

Employee Engagement Survey 2021

Condensed Results

Compiled by Central Community College
Institutional Research

Presented to Board of Governors by Dr. Candace Walton
February 2022

2020 and 2021 Employee Engagement Surveys

2020

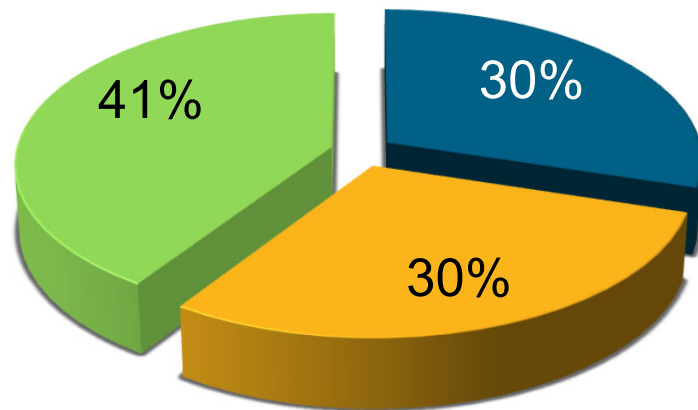
- Survey dates: December 2 to December 24, 2020
- Total employees invited: 599
 - 490 Full-Time (82.2%)
 - 106 Part-Time (17.8%)
- Total responses: 366
 - 349 Completed entire survey
- Response rate: 61.1%
(+2.2% from 2019)
 - Full-Time = $339 / 490 = 69.2\%$
 - Part-Time = $27 / 106 = 25.5\%$

2021

- Survey dates: November 22 to December 31, 2021
- Total employees invited: 585
 - 485 Full-Time (82.9%)
 - 100 Part-Time (17.1%)
- Total responses: 278
 - 268 Completed entire survey
- Response rate: 47.5%
(-13.6% from 2020)
 - Full-Time = $262 / 485 = 54.0\%$
 - Part-Time = $16 / 100 = 16.0\%$

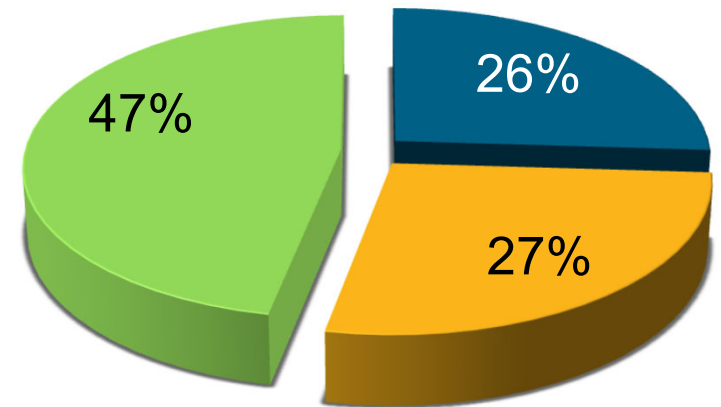
2020 and 2021 Survey Respondents

2020 Employee Category
(N=366)



■ Contract ■ Faculty ■ Hourly

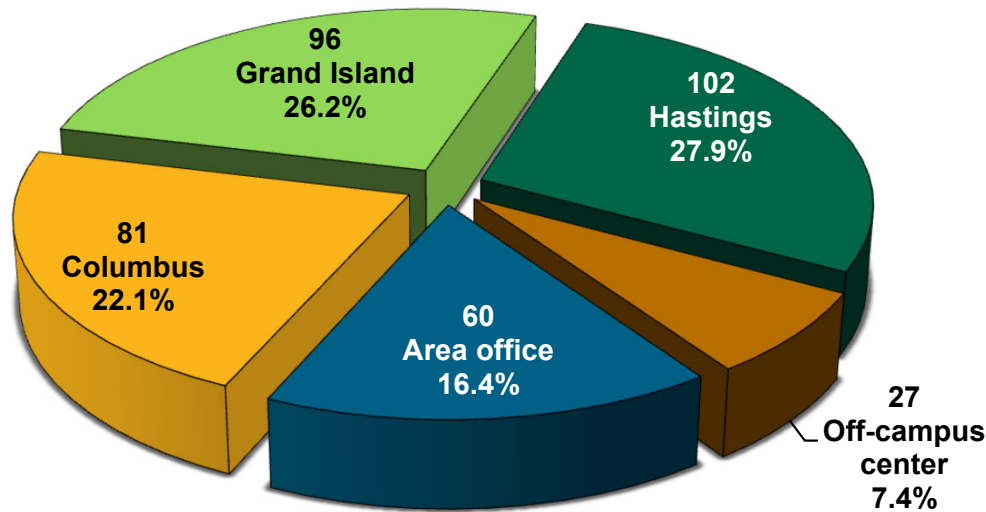
2021 Employee Category
(N=278)



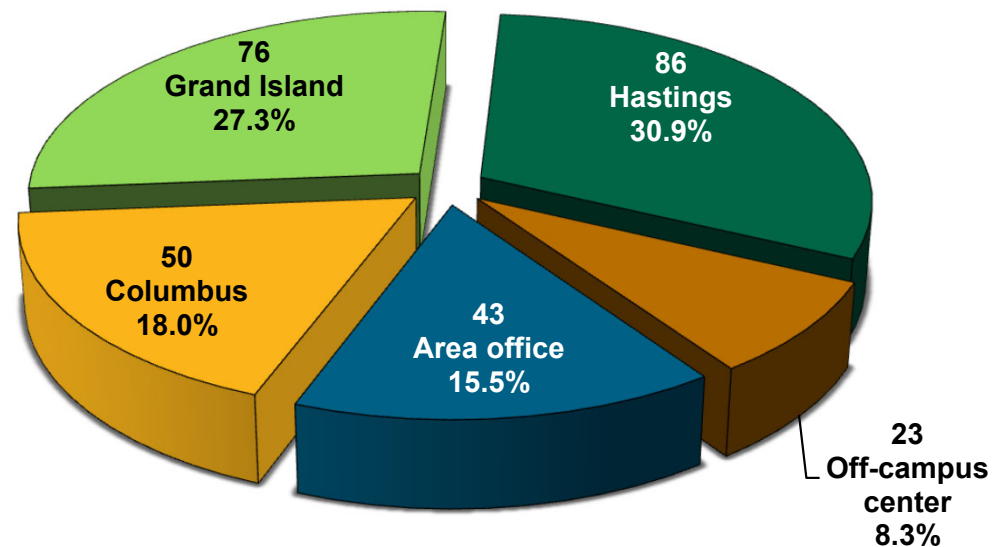
■ Contract ■ Faculty ■ Hourly

2020 and 2021 Survey Respondents

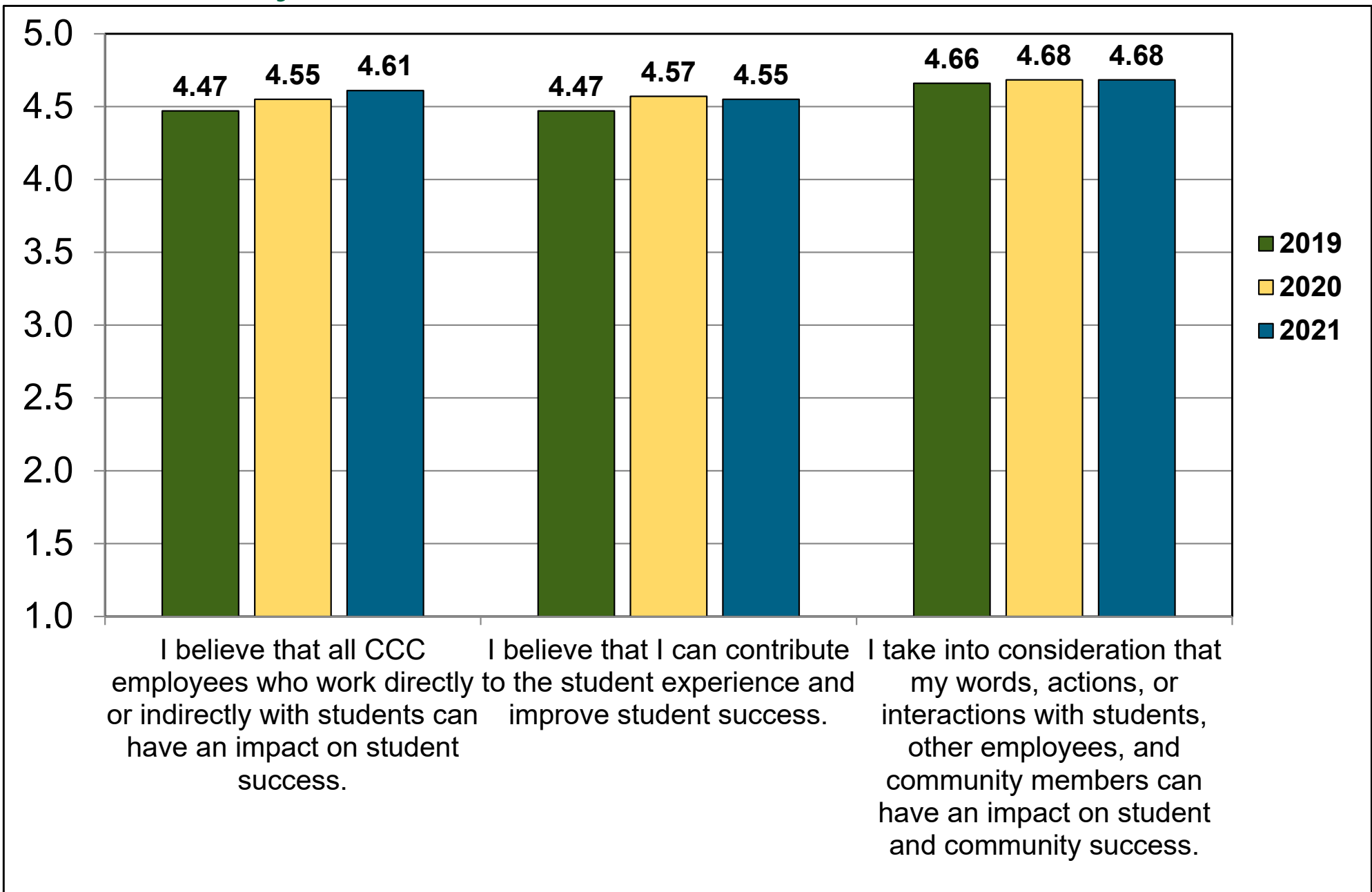
2020 Survey Respondents by Campus (N=366)



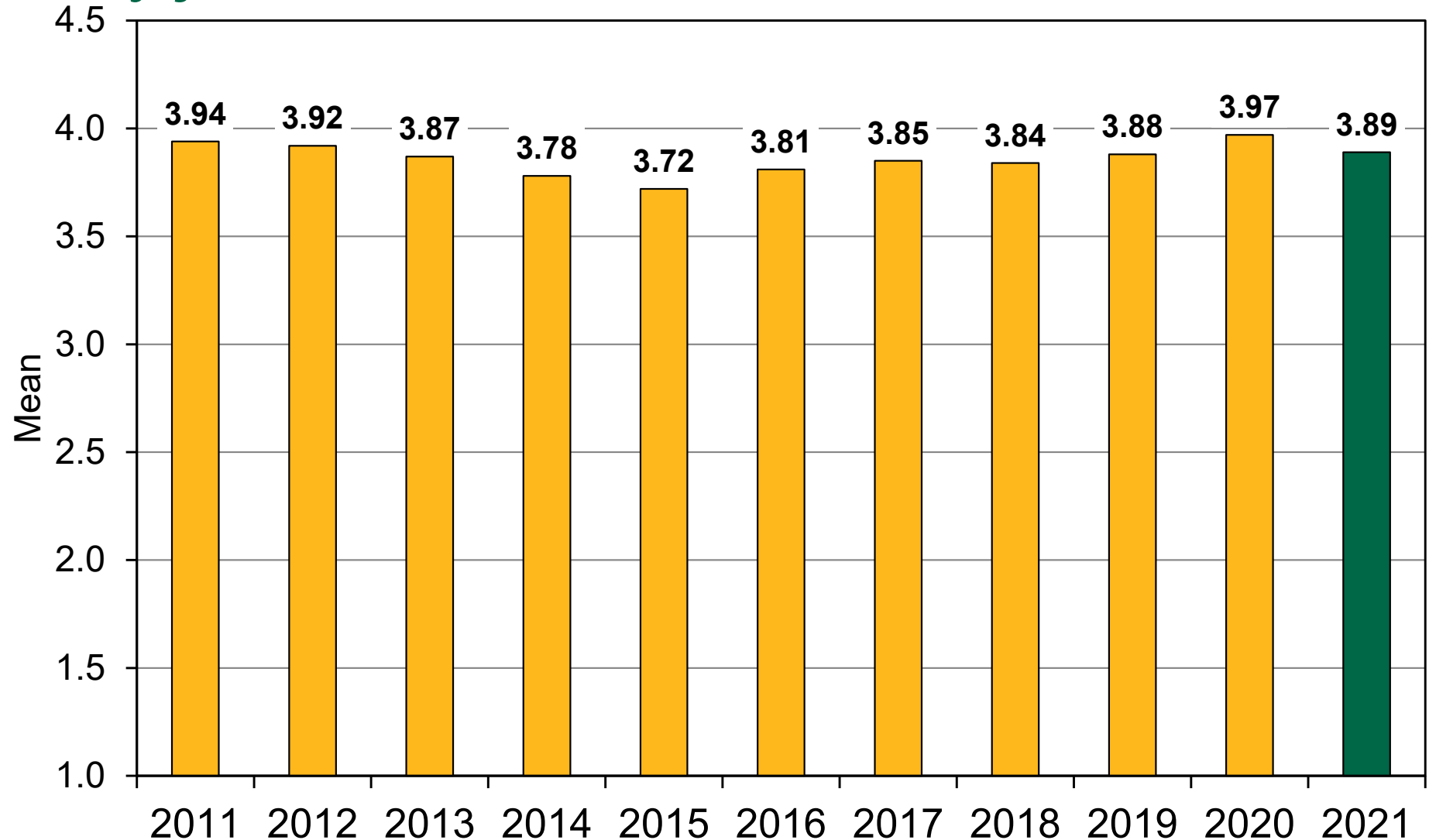
2019 Survey Respondents by Campus (N=278)



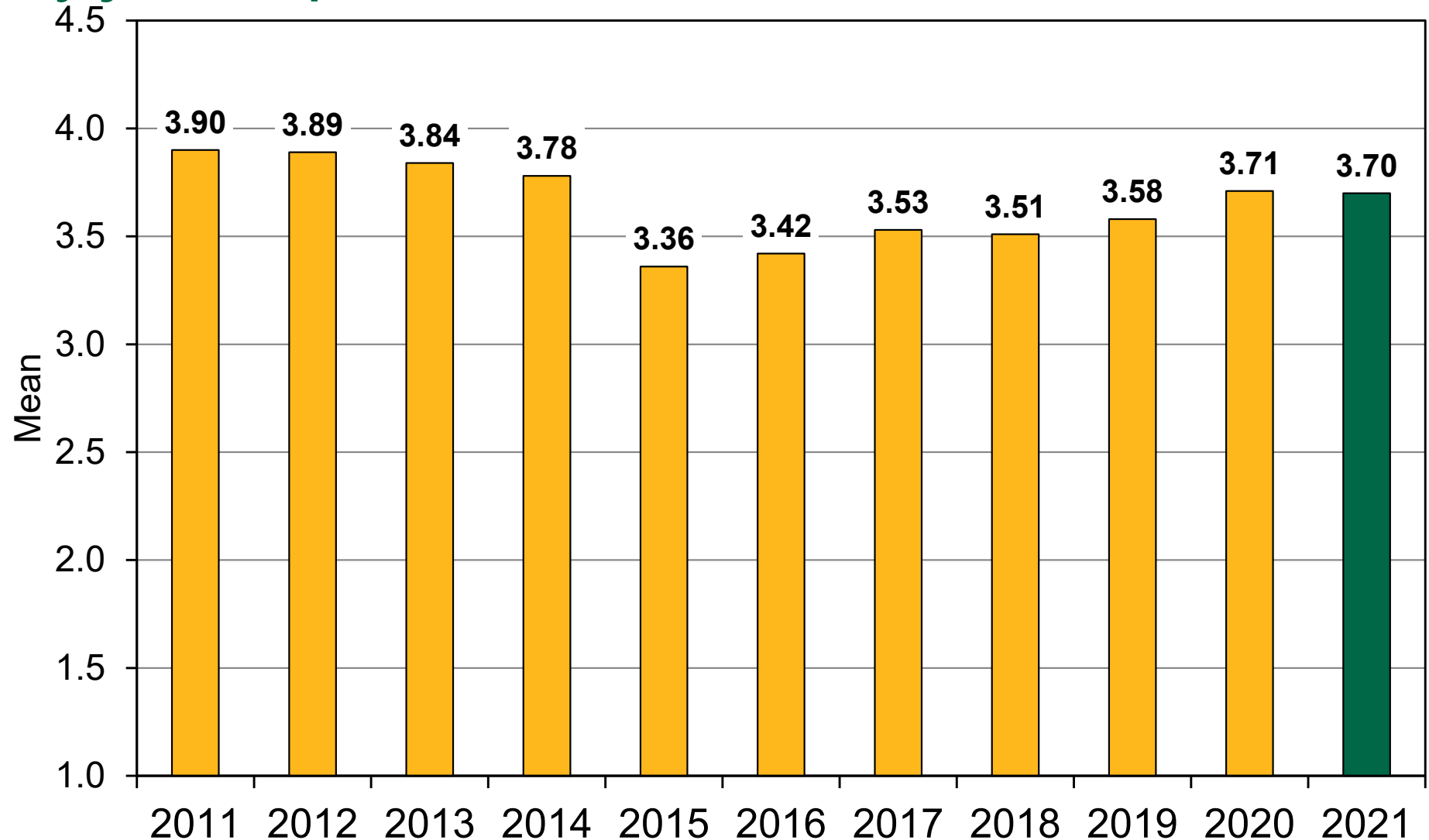
Employee engagement related to student and community success



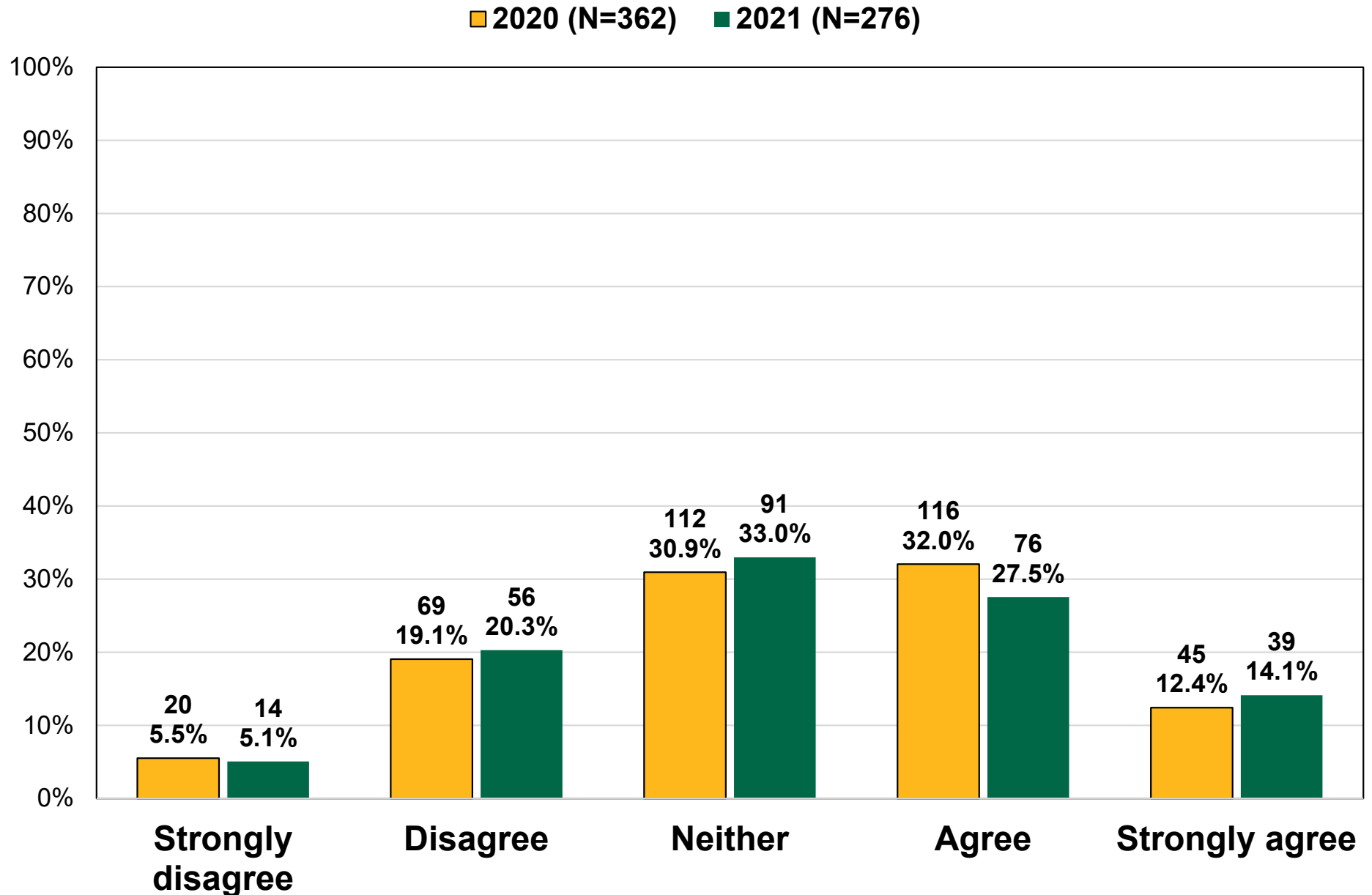
2011-2021 Comparison: “I am satisfied with the tasks, duties, and responsibilities assigned to my job.”



2011-2021 Comparison: “I have the time, technology, and resources needed to complete my job responsibilities.”



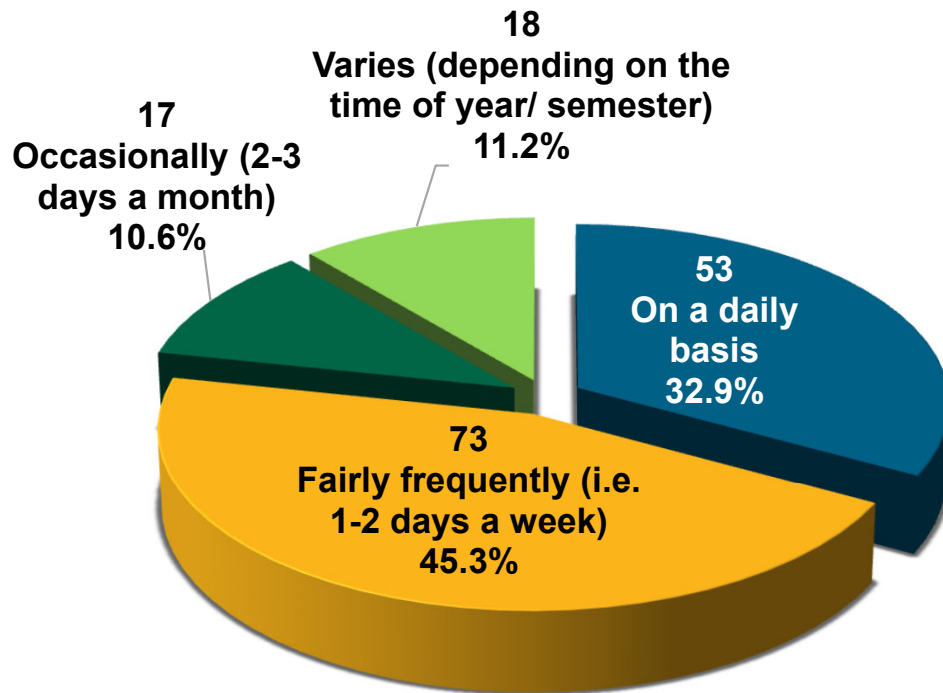
2020 & 2021 Results: “I feel stressed at work.”



Frequency of stress

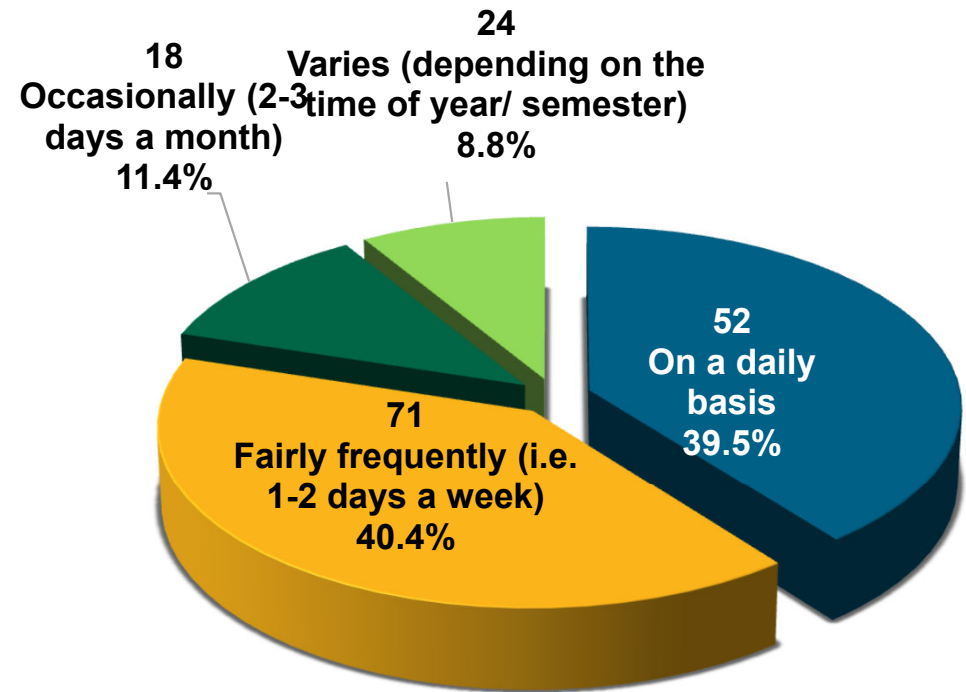
2020 (N=161)

(those responding either neither, agree or strongly agree to feeling stress)

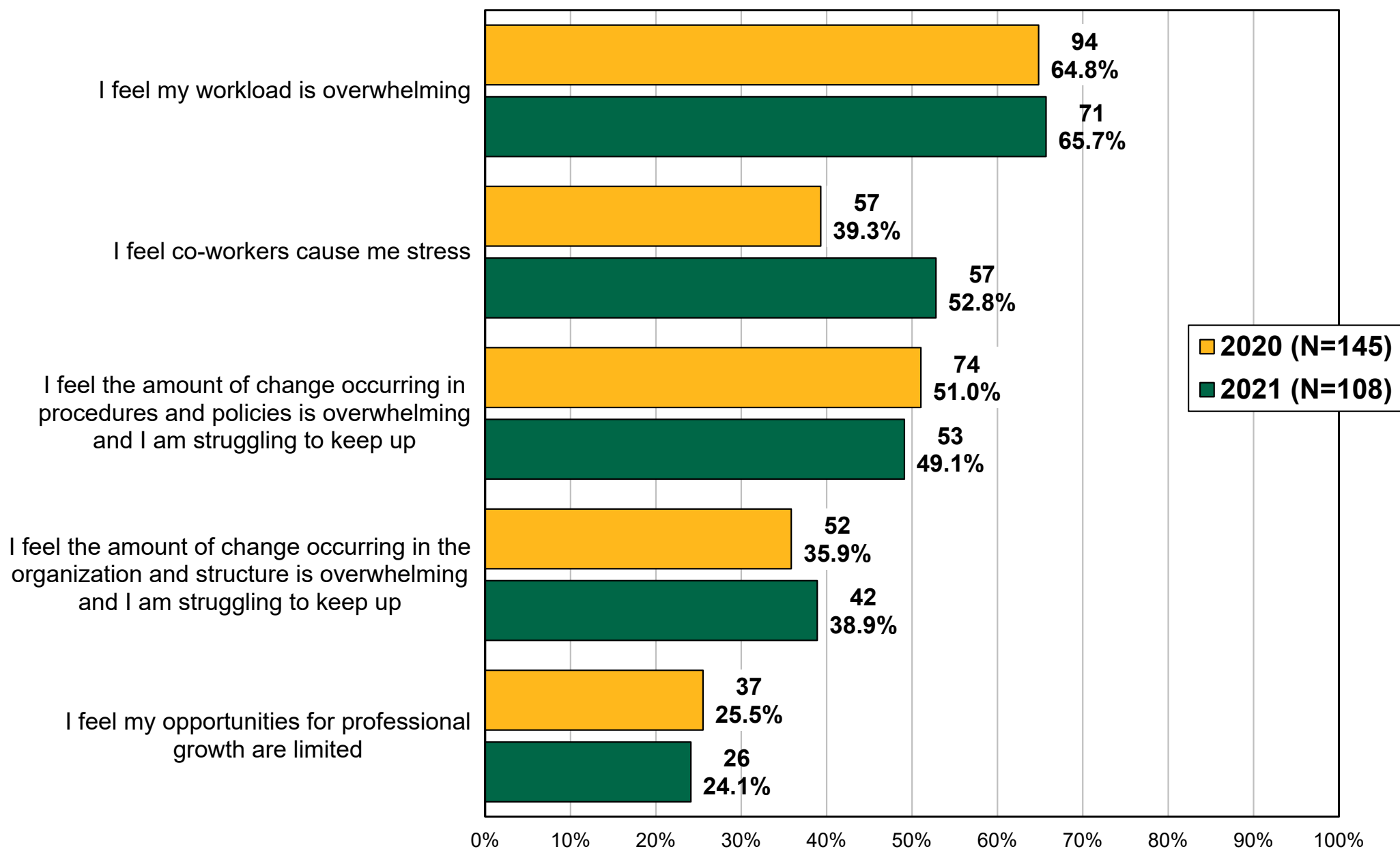


2021 (N=114)

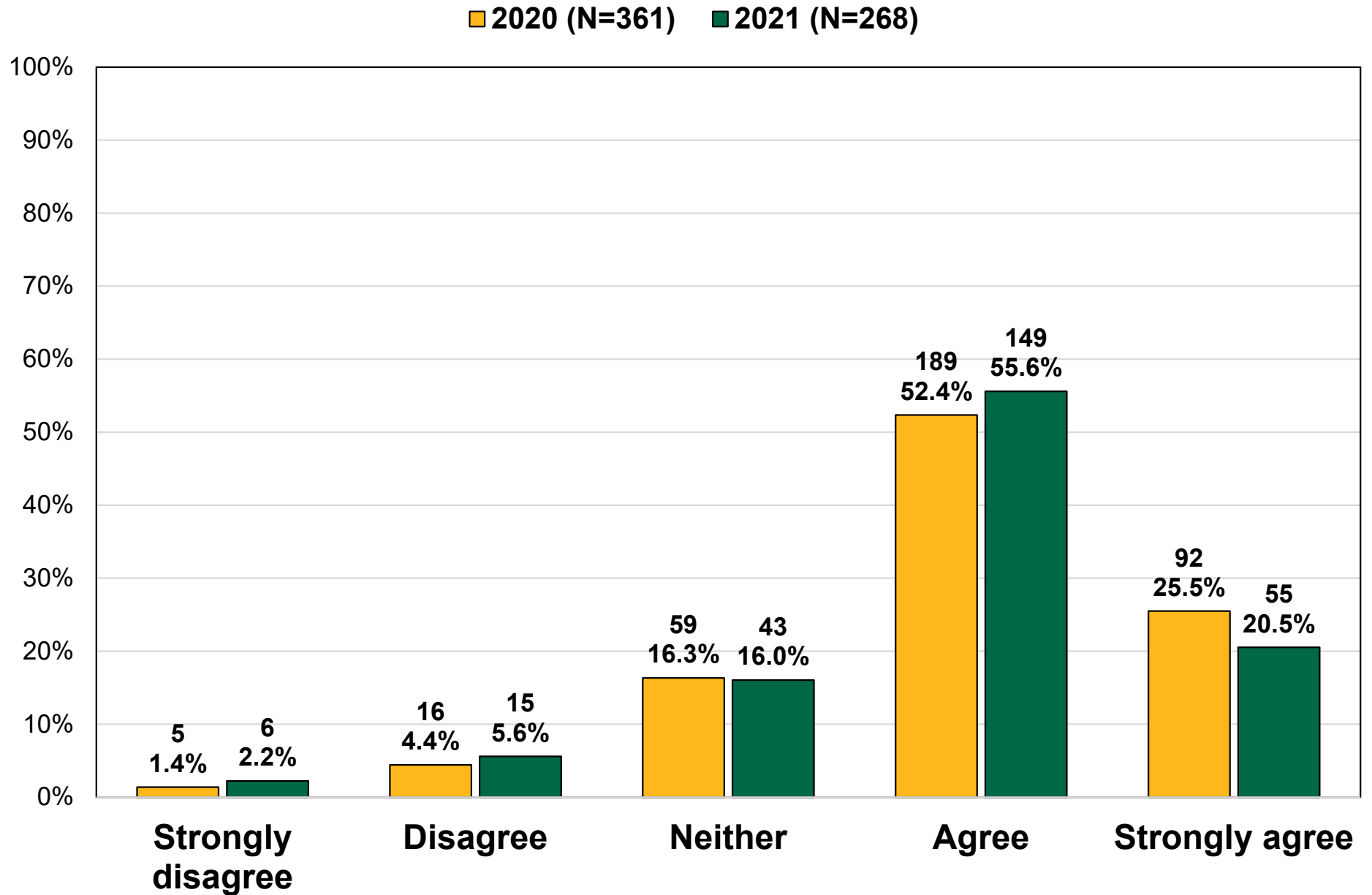
(those responding either neither, agree or strongly agree to feeling stress)



Reasons for stress



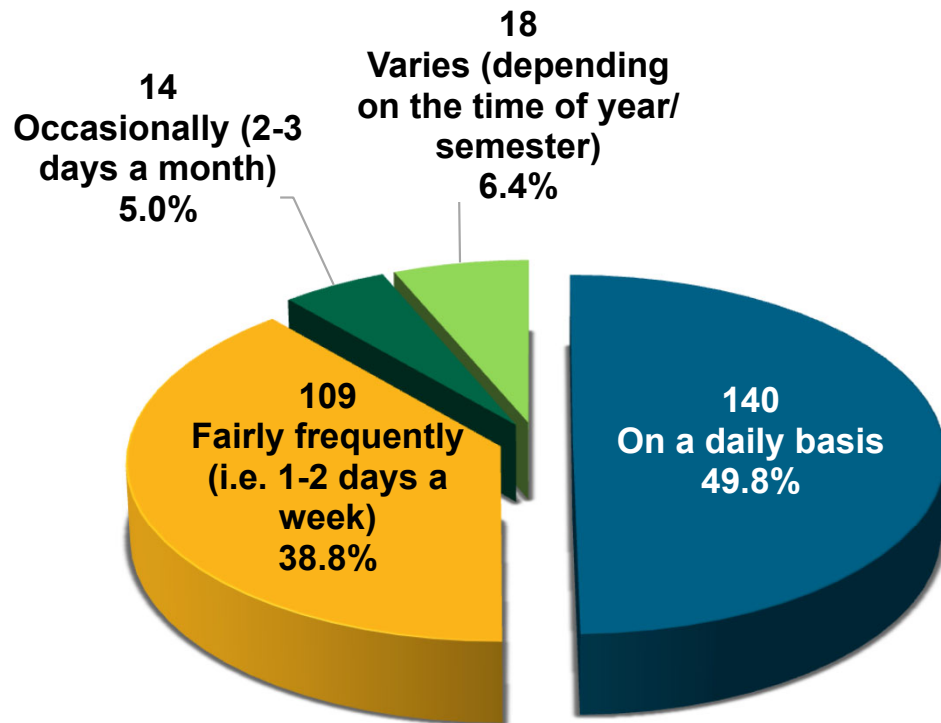
2020 Results: I find joy at work



Frequency of joy

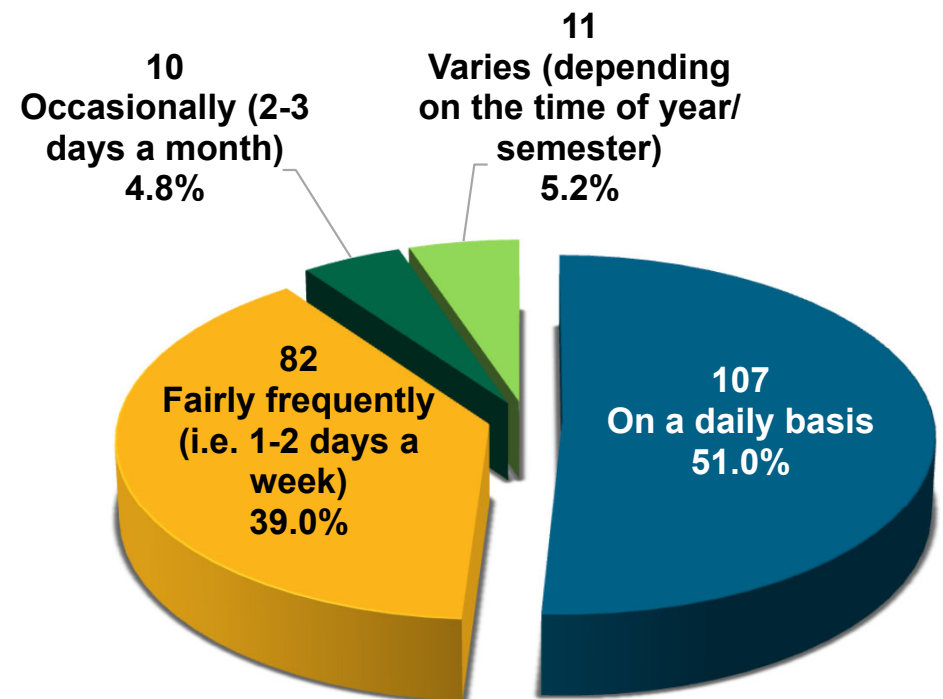
2020 (N=281)

(those responding either neither, agree or strongly agree to finding joy)

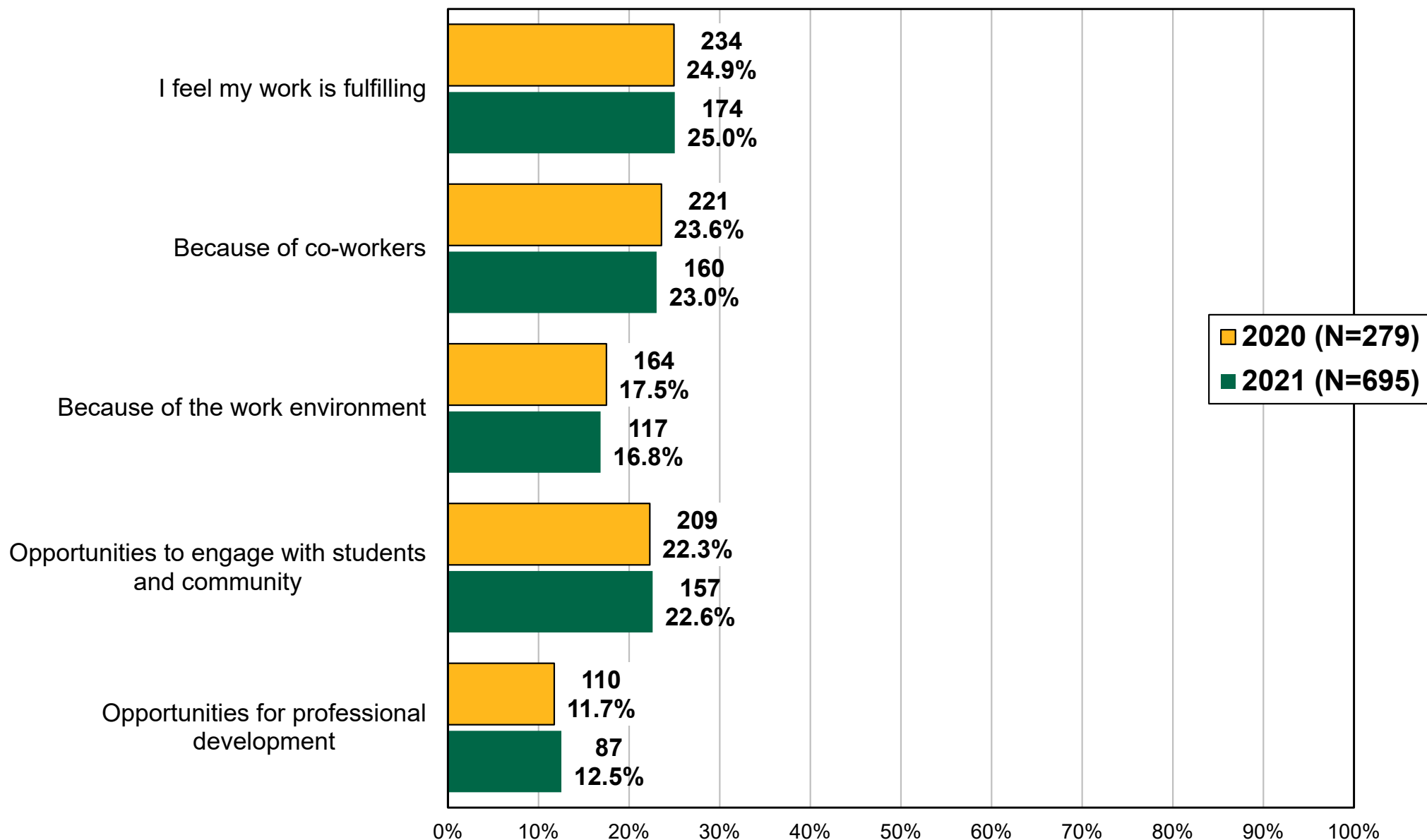


2020 (N=210)

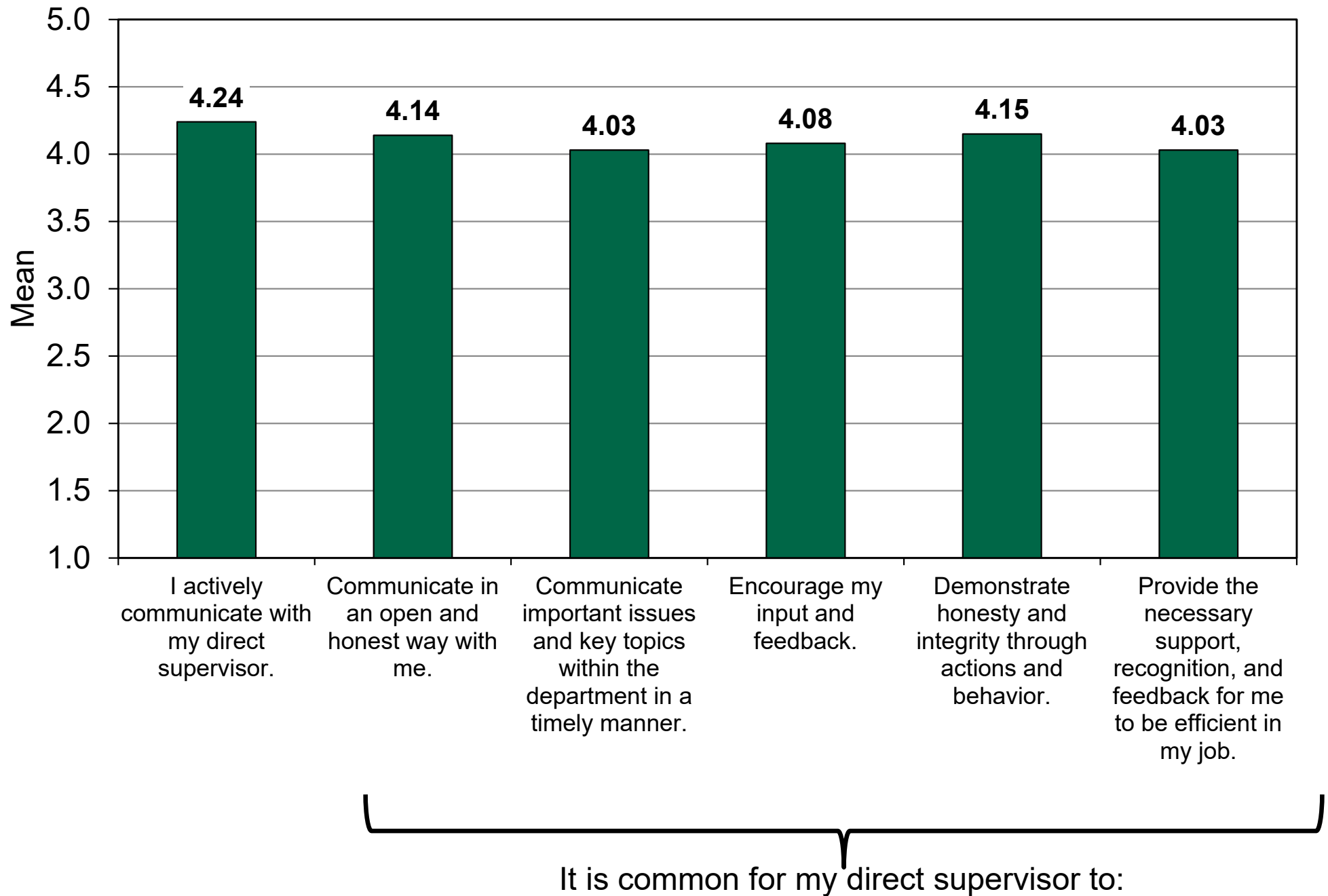
(those responding either neither, agree or strongly agree to finding joy)



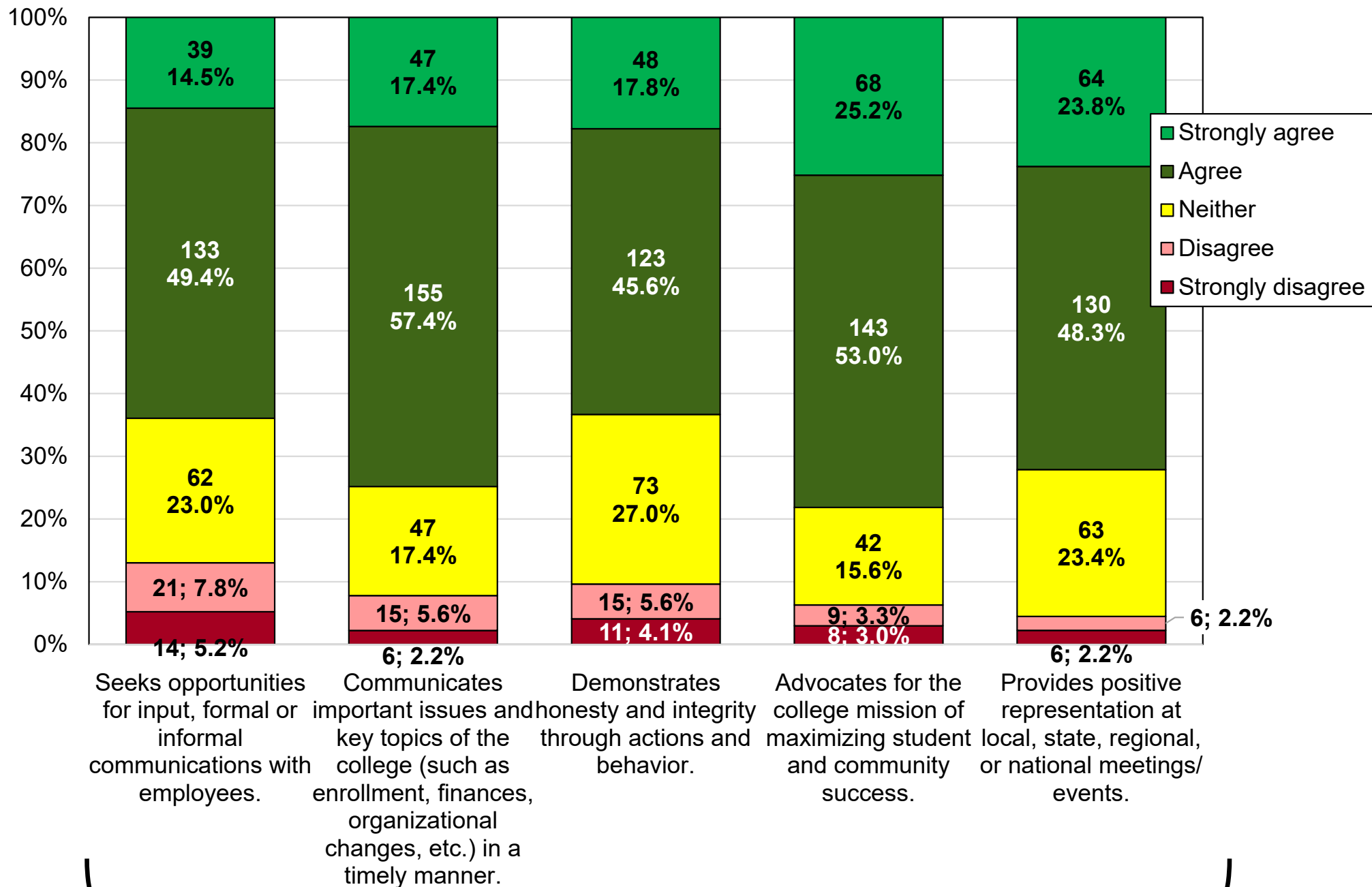
Reasons for joy



Communication with Direct Supervisor

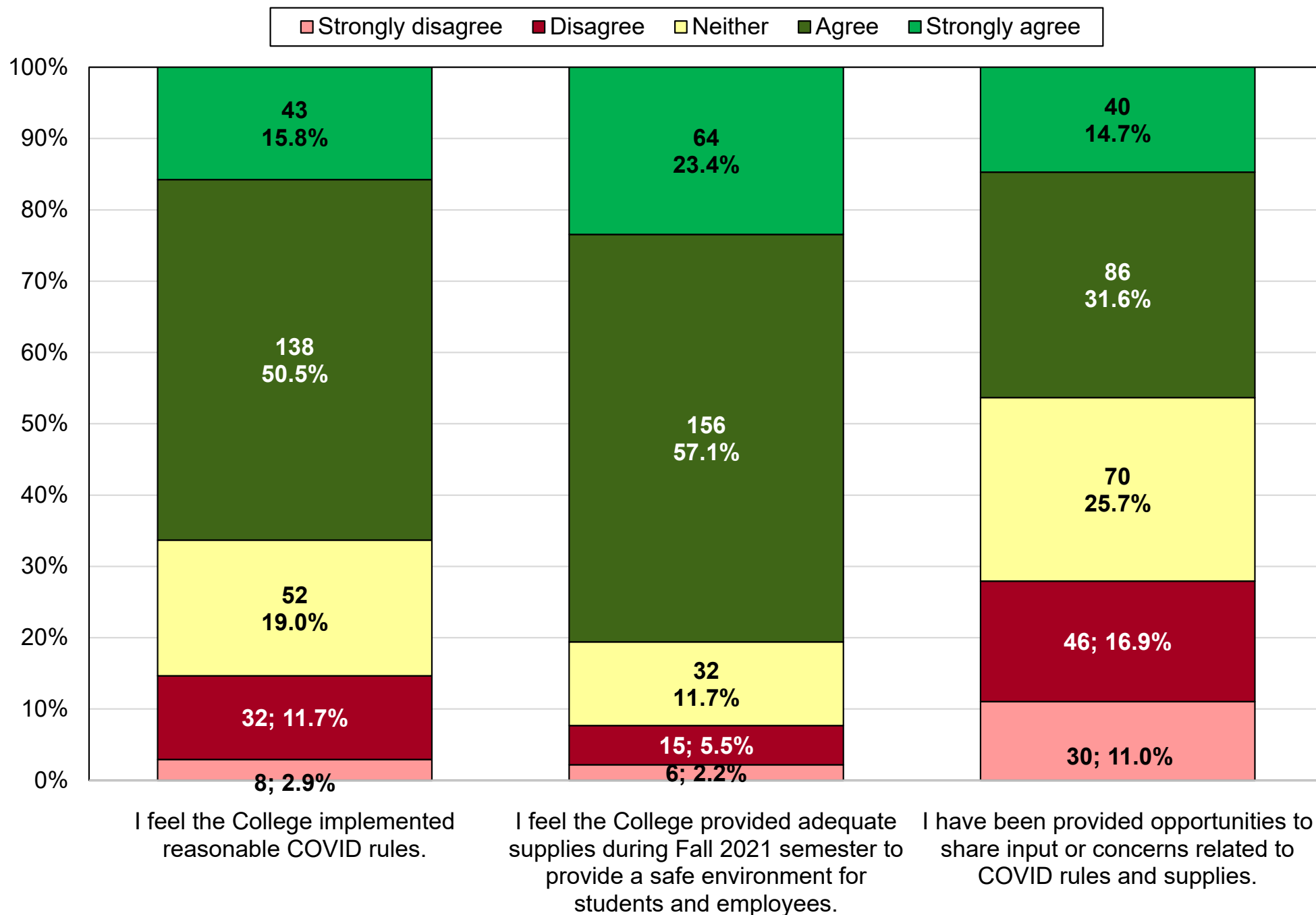


Communication with President

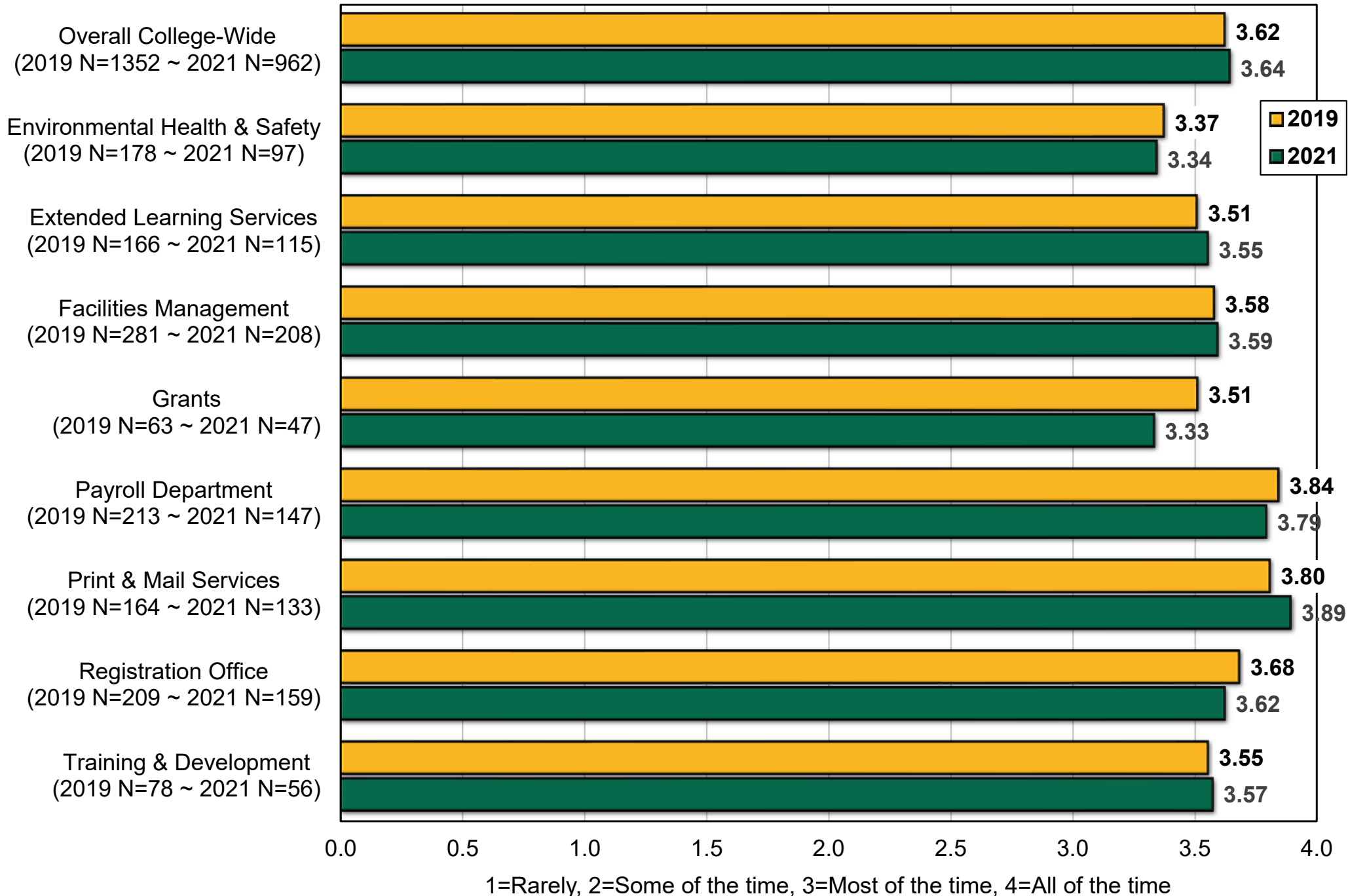


The College President, Dr. Matt Gotschall:

COVID-19 Response



Success Rate Means By Department



Questions?