

# Governanc e Council

Spring 2025 Survey Results



Prepared By:

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Presented On:

March 2025

# Response Overview

Responses by Councils & Employment Classification

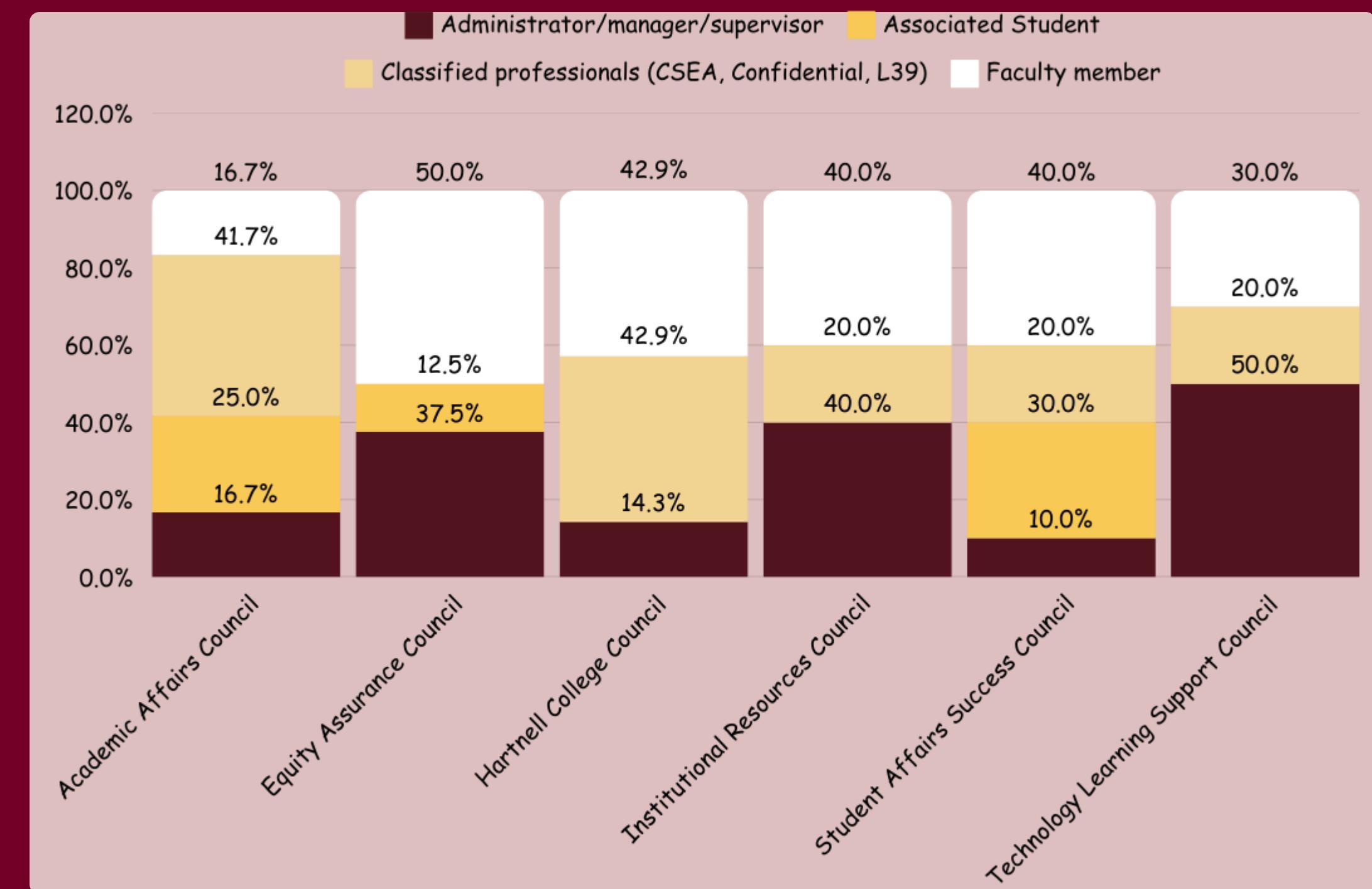
Total Responses: 57

## Governance Council:

- 12 Academic Affairs Council
- 8 Equity Assurance Council
- 7 Hartnell College Council
- 10 Institutional Resources Council
- 10 Student Affairs Success Council
- 10 Technology Learning Support Council

## Employment Classification:

- 16 Administrator/Supervisor
- 20 Faculty Member
- 14 Classified Staff
- 7 Associated Student

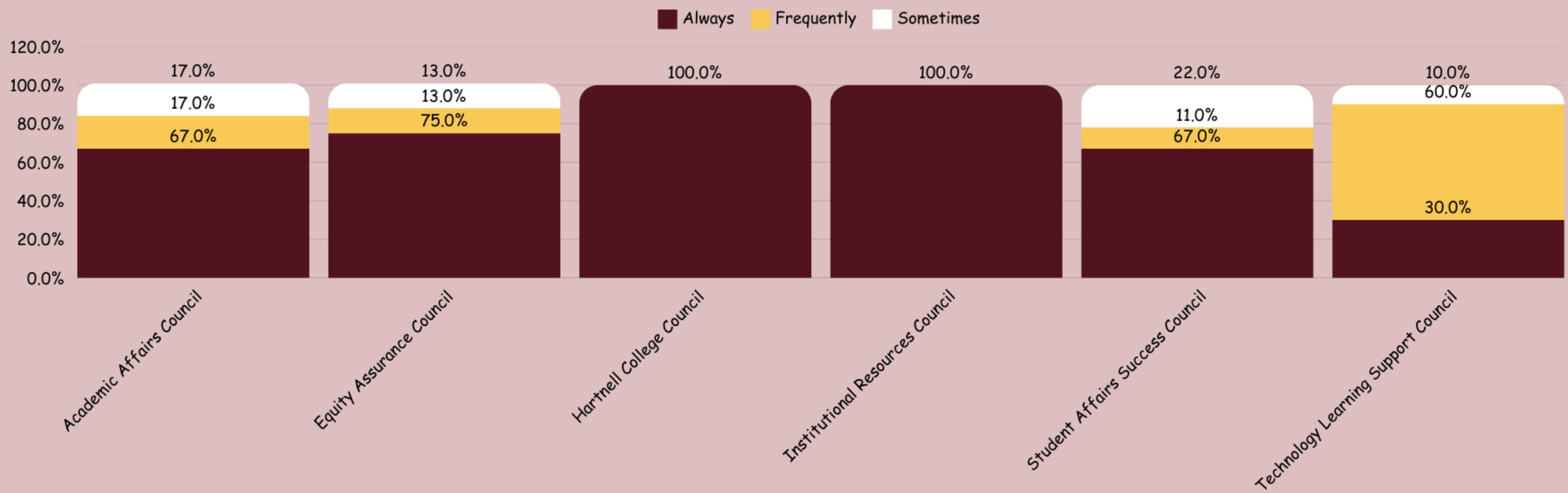


# Council Tasks



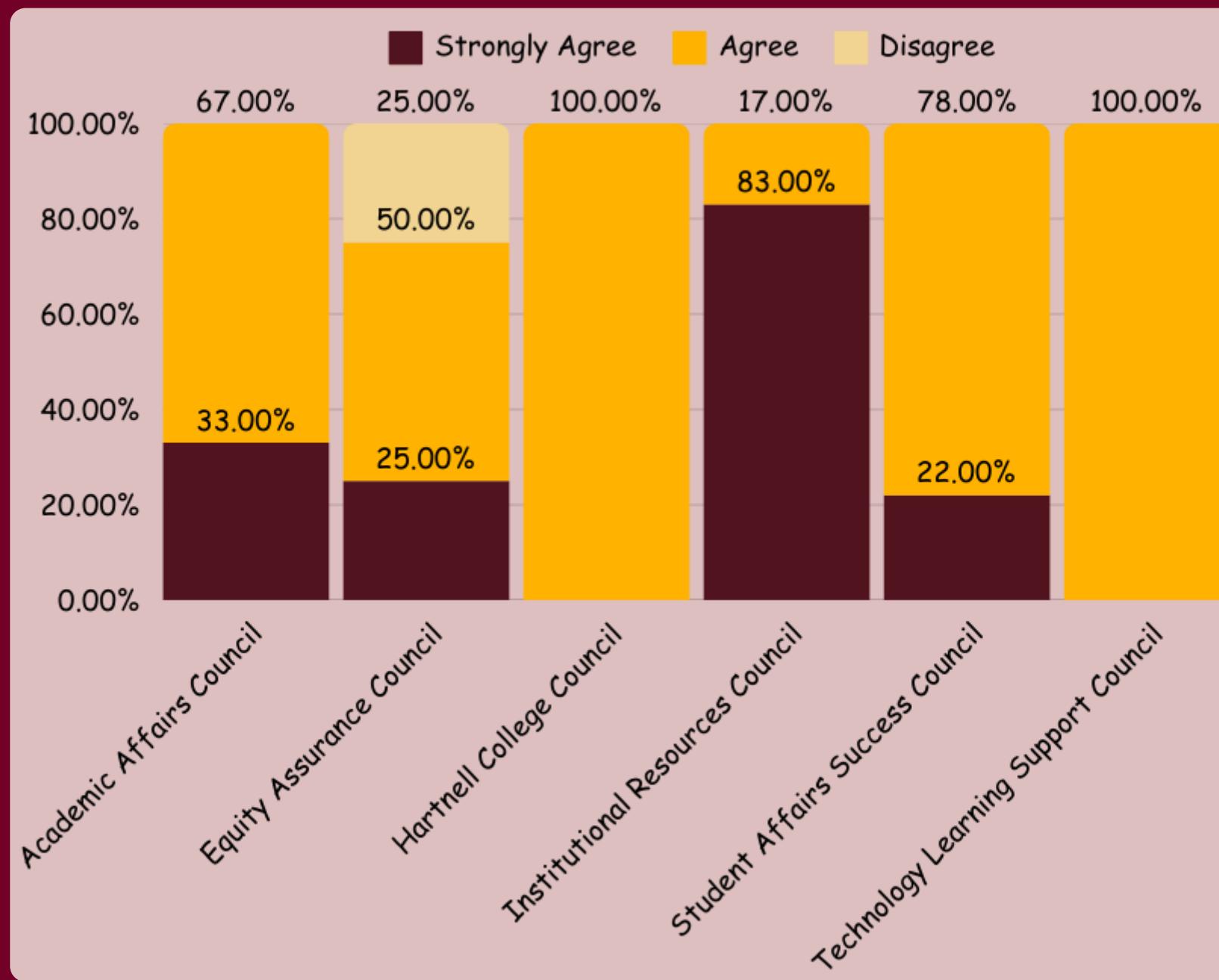
# Hartnell College Response Overview

**Are agendas, minutes, and supporting materials provided with ample time for you to review them prior to meetings?**

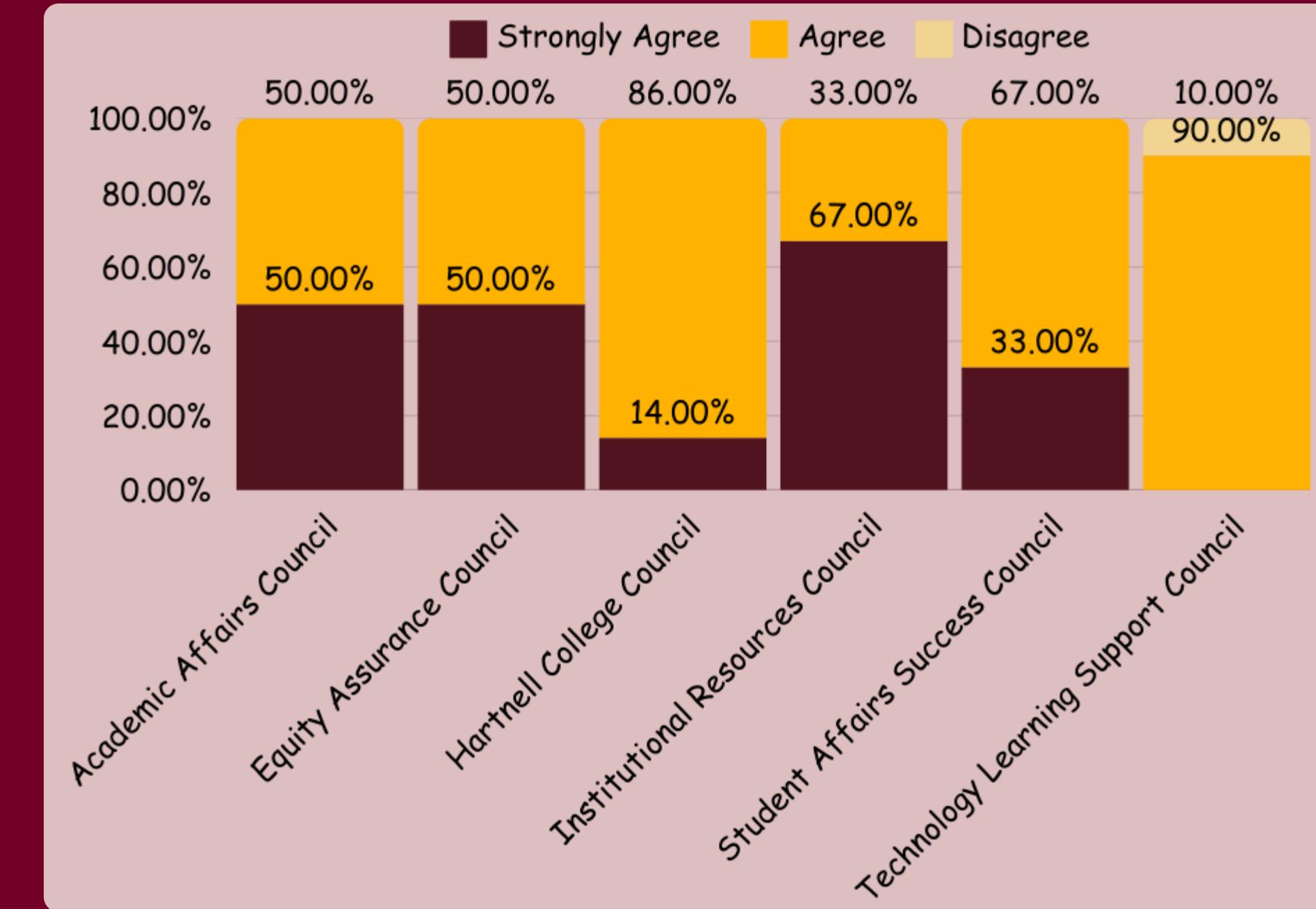


◆ Overall responses show that agendas, minutes and supporting materials are provided with ample time.

## The outcomes of each council meeting were clear from the agenda and materials.



## Council discussions were relevant to the agenda items.



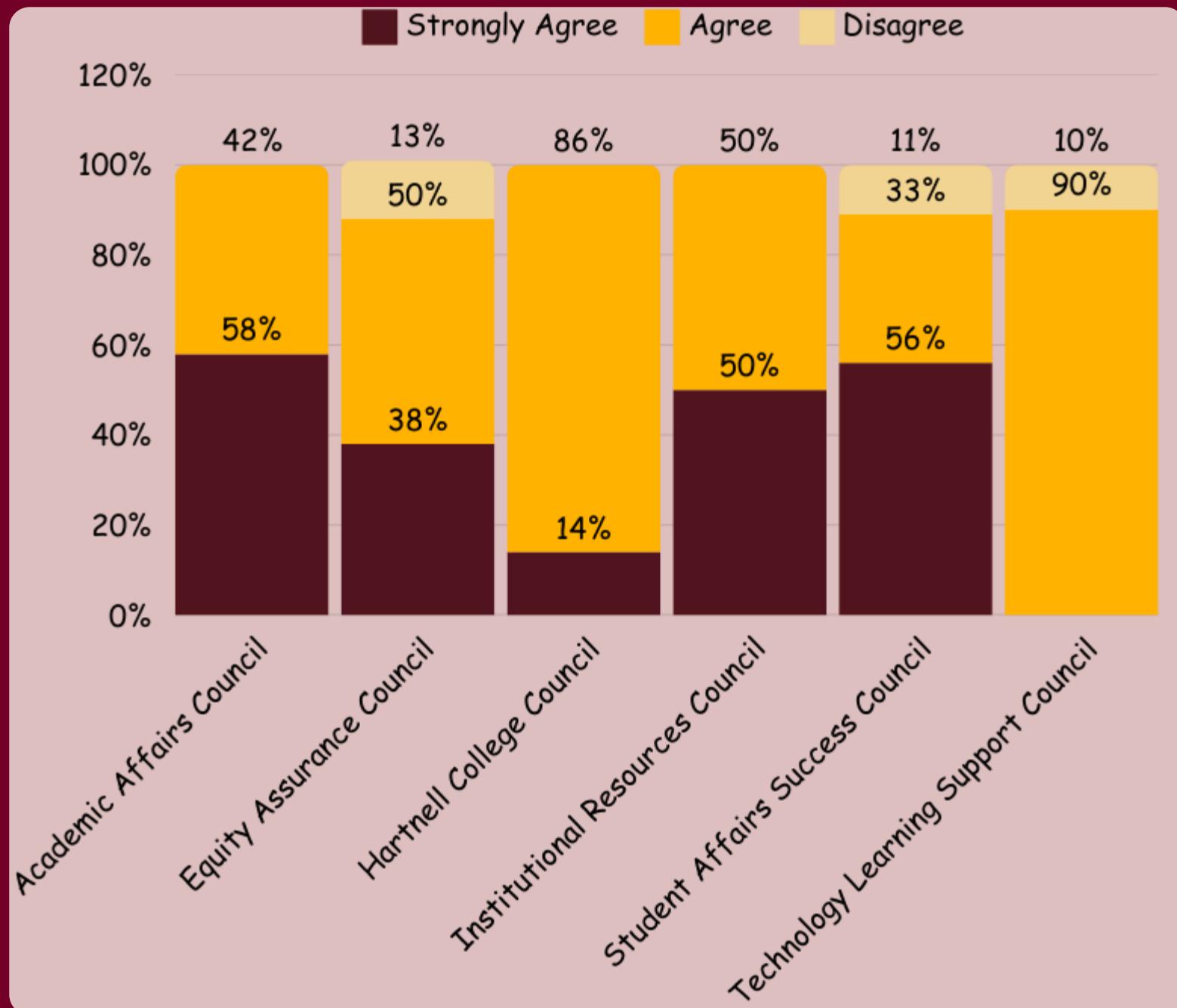
- ◆ Overall responses that outcome of each council meeting were clear from the agenda and materials.
- ◆ A common theme throughout the survey is that comments and survey responses sometimes were contradictory.

- ◆ Most respondents indicated that the council discussions were relevant to agenda items.

### Comments:

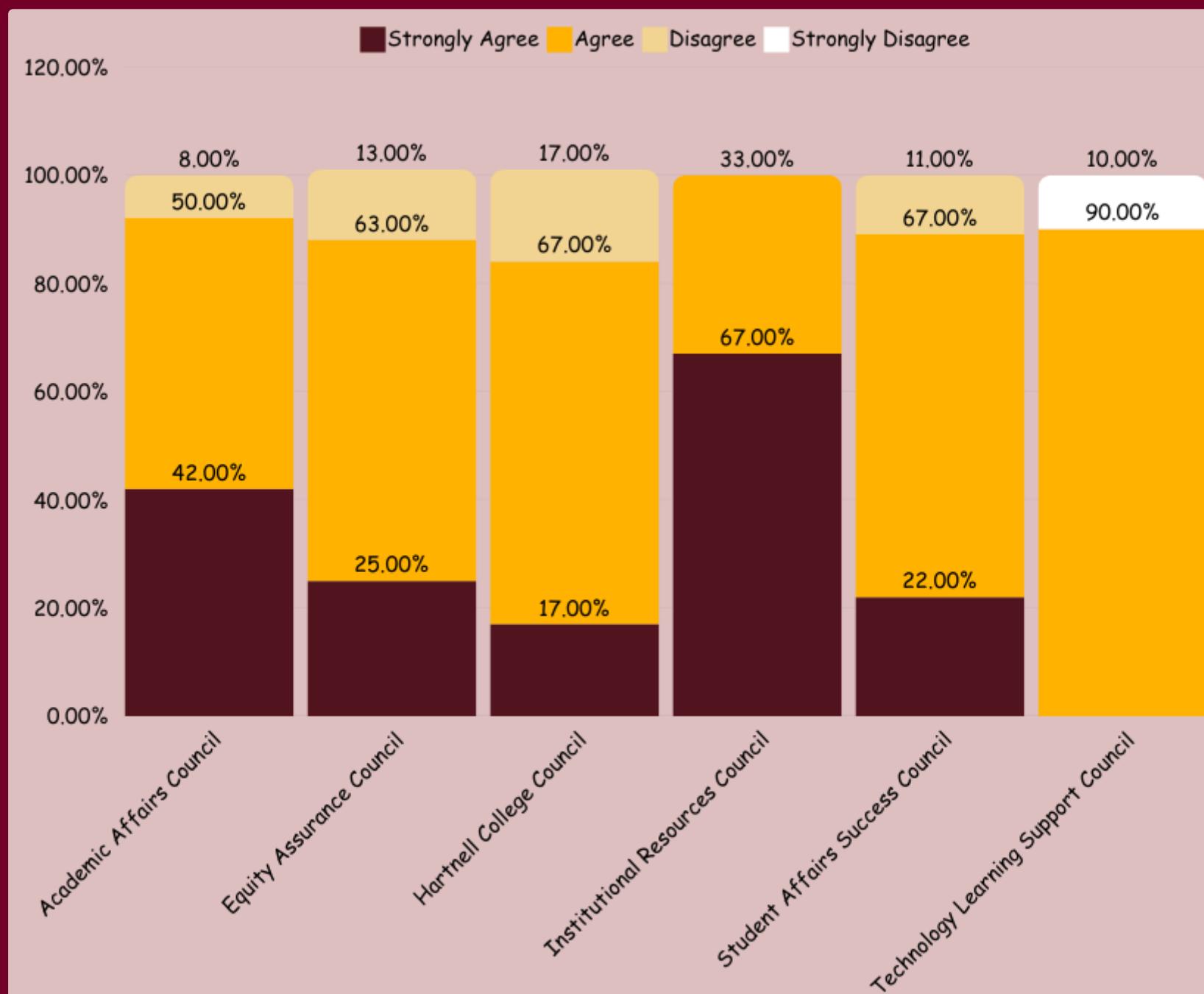
- *It is sad but it always seemed that we were given no choice but to agree with decisions and choices made for us before the meeting ever started - HC Council*

## Meetings were conducted in a constructive, timely, and efficient manner.



- ◆ Overall respondents agree that meeting were conducted in a constructive, timely, and effective manner.
  - ◆ Comments regarding the **Student Affairs Success Council** and **Technology Learning Support Council** show that there is room for improvements.
- Comments:**
- Although *major changes should not be presented as a one read item. I know we can always table, but it is very concerning with efficiency is more important than giving us time to talk to constituents.* - **HC Council**
  - *Some meetings could be more efficient.* - **Student Affairs Success Council**
  - *I am aware that faculty thought the meetings should have been longer. We learned we needed to increase the agenda items to meet that goal.* - **Tech Learning Support Council**
  - *Meetings are a little too efficient - we receive an update on the agenda topics and the meeting ends.* - **Tech Learning Support Council**

## Follow-up action items and persons responsible were clearly articulated.



❖ Overall respondents agree that follow-up actions items and person responsible were clearly articulated.

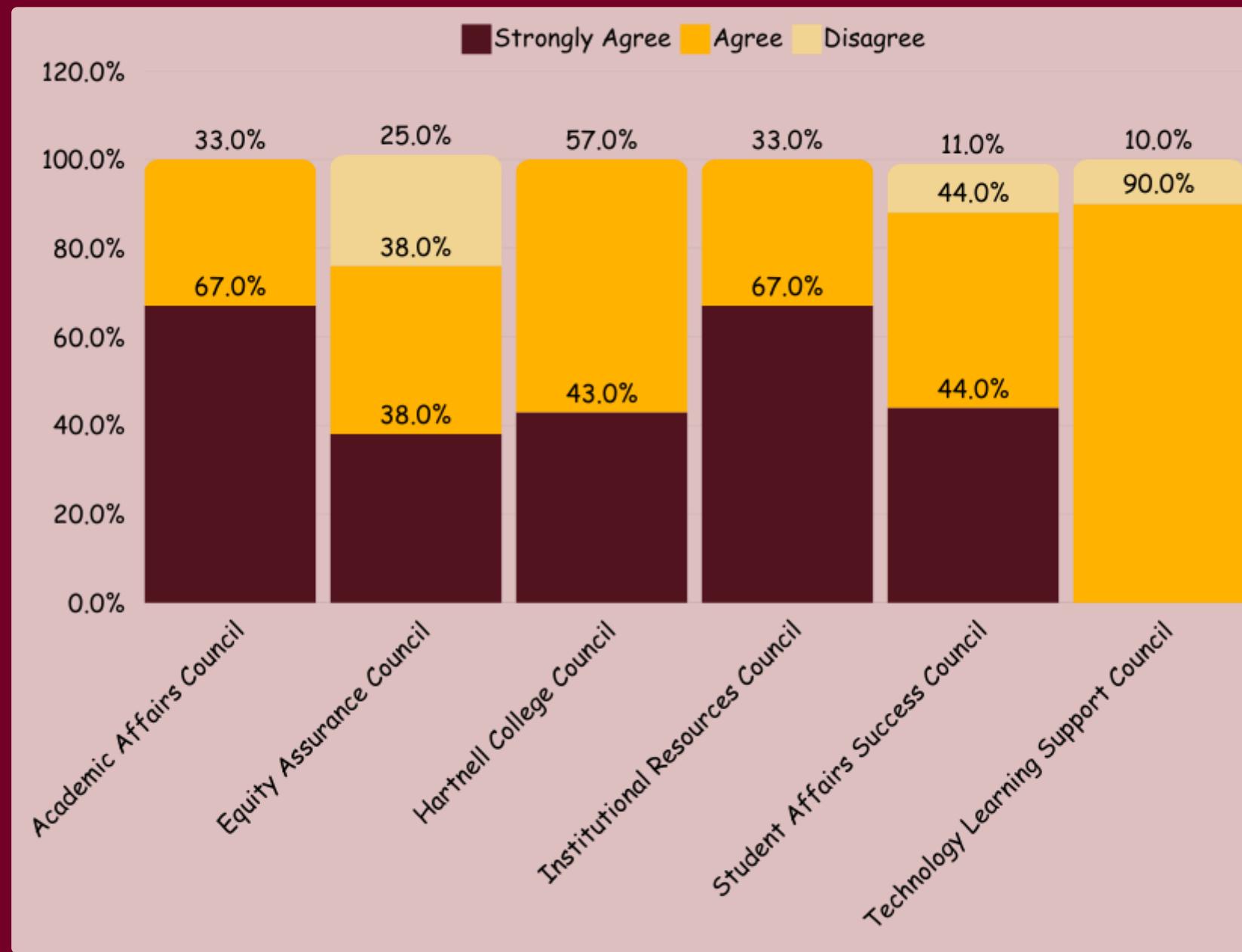
❖ In some cases, such as the **Institutional Resource Council**, there were inconsistencies between survey responses and comments.

❖ Respondents indicated some disagreement across several councils regarding whether action items and persons responsible were clearly articulated.

### Comments:

- *Sometimes items are discussed by then not heard about again.* - **Institutional Resource Council**
- *Not always clear what action items or necessary follow-up there would be.* - **Student Affairs Success Council**
- *I think we do have these lined out before we leave a meeting* - **Tech Learning Support Council**

## Council chair/co-chairs was/were effective in managing meetings.



Overall respondents agree that council tri-chairs were effective in managing meetings, with some disagreement in the **Equity Assurance Council** and the **Technology Learning Support Council**.

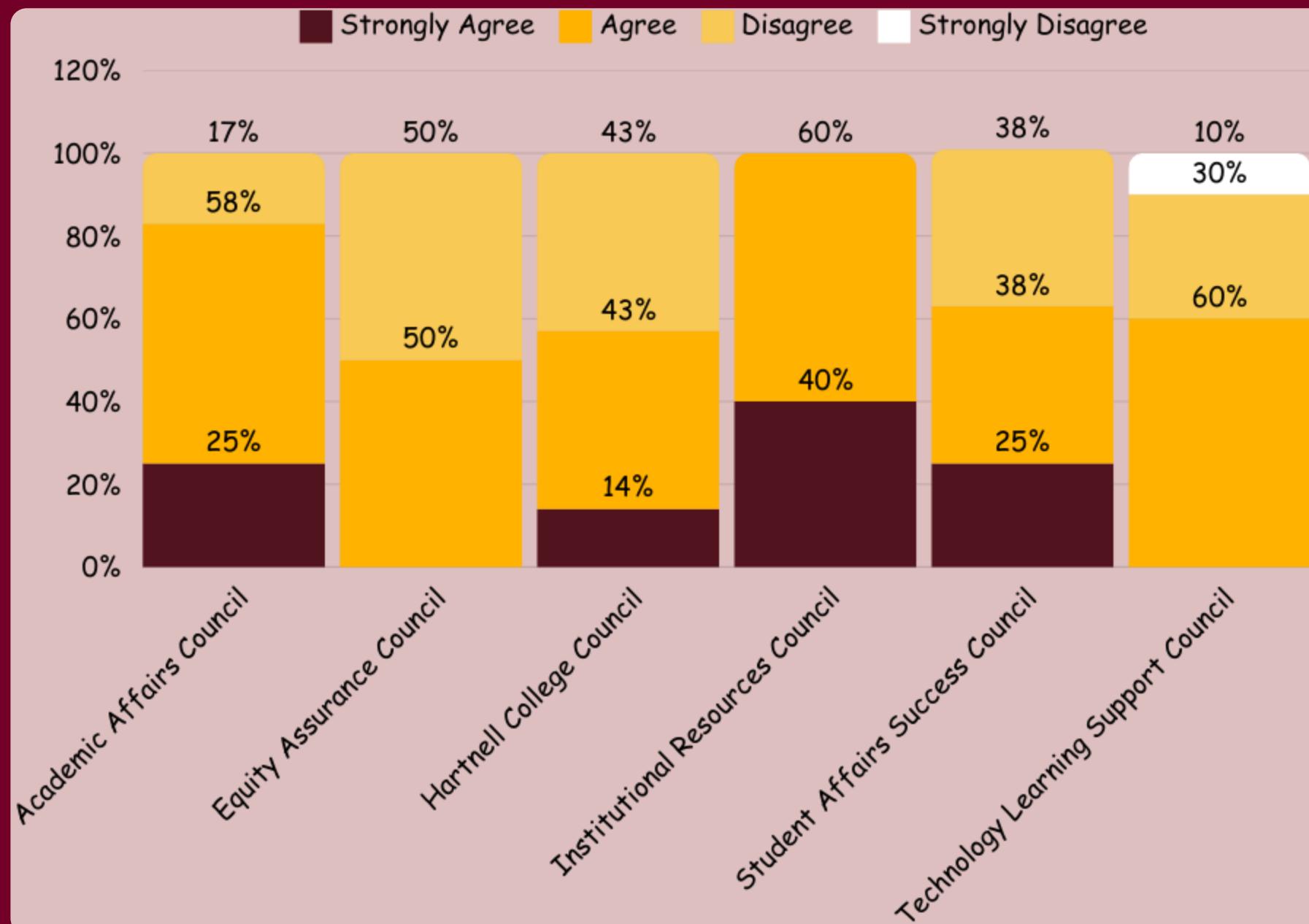
### Comments:

- *For a good amount of time it seemed that one tri-chair was the primary tri-chair doing the heavy lifting. I think there has been a concerted effort to change this and bring more balance in terms of sharing responsibilities. - **Equity Assurance Council***
- *Only one or two of the tri-c-chairs did all of the work. There was always the same tri-chair that did not do their share.. - **Student Affairs Success Council***
- *The committee members should be able to play more of a role in the council activities. We create and recreate subgroups that never meet or meet once during the semester.- **Tech Learning Support Council***

# Information Adequacy



## Training related to governance activities and participation was effective.

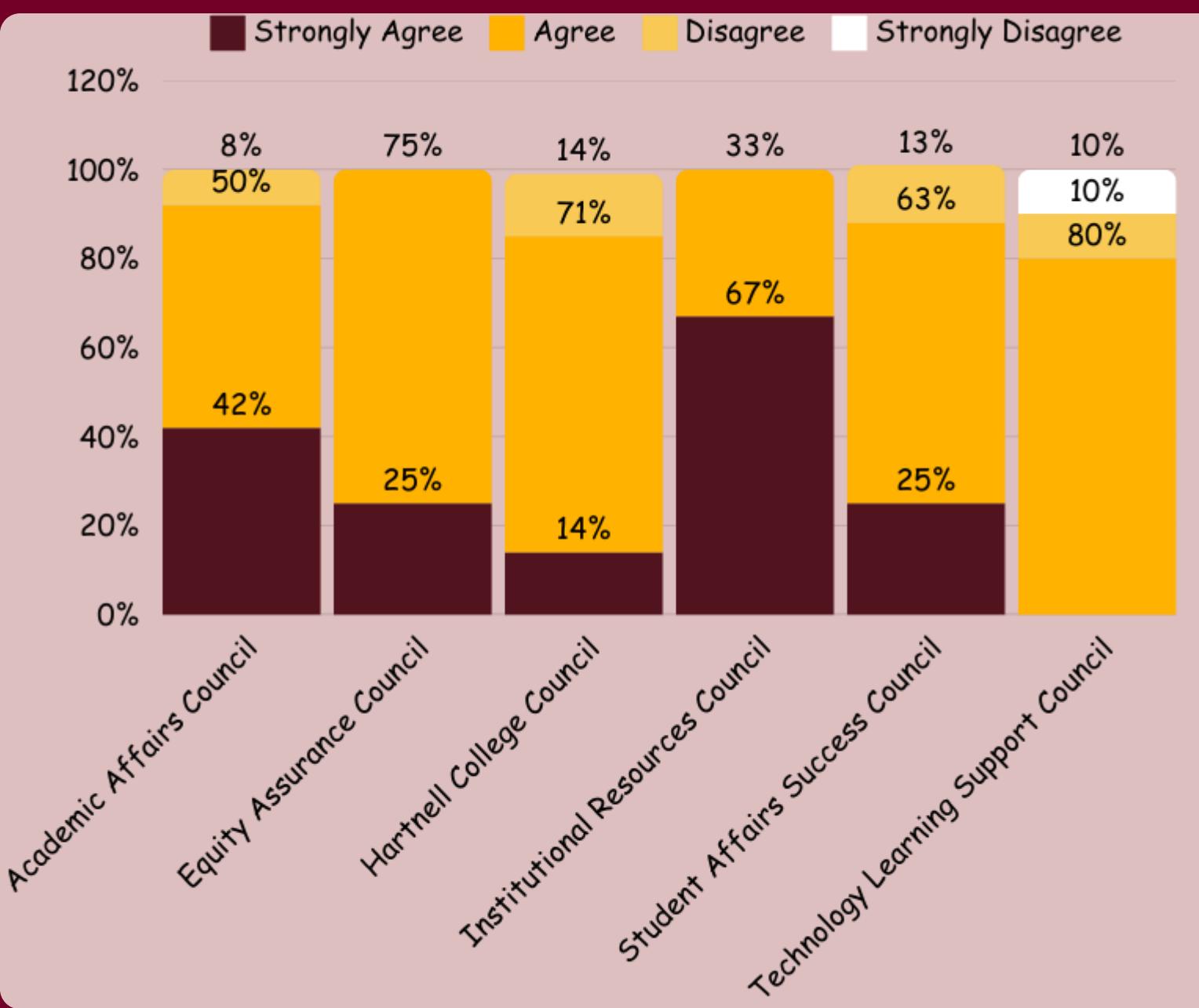


◆ Respondents for a **majority of the councils show that they disagree** with there being effective training related to governance activities and participation.

### Comments:

- *Couldn't remember if a new member is joining the group - it might be nice to have them have a "buddy" assigned to them in the first meetings or two so they can learn about where things were left all at prior meetings. - **HC Council***
- *We need more of this, especially for tri-chairs. Perhaps a regular, yearly schedule for refresher too. - **HC Council***
- *I do feel that we didn't really know how to effectively achieve the goals of the council because we didn't know where the goals were set. It took us a bit of time before we settled in. The coming semester should be better aligned with stated goals.- **Technology Learning Support Council***

## Council members had appropriate information to make informed recommendations.

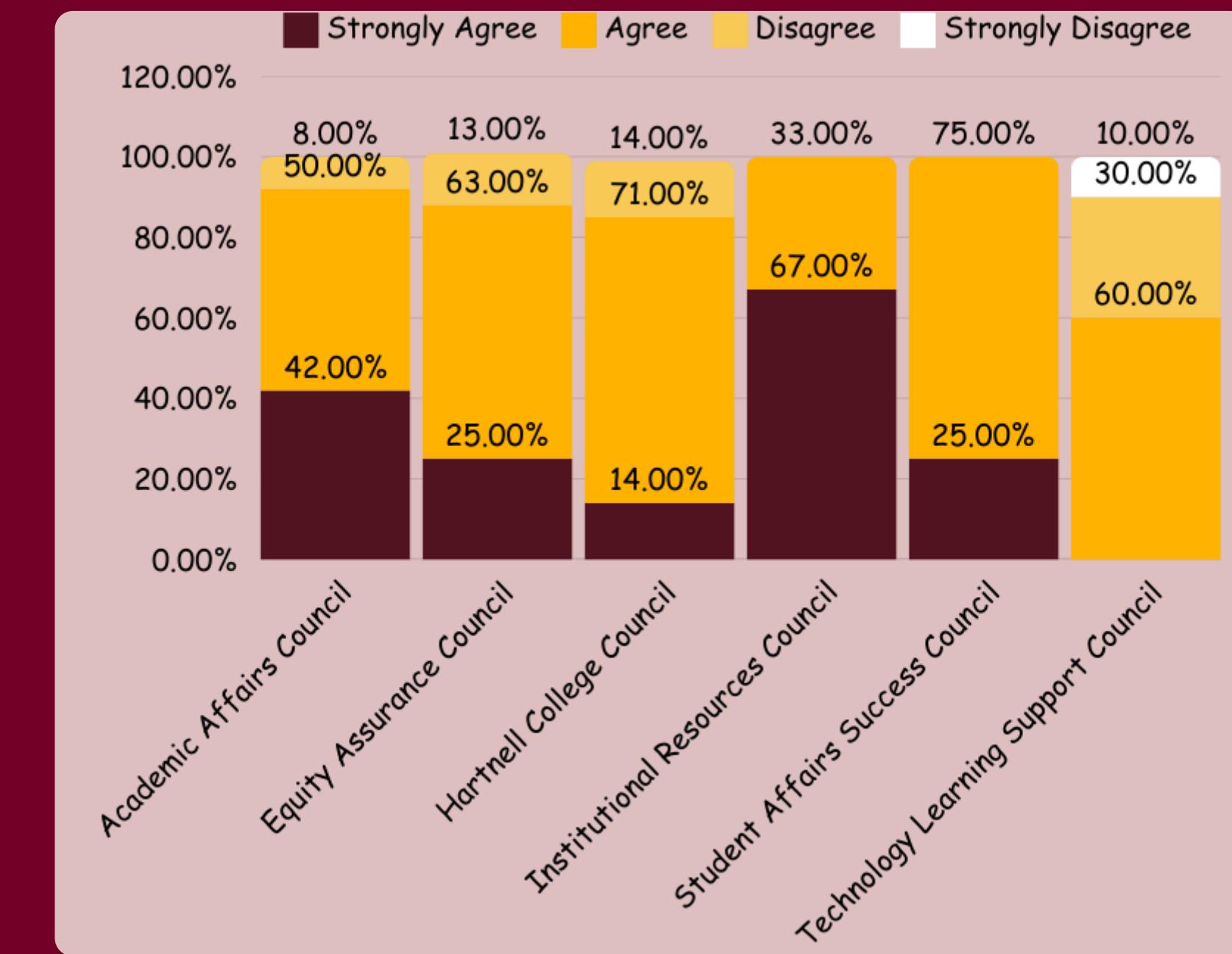


◆ Although the majority of the councils agree that council members had appropriate information to make informed recommendations, comments show that at the are some cases in which this may not be true.

### Comments:

- Sometimes information hasn't been available but that was made known during process of discussion and not neglect on the part of the chairs. - **Institutional Resources Council**

## Discussion and recommendations were data driven and supported by evidence.



### Comments:

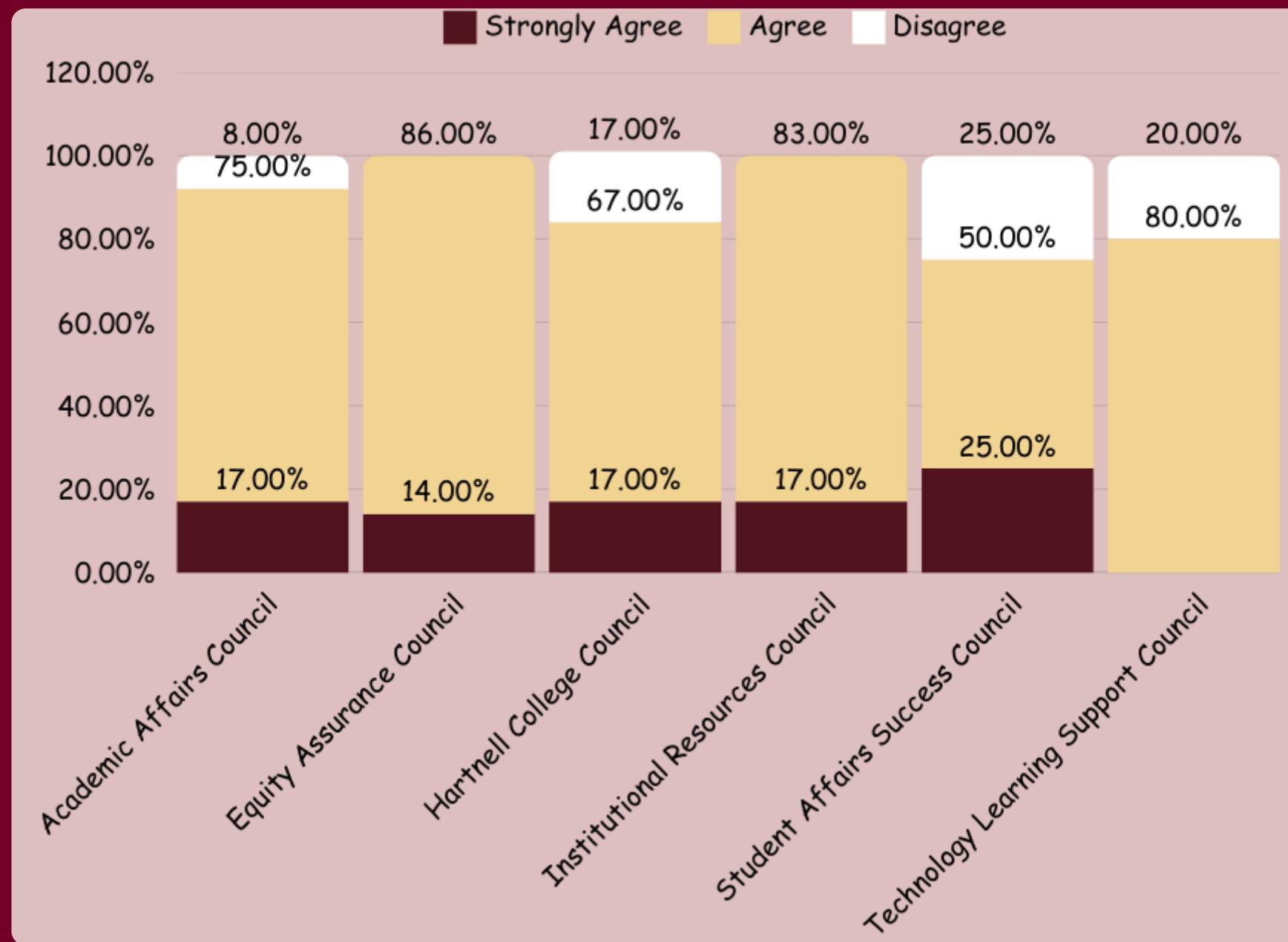
- Typically based off 'hear say' or considerations or interests of the some members - **Equity Assurance Council**
- We can do better about this - **HC Council**

# Participation





## Council members attended regularly

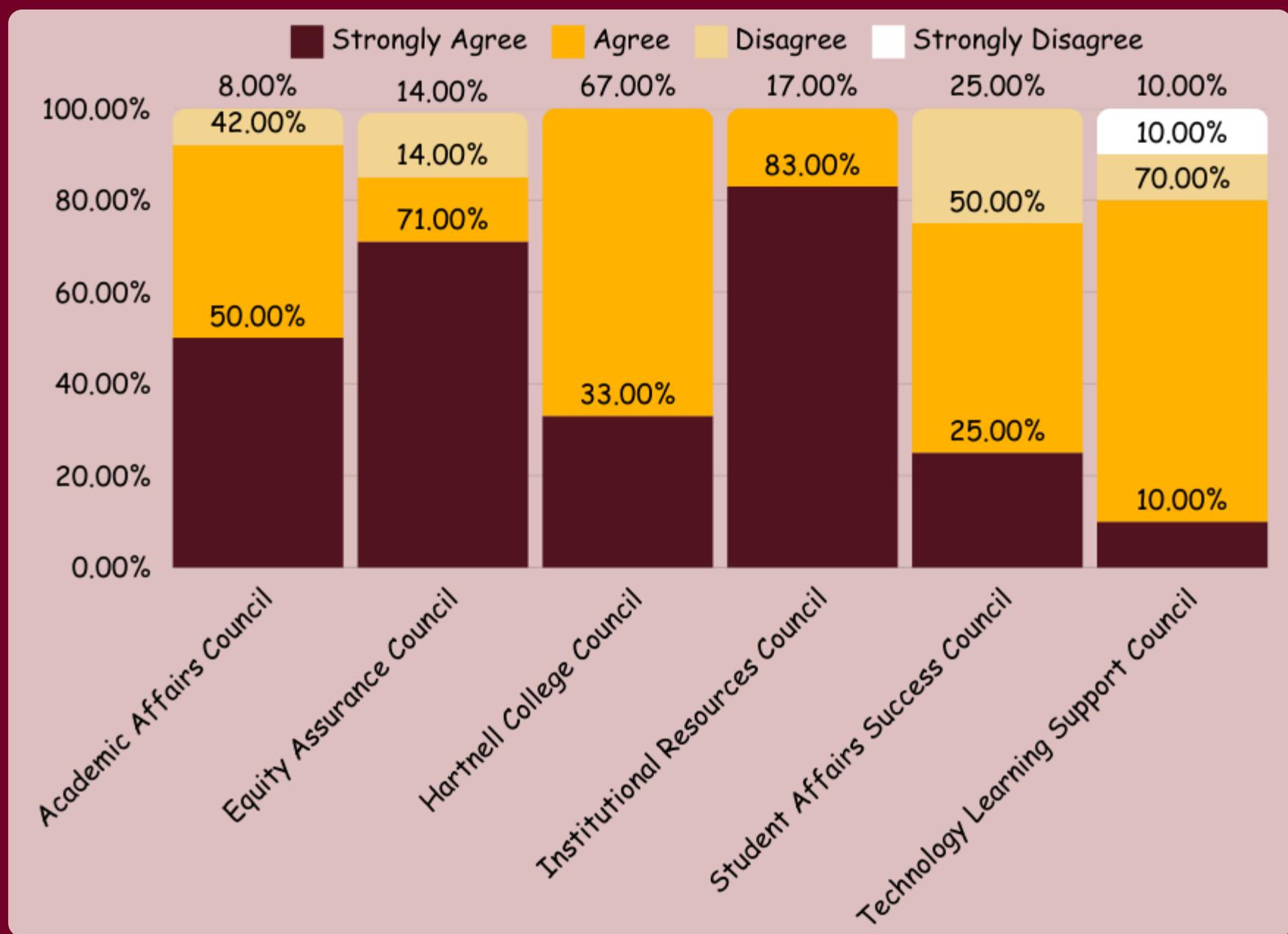


◆ Most councils report regular attendance, with the largest attendance gaps being with **Hartnell College Council, Student Affairs Success Council, and Technology Learning Support Council**.

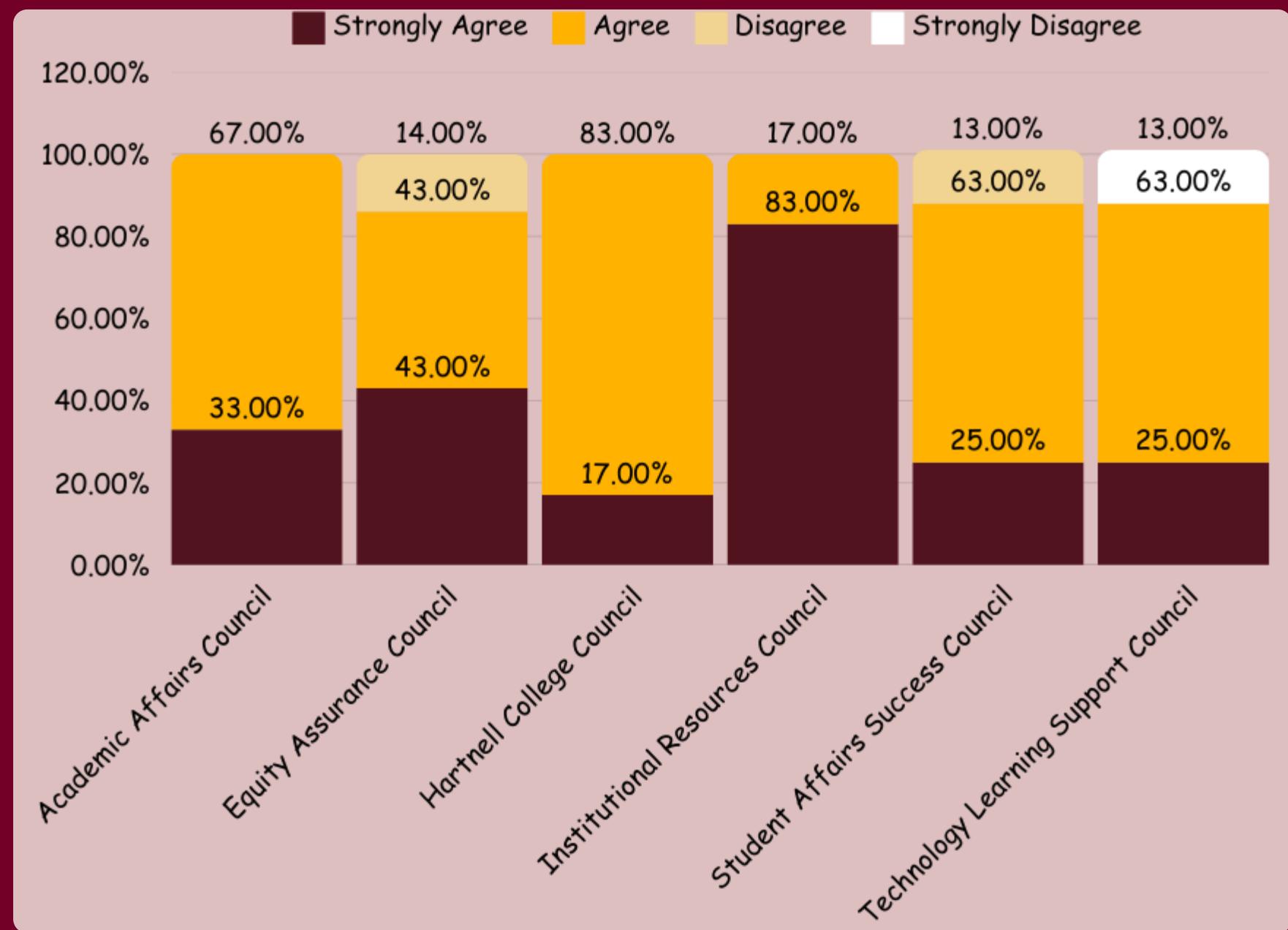
### Comments:

- *Although many attend regularly, there are times of the semester that do not work out well for all members, especially those in Admissions and Records and Counseling where they need to be with students and do not have time to be meeting with the council.* - **Student Affairs Council**
- *Our students did not attend, and some of the members were not consistent in coming to meetings.* - **Tech Learning Support Council**

All members were encouraged to participate in discussions and provide input into decisions and recommendations.



I feel that my participation in governance was important and valuable to the College.

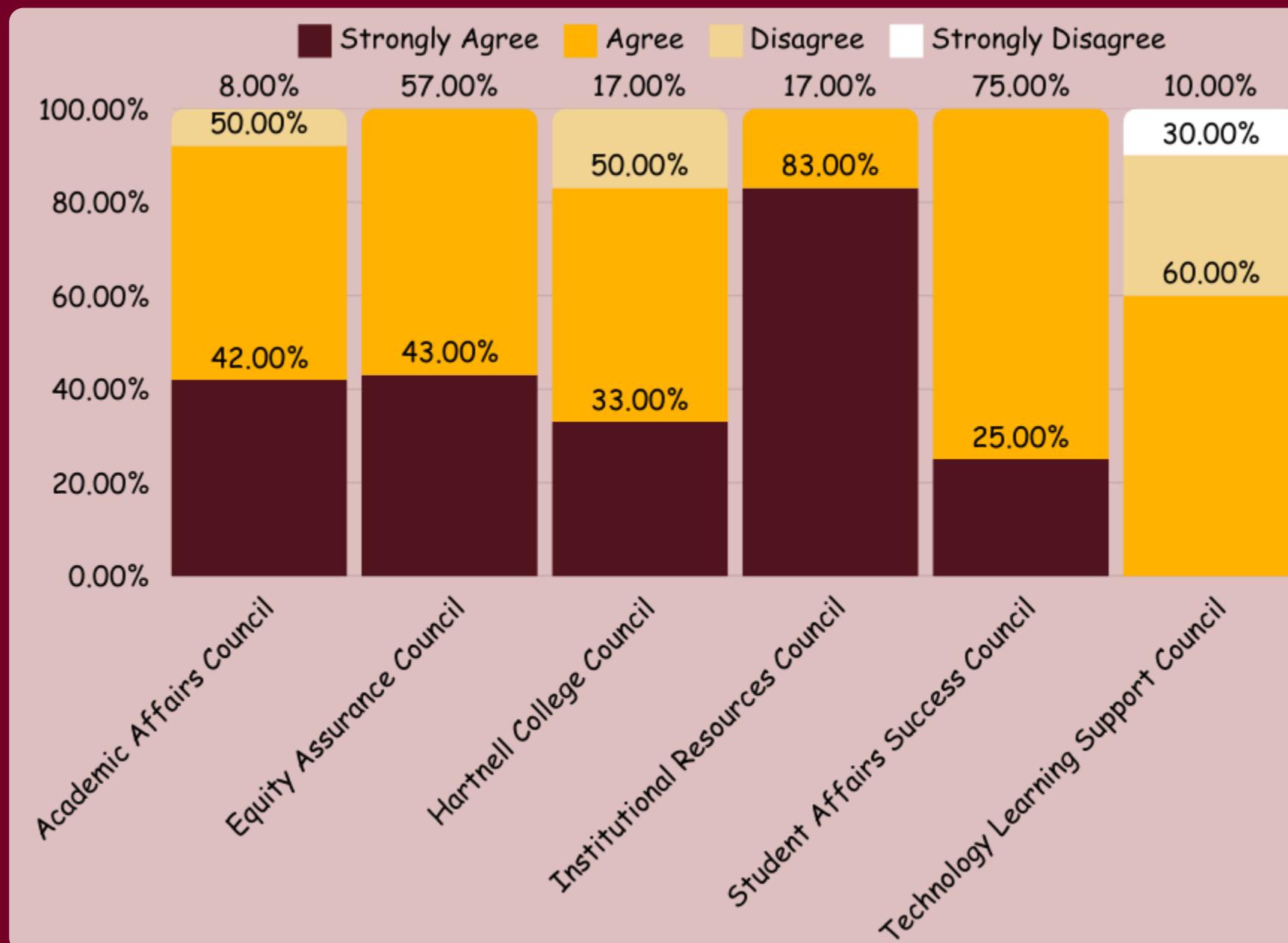


◆ Generally, members felt they were encouraged to participate in discussions and provide input into decisions and recommendations. There were some “disagree” and “strongly disagree” responses regarding the **Technology Learning Support Council**.

Comments:

- Sometimes I felt we were just given the choice the administration wanted us to make - **HC Council**
- At times, goals were set and in process or progress and recommendations may not have been as widely accepted. - **Tech Learning Support Council**

## Decisions and recommendations were made only after adequate discussion and review.



❖ Most councils indicated that decisions and recommendations were made after adequate decision and review. The **Institutional Resources Council** had the most “strongly agree” responses, while the **Technology Learning Support Council** had the most “disagree” or “strongly disagree” responses.

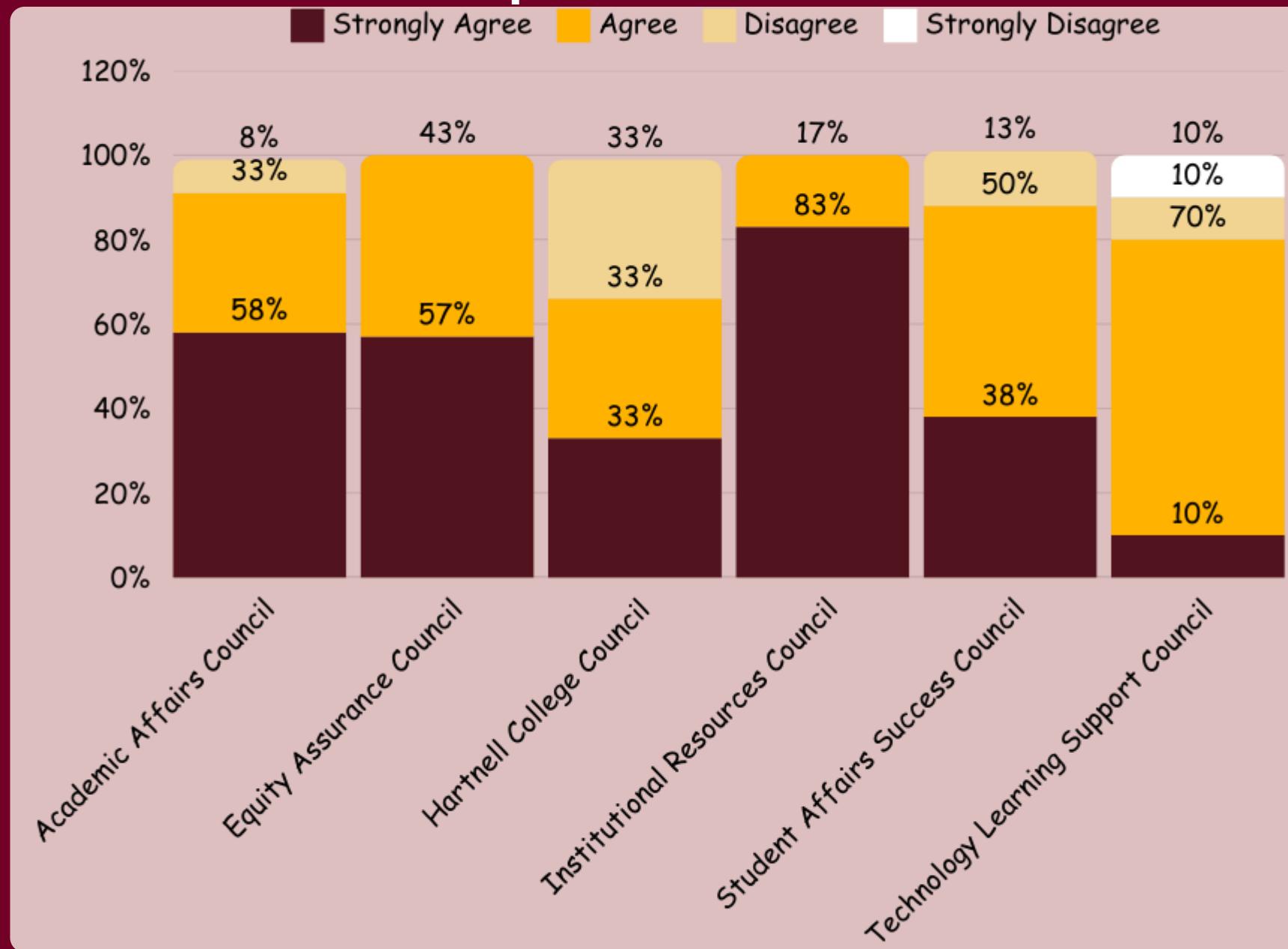
### Comments:

- *Overall this is true, but there have been times where it felt like a decision was made more to keep to the timeline vs. allowing for extended time for discussion. - **Equity Assurance Council***
- *Sometimes I felt we were just given the choice the administration wanted us to make. - **HC Council***
- *At times, goals were set and in process or progress and recommendations may not have been as widely accepted. - **Tech Learning Support Council***

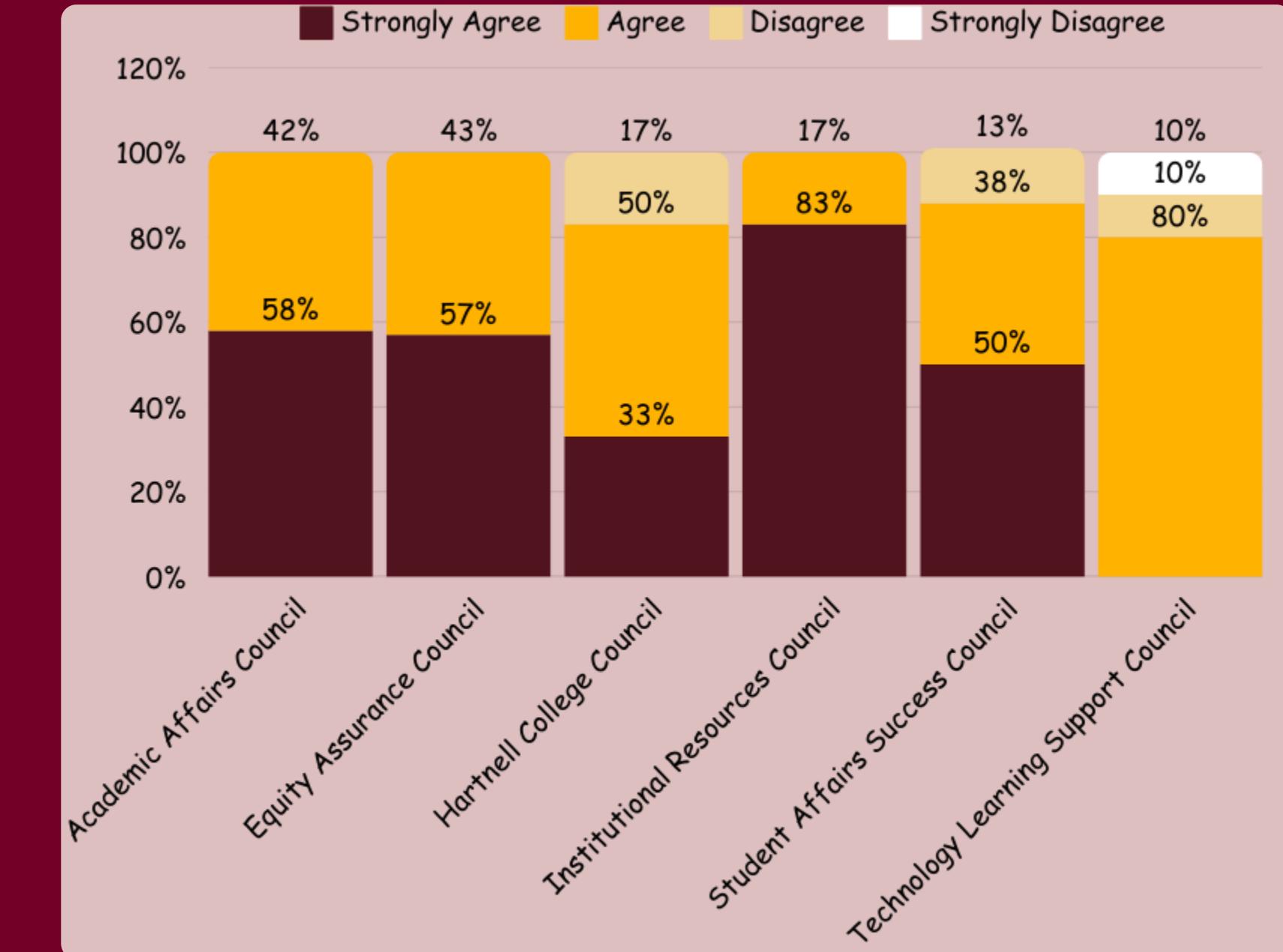
# Respectful Dialogue



## Different opinions and values were represented.



## Different opinions and values were respected.



- ◆ For the most part, respondents indicated that different opinions and values were represented and respected. The **Institutional Resources Council** had the most "strongly agree" responses.

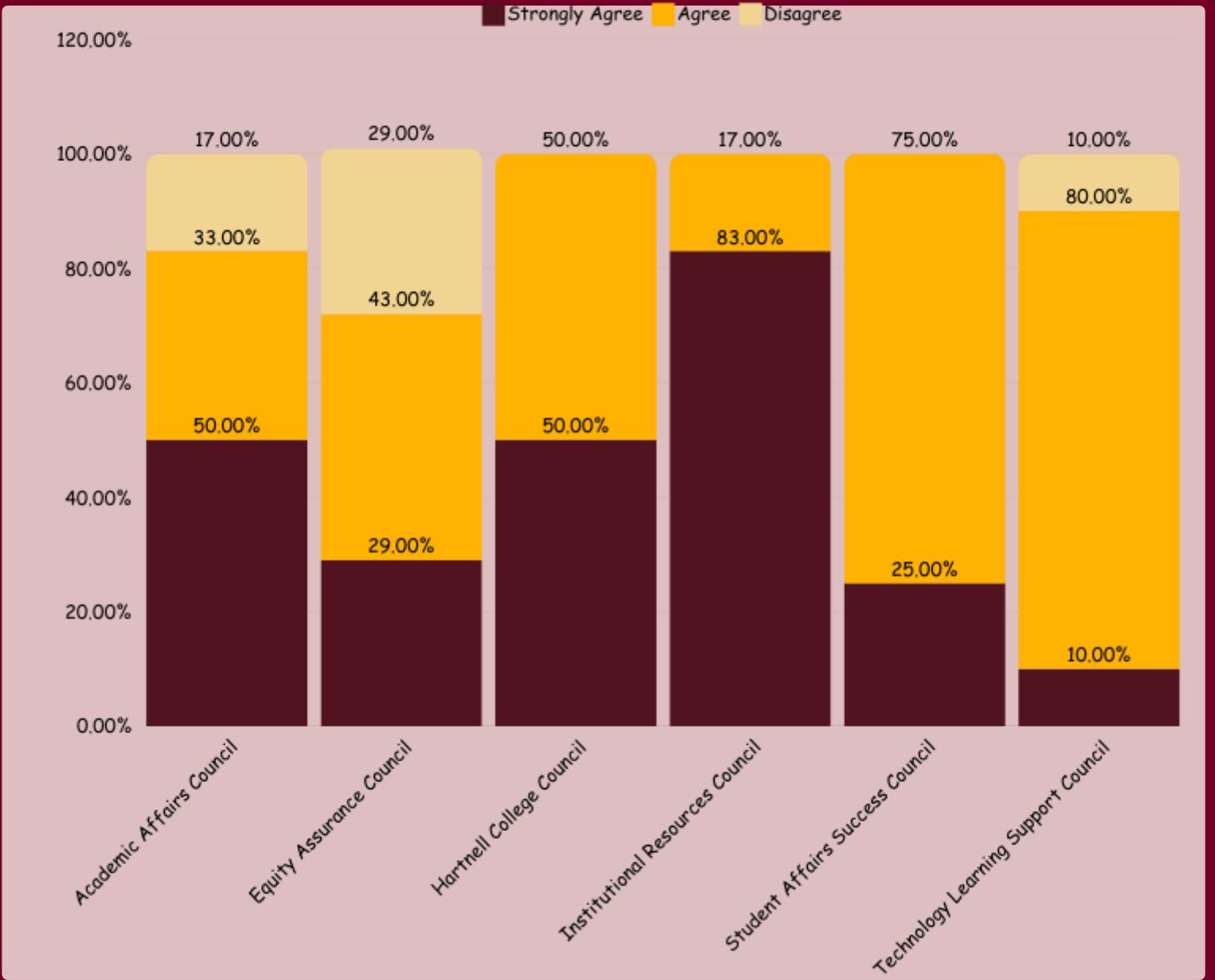
### Comments:

- Only in subcommittees did I really feel this happen. - **HC Council**

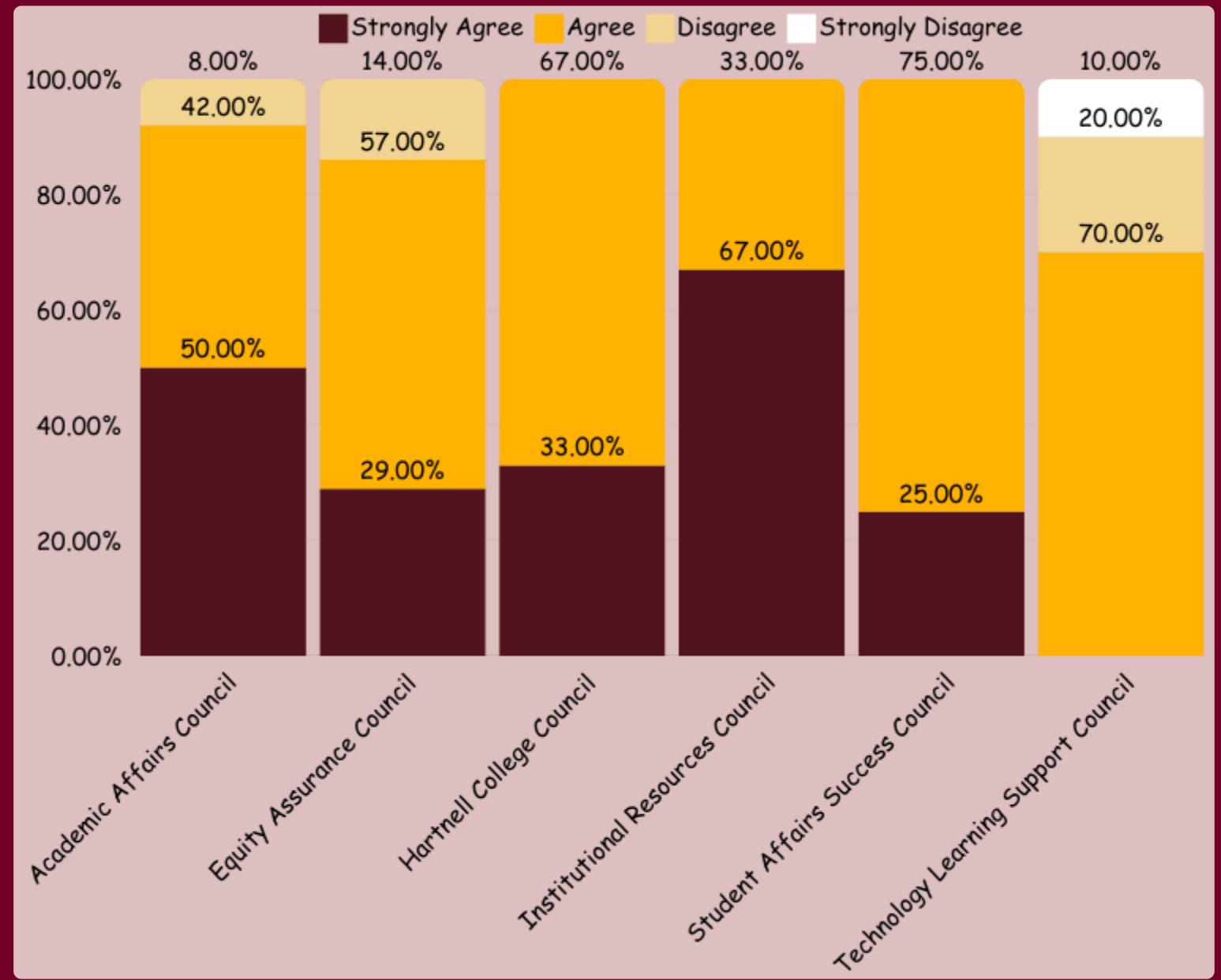
# Council Purpose and Responsibilit y



## I understand the council's purpose and responsibilities.



## The council worked effectively towards fulfilling its purpose and responsibilities.



◆ Most respondents understood the council's purpose and responsibilities. The **Equity Assurance Council** had higher levels of disagreement with this statement, followed by the **Academic Affairs Success Council**.

### Comments:

- I understand the role of HCC. However, the fact that we have so many councils seems to dilute the effectiveness of HCC. I'd like for us to consider eliminating some of the councils, and bringing more items directly to HCC. - **HC Council**

◆ Most respondents indicated that the council worked effectively. There was some disagreement among members of the **Academic Affairs Success Council**, **Equity Assurance Council**, and the **Technology Learning Support Council**.

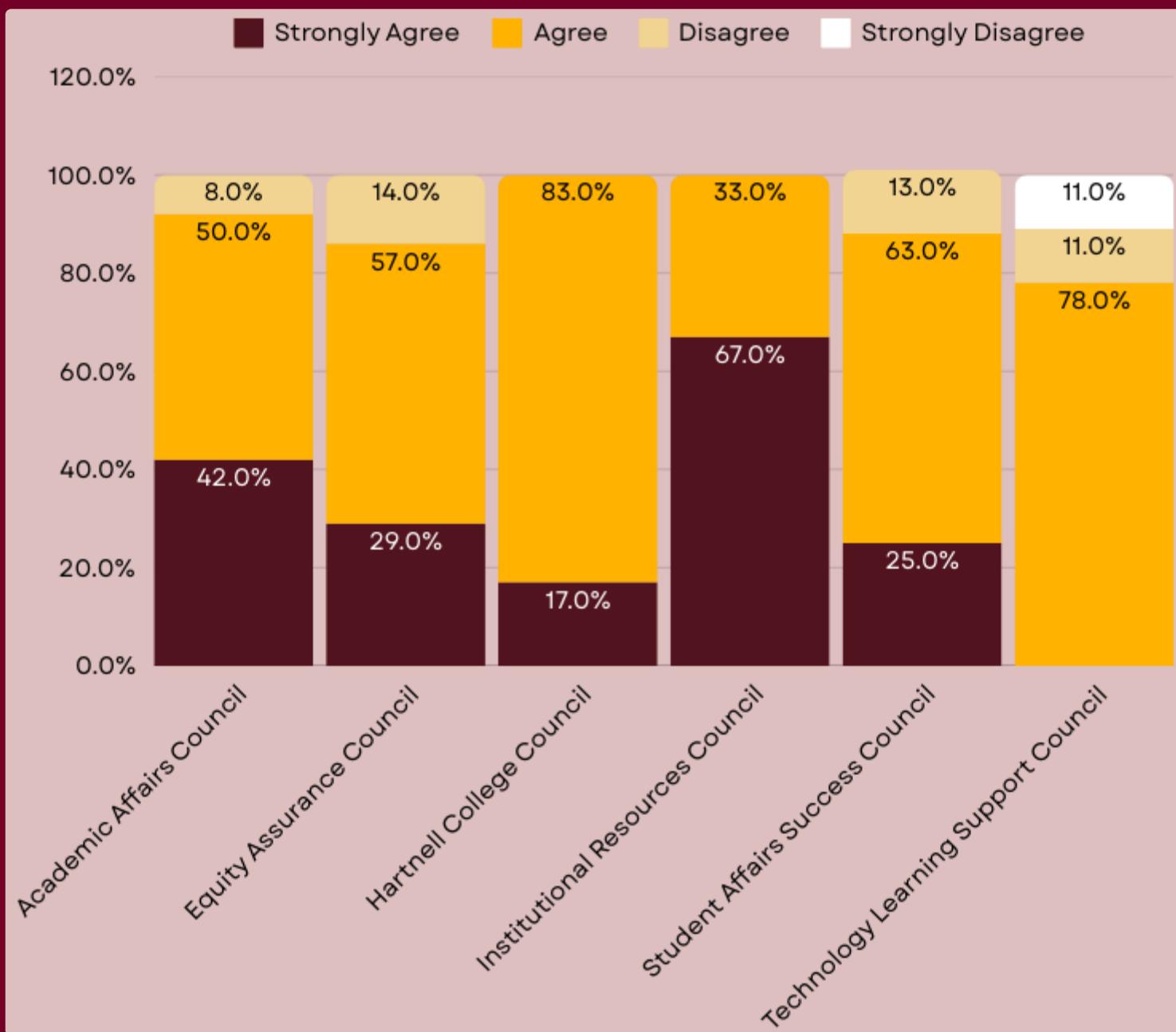
### Comments:

- I don't believe we were as effective as we could and should have been. Again, it has been a process trying to learn our role in governance and what our mandate was. After some reflection and meetings, things feel more cohesive. - **Tech Learning Support Council**

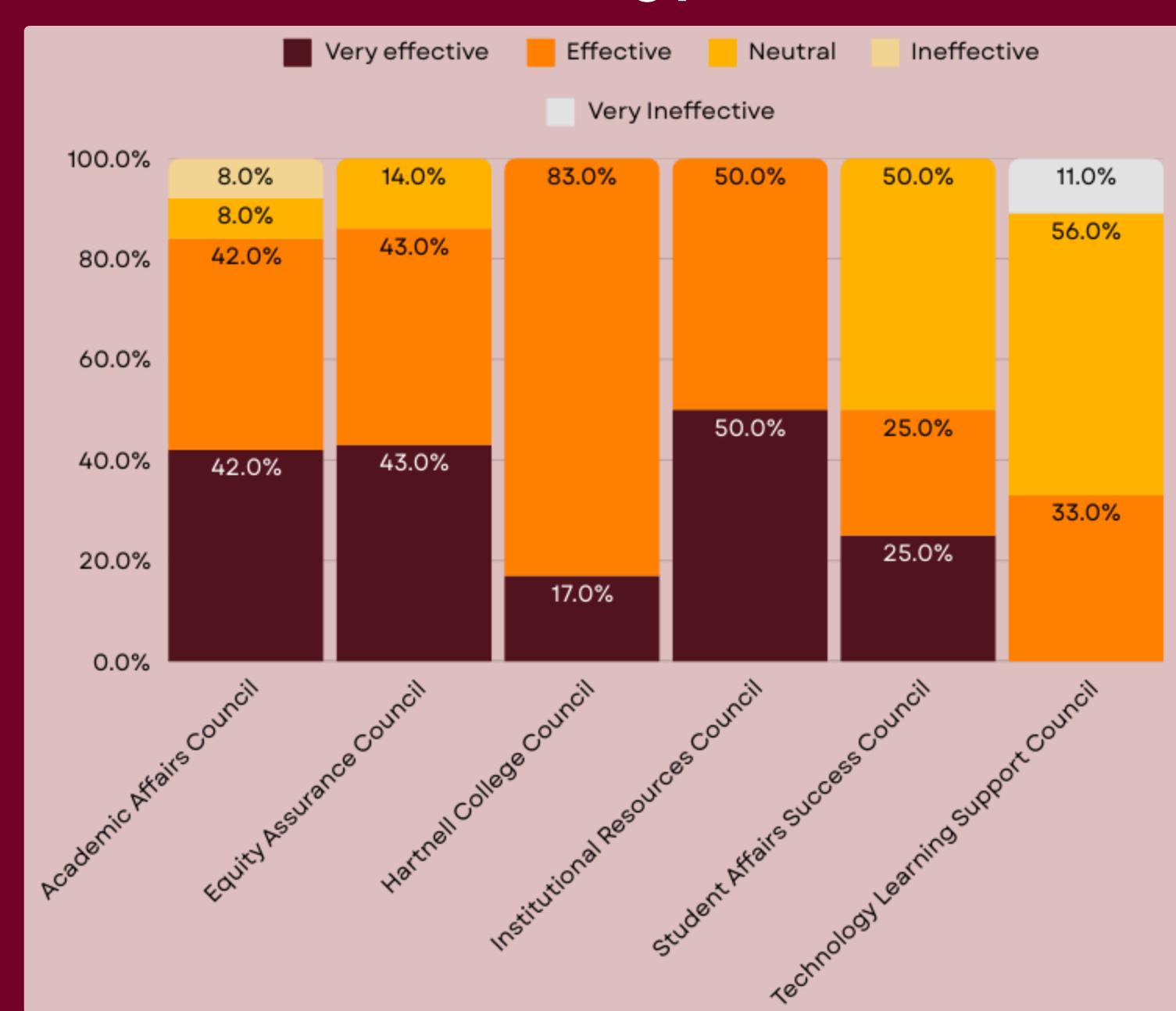
# Overall Effectiveness



## Overall, I am satisfied with the effectiveness of the Council.



## How effective do you find the council's decision-making processes?



❖ Overall satisfaction was highest with the **Institutional Resources Council** and lowest with the **Technology Learning Support Council**.

### Comments:

- I am at this juncture, but I was not at the beginning. It did feel more rubberstampy (sorry, made up word). We will have more working sessions and time for input and reflection. - **Tech Learning Support Council**

❖ Effectiveness ratings were highly variable across the councils.

### Comments:

- Very few items of consequence have come through the council, so it is hard to rate the effectiveness of the decision making. - **Student Affairs Success Council**
- Hit and miss so far, but again, as I am involved in the planning, I believe it will become stronger and more effective. - **Tech Learning Support Council**

# Open Ended Questions

## Comments on Effectiveness of Council

- We have very dedicated members who are passionate about equity work. There is a high level of respect for each other and voices are heard. - **Equity Assurance Council**
- Tri-chairs are very efficient and effective committee facilitators. Meetings are organized, everyone is given opportunity to speak/share and we have student participation- which is often rare on shared governance councils. I enjoy participating on this council. - **Academic Affairs Council**
- I like that the council uses a tri-chair model. Things that came to the council were of college-wide interest and relevance. - **Hartnell College Council**
- We have good participation from those in attendance, and hear the perspectives of lots of people. Members are collegial and I think feel free to voice their views. - **Student Affairs Success Council**

## Comments on Improving Effectiveness of Council

- I think the main problem was the separation of the academic and student success councils. Also, the decision to join or separate was made in individual council meetings instead of a large group so each group voted for a different outcome, and there wasn't clear communication about how we were proceeding. - **Academic Affairs Council**
- This is redundant, but having fewer councils overall would increase the effectiveness of HCC. I also think there needs to be some training around the kinds of issues that could be brought to HCC. It would also be great if we could encourage more attendance at HCC - people don't need to be a member in order to attend. - **Hartnell College Council**
- The council should be utilized to accomplish goals, not just receive updates. The subgroups that we have formed 3-4 times now should be put to work. - **Tech Learning Support Council**

# Key Takeaways



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**Council Tasks**

**Information Adequacy**

**Participation**

**Respectful Dialogue**

**Council Purpose and Responsibility**

**Overall Effectiveness**