

Fall 2025 Employee Satisfaction Survey Report



Background

- Kishwaukee College regularly assesses Employee Satisfaction/Importance of the College Climate, Workplace & Goals
- National Benchmarks based on IPEDs cohort.
- Why?
 - Accreditation Bodies (HLC)
 - Understanding Employee Needs

Fall 2025 Demographics

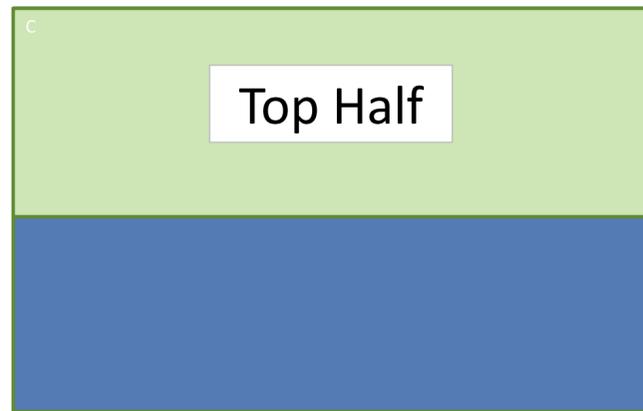
Response Rates: Overall= $126/341=37.0\%$

- Administrators: $14/15=93\%$
- Full-Time Faculty: $30/55=55\%$
- Part-Time Faculty: $13/102=13\%$
- Part-Time Staff: $11/51=22\%$
- Professional Staff: $34/66=52\%$
- Support Staff: $20/52=38\%$
- *Not Disclosed: 4*



What is a “Strength”?

Strengths:



Importance

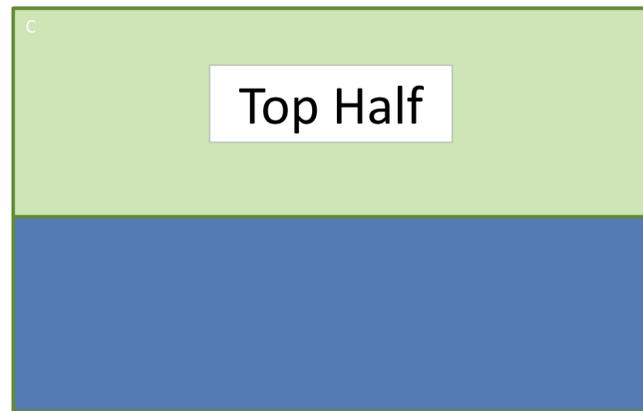


Satisfaction

Must be in both to meet requisite of “Strength”

What is a “Challenge”?

Challenge:



Importance



Satisfaction

Must be in both to meet requisite of “Challenge”

**No Gap Challenges identified*

Campus Culture: Strengths*

1. This institution does a good job of meeting the needs of students
2. This institution treats students as its top priority
3. Staff take pride in their work
4. Faculty take pride in their work
5. This institution promotes excellent employee-student relationships
6. Administrators take pride in their work

**Ranked by Importance*

Campus Culture: Challenges*

1. There are effective lines of communication between departments**
2. Administrators share information regularly with faculty and staff
3. There is good communication between the faculty and the administration at this institution
4. This institution does a good job of meeting the needs of staff

**Ranked by Importance*

***Only same Challenge from prior survey*

Workplace: Strengths*

1. I feel safe on campus
2. My supervisor pays attention to what I have to say
3. The type of work I do on most days is personally rewarding
4. My supervisor helps me improve my job performance**
5. The college provides work flexibility as appropriate**

**Ranked by Importance*

***New Strengths from prior survey*

Workplace: Challenges*

1. I am paid fairly for the work I do
2. I feel like I work in a positive work environment
3. My department has the staff needed to do its job well
4. It is easy for me to get information at this institution

**Ranked by Importance*

- All same Challenges from prior survey.
- “My department has the budget needed to do its job well” no longer among Challenges.

How do we Compare?

Higher Satisfaction Compared to National Benchmarks (Ranked by Most Significant Difference)

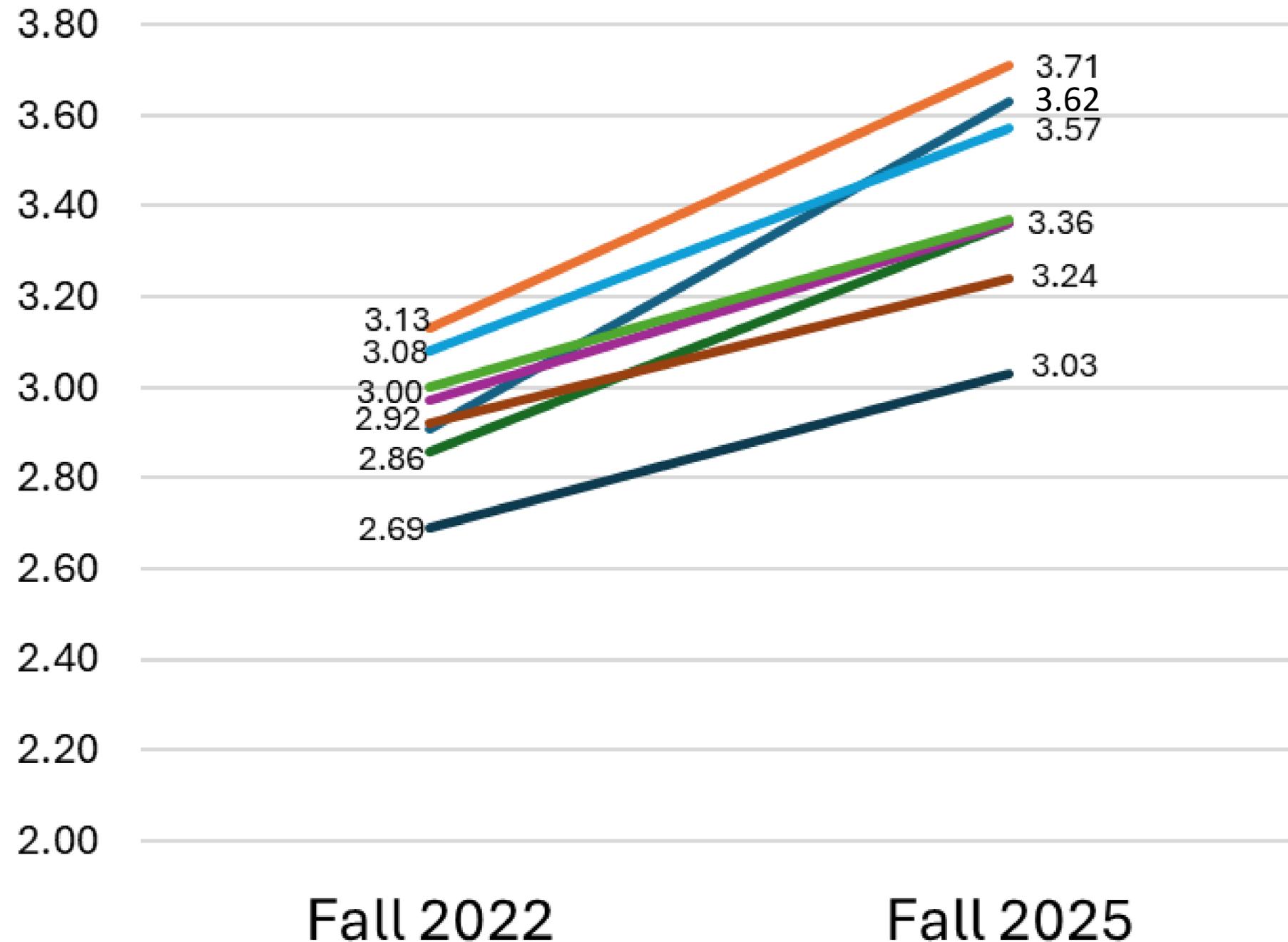
- This institution consistently follows clear processes for orienting and training new employees
- My department or work unit has written, up-to-date objectives
- My department meets as a team to plan and coordinate work
- My supervisor helps me improve my job performance
- I have the information I need to do my job well
- My department has the budget needed to do its job well
- This institution makes sufficient budgetary resources available to achieve important objectives
- My supervisor pays attention to what I have to say
- My job responsibilities are communicated clearly to me
- My department has the staff needed to do its job well
- The work I do is appreciated by my supervisor
- This institution treats students as its top priority
- This institution does a good job of meeting the needs of students
- It is easy for me to get information at this institution
- I am comfortable answering student questions about institutional policies and procedures

Goals Assessment (Ranked on Importance)

- 1. Retain more of its current students to graduation**
- 2. Improve employee morale**
- 3. Improve the quality of existing academic programs**
4. Increase the enrollment of new students
5. Improve the academic ability of entering student classes
6. Increase the diversity of racial and ethnic groups represented among the student body
7. Develop new academic programs
8. Improve the appearance of campus buildings and grounds
9. Recruit students from new geographic markets

Positive Campus Culture Changes: 2022 to 2025*

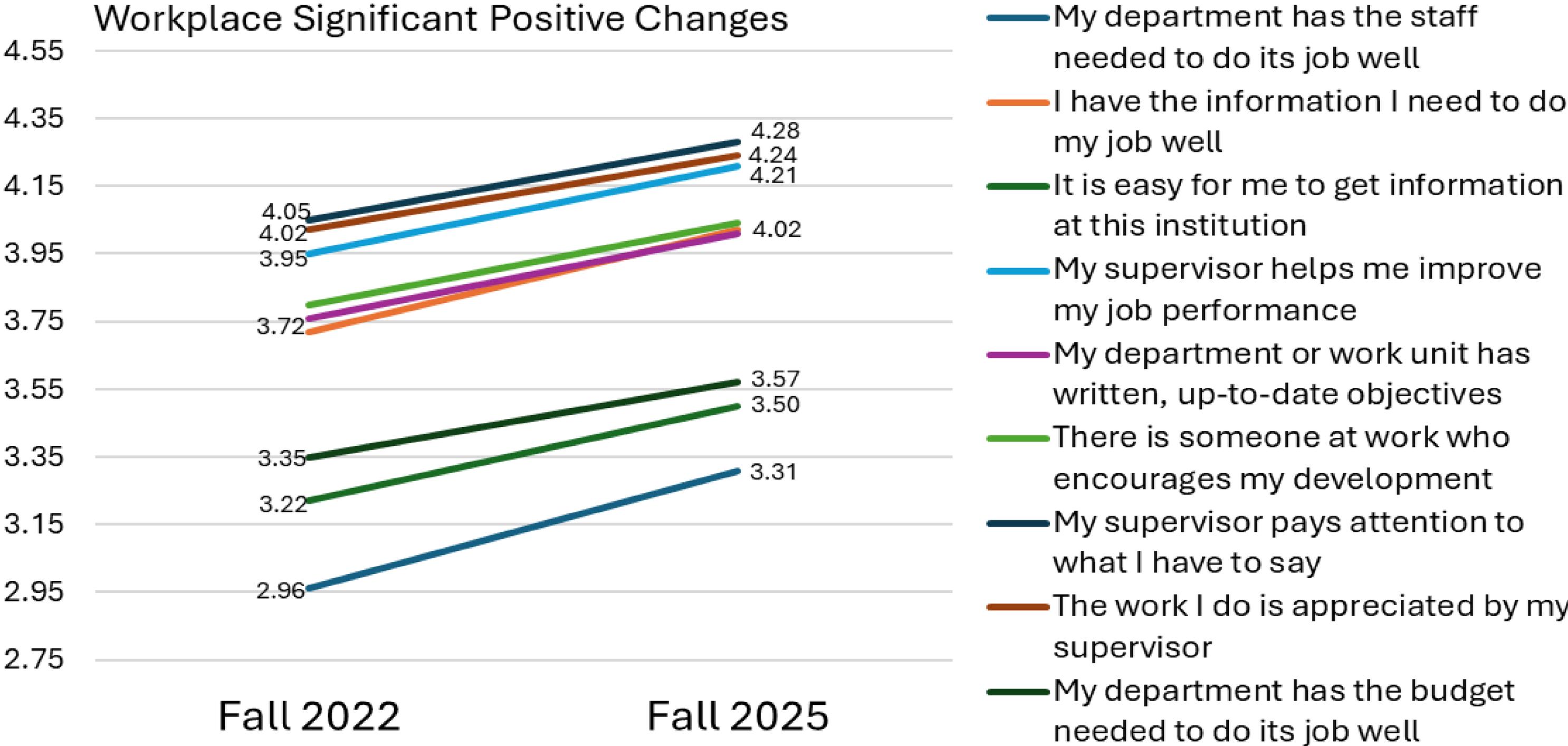
Campus Culture Significant Positive Changes



- This institution consistently follows clear processes for orienting and training new employees
- This institution is well-respected in the community
- This institution plans carefully
- The reputation of this institution continues to improve
- This institution has written procedures that clearly define who is responsible for each operation and service
- The leadership of this institution has a clear sense of purpose
- This institution involves its employees in planning for the future
- This institution consistently follows clear processes for selecting new employees

****Ranked by most significant change***

Positive Workplace Changes: 2022 to 2025*



**Ranked by most significant change*

Negative Changes: 2022 to 2025

- No Significant Changes Found



Survey Findings Summary

Strengths & Improvements

- Overall satisfaction increased from 3.72 to 3.87 *and* 51/57 items increased in satisfaction from Fall 2022 to Fall 2025
- Most significant improvements were observed in institutional planning, hiring and orientation, meeting staff/budget needs, and supervisor relationships
- 15 items above the National Benchmarks and no significant item declines compared to Fall 2022

The Challenges

- Challenges related to communication between departments/employee classifications and workplace positivity



Please contact regarding data, questions,
or further presentations.

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