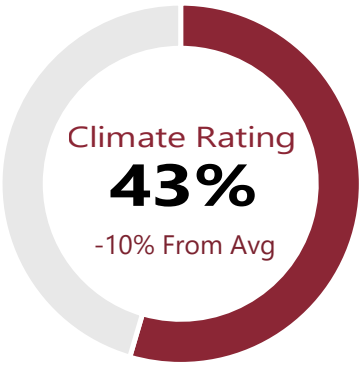
DE ANZA COLLEGE FULL-TIME FACULTY

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.

73
TOTAL FULL-TIME FACULTY RESPONDENTS



STRENGTHS

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

- **100%** I am actively engaged at work
- **95%** I have professional goals and know how to achieve them
- **92%** I am focused on trying to achieve my professional goals
- **91%** I have opportunities to attend external professional development

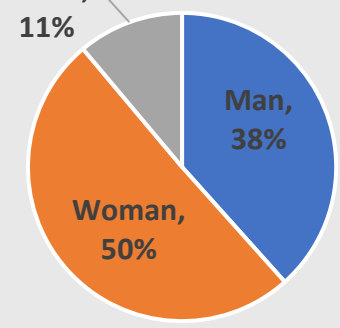
OPPORTUNITIES

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

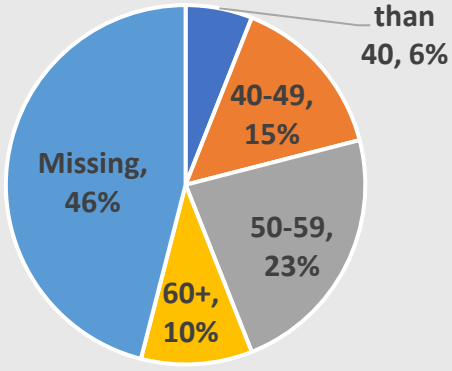
- **45%** I feel that complaints and concerns are addressed promptly
- **23%** I feel the institution is open and transparent about its decision-making
- **42%** I feel safe to express my opinions and suggestions safely

RESPONDENTS DEMOGRAPHICS

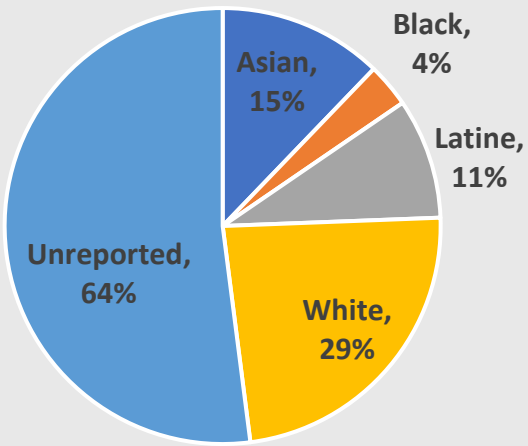
GENDER



AGE



RACE/ETHNICITY



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TOP RATED RESPONSES
Positive responses above 70

Campus Safety 87%
- On campus when it is light out, 96%
- In the restrooms on campus, 90%
- In my workspace/classroom, 88%
- In the parking lots on campus, 86%

Active Engagement 87%
- I am actively engaged at work, 100%
- I have professional goals and know how to achieve them, 95%
- I am focused on trying to achieve my professional goals, 92%
- I feel connected and part of the community, 89%

Work Satisfaction 62%
- My work is meaningful to me, 89%
- I'm contributing professionally in ways I value, 79%

Institutional Effectiveness 60%
- Enacting curricular/academic state mandates, 77%
- Implementing equitable student retention efforts, 73%
- Promoting student well-being, 72%
- Implementing equitable student outreach and recruitment efforts, 71%

AREAS FOR IMPROVEMENT
Positive responses below 50%

Decision-Making Process 57%
- I feel the institution is open and transparent about its decision-making processes, 23%
- The administration genuinely considers the viewpoints of representatives in these processes, 30%
- I believe these decision-making processes effectively include diverse perspectives and promote equity, 39%

Equal Opportunity 56%
- Be considered for job advancement opportunities, 38%
- Express my opinions and suggestions safely, 42%

Executive Leadership 33%
- The executive leadership team members operate transparently, 26%
- Provide timely responses to concerns and questions, 27%
- Recognize the accomplishments of others, 33%
- Foster innovation and creativity, 42%

Institutional Effectiveness 60%
- Implementing equitable employee retention efforts, 45%
- Keeping up with advancements in technology such as artificial intelligence, 46%

Contact us: De Anza Office of Research & Planning
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