



2026
Campus Climate Survey

From Insight to Action



Welcome: We Heard You



711 Survey Respondents



300 + Forum Participants



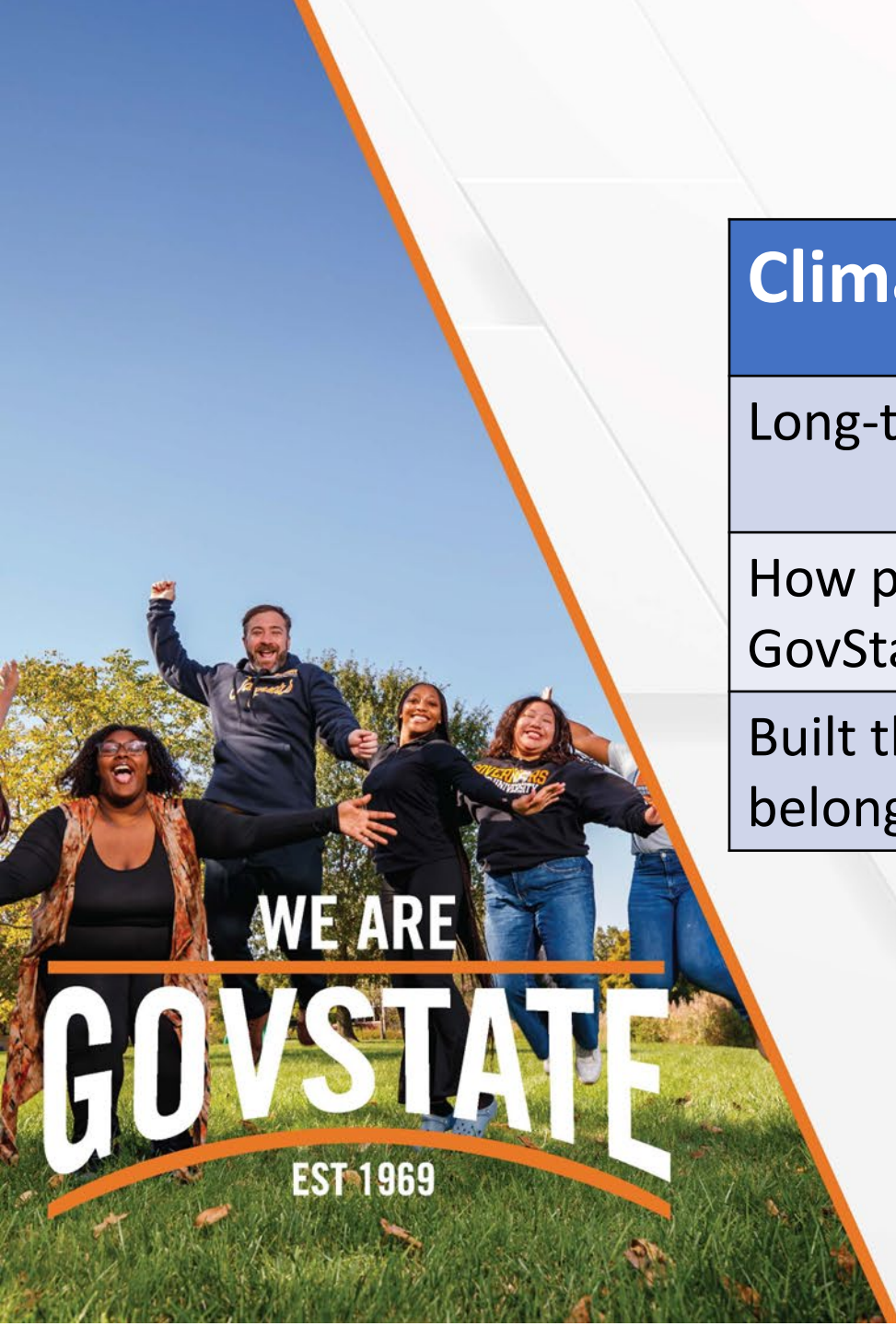
Final Report



Recommendations

Climate vs Morale

Climate	Morale
Long-term culture	Current feelings
How people experience GovState	How people feel today about GovState
Built through leadership, trust, belonging, communication	Influenced by workload, layoffs, raises, change.





What They Data Told Us

-  84% Overall Climate Satisfaction
-  700 + voices
-  From 2023 – Positive Trend
-  Above Peers
-  Five Emerging Themes
 - Communication
 - Leadership
 - Belonging
 - Student Success
 - Resources

WE ARE
GOVSTATE
EST 1969



What We Heard

Themes from the 2026 Campus Climate Survey and Stakeholder Forums

Inclusive Opportunities Information Collaboration Culture
Clarity Visibility Respect Equity **Transparency** Connection
Awareness **Communication** Equity
Listening Access
Leadership **Belonging** Trust Growth Empowerment
Engagement Support Accountability
Wellness
Professional Development **Student Success** Resources
Value Retention
Diversity Safety **Community** Work Environment
Advancement More Communication Recognition Morale Fairness
Teamwork Responsiveness Student Support Engagement Innovation
A Stronger GovState

*Different Perspectives. A **Stronger** GovState.*



What We Learned

Emerging Themes	What Did We Learn?
Student Success, Belonging & Engagement	Participants consistently connected campus climate to student persistence, retention, and completion. Students who feel connected, supported, and informed are more likely to succeed.
Leadership, Trust & Employee Experience	Trust is strengthened through visible leadership, responsiveness, recognition, and accountability. Faculty and staff emphasized communication, supervisor effectiveness, professional development, and feeling valued.
Communication & Transparency	Communication was the most consistent theme. Participants want greater transparency, clearer communication, leadership visibility, and increased awareness of institutional priorities, resources, and decisions.

Student Success, Belonging & Engagement



Do I know where to go when I need help?



Is there someone here who knows my name?



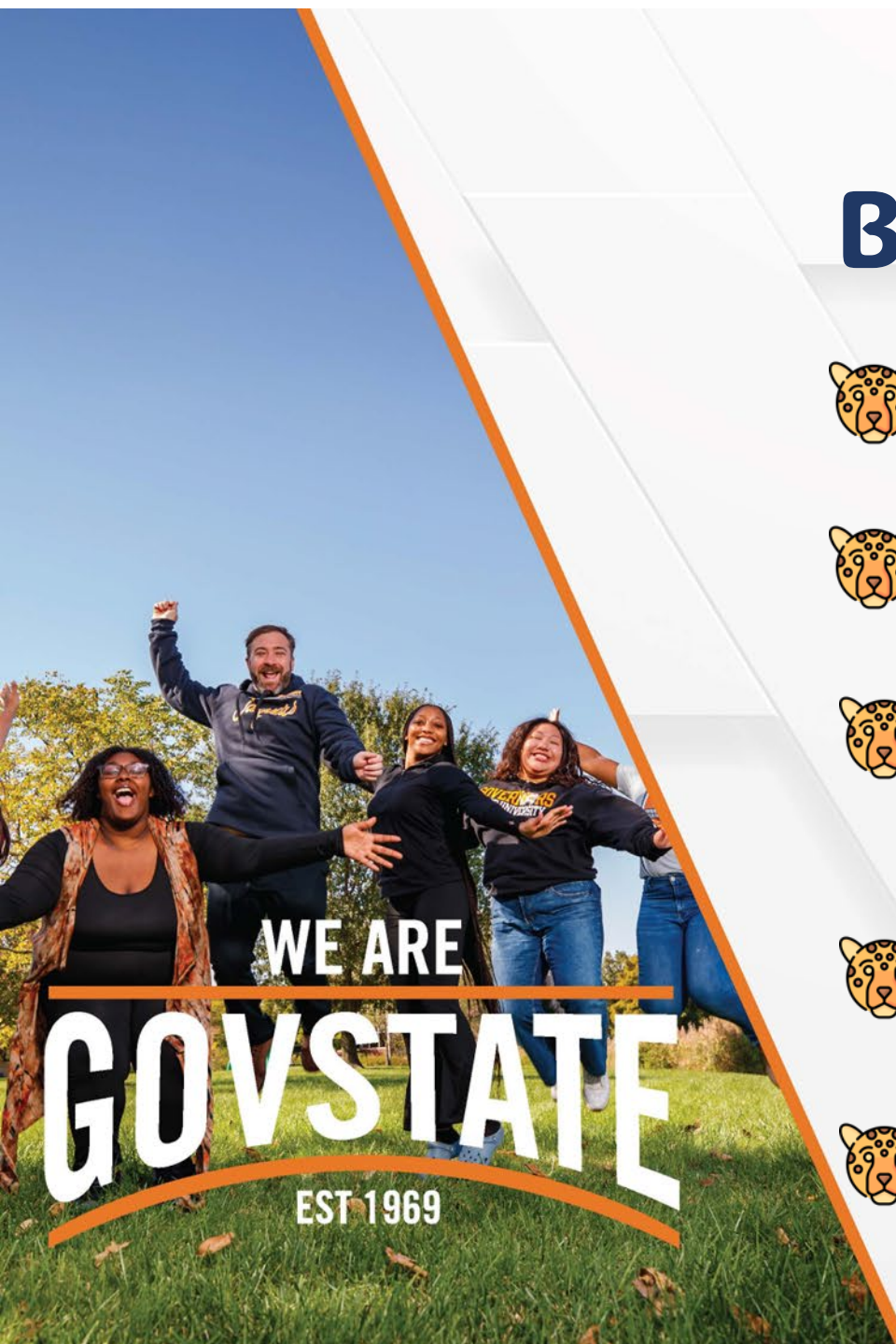
Do I believe that someone will notice if I stop showing up?



Do I see myself as part of this community?



Can I clearly see my path to graduation?





Leadership, Trust & Employee Experience



Do people follow through?



Do we communicate when we say we will?



Do people feel heard even when the answer cannot be yes?



Do we recognize good work?



Do we explain the *why* behind decisions when we can?

Communication & Transparency



Is it Clear?



Is it Timely?



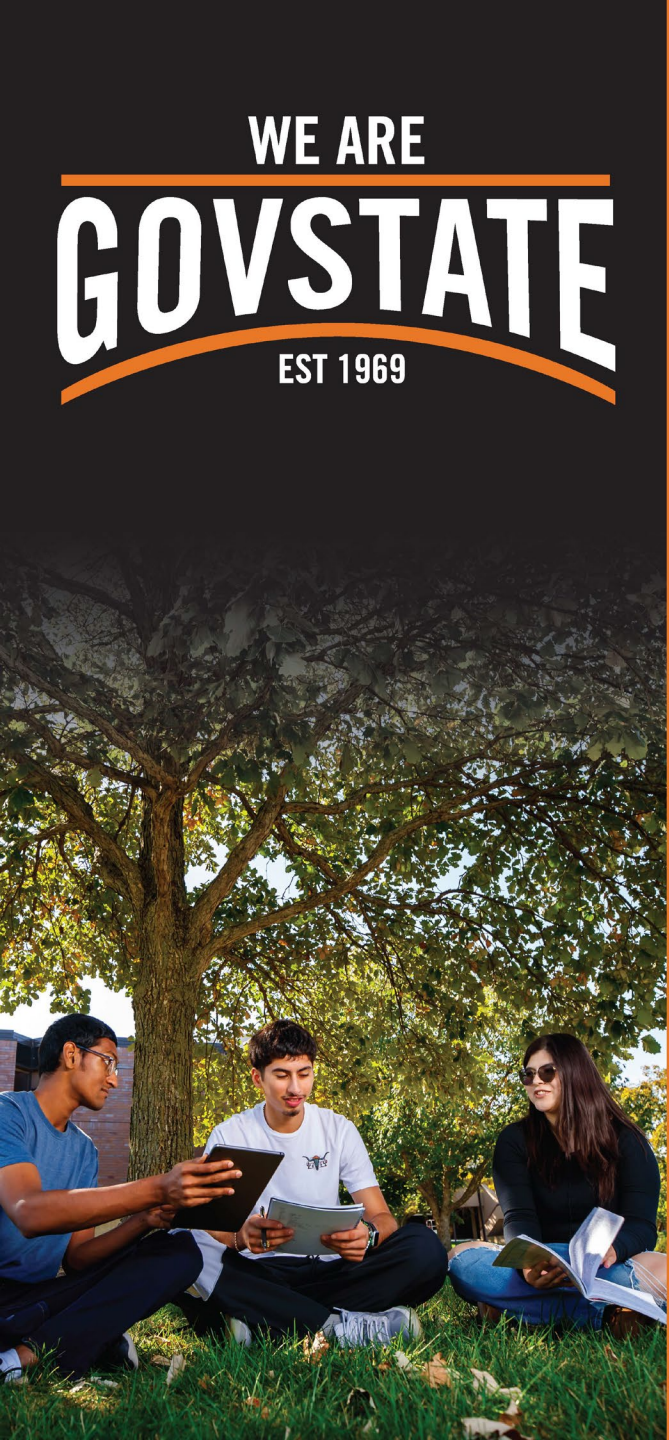
Is it Reaching the people who Need it?



Do people understand what it means for them?



And when we don't know something yet, are we comfortable saying that?



Communication and Transparency

THE *I*, *we*, **WE** MODEL

FROM INDIVIDUAL ACTION TO INSTITUTIONAL IMPACT

We each play a role in building a positive campus climate where everyone belongs and thrives.



WHAT CAN I DO?

- Reflect on how I show up as a leader.
- Model the values and behaviors that strengthen our culture.
- Engage in open, respectful communication.
- Be a part of the solution—every action matters.



WHAT CAN MY DEPARTMENT/DIVISION DO?

- Create a supportive and inclusive environment.
- Strengthen communication and collaboration within our teams.
- Identify opportunities to improve processes and support.
- Engage our people and value every voice.



WHAT SHOULD WE DO INSTITUTIONALLY?

- Align policies, practices, and resources with our values and mission.
- Foster a culture of trust, transparency, and accountability.
- Invest in opportunities that promote belonging and student success.
- Work together across divisions to create lasting impact.



“ When we lead together—individually, within our teams, and across our institution—
we build a stronger, more connected Governors State. ”

Starting with “I”

What is ONE thing within my power?

Climate Survey: From Insight to
Action



[Link](#)



**We Are
Better Together
We Are
GovState!**

