



Grossmont College Governance Structures & Process Evaluation

Grossmont College (GC) regularly evaluates the effectiveness of its participatory governance structures and processes. Gathering feedback is an essential aspect of the evaluation process, and we are requesting your input via this survey.

This survey is being distributed to the co-chairs and members of the participatory governance committees at Grossmont College, and your anonymous input will guarantee the integrity and comprehensiveness of the outcomes. Results will be summarized and presented in aggregate form to College Council. College Council will then lead discussions to help determine current strengths and weaknesses of the governance processes and make recommendations for changes to improve existing structures and processes.

Please reflect on your experiences serving on a GC participatory governance committee as you respond to the following questions.

Grossmont College Governance Structures & Processes Evaluation

What is your classification?

- Student
- Classified Professional
- Classified Supervisor or Manager
- Part-Time Faculty

- Full-Time Faculty
- Full-Time Faculty & Department Chair or Coordinator
- Administrator
- Supervisor/Manager

How long have you been employed at GC?

- Less than 1 year
- 1-2 years
- 3-5 years
- 6-10 years
- 11-20 years
- More than 20 years
- N/A (student)

What is your gender?

- Female
- Male
- Nonbinary
- Decline to State

Grossmont College Governance Structures & Processes Evaluation

Please rate your level of understanding of the principles of consensus-based decision making utilized by the Governance Committees/Councils at GC.

- Very High
- High
- Moderate
- Low
- Very Low

No Basis for Opinion/Don't Know

Please rate your level of understanding of the process for inter-committee/council communication on issues that are discussed in more than one committee/council.

Very High

High

Moderate

Low

Very Low

No Basis for Opinion/Don't Know

In your opinion, how effective is the current governance structure at GC?

Very Effective

Effective

Ineffective

Very Ineffective

No Basis for Opinion/Don't Know

Please provide any comments or questions you have about the consensus-based decision making process or structure of governance at GC

How do you prepare for committee meetings?

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The next set of questions ask you to identify the committees/councils on which you have served during the past two years from the list below. You will then be asked to provide feedback regarding each of the specific committees/councils on which you have served.

Budget Committee

Classified Staffing Prioritization Committee

College Council

Facilities Committee

Faculty Staffing Prioritization Committee

Planning & Institutional Effectiveness Committee

Professional Development Committee

Staffing Committee

Student Success & Equity Committee

Technology Committee

Grossmont College Governance Structures & Processes Evaluation

During the past year, have you served on the Budget Committee?

Yes

No

Grossmont College Governance Structures & Processes Evaluation

During your term, how often did you attend the Budget Committee meetings over the past year?

I almost never missed a meeting

I attended more than 75% of the meetings

I attended between half and 75% of the meetings

I attended less than half of the meetings

I almost never attended the meetings

How effective was the decision making process for the Budget Committee?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Were meeting materials for the Budget Committee provided well enough in advance to facilitate effective engagement and decision making?

- Almost Always
- Frequently
- Sometimes
- Occasionally
- Hardly Ever
- Don't Know/Not Applicable

How effective was the Budget Committee in providing an appropriate amount of time for discussion of agenda items?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

To what extent do you agree that the Budget Committee discussions were data-informed?

- Strongly Agree
- Agree

- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Budget Committee discussions were collegial and respectful?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Budget Committee discussions were considerate of diverse opinions?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Budget Committee made sufficient effort to communicate on issues that were discussed in other Governance Committees/Councils?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Budget Committee understood its charge and role within the governance structure at GC?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

Overall, how effective was the Budget Committee in adhering to its charge?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Please provide any additional comments you have about the overall effectiveness of the Budget Committee and your experiences as a participant

Grossmont College Governance Structures & Processes Evaluation

During the past year, have you served on the Classified Staffing Prioritization Committee?

- Yes
- No

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How effective was the decision making process for the Classified Staffing Prioritization Committee?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Were meeting materials for the Classified Staffing Committee provided well enough in advance to facilitate effective engagement and decision making?

- Frequently
- Almost Always
- Sometimes
- Occasionally
- Hardly Ever
- Don't Know/Not Applicable

How effective was the Classified Staffing Prioritization Committee in providing an appropriate amount of time to complete the task of prioritizing resources requests?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

To what extent do you agree that the Classified Staffing Prioritization Committee discussions were data-informed?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Classified Staffing Prioritization Committee discussions were collegial and respectful?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Classified Staffing Prioritization Committee discussions were considerate of diverse opinions?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Classified Staffing Prioritization Committee made sufficient effort to communicate on issues that were discussed in other Governance Committees/Councils?

- Strongly Agree

- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Classified Staffing Prioritization Committee understood its charge and role within the governance structure at GC?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

Overall, how effective was the Classified Staffing Prioritization Committee in adhering to its charge?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

Please provide any additional comments you have about the overall effectiveness of the Classified Staffing Prioritization Committee and your experiences as a participant.

Grossmont College Governance Structures & Processes Evaluation

During the past year, have you served on College Council?

- Yes
- No

Grossmont College Governance Structures & Processes Evaluation

During your term, how often did you attend College Council meetings over the past year?

- I almost never missed a meeting
- I attended more than 75% of the meetings
- I attended between half and 75% of the meetings
- I attended less than half of the meetings
- I almost never attended the meetings

How effective was the decision making process for College Council?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Were meeting materials for College Council provided well enough in advance to facilitate effective engagement and decision making?

- Almost Always
- Frequently
- Sometimes

- Occasionally
- Hardly Ever
- Don't Know/Not Applicable

How effective was College Council in providing an appropriate amount of time for discussion of agenda items?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

To what extent do you agree that College Council discussions were data-informed?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that College Council discussions were collegial and respectful?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the College Council Committee discussions were

considerate of diverse opinions?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that College Council made sufficient effort to communicate on issues that were discussed in other Governance Committees/Councils?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the College Council understood its charge and role within the governance structure at GC?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

Overall, how effective was College Council in adhering to its charge?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

Please provide any additional comments you have about the overall effectiveness of College Council and your experiences as a participant.

Grossmont College Governance Structures & Processes Evaluation

During the past year, have you served on the Facilities Committee?

- Yes
- No

Grossmont College Governance Structures & Processes Evaluation

During your term, how often did you attend the Facilities Committee meetings over the past year?

- I almost never missed a meeting
- I attended more than 75% of the meetings
- I attended between half and 75% of the meetings
- I attended less than half of the meetings
- I almost never attended the meetings

How effective was the decision making process for the Facilities Committee?

- Very Effective
- Effective

- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Were meeting materials for the Facilities Committee provided well enough in advance to facilitate effective engagement and decision making?

- Almost Always
- Frequently
- Sometimes
- Occasionally
- Hardly Ever
- Don't Know/Not Applicable

How effective was the Facilities Committee in providing an appropriate amount of time for discussion of agenda items?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

To what extent do you agree that the Facilities Committee discussions were data-informed?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Facilities Committee discussions were collegial and respectful?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Facilities Committee discussions were considerate of diverse opinions?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Facilities Committee made sufficient effort to communicate on issues that were discussed in other Governance Committees/Councils?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Facilities Committee understood its charge and role within the governance structure at GC?

- Strongly Agree
- Agree

- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

Overall, how effective was the Facilities Committee in adhering to its charge?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Please provide any additional comments you have about the overall effectiveness of the Facilities Committee and your experiences as a participant

Grossmont College Governance Structures & Processes Evaluation

During the past year, have you served on the Faculty Staffing Prioritization Committee?

- Yes
- No

Grossmont College Governance Structures & Processes Evaluation

How effective was the decision making process for the Faculty Staffing Prioritization

Committee?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Were meeting materials for the Faculty Staffing Prioritization Committee provided well enough in advance to facilitate effective engagement and decision making?

- Almost Always
- Frequently
- Sometimes
- Occasionally
- Hardly Ever
- Don't Know/Not Applicable

How effective was the Faculty Staffing Prioritization Committee in providing an appropriate amount of time to complete the task of prioritizing resource requests?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

To what extent do you agree that the Faculty Staffing Prioritization Committee discussions were data-informed?

- Strongly Agree
- Agree
- Disagree

- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Faculty Staffing Prioritization Committee discussions were collegial and respectful?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Faculty Staffing Prioritization Committee discussions were considerate of diverse opinions?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Faculty Staffing Prioritization Committee made sufficient effort to communicate on issues that were discussed in other Governance Committees/Councils?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Faculty Staffing Prioritization Committee understood its charge and role within the governance structure at GC?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

Overall, how effective was the Faculty Staffing Prioritization Committee in adhering to its charge?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Please provide any additional comments you have about the overall effectiveness of the Faculty Staffing Prioritization Committee and your experiences as a participant

Grossmont College Governance Structures & Processes Evaluation

During the past year, have you served on the Planning & Institutional Effectiveness Committee?

- Yes

No

Grossmont College Governance Structures & Processes Evaluation

During your term, how often did you attend the Planning & Institutional Effectiveness Committee meetings over the past year?

- I almost never missed a meeting
- I attended more than 75% of the meetings
- I attended between half and 75% of the meetings
- I attended less than half of the meetings
- I almost never attended the meetings

How effective was the decision making process for the Planning & Institutional Effectiveness Committee?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Were meeting materials for the Planning & Institutional Effectiveness Committee provided well enough in advance to facilitate effective engagement and decision making?

- Almost Always
- Frequently
- Sometimes
- Occasionally
- Hardly Ever
- Don't Know/Not Applicable

How effective was the Planning & Institutional Effectiveness Committee in providing an appropriate amount of time for discussion of agenda items?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

To what extent do you agree that the Planning & Institutional Effectiveness Committee discussions were data-informed?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Planning & Institutional Effectiveness Committee discussions were collegial and respectful?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Planning & Institutional Effectiveness Committee discussions were considerate of diverse opinions?

- Strongly Agree
- Agree

- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Planning & Institutional Effectiveness Committee made sufficient effort to communicate on issues that were discussed in other Governance Committees/Councils?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Planning & Institutional Effectiveness Committee understood its charge and role within the governance structure at GC?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

Overall, how effective was the Planning & Institutional Effectiveness Committee in adhering to its charge?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Please provide any additional comments you have about the overall effectiveness of the Planning & Institutional Effectiveness Committee and your experiences as a participant.

Grossmont College Governance Structures & Processes Evaluation

During the past year, have you served on the Professional Development Committee?

- Yes
- No

Grossmont College Governance Structures & Processes Evaluation

During your term, how often did you attend the Professional Development Committee meetings over the past year?

- I almost never missed a meeting
- I attended more than 75% of the meetings
- I attended between half and 75% of the meetings
- I attended less than half of the meetings
- I almost never attended the meetings

How effective was the decision making process for the Professional Development Committee?

- Very Effective
- Effective

- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Were meeting materials for the Professional Development Committee provided well enough in advance to facilitate effective engagement and decision making?

- Almost Always
- Frequently
- Sometimes
- Occasionally
- Hardly Ever
- Don't Know/Not Applicable

How effective was the Professional Development Committee in providing an appropriate amount of time for discussion of agenda items?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

To what extent do you agree that the Professional Development Committee discussions were data-informed?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Professional Development Committee discussions were collegial and respectful?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Professional Development Committee discussions were considerate of diverse opinions?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Professional Development Committee made sufficient effort to communicate on issues that were discussed in other Governance Committees/Councils?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Professional Development Committee understood its charge and role within the governance structure at GC?

- Strongly Agree

- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

Overall, how effective was the Professional Development Committee in adhering to its charge?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Please provide any additional comments you have about the overall effectiveness of the Professional Development Committee and your experiences as a participant.

Grossmont College Governance Structures & Processes Evaluation

During the past year, have you served on the Staffing Committee?

- Yes
- No

Grossmont College Governance Structures & Processes Evaluation

During your term, how often did you attend the Staffing Committee meetings over the past year?

- I almost never missed a meeting
- I attended more than 75% of the meetings
- I attended between half and 75% of the meetings
- I attended less than half of the meetings
- I almost never attended the meetings

How effective was the decision making process for the Staffing Committee?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

How often were meeting materials for the Staffing Committee provided well enough in advance to facilitate effective engagement and decision making?

- Almost Always
- Frequently
- Sometimes
- Occasionally
- Hardly Ever
- Don't Know/Not Applicable

How effective was the Staffing Committee in providing an appropriate amount of time for discussion of agenda items?

- Very Effective
- Effective

- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

To what extent do you agree that the Staffing Committee discussions were data-informed?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Staffing Committee discussions were collegial and respectful?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Staffing Committee discussions were considerate of diverse opinions?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Staffing Committee made sufficient effort to communicate on issues that were discussed in other Governance Committees/Councils?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Staffing Committee understood its charge and role within the governance structure at GC?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

Overall, how effective was the Staffing Committee in adhering to its charge?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Please provide any additional comments you have about the overall effectiveness of the Staffing Committee and your experiences as a participant.

Grossmont College Governance Structures & Processes Evaluation

During the past year, have you served on the Student Success & Equity Committee?

- Yes
- No

Grossmont College Governance Structures & Processes Evaluation

During your term, how often did you attend the Student Success & Equity Committee meetings over the past year?

- I almost never missed a meeting
- I attended more than 75% of the meetings
- I attended between half and 75% of the meetings
- I attended less than half of the meetings
- I almost never attended the meetings

How effective was the decision making process for the Student Success & Equity Committee?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Were meeting materials for the Student Success & Equity Committee provided well enough in advance to facilitate effective engagement and decision making?

- Almost Always
- Frequently
- Sometimes
- Occasionally
- Hardly Ever
- Don't Know/Not Applicable

How effective was the Student Success & Equity Committee in providing an appropriate amount of time for discussion of agenda items?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

To what extent do you agree that the Student Success & Equity Committee discussions were data-informed?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Student Success & Equity Committee discussions were collegial and respectful?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Student Success & Equity Committee discussions were considerate of diverse opinions?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Student Success & Equity Committee made sufficient effort to communicate on issues that were discussed in other Governance Committees/Councils?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Student Success & Equity Committee understood its charge and role within the governance structure at GC?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Don't Know/Not Applicable

Overall, how effective was the Student Success & Equity Committee in adhering to its charge?

Very Effective

Effective

Ineffective

Very Ineffective

Don't Know/Not Applicable

Please provide any additional comments you have about the overall effectiveness of the Student Success & Equity Committee and your experiences as a participant.

Grossmont College Governance Structures & Processes Evaluation

During the past year, have you served on the Technology Committee?

Yes

No

Grossmont College Governance Structures & Processes Evaluation

During your term, how often did you attend the Technology Committee meetings over the past year?

- I almost never missed a meeting
- I attended more than 75% of the meetings
- I attended between half and 75% of the meetings
- I attended less than half of the meetings
- I almost never attended the meetings

How effective was the decision making process for the Technology Committee?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Were meeting materials for the Technology Committee provided well enough in advance to facilitate effective engagement and decision making?

- Almost Always
- Frequently
- Sometimes
- Occasionally
- Hardly Ever
- Don't Know/Not Applicable

How effective was the Technology Committee in providing an appropriate amount of time for discussion of agenda items?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

To what extent do you agree that the Technology Committee discussions were data-informed?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Technology Committee discussions were collegial and respectful?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Technology Committee discussions were considerate of diverse opinions?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Technology Committee made sufficient effort to communicate on issues that were discussed in other Governance Committees/Councils?

- Strongly Agree

- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To what extent do you agree that the Technology Committee understood its charge and role within the governance structure at GC?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

Overall, how effective was the Technology Committee in adhering to its charge?

- Very Effective
- Effective
- Ineffective
- Very Ineffective
- Don't Know/Not Applicable

Please provide any additional comments you have about the overall effectiveness of the Technology Committee and your experiences as a participant.

Based on your experience with Governance Structures & Processes, please describe how the governance work could be improved.

Please briefly explain why you chose the response you did in the previous question.

Would offering additional professional development directed at your role (ex. co-chair, constituency representative, member of a specific committee, etc.) in the governance process be beneficial?

- Yes
- No
- Not Sure

If you responded yes to the questions above, what type of professional development would you find helpful?

Grossmont College Governance Structures & Processes Evaluation

Thank you for providing your valuable feedback.

