

Foothill-De Anza Community College District Employee Climate Survey

A REVIEW OF SURVEY RESPONSES

All Administrators/Supervisors Meeting
October 16, 2025
M.Weisinger

Survey Background

District-initiated climate survey: May 28, 2025 to June 17, 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

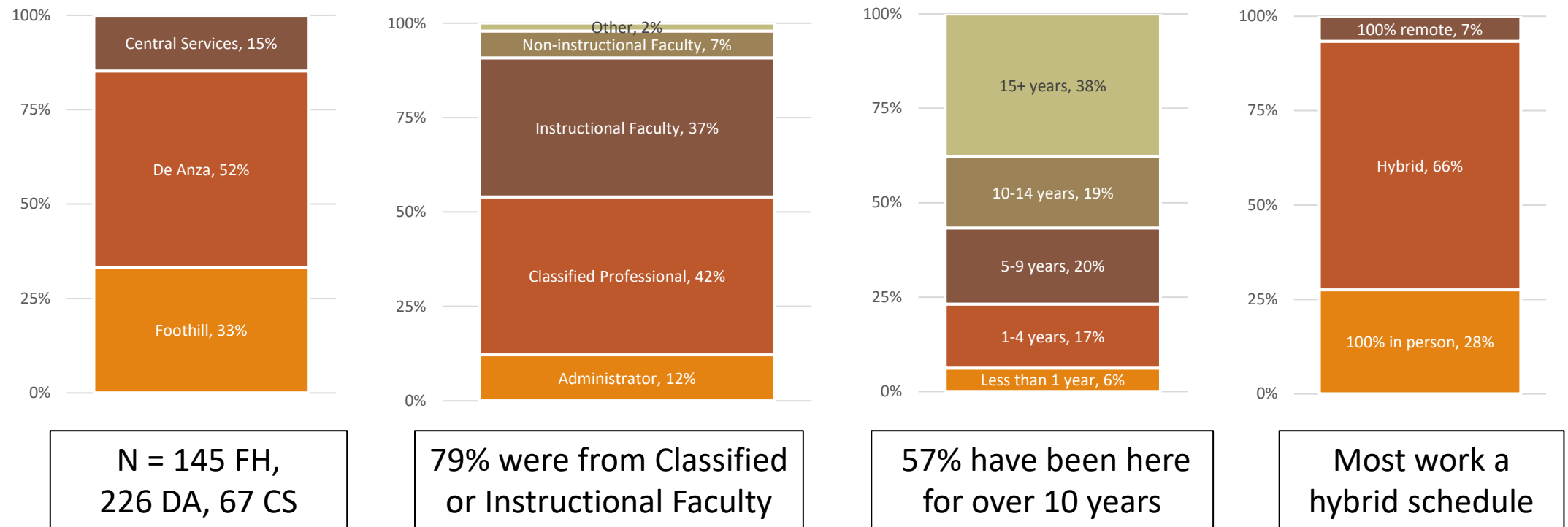
Community College Campus Climate Survey for Students

Survey effort aligns with Chancellor's priorities

- Improve employee engagement and morale and nurture a more responsive, service-based culture to improve the employee and student experience across the district

Survey respondents

➤ 438 responses overall, with 258 (59%) complete responses



Response rate reflects roughly 27% of total Foothill-De Anza CCD employees (Fall 2024); Over half of respondents declined to disclose their ethnicity.

Employees report high engagement.

Employee Engagement	N	FHDA	Foothill	De Anza	Central Svcs	Admin	Class-ified	FT Faculty	PT Faculty
I am actively engaged at work.	359	97%	98%	98%	92%	96%	96%	100%	98%
I have professional goals and know how to achieve them.	359	94%	95%	93%	90%	98%	93%	94%	88%
I am focused on trying to achieve my professional goals.	357	91%	94%	91%	86%	96%	92%	93%	88%
I feel connected and part of the community.	359	85%	88%	85%	77%	90%	87%	89%	69%
I feel valued and appreciated at work.	359	79%	79%	80%	71%	85%	83%	75%	71%
I feel somebody at work wants and helps me to succeed in my professional goals.	357	77%	81%	76%	73%	79%	78%	78%	73%
I feel safe being my authentic self at work.	358	80%	78%	82%	77%	79%	86%	74%	80%

- Central Services employees and Faculty feel less valued and appreciated.

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

Employees indicate professional growth opportunities can be more effective.

Professional Growth	N	FHDA	Foothill	De Anza	Central Svcs	Admin	Class-ified	FT Faculty	PT Faculty
I have opportunities to contribute to decisions made that affect the entire college/district.	360	57%	63%	56%	48%	73%	48%	68%	47%
The employee evaluation process provides useful feedback to support professional growth.	268	38%	38%	42%	23%	46%	34%	39%	44%
There are opportunities for career advancement .	269	35%	34%	36%	35%	41%	36%	38%	17%
The college effectively implements equitable employee recruitment efforts .	277	43%	36%	49%	36%	56%	39%	48%	35%
The college effectively implements equitable employee retention efforts .	281	41%	33%	44%	46%	54%	36%	39%	39%
The DEIA offerings helped with personal and professional growth.	165	73%	68%	80%	67%	61%	75%	78%	81%

- Professional growth limited by lack of applicable feedback and available 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".

Engagement with college leaders can improve.

		Evaluation of Leadership	N	FHDA	Foothill	De Anza	Central Svcs	Admin	Class-ified	FT Faculty	PT Faculty
District Executives		Operate transparently .	268	24%	19%	24%	38%	47%	25%	17%	11%
		Provide timely responses to concerns and questions.	266	28%	21%	30%	36%	47%	28%	25%	14%
		Prioritize the well-being of their employees.	267	27%	20%	27%	42%	45%	27%	22%	14%
		Foster a culture of accountability and improvement.	267	28%	17%	29%	48%	53%	28%	20%	11%
		Value employees' input and perspectives.	266	23%	19%	23%	31%	37%	26%	16%	12%
College Executives		Operate transparently .	274	33%	37%	32%	26%	43%	34%	31%	24%
		Provide timely responses to concerns and questions.	273	37%	39%	38%	33%	53%	36%	33%	32%
		Prioritize the well-being of their employees.	275	37%	44%	32%	38%	53%	42%	25%	32%
		Foster a culture of accountability and improvement.	273	36%	40%	35%	31%	50%	39%	28%	30%
		Value employees' input and perspectives.	273	36%	44%	32%	33%	53%	39%	28%	27%
Dept / Div / Area		Operate transparently .	288	52%	55%	51%	50%	71%	47%	52%	45%
		Provide timely responses to concerns and questions.	286	56%	61%	56%	47%	64%	53%	63%	48%
		Prioritize the well-being of their employees.	288	59%	53%	62%	60%	77%	64%	54%	35%
		Foster a culture of accountability and improvement.	287	49%	55%	49%	40%	64%	50%	49%	30%
		Value employees' input and perspectives.	285	59%	61%	60%	51%	79%	59%	57%	40%

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

For Table Discussion

Identify one data point from the presentation.

What steps would you take with employees in your area to engage them in conversations pertaining to that data point?

Share with your table.

Be prepared to share one example with the larger group.

Resources

De Anza Climate Results: <https://deanza.edu/ir/Climate.html>

Foothill Climate Results: <https://www2.foothill.edu/irp/ccs.html>

END