

ANSWER CHOICES	RESPONSES
Administrator/manager/supervisor	34.29% 12
Faculty member	51.43
Classified staff member	
Student	
	35

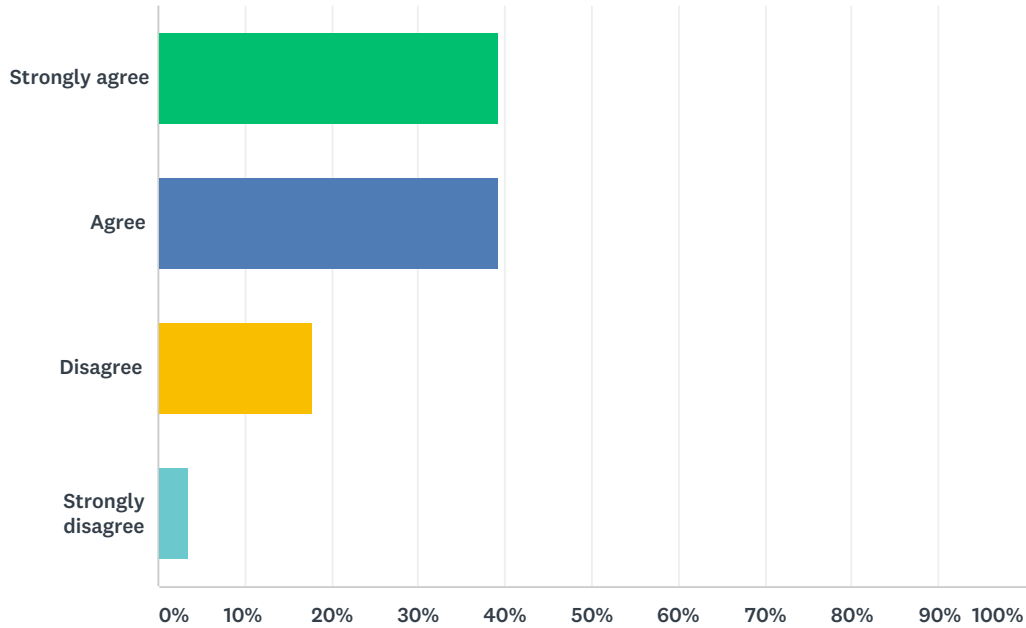
## Q2 Different stakeholders interest i ke

	46.43%	13
	39.29%	11
	10.71%	3
	3.57%	1



**Q3 The governance system and process are designed to serve the best interests of students, employees and/or the institution within a reasonable timeframe.**

Answered: 28 Skipped: 7



ANSWER CHOICES	RESPONSES	
Strongly agree	39.29%	11
Agree	39.29%	11
Disagree	17.86%	5
Strongly disagree	3.57%	1
<b>TOTAL</b>		<b>28</b>



Q4 The governance process produces favorable results that meet the needs of student and employees, while making the best use of resources - human, technological, financial, natural and environmental - at its displaying the best good

	25.00%	7
	46.43%	13
	21.43%	6
	7.14%	2

This is because, many of those systems or councils are dominated, in terms of leadership and voices, by a closed/selective group of people. Agendas and Decisions are imposed, and initiatives are blocked and obstructed by those people, without regard for the interests of the students, faculty and the college, just their own selfish interest to consolidate their power or prevent really qualified people and good ideas from overshadowing them. No real opportunities to consider our perspectives/inputs or when it is done it is just for the show with no intent to respect or implement changes to reflect the perspectives and inputs. Clearly transparency is missing. We learn about decisions and changes at random without a rational and real discussion why and by whom. People are selected or assigned to tasks and additional compensated positions not often based on the best qualified, experienced, and who worked on the project with a one focus: student first, but rather for other reasons, mysterious at best, but often because of personal relations, power consolidation or to please those loud/bully voices.

It often seems decisions are being made outside of the councils and are then presented to the council as if there are no other viable alternatives.

For the most part we do this well.

It depends. Sometimes decisions are favorable for students and all involved. Other times the decisions are not wise use of resources. For example, if a boisterous group monopolizes the decision-making items will move forward even when there are good procedures in place.

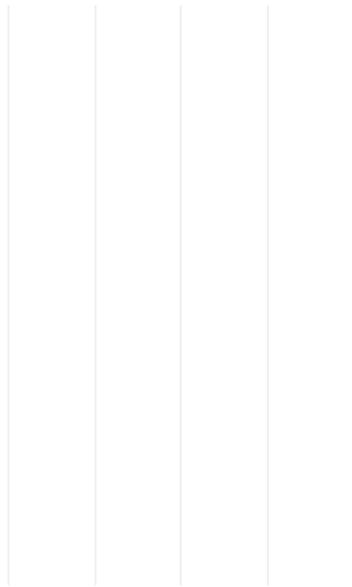
Agree but feel it could be done better or on a more consistent basis.

Councils seem to produce results that favor the administration.

The system and process were not designed around the best use of resources, at least I do not believe this was a significant criterion. The way in which individuals are selected for councils and committees does not necessarily take expertise into consideration (although other factors may be important in selecting individuals, such as interest), and the human resources assigned to councils is very substantial. Consolidating councils, committees, and task forces into a smaller number and ensuring good attendance at such meetings would help.

# Q5 Overall, I am satisfied with the effectiveness of the Hartnell College Governance System.

Answered: 28 Skipped: 7



	32.14%	9
	42.86%	12
	25.00%	7
	0.00%	0
TOTAL		28





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