



# District – Wide Employee Survey – Spring 2022 Executive Summary

August 22, 2022



**NORTH SEATTLE  
COLLEGE**

*One of the Seattle Colleges*

# Summary

- In general, mean ratings of agreement and satisfaction have seen a decline over the three years in which this survey has been administered district – wide.
- As with prior iterations of this survey, significant predictors of the four employee engagement items include
  - Being provided the necessary resources to engage in professional development activities
  - Security when employees are at their primary work location.

# Summary

- Missing demographic data remains an ongoing issue in terms of interpreting findings from this survey, especially concerning the district's strategic plan, which compares employee engagement of employees of color with employees who identify as white.

# Recommendations

- If improvement is to be seen on employee survey results, action must be taken. The Chancellor's Executive Cabinet should assign a senior leader to create a task force to develop interventions and remediations to improve employee survey results, especially employee engagement items.
- Given the ongoing issues with missing data, especially regarding employee ethnicity and race, the district strategic plan – moving forward from the end of the current plan – should include multiple measures to compare employee engagement by ethnicity and race.

# Top Four Predictors of Employee Engagement Items (2022)

What is your overall satisfaction with being an employee at your primary workplace? (Adjusted R <sup>2</sup> = .353)	What is your overall satisfaction with being an employee of Seattle Colleges? (Adjusted R <sup>2</sup> = .320)	To what extent do you agree with the following: "I would recommend my primary workplace as a place to work." (Adjusted R <sup>2</sup> = .344)	To what extent do you agree with the following: "I would recommend Seattle Colleges as a place to work." (R <sup>2</sup> = .359)
The climate at my primary work location ... values and supports differences of opinions and beliefs	I am provided the resources I need to engage in professional development activities ...	I am provided the resources I need to engage in professional development activities ...	I am provided the resources I need to engage in professional development activities ...
I am provided the resources I need to engage in professional development activities ...	The climate at my primary work location ... values and supports differences of opinions and beliefs.	Campus Safety/Security is effective.	Campus Safety/Security is effective.
Overall, I feel safe when I am on campus at my primary work location.	Campus Safety/Security is effective.	The climate at my primary work location ... values and supports differences of opinions and beliefs.	The climate at my primary work location ... values and supports differences of opinions and beliefs.
I am satisfied with the progress being made on equity, diversity, and inclusion (EDI) initiatives at my primary work location ...	I am satisfied with the progress being made on equity, diversity, and inclusion initiatives at my primary work location ...	Overall, I am satisfied with my professional development opportunities.	I am satisfied with the progress being made on equity, diversity, and inclusion initiatives at my primary work location ...

The leading predictor of three of four employee engagement items is "I am provided the resources I need to engage in professional development activities."

A work climate that values and supports differences in opinions and beliefs is a significant predictor of all four employee engagement items.

As with prior iterations of this survey in 2020 and 2021, security remains a significant predictor of employee engagement.

Satisfaction with the progress being made on EDI initiatives at one's primary work location is a significant predictor on three of four engagement items.

# Employee Engagement – By Work Location

What is your overall satisfaction with being an employee at your primary workplace?						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	4.00	55	3.56	41	3.66	32
North Seattle	4.17	205	3.77	171	3.47	133
Seattle Central	3.82	316	3.47	254	3.23	173
South Seattle	3.96	223	3.44	171	3.50	106
<b>Total</b>	<b>3.96</b>	<b>799</b>	<b>3.54</b>	<b>695</b>	<b>3.40</b>	<b>491</b>

Employees who indicate their primary work is Seattle Central College have lower mean ratings of engagement than employees from other primary work locations.

# Employee Engagement – By Work Location

What is your overall satisfaction with being an employee of Seattle Colleges?						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.96	55	3.59	41	3.75	32
North Seattle	3.75	206	3.53	171	3.00	134
Seattle Central	3.67	315	3.42	254	2.90	170
South Seattle	3.68	225	3.39	171	3.26	107
<b>Total</b>	<b>3.71</b>	<b>801</b>	<b>3.45</b>	<b>696</b>	<b>3.08</b>	<b>490</b>

# Employee Engagement – By Work Location

To what extent do you agree with the following: "I would recommend my primary workplace as a place to work."						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.80	54	3.27	41	3.19	32
North Seattle	4.00	205	3.65	171	3.24	134
Seattle Central	3.60	313	3.21	253	2.87	174
South Seattle	3.72	225	3.40	171	3.37	107
<b>Total</b>	<b>3.75</b>	<b>797</b>	<b>3.39</b>	<b>693</b>	<b>3.13</b>	<b>493</b>



# Employee Engagement – By Work Location

To what extent do you agree with the following: “I would recommend Seattle Colleges as a place to work.”						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.73	55	3.37	41	3.47	32
North Seattle	3.68	206	3.37	171	2.89	134
Seattle Central	3.46	315	3.31	254	2.69	173
South Seattle	3.50	226	3.25	171	3.14	107
<b>Total</b>	<b>3.54</b>	<b>802</b>	<b>3.31</b>	<b>694</b>	<b>2.91</b>	<b>492</b>

# Missing Data: 2020 to 2022

Missing Demographic Data	2020	2021	2022
	% Missing Data <sup>1</sup>	% Missing Data <sup>1</sup>	% Missing Data <sup>1</sup>
What employee type best describes the work you do?	13.9 %	7.2 %	7.9 %
Ethnicity / Race <sup>2</sup>	31.8 %	23.0 %	25.8 %
Gender Identity <sup>2</sup>	31.6 %	23.2 %	24.0 %
Sexual Orientation <sup>2</sup>	38.0 %	33.9 %	30.0 %
Years Worked at Seattle Colleges (range)	18.0 %	10.2 %	10.7 %
Respondent Age (range)	29.4 %	20.6 %	24.0 %
<sup>1</sup> Percent of respondents indicating “prefer not to answer” <u>or</u> providing no answer at all			
<sup>2</sup> In 2022, these questions were changed from “select all” to “select one” to facilitate analysis.			

Across the three years in which the Seattle Colleges has fielded a district – wide employee survey, missing demographic data remains a barrier to conducting meaningful by – group analyses of survey results.