

Employee Campus Climate Executive Report

Spring 2026

Essex County College

THE OFFICE OF INSTITUTIONAL EFFECTIVENESS, PLANNING, AND ASSESSMENT

Key Findings

- ❖ As an overall average, campus climate for employees remained relatively flat year-over-year.
- ❖ However, there was a growing schism in campus climate reporting between administration/staff and faculty:
 - o The percent of **administration** that “agree” or “strongly agree” with the 23 indicators, **increased** from 72.2% to 81.2% (an increase of 9 percentage points).
 - o The percent of **staff** that “agree” or “strongly agree” with the 23 indicators, **increased** from 67.3% to 72.0% (an increase of 5.6 percentage points).
 - o The percent of **faculty** that “agree” or “strongly” with the 23 indicators, **decreased** from 79.7% to 70.1% (a decrease of 9.6 percentage points).

Introduction

The Employee Campus Climate Survey is administered annually, each Spring semester by the Essex County College’s (ECC) Office of Institutional Effectiveness, Planning, and Assessment (IEPA). The aim of the survey is to understand how administration, faculty, and staff feel about working at the College. This survey aids the ongoing effort of ECC in supporting their employees in the best ways possible. It opened on March 17th, 2026 and closed on April 19th, 2026.

Methodology

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 FY2026 targets associate with this survey:

- ❖ Increase the percentage of employees reporting they “Agree” or “Strongly Agree” by 2 percent in fiscal year 2026, over the prior year for the following statements:
 - o ECC provides sufficient opportunities for training and professional development (Employee Campus Climate Survey)
 - o 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 2026, over the prior year.

A fully copy of the FY26 ACCESS TO SUCCESS: Strategic Plan 2024-2029 can be found on the College’s website.

This survey was distributed via email through Qualtrics. The target population was all people employed at ECC as of March, 2026. The survey was sent to 640 employees and 210 responses were received, yielding a 32.8% response rate. The survey was made up of multiple-choice questions, matrix tables, and open-ended comment section.

Results

The first section of the survey was aimed to understand the respondent population. The majority of respondents are full time employees (72.9%). Administration made up 14.0% of responses, faculty made up 49.3%, and staff made up the remaining 34.3%. The main section of the survey was an agreement Likert scale. See results in Table 1 below:

Table 1: 2026 Matrix Table Results

Statement	Disagree		Neither agree nor disagree		Agree	
	n	%	n	%	n	%
I feel safe at Essex County College	9	4.6%	24	12.2%	164	83.2%
There are sufficient support resources available	32	16.2%	36	18.3%	129	65.5%
I believe my differences are embraced and valued	17	8.6%	51	25.9%	129	65.5%
Discrimination is not tolerated at ECC	18	9.1%	40	20.3%	139	70.6%
Harassment is not tolerated at ECC	19	9.7%	32	16.4%	144	73.8%
ECC works hard to prevent discrimination and harassment from happening	19	9.7%	42	21.4%	135	68.9%
Racial and cultural differences are celebrated at ECC	9	4.6%	31	15.9%	155	79.5%
I feel a sense of community and belonging at ECC	20	10.2%	36	18.4%	140	71.4%
Campus police and security protect us from harm	16	8.2%	24	12.2%	156	79.6%
ECC provides sufficient programs and resources to foster the success of a diverse population	20	10.2%	35	17.9%	141	71.9%
I would recommend ECC as a good place to work	16	8.3%	37	19.2%	140	72.5%
I feel valued by my coworkers in my department	13	6.7%	23	11.9%	157	81.3%
My supervisor provides adequate support for me to a manage a work-life balance	15	7.8%	22	11.4%	156	80.8%
ECC provides sufficient opportunities for training and professional development	25	13.0%	41	21.2%	127	65.8%
I feel like my job is secure	17	8.8%	52	26.9%	124	64.2%
I am treated with respect by my colleagues	11	5.7%	24	12.4%	158	81.9%
I feel valued by my supervisors	17	8.9%	26	13.5%	149	77.6%
I am able to perform to my full potential	21	10.9%	20	10.4%	152	78.8%
I have a voice in the decision-making that affects my department	33	17.1%	48	24.9%	112	58.0%
My department has adequate resources to achieve its goals	35	18.2%	46	24.0%	111	57.8%
I feel like I receive recognition when it is earned	29	15.0%	44	22.8%	120	62.2%
My supervisors are genuinely concerned about my wellbeing	20	10.4%	34	17.6%	139	72.0%
My colleagues respond to emails and phone calls promptly	18	9.4%	29	15.2%	144	75.4%

The statement that employees agreed the most on was “I feel safe at Essex County College” (83.2%). Other statements that were over 80% in agreement were “I feel valued by my coworkers in my department” (81.3%) and “My supervisor provides sufficient adequate support for me to manage a work life balance” (80.8%). This

suggests that inter-personal interactions between coworkers and supervisors are strong at ECC. The college should continue these efforts to increase these scores even more.

The least agreed on statement was “My department has adequate resources to achieve its goals” (57.8%). This suggests although the school feels secure, many feel that there are not enough resources for employees to be successful. These resources could include money, employees, training, etc. The other statement that scored under 60% was the statement “I have a voice in the decision-making that affects my department” (58.0%). This suggests that employees at ECC often do not have the say or the ability to achieve the goals set out for them.

The goals in the strategic plan were to raise the agreement score by 2 percentage points for two statements, and raise the overall campus climate score by 2. For the statement “ECC provides sufficient opportunities for training and professional development”, the score increased by 2.5 percentage points, suggesting the goal was achieved. For the statement “ECC provides sufficient programs and resources to foster the success of a diverse population”, the score decreased by 3.7, which implies the goal was not achieved and ECC is not heading in that direction. Therefore, there is a recommendation to try alternate initiatives to raise the score for this statement. The campus climate score for this year was 74.24. Last year the campus climate score was 74.4. Therefore, the score has mostly stayed the same and has not improved, suggesting the goal was not achieved this year. See the table below for all the statement results compared to FY25.

Table 2: Matrix Table – Breakout

Statement:	Percent who "Agree" or "Strongly Agree"											
	Admin (n=29)			Staff (n=71)			Faculty (n=102)			Overall (n=210)		
	'25	'26	Diff	'25	'26	Diff	'25	'26	Diff	'25	'26	Diff
I feel safe at Essex County College	83.3	88.5	5.1	67.5	78.5	11.0	89.6	86.0	-3.6	79.8	83.2	3.4
There are sufficient support resources available	73.3	80.8	7.4	59.0	63.1	4.0	67.7	64.0	-3.7	64.7	65.	0.8
I believe my differences are embraced and valued	66.7	76.9	10.3	59.0	64.6	5.6	82.3	54.0	-28.3	70.6	65.5	-5.2
Discrimination is not tolerated at ECC	70.0	80.8	10.8	70.7	72.3	1.6	84.2	68.0	-16.2	76.9	70.6 %	-6.3
Harassment is not tolerated at ECC	60.0	84.6	24.6	74.7	73.4	-1.3	83.3	72.0	-11.3	76.6	73.8	-2.8
ECC works hard to prevent discrimination and harassment from happening	63.3	80.8	17.4	61.4	70.3	8.9	81.9	66.0	-15.9	70.8	68.9	-2.0
Racial and cultural differences are celebrated at ECC	75.9	84.6	8.8	86.6	85.9	-0.6	86.5	75.0	-11.5	84.7	79.5	-5.2
I feel a sense of community and belonging at ECC	66.7	84.6	17.9	65.1	70.3	5.3	84.2	70.0	-14.2	73.7	71.4	-2.3
Campus police and security protect us from harm	80.0	92.3	12.3	68.7	78.1	9.5	79.4	79.0	-0.4	74.9	79.6	4.7
ECC provides sufficient programs and resources to foster the success of a diverse population	73.3	84.6	11.3	69.9	73.4	3.6	81.3	69.0	-12.3	75.7	71.9	-3.7

I would recommend ECC as a good place to work	79.3	83.3	4.0	59.0	68.8	9.8	81.9	73.7	-8.2	72.0	72.5	0.5
I feel valued by my coworkers in my department	82.8	83.3	0.6	78.2	84.4	6.2	79.6	79.8	0.2	79.9	81.3	1.4
My supervisor provides adequate support for me to manage a work-life balance	86.2	87.5	1.3	76.9	81.3	4.3	87.2	80.8	-6.4	81.5	80.8	-0.7
ECC provides sufficient opportunities for training and professional development	58.6	70.8	12.2	55.1	65.6	10.5	71.0	65.7	-5.3	63.3	65.8	2.5
I feel like my job is secure	69.0	83.3	14.4	57.7	65.6	7.9	70.2	59.6	-10.6	64.9	64.2	-0.7
I am treated with respect by my colleagues	75.9	79.2	3.3	84.6	84.4	-0.2	89.2	82.8	-6.4	85.2	81.9	-3.4
I feel valued by my supervisors	82.8	79.2	-3.6	74.4	79.7	5.3	89.4	77.6	-11.8	81.0	77.6	-3.4
I am able to perform to my full potential	75.9	83.3	7.5	71.8	78.1	6.3	83.9	78.8	-5.1	78.1	78.8	0.7
I have a voice in the decision-making that affects my department	79.3	79.2	-0.1	55.8	62.5	6.7	63.8	51.5	-12.3	62.4	58.0	-4.3
My department has adequate resources to achieve its goals	48.3	62.5	14.2	56.4	60.3	3.9	62.4	55.6	-6.8	58.1	57.8	-0.3
I feel like I receive recognition when it is earned	69.0	79.2	10.2	49.4	60.9	11.6	71.3	59.6	-11.7	61.9	62.2	0.3
My supervisors are genuinely concerned about my wellbeing	79.3	79.2	-0.1	69.2	76.6	7.3	81.7	68.7	-13.0	75.2	72.0	-3.2
My colleagues respond to emails and phone calls promptly	62.1	79.2	17.1	75.6	77.8	2.1	81.9	74.5	-7.4	76.8	75.4	-1.4

Color Key

Greater than 10% Increase Y-o-Y
5%-10% Increase Y-o-Y
< 5% and > -5% Y-o-Y Change
5%-10% Decrease Y-o-Y
Greater than 10% Decrease Y-o-Y

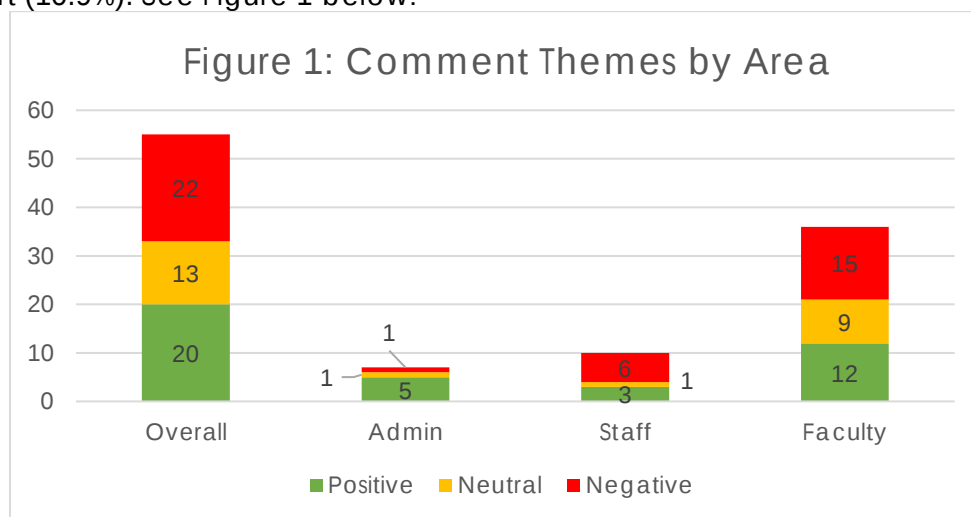
The majority of the statements saw a small decrease when compared to the year prior (65.2%). The statement that had the biggest decline was “Discrimination is not tolerated at ECC” which decreased by 6.3 percentage points. Other statements that saw a decrease of over 5 percentage points was “Racial and cultural differences are celebrated at ECC” and “I believe my differences are embraced and valued”. This suggests that ECC has not improved in the way they celebrate and protect the varying identities at the college. This is a suggested area of improvement. The statement that had the largest increase was “Campus police and security protect us from harm” with a 4.7 percentage point increase.

The administration at ECC tends to agree with the majority of the statements more than staff and faculty. The only statement that administration agreed with less than faculty and staff was “I am treated with respect by my colleagues” (79.2%). The average agreement for administration was 81.2%.

Staff scored within the middle of the two groups with an average of 72.9%. The statements that staff scored the highest on were focused on the relationships between colleagues, and between supervisors and their teams. This suggests that the staff has the best climate between each other. The statements they scored the lowest on include the two statements about safety on campus, the statement of “I would recommend ECC as a good place to work”, and statements involving how well they are able to achieve their goals here. This suggests that the issues that staff are facing are more about receiving enough resources and support, but they are working and interacting well interpersonally.

Faculty scored the lowest on 65% of the statements, with an agreement average of 70.1. Faculty did not score the highest on any statement above. Some of the statements that scored the lowest for faculty were “I have a voice in the decision-making that affects my department” (51.5%), “I believe my differences are embraced and valued” (54.0%), and “My department has adequate resources to achieve its goals” (55.6%). These statements span a variety of issues, suggesting that faculty are facing issues overall and not one specific issue. There is room for improvement in the campus climate for faculty when it comes to involving them in decision making, embracing their differences, and providing more resources.

There were 55 comments left by respondents. Of those comments 40% were negative, 36.4% were positive, and 23.6% were neutral. Issues that were brought in the negative and neutral comments were concerns about unfair treatment (16.4%), issues with leadership (14.5%), bad communication (12.7%), and emphasis that students need more support (10.9%). See Figure 1 below:



Conclusion

The campus climate overall has not changed much at ECC when compared to the year prior. However, when a closer look is taken, staff and administration has had an improved experience, while faculty have been experiencing a worsening situation. Therefore, ECC should investigate the issues that faculty have and aim to improve those in order to maintain current faculty members. However, the campus climate is improving for administration and staff, which the college should continue to support. ECC continues to have issues with areas having enough resources to achieve its goals and giving staff and faculty enough input on decision making.