

CAMPUS CLIMATE

ECC

More than 230 employees participated in the 2023 SDCCE Employee Cultural Climate Survey to help executive leadership identify and execute actions toward 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.

97



ECC employees participated in the Employee Cultural Climate Survey.

82%



Employees enjoy working at the ECC Campus.

65%



People at the ECC Campus work well together.

63%



Employees feel a sense of belonging to the ECC Campus.

66%



Employees feel safe at the ECC Campus.

57%



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

71%



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

66%



Employees have a favorable opinion of the physical appearance of the ECC Campus.

Priority Areas To Be Addressed

Based on ECC 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 expressed concerns about their safety at SDCCE and the institution's preparedness for emergencies. Open-ended comments expressed concerns about safety on campus, especially at night, and the need for improved security.



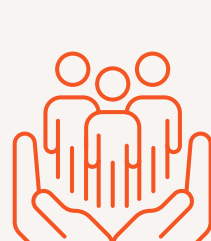
Campus Spaces

Employees held unfavorable opinions about the physical appearance of the ECC campus, indicating a need for improvements in the aesthetics and functionality of campus spaces. Open-ended comments revolved around limited spaces for students and faculty, such as printing areas, faculty hubs, and parking.



Communication and Collaboration

Low satisfaction levels with collaboration among departments and communication regarding institution-wide decisions indicate a need for enhanced cross-functional teamwork and transparent communication practices.



DEIAA

Employees expressed dissatisfaction with various aspects related to DEIAA, including decision-making, fear of negative consequences or discrimination, equitable hiring practices, accessibility, and the promotion of diversity and inclusion.



Departmental Leadership

Employees indicated a lack of confidence in the effectiveness of departmental leadership and doubts regarding complaint management.



Employee Empowerment

Dissatisfaction with the use of employee feedback and the perceived value of employee contributions suggests the need to foster a culture of empowerment, open idea-sharing, and recognition of employee input.



Employee Well-being

Dissatisfaction with salary, workload, and safety conditions highlights areas that require attention.



Facilities Support

Low satisfaction with facilities support indicates the need for improvements in the level of service provided by the facilities department, particularly at the ECC campus. Open-ended comments showed concerns about cleanliness, maintenance, and landscaping.



IT Support

Dissatisfaction with IT support at multiple levels (District IT, ECC campus IT, and SDCCE IT) underscores the importance of enhancing IT services and responsiveness. Open-ended responses expressed significant dissatisfaction with IT support, citing unresolved help desk tickets, understaffing, and slow response times.



Sense of Belonging

Employees expressed concerns about their sense of belonging to SDCCE and the ECC campus, indicating a need for efforts to build a more inclusive and community-oriented environment.



Talent Management

Dissatisfaction with prospects for career advancement suggests a need for clear pathways and opportunities for professional growth within the organization. Open-ended comments showed concerns 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.