

2024-25 PBC Self-Assessment Survey Report

INSTITUTIONAL RESEARCH & PLANNING

AUGUST 28TH, 2025

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).*

Who Participated in the Self-Assessment at the end of 2024-25?

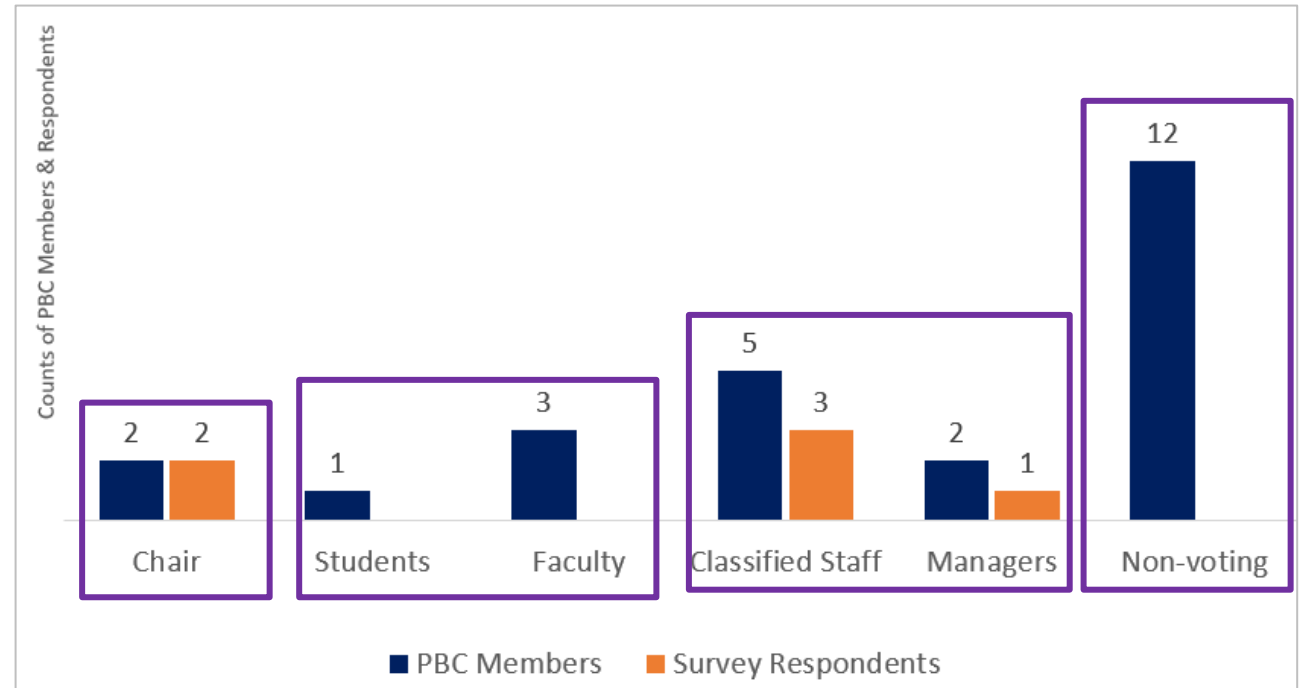
Key Insights

- **Full representation** from chairs
- **No representation** of students, faculty and non-voting members
- **Partial engagement** from classified staff and managers
- **Low response rate** combined with **absence** of **certain groups** suggests that feedback may reflect a **narrow set of perspectives** rather than the full PBC members' experience.

Takeaways for Action

- Implement **follow-up strategies** to ensure **broader participation** and more balanced representation in future surveys.
- Make **survey participation easier** and highlight how **feedback** serves to **continually improve**.

Response Rate: 24% (6 out of 25)



Genuine Collaboration & Responsible Participation

5 QUESTIONS

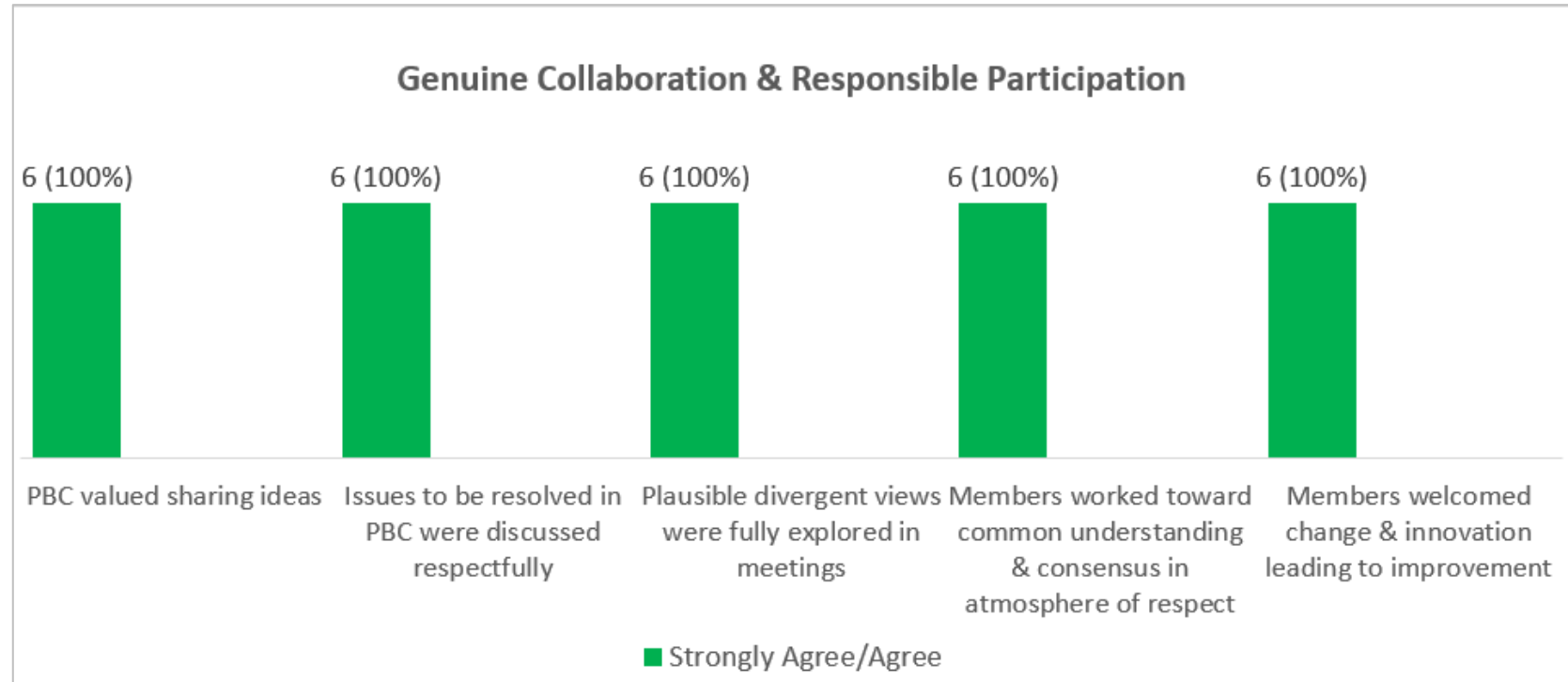
KEY INSIGHTS

- **Unanimous positive perceptions** among **small group** of respondents.

Respondents reported **consistent strengths** in:

- Valuing idea sharing
- Discussing issues respectfully
- Fully exploring divergent views
- Working toward consensus in an atmosphere of respect.
- Welcoming change and innovation leading to improvement

- **Positive results may reflect the perspectives** of the **most engaged members** rather than the entire committee.



TAKEAWAY FOR ACTION

- **Reinforce PBC's norms for participation**, including being **actively involved in meetings** and **responding end-of-year survey**.

Transparency

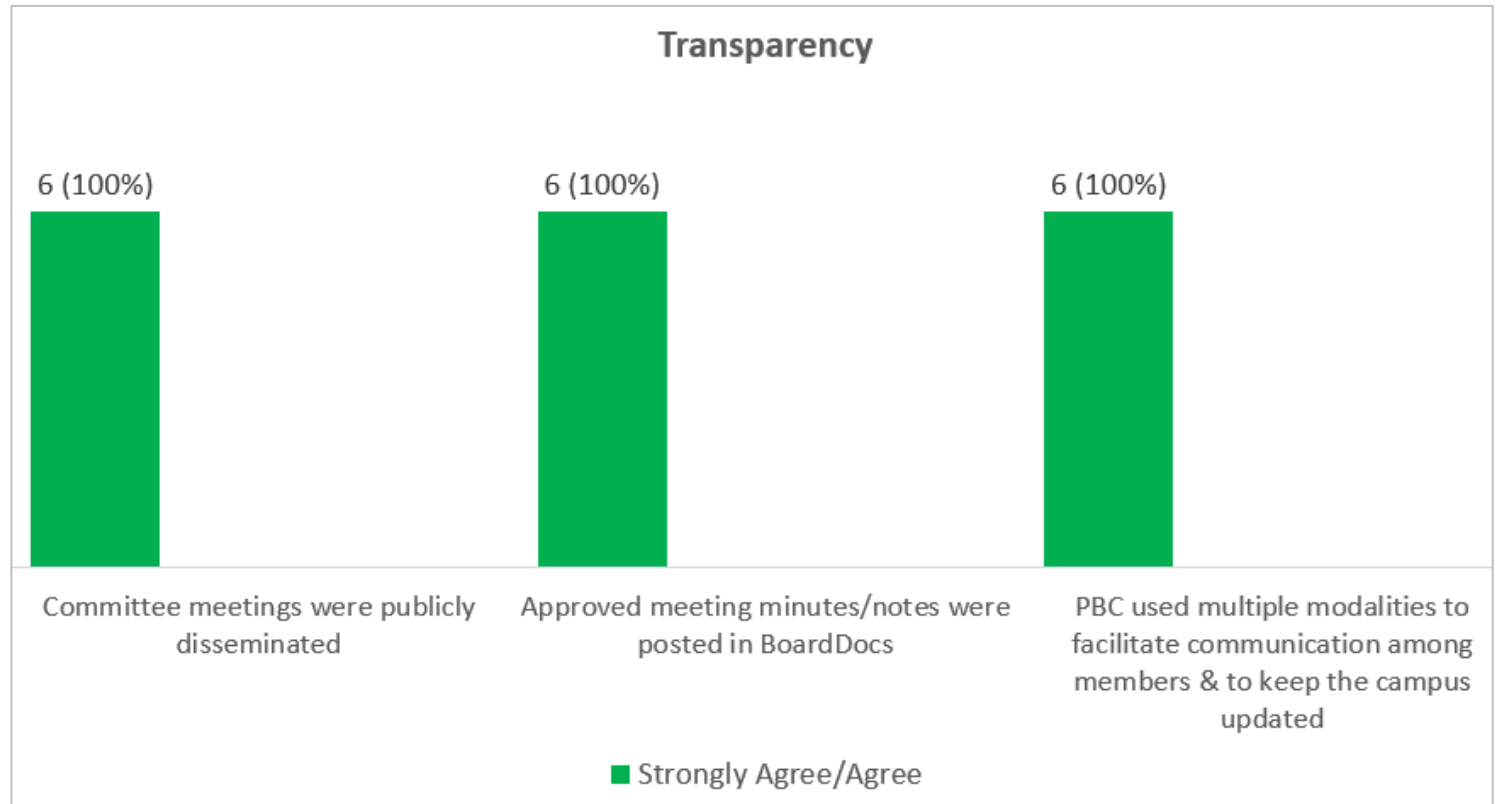
3 QUESTIONS

KEY INSIGHTS

- **Unanimous positive perceptions** among **small group** of respondents.

Respondents reported **consistent strengths** in:

- Committee meetings publicly disseminated.
 - Approved meeting minutes/notes posted in BoardDocs.
 - Using multiple modalities to communicate with members and keep the campus updated.
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- **Positive results may reflect the perspectives** of the **most engaged members** rather than the entire committee.



TAKEAWAY FOR ACTION

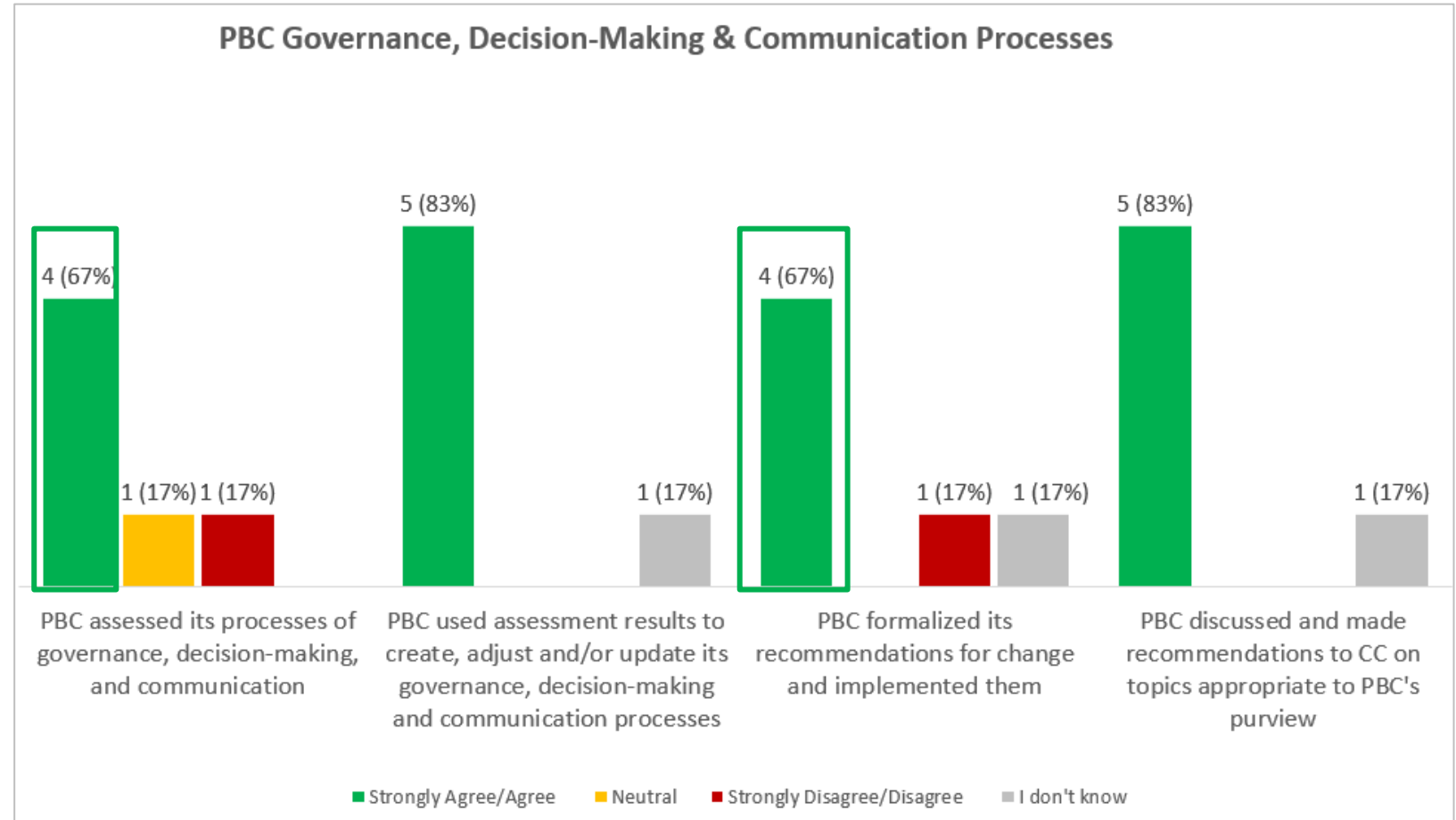
- Develop strategies to increase participation in survey so **insights better reflect the full committee's functioning.**

Committee Governance, Decision-Making & Communication Processes

4 QUESTIONS

KEY INSIGHTS

- A **majority** of respondents agree that PBC is **actively engaging** in governance, decision-making, and communication processes.
- In every column where there is neutral, disagreement, or “don’t know” feedback, it represents **only one respondent**.
- **Green column 1** and **green column 3** had slightly **lower agreement** (67%), indicating these activities may benefit from clearer documentation or communication.



TAKEAWAY FOR ACTION

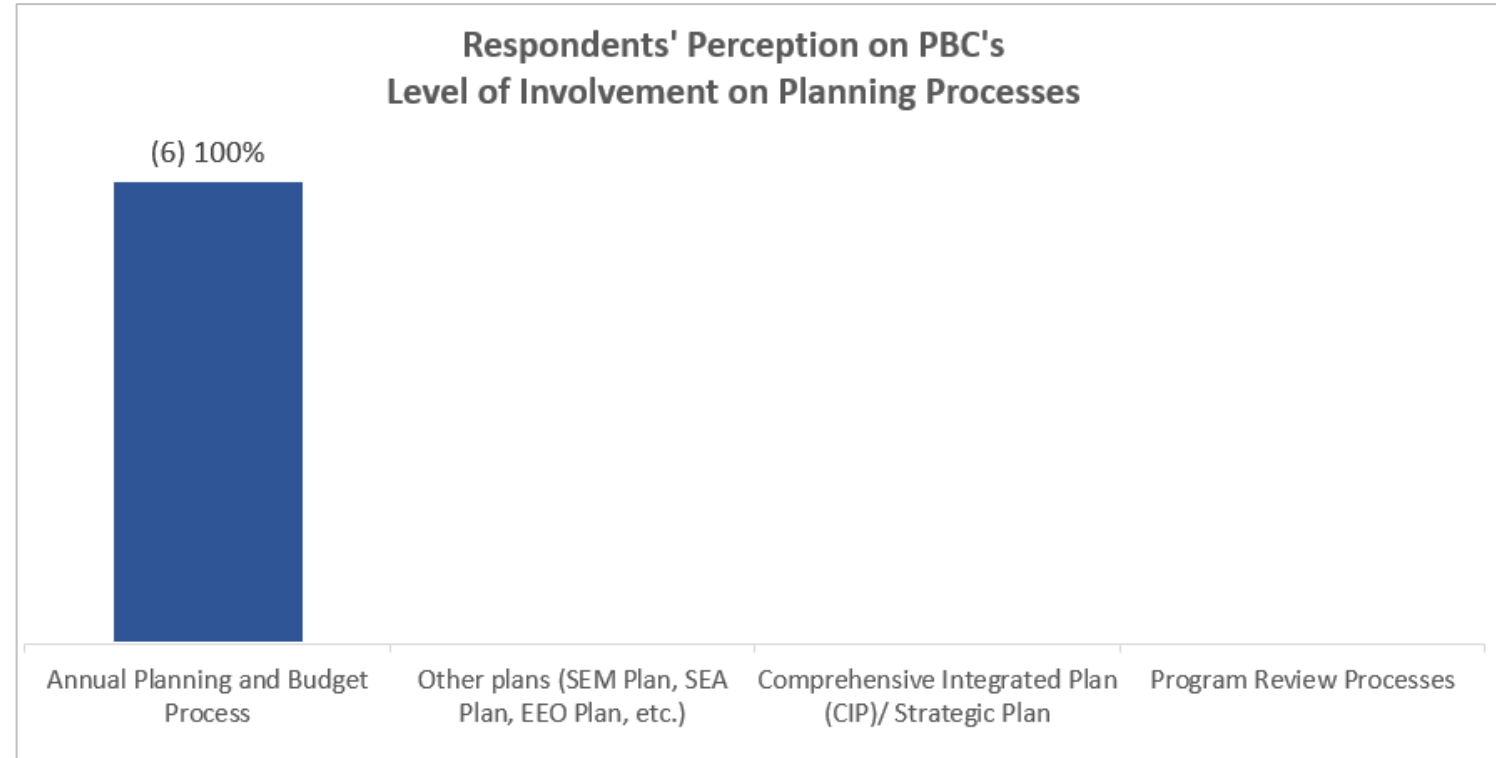
- Consider **more transparent documentation** of how processes are assessed and how recommendations are implemented to **strengthen confidence** in these areas.

Assessment PBC's Role on Planning Processes

8 QUESTIONS

KEY INSIGHTS

- **Involvement** perceived only in **annual planning and budget** process.



TAKEAWAYS FOR ACTION

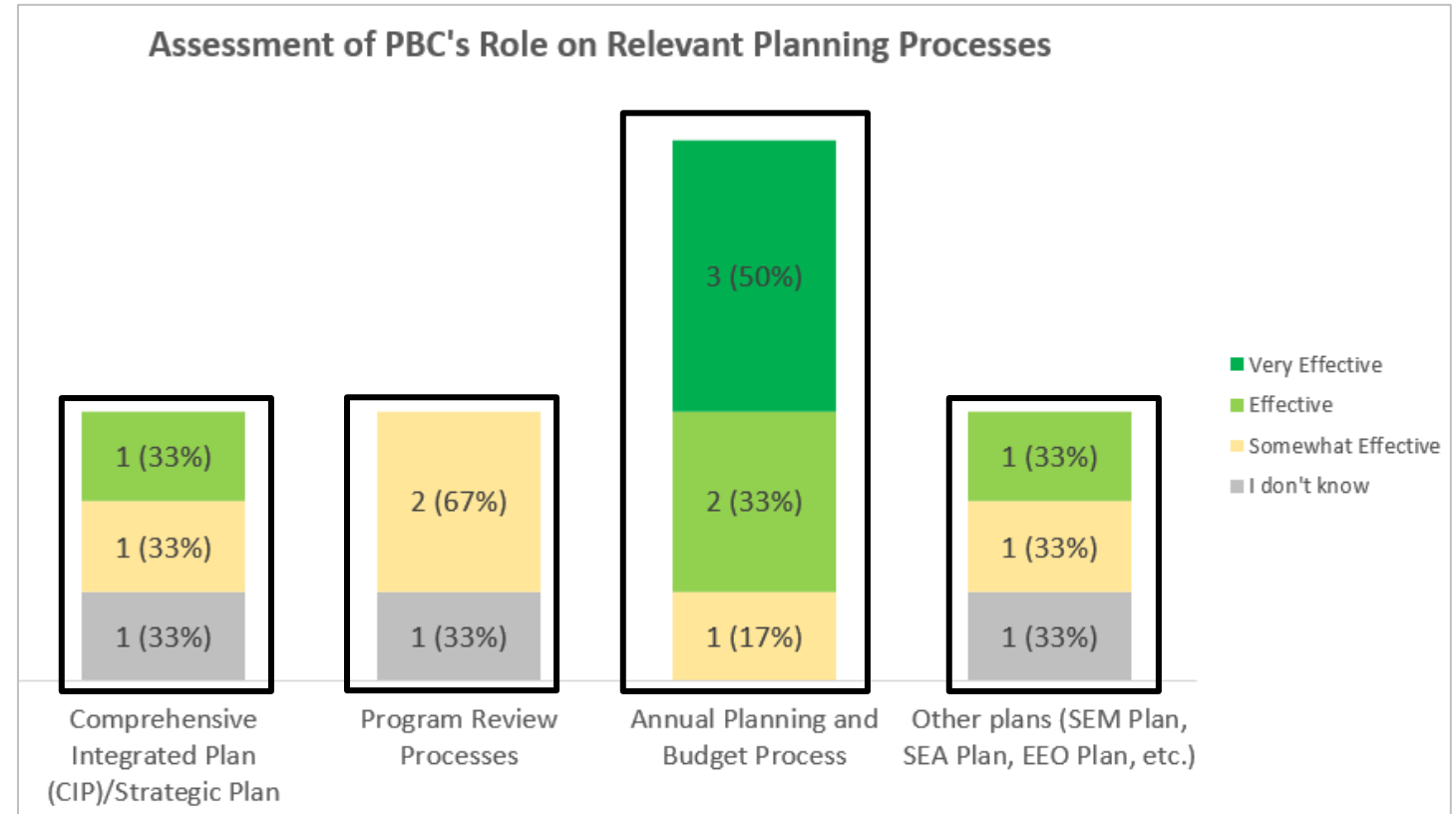
- **Evaluate** whether PBC has any significant role in other planning processes.
- **Sustain or enhance engagement** in those processes where the **PBC wants to maintain significant influence**.

KEY INSIGHTS

- PBC's role was perceived as most effective in the **annual planning and budget process**.
- For the **other three planning processes**, the **degree of effectiveness** is mixed.
- In previous question, these **processes were not identified** as areas where **PBC is involved**.

TAKEAWAYS FOR ACTION

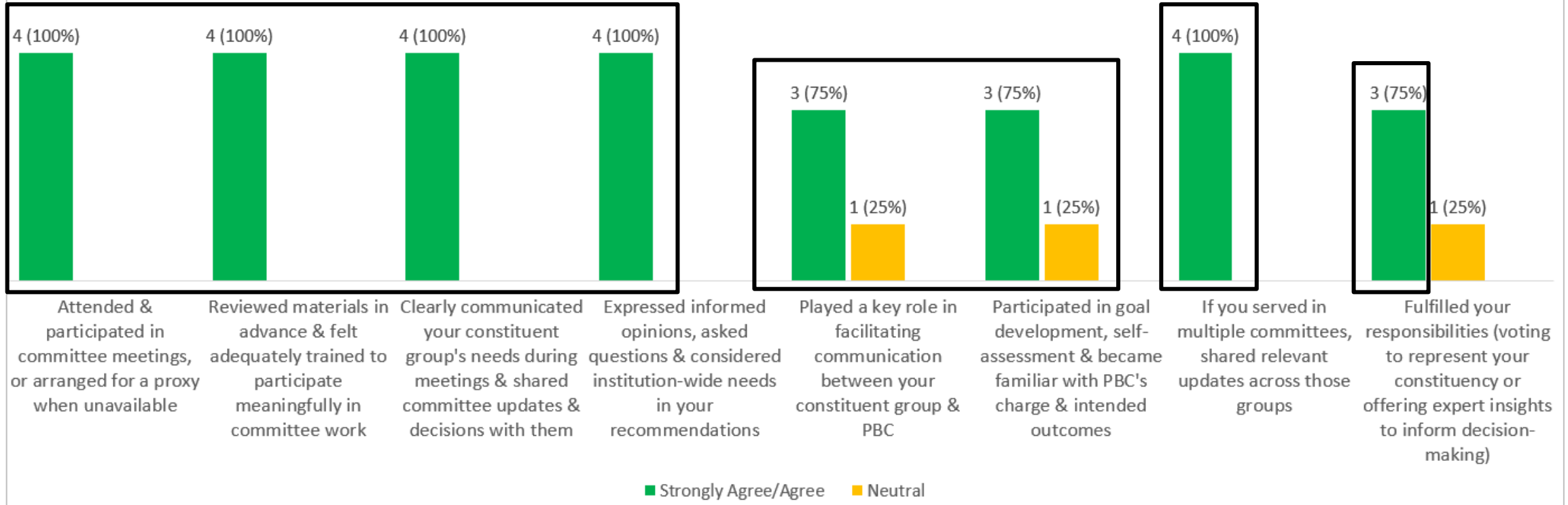
- **Clarify PBC's Role** across all planning processes.
- **Clarify survey questions** related to planning processes.



Committee Members' Responsibilities

8 QUESTIONS

Committee Members' Responsibilities



KEY INSIGHTS

- **Full agreement (4/4) on core responsibilities** (attendance, preparation, communication with constituent groups, expressing informed opinions & sharing updates across committees).
- **Lower agreement (3/4)** for members playing a **key role in communication between constituents & PBC**, participating in **goal development**, and **fulfilling voting/expert insight** roles.

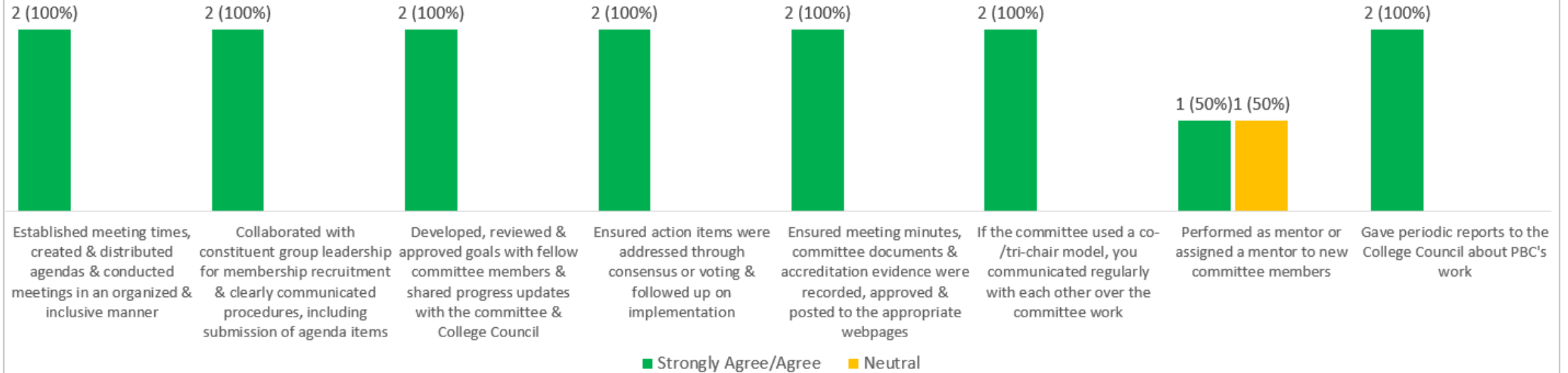
TAKEAWAY FOR ACTION

- Develop strategies to increase participation in survey so **insights better reflect the full committee's functioning**.

Chairs' Responsibilities

8 QUESTIONS

Chairs' Responsibilities



KEY INSIGHTS

- **Both chairs agreed they met expectations for all core responsibilities** except mentoring new members, where 1 was neutral.
- **Neutral response for mentoring reflects that orientation** was performed by **one co-chair only**.

TAKEAWAYS FOR ACTION

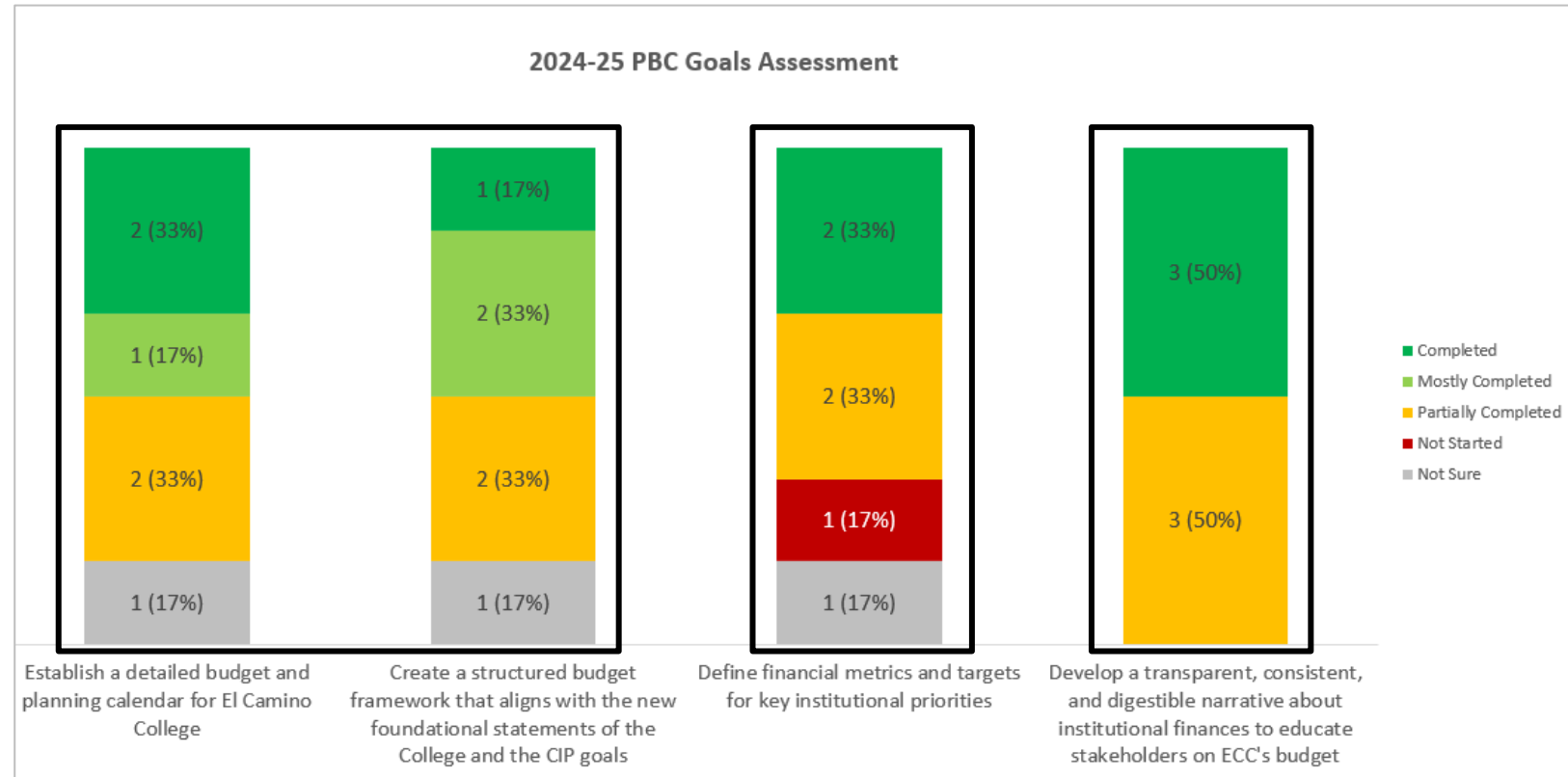
- **Maintain consistent execution of core responsibilities** as both chairs report full compliance.
- **Continue fostering the regular communication practices among co-chairs.**

2024-25 PBC's Goals Assessment

6 QUESTIONS

KEY INSIGHTS

- **Goal 4: strongest positive result** (3 completed, 3 partially completed)
- **Goals 1 & 2:** 3 completed/mostly completed; 2 partially completed; 1 not sure
- **Goal 3:** 2 completed; 2 partially completed; 1 not started; 1 not sure.
- Findings show **progress across all goals**, but **only 2–3 people per goal** reported **fully or mostly completed**.
- Due to small number of respondents, **goal assessment** may reflect a **narrow set of perspectives** rather than the full PBC members' assessment of goals.



TAKEAWAYS FOR ACTION

- **Consider if PBC wants to keep goal 3 for this year:** the “not started” and “not sure” responses, even if from single individuals, point to gaps in ownership and clarity.
- **Consider if PBC wants to keep goals 2 and 4 for this year:** as there are 2 & 3 respondents indicating “partially completed”

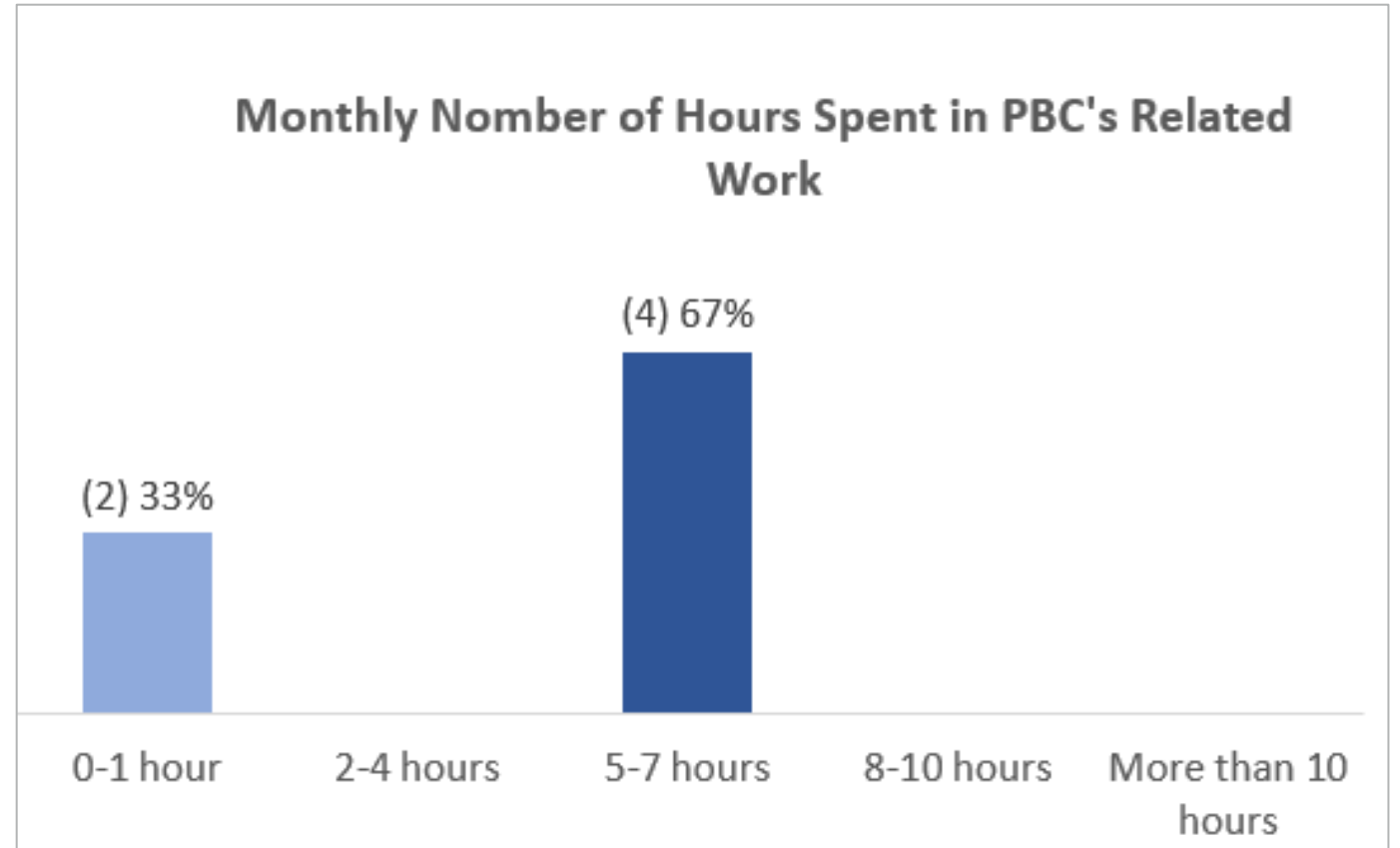
Monthly Time Spent on PBC Related Work

KEY INSIGHTS

- The **majority of respondents** (4) reported spending 5 to 7 hours per month.
- **Low engagement group** (2 members) reported spending **0–1 hour per month**, which signals very limited involvement

TAKEAWAYS FOR ACTION

- **Clarify expectations** for PBC preparation to ensure more even participation.
- **Look for strategies to increase engagement** among those dedicating **less time than expected**.



Includes: meetings, preparation, and follow-up tasks

Accomplishments Mentioned by Respondents

- Provided solid, clear, and understandable College financial updates monthly.
- Provided solid, clear, and understandable information about how the College reality relates to the State budget and other external components related to budget.
- Improved ECC budget forums.
- Helped provide suggestions to reduce deficit spending.
- Improved communication with campus community regarding budget.
- Provided budget training.
- Improved budget planning process.

Improvements Mentioned by Respondents

- Integrate more planning and budget
- Get participants to attend regularly and participate actively
- Strengthen the recommendations PBC sends to College Council on budget and planning



Thank You Questions?