

# Foothill Employee Climate Survey

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A REVIEW OF SURVEY RESPONSES

Mission Informed Planning Council (MIPC)

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# Survey Background

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District-initiated climate survey: May 28, 2025 to June 16, 2025

- Part of the CCCCO Institutional Effectiveness Partnership Initiative (IEPI) to help colleges/districts improve and become more operationally effective
- Online survey instrument developed by The RP Group

Community College Campus Climate Survey for Employees

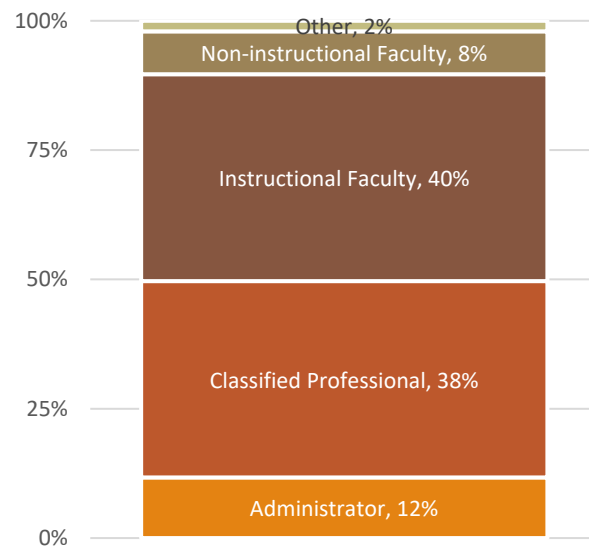
Community College Campus Climate Survey for Students

Survey highlights focus on college planning alignment:

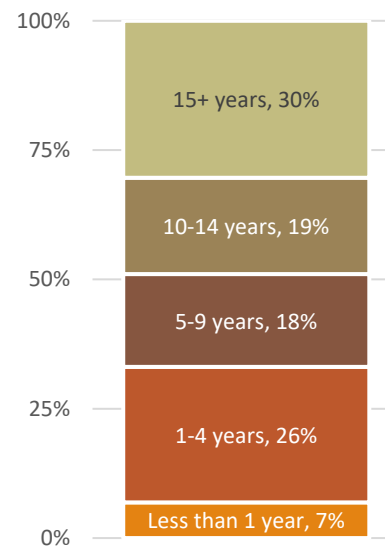
- Blueprint 2030 Transformational Goal – By 2030, 88% of employees rate their career satisfaction as high with no disparities based on employee classification demographics.
- Way of the Owl – Meet students' needs; Remove barriers; Exceed student expectations; Provide heart-forward care

# Survey respondents

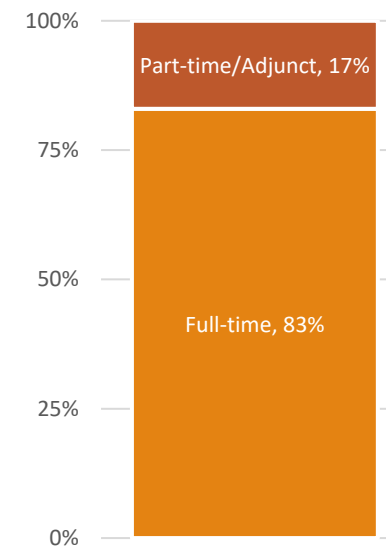
- 145 responses overall, with 87 (60%) complete responses



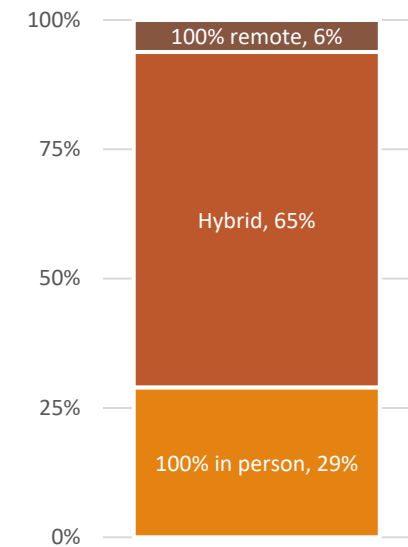
78% were from Classified or Instructional Faculty



49% have been here for over 10 years



Most are full-time



Most work a hybrid schedule

*Response rate reflects between one-fifth to one-fourth of total Foothill employees (Fall 2024); Over half of respondents declined to disclose their ethnicity.*

# Feelings about college and work

Overall Employee Sentiment	N	Overall	Admin	Class- ified	FT Faculty	PT Faculty	<10 years tenure	10+ years tenure
I would <b>recommend</b> the college as a good place to work for.	84	68%	100%	76%	48%	57%	79%	59%
The campus climate for employees is very/somewhat <b>positive</b> .	86	56%	83%	64%	38%	43%	65%	48%
My work is <b>satisfying</b> to me.	86	69%	82%	56%	83%	64%	59%	77%
I feel <b>worthwhile</b> at work.	86	51%	82%	50%	50%	43%	49%	53%
I feel <b>happy</b> at work.	86	38%	82%	26%	46%	29%	38%	38%

- Administrators are more positive about the college and their own work.
- Classified Professionals and Part-time Faculty are less positive, especially about their happiness.

*Percentages showing respondents that answered "Yes", "Very positive or Somewhat positive", or "Completely true or Very true".*

# Fostering professional growth

Culture of Growth	N	Overall	Admin	Class- ified	FT Faculty	PT Faculty	<10 years tenure	10+ years tenure
I have opportunities to <b>contribute to decisions</b> made that affect the entire college/district.	125	63%	88%	54%	71%	41%	57%	69%
The employee evaluation process provides <b>useful feedback</b> to support professional growth.	93	38%	54%	31%	26%	64%	35%	40%
There are opportunities for <b>career advancement</b> .	94	34%	46%	43%	30%	7%	37%	31%
The college effectively implements equitable employee <b>retention efforts</b> .	95	33%	62%	30%	28%	21%	34%	31%
The college effectively implements equitable employee <b>recruitment efforts</b> .	96	36%	57%	35%	34%	21%	43%	31%
The <b>DEIA offerings</b> helped with personal and professional growth.	65	68%	31%	77%	78%	67%	59%	76%

- Professional growth stunted by lack of feedback and advancement opportunities.
- Recruitment and retention efforts could be more effective.

*Percentages showing respondents that answered "Strongly agree or Agree" or "Very effective or Somewhat effective".*

# Communicating with care

Culture of Care	N	Overall	Admin	Class- ified	FT Faculty	PT Faculty	<10 years tenure	10+ years tenure
I feel <b>valued and appreciated</b> at work.	125	79%	81%	87%	79%	59%	79%	80%
I feel <b>respected</b> .	125	58%	81%	65%	48%	47%	57%	59%
I feel I can provide critical feedback without <b>fear of retaliation</b> .	124	39%	75%	33%	31%	35%	33%	44%
I feel that complaints and concerns are <b>addressed promptly</b> .	125	27%	56%	30%	17%	18%	26%	28%
I feel the college is <b>open and transparent</b> about its decision-making processes.	92	30%	71%	32%	19%	8%	29%	32%
I believe these decision-making processes effectively include <b>diverse perspectives</b> and promote equity.	91	41%	71%	39%	44%	8%	34%	46%
I feel <b>racial tension</b> at the college. (Disagree)	87	38%	64%	36%	19%	50%	47%	31%

- Most employees feel valued and appreciated; Part-time Faculty less so.
- Environment for communication could be more supportive, responsive, transparent, and inclusive.

*Percentages showing respondents that answered "Strongly agree or Agree", "Very true or Somewhat true", or "Strongly disagree or Disagree".*

# Mostly positive: Engaged employees

Employee Engagement	N	Overall	Admin	Class- ified	FT Faculty	PT Faculty	<10 years tenure	10+ years tenure
I am actively <b>engaged</b> at work.	125	98%	94%	98%	100%	100%	97%	100%
I have professional goals and know <b>how to achieve</b> them.	125	95%	100%	96%	95%	88%	93%	97%
I am focused on <b>trying to achieve</b> my professional goals.	125	94%	100%	91%	95%	94%	95%	94%
I feel <b>connected</b> and part of the community.	125	88%	88%	89%	90%	76%	87%	89%
I feel somebody at work wants and <b>helps me</b> to succeed in my professional goals.	125	81%	81%	85%	79%	76%	79%	83%
I feel <b>valued and appreciated</b> at work.	125	79%	81%	87%	79%	59%	79%	80%
I feel safe being my <b>authentic self</b> at work.	125	78%	81%	83%	71%	76%	72%	84%

- Part-time Faculty feels less values and appreciated.

*Percentages showing respondents that answered "Strongly agree or Agree".*

# Engagement higher than Belonging, especially college-wide (vs. in area/dept)

All Surveyed Foothill Employees



Percentages showing respondents that answered "Strongly agree or Agree".



# Mostly positive: Safe campus

Campus Safety	N	Overall	Admin	Class- ified	FT Faculty	PT Faculty	<10 years tenure	10+ years tenure
In the <b>restrooms</b> on campus.	90	90%	92%	97%	92%	62%	95%	86%
On campus when it is <b>light out</b> .	90	89%	100%	97%	85%	62%	98%	82%
In the <b>parking lots</b> on campus.	90	89%	100%	94%	88%	62%	95%	84%
In my <b>workspace/classroom</b> .	90	89%	100%	100%	85%	54%	95%	84%
On campus when it is <b>dark out</b> .	89	67%	92%	80%	50%	42%	78%	59%

- Most employees feel the campus is safe, except when it's dark out.
- Part-time Faculty and longer-tenured employees feel less safe on campus.

*Percentages showing respondents that answered "Very safe or Somewhat safe".*

# Mostly positive: Other items of note

Other Items of Note	N	Overall	Admin	Class- ified	FT Faculty	PT Faculty	<10 years tenure	10+ years tenure
I learn about the college's goals and priorities by reading <b>campus-wide emails</b> .	104	89%	86%	89%	91%	88%	83%	95%
I feel the college effectively promotes <b>student well-being</b> .	95	85%	92%	81%	86%	86%	86%	84%
I feel <b>respected</b> by employees in my area/department.	125	77%	88%	80%	71%	71%	75%	78%
My work is <b>meaningful</b> to me.	86	77%	91%	68%	83%	79%	64%	87%
I recognize the <b>importance</b> of the decision-making processes in shaping our direction and policies.	90	74%	92%	76%	81%	42%	61%	86%
I <b>understand</b> the role of different constituency groups (e g , Classified/Academic Senate) in the decision-making processes.	89	69%	85%	72%	73%	33%	59%	77%

Percentages showing respondents that answered "Checked", "Very effective or Somewhat effective", "Completely true or Very true", or "Strongly agree or Agree".

# Less positive: Opportunities can improve

Opportunities for Employees	N	Overall	Admin	Class- ified	FT Faculty	PT Faculty	<10 years tenure	10+ years tenure
Be considered for <b>job advancement</b> opportunities.	125	40%	56%	35%	40%	35%	43%	38%
Express my <b>opinions and suggestions</b> safely.	123	44%	67%	36%	48%	35%	42%	46%
Contribute to <b>goals and priorities</b> .	125	50%	81%	46%	50%	29%	48%	53%
Participate in the program review <b>budget process</b> .	125	54%	94%	46%	62%	24%	51%	58%

- Employees want more opportunities to participate and grow, especially Classified Professionals and Part-time Faculty.

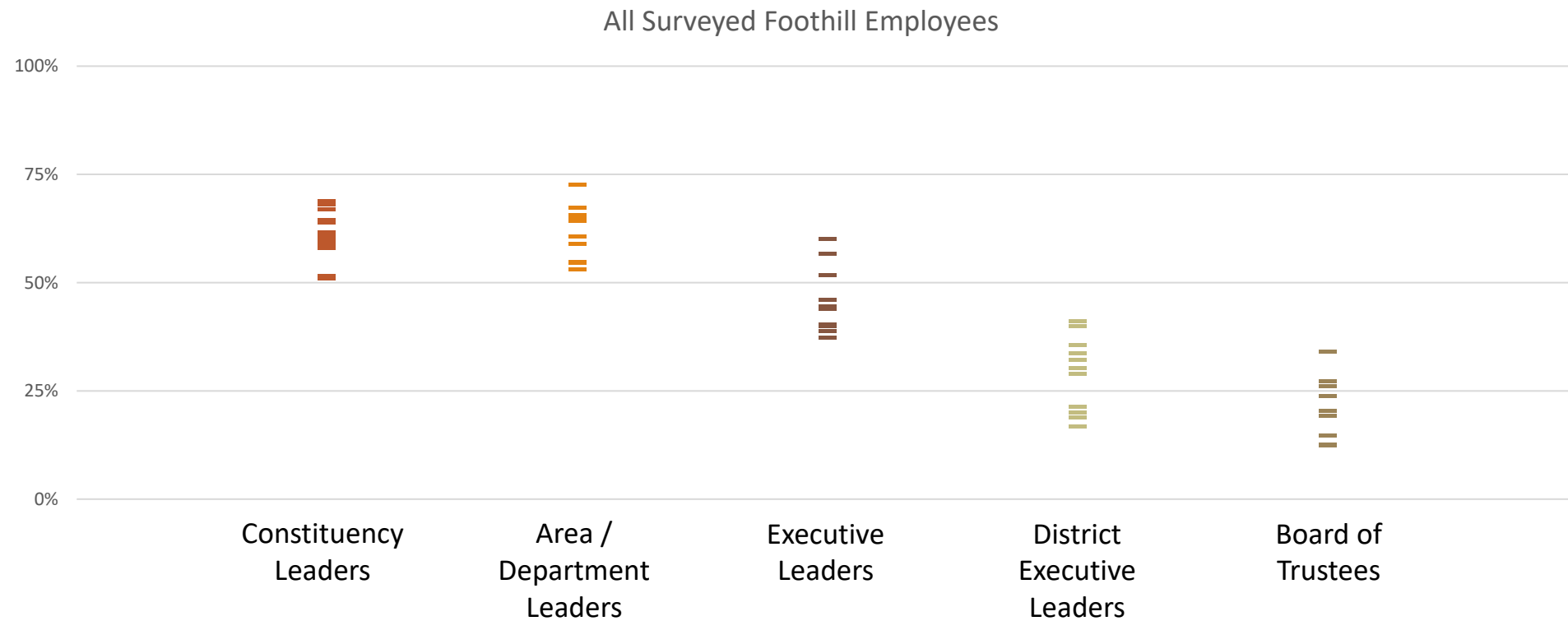
*Percentages showing respondents that answered "Strongly agree or Agree".*

# Less positive: Leaders can improve

	Evaluation of Leadership	N	Overall	Admin	Class- ified	FT Faculty	PT Faculty	<10 years tenure	10+ years tenure
Board of Trustees	Provide <b>timely responses</b> to concerns and questions.	87	13%	38%	6%	13%	0%	11%	13%
	Prioritize the <b>well-being</b> of their employees.	88	13%	38%	3%	16%	0%	6%	17%
	Foster a culture of <b>accountability</b> and improvement.	88	15%	46%	9%	12%	0%	17%	13%
District Executives	Provide <b>timely responses</b> to concerns and questions.	89	21%	42%	20%	23%	0%	26%	18%
	Prioritize the <b>well-being</b> of their employees.	90	20%	50%	19%	15%	0%	21%	20%
	Foster a culture of <b>accountability</b> and improvement.	89	17%	50%	14%	12%	0%	16%	18%
	Operate <b>transparently</b> .	90	19%	50%	17%	15%	0%	18%	20%
	Value employees' <b>input</b> and perspectives.	90	19%	42%	19%	15%	0%	18%	20%
College Executives	Provide <b>timely responses</b> to concerns and questions.	90	39%	58%	36%	44%	8%	43%	36%
	Prioritize the <b>well-being</b> of their employees.	91	44%	83%	43%	41%	15%	41%	46%
	Foster a culture of <b>accountability</b> and improvement.	90	40%	75%	39%	37%	15%	43%	38%
	Operate <b>transparently</b> .	91	37%	67%	35%	41%	8%	39%	36%
	Value employees' <b>input</b> and perspectives.	90	44%	83%	44%	37%	15%	48%	42%

Percentages showing respondents that answered "Strongly agree or Agree". High rate of neutral responses for Board of Trustees.

# Constituency / Area leadership viewed more favorably



Percentages showing respondents that answered "Strongly agree or Agree".

# Most negative/disagreeing responses

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## CLASSIFIED PROFESSIONALS

- I feel **happy** at work. (32%)
- **Emotionally exhausted** at work. [agree] (50%)
- I feel I can provide critical feedback without **fear of retaliation**. (44%)
- I feel that complaints and concerns are **addressed promptly**. (30%)
- The **professional development topics** and offerings are relevant to my specific role or job. (33%)
- I am knowledgeable about the **Chancellor's Vision** and 4 pillars for the entire district. (33%)

## (FT & PT) FACULTY

- I would **recommend** Foothill as a good place to work for. (49%)
- I feel **in control** when dealing with difficult problems at work. (43%)
- I feel I can provide critical feedback without **fear of retaliation**. (48%)
- I feel that complaints and concerns are **addressed promptly**. (49%)
- There are opportunities for **career advancement**. (56%)
- The leadership members prioritize the **well-being** of their employees. (43%)

*Percentages showing respondents that answered "Strongly disagree or Disagree", "Extremely or A lot", or "Not at all or A little knowledgeable".*

# Student Survey

## Support from Employees

Employee	Respected by them	Care about my success
Instructors	90%	89%
Office staff	80%	84%
Counselors/Advisors	78%	77%

- Students feel less respected and less supported by Counselors/Advisors (vs. Faculty and Staff).

*N = 131-136. Percentages showing respondents that answered "Strongly agree or Agree".*

# Student Survey

## Engagement vs. Belonging

Engagement	I am focused on <b>trying to achieve</b> my educational goals.	85%
	I have an educational goal and <b>know how to achieve</b> it.	78%
	I am actively <b>engaged</b> in class and/or extracurricular activities.	73%
Belonging	I feel safe being my <b>authentic self</b> at my college.	68%
	I feel somebody <b>helps me</b> to succeed in my educational goals.	68%
	I feel <b>valued and appreciated</b> at my college.	60%
	I feel <b>connected</b> and part of the college community.	54%

- Most students feel focused on goals and in class.
- However, students feel less sense of belonging/community.

*N = 133-134. Percentages showing respondents that answered "Very true or Somewhat true".*



# Student Survey

## Equal Opportunities

Contribute to class <b>discussions</b> .	96%
Share <b>experiences and opinions</b> in class.	93%
Access <b>resources and services</b> to support my education (e.g., internships, graduate programs, tutoring).	73%
Access clubs and other <b>extracurricular</b> activities.	63%
Be considered for <b>leadership</b> positions (e.g., student government, committees, etc.).	58%

- Students feel there is less access to extracurriculars and leadership positions.

*N = 131-134. Percentages showing respondents that answered "Strongly agree or Agree".*