

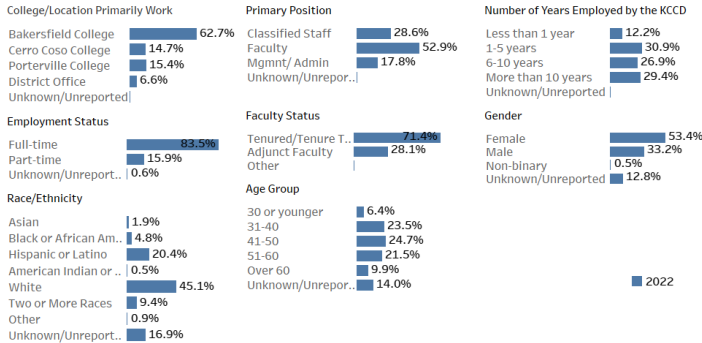
## Introduction

The Kern Community College District (KCCD) Climate Survey is part of an ongoing effort to assess employee relations, engagement, and job satisfaction, as well as broad issues of diversity and inclusion, and support the strategic planning process. Fall 2022 is a unique point in time to assess climate. Fall 2022 was the first term where students returned to campus full time after the past year and a half being mostly remote learning. The responses to this survey can provide a snapshot of how well KCCD and its colleges handled the transition in this historical event. Below is a summary of major findings from the 2022 climate survey with comparisons to 2019 results when available.

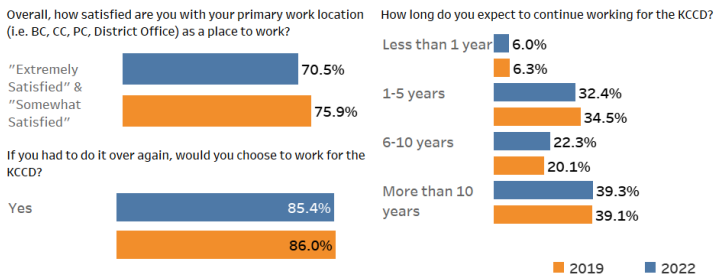
In October of 2022, the Institutional Research and Reporting Office distributed the survey over email to 1,833 employees, both full-time and part-time employees. A total of 632 employees responded to the survey, reflecting a 34.5% response rate.

Location/College	Number of Respondents	Number of Employees Surveyed	Response Rate
Bakersfield College	396	1,156	34.3%
Cerro Coso Community College	93	272	34.2%
Porterville College	97	284	34.2%
District Office	41	121	33.9%
Unknown/Unreported	4	-	-
<b>Total</b>	<b>632</b>	<b>1,833</b>	<b>34.5%</b>

### Employee Demographics



## Overall Satisfaction

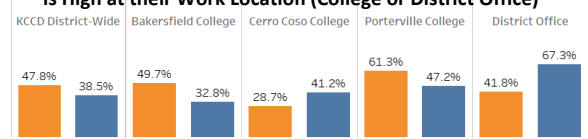


- 70.5% of respondents are "extremely satisfied" or "somewhat satisfied" with their primary work location as a place to work, reflecting a 5.4% decline in satisfaction from 2019
- 61.6% expect to continue working for the KCCD for six or more years

- 85.4% would choose to work for the KCCD again if they had to do it over again

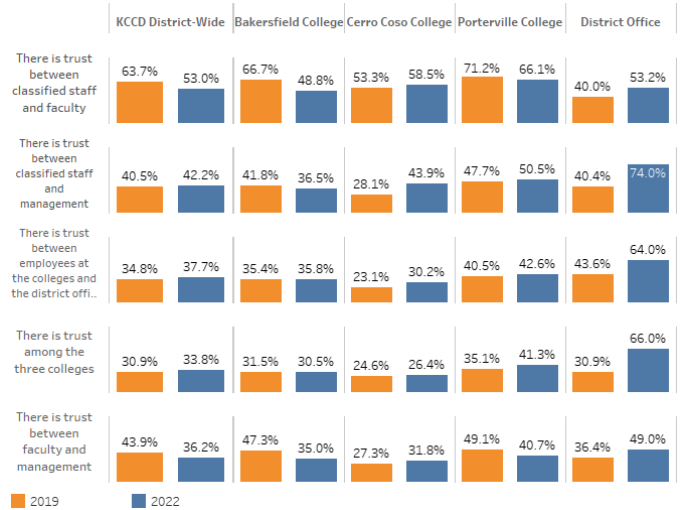
## Morale and Trust in the Workplace

Percent of Respondents who "Strongly Agree" and "Somewhat Agree" Morale is High at their Work Location (College or District Office)



- Employee morale declined district-wide, as well as at Bakersfield and Porterville College
- Morale increased at Cerro Coso College and the District Office
- 38.5% of respondents district-wide agree employee morale is high at their work location, a 9.3% decline from 2019

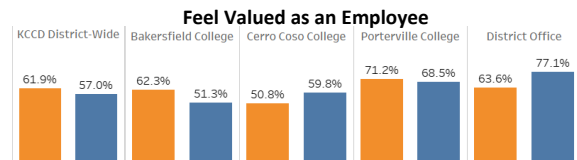
Percent of Respondents who "Strongly Agree" and "Somewhat Agree" There is Trust Between the following groups:



- Respondents district-wide agree trust is higher within their department and that more trust exists between classified staff and faculty than classified staff and management or faculty and management
- Trust between classified staff and faculty district-wide declined 10.7% from 2019
- Trust between classified staff and faculty decreased at Bakersfield and Porterville College and improved at Cerro Coso College and the District Office
- Respondents district-wide feel the least amount of trust exists among the three colleges

## A Sense of Value

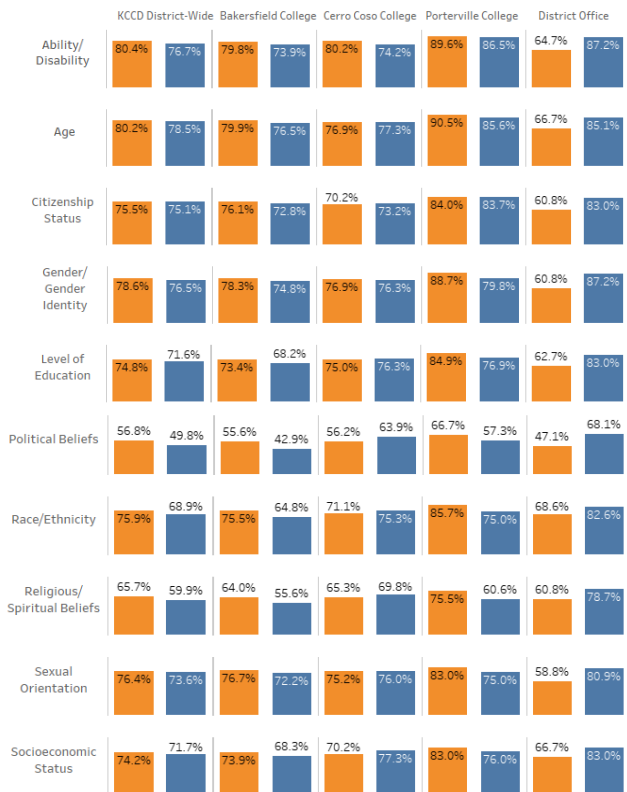
Percent of Respondents who "Strongly Agree" and "Somewhat Agree" they Feel Valued as an Employee



- 57% of respondents district-wide said they feel valued as an employee, a 4.9% decline from 2019
- Respondents at Bakersfield College felt the least valued
- Respondents at the District Office felt the most valued

## General Climate

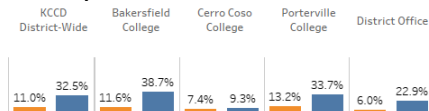
Percent of Respondents who “Strongly Agree” and “Somewhat Agree” the General Climate at their Primary Work Location is Welcoming and Supportive of Similarities and Differences in:



- Over 70% of respondents district-wide agree the general climate at their primary work location (college or district office) is welcoming and supportive of similarities and differences in ability and/or disability status, age, citizenship, gender, level of education, sexual orientation, and socioeconomic status
- The percentage of employees district-wide that feel others are welcoming and supportive of those whose political beliefs, religious beliefs, and/or race/ethnicity differ from their own has declined

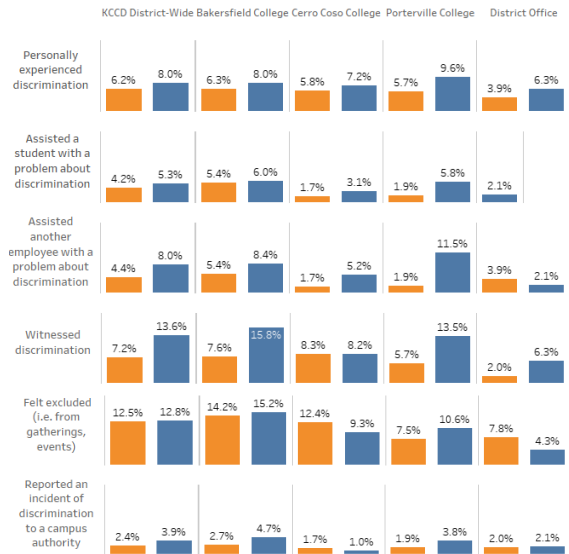
## Experiencing, Dealing with and Confronting Discrimination

Percent of Respondents who “Strongly Agree” and “Somewhat Agree” their Primary Work Location has a lot of Racial Tension



- 32.5% of employees district-wide agree there is a lot of racial tension at their primary work location, reflecting an 11.5% increase from 2019
- Racial tensions increased the most at Bakersfield College

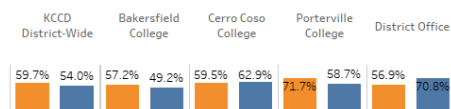
Percent of Respondents who “Very Often” and “Often” Experienced each of the following:



- 8% reported personally experiencing discrimination at their college/primary work location on a frequent basis (“Very Often” or “Often”)
- 5.3% reported frequently assisting a student with a problem about discrimination
- 8% reported frequently assisting another employee with a problem about discrimination
- 13.6% reported frequently witnessing discrimination in and around the workplace, reflecting an increase of 6.4% from 2019
- More than 12% of respondents district-wide reported frequently feeling excluded at their primary work location (college or district office)
- Less than 4% of employees reported the discrimination they experienced or witnessed to a campus authority

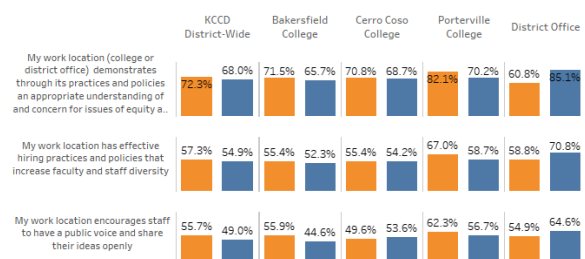
## Creating an Environment Supportive of Similarities and Differences

Percent of Respondents who “Strongly Agree” and “Somewhat Agree” their Primary Work Location (College or District Office) is Open to the Expression of Different Ideas, Opinions and Beliefs

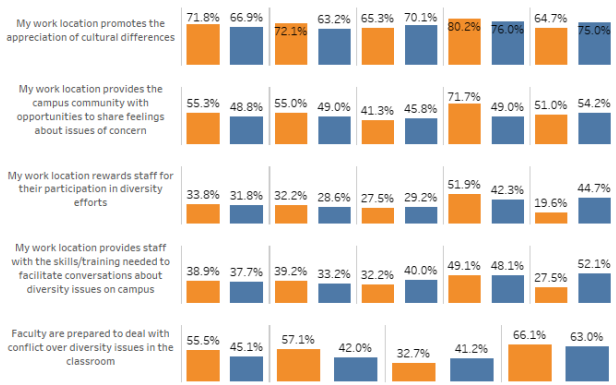


- 54% of employees district-wide agree their work environment is open to the expression of different ideas, opinions, and beliefs, reflecting a 5.7% decline from 2019

Percent of Respondents who “Strongly Agree” and “Somewhat Agree” with Diversity Efforts in each of the following areas:



- 68.0% of employees district-wide agree their work location demonstrates through its practices and policies an appropriate understanding of and concern for issues of equity
- 55.4% of employees district-wide agree their work location has effective hiring practices and policies that increase faculty and staff diversity
- 49.0% of employees district-wide agree their work location encourages staff to have a public voice and share their ideas openly



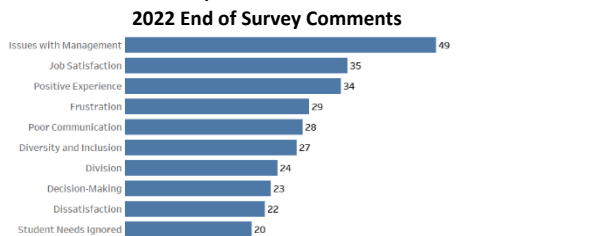
- Faculty at Bakersfield College and Cerro Coso College expressed lower levels of agreement with the diversity efforts made on their campus
- 43.2% of faculty at Bakersfield College agree their work location encourages staff to have a public voice and share their ideas openly, 45.7% agree they are given opportunities to share feelings about issues of concern, and 42% agree faculty are prepared to deal with conflict over diversity issues in the classroom
- 37.7% of employees district-wide agree their work location provides staff with the skills/training needed to facilitate conversations about diversity issues on campus
- Findings support a need for additional diversity-related training

## End of Survey Comments

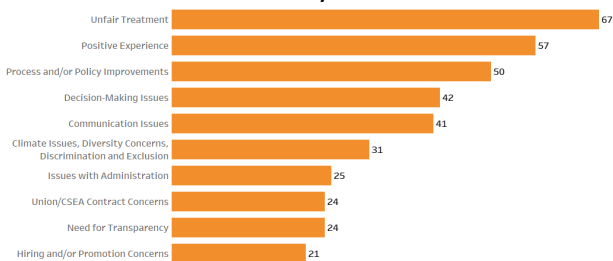
We conducted a systematic analysis of end of survey comments using theme classification. We coded and grouped comments received into common themes and ranked them.

- 59.8% of the open-ended comments received were from Bakersfield College employees, 18.4% were from Cerro Coso Community College employees, 17.6% were from Porterville College employees, and 4.1% were from District Office employees
- 60.7% of the open-ended comments received were from Faculty, 23% from Classified Staff and 16.4% from Management

### Top 10 Themes



### 2019 End of Survey Comments



- Issues with Management was the top theme that emerged from employees' comments, followed by employees who expressed satisfaction with their jobs and shared a number of positive experiences related to their employment with the KCCD

### Conclusion

Overall, KCCD employees are satisfied with their primary work location as a place to work. Several employees reported positive work experiences. They described their work environment as supportive, kind, and professional. Some felt incredibly fortunate to work for the KCCD. They acknowledged the professional development, training and career advancement opportunities afforded to them at their institution. A few also described their immediate supervisors and/or leadership team as amazing, knowledgeable, caring, and well-intentioned. They felt they listened to their concerns and made efforts to implement changes. A few employees applauded the district for the progress made over the years.

While the KCCD demonstrates through its practices and policies an appropriate understanding of and concerns for issues of equity and diversity, promotes the idea that a racially/ethnically diverse student enhances the educational experience of all students, and promotes the appreciation of cultural differences, employees felt the KCCD can do more to increase faculty and staff diversity and provide additional diversity-related training. Discrimination and racial tensions are increasing across the KCCD. Employee morale increased at Cerro Coso College and the District Office, but declined district-wide, as well as at Bakerfield and Porterville College. Several employees reported high levels of dissatisfaction with their work environment and shared negative work experiences. They described their work environment as unpleasant, hostile, tense, and/or toxic. They felt their leadership team/management was ineffective. They expressed a lot of frustration with their work environment and/or administration. Employees across the district described a need for more support, transparency, training, communication, and collaboration. They were concerned with the role of politics in the workplace, hiring and promotion practices and career advancement opportunities. A few employees reported feeling excluded, undervalued, unfairly treated and/or overworked. Some felt the KCCD needed to make more of an effort to include employees district-wide in decision-making processes and course scheduling decisions.

It is our hope that employees of the KCCD utilize the responses and comments received in the 2022 Climate Survey to support the strategic planning process, improve employee relations, increase engagement and job satisfaction, and expand diversity and inclusion efforts.