

2024-25 College Council Self-Assessment Survey Report

INSTITUTIONAL RESEARCH & PLANNING

Why this Self-Assessment?



To **implement continuous self-assessment** as it is a need recognized and respected by our participatory governance framework



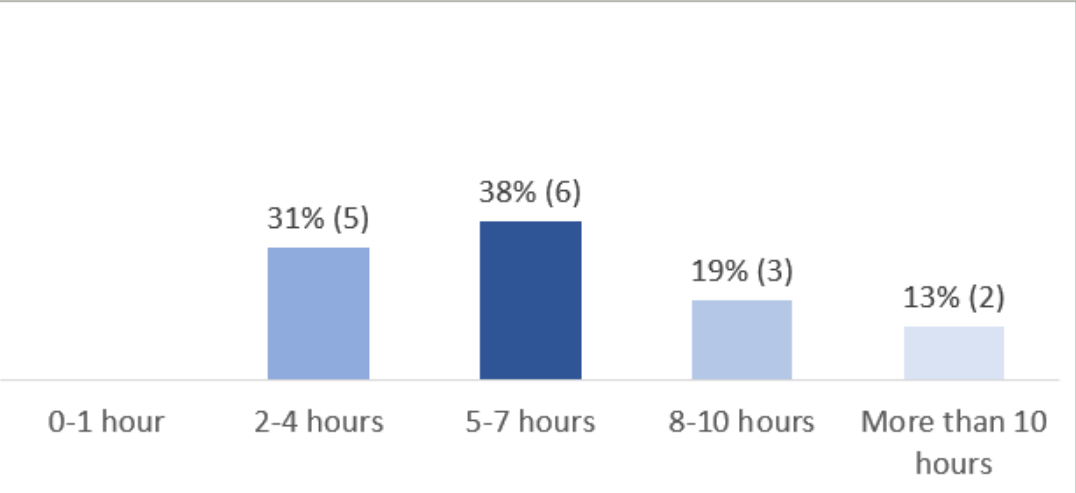
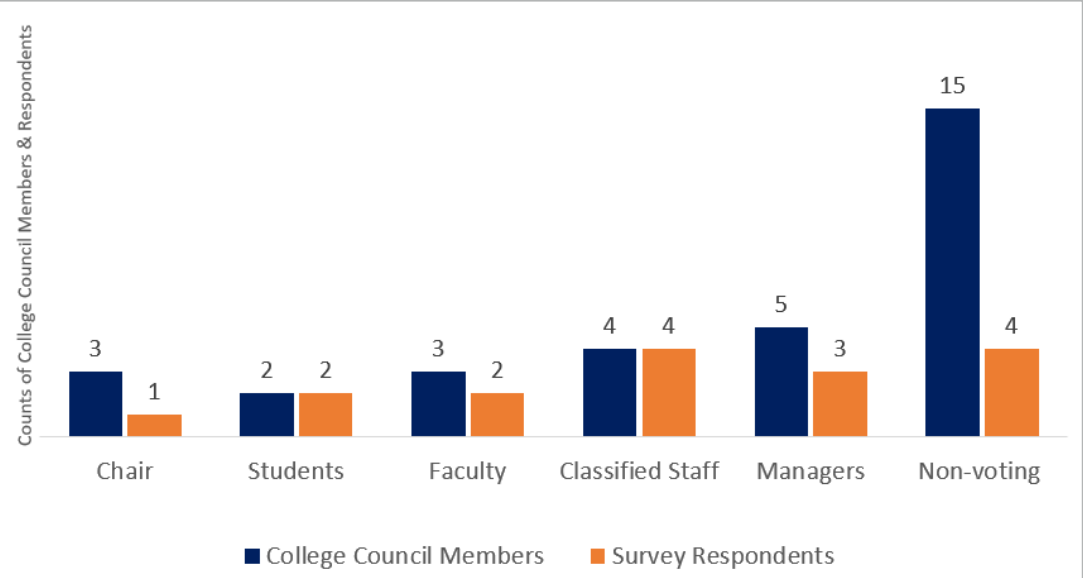
To **create, adjust, and/or update the committee's** governance, decision-making, and communication **processes**



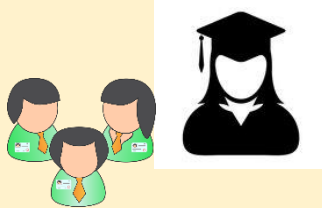
To help committee members **formalize recommendations for change and their implementation**

*Participatory governance recognizes and respects **the need for continuous self-assessment**. The committees' processes of governance, decision-making, and communication are **formally assessed at the end of every year**. **Committees use results to create, adjust and/or update these processes**. **Committee members commit to formalize recommendations for change and their implementation** (Participatory Governance, Planning & Decision-Making Handbook, p. 6).*

Response Rate: 50% (16 out of 32)



Survey Participation by Role



Classified **staff** and **students** had **full** representation



Managers & faculty were fairly represented (60% & 67% respectively)



Chairs and **non-voting** members were underrepresented

Monthly Time Spent on Committee Work

Most respondents: 5-7 hours a month

Key Strengths

MULTIPLE CHOICE QUESTIONS

College Council Strengths



Most respondents (10-12/16) Strong culture of openness, respect and adaptability

- CC values sharing ideas
- Issues are discussed respectfully
- Change/innovation is welcomed
- Fully explored divergent views



Most respondents (10-13/16) CC's use of assessment and implementation of actions

- Assesses its governance, decision-making, and communication processes
- Uses assessment results to adjust or update its processes
- Formalizes recommendations and implements them
- Discusses and makes recommendations on topic within purview



Most respondents (12-13/16) ensure transparency through access

- CC meetings were publicly disseminated
- Multiple modalities to communicate with members and the campus

Nearly all respondents (15/16)

affirmed that approved minutes/notes were posted in BoardDocs



Involvement in Planning Processes Highest involvement in CIP/Strategic Plan and other institutional plans (SEM, SEA, EEO, etc.)

- Selected 13 and 11 times, respectively
- Rated CC role as highly effective (8 very effective/effective and 9 very effective/effective, respectively)

College Council Strengths (2)



All respondents: high attendance

Reported consistent attendance/coverage
(attended or arranged a proxy)



Most respondents: active participation

- Took part in goal setting and self-assessment; understood CC's charge (13/16)
- Fulfilled responsibilities: representing constituencies or offering expert insights (14/16)



Most respondents: full preparedness

Reviewed materials and felt trained to participate
(14/16)

Contributed informed, institution-minded
input (14/16)

Shared CC updates with constituents (11/16)

Accomplishments Mentioned By Respondents

Summary Accomplishments Mentioned by Respondents

Topic	# of Comments
Governance Structure and Operations	9
Student Voice/Focus	7
Policy & Procedures Review	6
Listening and Dialogue with Stakeholders	6
Participation/Communication/Transparency	5
Professional Development	2
CIP work	2
TOTAL	37

Verbatim comments in slides #36-38

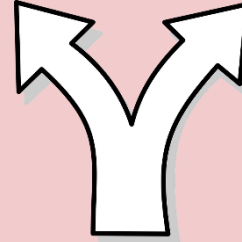
Areas Needing Clarification Based on Multiple Choice Responses

College Council Areas Needing Clarification



Mixed experience with respectful discussion

- 5 answered neutral when asked about issues to be resolved were discussed respectfully



Mixed perceptions about exploring divergent views

- 4 disagreed with fully exploring divergent views



Mixed Experience with consensus-building

- 4 answered disagree when asked about experiencing common understanding



Mixed Perceptions on openness to change/innovation

- 4 answered neutral when asked about CC welcoming change/innovation

Note: No answers were provided to the chair's responsibilities questions

College Council

Areas Needing Clarification (2)



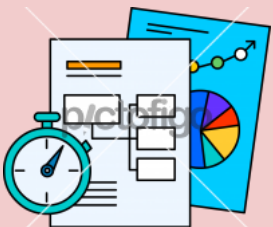
Mixed Experience with Cross-Committee Updates

- 6 answered neutral when asked about providing updates from other committees



Mixed Perceptions on two-way communication CC & constituencies

- 6 answered neutral when asked about facilitating communication between CC and constituent group



Unclear involvement and uncertainty about CC's role on Program Review

- 5 selections
- Rated CC role as 5 "Very Effective/Effective", 2 "Ineffective" & 5 "I don't know"



Mixed views about CC's role in annual planning & budget process

- Selected 7 times
- Rated CC role as 6 "Very Effective/Effective", 2 "Somewhat Effective", 4 "I don't know"

Areas Needing Improvement Mentioned by Respondents

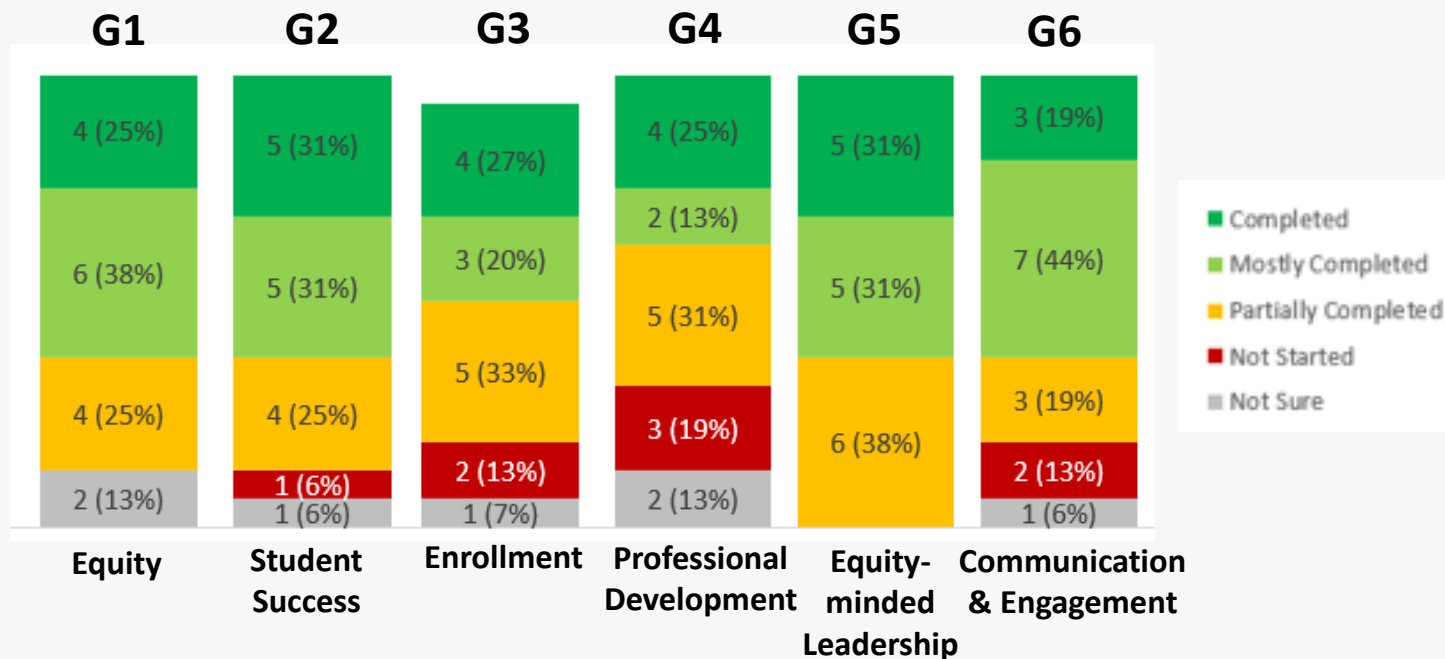
Summary Areas in Need of Improvement Mentioned by Respondents

Topic	# of Comments
Training	7
Governance Structure and Operations	5
Communication/Transparency	3
Constituent Representation/Communication	3
TOTAL	18

Verbatim comments in slides # 41-42

College Council Goals

MULTIPLE CHOICE QUESTION



KEY INSIGHTS

- **Goals 1, 2, 5 & 6: completed/mostly completed by 8 or more respondents**
- **Goal 4 lags behind**
- **Partially completion appears across all goals**

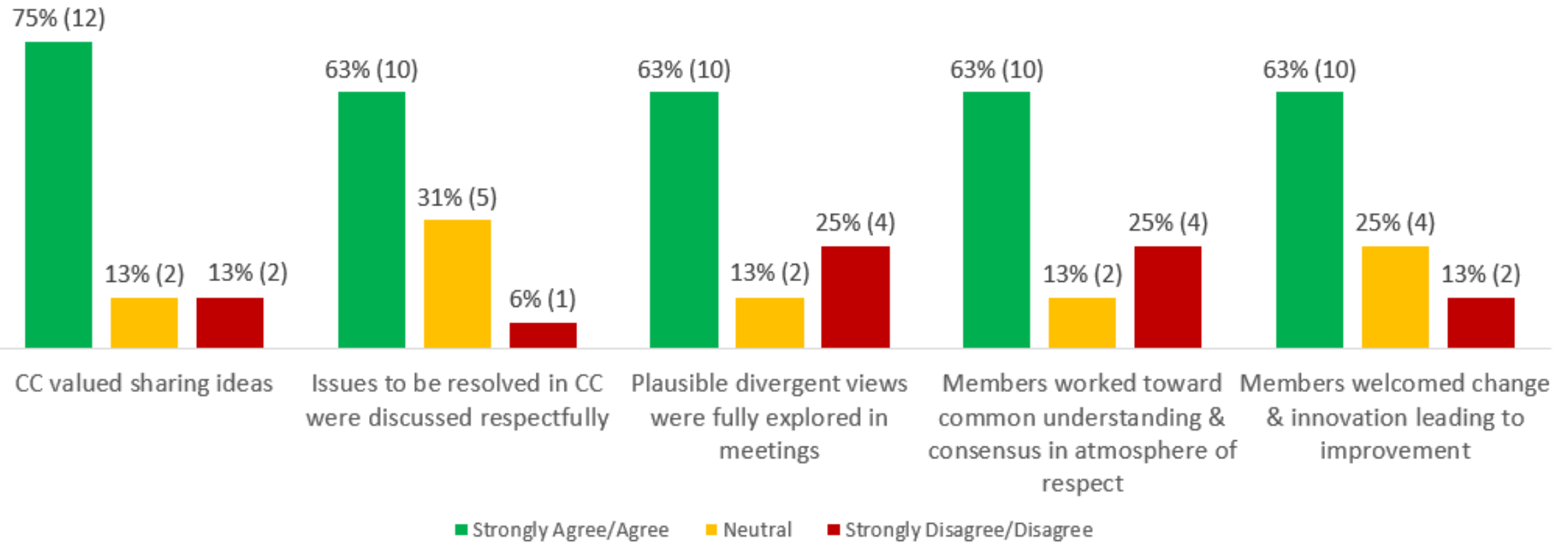
1. Ensure equity is infused in CC practices & decision-making in order to provide equity-minded recommendations
2. Promote & support student success & institutional effectiveness-centered initiatives to close equity gaps, promote community engagement & provide feedback as needed to different committees to holistically support students
3. Review & provide equity-informed feedback to attain strategic enrollment management goals
4. Encourage & support a culture of comprehensive professional development that promotes student success, innovation, continuous learning & the well-being of the whole employee
5. Provide equity-minded leadership & oversight of policies, procedures & practices that advance effective operations of ECC, maintain fiscal stability & promote productive decision-making to ensure institutional & student success
6. Strengthen communication & engage stakeholders (CC communication actions & ECC communication actions)

Detailed Data Charts

Genuine Collaboration & Responsible Participation

5 QUESTIONS

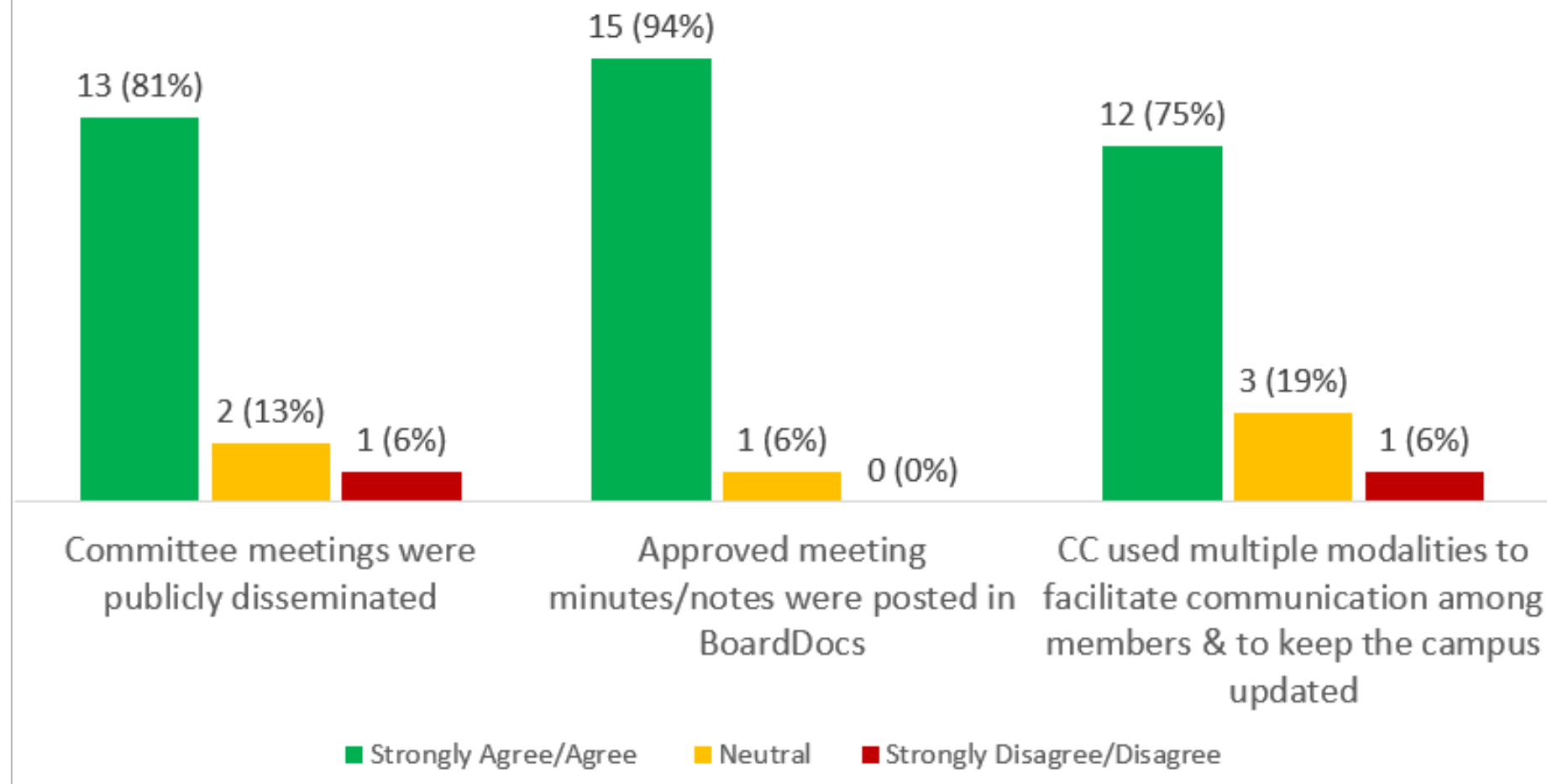
Genuine Collaboration & Responsible Participation



Transparency

3 QUESTIONS

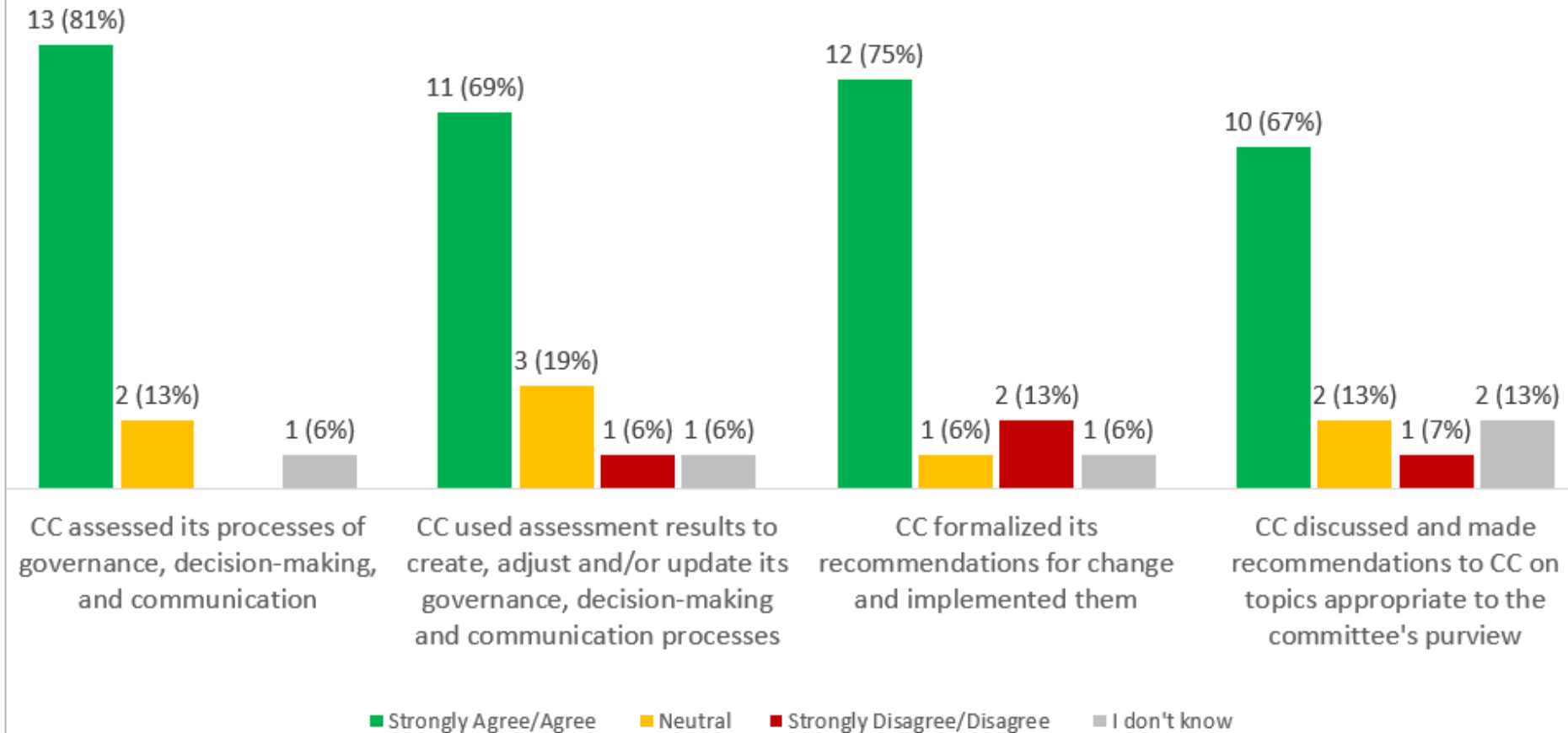
Transparency



Committee Governance, Decision-Making & Communication Processes

4 QUESTIONS

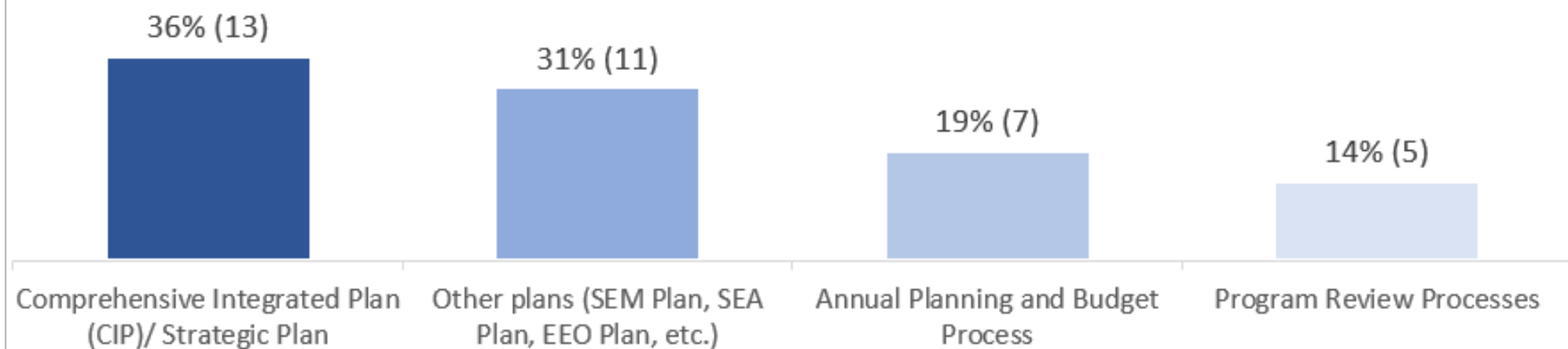
College Council Governance, Decision-Making & Communication Processes



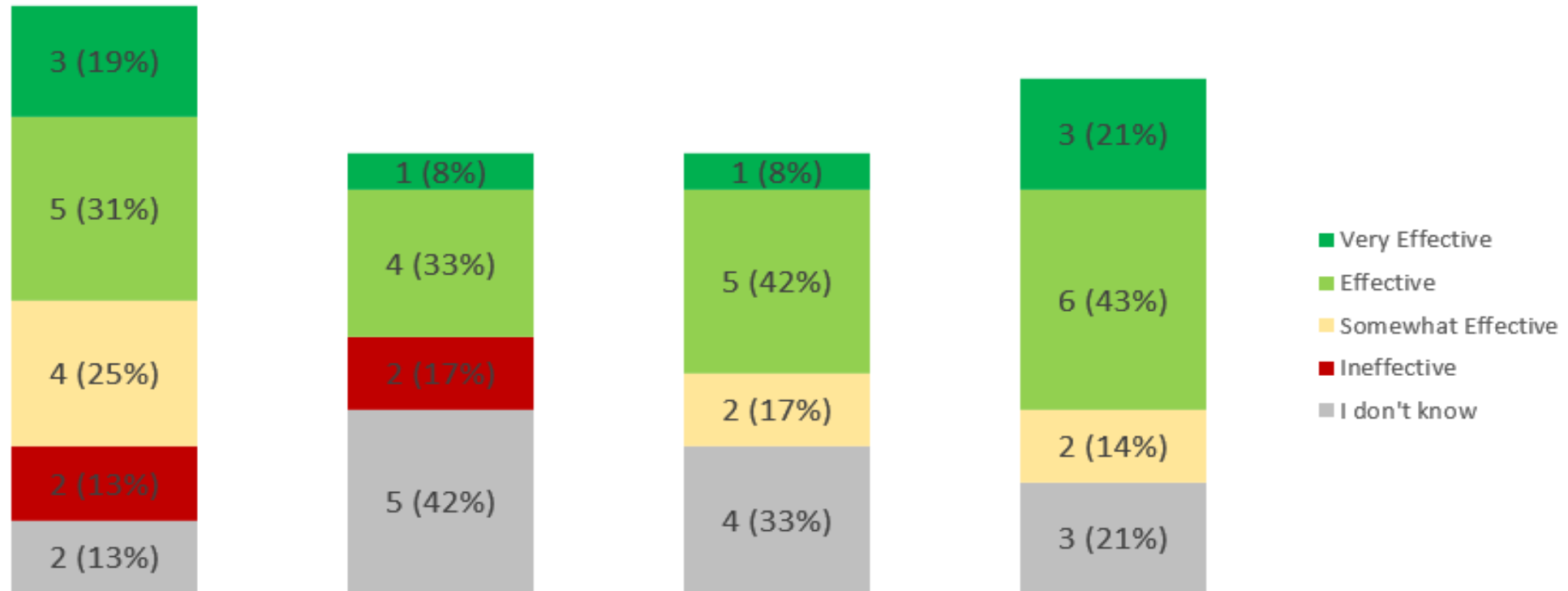
Assessment of College Council's Role on Planning Processes

8 QUESTIONS

Respondents' Perception on College Council 's Level of Involvement on Planning Processes



Assessment of College Council's Role on Relevant Planning Processes



Comprehensive
Integrated Plan
(CIP)/Strategic Plan

Program Review
Processes

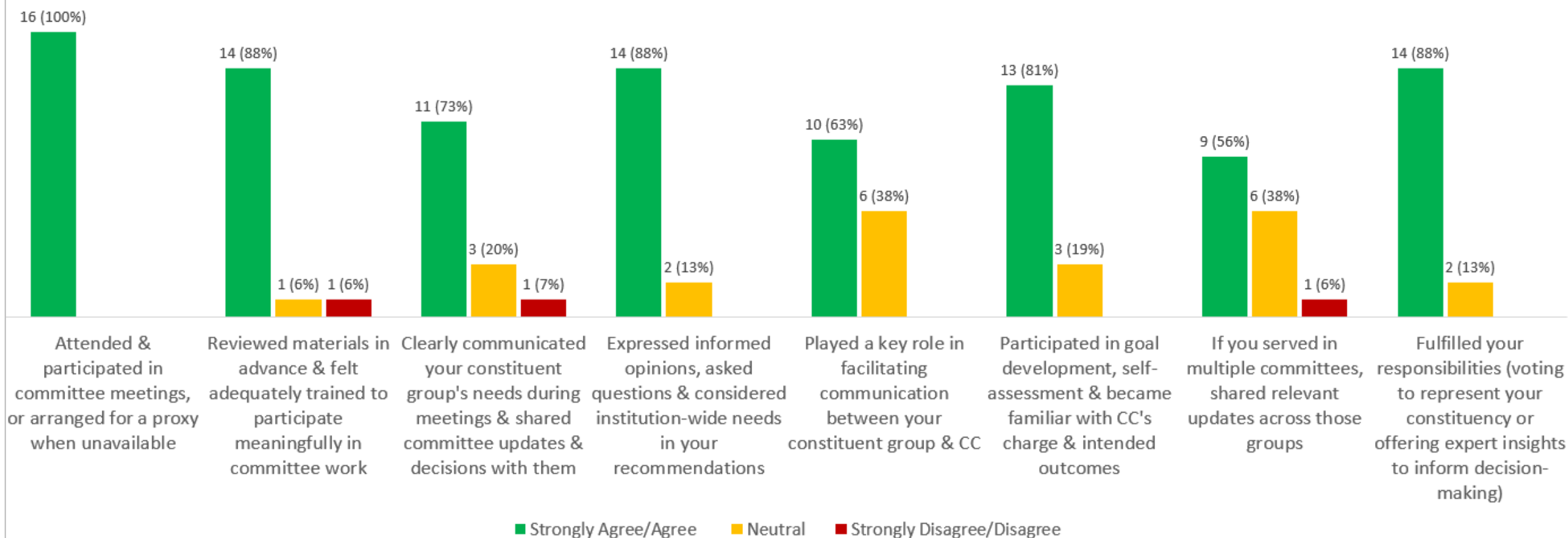
Annual Planning and
Budget Process

Other plans (SEM Plan,
SEA Plan, EEO Plan, etc.)

Committee Members' Responsibilities

8 QUESTIONS

Committee Members' Responsibilities



Chairs' Responsibilities

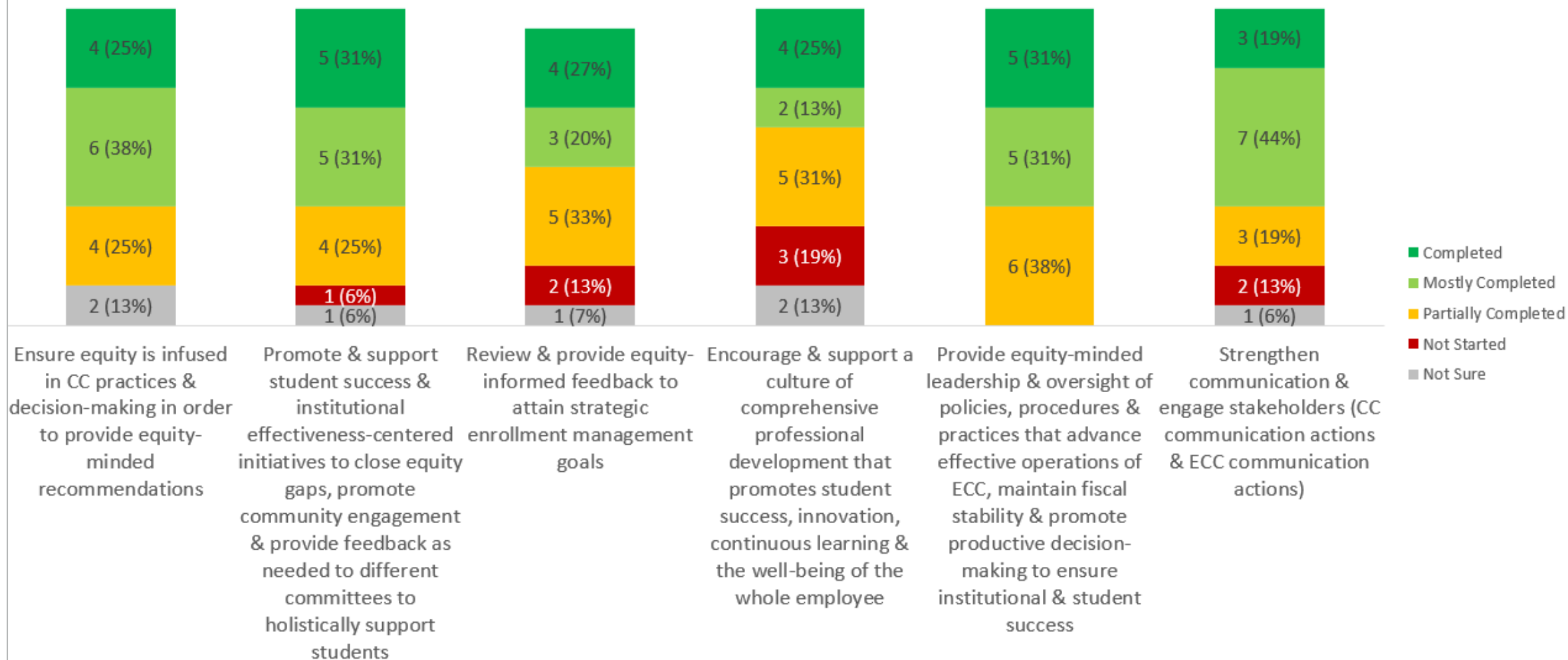
8 QUESTIONS

No answers were provided to the
Chair's responsibilities questions

2024-25 College Council's Goals Assessment

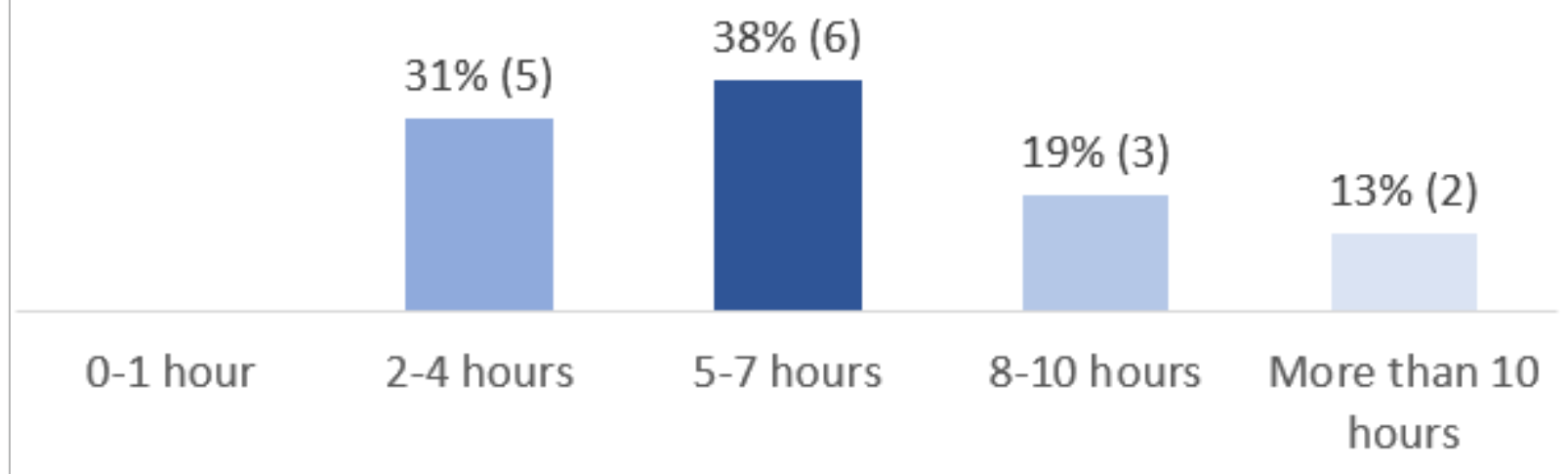
6 QUESTIONS

2024-25 College Council Goals Assessment



Monthly Time Spent on College Council's Related Work

Monthly Number of Hours Spent in College Council's Related Work



Accomplishments Mentioned by Respondents

Summary Accomplishments Mentioned by Respondents

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Accomplishments (Verbatim)	Topic
Clarified structure, establishing term limits and guidelines.	Governance Structure and Operations
The fact that we actually have a real college committee.	Governance Structure and Operations
Shared Governance handbook.	Governance Structure and Operations
Updated membership list	Governance Structure and Operations
Tri-chair leadership established.	Governance Structure and Operations
Policy review process regularized.	Governance Structure and Operations
Meetings start and end on time and as scheduled.	Governance Structure and Operations
Meetings start and end on time and as scheduled.	Governance Structure and Operations
Constituent reps seem more informed and knowledgeable when policies come to College Council resulting in less word-smithing during College Council.	Governance Structure and Operations
Amplified Student Representation and Voice	Student Voice/Focus
Voted and approved policies to benefit students	Student Voice/Focus
Successfully increased student participation in key decision-making bodies, including committees and the College Council, ensuring that student perspectives are actively considered in institutional planning and governance.	Student Voice/Focus
Strengthened outreach and visibility of campus events, leading to increased student participation and a more vibrant, connected student life experience.	Student Voice/Focus

Accomplishments (Verbatim)	Topic
Maintained a Consistent Student-Centered Focus	Student Voice/Focus
Championed initiatives and policies that prioritize student needs, experiences, and success, reinforcing a culture that places students at the heart of institutional efforts.	Student Voice/Focus
Boosted Event Promotion to Enhance Student Engagement.	Student Voice/Focus
Policy review	Policy & Procedures Review
Board Policy and Administrative Procedure reviews and updates	Policy & Procedures Review
Reviewed and modified and updated BPs and APs.	Policy & Procedures Review
Created new BPs and APs to address new laws, technology, or class.	Policy & Procedures Review
Continue to update policies and procedures.	Policy & Procedures Review
Policy approval	Policy & Procedures Review
The fact that there is at least an attempt to include all faculty.	Listening and Dialogue with Stakeholders
The fact that it's not simply assumed that union leadership speaks for their constituents in governance matters.	Listening and Dialogue with Stakeholders
Addressed constituent concerns.	Listening and Dialogue with Stakeholders

Accomplishments (Verbatim)	Topic
Took additional time to participate in the shared governance process by listening to constituents and gathered additional feedback when college community members showed up with concerns related to BP/AP 3900	Listening and Dialogue with Stakeholders
Fostered a Culture of Collaboration and Unity.	Listening and Dialogue with Stakeholders
Promoted a work culture rooted in togetherness and mutual support, encouraging collaboration across departments and building a stronger, more cohesive campus community.	Listening and Dialogue with Stakeholders Participation/Communication/Transparency
I feel like it was a more comfortable space and had more opportunities to ask questions and get clarifications. It has come a long way from when I started. Good Job!	Participation/Communication/Transparency
Better participation by members	Participation/Communication/Transparency
Enhanced Transparency and Communication	Participation/Communication/Transparency
Fostered greater transparency and improved communication across various departments and areas of the institution, promoting collaboration, trust, and a more informed campus community	Participation/Communication/Transparency
Cultivated a Growth-Oriented Mindset and Professional Development	Professional Development
Implemented training and development opportunities for staff, faculty, and students, emphasizing solution-focused thinking and continuous personal and professional growth.	Professional Development
CIP	CIP work
CIP approval	CIP work

Areas in Need of Improvement Mentioned by Respondents

Summary Areas in Need of Improvement Mentioned by Respondents

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Training	7
Governance Structure and Operations	5
Communication/Transparency	3
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Areas Needing Improvement (Verbatim)	Topic
The question on this survey that asks about whether we reviewed materials before meetings AND that we have been adequately trained to participate should have been split up. Yes, I read the notes ahead of each, but how to participate was never addressed.	Training
Training for new members on the process of modifying APs and BPs	Training
Student members are given usually a year on the committee and understanding how the committee works takes up at least six months of that time without a training	Training
More training in Robert's Rules of Order	Training
Implement an equity-minded approach when implementing policy changes and while making decisions. In doing so, consider offering training to council members as to how to use an equity-minded lens when policies are reviewed and as decisions are made within the committee.	Training
The committee should prioritize a more authentic following of Roberts Rules of Order and facilitate training sessions if necessary. This would make meetings run a lot smoother and provide everyone the space and time to speak on matters. This includes getting proper motions, seconds, calls to the question, calls for consent, speakers lists (pro & con & question), and more elaborate secondary motions. There also needs to be a more elaborate training for newer members, especially ALL the student members.	Training Governance Structure and Operations
Simply providing a copy of Roberts Rules is not sufficient, especially when the committee fails to adequately follow the procedures laid out there	Training Governance Structure and Operations

Areas Needing Improvement (Verbatim)	Topic
Constituents should be able to select their own college curriculum leaders: First, there should be a written application process and an onboarding.	Governance Structure and Operations
Some members become very defensive and refuse to entertain opposing ideas that are brought up; this behavior should not be tolerated, and at times, intervention is necessary. If members cannot have productive conversations, they should be dismissed from the council.	Governance Structure and Operations
Better monitor the time of agenda items so that agenda items are not tabled for the next meeting.	Governance Structure and Operations
Continue to improve communication and providing a safe space for people to be able to speak up. I think it is going the right direction but always room for improvement.	Communication/Transparency
More transparency, more open collaborative efforts, rebuild trust and respect overall (must start with our leadership)	Communication/Transparency
(XXXX) no longer rolls her eyes during discussions.	Communication/Transparency
Membership should come with the responsibility to adequately communicate with constituents, or the person should step aside. There should also be a proxy for voting members.	Constituent Representation/Communication
Any person in more than one role on this campus should only be focused on representing the role for which they were appointed to the committee. So, a faculty person who happens to be on another committee should be focused only on representing that committee.	Constituent Representation/Communication
Facilitating a collaborative environment where voting committee members understand their role in gaining constituent feedback	Constituent Representation/Communication

