Organizational Review Survey Summary

GAP
May 25, 2011
Background

- Origins in Accrediting Commission Recommendation #7
- Further recommendations from the California Collegiate Brain Trust
- Discussions within college participatory governance groups
- Multiple proposals presented and evaluated prior to decision
ACCJC Recommendation #7

“The team recommends that the college develop organizational structures and strategies to effectively provide administrative support and oversight necessary to accomplish the institution’s mission and purpose.”
Participation

- 98 Total Survey Participants
  - 44 Full-Time Faculty
  - 9 Associate Faculty
  - 27 Classified Staff
  - 18 Administrators/Managers/Supervisors

- 58% from Instruction, 25% from Student Services
- 79% at Mission for over 5 Years
Recurring Themes

- Unclear Roles and Responsibilities
Recurring Themes

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- Concerns with Implementing the Reorganization at a Time of Workforce Reductions
Recurring Themes

- Unclear Roles and Responsibilities
- Concerns with Implementing the Reorganization at a Time of Workforce Reductions
- Concern that Workloads have become Overwhelming at All Levels
Recurring Themes

-Unclear Roles and Responsibilities
-Concerns with Implementing the Reorganization at a Time of Workforce Reductions
-Concern that Workloads have become Overwhelming at All Levels
-Need for cost-savings financial information
Recurring Themes

- Unclear Roles and Responsibilities
- Concerns with Implementing the Reorganization at a Time of Workforce Reductions
- Concern that Workloads have become Overwhelming at All Levels
- Need for cost-savings financial information
Discussion

- Two Flip Charts
  - Parking Lot of Related Concerns
  - Ideas for Improvement
Ideas for Improvement

- **LEVEL 1**
  - Realistic short-term solutions; can be done fairly quickly and easily

- **LEVEL 2**
  - Mid-term solutions; can be done with more time and effort; may require some resources

- **LEVEL 3**
  - Long-term solutions; require more discussion and planning; may need to be integrated into other plans or processes
Discussion