

Assessment of Cañada College Decision Making Procedures, Process & Environment

Summary of Findings & Open Discussion

*Office of Planning, Research & Student Success
September 16, 2010*

Survey Profile

1. 12 question online survey distributed to all faculty, staff & administration
2. Time in the field: 5 weeks (May 14 – June 16, 2010)
3. 101 responses from an email distribution list of 385 (26.2% response rate)
4. 89 fully completed surveys; 12 partially completed
5. Responses by employee category:

Full-time Faculty	25
Part-time Faculty	22
Classified Staff	29
Hourly Staff	19
Administrator	6

1. Over the last year, Cañada College made some important decisions related to the core mission of the college. How would you describe your level of awareness as it relates to decisions made by Cañada College?

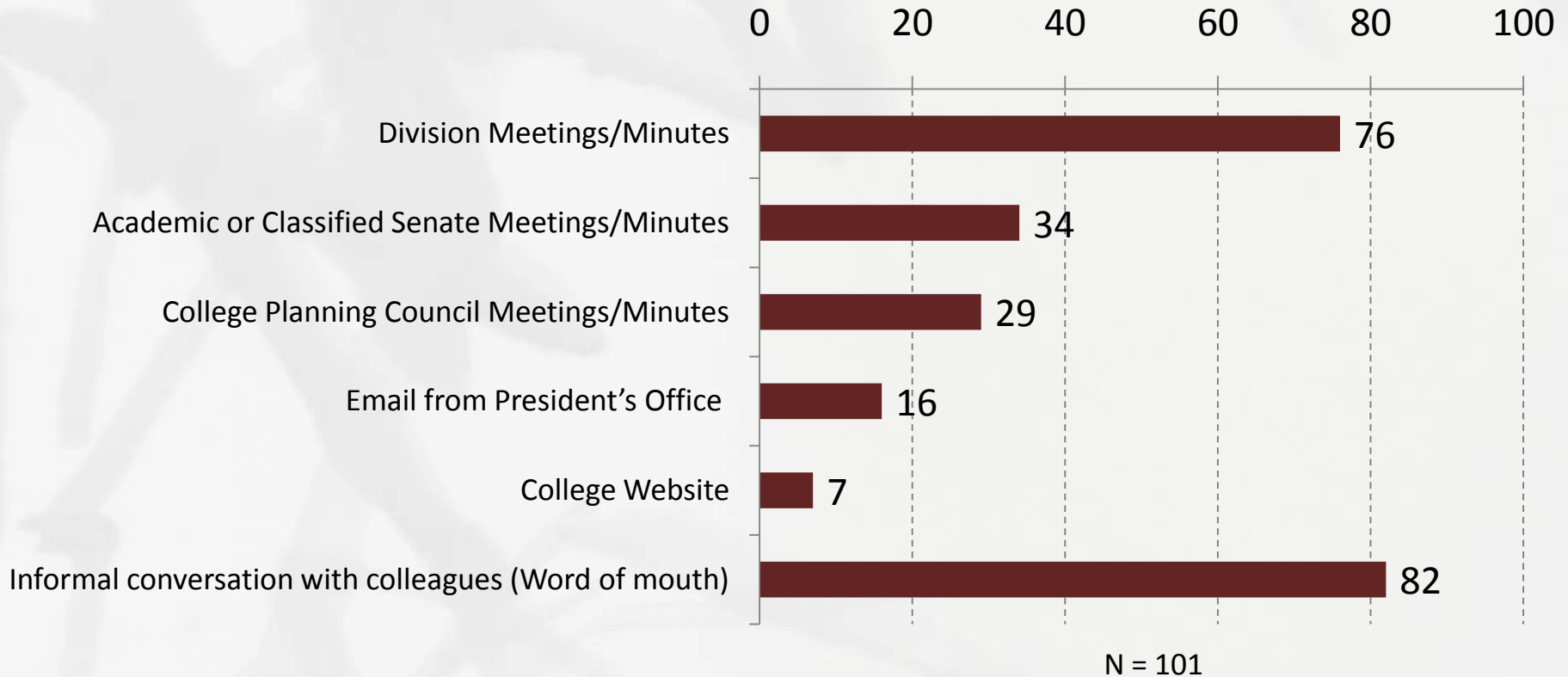
Q1: Faculty Themes

1. The college seems to be more aware of the importance of keeping true to our mission.
2. I tend to be totally focused on my work and to leave administrative concerns to others.
3. Good -- plenty of info available; sometime I do not take the time to absorb it all.
4. Minimal. What I know about the decisions made I learn during the short presentations administrators or the researcher gives from time to time

Q1: Staff Themes

1. More aware than in the past; more time is being devoted to thinking about big picture issues.
2. Good level of awareness. Decision making processes weren't perfect but there appears to be some effort to make them better.
3. Average. Most of what I learn I pick up over lunch or during breaks. Too little time to spend on these questions.
4. I would say average. Some issues seem to be rushed and others drag on forever and sometimes go nowhere.

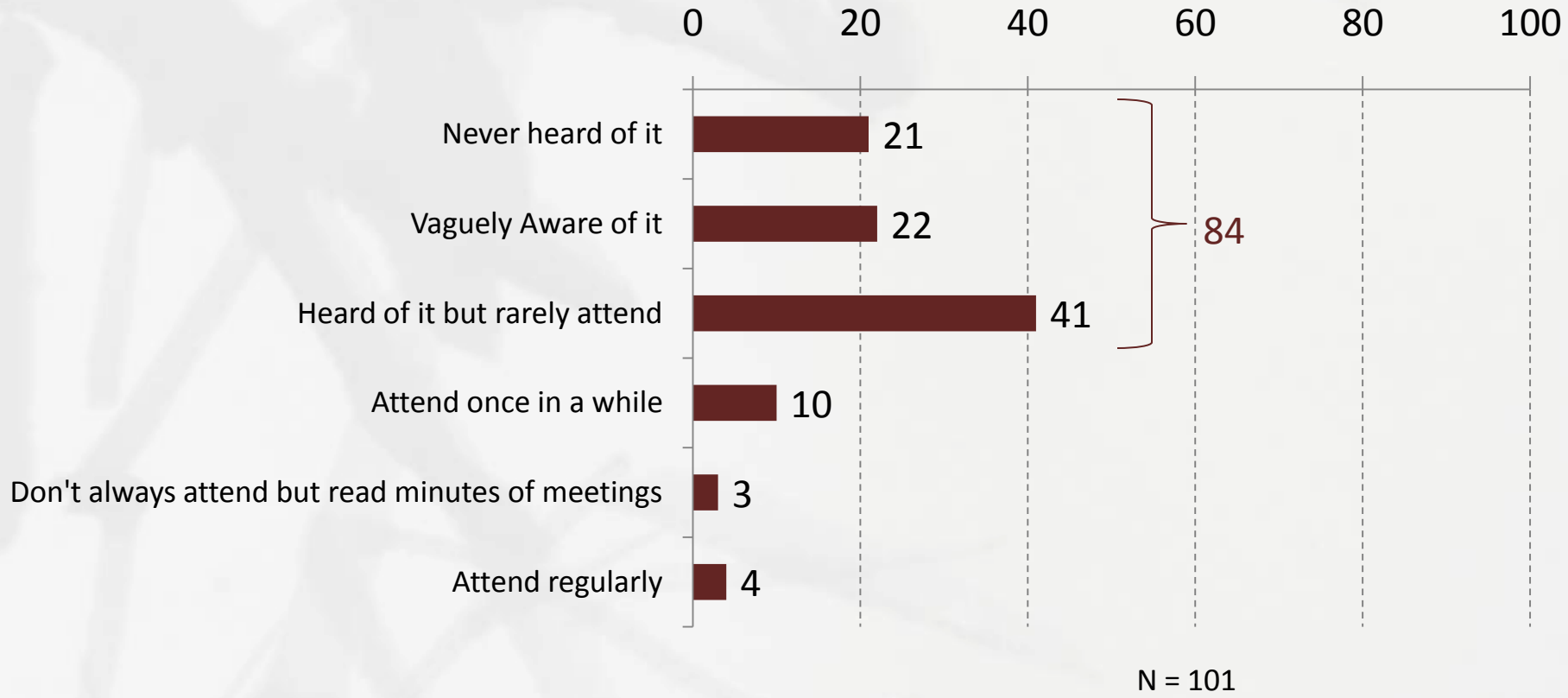
2. How are you typically made aware of the decisions made by the college (check all that apply)?



Other noteworthy findings:

- * 60% of faculty (Full-time & Part-time) chose Division Meetings
- * 75% of Part-time faculty chose Word of Mouth
- * Together 80% of Classified Staff and Hourly Staff chose Word of Mouth

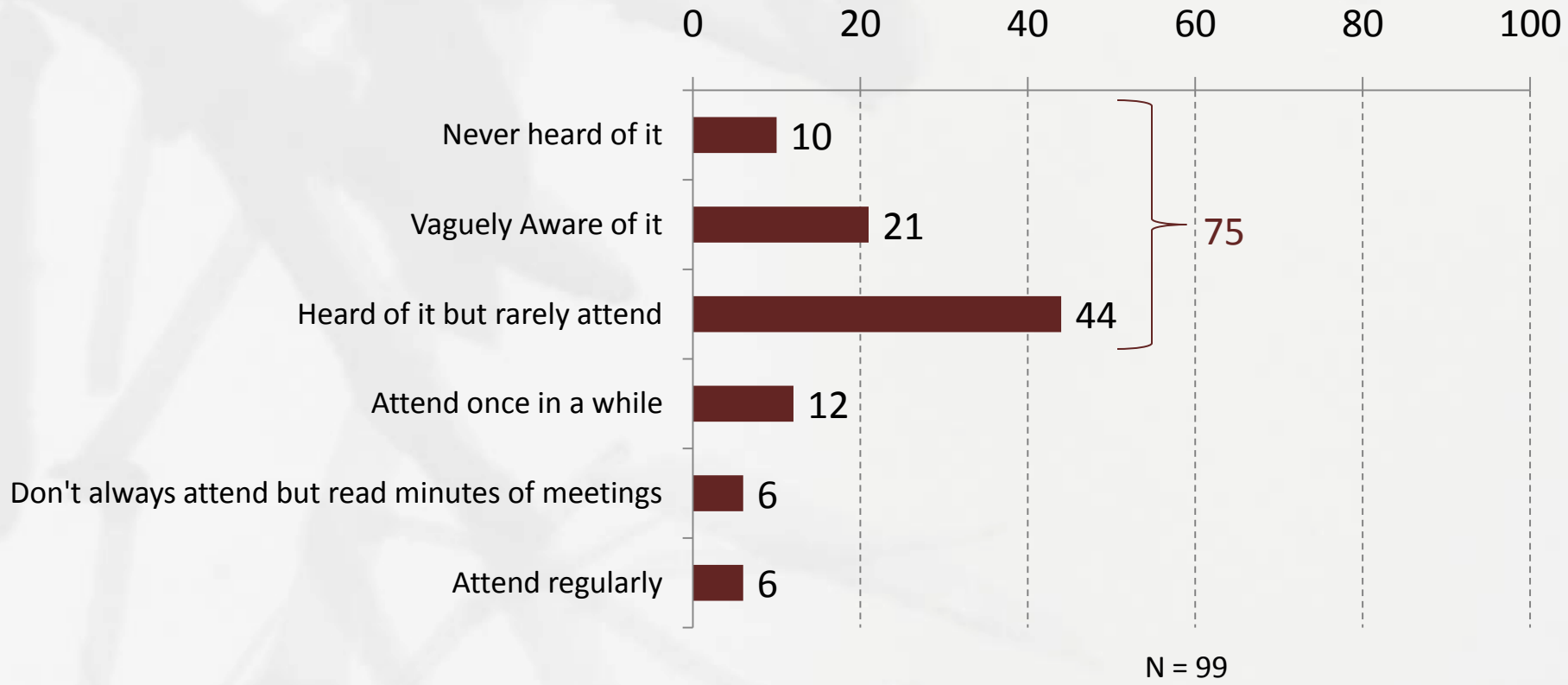
4. In Spring 2009 Cañada College made significant revisions to the college's shared governance planning framework. The changes resulted in several new college planning bodies and processes. How would you characterize your familiarity with Cañada's **College Planning Council**?



Other noteworthy findings:

- * 40% of Part-time have never heard of the CPC
- * Of the 18 that attend regularly, 6 are administrators & 8 are full-time faculty

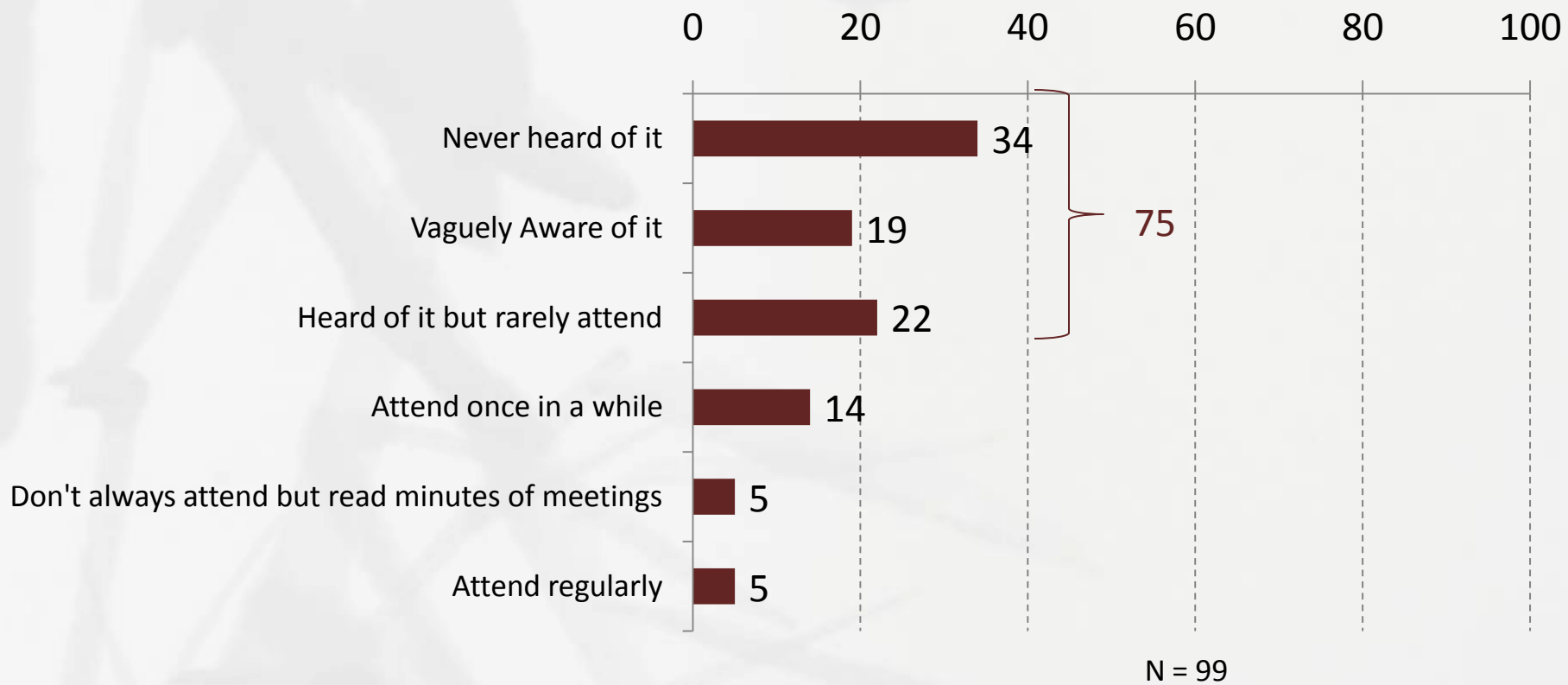
5. In Spring 2009 Cañada College made significant revisions to the college's shared governance planning framework. The changes resulted in several new college planning bodies and processes. How would you characterize your familiarity with Cañada's **College Budget Committee**?



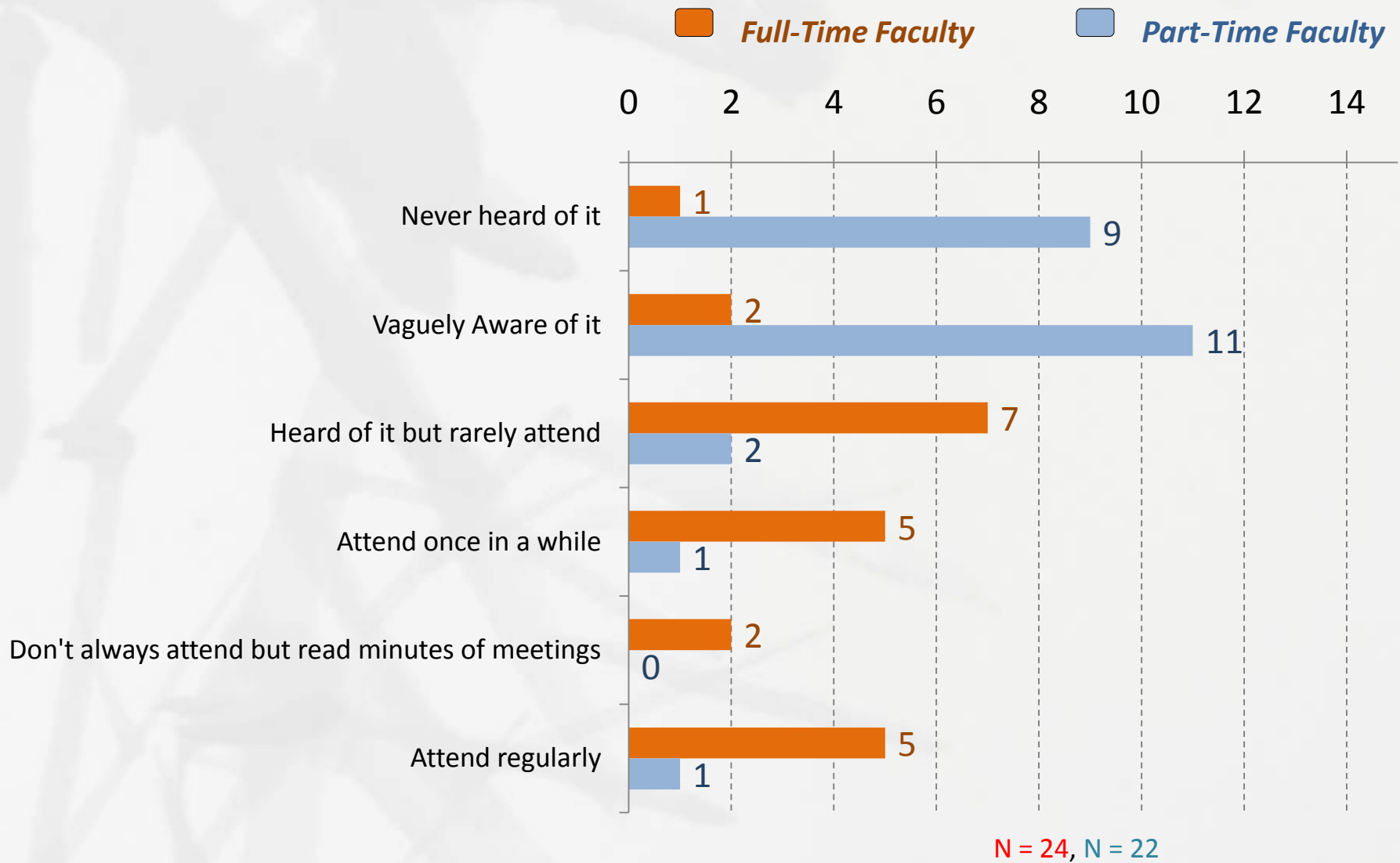
Other noteworthy findings:

* there was little variation in findings across faculty & staff

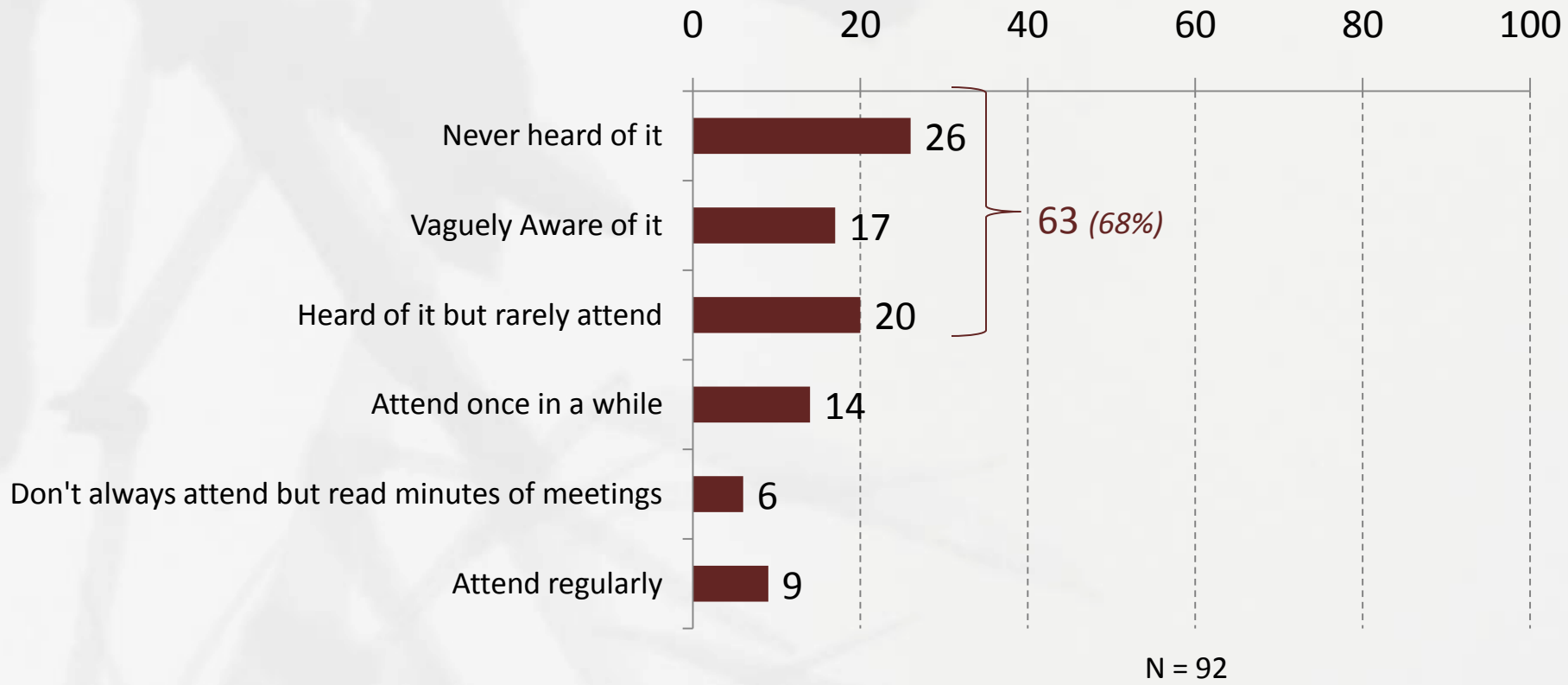
6. In Spring 2009 Cañada College made significant revisions to the college's shared governance planning framework. The changes resulted in several new college planning bodies and processes. How would you characterize your familiarity with Cañada's **Instructional Planning Council**?



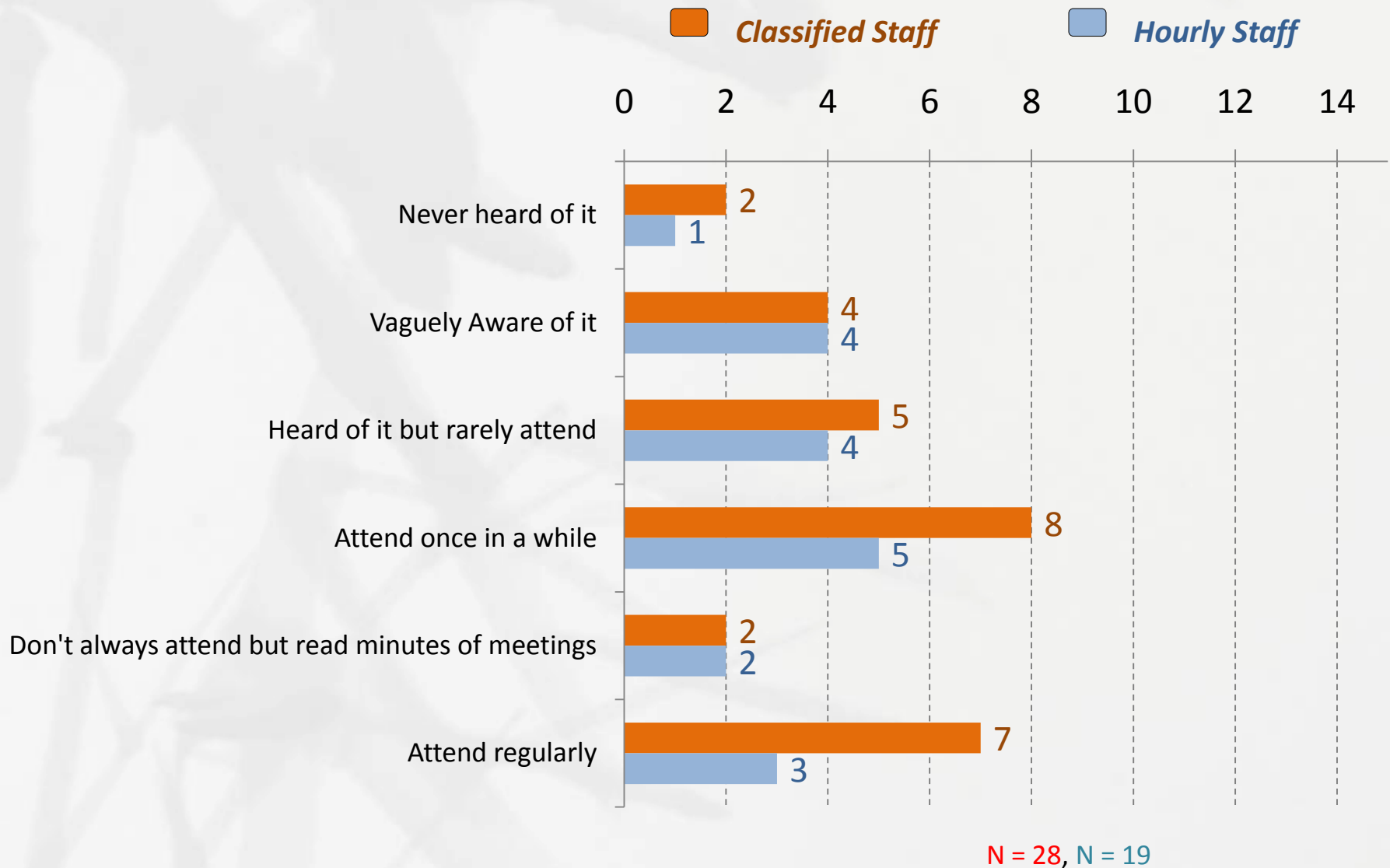
6a. In Spring 2009 Cañada College made significant revisions to the college's shared governance planning framework. The changes resulted in several new college planning bodies and processes. How would you characterize your familiarity with Cañada's **Instructional Planning Council**?



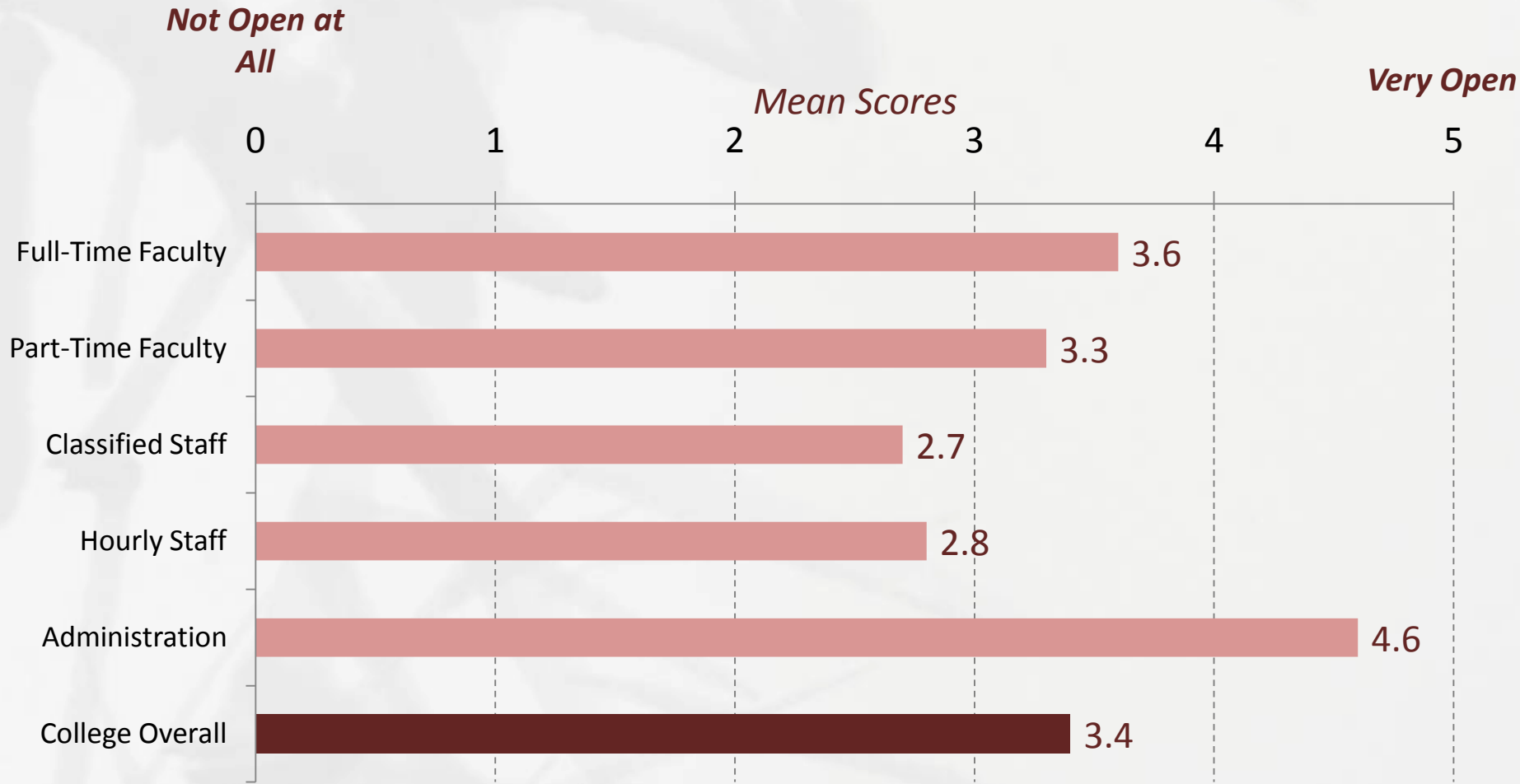
7. In Spring 2009 Cañada College made significant revisions to the college's shared governance planning framework. The changes resulted in several new college planning bodies and processes. How would you characterize your familiarity with Cañada's **Student Services Planning Council**?



6a. In Spring 2009 Cañada College made significant revisions to the college's shared governance planning framework. The changes resulted in several new college planning bodies and processes. How would you characterize your familiarity with Cañada's **Instructional Planning Council**?

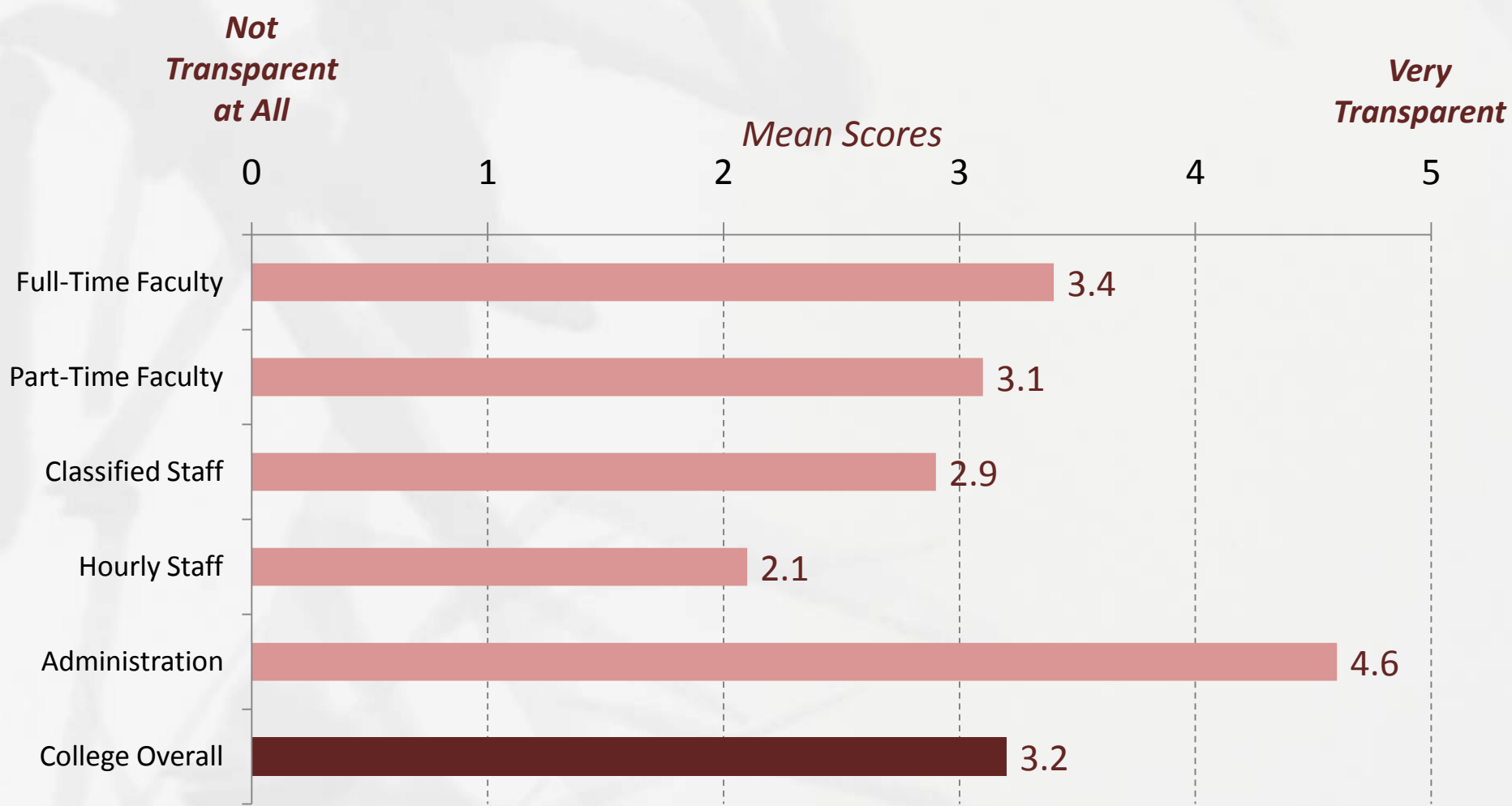


8. How would you rate Canada's decision making processes in terms of openness to input from faculty, staff & students?



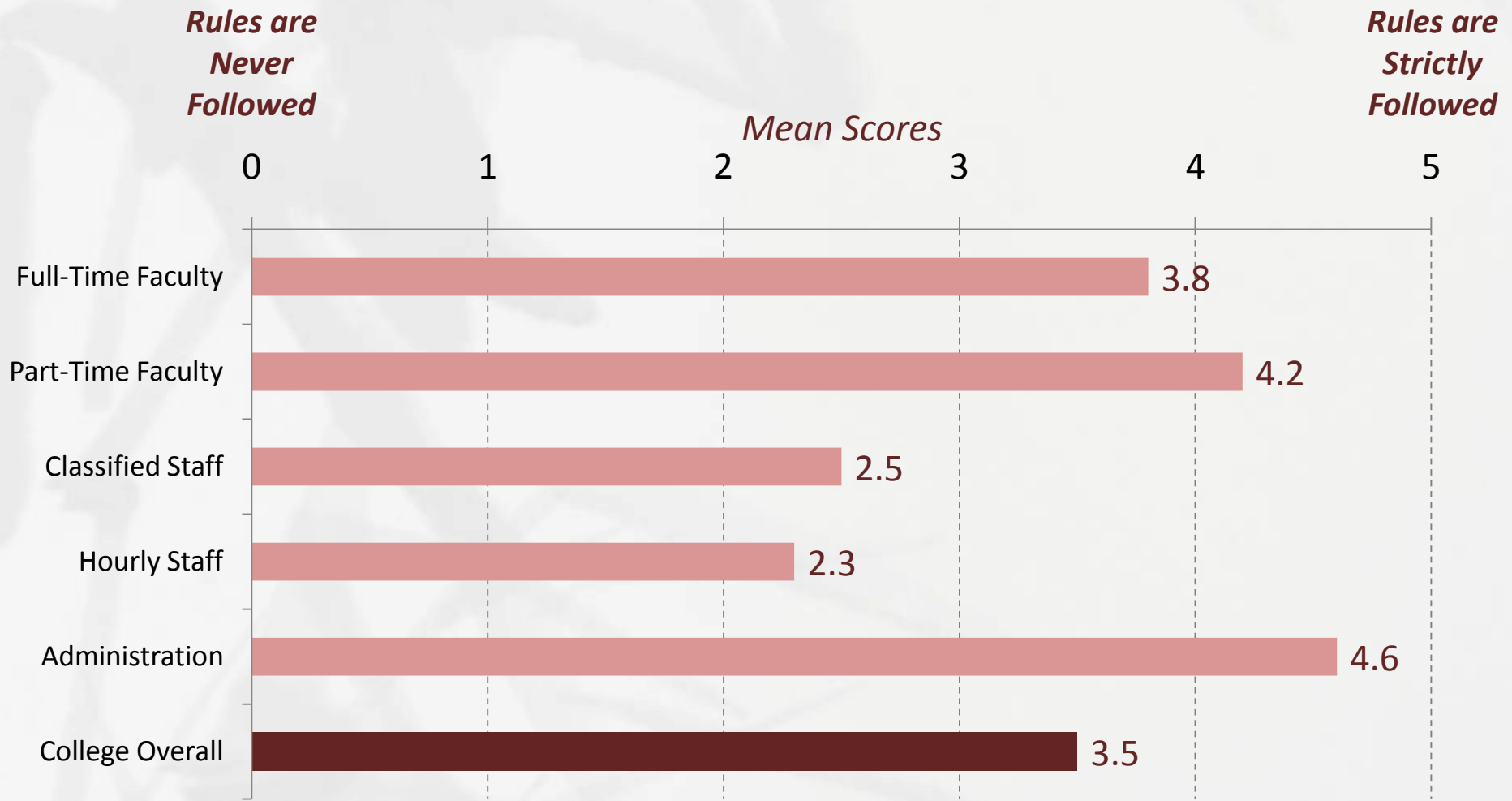
N = 97

9. How would you rate Canada's decision making processes in terms of transparency i.e. how visible is each stage of the decision making process to the college community?



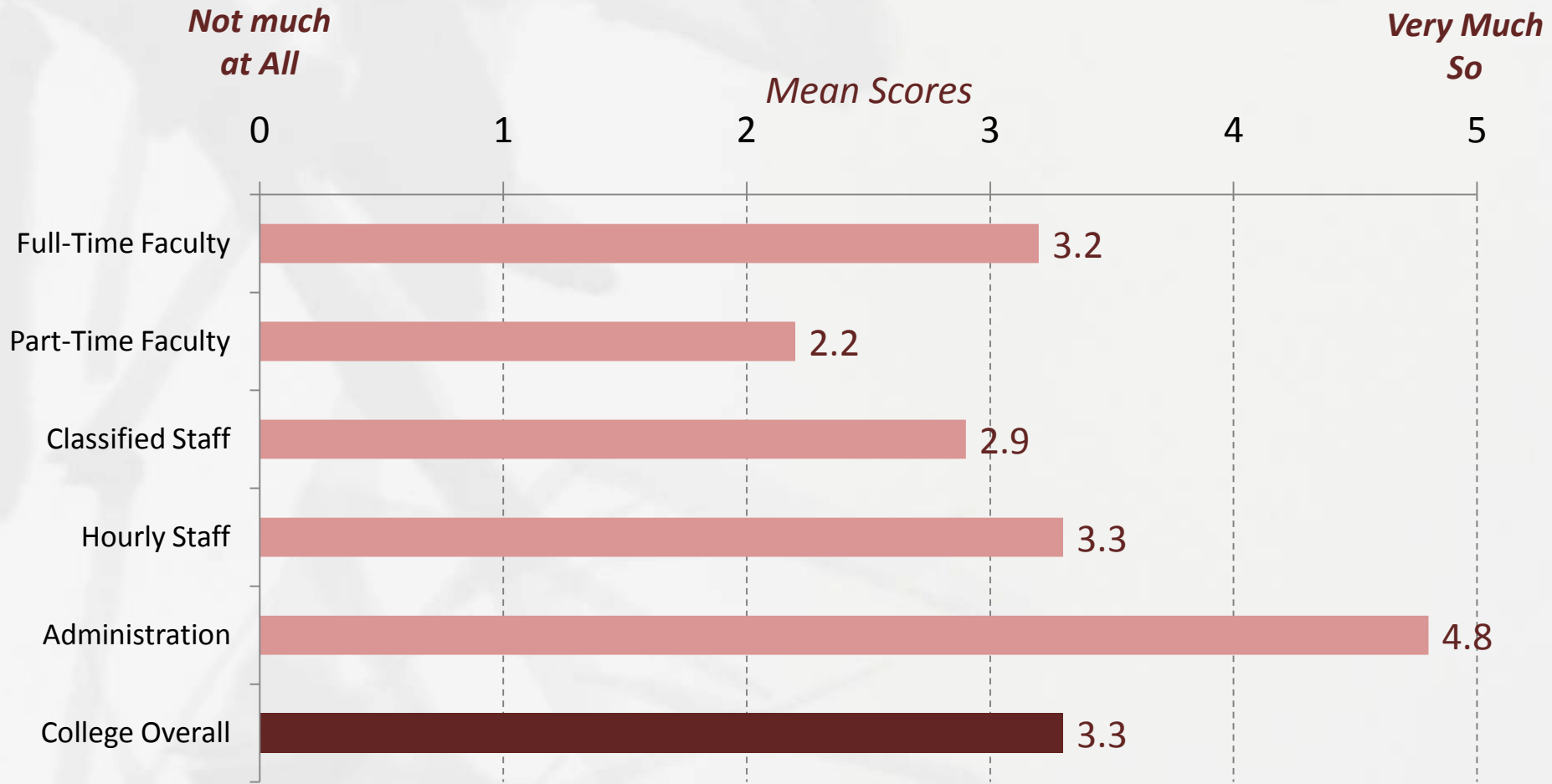
N = 99

11. How would you rate Canada's decision making processes in terms of the college's adherence to established rules and processes?



N = 98

10. How would you rate Canada's decision making processes in terms of the degree to which decisions are informed by data and research?



N = 99

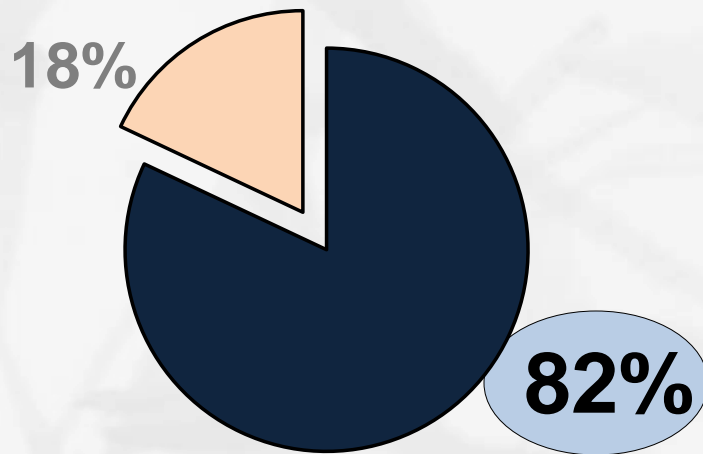
Statewide Finding: Institutional research supports the planning function to a higher degree than classroom assessment.

Survey Finding: Level of involvement in the use of data

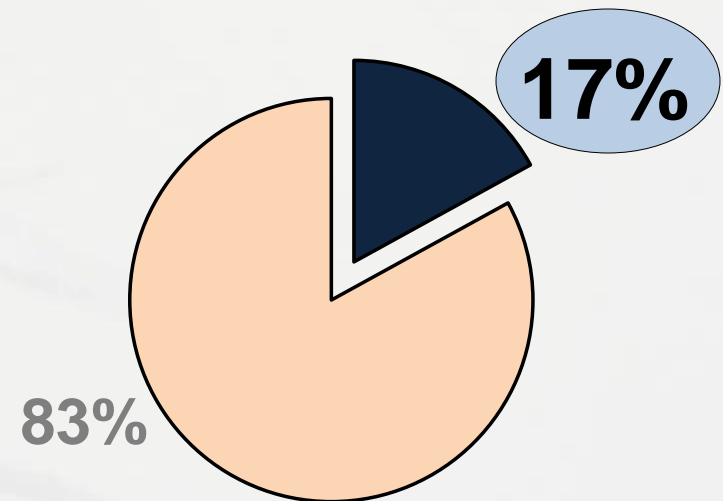
 High Level of Involvement

 Low Level or No Involvement

Chief Instructional Officer



Classroom Faculty



12. As you consider the ideal decision making environment for a community college, what are some areas for improvement for Cañada College?

Q1: Faculty Themes

1. Getting more faculty to participate in the planning committee meetings.
2. Radically reduce the number of meetings and participation at those meetings.
3. Agendas and accompanying material needs to be send out much earlier so people and read and prepare for the meeting.
4. Advise implementation of changes with specifics on when, where, what, & how.

Q1: Staff Themes

1. More discussion across departments. There is still a big divide between faculty & staff.
2. Streamline processes so that they don't crowd out the work we have to do
3. Make sure that time is taken to work decisions through the process and not short circuited in the name of expediency.
4. Make it more bottom up than top down. The real knowledge is in those that work directly with students.

What characterizes a learning organization?

1. An attitude of wisdom (*knowing what you don't know*)
2. Commitment to framing issues with data
3. Commitment to hearing & telling the truth
4. Adoption of an experimental mindset
5. Oriented toward action



Let's
discuss