

CAMPUS CLIMATE

Cesar Chavez

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.

49



Cesar Chavez employees participated in the Employee Cultural Climate Survey.

85%



Employees enjoy working at the Cesar Chavez Campus.

76%



People at the Cesar Chavez Campus work well together.

63%



Employees feel a sense of belonging to the Cesar Chavez Campus.

59%



Employees feel safe at the Cesar Chavez Campus.

40%



Employees are satisfied with the level of support they receive from IT at the Cesar Chavez Campus.

40%



Employees are satisfied with the support they receive from facilities at the Cesar Chavez Campus.

88%



Employees have a favorable opinion of the physical appearance of the Cesar Chavez Campus.

Priority Areas To Be Addressed

Based on Cesar Chavez 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 Climate

Open-ended responses show that while the campus is seen as welcoming and supportive, concerns about psychological safety and a sense of belonging emerge.



Campus Safety

Employees have voiced reservations about their safety at SDCCE, indicating a lack of perceived security and readiness to handle emergencies. This concern impacts their comfort and well-being while working on campus.



Campus Spaces

Open-ended responses show that employees find the campus atmosphere sterile and poorly lit. Chaotic office spaces and issues with accessibility to administrative offices are noted.



Communication and Collaboration

Employees are dissatisfied with the level of communication they receive from the institution and the extent of collaboration among different departments.



DEIAA

Dissatisfaction is evident regarding the perception of equitable hiring practices and policies to increase staff diversity. Employees also expressed reservations about the professional development opportunities provided concerning diversity, equity, and intersectionality.



Employee Empowerment

Employees indicate that their feedback is ineffective in informing important decisions at SDCCE.



Employee Well-being

Concerns about workload contribute to employee dissatisfaction.



Facilities Support

Employees are dissatisfied with the level of support they receive from Facilities at the Cesar Chavez campus. This can affect the functionality and cleanliness of the workplace. Open-ended comments show concerns about declining cleanliness, maintenance and a need for clear cleaning standards. Understaffing significantly affects facilities support.



IT Support

Dissatisfaction extends to IT support at the Cesar Chavez campus and the broader SDCCE IT services. Delays in repairs and inadequate support affect the effectiveness of technology-dependent tasks. Open-ended comments show that employees generally appreciate IT services but express frustration with repair times and inadequate IT support at certain campuses.



Professional Development

While professional development opportunities are essential for skill enhancement, employees express concerns regarding their satisfaction with available professional development resources.



Sense of Belonging

Employees indicate a lack of satisfaction with the institution's efforts to prioritize the development of a sense of community among students and staff. A strong sense of belonging contributes to employee engagement and retention.



Talent Management

Employees are dissatisfied with their prospects for career advancement within the institution. Open-ended comments show concerns about an excessive focus on diversity and equity in hiring.

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 significant 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.