

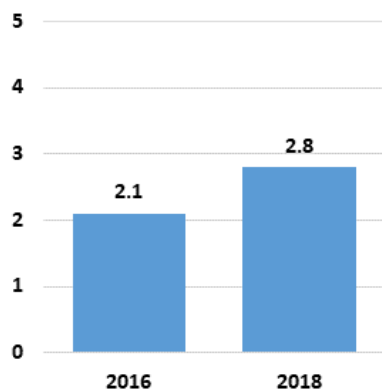
PHYSICAL, VIRTUAL, AND SOCIAL ENVIRONMENTS



SEPTEMBER 2019

Clark College, in service to the community, guides individuals to achieve their educational and professional goals – including certificate and degree completion – by accomplishing its core theme objectives of academic excellence, social equity, economic vitality, and environmental integrity.

Sustainability of Facilities, based on Clark County Green Survey



Employee Climate:

Mutual respect, collaboration, clear communication, and inclusivity

Winter 2017: 5.01
(Meets threshold of 5.0)

Items Rated less than 5.0 threshold:

- Areas and departments throughout the college work cooperatively (4.73)
- When other areas and departments across the college make decisions that impact my work, I am able to offer input before the decision is made (3.62)
- Criteria by which decisions are made are clearly communicated (4.39)

Student Climate:

Mutual respect, collaboration, clear communication, and inclusivity

Winter 2018: 4.07
Winter 2017: 4.02
(Meets threshold of 4.0)

Items Rated less than 4.0 threshold:

- How much has Clark College contributed to your knowledge, skills and personal growth in each of the following areas: Working effectively with others (3.88)
- During my first quarter at Clark, I received the information and services I needed to be a successful student (3.81)

Monthly Highlights

- ◇ Taking steps to decrease the vacancy-to-hire time for open positions and increase transparency in the applicant experience. This will also increase employee morale by reducing the amount of time they have to cover vacancies in their areas (in addition to their own work).
- ◇ The TLC & Employee Development partnered to facilitate a highly successful “Teaching & Learning Days” for staff in August. This included guest speakers with topics on Increasing Happiness, Stress Relief, Self Care, and Community Building. The Annual Ice Cream Social was also held where administrators served ice cream to classified staff. This event is always well attended and provides a boost in morale for all.
- ◇ HR and ODEI partnered to create "Why Diversity Recruitment" is not enough, to begin training supervisors on steps to take and situations to consider in order to build retention of systemically non-dominant employees in their units. For individual contributors, provided recommendations for supporting systemically non-dominant employees retention in their department and building their own intercultural competency.