



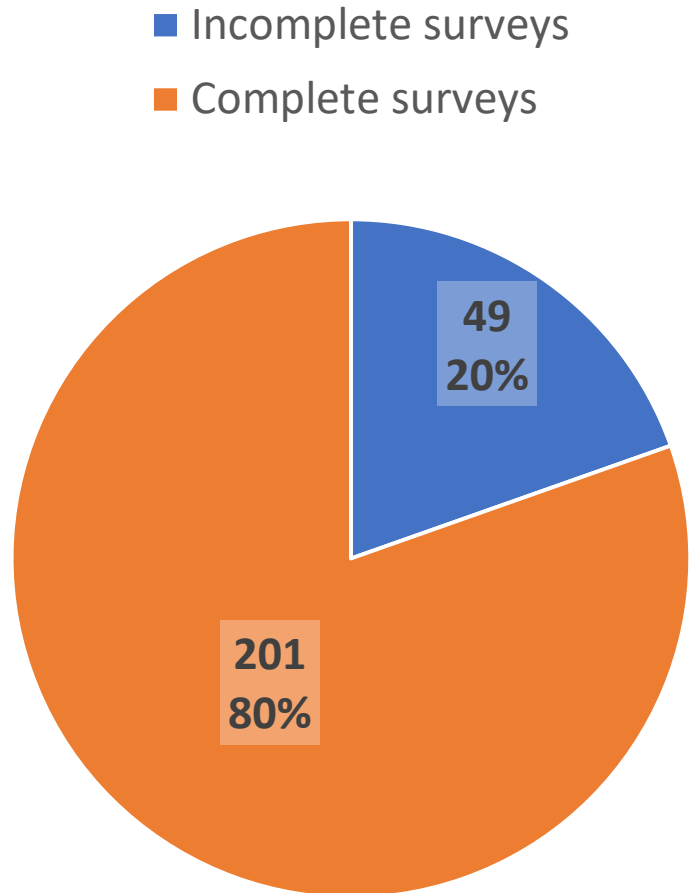
Participatory Governance Survey 2023-2024

Analysis of Spring 2024 campus-wide survey results prepared by
Office of Planning, Research & Institutional Effectiveness (PRIE)

September 18, 2024

Revised Calculations: October 28, 2024

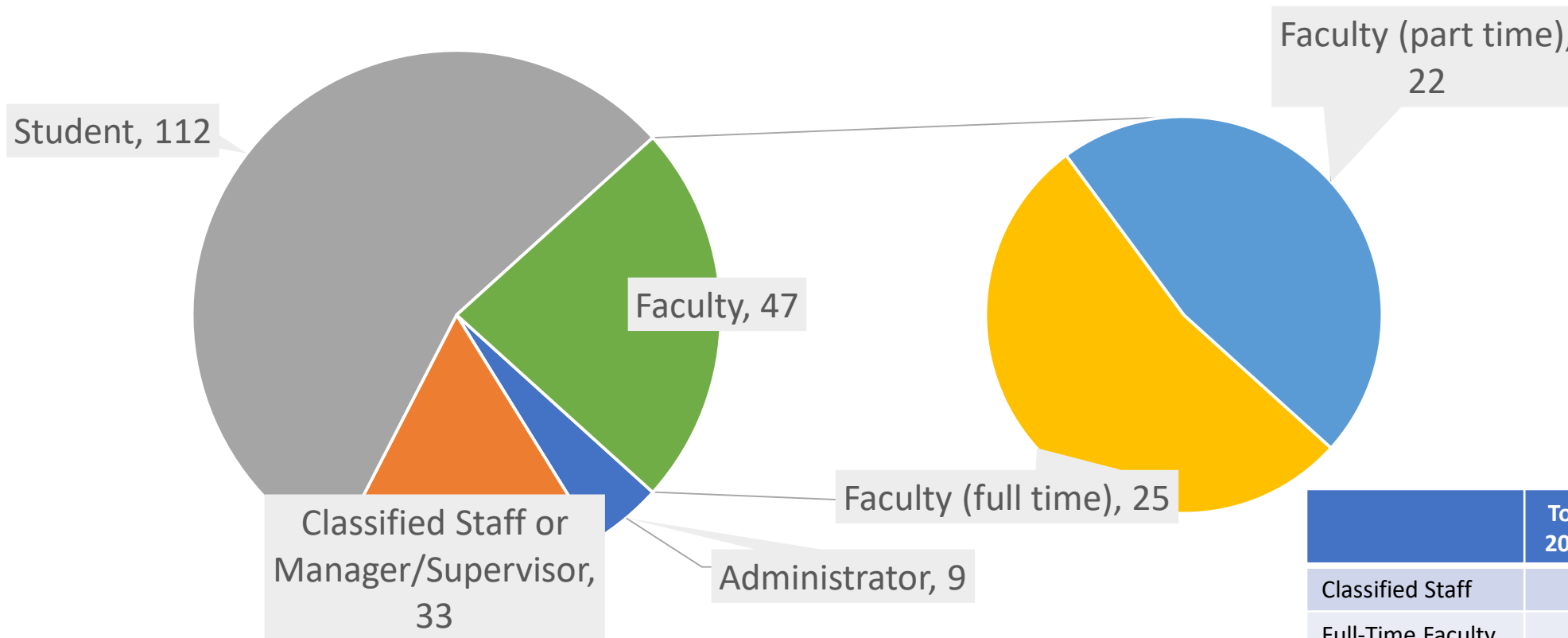
Response rate



- # completed surveys up 109% from last survey
 - 2024 = 201
 - 2023 = 96
 - 2021 = 88
- The largest constituency group to complete the survey were students:
 - 2024 = 112
 - 2023 = 2
 - 2021 = 36

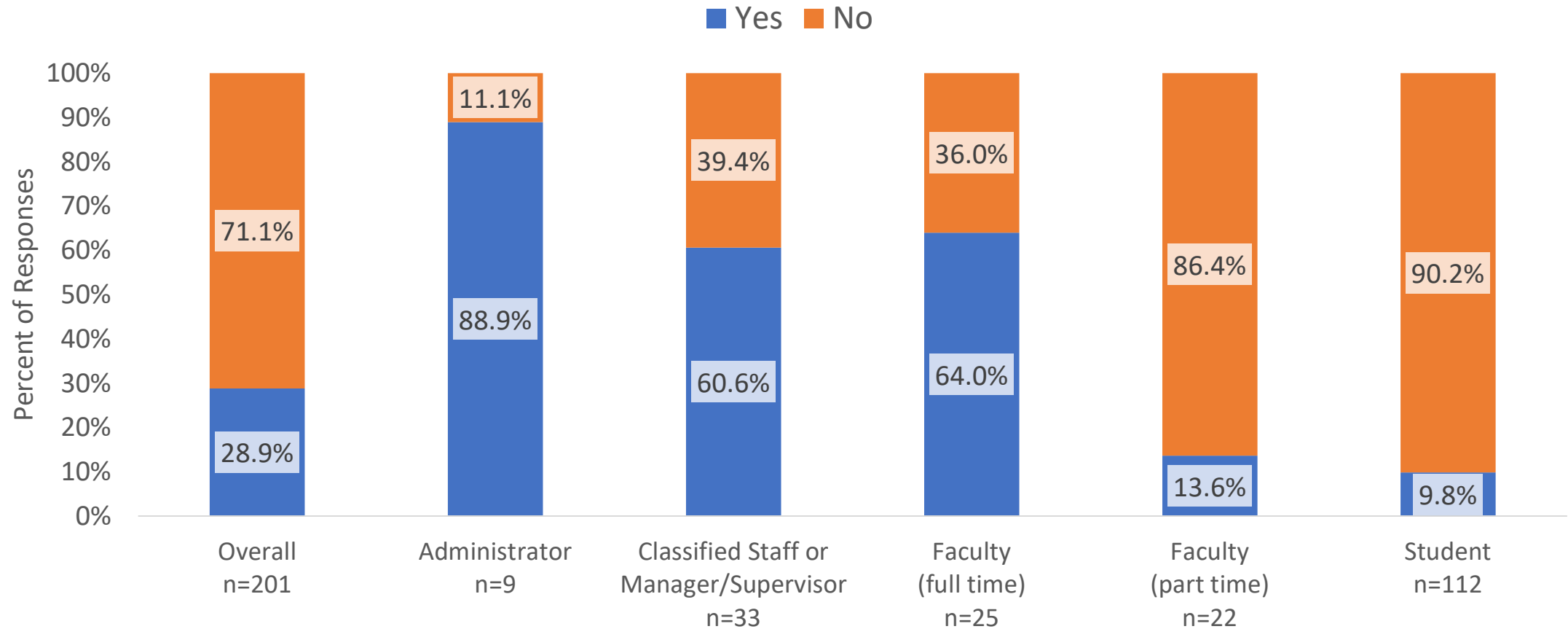
Respondent Constituency (n=201)

Count by Constituency Group

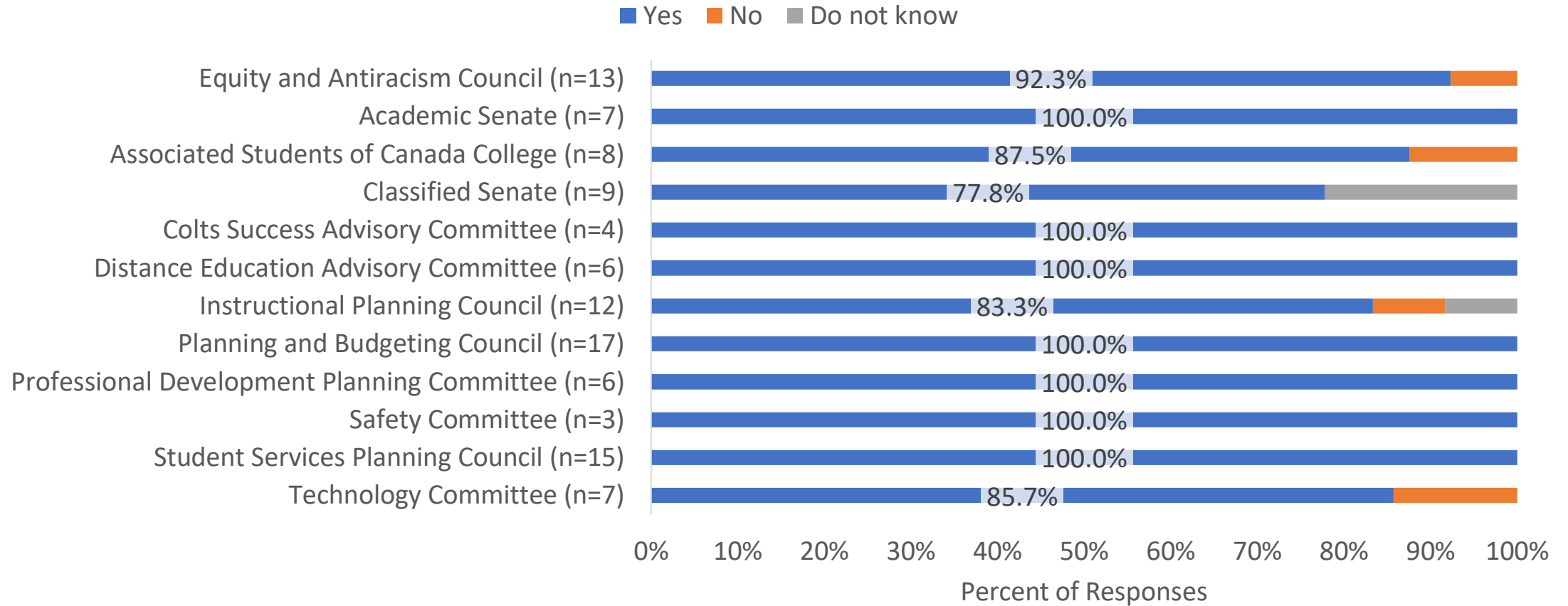


	Total in 2023-24	# who responded	% who responded
Classified Staff	119	33	28%
Full-Time Faculty	63	25	40%
Part-Time Faculty	125	22	18%
Administrators	13	9	69%
Students	6,768	112	2%

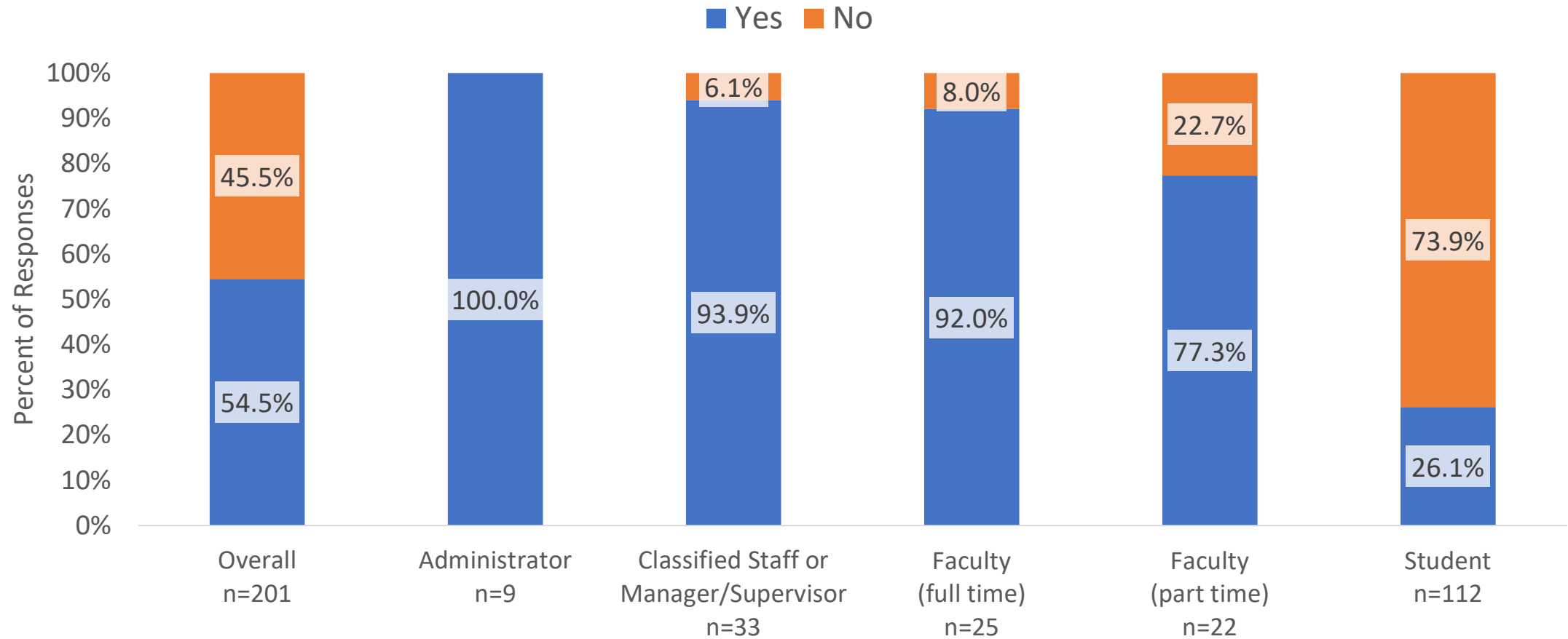
Did you serve on a college participatory governance Council, Senate, or Committee during the 2023-24 academic year?



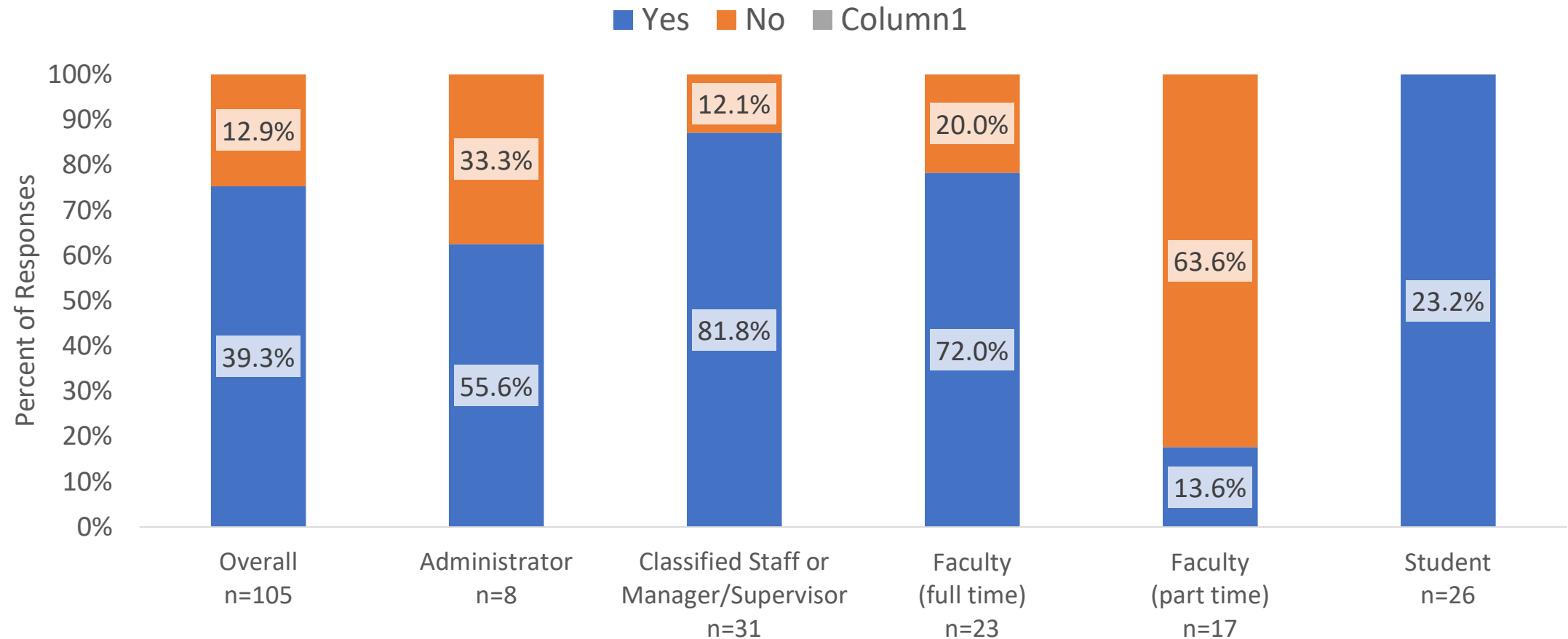
Based on your participation in the _____ this year, do you feel it is fulfilling its role and responsibilities as stated in their bylaws this academic year (2023-24)?



Are you aware that Cañada launched a new Planning Council: the Equity & Antiracism Planning Council, in spring of 2023?



Should the Equity & Antiracism Planning Council (EAPC) continue its current reporting structure, making recommendations directly to the President?



Note: only those respondents who indicated they were aware of EAPC were asked this question.

Should current reporting structure for Equity & Antiracism Planning Council (EAPC) be changed? (open-ended feedback)

Most (75%) of the respondents to this question said the current reporting structure is working:

- I think the current reporting structure works well in that concerns can be directly taken to the president to at least get going on initiatives which are more time sensitive rather than having important initiatives work slowly through several different layers of governance before the president can make a decision about them.
- I think it is great having President Kim Lopez in the meetings to respond directly to issues and questions as they come up as well as recommendations. We are able to have more timely responses to equity issues as they arise.
- Important change in the institution can happen if those on the top with most power (e.g., presidents of colleges) use their power to enforce it. The EAPC gives the President of Canada College informed recommendations as to what kind of institutional changes are needed to create an antiracist and equitable institution.
- This plan of action makes sense based on our college EMP and mission.
- There are many people who can and do report to the president. The idea that PBC is the only recommending group creates unnecessary hierarchies.
- It is critical that EAPC keep the current reporting structure as a way to ensure that incidents and equity matters are attended to in a timely manner.

Should current reporting structure for Equity & Antiracism Planning Council (EAPC) be changed? (open-ended feedback)

25% of the respondents said the reporting structure should be changed and EAPC should report to PBC:

- It may be too early in its existence to say but it seems that PBC is the body that makes recommendations to the President. Couldn't the Director of Equity, as one of the tri-chairs for EAPC, have a voting seat on PBC and bring recommendations there to be voted on and forwarded to the President for action? That seems like it would be more consistent with how the other planning councils operate. On the other hand, Equity is central to the college's mission and having a direct line to the President certainly could be justified.
- Should report to PBC
- EAPC can be embedded in PBC to create a streamlined process instead of silo.
- I think EAPC making recommendations directly to the president circumvents the participatory governance process. Whatever recommendations should come through PBC so they are properly and widely vetted--not necessarily approved or rejected but shared. And there could still be a dotted line, for example, directly to the president so EAPC can serve in an advisory advisory to the president. What exactly is EAPC responsible for? What aspects of college planning and implementation? Some might believe a direct report to the president validates.
- I think the EAPC should make recommendations to PBC just like IPC and SSPC. PBC seems the appropriate channel as it is there where all College issues/actions and discussions happen.

Should current reporting structure for Equity & Antiracism Planning Council (EAPC) be changed? (open-ended feedback)

Reporting structure should be changed and EAPC should report to PBC (continued):

- I don't feel like EAPC should be allowed to make recommendations to the President given the current bylaws and construction of PBC. From PBC's currently articulated mission in its bylaws: "Members of the Planning & Budget Council (PBC) represent the diversity of the college community as a whole and will strive to keep the needs of our students at the forefront during decision-making deliberations." From the purpose and responsibilities in PBC's bylaws: "The PBC reviews College and District policies and develops procedures to implement policy; provides accreditation oversight; establishes ad hoc work groups and subcommittees to address college planning needs and priorities. The PBC's purpose is to provide recommendations directly to the college president on matters pertaining to institutional priorities, policies, procedures, planning and budget development."
- While I feel as though EAPC's work is important, their committee should make recommendations to either PBC or the Cabinet, but not directly to the President as there is already a committee, PBC, that exists and is representative of the college constituency.

Should current reporting structure for Equity & Antiracism Planning Council (EAPC) be changed? (open-ended feedback)

Additional concerns about current reporting structure:

- seems like this should be subcommittee of academic senate
- It's kind of weird that it's outside of the entire reporting structure.
- This should be a committee.
- why hide what the committee reports in this way?
- Seems like this committee should have normal oversight by faculty.

Unclear if current reporting structure should be changed:

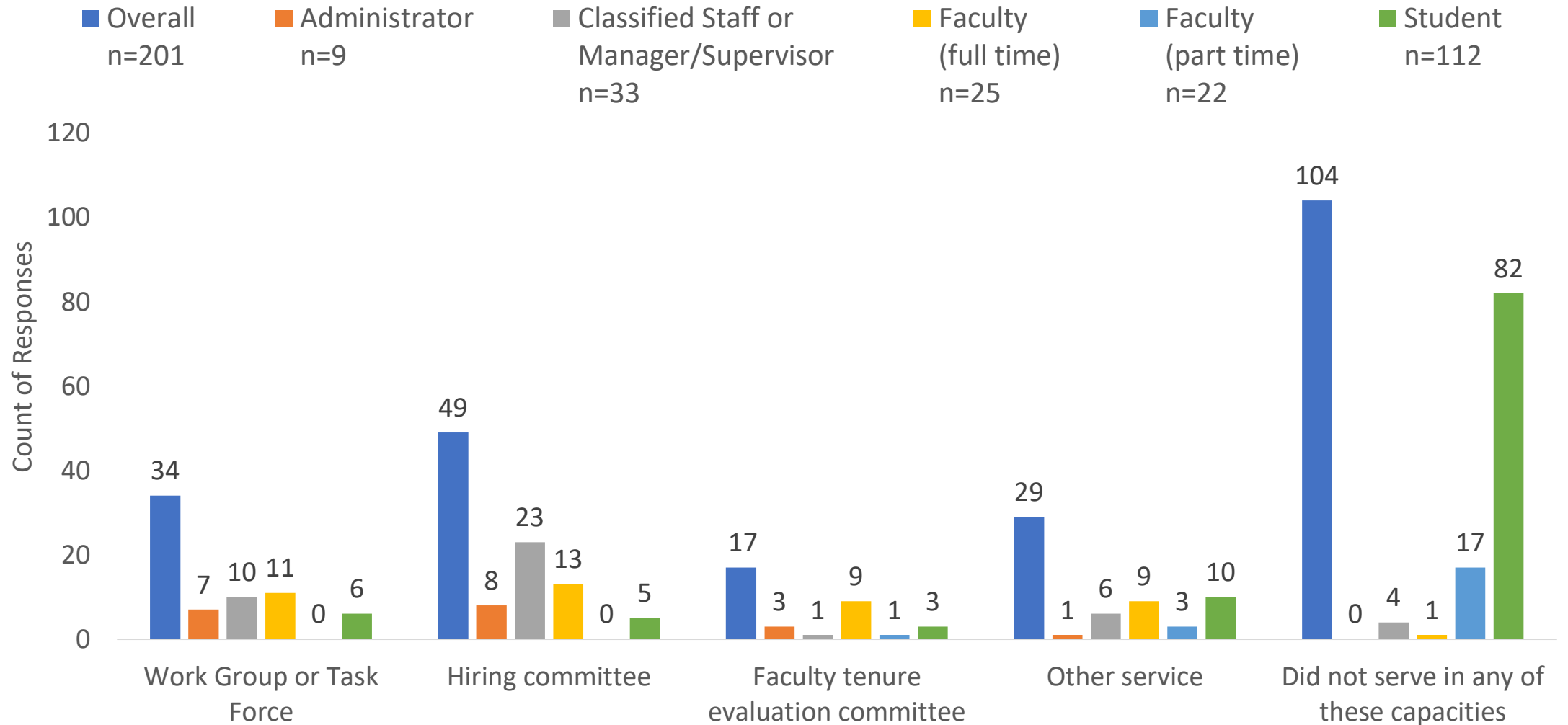
- The structure might need to be changed but we haven't seen any issues yet.
- We need justice in supporting EAPC--there has to be an equitable structure for preparing the minutes with EAPC.
- There isn't an "I don't know" option above, or I would have chosen that one. What other options are there regarding a reporting structure? The Black Lives Matter is a sub committee of the Academic Senate. Should that be part of the EAPC?

Should current reporting structure for Equity & Antiracism Planning Council (EAPC) be changed? (open-ended feedback)

Miscellaneous comments:

- I like to be kept updated via email information concerning issues of equity and antiracism.
- Being a part of the EAPC has been one of the most rewarding parts of my journey at Cañada. I appreciate the commitment of our campus to support such a critical committee for this necessary equity and anti-racist work. I especially appreciate the invitation and inclusion of adjunct faculty.

Other Types of Service in 2023-2024



General Participatory Governance

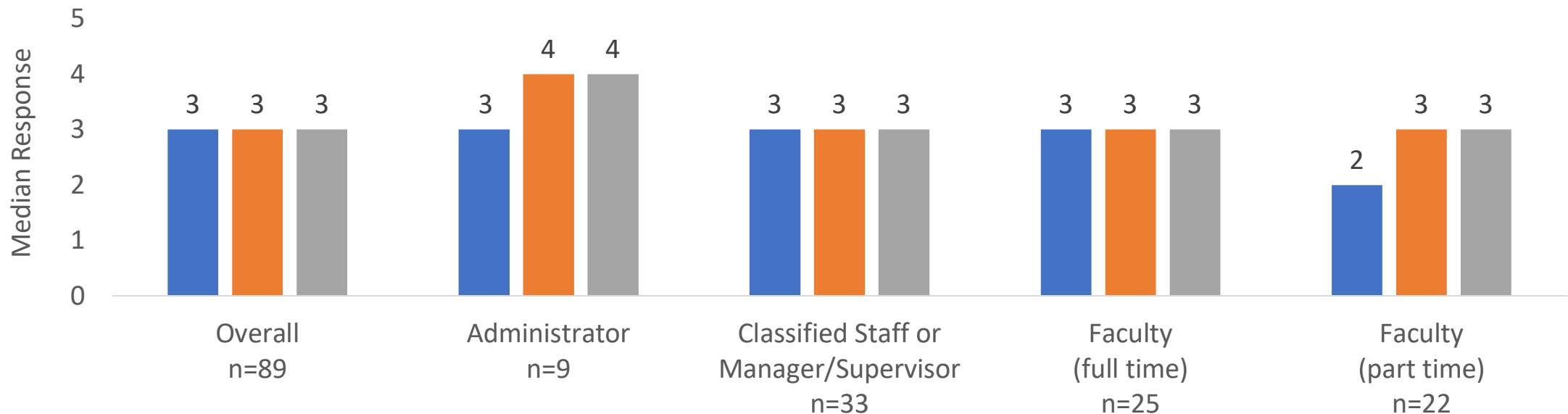


Note: "Do not know" responses were excluded when calculating the median

Program Review Detail

- I engage in dialogue with others in my department or service area about how to improve our program (via program assessments (PLOs), course assessments (SLOs), or service area outcome assessments (SAOs)), and subsequent action plans.
- The program review process is an effective way to evaluate programs on campus to identify the future direction, needs and priorities of those programs.
- I understand the program review process and its role in aligning program and college goals.

4 = Strongly Agree
3 = Agree
2 = Disagree
1 = Strongly Disagree

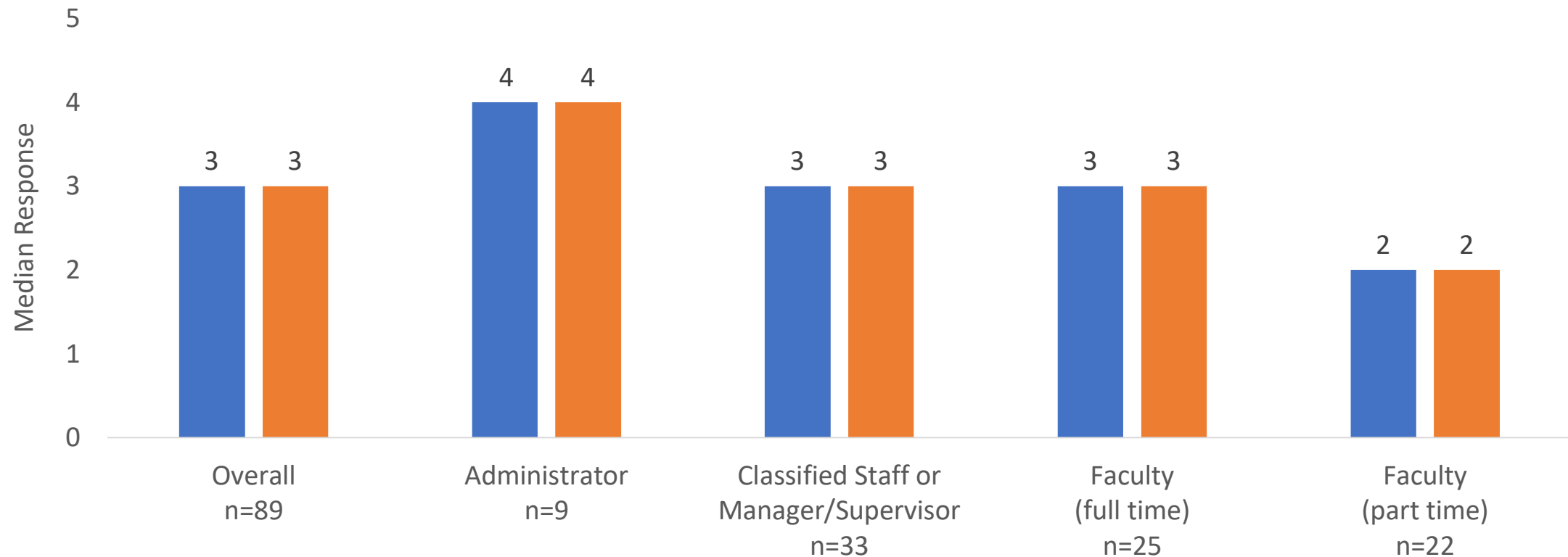


Note: "Do not know" responses were excluded when calculating the median

Budget

- I understand the College's annual resource request process and how it relates to both comprehensive program reviews and annual updates.
- Cañada College employees have adequate opportunities to participate in resource prioritization and budgeting.

4 = Strongly Agree
3 = Agree
2 = Disagree
1 = Strongly Disagree



Note: "Do not know" responses were excluded when calculating the median

Planning

■ The College works collaboratively towards the achievement of college goals.

■ I am satisfied with the amount of opportunity I have to participate in college wide planning.

4 = Strongly Agree
3 = Agree
2 = Disagree
1 = Strongly Disagree



Note: "Do not know" responses were excluded when calculating the median

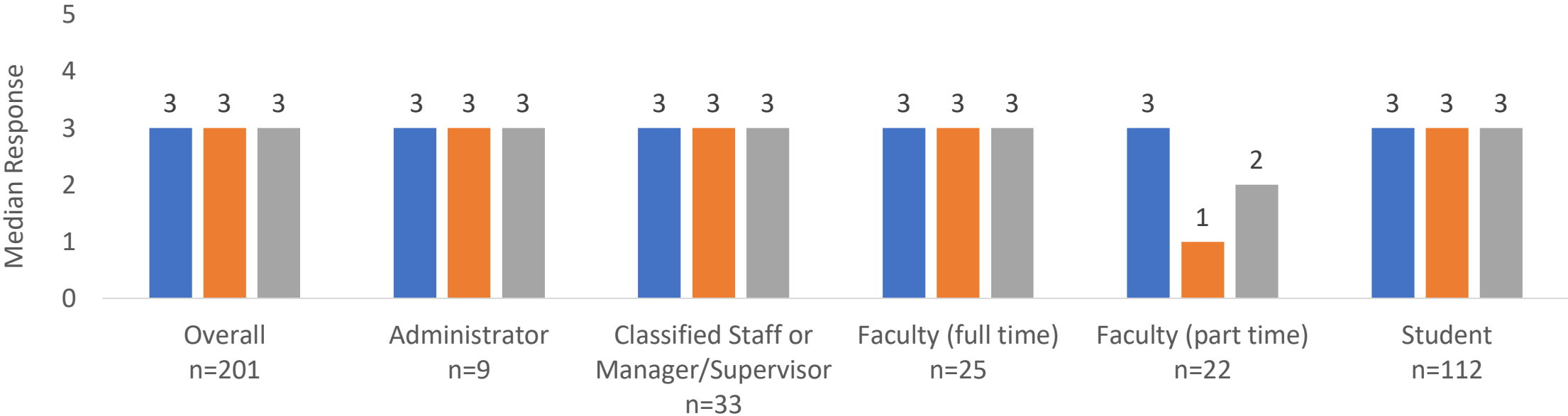
District Procedures

■ I am aware of SMCCCD policies and procedures.

■ The District procedures for hiring full-time, permanent employees are clearly communicated.

■ There are clear divisions of authority and responsibility between and among the District Office, the Board of Trustees, and Cañada College.

4 = Strongly Agree
3 = Somewhat Agree
2 = Somewhat Disagree
1 = Strongly Disagree



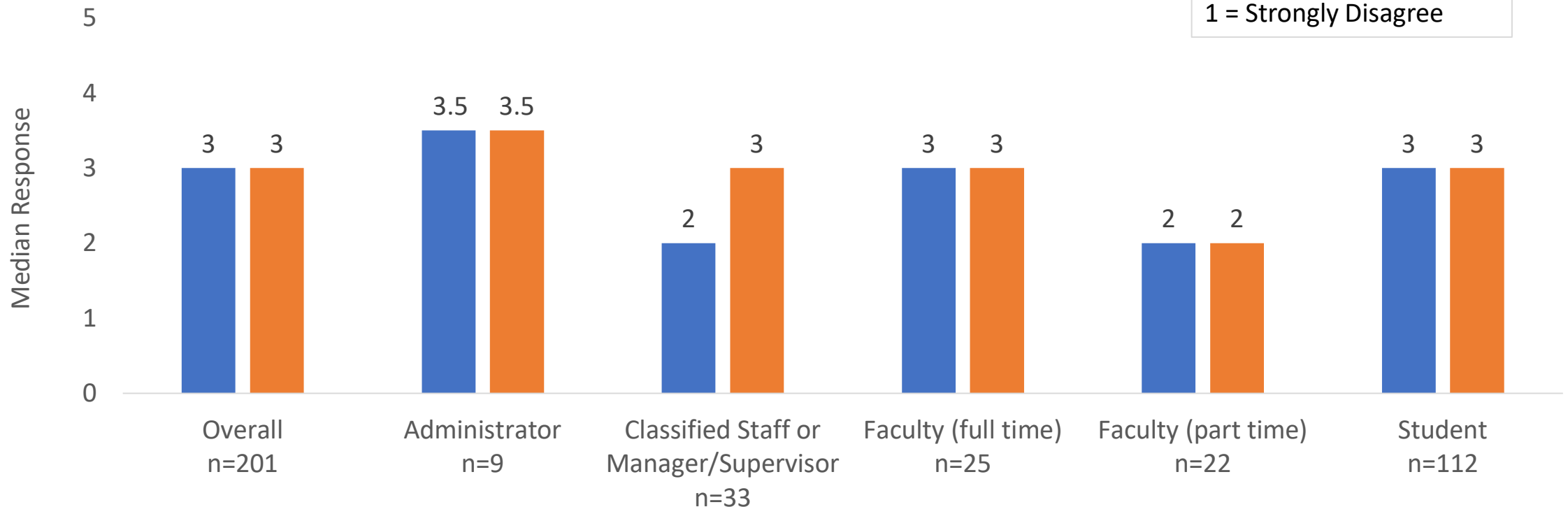
Note: "Do not know" responses were excluded when calculating the median

Participatory Governance Overall

■ Overall, I feel the voices of the four major constituent groups of the College (students, faculty, classified staff, and administrators) are balanced in Cañada's participatory governance processes.

■ Overall, the participatory governance process is working well at Cañada.

4 = Strongly Agree
3 = Agree
2 = Disagree
1 = Strongly Disagree



Note: "Do not know" responses were excluded when calculating the median