

Campus Climate Survey

This is your opportunity to make your voice heard on the state of PCC's campus culture!

Spring 2015—Shared Governance Groups Summary

Faculty on Shared Governance

Fulltime Faculty represented 45% of the response rate for the overall Spring 2015 Campus Climate survey and that represented 38% of all fulltime faculty at the college.

The fulltime faculty that completed the Campus Climate survey were asked to respond to 6 statements and one question regarding the faculty role in shared governance. Chart 1 illustrates the positive and negative answers to each statement. In general faculty feel positive about their role in shared governance but are not positive about institutional support for their role in share governance. Additionally it should be noted that faculty do not feel that they are

Chart 1 - Faculty Role in Shared Governance

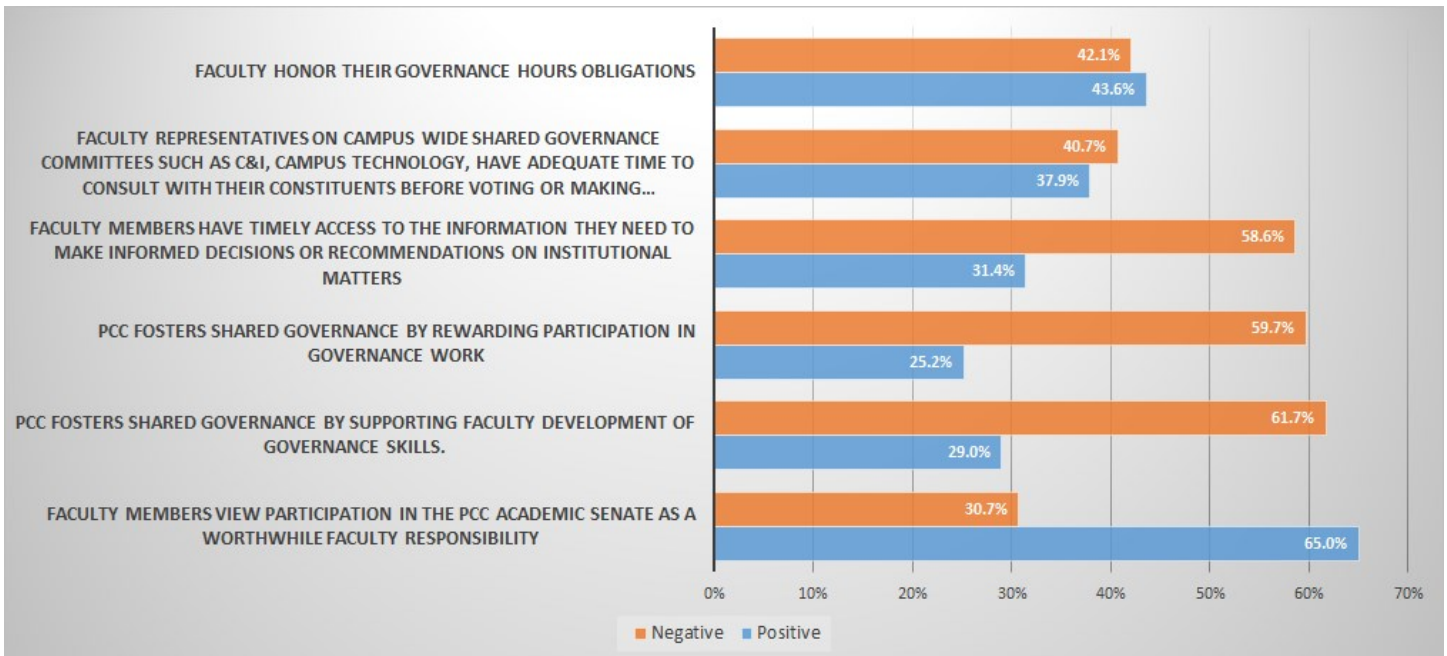
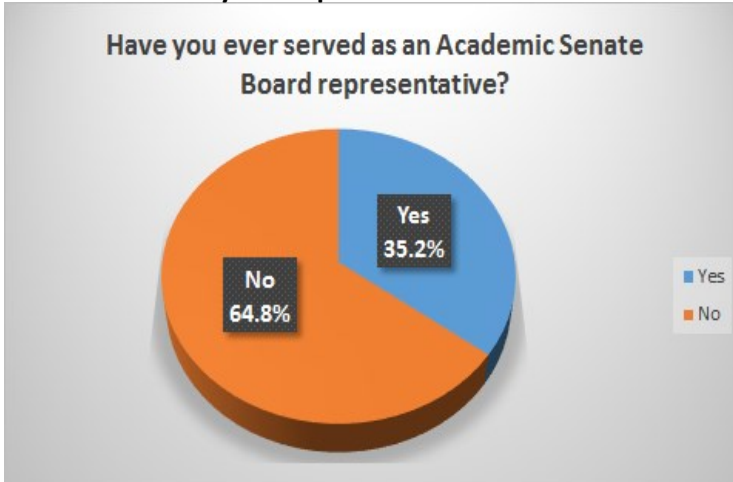


Chart 1A - Faculty Participation on the Academic Senate



provided the information they need to participate effectively in shared governance in a timely manner. They are also relatively split on whether faculty honor their shared governance obligations.

Chart 1A displays faculty responses to whether they have served on the Academic Senate Board. Of the 143 faculty that responded to the survey, only 35% indicated they had ever served on the Academic Senate Board.

Classified Staff on Shared Governance

In general Classified Staff had a very positive perspective on Shared Governance. Classified respondents were 29% of the total response rate of the entire Campus Climate survey, but this only represented 27% of the total fulltime classified staff.

The Classified staff understanding of Shared Governance and their role in Shared Governance both had very positive ratings. Furthermore, 73% of those that responded indicated that they are *“allowed and encouraged by the college to attend Classified Senate and/or Shared Governance meetings.”* This is a very positive response rate and one the college would hope for. It is important for managers to support participation in shared governance activities for classified staff and from this response rate it suggests they do.

The only statement that garnered a majority of negative responses was on their involvement in the college’s strategic planning activities and it should be noted that only 45% of the respondents felt that classified staff participated effectively in accreditation activities. This should be addressed by the college. Classified staff are a valuable source of information and need to be appropriate and effectively included in strategic planning and all accreditation activities.

Chart 2 - Classified on Shared Governance

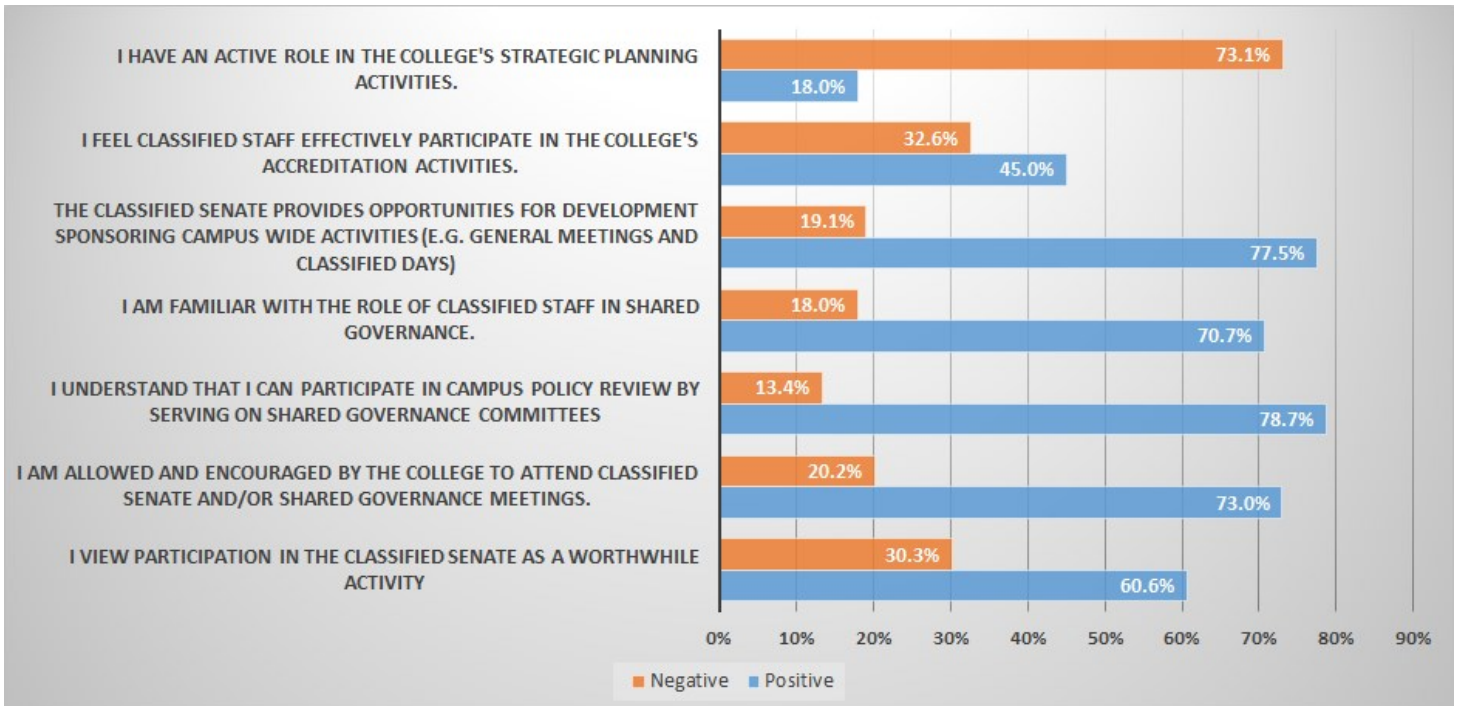


Chart 2A - Participation in Shared Governance

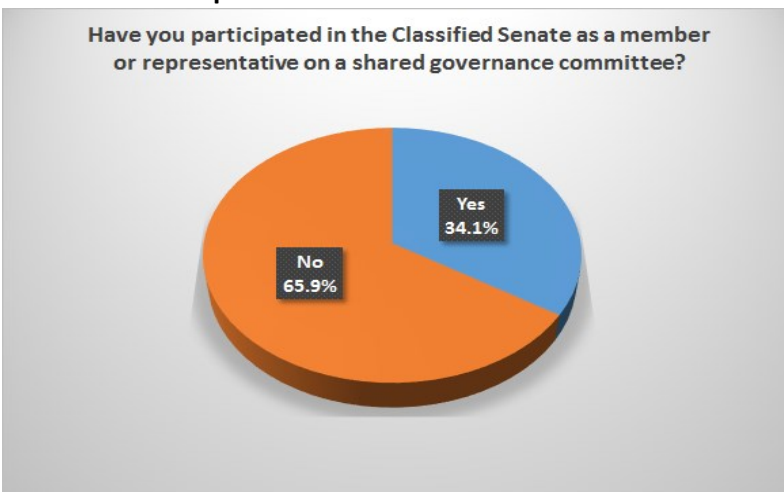


Chart 2A displays the yes/no response rate to actual participation on the Classified Senate or on a shared governance committee. Despite over half of the respondent indicating that had not served on either, Classified staff in general have a positive attitude towards the shared governance process at the college.

Managers on Shared Governance

Managers/Administrators were only 12% of the total respondents to the entire 2015 Campus Climate survey, but this represents over 50% of all the Managers/Administrators at the college. As with the Classified staff, the managers reflect a very positive attitude towards shared governance and the role of the Management Association in the shared governance process.

Of particular note is the managers awareness of the who the Management Associate Board of Directors are, that the Management Association is meeting members expectations on representation in the shared governance process, communication between the Management Association and their members is regular, and that members are familiar with the constitution of the Management Association. All of these statements garnered over a 70% positive response. This

Chart 3 - Managers on Shared Governance

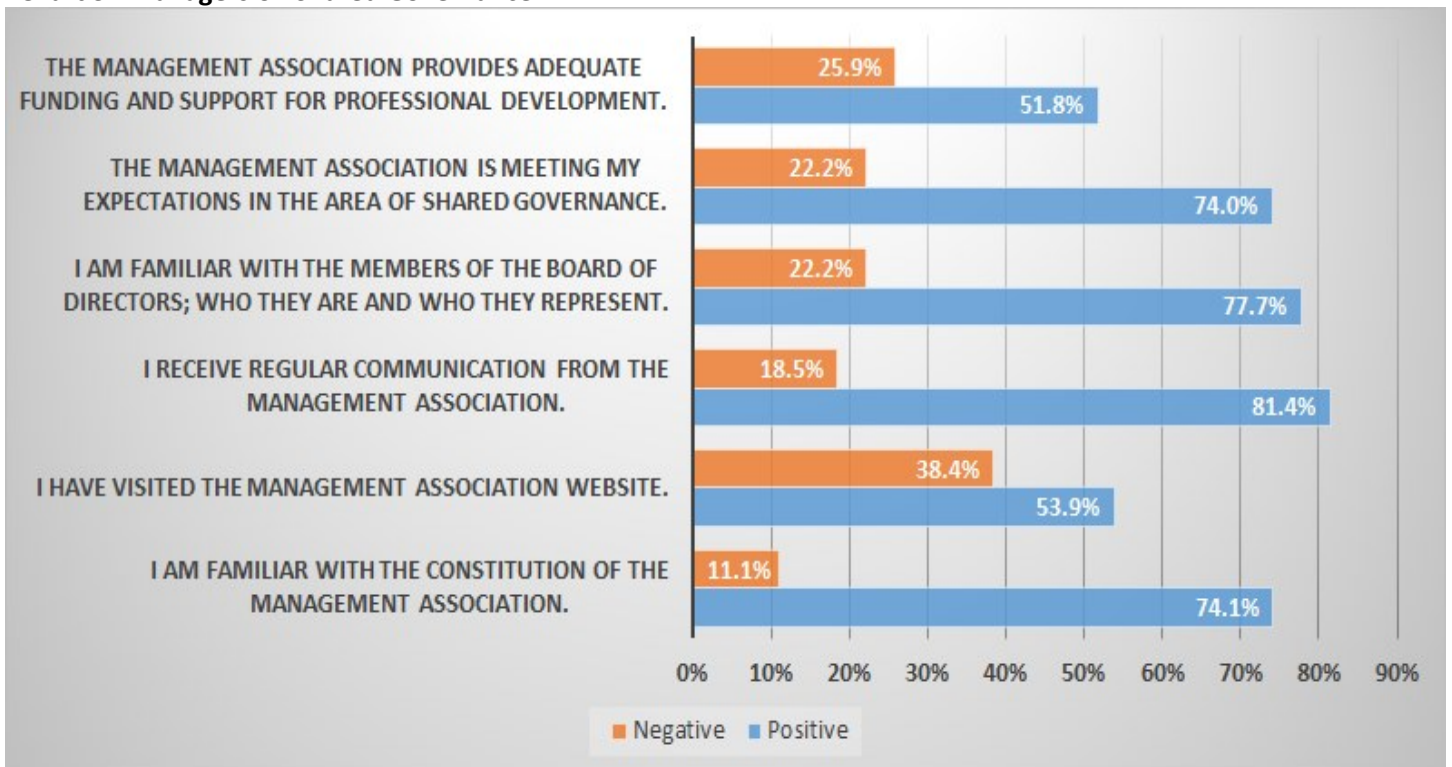


Chart 3A - Participation in Management Association



is not entirely surprising considering 75% of the managers that responded to the survey considered themselves “Active” or “Somewhat Active” in the Management Association. As can be seen in Chart 3A.

Appendix A contains the responses to the Managers open-ended question.

Comparisons Between the 2010 and 2015 Shared Governance Constituency Group Questions

Fulltime faculty and the Management Association made few changes between the 2010 constituency group statements and the 2015 statements. Classified staff, on the other hand, made significant revision to their statements thus making comparisons between the two survey administrations difficult.

Chart 4 compares fulltime faculty positive responses to the statements in 2010 survey with faculty positive responses in the 2015 survey. Faculty positive responses declined on each statement between 2010 and 2015. Of particular note is the decline in the statements *“PCC fosters shared governance by supporting faculty development of governance skills,”* *“Faculty members have timely access to information.....,”* and *“Faculty representatives on campus wide shared governance committees, have adequate time to consult.....before voting or making recommendations...”* The decline in each of these statements could suggest that faculty need to be more informed about campus-wide issues and provided opportunities to engage in discussions on these issues.

Chart 4 - Faculty 2010 and 2015 Comparison on Shared Governance

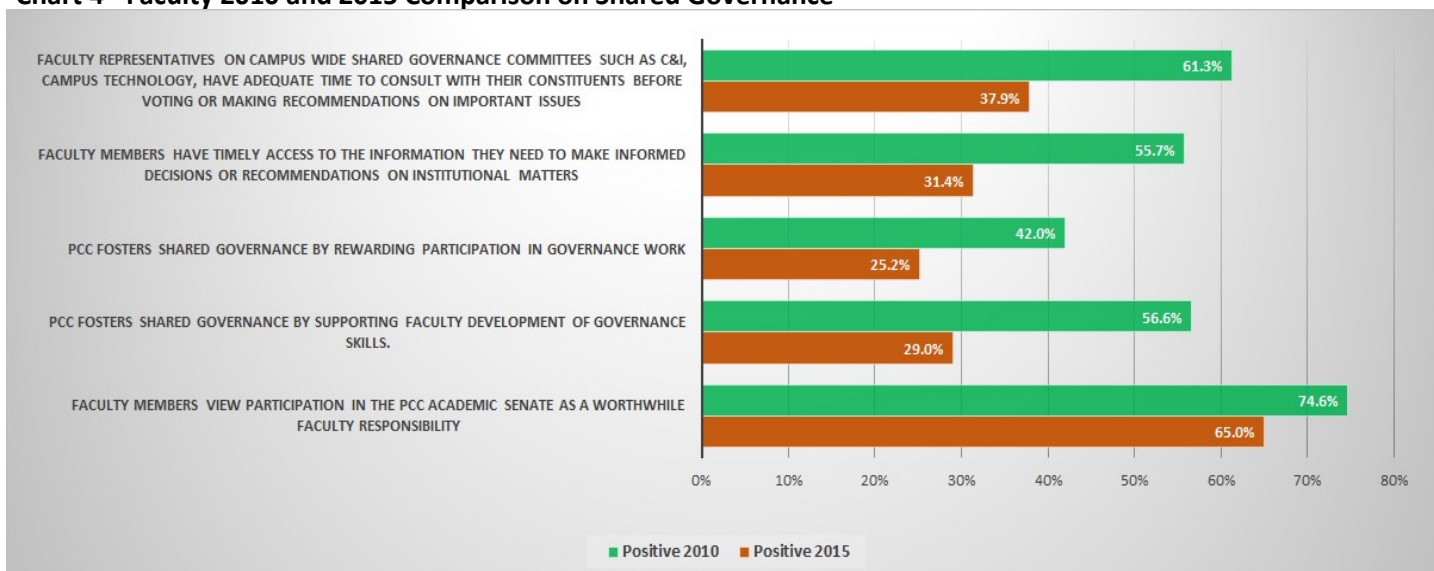
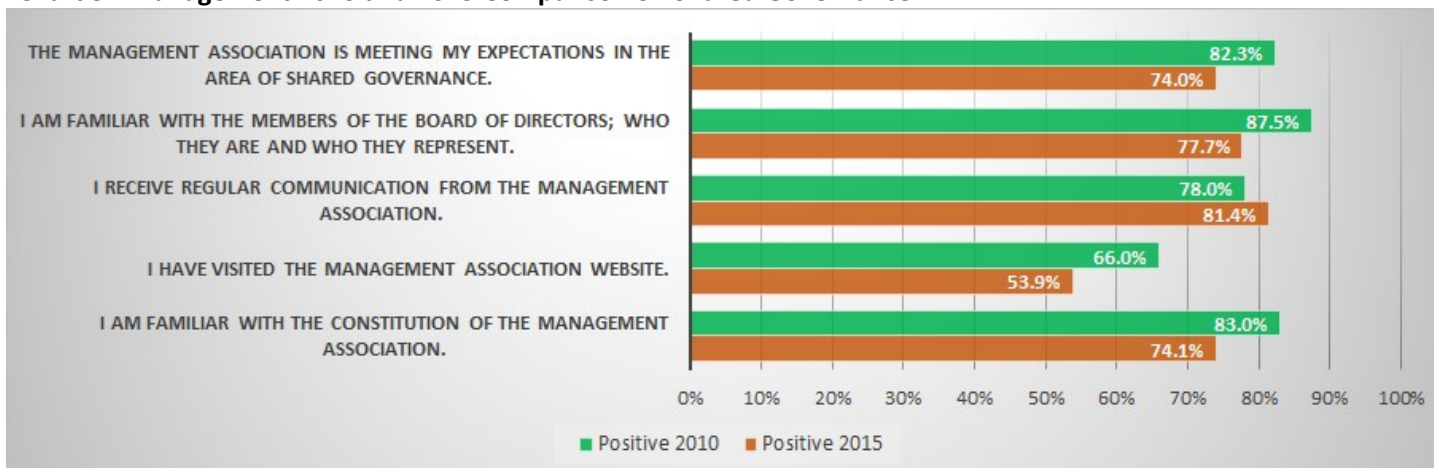


Chart 5 compares the Management Association positive responses to the 2010 and 2015 survey statements. Four of the 5 statements show only moderate declines and one statement *“I receive regular communication for the Management Association”* shows a slight increase.

From this comparison it can be inferred that faculty need to focus on communication between faculty and the college leadership and that faculty need to be provided opportunities to fully participate in the shared governance process.

Chart 5 - Management 2010 and 2015 Comparison on Shared Governance



Q12 What do you feel is the most important role of the Management Association and is it meeting your expectations in this area?

Answered: 10 Skipped: 10

#	Responses	Date
1	providing opportunities for managers to discuss issues of importance and allowing us time to be together as a group of colleagues.	4/27/2015 9:14 AM
2	Being the voice in the shared governance process for the Managers.	4/20/2015 2:48 PM
3	I believe providing professional development for managers on how to be effective leaders and empower staff is lacking.	4/14/2015 2:13 PM
4	Although the Management Association is not a bargaining unit. It has done a fine job in representing the best interests of managers with regard to compensation and benefits.	4/7/2015 9:23 AM
5	Communication of key issues in a timely manner. If changes occur to proposals, etc. communicate this ASAP and rationale if possible as to why changes occurred.	4/7/2015 8:21 AM
6	To represent managers in participatory government and do feel they are doing a good job.	4/6/2015 10:35 AM
7	Communication on institutional priorities that affect the Management Association. Yes, it is somewhat meeting my expectations.	4/6/2015 9:41 AM
8	Representing the Management Association as a whole and not individual interests. Brining information on issues important to the Management Association in a timely manner and asking for input.	4/6/2015 9:33 AM
9	I think the Management Association should work to lead the campus by example. While I appreciate a pay increase, including one that is retroactive, I think it's fiscally irresponsible and is greedy as opposed to warranted. I'm ashamed at how all of the contracts are handled, and am curious to see just how much back pay goes to the classified now that managers got a year of retroactive pay and faculty got two. Thankfully our representatives weren't as ridiculous as the faculty in asking for a series of four increases, including two years of retroactive pay. The fact that the administration agreed to these increases is appalling, and when we compound that with still more executive office remodeling as opposed to anything that would actually benefit the students, I can only hope we can collectively stop spending money where it shouldn't be and work to better educate our students.	4/6/2015 9:18 AM
10	I feel the role of the Management Association is representing all members equally. The classified managers are not equally represented.	4/6/2015 9:17 AM