

# **Governance Evaluation Results**

**Institutional Effectiveness Committee  
June 6, 2025**

# Agenda

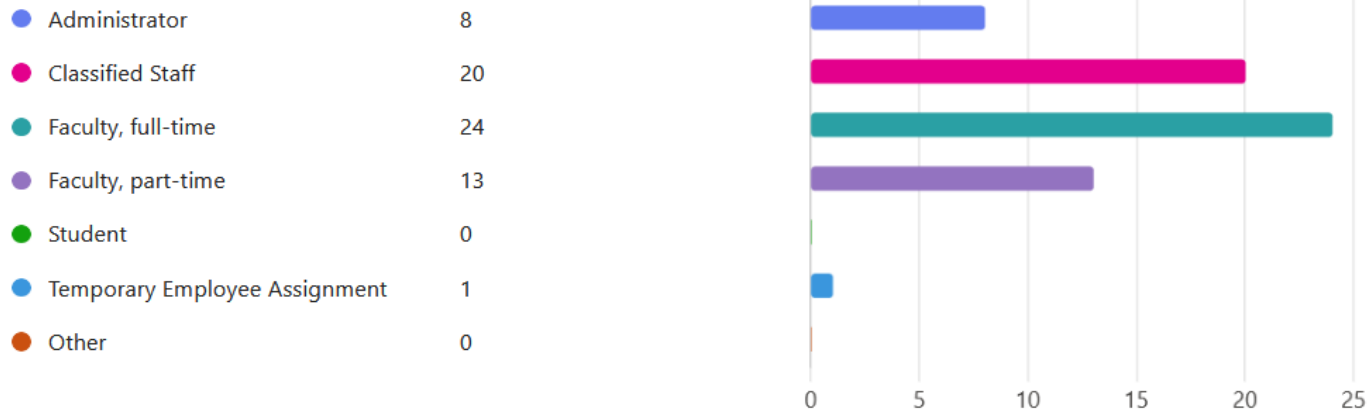
- Provide MIPC evaluation overview
- Review MIPC evaluation results
- Discuss and identify recommendations to MIPC

# Overview

- Online Survey Timeline: May 13 to May 23
- Communication
  - Employees: Email invite on May 13 with reminder on May 20; additional notification through the President's 12345 email on May 14
  - Students: Email invite for the MIPC student representatives sent on May 19
- Total respondents: 66

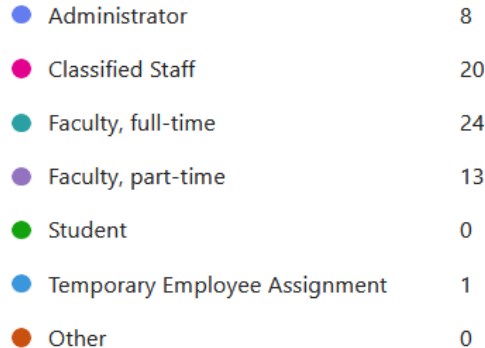
# Demographic Overview: Job Classification

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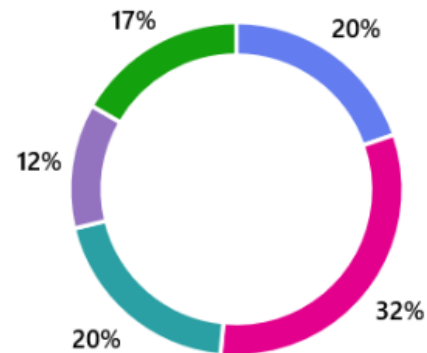


Respondents more likely to be faculty (FT/PT), followed by classified staff

# Demographic Overview: Years at College

2. How long have you been employed at Foothill College?

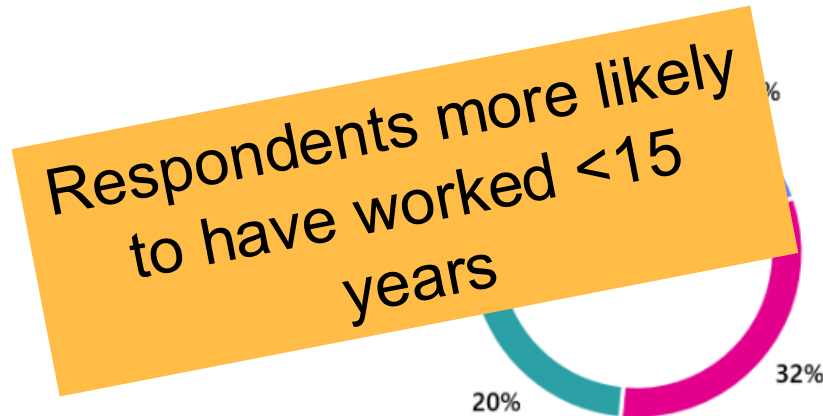
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● 6 to 10 years	21
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● 16 to 20 years	8
● 20+ years	11



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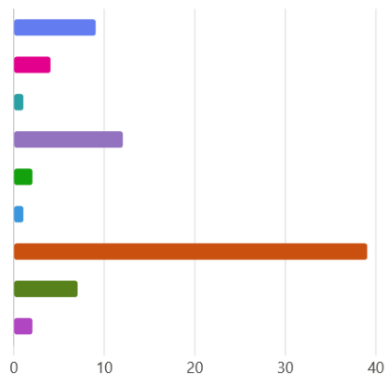
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# Demographic Overview: Ethnicity

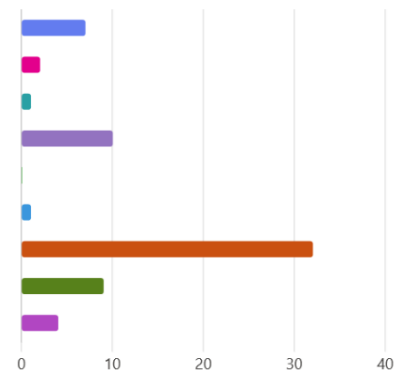
3. Which of the following best describes your race/ethnicity. Choose all that apply.

Asian	9
Black	4
Filipinx	1
Latinx	12
Native American	2
Pacific Islander	1
White	39
Decline to State	7
Other	2



4. If you had to select only one of these terms, which best describes your race/ethnicity?

Asian	7
Black	2
Filipinx	1
Latinx	10
Native American	0
Pacific Islander	1
White	32
Decline to State	9
Other	4

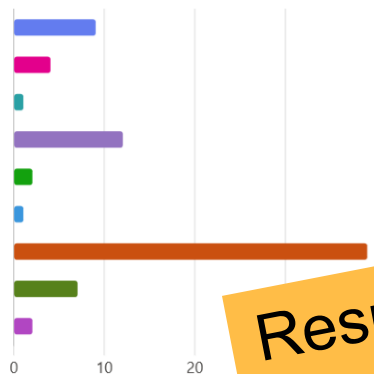




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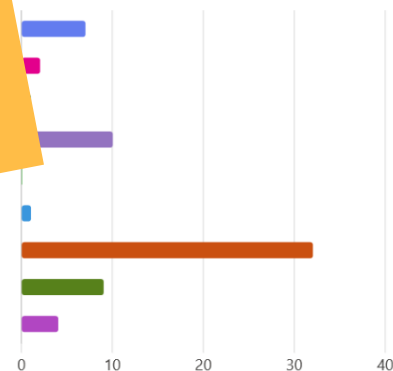
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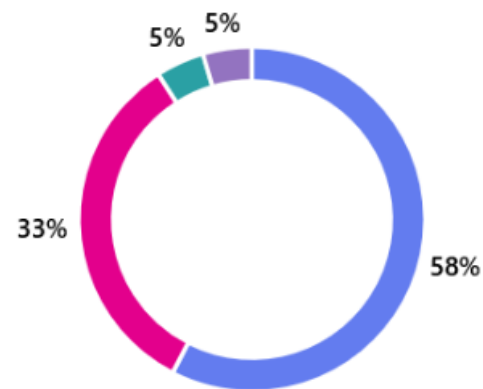


Respondents more likely to be White, Latiné

# Demographic Overview: Gender

5. Choose the term that best describes your gender.

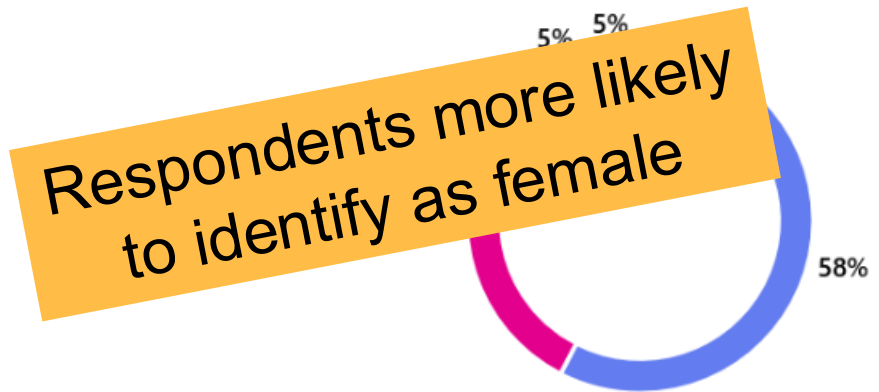
● Female	38
● Male	22
● Non-binary	3
● Decline to State	3
● Other	0



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Female	38
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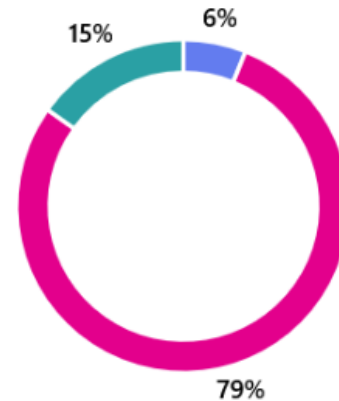
# Highlights: Respondent Demographics

- Position: Mainly faculty and classified staff perspectives; no student perspective
- Years: At least half might be aware of recent governance revise effort
- Ethnicity: Roughly two-thirds identify as White, a slightly higher rate compared to all employees (49%)
- Gender: Comparable to employee breakdown by gender (Females at 59%)

# Role with MIPC

6. Are you a MIPC voting member?

● Yes	4
● No	52
● Unsure	10

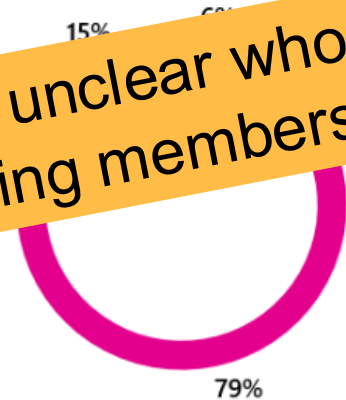


# Role with MIPC

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**Takeway: It is unclear who are MIPC voting members**



# MIPC Familiarity

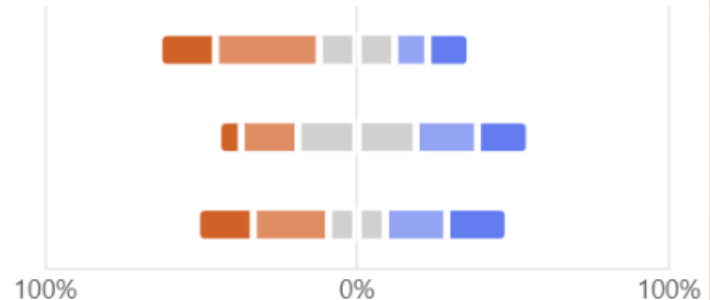
7. Please rate the following statements regarding your familiarity with the structure and process of MIPC.

● Strongly Agree   ● Agree   ● Disagree   ● Strongly disagree   ● Unsure

I am familiar with the organizational structure of MIPC (e.g. membership, meeting schedule, etc.).

I can explain how agenda items are determined at MIPC.

I have discussed some of MIPC's agenda items this year with other people on campus.



# MIPC Familiarity

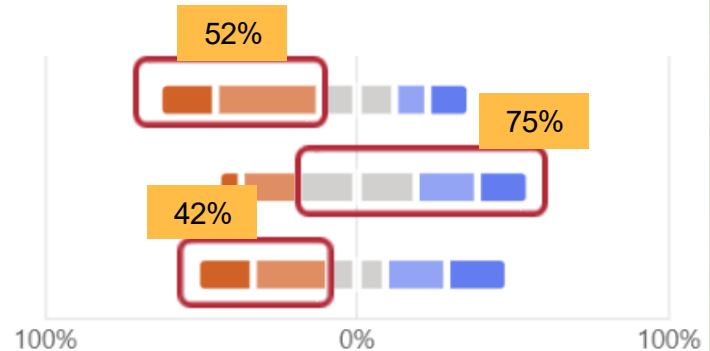
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# MIPC Communication

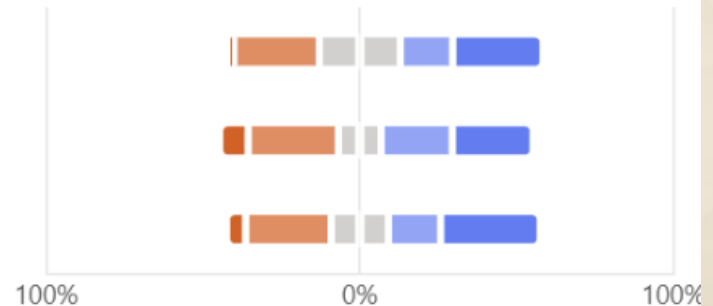
8. Please rate the following statements about your experience with MIPC communication.

● Strongly Agree   ● Agree   ● Disagree   ● Strongly disagree   ● Unsure

MIPC discussions and decisions are well-communicated throughout the college.

I can identify a decision that was made at MIPC this academic year.

The communication I receive about MIPC is helpful and relevant for my job as an employee or to serve as a student leader.



# MIPC Communication

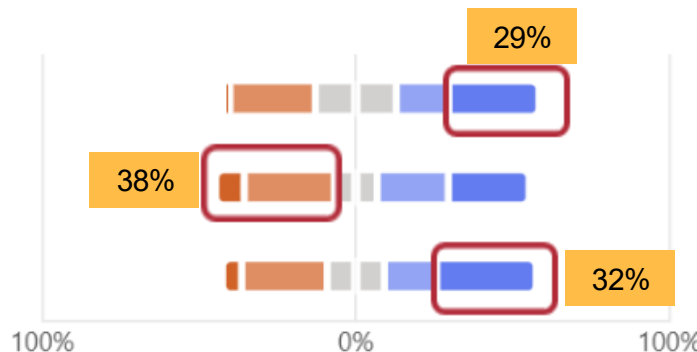
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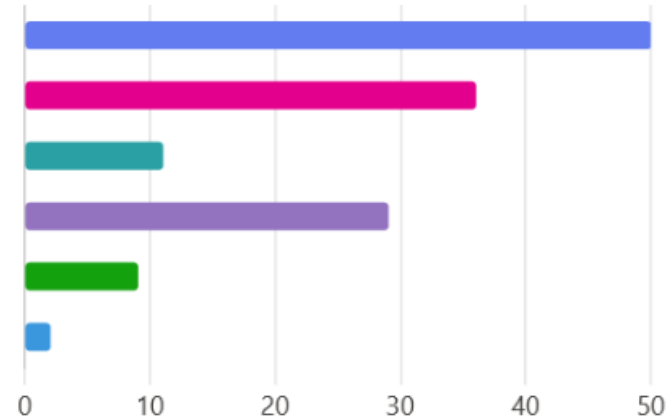
The communication I receive about MIPC is helpful and relevant for my job as an employee or to serve as a student leader.



# MIPC Communication

9. Where have you come across information about MIPC from the college? Select all that apply.

● College President's 12345 newsletter	50
● Parliament newsletter	36
● MIPC website	11
● Other governance group meetings/ communication (e.g. Academic Senate,...)	29
● I have not come across information about MIPC	9
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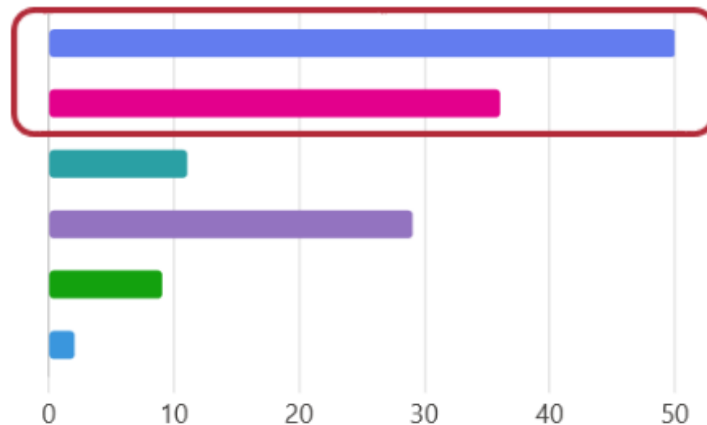


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12345 and Parliament newsletters were selected by over half of the respondents



# MIPC Engagement and Representation

10. Please rate the following statements regarding your understanding about MIPC participation and decision-making.

● Strongly Agree   ● Agree   ● Disagree   ● Strongly disagree   ● Unsure

I believe that MIPC welcomes participation by all employees and students, regardless of whether they are voting members or...

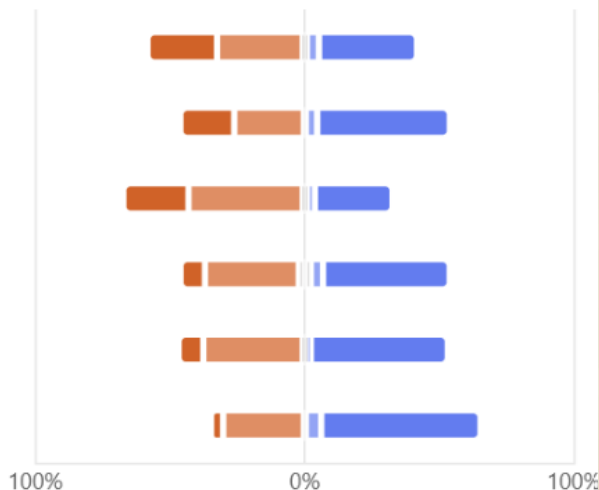
Diverse perspectives are respected in MIPC.

MIPC includes representation from administrators, faculty, classified staff, students, bargaining units, and affinity groups. At...

I believe that MIPC supports effective decision-making for the college.

I believe that MIPC discussions focus on important and relevant issues appropriate for the primary shared governance group.

I am satisfied with the work and discussions that occur in MIPC.



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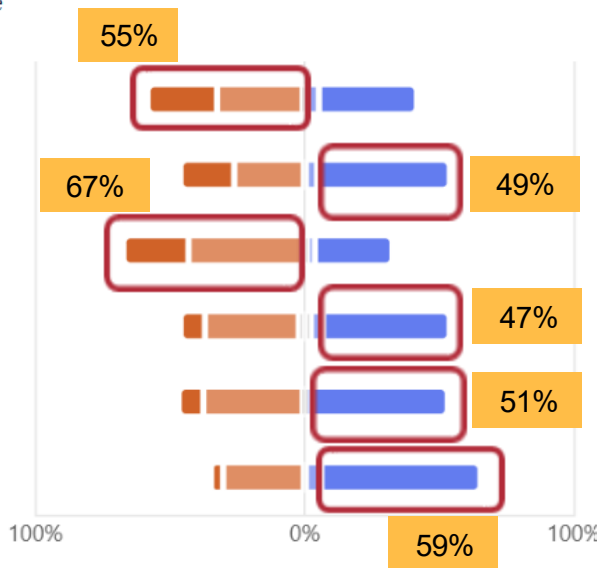
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# Comments: (Lack of) Awareness

- I read at least some college emails and am decently involved – **not sure why I haven't come across MIPC before.** Perhaps more communication is necessary.
- Unsure overall about what MIPC does.
- I have no idea what MIPC is.

# Comments: Value Add for Non-Participants

- ...never attended a MIPC meeting...however, I do read the agendas and minutes on the MIPC website so I am somewhat familiar with which topics are being discussed there. Based on those documents, as well as on updates I get from various other sources, it **sounds like the group tackles a variety of topics relevant to everyone on campus** (from students to administrators) **and that there is representation from different constituent groups.**



# Comments: Value Add for Non-Participants

- ...as Classified staff I have **zero faith in any "participatory" or "shared" governance structure** as we are structurally disadvantaged...I admit this is partly due to my horrid experience in governance under [previous structure]...
- Total and complete waste of time
- Foothill governance is deplorable and cliquish

# Comments: Value Add for Participants

- I think the conversations that occur in MIPC are **valuable, effective, and respectful** but I think the work done in MIPC needs to be highlighted more.
- I believe MIPC is an important part of governance. I have only been able to attend once but **learned much from that...to be honest, I'm also a little intimidated...**I'd like to listen in when I can because I think I could learn a lot.

# Comments: Representation

- The group is heavily swayed by the representatives. **To have more voices heard it would [be] important** to change the folks in this meeting to represent more groups on campus...

# Comments: Representation

- Because my **Division does not have a voting member on MIPC**, news filters down but not in time for us to go to a mtg to discuss it. Being part of convos in MIPC **requires a lot of forethought and planning** on my part and it's difficult given the other work I have.

# Comments: (Limited) Relevance

- I do think it can be hard for part-time faculty who are only occasionally on campus to keep up with all the various communications and happenings. To be frank, **MIPC has very little relevance to my daily life...** I am unclear on how it augments other voting bodies on campus. I see it being more effective as a clearinghouse of collegial discussion, a nexus through which all the other voting bodies can interact.

# Comments: Process Recommendations

- I think MIPC can **clarify its process** for determining what lands on its agenda and what decision it makes for the college community and what decisions it delegates to other committees...

# Comments: Process Recommendations

- I see that minutes are posted on the MIPC website but I **would like to see a digest of headlines of topics discussed with links to more information...** I don't feel it's well organized in terms of transparency or access. It took me a while to find those minutes.

# Comments: Process Recommendations

- We don't actually spend a lot of time in MIPC making decisions or discussing how to approach difficult problems. **Most of the time is spent on information-sharing...**that does help disseminate that information but it could also be disseminated in writing, not just to MIPC, but to everyone. **What if instead MIPC was the place where we tackled difficult decisions and problems,** truly making use of the one governance space on campus that is meant for all constituency groups and college leadership to work together?



# Evaluation: Wonderings and Curiosities

- What immediate reactions come up for you?
- Any takeaways?
- Any next step ideas for further exploration?

# Recommendations for MIPC

- What should be highlighted for MIPC?
- What does IEC need to know to support a more comprehensive evaluation of governance in 2025-26?