



Fall 2024 Viewfinder® Campus Climate Survey

Executive Summary – Employee Findings

The 2024 Employee Campus Climate Survey indicates that Tompkins Cortland Community College employees generally view the institution as a safe, inclusive, and welcoming workplace with a strong commitment to diversity, equity, inclusion, and belonging (DEIB). Across many measures, employee perceptions were comparable to or more favorable than peer SUNY community colleges. Employees reported high levels of safety, positive workplace relationships, and confidence in the College's commitment to supporting diverse populations.

Key strengths include employees' strong sense of safety on and off campus, positive interactions with colleagues, confidence in reporting processes for discrimination and harassment, and broad agreement that DEIB is a core institutional value. Employees also reported positive perceptions of campus inclusiveness and indicated that diverse perspectives are incorporated into educational and workplace environments. A large majority stated they would recommend the College as a place to work and expressed satisfaction with their jobs and benefits.

The survey also found that most employees perceive the campus as welcoming to a wide range of identities and backgrounds, including people of different races, ethnicities, faiths, abilities, sexual orientations, and socioeconomic backgrounds. Respondents generally agreed that diversity training, professional development, and efforts to integrate diversity into campus life are important and supported.

Areas for continued attention include strengthening employees' sense of belonging and trust in institutional accountability, increasing visibility and understanding of diversity initiatives, improving perceptions of diversity committee effectiveness, and addressing concerns regarding workload, pay equity, career advancement, and professional development funding. Employees who experienced discrimination, bias, or harassment were often reluctant to report incidents, citing concerns that no action would result or that the institution would not provide adequate support. Among those who reported incidents, satisfaction with outcomes was mixed.

Overall, the findings suggest that Tompkins Cortland Community College has established a positive workplace climate characterized by safety, inclusiveness, and respect. Continued focus on transparency, accountability, employee support, and engagement in DEIB efforts will help strengthen trust, belonging, and employee satisfaction while advancing the College's strategic goals.