



# **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 19<sup>th</sup> 2025 and closed on April 20<sup>th</sup>, 2025.

This survey is mentioned 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 were 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 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	12.4%	174	79.8%
There are sufficient support resources available	34	15.6%	43	19.7%	141	64.7%
I believe my differences are embraced and valued	26	11.9%	38	17.4%	154	70.6%
Discrimination is not tolerated at ECC	19	8.8%	31	14.4%	166	76.9%
Harassment is not tolerated at ECC	13	6.0%	28	12.8%	167	76.6%
ECC works hard to prevent discrimination and harassment from happening	21	9.7%	42	19.4%	153	70.8%
Racial and cultural differences are celebrated at ECC	11	5.1%	22	10.2%	183	84.7%
I feel a sense of community and belonging at ECC	20	9.2%	37	17.1%	160	73.7%
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	15.6%	165	75.7%
I would recommend ECC as a good place to work	24	11.4%	35	16.6%	152	72.0%
I feel valued by my coworkers in my department	12	5.7%	30	14.4%	167	79.9%
My supervisor provides adequate support for me to manage a work-life balance	17	8.1%	22	10.4%	172	81.5%
ECC provides sufficient opportunities for training and professional development	34	16.2%	43	20.5%	133	63.3%
I feel like my job is secure	28	13.3%	46	21.8%	137	64.9%
I am treated with respect by my colleagues	11	5.2%	20	9.5%	179	85.2%
I feel valued by my supervisors	19	9.0%	21	10.0%	171	81.0%
I am able to perform to my full potential	21	10.0%	25	11.9%	164	78.1%
I have a voice in the decision-making that affects my department	40	19.0%	39	18.6%	131	62.4%
My department has adequate resources to achieve its goals	35	16.7%	53	25.2%	122	58.1%
I feel like I receive recognition when it is earned	32	15.2%	48	22.9%	130	61.9%
My supervisors are genuinely concerned about my wellbeing	16	7.6%	36	17.1%	158	75.2%
My colleagues respond to emails and phone calls promptly	16	7.6%	33	15.6%	162	76.8%

The statement that was least agreed upon is “My department has adequate resources to achieve its goals” (58.1% agree). Other statements that scored under 65% of agreement were “I have a voice in the decision-making that affects my department” (62.4%) and “I feel like I receive recognition when it is earned” (61.9%). 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.

The most agreed statement was “I am treated with respect by my colleagues” (85.2%) and “Racial and cultural differences are celebrated at ECC” (84.7%). 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.

Table 2: 2025 Results by Area

Statement	Agree 2025		
	Admin %	Staff %	Faculty %
I feel safe at Essex County College	83.3%	67.5%	89.6%
There are sufficient support resources available	73.3%	59.0%	67.7%
I believe my differences are embraced and valued	66.7%	59.0%	82.3%
Discrimination is not tolerated at ECC	70.0%	70.7%	84.2%
Harassment is not tolerated at ECC	60.0%	74.7%	83.3%
ECC works hard to prevent discrimination and harassment from happening	63.3%	61.4%	81.9%
Racial and cultural differences are celebrated at ECC	75.9%	86.6%	86.5%
I feel a sense of community and belonging at ECC	66.7%	65.1%	84.2%
Campus police and security protect us from harm	80.0%	68.7%	79.4%
ECC provides sufficient programs and resources to foster the success of diverse populations	73.3%	69.9%	81.3%
I would recommend ECC as a good place to work	79.3%	59.0%	81.9%
I feel valued by my coworkers in my department	82.8%	78.2%	79.6%
My supervisor provides adequate support for me to manage a work-life balance	86.2%	76.9%	87.2%

ECC provides sufficient opportunities for training and professional development	58.6%	55.1%	71.0%
I feel like my job is secure	69.0%	57.7%	70.2%
I am treated with respect by my colleagues	75.9%	84.6%	89.2%
I feel valued by my supervisors	82.8%	74.4%	89.4%
I am able to perform to my full potential	75.9%	71.8%	83.9%
I have a voice in the decision-making that affects my department	79.3%	55.8%	63.8%
My department has adequate resources to achieve its goals	48.3%	56.4%	62.4%
I feel like I receive recognition when it is earned	69.0%	49.4%	71.3%
My supervisors are genuinely concerned about my wellbeing	79.3%	69.2%	81.7%
My colleagues respond to emails and phone calls promptly	62.1%	75.6%	81.9%

The table above suggests that administration, staff, and faculty do not necessarily agree on the campus climate at ECC. Overall, the data suggests that Staff has the worst campus climate experience due to agreeing less on the majority of the statements when compared to Faculty and Administration. For example, for the statement of “I feel I receive recognition when it is earned”, Staff had scored around 20 percentage points less when compared to Administration and Faculty. For Administration, they scored much lower than Staff and Faculty on the statement “My colleagues respond to emails and phone calls promptly”, suggesting that this problem is bigger for Administration than any other area at the college.

The statement that Administration agreed with the most was “My supervisor provides adequate support for me to manage a work-life balance.” (86.2%). This suggests that the flexibility given to administrative staff has a positive impact on their work life balance. The statement Administration agreed on the least was “My department has adequate resources to achieve its goals” (48.3%). This was also the statement that faculty agreed on the least (62.4%). This suggests that ECC needs to have more resources which could include more employees, funding, technological support and physical space to achieve set goals. The most agreed statement for Faculty was “I feel safe at Essex County College” (89.6%). The statement that Staff agreed with the most was “Racial and cultural differences are celebrated at ECC” (86.6%). The least agreed statement for Staff was “I feel I receive recognition when it is earned” (49.4%). It is important for all members of the college to feel recognized, and this suggests that only half of staff feel properly recognized. ECC should aim to find ways to show appreciation to their staff in meaningful ways. This could mean extending more flexibility to encourage a better work-life balance, raises, promotions or better inclusion in the decision making that affects them.

### **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 FY2024 (the 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. Another FY25 Annual Target was to increase the scores for the statements “ECC provides sufficient programs and resources to foster the success of a diverse populations” and “ECC provides sufficient opportunities for training and professional development” by two percentage points. These statements saw a 9.8 and 6.1 percentage point increase respectively, 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. The statement with the largest increase in score from 2023 to 2025 was “Racial and cultural differences are celebrated at ECC” which increased by 10.7 percentage points. See Table 3 below for the full comparison of scores.

Table 3: Comparing Years

Statement	Agree (2023)		Agree (2025)		Percentage Change
	n	%	n	%	
I feel safe at Essex County College	183	81.3%	174	79.8%	-1.5%
There are sufficient support resources available	133	59.4%	141	64.7%	5.3%
I believe my differences are embraced and valued	139	62.6%	154	70.6%	8.0%
Discrimination is not tolerated at ECC	171	77.0%	166	76.9%	-0.2%
Harassment is not tolerated at ECC	153	68.6%	167	76.6%	8.0%
ECC works hard to prevent discrimination and harassment from happening	136	61.0%	153	70.8%	9.8%
Racial and cultural differences are celebrated at ECC	165	74.0%	183	84.7%	10.7%
I feel a sense of community and belonging at ECC	144	64.6%	160	73.7%	9.2%
Campus police and security protect us from harm	174	78.0%	164	74.9%	-3.1%
ECC provides sufficient programs and resources to foster the success of diverse populations	147	65.9%	165	75.7%	9.8%
I would recommend ECC as a good place to work	148	67.0%	152	72.0%	5.1%
I feel valued by my coworkers in my department	164	73.9%	167	79.9%	6.0%
My supervisor provides adequate support for me to manage a work-life balance	162	73.0%	172	81.5%	8.5%
ECC provides sufficient opportunities for training and professional development	127	57.2%	133	63.3%	6.1%
I feel like my job is secure	134	60.9%	137	64.9%	4.0%
I am treated with respect by my colleagues	178	81.3%	179	85.2%	4.0%
I feel valued by my supervisors	166	75.1%	171	81.0%	5.9%
I am able to perform to my full potential	159	73.3%	164	78.1%	4.8%
I have a voice in the decision-making that affects my department	124	56.1%	131	62.4%	6.3%
My department has adequate resources to achieve its goals	105	47.7%	122	58.1%	10.4%
I feel like I receive recognition when it is earned	128	57.9%	130	61.9%	4.0%

My supervisors are genuinely concerned about my wellbeing	156	70.9%	158	75.2%	4.3%
My colleagues respond to emails and phone calls promptly	167	75.2%	162	76.8%	1.6%

### **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 as it is for faculty and administration. This could be specifically aided by giving staff 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.