



# Fall 2024 CDMA Management Survey Executive Summary

During the fall 2024 semester, Coast District Management Associated (CDMA) conducted a survey of all managers to gain broader insight to inform discussions with Coast Community College District (CCCD) leadership at Meet and Confer and to support professional development programming. The anonymous survey was distributed three times to 143 managers and was completed by 76 managers (53% response rate). The distribution among site was 20% from Coastline, 29% from Golden West, 40% from Orange Coast, and 11% the District Office. The survey covered the areas of satisfaction, workload, experience at work, professional development, and future CDMA planning. The following report provides a summary of the survey results.

## Satisfaction

The overall rate of satisfaction of being an employee of CCCD is 78%. When excluding the neutral responses, the satisfaction rate is 88%. Table 1 presents the management satisfaction rates with the different occupational components associated with working at CCCD.

Table 1. *Satisfaction Rates with Various Occupational Aspects of Working at CCCD*

<b>Occupational Components</b>	<b>Responses</b>	<b>Satisfied or Very Satisfied</b>
Salary	76	70%
Benefits package	76	93%
Financial parity for managers	74	58%
Exempt status flexibility	73	73%
Administrative responsibilities	76	75%
Committee responsibilities	74	85%
Space for meetings, conferences, and other	75	83%
Mentorship by my supervisor or another	74	77%
Opportunities for training and/or professional growth	76	88%

The combined satisfaction rate of all the occupational components was 78%. The benefits package (93%), opportunities for training/professional growth (88%), committee responsibilities (85%), and space for meetings, conference, and other (83%) had satisfaction rates above average. The components of mentorship (77%), administrative responsibilities (75%), exempt status flexibility (73%), and salary (70%) were all above 70%, but below the average and have opportunities to improve. In contrast, the financial parity for managers has the lowest rate of satisfaction when comparing to the overall average.

## Strengths and Opportunity Areas

The survey asked for each manager to indicate their site. Strengths and opportunity areas were based on the site's performance relative to other sites.

Across the district, the top three strengths were:

- Benefits package
- Confident in my ability to do my job well
- Primary department is a good fit

Across the district, the top three opportunity areas were:

- Workload
- Financial parity for managers

- Adequate staff to do what is expected of me

Areas of strength and opportunity by CCCD site are outlined in the full report.

## Professional Development

Managers were asked of the professional development opportunities they would like to have provided by CDMA or District in the next year. The top areas are summarized below.

1. DEIA Training, such as equity mindset, leading from an equity lens, and navigating equity conversations.
2. Enhancing skills to manage difficult situations, employees, and conversations, in addition to diffusing conflict.
3. Typical manager training, including leadership and performance management.
4. Understanding CCCD data tools and implementing data-based decision making.
5. Technical training on CCCD processes.

## CDMA Advocacy

In closing, managers were asked to indicate up to three items that they would like CDMA to address this year. The open-ended responses were analyzed, and six prevalent themes emerged. The top themes are outlined below.

1. Compensation: Address salary inequities, lack of parity, additional assigned responsibilities, and differences in complexity of work within same positions.
2. Remote Work: Request for more flexibility with remote work options and exempt status.
3. Professional Development: Increase investment in leadership training, mentorship, and equity-focused workshops.
4. Communication: Improve transparency and regular communication from the district office and CDMA.
5. Work-Life Balance: Implement policies that promote mental health support, flexible hours, and more vacation time to address burnout and improve work-life balance.
6. Hiring Practices: Streamline the hiring process and ensure timely filling of vacant positions.

The detailed report of all responses and analysis of the data can be found at <https://cdma.cccd.edu/>.