgeted.
30. I have access to reliable information about the ECC and Compton Center programs and services used to support student achievement and student learning.
31. Compton Center leadership encourages faculty, staff and managers to engage in dialogue regarding planning, program review and SLO processes.
32. I often feel left out of the process.
33. My input has translated into meaningful changes in policy, practices or other administrative changes.

STUDENT SERVICE
34. The Center is a welcoming environment for students.
35. The Center has done all it can to improve processes for students.
36. Services provided to students at the Center are adequate.
37. The needs of students are valued by Compton District employees.
38. Services to students are sufficient regardless of the day of the week or time of day.
39. The ethnic mix of the faculty and staff reflects the diversity of the student body.

40. Services to students are better than they were 5 years ago.

RELATIONS BETWEEN ECC'S TORRANCE CAMPUS AND COMPTON CENTER
41. I feel that the partnership between El Camino College and the Compton Center has been a good thing for the Center.
42. I feel that the partnership between El Camino College and the Compton Center has been a good thing for the Torrance campus.
43. I get along well with colleagues at the Torrance campus.
44. I am treated like an equal when working with colleagues at the Torrance campus.

For the next two questions, please indicate how often you do the following two activities.

Scale:
Often
Sometimes
Rarely
Never

45. I have visited the Torrance campus.
46. I read [President's Newsletter, Center Newsletter, NEWS Releases, ECC Matters, Community News, Official College E-mail Updates/Announcements, the Union student newspaper]

(Matrix question)

Please list the 3 BEST ASPECTS about Compton Center.
1._____
2._____
3._____

Please list up to 3 things YOU WOULD CHANGE about Compton Center.
1._____
2._____
3._____

Please list one survey question not on this survey that you would recommend we ask on the next survey.
1._____

YOUR COMMENTS!
Please complete the following section if you have additional comments or suggestions.

THANK YOU FOR YOUR TIME AND INPUT!

Results will be compiled, grouped and reported later this semester. Employees will

Appendix B – Glossary of Terms ([top](#))

The following list provides definitions and examples of statistical and survey terms used in this report to help clarify their meanings and applications. Words *in italics* are defined elsewhere in this section.

Confidence level – Used in conjunction with the margin of error, the confidence level establishes a level of <u>certainty</u> that the true mean lies within the margin of error. Confidence is represented by a percentage, typically 95% or 99%. Since the two work together, a higher confidence level results in a larger margin of error. Medical studies might use a higher confidence level since they are often dealing with people's health and need especially to avoid drawing a false conclusion. In surveys a confidence level of 95% is typically used. For this study, we can say that we are 95% confident that Compton Community College District (CCCD) employee opinions are within ±6.5% of the sample results.

Margin of error – The faculty staff opinion survey was administered to a small sample of the entire CCCD workforce. While a sufficiently large and randomly selected sample of students can describe the population fairly well, some restrictions apply since we haven't elicited responses from every student. In short, there will be some error in the results. How can we be fairly certain the sample *mean* reflects the true population mean? In order to do this, we use two components: *confidence level* and margin of error. The margin of error is the percentage of variability around the sample mean (or how different the true mean is from the sample). It is usually noted in survey results as ±4% or some other percentage. That means that the true mean lies somewhere within 4% above or 4% below the sample mean, at the given *confidence level*. For our study, CCCD faculty/staff opinions lay within ±6.5% of the sample results (with 95% certainty or "confidence").

Mean – The mean rating for each survey question is the average calculated from the associated *scale* for each item. The mean provides a single number that best describes all responses and can then be used for comparison with other groups or with a central value (such as the CCCD employee mean response vs. a neutral response).

Mode – The mode is the single most common response. While it reflects the most popular choice in an item, it does not necessarily reflect the entire picture of item responses and should be combined with the *mean*.

p-value – The p-value is a number resulting from a statistical calculation which can be compared to a *critical value* to determine if results are *statistically significant*. The individual item p-values are not shown in this report; however, their significance levels (where applicable) are provided with a star notation.

Population – The population for a survey or research study is the group of people that we want to draw conclusions about. In most cases, it is prohibitive to survey and receive responses from every person in a population. However, random sampling was discovered to describe a population quite well, within certain limits (see *margin of error* and *confidence level*). The population for this study is the entire non-student CCCD workforce.

Response rate – The response rate is the percentage of surveys returned out of all surveys distributed to the selected participants. A good response rate is desirable to gain a sufficiently large *sample size*, which reduces the *margin of error*.

Sample – The sample is a subset of a population that we would like to describe or gain information about. If we randomly select the sample, meaning that each employee has the same chance of getting into the sample as any other employee, then we can draw conclusions about the population from the information we gather about the sample.

Although we "polled" rather than sampled the CCCD workforce, we did not receive a 100% response rate. Therefore, statistical techniques based on *samples* are still used. However, this assumes that the respondents are representative of the entire workforce, which may not be the case. Nonresponse error (or error caused by the non-random nature of those who choose <u>not</u> to respond to the survey) is likely to be present in these survey results. One indication of the possible nonresponse error is the low percentage of staff responding to the survey relative to other groups such as faculty and administrators. Measures will be taken in future surveys to reduce this potential nonresponse error.

Sample size – The sample size, or the total number of responses, determines in part the size of the error margin. Although it is true that the larger the sample size, the smaller the *margin of error*, it doesn't take a huge sample to draw conclusions about a population: a well-selected sample of 400 responses produces an error margin of about 5%.

Scale – Most of the "opinion" items consist of a series of ratings with an obvious "order" (e.g., Very Important to Very Unimportant). These ratings can be converted into ordered numerical values—this is an item's scale. Once ratings are converted to a scale, statistical calculations can be performed on the numbers, such as a *mean*.

SD (Standard Deviation) – The Standard Deviation is a number that reflects the amount of "spread" in the responses around the *mean*. As a rule of thumb, 68% of responses fall within 1 SD to the left and right of the mean; 95% of responses will fall within 2 SD on either side of the mean. A larger SD reflects a wider dispersion of opinions. A smaller SD indicates more consistently "central," or moderate, responses. Therefore, checking the SD can supplement the information provided by the *mean*.

Statistical significance – Many of the tables in this report present our mean value compared with a "neutral opinion" value. Compton Center response means were found to be both above and below this neutral value. Since there is inherent error and variability when drawing conclusions from a sample (see *margin of error*), the difference from the national norm could be due to real differences of opinion or purely to chance. Statistical testing of significance determines the likelihood that the difference is <u>not</u> due to chance. A critical value is established in advance and the outcome of a calculation performed on the survey item results (i.e., *p-value*) is matched with this critical value. This results in a significance level (usually expressed as $p<.05$, etc). The lower the significance level, the more certain we can be that the result is not due to chance.

Appendix C – Item Response Tallies ([top](#))

The response tallies for each item in the opinion section are provided below. The Agreement tallies are on the left side of each table with the corresponding Importance tallies on the right.

The first percent column (%) provides the percentage in each category of the scale including blanks, while the Valid % column excludes blanks. Cum % represents cumulative percentages from the highest rating down. Cumulative percentages from the top two categories of Agreement (either Strongly Agree or Agree) that represent _less_ than 50% of the employees surveyed show less positive results. These are highlighted in red italics.

College Mission

1. I was familiar with the College's mission statement before completing this survey.

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Disagree	5	3.6	3.6	3.6	Very Important	65	46.8	70.7	70.7
Somewhat Disagree	1	0.7	0.7	4.3	Somewhat Important	20	14.4	21.7	92.4
Somewhat Agree	52	37.4	37.7	42.0	Somewhat Unimportant	5	3.6	5.4	97.8
Strongly Agree	80	57.6	58	100.0	Very Unimportant	1	0.7	1.1	98.9
N/A	0	0.0	0.0		N/A	1	0.7	1.1	100.0
Total	138	99.3	100.0		Total	92	66.2	100.0	
Blank	1	0.7				47	33.8		
Total	139	100.0				139	100.0		

2. Compton Center currently fulfills the College mission.

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	52	37.4	38.0	38.0	Very Important	70	50.4	77.8	77.8
Somewhat Agree	62	44.6	45.3	83.2	Somewhat Important	16	11.5	17.8	95.6
Somewhat Disagree	18	12.9	13.1	96.4	Somewhat Unimportant	1	0.7	1.1	96.7
Strongly Disagree	2	1.4	1.5	97.8	Very Unimportant	1	0.7	1.1	97.8
N/A	3	2.2	2.2	100.0	N/A	2	1.4	2.2	100.0
Total	137	98.6	100.0		Total	90	64.7	100.0	
Blank	2	1.4				49	35.3		
Total	139	100.0				139	100.0		

3. Compton Center ensures the educational success of students in our diverse community.

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	53	38.1	38.7	38.7	Very Important	78	56.1	85.7	85.7
Somewhat Agree	65	46.8	47.4	86.1	Somewhat Important	11	7.9	12.1	97.8
Somewhat Disagree	15	10.8	10.9	97.1	Somewhat Unimportant	0	0.0	0.0	97.8
Strongly Disagree	3	2.2	2.2	99.3	Very Unimportant	1	0.7	1.1	98.9
N/A	1	0.7	0.7	100.0	N/A	1	0.7	1.1	100.0
Total	137	98.6	100.0		Total	91	65.5	100.0	
Blank	2	1.4				48	34.5		
Total	139	100.0				139	100.0		

4. Compton Center offers quality- comprehensive educational programs and services.

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	56	40.3	40.9	40.9	Very Important	81	58.3	90.0	90.0
Somewhat Agree	61	43.9	44.5	85.4	Somewhat Important	7	5.0	7.8	97.8
Somewhat Disagree	18	12.9	13.1	98.5	Somewhat Unimportant	0	0.0	0.0	97.8
Strongly Disagree	1	0.7	0.7	99.3	Very Unimportant	1	0.7	1.1	98.9
N/A	1	0.7	0.7	100.0	N/A	1	0.7	1.1	100.0
Total	137	98.6	100.0		Total	90	64.7	100.0	
Blank	2	1.4				49	35.3		
Total	139	100.0				139	100.0		

5. All members of Compton Center share a common language that supports and reinforces the college mission.

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	38	27.3	27.7	27.7	Very Important	65	46.8	71.4	71.4
Somewhat Agree	51	36.7	37.2	65.0	Somewhat Important	20	14.4	22.0	93.4
Somewhat Disagree	33	23.7	24.1	89.1	Somewhat Unimportant	2	1.4	2.2	95.6
Strongly Disagree	13	9.4	9.5	98.5	Very Unimportant	1	0.7	1.1	96.7
N/A	2	1.4	1.5	100.0	N/A	3	2.2	3.3	100.0
Total	137	98.6	100.0		Total	91	65.5	100.0	
Blank	2	1.4				48	34.5		
Total	139	100.0				139	100.0		

6. Compton Center is planning for the future.

Agreement					**Importance**			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	77	55.4	55.8	55.8	Very Important	82	59	89.1	89.1
Somewhat Agree	44	31.7	31.9	87.7	Somewhat Important	8	5.8	8.7	97.8
Somewhat Disagree	14	10.1	10.1	97.8	Somewhat Unimportant	0	0.0	0.0	97.8
Strongly Disagree	3	2.2	2.2	100.0	Very Unimportant	1	0.7	1.1	98.9
N/A	0	0.0	0.0		N/A	1	0.7	1.1	100.0
Total	138	99.3	100.0		Total	92	66.2	100.0	
Blank	1	0.7				47	33.8		
Total	139	100.0				139	100.0		

7. All members of Compton Center contribute to meeting its mission.

Agreement					**Importance**			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	33	23.7	24.4	24.4	Very Important	72	51.8	78.3	78.3
Somewhat Agree	53	38.1	39.3	63.7	Somewhat Important	15	10.8	16.3	94.6
Somewhat Disagree	33	23.7	24.4	88.1	Somewhat Unimportant	1	0.7	1.1	95.7
Strongly Disagree	14	10.1	10.4	98.5	Very Unimportant	1	0.7	1.1	96.7
N/A	2	1.4	1.5	100.0	N/A	3	2.2	3.3	100.0
Total	135	97.1	100.0		Total	92	66.2	100.0	
Blank	4	2.9				47	33.8		
Total	139	100.0				139	100.0		

Campus Climate

8. The Center values diversity in its workforce.

Agreement					**Importance**			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	72	51.8	52.2	52.2	Very Important	74	53.2	79.6	79.6
Somewhat Agree	43	30.9	31.2	83.3	Somewhat Important	16	11.5	17.2	96.8
Somewhat Disagree	15	10.8	10.9	94.2	Somewhat Unimportant	1	0.7	1.1	97.8
Strongly Disagree	7	5.0	5.1	99.3	Very Unimportant	1	0.7	1.1	98.9
N/A	1	0.7	0.7	100.0	N/A	1	0.7	1.1	100.0
Total	138	99.3	100.0		Total	93	66.9	100.0	
Blank	1	0.7				46	33.1		
Total	139	100.0				139	100.0		

9. The Center has made a good effort to provide a safe campus environment.

Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
	Agreement					**Importance**			
Strongly Agree	76	54.7	54.7	54.7	Very Important	85	61.2	90.4	90.4
Somewhat Agree	46	33.1	33.1	87.8	Somewhat Important	7	5.0	7.4	97.9
Somewhat Disagree	10	7.2	7.2	95.0	Somewhat Unimportant	1	0.7	1.1	98.9
Strongly Disagree	7	5.0	5.0	100.0	Very Unimportant	1	0.7	1.1	100.0
N/A	0	0.0	0.0	100.0	N/A	0	0.0	0.0	
Total	139	100.0	100.0		Total	94	67.6	100.0	
Blank	0	0.0				45	32.4		
Total	139	100.0				139	100.0		

10. The campus climate is respectful of religious- ethnic and other differences.

Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
	Agreement					**Importance**			
Strongly Agree	70	50.4	50.7	50.7	Very Important	76	54.7	80.9	80.9
Somewhat Agree	49	35.3	35.5	86.2	Somewhat Important	15	10.8	16.0	96.8
Somewhat Disagree	13	9.4	9.4	95.7	Somewhat Unimportant	2	1.4	2.1	98.9
Strongly Disagree	5	3.6	3.6	99.3	Very Unimportant	1	0.7	1.1	100.0
N/A	1	0.7	0.7	100.0	N/A	0	0.0	0.0	100.0
Total	138	99.3	100.0		Total	94	67.6	100.0	
Blank	1	0.7				45	32.4		
Total	139	100.0				139	100.0		

11. A strong climate for innovation and change is present at the Center.

Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
	Agreement					**Importance**			
Strongly Agree	40	28.8	29.2	29.2	Very Important	71	51.1	76.3	76.3
Somewhat Agree	47	33.8	34.3	63.5	Somewhat Important	16	11.5	17.2	93.5
Somewhat Disagree	36	25.9	26.3	89.8	Somewhat Unimportant	3	2.2	3.2	96.8
Strongly Disagree	12	8.6	8.8	98.5	Very Unimportant	2	1.4	2.2	98.9
N/A	2	1.4	1.5	100.0	N/A	1	0.7	1.1	100.0
Total	137	98.6	100.0		Total	93	66.9	100.0	
Blank	2	1.4				46	33.1		
Total	139	100.0				139	100.0		

12. Faculty and staff appreciation events bring the campus together.

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	35	25.2	25.9	25.9	Very Important	60	43.2	63.8	63.8
Somewhat Agree	51	36.7	37.8	63.7	Somewhat Important	21	15.1	22.3	86.2
Somewhat Disagree	28	20.1	20.7	84.4	Somewhat Unimportant	9	6.5	9.6	95.7
Strongly Disagree	13	9.4	9.6	94.1	Very Unimportant	1	0.7	1.1	96.8
N/A	8	5.8	5.9	100.0	N/A	3	2.2	3.2	100.0
Total	135	97.1	100.0		Total	94	67.6	100.0	
Blank	4	2.9				45	32.4		
Total	139	100.0				139	100.0		

13. Improvements are made to most programs and services following an evaluation process.

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	22	15.8	16.2	16.2	Very Important	73	52.5	76.8	76.8
Somewhat Agree	54	38.8	39.7	55.9	Somewhat Important	16	11.5	16.8	93.7
Somewhat Disagree	31	22.3	22.8	78.7	Somewhat Unimportant	2	1.4	2.1	95.8
Strongly Disagree	19	13.7	14.0	92.6	Very Unimportant	2	1.4	2.1	97.9
N/A	10	7.2	7.4	100.0	N/A	2	1.4	2.1	100.0
Total	136	97.8	100.0		Total	95	68.3	100.0	
Blank	3	2.2				44	31.7		
Total	139	100.0				139	100.0		

14. Employees take pride in working for the Center.

Agreement					Importance				
Scale	N	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	46	33.1	33.6	33.6	Very Important	77	55.4	81.1	81.1
Somewhat Agree	63	45.3	46.0	79.6	Somewhat Important	17	12.2	17.9	98.9
Somewhat Disagree	18	12.9	13.1	92.7	Somewhat Unimportant	1	0.7	1.1	100.0
Strongly Disagree	9	6.5	6.6	99.3	Very Unimportant	0	0.0	0.0	100.0
N/A	1	0.7	0.7	100.0	N/A	0	0.0	0.0	100.0
Total	137	98.6	100.0		Total	95	68.3	100.0	
Blank	2	1.4				44	31.7		
Total	139	100.0				139	100.0		

15. Compton Center employees are given meaningful feedback concerning their performance.

	Agreement					**Importance**			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	34	24.5	24.8	24.8	Very Important	77	55.4	81.9	81.9
Somewhat Agree	51	36.7	37.2	62.0	Somewhat Important	14	10.1	14.9	96.8
Somewhat Disagree	32	23.0	23.4	85.4	Somewhat Unimportant	1	0.7	1.1	97.9
Strongly Disagree	16	11.5	11.7	97.1	Very Unimportant	1	0.7	1.1	98.9
N/A	4	2.9	2.9	100.0	N/A	1	0.7	1.1	100.0
Total	137	98.6	100.0		Total	94	67.6	100.0	
Blank	2	1.4				45	32.4		
Total	139	100.0				139	100.0		

16. The Center embraces a spirit of teamwork.

	Agreement					**Importance**			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	33	23.7	24.3	24.3	Very Important	71	51.1	77.2	77.2
Somewhat Agree	52	37.4	38.2	62.5	Somewhat Important	14	10.1	15.2	92.4
Somewhat Disagree	31	22.3	22.8	85.3	Somewhat Unimportant	5	3.6	5.4	97.8
Strongly Disagree	18	12.9	13.2	98.5	Very Unimportant	1	0.7	1.1	98.9
N/A	2	1.4	1.5	100.0	N/A	1	0.7	1.1	100.0
Total	136	97.8	100.0		Total	92	66.2	100.0	
Blank	3	2.2				47	33.8		
Total	139	100.0				139	100.0		

17. Morale on campus is high among employees.

	Agreement					**Importance**			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	14	10.1	10.5	10.5	Very Important	81	58.3	86.2	86.2
Somewhat Agree	42	30.2	31.6	42.1	Somewhat Important	9	6.5	9.6	95.7
Somewhat Disagree	45	32.4	33.8	75.9	Somewhat Unimportant	3	2.2	3.2	98.9
Strongly Disagree	29	20.9	21.8	97.7	Very Unimportant	0	0.0	0.0	98.9
N/A	3	2.2	2.3	100.0	N/A	1	0.7	1.1	100.0
Total	133	95.7	100.0		Total	94	67.6	100.0	
Blank	6	4.3				45	32.4		
Total	139	100.0				139	100.0		

18. Senior management effectively addresses the challenges facing the Center.

	Agreement					**Importance**			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	26	18.7	19.0	19.0	Very Important	78	56.1	82.1	82.1
Somewhat Agree	52	37.4	38.0	56.9	Somewhat Important	13	9.4	13.7	95.8
Somewhat Disagree	35	25.2	25.5	82.5	Somewhat Unimportant	1	0.7	1.1	96.8
Strongly Disagree	19	13.7	13.9	96.4	Very Unimportant	1	0.7	1.1	97.9
N/A	5	3.6	3.6	100.0	N/A	2	1.4	2.1	100.0
Total	137	98.6	100.0		Total	95	68.3	100.0	
Blank	2	1.4				44	31.7		
Total	139	100.0				139	100.0		

19. I feel part of a wider ECC community.

	Agreement					**Importance**			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	35	25.2	25.5	25.5	Very Important	58	41.7	61.7	61.7
Somewhat Agree	43	30.9	31.4	56.9	Somewhat Important	22	15.8	23.4	85.1
Somewhat Disagree	25	18.0	18.2	75.2	Somewhat Unimportant	8	5.8	8.5	93.6
Strongly Disagree	30	21.6	21.9	97.1	Very Unimportant	2	1.4	2.1	95.7
N/A	4	2.9	2.9	100.0	N/A	4	2.9	4.3	100.0
Total	137	98.6	100.0		Total	94	67.6	100.0	
Blank	2	1.4				45	32.4		
Total	139	100.0				139	100.0		

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

	Agreement					**Importance**			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	52	37.4	38.2	38.2	Very Important	76	54.7	80.0	80.0
Somewhat Agree	53	38.1	39.0	77.2	Somewhat Important	16	11.5	16.8	96.8
Somewhat Disagree	16	11.5	11.8	89.0	Somewhat Unimportant	2	1.4	2.1	98.9
Strongly Disagree	12	8.6	8.8	97.8	Very Unimportant	0	0.0	0.0	98.9
N/A	3	2.2	2.2	100.0	N/A	1	0.7	1.1	100.0
Total	136	97.8	100.0		Total	95	68.3	100.0	
Blank	3	2.2				44	31.7		
Total	139	100.0				139	100.0		

21. The Center is a welcoming environment for faculty and staff.

	Agreement				Importance			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	39	28.1	28.9	28.9	Very Important	72	51.8	75.0	75.0
Somewhat Agree	58	41.7	43.0	71.9	Somewhat Important	20	14.4	20.8	95.8
Somewhat Disagree	26	18.7	19.3	91.1	Somewhat Unimportant	2	1.4	2.1	97.9
Strongly Disagree	10	7.2	7.4	98.5	Very Unimportant	1	0.7	1.0	99.0
N/A	2	1.4	1.5	100.0	N/A	1	0.7	1.0	100.0
Total	135	97.1	100.0		Total	96	69.1	100.0	
Blank	4	2.9				43	30.9		
Total	139	100.0				139	100.0		

22. Compton Center supervisors- managers and administrators lead by example.

	Agreement				Importance			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	21	15.1	15.4	15.4	Very Important	76	54.7	81.7	81.7
Somewhat Agree	52	37.4	38.2	53.7	Somewhat Important	13	9.4	14.0	95.7
Somewhat Disagree	31	22.3	22.8	76.5	Somewhat Unimportant	2	1.4	2.2	97.8
Strongly Disagree	31	22.3	22.8	99.3	Very Unimportant	1	0.7	1.1	98.9
N/A	1	0.7	0.7	100.0	N/A	1	0.7	1.1	100.0
Total	136	97.8	100.0		Total	93	66.9	100.0	
Blank	3	2.2				46	33.1		
Total	139	100.0				139	100.0		

Communication

23. The Center communicates openly and honestly with employees at all levels.

	Agreement				Importance			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	20	14.4	14.5	14.5	Very Important	82	59.0	82.8	82.8
Somewhat Agree	51	36.7	37.0	51.4	Somewhat Important	14	10.1	14.1	97.0
Somewhat Disagree	38	27.3	27.5	79.0	Somewhat Unimportant	1	0.7	1.0	98.0
Strongly Disagree	29	20.9	21.0	100.0	Very Unimportant	1	0.7	1.0	99.0
N/A	0	0.0	0.0		N/A	1	0.7	1.0	100.0
Total	138	99.3	100.0		Total	99	71.2	100.0	
Blank	1	0.7				40	28.8		
Total	139	100.0				139	100.0		

24. Opportunities for career growth are available.

	Agreement				**Importance**				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	28	20.1	20.4	20.4	Very Important	84	60.4	84.8	84.8
Somewhat Agree	56	40.3	40.9	61.3	Somewhat Important	14	10.1	14.1	99.0
Somewhat Disagree	36	25.9	26.3	87.6	Somewhat Unimportant	1	0.7	1.0	100.0
Strongly Disagree	16	11.5	11.7	99.3	Very Unimportant	0	0.0	0.0	100.0
N/A	1	0.7	0.7	100.0	N/A	0	0.0	0.0	100.0
Total	137	98.6	100.0		Total	99	71.2	100.0	
Blank	2	1.4				40	28.8		
Total	139	100.0				139	100.0		

25. Reading College and Center publications helps me to understand each location and its concerns.

	Agreement				**Importance**				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	33	23.7	24.6	24.6	Very Important	54	38.8	55.1	55.1
Somewhat Agree	62	44.6	46.3	70.9	Somewhat Important	35	25.2	35.7	90.8
Somewhat Disagree	23	16.5	17.2	88.1	Somewhat Unimportant	3	2.2	3.1	93.9
Strongly Disagree	7	5.0	5.2	93.3	Very Unimportant	0	0.0	0.0	93.9
N/A	9	6.5	6.7	100.0	N/A	6	4.3	6.1	100.0
Total	134	96.4	100.0		Total	98	70.5	100.0	
Blank	5	3.6				41	29.5		
Total	139	100.0				139	100.0		

26. The majority of our employees feel that they can talk to management about their concerns.

	Agreement				**Importance**				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	19	13.7	13.9	13.9	Very Important	81	58.3	85.3	85.3
Somewhat Agree	52	37.4	38.0	51.8	Somewhat Important	11	7.9	11.6	96.8
Somewhat Disagree	32	23.0	23.4	75.2	Somewhat Unimportant	2	1.4	2.1	98.9
Strongly Disagree	29	20.9	21.2	96.4	Very Unimportant	0	0.0	0.0	98.9
N/A	5	3.6	3.6	100.0	N/A	1	0.7	1.1	100.0
Total	137	98.6	100.0		Total	95	68.3	100.0	
Blank	2	1.4				44	31.7		
Total	139	100.0				139	100.0		

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

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	38	27.3	27.9	27.9	Very Important	80	57.6	85.1	85.1
Somewhat Agree	49	35.3	36.0	64.0	Somewhat Important	13	9.4	13.8	98.9
Somewhat Disagree	20	14.4	14.7	78.7	Somewhat Unimportant	1	0.7	1.1	100.0
Strongly Disagree	27	19.4	19.9	98.5	Very Unimportant	0	0.0	0.0	100.0
N/A	2	1.4	1.5	100.0	N/A	0	0.0	0.0	100.0
Total	136	97.8	100.0		Total	94	67.6	100.0	
Blank	3	2.2				45	32.4		
Total	139	100.0				139	100.0		

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

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	36	25.9	26.1	26.1	Very Important	82	59	85.4	85.4
Somewhat Agree	64	46.0	46.4	72.5	Somewhat Important	14	10.1	14.6	100.0
Somewhat Disagree	25	18.0	18.1	90.6	Somewhat Unimportant	0	0.0	0.0	100.0
Strongly Disagree	11	7.9	8.0	98.6	Very Unimportant	0	0.0	0.0	100.0
N/A	2	1.4	1.4	100.0	N/A	0	0.0	0.0	100.0
Total	138	99.3	100.0		Total	96	69.1	100.0	
Blank	1	0.7				43	30.9		
Total	139	100.0				139	100.0		

29. I understand how Center funds are budgeted.

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	27	19.4	19.6	19.6	Very Important	69	49.6	72.6	72.6
Somewhat Agree	42	30.2	30.4	50.0	Somewhat Important	19	13.7	20.0	92.6
Somewhat Disagree	28	20.1	20.3	70.3	Somewhat Unimportant	5	3.6	5.3	97.9
Strongly Disagree	34	24.5	24.6	94.9	Very Unimportant	0	0.0	0.0	97.9
N/A	7	5.0	5.1	100.0	N/A	2	1.4	2.1	100.0
Total	138	99.3	100.0		Total	95	68.3	100.0	
Blank	1	0.7				44	31.7		
Total	139	100.0				139	100.0		

30. I have access to reliable information about the ECC and Center's programs and services used to support student achievement and student learning.

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	32	23.0	23.2	23.2	Very Important	71	51.1	75.5	75.5
Somewhat Agree	61	43.9	44.2	67.4	Somewhat Important	20	14.4	21.3	96.8
Somewhat Disagree	26	18.7	18.8	86.2	Somewhat Unimportant	0	0.0	0.0	100.0
Strongly Disagree	11	7.9	8.0	94.2	Very Unimportant	0	0.0	0.0	100.0
N/A	8	5.8	5.8	100.0	N/A	3	2.2	3.2	
Total	138	99.3	100.0		Total	94	67.6	100.0	
Blank	1	0.7				45	32.4		
Total	139	100.0				139	100.0		

31. Compton Center leadership encourages faculty- staff and managers to engage in dialogue regarding planning- program review and SLO processes.

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	37	26.6	26.8	26.8	Very Important	68	48.9	71.6	71.6
Somewhat Agree	67	48.2	48.6	75.4	Somewhat Important	21	15.1	22.1	93.7
Somewhat Disagree	13	9.4	9.4	84.8	Somewhat Unimportant	4	2.9	4.2	97.9
Strongly Disagree	13	9.4	9.4	94.2	Very Unimportant	0	0.0	0.0	97.9
N/A	8	5.8	5.8	100.0	N/A	2	1.4	2.1	100.0
Total	138	99.3	100.0		Total	95	68.3	100.0	
Blank	1	0.7				44	31.7		
Total	139	100.0				139	100.0		

32. I often feel left out of the process.

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	25	18.0	18.5	18.5	Very Important	62	44.6	66.0	66.0
Somewhat Agree	46	33.1	34.1	52.6	Somewhat Important	21	15.1	22.3	88.3
Somewhat Disagree	28	20.1	20.7	73.3	Somewhat Unimportant	3	2.2	3.2	91.5
Strongly Disagree	28	20.1	20.7	94.1	Very Unimportant	2	1.4	2.1	93.6
N/A	8	5.8	5.9	100.0	N/A	6	4.3	6.4	100.0
Total	135	97.1	100.0		Total	94	67.6	100.0	
Blank	4	2.9				45	32.4		
Total	139	100.0				139	100.0		

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

	Agreement					Importance			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	17	12.2	12.9	12.9	Very Important	64	46	67.4	67.4
Somewhat Agree	41	29.5	31.1	43.9	Somewhat Important	21	15.1	22.1	89.5
Somewhat Disagree	26	18.7	19.7	63.6	Somewhat Unimportant	5	3.6	5.3	94.7
Strongly Disagree	33	23.7	25.0	88.6	Very Unimportant	1	0.7	1.1	95.8
N/A	15	10.8	11.4	100.0	N/A	4	2.9	4.2	100.0
Total	132	95.0	100.0		Total	95	68.3	100.0	
Blank	7	5.0				44	31.7		
Total	139	100.0				139	100.0		

Student Services

34. The Center is a welcoming environment for students.

	Agreement					Importance			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	36	25.9	26.9	26.9	Very Important	90	64.7	93.8	93.8
Somewhat Agree	74	53.2	55.2	82.1	Somewhat Important	5	3.6	5.2	99.0
Somewhat Disagree	19	13.7	14.2	96.3	Somewhat Unimportant	1	0.7	1.0	100.0
Strongly Disagree	4	2.9	3.0	99.3	Very Unimportant	0	0.0	0.0	100.0
N/A	1	0.7	0.7	100.0	N/A	0	0.0	0.0	100.0
Total	134	96.4	100.0		Total	96	69.1	100.0	
Blank	5	3.6				43	30.9		
Total	139	100.0				139	100.0		

35. The Center has done all it can to improve processes for students.

	Agreement					Importance			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	16	11.5	11.9	11.9	Very Important	81	58.3	86.2	86.2
Somewhat Agree	53	38.1	39.6	51.5	Somewhat Important	13	9.4	13.8	100.0
Somewhat Disagree	41	29.5	30.6	82.1	Somewhat Unimportant	0	0.0	0.0	100.0
Strongly Disagree	22	15.8	16.4	98.5	Very Unimportant	0	0.0	0.0	100.0
N/A	2	1.4	1.5	100.0	N/A	0	0.0	0.0	100.0
Total	134	96.4	100.0		Total	94	67.6	100.0	
Blank	5	3.6				45	32.4		
Total	139	100.0				139	100.0		

36. Services provided to students at the Center are adequate.

	Agreement					Importance			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	15	10.8	11.2	11.2	Very Important	82	59.0	85.4	85.4
Somewhat Agree	61	43.9	45.5	56.7	Somewhat Important	13	9.4	13.5	99.0
Somewhat Disagree	37	26.6	27.6	84.3	Somewhat Unimportant	0	0.0	0.0	99.0
Strongly Disagree	18	12.9	13.4	97.8	Very Unimportant	0	0.0	0.0	99.0
N/A	3	2.2	2.2	100.0	N/A	1	0.7	1.0	100.0
Total	134	96.4	100.0		Total	96	69.1	100.0	
Blank	5	3.6				43	30.9		
Total	139	100.0				139	100.0		

37. The needs of students are valued by Compton District employees.

	Agreement					Importance			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	32	23.0	24.2	24.2	Very Important	82	59	85.4	85.4
Somewhat Agree	60	43.2	45.5	69.7	Somewhat Important	13	9.4	13.5	99.0
Somewhat Disagree	26	18.7	19.7	89.4	Somewhat Unimportant	0	0.0	0.0	99.0
Strongly Disagree	12	8.6	9.1	98.5	Very Unimportant	0	0.0	0.0	99.0
N/A	2	1.4	1.5	100.0	N/A	1	0.7	1.0	100.0
Total	132	95.0	100.0		Total	96	69.1	100.0	
Blank	7	5.0				43	30.9		
Total	139	100.0				139	100.0		

38. Services to students are sufficient regardless of the day of the week or time of day.

	Agreement					Importance			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	13	9.4	10.0	10.0	Very Important	77	55.4	81.1	81.1
Somewhat Agree	43	30.9	33.1	43.1	Somewhat Important	12	8.6	12.6	93.7
Somewhat Disagree	44	31.7	33.8	76.9	Somewhat Unimportant	4	2.9	4.2	97.9
Strongly Disagree	25	18.0	19.2	96.2	Very Unimportant	0	0.0	0.0	97.9
N/A	5	3.6	3.8	100.0	N/A	2	1.4	2.1	100.0
Total	130	93.5	100.0		Total	95	68.3	100.0	
Blank	9	6.5				44	31.7		
Total	139	100.0				139	100.0		

39. The ethnic mix of the faculty and staff reflects the diversity of the student body.

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	49	35.3	36.6	36.6	Very Important	57	41	59.4	59.4
Somewhat Agree	54	38.8	40.3	76.9	Somewhat Important	29	20.9	30.2	89.6
Somewhat Disagree	15	10.8	11.2	88.1	Somewhat Unimportant	7	5.0	7.3	96.9
Strongly Disagree	14	10.1	10.4	98.5	Very Unimportant	2	1.4	2.1	99.0
N/A	2	1.4	1.5	100.0	N/A	1	0.7	1.0	100.0
Total	134	96.4	100.0		Total	96	69.1	100.0	
Blank	5	3.6				43	30.9		
Total	139	100.0				139	100.0		

40. Services to students are better than they were 5 years ago.

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	43	30.9	33.3	33.3	Very Important	77	55.4	78.6	78.6
Somewhat Agree	41	29.5	31.8	65.1	Somewhat Important	13	9.4	13.3	91.8
Somewhat Disagree	21	15.1	16.3	81.4	Somewhat Unimportant	1	0.7	1.0	92.9
Strongly Disagree	6	4.3	4.7	86.0	Very Unimportant				
N/A	18	12.9	14.0	100.0	N/A	7	5.0	7.1	100.0
Total	129	92.8	100.0		Total	98	70.5	100.0	
Blank	10	7.2				41	29.5		
Total	139	100.0				139	100.0		

Relations between El Camino and Compton Center

41. I feel that the partnership has been a good thing for the CENTER.

Agreement					Importance				
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	58	41.7	43.3	43.3	Very Important	72	51.8	75.8	75.8
Somewhat Agree	39	28.1	29.1	72.4	Somewhat Important	19	13.7	20.0	95.8
Somewhat Disagree	16	11.5	11.9	84.3	Somewhat Unimportant	1	0.7	1.1	96.8
Strongly Disagree	16	11.5	11.9	96.3	Very Unimportant	0	0.0	0.0	96.8
N/A	5	3.6	3.7	100.0	N/A	3	2.2	3.2	100.0
Total	134	96.4	100.0		Total	95	68.3	100.0	
Blank	5	3.6				44	31.7		
Total	139	100.0				139	100.0		

42. I feel that the partnership has been a good thing for the TORRANCE CAMPUS.

	Agreement				**Importance**			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	58	41.7	44.6	44.6	Very Important	55	39.6	59.8	59.8
Somewhat Agree	39	28.1	30.0	74.6	Somewhat Important	26	18.7	28.3	88.0
Somewhat Disagree	13	9.4	10.0	84.6	Somewhat Unimportant	5	3.6	5.4	93.5
Strongly Disagree	3	2.2	2.3	86.9	Very Unimportant	0	0.0	0.0	93.5
N/A	17	12.2	13.1	100.0	N/A	6	4.3	6.5	100.0
Total	130	93.5	100.0		Total	92	66.2	100.0	
Blank	9	6.5				47	33.8		
Total	139	100.0				139	100.0		

43. I get along well with colleagues at the Torrance campus.

	Agreement				**Importance**			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	64	46.0	49.2	49.2	Very Important	51	36.7	58.6	58.6
Somewhat Agree	36	25.9	27.7	76.9	Somewhat Important	22	15.8	25.3	83.9
Somewhat Disagree	10	7.2	7.7	84.6	Somewhat Unimportant	6	4.3	6.9	90.8
Strongly Disagree	2	1.4	1.5	86.2	Very Unimportant	1	0.7	1.1	92.0
N/A	18	12.9	13.8	100.0	N/A	7	5.0	8.0	100.0
Total	130	93.5	100.0		Total	87	62.6	100.0	
Blank	9	6.5				52	37.4		
Total	139	100.0				139	100.0		

44. I am treated like an equal when working with colleagues at the Torrance campus.

	Agreement				**Importance**			
Scale	n	%	Valid %	Cum %	Scale	n	%	Valid %	Cum %
Strongly Agree	48	34.5	37.2	37.2	Very Important	61	43.9	67.8	67.8
Somewhat Agree	25	18.0	19.4	56.6	Somewhat Important	15	10.8	16.7	84.4
Somewhat Disagree	22	15.8	17.1	73.6	Somewhat Unimportant	3	2.2	3.3	87.8
Strongly Disagree	16	11.5	12.4	86.0	Very Unimportant	1	0.7	1.1	88.9
N/A	18	12.9	14.0	100.0	N/A	10	7.2	11.1	100.0
Total	129	92.8	100.0		Total	90	64.7	100.0	
Blank	10	7.2				49	35.3		
Total	139	100.0				139	100.0		