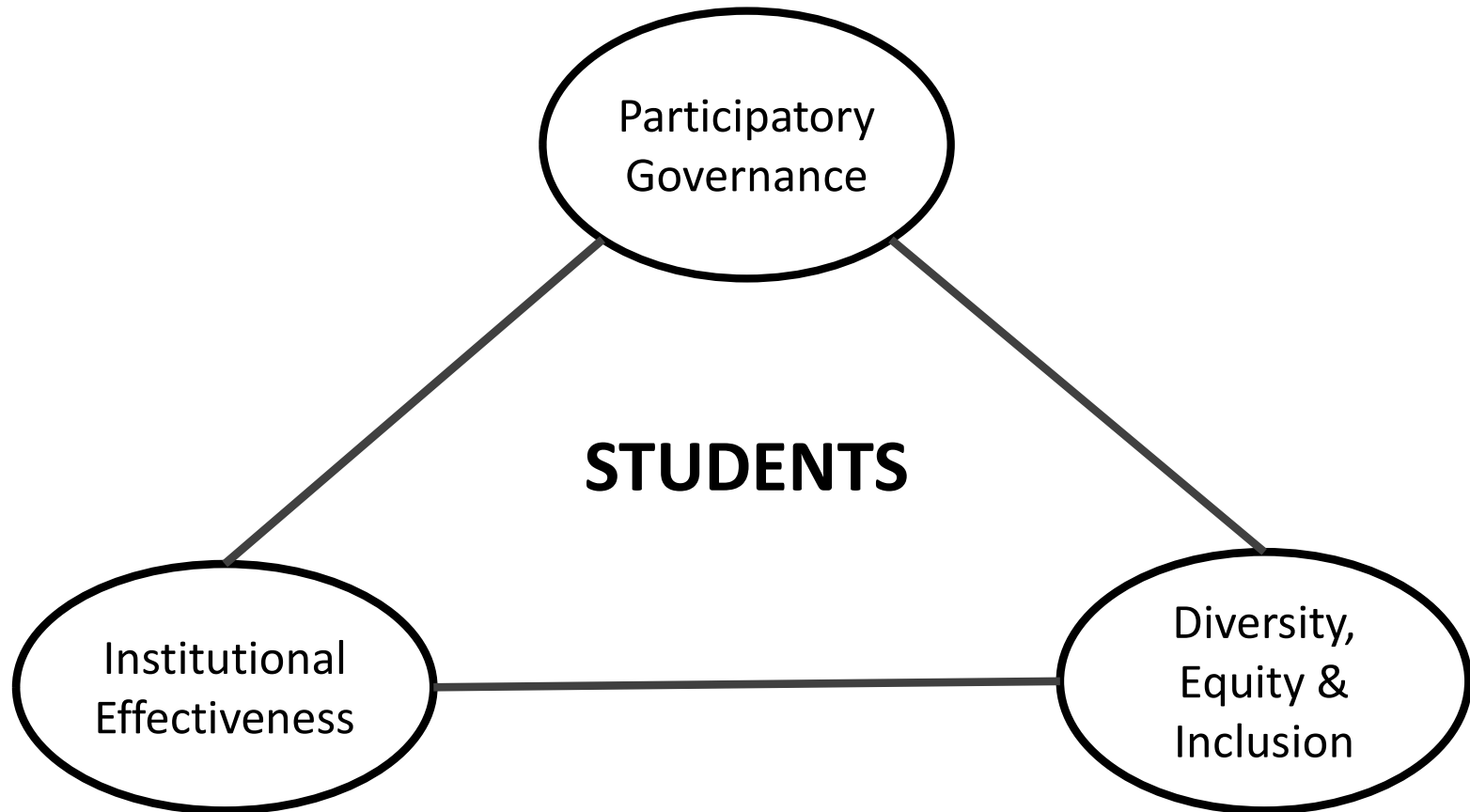# College Participatory Governance Survey
# 2020 - 2022

Merritt College puts students first. Through our rich educational programs, we foster a culture of equity and inclusion that empowers students to achieve their greatest potential and make meaningful contributions to their respective communities and our global society.

**STUDENTS**

Participatory Governance

Institutional Effectiveness

Diversity, Equity & Inclusion

# Overall Ratings

| Statement Responded To | 2020 | | 2021 | | 2022 | | Total Resp. | Total Avg |
|---|---|---|---|---|---|---|---|---|
| | Resp. | Avg | Resp. | Avg | Resp. | Avg | | |
| **Assessment: Overall, how would you rate the effectiveness of assessment processes at Merritt College? 1 (low) - 10 (high).** | 64 | 5.83 | 70 | 6.21 | 27 | 6.22 | 161 | 6.06 |
| **Decision Making: Overall, how would you rate the effectiveness of collegial decision-making processes at Merritt College? 1 (low) - 10 (high).** | 56 | 5.80 | 66 | 6.58 | 26 | 6.12 | 148 | 6.20 |
| **Planning & Budgeting: Overall, how would you rate the effectiveness of planning and budgeting at Merritt College? 1 (low) - 10 (high).** | 56 | 4.25 | 66 | 5.58 | 27 | 5.70 | 149 | 5.10 |
| **Program Review/ APU: Overall, how would you rate the effectiveness of the Program Review/APU process? 1 (low) - 10 (high).** | 62 | 5.21 | 67 | 6.28 | 28 | 6.39 | 157 | 5.88 |
| **Total** | 238 | 5.29 | 269 | 6.16 | 108 | 6.11 | 615 | 5.82 |

# Response Rate by Classification (2022)

|  | Responses | Employees | Rate |
|---|---|---|---|
| Administrator | 5 | 11 | 45% |
| Classified | 6 | 73 | 8% |
| Full-time Faculty | 10 | 70 | 14% |
| Part-time Faculty | 7 | 209 | 3% |
| Total | 28 | 363 | 8% |

# Participatory Governance Survey 2022

https://www.surveymonkey.com/r/ZT3NKJM

# Assessment for Accountability

- DEI
- Engagement
- Education & Training
- Closing the loop on Institutional Effectiveness

# Results for the
# Institutional Effectiveness Committee

- Ratings
- Comments
- Changes/Improvements

# IEC Process for Improvement based on survey results …

- Reviewed survey results.
- Identified common themes and issues.
- Developed an action plan for improvement in 2022-2023 addressing the issues.
- Established a timeline for implementation
- Assess results with the IEC committee.

| Institutional Effectiveness Committee (IEC) |
|---|
| **2020** |
| The IEC did notably set a timeline for the completion of the next Educational Master Plan to be delayed by a year (From Spring '20 to Spring '21) so as to not conflict with Accreditation ISER activities this year, and has taken charge of planning the Spring Planning Summit, to be held on May 1st. |
| We've had an infusion of new committee members over the past year with the drive to help get things done. |
| **2021** |
| Generally, the agendas include the items that the committee needs to address |
| Pretty clear, but the role of the IEC is tied to the IPB process, which is still being clarified |
| The chair can do a better job of observing the agenda and running discussions |
| The IEC needs to do a better job of posting agendas and minutes |
| This year the IEC fulfilled its charge by supporting accreditation activities, setting goals, engaging in discussion of IEC role in supporting equity, reviewing and setting institutional set standards, validating goals on submitted on APUs, conducting a review of the missions statement and forming an EMP task force, and initiating design of the 2021-22 program review template. |
| **2022** |
| Being an engaged committee member requires a substantial portion of one's time and attention. I appreciate the dedication and insight of the other committee members and their commitment to putting students first. |
| The agendas have been sent out ahead of time and the items address many responsabilities in the committee charge, however, more can be done to make sure we are monitoring and guiding the IPB and institutional effectiveness. |
| We have discussed how the IEC can best support program review, IPB and institutional effectiveness, however, there does not seem to be enough time to do all that needs to be done. It seems like IEC needs to be present at every other committee meeting, but there just is not enough time for that. |
| IEC motions, subcommittee activities are reported to the Academic Senate, College Council, and management team. The committee needs to do a better job of communicating and corrdinating communication to the campus community (like the DE and PD committees do) |
| We need to add some specific tasks to the agendas at the beginning of the year to make sure they happen: training and communication for APU template, review of IPB calendar, adoption of rubric for prioritization of resource requests, excel template for merging of resource requests with directions for data cleaning.... |

Common Themes/Issues:

1. Communications
   a) Posting of agenda and minutes
   b) Adhere to agenda
   c) Inter-Committee communication and collaboration.

2. Structure
   Develop rubrics and other supporting documents for carrying out IEC responsibilities.

3. Training on rubrics and other tools for IEC.

# IEC Timeline for implementation of Improvements

Timelines are to align with multiple planning calendars/cycles (IPB, EMP, SEM, PR/APU, Assessment, Accreditation, and PD)

Communication:   Post agendas and minutes on website after approval at each meeting (follows regular committee meeting calendar).
Set dates for Inter-committee communication aligning the committee meetings with respect to the requirements of the IPB.

Structure:   Convene task force for reviewing and updating APU/PR template. at beginning of year, add to task for IEC development and adoption of rubric for resource request prioritization.

Training:  Provide trainings for communication and development/usage of structural tools.

THANK YOU

... for putting students first
... for your time and attention
... for your leadership in committees,
which makes Participatory Governance effective