



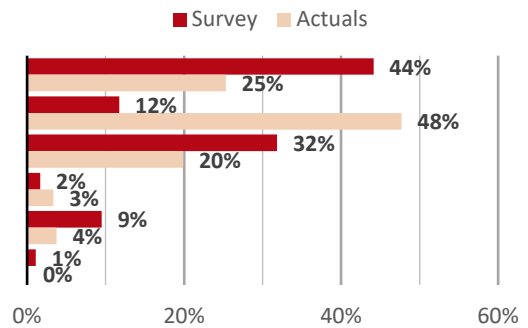
# Las Positas College Staff Experiences Survey Fall 2022

## Overall and Detailed Results of All Survey items

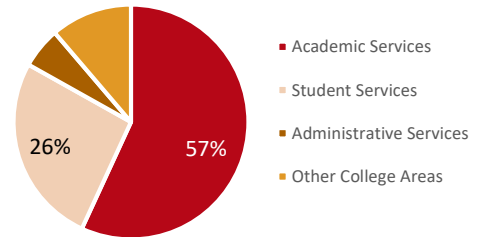
The survey was conducted online from December 4, 2022 to December 10, 2022. Participants were provided time to respond during the monthly Town Meeting. In addition, an email was sent out to all LPC employees with a link to the survey. The response rate was 37.4%; 179 valid responses. In Fall 2022, there were 478 employees at Las Positas College. Responses were fairly representative of the employee population. There were higher responses rates among respondents working full-time, females, and 45-54 year old. Survey responses were proportional to the population when disaggregating by years worked and by race-ethnicity.

### Demographic Representation

Position Type	Survey		LPC Actuals	
	Num	Pct	Num	Pct
Faculty: Full-time	79	44%	121	25%
Faculty: Part-time	21	12%	228	48%
Classified Professional: Full-time Regular	57	32%	95	20%
Classified Professional: Part-time Regular	3	2%	16	3%
Administrator	17	9%	18	4%
Other	2	1%	0	0%
<b>Total Valid Responses</b>	<b>179</b>	<b>100%</b>	<b>478</b>	<b>100%</b>

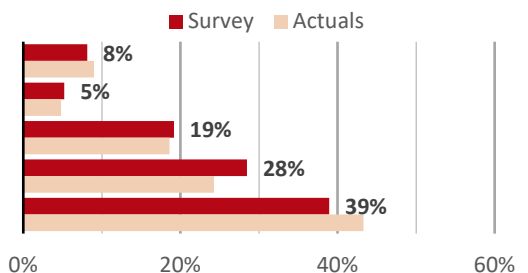


Service Area	Survey		LPC Actuals	
	Num	Pct	Num	Pct
Academic Services	91	57%	Unk.	Unk.
Student Services	42	26%	Unk.	Unk.
Administrative Services	9	6%	Unk.	Unk.
Other College Areas	18	11%	Unk.	Unk.
<b>Total Valid Responses</b>	<b>160</b>	<b>100%</b>		



Item Response Rate = 89.4%; 19 declined to answer.

Years Employed at LPC	Survey		LPC Actuals	
	Num	Pct	Num	Pct
Less than 1 year	14	8%	43	9%
1-2 years	9	5%	23	5%
3-5 years	33	19%	89	19%
6-10 years	49	28%	116	24%
More than 10 years	67	39%	207	43%
<b>Total Valid Responses</b>	<b>172</b>	<b>100%</b>	<b>478</b>	<b>100%</b>

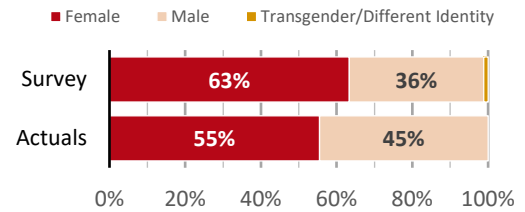


Item Response Rate = 96.1%; 7 declined to answer.

### Demographic Representation

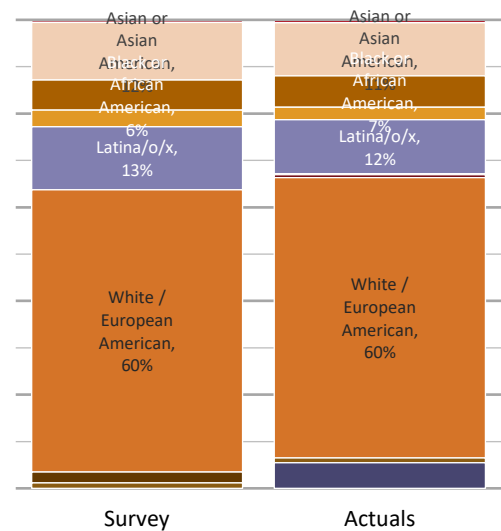
Gender	Survey		LPC Actuals	
	Num	Pct	Num	Pct
Female	107	63%	265	55%
Male	60	36%	213	45%
Transgender/Different Identity	2	1%	Unk.	Unk.
<b>Total Valid Responses</b>	<b>169</b>	<b>100%</b>	<b>478</b>	<b>100%</b>

Item Response Rate = 94.4%; 10 declined to answer.



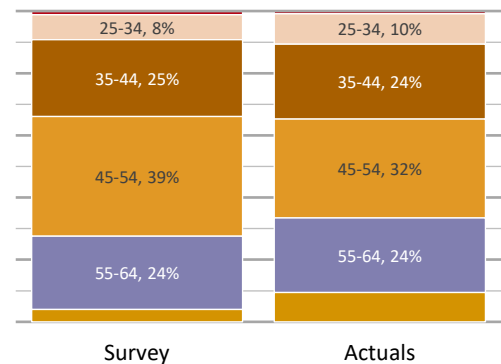
Race-Ethnicity	Survey		LPC Actuals	
	Num	Pct	Num	Pct
American Indian or Alaska Native	1	1%	3	1%
Asian or Asian American	21	12%	54	11%
Black or African American	11	6%	32	7%
Filipino	6	4%	13	3%
Latina/o/x	23	13%	55	12%
Middle Eastern	Unk.	Unk.	1	0%
Native Hawaiian or other Pacific Islander	0	0%	3	1%
White / European American	103	60%	286	60%
Multi-Ethnic	4	2%	Unk.	Unk.
Other	2	1%	5	1%
Unknown	0	0%	26	5%
<b>Total Valid Responses</b>	<b>171</b>	<b>100%</b>	<b>478</b>	<b>100%</b>

Item Response Rate = 95.5%; 8 declined to answer.



Age	Survey		LPC Actuals	
	Num	Pct	Num	Pct
Under 25	2	1%	4	1%
25-34	14	8%	47	10%
35-44	43	25%	115	24%
45-54	67	39%	152	32%
55-64	41	24%	115	24%
65+	7	4%	45	9%
<b>Total Valid Responses</b>	<b>174</b>	<b>100%</b>	<b>478</b>	<b>100%</b>

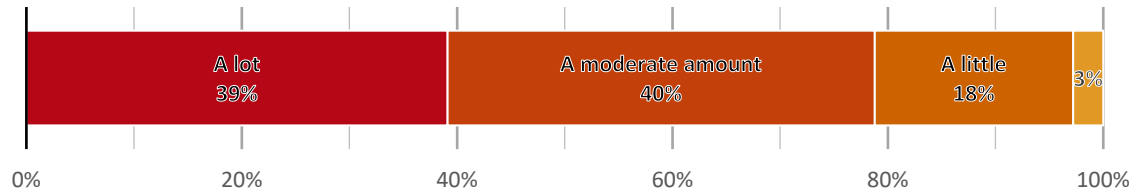
Item Response Rate = 97.2%; 5 declined to answer.



**Guided Pathways Questions**

**(Q1) To what extent do you believe you contribute to a student's success along their pathway (non-curricular)?**

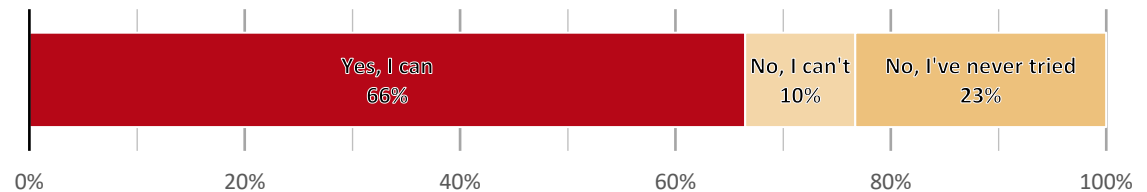
Response Choices	Num	Pct
A lot	70	39%
A moderate amount	71	40%
A little	33	18%
None at all	5	3%
<b>Total Valid Responses</b>	<b>179</b>	<b>100%</b>



Item Response Rate = 100%; 0 declined to answer.

**(Q2) I know how to find any program within LPC's Academic & Career Pathways.**

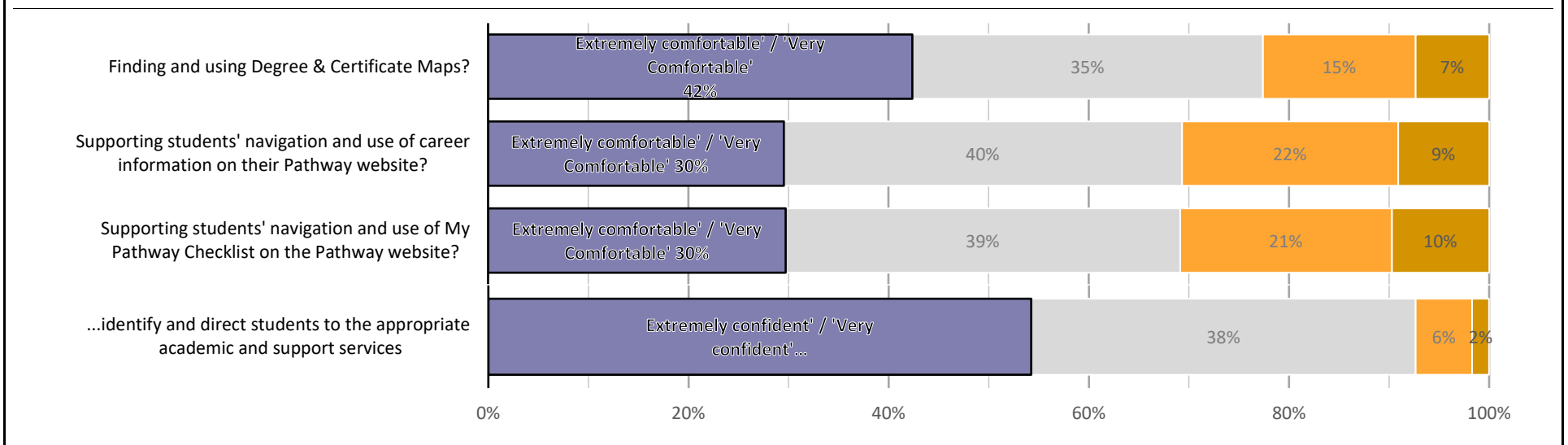
Response Choices	Num	Pct
Yes, I can	117	66%
No, I can't	18	10%
No, I've never tried	41	23%
<b>Total Valid Responses</b>	<b>176</b>	<b>100%</b>



Item Response Rate = 98.3%; 3 declined to answer.

Guided Pathways Questions

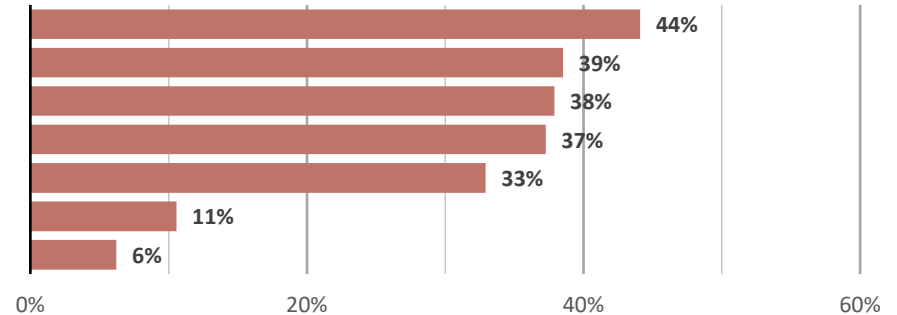
Summary Results			Detailed results												
(Q3-Q5) To what extent are you <u>comfortable</u> with the following:	'Extremely comfortable' or 'Very Comfortable'		Extremely comfortable		Very comfortable		Somewhat comfortable		Not so comfortable		Not at all comfortable		Total Valid Responses		Response Rate
	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	
Finding and using Degree & Certificate Maps?	75	42%	37	21%	38	21%	62	35%	27	15%	13	7%	177	100%	99%
Supporting students' navigation and use of career information on their Pathway website?	52	30%	23	13%	29	16%	70	40%	38	22%	16	9%	176	100%	98%
Supporting students' navigation and use of My Pathway Checklist on the Pathway website?	52	30%	21	12%	31	18%	69	39%	37	21%	17	10%	175	100%	98%
(Q6) To what extent are you <u>confident</u> that you can...	'Extremely confident' or 'Very confident'		Extremely confident		Very confident		Somewhat confident		Not so confident		Not at all confident		Total Valid Responses		Response Rate
	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	
...identify and direct students to the appropriate academic and support services	96	54%	46	26%	50	28%	68	38%	10	6%	3	2%	177	100%	99%



**Guided Pathways Questions**

**(Q7) Which of the following has been most effective in helping you to learn and use the Academic & Career Pathways?**

Response Choices	Num	Pct
Flex Day workshops	71	44%
One on one discussions with colleagues	62	39%
Division Meetings (announcements/ videos/ slides)	61	38%
College Day presentation/ workshops	60	37%
Town Hall presentations	53	33%
Guided Pathways: Communities of Practice	17	11%
Guided Pathways retreats	10	6%
<b>Total Valid Responses</b>	<b>161</b>	<b>100%</b>



Item Response Rate = 89.9%; 18 declined to answer.

**How else can we support you in learning about and using Academic & Career Pathways?**

aligning language and titles of tos and programs

Being able to use the tools and ask questions in real time is helpful.

By proving to social science programs that Guided Pathways doesn't actively discourage students from taking our classes, which was acknowledged by the BSSL Dean in a BSSL division meeting and is the feeling of every social science faculty member I've spoken to.

Continued emphasis that program maps have value as a place to start, but do not replace an individual student educational plan with a counselor.

Create a staff/faculty best practices handout and frequently asked student questions page/webpage.

Effective one on one counseling by informed counseling faculty is what is needed. That what students are asking for not more online "guidance" Counseling on campus has traditionally been "go ask the instructor " and nothing in guided pathways has changed that human interaction dynamic. Too much effort and college resources have been devoted to guided pathways rather than strengthening counseling activities

First I have heard about... a specific zoom explaining would be helpful for those in Admissions / Financial Aid

Get rid of "Life Sciences" terminology - it is not consistent and students don't know where to find classes that fit into that category.

Give us more time when we are together to practice it and just browse it on our own or in small groups.

## Guided Pathways Questions

I appreciate all of the Guided Pathway resources that we are providing to students. I am interested in knowing how many students who are not affiliated with Guided Pathways, or Student Government, have reviews and provided input to the Guided Pathway Checklist.

I can do this for my Department, and can refer students to other areas, but I'm not super knowledgeable in other Department maps, etc.

I really haven't focused on that at the moment.

I wish there was access to past materials of courses that's used by faculty members.

If it is not our job to advise students, to what extent is classified staff required to know about Academic & Career Pathways? Is knowing that it is on the website good enough?

Is there a search box where we can put in a major and find out what general pathway it is in? I had trouble finding some as they were not where I thought they would be and I'm sure there are some I could not find

It's just going to take time and repetition if use, just like any tool.

It's not rocket science.

Keep the topic in the fore front at Town and Division meetings

Learn more about career coach, learn how careers for my program are chosen

MAKE THE WEBSITE USER FRIENDLY. TOO MUCH GOING ON...

Many Classified Professionals do not or do not have the opportunity to attend Town Meeting or Division Meetings due to staffing. It seems like a lot of assumptions are made about how information is getting out and to whom, when those "in-the-know" may be a more limited circle. As far as solutions, one possibility would be to advertise and hold short (1 hr.) workshops through the TLC. Getting the information in chunks is more manageable than long sessions. Also, I believe there is confusion about who the information is for/ relevant to, when it should be general knowledge for anyone interacting with students on a regular basis.

Maybe make a video tutorial

More direct experience

More FLEX day workshops

Needing to use it always makes me more confident.

Perhaps as part of department meetings or more flex day opportunities?

periodic email reminders with resource links. PT are not well connected to campus goings on.

periodic email updates

Post an instructional video on the website

recorded presentations on demand

## Guided Pathways Questions

Send me a short video directly, I don't have much time to attend meetings working multiple jobs st different campuses.

send us a link

Short youtube videos are helpful

Step by step instructions

Stop the pigeonholing

Through recorded video tutorials, so it's accessible anytime.

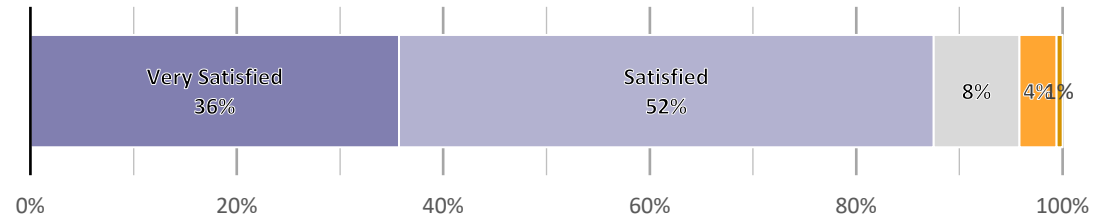
Unless I'm a student or someone who works with Guided Pathways, why would I even use the site? Not sure why I'm being asked to rate the site.

Working with one counselor for our specific program.

Campus Climate Questions

(Q8) Please rate your overall experience at Las Positas College

Response Choices	Num	Pct
Very Satisfied	60	36%
Satisfied	87	52%
Neither Satisfied nor Dissatisfied	14	8%
Dissatisfied	6	4%
Very Dissatisfied	1	1%
<b>Total Valid Responses</b>	<b>168</b>	<b>100%</b>

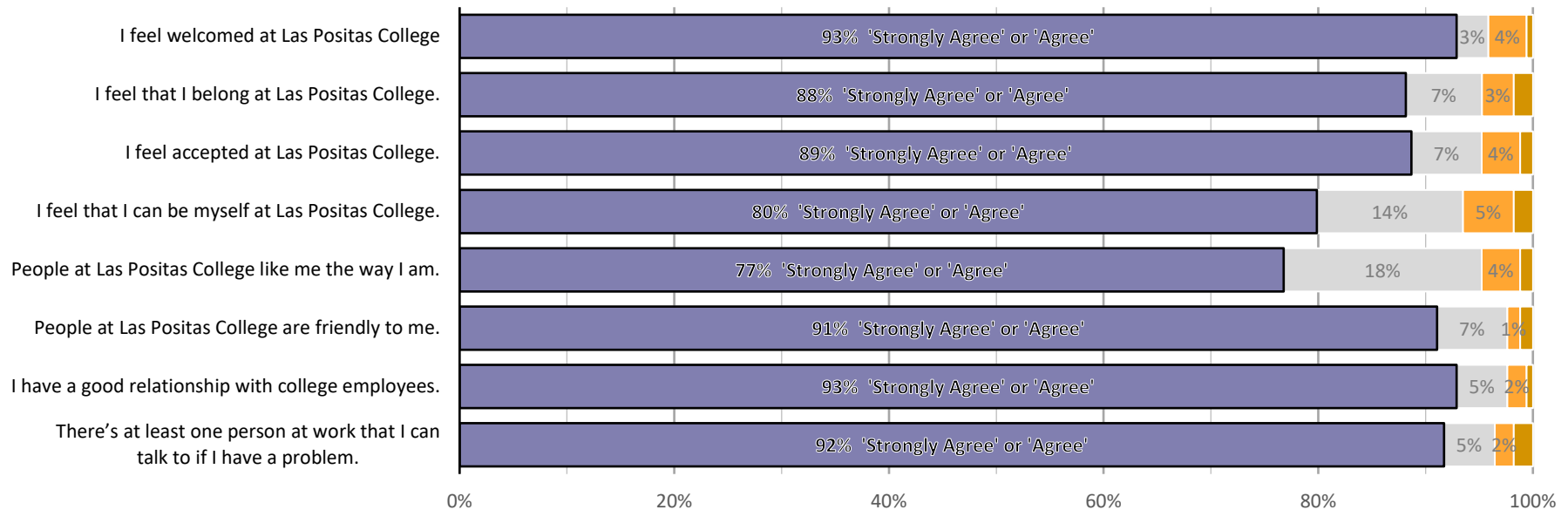


Item Response Rate = 93.9%; 11 declined to answer.

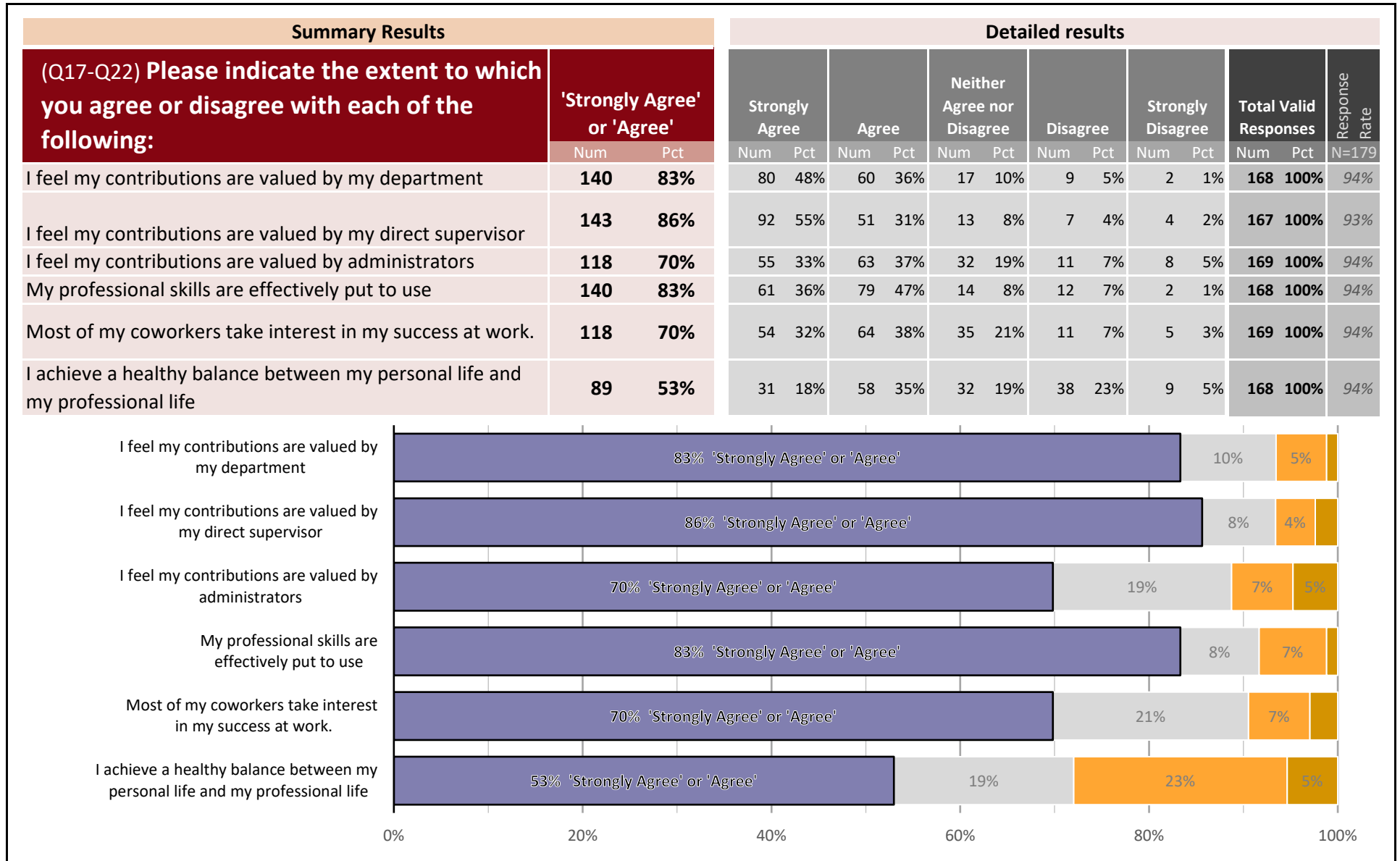


Campus Climate Questions

Summary Results			Detailed results												
(Q9-Q16) Please indicate the extent to which you agree or disagree with each of the following:	'Strongly Agree' or 'Agree'		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Total Valid Responses		Response Rate N=179
	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	
I feel welcomed at Las Positas College	157	93%	84	50%	73	43%	5	3%	6	4%	1	1%	169	100%	94%
I feel that I belong at Las Positas College.	149	88%	83	49%	66	39%	12	7%	5	3%	3	2%	169	100%	94%
I feel accepted at Las Positas College.	149	89%	75	45%	74	44%	11	7%	6	4%	2	1%	168	100%	94%
I feel that I can be myself at Las Positas College.	135	80%	57	34%	78	46%	23	14%	8	5%	3	2%	169	100%	94%
People at Las Positas College like me the way I am.	129	77%	49	29%	80	48%	31	18%	6	4%	2	1%	168	100%	94%
People at Las Positas College are friendly to me.	153	91%	72	43%	81	48%	11	7%	2	1%	2	1%	168	100%	94%
I have a good relationship with college employees.	157	93%	79	47%	78	46%	8	5%	3	2%	1	1%	169	100%	94%
There's at least one person at work that I can talk to if I have a problem.	155	92%	95	56%	60	36%	8	5%	3	2%	3	2%	169	100%	94%

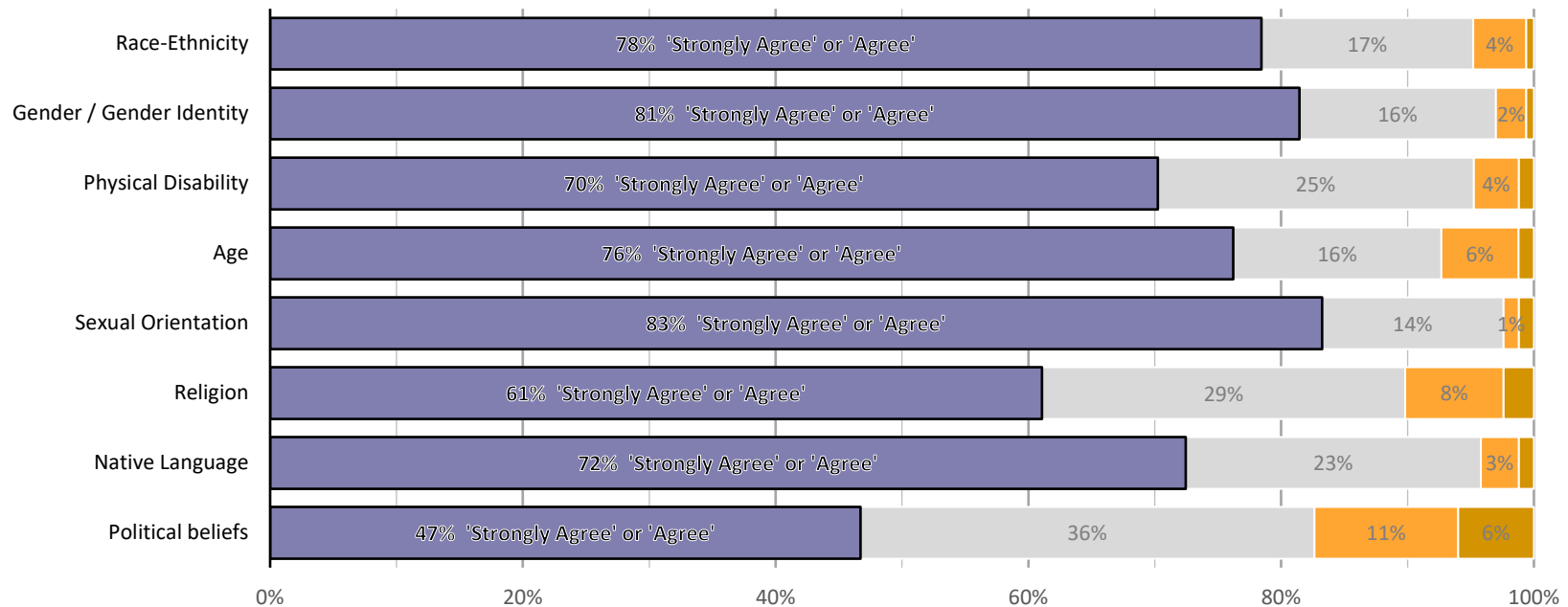


Campus Climate Questions



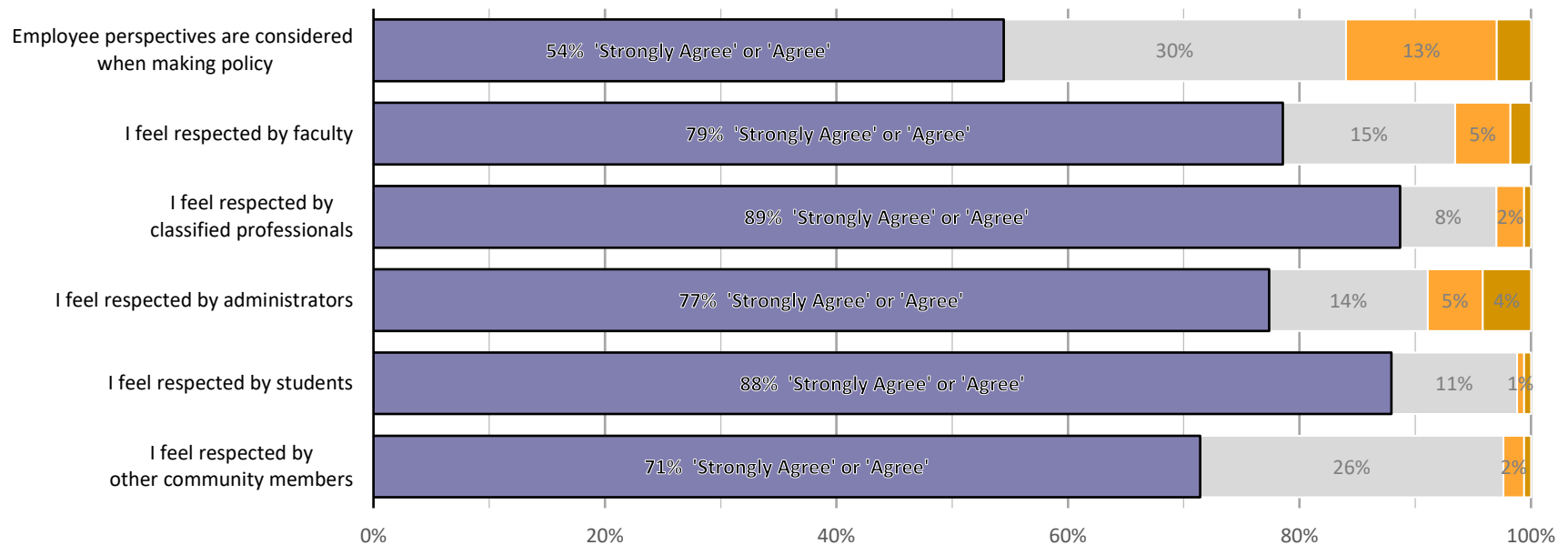
Campus Climate Questions

Summary Results			Detailed results												
(Q23-Q30) At Las Positas College, there is general respect for differences in:	'Strongly Agree' or 'Agree'		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Total Valid Responses		Response Rate
	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	
Race-Ethnicity	131	78%	55	33%	76	46%	28	17%	7	4%	1	1%	167	100%	93%
Gender / Gender Identity	136	81%	55	33%	81	49%	26	16%	4	2%	1	1%	167	100%	93%
Physical Disability	118	70%	43	26%	75	45%	42	25%	6	4%	2	1%	168	100%	94%
Age	125	76%	45	27%	80	49%	27	16%	10	6%	2	1%	164	100%	92%
Sexual Orientation	139	83%	55	33%	84	50%	24	14%	2	1%	2	1%	167	100%	93%
Religion	102	61%	39	23%	63	38%	48	29%	13	8%	4	2%	167	100%	93%
Native Language	121	72%	41	25%	80	48%	39	23%	5	3%	2	1%	167	100%	93%
Political beliefs	78	47%	23	14%	55	33%	60	36%	19	11%	10	6%	167	100%	93%

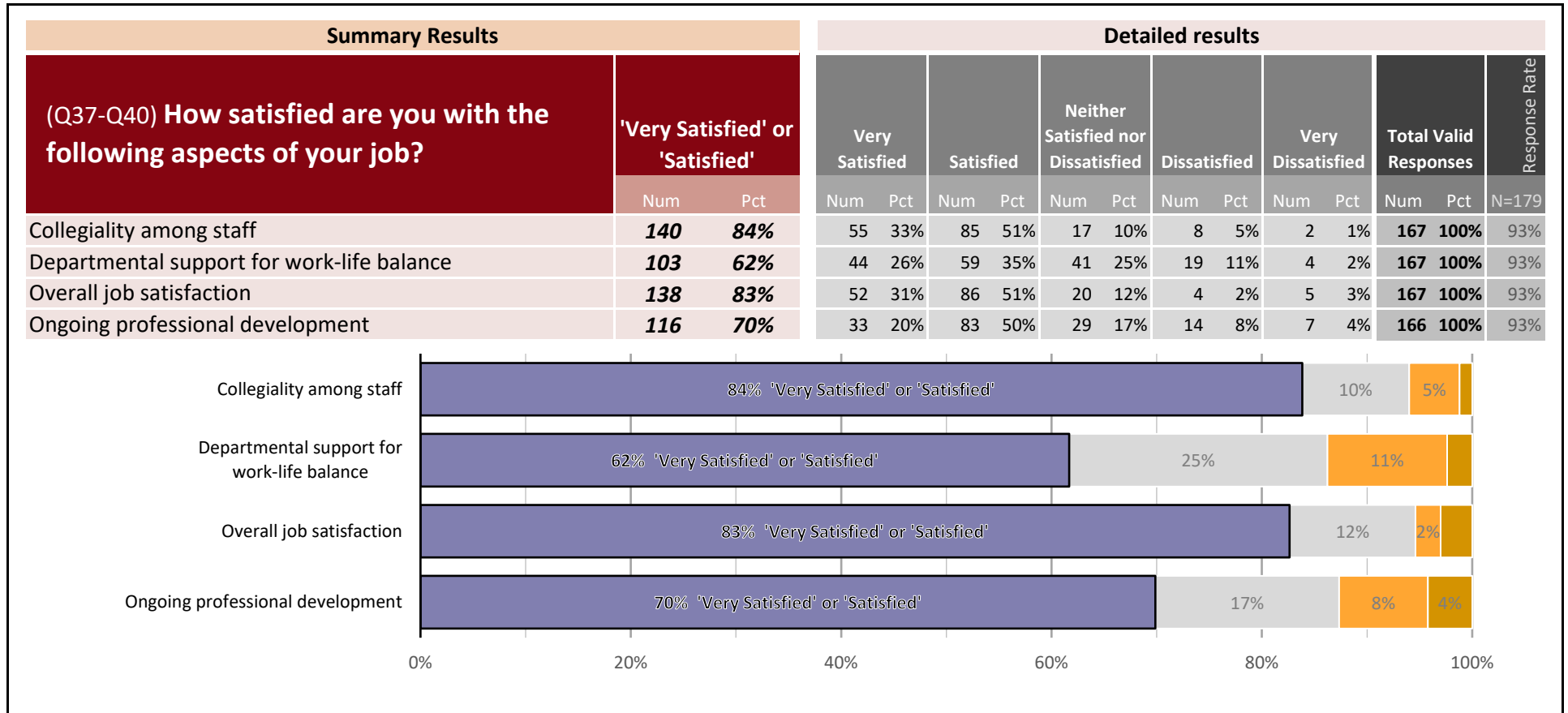


Campus Climate Questions

Summary Results			Detailed results												
(Q31-Q36) Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:	'Strongly Agree' or 'Agree'		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Total Valid Responses		Response Rate N=179
	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	
Employee perspectives are considered when making policy	92	54%	26	15%	66	39%	50	30%	22	13%	5	3%	169	100%	94%
I feel respected by faculty	132	79%	51	30%	81	48%	25	15%	8	5%	3	2%	168	100%	94%
I feel respected by classified professionals	149	89%	59	35%	90	54%	14	8%	4	2%	1	1%	168	100%	94%
I feel respected by administrators	130	77%	50	30%	80	48%	23	14%	8	5%	7	4%	168	100%	94%
I feel respected by students	146	88%	61	37%	85	51%	18	11%	1	1%	1	1%	166	100%	93%
I feel respected by other community members	120	71%	44	26%	76	45%	44	26%	3	2%	1	1%	168	100%	94%



Campus Climate Questions

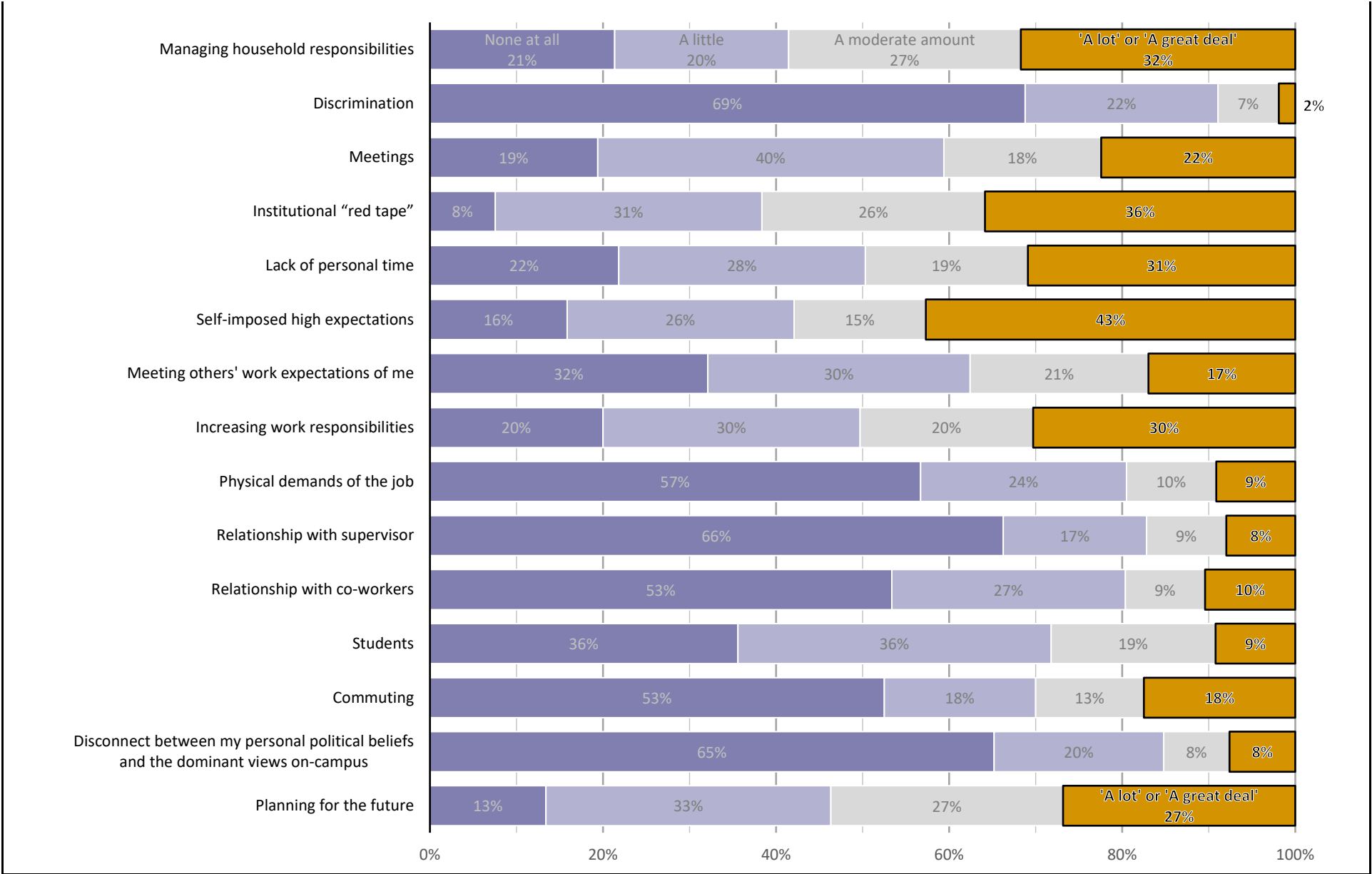


**Wellness Questions**

Summary Results			Detailed results												
(Q41-Q55) During the past 12 months, please indicate the extent to which each of the following has been a source of stress for you.	'A lot' or 'A great deal'		None at all		A little		A moderate amount		A lot		A great deal		Total Valid Responses		Response Rate
	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	
Managing household responsibilities	52	32%	35	21%	33	20%	44	27%	34	21%	18	11%	164	100%	92%
Discrimination	3	2%	108	69%	35	22%	11	7%	1	1%	2	1%	157	100%	88%
Meetings	37	22%	32	19%	66	40%	30	18%	20	12%	17	10%	165	100%	92%
Institutional “red tape”	57	36%	12	8%	49	31%	41	26%	22	14%	35	22%	159	100%	89%
Lack of personal time	51	31%	36	22%	47	28%	31	19%	31	19%	20	12%	165	100%	92%
Self-imposed high expectations	70	43%	26	16%	43	26%	25	15%	37	23%	33	20%	164	100%	92%
Meeting others' work expectations of me	28	17%	53	32%	50	30%	34	21%	20	12%	8	5%	165	100%	92%
Increasing work responsibilities	50	30%	33	20%	49	30%	33	20%	24	15%	26	16%	165	100%	92%
Physical demands of the job	15	9%	93	57%	39	24%	17	10%	10	6%	5	3%	164	100%	92%
Relationship with supervisor	13	8%	108	66%	27	17%	15	9%	5	3%	8	5%	163	100%	91%
Relationship with co-workers	17	10%	87	53%	44	27%	15	9%	7	4%	10	6%	163	100%	91%
Students	15	9%	58	36%	59	36%	31	19%	5	3%	10	6%	163	100%	91%
Commuting	28	18%	84	53%	28	18%	20	13%	12	8%	16	10%	160	100%	89%
Disconnect between my personal political beliefs and the dominant views oncampus	12	8%	103	65%	31	20%	12	8%	5	3%	7	4%	158	100%	88%
Planning for the future	44	27%	22	13%	54	33%	44	27%	23	14%	21	13%	164	100%	92%

See graph on next page...

Wellness Questions



Wellness Questions

Summary Results			Detailed results												
(Q56-Q62) Please respond if you have experienced the following:	"Yes, in the last 12 months" or more recently		Yes, in the last 14 days		Yes, in the last 30 days		Yes, in the last 12 months		No, not in the last 12 months		No, never		Total Valid Responses		Response Rate
	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	
Felt things were hopeless	40	27%	13	9%	9	6%	18	12%	50	33%	60	40%	150	100%	84%
Felt overwhelmed by all you had to do	116	74%	48	31%	28	18%	40	26%	20	13%	20	13%	156	100%	87%
Felt very sad	67	45%	21	14%	9	6%	37	25%	48	32%	33	22%	148	100%	83%
Felt overwhelming anxiety	79	52%	25	17%	20	13%	34	23%	36	24%	36	24%	151	100%	84%
Seriously considered suicide	6	4%	0	0%	2	1%	4	3%	16	10%	132	86%	154	100%	86%
Felt so depressed that it was difficult to function	25	16%	3	2%	7	5%	15	10%	34	22%	95	62%	154	100%	86%
Attempted suicide	1	1%	0	0%	0	0%	1	1%	7	4%	148	95%	156	100%	87%

