

CCC Climate Survey Update



Today's Roadmap

- Background
- Actions
- Factor Analysis
- Pulse Survey



Background

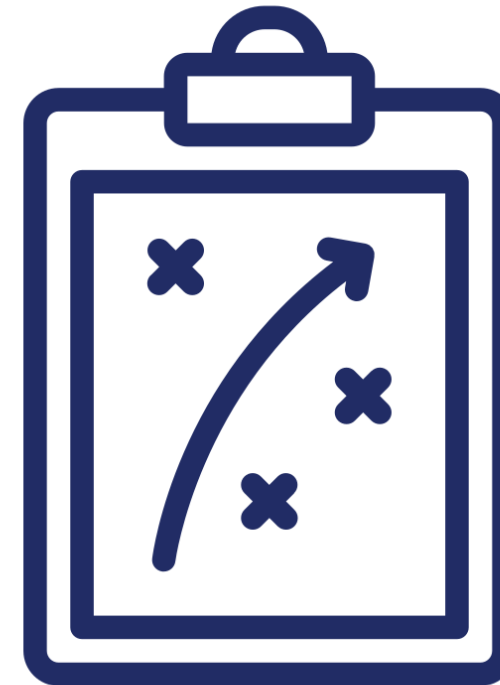
Strategic Plan

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



REVIEW LITERATURE &
CCC CONTENT



CONDUCT FOCUS
GROUPS



FINALIZE DESCRIPTION
OF IDEAL CLIMATE



CREATE, DISTRIBUTE,
AND ANALYZE SURVEY

Response Rate

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%
Grand Total	406	900	45%

Job Satisfaction

“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.



- Completely agree
- Somewhat agree
- Somewhat disagree
- Completely disagree

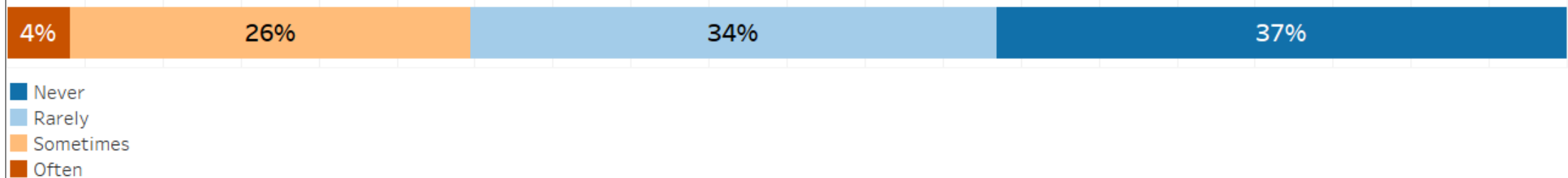
Actions

Concern about Mean & Disrespectful Behavior

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.

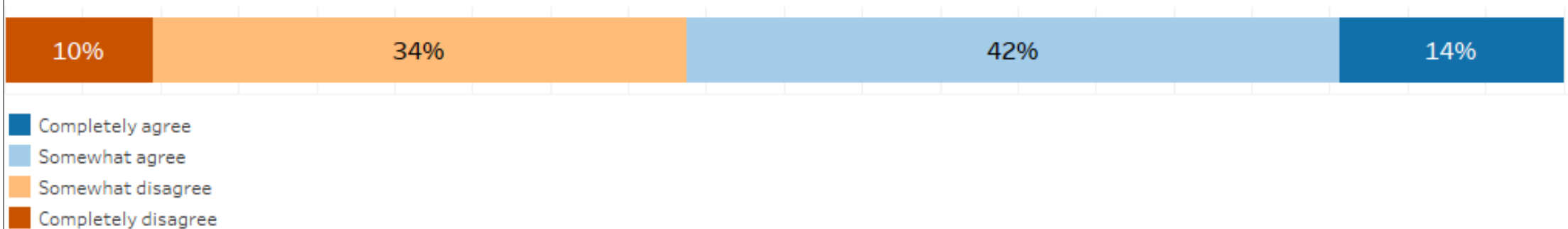


Difficulty Finding Important Information

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.



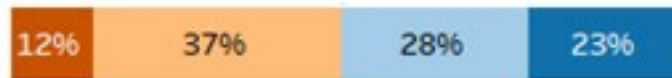
Dissatisfaction with Support Provided by HR

4.2.1

The support I receive from _____ meets my needs.

- Never
- Sometimes
- Most of the time
- Always

Human Resources (HR)



319

of Responses

Heavy Workload

2.3.3

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

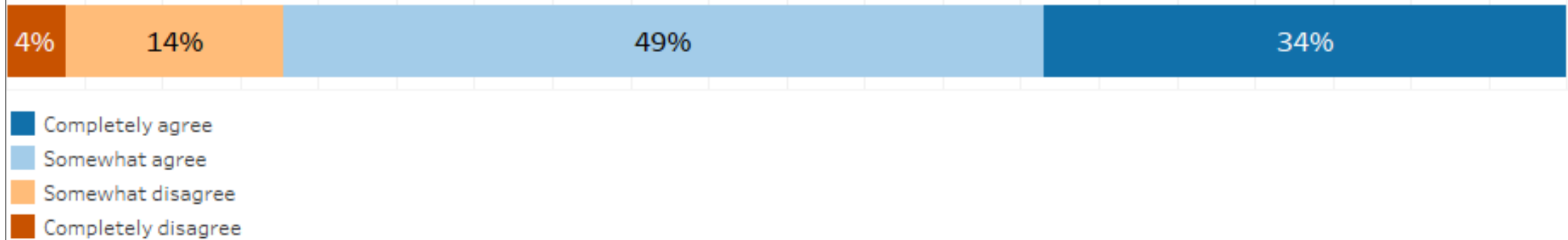


- Always
- Most of the time
- Sometimes
- Never

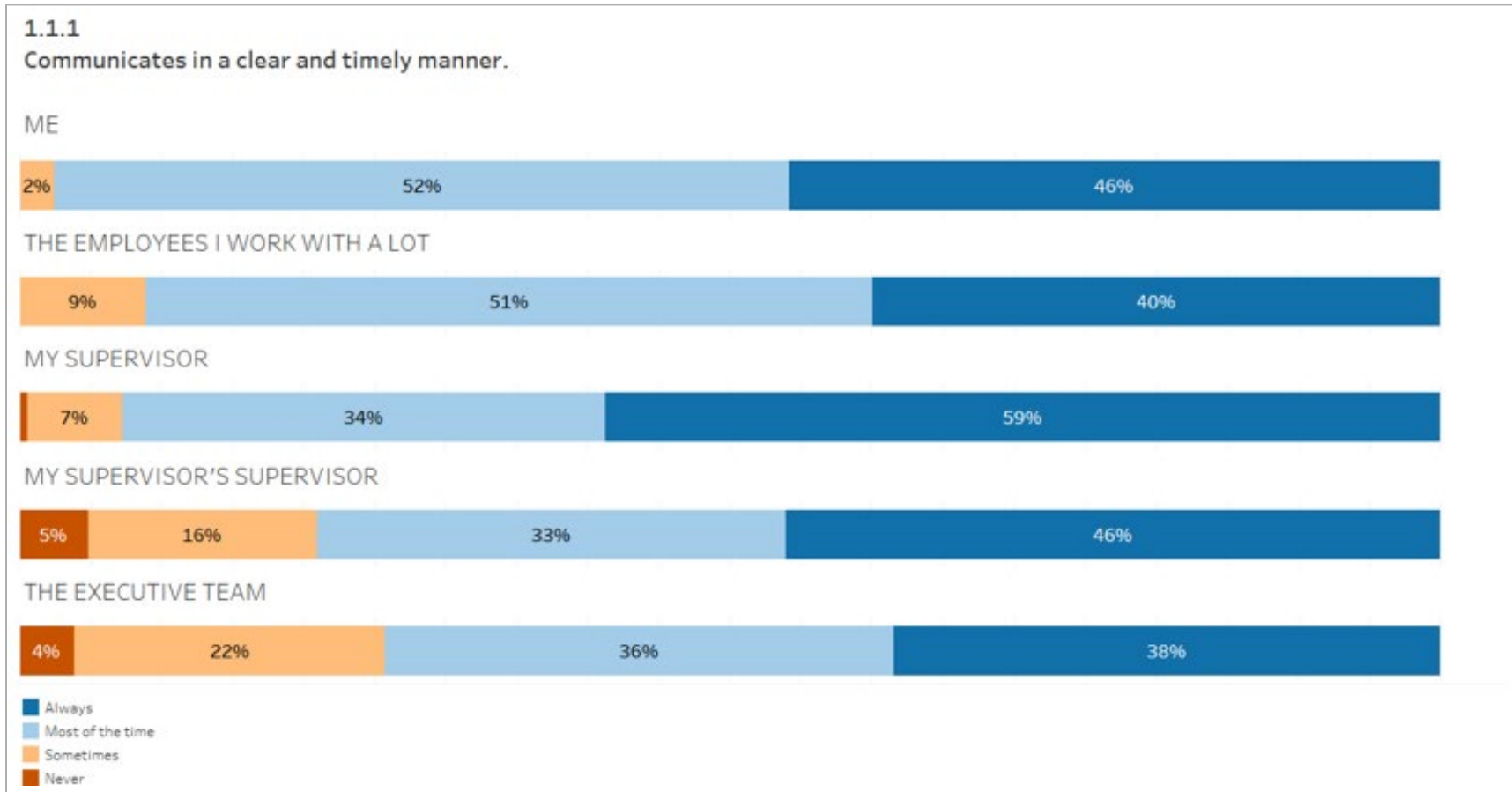
Unclear Strategic Direction

3.1.3

The College has set a clear direction for the future.



Communication from Executive Team



Factor Analysis

Identified Factors



SUPERVISOR
COMMUNICATION &
SUPPORT



SUPPORTIVE,
SUSTAINABLE WORK
ENVIRONMENT



EXECUTIVE TEAM
LEADERSHIP &
COMMUNICATION



DIGNITY & JOB
SATISFACTION



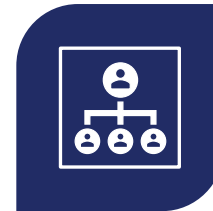
ORGANIZATIONAL
SUPPORT FOR DEI
LEARNING



PEER RELATIONSHIPS
& COLLEGIALLY



FEEDBACK &
LEARNING CULTURE



SECOND-LEVEL
SUPERVISOR RESPECT
& SUPPORT



BELONGING &
ACCEPTANCE

Pulse Survey Coming Fall 2026

REPORT SLATED FOR WINTER TERM 2027

Wow, that was rad.

QUESTIONS?