

Chabot College Employee Satisfaction Survey: Spring 2025

Percent 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:	Percent who were Satisfied or Very Satisfied	Percent of those responding					Responses to each question		Margin of Error*
		Very Dissatisfied	Dissatisfied	Neither Dissatisfied Nor Satisfied	Satisfied	Very Satisfied	Number	Pct. of 231	
Overall employment at Chabot College	73%	2%	10%	15%	52%	21%	230	100%	6%
Senior Leadership (e.g., President and Vice Presidents) at Chabot College	48%	9%	17%	26%	35%	13%	230	100%	6%
Colleagues within your program/department	69%	4%	12%	15%	38%	32%	231	100%	6%
Colleagues outside of your program/department	68%	2%	7%	23%	52%	15%	229	99%	6%
Maintenance/cleanliness of buildings and grounds	69%	3%	13%	16%	39%	30%	230	100%	6%
Classroom facilities	54%	2%	9%	35%	41%	12%	227	98%	7%
Parking facilities	67%	2%	10%	21%	47%	20%	230	100%	6%
Bathrooms	56%	5%	16%	24%	38%	17%	230	100%	6%

*Margin of Error (MOE) measures the maximum amount by which the sample results are expected to differ from those of the actual population.

TRANSPARENCY IN DECISION-MAKING									
To what extent do you agree with the following statements? The Chabot College administration is transparent about decisions concerning:	Agree or Strongly Agree	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	Number	Pct. of 231	Margin of Error
Facilities (e.g., available spaces)	41%	10%	16%	34%	32%	9%	219	95%	7%
Funding for resources	32%	15%	23%	30%	25%	7%	219	95%	6%
Funding for hiring	22%	15%	28%	35%	17%	5%	219	95%	6%
Technology	33%	11%	18%	38%	26%	7%	218	94%	6%
Your program/division	48%	9%	19%	25%	35%	12%	221	96%	7%

JOB FUNCTIONING

How often does Chabot do the following?	Often or Always	Never	Rarely	Sometimes	Often	Always	Number	Pct. of 231	Margin of Error
This institution makes sufficient budgetary resources available to achieve important objectives.	34%	4%	9%	53%	29%	5%	214	93%	6%
This institution makes sufficient employee resources (e.g., staffing) available to achieve important objectives.	23%	6%	28%	44%	18%	5%	213	92%	6%

To what extent do you agree with the following statements about institutional processes?	Agree or Strongly Agree	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	Number	Pct. of 231	Margin of Error
Employee suggestions are used to improve our institution.	37%	13%	22%	27%	30%	7%	197	85%	7%
This institution involves its employees in planning for the future.	46%	12%	19%	23%	36%	10%	202	87%	7%
This institution has written procedures that clearly define who is responsible for each operation and service.	33%	13%	22%	32%	26%	7%	193	84%	7%
This institution consistently follows clear processes for selecting new employees.	38%	12%	17%	34%	28%	9%	197	85%	7%
Leadership makes timely and informed decisions.	27%	16%	26%	31%	22%	6%	199	86%	6%
My department has enough employees needed to do its job well.	25%	22%	36%	17%	18%	7%	204	88%	6%
My department has the budget needed to do its job well.	29%	22%	26%	23%	22%	7%	199	86%	6%
It is easy for me to get information at this institution.	34%	14%	24%	28%	27%	7%	204	88%	7%

Chabot College Spring 2025 Employee Satisfaction Survey: ESS Overall

To what extent do you agree with the following statements regarding your personal experiences at Chabot?	Agree or Strongly Agree	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	Number	Pct. of 231	Margin of Error
I have a reasonable workload.	56%	8%	20%	17%	43%	13%	203	88%	7%
I am paid fairly for the work I do.	51%	9%	23%	17%	39%	11%	203	88%	7%
I feel Chabot trained me to succeed in my position.	30%	17%	22%	31%	25%	5%	205	89%	6%
I have opportunities for training to improve my skills.	49%	8%	16%	27%	36%	13%	204	88%	7%
I feel supported by my manager.	63%	9%	12%	15%	40%	24%	202	87%	7%
Overall, the employee benefits available to me cover my needs.	67%	4%	9%	20%	44%	24%	204	88%	6%
Overall, I am able to easily access/utilize the employee benefits offered to me.	68%	4%	7%	21%	51%	18%	203	88%	6%
Work responsibilities are within my job description.	57%	8%	14%	20%	42%	15%	202	87%	7%
I am recognized for the work I do.	47%	12%	19%	21%	38%	9%	203	88%	7%
Chabot College supports a healthy work/life balance.	31%	10%	23%	37%	24%	7%	204	88%	6%
I feel burnt out.	47%	8%	20%	24%	31%	17%	205	89%	7%
I believe I could work more days remotely and still fulfill my job responsibilities and serve students effectively.	53%	10%	11%	25%	23%	30%	204	88%	7%

CAMPUS CLIMATE									
Please tell us the extent to which you agree or disagree with the following statements about the campus climate:	Agree or Strongly Agree	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree	Number	Pct. of 231	Margin of Error
I feel welcome at Chabot	67%	4%	9%	20%	46%	20%	201	87%	7%
I feel a sense of belonging at Chabot	62%	5%	14%	19%	43%	19%	201	87%	7%
Overall, I feel safe at Chabot	70%	4%	7%	19%	49%	20%	201	87%	6%
I am treated w/ respect by instructors, administrators, & other staff	59%	11%	13%	18%	43%	17%	200	87%	7%
I am comfortable expressing my opinion.	45%	17%	16%	22%	34%	11%	199	86%	7%
I feel like I can be myself/be authentic.	52%	16%	15%	18%	40%	12%	200	87%	7%
At Chabot, there is general respect for differences in:									
race-ethnicity	72%	12%	3%	14%	48%	24%	198	86%	6%
disability	72%	5%	6%	17%	50%	22%	199	86%	6%
gender (men/women)	69%	5%	9%	18%	47%	22%	200	87%	6%
gender (transgender, gender nonbinary, genderqueer)	69%	6%	6%	19%	48%	21%	199	86%	6%
age	69%	8%	4%	19%	48%	21%	200	87%	6%
sexual orientation	72%	5%	3%	21%	49%	23%	200	87%	6%
native language	69%	6%	7%	20%	48%	21%	200	87%	6%
religion	62%	5%	6%	27%	40%	22%	198	86%	7%
job classification	49%	15%	16%	20%	38%	11%	197	85%	7%
There is an emotionally supportive climate at Chabot for employees with mental health needs	37%	10%	14%	40%	28%	9%	197	85%	7%
I have experienced or witnessed others experience prejudice or discrimination at work or on campus, either in person or virtually.	40%	14%	20%	26%	27%	13%	198	86%	7%
I believe Chabot leadership is committed to taking action to increase everyone's sense of belonging on campus.	48%	13%	11%	29%	35%	14%	200	87%	7%
This institution's leadership creates an environment that promotes trust and respect.	41%	18%	15%	27%	35%	6%	199	86%	7%
My manager creates an environment that promotes trust and respect.	57%	13%	14%	18%	36%	21%	200	87%	7%

Chabot College Spring 2025 Employee Satisfaction Survey: ESS Overall

How often, if ever, have you experienced discrimination at Chabot over the past year based	Sometimes or more	Never	Rarely	Sometimes	Often	Very Often	Number	Pct. of 231	Margin of Error
Age	16%	68%	16%	10%	3%	3%	196	85%	5%
Citizenship Status	4%	86%	10%	2%	2%	1%	194	84%	3%
Disability	7%	85%	8%	3%	3%	1%	193	84%	4%
Educational Level	15%	72%	13%	9%	5%	2%	195	84%	5%
Ethnicity or Race	29%	59%	12%	16%	7%	6%	195	84%	6%
Gender	22%	63%	15%	13%	4%	5%	194	84%	6%
Job Classification (administrator, faculty, classified professional)	35%	46%	19%	17%	8%	10%	194	84%	7%
Language	10%	81%	10%	5%	4%	2%	195	84%	4%
Religious Beliefs	11%	82%	7%	9%	1%	2%	195	84%	4%
Sexual Orientation	7%	88%	6%	4%	1%	2%	195	84%	4%
Socioecomonic Status	10%	81%	8%	6%	1%	3%	192	83%	4%
Other	17%	79%	4%	4%	6%	8%	52	23%	10%
Have vou experienced any discrimination at Chabot before this past year based on any of the characteristics above?	Percent of those responding						Number	Pct. of 231	Margin of Error
	Yes			No					
	50%			50%			183	79%	7%

How much do you agree with the following statements:	Agree or Strongly Agree	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	Number	Pct. of 231	Margin of Error
I would recommend Chabot College as a place of employment to friends/family/others.	62%	5%	6%	28%	40%	21%	198	86%	7%
I plan to leave Chabot within the next 5 years due to dissatisfaction with the college and/or district.	18%	24%	33%	25%	9%	10%	198	86%	7%

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	Medical	Mental Health	Dental	Prescriptions	Retirement	Vision	Worker's Compensation	Vacation/ Sick Leave	Other
Percent of respondents	12%	10%	15%	4%	6%	7%	2%	11%	6%
Percent of respondents with at least 1 benefit issue	Percent of those responding						Number	Pct. of 231	Margin of Error
	31%						61	26%	12%

SHARED GOVERNANCE

Do you participate in shared governance (e.g., SASE, FIT, IST)?		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 promote progress/ create change	Focusing on other work priorities	Feel burnt out	Taking a break from committees (participated in prior years)	Other
Yes	No										
59%	41%										

In the past year, how many committees have you been on?	At least 1	0	1-2	3-4	5+	Number	Pct. of 231	Margin of Error
	58%	42%	44%	15%	0%	190	82%	7%

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>	Moderate Effort or more	Minimal Effort	Manageable Effort	Moderate Effort	Significant Effort	Overwhelming Effort	Number	Pct. of 231	Margin of Error
	58%	12%	31%	31%	21%	5%	113	49%	9%

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>	Some or Yes	No	Some	Yes	Number	Pct. of 231	Margin of Error
	78%	22%	67%	12%	111	48%	8%

INTERNET AND NETWORK CONNECTIVITY

Please indicate how reliable your network connectivity is:	Mostly or Always reliable	Not at all reliable	A little reliable	Somewhat reliable	Mostly reliable	Always reliable	Number	Pct. of 231	Margin of Error
Desktop internet connectivity	91%	2%	1%	6%	46%	46%	193	79%	4%
Work laptop/remote connectivity	74%	5%	7%	15%	42%	32%	182	92%	6%
Campus Wi-Fi connectivity (e.g., Wi-Fi signal strength on your phone)	68%	4%	8%	19%	44%	24%	192	83%	7%

What type of device do you typically use to access online course material or do college work?	My own laptop/desktop	Chabot laptop	Tablet	Mobile Phone	Other	
Percent of respondents	48%	43%	8%	28%	3%	

TRANSPORTATION

How do you usually get to Chabot? (Select all that apply)	Percent of all respondents							
Walk	1%							
Drive myself	88%		Pct. can depend on sometimes or always	Can you depend on the model(s) of transportation you usually use?				
Bicycle	2%			Never	Sometimes	Always		
Bus	2%							
BART	3%			Of all responding	97%	3%	9%	88%
Get a regular ride from someone else	3%							
Get different rides from multiple others	0%							