

Campus Climate Employee Survey

N = 37

Faculty

Spring 2018

Compton College is a welcoming environment.

Response	Frequency	Percent	Mean: 2.62
Strongly Agree	5	13.51	
Agree	19	51.35	
Disagree	7	18.92	
Strongly Disagree	6	16.22	
N/A	0		

Compton College supports the diversity of its students and campus community.

Response	Frequency	Percent	Mean: 2.95
Strongly Agree	8	21.62	
Agree	21	56.76	
Disagree	6	16.22	
Strongly Disagree	2	5.41	
N/A	0		

Compton College programs support the pursuit of academic and professional excellence.

Response	Frequency	Percent	Mean: 2.51
Strongly Agree	6	17.14	
Agree	13	37.14	
Disagree	9	25.71	
Strongly Disagree	7	20.00	
N/A	2		

I understand my role in helping Compton College achieve its mission.

Response	Frequency	Percent	Mean: 3.35
Strongly Agree	16	43.24	
Agree	19	51.35	
Disagree	1	2.70	
Strongly Disagree	1	2.70	
N/A	0		

Compton College is a welcoming environment for faculty and staff.

Response	Frequency	Percent	Mean: 2.28
Strongly Agree	3	8.33	
Agree	16	44.44	
Disagree	5	13.89	
Strongly Disagree	12	33.33	
N/A	1		

Faculty and staff treat each other with respect when services are requested.

Response	Frequency	Percent	Mean: 2.69
Strongly Agree	4	11.11	
Agree	22	61.11	
Disagree	5	13.89	
Strongly Disagree	5	13.89	
N/A	1		

Supervisors, managers, and administrators lead by example.

Response	Frequency	Percent	Mean: 2.03
Strongly Agree	4	11.76	
Agree	7	20.59	
Disagree	9	26.47	
Strongly Disagree	14	41.18	
N/A	3		

Overall, the President, Vice Presidents, Deans, and other leadership staff are genuinely concerned about my well-being.

Response	Frequency	Percent	Mean: 1.97
Strongly Agree	3	8.82	
Agree	9	26.47	
Disagree	6	17.65	
Strongly Disagree	16	47.06	
N/A	3		

Overall, the President, Vice Presidents, Deans, and other leadership staff treat employees fairly.

Response	Frequency	Percent	Mean: 1.94
Strongly Agree	2	5.88	
Agree	10	29.41	
Disagree	6	17.65	
Strongly Disagree	16	47.06	
N/A	3		

I believe Compton College is working towards an environmentally sustainable campus.

Response	Frequency	Percent	Mean: 1.76
Strongly Agree	1	3.03	
Agree	5	15.15	
Disagree	12	36.36	
Strongly Disagree	15	45.45	
N/A	4		

I feel safe when I am on campus during the daytime.

Response	Frequency	Percent	Mean: 3.25
Strongly Agree	10	27.03	
Agree	25	67.57	
Disagree	1	2.70	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	2.70	

I have opportunities to participate in department planning and evaluation of programs and services.

Response	Frequency	Percent	Mean: 2.97
Strongly Agree	4	11.76	
Agree	25	73.53	
Disagree	5	14.71	
Strongly Disagree	0	0.00	
N/A	3		

I take pride in working for Compton College.

Response	Frequency	Percent	Mean: 3.11
Strongly Agree	13	35.14	
Agree	17	45.95	
Disagree	3	8.11	
Strongly Disagree	3	8.11	
N/A	0		
Invalid	1	2.70	

Compton's campus is clean and well maintained.

Response	Frequency	Percent	Mean: 1.76
Strongly Agree	0	0.00	
Agree	5	13.51	
Disagree	18	48.65	
Strongly Disagree	14	37.84	
N/A	0		

Overall, the needs of employees are addressed by the College.

Response	Frequency	Percent	Mean: 1.85
Strongly Agree	2	5.88	
Agree	5	14.71	
Disagree	13	38.24	
Strongly Disagree	14	41.18	
N/A	3		

I feel safe when I am on campus after dark.

Response	Frequency	Percent	Mean: 3.06
Strongly Agree	7	22.58	
Agree	19	61.29	
Disagree	5	16.13	
Strongly Disagree	0	0.00	
N/A	6		

My input has translated into meaningful changes in policy, practices, or other administrative changes.

Response	Frequency	Percent	Mean: 1.93
Strongly Agree	2	6.67	
Agree	5	16.67	
Disagree	12	40.00	
Strongly Disagree	11	36.67	
N/A	7		

Teamwork is part of the Compton College climate.

Response	Frequency	Percent	Mean: 2.06
Strongly Agree	1	2.86	
Agree	10	28.57	
Disagree	14	40.00	
Strongly Disagree	10	28.57	
N/A	2		

Employees at Compton are given meaningful feedback concerning their performance.

Response	Frequency	Percent	Mean: 2.40
Strongly Agree	4	11.43	
Agree	12	34.29	
Disagree	13	37.14	
Strongly Disagree	6	17.14	
N/A	2		

I am familiar with Compton College's programs and services used to support student achievement and student learning.

Response	Frequency	Percent	Mean: 3.06
Strongly Agree	7	19.44	
Agree	23	63.89	
Disagree	5	13.89	
Strongly Disagree	0	0.00	
N/A	1		
Invalid	1	2.78	

Students of different races/ethnicities.

Response	Frequency	Percent	Mean: 3.43
Strongly Agree	16	43.24	
Agree	21	56.76	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

Students with disabilities.

Response	Frequency	Percent	Mean: 3.36
Strongly Agree	16	44.44	
Agree	17	47.22	
Disagree	3	8.33	
Strongly Disagree	0	0.00	
N/A	1		

Students with different religious affiliations.

Response	Frequency	Percent	Mean: 3.37
Strongly Agree	14	40.00	
Agree	20	57.14	
Disagree	1	2.86	
Strongly Disagree	0	0.00	
N/A	2		

I have access to the training that can help me improve my job skills.

Response	Frequency	Percent	Mean: 2.74
Strongly Agree	4	11.43	
Agree	19	54.29	
Disagree	11	31.43	
Strongly Disagree	1	2.86	
N/A	2		

I know where to direct students to get their questions answered.

Response	Frequency	Percent	Mean: 3.00
Strongly Agree	9	24.32	
Agree	18	48.65	
Disagree	9	24.32	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	2.70	

Students of different genders and gender identities.

Response	Frequency	Percent	Mean: 3.39
Strongly Agree	15	41.67	
Agree	20	55.56	
Disagree	1	2.78	
Strongly Disagree	0	0.00	
N/A	1		

Students from different economic backgrounds.

Response	Frequency	Percent	Mean: 3.36
Strongly Agree	14	37.84	
Agree	21	56.76	
Disagree	1	2.70	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	2.70	

Students with different political affiliations.

Response	Frequency	Percent	Mean: 3.41
Strongly Agree	14	40.00	
Agree	20	57.14	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	2		
Invalid	1	2.86	

Students with different sexual orientations.

Response	Frequency	Percent	Mean: 3.41
Strongly Agree	14	41.18	
Agree	20	58.82	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	3		

I have witnessed or heard about instances of discrimination or harassment on campus.

Response	Frequency	Percent	Mean: 2.89
Strongly Agree	11	40.74	
Agree	7	25.93	
Disagree	4	14.81	
Strongly Disagree	5	18.52	
N/A	10		

Overall, I am satisfied with my job at Compton College.

Response	Frequency	Percent	Mean: 2.62
Strongly Agree	2	5.56	
Agree	20	55.56	
Disagree	9	25.00	
Strongly Disagree	3	8.33	
N/A	1		
Invalid	2	5.56	

I believe my current position meets my professional goals and aspirations.

Response	Frequency	Percent	Mean: 2.68
Strongly Agree	6	16.67	
Agree	17	47.22	
Disagree	5	13.89	
Strongly Disagree	6	16.67	
N/A	1		
Invalid	2	5.56	

I am satisfied with my campus experience regarding diversity at this college.

Response	Frequency	Percent	Mean: 2.79
Strongly Agree	5	14.71	
Agree	21	61.76	
Disagree	2	5.88	
Strongly Disagree	5	14.71	
N/A	3		
Invalid	1	2.94	

I am aware of specific improvements made to particular programs or services following an evaluation process.

Response	Frequency	Percent	Mean: 2.09
Strongly Agree	3	9.09	
Agree	7	21.21	
Disagree	13	39.39	
Strongly Disagree	10	30.30	
N/A	4		

I feel that I can talk to management about my concerns.

Response	Frequency	Percent	Mean: 2.22
Strongly Agree	3	8.11	
Agree	13	35.14	
Disagree	10	27.03	
Strongly Disagree	11	29.73	
N/A	0		

Compton College communicates openly with employees at all levels.

Response	Frequency	Percent	Mean: 2.06
Strongly Agree	3	8.82	
Agree	7	20.59	
Disagree	13	38.24	
Strongly Disagree	11	32.35	
N/A	3		

Compton College disseminates information relevant to me in a timely manner.

Response	Frequency	Percent	Mean: 2.34
Strongly Agree	4	11.11	
Agree	11	30.56	
Disagree	13	36.11	
Strongly Disagree	7	19.44	
N/A	1		
Invalid	1	2.78	

If you indicated "Agree" or "Strongly Agree" to the statement about publications and webpages, which publication(s) have you read at least a few times? (Select all that apply.)

Response	Frequency	Percent	Mean: -
Message from the President	25	67.57	
ECC/Compton In the News	20	54.05	
Other news items press releases or media coverage emailed to employees	13	35.14	
Union newspaper student paper	3	8.11	
Compton Colleges Facebook page	2	5.41	
Other webpages please specify	2	5.41	
Other social media platforms e.g. Instagram Twitter etc.	6	16.22	
Invalid	9	24.32	

I believe change and innovation is occurring on campus.

Response	Frequency	Percent	Mean: 2.35
Strongly Agree	2	6.45	
Agree	13	41.94	
Disagree	10	32.26	
Strongly Disagree	6	19.35	
N/A	6		

I read College publications and webpages to help me understand the campus and its concerns.

Response	Frequency	Percent	Mean: 3.07
Strongly Agree	7	22.58	
Agree	20	64.52	
Disagree	1	3.23	
Strongly Disagree	2	6.45	
N/A	6		
Invalid	1	3.23	

Compton College is effectively planning for the future.

Response	Frequency	Percent	Mean: 2.40
Strongly Agree	3	10.00	
Agree	10	33.33	
Disagree	13	43.33	
Strongly Disagree	4	13.33	
N/A	7		

Senior management effectively addresses the challenges facing Compton College.

Response	Frequency	Percent	Mean: 1.97
Strongly Agree	2	6.06	
Agree	8	24.24	
Disagree	10	30.30	
Strongly Disagree	13	39.39	
N/A	4		

I am concerned about how Compton College's transition from a partnership with El Camino College will affect the campus in general.

Response	Frequency	Percent	Mean: 3.35
Strongly Agree	17	50.00	
Agree	13	38.24	
Disagree	3	8.82	
Strongly Disagree	1	2.94	
N/A	3		

Compton College is improving processes for students.

Response	Frequency	Percent	Mean: 2.71
Strongly Agree	3	9.09	
Agree	17	51.52	
Disagree	10	30.30	
Strongly Disagree	1	3.03	
N/A	4		
Invalid	2	6.06	

Students of different genders and gender identities.

Response	Frequency	Percent	Mean: 2.87
Strongly Agree	2	6.25	
Agree	24	75.00	
Disagree	4	12.50	
Strongly Disagree	1	3.13	
N/A	5		
Invalid	1	3.13	

Students from different economic backgrounds.

Response	Frequency	Percent	Mean: 2.97
Strongly Agree	3	9.09	
Agree	25	75.76	
Disagree	4	12.12	
Strongly Disagree	0	0.00	
N/A	4		
Invalid	1	3.03	

Compton College is a welcoming environment for students.

Response	Frequency	Percent	Mean: 2.79
Strongly Agree	5	14.29	
Agree	17	48.57	
Disagree	12	34.29	
Strongly Disagree	0	0.00	
N/A	2		
Invalid	1	2.86	

Students of different races/ethnicities.

Response	Frequency	Percent	Mean: 3.03
Strongly Agree	3	9.09	
Agree	27	81.82	
Disagree	2	6.06	
Strongly Disagree	0	0.00	
N/A	4		
Invalid	1	3.03	

Students with disabilities.

Response	Frequency	Percent	Mean: 3.03
Strongly Agree	3	9.09	
Agree	27	81.82	
Disagree	2	6.06	
Strongly Disagree	0	0.00	
N/A	4		
Invalid	1	3.03	

Students with different religious affiliations.

Response	Frequency	Percent	Mean: 2.96
Strongly Agree	2	7.14	
Agree	22	78.57	
Disagree	3	10.71	
Strongly Disagree	0	0.00	
N/A	9		
Invalid	1	3.57	

Students with different political affiliations.

Response	Frequency	Percent	Mean: 3.04
Strongly Agree	2	6.90	
Agree	25	86.21	
Disagree	1	3.45	
Strongly Disagree	0	0.00	
N/A	8		
Invalid	1	3.45	

I believe Compton College is trying hard to make sure that all employees are treated fairly.

Response	Frequency	Percent	Mean: 1.94
Strongly Agree	3	8.57	
Agree	6	17.14	
Disagree	11	31.43	
Strongly Disagree	14	40.00	
N/A	2		
Invalid	1	2.86	

I feel close to people at Compton College.

Response	Frequency	Percent	Mean: 2.69
Strongly Agree	5	13.89	
Agree	17	47.22	
Disagree	10	27.78	
Strongly Disagree	3	8.33	
N/A	1		
Invalid	1	2.78	

I am happy to be an employee at Compton College.

Response	Frequency	Percent	Mean: 2.70
Strongly Agree	5	14.29	
Agree	18	51.43	
Disagree	5	14.29	
Strongly Disagree	5	14.29	
N/A	2		
Invalid	2	5.71	

Students with different sexual orientations.

Response	Frequency	Percent	Mean: 2.90
Strongly Agree	2	6.45	
Agree	24	77.42	
Disagree	3	9.68	
Strongly Disagree	1	3.23	
N/A	6		
Invalid	1	3.23	

I feel valued as an individual at Compton College.

Response	Frequency	Percent	Mean: 2.28
Strongly Agree	4	10.81	
Agree	13	35.14	
Disagree	8	21.62	
Strongly Disagree	11	29.73	
N/A	0		
Invalid	1	2.70	

I feel like I am part of Compton College.

Response	Frequency	Percent	Mean: 2.72
Strongly Agree	6	16.22	
Agree	17	45.95	
Disagree	10	27.03	
Strongly Disagree	3	8.11	
N/A	0		
Invalid	1	2.70	

I believe that employees at Compton College respect one another.

Response	Frequency	Percent	Mean: 2.40
Strongly Agree	2	5.56	
Agree	17	47.22	
Disagree	9	25.00	
Strongly Disagree	7	19.44	
N/A	1		
Invalid	1	2.78	

What is your employee group at Compton College?

Response	Frequency	Percent	Mean: 6.00
Faculty	37	100.00	
Manager/Administrator/Supervisor or Staff	0	0.00	
Student Employee	0	0.00	
Other	0	0.00	

How many years have you been employed at Compton College?

Response	Frequency	Percent	Mean: 2.76
Less than 1 year	3	8.11	
1 to 5 years	11	29.73	
More than 5 but less than 16 years	15	40.54	
16 years or more	8	21.62	

Please indicate how often you check your Compton College email account.

Response	Frequency	Percent	Mean: 3.86
Daily	32	86.49	
Weekly	5	13.51	
Monthly or less often	0	0.00	
Never or I dont have one	0	0.00	

In what area of Compton College do you work?

Response	Frequency	Percent	Mean: 2.24
Academic Affairs	20	54.05	
Administrative Services	0	0.00	
Human Resources or Presidents Office	0	0.00	
Student Services	0	0.00	
Other	9	24.32	
Invalid	8	21.62	

What is your employment status?

Response	Frequency	Percent	Mean: 1.32
Full Time	25	67.57	
Part Time	12	32.43	

Which term best describes you?

Response	Frequency	Percent	Mean: 2.20
Man	11	29.73	
Woman	15	40.54	
I prefer another term. Please feel free to specify.	0	0.00	
Decline to state	9	24.32	
Invalid	2	5.41	

Do you identify as transgender?

Response	Frequency	Percent	Mean: 2.20
Yes	0	0.00	
No	28	75.68	
Decline to state	7	18.92	
Invalid	2	5.41	

Which term best describes your sexual orientation?

Response	Frequency	Percent	Mean: 4.22
Bisexual	0	0.00	
Gay	0	0.00	
Heterosexual or straight	25	67.57	
Lesbian	0	0.00	
Questioning	0	0.00	
I prefer another term. Please feel free to specify.	0	0.00	
Decline to state	11	29.73	
Invalid	1	2.70	





What is your ethnicity? (Select all that apply.)

Response	Frequency	Percent	Mean: -
African American or Black	9	24.32	
American Indian or Alaskan Native	2	5.41	
Asian	2	5.41	
Latino or Hispanic	5	13.51	
Pacific Islander or Hawaiian Native	0	0.00	
White	6	16.22	
Other	1	2.70	
Decline to state	15	40.54	
Invalid	2	5.41	

What is your disability status?

Response	Frequency	Percent	Mean: 1.67
I do not have a disability that affects my learning working or living conditions.	28	75.68	
I have a disability that affects my learning working or living conditions.	0	0.00	
I have a disability but it does not affect my learning working or living conditions.	0	0.00	
Decline to state	8	21.62	
Invalid	1	2.70	

What is your veteran status?

Response	Frequency	Percent	Mean: 3.00
I am a veteran not disabled	2	5.41	
I am a veteran disabled	1	2.70	
I am not a veteran	28	75.68	
Decline to state	5	13.51	
Invalid	1	2.70	