# 1. Introduction

The Decision Making Task Force (DMTF) is completing a document outlining the Bakersfield College decision-making processes. This survey will allow us to assess where we are now, and it is part of a formative evaluation of the effectiveness of college-level decision-making processes described in the document. Your responses to the questions below -- and your comments -- will be useful in improving the decision-making structure and processes. This initial survey will give us some feedback on how well the DMTF documents meet your "need to know" and will provide us with baseline responses for future comparisons.

Please complete this survey only once; it will take 3-5 minutes.

# \* 1. Your Location:

- 🗧 Panorama Campus
- 🗧 Delano
- € Other Instructional Site

# \* 2. Your Role: (Check all that apply)

e Administrator	e Classified	ê Department Chair
€ Faculty	€ Student	é College Council Member
é Adjunct Faculty	e SGA Officer	Other Governance Committee Chair or Co-chair

ADEQUATE REPRESENTATION means that each constituency group identified below is represented in the decision-making process and has the opportunity to provide input. Please use this definition of adequate representation when responding to the five items in question 3.

# \* 3. Please indicate your agreement or disagreement with all of the following statements:

	Strongly Agree	Agree	Neutral	Disagee	Strongly Disagree	No Opinion / Don't Know
(a) The STUDENT GOVERNMENT ASSOCIATION is adequately represented in college-level decision making.	ţo	ja	ja	ja	ja	ja
(b) The CSEA collective bargaining unit is adequately represented in college-level decision making.	jn	jn	ļņ	jn	jn	jn
(c) The CCA collective bargaining unit is adequately represented in college-level decision making.	ja	jo	jn	ja	jo	jn
(d) The ACADEMIC SENATE is adequately represented in college-level decision making.	jn	jn	ļņ	jn	jn	jn
(e) The ADMINISTRATION is adequately represented in college-level decision making.	ja	ja	ja	ja	ja	ja

An EFFECTIVE DECISION-MAKING PROCESS is transparent, accountable, inclusive, data-informed, timely, makes good use of resources, provides opportunity for input, and well communicated. Please use this definition of an effective decision-making process when responding to all items in questions 1 and 2 on this page.

# \* 1. Please indicate your agreement or disagreement with all of the following statements:

	Strongly Agree	Agree	Neutral	Disagee	Strongly Disagree	No Opinion / Don't Know
(a) Transparency	ja	ja	ja	ja	ja	ja
(b) Accountability	jn	jn	jn	jn	jn	jn
(c) Inclusiveness	ja	ja	ja	ja	ja	ja

# \* 2. Please indicate your agreement or disagreement with all of the following statements:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Opinion / Don't Know
(a) The decision-making processes at Bakersfield College make effective use of research and data.	ja	ja	ja	ja	ja	ja
(b) The decision-making processes at Bakersfield College are timely.	jn	jn	jn	j'n	jn	jn
(c) The decision-making processes at Bakersfield College make good use of resources.	ja	ja	ja	ja	ja	ja
(d) Recommendations and input made through participatory governance at Bakersfield College are considered.	jn	jn	jn	jn	jn	jn
(e) Decisions at Bakersfield College are clearly communicated to affected stakeholders.	ja	ja	ja	ja	<b>j</b> a	ja
(f) Overall, I feel that the Bakersfield College decision making processes are effective.	jn	jn	jņ	jn	jn	jn

# \* 3. Please check the box that applies.

	All of them	Most of them	About half of them	Some of them	None of them
I have read the available draft documents of the Bakersfield College	to	ka	to	to	to
Decision-Making Processes.	Jan	Jan	Jai	Jan	Jan

\* 4. Please indicate your agreement or disagreement with the next two statements.

The Bakersfield College Decision-Making Processes documents are:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Opinion / Don't Know
(a) Easy to understand	ρt	ja	ja	ja	ja	ja
(b) Helpful	jn	jn	jn	jn	jn	jn

\* 5. Have you visited the Decision-Making Task Force web site located at:

http://www.bakersfieldcollege.edu/collegecouncil/dmtf/?

jn Yes

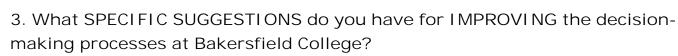
jn No

# 3. page 3

1. What do you think are the STRENGTHS of the decision-making process at Bakersfield College?

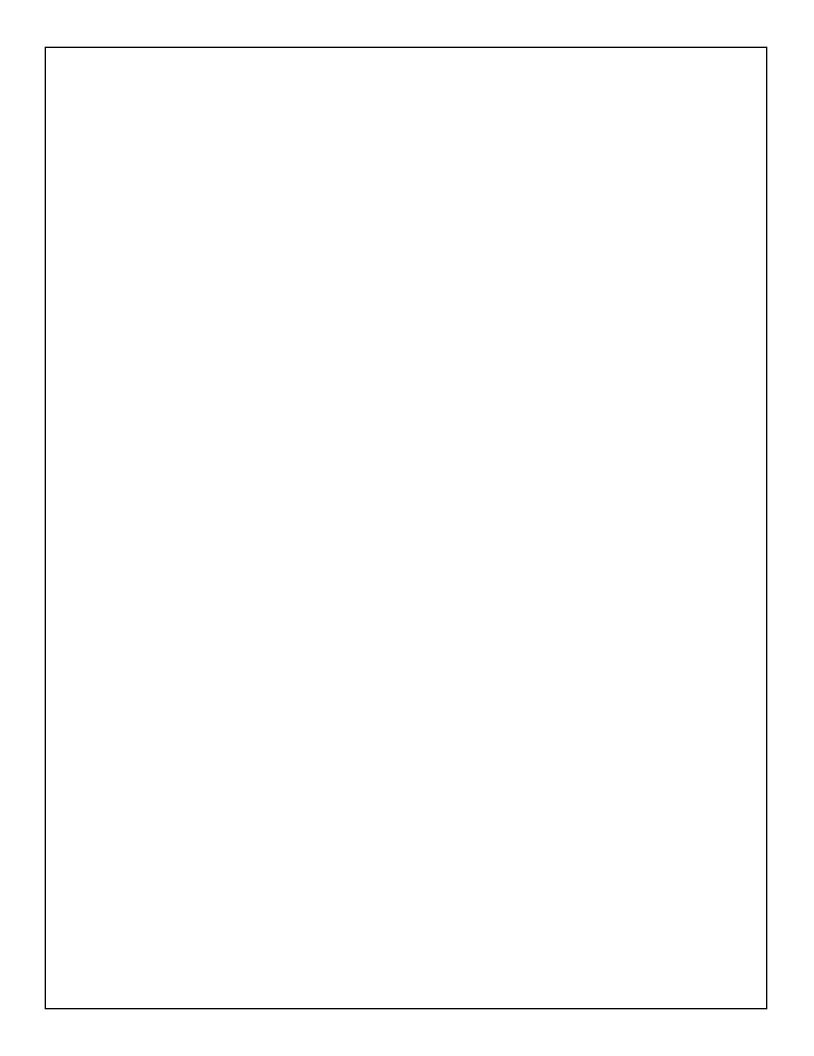


2. What do you think are the WEAKNESSES of the decision-making process at Bakersfield College?





Thank you for participating in this survey which will provide us with baseline responses for future comparisons.



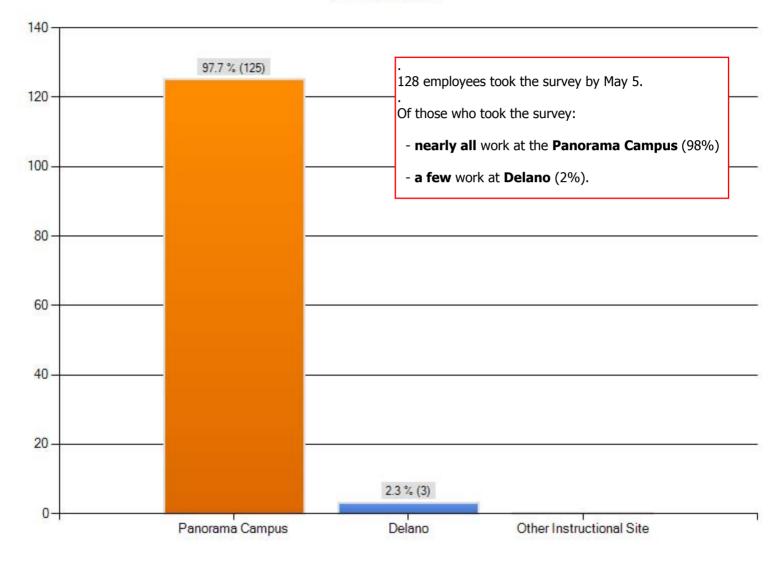
### (1) Location

- 128 BC employees took the survey by May 5.
- Of those who took the survey,
  - nearly all work at the Panorama Campus (98%)
    - o a few work at Delano (2%)
- (2) Employee Role
  - Top 3 roles of survey participant:
    - Faculty / Adjunct Faculty ... 64 %
    - Classified ...... 29 %
    - Department Chair ...... 9 %
    - 8 College Council members took survey
  - Note all 128 survey participants checked only one box
- (3) Adequate Representation
  - For ADEQUATE REPRESENTATION of employee groups in college-level decision making:
    - o about 1/3 of survey participants have No Opinion or Don't Know about SGA
    - o about 1/3 of survey participants Agree that CSEA, CCA, and ACADEMIC SENATE are
    - o nearly 1/2 of survey participants <u>Strongly Agree</u> that <u>ADMINISTRATION</u> is
- (4) Effectiveness of Decision-Making Processes
  - About 1/2 the survey participants Disagree/Strongly Disagree that BC decision-making processes are:
    - o transparent
    - o accountable
    - o inclusive
  - Note 111 people answered this question and the remaining questions.
- (5) Most responses about the <u>effectiveness</u> of decision-making processes are <u>not positive</u>: Rankings of the processes indicate:

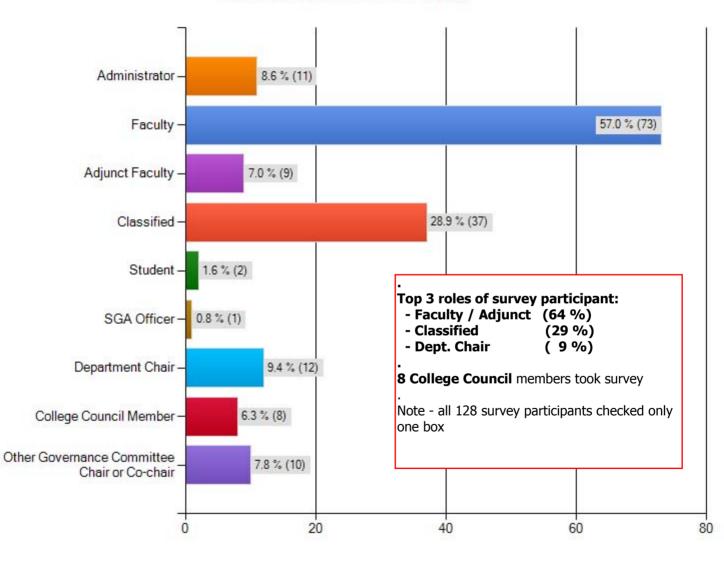
### Disagree/Strongly Disagree

- Effective use research/data ...... 41%
- (6) Read Documents
  - Nearly 80% of the participants read at least some of the draft documents about BC decision-making processes
- (7) Opinion of Documents
  - Opinions about the decision-making documents were neutral to positive:
    - Over 40% of survey participants think the documents are easy to understand (nearly 30% neutral);
    - About 30% think the documents are helpful (over 30% neutral).
- (8) Visits to College Council DMTF Web Site
  - Close to 1/2 the survey participants have visited the decision-making web site!

# Your Location:



Your Role: (Check all that apply)

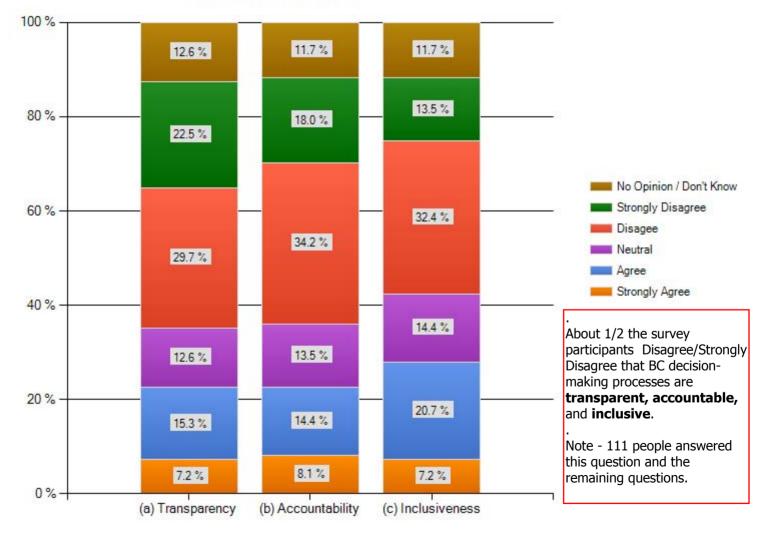


#### (a) The STUDENT GOVERNMENT 28.1 % 15.6 % 16.4 % 33.6 % ASSOCIATION is adequately represented in c... 3.1% 3.1% (b) The CSEA collective bargaining unit is adequately -32.8 % 9.4 % 14.8 % 14.1 % 22.7 % Stronaly Agree represented in ... Agree 6.3% Neutral (c) The CCA collective Disagee 32.8 % 18.0 % 15.6 % 18.0 % bargaining unit is adequately -Strongly Disagree represented in c... No Opinion / Don't Know 10.9 % For ADEQUATE REPRESENTATION (d) The ACADEMIC SENATE 34.4 % 12.5 % 21.1% 7.8% of employee groups in college-level is adequately represented in college-level de... decision making: 11.7% about **1/3** the survey participants (e) The ADMINISTRATION is have No Opinion or Don't Know 48.4 % 28.9 % 9.4 % adequately represented about SGA in college-level dec... about **1/3** the survey participants AGREE that CSEA, CCA, and ACADEMIC SENATE are 0% 20 % 40 % 60 % 80 % 100 9 - nearly **1/2** the survey participants Strongly Agree that

ADMINICTDATION in

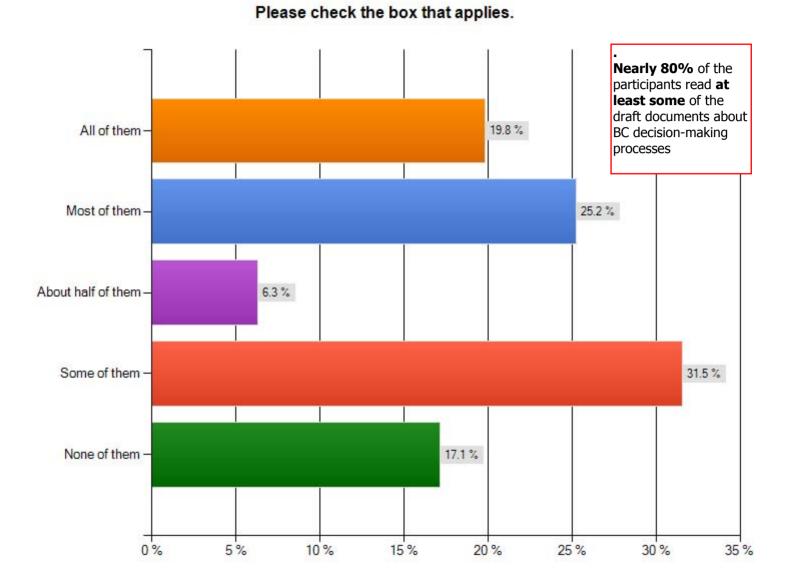
## Please indicate your agreement or disagreement with all of the following statements:

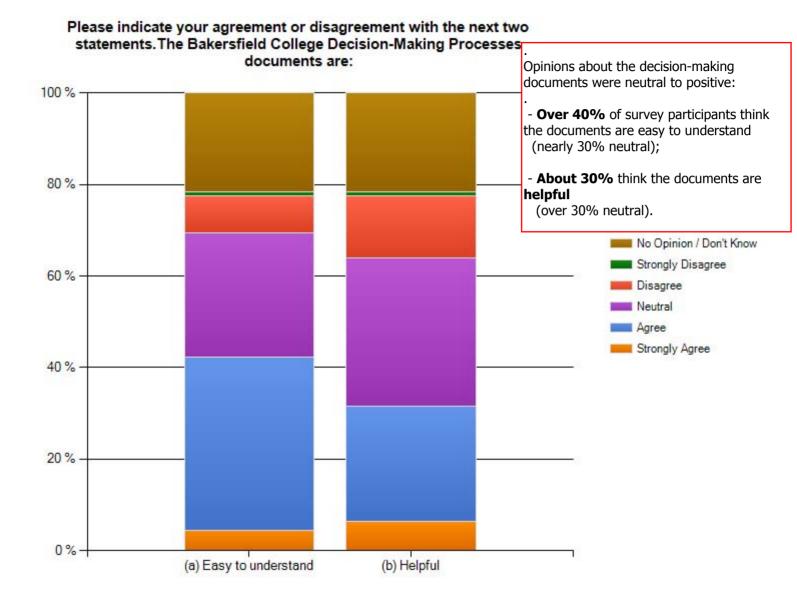
# Please indicate your agreement or disagreement with all of the following statements:



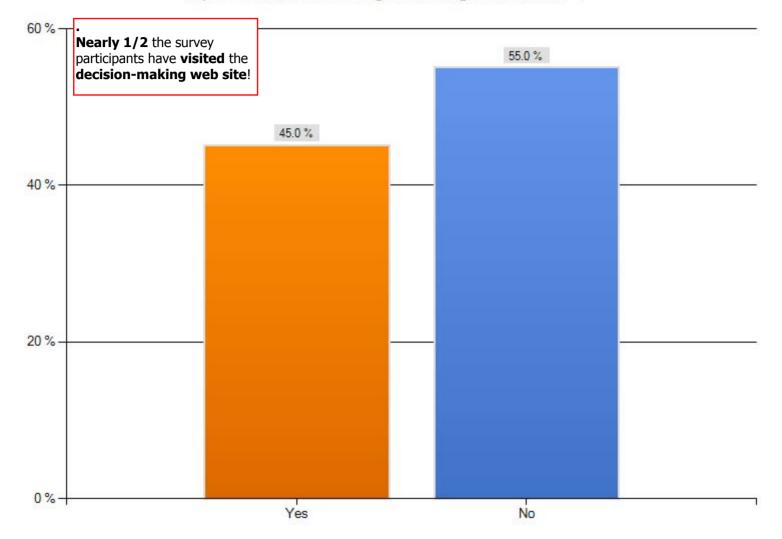
#### (a) The decision-making 24.3 % 17.1 % 31.5 % 9.9% 14.4% processes at Bakersfield -College make effecti ... 2.7 % (b) The decision-making 15.3 % 22.5 % 45.0 % 9.9 % processes at Bakersfield -College are timely. Stronaly Agree 1.8% Agree (c) The decision-making processes at Bakersfield -20.7 % 23.4 % 30.6 % 15.3% 9.9% Neutral College make good us... Disagree Strongly Disagree (d) Recommendations and 25.2 % 18.0 % 31.5 % input made through -14.4 % No Opinion / Don't Know participatory governance a... 3.6 % Rankings of the processes indicate: (e) Decisions at Bakersfield 13.5 % 21.6 % 33.3 % 26.1 % College are clearly -Disagree/Strongly Disagree: communicated to affe Clearly communicated to all 60% 1.8 % Timelv 55% (f) Overall, I feel that Effective overall 54% 19.8 % 17.1 % 19.8 % the Bakersfield College-34.2 % Good use of resources 46% decision making proc... Rec/input through partic. gover. 46% 2.7% Effective use - research/data 41% 0% 20% 40 % 60 % 80 % 100 %

# Please indicate your agreement or disagreement with all of the following statements:





### Have you visited the Decision-Making Task Force web site located at: http://www.bakersfieldcollege.edu/collegecouncil/dmtf/ ?





Your Location:							
		Response Percent	Response Count				
Panorama Campus		97.7%	125				
Delano		2.3%	3				
Other Instructional Site		0.0%	0				
	answere	ed question	128				
	skippe	ed question	0				

Your Role: (Check all that apply)									
		Response Percent	Response Count						
Administrator		8.6%	11						
Faculty		57.0%	73						
Adjunct Faculty		7.0%	9						
Classified		28.9%	37						
Student		1.6%	2						
SGA Officer		0.8%	1						
Department Chair		9.4%	12						
College Council Member		6.3%	8						
Other Governance Committee Chair or Co-chair		7.8%	10						
	answere	ed question	128						
	skippe	ed question	0						





Please indicate your agreement or	disagreeme	ent with a	II of the fo	ollowing sta	atements:			
	Strongly Agree	Agree	Neutral	Disagee	Strongly Disagree	No Opinion / Don't Know	Rating Average	Resp Cou
(a) The STUDENT GOVERNMENT ASSOCIATION is adequately represented in college-level decision making.	3.1% (4)	28.1% (36)	15.6% (20)	16.4% (21)	3.1% (4)	33.6% (43)	2.11	
(b) The CSEA collective bargaining unit is adequately represented in college-level decision making.	6.3% (8)	32.8% (42)	9.4% (12)	14.8% (19)	14.1% (18)	22.7% (29)	2.34	
(c) The CCA collective bargaining unit is adequately represented in college-level decision making.	10.9% (14)	32.8% (42)	18.0% (23)	15.6% (20)	4.7% (6)	18.0% (23)	2.76	
(d) The ACADEMIC SENATE is adequately represented in college- level decision making.	11.7% (15)	34.4% (44)	12.5% (16)	21.1% (27)	7.8% (10)	12.5% (16)	2.84	
(e) The ADMINISTRATION is adequately represented in college- level decision making.	48.4% (62)	28.9% (37)	9.4% (12)	3.9% (5)	0.8% (1)	8.6% (11)	3.95	
						answered	question	
						skipped	question	



Please indicate your agreement or disagreement with all of the following statements:									
	Strongly Agree	Agree	Neutral	Disagee	Strongly Disagree	No Opinion / Don't Know	Rating Average	Resp Cou	
(a) Transparency	7.2% (8)	15.3% (17)	12.6% (14)	29.7% (33)	22.5% (25)	12.6% (14)	2.17		
(b) Accountability	8.1% (9)	14.4% (16)	13.5% (15)	34.2% (38)	18.0% (20)	11.7% (13)	2.25		
(c) Inclusiveness	7.2% (8)	20.7% (23)	14.4% (16)	32.4% (36)	13.5% (15)	11.7% (13)	2.41		
answered question									
						skipped	question		



Please indicate your agreement or	Please indicate your agreement or disagreement with all of the following statements:										
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Opinion / Don't Know	Response Count				
(a) The decision-making processes at Bakersfield College make effective use of research and data.	2.7% (3)	24.3% (27)	17.1% (19)	31.5% (35)	9.9% (11)	14.4% (16)	111				
(b) The decision-making processes at Bakersfield College are timely.	1.8% (2)	15.3% (17)	22.5% (25)	45.0% (50)	9.9% (11)	5.4% (6)	111				
(c) The decision-making processes at Bakersfield College make good use of resources.	0.0% (0)	20.7% (23)	23.4% (26)	30.6% (34)	15.3% (17)	9.9% (11)	111				
(d) Recommendations and input made through participatory governance at Bakersfield College are considered.	3.6% (4)	25.2% (28)	18.0% (20)	31.5% (35)	14.4% (16)	7.2% (8)	111				
(e) Decisions at Bakersfield College are clearly communicated to affected stakeholders.	1.8% (2)	13.5% (15)	21.6% (24)	33.3% (37)	26.1% (29)	3.6% (4)	111				
(f) Overall, I feel that the Bakersfield College decision making processes are effective.	2.7% (3)	19.8% (22)	17.1% (19)	34.2% (38)	19.8% (22)	6.3% (7)	111				
answered question											
					skippe	d question	17				



Please check the box that applies.									
	All of them	Most of them	About half of them	Some of them	None of them	Rating Average	Response Count		
I have read the available draft documents of the Bakersfield College Decision-Making Processes.	19.8% (22)	25.2% (28)	6.3% (7)	31.5% (35)	17.1% (19)	2.99	111		
answered question									
skipped question							17		



Please indicate your agreement or disagreement with the next two statements. The Bakersfield College Decision-Making Processes documents are:

-								
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Opinion / Don't Know	Response Count	
(a) Easy to understand	4.5% (5)	37.8% (42)	27.0% (30)	8.1% (9)	0.9% (1)	21.6% (24)	111	
(b) Helpful	6.3% (7)	25.2% (28)	32.4% (36)	13.5% (15)	0.9% (1)	21.6% (24)	111	
	answered question					111		
	skipped question					17		



Have you visited the Decision-Making Task Force web site located at: http://www.bakersfieldcollege.edu/collegecouncil/dmtf/ ?								
		Response Percent	Response Count					
Yes		45.0%	50					
No		55.0%	61					
	answere	ed question	111					
	skipped question		17					