

CAMPUS CLIMATE

North 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.

38



North City employees participated in the Employee Cultural Climate Survey.

94%



Employees enjoy working at the North City Campus.

87%



People at the North City Campus work well together.

78%



Employees feel a sense of belonging to the North City Campus.

90%



Employees feel safe at the North City Campus.

84%



Employees are satisfied with the level of support I receive from IT at the North City Campus.

63%



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

91%



Employees have a favorable opinion of the physical appearance of the North City Campus.

Priority Areas To Be Addressed

Based on North 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.



Communication and Collaboration

Employees at SDCCE exhibit dissatisfaction with the collaborative environment. They are not satisfied with the level of communication regarding decisions occurring institution-wide and express discontent about the amount of collaboration between departments.



DEIAA

Concerns arise in the area of DEIAA. Employees are unsure about reporting incidents and fear negative consequences or discrimination when disclosing personal information.



Departmental Leadership

Employees find it difficult to communicate concerns with their supervisors and report dissatisfaction with the feedback provided on their work performance.



Employee Empowerment

Employees' sense of empowerment and value within SDCCE is lacking. They feel their contributions are not adequately valued, that there is limited encouragement for open idea sharing, and that employee feedback does not significantly impact decision-making. Opportunities for shared governance are also perceived as inadequate.



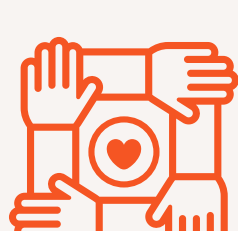
Employee Well-being

Work-related concerns are prevalent. Employees express dissatisfaction with their workload and feel unsupported in achieving a healthy work/life balance.



IT Support

Employees are dissatisfied with IT support at both the district and SDCCE levels, suggesting improvements in IT services. Open-ended comments show concerns about equipment repairs taking too long and understaffing. However, there are positive comments regarding the competence of individual IT staff members.



Sense of Belonging

Developing a sense of community among students and staff at SDCCE appears to be a concern, as employees do not believe it is prioritized.



Talent Management

While the statement mentions prospects for career advancement, it lacks specific details. Further investigation is needed to understand and address any potential issues in this area.

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.