

Cañada College The Evaluation of the Participatory Governance Process—Employee Voice

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Office of Planning, Research, and Institutional Effectiveness

September 7, 2016

Purpose of the Participatory Governance Process Survey

1. To evaluate the impact of our processes on planning
2. To meet accreditation standards
3. To make changes

Survey Process

- emailed to Cañada Employees in May 2016.
- one reminder
- 58 questions were asked
 - 45 Likert-Scale questions, 7 open-ended questions, 6 demographic questions
- 120 surveys completed

Participants' Demographics

Employment Status	#	%	Membership	#	%	Gender	#	%
Full-time Classified	28	26%	Participatory Governance Members	47	43%	Male	29	27%
Part-time Classified	4	4%	Non Participatory Governance Members	63	57%	Female	80	73%
Full-time Faculty	40	37%	<i>Total</i>	110	100%	<i>Total</i>	109	100%
Part-time Faculty	17	16%						
Student	6	6%	Committee	#	%	Ethnicity	#	%
Administrator/Supervisor	12	11%	Planning & Budgeting Council (19)	12	63%	African American	5	5%
<i>Total</i>	107	100%	Instructional Planning Council (15)	9	60%	Asian	8	8%
			Student Services Planning Council (23)	15	65%	Hispanic	18	18%
			Administrative Planning Council (11)	6	55%	White	56	57%
			Academic Senate (11)	9	82%	Other	12	12%
			Classified Senate (7)	6	86%	<i>Total</i>	99	100%
			Associated Students of Cañada College (8)	7	88%			

Summary of Questions (1 of 3)

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- Overall, I feel safe on campus
(mean: 3.4; agree or strongly agree: 95.8%)
- Overall, Cañada College provides a high quality learning experience for students
(mean: 3.4; agree or strongly agree: 95.6%)
- Overall, the participatory governance process is working well at Cañada.
(mean: 2.8; agree or strongly agree 71.2%) (last year 3.2; 85%)

4-point Likert Scale: 1=strongly disagree and 4= strongly agree

Summary of Questions (2 of 3)

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Strengths

- My supervisor encourages me to do high quality work.
- Providing excellent service to students is acknowledged in my area.
- I know where to refer students to various support services on campus (e.g., financial aid, DRC, learning center, etc.)

4-point Likert Scale: 1=strongly disagree and 4= strongly agree

Summary of Questions (3 of 3)

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Challenges

- Cañada College provides sufficient opportunities for promotion.
- Cañada College provides adequate opportunities for training in technology related to my area of responsibility.
- Employees have adequate opportunities to participate in the development of financial plans and budgets.

4-point Likert Scale: 1=strongly disagree and 4= strongly agree

Summary of Comments

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Strengths

- Great place to work
- Student first climate
- Good planning processes

Challenges

- Transparency of the processes on decision making related to hiring, participatory governance system, budget, and enrollment.
- Too much work, not meaningful, waste of time related to program review and assessment.

Comments and Questions