



2024 Employee Campus Climate Survey Full Report

NOVEMBER 2024

Methodology

Methodology

Purpose of Employee Campus Climate Survey

Assess **every three years** employees' **perceptions of the campus climate**, particularly in the areas of:

1. Work environment
2. Sense of belonging and college value
3. Professional development
4. Job satisfaction
5. Communication and vision / direction of the College
6. Service to students
7. Diversity, Equity, Inclusion and Accessibility

Population Targeted

All college employees: faculty, staff, administrators. Part-time employees & TNCs also included.

Survey Instrument

Questionnaire included **close-ended questions using a Likert scale** and **three open-ended** questions.

Methodology (cont.)

Survey Administration

- **Survey link via email** (April 15th and June 7th, 2024).
- **Conducted anonymously** (respondents cannot be individually identified).
- **Optional demographic questions** (participants could choose to provide this information).
- **Weekly gentle reminders** via email.
- **QR code flyers** were distributed across campus facilities.

Data Analysis

Quantitative Analysis

Aggregation of responses to **quantify counts and proportion of respondents.**

Qualitative Analysis

Identification of patterns and assigning of codes to comments. Codes were then **grouped into broader themes** (refined and defined to represent key concerns or satisfaction areas).

Response Rate

Response Rate

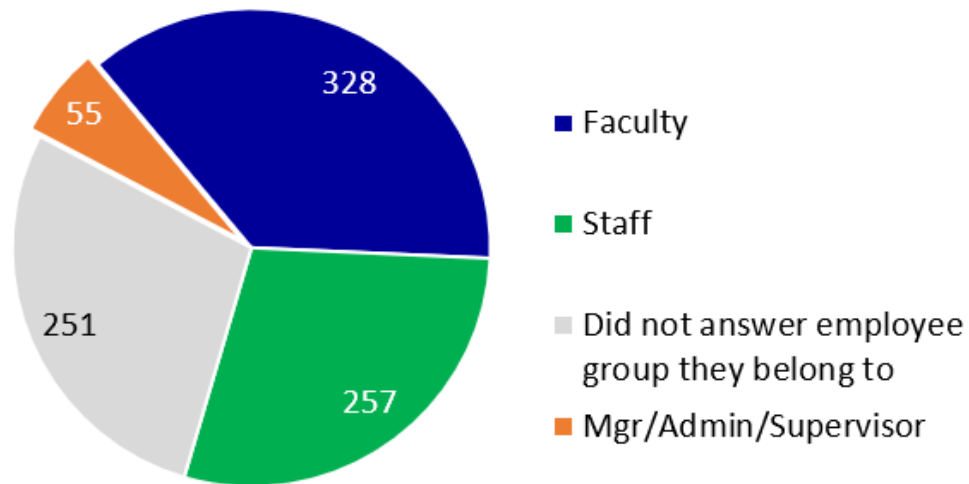
	# of Respondents	Response Rate
Spring 2024	891 employees	52%
Spring 2021	447 employees	35%

Demographics of Respondents



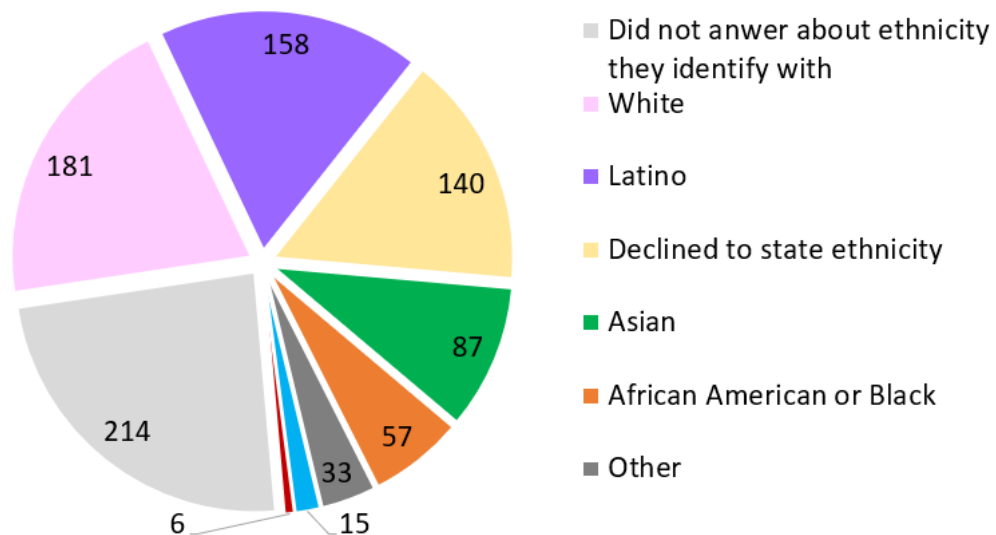
Respondents Count by Employee Group

Total Respondents = 891



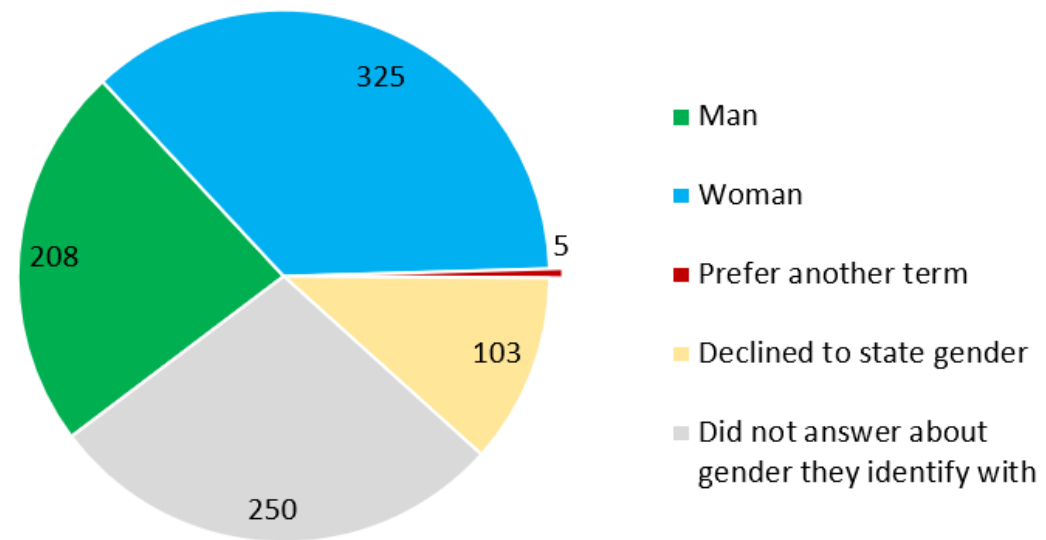
Respondents Count by Ethnicity

Total Respondents = 891



Respondents Count by Gender

Total Respondents = 891



Observations on Response Rate & Respondents Demographics

- Average online survey response rate is 44.1% (Meng-Jia et al. 2022*).
- 2024 Employee Campus Climate Survey demonstrates significant improvements in overall response rate and total participation.
- Results related to overall campus climate and staff perspectives can be considered highly valid due to good representation and data triangulation between quantitative and qualitative data .
- Findings specific to faculty should be interpreted with caution due to their underrepresentation and may need targeted follow-up research.
- Managers' perspectives, while valuable, should be understood as potentially having a slightly outsized influence on overall results due to their overrepresentation.
- The 251 respondents (28.2%) who did not answer the employee group question impact the representativeness analysis.

*Metanalysis examining 1071 online survey response rates reported in education-related research)

Survey Findings

FULL REPORT

Distribution of Rates to Categorize Quantitative Findings

HIGH SATISFACTION

70% to 100% of respondents strongly agree or somewhat agree with a survey statement

AVERAGE SATISFACTION

50% to 69% of respondents strongly agree or somewhat agree with a survey statement

LOW SATISFACTION

0% to 49% of respondents strongly agree or somewhat agree with a survey statement

How Were Findings Organized?

For each survey topic:

Overall Quantitative
Results
+
Qualitative Results
(top 5 most
frequent topics)

Work Environment

2024 QUANTITATIVE & QUALITATIVE RESULTS

WORK ENVIRONMENT: SUMMARY QUANTITATIVE FINDINGS

Faculty, staff & managers expressed **HIGH SATISFACTION** with the **GREEN** topics

Welcoming environment

Daytime safety

Workplace relationships & team dynamics

Satisfaction drops for staff in this topic



Faculty & managers expressed **AVERAGE SATISFACTION** with the **YELLOW** topics

Communication & respect among employees

Satisfaction drops for staff in this topic



Faculty & staff expressed **LOW SATISFACTION** with the **RED** topics

Safety After Dark

Satisfaction increases for managers in this topic



When the satisfaction level of an employee group changes, it shifts by one level, either higher or lower.

WORK ENVIRONMENT: SUMMARY QUALITATIVE FINDINGS

Workplace Relationships &
Team Dynamics

Top #1 topic where respondents indicated **College was doing well**

Communication/
Collaboration

Top #1 topic where respondents indicated **College needed to improve**

Work Environment

Top #3 topic where respondents indicated **College needed to improve**

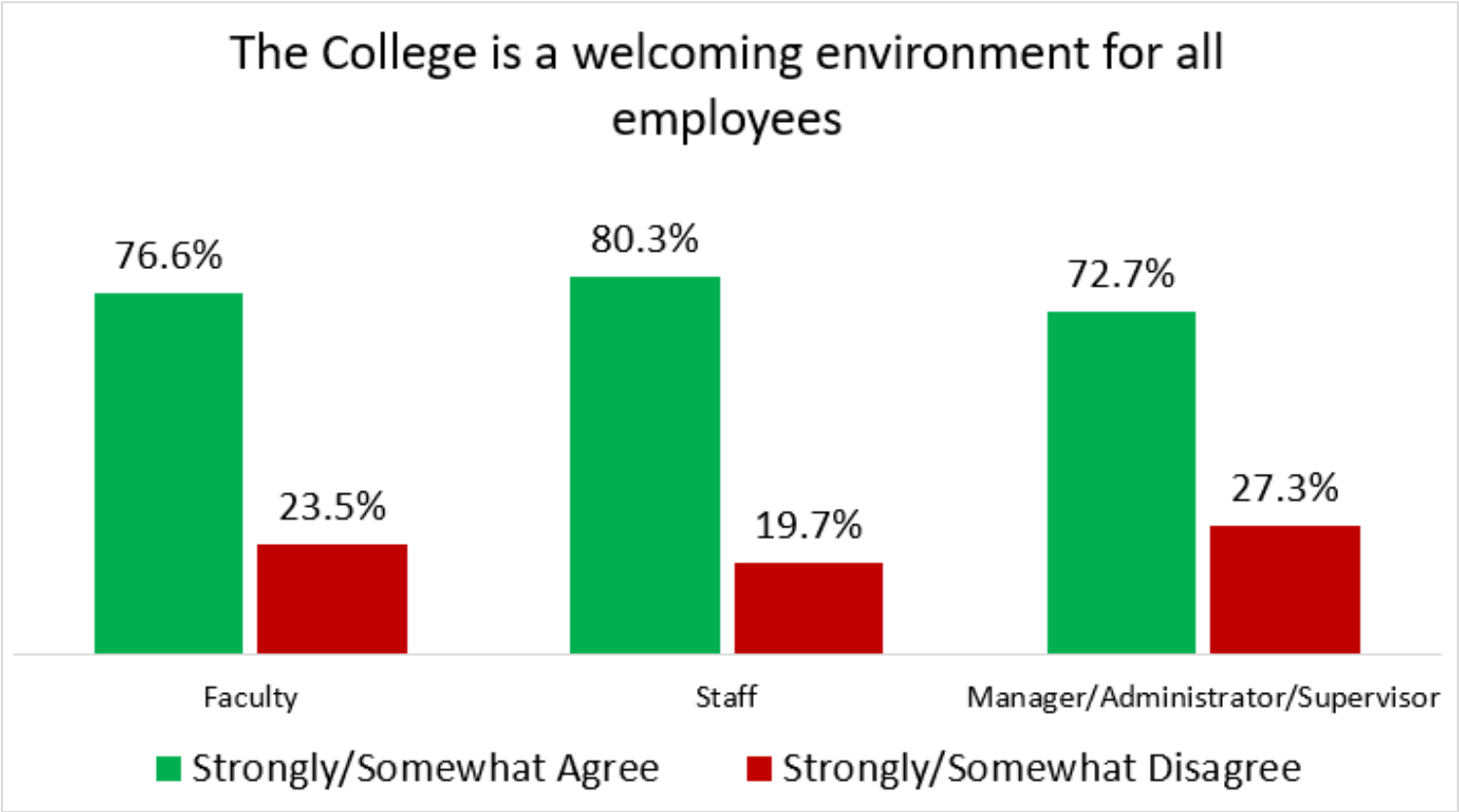


WORK ENVIRONMENT

Quantitative Findings

Welcoming Environment & Safety

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



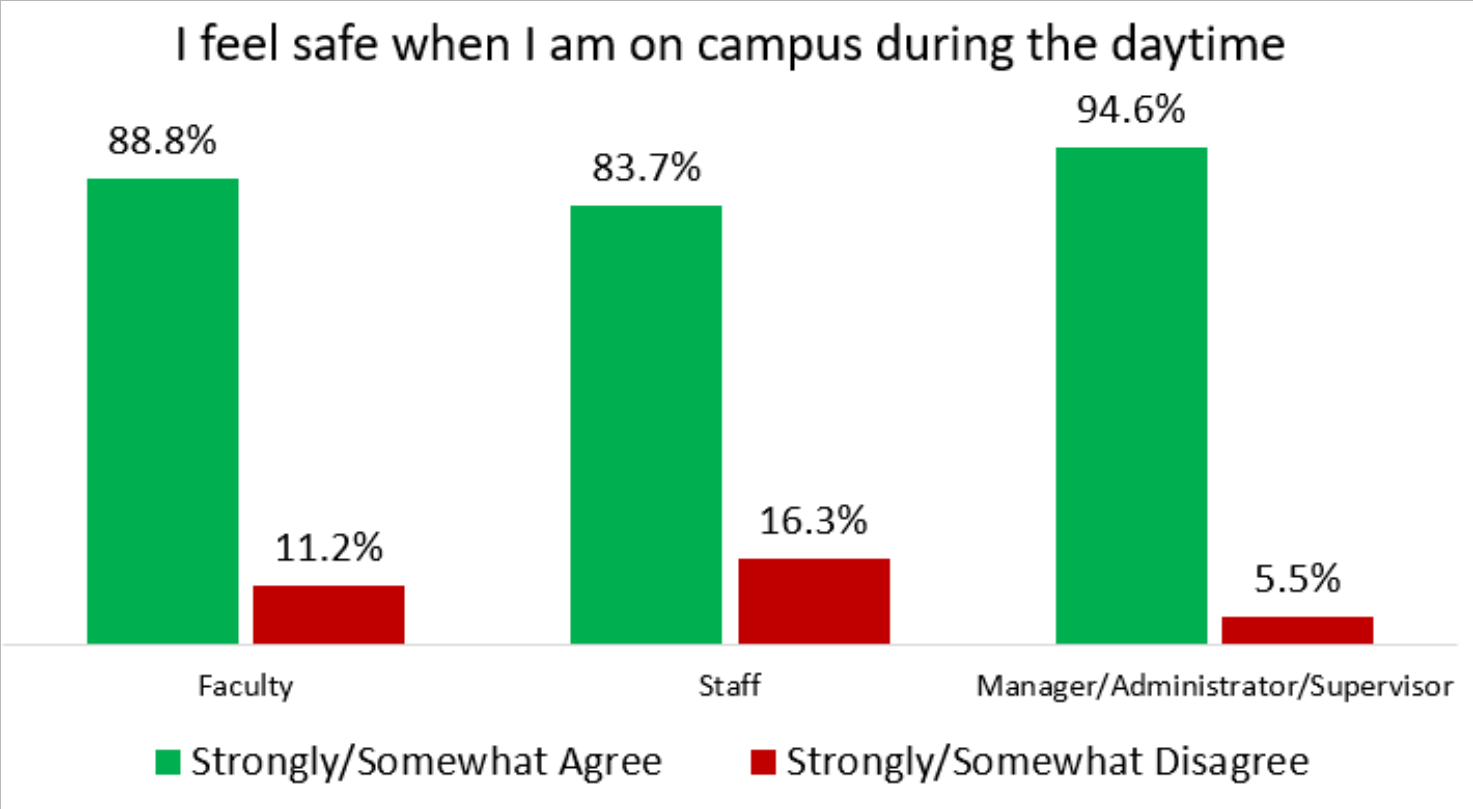


WORK ENVIRONMENT

Quantitative Findings

Welcoming Environment & Safety

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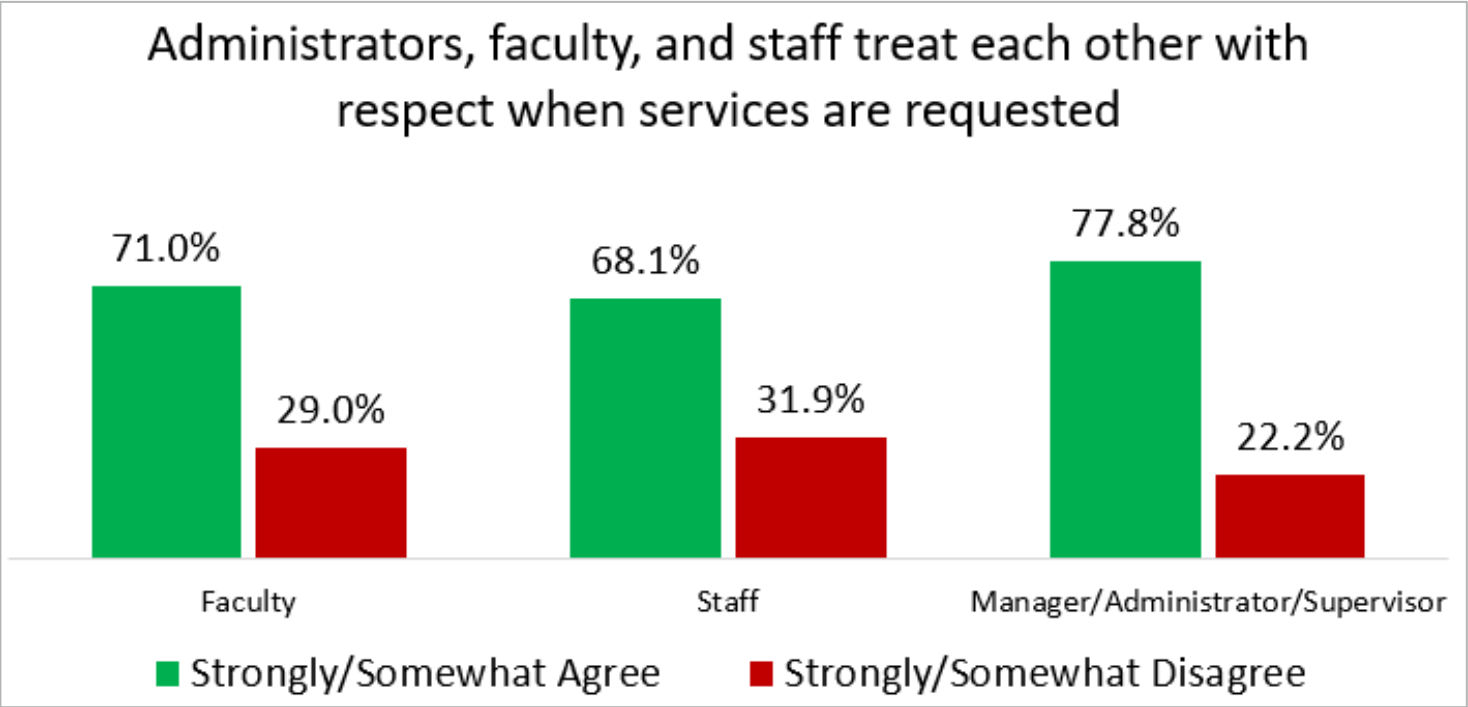


WORK ENVIRONMENT

Quantitative Findings

Workplace Relationships & Team Dynamics

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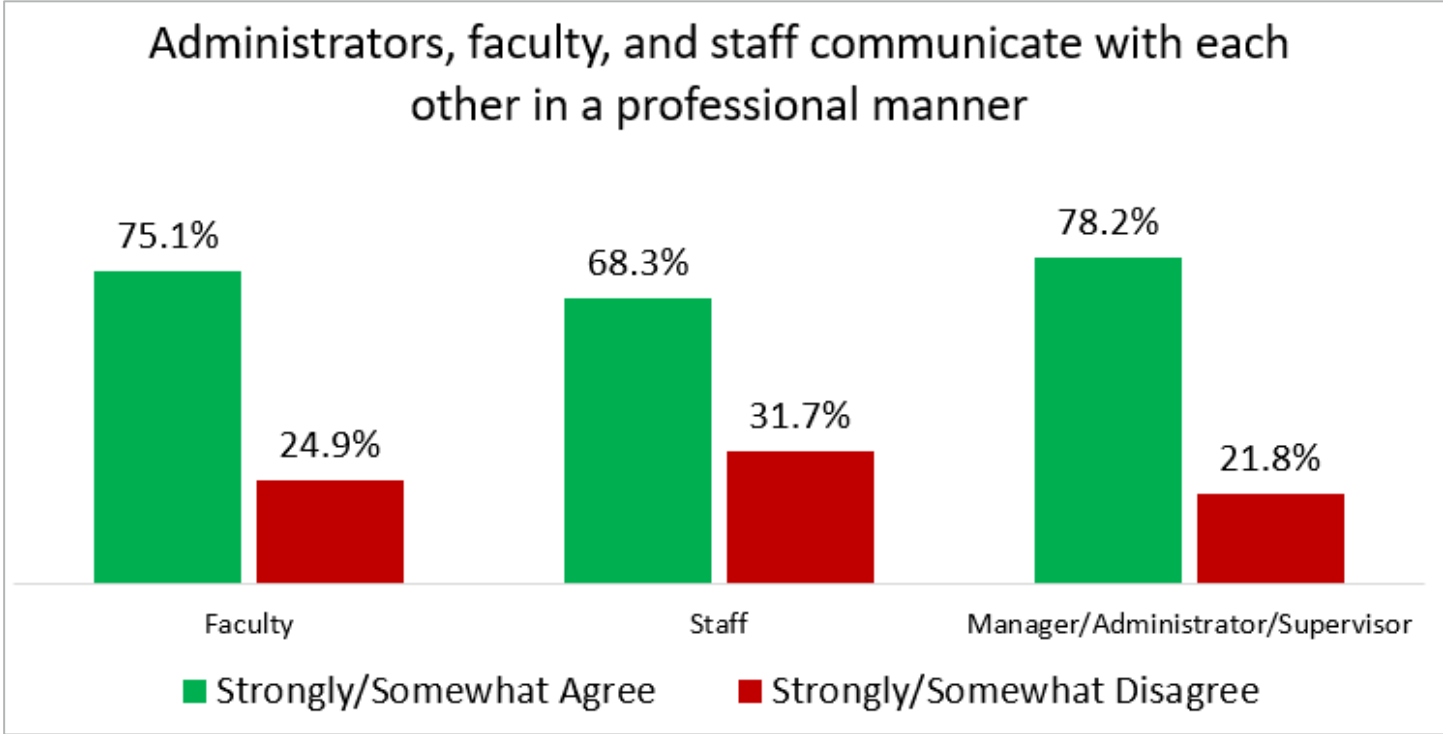


WORK ENVIRONMENT

Quantitative Findings

Workplace Relationships & Team Dynamics

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



WORK ENVIRONMENT

Qualitative Findings (Respondents Indicating College Was Doing Well)

Workplace Relationships & Team Dynamics (Top #1 Topic)

(318 out of 1568 positive comments)

I really like my department and colleagues.

My immediate team works very well together.

Many of my colleagues are dedicated to student success and I feel honored to partner with them.

Workplace Relationships & Team Dynamics was the #1 topic where respondents indicated College was doing well

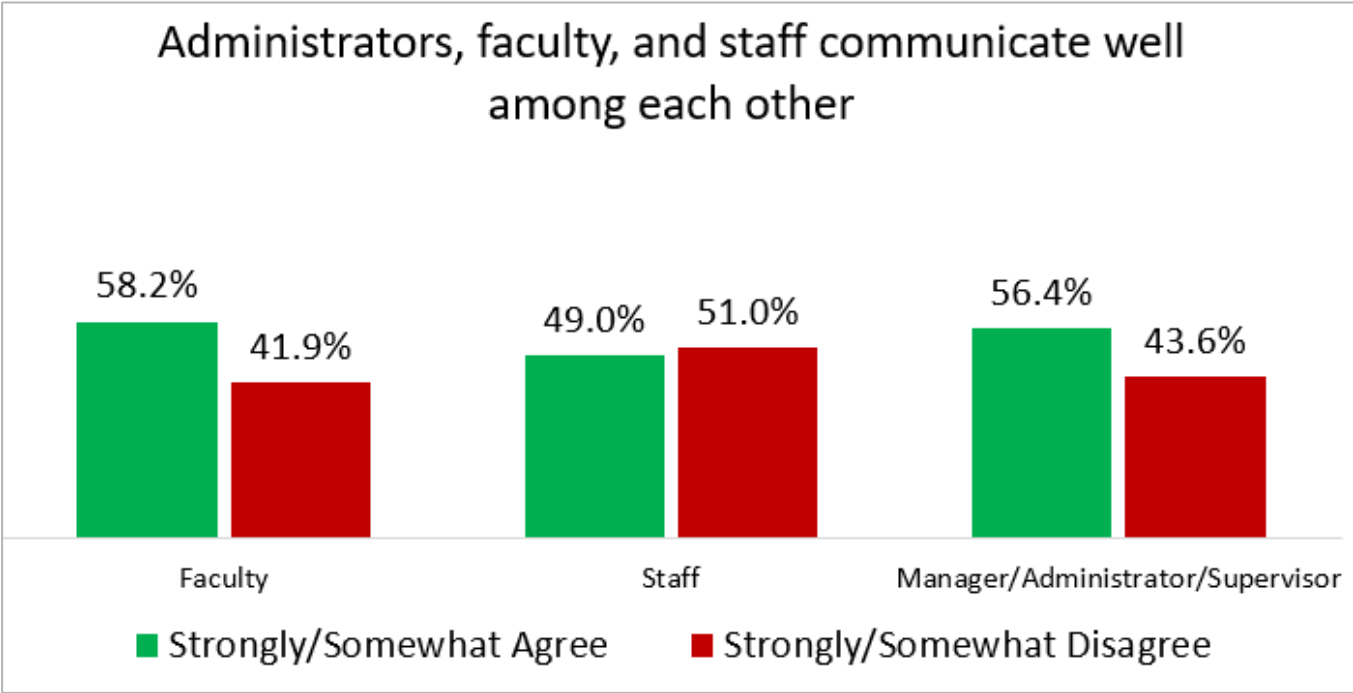


WORK ENVIRONMENT

Quantitative Findings

Communication & Respect among Employees

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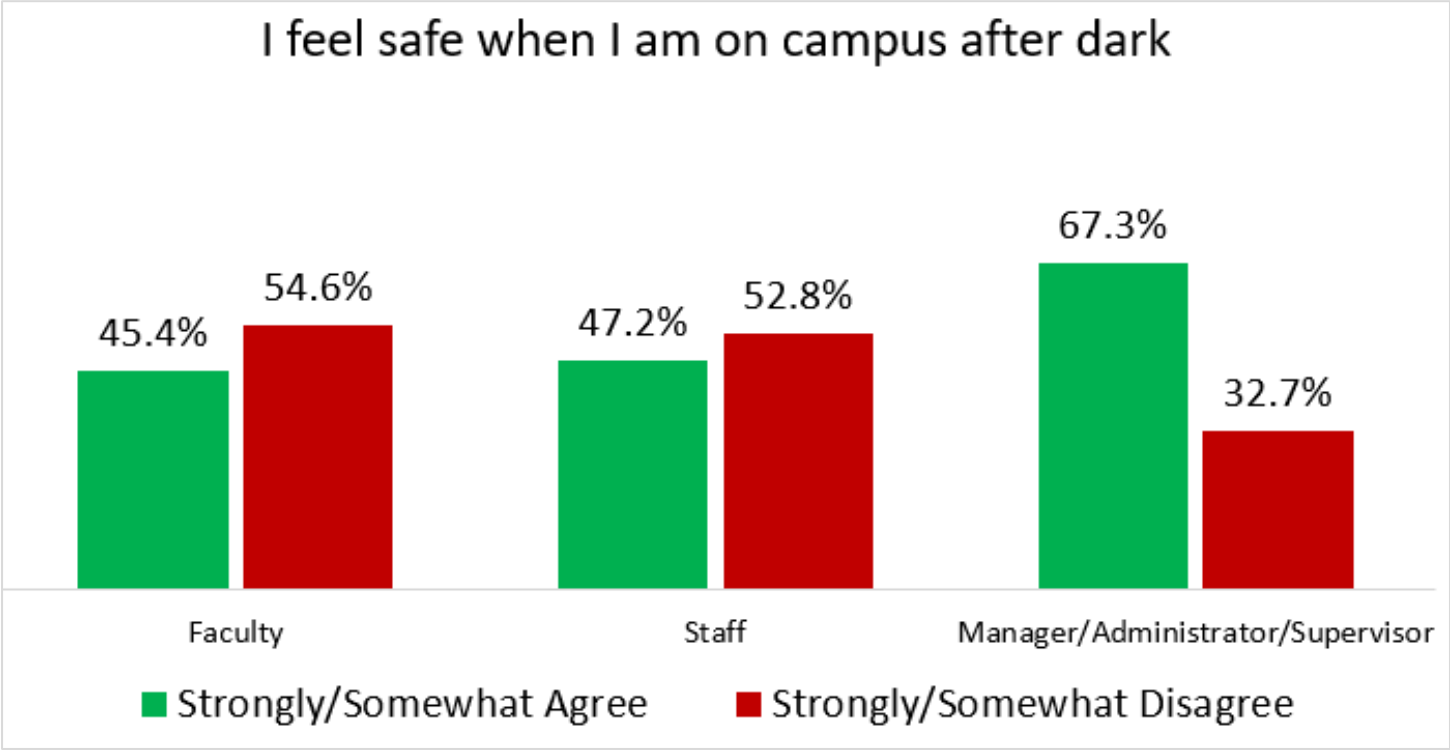


WORK ENVIRONMENT

Quantitative Findings

Safety After Dark

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



WORK ENVIRONMENT

Qualitative Findings (Respondents Indicating College Needed to Improve)

Communication/Collaboration (Top #1 Topic)

146 out of 1391 needs improvement comments

Improve the lines of communication between management and employees.

Need to be informed of changes that would affect my area before the changes are implemented.

A communication process that actually brings about needed changes. Not just committee meeting that are not just boxes checked that that they were held, but we're instead held to promote change for the better, students and staff.

Communication/Collaboration was the #1 topic where respondents indicated College needed to improve

WORK ENVIRONMENT

Qualitative Findings (Respondents Indicating College Needed to Improve)

Work Environment (Top #3 Topic)

124 out of 1684 needs improvement comments

*We all understand we are in a budget crises, but **morale amongst everyone is severely down** and only makes everything worse.*

*El Camino College needs to **do better in terms of** fostering opportunity for **connection, healing**, understanding **mental health** and other needs their employees might need **so we can be happier in our jobs** and not feel like a number. I often hear the phrase “students first” but without us this college can’t stand alone. It’s time we **show this level of care** not by just saying it but **in actions** we can all see. Otherwise, it’s all talk and leave us **feeling unheard, unseen and like we don’t matter**.*

Improved ways of dealing with conflict between employees on all levels.

Work Environment was the #3 topic where respondents indicated **College needed to improve**

Sense of Belonging & College Value

2024 QUANTITATIVE & QUALITATIVE RESULTS

SENSE OF BELONGING & COLLEGE VALUE: SUMMARY QUANTITATIVE FINDINGS

Faculty, staff & managers expressed **HIGH SATISFACTION** with the **GREEN** topics

Work Importance & Pride

Team inclusion

Supervisor Support

Opportunities for Employee Participation in Department Planning & Evaluation

Satisfaction drops for staff in this topic



Staff & managers expressed **AVERAGE SATISFACTION** with the **YELLOW** topic

Impact of Employee Input

Satisfaction drops for faculty in this topic



When the satisfaction level of an employee group changes, it shifts by one level, either higher or lower.

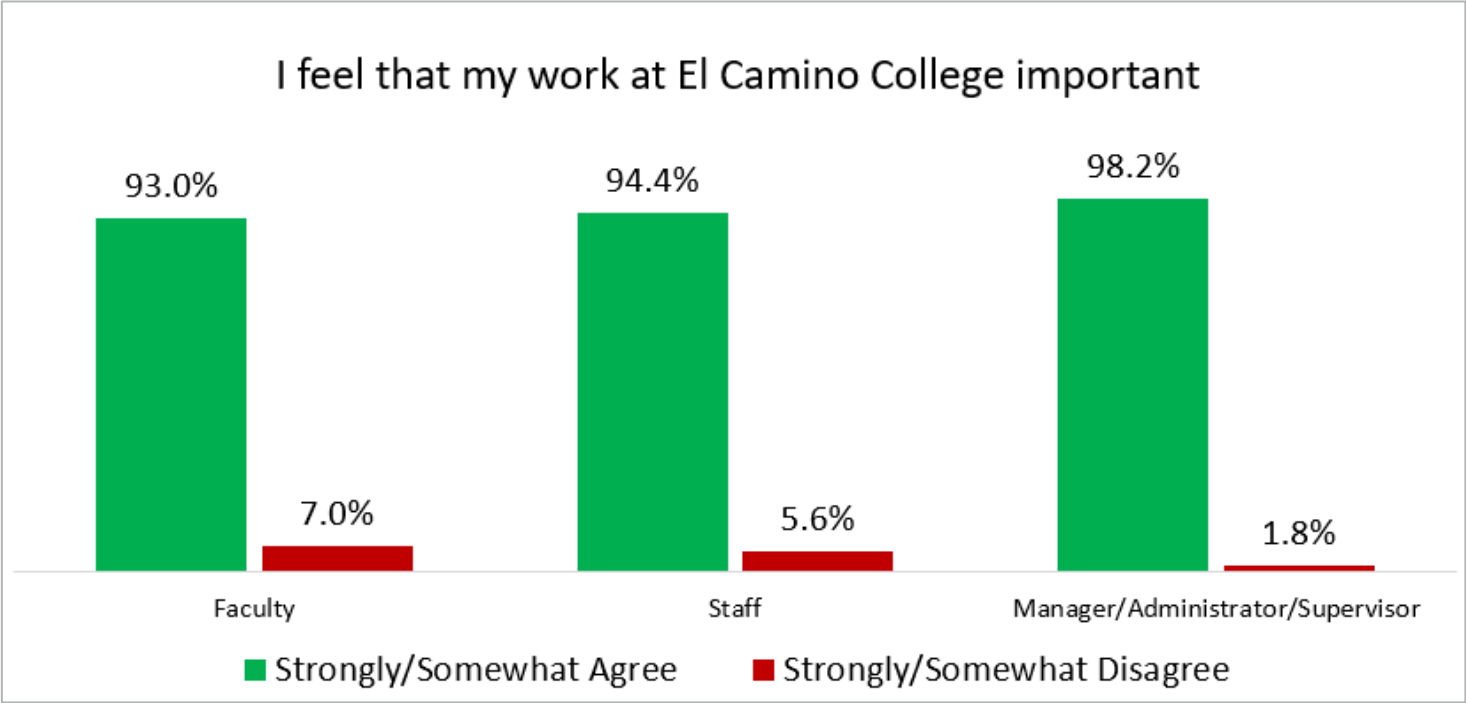


SENSE OF BELONGING & COLLEGE VALUE

Quantitative Findings

Work Importance & Pride

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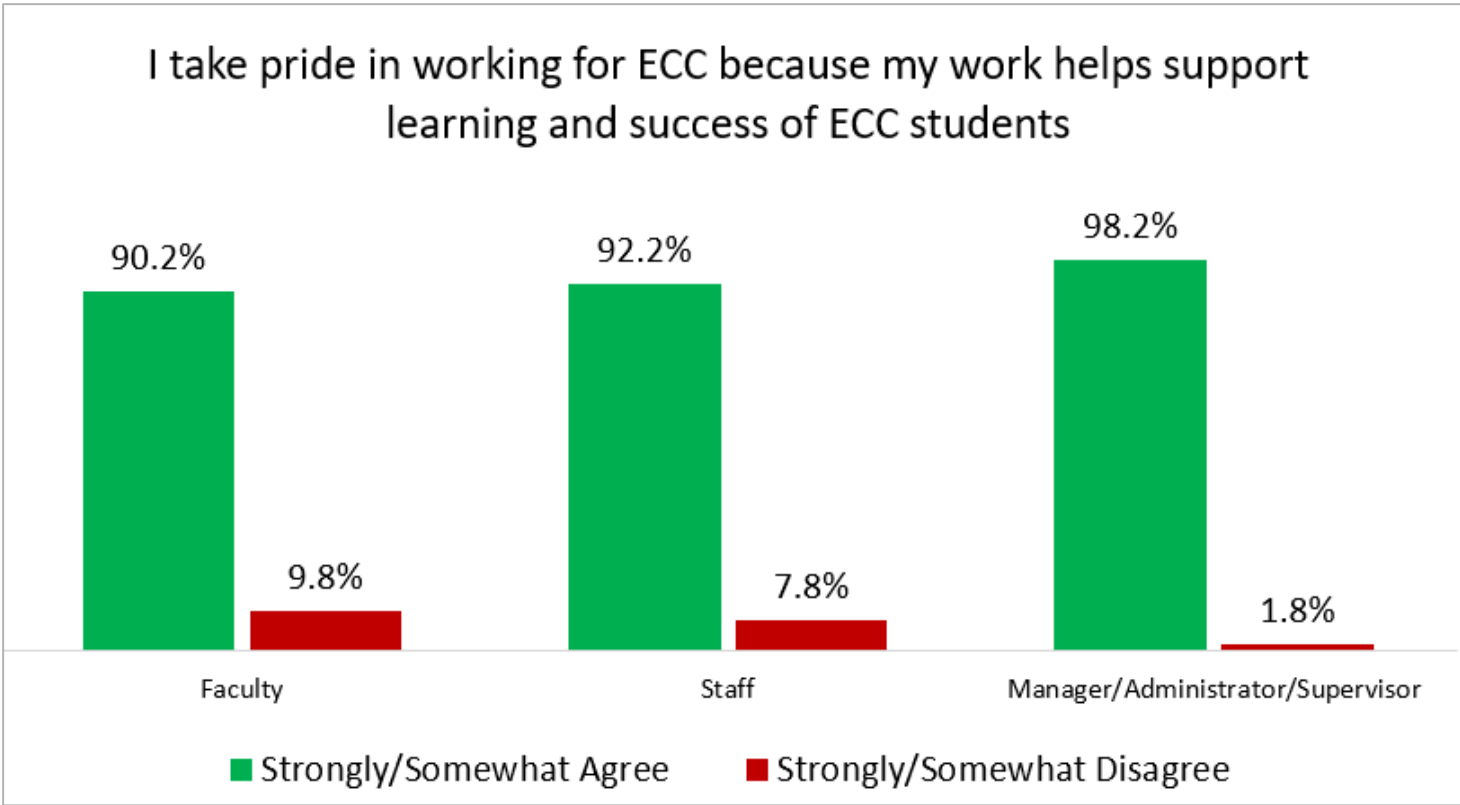


SENSE OF BELONGING & COLLEGE VALUE

Quantitative Findings

Work Importance & Pride

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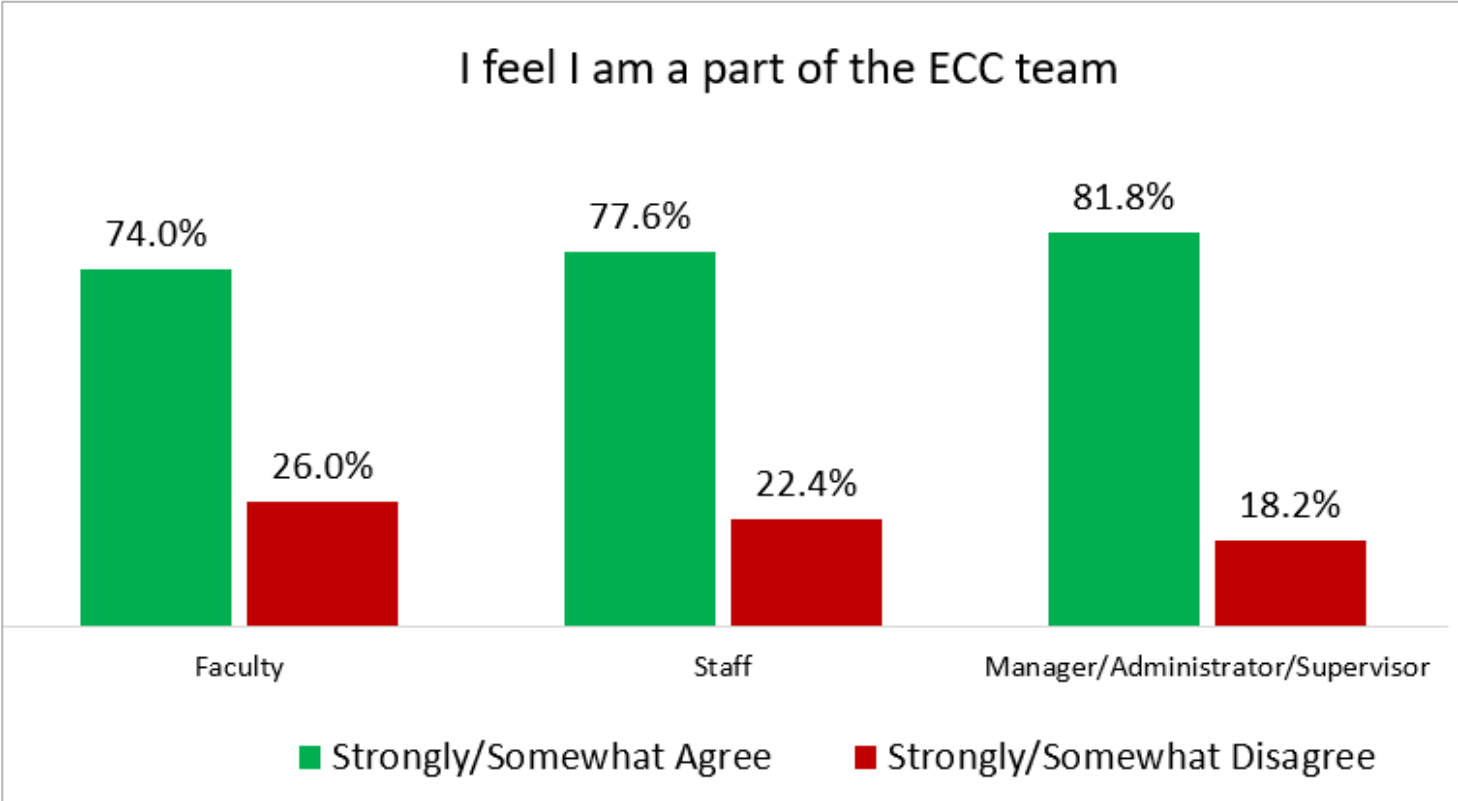


SENSE OF BELONGING & COLLEGE VALUE

Quantitative Findings

Team Inclusion

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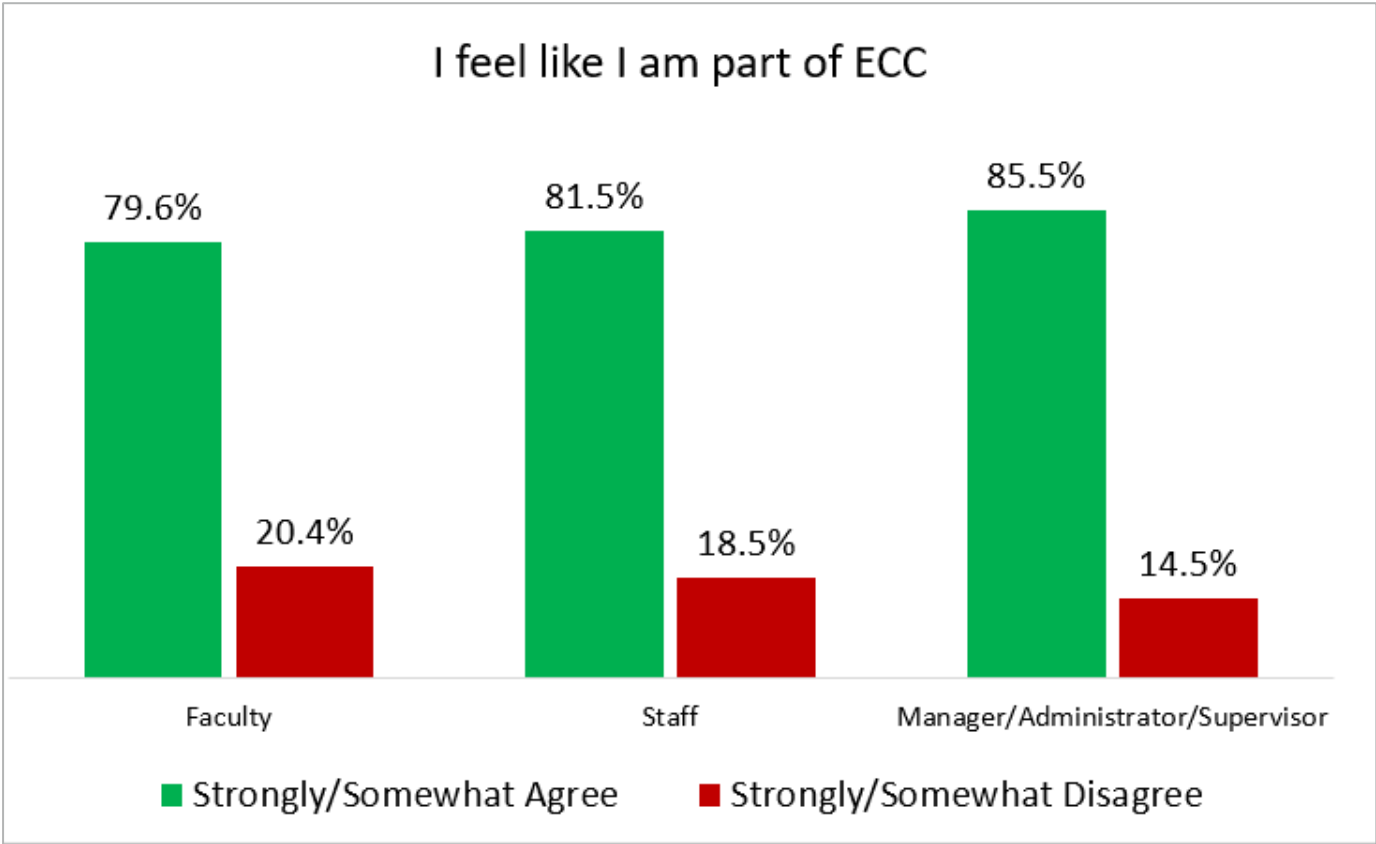


SENSE OF BELONGING & COLLEGE VALUE

Quantitative Findings

Team Inclusion

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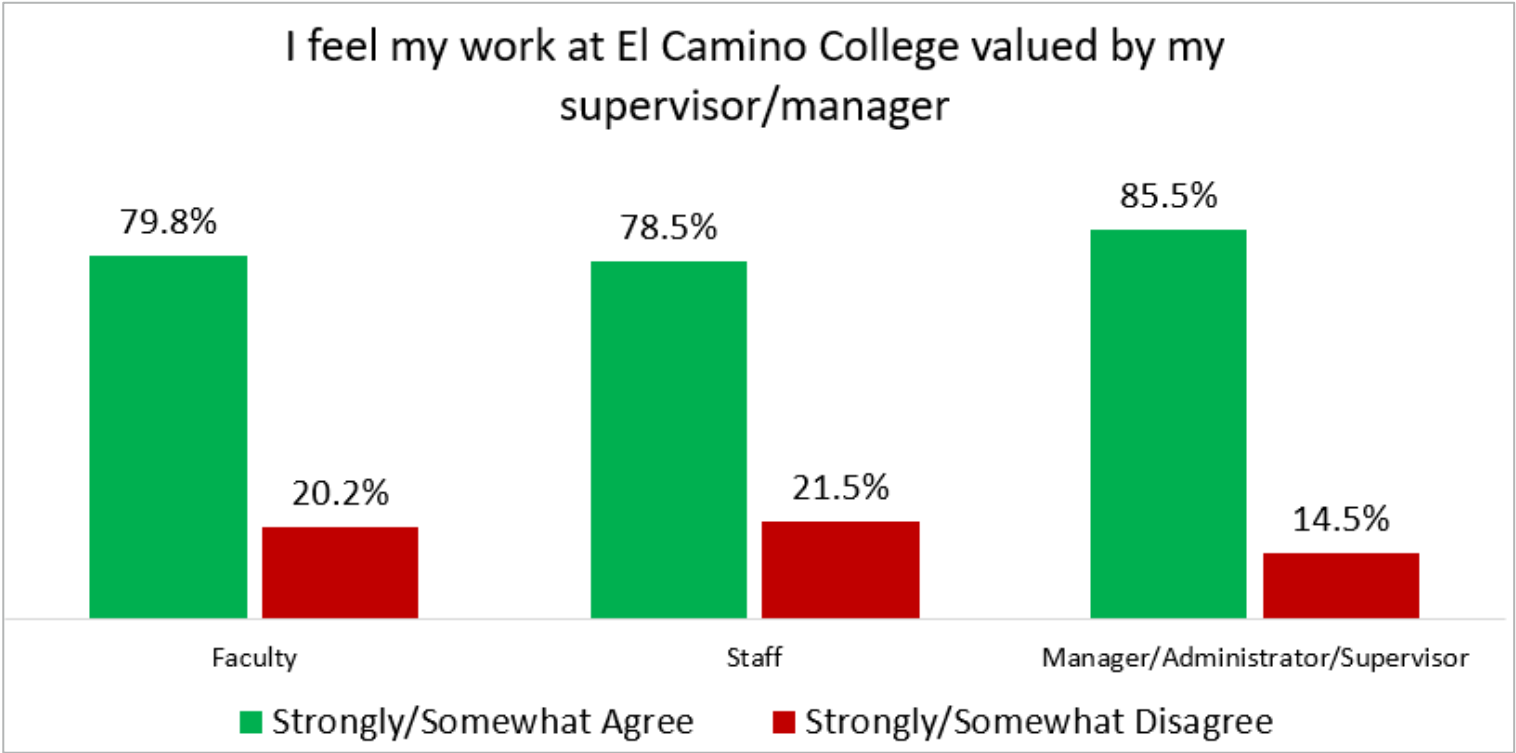


SENSE OF BELONGING & COLLEGE VALUE

Quantitative Findings

Supervisor Support

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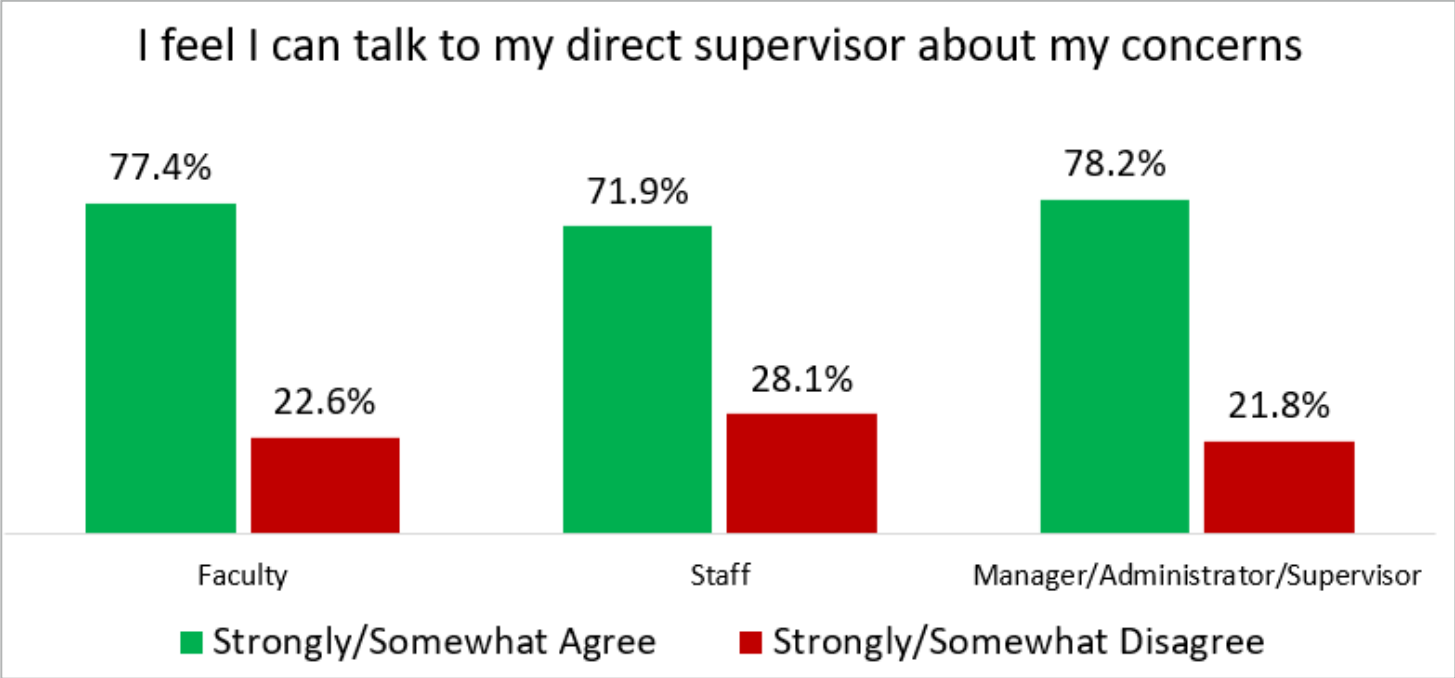


SENSE OF BELONGING & COLLEGE VALUE

Quantitative Findings

Supervisor Support

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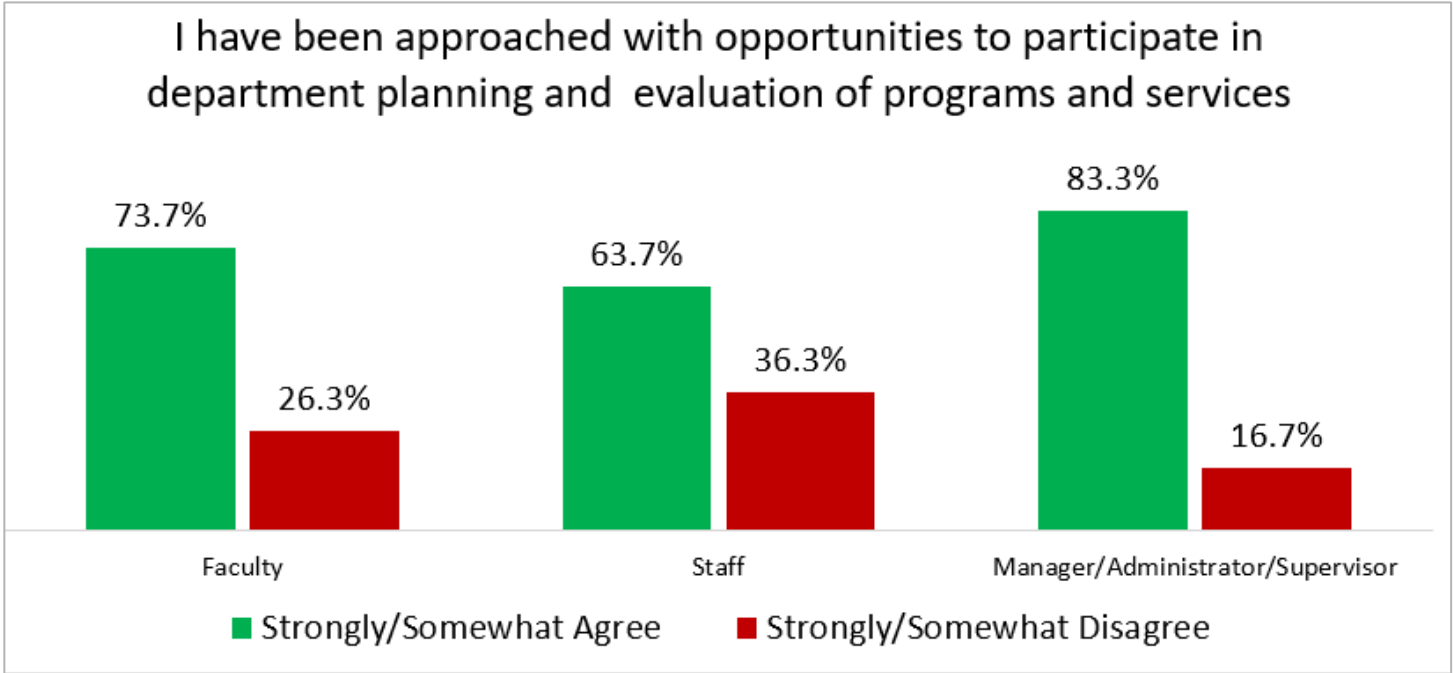


SENSE OF BELONGING & COLLEGE VALUE

Quantitative Findings

Opportunities for Employee Participation in Department Planning & Evaluation

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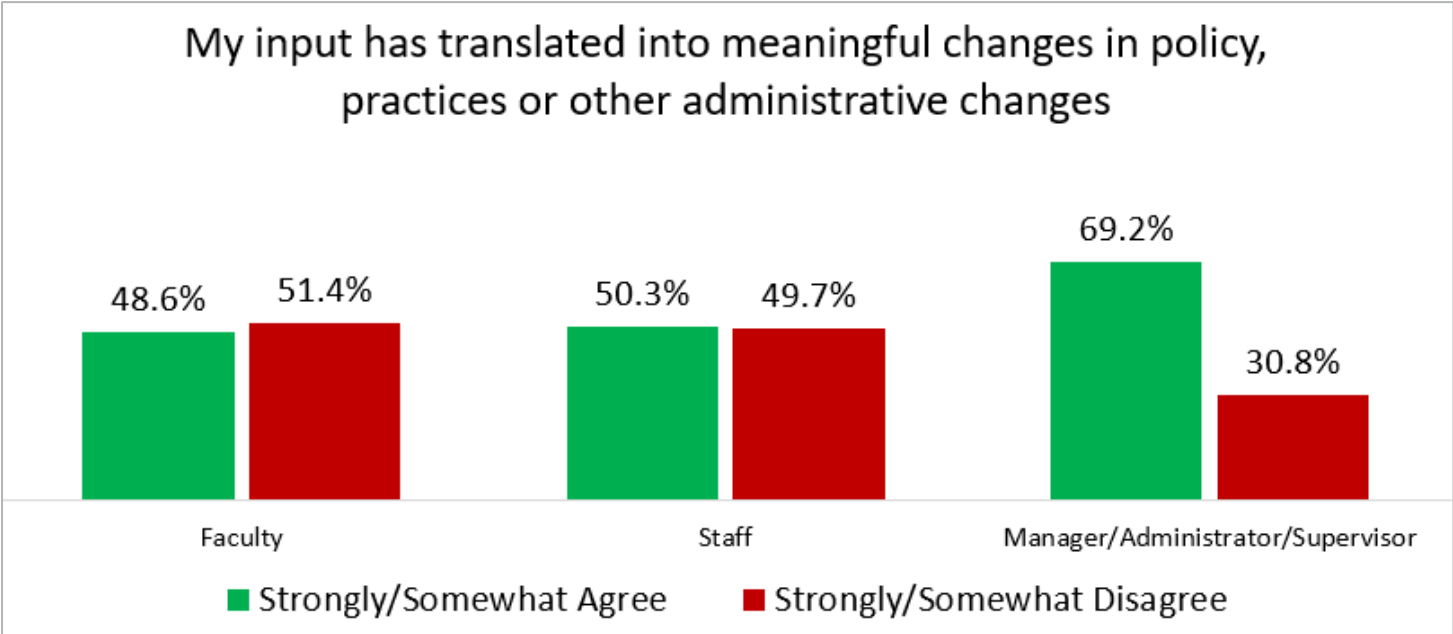


SENSE OF BELONGING & COLLEGE VALUE

Quantitative Findings

Impact of Employee Input




The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



Professional Development

2024 QUANTITATIVE & QUALITATIVE RESULTS

PROFESSIONAL DEVELOPMENT: SUMMARY QUANTITATIVE FINDINGS

<p>Faculty, staff & managers expressed HIGH SATISFACTION with the GREEN topics</p> <ul style="list-style-type: none"> • Race/ethnicities • Gender identities • Sexual orientations • Economic backgrounds • Physical disabilities • Immigration statuses 	<p>Overall Training Opportunities</p>	<p>Satisfaction drops for faculty in regards mental health & age/generation needs</p> 
<p>Staff expressed AVERAGE SATISFACTION with the YELLOW topics</p> <ul style="list-style-type: none"> • Learning disabilities • Different political affiliations • Different religious affiliations • Housing insecurity 	<p>Employee Preparation to Address Specific Student Needs</p>	<p>Satisfaction increases for managers in regards these student needs</p> 
	<p>Feedback on Employees' Job Performance</p>	<p>Satisfaction increases for faculty in this topic</p> 

When the satisfaction level of an employee group changes, it shifts by one level, either higher or lower.

PROFESSIONAL DEVELOPMENT: SUMMARY QUALITATIVE FINDINGS

Professional
Development

Top #4 topic where respondents indicated **College needed to improve**

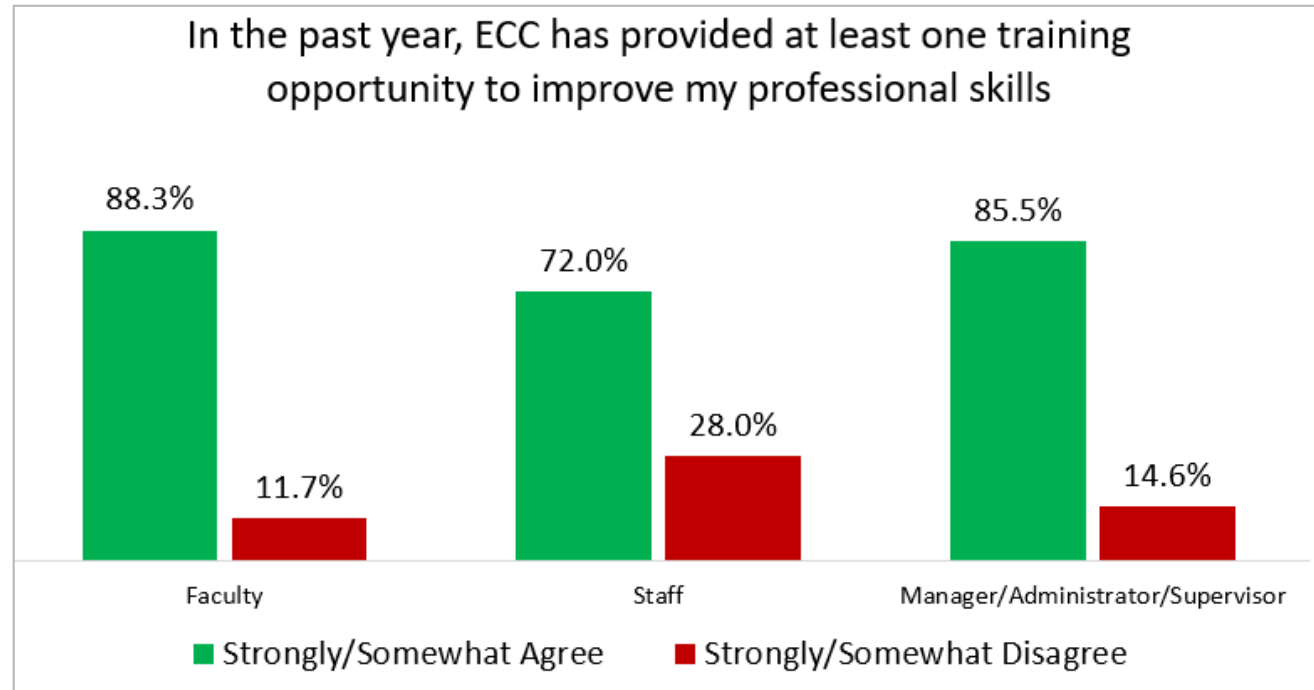


PROFESSIONAL DEVELOPMENT

Quantitative Findings

Overall Training Opportunities

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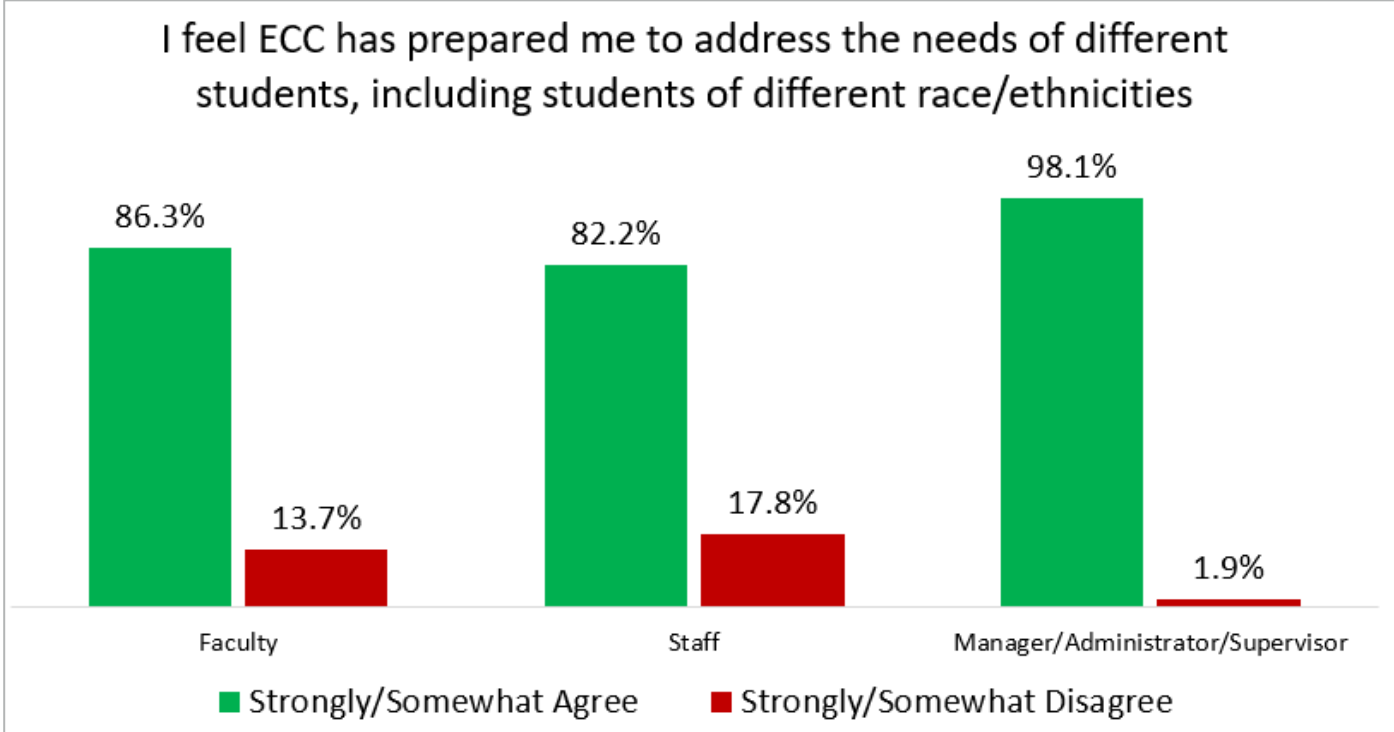
PROFESSIONAL DEVELOPMENT

Quantitative Findings

**Employee Preparation to
Address Diverse
Student Needs**

Race/ethnicities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





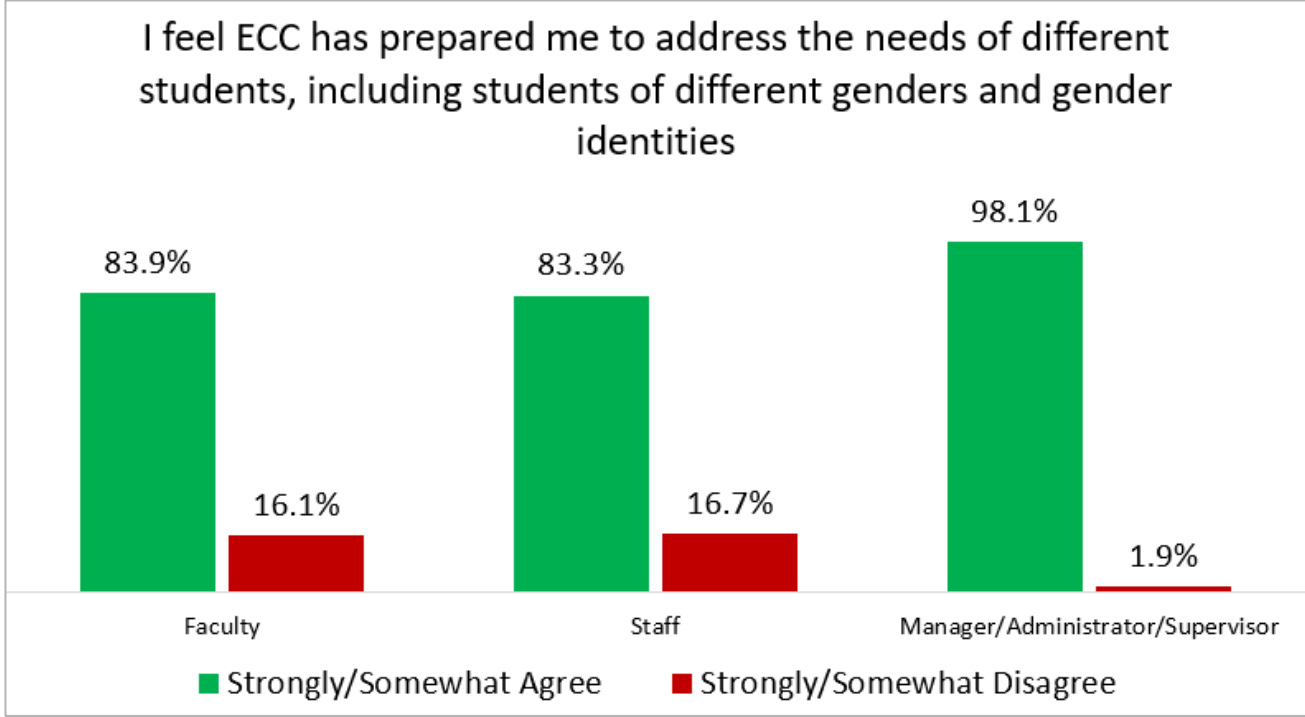
PROFESSIONAL DEVELOPMENT

Quantitative Findings

**Employee Preparation to
Address Diverse
Student Needs**

Genders/gender identities

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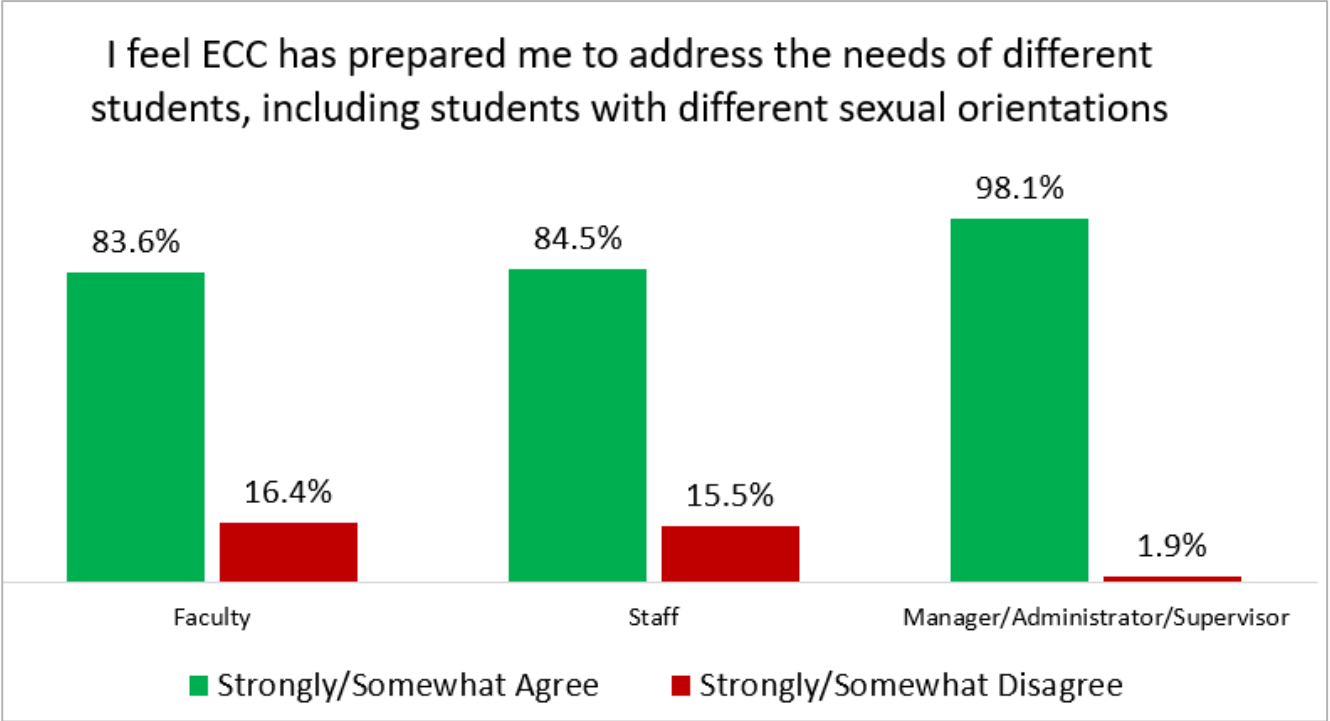
PROFESSIONAL DEVELOPMENT

Quantitative Findings

**Employee Preparation to
Address Diverse
Student Needs**

Sexual orientations

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





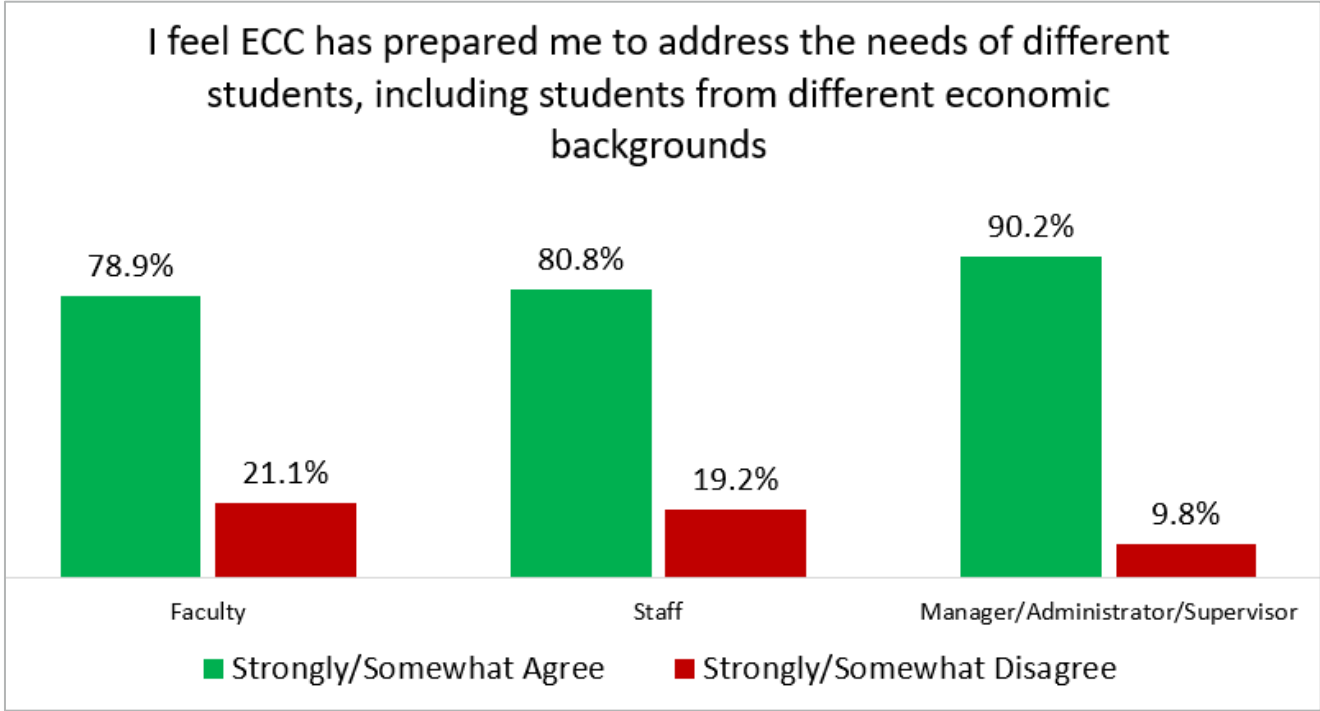
PROFESSIONAL DEVELOPMENT

Quantitative Findings

Employee Preparation to Address Diverse Student Needs

Economic backgrounds

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





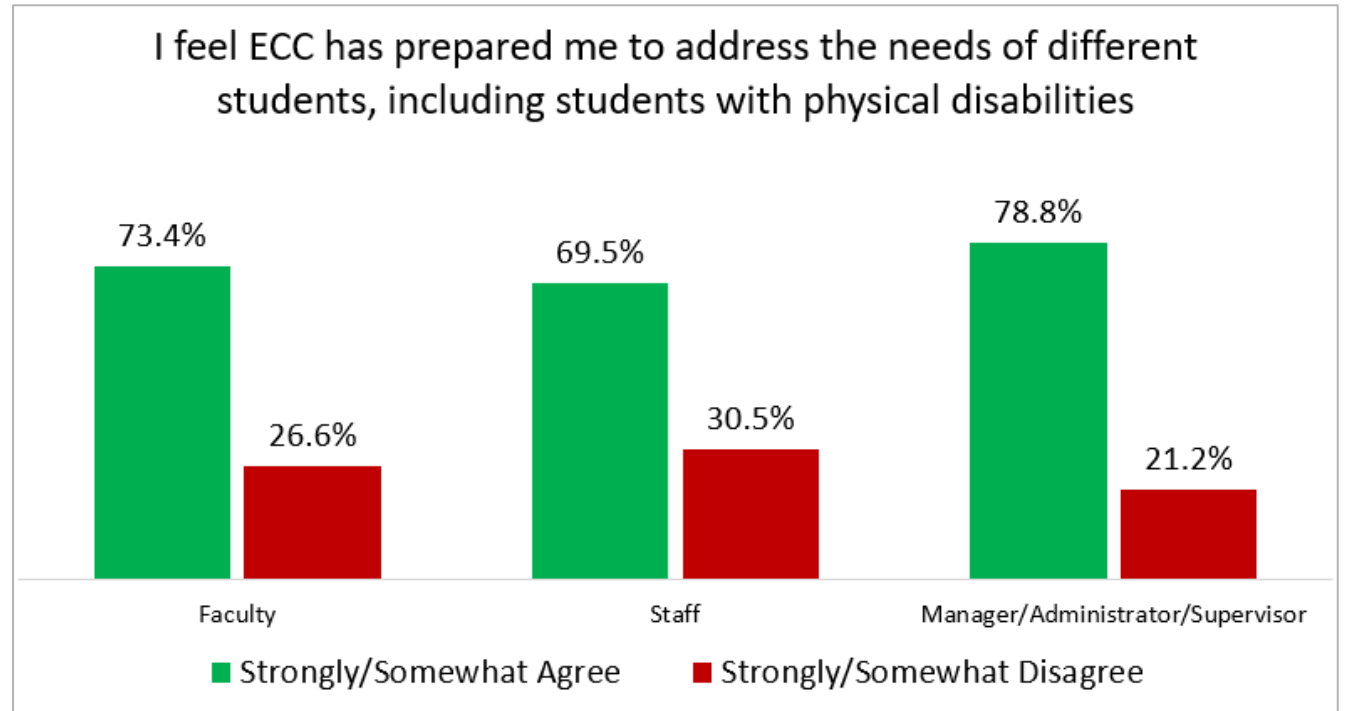
PROFESSIONAL DEVELOPMENT

Quantitative Findings

**Employee Preparation to
Address Diverse
Student Needs**

Physical disabilities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





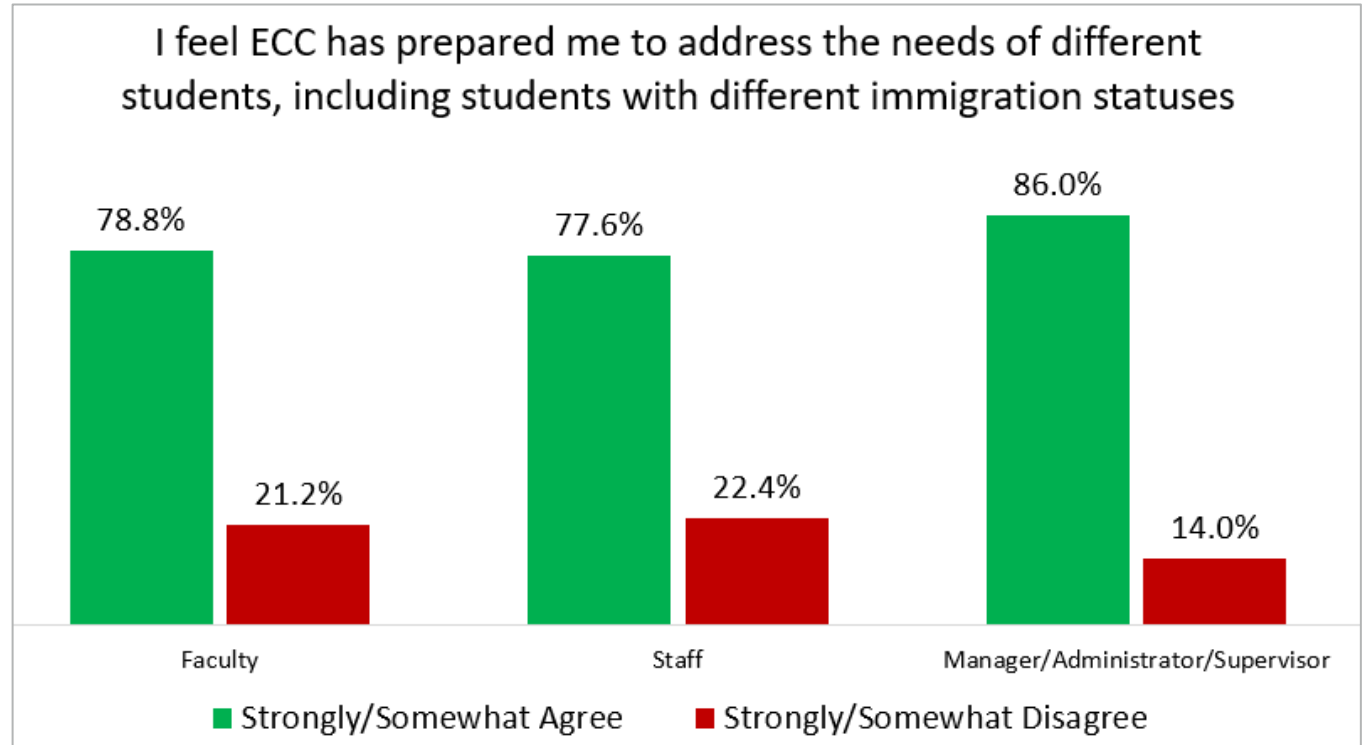
PROFESSIONAL DEVELOPMENT

Quantitative Findings

Employee Preparation to Address Diverse Student Needs

Immigration statuses

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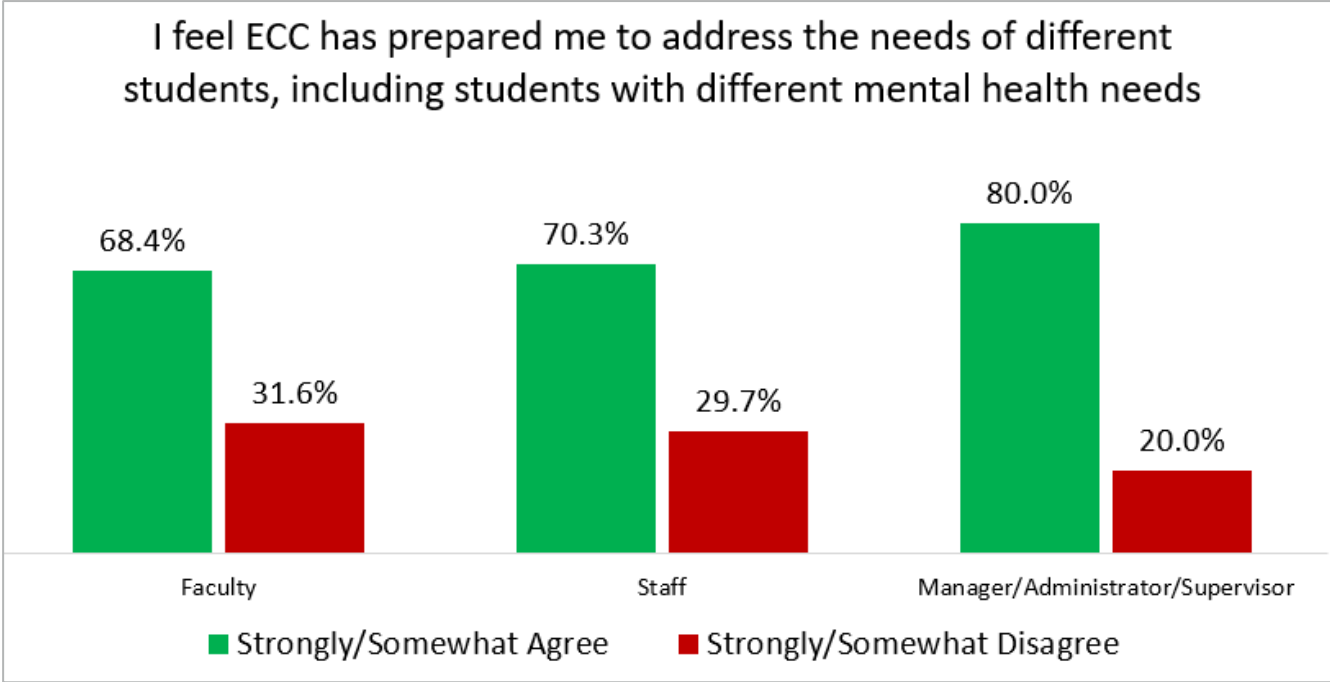
PROFESSIONAL DEVELOPMENT

Quantitative Findings

**Employee Preparation to
Address Diverse
Student Needs**

Mental health

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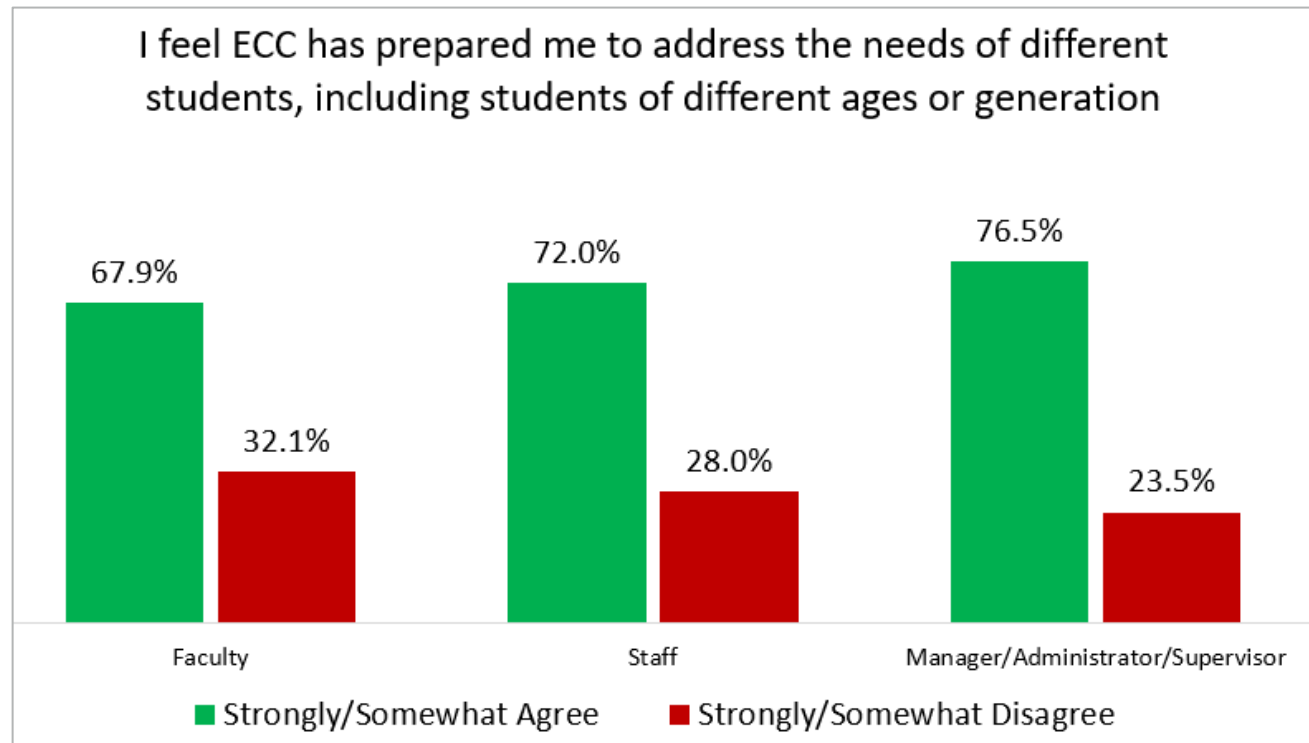
PROFESSIONAL DEVELOPMENT

Quantitative Findings

Employee Preparation to Address Diverse Student Needs

Ages/Generation

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





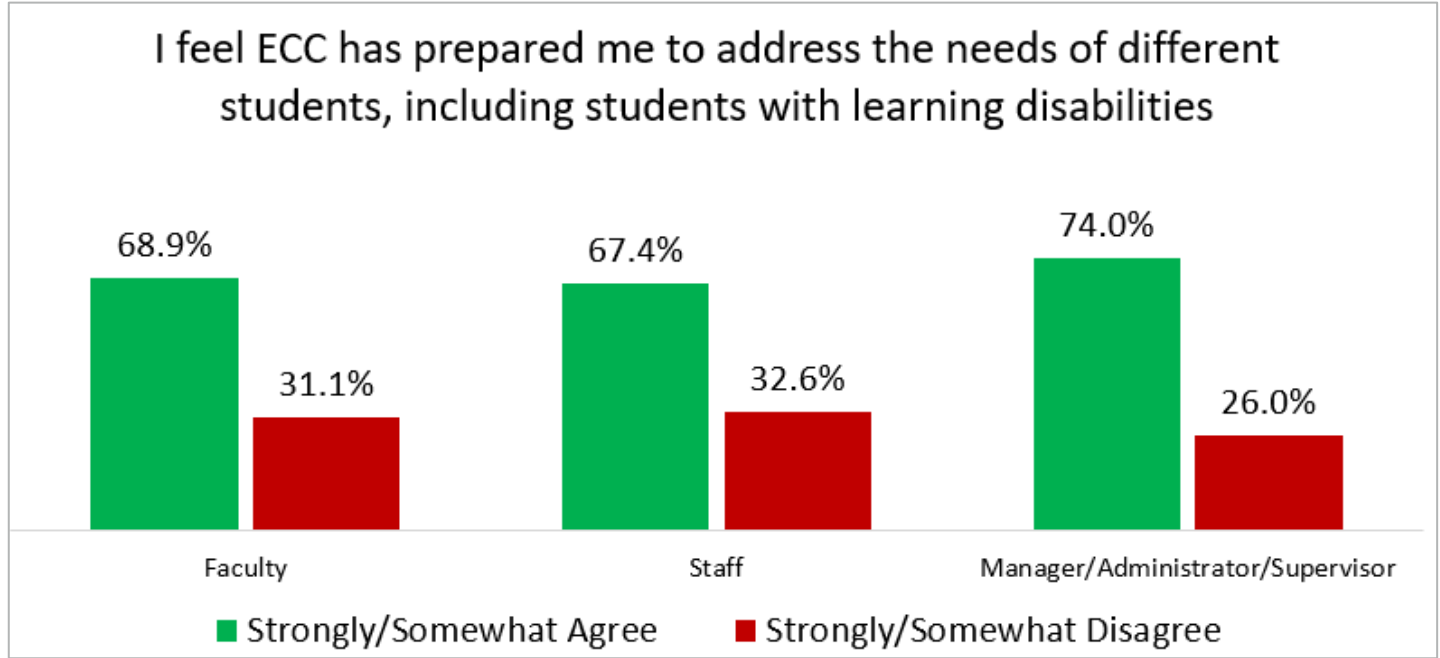
PROFESSIONAL DEVELOPMENT

Quantitative Findings

**Employee Preparation to
Address Diverse
Student Needs**

Learning disabilities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





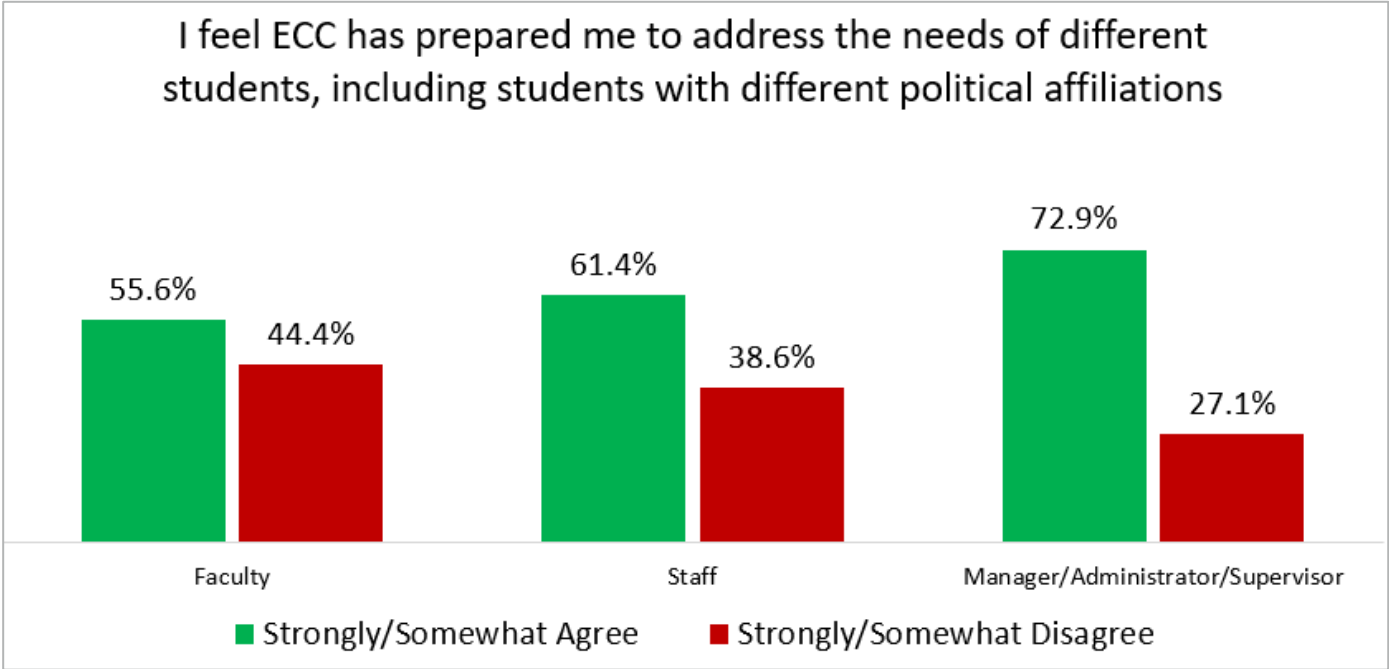
PROFESSIONAL DEVELOPMENT

Quantitative Findings

Employee Preparation to Address Diverse Student Needs

Political Affiliations

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





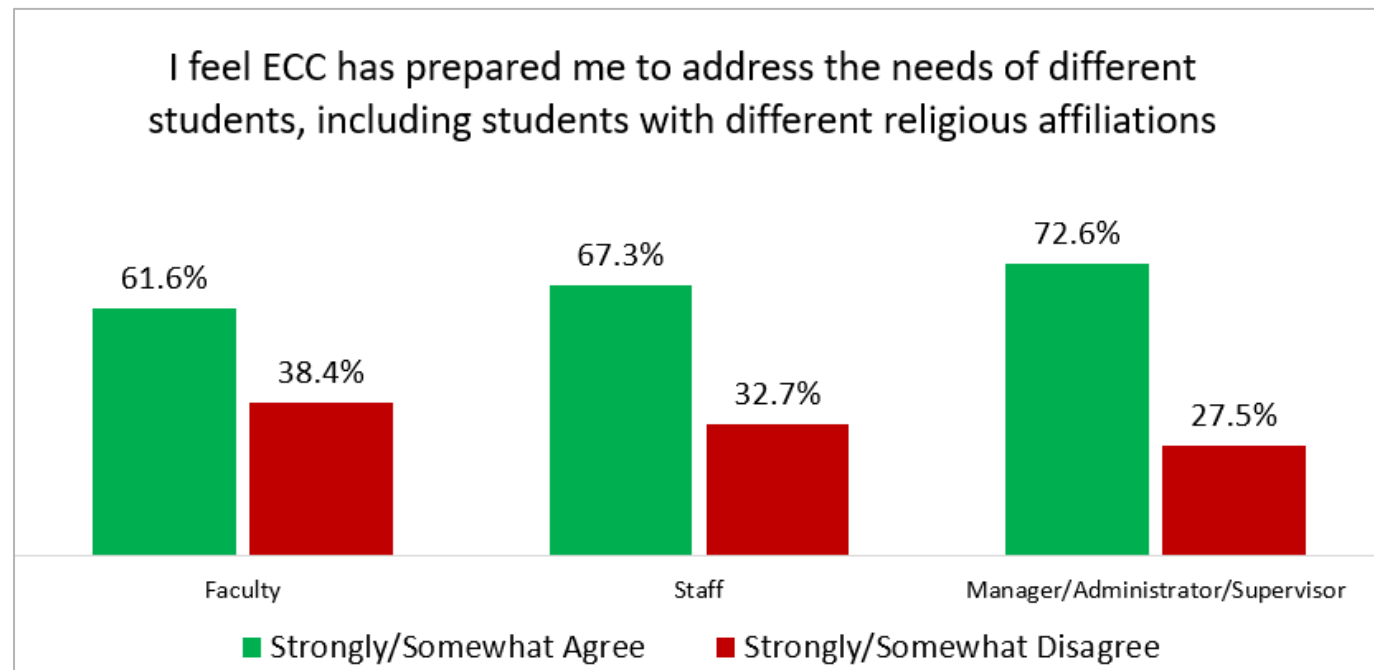
PROFESSIONAL DEVELOPMENT

Quantitative Findings

Employee Preparation to Address Diverse Student Needs

Religious Affiliations

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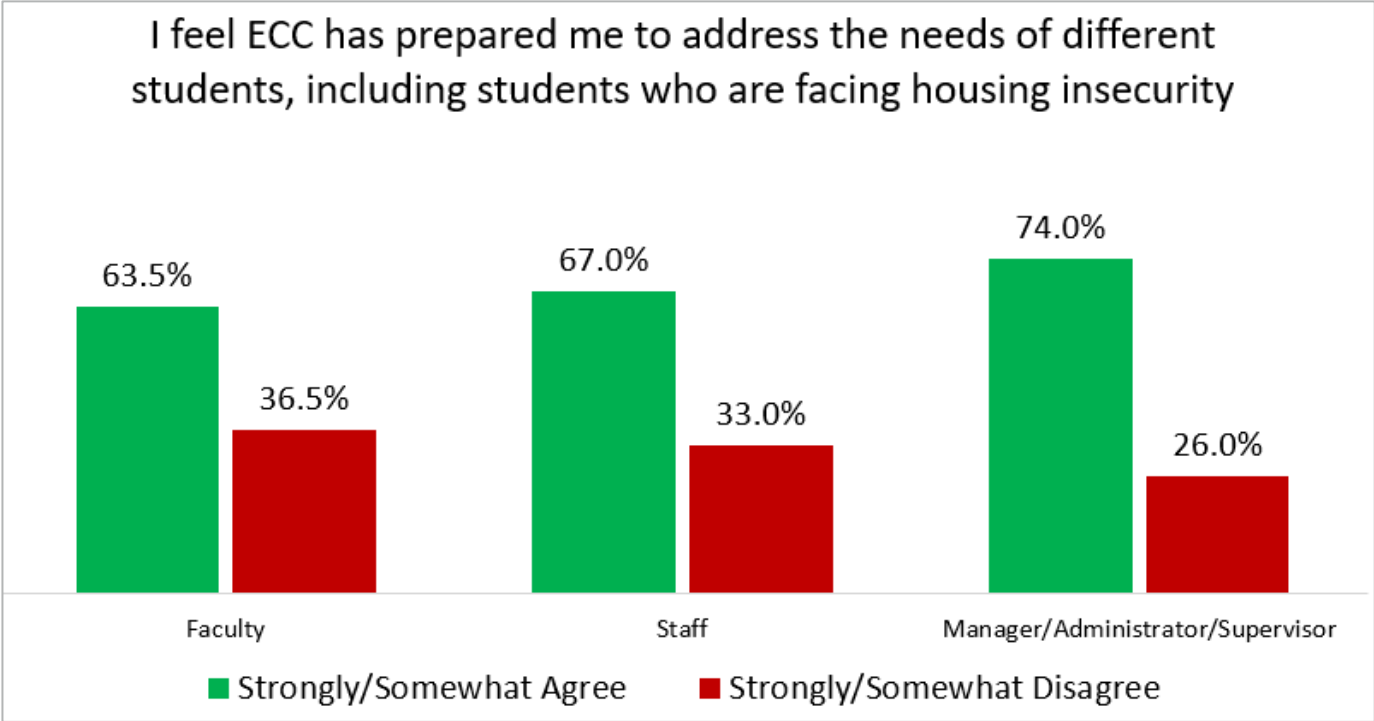
PROFESSIONAL DEVELOPMENT

Quantitative Findings

Employee Preparation to Address Diverse Student Needs

Housing insecurity

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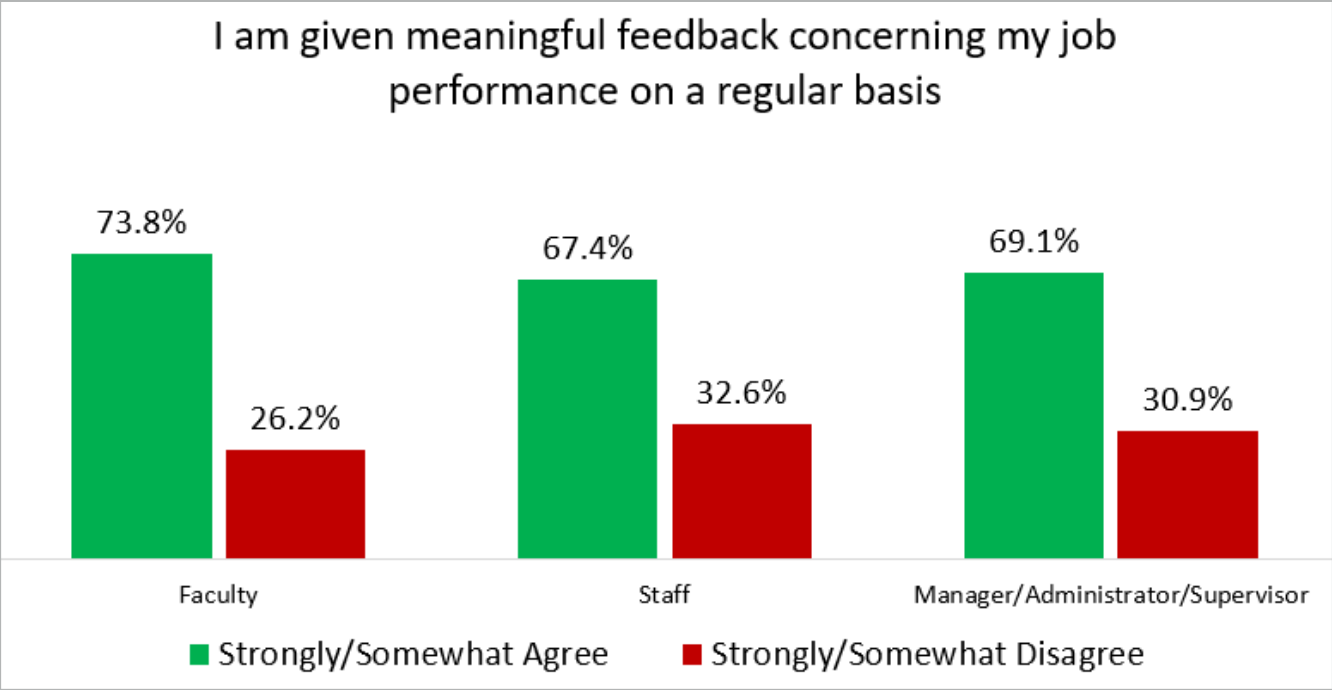


PROFESSIONAL DEVELOPMENT

Quantitative Findings

Feedback on Employees' Job Performance

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



PROFESSIONAL DEVELOPMENT

Quantitative Findings

Professional Development (Top #4 Topic)

123 out of 1684 needs improvement comments

More professional development for managers, directors, and executive staff

Training opportunities for all the different software that employees use

More opportunities like PRIDE - ECC Professional Growth Certification.

*I would like more professional development **opportunities geared towards staff/administrative personnel** specifically. Right now, most of them are tailored for faculty or student-facing staff. While these are extremely important, it excludes those who work in administrative support. I would also like **departments to take the lead on training other areas about processes within their areas**. For example, Procurement Services/Accounts Payable - how to complete a requisition and submit invoices for payment; Fiscal Services - Budget Tracking/Transfers;*

Discipline/Difficult Conversations training, particularly for Deans and Managers for their faculty and employees for situations that require consequences but don't fall under HR/Title IX.




Professional Development was the #4 topic where respondents indicated College needed to improve

Job Satisfaction

2024 QUANTITATIVE & QUALITATIVE RESULTS



JOB SATISFACTION: SUMMARY QUANTITATIVE FINDINGS

Faculty & staff expressed HIGH SATISFACTION with the GREEN topics	Work-Life Balance	Satisfaction drops for managers in this topic 
Faculty, staff & managers expressed AVERAGE SATISFACTION with the YELLOW topics	Feeling Valued as an Individual at ECC	Satisfaction increases for managers in this topic 
	College addressing employee needs	
	Executive leadership's concern about employee wellbeing	
Faculty & staff expressed LOW SATISFACTION with the RED topics	Talk to executive leadership about concerns	Satisfaction increases for managers in this topic 

JOB SATISFACTION: SUMMARY QUALITATIVE FINDINGS

Flexible Work Schedules &
Work-Life Balance

Top #3 topic where respondents indicated **College was doing well**

Compensation, Benefits,
and Financial Security

Top #4 topic where respondents indicated **College was doing well**

ECC Convenience of
Location & Proximity

Top #5 topic where respondents indicated **College was doing well**

Remote Work & Schedule

Top #5 topic where respondents indicated **College needed to improve**

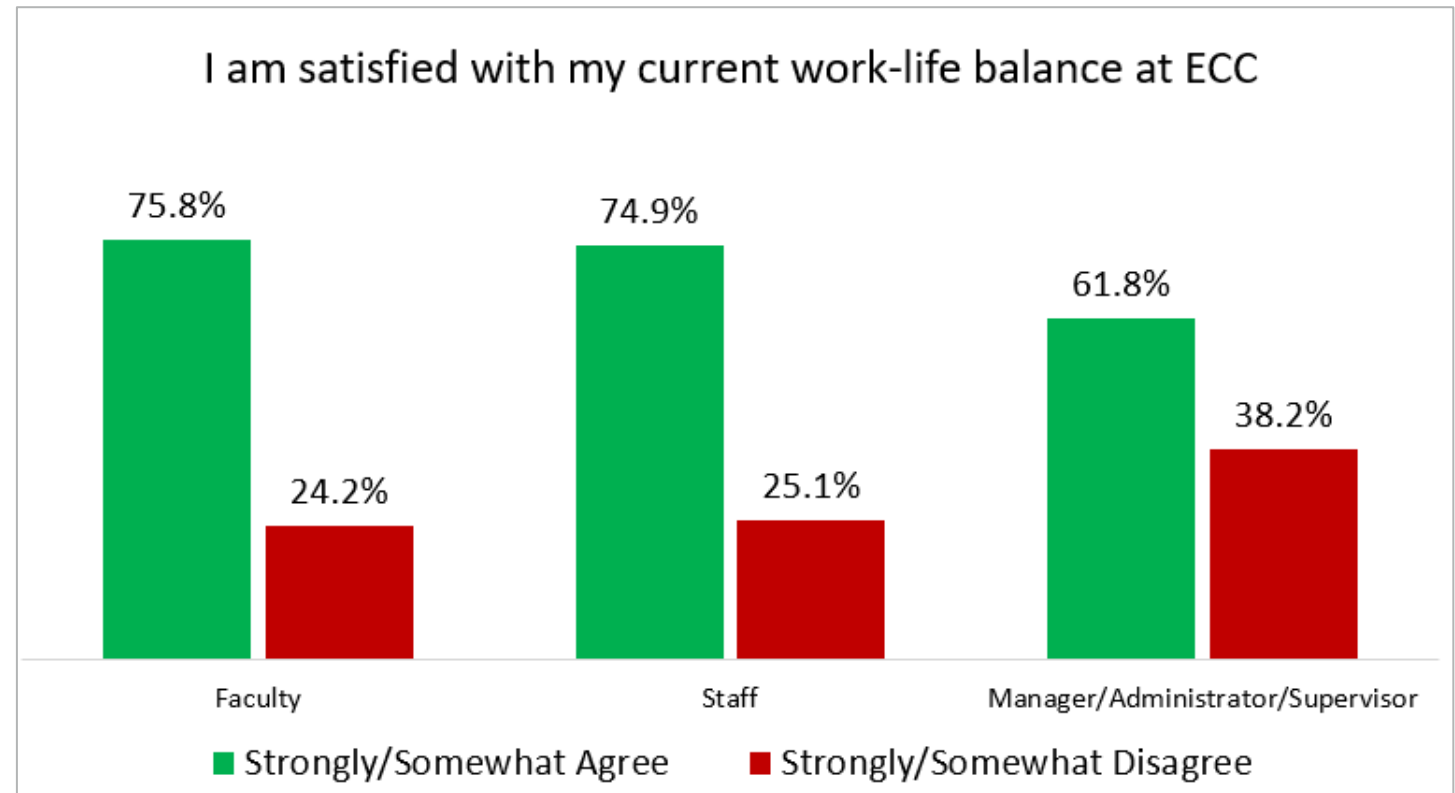


JOB SATISFACTION

Quantitative Findings

Work-Life Balance

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



JOB SATISFACTION

Qualitative Findings (Respondents Indicating College Was Doing Well)

Flexible Work Schedules & Work-Life Balance (Top #3 Topic)

103 out of 1556 doing well comments

Flexibility of adjusting my schedule to help out with events that are after hours

Work/life balance- being able to work remote and work at the office is super helpful. At home I can concentrate without distractions or being pulled away. I get a lot of the technical data/form processing done and at work deal with the students face to face, its a good balance, keeps me fresh and sane.

Flexible Work Schedules and Work-Life Balance was the #3 topic where respondents indicated College was doing well

JOB SATISFACTION

Qualitative Findings (Respondents Indicating College Was Doing Well)

Compensation, Benefits, and Financial Security (Top #4 Topic)

90 out of 1556 doing well comments

The pay is better than most any other community college in Los Angeles metro.

The medical/dental/vision coverage I get from employment here has helped me care for my family immensely.

Compensation, Benefits, and Financial Security was the #4 topic where respondents indicated **College was doing well**

JOB SATISFACTION

Qualitative Findings (Respondents Indicating College Was Doing Well)

ECC Convenience of Location & Proximity (Top #5 Topic)

76 out of 1556 doing well comments

Proximity of work to home

Great location where we can have a positive impact on the community

ECC Convenience of Location & Proximity was the #5 topic where respondents indicated College was doing well

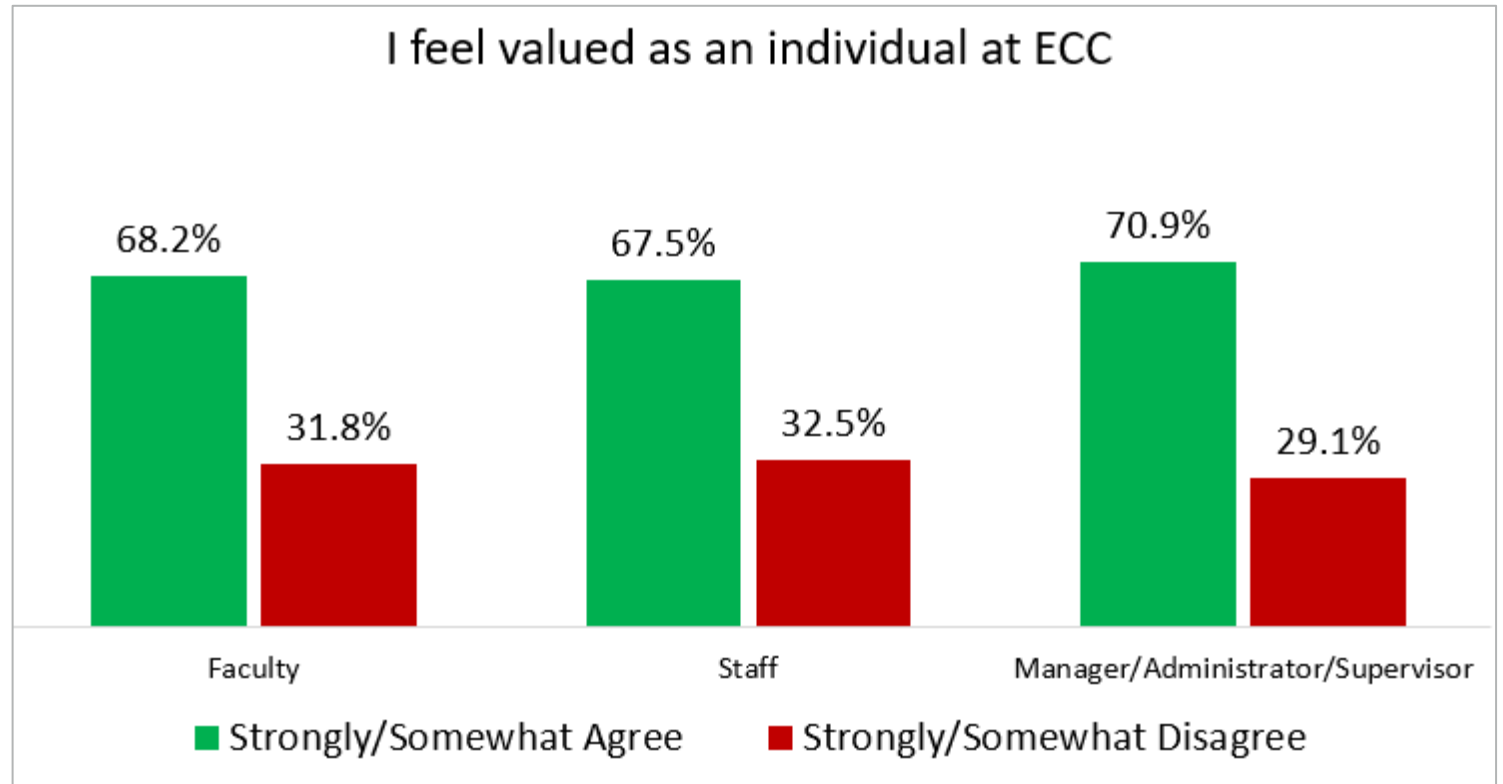


JOB SATISFACTION

Quantitative Findings

Feeling Valued as an Individual at ECC

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



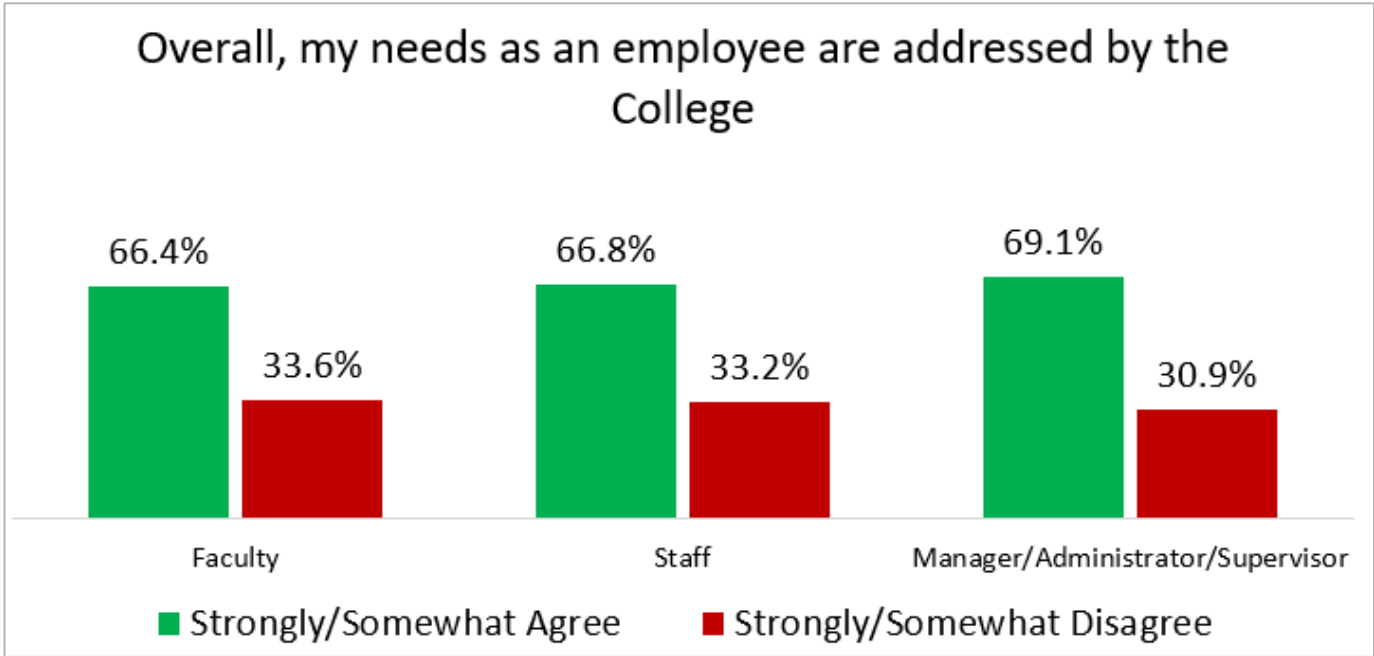


JOB SATISFACTION

Quantitative Findings

College Addressing Employee Needs

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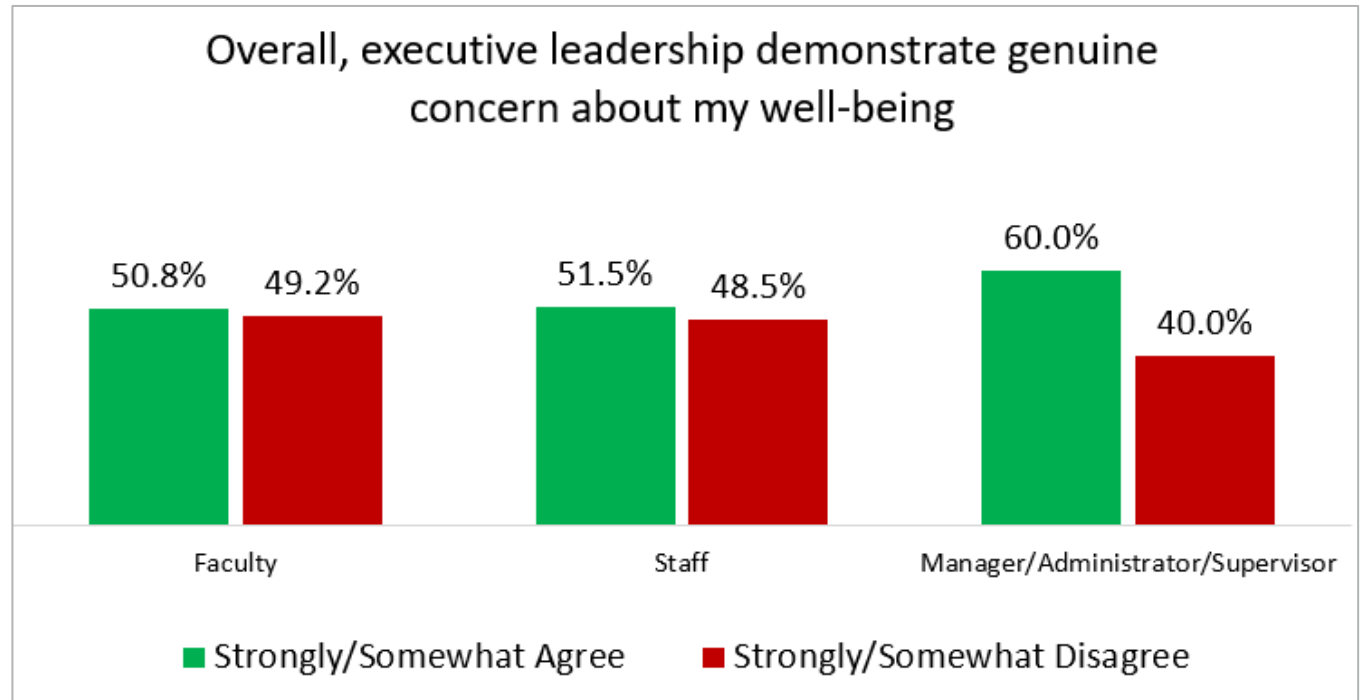


JOB SATISFACTION

Quantitative Findings

Executive Leadership's Concern about Employee Well-Being

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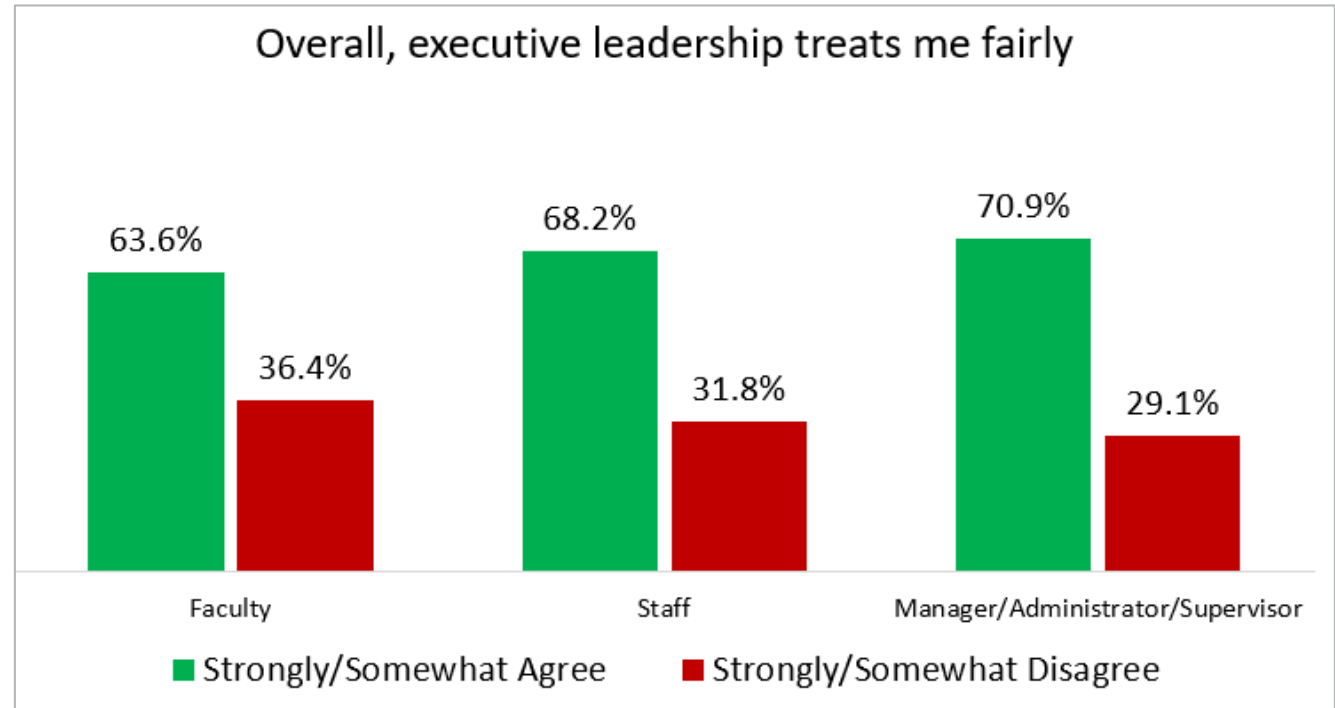


JOB SATISFACTION

Quantitative Findings

Executive Leadership's Fair Treatment towards Employees

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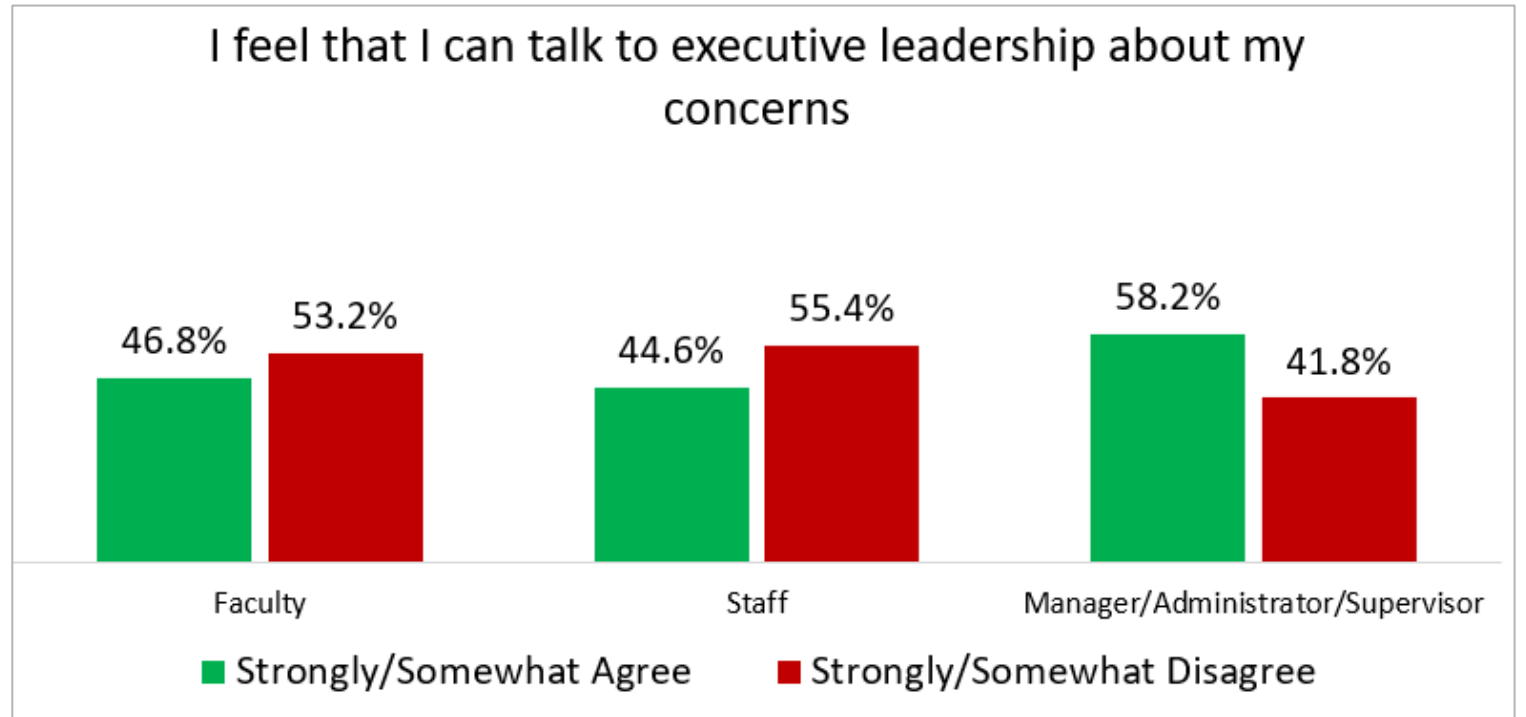


JOB SATISFACTION

Quantitative Findings

Talk to Executive Leadership about Concerns

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



JOB SATISFACTION

Qualitative Findings (Respondents Indicating College Needed to Improve)

Remote Work & Schedule (Top #5 Topic)

108 out of 1684 needs improvement comments

No obligation to come to campus 3 days a week when there's no reason to in my schedule, as long as all of my work and office hours are completed

better/fair/equitable remote work policy in Student Services and Administrative Services areas

*We proved during COVID that my position could be performed 100% remote. I want that for all employees capable of doing so. **My job is completely computer based, and I don't meet/work with anyone directly on campus.** Keeping as many people off the roads in Los Angeles as possible should be a priority; it **helps protect our environment, cuts down on traffic, and creates less wasted time** for those of us being forced to commute just to sit alone in a cubicle on-campus.*

Improved scheduling to enhance the work life balance

4-day work week





Remote Work & Schedule was the #5 topic where respondents indicated **College needs to improve**

Communication & Vision/Direction of ECC

2024 QUANTITATIVE & QUALITATIVE RESULTS



COMMUNICATION & VISION/DIRECTION OF ECC: SUMMARY QUANTITATIVE FINDINGS

Faculty, staff & managers expressed AVERAGE SATISFACTION with the YELLOW topics	Financial Planning	Satisfaction increases for managers in this topic 
	Strategic Planning	
	Executive Leadership's Example	
	Executive Leadership's Response to Challenges	Satisfaction increases for faculty in this topic 
	Employees' Perception of Change & Innovation	
	Employees' Perception of Environmental Sustainability	
Respondents expressed LOW SATISFACTION with the RED topics	Executive Leadership's Open Communication	Satisfaction increases for managers in this topic 
	ECC's Timeliness of Information Dissemination	Satisfaction increases for faculty in this topic 

COMMUNICATION & VISION/DIRECTION OF ECC: SUMMARY QUALITATIVE FINDINGS

Executive leadership

Top #2 topic where respondents indicated **College needed to improve**

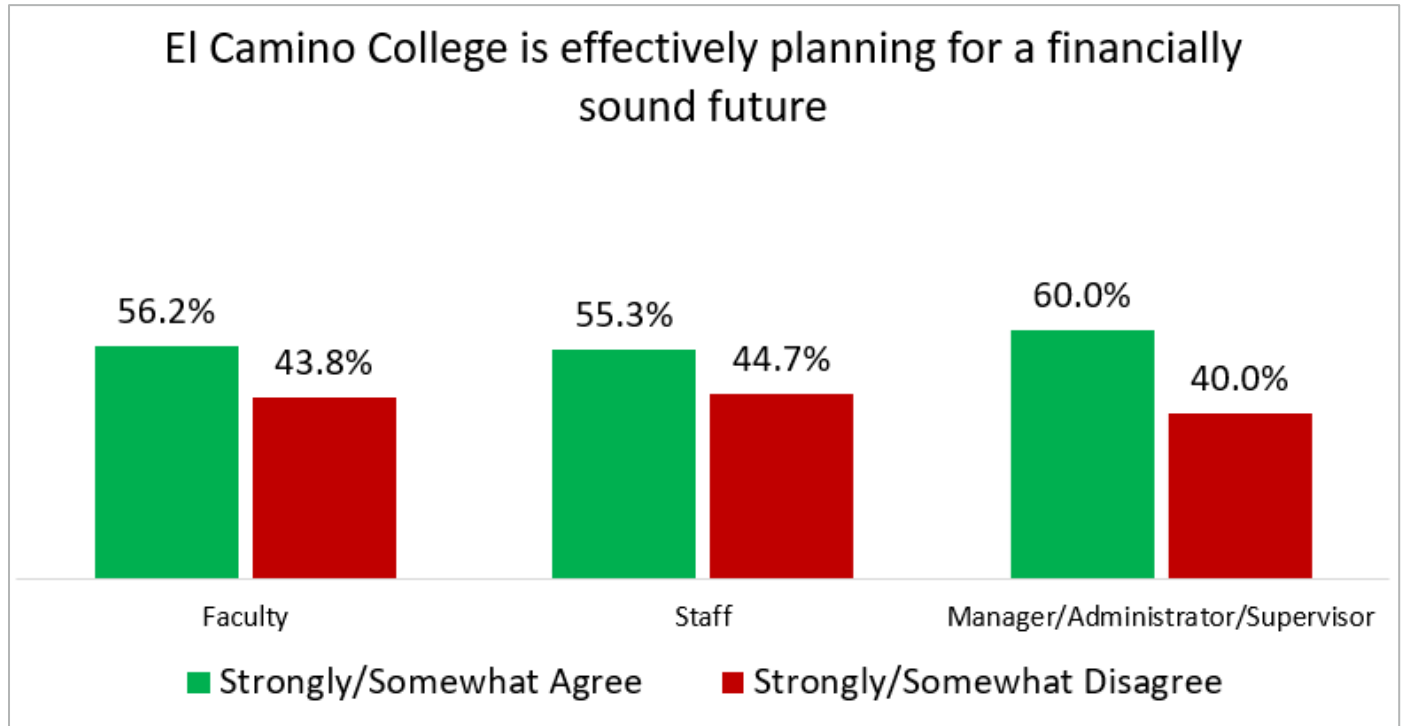


COMMUNICATION & VISION/DIRECTION OF ECC

Quantitative Findings

Financial Planning

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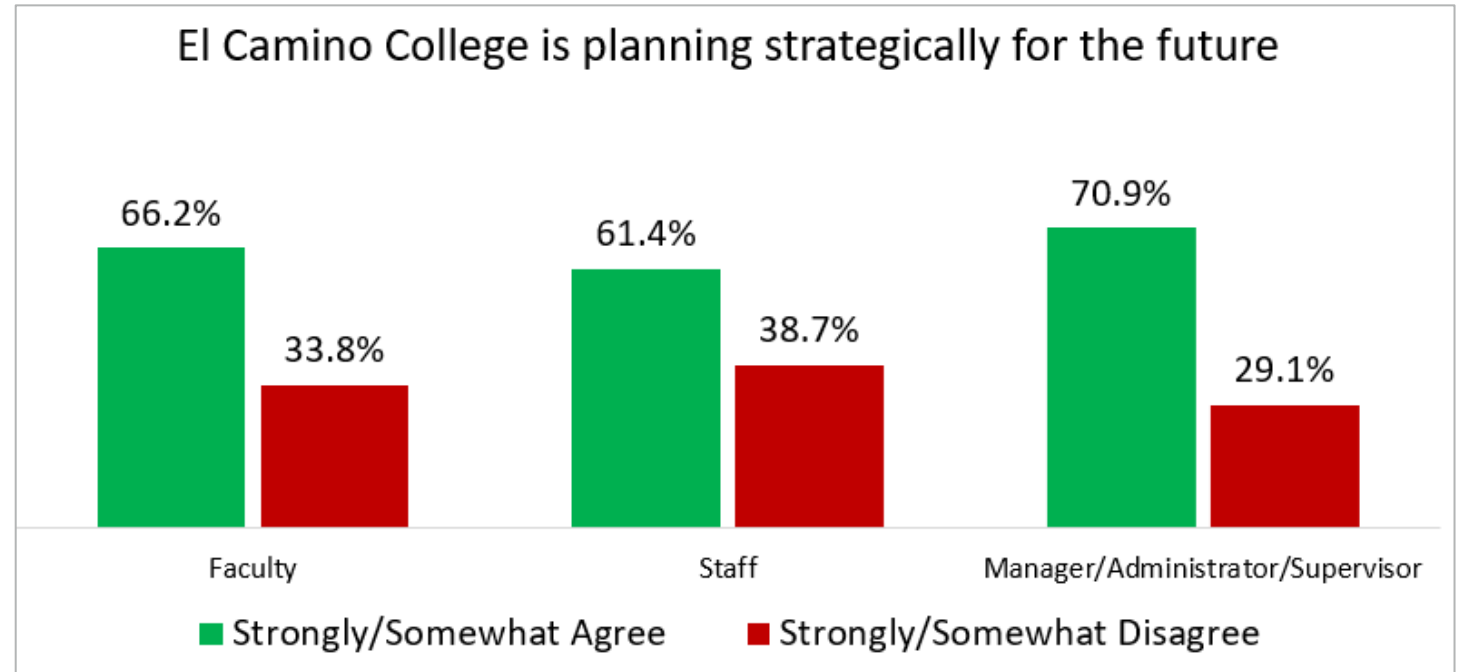


COMMUNICATION & VISION/DIRECTION OF ECC

Quantitative Findings

Strategic Planning

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



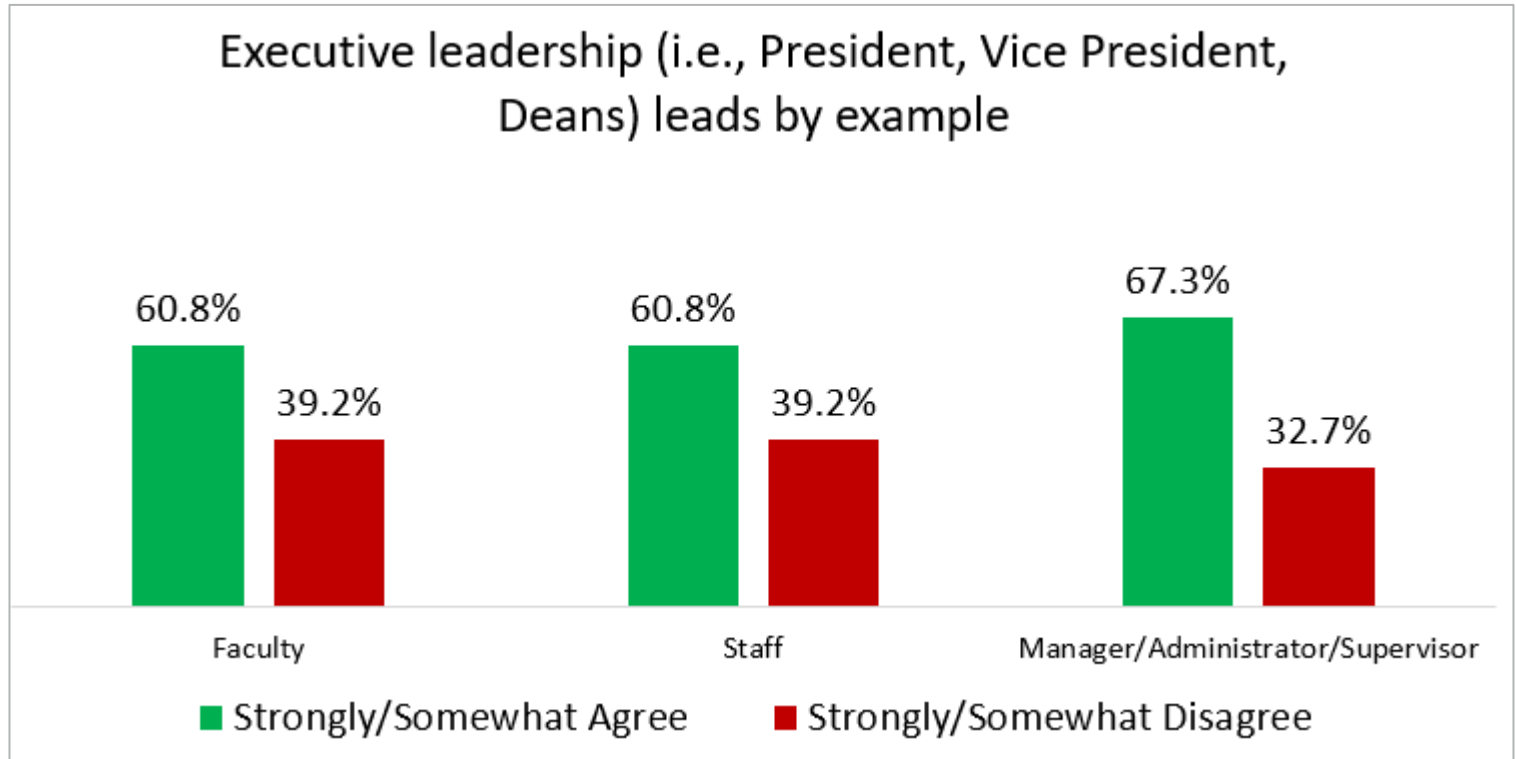


COMMUNICATION & VISION/DIRECTION OF ECC

Quantitative Findings

Executive Leadership's Example

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



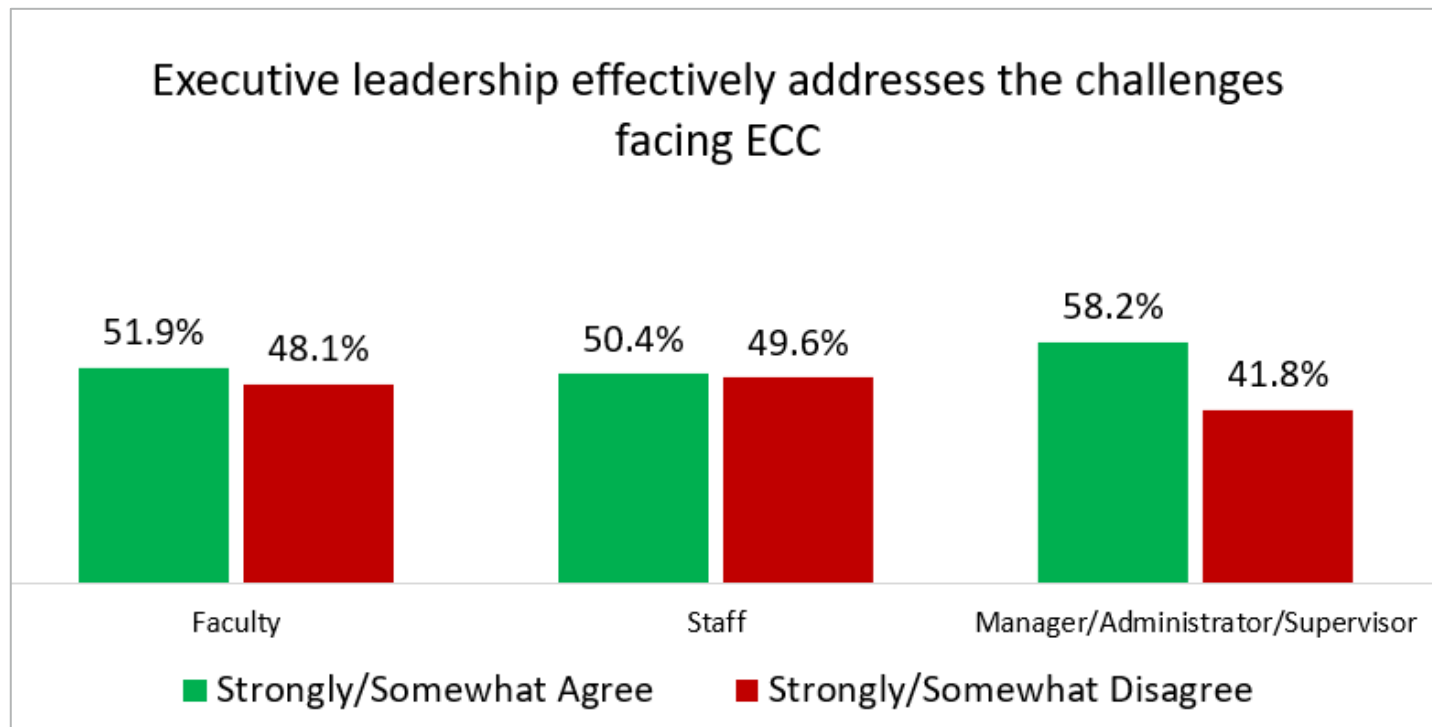


COMMUNICATION & VISION/DIRECTION OF ECC

Quantitative Findings

Executive Leadership's Response to Challenges

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



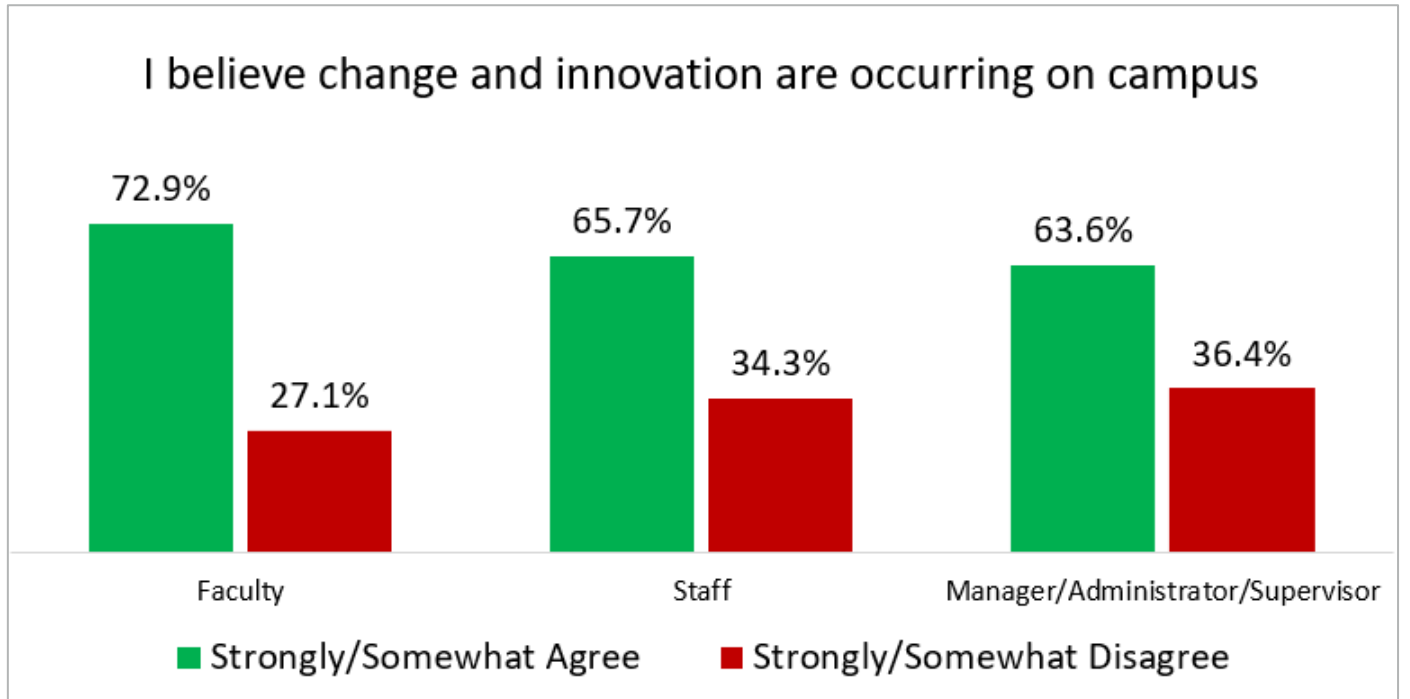


COMMUNICATION & VISION/DIRECTION OF ECC

Quantitative Findings

Employees' Perception of Change & Innovation

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



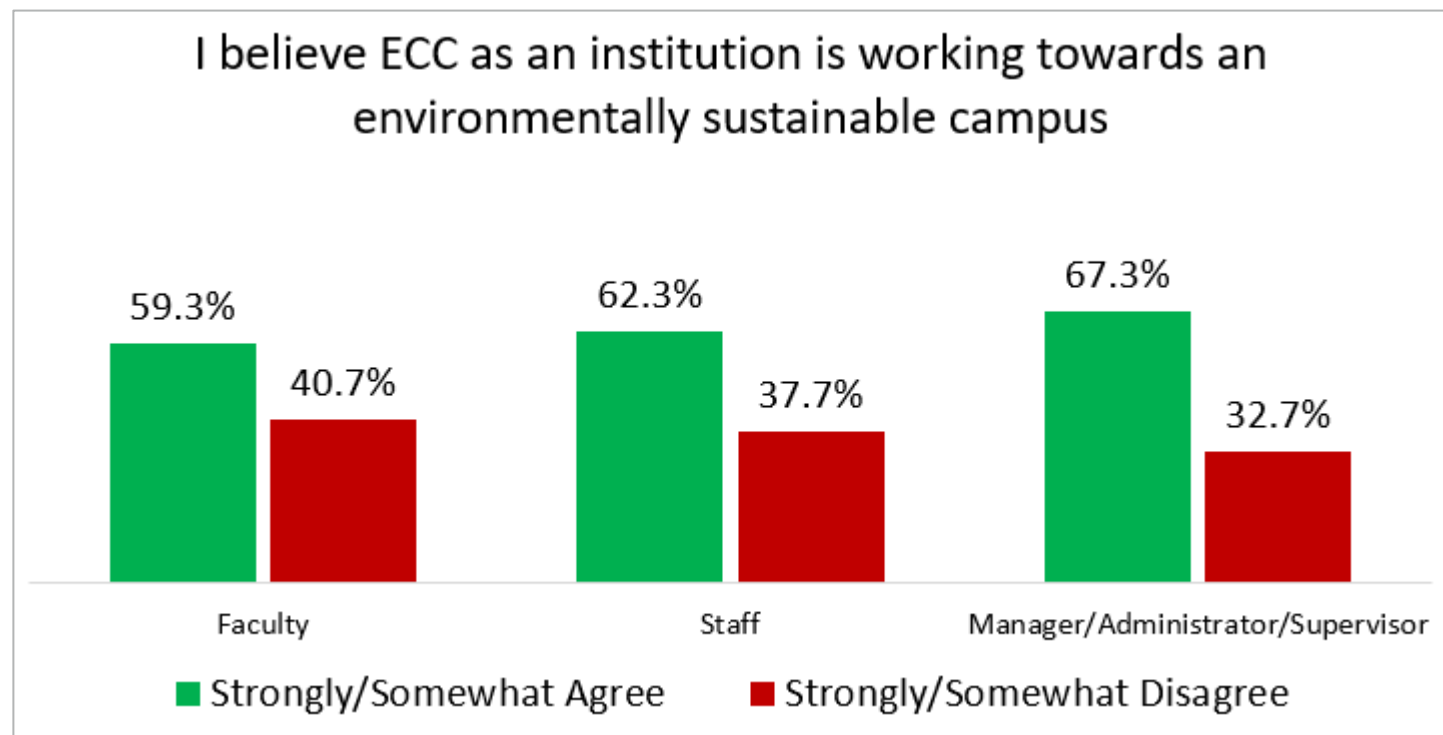


COMMUNICATION & VISION/DIRECTION OF ECC

Quantitative Findings

Employees' Perception of Environmental Sustainability

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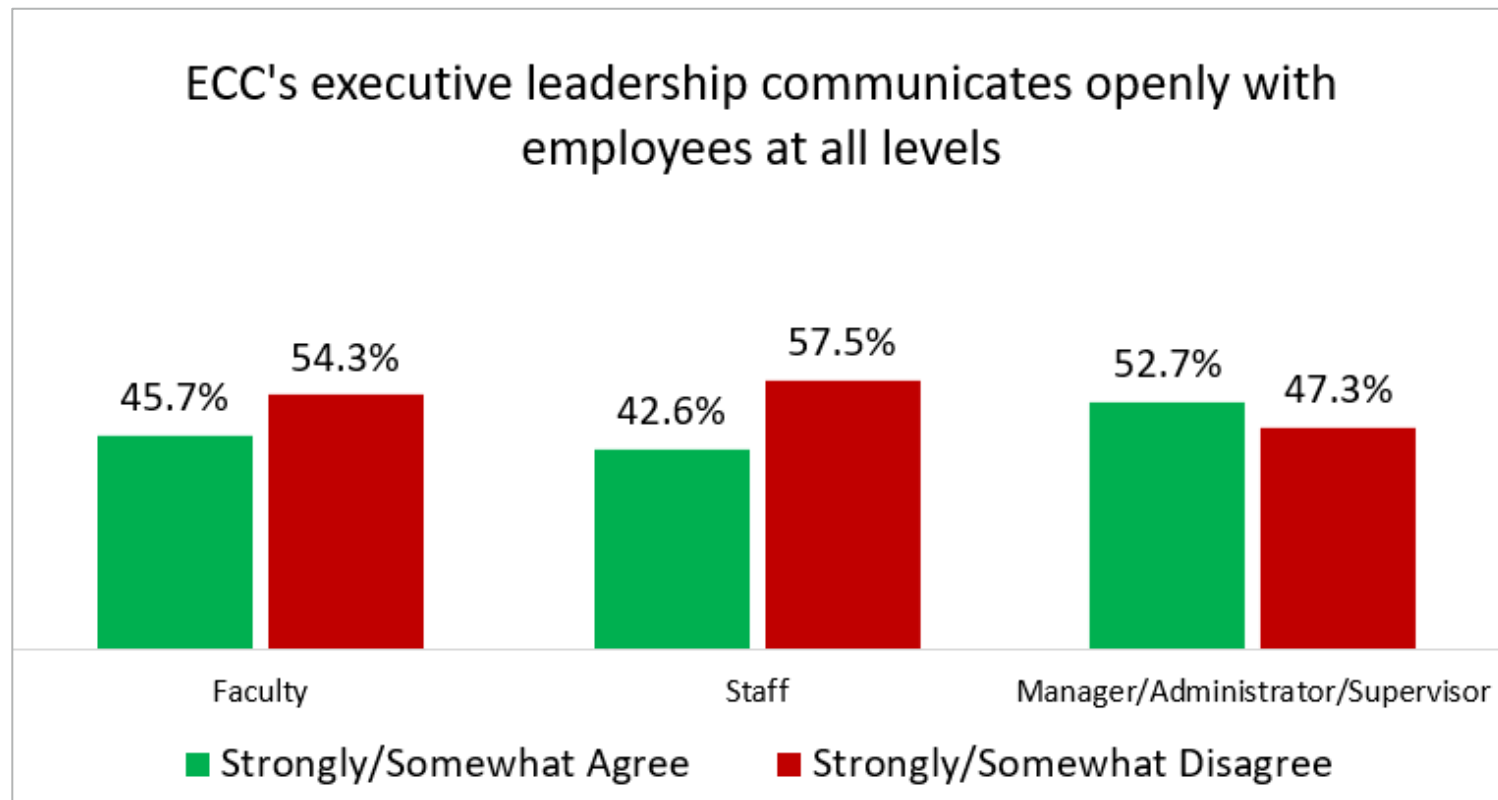


COMMUNICATION & VISION/DIRECTION OF ECC

Quantitative Findings

Executive Leadership's Open Communication

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



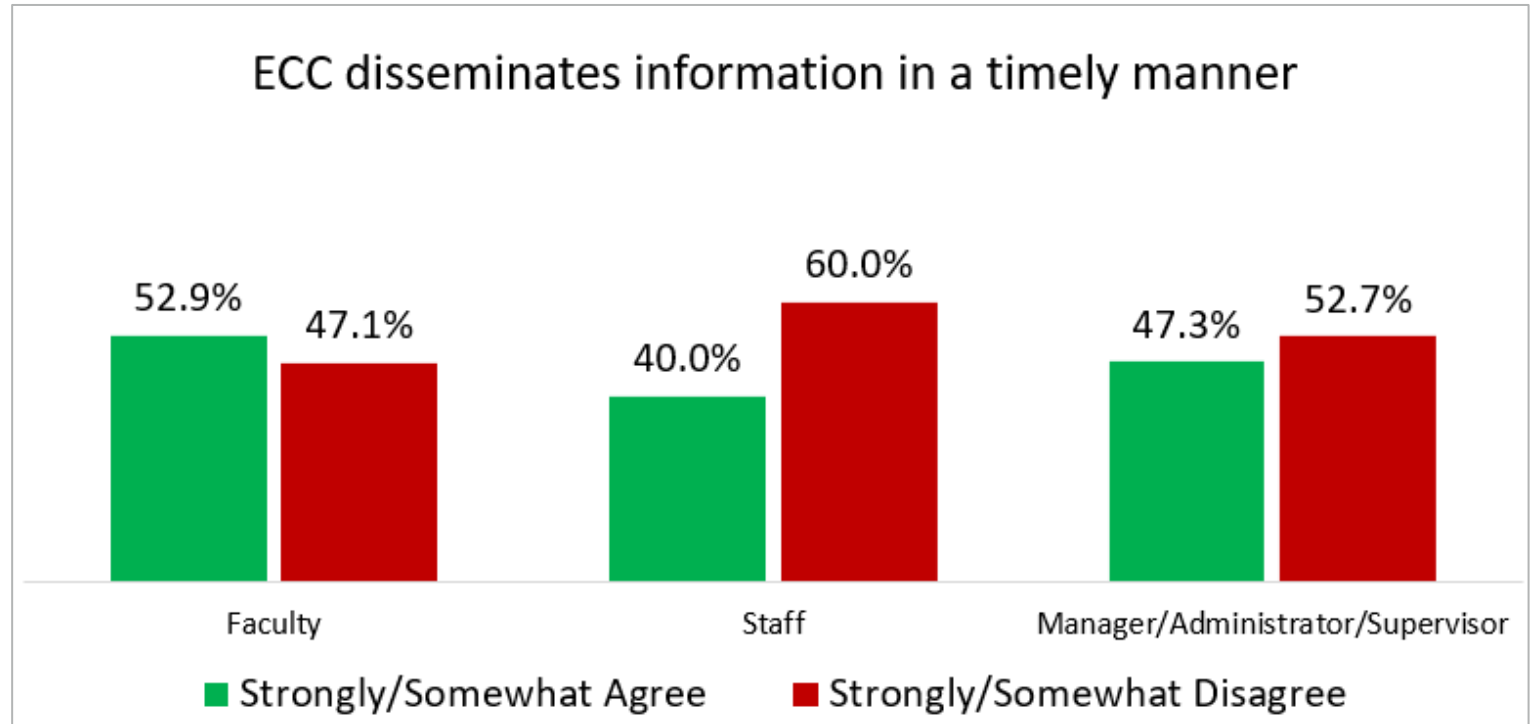


COMMUNICATION & VISION/DIRECTION OF ECC

Quantitative Findings

ECC's Timeliness of Information Dissemination

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



COMMUNICATION & VISION/DIRECTION OF ECC

Qualitative Findings (Respondents Indicating College Needed to Improve)

Executive Leadership (Top #2 topic)

98 out of 1391 needs improvement comments

I believe there is room for improvement in the leadership style exhibited by my executive leaders in team meetings. A more respectful and trusting approach towards direct reports would enhance team morale and foster a more unified, transparent work environment that aligns with the positive image presented to the broader community.

The top level of leadership could be more transparent and work on trusting & appreciating its employees better.

Resources and opportunities are distributed on our campus in a very uneven fashion. Some areas are treated favorably, others are not. Executive leadership is perceived to have "favorites," and those favorites are in the inner circle for decision-making and for resources. Rather than resources - positions, growth opportunities, etc. - being distributed based on our institutional goals or on merit, the insiders keep getting opportunities and other areas are neglected.

Executive leadership was the #2 topic where respondents indicated College needs to improve

Service to Students

2024 QUANTITATIVE & QUALITATIVE RESULTS

SERVICE TO STUDENTS: SUMMARY

QUANTITATIVE FINDINGS

Faculty, staff & managers expressed **HIGH SATISFACTION** with the **GREEN** topics

- Race/ethnicities
- Gender identities
- Sexual orientations
- Physical disabilities
- Learning disabilities
- Mental health
- Economic backgrounds
- Religious affiliations
- Immigration statuses
- Age
- Housing insecurity

ECC as welcoming environment for students

ECC as improving processes for students

Employees addressing needs of diverse students

Faculty & managers expressed **AVERAGE SATISFACTION** with the **YELLOW** topic

Employees addressing needs of diverse students (political affiliations)

Satisfaction increases for staff in this topic



When the satisfaction level of an employee group changes, it shifts by one level, either higher or lower.

SERVICE TO STUDENTS: SUMMARY QUALITATIVE FINDINGS

Student Engagement
and Impact

Top #2 topic where respondents indicated **College was doing well**

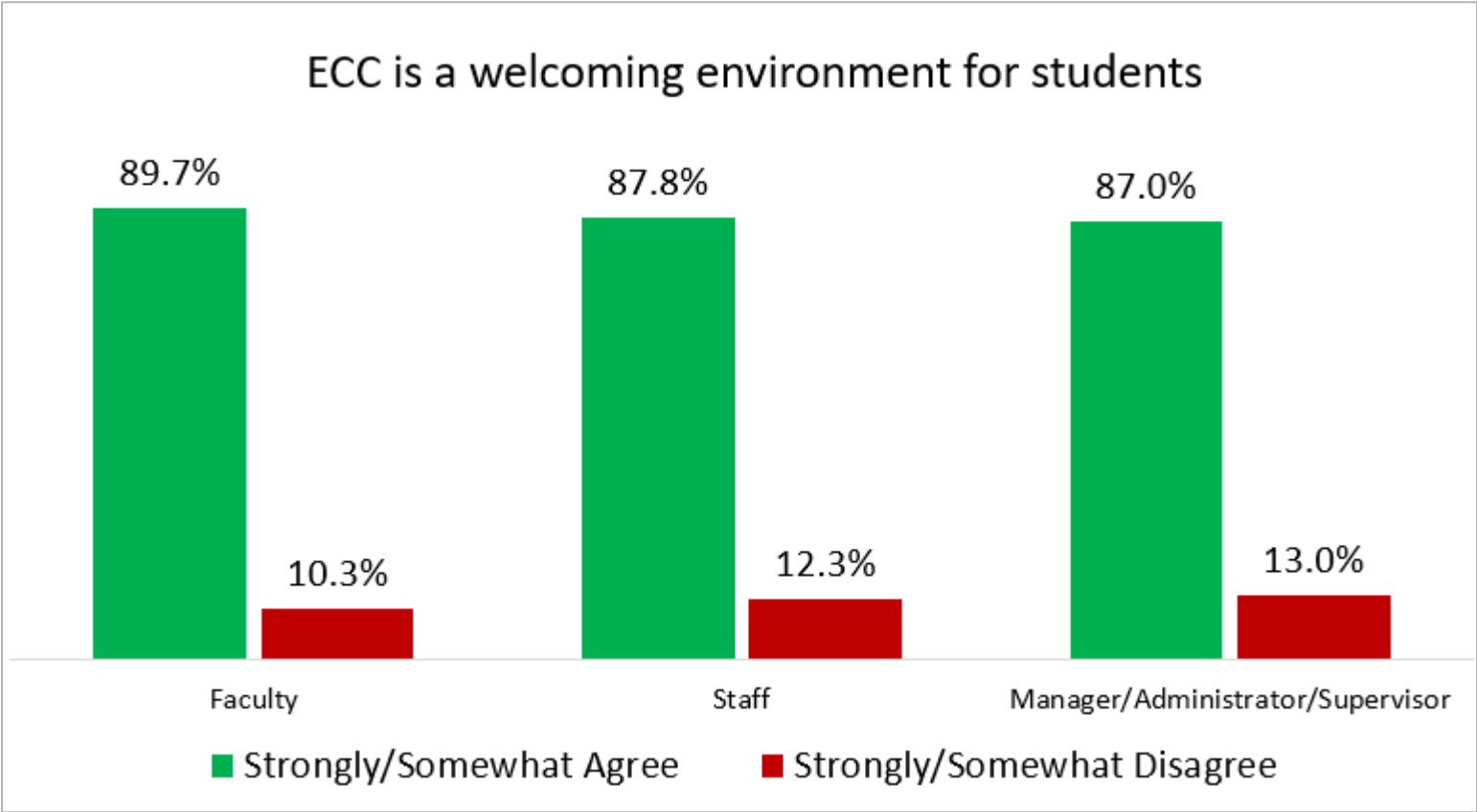


SERVICE TO STUDENTS

Quantitative Findings

ECC as welcoming environment for students

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



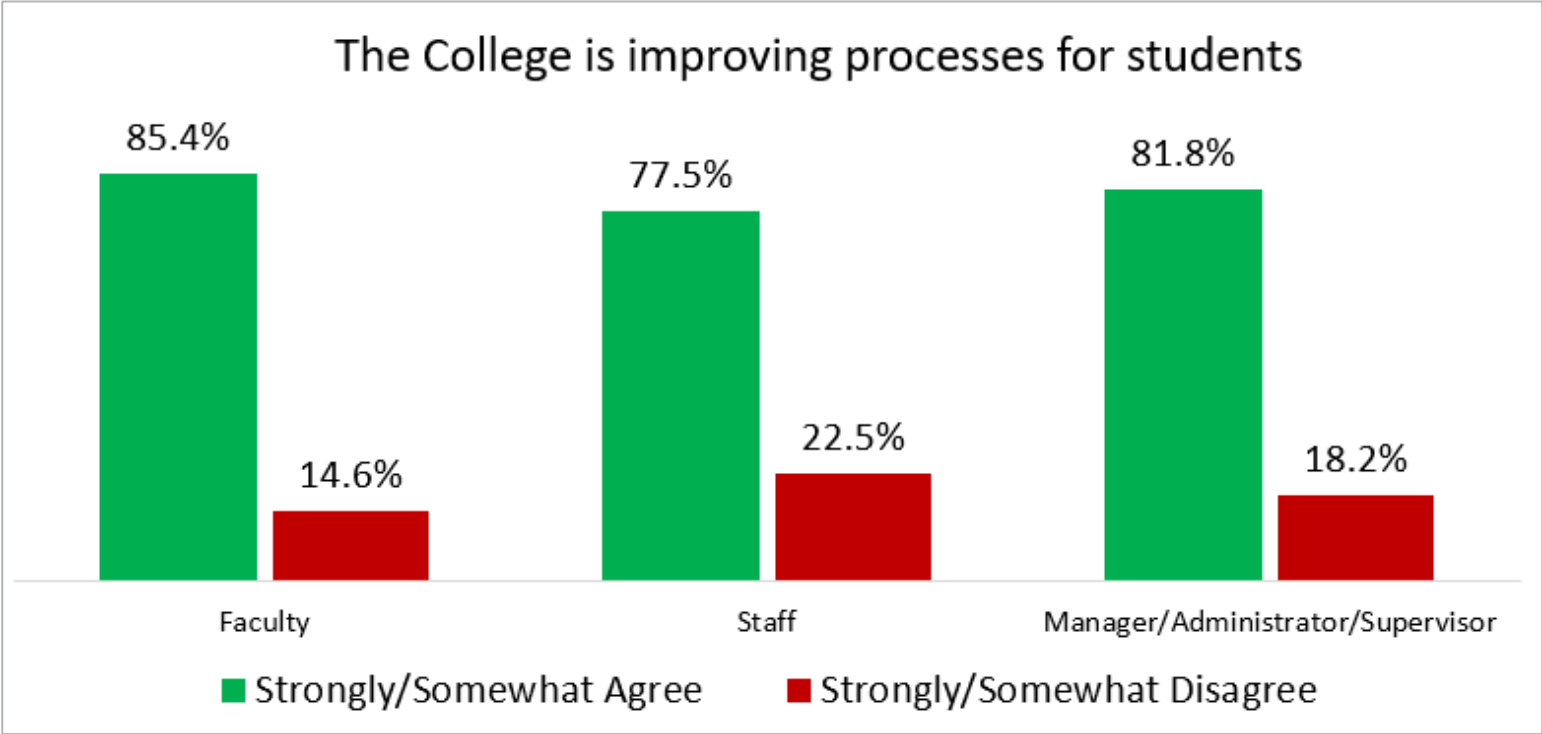


SERVICE TO STUDENTS

Quantitative Findings

ECC as improving processes for students

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





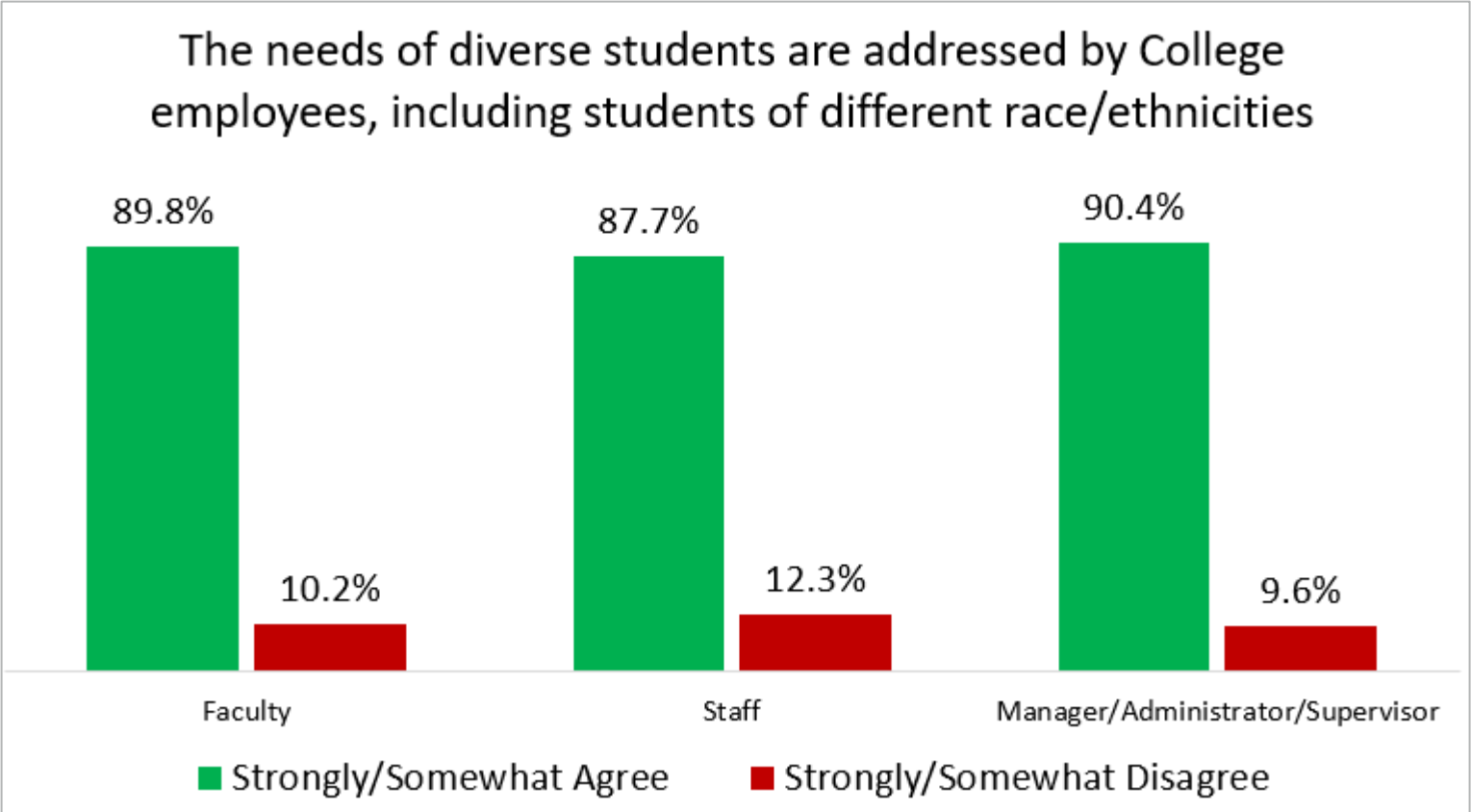
SERVICE TO STUDENTS

Quantitative Findings

Employees addressing needs of diverse students

Race/ethnicities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





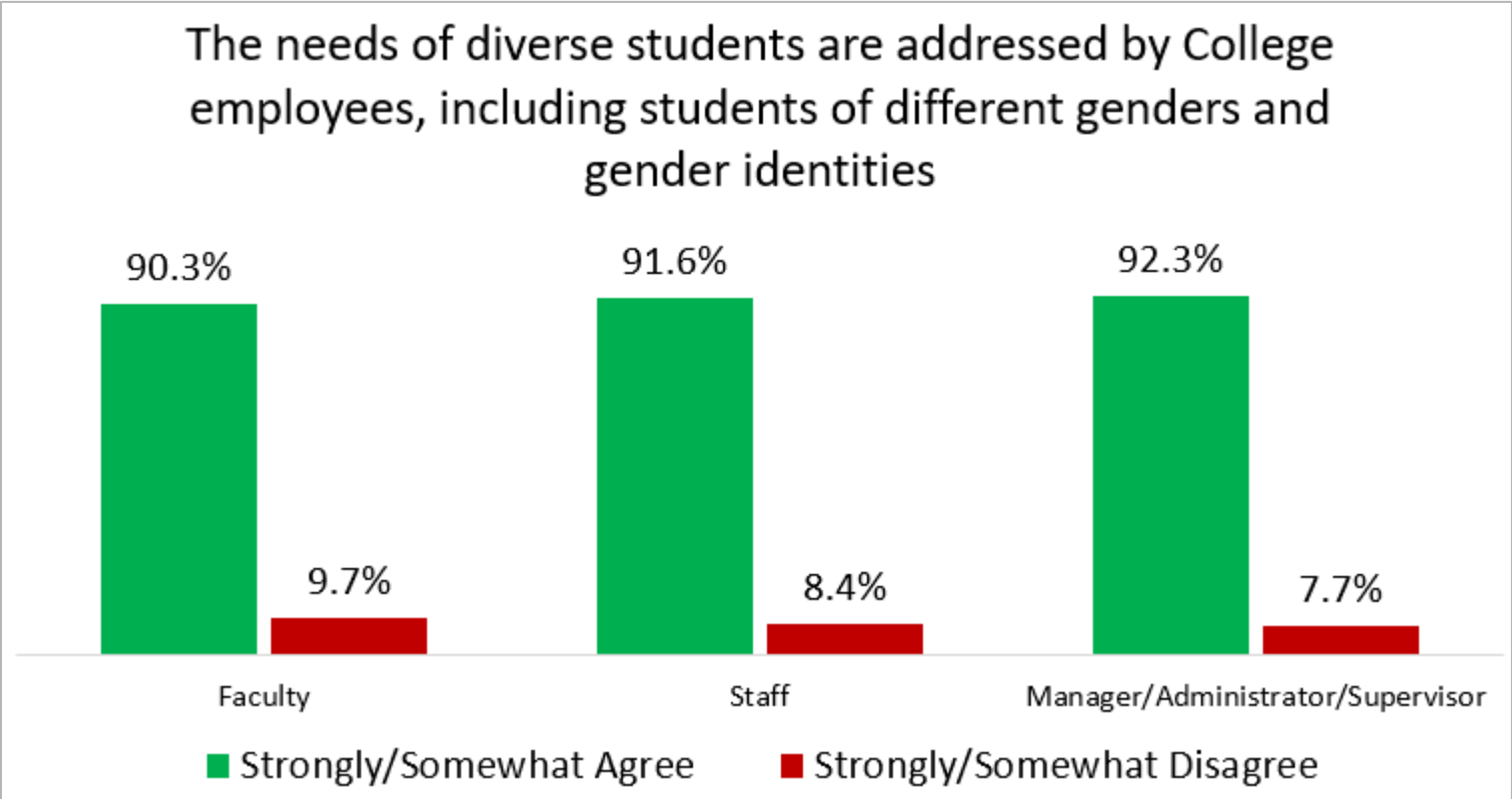
SERVICE TO STUDENTS

Quantitative Findings

Employees addressing needs of diverse students

Genders/gender identities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





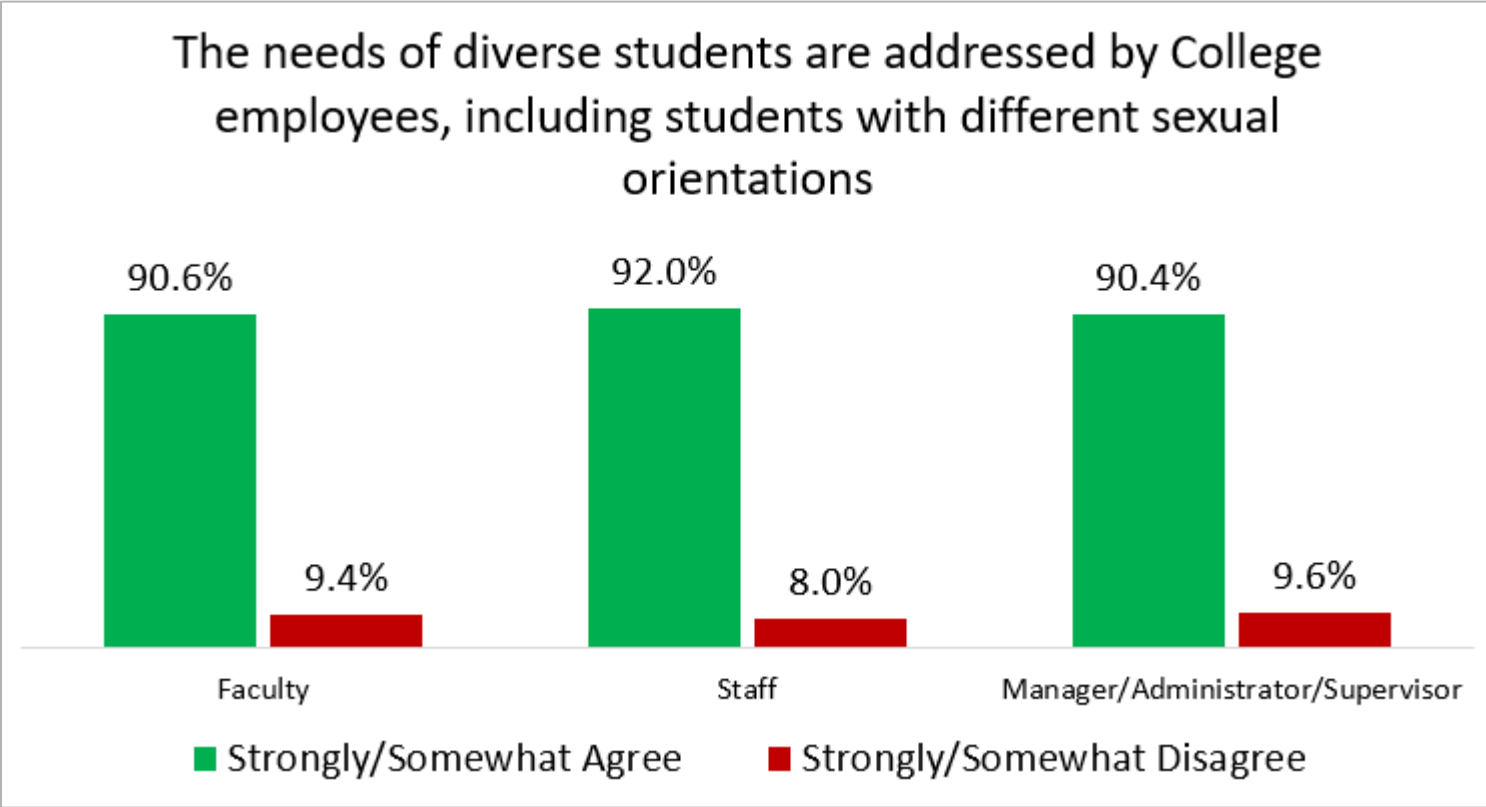
SERVICE TO STUDENTS

Quantitative Findings

Employees addressing needs of diverse students

Sexual orientations

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





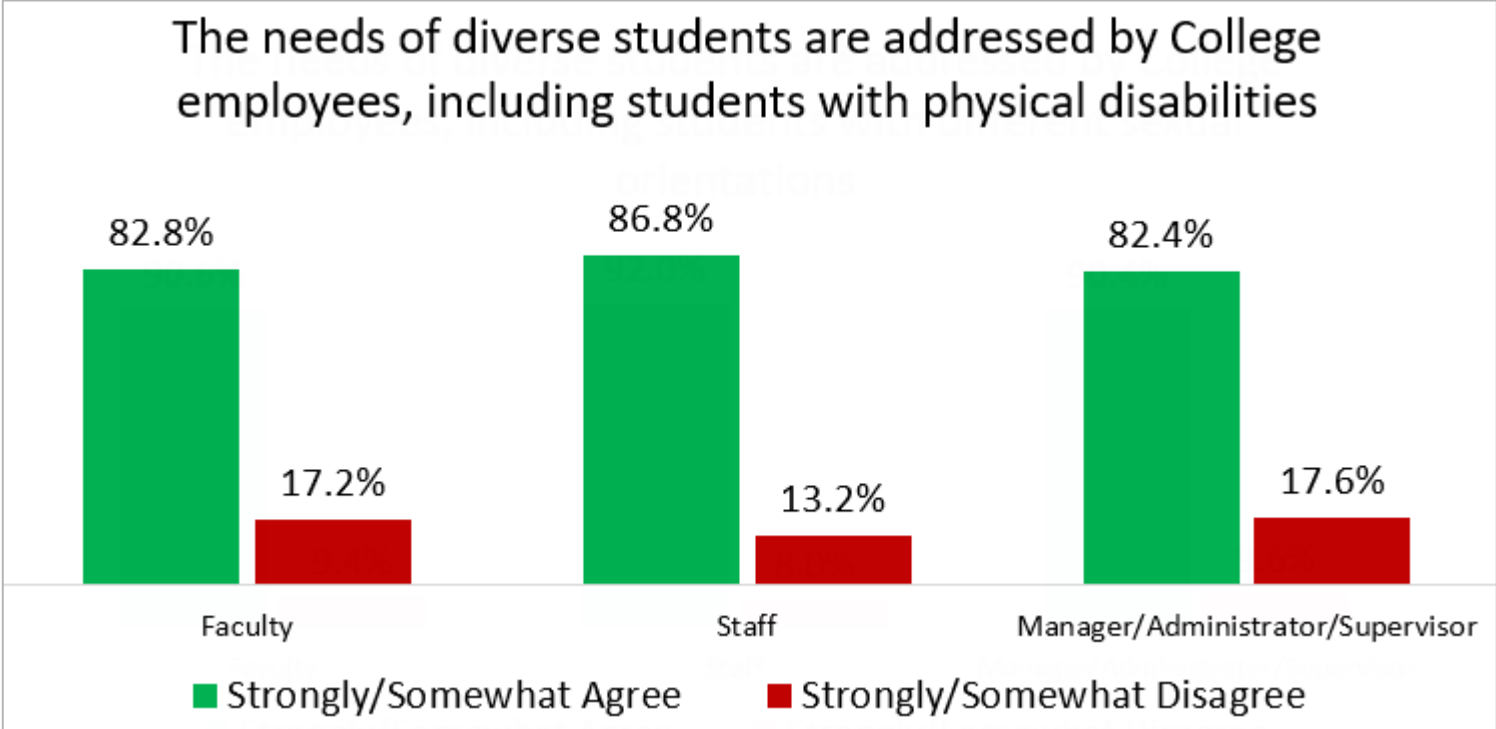
SERVICE TO STUDENTS

Quantitative Findings

Employees addressing needs of diverse students

Physical disabilities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





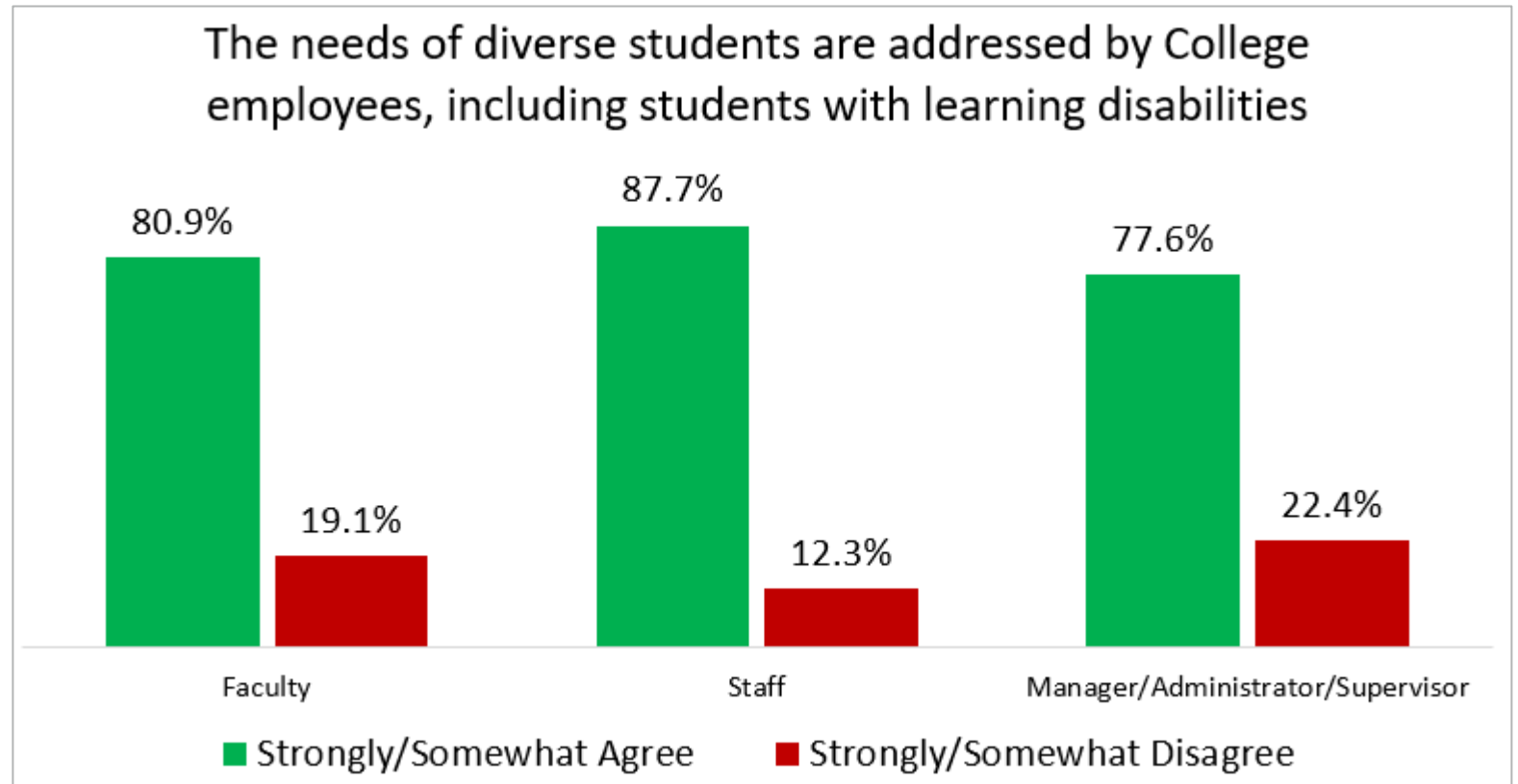
SERVICE TO STUDENTS

Quantitative Findings

Employees addressing needs of diverse students

Learning disabilities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





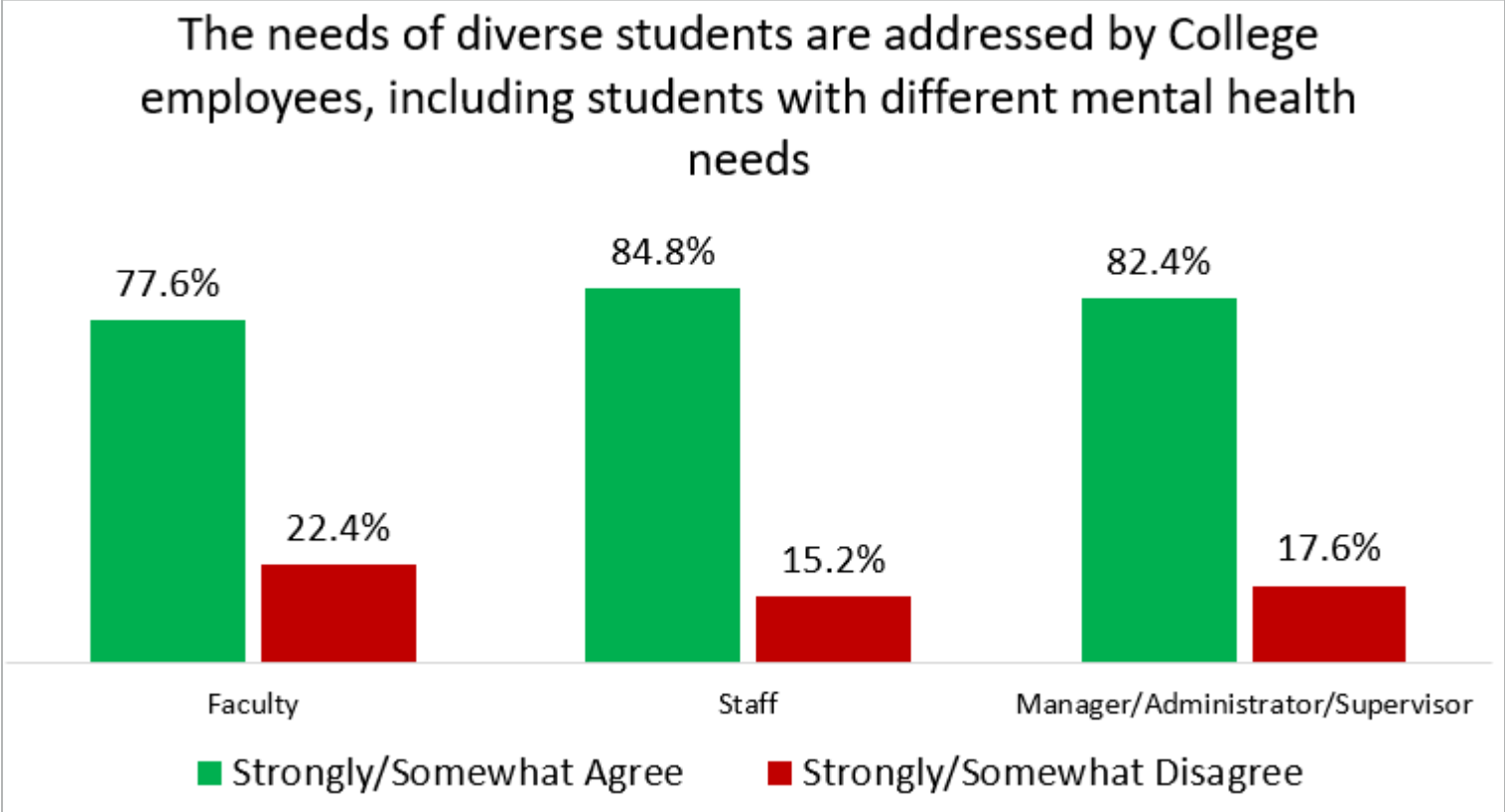
SERVICE TO STUDENTS

Quantitative Findings

Employees addressing needs of diverse students

Mental health

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





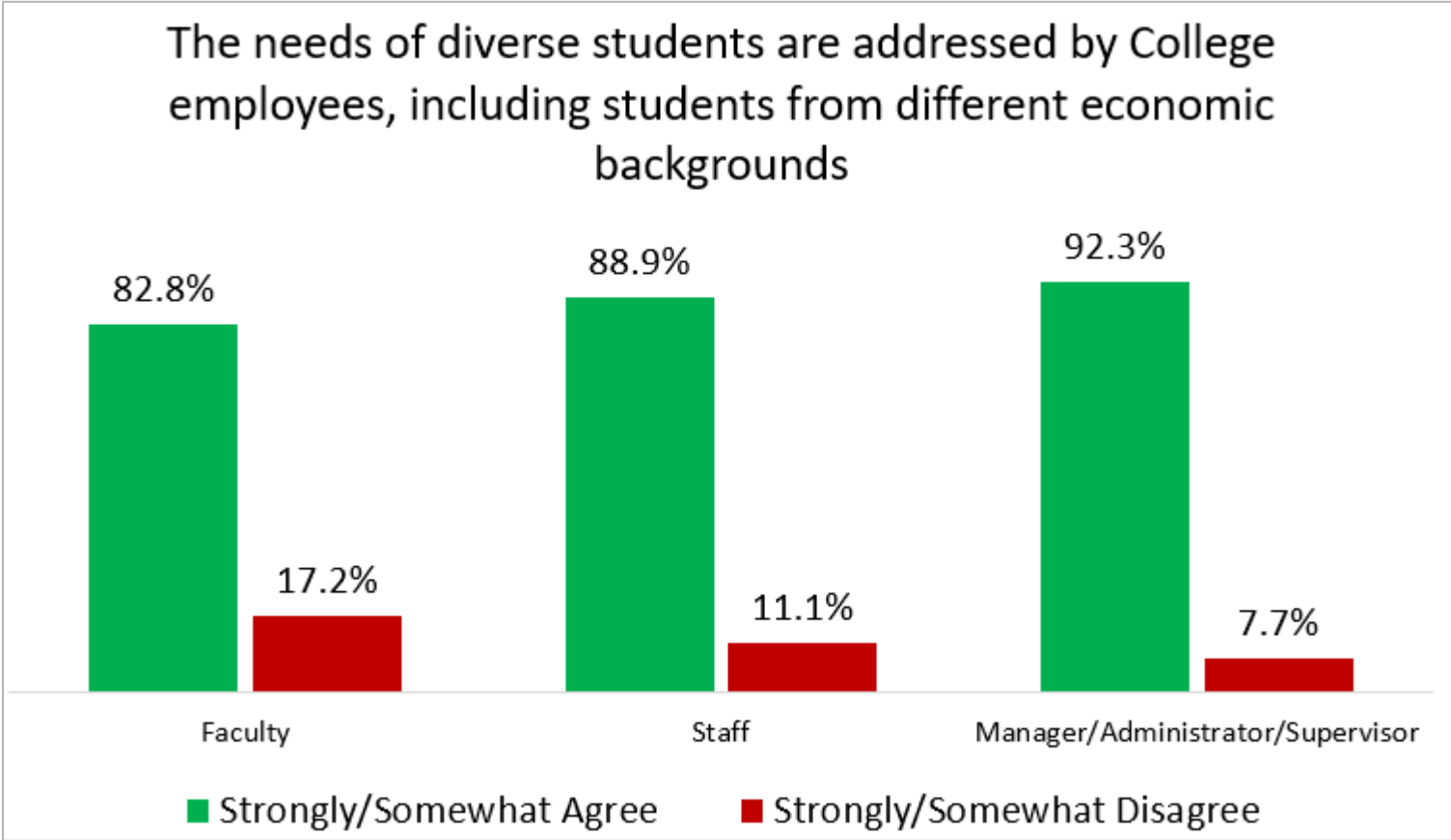
SERVICE TO STUDENTS

Quantitative Findings

Employees addressing needs of diverse students

Economic backgrounds

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





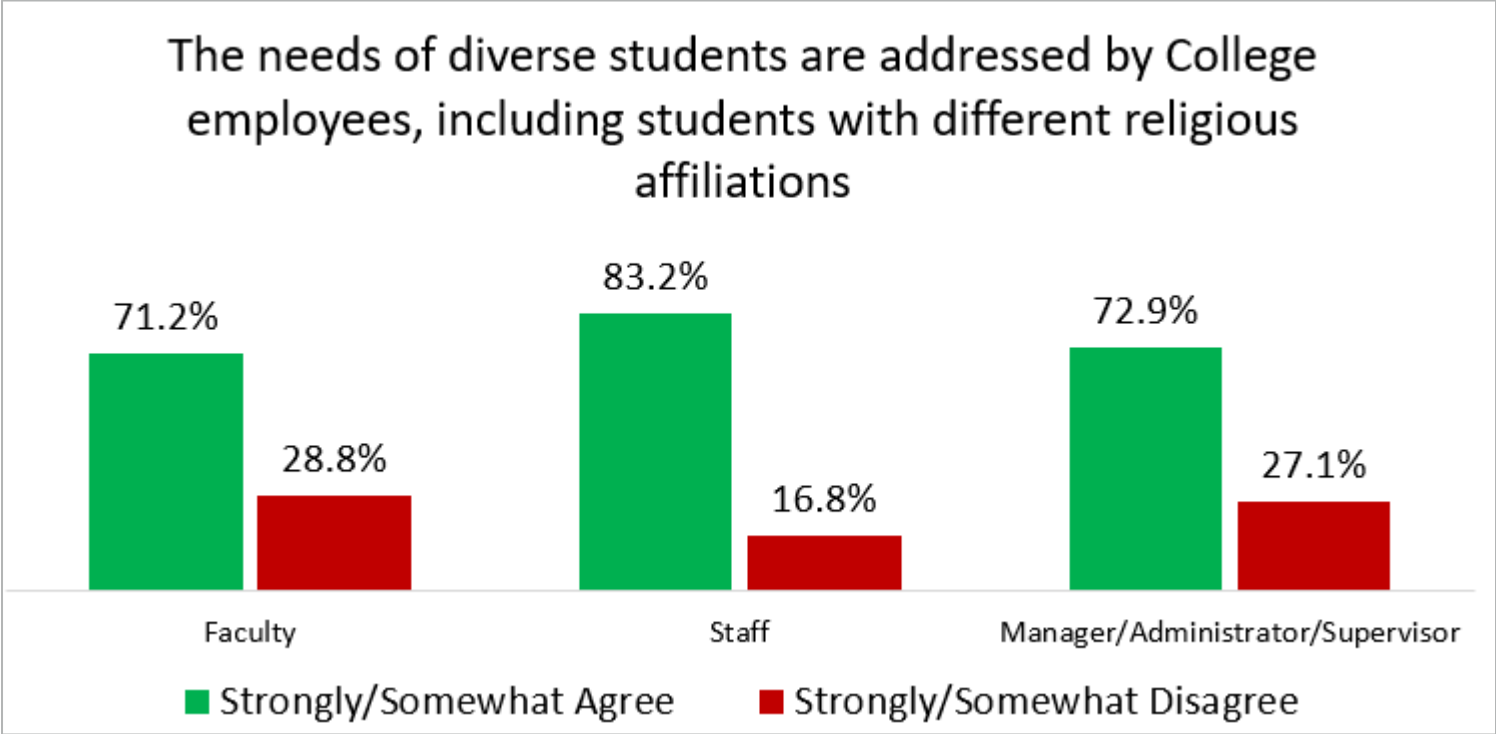
SERVICE TO STUDENTS

Quantitative Findings

Employees addressing needs of diverse students

Religious affiliations

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





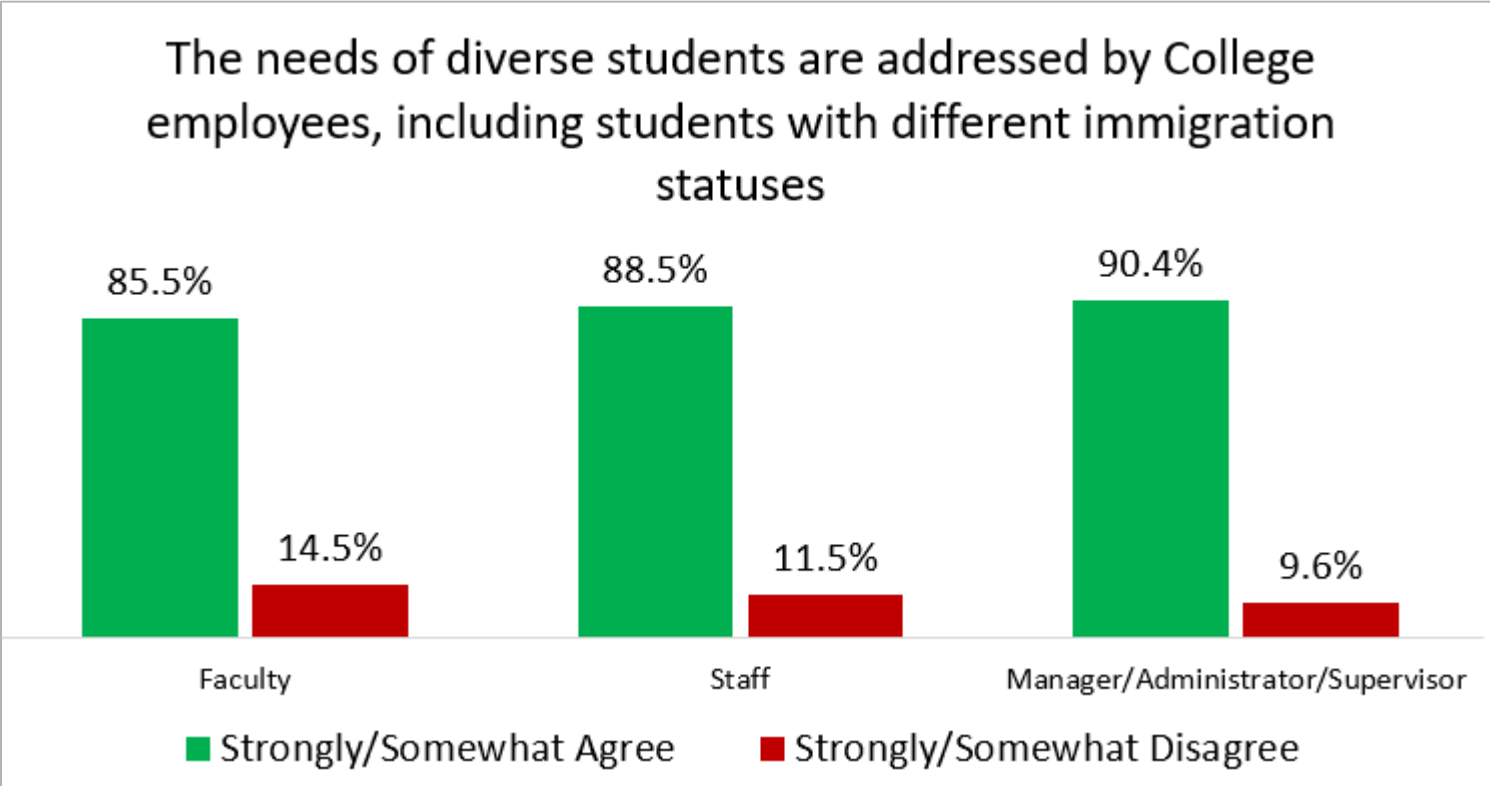
SERVICE TO STUDENTS

Quantitative Findings

Employees addressing needs of diverse students

Immigration statuses

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





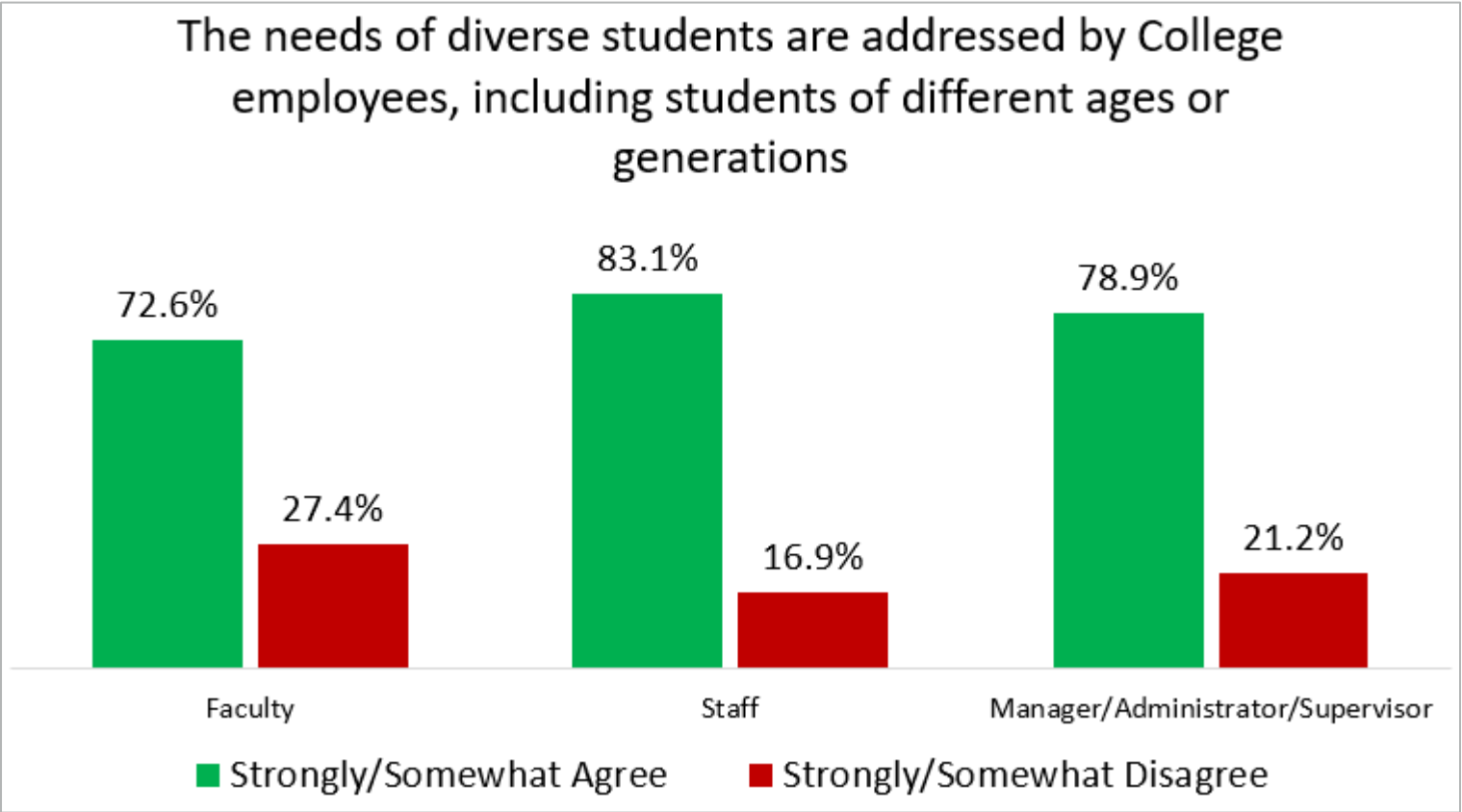
SERVICE TO STUDENTS

Quantitative Findings

Employees addressing needs of diverse students

Ages/Generations

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





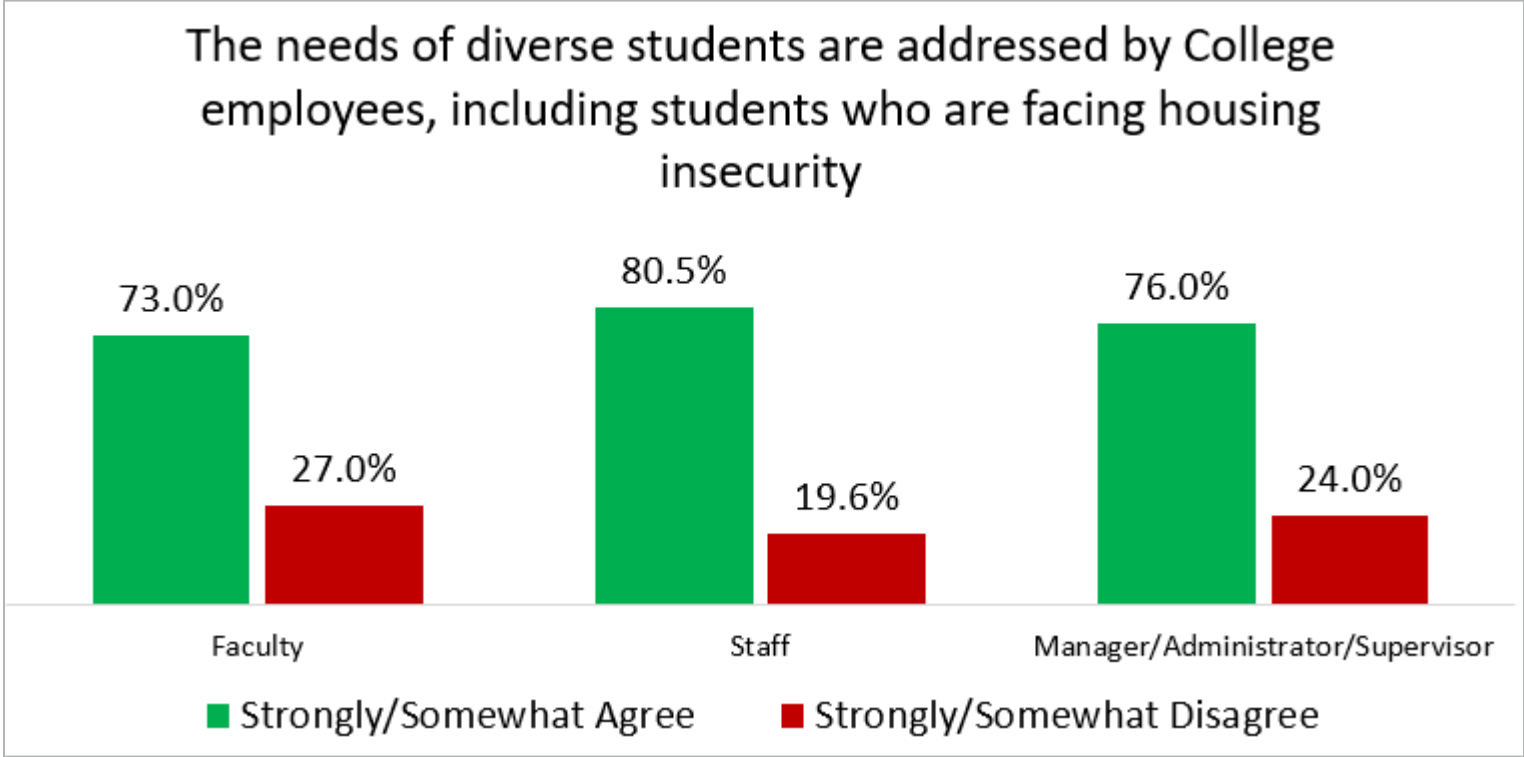
SERVICE TO STUDENTS

Quantitative Findings

Employees addressing needs of diverse students

Housing insecurity

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



SERVICE TO STUDENTS

Qualitative Findings (Respondents Indicating College Was Doing Well)

Student Engagement and Impact (Top #2 Topic)

289 out of 1568 doing well comments

Gratification from serving and helping students

Our students always inspire me with their aspirations to change their lives, the lives of their families and their communities with education.

Being part of the solution, making change so our communities can be more just and fair. The opportunity to support students and their goals.

ECC Convenience of Student Engagement and Impact was the #2 topic where respondents indicated College was doing well



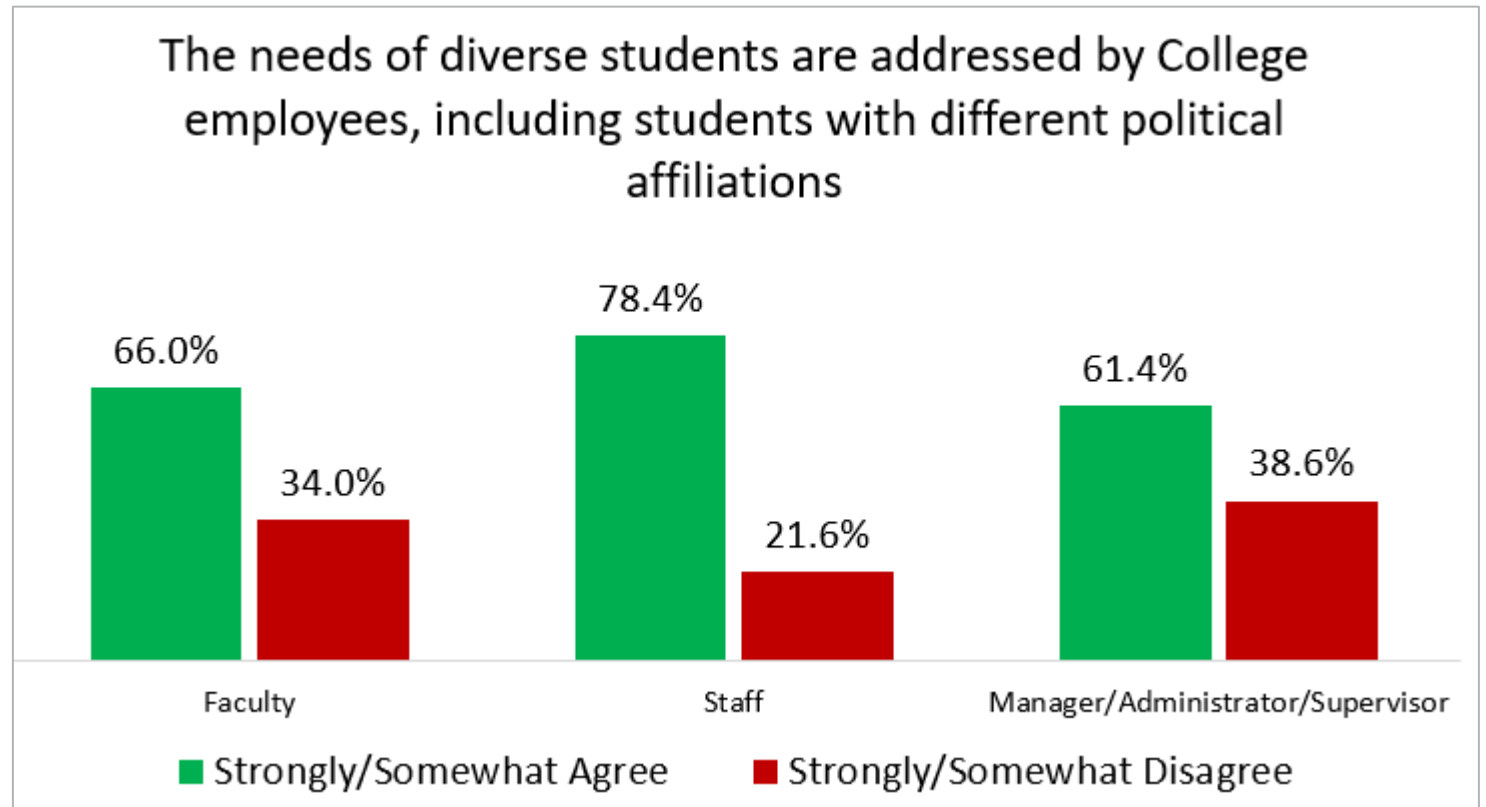
SERVICE TO STUDENTS

Quantitative Findings

Employees addressing needs of diverse students

Political affiliations

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



Diversity, Equity, Inclusion & Accessibility (DEIA)

2024 QUANTITATIVE & QUALITATIVE RESULTS



DIVERSITY, EQUITY, INCLUSION & ACCESIBILITY: SUMMARY QUANTITATIVE FINDINGS

Faculty, staff & managers expressed **HIGH SATISFACTION** with the **GREEN** topics

- Race/ethnicities
- Gender identities
- Sexual orientations
- Physical disabilities
- Learning disabilities
- Immigration statuses
- Age

Diversity Experience Satisfaction

Campus DEIA Efforts

Opportunities for Diversity Training

Executive Leadership Addressing Needs of Diverse Employees

Satisfaction drops for managers in this topic



Satisfaction drops for faculty in regards mental health, economic backgrounds, religious & political affiliations



Faculty, staff & managers expressed **AVERAGE SATISFACTION** with the **YELLOW** topic

ECC Providing Safe Spaces to Discuss about Racism

Personal Negative Experiences with ECC Employees Based on Protected Characteristics

40% faculty, 34% staff, and 46% managers reported having negative experiences with other employees based on protected characteristics.

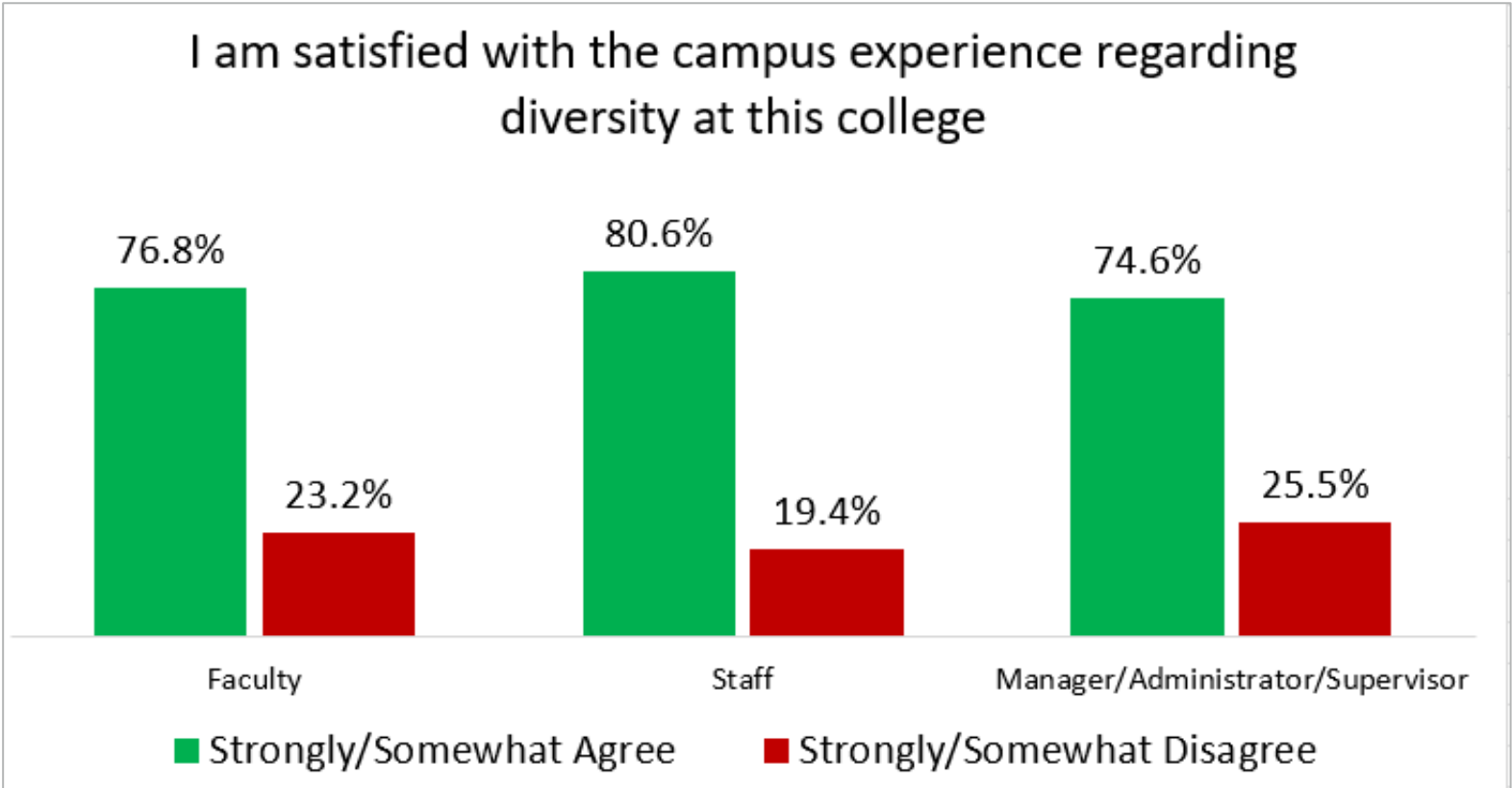


DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Diversity Experience Satisfaction

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



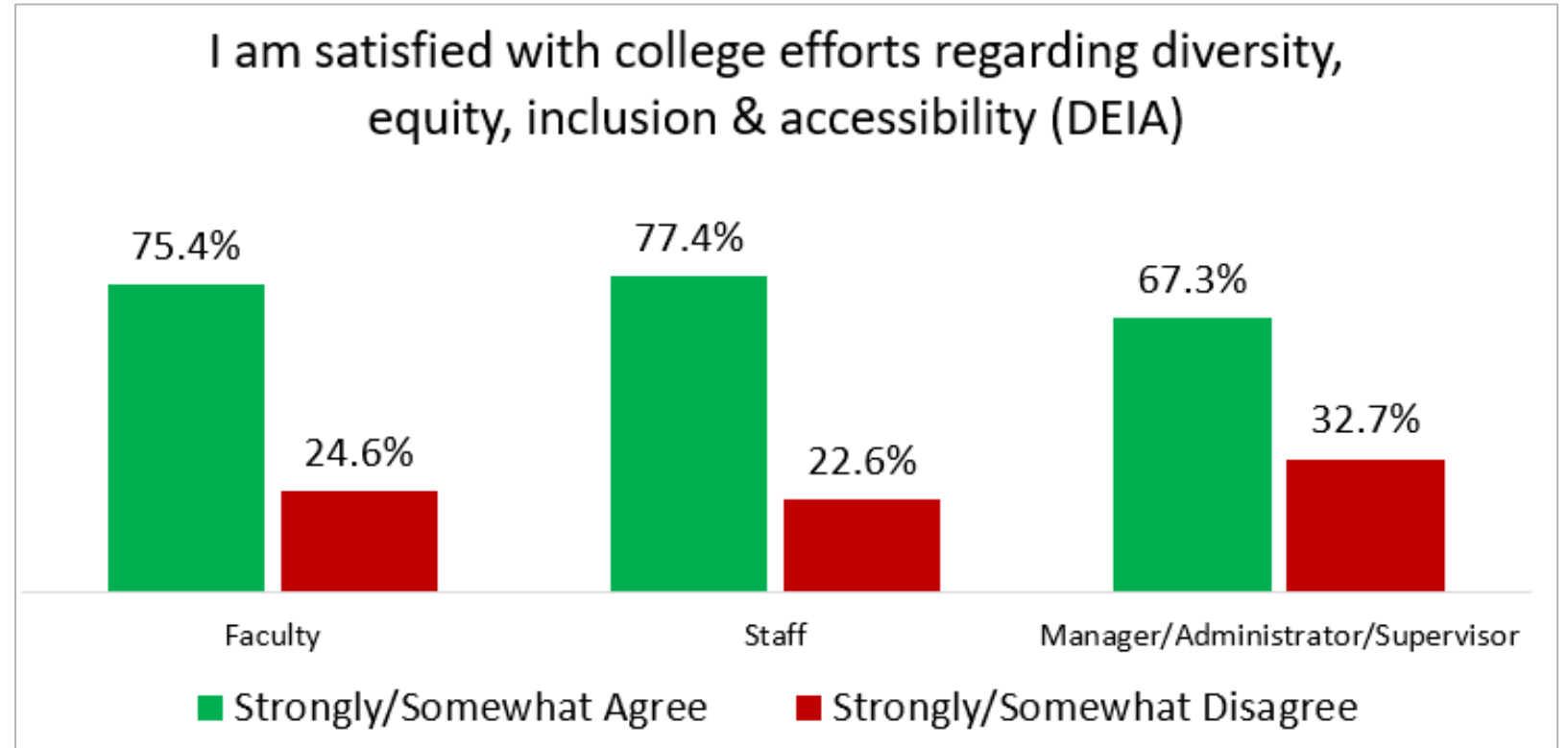


DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Campus DEIA Efforts

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



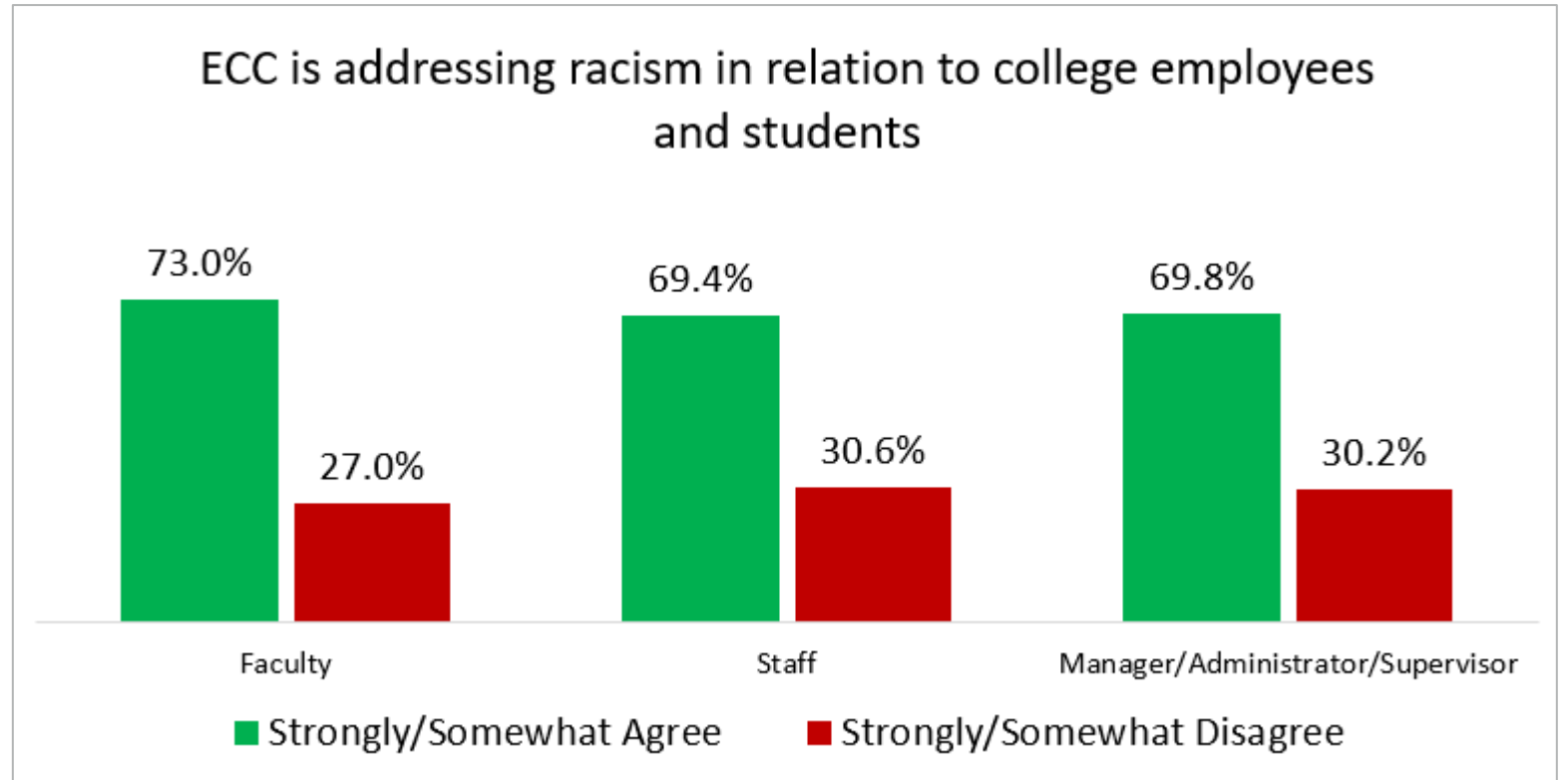


DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Campus DEIA Efforts

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



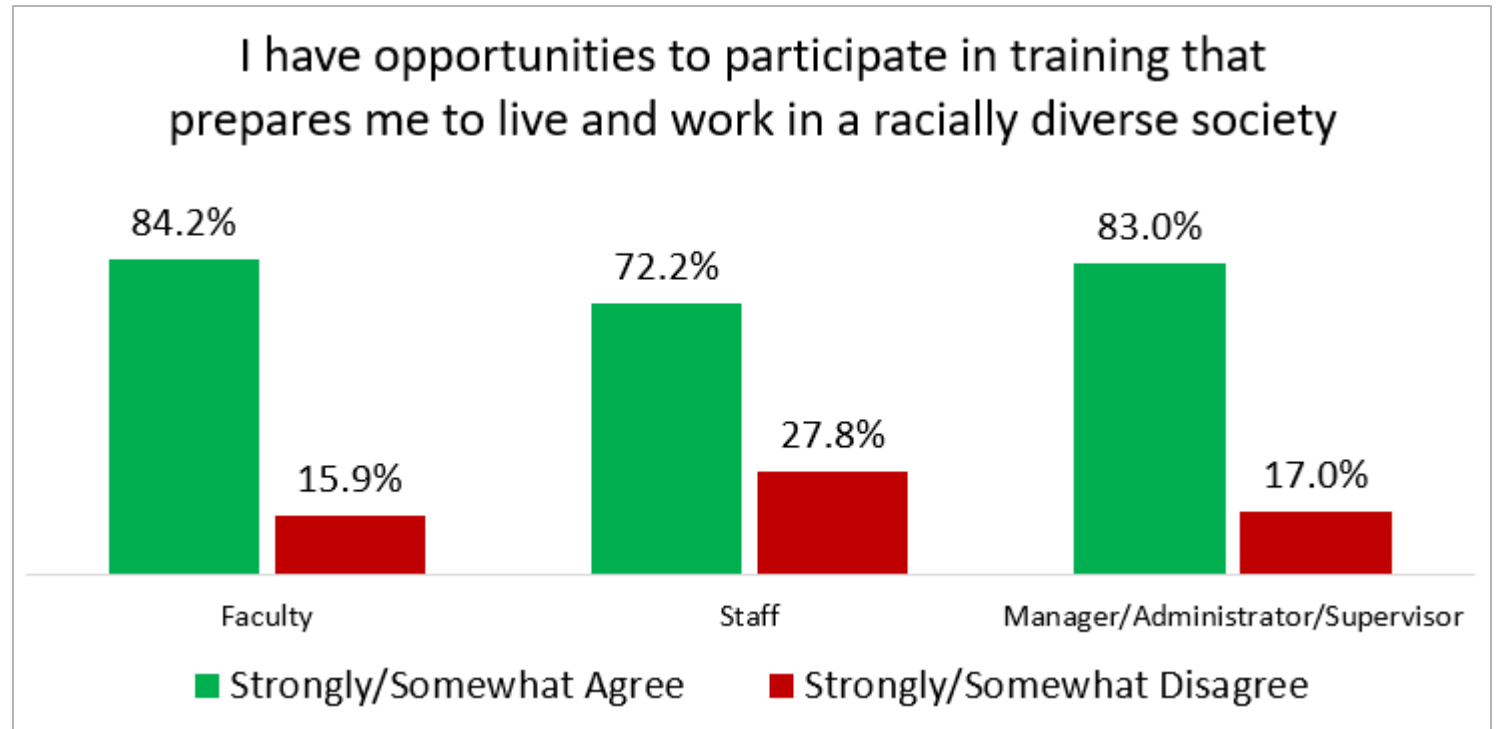


DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Opportunities for Diversity Training

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





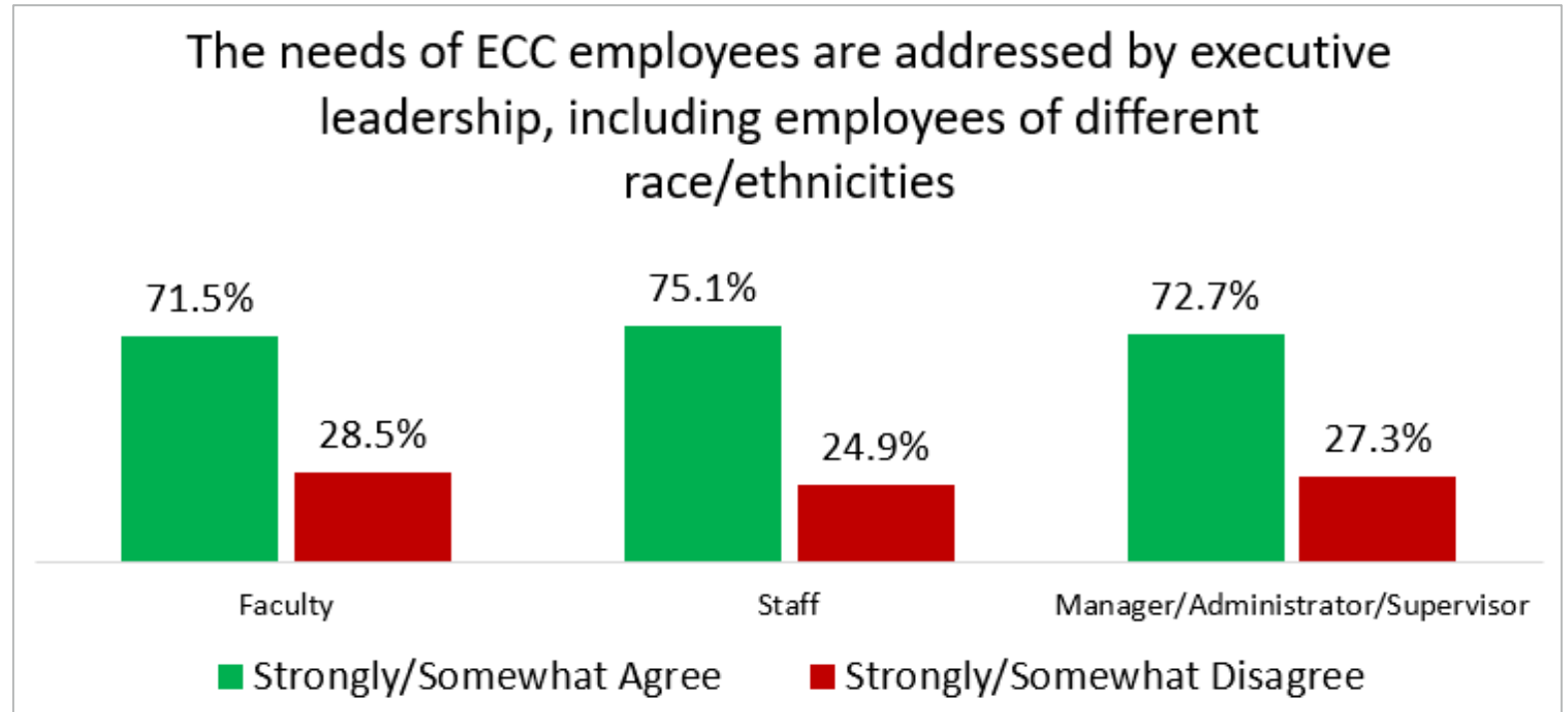
DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Executive Leadership Addressing Needs of Diverse Employees

Race/ethnicities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





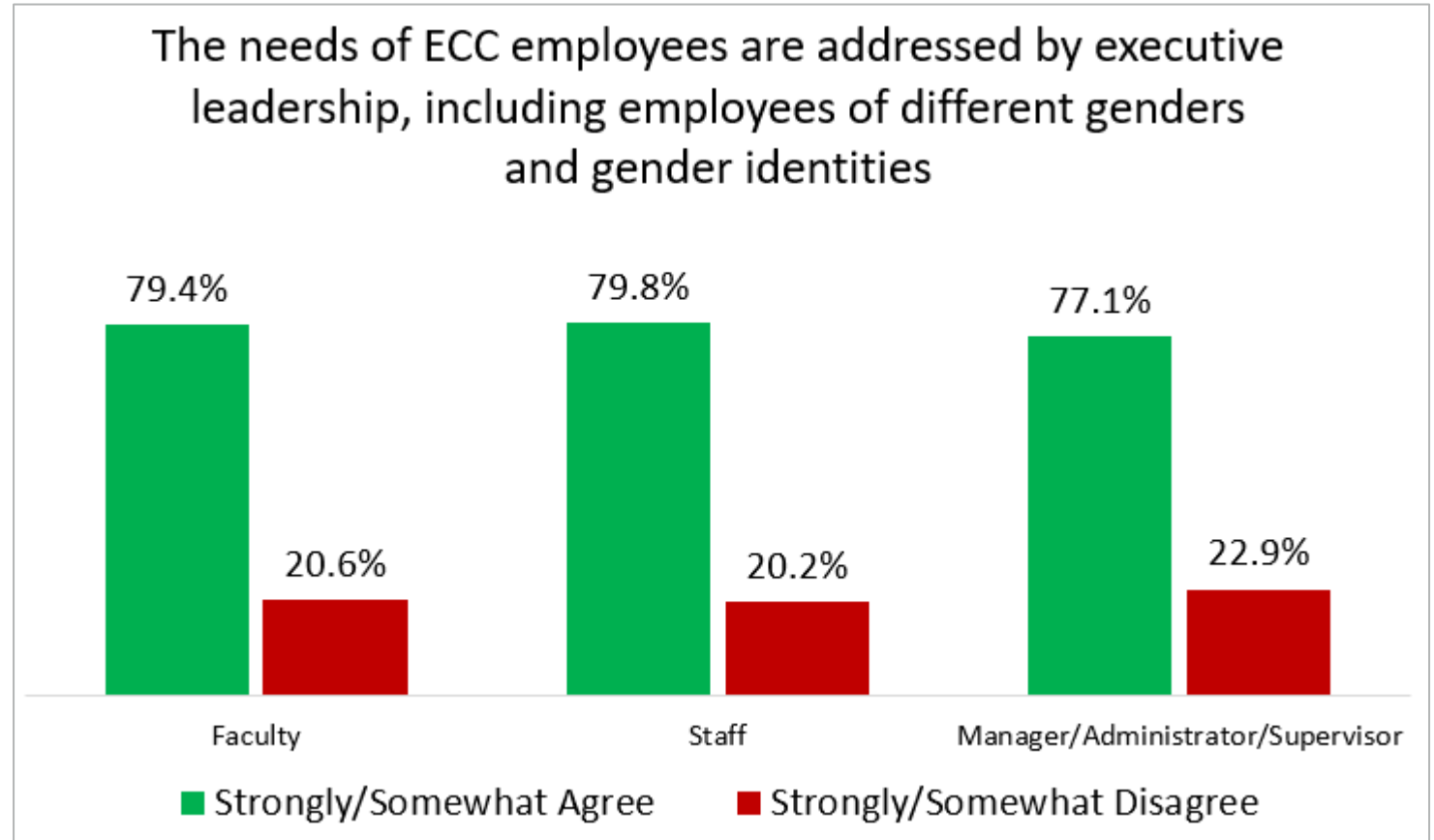
DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Executive Leadership Addressing Needs of Diverse Employees

Genders/gender identities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





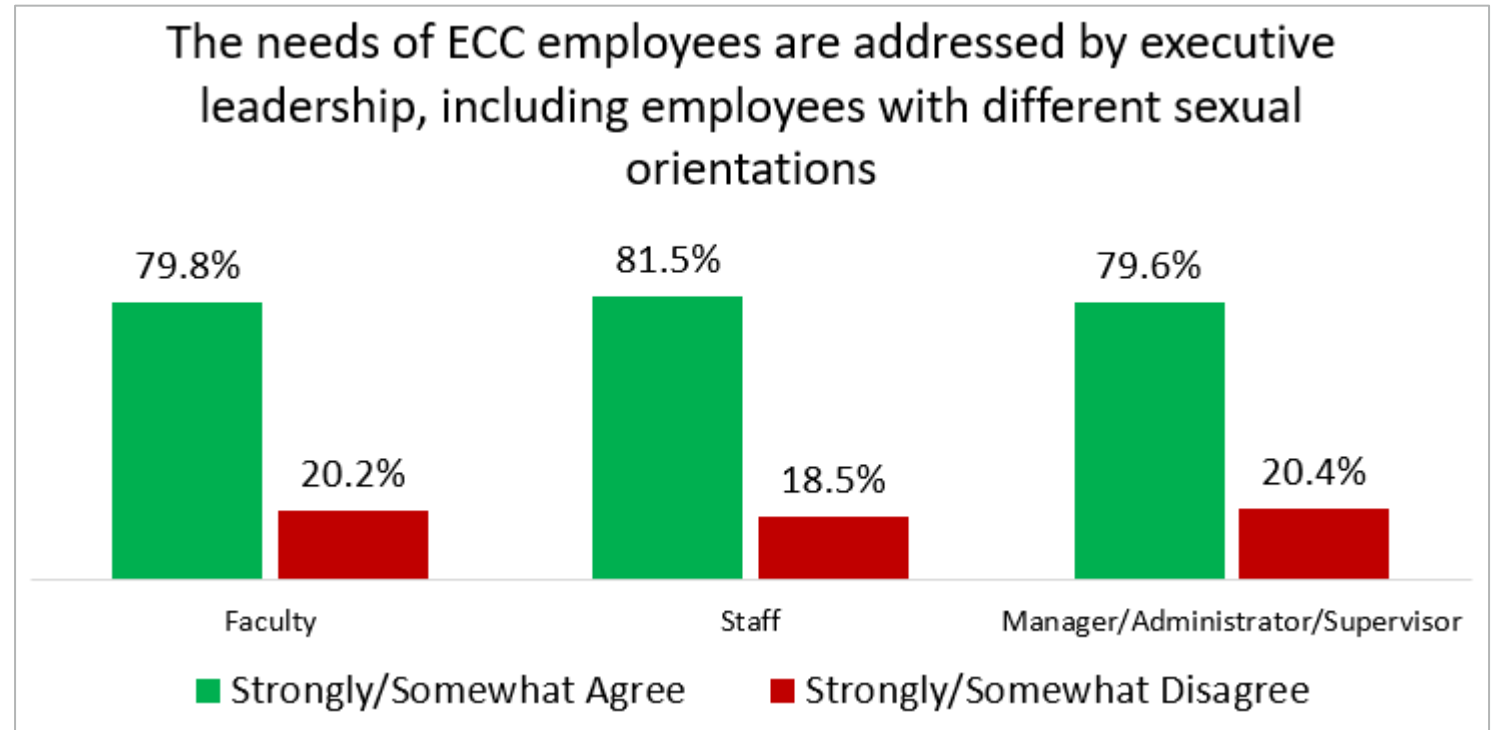
DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Executive Leadership Addressing Needs of Diverse Employees

Sexual orientations

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





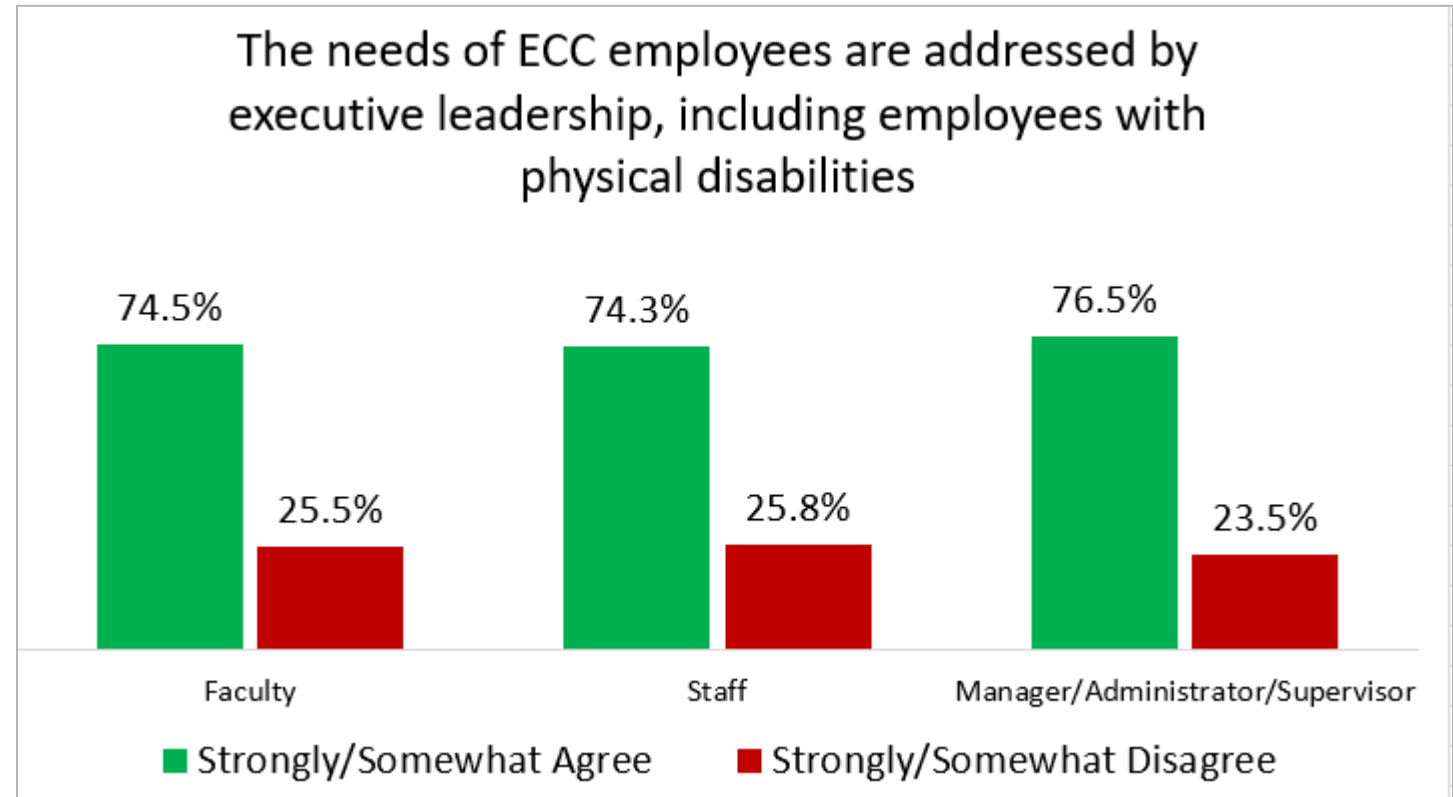
DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Executive Leadership Addressing Needs of Diverse Employees

Physical disabilities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





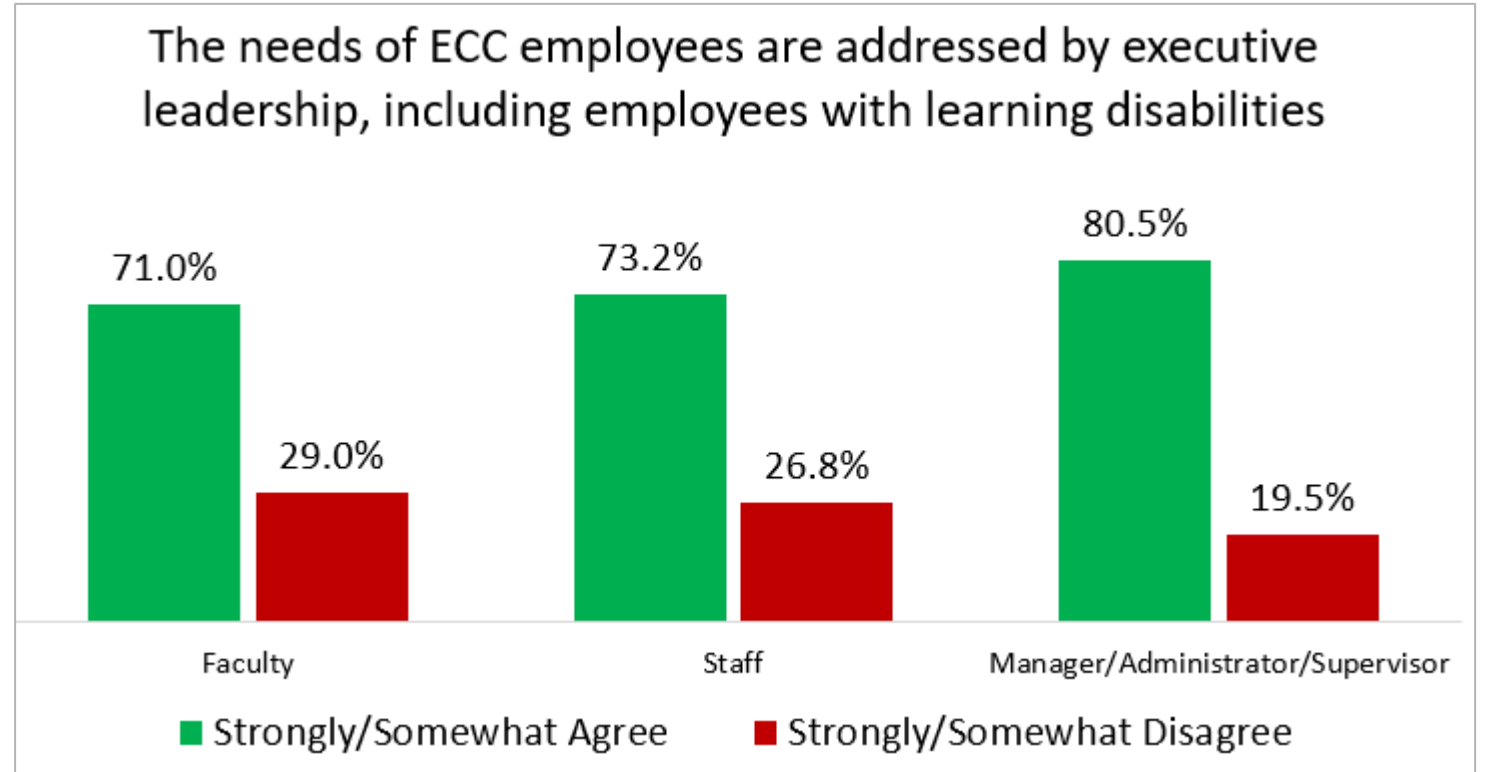
DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Executive Leadership Addressing Needs of Diverse Employees

Learning disabilities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





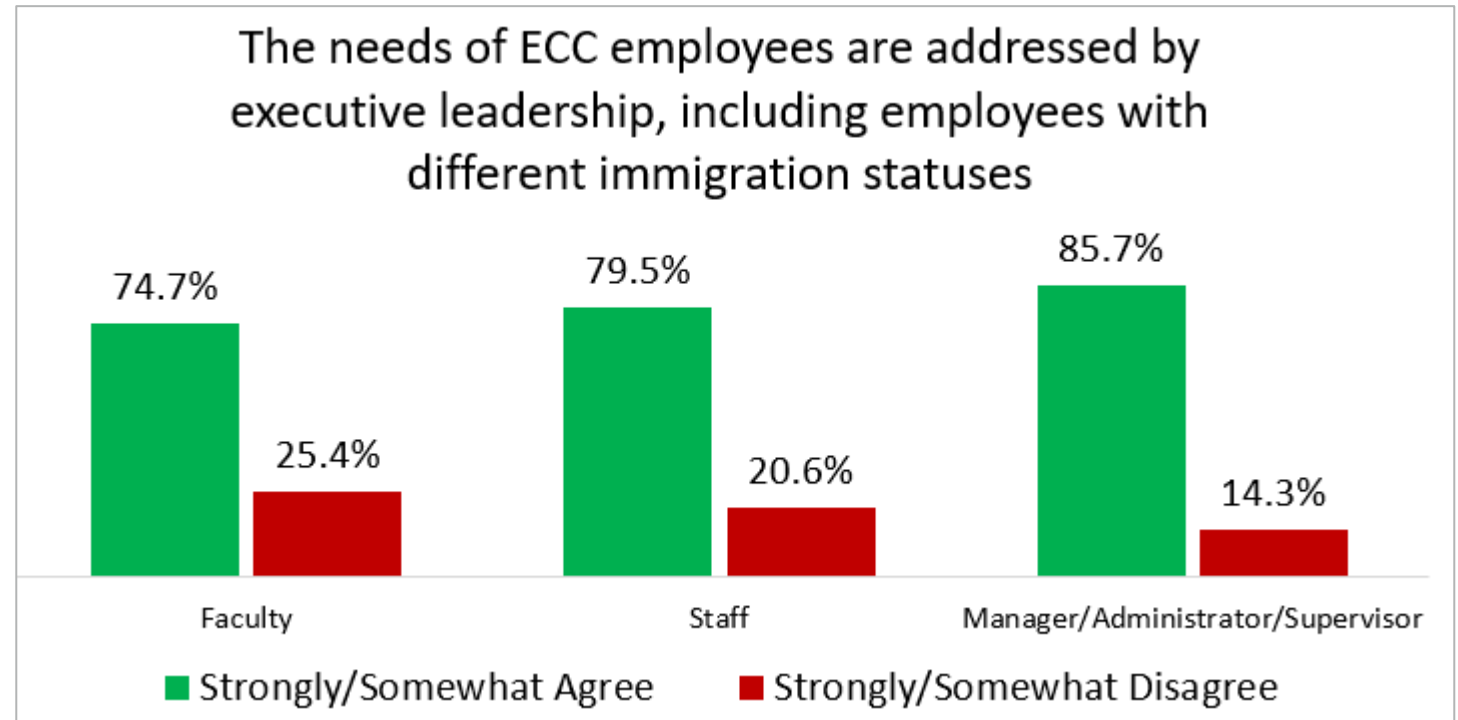
DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Executive Leadership Addressing Needs of Diverse Employees

Immigration statuses

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





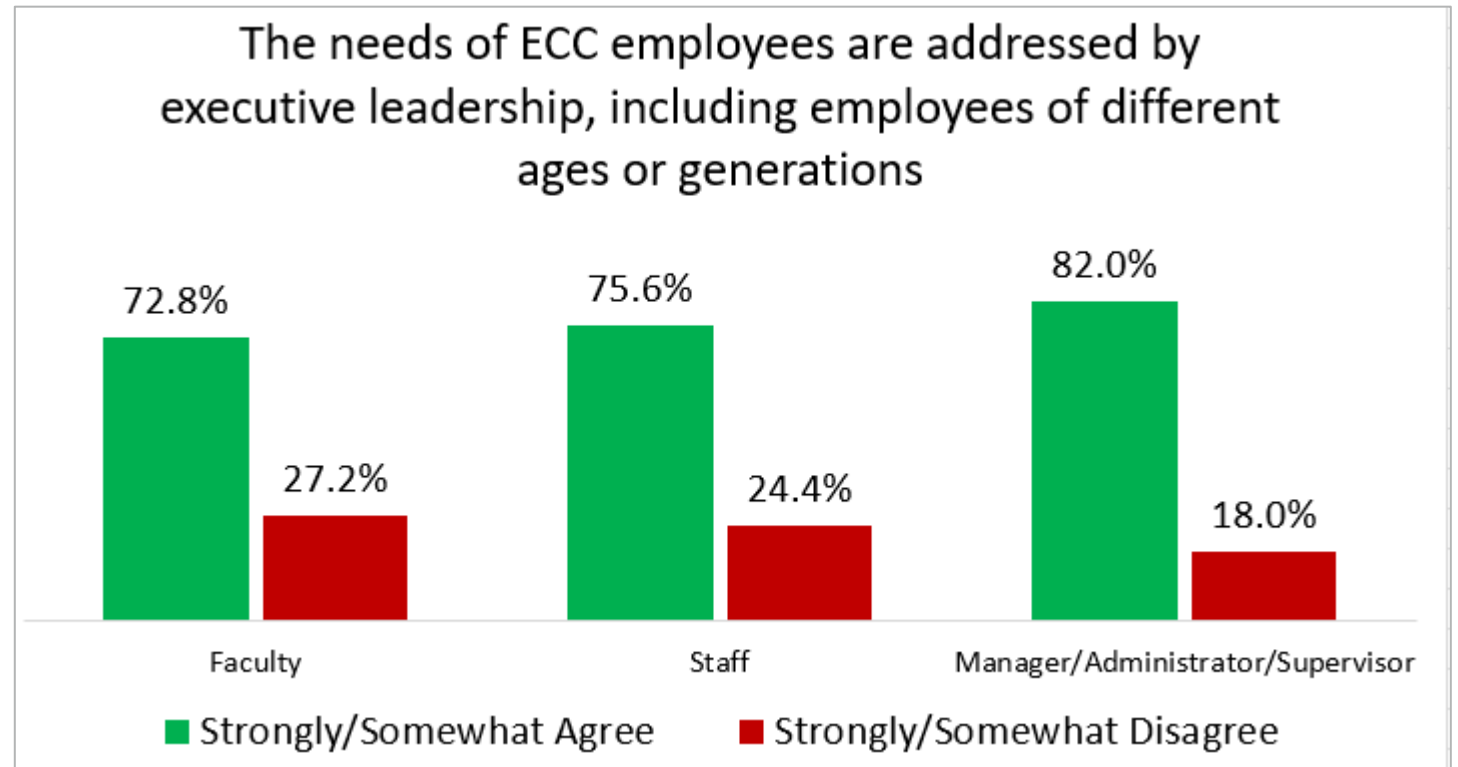
DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Executive Leadership Addressing Needs of Diverse Employees

Ages/Generations

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





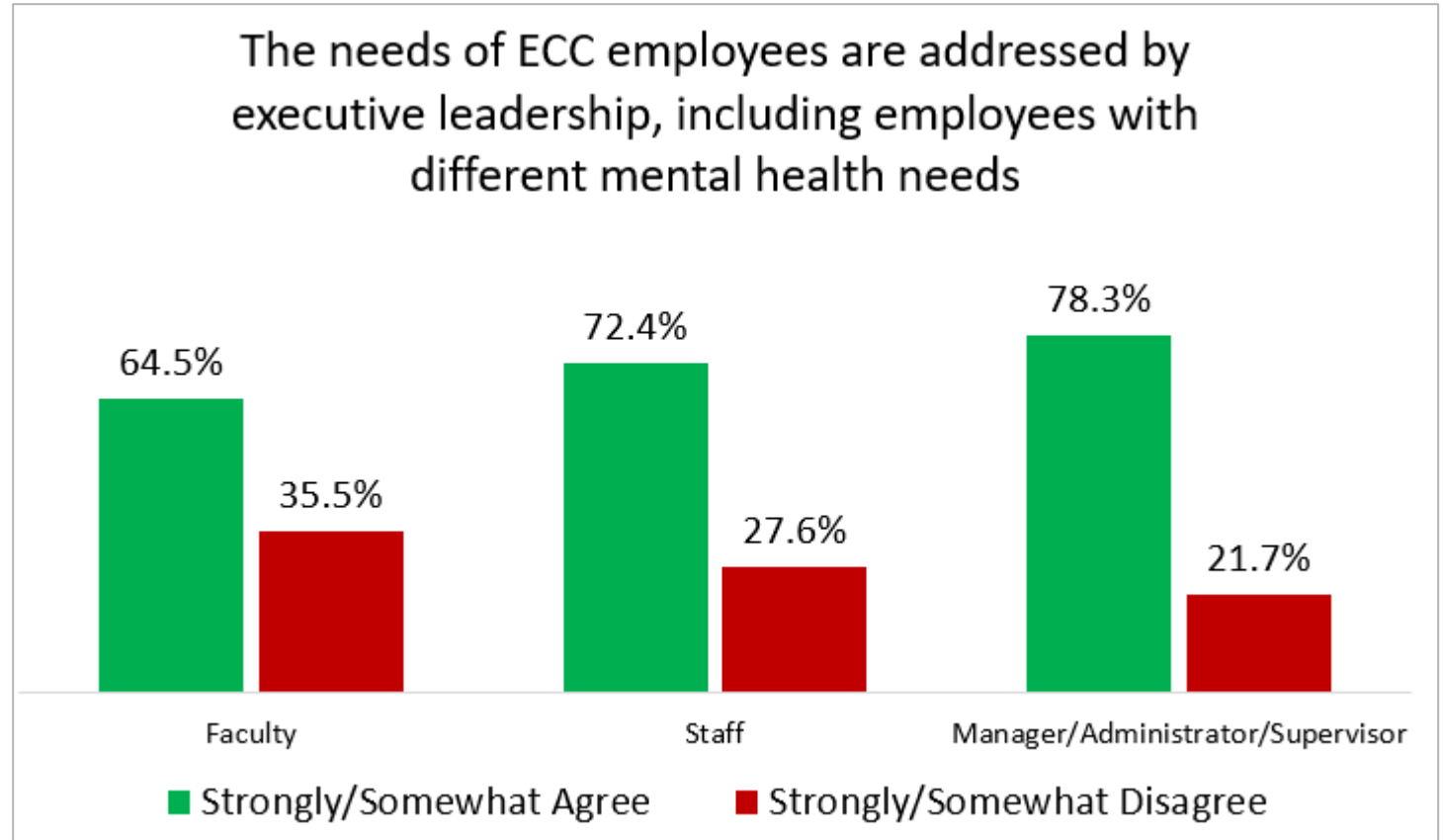
DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Executive Leadership Addressing Needs of Diverse Employees

Mental health

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





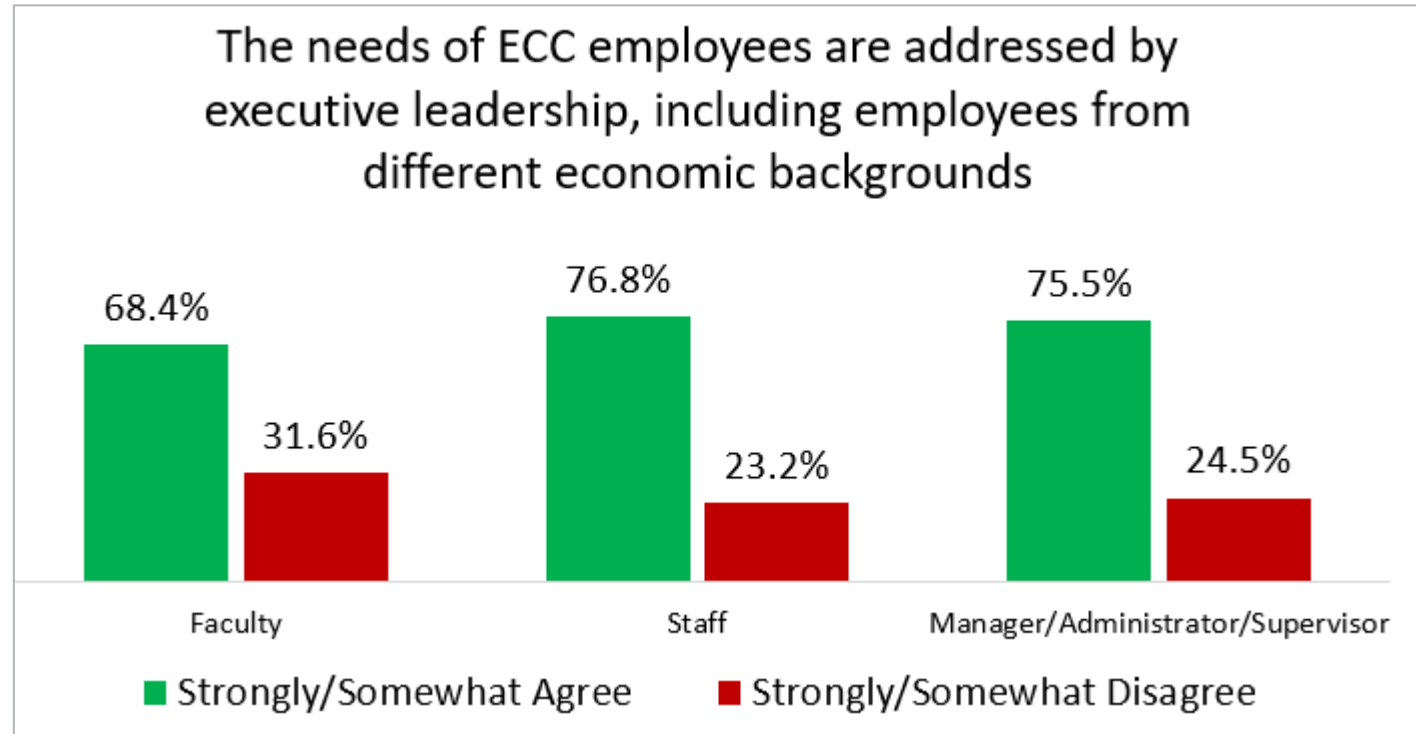
DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Executive Leadership Addressing Needs of Diverse Employees

Economic backgrounds

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





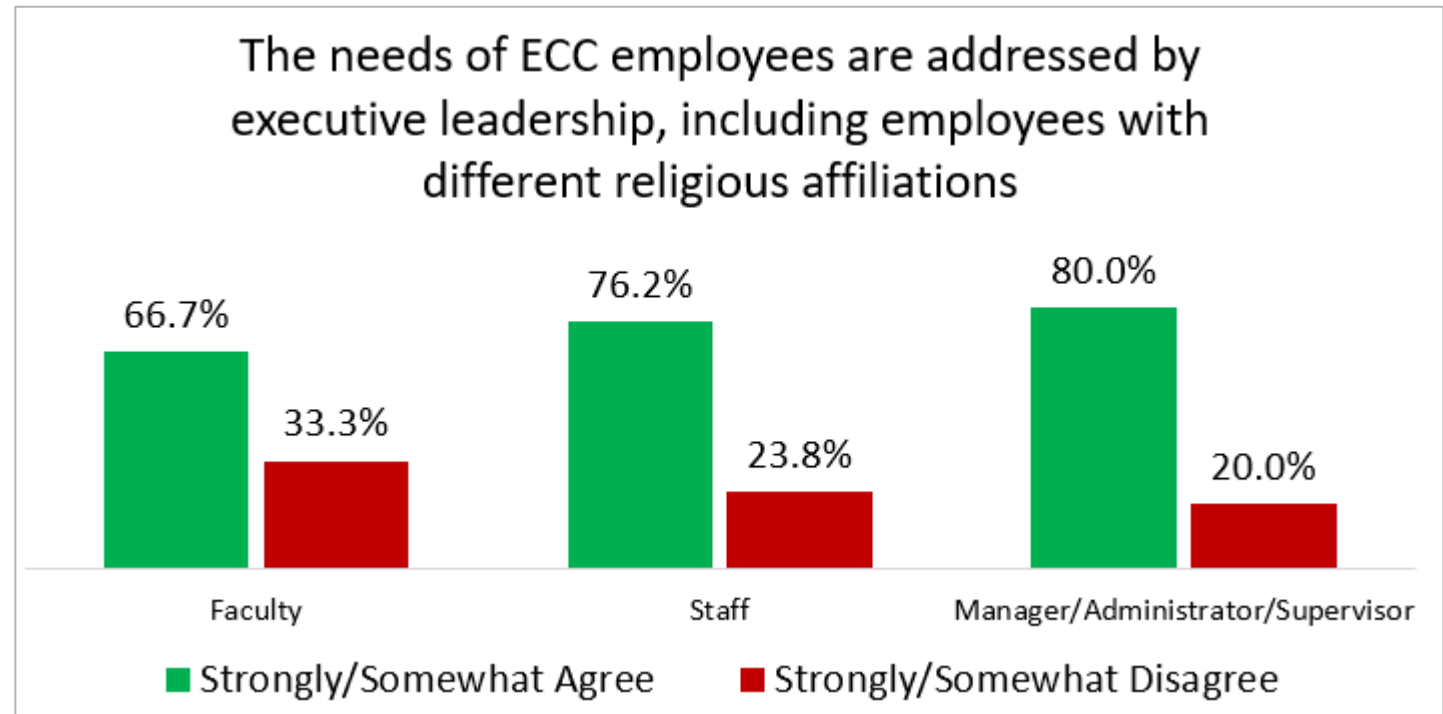
DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Executive Leadership Addressing Needs of Diverse Employees

Religious affiliations

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





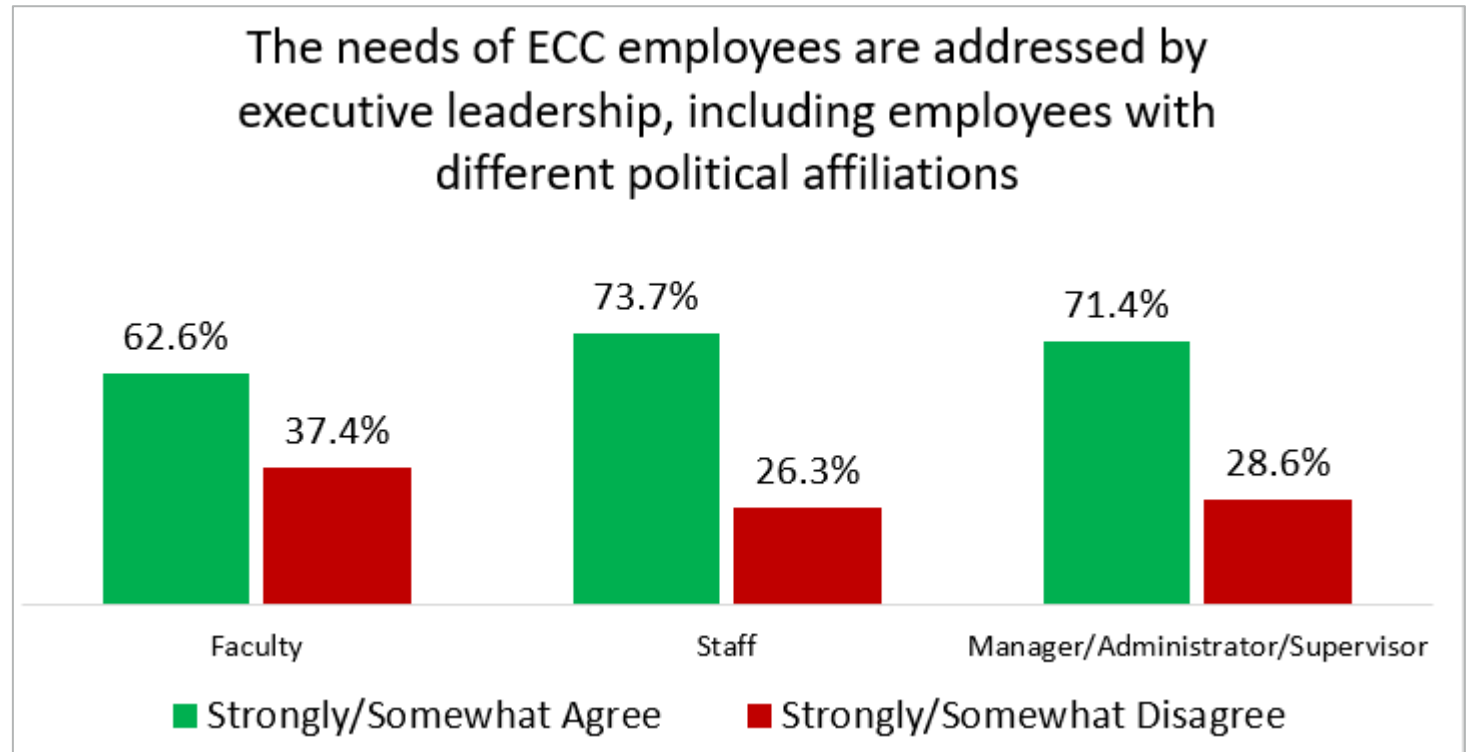
DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Executive Leadership Addressing Needs of Diverse Employees

Political affiliations

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



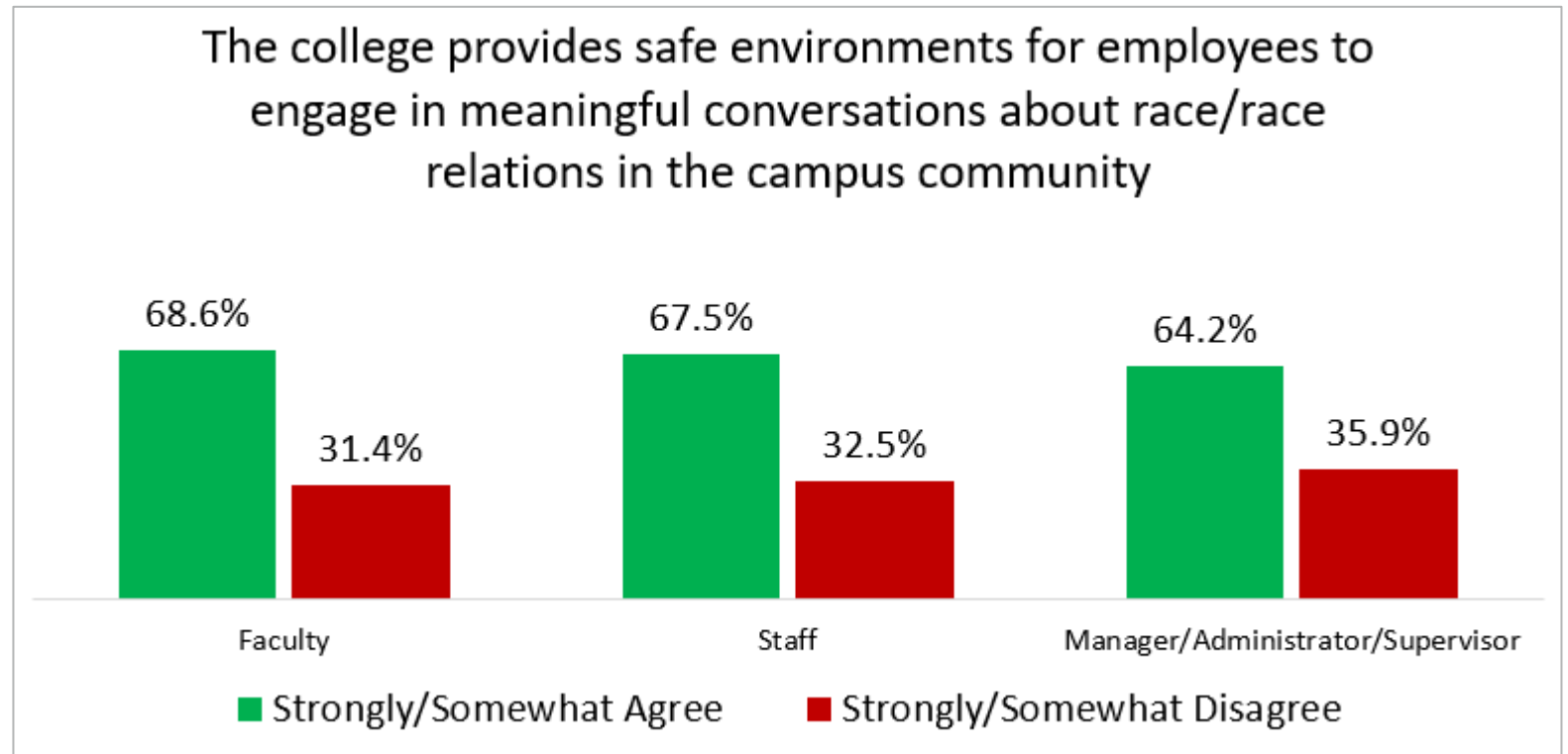


DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

ECC Providing Safe Spaces to Discuss about Racism

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



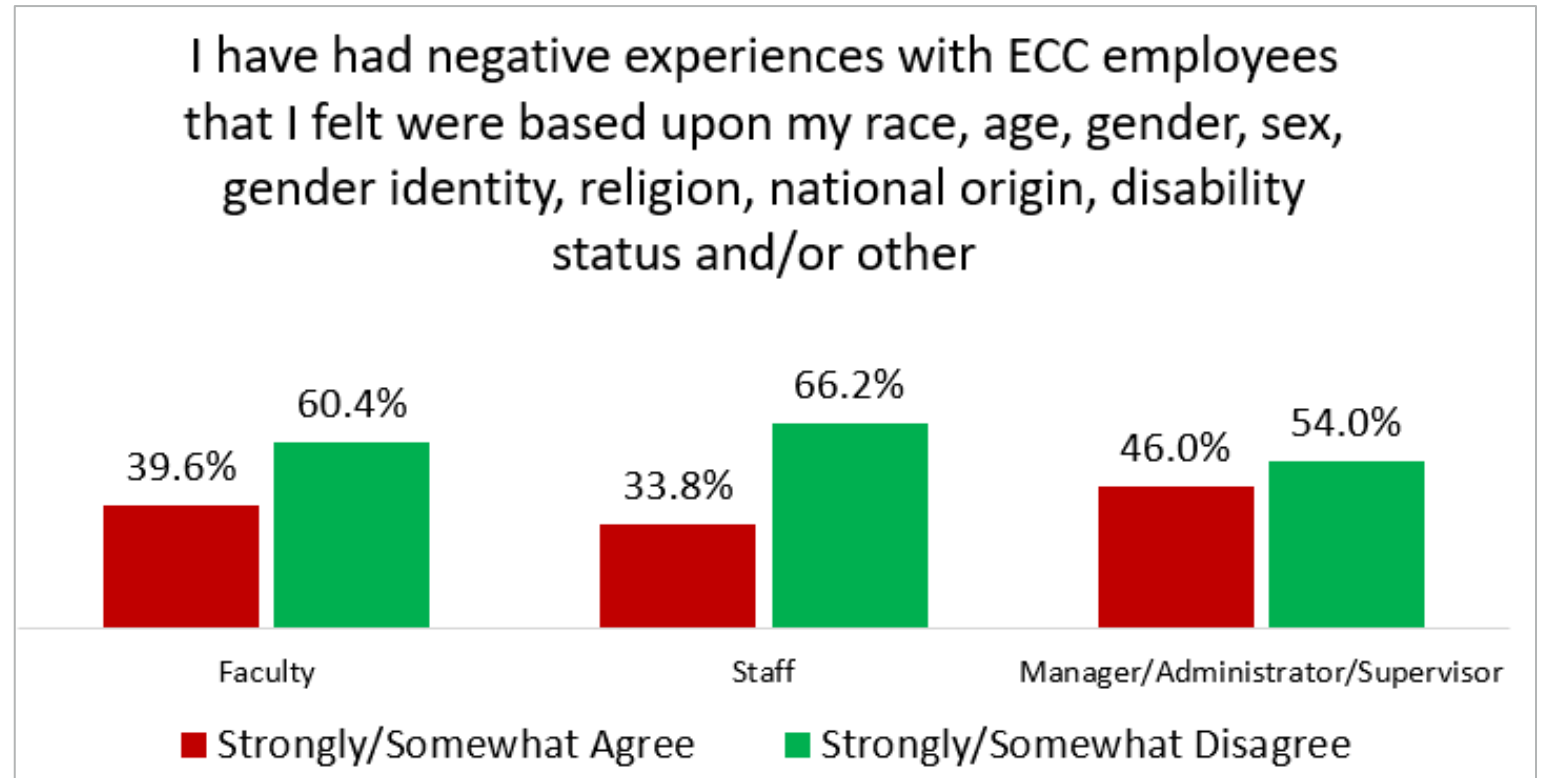


DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

Quantitative Findings

Personal Negative Experiences with ECC Employees Based on Protected Characteristics

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



EEO General Committee Recommendations

Low Satisfaction & College Needs to Improve

Low **Satisfaction**: 0% to 49% of respondents strongly agree or somewhat agree with a survey statement

QUANTITATIVE

Work Environment

- Safety After Dark



Share feedback with **Campus Safety and Security Consultation Committee** and request action plan to address issue

Communication & Vision / Direction of The College

- ECC's timeliness of information dissemination



Share feedback with **Executive Cabinet** to recommend the development of a policy regarding Communication timeliness standards

Summary Low Satisfaction & College Needs to Improve

Low **Satisfaction**: 0% to 49% of respondents strongly agree or somewhat agree with a survey statement

QUALITATIVE

Work Environment

- Top topic #1: Communication/Collaboration
- Top topic #3: Work Environment



Addressed by **action plan** coming from the Engagement Survey focus group on **Department Collaboration**

Professional Development

- Top topic #4: Professional Development



Share feedback with **Professional Development Advisory Committee, Technology Committee, and HR Area VP** and request actions to address issues related to professional development.

Job Satisfaction

- Top topic #5: Remote Work & Schedule



Addressed by last ECCE MOU signed (actions to take place for remote work arrangements) on 10/31/2024

Summary Low Satisfaction & College Needs to Improve

Low **Satisfaction**: 0% to 49% of respondents strongly agree or somewhat agree with a survey statement

QUANTITATIVE

Job Satisfaction

- Talk to executive leadership about concerns

Communication & Vision / Direction of The College

- Executive leadership's open communication

QUALITATIVE

Work Environment

- Top topic #2: Executive Leadership



Addressed by the **action plan** coming from the Engagement Survey **focus group on Department Leadership**

