MiraCosta College GO Survey Results – September 2010

Methodology

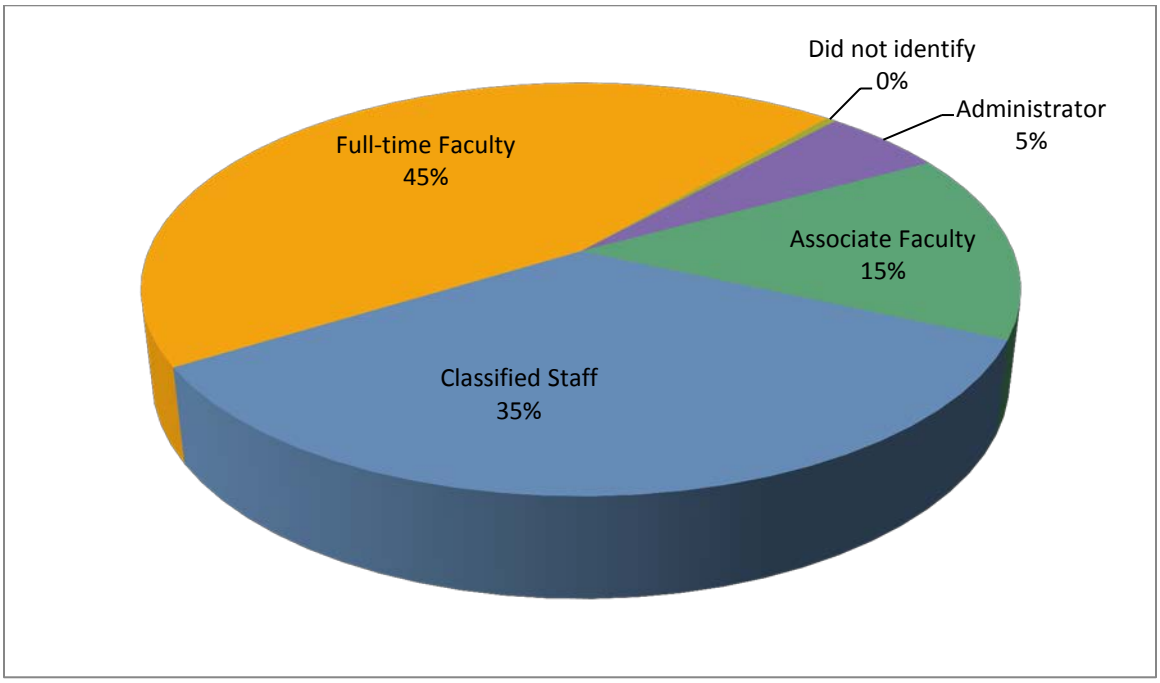
In order to assess satisfaction with the college's new governance process, an online survey was distributed electronically to all college administrators, faculty and staff. The survey was available from September 22nd through October 1st and generated 223 responses.

Results

The survey results show a disproportionately large response from full-time faculty. Since the invitation and reminders came from the Academic Senate President, it is likely that Classified staff believed that the survey was designed for the faculty.

The survey was re-opened and Classified Senate were encouraged to participate, the result was an additional twenty-two responses[1].

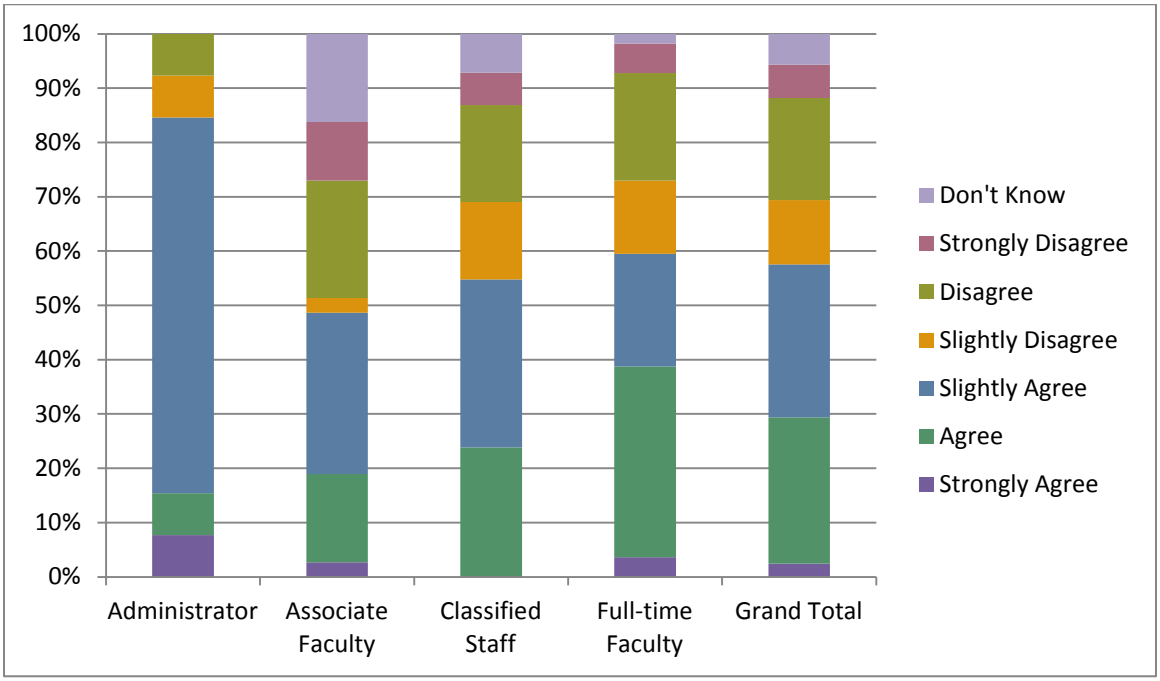
Figure 1: Responses by Employee Type



[1] Of the 22 responses, a member of the full-time faculty, a member of the associate faculty and one individual who failed to identify his/her employee group also responded.

Question 1: The current governance structure is easy to understand.

	#	%
Strongly Agree	6	2%
Agree	66	27%
Slightly Agree	71	29%
Slightly Disagree	29	12%
Disagree	46	19%
Strongly Disagree	15	6%
Don't Know	14	6%
Grand Total	**247**	



	Administrator	Associate Faculty	Classified Staff	Full-time Faculty	Total[2]
Strongly Agree	8%	3%	0%	4%	2%
Agree	8%	16%	24%	35%	27%
Slightly Agree	69%	30%	31%	21%	28%
Slightly Disagree	8%	3%	14%	14%	12%
Disagree	8%	22%	18%	20%	19%
Strongly Disagree	0%	11%	6%	5%	6%
Don't Know	0%	16%	7%	2%	6%

[2] While 247 responses were collected, two responders failed to indicate their employee group.

Total	**13**	**37**	**84**	**111**	**245**

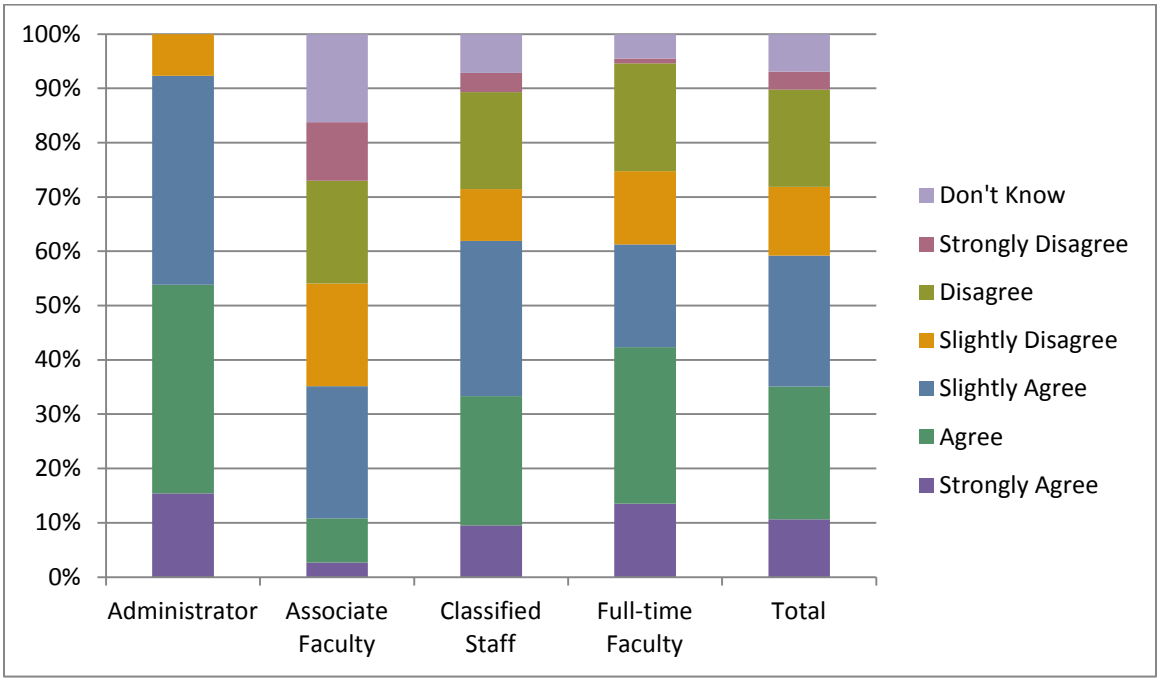
Question 1: Comments

Approval processes are unclear.
beats me
Because I have been involved in ASC.
I am involved in governance at a number of levels, and we have had to fill in the gaps as we go to a very large degree. I have been careful to keep up with this, but there are still aspects where I don't quite get it.
I believe the existing structure has lots of potential while not as easy to understand as one would hope. I think part of the confusion lies with miracostan's not know where to start of know where an otem should go.
I get emails about regular meetings but no highlights or discussion points before or after.
I have been involved for a time and am getting a better understanding, but our GO is still being somewhat modified. I imagine for someone not involved, it would be very confusing.
I t is easy to diagram hard to actually follow it.
I'm new to all of this
It is simplified, but I am not sure I completely understand it.
It is still unclear to me how it all ties together and how matters once they leave the committee and travel up to the councils are handled, enacted, and the college community informed of any actions. For instance, last year C&P forwarded the updated disciplines +FSA by course list to ASC. There is no record in their minutes that they reviewed or acted on it (although I was at the meeting and know that it was on the Dec 11 agenda of ASC). Moreover, there is no record that this document went forward to the board (as required in board policy) for approval last year.
It seems like the current governance structure keeps changing.
It semmes like an improvement but still has some bugs; we'll be able to evaluate more clearly as the issues arise--how we resolve issues will be the telltale sign.
Lack of literature, notice, distribution and time have translated to insufficient understanding of the current structure.
never been offered a flow chart that explains governance at this institution
Not used to it yet!
on paper it is very easy to understand. in day to day functioning it is not too easy. some of this has to be because we were all just figuring out a new system
Since the Accreditation, the governing process has changed considerably in ways that have not been clearly explained.
The current structure appears too cumbersome & time-intensive, and provides extremely limited ability to move issues along the often complicated pathway(s).
The flow chart is sort of easy to follow but the committees are so broad that it's hard to understand where to send an issue.
The hierarchy of committees and responsibilities is still not clear.
the role of the GO and steering committees are unclear
the workshops explaining how the structure works have been very helpful.
There has been so much confusion since the implementation of the current structure, but it's unclear

whether that means the structure is hard to understand or other issues have caused the confusion.
Very few people, if any, understand it. I don't know whether it just hasn't been explained or if it doesn't make any sense even with explanation.
What do the steering and governance committees do? How does that overlap with each other and with counsel as well as other committees.
while function of committees is easy to understand, the routing of items is unclear.
You are kidding, right?

Question 2: In the current governance structure, I know where to take my issues for consideration.

	#	%
Strongly Agree	26	11%
Agree	60	24%
Slightly Agree	59	24%
Slightly Disagree	32	13%
Disagree	45	18%
Strongly Disagree	8	3%
Don't Know	17	7%
Grand Total	**247**	



	Administrator	Associate Faculty	Classified Staff	Full-time Faculty	Total
Strongly Agree	15%	3%	10%	14%	11%
Agree	38%	8%	24%	29%	24%
Slightly Agree	38%	24%	29%	19%	24%
Slightly Disagree	8%	19%	10%	14%	13%
Disagree	0%	19%	18%	20%	18%
Strongly Disagree	0%	11%	4%	1%	3%
Don't Know	0%	16%	7%	5%	7%
Total	**13**	**37**	**84**	**111**	**245**

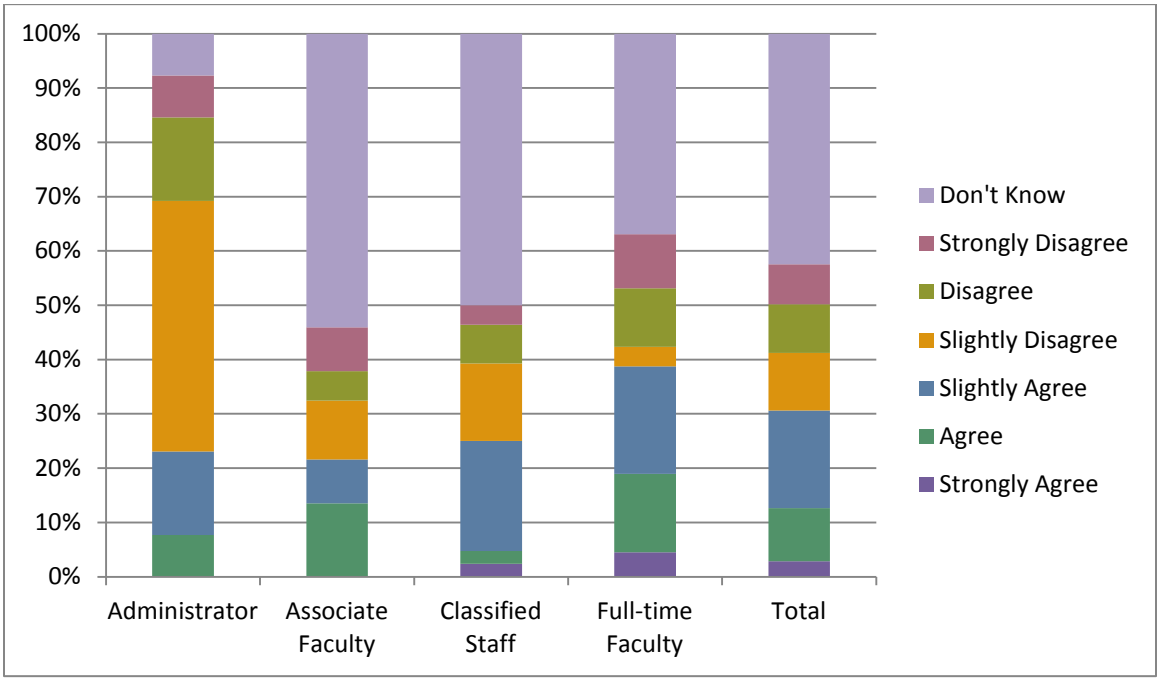
Question 2: Comments

Apparently I have NO DEPARTMENT Chair!! No support, no one that can answer questions about concerns about my students,classes, structure, scheduling etc...
but i know i can easily find out
Even in our new structure it still feels very political as far as whose issues are addressed. There is little communication between Classified Staff and the Senators. There is still a feeling of concerns not being heard.
Haven't personally had a governance issue to bring forward.
I assume I would take my issues to the associates who are on the senate?
I could find out!
I don't know whether as an individual faculty member I go to Steering, to my rep, or to a committee.
I have expressed concerns about things in the past but have never been directed to a committee.
I know where issues should go but I'd say most of my colleagues do not. It's like Greek.
I know where to go, only because I am involved with the GO structure on a number of levels.
I understand the basic structure, it's the subcommittees i'm a bit unclear on. For example, Dept. Chairs, how do we know if something is supposed to go in front of Dept. Chairs? Same question for Deans.
If I don't know where to take issues, I have confidence that I can find out.
If it is unclear where an issue is currently housed, the Steering Committee is always the obvious point of entry.
I'm thinking the Group that routes the issues
My guess: start with the Steering Committee
My rep?
no idea
Nope. Why where all the existing committees just eliminated?? They could have been restructured and then the redundant bodies could ahve been absorbed by a larger commmittee or abolished.
not really
Not sure we know where to go.

Since the Classified Senate remains in place, one would assume to go directly to a Senator/Officer of the Senate. Otherwise, if there are more succinct and appropriate avenues to pursue, knowledge of this is almost nonexistent.
Steering committee, but that's well-known
There is much confusion about which committee handles what, who has purview of what, and how issues with cross-departmental/cross-divisional implications are handled.
this has been confusing, I've seen people bounced around, gone in circles, only to end up where they started. again, probably becuase it's all new, but their has been some of the not my problem game.
This is becoming clearer, but the organization needs an operations manual.
this is still unclear as issues are directly taken to committees instead of the steering council.
What is unclear is WHAT issues have to be taken to Steering Council. There has been a lot of confusion about what are operational issues versus governance issues.
Yes, sort of

Question 3: Using the current governance structure, issues are resolved in a timely manner.

	#	%
Strongly Agree	7	3%
Agree	24	10%
Slightly Agree	44	18%
Slightly Disagree	26	11%
Disagree	22	9%
Strongly Disagree	18	7%
Don't Know	104	42%
Grand Total	**245**	



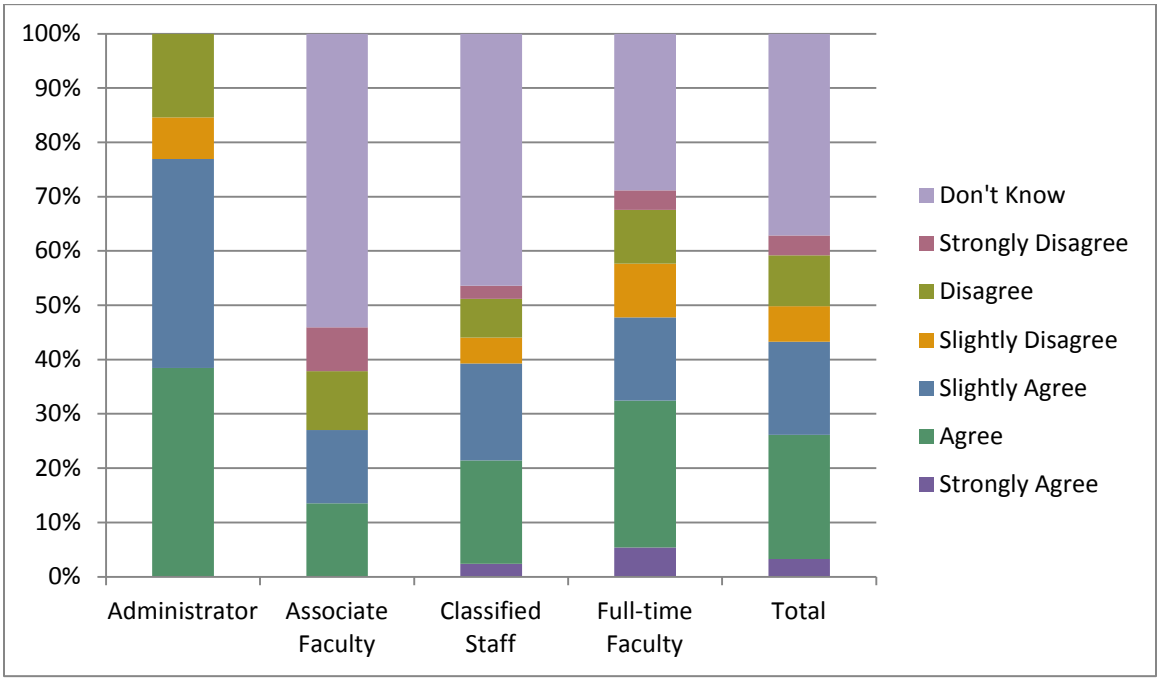
	Administrator	Associate Faculty	Classified Staff	Full-time Faculty	Total
Strongly Agree	0%	0%	2%	5%	3%
Agree	8%	14%	2%	14%	10%
Slightly Agree	15%	8%	20%	20%	18%
Slightly Disagree	46%	11%	14%	4%	11%
Disagree	15%	5%	7%	11%	9%
Strongly Disagree	8%	8%	4%	10%	7%
Don't Know	8%	54%	50%	37%	42%
Total	**13**	**37**	**84**	**111**	**245**

Question 3: Comments

communication is better than last year but still sketchy
Despite best intentions, issues take an inordinate amount of time to travel through the maze and come to resolution.
Given that committees meet once or twice a month - and that to come to a committee, an issue typically must be routed to it through the Steering committee - which meets twice a month - the process is slow.
I do not have any examples to draw upon for this question
I don't have enough data yet.
I don't know what issues are being addressed, when they were presented, or when they were resolved.
I think this question is premature and ignores the culture of the college. It's my experience that most folks do the best they can, but timeliness here is relative.
I wouldn't say there is much indication to the casual observer as to the time it takes to resolve most issues---be it timely or not. There doesn't seem to be very much in the way of tracking problem to solution.
It is not always clear if issues are resolved or addressed appropriately. Personnel issues are confidential, Grievances are confidential and as of recently, the Classified Senate no longer has official minutes. The waters continue remain muddied, in one form or another.
It is still early. We don't have that many examples to point to.
I've only submittted one issue that was batted around for awhile between different committees. I don't know what the resolution was.
oftentimes, expediency is primary, not careful deliberation (i.e. AP/BP policies)
Some are, but most are not. If people understood the structure I think resolution would be easier and quicker to reach.
sometimes too fast, to meet with arbitrary deadlines; others, not fast enough to make the positive changes necessary to respond to immediate needs.
Still waiting to heasr about team teaching.
The practice of routing decisions/approval to primary councils makes sense. But it has become unweldy to have to send ALL those matters to all other councils for "information only". Last year that did not happen as a matter of course, and doing so this year is extremely time consuming and has questionable benefits. Depending on the issue, it might suffice to allow members of the other councils to see information in the minutes of other council meetings.
There is doubt.
They could be, perhaps, if agenda items weren't lost or ignored when sent to ASC. This seems to be better this year, but last year it was an ongoing disaster.
Timely? I don't think so...
Too many levels for this to happen. We've built in a bureaucracy of check the box and go here, go there before anyone can substantively deal with the issue. It's exhausting and discourages participation since resolution takes so long.
Too many levels of committees to review. Things get lost in the transition from one committee to the next.

Question 4: Using the current governance structure, issues are resolved in an effective manner.

	#	%
Strongly Agree	8	3%
Agree	56	23%
Slightly Agree	42	17%
Slightly Disagree	16	7%
Disagree	23	9%
Strongly Disagree	9	4%
Don't Know	91	37%
Grand Total	**245**	



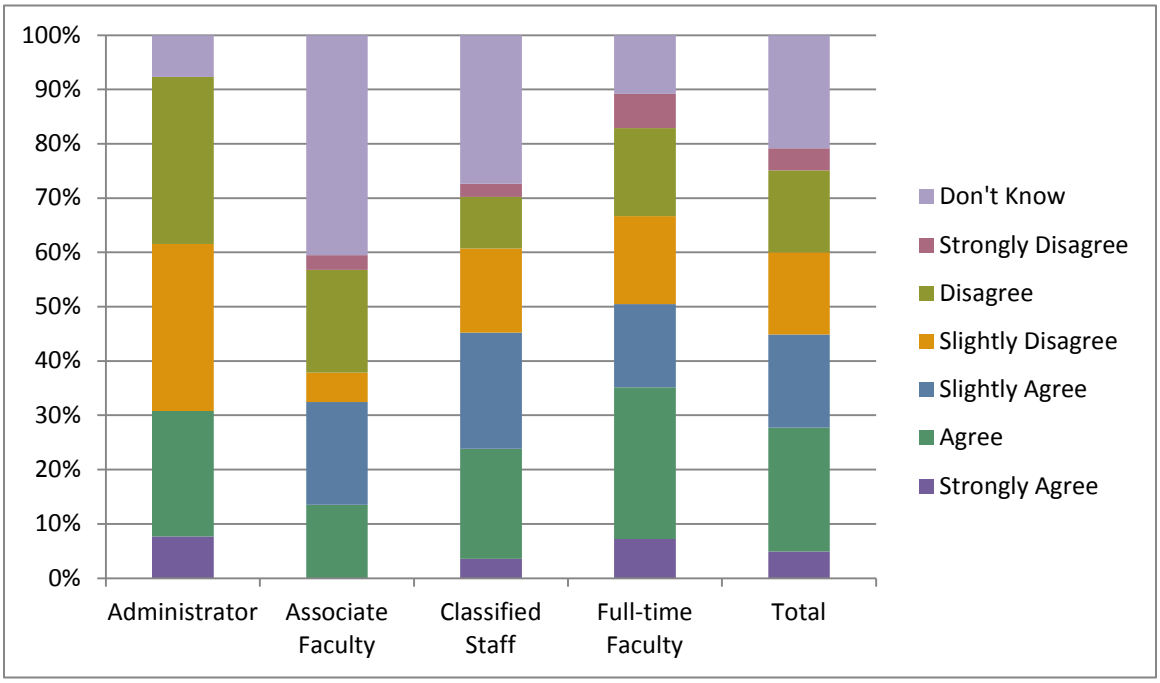
	Administrator	Associate Faculty	Classified Staff	Full-time Faculty	Total
Strongly Agree	0%	0%	2%	5%	3%
Agree	38%	14%	19%	27%	23%
Slightly Agree	38%	14%	18%	15%	17%
Slightly Disagree	8%	0%	5%	10%	7%
Disagree	15%	11%	7%	10%	9%
Strongly Disagree	0%	8%	2%	4%	4%
Don't Know	0%	54%	46%	29%	37%
Total	**13**	**37**	**84**	**111**	**245**

Question 4: Comments

Associate faculty have no way to address difficult questions without fear of losing their job.
Despite best intentions, issues take an inordinate amount of time to travel through the maze and come to resolution. Often the right hand does not know what the left hand is doing, and this begs the question, "Was the resolution adopted the actual best resolution available?" as well as, "what are the true repercussions of the resolution adopted?" Often we won't know this until very far down the road (when it's too late).
don't know because minutes of committee meetings are not made public and who knows what is effective?
I do not have any examples to draw upon for this question
i hope so
I would say that MCC governance is effective. I think there is a feeling of confidence that we, as a college, are going to weather the the current financial crisis rather well.
if matters are vetted with ample discussion, issues have an outcome that satisfies collegial governance intent.
Just as effective as the past structure.
Need to post progress on items somewhere. More communication is important so people know what is going on.
No way has there been enough time to answer this.
Not in my experience - too much change, too fast to be effective. The Steering Committee seemed overwhelmed to say the least.
Same as above: It is not always clear if issues are resolved or addressed appropriately. Personnel issues are confidential, Grievances are confidential and as of recently, the Classified Senate no longer has official minutes. The waters continue remain muddied, in one form or another.
The status chart of where an item is the the process is not conveyed and there doesnt seem to be a way to see the flow easily. Not communicated clearly.
There is a facade of openness about processes but most of the time I hear about things after the fact; once a decision has already been made.
Too many levels for this to happen. We've built in a bureaucracy of check the box and go here, go there before anyone can substantively deal with the issue. It's exhausting and discourages participation since resolution takes so long.
When they are resolved they are usually resolved effectively.

Question 5: The current governance structure clearly distinguishes advisory from decision making bodies.

	#	%
Strongly Agree	12	5%
Agree	56	23%
Slightly Agree	42	17%
Slightly Disagree	37	15%
Disagree	37	15%
Strongly Disagree	10	4%
Don't Know	51	21%
Grand Total	245	



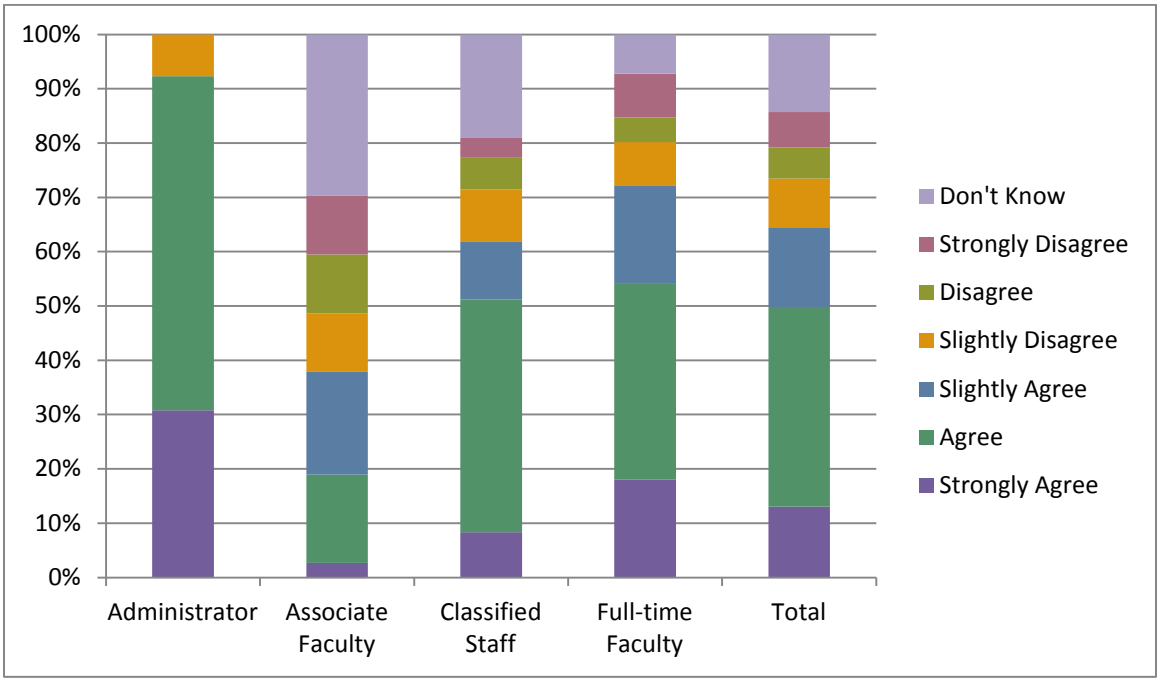
	Administrator	Associate Faculty	Classified Staff	Full-time Faculty	Total
Strongly Agree	8%	0%	4%	7%	5%
Agree	23%	14%	20%	28%	23%
Slightly Agree	0%	19%	21%	15%	17%
Slightly Disagree	31%	5%	15%	16%	15%
Disagree	31%	19%	10%	16%	15%
Strongly Disagree	0%	3%	2%	6%	4%
Don't Know	8%	41%	27%	11%	21%
Total	**13**	**37**	**84**	**111**	**245**

Question 5: Comments

Agreed, though I don't think the array falling within each designation is either effective or advisable.
As a member of one of the GO committees, I'm still confused. Sometimes we "make decisions" and other times we make recommendations. It's muddled.
I guess. It still looks like musical committees - the same group of people move from meeting to meeting.
I sat on one committee that thought it was decicion making for an entire year before being told, no, you all are advisory only... that was demoralizing more than anything else.
I think a bit of confusion still occurs here. Many are not yet that familiar with the new system and what represents advisory versus decision-making entities.
I'm not even sure of the delineation here.
It doesn't. It seems to me that lots of committee work is actually administration work or for the office of instruction with advice from the committees yet the workload is shunted to committees when they do not have the ultimate decision making authority.
it seems that some of the committees such as campus make decisions without going through the governance groups but maybe they are decsions that can't wait for that part of the process.
It's not as clean-cut as it could be, but the distinction might be artificial in the first place. Councils make decisions, except where they are advisory to the president or board. Committees advise councils, but sometimes advise an administrator, and sometimes seem to make decisions (like who gets a scholarship).
let me ask my ouija board
Not sure that this is true - are advisory groups listed on the flow chart?
this is unclear as committees think decisions are made at that level.
While the governance structure may be in place as required by Accreditation, the succinct details or each committee and how they function is not widely known. Clarification of this would be greatly appreciated.

Question 6: The current governance structure maintains MiraCosta's tradition of collegial governance.

	#	%
Strongly Agree	32	13%
Agree	90	37%
Slightly Agree	36	15%
Slightly Disagree	22	9%
Disagree	14	6%
Strongly Disagree	16	7%
Don't Know	35	14%
Grand Total	**245**	



	Administrator	Associate Faculty	Classified Staff	Full-time Faculty	Total
Strongly Agree	31%	3%	8%	18%	13%
Agree	62%	16%	43%	36%	37%
Slightly Agree	0%	19%	11%	18%	15%
Slightly Disagree	8%	11%	10%	8%	9%
Disagree	0%	11%	6%	5%	6%
Strongly Disagree	0%	11%	4%	8%	7%
Don't Know	0%	30%	19%	7%	14%
Total	**13**	**37**	**84**	**111**	**245**

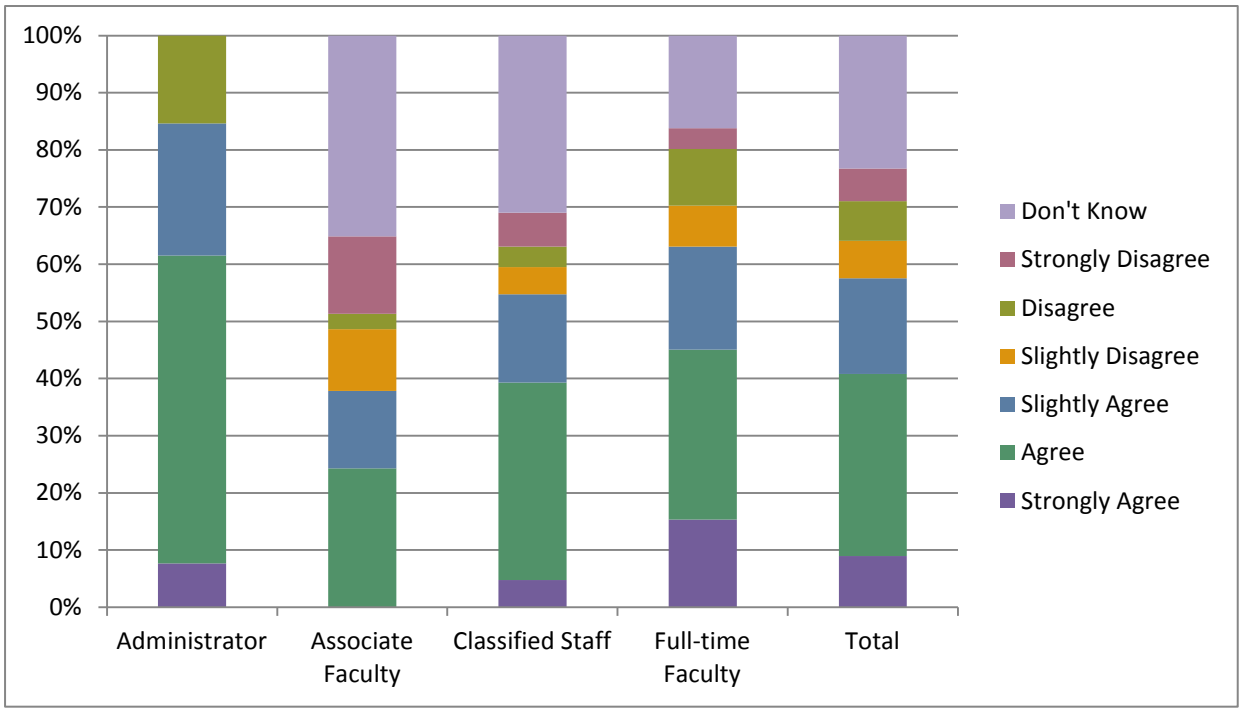
Question 6: Comments

Associate faculty learned the hard way that there was not truly collegial governance. As a reaction it seems better now but how much?
Attemping to!
Collegial ??? You've got to be kidding! People are really rude and disrespectful to others at MiraCosta.
I believe the tide has turned for the worse with regard to collegial governance at MiraCosta as we once knew and practiced it.

I know there have been changes though don't exactly know what they are.
I worry about this. Fewer people in fewer forums with less inout making big (and often overly hasty) decisions. That's not collegial.
If the people selected for the governance committees show up and do the work, the process is very representative of constituecies and preserves collegiality.
Is this a tradition? In our current reorganization it feels like something that has been at the forefront of discussion, but it does not feel traditional. It feels more like we've made a shift in the direction of "collegiality." There are rumblings, and the jury is still out as far as the true depth of MCC collegiality.
It is too early to accurately determine whether the "appearance" of collegial governance is what has actually occurred. It remains to be seen if true collegial governance perseveres.
It often feels like we sit in 2 hour meetings every other week just to have recommendations ignored. Seems like a waste of time and that collegial governance is now only for show for accreditation.
It tries. I don't know if every part of that tradition is good or should be maintained. It maintains the idea of involving administrators in what should be faculty decisions (curriculum).
Not for me. I'm an employee with over twenty years here and I'm not so inclined to involve myself in this new cycle of procedures.
Slight elitism remains from the first implementation of GO, but under new Academic prez it seems to returning back to collegialty
So much so that at times, it stifles progress and takes much too long to achieve results.
The faculty have given up primacy on a number of issues.
There has been a definite change in the way decisions are made.
There might be "collegiality" among faculty, but collegiality with the rest of the district hardly exists anymore. Faculty run the show and make all the decisions, regardless of a "GO" committee.
things have changed so much in such a short time. 5-6 years ago, MiraCosta was a much better environment to work in. Now it is just like every other college. Everyone wants to come here because it is "special," then they get here, and try their hardest to turn it into where they came from... why? Go back to where you came from if it worked so well there, stop messing up a college that WAS working well!!
This has not been without some struggles. With all due respect, some members of the faculty have been trying to argue that they have primacy over EVERYTHING by citing the 10+1. The law does not give them the right to run the college in all matters, and these claims have caused concern among other employee groups. This has the potential to cause great divisions and cause a loss of collegiality. There seems to often be a double standard and some people act as if you are not being collegial just because you disagree with the stance of another employee group.
this is a joke. Adjunct faculty pay structure can be altered at will with absolutely no input from the adjuncts. We are at the mercy of the senate.
To me this is a myth. I never felt like the college has/had collegial governance.
while all constituent groups are represented on the big 6 commitees - I find the ratios very skewed. Heavy faculty numbers on all of the committees - even those without faculty purvue
While I agree with fair representation on committees, its often administrators who dominate discussion and tend to try to steer groups in a particular direction.

Question 7: The current governance structure is sufficiently comprehensive to address existing college-wide governance issues.

	#	%
Strongly Agree	22	9%
Agree	78	32%
Slightly Agree	41	17%
Slightly Disagree	16	7%
Disagree	17	7%
Strongly Disagree	14	6%
Don't Know	57	23%
Grand Total	**245**	



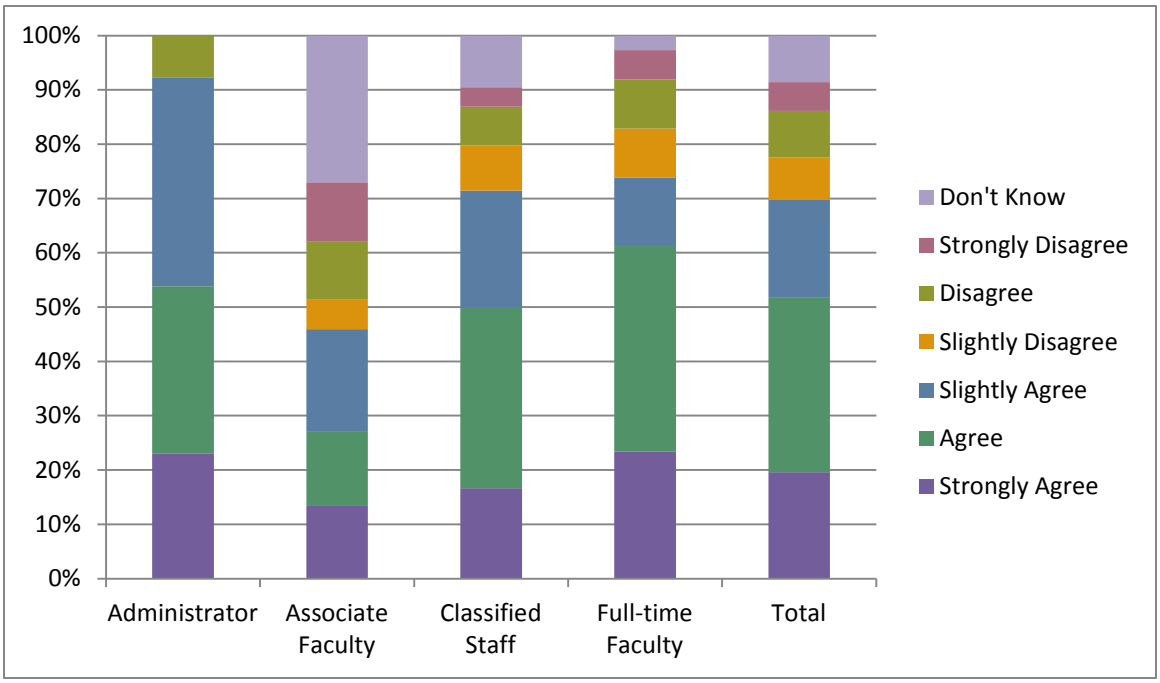
	Administrator	Associate Faculty	Classified Staff	Full-time Faculty	Total
Strongly Agree	8%	0%	5%	15%	9%
Agree	54%	24%	35%	30%	32%
Slightly Agree	23%	14%	15%	18%	17%
Slightly Disagree	0%	11%	5%	7%	7%
Disagree	15%	3%	4%	10%	7%
Strongly Disagree	0%	14%	6%	4%	6%
Don't Know	0%	35%	31%	16%	23%
Total	**13**	**37**	**84**	**111**	**245**

Question 7: Comments

Diversity and equity is a college-wide governance issue, but is broken into various committees. If we have this as a core value, then it should be a college-wide committee. Program review and student learning outcomes are college-wide, but there is no committee to address these. Efforts on program review and student learning outcomes are divided between several committees and individuals with no one group accountable for them. This is where we have trouble with the accrediting commission, and I can see why. Sustainability issues don't fit neatly into any committee, but are supposed to be of concern college-wide.
I believe this is true but I don't believe its been utilized effectively.
I this is being worked on so I am waiting to see the outcome of that work.
I'm really not sure.
In theory, this model can work. However, the practice of collegiality must allow for time, deliberation, consensus building.
It appears that the structure is thought-through and comprehensive in nature but detailed knowledge is not clear and sufficiently understood.
That is also means that additional committees/groups like DECQ are probably not necessary or should pass a very high threshold of necessity.
The addition of a group that takes care of equity issues and possible grievances would be helpful.
The governance structure as in existence last year had glaring gaps in coverage. For example, the equivalency committee did not exist.
Things get left out or put into committees because they have no where to go. What's wrong with a free standing committee outside the structure? This seems overly rigid to me.
Too complex, too adversely weighted. Some administrators have the idea that our classified colleagues "come from behind" in perception in order to be seen as equals at the table. This is unfortunate, and a first in MCC history.
Too many large cumbersome committees. Should be smaller and without overlap.
We need a program review committee

Question 8: All constituencies are encouraged to have broad and constructive participation in the current governance structure.

	#	%
Strongly Agree	48	20%
Agree	79	32%
Slightly Agree	44	18%
Slightly Disagree	19	8%
Disagree	21	9%
Strongly Disagree	13	5%
Don't Know	21	9%
Grand Total	**245**	



	Administrator	Associate Faculty	Classified Staff	Full-time Faculty	Total
Strongly Agree	23%	14%	17%	23%	20%
Agree	31%	14%	33%	38%	32%
Slightly Agree	38%	19%	21%	13%	18%
Slightly Disagree	0%	5%	8%	9%	8%
Disagree	8%	11%	7%	9%	9%
Strongly Disagree	0%	11%	4%	5%	5%
Don't Know	0%	27%	10%	3%	9%
Total	**13**	**37**	**84**	**111**	**245**

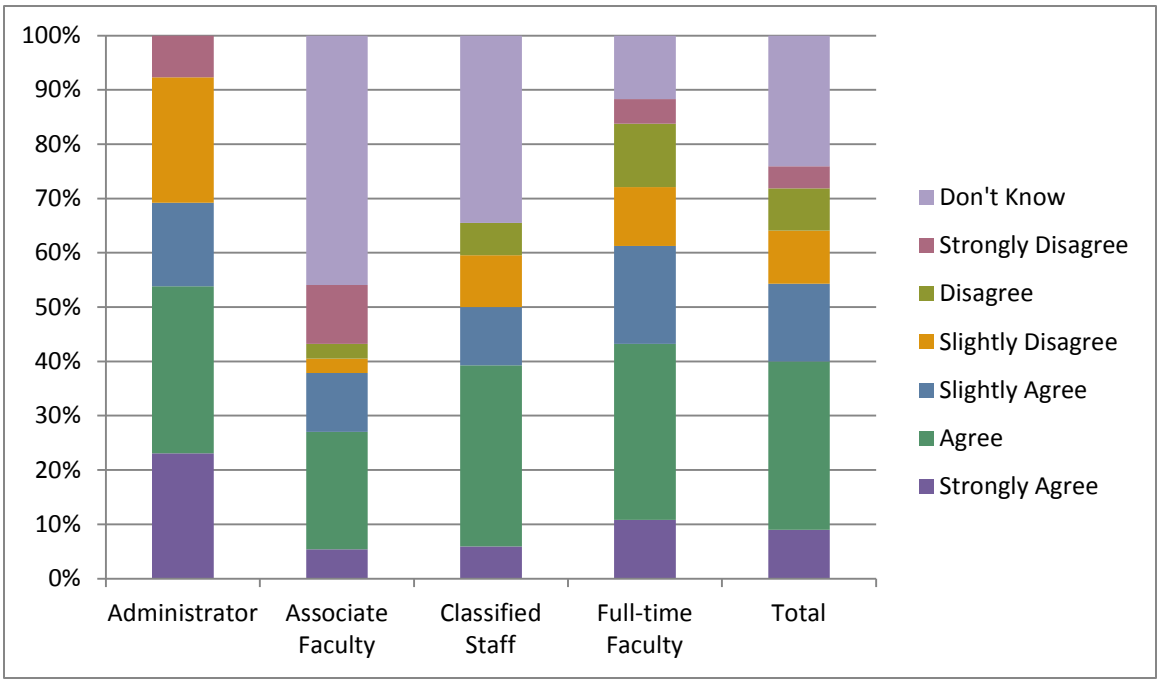
Question 8: Comments

Actually, faculty are trying to change it so that classified staff do not have voting rights in committees.
Associate faculty and classified administrators are treated as less important. Associate faculty members are not on any college-wide governance committees. Students are given a place, but no incentive for participation.
Associate Faculty teach approx half the classes at this college, yet they are barely represented on many committees and esp not well represented on the governing committees.
but they don't know how
Classified staff are at a definite disadvantage because of each job/supervisor allowing different levels of participation. I would like to see some sort of rotation happen in departments where it is more difficult
Encouraged, yes, but there is a question if this participation is actively sought, genuinely valued, and broadly considered. There is evidence that suggests such participation is sought after decisions have been made, or after a process has progressed beyond the point where input gathered would change a direction or make a difference.
Even though Classified and students serve on committees, I've seen them shut down/dismissed by faculty when they've expressed an opinion or view point.
I agree based on the original makeup of committees, however I have heard rumblings of the desire on the part of some faculty to remove classified from some committees.
I am unsure what "encouraged" means here. There doesn't seem to be any real commitment or "teeth" to participation on these committees. Individuals from each constituency are appointed, but after that, there is no carrot or stick for active participation. If members choose to slack off, not attend, not do the work, it doesnt seem to matter in any way. While the idea of diverse membership, representation of all constituencies, active participation is there, the reality of requiring or even "encouraging" it is not.
I have come to realize that "encouragement" is not universal across departments. There are rumors that some departments are not as encouraging where governance is concerned. In some cases to the point where individuals are not given the option.
I have seen voluntary participation made available within and throughout the current structure. I am looking forward to having the Classified Senate meetings broadcast live as with the Board of Trustee meetings. The supporting nature of Classified positions requires a physical presence within their assigned locations thus the listening to live broadcasts would be exceptionally beneficial. This would also in my opinion, encourage and facilitate more in-depth understanding and participation within the District's governance structure.

I just got unionized and don't fell I have much of a say now!
I'm sure this might get better with time, but valid groups were left out of the formation of some of the big committees at the beginning. It was a huge oversight, and when it was pointed out at the time, the reasons given were insulting.
Main problem from last year: Decisions were being made without broad input. Faculty weren't even aware certain major items were up for consideration, and there was no real effort to let them know, or to have a forum or discussion. Changing summer, final exams week come to mind. Although they didn't pass, it would have caused an uproar. The problem is that the GO allows for a few people to vote on these, not getting wide support first.
Maybe too much. A lot of these are faculty issues.
Not sure about that. A bad example has been exemplified by the August 2009 Non-credit meeting and by the following Board meeting where half members themselves ignored what the "District" had decided.
Sure for whatever good it will do in this new scheme of things - do I sound jaded? Maybe so, but I'm really getting tired of sweeping changesjsut for the sake of showing that we're changing. It seems the current administration, all of whom were so happy to be here, have spent there time making things look & feel just like where they came from.
This is a real problem.
This is the perception I have, gathered from talking to colleagues and from the emails I have received.
While there is encouragement to participate, it is left to the director to make the determination if a staff member can participate. Since most aspects of the governance committees are during business hours, certain departments can not participate. How can you get a fair cross section in this governance model if some of the departments are not allowed to participate?
Yes, we are all encouraged but many of us rarely have the time to take part in meetings. Some people hesitate asking for time away to be part of a committee for fear that the boss will think they don't have enough work to keep them busy or some people have to ask someone else to cover while they are away, for example front counter jobs.

Question 9: Committee composition is appropriate to the tasks of each governance committee.

	#	%
Strongly Agree	22	9%
Agree	76	31%
Slightly Agree	35	14%
Slightly Disagree	24	10%
Disagree	19	8%
Strongly Disagree	10	4%
Don't Know	59	24%
Grand Total	**245**	



	Administrator	Associate Faculty	Classified Staff	Full-time Faculty	Total
Strongly Agree	23%	5%	6%	11%	9%
Agree	31%	22%	33%	32%	31%
Slightly Agree	15%	11%	11%	18%	14%
Slightly Disagree	23%	3%	10%	11%	10%
Disagree	0%	3%	6%	12%	8%
Strongly Disagree	8%	11%	0%	5%	4%
Don't Know	0%	46%	35%	12%	24%
Total	**13**	**37**	**84**	**111**	**245**

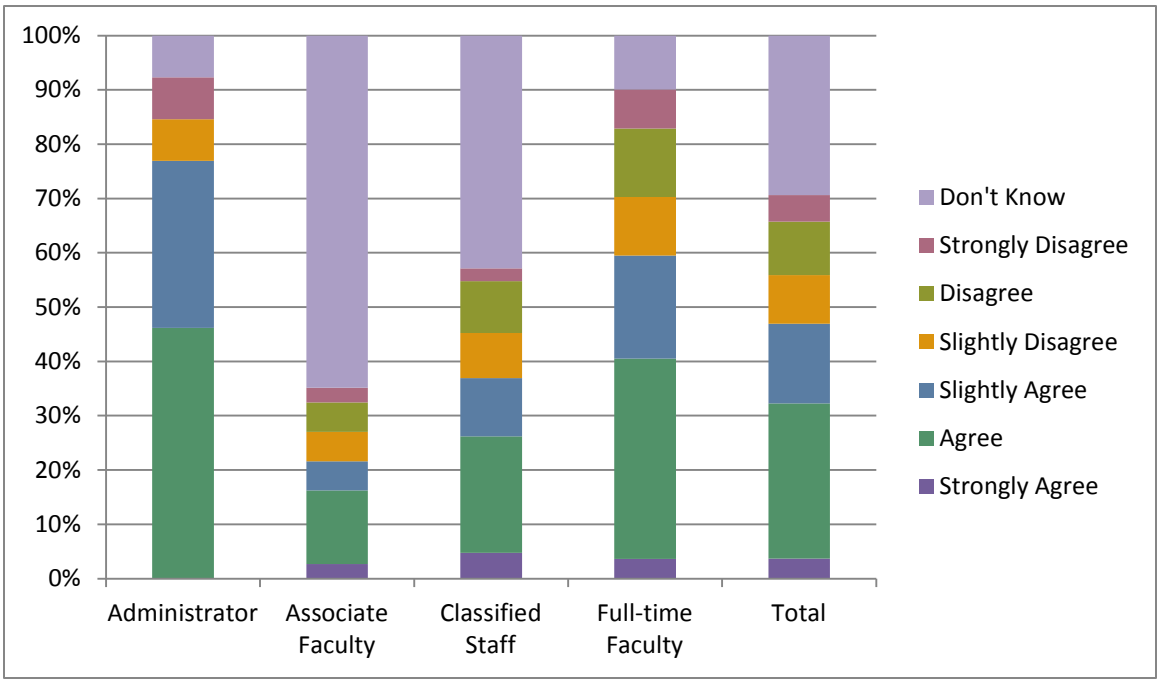
Question 9: Comments

Courses and programs should be an AS committee, with faculty as the only voting members, because curriculum is clearly an area of AS primacy. There is also an unnecessary consistency in the ratios of faculty/staff/admin/students on some committees (especially campus and student affairs). Also, most (if not all) of what campus and community relations, and maybe even student affairs, do should be done by advisory committees, not by college governance committees.
Each committee's structure should depend on its tasks. Each committee dealing with instructor needs representatives from the various campuses, online, labs, etc.
I believe that C and P should have non-faculty membes in advisory positions and non-voting. Non-faculty expertise is needed to clarify and inform, but faculty have primacy over curriculum and should be the only voters on curriculum.
I do believe there is fair representation on the committees.
I don't think this statement is accurate and the definition of 'tasks and purpose' for each committee is still being defined - members are even confused as to their purpose and what they're supposed to do.
I understand that faculty have primacy on many issues in the realm of governance, but I've seen representatives from other groups get their opinions and recommendations trampled by the large faculty majority on most committees.
I'm not sure this is true. I think people were and are still assigned based on friendships and not necessarily based on skills or experience. I look aorund the room of the big committee I'm on and see a lot of people who are just there to fill a seat because they either want to be in on the action, or want to fill a slot on their tenure file.
It can always be better and directed, but for the most part I think individual who serve on committees are well suited, and have adequate interest in outcomes, to be effective.
It seems as though the same people get on committees, perhaps because they can get the time off to participate.
Many committee members don't have sufficient expertise/training to fulfill their roles and/or soon realize the time and energy commitment involve and begin zoning out, offering little in the way of input and representation during committee meetings.
Needs more associate faculty involvement.
Not always. For example, I am not sure why untenured faculty members who are not considered to be "in good standing" are allowed to be Lodestars. Quite frankly, they should be the last people who are mentoring new faculty members.
Not really, some should have lots more faculty. These are often faculty issues- period.

Some are too large to function effectively. Courses and programs should not have voting members that are not faculty members. Curriculum is an AB 1725 academic and professional matter. It should return to being an Academic Senate committee. Academic affairs duplicates work that should be department chairs work. Student affairs duplicates work that should be student services council work. Community relations and campus committees are very large for no purpose. Cheryl Broom and Tom Macias could use small focus groups to do the same work more efficiently.
Some committess appear to be very overworked
While Classified are allowed to participate within governance according to Board policy, the practicality of realizing this prevents a large proportion of employees from actually doing this, thus the reality of two results: lack of participation (not due to lack of interest) and repeat participants (those who have positions and/or supervisors who support this effort.) More cross-divisional, multi-site Classified participation would be greatly beneficial to the entire governance structure.
Why are students and classified staff voting members of C&P?
With many new members, the sorting out of tasks relevant to expertise is not matched. Volunteering is more prevalent with committee members so participation and education are positive outcomes.

Question 10: The current governance structure generates a reasonable amount of workload.

	#	%
Strongly Agree	9	4%
Agree	70	29%
Slightly Agree	36	15%
Slightly Disagree	22	9%
Disagree	24	10%
Strongly Disagree	12	5%
Don't Know	72	29%
Grand Total	**245**	



	Administrator	Associate Faculty	Classified Staff	Full-time Faculty	Total
Strongly Agree	0%	3%	5%	4%	4%
Agree	46%	14%	21%	37%	29%
Slightly Agree	31%	5%	11%	19%	15%
Slightly Disagree	8%	5%	8%	11%	9%
Disagree	0%	5%	10%	13%	10%
Strongly Disagree	8%	3%	2%	7%	5%
Don't Know	8%	65%	43%	10%	29%
Total	**13**	**37**	**84**	**111**	**245**

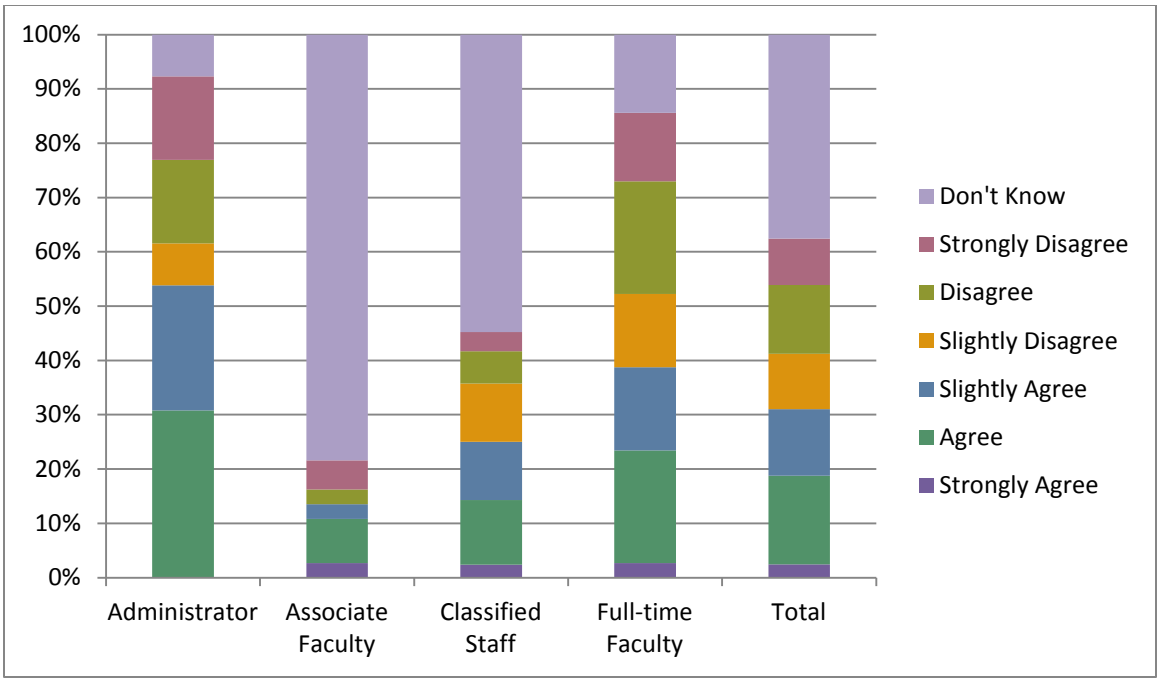
Question 10: Comments

A considerable amount of work continues to fall on the few.
By strongly agreeing, I actually mean the workload is cumbersome for some committees and often prohibits thorough participation by many committee members.
Courses and Programs is probably unrealistic, but for a faculty member it's the work is worthwhile.
For those people not on committees, it's a reasonable amount of workload, but for people on the committees its generating way too much work. We've managed to take the same amount of work that we used to do and spread it among less people
From the looks of it it's quite a bit more work.
I agree I think when LHE got implemented I saw a few people put in some extra time that I don't know if it was part of their reasonalbe workload!
I believe certain committees such as C&P seems to have a heavy workload whereas Community relations doesnt seem to have much at all.
I can't speak for Faculty, but for Classified, it can at times be overwhelming. Most of our days are full, to beyond full, from our general duties, so governance becomes added responsibility. For many, it is more than they simply have time for, which is unfortunate. There is no time built into Classified contracts that gives us incentive to be involved. Classified Senate is given release time, but there is not much equity in the fact that Faculty is required to do a certain amount of committee time, and is paid as part of their job. Where as Classified we are forced to get permission and squeeze it in to an already increasingly overwhelming amount of everyday work.
If you are not partricipating on one of the few committees there is no way to identify the scope of the committees activity.
It is now onerous to be on a committee as a small group is expected to do a great deal of work while many have no way to participate (if not on a committee or tapped by a committe to help).
Many FT Faculty members often work far beyond the MCC policy designated 5 hours per week to fulfill our many time-sensitive committee duties.
Not right now, because we are working on the Educational Master Plan which is being pushed by accreditation deadlines.
Participation within governance is largely voluntary and the commitment to managing workload and committee tasks is a continual balance wherein some committees have more intensive, detailed tasks and others are more general in nature. When governance duties are time-intensive or requires additional assistance, I have personally observed positive administrative support for the successful

balance, participation and completion of governance tasks.
Redundant question - same as #9
Some committees have too little, others too much...and the work is spread across a subset of the faculty rather than the entire senate
Some committees more so than others.
Sometimes it is fine, others it is waaaay too much work. Also in my experience, the workload tends to be carried by a few, not the entire committee.
There's a tremendous amount of workload that is present. Due to an absence of key committees that were sunsetted with the implementation of this new model, certain campus wide issues are not addressed.
These committees are HUGE!
This will be more true when issues which are truly operational to a department are program are not required to be handled by governance committees as sometimes happened in the first year.

Question 11: The workload generated by the current governance structure is equitably distributed.

	#	%
Strongly Agree	6	2%
Agree	40	16%
Slightly Agree	30	12%
Slightly Disagree	25	10%
Disagree	31	13%
Strongly Disagree	21	9%
Don't Know	92	38%
Grand Total	**245**	



	Administrator	Associate Faculty	Classified Staff	Full-time Faculty	Total
Strongly Agree	0%	3%	2%	3%	2%
Agree	31%	8%	12%	21%	16%
Slightly Agree	23%	3%	11%	15%	12%
Slightly Disagree	8%	0%	11%	14%	10%
Disagree	15%	3%	6%	21%	13%
Strongly Disagree	15%	5%	4%	13%	9%
Don't Know	8%	78%	55%	14%	38%
Total	**13**	**37**	**84**	**111**	**245**

Question 11: Comments

Absolutely, definitely not.
Again, you would only know if the workload was appropriately distributed if you were on the committee and had history to reflect on.
But this might be more a function of the retio of FT faculty to committee slots available.
Committees are too large in size for adequate debate and deliberation.
Courses and Programs bears a very large work burden and committees like Student Affairs bear too little a burden of work.
I know this is something that has already been addressed, but there seems to be a pretty big swing in the variation of workload from committee to committee.
Is equitable distribution of workload a worthy goal?
It is now onerous to be on a committee as a small group is expected to do a great deal of work while

many have no way to participate (if not on a committee or tapped by a committe to help).

It will never be equitably distributed and I dont understand why this should be a goal. Planning and Budgeting, C&P will always be a high workload committee while others may not. To equate the workload of committees that must meet numerous times per month to those that meet once per month is disingenuous and false. What purpose does it serve to try and say these are equitable? Why do they have to be?

No, again because of the number of faculty members that have not been assigned to committees.

see above

see above

some committees have more work than others so perhaps they need to add members

Some committees seem to have a lot more to do than others, but that might just be the nature of their work... And then on the committeess themselves, a few individuals are left doing the bulk of the work, while some just sit back and offer their criticism without offering to step up and pitch in... it's maddening. I never thought I would see that at MiraCosta. But I see it a lot now. No one wants to put their name as head of a work group or subcommittee for fear they will be the next lightening rod of criticism.

Some faculty are asked to serve on more than one committee while there are faculty who serve on none - definitely not equitable.

That was not my experience...

The distribution of workload should not be a major consideration. Some committee, by the nature of the matters considered by them (i.e. Courses & Programs), will absolutely be more time consuming. Their work should not be fractured just to make the load "equitable" to the work of another committee. Committees with heavy workloads should perhaps contain more members than others so that no one individual member of the committee has to shoulder a heavy load by themselves, but instead it might be able to be shared among several representatives of an employee group.

This ebbs and flows.

This is defintely not the case. Oftentimes due to the nature of different issues within governance, certain officials (for example, Senate Presidents) cannot seek administrative assistance due to confidential activities. Also, many constituents are generally not aware of the historical balance which must be sought and pursued as an essential component of accurate decisionmaking, overall comprehension of processes and activities, and balance for the future direction of shared governance at MiraCosta.

Additional Comments

1) There needs to be a way to evaluate the committee chairs, especially for being effective in leading large groups. 2) We have too many big inefficient committees. I think smaller is better, large group think doesn't mean a better end product.

9 and 10 appear to be the same question so I didn't answer 10

A big concern for me is the idea of "collegiality," and beyond that "equity." It really has yet to be determined how most of the Classifieds feel about the idea of collegiality. The ideas of equity and fairness are going to push more into the forefront as MCC's financial situation clarifies itself. It is concerning to me that Faculty is pointing to the reduction in sabbaticals and growth as part of what they are willing to give. Then in turn, asking what Classified is willing to equitably contribute, when Classified has no option of sabbaticals to begin with, and is not in charge of their own growth, or lack

thereof. That is controlled by Faculty Administrators and Administration---and is in place to support Faculty. So, the idea of equity as to what constituencies are willing to give in this economic downturn is not on a level playing field from the start. I guess you could say that it doesn't feel very "collegial." That is not to say that I don't think that MiraCosta is a wonderful place. No doubt And, I don't have any misconceptions that Classified carry the primacy of Faculty. But, it does not go unnoticed that Faculty has perks that Classified does not.

Are we going to see a survey asking us about how each committee functions? How we think each is performing its tasks? Whether we think that their missions are appropriate? I know that some committees last year conducted internal surveys, and some (PG&E) conducted full surveys, but what about the rest? Where do we get to offer feedback on how we, as the general college public, get to comment on the effectiveness and functioning of the other committees?

Associate Faculty is well represented. And now, finally, the non-credit AF is represented too. Although we are a diminishing segment of the MiraCosta family.

Committees are too big and not mediated well. Discussion becomes unproductive. There should be time limits on how long someone can talk and a time certain to close comments.

Curriculum is identified (#1) as an area of Academic Senate primacy. As a result I am not sure why Courses and Programs (effectively the curriculum committee) exists as a Governance committee. I think it should be returned to the AS with voting members being exclusively faculty. All other members, though welcome and providing potentially important input, should be non-voting members.

Done!

First of all, I don't think the "GO" has the broad informative communication with the Classified as individual; the Classified is not being kept in the loop of the whole structure, and the most disappointment I have is that I don't think our Classified has the overall adequate representation in this "GO" structure (we used to have a high participatory roll in our district governance, which I no longer feel in the same way). And because the due process of the communication from "GO", I can't provide any opinion base on the limited knowledge I have; and I no longer feel that the "equality" is given in term of the representation of Classified.

For a new person, It doesn't seem like there is a good place to go to understand how the governance works. It was nice to see the Governance section on the portal, but I thought I would go there and get a better explanation of what each one does (some have no summary, most just a sentance). I do not know how they relate to one another. I'm sure I've been told at some point, but i wanted to prepare for this survey and I didn't find enough information for a 'refresher' to honestly take the survey. I'm sure this is mostly my fault for not paying attention. I think the governance section just needs a bit more summary information to help with the big picture.

For me, the governance structure is confusing. It's still not clear where I should take issues and how they get routed and resolved. I haven't had to bring an issue forward so maybe the confusion would dissipate once I did. I do appreciate all the work that is going into this and that shared governance is still the goal to strive for and that it is deemed important and of value. Thank you for seeking feedback!

Give this structure a chance. MiraCosta really did not have a collegial governance structure. Prior to "GO" faculty, staff, and administration did not have a collegial governance structure and certainly decisions were not made in a collegial manner. The college really needs to follow this model that is much closer to defining roles of faculty, staff, and administrators in a collegial environment.

How about giving the adjuncts a vote on whether or not they wanted to change to LHE salary designation. According to my pay stub, I now make one half of what I was making. That information is not correct and may not even be legal unless there are some tax loopholes that were taken advantage

of by the people who arbitraily changed the language and designation of my salary.

I am an associate faculty member and do not have a lot of involvment in the governance process. I do expect that if something is important to me I can ask around and find out what I need to know or do to have my concerns and suggestions heard, although I do feel that at times the associate faculty are treated as second class citizens by some of the full time faculty.

I am sorry...but I am really not familiar with the issues addressed in your survey since I am not directly involved with governance at MCC.

I appreciate the emails that inform all faculty about meetings, agendas and outcomes, I see a lot of effort here. When I aproach anyone in person about questions I have, there are no answers. After being yelled at by a Dean that said that I do not understand how things are "now" (witnesssed by another instructor working in a teachers lounge area) I have decided that by bringing any questions or inconsistencies to anyones attention, I may find my job in jeopardy. I believe it is best to say nothing and just do what I am told. Is Government Structure clear and available to lend any support? Not that I am aware of. It is a confusing time at MiraCosta College.

I believe the GO structure answers the very important issue of who is involved with decision making and how to have an issue addressed. I would like to see better representation of students in the decision-making bodies of our governence structure. A tall task, I realize, but worth the effort to improve the connection between our college and community we serve.

I like that funding requests will now be connected directly to program review.

I liked the idea of reducing the total number of committees from 40 something the under 10, but this change was hard for the first year or so, especially when there were established procedures. We are adapting well, but I really miss the whole "TCO" program!

I really do not know how things work around here; what the purpose of the committees are, and what their functions are as related to the institution. I think an organizational chart of committees might be helpful; where they are in the governance structure and who they report to or advise. I have never felt like I was part of the current governance structure, or any governance structure here.

I think in our rush to appease a non mandated issue in the accreditation report we dismantled a system that could have just been massaged back into place. Where it went in terms of what Benno did not like was a reaction to the problems during the Richart era. I truly felt the baby was thrown out with the bath water unnecessarily. I hope that culture of MCC takes over and makes GO go back to a more inclusive effort. I see movement in that direction this year than last.

I think it would be a mistake to remove classified from any committees. Faculty primacy will not be an issue as long as faculty do their part to participate in their respective committees. It's not the fault of any other constituent group if there are faculty members who do not participate.

I think that there are two keys issues that need to be addressed. First, in my opinion, this process is not easily understood by the majority of faculty and secondly, there needs to be a more equitable distribution of the workload.

I think we might have "thrown the baby out with the bath water" when we eliminated so many committees and advisory groups. However, I worry that we are now starting the proliferation of unneccsary committees and advisory groups again, which could cause the same old problem of "too much talk and too little accomplished for it" that caused the revision to the governance structure in the first place.

I thought the GO structure was meant to reduce the number of committees on campus, but now it seems like there are even more committees and subcommittees, many of which do not include or encourage classified participation.

I was skeptical at first and worried that decision-making would be diminished among those most able to make informed decisions (i.e., at the "local" level). I still feel that subcommittee cross-over service

should be permitted and probably even encouraged.

If only supervisors were more supportive of staff being involved in committee work.....

I'm usually not such a negative person; in fact, I enjoy analyzing systems and looking for positive changes. Howvever, this new governance structurre was slammed together very quickly in response the the dreaded AACJC and Queen Beano's decree. It was sheparded along by people who were either interims or brand new to MCC. We were very quick to throw out the baby with the bathwater and I don't think the results have garnered us much in the way of increased input into or understanding of our collegial governance structure. A structure that is imposed and that does not evolve from the exsiting community may look good on a flowchart but doesn't necessarily serve the community. I agree that the old structure was outdated and it was not easy to determine who was the authorizing and who was the approving (recommending) body. However, if we chose not to understand our past we are determined to repeat it.

in regard to question 11, some folks aren't doing shit. Not that it's worse now than before--that's just the way things are and will always be, I guess.

It crazy to think that by being on one committee you are now on 3 to 5 other subcommittees. Why can't faculty each be on one committee? Knowing that you have to kill yourself for 2 years and then have 2 years of nothing does not make me want to volunteer to be on any committee. Why can't different faculty serve on subcomittees as long as they report back to the main committee? Spreading out the workload makes a lot more common sense and life easier to live.

It seems to me that the current structure and make up of some of the committees is weighted towards faculty and perhaps also administration. Classified need to be given equal opportunity for representation even if it means giving us additional members on a committee. The new structure and operation of committees seems as if it has stifled our voices.

it takes too long to get action, particularly when it crosses committees.

It would be nice to get regular updates about what each committee is working on and timelines for decision making.

It's not organized, and hard to find info. Starting with the emails which often have the same subject to where the agendas and minutes are kept...hard to find easily. Needs to be easy to see what's happening without searching all over the place.

I've had concerns that some of the issues previously addressed by committees such as TAP and SPIT had little place in the new governance structure, but am pleased to see the emergence of MOE.

I've heard faculty discussing both their satisfaction & dissatisfaction, especilly their frustrations, concenring the new GO. While we may have shifted bodies & changed names, we are still grappling with the volume of to-do tasks that at times seem questionable, ill-advised and beyond labor-intensive. On the plus side, some folks feel the new committee reorganization has been beneficial; on the downside, some folks (myself included) have found that the committee structure have been half-successful, as we grapple with task after task without much breathing room. Perhaps most importantly, whether we have a spirit and atmosphere fostering true collegiality and communication is still in debate. Ture, not everyone can be pleased in a given moment, but because there are enough people who discuss college affairs in hushed tones, the question remains whether we do have open channels of communication or whether we have the appearance, while the big decisions are dteremined in smaller, select circles.

Keep working on it, new power core.

Many of our committees seem to have the same names of people who serve on them.

Many of the changes that have already been made in the summer and fall of 2010 are helping immensely. There is a much broader representation on each committee; the new academic senate president did an excellent job of working with committee chairs to have a diverse group on each

committee. The new academic senate president has looked closely at procedures that need to be fine-tuned, so there will be more consistency in agendas, minutes, communication with all governance bodies, etc. There is a great deal of tweaking that needs to be done, but that process has already been started this fall. The overall structure has much potential, and with the new leadership most of the problems that existed last year are in the process of being fixed.

May I suggest that review of both Human Resources' and Risk Management's practices, policies and procedures, as they relate to our governance structure. This is no way suggests or reflects adversely upon staff within these offices.

Most committees seem to have the same people serving on them.

New to MCC, so not sure on a lot of above statements.

No new committees!

Observing events, behaviors, finances, the elimination of classes since the LHE implementation there is a general lack of trust that pervades Miracosta now. Some activities seem more transparent yet something has been broken for the associate faculty that will take time to heal. Do we trust our US government? It is the same with Miracosta. As longer as education is second to money and powers at play there is no structure/governance that can truly be trusted or represent all parties.

Obviously, I know very little about the GO structure. With the increase in enrollment, my focus and energy is reserved for meeting the needs of our students. The academic Senate has provided many opportunities and forums seeking input and answering questions, but I feel my time is better spent serving students. I appreciate the dedication and hard work many faculty members have contributed to the new structure, and I hope to take the time to educate myself and offer input in the future.

Our governance structure can work, however it needs to pay attention to inclusion of many voices. How do chairs set up meeting structures that invite participation in large or small groups? If issues are urgent and time driven, Can those be identified, given at least two meetings to work through, and properly facilitated. With additional ad hoc committees this year, we have the ability to address issues left off of task driven agendas. There must be dialogues that allow for ideas, shared best practices, innovation, and community building. Being collegial is not limited to task driven agendas. We must change our roles to be a more inclusive community. Thank you.

Overall, our governance structure works well. One thing that is done particularly well is that faculty are given a many opportunities to participate and have their voices heard. It seems that each committee varies widely in how much work committee members are expected to do; however, that seems inevitable given that each committee is designed to address different issues.

Sadly, I don't think people care.

Specific comments about committees. Student affairs decisions are made at student services council. Might as well just let student services council become student affairs. Academic affairs has a huge set of different duties that used to be done by other committees that were more specialized or by department chairs. The specialized committees were more efficient. Often the specialized committees were Academic Senate committees. Giving those duties over to a huge, apathetic committee weakens the Academic Senate, and that could have been the intention. Community relations and campus committees handle things that should be handled by small advisory committees. You don't need 20 or more people from every group on campus to make decisions about speed bumps at San Elijo. Community relations is one person's job, and you don't need 20 or more people to tell her how to do her job. Courses and programs should be an Academic Senate committee again. Curriculum is a major, defining area of academic senate primacy. To give that up to the college-wide governance process is wrong. Curriculum development and approval are the purview of faculty. It doesn't matter whether you have one voting administrator or ten voting classified staff members, curriculum development and approval are areas of academi senate responsibility. Budget and

planning, like PBC before it, is appropriate as a college-wide governance committee. It struggled with prioritization of budget requests last year. I hope that situation will be improved this year. Governance structure overall. Some things are core values or just really big, college-wide issues that the governance structure is inadequate to address. Those would be Diversity and Equity, program review and student learning outcomes, and sustainability. These are addressed in little pockets or not addressed at all. If something is a core value of the institution, that value should be visible in the governance structure. Budget and planning can't take on all of program review in addition to budget and master plan issues. Academic affairs can't take on all of academic program review and student learning outcomes. Giving one person the outcomes assessment coordinator role and not giving that person a role on any governance committee makes it easy to shove outcomes assessment off to one side when its supposed to be a college-wide initiative.

The change made to have the Steering Committee co-chaired by the college President is a good one.

The committee structure is still not clear with governing committees and sub committees. Above the term advisory was used? What are the advisory committees? Do they have influence in the process?

The current governance structure is not perfect, but it does comply with recommendations from ACCJC to streamline our processes, utilize fewer committees, provide a means for central intelligence, and integrates program review with budget and planning. Courses and Programs is by far the most intensive workload committee, but it was when it was AP&P too.

The dilemma now is to add or not add more advisory groups and committees. If too many new committees are added, we will wind up where we were before, with way too many committees and long delays between the germination of an idea and the realization of it. Current committees, to some extent duplicate the work of groups like the Department Chairs and the Student Services Council. Mergers may be wise. Committee and Council approved ideas may wind up competing with program review ideas and then the clear path from program review to funding as part of a cohesive strategic plan could be compromised. We do need to sort this all out and make the Governance Organization structure and processes simple enough for people to understand and streamlined enough to actually get things accomplished.

The new ship in which we are all sailing sometimes seems to be riding in rough seas, but I suspect as time passes and all staff becomes more familiar with the new vessel, smooth sailing will be is just around the corner.

The only concern was about the work performed during summer months. While one can see the time-savings as a meritorious approach, the lack of transparency (due to non-presence of many during summer), could be put forward as a demerit.

The workload is not evenly distributed, with some committees having a disproportionate amount of work, such as C&P. Why is C&P a governance committee rather than a Senate committee? Is service on all committees "counted" equally? How do we account for time we need to work on department/program issues when we're allotted only 5 hours for governance and departmental work and some among us are expected to work more than 5 hours on our committee work, alone, while being equally pressured to do work for our departments/discipines?

There is no clear process on who handles carrying items approved from the main committees (C&P, Academic Affairs, Campus, etc) to the Councils and then on to the Board. Last year important items fell through the cracks when they were sent from the main committee to the Academic Senate. The items were late or even worse didn't make it to the Board. In some instances it doesn't make sense to have certain items vetted by all four Councils. Also, sigh, supposedly with having less committees, people only have to serve on one committee. No problem there. The problem I have seen is that certain people while assigned to a committee, don't show up for meetings and don't participate, or when they do show up they are unprepared and then waste the committee's time by complaining

about how overworked they are. This is no longer an exception but seems to be the rule.
There is no equality among the different constituencies!
This college relies HEAVILY on the services of associate faculty, expecting high quality, professional standards in the classroom. We are not compensated accordingly (pro rata) for our work, nor are we represented properly in the governance of the college. If we are good enough to teach your students, we should have equal voice in decision making and governance.
This new process is cumbersome and feels very disjointed. There was a very well understood process that existed in the past with PBC, TCO and the various committees that were in place. The size of committees has grown to a size that just puts the same amount of people on less committees. To have just thrown perfectly sound processes away as if they added no value is a terrble slap in the face to all of us who were instrumental in creating and sustaining these processes. While a tie to planning and budget needed to be accomplished, it sure feels like this could have been done much more easily by process flow diagramming the current process and correcting/improving what was already in place
Tho old convoluted way of doing things was less convoluted than the new convoluted way of doing things.
To be honest - I did not even know what governance was so I looked it up. What I read about governance made a lot of sense, but I still do not know what MCC governance is, probably because I am a a part-time person. I am sure I am effected by the way the governance works - so I should try to understand it. Selecting Board Governance on the MiraCosta website brings up an enormous list of links, but no simple definition. Perhaps a clearly defined thought near the top of the page would help and also give some guidance to where to look for information in the list below. Thanks!
We have too few people working on too many things. Some of the committees which were subsumed in the new proceess are in the process of being reinstated (DEC) others should be considered.