

CAMPUS CLIMATE

West 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.

26



West City employees participated in the Employee Cultural Climate Survey.

82%



Employees enjoy working at the West City Campus.

75%



People at the West City Campus work well together.

64%



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

73%



Employees feel safe at the West City Campus.

52%



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

48%



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

45%



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

Priority Areas To Be Addressed

Based on West 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 uncertainty about SDCCE's preparedness in emergencies, highlighting concerns about campus safety.



Campus Spaces

Dissatisfaction exists regarding the physical appearance of the West City campus, with some employees holding unfavorable opinions.



Communication and Collaboration

Employees have mixed feelings about collaboration within SDCCE. While some believe people work well together, others express dissatisfaction in several aspects, such as the clarity of job responsibilities, communication regarding institution-wide decisions, and collaboration among departments.



DEIAA

There are concerns about equitable hiring practices, professional development opportunities, and inclusion, the diversity of employees, and the extent to which SDCCE promotes diversity, equity, and inclusion.



Departmental Leadership

Employees express uncertainty about institutional leadership, their confidence in its effectiveness, and whether administrators take complaints seriously.



Employee Empowerment

Employees express uncertainty about the encouragement to share ideas openly and understand how their work aligns with the institution's mission and vision. Additionally, they express feelings of being undervalued and a lack of confidence that contributions are appreciated.



Employee Well-being

Concerns are raised about employee well-being, including salary, health benefits, workload, and support for work/life balance.



Facilities Support

Employees have mixed feelings about the level of support provided from various facilities, including the West City campus, District Facilities, and SDCCE Facilities. Open-ended comments highlighted issues with campus cleanliness and restroom maintenance.



IT Support

Satisfaction with IT support varies among employees, with some expressing dissatisfaction in terms of support received at the West City Campus, District IT, and SDCCE IT. Open-ended comments show dissatisfaction with the time it takes to receive IT support and highlight the need for more IT staff.



Sense of Belonging

While some employees feel a sense of belonging to SDCCE, there may be concerns about the institution's efforts to develop a sense of community among students and staff.



Talent Management

Employees showed dissatisfaction with their prospects for career advancement.

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.