High Rated Responses	Full-Time Faculty	
Engagement	%	N
I have professional goals and know how to achieve them	**95%**	62/65
I am focused on trying to achieve my professional goals	**92%**	60/65
I feel somebody at work wants and helps me to succeed in my professional goals	**78%**	51/65
I am actively engaged at work	**100%**	65/65
I feel connected and part of the community	**89%**	58/65
I feel valued and appreciated at work	**74%**	48/65
I feel safe being my authentic self at work	**77%**	50/65
Belonging within Department		
I feel respected by employees in my area/department	**75%**	49/65
There are opportunities for me to contribute to decisions made that affect my area/department	**80%**	52/65
Equal Opportunity		
Access resources and services to support my professional growth	**71%**	46/65
Institutional Effectiveness		
Implementing equitable student outreach and recruitment efforts	**71%**	37/52
Implementing equitable student retention efforts	**73%**	37/51
Implementing equitable student completion efforts	**71%**	36/51
Promoting student well-being	**72%**	38/53
Enacting curricular/academic state mandates	**77%**	40/52
Ensuring the principles of diversity, equity, inclusion, and accessibility are woven throughout the institution	**78%**	40/51
Shared Governance Leadership		
My constituency leaders operate transparently	**77%**	41/53
My constituency leaders center diversity, equity, inclusivity, and accessibility principles in their decisions	**71%**	37/52
My constituency leaders treat others with respect	**73%**	38/52
My constituency leaders provide effective communication on key issues, topics, and decisions	**75%**	39/52
My constituency leaders provide timely responses to concerns and questions	**76%**	39/51

Department Leadership		
The leaders in my department/division/area center diversity, equity, inclusive, and accessibility principles in their decisions	70%	38/54
Decision Making Process		
I understand the role of different constituency groups (e g , Classified/Academic Senate) in the decision-making processes	89%	42/47
I recognize the importance of these decision-making processes in shaping our direction and policies	87%	41/47
Shared Governance Participation		
I understand my role in the committee	88%	15/17
I understand how decisions are made in the committee I sit on	88%	15/17
I regularly communicate committee information to my constituency group (i.e., the employees you represent)	82%	14/17
Committee meetings are inclusive and welcoming	82%	14/17
Professional Development	72%	34/47
Participated in any professional development activities in the past year	96%	46/48
The professional development topics and offerings are relevant to my specific role or job	72%	34/47
I have opportunities to attend external professional development events (e.g., conferences) that support my professional growth	91%	43/47
My supervisor supports me in setting and reaching my professional goals	74%	35/47
DEIA Participation		
The DEIA offerings were relevant for my work	82%	23/28
The DEIA offerings helped me grow personally and professionally	79%	22/28
The DEIA offerings helped me better understand the importance of DEIA	79%	22/28
Campus Safety		
On campus when it is light out	96%	47/49
On campus when it is dark out	76%	37/49
In the restrooms on campus	90%	43/48
In the parking lots on campus	86%	42/49
In my workspace/classroom	88%	43/49
Satisfaction		
My work is satisfying to me	72%	34/47

My work is meaningful to me	**89%**	42/47
I'm contributing professionally in ways I value	**79%**	37/47

Positive responses including: strongly agree/agree; very true/somewhat true; very effective/somewhat effective; very safe/somewhat safe. High rated responses are those where 'full-time faculty' positive responses were above 70%.

Rates with less than 10 responses are not displayed.

Low Rated Responses	Full-Time Faculty	
Belonging	%	N
I feel a sense of belonging	**49%**	32/65
I feel seen and heard	**44%**	28/64
I feel that complaints and concerns are addressed promptly	**17%**	11/65
I feel I can provide critical feedback without fear of retaliation	**29%**	19/65
I feel safe to express my opinions	**40%**	26/65
Belonging within Department		
I feel that complaints and concerns are addressed promptly	**45%**	29/65
I feel I can provide critical feedback without fear of retaliation	**46%**	30/65
Equal Opportunity		
Express my opinions and suggestions safely	**42%**	27/65
Be considered for job advancement opportunities	**38%**	25/65
Institutional Effectiveness		
Implementing equitable employee retention efforts	**45%**	24/53
Promoting employee well-being	**26%**	14/54
Keeping up with advancements in technology such as artificial intelligence	**46%**	24/52
Shared Governance Leadership		
My constituency leaders recognize the accomplishments of others	**45%**	23/51
Executive Leadership Team		
The executive leadership team members operate transparently	**26%**	14/53
The executive leadership team members foster innovation and creativity	**42%**	22/53
The executive leadership team members treat others with respect	**42%**	22/53
The executive leadership team members provide effective communication on key issues, topics and decisions	**23%**	12/53
The executive leadership team members foster a culture of accountability and improvement	**23%**	12/52
The executive leadership team members provide timely responses to concerns and questions	**27%**	14/52
The executive leadership team members recognize the accomplishments of others	**33%**	17/52
The executive leadership team members value employees' input and perspectives	**23%**	12/52

The executive leadership team members are well-prepared to lead the college/district into the future	**29%**	15/52
Decision Making Process		
The administration genuinely considers the viewpoints of representatives in these processes	**30%**	14/47
I feel the institution is open and transparent about its decision-making processes	**23%**	11/47
I believe these decision-making processes effectively include diverse perspectives and promote equity	**39%**	18/46
Professional Growth		
The employee evaluation process provides useful feedback to support my professional growth	**47%**	22/47
There are opportunities for career advancement	**43%**	20/47
Satisfaction		
I feel happy at work	**45%**	21/47
I feel in control when dealing with difficult problems at work	**36%**	17/47
Campus Climate		
Rate the campus climate for employees as very positive or somewhat positive	**43%**	20/47

Positive responses including: strongly agree/agree; very true/somewhat true; very effective/somewhat effective; very safe/somewhat safe. Low rated responses are those where 'full-time faculty' positive responses were below 50%.

Only responses with greater than 10 were listed.