## Q1 Have you ever been a member of a COM Participatory Governance System committee? As a reminder, the PGS committees are listed below: - College Council (CC) - Governance Review Council (GRC) - Planning and Resource Allocation Committee (PRAC) - Educational Planning Committee (EPC) - Facilities Planning Committee (FPC) - Instructional Equipment Committee (IEC) - Professional Development Committee (PDC) - Student Access and Success Committee (SAS) - Technology Planning Committee (TPC)
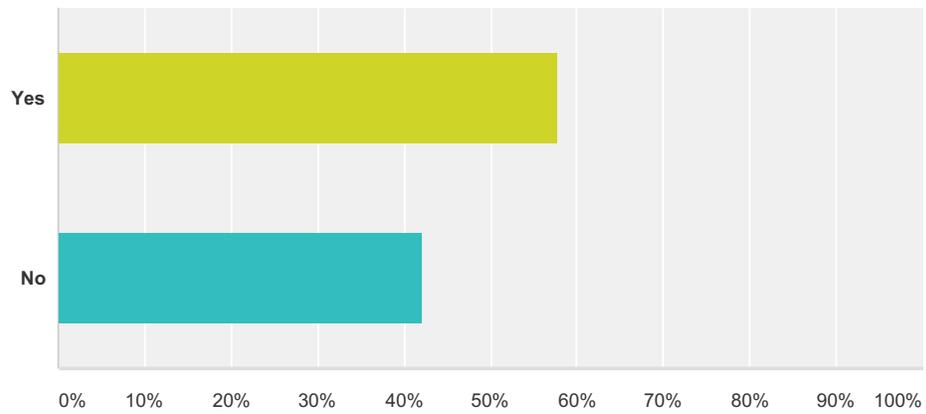
Answered: 134   Skipped: 0
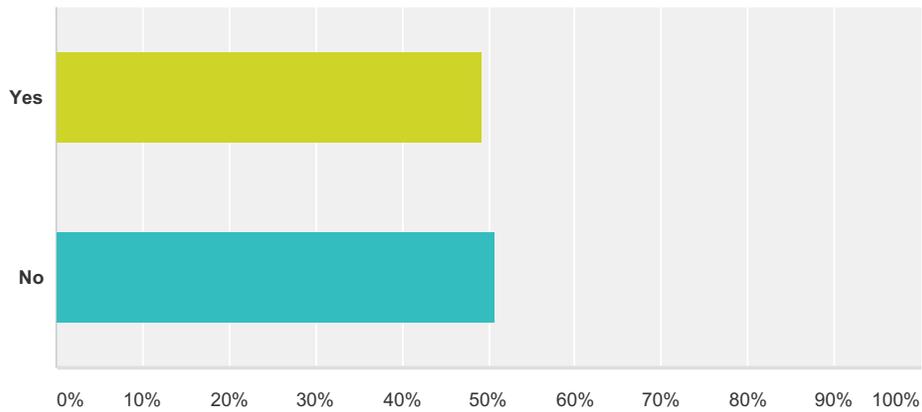
Answer Choices	Responses	
Yes	**49.25%**	66
No	**50.75%**	68
Total		**134**

Q2 Are you currently serving on a PGS committee?

Answered: 64   Skipped: 70

Answer Choices	Responses	
Yes	**57.81%**	37
No	**42.19%**	27
Total		**64**

Q3 Why are you no longer serving on a PGS committee?

Answered: 26   Skipped: 108

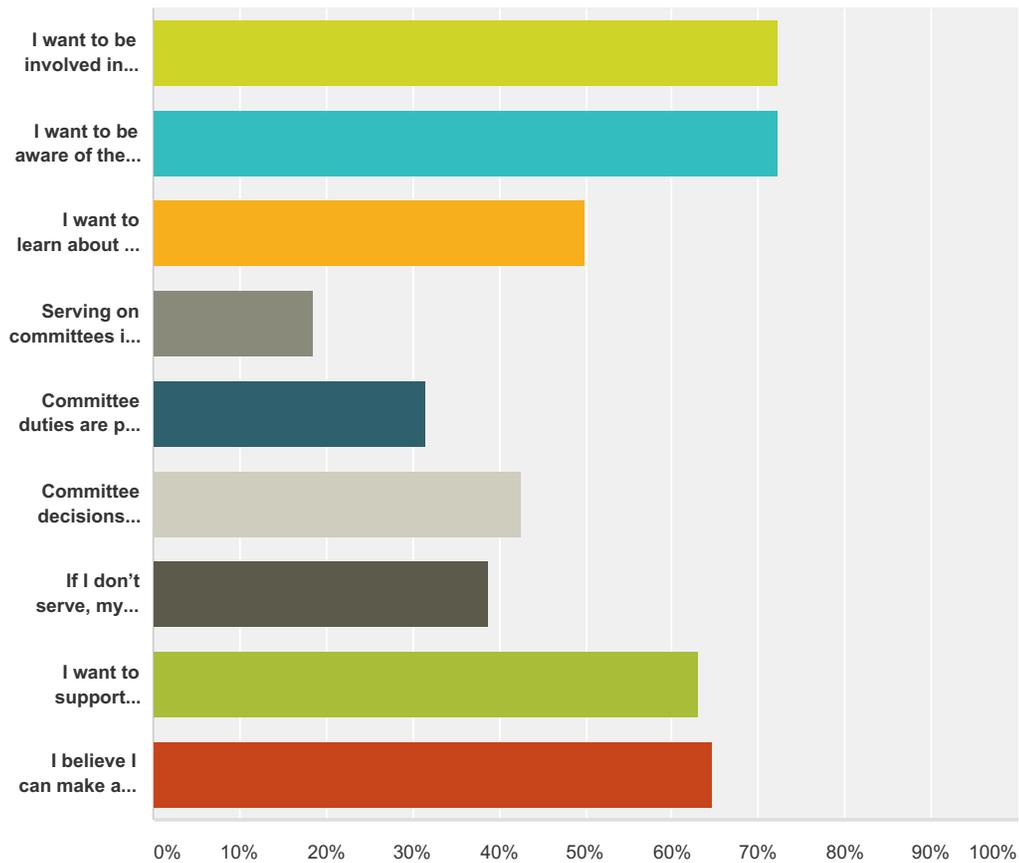| #	Responses	Date
1	Because I transitioned into doing research for the college.	4/14/2017 10:06 PM
2	I did not feel like my contributions were making a significant difference.	4/13/2017 12:24 PM
3	I changed campus locations.	4/13/2017 10:17 AM
4	Became department chair so I no longer had availability in my schedule for the PGS commitee	4/13/2017 9:55 AM
5	Feels as if my time is better spent in other ways. Lots of meeting time feels like spinning the same wheels, having the same conversations.	4/13/2017 9:38 AM
6	lack of time - already working uncompensated overtime, frustration	4/10/2017 10:22 AM
7	It did not feel like a productive use of my time	4/10/2017 8:43 AM
8	I have a full commitment teaching and coordinating this year	4/9/2017 8:25 AM
9	The decisions were made before the meetings ever started. It became a waste of time.	4/8/2017 11:56 AM
10	I serve on 3 other college committees	4/7/2017 5:14 PM
11	The instructional equipment committee was not called this semester.	4/7/2017 4:46 PM
12	Not enough time in my schedule	4/7/2017 4:04 PM
13	My role changed at the college so my presence became redundant (in terms of representation) on the committee I was serving on	4/7/2017 3:37 PM
14	Too much workload.	4/6/2017 5:14 PM
15	too busy!	4/6/2017 10:31 AM
16	For the time being, I have chosen to focus on other areas of service to the college: participating in the College Skills/English Department Effective Practices sessions, and the Curriculum Committee.	4/5/2017 4:51 PM
17	I do not have time as we are understaffed in our department	4/5/2017 3:59 PM
18	time constraints	4/5/2017 3:32 PM
19	My supervisor will not let me.	4/5/2017 11:36 AM
20	other committments	4/5/2017 11:24 AM
21	I did not agree with the way money was being spent and the way students are not valued in the decision making process	4/5/2017 11:08 AM
22	think true shared governess is not happening	4/5/2017 10:57 AM
23	I served for many years and wanted to give someone else the opportunity to serve.	4/5/2017 10:57 AM
24	Nothing gets accomplished.	4/5/2017 10:17 AM
25	Act as support to a PGS committee.	4/5/2017 10:13 AM
26	the process left a bad taste.....	4/5/2017 10:03 AM

Q4 Please check all on which you have served.

Answered: 54   Skipped: 80
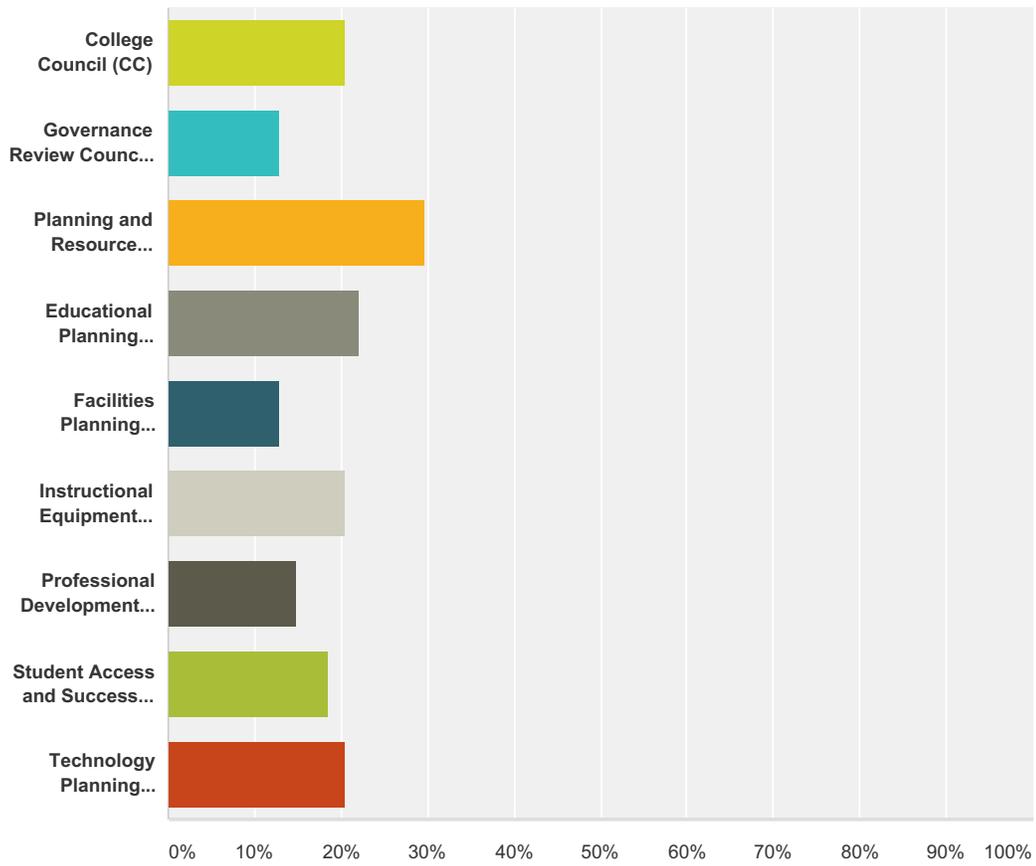
Answer Choices	Responses	
College Council (CC)	**20.37%**	11
Governance Review Council (GRC)	**12.96%**	7
Planning and Resource Allocation Committee (PRAC)	**29.63%**	16
Educational Planning Committee (EPC)	**22.22%**	12
Facilities Planning Committee (FPC)	**12.96%**	7
Instructional Equipment Committee (IEC)	**20.37%**	11
Professional Development Committee (PDC)	**14.81%**	8
Student Access and Success Committee (SAS)	**18.52%**	10
Technology Planning Committee (TPC)	**20.37%**	11
Total Respondents: 54		

Q5 What motivated you to serve?

Answered: 54   Skipped: 80

Answer Choices	Responses	
I want to be involved in campus decision making	**72.22%**	39
I want to be aware of the issues that are important at College of Marin	**72.22%**	39
I want to learn about the College of Marin	**50.00%**	27
Serving on committees is part of my contractual obligation	**18.52%**	10
Committee duties are part of my job	**31.48%**	17
Committee decisions directly impact my work	**42.59%**	23
If I don't serve, my constituency group may not be represented	**38.89%**	21
I want to support participatory governance	**62.96%**	34
I believe I can make a difference through my participation	**64.81%**	35
Total Respondents: 54		

#	Other reasons:	Date
1	In several cases I was serving in a support position, so part of my job, but I still consider that I was serving on committee.	4/13/2017 9:46 AM
2	I no longer believe I can make a difference by participating.	4/8/2017 11:59 AM

3	I wanted to learn more from, and work more closely and constructively with my fellow Classified Professionals, with whom I only have contact through PGS meetings. I wanted to help increase a feeling of positive comradery and inclusion where I sensed an air of separation, exclusion and friction.	4/5/2017 2:20 PM
4	To make connections with other departments on campus, I may otherwise NEVER meet. This helps in my job because I learn who to call or refer to for help in other departments. After serving on many committees, I don't think the PGS groups make much difference at all. Occasionally they do. Other times they are quite ineffective and/or not given the ability to have much effect.	4/5/2017 12:40 PM
5	I believe in democracy and team building.	4/5/2017 12:34 PM
6	Civic duty	4/5/2017 11:16 AM
7	For the students	4/5/2017 11:13 AM

Q6 What has been the benefit to you of serving on a PGS committee?

Answered: 49   Skipped: 85

#	Responses	Date
1	Initially, as a new faculty member, serving on a PGS committee was a great way to learn about the College. I have stayed involved because it allows me to stay up-to-date and to ensure my department is represented.	4/13/2017 1:29 PM
2	I learned a great deal about what is happening in other departments and the college as a whole. I was able to connect with faculty across disciplines.	4/13/2017 12:27 PM
3	I wanted to help others.	4/13/2017 10:20 AM
4	Learning the ins and outs of how resources are allocated at the college.	4/13/2017 9:58 AM
5	Meeting and working with others I normally wouldn't get to know. Learning about some of the processes of the PGS.	4/13/2017 9:46 AM
6	Becoming more aware of what is going on and feeling like my participation matters to the improvement of many aspsects of COM.	4/13/2017 9:20 AM
7	Connection to the College and decisions. Understanding what is happening at the College. Building connections with colleagues	4/13/2017 9:12 AM
8	hearing and learning about varying points of view/perspectives	4/10/2017 10:31 AM
9	I learned a lot about what is going on at the college	4/10/2017 8:45 AM
10	My voice is heard and I can help my department grow and improve by participating	4/9/2017 8:27 AM
11	Learning about areas of the college outside my department	4/8/2017 1:34 PM
12	It has kept me informed as to what is going on on campus	4/8/2017 12:46 PM
13	Positive early on, none now.	4/8/2017 11:59 AM
14	n/a	4/7/2017 10:16 PM
15	I continue to learn more about how the college works	4/7/2017 6:49 PM
16	Learning about how the college operates, working with others who I normally would have no interactions with	4/7/2017 5:18 PM
17	I felt more apart of the educational system. I enjoyed working with all of the committee members and we all felt that our decisions supported the instructors and students needs.	4/7/2017 5:09 PM
18	I learned about the College	4/7/2017 4:07 PM
19	Knowing what's going on around campus and being able to contribute ideas, etc., then sharing what I've learned with others.	4/7/2017 3:57 PM
20	I felt more connected to the college and informed about what was happening. It empowered me to feel that my input was valuable and that my participation mattered.	4/7/2017 3:44 PM
21	I have learned much about how the College of Marin operates.	4/7/2017 3:35 PM
22	I find it interesting to know what building's are being updated, removed, replaced, it's super exciting for me, I haven't seen this many wonderful changes in 30 years or so.	4/7/2017 3:23 PM
23	understanding how committees function	4/7/2017 3:20 PM
24	Serving on the PRAC has given me the chance to learn in depth about the various departments at COM, to hear directly from Deans about the programs they oversee, to hear and learn about new initiatives on campus.	4/6/2017 8:49 PM
25	Networking, getting a sense of college community concerns	4/6/2017 5:23 PM
26	It has been extremely beneficial to be able to part of the conversations around what our focus is at College of Marin. I have appreciated the opportunity to be able to contribute to the discussion around how we use our resources and how we can strategically help our students.	4/6/2017 2:28 PM
27	I have learned a lot about how the college works and what the strengths and weaknesses are and what work is being done to make our college better for our students.	4/6/2017 12:04 PM

28	deeper understanding of campus operations.	4/6/2017 11:45 AM
29	Being connected to others -- working with people I usually wouldn't work with	4/6/2017 10:39 AM
30	Getting to know COM faculty/staff who I might not have otherwise met, and learning more about the inner workings of the organization.	4/5/2017 5:52 PM
31	I have learned a tremendous amount from my colleagues in other departments and divisions.	4/5/2017 4:54 PM
32	It is a good way to learn what is happening at the College	4/5/2017 4:04 PM
33	I've learned a lot about how decision are made at COM, how the PGS is configured, how to lead a meeting, organize events, create agendas & minutes, connect with faculty and management.	4/5/2017 2:20 PM
34	Learning a great deal about the College of Marin and how decisions that effect the college are made.	4/5/2017 2:10 PM
35	Worked collaboratively with various people across classifications from different departments, learned different points of view, have direct input/impact on decision making.	4/5/2017 1:20 PM
36	Pserving on a PGS has improved my ability to understand COM as a whole organization as opposed having only a narrow view from my day-to-day work and department meetings. Also, serving on a PGS has given me a greater sense of belonging and engagement as a member of the COM family.	4/5/2017 12:49 PM
37	One committee actually interviewed firms to work on the facilities plan. That was very satisfying and then we worked as a group with the firm to craft the 2012 Facilities Plan. That was a successful committee that actually did a lot. It all depends on how the administration views the role do the committee. They empower or dis-empower the committees. Other benefits are to get to know other people on campus.	4/5/2017 12:40 PM
38	Interacting with colleages. Helping to problem solve issues at the college. Understanding and feeling part of the decision making. It builds confidence in the school.	4/5/2017 12:34 PM
39	I have developed a deeper connection to the college beyond my position.	4/5/2017 12:25 PM
40	To learn more about the college institutional processes.	4/5/2017 11:36 AM
41	learning about the issues involved	4/5/2017 11:26 AM
42	Broad participation in the college community.	4/5/2017 11:16 AM
43	Being aware of issues that affect my job.	4/5/2017 11:05 AM
44	I have been able to hear and be a part of what has been going on on campus and are able to give input from our constituent group	4/5/2017 11:03 AM
45	I have learned a lot about the college and about other departments/initiatives that I wouldn't otherwise know. It has also helped expand my professional network.	4/5/2017 10:53 AM
46	Greater awareness of college procedures. I've developed as a leader in my program area.	4/5/2017 10:43 AM
47	I have a lot of experience and thoughtful input to offer.	4/5/2017 10:23 AM
48	Receive information	4/5/2017 10:16 AM
49	none	4/5/2017 10:05 AM

# Q7 How would you describe your experience?

Answered: 51   Skipped: 83

#	Responses	Date
1	Overall, my experience has been positive.	4/13/2017 1:29 PM
2	Mixed.	4/13/2017 12:27 PM
3	Informative but stressful.	4/13/2017 10:20 AM
4	Mostly positive. I learned a lot, and felt I contributed at times.	4/13/2017 9:58 AM
5	Mixed. In some cases the discussion would circle around and around, the same things would be questioned and not resolved. So sometimes good, sometimes frustrating. Always time consuming.	4/13/2017 9:46 AM
6	Overall it has been beneficial. In addition to understanding the college better, I have had the opportunity to interact with colleagues from other areas/constituencies. Members are friendly and seem to have the best interests of the College and its students at heart.	4/13/2017 9:20 AM
7	Positive.	4/13/2017 9:12 AM
8	somewhat rewarding	4/10/2017 10:31 AM
9	It was both interesting and frustrating	4/10/2017 8:45 AM
10	It can be a challenge sometimes to make the time commitment but it is worth it	4/9/2017 8:27 AM
11	Positive	4/8/2017 1:34 PM
12	Enlightening	4/8/2017 12:46 PM
13	see 6	4/8/2017 11:59 AM
14	Frustrating.	4/7/2017 10:16 PM
15	I have learned a lot. I felt useless the first year, as there was so much I was ignorant of.	4/7/2017 6:49 PM
16	It was highly informative	4/7/2017 5:18 PM
17	Over my nearly 35 years as an instructor, both full time and part time I have felt that it is both a honored duty and rewarding personal obligation to to participate on any committee where I can offer my experience and knowledge.	4/7/2017 5:09 PM
18	Rewarding and frustrating	4/7/2017 4:07 PM
19	Very positive.	4/7/2017 3:57 PM
20	BAD. Some committees, such as the TPC are are driven by their most influenceable members' personal agenda. There is a need to redistribute the seats to represent each campus group fairly.	4/7/2017 3:55 PM
21	In recent years, very positive. Several years ago (>10), we had our challenges.	4/7/2017 3:44 PM
22	At times educational, frustrating, pointless, worthwhile...	4/7/2017 3:35 PM
23	very good, folks on the committee are very involved and knowledgeable of our facilities.	4/7/2017 3:23 PM
24	Okay but the administrator was not pleasant to work with	4/7/2017 3:20 PM
25	Very positive	4/6/2017 8:49 PM
26	Having co-chairs is a good approach; overall experience was good but could have had more professional-level classified staff; seemed to be more at the admin assistant level	4/6/2017 5:23 PM
27	For SAS, my experience was very good. I had a lot of people to turn to who I worked with on a regular basis who could help me understand where we were and how we got here. For PRAC, I felt more confused and didn't have as great of an opportunity to talk to people outside of the committee for guidance.	4/6/2017 2:28 PM
28	Very positive	4/6/2017 1:59 PM
29	Its been a good experience. I plan on continuing to serve	4/6/2017 12:04 PM

30	Very positive	4/6/2017 11:45 AM
31	good	4/6/2017 10:39 AM
32	Overall very positive. I know that the service has enhanced my work in many ways.	4/5/2017 5:52 PM
33	Very positive.	4/5/2017 4:54 PM
34	Eye opening, some good some bad	4/5/2017 4:04 PM
35	Most of my PGS experience comes from my involvement and leadership in the Classified Senate (with coinciding membership in College Council as CS representative) and in hiring committees, neither of which is listed in the above list of PGS committees.	4/5/2017 2:20 PM
36	Very postitive	4/5/2017 2:10 PM
37	Serving on committees gives me a chance to have my voice be heard, be an active member of the COM community & ensure that there is representation from my group/classification/department. I look at it as an opportunity educational, personal & professional growth.	4/5/2017 1:20 PM
38	My experience has been positive. However, due to the chair of our committee leaving COM in late December during the Winter break, our meetings this Spring have been somewhat less efficient because our new chair is a new, interim leader at COM who seems somewhat overwhelmed in getting up to speed on her duties and role at COM. Plus, this person's highly competent executive assistant also left COM last month, so this has added another layer of confusion to the mix.	4/5/2017 12:49 PM
39	Varied according to how the chair runs the group. Like any small group work, it is more or less functional based on support from the administration and group dynamics of the particular group.	4/5/2017 12:40 PM
40	Positive until the current administration	4/5/2017 12:34 PM
41	Challenging and rewarding.	4/5/2017 12:25 PM
42	Positive.	4/5/2017 11:36 AM
43	often a waste of time	4/5/2017 11:26 AM
44	Overall positive	4/5/2017 11:16 AM
45	Student success was not factored into decisions	4/5/2017 11:13 AM
46	Rewarding and interesting but frustrating at times. My expectations of how the committee is run and the type of discussions that occur was not what I expected. At times it does not seem productive - very segregated.	4/5/2017 11:03 AM
47	It has been interesting and positive. The committee I serve on, the PDC, is well-organized and productive.	4/5/2017 10:53 AM
48	Challenging and fulfilling.	4/5/2017 10:43 AM
49	Waste of time. The squeaky wheels are heard. Agreements are made with no accountability for follow up. In efficient.	4/5/2017 10:23 AM
50	Good	4/5/2017 10:16 AM
51	bad	4/5/2017 10:05 AM

Q8 Were all positions filled on the committees on which you served?

Answered: 52   Skipped: 82
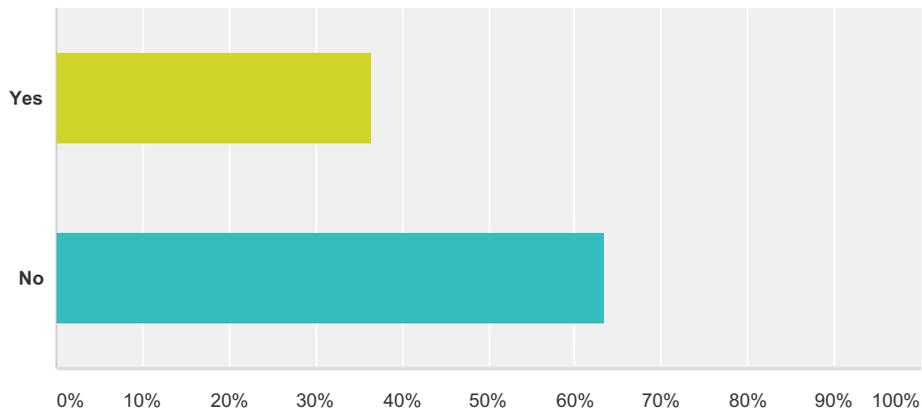
Answer Choices	Responses	
Yes	36.54%	19
No	63.46%	33
Total		52

#	If not, which committees had vacancies? Were the vacancies employees or students or both?	Date
1	I served on the Diversity and Equity, a sub/advisory committee to SAS. When I served on the sub/advisory committee it had just started and we weren't sure how many people were going to serve.	4/14/2017 10:10 PM
2	PRAC has had difficulty filling student vacancies.	4/13/2017 1:29 PM
3	Students did not regularly attend the meetings.	4/13/2017 12:27 PM
4	Sometimes there was student representation, sometimes not	4/13/2017 9:58 AM
5	None of the committees I served on had student members. Some were also missing employees. In several cases over several semesters, managers were co-chairing and would only make it to alternate meetings which meant they missed half of the discussions, had to be caught up with previous meeting, were out of loop. Another source of frustration for me.	4/13/2017 9:46 AM
6	primarily students have been missing.	4/13/2017 9:20 AM
7	student	4/10/2017 10:31 AM
8	Student Classified	4/8/2017 1:34 PM
9	student	4/8/2017 12:46 PM
10	EPC has not had students on any regular basis.	4/7/2017 6:49 PM
11	EPC, student	4/7/2017 5:18 PM
12	Both	4/7/2017 5:09 PM
13	The Classified Senate has a very hard time getting people to come to the meetings and being an officer because of the extra workload/time commitment that it entails.	4/7/2017 3:57 PM
14	All committees that I served on had student vacancies. Or if they were filled, the students were rarely able to attend.	4/7/2017 3:44 PM
15	TPC; both	4/7/2017 3:35 PM
16	not sure which committees had vacancies, the FPC needed 1 class staff and 1 student	4/7/2017 3:23 PM

17	Students for both.	4/6/2017 2:28 PM
18	students and employees	4/6/2017 1:59 PM
19	2 faculty 1 student	4/6/2017 12:04 PM
20	The FPC has and had student vacancies.	4/6/2017 11:45 AM
21	I don't know.	4/5/2017 4:54 PM
22	Classified Senate has trouble filling all 12 seats, though we're only 1 short. Unfortunately, several members are not nearly as active nor assiduous in attending and participating.	4/5/2017 2:20 PM
23	student and on occasion staff	4/5/2017 2:10 PM
24	GRC - student (others lacked student rep in past when I served on them as well)	4/5/2017 1:24 PM
25	Students	4/5/2017 1:20 PM
26	I am not sure.	4/5/2017 12:49 PM
27	Mainly students were missing on all groups. Currently I have a committee that does not have any managers serving.	4/5/2017 12:40 PM
28	Always the students. I don't know currently but i believe they struggle to fil the Staff slots.	4/5/2017 12:34 PM
29	i have no idea	4/5/2017 11:26 AM
30	Every committee I've served on has vacancies from staff and students.	4/5/2017 11:16 AM
31	We do have a vacant seat on Classified Senate and more to come this upcoming year.	4/5/2017 11:03 AM
32	PDC has vacancies in manager and student categories.	4/5/2017 10:53 AM
33	PRAC Student vacancy	4/5/2017 10:43 AM
34	student representation was absent	4/5/2017 10:05 AM

Q9 Did members attend such that quorums were regularly met?

Answered: 54   Skipped: 80
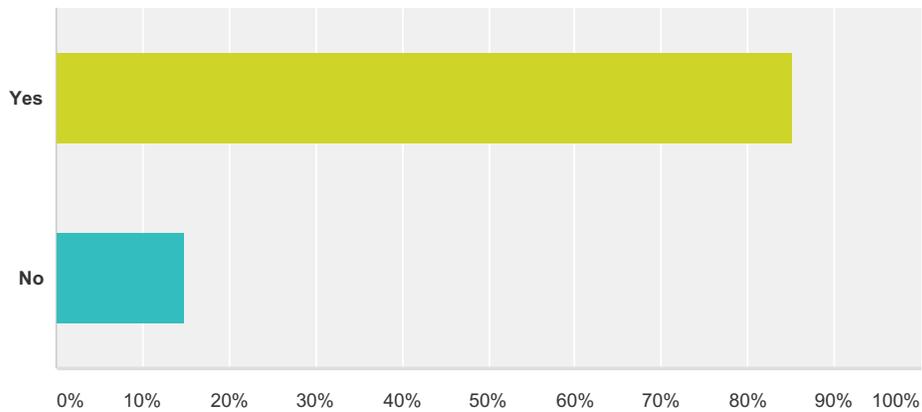
Answer Choices	Responses	
Yes	85.19%	46
No	14.81%	8
Total		54

#	If not, which committees did not meet quorum?	Date
1	I don't remember.	4/8/2017 11:59 AM
2	There have been a number of times that the Classified Senate did not meet a quorum, so we were unable to vote on anything.	4/7/2017 3:57 PM
3	TPC; Generally yes, sometimes not. This was not always due to lack of attendance, but rather vacancies.	4/7/2017 3:35 PM
4	Not always, I can't recall what committee it was, I served on committees quite a while ago	4/5/2017 4:04 PM
5	Classified Senate has often failed to meet quorum, causing some months' meetings to be missed altogether, and several to be rescheduled repeatedly.	4/5/2017 2:20 PM
6	On the instructional committee there was never any consideration about quorums.	4/5/2017 12:34 PM
7	Classified Senate does not always meet quorum	4/5/2017 11:03 AM
8	Can't recall	4/5/2017 10:23 AM

Q10 COM's participatory, advisory system of governance includes a commitment to participation from all segments of the college community in making recommendations for the policies and procedures that govern the college. Did the committee on which you served primarily discuss policy or operational details?

Answered: 51   Skipped: 83
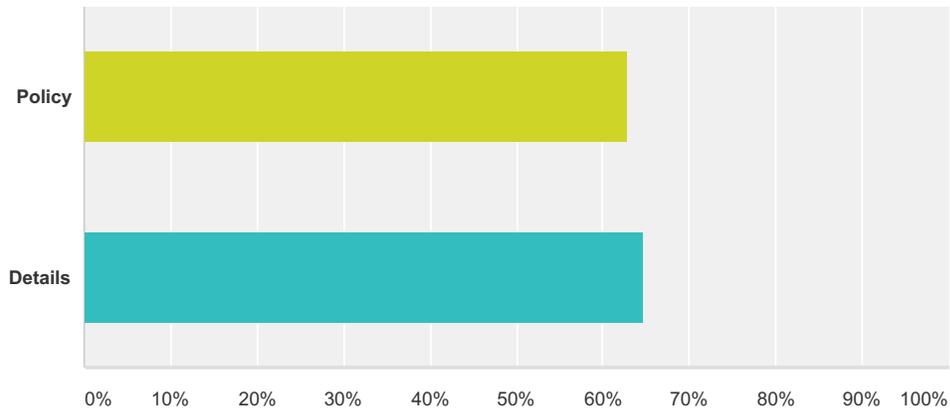
Answer Choices	Responses	
Policy	**62.75%**	32
Details	**64.71%**	33
Total Respondents: 51		

#	Add any other information you think is relevant.	Date
1	Policy and operational details seemed to always be intertwined.	4/13/2017 9:58 AM
2	Since I served on several committees over multiple semesters, it is difficult to answer this. I was close, by overall I felt as if more details and minutae were discussed than policy.	4/13/2017 9:46 AM
3	there was an effort to stay on track and continue to move the process forward	4/10/2017 10:31 AM
4	A little bit of both	4/9/2017 8:27 AM
5	I don't think of these as exclusive or primary. We shouldn't think of details divorced of policy, or vice versa.	4/7/2017 10:16 PM
6	The faculty block in TPC wants to direct IT operations.	4/7/2017 3:55 PM
7	operational	4/7/2017 3:23 PM
8	I am a relatively new member, so it's hard to say. So far, I have been part of discussions in which both policies and operational details are the focus.	4/6/2017 8:49 PM
9	Because there isn't a district-wide professional development training coordinator logistics often consumed the committee discussions as opposed to programmatic/course content level discussions	4/6/2017 5:23 PM
10	Our job is to assess if depts are meeting the goals they put forth in the 3 year plan.	4/6/2017 12:04 PM
11	hard to say: it was about half and half, policy and details	4/6/2017 10:39 AM
12	While College Council focused on reviewing both policy and details, Classified Senate has tended to focus on details.	4/5/2017 2:20 PM

13	Lately, this Spring 2017, our committee's meetings have been a somewhat disjointed due to the loss of our chair and his long-time executive assistant who have both left COM. This is no ones fault, but it has been a source of confusion.	4/5/2017 12:49 PM
14	Both when doing program review for facilities as that is part of the charge.	4/5/2017 12:40 PM
15	Decisions seemed to be made prior to the meetings.	4/5/2017 11:13 AM
16	College Council mostly has been discussing AP's and BP's. Classified Senate is beginning to discuss both policy and operational details to become more effective.	4/5/2017 11:03 AM
17	While the PDC and chair do a good job of keeping things generally at the higher policy level, there is a fair amount of discussion about operational details. This is unavoidable considering the committee and chair are comprised of people who are responsible for the logistics and management of professional development. Nonetheless, conversations that focus on the operational aspect are more about information-sharing or bouncing ideas off of each other and don't feel inappropriate for a participatory governance setting.	4/5/2017 10:53 AM
18	Also a lot of chit chat	4/5/2017 10:23 AM

13	Lately, this Spring 2017, our committee's meetings have been a somewhat disjointed due to the loss of our chair and his long-time executive assistant who have both left COM. This is no ones fault, but it has been a source of confusion.

Q11 Have the PGS committees you've participated in been effective in meeting their charge? If so, please tell us which ones. What worked well?

Answered: 42   Skipped: 92

#	Responses	Date
1	Yes, but I felt we were spinning our wheels after a while, which is part of the reason why I left.	4/14/2017 10:10 PM
2	PRAC has made improvements in recent years to increase transparency by inviting groups to give presentations. I think it's also very beneficial that PRAC has regular presentations on the budget, facilities, and other planning items. Changing the Program Review template also helped improve effectiveness.	4/13/2017 1:29 PM
3	Fairly effective overall.	4/13/2017 12:27 PM
4	Yes, knowledge from the long time members.	4/13/2017 10:20 AM
5	Yes.	4/13/2017 9:20 AM
6	This year we have new leadership and so we are slowly making progress.	4/13/2017 9:12 AM
7	agendas, preparation, discipline, common ground/commitment to deliverables	4/10/2017 10:31 AM
8	Adequately effective: •Ensure that the college's planning process supports student success. •Align Board goals and priorities with college plans and the budget process. •Ensure that the planning process is broad-based, offers opportunities for input by appropriate constituencies, allocates necessary resources, and leads to the improvement of institutional effectiveness. •Review and make recommendations for the tentative budget for resources, including all assets of the college; fiscal resources, facilities, equipment, and personnel resources. •Prepare planning recommendations and decisions consistent with the Education Code, the mission, vision and values of the college, accreditation standards, and strategic institutional planning priorities. •Make recommendations for long-term budget planning, revenue and expense assumptions. •Recommend allocations from supplementary resources. •Review and make recommendations for adjustments between approved funding and actual expenditures.	4/8/2017 1:34 PM
9	GRC 1. Open & transparent system processes 2. Regular communication 3. annual review of governance system	4/8/2017 12:46 PM
10	No, but because of external decisions rather than the committees themselves.	4/7/2017 10:16 PM
11	I have only served on EPC and I feel it meets its charge.	4/7/2017 6:49 PM
12	I believe we met the charge as best as I could tell	4/7/2017 5:18 PM
13	Yes, I believe that the IEC was very instrumental in supporting both fair and balanced decisions regarding the financial distributions of the needed requests.	4/7/2017 5:09 PM
14	Yes, College Council. The information dispersed, the pace that it goes, and the open door policy that it has is great and effective.	4/7/2017 3:57 PM
15	Yes and no. College Council, GRC were very effective. SAS was overly focused on completion of the Equity plan.	4/7/2017 3:44 PM
16	TPC: We thought that writing a new Technology Plan was extremely effective in meeting our charge, but apparently PRAC did not.	4/7/2017 3:35 PM
17	a lot of the facilities changes are now in the works, will break ground this summer	4/7/2017 3:23 PM
18	Not so sure but it's obvious to me that Admin. does what it wants in the end although they want us to think they listen to faculty it's clear they do what they want.	4/7/2017 3:20 PM
19	Yes. The combination of new members to College of Marin who bring a fresh perspective to PRAC and of team members who have been at COM for many years and know and understand how COMs systems work, has worked well.... Certainly has been beneficial for me as a relatively new member to the COM team.	4/6/2017 8:49 PM
20	The lack of a professional-level classified staff member mean that a lot of the discussions focused on faculty professional development, not classified professional development	4/6/2017 5:23 PM
21	I believe so. PRAC seems like it will effectively move forward regardless due to the necessity of the charge. SAS has been effective although there have been a lot of transition both through COM staffing and because of Chancellor's office mandates.	4/6/2017 2:28 PM

22	Yes we have dept rep make presentations to us regarding their progress toward goals and we assess them accordingly	4/6/2017 12:04 PM
23	FPC consistently effective. All participants are knowledgeable and diligent. Everyone listens.	4/6/2017 11:45 AM
24	SAS has always been a great exchange of ideas and questions that relate to supporting students. The Governance Review Committee was important work, but not as personally rewarding.	4/5/2017 5:52 PM
25	Yes, GRC	4/5/2017 4:04 PM
26	College Council did a good job of reviewing broader details & information happening across campus. CS has been effective with its events which are focused on bringing staff together, and increasing comradery and communication.	4/5/2017 2:20 PM
27	yes	4/5/2017 2:10 PM
28	Still new to GRC so hard to assess.	4/5/2017 1:24 PM
29	Yes. During the period of time that I was on PRAC, it had really evolved into a power house of a committee. It works well due to informed decision making by staying on top of budget information from fiscal & getting departmental input on requests. I'm newer to PDC, but I am pleased to be a part of the expansion of professional development opportunities to all COM employees.	4/5/2017 1:20 PM
30	I have only served on this one PGS since Fall 2016. I recently joined COM as a part-time adjunct in Spring 2016. Therefore, I have insufficient experience to answer this question.	4/5/2017 12:49 PM
31	FPC and EPC have been effective.	4/5/2017 12:40 PM
33	Yes	4/5/2017 12:25 PM
34	Do not know. Not enough experience on PGS committees or lack of follow through.	4/5/2017 11:36 AM
35	i am not certain	4/5/2017 11:26 AM
36	Yes - all of them	4/5/2017 11:16 AM
37	On the surface I believe so	4/5/2017 11:03 AM
38	Yes. The PDC is effective in meeting its charge. We review the charge and responsibilities, and the chair makes sure the agendas reflect them both.	4/5/2017 10:53 AM
39	Yes, PRAC is excellent. (I also serve on Curriculum Committee and they are quite successful as well.)	4/5/2017 10:43 AM
40	All I can say is there needs to be serious training on how to run effective interesting meeting.	4/5/2017 10:23 AM
41	Yes, however, semester breaks slow down progress because faculty are available to participate.	4/5/2017 10:16 AM
42	no	4/5/2017 10:05 AM

Q12 Have the PGS committees you've participated in been ineffective in meeting their charge? If so, which committees? What were the challenges?

Answered: 27   Skipped: 107

#	Responses	Date
1	I think PRAC could continue to improve upon transparency with how/when funding decisions are made.	4/13/2017 1:29 PM
2	No	4/13/2017 10:20 AM
3	Less effective: •Using the forecast of available resources provided by Fiscal Services, work with the Program Review Committee to set parameters for program reviews and administrative work plans. •Recommend budget resource allocations based on the strategic plan and requests presented in the instructional program reviews, student services program reviews, and administrative program reviews.	4/8/2017 1:34 PM
4	see previous	4/7/2017 10:16 PM
5	I never received an explanation of why my services were no longer needed.	4/7/2017 5:09 PM
6	Sometimes they get bogged down in minutiae	4/7/2017 4:07 PM
7	Classified Senate. Getting people to show up because of workload/time constraints.	4/7/2017 3:57 PM
8	Focus on details that even expert on the field are struggling with.	4/7/2017 3:55 PM
9	Not really.	4/7/2017 3:44 PM
10	TPC: One challenge is getting IT to participate regularly. There seems to be a difference in personalities between one or more IT person(s) and one or more faculty.	4/7/2017 3:35 PM
11	n/a	4/6/2017 8:49 PM
12	No	4/6/2017 2:28 PM
13	Sometimes members are busy so do not have much time to spend on committee work other than to attend the meetings.	4/6/2017 1:59 PM
14	no	4/6/2017 12:04 PM
15	no	4/6/2017 11:45 AM
16	No, both were effective given their respective missions.	4/5/2017 5:52 PM
17	No	4/5/2017 4:04 PM
18	Classified Senate struggles to meet its primary charge of communicating information between classified professionals and the rest of campus.	4/5/2017 2:20 PM
19	Years ago, the Budget Committee before the PGS was overhauled. Basically, the Budget Committee just spent the whole year allocating a very small amount of money. It seemed like a joke to have so managers meeting to divvy up what amounted to a very meager amount of funds.	4/5/2017 1:20 PM
20	Please see my other answers related to change of committee leadership in Spring 2017.	4/5/2017 12:49 PM
21	I served on the TPC in 2011 and 2012. It was not effective. I believe that has completely changed now.	4/5/2017 12:40 PM
22	No	4/5/2017 12:25 PM
23	Do not know.	4/5/2017 11:36 AM
24	probably	4/5/2017 11:26 AM
25	I know what our charge is but I am unclear on to whether we are effective	4/5/2017 11:03 AM
26	No. I have not been on a committee that is ineffective in meeting its charged.	4/5/2017 10:53 AM
27	yes - scheduling difficult and member of committee did no show up. Always backtracking....	4/5/2017 10:05 AM

Q13 Knowing that 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.

Answered: 29   Skipped: 105

#	Responses	Date
1	Continue to improve/maintain transparency and communication between governance committees.	4/13/2017 1:29 PM
2	Make it easier for all faculty to know when and where PGS meetings are taking place throughout the academic year. Also, advertise publically in letting faculty know that there are openings in specific PGS and when and where the meetings take place.	4/13/2017 12:27 PM
3	Having each committee re-evaluate the charge at the beginning of the year to make sure it is still relevant for the current time.	4/13/2017 9:12 AM
4	I appreciate the efforts to educate the campus community regarding PGS. Suggest making it part of ALL staff orientations. I believe continuing to actively recruiting participants will help.	4/10/2017 10:31 AM
5	FT faculty should be required to be on at least one committee.Participation should be required as 20% of workload for all FT faculty. Many of the same people serve on multiple committees. There should be more variety as this makes for more effective governance.	4/8/2017 1:34 PM
6	The PGS system is broken because of the disconnect between recommendations from committees, and the nature of how actions are decided and money is appropriated. Important campus-wide decisions are made without consulting relevant committees, often with disastrous results that could have been at least foreseen, if not prevented, had those familiar with the issues been consulted. Clickers purchased that cannot be integrated within Moodle, check. Campus-wide surveillance instituted with no policies for appropriate use, check. Needlessly changing door locks to a system so buggy that classes have been disrupted, check. Again and again we see arbitrary and incorrect decisions pushed forward with relevant committees only finding out about the decisions after they are made. Feedback for improvement? Have the power to spend money divided among more than a single committee.	4/7/2017 10:16 PM
7	The last time I responded to such a survey, I was very concerned about the EPC committee's chairs. But now things are running well and the chair is doing a great job.	4/7/2017 6:49 PM
8	Seemed like EPC's role was to agree or disagree with the champion reports but EPC did not seem to have power to change anything. Also in some ways we were asked to weigh in on things we had no working knowledge of.	4/7/2017 5:18 PM
9	I don't think it is helpful when the same people serve on many of the committees. There needs to be more diversity.	4/7/2017 4:07 PM
10	Create a policy that prevent the Chair from furthering their own agenda; they must rather use another the existing process if they have needs/concerns. Require that folks that hold a seat truly participate and read the handouts.	4/7/2017 3:55 PM
11	In my opinion, the participatory governance system at COM is functioning better than I have ever seen it perform in the last 15 years.	4/7/2017 3:44 PM
12	There needs to be much more instruction or discussion between PRAC and TPC. Perhaps if TPC had knowledge of a working budget, we would better be able to make recommendations. If PRAC has an idea about the "tone" and "overall structure" that the Technology Plan should have, this should have been communicated to TPC well in advance of our effort in creating one.	4/7/2017 3:35 PM
13	Perhaps a flex week workshop on the structure of the PGS and how it all works together to advance the college's mission.	4/6/2017 8:49 PM
14	Better understanding of what criteria is used to evaluate governance committees success, member contributions, etc.	4/6/2017 5:23 PM
15	No.	4/6/2017 2:28 PM
16	I have only been involved in one committee so far so I can't really make that determination yet.	4/6/2017 12:04 PM

17	I feel that we (and other community colleges) can help our student representatives speak up more by being more intentional about mentoring student reps. 1) A fac or staff member of a committee could vol to be the student's designated mentor for the committee 2) chairs of committee should say the student from time to time, "At the next meeting, we'd like your opinion as a student on x..." or "Later in this meeting, your opinion as a student on x will be helpful. Could you please think about this now so that when we get to that point in the meeting you can share?"	4/6/2017 10:39 AM
18	I would like to see a list of open spots on all the committees. Perhaps this list exists, but I haven't seen it. I'd like to see the list so that I can choose where to offer my participation.	4/5/2017 4:54 PM
19	Classified professionals and the CS are all influenced by a generalized non-support for participation in PGS because of the lack of time allotted for activity outside focused and specifically job-related tasks.	4/5/2017 2:20 PM
20	More involvement from all employees of COM	4/5/2017 2:10 PM
21	I think the challenge is always to get more campus wide involvement. We see a lot of the same faces on various committees.	4/5/2017 1:20 PM
22	I think either including more info about PGS in the orientation for all new COM hires and new students as well as FLEX workshops with panel discussions would be helpful to invite fuller COM participation. Otherwise, I have heard complaints from some long-time PGS participants of burnout due to there being a small pool of people willing to participate.	4/5/2017 12:49 PM
23	Yes, I would suggest you contact the Classified Senate for feedback on the PGS.	4/5/2017 12:40 PM
24	Supervisors should not be able to stop participation because they don't like employees, employees opinions, democracy, or shared governance.	4/5/2017 12:34 PM
25	In my experience it seems up to individual leaders to educate staff about opportunities to participate in some PGS groups. I feel that the institution has an opportunity to promote participation with new hires, possibly targeting communication after their probationary period, or semi-annually, so they are engaged as they start to move beyond learning their position and may be interested into expanding responsibilities to serve the district.	4/5/2017 12:25 PM
26	Members of each PGS committee should be part of the Classified Senate.	4/5/2017 11:36 AM
27	I would love to see more communication and clarity of process and procedure as well as a way to get information that is discussed and being done on the various PGS committees to the rest of the campus community. I believe the communication does not filter down past those committees. Should we be getting reports from those committees at College Council so that information is being communicated to our constituents?	4/5/2017 11:03 AM
28	Better communication that all PGS meetings are open for employees to attend would be helpful. Presenting at department staff meetings might also increase PGS visibility, particularly if they are endorsed by the department managers. In the time I've been on the PDC, the GRC has visited one of our meetings but there hasn't been any feedback after that.	4/5/2017 10:53 AM
29	I suggest you hold meetings on Fridays. It is very difficult to serve student needs for class days/times when committees meet on Tuesdays and Thursdays. I am forced to hold my classes during the most congested blocks in the schedule.	4/5/2017 10:43 AM

Q14 Why have you not served on a PGS committee? (Check all that apply.)

Answered: 62   Skipped: 72
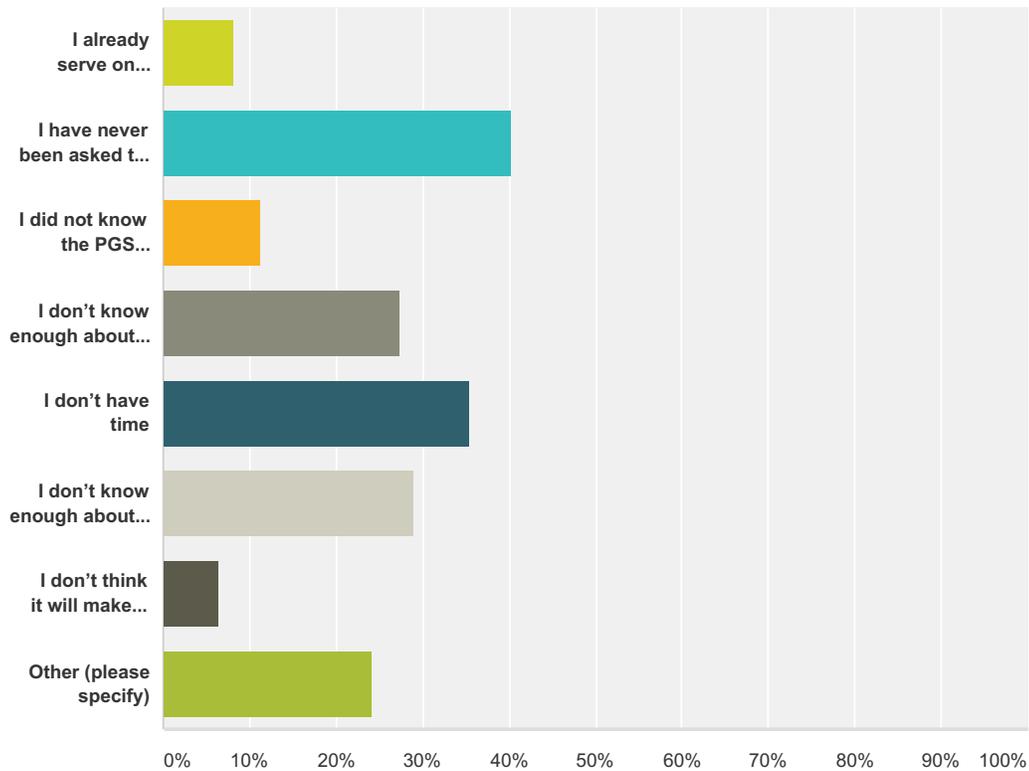
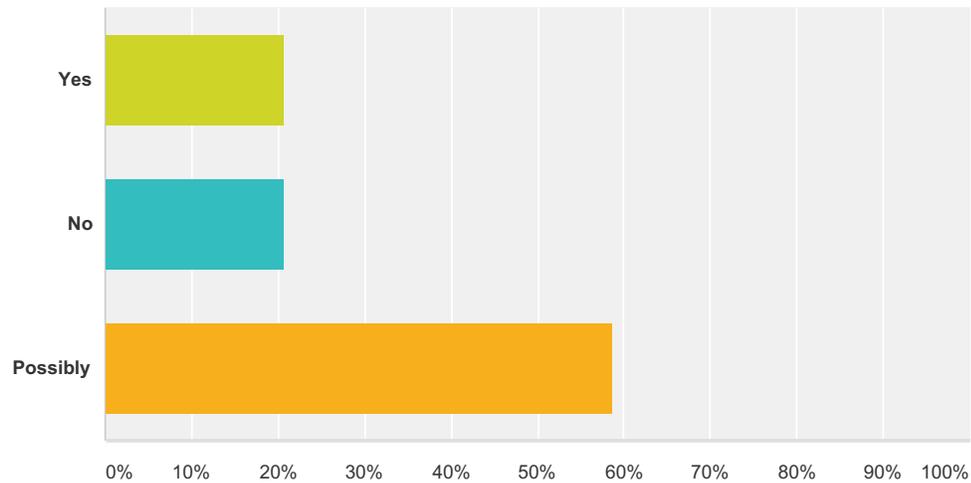| Answer Choices	Responses	
I already serve on another campus committee or workgroup	**8.06%**	5
I have never been asked to serve	**40.32%**	25
I did not know the PGS committees exist	**11.29%**	7
I don't know enough about the committees	**27.42%**	17
I don't have time	**35.48%**	22
I don't know enough about the topics the committees address	**29.03%**	18
I don't think it will make a difference	**6.45%**	4
Other (please specify)	**24.19%**	15
Total Respondents: 62		

#	Other (please specify)	Date
1	New to the district.	4/14/2017 2:56 PM
2	I am new part time faculty with COM in 2016 and plan to serve on a committee	4/13/2017 10:20 AM
3	Hourly Employee	4/13/2017 9:15 AM
4	I am an adjunct	4/11/2017 3:49 PM

5	New to campus this semester and have not had time to get that far in the process.	4/11/2017 2:25 PM
6	I am new to CoM and also suffering from time-consuming health issues	4/9/2017 12:07 PM
7	I'm a new faculty member who started August 2016 and do not have enough experience with the college to yet begin my service on one of these committees	4/9/2017 10:52 AM
9	new employee	4/7/2017 2:11 PM
10	I am adjunct and only on campus two days a week.	4/6/2017 12:10 PM
11	I don't think some of the Committees have enough information regarding procedures to be effective	4/6/2017 11:28 AM
12	It's difficult to schedule my classes around committee meeting times. Also, my experience has been that the more work someone does at COM, the more they are asked to do.	4/6/2017 8:38 AM
13	I work 15 hours per week, no benefits. Do you want to hire me for extra hours to be part of a committee?	4/5/2017 10:43 AM
14	I'm realtively new to the college	4/5/2017 10:27 AM
15	Want to, but seems there is no space at the committee I wanted to work.	4/5/2017 10:12 AM

Q15 Would you serve on a PGS committee if you were asked?

Answered: 63   Skipped: 71

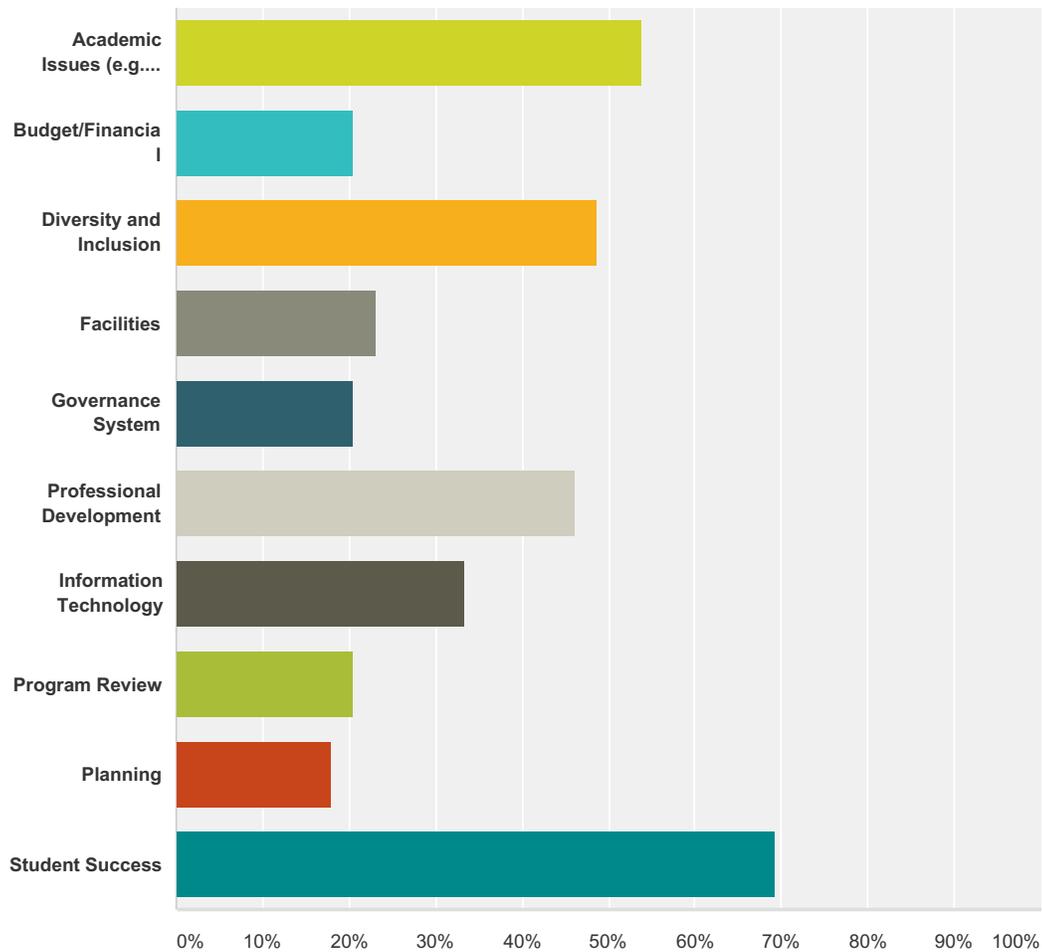| Answer Choices	Responses	
Yes	**20.63%**	13
No	**20.63%**	13
Possibly	**58.73%**	37
Total		**63**

#	What would make you decide to serve?	Date
1	I served on professional development committee and Academic Senate at another CA community college in past. I would serve on a committee, but probably not more than one unless there was a stipend for associate faculty (limit to how much free time I am willing to donate)	4/13/2017 10:20 AM
2	Will help me see bigger picture while I can learn more about COM, and I like to share my experience and observation.	4/13/2017 9:28 AM
3	If I had the additional time in my schedule.	4/13/2017 9:15 AM
4	compensation	4/11/2017 3:49 PM
5	Ability to align with my schedule and ability to contribute to the committee.	4/11/2017 2:25 PM
6	The focus of the committee and my personal schedule	4/9/2017 12:07 PM
7	Ability to be effective.	4/8/2017 6:39 PM
8	If I thought I had something to contribute or and a true voice	4/8/2017 4:00 PM
9	If I could possibly be available at the time, and if the committee were of relevance to teaching or learning.	4/7/2017 5:56 PM
10	(1) A clear need, (2) a clear and open communication about the need and the function of the PGS, (3) more professional collegiality and less provincialism, and (4) release time as appropriate	4/7/2017 3:46 PM
11	talking with someone about it	4/7/2017 2:11 PM
12	Possibly if I am on campus more days a week and it doesn't interfere with other work obligations.	4/6/2017 12:10 PM
13	I would love to work with student causes	4/6/2017 11:31 AM
14	If I had the time to participate and if I felt I could make a positive difference.	4/6/2017 11:28 AM
15	If I had time and if the scheduling fit my class schedule.	4/6/2017 8:38 AM

16	It is an area of interest that I can contribute to.	4/5/2017 2:16 PM
17	If I didn't have to spend as much time grading papers (English department), or if we could receive some kind of unit compensation. I already work on a number of department committees and projects, so it is a matter of not having the time.	4/5/2017 1:39 PM
18	If it is something that involves serving the students, I am all for it.	4/5/2017 11:37 AM
19	If the time commitment were feasible and I felt I coukd contribute something.	4/5/2017 11:18 AM
20	A lighter schedule	4/5/2017 11:07 AM
21	More information on the committee, causes, purpose, etc.	4/5/2017 10:49 AM
22	I am not a full-time employee, so I would be volunteering to do this. Isn't participation part of full-time employees work requirement?	4/5/2017 10:43 AM
23	A call for new members via email. Or perhaps a forum where committees can speak to their charge.	4/5/2017 10:27 AM
24	I want to share my experience and my perspective when I can learn personally from the committee and the community.	4/5/2017 10:12 AM
25	Effectiveness	4/5/2017 10:05 AM

Q17 What areas of the college are you interested in? (Check all that apply.)

Answered: 39   Skipped: 95

Answer Choices	Responses	
Academic Issues (e.g., Curriculum, Instructional Equipment, General Education, Distance Education, Student Learning Outcomes)	53.85%	21
Budget/Financial	20.51%	8
Diversity and Inclusion	48.72%	19
Facilities	23.08%	9
Governance System	20.51%	8
Professional Development	46.15%	18
Information Technology	33.33%	13
Program Review	20.51%	8
Planning	17.95%	7
Student Success	69.23%	27

PGS Survey - Spring 2017

Total Respondents: 39	

#	Other COM interests:	Date
1	Before retirement, I served on several committees (Ac Senate, Pro Dev, Curriculum Committee, Academic Technology) at another community college, and valued associate faculty input. However, as a temp/PT I would need to limit volunteer service on COM committees to only one or two at most.	4/13/2017 10:23 AM
2	Marketing	4/13/2017 9:16 AM
3	basic skills, learning communities,	4/7/2017 5:58 PM
4	Mind and body wellness, including nutrition, physical fitness, and stress reduction. Collaboration between departments, between administration and faculty, and the inclusion of all COM employees.	4/6/2017 12:16 PM
5	The existing procedures that affect the effectiveness of the staff have not been adequately addressed or examined. In order to have the staff become more effective, current procedures and business practices they are expected to follow, in my humble opinion, need to be examined and streamlined so that they have the time to do what is important, such as participating on governance committees and doing more important work than doing repetitive tasks, such as duplicating a lot of forms.	4/6/2017 11:30 AM
6	Loosely related- emergency preparedness on campus. As a teacher, I feel I should know about evacuation procedures for each building, and what to do in an emergency. (If this hasn't been a Flex Week topic, maybe it could be?)	4/5/2017 11:21 AM
7	Web site Distance Ed	4/5/2017 11:07 AM
8	don't know enough about them to make an informed decision	4/5/2017 10:05 AM

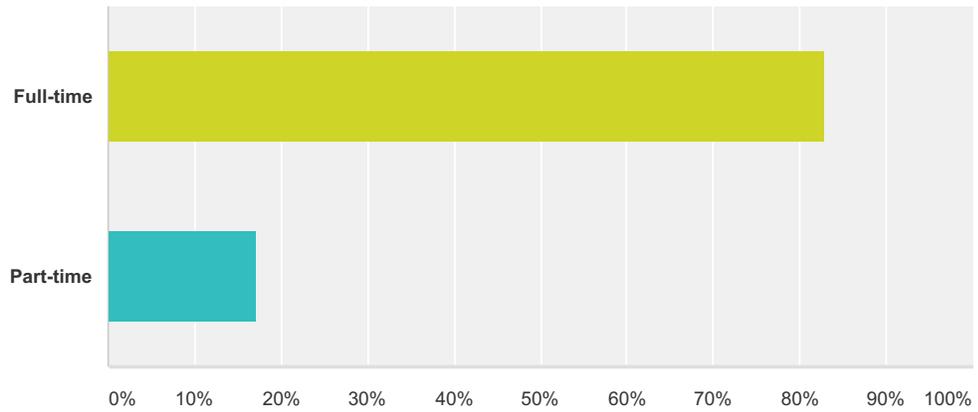## Q18 What is your primary employee classification?

Answered: 111   Skipped: 23
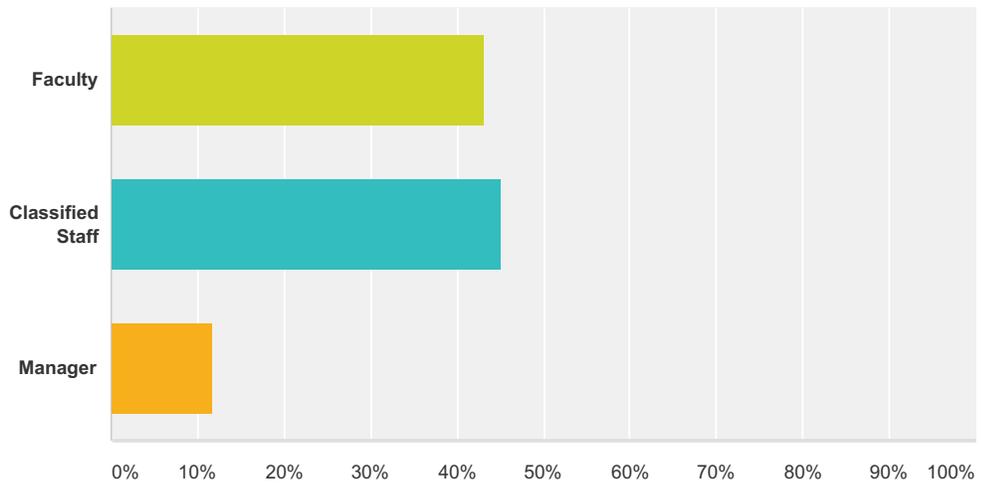
Answer Choices	Responses	
Faculty	**43.24%**	48
Classified Staff	**45.05%**	50
Manager	**11.71%**	13
Total		**111**

Q19 What is your employment status?

Answered: 111   Skipped: 23

Answer Choices	Responses	
Full-time	**82.88%**	92
Part-time	**17.12%**	19
Total		**111**

Q20 How would you describe yourself?

Answered: 107   Skipped: 27
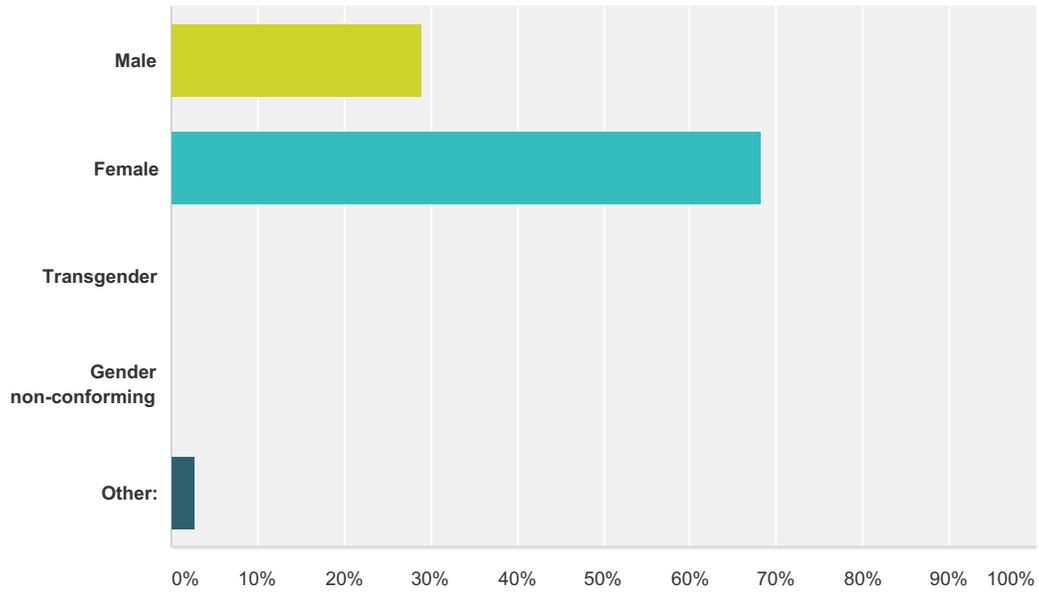
Answer Choices	Responses	
Male	**28.97%**	31
Female	**68.22%**	73
Transgender	**0.00%**	0
Gender non-conforming	**0.00%**	0
Other:	**2.80%**	3
Total		**107**

#	Other:	Date
1	Seriously??? You're asking someone's gender I.D. and their race? Seems that this would then bias your analysis. I don't know why these questions are relevant to being effective in participatory governence	4/6/2017 11:32 AM
2	Not sure how this is relevant to this survey	4/5/2017 12:41 PM
3	Not important	4/5/2017 10:23 AM

Q21 What is your Race/Ethnicity?

Answered: 101   Skipped: 33
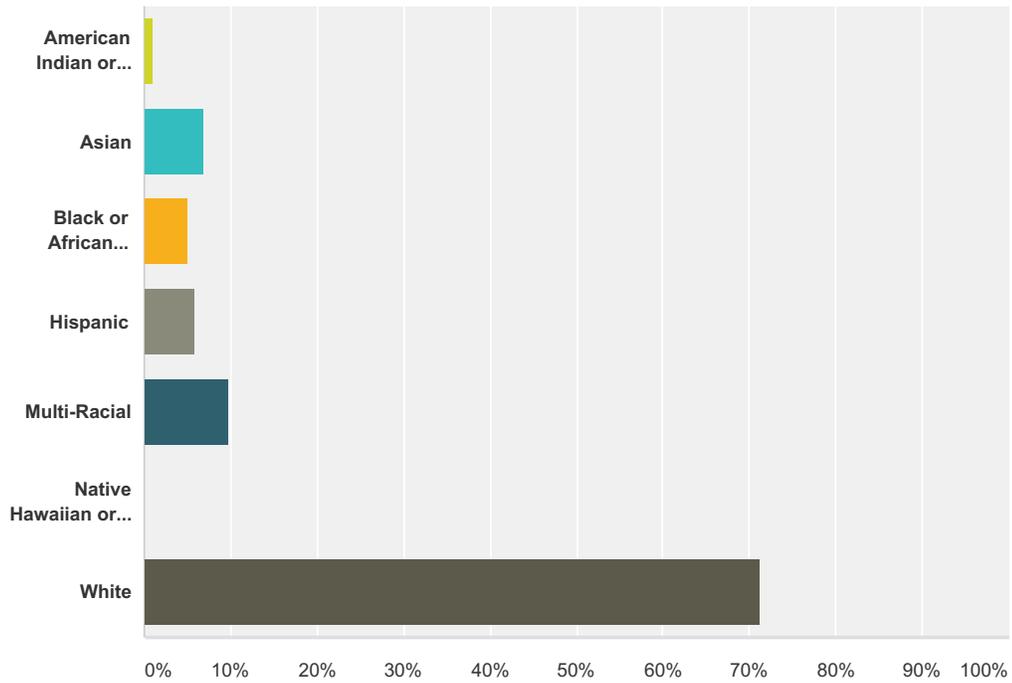
Answer Choices	Responses	
American Indian or Alaska Native	0.99%	1
Asian	6.93%	7
Black or African American	4.95%	5
Hispanic	5.94%	6
Multi-Racial	9.90%	10
Native Hawaiian or Other Pacific Islander	0.00%	0
White	71.29%	72
Total		101