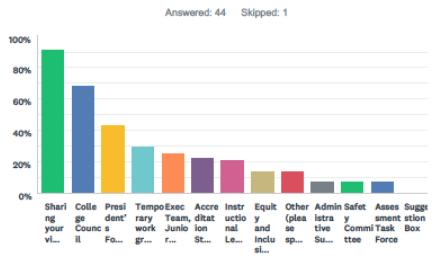# Summary of Results of the Sharing Your Views Survey
Administered March 2018
Discussed at CoCo April 13, 2018

Q1 This list shows the current avenues at OCCC for sharing your views. Please mark all you have participated in over the past 24 months.

Answered: 44   Skipped: 1

ANSWER CHOICES	RESPONSES	
Sharing your viewpoints with your supervisor	90.91%	40
College Council	68.18%	30
President's Forums or Yak & Snack	43.18%	19
Temporary work groups (examples: screening committee, task force on special project)	29.55%	13
Exec Team, Junior Exec Team, All Managers Group	25.00%	11
Accreditation Steering Committee	22.73%	10
Instructional Leadership Team	20.45%	9
Equity and Inclusion Committee	13.64%	6
Other (please specify)	13.64%	6
Administrative Support Knot (ASK)	6.82%	3
Safety Committee	6.82%	3
Assessment Task Force	6.82%	3
Suggestion Box	0.00%	0
Total Respondents: 44		

Question 4: What is your employee type?

ANSWER CHOICES	RESPONSES	
▼ Full Time Faculty	17.07%	7
▼ Part Time Faculty	39.02%	16
▼ Classified/Support	19.51%	8
▼ Administration	24.39%	10
TOTAL		**41**

Skipped this question: 4
One Administration response, do not count (Birgitte)
Total Survey Responses: 44

Question 2: For those you selected above, what was good about them and what could be improved? (Please reference what "avenues for sharing" you are commenting upon.)

Question 3: Do you think there should be additional ways to share your viewpoints? If so, for what purpose and how should it be structured?

Thematic Analysis of Responses to Q2 and Q3

Five major themes emerged across all responses as follows, in order of frequency of comments (major = 11 or more):

1. There are sufficient avenues for input at OCCC, and overall, they work well (30 comments)
2. There are also many opportunities to improve these avenues (21 comments)
   a. More/better structure
   b. Want time for sharing and listening
   c. Other ways OCCC could support participation
3. Sharing with supervisors is effective and works well for many employees (17 comments)
4. College Council is important, sometimes effective, and can be improved in structure and process. (14 comments)

Good things about College Council
   A. College Council is becoming a place to learn about big things going on. Q2
   B. There is a lot of information and discussions discussed... Q2
   C. College Council is getting better all the time (more focused and organized). Q2
   D. College Council allows us to consider items from multiple perspectives and with a cross-cut of stakeholder perspectives (full- and part-time faculty, staff, management, and student). Q2
   E. CoCo provides an opportunity to share any important college wide information. Q2
   F. Receive important feedback College Council – share thoughts, don't always feel as though they are 'acceptable' by other's reactions. Q2

Improving College Council
   A. College Council sometimes gets bogged down and makes it less attractive to attend. Q2
   B. There are agenda items that get more time than needed and others that get shut down/passed over. Q2

C. Keep meeting to an hour and more focused on actionable items. Q2
D. It could be improved by better knowing the purpose. Q2
E. I think the idea of a representative approach needs to be thought about. Sometimes it feels like a bunch of individual opinions. Q2
F. (Decision made, or a plan formulated) is much slower via College Council (than sharing with supervisor). Q2
G. College Council – share thoughts, don't always feel as though they are 'acceptable' by other's reactions. Q2
H. College Council: The meeting is not a good venue for sharing views. There is an overall culture of stifling questions and ignoring staff/faculty experience, which makes it difficult if not impossible for some people to share their views openly. Q2

5. College communication overall could be improved (11 comments)

Minor Themes

Also included as a theme (while only six comments, presumably these come from faculty and represent an important perspective.)
6. Interest in faculty only, or faculty-instruction only, group or meeting (6 comments)

Small clusters (four or less) of comments also appeared in these areas:
1. Administration needs to listen more
2. Input for/from classified employees
3. President forums
4. Avenues for Administrative employees
5. Not categorized (unclear how fits in survey topic and questions)

Six comments were referred for administrative follow-up, as they appeared to fall outside the context of the survey and can be better addressed via administrative review and action.

There are approximately 90 OCCC employees, including PT faculty. There were 44 responses to this survey, almost 50% of employees. Multiple reminders to complete the 5-minute survey were distributed.

Guidance from President Ryslinge to enhance CoCo's role in shared governance:

     a. For CoCo to fulfill its charter of being "Advisory to the President," CoCo should incorporate a representative model to ensure that advice from CoCo to the President represents College-wide consensus, or majority support if consensus is not available.

     b. Based on the feedback of the NWCCU Evaluation Committee, the President respectfully requests that the new CoCo model be finalized and implemented effective for AY 2018-2019, in order that she may report this updated status when presenting to the Commission in June 2018.

Next Steps for Survey Results:

1. The full thematic analysis (verbatim responses with minor redactions to preserve anonymity) will be posted on the CoCo webpage by April 20. An email will go out to the college letting people know where they can find the results.
2. Feedback that informs administrative action will be discussed at the 4/24/2018 All Managers Group meeting, and AMG will determine administrative next steps to be shared at CoCo in May.
3. Encourage CoCo to develop a mechanism (perhaps a work group or special sessions) to consider and act upon:
    a. These results,
    b. The results of the March shared governance activity (review of TBCC system),
    c. Feedback of the NWCCU evaluation committee regarding shared governance,
    d. President's Direction