What do you need from the college to help carry out your work?	Overall		Classified		Faculty		FT Faculty		PT Faculty	
	%	#	%	#	%	#	%	#	%	#
More flexible work schedules	36%	48/133	55%	27/49	23%	16/70	28%	13/47		
Clear goals and priorities for my work	24%	32/133	29%	14/49	19%	13/70	15%	17/47		
Additional resources and tools to support my work	54%	72/133	45%	22/49	57%	40/70	62%	29/47	48%	11/23
Options for remote working	39%	52/133	59%	29/49	24%	17/70	30%	14/47		
Adjustments to my workload	22%	29/133	24%	12/49	21%	15/70	32%	15/47		
Technical assistance to help understand/implement state mandates	14%	19/133			14%	10/70				
Professional development and training relevant for my job/work	43%	57/133	51%	25/49	36%	25/70	30%	14/47	48%	11/23

Responses include "checked". Responses with fewer than 10 were not displayed. Administrator responses were below 10 and not displayed.

High Rated Responses	Overall	Admin	Classified	Faculty	FT Faculty	PT Faculty
Engagement						
I have professional goals and know how to achieve them	**93%**	93%	94%	93%	95%	88%
I am focused on trying to achieve my professional goals	**91%**	87%	94%	90%	92%	84%
I feel somebody at work wants and helps me to succeed in my professional goals	**76%**	67%	77%	76%	78%	72%
I am actively engaged at work	**98%**	93%	99%	99%	100%	97%
I feel connected and part of the community	**85%**	87%	90%	81%	89%	66%
I feel valued and appreciated at work	**80%**	80%	87%	75%	74%	78%
I feel safe being my authentic self at work	**82%**	73%	90%	78%	77%	81%
Belonging Within Area/Department						
I feel a sense of belonging in my area/department	**70%**	80%	75%	65%	69%	56%
I feel respected by employees in my area/department	**73%**	93%	74%	68%	75%	53%
There are opportunities for me to contribute to decisions made that affect my area/department	**73%**	80%	74%	71%	80%	53%
Institutional Effectiveness						
The college is effective in promoting student well-being	**77%**	92%	78%	74%	72%	79%
The college is effective in ensuring the principles of diversity, equity, inclusion, and accessibility are woven throughout the institution	**76%**	92%	74%	76%	78%	70%
Experience with Shared Governance						
I understand the role of different constituency groups (e.g., Classified/Academic Senate) in the decision-making processes	**74%**	91%	65%	77%	89%	50%
I recognize the importance of these decision-making processes in shaping our direction and policies	**78%**	100%	76%	75%	87%	50%
Shared Governance Leadership						
My constituency leaders center diversity, equity, inclusivity, and accessibility principles in their decisions	**74%**	92%	76%	71%	71%	70%
My constituency leaders treat others with respect	**76%**	100%	76%	72%	73%	70%
Experience Serving on Shared Governance						
I feel my voice and opinions matter	**71%**	78%	75%	65%	65%	67%
I understand my role in the committee	**87%**	100%	83%	87%	88%	83%
I understand how decisions are made in the committee I sit on	**84%**	89%	83%	87%	88%	83%

I regularly communicate committee information to my constituency group (i.e., the employees you represent)	**77%**	89%	82%	74%	82%	50%
Committee meetings are inclusive and welcoming	**71%**	56%	75%	78%	82%	67%
Professional Development						
I have opportunities to attend external professional development events (e.g., conferences) that support my professional growth	**81%**	91%	81%	79%	91%	52%
Participated in any professional development activities in the past year	**90%**	91%	96%	85%	96%	61%
The DEIA offerings were relevant for my work	**86%**	100%	82%	86%	82%	100%
The DEIA offerings helped me grow personally and professionally	**80%**	89%	76%	83%	79%	100%
The DEIA offerings helped me better understand the importance of DEIA	**75%**	78%	71%	80%	79%	86%
Campus Safety						
I feel safe on campus when it is light out	**96%**	100%	94%	96%	96%	96%
On campus when it is dark out	**71%**	82%	67%	71%	76%	61%
I feel safe in the restrooms on campus	**88%**	82%	89%	87%	90%	83%
I feel safe in the parking lots on campus	**84%**	91%	81%	85%	86%	83%
I feel safe in my workspace/classroom	**92%**	100%	96%	88%	88%	87%
Work Satisfaction						
My work is satisfying to me	**73%**	82%	70%	74%	72%	77%
My work is meaningful to me	**85%**	82%	85%	87%	89%	82%
I'm contributing professionally in ways I value	**77%**	82%	80%	75%	79%	68%
Employer of Choice						
I would recommend De Anza College as a good place to work	**72%**	80%	75%	69%	67%	71%

Positive responses including: strongly agree/agree; very true/somewhat true; completely true/very true; very effective/somewhat effective; very safe/somewhat safe

High rated responses are those where 'Overall' positive responses were above 70%.

Low Rated Responses	Overall	Admin	Classified	Faculty	FT Faculty	PT Faculty
Belonging at the College						
I feel seen and heard	**49%**	73%	52%	44%	44%	44%
I feel that complaints and concerns are addressed promptly at the college	**28%**	53%	30%	23%	17%	34%
I feel I can provide critical feedback without fear of retaliation at the college	**38%**	60%	42%	32%	29%	38%
I feel safe to express my opinions at the college	**49%**	73%	55%	40%	40%	41%
Belonging within Area/Department						
I feel that complaints and concerns are addressed promptly	**48%**	73%	46%	44%	45%	44%
Equal Opportunity						
I have the same opportunity as others to participate in the program review budget process	**42%**	53%	35%	45%	54%	28%
I have the same opportunity as others to express my opinions and suggestions safely	**45%**	60%	51%	40%	42%	38%
I have the same opportunity as others to be considered for job advancement opportunities	**34%**	40%	36%	32%	38%	19%
College Leadership						
The college is effective in implementing equitable employee recruitment efforts	**49%**	64%	45%	51%	55%	43%
The college is effective in implementing equitable employee retention efforts	**44%**	50%	41%	47%	45%	50%
The college is effective in promoting employee well-being	**42%**	67%	55%	29%	26%	35%
Area/Department Leadership						
The leaders in my department/division/area foster a culture of accountability and improvement	**49%**	73%	51%	44%	54%	24%
Executive Leadership Team						
The executive leadership team members operate transparently	**32%**	45%	35%	29%	26%	33%
The executive leadership team members foster innovation and creativity	**48%**	73%	51%	43%	42%	46%
The executive leadership team members provide effective communication on key issues, topics and decisions	**37%**	55%	45%	29%	23%	42%
The executive leadership team members prioritize the well-being of their employees	**32%**	45%	42%	25%	17%	42%
The executive leadership team members foster a culture of accountability and improvement	**35%**	55%	42%	28%	23%	38%

The executive leadership team members provide timely responses to concerns and questions	**38%**	73%	38%	33%	27%	46%
The executive leadership team members recognize the accomplishments of others	**40%**	45%	45%	36%	33%	42%
The executive leadership team members value employees' input and perspectives	**32%**	55%	36%	26%	23%	33%
The executive leadership team members are well-prepared to lead the college/district into the future	**38%**	64%	44%	31%	29%	35%
Decision Making Process						
The administration genuinely considers the viewpoints of representatives in these processes	**32%**	64%	33%	25%	30%	14%
I feel the institution is open and transparent about its decision-making processes	**28%**	55%	33%	19%	23%	9%
I believe these decision-making processes effectively include diverse perspectives and promote equity	**46%**	64%	52%	38%	39%	36%
Professional Growth						
The employee evaluation process provides useful feedback to support my professional growth	**42%**	64%	40%	42%	47%	32%
There are opportunities for career advancement	**36%**	45%	36%	36%	43%	23%

Positive responses including: strongly agree/agree; very true/somewhat true; completely true/very true; very effective/somewhat effective.

Low rated responses are those where 'Overall' positive responses were below 50%.