

CURRENT GOVERNANCE ISSUES AT LTCC

FACULTY/STAFF EXPERIENCES SURVEY (FSES) RESULTS – FALL 2010

OVERVIEW

Information presented below was derived from the Faculty/Staff Experiences Survey (FSES) conducted in Fall 2010 in support of the Accreditation Self Study of LTCC. Questions were asked to specifically assess governance at LTCC. The results of those questions and select comments that highlight issues to be addressed are included below.

Question 15

LTCC policies for participation in the decision-making process are effective.

Answer Options	Response %	Response #
Strongly Agree	2.9%	3
Agree	36.9%	38
Disagree	26.1%	30
Strongly Disagree	14.6%	15
I Do Not Know	16.5%	17

COMMENT

- Decisions are made without regard to the best interest of the departments, staff and LTCC as a whole. Input from those involved is not always sought. Depending upon the decision to be made, established policies may or may not be followed. Policies for decision-making should be reviewed and revised.

Question 16

Faculty/staff/administrators have a sufficient role in College governance. (Please respond based on your constituent membership)

Answer Options	Response %	Response #
Strongly Agree	8.7%	9
Agree	41.7%	43
Disagree	24.3%	25
Strongly Disagree	11.7%	12
I Do Not Know	13.6%	14

COMMENTS

- I believe we need to reexamine AB1725 and educate the campus community more thoroughly on the definition of "shared governance." We have interpreted it as meaning that all constituents have an equal voice in all campus matters, and I do not believe that is the correct interpretation.
- Faculty voice is weak, outnumbered, because of the divide and rule tactics from the past.
- I believe, though it is not a popular belief on this campus, that there are some areas where faculty should have a more "influential voice." At the same time, I think there are areas that faculty are spending a lot of time and energy on that really fall outside of the 10+1 and should be entrusted to the administrators and/or staff.

- It seems that even IF classified employees are allowed to sit at the decision-making table, their ideas carry less weight than those of faculty or admin. It is as though classified employees couldn't possibly understand what the college needs because they aren't educated enough. While this is not what everyone thinks there are enough that make us feel less empowered.
- As in my answer to #5, I do believe that everyone has a "sufficient" role, but in some cases I believe that voice is too strong for some groups and in other situations for other groups, it is too weak. I believe, for example, that faculty should have a more influential (voting) power in academic matters than they currently do on our shared governance bodies.

Question 17

Faculty/staff/administrators exercise a sufficient role in College policies, planning, and budget. (Please respond based on your constituent membership)		
Answer Options	Response %	Response #
Strongly Agree	6.8%	9
Agree	35.9%	37
Disagree	30.1%	31
Strongly Disagree	15.5%	16
I Do Not Know	9.7%	10

Question 18

Faculty and staff have effective mechanisms for providing input into College decision-making.		
Answer Options	Response %	Response #
Strongly Agree	8.7%	9
Agree	35.9%	37
Disagree	30.1%	31
Strongly Disagree	15.5%	16
I Do Not Know	9.7%	10

COMMENTS

- There seems to be somewhat of a breakdown in some areas of communication and providing all information required for making informed decisions.
- I do not entirely disagree with this statement, but as in my answers above, I do not feel like our current shared governance bodies are as effective as they could be.

Question 19

Faculty and staff have effective mechanisms for providing input into College decision-making.		
Answer Options	Response %	Response #
Strongly Agree	12.65	13
Agree	46.6%	48
Disagree	7.8%	8
Strongly Disagree	6.8%	7
I Do Not Know	26.2%	27