

Foothill Employee Climate Survey

A REVIEW OF SURVEY RESPONSES

Mission Informed Planning Council (MIPC)

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Survey Background

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

- Part of the CCCCCO 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

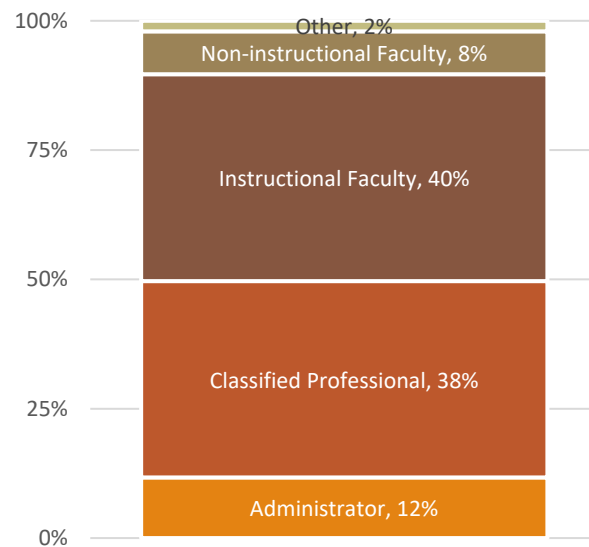
Community College Campus Climate Survey for Students

Survey highlights focus on college planning alignment:

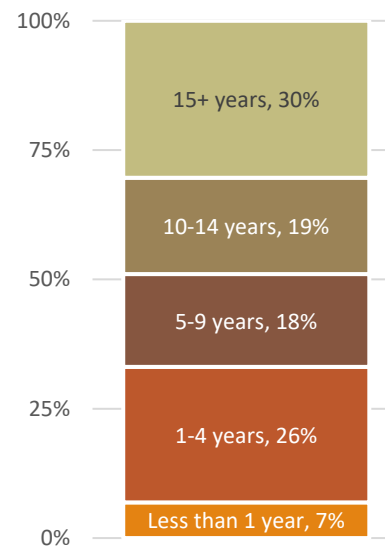
- Blueprint 2030 Transformational Goal – By 2030, 88% of employees rate their career satisfaction as high with no disparities based on employee classification demographics.
- Way of the Owl – Meet students' needs; Remove barriers; Exceed student expectations; Provide heart-forward care

Survey respondents

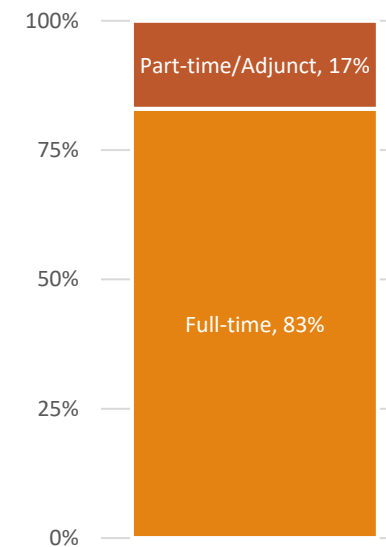
- 145 responses overall, with 87 (60%) complete responses



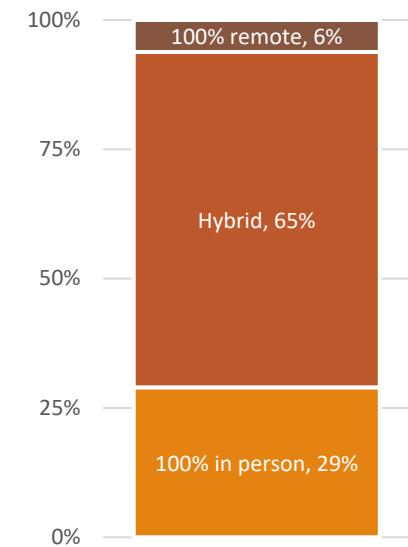
78% were from Classified or Instructional Faculty



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 recommend 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 positive .	86	56%	83%	64%	38%	43%	65%	48%
My work is satisfying to me.	86	69%	82%	56%	83%	64%	59%	77%
I feel worthwhile at work.	86	51%	82%	50%	50%	43%	49%	53%
I feel happy 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 contribute to decisions made that affect the entire college/district.	125	63%	88%	54%	71%	41%	57%	69%
The employee evaluation process provides useful feedback to support professional growth.	93	38%	54%	31%	26%	64%	35%	40%
There are opportunities for career advancement .	94	34%	46%	43%	30%	7%	37%	31%
The college effectively implements equitable employee retention efforts .	95	33%	62%	30%	28%	21%	34%	31%
The college effectively implements equitable employee recruitment efforts .	96	36%	57%	35%	34%	21%	43%	31%
The DEIA offerings 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 valued and appreciated at work.	125	79%	81%	87%	79%	59%	79%	80%
I feel respected .	125	58%	81%	65%	48%	47%	57%	59%
I feel I can provide critical feedback without fear of retaliation .	124	39%	75%	33%	31%	35%	33%	44%
I feel that complaints and concerns are addressed promptly .	125	27%	56%	30%	17%	18%	26%	28%
I feel the college is open and transparent about its decision-making processes.	92	30%	71%	32%	19%	8%	29%	32%
I believe these decision-making processes effectively include diverse perspectives and promote equity.	91	41%	71%	39%	44%	8%	34%	46%
I feel racial tension 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 engaged at work.	125	98%	94%	98%	100%	100%	97%	100%
I have professional goals and know how to achieve them.	125	95%	100%	96%	95%	88%	93%	97%
I am focused on trying to achieve my professional goals.	125	94%	100%	91%	95%	94%	95%	94%
I feel connected and part of the community.	125	88%	88%	89%	90%	76%	87%	89%
I feel somebody at work wants and helps me to succeed in my professional goals.	125	81%	81%	85%	79%	76%	79%	83%
I feel valued and appreciated at work.	125	79%	81%	87%	79%	59%	79%	80%
I feel safe being my authentic self 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 restrooms on campus.	90	90%	92%	97%	92%	62%	95%	86%
On campus when it is light out .	90	89%	100%	97%	85%	62%	98%	82%
In the parking lots on campus.	90	89%	100%	94%	88%	62%	95%	84%
In my workspace/classroom .	90	89%	100%	100%	85%	54%	95%	84%
On campus when it is dark out .	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 campus-wide emails .	104	89%	86%	89%	91%	88%	83%	95%
I feel the college effectively promotes student well-being .	95	85%	92%	81%	86%	86%	86%	84%
I feel respected by employees in my area/department.	125	77%	88%	80%	71%	71%	75%	78%
My work is meaningful to me.	86	77%	91%	68%	83%	79%	64%	87%
I recognize the importance of the decision-making processes in shaping our direction and policies.	90	74%	92%	76%	81%	42%	61%	86%
I understand 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 job advancement opportunities.	125	40%	56%	35%	40%	35%	43%	38%
Express my opinions and suggestions safely.	123	44%	67%	36%	48%	35%	42%	46%
Contribute to goals and priorities .	125	50%	81%	46%	50%	29%	48%	53%
Participate in the program review budget process .	125	54%	94%	46%	62%	24%	51%	58%

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

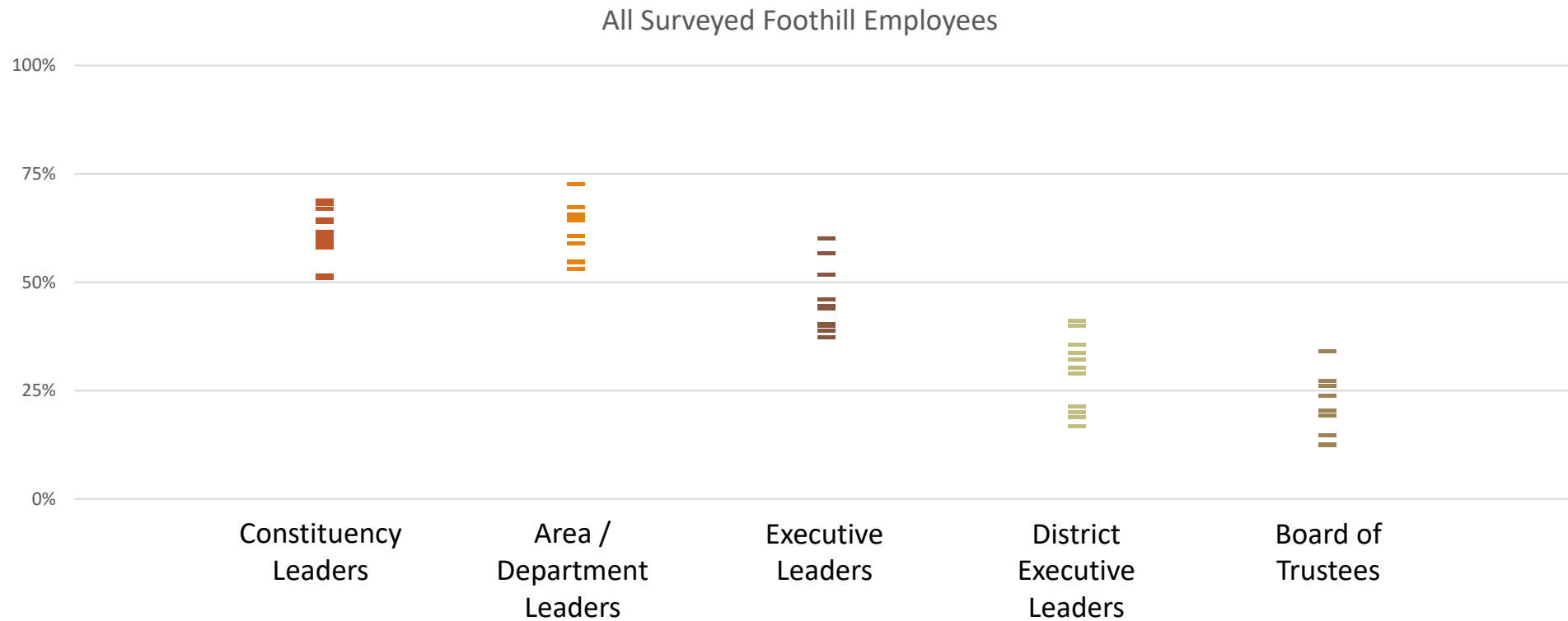
Percentages showing respondents that answered "Strongly agree or Agree".

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 timely responses to concerns and questions.	87	13%	38%	6%	13%	0%	11%	13%
	Prioritize the well-being of their employees.	88	13%	38%	3%	16%	0%	6%	17%
	Foster a culture of accountability and improvement.	88	15%	46%	9%	12%	0%	17%	13%
District Executives	Provide timely responses to concerns and questions.	89	21%	42%	20%	23%	0%	26%	18%
	Prioritize the well-being of their employees.	90	20%	50%	19%	15%	0%	21%	20%
	Foster a culture of accountability and improvement.	89	17%	50%	14%	12%	0%	16%	18%
	Operate transparently .	90	19%	50%	17%	15%	0%	18%	20%
	Value employees' input and perspectives.	90	19%	42%	19%	15%	0%	18%	20%
College Executives	Provide timely responses to concerns and questions.	90	39%	58%	36%	44%	8%	43%	36%
	Prioritize the well-being of their employees.	91	44%	83%	43%	41%	15%	41%	46%
	Foster a culture of accountability and improvement.	90	40%	75%	39%	37%	15%	43%	38%
	Operate transparently .	91	37%	67%	35%	41%	8%	39%	36%
	Value employees' input 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

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 trying to achieve my educational goals.	85%
	I have an educational goal and know how to achieve it.	78%
	I am actively engaged in class and/or extracurricular activities.	73%
Belonging	I feel safe being my authentic self at my college.	68%
	I feel somebody helps me to succeed in my educational goals.	68%
	I feel valued and appreciated at my college.	60%
	I feel connected 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 discussions .	96%
Share experiences and opinions in class.	93%
Access resources and services to support my education (e.g., internships, graduate programs, tutoring).	73%
Access clubs and other extracurricular activities.	63%
Be considered for leadership 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".