

Chabot College Spring 2025 Employee Satisfaction Survey: Employees Responses by Job Classification*

Percentage Distribution of All Survey Items
Based on a sample of 231 respondents

GENERAL IMPRESSIONS OF CHABOT COLLEGE					
Based on your overall experience at Chabot over the past year, <u>how satisfied</u> are you with:	Percentage who were satisfied or very satisfied				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other** (n = 68)
Overall employment at Chabot College	73%	66% ^F	85% ^{C,O}	70%	72% ^F
Senior Leadership (e.g., President and Vice Presidents) at Chabot College	48%	41% ^P	54%	60% ^C	47%
Colleagues within your program/department	69%	59% ^{F,O}	75%	70% ^C	76% ^C
Colleagues outside of your program/department	68%	60% ^{F,O}	76% ^{C,P}	59% ^F	73% ^C
Maintenance/cleanliness of buildings and grounds	69%	71% ^F	56% ^{C,P,O}	80% ^F	72% ^F
Classroom facilities	54%	55%	49%	63%	52%
Parking facilities	67%	65% ^P	67% ^P	87% ^{C,F,O}	60% ^P
Bathrooms	56%	49% ^P	49% ^P	87% ^{C,F,O}	55% ^P

TRANSPARENCY IN DECISION-MAKING					
To what extent do you agree with the following statements? The Chabot College administration is transparent about decisions concerning:	Percentage who agree or strongly agree				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
Facilities (e.g., available spaces)	41%	37%	35%	48%	47%
Funding for resources	32%	38% ^F	11% ^{C,P,O}	38% ^F	41% ^F
Funding for hiring	22%	25%	19%	24%	22%
Technology	33%	36% ^F	22% ^{C,P}	43% ^F	34%
Your program/division	48%	40% ^P	45%	59% ^C	53%

*Superscripts denote statistically significant differences between groups (using t -tests; $p \leq .10$). The superscript corresponds with the first letter of each job classification grouping.
C = difference with classified; F = difference with full-time faculty; P = difference with part-time faculty; O = difference with other employees

**Administrators (n=6) are combined with employees that did not disclose their job classification (n=62) to protect anonymity and have a group large enough for statistical comparisons.

JOB FUNCTIONING					
How often does Chabot do the following?	Percentage who were satisfied or very satisfied				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
This institution makes sufficient budgetary resources available to achieve important objectives.	34%	39%	35%	35%	27%
This institution makes sufficient employee resources (e.g., staffing) available to achieve important objectives.	23%	21%	18%	31%	25%

To what extent do you agree with the following statements about institutional processes?	Percentage who agree or strongly agree				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
Employee suggestions are used to improve our institution.	37%	31%	42%	48%	36%
This institution involves its employees in planning for the future.	46%	45%	50%	50%	39%
This institution has written procedures that clearly define who is responsible for each operation and service.	33%	35%	31%	44% ^O	23% ^P
This institution consistently follows clear processes for selecting new employees.	38%	36%	44%	34%	34%
Leadership makes timely and informed decisions.	27%	27%	30%	33%	20%
My department has enough employees needed to do its job well.	25%	24%	25%	29%	27%
My department has the budget needed to do its job well.	29%	19% ^{F,P}	37% ^C	32% ^C	35%
It is easy for me to get information at this institution.	34%	35%	31%	43%	32%

Chabot College Spring 2025 Employee Satisfaction Survey: By Job Classification

To what extent do you agree with the following statements regarding your personal experiences at Chabot?	Percentage who agree or strongly agree				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
I have a reasonable workload.	56%	58% ^O	58% ^O	71% ^O	38% ^{C,F,P}
I am paid fairly for the work I do.	51%	36% ^{F,P,O}	60% ^C	69% ^C	52% ^C
I feel Chabot trained me to succeed in my position.	30%	28%	36% ^O	33%	21% ^F
I have opportunities for training to improve my skills.	49%	46%	47%	55%	52%
I feel supported by my manager.	63%	67%	57%	69%	61%
Overall, the employee benefits available to me cover my needs.	67%	74% ^P	73% ^P	34% ^{C,F,O}	69% ^P
Overall, I am able to easily access/utilize the employee benefits offered to me.	68%	79% ^{P,O}	72% ^P	41% ^{C,F,O}	62% ^{C,P}
Work responsibilities are within my job description.	57%	48% ^P	59%	72% ^C	56%
I am recognized for the work I do.	47%	54% ^O	44%	47%	39% ^C
Chabot College supports a healthy work/life balance.	31%	28%	34%	41%	26%
I feel burnt out.	47%	45% ^{P,O}	55% ^P	17% ^{C,F,O}	64% ^{C,P}
I believe I could work more days remotely and still fulfill my job responsibilities and serve students effectively.	53%	65% ^{F,P}	45% ^C	38% ^C	52%

CAMPUS CLIMATE					
Please tell us the extent to which you agree or disagree with the following statements about the campus climate:	Percentage who agree or strongly agree				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
I feel welcome at Chabot.	67%	72% ^O	65%	69%	56% ^C
I feel a sense of belonging at Chabot.	62%	67%	64%	59%	54%
Overall, I feel safe at Chabot.	70%	63% ^{F,P}	78% ^{C,O}	83% ^{C,O}	62% ^{F,P}
I am treated w/ respect by instructors, administrators, & other staff.	59%	60%	58%	59%	58%
I am comfortable expressing my opinion.	45%	48% ^O	55% ^O	50% ^O	28% ^{C,F,P}
I feel like I can be myself/be authentic.	52%	47% ^P	60% ^O	66% ^{C,O}	38% ^{F,P}
At Chabot, there is general respect for differences in:					
race-ethnicity	72%	72%	70%	82% ^O	66% ^P
disability	72%	72%	69%	79%	70%
gender (men/women)	69%	72%	67%	72%	61%
gender (transgender, gender nonbinary, genderqueer)	69%	71% ^O	69%	79% ^O	57% ^{C,P}
age	69%	72% ^O	71%	72%	58% ^C
sexual orientation	72%	72%	73%	79% ^O	63% ^P
native language	69%	76% ^O	64%	76% ^O	55% ^{C,P}
religion	62%	67%	54% ^P	72% ^F	57%
job classification	49%	42% ^P	55%	61% ^C	46%
There is an emotionally supportive climate at Chabot for employees with mental health needs.	37%	39%	31% ^P	55% ^{F,O}	27% ^P
I have experienced or witnessed others experience prejudice or discrimination at work or on campus, either in person or virtually.	40%	48% ^{F,P}	33% ^{C,P,O}	14% ^{C,F,O}	54% ^{F,P}
I believe Chabot leadership is committed to taking action to increase everyone's sense of belonging on campus.	48%	47%	53% ^O	55%	37% ^F
This institution's leadership creates an environment that promotes trust and respect.	41%	36% ^P	45%	55% ^C	44%
My manager creates an environment that promotes trust and respect.	57%	54%	62%	59%	53%

Chabot College Spring 2025 Employee Satisfaction Survey: By Job Classification

How often, if ever, have you experienced discrimination at Chabot over the past year based on the following characteristics?	Percentage who stated sometimes to very often				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
Age	16%	18%	15%	11%	17%
Citizenship Status	4%	5% ^P	2%	0% ^{C,O}	8% ^P
Disability	7%	9% ^P	5% ^P	0% ^{C,F,O}	9% ^P
Educational Level	15%	22% ^{F,P}	9% ^C	7% ^C	14%
Ethnicity or Race	29%	34% ^P	33% ^P	7% ^{C,F,O}	31% ^P
Gender	22%	21%	29% ^P	11% ^F	20%
Job Classification (administrator, faculty, classified professional)	35%	53% ^{F,P,O}	20% ^C	26% ^C	25% ^C
Language	10%	13% ^{F,P}	4% ^{C,O}	4% ^{C,O}	17% ^{F,P}
Religious Beliefs	11%	13% ^P	13%	4% ^C	9%
Sexual Orientation	7%	8% ^P	7% ^P	0% ^{C,F,O}	9% ^P
Socioeconomic Status	10%	17% ^{F,P}	7% ^{C,P}	0% ^{C,F,O}	9% ^P
Other	17%	17%	15%	11% ^O	25% ^P

I have experienced discrimination at Chabot before this past year based on any of the characteristics above.	Percentage who stated "Yes"				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
	50%	58%	47%	24%	54%

How much do you agree with the following statements:	Percentage who agree or strongly agree				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
I would recommend Chabot College as a place of employment to friends/family/others.	62%	62% ^O	69% ^O	72% ^O	42% ^{C,F,P}
I plan to leave Chabot within the next 5 years due to dissatisfaction with the college and/or district.	18%	17% ^O	13% ^O	10% ^O	36% ^{C,F,P}

Chabot College Spring 2025 Employee Satisfaction Survey: By Job Classification

OVERALL: Have you, or any other family member who uses your Chabot employee benefits, ever been unsatisfied with any of the following employee benefits? Please select all benefits that have been unsatisfactory.	Percentage of Overall								
	Medical	Mental Health	Dental	Prescriptions	Retirement	Vision	Worker's Compensation	Vacation/Sick Leave	Other
	12%	10%	15%	4%	6%	7%	2%	11%	6%

CLASSIFIED: Have you, or any other family member who uses your Chabot employee benefits, ever been unsatisfied with any of the following employee benefits? Please select all benefits that have been unsatisfactory.	Percentage of Classified Professionals								
	Medical	Mental Health	Dental	Prescriptions	Retirement	Vision	Worker's Compensation	Vacation/Sick Leave	Other
	9%	8%	11%	3%	1%	6%	3%	16%	5%

FULL-TIME FACULTY: Have you, or any other family member who uses your Chabot employee benefits, ever been unsatisfied with any of the following employee benefits? Please select all benefits that have been unsatisfactory.	Percentage of Full-Time Faculty								
	Medical	Mental Health	Dental	Prescriptions	Retirement	Vision	Worker's Compensation	Vacation/Sick Leave	Other
	14%	16%	14%	7%	7%	9%	0%	7%	4%

PART-TIME FACULTY: Have you, or any other family member who uses your Chabot employee benefits, ever been unsatisfied with any of the following employee benefits? Please select all benefits that have been unsatisfactory.	Percentage of Part-Time Faculty								
	Medical	Mental Health	Dental	Prescriptions	Retirement	Vision	Worker's Compensation	Vacation/Sick Leave	Other
	3%	3%	14%	0%	7%	10%	3%	3%	14%

OTHER: Have you, or any other family member who uses your Chabot employee benefits, ever been unsatisfied with any of the following employee benefits? Please select all benefits that have been unsatisfactory.	Percentage of Other Employees								
	Medical	Mental Health	Dental	Prescriptions	Retirement	Vision	Worker's Compensation	Vacation/Sick Leave	Other
	11%	6%	13%	2%	6%	0%	0%	5%	3%

Percentage of employees that stated at least 1 benefit issue.	Percentage with at least 1 benefit issue				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
	31%	33%	27%	24%	36%

SHARED GOVERNANCE					
Do you participate in shared governance (e.g., SASE, FIT, IST)?	Percentage who stated "Yes"				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
	59%	53%	80%	7%	79%

OVERALL: Why haven't you joined any committees in the past year? (select all that apply)	No coverage in my area	Resistance from manager	Unsure about what committess do	Unsure about what committee seats are open	Do not believe committ-ees create change	Focusing on other work priorities	Feel burnt out	Taking a break from committees	Other
	7%	1%	6%	4%	3%	13%	7%	6%	13%
CLASSIFIED PROFESSIONALS: Why haven't you joined any committees in the past year? (select all that apply)	No coverage in my area	Resistance from manager	Unsure about what committess do	Unsure about what committee seats are open	Do not believe committ-ees create change	Focusing on other work priorities	Feel burnt out	Taking a break from committees	Other
	19%	1%	10%	4%	1%	25%	17%	12%	10%
FULL-TIME FACULTY: Why haven't you joined any committees in the past year? (select all that apply)	No coverage in my area	Resistance from manager	Unsure about what committess do	Unsure about what committee seats are open	Do not believe committ-ees create change	Focusing on other work priorities	Feel burnt out	Taking a break from committees	Other
	5%	0%	0%	0%	16%	37%	5%	11%	26%
PART-TIME FACULTY: Why haven't you joined any committees in the past year? (select all that apply)	No coverage in my area	Resistance from manager	Unsure about what committess do	Unsure about what committee seats are open	Do not believe committ-ees create change	Focusing on other work priorities	Feel burnt out	Taking a break from committees	Other
	3%	3%	13%	13%	3%	20%	7%	7%	57%
OTHER: Why haven't you joined any committees in the past year? (select all that apply)	No coverage in my area	Resistance from manager	Unsure about what committess do	Unsure about what committee seats are open	Do not believe committ-ees create change	Focusing on other work priorities	Feel burnt out	Taking a break from committees	Other
	3%	0%	4%	3%	3%	1%	3%	0%	1%

In the past year, how many committees have you been on?	Percentage of At Least One				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
	58%	100%	80%	7%	77%

How much work is it to participate on committees (in addition to your required job duties)? <i>(out of employees that have been on a committee in the past year)</i>	Percentage of stated Moderate Effort or more				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
	58%	46%	63%	50%	65%

Do you believe committees promote progress/create change on campus? <i>(out of employees that have been on a committee in the past year)</i>	Percentage who stated "Some" or "Yes"				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
	78%	90%	79%	50%	62%

INTERNET AND NETWORK CONNECTIVITY					
Please indicate how reliable your network connectivity is:	Percentage with mostly or always reliable				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
Desktop internet connectivity	91%	96%	87%	90%	88%
Work laptop/remote connectivity	74%	78%	73%	68%	69%
Campus Wi-Fi connectivity (e.g., Wi-Fi signal strength on your phone)	68%	65%	69%	72%	72%

Chabot College Spring 2025 Employee Satisfaction Survey: By Job Classification

OVERALL: What type of device do you typically use to access online course material or do college work?	My own laptop/desktop computer	Chabot Laptop	Tablet	Mobile Phone	Other
	48%	43%	8%	28%	3%
CLASSIFIED PROFESSIONALS: What type of device do you typically use to access online course material or do college work?	My own laptop/desktop computer	Chabot Laptop	Tablet	Mobile Phone	Other
	33%	65%	10%	24%	6%
FULL-TIME FACULTY: What type of device do you typically use to access online course material or do college work?	My own laptop/desktop computer	Chabot Laptop	Tablet	Mobile Phone	Other
	73%	44%	11%	42%	0%
PART-TIME FACULTY: What type of device do you typically use to access online course material or do college work?	My own laptop/desktop computer	Chabot Laptop	Tablet	Mobile Phone	Other
	87%	17%	3%	30%	7%
OTHER: What type of device do you typically use to access online course material or do college work?	My own laptop/desktop computer	Chabot Laptop	Tablet	Mobile Phone	Other
	28%	29%	6%	19%	1%

TRANSPORTATION

OVERALL: How do you usually get to Chabot? (Select all that apply)	Walk	Drive Myself	Bicycle	Bus	BART	Get a Regular Ride	Get Different Rides
	1%	88%	2%	2%	3%	3%	0%

CLASSIFIED PROFESSIONALS: How do you usually get to Chabot? (Select all that apply)	Walk	Drive Myself	Bicycle	Bus	BART	Get a Regular Ride	Get Different Rides
	2%	81%	3%	5%	6%	3%	0%

FULL-TIME FACULTY: How do you usually get to Chabot? (Select all that apply)	Walk	Drive Myself	Bicycle	Bus	BART	Get a Regular Ride	Get Different Rides
	0%	93%	2%	2%	2%	2%	0%

PART-TIME FACULTY: How do you usually get to Chabot? (Select all that apply)	Walk	Drive Myself	Bicycle	Bus	BART	Get a Regular Ride	Get Different Rides
	3%	91%	0%	0%	0%	6%	0%

Other: How do you usually get to Chabot? (Select all that apply)	Walk	Drive Myself	Bicycle	Bus	BART	Get a Regular Ride	Get Different Rides
	0%	97%	0%	0%	0%	3%	0%

Can you depend on the mode(s) of transportation you usually use?	Percentage of all respondents who selected sometimes or always				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
	97%	96%	100%	97%	94%