

CAMPUS CLIMATE

CE Miramar

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.

15



CE Miramar employees participated in the Employee Cultural Climate Survey.

100%



Employees enjoy working at the CE Miramar Site.

100%



People at the CE Miramar Site work well together.

75%



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

100%



Employees feel safe at the CE Miramar Site.

40%



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

44%



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

56%



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

Priority Areas To Be Addressed

Based on CE Miramar 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.



Campus Safety

Employees harbor reservations regarding SDCCE's emergency preparedness, suggesting a lack of confidence in the institution's safety protocols.



Communication and Collaboration

There is employee discontent in areas of communication and collaboration. Concerns encompass the adequacy of communication, particularly concerning institution-wide decisions, perceived deficiencies in interdepartmental collaboration, and uncertainties about communication effectiveness regarding safety matters.



DEIAA

Dissatisfaction is discernible in DEIAA efforts, encompassing concerns over perceived inequities in hiring practices, inadequate professional development opportunities pertaining to diversity, equity, and intersectionality, and fears of negative consequences or discrimination upon disclosing personal information.



Departmental Leadership

Employee confidence in both departmental and institutional leadership is faltering, with doubts arising about the effectiveness of leadership and whether employee complaints are taken seriously.



Employee Empowerment

Employees express how much their contributions to SDCCE and their respective departments are valued, alongside doubts about whether SDCCE fosters open sharing of ideas.



Employee Well-being

Discontent centers on workload and the level of support available to foster a healthy work/life balance.



Facilities Support

Satisfaction with support from Facilities at the CE Miramar site is a concern.



IT Support

IT support, originating from various levels (CE Miramar site, District IT, and SDCCE IT), raises uncertainties and dissatisfaction. Open-ended comments show concerns about the understaffed IT department in CE Miramar and express a need for more IT support to manage their workload effectively. Challenges in obtaining timely responses from the IT department and facilities for inquiries and needs are mentioned.



Sense of Belonging

Employees express apprehensions about SDCCE's efforts to cultivate a sense of community among students and staff and their sense of belonging to the institution.



Talent Management

Career advancement prospects within SDCCE emerge as a source of dissatisfaction among employees.

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.