

# CCC Climate Survey Update

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# Today's Roadmap

- Background
- Actions
- Factor Analysis
- Pulse Survey



# Background

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# Strategic Plan

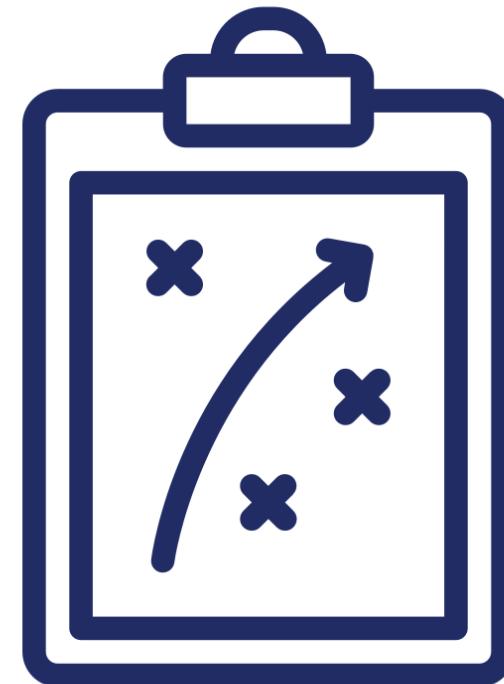
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## **Diversity, Equity & Inclusion**

Attract, retain, and uplift systemically non-dominant students and employees.

## **Organizational Health**

Strengthen our organizational culture, our systems, and our stewardship of resources in order to better empower employees to fulfill our central mission: serving the community with high-quality education and training.



# Development Process

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REVIEW LITERATURE &  
CCC CONTENT



CONDUCT FOCUS  
GROUPS



FINALIZE DESCRIPTION  
OF IDEAL CLIMATE



CREATE, DISTRIBUTE,  
AND ANALYZE SURVEY

# Response Rate

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## Employee Group

	Responses	Employees	% Responded
Administration/Administrative Professional	54	65	83%
Associate/Part-Time Faculty	90	418	22%
Full-Time Classified	135	191	71%
Full-Time Faculty	98	128	77%
Part-Time Classified	29	98	30%
<b>Grand Total</b>	<b>406</b>	<b>900</b>	<b>45%</b>

# Job Satisfaction

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*“I feel supported and valued as a person and an employee and I truly enjoy working for the college.”*

## 2.1.1

### I am satisfied with my job.



# Actions

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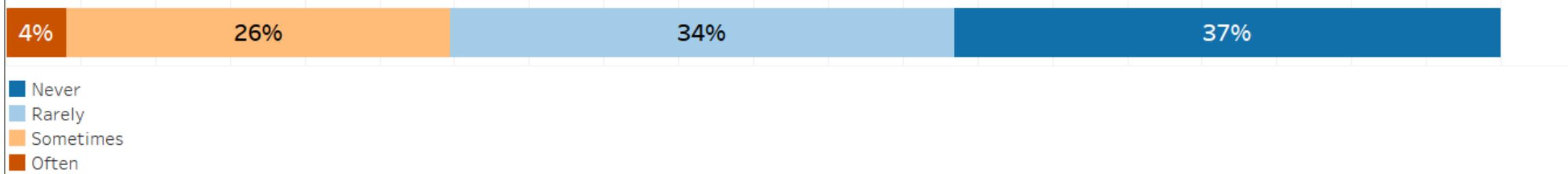
# Concern about Mean & Disrespectful Behavior

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4.6.6

**I observe employees being mean or disrespectful towards others.**

This behavior could include using disrespectful language, interrupting, public humiliation or criticism, deliberate exclusion, or unresponsiveness.



# Difficulty Finding Important Information

## 4.4.1

**Information I need about internal college processes is easy to find.**

Examples: Policies, committee meeting minutes, location to submit tickets, budget information, announcements, etc.



# Dissatisfaction with Support Provided by HR

## 4.2.1

The support I receive from \_\_\_\_\_ meets my needs.

- Never
- Sometimes
- Most of the time
- Always

Human Resources (HR)

12%

37%

28%

23%

319

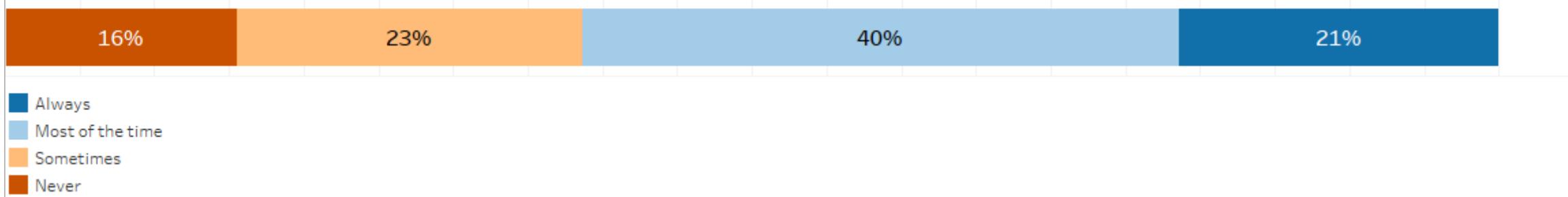
# of Responses

# Heavy Workload

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## 2.3.3

I have enough time to complete my tasks each week without working extra hours.



# Unclear Strategic Direction

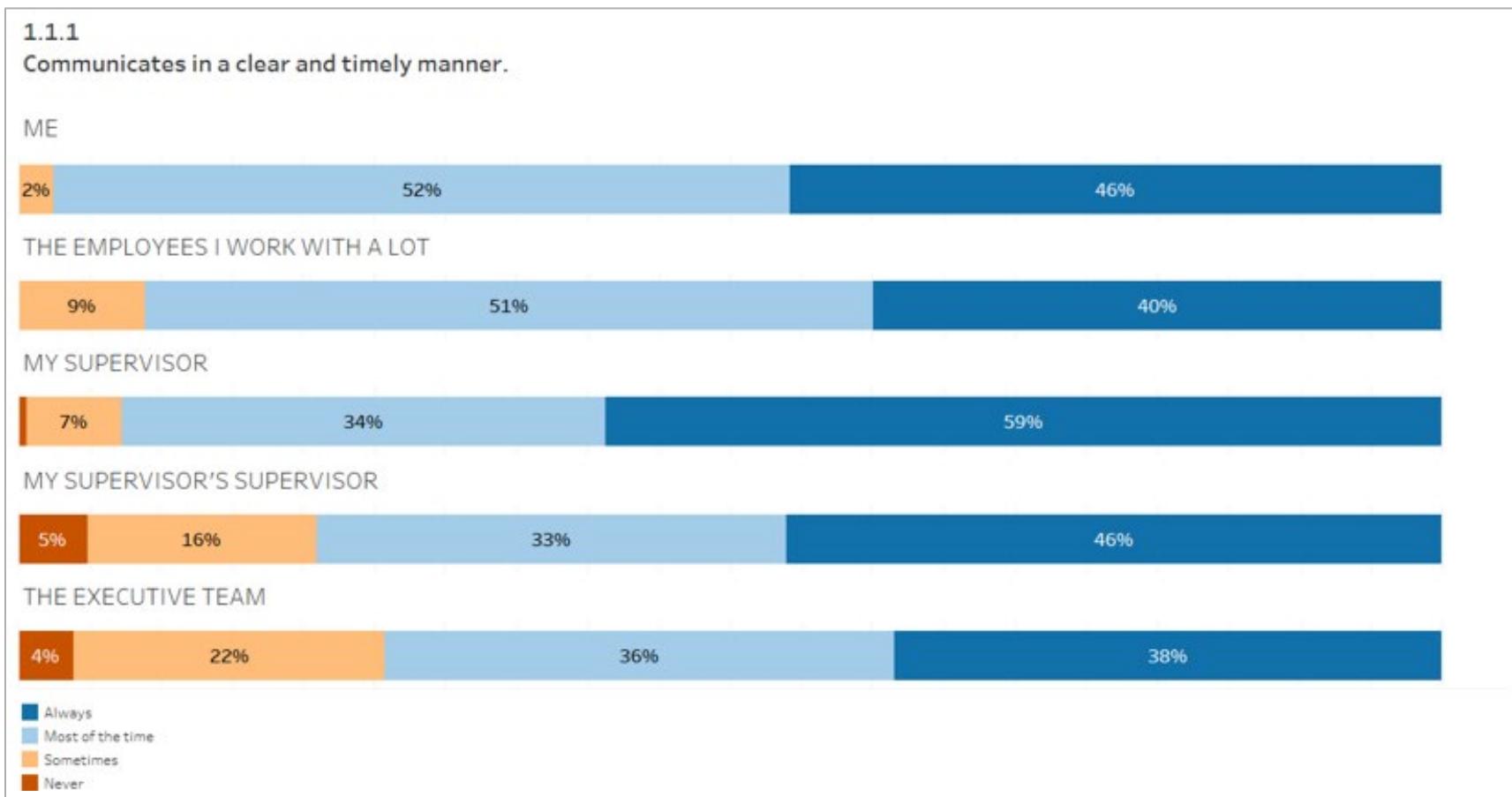
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## 3.1.3

**The College has set a clear direction for the future.**



# Communication from Executive Team



# Factor Analysis

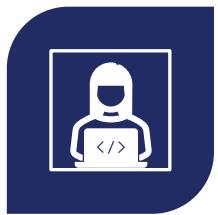
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# Identified Factors

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SUPERVISOR  
COMMUNICATION &  
SUPPORT



SUPPORTIVE,  
SUSTAINABLE WORK  
ENVIRONMENT



EXECUTIVE TEAM  
LEADERSHIP &  
COMMUNICATION



DIGNITY & JOB  
SATISFACTION



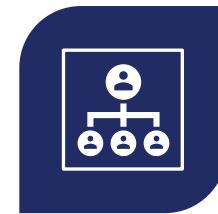
ORGANIZATIONAL  
SUPPORT FOR DEI  
LEARNING



PEER RELATIONSHIPS  
& COLLEGIALITY



FEEDBACK &  
LEARNING CULTURE



SECOND-LEVEL  
SUPERVISOR RESPECT  
& SUPPORT



BELONGING &  
ACCEPTANCE

# Pulse Survey Coming Fall 2026

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REPORT SLATED FOR WINTER TERM 2027

# Wow, that was rad.

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QUESTIONS?

