

# Default Report

*Grossmont Participatory Governance Survey for Staffing Committee Members\_Fall 2020*  
November 12th 2020, 2:30 pm PST

## **Q1 - Please identify your position at Grossmont College:**

#	Answer	%	Count
1	Student	0.00%	0
2	Full-time faculty	66.67%	4
3	Part-time faculty	0.00%	0
4	Classified staff	33.33%	2
5	Administrator	0.00%	0
Total		100%	6

## **Q86 - How long have you served on this committee?**

How long have you served on this committee?

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just a few months

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Since August 2020 as the recorder.

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since 2019 (About a year)

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Since 2019

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2 years

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less than a year

## Q2 - How do you prepare for committee meetings?

How do you prepare for committee meetings?

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reading materials needed for the meeting

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I send out the agenda along with any other documents needed during the meeting. I remind the members of the meeting usually a week out and then again during the week of our meeting.

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Read over previous meeting minutes to remind me what was discussed and what I need to review.

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I review the agenda, previous minutes, and look to see what documents I need to read or review

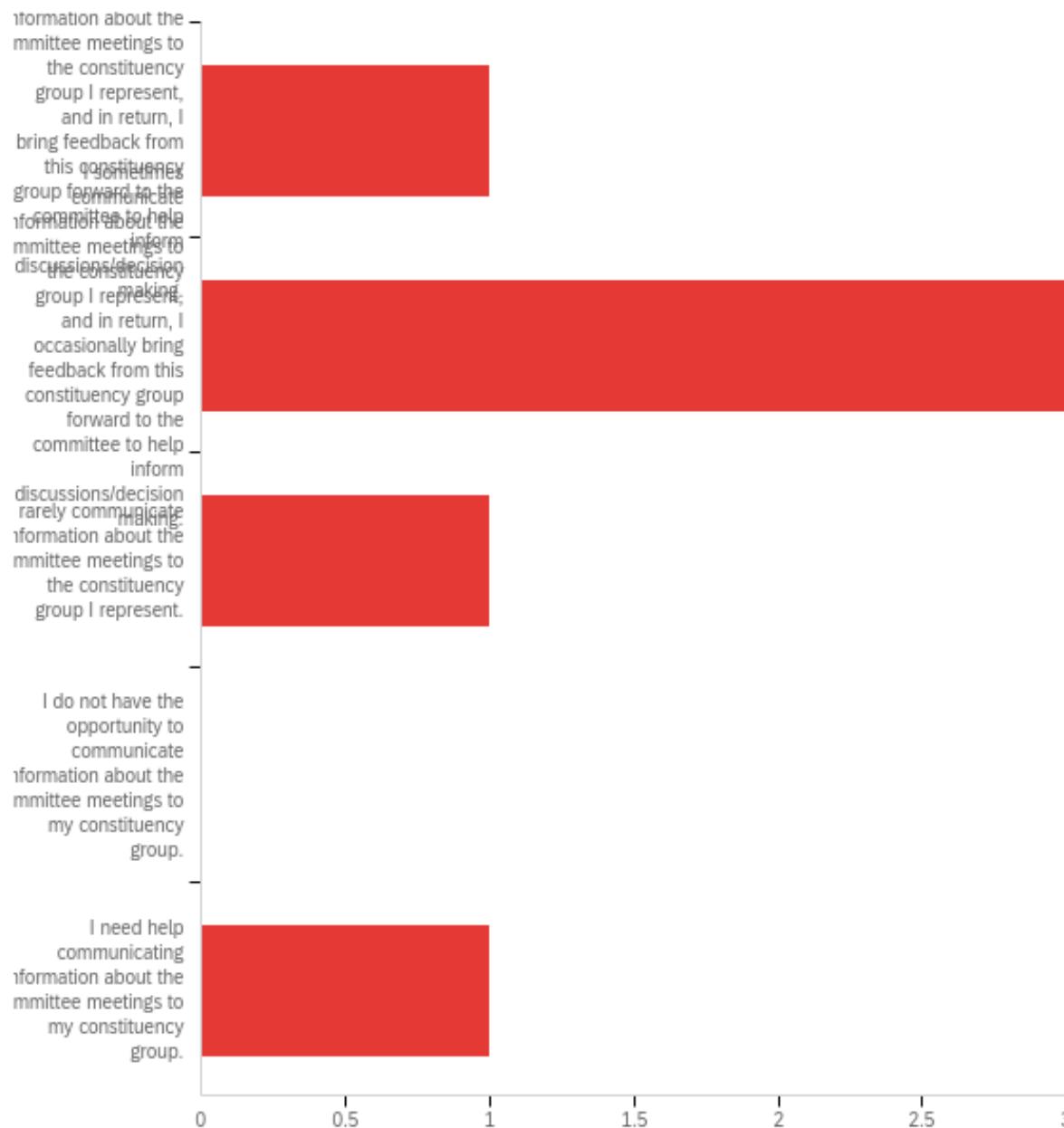
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Reading the materials provided by the Staffing Committee website (Canvas and Google Docs)

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Review minutes and agendas

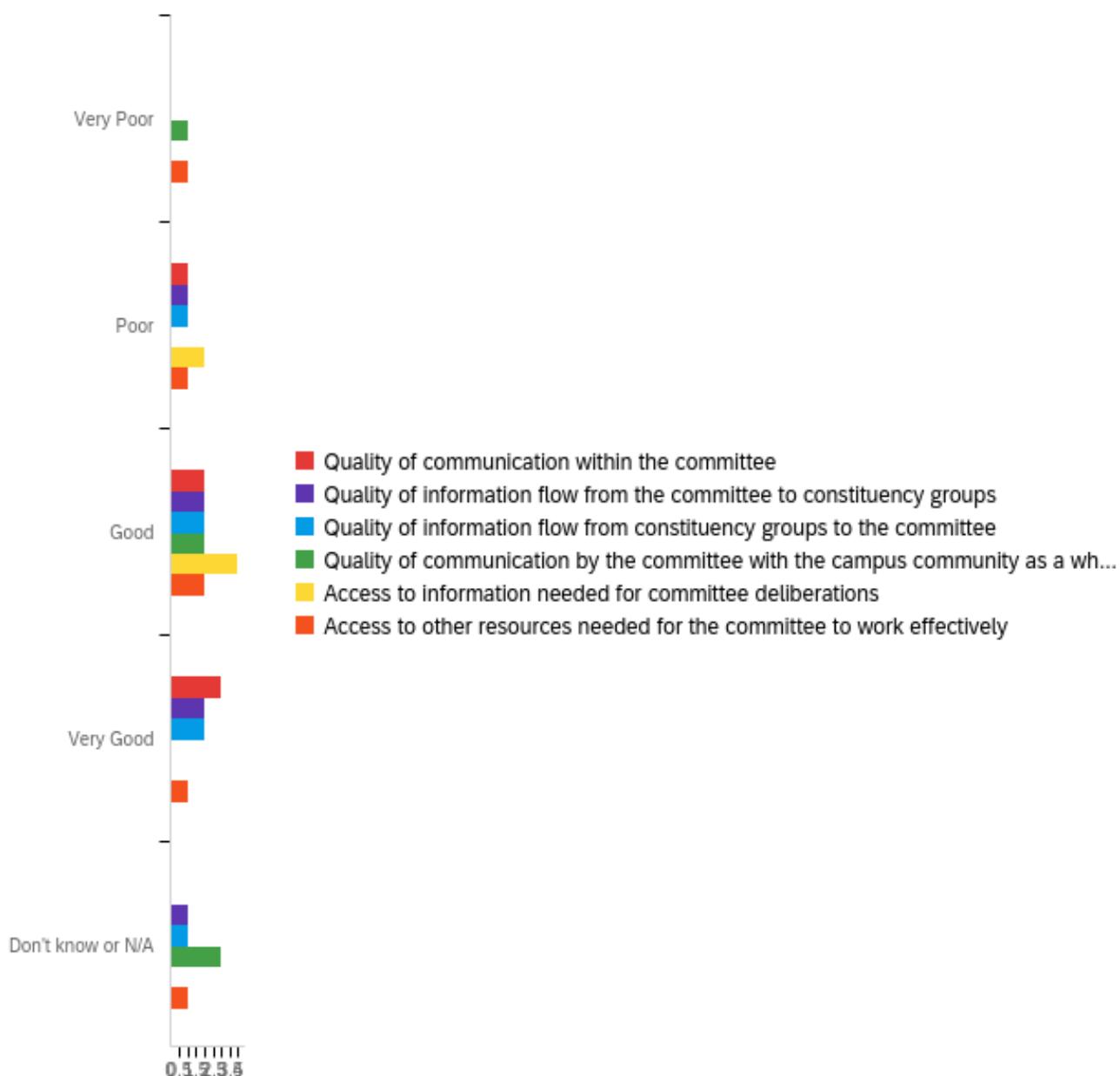
### Q3 - Which sentence best reflects your level of participation while serving on this participatory governance committee:



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Which sentence best reflects your level of participation while serving on this participatory governance committee:	1.00	5.00	2.50	1.26	1.58	6

#	Answer	%	Count
1	I promptly and regularly communicate information about the committee meetings to the constituency group I represent, and in return, I bring feedback from this constituency group forward to the committee to help inform discussions/decision making.	16.67%	1
2	I sometimes communicate information about the committee meetings to the constituency group I represent, and in return, I occasionally bring feedback from this constituency group forward to the committee to help inform discussions/decision making.	50.00%	3
3	I rarely communicate information about the committee meetings to the constituency group I represent.	16.67%	1
4	I do not have the opportunity to communicate information about the committee meetings to my constituency group.	0.00%	0
5	I need help communicating information about the committee meetings to my constituency group.	16.67%	1
	Total	100%	6

**Q4 - Please rate the quality of communication within this participatory governance committee:**

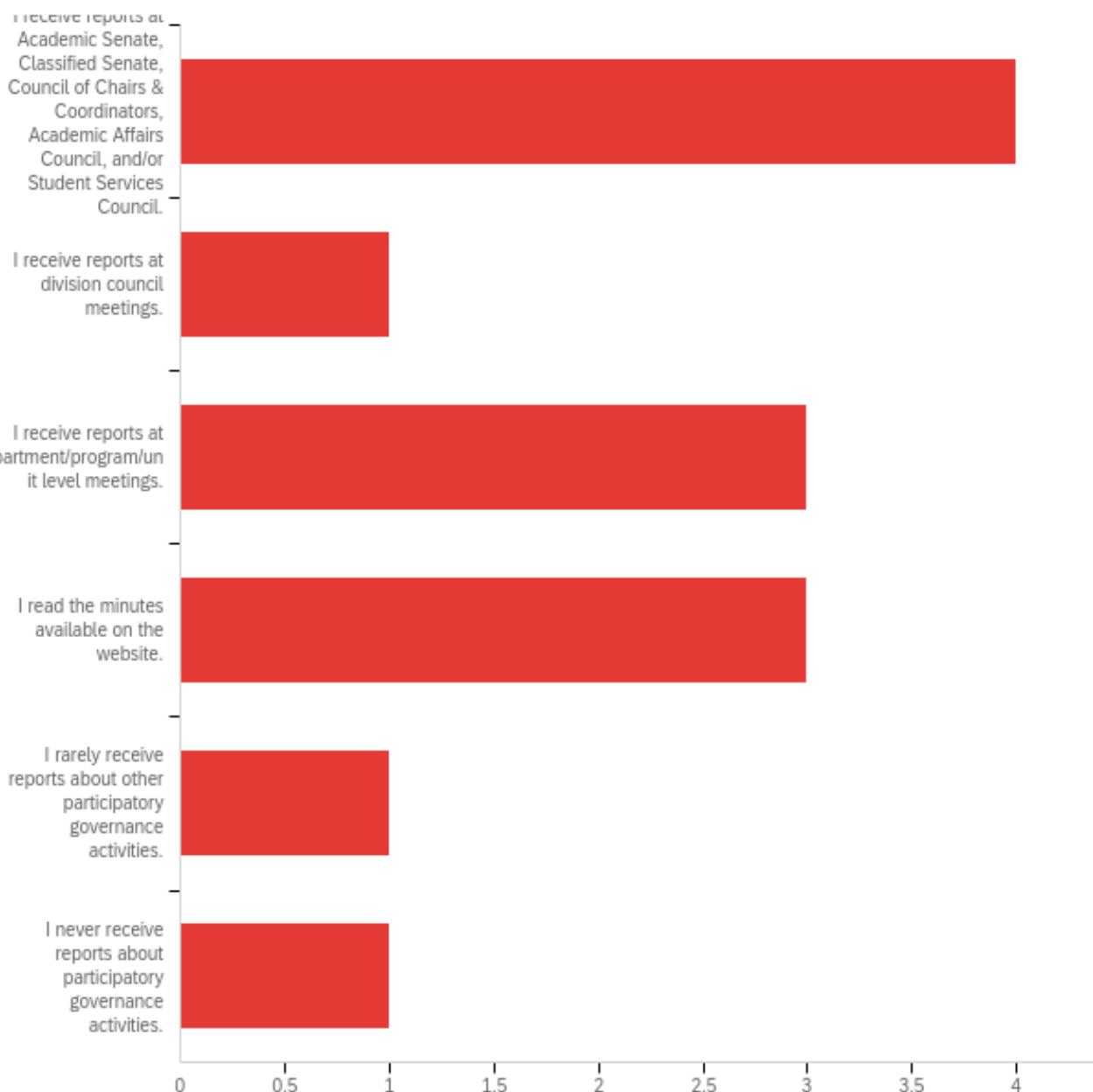


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Quality of communication within the committee	2.00	4.00	3.33	0.75	0.56	6
2	Quality of information flow from the committee to constituency groups	2.00	5.00	3.50	0.96	0.92	6
3	Quality of information flow from constituency groups to the committee	2.00	5.00	3.50	0.96	0.92	6
4	Quality of communication by the committee with the campus community as a whole	1.00	5.00	3.67	1.49	2.22	6

5	Access to information needed for committee deliberations	2.00	3.00	2.67	0.47	0.22	6
6	Access to other resources needed for the committee to work effectively	1.00	5.00	3.00	1.29	1.67	6

#	Question	Very Poor	Poor	Good	Very Good	Don't know or N/A	Total					
1	Quality of communication within the committee	0.00%	0	16.67%	1	33.33%	2	50.00%	3	0.00%	0	6
2	Quality of information flow from the committee to constituency groups	0.00%	0	16.67%	1	33.33%	2	33.33%	2	16.67%	1	6
3	Quality of information flow from constituency groups to the committee	0.00%	0	16.67%	1	33.33%	2	33.33%	2	16.67%	1	6
4	Quality of communication by the committee with the campus community as a whole	16.67%	1	0.00%	0	33.33%	2	0.00%	0	50.00%	3	6
5	Access to information needed for committee deliberations	0.00%	0	33.33%	2	66.67%	4	0.00%	0	0.00%	0	6
6	Access to other resources needed for the committee to work effectively	16.67%	1	16.67%	1	33.33%	2	16.67%	1	16.67%	1	6

**Q5 - Please select the statement that best represents how you receive information about the activities of other participatory governance committees (check all that apply):**



#	Answer	%	Count
1	I receive reports at Academic Senate, Classified Senate, Council of Chairs & Coordinators, Academic Affairs Council, and/or Student Services Council.	30.77%	4
2	I receive reports at division council meetings.	7.69%	1
3	I receive reports at department/program/unit level meetings.	23.08%	3
4	I read the minutes available on the website.	23.08%	3

5	I rarely receive reports about other participatory governance activities.	7.69%	1
6	I never receive reports about participatory governance activities.	7.69%	1
	Total	100%	13

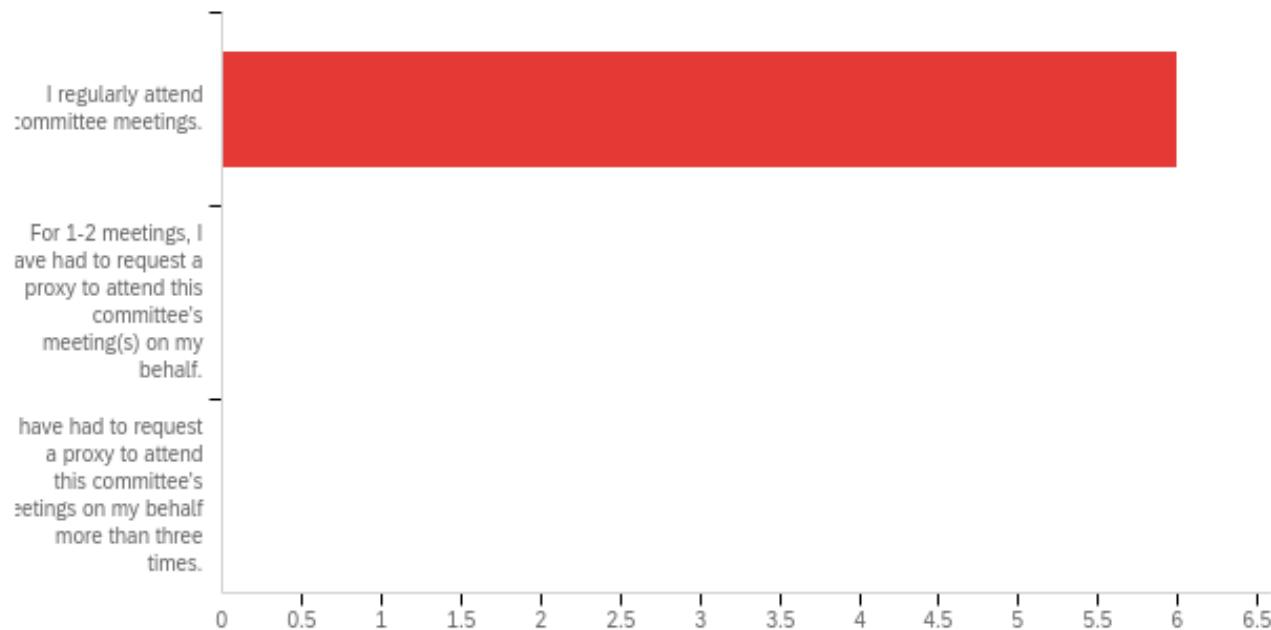
**Q6 - Please rate how often this committee's processes, interactions, and outcomes reflected each of the following characteristics:**

#	Question	Never	Rarely	Sometimes	Almost Always	Don't Know or N/A	Total					
1	COLLABORATIVE: Inclusive, open to input, respectful of diverse opinions, facilitated meaningful dialogue	0.00%	0	0.00%	0	16.67%	1	83.33%	5	0.00%	0	6
2	TRANSPARENT: Easy to access information and committee documentation; clearly defined roles, responsibilities, and processes; effective and meaningful communication with the Grossmont College community	0.00%	0	0.00%	0	100.00%	6	0.00%	0	0.00%	0	6
3	EVIDENCE-BASED: Incorporated relevant, accurate, complete, timely qualitative and/or quantitative data and information; decisions or recommendations not based solely on assertion, speculation, or personal anecdote	0.00%	0	0.00%	0	33.33%	2	66.67%	4	0.00%	0	6
4	EFFECTIVE: Made progress toward the committee's goals/intended results	0.00%	0	33.33%	2	16.67%	1	33.33%	2	16.67%	1	6
5	EFFICIENT: Made efficient use of members' time, expertise, skills, and effort; served the committee's specified purposes in the best possible manner	0.00%	0	16.67%	1	66.67%	4	16.67%	1	0.00%	0	6

**Q6 - Thinking about your service on this council during the 2018-19 academic year, please indicate the extent to which you agree or disagree with the following statements:**

#	Question	Strongly Disagree		Disagree		Agree		Strongly Agree		Don't Know or N/A		Total
1	I felt comfortable contributing ideas	0.00%	0	16.67%	1	16.67%	1	50.00%	3	16.67%	1	6
2	My ideas were treated with respect, whether or not others agreed with them	16.67%	1	0.00%	0	16.67%	1	50.00%	3	16.67%	1	6
3	I had sufficient opportunities to provide input into council recommendations	0.00%	0	16.67%	1	16.67%	1	50.00%	3	16.67%	1	6

## Q8 - How would you categorize your level of attendance:



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How would you categorize your level of attendance:	1.00	1.00	1.00	0.00	0.00	6

#	Answer	%	Count
1	I regularly attend committee meetings.	100.00%	6
2	For 1-2 meetings, I have had to request a proxy to attend this committee's meeting(s) on my behalf.	0.00%	0
3	I have had to request a proxy to attend this committee's meetings on my behalf more than three times.	0.00%	0
Total		100%	6

**Q9 - If you have used a proxy to attend this committee's meetings on your behalf, how have you received information about the missed meeting?**



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you have used a proxy to attend this committee's meetings on your behalf, how have you received information about the missed meeting?	0.00	0.00	0.00	0.00	0.00	0

#	Answer	%	Count
1	I have emailed the proxy after the meeting to learn about what I missed at the meeting.	0.00%	0
2	I met with the proxy to learn to learn about what I missed at the meeting.	0.00%	0
3	I relied on the meeting notes to learn about what I missed at the meeting.	0.00%	0
4	None of the above. I catch up with the committee business while at the next meeting.	0.00%	0
	Total	100%	0

**Q8 - Please rate your agreement with the following statements regarding this council during the 2018-19 academic year:**

#	Question	Strongly Disagree		Disagree		Agree		Strongly Agree		Don't Know or N/A	Total
1	Committee members clearly understood the mandate and charge of the committee	0.00%	0	33.33%	2	50.00%	3	16.67%	1	0.00%	0 6
2	Meetings were held at the regularly scheduled time	0.00%	0	0.00%	0	33.33%	2	66.67%	4	0.00%	0 6
3	Meeting agendas were available to members at the start of each committee meeting	0.00%	0	0.00%	0	50.00%	3	50.00%	3	0.00%	0 6
4	Draft minutes of prior meetings were available to members at the start of each committee meeting for approval	0.00%	0	0.00%	0	66.67%	4	33.33%	2	0.00%	0 6
5	The committee started on time (within 5 minutes of expected start time)	0.00%	0	0.00%	0	50.00%	3	50.00%	3	0.00%	0 6
6	The committee ended on time (within 5 minutes of expected end time)	0.00%	0	0.00%	0	50.00%	3	50.00%	3	0.00%	0 6
7	The length of the meetings was adequate to perform the work of the committee	16.67%	1	0.00%	0	66.67%	4	16.67%	1	0.00%	0 6
8	The chair(s) operated the committee effectively	0.00%	0	0.00%	0	83.33%	5	16.67%	1	0.00%	0 6

**Q9 - Based on your experience on the council this academic year, please describe how the council's work could be improved.**

Based on your experience on the committee, please describe how the committee's work could be improved.

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I believe the new structure to align with the AUP will greatly impact in a positive way the process for this committee. I think a clearer understanding of the role of the Staffing Committee from that of the Classified and Faculty Staffing Prioritization Committees would be helpful.

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The charge/description of the committee needs to be clear. It is not clear and at times contradictory or conflicting with the charge for FSPC and CSPC committees. The relationship between Staffing Committee and FSPC/CSPC are not clear, or the level and extent of work between these committees is not clear.

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Suggest to meet more frequently. Not enough gets done in one meeting a month.

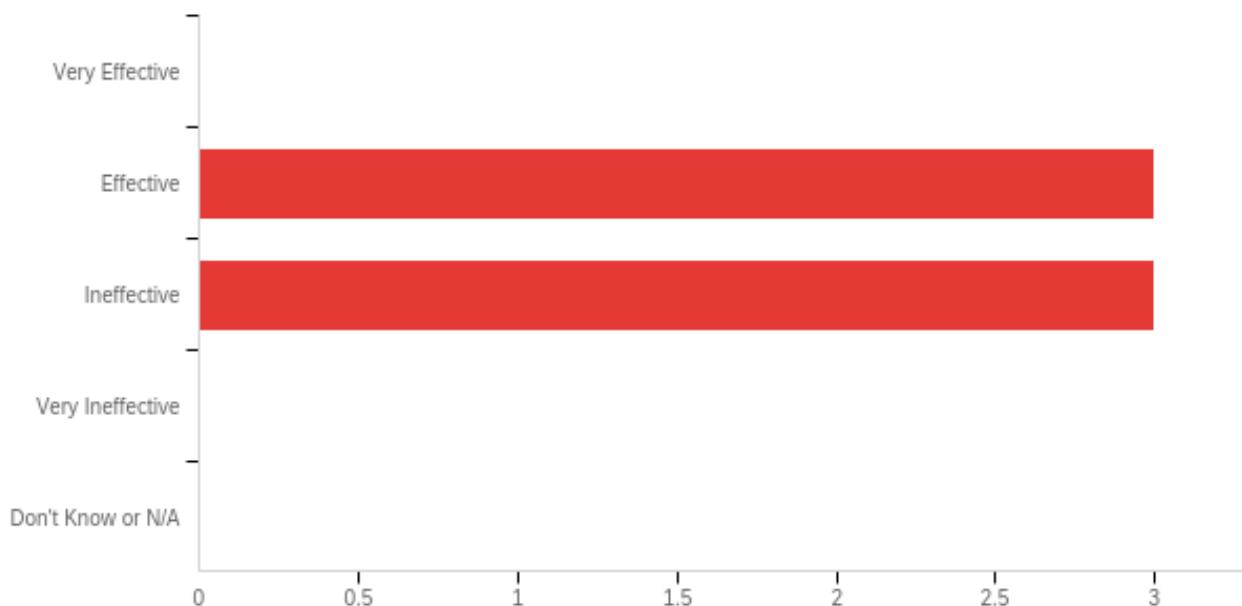
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N/A

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Frankly, if this or any committee can only recommend to a person who holds absolute Veto, then Shared Governance is not being practiced.

**Q12 - Please rate your opinion on the overall effectiveness of our participatory governance structure.**



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Please rate your opinion on the overall effectiveness of our participatory governance structure.	2.00	3.00	2.50	0.50	0.25	6

#	Answer	%	Count
1	Very Effective	0.00%	0
2	Effective	50.00%	3
3	Ineffective	50.00%	3
4	Very Ineffective	0.00%	0
5	Don't Know or N/A	0.00%	0
	Total	100%	6

### **Q13 - Please briefly explain why you chose the response you did in the previous question.**

Please briefly explain why you chose the response you did in the previous question.

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Besides the slight confusion on Staffing Committee roles to that of their sub-committees, it is reasonably effective for its intended use.

I do not understand what role the Staffing Committee has in staff/faculty requests and applications. The charge for the Staffing Committee states, "The Grossmont College Staffing Committee is responsible for prioritization of faculty and classified staffing requests from annual unit plans"---yet, I do not feel like we did that. The FSPC and CSPC did that. And, the Staffing Committee can only provide feedback for "understanding" not for revisions or suggestions. Also, the charge for this committee is to create a Staffing Plan. Yet, we have not done that. But, it seems like we may now be moving in that direction.

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Too few faculty/staff on this committee, especially when the committee is about short and longer terms planning for staffing. Too much burden on administrators who spend their waking hours in committees. Rigid structure that does not allow for variety in committee composition specific to the purpose of the committee. Too much burden on students. The end game still goes to the president who may or may not heed the advice of the committee for important decisions (not only in Staffing). Participatory stops at the president.

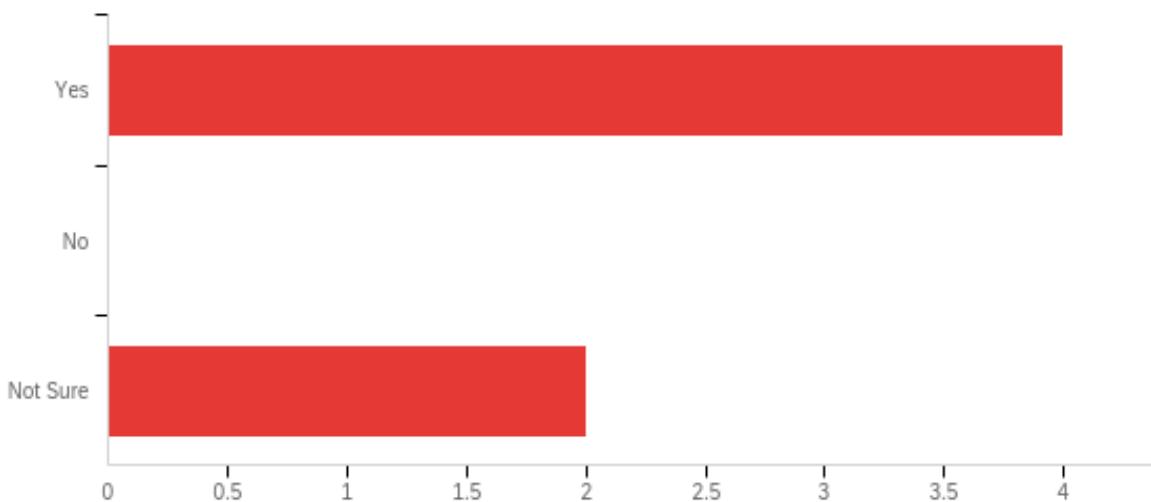
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Confusion on who reports to the College Council and Academic Senate

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We can only do what we can do given that the President can veto any recommendation.

**Q14 - Would offering professional development directed at your role (ex. co-chair, constituency representative, member of a specific committee, etc.) in the governance process be beneficial?**



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Would offering professional development directed at your role (ex. co-chair, constituency representative, member of a specific committee, etc.) in the governance process be beneficial?	1.00	3.00	1.67	0.94	0.89	6

#	Answer	%	Count
1	Yes	66.67%	4
2	No	0.00%	0
3	Not Sure	33.33%	2
	Total	100%	6