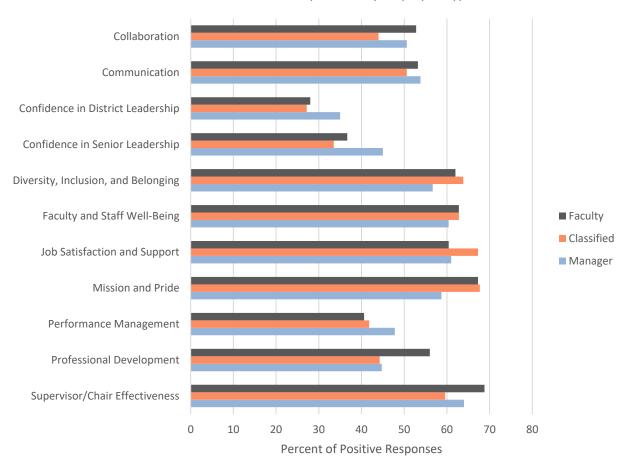


2023 ModernThink Survey Results by Employee Type

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

| • | Percent | Percent of Positive Responses | | | |
|-------------------------------------|---------|-------------------------------|---------|--|--|
| Category | 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 | | |

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2023 ModernThink Survey Results by Employee Type (Detailed)

| Category/Statement Fac Classified Mor Collaboration 53 days 44 days 45 days I can count on people to cooperate across departments. 44 days 31 days 40 d | | Pct Pc | ositive Respo | nses |
|--|---|--------|---------------|------|
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| Senior leadership provides a clear direction for this institution's future.332350Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.394560This institution is well run.363030Diversity, Inclusion, and Belonging626457At this institution, diversity in all of its forms is valued.596260I feel a sense of belonging at this institution.616150In my department, we welcome diversity in all of its forms.778670This institution has clear and effective procedures for dealing with discrimination.515340This institution places sufficient emphasis on having diverse faculty, administrators and staff.645760We are making good progress towards becoming a more diverse and inclusive institution.606460Faculty and Staff Well-Being636360At work, I know where to go for help with my mental or emotional well-being.665660My supervisor/department chair supports my efforts to balance my work and personal life.737182My supervisor/department chair supports my efforts to balance my work and personal life.575840Job Satisfaction and Support606761I am given the responsibility and freedom to do my job.837573I am paid fairly for my work.295755I am provided the resources I need to be effective in my job.576345 <td>Senior leadership communicates openly about important matters.</td> <td>34</td> <td>26</td> <td>40</td> | Senior leadership communicates openly about important matters. | 34 | 26 | 40 |
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| 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 | I am given the responsibility and freedom to do my job. | 83 | 75 | 73 |
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| 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 | I am provided the resources I need to be effective in my job. | 57 | 63 | 45 |
| The work I do is meaningful to me. 93 79 90 | | 74 | 71 | 64 |
| | The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs. | 46 | 49 | 40 |
| This institution's benefits meet my needs. 41 77 60 | | 93 | 79 | 90 |
| | This institution's benefits meet my needs. | 41 | 77 | 60 |

May 30, 2024 Page **2** of **3**



2023 ModernThink Survey Results by Employee Type (Detailed)

| | Pct of Positive Responses | | |
|---|---------------------------|------------|-----|
| Category/Statement | Fac | Classified | Mgr |
| Mission and Pride | 67 | 68 | 59 |
| All things considered, this is a great place to work. | | 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 |

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