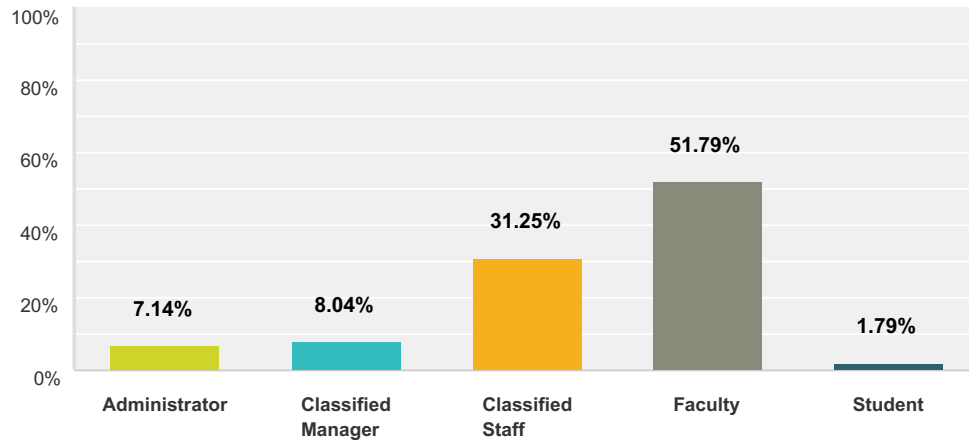


### Q1 Your Role

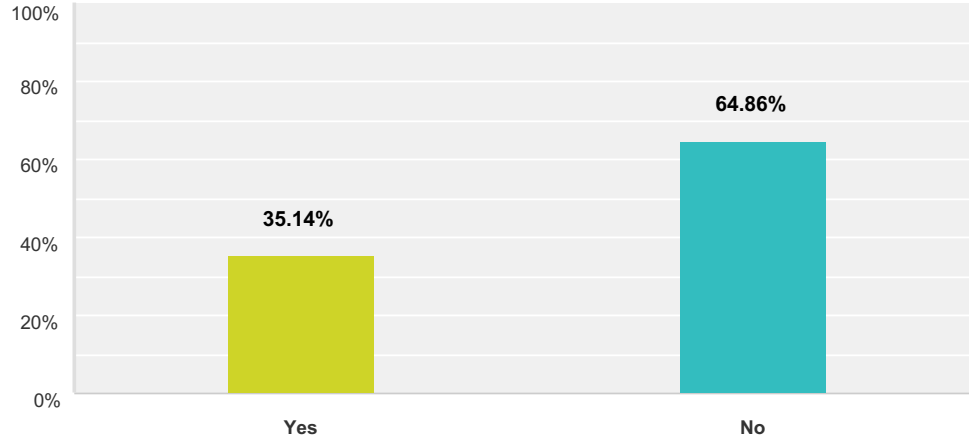
Answered: 112 Skipped: 0



Answer Choices	Responses	
Administrator	7.14%	8
Classified Manager	8.04%	9
Classified Staff	31.25%	35
Faculty	51.79%	58
Student	1.79%	2
<b>Total</b>		<b>112</b>

**Q2 Do you currently serve on a Pierce College Council participatory governance committee?**

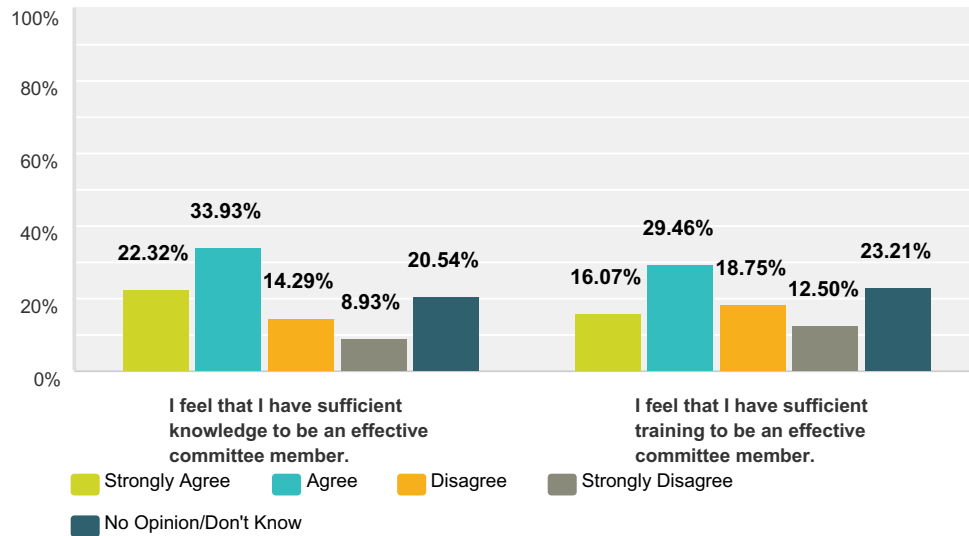
Answered: 111 Skipped: 1



Answer Choices	Responses	
Yes	35.14%	39
No	64.86%	72
<b>Total</b>		<b>111</b>

### Q3 Please indicate your agreement or disagreement with all of the following statements:

Answered: 112 Skipped: 0



	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Don't Know	Total	Weighted Average
I feel that I have sufficient knowledge to be an effective committee member.	22.32% 25	33.93% 38	14.29% 16	8.93% 10	20.54% 23	112	2.12
I feel that I have sufficient training to be an effective committee member.	16.07% 18	29.46% 33	18.75% 21	12.50% 14	23.21% 26	112	2.36

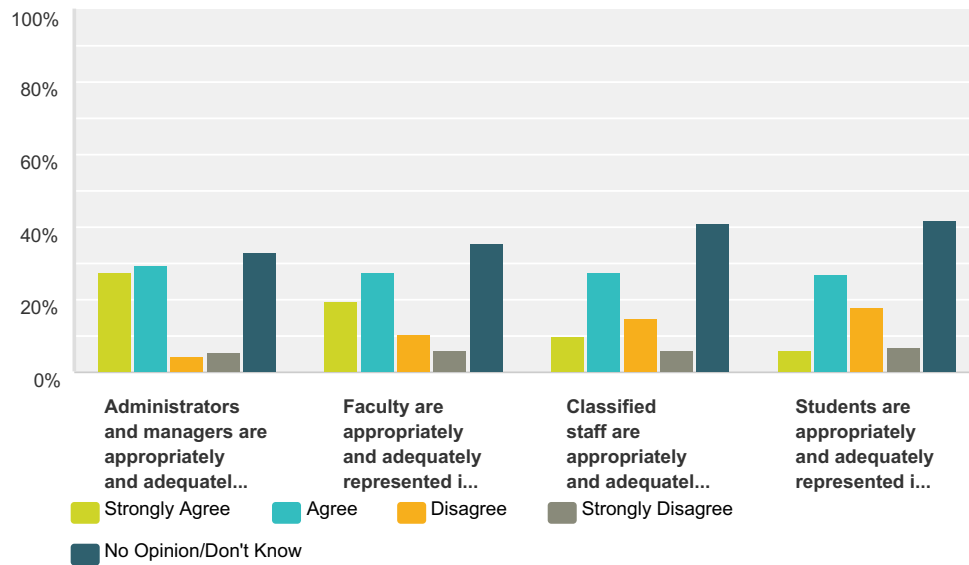
#	Additional Comments	Date
1	I dont feel i have sufficient time. i am not saying that my supervisors do not allow me the time, but rather that my position requires a full 40 hours of work to meet the work load.	12/7/2016 9:03 AM
2	I am a new faculty	12/6/2016 1:36 PM
3	I am an Adjunct instructor. Retired 2011.	12/6/2016 12:00 PM
4	I do not serve on a participatry governance committee.	11/30/2016 2:08 PM
5	I do not serve on a participatry governance committee.	11/30/2016 2:04 PM
6	Training is "on the job" in the ctte.	11/23/2016 2:51 PM
7	I was removed by my Union from my committee.	11/23/2016 2:41 PM
8	I would have had more knowledge had I served as a guest prior to being inducted into the committees I now serve.	11/22/2016 4:58 PM
9	There is no training provided to be a committee member. Lack of training is the issue we have here at Pierce.	11/22/2016 1:33 PM
10	More training could always be helpful, in my opinion. Plus, this would increase knowledge as well.	11/22/2016 1:31 PM
11	The changing requirements on reporting & other paperwork are often expected without adequate training.	11/22/2016 10:53 AM
12	Training on shared governance would be great before people are placed on committees.	11/22/2016 9:51 AM
13	I chose disagree because I am new and I am still learning how to be an effective member	11/22/2016 9:12 AM
14	I serve on the Professional Development Committee; it is not a governance committee, but a service.	11/22/2016 9:06 AM

# Los Angeles Pierce College Governance and Planning Assessment

15	Need training on Robert's Rules of Order and the information is shared the day before. More time is needed for review	11/22/2016 9:05 AM
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### Q4 The following questions will inform the PCC about the membership of committees:

Answered: 112 Skipped: 0



	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Don't Know	Total	Weighted Average
Administrators and managers are appropriately and adequately represented in decision making.	27.68% 31	29.46% 33	4.46% 5	5.36% 6	33.04% 37	112	1.81
Faculty are appropriately and adequately represented in decision making.	19.64% 22	27.68% 31	10.71% 12	6.25% 7	35.71% 40	112	2.06
Classified staff are appropriately and adequately represented in decision making.	9.82% 11	27.68% 31	15.18% 17	6.25% 7	41.07% 46	112	2.30
Students are appropriately and adequately represented in decision making.	6.25% 7	26.79% 30	17.86% 20	7.14% 8	41.96% 47	112	2.45

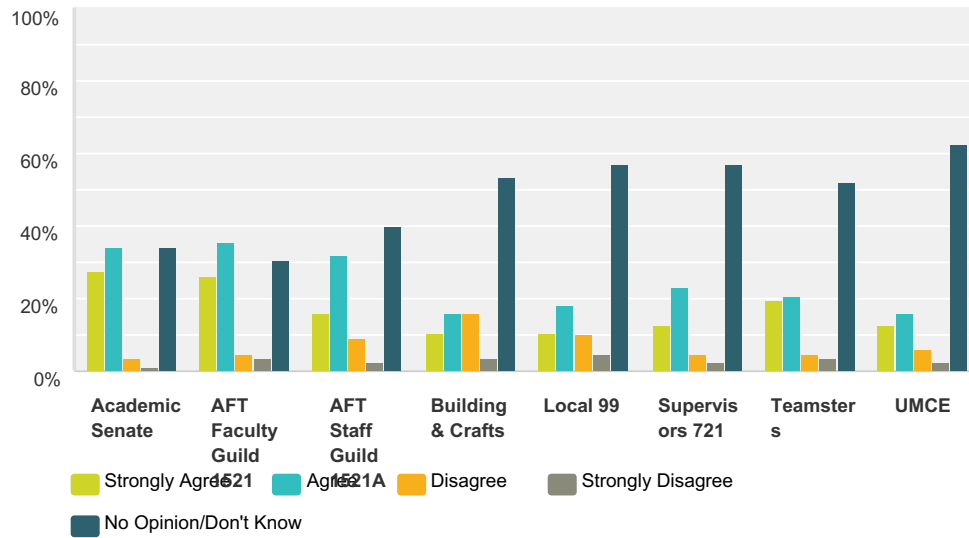
#	Additional Comments	Date
1	Administrators are not responsive to the groups they are here to serve...students and faculty.	12/12/2016 2:23 PM
2	There are entirely too many classified staff on committee. Unions are entirely overly represented.	12/6/2016 7:52 PM
3	I am a new faculty	12/6/2016 1:36 PM
4	I am not a committee member, however, as someone who takes minutes during committee meetings I am aware changes are taking place in terms of including student representation.	11/30/2016 2:08 PM
5	I am not a committee member, however, as someone who takes minutes during committee meetings I am aware changes are taking place in terms of including student representation.	11/30/2016 2:04 PM
6	Faculty are over-represented and students are under-represented in decision making on this campus.	11/28/2016 2:49 PM
7	Administrators are not responsive to the groups they are here to serve...students and faculty.	11/27/2016 4:08 PM
8	Administration has all the power and none of the wisdom. Not in touch with student needs and brutally cut Faculty programs which were very, very helpful to students.	11/23/2016 7:43 PM
9	Sme committees do not or should not have students in decision making.	11/23/2016 2:51 PM
10	If the PCC makes decisions then it need to bide by the Brown Act!	11/23/2016 2:41 PM

## Los Angeles Pierce College Governance and Planning Assessment

11	Administration at times makes decisions without prior consultation with faculty, breaching shared governance, in the name of "moving things forward"	11/22/2016 4:58 PM
12	The composition of these committees leans the vote towards certain groups while undermining other groups due to discrepancy in the number of members from each constituent.	11/22/2016 1:40 PM
13	need more outreach	11/22/2016 1:19 PM
14	It has been difficult to get students to serve on our committee; we sometimes have trouble filling other voting positions.	11/22/2016 10:53 AM
15	We have too many committees. It is beginning to take away for teaching responsibilities / time.	11/22/2016 10:13 AM
16	I chose disagree for students' representation only because they hadn't been represented in the past. However, I do see much more participation lately.	11/22/2016 9:12 AM
17	There is large a number of administrators and faculty on committee. Other bargaining units are not equally represented	11/22/2016 9:05 AM

### Q5 The following units are appropriately and adequately represented in decision making.

Answered: 112 Skipped: 0



	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Don't Know	Total	Weighted Average
Academic Senate	27.68% 31	33.93% 38	3.57% 4	0.89% 1	33.93% 38	112	1.66
AFT Faculty Guild 1521	25.89% 29	35.71% 40	4.46% 5	3.57% 4	30.36% 34	112	1.79
AFT Staff Guild 1521A	16.07% 18	32.14% 36	8.93% 10	2.68% 3	40.18% 45	112	1.97
Building & Crafts	10.71% 12	16.07% 18	16.07% 18	3.57% 4	53.57% 60	112	2.27
Local 99	10.71% 12	17.86% 20	9.82% 11	4.46% 5	57.14% 64	112	2.19
Supervisors 721	12.50% 14	23.21% 26	4.46% 5	2.68% 3	57.14% 64	112	1.94
Teamsters	19.64% 22	20.54% 23	4.46% 5	3.57% 4	51.79% 58	112	1.83
UMCE	12.50% 14	16.07% 18	6.25% 7	2.68% 3	62.50% 70	112	1.98

#	Additional Comments	Date
1	There is no need to have unions represented on these committees. While all committees should be welcoming and engage representation from different groups, it should not be a requirement.	12/6/2016 7:52 PM
2	See above comment on uneven shared governance of faculty in administrative planning and decisions	11/22/2016 4:58 PM
3	Local 99 and the trades have difficulties serving on governance bodies. They have a seat at the table but they are vacant.	11/22/2016 11:28 AM
4	We have invited members of all the units to send representatives to our committee but they do not always send representation.	11/22/2016 10:53 AM

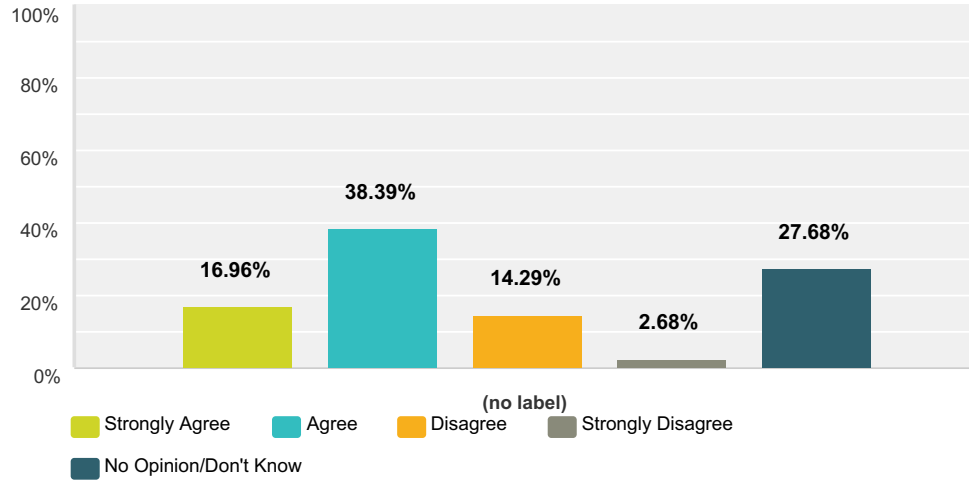
## Los Angeles Pierce College Governance and Planning Assessment

5	1) Senate should remain independent of AFT (union) and continue as a separate voice. 2) AFT should remain in its designated place as agency for salaries, benefits and the WED. AFT has far too many earmarked seats on an increasing number of academic committees. This is the SENATE'S wheelhouse - not AFT's. This has been a slow but noticeable encroachment on the college faculty senate's & DAS's authority and has been remarked upon (with concern) by many at the Pierce campus. Most earmarked seats AFT now enjoys should be removed, and faculty "in general" should be allowed to assume those membership positions.	11/22/2016 10:13 AM
6	There is way too many representatives from classified staff and unions.	11/22/2016 10:11 AM
7	There should be more equal representation of all units and an emphasis to encourage them to come to committees.	11/22/2016 9:05 AM



**Q6 There are adequate opportunities to participate in the participatory governance process through service on a committee or task force of the PCC.**

Answered: 112 Skipped: 0

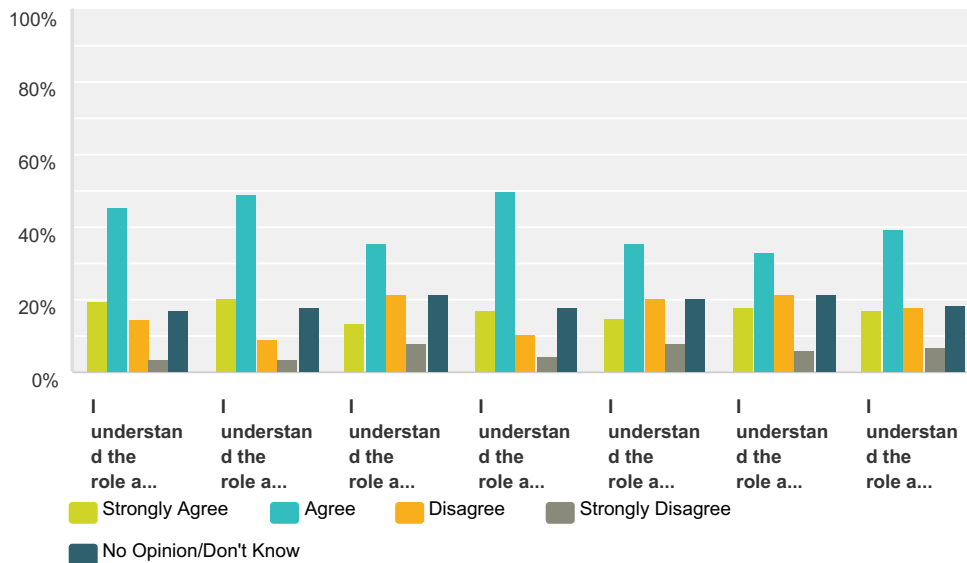


	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Don't Know	Total	Weighted Average
(no label)	16.96% 19	38.39% 43	14.29% 16	2.68% 3	27.68% 31	112	2.04

#	Additional Comments	Date
1	.	12/7/2016 9:03 AM
2	As for myself, it is seldom, if ever possible to predict when I will be needed, so participating in such a committee or task force might interfere with my availability to do the task I was hired to do.	11/22/2016 1:51 PM
3	participants are not given the time to be effective members of the different committees	11/22/2016 1:19 PM
4	New employee do not know much about this	11/22/2016 11:40 AM
5	The committee membership tends to repeat, so vacancies are filled by the continuing membership.	11/22/2016 11:28 AM
6	As I said, we have far too many committees. The latest one, a "Tree Committee" at the college, is where things really became silly. Let plant facilities handle our tree maintenance.	11/22/2016 10:13 AM
7	I am not available during most meeting times.	11/22/2016 9:40 AM
8	As far as I know--and I have taught full-time at Pierce for 29 years--PCC and Senate have never helped my department.	11/22/2016 9:06 AM
9	Appropriate release time needs to be provided to classified staff to review information.	11/22/2016 9:05 AM

### Q7 The following questions will inform PCC about its committees:

Answered: 112 Skipped: 0

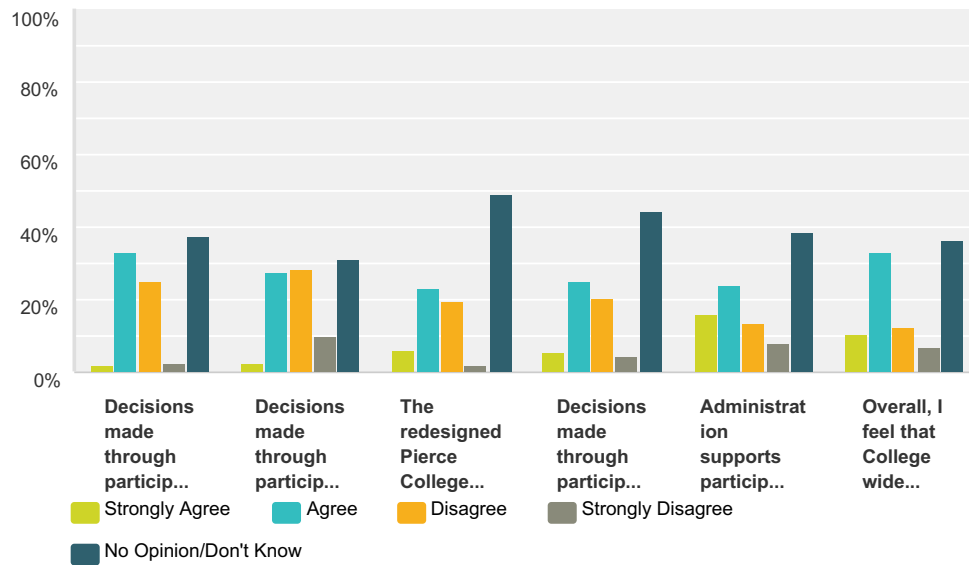


	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Don't Know	Total	Weighted Average
I understand the role and function of the Accreditation Steering Committee.	19.64% 22	45.54% 51	14.29% 16	3.57% 4	16.96% 19	112	2.02
I understand the role and function of the Budget Committee.	20.54% 23	49.11% 55	8.93% 10	3.57% 4	17.86% 20	112	1.95
I understand the role and function of the College Planning Committee.	13.39% 15	35.71% 40	21.43% 24	8.04% 9	21.43% 24	112	2.31
I understand the role and function of the Diversity Committee.	16.96% 19	50.00% 56	10.71% 12	4.46% 5	17.86% 20	112	2.03
I understand the role and function of the Enrollment Management Committee.	15.18% 17	35.71% 40	20.54% 23	8.04% 9	20.54% 23	112	2.27
I understand the role and function of the Facilities Advisory Committee.	17.86% 20	33.04% 37	21.43% 24	6.25% 7	21.43% 24	112	2.20
I understand the role and function of the Technology Committee.	16.96% 19	39.29% 44	17.86% 20	7.14% 8	18.75% 21	112	2.19

#	Additional Comments	Date
1	It would be helpful to faculty and staff to have transparent, jargon-free explanations of each committee widely available	11/22/2016 4:58 PM
2	CPC is not well understood by myself.	11/22/2016 1:31 PM
3	need information to be made easily available, easy to find	11/22/2016 1:19 PM
4	The CPC has struggled to find a niche. A lot of the planning efforts are the responsibility of the PCC and CPC duties are somewhat redundant. CPC should be coordinating all planning, including the planning of the PCC. For that, the CPC should move out of the PCC and report directly to the college president.	11/22/2016 11:28 AM
5	Have only attended Budget and PCC meetings, others are guesses.	11/22/2016 9:40 AM

### Q8 Please indicate your agreement or disagreement with all of the following:

Answered: 112 Skipped: 0



	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Don't Know	Total	Weighted Average
Decisions made through participatory governance are based on research and data.	1.79% 2	33.04% 37	25.00% 28	2.68% 3	37.50% 42	112	2.46
Decisions made through participatory governance are communicated effectively to all stakeholders.	2.68% 3	27.68% 31	28.57% 32	9.82% 11	31.25% 35	112	2.66
The redesigned Pierce College governance Share Point Web site is an effective resource for information sharing.	6.25% 7	23.21% 26	19.64% 22	1.79% 2	49.11% 55	112	2.33
Decisions made through participatory governance are followed through in an effective manner.	5.36% 6	25.00% 28	20.54% 23	4.46% 5	44.64% 50	112	2.44
Administration supports participatory governance.	16.07% 18	24.11% 27	13.39% 15	8.04% 9	38.39% 43	112	2.22
Overall, I feel that College wide decision making is effective in supporting the College's mission and goals.	10.71% 12	33.04% 37	12.50% 14	7.14% 8	36.61% 41	112	2.25

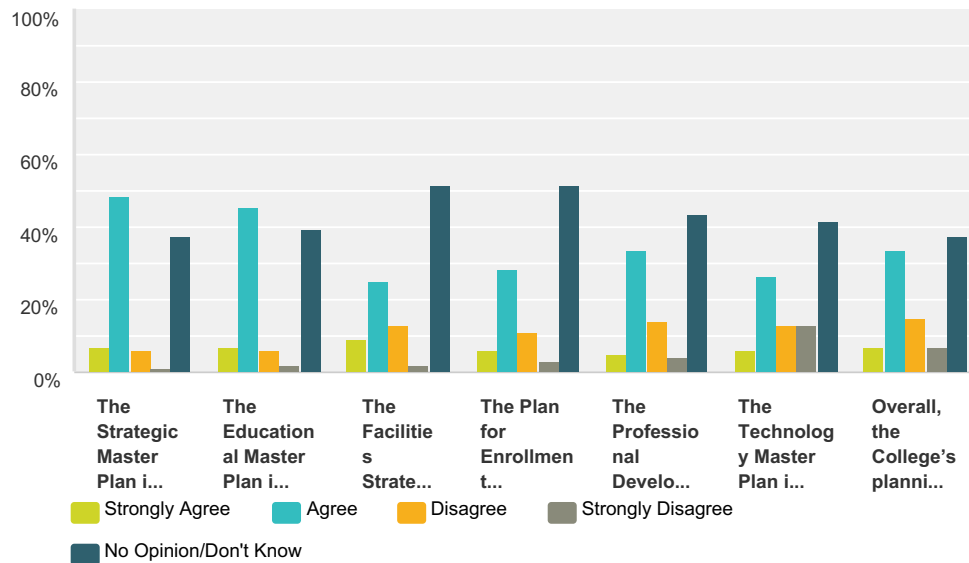
#	Additional Comments	Date
1	I am a new faculty	12/6/2016 1:36 PM
2	Not all decisions are made are based on research and data...some are made based on personal feelings and/or beliefs.	11/28/2016 2:49 PM
3	Data abounds but in general, committees tend to make decisions based on hunch, emotions, peer pressure or other factors. This may be attributed to committee members lack of expertise in how to analyze and interpret the data. Datum (the singular of data) means "something given". Data are "things given". In and of themselves, they do not do anything. But we do not know what to do with them because we are not trained (unless you have taken a Statistics course, etc.)	11/22/2016 11:28 AM
4	Communication of how and why decisions are made needs to be better. Web site is not always available outside of campus.	11/22/2016 9:40 AM
5	Again, the Senate, the PCC, etc., have never contributed anything substantial to my Dept. They are immaterial.	11/22/2016 9:06 AM

# Los Angeles Pierce College Governance and Planning Assessment

6	There is room for improvement in communication to stakeholders.	11/22/2016 9:06 AM
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### Q9 Please indicate your agreement or disagreement with all of the following:

Answered: 101 Skipped: 11



	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Don't Know	Total	Weighted Average
The Strategic Master Plan is adequate to support the mission of the College and its operations.	6.93% 7	48.51% 49	5.94% 6	0.99% 1	37.62% 38	101	2.02
The Educational Master Plan is adequate to support the goals of the SMP.	6.93% 7	45.54% 46	5.94% 6	1.98% 2	39.60% 40	101	2.05
The Facilities Strategic Plan is adequate to support the goals of the SMP.	8.91% 9	24.75% 25	12.87% 13	1.98% 2	51.49% 52	101	2.16
The Plan for Enrollment Management is adequate to support the goals of the SMP.	5.94% 6	28.71% 29	10.89% 11	2.97% 3	51.49% 52	101	2.22
The Professional Development Plan is adequate to support the goals of the SMP.	4.95% 5	33.66% 34	13.86% 14	3.96% 4	43.56% 44	101	2.30
The Technology Master Plan is adequate to support the goals of the SMP.	5.94% 6	26.73% 27	12.87% 13	12.87% 13	41.58% 42	101	2.56
Overall, the College's planning process is effective.	6.93% 7	33.66% 34	14.85% 15	6.93% 7	37.62% 38	101	2.35

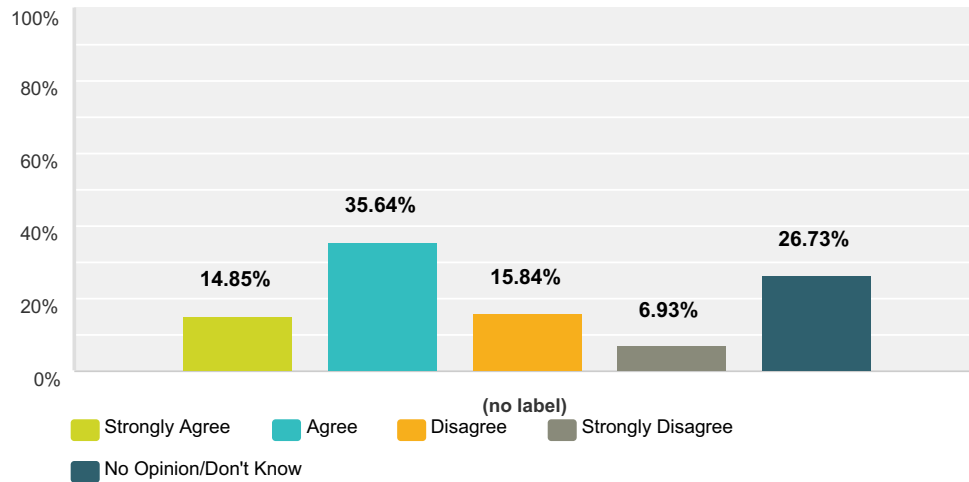
#	Additional Comments	Date
1	As with any large system, the College's planning process is often filled with so many moving parts that to move forward in a timely manner is difficult. As is the case with the Technology Committee, for example, a lack of prioritization has prevented many issues of high importance from being resolved.	11/22/2016 1:40 PM
2	As the number of committees expands, shared governance becomes less effective. Faculty are stretched thinly trying to attend Committee meetings but keep current in their field and serve students effectively. There should be a way to consolidate some of our many committees - the Budget committee, for example - into another college governance body. Many of these committees have little power anyway, and Admin makes hiring and other decisions regardless of the inputs generated by the plethora of committees and taskforces.	11/22/2016 10:18 AM
3	Have not seen most of these plans.	11/22/2016 9:43 AM

## Los Angeles Pierce College Governance and Planning Assessment

4	Enrollment Management needs to focus on strategies to recruit students, identify the needs of the community and high school students in relation to courses and programs we should be offering. Need to add areas in Student Services to the membership. Currently the membership is faculty heavy.	11/22/2016 9:09 AM
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### Q10 There are adequate opportunities to participate in the College's planning processes.

Answered: 101 Skipped: 11



	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Don't Know	Total	Weighted Average
(no label)	14.85%	35.64%	15.84%	6.93%	26.73%	101	2.20
	15	36	16	7	27		

#	Additional Comments	Date
1	There are opportunities at the department level and through the many task forces that are formed to revise the plans. However, the college could increase participation with planning forums and other venues that involve broader discussion.	11/22/2016 11:30 AM
2	See field for #9, for comments.	11/22/2016 10:18 AM
3	In general, true. Classified staff participation is constrained by the discretion of their supervisors.	11/22/2016 9:43 AM
4	Certainly one can participate, but in an economic crisis we faculty are always told these committees are merely advisory. They have no teeth.	11/22/2016 9:15 AM

**Q11 Do you have any other comments about participatory governance or planning?**

Answered: 17 Skipped: 95

#	Responses	Date
1	There should be some focus on allowing adequate time to execute the tasks that are derived from the plans.	12/12/2016 12:55 PM
2	It seems that all decisions are based on political concerns with little interest in advancing education and effective teachers.	12/6/2016 3:46 PM
3	It was difficult to answer to some of the questions because I am a new faculty at Pierce College.	12/6/2016 1:39 PM
4	Any move toward more environmentally-conscious practices would be welcome, for example, using recycled paper on campus.	12/6/2016 10:30 AM
5	No	12/5/2016 9:59 AM
6	It's usually a joke.	11/23/2016 7:45 PM
7	I personally feel that participatory governance is just a myth. At this college it only appears that decisions are made at the last minute and only when things are on fire. The PCC also claims that it is an advising body, and does not make decisions, therefore it does not have to abide by the Brown Act.	11/23/2016 2:46 PM
8	Transparency and clear communication are the biggest challenges to effective planning. Too often information crucial to effective planning and decisions is not available in a timely manner.	11/23/2016 1:41 PM
9	Participatory governance can be more effective with participants having some greater understanding of the committee that they participate.	11/23/2016 12:55 PM
10	I didn't know about any of these things.	11/22/2016 8:39 PM
11	I do see unmet needs and what appears to be wasted funds, and it is frustrating to not to know the correct way to get the message to the right people through the right process.	11/22/2016 1:54 PM
12	Pierce College needs to do a better job of disseminating information so that all the constituents are aware of what is happening, even if they are not on a committee.	11/22/2016 1:21 PM
13	See fields above.	11/22/2016 10:18 AM
14	get some people in here who understand the need for Classified staff to be properly compensated for the work we do and to increase the number of classified staff so the existing personnel aren't killing themselves to get their workloads done.	11/22/2016 9:46 AM
15	I'm a new full-time hire, but I've been an adjunct for 3 years leading up to my full time appointment. I'm new to this, and so much of the information I'm not yet familiar with. Perhaps there might be a way to bring adjuncts into the process?	11/22/2016 9:37 AM
16	The participatory governance process is a good idea to move the school forward except there has to be a conscience attempt to equally include all interested groups involved. The school should attempt to provide training for classified members on the Strategic Master Plan, the Mission statement and the different plans on campus. Many of the committees such as Accreditation have to many member and so does the Pierce College Council. Also, each unit should try to represent their group interests as not the interests of their department. Many times members on a committee decide to represent a different group (as a proxy) at the last minute. There should be an attempt to have consistent proper representation. The school should work with all bargaining units to understand the importance of shared governance so that we improve the school and best serve students. Thanks for the survey. This is good start to moving ahead.	11/22/2016 9:19 AM
17	Shared governance, since AB 1725 in 1988, is a facade. Each time there is an economic crisis, Administration acts unilaterally and declares all its puppet shared governance organs to be merely advisory. I worked at Pierce full-time before every single administrator currently in the saddle. I have seen more than 40 administrators go. Not one of them has every positively helped my Dept. A few Deans have stood up for my Dept. against the wrath of their higher-ups, the many VPs of Academic Affairs who've come and gone; and the 16 Presidents I have either just seen or actually met for a minute. The one Acting President and two Deans who ever protected my Dept. against the unending administrative subversion of the very departmental structure of a college, have all died or been muscled out. Shared governance is a misnomer in the LACCD.	11/22/2016 9:15 AM