

Engagement, Belonging, Decision Making, Professional Development, DEIA, Safety
Campus Climate Survey, Spring 2025

Foothill Employees	All	Admin	Classified	F-T Faculty	P-T Faculty
Engagement					
I am actively engaged at work.	98% 123/125	94% 15/16	98% 45/46	100% 42/42	100% 17/17
I have professional goals and know how to achieve them.	95% 119/125	100% 16/16	96% 44/46	95% 40/42	88% 15/17
I am focused on trying to achieve my professional goals.	94% 118/125	100% 16/16	91% 42/46	95% 40/42	94% 16/17
I feel connected and part of the community.	88% 110/125	88% 14/16	89% 41/46	90% 38/42	76% 13/17
I feel somebody at work wants and helps me to succeed in my professional goals.	81% 101/125	81% 13/16	85% 39/46	79% 33/42	76% 13/17
I feel valued and appreciated at work.	79% 99/125	81% 13/16	87% 40/46	79% 33/42	59% 10/17
I feel safe being my authentic self at work.	78% 98/125	81% 13/16	83% 38/46	71% 30/42	76% 13/17
Belonging at the college					
I feel respected by other employees outside of my department.	76% 95/125	88% 14/16	85% 39/46	67% 28/42	59% 10/17
There are opportunities for me to contribute to decisions made that affect the entire college/district	63% 79/125	88% 14/16	54% 25/46	71% 30/42	41% 7/17
I feel a sense of belonging.	59% 74/125	69% 11/16	67% 31/46	50% 21/42	53% 9/17
I feel respected	58% 73/125	81% 13/16	65% 30/46	48% 20/42	47% 8/17
I feel seen and heard.	54% 68/125	63% 10/16	57% 26/46	50% 21/42	53% 9/17
I feel safe to express my opinions	45% 56/125	69% 11/16	46% 21/46	38% 16/42	35% 6/17
I feel I can provide critical feedback without fear of retaliation	39% 48/124	75% 12/16	33% 15/45	31% 13/42	35% 6/17
I feel that complaints and concerns are addressed promptly.	27% 34/125	56% 9/16	30% 14/46	17% 7/42	18% 3/17
Belonging in your area/department					
There are opportunities for me to contribute to decisions made that affect my area/department	77% 95/123	94% 15/16	80% 36/45	76% 32/42	56% 9/16
I feel respected by employees in my area/department	77% 96/125	88% 14/16	80% 37/46	71% 30/42	71% 12/17
I feel seen and heard	70% 88/125	88% 14/16	76% 35/46	67% 28/42	47% 8/17
I feel a sense of belonging	69% 86/125	94% 15/16	72% 33/46	64% 27/42	47% 8/17
I feel I can provide critical feedback without fear of retaliation	58% 73/125	88% 14/16	59% 27/46	55% 23/42	35% 6/17
I feel safe to express my opinions	58% 73/125	81% 13/16	57% 26/46	57% 24/42	41% 7/17
I feel that complaints and concerns are addressed promptly	56% 69/124	88% 14/16	54% 25/46	52% 22/42	31% 5/16
Opportunities					
Be considered for positions on committees	66% 82/125	81% 13/16	63% 29/46	79% 33/42	24% 4/17
Access resources and services to support my professional growth	58% 73/125	69% 11/16	57% 26/46	60% 25/42	53% 9/17
Share opinions and suggestions about how best to support our students	55% 68/124	80% 12/15	48% 22/46	60% 25/42	35% 6/17
Be considered for positions for institution-wide initiatives	54% 68/125	75% 12/16	46% 21/46	67% 28/42	29% 5/17
Participate in the program review budget process	54% 68/125	94% 15/16	46% 21/46	62% 26/42	24% 4/17
Contribute to goals and priorities	50% 63/125	81% 13/16	46% 21/46	50% 21/42	29% 5/17
Express my opinions and suggestions safely	44% 54/123	67% 10/15	36% 16/45	48% 20/42	35% 6/17
Be considered for job advancement opportunities	40% 50/125	56% 9/16	35% 16/46	40% 17/42	35% 6/17
Institutional effectiveness					
Promoting student well-being	85% 81/95	92% 12/13	81% 30/37	86% 25/29	86% 12/14
Enacting curricular/academic state mandates	70% 65/93	86% 12/14	61% 22/36	74% 20/27	64% 9/14
Ensuring the principles of diversity, equity, inclusion, and accessibility are woven throughout the institution	70% 67/96	79% 11/14	73% 27/37	69% 20/29	57% 8/14
Implementing equitable student outreach and recruitment efforts	69% 66/95	86% 12/14	68% 25/37	61% 17/28	79% 11/14
Keeping up with advancements in technology such as artificial intelligence	63% 61/97	64% 9/14	53% 20/38	69% 20/29	79% 11/14
Implementing equitable student retention efforts	61% 58/95	79% 11/14	62% 23/37	43% 12/28	79% 11/14
Implementing equitable student completion efforts	55% 52/94	57% 8/14	59% 22/37	41% 11/27	71% 10/14
Managing our fiscal health	53% 51/96	64% 9/14	50% 19/38	54% 15/28	50% 7/14
Promoting employee well-being	51% 50/98	71% 10/14	58% 22/38	38% 11/29	29% 4/14
Implementing equitable employee recruitment efforts	36% 35/96	57% 8/14	35% 13/37	34% 10/29	21% 3/14
Implementing equitable employee retention efforts	33% 31/95	62% 8/13	30% 11/37	28% 8/29	21% 3/14
Learning about the college's goals and priorities (Mark all that apply)					
By reading campus-wide emails	89% 93/104	86% 12/14	89% 34/38	91% 30/33	88% 14/16
Through discussions with colleagues inside my department	63% 66/104	50% 7/14	68% 26/38	67% 22/33	56% 9/16
Through discussions with my supervisor	60% 62/104	71% 10/14	63% 24/38	64% 21/33	38% 6/16
Through discussions with colleagues outside my department	58% 60/104	50% 7/14	71% 27/38	61% 20/33	25% 4/16
By attending department meetings	55% 57/104	43% 6/14	55% 21/38	70% 23/33	44% 7/16
By attending division meetings	55% 57/104	57% 8/14	50% 19/38	73% 24/33	31% 5/16
By attending and/or accessing materials from Board meetings	41% 43/104	64% 9/14	37% 14/38	48% 16/33	19% 3/16

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Decision-making processes (Mark all that apply)						
I recognize the importance of these decision-making processes in shaping our direction and policies	74%	67/90	92% 12/13	76% 28/37	81% 21/26	42% 5/12
I understand the role of different constituency groups (e.g., Classified/Academic Senate) in the decision-making processes	69%	61/89	85% 11/13	72% 26/36	73% 19/26	33% 4/12
I am familiar with how decision-making processes (including collegial consultation) operate	53%	48/90	85% 11/13	47% 17/36	63% 17/27	17% 2/12
The administration genuinely considers the viewpoints of representatives in these processes	41%	38/92	79% 11/14	43% 16/37	37% 10/27	8% 1/12
I believe these decision-making processes effectively include diverse perspectives and promote equity	41%	37/91	71% 10/14	39% 14/36	44% 12/27	8% 1/12
I feel the institution is open and transparent about its decision-making processes	30%	28/92	71% 10/14	32% 12/37	19% 5/27	8% 1/12
Since working at the college, have you participated in any planning committees?						
Yes, currently or in the past	75%	70/93	100% 13/13	71% 25/35	89% 25/28	36% 5/14
Experience as a planning and decision-making committee member						
I feel my voice and opinions matter	79%	34/43	100% 10/10	73% 11/15	72% 13/18	
I am empowered to contribute to the decision-making process	77%	33/43	100% 10/10	67% 10/15	72% 13/18	
I regularly communicate committee information to my constituency group (i.e., the employees you represent)	77%	33/43	80% 8/10	73% 11/15	78% 14/18	
I understand my role in the committee	74%	31/42	78% 7/9	67% 10/15	78% 14/18	
Committee meetings are inclusive and welcoming	70%	30/43	90% 9/10	67% 10/15	61% 11/18	
I understand how decisions are made in the committee I sit on	67%	29/43	80% 8/10	60% 9/15	67% 12/18	
I feel safe to express my opinions and perspectives	58%	25/43	80% 8/10	47% 7/15	56% 10/18	
Why have you not participated in committees at all/recently? (Mark all that apply)						
I do not have time to participate in a committee	69%	33/48		79% 15/19	60% 6/10	64% 9/14
I do not feel like my voice will be heard	25%	12/48		21% 4/19	30% 3/10	29% 4/14
I am not provided "release time" or approval from my supervisor to participate in committees	25%	12/48		16% 3/19	30% 3/10	36% 5/14
I am not interested in participating in a committee	19%	9/48		21% 4/19	20% 2/10	21% 3/14
I do not know how to participate	13%	6/48		16% 3/19	10% 1/10	14% 2/14
I was not aware I could join a committee	8%	4/48		11% 2/19	10% 1/10	7% 1/14
Professional development and growth						
I have opportunities to attend external professional development events (e.g., conferences) that support my professional growth	66%	62/94	92% 12/13	59% 22/37	67% 18/27	50% 7/14
My supervisor supports me in setting and reaching my professional goals	60%	56/93	100% 12/12	62% 23/37	56% 15/27	36% 5/14
The professional development topics and offerings are relevant to my specific role or job	52%	48/93	38% 5/13	44% 16/36	59% 16/27	57% 8/14
The employee evaluation process provides useful feedback to support my professional growth	38%	35/93	54% 7/13	31% 11/36	26% 7/27	64% 9/14
There are opportunities for career advancement	34%	32/94	46% 6/13	43% 16/37	30% 8/27	7% 1/14
Have you participated in any professional development activities in the past year?						
Yes	90%	84/93	83% 10/12	89% 33/37	93% 25/27	93% 13/14
Have you participated in any diversity, equity, inclusion, and accessibility (DEIA) program offerings by the college in the past year?						
Yes	71%	66/93	100% 13/13	64% 23/36	67% 18/27	64% 9/14
DEIA participation						
The DEIA offerings were relevant for my work	77%	50/65	69% 9/13	77% 17/22	83% 15/18	67% 6/9
The DEIA offerings helped me grow personally and professionally	68%	44/65	31% 4/13	77% 17/22	78% 14/18	67% 6/9
The DEIA offerings helped me better understand the importance of DEIA	58%	37/64	31% 4/13	71% 15/21	67% 12/18	56% 5/9
Campus safety						
In the restrooms on campus	90%	81/90	92% 12/13	97% 34/35	92% 24/26	62% 8/13
On campus when it is light out	89%	80/90	100% 13/13	97% 34/35	85% 22/26	62% 8/13
In the parking lots on campus	89%	80/90	100% 13/13	94% 33/35	88% 23/26	62% 8/13
In my workspace/classroom	89%	80/90	100% 13/13	100% 35/35	85% 22/26	54% 7/13
On campus when it is dark out	67%	60/89	92% 12/13	80% 28/35	50% 13/26	42% 5/12

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Needs to help you carry out your work (Mark all that apply)										
Additional resources and tools to support my work	45%	40/89	50%	6/12	47%	16/34	50%	13/26	36%	5/14
Professional development and training relevant for my job/work	40%	36/89	25%	3/12	47%	16/34	50%	13/26	29%	4/14
Options for remote working	35%	31/89	25%	3/12	41%	14/34	38%	10/26	21%	3/14
More flexible work schedules	33%	29/89	25%	3/12	44%	15/34	35%	9/26	7%	1/14
Adjustments to my workload	28%	25/89	17%	2/12	35%	12/34	31%	8/26	14%	2/14
Other	26%	23/89	8%	1/12	24%	8/34	23%	6/26	50%	7/14
Clear goals and priorities for my work	25%	22/89	25%	3/12	38%	13/34	15%	4/26	14%	2/14
Technical assistance to help understand/implement state mandates	16%	14/89	17%	2/12	24%	8/34	8%	2/26	14%	2/14
Feelings about your work										
My work is meaningful to me	77%	66/86	91%	10/11	68%	23/34	83%	20/24	79%	11/14
I'm contributing professionally in ways I value	69%	59/86	91%	10/11	65%	22/34	71%	17/24	57%	8/14
My work is satisfying to me	69%	59/86	82%	9/11	56%	19/34	83%	20/24	64%	9/14
I feel worthwhile at work	51%	44/86	82%	9/11	50%	17/34	50%	12/24	43%	6/14
A sense of dread when I think about the work I have to do	48%	42/87	58%	7/12	41%	14/34	42%	10/24	64%	9/14
I feel in control when dealing with difficult problems at work	44%	38/86	91%	10/11	47%	16/34	21%	5/24	50%	7/14
I feel happy at work	38%	33/86	82%	9/11	26%	9/34	46%	11/24	29%	4/14
Feelings about work in the past year										
Lacking enthusiasm at work	60%	51/85	91%	10/11	53%	18/34	54%	13/24	62%	8/13
Physically exhausted at work	42%	36/86	67%	8/12	29%	10/34	29%	7/24	69%	9/13
Emotionally exhausted at work	35%	30/85	55%	6/11	26%	9/34	21%	5/24	62%	8/13
Campus climate rating										
Very positive or Somewhat positive	56%	48/86	83%	10/12	64%	21/33	38%	9/24	43%	6/14
Recommendation of the college as a good place to work for										
Yes	68%	57/84	100%	11/11	76%	25/33	48%	11/23	57%	8/14
Knowledge about the Chancellor's Vision and 4 pillars for the entire district										
Very knowledgeable or Knowledgeable	21%	18/85	58%	7/12	6%	2/33	36%	9/25	0%	0/12

Questions with less than 5 responses are not displayed.

Response options scales include from Strongly agree to Strongly disagree; Completely true to Not at all true; Very effective to Ineffective.

Percentages represent respondents that answered Strongly agree + Agree; Completely true + Very true; Very effective + Somewhat effective.