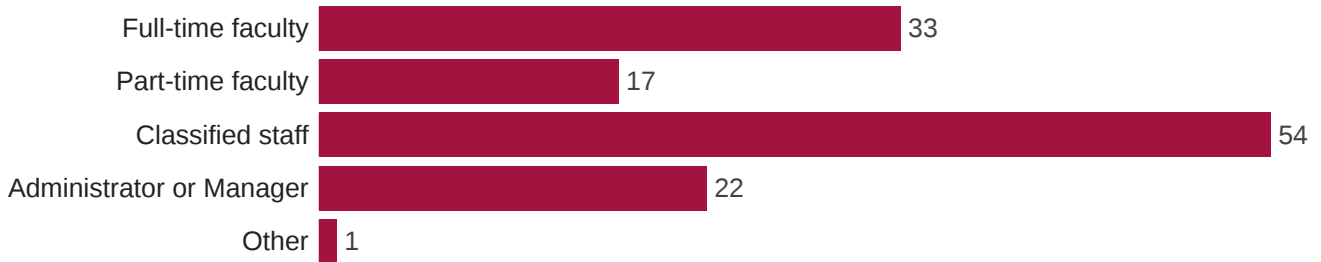




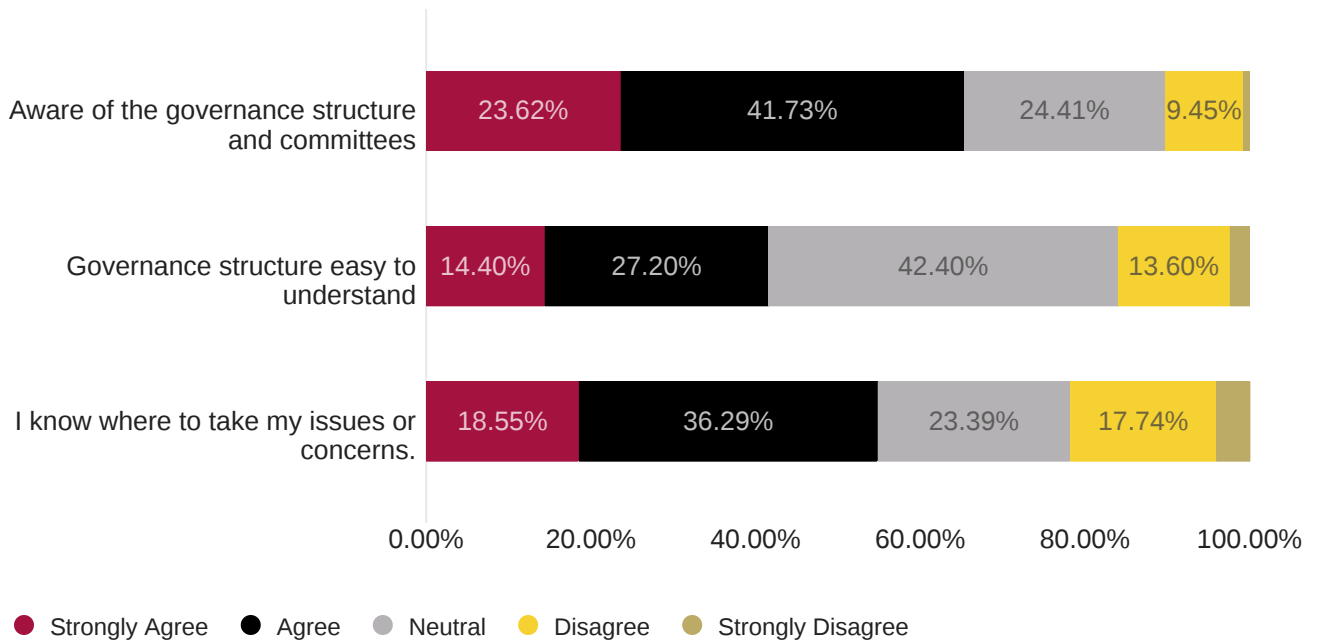
Compton College Governance Survey

n=127, 17% response rate
September 2022

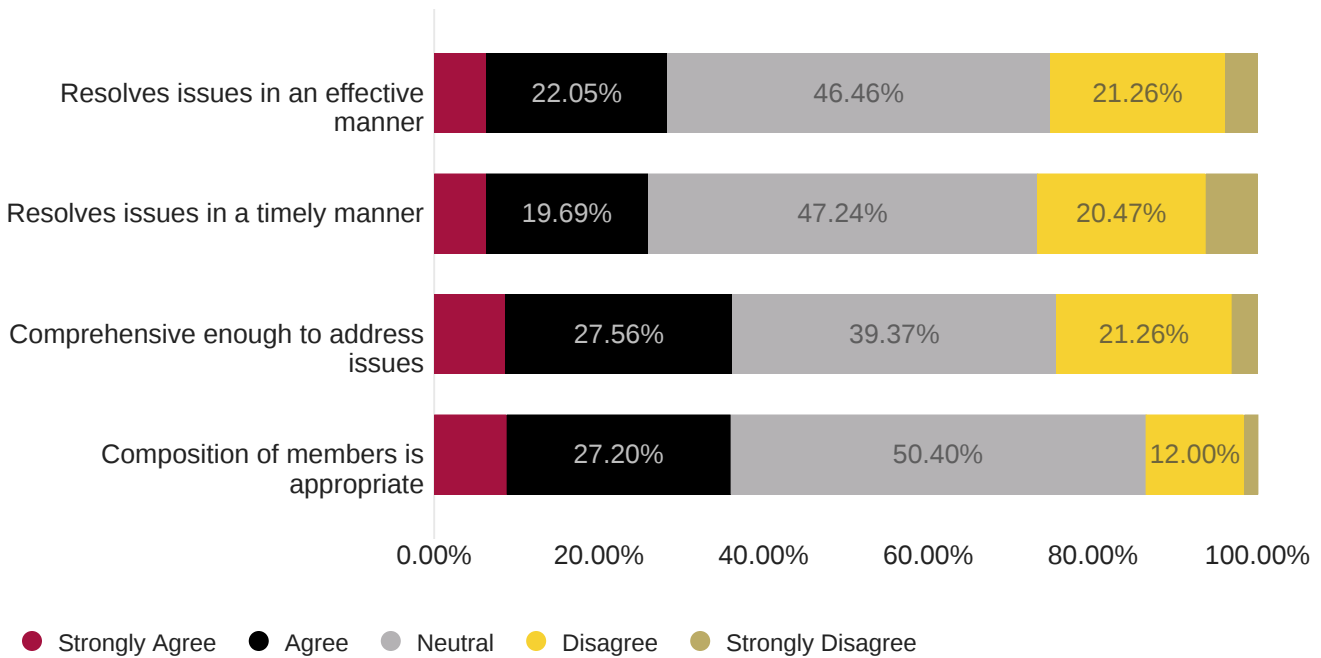
What is your role at Compton College?



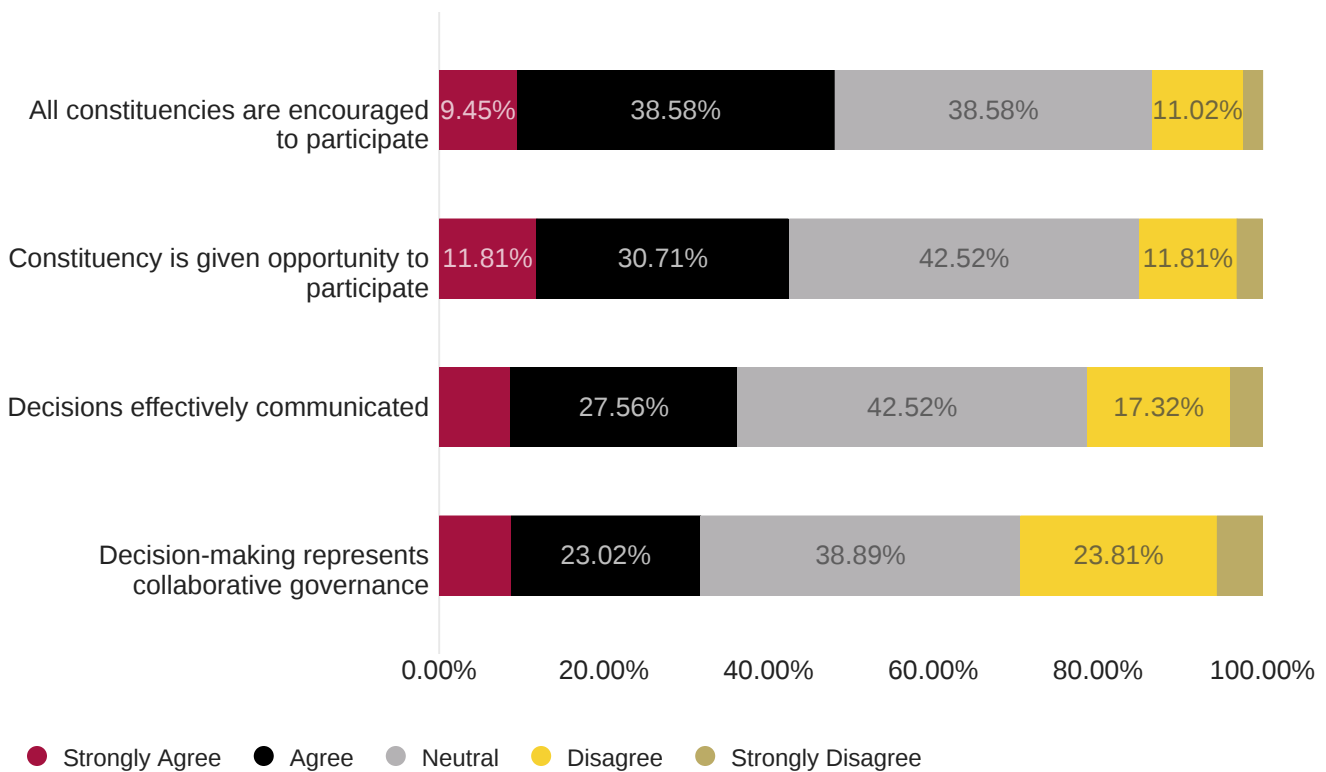
Rate of agreement or disagreement with the statements about your understanding of the governance structure:



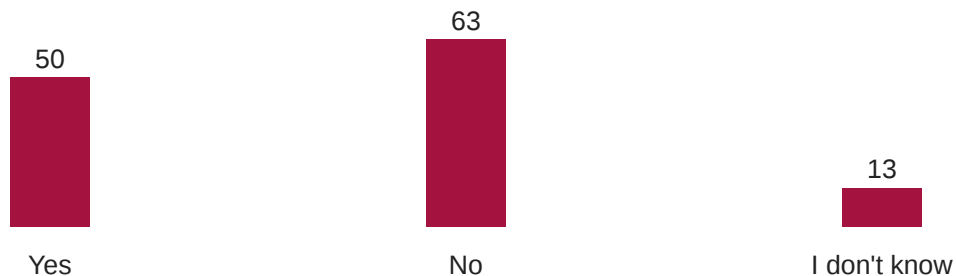
Rate of agreement or disagreement with the statements about government structure:



Rate of agreement or disagreement with the statements about participation in governance:



Have you read the Compton College Collaborative Governance Handbook?



How could the Compton College Collaborative Governance Handbook be improved to meet your needs?

How could the Compton College Collaborative Governance Handbook be improved to meet your needs?

No changes needed!

N/A

N/A

Ha- how about the fact that Curry prides himself on making decisions without collaboration. There are ears everywhere that hear him constantly say that our collaboration is merely recommendations and that he will make his own decisions. We give our time and our recommendations go nowhere. My time is valuable!

Referencing the handbook and the resources available within this document during routine administrative meeting to increase the value and usefulness of this handbook.

Is about the action not being effective.

No comment

There should be an orientation with new employees for the day so that they fully understand the handbook

na

Unless there is a comprehensive table of content and a keyword search feature, the drawback of a detailed, voluminous Collaborative Governance Handbook is the risk that the resource will not be read by many. Authoring, composing, and revising such a document would be challenging and if emending (making corrections and improvements to a text) the document is not done regularly, the handbook loses its utility. If the handbook does not reflect personnel, policy, and procedural changes, its functionality erodes.

N/A

n/a

n/a

Until college leadership embraces respect, humility, and a non-authoritative and punitive approach to leadership, no matter what is written in the handbook, nothing will cease to change. It looks good and official in writing, but it does not represent reality at the college.

not sure.

Haven't read it.

Many of the items listed on the handbook have not been met.

N/A

It is not about the handbook, but about execution of collaborative governance.

Make everyone on campus aware that there is a handbook.

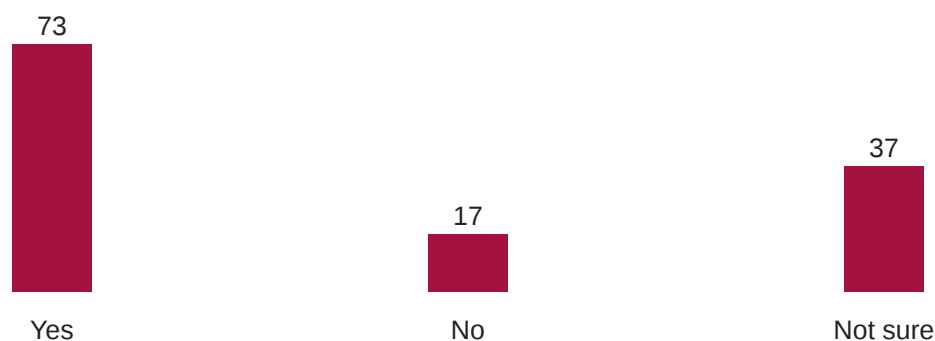
Are you a co-chair of a Compton College committee?



Are you a member of a Compton College committee?



Would you join a committee in the future at Compton College?



Is there anything else that we should know about governance at Compton College?

Is there anything else that we should know about governance at Compton College?

Listen to us. Then accept our suggestions and decisions. Trust faculty. Support faculty.

Not any.

Although it is great to have multiple stakeholder representation, there always seems to be more faculty in most committees as the larger group. Therefore, let us increase the amount of classified representation.

No information is provided to classified staff regarding the selection of committee representatives. The union does a poor job soliciting input from all classified employees. The current committee structure does not take into account that there are employees who are not members of the unions.

The question about co-chairing a committee is quite scary! There are only a few committee co-chairs and if faculty identify themselves as a co-chair, this really reduces the anonymity of this survey. There is a culture of fear on this campus. It is real. Although faculty get to select their classes, there is real retaliation from admin when we don't stay "in line." Consider revising.

As a relatively new faculty member who has taught at multiple other schools, I was amazed to discover little to no onboarding guidance. I've had to figure almost everything out on my own, across the board. During my first semester, I needed help from someone and I didn't hear back for over a month, later being told that this person wasn't "paid to answer emails" during the time at which I sent my email. I needed help! Laughable. And especially given how much hand-holding the students are given, faculty seem to be left on their own when it comes to learning how to do anything. This can be troublesome when there is so much bureaucracy and so many new systems to learn (Banner, eLumen, Curriqnet, to name a few).

It is a continuing, evolving and revolving process that should be communicated frequently to all administrators, faculty, staff and students.

New employees are not given great insight on what the governance at Compton College is for or offers. There is too much dialogue that is assumptive on all employees understanding what a governance is.

na

Some committees do not see staff assistance as members so I answered no I am not a member of a committee. As a staff member for several years, I have never been asked to just be on a committee, I am only told to be staff assistance. I have never only been a member of a committee, it would be nice to attend a committee meeting without being responsible for note taking because the focus is on accurate notes instead of the discussion during the meeting.

n/a

no

Effective leadership equals change.

no

No

When the decision making process doesn't follow the Collaborative Governance Flowchart from the handbook, it leads to confusion.

There are times where suggestions made by committees are not heeded or take extra effort to enact. This creates frustration and provides a chilling effect so that people don't want to take on the extra work of serious participating in a committee when their suggestions ideas aren't adopted.

The reasons for the decisions on committee recommendations should be provided t the committee.

There is a disconnect with the committees and closing the loop. I get that they have to post minutes but can there be information on what is being discussed or highlights in the President/CEO message? I saw the infographic of how an idea is born and executed, via collaborative governance flow chart, but are there examples of ideas that have gone through this process? It seems like ideas come from President/CEO Cabinet and classified professionals, faculty, and administrators are left to plan and execute.

The governance structure should be more clear and there should be an increase of participation from different constituency groups on committees.