

Campus Climate Employee Survey

N = 6

Managers and Administrators

Spring 2018

Compton College is a welcoming environment.

Response	Frequency	Percent	Mean: 3.00
Strongly Agree	0	0.00	
Agree	6	100.00	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

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

Response	Frequency	Percent	Mean: 3.17
Strongly Agree	1	16.67	
Agree	5	83.33	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

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

Response	Frequency	Percent	Mean: 3.17
Strongly Agree	1	16.67	
Agree	5	83.33	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

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

Response	Frequency	Percent	Mean: 3.33
Strongly Agree	2	33.33	
Agree	4	66.67	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

Compton College is a welcoming environment for faculty and staff.

Response	Frequency	Percent	Mean: 2.67
Strongly Agree	1	16.67	
Agree	2	33.33	
Disagree	3	50.00	
Strongly Disagree	0	0.00	
N/A	0		

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

Response	Frequency	Percent	Mean: 2.67
Strongly Agree	0	0.00	
Agree	4	66.67	
Disagree	2	33.33	
Strongly Disagree	0	0.00	
N/A	0		

Supervisors, managers, and administrators lead by example.

Response	Frequency	Percent	Mean: 3.00
Strongly Agree	1	16.67	
Agree	3	50.00	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	16.67	

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

Response	Frequency	Percent	Mean: 2.67
Strongly Agree	0	0.00	
Agree	4	66.67	
Disagree	2	33.33	
Strongly Disagree	0	0.00	
N/A	0		

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

Response	Frequency	Percent	Mean: 2.80
Strongly Agree	0	0.00	
Agree	4	66.67	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	16.67	

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

Response	Frequency	Percent	Mean: 2.60
Strongly Agree	0	0.00	
Agree	4	66.67	
Disagree	0	0.00	
Strongly Disagree	1	16.67	
N/A	0		
Invalid	1	16.67	

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

Response	Frequency	Percent	Mean: 3.17
Strongly Agree	1	16.67	
Agree	5	83.33	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

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

Response	Frequency	Percent	Mean: 3.33
Strongly Agree	3	50.00	
Agree	2	33.33	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		

I take pride in working for Compton College.

Response	Frequency	Percent	Mean: 3.50
Strongly Agree	3	50.00	
Agree	3	50.00	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

Compton's campus is clean and well maintained.

Response	Frequency	Percent	Mean: 2.00
Strongly Agree	0	0.00	
Agree	1	16.67	
Disagree	4	66.67	
Strongly Disagree	1	16.67	
N/A	0		

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

Response	Frequency	Percent	Mean: 2.20
Strongly Agree	0	0.00	
Agree	2	33.33	
Disagree	2	33.33	
Strongly Disagree	1	16.67	
N/A	0		
Invalid	1	16.67	

I feel safe when I am on campus after dark.

Response	Frequency	Percent	Mean: 2.83
Strongly Agree	1	16.67	
Agree	3	50.00	
Disagree	2	33.33	
Strongly Disagree	0	0.00	
N/A	0		

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

Response	Frequency	Percent	Mean: 2.80
Strongly Agree	1	16.67	
Agree	3	50.00	
Disagree	0	0.00	
Strongly Disagree	1	16.67	
N/A	0		
Invalid	1	16.67	

Teamwork is part of the Compton College climate.

Response	Frequency	Percent	Mean: 2.67
Strongly Agree	1	16.67	
Agree	3	50.00	
Disagree	1	16.67	
Strongly Disagree	1	16.67	
N/A	0		

Employees at Compton are given meaningful feedback concerning their performance.

Response	Frequency	Percent	Mean: 2.60
Strongly Agree	0	0.00	
Agree	3	50.00	
Disagree	2	33.33	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	16.67	

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

Response	Frequency	Percent	Mean: 3.17
Strongly Agree	2	33.33	
Agree	3	50.00	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		

Students of different races/ethnicities.

Response	Frequency	Percent	Mean: 3.33
Strongly Agree	2	33.33	
Agree	4	66.67	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

Students with disabilities.

Response	Frequency	Percent	Mean: 3.33
Strongly Agree	3	50.00	
Agree	2	33.33	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		

Students with different religious affiliations.

Response	Frequency	Percent	Mean: 3.33
Strongly Agree	2	33.33	
Agree	4	66.67	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

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

Response	Frequency	Percent	Mean: 2.67
Strongly Agree	0	0.00	
Agree	4	66.67	
Disagree	2	33.33	
Strongly Disagree	0	0.00	
N/A	0		

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

Response	Frequency	Percent	Mean: 3.40
Strongly Agree	2	33.33	
Agree	3	50.00	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	16.67	

Students of different genders and gender identities.

Response	Frequency	Percent	Mean: 3.33
Strongly Agree	2	33.33	
Agree	4	66.67	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

Students from different economic backgrounds.

Response	Frequency	Percent	Mean: 3.33
Strongly Agree	2	33.33	
Agree	4	66.67	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

Students with different political affiliations.

Response	Frequency	Percent	Mean: 3.33
Strongly Agree	2	33.33	
Agree	4	66.67	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

Students with different sexual orientations.

Response	Frequency	Percent	Mean: 3.33
Strongly Agree	2	33.33	
Agree	4	66.67	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

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

Response	Frequency	Percent	Mean: 2.83
Strongly Agree	0	0.00	
Agree	5	83.33	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		

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

Response	Frequency	Percent	Mean: 2.80
Strongly Agree	0	0.00	
Agree	4	66.67	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	16.67	

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

Response	Frequency	Percent	Mean: 3.00
Strongly Agree	1	16.67	
Agree	3	50.00	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	16.67	

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

Response	Frequency	Percent	Mean: 3.00
Strongly Agree	1	16.67	
Agree	3	50.00	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	16.67	

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

Response	Frequency	Percent	Mean: 2.83
Strongly Agree	1	16.67	
Agree	3	50.00	
Disagree	2	33.33	
Strongly Disagree	0	0.00	
N/A	0		

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

Response	Frequency	Percent	Mean: 2.80
Strongly Agree	1	16.67	
Agree	2	33.33	
Disagree	2	33.33	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	16.67	

Compton College communicates openly with employees at all levels.

Response	Frequency	Percent	Mean: 2.80
Strongly Agree	1	16.67	
Agree	2	33.33	
Disagree	2	33.33	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	16.67	

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

Response	Frequency	Percent	Mean: 2.60
Strongly Agree	1	16.67	
Agree	2	33.33	
Disagree	1	16.67	
Strongly Disagree	1	16.67	
N/A	0		
Invalid	1	16.67	

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	6	100.00	
ECC/Compton In the News	5	83.33	
Other news items press releases or media coverage emailed to employees	4	66.67	
Union newspaper student paper	0	0.00	
Compton Colleges Facebook page	3	50.00	
Other webpages please specify	1	16.67	
Other social media platforms e.g. Instagram Twitter etc.	1	16.67	

I believe change and innovation is occurring on campus.

Response	Frequency	Percent	Mean: 3.17
Strongly Agree	1	16.67	
Agree	5	83.33	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

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

Response	Frequency	Percent	Mean: 3.50
Strongly Agree	3	50.00	
Agree	3	50.00	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

Compton College is effectively planning for the future.

Response	Frequency	Percent	Mean: 3.00
Strongly Agree	1	16.67	
Agree	3	50.00	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	16.67	

Senior management effectively addresses the challenges facing Compton College.

Response	Frequency	Percent	Mean: 3.00
Strongly Agree	1	16.67	
Agree	4	66.67	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		

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: 3.17
Strongly Agree	1	16.67	
Agree	5	83.33	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

Compton College is improving processes for students.

Response	Frequency	Percent	Mean: 3.20
Strongly Agree	1	16.67	
Agree	4	66.67	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	16.67	

Students of different genders and gender identities.

Response	Frequency	Percent	Mean: 3.00
Strongly Agree	1	16.67	
Agree	4	66.67	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		

Students from different economic backgrounds.

Response	Frequency	Percent	Mean: 3.00
Strongly Agree	1	16.67	
Agree	4	66.67	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		

Students with different political affiliations.

Response	Frequency	Percent	Mean: 3.25
Strongly Agree	1	20.00	
Agree	3	60.00	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	1		
Invalid	1	20.00	

Compton College is a welcoming environment for students.

Response	Frequency	Percent	Mean: 3.00
Strongly Agree	1	16.67	
Agree	4	66.67	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		

Students of different races/ethnicities.

Response	Frequency	Percent	Mean: 3.17
Strongly Agree	1	16.67	
Agree	5	83.33	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	0		

Students with disabilities.

Response	Frequency	Percent	Mean: 2.83
Strongly Agree	1	16.67	
Agree	3	50.00	
Disagree	2	33.33	
Strongly Disagree	0	0.00	
N/A	0		

Students with different religious affiliations.

Response	Frequency	Percent	Mean: 3.20
Strongly Agree	1	20.00	
Agree	4	80.00	
Disagree	0	0.00	
Strongly Disagree	0	0.00	
N/A	1		

Students with different sexual orientations.

Response	Frequency	Percent	Mean: 3.00
Strongly Agree	1	16.67	
Agree	3	50.00	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	16.67	

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

Response	Frequency	Percent	Mean: 2.40
Strongly Agree	0	0.00	
Agree	3	50.00	
Disagree	1	16.67	
Strongly Disagree	1	16.67	
N/A	0		
Invalid	1	16.67	

I feel close to people at Compton College.

Response	Frequency	Percent	Mean: 2.60
Strongly Agree	1	16.67	
Agree	1	16.67	
Disagree	3	50.00	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	16.67	

I am happy to be an employee at Compton College.

Response	Frequency	Percent	Mean: 3.00
Strongly Agree	1	20.00	
Agree	2	40.00	
Disagree	1	20.00	
Strongly Disagree	0	0.00	
N/A	1		
Invalid	1	20.00	

What is your employee group at Compton College?

Response	Frequency	Percent	Mean: 5.00
Faculty	0	0.00	
Manager/Administrator/Supervisor or Staff	6	100.00	
Student Employee	0	0.00	
Other	0	0.00	

I feel valued as an individual at Compton College.

Response	Frequency	Percent	Mean: 2.67
Strongly Agree	1	16.67	
Agree	2	33.33	
Disagree	3	50.00	
Strongly Disagree	0	0.00	
N/A	0		

I feel like I am part of Compton College.

Response	Frequency	Percent	Mean: 3.00
Strongly Agree	1	16.67	
Agree	3	50.00	
Disagree	1	16.67	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	16.67	

I believe that employees at Compton College respect one another.

Response	Frequency	Percent	Mean: 2.60
Strongly Agree	1	16.67	
Agree	1	16.67	
Disagree	3	50.00	
Strongly Disagree	0	0.00	
N/A	0		
Invalid	1	16.67	

In what area of Compton College do you work?

Response	Frequency	Percent	Mean: 3.40
Academic Affairs	0	0.00	
Administrative Services	1	16.67	
Human Resources or Presidents Office	1	16.67	
Student Services	3	50.00	
Other	0	0.00	
Invalid	1	16.67	

How many years have you been employed at Compton College?

Response	Frequency	Percent	Mean: 2.67
Less than 1 year	0	0.00	<input type="text"/>
1 to 5 years	2	33.33	<input type="text"/>
More than 5 but less than 16 years	4	66.67	<input type="text"/>
16 years or more	0	0.00	<input type="text"/>

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

Response	Frequency	Percent	Mean: 4.00
Daily	6	100.00	<input type="text"/>
Weekly	0	0.00	<input type="text"/>
Monthly or less often	0	0.00	<input type="text"/>
Never or I dont have one	0	0.00	<input type="text"/>

Do you identify as transgender?

Response	Frequency	Percent	Mean: 2.17
Yes	0	0.00	<input type="text"/>
No	5	83.33	<input type="text"/>
Decline to state	1	16.67	<input type="text"/>

What is your employment status?

Response	Frequency	Percent	Mean: 1.00
Full Time	6	100.00	<input type="text"/>
Part Time	0	0.00	<input type="text"/>

Which term best describes you?

Response	Frequency	Percent	Mean: 1.83
Man	3	50.00	<input type="text"/>
Woman	2	33.33	<input type="text"/>
I prefer another term. Please feel free to specify.	0	0.00	<input type="text"/>
Decline to state	1	16.67	<input type="text"/>

Which term best describes your sexual orientation?

Response	Frequency	Percent	Mean: 4.33
Bisexual	0	0.00	<input type="text"/>
Gay	0	0.00	<input type="text"/>
Heterosexual or straight	4	66.67	<input type="text"/>
Lesbian	0	0.00	<input type="text"/>
Questioning	0	0.00	<input type="text"/>
I prefer another term. Please feel free to specify.	0	0.00	<input type="text"/>
Decline to state	2	33.33	<input type="text"/>

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

Response	Frequency	Percent	Mean: 5.17
African American or Black	1	16.67	
American Indian or Alaskan Native	0	0.00	
Asian	0	0.00	
Latino or Hispanic	2	33.33	
Pacific Islander or Hawaiian Native	0	0.00	
White	1	16.67	
Other	0	0.00	
Decline to state	2	33.33	

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.	4	66.67	
I have a disability that affects my learning working or living conditions.	1	16.67	
I have a disability but it does not affect my learning working or living conditions.	0	0.00	
Decline to state	1	16.67	

What is your veteran status?

Response	Frequency	Percent	Mean: 3.17
I am a veteran not disabled	0	0.00	
I am a veteran disabled	0	0.00	
I am not a veteran	5	83.33	
Decline to state	1	16.67	