

DATE: Dec. 4, 2023

TO: Ajani Byrd, Dean, Institutional Equity, Inclusion, and Diversity

FROM: Doreen Finkelstein, Senior Research Analyst

RE: Fall 2023 Flex and Opening Day Survey results

Introduction

At the start of the Fall 2023 academic term, Foothill College held a Flex Day on Thursday Sept. 21 followed by the college's Opening Day on Friday, Sept. 22.

Institutional Research and Planning (IRP) administered an online survey between Monday, Sept. 25 and Wednesday, Oct. 4, with reminders sent out on Thursday, Sept. 28 and Monday, Oct. 2. An email invite with an embedded survey link was distributed to Foothill administrators, faculty, and classified staff ($n > 1,000$). All survey questions were anonymous and optional.

Survey Design

The survey asked about the following seven sessions:

Flex Day (Thursday)

- Keynote Speaker
- Student Panel
- Career and Academic Pathways (CAP)-Level Outcomes
- Equity in the Course Outlines of Record (CORs)
- Classified Staff session

Opening Day (Friday)

- College Updates
- Institutional Learning Outcomes (ILO) Discussion

Results

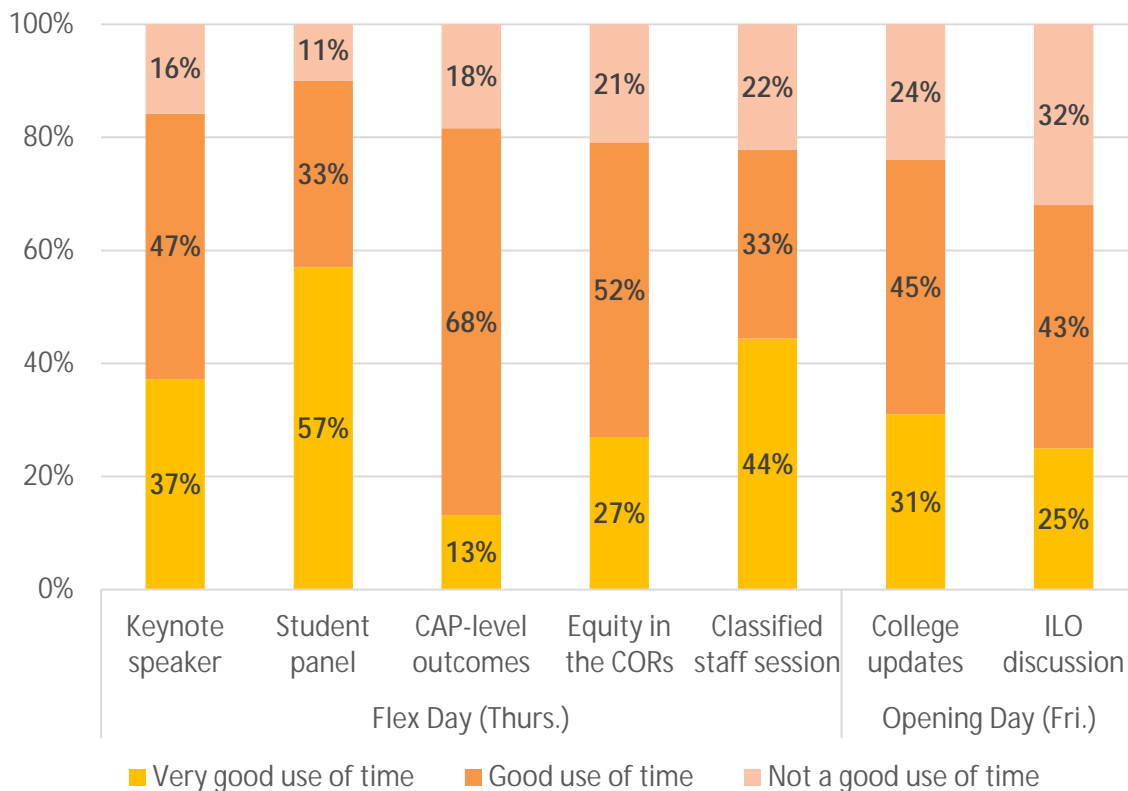
Table 1:
Survey Respondent Demographics

Demographic Category	Count	Percent
Position		
Administration	10	9%
Classified staff	28	26%
Full-time faculty	59	54%
Part-time faculty	12	11%
Gender		
Female	74	70%
Male	31	29%
Non-binary	1	1%
Ethnicity		
Asian	20	21%
Black or African-American	7	7%
Filipino / Filipina	4	4%
Latino / Latina	17	18%
Pacific Islander	2	2%

Figure 3 shows the percent of respondents who rated each session a “very good use of time,” a “good use of time,” or “not a good use of time.” Percents are calculated out of those who said they attended each session and gave a response to these questions.

The majority of respondents said that all sessions were either a “good” or “very good” use of time: from 68% to 89% depending on the session. The Student Panel was seen as the best use of time, with 57% rating it as a “very good” use of time and an additional 33% rating it as a “good” use of time. The ILO session received the lowest overall ratings; 25% said it was a “very good” use of time, 43% said it was a “good” use of time, and 32% said it was “not a good use of time.”

**Figure 3:
Whether Session Was a Good Use of Time**



Note: percents may not add up to exactly 100% due to rounding.

Format of Flex Day and Opening Day

The Flex Day and Opening Day formats were organized differently compared to previous years. With the exceptions of the Equity in the CORs and the Classified Staff sessions, sessions were scheduled consecutively in one location, allowing the entire campus community to attend sessions together.

As shown in Table 2, while more than half of respondents liked being in one location throughout the day (56%), they also would have preferred having a choice of different workshop options (60%). This was especially true for classified staff.

Administrators showed the strongest endorsement of the new format, with 89% saying they liked being in the dining center all day and only 33% saying they would have preferred a choice of different workshop options to attend. While a majority of classified staff liked being in the dining center all day (61%), almost all (95%) said they would have preferred a choice of different workshop options to attend. Full-time faculty were split, with a slight majority saying they liked being in the dining center all day (54%) and another slight majority saying they would have preferred a choice of different workshop options to attend (53%). Less than half of part-time faculty said they liked being in the dining center all day (40%), but only a third said they would have preferred a choice of different workshop options to attend (33%).

**Table 2:
Flex Day and Opening Day Format**

	% "Strongly Agree" or "Agree"	
	I liked being in the dining center all day during College Flex Day on Thursday	I would have preferred a choice of different workshop options to attend
Administration	89%	33%
Classified staff	61%	95%

Sense of Community

As shown in Table 4, while a strong majority of respondents agreed to feeling an increased sense of community on both days (74% for Flex Day and 86% for Opening Day), classified staff were less likely to agree that they felt this sense of community than the rest of the college. Only 38% of classified staff agreed that they felt an increased sense of community after Flex Day; the next-lowest rating was 75% for part-time faculty. Classified staff were more likely to say they felt an increased sense of community after Opening Day (74%), but this was still lower than the percent of administrators or faculty who felt an increased sense of community, whose ratings ranged from 86% to 100%.

**Table 4:
Sense of Community**

	% "Strongly Agree" or "Agree"	
	I felt an increased sense of community after attending College Flex Day on Thursday	I felt an increased sense of community after attending College Opening Day on Friday
Administration	100%	100%
Classified staff	38%	74%
Full-time faculty	84%	88%
Part-time faculty	75%	86%
All respondents	74%	86%

Liked Most: Flex Day (open-ended)

The Keynote Speaker and the Student Panel were frequently mentioned as highlights, as well as being in community with others.

"The keynote speaker was great, the set up, student panel, the food!"

"I enjoyed being together as a whole group. We do not have many opportunities to connect as colleagues to talk about these sorts of topics."

"I liked spending time with people I see a lot and people I wish to see more. I liked that the college was conscious about leveraging what little time we have together as a college to work on a shared focus."

"Thank you for providing a virtual option for those of us with accommodations. This is what equity looks like."

"The speakers as well as bringing everyone together in one place to learn and collaborate together."

Multiple respondents mentioned that while they liked the Student Panel overall and felt it was worthwhile, they were concerned that the group did not include anyone from our online student population. They felt that as a consequence, some of the panel's responses were biased towards an on-campus and in-person classroom experience.

"I felt like the students are not representative of the student body in general. For example, they all tended to avoid online classes, yet two-thirds of our enrollment is online. They were also all quite high in participation - student government, clubs, etc. So, nice examples for what students can achieve but not representative of where most of our students are at."

"I note that these were students who choose to spend their time on campus, and hearing from primarily evening students or online student would also be helpful. I know that it can be hard to recruit students for events like this one if they aren't frequently on campus, but it would be nice to hear from those voices as well."

"The students did not seem to be very representative of many of the students I encounter, I think because they were selected based upon their involvement with campus life activities. I know not every student prefers academic group work, for example, and I would have preferred to hear more variety of perspectives."

Some respondents said the day was too long, especially in combination with District Opening Day the day before and the next day's College Opening Day.

"Honestly, too long. Being in sessions from 8-5 is really a lot."

"6 hours in the dining hall is too much. Three in-service days at the start of the year = too much."

Liked Most: Opening Day (open-ended)

Responses commonly mentioned the College Updates, the ILO session, and the chance to work together with colleagues.

"I thought that the college updates session did a good job of providing info from a variety of divisions and departments, on a variety of topics."

"I thought the college updates were done well. The information provided was clear, and concise, and didn't feel like it was delivered in a performative manner. The ILO session was good. I had great, in-depth conversations with my colleagues."

"I liked the opportunity to discuss the ILO with others outside of my discipline in the Zoom breakout session."

"Loved collaborating about improving the learning outcomes."

Liked Least: Opening Day

Continuing on community building focus:

"I would like to note that the elements of Thursday and Friday that contributed to my sense of community were the activities where I worked with colleagues to think about our teaching. "

"Thank you for all the work and courage it tooou for

Appendix: Survey Instrument

