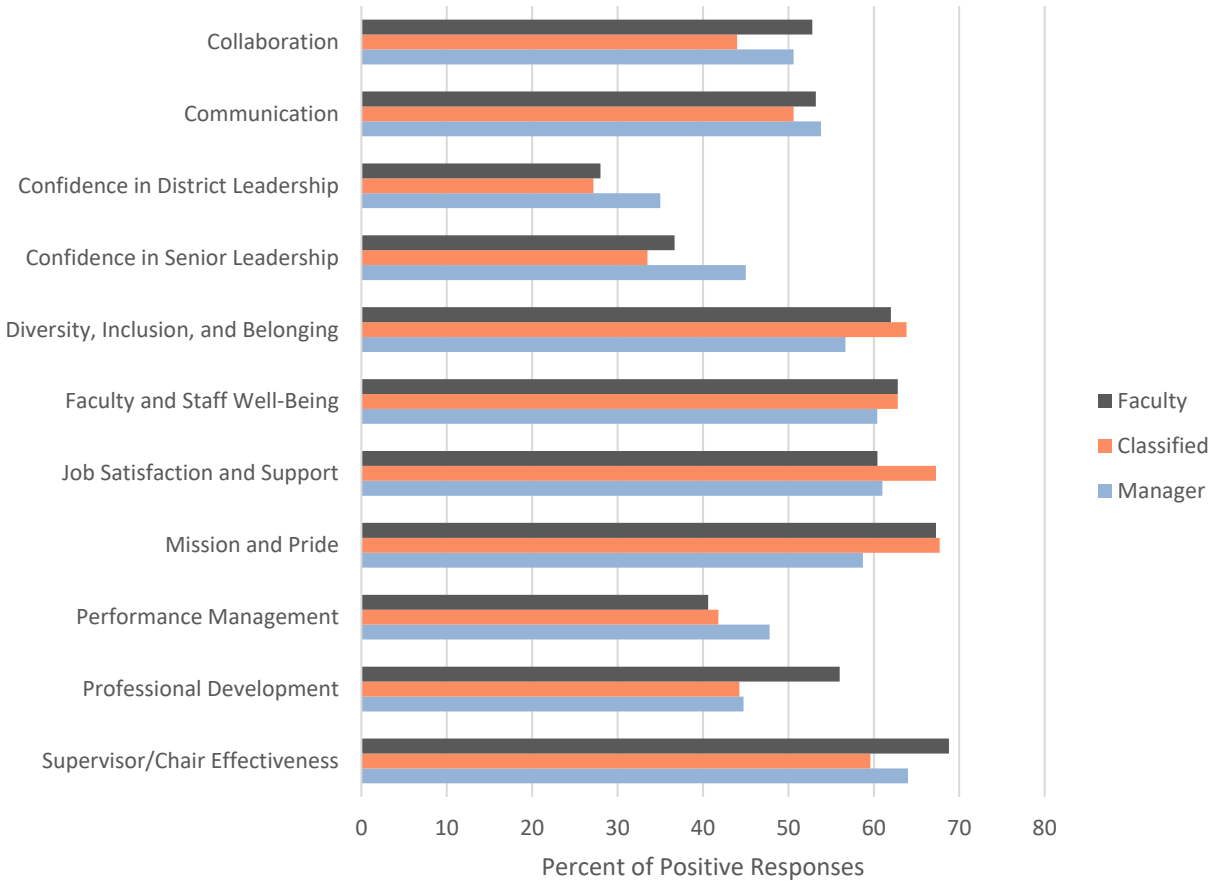


## 2023 ModernThink Survey Results by Employee Type

In fall 2023, the ModernThink employee survey was sent via email to all Ventura College employees. It was completed by 198 employees (111 faculty, 72 classified staff, 11 managers, and 4 supervisors). The data below includes all employees other than supervisors, due to their small sample size.

2023 ModernThink Survey Results by Employee Type



2023 ModernThink Survey Results by Employee Type

Category	Percent of Positive Responses		
	Faculty	Classified	Manager
Collaboration	53	44	51
Communication	53	51	54
Confidence in District Leadership	28	27	35
Confidence in Senior Leadership	37	34	45
Diversity, Inclusion, and Belonging	62	64	57
Faculty and Staff Well-Being	63	63	60
Job Satisfaction and Support	60	67	61
Mission and Pride	67	68	59
Performance Management	41	42	48
Professional Development	56	44	45
Supervisor/Chair Effectiveness	69	60	64

## 2023 ModernThink Survey Results by Employee Type (Detailed)

Category/Statement	Pct Positive Responses		
	Fac	Classified	Mgr
<b>Collaboration</b>	53	44	51
I can count on people to cooperate across departments.	44	31	40
People in my department work well together.	66	68	50
There are sufficient opportunities to participate in institutional planning.	45	44	50
There's a sense that we're all on the same team at this institution.	40	23	40
We have opportunities to contribute to important decisions in my department.	69	54	73
<b>Communication</b>	53	51	54
At this institution, we discuss and debate issues respectfully to get better results.	42	37	50
Changes that affect me are discussed prior to being implemented.	40	38	40
I can speak up or challenge a traditional way of doing something without fear of harming my career.	59	58	45
In my department, we communicate openly about issues that impact each other's work.	66	59	70
When I offer a new idea, I believe it will be fully considered.	59	61	64
<b>Confidence in District Leadership</b>	28	27	35
District leadership communicates openly about important matters.	30	26	30
District leadership provides a clear direction for this institution's future.	29	28	30
District leadership regularly models this institution's values.	29	25	40
District leadership shows a genuine interest in the well-being of faculty, administration and staff.	24	25	30
I believe what I am told by district leadership.	28	32	40
Our district leadership has the knowledge, skills and experience necessary for institutional success.	28	27	40
<b>Confidence in Senior Leadership</b>	37	34	45
I believe what I am told by senior leadership.	39	38	40
Senior leadership communicates openly about important matters.	34	26	40
Senior leadership has the knowledge, skills and experience necessary for institutional success.	39	39	50
Senior leadership provides a clear direction for this institution's future.	33	23	50
Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.	39	45	60
This institution is well run.	36	30	30
<b>Diversity, Inclusion, and Belonging</b>	62	64	57
At this institution, diversity in all of its forms is valued.	59	62	60
I feel a sense of belonging at this institution.	61	61	50
In my department, we welcome diversity in all of its forms.	77	86	70
This institution has clear and effective procedures for dealing with discrimination.	51	53	40
This institution places sufficient emphasis on having diverse faculty, administrators and staff.	64	57	60
We are making good progress towards becoming a more diverse and inclusive institution.	60	64	60
<b>Faculty and Staff Well-Being</b>	63	63	60
At work, I know where to go for help with my mental or emotional well-being.	66	56	60
My supervisor/department chair shows genuine interest in my well-being.	73	71	82
My supervisor/department chair supports my efforts to balance my work and personal life.	69	75	70
This institution takes appropriate steps to protect the health and safety of faculty, staff and students.	49	54	50
This institution's policies and practices give me the flexibility to manage my work and personal life.	57	58	40
<b>Job Satisfaction and Support</b>	60	67	61
I am given the responsibility and freedom to do my job.	83	75	73
I am paid fairly for my work.	29	57	55
I am provided the resources I need to be effective in my job.	57	63	45
My job makes good use of my skills and abilities.	74	71	64
The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	46	49	40
The work I do is meaningful to me.	93	79	90
This institution's benefits meet my needs.	41	77	60

## 2023 ModernThink Survey Results by Employee Type (Detailed)

Category/Statement	Pct of Positive Responses		
	Fac	Classified	Mgr
Mission and Pride	67	68	59
All things considered, this is a great place to work.	61	64	50
I am proud to be part of this institution.	80	75	70
I understand how my job contributes to this institution's mission.	89	90	91
I would recommend working here to my family and/or friends.	66	67	60
Overall, my department is a good place to work.	77	82	60
This institution actively contributes to the community.	62	62	70
This institution's culture is special - something you don't find just anywhere.	36	34	10
Performance Management	41	42	48
I am regularly recognized for my contributions.	43	54	45
Issues of low performance are addressed in my department.	41	51	50
Our recognition and awards programs are meaningful to me.	24	30	50
Our review process accurately measures my job performance.	48	48	50
Promotions in my department are based on a person's performance.	47	26	44
Professional Development	56	44	45
I am given the opportunity to develop my skills at this institution.	69	50	55
I have access to the training I need to do my job well.	59	46	50
I understand the necessary requirements to advance my career.	64	60	64
Our onboarding processes prepare new faculty and staff to be effective.	32	21	10
Supervisor/Chair Effectiveness	69	60	64
I believe what I am told by my supervisor/department chair.	65	55	73
I receive feedback from my supervisor/department chair that helps me.	65	62	64
My supervisor/department chair actively solicits my suggestions and ideas.	66	51	50
My supervisor/department chair is consistent and fair.	72	56	60
My supervisor/department chair makes their expectations clear.	76	74	73