May 2023 PGS Employee Survey Results
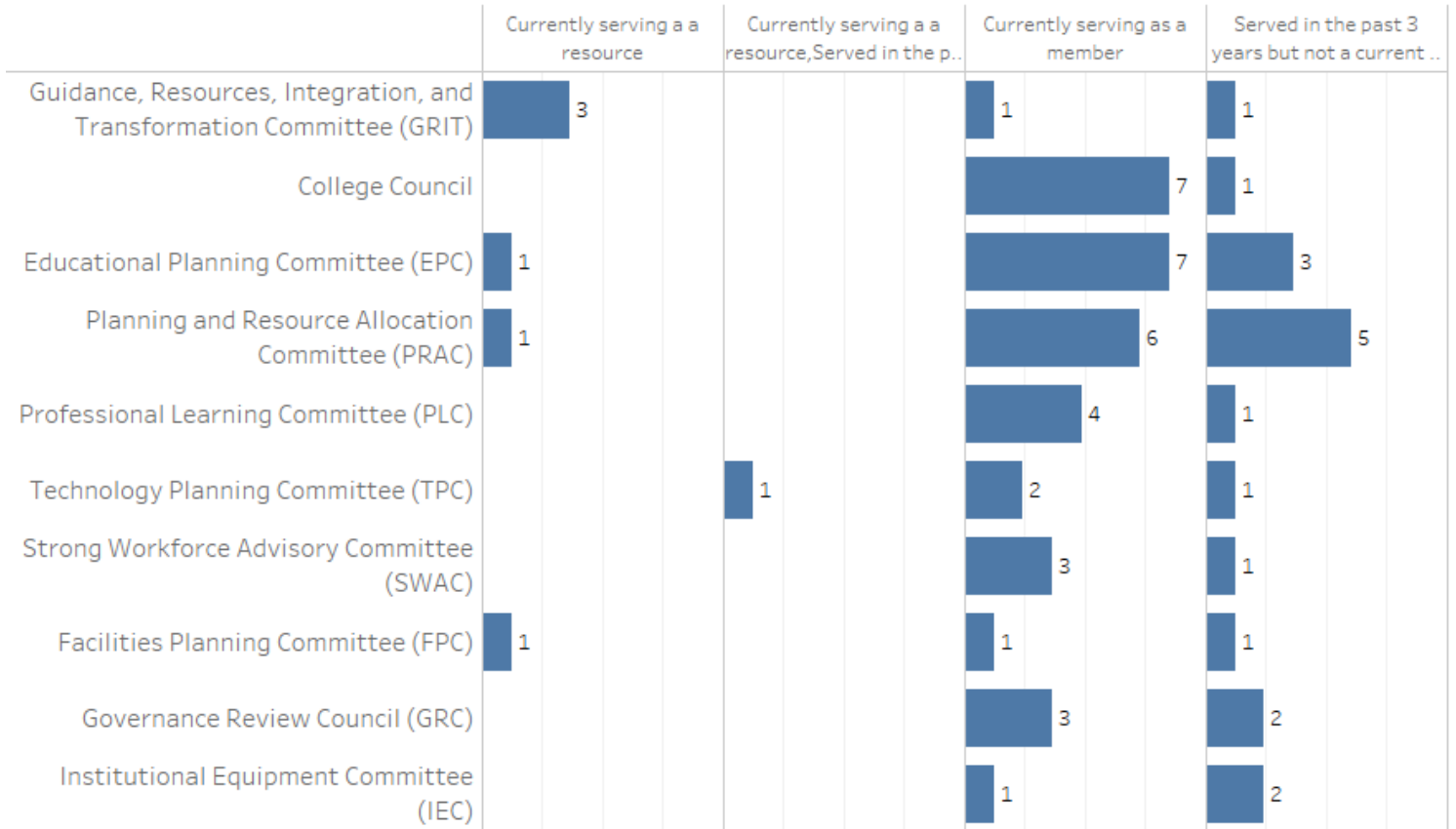
Response Rate by Employee Role

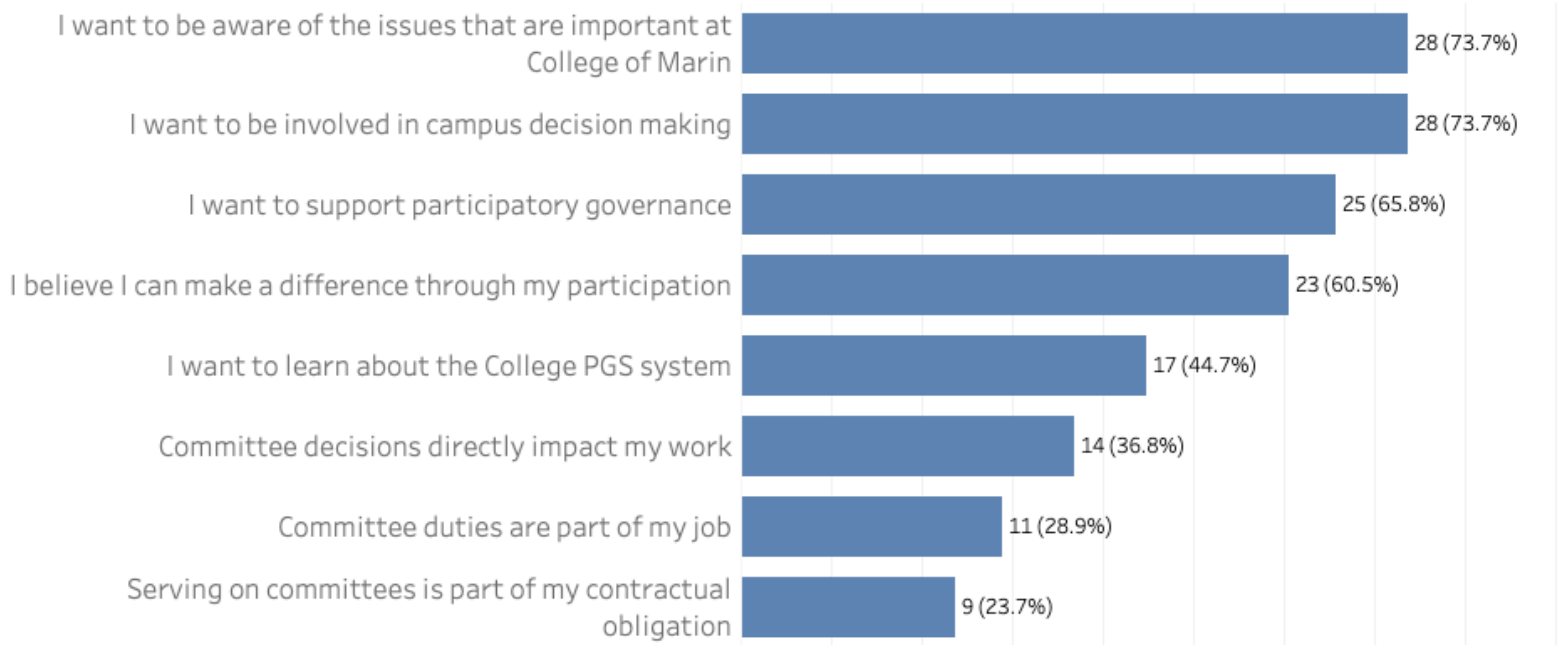|	# Employees	# Completed	Response Rate
Classified Staff	179	46	25.7%
Full time Faculty	117	27	23.1%
Management	32	10	31.3%
Part Time Faculty	210	20	9.5%
Total	**538**	**103**	**19.1%**

Q1. Have you served on any COM PGS committee in past three years (2020-21 through 2022-23)?
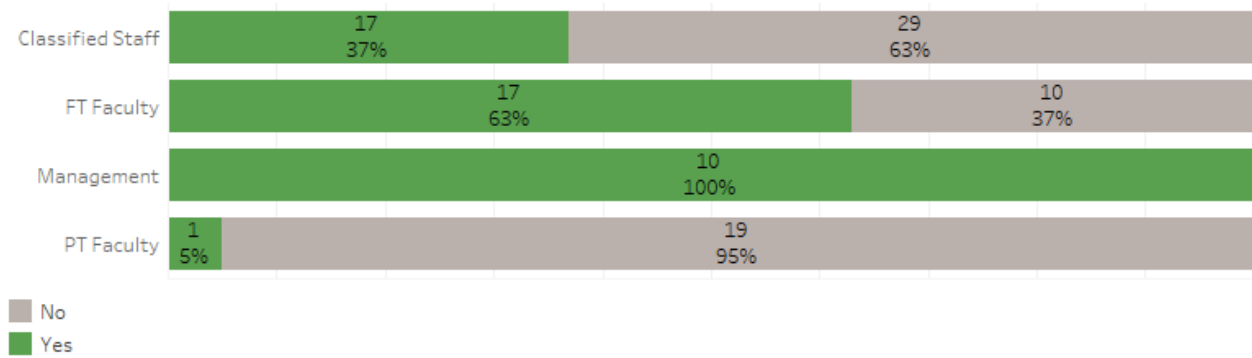
Q2. Which of the following COM PGS committees have you been a member of since 2020-21?

	Currently serving a a resource	Currently serving a a resource,Served in the p..	Currently serving as a member	Served in the past 3 years but not a current ..
Guidance, Resources, Integration, and Transformation Committee (GRIT)	3		1	1
College Council			7	1
Educational Planning Committee (EPC)	1		7	3
Planning and Resource Allocation Committee (PRAC)	1		6	5
Professional Learning Committee (PLC)			4	1
Technology Planning Committee (TPC)		1	2	1
Strong Workforce Advisory Committee (SWAC)			3	1
Facilities Planning Committee (FPC)	1		1	1
Governance Review Council (GRC)			3	2
Institutional Equipment Committee (IEC)			1	2

Q3. What motivated you to serve on a PGS committee? *(Select all that apply.)*

Response	Count
I want to be aware of the issues that are important at College of Marin	28 (73.7%)
I want to be involved in campus decision making	28 (73.7%)
I want to support participatory governance	25 (65.8%)
I believe I can make a difference through my participation	23 (60.5%)
I want to learn about the College PGS system	17 (44.7%)
Committee decisions directly impact my work	14 (36.8%)
Committee duties are part of my job	11 (28.9%)
Serving on committees is part of my contractual obligation	9 (23.7%)

Q4. Overall, how would you describe your experience serving on PGS committees?

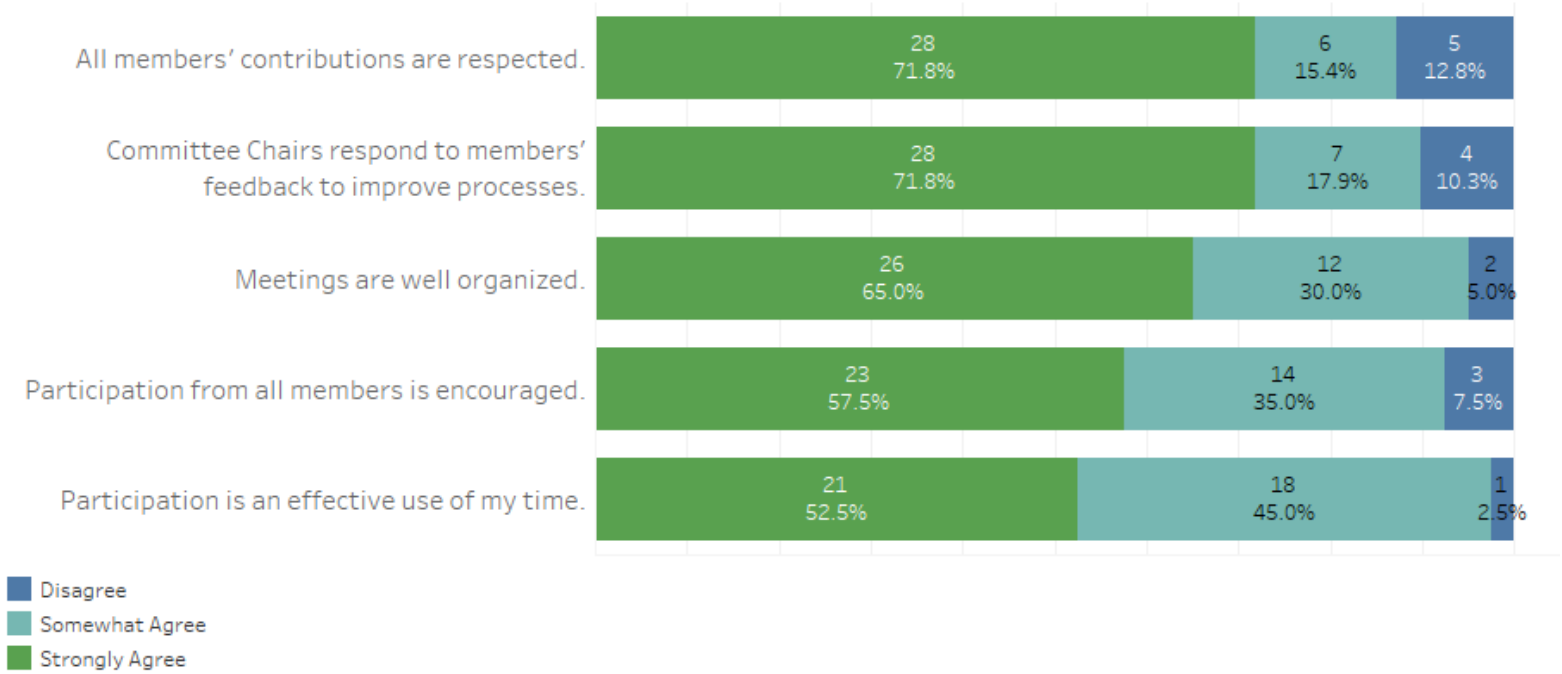| Response	Count
Very positive	16 (40.0%)
Somewhat positive	22 (55.0%)
Somewhat negative	2 (5.0%)
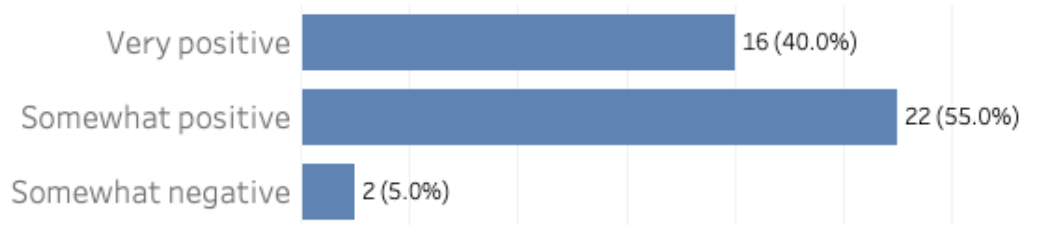
Q5. What are the most important ways you've benefited from serving on a PGS committee? *(Please select up to three answers).*

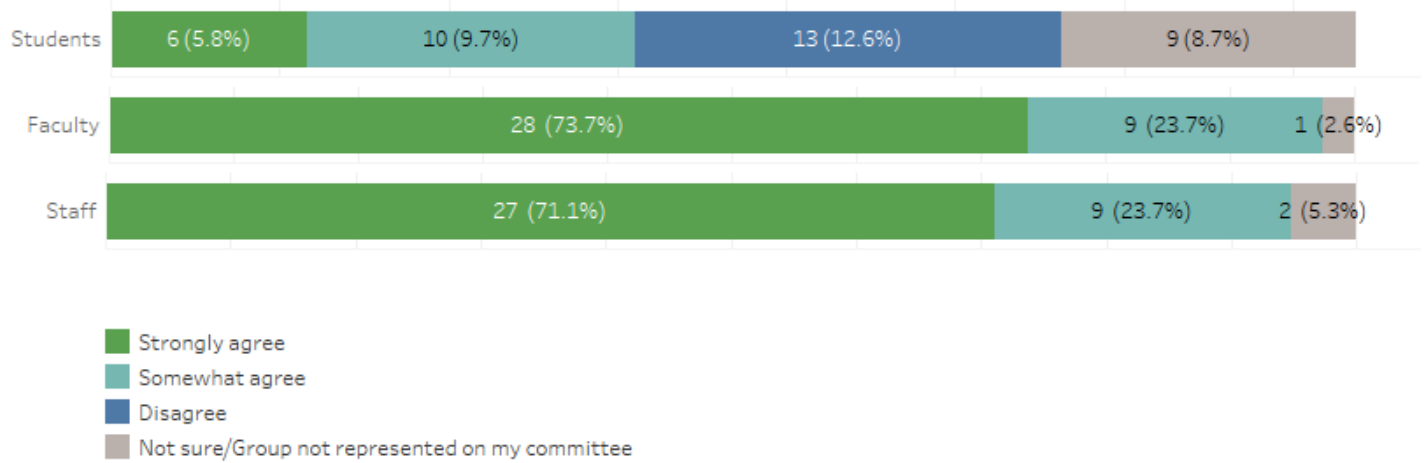| Benefit	Count	Percentage
Learned about College systems, operations and processes	40	100.0%
Developed relationships with other College employees and students	32	80.0%
Hearing the perspectives of other constituencies/areas of the college	22	55.0%
Helped me feel more connected to the College	20	50.0%
Provided more context/meaning to my day-to-day work	17	42.5%
Satisfaction of contributing to student success	12	30.0%

Q6. In your experience, how effective have your committees been in meeting their charge?

	Very effective	Somewhat effective	Not very effective
College Council	4 (66.7%)	1 (16.7%)	1 (16.7%)
GRC	5 (45.5%)	4 (36.4%)	2 (18.2%)
EPC	4 (80.0%)	1 (20.0%)	
FPC	8 (88.9%)	1 (11.1%)	
IEC		1 (50.0%)	1 (50.0%)
GRIT	3 (100.0%)		
PLC	1 (50.0%)	1 (50.0%)	
SWAC	5 (100.0%)		
TPC	2 (50.0%)	2 (50.0%)	
PRAC	2 (50.0%)	1 (25.0%)	1 (25.0%)
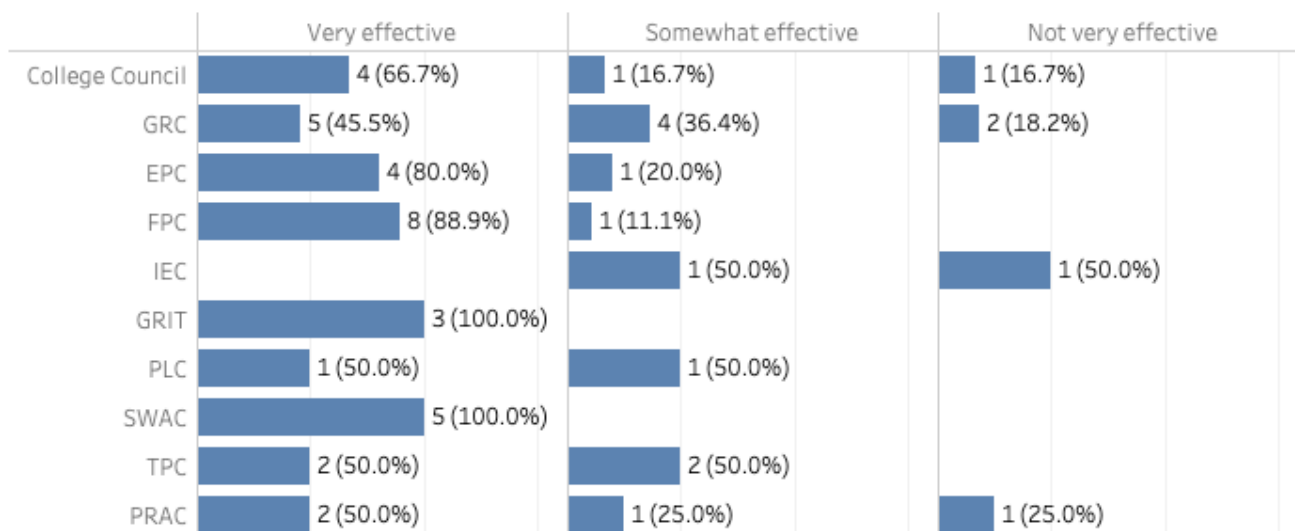
Q7. Thinking about your experience on PGS committees in the past 3 years, please answer the following:

Statement	Strongly Agree	Somewhat Agree	Disagree
All members' contributions are respected.	28 / 71.8%	6 / 15.4%	5 / 12.8%
Committee Chairs respond to members' feedback to improve processes.	28 / 71.8%	7 / 17.9%	4 / 10.3%
Meetings are well organized.	26 / 65.0%	12 / 30.0%	2 / 5.0%
Participation from all members is encouraged.	23 / 57.5%	14 / 35.0%	3 / 7.5%
Participation is an effective use of my time.	21 / 52.5%	18 / 45.0%	1 / 2.5%

Legend:
- Disagree
- Somewhat Agree
- Strongly Agree

Q10. Members from the following constituent groups regularly attend/attended committee meetings.

Group				
Students	6 (5.8%)	10 (9.7%)	13 (12.6%)	9 (8.7%)
Faculty	28 (73.7%)	9 (23.7%)	1 (2.6%)	
Staff	27 (71.1%)	9 (23.7%)	2 (5.3%)	

- Strongly agree
- Somewhat agree
- Disagree
- Not sure/Group not represented on my committee

Q11. Members from the following constituent groups are/were regularly engaged in committee meetings and tasks.

Group				
Students	3 (7.9%)	13 (34.2%)	12 (31.6%)	10 (26.3%)
Faculty	23 (60.5%)	14 (36.8%)	1 (2.6%)	
Staff	21 (55.3%)	14 (36.8%)	2 (5.3%) 1 (2.6%)	
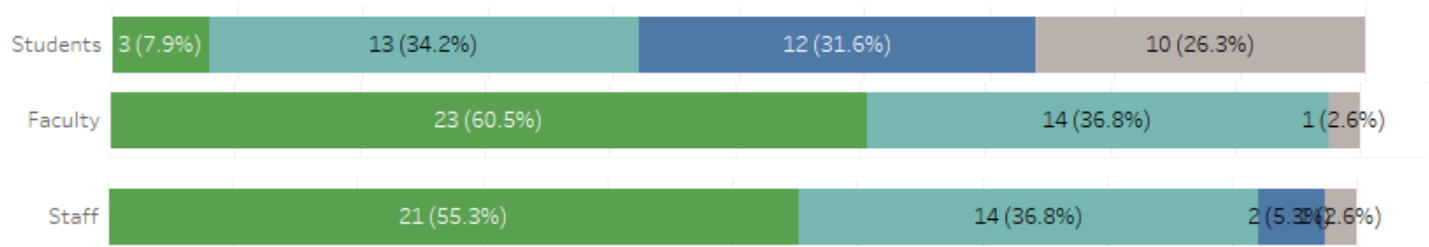
Q12. How often did your PGS committee(s) meet quorum?

Most or all of the time	37 (94.9%)
Sometimes	1 (2.6%)
Don't know/Not applicable	1 (2.6%)
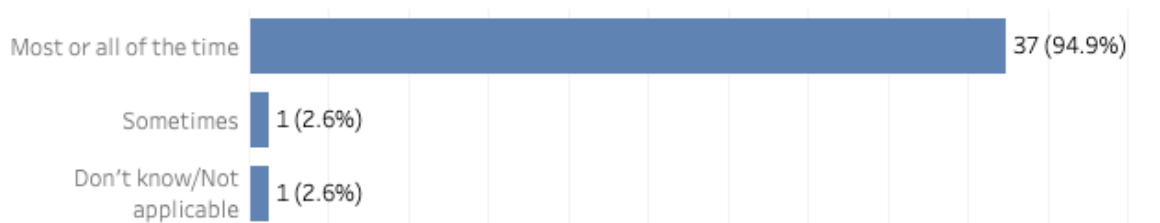
Q14. Why are you not currently serving on a PGS committee? *(Select all that apply.)*

Response	Count
I don't know enough about the committees	23 (47.9%)
I don't have time	17 (35.4%)
I have never been asked to serve	15 (31.3%)
I did not know the PGS committees exist	12 (25.0%)
The meetings don't fit my schedule	10 (20.8%)
I already serve on another campus committee or workgroup	7 (14.6%)
I don't think it will make a difference	5 (10.4%)
I'm just not interested	2 (4.2%)
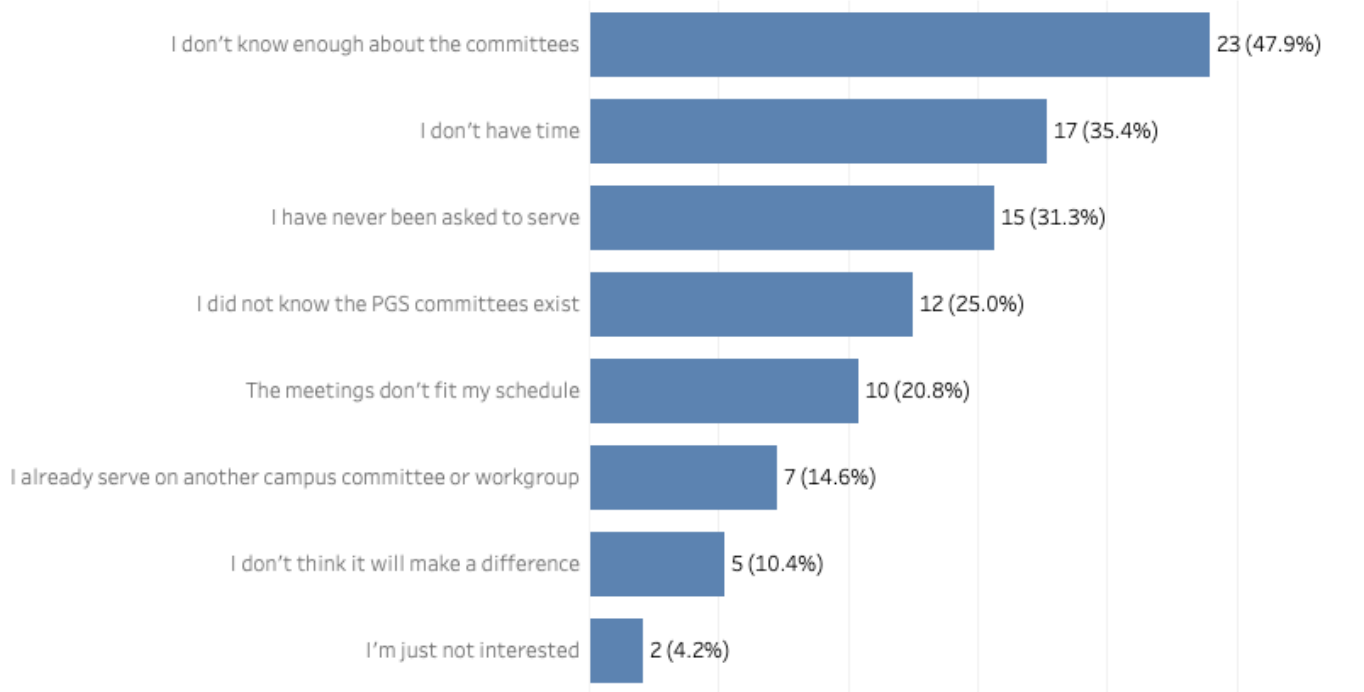
Q15. Would you serve on a PGS committee if you were asked?

Response	Count
Maybe	40 (76.9%)
No	10 (19.2%)
Yes	2 (3.8%)
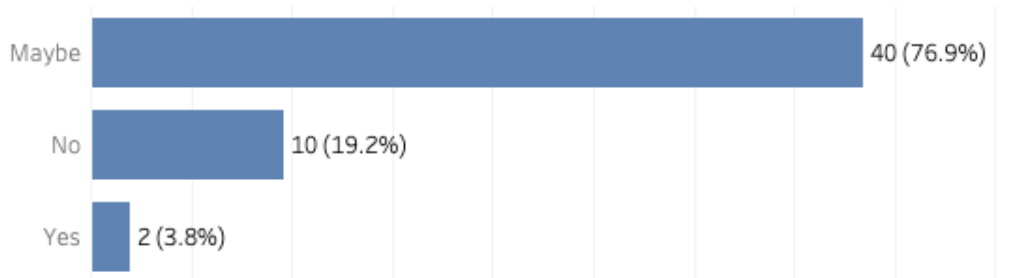
Q16. What areas of the college are you interested in? *(Select all that apply.)*

Area	Count	Percent
Student Access and Success	17	54.8%
Facilities	13	41.9%
Program Review	11	35.5%
Diversity, Equity and Inclusion	9	29.0%
Information Technology	9	29.0%
Accreditation	6	19.4%
Planning	6	19.4%
Budget/Financial	5	16.1%
Governance System	3	9.7%
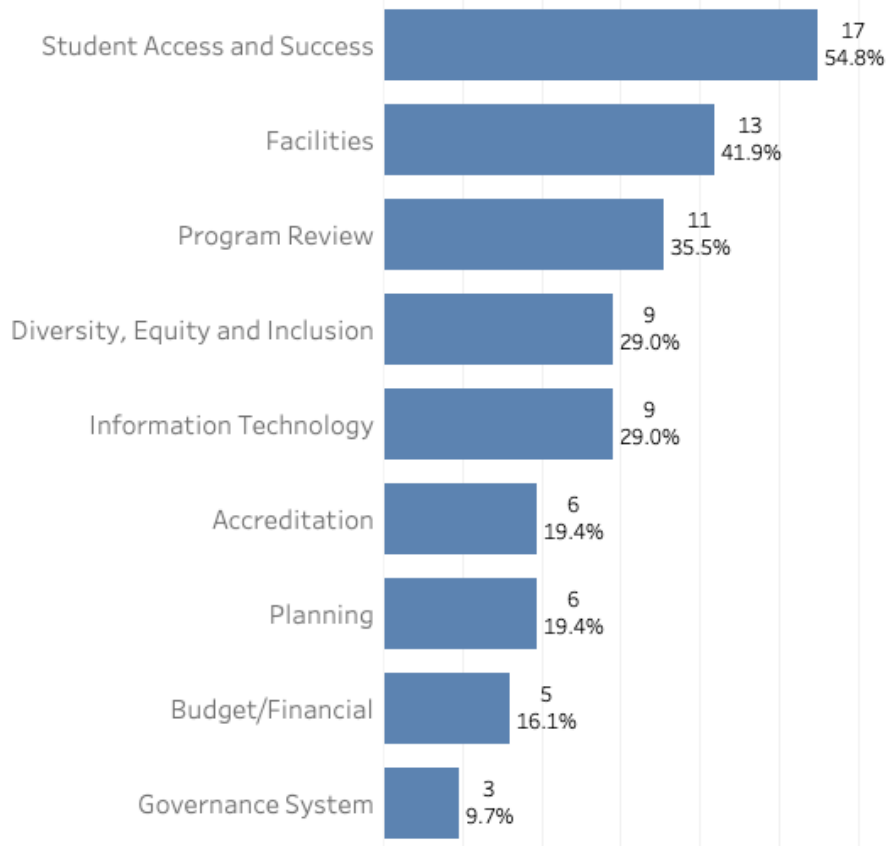
Q17. How would you prefer to attend PGS committee meetings?

Option	Count
I would appreciate flexibility	60 (76.9%)
Via Zoom	13 (16.7%)
In person	5 (6.4%)
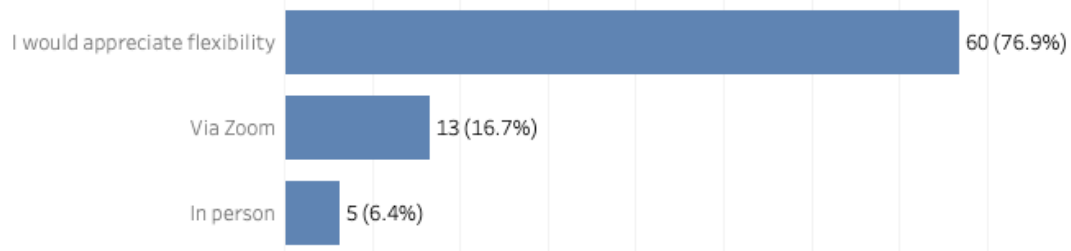
Q18. Have you served on any other committees outside of the PGS system since 2020-21 (Senates, hiring committee, ad hoc committees, etc.)?

Category	Value
Academic or Classified Senate	10 (11.8%)
Ad hoc committees (IDEA, Digital Accessibility workgroup, EEO Advisory Council, etc.)	16 (18.8%)
Hiring committee(s)	52 (61.2%)
Other committee service (please specify):	20 (23.5%)
No, no other committee service since 2020-21	25 (29.4%)
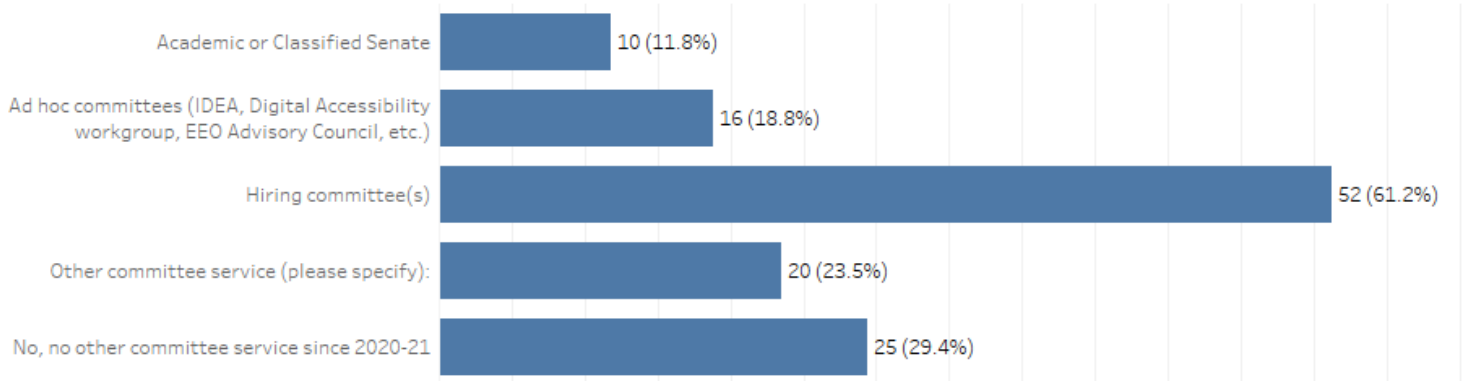
Q8. What is one thing you like about how your committee(s) run?

representation from different bargaining units/departments and inclusion of students when possible

Can ask questions in the meeting and get real time answers about the current status of things.

Everyone contributes great ideas and ask questions which leads to productivity and more meaningful outcomes.

We get to hear from key stakeholders within the college about the progress the college is making when meeting the college's objectives which helps me to feel more connected and aware of what is happening in the college.

Having the chance interact with student/Faculty/Classified/MSC in one setting.

learning about how the college operates

Collaboration among members

Respectful and collaborative.

effective, efficient, all view points are valued

It's fast and efficient. Everyone is friendly and full of information to share.

Following agenda items closely - not straying too far from the plan

It's a structured committee with a clear mission.

Holley is amazing and organized in leading the group. She does a great job of explaining the goals of the day which I really appreciate as a new member and a new FT faculty member

EPC has been organized to be efficient and get all members to participate and engage

Organized

It is well organized

They are run fairly efficiently

flexible if there are scheduling difficulties on a given meeting day.

We understand our responsibilities and we get it done.

We have presentations from other employees that relate to our committee.

Heartfelt investment in committee's charge

the potential to impact students

I don't like any of them. Massive waste of time.

Not much. It is mostly a waste of time

Q9. What is one thing you would change about how your committee(s) run?

It would be helpful to have a clearer understanding about how the work of all the committees relates

I would like more background into processes and practices of the committees

More transparency from administration about where some of the budget is spent and how decisions are made.

Decisions would be respected.

Ensure that committee members' time is respected by listening to and incorporating recommendations.

We need a faculty member appointed to be the chair. It shouldn't be something classified workers take on especially as volunteers and no incentives.

Yes, have 1 representative from each area of the college. For example, 1 science, 1 math, 1 english, 1 social sci instead of a bunch from the same area. Right now it seems like most committees are a bunch of counselors and librarians.

PLC sometimes doesn't have enough time to cover all items in one hour

Shorter meetings

Is there some committees on Friday and early in the day?

No, I found Sara McKinnon to be very effective and organized.

Charges

Q13. The Governance Review Council's charge is to evaluate the Participatory Governance System. Do you have any feedback that would help us improve any aspect of participatory governance at College of Marin? If so, please tell us here.

More clear processes for each committee. Finding more ways to ensure everyone is engaged and empowered. I have heard many stories of admin/chairs of committees overpowering other members. Work on improving this would be great.

Charges may want to be re-written to accurately represent what actually takes place during the PGS meetings.

More transparency in terms of how our decision-making is implemented.

When a committee recommends something, the collge should listen to it. I felt on the tech committee we would recommend thigns only to have the collge do something else. Why waste our time?

Reiterating that it's important to actually take committee recommendations. Members spend hours attending meetings and are thoughtful in making recommendations that are fair, focused on student success, and within outlined College/committee parameters. It's frustrating when committee recommendations are ignored.

There is a notion that only the managers are supposed to chair this committee. Education that all constituents can be elected to chair the committees would be a good idea.

Please appoint chairs who are Director and above levels or give incentives to those who are classified to chair a committee. Please consider redefining or recalibrating what's expected from the Technology Planning Committee. It seems moot if ideas are only as good as the I.T. department's plans. They really need to take the reigns here, otherwise we feel like we're spinning our wheels.

It would be great to get updates from each committee that would inform everyone
 of what's being done, discussed, etc.

Most committees seem to be made up of the same faculty. It would be great to get greater participation.

Work harder to get faculty involved

We need to expand outreach to new employees to educate them about the PGS and encourage participation.

There are a few people who try to force their agenda through on everything. It makes committee participation pointless if a variety of opinions are not respected.

Not sure this is the correct place to voice this, but since COM started holding its Board of Trustee meetings during normal working hours, it prevents COM employees from participating because it is part of our normal work hours. They need to move them back to evening timeslots when normal working people can attend and participate without having to miss work.

some committees could be folded into others for example tech and instructional equipment

I hope we all do it because it matters. Not just listen and check the boxes because we have to.

I am happy to speak privately about it.