

Campus Climate Survey of Employee Spring 23

The Campus Climate Survey of Employee is an annual survey administered by the Office of Institutional Effectiveness, Planning and Assessment. The survey was open from February 27 of 2023 until March 15, 2023. Originally sent to 604 employee email addresses, 230 responses were received, which yields 38.1% response rate.

Please select the item that most closely captures your gender identity. - Selected Choice

Field	n	%
Male	90	38.30%
Female	142	60.43%
Other (please specify if desired)	3	1.28%

Please select the race/ ethnic category that best describes you.

Field	n	%
Hispanic (All races)	49	21%
Black or African American (Non-Hispanic)	89	38%
White (Non-Hispanic)	52	22%
Multi-racial (Non-Hispanic)	8	3%
Other	25	11%
Decline to answer	12	5%

Please select the category that you feel best describes your position at ECC.

Field	n	%
Administration	36	16%
Full-time staff (non-instructional)	79	34%
Part-time staff (non-instructional)	2	1%
Instructional, faculty	43	19%
Instructional, adjunct	65	28%
Other	7	3%

What division do you primarily work in?

Field	n	%
Business	15	15%
Biology, Chemistry and Physics	17	17%
Health Sciences and Nursing	11	11%
Humanities and Bilingual Studies	26	25%
Mathematics, Engineering Technologies and Computer Sciences	16	16%
Social Sciences	18	17%

Please indicate your level of agreement with the following statements.

Field	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total
I feel safe at Essex County College	40.44% 91	40.89% 92	12.00% 27	3.11% 7	3.56% 8	225
There are sufficient support resources available	17.41% 39	41.96% 94	18.75% 42	14.73% 33	7.14% 16	224
I believe my differences are embraced and valued	24.32% 54	38.29% 85	18.47% 41	13.51% 30	5.41% 12	222
Discrimination is not tolerated at ECC	32.88% 73	30.63% 68	20.27% 45	9.46% 21	6.76% 15	222
Harassment is not tolerated at ECC	34.53% 77	34.08% 76	17.04% 38	7.62% 17	6.73% 15	223
ECC works hard to prevent discrimination and harassment from happening	28.70% 64	32.29% 72	21.52% 48	9.87% 22	7.62% 17	223
Racial and cultural differences are celebrated at ECC	34.53% 77	39.46% 88	15.70% 35	7.17% 16	3.14% 7	223
I feel a sense of community and belonging at ECC	30.04% 67	34.53% 77	18.83% 42	10.76% 24	5.83% 13	223
Campus police and security protect us from harm	39.91% 89	38.12% 85	13.90% 31	5.38% 12	2.69% 6	223
ECC provides sufficient programs and resources to foster the success of a diverse population	23.77% 53	42.15% 94	21.52% 48	8.52% 19	4.04% 9	223

Please rate your level of agreement with the following items.

Field	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total
I would recommend ECC as a good place to work	27.15% 60	39.82% 88	17.65% 39	9.95% 22	5.43% 12	221
I feel valued by my coworkers in my department	36.04% 80	37.84% 84	15.77% 35	4.95% 11	5.41% 12	222
My supervisor provides adequate support for me to a manage a work-life balance	42.34% 94	30.63% 68	15.32% 34	6.31% 14	5.41% 12	222
ECC provides sufficient opportunities for training and professional development	23.42% 52	33.78% 75	22.52% 50	12.61% 28	7.66% 17	222
I feel like my job is secure	25.91% 57	35.00% 77	24.09% 53	8.64% 19	6.36% 14	220
I am treated with respect by my colleagues	38.81% 85	42.47% 93	10.96% 24	5.94% 13	1.83% 4	219
I feel valued by my supervisors	43.44% 96	31.67% 70	11.31% 25	8.14% 18	5.43% 12	221
I am able to perform to my full potential	37.79% 82	35.48% 77	13.82% 30	8.76% 19	4.15% 9	217
I have a voice in the decision-making that affects my department	23.08% 51	33.03% 73	19.91% 44	12.67% 28	11.31% 25	221
My department has adequate resources to achieve its goals	17.27% 38	30.45% 67	25.00% 55	17.73% 39	9.55% 21	220
I feel like I receive recognition when it is earned	20.81% 46	37.10% 82	21.27% 47	12.67% 28	8.14% 18	221
My supervisors are genuinely concerned about my wellbeing	35.91% 79	35.00% 77	15.00% 33	9.09% 20	5.00% 11	220
My colleagues respond to emails and phone calls promptly	33.78% 75	41.44% 92	12.61% 28	9.01% 20	3.15% 7	222