2016 Assessment of College Processes

Overview

In April 2016, Merritt College developed and distributed a campus wide assessment of major college processes including assessment, program review, integrated planning and budgeting and collegial decision making via the participatory governance committees. In order to develop the survey questions, the campus researcher consulted a similar tool used in 2011 to assess these processes, and worked with Faculty and members of the College Educational Master Planning Committee and Accreditation Follow-up Report Committee to refine and edit survey questions.

The survey and two reminder emails were distributed to Faculty, Administrators, and Classified staff using Survey Monkey. 82 total responses were collected: 6 Administrators, 23 Classified Staff, and 53 Faculty. Survey results will be shared with the campus community, participatory governance committees and College Leadership and published on the College website.

Summary Comments

- The campus recognizes wide-scale efforts at improvement, which makes constituents feel like the campus is improving in effectiveness.
- It is imperative that in order for these processes to improve, more of the campus needs to be involved and aware.
- In comparing comments from low effectiveness ratings and high effectiveness ratings, when the comments are similar, it may be an indication of high impact strategies. If the person is engaged in this strategy, it seems to increase their awareness and understanding of the process, and positively impact their perspective and effectiveness rating. If the person rated effectiveness as low, but mentioned the same strategy as a comment, it would indicated that the lack of engagement in this strategy negatively impacted their perspective and rating in regards to effectiveness of the process. For example, the campus is at a consensus that training and support increases the effectiveness of our processes. If a person received and engaged in training, they perceived the process as effective. If a person felt there was no adequate training, or didn't receive or engage in training, they felt the process was not effective.
- Campus processes overall face similar challenges: to increase participation and collaboration, transparency, simply and sustain.
- The campus needs to define what effectiveness looks like for all these processes and identify potential direct measures of assessment.