

Fall Opening and Flex Day Survey Results Fall 2025

**Mission Informed Planning Council
Oct. 17, 2025**

Opening / Flex Day Survey

- **Administered:** Sept. 30 – Oct. 8, 2025
- **Sent to:** All Foothill employees (1000+)
- **Responses:** 64
 - 42 full attendees
 - 16 partial attendees
 - 6 non-attendees

Survey Design

- Effectiveness and areas for improvement
- Utilized branching depending upon attendance
- Single-choice, multiple-choice, rating scale, and open-ended questions

Survey results

Key Findings

Strengths

- President's welcome address and the keynote speaker
- Workshops
- Opportunity to build community
- Classified-focused activities on Flex Day

Challenges

- Timing of Opening and Flex Day is challenging
- 3 days of PD in a row is tiring
- How to include employees who cannot attend in person

Opening Day (Thurs.) Ratings

All Opening Day items were rated positively by 75% or more of respondents.

Item highlights:	% “Strongly Agree” or “Agree”
President’s welcome was informative	92%
Keynote address was motivating	88%
Learned useful information from Thursday workshops	93%
Increased sense of community after Opening Day	89%

Note: N/A and blank responses were excluded from percent calculations.

Flex Day (Fri.) Division Meeting and SLO Session Ratings

All Items:	% “Strongly Agree” or “Agree”
SLO sessions were productive	76%
SLO sessions were engaging	68%
Enough time for Division meetings on Friday	58%

Note: N/A and blank responses were excluded from percent calculations.

Flex Day (Fri.) Classified Workshop and Session Ratings

All items were rated positively by
70% or more of respondents.

Item highlights:	% “Strongly Agree” or “Agree”
Learned useful information from Friday workshops	86%
Classified community-building activity was a good use of my time	85%
Classified Town Hall provided space to discuss classified-specific issues and concerns	100%
Increased sense of belonging from classified-focused activities	100%

Note: N/A and blank responses were excluded from percent calculations.

Flex Day (Fri.) College-Wide Activities Ratings

All Items:	% “Strongly Agree” or “Agree”
ILO session was informative	75%
ILO session was motivating	70%
Attending Friday Flex Day was a good use of my time	61%
Increased sense of community after Friday Flex Day	76%

Note: N/A and blank responses were excluded from percent calculations.

Most liked aspects of Opening and Flex Day

Open-ended responses

Keynote address

“I loved the keynote speaker!”

Division
meetings

“I always enjoy the division meeting and leave feeling that I have a good understanding of what is going on.”

Community &
connecting with
others

“I liked that it was a more relaxed pace with time to connect with colleagues.”

Least liked aspects of Opening and Flex Day

Open-ended responses

Timing interferes
with prep time for
classes

“I felt anxiety because my mind was on prepping for my classes and the start of the fall term.”

Tiring schedule

“SLO plus Division mtg = 5 hour mtg. That’s rough mentally.”

“3 days of programming is exhausting for me.”

Comments / suggestions

Open-ended responses

“As an adjunct who has other employment, I REALLY want to attend events. Ohlone College does a great opening week where 2 days are virtual and the rest are in-person. This allows for a majority of the adjunct teaching community to attend and be a part of the college rather than separated. Many of us work other jobs especially semester schools and cannot make it to campus. We feel very shunned and excluded.”

Comments / suggestions

Open-ended responses

“A ‘Welcome’/‘Welcome Back’ opportunity for Faculty/Staff/Admin/Students to co-mingle and actually build a sense of community. Having ‘Welcome’ Day being on the Tuesday disincentives faculty to attend.”

“I would like to offer a suggestion to follow the model that De Anza uses for their Friday (I think that's when they do it) where they make it an open house campus day for all faculty, staff, and students to come to campus for open activities and a chance to connect.”

Thoughts?

Challenges

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