CCC Climate Survey Results

FALL 2024 EMPLOYEE CLIMATE SURVEY

Today's Roadmap

- Development Process
- Key Takeaways
- Next Steps

Project Planning
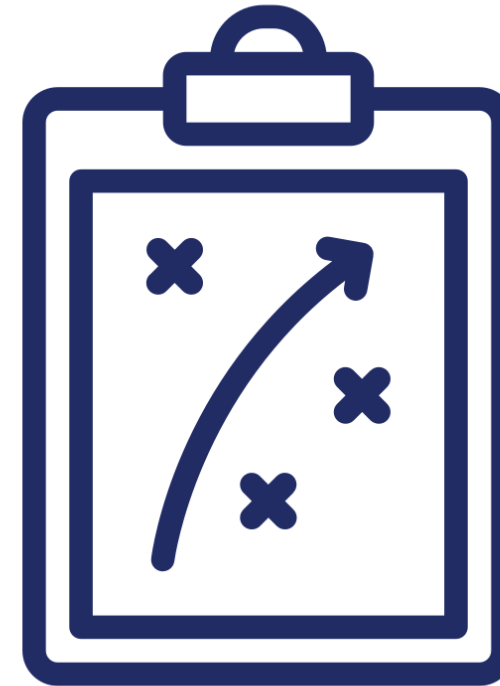
CHARTER, SMART GOALS, AND DEI FRAMEWORK

Project Planning: 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.

Project Planning: Charter Development
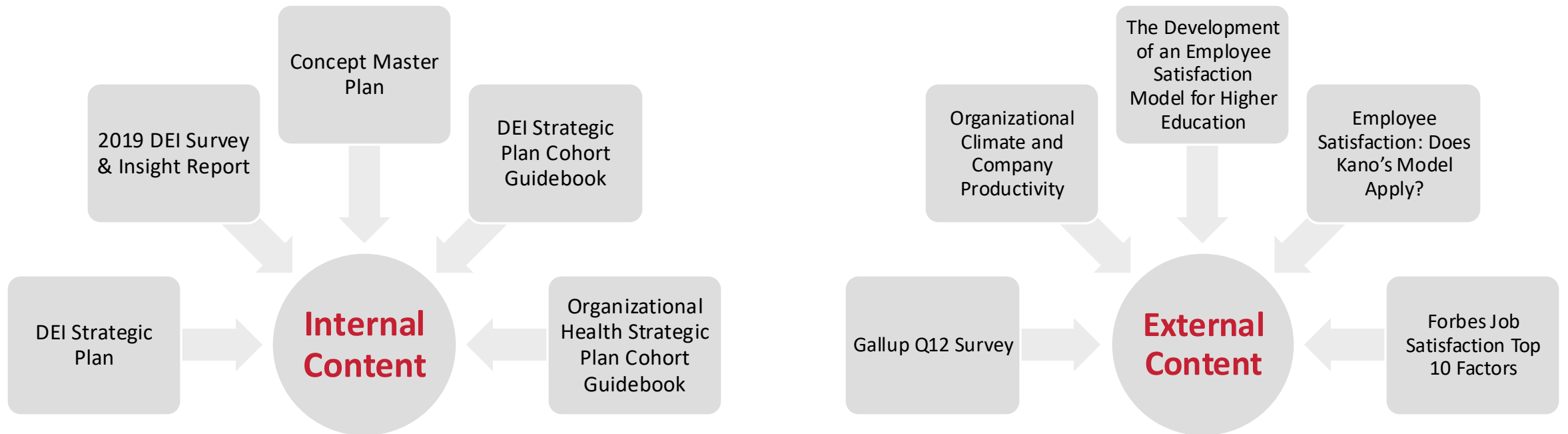
SMART GOALS   DEI FRAMEWORK   PROJECT CHARTER

Defining "Ideal Climate"

REVIEWING, RESEARCHING, AND GATHERING FEEDBACK

Defining: Content Synthesis

2019 DEI Survey & Insight Report

Concept Master Plan

DEI Strategic Plan Cohort Guidebook

DEI Strategic Plan

Organizational Health Strategic Plan Cohort Guidebook

Internal Content

Organizational Climate and Company Productivity

The Development of an Employee Satisfaction Model for Higher Education

Employee Satisfaction: Does Kano's Model Apply?

Gallup Q12 Survey

Forbes Job Satisfaction Top 10 Factors

External Content

Defining: Fall 2023 Focus Groups

| Determine mix of identity-based focus groups. | Develop focus group script and training materials. | Recruit & train focus group facilitators. | Invite employees to sign up for focus groups. | Conduct focus groups. | Consolidate focus group notes and incorporate changes. |
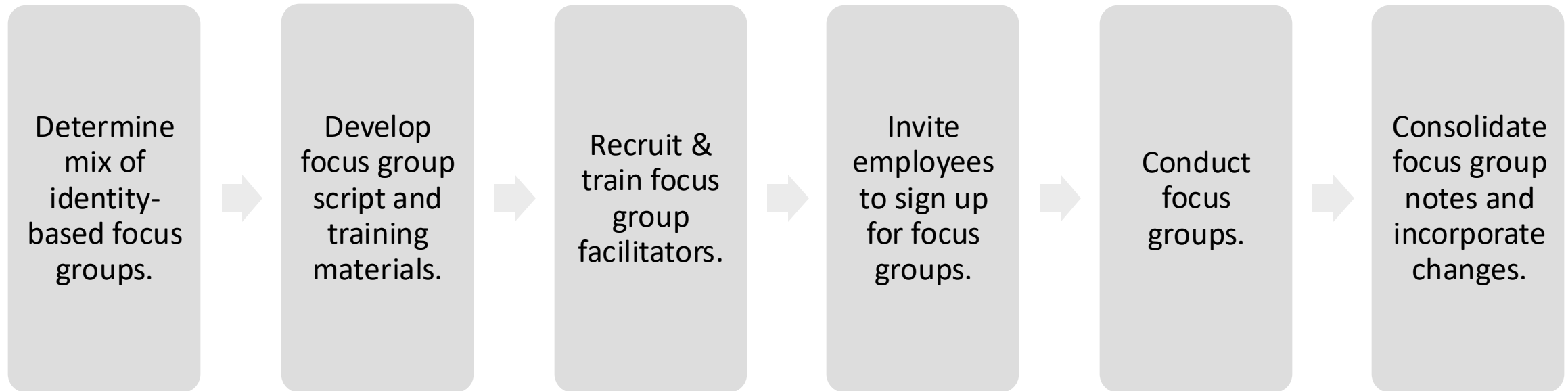
DESIRED CLIMATE ELEMENTS

Clackamas Community College

Job Satisfaction
- Overall
- Intent to stay
- Work-Life Balance
- Interest in job duties
- Pay & benefits
- Opportunities for Advancement or Transfer
- Would recommend CCC
- Appreciation & Celebration
- Job Security

Alignment with College Ideals
- Strategic Plan
- DEI Training, Support & Application
- Personal values align
- Student Ready
- Continuous improvement
- Integrity

Resources
- Equipment & furniture
- Support from employee-serving departments
- Workload level (time)
- Safety & Security
- **Stress & Emotional Exhaustion**
- Knowledge Navigation & Communication

Learning & Development
- Collaboration
- Formal Feedback (Performance Evaluation)
- Professional development
- Regular, Informal Feedback
- Supervisor understands your job

Belonging
- Inclusion
- Employee group relations
- Trust
- Campus Involvement
- Team Cohesion
- Welcoming
- Social Support
- **Silence**
- **Disenfranchisement**
- **Incivility**

Administrators
- Communication
- Accountability
- Transparency
- Supervision
- Data-informed decision-making
- Unit Planning
- Institutional Financial Stewardship
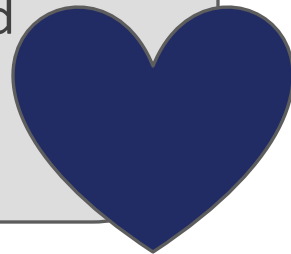- Trust

1/9/2024

Survey Administration

FALL INSERVICE 2024

How We Plan to Use the Data

This data is being used to...

- Help gather information about the experiences of faculty and staff at the College

- See where each area can improve

- Showcase the needs of staff and faculty

This data is NOT being used to...

- Discipline any individual or department

- Talk poorly about, or bully, any individual or department

Key Takeaways

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.

| 5% | 37% | 58% |

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

Mean & Disrespectful Behavior

"I have seen multiple people in various roles be very disrespectful via email and in person to others at the college and nothing is ever done at the college. The ongoing joke at the college is that no one ever gets fired and we just walk people "to the door" and hope they'll eventually leave on their own. People are not held accountable to what they say and do, and it does a lot of damage to others."
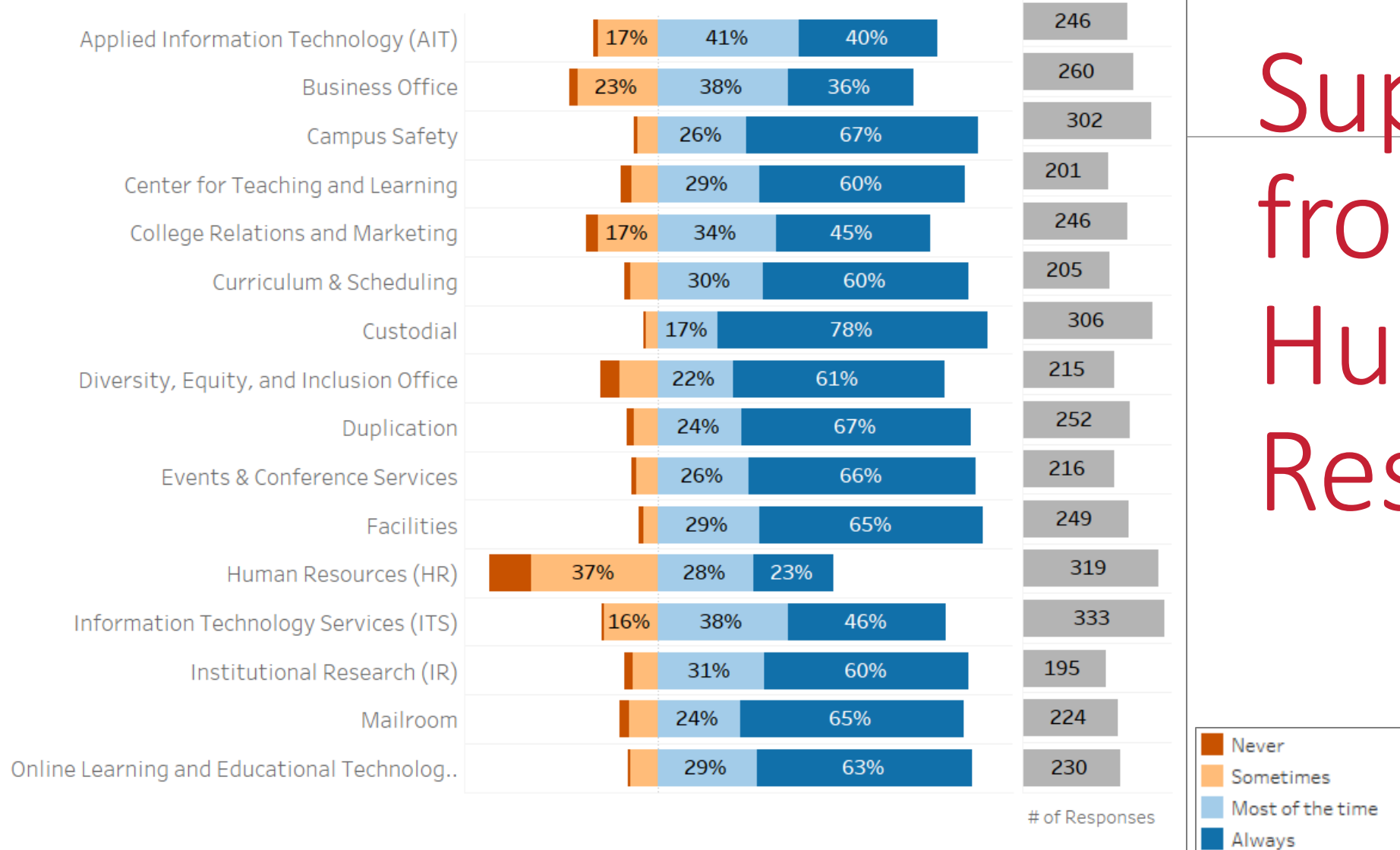
4.6.6

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.

4%	26%	34%	37%

- Never
- Rarely
- Sometimes
- Often
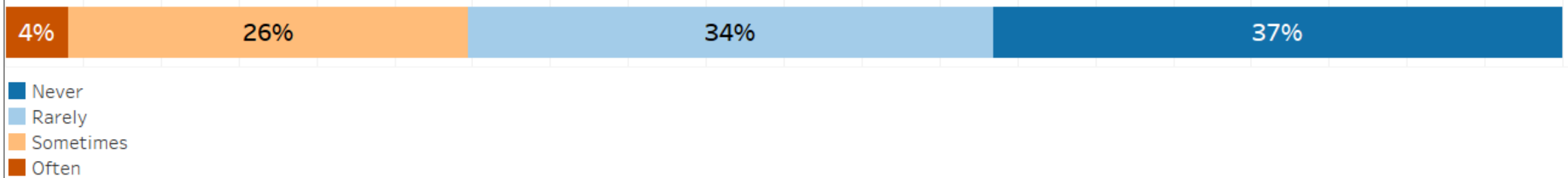
4.2.1
The support I receive from _____ meets my needs.

Support from Human Resources

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Next Steps

Taking Action

Identification of Workgroup → **People + Culture Shared Governance Council**

Take Action → **Action Plan**

Repeat & Evaluate

Begin Regular Administration

Utilize Pulse Surveys

Monitor Changes in Responses

Implement Interventions

Wow, that was rad.

QUESTIONS?

Clackamas
Community College