

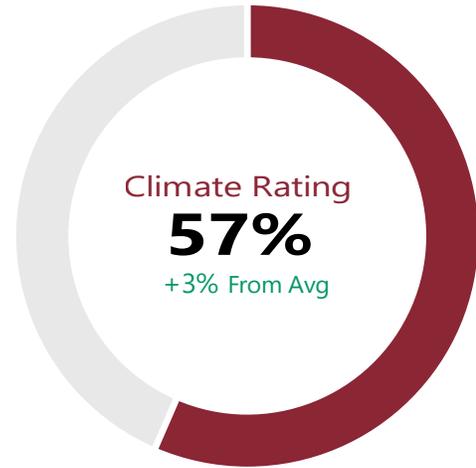
# CAMPUS CLIMATE SURVEY - SPRING 2025

## ABOUT THE SURVEY

The Campus Climate Survey was administered in spring 2025 and evaluates factors on a four-point agreement scale. Factors include belonging, engagement, leadership effectiveness, among others to measure overall campus climate. For the full results: [deanza.edu/ir](https://deanza.edu/ir).

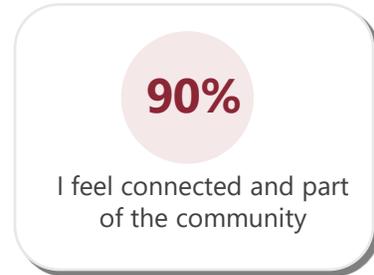
**88**

TOTAL CLASSIFIED PROFESSIONAL RESPONDENTS



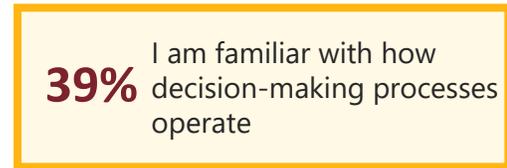
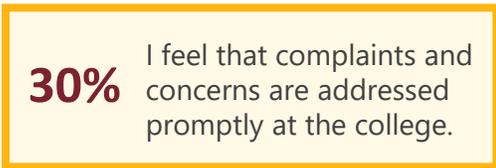
## STRENGTHS

Statements with the highest rates of agreement or strongest indication of effectiveness

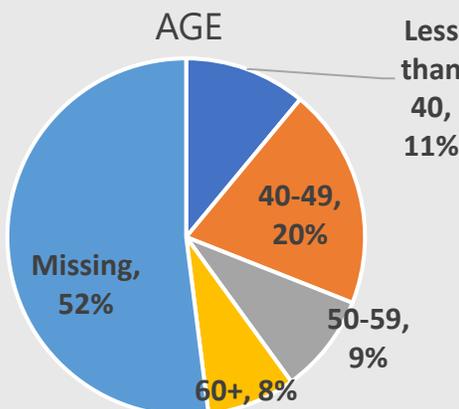
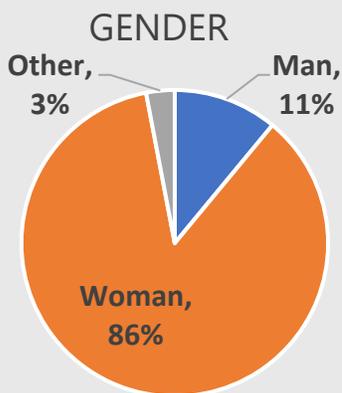


## OPPORTUNITIES

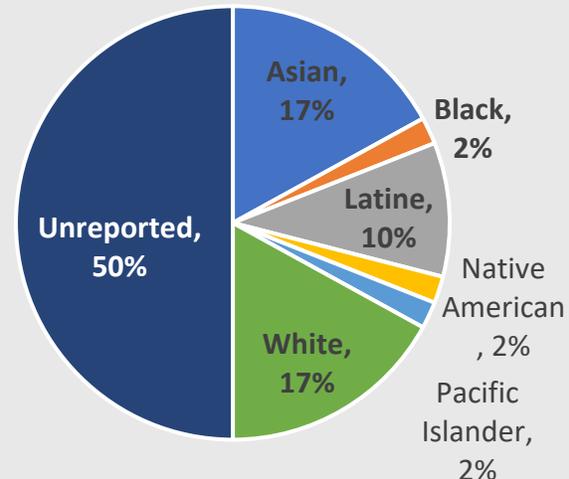
Statements with the lowest rates of agreement or weakest indication of effectiveness



## RESPONDENTS DEMOGRAPHICS



## RACE/ETHNICITY



# CAMPUS CLIMATE SURVEY - SPRING 2025

## TOP RATED RESPONSES

Positive responses above 70%

### Campus Safety **86%**

In my workspace/classroom, 96%

On campus when it is light out, 94%

In the restrooms on campus, 89%

In the parking lots on campus, 81%

### Active Engagement **90%**

I am actively engaged at work, 99%

I have professional goals and know how to achieve them, 94%

I am focused on trying to achieve my professional goals, 94%

I feel connected and part of the community, 90%

### Work Satisfaction **68%**

My work is meaningful to me, 85%

I'm contributing professionally in ways I value, 80%

### Institutional Effectiveness **59%**

Promoting student well-being, 78%

Ensuring the principles of diversity, equity, inclusion, and accessibility are woven throughout the institution, 74%

## AREAS FOR IMPROVEMENT

Positive responses below 50%

### Decision-Making Process **54%**

I feel the institution is open and transparent about its decision-making processes, 33%

The administration genuinely considers the viewpoints of representatives in these processes, 33%

I am familiar with how decision-making processes (including collegial consultation) operate, 39%

### Equal Opportunity **51%**

Participate in the program review budget process, 35%

Be considered for positions for institution-wide initiatives, 43%

### Executive Leadership **46%**

The executive leadership team operates transparently, 35%

Value employees' input and perspectives, 36%

Provide timely responses to concerns and questions, 38%

Prioritize the well-being of their employees, 42%

### Institutional Effectiveness **59%**

Implementing equitable employee retention efforts, 41%

Implementing equitable employee recruitment efforts, 45%