

WORK SESSION**AGENDA ITEM WS1**

CCC Board of Education – Topic Summary	
Topic:	Climate Survey Update
Date:	January 21, 2026
Presenter:	Ashley Sears, Melissa McCormack, and Casey Layton
Division/Department:	Institutional Research and Reporting, Human Resources, and Cougar Leadership, Education and Advocacy for Progress (LEAP) Office
RECOMMENDATION:	Information only

REASON FOR BOARD CONSIDERATION:

To keep the Board apprised of findings from the 2024 Employee Climate Survey, institutional responses to identified areas of concern, and planned follow-up activities to monitor progress.

EXPECTED OUTCOME/RELEVANCE TO STRATEGIC PRIORITY OR CORE THEME:

Enhances the Board's understanding of employee experiences and organizational culture, supporting decisions related to the College's Strategic Priorities.

BACKGROUND:

The Fall 2024 Employee Climate Survey was administered college-wide to assess employee satisfaction, workplace culture, and organizational health. The survey represents a critical component of the College's commitment to Diversity, Equity, Inclusion, and Organizational Health as outlined in the Strategic Plan. Analysis of survey responses revealed both strengths and areas for improvement across multiple dimensions of the employee experience. We have identified actions to address areas requiring institutional attention and will be administering a pulse survey in Fall Term 2026.

BUDGET IMPACT/SOURCE OF FUNDS:

None.

ATTACHMENTS:

Fall 2024 Employee Climate Survey Report (survey results)
Climate Survey Results - January 2026 Board Meeting (presentation)

FUTURE REPORT:

The Board will be receiving an update on the Pulse Survey findings in Winter Term 2027.