



Foothill College's results average across the instrument was 62% compared to 69% among Foothill's peer colleges (Table 2). The survey questions covered ten (10) dimensions: "Job Satisfaction and Support;" "Professional Development;" "Faculty and Staff Well-Being;" "Performance Management;" "Supervisor/Department Chair Effectiveness;" "Communication;" "Collaboration;" "Diversity, Inclusion and Belonging;" "Mission and Pride;" and "Confidence in Senior Leadership." Note that these rates represents the percent of respondents who answered "Strongly Agree" or "Agree" to the statements comprising each dimension.

Table 2. Average score across all dimensions

Foothill (overall)	Peer collegesⁱ (overall)
62%	69%

When these rates are disaggregated by job category, administrators' overall scores (73%) are higher than full-time faculty's (56%), indicating that administrators were more likely to answer "Strongly Agree" or "Agree" to the survey statements (Table 3).

Table 3. Overall scores by job category

Job Category	Average rating
Administrator	73%
Non-Exempt staff (i.e. classified professionals)	68%
Faculty	56%
Adjunct faculty	69%
Overall	62%

An examination of the dimensions that resulted in the highest scores where Foothill respondents and Foothill's peer colleges were more likely to "Strongly Agree" or "Agree" include "Mission and Pride" and "Job Satisfaction and Support" (Table 4).

"Mission and Pride" survey questions included:

- x I understand on my job contributes to this institution's mission.
- x Overall, my department is a good place to work.
- x I am proud to be part of this institutions.
- x The institution actively contributes to the community.
- x I would recommend working here to my family and/or friends.

"Job Satisfaction and Support" survey questions included:

- x My job makes good use of my skills and abilities.
- x

Table 4. Dimensions (constructs) with the highest scores

Foothill	Peer colleges
Mission and pride	Mission and pride
Job satisfaction and support	Diversity, inclusion, belonging
Faculty and staff well being	Faculty and staff well being
Supervisor/Dept chair effectiveness	Job Satisfaction and support / Supervisor/Dept chair effectiveness (tie)

An examination of the dimensions that resulted in lower scores where Foothill respondents and Foothill’s peer colleges were less likely to “Strongly Agree” or “Agree” include Performance Management” and Confidence in Senior Leadership” (Table 5).

Performance Management” survey questions included:

- x I am regularly recognized for my contributions.
- x Promotions in my department are based on a person’s performance.
- x Our review process accurately measures my job performance.
- x Issues of low performance are addressed in my department.
- x Our recognition and awards programs are meaningful to me.

Confidence in Senior Leadership” survey questions included:

- x Senior leadership provides a clear direction for this institution's future.
- x Senior leadership has the knowledge, skills and experience necessary for institutional success.
- x Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.
- x Senior leadership communicates openly about important matters.
- x I believe what I am told by senior leadership.
- x This institution is well run.

Table 5. Dimensions (constructs) with the lowest scores

Foothill	Peer colleges
Performance management*	Performance management
Confidence in senior leadership*	Confidence in senior leadership
Communication	Communication

*Survey results indicate these areas may warrant attention and are areas for improvement. Area trends were the same across job categories. Faculty (FT) had the lowest average score.

Conclusions

The survey results suggest Foothill College’s workplace climate pattern is largely consistent with other comparable colleges. Dimensions where Foothill recorded more “Strongly Agree” and “Agree” responses were similar to those where Foothill’s peer colleges also scored highly. Foothill recorded fewer “Strongly Agree” and “Agree” responses along the same dimensions as its peer colleges. While the overall score for Foothill may be lower than its peer colleges, the

average rate by dimension are comparable. The one area that is proportionally different from this benchmark is "Confidence in Senior Leadership" and this dimension may be worth further consideration and discussion, especially if paired with "Performance Management" as an area for improvement. "Mission and Pride" is a more higher rated dimension, suggesting that many feel good about working at the college and can see how their work fits into the college mission.

*Includes colleges with associate's degree programs and at least one baccalaureate degree program, where more than 50 percent of conferred degrees are at the associate's level.

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GREAT COLLEGES TO WORK FOR ModernThink Higher Education Insight Survey Full Survey by Theme

Instructions:

Consider your typical day at work. For each statement, mark the response option that best describes your experience. If you wish to change your answer, double-click on the button to erase your previous answer. The ModernThink Higher Education Insight Survey

GREAT COLLEGES TO WORK FOR
ModernThink Higher Education Insight Survey[®]
Full Survey by Theme



GREAT COLLEGES TO WORK FOR ModernThink Higher Education Insight Survey Full Survey by Theme

Open-ended Questions

Instructions:

For each question below, please share your thoughts and opinions as candidly as possible. In order to preserve your anonymity, please do not include your name or other identifying remarks in your responses.

1. What do you appreciate most about working at this institution?
2. What would make this institution a better place to work?

Demographics

Instructions:

The following demographic information will help us better understand the patterns and themes in the survey data.

As the confidentiality of your responses is critical, ModernThink will not re247689(p395186 (1.a(lp028 Tw [e.8(h)5.6(em)5.97(d



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- x Finance
- x Human Resources
- x Information Technology
- x Library/Library Sciences
- Office of the President/Chancellor
- Research
- x Student Affairs
- x Other Administrative Area

4. What is your gender identity?

- x Man
- x Woman
- x Transgender
- x Non-binary
- x Another Identity
- x Decline to answer

5. What is your age?

- x < 25
- x 25-29
- x 30-34
- x 35-39
- x 40-44
- x 45-49
- x 50-54
- x 55-59
- x 60-64
- x 65+
- x Decline to answer

6. What is your race/ethnicity?

- x American Indian or Alaska Native
- x Asian
- x Black or African American
- x Hispanic or Latino



GREAT COLLEGES TO WORK FOR ModernThink Higher Education Insight Survey[®] Full Survey by Theme

7. What is your academic role?^(For Faculty Only)
- Department Chair
 - Professor
 - Associate Professor
 - Assistant Professor
 - Instructor
 - Lecturer
 - Visiting Professor
 - Clinical Faculty
 - Research Faculty
 - Research Associate
 - Other
8. What is your tenure status?^(For Faculty at 4-year Colleges Only)
- Tenured
 - Tenure Track/Untenured
 - Not Tenure Track
 - Permanent Status
 - Earning Permanent Status
 - Decline to answer
 - Not Applicable

Pre-loaded Demographics – Employees are