

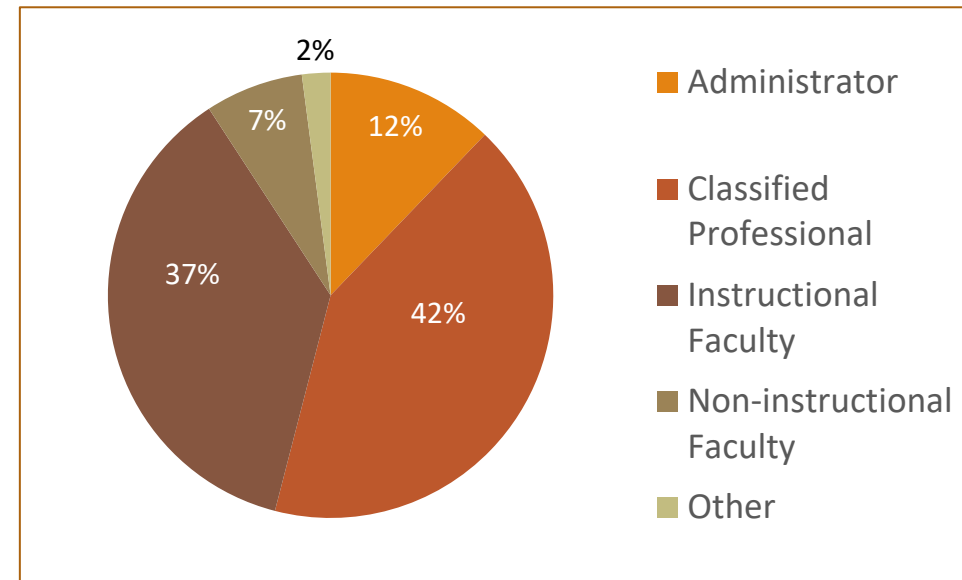
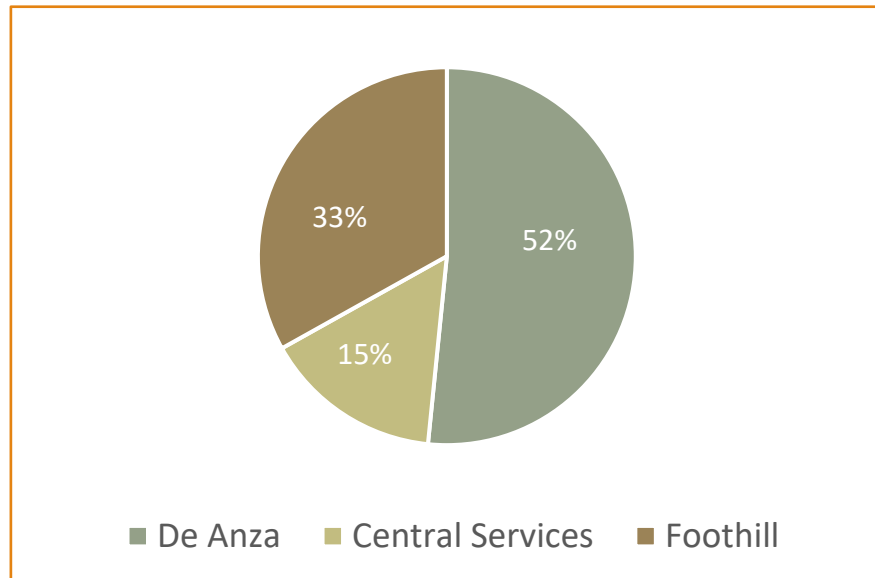
Foothill – De Anza Employee Climate Survey

A FIRST LOOK

August 2025

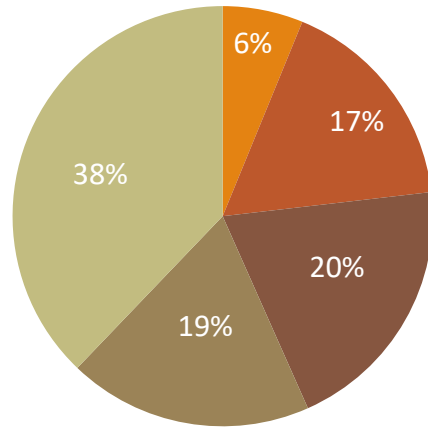
Who responded to the survey?

- 457 responses (~27% response rate)
 - 258 (56%) complete responses
 - 199 (44%) partial responses



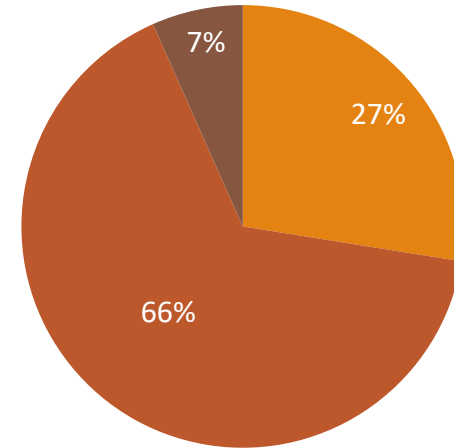
- More from De Anza than Foothill and Central Services
- Almost 80% were from Classified or Instructional Faculty

Districtwide, who responded to the survey?



➤ Most have been here for over 10 years

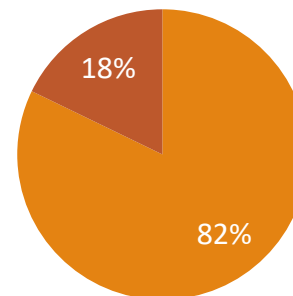
■ Less than 1 year ■ 1-4 years ■ 5-9 years
■ 10-14 years ■ 15+ years



➤ Most work a hybrid schedule

■ 100% in person
■ Hybrid
■ 100% remote

➤ Most are full-time



■ Full-time ■ Part-time/Adjunct

Areas of Strength – High Positive Response Rates

Engagement:

I Strongly Agree or Agree:

- I am actively engaged at work. (97%)
- I have professional goals and know how to achieve them. (94%)
- I am focused on trying to achieve my professional goals. (91%)
- I feel connected and part of the community. (85%)
- I feel safe being my authentic self at work. (80%)
- I feel valued and appreciated at work. (79%)
- I feel somebody at work wants and helps me to succeed in my professional goals. (77%)

Safety:

I feel very or somewhat safe:

- On campus when it is light out (93%)
- In my workspace/classroom (92%)
- In the restrooms on campus (89%)
- In the parking lots on campus (87%)
- On campus when it is dark out (71%)

Areas for Improvement – Low Positive Responses

Equal opportunity to:

- Be considered for job advancement (36%)
- Express my opinions and suggestions safely (46%)
- Participate in program review budget process (46%)
- Contribute to goals and priorities (53%)

Board Leadership*:

- Timely responses to concerns and questions (18%)
- Prioritizes the well-being of employees (19%)
- Fosters a culture of accountability and improvement (20%)

** High rate of neutral responses*

Executive Leadership (at Colleges) & Districtwide Leadership:

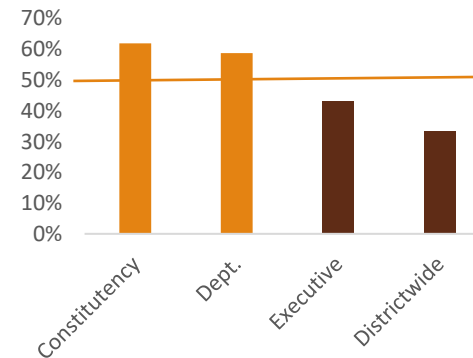
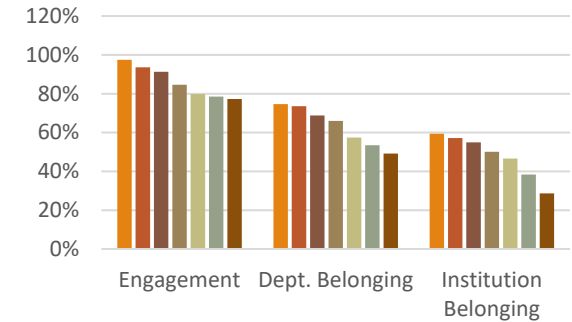
- Operates transparently.
(33% / 24%)
- Fosters a culture of accountability and improvement.
(36% / 28%)
- Values employees' input and perspectives.
(36% / 23%)
- Prioritizes the well-being of employees.
(37% / 27%)
- Provides timely responses to concerns and questions.
(37% / 28%)

Items of note

Employees feel:

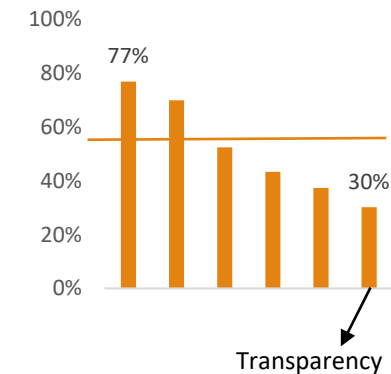
- Informed by campus emails. (86%)
- Their work is meaningful. (80%)
- They understand and are connected to committee work. (78%)
- They recognize the importance of decision-making processes. (77%)
- Respected within area/department. (75%)
- Institution promotes student well-being. (75%)

➤ Engagement is high, Belonging is lower



➤ Responses were more favorable for leadership within the department/area or constituency.

➤ Positive responses for decision making were mixed, with transparency being low.



What are some implications to help FHDA become an Employer of Choice?

➤ Build outward from within

On average, employee responses are more favorable regarding their own job responsibilities or within their department/area. Build on this to improve climate outside those contexts (e.g. institutional and districtwide leadership).

➤ Bridge the gap between engagement and belonging

Employees feel good about the work they do but do not feel they can express concerns nor that concerns are addressed promptly. These factors contribute to a lack of psychological safety.

➤ Increase leadership transparency and collaboration

Interaction with senior level leadership was rated low and employees did not feel they were a priority (e.g. respect, inclusivity, and being seen and heard) .

What else might we look at?

ADDITIONAL SURVEY THEMES

- Microaggressions
- DEI
- Institutional Effectiveness
- Decision-making
- Planning

RESULTS BY EMPLOYEE GROUPINGS

- Length of service (0-10; 10+)
- Employee location
- Employee Classification
- Work modality

Qualitative Analysis & Themes