



**ACC Climate
Survey**

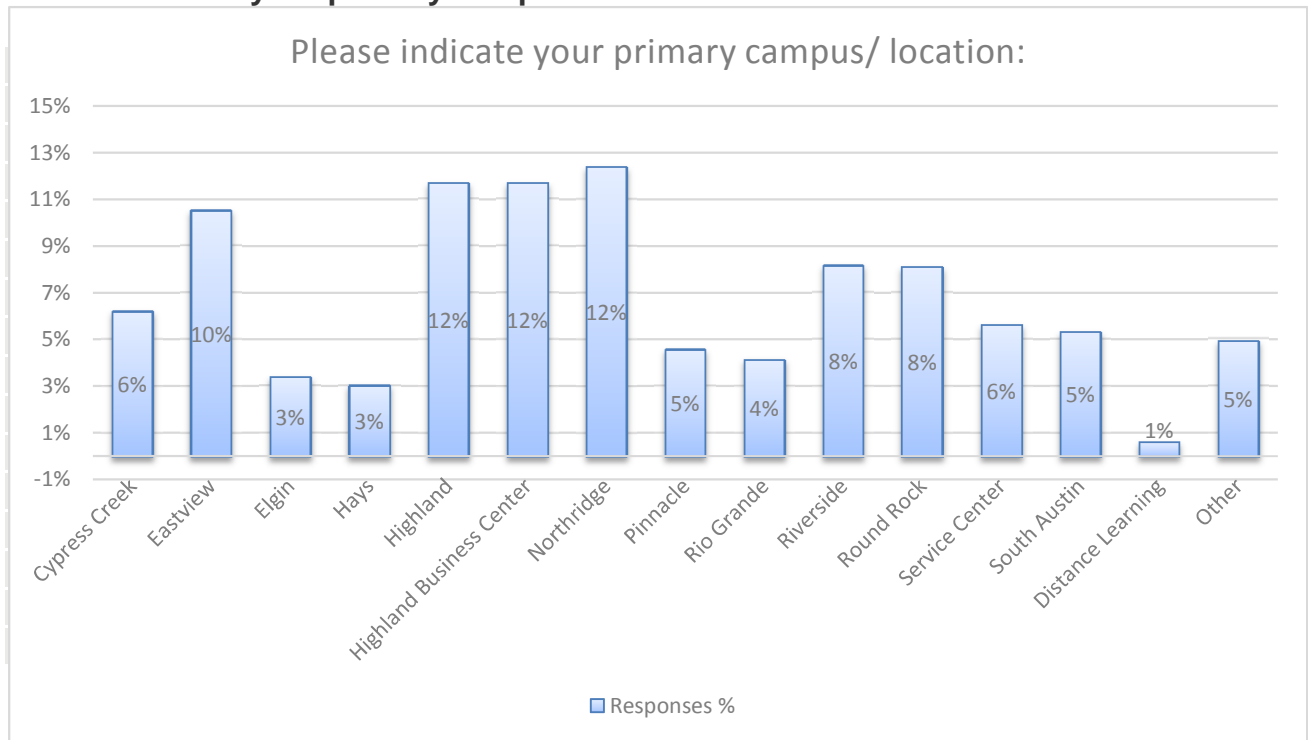
Fall 2017

10/31/2017



ACC Employee Climate Survey Fall 2017

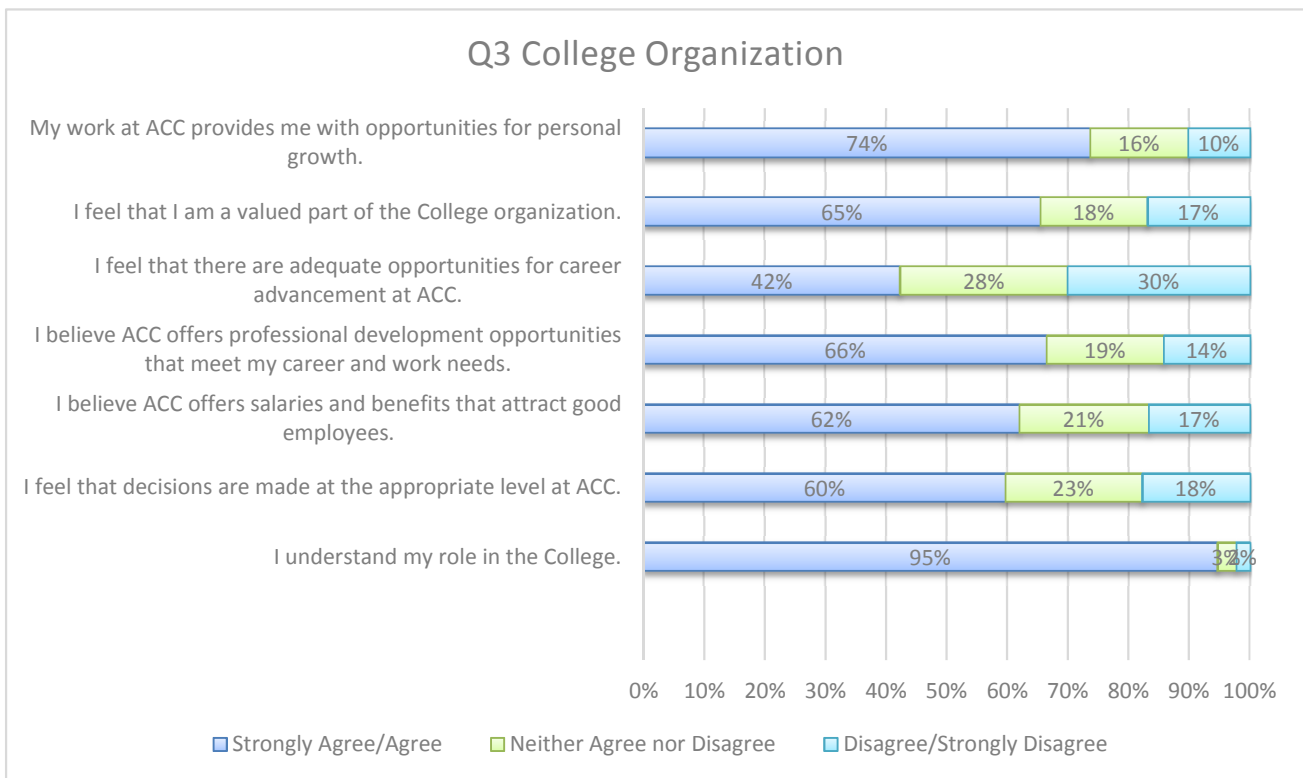
Please indicate your primary campus/ location:



- Highland, Highland Business Center, Northridge had highest response rates.
- These locations/ campuses are several of the largest in the district, HBC hosting a majority of the staff positions.

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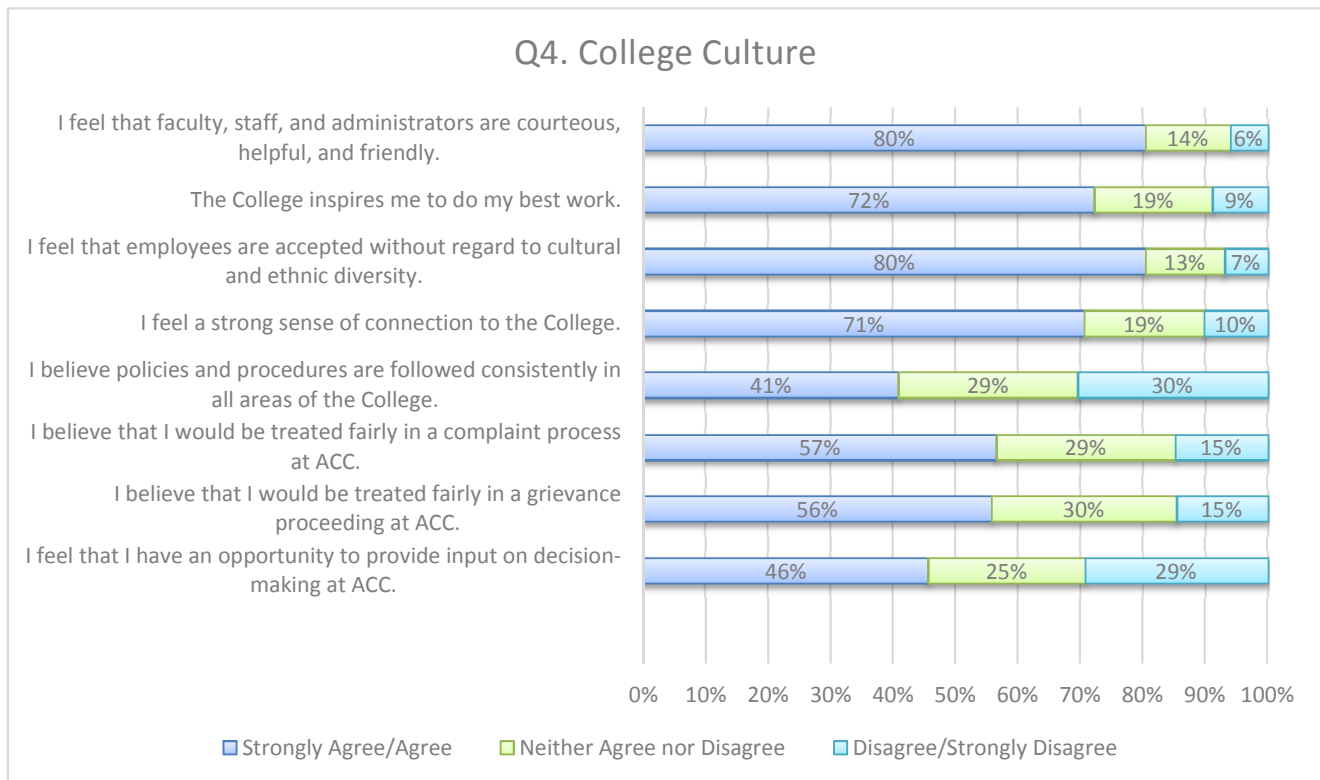
College Organization



- 95% of respondents, reported to understand their role in the College.
- 60% of respondents, reported that "Decisions are made at the appropriate level"
- Almost 75% of respondents, reported that "ACC provides opportunities for personal growth"
- Less than half (42%) felt that there was room for career growth and opportunity.

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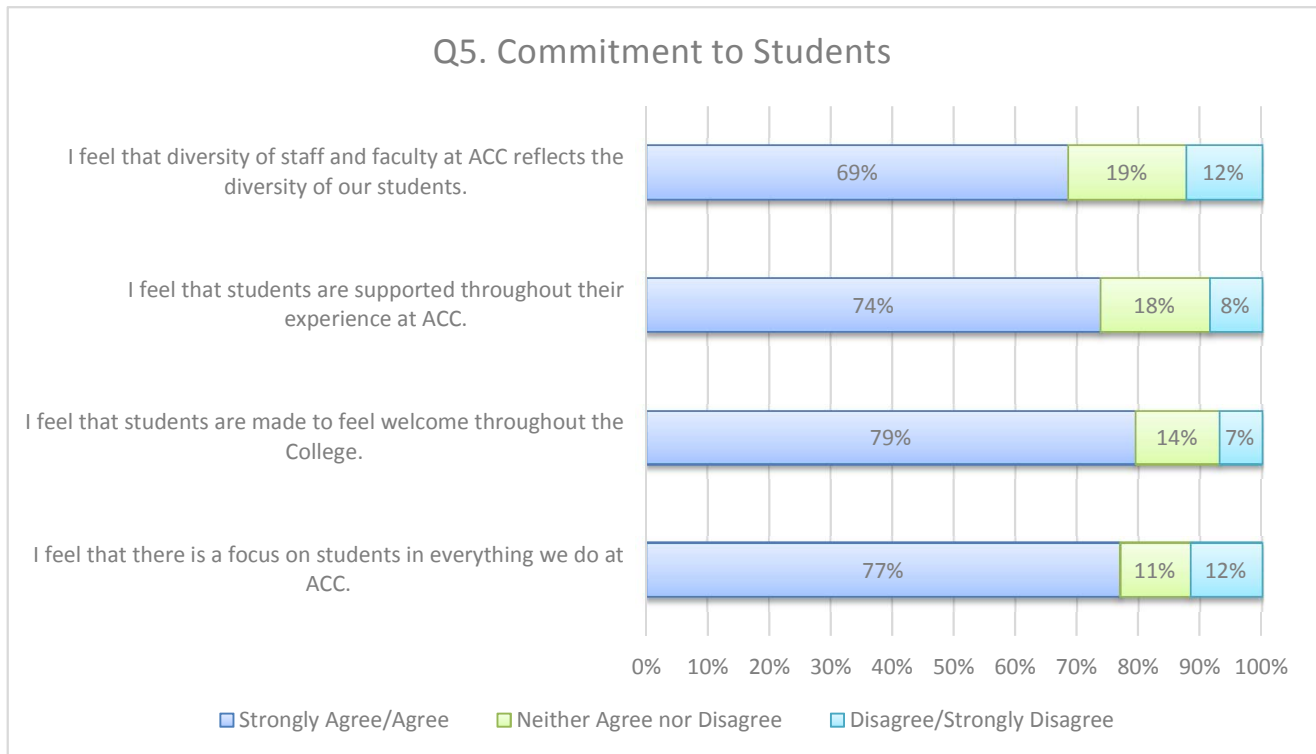
College Culture



- Almost 60% of respondents felt that they would be treated fairly in a grievance or complaint process.
- 71% of respondents reported they felt a "Strong connection to the College"
- 80% of the respondents reported they felt they would be "accepted without regard to cultural or ethnic diversity"
- 80% of the respondents reported they felt the "faculty, staff, and administrators are courteous,

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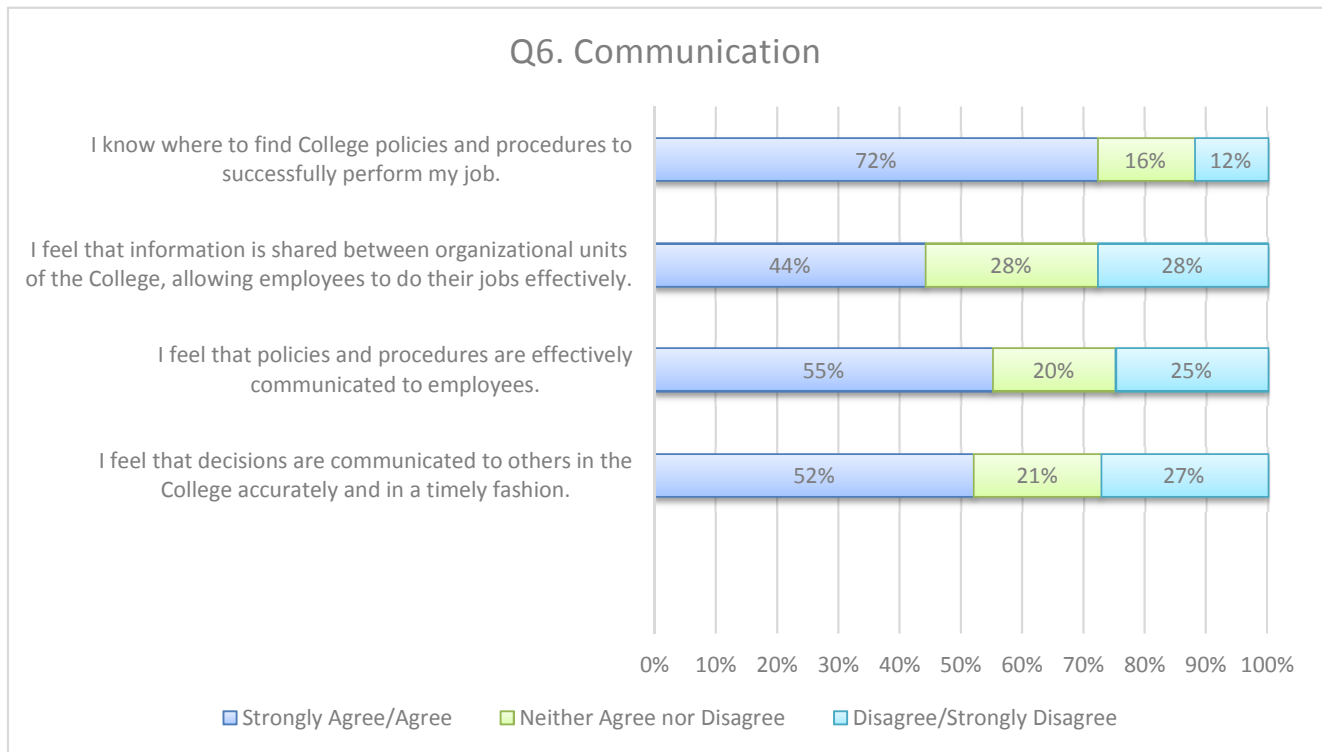
Commitment to Students



- 77% of the respondents reported they felt that ACC is student centered focused.
- 79% of the respondents reported they "felt students are made to feel welcome"
- 74% of the respondents reported they "felt students are supported throughout their time at ACC".
- 69% of the respondents reported they "felt the diversity of the staff body reflects that of the student body".

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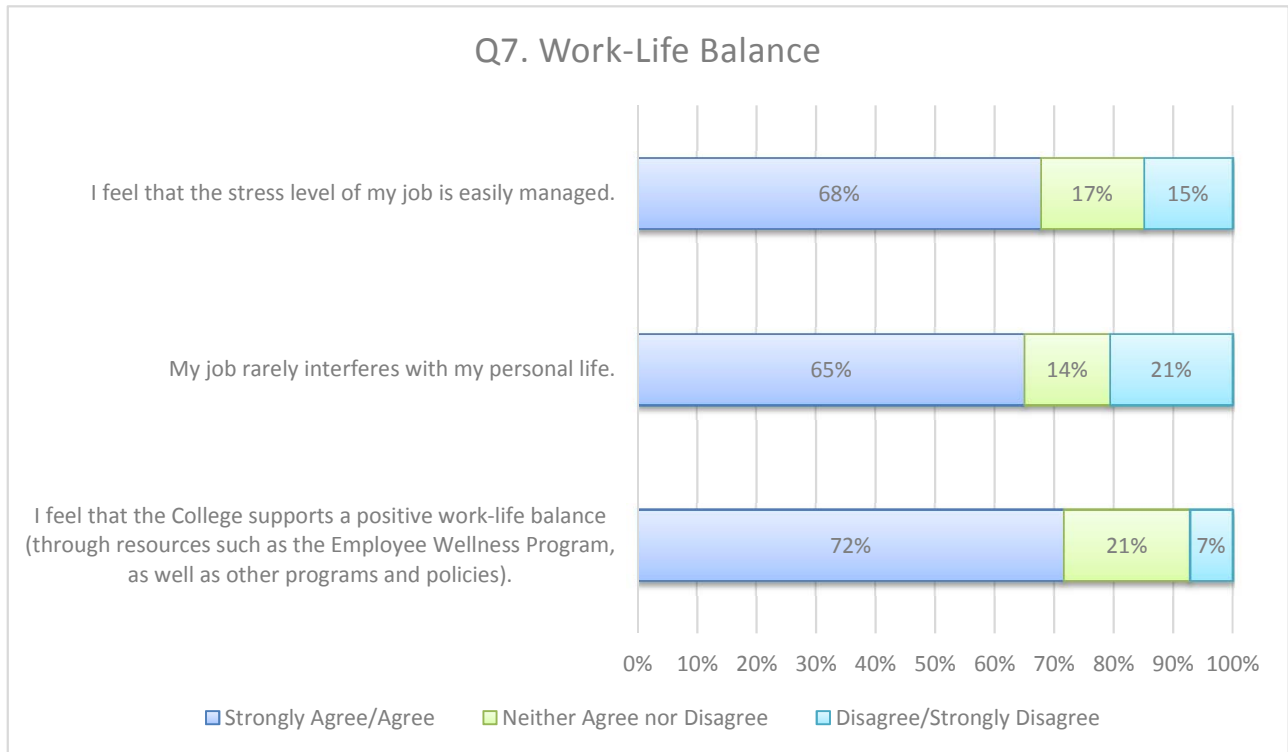
Communication



- Just over half (52%) of the respondents reported that decisions are communicated to others accurately and timely.
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- 55% of the respondents reported they felt that policies and procedures are effectively communicated.
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- Only 44% of the respondents reported they felt information was shared between divisions and

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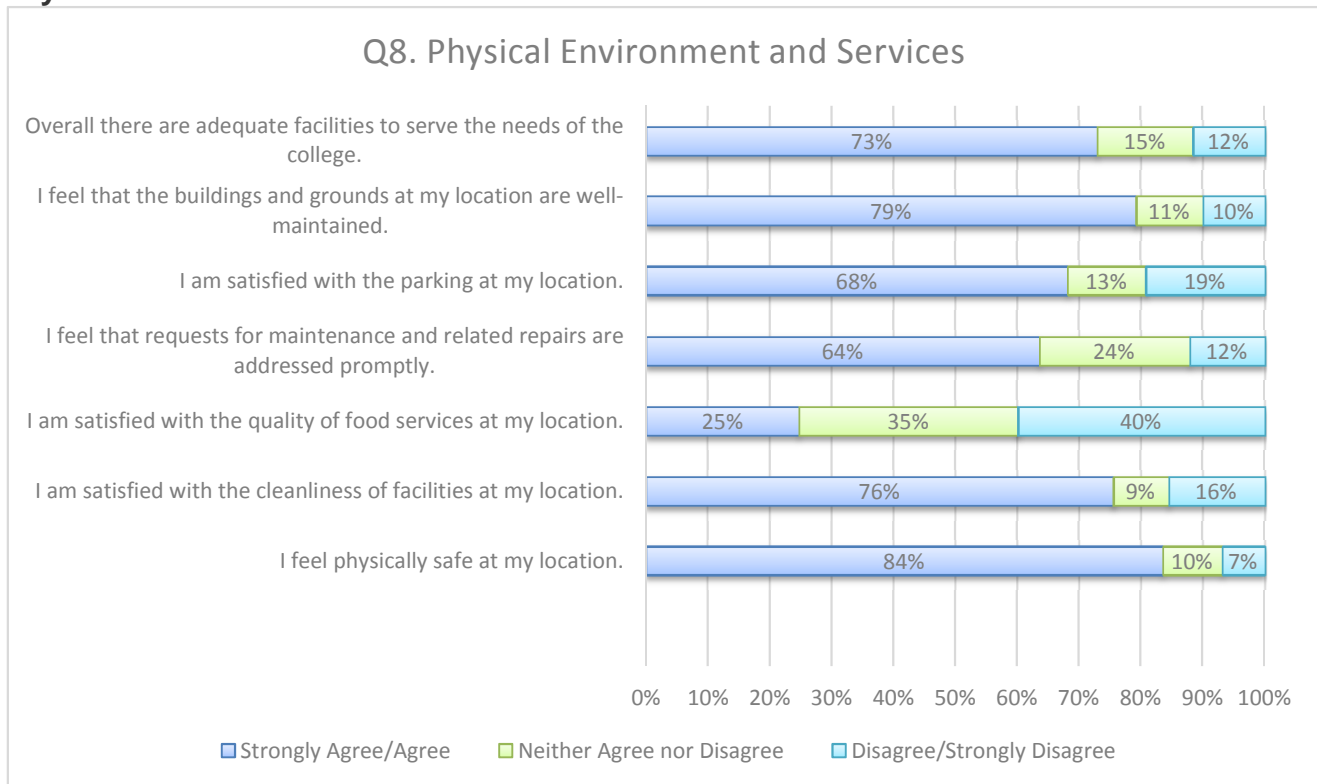
Work-Life Balance



- 72% of the respondents reported the College supports a positive "work-life" balance.
- 65% of the respondents reported that work rarely interferes with their personal life.
- 68% of the respondents reported that they have a manageable stress level at work.

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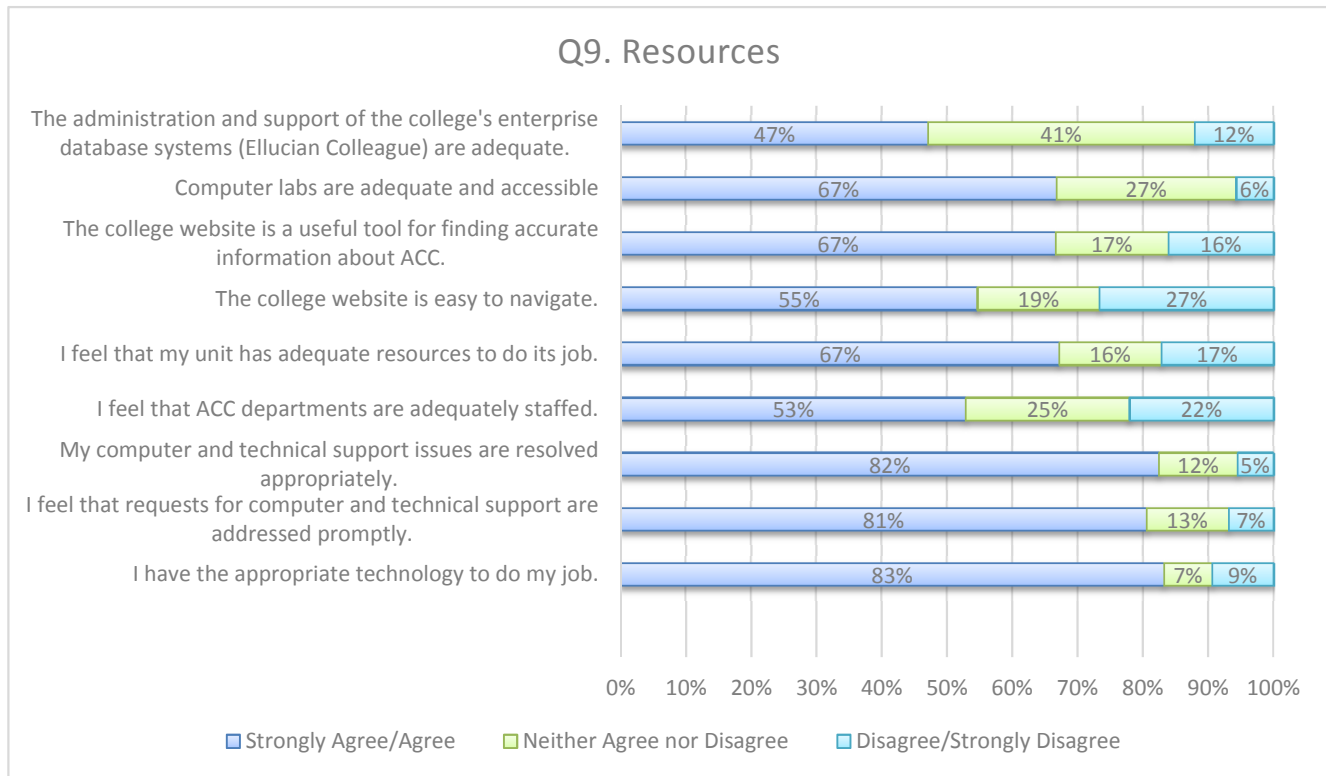
Physical Environment and Services



- 84% of the respondents reported they felt "safe" at location.
- Over 75% of the respondents reported they were satisfied with the cleanliness of facilities.
- 79% of the respondents reported they felt the grounds were well-maintained.
- 73% of the respondents reported they felt there were adequate facilities to serve the needs of the college.

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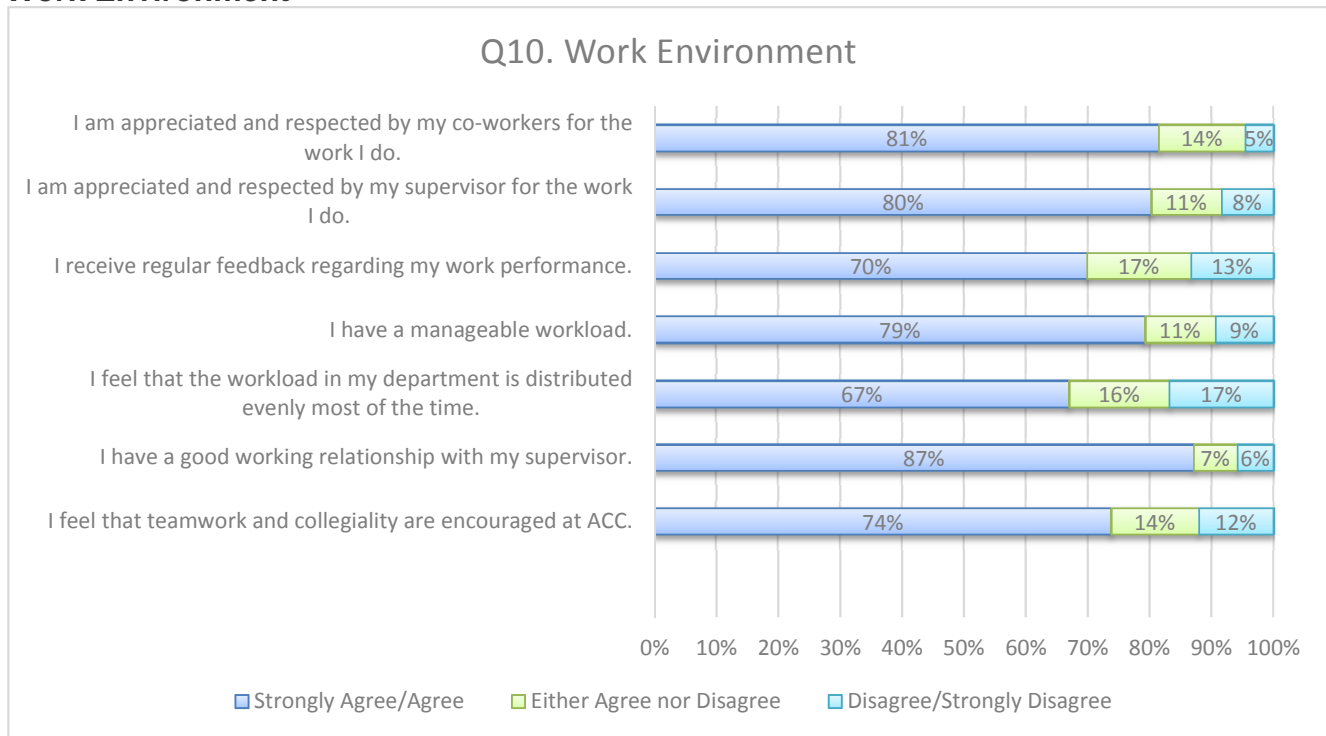
Resources



- 83% of the respondents reported they had appropriate technology to do the job.
- 82% of the respondents reported they felt their computer and technology issues were resolved appropriately.
- Just over half (52%) of the respondents reported they felt that their offices were staffed adequately.
- Only 55% of the respondents reported they felt that the College website was "easy to navigate".

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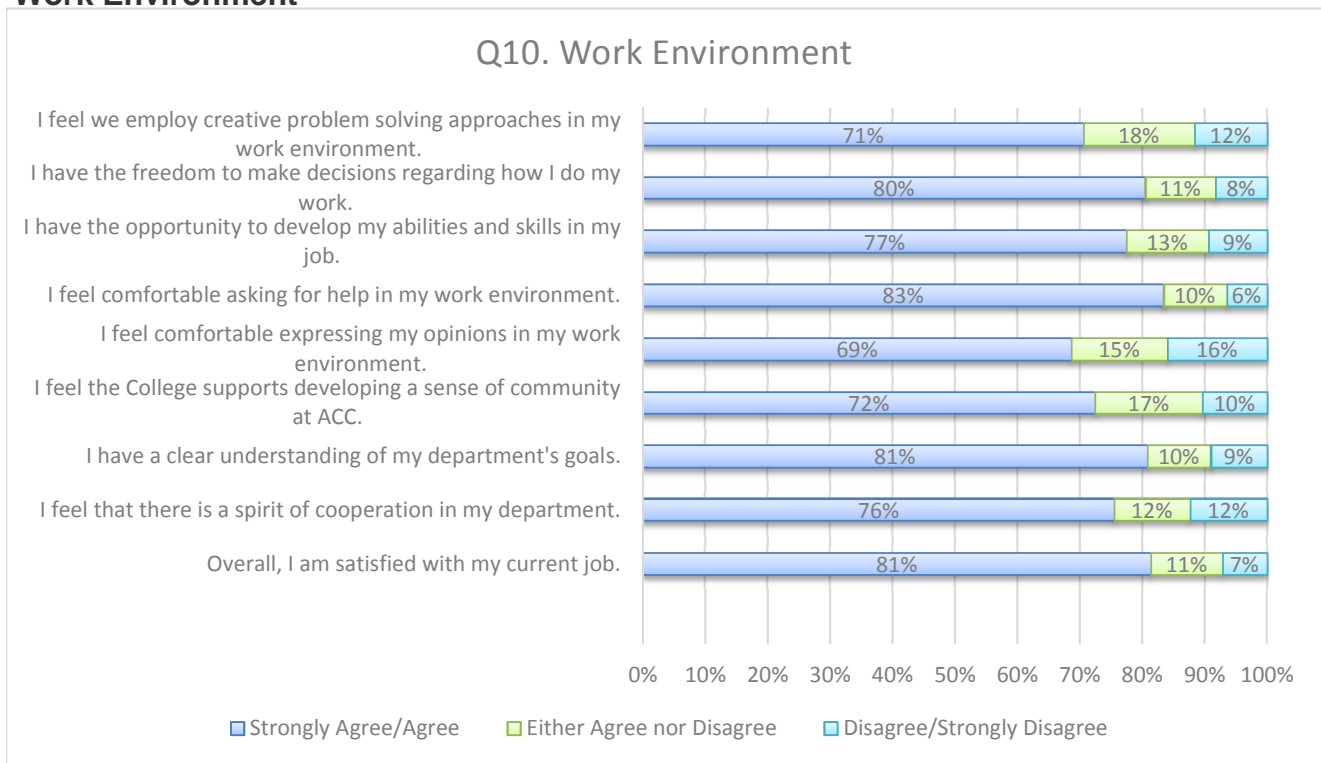
Work Environment



- Almost three quarters of respondents (74%) reported they felt "teamwork is encouraged".
- Almost ninety percent (87%) of the respondents reported they felt they had a "good working relationship" with supervisor".
- 79% of the respondents reported they felt they had a "manageable workload".
- 80% of the respondents reported they felt they were "appreciated and respected by supervisor".

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Work Environment



- 81% of the respondents reported they were satisfied with their jobs.
- 72% of the respondents reported they felt the College "supports developing a sense of community".
- 77% of the respondents reported they felt they were able to develop abilities and skills in the job.
- 71% of the respondents reported that they felt they were able to employ creative problem

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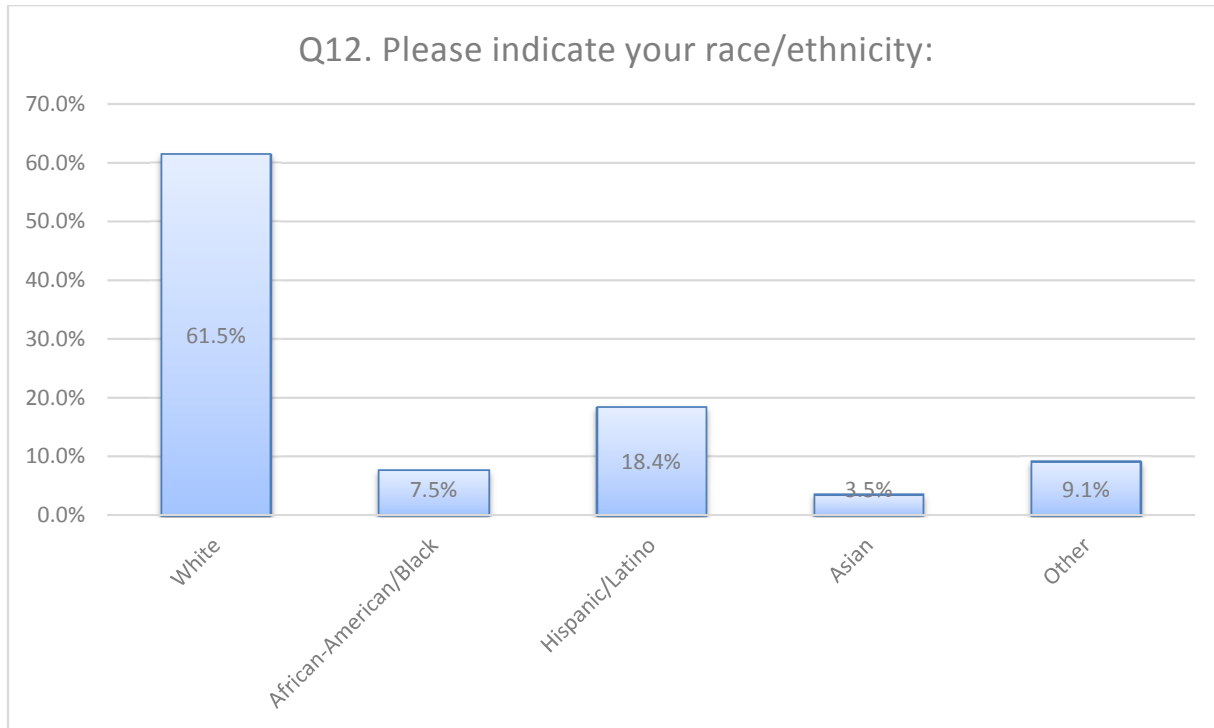
What is the most important issue affecting ACC

Answered 1319

Skipped 378

Open ended response, qualitative analysis reported under separate cover.

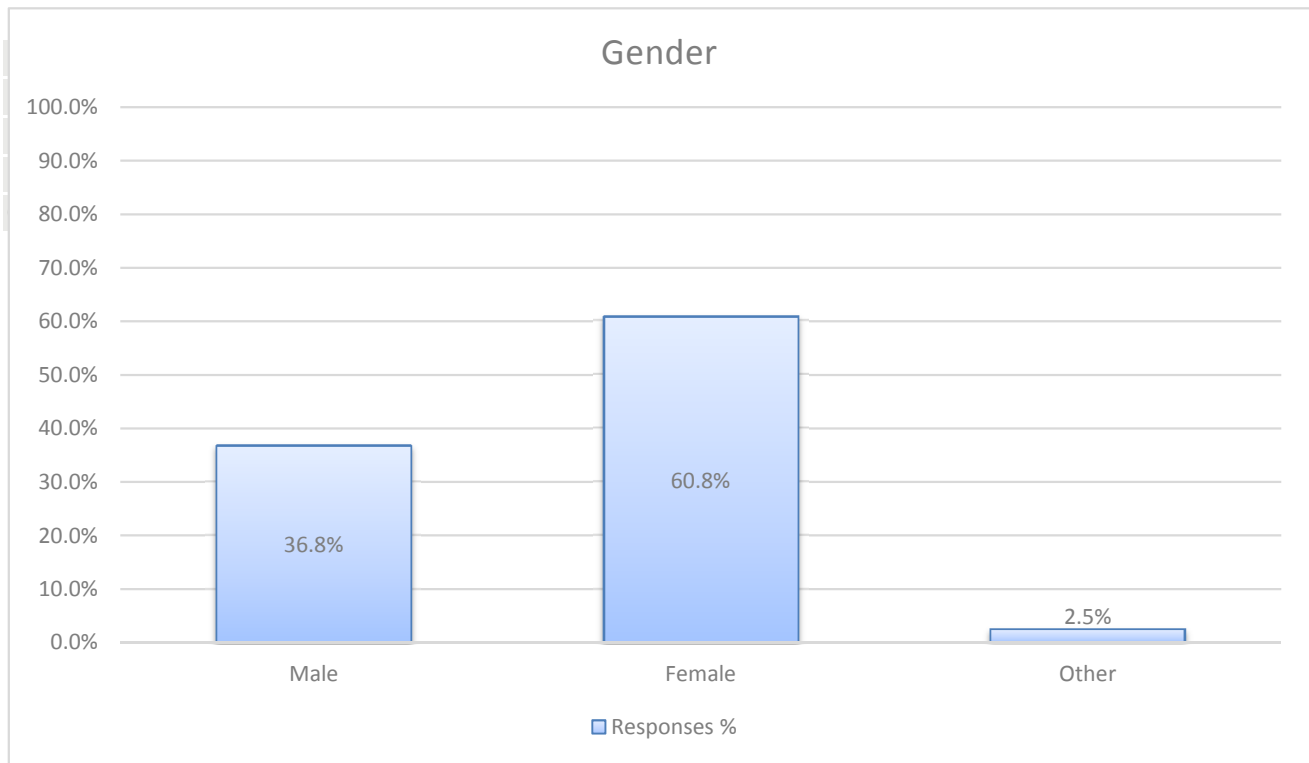
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- 61.5% of the respondents were White, F16 percentages of staff ranged from 50%-62%.
- 18.4% of the respondents were Hispanic, F16 percentages of staff ranged from 20%-24%.
- 7.5% of the respondents were African American, F16 percentages of staff ranged from 10%-15%.
- 3.5% of the respondents were Asian, F16 percentages of staff ranged from 2%-5%.

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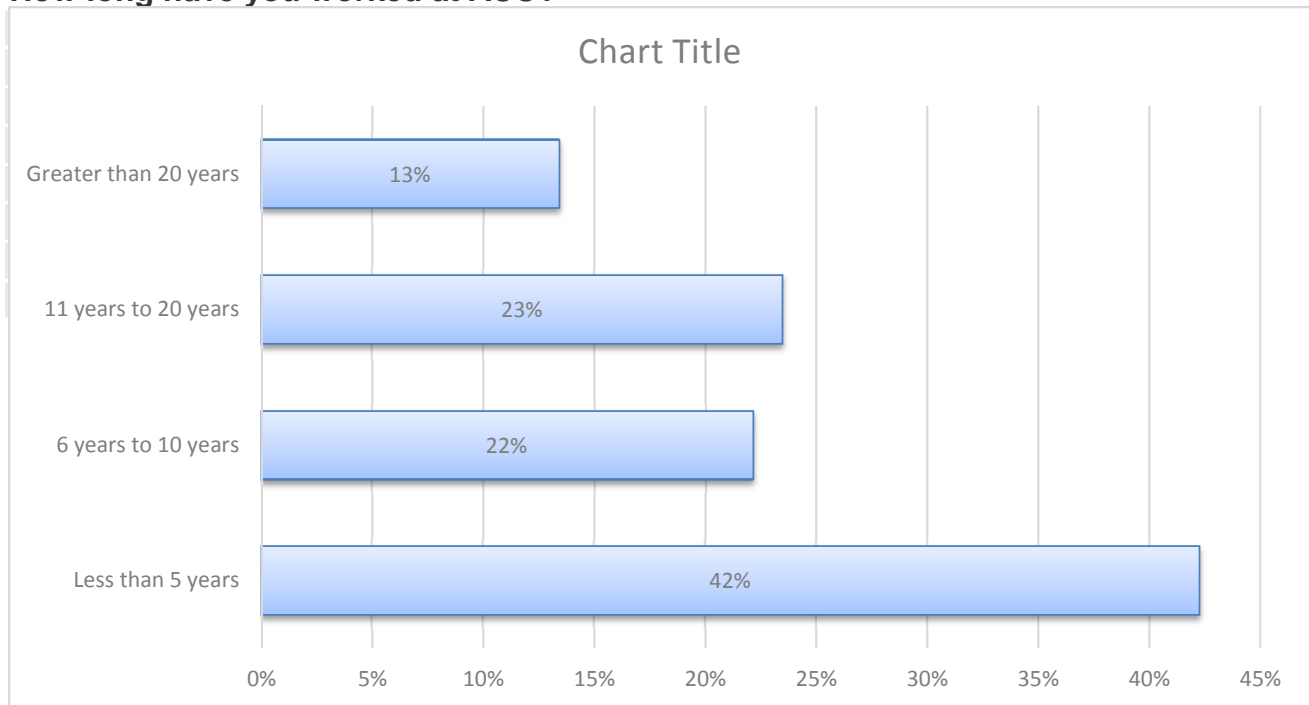
Please indicate your gender:



- Almost 61% of the respondents reported they were female
- 36.6% of the respondents reported they were male, with 2.5% reported as "other"
- There appears to be a higher percentage of female respondents, as compared to the general staff ratio for F16, which is closer to a 50/50 ratio.

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How long have you worked at ACC?



- Over forty percent (42%) of the respondents reported they have tenure of less than 5 years at the College.
- Just over twenty percent (22%) of the respondents reported they have tenure between 6 and 10 years at the College.
- Almost one quarter (23%) of the respondents reported they have tenure between 11 and 20