



2021 Employee Campus Climate Survey

Professional Development and Sense of Belonging

SURVEY BACKGROUND

Source: El Camino College 2021 Employee Campus Climate Survey

- **Administration:** Online, Spring 2021
- **Number of respondents:** 447 employees (**35% response rate**)
- **Respondents' distribution:** 49%, faculty; 84%, full-time employees; 36%, employed at ECC between 6-15 years
- **Full report:** Will be released in Fall 2021 on the [ECC Institutional Research and Planning webpage](#).

EMPLOYEES FEEL SATISFIED WITH PROFESSIONAL DEVELOPMENT & FEEDBACK ON PERFORMANCE



Faculty	Staff	Managers
88%	81%	89%

I have access to training or professional development activities that can help me improve my job skills.



Faculty	Staff	Managers
77%	62%	75%

Employees at ECC are given meaningful feedback concerning their performance.

EMPLOYEES FEEL PREPARED TO ADDRESS THE NEEDS OF STUDENTS



94% of employees are familiar with the College's programs and services used to support student achievement and student learning.

Employees feel prepared to address the needs of students:

	Of different economic backgrounds	96%
	With different sexual orientations	94%
	Of different races/ethnicities	91%
	Who are homeless	75%

EMPLOYEES HAVE A STRONG SENSE OF BELONGING



93% of employees take pride in working for ECC because their work helps support learning and success of ECC students.

84% have opportunities to participate in department planning.

78% have opportunities to participate in department evaluation of programs and services.

77% feel their work at El Camino College is valued and important.



- "I am so thankful to ECC that provides (the) best possible way to support education for all students."
- "I love El Camino! It is a terrific place for students to begin and/or renew their academic journey."
- "Professional development is great, but it can often remain at a very basic level. It would be great if more advanced level training can be incorporated to find creative ways of making our work more efficient as it relates to data management."