



2019 Campus Climate Survey Summary

Background

The Office of Institutional Effectiveness administered the 2019 Campus Climate Survey to all employees with a valid email address from 5/4-6/23/21, yielding a 19.3% response rate. The 2019 Campus Climate survey contained fewer questions than previous years to accommodate questions about professional development. Yet, the survey addressed the same topics as the last iteration to gauge the climate at PCC.

Results

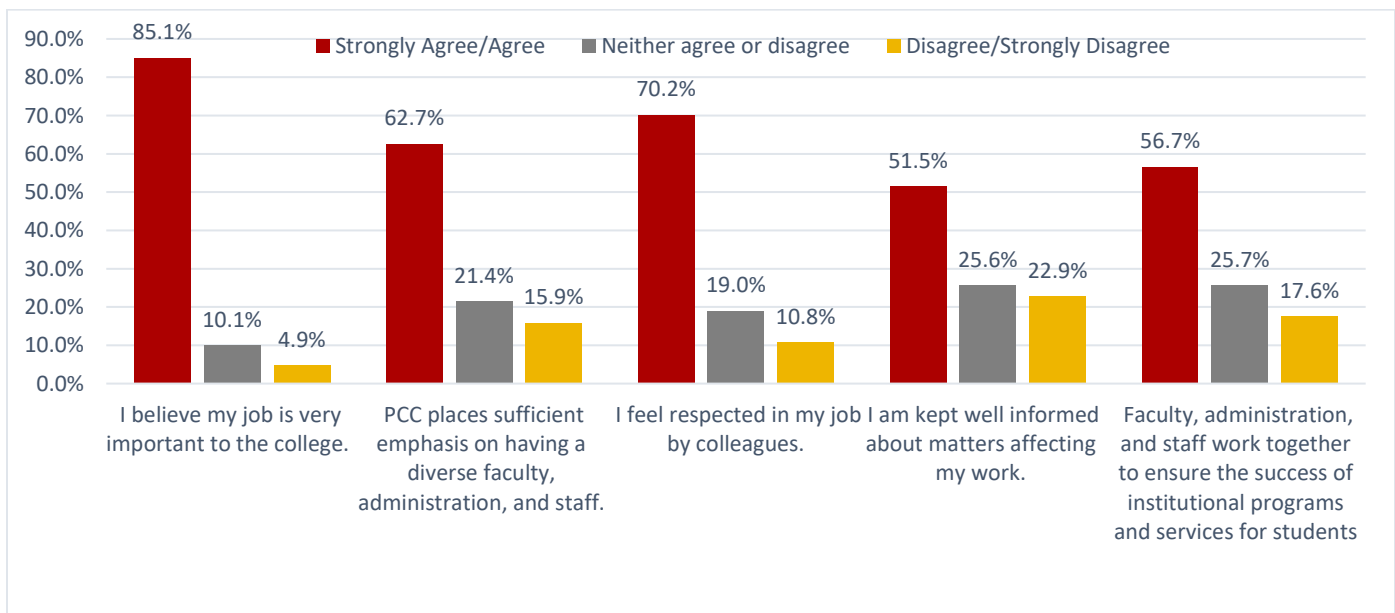
Employees indicated their level of agreement (from strongly agree to strongly disagree) with statements covering topics such as job satisfaction, employee relations, senior leadership, internal processes and shared governance.

Most employees believe their job is important to the college and feel respected by colleagues. Yet, a low percentage indicated that senior leadership provides clear direction for the college. A small number of employees responded positively to the shared governance process. Employees have low awareness and knowledge about internal processes.

Job Satisfaction

Following a similar pattern to prior results, most seem to be satisfied with their job. The majority (85.1%) believe their job is important to the college. Moreover, most (70.2%) feel respected in their job by colleagues. The majority (62.7%) felt that PCC places sufficient emphasis on having a diverse faculty, administration and staff. A tad more than half (51.5%) agreed that they are kept well informed about matters affecting their work.

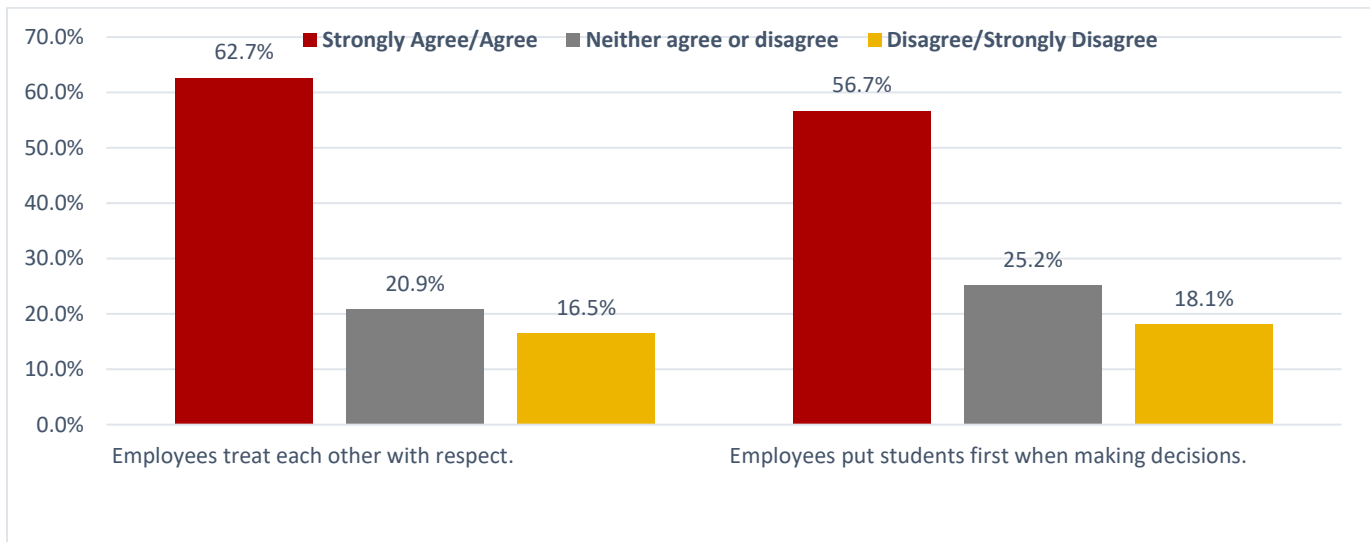
Chart 1: Job Satisfaction



Employee Relations

The majority of employees (62.7%) treat each other with respect. Most indicated (56.7%) that they put students first when making decisions.

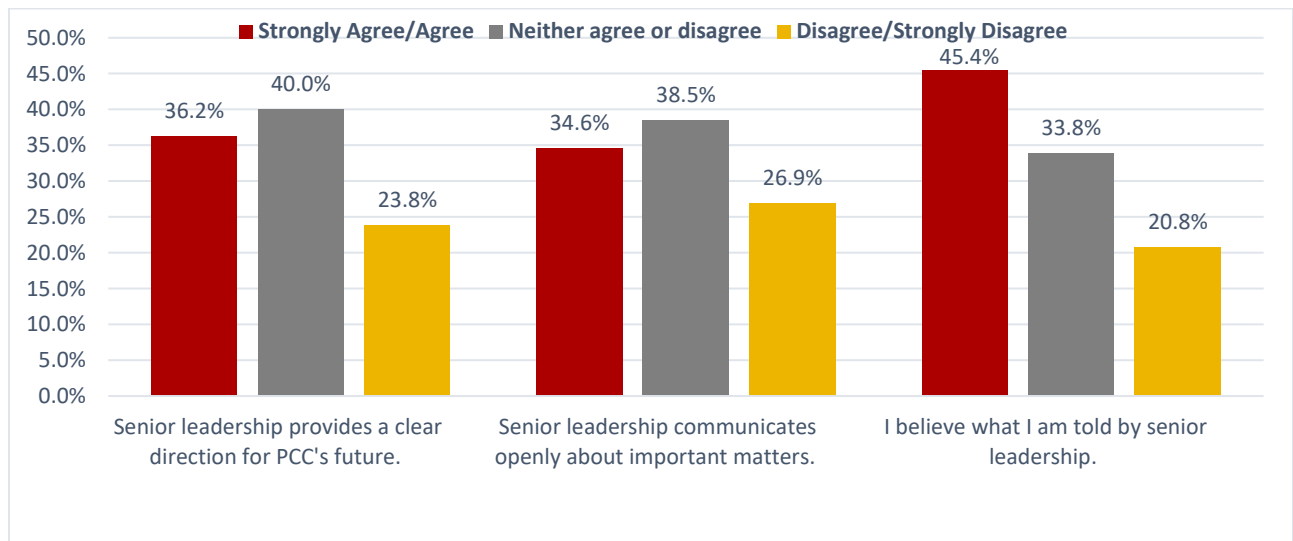
Chart 2: Employee Relations



Senior Leadership

In regards to senior leadership, 36.2% agreed that they provide a clear direction for PCC's future. Less than half (45.4%) agreed that they believe what they are told by senior leadership. 34.6% believed that senior leadership communicated openly about important matters.

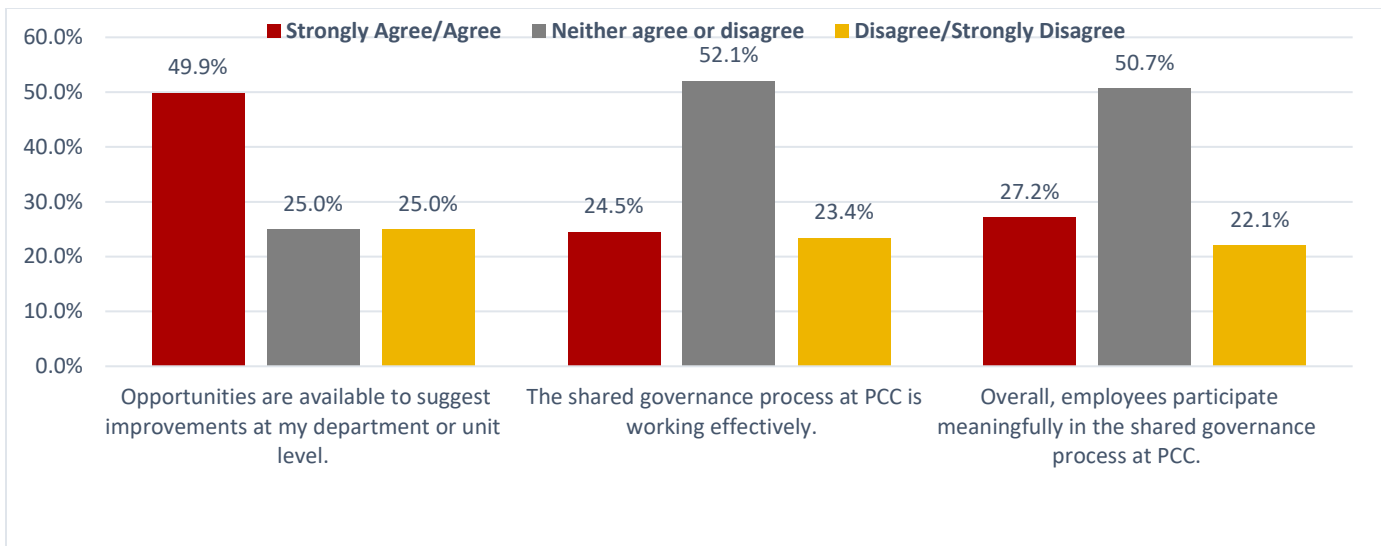
Chart 3: Senior Leadership



Shared Governance

In terms of shared governance, only one-fourth (24.5%) agreed that the shared governance process at PCC is working effectively. Nearly one-third (27.2%) agreed that the shared governance process at PCC is working effectively. Nearly half (49.9%) indicated that there were opportunities available to suggest improvements at their department or unit level.

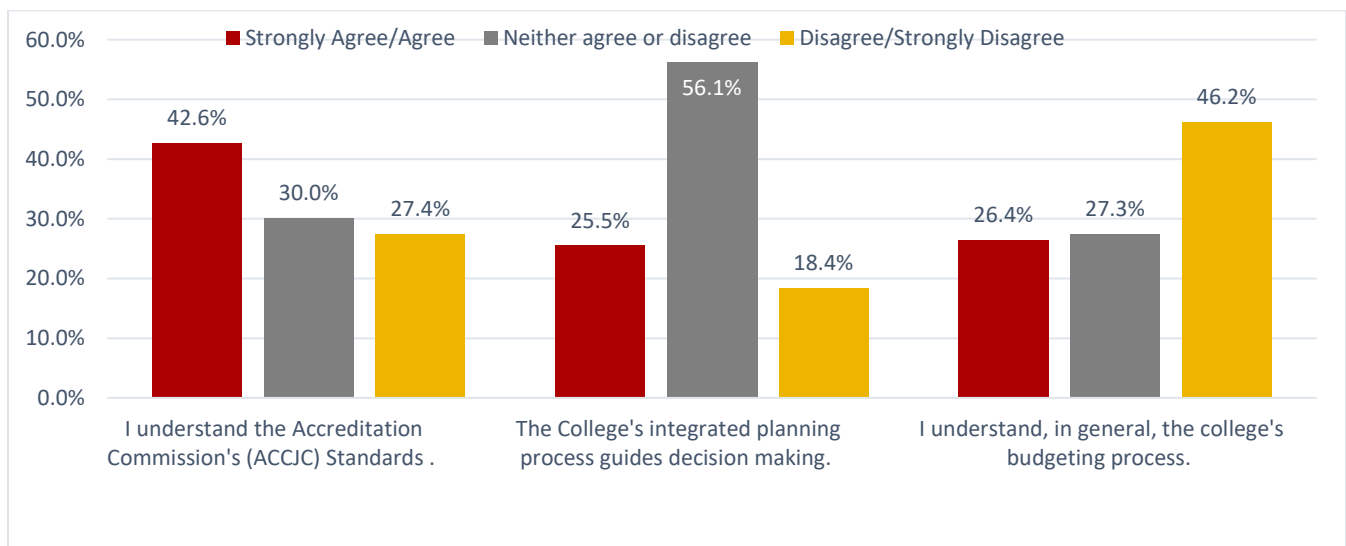
Chart 4: Shared Governance



Internal Processes

Most employees do not understand the college’s budgeting process as 46.2% disagreed with the statement: “I understand, in general, the college’s budgeting process.” Most indicated (42.6%) indicated that they understand the Accreditation Commission’s (ACCJC) Standards. A small portion (25.5%) agreed that the college’s integrated planning process guides decision making.

Chart 5: Internal Processes



Comments/Suggestion for Improving PCC

Employees were given an opportunity to provide suggestions for improving working conditions at PCC. Some reoccurring themes suggested by employees include: 1) open communication 2) improve shared governance, 3) transparency and 4) value and treat employees better. Specific comments are detailed in the appendix.