

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	Disagree	Strongly Disagree	No Opinion / Don't Know
(a) Transparency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(b) Accountability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(c) Inclusiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(b) The decision-making processes at Bakersfield College are timely.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(c) The decision-making processes at Bakersfield College make good use of resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(d) Recommendations and input made through participatory governance at Bakersfield College are considered.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(e) Decisions at Bakersfield College are clearly communicated to affected stakeholders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(f) Overall, I feel that the Bakersfield College decision making processes are effective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 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 Decision-Making Processes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(b) Helpful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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

Yes

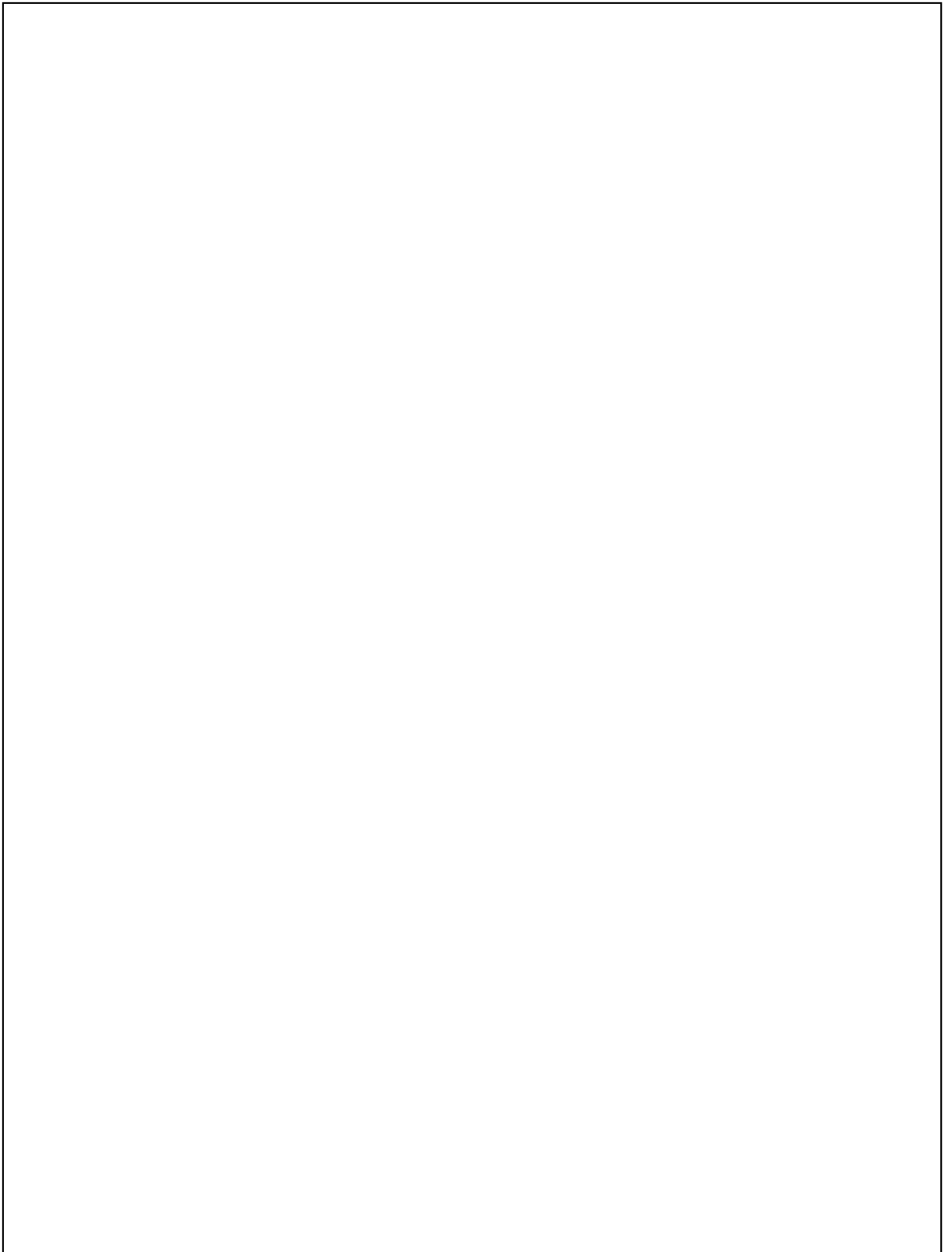
No

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?

3. What SPECIFIC SUGGESTIONS do you have for IMPROVING the decision-making processes at Bakersfield College?

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



Decision-Making Process Evaluation – Baseline Survey – Preliminary Results

(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%)
 - 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:
 - about 1/3 of survey participants have No Opinion or Don't Know about SGA
 - about 1/3 of survey participants Agree that CSEA, CCA, and ACADEMIC SENATE are
 - nearly 1/2 of survey participants Strongly Agree that ADMINISTRATION is

(4) Effectiveness of Decision-Making Processes

- About 1/2 the survey participants Disagree/Strongly Disagree that BC decision-making processes are:
 - transparent
 - accountable
 - inclusive
- Note - 111 people answered this question and the remaining questions.

(5) Most responses about the effectiveness of decision-making processes are not positive:

Rankings of the processes indicate:

- | | Disagree/Strongly Disagree |
|--|----------------------------|
| • Clearly communicated to stakeholders | 60% |
| • Timely | 55% |
| • Effective overall | 54% |
| • Good use of resources | 46% |
| • Recommendations/input – participatory governance | 46% |
| • 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

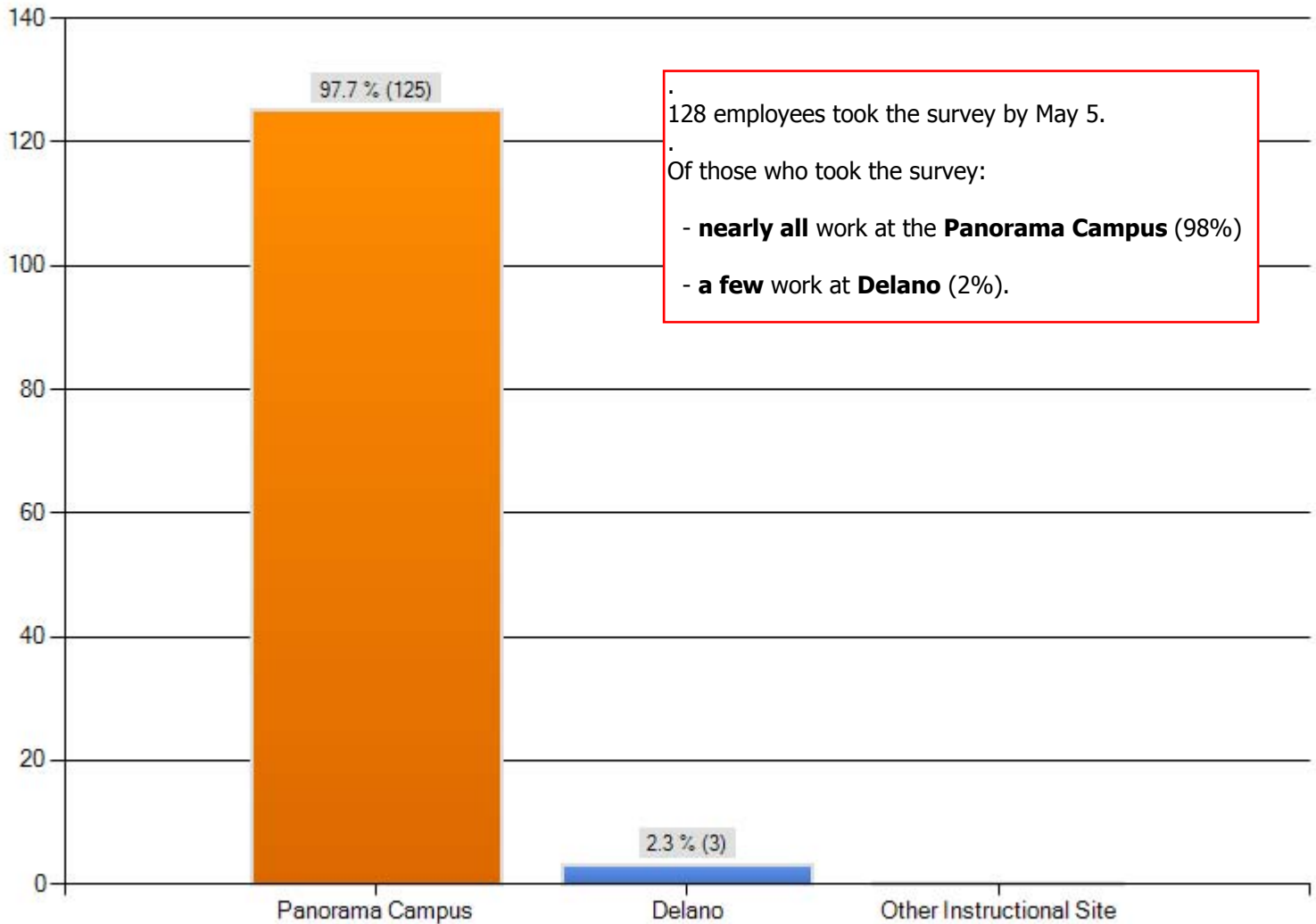
(7) Opinion of Documents

- 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

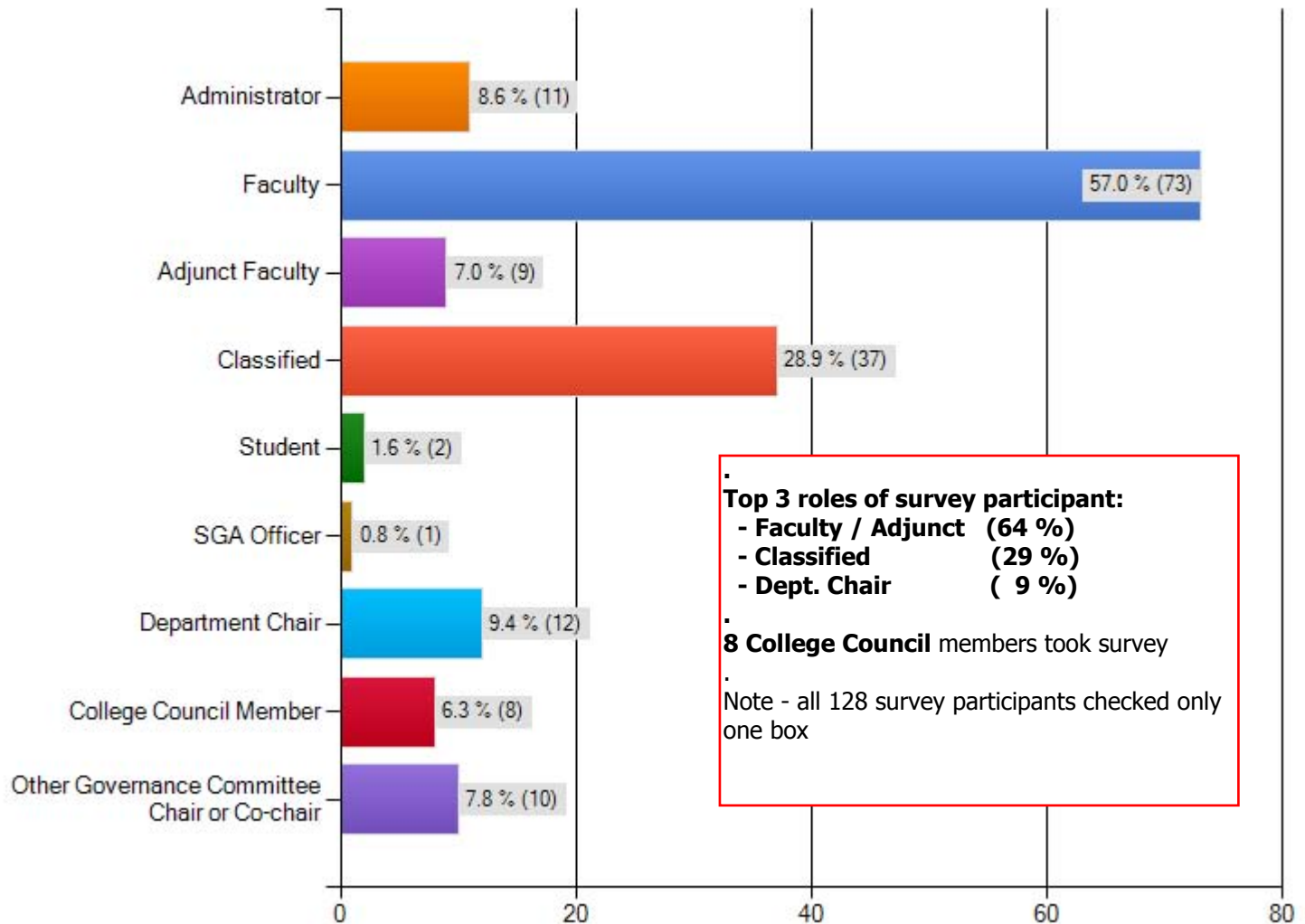
- Close to 1/2 the survey participants have visited the decision-making web site!

Your Location:

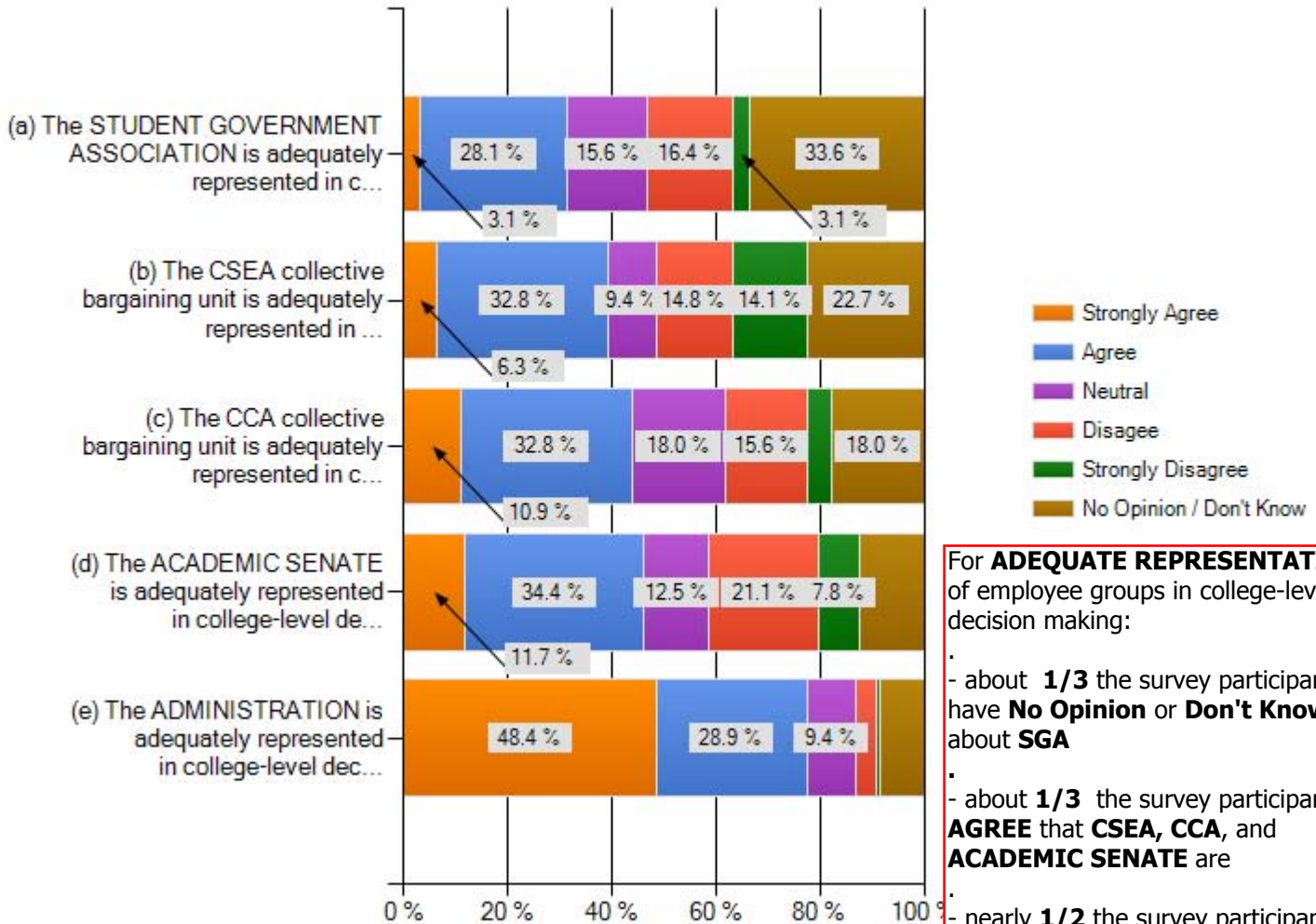


• 128 employees took the survey by May 5.
• Of those who took the survey:
- **nearly all** work at the **Panorama Campus** (98%)
- **a few** work at **Delano** (2%).

Your Role: (Check all that apply)



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



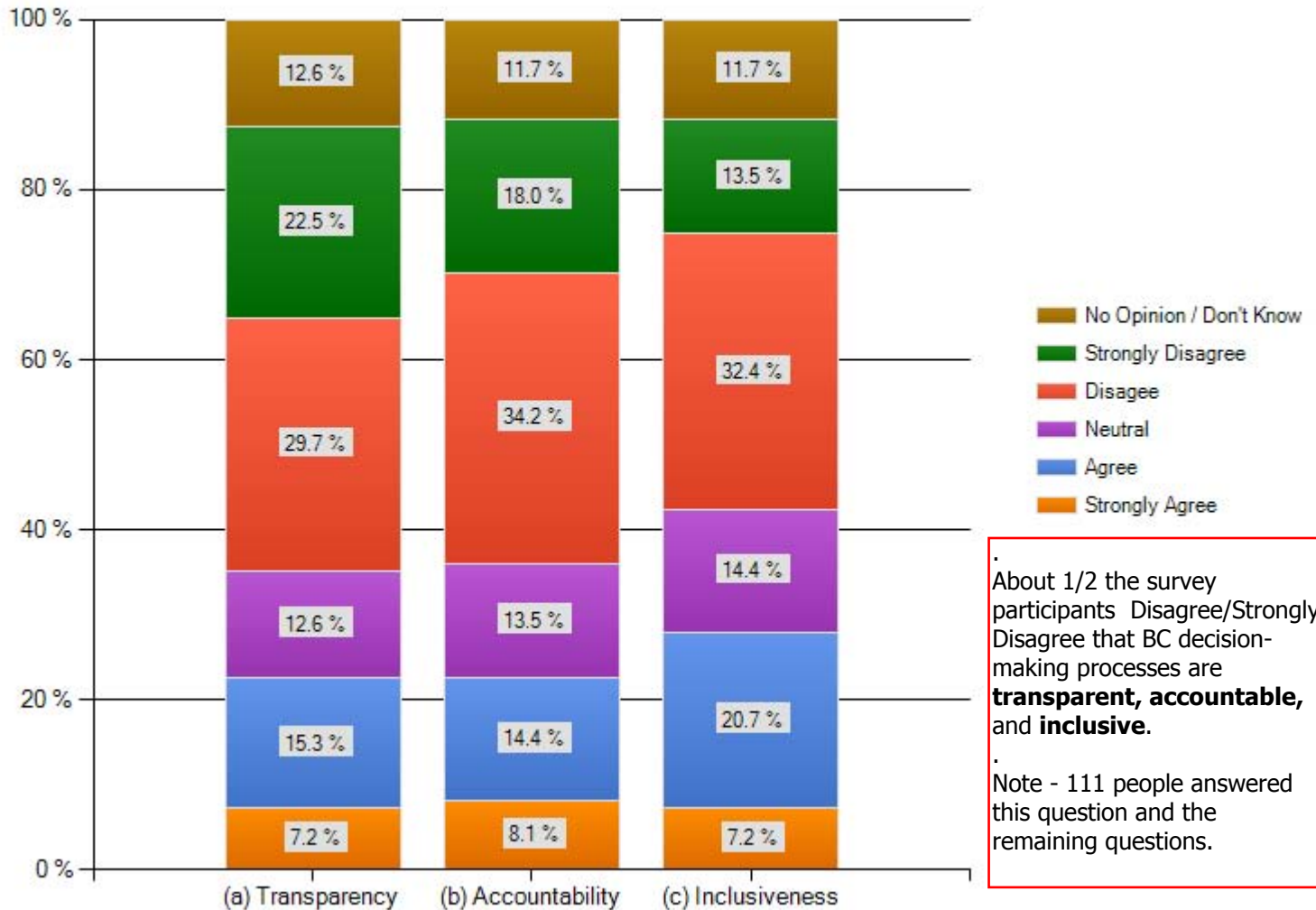
For **ADEQUATE REPRESENTATION** of employee groups in college-level decision making:

- about **1/3** the survey participants have **No Opinion** or **Don't Know** about **SGA**

- about **1/3** the survey participants **AGREE** that **CSEA, CCA,** and **ACADEMIC SENATE** are

- nearly **1/2** the survey participants **Strongly Agree** that **ADMINISTRATION** is

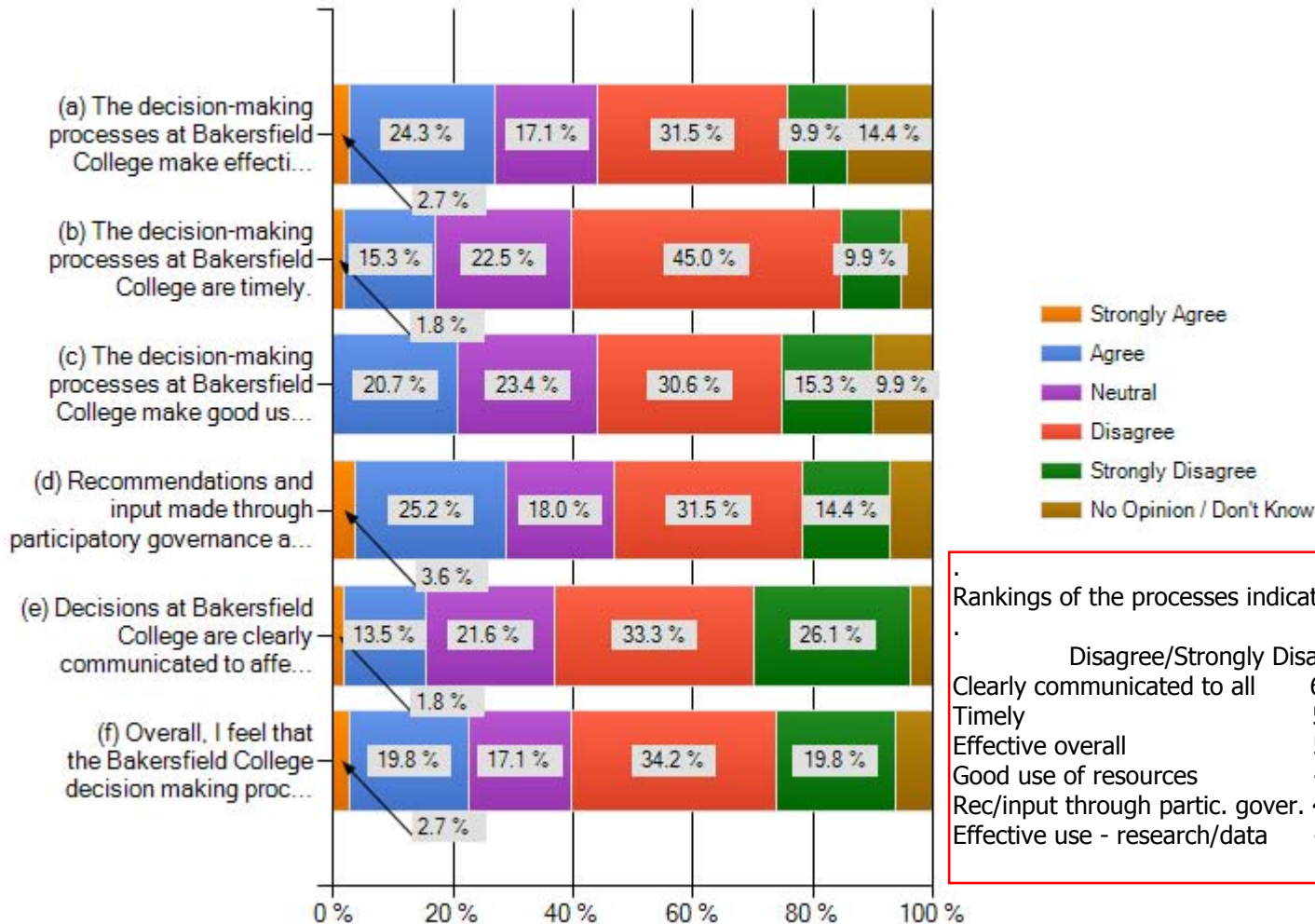
Please indicate your agreement or disagreement with all of the following statements:



• About 1/2 the survey participants Disagree/Strongly Disagree that BC decision-making processes are **transparent, accountable, and inclusive**.

• Note - 111 people answered this question and the remaining questions.

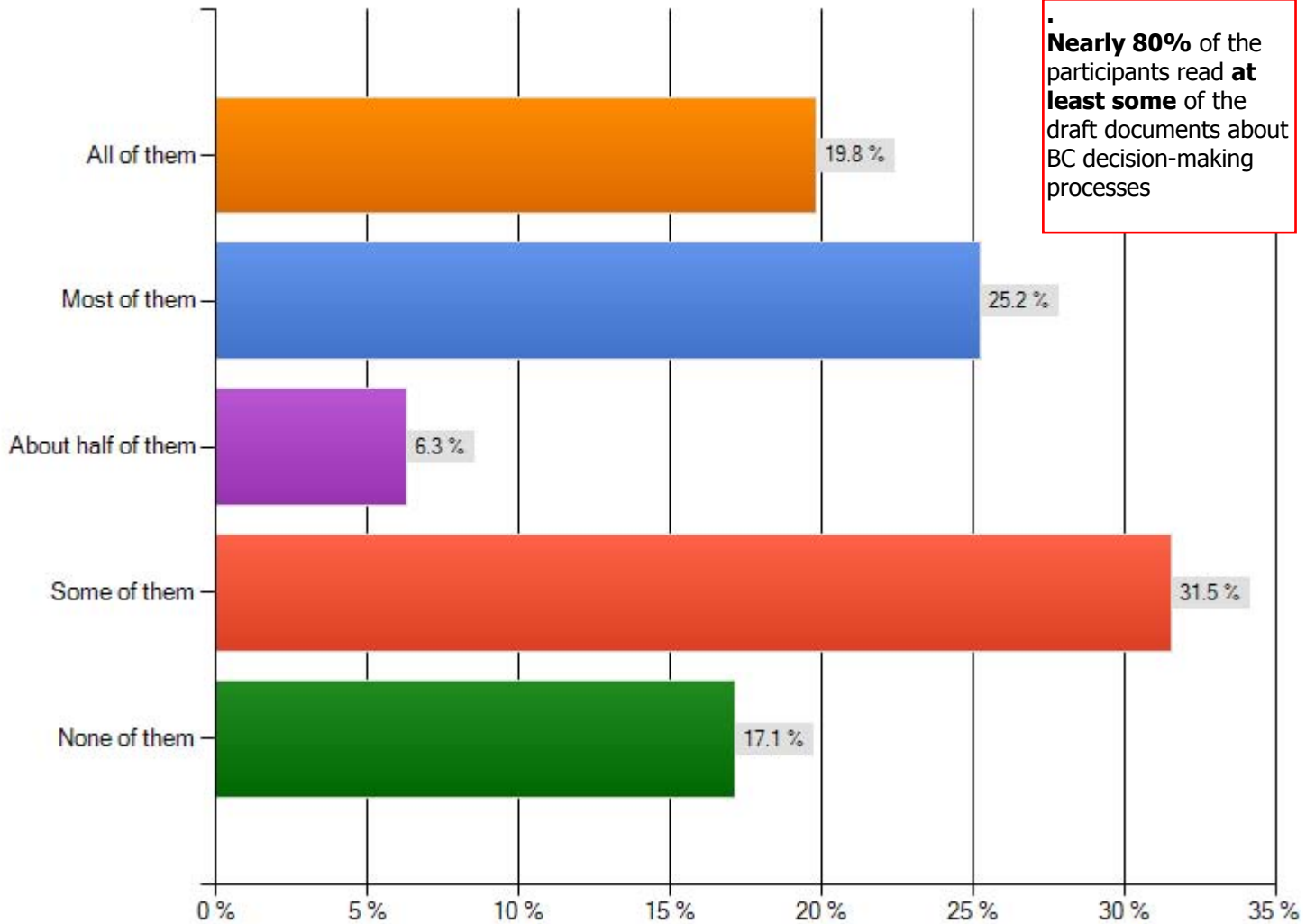
Please indicate your agreement or disagreement with all of the following statements:



Rankings of the processes indicate:

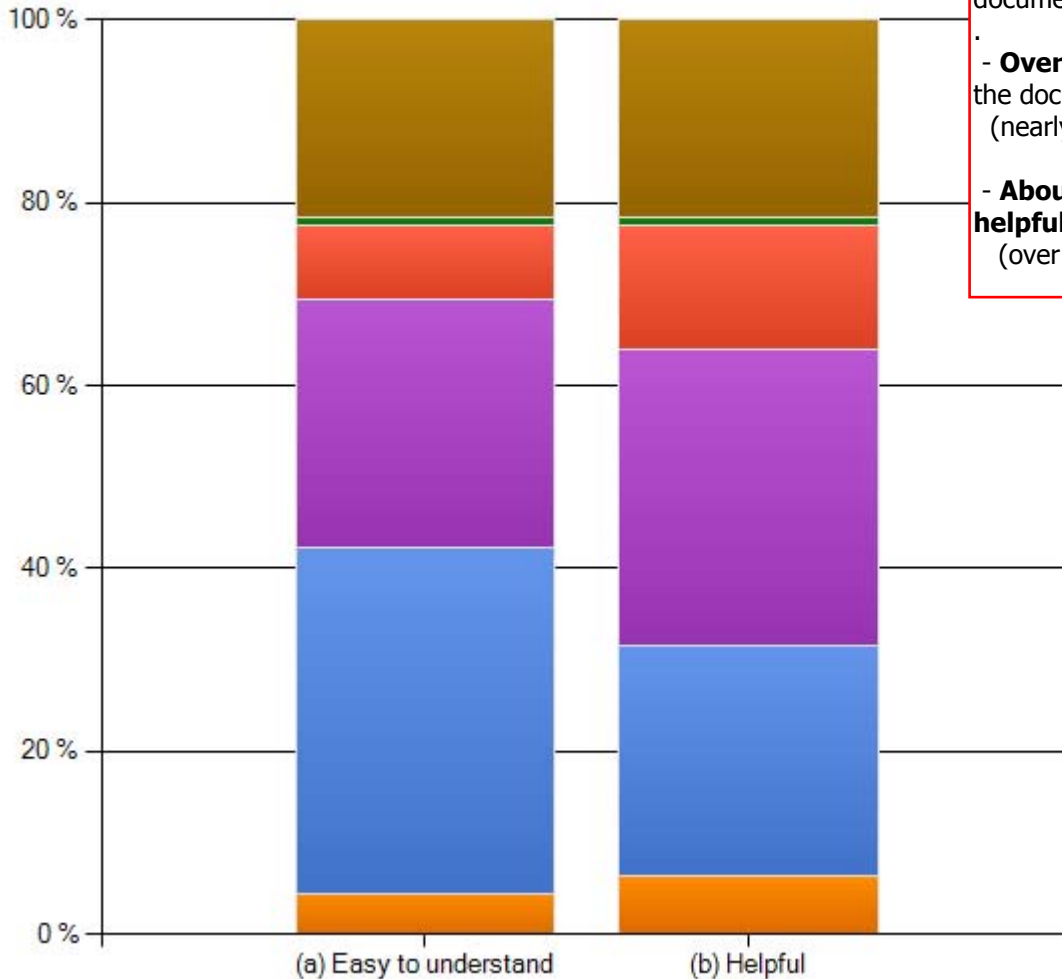
Disagree/Strongly Disagree:	
Clearly communicated to all	60%
Timely	55%
Effective overall	54%
Good use of resources	46%
Rec/input through partic. gover.	46%
Effective use - research/data	41%

Please check the box that applies.



• **Nearly 80%** of the participants read **at least some** of the draft documents about BC decision-making processes

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

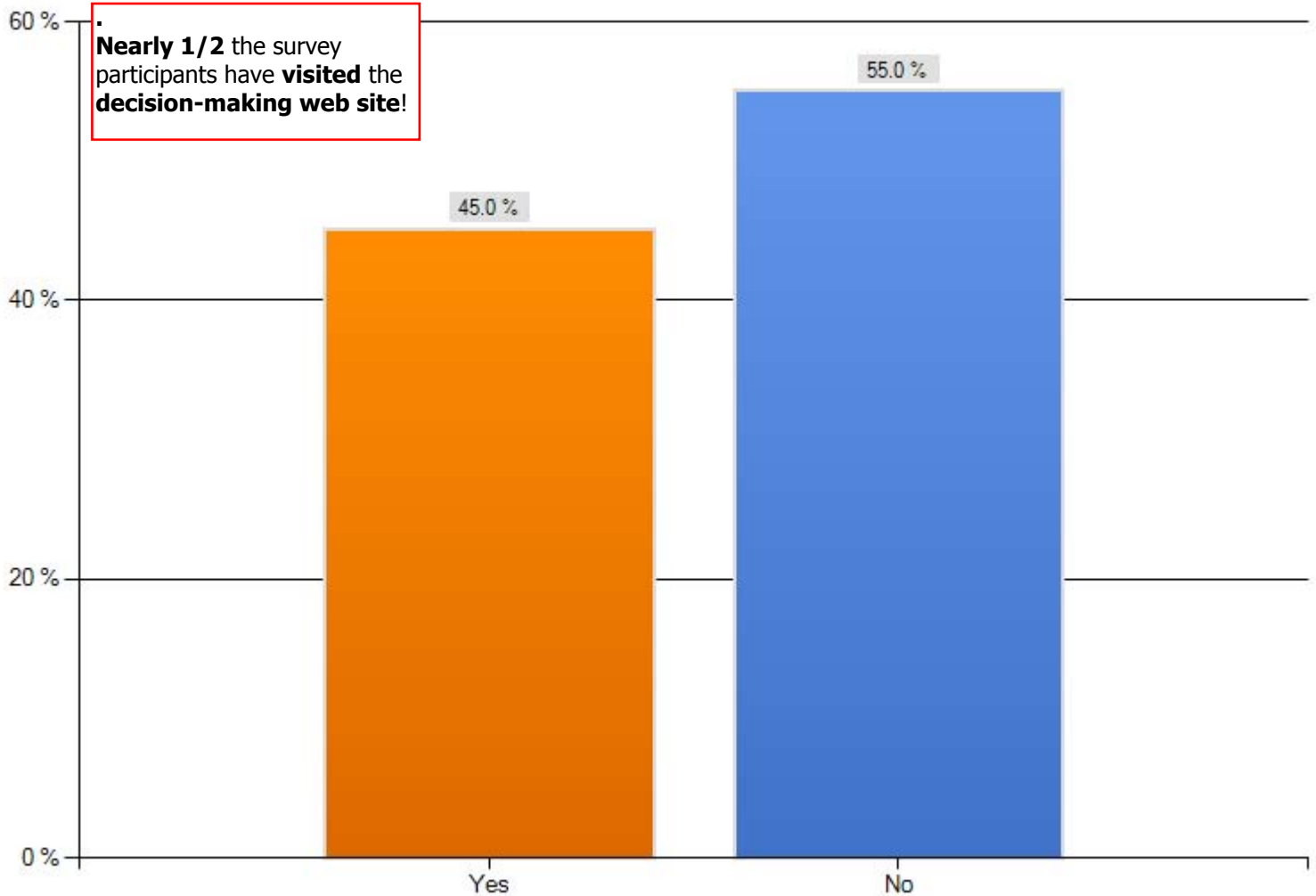


Opinions about the decision-making documents were neutral to positive:

- **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).

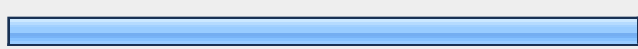

- No Opinion / Don't Know
- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

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




Decision Making Process Evaluation



Your Location:			
		Response Percent	Response Count
Panorama Campus		97.7%	125
Delano		2.3%	3
Other Instructional Site		0.0%	0
		<i>answered question</i>	128
		<i>skipped question</i>	0

Decision Making Process Evaluation

Your Role: (Check all that apply)			Response Percent	Response Count
Administrator	<input type="checkbox"/>		8.6%	11
Faculty	<input checked="" type="checkbox"/>		57.0%	73
Adjunct Faculty	<input type="checkbox"/>		7.0%	9
Classified	<input type="checkbox"/>		28.9%	37
Student	<input type="checkbox"/>		1.6%	2
SGA Officer	<input type="checkbox"/>		0.8%	1
Department Chair	<input type="checkbox"/>		9.4%	12
College Council Member	<input type="checkbox"/>		6.3%	8
Other Governance Committee Chair or Co-chair	<input type="checkbox"/>		7.8%	10
			<i>answered question</i>	128
			<i>skipped question</i>	0



Decision Making Process Evaluation

Please indicate your agreement or disagreement with all of the following statements:									
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Opinion / Don't Know	Rating Average	Response Count	
(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								

Decision Making Process Evaluation



Please indicate your agreement or disagreement with all of the following statements:									
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Opinion / Don't Know	Rating Average	Response Count	
(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		
	<i>answered question</i>								
	<i>skipped question</i>								

Decision Making Process Evaluation



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
	<i>answered question</i>						111
	<i>skipped question</i>						17

Decision Making Process Evaluation

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
	<i>answered question</i>						111
	<i>skipped question</i>						17


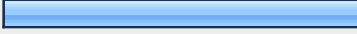
Decision Making Process Evaluation

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
	<i>answered question</i>						111
	<i>skipped question</i>						17

Decision Making Process Evaluation



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
			<i>answered question</i>	111
			<i>skipped question</i>	17