

<b>High Rated Responses</b>	<b>Part-Time Faculty</b>	
	<b>%</b>	<b>N</b>
<b>Engagement</b>		
I have professional goals and know how to achieve them.	<b>88%</b>	28/32
I am focused on trying to achieve my professional goals.	<b>84%</b>	27/32
I feel somebody at work wants and helps me to succeed in my professional goals.	<b>72%</b>	23/32
I am actively engaged at work.	<b>97%</b>	31/32
I feel valued and appreciated at work.	<b>78%</b>	25/32
I feel safe being my authentic self at work.	<b>81%</b>	26/32
<b>Institutional Effectiveness</b>		
Promoting student well-being	<b>79%</b>	19/24
<b>Campus Safety</b>		
I feel safe on campus when it is light out	<b>96%</b>	22/23
I feel safe in the restrooms on campus	<b>83%</b>	19/23
I feel safe in the parking lots on campus	<b>83%</b>	19/23
I feel safe in my workspace/classroom	<b>87%</b>	20/23
<b>Satisfaction</b>		
My work is satisfying to me	<b>77%</b>	17/22
My work is meaningful to me	<b>82%</b>	18/22
<b>Employer of Choice</b>		
I would you recommend De Anza College as a good place to work for	<b>71%</b>	15/21

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

Only responses with greater than 10 were listed.

<b>Low Rated Responses</b>	<b>Part-Time Faculty</b>	
	<b>%</b>	<b>N</b>
<b>Belonging within College</b>		
I feel a sense of belonging	41%	13/32
I feel seen and heard	44%	14/32
I feel that complaints and concerns are addressed promptly	34%	11/32
I feel I can provide critical feedback without fear of retaliation	38%	12/32
I feel safe to express my opinions	41%	13/32
<b>Belonging within Department</b>		
I feel that complaints and concerns are addressed promptly	44%	14/32
I feel I can provide critical feedback without fear of retaliation	38%	12/32
I feel safe to express my opinions	47%	15/32
<b>Equal Opportunity</b>		
Contribute to goals and priorities	31%	10/32
Be considered for positions on committees	44%	14/32
Be considered for positions for institution-wide initiatives	41%	13/32
Share opinions and suggestions about how best to support our students	38%	12/32
Express my opinions and suggestions safely	38%	12/32
<b>Institutional Effectiveness</b>		
Implementing equitable employee recruitment efforts	43%	10/23
Managing our fiscal health	43%	10/23
Keeping up with advancements in technology such as artificial intelligence	45%	10/22
<b>Shared Governance Leadership</b>		
My constituency leaders foster innovation and creativity	48%	11/23
My constituency leaders foster a culture of accountability and improvement	43%	10/23
My constituency leaders value employees' input and perspective	43%	10/23
<b>Department Leadership</b>		
The leaders in my department/division/area operate transparently	48%	12/15
The leaders in my department/division/area foster innovation and creativity	44%	11/25
The leaders in my department/division/area treat others with respect	48%	12/25
The leaders in my department/division/area prioritize the well-being of employees	44%	11/25

The leaders in my department/division/area provide timely responses to concerns and questions	44%	11/25
The leaders in my department/division/area value employees' input and perspectives	40%	10/25
<b>Executive Leadership Team</b>		
The executive leadership team members center students in their decisions	46%	11/24
The executive leadership team members treat others with respect	43%	10/23
The executive leadership team members provide effective communication on key issues, topics and decisions	42%	10/24
The executive leadership team members prioritize the well-being of their employees	42%	10/24
The executive leadership team members provide timely responses to concerns and questions	46%	11/24
The executive leadership team members recognize the accomplishments of others	42%	10/24
<b>Satisfaction</b>		
I feel in control when dealing with difficult problems at work	45%	10/22

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

Low rated responses are those where 'part-time faculty' positive responses were below 50%.

Only responses with greater than 10 were listed.