

EMPLOYEE CLIMATE SURVEY

Action Areas

This document provides a list of suggested action areas based on the results of MJC's 2023 [Employee Climate Survey](#). If you have any questions regarding the survey results or would like to tell us how you are implementing any of the potential solutions below, feel free to send us an email at mjcinstitutionaleffectiveness@yosemite.edu.

Action Area #1: Increase Employee Sense of Belonging

Problem: Employees are uncertain of whether they "belong" at MJC and are unsure of the extent to which their contributions are valued by the institution as a whole.

Promising Practices

- Create an intentional and continuous mentoring program which ensures employees "are informed, included, and supported in a true collaborative environment" ([Rockquemore, 2016](#); [Sears & Griffith, 2019](#); [CCCCO, 2022](#))
- Introduce New Employee Development Breakfasts at the faculty, staff, & administrator levels to support development of new employees and their connections with other members of the campus community (Piercy et al., 2005)
- Introduce inclusive, comprehensive on-boarding programs for faculty, staff, and administrators (e.g. tools to succeed, opportunities, feedback from students, union information, etc.)

Action Area #2: Increase Visibility of MJC's Impact on Students

Problem: Employees are uncertain of whether MJC appreciates and understands the aspirations of our students with regard to their education and whether MJC holds meeting the aspirations and expectation of our students at the center of its priorities, policies, and practices.

Promising Practices

- Include a student representative on hiring committees to provide a unique perspective as interested stakeholders ([CCCCO, 2020](#)).
- Prioritize student-centered policies and practices

Action Area #3: Embrace Employee Diversity

Problem: Over half of employees believe MJC does not provide the campus community with opportunities to share feelings about issues of concern, does not encourage employees to have a public voice and share their ideas openly, and does not have effective practices and policies that promote employee diversity.

Promising Practices

- Implement a Blind Application Process that removes all identification details from applicants' resumes and application prior to being given to the hiring committee for review ([Hassan, 2022](#)).
- Invest in the development of an internship program that connects faculty at MJC with individuals who aspire to be community college faculty with the "goal of closing the opportunity gap & fostering growth for the next generation of community college faculty" ([NOCCCD, 2023 - Future Instructor Training \(FIT\) Program](#)).