



EMPLOYEE CAMPUS CLIMATE SURVEY EXECUTIVE REPORT 2025



Office of Institutional Effectiveness, Planning and Assessment
ESSEX COUNTY COLLEGE

Introduction

The Employee Campus Climate Survey is administered annually, each Spring semester by the Office of Institutional Effectiveness, Planning, and Assessment (IEPA). The aim of the survey is to understand how the administration, faculty, and staff feel about working at Essex County College (ECC). This survey aids the ongoing effort of ECC in supporting their employees in the best ways possible. It opened on March 19th 2025 and closed on April 20th, 2025.

This survey is included in the *ACCESS TO SUCCESS: Strategic Plan 2024-2029* under Goal III (Foster and promote an institutional climate of belonging that exemplifies teamwork, embraces learning and innovation, and is committed to campus community alliances based on respect and understanding). There are two FY 2025 Targets associated with this survey:

- Increase the percentage of employees reporting “Agree” or “Strongly Agree” by 2 percent in fiscal year 2025, over the prior year for the following statements:
 - ECC provides sufficient opportunities for training and professional development (Employee Campus Climate Survey)
 - ECC provides sufficient programs and resources to foster the success of a diverse population (Employee and Student Campus Climate Surveys)
- Increase the Campus Climate Index Score on the Student and Employee Campus Climate Surveys by 2 percent in fiscal year 2025, over the prior year

A full copy of the FY25 ACCESS TO SUCCESS: Strategic Plan 2024-2029 can be found on the College’s website.

This survey was distributed using the Qualtrics survey platform. The target population was all people employed at ECC as of March 2025. The survey was sent to 990 ECC employees and 234 responses were received, yielding a 23.6% response rate. The survey was made-up of multiple-choice questions, matrix tables, and an open-ended comment question.

Results

Demographics

The first section of the survey was aimed to understand the kind of employees taking this survey. The majority are working full-time at the college (59.8%). About a third of respondents were full-time staff and another third was adjunct instructors. The rest of respondents were instructional faculty (13.2%), administration (13.2%), part-time staff (5.1%), and other (3.4%). Race and gender were generally reflective of the ECC employee population overall.

Overall Results

The main section of the survey was the agreement Likert scale. See results in the Table 1 on the next page:

Table 1: 2025 Agreement Results

Statement	Disagree		Neither Agree or Disagree		Agree	
	n	%	n	%	n	%
I feel safe at Essex County College	17	7.8%	27	12.3%	174	79.5%
There are sufficient support resources available	34	15.5%	43	19.6%	141	64.4%
I believe my differences are embraced and valued	26	11.9%	38	17.4%	154	70.3%
Discrimination is not tolerated at ECC	19	8.7%	31	14.2%	166	75.8%
Harassment is not tolerated at ECC	13	5.9%	28	12.8%	167	76.3%
ECC works hard to prevent discrimination and harassment from happening	21	9.6%	42	19.2%	153	69.9%
Racial and cultural differences are celebrated at ECC	11	5.0%	22	10.0%	183	83.6%
I feel a sense of community and belonging at ECC	20	9.1%	37	16.9%	160	73.1%
Campus police and security protect us from harm	22	10.0%	33	15.1%	164	74.9%
ECC provides sufficient programs and resources to foster the success of diverse populations	19	8.7%	34	15.5%	165	75.3%
I would recommend ECC as a good place to work	24	11.0%	35	16.0%	152	69.4%
I feel valued by my coworkers in my department	12	5.5%	30	13.7%	167	76.3%
My supervisor provides adequate support for me to manage a work-life balance	17	7.8%	22	10.0%	172	78.5%
ECC provides sufficient opportunities for training and professional development	34	15.5%	43	19.6%	133	60.7%
I feel like my job is secure	28	12.8%	46	21.0%	137	62.6%
I am treated with respect by my colleagues	11	5.0%	20	9.1%	179	81.7%
I feel valued by my supervisors	19	8.7%	21	9.6%	171	78.1%
I am able to perform to my full potential	21	9.6%	25	11.4%	164	74.9%
I have a voice in the decision-making that affects my department	40	18.3%	39	17.8%	131	59.8%
My department has adequate resources to achieve its goals	35	16.0%	53	24.2%	122	55.7%
I feel like I receive recognition when it is earned	32	14.6%	48	21.9%	130	59.4%
My supervisors are genuinely concerned about my wellbeing	16	7.3%	36	16.4%	158	72.1%
My colleagues respond to emails and phone calls promptly	16	7.3%	33	15.1%	162	74.0%

The statement that was least agreed upon is “My department has adequate resources to achieve its goals” (55.7% agree). Other statements that scored under 60% of agreement were “I have a voice in the decision-making that affects my department” (59.8%) and “I feel like I receive recognition when it is earned” (59.4%). This suggests that there is a noticeable portion of employees that do not feel they are as valued as other kinds of employees. ECC could benefit in opening conversations about potential changes to get feedback and

approval before implementing such changes. ECC could also benefit from meaningful ways to show appreciation to employees such as extending more benefits, flexibility and promotions to those who earn it.

The most agreed statement was “Racial and cultural differences are celebrated at ECC” (83.6%) and “I am treated with respect by my colleagues” (81.7%). This suggests there is an overall culture of respect for different people who come to work here at the college.

Open-Ended Comment Analysis

Out of the 234 responses received, 61 respondents left a comment (26.1% response rate). Out of the 61 comments, 42.6% of comments emphasized a positive experience at ECC and there was an equal number of comments that emphasized a negative experience at ECC (42.6%). The rest of the comments were neutral (14.8%). The positive comments were mostly split between an emphasis that ECC is a great place to work (32.8%) and an appreciation of the college’s mission (14.8%). Some negative themes that arose in the comments were frustrations around unfair treatment (24.6%), further explanations of a negative working environment (13.1%), and the need for more resources (11.5%).

Results Breakdown

Although it is helpful to understand how the employees of ECC feel overall, it is also important to understand how experiences differ between ECC employees in different departments of the college. The following table shows how agreement for all statements differ between administration, staff and faculty. The green shaded results had a difference of more than ten percentage points between departments.

Table 2: 2025 Results by Area

Statement	Agree		
	Admin	Staff	Faculty
I feel safe at Essex County College	80.6%	62.2%	67.5%
There are sufficient support resources available	71.0%	54.4%	59.0%
I believe my differences are embraced and valued	64.5%	54.4%	59.0%
Discrimination is not tolerated at ECC	67.7%	64.4%	69.9%
Harassment is not tolerated at ECC	58.1%	68.9%	74.7%
ECC works hard to prevent discrimination and harassment from happening	61.3%	56.7%	61.4%
Racial and cultural differences are celebrated at ECC	71.0%	78.9%	85.5%
I feel a sense of community and belonging at ECC	64.5%	60.0%	65.1%
Campus police and security protect us from harm	77.4%	63.3%	69.9%
ECC provides sufficient programs and resources to foster the success of diverse populations	71.0%	64.4%	69.9%
I would recommend ECC as a good place to work	74.2%	51.1%	55.4%
I feel valued by my coworkers in my department	77.4%	67.8%	73.5%
My supervisor provides adequate support for me to manage a work-life balance	80.6%	66.7%	72.3%

ECC provides sufficient opportunities for training and professional development	54.8%	47.8%	51.8%
I feel like my job is secure	64.5%	50.0%	54.2%
I am treated with respect by my colleagues	71.0%	73.3%	79.5%
I feel valued by my supervisors	77.4%	64.4%	69.9%
I am able to perform to my full potential	71.0%	62.2%	67.5%
I have a voice in the decision-making that affects my department	74.2%	47.8%	51.8%
My department has adequate resources to achieve its goals	45.2%	48.9%	53.0%
I feel like I receive recognition when it is earned	64.5%	42.2%	45.8%
My supervisors are genuinely concerned about my wellbeing	74.2%	60.0%	65.1%
My colleagues respond to emails and phone calls promptly	58.1%	65.6%	71.1%

The table above suggests that administration, staff, and faculty do not necessarily agree on the campus climate at ECC. It is important to note that for all ten shaded lines with a 10% difference, Administration reports a more positive campus climate for all but two statements. Those two statements were “Harassment is not tolerated at ECC” and “My colleagues respond to emails and phone calls promptly”. The statement with the greatest difference in responses was “I have a voice in the decision-making that affects my department”. Three quarters of administration agree with that statement when compared to about half of faculty and staff. Another large difference scores between administration and both staff and faculty was for the statement “I feel like I receive recognition when it is earned”. Less than half of staff and faculty agree with that statement, suggesting that ECC could improve on how the express appreciation and recognition is spread throughout the school.

The statement that administration agreed with the most was “I feel safe at Essex County College” and “My supervisor provides adequate support for me to manage a work-life balance” (both 80.6%). The least agreed upon statement for administration was “My department as adequate resources to achieve its goals” (45.2%). This suggests that what the administrative areas need more resources that could include more employees, more money, or better technology. For staff and faculty, the most agreed on statement was “Racial and cultural differences are celebrated at ECC” (78.9% and 85.5% respectively) and the least agreed upon statement was “I feel I receive recognition when it is earned” (42.2% and 45.8% respectively). This again emphasizes the suggestion for ECC to reevaluate how they celebrate and recognize employees when they go above and beyond.

Results Compared to FY2023

The campus climate index score is calculated by taking the scores of the first ten questions in this matrix table and creating an average across the ten questions that exists on a scale from 0 to 100, with 100 being the most positive campus climate. This survey was not run in FY2024 due to a different campus climate survey administered in FY 2024 (Diversity, Equity and Inclusion Institutionalization Survey). Therefore, results will be compared to FY2023.

In FY2023, the campus climate index score was 69.7. This score increased in FY2025 to 74.4. This suggests that this FY25 Annual Target for Goal III was achieved. The statement with the largest increase in score from 2023 to 2025 was “Discrimination is not tolerated at ECC” which increased by 13.4 percentage points. Another FY25 Annual Target was to increase the score for the statement “ECC provides sufficient programs and resources to foster the success of a diverse populations” by two percentage points. This statement saw a 10.3 percentage point increase, far exceeding the original goal. The majority of statements saw an increase in scores from FY2023 (20 out of 23), suggesting that the campus climate for employees has noticeably improved. See Table 3 below for the full comparison of scores.

Table 3: Comparing Years

Statement	Agree (2023)		Agree (2025)		Percent Change
	n	%	n	%	
I feel safe at Essex County College	183	81.0%	174	79.5%	-1.5%
There are sufficient support resources available	133	58.8%	141	64.4%	5.6%
I believe my differences are embraced and valued	139	61.5%	154	70.3%	8.8%
Discrimination is not tolerated at ECC	141	62.4%	166	75.8%	13.4%
Harassment is not tolerated at ECC	153	67.7%	167	76.3%	8.6%
ECC works hard to prevent discrimination and harassment from happening	136	60.2%	153	69.9%	9.7%
Racial and cultural differences are celebrated at ECC	165	73.0%	183	83.6%	10.6%
I feel a sense of community and belonging at ECC	144	63.7%	160	73.1%	9.4%
Campus police and security protect us from harm	174	77.0%	164	74.9%	-2.1%
ECC provides sufficient programs and resources to foster the success of diverse populations	147	65.0%	165	75.3%	10.3%
I would recommend ECC as a good place to work	148	66.7%	152	69.4%	2.7%
I feel valued by my coworkers in my department	164	73.9%	167	76.3%	2.4%
My supervisor provides adequate support for me to manage a work-life balance	162	73.0%	172	78.5%	5.5%
ECC provides sufficient opportunities for training and professional development	127	57.2%	133	60.7%	3.5%
I feel like my job is secure	134	60.4%	137	62.6%	2.2%
I am treated with respect by my colleagues	178	80.2%	179	81.7%	1.5%
I feel valued by my supervisors	166	74.8%	171	78.1%	3.3%
I am able to perform to my full potential	159	71.6%	164	74.9%	3.3%
I have a voice in the decision-making that affects my department	124	55.9%	131	59.8%	3.9%
My department has adequate resources to achieve its goals	105	47.3%	122	55.7%	8.4%
I feel like I receive recognition when it is earned	128	57.7%	130	59.4%	1.7%
My supervisors are genuinely concerned about my wellbeing	156	70.3%	158	72.1%	1.8%
My colleagues respond to emails and phone calls promptly	167	75.2%	162	74.0%	-1.2%

Conclusion

ECC has taken many steps in recent years to improve the campus climate for all of its employees. The results of this survey suggests that those steps have been successful and should continue into the future. Opportunities for improvement include creating an environment that is just as positive for staff and faculty as it is for administration. This could be specifically aided by giving staff and faculty more of a say in decision making when it comes to decisions that primarily affect their department and finding more meaningful ways of expressing appreciation to those who earn it. Although, the majority of ECC employees agree that there is a positive campus climate, ECC will continue to strive to improve the campus climate for all employees.