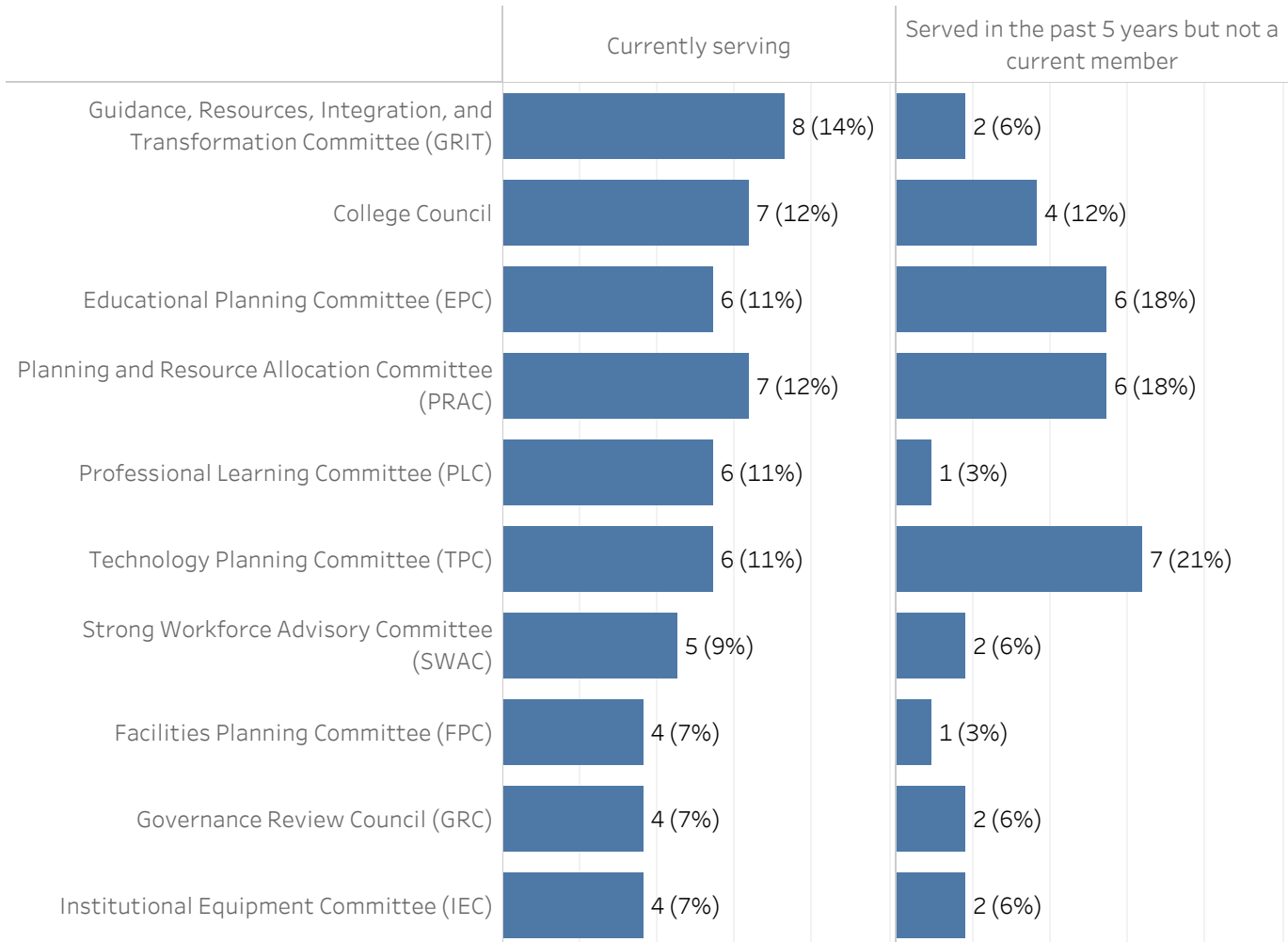


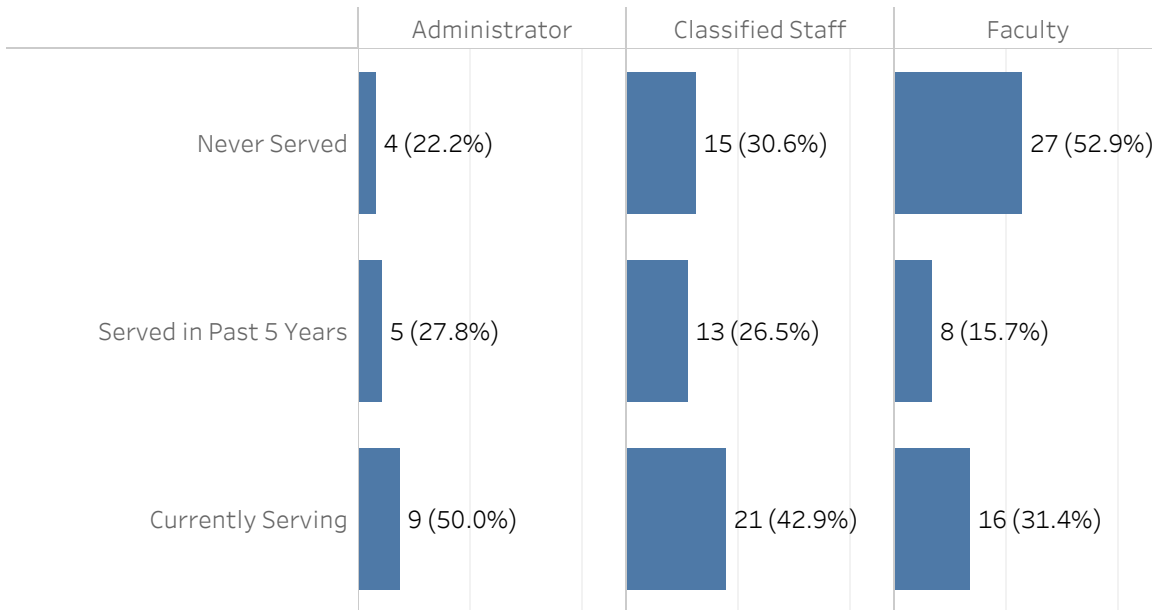
Fall 2021 PGS Employee Survey Results

109 responses (19% response rate)

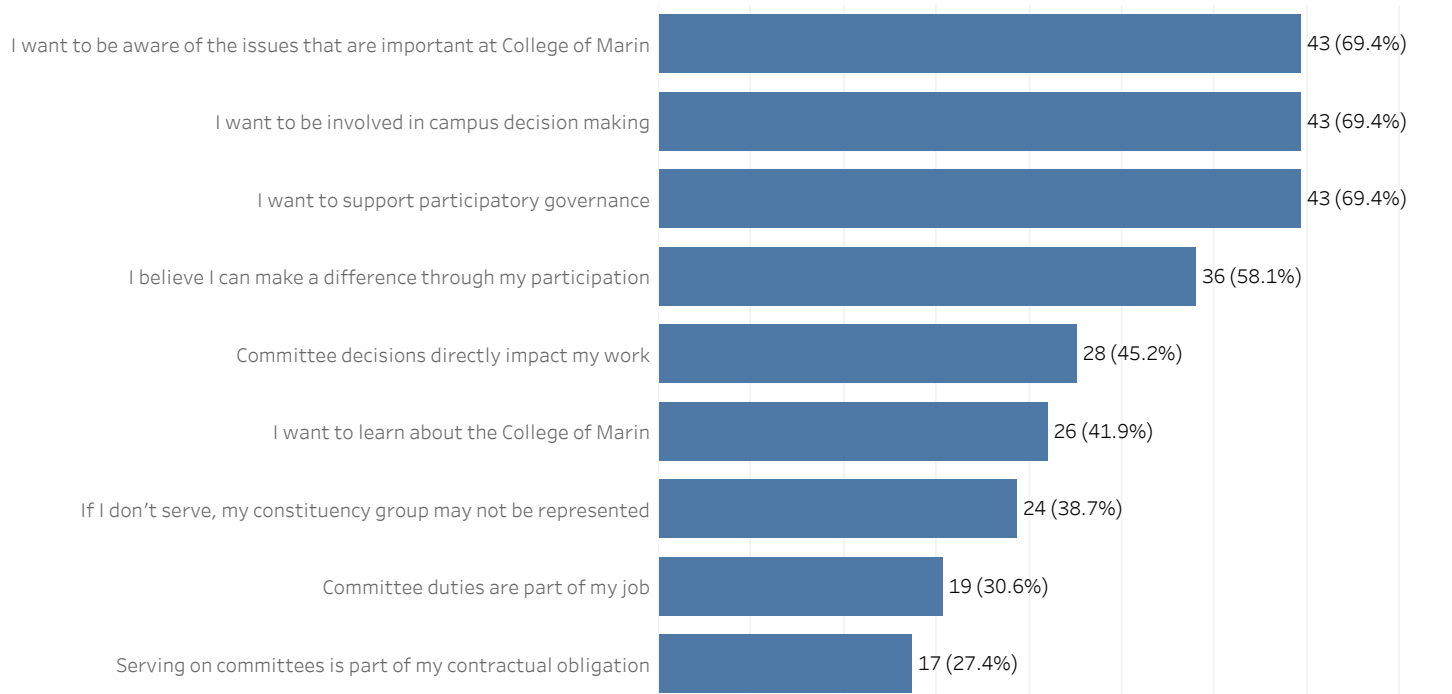
Q1. In the past 5 years, have you been a member of the following COM PGS committees?



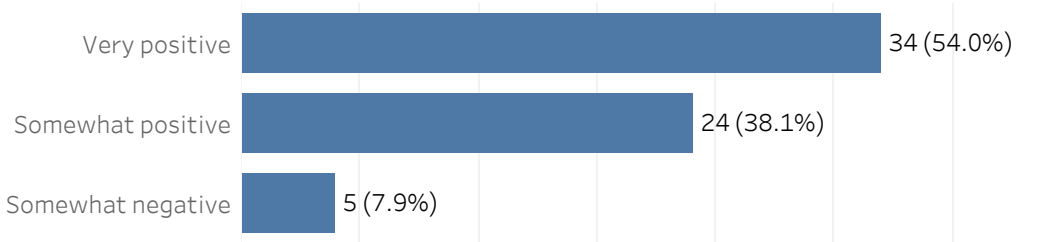
PGS Service by Employee Role



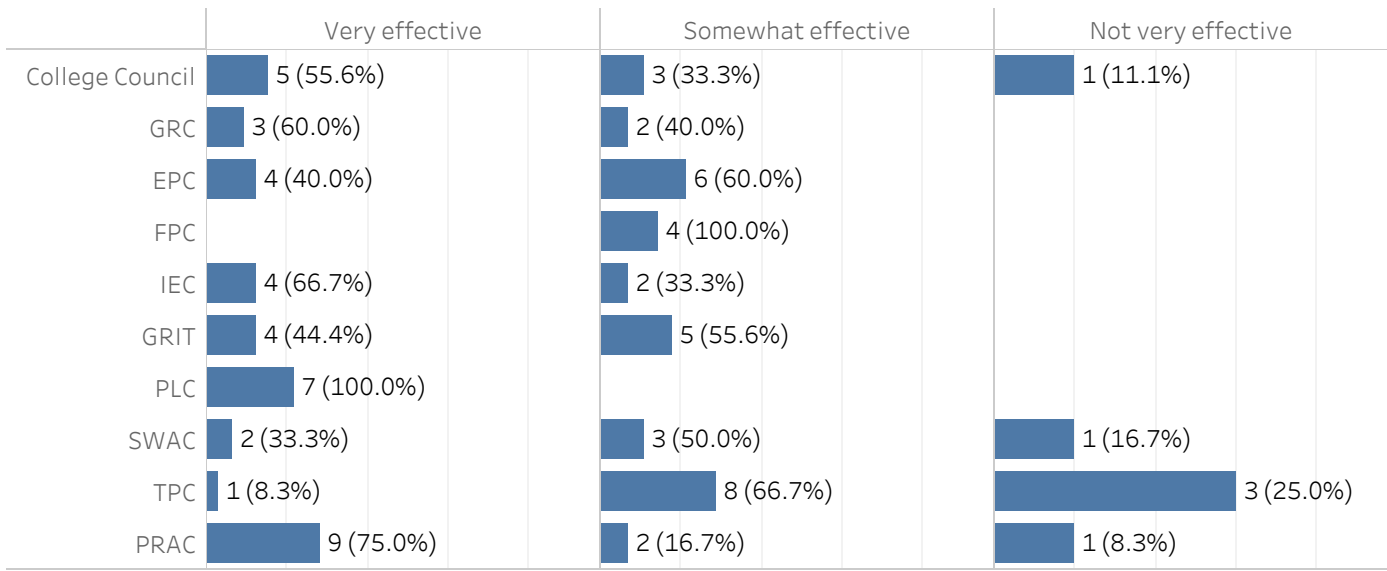
Q2. What motivated you to serve on a PGS committee? (Select all that apply.)



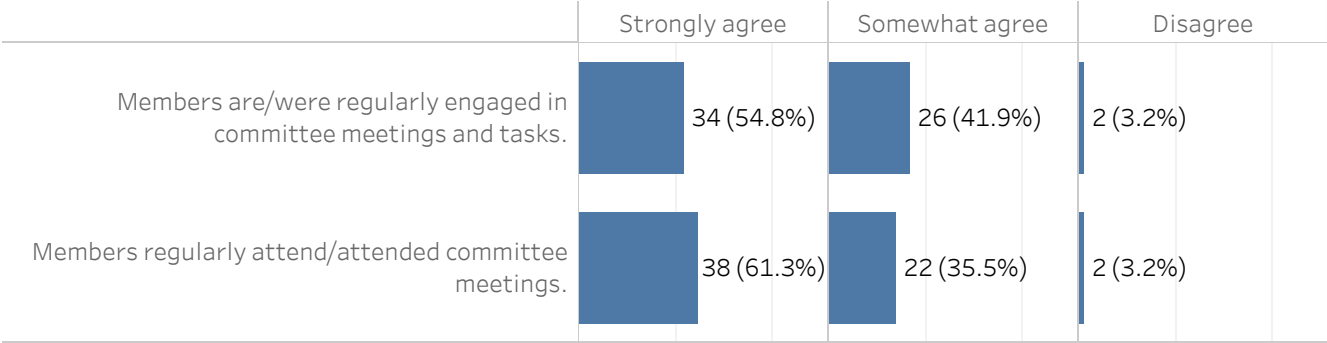
Q4. Overall, how would you describe your experience serving on PGS committees?



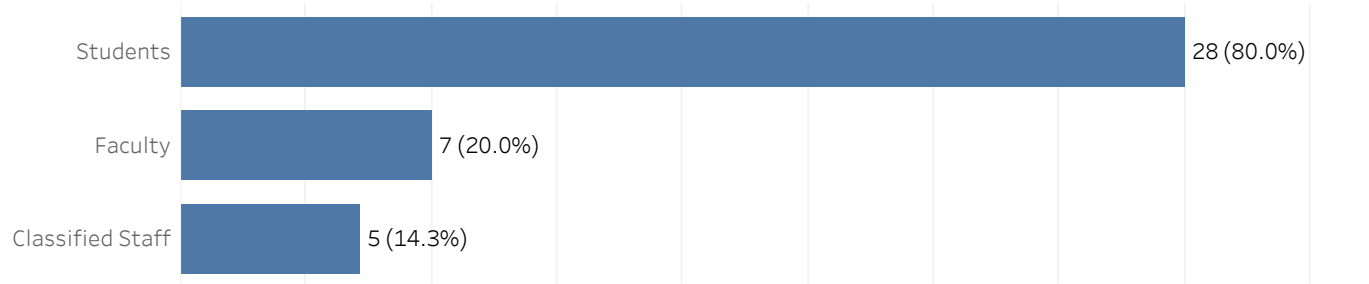
Q7. In your experience, how effective have your committees been in meeting their charge?



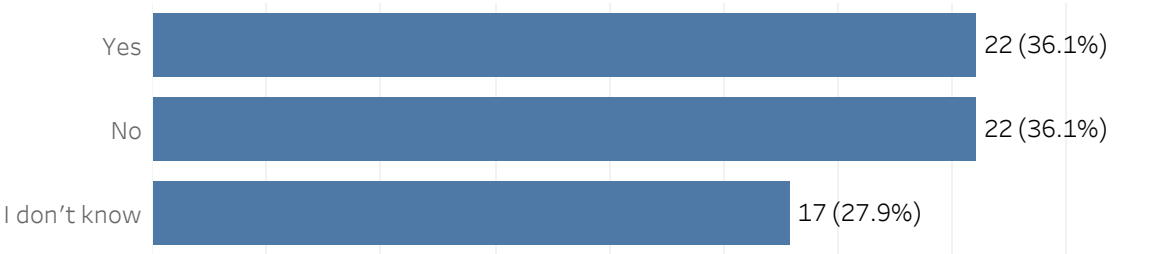
Q8. Please answer the following questions regarding how well committee constituent groups (students, classified staff, faculty) participated in committee work.



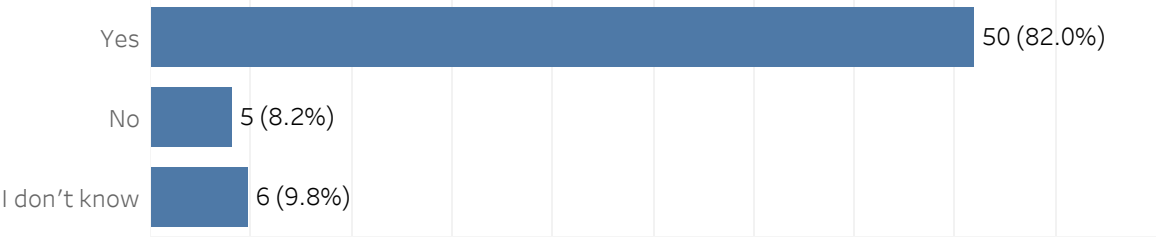
Q9. Are/Were any of the following constituent groups not actively represented in your committees' work?
(Select all that apply)



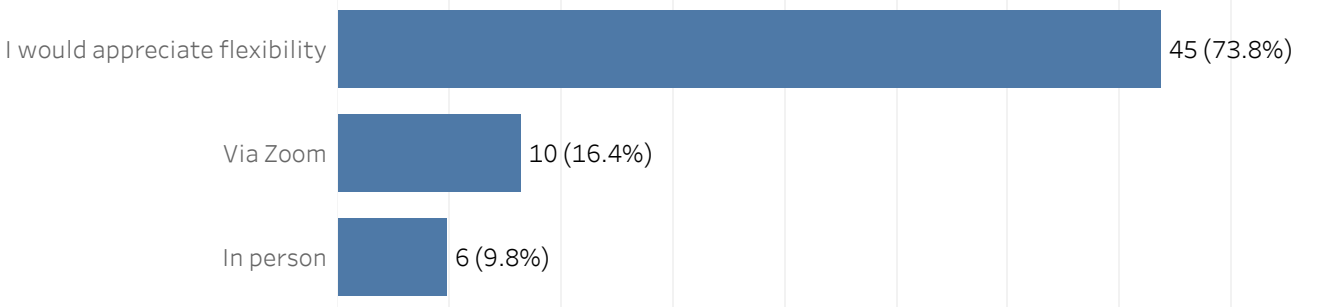
Q10. Were all positions filled on the committees on which you served?



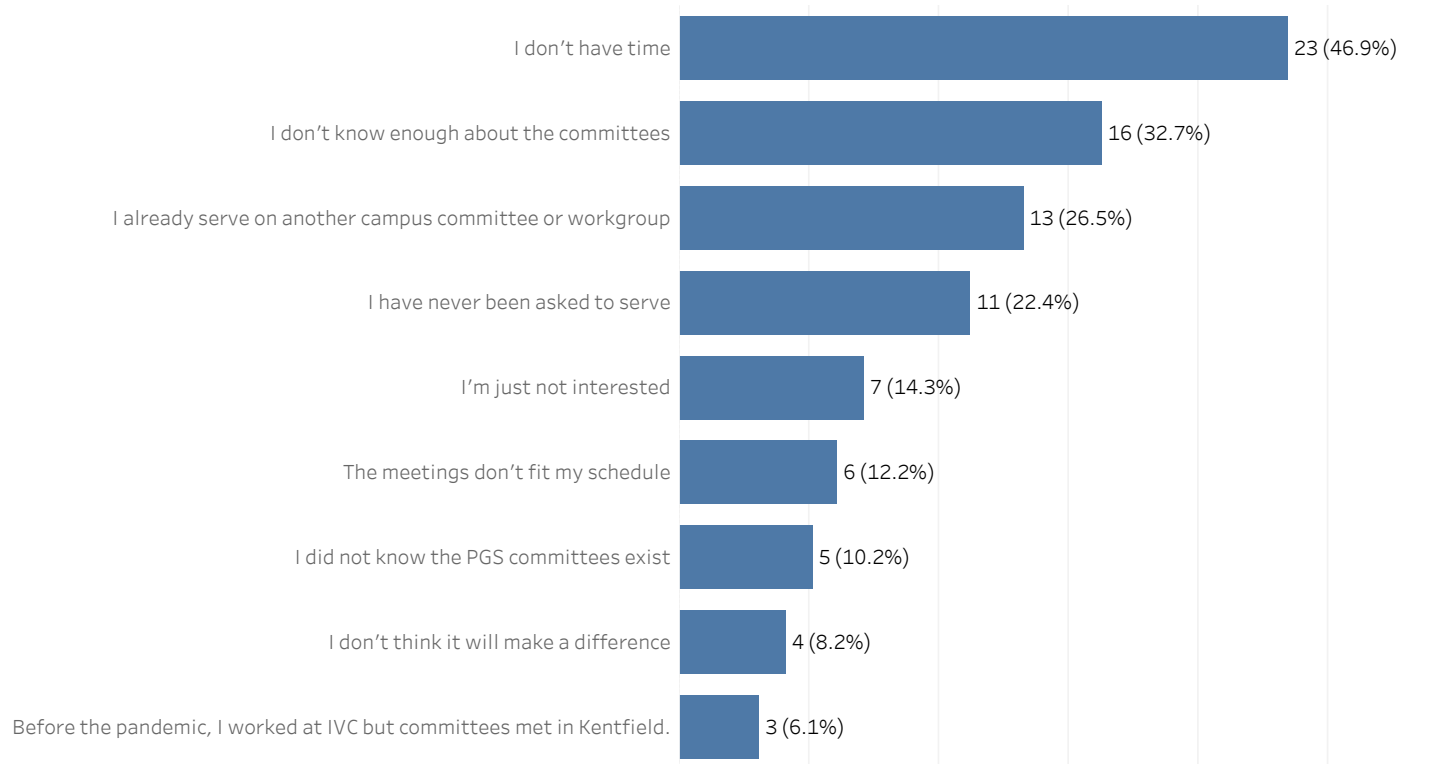
Q11. Did the committee(s) meet quorum regularly?



Q13. When we are back on campus, how would you prefer to attend PGS committee meetings?



Q14. Why are you not currently serving on a PGS committee? (Select all that apply.)



Q14. Why are you not currently serving on a PGS committee? (Other, specify:)

covid and I serve on the OER Zero Cost Textbook committee

I am a new instructor, still figuring it all out

I am a part-timer with other responsibilities.

I am tasked with taking minutes and it is work I don't like.

I cycled out as the management representative. Dr. Coon tapped [someone else] to replace me. I still serve on [another workgroup], but that isn't technically part of the PGS system.

I do serve on some committees but am quite partial to the ones that directly involve students

I serve on the Curriculum committee

I think the committee work should be shared among all faculty. Unfortunately, it seems like just a handful of faculty members are actually on committees and doing the work.

I took a little time off from committee work, but I am ready to get back to it. Most of the committees meet earlier in the day than I am able to attend.

I volunteered once for the facility planning committee but was declined. I wish to serve on one which my input as a trades person could be valuable

I'm retiring

Not interested in woke politics

Serve on multiple committees

There are only so many hours in a day and I keep really busy with my job.

Want to serve on a committee where I have knowledge and can be useful. I do not want to serve just to serve

What is the point?

Q3. How have you benefitted from serving on a PGS committee?

Added input that served students, faculty and staff.

As a newer member of the community, serving on a committee has introduced me to other individuals and departments across the campus, allowed me to understand first-hand how PGS operates, given me greater confidence in the work I am doing in that I am more connected to and informed of the activities and priorities of the institution, and serving on a PGS co..

Being able to provide input on issues relevant to my area

By having a voice in the decision making process and being able to represent my constituents

Connections, moving the institution forward.

Contact with different departments and making connections with others. Being able to advocate and let others know about the needs of my department.

Engagement with fellow COM team members; exposure to college process/system outside of my immediate home dept; opportunity to contribute.

Getting to know and working with other employees at COM that I normally have little to no interaction with.

I am able to represent my area and feel like I am supporting student success. I feel like I am part of improving the college and making in a better place for our faculty and staff to support our students.

I have appreciated being able to meet people from outside of my department, to learn about other areas of campus life, and to have an impact on the college.

I have benefitted from serving on a committee by meeting colleagues from other departments; by connecting to the campus in a meaningful way; by learning about perspectives from others.

I have learned about the college's vision and initiatives, become acquainted with colleagues outside of my department, have represented issues important to my department and have a better sense of the issues the college is facing.

I have only been on this committee for a little more than a month. Meeting and working with other employees. Learning how COM's governance works.

I learned a lot about how the College functions

I learned about governance and rules, I have seen the perspective of others in the college.

I learned how the college works and in the past was able contribute to decisions that benefitted my students and co-workers. I met many more co-workers and students than before.

I really enjoyed working to contribute to "bigger picture" aspects of the college beyond my department(s).

Q3. How have you benefitted from serving on a PGS committee?

I was able to provide input, learn more about inner workings of College, make connections with people from across campus from different departments and units such as classified, management, and faculty. It is important to me to have my voice heard & to participate in ensuring that the campus continues to thrive.

I'm more aware of the college's governance structure and budget. I feel a part of the conversation and decision making.

I've appreciated the opportunity to work with staff and faculty that I otherwise would not cross paths with. I also benefit from hearing about plans for upcoming events or the latest COM developments that help me in my work.

I've been more aware of new initiatives and felt more a part of the organizational synergy. I'm able to give input and affect changes in the way classified professionals voices are heard.
Help things get done. ..

I've benefited by broadening my knowledge of College functions, understanding of community stakeholders, and general acquaintance across different departments.

I've gain stronger connections with other employees. I've represented Career Education and CSEA. I've been able to see how my current duties tie into program development and how I can bring my skills and talent to the table to help further COM's initiatives.

If people do not serve the administration will do whatever they want even though most of them have never been in a classroom.

In nearly 20 years at COM I have consistently served on PGS and Accreditation committees. I have gained insight into larger institutional issues than I would have without participating.

It provides a better understanding of what is happening on campus.

Keeping my department in touch with decisions about facilities the effect us, giving faculty input on decisions that tend to made from a management perspective, and meeting people that are good contacts for me at the college.

Learning about how the college operates and makes decisions, connecting with other faculty and staff

Learning about how the different parts of the college work (and don't work) together

Learning about other areas of the college that I might not known about

learning about the college systems

Learning about the process of college operations and how to enact meaningful change across the college community.

Learning more about all the various functions and decision-making mechanisms at the college. Working with staff I don't typically work with.

Making warm bonds of collegiality with people I didn't know before; seeing the complexity of issues from a variety of points of view; improved my poker face

Q3. How have you benefitted from serving on a PGS committee?

Meeting new faculty.
Learning about COM
Representing Career Education ..

Meeting people I might otherwise wouldn't know, learning about College systems, decision-making, etc.

more knowledgeable on what goes on around the college and have seen how the f various committee play essential role in the college wide decisions

No, it seems like it's more for managers or people that have more authority.

Offering input at the meetings.

Other than the satisfaction of doing what I percieve is my duty, no.

Participation allows me to be aware of various topics relevant to my work but also the college community goals and objectives as a whole. It also allows me to see the system in action.

Understanding the larger picture and direction of the campus, engaging in process and procedures, making recommendations for different practices, and connection with colleagues.

Understanding, knowledge of College ops/workings

Yes, I feel better about working at the college when I feel like I am important and that my ideas are supported and I'm part of a organization that is democratic. In other words it creates employee buy-in.

Yes, it opened my eyes to the way the college operates and the processes

Yes. Being a part of the PGS system has educated me on the campus operations and how decisions are made,

Yes. Learned a good bit. Built relationships across departments.

Q5. What is one thing you like about how your committee(s) run?

Agenda is clear and we stay on point as we work through it.

Became more aware of facility usage, potential and needs.

Being able to give feedback and have my voice be heard.

Beth Patel is amazing. All members are encouraged to participate and our opinions and ideas are encouraged and valued.

Brainstorming and problem-solving with folks from other areas

Chairs have been supportive and validating of all members, especially when we've had students.

Clear agendas and purpose.

clear and organized leadership

Collaboration

collaboration amongs members

Collaborative decision making

collaborative nature of the work.

Committees over the years vary. Ones that I think run well are when the culture of the committee is that all voices are equal and equally encouraged by committee leadership.

connecting with colleagues

consistency of meeting

Consistency: agenda, minutes, Robert's Rules of Order, time management

Consistent schedule

Different perspectives

Easy going - which makes for a comfortable environment to participate; organized - we are prepared for each meeting/time spent is productive.

Every voice matters.

Q5. What is one thing you like about how your committee(s) run?

Faculty input

For the most part, committee members participate and share their perspective. I like hearing the voices of from different areas at the college.

Fulfills the importance of participatory governance.

Getting things done

Good organization and people

I appreciate when there is a lively discussion and when the committee chair allows a bit of leeway for a discussion to go slightly off topic. Committee meetings are a unique time for me to hear opinions from members of the campus commu..

I feel like my opinion is valued, as well as all the other members.

I like how the committee chair's style of leadership and how the agendas and minutes are organized. The meetings are not super formal, but business gets done.

I like that everyone has the opportunity to contribute and express their opinions and to be a part of making decisions.

I like the way we have made it safe and easy for our student reps to speak up.

Inclusive

It falls down from the top. When the leader is inclusive and open to difference, there is nothing better for the team. That is my experience at COM

It follows guidelines

It is very clearly organized and feels very collaborative.

It seems to be very inclusive and encourages participation.

It was a place where everyone had a voice at the table and they were treated with respect.

it's been efficient, following a clear agenda and openly discussing the effects of the committee's structure and decisions on COM.

Managers are at the center of information and action about facilities.

Members are very engaged and are all team players

Open exchange of ideas and questions

Q5. What is one thing you like about how your committee(s) run?

Open/Democratic process for decision making

Organized

Student engagement helps me view their perspective about our campuses

That we have actual done things which have positive impact on the college.

The ability to contribute to deciding how money is spent within the college. The focus on equity and antiracist spending.

The chair and co-chair worked well together.

the chair of the committee is well prepared

The collegiality, the demonstration of respect each member has for the voice and presence of another, the sense that every voice has value..

The committee chair is clear and looks for ways to make the committee more effective

The fact that everyone there had a voice and was called upon to give their input.

The meetings are constructed to encourage rich and informative discussions.

They were very open to thinking about how we could make adjustments to the process to make it work better for all involved.

Time allowed for all to participate and speak

Working with people from various departments/areas

you get to learn more about what's going on

Q6. What is one thing you would change about how your committee(s) run?

Actually nothing

Be able to schedule more standing meetings throughout the semester but member availability is always a challenge

can't say

Chairs are always the same. Wondering if rotating leadership is possible?

clarify acronyms for committee members

Equal representation for faculty and staff.

Frequency of meetings.

Have a clear charge that was respected and followed.

Have more equal departmental representation-not just administrators and faculty.

I don't have an opinion on this since I'm the chair. I'll let others speak.

I felt that not all information was shared with me when making decisions at college counsel. Ex: classified were not always notified about what was going on but needed to be apart of the voting

I need more time to think about this.

I would hope for more student participation. Although it has gotten better over the last few years.

I'm pleased and enjoy how we run it; no changes to share.

It has gotten better, but I would like to see students represented more. I also think meetings should be 1 hour or maybe 1 1/2 hour max and not meet more than every other week.

Q6. What is one thing you would change about how your committee(s) run?

Keep committees on time.

Leadership that doesn't make inclusion of all voices a priority

Making sure the chairs hear all voices

Many members don't participate.

Maybe select more items and not always the most costing items.

More collaboration. Less "best practice" from administration. How do they know what is best for students???

More focused objectives instead of taking on so much at once.

More frequent meetings.

More organization and participation from all the members.

More transparency of spending.

No changes

Nothing

Nothing yet. I am too new to have observed anything negative.

Shorter more efficient meetings

Some committees have a hard time remembering they are governance, not management.

Q6. What is one thing you would change about how your committee(s) run?

Sometimes people just show up for meetings but never speak or contribute in any way

The burden of being a support person, taking minutes, it seems like many times (over the years) the same things are discussed over and over.

The committee in which I'm currently serving is run very well. I can't think of any change.

The impact of the committee was inconsistent due to all the changes in membership over a short time.

There is a lot of overlapping of topics/areas/goals in various committees across the institution. It would be an improvement to clearly articulate who is doing what and, in cases where there is intentional overlap, come up with a plan/process for those two groups to collaborate/share notes.

they can be a bit boring and too long. sometimes the information/input you have is irrelevant.

very little teeth to do anything, it feels like it is obligatory

we meet just to meet.

We might have too many classified staff on the committee - but maybe that's not an issue?

We need longer meetings than 45 minutes.

We need more faculty involvement.

We spent a lot of time figuring out whether we were correctly interpreting our charge.

Wish there were more members to represent the college

Q12. 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.

Allow others to participate (even if not member).

As an aside, my answers also apply for my experience with the Curriculum Committee.

Find ways to engage more faculty and students.

Getting information on what is being discussed in the committees out to everyone on campus. I do not feel information is shared to all constituents so there is a lack of engagement especially with the classified staff.

I appreciate the opportunity to join a PGS committee and the leadership that the Classified Senate takes to fill positions.

I find that student reps sometimes seem a little out of place. Perhaps, there could be a training for students who will serve on PGS committees or maybe there should be 2 students on committees, so there is always representation but also so they feel like they have an ally.

I wanted to change an earlier answer but it would not let me toggle back. One committee is supposed to have 2 students but this rarely happens.

..

I would like to see more faculty involved in committees.

Improved participation in review and revision of policies and procedures (turn around time), particularly the academic senate.

Increase the diversity on the committees. Rotate people on and off. Make sure all minutes and agenda are published on the website.

It would be great if: students were able and encouraged to have more input on committees; we have only one student member, who is not always available, and no alternate.

It's always hard to get people to get out of the weeds and not try to engage in management decision-making instead of providing bigger-picture, holistic guidance at the policy and planning level.

Keep the financial support behind them. They need their members to do a great job!

Q12. 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.

Less bs. More action. Less talking by administrators, especially some of the newer deans/directors, more listening to faculty

Not currently

Sometimes it seems like committees don't really have enough to do so they create work. Some members seem to do most of it while others aren't very engaged or don't show up, and you wonder why they are even on the committee at all. When it works, it works will though!

there should be smaller committees more related to the different positions and the work they have to do.

These committees serve an advisory role and I have often felt that the direction provided by the committee was not followed. This is why I left PRAC.

Too new on the committee to have feedback.

When I either participate or present at meetings, I notice that the level of engagement is lacking. There are only a few committee members who seem to care/understand what's going on.

While the Technology planning committee has different voices at the table, it does not feel like any decisions we come to will matter or be implemented. There seems to be a disconnect between the empowerment of the committee and actual ability to make change, and the obligatory existence of the committee for filling a regulatory need.