



Fall 2024 Employee Engagement Survey Overview

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Survey Overview



Overview of the survey conducted by the Planning, Research, and Institutional Effectiveness (PRIE) office.



Purpose: A product of COM's commitment to Equal Employment Opportunity Initiatives of Component 13. To inform Plan 2030 and the next 5-year Educational Master and Strategic Plan.

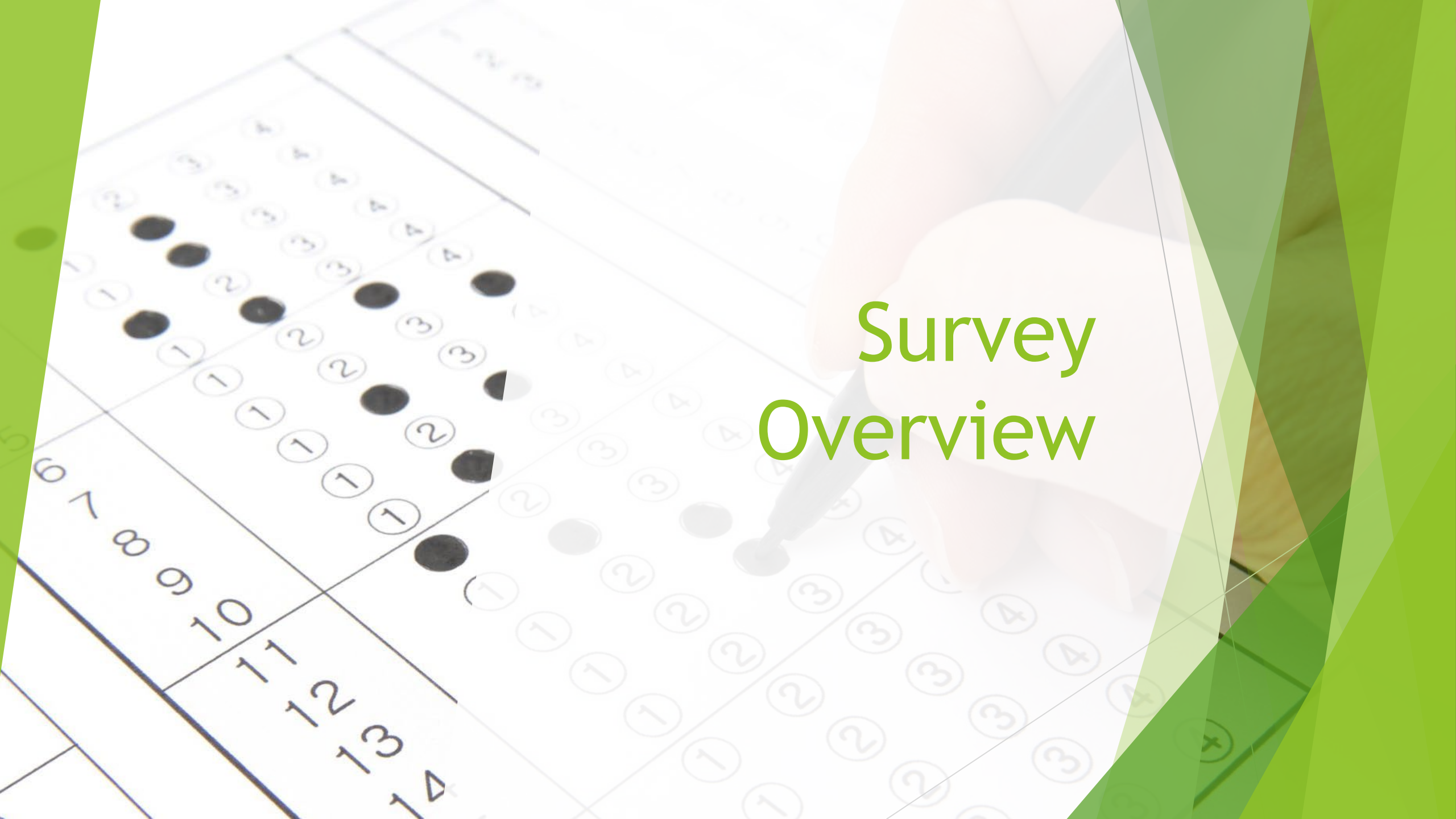


Conducted in Fall 2024 with 673 eligible employees, 291 respondents (43% response rate).

Survey Demographics & Methodology

Response rates by subgroups ranged from 24% to 83%.

Lower response rates among new employees, males, part-time faculty, and Black/African-American employees.

The background of the slide features a close-up, slightly blurred image of a survey form. A hand is visible, holding a pen and filling out the form. The form has a grid of circles, each containing a number (1, 2, 3, or 4). Some circles are already filled with black ink, while others are being filled by the hand. The form is tilted diagonally. The overall color scheme is green and white, with a green geometric pattern on the right side.

Survey Overview

Job Satisfaction

81% say COM is a good place to work, as opposed to 19%.

75% feel their contributions are recognized, as opposed to 25%.

MSC employees and full-time faculty report lower satisfaction with workload/work-life balance.

Intention to Stay at COM

57% "very likely" to stay for two years, as opposed to 43%.

MSC (48%) and part-time faculty (42%) have lower retention likelihood, as opposed to other classifications.

Main reasons for leaving: retirement, growth opportunities, job satisfaction.

Working Conditions

80% say they receive needed information, as opposed to 20%.

81% have required resources and equipment, as opposed to 19%.

37% strongly agree they get the necessary information, as opposed to 63%.

Leadership & Supervisory Support

85% feel respected by supervisors, as opposed to 15%.

71% say supervisors provide helpful feedback, as opposed to 29%.

56% agree Executive leadership communicates openly, and 48% say they hold employees to the same standards, as opposed to 44% and 52%.

Diversity, Equity, and Inclusion (DEI)

90% say COM is inclusive regarding gender identity, sexual orientation, and immigration status, as opposed to 10%.

74% agree COM is inclusive across job classifications, as opposed to 26%.

71% do not see racial tension as a problem, as opposed to 29%.

Campus Climate & Discrimination

80% did not experience age discrimination as opposed to 20%, and 86% gender or racial/ethnic discrimination as opposed to 14%.

90% felt safe on campus, as opposed to 10%.

58% felt their ideas were heard as opposed to 42% felt their ideas were dismissed.

Quality of Life



54% say housing costs impact their quality of life, as opposed to 46%.



39% have a commute of 45+ minutes, as opposed to 61%.



30% report stress from work affecting their well-being, as opposed to 70%.

Professional Development

- 72% say they receive sufficient training opportunities, as opposed to 28%.
- 39% see a clear path for advancement, as opposed to 61%.
- 67% are interested in promotion, as opposed to 33% while 40% believe paths exist, as opposed to 60%.



Open-Ended Feedback Themes Concerns



TRANSPARENCY:
CONCERNS ABOUT
DECISION-MAKING
PROCESSES.



ACCOUNTABILITY: ISSUES
WITH FAIRNESS AND
PERFORMANCE
STANDARDS.



COMMUNICATION: NEED
FOR CLEARER
INFORMATION SHARING.



PROFESSIONAL GROWTH:
EMPLOYEES DESIRE
CLEARER ADVANCEMENT
PATHS.



WORKLOAD & STAFFING:
CONCERNS ABOUT
WORKLOAD DISTRIBUTION.

Key Take Aways and Opportunities



Overall, COM is a positive work environment



Strengths: Job satisfaction, inclusivity, and resource availability



Areas of Opportunity: Improve transparency and communication from leadership, professional growth

Current Initiatives and Activities

Communication and Transparency

- President's Town Hall (twice of a semester)
- Convocation
- Superintendent's Open-Door policy
- Bi-weekly message from the President via email
- Management, Supervisor, and Confidential Meetings
- Departmental Meetings
- 360-degree feedback for managers and Superintendent/President
- COMMunity Hour
- Divisional Newsletters

Professional learning

- Classified Leadership Development Program
- Stipend for completion of degree and increase in column placement on salary schedule
- Flex Week
- Classified Professional's Day
- SEIU/CSEA/UPM MOU for certificated work
- Professional Learning Funds
- ProLearning – online learning opportunities
- Academic Research Grants/Sabbaticals/District Directed Calls
- Culturally Responsive Pedagogies and Practices Cohort
- AB 1705 Grant Projects
- Training Opportunities

Workload/Worklife Balance

- Flexible work arrangement
- Online teaching options
- Employee Assistance Program
- Employee Leave Options
- Wellness Program: CALM, Classpass, Fitness Discounts
- Pre-Flex – Financial Health, Physical Health, Mental Health
- Class and Comp Study – Workload review
- Free COM Credit/Non-Credit Classes
- Performing Arts Events!
- Commuter Benefits

Breakout Discussion

- ▶ In reviewing the survey's key takeaways, what additional opportunities for improvement can be identified alongside the ongoing initiatives within the district?

Thank you!