



**An Executive Summary of the
2019 TCNJ Campus Climate Employee Survey**

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Executive Summary

In the summer of 2019, the Division of Equity and Inclusion (DEI), under the leadership of Interim Vice President of Equity and Inclusion Ivonne Cruz, partnered with the Center for Institutional Effectiveness (CIE) to design an instrument to gather insight into the campus community's experiences and perceptions of The College of New Jersey. In order to promote inclusivity, the survey was initially focused on the student experience but expanded to include faculty, administrators, and staff.

Throughout the summer of 2019, DEI and CIE solicited insight on the development of the survey from external experts (peer institutions) and internal stakeholders (Campus Diversity Council, Council of Deans, and the President's Cabinet). From those consultative meetings, the working team created the *Campus Pulse Survey - Employee Edition*, a 44-item instrument that includes 36 Likert-scale measures, 2 open-ended questions, and 6 demographic questions.

The administration of the *Campus Pulse Survey - Employee Edition* was designed to be inclusive and therefore was forwarded to all full-time faculty (including adjuncts), administrators, and staff (N=1652). The *Campus Pulse Survey - Employee Edition* was administered from October 31 - through November 25, 2019. The total number of respondents was 717 representing a response rate of 43%. Data from this inquiry should be viewed as a baseline and used for strategic planning and programming efforts.

Understanding the TCNJ Employee Experience

To implement an institution-wide plan for inclusive excellence, we first have to understand the college employee experience, and the *Campus Pulse Survey - Employee Edition* was our effort at listening. This information will be used to improve the experiences of faculty, administrators, and staff. We will continue to gather data to measure our effectiveness in an ongoing and continuous manner.

General Demographics of Respondents

- Breakout of staff who took the survey by demographics - 64% White, 8% African American, 4% Latino, 3% Asian, 21% (all others).
- Breakout of respondents by classification: 44% staff, 29% faculty, 13% adjuncts, 6% administrator, 8% (all others).



Overall insight - general applicability

1. Overall, respondents agreed that TCNJ's workplace culture is friendly, respectful, collaborative, and welcoming.
2. In general, respondents, did not feel they had sufficient resources to do their jobs, and reported not having the same opportunities for professional success similar to their colleagues. Given these variables, they also did not feel as though they could perform to their full potential.
3. In general, respondents reported a low level of awareness of the Ethics Office, DEI, Dean of Students, CIE, and ARC (formerly Disability Support Services). Along those same lines, respondents reported a low level of awareness of how to utilize the resources of these offices.

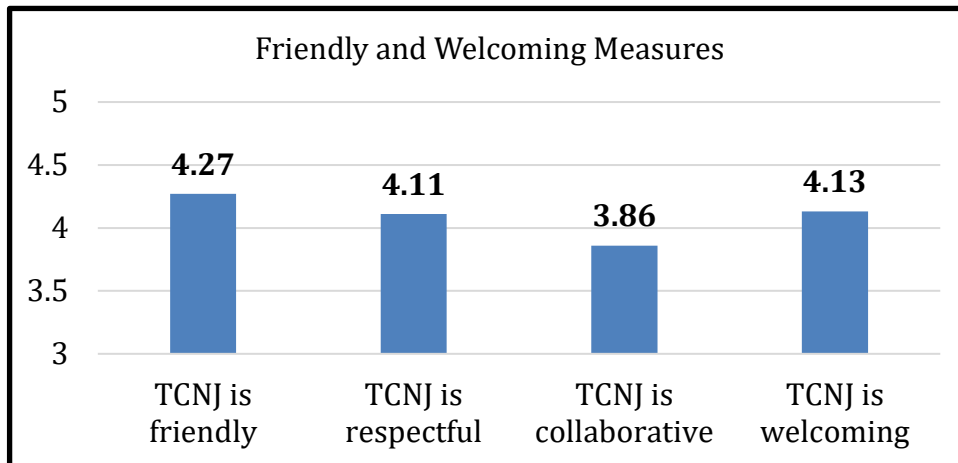
Concerns from a demographic perspective

1. In general, respondents reported being treated differently because of age.
2. In general, respondents reported being treated differently because of political expression.
3. Women reported lower levels of upward mobility and fair treatment.
4. African Americans reported experiencing TCNJ as less friendly and welcoming in comparison to white employees.
5. African Americans and Latinos reported being treated differently because of socio-economic status.
6. Asians and African Americans reported a lower overall satisfaction rate working at TCNJ when compared to other groups.



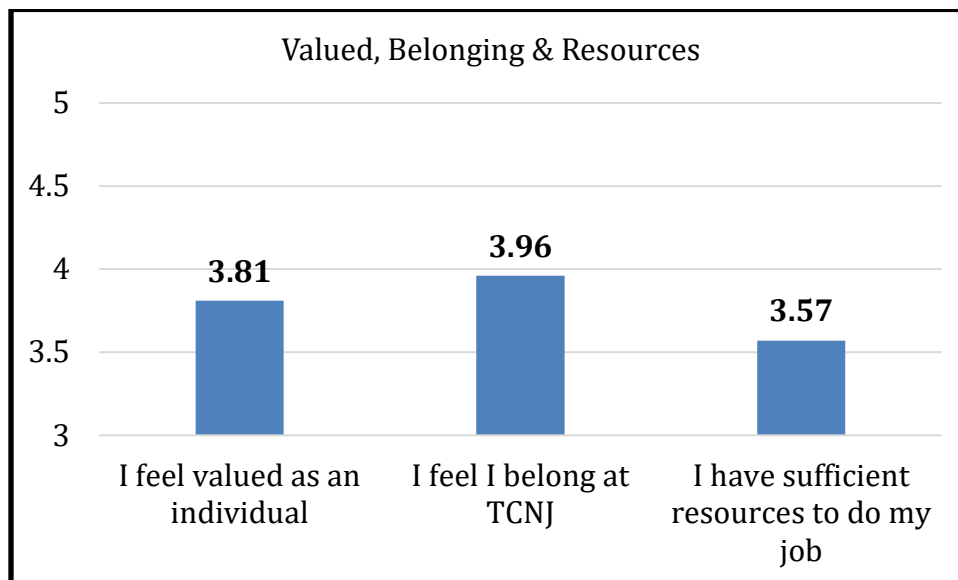
Selected Charts

Figure 1: TCNJ Friendly and Welcoming Measures



(Scale: Strongly agree = 5; Somewhat agree = 4; Neither agree nor disagree=3; Somewhat disagree=2; Strongly disagree = 1)

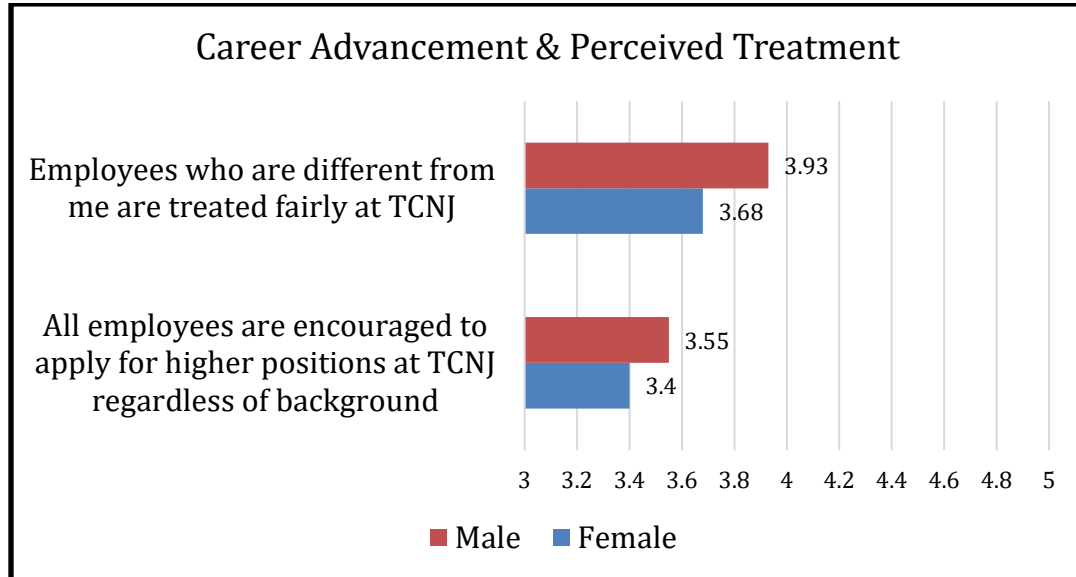
Figure 2: Feeling Valued, Belonging and Sufficient Resources



(Scale: Strongly agree = 5; Somewhat agree = 4; Neither agree nor disagree=3; Somewhat disagree=2; Strongly disagree = 1)

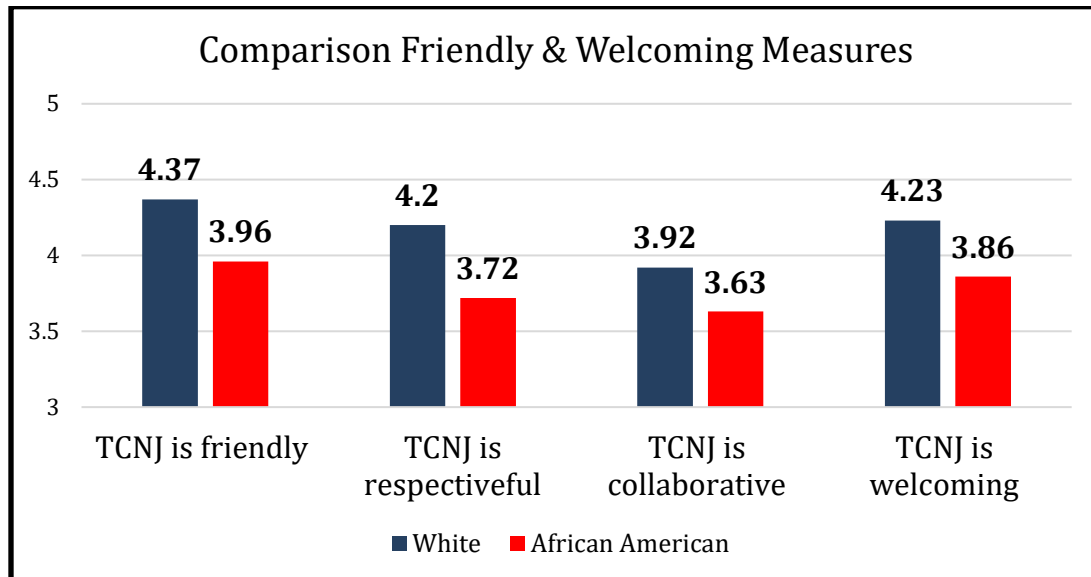


Figure 3: Gender Differences Comparing Treated Fairly & Encouraged to Apply for Higher Positions



(Scale: Strongly agree = 5; Somewhat agree = 4; Neither agree nor disagree=3; Somewhat disagree=2; Strongly disagree = 1)

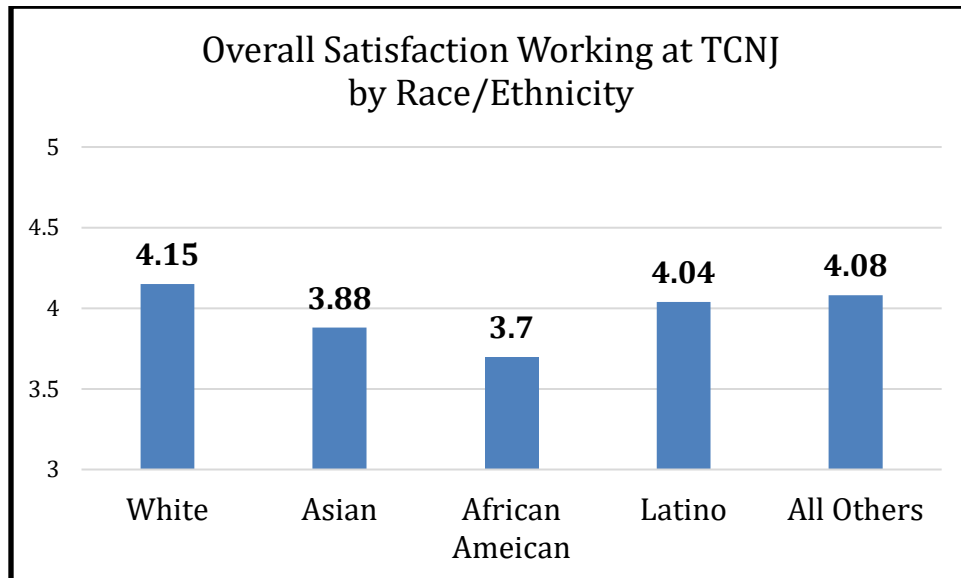
Figure 4: Comparison Friendly and Welcoming Measures



(Scale: Strongly agree = 5; Somewhat agree = 4; Neither agree nor disagree=3; Somewhat disagree=2; Strongly disagree = 1)



Figure 5: Overall Satisfaction Working at TCNJ by Race/Ethnicity



(Scale: Strongly agree = 5; Somewhat agree = 4; Neither agree nor disagree=3; Somewhat disagree=2; Strongly disagree = 1)