

Experience with Leadership
Campus Climate Survey, Spring 2025

Foothill Employees	All		Admin		Classified		F-T Faculty		P-T Faculty	
Interactions with										
Leadership in your department/division/area	78%	77/99	93%	13/14	82%	31/38	83%	24/29	47%	7/15
Operate transparently	62%	58/94	54%	7/13	73%	27/37	61%	17/28	36%	5/14
Center students in their decisions	59%	54/92	46%	6/13	75%	27/36	63%	17/27	14%	2/14
Constituency group leaders	50%	49/98	64%	9/14	50%	19/38	62%	18/29	7%	1/14
Executive leadership team	35%	35/99	79%	11/14	29%	11/38	38%	11/29	7%	1/15
Board of Trustees	7%	7/99	7%	1/14	5%	2/38	10%	3/29	0%	0/15
Constituency group leaders										
Center diversity, equity, inclusivity, and accessibility principles in their decisions	69%	64/93	54%	7/13	81%	29/36	79%	22/28	29%	4/14
Provide effective communication on key issues, topics, and decisions	68%	64/94	62%	8/13	81%	30/37	71%	20/28	29%	4/14
Treat others with respect	67%	63/94	62%	8/13	84%	31/37	68%	19/28	21%	3/14
Prioritize the well-being of employees	65%	60/93	62%	8/13	75%	27/36	71%	20/28	21%	3/14
Value employees' input and perspectives	64%	60/94	54%	7/13	78%	29/37	75%	21/28	7%	1/14
Provide timely responses to concerns and questions	61%	57/94	46%	6/13	76%	28/37	68%	19/28	14%	2/14
Effectively represent my employee group	60%	55/92	33%	4/12	72%	26/36	71%	20/28	21%	3/14
Recognize the accomplishments of others	58%	54/93	38%	5/13	75%	27/36	71%	20/28	0%	0/14
Foster innovation and creativity	52%	48/93	46%	6/13	72%	26/36	46%	13/28	7%	1/14
Foster a culture of accountability and improvement	51%	47/92	50%	6/12	69%	25/36	43%	12/28	21%	3/14
Leaders in your department/division/area										
Center diversity, equity, inclusive, and accessibility principles in their decisions	73%	69/95	75%	9/12	70%	26/37	76%	22/29	67%	10/15
Recognize the accomplishments of others	67%	64/95	77%	10/13	78%	29/37	61%	17/28	40%	6/15
Treat others with respect	66%	63/96	77%	10/13	74%	28/38	61%	17/28	40%	6/15
Center students in their decisions	65%	62/95	77%	10/13	61%	22/36	62%	18/29	67%	10/15
Foster innovation and creativity	64%	61/95	77%	10/13	62%	23/37	68%	19/28	47%	7/15
Provide timely responses to concerns and questions	61%	57/94	62%	8/13	56%	20/36	68%	19/28	53%	8/15
Calue employees' input and perspectives	61%	57/94	85%	11/13	65%	24/37	52%	14/27	40%	6/15
Provide effective communication on key issues, topics, and decisions	59%	56/95	77%	10/13	62%	23/37	54%	15/28	40%	6/15
Foster a culture of accountability and improvement	55%	52/95	85%	11/13	59%	22/37	39%	11/28	40%	6/15
Operate transparently	55%	53/97	77%	10/13	53%	20/38	52%	15/29	40%	6/15
Prioritize the well-being of employees	53%	51/96	77%	10/13	63%	24/38	43%	12/28	20%	3/15
Executive leadership team										
Center diversity, equity, inclusivity, and accessibility principles in their decisions	60%	54/90	75%	9/12	64%	23/36	63%	17/27	31%	4/13
Treat others with respect	60%	54/90	83%	10/12	61%	22/36	63%	17/27	31%	4/13
Recognize the accomplishments of others	57%	51/90	75%	9/12	61%	22/36	63%	17/27	8%	1/13
Center students in their decisions	52%	46/89	73%	8/11	53%	19/36	56%	15/27	23%	3/13
Provide effective communication on key issues, topics and decisions	52%	47/91	83%	10/12	51%	19/37	48%	13/27	31%	4/13
Foster innovation and creativity	46%	41/89	75%	9/12	44%	16/36	50%	13/26	8%	1/13
Value employees' input and perspectives	44%	40/90	83%	10/12	44%	16/36	37%	10/27	15%	2/13
Prioritize the well-being of their employees	44%	40/91	83%	10/12	43%	16/37	41%	11/27	15%	2/13
Are well-prepared to lead the college/district into the future	40%	36/89	75%	9/12	37%	13/35	44%	12/27	8%	1/13
Foster a culture of accountability and improvement	40%	36/90	75%	9/12	39%	14/36	37%	10/27	15%	2/13
Provide timely responses to concerns and questions	39%	35/90	58%	7/12	36%	13/36	44%	12/27	8%	1/13
Operate transparently	37%	34/91	67%	8/12	35%	13/37	41%	11/27	8%	1/13
Districtwide executive leadership team										
Foster innovation and creativity	41%	37/90	75%	9/12	36%	13/36	54%	14/26	0%	0/14
Center diversity, equity, inclusivity, and accessibility principles in their decisions	40%	36/90	58%	7/12	39%	14/36	42%	11/26	21%	3/14
Treat others with respect	36%	32/90	92%	11/12	33%	12/36	31%	8/26	0%	0/14
Center students in their decisions	34%	30/89	58%	7/12	34%	12/35	31%	8/26	14%	2/14
Are well-prepared to lead the college/district into the future	32%	29/90	75%	9/12	28%	10/36	35%	9/26	0%	0/14
Recognize the accomplishments of others	30%	27/89	58%	7/12	23%	8/35	38%	10/26	0%	0/14
Provide effective communication on key issues, topics and decisions	29%	26/90	50%	6/12	33%	12/36	23%	6/26	7%	1/14
Provide timely responses to concerns and questions	21%	19/89	42%	5/12	20%	7/35	23%	6/26	0%	0/14
Prioritize the well-being of their employees	20%	18/90	50%	6/12	19%	7/36	15%	4/26	0%	0/14
Operate transparently	19%	17/90	50%	6/12	17%	6/36	15%	4/26	0%	0/14
Value employees' input and perspectives	19%	17/90	42%	5/12	19%	7/36	15%	4/26	0%	0/14
Foster a culture of accountability and improvement	17%	15/89	50%	6/12	14%	5/35	12%	3/26	0%	0/14

Experience with Leadership
Campus Climate Survey, Spring 2025

Boart of Trustees										
Treat others with respect	34%	30/88	69%	9/13	23%	8/35	48%	12/25	0%	0/13
Center diversity, equity, inclusivity, and accessibility principles in their decisions	27%	24/88	62%	8/13	17%	6/35	32%	8/25	8%	1/13
Center students in their decisions	26%	23/88	62%	8/13	17%	6/35	32%	8/25	0%	0/13
Recognize the accomplishments of others	24%	21/88	62%	8/13	9%	3/35	32%	8/25	0%	0/13
Operate transparently	20%	18/88	46%	6/13	11%	4/35	28%	7/25	0%	0/13
Foster innovation and creativity	20%	18/88	46%	6/13	14%	5/35	24%	6/25	0%	0/13
Value employees' input and perspectives	20%	18/88	54%	7/13	14%	5/35	20%	5/25	0%	0/13
Are well-prepared to lead the college/district into the future	20%	18/88	62%	8/13	11%	4/35	20%	5/25	0%	0/13
Provide effective communication on key issues, topics, and decisions	19%	17/88	54%	7/13	11%	4/35	20%	5/25	0%	0/13
Foster a culture of accountability and improvement	15%	13/88	46%	6/13	9%	3/35	12%	3/25	0%	0/13
Provide timely responses to concerns and questions	13%	11/87	38%	5/13	6%	2/35	13%	3/24	0%	0/13
Prioritize the well-being of employees	13%	11/88	38%	5/13	3%	1/35	16%	4/25	0%	0/13

Questions with less than 5 responses are not displayed.

Percentages represent respondents that answered Strongly agree + Agree.