MIPC October 4th, 2024

2024 Service Clubs:

Foothill College Current Values

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Educational Master Plan

Overview of Data from:

1. Service Clubs In-Person Sessions
2. Service Clubs Online Survey

Service Club Sessions

- **8** sessions throughout May and June 2024
- **63** notecards were submitted
- **2** questions:
  - What one personal value most guides your work at Foothill College, and why?
  - Where do we go from here?

What one personal value most guides your work at Foothill College, and why?

- **Integrity (41%)**
- **Equity (34.4%)***
- **Trust (31.1%)**
- Honesty (22.9%)
- Kindness/Caring/Love (20%)*
- Transparency (16.4%)
- Openness (14.8%)
- Forgiveness (14.8%)
- Sustainability (0.5%)

* Note: Equity and Kindness/Caring/Love are not current Foothill College values

- "**Community** – The level/amount of support that I receive from all areas of the campus significantly impacts the progress of learning communities."

- "**Community** - Knowing that there are people I can rely on to support in the work that I do. I also feel that people appreciate me and what I do."

Where do we go from here?

Reflections of our Foothill College values

"Regarding the values, we do need to provide the context, even if interpretations are different.”

"... commitment to doing your best with the highest level of professionalism."

However, majority of participants responded with another question.

Does our community understand our values?

Should we, as an institution, define the values to provide context?

"Are the current college values personal/individual or institutional? Those are very different buckets. Certain words have different meanings."

"The people here read equity in language, but does our community?”

"Where does Foothill College fit within our community, our region, our state, our country, our world?"

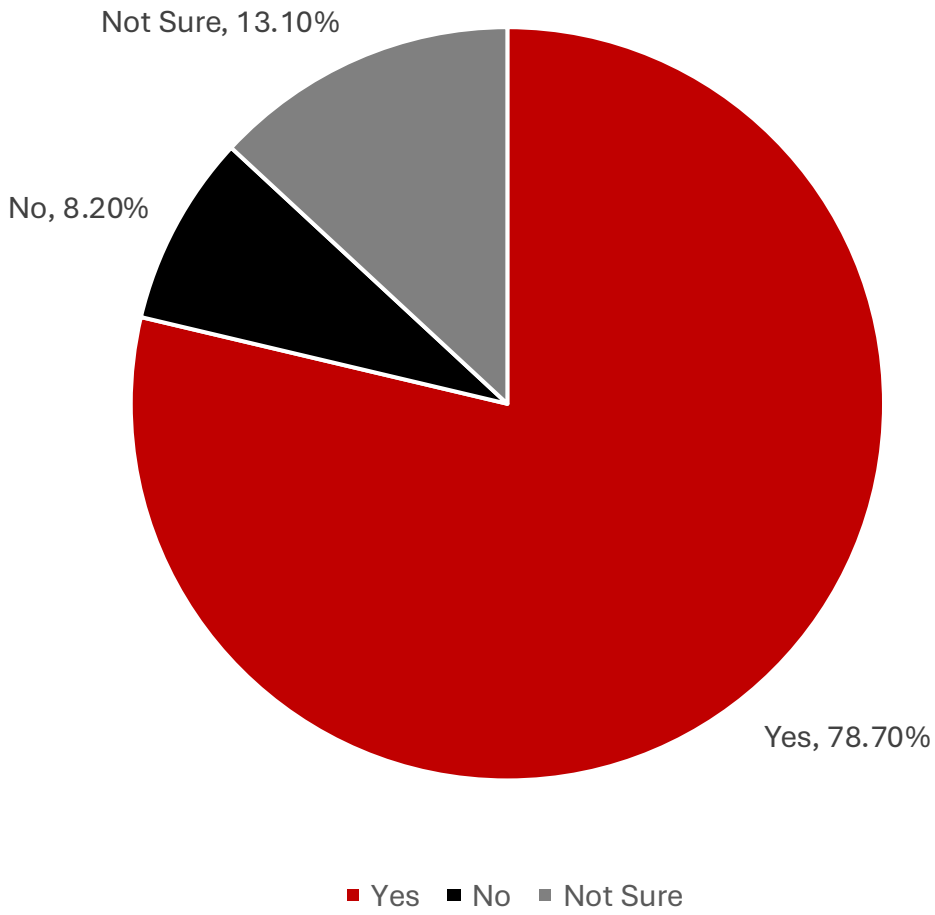
"Are the values of any value?”

Service Club Online Survey

- June 26 – July 8, 2024
- **61** participants (some may have submitted both notecards and online survey, not a complete representation)
- **6** questions
- All Foothill College employees were invited

Should there be a college-level discussion about college values?

- **YES** 78.7%
- **NO** 8.2%
- **NOT SURE** 13.1%



Which current Foothill College values most resonate with you?

- Integrity 80.3%
- Trust 62.3%
- Transparency 55.7%
- Honesty 52.4%
- Sustainability 44.3%
- Openness 42.6%
- Forgiveness 41.0%

Which values should continue guiding Foothill?

- Integrity 78.7%
- Trust 60.7%
- Transparency 60.7%
- Forgiveness 52.5%
- Honesty 49.2%
- Openness 45.9%
- Sustainability 45.9%

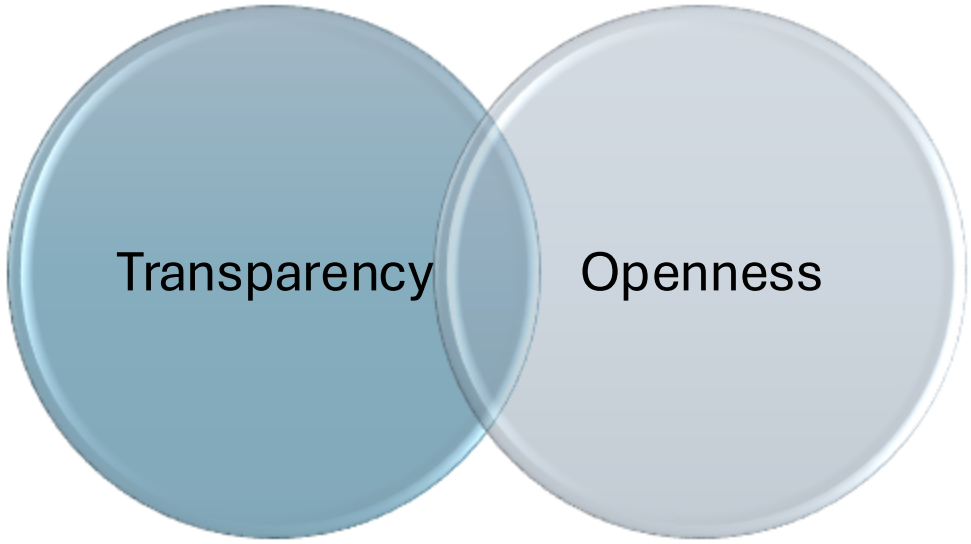
Even though Foothill's values are not defined, select the ones that most resonate with you...

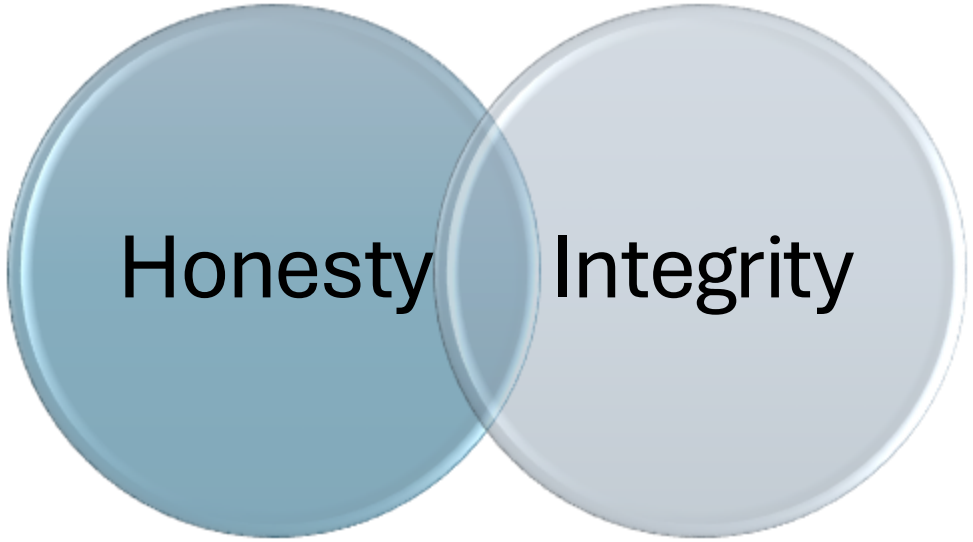
- Integrity (78.6%)*
- Trust (60.7%)
- Transparency (60.7%)
- Honesty (49.2%)

*Integrity and Trust were also in the top 3 values for the in-person sessions (on slide da da da).

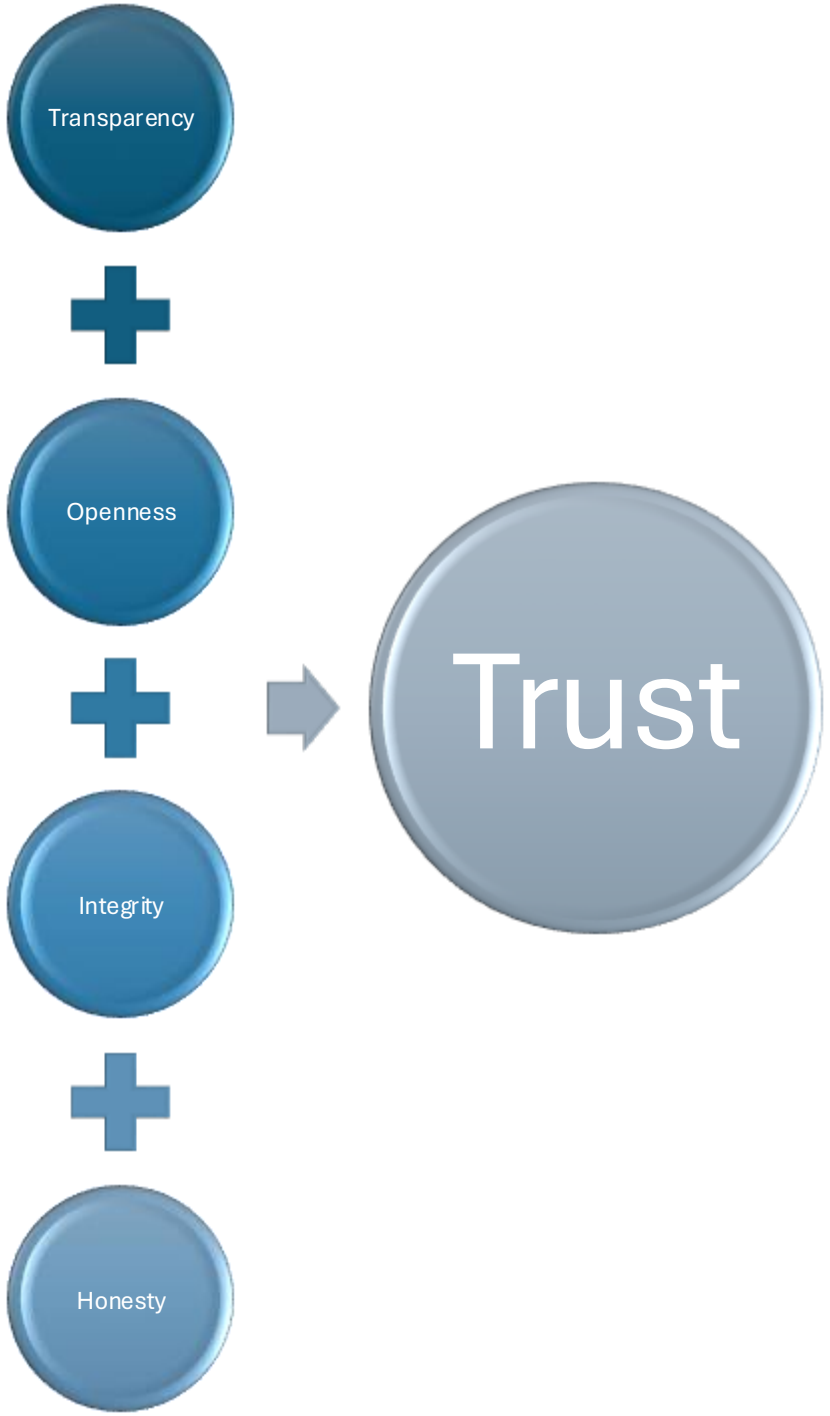
Share whether you think any of the current values may have similar meanings.

Respondents said that these value pairs have similar meanings:





Building blocks needed for trust

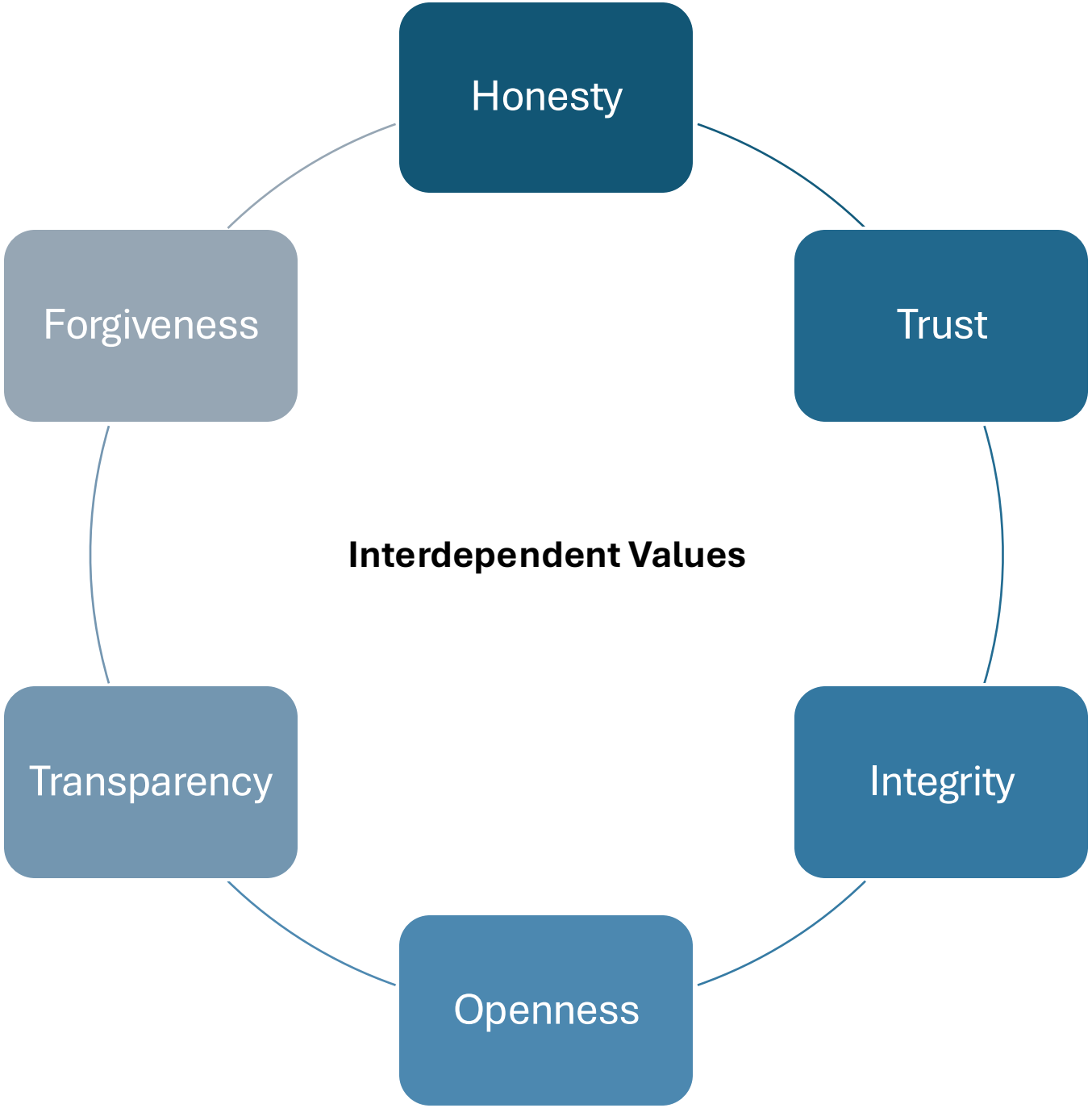


"Transparency, openness, integrity, trust, and honesty... Doing all of these things can lead to trust."

"Trust is built upon transparency, openness, integrity, and honesty."

"Trust seems to me something that is a result of these other values in action, not something that one can just have right off the bat."

"I think honesty and integrity are prerequisite to trust. Trust doesn't exist without them."


Honesty
Trust
Integrity
Openness
Transparency
Forgiveness
Interdependent Values

"All are interconnected, needing one to support others, but they are not the same. "

"Integrity implies honesty. Transparency implies openness. Trust follows from integrity and transparency. "

"I think integrity encompasses honesty, trust, and forgiveness..."

Share whether you think any values are missing from Foothill's current list.

- Equity
- Belonging/Inclusion
- Community/Collaboration
- Compassion/Love/Kindness/Beneficence

There was spirited feedback about "forgiveness".

"I would like the word "**forgiveness**" to be removed from the list. Instead, replace this word..."

"I did not check "**forgiveness**" bc I believe that forgiveness is an internal process that each individual can choose to do or not to do."

"I'm not a fan of many of the "values" especially **FORGIVENESS**!"

"**Forgiveness** is a weird one for me. It has a connotation that we just went through something awful that needs to be forgiven. I am not condoning just sweeping something under the rug, but I wish we had a more positive "moving forward" kind of word."

Discuss one personal value that most guides your work at Foothill College…

- Integrity
- Respect
- Service
- Community/Collaboration
- Compassion/Love/Kindness
- Accountability/Responsibility

General Discussion from Participants

"I'd also be curious to see how these values lead toward the development of critical thinkers and whether that needs to be reflected directly in the values."

"Centering the student experience (not sure if this is a value, but it is for me). This is why I teach. To support student goals. This is an action value."

“**Equity** - Naming it can have a bristle reaction to some people, and it has been used a lot recently as a “hot word…”

"**Resourcefulness** because it always has helped me to help the students meet their needs."

"**Transparency** - Being forthcoming and providing information so that colleagues understands concepts and understand the position of the college."

"If we can develop more nuanced language and mental models of what learning "is", we can then guide, coach, and support each other and our students on each of our individual and collective learning journeys."

Conclusion

TOP VALUES MENTIONED OVERALL: (both)

- Equity
- Integrity
- Trust
- Service
- Community/Collaboration
- Compassion/Kindness/Love

- **Eliminate** or **replace** "forgiveness" as a value (online survey only)

- Sustainability & Openness were the **least mentioned values (both)**

- **Thoughts to Consider for Future Discussion (parking lot):**
  - Work Environment
  - Safety
  - Racial & Political Issues

Recommendations

- Further collegewide discussions
  - Include all constituents
  - Start with students – ASFC
  - Start with "forgiveness"

- Define values

Thank you!

Questions? Concerns? Please contact:

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