

CAMPUS CLIMATE

CE Mesa

More than 230 employees participated in the 2023 SDCCE Employee Cultural Climate Survey to help executive leadership identify and execute actions towards fostering an environment where employees feel welcomed, valued, and respected. In the upcoming months, managers will leverage the results from this survey to address gaps reported by employees.

24



CE Mesa employees participated in the Employee Cultural Climate Survey.

100%



Employees enjoy working at the CE Mesa Site.

76%



People at the CE Mesa Site work well together.

82%



Employees feel a sense of belonging to the CE Mesa Site.

88%



Employees feel safe at the CE Mesa Site.

65%



Employees are satisfied with the level of support they receive from IT at the CE Mesa Site.

65%



Employees are satisfied with the support they receive from facilities at the CE Mesa Site.

65%



Employees have a favorable opinion of the physical appearance of the CE Mesa Site.

Priority Areas To Be Addressed

Based on CE Mesa Employees' Feedback

In order to prioritize the information available, this section highlights topics related to statements with levels of disagreement/dissatisfaction from employees of 15 percent or higher. Additionally, the report includes topics with a number of open-ended responses equivalent to 15% or more of the campus survey respondents.



DEIAA

Employees expressed dissatisfaction with SDCCE's DEIAA efforts, citing concerns about microaggressions, stigma related to mental health, overemphasis on diversity, and subtle biases. They called for training on DEIAA topics and a more inclusive environment for staff and students.



Facilities Support

There are concerns related to cleanliness, maintenance, and landscaping. Despite these concerns, some respondents believe that the college is generally well-maintained.



IT Support

Concerns about IT performance are evident, particularly regarding repair times and responsiveness. There are also issues related to equipment repair, impacting teaching and class functionality.



Talent Management

Concerns were raised about the hiring process, diversity, and advancement opportunities.

Note 1: Respondents were asked to self-identify their primary work campus(es). Any open-ended comments that referred to a different campus than the one(s) initially identified by respondents, were reassigned to the correct campus.

Note 2: The results obtained from this survey are intended to provide valuable insights for decision-making across all campuses within SDCCE. However, it is essential to note that the number of responses collected for this specific campus may not be sufficient to draw statistically significant conclusions. As a result, we recommend conducting further inquiries among campus employees to identify specific strategies and determine the next steps effectively.

Note 3: Please contact Jesus Rivas at jrivas@sdccd.edu if you have any questions regarding the research methodology employed to generate these results.