

CAMPUS CLIMATE

Mid-city

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.

59



Mid-city employees participated in the Employee Cultural Climate Survey.

89%



Employees enjoy working at the Mid-city Campus.

83%



People at the Mid-city Campus work well together.

83%



Employees feel a sense of belonging to the Mid-city Campus.

80%



Employees feel safe at the Mid-city Campus.

63%



Employees are satisfied with the level of support they receive from IT at the Mid-city Campus.

67%



Employees are satisfied with the support they receive from facilities at the Mid-city Campus.

60%



Employees have a favorable opinion of the physical appearance of the Mid-city Campus.

Priority Areas To Be Addressed

Based on Mid-city 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 express reservations regarding the institution's readiness for emergencies, indicating a lack of confidence in SDCCE's preparedness for various contingencies.



Campus Spaces

Dissatisfaction is apparent in employees' unfavorable opinions of the physical appearance of the Mid-city campus. Open-ended comments included requests for new spaces on the campus such as additional parking and faculty-designated spaces (hubs).



Communication and Collaboration

Employees are dissatisfied with the level of communication they receive regarding institution-wide decisions. Additionally, there is discontentment concerning the amount of collaboration among different SDCCE departments. These issues point to communication and collaboration challenges that need addressing.



DEIAA

The survey reveals concerns about the accessibility of the campus for individuals with disabilities. Open-ended responses noted the need for DEIAA training to address issues such as microaggressions and bias.



Employee Well-being

Health benefits and workload are areas where employees express dissatisfaction, suggesting that improvements in these aspects are necessary to enhance employee well-being.



IT Support

Employees are generally dissatisfied with IT support at the Mid-city campus and from District IT and SDCCE IT. The dissatisfaction reflects a broader issue regarding the effectiveness of IT services that impact daily tasks. Open-ended responses noted concerns about slow response times, equipment issues, and understaffing.



Talent Management

Employees are dissatisfied with their prospects for career advancement within the institution, indicating a need for more transparent and equitable talent management practices. Open-ended responses showed concerns about inequitable hiring practices.

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.