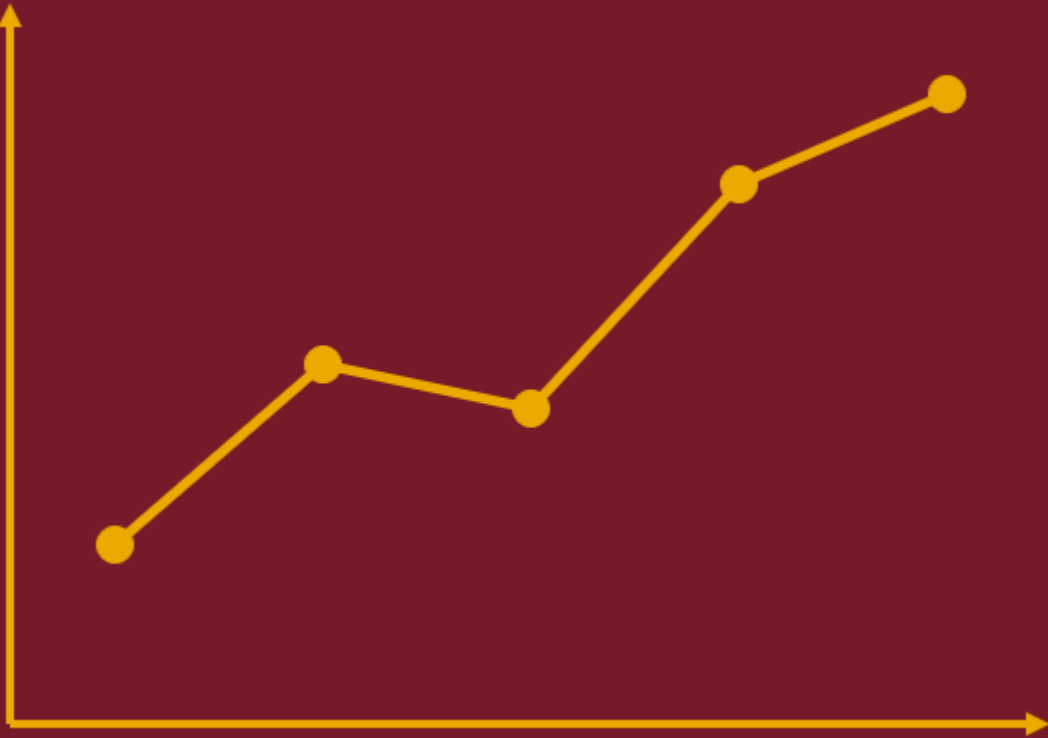


2023 Survey of Governance Structures

September 2023



Introduction

The Survey of Governance Structures was conducted in Spring 2023 to provide Columbia College with insights about its methods of participatory governance, the college's structured process of decision making through councils and committees, and the extent that its constituency groups (i.e., Students, Faculty, Classified Staff, and Leadership Team) perceived value in the governance process.

Methodology

The questions were asked using a 7-point Likert scale where 1 represents an extremely negative result and 7 represents an extremely positive result. Questions 1 through 9 use an agreement scale whereas questions 10 through 15 are ranges for different descriptors. See the Appendix for the list of questions. Responses were collected online. A total of 62 Columbia College members responded (4 partial responses) from a total of 237 initially invited. This represents a response rate of 26.1%.

Key Findings

Strengths:

- Knowledge about the college's council and standing committees
- Representation in the participatory governance process
- The participatory governance process is sensible
- The participatory governance process is organized
- Constituents feel that their voice is important in the participatory governance process

Weaknesses:

- Council and Committee outcomes clearly communicated to constituency groups
- The college's budgeting and resource prioritization process promote fiscal transparency
- The college adheres to hiring practices
- The recommendations made through Faculty and Classified Hiring Prioritization are valued.

Survey Results

Table 1 and Figure 1 show the overall mean responses to each of the questions while Figure 2 shows the distribution of responses.

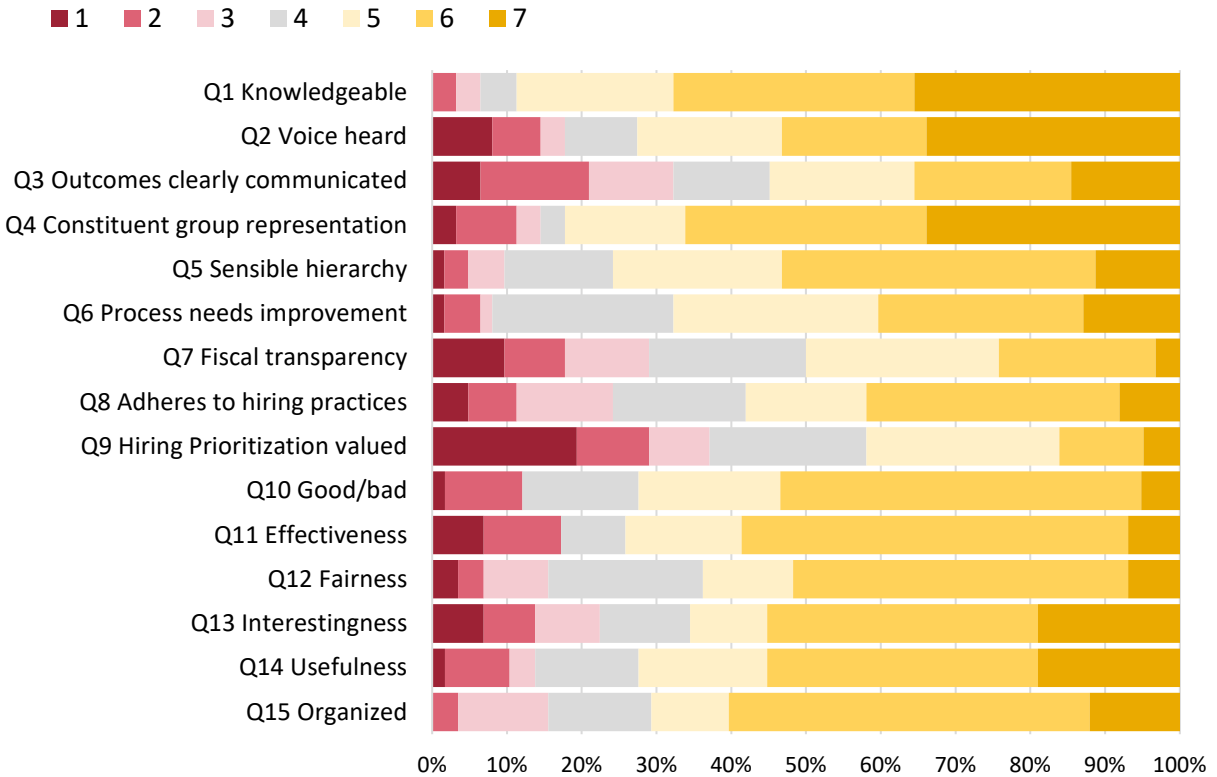
Table 1. Mean Survey Response by Question

	Questions	Mean	Standard Dev.	Responses
Q1	I am knowledgeable about the college's councils and standing committees	5.82	1.25	62
Q2	My voice is important in the participatory governance process	5.19	1.91	62
Q3	Council and committee outcomes are clearly communicated to constituent groups	4.45	1.86	62
Q4	My constituent group is represented in collegewide participatory governance	5.53	1.69	62
Q5	The college's council and committee hierarchy is sensible	5.24	1.31	62
Q6	The college's participatory governance process needs improvement	5.05	1.35	62
Q7	The college's budgeting and resource prioritization process promotes fiscal transparency	4.21	1.64	62
Q8	The college adheres to established hiring practices	4.68	1.63	62
Q9	The recommendations made through Faculty and Classified Hiring Prioritization are valued	3.77	1.83	62
Q10	In your opinion, how good or bad is the participatory governance process at Columbia College?	5.05	1.44	58
Q11	In your opinion, how effective or ineffective is the participatory governance process at Columbia College?	4.98	1.72	58
Q12	In your opinion, how fair or unfair is the participatory governance process at Columbia College?	4.97	1.47	58
Q13	In your opinion, how interesting or uninteresting is the participatory governance process at Columbia College?	4.97	1.83	58
Q14	In your opinion, how useful or useless is the participatory governance process at Columbia College?	5.21	1.56	58
Q15	In your opinion, how organized or disorganized is the participatory governance process at Columbia College?	5.24	1.37	58

Figure 1. Mean Survey Response by Question



Figure 2. Response Distribution by Question



Survey of Governance Structures and the Strategic Plan

The results of the Survey of Governance Structures are integrated into Columbia College’s Strategic Plan’s Goal 6 – Maintain Institutional Stability objectives. To measure each of these objectives the college uses the top-two-box scores for survey responses. This is calculated by adding the total of the top two categories (for example, “Agree” and “Strongly Agree”) and dividing by all responses.

Table 2 shows the top-two-box scores for the current and past Survey of Governance Structures. The measures for Objective 6.3 (particularly the questions regarding sensibility and fairness) decreased from the 2021 Survey of Governance Structures. Questions were added to the 2023 survey to address Objective 6.4 and Objective 6.5.

Table 2. Top-two-box scores for the Survey of Governance Structures.

	Spring 2021	Spring 2023
Objective 6.3 - Follow Participatory Governance Handbook		
Objective 6.3.1 - Sensible	60.1%	53.2%
Objective 6.3.2 - Fair	61.3%	51.7%
Objective 6.3.3 - Effective	61.5%	58.6%
Objective 6.4 - Adhere to established hiring practices		
Objective 6.4.1 - Hiring Practices		41.9%
Objective 6.4.2 - Hiring Prioritization		16.1%
Objective 6.5 - Increase fiscal transparency		24.2%

It is important to keep in mind that these objectives are based on survey responses and there may be variability due to response. In Spring 2021 the survey response rate was 54.2% and in Spring 2023 the response rate was 26.1%.

Conclusions

Below are some of the strengths and weaknesses of the participatory governance process based on the responses:

Strengths:

- Knowledge about the college's council and standing committees
- Representation in the participatory governance process
- The participatory governance process is sensible
- The participatory governance process is organized
- Constituents feel that their voice is important in the participatory governance process

Weaknesses:

- Council and Committee outcomes clearly communicated to constituency groups
- The college's budgeting and resource prioritization process promote fiscal transparency
- The college adheres to hiring practices
- The recommendations made through Faculty and Classified Hiring Prioritization are valued.

Appendix – Survey Questions

Questions 1 through 9 are on scales from strongly disagree to strongly agree whereas questions 10 through 15 rely on scales of the bold text in the table below.

Q1	I am knowledgeable about the college's councils and standing committees
Q2	My voice is important in the participatory governance process
Q3	Council and committee outcomes are clearly communicated to constituent groups
Q4	My constituent group is represented in collegewide participatory governance
Q5	The college's council and committee hierarchy is sensible
Q6	The college's participatory governance process needs improvement
Q7	The college's budgeting and resource prioritization process promotes fiscal transparency
Q8	The college adheres to established hiring practices
Q9	The recommendations made through Faculty and Classified Hiring Prioritization are valued
Q10	In your opinion, how good or bad is the participatory governance process at Columbia College?
Q11	In your opinion, how effective or ineffective is the participatory governance process at Columbia College?
Q12	In your opinion, how fair or unfair is the participatory governance process at Columbia College?
Q13	In your opinion, how interesting or uninteresting is the participatory governance process at Columbia College?
Q14	In your opinion, how useful or useless is the participatory governance process at Columbia College?
Q15	In your opinion, how organized or disorganized is the participatory governance process at Columbia College?
Q16	What is your primary role at Columbia College?
Q17	About how long have you been working for Columbia College? (If you are part of ASCC, about how long have you been studying at Columbia?)
Q18	Have you ever served on one of the college's councils or standing committees?
Q19	Regardless of whether you have in the past, please rate your overall interest in serving on one of the college's councils or standing committees. (Remember that this survey is anonymous. This response will help us gauge general interest, but cannot be used to identify specific individuals for participation.)
Q19	Would you be more likely to participate in Columbia College's participatory governance process if there were more remote options?
Q21	How do you think Columbia College's Participatory Governance structure and processes could improve?