
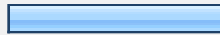


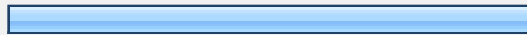
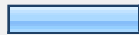




# Classified Participation in Community College Governance

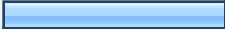
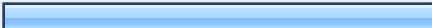
1. In general, how would you characterize the members of your senate?			
		Response Percent	Response Count
of mostly new employees, 1-5 years employment with the college/district		4.7%	3
of mostly experienced employees, that have been with the district between 5-15 years		32.8%	21
of mostly the "seasoned" employees, of the district between 15-30+ years		1.6%	1
<b>of mostly a balanced mix of employees, relative to their lengths of employment with the district</b>		<b>60.9%</b>	<b>39</b>
<i>answered question</i>			<b>64</b>
<i>skipped question</i>			<b>3</b>

2. Do you know the functions of your Classified Senate (Classified Council or Classified Association) and could you easily describe them to others as needed?			
		Response Percent	Response Count
Yes		80.3%	53
No		19.7%	13
<i>answered question</i>			<b>66</b>
<i>skipped question</i>			<b>1</b>


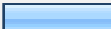
**3. Did you know that your Classified Senate was established and approved by the classified staff at your college?**

		Response Percent	Response Count
Yes		93.9%	62
No		6.1%	4
		<i>answered question</i>	<b>66</b>
		<i>skipped question</i>	<b>1</b>

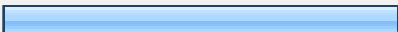
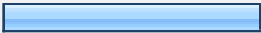
**4. Has your classified senate or district ever provided an orientation or training session, which included your classified staff, on your local governance structure and classified opportunities to participate?**

		Response Percent	Response Count
Yes		33.9%	21
No		66.1%	41
		<i>answered question</i>	<b>62</b>
		<i>skipped question</i>	<b>5</b>

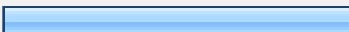
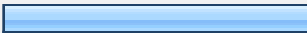
**5. In addition to attending a meeting that is directly required by an individual's primary job duties, does your classified staff regularly attend governance meetings as senate or staff representatives?**

		Response Percent	Response Count
Yes		83.3%	55
No		16.7%	11
		<i>answered question</i>	<b>66</b>
		<i>skipped question</i>	<b>1</b>

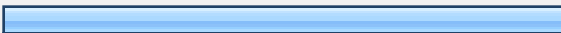

**6. Although Classified Senate meetings are "open" meetings, does your Classified Senate have a "general" meeting, at least once a year, where all classified staff are allowed and encouraged to attend?**

		Response Percent	Response Count
Yes		60.9%	39
No		39.1%	25
		<i>answered question</i>	<b>64</b>
		<i>skipped question</i>	<b>3</b>

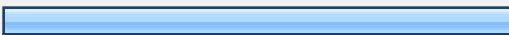
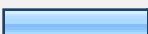
**7. Working with your district and/or union, does your classified senate provide a "classified retreat" for your staff, for the purposes of personal development, networking between the staff and/or learning about college/district governance related issues?**

		Response Percent	Response Count
Yes		53.1%	34
No		46.9%	30
		<i>answered question</i>	<b>64</b>
		<i>skipped question</i>	<b>3</b>

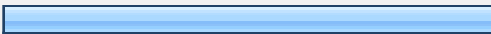
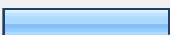
**8. Has anyone on your classified senate ever attended a 4CS Meeting?**

		Response Percent	Response Count
Yes		86.4%	51
No		13.6%	8
		<i>answered question</i>	<b>59</b>
		<i>skipped question</i>	<b>8</b>

**9. Does your district or classified senate, regularly send classified employees to the "Classified Leadership Institute" sponsored by 4CS (California Community Colleges Classified Senate) and CCLC (Community College League of California)?**

		Response Percent	Response Count
Yes		78.0%	46
No		22.0%	13
<i>answered question</i>			59
<i>skipped question</i>			8

**10. If asked to do so, could you explain to others the differences between governance and collective bargaining issues?**

		Response Percent	Response Count
Yes		75.0%	48
No		25.0%	16
<i>answered question</i>			64
<i>skipped question</i>			3

**11. How does your classified senate store and share its records and procedures, and have them available for use by future senates with new members?**

		Response Count
		56
<i>answered question</i>		56
<i>skipped question</i>		11










12. While or after serving on your classified senate, what advantages in knowledge, experiences, or skills did you gain by participating and contributing?		Response Count
		50
	<i>answered question</i>	50
	<i>skipped question</i>	17

13. If you were to encourage others to become active in your local governance activities including serving on your senate, what would you say to others to encourage them to participate?		Response Count
		51
	<i>answered question</i>	51
	<i>skipped question</i>	16

14. What actions does your classified senate take to encourage participation in governance activities (including joining the senate)?		Response Count
		48
	<i>answered question</i>	48
	<i>skipped question</i>	19

**15. For those who do not now participate in governance activities at your college/district, what do you think are the primary "reasons"? (please indicate the top six (6) as best as you can.)**

		<b>Response Percent</b>	<b>Response Count</b>
A. lack of knowledge about the college/district and its governance processes		40.7%	24
B. not part of our jobs		27.1%	16
C. lack of specific training on how to serve on a committee		15.3%	9
<b>D. time constraints</b>		<b>81.4%</b>	<b>48</b>
E. no knowledge as to what the classified senate does		33.9%	20
F. never been individually invited or asked to participate		8.5%	5
G. job responsibilities prohibit it		40.7%	24
H. supervisors does not encourage it		42.4%	25
I. co-workers do not support each other participating		11.9%	7
J. shy - don't like to speak-out in public		35.6%	21
K. our input will not make a difference in the final decisions, anyway		32.2%	19
L. do not need the added stress		28.8%	17
M. do not need the added work, potentially associated with participation		40.7%	24
N. do not care about the college and its mission enough to participate		13.6%	8
O. not our responsibility to contribute to the "direction" of the college		1.7%	1

P. do not feel that we have anything to contribute, beyond our daily work		8.5%	5
Q. afraid of repercussions at work if we participate		30.5%	18
R. already volunteering and contributing to other community organizations		6.8%	4
S. family responsibilities and other interests prevent us from doing more at work		32.2%	19
T. we have no real governance at our college		11.9%	7
U. we do not really have a college culture that would accept our ideas		8.5%	5
V. our union represents us in all matters relative to the college/district		3.4%	2
W. already volunteering to help the union, can't do more at this time		5.1%	3
X. there are no committees or openings on committees that I am interested in serving on		3.4%	2
		Other:	4
		<b>answered question</b>	<b>59</b>
		<b>skipped question</b>	<b>8</b>

16. In summary, what is the most important benefits that classified staff receive by having an active classified senate?		
		Response Count
		49
	<b>answered question</b>	<b>49</b>
	<b>skipped question</b>	<b>18</b>

## Classified Participation in Community College Governance

How does your classified senate store and share its records and procedures, and have them available for use by future senates with new members?		
		Response Count
		56
<i>answered question</i>		56
<i>skipped question</i>		11

Response Text		
1	e-mail and website	Jun 1, 2009 9:10 PM
2	Secretary of Senate keeps information and on our website.	Jun 1, 2009 9:12 PM
3	website.	Jun 1, 2009 9:15 PM
4	Our constitution and bylaws are available online as well as some of our other documents. If something is needed that is not there, we are welcome to share in any way needed.	Jun 1, 2009 9:15 PM
5	E-mail distribution, Website and USB stick	Jun 1, 2009 9:15 PM
6	We have a office where all records are stored.	Jun 1, 2009 9:16 PM
7	I do not know	Jun 1, 2009 9:20 PM
8	traditional files and on a shared file on the campus computer network	Jun 1, 2009 9:24 PM
9	Records and procedures are available on the Classified Senate website that is part of the campus webpage.	Jun 1, 2009 9:25 PM
10	Email; website	Jun 1, 2009 9:26 PM
11	We have an online web site designed for the use, sharing and storage for Classified Employees	Jun 1, 2009 9:26 PM
12	In process of updating our web site where all of this information will be provided. Currently, it is "housed" in classified senate office and is distributed to new Senators and committee members.	Jun 1, 2009 9:28 PM
13	online at <a href="http://www.chaffe.edu">www.chaffe.edu</a>	Jun 1, 2009 9:28 PM
14	On our shared drive.	Jun 1, 2009 9:29 PM
15	Everything is in our website. But, hardcopies are available as well.	Jun 1, 2009 9:30 PM
16	The former secretary has the records. They are only shared if someone asks for them.	Jun 1, 2009 9:38 PM
17	Meeting minutes	Jun 1, 2009 9:45 PM
18	Senate keeps records in the Senate office as well as posting our meeting dates and minutes on the Senate website.	Jun 1, 2009 9:47 PM
19	Website, and hard copy binders	Jun 1, 2009 9:50 PM
20	Posted on the FC Classified Senate website, and stored on an external drive.	Jun 1, 2009 9:55 PM
21	email, minutes from meetings.	Jun 1, 2009 10:03 PM
22	Classified Senate has it own online website.	Jun 1, 2009 10:16 PM
23	On a website.	Jun 1, 2009 10:18 PM
24	They are stored on an external hard drive and in a file cabinet.	Jun 1, 2009 10:18 PM
25	We keep records of every meeting.	Jun 1, 2009 10:19 PM

Response Text		
26	Our senate has a half time administrative assistant who would be able to provide the past information.	Jun 1, 2009 10:23 PM
27	we don't have a store?	Jun 1, 2009 10:27 PM
28	I do not know	Jun 1, 2009 10:37 PM
29	We have manuals that we pass down. We have a website to obtain information. We have backup disks with the information contained on them.	Jun 1, 2009 10:48 PM
30	There are times we do not have the time to be able to do this.	Jun 1, 2009 10:56 PM
31	It is available on the website.	Jun 1, 2009 10:59 PM
32	Minutes are kept from monthly meetings and stored on a program called MCSHare where everyone can access files if need be.	Jun 1, 2009 11:03 PM
33	Classified Senate Office files and electronic copies.	Jun 1, 2009 11:07 PM
34	The minutes are posted on the Website, as well as each building's Senator is supposed to disseminate all info (minutes, updates, issues, etc.) either in person, by e-mail, or by inter-office mail. Mine does this regularly.	Jun 1, 2009 11:24 PM
35	Via Website or Email	Jun 1, 2009 11:44 PM
36	Yes	Jun 2, 2009 12:00 AM
37	everything is available online or in digital format elsewhere.	Jun 2, 2009 2:29 PM
38	I don't know.	Jun 2, 2009 2:36 PM
39	Classified Senate Website	Jun 2, 2009 3:40 PM
40	In a binder	Jun 2, 2009 4:07 PM
41	binders	Jun 2, 2009 4:13 PM
42	our agenda, minutes and meeting highlights are on the CS website and sent out to all classified. we have a folder on the shared drive and current senate members have access to those files during their terms.	Jun 3, 2009 1:43 AM
43	do not know	Jun 3, 2009 2:24 PM
44	They are filed in the Classified Senate office.	Jun 3, 2009 3:14 PM
45	Email and M drive storage	Jun 3, 2009 3:54 PM
46	I do not know.	Jun 3, 2009 4:38 PM
47	The meeting agendas are posted online.	Jun 3, 2009 5:31 PM
48	Online and hard copy.	Jun 3, 2009 6:10 PM
49	They are store in two places. Presidents office and in the library	Jun 3, 2009 9:25 PM
50	It is passed along in a binder per officer.	Jun 4, 2009 3:42 AM
51	email sharing	Jun 4, 2009 3:43 PM
52	We are beginning the process of storing digital files in a central location. Until now, a binder and other materials have been handed over to the new president usually.	Jun 4, 2009 6:00 PM
53	Website	Jun 8, 2009 5:01 PM
54	We have an Classified Senate Office with a part time administrative assistant who maintains all senate records and the senate meets at least twice each month to share information.	Jun 11, 2009 10:59 PM
55	Classified Senate website	Jun 15, 2009 3:49 PM
56	Classified Senate has a webside <a href="http://classifiedsenate.fullcoll.edu/">http://classifiedsenate.fullcoll.edu/</a> for information, records, etc.	Jun 29, 2009 5:19 PM

## Classified Participation in Community College Governance

While or after serving on your classified senate, what advantages in knowledge, experiences, or skills did you gain by participating and contributing?		
		Response Count
		50
<i>answered question</i>		50
<i>skipped question</i>		17

Response Text		
1	The importance of shared governance and what happens behind the scene in management.	Jun 1, 2009 9:12 PM
2	involvement when it comes to classified.	Jun 1, 2009 9:15 PM
3	I gained a better knowledge of the ins and outs of the college decision making process. It helped me to understand my responsibility to keep those informed around me as well.	Jun 1, 2009 9:15 PM
4	It gave me the "big" picture of how classified can truly effect the voice of the classified through shared governance, sharing monthly reports with the Board, holding classified staff appreciation day. I have truly gained the importance and significance of a "team".	Jun 1, 2009 9:15 PM
5	I have learned alot about shared governance.	Jun 1, 2009 9:16 PM
6	better connections with the different areas on campus, know where to get the information needed on campus issues	Jun 1, 2009 9:24 PM
7	Until I served on the executive board, I did not know what our Classified Senate did. I am learning its functions and am better able to share this information with other classified staff members on our campus.	Jun 1, 2009 9:25 PM
8	Learning more about the college and interacting with staff members I had never met.	Jun 1, 2009 9:25 PM
9	Broadened my knowlege and understanding of how the college and district function at all levels; valuable networking opportunities	Jun 1, 2009 9:26 PM
10	Mt y experience on this committee has taught me the importance of collegial consultation and it has empowered me with knowledge enough to share and recruit more members	Jun 1, 2009 9:26 PM
11	The process of how the college "works". The value of Classified Professionals on all committees. The opportunity to meet staff in all constituent groups	Jun 1, 2009 9:28 PM
12	Too many to mention. Been doing this a long time.	Jun 1, 2009 9:29 PM
13	I gained a better understanding of the roles between our union and classified senate. It was also a great opportunity to network. Also, it was a open door to expand beyond my own working area and learn more about the campus I serve.	Jun 1, 2009 9:30 PM
14	I gained the knowledge that the senate was highly disfunctional and relied on the Union leadership for everything. I also found out that the senate wasn't the governance body at all.	Jun 1, 2009 9:38 PM
15	A better understanding of the importance of shared governance.	Jun 1, 2009 9:45 PM

Response Text		
16	First hand knowledge of the shared governance process. Opportunity to work with college staff and faculty to support student scholarships. Assist in preparing guidelines, criteria for the hiring process of classified staff. Be a part of the voice promoting shared governance.	Jun 1, 2009 9:47 PM
17	I had the experience of communicating with my assigned constiuent group, I learned alot about different points of view through this exchange of ideas.	Jun 1, 2009 9:50 PM
18	Have a better understanding of participatory governance, and feel better-connected to the college administration.	Jun 1, 2009 9:55 PM
19	Well, I have been able to work close with faculty senate, that was new and the present president, Carlotta Campbell, wanted to make sure classified were included when we needed to be. Also, work with other committee chairs.	Jun 1, 2009 10:03 PM
20	Knowledge of what classified senate does. Getting to know others in their environment.	Jun 1, 2009 10:16 PM
21	Have not been a particapant.	Jun 1, 2009 10:18 PM
22	I was more familiar with people on campus and what departments they worked in and the issues that were on the minds of Classified Staff.	Jun 1, 2009 10:18 PM
23	You learn to share your ideas and learn from others while also learning about leadership.	Jun 1, 2009 10:19 PM
24	Working with staff members from different areas of the campus and hearing their perspective on different issues.	Jun 1, 2009 10:23 PM
25	serious leadership skills and well as patience and the ability to understand that everyone isnt the same! :)	Jun 1, 2009 10:27 PM
26	I have not served on my classified senate	Jun 1, 2009 10:37 PM
27	I was able to have a voice in gathering feedback both positive and negative and identify areas of improvement.	Jun 1, 2009 10:48 PM
28	I saw a ton of BS that really did go on first hand as opposed to hearing about it second-hand.	Jun 1, 2009 10:56 PM
29	I now know the difference between classified senate and CSEA.	Jun 1, 2009 10:59 PM
30	I've learned how to be more interactive in campus activities.	Jun 1, 2009 11:03 PM
31	First hand knowledge available; learn how to work in the shared governance arena; able to know as much about my college as possible.	Jun 1, 2009 11:07 PM
32	It was very helpful to know what happens in PAC (President's Advisory Committee), Faculty Senate, and any Conference the Executive Board and/or Senators attend.	Jun 1, 2009 11:24 PM
33	N/A	Jun 1, 2009 11:44 PM
34	Great experience	Jun 2, 2009 12:00 AM
35	Got to understand how the college functioned from all angles.	Jun 2, 2009 2:29 PM
36	Leadership skills, and the fact that our senate is a "click" where friends elect friends, the classified nominations are a popularity contest, and no attempt to get a retreat is currently being made.	Jun 2, 2009 2:36 PM
37	Never work for an organization that is sicker than you are healthy	Jun 2, 2009 4:07 PM
38	serving on a number of ad hoc committees or task forces and participating on district wide committees with representation from a wide constituency	Jun 3, 2009 1:43 AM
39	I was more informed of the workings of the senate and the college.	Jun 3, 2009 3:14 PM
40	As a founding member I gained great knowledge in how the classified seante would fit into our college leadership group.	Jun 3, 2009 4:38 PM
41	Confused by the lack of participation of my colleagues. There are over 200 classified staff working on campus few attend the Senate meetings. I found as the Classified President that I received more participation on voting issue via email. This was great, but many do not feel that they could get away from their jobs to attend the at least one of the many committee meetings that we have one campus. Many eat lunches at their desks.	Jun 3, 2009 5:31 PM

Response Text		
42	Developed relationships with the staff.	Jun 3, 2009 6:10 PM
43	A better understanding of how the college works and how to work with other government reps.	Jun 3, 2009 9:25 PM
44	I have learned how decisions are made on our campus and in our district. Speaking skills, decision making skills.	Jun 4, 2009 3:42 AM
45	leadership, better understanding of college procedures	Jun 4, 2009 3:43 PM
46	Information on shared governance Great depth of knowledge and appreciation for running a college More comfort in speaking in front of a group	Jun 4, 2009 6:00 PM
47	Learned the whole process	Jun 8, 2009 5:01 PM
48	I have a broader understanding of how the school district functions and a better understanding of my role as a classified employee and opportunities of participation in district activities as a classified employee.	Jun 11, 2009 10:59 PM
49	Unknown	Jun 15, 2009 3:49 PM
50	N/A	Jun 29, 2009 5:19 PM

## Classified Participation in Community College Governance

If you were to encourage others to become active in your local governance activities including serving on your senate, what would you say to others to encourage them to participate?		
		Response Count
		51
<i>answered question</i>		51
<i>skipped question</i>		16

Response Text		
1	Serving in the Senate you are learning to be a leader from other leaders/administration. Learn and understand why decision are made when it comes to your college and great personal growth. Also, at our campus you can receive educational incentive.	Jun 1, 2009 9:12 PM
2	dont know	Jun 1, 2009 9:15 PM
3	Being part of senate really validates my contributions to our college. It also creates an awareness of the processes that occur on campus.	Jun 1, 2009 9:15 PM
4	That it is a great way to meet people and we don't have to deal with "union" issues. We actually work on fundraisers and staff appreciation activities as well as our involvement in shared governance. It is "fun" and a chance to really share with others that you don't normally have contact with.	Jun 1, 2009 9:15 PM
5	I would tell them by paticipating in activities, committees and other activities it will help you to understand the college and what goes on.	Jun 1, 2009 9:16 PM
6	its a good chance to get to know people on campus and its a good way to find out what is happening on campus, what decisions are being made.	Jun 1, 2009 9:24 PM
7	I would emphasize the importance of their voices in expressing the concerns of classified employees.	Jun 1, 2009 9:25 PM
8	You gain valuable knowledge about how the college operates and the role/impitance of having a classified senate.	Jun 1, 2009 9:25 PM
9	That it is necessary to be your own advocate for change, and that there is a real opportunity to influence the decision making process that effects your work.	Jun 1, 2009 9:26 PM
10	I often tell them how it makes me feel like I am "important" in the whole picture of decision making (on shared governane committees) and that we have a real sense committment once we are involved at this level!	Jun 1, 2009 9:26 PM
11	I tell them that becoming involved in the campus community is very important for classified. That it is in our handbook that release time is to be given for attending meetings, etc. I also tell them their input is extremely valuable; that they will meet new people; and be involved in the shared governance process, representing all classifie	Jun 1, 2009 9:28 PM
12	the companionship and desire to benefit students and staff are my strongest points	Jun 1, 2009 9:28 PM
13	You will gain a better working knowledge of the college and district. Folks have a say in issues on the campus and districts. If concerned about how things are run, this is an excellent way to understand.	Jun 1, 2009 9:29 PM
14	I am sure everyone has ideas about what could make our campuses stronger. Classified Senate is one's chance to take those ideas from just cubicle talk to an action-taking forum.	Jun 1, 2009 9:30 PM

Response Text		
15	I don't know.	Jun 1, 2009 9:38 PM
16	It is important for classified employees to feel that they are important and have valued input that needs to be heard.	Jun 1, 2009 9:45 PM
17	This is an opportunity to share your talents and expertise in supporting and encouraging the shared governance process as well as taking a leadership roll in that process.	Jun 1, 2009 9:47 PM
18	It is a great way to voice thoughts, ideas, and opinions regarding ways to better communicate and be a change agent.	Jun 1, 2009 9:50 PM
19	I do encourage others to become active in local governance activities by telling them that it is a great way to get to know people in other areas of the campus, and helps improve communication.	Jun 1, 2009 9:55 PM
20	What we accomplish for one, we accomplish for all, it is a joint effort, we need to do all we can to make things better for all. It is also good experience and personal growth.	Jun 1, 2009 10:03 PM
21	Even if you learn just a little...you have learned alot plus you get to meet others outside your area.	Jun 1, 2009 10:16 PM
22	Help us help you.	Jun 1, 2009 10:18 PM
23	Join the senate so that you get to know the people on campus.	Jun 1, 2009 10:18 PM
24	Get Involved! Your voice and ideas are important.	Jun 1, 2009 10:19 PM
25	I recently encourage other confidential staff members to run as a senator. I explained the different activities, events, and purpose of the senate.	Jun 1, 2009 10:23 PM
26	i tell them my experience. When I became involved, it became more then a job to me, i became part of the mission because i help crate it.	Jun 1, 2009 10:27 PM
27	It's a wonderful way to get involved on your campus and get to know other people. New ideas flow and evolve as you see the big picture!	Jun 1, 2009 10:48 PM
28	Do it so you can see what really goes on behind closed doors. Then you can help the collective bargaining unit do its job effectively.	Jun 1, 2009 10:56 PM
29	I would share my wonderful experience.	Jun 1, 2009 10:59 PM
30	n/a	Jun 1, 2009 11:03 PM
31	Extremely rewarding to know that you are serving your fellow employees and passing on their concerns. Participation makes you a part of your college, not just an observer.	Jun 1, 2009 11:07 PM
32	Always get involved. Same as local and national government, you cannot complain about issues if you do not get involved and try to make a difference. Otherwise, I don't believe people should say anything if they cannot be part of the change, not part of the problem.	Jun 1, 2009 11:24 PM
33	To be proactive and get envolve with the programs	Jun 1, 2009 11:44 PM
34	Great way to serve Classified	Jun 2, 2009 12:00 AM
35	Understanding the core functions of your college at a district level helps you perform better in your everyday work. It's also rewarding to be able to see your ideas come to life and make your workplace a better place to be.	Jun 2, 2009 2:29 PM
36	I would not encourage others based on the way I was treated during my tenure in senate.	Jun 2, 2009 2:36 PM
37	The few rights and concessions you have left will probably be gone soon unless you act forcefully and urgently	Jun 2, 2009 4:07 PM
38	it is a good way to learn more about the function of the college and to be more informed in how decisions are made	Jun 3, 2009 1:43 AM
39	I would just ask like you do ,But some may not know what each station does and some can not find time to do this	Jun 3, 2009 2:24 PM
40	It's a wonderful learning experience ad you get to meet people on campus, that you might never met. The networking with 4CS and other colleges is an experience to remember.	Jun 3, 2009 3:14 PM

Response Text		
41	I would tell them that it is the best way to communicate classified issues to the classified and also to the leadership of the college.	Jun 3, 2009 4:38 PM
42	Participation in the governance process is a necessity if one wants to see changes and outcomes that will protect the needs of the classified staff.	Jun 3, 2009 5:31 PM
43	It's your senate!	Jun 3, 2009 6:10 PM
44	be the voice for those who may not be comfortable speaking. Help others understand the importance of shared governance.	Jun 3, 2009 9:25 PM
45	If you are unhappy with your surroundings be a part in changing them. Leadership looks good on a resume too!	Jun 4, 2009 3:42 AM
46	you can make a difference - your unique voice is needed	Jun 4, 2009 3:43 PM
47	Great opportunity to serve others Great learning experience	Jun 4, 2009 6:00 PM
48	Being part of the process of change	Jun 8, 2009 5:01 PM
49	That it is important to have a broad understanding of how your employer functions. It is also important to become an integral part of your organization outside of what you do in your individual work areas. This makes you a more valued and knowledgeable employee who will learn to make decisions and act based on just not what is best for you or your immediate work area, but also what is best for the school district as well. Participation in local governance activities helps you to realize how "important and necessary" to role of a classified employee is in these type of district activities.	Jun 11, 2009 10:59 PM
50	Not sure	Jun 15, 2009 3:49 PM
51	It is very important to participate on some committee. A broad picture of the campus as a whole from different perspectives and entities can be achieved when participating. I just hope your position and your dean allows for this opportunity when it arises.	Jun 29, 2009 5:19 PM

## Classified Participation in Community College Governance

What actions does your classified senate take to encourage participation in governance activities (including joining the senate)?		
		Response Count
		48
<i>answered question</i>		48
<i>skipped question</i>		19











Response Text		
1	Sharing our experience in being involved in the senate.	Jun 1, 2009 9:12 PM
2	everything they can	Jun 1, 2009 9:15 PM
3	We encourage it by word of mouth, in our newsletter, and through our annual Open House.	Jun 1, 2009 9:15 PM
4	Notification of events, orientation, inclusion.	Jun 1, 2009 9:15 PM
5	We really push for staff to participate in hiring committees and other committees on campus.	Jun 1, 2009 9:16 PM
6	annual open house, have events to encourage participation,	Jun 1, 2009 9:24 PM
7	We solicit opinions and suggestions in the form of surveys and questionnaires, and let all classified staff know that their concerns will be addressed.	Jun 1, 2009 9:25 PM
8	Endlessly advocate for classified staff involvement in all levels of participatory governance.	Jun 1, 2009 9:26 PM
9	We make announcements at regular functions and we include a table at our Classified Appreciation day event.	Jun 1, 2009 9:26 PM
10	Classified Retreat: we explain what the Senate does, etc. We are becoming more visible on campus by holding fund raisers and we have an AI for \$100 grants to classified members who are attending classes or need additional financial help to attend a conference or workshop.	Jun 1, 2009 9:28 PM
11	open calls for participation	Jun 1, 2009 9:28 PM
12	Meet 'n Greet annual picnic end of semester celebration meetings	Jun 1, 2009 9:29 PM
13	We do retreats, mail out newsletters, keep the website updated, hold holiday contests for fun, we host and huge Open House event, and contantly post infomation.	Jun 1, 2009 9:30 PM
14	Very few actions. The union appoints all reps to committees.	Jun 1, 2009 9:38 PM
15	Recruits members to represent classified on the various on going committees and task forces.	Jun 1, 2009 9:45 PM
16	Our Classified Senate hosts Classified Appreciation week once a year and encourages participation even when management does not promote participation.	Jun 1, 2009 9:47 PM
17	Classified Senate nominations/elections. Frequent interaction via e-mail, on-campus flyers, etc.	Jun 1, 2009 9:50 PM
18	Email information shared with classified staff, as well as personal one-on-one invitations and communication.	Jun 1, 2009 9:55 PM

Response Text		
19	Hold meetings, try to include others in the process of voting etc. Not using the same people all the time.	Jun 1, 2009 10:03 PM
20	Send out lots of emails. Classified Senators go around meeting with other classified personnel.	Jun 1, 2009 10:16 PM
21	Happy hour.	Jun 1, 2009 10:18 PM
22	????	Jun 1, 2009 10:18 PM
23	Encourage staff to join committees and participate in campus activities and programs.	Jun 1, 2009 10:19 PM
24	Our president emails information and requests to all classified groups.	Jun 1, 2009 10:23 PM
25	begging :) just sharing my experience and the importance of it.	Jun 1, 2009 10:27 PM
26	I do not know	Jun 1, 2009 10:37 PM
27	We have elections and during our open house we encourage new people ot step forward, just as I need. I was motivated by the energy and desire to meet others and make a difference!	Jun 1, 2009 10:48 PM
28	I do not know as I have been out of any meetings since I was last President about two years ago.	Jun 1, 2009 10:56 PM
29	Each senator is given a specific area of the college to keep in contact with all classified members and keep them abreast as to what changes, concerns or questions they may have about senate or general questions.	Jun 1, 2009 10:59 PM
30	None	Jun 1, 2009 11:03 PM
31	Liberal release time policy for all employees; offer broad range of activities; continue to have a good working relationship with administration	Jun 1, 2009 11:07 PM
32	Annual Open House, Elections take place annually in obvious places on the Campus, and are well publicized. If Senators do their job, they always invite their constituents to attend the bi-weekly meetings.	Jun 1, 2009 11:24 PM
33	Join the committee and get to know what's going on on campus and at state level.	Jun 1, 2009 11:44 PM
34	Open house	Jun 2, 2009 12:00 AM
35	educating about what the senate does, one-on-one contact with constituents to encourage them to participate.	Jun 2, 2009 2:29 PM
36	email notices	Jun 2, 2009 2:36 PM
37	Fighting to be included in college and district-wide committees, communicating the importance of classified representation to other staff	Jun 2, 2009 4:07 PM
38	have open forums where participation is discussed and encouraged. Personally talk with classified to answer questions they may have and send out regular communications from the senate regarding matters of interest.	Jun 3, 2009 1:43 AM
39	send regular information to all of us.	Jun 3, 2009 2:24 PM
40	A Halloween party, General meeting once a year & a Classified retreat.	Jun 3, 2009 3:14 PM
41	I receive updates as to what the senate is doing, we have open houses to encourage new members and the senate members themselves work very hard to speak to their constituents in person to encourage participation and knowlege of senate activities.	Jun 3, 2009 4:38 PM
42	elections, meeting, workshops and help from leadership for time away from duties to take part in senate activities or meeting.	Jun 3, 2009 9:25 PM
43	During awards week and convocation we actively recruit.	Jun 4, 2009 3:42 AM
44	Remind them of supervisors' offer of time to go to meetings Encourage attendance at all meetings and shared governance meetings; e.g., College Council	Jun 4, 2009 6:00 PM
45	Many activities	Jun 8, 2009 5:01 PM
46	They work closely with the school district to keep classified employees informed about ways to assist the district in governance activities. They are encouraged throughout the year mostly via email messages.	Jun 11, 2009 10:59 PM

Response Text		
47	They try to make things fun.	Jun 15, 2009 3:49 PM
48	The actions of the senate is reflected in their website and email contacts.	Jun 29, 2009 5:19 PM

## Classified Participation in Community College Governance

For those who do not now participate in governance activities at your college/district, what do you think are the primary "reasons"? (please indicate the top six (6) as best as you can.)			
		Response Percent	Response Count
A. lack of knowledge about the college/district and its governance processes		40.7%	24
B. not part of our jobs		27.1%	16
C. lack of specific training on how to serve on a committee		15.3%	9
<b>D. time constraints</b>		<b>81.4%</b>	<b>48</b>
E. no knowledge as to what the classified senate does		33.9%	20
F. never been individually invited or asked to participate		8.5%	5
G. job responsibilities prohibit it		40.7%	24
H. supervisors does not encourage it		42.4%	25
I. co-workers do not support each other participating		11.9%	7
J. shy - don't like to speak-out in public		35.6%	21
K. our input will not make a difference in the final decisions, anyway		32.2%	19
L. do not need the added stress		28.8%	17
M. do not need the added work, potentially associated with participation		40.7%	24
N. do not care about the college and its mission enough to participate		13.6%	8
O. not our responsibility to			

contribute to the "direction" of the college		1.7%	1
P. do not feel that we have anything to contribute, beyond our daily work		8.5%	5
Q. afraid of repercussions at work if we participate		30.5%	18
R. already volunteering and contributing to other community organizations		6.8%	4
S. family responsibilities and other interests prevent us from doing more at work		32.2%	19
T. we have no real governance at our college		11.9%	7
U. we do not really have a college culture that would accept our ideas		8.5%	5
V. our union represents us in all matters relative to the college/district		3.4%	2
W. already volunteering to help the union, can't do more at this time		5.1%	3
X. there are no committees or openings on committees that I am interested in serving on		3.4%	2
Other:			4
<b>answered question</b>			<b>59</b>
<b>skipped question</b>			<b>8</b>

Other:		
1	People are just not interested.	Jun 1, 2009 9:25 PM
2	just want to work my 8-5 job. Don't want to get involved	Jun 1, 2009 9:29 PM
3	I don't agree with the way the senate has gone. Some of the officers hold positions in the senate and union, at the same time. I don't feel they can give 100% to both groups.	Jun 3, 2009 3:14 PM
4	9-10 month employee so time is limited.	Jun 3, 2009 9:25 PM

## Classified Participation in Community College Governance

In summary, what is the most important benefits that classified staff receive by having an active classified senate?		
		Response Count
		49
<i>answered question</i>		<b>49</b>
<i>skipped question</i>		<b>18</b>

Response Text		
1	Shared governance!	Jun 1, 2009 9:12 PM
2	moral.	Jun 1, 2009 9:15 PM
3	A heightened awareness of what is "really" happening on campus.	Jun 1, 2009 9:15 PM
4	Classified Staff Appreciation Day, Chancellor-Classified Senate Award, respect of other constituency groups for inclusion in decisions that effect the colleges and the district including Accreditation.	Jun 1, 2009 9:15 PM
5	I gives them more chance to be active in the shared governance on the campus.	Jun 1, 2009 9:16 PM
6	representation and knowledgeof what is happening on campus.	Jun 1, 2009 9:24 PM
7	The most importante benefit is that classified staff members have a voice in campus governance. I would hope that this would generate a sense of pride in the fact that we are classified staff on campus.	Jun 1, 2009 9:25 PM
8	Shared governance. Have the opportunity to be heard.	Jun 1, 2009 9:25 PM
9	We earn the respect and recognition of our institution and have a real say in the decision making processes that affect our work.	Jun 1, 2009 9:26 PM
10	KNowlegde of the system, involvement at the Satte level and general camaraderie!	Jun 1, 2009 9:26 PM
11	Better representation in shared governance and visibility to administration. We have a very close working relationship with our CSEA, which is extremely important on campus. We show unity, yet keeping the two separated.	Jun 1, 2009 9:28 PM
12	the inclusiveness of all classified staff the knowlede and understanding of shared governance within an institute	Jun 1, 2009 9:28 PM
13	Direct communication to the President and Chancellor. Influencial on matters concerning all	Jun 1, 2009 9:29 PM
14	A VOICE.	Jun 1, 2009 9:30 PM
15	Having another leadership group on campus that IS NOT the union.	Jun 1, 2009 9:38 PM
16	Classified retain visibility and are continuously reminding the administration and faculty that classified are an important part of this college and have as much to contribute as anyone else.	Jun 1, 2009 9:45 PM
17	Having an active Classified Senate lends credence and importance to shared governance in that faculty and management realize the worth and importance of classified staff in that process. I learned first hand how important classified staff are during our college's accreditation. Several classified staff participated in the writing and provided valuable information to that process, information that faculty or management could not provide.	Jun 1, 2009 9:47 PM
18	We have a voice in what we feel are important issues on campus.	Jun 1, 2009 9:50 PM

Response Text		
19	A voice in the shared governance process	Jun 1, 2009 9:55 PM
20	The hope of being heard.	Jun 1, 2009 10:03 PM
21	Information and knowledge about what's going on in our own college and it's administrators.	Jun 1, 2009 10:16 PM
22	Interacting with fello classifield members.	Jun 1, 2009 10:18 PM
23	Faculty and Administrators get to hear our voices.	Jun 1, 2009 10:18 PM
24	You will have a voice on issues that pertain to the staff and the college.	Jun 1, 2009 10:19 PM
25	Equal representation for all classified groups (management, confidential, and bargaining unit).	Jun 1, 2009 10:23 PM
26	being part of the process Roots you to your work	Jun 1, 2009 10:27 PM
27	The most important benefit I see is that we have a voice to get our concerns out there and our campus does listen and supports us and we're proud of that!	Jun 1, 2009 10:48 PM
28	shared governance in seeing what really goes on in meetings within the college and how it really operates.	Jun 1, 2009 10:56 PM
29	Being informed!	Jun 1, 2009 10:59 PM
30	We have consistent representation in all governance areas.	Jun 1, 2009 11:07 PM
31	Staff can feel that they have someone going to "bat" for them. The more that participate, the more that the Classified Senate will be taken seriously, and have credibility.	Jun 1, 2009 11:24 PM
32	A voice for classified	Jun 2, 2009 12:00 AM
33	A non-union voice in the processes of the college (no us versus them mentality).	Jun 2, 2009 2:29 PM
34	Training workshops increased.	Jun 2, 2009 2:36 PM
35	In theory, it would mean having a voice in the shared governance of the college, however, some colleges and districts do not allow that to happen	Jun 2, 2009 4:07 PM
36	I think having an active classified senate allows staff to be updated on important issues that are going on on campus--it provides a different perspective than a manager or dean would	Jun 2, 2009 7:00 PM
37	respect for our voice and the information and input provided in governance.	Jun 3, 2009 1:43 AM
38	A Voice.	Jun 3, 2009 3:14 PM
39	Some input into the decision making process. In some ways I am afraid that the leadership at this college uses the senate to appear as though they are truly using shared governance when they really aren't. But you can know unless you try!	Jun 3, 2009 4:38 PM
40	I believe that in participating in the shared governance process, one is investing time in the future of the environment that he/she is working in. I am a believer that knowledge is power. Understanding the big picture and making decisions that will aid and improve how I get my job done is a win-win for everyone. We are here for the students. Everything I do is to help students reach their goal of getting a college education. I want to make that transition a smooth one. I want to be a role model for those students, my children and others. I want us to work in a community where we work as a whole unit on the same mission.	Jun 3, 2009 5:31 PM
41	Better communication with the college, district, and governing boards.	Jun 3, 2009 6:10 PM
42	well informed about all areas of the college.	Jun 3, 2009 9:25 PM
43	A voice at the table where decisions are made.	Jun 4, 2009 3:42 AM
44	Support & team spirit	Jun 4, 2009 3:43 PM
45	Strength in numbers, knowing someone cares about issues, serving others (students and co-workers), educational experience	Jun 4, 2009 6:00 PM
46	Actively a part of the process	Jun 8, 2009 5:01 PM
47	Administrators and faculty members work alongside classified employee to achieve the district's goals. Classified employees are equally respected and recognized as invaluable and important employees in the district.	Jun 11, 2009 10:59 PM

Response Text		
48	We need to have an active senate to keep up-to-date on the current issues and be able to communicate it to all of the Classified staff.	Jun 15, 2009 3:49 PM
49	The most important benefits are that the classified senate is an organized vehicle where our INDIVIDUAL VOICES (ideas, concerns, etc.) can be heard and then in return those INDIVIDUAL OR COLLECTIVE VOICES can be delivered to and heard by all members of the campus at all levels and the board of trustees.	Jun 29, 2009 5:19 PM