

2023-24 College Council Self-Assessment Report

INSTITUTIONAL RESEARCH & PLANNING

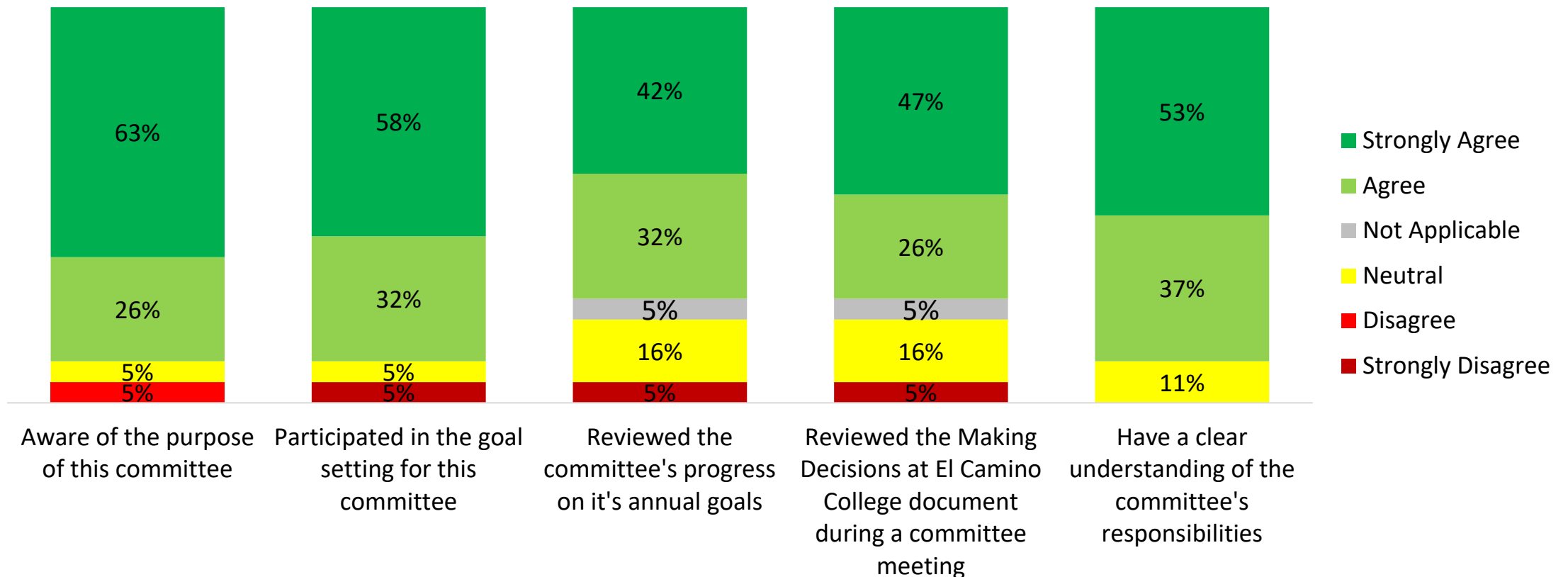


Assessment Areas

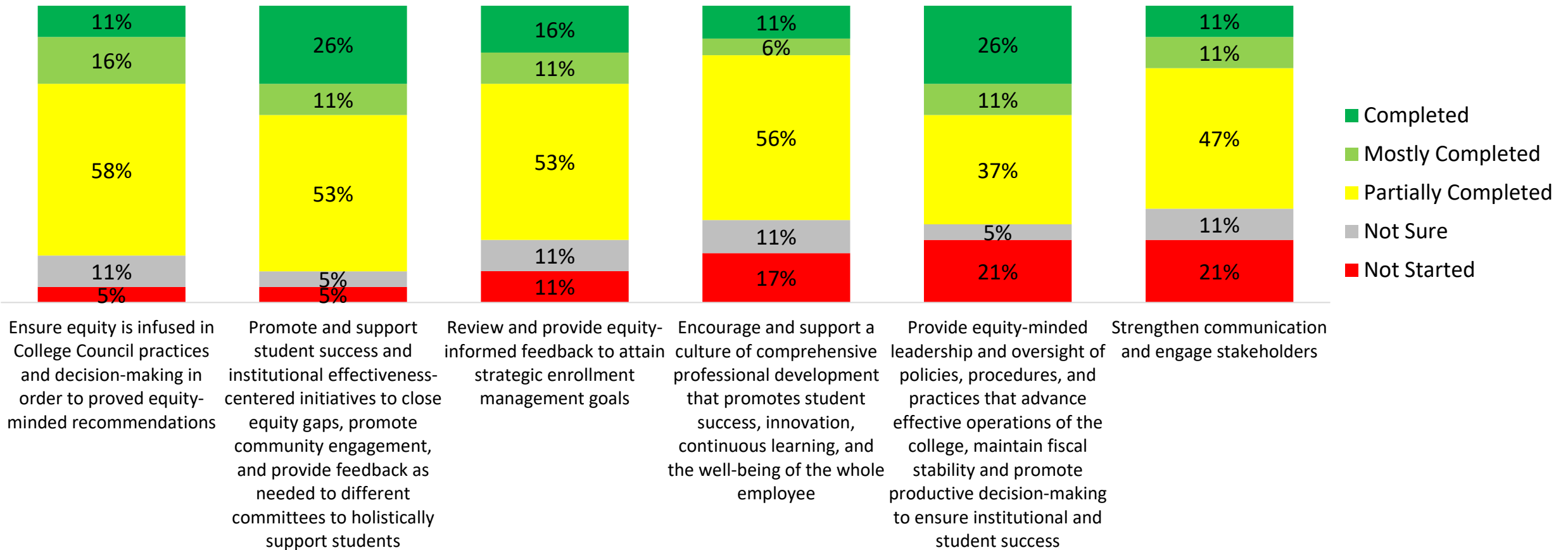
1. Purpose, Goals & Tasks
2. Completion of Goals
3. Committee's Functioning
4. Decision-Making Effectiveness & Communication
5. Accomplishments & Improvements Mentioned by Respondents

Response rate: 54%

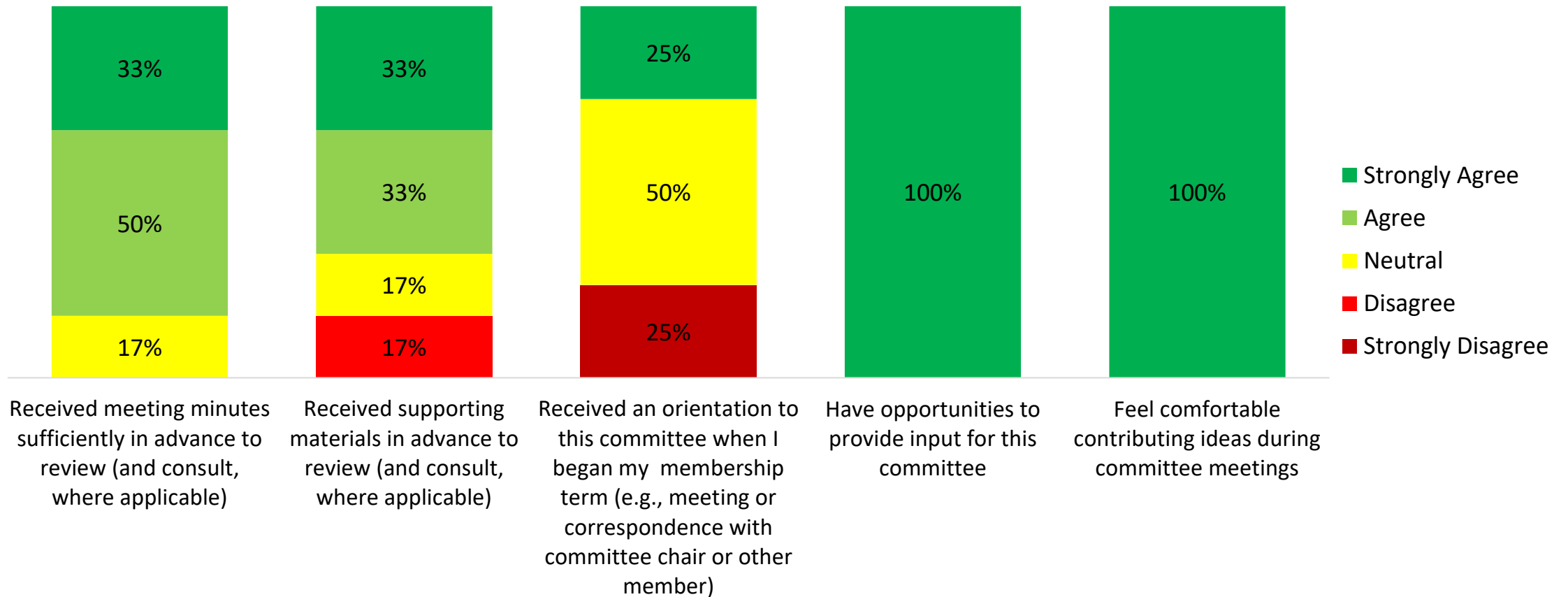
Purpose, Goals & Tasks Findings



Completion of Goals Findings



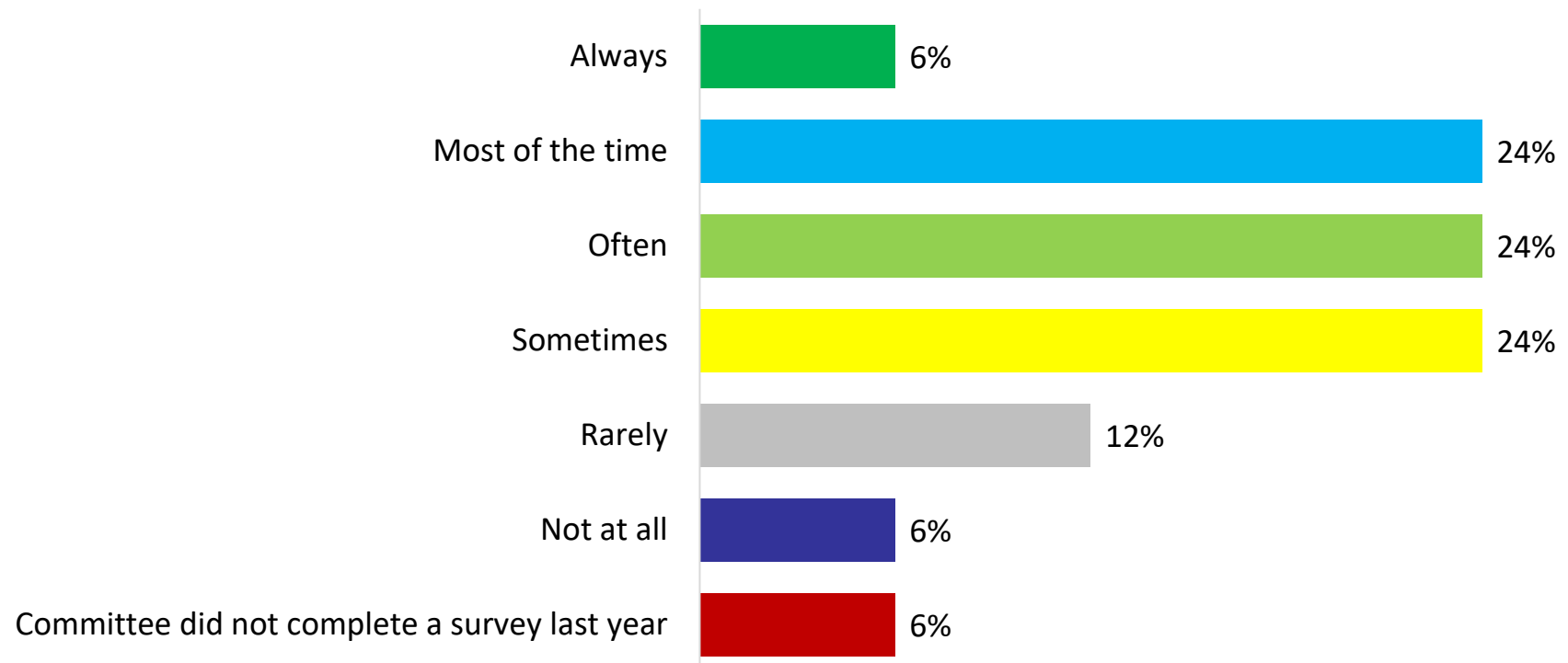
Committee's Functioning Findings



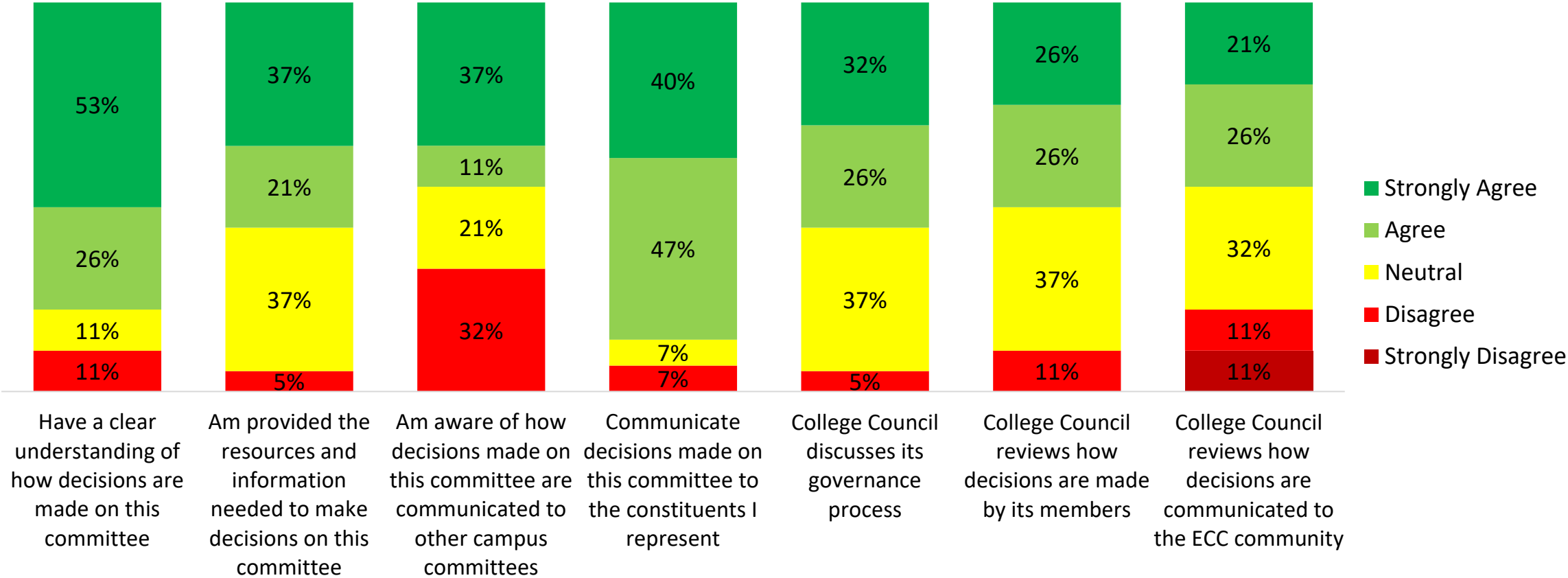
Committee's Functioning Findings

(cont.)

In the last year, how often did College Council use results from prior survey to plan committee work for the upcoming year?



Decision-Making Effectiveness & Communication Findings



Accomplishments Mentioned by Respondents

- Developed goals for the following year.
- Improved and streamlined the review process of policy review items.
- Reviewed BPs and APs.
- Clarified and defined member roles and responsibilities.
- Reviewed in depth the Participatory Governance Handbook and Making Decisions document.
- A number of constituency representatives were able to voice their reservations with plans and felt their concerns were heard.
- Filtered out recommendations made by steering committees by asking probing questions and requesting additional information when steering committees had not completed due diligence. Approved recommendations made by steering committees, when those committees had provided all pertinent information and details.

Improvements Mentioned by Respondents

College Council procedures

- Review CC goals periodically to monitor progress.
- Start and end meetings as scheduled. Scale back on list of agenda items as meetings run out of time without getting through the agenda.
- Shorten or limit the time of presentations and each member's time to comment on each topic.
- Board items on consent calendar and HR must be closely reviewed, as most of these items represent financial commitments from the District.

Improvements Mentioned by Respondents

Work of College Council Representatives and Communication with Their Constituencies

- Regularly update ECC's constituents list serve.
- Establish a timeline where an email to the campus community is sent out with CC representatives' names and areas of responsibility so that our constituents take CC representatives' role seriously and answer our communications.
- Establish one uniform communication method for CC members to disseminate to their constituents.
- Review CC presentations in advance for CC members to share with their constituents, obtain feedback, and address in person at CC.
- Increase time to review documents and solicit constituent feedback.
- CC members need to do their prework and report out to their constituency.

Improvements Mentioned by Respondents

College Council Members Training

- Provide Robert's Rules training to CC members.
- Have a thorough orientation for new CC members and an expected "pass the baton" meeting between previous and new CC representatives.

Interaction during College Council meetings

- Prioritize honesty and openness in College Council interactions.
- Be open and respectful to the concerns and suggestions of other CC members.
- Some CC members exhibit unprofessional behavior (eye-rolling and sighing) when they disagree with others, which is concerning. This behavior contributes to a significant lack of trust on campus, a challenge that seems to originate from the administration and permeates throughout the institution.

Improvements Mentioned by Respondents

College Constituencies' Representation at College Council

- Considering equity is such a prominent goal throughout our institution, and a high priority of the Chancellor's Office, we need a voting representative from Student Equity & Achievement.
- College Council lacks the genuine representation necessary to reflect the diversity and needs of our campus. It appears that a small, recurring group of individuals is making most of the decisions, which may not be inclusive of broader perspectives.



Thank You
Questions?